

Guernsey Quarterly Labour Market Bulletin

Quarter 3 2015 - Issue date 16th December 2015



POLICY COUNCIL
THE STATES OF GUERNSEY

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

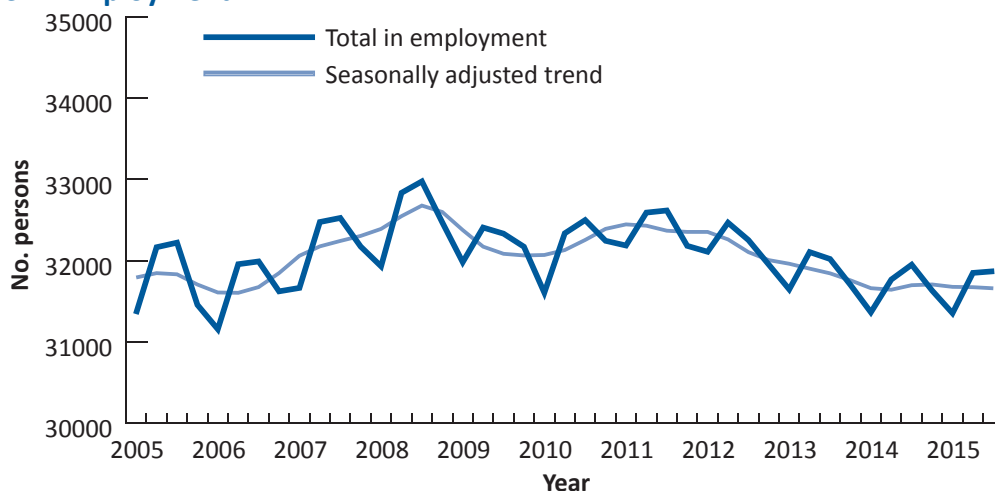
- In September 2015, 31,869 people were employed or self-employed in Guernsey. This was an annual change of -0.3% (81 fewer people) compared with September 2014.
- 2,966 people were self-employed and 28,903 worked for an employer (9.3% and 90.7% respectively). There was an annual decrease of 72 people (2.4%) in the number of self-employed. There were 9 fewer employed people (0.0%) in September 2015 than in September 2014.
- There were 2,311 employing organisations in Guernsey in September 2015, which is 16 fewer than in September 2014.
- The number of people registered unemployed (using the International Labour Office (ILO) definition of unemployment) at the end of September 2015 was 386, representing 1.2% of the workforce, which is 0.1 percentage points higher than at the end of September 2014.
- The Finance sector accounted for 21.5% of total employment in September 2015, employing 6,840 people.

1.3 Headline data

Table 1.3.1: Employment, unemployment and employers

| | Q3 2013 | Q4 2013 | Q1 2014 | Q2 2014 | Q3 2014 | Q4 2014 | Q1 2015 | Q2 2015 | Q3 2015 |
|-----------------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Total in employment | 32,020 | 31,701 | 31,364 | 31,767 | 31,950 | 31,632 | 31,353 | 31,849 | 31,869 |
| No. unemployed (ILO) | 375 | 433 | 441 | 343 | 348 | 343 | 399 | 340 | 386 |
| No. employers | 2,319 | 2,308 | 2,277 | 2,320 | 2,327 | 2,303 | 2,275 | 2,302 | 2,311 |

