

## 1 Introduction

This report looks at the group of inward migrants who moved to Jersey in 2017, exploring their characteristics and experiences over a six-year period, covered in the following main sections:

- Characteristics of inward migrants
- Proportion of inward migrants remaining resident in Jersey over time
- Characteristics of those who remained resident and those who left
- Movement between industries
- Average earnings of inward migrants over time

Analysing the characteristics and behaviours of inward migrants over time can help improve understanding on:

- who are most likely to leave or remain living on the Island
- the industries migrants are most likely to work in and whether they continue in the same industry over time

This improved understanding can then help inform policies on immigration, and residential and employment qualification requirements.

The statistics in this report were produced using linked administrative data, which can be both current and comprehensive.

When linked together, this data provides insights into how people access services in Jersey. This information helps determine whether someone can be classified as a resident in Jersey or not at specific points in time, and therefore whether they immigrated or emigrated.<sup>1</sup>

The linked data also includes details on employment by industry and earnings. At the time of this report, the residency status (whether someone was still resident in Jersey or not) of inward migrants could be estimated up to the end of 2022, offering a five-year activity period.<sup>2</sup>

Additionally, industry and earnings data was available until the end of 2023, providing a six-year activity period.

The period from 2017 to 2023 included both Brexit (the UK leaving the EU) and the onset of the COVID-19 pandemic in 2020, which may have impacted on migration trends.

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<sup>1</sup> More information on estimating population and migration statistics using linked administrative data can be found in the [population and migration statistics report](#).

<sup>2</sup> There is often a lag in administrative data between when events happen and when they are recorded and available for use. This delay occurs because data collection, checking, and processing take time. In addition, the estimation method used to produce population statistics ideally requires activity data for 12 months following the point of time of interest. This is particularly key for groups who do not interact frequently with government services and therefore require a longer view of their activity to understand if they are likely to have left the Island, or if they are simply not interacting frequently.

## 2 Summary

When compared to the population who were resident at the end of 2017, people who migrated to Jersey in 2017 were more likely to be:

- younger adults aged 16 to 39 years (60%, compared to 30% of residents)
- those with Registered (64%, compared to 7% of residents) or Licensed (11%, compared to 2% of residents) status
- those with a nationality other than Jersey or British, making up just under half (48%) of inward migrants aged 20 years and over (compared to 22% of residents)
- working in hotels, restaurants and bars (29% of working migrants, compared to 8% of working residents)

Five years after migration in 2017 (a period which included Brexit and the COVID-19 pandemic), two-fifths (43%) of inward migrants remained resident in Jersey. Some of the groups least likely to remain were:

- young working age adults aged 16 to 29 years (33%)
- people with Registered status (at the point of inward migration) (32%)
- people of Polish (22%) and other European (27%) nationalities, compared to Jersey or British (52%) and Portuguese or Madeiran (49%) who were more likely to remain

Of inward migrants who initially worked in a low earnings industry,<sup>3</sup> by six years later:

- 17% moved to a medium or high earnings industry
- 17% remained in a low earnings industry
- 66% were either not resident after five years or not working

For 2017 inward migrants who remained for five years and had earnings at both two and six years after migration, their earnings increased by 47% over that period. Adjusted for inflation, this increase was 16%. Notable insights when broken down by different characteristics included:

- those with rest of world (non-European) nationalities had the highest average earnings
- males had higher average earnings than females
- younger age groups tended to have a higher percentage increase in earnings over time

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<sup>3</sup> Low earnings industries include hotels, restaurants and bars; and wholesale and retail. See section [9.2.4](#) for more information.

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## 4 Characteristics of inward migrants

This section compares the characteristics of 2017 inward migrants at the point of migration with the total population resident in Jersey at the end of 2017.<sup>4</sup>

### 4.1 General characteristics

In 2017 there were around 4,390 people who immigrated to Jersey.

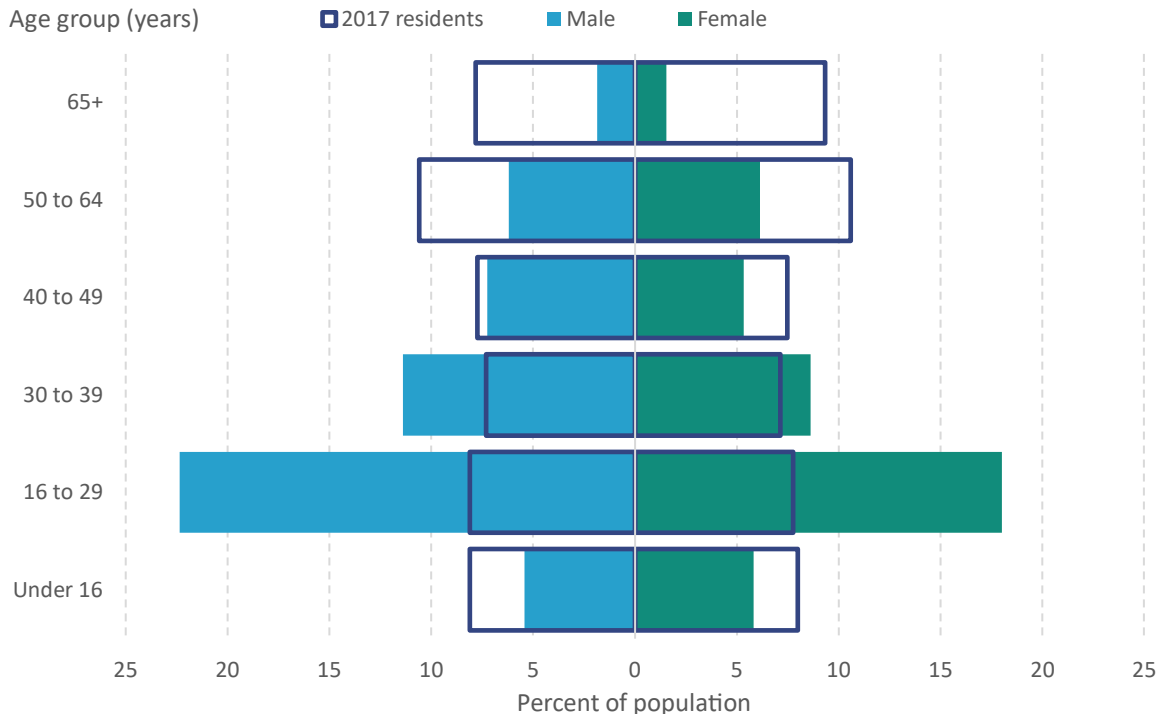
Compared to the total population resident in Jersey at the end of 2017, people who migrated to Jersey had some notable differences in characteristics. This can be seen in the charts and tables that follow, which show that:

- inward migrants were generally younger adults, with 60% aged 16 to 39 years, compared to 30% of residents
- a slightly higher proportion of inward migrants were male (54% compared to 50% of residents)
- more inward migrants aged 20 years and over had Registered (64%, compared to 7% of residents) or Licensed (11%, compared to 2% of residents) status<sup>5</sup>
- less than one in five (17%) inward migrants aged 20 years and over had Entitled status (returning residents), compared to 82% of residents
- around half (52%) of inward migrants aged 20 years and over had Jersey or British nationality,<sup>6</sup> compared to 78% of the resident population

#### 4.1.1 Age

Figure 1: A high proportion of inward migrants were younger working age adults

Age and sex distribution of 2017 inward migrants, compared to the resident population at the end of 2017



<sup>4</sup> The total population at the end of 2017 includes inwards migrants if they remained resident until the end of the year.

<sup>5</sup> People who migrate to Jersey for the first time will initially only qualify for either Registered or Licensed statuses, unless they were married to, or in a civil partnership or enduring relationship with, someone who was Entitled, Licensed, or Entitled for work. See more information from [Residential and employment statuses and what they mean](#). These statistics cover those aged 20 and older. See section 9.2.2 Residential and employment status for more information.

