



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

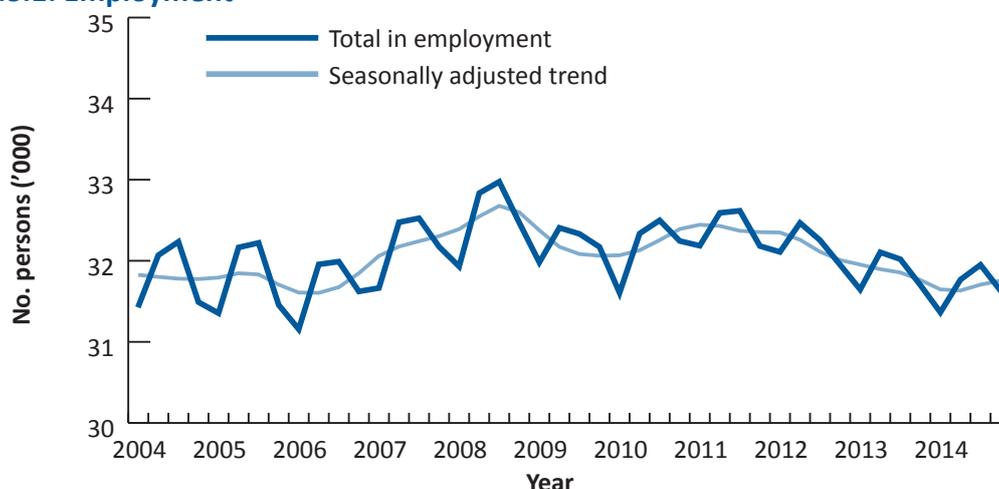
- In December 2014, 31,632 people were employed or self-employed in Guernsey. This was 69 people fewer than in December 2013, an annual decrease of 0.2%.
- 3,000 people were self-employed and 28,632 worked for an employer (9.5% and 90.5% respectively). There was an annual increase of 0.8% in the number of self-employed people and an annual decrease of 0.3% in the number of employed people.
- There were 2,303 employing organisations in Guernsey in December 2014, which is five fewer than in December 2013.
- The number of people registered unemployed (using the International Labour Office (ILO) definition of unemployment) at the end of December 2014 was 343, representing 1.1% of the workforce, compared with 1.3% at the end of December 2013.
- The Finance sector accounted for 21.3% of total employment in December 2014, employing 6,733 people.

1.3 Headline data

Table 1.3.1: Employment, unemployment and employers

	Q4 2012	Q1 2013	Q2 2013	Q3 2013	Q4 2013	Q1 2014	Q2 2014	Q3 2014	Q4 2014
Total in employment	*	31,646	32,105	32,020	31,701	31,364	31,767	31,950	31,632
No. unemployed (ILO)	409	427	411	375	433	441	343	348	343
No. employers	2,295	2,271	2,321	2,319	2,308	2,277	2,320	2,327	2,303

Figure 1.3.1: Employment



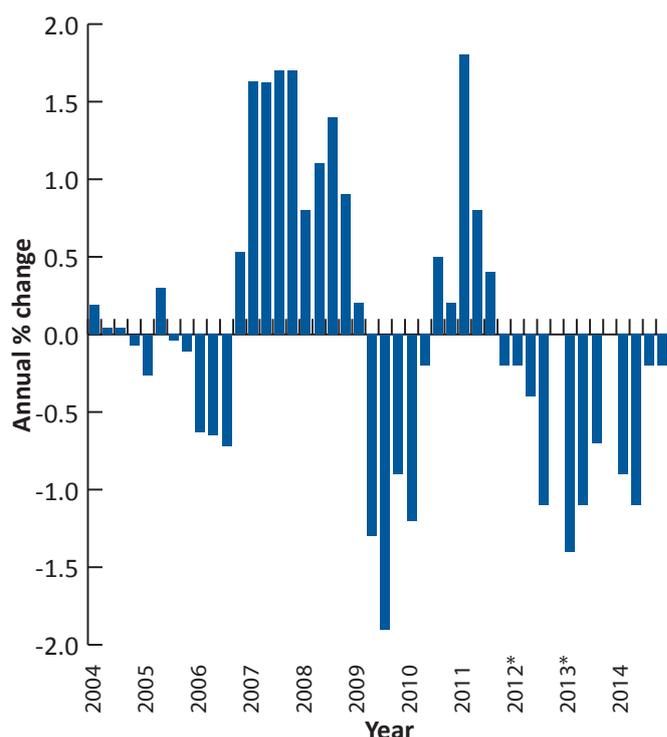
* The number of self-employed people in Guernsey was not available for the quarter ending December 2012, therefore the total number of people in employment at that time cannot be reported. For the continuity of the time series in the graph above, the average of 2012 Q3 and 2013 Q1 has been used for the 2012 Q4 data point.

