



1.1 Introduction

The Labour Market Bulletin provides a quarterly snapshot of the Guernsey labour market using claimant and contribution data provided by the States of Guernsey Social Security Department.

1.2 Headlines

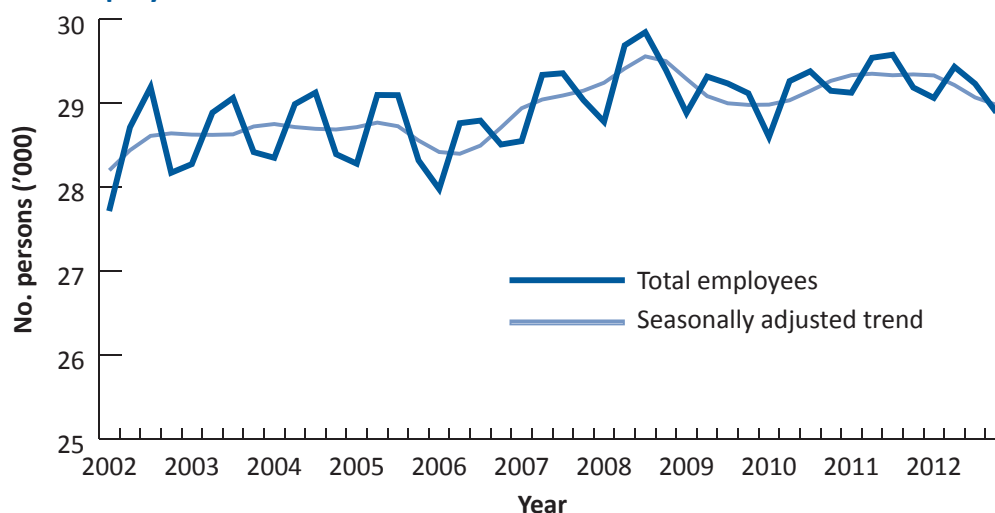
- Detailed information regarding the number of self employed people in Guernsey (who typically account for 9% of the working population) was not available for the quarter ending December 2012. As such, information regarding self employed people which is usually published in this bulletin is missing this quarter.
- In December 2012, 28,895 people were employed in Guernsey. This was 286 fewer than in December 2011, an annual decrease of 1.0%.
- The number of people registered unemployed (using the International Labour Office (ILO) definition of unemployment) at the end of December 2012 was 409, representing 1.3% of the workforce, compared to 1.1% in December 2011.
- There were 2,295 employing organisations in Guernsey in December 2012, 1.4% more than at the same time in the previous year.

1.3 Headline data

Table 1.3.1: Employees, unemployed and employers

	Q4 2010	Q1 2011	Q2 2011	Q3 2011	Q4 2011	Q1 2012	Q2 2012	Q3 2012	Q4 2012
No. employees	29,142	29,119	29,535	29,571	29,181	29,057	29,427	29,226	28,895
No. unemployed (ILO)	276	301	281	282	367	416	357	349	409
No. employers	2,280	2,279	2,310	2,304	2,263	2,272	2,284	2,316	2,295

Figure 1.3.1: Employees

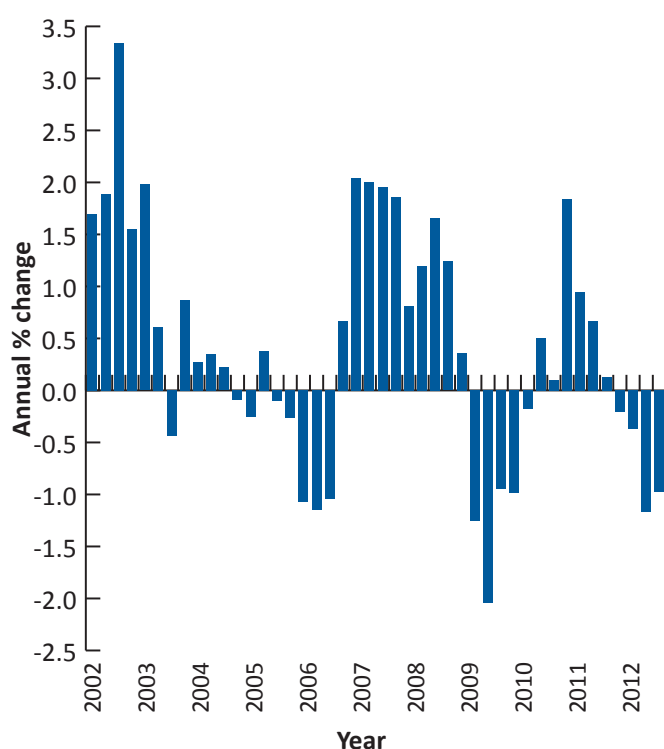


2.1 Employment

Table 2.1.1: Total number of employees*

Date	No. employees	Annual % change
2010 Q1	28,592	-1.0
2010 Q2	29,257	-0.2
2010 Q3	29,374	0.5
2010 Q4	29,142	0.1
2011 Q1	29,119	1.8
2011 Q2	29,535	1.0
2011 Q3	29,571	0.7
2011 Q4	29,181	0.1
2012 Q1	29,057	-0.2
2012 Q2	29,427	-0.4
2012 Q3	29,226	-1.2
2012 Q4	28,895	-1.0

