

# Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th September 2021  
Employment and Earnings at 31st March 2022  
Unemployment at 2nd July 2022

Issue date 28th July 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](http://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 July 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](http://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 were lifted in stages from 11th February 2021 (58 days after the start of the second strict lockdown) until 17th February 2022, when all legal restrictions were removed. 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 1.0% (617 people) over the year ending 30th September 2021. Over the years ending 30th September 2018, 2019 and 2020, the annual changes were 0.5%, 0.7% and 0.2% respectively.
- There was a natural decrease of 12 people and net migration of 629 people over the year ending 30th September 2021.
- During the year ending 30th September 2021 there was an annual increase of 0.6% in the 16 to 64 age group (239 people). The 65 to 84 and 85 and over age groups showed increases of 2.0% (223 people) and 4.6% (82 people) respectively. The number of people in the 0 to 15 age category increased by 0.7% (73 people).
- In March 2022, 31,120 people were employed or self-employed in Guernsey (28,017 people worked for an employer and 3,103 people were self-employed), 2.1% more than at the end of March 2021 but 0.4% fewer than at the same time in 2019.
- During the week ending 2nd July 2022, 0.9% of the workforce (272 people) were wholly unemployed.
- There were 2,211 employers in March 2022, 2.8% more than in March 2021.
- Between March 2021 and March 2022, the following sectors decreased in terms of numbers of employment roles: Electricity, gas, steam and air conditioning supply, Information and communication, Finance and Public administration. All other sectors increased numbers of roles between March 2021 and March 2022 (to higher than March 2019 levels, with the exception of Wholesale, retail and repairs, Hospitality, Transport and storage and Administrative and support service activities).
- Median earnings as at the year ending 31st March 2022 were £36,982 which, compared with a year earlier, was 4.2% higher in nominal terms and 1.4% lower in real terms.
- There was an increase of 5.5% in nominal terms (1.6% in real terms) in the sum of wages paid to employees and pensions paid to past employees and others between the year ending 31st March 2021 and the year ending 31st March 2022.

## 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 617 people (1.0%) over the year ending 30th September 2021, the largest annual increase since 2008.

**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 September 2021 was 12 and the net migration was 629.

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 were lifted in stages from 1st July 2021 until 17th February 2022, when the conditions for travelling into the Island were returned to how they had been pre-pandemic.

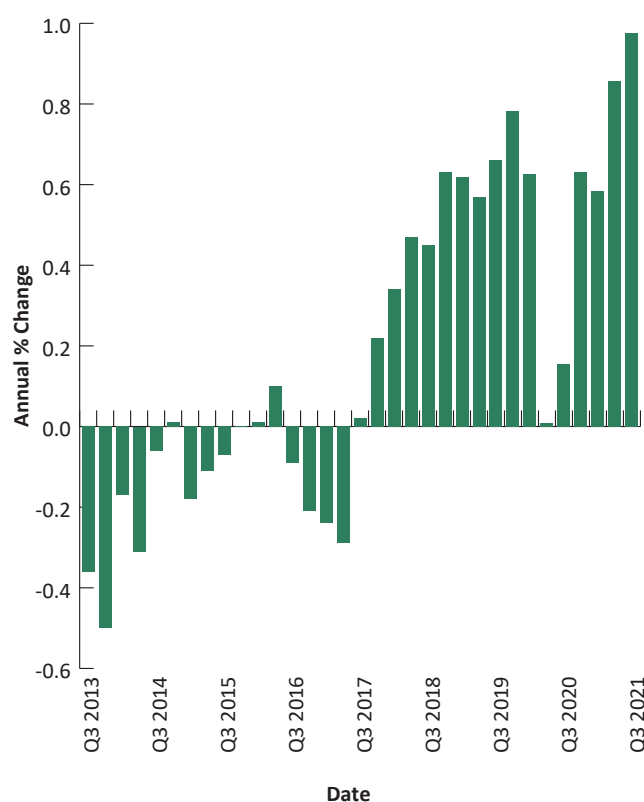
There were 520 births during the year ending 30th September 2021 (see **Table 2.1.2** on **page 6**) and 532 deaths.

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
<b>Q3 2018</b>	281	0.5
<b>Q4 2018</b>	391	0.6
<b>Q1 2019</b>	384	0.6
<b>Q2 2019</b>	358	0.6
<b>Q3 2019</b>	414	0.7
<b>Q4 2019</b>	489	0.8
<b>Q1 2020</b>	393	0.6
<b>Q2 2020</b>	5	0.0
<b>Q3 2020</b>	98	0.2
<b>Q4 2020</b>	398	0.6
<b>Q1 2021</b>	368	0.6
<b>Q2 2021</b>	541	0.9
<b>Q3 2021</b>	617	1.0

**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**

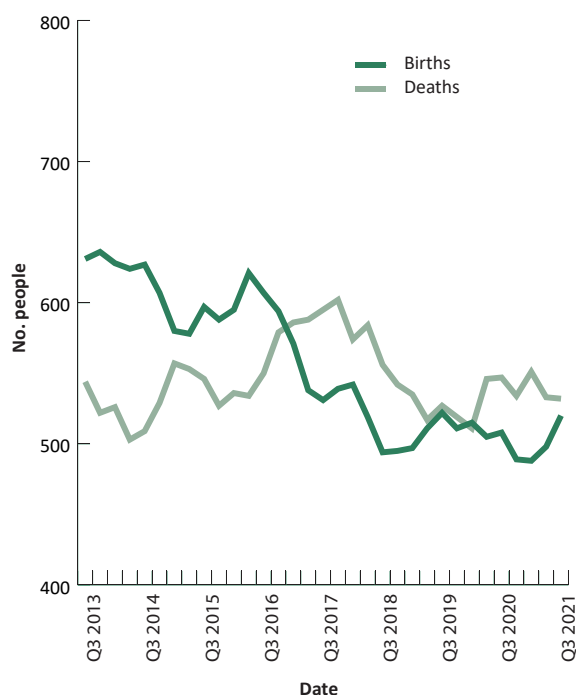
	Births	Deaths	Natural increase	Immigration	Emigration	Net migration	Natural increase and net migration	Net admin changes	Total population at end of quarter
<b>Q3 2018</b>	494	556	-62	3,712	3,369	343	281	36	62,739
<b>Q4 2018</b>	495	542	-47	3,684	3,246	438	391	23	62,472
<b>Q1 2019</b>	497	535	-38	3,697	3,275	422	384	7	62,681
<b>Q2 2019</b>	511	517	-6	3,638	3,274	364	358	0	63,071
<b>Q3 2019</b>	522	527	-5	3,623	3,204	419	414	-43	63,110
<b>Q4 2019</b>	511	519	-8	3,754	3,257	497	489	-32	62,929
<b>Q1 2020</b>	515	511	4	3,702	3,313	389	393	-19	63,055
<b>Q2 2020</b>	505	546	-41	3,036	2,990	46	5	-18	63,058
<b>Q3 2020</b>	508	547	-39	2,915	2,778	137	98	0	63,208
<b>Q4 2020</b>	489	534	-45	2,797	2,354	443	398	0	63,327
<b>Q1 2021</b>	488	551	-63	2,405	1,974	431	368	0	63,423
<b>Q2 2021</b>	498	533	-35	2,641	2,065	576	541	0	63,599
<b>Q3 2021</b>	520	532	-12	2,625	1,996	629	617	0	63,825

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.

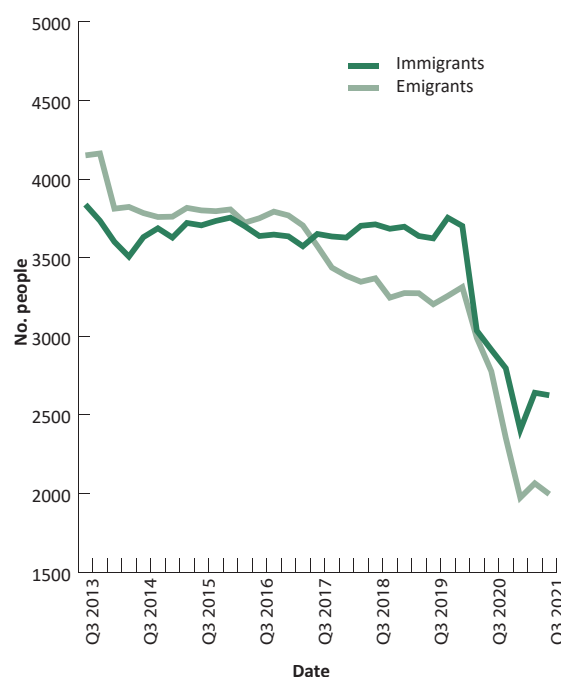
The number of deaths involving coronavirus (COVID-19) has been made available by Public Health Services (see [covid19.gov.gg/test-results](https://covid19.gov.gg/test-results) for more information).

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 63,825 on 30th September 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

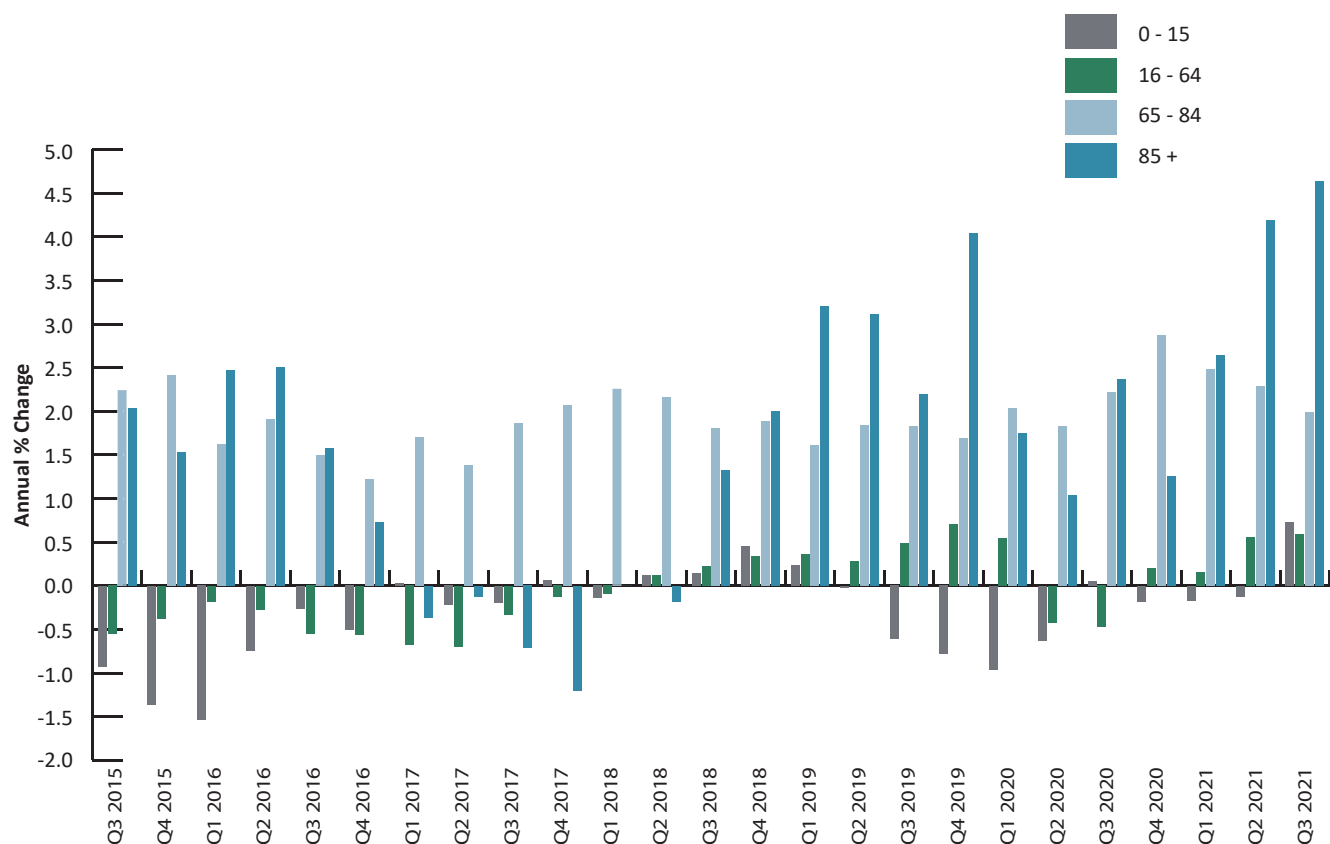


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	9,989	-0.6	40,449	0.5	10,945	1.8	1,727	2.2
Q4 2019	9,954	-0.8	40,264	0.7	10,960	1.7	1,751	4.0
Q1 2020	9,914	-1.0	40,368	0.5	11,033	2.0	1,740	1.8
Q2 2020	9,929	-0.6	40,285	-0.4	11,102	1.8	1,742	1.0
Q3 2020	9,994	0.1	40,258	-0.5	11,188	2.2	1,768	2.4
Q4 2020	9,936	-0.2	40,343	0.2	11,275	2.9	1,773	1.3
Q1 2021	9,897	-0.2	40,433	0.2	11,307	2.5	1,786	2.6
Q2 2021	9,917	-0.1	40,511	0.6	11,356	2.3	1,815	4.2
Q3 2021	10,067	0.7	40,497	0.6	11,411	2.0	1,850	4.6