2.1 Employment

Table 2.1.1: Total in employment

Date	No. persons	Annual % change
2011 Q4	32,182	-0.2
2012 Q1	32,109	-0.2
2012 Q2	32,467	-0.4
2012 Q3	32,253	-1.1
2012 Q4	*	*
2013 Q1	31,646	-1.4
2013 Q2	32,105	-1.1
2013 Q3	32,020	-0.7
2013 Q4	31,701	*
2014 Q1	31,364	-0.9
2014 Q2	31,767	-1.1
2014 Q3	31,950	-0.2
2014 Q4	31,632	-0.2

Figure 2.1.1: Annual percentage change in total employment



Employed people are classified by the Social Security Department (SSD) 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.

Total employment is calculated by adding together the number of employed and self-employed people.

There were 31,632 people either employed or self-employed in Guernsey in December 2014, 69 people (0.2%) fewer than in December 2013 (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, total employment 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.

* The number of self-employed people in Guernsey was not available for the quarter ending December 2012, therefore the total number of people in employment at that time cannot be reported. As such, the annual change in the total number of people in employment for the quarters ending December 2012 and December 2013 cannot be reported either.

3.1 Employees, self-employed and employment by gender

Table 3.1.1: Employees, self-employed and employment by gender

		No. persons		Annual % change		No. persons		Annual % change	
		Employees	Self-employed	Employees	Self-employed	Female	Male	Female	Male
2011	Q4	29,181	3,001	0.1	-3.3	14,820	17,362	0.3	-0.6
2012	Q1	29,057	3,052	-0.2	-0.5	14,834	17,275	0.7	-1.1
2012	Q2	29,427	3,040	-0.4	-0.5	14,988	17,479	0.0	-0.7
2012	Q3	29,226	3,027	-1.2	-0.6	14,796	17,457	-1.1	-1.1
2012	Q4	28,895	*	-1.0	*	*	*	*	*
2013	Q1	28,657	2,989	-1.4	-2.1	14,508	17,138	-2.2	-0.8
2013	Q2	29,086	3,019	-1.2	-0.7	14,757	17,348	-1.5	-0.7
2013	Q3	28,976	3,044	-0.9	0.6	14,670	17,350	-0.9	-0.6
2013	Q4	28,726	2,975	-0.6	*	14,618	17,083	*	*
2014	Q1	28,430	2,934	-0.8	-1.8	14,453	16,911	-0.4	-1.3
2014	Q2	28,801	2,966	-1.0	-1.8	14,661	17,106	-0.7	-1.4
2014	Q3	28,912	3,038	-0.2	-0.2	14,718	17,232	0.3	-0.7
2014	Q4	28,632	3,000	-0.3	0.8	14,620	17,012	0.0	-0.4

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 number of employees in Guernsey decreased by 0.3% between December 2013 and December 2014 to 28,632 (see [Table 3.1.1](#) and [Figure 3.1.1](#)). There were 3,000 self-employed people in Guernsey in December 2014, which was 0.8% more than a year earlier.

Women comprised 46.2% of the total number of people in employment in December 2014, compared with 46.1% the previous year. There were 14,620 women in employment (i.e. either employed or self-employed) in December 2014, similar to December 2013 (see [Table 3.1.1](#) and [Figure 3.1.2](#)).

The number of men in employment decreased by 0.4% to 17,012 in the year ending December 2014.

