

Guernsey Quarterly Population, Employment and Earnings Bulletin

Population at 30th June 2022

Employment and Earnings at 31st December 2022

Unemployment at 1st April 2023

Issue date 2nd May 2023

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

Contents

1.1	Introduction	3
1.2	Headlines	4
2.1	Population - annual changes	5
2.2	Demography - annual changes	7
2.3	Population in employment or full-time education	8
3.1	Employment trends	11
3.2	Employment by age and gender	12
3.3	Employment by residence status	14
3.4	Employment by economic sector	16
3.5	Employment by sector trends	18
4.1	Employer trends	20
4.2	Employers by economic sector and size	21
5.1	Unemployment	23
5.2	Job vacancies - monthly snapshots	25
5.3	Job Centre function	25
5.4	Job vacancy trends	26
6.1	Earnings (nominal)	27
6.2	Earnings (real)	29
6.3	Earnings by gender	30
6.4	Earnings by economic sector	31
7.1	Remuneration - rolling four quarter total	33
7.2	Remuneration - quarter total by source	34
7.3	Remuneration - four quarter total by sector	35
8.1	Methodology	37
9.1	Contact details	38

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 2023 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 historical statistics are available from www.gov.gg/census, which includes long term historical 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 0.8% (487 people) over the year ending 30th June 2022. Over the years ending 30th June 2019, 2020 and 2021, the annual changes were 0.6%, 0.0% and 0.8% respectively.
- There was a natural decrease of 97 people and net migration of 584 people over the year ending 30th June 2022.
- During the year ending 30th June 2022 there was an annual increase of 0.7% in the 16 to 64 age group (271 people). The 65 to 84 and 85 and over age groups showed increases of 1.3% (148 people) and 4.2% (75 people) respectively. The number of people in the 0 to 15 age category decreased by 0.1% (7 people).
- In December 2022, 31,309 people were employed or self-employed in Guernsey (28,212 people worked for an employer and 3,097 people were self-employed), 0.1% more than at the end of December 2021 but 0.2% fewer than at the same time before the COVID-19 pandemic, in 2019.
- During the week ending 1st April 2023, 0.9% of the workforce (278 people) were wholly unemployed.
- There were 2,227 employers in December 2022, 1.2% more than in December 2021.
- Between December 2021 and December 2022, the following sectors decreased in terms of numbers of employment roles: Agriculture, horticulture, fishing and quarrying, Manufacturing, Information and communication, Real estate activities, Public administration, Human health, social and charitable work activities and Other service activities. All other sectors increased numbers of roles between December 2021 and December 2022.
- Median earnings as at the year ending 31st December 2022 were £38,829 which, compared with a year earlier, was 5.7% higher in nominal terms and 1.4% lower in real terms.
- There was an increase of 5.3% in nominal terms (decrease of 1.8% 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 2021 and the year ending 31st December 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 487 people (0.8%) over the year ending 30th June 2022.

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 2022 was 97, the largest natural decrease since records began in 2008, and the net migration was 584.

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.

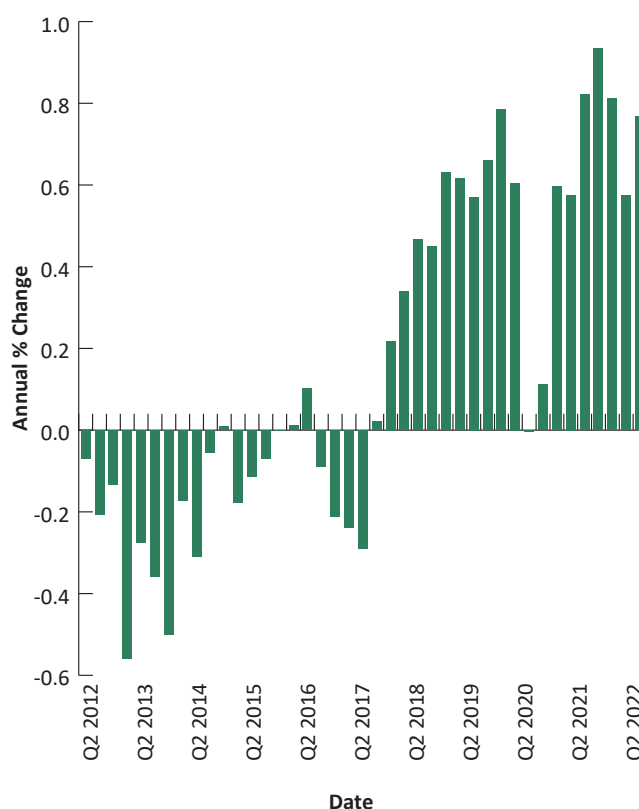
There were 495 births during the year ending 30th June 2022 (see **Table 2.1.2** on **page 6**) and 592 deaths.

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
Q2 2019	358	0.6
Q3 2019	414	0.7
Q4 2019	490	0.8
Q1 2020	379	0.6
Q2 2020	-2	0.0
Q3 2020	70	0.1
Q4 2020	375	0.6
Q1 2021	362	0.6
Q2 2021	517	0.8
Q3 2021	589	0.9
Q4 2021	513	0.8
Q1 2022	364	0.6
Q2 2022	487	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 2019	511	517	-6	3,638	3,274	364	358	0	63,071
Q3 2019	522	527	-5	3,623	3,204	419	414	-43	63,110
Q4 2019	511	519	-8	3,758	3,260	498	490	-77	62,885
Q1 2020	515	511	4	3,714	3,339	375	379	-125	62,935
Q2 2020	505	545	-40	3,055	3,017	38	-2	-123	62,946
Q3 2020	508	543	-35	2,949	2,844	105	70	-105	63,075
Q4 2020	489	527	-38	2,837	2,424	413	375	-60	63,200
Q1 2021	487	542	-55	2,453	2,036	417	362	1	63,298
Q2 2021	497	524	-27	2,692	2,148	544	517	0	63,463
Q3 2021	519	526	-7	2,704	2,108	596	589	0	63,664
Q4 2021	520	562	-42	2,720	2,165	555	513	0	63,713
Q1 2022	497	582	-85	2,945	2,496	449	364	0	63,662
Q2 2022	495	592	-97	3,128	2,544	584	487	0	63,950

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. The year ending 31st March 2020 saw a higher than normal level of administrative changes, because some extra sources of data were joined up with the Electronic Census in late 2022. The additional information has resulted in corrections to some of the information previously held and improved confidence overall.

With administrative changes included, the population was 63,950 on 30th June 2022 (see [Table 2.1.2](#)).

Figure 2.1.2 Annual births and deaths

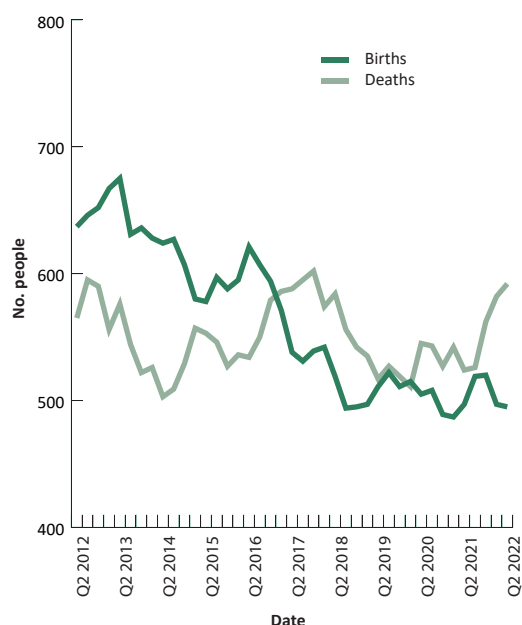
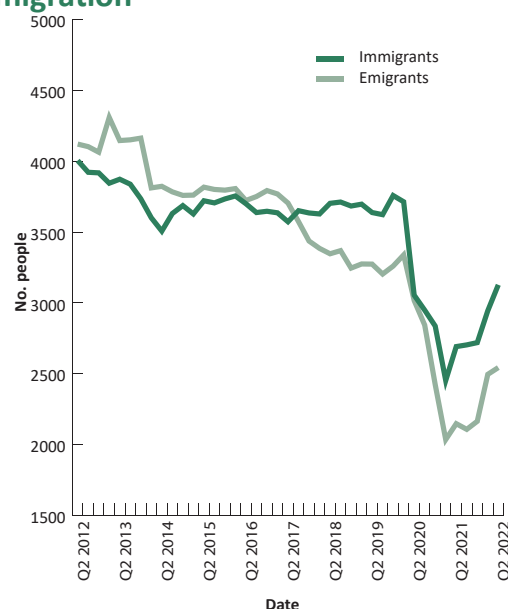


