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Summary

In June 2024:

- the median hourly rate for males was £22.27 whilst for females it was £20.95, producing an overall gender pay gap of 6.3%[1]

- the 12-month average median hourly rate was £21.38 for males and £19.83 for females, with a 7.8% gender pay gap, 1.2 percentage points lower than in June 2023 (9.0%)

- age groups over 40 years old saw higher gender pay gaps than the overall average

- the highest gender pay gap of any sector was in the information and communication sector (28.2%)

- the lowest gender pay gap of any sector was in the private education, health and other services sector (0.1%)

- males consistently earn more than females in the financial and legal activities sector,

    o however, the pay gap has shown signs of narrowing in this sector since January 2022

    o non-finance private sectors have seen relatively little change in the gender pay gap over the same period

Introduction

This report marks the introduction of a new regular publication, scheduled for release annually each March. It has been made possible following an extensive development process aimed at producing more detailed and frequent earnings statistics. These statistics are derived from existing administrative data held by the Government, including Social Security contributions, the Income Tax Instalment Scheme, and Manpower returns. This approach offers greater detail and allows additional breakdowns to be produced that were possible before.

The new methodology (see Appendix A for details) builds on previous experimental reports (see Earnings statistics and gender pay report - June 2023) and provides two main enhancements to the outputs:

Firstly, it improves the adjustment of jobs to a full-time equivalent basis, enabling, for the first time, the direct estimation of hourly rates for each job. These rates are then used to determine earnings for both males and females, allowing for the calculation of Jersey's overall gender pay gap and various breakdowns.

Secondly, this methodology enables the calculation of earnings values for each calendar month (previously only figures for June and December were available), facilitating analysis of seasonal changes in earnings and gender-based differences.

As this approach differs from previous experimental reports, the figures in this report are not directly comparable with those reports. Due to limits on available historic data, this new methodology can only be applied from January 2022 onwards (which is the period covered by this report).

This report provides a specific focus on the gender pay gap analysis and is intended to address the user need for a dedicated publication on this topic. A further, more generalised earnings report, is intended to be published later in 2025. This will be based on December 2024, data and provide additional details on our updated earnings methodology as well as our plans for future earnings publications.

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[1] A value greater than zero signifies males were paid more than females.

Overall gender pay gap

The gender pay gap measures the difference in earnings between males and females. The measures are expressed as a percentage difference between the estimated hourly rates of each group (see Appendix A for methodology details). A percentage change greater than zero indicates that, on average, males earn more than females, while a negative percentage signifies that females earn more than males.

While this report primarily focuses on the median gender pay gap, some measures of the mean gender pay gap are also presented. The median is used as the primary measure because mean values can be influenced by small numbers of high-earning individuals.

All earnings figures presented are in nominal terms (i.e. not adjusted for inflation), reflecting the amounts received by individuals at the time.

Median gender pay gap

Figure 1: median hourly rates for females were lower than for males in all months
Hourly rates by sex, January 2022 to June 2024
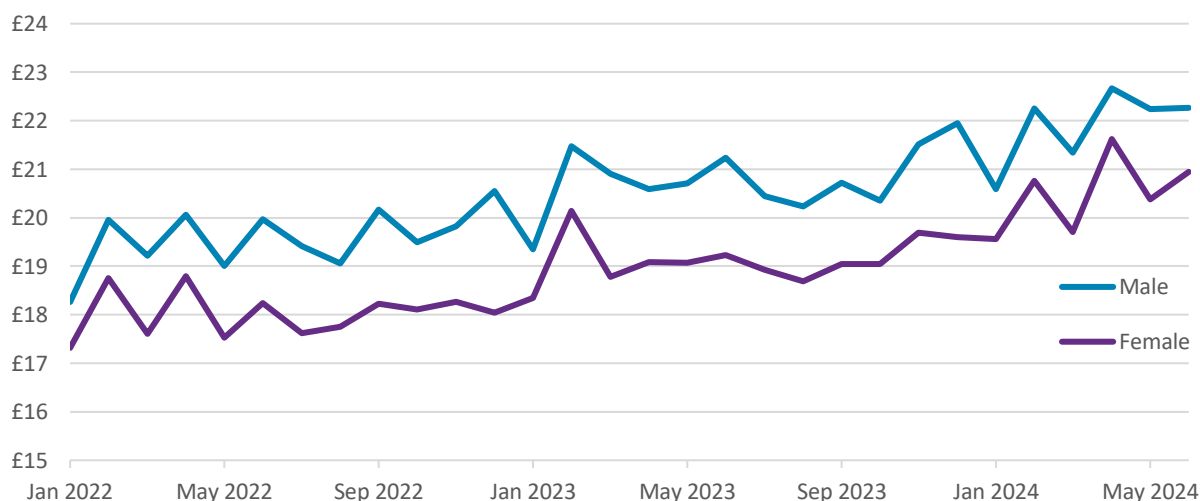
Table 1: Median hourly rates and the gender pay gap; July 2023 to June 2024

	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024
Overall, £	19.67	19.46	`19.92	19.65	20.52	20.77	20.03	21.52	20.51	22.17	21.35	21.61
Males, £	20.45	20.23	20.72	20.35	21.51	21.95	20.59	22.25	21.34	22.67	22.24	22.27
Females, £	18.92	18.69	19.04	19.04	19.69	19.61	19.56	20.76	19.70	21.62	20.38	20.95
Gender pay gap	8.0%	8.2%	8.8%	6.9%	9.3%	12.0%	5.3%	7.2%	8.3%	4.8%	9.2%	6.3%

It should be noted that hourly rates are calculated based on an individual's contracted hours, meaning that bonuses or overtime work may increase the hourly rate for some individuals. This effect is particularly pronounced in March and December, which often record the highest gender pay gaps within a year.

