

Jersey Labour Market

December 2014



Statistics Unit: www.gov.je/statistics

This report presents information on employment in Jersey in December 2014 compiled by the Manpower Survey, run by the Social Security Department under the Control of Housing and Work (Jersey) Law 2012 and analysed by the independent States of Jersey Statistics Unit.

Employment numbers presented throughout this report are a **count of jobs filled** and are not a count of unique individual employees. Some persons, therefore, are counted more than once in the figures presented if they are employed in more than one job *with different undertakings*.

Summary

The principal features of the Jersey Labour Market in December 2014 were:

- **total employment (57,250)** was 1,980 higher than a year earlier (in December 2013);
- the increase in total employment, corresponding to an annual increase of more than 3%, was driven by the **private sector** which reported an increase of 1,950 staff;
- private sector employment was 48,970, representing the highest level of employment seen in a December to date;
- the increase in private sector employment was predominantly due to increased numbers of full-time and zero-hour staff reported, each category up by around 1,000 on an annual basis;
- the increase in private sector employment comprised of increases of 1,520 entitled/entitled to work employees, 30 licensed employees and 330 registered employees;
- overall **public sector** employment was 8,280, an increase of 30 on an annual basis;
- 5,990 jobs in the private and public sectors were filled on **zero-hour contracts**, representing more than 10% of all jobs filled in that month.

At a **sectoral** level:

- most private sectors reported increased levels of employment on an annual basis;
- employment in the **Finance** sector increased by 400 on an annual basis and by 200 in the last six months of 2014:
 - the increase in employment recorded by this sector was driven by the Trust & company administration and Legal sub-sectors;
 - in contrast, the Banking sub-sector recorded a fall in employment, to a level around 1,400 below that recorded in 2007 and 2008;
- sizeable increases in employment were also seen by the **Wholesale & retail** and **Construction** sectors and by the **private sector service industries**¹, each of these sectors recording increases of more than 300 staff on an annual basis;
- on a consistent basis (*adjusting for the reclassification into the private sector of staff now employed by Andium Homes*), **States of Jersey core employment** increased by approximately 120 on an annual basis and by 20 in the last six months of 2014.

¹ The private sector service industries comprise the SIC sectors "Miscellaneous business activities" and "Education, Health and other services" and are predominantly businesses servicing other businesses and businesses servicing private households.

Introduction

In July 2013 the Control of Housing and Work Law (CHWL) came into effect. Under this law all undertakings in Jersey are required to report individual employee-level information to the States of Jersey at six-monthly intervals through the Manpower Survey. Employment status and residential status are to be reported for every employee:

- employment status: in addition to the permanent and fixed-term categories of full-time and part-time employment, the CHWL requires the reporting of employees who have worked in the latest month on zero-hour contracts and also of employees who are classified as exempt;
- residential status: the categories of residential status under the CHWL are “entitled” and “entitled to work” (both formerly “locally qualified”); “licensed” (formerly “j-category”); and “registered” (formerly “non-qualified”).

Under the previous Regulation of Undertaking and Development Law (RUDL)², in effect from June 1998 to June 2013, all undertakings operating in Jersey were required to report only aggregate employee numbers, classified by employment status (full-time, part-time) and by residential status (locally qualified, j-category and non-qualified).

The additional reporting criteria of the CHWL, specifically of zero-hour and exempt employees, renders the analysis and interpretation of changes in reported manpower numbers across the periods covered by the two laws problematic. Furthermore, the change in the level of detail required (from aggregate to individual information) and the change in the categories of residential status have introduced additional levels of complexity and uncertainty on the part of reporting undertakings.

Total Employment

In December 2014, total employment in Jersey was 57,250. This figure for total employment was comprised of 48,970 employees in the private sector and 8,280 employees in the public sector (see Notes 1 and 2).

Table 1 shows private sector, public sector and total employment as recorded by the CHWL since December 2013.

