



States of  
Alderney

## Alderney Electronic Census Report

Population and Housing Stock at 31st March 2020  
Employment and Earnings at 30th September 2020

Issue date: 18th March 2021

The Alderney Annual Electronic Census Report provides information on the population of Alderney using data collated by the Rolling Electronic Census IT System.



States of Guernsey  
Data and Analysis

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## 1.1 Introduction

This seventh Alderney Annual Electronic Census Report, published in March 2021, provides information on the population of Alderney. It includes a detailed snapshot of the demographics, spatial distribution and housing situation of the population on 31st March 2020. It also contains basic demographic historic trends. Additional information on employment and earnings up to 30th September 2020 has also been included to provide up to date information on employment trends during the COVID-19 pandemic.

The Bailiwick of Guernsey went into strict lockdown at the end of March 2020 to slow the spread of the coronavirus. Restrictions put in place were lifted in phases during April, May and June. Between 20th June 2020 and 22nd January 2021 the only remaining restrictions related to off -Island travel. Throughout this report, notes are included where there are coronavirus related impacts.

As far as possible, international age groupings and classifications have been used to assist comparability with other jurisdictions.

All information in this report is compiled using data collated by the Rolling Electronic Census IT System. More information on the Rolling Electronic Census is available in [Section 11](#). Contact details are included at the end of this report if you would like further information.

## 1.2 Headlines

- At the end of March 2020, Alderney's population was 2,030. There was a natural decrease of 24 people and a net migration of 37 people over the year ending March 2020, giving a total net change of 13 people.
- In March 2020, the dependency ratio was 0.87, which means that for every 100 people of working age (between the ages of 16 and 64) there were 87 people of dependent age. This compares to a ratio of 0.61 ten years earlier, in March 2010.
- 47.0% of the population had been resident for 20 years or more as at March 2020.
- 54.9% of the population lived in owner occupied housing units compared to 33.3% in rented units.
- 15.6% of the island's housing units were owned by people whose primary dwelling was not in Alderney.
- 75.5% of the population aged between 16 and 64 were either in full time education or employment at the end of March 2020.
- In September 2020, 831 people were employed or self-employed in Alderney, 1.9% fewer than in September 2019. This compares to a 6.6% decrease for the year ending 30th June 2020.
- The Public administration sector provided 179 employment roles (from zero hours to full time contracts) in September 2020 (20.2% of the total).
- There were 130 employing organisations in Alderney in September 2020, one more than a year earlier.
- Median earnings as at 30th September 2020 were £25,900 which, compared with a year earlier, was 0.3% higher in nominal terms.

## 2.1 Total population trends

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 13 people (0.6%) over the year ending March 2020.

**Page 3** and **4** show more information on natural increase and net migration respectively. The natural decrease for the year ending 31st March 2020 was minus 24 and the net migration was 37.

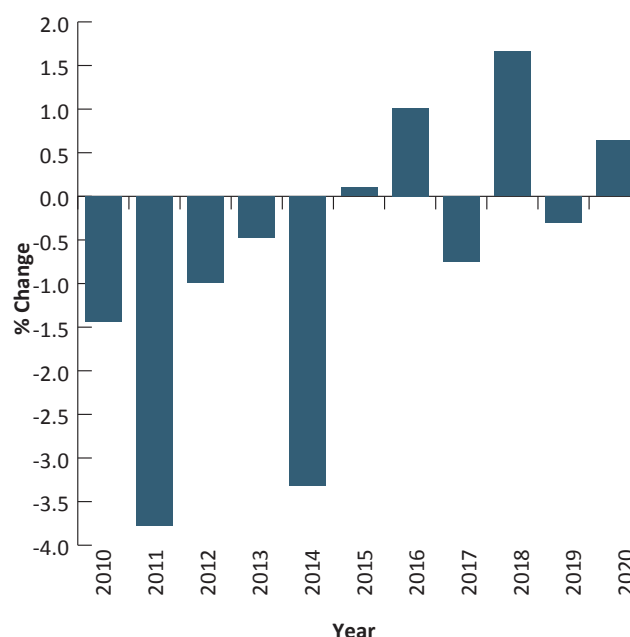
Changes to the population headcount due to methodological differences and not due to natural increase or net migration (such as the removal of duplicate records) are referred to as “net administrative changes” throughout this report. See **Section 11.1** for more information on administrative changes.

With administrative changes included, the population was 2,030 on 31st March 2020 (see **Table 2.1.1**).

**Table 2.1.1: Total population (at 31st March)**

	Total population	Annual change due to net migration and natural increase	Annual % change due to net migration and natural increase	Annual change due to admin changes	Annual % change due to admin changes
2010	2,194	-32	-1.4	0	0.0
2011	2,111	-83	-3.8	0	0.0
2012	2,090	-21	-1.0	0	0.0
2013	2,080	-10	-0.5	0	0.0
2014	1,979	-69	-3.3	-32	-1.5
2015	1,982	2	0.1	1	0.1
2016	1,998	20	1.0	-4	-0.2
2017	1,992	-15	-0.8	9	0.5
2018	2,023	33	1.7	-2	-0.1
2019	2,017	-6	-0.3	0	0.0
2020	2,030	13	0.6	0	0.0

**Figure 2.1.1: Total population change due to net migration and natural increase (over years ending 31st March)**



## 2.2 Births, deaths and natural increase

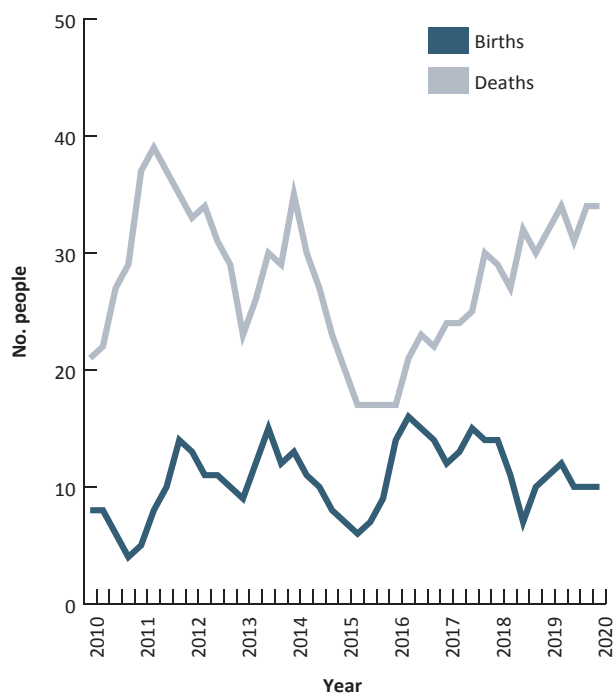
**Table 2.2.1: Births, deaths and natural increase during years ending 31st March**

	Births	Deaths	Natural increase
2010	8	21	-13
2011	5	37	-32
2012	13	33	-20
2013	9	23	-14
2014	13	35	-22
2015	7	20	-13
2016	14	17	-3
2017	12	24	-12
2018	14	29	-15
2019	11	32	-21
2020	10	34	-24

Information on natural increase has been available from Employment and Social Security since the year ending March 2008. It has been calculated using the Rolling Electronic Census from March 2014 onwards.

Natural increase in population is defined as the number of births minus the number of deaths during a particular time period. During the year ending March 2020, there were 10 births and 34 deaths, giving a natural decrease of 24. The number of deaths has always exceeded the number of births since information has been available, from March 2008, see **Table 2.2.1** and **Figure 2.2.1**.

**Figure 2.2.1: Annual births and deaths**



Natural increase over the five years ending in March 2020 was minus 75 people; compared to minus 64 and minus 65 over the five years ending March 2019 and 2018 respectively (see **Table 2.2.2**).

**Table 2.2.2: Births, deaths and natural increase during five year periods ending 31st March**

	Births	Deaths	Natural increase
2012	45	155	-110
2013	42	145	-103
2014	48	149	-101
2015	47	148	-101
2016	56	128	-72
2017	55	119	-64
2018	60	125	-65
2019	58	122	-64
2020	61	136	-75

## 2.3 Immigration, emigration and net migration

Information on net migration has been available from Employment and Social Security since the year ending March 2008. It has been calculated using the Rolling Electronic Census from March 2014 onwards.

Net migration is the difference between immigration (people moving to the island) and emigration (people moving off the island). For statistical purposes, an immigrant is defined as a person moving to Alderney to work for any period of time or to live for a period of 26 weeks or more. An emigrant is defined as a person moving away from Alderney to work for any period of time or to live for a period of 26 weeks or more. Emigrants and immigrants include people moving to or from other islands within the Bailiwick of Guernsey.

The trends in immigration and emigration are presented in **Table 2.3.1** and **Figure 2.3.1**. Over the year ending March 2020, immigration exceeded emigration by 37 people, giving positive net migration.

