



STATES OF ALDERNEY

Alderney Annual Employment Bulletin

Employment at 31st March 2024

Issue date: 4th September 2024

The Alderney Annual Employment Bulletin provides headline information on employment using data collated by the Rolling Electronic Census IT System.



States of Guernsey
Data and Analysis

1.1 Introduction

This fifth Alderney Annual Employment Bulletin, published in September 2024, provides information on employment in Alderney at 31st March 2024.

The Bailiwick of Guernsey has had two strict lockdowns to help slow the spread of COVID-19. The first started on 25th March 2020 and restrictions were lifted in phases from 25th April to 20th June 2020 (87 days in total), when the only remaining restrictions related to travel outside the Bailiwick. This remained in place until the second strict lockdown, which started on 23rd January 2021. Restrictions were lifted in stages from 11th February 2021 (58 days after the start of the second strict lockdown) until 17th February 2022, when all legal restrictions were removed. Throughout this bulletin, notes are included where there are coronavirus related impacts.

The bulletin is one of a series of publications, which are available from www.alderney.gov.gg/data. Each report is published annually as follows:

- Population
- Earnings
- Employment

This bulletin provides information sourced using the Rolling Electronic Census IT system; a pioneering and cost saving project, which was completed in December 2014. More information on the Rolling Electronic Census Project is available in [Section 4.1](#).

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

1.2 Headlines

- In March 2024, 863 people were employed or self-employed in Alderney, 0.5% more than in March 2023. 161 people were self-employed and 702 people worked for an employer (19% and 81% respectively). This compares to 162 self-employed and 697 employed people in March 2023.
- The Public administration sector provided 183 employment roles (from zero hours to full time contracts) in March 2024 (20% of the total).
- The Human health and social work activities sector showed the largest increase in the number of people in employment between March 2023 and March 2024 (an increase of 16 people). The Financial and insurance activities sector showed the largest decrease (a fall of 15 people).
- There were 134 employing organisations in Alderney in March 2024, 3 more than in March 2023.

2.1 Employment trends

There was an overall increase of 0.5% (see [Figure 2.1.1](#) and [Table 2.1.1](#)) in the number of people either employed or self-employed at the end of March 2024 compared to the end of March 2023. There were 6.2% more people in employment at the end of March 2024 than before the COVID-19 pandemic in March 2019.

The number of employed people as at 31st March 2024 increased by 0.7% when compared to 31st March 2023 and the number of self-employed people in March 2024 decreased by 0.6% over the same time period.

The trend in the number of people in employment is presented on [page 3](#).

The Bailiwick of Guernsey entered two lockdowns in order to help slow the spread of COVID-19. The first lockdown took place between 25th March 2020 and 20th June 2020 and the second took place between 23rd January 2021 and 22nd March 2021. 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.

Between 19th March 2020 and 30th June 2021, people travelling into the Bailiwick of Guernsey were subject to testing and/or self-isolation requirements unless they had a variation for medical, compassionate or critical work reasons. Travel restrictions were lifted in stages from 1st July 2021 until 17th February 2022, when the conditions for travelling into the Island were returned to how they had been pre-pandemic. 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 had a large impact on employment throughout 2020 and 2021, for example seasonal workers to support hostelry and other tourist-based activities.

