

Guernsey Quarterly Population, Employment and Earnings Bulletin

31st March 2016

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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

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). It is published each April, July and October. A fuller report is published annually each January and is available from www.gov.gg/population.

The first section of the report covers population headlines; births, deaths, immigration and emigration and the population by age group. The next section gives numbers of people employed and self-employed, along with information by economic sector (previously published in the quarterly Labour Market Bulletin). The final section shows median earnings of employees (previously published in the annual Median Earnings Bulletin).

All are compiled using data collated by the Rolling Electronic Census IT System and the methodological differences between this information compared to previous publications are explained in each section.

1.2 Headlines

- Guernsey's population increased by 0.33% (209 people) over the year ending 30th September 2015. This is the fifth successive quarter to show a year on year increase in the population following nine quarters of annual decreases.
- The increase resulted from a natural increase of 117 people and net migration of 92 people.
- There was a decrease of 0.1% (26 people) in the 16 to 64 age group during the year ending 30th September 2015, compared with -0.8% and -1.3% during the years ending 30th September 2014 and 2013 respectively. There were increases in the 65 and over groups.
- In March 2016, 32,291 people were employed or self-employed in Guernsey.
- 4,864 people were self-employed and 27,427 people worked for an employer (15.1% and 84.9% respectively) in March 2016.
- There were 2,453 employing organisations in Guernsey in March 2016.
- The Finance sector accounted for 19.5% of total employment in March 2016, employing 6,825 people.
- Median earnings as at 31st March 2016 were £31,215 which, compared with a year earlier, was 2.4% higher in nominal terms and 1.9% higher in real terms.

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 have been restated. The figures have been restated to enable population changes that have been identified retrospectively to be incorporated into the correct year.

As can be seen in **Table 2.1.1** and **Figure 2.1.1**, the total population increased by 209 (0.33%) over the year ending 30th September 2015. This is the fifth consecutive quarter with a positive annual change following nine consecutive quarters of annual decreases.

Page 4 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 increase for the year ending 30th September 2015 was 117 and the net migration was 92.

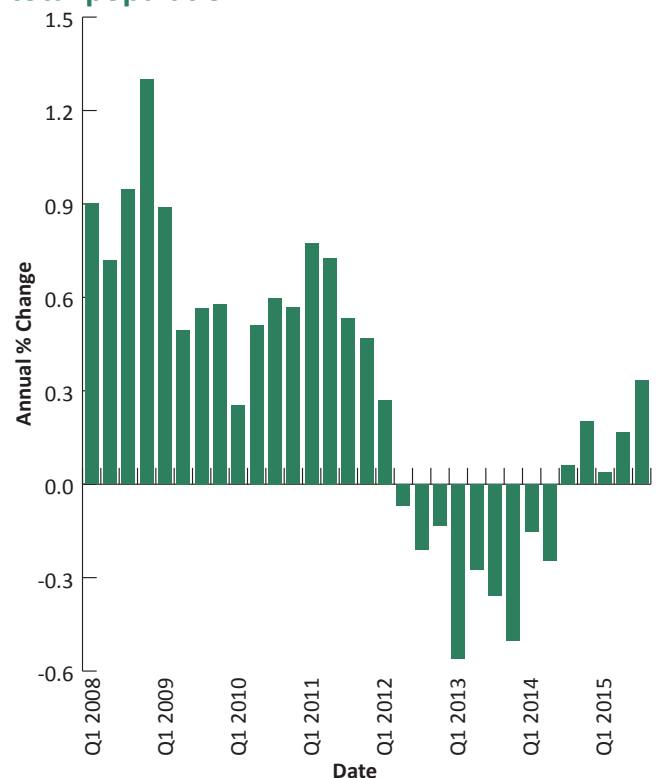
Annual population changes by age groups are given on **page 5**.

During the year ending 30th September 2015 there was no real change in the age group 0 to 15, and a small negative change of -0.1% in the age group 16 to 64. The age group 65 to 84 showed the largest annual increase (2.2%) whilst the number of people aged 85 and over increased by 1.4%.

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 2012	-44	-0.07
Q3 2012	-130	-0.21
Q4 2012	-84	-0.13
Q1 2013	-353	-0.56
Q2 2013	-174	-0.28
Q3 2013	-226	-0.36
Q4 2013	-314	-0.50
Q1 2014	-96	-0.15
Q2 2014	-156	-0.25
Q3 2014	39	0.06
Q4 2014	126	0.20
Q1 2015	24	0.04
Q2 2015	104	0.17
Q3 2015	209	0.33

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 2012	637	565	72	4,005	4,121	-116	-44	0	63,267
Q3 2012	646	595	51	3,922	4,103	-181	-130	0	63,068
Q4 2012	652	590	62	3,918	4,064	-146	-84	0	62,659
Q1 2013	667	556	111	3,845	4,309	-464	-353	0	62,732
Q2 2013	675	576	99	3,873	4,146	-273	-174	0	63,093
Q3 2013	631	544	87	3,838	4,151	-313	-226	0	62,842
Q4 2013	636	522	114	3,735	4,163	-428	-314	0	62,345
Q1 2014	627	526	101	3,601	3,798	-197	-96	-89	62,547
Q2 2014	626	505	121	3,509	3,786	-277	-156	-89	62,848
Q3 2014	632	512	120	3,634	3,715	-81	39	-89	62,792
Q4 2014	637	533	104	3,687	3,665	22	126	-89	62,382
Q1 2015	622	563	59	3,628	3,663	-35	24	0	62,571
Q2 2015	637	557	80	3,715	3,691	24	104	0	62,952
Q3 2015	666	549	117	3,693	3,601	92	209	0	63,001

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.

Figure 2.1.2 Annual births and deaths

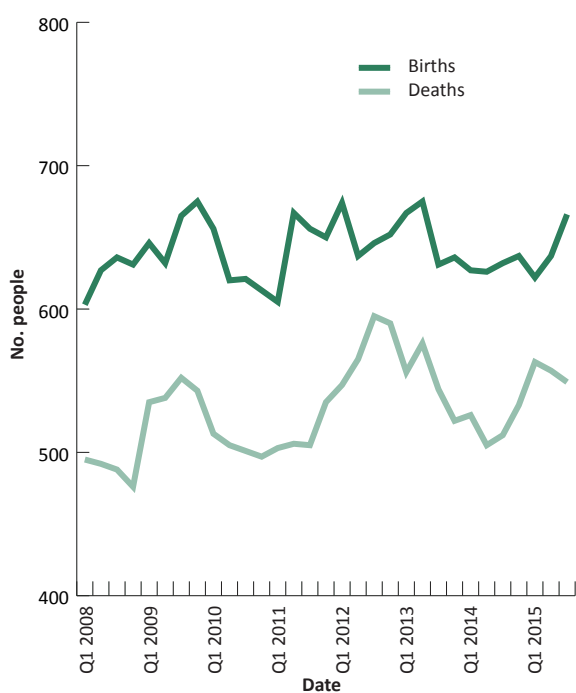
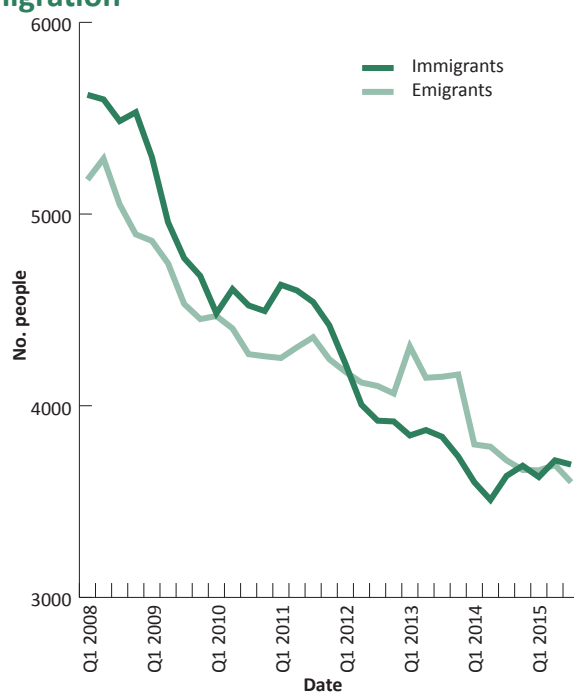