To provide a more stable measure and reduce the impact of short-term fluctuations, it may be useful to consider the average across a full year rather than a single month. The 12-month average median hourly rate in June 2024 was £21.38 for males and £19.83 for females, resulting in an overall median gender pay gap of 7.8%. This was 1.2 percentage points lower than the 12-month average for June 2023 (9.0%).

Mean gender pay gaps follow a relatively similar pattern to that of medians, although they see much higher increases in March each year, particularly for males. Mean gender pay gaps are significantly higher than those of medians; this is largely due to there being a higher proportion of males in upper earnings brackets skewing the mean hourly rate for males. Breakdowns of mean pay gaps are presented in Appendix B.

Gender pay gap by age

Median hourly rates can also be analysed by the age of the employee, allowing a gender pay gap for each age group to be calculated.

Figure 2: all age groups except those 25-29 saw males earning more per hour than females
Median gender pay gap by age and sex, June 2024
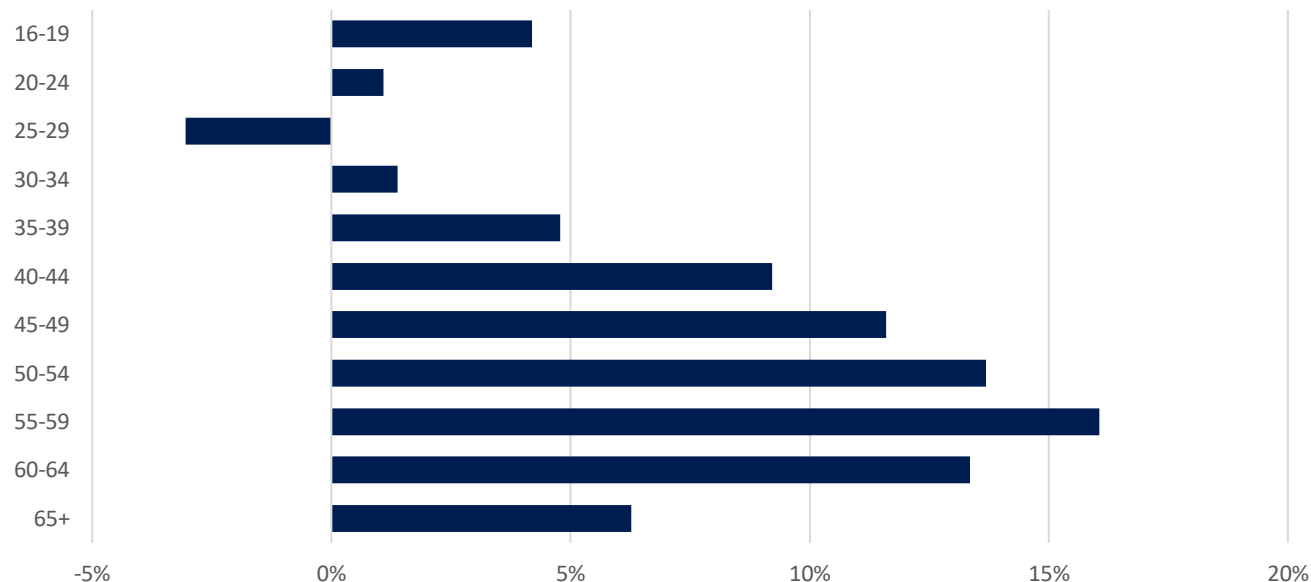
Table 2: Median hourly rates by age group, overall and by sex, and the gender pay gap; June 2024

	Gender pay gap	Overall, £	Male, £	Female, £
16-19	4.2%	11.76	12.13	11.64
20-24	1.1%	15.56	15.65	15.48
25-29	-3.1%	19.72	19.44	20.05
30-34	1.4%	22.97	23.10	22.78
35-39	4.8%	23.43	24.03	22.93
40-44	9.2%	25.00	26.09	23.89
45-49	11.6%	26.21	27.70	24.82
50-54	13.7%	26.39	28.27	24.87
55-59	16.1%	23.82	25.76	22.20
60-64	13.4%	21.09	22.24	19.77
65+	6.3%	17.02	17.51	16.47

The gender pay gap changes with age in a clear pattern:

- Early career (16-29): The gender pay gap is narrow compared to other age groups and is negative at ages 25-29 (-3.1%), suggesting that women in this age group earn slightly more than men on average.
- Mid-career (30-39): The gap begins to widen, reaching 4.8% by ages 35-39, indicating a shift where men start to earn more than women.
- Peak earnings years (40-59): The gap widens, peaking at 16.1% at ages 55-59. This suggests that gender disparities in pay are most pronounced during prime working years.
- Later career (60+): The gap declines but does not disappear, suggesting a disparity that continues even as people approach retirement.