Figure 2.1.1: Annual percentage change in the number of employees*



Employed people are classified by the Social Security Department as those who work for wages or a salary under a contract of service. Self employed people are those who are in business for themselves, not under the control of an employer.

There were 28,895 employed people in Guernsey in December 2012, 286 people or 1.0% fewer than in December 2011 (see [Table 2.1.1](#) and [Figure 2.1.1](#)).

The total number of people in employment in Guernsey shows seasonal variations as certain sectors (e.g. hostelry and horticulture) employ more people during the summer than in the winter. As a result, the number of employees in Guernsey is typically higher in the second and third quarters (ending June and September) than in the first and fourth quarters (ending March and December).

The seasonally adjusted trend shown graphically in [Figure 1.3.1](#) estimates the underlying movement in the data by removing seasonal and irregular movements. The trend is calculated using the Census X-12 method, which was developed by the US Census Bureau.

* These figures reflect the number of employed people only. Self employed figures are not incorporated.

3.1 Employment by gender

The number of employees (i.e. working for an employer) is subject to the seasonal variations described on the previous page. The number of self employed people does not show regular seasonal increases and decreases to the same extent as the number of employees.

The total number of female employees (13,989) was 183 people lower in December 2012 than in December 2011, an annual decrease of 1.3% (see [Table 3.1.1](#) and [Figure 3.1.1](#)). Women comprised 48.4% of the total number of employed people.

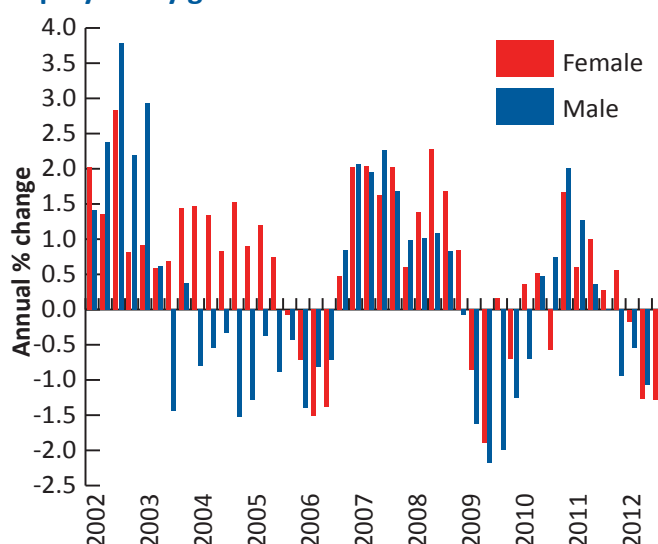
The number of male employees decreased by 0.7% to 14,906 in the 12 months ending December 2012.

More information is available on employment rates by age and gender in the annually published States Strategic Monitoring Report (see www.gov.gg/kpi).

Table 3.1.1: Employees by gender*

		No. employees			Annual % change		
		Female	Male	Total	Female	Male	Total
2010	Q1	13,859	14,733	28,592	-0.7	-1.3	-1.0
2010	Q2	14,263	14,994	29,257	0.4	-0.7	-0.2
2010	Q3	14,180	15,194	29,374	0.5	0.5	0.5
2010	Q4	14,133	15,009	29,142	-0.6	0.8	0.1
2011	Q1	14,090	15,029	29,119	1.7	2.0	1.8
2011	Q2	14,350	15,185	29,535	0.6	1.3	1.0
2011	Q3	14,322	15,249	29,571	1.0	0.4	0.7
2011	Q4	14,172	15,009	29,181	0.3	0.0	0.1
2012	Q1	14,169	14,888	29,057	0.6	-0.9	-0.2
2012	Q2	14,326	15,101	29,427	-0.2	-0.6	-0.4
2012	Q3	14,140	15,086	29,226	-1.3	-1.1	-1.2
2012	Q4	13,989	14,906	28,895	-1.3	-0.7	-1.0