Figure 2.1.3 Annual immigration and emigration



2.2 Demography - Annual changes

Figure 2.2.1 Annual percentage change in total population by age group

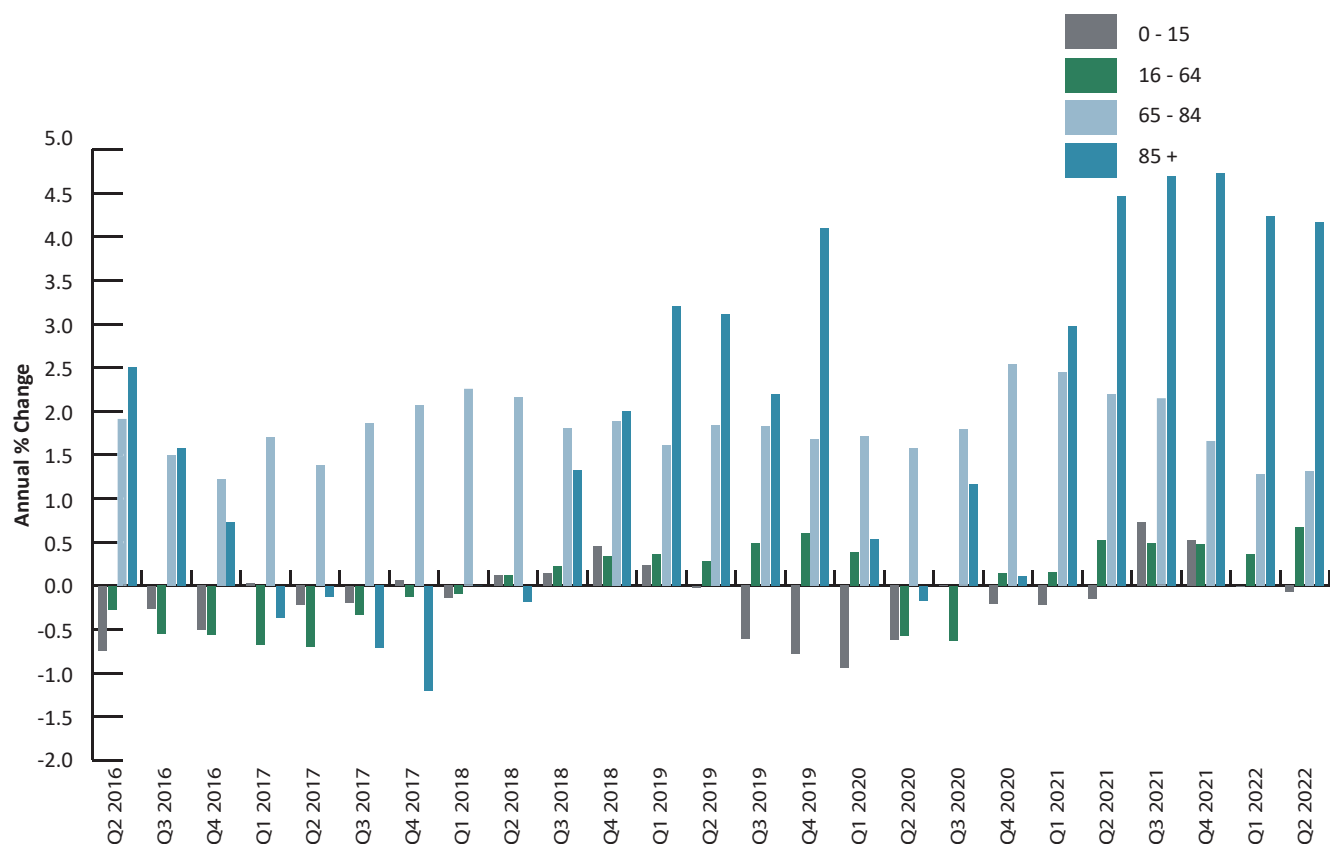


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q2 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	40,220	0.6	10,959	1.7	1,752	4.1
Q1 2020	9,916	-0.9	40,302	0.4	10,998	1.7	1,719	0.5
Q2 2020	9,930	-0.6	40,221	-0.6	11,074	1.6	1,721	-0.2
Q3 2020	9,990	0.0	40,196	-0.6	11,142	1.8	1,747	1.2
Q4 2020	9,933	-0.2	40,276	0.1	11,237	2.5	1,754	0.1
Q1 2021	9,894	-0.2	40,366	0.2	11,268	2.5	1,770	3.0
Q2 2021	9,915	-0.2	40,432	0.5	11,318	2.2	1,798	4.5
Q3 2021	10,063	0.7	40,391	0.5	11,381	2.1	1,829	4.7
Q4 2021	9,985	0.5	40,468	0.5	11,423	1.7	1,837	4.7
Q1 2022	9,893	0.0	40,512	0.4	11,412	1.3	1,845	4.2
Q2 2022	9,908	-0.1	40,703	0.7	11,466	1.3	1,873	4.2

Table 2.2.1 and **Figure 2.2.1** show that during the year ending 30th June 2022 there was an annual increase of 0.7% in the 16 to 64 age group (271 people). The 65 to 84 and 85 and over age groups showed increases of 1.3% (148 people) and 4.2% (75 people) respectively, taking the number of people aged between 65 and 84 up to 11,466 and the number aged 85 and over up to 1,873. 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% (7 people) to a total of 9,908 over the year ending June 2022.

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 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
Q4 2021	65.6
Q1 2022	65.4
Q2 2022	65.2

Table 2.3.2 Percentage of population in employment or full-time education by age at 30th June 2022

	Female	Male	Total
14 and under	71.0	71.4	71.2
15 to 19	92.9	93.6	93.2
20 to 24	86.4	87.4	86.9
25 to 29	81.8	87.8	84.9
30 to 34	80.5	88.6	84.6
35 to 39	80.4	87.8	84.2
40 to 44	81.0	88.3	84.7
45 to 49	80.3	88.7	84.4
50 to 54	79.1	87.2	83.0
55 to 59	72.0	82.7	77.2
60 to 64	56.9	72.8	64.6
65 to 69	20.0	24.6	22.3
70 to 74	6.4	7.2	6.8
75 to 79	1.6	2.6	2.1
80 to 84	0.5	1.1	0.8
85 and over	0.0	0.1	0.1
Total	61.5	69.0	65.2

At 30th June 2022, 65.2% of the population were in full-time education or in employment, an increase of 0.1 percentage points since June 2021 and an increase of 1.5 percentage points when compared to June 2020. 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 2022 (see [page 11](#) onwards). Information on unemployment is available up to the start of April 2023 (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 June)

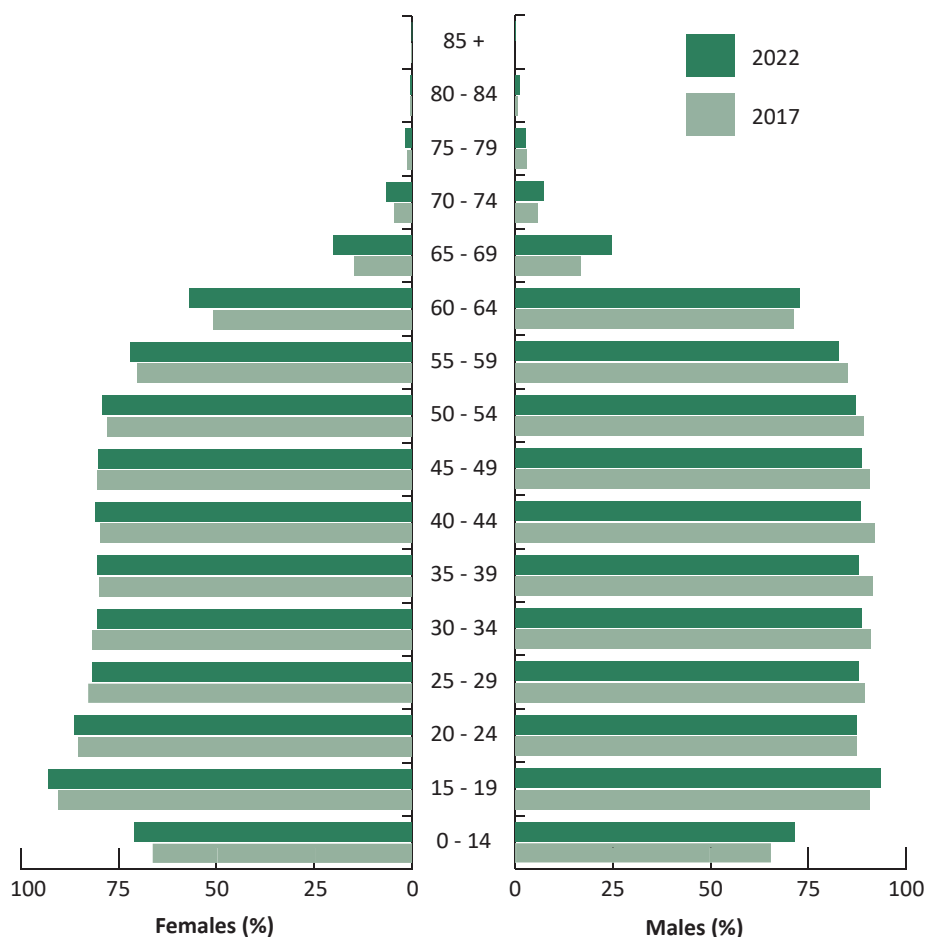


Figure 2.3.1 shows how the proportion of the population in either employment or full-time education has changed compared to five years ago, in 2017.

Between June 2017 and June 2022, the largest increase for females was seen in the 60 to 64 age group (50.8% of females were in employment or full-time education at the end of June 2017, compared to 56.9% at the end of June 2022). The largest increase for males was seen in the 65 to 69 age group (16.8% in June 2017 compared to 24.6% in June 2022). The 65 to 69 age group showed the second largest increase for females (14.7% in 2017 compared to 20.0% in 2022).

In 2020, the States' Old Age Pension age began to rise from 65 to 70 years old; gradually increasing by 2 months each year. On 30th June 2022 the States' Old Age Pension age was 65 years and 6 months.

The largest decreases in the proportion of the population in either employment or full-time education between June 2017 and June 2022 were seen in the 25 to 29 and 30 to 34 age groups for females and the 35 to 39 and 40 to 44 age groups for males. More age groups showed a decrease in the proportion of people in employment or full-time education for males than females, when compared to 2017.

Information on the profile of people in employment is available up to the end of December 2022 (see [page 11](#) onwards). Information on unemployment is available up to the start of April 2023 (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 June 2022)



Figure 2.3.2 shows how economic status varies by age group and gender. Overall, 82.0% 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 2022. This compares to 82.1% at the same time the previous year and 79.9% in June 2020. Of those aged 65 and over, 8.2% (1,090 people) were employed or self-employed. This compares to 7.4% in June 2021 and 6.4% in June 2020. In 2020, the States' Old Age Pension age began to rise from 65 to 70 years old; gradually increasing by 2 months each year. On 30th June 2022 the States' Old Age Pension age was 65 years and 6 months.

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 (1,842 people), the 30 to 34 age group has the largest proportion (76.4%). For males, the 30 to 34 age group has both the highest proportion of the population (81.4%) and the highest number of people employed (1,766 people).

Self-employment was more apparent in males and non-employment was more apparent in females on 30th June 2022.

Information on unemployment is available up to the start of April 2023 and can be found on [pages 23 to 26](#).

3.1 Employment trends

There was an overall increase of 0.1% (see [Figure 3.1.1](#) and [Table 3.1.1](#)) in the number of people either employed or self-employed at the end of December 2022 compared to the end of December 2021. There were 0.2% fewer people in employment at the end of December 2022 than before the COVID-19 pandemic, in December 2019.

The number of employed people as at 31st December 2022 increased by 0.1% when compared to 31st December 2021 but showed a decrease of 0.5% compared to December 2019. The number of self-employed people in December 2022 increased by 0.2% since December 2021 and showed a 2.8% increase when compared to December 2019. Unemployment information is available more quickly than employment information and is included on [pages 23 to 26](#).

The Bailiwick of Guernsey 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

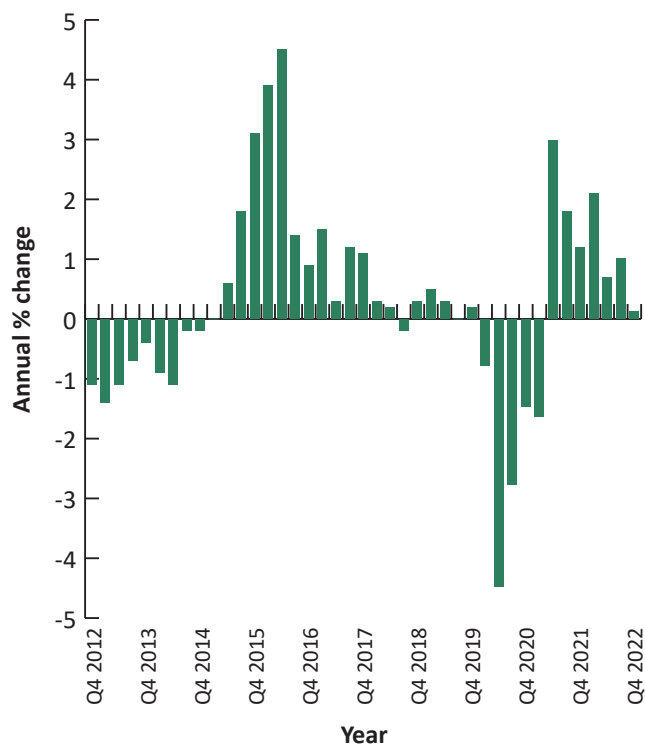


Table 3.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
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
Q2 2022	0.7	0.7	0.7
Q3 2022	1.0	0.7	1.0
Q4 2022	0.1	0.2	0.1

3.2 Employment by age and gender

Table 3.2.1 Number in employment at 31st December

	Employed	Self-employed	Total
2016	27,756	3,095	30,851
2017	28,104	3,091	31,195
2018	28,274	3,030	31,304
2019	28,346	3,014	31,360
2020	27,847	3,054	30,901
2021	28,182	3,091	31,273
2022	28,212	3,097	31,309