Figure 2.1.3 Annual immigration and emigration



2.2 Demography - Annual changes

Figure 2.2.1 Annual percentage change in total population by age group

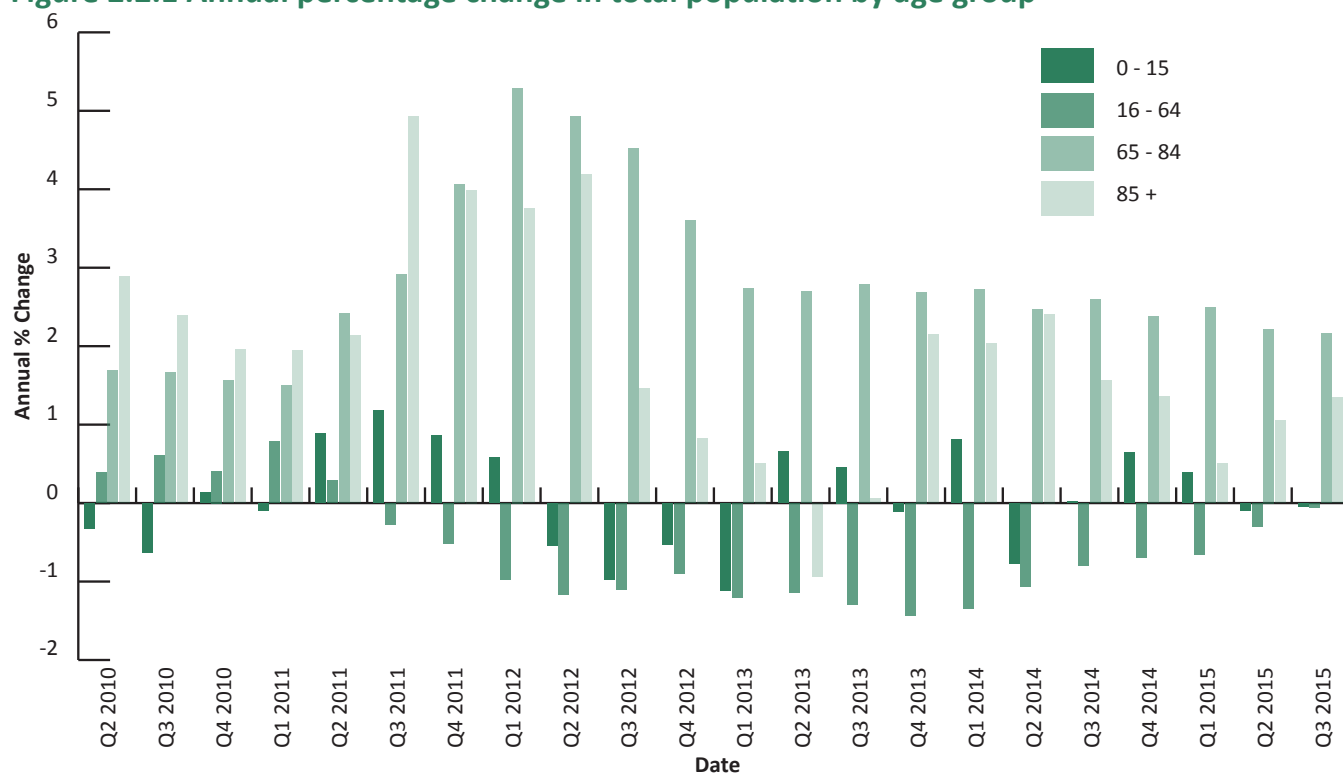


Table 2.2.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
Q2 2012	10,184	-0.5	42,031	-1.2	9,459	4.9	1,593	4.2
Q3 2012	10,147	-1.0	41,812	-1.1	9,510	4.5	1,599	1.5
Q4 2012	10,167	-0.5	41,371	-0.9	9,543	3.6	1,578	0.8
Q1 2013	10,097	-1.1	41,460	-1.2	9,595	2.7	1,580	0.5
Q2 2013	10,251	0.7	41,550	-1.1	9,714	2.7	1,578	-0.9
Q3 2013	10,194	0.5	41,273	-1.3	9,775	2.8	1,600	0.1
Q4 2013	10,156	-0.1	40,777	-1.4	9,800	2.7	1,612	2.2
Q1 2014	10,179	0.8	40,900	-1.4	9,856	2.7	1,612	2.0
Q2 2014	10,172	-0.8	41,106	-1.1	9,954	2.5	1,616	2.4
Q3 2014	10,196	0.0	40,943	-0.8	10,028	2.6	1,625	1.6
Q4 2014	10,222	0.6	40,493	-0.7	10,033	2.4	1,634	1.4
Q1 2015	10,219	0.4	40,631	-0.7	10,101	2.5	1,620	0.5
Q2 2015	10,163	-0.1	40,981	-0.3	10,175	2.2	1,633	1.1
Q3 2015	10,192	0.0	40,917	-0.1	10,245	2.2	1,647	1.4

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
Q1 2014	62.4
Q2 2014	62.3
Q3 2014	63.7
Q4 2014	64.3
Q1 2015	64.4
Q2 2015	64.5
Q3 2015	65.0

Table 2.3.2 Percentage of population in employment or full-time education by age at 30th September 2015

	Female	Male	Total
14 and under	60.3	61.3	60.8
15 to 19	91.3	90.2	90.7
20 to 24	79.8	83.1	81.5
25 to 29	76.8	82.6	79.7
30 to 34	77.7	85.9	82.0
35 to 39	77.2	88.2	82.7
40 to 44	77.9	89.5	83.6
45 to 49	77.3	88.7	82.8
50 to 54	76.0	87.3	81.7
55 to 59	68.4	84.1	76.1
60 to 64	47.5	70.6	59.3
65 to 69	16.2	40.4	27.9
70 to 74	8.0	26.2	16.9
75 to 79	2.4	12.4	7.2
80 to 84	2.2	17.2	8.4
85 and over	0.4	11.5	4.1
Total	59.0	71.1	65.0

More information on those in full-time education, employment with an employer and self-employment has become available since the implementation of the Rolling Electronic Census system.

At 30th September 2015, 65.0% of the population were in full-time education or in employment.

The figures differ to those previously published in the Labour Market Bulletin due to data being extracted later and therefore being more complete. Additionally, categorisation of employees and the self-employed is based on whether they were paid by an employer in the snapshot week or whether they had self-employment earnings. Previously, categorisations had been based on the person's contribution class liability, which resulted in people aged 65 and over being excluded from the figures, since their contribution class is changed to non-employed on or near their 65th birthday, regardless of whether they are employed or self-employed in practice.

People are categorised as being in full-time education if they are at school, university or on other full-time education or training courses. Some of those in full-time education were also employed or self-employed on the snapshot date (but they are still categorised as being in full-time education).

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

Information on the profile of people in employment is available up to the end of March 2016 (see [page 9](#) onwards).

2.3 Population in employment or full-time education

Figure 2.3.1 Population by economic status and age (at 30th September 2015)