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

Figure 3.1.1: Annual percentage change in employees and self-employed

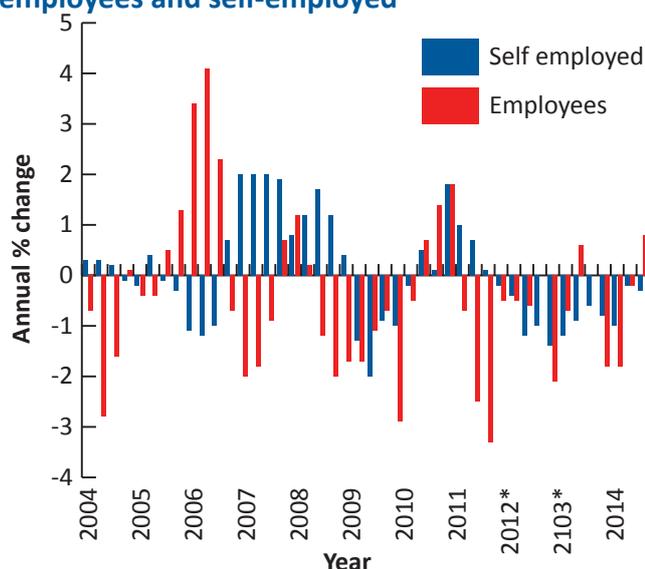
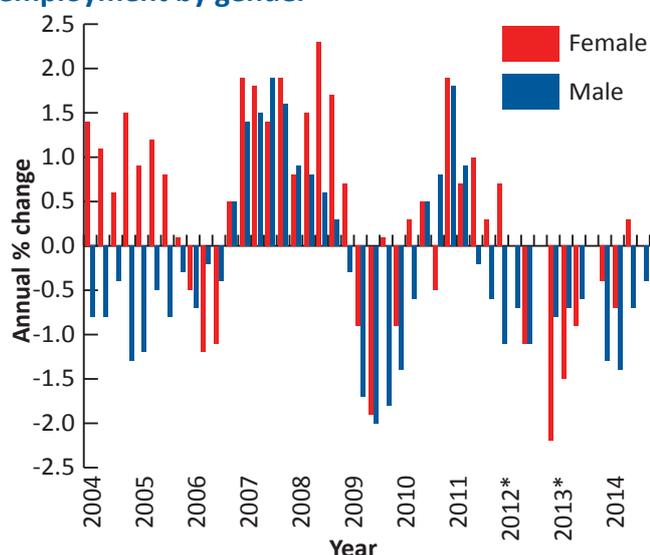
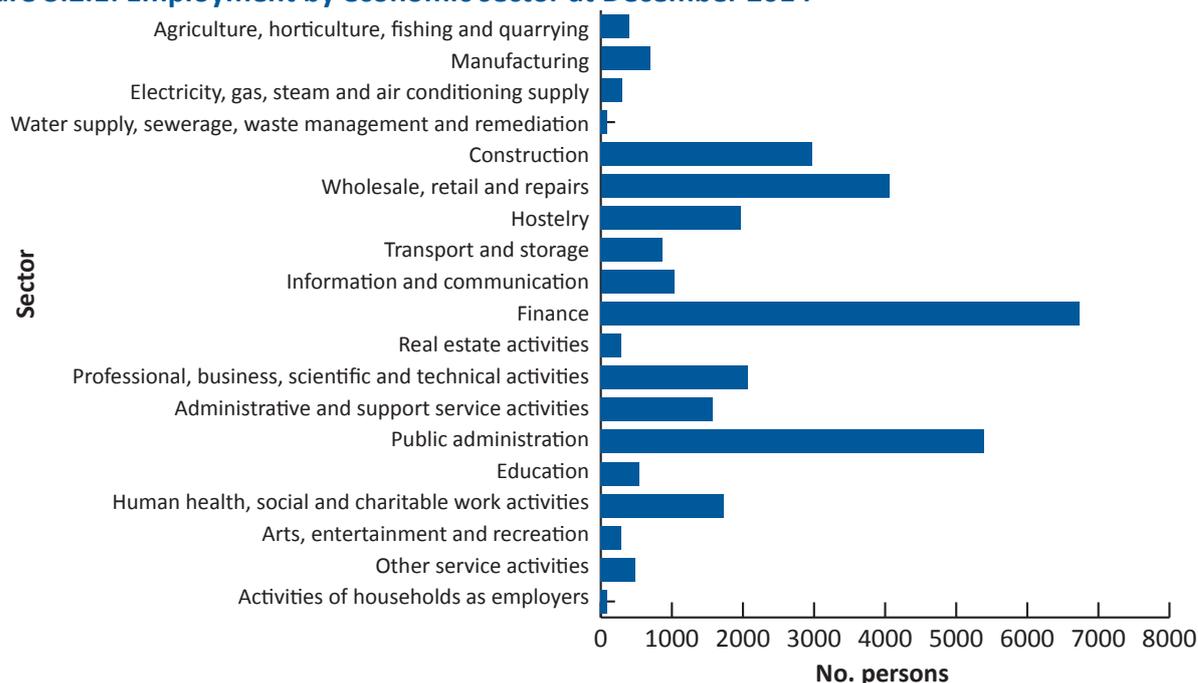


Figure 3.1.2: Annual percentage change in employment by gender



3.2 Employment by economic sector

Figure 3.2.1: Employment by economic sector at December 2014



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.

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.

During the second quarter of 2014, an exercise was undertaken to ensure alignment of the economic sector classifications used by the Guernsey Registry, the Social Security Department and Income Tax and to ensure the accuracy of the codes applied across the board. As a result, some employers were reclassified and so their employees appeared in a different sector at the end of the second quarter of 2014 compared with the first quarter of 2014.