Figure 2.1.1 Annual percentage change in total employment

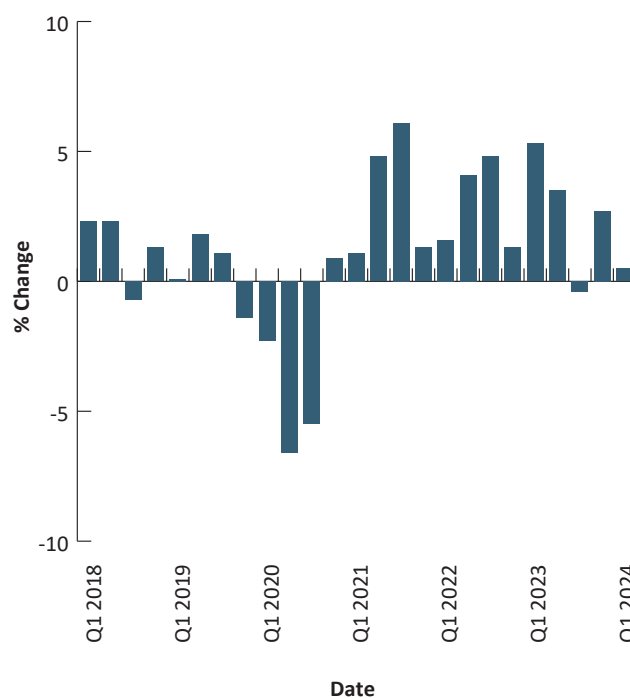


Table 2.1.1 Annual percentage change in total employment, employees and self-employed

	Employed	Self-employed	Total employment
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	-5.5
Q4 2020	-0.3	5.8	0.9
Q1 2021	0.3	4.5	1.1
Q2 2021	4.8	4.5	4.8
Q3 2021	2.7	0.0	6.1
Q4 2021	3.3	-6.7	1.3
Q1 2022	3.7	-6.8	1.6
Q2 2022	5.8	-3.1	4.1
Q3 2022	6.1	-0.6	4.8
Q4 2022	1.0	2.6	1.3
Q1 2023	4.8	7.3	5.3
Q2 2023	3.8	1.9	3.5
Q3 2023	-0.3	-1.3	-0.4
Q4 2023	3.0	1.3	2.7
Q1 2024	0.7	-0.6	0.5

2.2 Employment by age and gender

Table 2.2.1 Number in employment at 31st March

	Employed	Self-employed	Total
2015	592	146	738
2016	633	148	781
2017	636	158	794
2018	651	161	812
2019	655	158	813
2020	639	155	794
2021	641	162	803
2022	665	151	816
2023	697	162	859
2024	702	161	863

Figure 2.2.1 Number of people employed by age and sex at 31st March

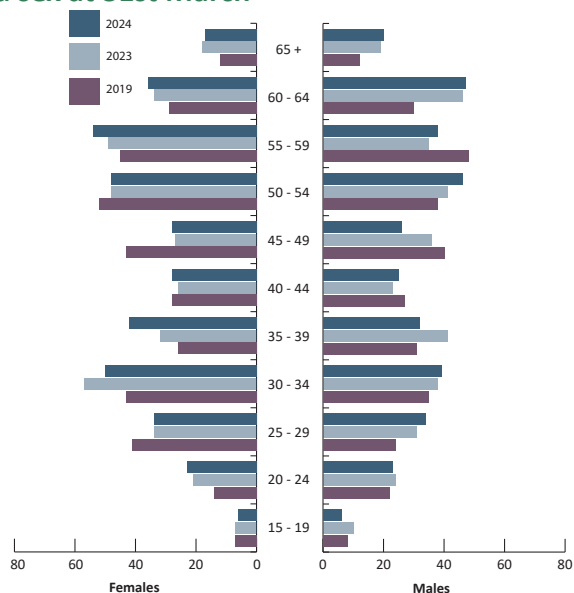
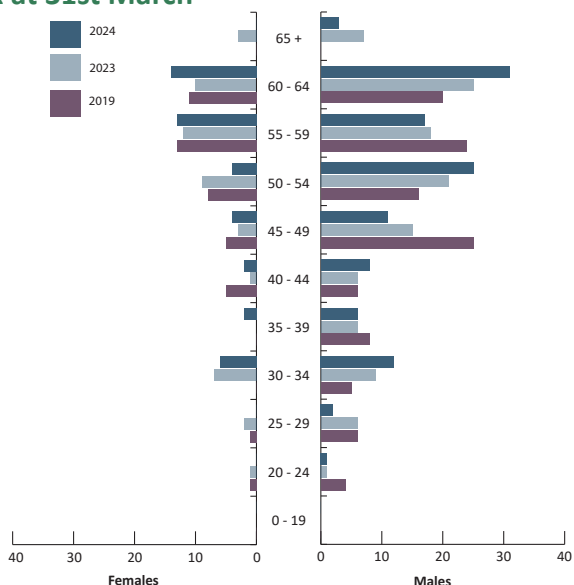