Overall, the pattern suggests that while young men and women start on relatively equal pay, long-term career and life factors lead to a growing gender pay disparity over time.
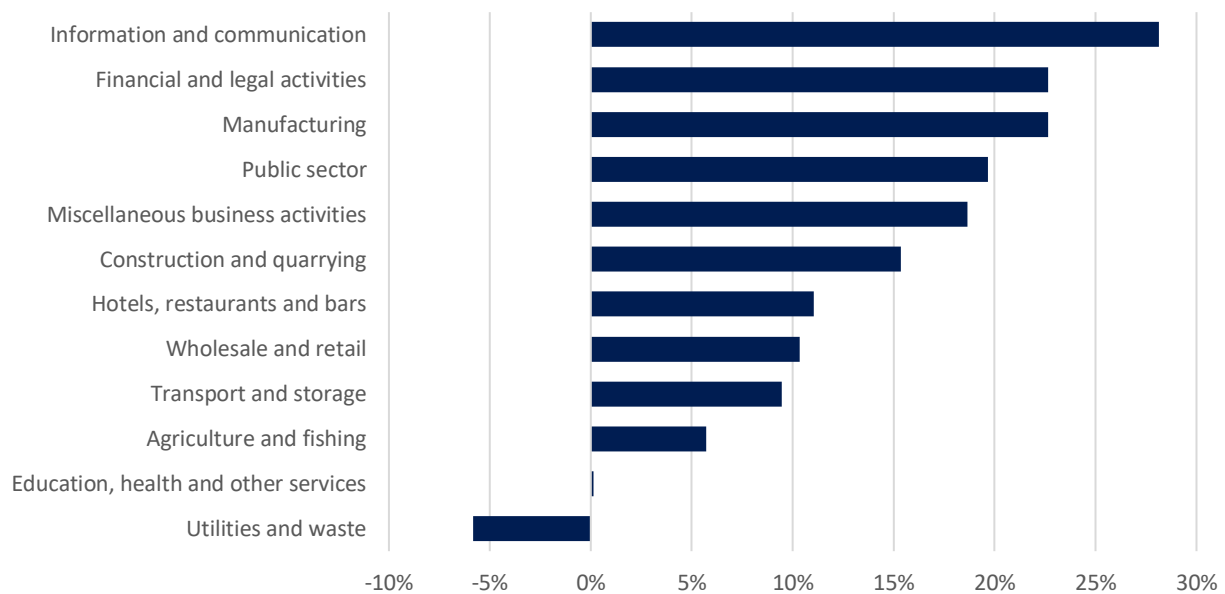
Gender pay gap by sector

The sector of employment plays a key role in the gender pay gap, as industries vary significantly in their hourly rates for both males and females.

Throughout this report, public sector figures may differ from those in the Government of Jersey's gender pay gap reports. This is due to two main factors. First, the public sector in this report includes a broader range of employees beyond the Government of Jersey, such as parish employees. Second, this analysis calculates hourly rates based on all employment income received by an individual, whereas the Government of Jersey's analysis excludes certain types of income, such as overtime.

Figure 3: all sectors except utilities and waste saw higher median hourly rates for males
Gender pay gap by sector and sex, June 2024

Table 3: Median hourly rates by sector, overall and by sex, and the gender pay gap by sector; June 2024

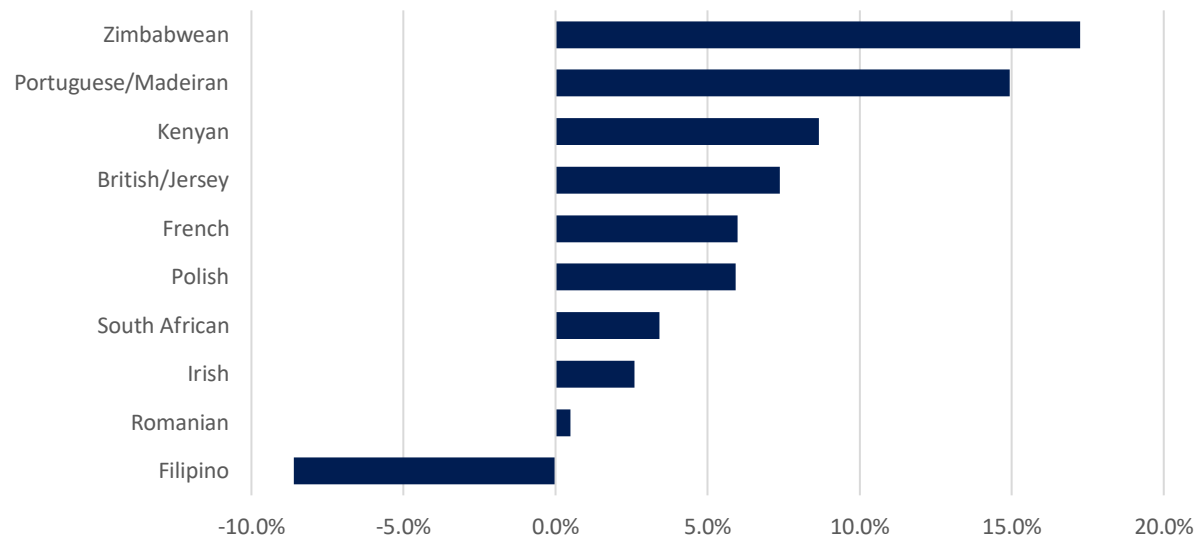|	Gender pay gap	Overall, £	Male, £	Female, £
Information and communication	28.2%	27.84	30.32	23.66
Financial and legal activities	22.7%	33.80	38.16	31.11
Manufacturing	22.6%	17.05	18.32	14.94
Public sector	19.7%	28.17	31.39	26.23
Miscellaneous business activities	18.6%	19.41	21.25	17.91
Construction and quarrying	15.3%	20.66	20.93	18.15
Hotels, restaurants and bars	11.0%	14.55	15.21	13.70
Wholesale and retail	10.3%	15.28	16.15	14.64
Transport and storage	9.5%	20.47	20.97	19.16
Agriculture and fishing	5.7%	18.83	19.12	18.09
Private Education, health and other services	0.1%	18.10	18.12	18.10
Utilities and waste	-5.8%	23.63	23.52	25.97
All sectors	**6.3%**	**21.61**	**22.27**	**20.95**

In June 2024 the sector with the highest gender pay gap was the information and communication sector (28.2%). Conversely the smallest gender pay gap was in the private education, health and other services sector, with a difference of 0.1% between males and females on average.