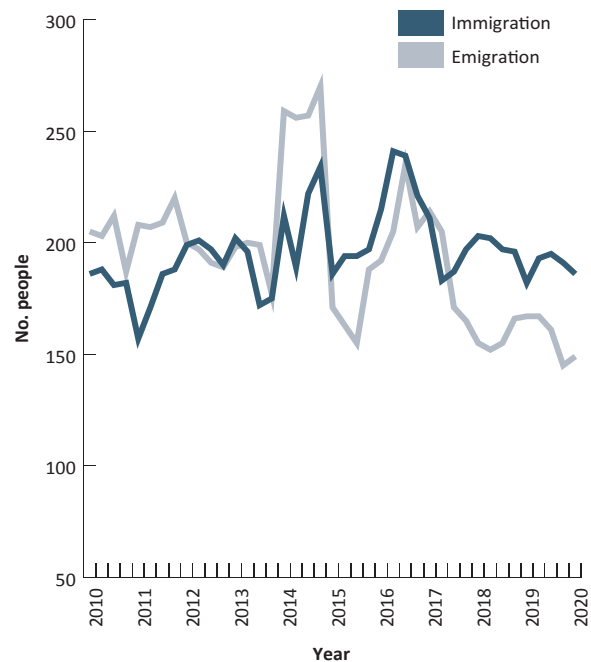
Total net migration increased by 120 people over the five years ending March 2020 (see **Table 2.3.2**).

More information on immigration and emigration can be found on **pages 5 and 6**.

**Table 2.3.1: Immigration, emigration and net migration during years ending 31st March**

	Immigration	Emigration	Net migration
2010	186	205	-19
2011	157	208	-51
2012	199	200	-1
2013	202	198	4
2014	212	259	-47
2015	186	171	15
2016	215	192	23
2017	211	214	-3
2018	203	155	48
2019	182	167	15
2020	186	149	37

**Figure 2.3.1: Immigration, emigration and net migration during years ending 31st March**

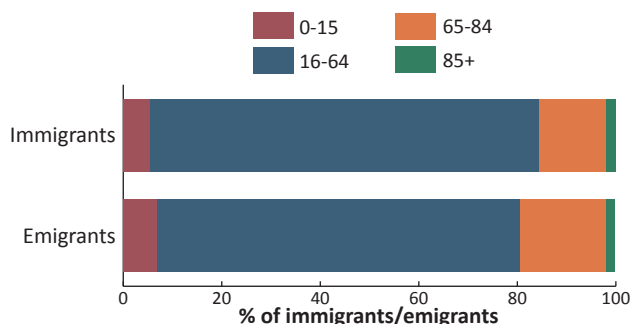


**Table 2.3.2: Immigration, emigration and net migration during five year periods ending 31st March**

	Immigration	Emigration	Net migration
2012	1,013	1,080	-67
2013	963	1,050	-87
2014	956	1,070	-114
2015	956	1,036	-80
2016	1,014	1,020	-6
2017	1,026	1,034	-8
2018	1,027	991	36
2019	997	899	98
2020	997	877	120

## 2.4 Immigration and emigration - details

**Figure 2.4.1: Immigration and emigration by age (during the year ending 31st March 2020)**



Information on the profile of immigrants and emigrants can be analysed using the Rolling Electronic Census. Approximately 25% of the total were people that immigrated to Alderney and then emigrated within the year or vice versa.

As can be seen in **Figure 2.4.1**, the majority of both immigrants and emigrants during the year ending March 2020 were between 16 and 64 years of age (79.0% and 73.8% respectively). At the end of March 2019, 75.7% of immigrants and 77.6% of emigrants were aged 16 to 64.

**Table 2.4.1: Immigration by age and gender (during the year ending 31st March 2020)**

	% of immigrants		
	Female	Male	Total
0-15	2.7	2.7	5.4
16-64	36.6	42.5	79.0
65-84	5.9	7.5	13.4
85+	1.6	0.5	2.2
<b>Total</b>	<b>46.8</b>	<b>53.2</b>	<b>100.0</b>

**Tables 2.4.1** and **2.4.2** show immigrants to and emigrants from the island broken down by age group and gender. The ratio of females to males is lower for both immigrants and emigrants. Of the immigrants during the year ending March 2020, 46.8% were female compared with 49.0% of emigrants.

Care must be taken in the interpretation of the information presented in **Section 2.4**, and when comparing the figures with previous years, due to the small number of people in some categories.

**Table 2.4.2: Emigration by age and gender (during the year ending 31st March 2020)**

	% of emigrants		
	Female	Male	Total
0-15	5.4	1.3	6.7
16-64	34.9	38.9	73.8
65-84	6.7	10.7	17.4
85+	2.0	0.0	2.0
<b>Total</b>	<b>49.0</b>	<b>51.0</b>	<b>100.0</b>

## 2.4 Immigration and emigration - details

The length of time a person has been resident in the Bailiwick can be calculated using the Rolling Electronic Census system. **Table 2.4.3** and **Figure 2.4.2** show immigrants to and emigrants from the island broken down by their length of stay in the Bailiwick, 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 (67.7%) of immigrants who arrived in Alderney during the year ending March 2020 were new to the island. 8.6% had previously been resident in the Bailiwick for more than twenty years.

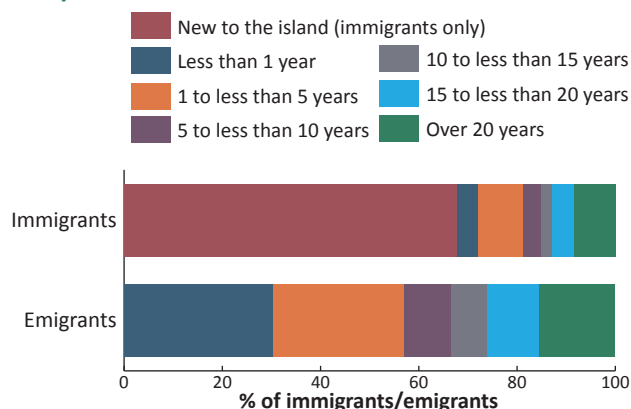
30.2% of emigrants had been resident in the Bailiwick for less than one year. 15.4% of people emigrating had spent twenty years or more in the Bailiwick prior to leaving during the year ending March 2020.

Care must be taken in the interpretation of the information presented in **Section 2.4**, and when comparing the figures with previous years, due to the small number of people in some categories.

**Table 2.4.3: Immigration and emigration by length of stay (during the year ending 31st March 2020)**

	% of immigrants	% of emigrants
New to the island	67.7	N/A
Less than 1 year	4.3	30.2
1 to less than 5 years	9.1	26.8
5 to less than 10 years	3.8	9.4
10 to less than 15 years	2.2	7.4
15 to less than 20 years	4.3	10.7
Over 20 years	8.6	15.4

**Figure 2.4.2: Immigration and emigration by length of stay (during the year ending 31st March 2020)**



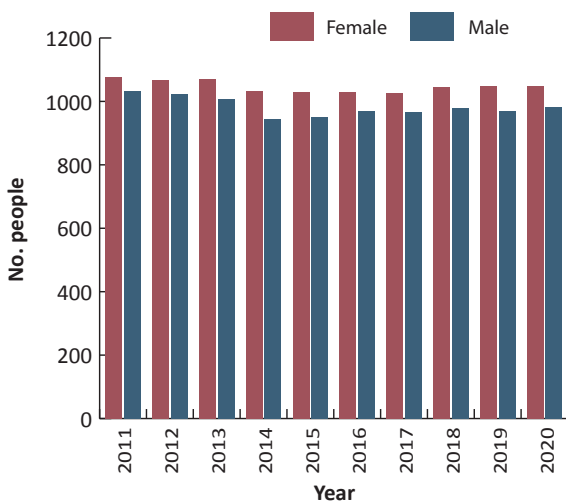


### 3.1 Gender trends

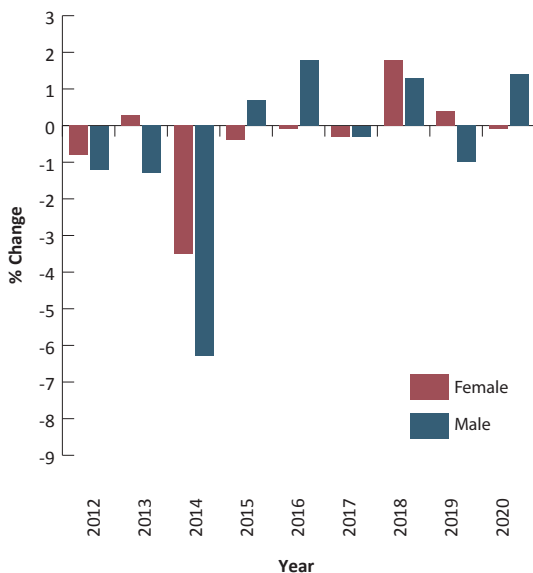
**Table 3.1.1: Total population by gender (at 31st March)**

	Females	Males	Annual % change in female population	Annual % change in male population
2011	1,077	1,034		
2012	1,068	1,022	-0.8	-1.2
2013	1,071	1,009	0.3	-1.3
2014	1,034	945	-3.5	-6.3
2015	1,030	952	-0.4	0.7
2016	1,029	969	-0.1	1.8
2017	1,026	966	-0.3	-0.3
2018	1,044	979	1.8	1.3
2019	1,048	969	0.4	-1.0
2020	1,047	983	-0.1	1.4

**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)**



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

The female population has consistently been higher than the male population, ranging between 51.0% to 52.2% of the total population since 2011. In March 2020 females constituted 51.6% of the population.