Table 2.2.1 and Figure 2.2.1 show that during the year ending 30th September 2021 there was an annual increase of 0.6% in the 16 to 64 age group (239 people). The 65 to 84 and 85 and over age groups showed increases of 2.0% (223 people) and 4.6% (82 people) respectively, taking the number of people aged between 65 and 84 up to 11,411 and the number aged 85 and over up to 1,850. 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 increased by 0.7% (73 people) to a total of 10,067 over the year ending September 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
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
Q3 2021	65.1

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

	Female	Male	Total
14 and under	75.0	74.9	75.0
15 to 19	89.1	89.1	89.1
20 to 24	86.2	87.3	86.8
25 to 29	81.4	87.5	84.5
30 to 34	79.0	89.2	84.2
35 to 39	78.7	88.9	83.9
40 to 44	79.6	88.2	83.9
45 to 49	79.8	88.4	84.0
50 to 54	78.0	87.5	82.6
55 to 59	70.4	84.5	77.3
60 to 64	54.7	71.9	63.1
65 to 69	18.8	22.5	20.7
70 to 74	4.9	5.7	5.3
75 to 79	1.4	2.1	1.8
80 to 84	0.5	0.5	0.5
85 and over	0.0	0.5	0.2
Total	61.1	69.3	65.1

At 30th September 2021, 65.1% of the population were in full-time education or in employment, an increase of 0.6 percentage points since September 2020 and a fall of 0.4 percentage points when compared to September 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).

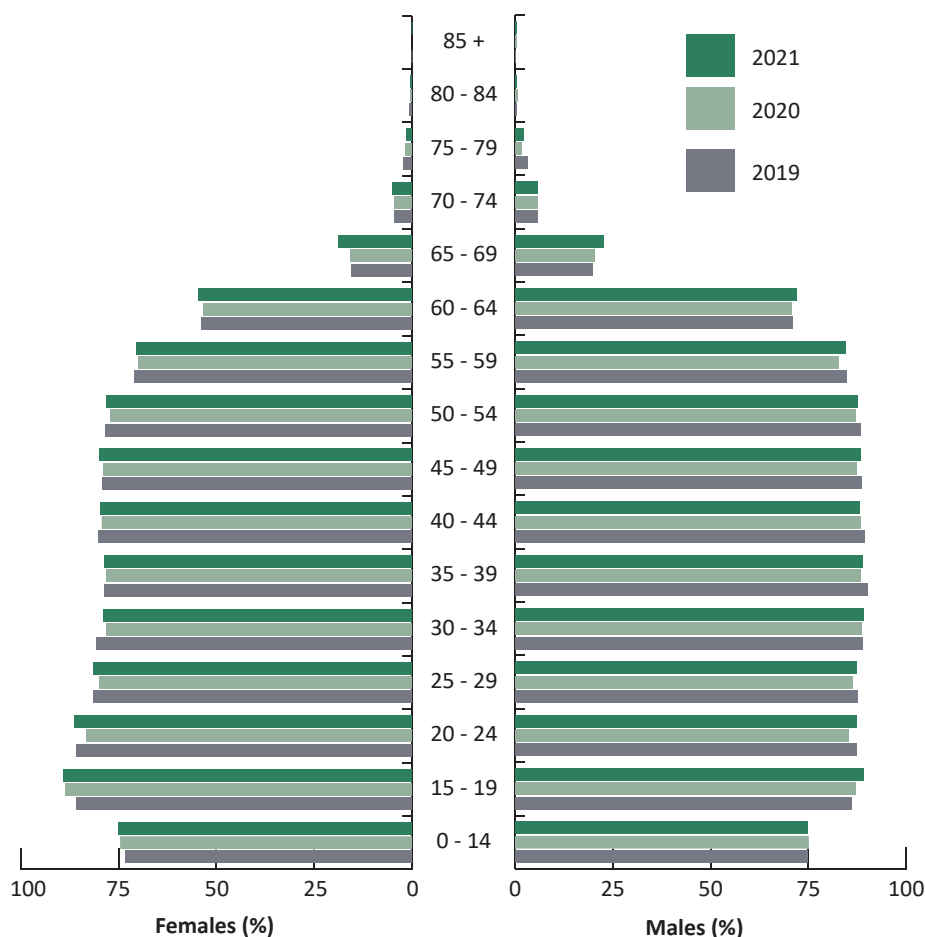
People "in employment" were either employed by an employer (i.e. received wages for paid work) or were self-employed during the snapshot week. If a person was both employed by an employer and self-employed, they are categorised as employed in this bulletin.

Information on the profile of people in employment is available up to the end of March 2022 (see [page 11](#) onwards). Information on unemployment is available up to the start of July 2022 (see [pages 23 to 26](#)).



## 2.3 Population in employment or full-time education

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



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

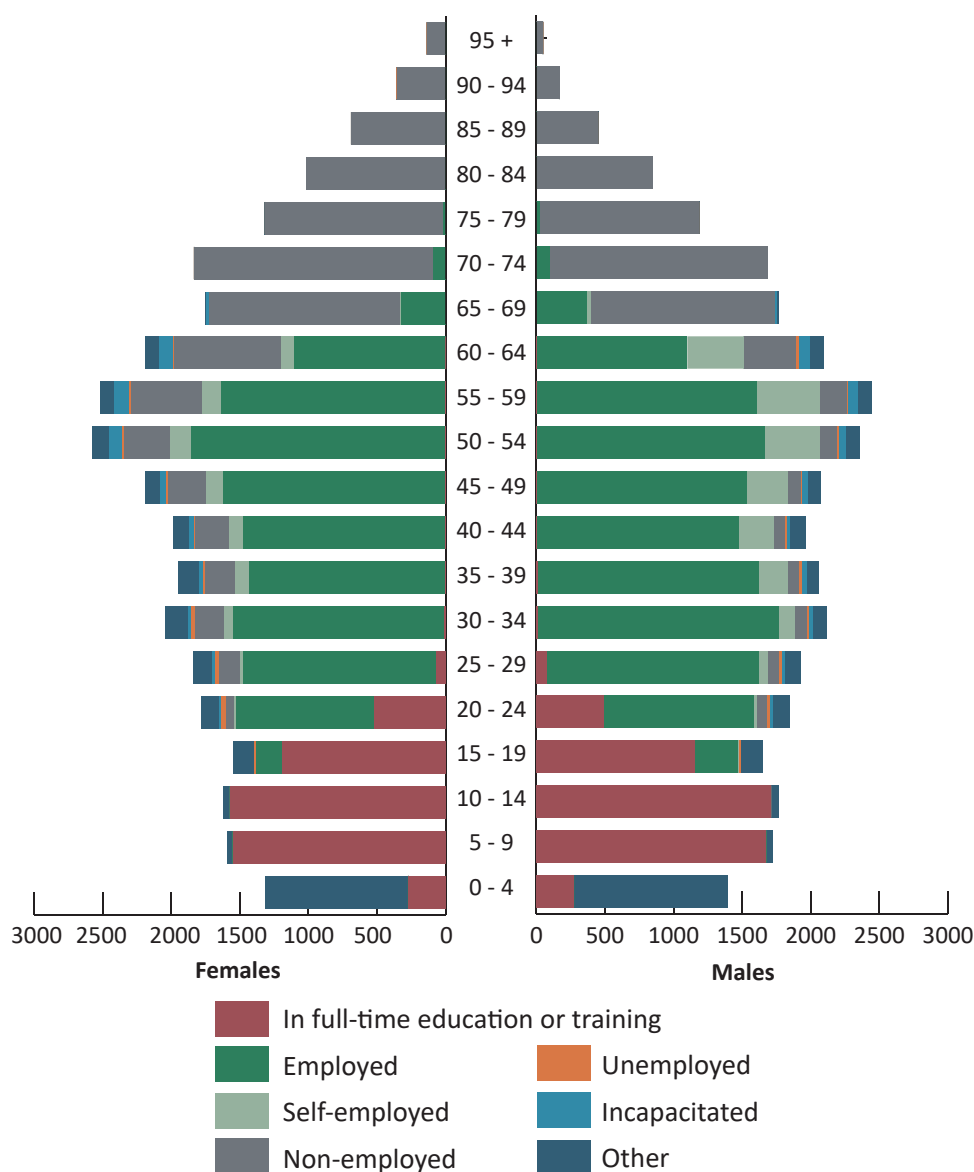
For females, the largest increase was seen in the 20 to 24 age group (83.2% were in employment or full-time education at the end of September 2020, compared to 86.2% at the end of September 2021). The next largest increase was seen in the 65 to 69 age group (15.7% of women were in employment in September 2020 compared to 18.8% in September 2021).

For males, the 65 to 69 age group saw the largest increase in the proportion of those in employment or full-time education (from 20.3% at the end of September 2020 to 22.5% at the end of September 2021). This compares to 19.7% at the end of September 2019. The next largest increase for males was seen in the 20 to 24 age group.

Information on the profile of people in employment is available up to the end of March 2022 (see [page 11](#) onwards). Information on unemployment is available up to the start of July 2022 (see [pages 23 to 26](#)).

## 2.3 Population in employment or full-time education

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



**Figure 2.3.2** shows how economic status varies by age group and gender. Overall, 81.3% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of September 2021. This compares to 80.3% at the same time the previous year and 81.4% in September 2019. Of those aged between 65 and 74, 13.0% (912 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 (1,851 people), the 25 to 29 age group has the largest proportion (76.1%). For males, the 30 to 34 age group has both the highest proportion of the population (82.9%) and the highest number of people employed (1,751 people).

Self-employment was more apparent in males and non-employment was more apparent in females on 30th September 2021. Of those categorised as unemployed, 25 were taking part in training schemes. Information on unemployment is available up to the start of July 2022 and can be found on [pages 23 to 26](#).

## 3.1 Employment trends

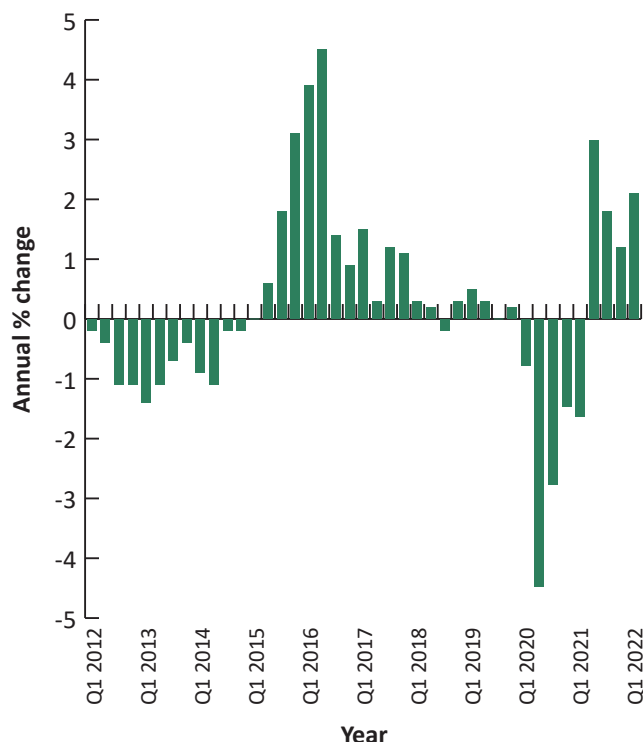
There was an overall increase of 2.1% (see [Figure 3.1.1](#) and [Table 3.1.1](#)) in the number of people either employed or self-employed at the end of March 2022 compared to the end of March 2021. There were, however, 0.4% fewer people in employment at the end of March 2022 than before the COVID-19 pandemic in March 2019.