Figure 2.2.2 Number of self-employed by age and sex at 31st March



The trend in the number of people in employment is presented in **Table 2.2.1**. It can be seen that the number of people in employment at the end of March 2024 was the highest Quarter 1 number since records from the Rolling Electronic Census began in 2015.

The number of employed and self-employed people at the end of March 2024, one year earlier in 2023 and five years earlier in 2019 is broken down by age and gender and shown in **Figures 2.2.1** and **2.2.2**. Please note that there is a small number of people in some age categories.

In 2020, the States' Old Age Pension age began to rise from 65 to 70 years old; gradually increasing by 2 months each year. On 31st March 2024 the States' Old Age Pension age was 65 years and 10 months.

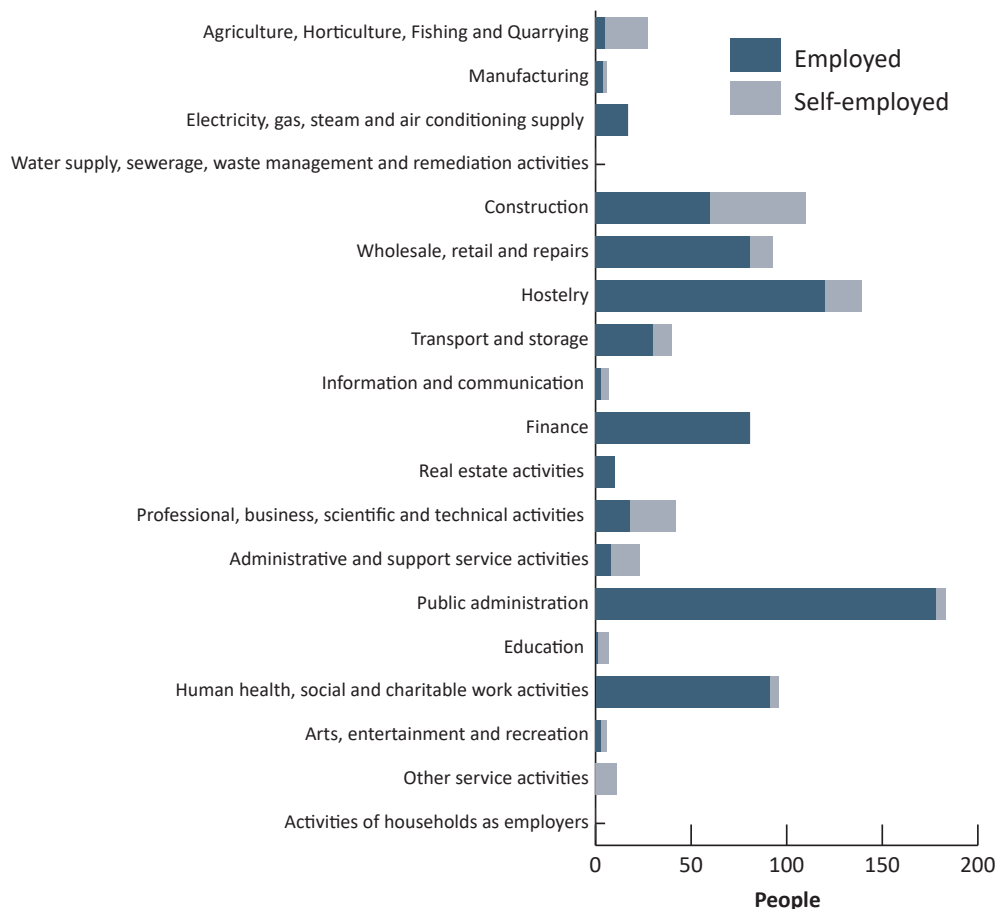
Figure 2.2.1 shows that between March 2019 and March 2024, the largest increase in the number of people employed was seen in the 35 to 39 age category for females and the 60 to 64 age category for males. The 45 to 49 age group saw the largest decrease in the number of employed females between March 2019 and March 2024. The 45 to 49 age category saw the largest decrease in the number of employed males (see **Figure 2.2.1**).