As shown in **Table 3.1.1** and **Figure 3.1.2**, the female population saw an decrease of 0.1% between March 2019 and March 2020. The male population increased by 1.4% during the same time period.

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.

More information on the age profiles of the male and female populations is provided on [pages 8 to 10](#).

## 4.1 Age group trends

Population headcount by age group has been calculated by Employment and Social Security since March 2006 (although it is only possible to report these particular groups from 2007 onwards). It is calculated using the Rolling Electronic Census for March 2014 onwards.

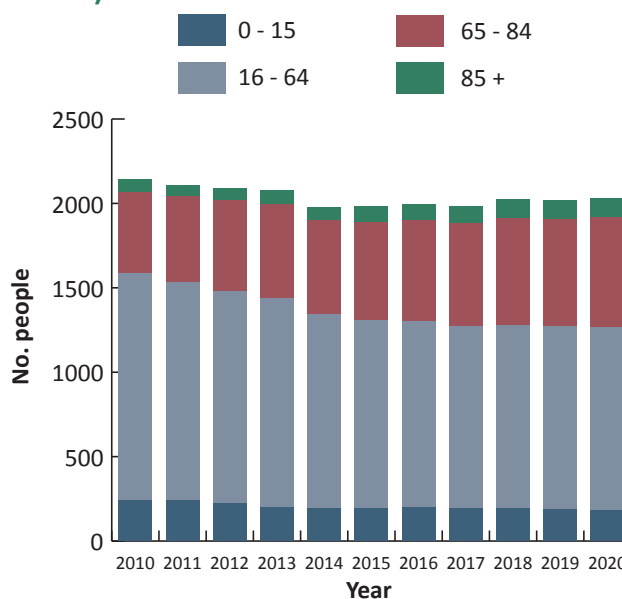
The age groups presented in **Figure 4.1.1** and **Tables 4.1.1** and **4.1.2** are used to show the population of working age compared with those of dependent age. The 85 and over category is used to highlight the number of “oldest old”; a portion of the population of particular interest when monitoring the ageing of a population and the associated policy implications.

The number of people aged 0 to 15 has decreased by 86 people since March 2010. The number of people in the 16 to 64 age category has also seen a decrease when compared to March 2010 (276 people). In contrast, increases can be seen in the number of people aged 65 to 84 and 85 or over in March 2020 compared to March 2010 (increases of 162 and 36 people respectively, see **Table 4.1.1**).

The proportion of people in the dependent age categories was 46.5% in 2020 compared with 37.9% ten years earlier in 2010.

More information on dependency ratios is provided on **page 9**.

**Figure 4.1.1: Population by age group (at 31st March)**



**Table 4.1.1: Population by age group (at 31st March)**

	0 - 15	16 - 64	65 - 84	85 +	Total
2010	268	1,362	486	78	2,194
2011	240	1,295	505	71	2,111
2012	220	1,260	541	69	2,090
2013	199	1,238	561	82	2,080
2014	195	1,149	558	77	1,979
2015	193	1,115	582	92	1,982
2016	197	1,105	597	99	1,998
2017	197	1,081	610	104	1,992
2018	193	1,088	629	113	2,023
2019	187	1,086	630	114	2,017
2020	182	1,086	648	114	2,030

**Table 4.1.2: Percentage of population by age group (at 31st March)**

	0 - 15	16 - 64	65 - 84	85 +	Total
2010	12.2	62.1	22.2	3.6	100.0
2011	11.4	61.3	23.9	3.4	100.0
2012	10.5	60.3	25.9	3.3	100.0
2013	9.6	59.5	27.0	3.9	100.0
2014	9.9	58.1	28.2	3.9	100.0
2015	9.7	56.3	29.4	4.6	100.0
2016	9.9	55.3	29.9	5.0	100.0
2017	9.9	54.3	30.6	5.2	100.0
2018	9.5	53.8	31.1	5.6	100.0
2019	9.3	53.8	31.2	5.7	100.0
2020	9.0	53.5	31.9	5.6	100.0

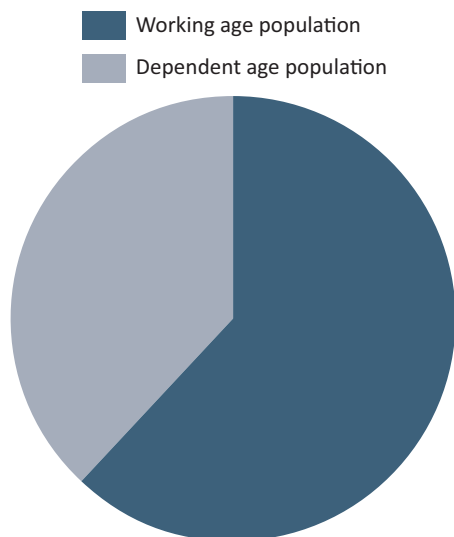
NB - Categories may not sum to overall total due to rounding

## 4.2 Dependency ratio trends

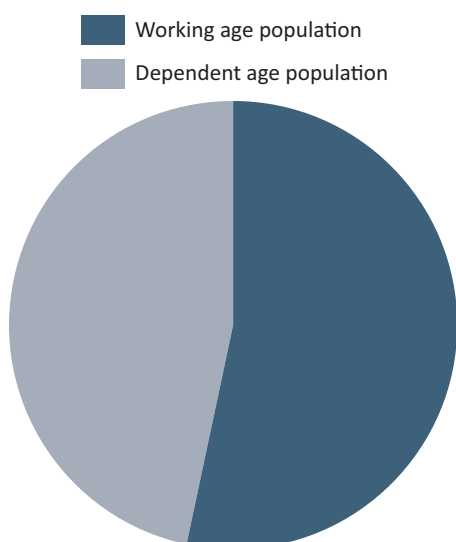
**Table 4.2.1: Dependency ratio (at 31st March)**

	Dependency ratio
2010	0.61
2011	0.63
2012	0.66
2013	0.68
2014	0.72
2015	0.78
2016	0.81
2017	0.84
2018	0.86
2019	0.86
2020	0.87

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



**Figure 4.2.2: Dependency ratio (at 31st March 2020)**



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 2020, the overall dependency ratio was 0.87, which means that for every 100 people of working age (between the ages of 16 and 64) there were 87 people of dependent age, one more than in 2019 and 26 more than in 2010. In practice, 39.2% of the population were employed or self-employed at the end of March 2020 (see [Section 7.1 on page 14](#)).

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, the dependency ratio increases.

A more detailed picture of the baby boom and its impact on the island’s demographic profile can be seen on [page 10](#).

### 4.3 Gender and age trends

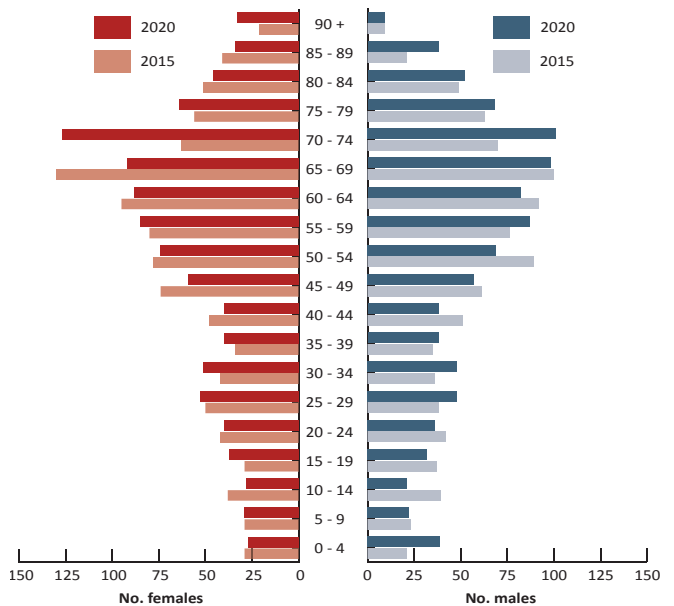
Age and gender distribution pyramids can be used to track changes in the population demographic over time. **Figure 4.3.1** provides a comparison of the distribution in 2015 compared with five years later, in 2020.

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 60 to 69 age groups and into the 70 to 74 groups. This bulge will move progressively further up the pyramid as the baby boom generation gets older.

The largest numerical increase in both the male and female population between March 2015 and March 2020 was in the 70 to 74 age group (see **Figure 4.3.1**). The largest numerical decline between March 2015 and March 2020 is seen in the 65 to 69 age group for females and the 50 to 54 group for males.

Comparing the median age of the male and female populations gives an indication of the differences in the two demographic profiles. In March 2020, the median age (i.e. the age of the person in the middle if everyone was to be ranked in age order) was 57 for both males and females. This compares to 55 for males and 56 for females in March 2015.