Earnings and gender pay gap by nationality

Using self-reported nationality from administrative data, it is possible to calculate median earnings by the nationality[2] of the employee. To ensure estimates are robust, results are presented for nationalities with more than 100 males and 100 females in June 2024. Those nationalities are British / Jersey, French, Irish, Polish, Portuguese / Madeiran, Romanian, Filipino, Kenyan, Zimbabwean and South African.

Figure 4: nearly all nationalities see males earning more than females
Median hourly rates by nationality and sex, June 2024

Table 4: Median hourly rates by nationality and sex, and the gender pay gap by nationality; June 2024

	Gender pay gap	Overall, £	Male, £	Female, £
Zimbabwean	17.3%	21.27	23.46	20.01
Portuguese / Madeiran	14.9%	17.54	18.72	16.29
Kenyan	8.7%	15.01	15.58	14.33
British / Jersey	7.4%	23.61	24.45	22.77
French	6.0%	23.24	24.20	22.84
Polish	5.9%	19.62	20.21	19.08
South African	3.4%	32.58	33.38	32.28
Irish	2.6%	27.82	28.27	27.56
Romanian	0.5%	18.68	18.68	18.59
Filipino	-8.6%	20.82	20.37	22.29

The smallest median gender pay gap was for those of Romanian nationality (0.5%). The largest gender pay gap was for those of Zimbabwean nationality (17.3%).Around half of Zimbabwean males (51%) were employed in one of the three highest paying sectors, compared with 35% of Zimbabwean females. Whereas 35% of Romanian females were employed in one of the three highest paying sectors, compared with 18% of Romanian males. So, the mix of sectors being worked in has an impact on the gender pay gap when analysing by nationality.

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[2] Self-declared to Employment, Social Security and Housing.

Financial and legal activities sector

The finance and legal activities sector is the highest paying sector on average and has one of the largest gender pay gaps in Jersey. The sector employed 23% of dependently employed employees in June 2024, the majority (55%) of which were female. Therefore, analysing the trend of this sector is particularly important.

Figure 5: the gender pay gap in this sector sees a particular increase in March each year
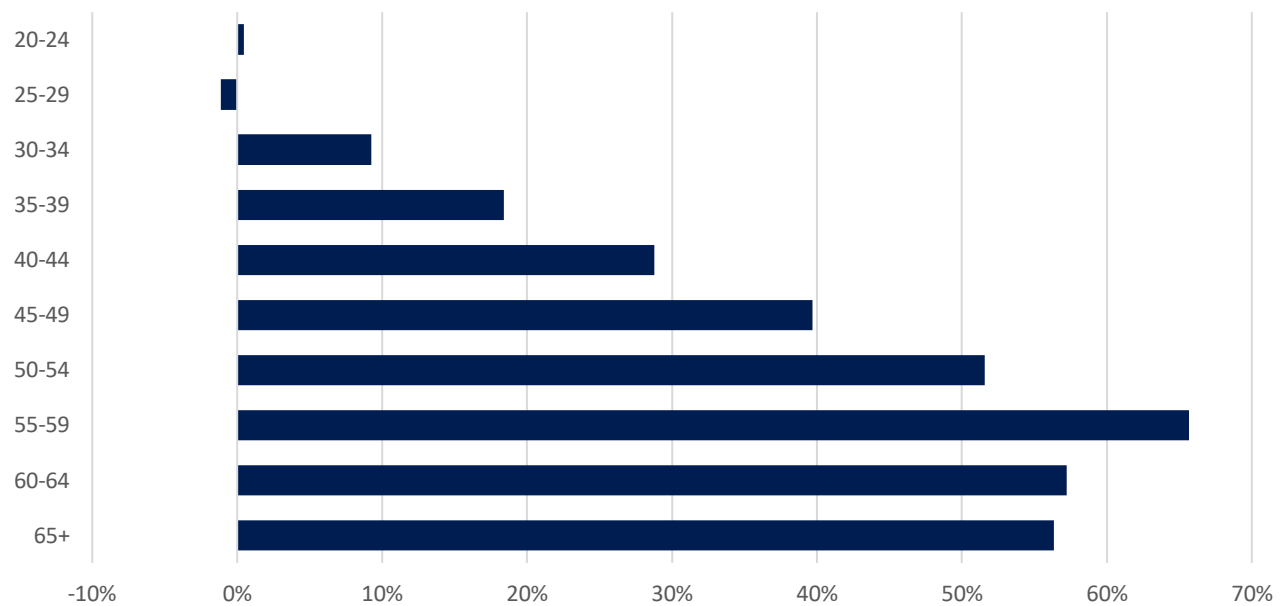Median gender pay gap in the finance and legal activities sector, January 2022 to June 2024
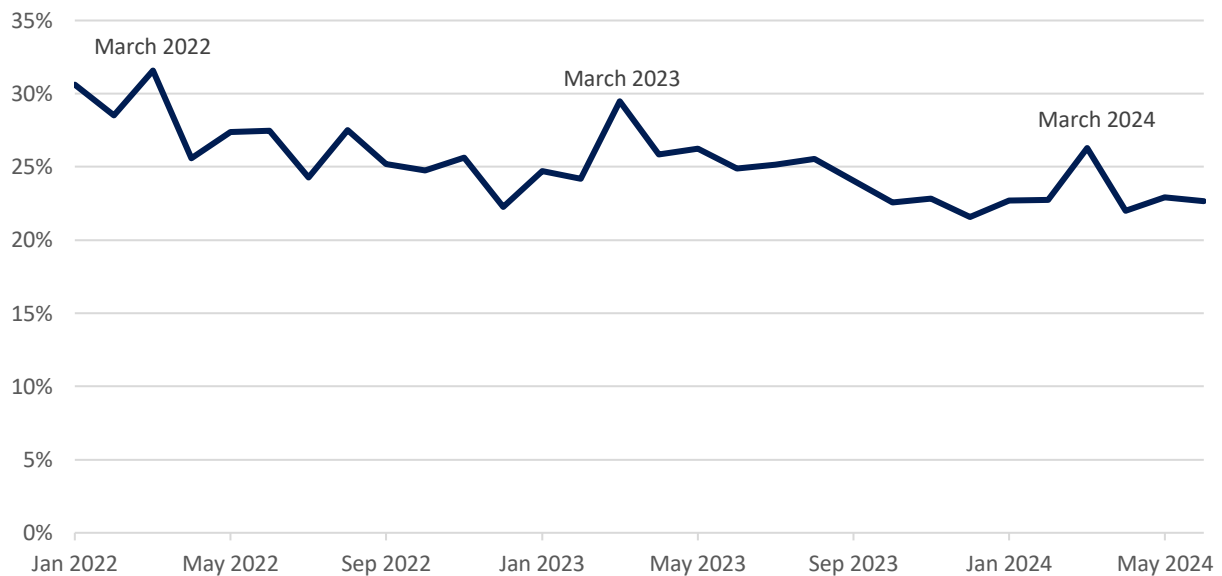
Table 5: Median hourly rates and the gender pay gap in the financial and legal activities sector; November 2023 to June 2024