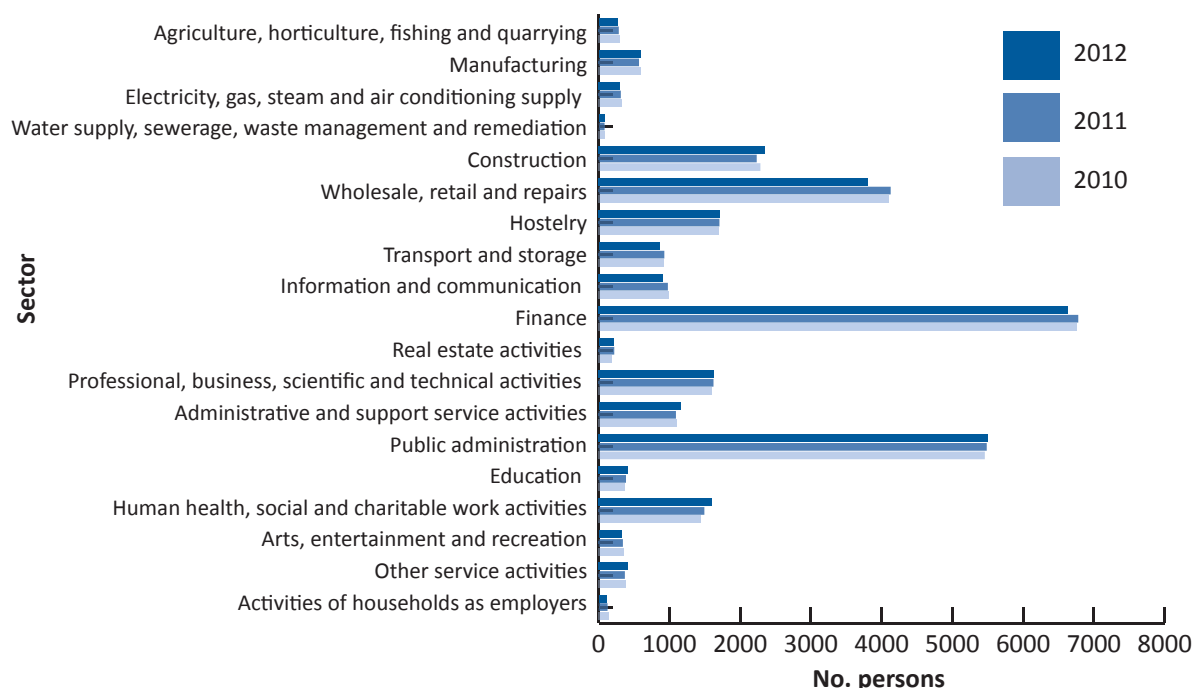
Figure 3.1.1: Annual percentage change in employees by gender*



* These figures reflect the number of employed people only. Self employed figures are not incorporated.

3.2 Employment by economic sector

Figure 3.2.1: Employees by economic sector at December each year*



Employers and 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.

As shown in [Figure 3.2.1](#) and [Table 3.2.1](#), the finance sector was the largest employer in December 2012, with 6,631 employees. The number of employees in this sector decreased by 2.2% (149 people) between December 2011 and December 2012.

The Construction sector¹ showed the largest increase in the number of employees in the 12 months ending December 2012, growing by 119 people, or 5.3% (see [Table 3.2.1](#) and [Figure 3.2.2](#)).

The Wholesale, retail and repairs sector saw the largest decrease in employees, with 323 fewer people (7.8%) in December 2012 than in December 2011.

As shown in [Table 3.2.1](#), over half (50.2%) of female employees were employed in the Finance and Public administration sectors (with 26.1% and 24.1% of women in each sector respectively). The same sectors accounted for only 34.3% of male employees (with 20.0% and 14.3% respectively). Construction and Wholesale, retail and repairs employed 14.6% and 14.8% of men respectively.

Please note that some of the percentage changes are based on small numbers and can therefore seem large relative to the actual change in numbers.

¹ The Education and Human health, social and charitable work sectors exclude those employed by the States of Guernsey (e.g. those employed at States' run schools or medical facilities). All employees employed by the States of Guernsey, including medical and teaching staff, are captured in the Public Administration category.