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



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

	2015			2020		
	Female	Male	Total	Female	Male	Total
0 - 4	29	21	50	27	39	66
5 - 9	29	23	52	29	22	51
10 - 14	38	39	77	28	21	49
15 - 19	29	37	66	37	32	69
20 - 24	42	42	84	40	36	76
25 - 29	50	38	88	53	48	101
30 - 34	42	36	78	51	48	99
35 - 39	34	35	69	40	38	78
40 - 44	48	51	99	40	38	78
45 - 49	74	61	135	59	57	116
50 - 54	78	89	167	74	69	143
55 - 59	80	76	156	85	87	172
60 - 64	95	92	187	88	82	170
65 - 69	130	100	230	92	98	190
70 - 74	63	70	133	127	101	228
75 - 79	56	63	119	64	68	132
80 - 84	51	49	100	46	52	98
85 - 89	41	21	62	34	38	72
90 +	21	9	30	33	9	42
<b>Total</b>	<b>1,030</b>	<b>952</b>	<b>1,982</b>	<b>1,047</b>	<b>983</b>	<b>2,030</b>

## 5.1 Length of stay on the island to date

**Table 5.1.1: Length of stay by age (at 31st March 2020)**

	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	14	52	-	-	-	-	66
5 - 9	*	7	42	-	-	-	51
10 - 14	*	8	*	38	-	-	49
15 - 19	*	*	8	10	42	-	69
20 - 24	16	12	*	*	*	35	76
25 - 29	16	29	12	*	*	39	101
30 - 34	*	21	14	6	*	51	99
35 - 39	*	17	9	14	*	33	78
40 - 44	*	10	8	17	10	29	78
45 - 49	*	18	8	15	7	63	116
50 - 54	*	23	9	13	20	73	143
55 - 59	9	16	18	17	17	95	172
60 - 64	6	29	22	14	21	78	170
65 - 69	*	22	28	26	17	92	190
70 - 74	-	22	28	14	25	139	228
75 - 79	*	19	8	18	17	69	132
80 - 84	-	*	*	11	15	66	98
85 +	*	*	*	9	*	92	114
<b>Total</b>	<b>99</b>	<b>315</b>	<b>228</b>	<b>229</b>	<b>205</b>	<b>954</b>	<b>2,030</b>

\* are used in instances where there are five or fewer people in any one category

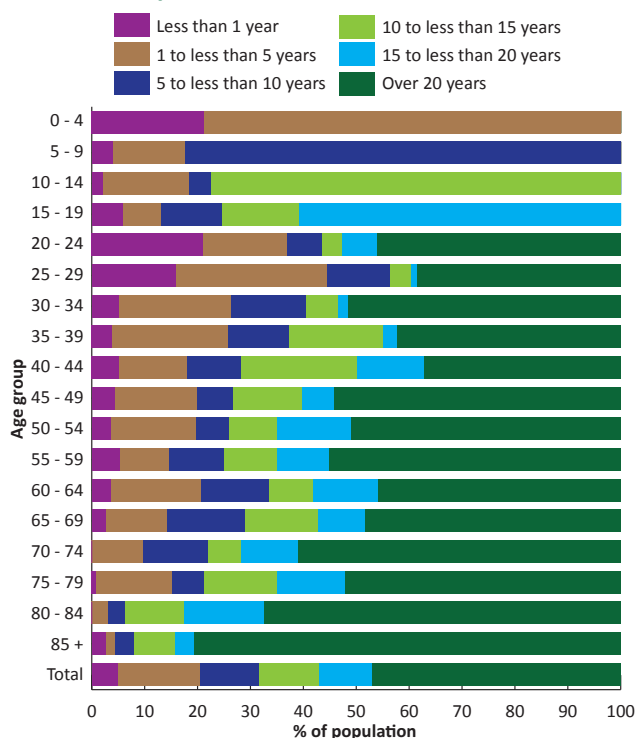
The length of time a person has been resident in the Bailiwick can be calculated using the Rolling Electronic Census system. The length of stay could be from one continuous stay or more than one separate stay. These figures should be viewed as minimum lengths of stay, since historic information is available 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, at the end of March 2020, 954 people (47.0% of the population) had been resident for over twenty years.

The maximum length of time a person can have been resident on the island is restricted by their age. However, persons in age categories 20 upwards could achieve a twenty year stay. Of these categories, the 40 to 44 years of age category contains the lowest proportion of people that have been resident for over twenty years (37.2%).

The 20 to 24 age category saw the highest proportion of people that had been resident for less than one year (21.1%), with the exception of the 0 to 4 age group (see **Figure 5.1.1**).

**Figure 5.1.1: Length of stay by age as a percentage of population by age group (at 31st March 2020)**



## 6.1 Stock of housing units

This page shows information about the housing tenure of the island's housing stock. It is sourced from Cadastre information about property ownership.

The Owner Occupied category covers units which are occupied by their owners' household (and possibly also other households). This includes properties which can be purchased only by older people.

The Rented category covers units which are occupied by a household (or households) other than their owners' household. This includes properties which can be rented only by older people. It includes properties on short and long-term leases and includes properties owned by people who ordinarily live at a different address (either on or off island). Within this category, 232 units (15.6% of the total housing stock and 33.0% of all rented property units) were identified as being owned by a non-resident.

The Affordable category includes accommodation provided by the States of Alderney and the Alderney Housing Association, where the allocation criteria are based primarily on household incomes. It includes social rented and partially owned units, which had previously been shown individually.

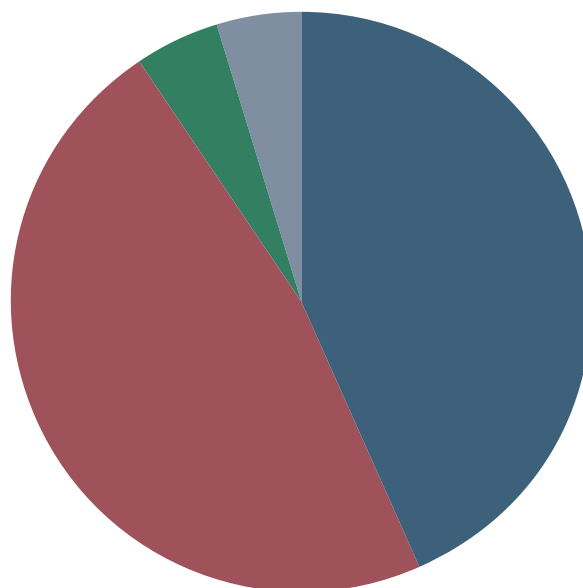
The Other tenure category includes hotels, staff accommodation and self-catering units.

**Table 6.1.1: Number of housing units by tenure (at 31st March 2020)**

	No. units	% of total units
Owner occupied	648	43.5
Rented	703	47.2
Affordable	69	4.6
Other	69	4.6
Total	1,489	100.0

**Figure 6.1.1: Number of housing units by tenure (at 31st March 2020)**

- Owner occupied housing units
- Rented housing units
- Affordable housing units
- Other housing units



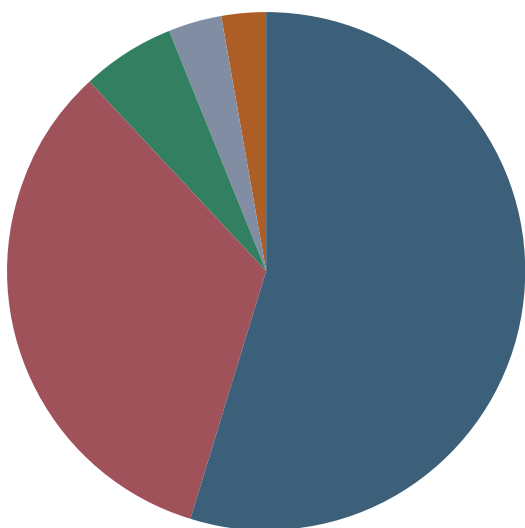
## 6.2 Housing tenure

**Table 6.2.1: Population by housing tenure (at 31st March 2020)**

	No. people	% of total population
Owner occupied	1,114	54.9
Rented	676	33.3
Affordable	116	5.7
Other	70	3.4
Address unknown	54	2.7
<b>Total</b>	<b>2,030</b>	<b>100.0</b>

**Figure 6.2.1: Population by housing tenure (at 31st March 2020)**

- People living in owner occupied housing units
- People living in rented housing units
- People living in Affordable housing units
- People living in other housing units
- People with unknown address



Details relating to the specific property a person lives in (e.g. the housing market and tenure), are based on the person's residential address. The coverage in March 2020 stood at 97.3%. The remaining 2.7% for whom 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. It also includes those for whom the road or building name was known, but not the specific property unit name or number.

**Table 6.2.1** and **Figure 6.2.1** show that 54.9% of the population lived in owner occupied accommodation at the end of March 2020 compared with 33.3% in private rental accommodation.

At the end of March 2020, 5.7% of the population lived in Affordable housing, which includes social rented units and 3.4% of the population lived in other housing units such as staff accommodation.

## 7.1 Population by economic status

At 31st March 2020, 47.9% of the population were in full-time education or in employment, compared to 48.4% a year earlier.

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).

The 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. 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.