<sup>6</sup> Nationality data is collected by Employment, Social Security and Housing and data does not differentiate between those with Jersey or British nationality and so these nationalities are reported together. See section 9.2.3 for more information.

### 4.1.2 Sex

**Table 1: A higher proportion of inward migrants were male**

Number and percent of 2017 inward migrants by age group and sex

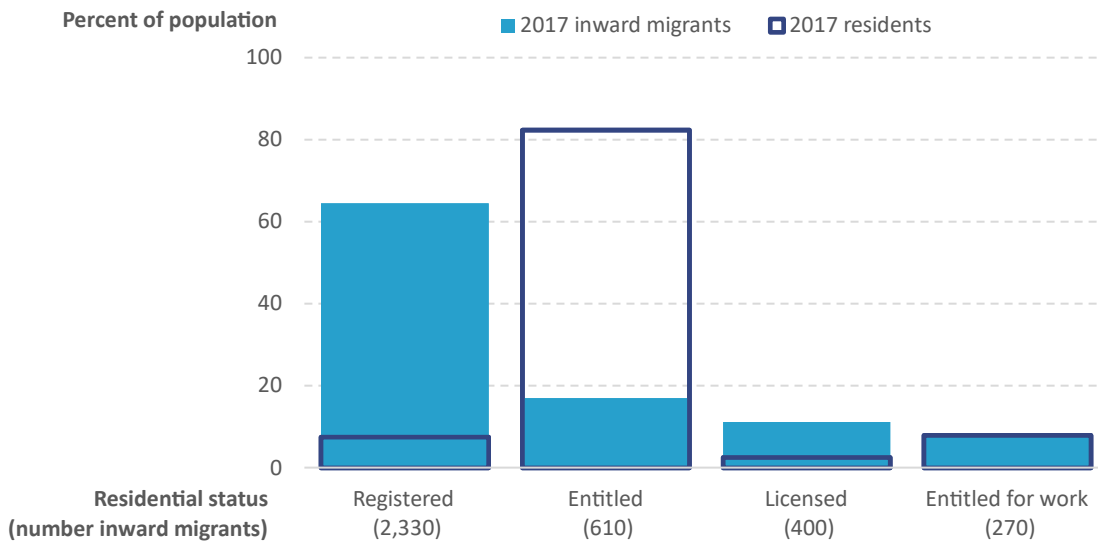
Age group (at migration quarter)	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Under 16	260	6	240	5	490	11
16 to 29	790	18	980	22	1,770	40
30 to 39	380	9	500	11	880	20
40 to 49	230	5	320	7	550	13
50 to 64	270	6	270	6	540	12
65+	70	2	80	2	150	3
<b>Total</b>	<b>2,000</b>	<b>46</b>	<b>2,390</b>	<b>54</b>	<b>4,390</b>	<b>100</b>

All numbers in the table have been independently rounded to the nearest 10, and percentages rounded to the nearest 1%, therefore totals may not equal the sum of rounded numbers.

### 4.1.3 Residential and employment status

**Figure 2: Over 60% of inward migrants aged 20 years and over had Registered status**

Proportion of 2017 inward migrants aged 20 years and over by residential and employment status (as at migration quarter), compared to the resident population at the end of 2017



#### 4.1.4 Self-declared nationality

Self-declared nationality is recorded for all inward migrants when first registering with Employment, Social Security and Housing (ESSH)<sup>7</sup> following arrival in Jersey. For this reason, self-declared nationality can be reported for inward migrants of all ages.

Self-declared nationality is not always recorded for Jersey residents who haven't recently migrated, particularly for children born in Jersey. For this reason, comparisons of self-declared nationality between inward migrants and residents are only made for those aged 20 years and over.

**Table 2: Around half of inward migrants had a self-declared nationality of Jersey or British**

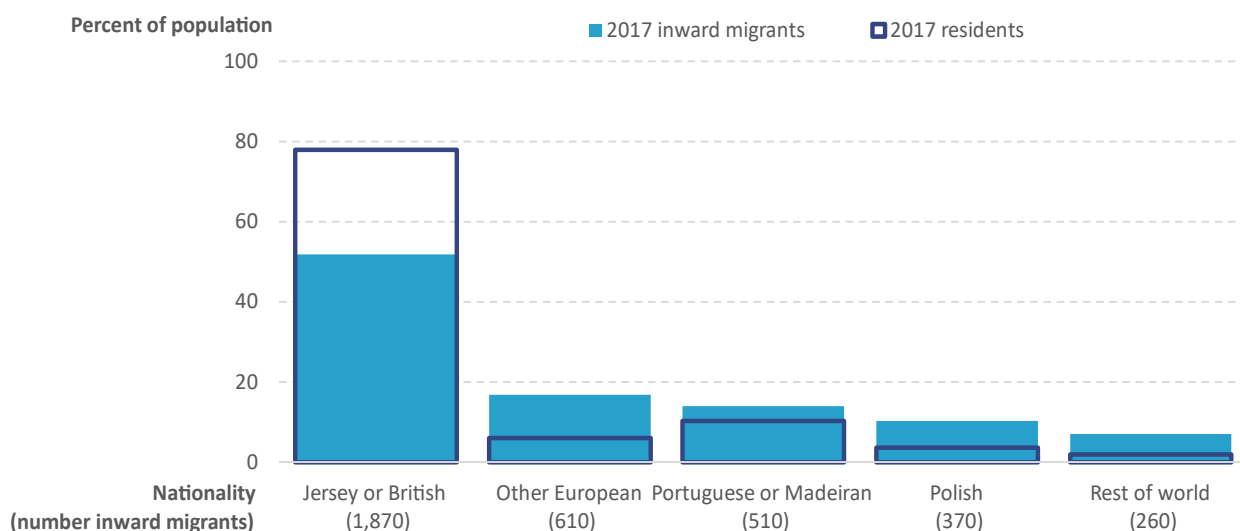
Number and percent of 2017 inward migrants of all ages by self-declared nationality

Self-declared nationality	Aged under 20 years		Aged 20 years and over		Total	
	Number	Percent	Number	Percent	Number	Percent
Jersey or British	410	52	1,870	52	2,280	52
Other European	110	14	610	17	720	16
Portuguese or Madeiran	130	17	510	14	640	15
Polish	70	9	370	10	440	10
Rest of world	50	7	260	7	310	7
<b>Total</b>	<b>770</b>	<b>100</b>	<b>3,620</b>	<b>100</b>	<b>4,390</b>	<b>100</b>

All numbers in the table have been independently rounded to the nearest 10, and percentages rounded to the nearest 1%, therefore totals may not equal the sum of rounded numbers.

**Figure 3: Around half of inward migrants aged 20 years and over had Jersey or British nationality**

Proportion of 2017 inward migrants aged 20 years and over by nationality (self-declared), compared to the resident population aged 20 years and over at the end of 2017



<sup>7</sup> Formerly Customer and Local Services (CLS).

## 4.2 Industries

To compare the industry sectors that inward migrants worked in, the first industry recorded within the first year of migration has been used and compared to the industries that the resident population worked in at the end of 2017.