As can be seen in **Figure 2.2.2**, self-employment is more apparent in males than in females. Self-employment also tends to be more apparent in people aged 45 and over than those aged under 45.

For females, the 20 to 34 and 55 to 64 age categories saw an increase in self-employment between 2019 and 2024. Increases in self-employment for males were seen in the following age categories: 30 to 34, 40 to 44, 50 to 54 and 60+, with all other age groups showing a decrease in the number of people self-employed between March 2019 and March 2024.

2.3 Employment and self-employment by economic sector

Figure 2.3.1: People employed and self-employed by economic sector (at 31st March 2024)



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.

Please note that the Education and Human health, social and charitable work activities 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 2.3.1** and **Table 2.3.1** on **page 5** 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 2.3.1** and **Table 2.3.1**, the Public administration sector was the largest employer in March 2024, accounting for 20.4% of total employment (183 people).

The Construction sector had the largest number of self-employed people in March 2024 (50 people), representing 45.5% of the sector and 26.6% of self-employed people overall.

2.3 Employment and self-employment by economic sector

Table 2.3.1: People employed and self-employed by economic sector (at 31st March)

	Employees		Self-employees		Total in employment		Change in total
	2023	2024	2023	2024	2023	2024	
Agriculture, horticulture, fishing and quarrying	*	*	*	*	26	27	1
Manufacturing	*	*	*	*	7	6	-1
Electricity, gas, steam and air conditioning supply	19	17	0	0	19	17	-2
Water supply, sewerage, waste management and remediation activities	*	0	*	0	3	0	-3
Construction	74	60	50	50	124	110	-14
Wholesale, retail and repairs	77	81	12	12	89	93	4
Hostelry	118	120	19	19	137	139	2
Transport and storage	26	30	10	10	36	40	4
Information and communication	*	*	*	*	10	7	-3
Finance	96	81	0	0	96	81	-15
Real estate activities	11	10	0	0	11	10	-1
Professional, business, scientific and technical activities	6	18	24	24	30	42	12
Administrative and support service activities	*	8	*	15	19	23	4
Public administration	165	178	5	5	170	183	13
Education	0	*	6	*	6	7	1
Human health, social and charitable work activities	75	91	5	5	80	96	16
Arts, entertainment and recreation	*	*	*	*	7	6	-1
Other service activities	0	0	11	11	11	11	0
Activities of households as employers	0	0	0	0	0	0	0
Total for all sectors	693	710	188	188	881	898	17

* If there are fewer than five employees or self-employees in any one sector, only the total number of people in employment is presented for that sector

Table 2.3.1 shows the change in employment by sector between March 2023 and March 2024. The Public administration sector was the largest employer in both March 2023 and March 2024.

Nine of the nineteen economic sectors showed an increase in employment for the year ending 31st March 2024, eight showed a decrease and one had the same number of people in employment compared to the previous year and one has had no people employed in either year. The Finance sector showed the largest annual decrease (a fall of 15 people) whilst the Human health social and charitable work activities sector showed the largest increase in the number of people in employment between March 2023 and March 2024 (a rise of 16 people).

As mentioned on [page 4](#), these figures include second and third jobs individuals may undertake.

3.1 Employer trends

The figures presented in **Figure 3.1.1** and **Table 3.1.1** are calculated using Electronic Census data, where Social Security data had been used prior to 2015.