Table 1 – Total employment (headcount) and in private and public sectors, Dec-2013 to Dec-2014

	Dec-13	Jun-14	Dec-14
Private	47,020	50,040	48,970
Public	8,250	8,360	8,280
Total headcount	55,270	58,390	57,250

Total employment in December 2014 was 1,980 higher than that recorded a year earlier (in December 2013). This increase was the result of an increase of 1,950 employees in the private sector and an increase of 30 employees in the public sector on an annual basis³.

² Regulation of Undertakings and Development (Jersey) Law 1973, as amended.

³ In July 2014 the States of Jersey Housing department was incorporated as Andium Homes. For December 2014, and henceforth, employees in Andium Homes have been included in the private sector; prior to this date, employees in the States of Jersey Housing Department were included in the public sector. Adjusting for this reclassification, the increases in private sector and overall public sector headcount in December 2014, on an annual basis, were 1,900 and 80, respectively.

Acknowledging and adjusting for the change in reporting criteria under the RUDL and CHWL, it is nevertheless apparent from Appendix Table A1 that both total and private sector employment in December 2014 were the highest recorded for these December measures to date.

On a six-monthly basis, employment in Jersey exhibits considerable seasonal variation; in the latest six months, between June 2014 and December 2014, total employment decreased by 1,140.

In order to explore trends by taking out the seasonal variations in employment, Figure 1 shows the annual percentage changes in total employment during the period 1998 to 2014, comparing total employment numbers in consecutive June and consecutive December surveys⁴.

Figure 1 – Annual percentage changes in total employment: 1998-2014

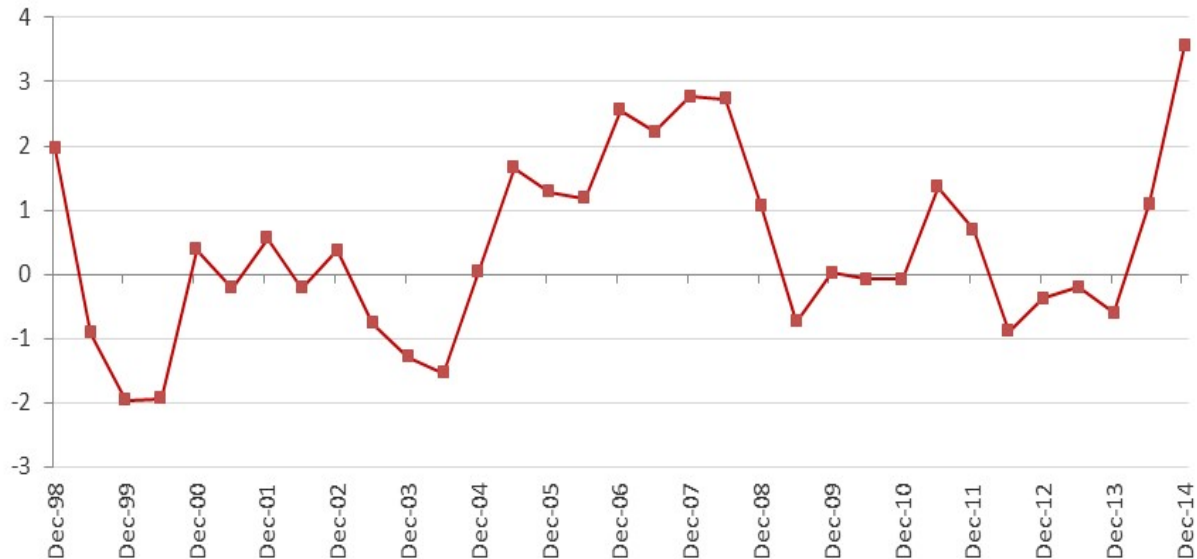


Figure 1 shows that there was strong growth in total employment on an annual basis between 2004 and 2008, of between 1% and 3% per annum. Over the subsequent five-year period, from June 2009 to June 2014, total employment in Jersey was relatively flat, with periods of relatively smaller decline, growth and decline again. Most recently, in December 2014, total employment has grown strongly, at an annual rate of more than 3%.