	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024
Overall, £	31.85	30.80	`32.04	31.20	31.85	33.10	31.57	33.94	37.15	34.58	32.14	33.80
Males, £	36.20	35.15	36.19	35.29	36.11	37.14	35.70	38.50	43.01	38.99	36.63	38.16
Females, £	28.93	28.00	29.17	28.79	29.40	30.55	29.10	31.37	34.06	31.97	29.56	31.11
Gender pay gap	25.1%	25.5%	24.1%	22.6%	22.8%	21.6%	22.7%	22.7%	26.3%	22.0%	22.9%	22.7%

This sector experiences a significant increase in male earnings each March, creating an outlier in the gender pay gap during this month. This trend is likely driven by bonus payments within the sector. While males consistently earn more than females in this sector, the pay gap has shown signs of narrowing since January 2022.

Figure 6: in age groups over 30 males earned more than females in the finance and legal activities
Median hourly rates by age in the finance and legal activities sector, June 2024

Table 6: Median hourly rates by age group, overall, by sex, and the gender pay gap for the financial and legal activities sector; June 2024

	Gender pay gap	Overall, £	Male, £	Female, £
20-24	0.4%	17.15	17.22	17.14
25-29	-1.1%	25.07	25.00	25.28
30-34	9.3%	32.88	34.45	31.53
35-39	18.4%	37.15	40.81	34.47
40-44	28.8%	41.53	48.05	37.31
45-49	39.7%	44.69	53.15	38.05
50-54	51.6%	43.87	57.65	38.03
55-59	65.7%	39.65	54.41	32.85
60-64	57.2%	34.37	46.77	29.75
65+	56.3%	27.41	37.80	24.18
All	**22.7%**	**33.80**	**38.16**	**31.11**

The gender pay gap in the finance and legal activities sector increases with age, with it starting near parity for those aged 20-29, then reaching 65.7% for those aged 55-59 in the sector. This is the highest gender pay gap for any sector / age combination.

Figure 7: the proportion of males earning £49 and over was 16 percentage points higher than for females
Distribution of hourly rates in the financial and legal activities sector by sex, June 2024

Males working in finance were more likely to earn £49 and over an hour compared with females; 40% of male employees earnt £49 or more an hour, compared with 23% of female employees.

Non-finance private sectors

The other sectors in the private sector do not see the same trends as the finance and legal activities sector. See our open data tables for more detailed sector breakdowns.