Non-employed people are those that paid non-employed contributions i.e. were not employed and not seeking work.

The unemployed group are those that made contact with the job centre during the last week of the quarter, actively seeking work (and had not done any paid work that week).

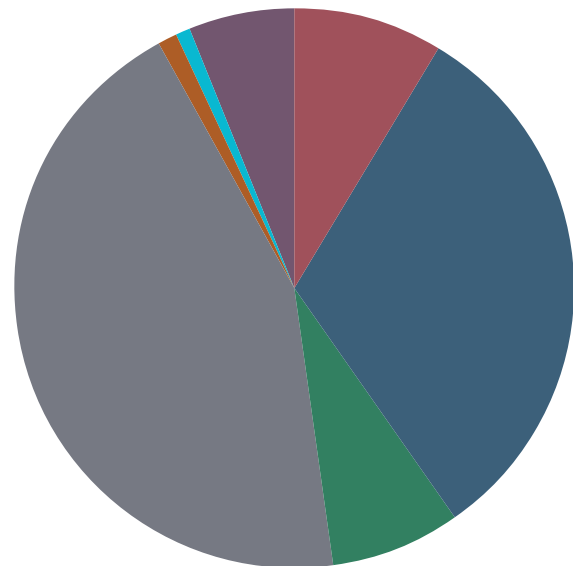
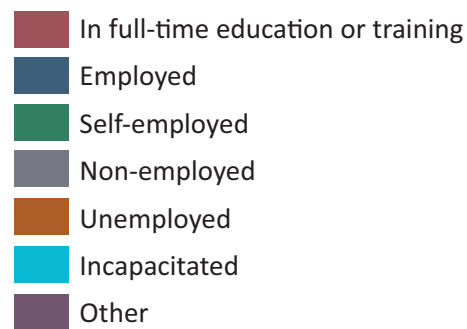
Those classified as incapacitated were in receipt of long term illness, industrial disablement or similar benefits and were not employed, self-employed or in full-time education.

The “other” group includes anyone that did not fit into any of the categories above.

**Table 7.1.1: Population by economic status (at 31st March 2020)**

	No. people	% of total population
In full-time education or training	178	8.8
Employed	641	31.6
Self-employed	154	7.6
Non-employed	897	44.2
Unemployed	20	1.0
Incapacitated	20	1.0
Other	120	5.9
<b>Total</b>	<b>2,030</b>	<b>100.0</b>

**Figure 7.1.1: Population by economic status (at 31st March 2020)**





## 7.1 Population by economic status

Figure 7.1.2: Population by economic status and age (at 31st March 2020)

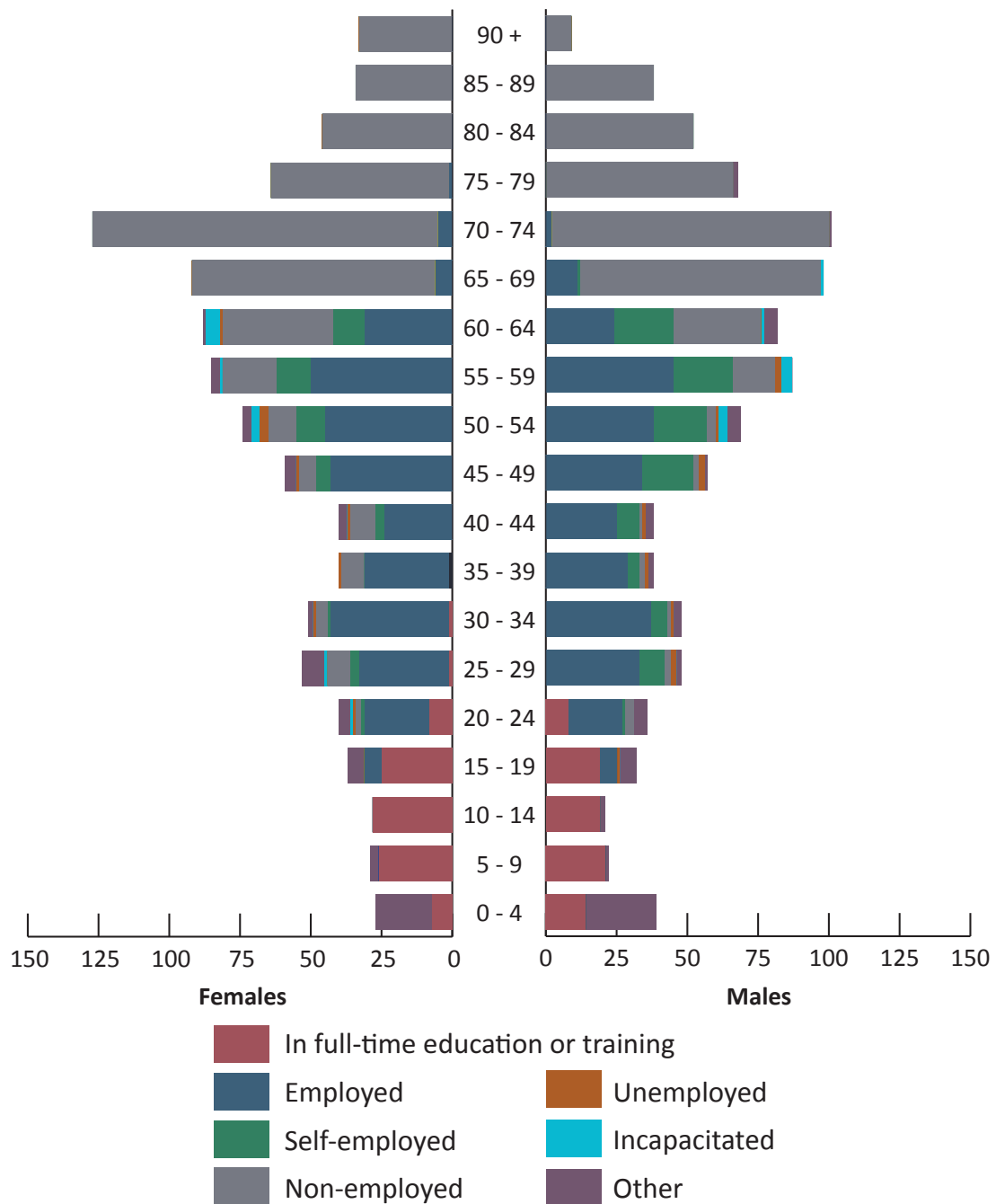


Figure 7.1.2 shows how economic status varies by age group and gender. Overall, 75.5% of the population aged 16 to 64 years old were either in full-time education, employed or self-employed at the end of March 2020. 6.0% (25 people) of those aged 65 to 74 were in employment.

People in full-time education are mainly concentrated in the 5 to 24 age categories. The number of females and males in employment both peak in the 55 to 59 age category (62 people and 66 people respectively).

Self-employment was more apparent in males at the end of March 2020. Unemployment and incapacity are seen in low numbers of similar magnitude for males and females.

## 8.1 Employment trends

There was an overall decrease of 1.9% (see **Figure 8.1.1** and **Table 8.1.1**) in the number of people either employed or self-employed for the year ending 30th September 2020. This compares to a 6.6% decrease for the year ending 30th June 2020.

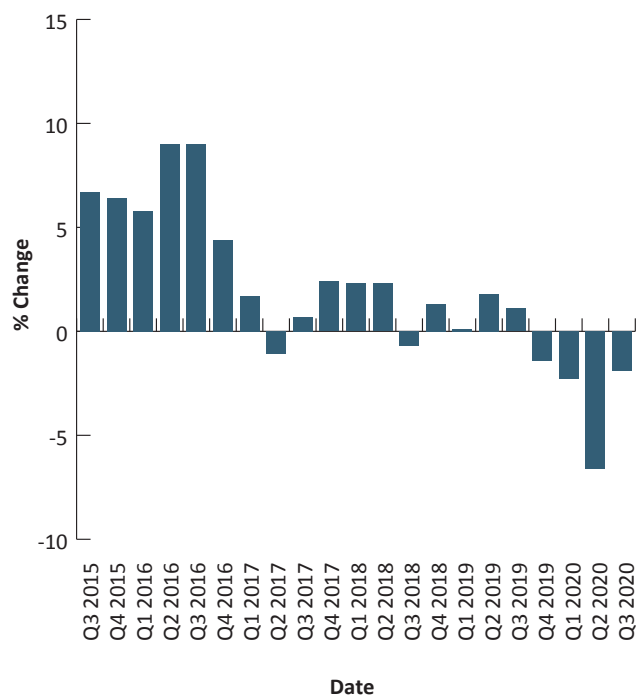
The number of employed people decreased by 3.0% and the number of self-employed increased by 3.2% for the year ending 30th September 2020.

The Bailiwick of Guernsey went into strict lockdown on 25th March 2020 in order to help slow the spread of COVID-19. Restrictions on all but essential business activities were imposed and all non-essential shops and community spaces were closed. People were required to stay at home except for limited purposes and all gatherings of more than two people in public were prohibited. Restrictions were lifted in phases during April, May and June. Between 20th June 2020 and 22nd January 2021 the only remaining restrictions related to off-Island travel.