Zero-hour contracts

There were 5,990 jobs filled on zero-hour contracts in December 2014, representing 10% of all jobs filled in that month. The total number of zero-hours jobs reported in December 2014 was 970 more than a year earlier (in December 2013). On an annual basis, the number of zero-hour jobs reported increased by 1,000 in the private sector and decreased by 30 in the public sector.

Residential qualifications

Table 2 shows the breakdown by residential status of all employees (excluding exempt staff) in December 2014 and for the private and public sectors separately. Of the 57,060 employees (excluding exempt staff) in Jersey in December 2014:

- 89% were entitled/entitled to work;
- 3% were licensed;
- 8% were registered.

⁴ To derive changes in total employment on an annual basis across the timeframe covered by the two laws, the assumption has been made that undertakings were previously reporting all zero-hour and exempt staff within the aggregate figures returned under the RUDL. Furthermore, adjustments have been made to account for employees engaged in undertakings which were previously exempt from reporting under the RUDL.

Table 2 – Residential qualifications of all employees (excluding exempts), Dec-2014

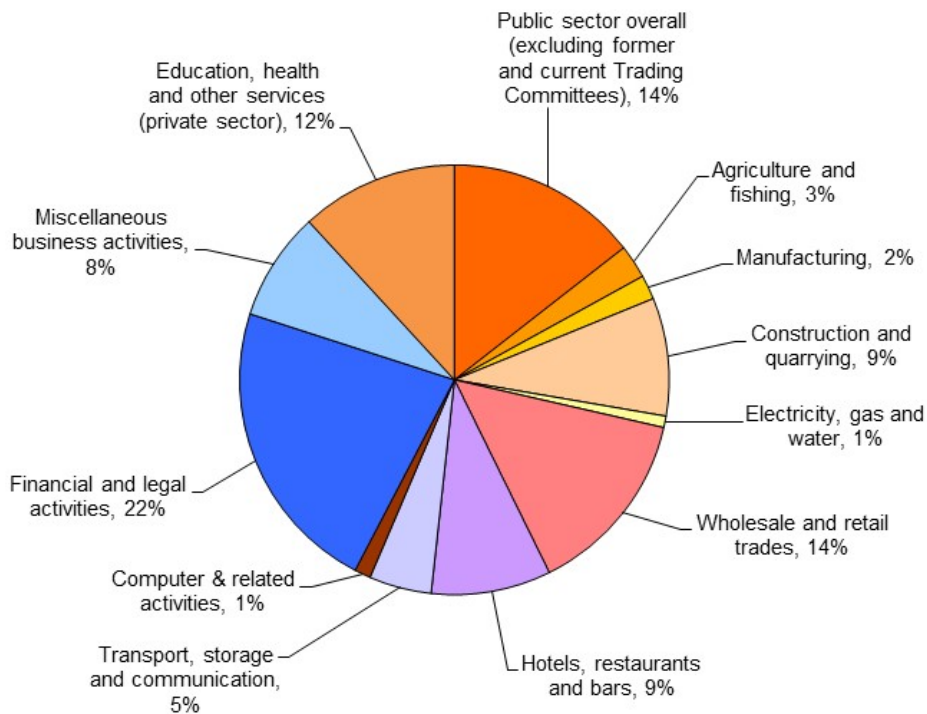
	Dec-2014			Total
	Entitled / entitled to work	Licensed	Registered	
Private	42,890	1,220	4,670	48,780
Public	7,610	580	90	8,280
All	50,500	1,800	4,760	57,060

Sectoral breakdown

Figure 2 shows that in December 2014 on a headcount basis:

- over a fifth (22%) of all employees were employed in the Finance sector (12,770);
- 14% were employed in the Wholesale and retail sector (8,100);
- 12% were employed in private sector Education, health and other services (6,780);
- the public sector (overall, *but excluding current and former States Trading Committees*) accounted for around one in seven (14%) of Jersey’s labour force.

Figure 2 – Employment (headcount) by sector, December-2014



Private sector

In December 2014 there were 6,460 active undertakings in the private sector of which 3,230 were single-person undertakings.