Figure 1.3.1: Employment

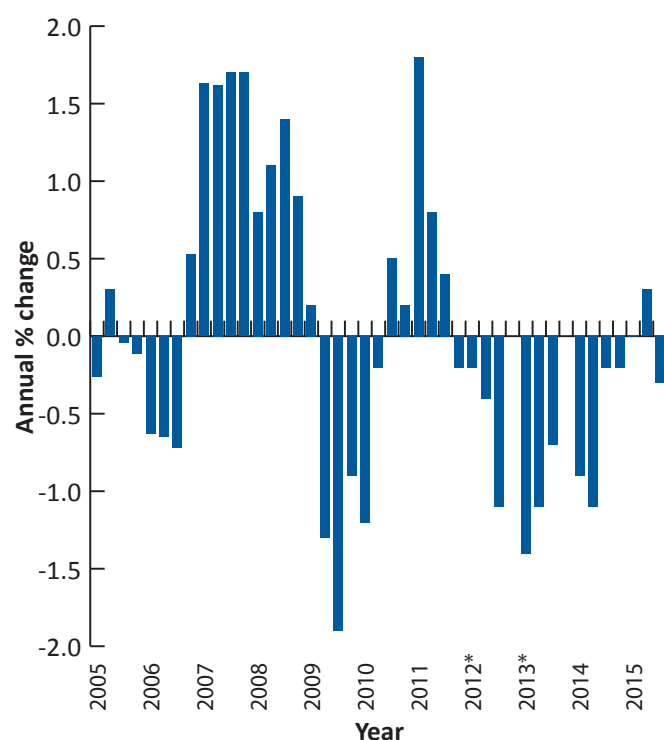


2.1 Employment

Table 2.1.1: Total in employment

| Date | | No. persons | Annual % change |
|------|----|-------------|-----------------|
| 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 |
| 2015 | Q1 | 31,353 | 0.0 |
| 2015 | Q2 | 31,849 | 0.3 |
| 2015 | Q3 | 31,869 | -0.3 |

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 31,869 people either employed or self-employed in Guernsey in September 2015, 81 people (0.3%) fewer than in September 2014 (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. hospitality 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 |
| 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 |
| 2015 | Q1 | 28,404 | 2,949 | -0.1 | 0.5 | 14,531 | 16,822 | 0.5 | -0.5 |
| 2015 | Q2 | 28,888 | 2,961 | 0.3 | -0.2 | 14,721 | 17,128 | 0.4 | 0.1 |
| 2015 | Q3 | 28,903 | 2,966 | 0.0 | -2.4 | 14,698 | 17,171 | -0.1 | -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.

There were 28,903 employees in Guernsey in September 2015, 9 (0.0%) fewer than in September 2014 (see [Table 3.1.1](#) and [Figure 3.1.1](#)).

There were 2,966 self-employed people in Guernsey in September 2015, which was 2.4% fewer than a year earlier.

Women comprised 46.1% of the total number of people in employment in September 2015, the same as the previous year. There were 14,698 women in employment (i.e. either employed or self-employed) in September 2015, 20 fewer than in September 2014 (see [Table 3.1.1](#) and [Figure 3.1.2](#)).

The number of men in employment decreased by 0.4% to 17,171 in the year ending September 2015, 61 fewer than in September 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

