

Jersey Labour Market

June 2014 and December 2013



Statistics Unit: www.gov.je/statistics

This report constitutes the first presentation of employment numbers compiled under the Control of Housing and Work (Jersey) Law¹. Information is presented on employment in December 2013 and June 2014, bringing together the results of the private sector Manpower Survey² and the public sector manpower figures compiled by the States of Jersey.

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

In June 2014:

- **Total employment**³ (private and public sectors) was 58,330
- **Private sector** employment was 49,980
- **Public sector** (overall) employment was 8,350
- **Annual changes** on a consistent basis (compared with June 2013):
 - Total employment: up by 620, an increase of 1.1%
 - Private sector employment: up by 420, an increase of 0.9%
 - Public sector core employment: up by 200, an increase of 2.9%
- **Zero-hours:** there were 6,050 jobs filled on zero-hour contracts (5,290 in the private sector)
- **Residential status:** there were 50,490 entitled; 1,820 licensed and 5,970 registered staff
- **Unemployment:** the ILO unemployment rate was 4.6%, corresponding to 2,800 people being unemployed and looking for work; both figures are lower than in June 2013 (5.7% and 3,200).

In December 2013:

- **Total employment** (private and public sectors) was 54,770
- **Private sector** employment was 46,510; **Public sector** (overall) employment was 8,260
- **Annual changes** on a consistent basis (compared with December 2012):
 - Total employment: down by 350, a decrease of 0.6%
 - Private sector employment: down by 520, a decrease of 1.1%
 - Public sector core employment: up by 170, an increase of 2.5%
- **Zero-hours:** there were 4,700 jobs filled on zero-hour contracts (3,930 in the private sector)

¹ Control of Housing and Work (Jersey) Law 2012.

² The Manpower Survey is analysed by the independent Statistics Unit on behalf of the Population Office.

³ Throughout this report all employment numbers are shown rounded independently to the nearest 10. Hence, in some tables individual components may not sum to row or column totals.

Introduction

Over the fifteen-year period from June 1998 to June 2013, under the auspices of the Regulation of Undertaking and Development Law (RUDL)⁴ all undertakings operating in Jersey were required to report aggregate employee numbers to the States of Jersey through the Manpower Survey. Under the RUDL, aggregate employee numbers reported by undertakings were classified by: employment status (full-time, part-time); and residential status (locally qualified, j-category and non-qualified). Since the introduction of Ministerial government the survey has been run by the Population Office of the Chief Minister's Department.

In July 2013 the Control of Housing and Work Law (CHWL) came into effect. Under this new law, all undertakings are required to report individual employee-level information to the States of Jersey at six-monthly intervals, for June and December of each year. 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, as reported under the previous law, the CHWL also 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 under the CHWL;
- residential status: the new categories of residential status are "entitled" and "entitled to work" (both formerly locally qualified); "licensed" (formerly j-category); and "registered" (formerly 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.

As for all previous rounds of the Manpower Survey, the detailed analysis of the compiled data has been conducted by the independent Statistics Unit. This analysis includes statistical imputation for active undertakings who have failed to make returns to the survey.

Private sector

In June 2014, total reported headcount employment for Jersey's private sector (see Note 1) was 49,980 whilst that in December 2013 was 46,510.

The increase in total private sector employment of almost 3,500 staff over the latest six-month period was driven by the seasonal nature of several business sectors of the Island's economy; this latest six-month increase is of a similar magnitude to the seasonal fluctuations in total private sector employment seen in Jersey during the last two decades.

Across all sectors, there were 6,720 active undertakings in the private sector in June 2014 of which 3,320 were single-person undertakings.

Table 1 shows the breakdown of total private sector employment by employment status as recorded by the Manpower Survey under the previous RUDL (December 2012 and June 2013) and the first two rounds under the new CHWL (December 2013 and June 2014).

⁴ Regulation of Undertakings and Development (Jersey) Law 1973, as amended.