It should be borne in mind that, due to the relatively small numbers of employees in some sectors, the reclassifications referred to above are significant enough to distort the trends in employee numbers by sector if the figures in [Table 3.2.1](#) are compared with previously published figures. Annual percentage changes with the reclassification effects removed have been estimated and included in [Table 3.2.1](#) and [Figure 3.2.2](#).

The second quarter of 2014 was the first time that the economic sector classifications had been synchronised since their introduction in 2008. They will be re-aligned annually in future, but it is not anticipated that the impact will be significant enough to affect the time series again.

As shown in [Figure 3.2.1](#) and [Table 3.2.1](#), the Finance sector remained the largest employer in December 2014, employing 6,733 people.

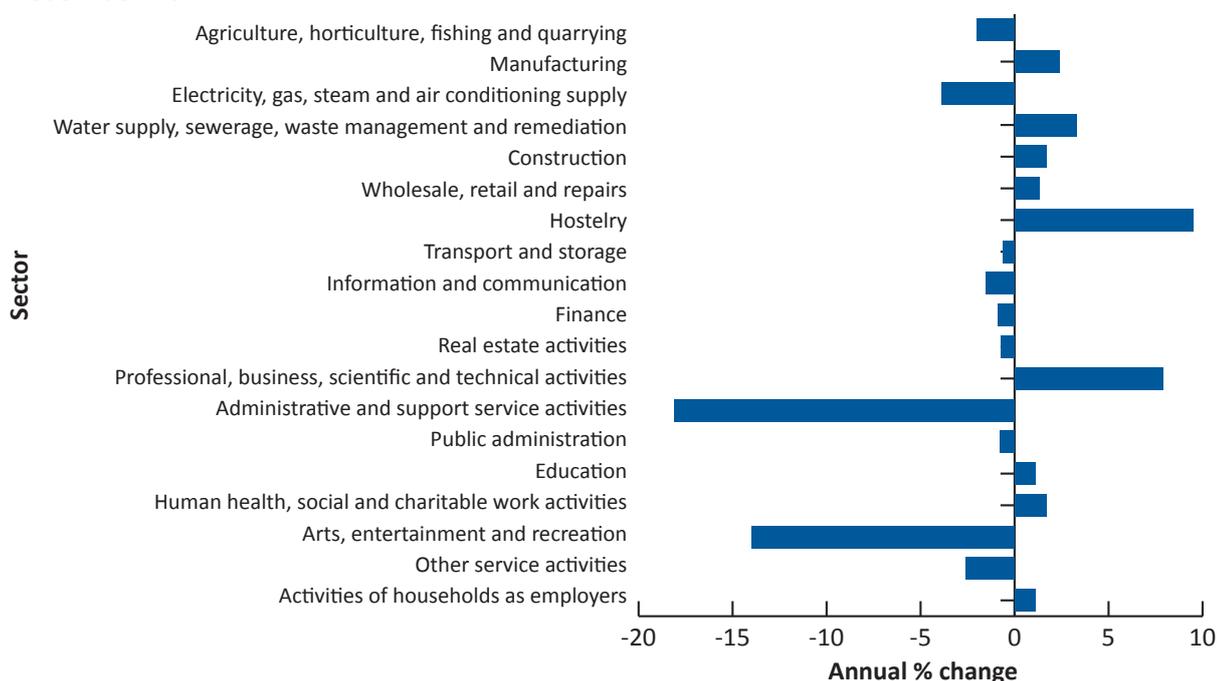
The Construction sector had the largest number of self-employed people in December 2014 (822 people), representing 27.6% of the sector and 27.4% of self-employed people overall.