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

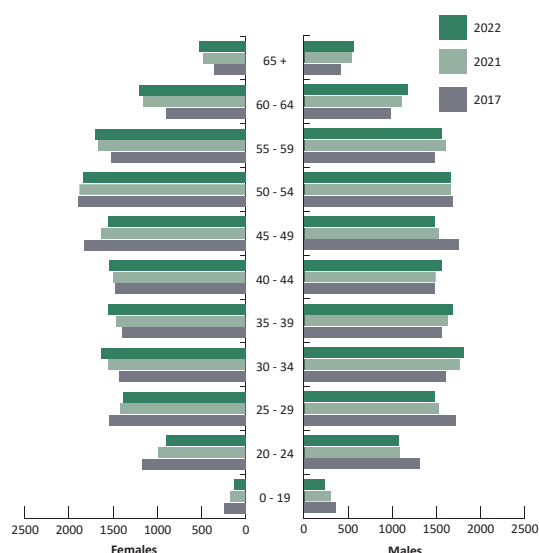
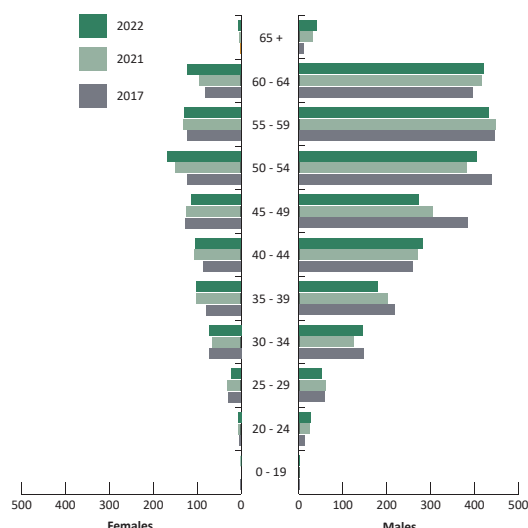


Figure 3.2.2 Number of people self-employed by age and gender at 31st December



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 December 2022 was higher than previous years, with the exception of December 2019.

The number of employed and self-employed people at the end of December 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 December 2021 and December 2022 the number of employed women in the 30 to 34 and 35 to 39 age groups saw the largest increase (increases of 85 and 86 people respectively), whereas for males the largest increase was seen in the 60 to 64 age group (an increase of 71 people between December 2021 and December 2022).

When compared to the same time in 2017, the number of employed females aged 45 to 49 decreased by 277 people and the number of employed males of the same age decreased by 269 people. The 20 to 24 and 25 to 29 age groups also saw significant decreases in the number of employed people, for males and females, between December 2017 and December 2022. The 30 to 34, 35 to 39 and 55 and over age groups saw the largest increases in the number of employed males and females between December 2017 and December 2022 (see **Figure 3.2.1**). In 2020, the States' Old Age Pension age began to rise from 65 to 70 years old; gradually increasing by 2 months each year. On 31st December 2022 the States' Old Age Pension age was 65 years and 6 months.

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 5% (from 2,369 in December 2017 to 2,252 in December 2022), whereas the total number of self-employed women has increased by 17% (from 722 to 845). The number of self-employed males in the 45 to 49 age category showed the largest decline between December 2017 and December 2022 and the 50 to 54 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 December 2022

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	126	227	353	*	*	1	354
20 to 24	904	1,067	1,971	7	27	34	2,005
25 to 29	1,381	1,475	2,856	22	52	74	2,930
30 to 34	1,641	1,807	3,448	73	144	217	3,665
35 to 39	1,551	1,680	3,231	102	179	281	3,512
40 to 44	1,542	1,557	3,099	104	281	385	3,484
45 to 49	1,556	1,481	3,037	113	273	386	3,423
50 to 54	1,838	1,657	3,495	167	404	571	4,066
55 to 59	1,703	1,553	3,256	129	431	560	3,816
60 to 64	1,202	1,175	2,377	122	421	543	2,920
65 to 69	389	399	788	6	39	45	833
70 to 74	112	120	232	-	-	-	232
75 and over	28	41	69	-	-	-	69
Under 65	13,444	13,679	27,123	839	2,213	3,052	30,175
65 +	529	560	1,089	6	39	45	1,134
Total	13,973	14,239	28,212	845	2,252	3,097	31,309

* 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 2022, 31,309 people were either employed or self-employed in Guernsey, of whom 1,134 people (3.6%) were aged 65 or over (see [Table 3.2.2](#)). This age bracket accounted for 3.9% of employed people and 1.5% of self-employed people.

Of the 27,123 employed people aged under 65 at the end of December 2022, 13,444 (49.6%) were female and 13,679 (50.4%) were male. This compares to 839 self-employed females and 2,213 self-employed males, which equates to 27.5% and 72.5% of the 3,052 total for that age group.

[Page 12](#) shows the number of people employed and self-employed by age group at the end of December 2022 compared to the previous year and compared to 5 years earlier, in December 2017.

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.

3.3 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 (72%) of those who were employed at the end of December 2022 were classified as Permanent Residents* (20,262 people).

The number of self-employed Permanent Residents* increased between December 2019 and December 2022 (2,372 to 2,451 people, see **Figure 3.3.2**).

11% of the total number of people employed at the end of December 2022 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 2022 (from 2,688 to 3,079 people, see **Figure 3.3.1**). **Figure 3.3.2** shows that there were 87 self-employed people on an employment related licence* at the end of December 2022. This is similar to December 2019 (85 people). 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)

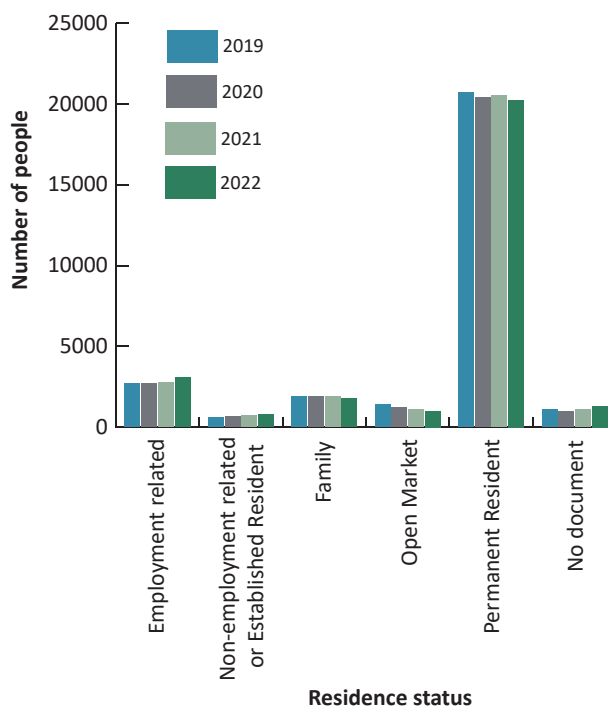
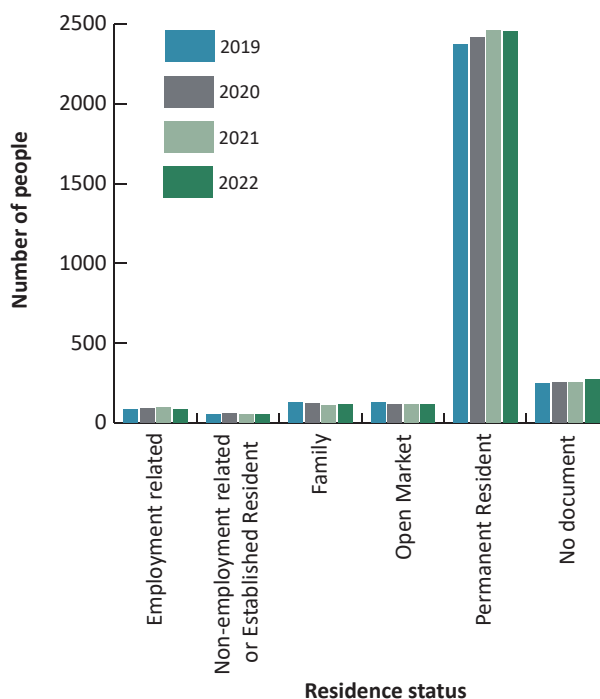


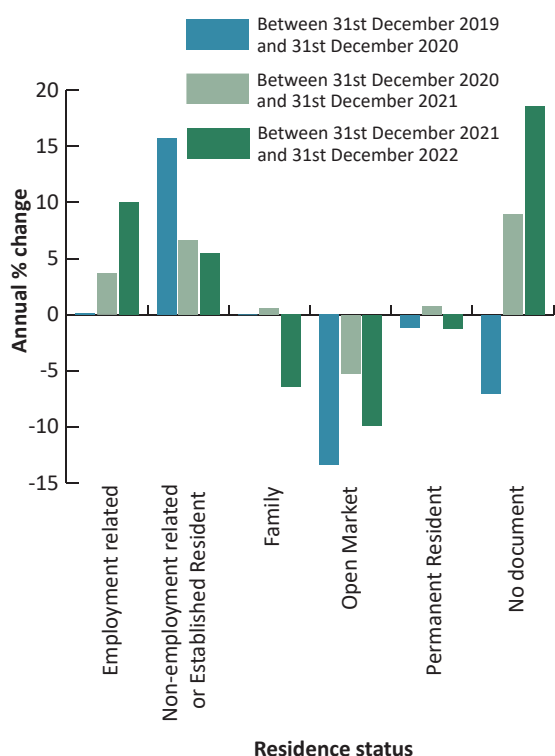
Figure 3.3.2: Number of people self-employed by residence status (at 31st December)



*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 2021 and December 2022, the largest decrease in the number of people in employment was seen in the Open Market* category (a decrease of 10%, see **Figure 3.3.3**). This compares to a decrease of 5% between December 2020 and December 2021 and 13% between December 2019 and December 2020.

The number of people in employment with no document saw the largest increase between December 2021 and December 2022 (an increase of 19%).

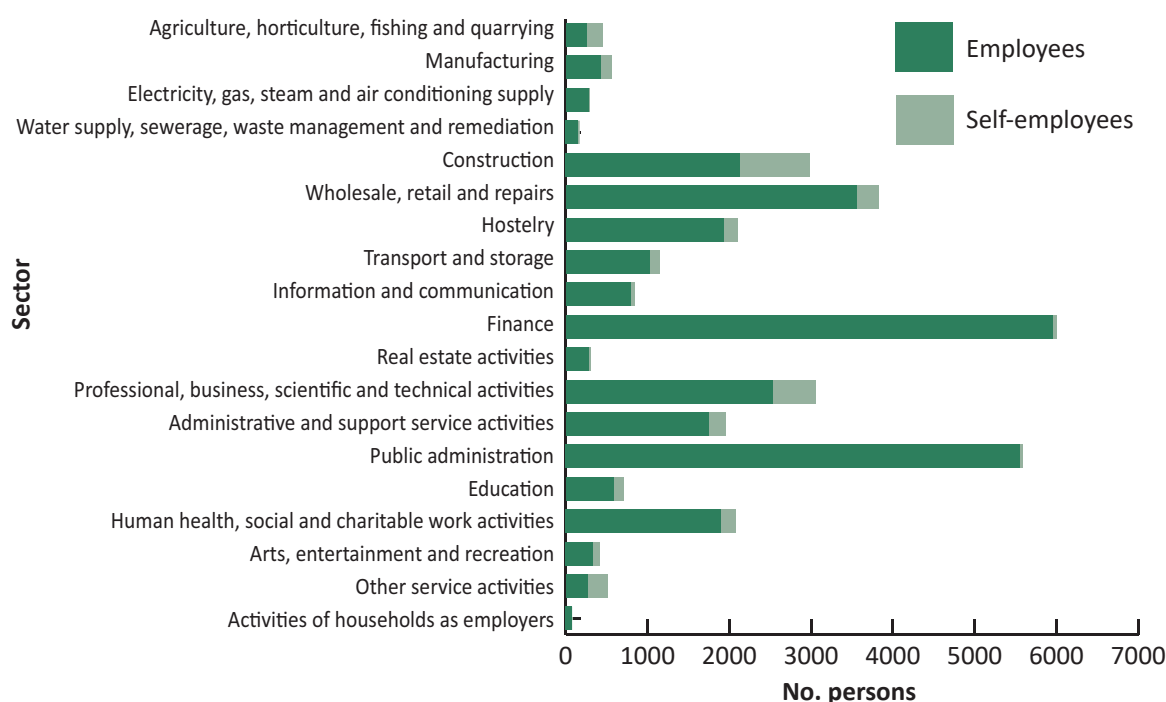
The number of people employed on the basis of an employment related licence (either long-term, medium-term or short-term) saw the second largest increase between December 2021 and December 2022 (an increase of 10%). This compares to an increase of 4% between December 2020 and December 2021 and a less than 1% increase between December 2019 and December 2020 (see **Figure 3.3.3**).

