Guernsey Annual Electronic Census Report

31st March 2016

Population snapshots, trends and forecasts

The Guernsey Annual Electronic Census Report 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

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1.1 Introduction

This third Guernsey Annual Electronic Census Report, published on 27th January 2017, provides information on the population of Guernsey (including the islands of Guernsey, Herm, Lihou and Jethou). It includes a detailed snapshot of the demographics, spatial distribution and housing situation of the population on 31st March 2016, as well as information regarding employment and earnings at 30th September 2016. It also contains basic demographic historic trends and projections (provided by the UK Government Actuary's Office). Census Reports were historically published every five or ten years, but this Report is published annually with updates in between in the quarterly Population, Employment and Earnings Bulletin.

The information in this Report is sourced from ten separate States of Guernsey databases (from seven different Departments) and is collated using the Rolling Electronic Census IT system; a pioneering and cost saving project, which was completed in December 2014. Earlier information was provided by the Social Security Department and was sourced from two of the databases now linked to the Rolling Electronic Census IT system. More information on the Rolling Electronic Census Project is available at the end of this Report.

As far as possible, international age groupings and classifications have been used to assist comparability with other jurisdictions. Direct comparisons are not made with previous census results in this Report, due to the different methodologies used, but figures have been presented in a manner such that they can be compared.

Contact details are included at the end of this Report if you would like further information.

1.2 Headlines

- At the end of March 2016, Guernsey's population was 62,723.

- There was a natural increase of 118 people and a net migration of 121 people over the year ending in March 2016, giving a total increase of 239 people (0.4%).

- In March 2016, the dependency ratio was 0.54, which means that for every 100 people of working age (between the ages of 16 and 64) there were 54 people of dependent age. This compares to a ratio of 0.48 in 2010.

- 30% of the population lived in St. Peter Port; the most highly and densely populated parish.

- 90.9% of the population lived in Local Market housing units and 8.1% lived in Open Market units (the address was unknown for the remaining small portion of the population).

- 80.4% of the working age population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of March 2016.

- Based on recent historic trends, the total population is projected to increase to between 64,755 and 68,225 people in 2041 and the dependency ratio is projected to increase to between 0.64 and 0.67.

Population headcounts were calculated by the Social Security Department using administrative records for March 2006 to March 2014. The Rolling Electronic Census system was also used to calculate the headcount in March 2014 to enable a cross check and a transition over. More recent information is also sourced from the Rolling Electronic Census.

The total population increased by 0.4% (239 people), due to net migration and natural increase, over the year ending 31st March 2016 (see **Table 2.1.1**).

As a result of the additional information used by the Rolling Electronic Census system (as explained in **Section 14.1**), increasing the reliability of the figures, 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.

Changes to the population headcount due to methodological differences (introduced between 2013 and 2014) and not due to natural increase or net migration (such as the removal of duplicate records) are referred to as "net administrative changes" throughout this report. See **Section 14.1** for more information on administrative changes.

With administrative changes included, the population was 62,723 on 31st March 2016.

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
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	-166	-0.26
Q3 2014	14	0.02
Q4 2014	100	0.16
Q1 2015	-6	-0.01
Q2 2015	62	0.10
Q3 2015	142	0.23
Q4 2015	198	0.32
Q1 2016	239	0.38

Figure 2.1.1 Annual population change due to net migration and natural increase
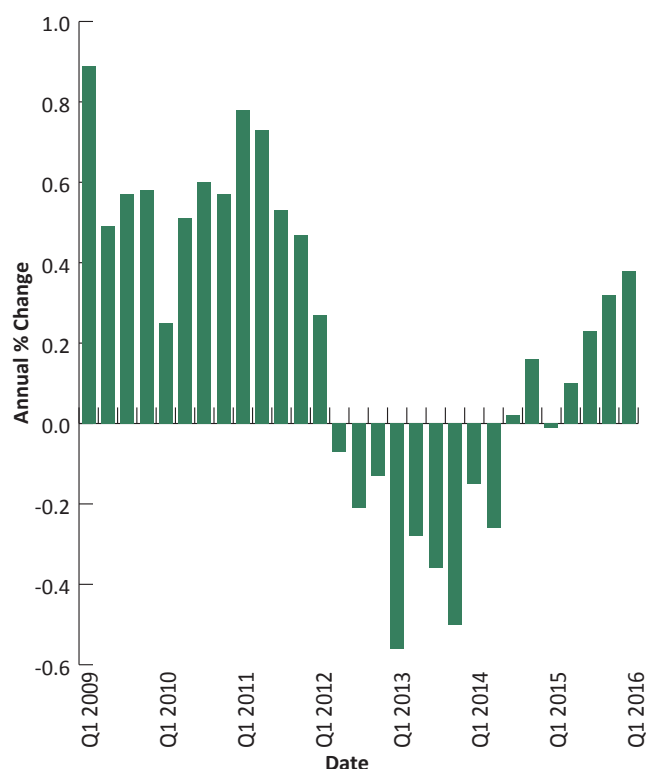
2.2 Population changes

Table 2.2.1 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
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	-146	62,490
Q2 2014	626	505	121	3,508	3,795	-287	-166	-146	62,781
Q3 2014	630	510	120	3,634	3,740	-106	14	-146	62,710
Q4 2014	635	531	104	3,692	3,696	-4	100	-146	62,299
Q1 2015	620	560	60	3,635	3,701	-66	-6	0	62,484
Q2 2015	636	554	82	3,722	3,742	-20	62	0	62,843
Q3 2015	666	548	118	3,718	3,694	24	142	0	62,852
Q4 2015	645	528	117	3,753	3,672	81	198	0	62,497
Q1 2016	654	536	118	3,772	3,651	121	239	0	62,723

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.
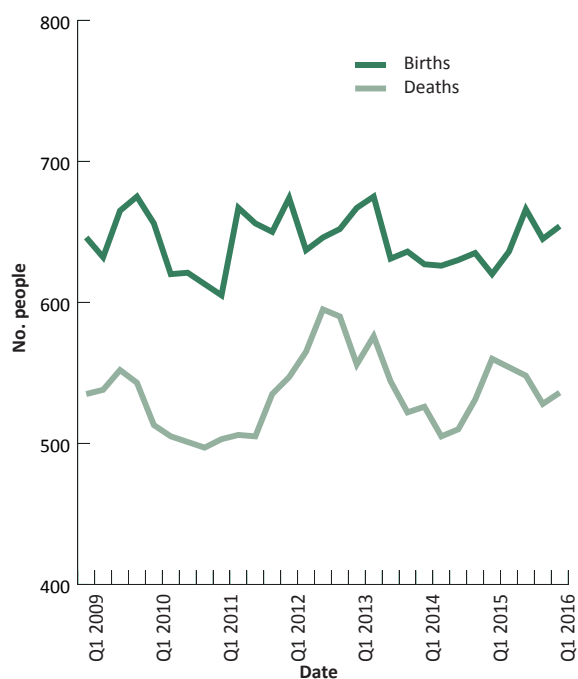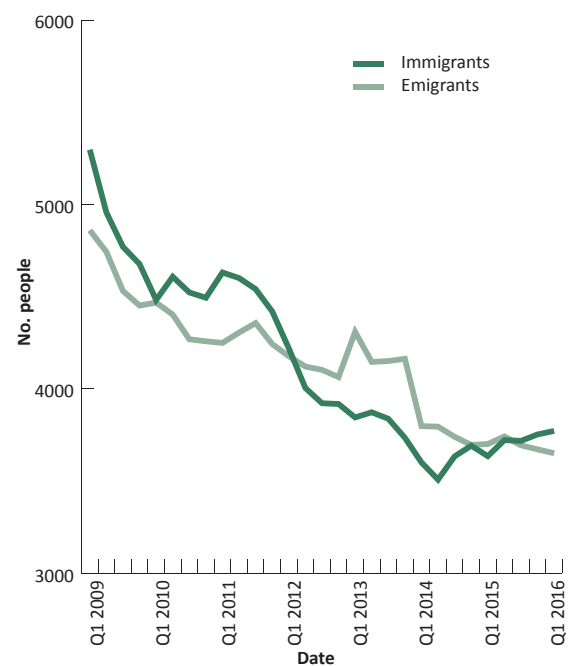
Figure 2.2.1 Annual births and deaths

Figure 2.2.2 Annual immigration and emigration

2.3 Immigration and emigration-details

Now that Electronic Census data is available over a full year, information on the profile of immigrants and emigrants can be analysed. Approximately one third of the total were people that immigrated and then emigrated within the year or vice versa.

As can be seen in **Figure 2.3.1**, the majority of both immigrants and emigrants during the year ending March 2016 (89.3% and 87.1% respectively) were of working age i.e. between 16 and 64 years of age (inclusive).

Tables 2.3.1 and **2.3.2** show immigrants to and emigrants from the island broken down by age group and gender. The ratio of females to males is similar for both immigrants and emigrants. Of the immigrants during the year ending March 2016, 47.0% were female compared with 47.5% of emigrants.

The intention is to track trends in this information over the coming years.

Figure 2.3.1: Immigration and emigration by age (during the year ending 31st March 2016)
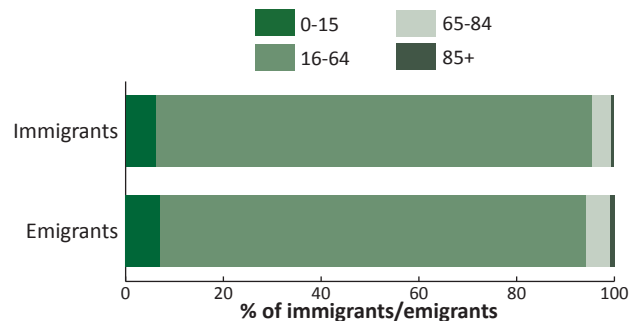
Table 2.3.1: Immigration by age and gender (during the year ending 31st March 2016)

			% of immigrants
	Female	**Male**	**Total**
0-15	3.3	2.9	6.1
16-64	41.3	48.0	89.3
65-84	1.9	2.0	3.9
85+	0.5	0.2	0.6
Total	47.0	53.0	100.0

Table 2.3.2: Emigration by age and gender (during the year ending 31st March 2016)

			% of emigrants
	Female	**Male**	**Total**
0-15	3.5	3.5	7.0
16-64	40.9	46.1	87.1
65-84	2.3	2.6	5.0
85+	0.7	0.2	0.9
Total	47.5	52.5	100.0

Table 2.3.3: Migration by length of stay (during the year ending 31st March 2016)

	% of immigrants	% of emigrants
New to the island	58.9	-
Less than 1 year	8.8	32.0
1 to less than 5 years	11.2	29.3
5 to less than 10 years	5.4	11.9
10 to less than 15 years	2.8	5.2
15 to less than 20 years	3.8	4.5
Over 20 years	9.0	17.1

Figure 2.3.2: Migration by length of stay (during the year ending 31st March 2016)
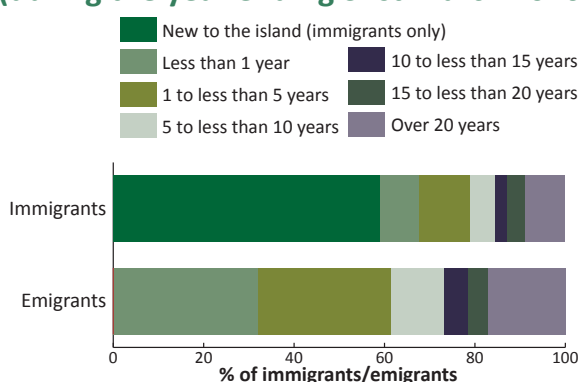
Table 2.3.4: Migration by country of birth (during the year ending 31st March 2016)

	% of immigrants	% of emigrants
Guernsey	10.1	15.2
Other Crown Dependencies	0.5	0.4
United Kingdom and Republic of Ireland	26.2	26.9
Portugal	7.7	6.4
Latvia	12.3	13.2
Other Europe	18.2	17.2
Rest of World	10.7	8.6
Place of birth unknown	14.3	12.1

Figure 2.3.3: Migration by country of birth (during the year ending 31st March 2016)
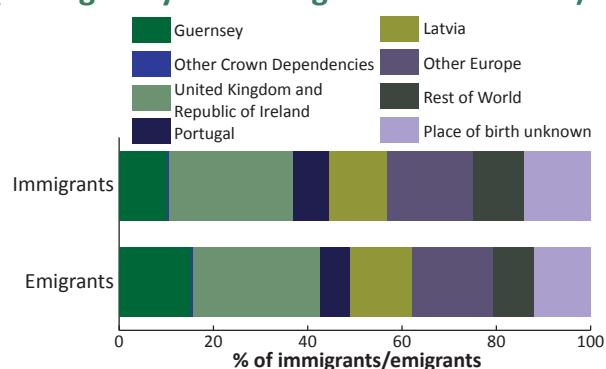
The length of time a person has been resident on the island for can be calculated using the Rolling Electronic Census system. **Table 2.3.3** and **Figure 2.3.2** show immigrants to and emigrants from the island broken down by their length of stay on the island, as at the start of the quarter during which they left (emigrated) or as at the end of the quarter during which they arrived (immigrated).

The length of stay could be from one continuous stay or more than one separate stay. These figures should be viewed as minimum lengths of stay, since historic information is available from 1992 onwards only (so any stays prior to 1992 would not be included).

The majority (58.9%) of immigrants who arrived during the year ending March 2016 were new to the island. 9.0% had previously been on the island for more than twenty years.

32.0% of the emigrants had been in Guernsey for less than one year. 17.1% of people emigrating had spent twenty years or more in Guernsey prior to leaving during the year ending March 2016.

There is 74% coverage for place of birth information, which is sourced from the Housing, Health & Social Services and Environment Departments. The coverage of this information is evenly distributed across the population, so the percentages presented here are considered reliable for the whole population. (See **Page 11** for more information about country of birth.)

Table 2.3.4 and **Figure 2.3.3** show information about the country of birth for people who have either immigrated to Guernsey or emigrated from the island.

The highest percentage of both immigrants and emigrants were born in the United Kingdom or Republic of Ireland (26.2% and 26.9% respectively).

3.1 Gender trends

Population headcount by gender has been calculated by the Social Security Department since March 2006. It is calculated using the Rolling Electronic system for March 2014 onwards.

The female population has consistently been higher than the male population since 2008, ranging between 50.9% to 50.4% of the total population. In March 2016, females constituted 50.4% of the population and males constituted 49.6%.

As shown in **Table 3.1.1** and **Figure 3.1.1**, the male and female populations have both increased in the eight years since 2008. During that time, the male population grew by more than the female population, with increases of 704 (2.3%) and 293 (0.9%) respectively. In the year ending March 2016, the male population increased by 143 (0.5%), whilst the female population increased by 95 (0.3%).

There are typically more baby boys born than girls, but the average life-span for females is longer than for males. These effects, combined with population changes due to migration, all impact on the gender make-up of the population.

Comparing the median age of the male and female populations gives an indication of the differences in the two demographic profiles. In March 2016, the median age (i.e. the age of the person in the middle if everyone was to be ranked in age order) was 42 for males and 43 for females (showing an increase of 1 year for males and no change for females since March 2014).

More information on the age profiles of the male and female populations is provided on **Page 9**.