The number of employed people as at 31st March 2022 increased by 2.2% when compared to 31st March 2021 but showed a decrease of 0.7% compared to March 2019. The number of self-employed people in March 2022 increased by 1.5% since March 2021 and showed a 2.6% increase when compared to March 2019. Unemployment information is available more quickly than employment information and is included on [pages 23 to 26](#).

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.

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 were lifted in stages from 1st July 2021 until 17th February 2022, when the conditions for travelling into the Island were returned to how they had been pre-pandemic. 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**

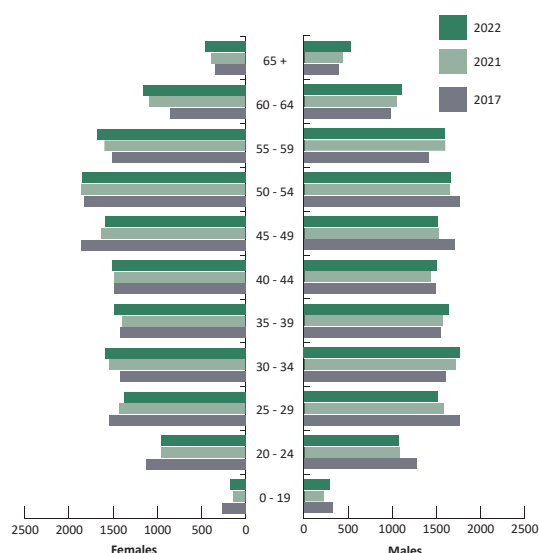
	Employed	Self-employed	Total employment
Q1 2018	0.4	-0.6	0.3
Q2 2018	0.3	-0.9	0.2
Q3 2018	-0.1	-1.1	-0.2
Q4 2018	0.6	-2.0	0.3
Q1 2019	0.8	-1.8	0.5
Q2 2019	0.5	-1.6	0.3
Q3 2019	0.1	-1.2	0.0
Q4 2019	0.3	-0.5	0.2
Q1 2020	-0.8	-0.2	-0.8
Q2 2020	-4.9	-0.1	-4.5
Q3 2020	-3.2	0.9	-2.8
Q4 2020	-1.8	1.3	-1.5
Q1 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
Q1 2022	2.2	1.5	2.1

## 3.2 Employment by age and gender

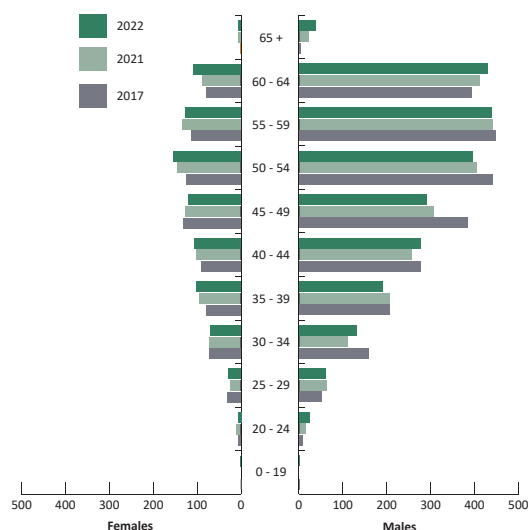
**Table 3.2.1 Number in employment at 31st March**

	Employed	Self-employed	Total
2015	26,329	3,045	29,374
2016	27,427	3,086	30,513
2017	27,879	3,098	30,977
2018	27,983	3,079	31,062
2019	28,207	3,023	31,230
2020	27,971	3,016	30,987
2021	27,424	3,058	30,482
2022	28,017	3,103	31,120

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



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



The trend in the number of people in employment is presented in **Table 3.2.1**. It can be seen that the number of people in employment at the end of March 2022 was higher than in March 2021 but lower than before the COVID-19 pandemic in March 2019.

The number of employed and self-employed people at the end of March 2022, one year earlier in 2021 and five years earlier in 2017 is broken down by age and gender and shown in **Figures 3.2.1** and **3.2.2**.

**Figure 3.2.1** shows that between March 2021 and March 2022 the number of employed women showed the largest increase in the 35 to 39 age group (an increase of 95 people), whereas for males the largest increase was seen in the 65 and over age group (an increase of 86 people between March 2021 and March 2022).

When compared to the same time in 2017, the number of employed females aged 45 to 49 decreased by 272 people and the number of employed males of the same age decreased by 191 people. The 20 to 24 and 25 to 29 age groups also saw significant decreases in the number of employed people, particularly males, between March 2017 and March 2022, (decreases of 199 and 250 people respectively). The 55 to 59 age group saw the largest increase in the number of employed males (183 people), whereas the 60 to 64 group saw the largest increase in the number of employed females (303 people) between March 2017 and March 2022 (see **Figure 3.2.1**).

As can be seen in **Figure 3.2.2**, self-employment is more apparent in males than in females. Over the last five years, however, the total number of self-employed males has decreased by 4% (from 2,373 in March 2017 to 2,276 in March 2022), whereas the total number of self-employed women has increased by 14% (from 725 to 827). The number of self-employed males in the 45 to 49 age category showed the largest decline between March 2017 and March 2022 and the 60 to 64 age group showed the largest increase for women.

## 3.2 Employment by age and gender

**Table 3.2.2 Employment status by age group at 31st March 2022**

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
<b>14 and under</b>	*	*	*	*	*	*	*
<b>15 to 19</b>	180	289	469	*	*	*	471
<b>20 to 24</b>	955	1,075	2,030	7	24	31	2,061
<b>25 to 29</b>	1,374	1,508	2,882	28	60	88	2,970
<b>30 to 34</b>	1,589	1,766	3,355	69	131	200	3,555
<b>35 to 39</b>	1,492	1,631	3,123	102	191	293	3,416
<b>40 to 44</b>	1,515	1,502	3,017	106	276	382	3,399
<b>45 to 49</b>	1,588	1,509	3,097	120	291	411	3,508
<b>50 to 54</b>	1,854	1,662	3,516	154	395	549	4,065
<b>55 to 59</b>	1,679	1,587	3,266	126	439	565	3,831
<b>60 to 64</b>	1,160	1,107	2,267	109	430	539	2,806
<b>65 to 69</b>	339	387	726	5	38	43	769
<b>70 to 74</b>	100	113	213	-	-	-	213
<b>75 and over</b>	24	31	55	-	-	-	55
<b>Under 65</b>	13,386	13,637	27,023	822	2,238	3,060	30,082
<b>65 +</b>	463	531	994	5	38	43	1,037
<b>Total</b>	13,849	14,168	28,017	827	2,276	3,103	31,120

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

At 31st March 2022, 31,120 people were either employed or self-employed in Guernsey, of whom 1,037 people (3.3%) were aged 65 or over (see [Table 3.2.2](#)). This age bracket accounted for 3.5% of employed people and 1.4% of self-employed people.

Of the 27,023 employed people aged under 65 at the end of March 2022, 13,386 (49.5%) were female and 13,637 (50.5%) were male. This compares to 822 self-employed females and 2,238 males, which equates to 26.9% and 73.1% of the 3,060 total for that age group.

**Page 12** shows the number of people employed and self-employed by age group at the end of March 2022 compared to the previous year and compared to 5 years earlier, in March 2017.

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

### 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 March were classified as Permanent Residents\* (20,380 people at the end of March 2022).

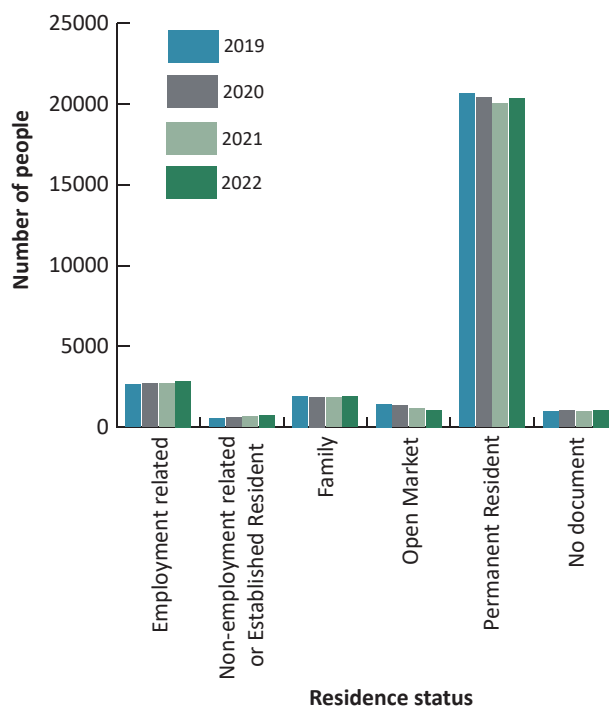
The number of self-employed Permanent Residents\* increased between March 2019 and March 2022 (2,375 to 2,469 people, see **Figure 3.3.2**).

10% of the total number of people employed at the end of March 2022 were employed on the basis of an employment related licence\*. The number of people in this category showed an increase between March 2019 and March 2022 (from 2,644 to 2,858 people, see **Figure 3.3.1**). **Figure 3.3.2** shows that the number of self-employed people on an employment related licence\* increased (from 78 people at the end of March 2019 to 93 people at the end of March 2022). Those on an employment related licence accounted for just 3% of the total self-employed.

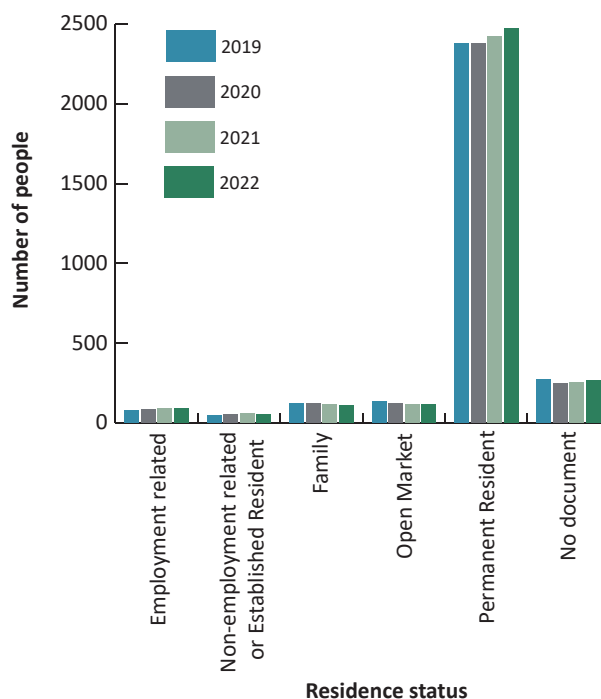
The annual percentage change in the number of people employed or self-employed by residence status can be found on **page 15**.

For more information on residence status, please see [www.gov.gg/populationmanagement](http://www.gov.gg/populationmanagement).

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



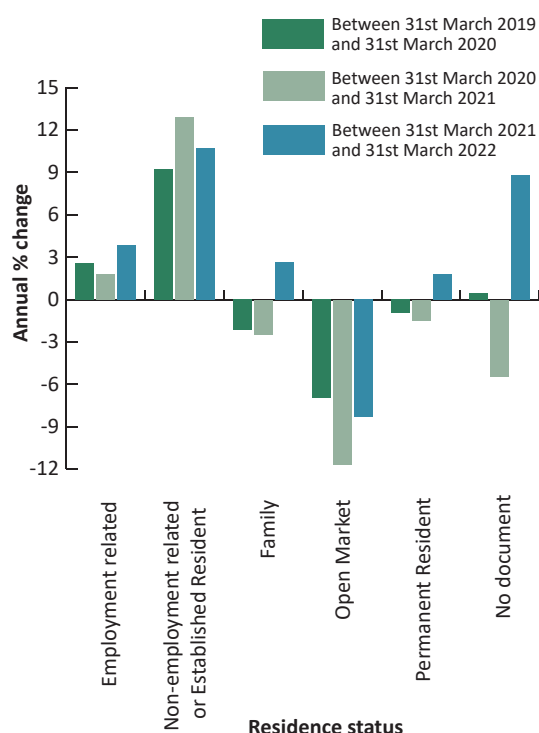
**Figure 3.3.2: Number of people self-employed by residence status (at 31st March)**



\*See **page 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 March 2021 and March 2022, the only decrease in the number of people in employment was seen in the Open Market\* category (a decrease of 8%, see **Figure 3.3.3**). This compares to a decrease of 12% between March 2020 and March 2021 and 7% between March 2019 and March 2020.