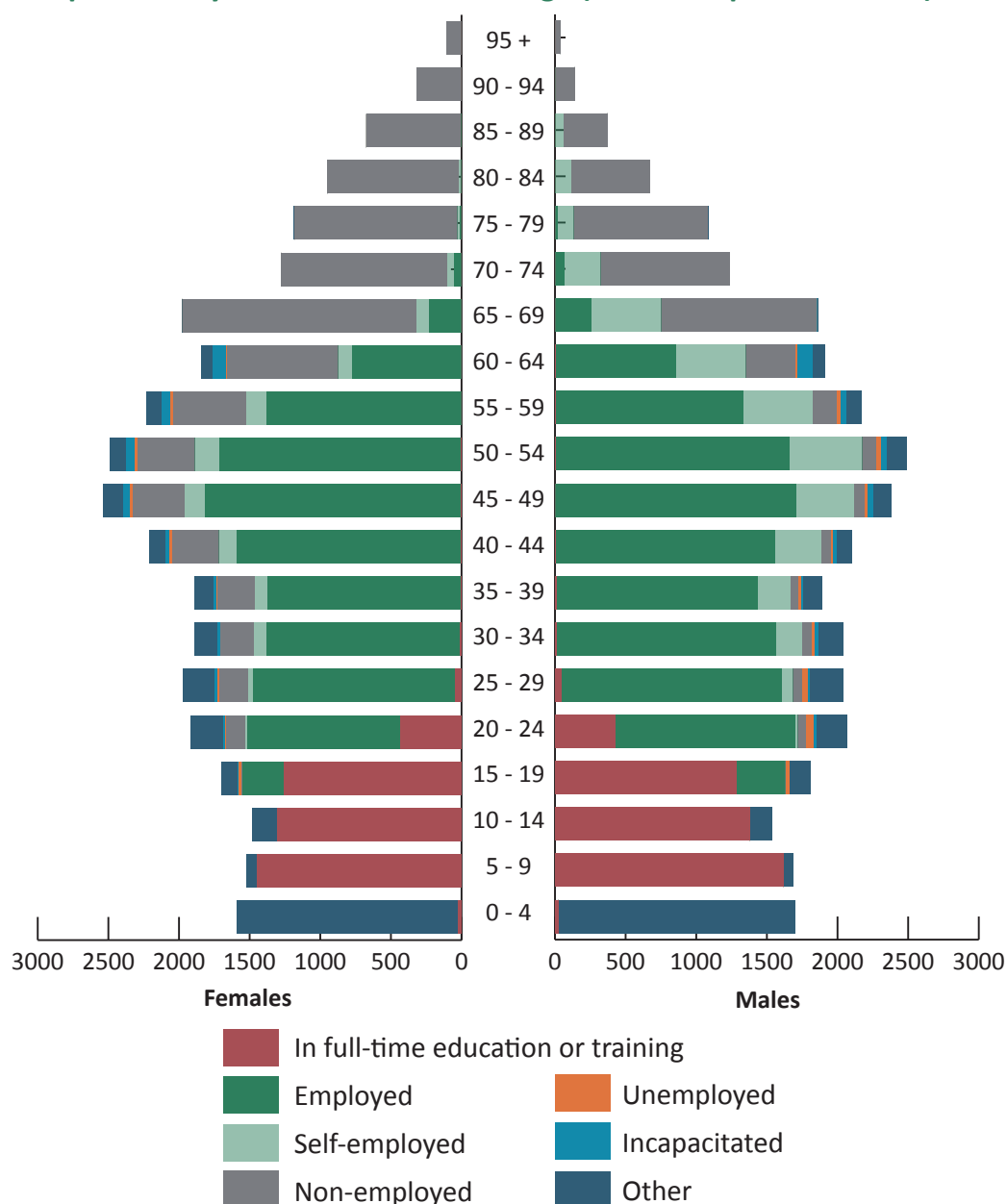


Figure 2.3.1 shows how economic status varies by age group and gender. Overall, 79.8% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of September 2015.

People in full-time education are concentrated in the 5 to 24 years old age categories, with a further 86 people aged 25 to 29 years. They are apparent in low numbers up to the age group 60 to 65 years.

The proportion of the population in employment peaks in the 40 to 44 years age group for both males and females, at 77.2% and 88.8% respectively.

Self-employment is more apparent in males than in females, as is unemployment. However, there were more non-employed females than males at the end of September 2015.

3.1 Participation in full-time education by age and gender

Table 3.1.1 Percentage of population in full-time education at September 2015 (ages 16-24)

Age at September 2015	Female	Male	Total
16	99.0	98.6	98.8
17	82.7	73.6	78.0
18	61.7	52.2	57.0
19	36.8	36.2	36.5
20	39.8	30.1	34.7
21	32.4	32.4	32.4
22	23.5	20.1	21.8
23	13.4	15.6	14.6
24	6.2	7.4	6.8

Figure 3.1.1 Percentage of females in full-time education at September 2015 (ages 16-24)

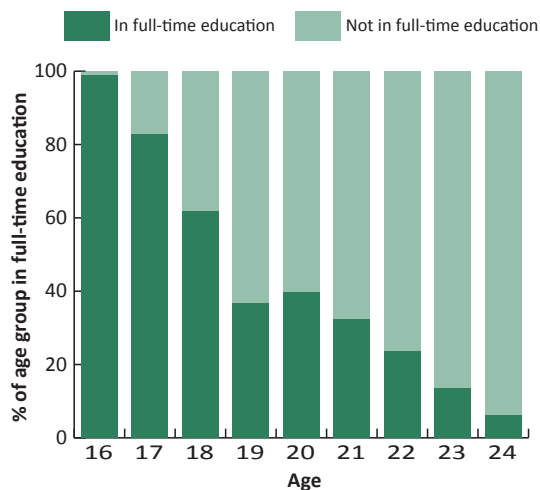
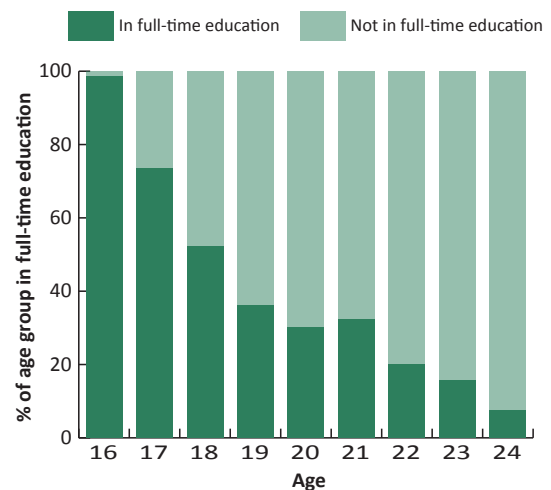


Figure 3.1.2 Percentage of males in full-time education at September 2015 (ages 16-24)



As at September 2015 98.8% of all 16 year olds and 6.8% of all 24 year olds were in full-time education.

The percentage of females in full-time education was greater than that of males for each of the ages from 16 to 20. 32.4% of both males and females aged 21 were in full time education.

It can be seen that the percentage of people in education decreases as age increases; 6.2% of females and 7.4% of males aged 24 were in full-time education as at the end of September 2015.

4.1 Employment trends

There was an overall increase of 0.2% (**Figure 4.1.1** and **Table 4.1.1**) in the number of people either employed or self-employed for the year ending 31st March 2016. The number of employed people increased by 0.6% and the number of self-employed fell by 3.2%.

These trends are based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the trend, since there is not yet sufficient time-series data from the Electronic Census.

Figure 4.1.1 Annual percentage change in total employment

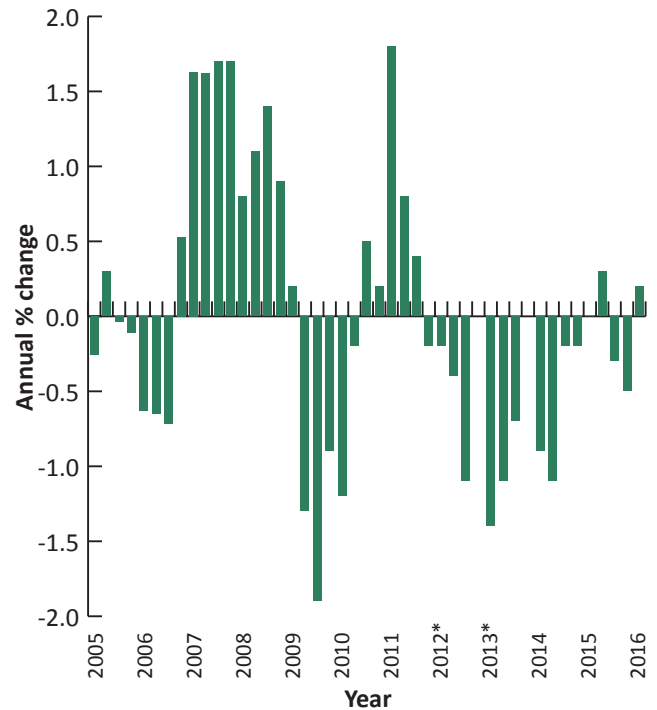


Table 4.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
Q2 2012	-0.4	-0.5	-0.4
Q3 2012	-1.2	-0.6	-1.1
Q4 2012	-1.0	*	*
Q1 2013	-1.4	-2.1	-1.4
Q2 2013	-1.2	-0.7	-1.1
Q3 2013	-0.9	0.6	-0.7
Q4 2013	-0.6	*	*
Q1 2014	-0.8	-1.8	-0.9
Q2 2014	-1.0	-1.8	-1.1
Q3 2014	-0.2	-0.2	-0.2
Q4 2014	-0.3	0.8	-0.2
Q1 2015	-0.1	0.5	0.0
Q2 2015	0.3	-0.2	0.3
Q3 2015	0.0	-2.4	-0.3
Q4 2015	-0.2	-2.8	-0.5
Q1 2016	0.6	-3.2	0.2