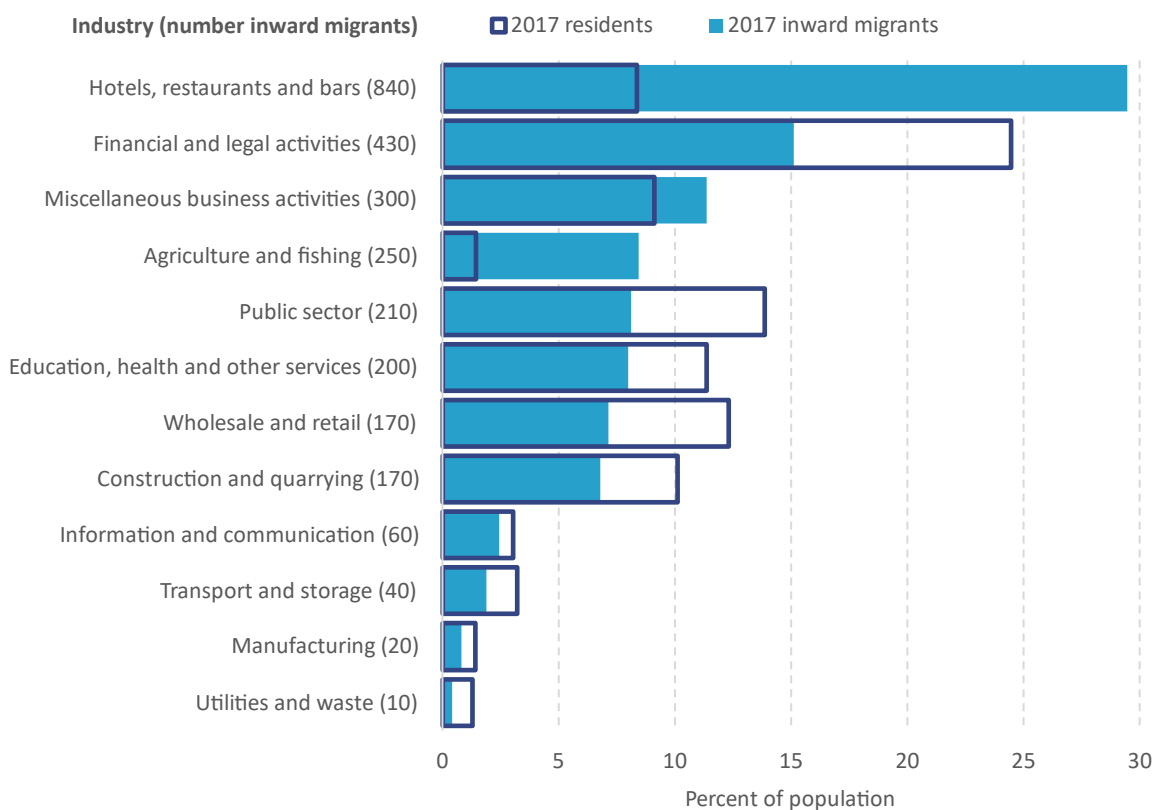
Considering only the working ages of 16 to 64 years, 28% of inward migrants did not have an industry recorded within the first year, compared to 23% of the resident population.<sup>8</sup> Those without an industry recorded in the first year have been excluded from the following analysis.

Figure 4 shows that a higher proportion of working inward migrants worked in hotels, restaurants and bars (29%), as well as in agriculture and fishing (8%). In contrast, only 8% and 1% of the resident population (and working in an industry) worked in these industries, respectively.

Even though those working in financial and legal services had the second highest proportion of inward migrants working in this sector (15%), it was notably less than that of the resident population (24%).

**Figure 4: A high proportion of 2017 inward migrants worked in hotels, restaurants and bars**

Proportion of 2017 inward migrants aged 16 to 64 years with an industry recorded within their first year by the initial industry they worked in, compared to the resident population at the end of 2017 who had an industry recorded



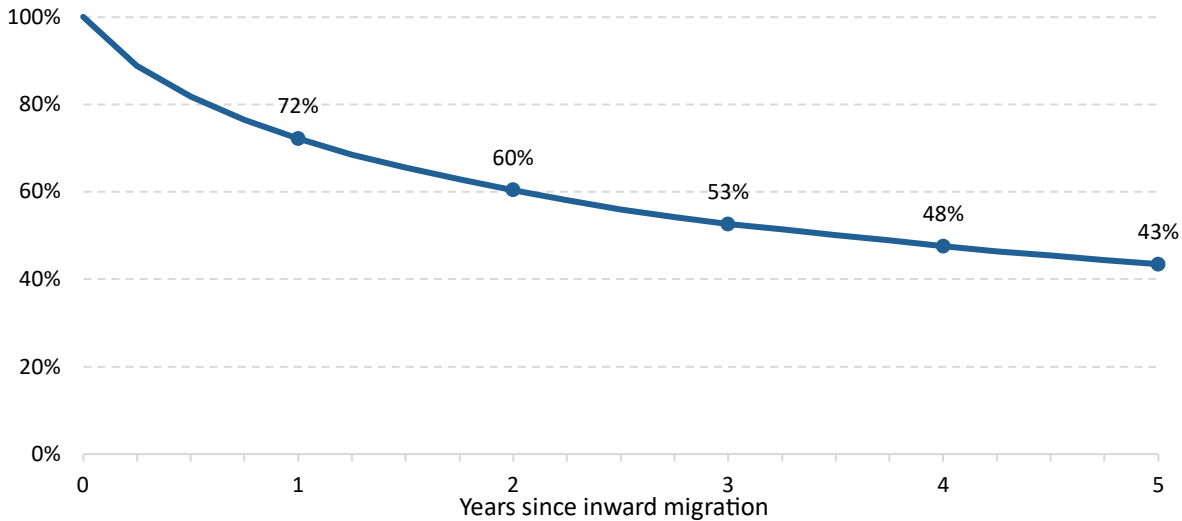
<sup>8</sup> If no industry was recorded this was most likely either due to not being employed or not having a Manpower return completed in June or December within the first year of arriving in Jersey. See section 9.2.4 for more information.

## 5 Proportion of inward migrants remaining resident in Jersey over time

This section shows the proportion of 2017 inward migrants who remained resident in Jersey over the following five years (a period which included Brexit and the COVID-19 pandemic). It includes breakdowns by residential and employment status, self-declared nationality, age group, sex, and initial industry earnings category.<sup>9</sup>

**Figure 5: Two-fifths (43%) of 2017 inward migrants remained resident in Jersey after five years**

Proportion of 2017 inward migrants of all ages who remained resident over the following five years



<sup>9</sup> If someone leaves and then returns within the five-year period, they will generally not be counted as continuously remaining resident. However, it is important to note that annually returning seasonal workers may be counted as continuously resident in these estimates, due to the way residency is estimated. For further information see section 9.2.3 in [Jersey population and migration statistics 2023](#). The reduction in inward migrants remaining in Jersey over time was mostly due to emigration out of the Island, however there was a small percentage (less than 1%) that died.



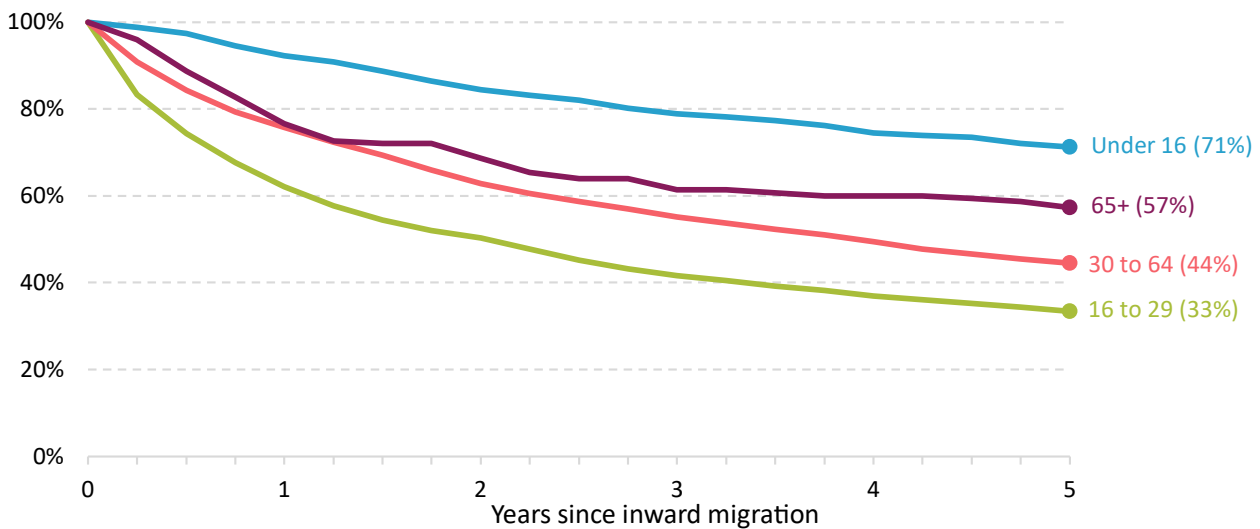
### 5.1 Proportion remaining resident by age group

Figure 6 shows that over five years, younger working-age inward migrants from 2017 were less likely to remain in Jersey. Only a third (33%) of 16- to 29-year-olds remained resident after five years. However, children under 16 were the most likely to stay, likely because they migrated with their families as dependents.