The employment status of employees working in the private sector in December 2013 to December 2014 is shown in Table 3. The increase in private sector employment in December 2014 of 1,950 employees on an annual basis was driven by increased numbers of employees on full-time and zero-hour contracts, each category up by around 1,000 compared with December 2013.

Table 3 – Employment status of private sector headcount, Dec-2013 to Dec-2014

	Dec-13	Jun-14	Dec-14
Full-time	34,740	36,730	35,750
Part-time	7,910	7,930	7,760
Zero-hours	4,260	5,330	5,260
Exempt	120	50	190
Total private headcount	47,020	50,040	48,970

Table 4 shows the sectoral breakdown of private sector employment as recorded by the CHWL since December 2013.

Table 4 – Private sector headcount by sector, Dec-2013 to Dec-2014

	Dec-13	Jun-14	Dec-14
Agriculture and fishing	1,440	2,110	1,450
Manufacturing	1,040	1,070	1,050
Construction and quarrying	4,770	4,950	5,080
Electricity, gas and water	520	500	500
Wholesale and retail trades	7,740	7,750	8,100
Hotels, restaurants & bars	5,010	6,340	5,160
Transport, storage & communication	2,610	2,740	2,690
Computer and related activities	720	720	700
Financial and legal activities	12,370	12,570	12,770
Miscellaneous business activities	4,390	4,540	4,690
Education, health and other services	6,420	6,760	6,780
Total private headcount	47,020	50,040	48,970

Most sectors in the private sector reported increased employment in December 2014 on an annual basis. Particularly sizeable increases were recorded by:

- Finance sector, up by 400 employees on an annual basis; all Finance sub-sectors recorded increased staff compared with a year earlier, except for Banking which recorded a decline in staff numbers;
- Wholesale & retail sector, up by 360 employees on an annual basis, driven by newly opened undertakings and online businesses in the retail sub-sector;
- Education, health and other services, up by 360 employees on an annual basis, with increases seen in social and health care activities and also for sporting activities;
- Construction, up by 310 employees on an annual basis;
- Miscellaneous Business Activities, up by 300 on an annual basis; increases were recorded across the sector which includes recruitment agencies and is mainly comprised of businesses servicing other businesses.

The Hotels, restaurants & bars and the Transport, storage and communications sectors recorded smaller annual increases of 150 and 80 employees, respectively. In contrast, the Agriculture, Computing, Manufacturing and Utilities sectors were relatively unchanged in terms of employee numbers on an annual basis.

In December 2014 there were 5,260 jobs filled by staff on zero-hour contracts (Appendix Table A2), representing 11% of the total number of private sector jobs. The Agriculture, Hotels, restaurants & bars and Miscellaneous business activities sectors (which includes recruitment agencies and businesses engaged in cleaning activities) had the highest proportions of zero-hour employees.

Residential qualifications

The residential status of employees working in the private sector in December 2013 to December 2014 is shown in Table 5.

Table 5 –Residential qualifications of private sector employees (excluding exempt staff), Dec-2013 to Dec-2014

	Dec-13	Jun-14	Dec-14
Entitled/entitled to work	41,370	42,940	42,890
Licensed	1,190	1,230	1,220
Registered	4,340	5,820	4,670
Headcount (excluding exempts)	46,910	49,990	48,780

In December 2014, 88% of employees in the private sector were entitled/entitled to work, 3% were licensed and 10% were registered.

The increase in private sector employment in December 2014 of 1,950 employees on an annual basis (including exempt staff) was driven by increased numbers of employees with entitled/entitled to work residential status; between December 2013 and December 2014 the numbers of employees who were:

- entitled/entitled to work increased by 1,520;
- licensed increased by 30;
- registered increased by 330.

The sectoral breakdown of residential status of employees is shown in Appendix Table A3. The Finance sector had the greatest number and highest proportion of licensed employees. The Agriculture, Hotels, restaurants & bars and Miscellaneous business activities sectors had the highest proportions of registered employees in December 2014.

Finance sector

In December 2014 the Finance sector accounted for around a quarter of total private sector employment in Jersey. The levels of employment since December 2012 in the Finance sub-sectors are shown in Table 6.