The number of people on short-term employment permits increased by 39% (238 people) between December 2021 and December 2022. The number of people on medium-term employment permits increased by 13% (92 people) and the number of people on long-term employment permits decreased by 3% (41 people) during the same time period.

The "Non-employment related or Established Resident"* category increased by 5% between December 2021 and December 2022, compared to increases of 7% and 16% in previous years (see **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).

3.4 Employment by economic sector

Figure 3.4.1 Employment by economic sector at 31st December 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.

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 December 2022, accounting for 18.2% of total employment (6,007 people), 5,949 of whom were employed and 58 of whom were self-employed. The Construction sector had the largest number of self-employed people in December 2022 (846 people), representing 28.4% 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 2023, 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 December 2022

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	74	177	251	46	152	198	449	1.4
Manufacturing	135	293	428	33	100	133	561	1.7
Electricity, gas, steam and air conditioning supply	59	222	281	-	6	6	287	0.9
Water supply, sewerage, waste management and remediation activities	16	133	149	*	*	20	169	0.5
Construction	140	1,990	2,130	20	826	846	2,976	9.0
Wholesale, retail and repairs	1,611	1,942	3,553	78	202	280	3,833	11.6
Hostelry	779	1,150	1,929	63	115	178	2,107	6.4
Transport and storage	257	766	1,023	14	116	130	1,153	3.5
Information and communication	191	603	794	14	38	52	846	2.6
Finance	3,223	2,726	5,949	8	50	58	6,007	18.2
Real estate activities	137	144	281	7	17	24	305	0.9
Professional, business, scientific and technical activities	1,385	1,140	2,525	163	366	529	3,054	9.2
Administrative and support service activities	825	919	1,744	29	186	215	1,959	5.9
Public administration	3,493	2,062	5,555	11	19	30	5,585	16.9
Education	435	145	580	87	37	124	704	2.1
Human health, social and charitable work activities	1,566	332	1,898	89	83	172	2,070	6.3
Arts, entertainment and recreation	174	158	332	37	43	80	412	1.2
Other service activities	214	54	268	183	58	241	509	1.5
Activities of households as employers	52	24	76	*	*	2	78	0.2
Total for all sectors	14,766	14,980	29,746	885	2,433	3,318	33,064	100.0

Table 3.4.2 Employment within the Finance sector at 31st December 2022

	Total no. in employment	% of total Finance sector
Banking	1,429	23.8
Fiduciary	1,573	26.2
Funds	1,614	26.9
Insurance	745	12.4
Other	646	10.8
Total	6,007	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 6,007 people employed and self-employed within the Finance sector, 1,614 worked in sub-sectors relating to Funds (26.9%). 1,573 people (26.2%) were involved in Fiduciary activities and 1,429 people (23.8%) worked in banking at the end of December 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 Q4	2021 Q1	2021 Q2	2021 Q3	2021 Q4	2022 Q1	2022 Q2	2022 Q3	2022 Q4
Agriculture, horticulture, fishing and quarrying	13.4	3.2	0.9	-0.7	1.1	2.4	1.5	3.1	-1.3
Manufacturing	-0.2	1.8	1.4	2.0	1.8	0.3	-3.0	27.5	-16.9
Electricity, gas, steam and air conditioning supply	-3.5	-5.9	-3.2	1.1	-2.6	-1.9	1.5	3.3	7.9
Water supply, sewerage, waste management and remediation activities	-6.0	-4.7	0.0	25.0	17.6	17.9	24.6	5.3	15.0
Construction	2.4	3.2	5.1	3.1	1.4	1.7	1.0	0.5	1.0
Wholesale, retail and repairs	-3.7	-1.9	2.3	1.4	-0.2	1.6	-0.3	-0.4	1.1
Hostelry	-11.1	-9.8	12.4	4.4	7.5	12.5	13.2	16.4	12.0
Transport and storage	-3.1	-10.5	0.0	-1.0	-2.5	8.3	3.6	-14.8	3.9
Information and communication	0.5	-2.7	-0.9	-1.2	-1.9	-1.4	-2.6	-0.6	-1.1
Finance	-1.8	-1.0	-0.2	-0.4	-0.5	-0.2	-1.4	-0.4	0.6
Real estate activities	2.4	-1.0	1.4	2.3	3.3	3.8	6.1	-0.3	-1.3
Professional, business, scientific and technical activities	-1.6	-2.0	2.8	5.8	4.9	5.1	1.3	1.0	2.3
Administrative and support service activities	-7.0	-6.2	7.9	4.9	2.5	3.8	12.2	10.6	14.6
Public administration	0.6	1.8	6.3	2.7	0.6	-0.2	-3.1	2.1	-1.9
Education	2.5	2.5	6.9	3.1	3.8	3.7	4.2	5.0	4.3
Human health, social and charitable work activities	2.7	1.4	8.1	5.0	3.8	4.0	-4.9	-6.9	-6.1
Arts, entertainment and recreation	8.0	7.7	16.5	6.4	-2.0	3.7	5.8	6.2	7.0
Other service activities	0.4	0.8	8.8	7.5	8.8	5.4	-1.8	-3.5	-4.5
Activities of households as employers	0.0	0.0	1.3	-6.3	-6.0	-3.8	-2.6	8.1	0.0

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 2021 and 31st December 2022, at 15.0%. The Manufacturing sector showed the largest decrease (16.9%), the largest annual decrease for this sector since recent records began in 2009.

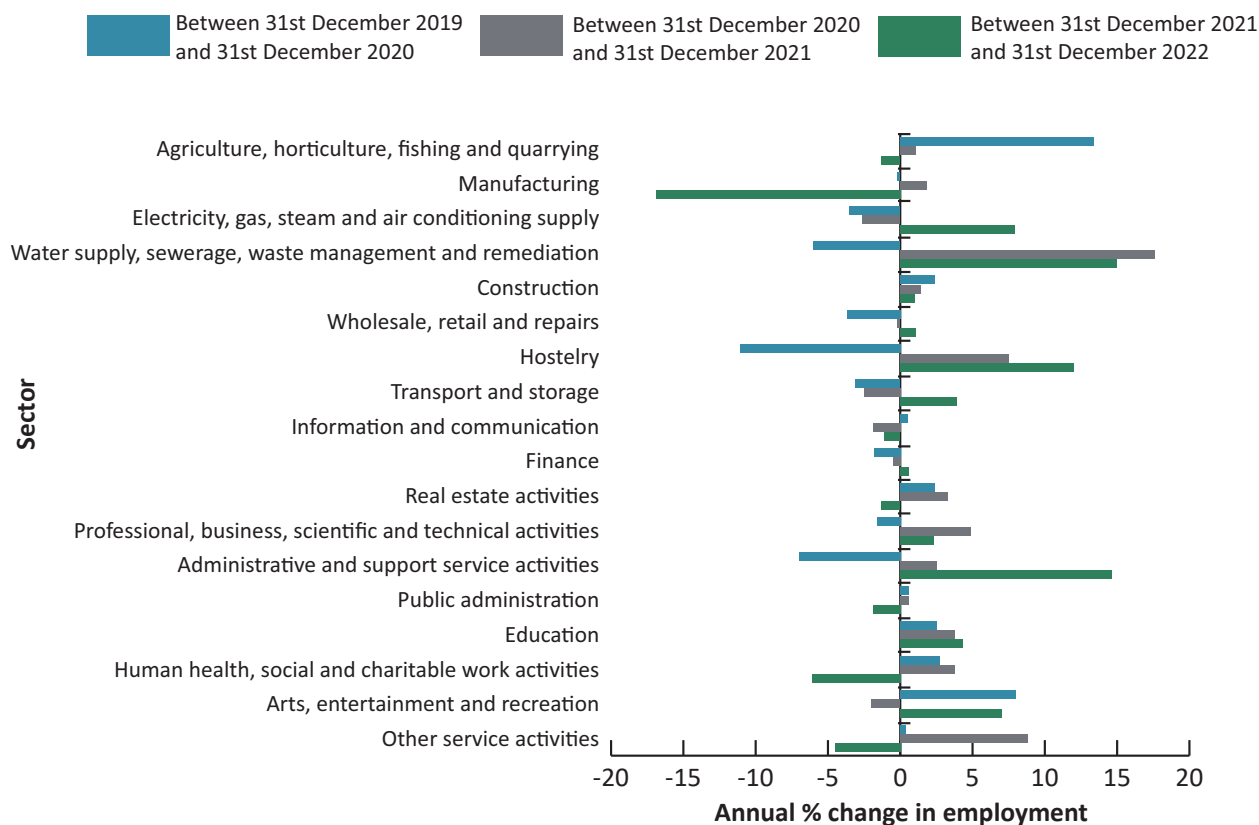
Please note that some sectors have a small number of people in employment (see **Table 3.4.1** on **page 17**). Care must be taken when interpreting the annual percentage change for the Activities of households as employers sector. It includes the activities of households as employers of domestic personnel 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**.

The number of positions advertised at the Job Centre and the skills reported by Unemployment Benefit claimants up to the start of April 2023, 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 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



Eleven of the eighteen economic sectors displayed in **Figure 3.5.1** showed an increase in employment roles between 31st December 2021 and 31st December 2022. This compares to twelve between 31st December 2020 and 31st December 2021 and nine between 31st December 2019 and 31st December 2020.

Between December 2021 and December 2022, the following sectors decreased in terms of numbers of employment roles: Agriculture, horticulture, fishing and quarrying, Manufacturing, Information and communication, Real estate activities, Public administration, Human health, social and charitable work activities and Other service activities. All other sectors increased numbers of roles between December 2021 and December 2022.

Water supply, sewerage, waste management and remediation, Administrative and support service activities and Hostelry saw the largest annual increases (15.0%, 14.6% and 12.0% respectively).

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 2,227 employers at the end of December 2022 (see **Table 4.2.1** on **page 21**). This was an annual increase of 1.2%, as shown in **Figure 4.1.1**.