On 12th March 2020, the Director of Public Health advised all Bailiwick residents to consider avoiding all non-essential travel to and from the Bailiwick. Between 19th March and 17th August, anyone travelling into the Bailiwick of Guernsey was required to self-isolate for 14 days regardless of any symptoms or port of origin. This self-isolation requirement changed to 7 days on 17th August 2020, depending on port of origin. On 28th October 2020 testing for COVID-19 on arrival was introduced and self-isolation requirements altered to reflect the varying prevalence rates of COVID-19 in different countries and regions.

As the number of people in the labour market is seasonal and typically increases from March to a peak in August, it is likely that the travel restrictions and self-isolation requirements that were in place at the end of September 2020 had a large impact on the decline in employment.

**Figure 8.1.1 Annual percentage change in total employment**

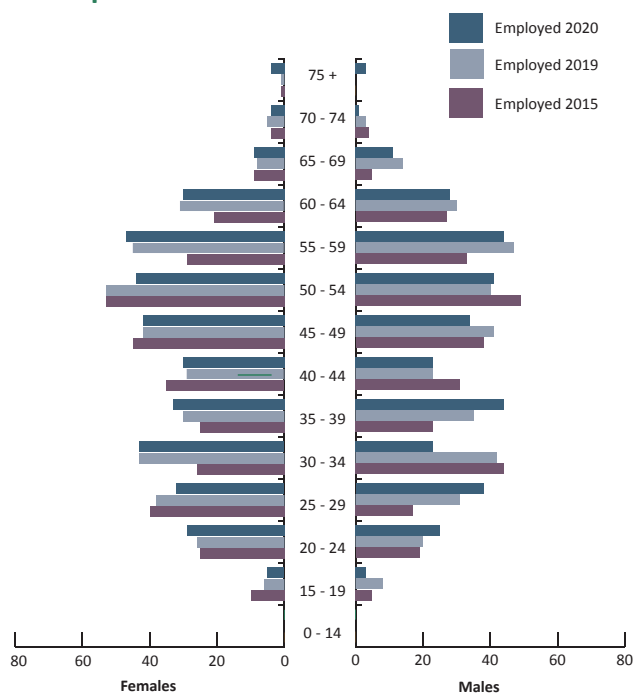


**Table 8.1.1 Annual percentage change in total employment, employees and self-employed**

	Employed	Self-employed	Total employment
Q3 2015	8.0	1.3	6.7
Q4 2015	8.4	-1.3	6.4
Q1 2016	6.9	1.4	5.8
Q2 2016	10.0	4.7	9.0
Q3 2016	10.8	1.3	9.0
Q4 2016	4.7	3.4	4.4
Q1 2017	0.5	6.8	1.7
Q2 2017	-1.9	2.6	-1.1
Q3 2017	-0.7	7.2	0.7
Q4 2017	1.4	6.6	2.4
Q1 2018	2.4	1.9	2.3
Q2 2018	2.9	0.0	2.3
Q3 2018	-0.3	-2.4	-0.7
Q4 2018	1.5	0.6	1.3
Q1 2019	0.6	-1.9	0.1
Q2 2019	2.7	-1.9	1.8
Q3 2019	1.9	-2.5	1.1
Q4 2019	-0.6	-4.9	-1.4
Q1 2020	-2.4	-1.9	-2.3
Q2 2020	-8.0	0.0	-6.6
Q3 2020	-3.0	3.2	-1.9

## 8.2 Employment by age and gender

**Figure 8.2.1 Employment by age and gender at 30th September**

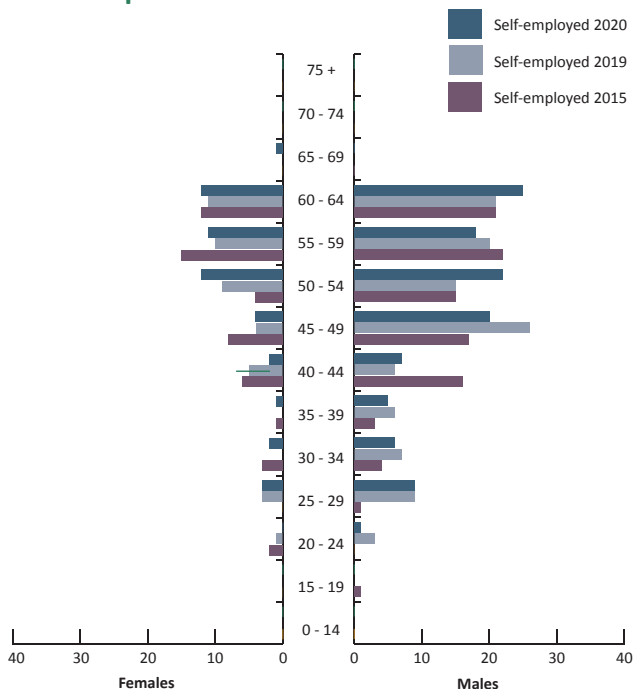


The difference in the proportions of employed and self-employed people between September 2015, 2019 and 2020 are shown in **Figures 8.2.1** and **8.2.2** respectively.

**Figure 8.2.1** shows that the number of employed females between September 2019 and September 2020 remained relatively consistent, however the largest decreases were seen in the 50 to 54 and 25 to 29 age groups. For males, the 30 to 34 age group saw the largest decrease in the number of employed people between September 2019 and September 2020.

When comparing the number of employed people between September 2015 and September 2020, it can be seen that the 30 to 34 age group saw the largest increase in the number of employed females whereas this age category showed the largest decrease for males. The 25 to 29 and 35 to 39 age groups saw the largest increase in the number of employed males between September 2015 and September 2020 (see **Figure 8.2.1**).

**Figure 8.2.2 Self-employment by age and gender at 30th September**

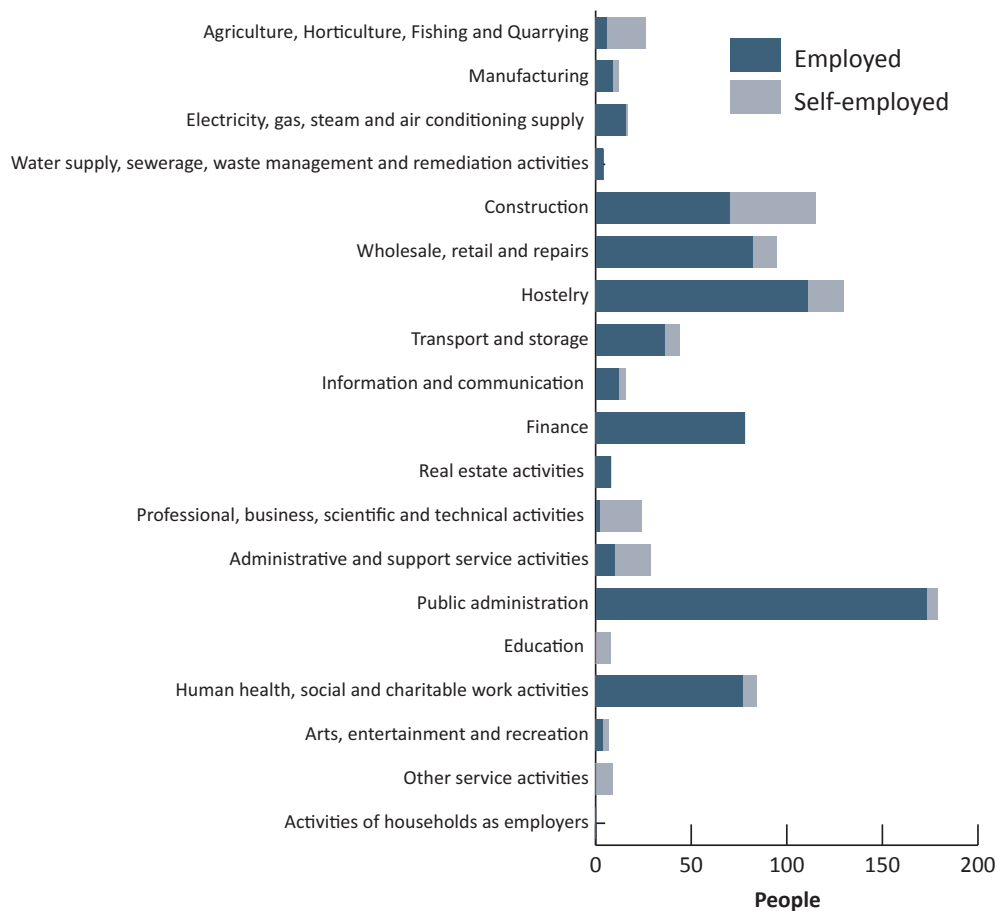


As can be seen in **Figure 8.2.2**, self-employment is more apparent in males than in females. The number of self-employed females remained relatively stable between September 2019 and September 2020. The 45 to 49 age group saw the largest decrease in self-employed males and the 50 to 54 age group showed the largest increase during the same time period.

The number of self-employed males in the 40 to 44 age category showed the largest decline between September 2015 and September 2020.