Table 3.1.1: Total population by gender (at 31st March)

	Females	Males	Annual % change in female population	Annual % change in male population
2008	31,321	30,405	0.5	1.3
2009	31,497	30,777	0.6	1.2
2010	31,736	30,695	0.8	-0.3
2011	31,890	31,025	0.5	1.1
2012	31,938	30,966	0.2	0.4
2013	31,651	31,081	-0.9	-0.2
2014	31,598	30,892	-0.2	-0.6
2015	31,519	30,966	-0.3	0.2
2016	31,614	31,109	0.3	0.5

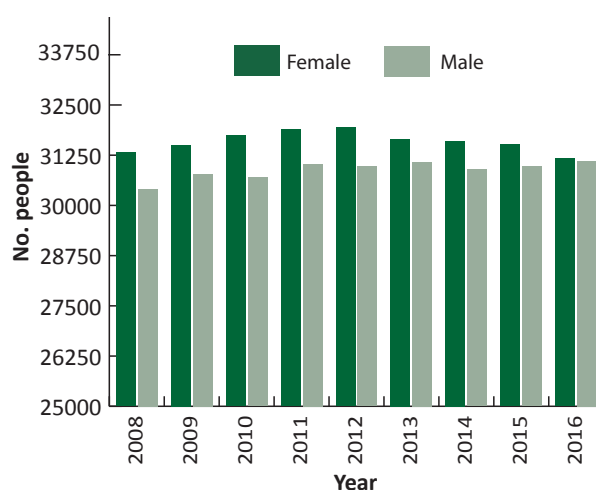**Figure 3.1.1: Total population by gender (at 31st March)**

Figure 3.1.2: Total population change by gender (over years ending 31st March)
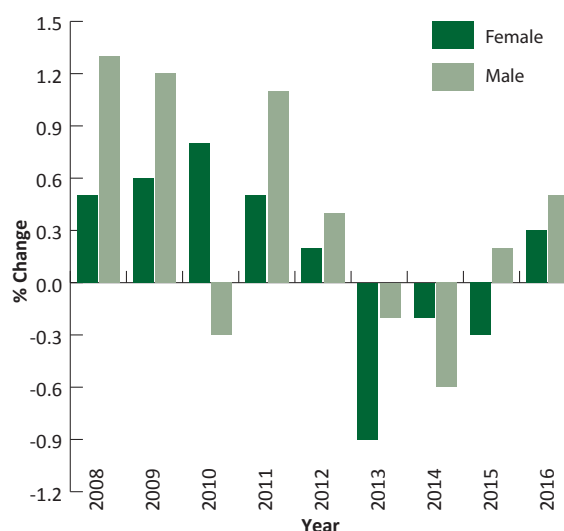
4.1 Age group trends

Figure 4.1.1 Annual percentage change in total population by age group
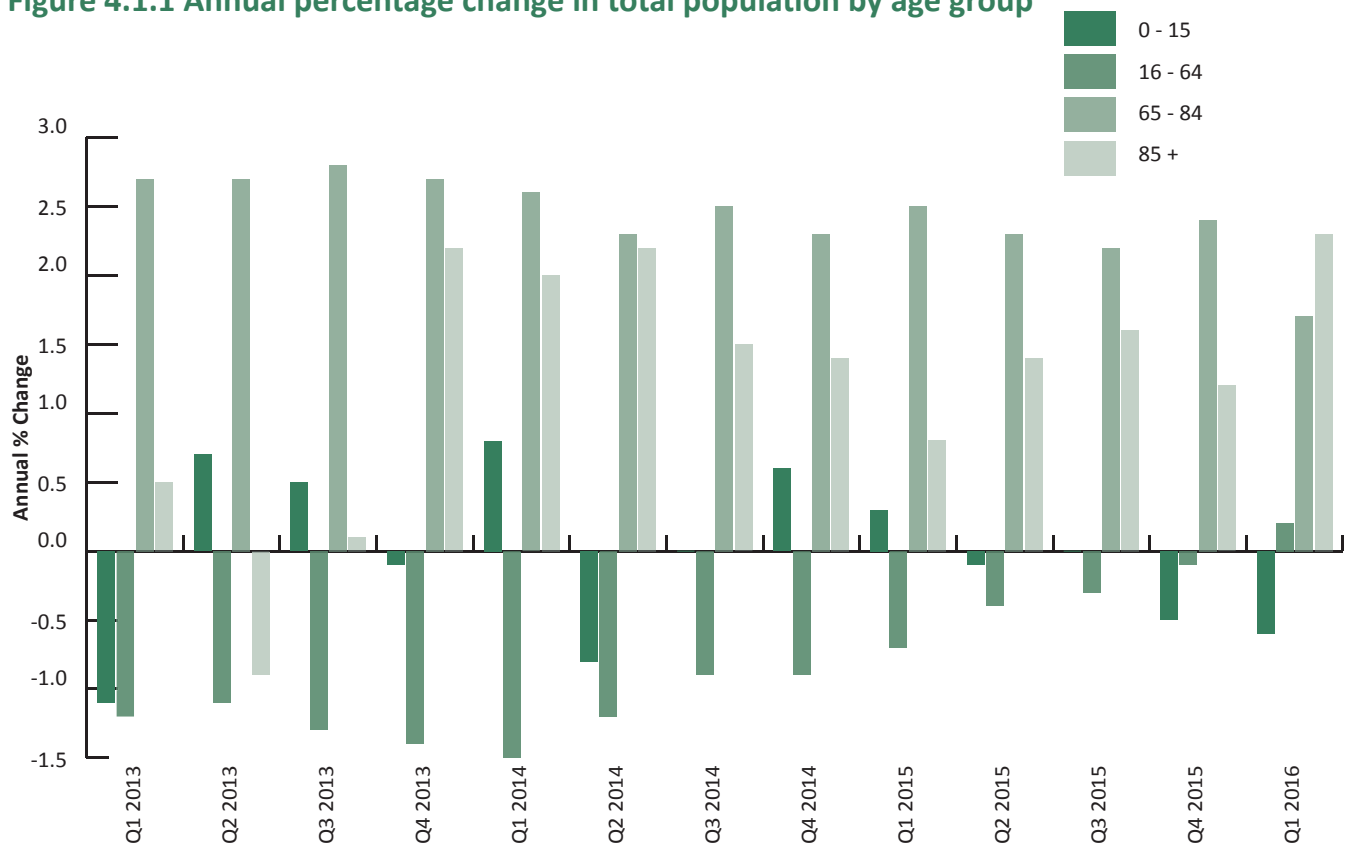
Table 4.1.1 Annual population changes

	0 - 15	Annual % change	16 - 64	Annual % change	65 - 84	Annual % change	85 +	Annual % change
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	40,856	-1.5	9,844	2.6	1,611	2.0
Q2 2014	10,172	-0.8	41,056	-1.2	9,940	2.3	1,613	2.2
Q3 2014	10,192	0.0	40,881	-0.9	10,015	2.5	1,624	1.5
Q4 2014	10,216	0.6	40,442	-0.9	10,027	2.3	1,634	1.4
Q1 2015	10,213	0.3	40,554	-0.7	10,094	2.5	1,624	0.8
Q2 2015	10,160	-0.1	40,879	-0.4	10,169	2.3	1,635	1.4
Q3 2015	10,189	0.0	40,773	-0.3	10,240	2.2	1,650	1.6
Q4 2015	10,161	-0.5	40,414	0.0	10,268	2.4	1,654	1.2
Q1 2016	10,155	-0.6	40,638	0.2	10,268	1.7	1,662	2.3

Dependency ratios are used to indicate the proportion of a population which is potentially economically dependent i.e. those who are eligible for retirement (over 65 years of age) and those who are still in compulsory full-time education (children aged 15 years and under).

The ratios (see **Table 4.2.1**) are calculated by dividing the number of individuals in the dependent age categories by the number of people in the working age category.

Trends in dependency ratios over time (and projected into the future) are used to assess, for example, the social insurance contribution rates required from the economically active in order to support the economically dependent.

In 2016, the overall dependency ratio was 0.54, which means that for every 100 people of working age (between the ages of 16 and 64) there were 54 people of dependent age, which is the same as 2015, one more than in 2014 and three more than in 2013.

Prior to 2012, the ratio had remained at 0.48 for the four years from 2008 to 2011. However, as more and more of the "baby boom" generation (babies born after the second World War until the 1960s) move from the working age category into the retirement age category, this proportion can be seen to increase.

A more detailed picture of the baby boom and its impact on the island's demographic profile can be seen **overleaf**. Projections for the dependency ratio, including the effects of increasing the retirement age, are provided on **pages 39-41** .

Table 4.2.1: Dependency ratio (at 31st March)

	Dependency ratio
2010	0.48
2011	0.48
2012	0.50
2013	0.51
2014	0.53
2015	0.54
2016	0.54

Figure 4.2.1: Dependency ratio (at 31st March 2010)
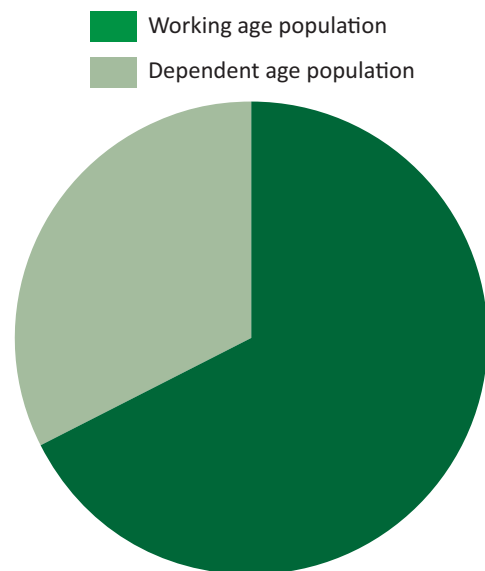
Figure 4.2.2: Dependency ratio (at 31st March 2016)

Figure 4.3.1: Age and gender distribution (at 31st March)

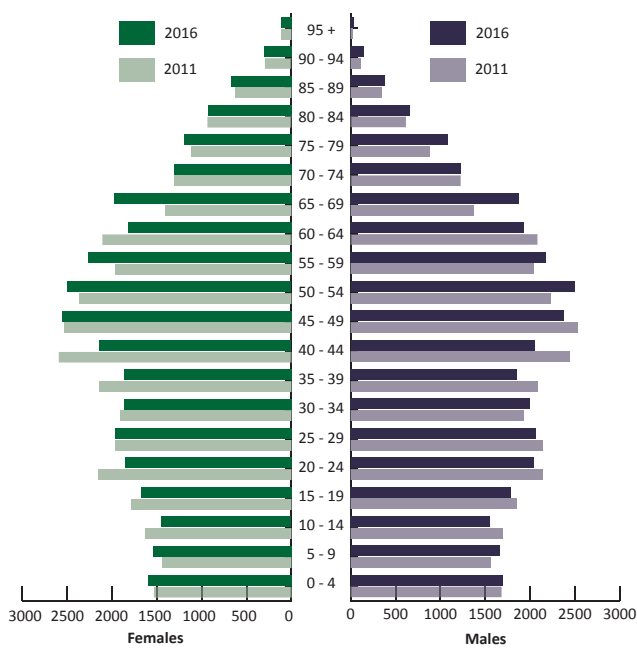Age and gender distribution pyramids can be used to track changes in the population demographic over time. **Figure 4.3.1** provides a comparison of the distribution in 2011 compared with five years later, in 2016.

Changes in the overall population demographic tend to develop over relatively long periods of time. The pyramid shows the effects of the "baby boom" (after the second World War until the 1960s), with the bulge moving up out of the 35 to 64 age groups and into the 40 to 69 groups. This bulge will move progressively further up the pyramid as the baby boom generation gets older.

The decline in the 35 to 44 age groups and the growth in the 65 to 69 are quite pronounced in **Figure 4.3.1**.

Table 4.3.1: Age and gender distribution (at 31st March)

	2011			2016		
	Female	**Male**	**Total**	**Female**	**Male**	**Total**
0 - 4	1,532	1,682	3,214	1,601	1,694	3,295
5 - 9	1,437	1,562	2,999	1,546	1,661	3,207
10 - 14	1,627	1,695	3,322	1,449	1,555	3,004
15 - 19	1,783	1,850	3,633	1,675	1,790	3,465
20 - 24	2,150	2,147	4,297	1,852	2,039	3,891
25 - 29	1,964	2,136	4,100	1,964	2,067	4,031
30 - 34	1,911	1,932	3,843	1,869	1,998	3,867
35 - 39	2,136	2,091	4,227	1,862	1,857	3,719
40 - 44	2,593	2,442	5,035	2,138	2,050	4,188
45 - 49	2,532	2,537	5,069	2,557	2,381	4,938
50 - 54	2,360	2,236	4,596	2,496	2,494	4,990
55 - 59	1,961	2,044	4,005	2,269	2,175	4,444
60 - 64	2,107	2,082	4,189	1,825	1,929	3,754
65 - 69	1,401	1,375	2,776	1,980	1,878	3,858
70 - 74	1,309	1,226	2,535	1,308	1,232	2,540
75 - 79	1,121	887	2,008	1,199	1,079	2,278
80 - 84	936	616	1,552	930	662	1,592
85 - 89	627	348	975	669	384	1,053
90 - 94	295	117	412	309	147	456
95 +	108	20	128	116	37	153
Total	31,890	31,025	62,915	31,614	31,109	62,723

In March 2016, the male population was higher than the female population in all age categories up to the age of 35 as a result of there typically being slightly more baby boys born than girls (see **Table 4.3.1**). In almost all subsequent age categories the female population is higher than the male, due to the average life-span being longer for females than males.

A table of the population by individual age year is available in a spreadsheet format from **www.gov.gg/population**.

The length of time a person has been resident on the island can be calculated using the Rolling Electronic Census system. The length of stay could be from one continuous stay or more than one separate stay. These figures should be viewed as minimum lengths of stay, since historic information is available from 1992 onwards only (so any stays prior to 1992 would not be included).

It can be seen in **Figure 5.1.1** and **Table 5.1.1** that over half (58.9%) of the population has been resident for over twenty years.

The maximum length of time a person can have been resident for is restricted by their age. However, persons in age categories of 20 upwards could achieve a 20-year stay. Of these categories, the 35 to 39 years of age category contains the lowest proportion of people that have been resident for over 20 years, at 55.3%.

A person's length of stay may also be influenced by their housing document type. Information on length of stay by housing document type is provided in **Section 5.3**.