Figure 4.1.1 Annual percentage change in total number of employers

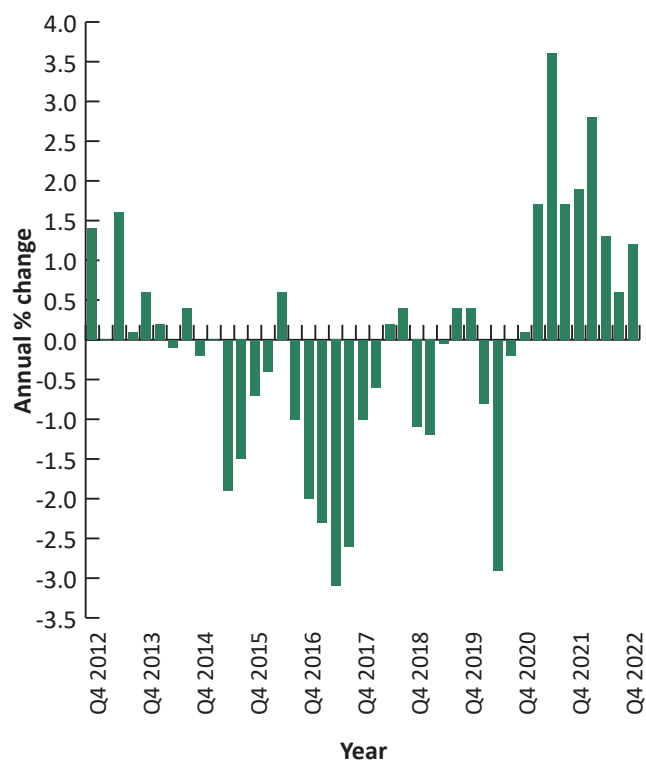


Table 4.1.1 Annual percentage change in total number of employers

	Annual % change
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
Q2 2022	1.3
Q3 2022	0.6
Q4 2022	1.2

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 2022

	No. employers by size (number of employees)								
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	Total
Agriculture, horticulture, fishing and quarrying	23	29	6	0	1	1	0	0	60
Manufacturing	13	24	13	9	1	1	0	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	4	5	2	1	0	0	1	0	13
Construction	98	137	59	32	8	4	1	0	339
Wholesale, retail and repairs	72	131	52	33	21	8	4	1	322
Hostelry	24	68	42	28	6	7	2	0	177
Transport and storage	14	25	3	12	2	2	1	1	60
Information and communication	36	26	9	5	7	2	1	0	86
Finance	81	94	43	50	35	21	8	1	333
Real estate activities	16	19	4	6	3	0	0	0	48
Professional, business, scientific and technical activities	68	52	30	23	4	5	6	1	189
Administrative and support service activities	43	50	17	18	13	3	3	0	147
Public administration	5	7	3	1	0	0	1	1	18
Education	6	4	5	6	0	3	2	0	26
Human health, social and charitable work activities	42	54	30	16	13	8	2	0	165
Arts, entertainment and recreation	14	29	5	6	3	0	0	0	57
Other service activities	41	36	9	1	1	0	0	0	88
Activities of households as employers	16	8	3	1	0	0	0	0	28
Total	620	800	337	248	119	65	33	5	2,227

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 2022. They are sourced from the Rolling Electronic Census.

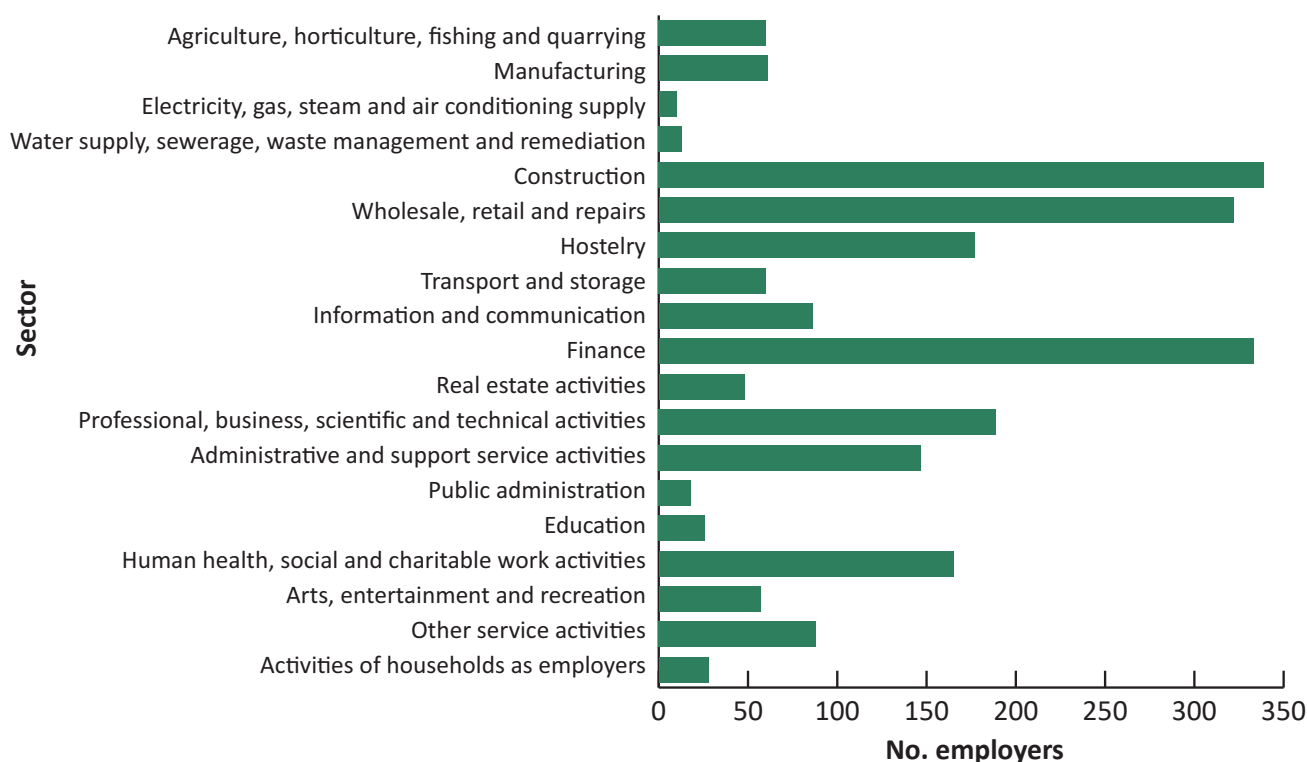
It can be seen that the Construction sector had the highest number of employing organisations (339) at the end of December 2022. The Finance sector had 333 employing organisations and had the highest number of employing organisations with more than 50 employees (30 employers).

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 2022.

4.2 Employers by economic sector and size

Figure 4.2.1 Employers by economic sector at 31st December 2022



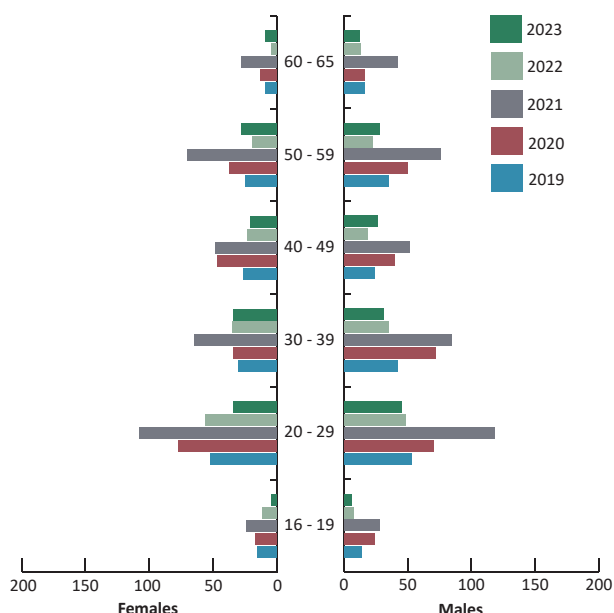
As shown above in **Figure 4.2.1**, the Construction, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers. Employers in both the Construction and Wholesale, retail and repairs sectors tended to employ fewer people than those in the Finance sector (see **Table 4.2.1**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

5.1 Unemployment

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

	Wholly unemployed	% of workforce	Total registered unemployed*	% of workforce
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	1,199	4.0
31/03/2022	295	1.0	660	2.2
31/03/2023	278	0.9	632	2.1

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



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.

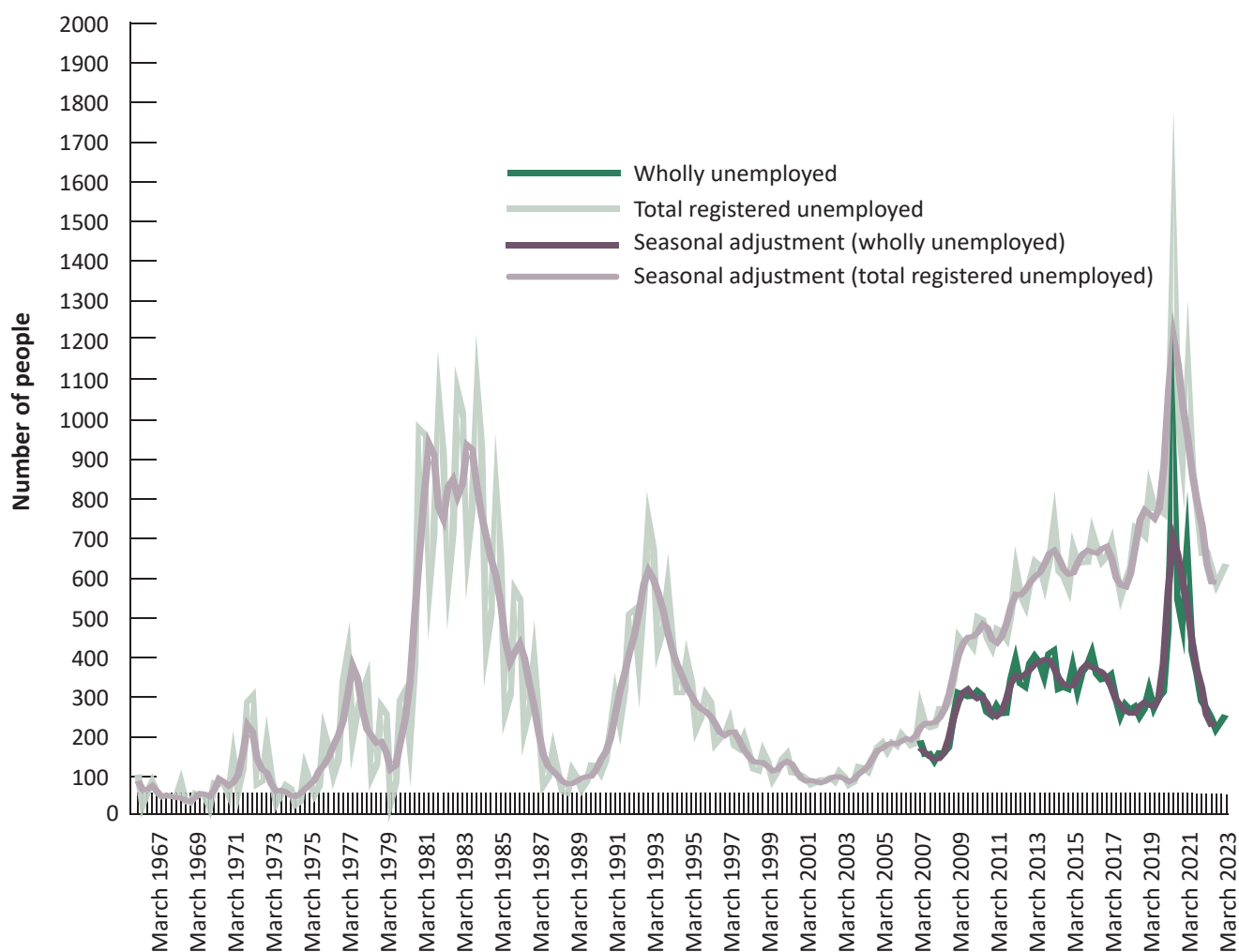
As shown in **Table 5.1.1**, there were 278 people registered as “wholly unemployed” at the end of March 2023, 17 fewer than at the end of March 2022 and 464 fewer than at the end of March 2021, when the Bailiwick had entered its second lockdown to help slow the spread of COVID-19. 0.9% of the workforce were registered as wholly unemployed at the end of March 2023. This compares to 1.0% at the end of March 2022 and 2.5% at the end of March 2021. The number of “total registered unemployed”* accounted for 2.1% of the workforce at the end of March 2023, 0.1 percentage point lower than at the same time the previous year and the lowest proportion in March since 2018.