The "Non-employment related or Established Resident"\* category saw the largest annual increases in the number of people employed across all years shown in **Figure 3.3.3**. 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).

The number of people in employment with no document saw the second largest increase between March 2021 and March 2022 (an increase of 9%), however this partially offsets the 5% decrease seen between March 2020 and March 2021.

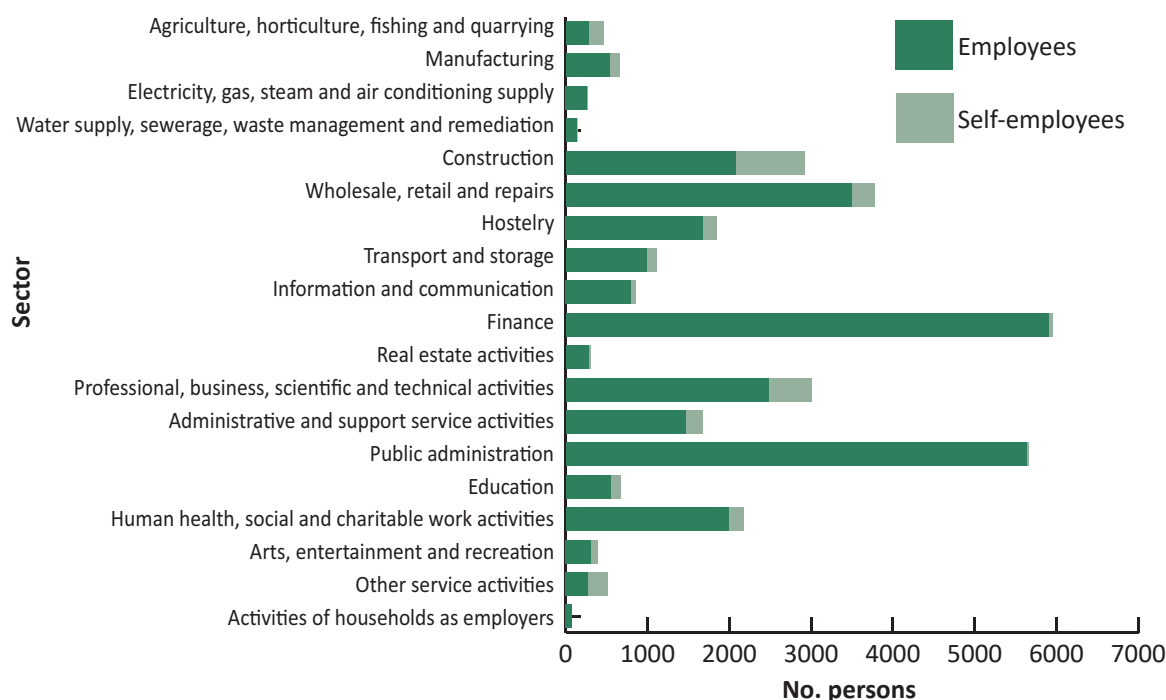
The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) increased by 4% between March 2021 and March 2022, compared to 2% between March 2020 and March 2021 and 3% between March 2019 and March 2020 (see **Figure 3.3.3**).

The number of people on short-term and medium-term employment permits increased by 14% and 5% respectively between March 2021 and March 2022. The number of people employed on long-term employment permits decreased by 1%.



## 3.4 Employment by economic sector

**Figure 3.4.1 Employment by economic sector at 31st March 2022**



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](http://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.

As shown in **Figure 3.4.1** and **Table 3.4.1**, the Finance sector was the largest employer in March 2022, accounting for 18.4% of total employment (5,960 people), 5,899 of whom were employed and 61 of whom were self-employed. The Construction sector had the largest number of self-employed people in March 2022 (852 people), representing 29.1% of the sector and 25.6% 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 July 2022, are presented by sector on **pages 25 and 26**.



## 3.4 Employment by economic sector

**Table 3.4.1 Employment by economic sector at 31st March 2022**

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	92	181	273	37	150	187	460	1.4
Manufacturing	178	353	531	31	103	134	665	2.0
Electricity, gas, steam and air conditioning supply	52	206	258	*	*	6	264	0.8
Water supply, sewerage, waste management and remediation activities	13	113	126	*	*	19	145	0.4
Construction	140	1,932	2,072	18	834	852	2,924	9.0
Wholesale, retail and repairs	1,555	1,939	3,494	77	208	285	3,779	11.6
Hostelry	664	1,013	1,677	58	111	169	1,846	5.7
Transport and storage	243	739	982	16	115	131	1,113	3.4
Information and communication	194	603	797	14	39	53	850	2.6
Finance	3,159	2,740	5,899	9	52	61	5,960	18.4
Real estate activities	137	143	280	5	19	24	304	0.9
Professional, business, scientific and technical activities	1,358	1,120	2,478	157	375	532	3,010	9.3
Administrative and support service activities	674	786	1,460	28	186	214	1,674	5.2
Public administration	3,531	2,099	5,630	10	20	30	5,660	17.4
Education	407	141	548	90	35	125	673	2.1
Human health, social and charitable work activities	1,624	367	1,991	95	89	184	2,175	6.7
Arts, entertainment and recreation	153	156	309	37	44	81	390	1.2
Other service activities	218	52	270	182	56	238	508	1.6
Activities of households as employers	53	21	74	*	*	2	76	0.2
<b>Total for all sectors</b>	<b>14,445</b>	<b>14,704</b>	<b>29,149</b>	<b>867</b>	<b>2,460</b>	<b>3,327</b>	<b>32,476</b>	<b>100.0</b>

**Table 3.4.2 Employment within the Finance sector at 31st March 2022**

	Total no. in employment	% of total Finance sector
Banking	1,456	24.4
Fiduciary	1,616	27.1
Funds	1,506	25.3
Insurance	784	13.2
Other	598	10.0
<b>Total</b>	<b>5,960</b>	<b>100.0</b>

\* 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 5,960 people employed and self-employed within the Finance sector, 1,616 people (27.1%) were involved in Fiduciary activities, 1,456 people (24.4%) worked in banking and 1,506 people worked in sub-sectors relating to Funds at the end of March 2022.

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								
	2020 Q1	2020 Q2	2020 Q3	2020 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2022 Q1
Agriculture, horticulture, fishing and quarrying	4.1	6.8	9.0	13.4	3.2	0.9	-0.7	1.1	2.4
Manufacturing	-1.8	0.9	0.6	-0.2	1.8	1.4	2.0	1.8	0.3
Electricity, gas, steam and air conditioning supply	-0.3	-1.4	-7.2	-3.5	-5.9	-3.2	1.1	-2.6	-1.9
Water supply, sewerage, waste management and remediation activities	13.2	5.0	-0.8	-6.0	-4.7	0.0	25.0	17.6	17.9
Construction	0.1	1.4	2.9	2.4	3.2	5.1	3.1	1.4	1.7
Wholesale, retail and repairs	-2.7	-5.7	-4.0	-3.7	-1.9	2.3	1.4	-0.2	1.6
Hostelry	-4.7	-24.2	-17.7	-11.1	-9.8	12.4	4.4	7.5	12.5
Transport and storage	0.4	-8.0	-8.4	-3.1	-10.5	0.0	-1.0	-2.5	8.3
Information and communication	9.9	8.9	7.2	0.5	-2.7	-0.9	-1.2	-1.9	-1.4
Finance	-4.4	-4.9	-2.4	-1.8	-1.0	-0.2	-0.4	-0.5	-0.2
Real estate activities	10.4	8.2	5.6	2.4	-1.0	1.4	2.3	3.3	3.8
Professional, business, scientific and technical activities	3.3	-0.6	-1.4	-1.6	-2.0	2.8	5.8	4.9	5.1
Administrative and support service activities	0.6	-8.7	-6.7	-7.0	-6.2	7.9	4.9	2.5	3.8
Public administration	0.4	-1.9	-1.3	0.6	1.8	6.3	2.7	0.6	-0.2
Education	-1.9	-2.0	0.6	2.5	2.5	6.9	3.1	3.8	3.7
Human health, social and charitable work activities	3.5	-2.5	1.5	2.7	1.4	8.1	5.0	3.8	4.0
Arts, entertainment and recreation	-1.4	-14.4	0.5	8.0	7.7	16.5	6.4	-2.0	3.7
Other service activities	-3.2	-6.8	-2.0	0.4	0.8	8.8	7.5	8.8	5.4
Activities of households as employers	0.0	-2.5	-11.2	0.0	0.0	1.3	-6.3	-6.0	-3.8

**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 March 2021 and 31st March 2022, at 17.9%.

The Activities of households as employers sector showed the largest decrease (3.8%) 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](#).

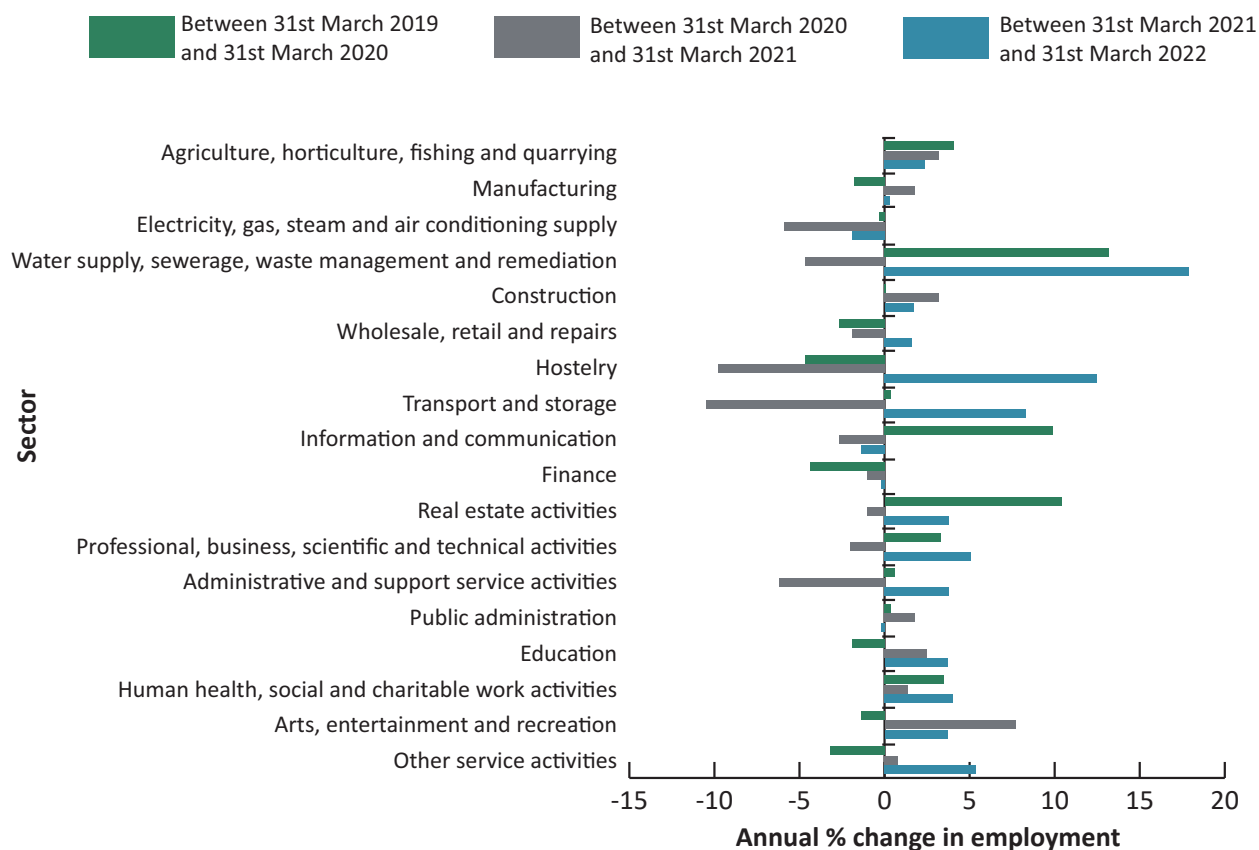
Please note that some sectors have a small number of people in employment (see [Table 3.4.1](#) on [page 17](#)).