Table 5.1.1: Length of stay by age (at 31st March 2016)

	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years	Total
0 - 4	745	2,548	2	0	0	0	3,295
5 - 9	55	227	2,923	2	0	0	3,207
10 - 14	36	136	233	2,598	1	0	3,004
15 - 19	104	145	157	177	2,882	0	3,465
20 - 24	312	389	140	139	82	2,829	3,891
25 - 29	340	605	337	86	60	2,603	4,031
30 - 34	229	510	413	250	151	2,314	3,867
35 - 39	147	366	385	368	328	2,125	3,719
40 - 44	132	320	379	393	445	2,519	4,188
45 - 49	106	291	387	375	429	3,350	4,938
50 - 54	116	225	282	351	365	3,651	4,990
55 - 59	69	184	216	218	290	3,467	4,444
60 - 64	36	78	108	158	177	3,197	3,754
65 - 69	11	52	72	95	166	3,462	3,858
70 - 74	7	32	49	61	124	2,267	2,540
75 - 79	8	22	25	42	76	2,105	2,278
80 - 84	2	13	19	16	44	1,498	1,592
85 - 89	1	12	14	17	22	987	1,053
90 - 94	1	5	2	4	10	434	456
95 +	0	1	2	0	4	146	153
Total	2,457	6,161	6,145	5,350	5,656	36,954	62,723

Figure 5.1.1:Length of stay by age as a percentage of population by age group (at 31st March 2016)
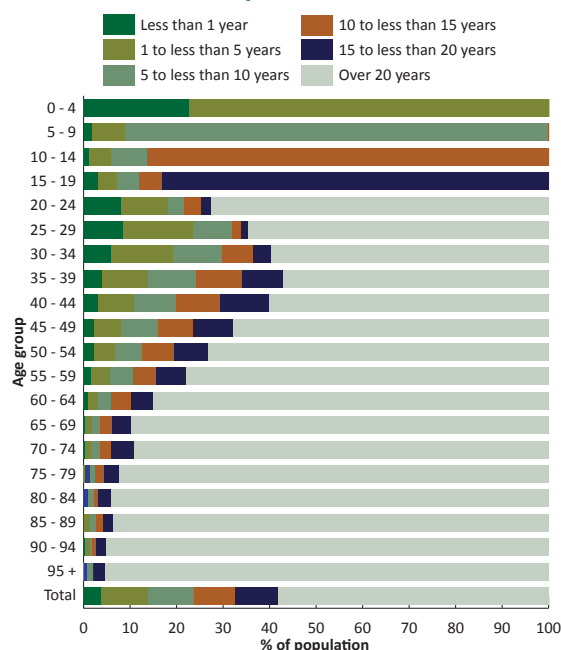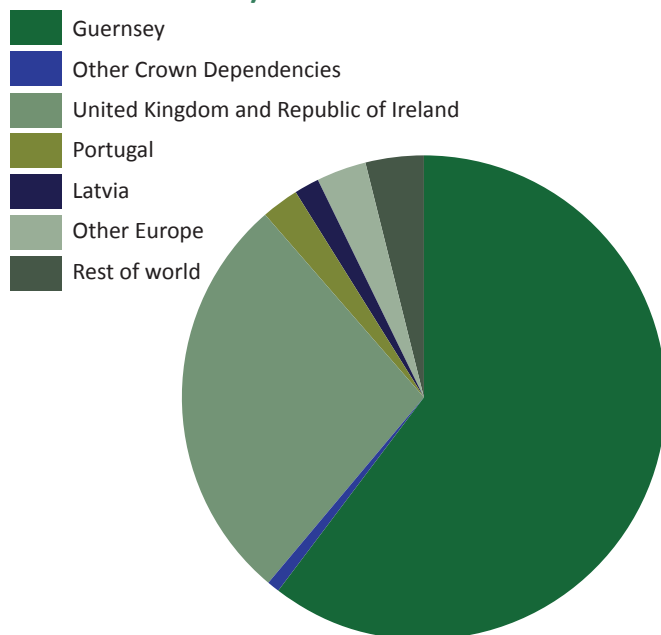
Table 5.2.1: Country of birth (at 31st March 2016)

	No. people	% of total population	% of people with known country of birth
Guernsey	32,540	51.9	60.4
Other Crown Dependencies	426	0.7	0.8
United Kingdom and Republic of Ireland	14,865	23.7	27.6
Portugal	1,294	2.1	2.4
Latvia	981	1.6	1.8
Other Europe	1,766	2.8	3.3
Rest of world	1,981	3.2	3.7
Place of birth unknown	8,870	14.1	-
Total	62,723	100	100

Figure 5.2.1: Country of birth as a percentage of people with known country of birth (at 31st March 2016)

- Guernsey
- Other Crown Dependencies
- United Kingdom and Republic of Ireland
- Portugal
- Latvia
- Other Europe
- Rest of world

There is 85% coverage for place of birth information, which is sourced from the Housing, Health & Social Services and Environment Departments. This is an increase of three percentage points since the last report due to enhancements made to the Rolling Electronic Census system. The coverage of this information is evenly distributed across the population, so the figures presented as percentages of people with known country of birth (rather than percentages of the total population) presented in **Table 5.2.1** and **Figure 5.2.1** are considered reliable for the whole population.

The largest proportion of the population at March 2016 was Guernsey born (60.4%). The next highest proportion was born in the United Kingdom or the Republic of Ireland (27.6%). The countries and groups of countries shown in **Tables 5.2.1** and **5.2.2** and **Figure 5.2.1** are those which make up the highest proportions of the population, except the "Other Crown Dependencies" group, which is included for comparability with the 2001 Census results. Direct comparisons are not made with previous census results in this Report, due to the different methodologies used, but figures are broadly comparable.

A table of the population by the full list of countries of birth is available in a spreadsheet format from **www.gov.gg/population**.

Table 5.2.2: Length of stay by country of birth (at 31st March 2016)

	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years	Total
Guernsey	26	120	1,872	2,326	3,372	24,824	32,540
Other crown dependencies	12	27	26	24	33	304	426
United Kingdom and Republic of Ireland	576	1,492	1,490	1,541	1,544	8,222	14,865
Portugal	146	296	219	155	169	309	1,294
Latvia	116	278	329	220	31	7	981
Other Europe	352	497	281	130	101	405	1,766
Rest of world	249	439	390	278	162	463	1,981
Place of birth unknown	980	3,012	1,538	676	244	2,420	8,870
Total	2,457	6,161	6,145	5,350	5,656	36,954	62,723

5.3 Housing licence type

At present, the principal means of managing population in Guernsey is through the administration of the Housing (Control of Occupation) (Guernsey) Law, 1994.

The Housing Department issues two main types of housing licences: (i) employment-related licences linked to a specific post of employment and (ii) non employment-related licences based on the length and strength of a person's connections with the island.

All licences contain conditions relating to the local market accommodation that the licence holder may occupy and the duration of the licence.

As shown in **Table 5.3.1**, 11.9% of the population resident on 31st March 2016 had an employment or non-employment related housing licence (including open market). The remaining portion had a housing control document showing that they were a qualified resident or were family member of a qualified resident or had no housing control document. People may legitimately be resident and have no housing control document if for example they have been resident since before 1994, when the Housing Law was enacted, and have not changed employer since then or if they have not worked since 1994 and so have not needed to prove their "right to work" to an employer via a housing document.

For more information on housing licences, please see **www.gov.gg/rightoworkandhousinglicences**.

Table 5.3.1: Housing licence type (at 31st March 2016)

	No. people	% of total population
Essential employment-related licence holder or their family	2,496	4.0
Living in States of Guernsey staff accommodation	215	0.3
Short-term employment-related housing licence holder	844	1.3
Temporary right to work document holder	117	0.2
Open Market owner, employee or tenant or their family	2,832	4.5
Non-employment related licence holder or their family	973	1.6
Qualified resident or their family	38,044	60.7
No Housing Control document	17,202	27.4
Total	62,723	100.0

Figure 5.3.1: Housing licence type (at 31st March 2016)

Employment-related housing licence or temporary right to work document holder

Open Market owner, employee or tenant or their family

Non-employment related licence holder or their family

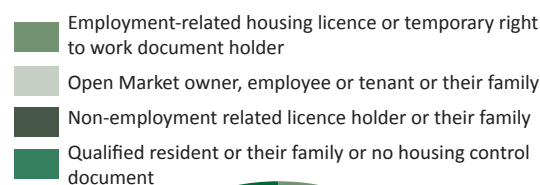Qualified resident or their family or no housing control document

Table 5.3.2: Length of stay by housing licence type (at 31st March 2016)

	Less than 1 year	1 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 to less than 20 years	Over 20 years	Total
Employment-related housing licence or temporary right to work document holder	958	1,336	782	466	83	47	3,672
Open Market owner, employee or tenant or their family	265	729	771	478	326	263	2,832
Non-employment related licence holder or their family	9	64	136	249	239	276	973
Qualified resident or their family or no housing control document	1,225	4,032	4,456	4,157	5,008	36,368	55,246
Total	2,457	6,161	6,145	5,350	5,656	36,954	62,723

6.1 Population by parish

Table 6.1.1: Population and population density by parish (at 31st March 2016)

	No. people	% of total population	Population density (people per square kilometre)
Castel	8,739	13.9	857
Forest	1,578	2.5	385
St. Andrew	2,348	3.7	522
St. Martin	6,581	10.5	902
St. Peter Port	18,798	30.0	2,937
St. Pierre Du Bois	2,099	3.3	339
St. Sampson	8,948	14.3	1,420
St. Saviour	2,749	4.4	430
Torteval	1,013	1.6	327
Vale	9,524	15.2	1,070
Herm and Jethou	96	0.2	61
Address unknown	250	0.4	-
Total	62,723	100.0	-

Figure 6.1.1: Population density map (at 31st March 2016)
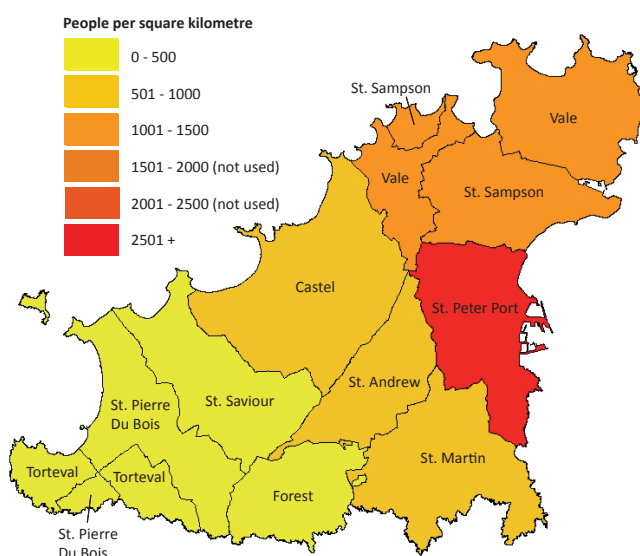
The spatial population analysis presented over **pages 13 to 15** is based on people's residential addresses, sourced from all of the Departments linked into the Rolling Electronic Census system. There is an automated process to determine which address is the most up-to-date and reliable one to use for each person. The coverage has been increased from 99.5% in March 2015 to 99.6% in March 2016 due to enhancements to the Rolling Electronic Census system. The 0.4% of the population for which the address was unknown includes those for whom only a business address was held or an address with insufficient detail to determine a specific location on the island.

As shown in **Table 6.1.1**, St. Peter Port has the highest population and the highest population density at 18,798 people (30.0% of the population) and 2,937 people per square kilometre. The population density of St. Peter Port is more than double that of St. Sampson, which has the next highest density.

The parish with the lowest population is Torteval. Torteval is also the smallest parish by area and has the lowest population density at 327 people per square kilometre, over eight times fewer than St. Peter Port.

Population densities are mapped in **Figure 6.1.1**.

Population by parish area is available in a map format on request. Population by other spatial areas may also be available. All requests should be submitted via **www.gov.gg/population**.

Table 6.1.2: Percentage of population by age group and parish (at 31st March 2016)

	Castel	Forest	St. Andrew	St. Martin	St. Peter Port	St. Pierre Du Bois	St. Sampson	St. Saviour	Torteval	Vale	Herm and Jethou
0 - 15	17.4	15.1	17.8	18.2	15.5	14.5	15.3	17.5	15.6	16.1	16.7
16 - 64	62.2	63.4	63.9	63.7	72.6	64.3	67.3	62.9	62.3	66.5	83.3
65 - 84	16.4	18.6	15.4	14.9	10.0	18.5	15.0	16.3	18.9	15.2	0.0
85 +	4.0	2.8	2.8	3.3	1.9	2.7	2.5	3.3	3.3	2.3	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

NB - Categories may not sum to overall total due to rounding

The island's voting districts are broadly aligned with the parish boundaries, as shown in **Figure 6.2.1**. The parishes of St. Andrew and St. Martin are combined to form the South East voting district and the parishes of Forest, St. Pierre Du Bois, St. Saviour and Torteval are combined to form the West. St Peter Port is split into two voting districts, St. Peter Port North and South.

Table 6.2.1 shows the total population by voting district and also estimates of the size of the population that is eligible to vote. Voting eligibility is based on meeting the following criteria: aged 16 or over (although people may register on the Electoral Roll from the age of 15), having been resident in Guernsey for two years continuously or two years in total during the preceding five years, ordinarily resident in Guernsey and not subject to a legal disability. The estimates presented in **Table 6.2.1** show people aged 16 or over on 31st March 2016, who were ordinarily resident and had been resident in Guernsey for two years continuously or in total.

It can be seen that St. Peter Port North contains the highest portion of the population (10,423 people or 16.6%) and the highest number of people that are eligible to vote (7,937).

In St Peter Port South less than half (48.6%) of the people eligible to vote are on the electoral roll, the lowest proportion of all voting districts. The West has the highest proportion, with 68.5% of the eligible population enrolling to vote.

Table 6.2.1: Population by parish voting district (at 31st March 2016)

	No. people	% of total population	No. people eligible to vote (estimate)	% of total eligible population (estimate)	% of total eligible on electoral roll (estimate)
Castel	8,710	13.9	6,915	13.9	63.1
South East	8,929	14.2	6,912	13.9	63.6
St Peter Port North	10,423	16.6	7,937	16.0	49.0
St Peter Port South	8,457	13.5	6,459	13.0	48.6
St Sampson	8,963	14.3	7,400	14.9	59.1
Vale	9,552	15.2	7,827	15.8	63.7
West	7,439	11.9	6,019	12.1	68.5
Address unknown	250	0.4	102	0.2	3.9
Total	62,723	100.0	49,571	100.0	-

## Figure 6.2.1: Voting districts map
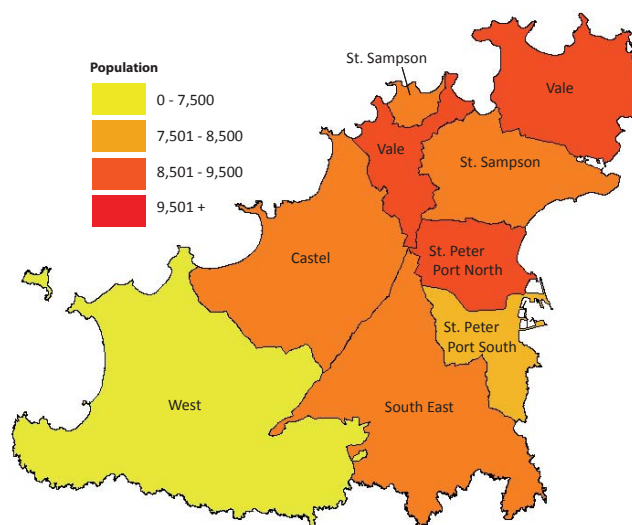
6.3 Pre-school and school age population by school catchment area

Table 6.3.1: Population by primary school catchment area and age (at 31st March 2016)

	0	1	2	3	4	5	6	7	8	9	10	11
Amherst Primary	103	114	97	97	85	74	78	86	69	74	52	66
Castel Primary	51	56	54	62	74	63	65	72	61	62	55	55
Forest Primary	7	14	17	12	22	26	22	24	19	22	19	22
Hautes Capelles Primary	51	55	72	65	66	58	61	70	68	63	57	73
La Houguette Primary	52	49	50	59	71	49	64	61	54	79	66	68
La Mare de Carteret Primary	49	66	50	58	70	59	72	71	62	66	62	64
St Martins Primary	102	68	82	81	92	83	85	89	79	95	103	94
Vale Infant & Junior	107	95	104	98	97	95	112	97	123	93	89	85
Vauvert Primary	134	128	119	123	110	111	101	85	85	97	99	56
Address Unknown	5	1	0	1	0	0	1	2	0	0	0	1
Total	661	646	645	656	687	618	661	657	620	651	602	584

Figure 6.3.1: School catchment area map

High school catchment areas (overlayed)
- St Sampsons
- Les Beaucamps
- La Mare de Carteret
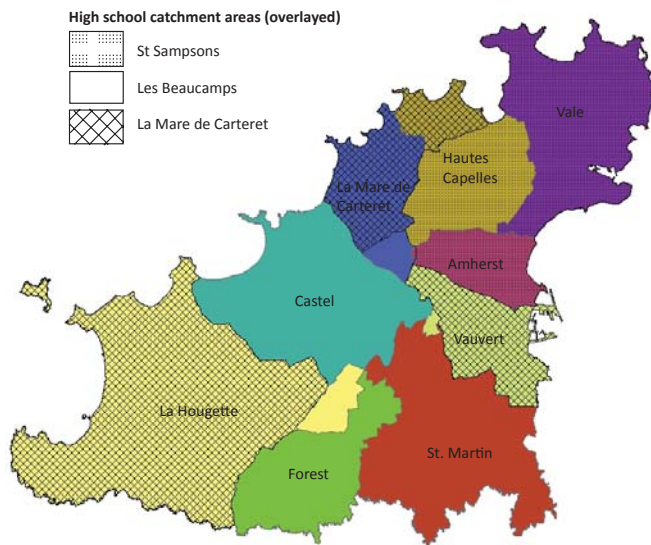
See www.education.gg/catchmentareas for catchment area maps in more detail.