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, which was put in place 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.

Data on the "total registered unemployed"* has been available since 1966. As shown in **Table 5.1.1** on **page 23**, there was a total of 632 people registered as unemployed* at the end of March 2023, the lowest March figure since 2018. This figure is 62% lower than the peak in total registered unemployed*, recorded in June 2020, 14% lower than the peak in unemployment seen at the end of December 1992 and 43% 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

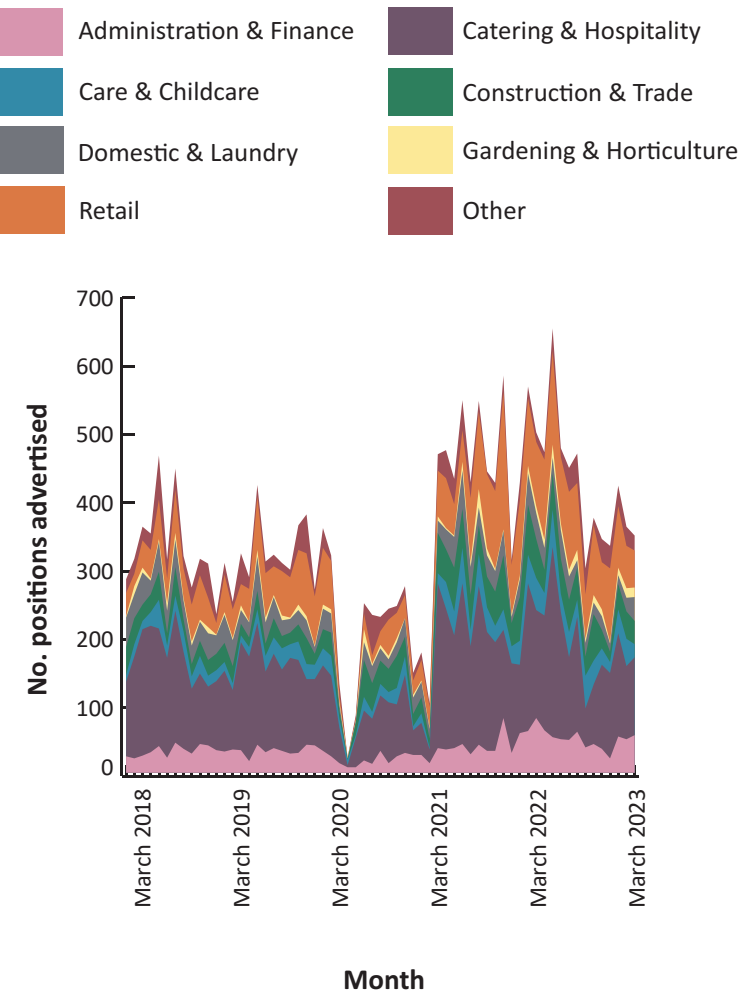
Figure 5.2.1 shows the number of positions advertised with the Job Centre by sector at the end of each month between January 2018 and March 2023. It can be seen that there was a sharp decrease in the number of positions advertised across all sectors in March and April 2020 and January and February 2021, 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). In March 2023, there were 347 positions which compares to 498 positions in March 2022 and 466 in March 2021. 114 of the 347 positions in March 2023 were in Catering and Hospitality, 55 were in Administration and finance and 54 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

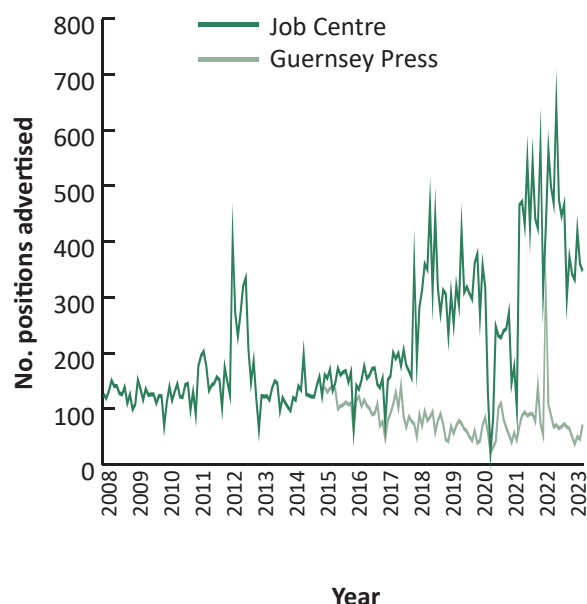


Figure 5.4.1 shows the number of positions advertised with the Guernsey Job Centre and, from January 2015, the Guernsey Press each month. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

There were 347 positions advertised with the Job Centre during March 2023. This compares to 498 positions during March 2022 and 466 during March 2021. The number of vacancies advertised in the Guernsey Press (paper only, excluding online advertising) during March 2023 totalled 72. This was 16 fewer than March 2022 and 2 more than March 2021.

There were 420, 360 and 347 positions advertised at the Job Centre in January, February and March 2023 respectively.

Figure 5.4.2 Type of positions advertised with the Job Centre during March

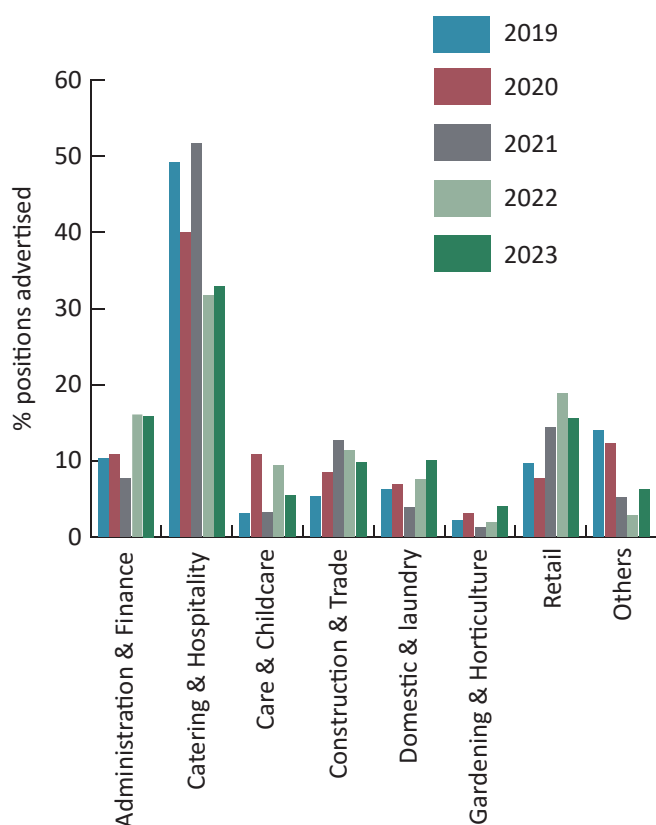


Figure 5.4.2 shows the type of positions advertised with the Job Centre during March between 2019 and 2023. Of the positions advertised in March 2023, 33% were in Catering and Hospitality, 16% were in Administration and finance and 16% were in Retail. The "other" category includes roles within driving/delivery, engineering, mechanical, IT and beauty therapy.

See [page 25](#) for more information on the function of the Job Centre.

As at the start of April 2023, 20% of the skills reported by people claiming Unemployment Benefit related to Administration and Finance, 18% in Retail, 16% in Construction and Trade and 11% were 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 5.7% between the year ending December 2021 and the year ending December 2022, from £36,732 to £38,829 (see [Table 6.1.1](#)).

The lower and upper quartile earnings for the quarter ending 31st December 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 5.7% between the years ending 31st December 2021 and 31st December 2022, whilst upper quartile earnings increased by 5.8%.

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.

Table 6.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2022	37,387	3.8
Q3 2022	38,252	5.3
Q4 2022	38,829	5.7

Table 6.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2022	26,132	4.7
Q3 2022	26,541	5.2
Q4 2022	26,964	5.7

Table 6.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
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
Q2 2022	54,377	2.6
Q3 2022	55,974	5.0
Q4 2022	56,805	5.8

6.1 Earnings (nominal)

Figure 6.1.1 Nominal median earnings by distribution at 31st December

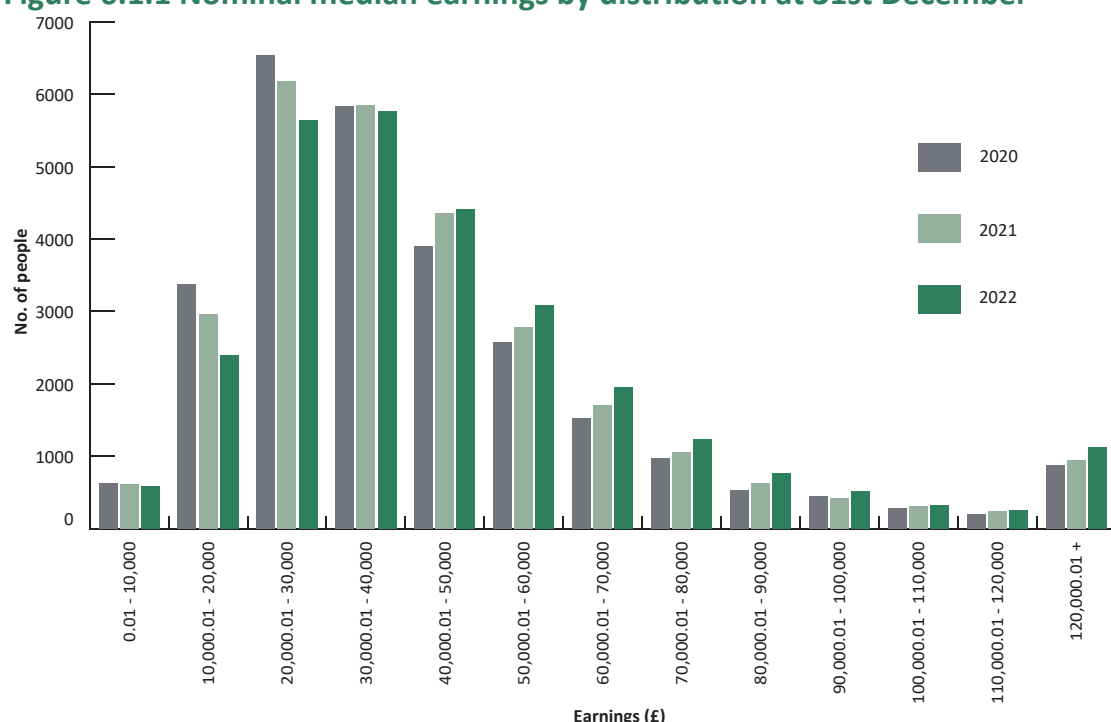


Figure 6.1.1 shows the number of employees in each earnings band at the end of December 2022 compared to the end of December 2021 and December 2020. It should be noted that the figures in **Figure 6.1.1** are December snapshots, rather than four quarter averages, unlike other earnings information presented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

The distributions of earnings at the end of December 2022 show a peak in the £30,000.01 to £40,000 category. This differs to December 2021 and December 2020 where the peak was seen in the £20,000.01 to £30,000 category. There were 910 fewer people within this earnings band at the end of December 2022 when compared to the end of December 2020. The number of people in the £10,000.01 to £20,000 earnings band saw the largest decrease between December 2020 and December 2022 (982 people). Conversely, the number of people in every earnings band above £40,000 increased between December 2020 and December 2022.