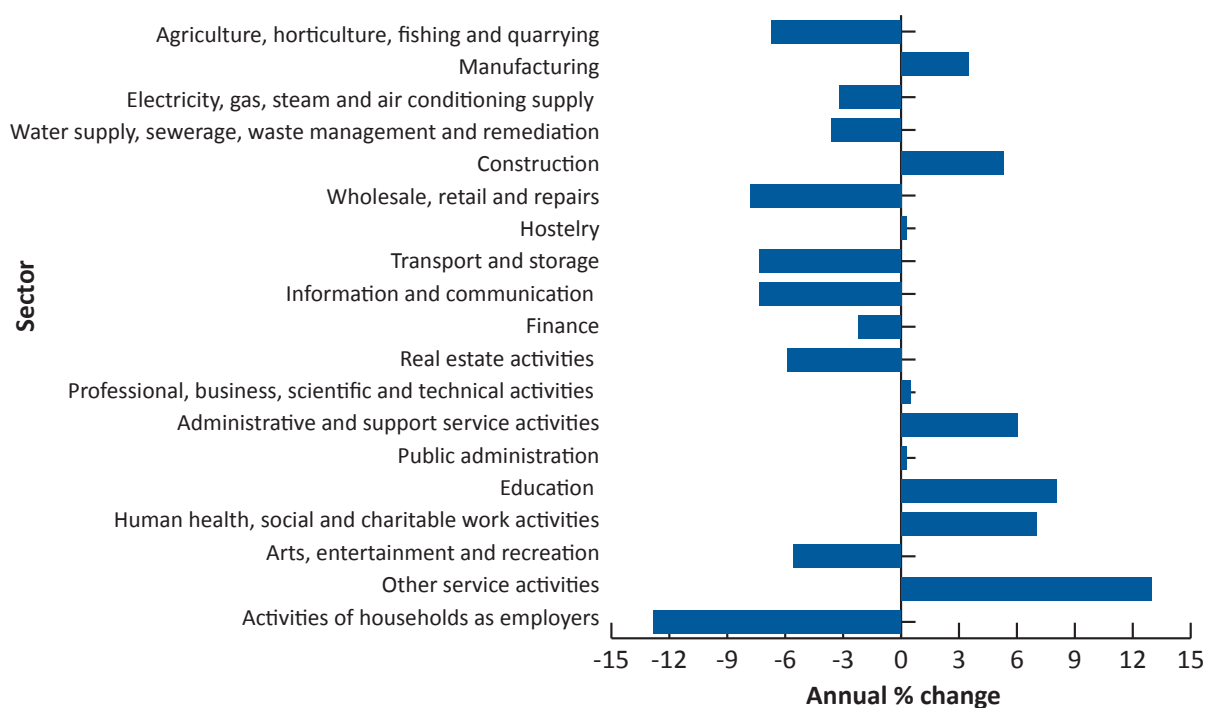
* These figures reflect the number of employed people only. Self employed figures are not incorporated.

3.2 Employment by economic sector

Table 3.2.1 Employees by economic sector at December 2012*

	No. employees			% of all employees			Annual % change
	Female	Male	Total	Female	Male	Total	
Agriculture, horticulture, fishing and quarrying	129	136	265	0.9	0.9	0.9	-6.7
Manufacturing	180	410	590	1.3	2.8	2.0	3.5
Electricity, gas, steam and air conditioning supply	53	250	303	0.4	1.7	1.0	-3.2
Water supply, sewerage, waste management and remediation activities	10	70	80	0.1	0.5	0.3	-3.6
Construction	171	2,182	2,353	1.2	14.6	8.1	5.3
Wholesale, retail and repairs	1,601	2,204	3,805	11.4	14.8	13.2	-7.8
Hostelry	689	1,023	1,712	4.9	6.9	5.9	0.3
Transport and storage	167	693	860	1.2	4.6	3.0	-7.3
Information and communication	244	662	906	1.7	4.4	3.1	-7.4
Finance	3,644	2,987	6,631	26.0	20.0	22.9	-2.2
Real estate activities	113	94	207	0.8	0.6	0.7	-5.9
Professional, business, scientific and technical activities	973	658	1,631	7.0	4.4	5.6	0.5
Administrative and support service activities	473	685	1,158	3.4	4.6	4.0	6.0
Public administration	3,373	2,128	5,501	24.1	14.3	19.0	0.3
Education	313	104	417	2.2	0.7	1.4	8.0
Human health, social and charitable work activities	1,300	299	1,599	9.3	2.0	5.5	7.0
Arts, entertainment and recreation	137	186	323	1.0	1.2	1.1	-5.6
Other service activities	333	85	418	2.4	0.6	1.4	13.0
Activities of households as employers	73	36	109	0.5	0.2	0.4	-12.8
Other	13	14	27	0.1	0.1	0.1	-28.9
Total for all sectors	13,989	14,906	28,895	100.0	100.0	100.0	-1.0