4.2 Employment by age and gender

Table 4.2.1 Employment status by age group at 31st March 2016

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	217	284	501	*	*	*	505
20 to 24	1,102	1,287	2,389	9	14	23	2,412
25 to 29	1,519	1,700	3,219	34	67	101	3,320
30 to 34	1,405	1,605	3,010	82	182	264	3,274
35 to 39	1,379	1,467	2,846	94	225	319	3,165
40 to 44	1,569	1,540	3,109	110	320	430	3,539
45 to 49	1,857	1,755	3,612	153	407	560	4,172
50 to 54	1,741	1,712	3,453	173	502	675	4,128
55 to 59	1,458	1,360	2,818	142	497	639	3,457
60 to 64	832	933	1,765	110	479	589	2,354
65 to 69	257	282	539	97	508	605	1,144
70 to 74	54	70	124	55	273	328	452
75 to 79	16	20	36	13	107	120	156
80 to 84	*	*	*	21	116	137	141
85 and over	*	*	2	*	*	70	72
16 to 64	13,079	13,643	26,722	909	2,695	3,604	30,326
65 to 84	329	374	703	186	1,004	1,190	1,893
85 and over	*	*	*	*	*	70	72
Total	13,409	14,018	27,427	1,099	3,765	4,864	32,291

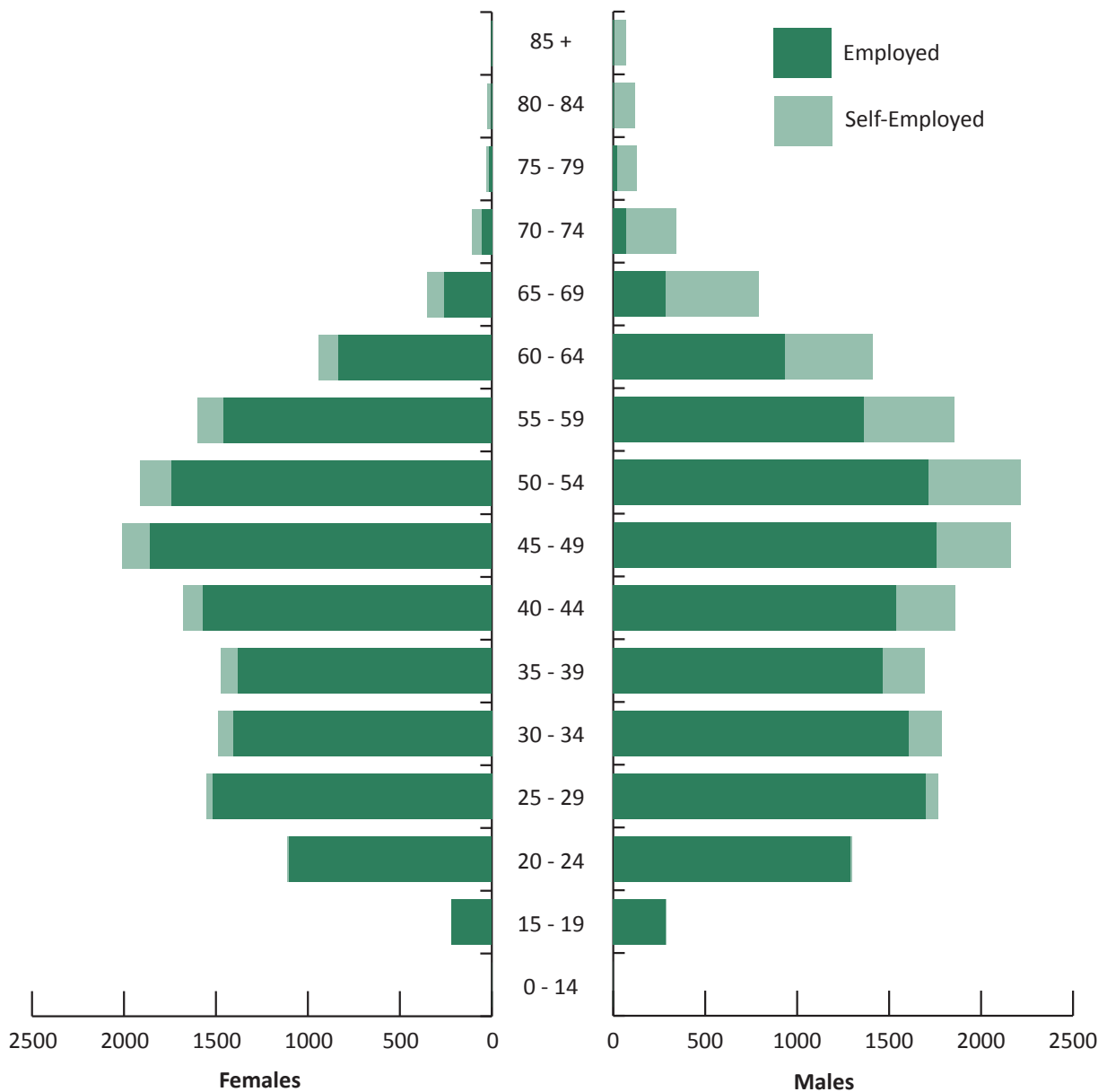
* In instances where there are fewer than five people in any one age category, only the total number of employed or self-employed people is presented.

At 31st March 2016, 32,291 people were either employed or self-employed in Guernsey, of whom 1,893 people (5.9%) were aged between 65 and 84 years (see [Table 4.2.1](#)). This age bracket accounted for 2.6% of employed people and 23.7% of self-employed people (703 people and 1,190 people respectively). There were two employed people and 70 self-employed people aged over 85 years, accounting for 0.2% of total employment.

Of the 26,722 employed people aged 16 to 64 at the end of March 2016, 13,079 (48.9%) were female and 13,643 (51.1%) were male. The proportion of employed females aged between 16 and 64 years was 48.9% (the same as the overall proportion), compared with 46.8% of those aged between 65 and 84 years (2.1 percentage points lower than the overall proportion).

4.2 Employment by age and gender

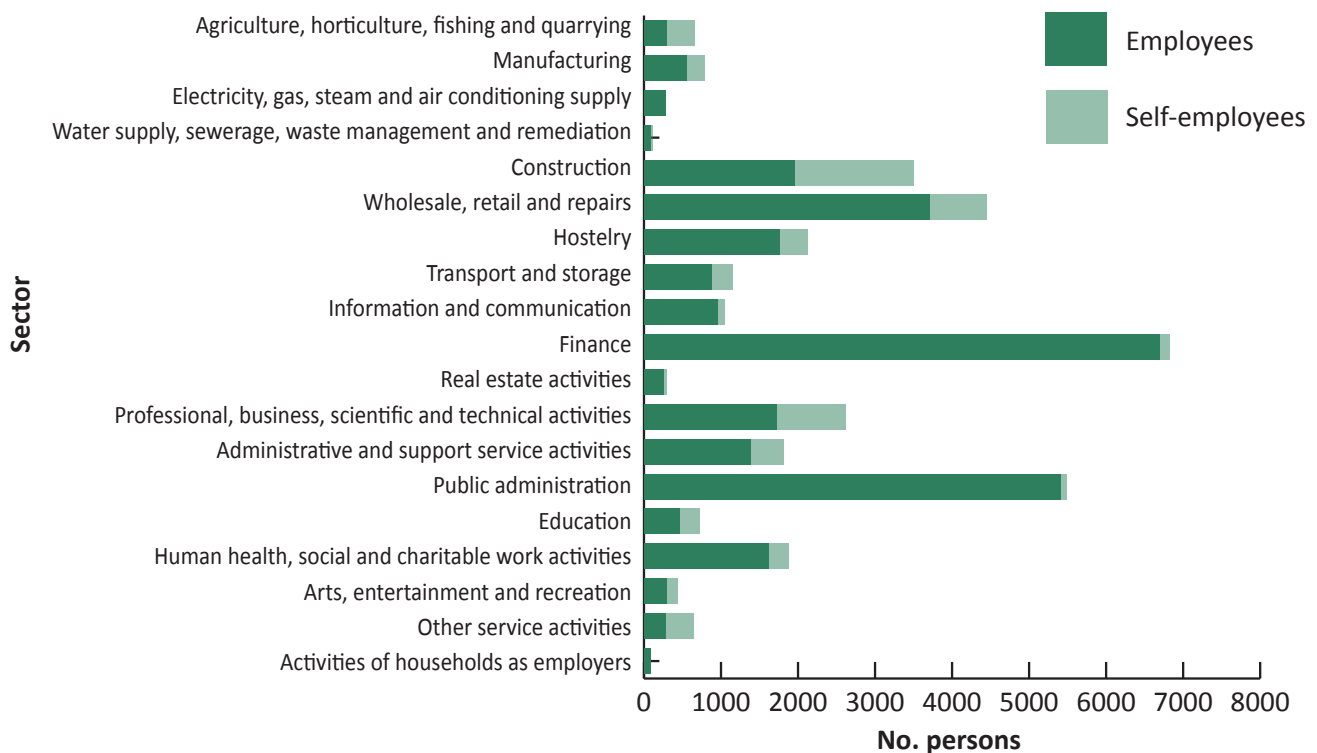
Figure 4.2.1 Employment status by age and gender at 31st March 2016



The difference in the proportion of males to females was more pronounced amongst self-employed people than employed people at the end of March 2016. Of the 4,864 self-employed people, 3,765 people (77.4%) were male compared with 1,099 (22.6%) female. The difference in the ratio of self-employed males to females aged between 65 and 84 years was greater still, with 1,004 males compared with 186 females (84.4% and 15.6% respectively).