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of July 2022, are presented by sector on [pages 25](#) and [26](#).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at [www.gov.gg/covid19data](http://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**



Fourteen of the eighteen economic sectors displayed in **Figure 3.5.1** showed an increase in employment roles between 31st March 2021 and 31st March 2022. This compares to eight between 31st March 2020 and 31st March 2021 and ten between 31st March 2019 and 31st March 2020.

Between March 2021 and March 2022, the following sectors decreased in terms of numbers of employment roles: Electricity, gas, steam and air conditioning supply, Information and communication, Finance and Public administration. All other sectors increased numbers of roles between March 2021 and March 2022 (to higher than March 2019 levels, with the exception of Wholesale, retail and repairs, Hostelry, Transport and storage 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**).

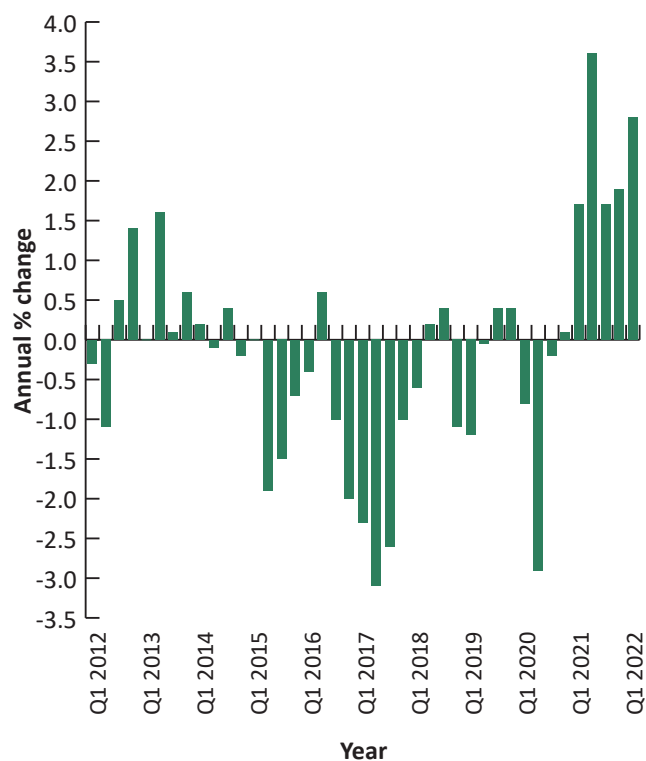
Findings from the Community Surveys, undertaken in 2020 and 2021 are available at [www.gov.gg/covid19data](http://www.gov.gg/covid19data) and provide more detailed information on how lockdown impacted on working, incomes and wellbeing.

## 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 2,211 employers at the end of March 2022 (see **Table 4.2.1** on **page 21**). This was an annual increase of 2.8%, as shown in **Figure 4.1.1**.

**Figure 4.1.1 Annual percentage change in total number of employers**



**Table 4.1.1 Annual percentage change in total number of employers**

	Annual % change
Q1 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
Q1 2022	2.8

Figures rounded to 1 decimal place

## 4.2 Employers by economic sector and size

**Table 4.2.1 Employers by economic sector and size at 31st March 2022**

	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	13	31	6	1	1	1	0	0	53
Manufacturing	13	23	13	8	2	1	1	0	61
Electricity, gas, steam and air conditioning supply	4	2	2	0	1	0	1	0	10
Water supply, sewerage, waste management and remediation activities	5	3	2	0	0	1	0	0	11
Construction	107	133	56	30	8	3	1	0	338
Wholesale, retail and repairs	70	142	57	27	20	9	4	1	330
Hostelry	28	68	36	28	5	7	0	0	172
Transport and storage	17	27	4	10	2	1	2	1	64
Information and communication	33	26	6	7	8	2	1	0	83
Finance	72	100	28	56	32	23	9	1	321
Real estate activities	16	19	3	6	3	0	0	0	47
Professional, business, scientific and technical activities	66	57	27	25	4	8	3	1	191
Administrative and support service activities	46	47	18	15	13	1	2	0	142
Public administration	5	7	3	1	0	0	1	1	18
Education	6	6	1	6	0	3	2	0	24
Human health, social and charitable work activities	43	53	27	21	13	7	3	0	167
Arts, entertainment and recreation	22	21	6	5	3	0	0	0	57
Other service activities	44	40	8	0	1	0	0	0	93
Activities of households as employers	18	7	2	2	0	0	0	0	29
<b>Total</b>	<b>628</b>	<b>812</b>	<b>305</b>	<b>248</b>	<b>116</b>	<b>67</b>	<b>30</b>	<b>5</b>	<b>2,211</b>

**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 March 2022. They are sourced from the Rolling Electronic Census.

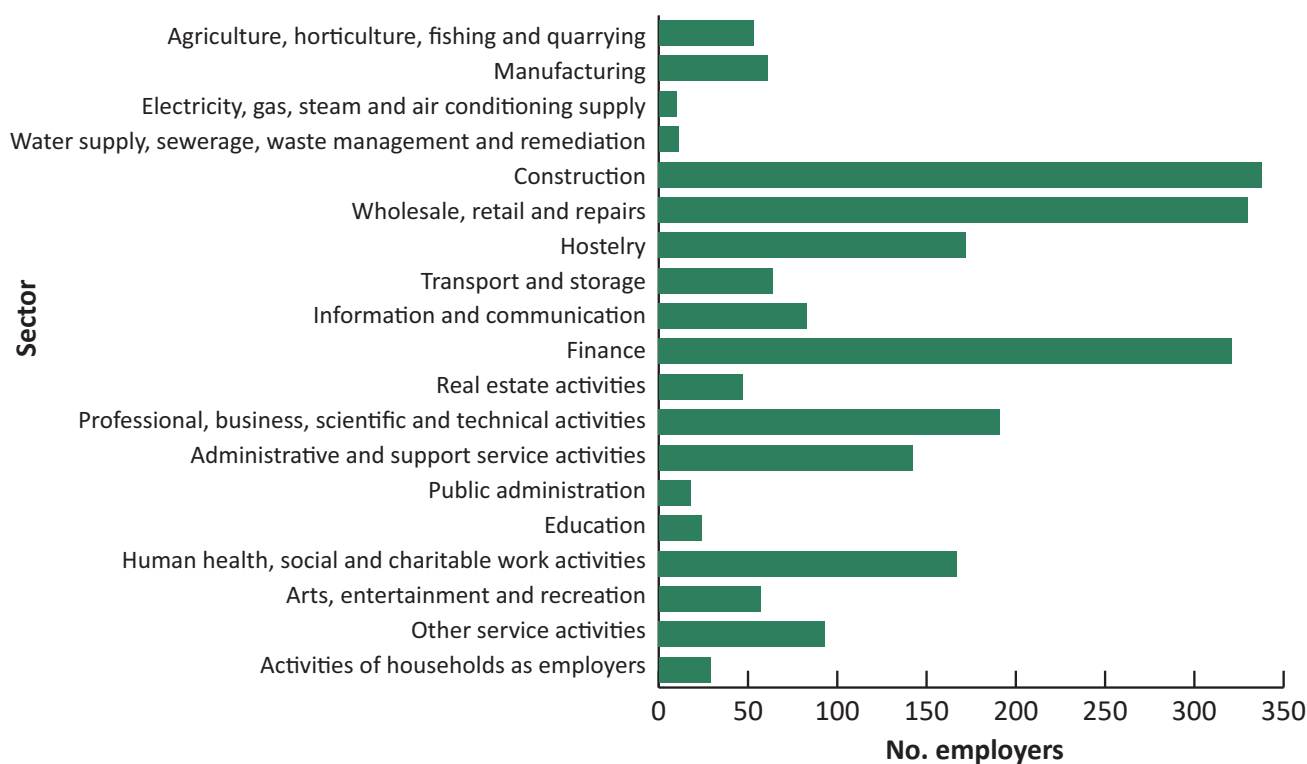
It can be seen that the Construction sector had the highest number of employing organisations (338) at the end of March 2022. The Finance sector had 321 employing organisations and had the highest number of employing organisations with more than 50 employees (33 employers).

The Construction sector had the highest number of employers with fewer than six employees (240).

There were five organisations employing more than 250 people at the end of March 2022.

## 4.2 Employers by economic sector and size

Figure 4.2.1 Employers by economic sector at 31st March 2022



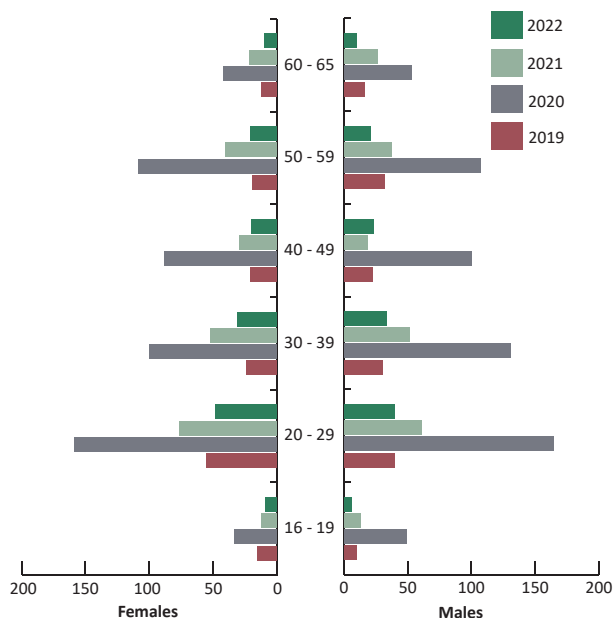
As shown above in **Figure 4.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers. Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector (see **Table 4.2.1**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

## 5.1 Unemployment

**Table 5.1.1 Percentage of workforce registered as unemployed during the last week of June**

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
30/06/2012	357	1.2	552	1.9
30/06/2013	411	1.4	628	2.2
30/06/2014	343	1.2	613	2.1
30/06/2015	340	1.2	632	2.1
30/06/2016	381	1.2	670	2.2
30/06/2017	321	1.0	615	2.0
30/06/2018	300	1.0	723	2.3
30/06/2019	296	1.0	771	2.5
30/06/2020	1,135	3.8	1,677	5.5
30/06/2021	440	1.4	869	2.9
30/06/2022	272	0.9	619	2.0

**Figure 5.1.1 Unemployment by age and gender during the last week of June**



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

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.