Looking at the 30 to 64 years age group by smaller subgroups (for example, 30 to 39, 40 to 49 and 50 to 64) showed little difference in the proportion remaining resident over time within this group.

**Figure 6: Young working age inward migrants were the least likely to remain in Jersey**

Proportion of 2017 inward migrants who remained resident over the following five years, by age group (at point of migration)

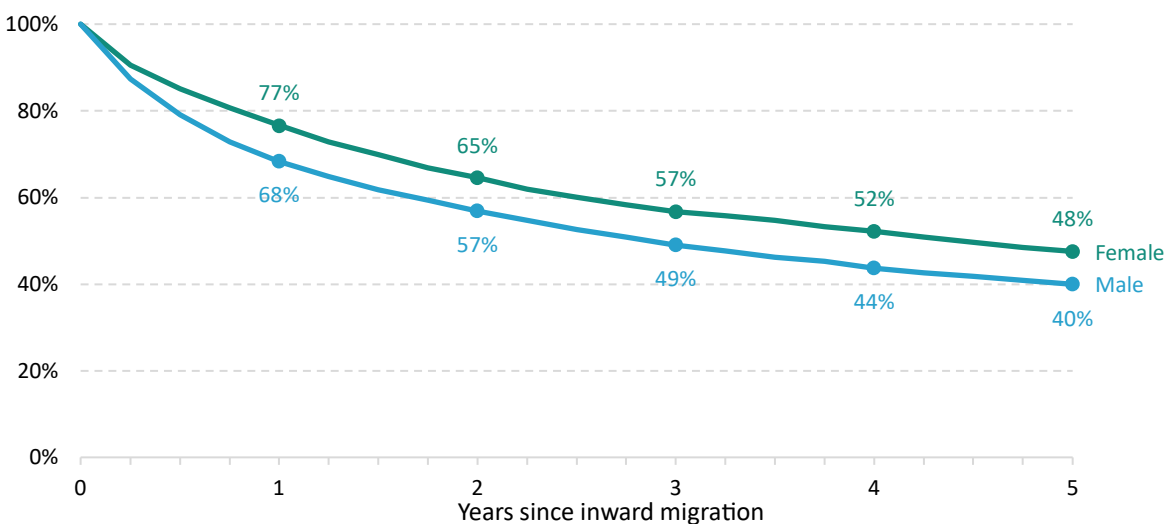


### 5.2 Proportion remaining resident by sex

Figure 7 shows that males in the 2017 inward migrant cohort were less likely to remain resident over the following five years compared to females. The largest difference was in the first year, with only 68% of males remaining resident compared to 77% of females. After the first year, the trend for both sexes was similar.

**Figure 7: Males were less likely to remain resident than females**

Proportion of 2017 inward migrants of all ages who remained resident over the following five years, by sex



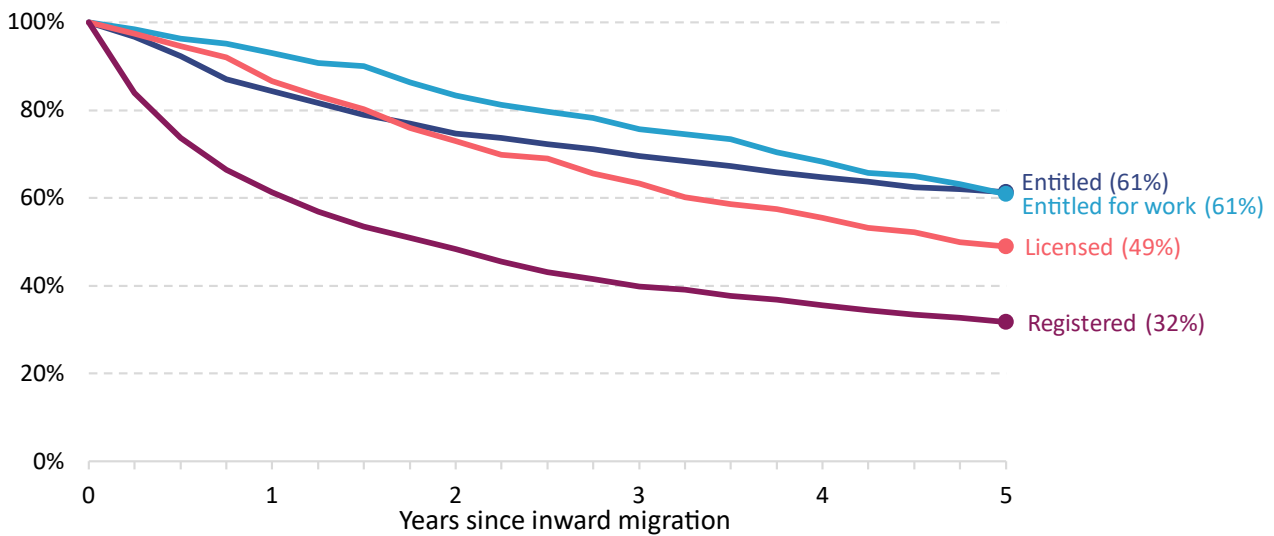
### 5.3 Proportion remaining resident by residential and employment status

Figure 8 shows that 2017 inward migrants with Registered status consistently had the lowest proportion remaining resident over the following five years.

Those with Entitled status had the highest proportion remaining resident after five years. However, in the first year those with Entitled status had a lower proportion remaining resident than both those with Entitled for work and Licensed statuses.

**Figure 8: Inward migrants with Registered status were the most likely to leave**

Proportion of 2017 inward migrants aged 20 years and over who remained resident over the following five years, by residential and employment status (at point of migration)