4.3 Employment by economic sector

Figure 4.3.1 Employment by economic sector at March 2016



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 4.3.1** and **Table 4.3.1** 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. Some individuals, in addition to working for an employer, are also self-employed. This differs from data published in the former Labour Market Bulletin which reported Social Security figures based on primary employment only.

As shown in **Figure 4.3.1** and **Table 4.3.1**, the Finance sector was the largest employer in March 2016, accounting for 19.5% of total employment, or 6,825 people, 6,690 of whom were employed and 135 of whom were self-employed.

The Construction sector had the largest number of self-employed people in March 2016 (1,557 people), representing 44.4% of the sector and 24.7% of self-employed people overall.

4.3 Employment by economic sector

Table 4.3.1 Employment by economic sector at March 2016

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	101	189	290	34	341	375	665	1.9
Manufacturing	154	393	547	57	184	241	788	2.3
Electricity, gas, steam and air conditioning supply	41	236	277	-	9	9	286	0.8
Water supply, sewerage, waste management and remediation activities	9	70	79	-	33	33	112	0.3
Construction	112	1,836	1,948	36	1,521	1,557	3,505	10.0
Wholesale, retail and repairs	1,677	2,034	3,711	198	536	734	4,445	12.7
Hostelry	681	1,074	1,755	128	244	372	2,127	6.1
Transport and storage	172	709	881	22	251	273	1,154	3.3
Information and communication	241	711	952	23	79	102	1,054	3.0
Finance	3,669	3,021	6,690	16	119	135	6,825	19.5
Real estate activities	141	114	255	12	34	46	301	0.9
Professional, business, scientific and technical activities	912	810	1,722	225	672	897	2,619	7.5
Administrative and support service activities	605	782	1,387	59	368	427	1,814	5.2
Public administration	3,320	2,091	5,411	14	65	79	5,490	15.7
Education	359	104	463	190	72	262	725	2.1
Human health, social and charitable work activities	1,327	290	1,617	137	131	268	1,885	5.4
Arts, entertainment and recreation	141	152	293	55	94	149	442	1.3
Other service activities	232	53	285	251	104	355	640	1.8
Activities of households as employers	63	27	90	*	*	2	92	0.3
Total for all sectors	13,957	14,696	28,653	1,459	4,857	6,316	34,969	100.0

Table 4.3.2 Employment within the Finance sector at March 2016

	Total no. in employment	% of total Finance sector
Banking	1,805	26.4
Fiduciary	1,786	26.2
Funds	1,937	28.4
Insurance	788	11.5
Other	509	7.5
Total	6,825	100.0

* In instances where there are fewer than five people in any category, only the total number in employment is presented.

Of the 6,825 people employed within the Finance sector, 1,937 people (28.4%) worked in sub-sectors relating to Funds, 1,805 people (26.4%) worked in Banking and 1,786 people (26.2%) were employed by Fiduciaries at the end of March 2016.

Due to the small numbers of self-employed people within each sub-sector, only total employment figures have been presented.

4.4 Employment by sector trends

Figure 4.4.1 Annual percentage change in total employment by sector

	Annual % change							
	2014 Q2	2014 Q3	2014 Q4	2015 Q1	2015 Q2	2015 Q3	2015 Q4	2016 Q1
Agriculture, horticulture, fishing and quarrying	-13.4	-12.4	-2.0	1.3	-0.7	-0.7	-0.5	-0.5
Manufacturing	2.4	1.6	2.4	2.3	-3.5	-4.3	-6.4	-3.4
Electricity, gas, steam and air conditioning supply	-2.6	-2.6	-3.9	-2.6	-4.3	-6.9	-6.1	-4.4
Water supply, sewerage, waste management and remediation activities	10.2	9.1	3.3	-13.9	-7.2	0.0	0.0	11.5
Construction	2.7	2.6	1.7	-0.2	-3.2	-3.5	-5.0	-6.8
Wholesale, retail and repairs	-2.5	-0.6	1.3	-1.7	-2.1	-1.3	-3.2	-1.1
Hostelry	16.5	7.0	9.5	9.5	2.9	0.2	-1.9	-0.8
Transport and storage	-2.6	-0.1	-0.6	3.2	4.2	3.1	5.4	20.7
Information and communication	0.1	1.0	-1.5	0.3	-3.0	-3.0	-0.9	-6.7
Finance	-1.7	-0.9	-0.9	-1.1	0.3	0.7	0.4	0.8
Real estate activities	-2.1	-2.1	-0.7	-5.4	0.4	-0.7	-2.4	-4.2
Professional, business, scientific and technical activities	3.8	6.4	7.9	9.4	2.7	2.3	2.5	3.6
Administrative and support service activities	-18.3	-17.2	-18.1	-15.5	6.2	4.1	2.1	-0.2
Public administration	-1.2	0.1	-0.8	0.4	0.3	-1.0	0.4	0.9
Education	0.4	4.6	1.1	0.4	0.9	1.1	1.3	2.6
Human health, social and charitable work activities	2.4	2.7	1.7	2.1	1.0	0.9	2.3	2.7
Arts, entertainment and recreation	-15.6	-13.1	-14.0	-2.2	1.5	1.9	9.3	6.1
Other service activities	-12.0	-1.6	-2.6	4.9	8.5	0.6	-0.6	-4.0
Activities of households as employers	-	8.3	1.1	-3.3	1.1	-1.1	-4.5	-2.2
Total	-1.1	-0.2	-0.2	0.0	0.3	-0.3	0.5	0.2

The annual percentage changes by sector presented above are calculated using Social Security data, as presented in the previously published Labour Market Bulletins since time series using Rolling Electronic Census data is not yet available.

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.

Annual percentage changes in total employment by sector, with the reclassification effects removed, have been estimated for the second, third and fourth quarters of 2014 and the first quarter of 2015.

5.1 Employer trends

The figures used for the time series shown in **Figure 5.1.1** and **Table 5.1.1** have been sourced from Social Security and are as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the trend, since there is not yet sufficient time-series data from the Electronic Census.

As shown in **Figure 5.1.1** and **Table 5.1.1**, there was a decrease of 0.1% in the number of employing organisations for the year ending 31st March 2016. Growth in the numbers of employers was last seen in the third quarter of 2014.