This page shows which school catchment area people of pre-school and compulsory school age lived in on 31st March 2016.

It should be noted that a person's school year is determined by their age on 1st September rather than 31st March. It should also be noted that there are three private independent primary schools and three grant-aided Colleges (for 11 to 18 year olds) along with special schools Le Rondin and Le Murier and the Grammar School & Sixth Form Centre, which all admit children living in any catchment area. There are also two 'voluntary' Catholic primary schools which admit children from an island-wide catchment. Certain criteria will apply for entry to all of these schools.

As shown in **Table 6.3.1** and **6.3.2**, the number of people of a particular age can vary by around 130 (22% of the total). The number of people of a particular age within a particular catchment can vary by a greater proportion.

Table 6.3.2: Population by high school catchment area and age (at 31st March 2016)

	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
Les Beaucamps High School	173	150	163	175	204	182	185	195	171	190	192	180	181	151	170	208	183
Mare de Carteret High School	233	240	228	235	250	222	245	215	210	249	223	194	225	202	217	235	255
St Sampsons High School	250	255	254	246	233	214	230	245	239	212	187	209	240	216	216	206	256
Address Unknown	5	1	0	0	0	0	1	2	0	0	0	1	0	0	0	0	2
Total	661	646	645	656	687	618	661	657	620	651	602	584	646	569	603	649	696

Details relating to the specific property a person lives in (e.g. the housing market and tenure), are also based on the person's residential address. The number of unknown addresses is higher at this level of detail (and over the next pages), since the specific apartment or flat number or name is needed (compared to the earlier sections, where the building name is sufficient to identify the area in which a person lives).

It should be noted that as a result of this, the number of people in apartment blocks or similar accommodation are more likely to be classified as "address unknown". This may result in the numbers of people reported to be living in Open Market Part B and D in particular, which includes hotels, lodging houses and shared staff accommodation, being under-stated.

The island's housing stock is split into two categories: Open Market and Local Market and the Housing Control Law governs which units are Open Market. Open Market housing is divided into four parts (A, B, C and D), which relate to the use type (see **www. gov.gg/openmarket** for more information).

As shown in **Table 7.1.1** and **Figure 7.1.1**, 90.9% of the population lived in Local Market property units at the end of March 2016.

8.1% of the population lived in Open Market property units. The majority of that portion (82.5%) lived in Open Market part A units (see **Figure 7.1.2**).

More information on the island's housing stock is available via **www.gov.gg/property**.

Table 7.1.1: Population by Housing Market (at 31st March 2016)

	No. people	% of total population
Local Market	57,009	90.9
Open Market part A	4,208	6.7
Open Market part B	384	0.6
Open Market part C	207	0.3
Open Market part D	299	0.5
Address unknown	616	1.0
Total	62,723	100.0

Figure 7.1.1: Population by Housing Market (at 31st March 2016)

- People living in Local Market
- People living in Open Market
- People with unknown address
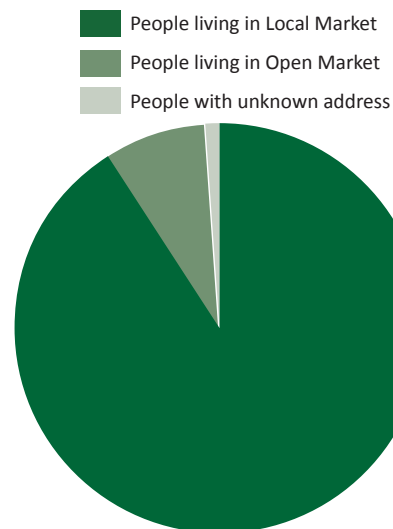
Figure 7.1.2: Population by Open Market part (at 31st March 2016)

- People living in Open Market part A
- People living in Open Market part B
- People living in Open Market part C
- People living in Open Market part D
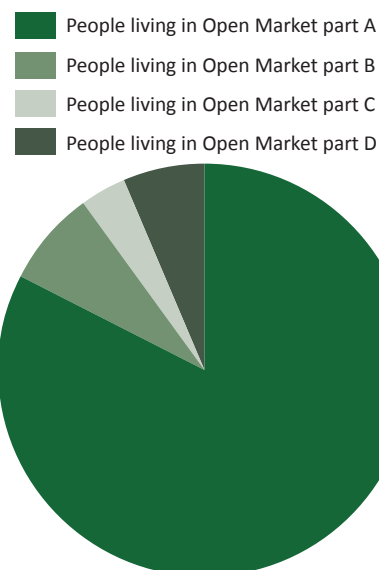
Table 7.2.1: Population by housing tenure (at 31st March 2016)

	No. people	% of total population
Owner occupied	40,494	64.6
Rented	13,123	20.9
Affordable	5,992	9.6
Supported	244	0.4
Other	2,254	3.6
Address unknown	616	1.0
Total	62,723	100.0

Figure 7.2.1: Population by housing tenure (at 31st March 2016)

- People living in owner occupied housing units
- People living in rented housing units
- People living in affordable housing units
- People living in supported housing units
- People living in other housing units
- People with unknown address
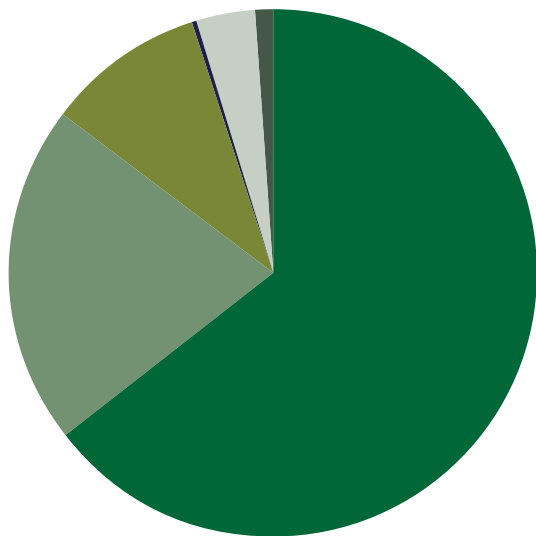
The housing tenure categories presented here reflect those used in the **Annual Housing Stock Bulletin**, which is available from **www.gov.gg/property**. In this Report, the "Other" tenure category includes: hotels, hospitals, residential care homes and the prison (in addition to the types of tenure included in this category in the Bulletin, which are predominantly staff and self-catering). The **Annual Housing Stock Bulletin** reports strictly domestic housing units, but includes vacant units, which do not feature here.

Table 7.2.1 and **Figure 7.2.1** include both Local and Open Market residents. It can be seen that 64.6% of the population lived in owner occupied accommodation at the end of March 2016 compared with 20.9% in private rental accommodation.

At the end of March 2016, 9.6% of the population lived in affordable housing, which includes social rented and partially owned units. 0.4% of the population lived in supported housing units, which includes sheltered and extra care accommodation.

As highlighted by **Figures 7.3.1** and **7.3.2**, the tenure profile of Open Market housing units is quite different to that of Local Market units. All the affordable and supported housing units are in the Local Market, so people living in Open Market units cannot have these tenure types. 10.9% of the people living in Local Market units lived in units with affordable or supported tenure types.

Table 7.3.1 shows that 66.8% of the population living in the Local Market were living in owner occupied units at the end of March 2016, compared with 47.1% in the Open Market. This formed the highest proportion for both Markets.

The next highest proportion was the rented tenure, for both Markets.

19.3% of people living in Open Market units had other tenure types, which included people living in Open Market hotels and residential care homes. A lower proportion of those living in Local Market units had other tenure types. In the Local Market, this category included the hospitals and the prison as well as self-catering and staff accommodation.

Table 7.3.1: Population by housing tenure (at 31st March 2016)

	% of people in Local Market	% of people in Open Market
Owner occupied	66.8	47.1
Rented	20.0	33.6
Affordable	10.5	0.0
Supported	0.4	0.0
Other	2.2	19.3
Total	100.0	100.0

Figure 7.3.1: Housing tenure of people living in Local Market (at 31st March 2016)

People living in owner occupied housing units
People living in rented housing units
People living in affordable housing units
People living in supported housing units
People living in other housing units
People with unknown address

Figure 7.3.2: Housing tenure of people living in Open Market (at 31st March 2016)

People living in owner occupied housing units
People living in rented housing units
People living in affordable housing units
People living in supported housing units
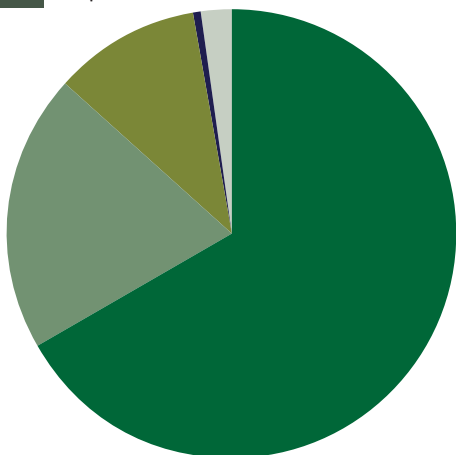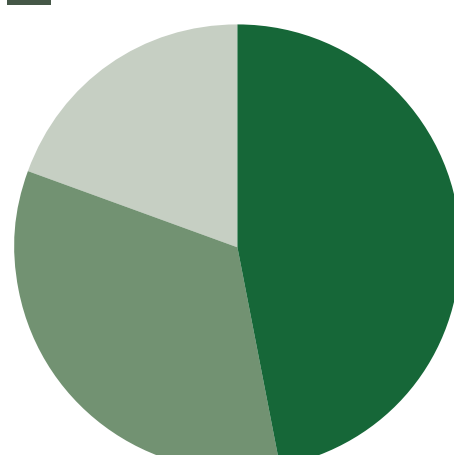People living in other housing units
People with unknown address

Table 8.1.1 Percentage of population in employment or full-time education

	% of total population in employment or education
Q1 2015	60.9
Q2 2015	63.5
Q3 2015	61.4
Q4 2015	61.7
Q1 2016	62.0
Q2 2016	61.6
Q3 2016	62.0

Table 8.1.2 Percentage of population in employment or full-time education by age at 30th September 2016

	Female	Male	Total
14 and under	52.3	54.1	53.3
15 to 19	82.3	83.5	82.9
20 to 24	83.6	85.6	84.6
25 to 29	80.7	87.2	84.1
30 to 34	79.6	88.3	84.1
35 to 39	77.8	89.0	83.5
40 to 44	76.0	90.5	83.1
45 to 49	77.7	89.7	83.5
50 to 54	74.0	86.7	80.3
55 to 59	67.9	83.8	75.7
60 to 64	49.0	69.5	59.5
65 to 69	13.3	16.1	14.7
70 to 74	3.8	4.9	4.3
75 to 79	1.2	2.0	1.6
80 to 84	0.2	0.4	0.3
85 and over	0.1	0.2	0.1
Total	57.2	66.9	62.0

At 30th September 2016, 62.0% of the population were in full-time education or in employment, compared to 61.4% a year earlier.

Self-employment figures have been restated in this report, since it was uncovered that some data used to categorise people as self-employed was unreliable. As such, people are only categorised as self-employed if they are classified by Social Security as being liable for Class 2 (self-employed) contributions. It should be noted that a person's contribution class is changed to non-employed by Social Security on or near their 65th birthday, to reflect their new contribution liability, regardless of whether they continue to be self-employed in practice.

The figures for employed people differ to those previously published in the Labour Market Bulletin due to data being extracted later and therefore being more complete. Also, unlike for the self-employed (and versions of this data published in the Labour Market Bulletin), categorisation of employees is based on whether they were paid by an employer in the snapshot week, regardless of age.

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 classed as self-employed by Social Security 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 and earnings is available up to the end of September 2016 (see onwards).