Figure 8: non-finance private sectors generally see gender pay gaps between 15% and 20%
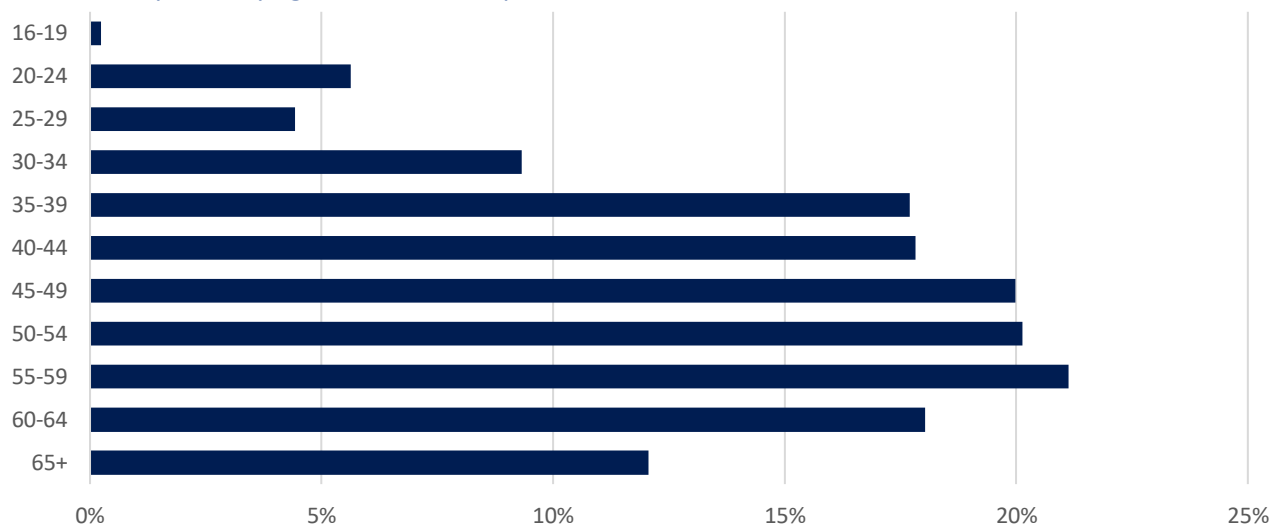Median gender pay gap in non-finance private sectors, January 2022 to June 2024
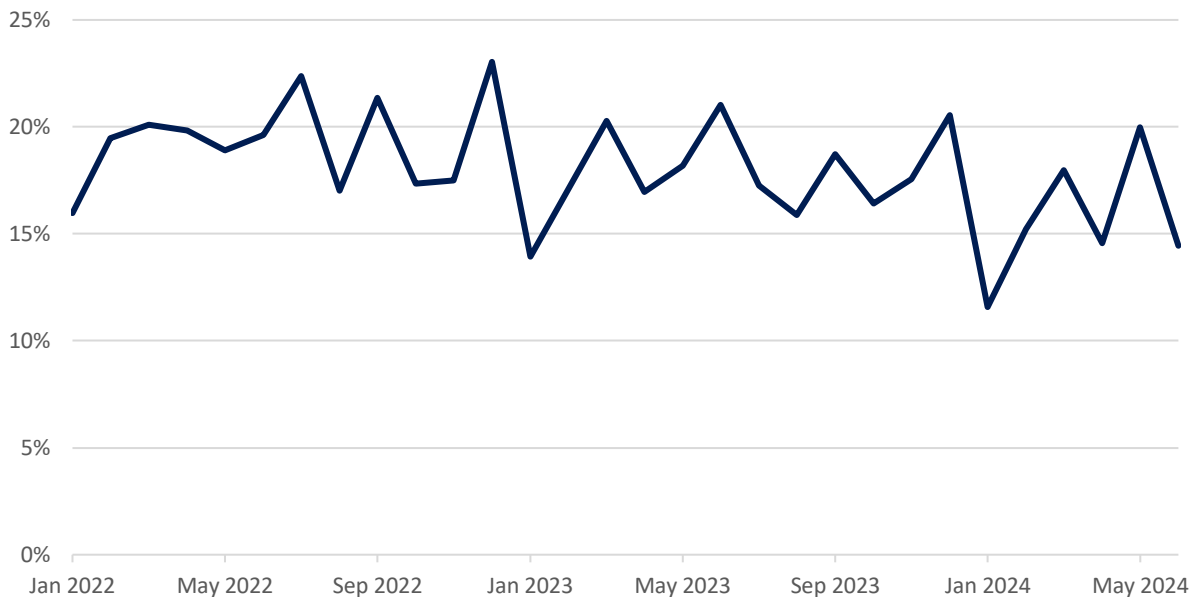
Table 7: Median hourly rates and the gender pay gap in non-finance private sectors; November 2023 to June 2024

	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024
Overall, £	15.99	16.26	`16.29	16.14	16.72	16.83	16.25	17.44	16.52	17.47	17.24	17.70
Males, £	17.20	17.40	17.60	17.24	18.10	18.37	17.13	18.60	17.85	18.52	18.79	18.78
Females, £	14.67	15.02	14.83	14.81	15.39	15.24	15.35	16.15	15.13	16.17	15.66	16.41
Gender pay gap	17.2%	15.9%	18.7%	16.4%	17.6%	20.6%	11.6%	15.2%	18.0%	14.6%	20.0%	14.5%

Figure 9: age groups 20 and over saw males earning more than females in non-finance private sectors
Median hourly rates by age in non-finance private sectors, June 2024

Table 8: Median hourly rates by age group, overall, by sex, and the gender pay gap for non-finance private sectors; June 2024

	Gender pay gap	Overall, £	Male, £	Female, £
16-19	0.2%	11.64	11.67	11.64
20-24	5.6%	14.32	14.63	13.85
25-29	4.4%	16.67	16.92	16.20
30-34	9.3%	18.15	18.90	17.29
35-39	17.7%	18.90	20.17	17.13
40-44	17.8%	19.72	21.19	17.98
45-49	20.0%	20.36	22.03	18.36
50-54	20.1%	20.48	22.15	18.44
55-59	21.1%	19.38	21.21	17.51
60-64	18.0%	17.89	19.37	16.41
65+	12.1%	15.81	16.34	14.58
All	**14.5%**	**17.70**	**18.78**	**16.41**

The gender pay gap in non-finance private sectors increases with age, with it starting near parity for those aged 16-19, then reaching 21.1% for those aged 55-59.

Figure 10: the proportion of females earning £18 and below was higher than for males
Distribution of hourly rates in non-finance private sectors by sex, June 2024

Females working in non-finance private sectors were more likely to earn £13 or less per hour compared with males; 34% of female employees earnt £13 and under an hour, compared with 24% of male employees.

Appendix A – Methodology summary and notes

This report is the result of a development process aimed at enhancing earnings statistics through the use of administrative data. The calculation method involves linking datasets from the Income Tax Instalment Scheme (ITIS), Social Security contributions, and Manpower returns. These datasets are supplied by Revenue Jersey and the Employment, Social Security, and Housing Departments. Records are matched at the individual job level, and the necessary data is available from January 2022 onwards.

Data Sources:

- Manpower Returns: Employers submit monthly returns to the Government, providing details on all employees, including contract type (full-time, part-time, or zero-hour). Since January 2022, these returns have included contracted hours for dependently employed jobs.
- Social Security Contributions Data: This dataset includes all dependently employed jobs where earnings are subject to Social Security. It contains demographic details (such as age and sex), company information, and employee earnings on a monthly basis.
- ITIS Returns: ITIS data records earnings for any job where a salary or wage has been paid. Unlike Social Security contributions, ITIS data does not have an upper earnings limit or a lower threshold below which earnings are not subject to Social Security. By combining ITIS and Social Security data, a complete picture of dependently employed jobs can be created, allowing for the calculation of both medians and means.