Figure 5.1.1 Annual percentage change in total number of employers

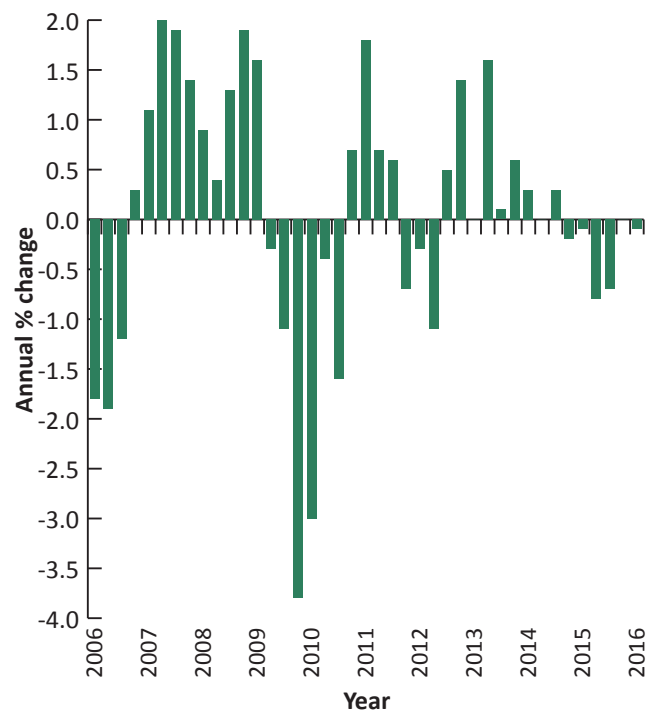


Table 5.1.1 Annual percentage change in total number of employers

	Annual % change
Q2 2012	-1.1
Q3 2012	0.5
Q4 2012	1.4
Q1 2013	0.0
Q2 2013	1.6
Q3 2013	0.1
Q4 2013	0.6
Q1 2014	0.3
Q2 2014	0.0
Q3 2014	0.3
Q4 2014	-0.2
Q1 2015	-0.1
Q2 2015	-0.8
Q3 2015	-0.7
Q4 2015	0.0
Q1 2016	-0.1

5.2 Employers by economic sector and size

Table 5.2.1 Employers by economic sector and size at March 2016

	No. employers by size (number of employees)								Total
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	
Agriculture, horticulture, fishing and quarrying	17	31	3	4	1	1	0	0	57
Manufacturing	20	22	16	9	1	2	0	0	70
Electricity, gas, steam and air conditioning supply	4	2	2	0	0	1	1	0	10
Water supply, sewerage, waste management and remediation activities	5	4	0	1	1	0	0	0	11
Construction	140	146	45	36	5	2	2	0	376
Wholesale, retail and repairs	83	153	64	33	22	5	3	2	365
Hostelry	54	80	29	25	6	9	0	0	203
Transport and storage	26	24	13	7	4	3	1	0	78
Information and communication	20	21	4	9	4	2	2	0	62
Finance	99	99	50	57	36	17	12	2	372
Real estate activities	17	21	6	9	0	0	0	0	53
Professional, business, scientific and technical activities	57	53	23	21	6	5	3	0	168
Administrative and support service activities	55	58	16	18	9	2	2	0	160
Public administration	8	7	1	2	0	0	2	1	21
Education	8	9	1	4	1	3	1	0	27
Human health, social and charitable work activities	58	65	20	20	8	6	2	0	179
Arts, entertainment and recreation	33	29	4	7	1	0	0	0	74
Other service activities	56	38	11	0	1	0	0	0	106
Activities of households as employers	44	16	1	0	0	0	0	0	61
Total	804	878	309	262	106	58	31	5	2,453

Table 5.2.1 and **Figure 5.2.1** show the number of employers broken down by economic sector and by the number of employees as at 31st March 2016. They are sourced from the Rolling Electronic Census. Due to timing differences with data sourced from Social Security, figures presented here are not directly comparable with those previously published in earlier Labour Market Bulletins.

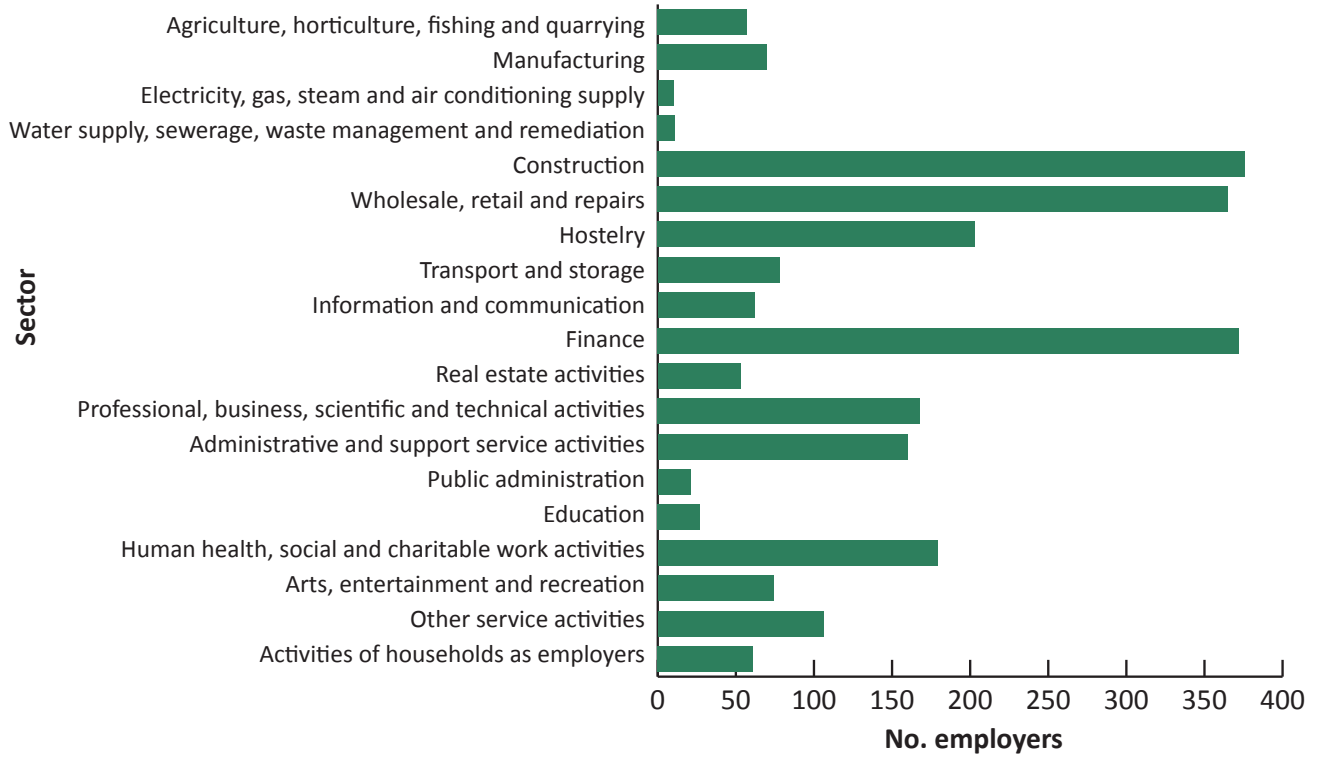
The Construction sector had the highest number of employing organisations (376) and also the highest number of employers with fewer than six employees.

The Finance sector had the highest number of employing organisations with more than 50 employees (31 employers).

There were five organisations employing more than 250 people at the end of December 2015.

5.2 Employers by economic sector and size

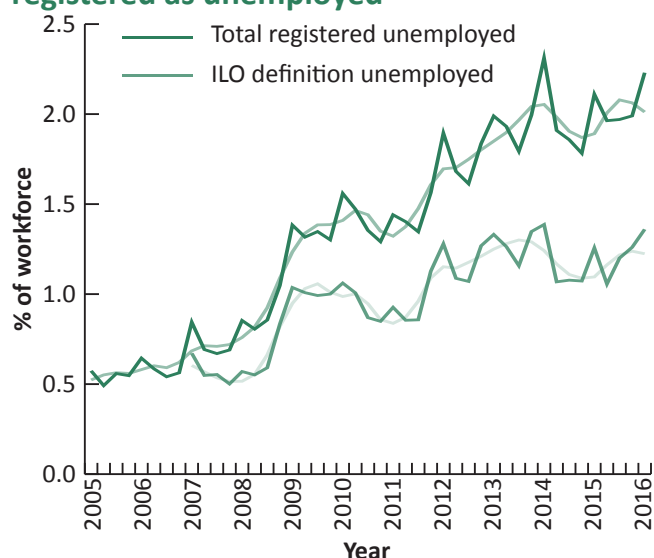
Figure 5.2.1 Employers by economic sector at March 2016



As shown above in **Figure 5.2.1** shows that the Construction, Wholesale, Retail and Repairs and Finance sectors had the largest numbers of employers. Employers in the construction sector tended to employ fewer people than those in the finance sector.

6.1 Unemployment trends

Figure 6.1.1 Percentage of workforce registered as unemployed



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

As shown in **Table 6.1.1**, there were 434 people registered as unemployed using the International Labour Office (ILO) definition of unemployment¹ in March 2016, 35 more people than in March 2015.

The registered unemployment rate using the ILO definition was 1.4% at the end of March 2016, which was 0.1 percentage points higher than the same period the previous year (see **Figure 6.1.1**)².