Figure 8.1.1 Population by economic status and age (at 30th September 2016)
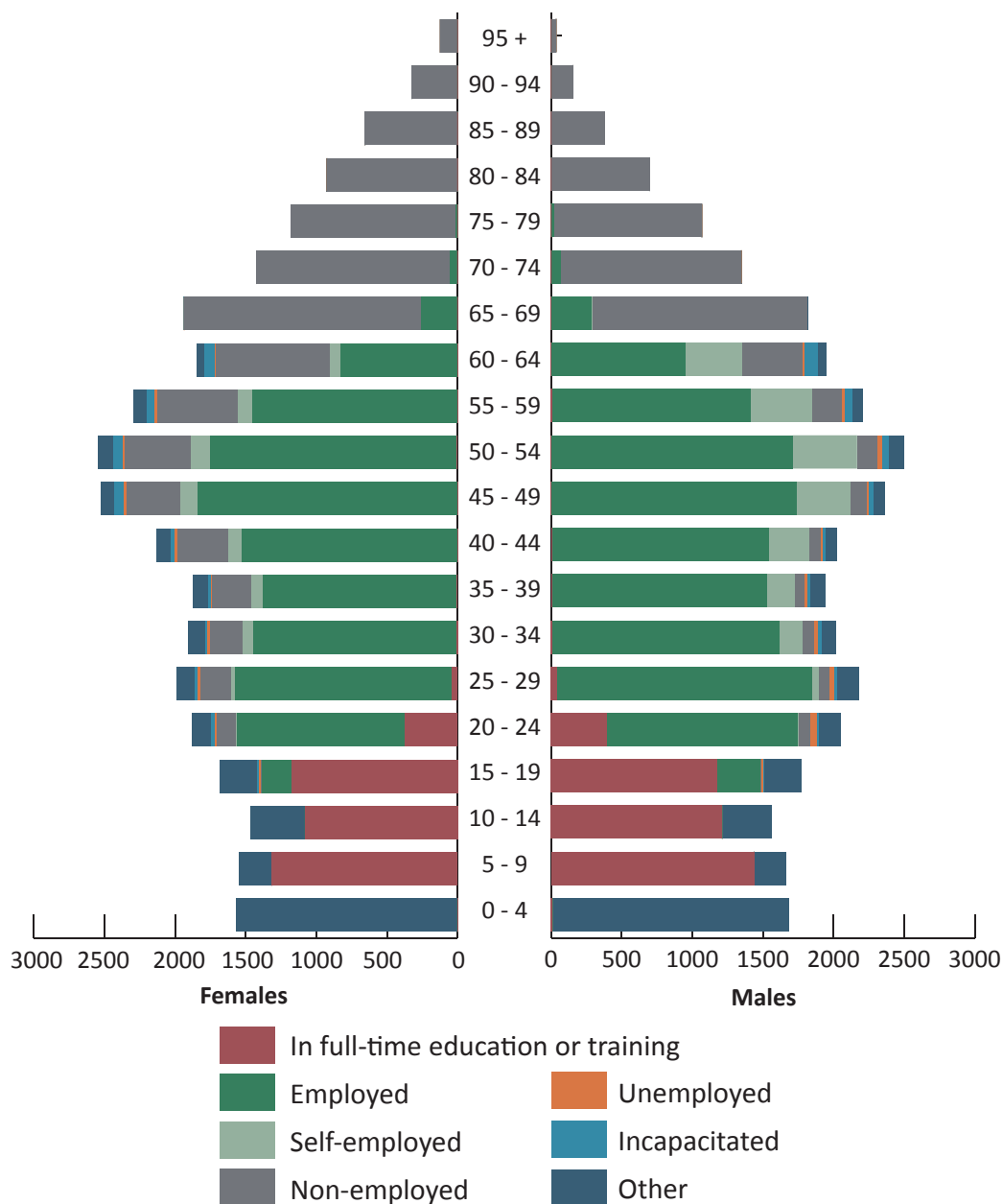

Figure 8.1.1 shows how economic status varies by age group and gender. Overall, 80.4% of the working population (aged 16 to 64 years old) were either in full-time education, employed or self-employed at the end of September 2016. Please note that self-employment figures have been restated in this Report (see **page 19** for further details), impacting primarily on the categorisation of those aged 65 and over.

People in full-time education are concentrated in the 5 to 24 years old age categories.

The proportion of the population in employment peaks in the 30 to 34 years age group for females and the 40 to 45 years age group for males and females.

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 2016.

8.2 Participation in full-time education by age and gender

Table 8.2.1 Percentage of population in full-time education at September 2016 (ages 16-24)

Age at March 2016	Female	Male	Total
16	95.7	96.0	95.9
17	84.7	75.0	79.4
18	67.7	58.3	62.9
19	41.9	33.2	37.5
20	29.8	31.7	30.7
21	33.7	27.9	30.7
22	20.7	21.6	21.2
23	11.0	10.2	10.6
24	5.7	8.8	7.4

Figure 8.2.1 Percentage of females in full-time education at September 2016 (ages 16-24)

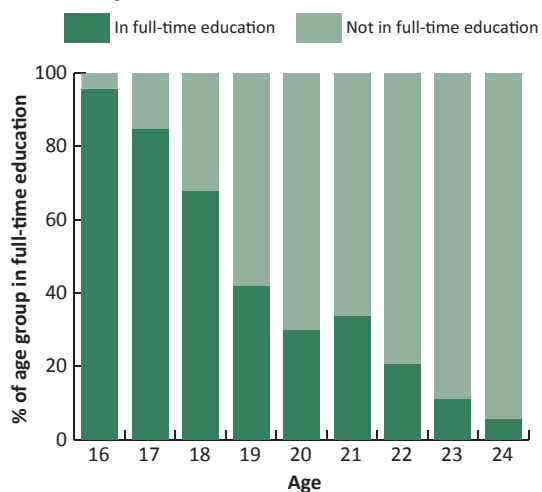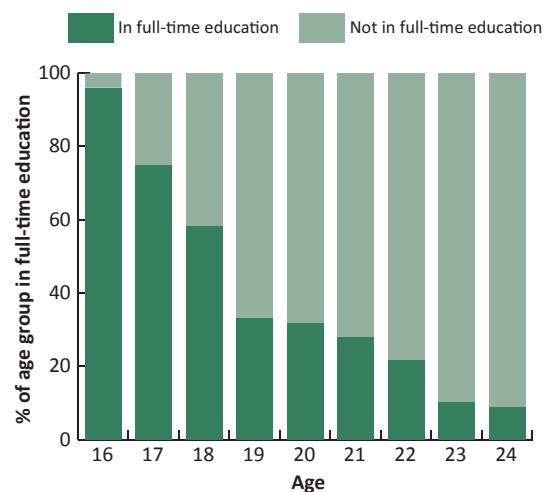**Figure 8.2.2 Percentage of males in full-time education at September 2016 (ages 16-24)**

As at September 2016 95.9% of all 16 year olds and 7.4% 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 17-23 other than at ages 20 and 22 where the percentage of males in full-time education were slightly higher.

There was an overall increase of 1.3% (**Figure 9.1.1** and **Table 9.1.1**) in the number of people either employed or self-employed for the year ending 30th September 2016. The number of employed people increased by 1.3% and the number of self-employed rose by 2.2%.

The figures presented for 2015 and onward have been restated since the last edition of this bulletin. They are now calculated using Electronic Census data, where Social Security data had been used before. Figures prior to 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

Please note that self-employment figures have been restated in this Report (see **page 19** for further details), so total employment figures have also been restated.

Figure 9.1.1 Annual percentage change in total employment at 30th September 2016
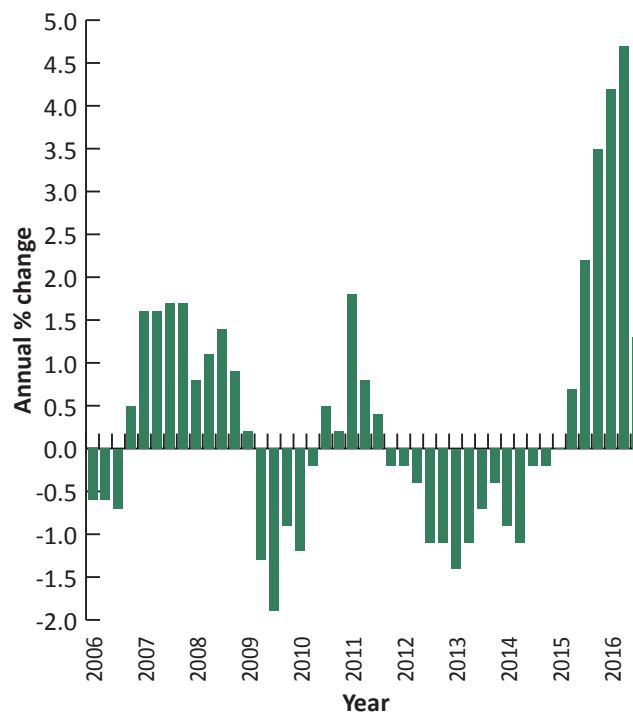
Table 9.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
Q4 2012	-1.1	-2.1	-1.1
Q1 2013	-1.4	-2.1	-1.4
Q2 2013	-1.1	-0.7	-1.1
Q3 2013	-0.7	0.6	-0.7
Q4 2013	-0.4	1.2	-0.4
Q1 2014	-0.9	-1.8	-0.9
Q2 2014	-1.1	-1.8	-1.1
Q3 2014	-0.2	-0.2	-0.2
Q4 2014	-0.2	0.8	-0.2
Q1 2015	0.0	0.5	0.0
Q2 2015	0.7	-0.1	0.7
Q3 2015	2.2	-2.4	2.2
Q4 2015	3.5	-1.2	3.5
Q1 2016	4.2	1.3	4.2
Q2 2016	4.7	2.3	4.7
Q3 2016	1.3	2.2	1.3

9.2 Employment by age and gender

Table 9.2.1 Employment status by age group at 30th September 2016

	Employed			Self-employed			Total in employment
	Female	Male	Total	Female	Male	Total	
14 and under	-	-	-	-	-	-	-
15 to 19	211	301	512	-	*	*	516
20 to 24	1,190	1,347	2,537	8	8	16	2,553
25 to 29	1,535	1,802	3,337	32	53	85	3,422
30 to 34	1,439	1,608	3,047	74	163	237	3,284
35 to 39	1,374	1,523	2,897	81	197	278	3,175
40 to 44	1,527	1,537	3,064	92	288	380	3,444
45 to 49	1,839	1,734	3,573	125	386	511	4,084
50 to 54	1,749	1,710	3,459	132	455	587	4,046
55 to 59	1,450	1,404	2,854	107	441	548	3,402
60 to 64	827	951	1,778	76	402	478	2,256
65 to 69	257	287	544	*	6	7	551
70 to 74	54	66	120	-	-	-	120
75 and over	17	25	42	-	-	-	42
				-	-	-	
16 to 64	13,141	13,917	27,058	727	2,397	3,124	30,182
65 and over	328	378	706	*	6	7	713
Total	13,469	14,295	27,764	728	2,403	3,131	30,895

* 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 30th September 2016, 30,895 people were either employed or self-employed in Guernsey, of whom 713 people (2.3%) were aged over 65 years (see **Table 9.2.1**). This age bracket accounted for 2.5% of employed people. Of the total number of people in employment, 31.4% were aged between 50 and 64.

Of the 27,058 employed people aged 16 to 64 at the end of September 2016, 13,141 (48.6%) were female and 13,917 (51.4%) were male. This compares to 727 self-employed females and 2,397 males, which equates to 23.3% and 76.7% of the 3,124 total.

Please note that self-employment figures have been restated in this Report (see **page 19** for further details), impacting primarily on the categorisation of those aged 65 and over.

**Figure 9.2.1 Employment status by age and gender at 30th September 2016**
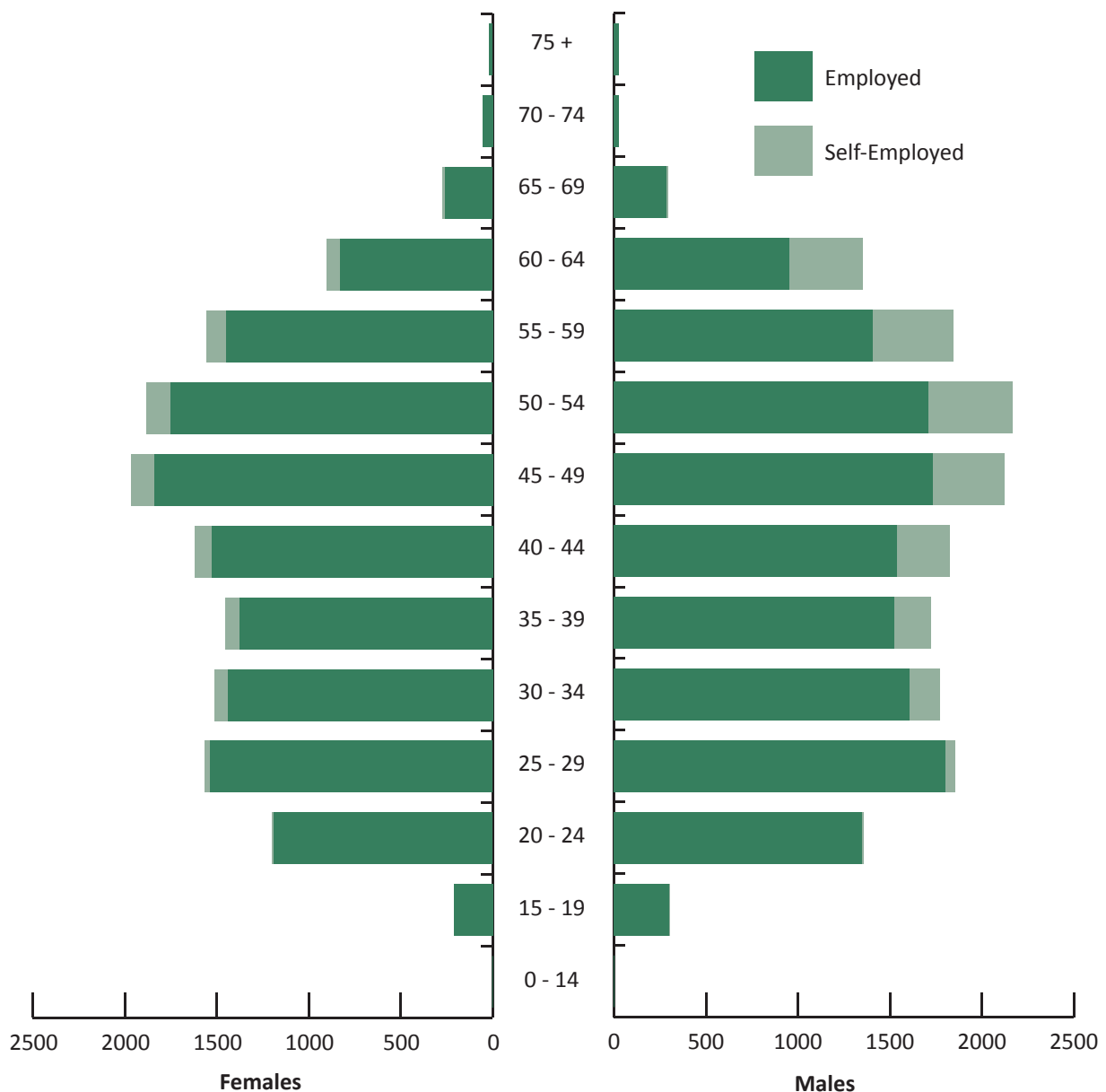
The difference in the proportions of employed and self-employed males and females can be seen in **Figure 9.2.1**.

Please note that self-employment figures have been restated in this Report (see **page 19** for further details), impacting primarily on the categorisation of those aged 65 and over.