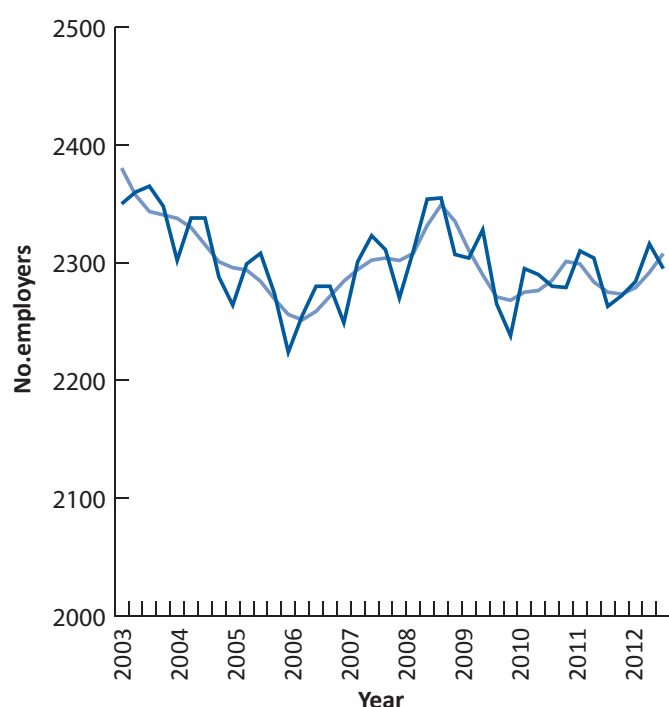
Figure 3.2.2.: Annual percentage change in employees by economic sector at December 2012*



* These figures reflect the number of employed people only. Self employed figures are not incorporated.

4.1 Employers by size

Figure 4.1.1: Total employers



In December 2012 there were 2,295 employers in Guernsey, 32 more than a year previously. There were 40 organisations employing more than 100 people in December 2012, 4 fewer than in December 2011 (see [Figure 4.1.1](#) and [Table 4.1.1](#)).

The Finance sector had the most organisations employing more than 50 people (see [Table 4.2.1](#)). The construction sector had the most organisations employing five people or fewer.

Please note that some of the percentage changes are based on small numbers and can therefore seem large relative to the actual change in numbers.

Table 4.1.1: Employers by size (number of employees)

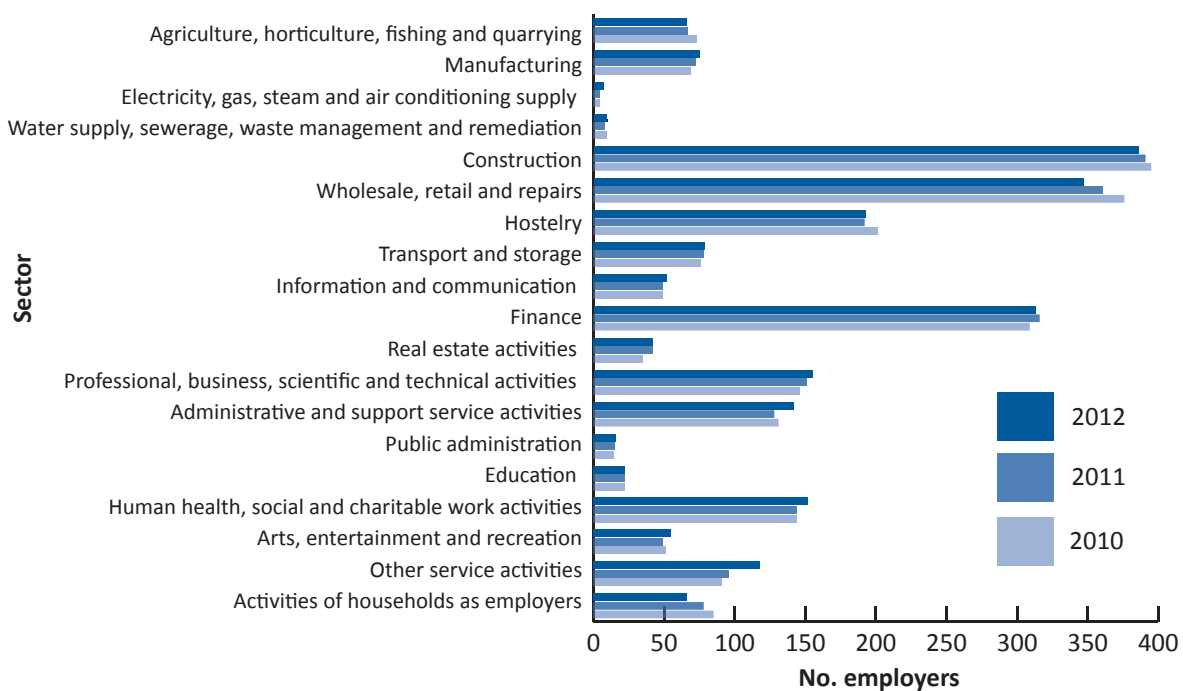
		No. employers by size (number of employees)								Total no. employers	Annual % change
		1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	250+		
2009	Q3	596	851	359	289	112	76	37	8	2,328	-1.1
2009	Q4	589	815	366	264	120	69	35	7	2,265	-3.8
2010	Q1	606	788	355	265	113	73	32	6	2,238	-3.0
2010	Q2	606	822	370	264	116	79	31	7	2,295	-0.4
2010	Q3	588	811	370	284	115	79	36	7	2,290	-1.6
2010	Q4	599	816	359	273	121	70	36	6	2,280	0.7
2011	Q1	595	831	354	273	109	74	37	6	2,279	1.8
2011	Q2	612	817	367	280	117	72	38	7	2,310	-0.7
2011	Q3	588	816	362	303	116	73	39	7	2,304	0.6
2011	Q4	582	794	372	289	109	73	37	7	2,263	-0.7
2012	Q1	593	811	377	265	117	69	31	9	2,272	-0.3
2012	Q2	587	819	362	293	112	68	37	6	2,284	-1.1
2012	Q3	608	801	373	296	133	65	33	7	2,316	0.5
2012	Q4	599	817	365	295	113	66	34	6	2,295	1.4