The total number of people included in the analysis for **Figure 6.1.1** increased by 0.1% between December 2021 and December 2022 and increased by 1.4% between December 2020 and December 2022.

Information on remuneration is included in 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 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 2020	39,564	0.9
Q1 2021	39,962	1.7
Q2 2021	40,326	2.9
Q3 2021	40,354	2.5
Q4 2021	40,381	2.1
Q1 2022	40,095	0.3
Q2 2022	39,870	-1.1
Q3 2022	40,011	-0.9
Q4 2022	39,804	-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 December 2022 prices. More information on price indices is available from www.gov.gg/rpi.

The figures presented in **Section 6.2** were restated in January 2022 due to a change in methodology. The change was made to ensure the conversion from nominal to real figures is done consistently across different statistics (and compared with other jurisdictions). The change brings these figures in line with the remuneration statistics published in **Section 7** of this report and other statistics published by the Data & Analysis Service.

Table 6.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2020	27,506	0.9
Q1 2021	27,682	1.4
Q2 2021	27,950	2.6
Q3 2021	28,022	2.3
Q4 2021	28,035	1.9
Q1 2022	27,929	0.9
Q2 2022	27,868	-0.3
Q3 2022	27,763	-0.9
Q4 2022	27,638	-1.4

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

Lower quartile earnings and upper quartile earnings also decreased by 1.4% in real terms between the years ending December 2021 and December 2022 (see **Tables 6.2.2** and **6.2.3** respectively).

Table 6.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q4 2020	58,069	0.7
Q1 2021	58,910	2.0
Q2 2021	59,342	3.2
Q3 2021	59,217	2.4
Q4 2021	59,036	1.7
Q1 2022	58,306	-1.0
Q2 2022	57,984	-2.3
Q3 2022	58,540	-1.1
Q4 2022	58,238	-1.4

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.

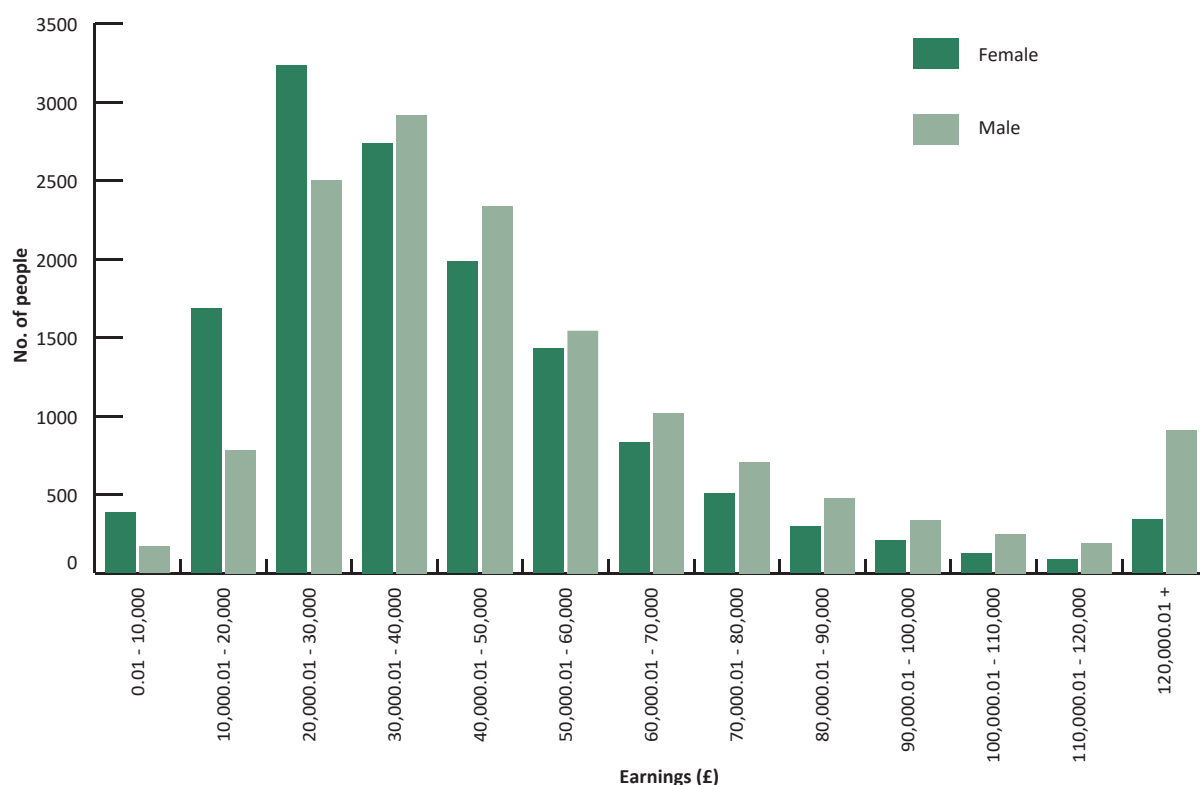
At the end of December 2022, the four quarter median average earnings for females was £35,385 (5.3% higher than a year earlier) and for males was £42,249 (6.2% higher than a year earlier).

Figure 6.3.1 shows the number of employees in each earnings band, averaged from December 2021 to December 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
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
Q1 2022	33,764	40,228	4.0	4.9
Q2 2022	34,068	40,636	3.4	4.2
Q3 2022	34,852	41,569	4.9	5.6
Q4 2022	35,385	42,249	5.3	6.2

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



6.4 Earnings by economic sector

Table 6.4.1 Four quarter average earnings as at 31st December 2022

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	34,348	23,396	45,366
Manufacturing	31,147	22,365	42,151
Electricity, gas, steam and air conditioning supply	40,595	31,706	53,875
Water supply, sewerage, waste management and remediation activities	33,065	26,917	41,258
Construction	38,017	28,870	47,981
Wholesale, retail and repairs	26,501	18,647	36,588
Hostelry	25,109	20,311	31,414
Transport and storage	35,098	25,879	47,644
Information and communication	44,968	30,988	65,692
Finance	52,890	36,384	79,722
Real estate activities	39,930	28,000	56,237
Professional, business, scientific and technical activities	47,672	32,464	75,733
Administrative and support service activities	34,950	23,809	49,118
Public administration	43,057	29,379	57,589
Education	31,331	22,290	50,673
Human health, social and charitable work activities	27,970	19,238	39,269
Arts, entertainment and recreation	25,981	17,948	36,033
Other service activities	23,356	16,419	31,851
Activities of households as employers	27,180	15,034	37,283

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 (£52,890) at the end of December 2022. This was 36.2% higher than the overall median. The upper quartile earnings in the Finance sector were 40.3% higher than the overall upper quartile earnings during the same period.

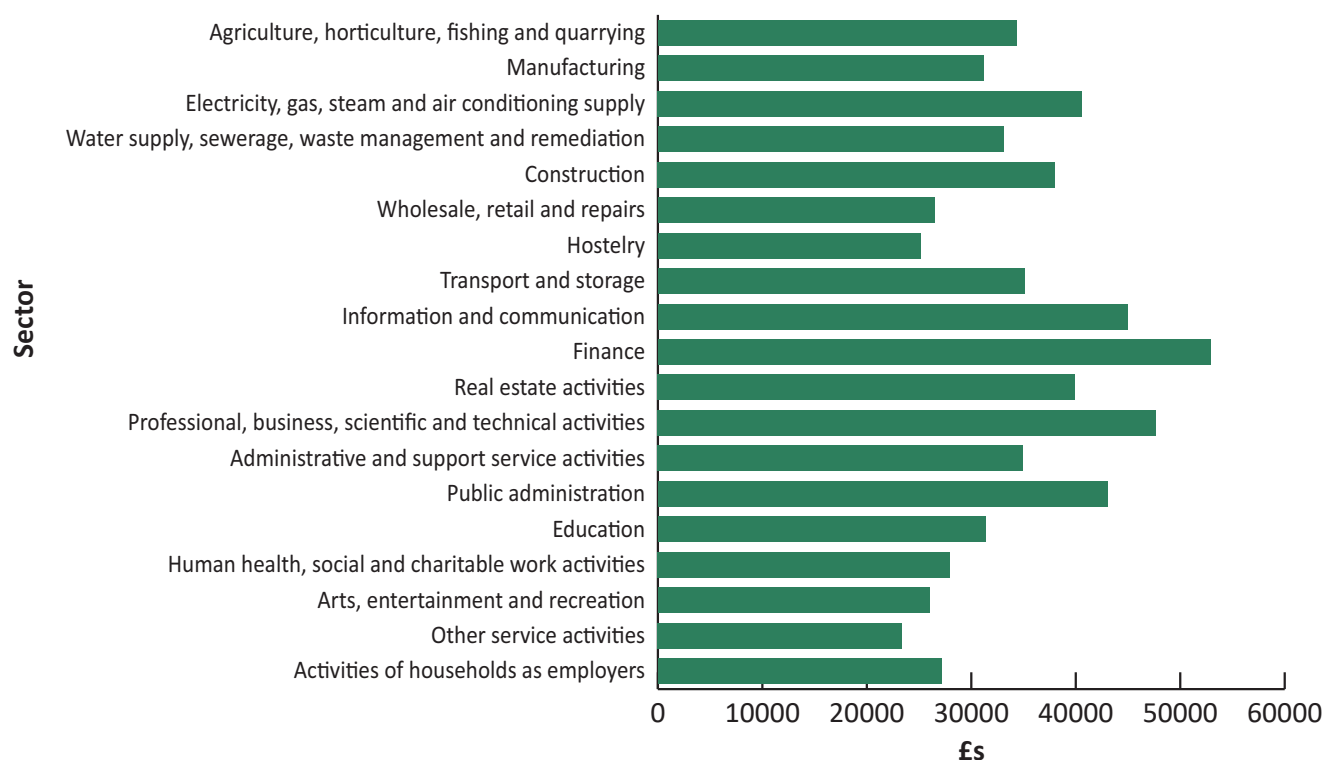
The Other service activities sector had the lowest four quarter average median earnings (£23,356) at the end of December 2022, which was 39.8% lower than the overall median. The Other service activities sector relates to personal service activities such as; beauty and hair salons, laundry services, funeral services and repair of computers and personal and/or household goods. It also includes membership organisations and trade unions.