9.3 Employment by economic sector

Figure 9.3.1 Employment by economic sector at September 2016
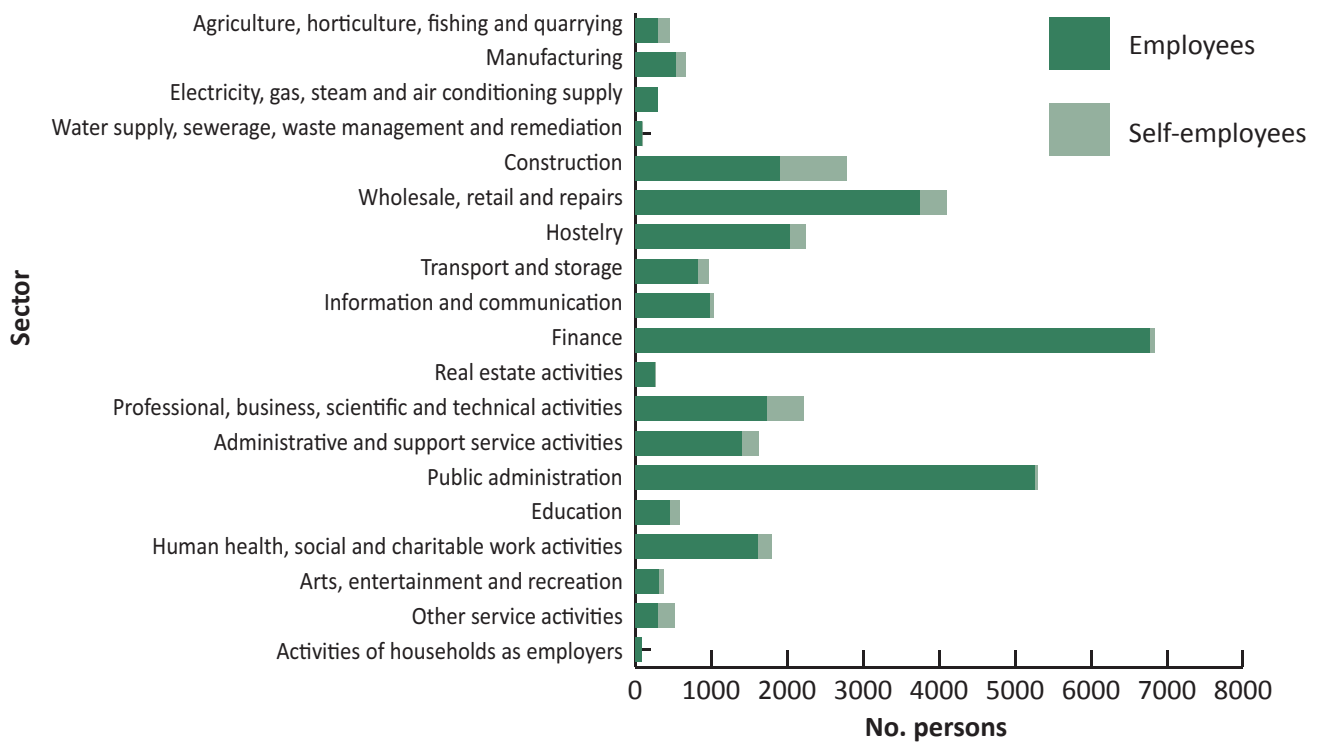
Employers, employees and self-employees can be analysed by economic sector for a more detailed picture of the types of economic activity in which they are involved. A breakdown of the activities included in each of the economic sector codes used in this bulletin can be found on our website, www.gov.gg/ecodes.

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 9.3.1** and **Table 9.3.1** 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 9.3.1** and **Table 9.3.1**, the Finance sector was the largest employer in September 2016, accounting for 21.2% of total employment, or 6,843 people, 6,770 of whom were employed and 73 of whom were self-employed.

The Construction sector had the largest number of self-employed people in September 2016 (891 people), representing 31.9% of the sector and 26.5% of self-employed people overall.

9.3 Employment by economic sector

Table 9.3.1 Employment by economic sector at September 2016

	Employees			Self-employees			Total no. in employment	% of total for all sectors
	Female	Male	Total	Female	Male	Total		
Agriculture, horticulture, fishing and quarrying	105	197	302	9	142	151	453	1.4
Manufacturing	149	390	539	29	96	125	664	2.1
Electricity, gas, steam and air conditioning supply	41	250	291	-	6	6	297	0.9
Water supply, sewerage, waste management and remediation activities	9	76	85	-	18	18	103	0.3
Construction	108	1,793	1,901	19	872	891	2,792	8.7
Wholesale, retail and repairs	1,690	2,051	3,741	92	264	356	4,097	12.7
Hostelry	846	1,191	2,037	64	136	200	2,237	6.9
Transport and storage	178	650	828	13	127	140	968	3.0
Information and communication	252	724	976	12	45	57	1,033	3.2
Finance	3,701	3,069	6,770	10	63	73	6,843	21.2
Real estate activities	141	118	259	1	14	15	274	0.8
Professional, business, scientific and technical activities	919	812	1,731	129	363	492	2,223	6.9
Administrative and support service activities	579	822	1,401	30	192	222	1,623	5.0
Public administration	3,199	2,066	5,265	9	22	31	5,296	16.4
Education	346	110	456	91	35	126	582	1.8
Human health, social and charitable work activities	1,321	293	1,614	82	95	177	1,791	5.6
Arts, entertainment and recreation	148	162	310	23	45	68	378	1.2
Other service activities	240	60	300	148	63	211	511	1.6
Activities of households as employers	52	32	84	*	-	*	86	0.3
Total for all sectors	14,024	14,866	28,890	763	2,598	3,361	32,251	100

Table 9.3.2 Employment within the Finance sector at September 2016

	Total no. in employment	% of total Finance sector
Banking	1,785	26.1
Fiduciary	1,886	27.6
Funds	1,913	28.0
Insurance	766	11.2
Other	493	7.2
Total	6,843	100.0

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

Of the 6,843 people employed within the Finance sector, 1,913 people (28%) worked in sub-sectors relating to Funds, 1,785 people (26.1%) worked in Banking and 1,886 people (27.6%) were employed by Fiduciaries at the end of September 2016.

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

Figure 9.4.1 Annual percentage change in total employment by sector

	Annual % change							
	Dec 2014	Mar 2015	June 2015	Sept 2015	Dec 2015	Mar 2016	June 2016	Sept 2016
Agriculture, horticulture, fishing and quarrying	-2.0	1.3	-3.4	-1.4	-2.4	-1.6	-4.2	-3.2
Manufacturing	2.4	2.3	-1.7	-3.0	-4.5	-1.5	-3.9	-3.6
Electricity, gas, steam and air conditioning supply	-3.9	-2.6	-3.3	-6.0	-5.1	-3.1	0.7	5.7
Water supply, sewerage, waste management and remediation activities	3.3	-13.9	-8.3	-4.2	2.0	11.4	12.2	10.8
Construction	1.7	-0.2	-4.4	-4.1	-5.3	-5.1	-5.1	-5.3
Wholesale, retail and repairs	1.3	-1.7	-1.8	-1.1	-2.5	-0.3	0.8	0.4
Hostelry	9.5	9.5	2.7	-1.1	-2.6	0.4	-1.1	0.0
Transport and storage	-0.6	3.2	5.1	2.6	5.3	13.0	2.5	1.4
Information and communication	-1.5	0.3	-3.5	-3.6	-1.2	-1.0	4.0	4.8
Finance	-0.9	-1.1	0.4	0.3	0.4	0.6	1.2	0.6
Real estate activities	-0.7	-5.4	0.3	-1.4	-2.8	-4.9	-3.8	-2.1
Professional, business, scientific and technical activities	7.9	9.4	2.5	1.7	3.2	5.2	6.2	5.1
Administrative and support service activities	-18.1	-15.5	2.5	0.6	1.3	-2.5	-2.2	-3.0
Public administration	-0.8	0.4	0.2	-1.6	0.2	0.7	1.4	1.2
Education	1.1	0.4	1.2	0.9	0.9	4.9	5.3	3.6
Human health, social and charitable work activities	1.7	2.1	0.9	0.2	2.5	2.0	1.1	1.4
Arts, entertainment and recreation	-14.0	-2.2	-0.3	2.7	9.0	4.7	4.0	7.7
Other service activities	-2.6	4.9	9.2	0.2	-0.1	-1.4	-0.8	-2.3
Activities of households as employers	1.1	-3.3	0.0	1.1	-1.1	3.4	-4.3	-6.5

The figures presented for June 2015 and onward have been restated since the last edition of this bulletin. They are now calculated using Electronic Census data, where Social Security data had been used before. Figures prior to 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

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.

The figures presented for 2015 and onward in **Figure 10.1.1** and **Table 10.1.1** are calculated using Electronic Census data, where Social Security data had been used before. Figures prior to 2015 are still based on data from Social Security, as published in the (now discontinued) Labour Market Bulletin. Social Security data is used to show the historic trend, since Electronic Census has only been available since 2015.

As shown in **Figure 10.1.1** and **Table 10.1.1**, there was a decrease of 0.2% in the number of employing organisations for the year ending 30th September 2016. Growth in the numbers of employers was last seen in the first quarter of 2015.

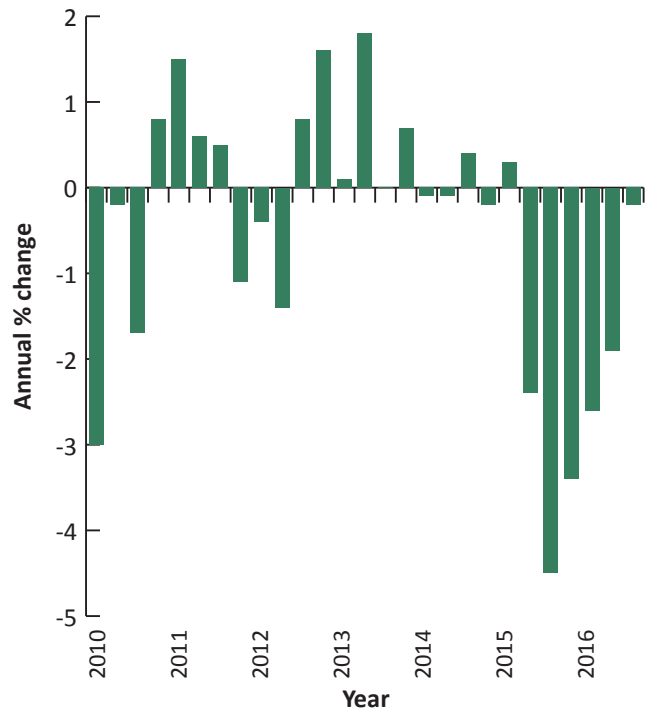**Figure 10.1.1 Annual percentage change in total number of employers**

Table 10.1.1 Annual percentage change in total number of employers

	Annual % change
Q4 2012	1.6
Q1 2013	0.1
Q2 2013	1.8
Q3 2013	0.0
Q4 2013	0.7
Q1 2014	-0.1
Q2 2014	-0.1
Q3 2014	0.4
Q4 2014	-0.2
Q1 2015	0.3
Q2 2015	-2.4
Q3 2015	-4.5
Q4 2015	-3.4
Q1 2016	-2.6
Q2 2016	-1.9
Q3 2016	-0.2

Table 10.2.1 Employers by economic sector and size at September 2016

	No. employers by size (number of employees)								
	1	2 to 5	6 to 10	11 to 25	26 to 50	51 to 100	101 to 250	Over 250	Total
Agriculture, horticulture, fishing and quarrying	17	30	6	3	1	1	0	0	58
Manufacturing	20	24	13	9	2	2	0	0	70
Electricity, gas, steam and air conditioning supply	4	2	3	0	0	1	1	0	11
Water supply, sewerage, waste management and remediation activities	5	4	0	1	0	1	0	0	11
Construction	128	147	51	32	5	2	2	0	367
Wholesale, retail and repairs	88	153	67	35	20	6	3	2	374
Hostelry	44	90	31	28	7	9	2	0	211
Transport and storage	29	25	9	10	5	2	1	0	81
Information and communication	15	22	5	9	4	2	2	0	59
Finance	103	96	49	61	36	18	12	2	377
Real estate activities	18	19	4	10	0	0	0	0	51
Professional, business, scientific and technical activities	61	49	24	22	6	4	4	0	170
Administrative and support service activities	56	54	21	16	11	1	2	0	161
Public administration	8	8	1	2	0	1	2	1	23
Education	11	6	1	4	1	4	0	0	27
Human health, social and charitable work activities	50	65	27	18	8	7	1	0	176
Arts, entertainment and recreation	30	24	9	7	1	0	0	0	71
Other service activities	50	39	11	0	0	1	0	0	101
Activities of households as employers	35	14	2	0	0	0	0	0	51
Total	772	871	334	267	107	62	32	5	2,450

Table 10.2.1 and Figure 10.2.1 show the number of employers broken down by economic sector and by the number of employees as at 30th September 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.
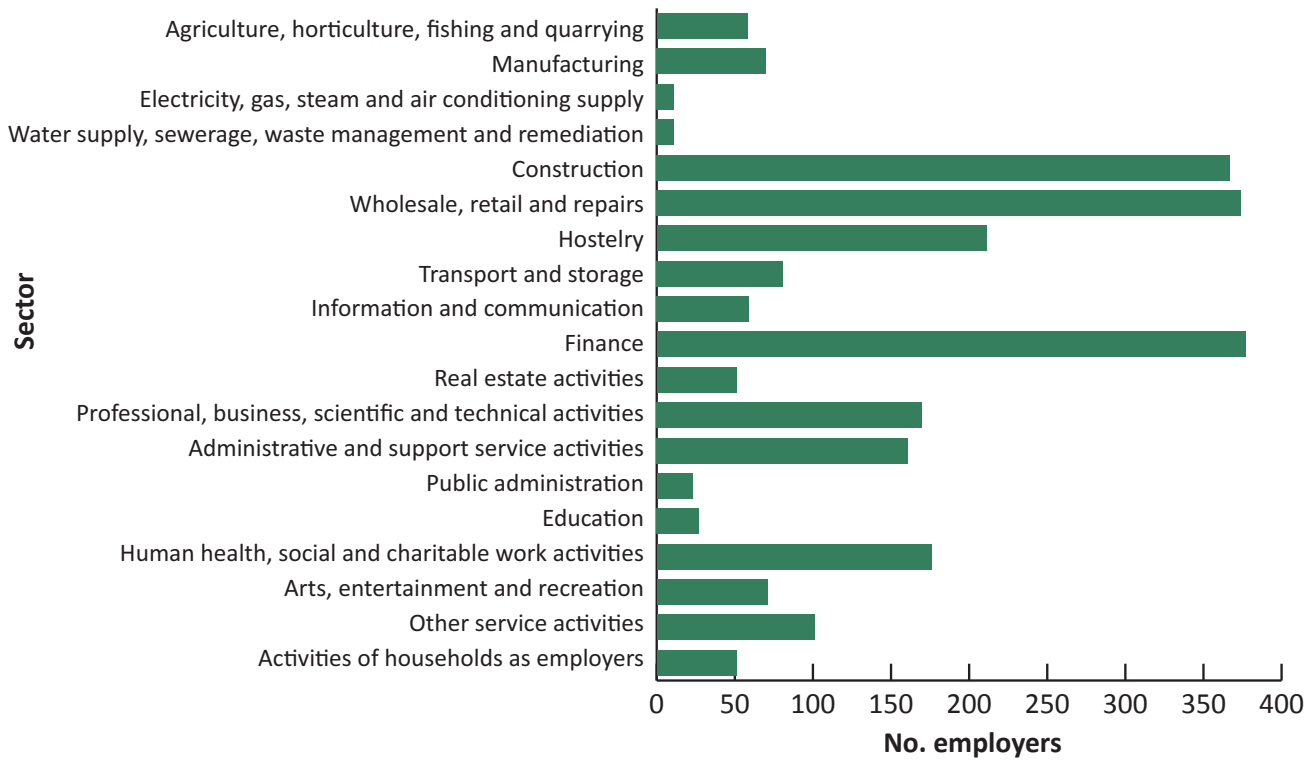
The Finance sector had the highest number of employing organisations (377) and also had the highest number of employing organisations with more than 50 employees (32 employers).