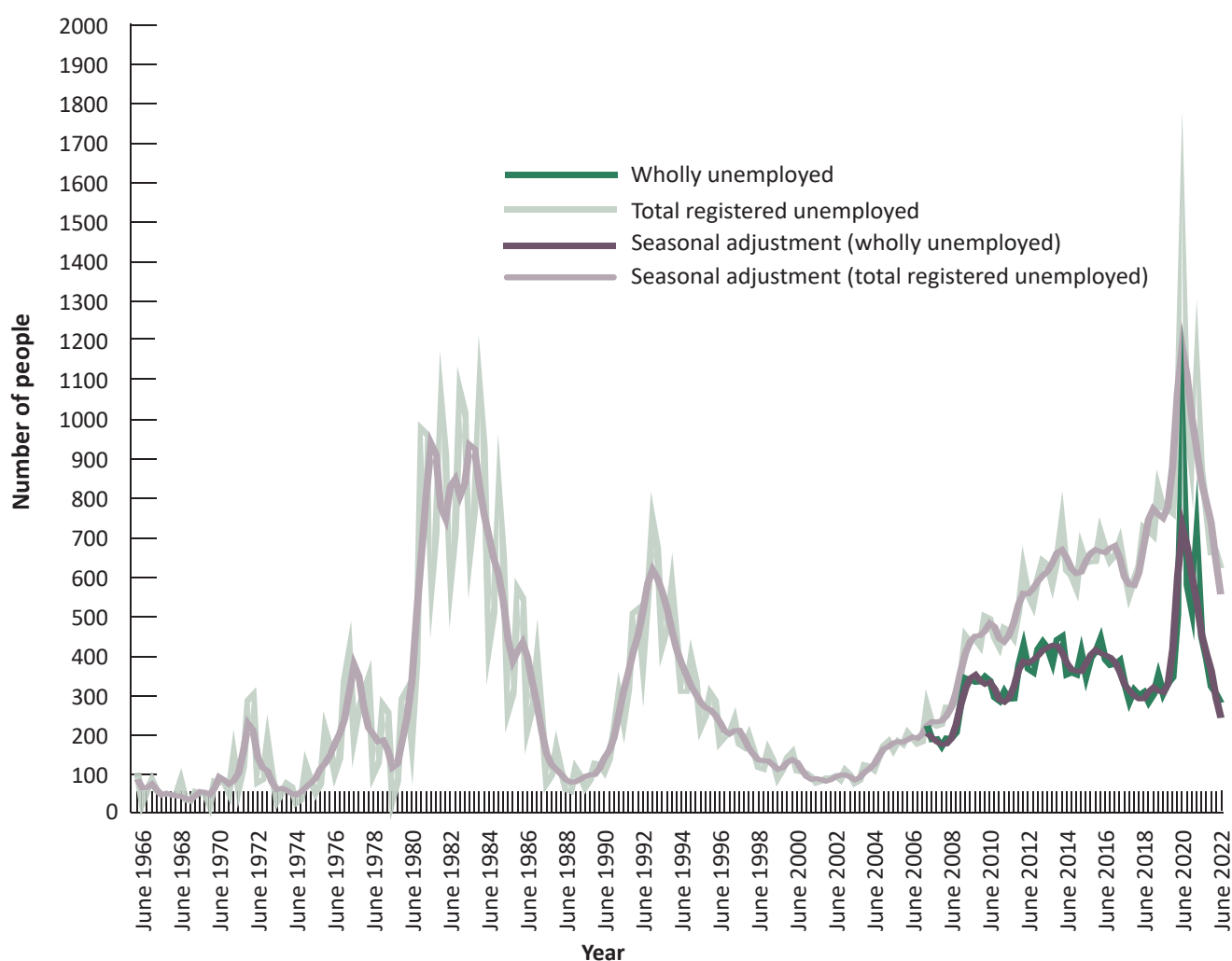
As shown in **Table 5.1.1**, there were 272 people registered as “wholly unemployed” at the end of June 2022, 168 fewer than at the end of June 2021 and 863 fewer than at the end of June 2020. 0.9% of the workforce were registered as wholly unemployed at the end of June 2022. This compares to 1.4% at the end of June 2021 and 3.8% at the end of June 2020. The number of “total registered unemployed”\* accounted for 2.0% of the workforce at the end of June 2022, 0.8 percentage points lower than at the same time the previous year and the lowest proportion in June since 2017.

The number of people unemployed broken down by age and gender is shown in **Figure 5.1.1**.

\*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.

## 5.1 Unemployment

**Figure 5.1.2 Number of people registered as unemployed**



Unemployment as at the end of each quarter is displayed in **Figure 5.1.2**. The number of people unemployed peaked during Q2 2020, during the first lockdown. 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.

Data on the "total registered unemployed"\* has been available since 1966. As shown in **Figure 5.1.1** and **Table 5.1.1** on **page 23**, there was a total of 619 people registered as unemployed\* at the end of June 2022, the lowest June figure since 2017. This figure is 63% lower than the peak in total registered unemployed\*, recorded in June 2020, 16% lower than the peak in unemployment seen at the end of December 1992 and 44% lower than the peak seen at the end of December 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 5.1.2**.

\*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 5.1.2**.



## 5.2 Job vacancies - monthly snapshots

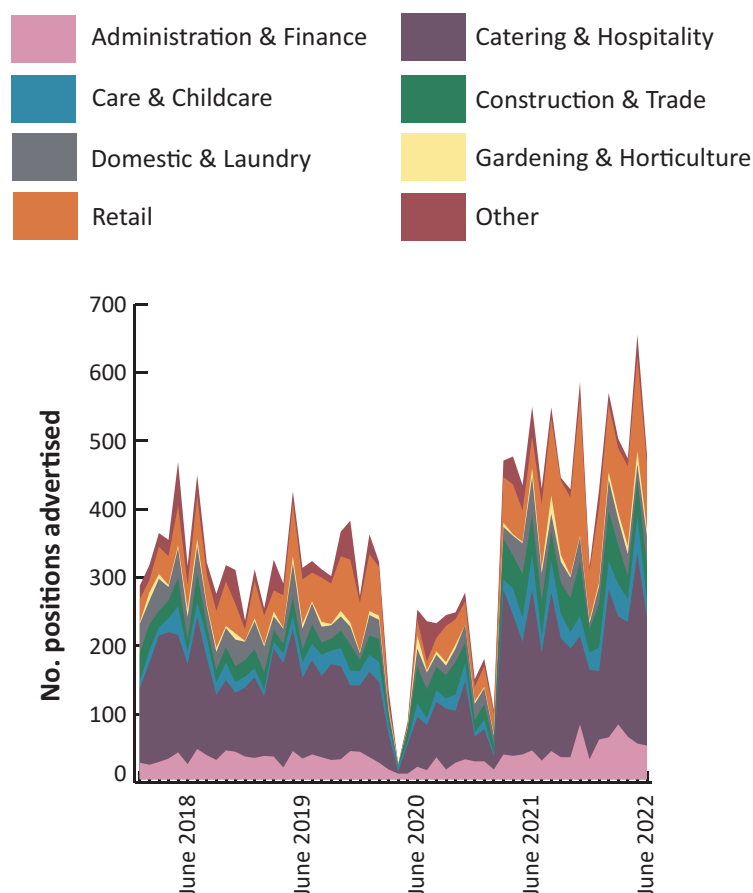
**Figure 5.2.1** shows the number of positions advertised with the Job Centre by sector at the end of each month between January 2018 and June 2022. It can be seen that there was a sharp decrease in the number of positions advertised across all sectors in March and April 2020 and January and February 2021, during the Bailiwick's two lockdowns.

As shown in **Figure 5.2.1**, 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 May 2022 (650 positions) and there were 475 positions advertised during June 2022. This compares to 545 positions in June 2021 and 248 in June 2020. 186 of the 475 positions in June 2022 were in Catering and Hospitality and 97 were in Retail.

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

**Figure 5.2.1 Number of positions advertised with the Job Centre at the end of each month by sector**



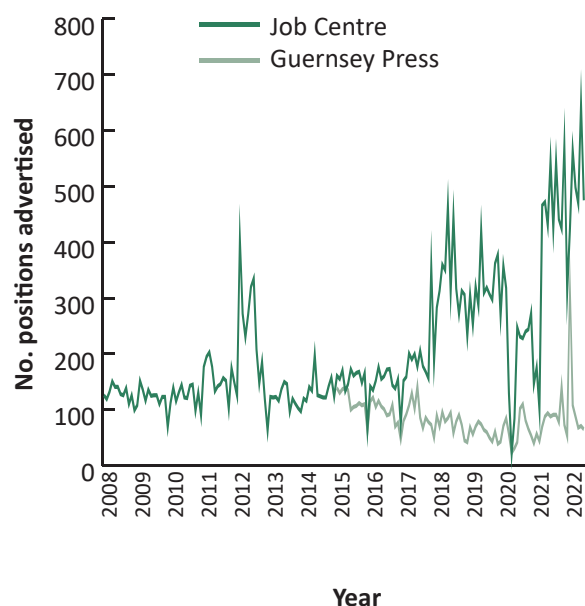
## 5.3 Job Centre function

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 many 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.

## 5.4 Job vacancy trends

**Figure 5.4.1 Number of positions advertised with the Job Centre and in the Guernsey Press each month**

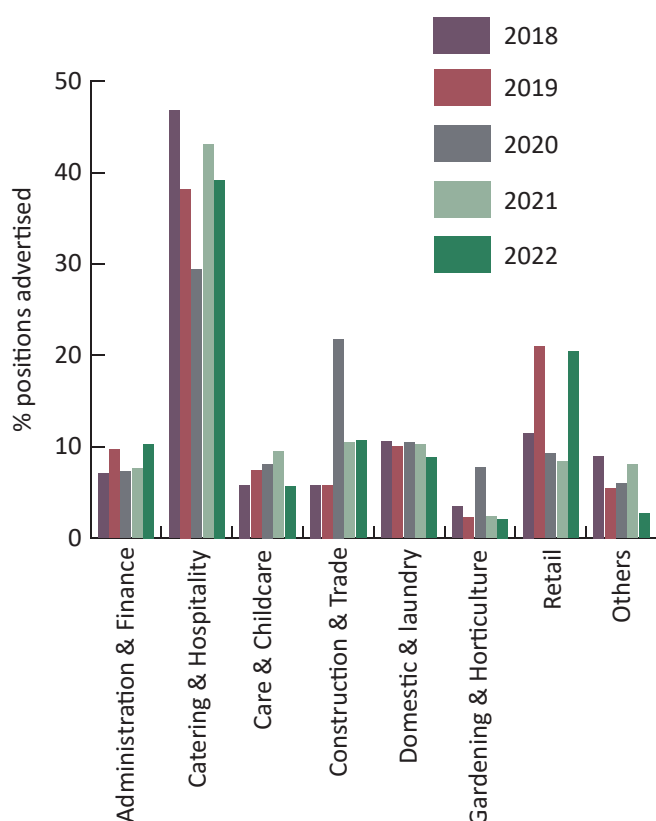


**Figure 5.4.1** shows the number of positions advertised with the Guernsey Job Centre and, from September 2015, the Guernsey Press each month. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market. Please note that quarterly vacancy data presented in previous editions of this bulletin should not be used.

There were 475 positions advertised with the Job Centre during June 2022. This compares to 545 positions during June 2021 and 248 during June 2020. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during June 2022 totalled 65. This was 23 fewer than June 2021 and 23 more than June 2020.

There were 469, 650 and 475 positions advertised at the Job Centre in April, May and June 2022 respectively. Of the positions advertised in June, 39% were in Catering and Hospitality, 20% in Retail, 11% in Construction and Trade and 10% in Administration and Finance (see **Figure 5.4.2**).

**Figure 5.4.2 Type of positions advertised with the Job Centre during June**



**Figure 5.4.2** shows the type of positions advertised with the Job Centre during June between 2018 and 2022. The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

See **page 25** for more information on the function of the Job Centre.

As at the start of July 2022, 22% of people claiming Unemployment Benefit had skills relating to Administration and Finance, 18% had experience in Retail, 14% in Construction and Trade and 13% 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 4.2% between the year ending March 2021 and the year ending March 2022, from £35,497 to £36,982 (see [Table 6.1.1](#)).

The lower and upper quartile earnings for the quarter ending 31st March 2022 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 March 2021 and 31st March 2022, whilst upper quartile earnings increased by 2.8%.

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 34](#).

Real earnings, which show trends after the effects of inflation have been removed, are shown on [page 29](#). Information on income and expenditure by household groups is available from [www.gov.gg/household](http://www.gov.gg/household).