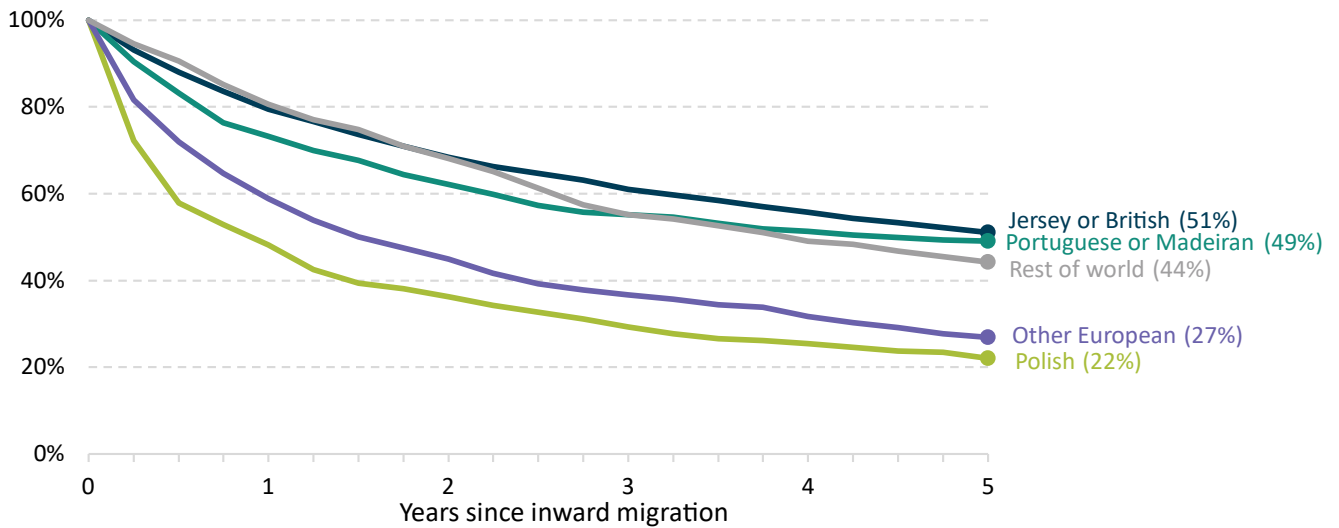


### 5.4 Proportion remaining resident by self-declared nationality

Figure 9 shows that nearly half (49%) of inward migrants with Portuguese or Madeiran nationality remained resident five years later. By contrast, inward migrants with Polish and other European nationalities were less likely to remain resident over the following five years (22% and 27% respectively).

**Figure 9: Inward migrants of Portuguese or Madeiran nationality were more likely than those with Polish and other European nationalities to remain resident five years later**

Proportion of 2017 inward migrants of all ages who remained resident over a five-year period, by self-declared nationality



### 5.5 Proportion remaining resident by initial industry earnings category

For this section, the first industry recorded within the first year of migration has been classified into high, medium, and low earnings categories, based on the average earnings within each sector for all people working in Jersey in 2022 and 2023.<sup>10</sup>

Table 3: Industry classification into high, medium and low earnings

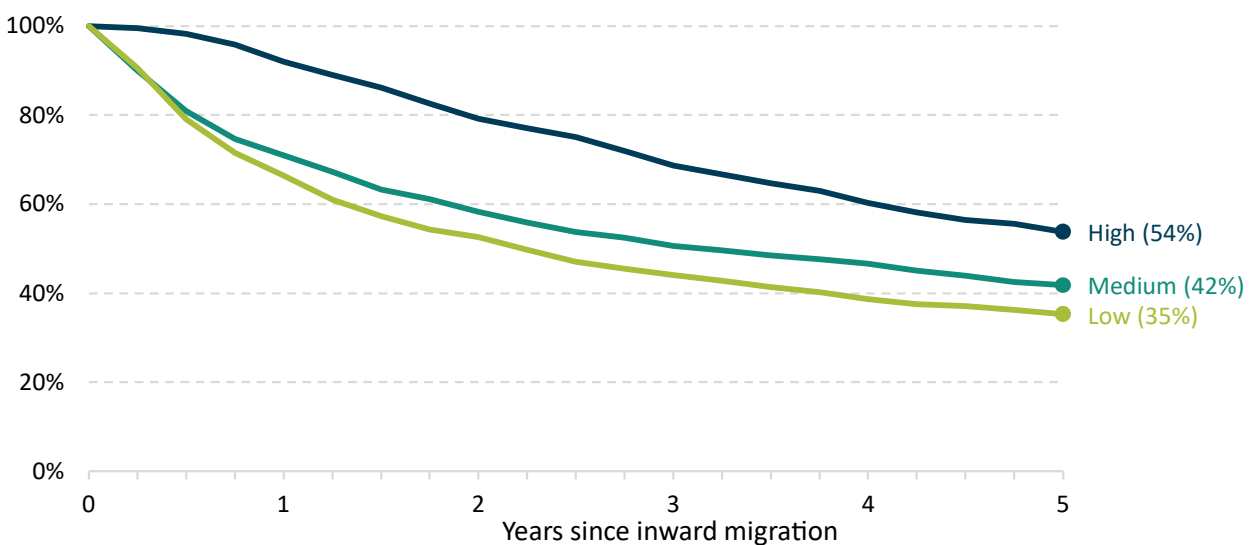
Industry	Industry category	2017 inward migrants aged 16 to 64 years
Financial and legal activities Information and communication Public sector	High	700
Utilities and waste Construction and quarrying Transport and storage Miscellaneous business activities Agriculture and fishing Manufacturing Education, health and other services	Medium	990
Hotels, restaurants and bars Wholesale and retail	Low	1,010

Figure 10 shows there is an association between the proportion remaining resident over time and the level of industry earnings, with around a third (35%) of those who started in a low industry earnings category<sup>11</sup> remaining resident five years later, compared to just over half (54%) of those who started in a high earnings industry.

It is worth noting that this does not necessarily indicate that low and high earnings cause people to leave or remain. There are likely other factors such as the number and type of work permits available or residential and housing status requirements between different industries.

Figure 10: Inward migrants working in low earnings industries were the least likely to remain resident

Proportion of 2017 inward migrants (aged 16 to 64 years at the point of migration) who remained resident over the following five years, by initial industry earnings category



<sup>10</sup> For more information see section 9.2.4.

<sup>11</sup> The low industry earnings category includes hotels, restaurants and bars; and wholesale and retail.

## 6 Characteristics of those who remained resident and those who left

In 2017 there were around 4,390 inward migrants to Jersey. After migration:

- 1,210 (28%) left within one year
- 1,250 (28%) remained for at least a year, but left within five years
- 1,910 (43%) remained resident for five years

Compared to those who remained resident for at least five years, the 1,210 people who left within the first year were more likely to be:

- young adults aged 16 to 29 years at the point of inward migration (55% compared to 31% who remained resident for five years)
- male (62% compared to 50%)
- people with Registered status at the point of inward migration (85% compared to 50%)
- people with Polish or other European nationalities (43% compared to 15%)
- people who initially worked in a low earnings industry (50% compared to 31%)

The characteristic themes between those who left within one year and those who left between one and five years were generally similar but more pronounced in those leaving earlier.

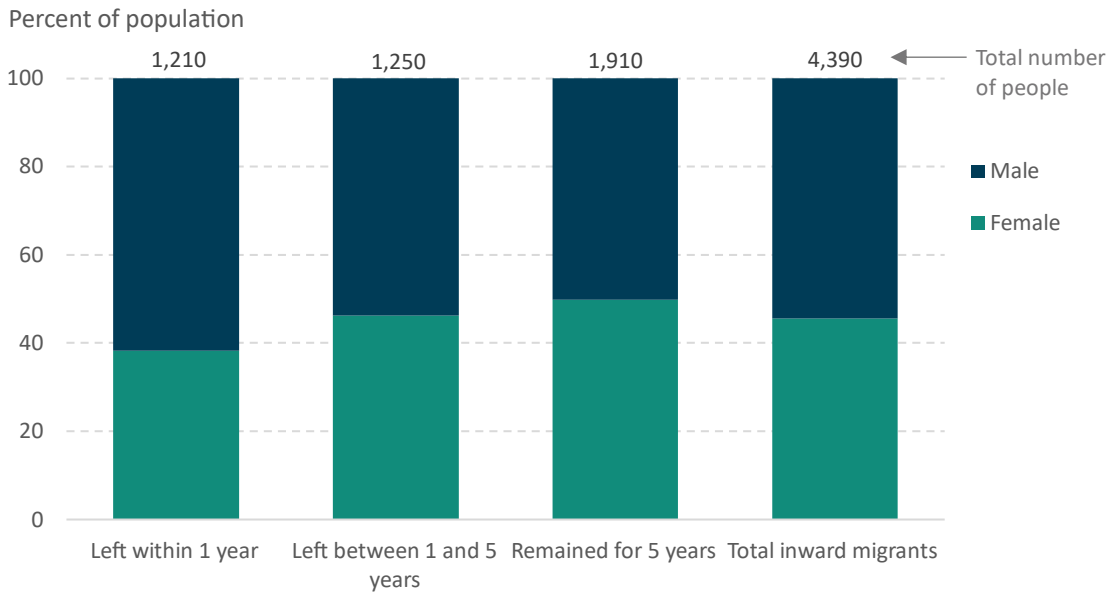
**Figure 11: Over half of inward migrants that left within one year were aged 16 to 29 years**