3.2 Employment by economic sector

Table 3.2.1: Employment by economic sector at December 2014

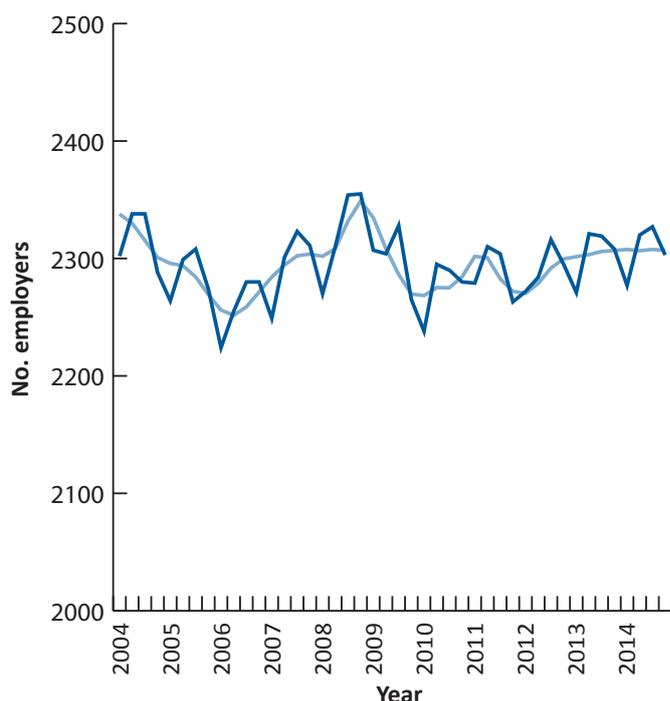
	No. employees				No. self-employed				Total no. in employment	% of total for all sectors
	Female	Male	Total	Estimated annual % change	Female	Male	Total	Annual % change		
Agriculture, horticulture, fishing and quarrying	104	183	287	-1.4	6	107	113	-3.4	400	1.3
Manufacturing	155	415	570	1.2	28	94	122	8.0	692	2.2
Electricity, gas, steam and air conditioning supply	40	249	289	-3.3	0	7	7	-22.2	296	0.9
Water supply, sewerage, waste management and remediation activities	11	67	78	-	0	16	16	23.1	94	0.3
Construction	118	2,035	2,153	2.0	18	804	822	0.9	2975	9.4
Wholesale, retail and repairs	1,682	2,060	3,742	1.7	82	231	313	-3.4	4055	12.8
Hostelry	726	1,075	1,801	10.1	55	118	173	3.6	1974	6.2
Transport and storage	156	593	749	-1.4	11	113	124	5.1	873	2.8
Information and communication	260	725	985	-1.7	12	33	45	2.3	1030	3.3
Finance	3,662	3,004	6,666	-0.9	11	56	67	1.5	6733	21.3
Real estate activities	143	122	265	-1.9	3	18	21	16.7	286	0.9
Professional, business, scientific and technical activities	893	749	1,642	8.8	101	331	432	4.6	2074	6.6
Administrative and support service activities	597	770	1,367	-20.3	33	175	208	0.5	1575	5.0
Public administration	3,323	2,046	5,369	-0.8	4	19	23	-8.0	5392	17.0
Education	334	111	445	0.7	77	26	103	3.0	548	1.7
Human health, social and charitable work activities	1,295	261	1,556	2.0	81	90	171	-1.2	1727	5.5
Arts, entertainment and recreation	122	116	238	-14.1	17	34	51	-13.6	289	0.9
Other service activities	250	50	300	-2.6	131	56	187	-2.6	487	1.5
Activities of households as employers	61	25	86	1.2	2	0.0	2	0.0	88	0.3
Other	16	28	44	15.8	0.0	0.0	0.0	0.0	44	0.1
Total for all sectors	13,948	14,684	28,632	-0.3	672	2,328	3,000	0.8	31,632	100.0

Figure 3.2.2: Estimated annual percentage change in total employment by economic sector at December 2014



4.1 Employers by size

Figure 4.1.1: Total employers



In December 2014 there were 2,303 employers in Guernsey, which is five fewer than in December 2013. There were 42 organisations employing more than 100 people in December 2014, two fewer than in December 2013. Of these, six organisations employed over 250 people in December 2014, one more than in December 2013 (see [Figure 4.1.1](#) and [Table 4.1.1](#)).

The Finance sector continued to have the most organisations employing more than 50 people (see [Table 4.2.1](#)) and the Construction sector again 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.

Annual estimated percentage changes are presented in [Figure 4.1.1](#) due to the reasons explained on [page 4](#).

Table 4.1.1: Employers by size (number of employees)