Figure 3.1.1 shows that the number of employers in March has remained relatively stable since 2015, ranging from a minimum of 125 employers in 2017 and 2018 to a maximum of 134 in March 2019.

As shown in **Table 3.1.1**, there was an increase by 3 in the number of employing organisations for the year ending 31st March 2024.

Figure 3.1.1 Total number of employers at 31st March

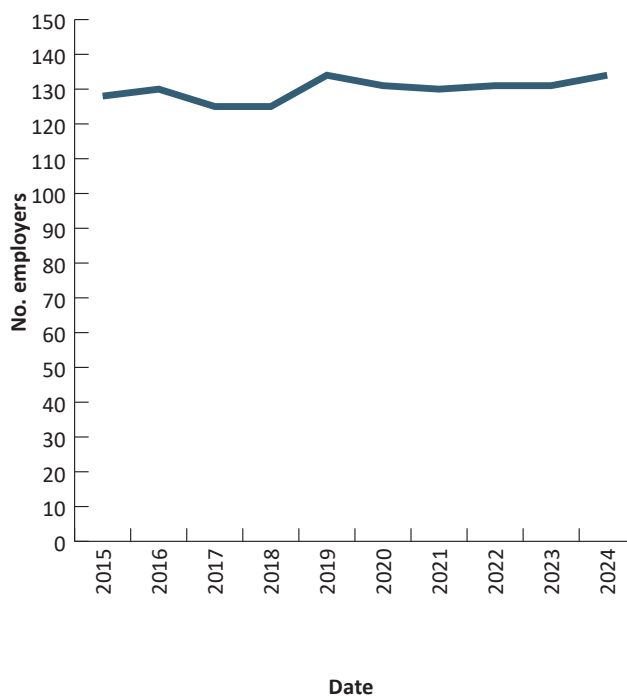


Table 3.1.1 Change in total number of employers at 31st March

	Number of employers	Annual % change
2015	128	
2016	130	1.6
2017	125	-3.8
2018	125	0.0
2019	134	7.2
2020	131	-2.2
2021	130	-0.8
2022	131	0.8
2023	131	0.0
2024	134	2.3

3.2 Employers by economic sector and size

Table 3.2.1 Employers by economic sector and size at 31st March 2024

	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	1	0	0	0	0	2
Manufacturing	0	2	0	0	0	0	2
Electricity, gas, steam and air conditioning supply	0	0	0	1	0	0	1
Water supply, sewerage, waste management and remediation activities	0	0	0	0	0	0	0
Construction	10	4	2	2	0	0	18
Wholesale, retail and repairs	7	9	1	3	0	0	20
Hostelry	6	11	1	4	0	0	22
Transport and storage	2	2	3	0	0	0	7
Information and communication	3	0	0	0	0	0	3
Finance	12	4	1	1	1	0	19
Real estate activities	2	3	0	0	0	0	5
Professional, business, scientific and technical activities	4	2	1	0	0	0	7
Administrative and support service activities	4	1	0	0	0	0	5
Public administration	0	1	2	0	2	1	6
Education	1	0	0	0	0	0	1
Human health, social and charitable work activities	7	3	2	1	0	1	14
Arts, entertainment and recreation	1	1	0	0	0	0	2
Other service activities	0	0	0	0	0	0	0
Activities of households as employers	0	0	0	0	0	0	0
Total	60	44	13	12	3	2	134