The gender of individuals is determined using the "sex" field recorded in Social Security contributions data. Nationality is similarly determined using the self-declared nationality field recorded in this dataset.

Data cleansing and linking process:

- Jobs where no Social Security contributions were paid, and where the individual was classified as Class 2 (mainly self-employed), are excluded for that month.
- Remaining jobs from the contributions dataset are matched with Manpower return data using the individual's Social Security number and the company's TIN or manpower code as unique identifiers.
- This linking process ensures that employment sector (SIC 2007 classification), contract type, and contracted hours from the Manpower returns can be accurately matched to the Social Security contributions data.
- Any inconsistencies, such as a full-time contract with contracted hours of less than 25, are flagged for imputation. Jobs missing contracted hours in their Manpower submission are also marked for imputation.
- ITIS data is then linked using the previously assigned unique identifier. Jobs with no earnings in either ITIS or Social Security contributions are excluded, as they indicate no employment income for that month.
- Jobs appearing solely in ITIS data are excluded, as they represent self-employment cases where a regular salary is taken.
- Where earnings values differ between ITIS and Social Security contributions, ITIS values are used.

Imputation process:

Records flagged for imputation are processed using a random forest algorithm[3] to estimate missing contracted hours. The model incorporates multiple indicators and undergoes validation checks to ensure reliability. For example, the distribution of imputed values is compared to originally submitted values to maintain consistency.

Gender pay gap calculations:

The gender pay gap is calculated as the percentage difference between male and female hourly rates of pay, calculated by dividing male average earnings by the corresponding average earnings for females. A positive value indicates that males earn more, while a negative value indicates that females earn more.

To ensure statistical reliability, results are only presented for groups containing at least 100 males and 100 females. Groups with fewer individuals are excluded due to potential large uncertainties, which could lead to misleading interpretations.[4]

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[3] https://onlinelibrary.wiley.com/doi/abs/10.1002/sam.11348
[4] Recommendation 8: https://rss.org.uk/RSS/media/News-and-publications/Publications/Reports%20and%20guides/RSS-s-10-Proposed-Reforms-for-Gender-Pay-Gap-Reporting.pdf

Statistics Jersey

Data tables

Data tables and supplementary information associated with this release can be found on our open data site:
[Gender pay gap in Jersey - Datasets - Government of Jersey Open Data](#)

Methodological Changes in Gender Pay Gap Reporting

The methodology used in this report differs from that in our earlier experimental reports. This report focuses on hourly rates of pay, which is considered best practice for gender pay statistics. In previous analyses, we did not have the capability to calculate hourly pay and instead used overall monthly earnings, adjusted for full-time equivalency.

While this earlier approach partially accounted for differences in full-time and part-time employment between men and women, it did not adjust for variations in hours worked among full-time employees. The new methodology addresses this issue. For example, under the new method, if two employees are paid the same hourly rate but one works 40 hours per week and the other 38, no pay gap is recorded. Under the previous method, both would have been classified as full-time, leading to an artificial pay gap.

On average, men work more hours than women, both overall and within each sector. As a result, the new methodology generally produces slightly lower gender pay gap estimates compared with the previous approach. For example, in June 2023, the gender pay gap under the old method was 12.4%, whereas under the new method it was 10.4%. Over the same period, men worked an average of 35.9 hours per week, compared with 31.4 hours for women.

Table A1: average contracted hours by sector, overall and by sex; June 2023

	Overall	Male	Female
Information and communication	36.1	36.8	34.3
Financial and legal activities	34.4	35.2	33.7
Manufacturing	35.2	37.3	29.9
Public sector	33.2	35.3	32.0
Miscellaneous business activities	32.7	36.0	29.3
Construction and quarrying	38.6	39.6	29.1
Hotels, restaurants and bars	33.6	35.2	31.7
Wholesale and retail	31.4	33.9	28.7
Transport and storage	35.2	36.1	32.3
Agriculture and fishing	36.7	38.9	31.6
Private Education, health and other services	29.9	31.2	29.4
Utilities and waste	38.0	38.6	35.5
All sectors	**33.6**	**35.9**	**31.4**

Appendix B – Mean gender pay gap

While this report primarily focuses on the median gender pay gap, this section focuses on the mean gender pay gap. The median is used as the primary measure because mean values can be influenced by small numbers of high-earning individuals.

Figure B1: mean hourly rates for females were lower than for males in all months
Hourly rates by sex, January 2022 to June 2024
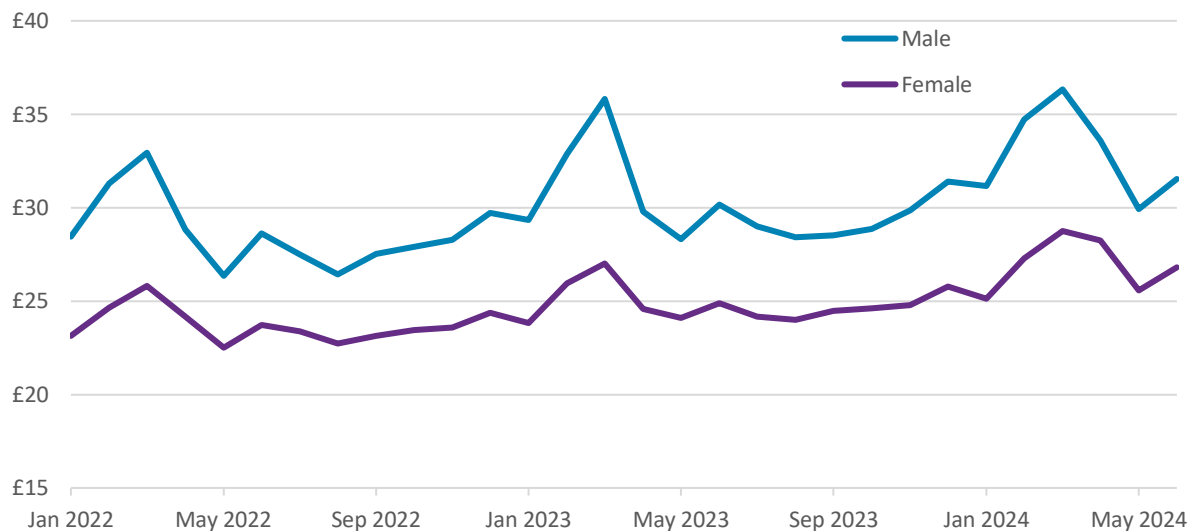
Table B1: Mean hourly rates and the gender pay gap; November 2023 to June 2024