Table 6 - Employment in the Finance sub-sectors, Dec-2012 to Dec-2014

	Banking	Trust & co. admin. and Fund Mgt	Legal	Accountancy	Other⁵	Total
Dec-12	4,970	3,380	2,170	1,010	950	12,470
Jun-13	4,950	3,370	2,130	1,000	950	12,400
Dec-13	4,770	3,390	2,190	1,020	1,000	12,370
Jun-14	4,770	3,520	2,260	1,030	980	12,570
Dec-14	4,700	3,590	2,330	1,090	1,060	12,770

The total number of employees in the Finance sector in December 2014 (12,770) was 400 higher on an annual basis (compared with December 2013) and 200 higher on a six-monthly basis (compared with June 2014).

Total employment in the sector in December 2014 was almost 700 lower than the previous peak recorded in December 2008⁶.

The latest increase in employment in the Finance sector on an annual basis was driven by the Trust & company administration and Legal sub-sectors (together up around 340 employees on an annual basis); the Accountancy and Other finance sub-sectors also recorded increased employment in the latest twelve-month period (up by 70 and 60 employees, respectively).

In contrast, the Banking sub-sector recorded a decrease of 70 employees on an annual basis. The number of employees in Banking in Jersey has decreased by around 1,400 staff since the peak numbers recorded for this sub-sector in late 2007 and throughout 2008.

⁵ Other includes investment and unit trusts, pension funding and insurance (general, life and non-life).

⁶ See "Jersey Labour Market at June 2013"; States of Jersey Statistics Unit; October 2013.

Public Sector

Overall public sector employment in this report is defined as the sum of:

- States of Jersey core staff (on permanent and fixed-term contracts);
- States of Jersey staff on zero-hours contracts;
- Non States Workers – individuals who do not hold an employment contract with the States of Jersey but who are remunerated via the States of Jersey payroll provision; such individuals include States Members, Commissioners, Non-Executive Directors, Jurats and Shadow Board Members;
- the States of Jersey Development Company (SOJDC);
- Parish workers from the Island's twelve Parishes.

States of Jersey (SOJ) employees

Core staff (on permanent and fixed-term contracts)

Table 7 shows total States of Jersey **core** staff on both a headcount and full-time equivalent (FTE) basis, from December 2013 to December 2014.

Table 7 – SOJ **core** staff: headcount and FTE basis, Dec-2013 to Dec-2014

	Dec-13	Jun-14	Dec-14*
Headcount	7,010	7,120	7,080
Full-time equivalent (FTE) ⁷	6,230	6,320	6,280

On an annual basis, Table 7 indicates that SOJ core staff increased by 70 on a headcount basis and by 50 on an FTE basis between December 2013 and December 2014.

On a six-monthly basis, between June 2014 and December 2014, SOJ core staff decreased by 40 on both a headcount and FTE basis.

* It should be noted that the headcount and FTE figures shown for December 2014 in Table 7 **do not** include approximately 50 staff now employed by Andium Homes (see Note 1 and footnote 3 on page 2); the December 2013 and June 2014 numbers shown in Table 7 do include such staff as employees of the SOJ Housing Department.

On a consistent basis, therefore, adjusting for the reclassification of employees of Andium Homes into the private sector, SOJ core headcount increased by approximately 120 staff over the twelve months to December 2014 and increased by 20 staff over the six-month period between June and December 2014.

⁷ Full time equivalent (FTE) is the number of hours contracted or worked, divided by the total standard full time hours for the relevant paygroup (i.e. an individual working full time = 1; and an individual working half time = 0.5). The FTE numbers shown in Table 7 are 'Actual adjusted FTE', that is the actual FTE excluding employees who are covering staff absence.

Figure 3 shows SOJ core headcount from 1998 to 2014⁸.

Figure 3 –SOJ core staff: headcount, Jun-1998 to Dec-2014



Over the 17-year period covered by the RUDL and CHWL shown in Figure 3, SOJ core headcount increased by some 1,100 (see Appendix Table A1), corresponding to an overall increase over the period of 19% and an average annual increase of just over 1% per annum.