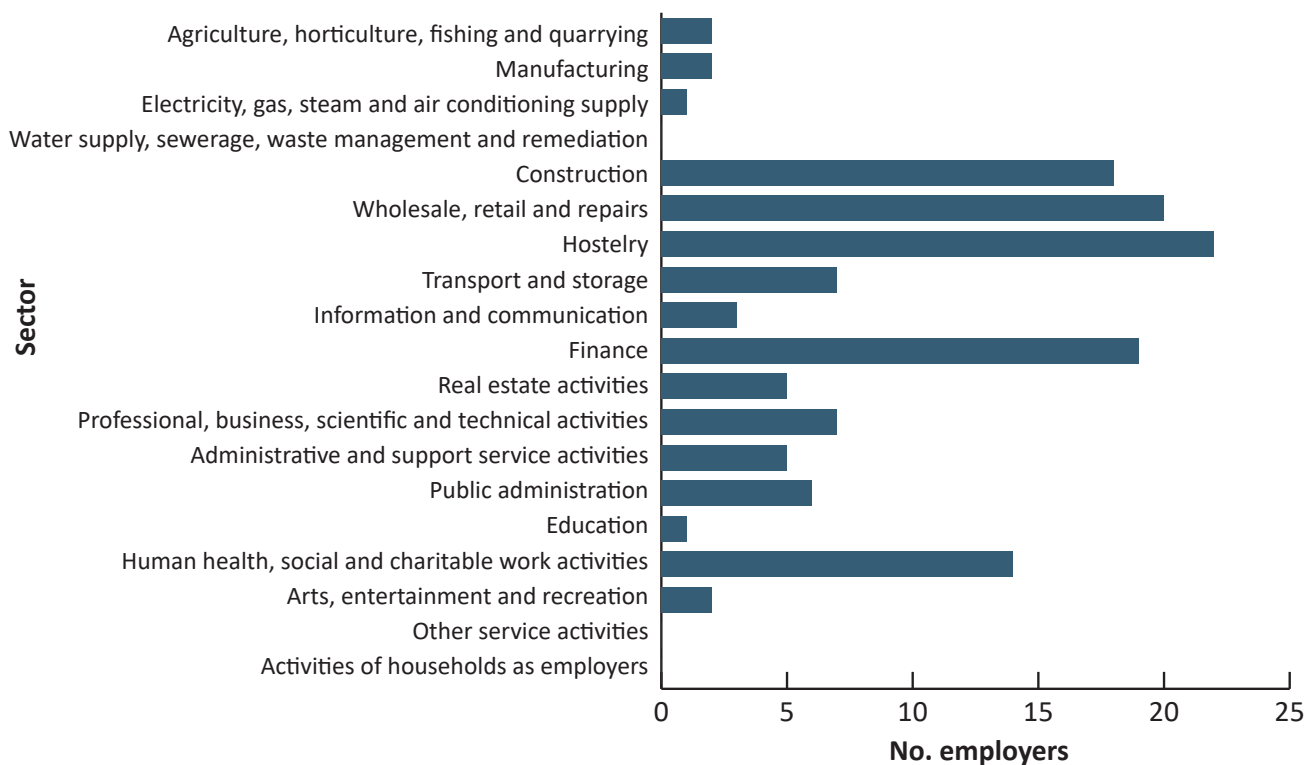
Table 3.2.1 shows the number of employers broken down by economic sector and number of employees as at 31st March 2024. They are sourced from the Rolling Electronic Census.

The Hostelry sector had the highest number of employing organisations (22), the majority of which employed fewer than six employees (17 organisations). The Public administration and Human health, social and charitable work activities sectors were the only sectors to contain an employing organisation with more than 50 employees.

44.8% of the total number of employers (60 organisations) were employing one person at the end of March 2024.

3.2 Employers by economic sector and size

Figure 3.2.1 Employers by economic sector at 31st March 2024



As shown above in **Figure 3.2.1**, the Hostelry, Wholesale, retail and repairs and Finance sectors had the largest numbers of employers (22, 20 and 19 respectively) at the end of March 2024.

Please note that the Education and Human health, social and charitable work activities 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.

4.1 Methodology

The Rolling Electronic Census Project

Following a States of Guernsey decision (see Billet d'Etat XVII, 2010, available via www.gov.gg/billets), 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 ten 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 would be 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 will also total a similar sum.

5.1 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. Please contact us for further information.

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