Table 1 – Total private sector headcount by employment status, Dec 2012 to Jun 2014

Employment status	Dec-12	Jun-13	Dec-13	Jun-14
	<i>Regulation of Undertakings and Development Law</i>		<i>Control of Work and Housing Law</i>	
Full-time	37,150	39,170	34,560	36,690
Part-time	9,870	10,200	7,860	7,960
Zero-hours	n/a	n/a	3,930	5,290
Exempt	n/a	n/a	160	50
Total private headcount	47,010	49,360	46,510	49,980

n/a: not applicable

Table 2 shows the sectoral breakdown of private sector employment as recorded by the last four rounds of the Manpower Survey.

Table 2 – Private sector headcount by sector, Dec 2012 to Jun 2014

Sector	Dec-12	Jun-13	Dec-13	Jun-14
	<i>Regulation of Undertakings and Development Law</i>		<i>Control of Work and Housing Law</i>	
Agriculture and fishing	1,530	2,330	1,300	2,170
Manufacturing	1,120	1,140	1,030	1,060
Construction and quarrying	4,890	4,940	4,730	4,970
Electricity, gas and water	500	480	520	500
Wholesale and retail trades	8,350	7,990	7,680	7,680
Hotels, restaurants & bars	5,160	6,540	5,010	6,340
Transport, storage & communication	2,580	2,740	2,600	2,740
Computer and related activities	670	680	720	720
Financial and legal activities	12,470	12,400	12,370	12,510
Miscellaneous business activities	3,910	3,970	4,370	4,530
Education, health and other services	5,830	6,160	6,190	6,770
Total private headcount	47,010	49,360	46,510	49,980

Table 3 shows the annual changes in sectoral employment for the December 2013 and June 2014 rounds of the Manpower Survey.

Table 3 – Annual change in private sector headcount by sector, Dec 2013 and Jun 2014

	Dec-13	Jun-14
Agriculture and fishing	- 230	-160
Manufacturing	-90	-80
Construction and quarrying	-160	30
Electricity, gas and water	20	20
Wholesale and retail trades	-670	-310
Hotels, restaurants & bars	-150	-200
Transport, storage & communication	20	0
Computer and related activities	50	40
Financial and legal activities	-100	110
Miscellaneous business activities	460	560
Education, health and other services	360	610
Total private headcount	-500	620

The large annual increases in headcount recorded by the Miscellaneous business activities sector in both December 2013 and June 2014 were driven by the new reporting criteria implemented under CHWL regarding temporary and short-term staff employed through recruitment agencies. Previously, under RUDL, such staff were recorded by the undertakings in which they had been placed by agencies. Under the CHWL such staff are recorded as employees of the agencies themselves. This change in reporting basis resulted in an increase of around 700 staff reported by recruitment agencies on an annual basis (710 between December 2012 and December 2013; and 680 between June 2013 and June 2014). The new reporting basis for recruitment agencies resulted in complementary decreases in employee numbers for several sectors on an annual basis (see Table 3).

The annual decreases in headcount reported by Agriculture, Wholesale and retail trades and Hotels, restaurants and bars were driven by the change in the reporting basis of temporary and short-term staff. For the Wholesale and retail sector decreased employment in the fulfilment sub-sector was an additional factor contributing to the decrease of almost 700 staff in December 2013 on an annual basis.

The overall annual increase in private sector employment in June 2014 of 620 was driven by the Education, health and other services sector. The annual increase recorded by this sector was largely the result of two factors:

- an increased number of new (generally small) undertakings on an annual basis;
- the reporting under the CHWL of several undertakings (generally charitable organisations) which were previously exempt from reporting under the RUDL; the total number of employees in such undertakings was 200 in June 2014.

Tables 4a and 4b show the breakdown by employment status for each sector as reported in the December 2013 and June 2014 rounds of the Manpower Survey, conducted under the CHWL.