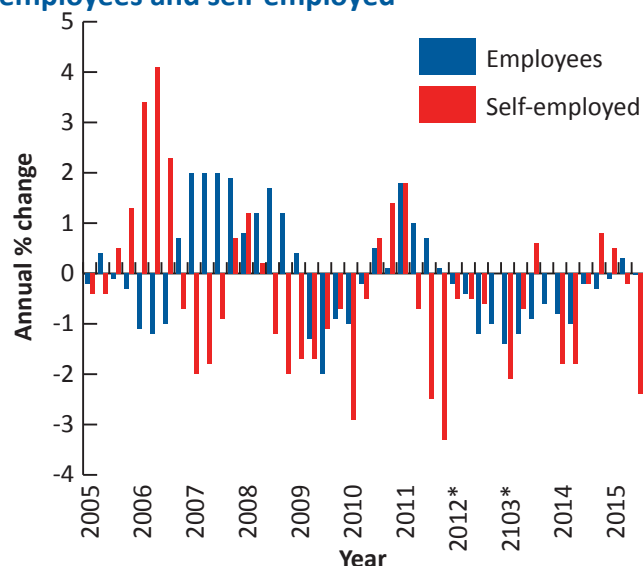
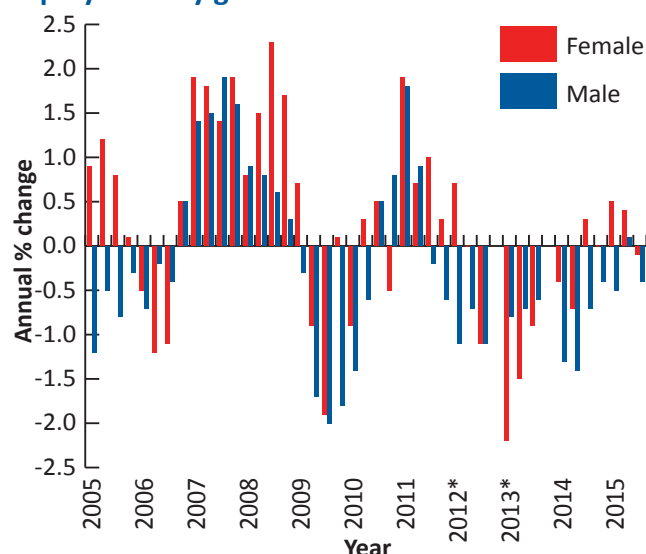
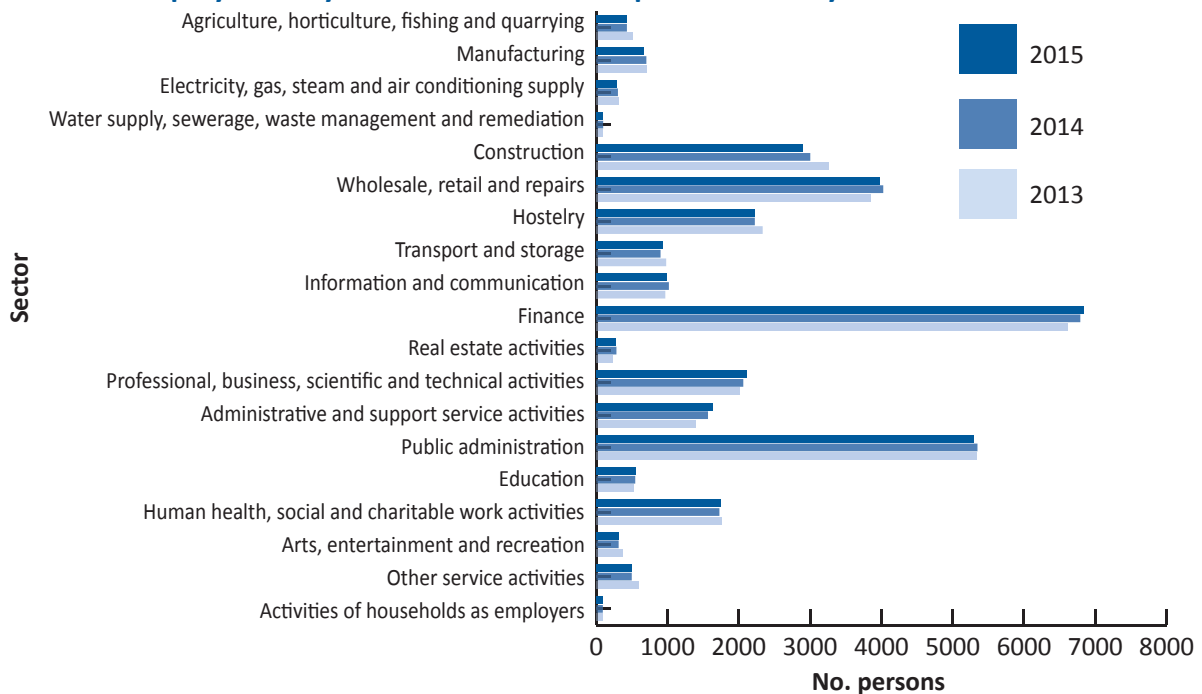


Figure 3.1.2: Annual percentage change in employment by gender



3.2 Employment by economic sector

Figure 3.2.1: Employment by economic sector at September 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.

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.

As shown in [Figure 3.2.1](#) and [Table 3.2.1](#), the Finance sector remained the largest employer in September 2015, accounting for 21.5% of total employment, employing 6,840 people. This is 0.7% more than twelve months earlier (see [Figure 3.2.2](#)).

Over the twelve months ending in September 2015, 'Administrative and support service activities' saw the greatest increase in the number of people employed and the largest percentage increase in any one sector, employing 64 more people (4.1%) in September 2015 than in September 2014.

The largest decrease in the number of people employed in any one sector over the year ending September 2015 was in Construction, with 105 (3.5%) fewer people employed in the sector than a year earlier.