4.2 Employers by economic sector and size

Figure 4.2.1: Employers by economic sector and size (number of employees) at December 2012

	No. employers by size (number of employees)					% of total for all sectors	Annual % change
	1 to 5	6 to 25	26 to 50	51 or more	Total		
Agriculture, horticulture, fishing and quarrying	49	15	1	1	66	2.9	-1.5
Manufacturing	44	27	1	3	75	3.3	4.2
Electricity, gas, steam and air conditioning supply	3	2	0	2	7	0.3	75.0
Water supply, sewerage, waste management and remediation activities	6	2	0	1	9	0.4	12.5
Construction	270	104	6	6	386	16.8	-1.3
Wholesale, retail and repairs	200	115	19	13	347	15.1	-3.9
Hostelry	97	77	10	9	193	8.4	0.5
Transport and storage	43	24	8	4	79	3.4	1.3
Information and communication	30	15	3	4	52	2.3	6.1
Finance	138	110	32	33	313	13.6	-0.9
Real estate activities	29	11	2	0	42	1.8	0.0
Professional, business, scientific and technical activities	97	44	7	7	155	6.8	2.6
Administrative and support service activities	95	32	10	5	142	6.2	10.9
Public administration	12	1	0	3	16	0.7	6.7
Education	11	6	1	4	22	1.0	0.0
Human health, social and charitable work activities	90	43	10	9	152	6.6	5.6
Arts, entertainment and recreation	39	14	1	1	55	2.4	12.2
Other service activities	101	14	2	1	118	5.1	22.9
Activities of households as employers	62	4	0	0	66	2.9	-15.4
Total for all sectors	1,416	660	113	106	2,295	100.0	1.4

Figure 4.2.1: Employers by economic sector at December each year



5.1 Unemployment

Table 5.1.1: Number and percentage of workforce registered as unemployed

		No. persons		% of workforce	
		ILO definition unemployed	Total registered unemployed	ILO definition unemployed	Total registered unemployed
2010	Q1	339	498	1.1	1.6
2010	Q2	329	481	1.0	1.5
2010	Q3	285	444	0.9	1.4
2010	Q4	276	420	0.8	1.3
2011	Q1	301	468	0.9	1.4
2011	Q2	281	461	0.9	1.4
2011	Q3	282	443	0.9	1.3
2011	Q4	367	509	1.1	1.6
2012	Q1	416	616	1.3	1.9
2012	Q2	357	552	1.1	1.7
2012	Q3	349	526	1.1	1.6
2012	Q4	409	592	1.3	1.8