Table 4a – Private sector headcount by employment status, Dec 2013

	Full time	Part time	Zero hours	Exempt⁵
Agriculture and fishing	1,000	150	140	10
Manufacturing	810	130	90	-
Construction and quarrying	3,820	360	540	10
Electricity, gas and water	440	40	20	20
Wholesale and retail trades	5,350	1,980	320	30
Hotels, restaurants & bars	3,450	880	660	20
Transport, storage & communication	2,110	300	190	-
Computer and related activities	600	90	40	-
Financial and legal activities	11,250	1,040	60	10
Miscellaneous business activities	2,090	1,070	1,200	20
Education, health and other services	3,660	1,830	670	40
Total private headcount	34,560	7,860	3,930	160

Table 4b – Private sector headcount by employment status, Jun 2014

	Full time	Part time	Zero hours	Exempt
Agriculture and fishing	1,400	190	580	-
Manufacturing	830	130	110	-
Construction and quarrying	4,010	360	590	-
Electricity, gas and water	440	50	20	-
Wholesale and retail trades	5,450	1,780	450	10
Hotels, restaurants & bars	4,380	1,050	910	10
Transport, storage & communication	2,160	320	260	-
Computer and related activities	600	90	30	-
Financial and legal activities	11,390	1,030	70	10
Miscellaneous business activities	2,080	1,110	1,330	10
Education, health and other services	3,960	1,850	940	10
Total private headcount	36,690	7,960	5,290	50

⁵ The higher number of exempt staff reported in the first round of the Manpower Survey conducted under the CHWL (December 2013) than in the subsequent round (June 2014) suggests that there was a degree of uncertainty on the part of some undertakings as to the employment status of some employees under the new law.

Zero-hour staff

In December 2013 there were 3,930 jobs filled by staff on zero-hour contracts (see Table 4a) representing 8% of the total number of private sector jobs. In June 2014 there were 5,290 jobs filled by staff on zero-hour contracts (see Table 4b), representing 11% of all private sector jobs.

Of the 1,330 zero-hour jobs recorded for the Miscellaneous business activities sector in June 2014, 690 were reported by recruitment agencies and a further 370 were reported by businesses engaged in cleaning activities.

Finance sector

In June 2014 the Finance sector accounted for a quarter (25%) of total private sector employment in Jersey. The levels of employment since December 2012 in the sub-sectors comprising the Island's finance industry are shown in Table 5.

Table 5 - Employment in the Finance sub-sectors, Dec 2012 to Jun 2014.

	Banking	Trust & co. admin. and Fund Mgt	Legal	Accountancy	Other⁶	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	3,470	2,260	1,020	980	12,510

The total number of employees in the Finance sector in June 2014 (12,510) was 110 higher than a year earlier (June 2013), but more than 900 lower than the peak recorded in December 2008⁷.

The increase in employment in the sector on an annual basis was driven by the Legal (up 130) and Trust & co. admin. and Fund management sub-sectors (up 100). The Accountancy and Other sub-sectors also recorded increased numbers of employees on an annual basis.

In contrast, the Banking sub-sector recorded a decrease of 180 employees on an annual basis but was unchanged on a six-monthly basis. The number of employees in Banking in Jersey has decreased by around 1,300 since the peak numbers recorded in late 2007 and throughout 2008, representing a fall in employment in this sub-sector of more than a fifth (21%).

Residential qualifications

Table 6 shows the breakdown by residential status of employees recorded in June 2013 under the RUDL and in June 2014 under the CHWL. Between June 2013 and June 2014 the numbers of employees who were:

- locally qualified/entitled increased by 800;
- j-category/licensed increased by 50;
- non-qualified/registered decreased by 280.

⁶ Other includes investment and unit trusts, pension funding and insurance (general, life and non-life).

⁷ See "Jersey Labour Market at June 2013"; States of Jersey Statistics Unit; October 2013.