Information on remuneration by sector is included in 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 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 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 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)

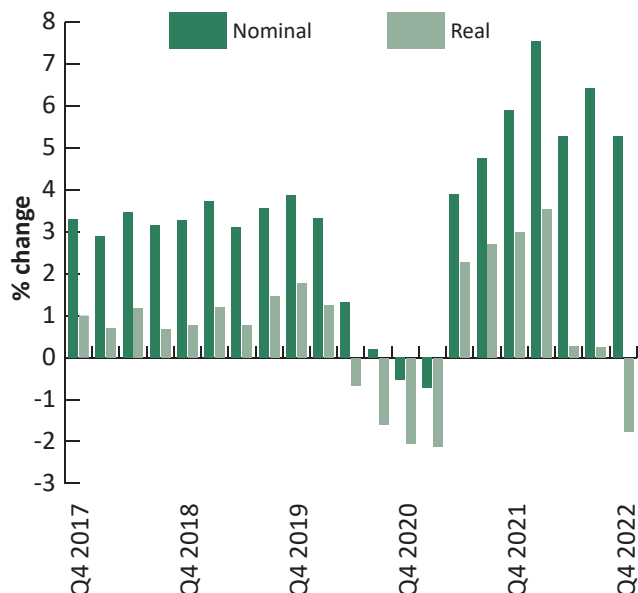


Table 7.1.1 Annual percentage change in remuneration (rolling four quarter total)

	% change (nominal)	% change (real)
Q4 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	5.9	3.0
Q1 2022	7.5	3.5
Q2 2022	5.3	0.3
Q3 2022	6.4	0.3
Q4 2022	5.3	-1.8

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 is included in this bulletin to help give a fuller picture of employment earnings trends.

Some of this information is revised by the Revenue Service each quarter and as a result, some previously published figures are restated in each edition of this bulletin.

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.

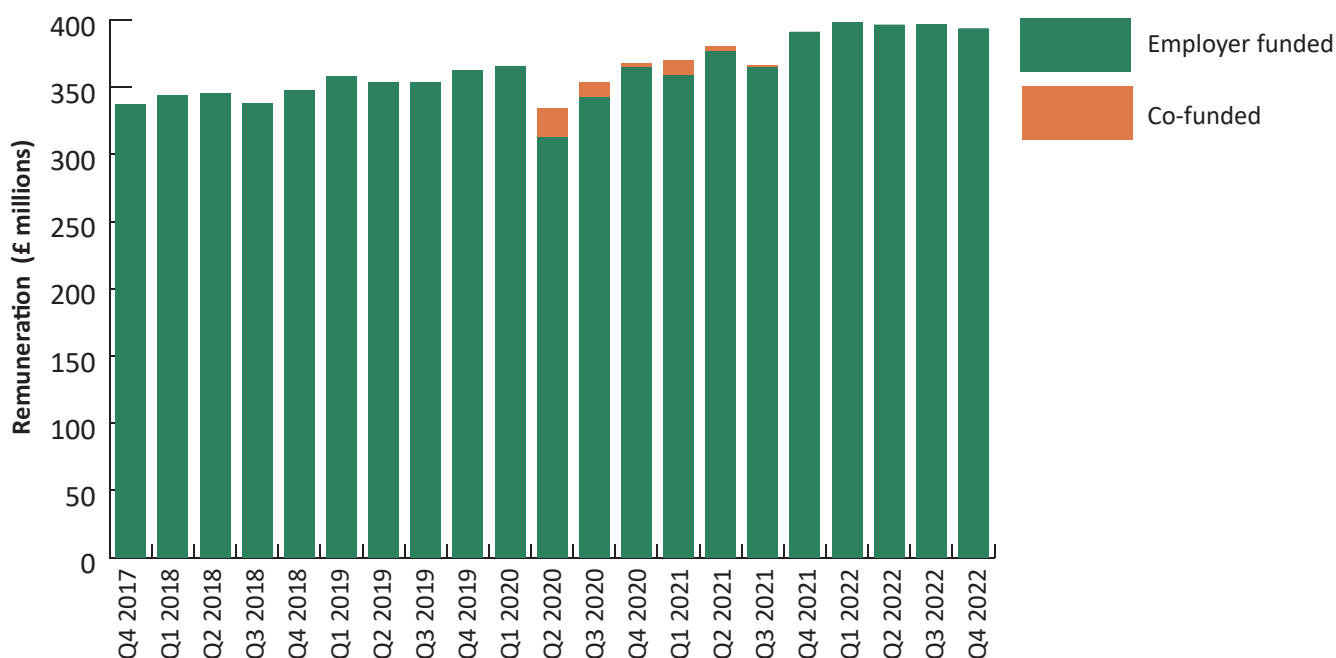
Real figures are presented alongside nominal to show trends before and after the effects of inflation have been removed. All real figures shown in this section of the report have been adjusted to December 2022 prices. More information on price indices is available from www.gov.gg/rpi.

It can be seen in **Figure 7.1.1** and **Table 7.1.1** that there was an increase of 5.3% in nominal terms and a decrease of 1.8% in real terms in remuneration between the year ending 31st December 2021 and the year ending 31st December 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 £11 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 £377 million and the co-funded sum was approximately £3 million. During the fourth quarter of 2021, approximately £389 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		
	Q4 2020	Q4 2021	Q4 2022	Q4 2020	Q4 2021	Q4 2022
Agriculture, horticulture, fishing and quarrying	7.2	7.9	8.5	5.3	9.1	7.6
Manufacturing	20.3	22.2	21.6	-0.8	9.3	-2.7
Electricity, gas, steam and air conditioning supply	12.6	12.2	13.1	-3.1	-3.6	7.4
Water supply, sewerage, waste management and remediation activities	3.5	4.1	4.9	-9.6	16.5	20.5
Construction	78.7	88.9	99.9	-1.7	12.9	12.4
Wholesale, retail and repairs	113.8	120.8	127.9	-2.4	6.2	5.9
Hostelry	35.8	41.0	51.4	-17.5	14.5	25.3
Transport and storage	36.2	38.3	38.6	-4.5	5.9	0.8
Information and communication	40.1	44.0	45.2	2.3	9.9	2.6
Finance	422.9	417.7	423.0	-2.1	-1.2	1.3
Real estate activities	13.6	15.1	14.6	3.8	11.2	-3.3
Professional, business, scientific and technical activities	147.1	158.2	178.4	1.4	7.5	12.8
Administrative and support service activities	72.9	89.3	101.7	-5.6	22.5	13.9
Public administration	292.8	310.3	312.2	4.7	6.0	0.6
Education	14.4	15.3	16.2	0.3	6.7	5.7
Human health, social and charitable work activities	51.8	57.8	60.1	2.9	11.6	3.8
Arts, entertainment and recreation	8.9	10.2	11.6	-7.8	15.0	13.3
Other service activities	9.3	10.2	10.0	-3.0	9.3	-2.0
Activities of households as employers	0.7	1.5	1.9	51.1	117.0	23.9
Uncoded	38.3	39.9	43.7	7.0	4.3	9.4

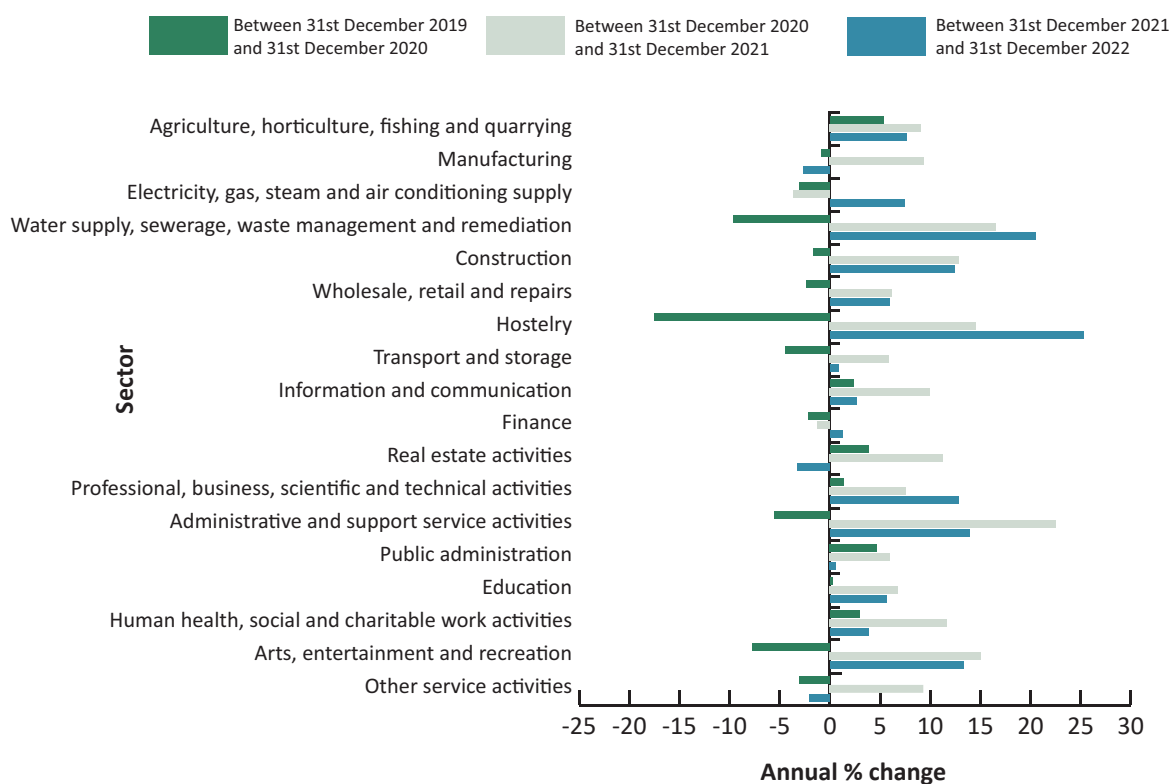
The information presented in **Table 7.3.1** shows the sum of remuneration during the year ending 31st December 2020, the year ending 31st December 2021 and the year ending 31st December 2022 by sector in nominal terms. It should be noted that while occupational pensions paid to past employees by the 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 December 2022, at £423.0 million. The Public administration sector had the second highest total remuneration at £312.2 million for the year ending 31st December 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 December 2020, 2021 and 2022 (£0.7 million, £1.5 million and £1.9 million respectively, see **Table 7.3.1**.) Care must be taken when interpreting the annual percentage change in remuneration for this sector. It includes the activities of households as employers of domestic personnel such as cooks, gardeners, housekeepers, babysitters and private tutors, for example. The percentage changes in remuneration for all the other sectors are presented graphically on **page 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.

Fifteen of the eighteen economic sectors presented in **Figure 7.3.1** showed an increase in remuneration between the year ending 31st December 2021 and the year ending 31st December 2022. Notable increases were seen in Hostelry, Water supply, sewerage, waste management and remediation activities, Administrative and support service activities and Arts, entertainment and recreation (increases of 25.3%, 20.5%, 13.9% and 13.3% respectively).

The increase in Hostelry remuneration over the year ending 31st December 2022 follows an annual increase of 14.5% in remuneration over the year ending 31st December 2021 and an annual decrease of 17.5% over the year ending 31st December 2020.

Finance sector remuneration, which consistently makes the largest contribution to total remuneration, showed an annual increase of 1.3% over the year ending 31st December 2022.

Real estate activities, Manufacturing and Other service activities were the only sectors to show a decrease in remuneration between 31st December 2021 and 31st December 2022 (decreases of 3.3%, 2.7 and 2.0% 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
- Cadastre

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.

Some extra sources of data were joined up with the Electronic Census in late 2022, resulting in a higher level of administrative changes during 2020 than normal. The additional information has resulted in corrections to some of the information previously held and improved confidence overall.

8.1 Methodology and further information

Population Projections

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

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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For more information
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