Figure 5.1.1: Percentage of workforce registered as unemployed

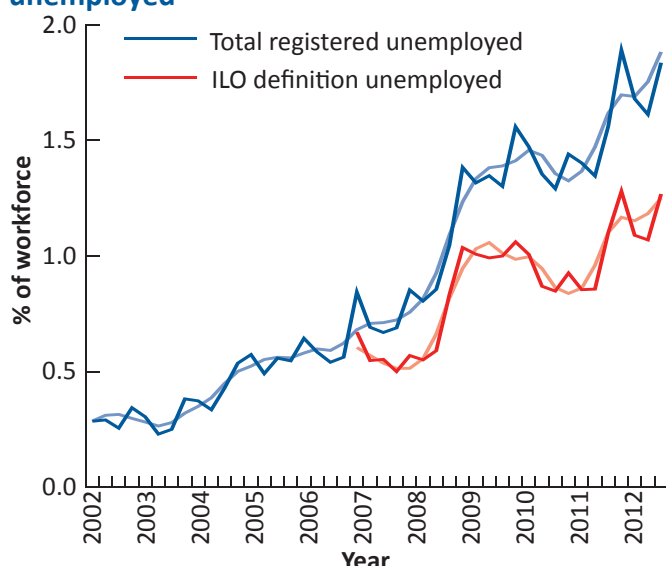
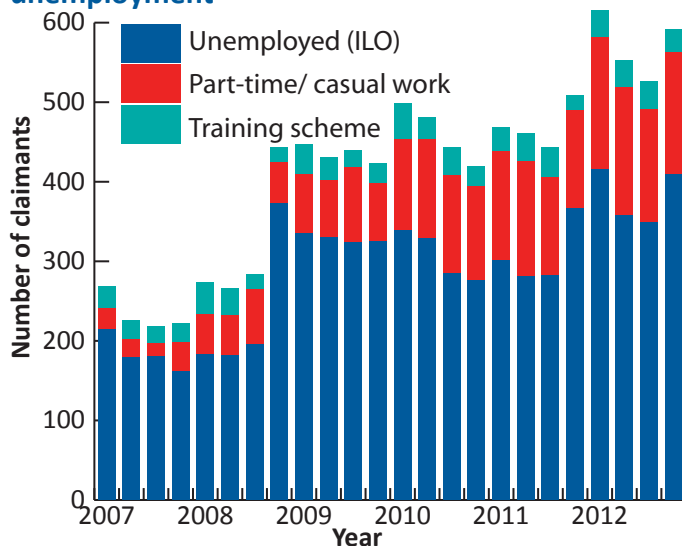


Figure 5.1.2: Composition of total registered unemployment



Unemployment in Guernsey shows a degree of seasonal variation and is typically highest in the first quarter of each year.

As shown in [Table 5.1.1](#), there were 409 people registered as unemployed using the International Labour Office definitions of unemployment¹ in December 2012, 42 people more than in December the previous year.

The registered unemployment rate using the ILO definition was 1.3% at the end of December 2012, 0.2 percentage points higher than in December 2011 (see [Figure 5.1.1](#))².

The “total registered unemployed” measure (which was the previous headline measure) includes those on government training schemes for the unemployed (such as the Community and Environmental Projects Scheme) or 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.

The rate of unemployment using the total registered unemployed measure was 1.8% at the end of December 2012, 0.2 percentage points higher than in December 2011.

[Figure 5.1.2](#) shows the composition of total registered unemployment (i.e. ILO unemployment plus claimants in part-time or casual employment or participating in a training scheme but still eligible for job seekers benefits).

At the end of December 2012 there were 154 claimants participating in part-time or casual work, 32 more than in December 2011. There were 29 claimants participating in government training schemes in December 2012, nine fewer than at the same time the previous year.

¹ See <http://www.statistics.gov.uk/statbase/Product.asp?vlnk=2054>

² The unemployment rate is the number of unemployed people expressed as a percentage of the total workforce. The total workforce for December 2012 includes an estimate of the number of self employed people because that information was not available from the Social Security Department.

5.2 Unemployment in detail

The number of men unemployed (by ILO definitions) in December 2012 was greater than the number of women registered unemployed in all age categories except 40-49 years (see [Figure 5.2.1](#)). Of the people registered unemployed using the ILO definitions, 35% were women; 3 percentage points more than at the same time the previous year.

Typically, the age distribution of registered unemployment among women is more even than among men. The higher level of unemployment in the younger age categories in particular is more pronounced in men than in women.

The age group with the highest number of registered unemployed men was the 20-29 category, accounting for 34% of unemployed men and 22% of the total number of unemployed people (by ILO definitions).

The age group with the most unemployed women in December 2012 was 40-49 in which there were 37 women who were registered as unemployed using the ILO definition.

Of the registered unemployed who called into SSD in the snapshot week at the end of December 2012, 47% had been registered unemployed for less than three months at that time. 21% of claimants had been registered unemployed for more than a year (see [Table 5.2.1](#) and [Figure 5.2.2](#)).