Table 6 – Residential qualifications of employees by sector, Jun 2013 and Jun 2014.

Sector	Jun-13			Jun-14		
	<i>Regulation of Undertakings and Development Law</i>			<i>Control of Work and Housing Law</i>		
	Locally qualified	j-cat.	Non qualified	Entitled ⁸	Licensed	Registered
Agriculture and fishing	1,440	+	880	1,190	+	990
Manufacturing	1,080	20	40	1,010	10	40
Construction and quarrying	4,720	40	180	4,670	30	270
Electricity, gas and water	460	10	20	480	10	20
Wholesale and retail trades	7,290	60	640	7,090	60	530
Hotels, restaurants & bars	3,830	30	2,690	3,910	30	2,400
Transport, storage & communication	2,560	60	120	2,580	70	90
Computer and related activities	600	30	50	640	30	60
Financial and legal activities	11,040	750	600	11,150	770	580
Miscellaneous business activities	3,400	90	480	3,930	90	500
Education, health and other services	5,570	130	460	6,170	150	440
Total private headcount	42,000	1,200	6,160	42,800	1,250	5,880

+: non-zero less than 5.

Annual change - on a consistent (adjusted) basis

In order 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 RUDL⁹. Furthermore, an adjustment is made to account for employees engaged in undertakings which were previously exempt from reporting under the RUDL.*

Under this assumption and adjustment:

- total private sector employment in December 2013 was 520 lower than in December 2012, an annual decrease of 1.1%;
- total private sector employment in June 2014 was 420 higher than in June 2013, an annual increase of 0.9%;

⁸ "Entitled" includes the categories "Entitled" and "Entitled to work" in order to be more consistent with the RUDL definition of "locally qualified". Exempt staff are not shown in this table.

⁹ For a small number of undertakings examination of the series of Manpower Returns suggests that this assumption leads to an underestimation of employment in December 2012 and June 2013. Hence, annual changes across the periods covered by the two laws should be considered as maxima.

Public Sector

As in the case of the private sector, the analysis of public sector employment during the period covered by both the RUDL and the CHWL requires a considered approach in order to make comparisons across time on a consistent basis.

States of Jersey (SOJ) employees

Core staff (on permanent and fixed-term contracts)

Table 7 shows total public sector employment of **core** staff on both a headcount and a full-time equivalent (FTE) basis from December 2012 to June 2014.

Table 7 – SOJ core staff; headcount and FTE basis, Dec 2012 – Jun 2014

Core staff	Dec-12	Jun-13	Dec-13	Jun-14
	<i>Regulation of Undertakings and Development Law</i>		<i>Control of Work and Housing Law</i>	
Headcount	6,840	6,920	7,010	7,120
Full-time equivalent (FTE) ¹⁰ .	6,040	6,110	6,230	6,320

The headcount and FTE numbers shown in Table 7 are presented on a consistent basis with those published for the “public sector” in all previous reports on the Jersey Labour Market produced by the Statistics Unit during the period covered by the RUDL.

On this consistent basis, public sector core headcount increased by 200 over the twelve months to June 2014 (an annual increase of 2.9%).

Zero-hour and exempt staff

Under the CHWL public sector undertakings are required to report zero-hour and exempt staff. Table 8 shows the number of staff employed on zero-hour contracts by the States of Jersey from December 2012 to June 2014 at the specified month-end. There were fewer than 5 exempt staff employed by the States of Jersey throughout this period.

Table 8 – SOJ zero-hour staff; headcount, Dec 2012 – Jun 2014

Zero-hour staff	Dec-12	Jun-13	Dec-13	Jun-14
	<i>Regulation of Undertakings and Development Law</i>		<i>Control of Work and Housing Law</i>	
Headcount	740	730	690	690

The number of staff employed on zero-hour contracts by the States of Jersey decreased by 40 between June 2013 and June 2014.