The Construction sector had the highest number of employers (275) with fewer than six employees.

There were five organisations employing more than 250 people at the end of September 2016.

Figure 10.2.1 Employers by economic sector at September 2016

As shown above in **Figure 10.2.1** 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.

Figure 11.1.1 Percentage of workforce registered as unemployed
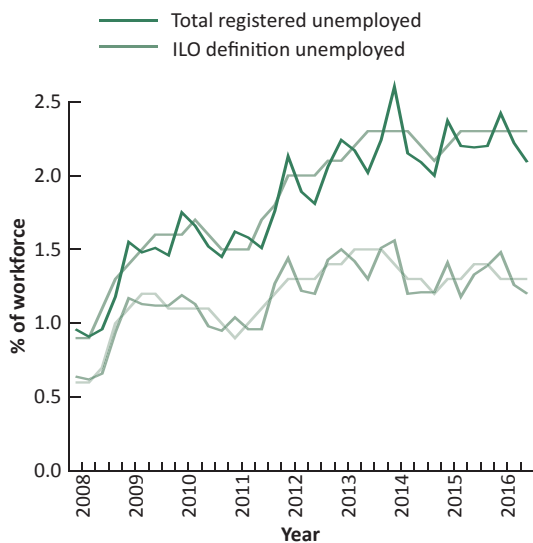
Unemployment in Guernsey shows a degree of seasonal variation and is typically highest in the first quarter of each year.

As shown in **Table 11.1.1**, there were 367 people registered as unemployed using the International Labour Office (ILO) definition of unemployment[1] in September 2016, 19 fewer people than in September 2015.

The registered unemployment rate using the ILO definition was 1.2% at the end of September 2016, which was 0.1 percentage points higher than the same period the previous year (see **Figure 11.1.1**)[2].

Table 11.1.1 Percentage of workforce registered as unemployed

	ILO definition unemployed	% of workforce	Total registered unemployed	% of workforce
Q1 2013	427	1.5	638	2.2
Q2 2013	411	1.4	628	2.2
Q3 2013	375	1.3	581	2.0
Q4 2013	433	1.5	641	2.2
Q1 2014	441	1.6	735	2.6
Q2 2014	343	1.2	613	2.1
Q3 2014	348	1.2	600	2.1
Q4 2014	343	1.2	570	2.0
Q1 2015	399	1.4	670	2.4
Q2 2015	340	1.2	632	2.2
Q3 2015	386	1.3	635	2.2
Q4 2015	402	1.4	636	2.2
Q1 2016	434	1.5	710	2.4
Q2 2016	381	1.3	670	2.2
Q3 2016	367	1.2	637	2.1

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.

The number of men unemployed (by ILO definitions) in September 2016 was greater than the number of women registered unemployed across all age bands except the 45-49 category (see **Figure 11.1.2**). Of the people registered unemployed, using the ILO definitions, 38.3% were female, which is 2.7 percentage points higher than at the same time the previous year.

The age group with the highest number of registered unemployed people was the 20-24 category. There were 43 unemployed men in this group in September 2016, accounting for the highest portion (18.7%) of unemployed men.

The 45-49 age group accounted for the highest proportion of unemployed women (15.4%) in September 2016, with 22 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 September 2016 was 1.4% overall. The rate was slightly lower for females than for males (at 1.0% and 1.7% respectively).

Of the registered unemployed people who called into Social Security in the snapshot week at the end of September 2016, 17.8% had been registered unemployed for between three and six months at that time (see **Figure 11.1.3**). 13.8% of claimants had been registered unemployed for more than a year compared with 21.7% the previous year and 11.8% in September 2014.

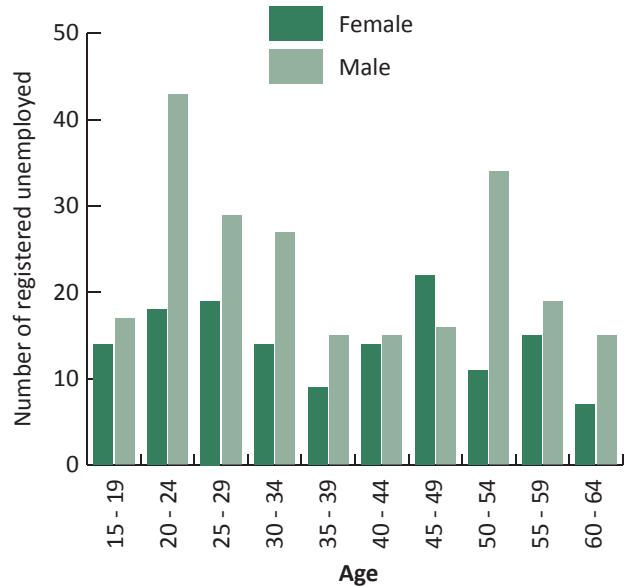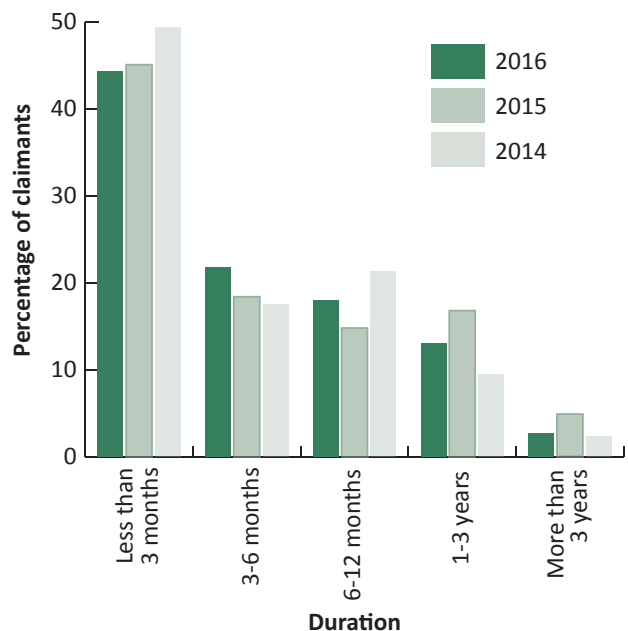**Figure 11.1.2 Unemployment by age and gender at September 2016**

Figure 11.1.3 Duration of unemployment of claimants calling in a snapshot week during September (total registered unemployed)

Figure 11.2.1 Number of vacancies placed with the Job Centre and in the Guernsey Press each month
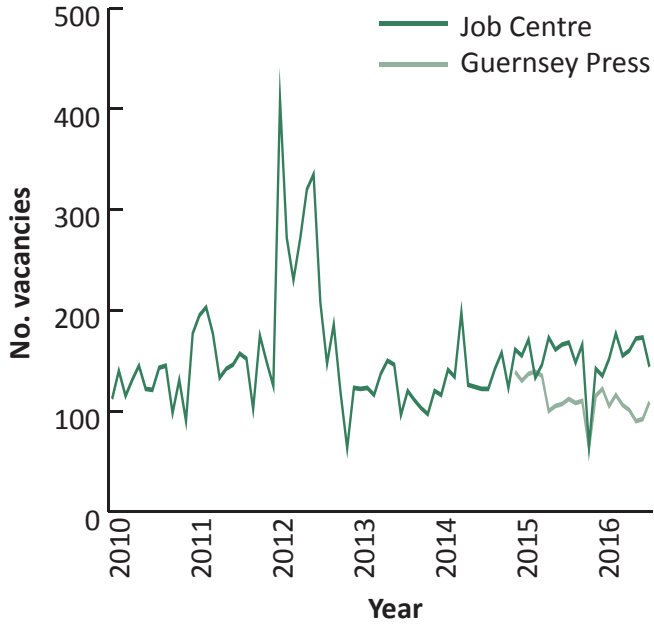

Figure 11.2.1 shows the number of vacancies placed with the Guernsey Job Centre and, from 2015 onwards, in the Guernsey Press (paper only, excluding online advertising) each month. Although this is not a complete representation of the total number of vacancies in the island, it does provide an indication of the strength of the employment market up until 30th September 2016.

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.

12.1 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 12.1.1**, nominal median earnings increased by 2.5% between the year ending September 2015 and the year ending September 2016, from £30,740 to £31,509.

The lower and upper quartile earnings for the quarter ending 30th September 2016 and the previous four quarters are presented in **Tables 12.1.2** and **12.1.3**. Using four quarter averages, the lower quartile earnings increased by 3.0% between the years ending 30th September 2015 and 30th September 2016, whilst the upper quartile earnings increased by 2.5%.

Real earnings, which show trends after the effects of inflation have been removed, are shown on **page 35**.

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

Table 12.1.1 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
Q2 2016	31,406	2.6
Q3 2016	31,509	2.5

Table 12.1.2 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
Q2 2016	21,583	2.8
Q3 2016	21,719	3.0

Table 12.1.3 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
Q2 2016	46,284	2.7
Q3 2016	46,403	2.5

Table 12.2.1 Real median earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	30,800	-
Q2 2015	30,682	-
Q3 2015	31,010	-
Q4 2015	31,340	0.7
Q1 2016	31,395	1.9
Q2 2016	31,345	2.2
Q3 2016	31,509	1.6

Table 12.2.2 Real lower quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	21,163	-
Q2 2015	21,046	-
Q3 2015	21,275	-
Q4 2015	21,468	0.6
Q1 2016	21,523	1.7
Q2 2016	21,541	2.3
Q3 2016	21,719	2.1

Table 12.2.3 Real upper quartile earnings (all employees)

Date	Four quarter average earnings (£)	Annual % change
Q1 2015	45,481	-
Q2 2015	45,182	-
Q3 2015	45,657	-
Q4 2015	46,076	0.1
Q1 2016	46,225	1.6
Q2 2016	46,193	2.2
Q3 2016	46,403	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 June 2016 prices.

Median annual earnings, in real terms, were 1.6% higher over the year ending September 2016 than over the year ending September 2015 (see **Table 12.2.1**).

Lower quartile earnings increased by 2.1% in real terms between the years ending September 2015 and September 2016, compared with an increase of 1.6% in the upper quartile earnings over the same period (see **Tables 12.2.2** and **12.2.3** respectively).

Table 12.3.1 shows the four quarter average median earnings for females and males.

As explained on **page 34**, 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 September 2016, the four quarter median average earnings for females was £28,198 (3.1% higher than a year earlier) and for males was £34,476 (1.4% higher than a year earlier).

Figure 12.3.1 shows the number of employees in each earning band, averaged from September 2015 to September 2016. The distribution of both male and female earnings shows a peak in the £20,000.01 - £30,000 category, with a slightly greater number of females than males in this earning band. There are a greater number of males than females in all other earning bands except £0.01-£20,000.
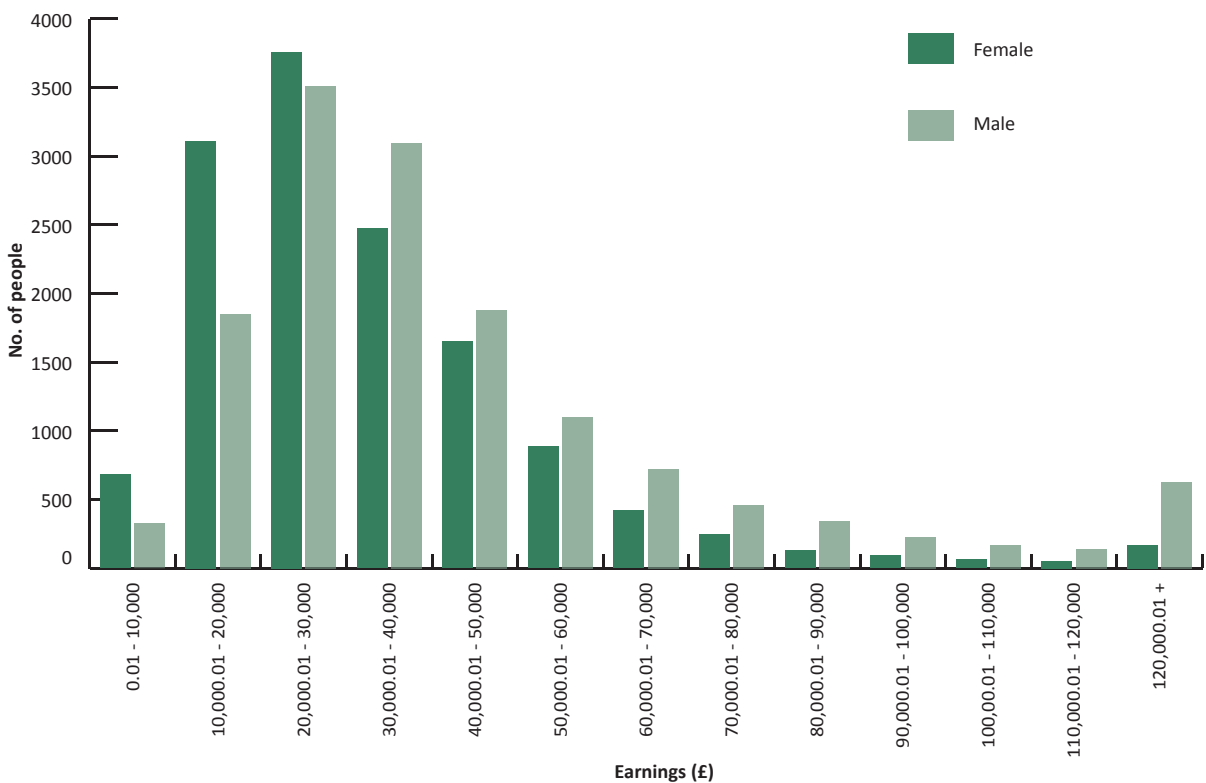
Table 12.3.1 Nominal median earnings by gender

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	34,183	2.4	1.3
Q2 2016	28,024	34,349	2.9	1.4
Q3 2016	28,198	34,476	3.1	1.4

Fig. 12.3.1 Nominal median earnings by gender distribution

Table 12.4.1 Four quarter average earnings as at 30th September 2016

|	Median earnings (£)	Lower quartile earnings (£)	Upper quartile earnings (£)
Agriculture, horticulture, fishing and quarrying	26,088	18,488	36,571
Manufacturing	27,321	19,003	35,892
Electricity, gas, steam and air conditioning supply	36,897	29,327	48,435
Water supply, sewerage, waste management and remediation activities	31,187	23,707	37,443
Construction	31,177	23,872	38,593
Wholesale, retail and repairs	22,127	15,868	30,830
Hostelry	18,392	15,261	23,407
Transport and storage	26,367	20,299	35,527
Information and communication	36,333	27,026	53,748
Finance	43,725	29,980	66,173
Real estate activities	33,727	22,826	52,404
Professional, business, scientific and technical activities	39,772	27,415	59,974
Administrative and support service activities	25,338	17,825	35,893
Public administration	34,329	23,803	47,104
Education	26,148	18,050	45,735
Human health, social and charitable work activities	22,920	16,063	31,760
Arts, entertainment and recreation	21,801	14,660	31,290
Other service activities	18,894	13,939	24,786
Activities of households as employers	18,703	11,726	26,468

Median, lower quartile and upper quartile earnings by sector are shown in **Table 12.4.1**.