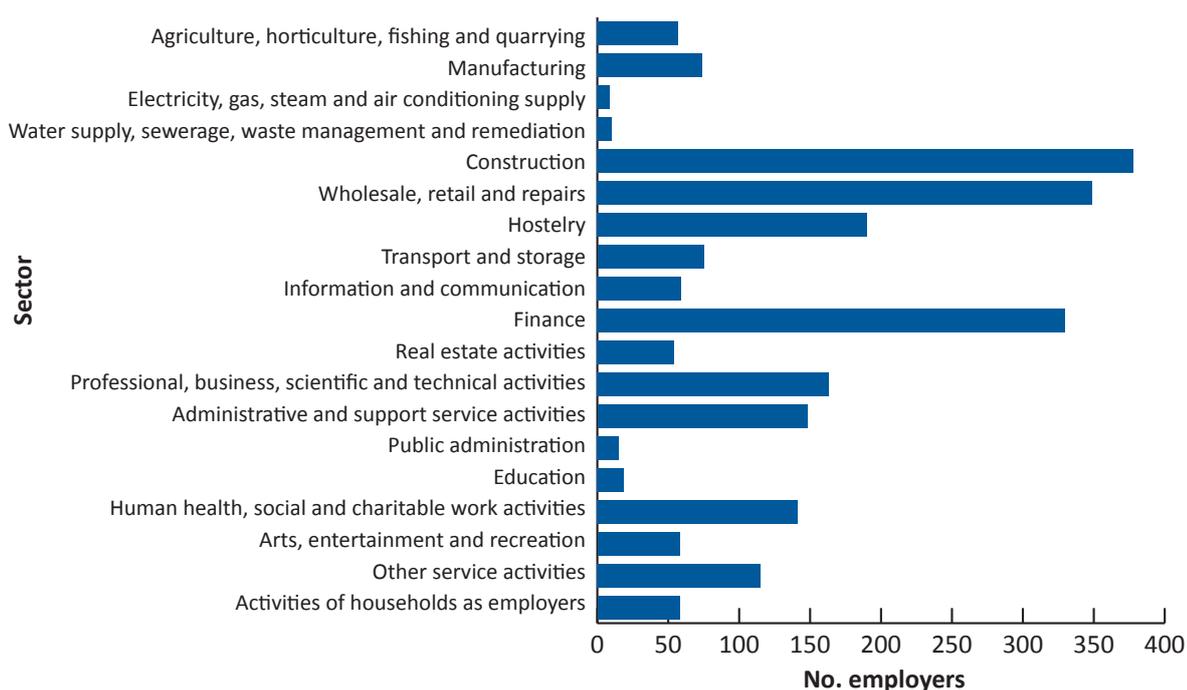
		No. employers by size (number of employees)								Total no. employers	Annual % change
		1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	250+		
2011	Q4	582	794	372	289	109	73	37	7	2,263	-0.7
2012	Q1	593	811	377	265	117	69	31	9	2,272	-0.3
2012	Q2	587	819	362	293	112	68	37	6	2,284	-1.1
2012	Q3	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
2013	Q1	600	818	355	294	103	61	34	6	2,271	0.0
2013	Q2	604	841	353	305	110	66	36	6	2,321	1.6
2013	Q3	596	822	382	295	114	66	37	7	2,319	0.1
2013	Q4	606	830	359	296	114	59	39	5	2,308	0.6
2014	Q1	574	850	348	289	116	59	34	7	2,277	0.3
2014	Q2	601	840	357	301	119	60	36	6	2,320	0.0
2014	Q3	602	837	358	300	125	60	38	7	2,327	0.3
2014	Q4	604	835	349	299	111	63	36	6	2,303	-0.2

4.2 Employers by economic sector and size

Figure 4.2.1: Employers by economic sector and size (number of employees) at December 2014

	No. employers by size (number of employees)					% of total for all sectors	Estimated annual % change
	1 to 5	6 to 25	26 to 50	51 or more	Total		
Agriculture, horticulture, fishing and quarrying	44	11	1	1	57	2.5	-3.4
Manufacturing	42	28	2	2	74	3.2	4.2
Electricity, gas, steam and air conditioning supply	5	2	0	2	9	0.4	0.0
Water supply, sewerage, waste management and remediation activities	8	1	0	1	10	0.4	11.1
Construction	270	93	11	4	378	16.4	-3.3
Wholesale, retail and repairs	202	115	18	14	349	15.2	-2.0
Hostelry	100	72	7	11	190	8.3	0.0
Transport and storage	48	19	5	3	75	3.3	-2.6
Information and communication	33	18	4	4	59	2.6	3.5
Finance	154	106	39	31	330	14.3	0.6
Real estate activities	41	12	1	0	54	2.3	1.9
Professional, business, scientific and technical activities	101	49	5	8	163	7.1	5.2
Administrative and support service activities	92	43	6	7	148	6.4	8.0
Public administration	11	1	0	3	15	0.7	-6.3
Education	9	5	1	4	19	0.8	-9.5
Human health, social and charitable work activities	79	43	10	9	141	6.1	-2.1
Arts, entertainment and recreation	42	15	1	0	58	2.5	5.5
Other service activities	102	12	0	1	115	5.0	-5.7
Activities of households as employers	55	3	0	0	58	2.5	0.0
Other	1	0	0	0	1	0.0	0.0
Total for all sectors	1,439	648	111	105	2,303	100.0	-0.2