¹⁰ 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.

Total SOJ staff

The total number of States of Jersey staff employed from December 2012 to June 2014 is shown in Table 9, derived simply as the sum of the core and zero-hour numbers shown in Tables 7 and 8.

Table 9 – SOJ total headcount, Dec 2012 – Jun 2014

SOJ	Dec-12	Jun-13	Dec-13	Jun-14
	<i>Regulation of Undertakings and Development Law</i>		<i>Control of Work and Housing Law</i>	
Total Headcount	7,570	7,650	7,690	7,810

SOJ total headcount increased by 160 between June 2013 and June 2014, an increase of 2.1%.

Non States workers

Non States Workers are persons who are not 'employees' but are remunerated via the States of Jersey payroll provision, such as: States Members, Commissioners, Non-Executive Directors, Jurats and Board Members. The total numbers of Non States workers over the period from December 2012 to June 2014 are shown in Table 10.

Table 10 – Non States workers; headcount, Dec 2012 – Jun 2014

Non States workers	Dec-12	Jun-13	Dec-13	Jun-14
	<i>Regulation of Undertakings and Development Law</i>		<i>Control of Work and Housing Law</i>	
Headcount	80	90	90	100

States of Jersey Development Company (SOJDC)

In both the December 2013 and June 2014 rounds of the Manpower Survey, the SOJDC reported a headcount of 10 employees (rounded).

Parish workers

In December 2013 the twelve Parishes reported a total headcount of 460 employees, 80 of whom were employed on zero-hour contracts. In June 2014 the Parishes reported a total headcount of 430 employees, 70 of whom were employed on zero-hour contracts.

Overall Public sector headcount

Summing the headcount numbers for the SOJ (core and zero-hour staff), Non States workers, the SOJDC and the Parishes gives the overall total public sector employment recorded during the period covered by the CHWL (Table 11). The SOJDC and Parishes did not report under RUDL.

Table 11 – Overall public sector; headcount, Dec 2013 – Jun 2014

Public Sector	Dec-13	Jun-14
Overall Headcount	8,260	8,350

[Residential qualifications](#)

Table 12 shows the breakdown by residential status of core and zero-hour employees and Non States workers in June 2013 and June 2014.

Table 12 – Residential qualifications of public employees, Jun 2013 and Jun 2014.

Public sector	Jun-13 <i>Regulation of Undertakings and Development Law</i>			Jun-14 <i>Control of Work and Housing Law</i>		
	Locally qualified	j-cat.	Non qualified	Entitled ¹¹	Licensed	Registered
Core staff	6,310	540	80	6,500	560	60
Zero-hour staff	700	10	20	660	10	20
Non States workers	90	0	+	100	0	+
SOJDC	n/a	n/a	n/a	10	0	0
Parishes	n/a	n/a	n/a	420	+	10

n/a: not applicable; +: non-zero less than 5.

¹¹ “Entitled” includes the categories “entitled” and “entitled to work” in order to be more consistent with the RUDL definition of “locally qualified”. Exempt staff are not shown in this table.

Total Employment

Total employment in Jersey as recorded by the CHWL is shown in Table 13 as the sum of private sector employment (from Table 1) and overall public sector employment (from Table 11).