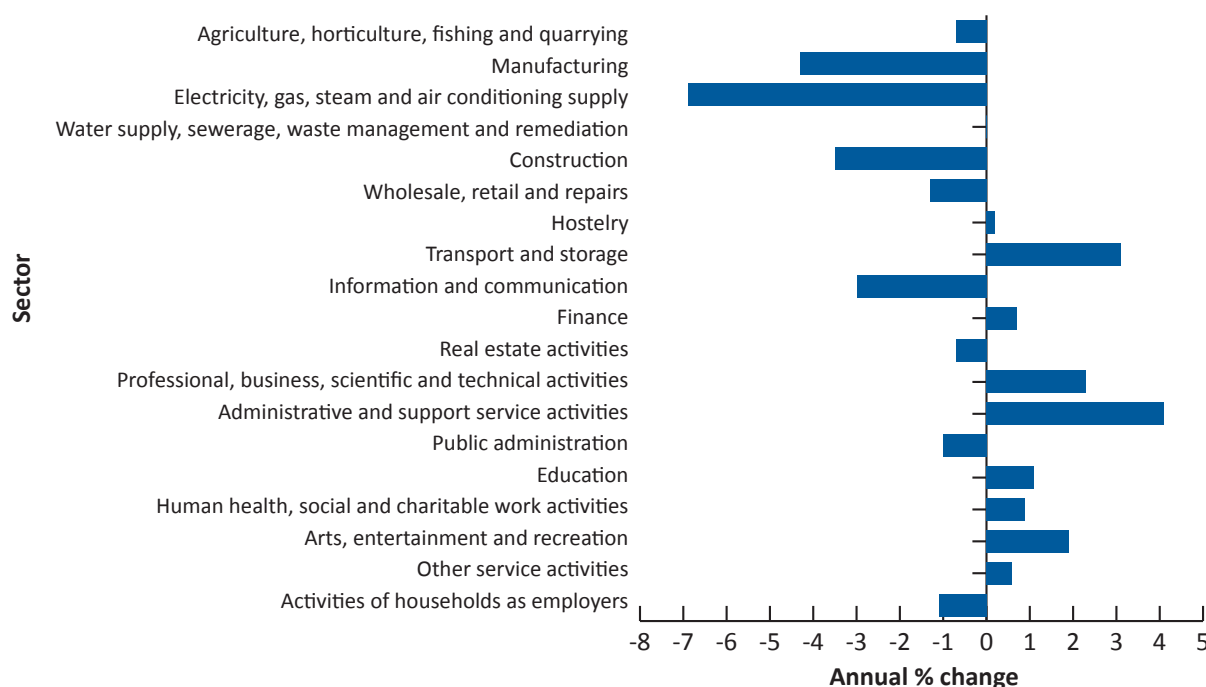
The Construction sector had the largest number of self-employed people in September 2015 (825 people), representing 28.5% of the sector and 27.8% of self-employed people overall.

3.2 Employment by economic sector

Table 3.2.1: Employment by economic sector at September 2015

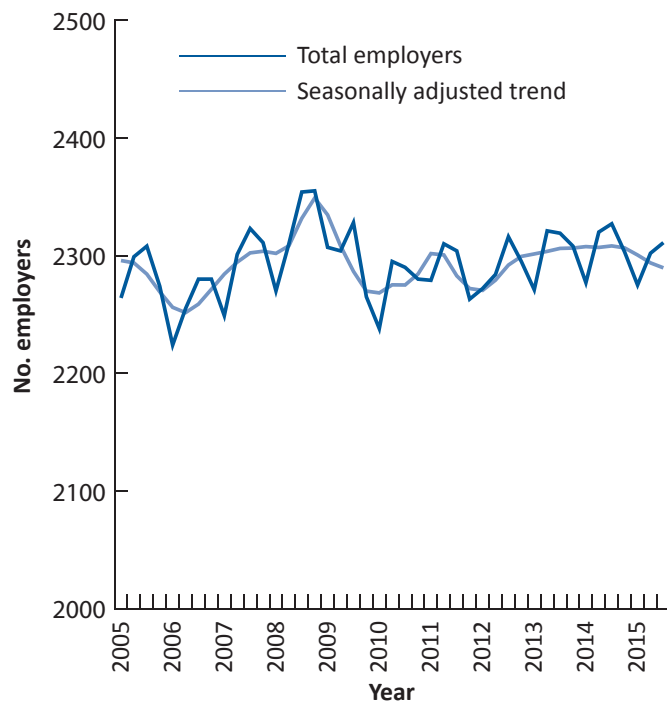
| | No. employees | | | | No. self-employed | | | | Total no. in employment | % of total for all sectors |
|---|---------------|---------------|---------------|-----------------|-------------------|--------------|--------------|-----------------|-------------------------|----------------------------|
| | Female | Male | Total | Annual % change | Female | Male | Total | Annual % change | | |
| Agriculture, horticulture, fishing and quarrying | 119 | 195 | 314 | 0.6 | 7 | 105 | 112 | -4.3 | 426 | 1.3 |
| Manufacturing | 160 | 399 | 559 | -3.8 | 24 | 89 | 113 | -6.6 | 672 | 2.1 |
| Electricity, gas, steam and air conditioning supply | 39 | 237 | 276 | -6.8 | 0 | 6 | 6 | -14.3 | 282 | 0.9 |
| Water supply, sewerage, waste management and remediation activities | 11 | 67 | 78 | -1.3 | 0 | 18 | 18 | 5.9 | 96 | 0.3 |
| Construction | 114 | 1,958 | 2,072 | -3.9 | 20 | 805 | 825 | -2.5 | 2,897 | 9.1 |
| Wholesale, retail and repairs | 1,635 | 2,023 | 3,658 | -1.4 | 83 | 234 | 317 | 0.3 | 3,975 | 12.5 |