## 8.3 Employment and self-employment by economic sector

**Figure 8.3.1: People employed and self-employed by economic sector (at 30th September 2020)**



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 here, [www.gov.gg/ecodes](http://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 or Alderney (e.g. those employed at States-run schools or medical facilities). Those who are employed by the States of Guernsey or Alderney, including medical and teaching staff, are captured in the Public administration category.

The figures presented in **Figure 8.3.1** and **Table 8.3.1** on **page 19** show all employees and self-employees for each sector. They are sourced from the Rolling Electronic Census and account for all employment, including second and third jobs that individuals may undertake. Some individuals, in addition to working for an employer, are also self-employed.

As shown in **Figure 8.3.1** and **Table 8.3.1**, the Public administration sector was the largest employer in September 2020, accounting for 20.2% of total employment (179 people).

The Construction sector had the largest number of self-employed people in September 2020 (45 people), representing 39.1% of the sector and 24.1% of self-employed people overall.

## 8.3 Employment and self-employment by economic sector

**Table 8.3.1: People employed and self-employed by economic sector (at 30th September)**

	Employees		Self-employees		Total in employment		Change in total
	2019	2020	2019	2020	2019	2020	
Agriculture, horticulture, fishing and quarrying	*	*	*	*	23	26	3
Manufacturing	*	*	*	*	9	12	3
Electricity, gas, steam and air conditioning supply	*	*	*	*	20	17	-3
Water supply, sewerage, waste management and remediation activities	*	*	0	0	*	*	-1
Construction	67	70	43	45	110	115	5
Wholesale, retail and repairs	83	82	16	13	99	95	-4
Hostelry	112	111	17	19	129	130	1
Transport and storage	40	36	8	8	48	44	-4
Information and communication	*	*	*	*	15	16	1
Finance	82	78	0	0	82	78	-4
Real estate activities	9	8	0	0	9	8	-1
Professional, business, scientific and technical activities	*	*	*	*	24	24	0
Administrative and support service activities	8	10	19	19	27	29	2
Public administration	180	173	6	6	186	179	-7
Education	0	0	6	8	6	8	2
Human health, social and charitable work activities	72	77	6	7	78	84	6
Arts, entertainment and recreation	*	*	*	*	9	7	-2
Other service activities	*	*	*	*	14	9	-5
Activities of households as employers	*	*	*	*	*	*	-1
<b>Total for all sectors</b>	<b>713</b>	<b>698</b>	<b>181</b>	<b>187</b>	<b>894</b>	<b>885</b>	<b>-9</b>

\* If there are fewer than five people in any category, only the total number in employment is presented.

**Table 8.3.1** shows the change in employment by sector between September 2019 and September 2020. The public administration sector was the largest employer in both September 2019 and September 2020.

Eight of the nineteen economic sectors showed an increase in employment for the year ending 30th September 2020. The Human health, social and charitable work activities sector showed the largest annual increase (6 people) whilst the Public administration sector showed the largest decrease in the number of people in employment between September 2019 and September 2020 (a fall of 7 people).

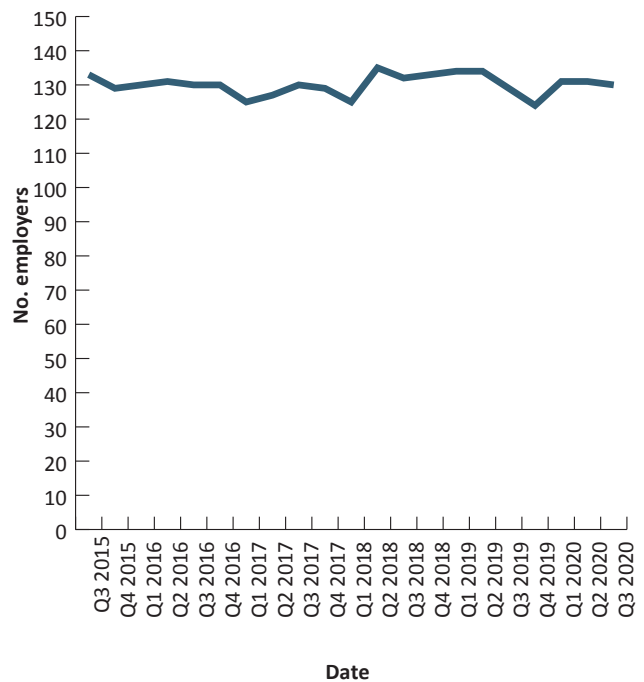
As mentioned on [page 18](#), these figures include second and third jobs individuals may undertake.

## 9.1 Employer trends

The figures presented in **Figure 9.1.1** and **Table 9.1.1** are calculated using Electronic Census data, where Social Security data had been used prior to 2015.

As shown in **Table 9.1.1**, there was an increase of 0.8% in the number of employing organisations for the year ending 30th September 2020.

**Figure 9.1.1 Total number of employers**



**Table 9.1.1 Change in total number of employers**

	Number of employers	Annual % change
Q3 2015	133	2.3
Q4 2015	129	3.2
Q1 2016	130	1.6
Q2 2016	131	1.6
Q3 2016	130	-2.3
Q4 2016	130	0.8
Q1 2017	125	-3.8
Q2 2017	127	-3.1
Q3 2017	130	0.0
Q4 2017	129	-0.8
Q1 2018	125	0.0
Q2 2018	135	6.3
Q3 2018	132	1.5
Q4 2018	133	3.1
Q1 2019	134	7.2
Q2 2019	134	-0.7
Q3 2019	129	-2.3
Q4 2019	124	-6.8
Q1 2020	131	-2.2
Q2 2020	131	-2.2
Q3 2020	130	0.8

## 9.2 Employers by economic sector and size

**Table 9.2.1 Employers by economic sector and size at 30th September 2020**

	No. employers by size (number of employees)						
	1	2 to 5	6 to 10	11 to 25	26 to 50	Over 50	Total
Agriculture, horticulture, fishing and quarrying	1	2	0	0	0	0	3
Manufacturing	1	3	0	0	0	0	4
Electricity, gas, steam and air conditioning supply	1	0	0	1	0	0	2
Water supply, sewerage, waste management and remediation activities	0	1	0	0	0	0	1
Construction	13	2	5	1	0	0	21
Wholesale, retail and repairs	9	9	1	3	0	0	22
Hostelry	3	7	3	4	0	0	17
Transport and storage	2	1	3	1	0	0	7
Information and communication	5	0	1	0	0	0	6
Finance	6	6	1	3	0	0	16
Real estate activities	4	1	0	0	0	0	5
Professional, business, scientific and technical activities	0	1	0	0	0	0	1
Administrative and support service activities	2	3	0	0	0	0	5
Public administration	0	0	0	3	1	1	5
Education	0	0	0	0	0	0	0
Human health, social and charitable work activities	6	3	2	0	1	0	12
Arts, entertainment and recreation	2	1	0	0	0	0	3
Other service activities	0	0	0	0	0	0	0
Activities of households as employers	0	0	0	0	0	0	0
<b>Total</b>	<b>55</b>	<b>40</b>	<b>16</b>	<b>16</b>	<b>2</b>	<b>1</b>	<b>130</b>

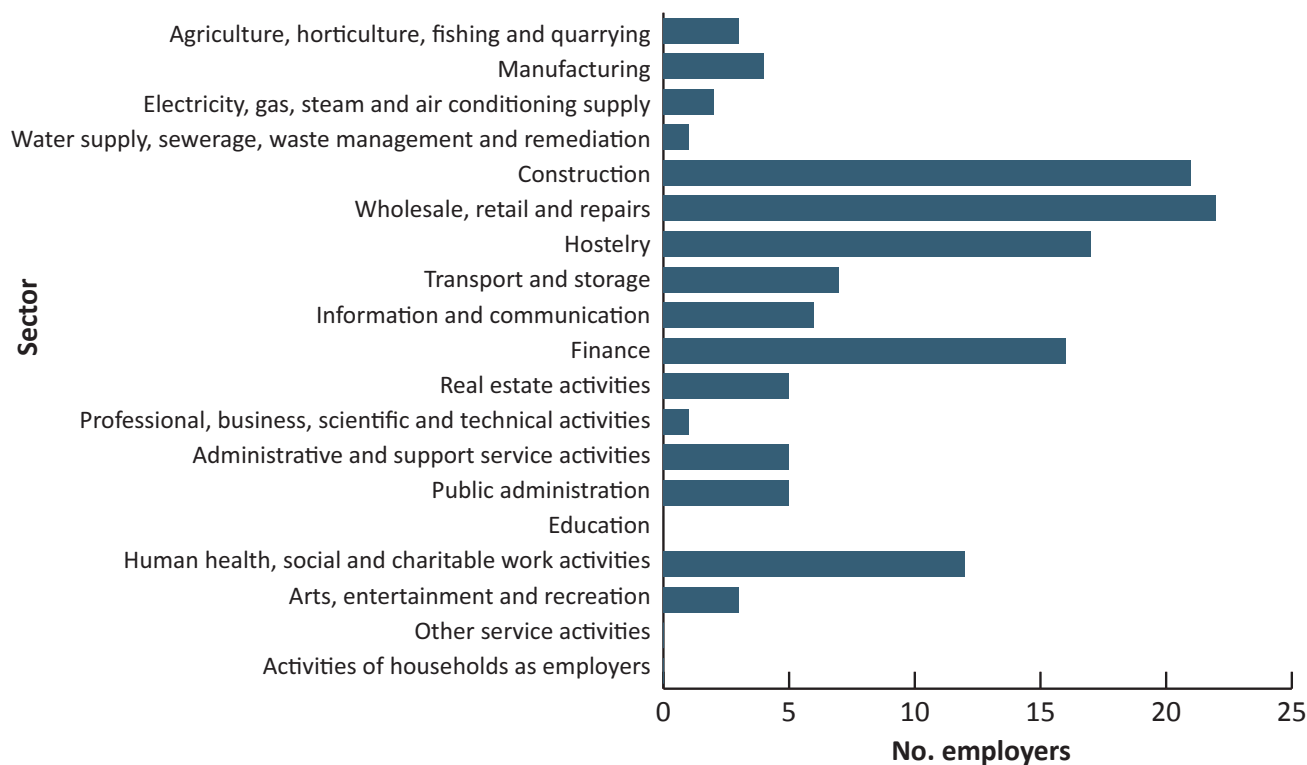
**Table 9.2.1** shows the number of employers broken down by economic sector and number of employees as at 30th September 2020. They are sourced from the Rolling Electronic Census.