Table 13 – Total employment, headcount – Dec 2013 – Jun 2014

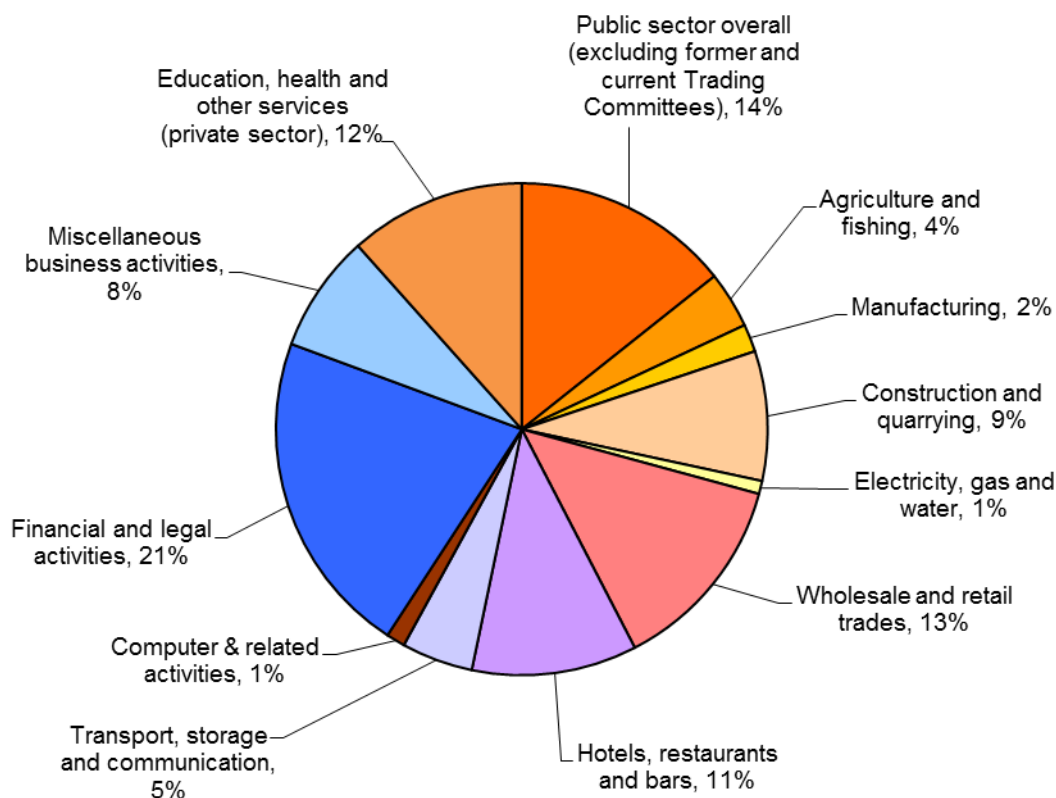
	Dec-13	Jun-14
Private sector	46,510	49,980
Public sector (overall)	8,260	8,350
Total	54,770	58,330

Sectoral breakdown

In June 2014, on a headcount basis:

- over a fifth (21%) of all employees were employed in the Finance sector (12,510);
- 13% were employed in Wholesale and retail (7,680);
- 11% were employed in Hotels, restaurants and bars (6,340);
- 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 1 – Employment (headcount) by sector, June 2014



[Annual change in total employment](#)

Consistent measures of the change in total employment on an annual basis, across the periods covered by the two laws, may be derived by summing the changes in private and public sector employment discussed earlier in this report, derived on the consistent basis. By this approach:

- total employment in December 2013 was 350 lower than in December 2012, representing an annual decrease of 0.6%;
- total employment in June 2014 was 620 higher than in June 2013, an annual increase of 1.1%;

[Zero-hour contracts](#)

The total number of jobs filled which were on zero-hour contracts were:

- 4,700 in December 2013, representing 9% of all jobs filled in that month;
- 6,050 in June 2014, representing 10% of all jobs filled in that month.

[Residential qualifications](#)

Table 14 shows the breakdown by residential status of core and zero-hour employees and Non States workers in June 2013 and June 2014.

Table 14 – Residential qualifications of all employees, Jun 2014.

	Jun-14		
	<i>Control of Work and Housing Law</i>		
	Entitled	Licensed	Registered
Private sector	42,800	1,250	5,880
Public sector (overall)	7,690	570	90
Total	50,490	1,820	5,970

Of the 58,290 employees in Jersey in June 2014 (excluding exempt staff):

- 87% were entitled/entitled to work;
- 3% were licensed;
- 10% were registered.