| Hostelry | 866 | 1,191 | 2,057 | 0.3 | 56 | 115 | 171 | -1.7 | 2,228 | 7.0 |
| Transport and storage | 174 | 627 | 801 | 3.4 | 11 | 117 | 128 | 1.6 | 929 | 2.9 |
| Information and communication | 245 | 698 | 943 | -3.4 | 10 | 34 | 44 | 4.8 | 987 | 3.1 |
| Finance | 3,711 | 3,063 | 6,774 | 0.7 | 10 | 56 | 66 | 0.0 | 6,840 | 21.5 |
| Real estate activities | 141 | 121 | 262 | 0.4 | 3 | 15 | 18 | -14.3 | 280 | 0.9 |
| Professional, business, scientific and technical activities | 911 | 788 | 1,699 | 4.5 | 97 | 313 | 410 | -6.0 | 2,109 | 6.6 |
| Administrative and support service activities | 617 | 805 | 1,422 | 4.4 | 32 | 177 | 209 | 2.0 | 1,631 | 5.1 |
| Public administration | 3,205 | 2,070 | 5,275 | -0.9 | 4 | 17 | 21 | -8.7 | 5,296 | 16.6 |
| Education | 348 | 105 | 453 | 3.4 | 73 | 26 | 99 | -8.3 | 552 | 1.7 |
| Human health, social and charitable work activities | 1,292 | 280 | 1,572 | 1.0 | 77 | 94 | 171 | 0.0 | 1,743 | 5.5 |
| Arts, entertainment and recreation | 133 | 139 | 272 | 5.8 | 15 | 32 | 47 | -16.1 | 319 | 1.0 |
| Other service activities | 254 | 57 | 311 | -0.6 | 134 | 55 | 189 | 2.7 | 500 | 1.6 |
| Activities of households as employers | 60 | 28 | 88 | -1.1 | 2 | 0 | 2 | 0.0 | 90 | 0.3 |
| Other | 5 | 12 | 17 | -32.0 | | | | | 17 | 0.1 |
| Total for all sectors | 14,040 | 14,863 | 28,903 | 0.0 | 658 | 2,308 | 2,966 | -2.4 | 31,869 | 100.0 |