The Wholesale, retail and repairs sector had the highest number of employing organisations (22), 18 of which had fewer than 6 employees. The Public administration sector contained the only employing organisation with more than 50 employees.

42% of the total number of employers (55 organisations) were employing one person at the end of September 2020.

## 9.3 Employers by economic sector

Figure 9.3.1 Employers by economic sector at 30th September 2020



As shown above in **Figure 9.3.1**, the Wholesale, retail and repairs and Construction sectors had the largest numbers of employers (22 and 21 respectively) at the end of September 2020.

Please note that the 'Education' and 'Human health, social and charitable work' sectors exclude people employed by the States of Guernsey or Alderney (e.g. those employed at States-run schools or medical facilities). Those who are employed by the States of Guernsey or Alderney, including medical and teaching staff, are captured in the Public administration category.



## 10.1 Median earnings from employment

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.

As a result of the Rolling Electronic Census Project, median earnings for employees can now be calculated separately for Alderney and Guernsey (only a combined figure could be produced in the previous Annual Earnings Bulletin). The figures presented here represent the average over the four preceding quarters.

As shown in **Table 10.1.1**, median earnings increased by 0.3% between the year ending September 2019 and the year ending September 2020, from £25,817 to £25,900.

At the end of September 2020, the four quarter median average earnings for females was £23,682 (3.3% higher than a year earlier) and for males was £28,849 (1.2% lower than a year earlier) (see **Table 10.1.2**).

It should be noted that these figures are not adjusted to reflect the numbers of hours worked, which is likely to be a significant factor in the difference between the male and female average.

**Table 10.1.1 Median earnings at 30th September (all employees)**

Date	Four quarter average earnings (£)	Annual % change
2015	23,477	
2016	23,948	2.0
2017	24,625	2.8
2018	24,904	1.1
2019	25,817	3.7
2020	25,900	0.3

**Table 10.1.2 Median earnings by gender at 30th September**

Date	Four quarter average earnings (£)		Annual % change	
	Female	Male	Female	Male
2015	19,965	28,044		
2016	20,185	27,731	1.1	-1.1
2017	21,743	27,586	7.7	-0.5
2018	21,969	27,957	1.0	1.3
2019	22,926	29,209	4.4	4.5
2020	23,682	28,849	3.3	-1.2

## 10.2 Median earnings by economic sector

**Table 10.2.1 Four quarter average earnings as at 30th September 2020**

	Median earnings (£)
Agriculture, Horticulture, Fishing and Quarrying	24,505
Manufacturing	20,289
Electricity, gas, steam and air conditioning supply	40,606
Construction	31,194
Wholesale, retail and repairs	20,168
Hostelry	17,699
Transport and storage	23,913
Information and communication	21,976
Finance	33,080
Real estate activities	22,781
Administrative and support service activities	23,806
Public administration	30,897
Human health, social and charitable work activities	20,174

Median earnings by sector are shown in **Table 10.2.1**. These figures should be treated with caution due to the small number of employees within some sectors. Sectors containing fewer than 5 employees have not been included in **Table 10.2.1**.

People employed within the Electricity, gas, steam and air conditioning supply sector had the highest four quarter average median earnings (£40,606) at the end of September 2020. This was 57% higher than the overall median.

Of the sectors shown in **Table 10.2.1**, the Hostelry sector had the lowest four quarter average median earnings (£17,699) at the end of September 2020, which was 32% lower than the overall median.

Please note that the 'Education' and 'Human health, social and charitable work' sectors exclude people employed by the States of Guernsey or Alderney (e.g. those employed at States-run schools or medical facilities). Those who are employed by the States of Guernsey or Alderney, including medical and teaching staff, are captured in the 'Public administration' category.

## 11.1 Methodology

### The Rolling Electronic Census Project

Following a States of Guernsey decision (see Billet d'Etat XVII, 2010, available via [www.gov.gg/billets](http://www.gov.gg/billets)), a census was not held in Guernsey or Alderney in 2011. Instead a project to collate population statistics from administrative sources, known as the Rolling Electronic Census Project, was initiated.

The Rolling Electronic Census Project, which was completed in late 2014, involved developing an IT system to collate, match and process information from several separate States of Guernsey sources. The IT system, developed by Digimap Ltd, replicates the method used since 2006 by the Social Security Department to calculate population headcounts and includes additional cross checks. It also brings together information which people have provided to the various States Departments, such as address updates and place of birth, removing the need for this information to be provided again via a traditional census method. The information is updated quarterly and the whole process is automated as far as possible. This data sharing is enabled by the Electronic Census Ordinance, which was enacted in 2013 and also strictly controls who can access the information and the purposes for which it can be used.

All the data is held securely (in electronic copy only) and only Census Officers have access to the IT system. The benefits of this are that there is an audit trail of access to the information if needed. Additionally, Census Officers have less contact with personal details than they would if handling traditional census forms, since the data is anonymised by the IT system before being made available for analysis. The data can be used for statistical purposes only. However, as with a traditional census, snapshots of the data are archived for future use by family history researchers (once all data subjects are deceased, usually approximately 100 years after the snapshot date).

The Project cost approximately half the cost of one traditional census and each five years' worth of running costs total a similar sum.

The data presented in this report is compiled using data on individuals sourced from the following:

- Greffe birth and death records
- Income Tax
- Social Security contributions
- Social Security benefits
- Social Housing
- Population Management
- Health
- Driving Licenses and Vehicle Registrations
- Schools
- University grants
- The Electoral Roll

The Rolling Electronic Census also incorporates data from the Corporate Housing Programme Monitoring System which adds information based on the residential properties individuals live in.

In cases where two or more of the above databases hold more than one copy of the information presented in this report, there is a process to decide which version to use. For dates of birth and gender for example, the most commonly used is the one taken to be correct for that individual. For other information such as addresses, or whether a person is normally resident at the time of the census snapshot, there's a more complex process to determine the correct information for that individual, which takes into account how the data is processed by each source.

## 11.1 Methodology (continued)

### People that are included in the headcount

The total headcount presented in this report represents the ordinarily resident population of Alderney on 31st March. It includes all the people living on the island with some permanency (all individuals who are employed in Alderney or who are resident for longer than 26 weeks are required to register with Employment & Social Security) and people who may not have physically been on island on the particular day, such as those in full-time education off island and those away on holiday or business. It excludes short-term visitors to the island (on holiday, business trips or other visits).

### 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. Some additional cross checks undertaken in 2018 led to the identification of duplicates born in 2014, 2015, 2016 and 2017. These have been removed and the process refined, so that the cause has been corrected. Figures for births have been restated back to 2014 to ensure an accurate picture of the trend is available.

### The Economic Statistics (Guernsey and Alderney) Law, 2019

On 4th September 2019, the Economic Statistics (Guernsey and Alderney) Law was approved by the States of Guernsey (see <https://www.gov.gg/article/172311/The-Economic-Statistics-Guernsey-and-Alderney-Law-2019>). The new legislation will allow controlled sharing of some of the data collected for Income Tax purposes with the Data & Analysis service and will also enable the Data & Analysis service to run a regular business census to fill data gaps. This is expected to begin in 2021 at the earliest. The additional information sought is as follows:

- Separation of information from employers on wages paid to current employees from pensions paid to past employees
- Numbers of hours worked by employees
- Value of employer contributions to occupational / secondary pension schemes

This should enable calculation of the median wage for full time employees, the number of people paid the minimum wage and the number of households with adults all working full time that are still below the relative income poverty threshold. Additional information will be included in Data & Analysis publications when it becomes available.

## 12.1 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](http://www.gov.gg/data) and [www.alderney.gov.gg/data](http://www.alderney.gov.gg/data). Please contact us for further information.

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