Figure 4.2.1: Employers by economic sector at December 2014



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
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
2013	Q1	427	638	1.3	2.0
2013	Q2	411	628	1.3	1.9
2013	Q3	375	581	1.2	1.8
2013	Q4	433	641	1.3	2.0
2014	Q1	441	735	1.4	2.3
2014	Q2	343	613	1.1	1.9
2014	Q3	348	600	1.1	1.9
2014	Q4	343	570	1.1	1.8

Figure 5.1.1: Percentage of workforce registered as unemployed

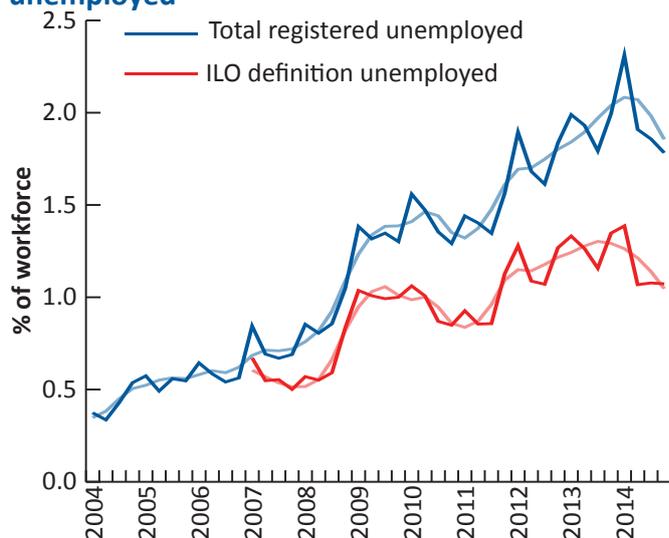
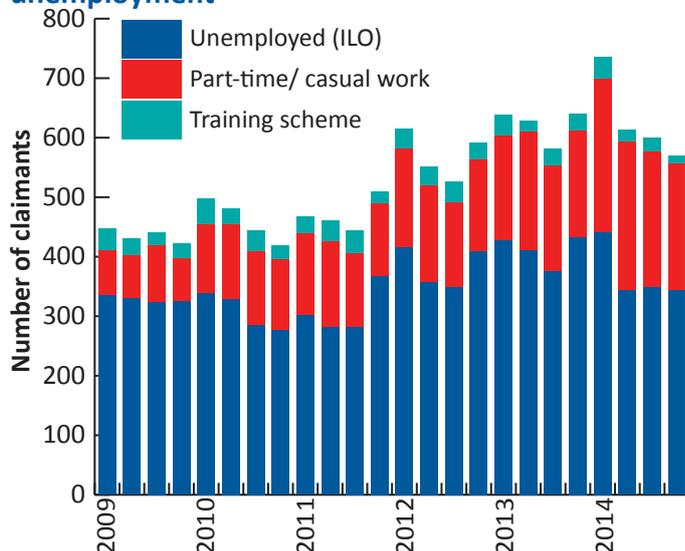


Figure 5.1.2: Composition of total registered unemployment



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 343 people registered as unemployed using the International Labour Office definition of unemployment¹ in December 2014, 90 fewer people than in December 2013.

The registered unemployment rate using the ILO definition was 1.1% at the end of December 2014, which was 0.3 percentage points lower than at the same time the previous year (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 2014, 0.2 percentage points lower than a year earlier.

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 2014, there were 213 claimants participating in part-time or casual work, 35 more than in December 2013. There were 14 claimants participating in government training schemes in December 2014, which was 16 fewer than at the same time the previous year.

¹ See <http://www.ons.gov.uk/ons/rel/lms/labour-market-guidance/guide-to-labour-market-statistics//guide-to-unemployment.html>

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 2014 was greater than the number of women registered unemployed across all age bands (see [Figure 5.2.1](#)). Of the people registered unemployed, using the ILO definitions, 37.0% were women, which is 0.8 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 34.3% of unemployed men and 21.6% of the total number of unemployed people (by ILO definitions).

There were 32 unemployed women in the 40-49 age group in December 2014, accounting for 25.2% of unemployed women and 9.3% of the total number of unemployed people (by ILO definitions).

Of the registered unemployed people who called into SSD in the snapshot week at the end of December 2014, 43.4% had been registered unemployed for between three and six months at that time. 14.3% of claimants had been registered unemployed for more than a year (see [Table 5.2.1](#) and [Figure 5.2.2](#)) compared with 25.6% the previous year and 11.8% the previous quarter.