Unemployment

The **internationally comparable measure of unemployment** (defined by the International Labour Organisation, ILO – see Note 2) is determined for Jersey by means of the Census and the Jersey Annual Social Survey.

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

JASS 2014

The ILO unemployment rate in June 2014 was estimated to be 4.6%; this rate corresponds to 2,800 people being unemployed and looking for work in June 2014.

JASS 2013

The ILO unemployment rate in June 2013 was estimated to be 5.7%; this rate corresponded to 3,200 people being unemployed and looking for work in June 2013.

Census 2011

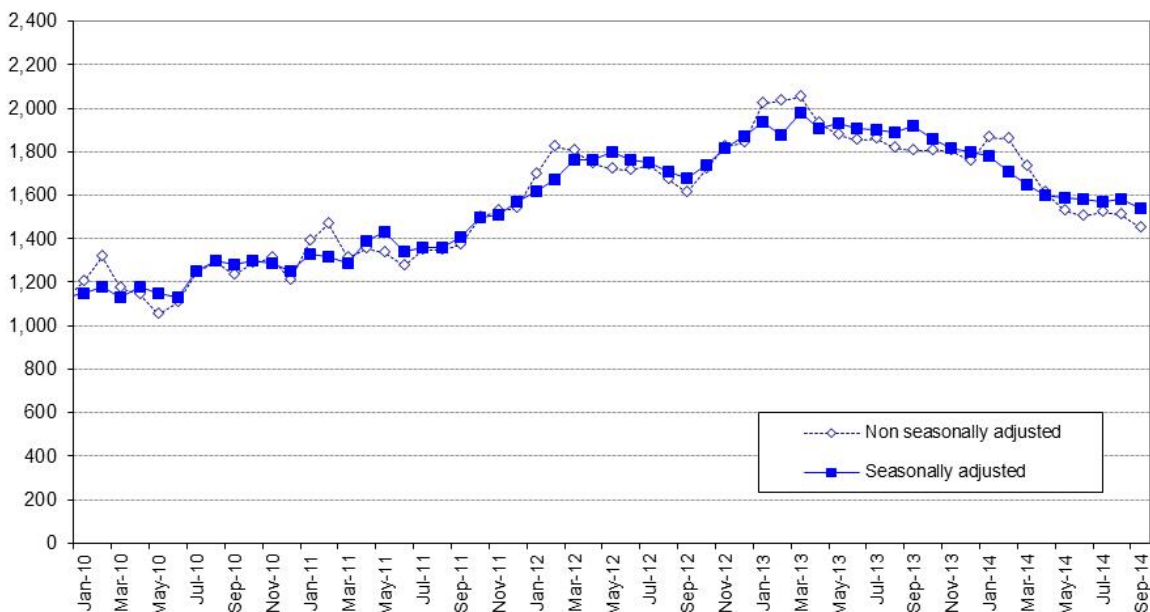
The ILO unemployment rate on 27 March 2011, measured by the 2011 Jersey Census, was 4.7%; this rate corresponded to 2,570 people being unemployed and looking for work at that point in time.

The total number of people **registered with the Social Security Department** as actively seeking work (ASW) in Jersey from January 2010 to September 2014 is shown in Figure 2¹².

In June 2014 the total number of people registered as ASW was 1,510 and the seasonally adjusted ASW total was the lowest for more than two years (since December 2011). During the latest three months (July to September 2014) both measures have decreased further: the total number of people registered as ASW in September 2014 was 1,450; and the seasonally adjusted ASW total was the lowest for almost three years (since November 2011).

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.

Figure 2 - Total number of individuals registered as ASW: Jan 2010 – Sep 2014



¹² See Registered Actively Seeking Work – September 2014; States of Jersey Statistics Unit, published 9 October 2014.

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).
2. 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.
3. 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 Chief Minister’s Department, Population Office.

Statistics Unit

10 October 2014