**Table 6.1.1 Nominal median earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2022	36,982	4.2

**Table 6.1.2 Nominal lower quartile earnings (all employees)**

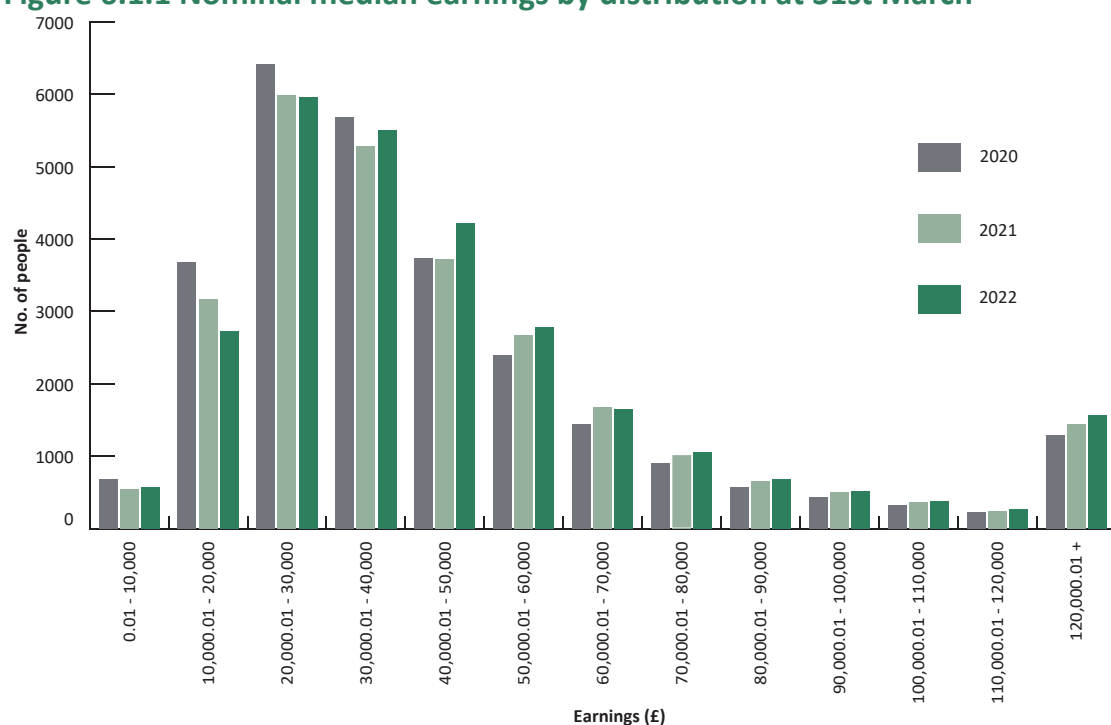
Date	Four quarter average earnings (£)	Annual % change
Q1 2020	23,902	3.1
Q2 2020	23,966	2.9
Q3 2020	24,171	2.7
Q4 2020	24,337	2.5
Q1 2021	24,587	2.9
Q2 2021	24,963	4.2
Q3 2021	25,226	4.4
Q4 2021	25,505	4.8
Q1 2022	25,757	4.8

**Table 6.1.3 Nominal upper quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
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
Q1 2022	53,787	2.8

## 6.1 Earnings (nominal)

**Figure 6.1.1 Nominal median earnings by distribution at 31st March**



**Figure 6.1.1** shows the number of employees in each earnings band at the end of March 2022 compared to the end of March 2021 and March 2020. It should be noted that the figures in **Figure 6.1.1** are March snapshots, rather than four quarter averages, unlike other earnings information presented in this report.

The distributions of earnings at the end of March 2020, 2021 and 2022 show a peak in the £20,000.01 to £30,000 category, however there were 456 fewer people within this earnings band at the end of March 2022 when compared to the end of March 2020. The number of people in the £10,000.01 to £20,000 earnings band also showed a significant decrease between March 2020 and March 2022. Conversely, the number of people in every earnings band above £30,000 increased (with the exception of the £60,000.01 to £70,000 band) between March 2021 and March 2022.

The total number of people included in the analysis for **Figure 6.1.1** increased by 2.2% between March 2021 and March 2022 and increased by 0.2% between March 2020 and March 2022.

**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 33 to 36](#)).

As explained on [page 27](#), 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](http://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
Q1 2020	36,905	0.6
Q2 2020	36,696	0.7
Q3 2020	37,148	1.1
Q4 2020	37,523	1.4
Q1 2021	37,496	1.6
Q2 2021	37,505	2.2
Q3 2021	37,635	1.3
Q4 2021	37,729	0.5
Q1 2022	36,982	-1.4

Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to March 2022 prices.

Median annual earnings, in real terms, were 1.4% lower over the year ending March 2022 than over the year ending March 2021 (see [Table 6.2.1](#)).

Lower quartile earnings decreased by 0.8% in real terms between the years ending March 2021 and March 2022, compared with a decrease of 2.7% in the upper quartile earnings over the same period (see [Tables 6.2.2](#) and [6.2.3](#) respectively).

**Table 6.2.2 Real lower quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q1 2020	25,636	1.0
Q2 2020	25,506	1.1
Q3 2020	25,837	1.3
Q4 2020	26,088	1.4
Q1 2021	25,972	1.3
Q2 2021	25,994	1.9
Q3 2021	26,136	1.2
Q4 2021	26,197	0.4
Q1 2022	25,757	-0.8

**Table 6.2.3 Real upper quartile earnings (all employees)**

Date	Four quarter average earnings (£)	Annual % change
Q1 2020	54,228	0.5
Q2 2020	53,820	0.6
Q3 2020	54,540	1.0
Q4 2020	55,072	1.2
Q1 2021	55,278	1.9
Q2 2021	55,189	2.5
Q3 2021	55,220	1.2
Q4 2021	55,149	0.1
Q1 2022	53,787	-2.7

## 6.3 Earnings by gender

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

As explained on [page 27](#), earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

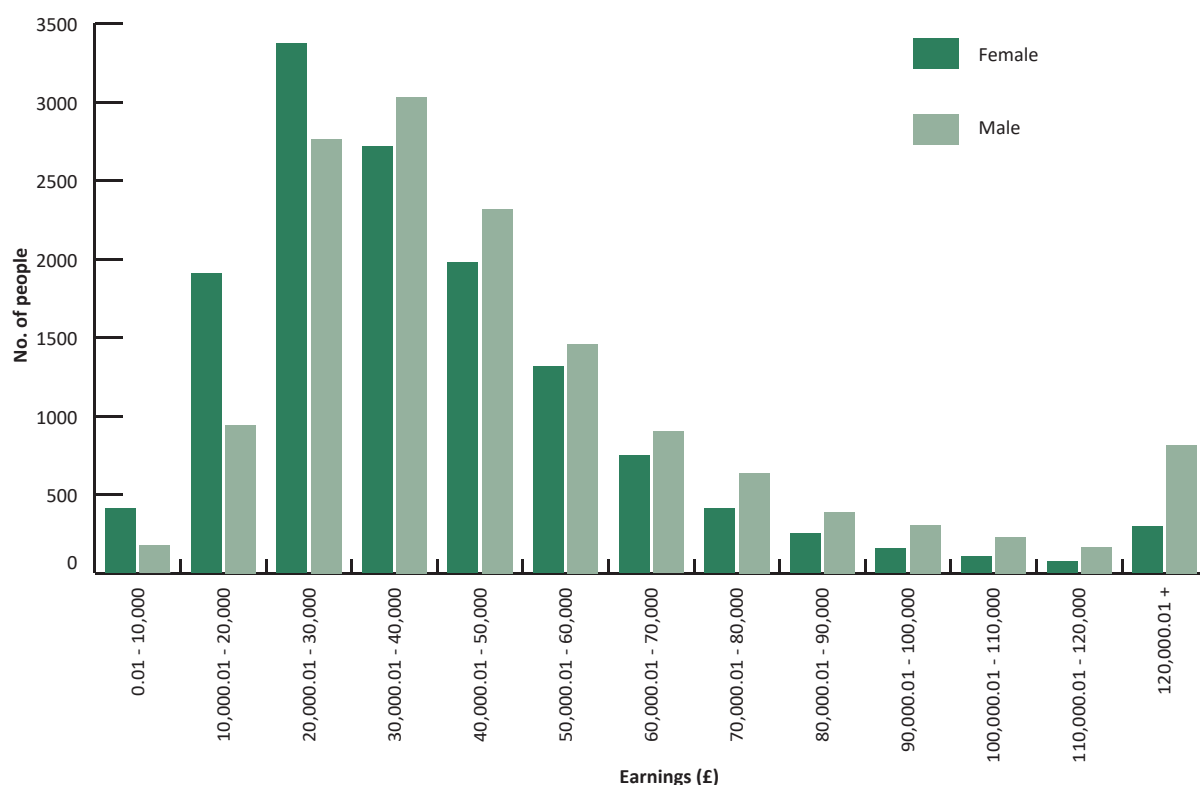
At the end of March 2022, the four quarter median average earnings for females was £33,764 (4.0% higher than a year earlier) and for males was £40,228 (4.9% higher than a year earlier and the highest annual increase since 2008).

**Figure 6.3.1** shows the number of employees in each earnings band, averaged from March 2021 to March 2022. 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
<b>Q1 2020</b>	31,034	37,591	2.6	2.6
<b>Q2 2020</b>	31,231	37,590	3.0	2.2
<b>Q3 2020</b>	31,583	37,789	3.3	1.8
<b>Q4 2020</b>	31,857	37,996	3.6	1.7
<b>Q1 2021</b>	32,474	38,348	4.6	2.0
<b>Q2 2021</b>	32,942	38,980	5.5	3.7
<b>Q3 2021</b>	33,211	39,354	5.2	4.1
<b>Q4 2021</b>	33,613	39,795	5.5	4.7
<b>Q1 2022</b>	33,764	40,228	4.0	4.9

**Figure 6.3.1 Four quarter average nominal median earnings by gender distribution at 31st March 2022**



## 6.4 Earnings by economic sector

**Table 6.4.1 Four quarter average earnings as at 31st March 2022**

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	33,596	22,994	43,433
Manufacturing	31,260	22,473	40,546
Electricity, gas, steam and air conditioning supply	39,155	31,390	52,971
Water supply, sewerage, waste management and remediation activities	31,965	25,250	39,567
Construction	36,084	27,195	44,517
Wholesale, retail and repairs	25,469	18,093	35,388
Hostelry	23,462	18,579	29,562
Transport and storage	33,239	24,506	45,467
Information and communication	43,831	29,475	63,834
Finance	50,471	34,685	76,549
Real estate activities	38,192	26,954	53,000
Professional, business, scientific and technical activities	45,440	30,782	71,484
Administrative and support service activities	32,249	21,994	45,605
Public administration	40,181	28,077	53,331
Education	30,606	20,873	50,366
Human health, social and charitable work activities	27,456	19,623	38,796
Arts, entertainment and recreation	26,131	17,641	35,284
Other service activities	21,780	15,326	29,160
Activities of households as employers	26,649	15,223	35,276

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 (£50,471) at the end of March 2022. This was 36.5% higher than the overall median. The upper quartile earnings in the Finance sector were 42.3% higher than the overall upper quartile earnings during the same period.

The Other service activities sector had the lowest four quarter average median earnings (£21,780) at the end of March 2022, which was 41.1% 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.

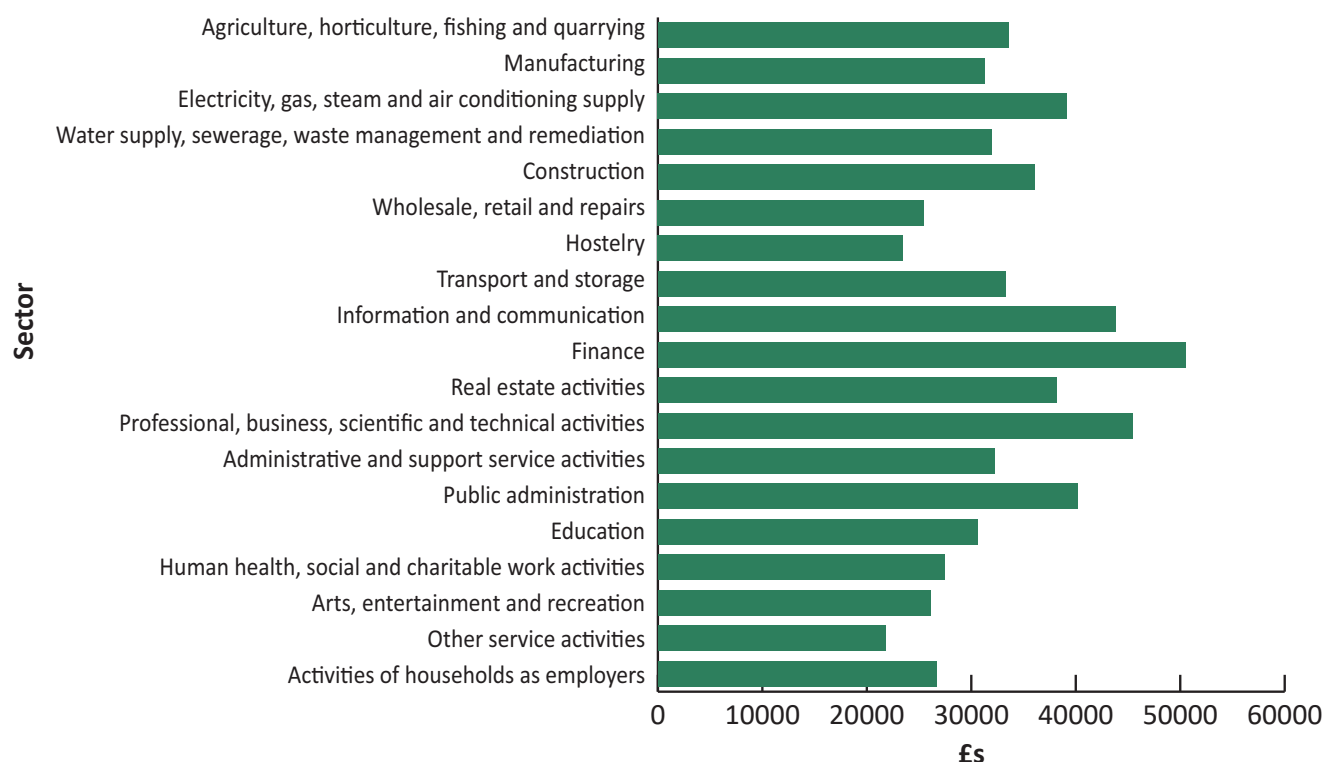
Information on remuneration by sector has been added to this bulletin to help give a fuller picture of employment earnings trends (see **pages 35 and 36**).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at [www.gov.gg/covid19data](http://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 March 2022**



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 27](#), 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.