Figure 5.2.1: Unemployment by age and gender in September 2012

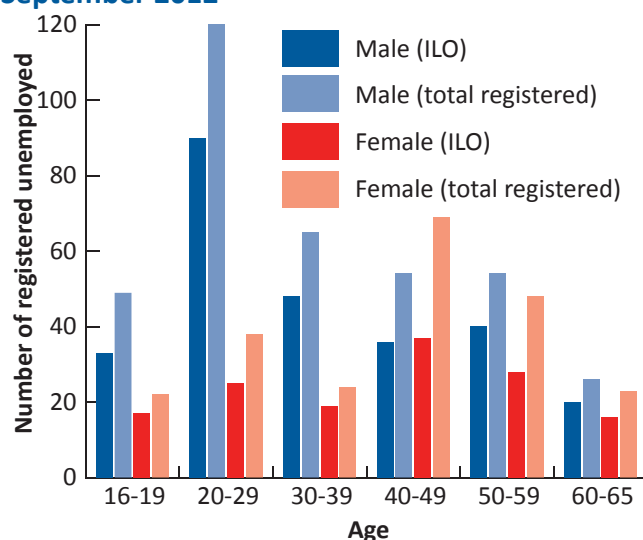
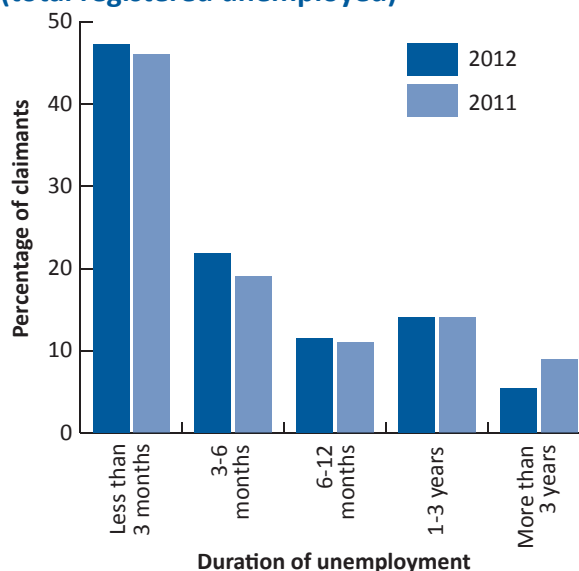


Table 5.2.1: Duration of unemployment of claimants calling in snapshot week¹ December 2012 (total registered unemployed)

Length of Claim	Age						Total	%
	16-19	20-29	30-39	40-49	50-59	60-65		
0 - 2 weeks	3	10	6	4	1	4	28	6.8
3 - 4 weeks	7	16	5	9	5	4	46	11.2
5 - 8 weeks	10	22	9	9	8	2	60	14.7
9 - 13 weeks	7	21	10	5	8	5	56	13.7
14 - 26 weeks	15	18	16	18	18	10	95	23.2
27 weeks - 1 year	6	9	2	11	9	3	40	9.8
1 year - 3 years	1	13	15	10	13	8	60	14.7
More than 3 years	1	6	4	7	6	0	24	5.9
Total	50	115	67	73	68	36	409	100.0

Figure 5.2.2: Duration of unemployment of claimants calling in snapshot week¹ in December (total registered unemployed)



¹ These statistics capture only claimants calling at the Social Security Department in the snapshot week and as a result may not be equal to the total number of register unemployed.

5.2 Unemployment in detail

Figure 5.2.3: Number of vacancies placed with the job centre each month

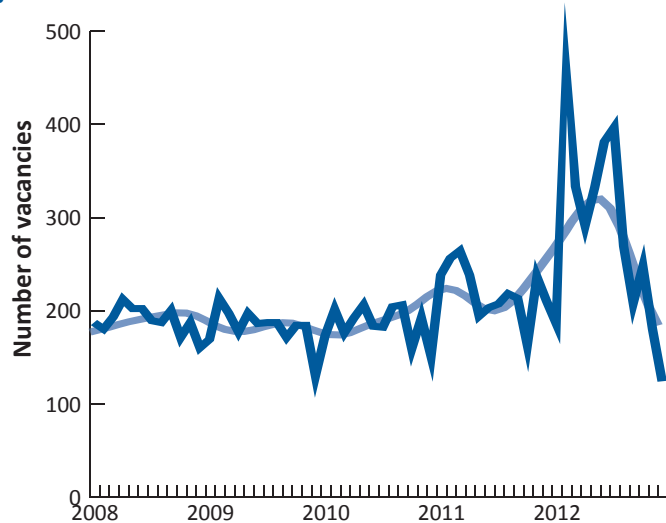


Figure 5.2.3 shows the number of vacancies placed with the Guernsey job centre each month. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

6.1 Contact details and further information

A summary of the business activities which make up each of the nineteen economic sectors used throughout this bulletin is available online at: www.gov.gg/ecodes.

You may also be interested in other publications from the Policy and Research Unit, which are all available online at www.gov.gg/pru.

Please contact Emily Field (Research Officer) for further information.

Policy and Research Unit
Sir Charles Frossard House
La Charroterie
St Peter Port
Guernsey
GY1 1FH

Tel: (01481) 717292

Fax: (01481) 713787

e-mail: policy.research@gov.gg

web: www.gov.gg/pru