Table 6.1.1 Percentage of workforce registered as unemployed

	ILO definition unemployed	% of workforce	Total registered unemployed	% of workforce
Q3 2012	349	1.1	526	1.6
Q4 2012	409	1.3	592	1.8
Q1 2013	427	1.3	638	2.0
Q2 2013	411	1.3	628	1.9
Q3 2013	375	1.2	581	1.8
Q4 2013	433	1.3	641	2.0
Q1 2014	441	1.4	735	2.3
Q2 2014	343	1.1	613	1.9
Q3 2014	348	1.1	600	1.9
Q4 2014	343	1.1	570	1.8
Q1 2015	399	1.3	670	2.1
Q2 2015	340	1.1	632	2.0
Q3 2015	386	1.2	635	2.0
Q4 2015	402	1.3	636	2.0
Q1 2016	434	1.4	710	2.2

The “total registered unemployed” measure (which was the previous headline measure and includes those on government training schemes for the unemployed, 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) is included for the continuity of the time series.

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 Social Security.

6.1 Unemployment trends

The number of men unemployed (by ILO definitions) in March 2016 was greater than the number of women registered unemployed across all age bands except the 16-19 band (see **Figure 6.1.2**). Of the people registered unemployed, using the ILO definitions, 35.9% were women, which is 3.2 percentage points lower than at the same time the previous year.

The age group with the highest number of registered unemployed people was the 20-29 category. There were 102 unemployed men in this group in March 2016, accounting for 36.7% of unemployed men, and 33 unemployed women, accounting for 21.2% of unemployed women (31.1% of the total number of unemployed people, using ILO definitions).

The 40-49 age group accounted for the highest proportion of unemployed women (23.1%) in March 2016, with 36 unemployed women in that age category at that time.

The Youth Unemployment rate is a measure of the number of young people who are unemployed, expressed as a percentage of the youth labour force, which is monitored by jurisdictions worldwide. The Youth Unemployment rate in Guernsey (defined as young people aged 16-24 years) in March 2016 was 1.6% overall. The rate was slightly lower for females than for males (at 1.1% and 2.1% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of March 2016, 28.1% had been registered unemployed for between three and six months at that time (see **Figure 6.1.3**). 13.6% of claimants had been registered unemployed for more than a year compared with 11.8% the previous year and 22.9% the year before that.

Figure 6.1.2 Unemployment by age and gender in March 2016

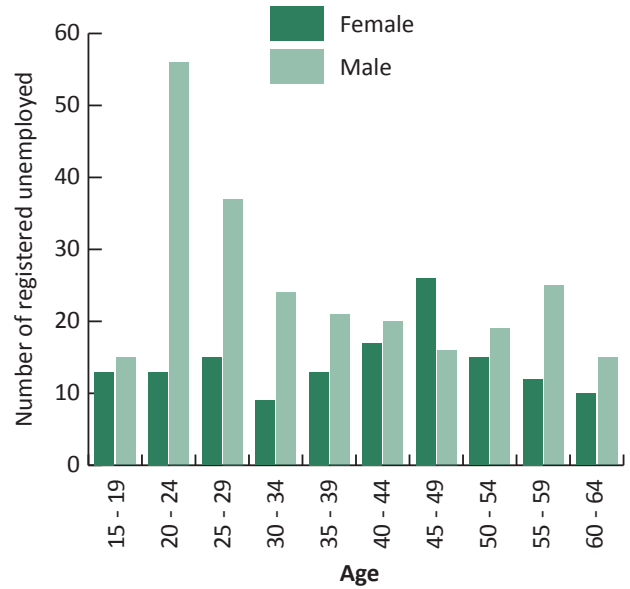
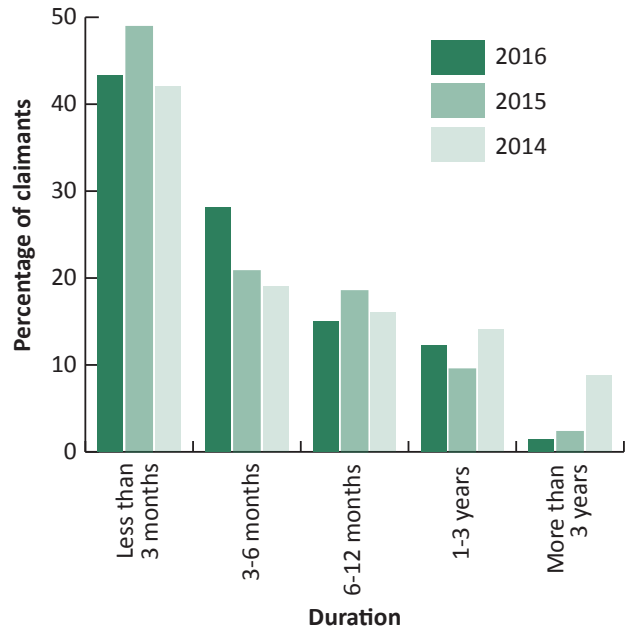


Figure 6.1.3 Duration of unemployment of claimants calling in a snapshot week in March 2016 (total registered unemployed)



6.2 Job vacancies

Figure 6.2.1 Number of vacancies placed with the Job Centre and in the Guernsey Press each month

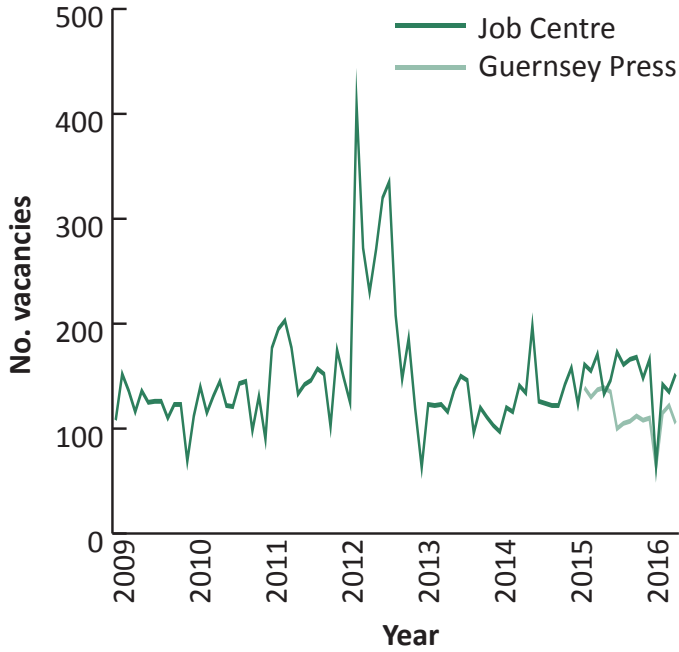


Figure 6.2.1 shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market.

It can be seen that there was a dip in the number of adverts in December 2015, after which volumes returned to similar levels to earlier in 2015.

7.1 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 both 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.

It differs from figures previously published in the 2015 Annual Earnings Bulletin as it reflects Guernsey only and excludes 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.

As shown in **Table 7.1.1**, nominal median earnings increased by 2.4% between the year ending March 2015 and the year ending March 2016, from £30,485 to £31,215.

The lower and upper quartile earnings for the quarter ending 31st March 2016 and the previous four quarters are presented in **Tables 7.1.2** and **7.1.3**. Using four quarter averages, the lower quartile earnings increased by 2.2% between the years ending 31st March 2015 and 31st March 2016, whilst the upper quartile earnings increased by 2.1%.

Real earnings, which show trends after the effects of inflation have been removed, are shown on **page 22**.

Information on income and expenditure by household groups is available from www.gov.gg/household.

Table 7.1.1 Nominal median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	30,485	-
Q2 2015	30,606	-
Q3 2015	30,740	-
Q4 2015	30,953	1.8
Q1 2016	31,215	2.4

Table 7.1.2 Nominal lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	20,946	-
Q2 2015	20,994	-
Q3 2015	21,089	-
Q4 2015	21,203	1.7
Q1 2016	21,399	2.2

Table 7.1.3 Nominal upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	45,015	-
Q2 2015	45,070	-
Q3 2015	45,259	-
Q4 2015	45,506	1.2
Q1 2016	45,959	2.1

7.2 Earnings (real)

Table 7.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	30,623	-
Q2 2015	30,505	-
Q3 2015	30,832	-
Q4 2015	31,160	0.7
Q1 2016	31,215	1.9

Table 7.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	21,041	-
Q2 2015	20,925	-
Q3 2015	21,152	-
Q4 2015	21,345	0.6
Q1 2016	21,399	1.7

Table 7.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	45,219	-
Q2 2015	44,922	-
Q3 2015	45,395	-
Q4 2015	45,811	0.1
Q1 2016	45,959	1.6

Real earnings are presented to show trends after the effects of inflation have been removed. All real figures shown in this report have been adjusted to March 2016 prices.