Overall Public sector headcount

Headcount numbers for all categories of public sector workers is shown in Table 8 for the period covered by the CHWL.

Table 8 – Overall public sector; headcount, Dec-2013 to Dec-2014

		Dec-13	Jun-14	Dec-14
SOJ	core	7,010	7,120	7,080
	zero-hour	690	690	670
	Non-States Workers	90	100	90
	SOJDC	10	10	10
	Parish	460	440	430
Total Public Headcount		8,250	8,360	8,280

⁸ No adjustments have been made for the reclassification of Andium Homes staff to the data underpinning Figure 3 or to the numbers presented in Tables 8, 9 and Appendix Table A1.

Residential qualifications

The residential status of public sector employees in December 2013 to December 2014 is shown in Table 9.

Table 9 – Residential qualifications of public sector employees (excluding exempt staff), Dec-2013 to Dec-2014

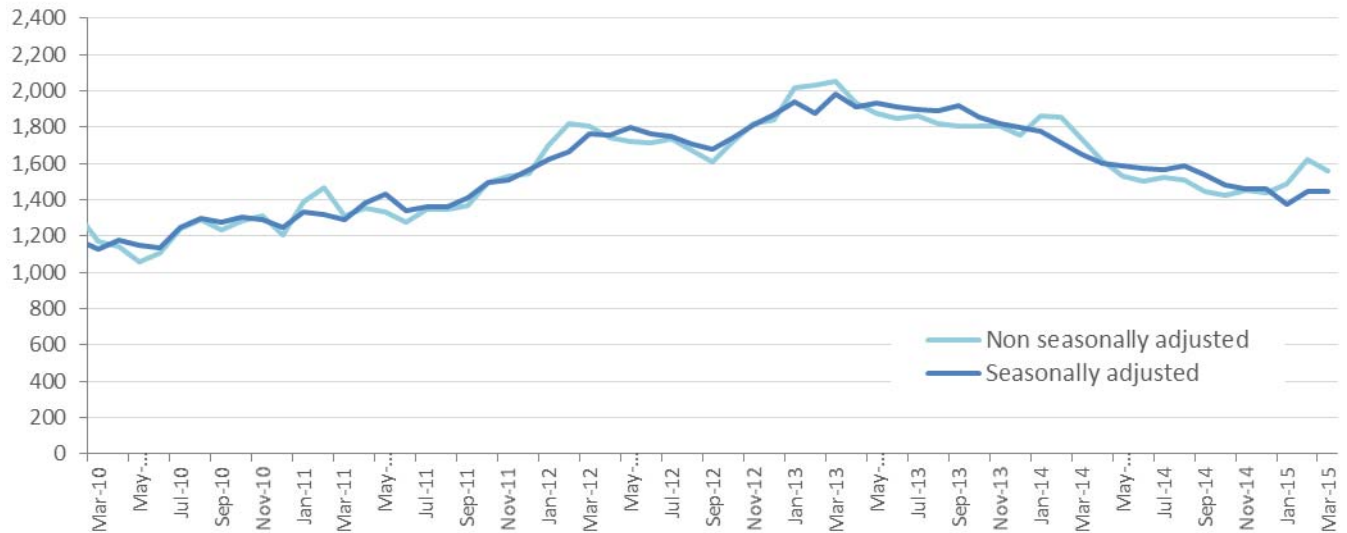
	Dec-13	Jun-14	Dec-14
Entitled/entitled to work	7,570	7,690	7,610
Licensed	580	570	580
Registered	100	90	90
Headcount (excluding exempts)	8,250	8,350	8,280

In December 2014, 92% of employees in the public sector were entitled/entitled to work, 7% were licensed and 1% were registered.

Unemployment

The total number of people **registered with the Social Security Department** as actively seeking work (ASW) in Jersey from January 2010 to March 2015 is shown in Figure 4⁹.