Proportion of 2017 inward migrants in each age group (at point of inward migration), by whether they left the Island within one year, left between one and five years, or remained in Jersey for five years



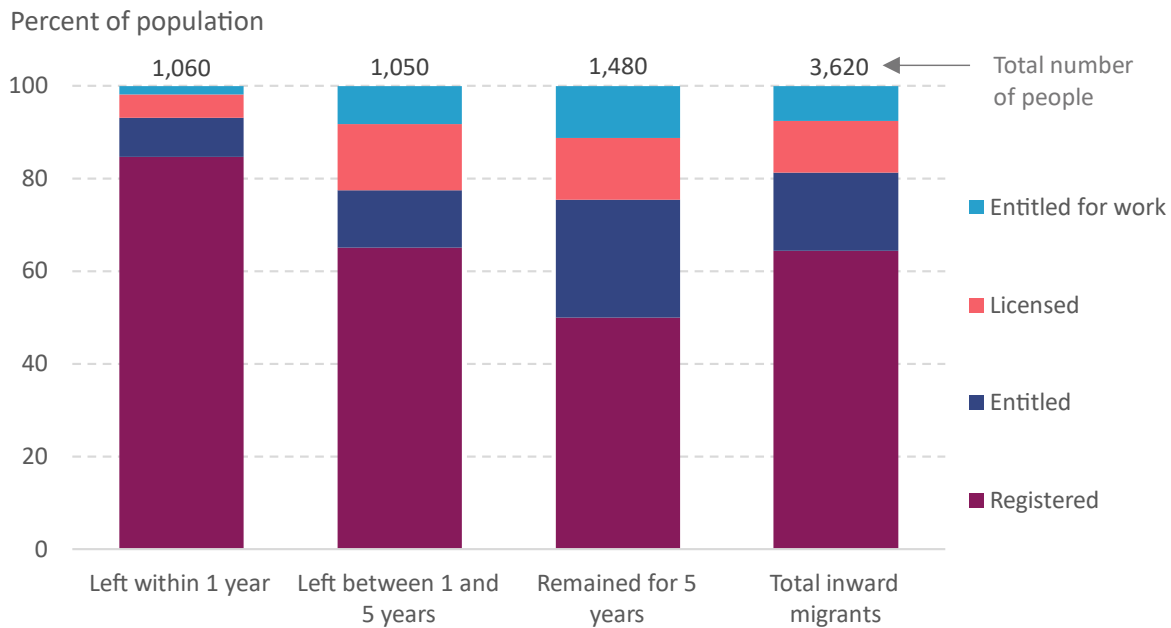
**Figure 12: Over 60% of those who left within the first year were male**

Proportion of 2017 inward migrants of all ages, by sex, and by whether they left the Island within one year, left between one and five years, or remained in Jersey for five years



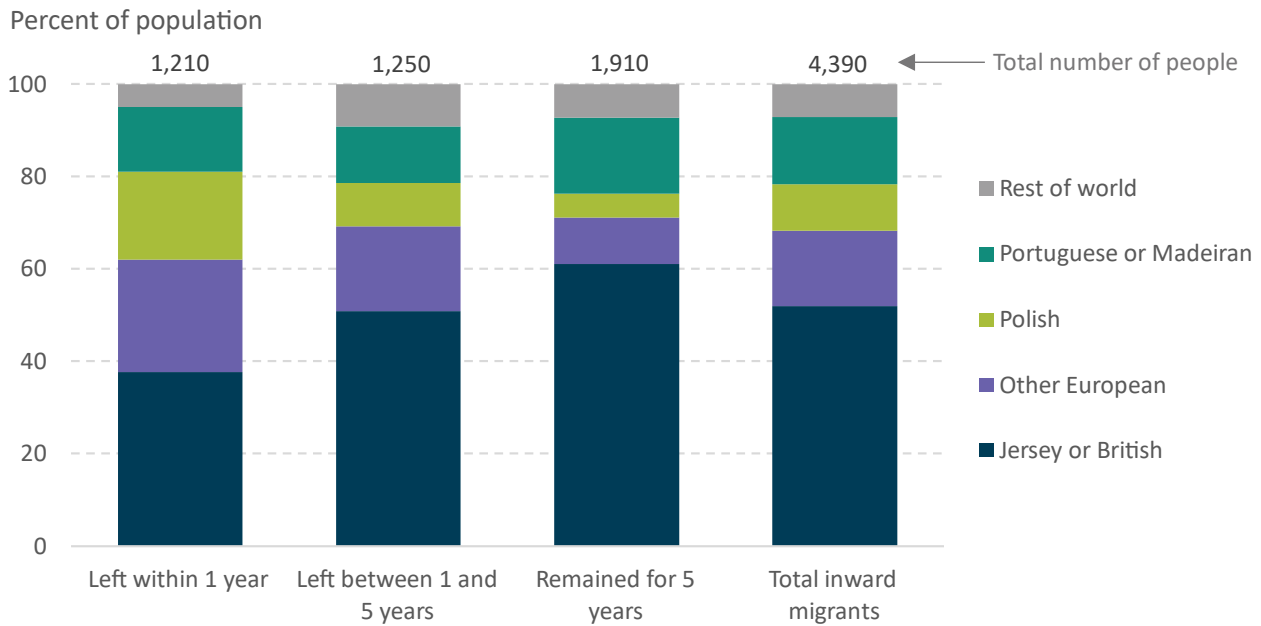
**Figure 13: Around 85% of those who left within the first year had Registered status**

Proportion of 2017 inward migrants aged 20 years and over in each residential status (at the point of inward migration), by whether they left the Island within one year, left between one and five years, or remained in Jersey for five years



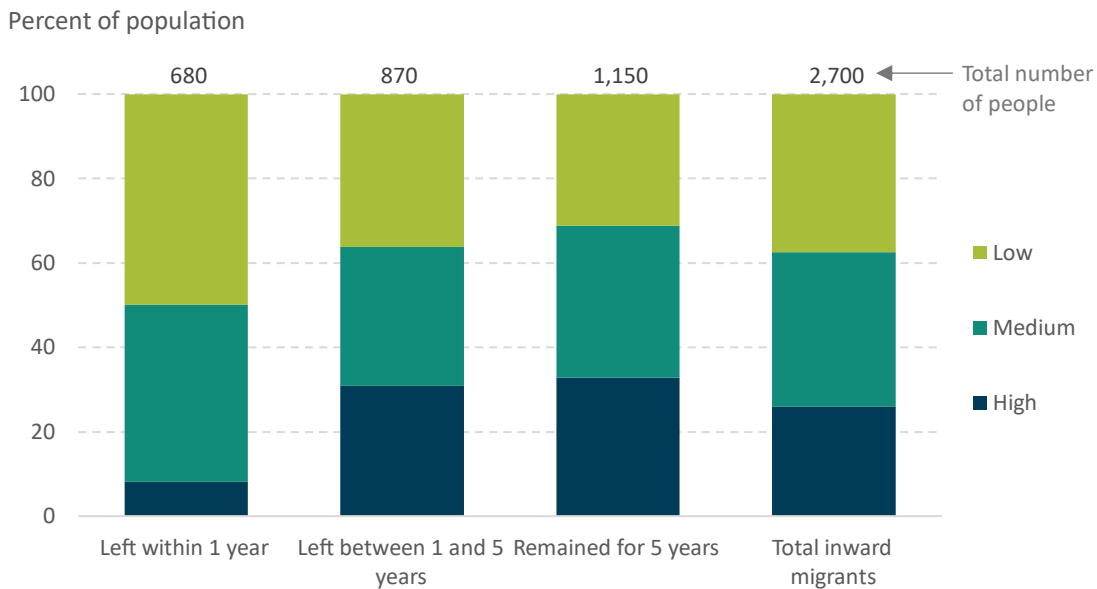
**Figure 14: Those of Portuguese or Madeiran and Jersey or British nationalities made up a larger proportion of those remaining for five years than those who left**