Figure 3.2.2: Annual percentage change in employment by economic sector at September 2015



4.1 Employers by size

Figure 4.1.1: Total employers



In September 2015 there were 2,311 employers in Guernsey, which is 16 fewer than in September 2014. There were 46 organisations employing more than 100 people in September 2015, one more than in September 2014. Of these, five organisations employed over 250 people in September 2015, two fewer than in September 2014 (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.

Table 4.1.1: Employers by size (number of employees)

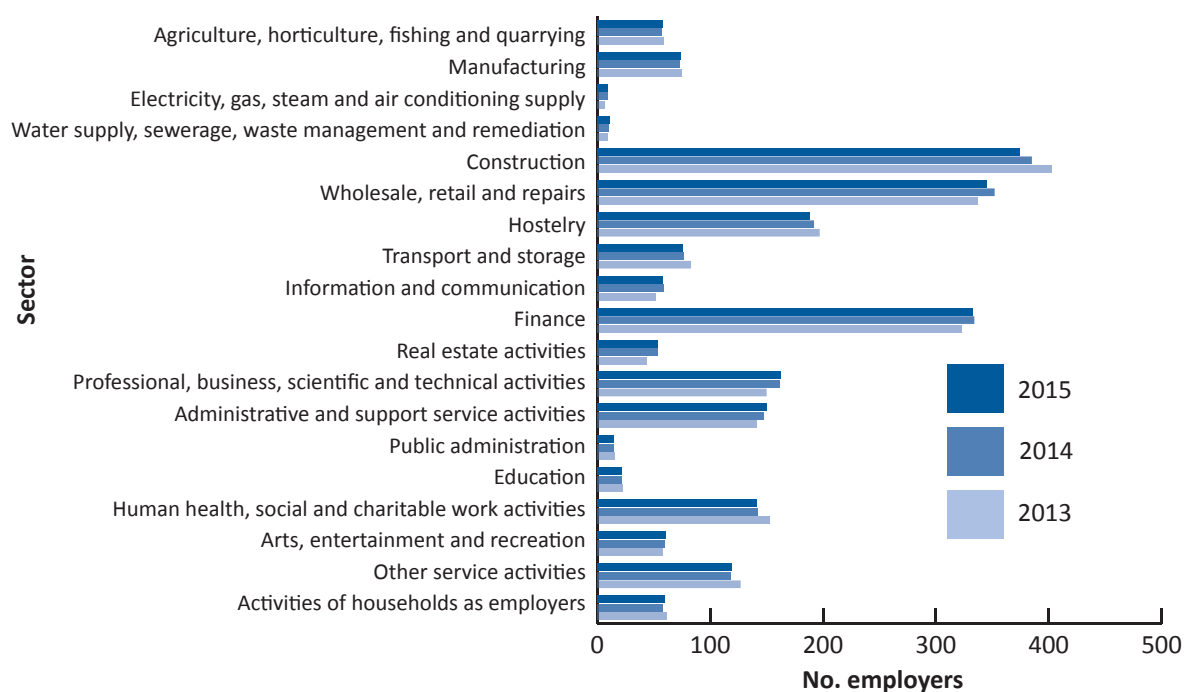
| | | No. employers by size (number of employees) | | | | | | | | Total no. employers | Annual % change |
|------|----|---|--------|---------|----------|----------|-----------|------------|------|---------------------|-----------------|
| | | 1 | 2 to 5 | 6 to 10 | 11 to 25 | 26 to 50 | 51 to 100 | 101 to 250 | 250+ | | |
| 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 |
| 2015 | Q1 | 594 | 836 | 352 | 277 | 113 | 62 | 33 | 8 | 2,275 | -0.1 |
| 2015 | Q2 | 587 | 837 | 368 | 288 | 118 | 61 | 39 | 4 | 2,302 | -0.8 |
| 2015 | Q3 | 585 | 830 | 362 | 304 | 119 | 65 | 41 | 5 | 2,311 | -0.7 |

4.2 Employers by economic sector and size

Table 4.2.1: Employers by economic sector and size (number of employees) at September 2015

| | 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 | 46 | 10 | 1 | 1 | 58 | 2.5 | 1.8 |
| Manufacturing | 42 | 29 | 1 | 2 | 74 | 3.2 | 1.4 |
| Electricity, gas, steam and air conditioning supply | 5 | 2 | 0 | 2 | 9 | 0.4 | 0.0 |
| Water supply, sewerage, waste management and remediation activities | 9 | 1 | 0 | 1 | 11 | 0.5 | 10.0 |
| Construction | 264 | 95 | 11 | 4 | 374 | 16.2 | -2.9 |
| Wholesale, retail and repairs | 195 | 115 | 20 | 15 | 345 | 14.9 | -2.0 |
| Hostelry | 89 | 77 | 9 | 13 | 188 | 8.1 | -2.1 |
| Transport and storage | 47 | 21 | 4 | 4 | 76 | 3.3 | -1.3 |
| Information and communication | 35 | 15 | 4 | 4 | 58 | 2.5 | -1.7 |
| Finance | 154 | 107 | 38 | 34 | 333 | 14.4 | -0.3 |
| Real estate activities | 39 | 14 | 1 | 0 | 54 | 2.3 | 0.0 |
| Professional, business, scientific and technical activities | 97 | 50 | 7 | 9 | 163 | 7.1 | 0.6 |
| Administrative and support service activities | 94 | 41 | 8 | 7 | 150 | 6.5 | 1.4 |
| Public administration | 10 | 2 | 1 | 2 | 15 | 0.6 | 0.0 |
| Education | 12 | 5 | 1 | 4 | 22 | 1.0 | 0.0 |
| Human health, social and charitable work activities | 75 | 46 | 12 | 8 | 141 | 6.1 | -0.7 |
| Arts, entertainment and recreation | 41 | 19 | 1 | 0 | 61 | 2.6 | 1.7 |
| Other service activities | 105 | 13 | 0 | 1 | 119 | 5.1 | 0.8 |
| Activities of households as employers | 56 | 4 | 0 | 0 | 60 | 2.6 | 3.4 |
| Other | 0 | 0 | 0 | 0 | 0 | 0.0 | |
| Total for all sectors | 1,415 | 666 | 119 | 111 | 2,311 | 100.0 | -0.7 |

Figure 4.2.1: Employers by economic sector at September 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 |
| 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 |
| 2015 | Q1 | 399 | 670 | 1.3 | 2.1 |
| 2015 | Q2 | 340 | 632 | 1.1 | 2.0 |
| 2015 | Q3 | 386 | 635 | 1.2 | 2.0 |