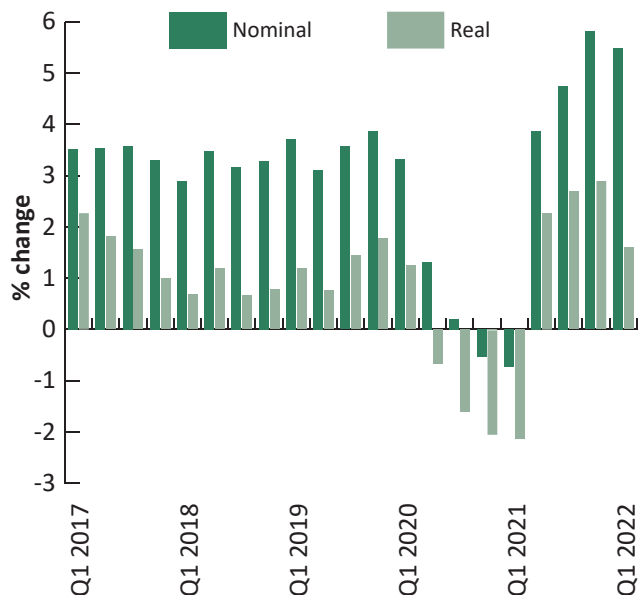
Information on remuneration by sector has been added to this bulletin to help give a fuller picture of employment earnings trends (see [pages 35 and 36](#)).

Findings from the Community Surveys, undertaken in 2020 and 2021 are available at [www.gov.gg/covid19data](http://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)
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	4.8	2.7
Q4 2021	5.8	2.9
Q1 2022	5.5	1.6

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.

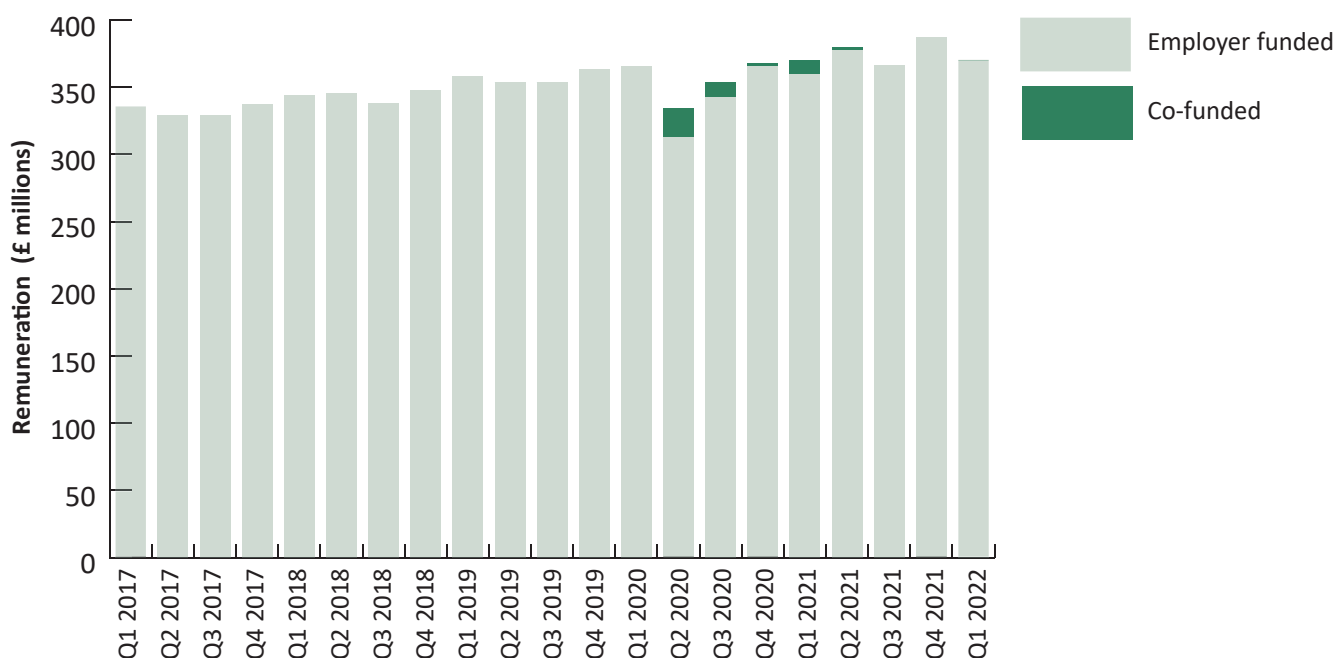
Real figures are presented alongside nominal to show trends before and after the effects of inflation have been removed. All real figures shown in this section of the report have been adjusted to March 2022 prices.

It can be seen in **Figure 7.1.1** and **Table 7.1.1** that there was an increase of 5.5% in nominal terms (1.6% in real terms) in remuneration between the year ending 31st March 2021 and the year ending 31st March 2022.

**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. 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 was £378 million and the co-funded sum was approximately £2 million. During the fourth quarter of 2021, approximately £387 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 35 and 36](#).

## 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		
	Q1 2020	Q1 2021	Q1 2022	Q1 2020	Q1 2021	Q1 2022
Agriculture, horticulture, fishing and quarrying	6.8	7.4	8.2	-6.0	8.1	10.8
Manufacturing	20.5	20.3	22.4	1.3	-0.8	10.1
Electricity, gas, steam and air conditioning supply	13.1	12.4	12.3	0.3	-5.5	-0.7
Water supply, sewerage, waste management and remediation activities	3.8	3.4	4.3	0.7	-10.9	26.0
Construction	79.9	77.5	92.5	4.9	-3.0	19.4
Wholesale, retail and repairs	117.5	112.2	123.1	2.0	-4.5	9.7
Hostelry	43.7	33.9	40.1	5.9	-22.3	18.0
Transport and storage	38.8	35.3	38.9	7.3	-9.0	10.2
Information and communication	39.3	40.9	37.5	5.1	4.1	-8.4
Finance	428.8	422.9	428.7	1.9	-1.4	1.4
Real estate activities	13.0	13.5	15.6	0.4	4.1	15.7
Professional, business, scientific and technical activities	147.2	148.2	148.3	4.3	0.7	0.1
Administrative and support service activities	77.8	72.1	81.3	2.0	-7.3	12.7
Public administration	282.6	300.4	307.8	3.7	6.3	2.5
Education	14.3	14.6	15.3	3.7	2.1	5.0
Human health, social and charitable work activities	51.1	52.7	59.6	4.8	3.2	13.0
Arts, entertainment and recreation	9.8	8.8	10.5	12.9	-9.4	18.8
Other service activities	9.7	9.1	10.5	3.5	-6.7	15.5
Activities of households as employers	0.5	0.9	1.7	62.5	63.5	95.5
Uncoded	37.9	38.9	45.2	9.9	2.7	16.1

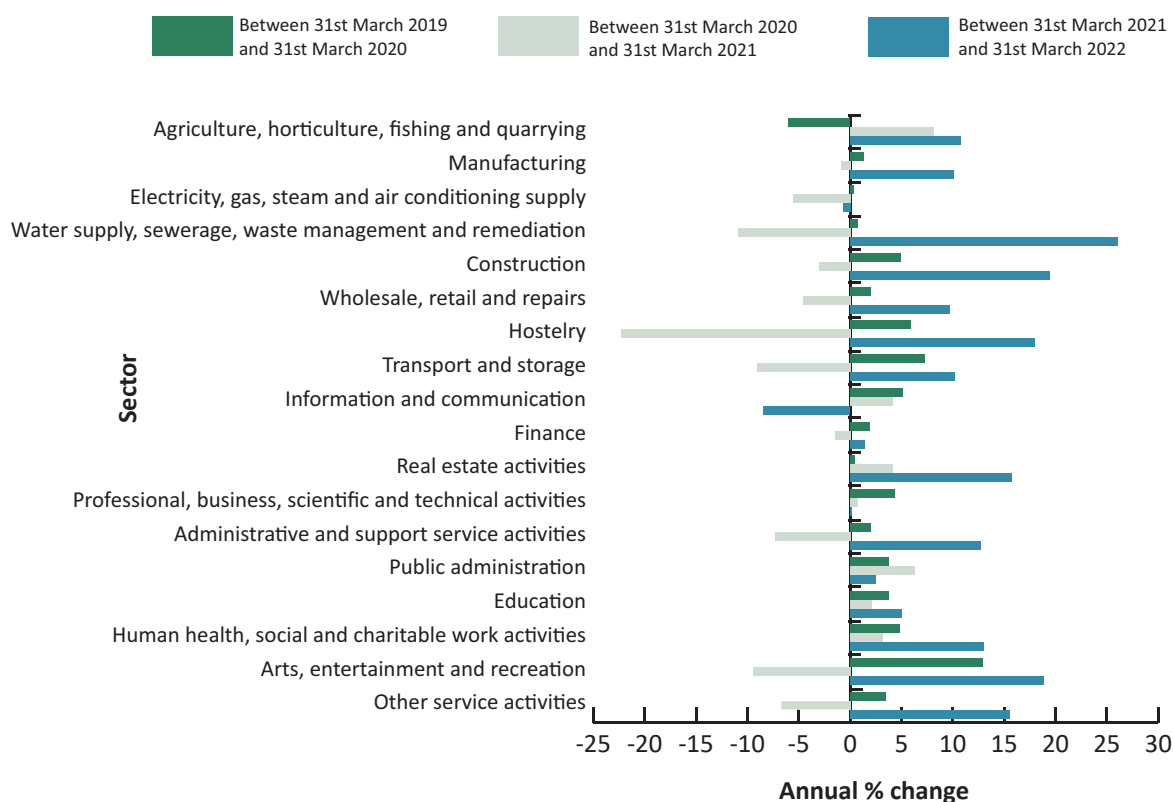
The information presented in **Table 7.3.1** shows the sum of remuneration during the year ending 31st March 2020, the year ending 31st March 2021 and the year ending 31st March 2022 by sector in nominal terms. It should be noted that while occupational pensions paid to past employees by the States of 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 March 2022, at £428.7 million. The Public administration sector had the second highest total remuneration at £307.8 million for the year ending 31st March 2022. 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 March 2020, 2021 and 2022 (£0.5 million, £0.9 million and £1.7 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 36**.

## 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.

Sixteen of the eighteen economic sectors presented in **Figure 7.3.1** showed an increase in remuneration between the year ending 31st March 2021 and the year ending 31st March 2022. Notable increases were seen in Water supply, sewerage, waste management and remediation activities, Construction, Arts, entertainment and recreation and Hostelry (increases of 26.0%, 19.4%, 18.8% and 18.0% respectively).

Finance sector remuneration, which consistently makes the largest contribution to total remuneration, showed an annual increase of 1.4% over the year ending 31st March 2022. Remuneration in this sector had decreased by 1.4% for the year ending 31st March 2021.

Hostelry sector remuneration increased by 18.0% over the year ending 31st March 2022 after seeing the largest annual decline in remuneration for the year ending 31st March 2021 (a decrease of 22.3%). This sector saw an increase of 5.9% in remuneration for the year ending 31st March 2020.

Information and communication and Electricity, gas, steam and air conditioning supply were the only sectors to show a decrease in remuneration between 31st March 2021 and 31st March 2022 (8.4% and 0.7% respectively).

## 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](http://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](http://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](http://www.gov.gg/data). Please contact us for further information.

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go to [gov.gg/data](https://gov.gg/data)