Figure 4 - Total number of individuals registered as ASW: Jan-2010 to Mar-2015



In December 2014 there were 1,440 people registered as ASW. The seasonally adjusted ASW total was 1,460, representing the lowest level of this measure of unemployment in Jersey for more than three years, since September 2011.

More recently, the total number of people registered as ASW in March 2015 was 1,560 and the seasonally adjusted ASW total was 1,440, the latter being at a similar level to the mean for the preceding three months.

In interpreting the ASW numbers, it should be noted that there is no legal requirement for all unemployed residents to register as actively seeking work with the Social Security Department.

The **internationally comparable measure of unemployment** (defined by the International Labour Organisation, ILO – see Note 3) is determined for Jersey by means of the Census and the Jersey Annual Social Survey (JASS).

The ILO unemployment rate includes both people who are registered as actively seeking work with the Social Security Department **and also those people who are not registered as unemployed.**

JASS

The ILO unemployment rate in June 2013 and June 2014 was estimated to be 5.7% and 4.6%; respectively. These rates corresponded to approximately 3,200 and 2,800 people, respectively, being unemployed and looking for work at these points in time.

Census 2011

The ILO unemployment rate on 27 March 2011, as measured by the 2011 Jersey Census, was 4.7%; this rate corresponded to 2,570 people being unemployed and looking for work at that point in time.

⁹ See Registered Actively Seeking Work – March 2015; States of Jersey Statistics Unit, published on 10 April 2015.

Notes

1. The “private sector” includes States Trading Committees (former and current), the Jersey Financial Services Commission (JFSC), the Family Nursing and Home Care Service and the Channel Islands Competition Regulatory Authority (CICRA). From December 2014 the private sector also includes Andium Homes, employees of which were formerly reported in the public sector as employees of the States of Jersey Housing Department.
2. The “public sector” includes States of Jersey core staff (on permanent and fixed-term contracts), States of Jersey staff on zero-hour contracts and exempt staff, Non-States Workers, the States of Jersey Development Company (SOJDC) and Parish workers.
3. The International Labour Organisation (ILO) definition of unemployment includes all adults (aged 16 and over) who are not working but are looking for or waiting to take up a job.

Further information about the analysis of the Manpower Survey is available from the States of Jersey Statistics Unit.

Enquiries about the States of Jersey employment figures should be directed to the Human Resources Department.

Enquiries about the Control of Housing and Work Law should be directed to the Population Office, Social Security Department.

Statistics Unit

15 April 2015

Appendix

Table A1 - Employment (headcount) in the private and public sectors.

		Private	Public*	Total
1998	Jun	49,480	5,970	55,450
	Dec	44,640	5,970	50,610
1999	Jun	48,770	6,170	54,940
	Dec	43,610	6,010	49,620
2000	Jun	47,760	6,110	53,870
	Dec	43,810	5,990	49,810
2001	Jun	47,560	6,200	53,760
	Dec	43,960	6,120	50,090
2002	Jun	47,390	6,250	53,640
	Dec	43,960	6,310	50,270
2003	Jun	46,790	6,440	53,230
	Dec	43,210	6,410	49,620
2004	Jun	45,830	6,590	52,420
	Dec	43,130	6,510	49,640
2005	Jun	46,760	6,530	53,280
	Dec	43,850	6,430	50,280
2006	Jun	47,380	6,540	53,910
	Dec	45,000	6,560	51,570
2007	Jun	48,380	6,730	55,110
	Dec	46,360	6,630	52,980
2008	Jun	49,880	6,730	56,610
	Dec	46,910	6,650	53,560
2009	Jun	49,440	6,750	56,190
	Dec	46,780	6,790	53,570
2010	Jun	49,310	6,840	56,150
	Dec	46,750	6,780	53,530
2011	Jun	50,170	6,740	56,910
	Dec	47,170	6,730	53,900
2012	Jun	49,630	6,770	56,400
	Dec	47,010	6,840	53,850
2013	Jun	49,360	6,920	56,290
	Dec	47,020	8,250 / 7,010	55,270
2014	Jun	50,040	8,360 / 7,120	58,390
	Dec	48,970	8,280 / 7,080	57,250

* Public sector headcount numbers are SOJ core staff for the period June 1998 to June 2013; whilst for the period covered by the CHWL, from December 2013, two numbers are shown: overall public sector/SOJ core.