Median annual earnings, in real terms, were 1.9% higher over the year ending March 2016 than over the year ending March 2015 (see [Table 7.2.1](#)).

Lower quartile earnings increased by 1.7% in real terms between the years ending March 2015 and March 2016, compared with an increase of 1.6% in the upper quartile earnings over the same period (see [Tables 7.2.2](#) and [7.2.3](#) respectively).

7.3 Earnings by gender

Tables 7.3.1 to 7.3.3 show the four quarter average median, lower quartile and upper quartile earnings for females and males.

As explained on page 21, earnings data is a measure of earnings from all employment and is unadjusted for the number of hours worked i.e. the level can be impacted both by changes in the number of hours worked and rates of pay.

At the end of March 2016, the four quarter median average earnings for females was £27,773 (2.4% higher than a year earlier) and for males was £35,173 (4.2% higher than a year earlier).

Lower quartile earnings for females increased by 2.4% in March 2016 compared with a year earlier, whilst lower quartile earnings for males increased by 1.9%.

Upper quartile earnings increased by 2.4% for females and 2.0% for males in March 2016, compared with March 2015.

Table 7.3.1 Nominal median earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
Q1 2015	27,123	33,760	-	-
Q2 2015	27,234	33,890	-	-
Q3 2015	27,342	34,006	-	-
Q4 2015	27,518	34,215	1.8	1.7
Q1 2016	27,773	35,173	2.4	4.2

Table 7.3.2 Nominal lower quartile earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
Q1 2015	18,502	23,937	-	-
Q2 2015	18,562	23,992	-	-
Q3 2015	18,647	24,063	-	-
Q4 2015	18,757	24,176	2.1	1.2
Q1 2016	18,948	24,403	2.4	1.9

Table 7.3.3 Nominal upper quartile earnings by gender

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
Q1 2015	40,064	50,079	-	-
Q2 2015	40,264	50,043	-	-
Q3 2015	40,497	50,220	-	-
Q4 2015	40,676	50,499	1.9	0.9
Q1 2016	41,014	51,070	2.4	2.0

7.4 Earnings by economic sector

Table 7.4.1 Four quarter average earnings as at 31st March 2016

	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	24,946	18,089	36,086
Manufacturing	26,812	18,872	35,487
Electricity, gas, steam and air conditioning supply	35,729	28,841	46,439
Water supply, sewerage, waste management and remediation activities	30,948	24,227	37,253
Construction	30,953	23,544	38,202
Wholesale, retail and repairs	21,812	15,607	30,473
Hostelry	17,974	14,838	22,878
Transport and storage	26,267	20,385	35,323
Information and communication	35,767	27,062	51,162
Finance	43,355	29,833	65,799
Real estate activities	33,488	22,570	51,545
Professional, business, scientific and technical activities	39,282	27,148	59,602
Administrative and support service activities	24,940	17,573	35,307
Public administration	33,737	23,299	46,588
Education	25,541	17,589	45,481
Human health, social and charitable work activities	22,419	15,622	31,334
Arts, entertainment and recreation	21,759	13,991	31,554
Other service activities	18,676	14,017	24,154
Activities of households as employers	17,930	11,210	26,248

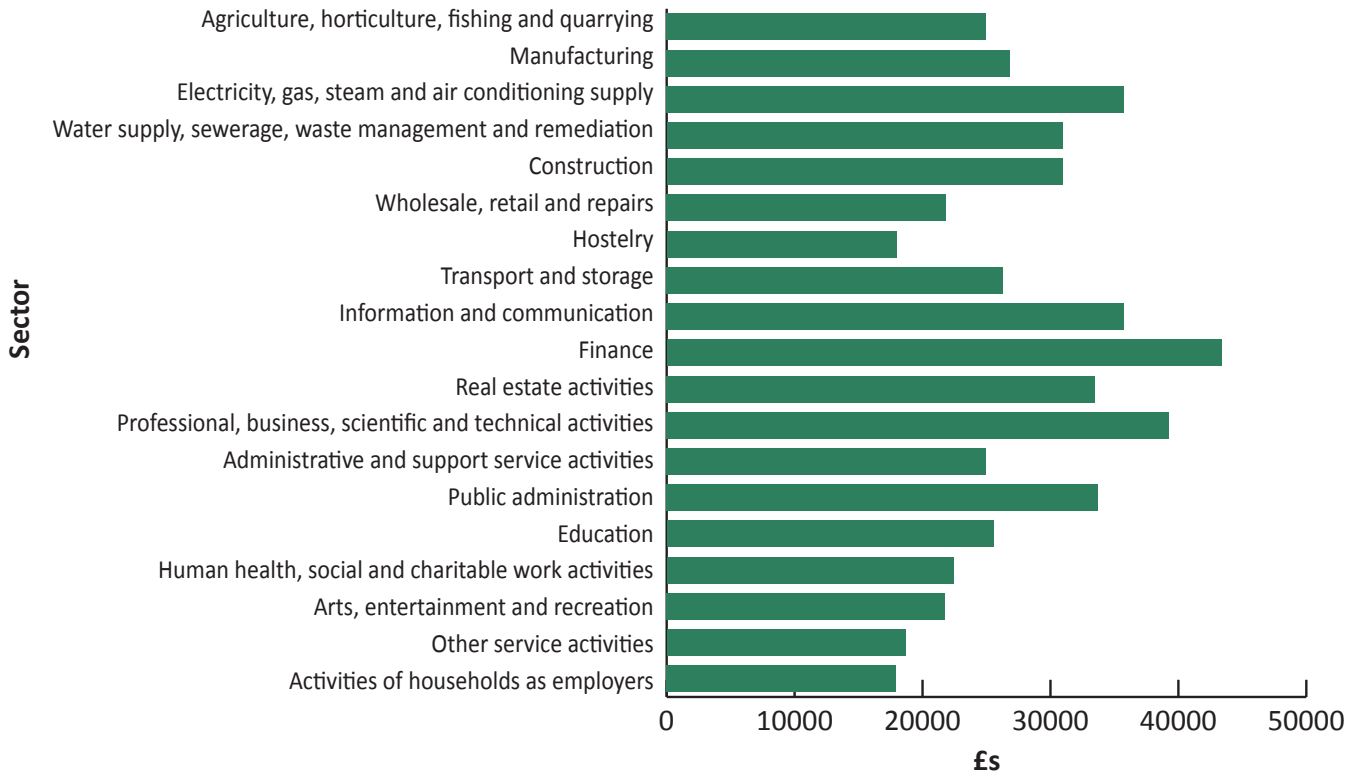
Median, lower quartile and upper quartile earnings by sector are shown in **Table 7.4.1**.

People employed within the Finance sector had the highest four quarter average median earnings (£43,335) at the end of March 2016. This was 38.9% higher than the overall median. The upper quartile earnings in the Finance sector were 43.2% higher than the overall upper quartile earnings during the same period.

The Hostelry sector had the lowest four quarter average median earnings (£17,974) at the end of March 2016, which was 42.4% lower than the overall median.

7.4 Earnings by economic sector

Figure 7.4.1 Four quarter average earnings as at 31st March 2016



Median earnings by sector (as per [Table 7.4.1](#)) are shown graphically in [Figure 7.4.1](#). It can be seen that the (highest) Finance sector median is more than double the (lowest) Hostelry median.

It should continue to be noted that, as explained on [page 21](#), 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.

8.1 Methodology and further information

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. Any changes due to migration or natural increase, which came to light during the year ending March 2015 but occurred earlier, have been attributed to the relevant year and, as such, previously published figures have been restated. These updates are low in number (at most 40 or 0.06% in any one year) and as such, do not impact on the overall picture or trends.

Economic Status

The most significant difference between the economic status information published in this report and that published in previous Labour Market Bulletins is that it is based on earnings or benefits actually received, rather than classifications used for Social Security contribution purposes. As such, the number of self-employed people is substantially higher for example, since these people would have previously been classed as non-employed once they reached 65.

There are also timing differences, since the Rolling Electronic Census data is collected slightly later each quarter than the Labour Market Bulletin data, so the information is more complete. Additionally, information from the Education Department is included to help determine which people are in full-time education (some of these people may also be employed or self-employed).

Both sets of figures will continue to be produced until a full transition can be made to the more complete information sourced through the Electronic Census.

8.2 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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