Figure 5.2.1: Unemployment by age and gender in December 2014

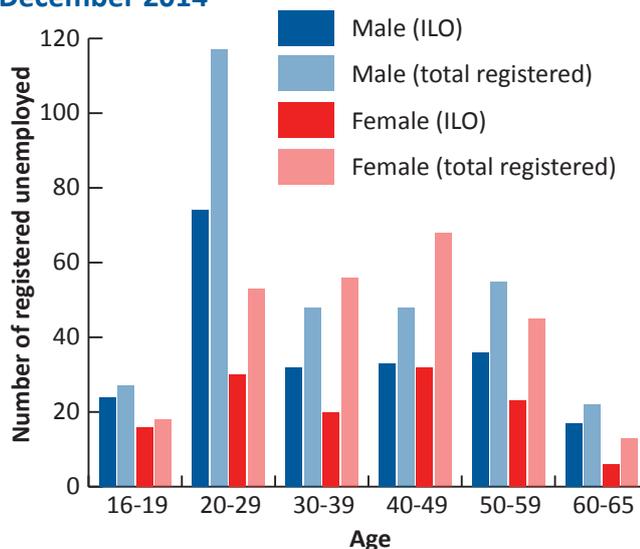
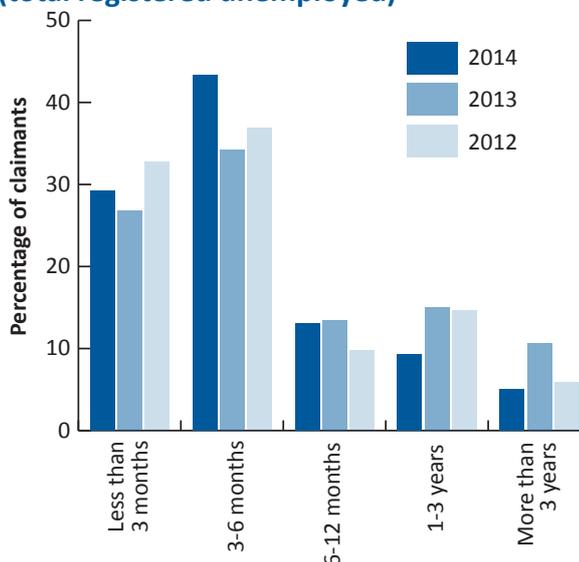


Table 5.2.1: Duration of unemployment of claimants calling in snapshot week¹ December 2014 (total registered unemployed)

Length of Claim	Age						Total	%
	16-19	20-29	30-39	40-49	50-59	60-65		
0 - 2 weeks	1	5	1	1	2	0	10	2.9
3 - 4 weeks	9	19	8	13	7	3	59	17.2
5 - 8 weeks	7	11	7	3	3	0	31	9.0
9 - 13 weeks	3	16	12	10	10	7	58	16.9
14 - 26 weeks	15	25	14	16	17	4	91	26.5
27 weeks - 1 year	4	7	4	12	13	5	45	13.1
1 year - 3 years	0	4	7	16	1	4	32	9.3
More than 3 years	0	4	4	2	5	2	17	5.0
Total	39	91	57	73	58	25	343	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

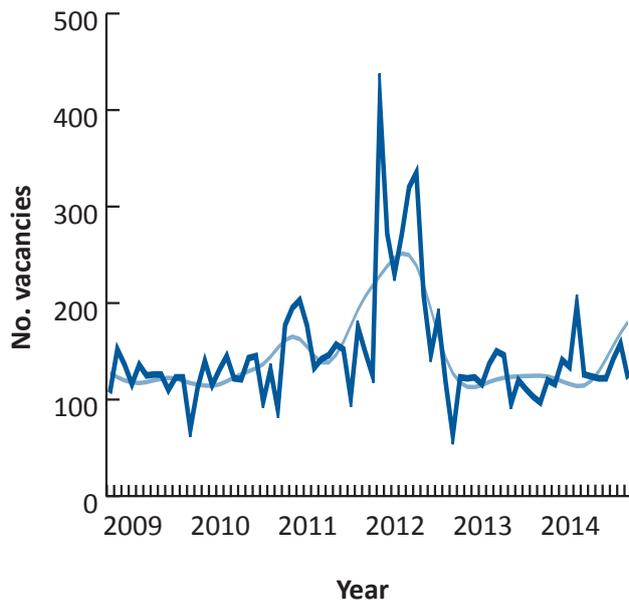


Figure 5.2.3 shows the number of vacancies placed with the Guernsey Job Centre each month. Although this is not a complete representation of the total number of vacancies in the Island, it does provide an indication of the strength of the employment market.

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.

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