Proportion of 2017 inward migrants of all ages in each nationality group, by whether they left the Island within one year, left between one and five years, or remained in Jersey for five years



**Figure 15: Around half of people who left within one year initially worked in a low earnings industry**

Proportion of 2017 inward migrants aged 16 to 64 years in each initial industry earnings category, by whether they left the Island within one year, left between one and five years, or remained in Jersey for five years



## 7 Movement between industries

For this section, industries have been classified into high, medium, and low earnings categories based on the average earnings within each sector for all people working in Jersey in 2022 and 2023.<sup>12</sup>

Table 4 shows the percentage and number of people aged 16 to 64 years at the point of inward migration in each initial industry earnings category (recorded in the first year after migration) and how their situations changed over six years, broken down into:

- the last industry earnings category, based on the final recorded industry within the last year
- no industry recorded in the last year or not resident five years after migration<sup>13</sup>

Tracking industry changes over six years provides some time for people who inwardly migrated to move to another industry after gaining Entitled for work status at five years, if they wanted and were able to.<sup>14</sup>

Of the 1,010 inward migrants who were initially working in a low industry earnings category, by six years later:

- 60 people (6%) had moved to a high earnings industry
- 120 people (11%) had moved to a medium earnings industry
- 180 people (17%) remained in a low earnings industry
- 670 people (66%) had no industry recorded in the last year or were not resident after five years

**Table 4: Of those aged 16 to 64 years who initially worked in a low earnings industry, 17% moved to a medium or high earnings industry within six years of migration**

Number and percent of people (aged 16 to 64 years at the point of migration) from initial industry earnings category by their last industry earnings category or whether no industry was recorded in the last year

	Initial earnings category	Last earnings category			No industry <sup>13</sup>	Total
		High	Medium	Low		
Percent	High	48	4	~	47	100
	Medium	7	28	3	61	100
	Low	6	11	17	66	100
	<b>Total</b>	17	15	8	59	100
Number	High	340	30	~	330	700
	Medium	70	280	30	610	990
	Low	60	120	180	670	1,010
	<b>Total</b>	460	420	220	1,600	2,700

All numbers in the table have been independently rounded to the nearest 10 or suppressed (“~”) where less than 10, and percentages rounded to the nearest 1%, therefore totals may not equal the sum of rounded numbers.

<sup>12</sup> For more information see section 9.2.4.

<sup>13</sup> If no industry was recorded in the final year this was most likely due to leaving the Island within five years, however a small number remained resident and were not employed (less than 2%).

<sup>14</sup> For others it may take longer than one year to move to a different industry after gaining Entitled for work status, however, at the time of this report six years was the maximum period possible using the data held.



## 8 Average earnings of inward migrants over time

The average earnings in this report are monthly gross wages and salaries that have been paid to workers in Jersey. The figures include overtime payments, bonuses, holiday pay, and benefits in kind, however, they do not include employers' insurance contributions or benefit income (such as Income Support).

Earnings data is only available in the Statistics Jersey linked administrative data system from 2019 onwards and so this section only includes earnings from two years after inward migrants arrived in 2017.

### 8.1 Including all earners

Figure 16 shows both nominal (unadjusted) and constant year (adjusted for inflation up to 2023) median earnings based on workers' pay in the last month of each quarter. This only includes people who had earnings (all ages) in the last month of each quarter and remained resident up to that point.<sup>15</sup>

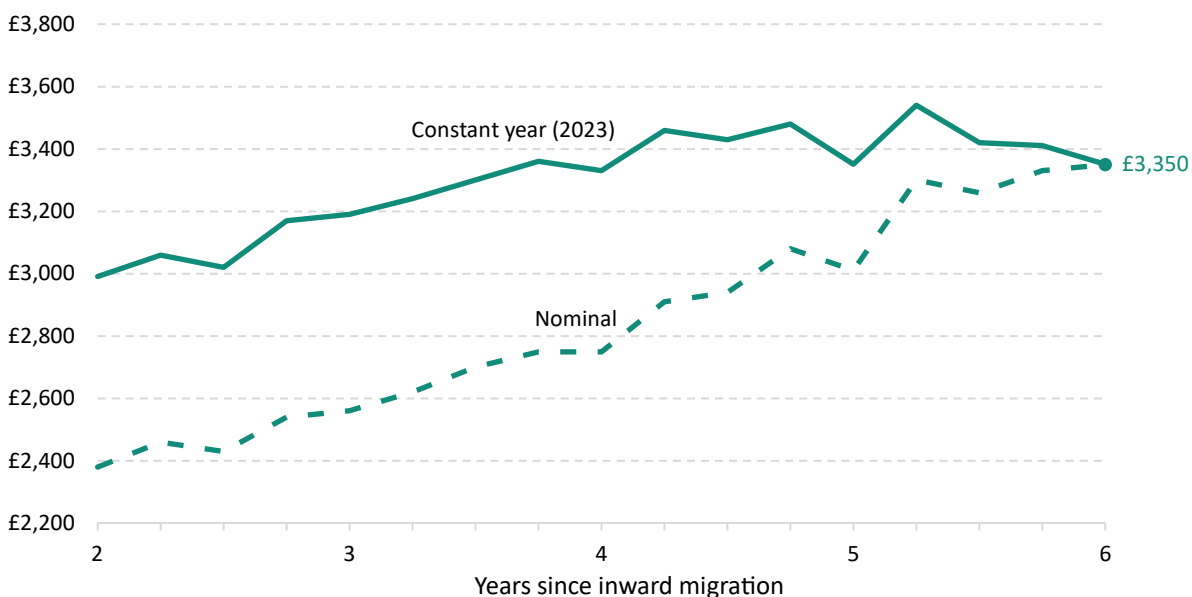
Including everyone who was earning in each quarter means median earnings will be impacted by both the number, and earnings profile, of people remaining on Island and being in work at each point in time.<sup>16</sup>

When all earners are included in the analysis, the average monthly earnings was £3,350 at the end of the six years, a 41% increase in nominal earnings from the two-year point and a 12% increase in real terms.

In contrast, the [Average Earnings Index](#) for Jersey between 2019 and 2023 found there was a 19% nominal increase but a 4% decrease in real terms.

#### Figure 16: Real-term earnings increased by 12% between two and six years after migration for all earners

Nominal and constant year (2023) average earnings of 2017 inward migrants of all ages from two to six years after migration for those who had earnings in the last month of the quarter



<sup>15</sup> Residency is based on whether someone was continuously resident up to the specific quarter during the five years. After five years, at the time of this report it was not possible to apply the estimation method for residency at an individual level, because it would need additional data not yet available. Therefore, for the purposes of this analysis, people were assumed to be continuously resident if they remained resident for five years and were earning in the quarters following.

<sup>16</sup> This means that this population can change in each quarter depending on whether they had earned in that quarter or not, it does not include people who were not earning in the average.