	Jul 2023	Aug 2023	Sep 2023	Oct 2023	Nov 2023	Dec 2023	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024
Overall, £	26.60	26.22	`26.51	26.75	27.33	28.60	28.15	31.01	32.56	30.92	27.76	29.19
Males, £	28.99	28.41	28.53	28.87	29.87	31.4	31.16	34.72	36.33	33.60	29.91	31.53
Females, £	24.17	24.00	24.47	24.62	24.78	25.79	25.13	27.27	28.75	28.23	25.59	26.81
Gender pay gap	19.9%	18.4%	16.6%	17.2%	20.5%	21.8%	24.0%	27.3%	26.4%	19.0%	16.9%	17.6%

The 12-month average mean hourly rate was £31.11 for males, whilst for females it was £25.80, producing an overall mean gender pay gap of 20.6%.

Figure B2: a higher proportion of males earned £49 or more per hour than females
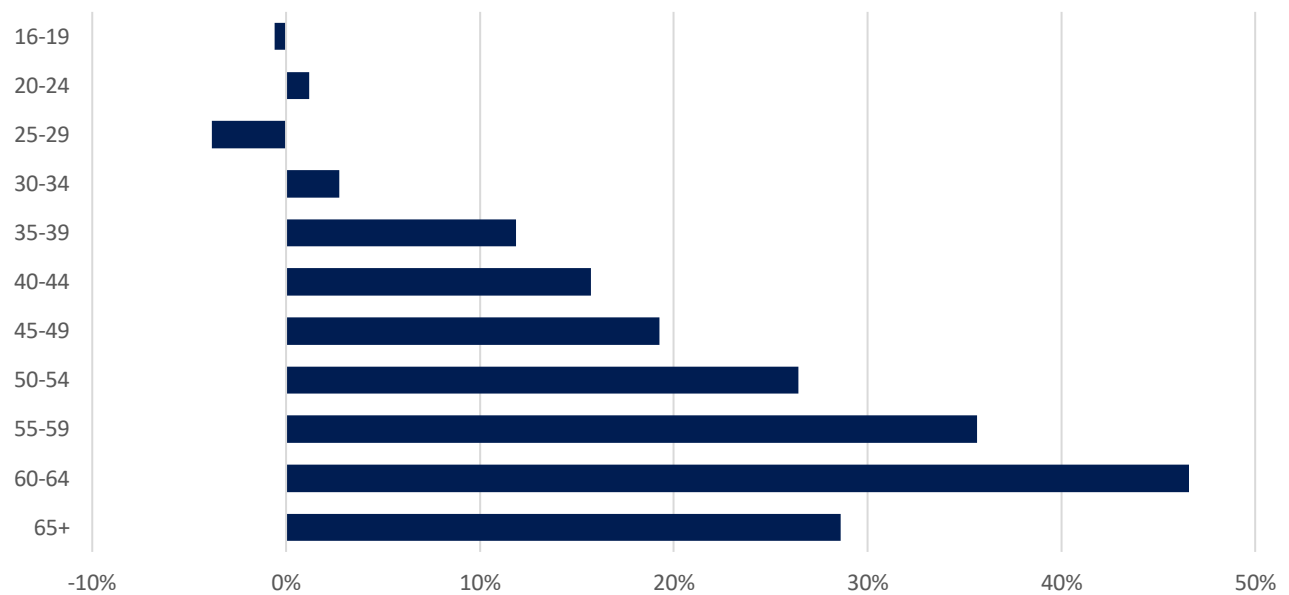Distribution of hourly rates by sex, June 2024

Mean hourly rates can also be analysed by the age of the employee, allowing a mean gender pay gap for each age group to be calculated.

Figure B3: age groups 16-34 saw near hourly pay parity for men and women

Mean hourly rates by age and sex, June 2024

Table B2: Mean hourly rates by age group, overall and by sex, and the gender pay gap; June 2024

	Mean gender pay gap	Overall, £	Male, £	Female, £
16-19	-0.6%	14.10	14.06	14.14
20-24	1.2%	17.17	17.26	17.06
25-29	-3.8%	22.19	21.78	22.64
30-34	2.7%	26.39	26.72	26.01
35-39	11.9%	29.54	31.13	27.83
40-44	15.7%	33.07	35.47	30.65
45-49	19.3%	35.37	38.54	32.31
50-54	26.4%	36.34	40.73	32.21
55-59	35.7%	33.76	39.02	28.77
60-64	46.6%	30.74	36.50	24.90
65+	28.6%	23.10	26.12	20.31

For age groups 35 and over the mean gender pay gap is higher than the median. The age group with the largest difference between the mean and median gender pay gap was those aged 60-64, where the mean gender pay gap was 46.6% compared with 13.4% for the median gender pay gap.

The overall pattern by age is similar to that observed with the median values, with the early career (16-29) age groups showing low and even negative pay gaps, while the gender pay gap widens significantly at the peak earnings years (40-59).