Table A2 – Private sector headcount by employment status, Dec-2013 to Dec-2014

	Dec 2013				Jun 2014				Dec 2014			
	Full time	Part time	Zero hours	Exempt	Full time	Part time	Zero hours	Exempt	Full time	Part time	Zero hours	Exempt
Agriculture and fishing	960	140	340	+	1,350	180	590	+	980	130	330	10
Manufacturing	820	130	90	+	830	130	110	+	830	120	100	+
Construction and quarrying	3,840	370	570	+	3,980	370	600	+	4,060	350	640	30
Electricity, gas and water	440	40	20	20	430	50	20	+	430	60	-	10
Wholesale and retail trades	5,390	1,990	330	30	5,540	1,760	450	10	5,570	1,900	600	30
Hotels, restaurants & bars	3,460	880	650	20	4,380	1,040	910	10	3,410	880	860	20
Transport, storage & communication	2,110	300	190	+	2,160	320	260	+	2,090	360	230	10
Computer and related activities	600	90	40	+	600	90	30	+	580	90	30	+
Financial and legal activities	11,240	1,060	60	10	11,450	1,030	70	10	11,620	1,060	80	20
Miscellaneous business activities	2,070	1,070	1,230	10	2,050	1,110	1,370	10	2,130	1,100	1,440	20
Education, health and other services	3,810	1,850	740	20	3,960	1,860	930	10	4,060	1,730	960	40
Total private headcount	34,740	7,910	4,260	120	36,730	7,930	5,330	50	35,750	7,760	5,260	190

+: non-zero less than 5.

Table A3 – Residential qualifications of employees by sector (excluding exempt staff), Dec-2013 to Dec-2014

	Dec 2013			Jun 2014			Dec 2014		
	Entitled / entitled to work	Licensed	Registered	Entitled / entitled to work	Licensed	Registered	Entitled / entitled to work	Licensed	Registered
Agriculture and fishing	1,040	+	400	1,130	+	980	1,000	+	450
Manufacturing	1,000	10	30	1,030	10	40	1,010	10	30
Construction and quarrying	4,520	30	220	4,680	30	230	4,760	30	260
Electricity, gas and water	470	10	20	480	10	20	470	+	10
Wholesale and retail trades	7,090	60	560	7,160	50	540	7,440	50	570
Hotels, restaurants & bars	3,390	20	1,580	3,920	30	2,390	3,440	20	1,680
Transport, storage & communication	2,470	70	70	2,590	70	80	2,530	60	90
Computer and related activities	640	30	50	640	30	50	620	30	50
Financial and legal activities	11,040	740	580	11,200	770	580	11,400	740	610
Miscellaneous business activities	3,840	90	450	3,960	90	480	4,060	90	520
Education, health and other services	5,880	140	390	6,160	150	440	6,170	170	400
Total private headcount	41,370	1,190	4,340	42,940	1,230	5,820	42,890	1,220	4,670

+: non-zero less than 5.

Table A4 – Residential qualifications of public employees, Dec-2013 to Dec-2014

	Dec 2013				Jun 2014				Dec 2014			
	Entitled / entitled to work	Licensed	Registered	Exempt	Entitled/ entitled to work	Licensed	Registered	Exempt	Entitled / entitled to work	Licensed	Registered	Exempt
SOJ core	6,370	570	80	+	6,500	560	60	+	6,450	570	60	0
SOJ zero	650	10	20	+	660	10	20	+	650	10	20	+
Non States	90	0	+	0	100	0	+	0	90	0	+	+
SOJDC	10	0	0	0	10	0	0	0	10	0	0	0
Parish	450	+	10	0	430	+	10	0	420	+	10	0
Total public headcount	7,570	580	100	+	7,690	570	90	+	7,610	580	90	+

+: non-zero less than 5.