People employed within the Finance sector had the highest four quarter average median earnings (£43,725) at the end of September 2016. This was 38.8% higher than the overall median. The upper quartile earnings in the Finance sector were 42.6% higher than the overall upper quartile earnings during the same period.

The Hostelry sector had the lowest four quarter average median earnings (£18,392) at the end of September 2016, which was 41.6% lower than the overall median.

Figure 12.4.1 Four quarter average earnings as at 30th September 2016
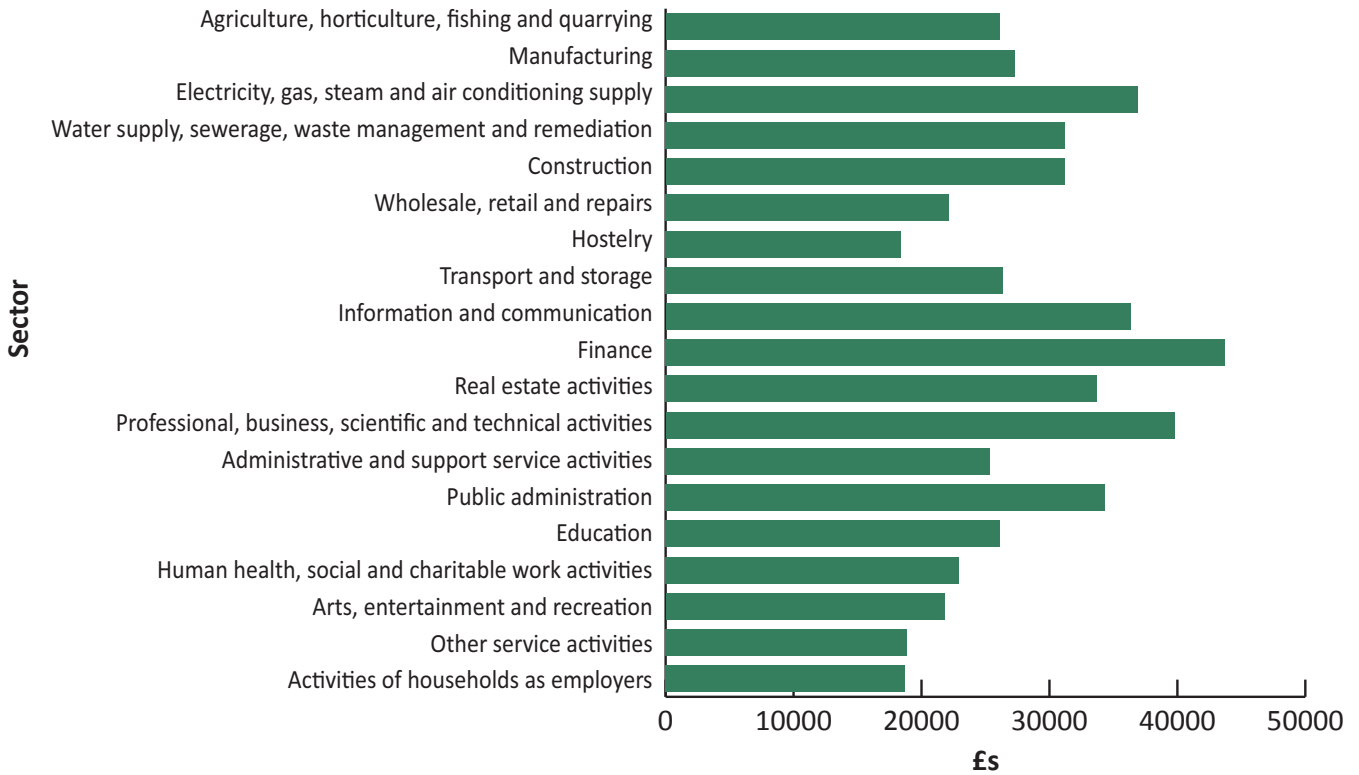
Median earnings by sector (as per **Table 12.4.1**) are shown graphically in **Figure 12.4.1**. It can be seen that the (highest) Finance sector median is more than double the (lowest) Hostelry median.

It should continue to be noted that, as explained on **page 34**, 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.

Figure 13.1.1: Projected population range

Population projections are produced periodically by the UK Government Actuary's Department[1] (GAD), primarily for the purpose of actuarial review of the Guernsey Insurance Fund for the Social Security Department. They were last updated in mid 2016 and the latest figures are presented here.

Following a detailed analysis of net migration patterns over the past 15 years, it is considered that the best fit scenario lies between the plus 100 and plus 200 net migration scenarios. As such, the forecasts are presented as a fan in **Figure 13.1.1**, with the dark shaded region indicating the central projection, which gets broader in range as time goes on. This position will continue to be reviewed annually. However, with all forecasts, it should be noted that the uncertainties become greater as one seeks to project further into the future.
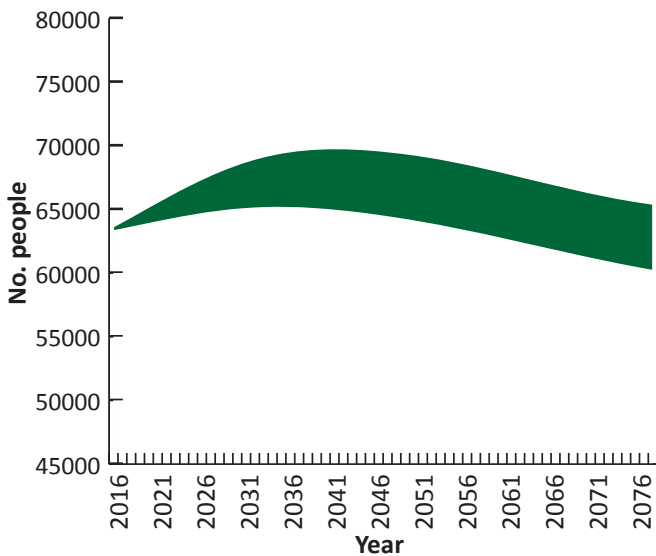
Table 13.1.1: Projected population range

	Total population (in 100 net migration scenario)	Total population (in 200 net migration scenario)
2021	63,948	64,684
2031	65,077	67,088
2041	64,755	68,225
2051	63,508	68,501
2061	61,798	68,413
2071	60,190	68,479

As shown in **Figure 13.1.1** and **Table 13.1.1**, the total population is projected to peak between 2041 and 2051 at between 64,700 and 68,500 people. The peak is primarily a result of the ageing of the baby boom generation, but the trajectory of the population is heavily dependent on levels of migration.

Table 13.1.2: Projected dependency ratio

	Dependency ratio (in 100 net migration scenario)	Dependency ratio (in 200 net migration scenario)
2021	0.59	0.58
2031	0.64	0.62
2041	0.67	0.64
2051	0.64	0.61
2061	0.67	0.62
2071	0.69	0.64

As shown in **Table 13.1.2**, the dependency ratio is projected to increase to between 0.64 and 0.67 by 2041. The dependency ratio was 0.54 on 31st March 2016 (see **Page 8**), so this represents an increase of between 10 and 13 people in the dependent age categories per 100 people in the working age category.

It should be noted that these projections include the gradual change of the retirement age from 65 to 70 between 2020 and 2050. More detail on the projected changes to each age group is shown on the opposite page and graphically on **Page 41.**

[1] For more information see www.gad.gov.uk

Since it has been agreed that the retirement age will gradually increase from 65 to 70 between 2020 and 2050, the working age category presented on this page and used in the graphs overleaf changes over time to reflect this.

As shown in **Tables 13.1.4** and **13.1.6**, the proportion of people under 15 is projected to fall to between 14.5% and 14.8% in 2041, compared with 15.2% in March 2016. The proportion of people in the working age group is also projected to decrease to between 60.0% and 61.0% in 2041 compared with 65.8% in March 2016, despite the increase in the pension age.

The proportion of people in the older age categories is projected to increase. The proportion of people over retirement age, but less than 85, is projected to increase from 16.4% in March 2016 to between 18.1% and 19.0% in 2041.

The proportion of people aged 85 and over is projected to increase to between 6.1% and 6.5% in 2041, compared with 2.6% in 2016.

These forecasts are linked to projected increases in life expectancy, the ageing of the baby boom generation and reducing numbers of babies being born due to a projected lower population of child bearing age.

See overleaf for the population projections by age group shown graphically.

Table 13.1.3: Projected population by age group (in plus 100 net migration scenario)

	0-15	16 - 64/65/66	65/66/67 - 84	85 +
2021	10,166	40,313	11,523	1,946
2031	10,004	39,653	12,666	2,754
2041	9,372	38,884	12,315	4,184
2051	9,013	38,664	10,217	5,615
2061	8,925	36,990	9,856	6,028
2071	8,552	35,686	10,065	5,887

Table 13.1.4: Projected population by age group as a percentage of total population (in plus 100 net migration scenario)

	0-15	16 - 64/65/66	65/66/67 - 84	85 +
2021	15.9	63.0	18.0	3.0
2031	15.4	60.9	19.5	4.2
2041	14.5	60.0	19.0	6.5
2051	14.2	60.9	16.1	8.8
2061	14.4	59.9	15.9	9.8
2071	14.2	59.3	16.7	9.8

Table 13.1.5: Projected population by age group (in plus 200 net migration scenario)

	0-15	16 - 64/65/66	65/66/67 - 84	85 +
2021	10,237	40,985	11,516	1,946
2031	10,366	41,321	12,645	2,756
2041	10,093	41,635	12,316	4,181
2051	9,921	42,657	10,316	5,607
2061	10,039	42,122	10,199	6,054
2071	9,930	41,651	10,886	6,012

Table 13.1.6: Projected population by age group as a percentage of total population (in plus 200 net migration scenario)

	0-15	16 - 64/65/66	65/66/67 - 84	85 +
2021	15.8	63.4	17.8	3.0
2031	15.5	61.6	18.8	4.1
2041	14.8	61.0	18.1	6.1
2051	14.5	62.3	15.1	8.2
2061	14.7	61.6	14.9	8.8
2071	14.5	60.8	15.9	8.8

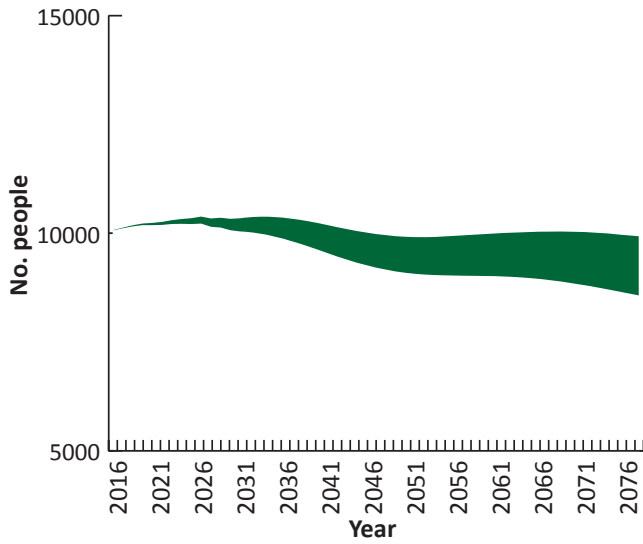**Figure 13.1.2: Projected 0 to 15 age group population range**

Figure 13.1.3: Projected working age group population range

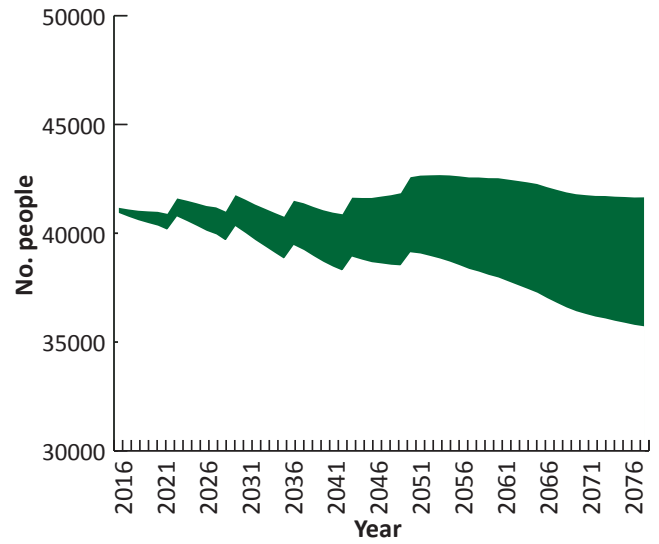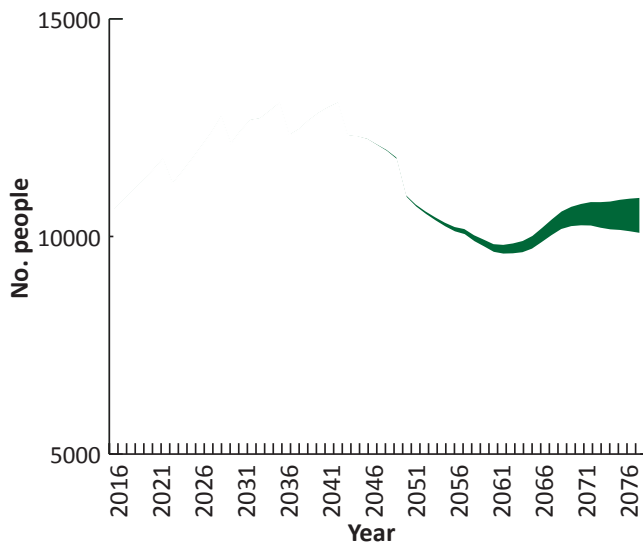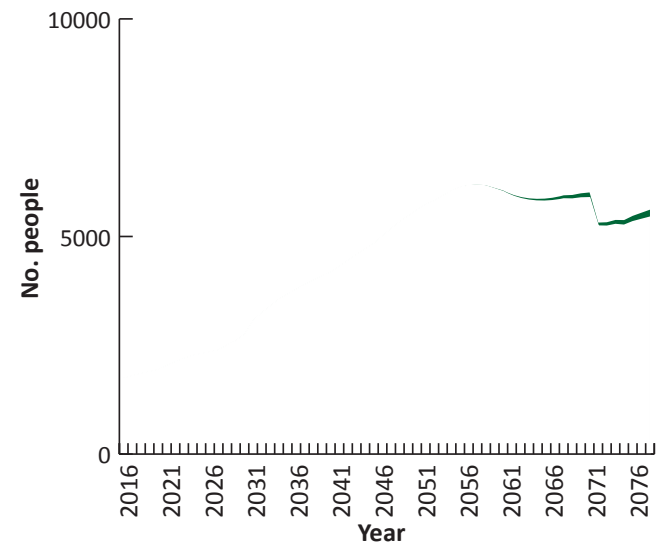**Figure 13.1.4: Projected retirement to 84 age group population range**

Figure 13.1.5: Projected 85 and over age group population range

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.

14.2 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.

E-mail: **dataandanalysis@gov.gg**

Telephone: (01481) 717292

Write / visit: Data and Analysis
                 Sir Charles Frossard House
                 La Charroterie
                 St Peter Port
                 Guernsey
                 GY1 1FH

For more information
go to **gov.gg/data**