Figure 5.1.1: Percentage of workforce registered as unemployed

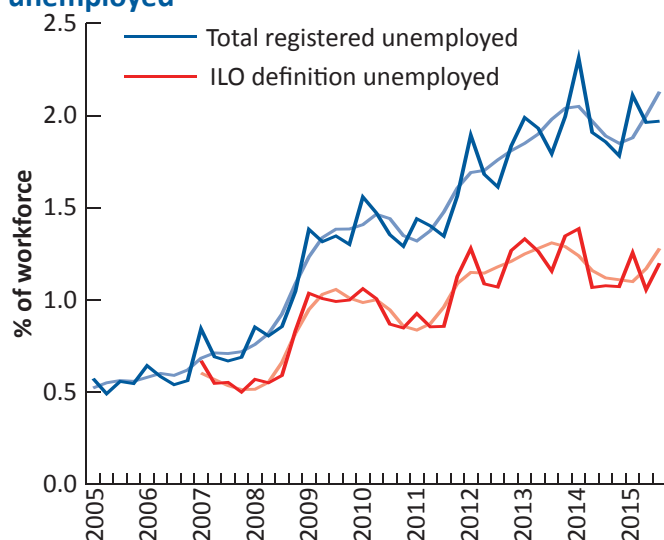
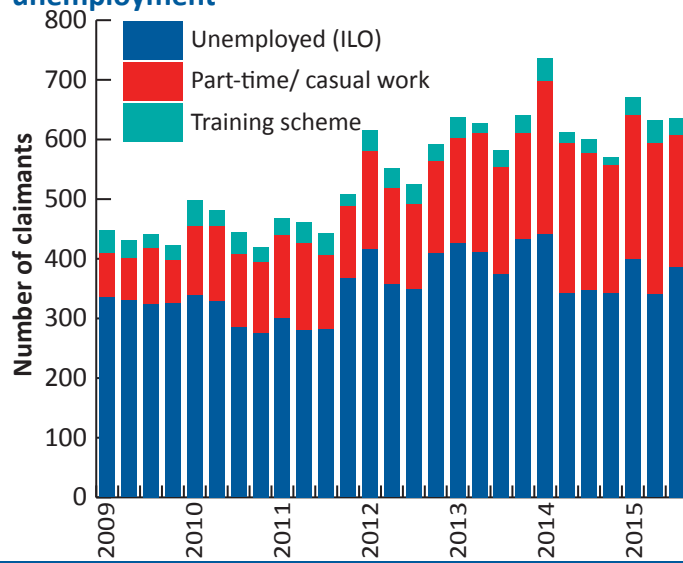


Figure 5.1.2: Composition of total registered unemployment



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 386 people registered as unemployed using the International Labour Office definition of unemployment¹ in September 2015, 38 more people than in September 2014.

The registered unemployment rate using the ILO definition was 1.2% at the end of September 2015, which was 0.1 percentage points higher than the same period 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 2.0% at the end of September 2015, 0.1 percentage points higher 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 September 2015, there were 221 claimants participating in part-time or casual work, 8 fewer than in September 2014. There were 28 claimants participating in government training schemes in September 2015, which was 5 more 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 September 2015 was greater than the number of women registered unemployed across all age bands except the 40-49 band (see [Figure 5.2.1](#)). Of the people registered unemployed, using the ILO definitions, 37.0% were women, which is 4.1 percentage points lower 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 was the 20-29 category. There were 85 unemployed men in this group in September 2015, accounting for 35.0% of unemployed men, and 24 unemployed women, accounting for 16.8% of unemployed women. This category accounted for 28.2% of the total number of unemployed people (by ILO definitions).

There were 42 unemployed women in the 40-49 age group in September 2015, accounting for 29.4% of unemployed women and 10.9% 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 September 2015, 31.1% had been registered unemployed for between three and six months at that time. 21.8% of claimants had been registered unemployed for more than a year (see [Table 5.2.1](#) and [Figure 5.2.2](#)) compared with 11.8% the previous year and 18.2% the previous quarter.

Figure 5.2.1: Unemployment by age and gender in September 2015

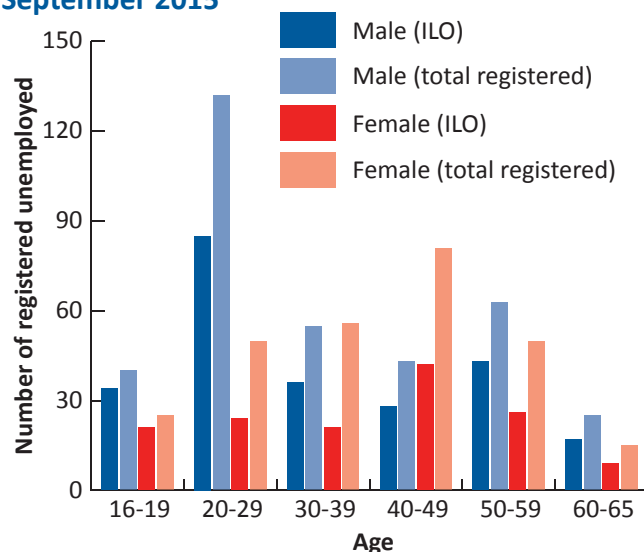
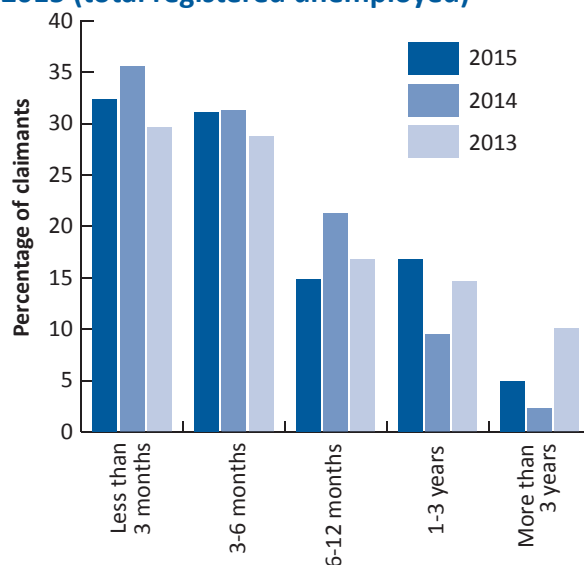


Table 5.2.1: Duration of unemployment of claimants calling in snapshot week¹ September 2015 (total registered unemployed)

| Length of Claim | Age | | | | | | Total | % |
|-------------------|-----------|------------|-----------|-----------|-----------|-----------|------------|------------|
| | 16-19 | 20-29 | 30-39 | 40-49 | 50-59 | 60-65 | | |
| 0 - 2 weeks | 6 | 10 | 0 | 4 | 2 | 3 | 25 | 6.5 |
| 3 - 4 weeks | 6 | 7 | 6 | 7 | 6 | 1 | 33 | 8.5 |
| 5 - 8 weeks | 10 | 19 | 11 | 7 | 15 | 5 | 67 | 17.4 |
| 9 - 13 weeks | 13 | 8 | 2 | 13 | 8 | 5 | 49 | 12.7 |
| 14 - 26 weeks | 14 | 25 | 12 | 6 | 10 | 4 | 71 | 18.4 |
| 27 weeks - 1 year | 5 | 16 | 15 | 8 | 9 | 4 | 57 | 14.8 |
| 1 year - 3 years | 4 | 20 | 11 | 14 | 14 | 2 | 65 | 16.8 |
| More than 3 years | 0 | 2 | 7 | 3 | 4 | 3 | 19 | 4.9 |
| Total | 58 | 107 | 64 | 62 | 68 | 27 | 386 | 100 |

Figure 5.2.2: Duration of unemployment of claimants calling in snapshot week¹ in September 2015 (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

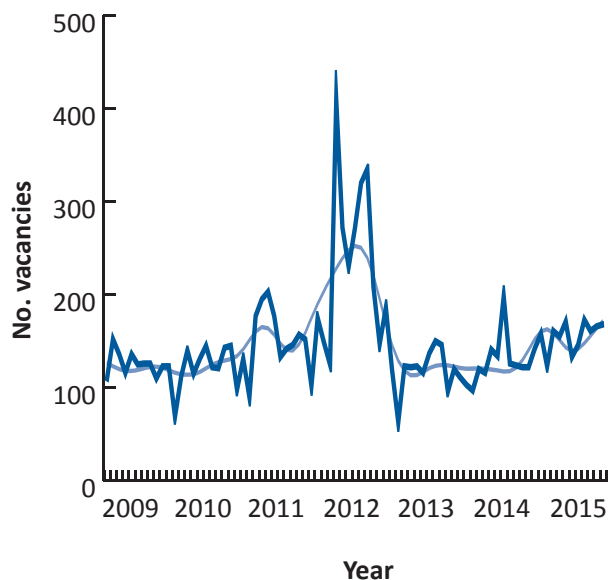


Figure 5.2.3 shows the number of vacancies placed with the Guernsey Job Centre each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market.

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