## 8.2 People earning at the start and end of the period

In contrast to section 8.1, Figure 17 shows nominal (unadjusted) and constant year (adjusted for inflation up to 2023) median earnings based on workers' pay in the last month of each quarter for a fixed population (all ages) who:

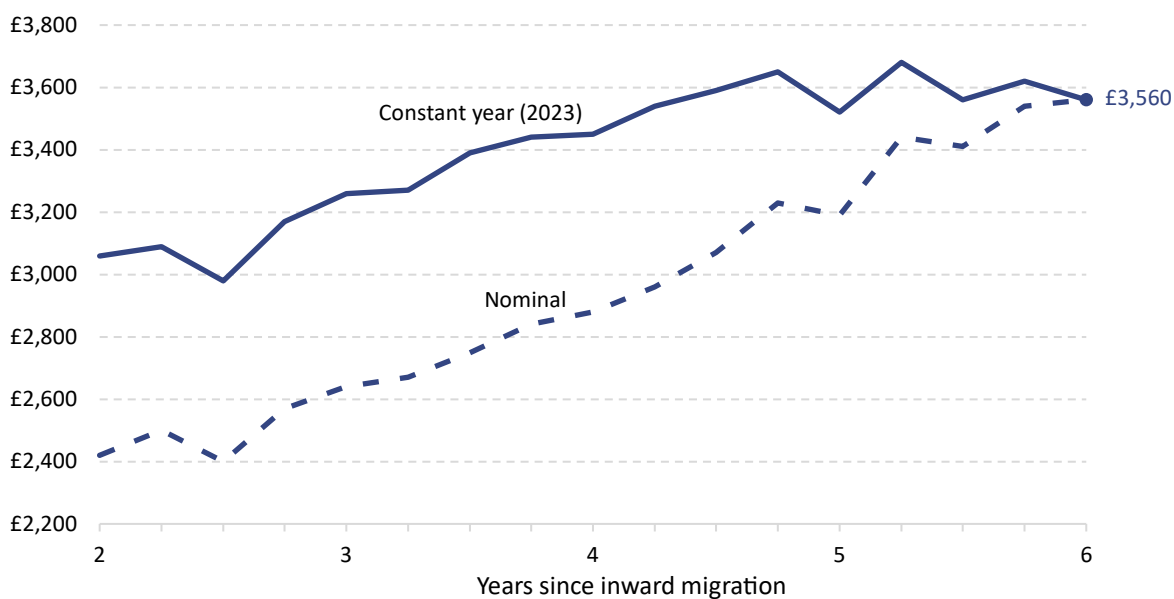
- had earnings at both the start and end of the two-to-six-year period<sup>17</sup>
- and remained resident for five years after migration<sup>18</sup>

The average monthly earnings for this group at the end of the six years was £3,560, a 47% increase from four years previously, and a 16% increase in real terms.

The 16% increase in real-term earnings for this fixed group was higher than the 12% increase for all earners seen in the previous section. This is because people who weren't earning at two years (so are excluded from the fixed group) started earning later, but on average had lower salaries, which reduced the overall average.

### Figure 17: For people of all ages who had earnings at both the start and end of the period, real-term earnings increased by 16% between two and six years after migration

Nominal and constant year (2023) average earnings of 2017 inward migrants of all ages from two to six years after migration for people who had earnings at both the start and end of the period



The rest of the statistics in this section will focus on the real-term changes between two and six years after migration for people who had earnings at both the start and end of the period.

<sup>17</sup> Specifically, people were included only if they had earnings in the last month of both the first and last quarter of the two-to-six-year period. Those who were earning at the start and end of the two-to-six-year period (and were continuously resident) were included even when they had gaps in earnings in the middle of the period.

<sup>18</sup> This means that this population remains consistent throughout the analysis period and is not affected by people leaving the island.

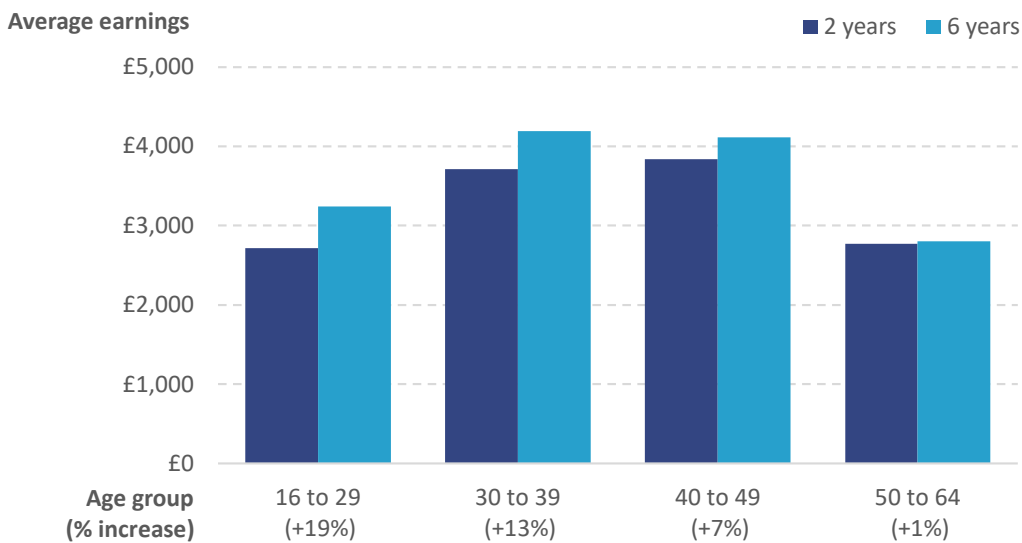
### 8.2.1 Average earnings by age group

Inward migrants aged 40 to 49 years (at the point of migration) had the highest average earnings at two years after migration (among those earning at the start and end of the period). However, those aged 30 to 39 years had the highest average earnings after six years, as they had a larger percentage increase in real-term earnings over the period.

Figure 18 shows that there was a clear trend between age group and the percentage increase in real-term earnings between two and six years after migration to Jersey, with younger working age groups seeing higher increases.

**Figure 18: Younger age groups tended to have a higher real-term percentage increase in earnings over time**

Constant year (2023) average earnings of 2017 inward migrants earning at two and six years after migration, by age group (at point of migration)



### 8.2.2 Average earnings by sex

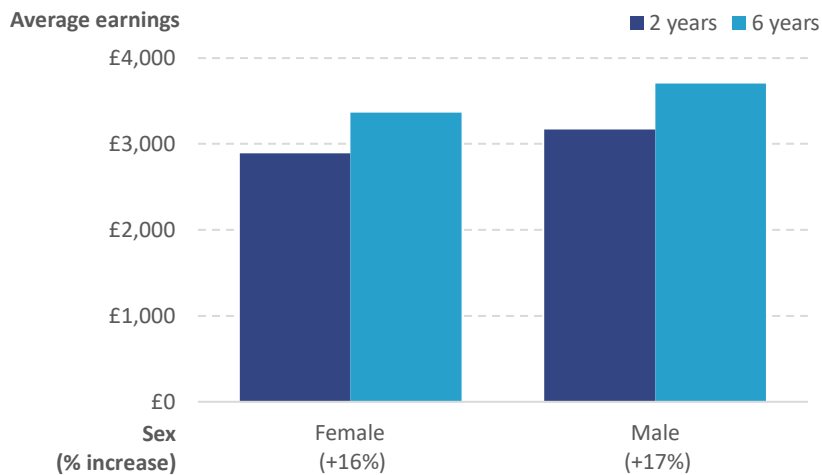
Although the percentage increase in average earnings in real terms was similar between males and females, males had higher average earnings than females at two and six years after migration, for those of all ages earning at the start and end of the period.

The age distribution of males and females (among those earning at the start and end of the period) was broadly similar (average age of males was 34 compared to 33 for females) and there was a higher proportion of females working in the high earnings industry category than males, therefore the higher average earnings of males cannot be attributed to either of these differences in characteristics.

The differences in earnings between male and female inward migrants shown here are similar to those seen for all people working in Jersey.<sup>19</sup>

**Figure 19: Males consistently had higher average earnings than females**

Constant year (2023) average earnings of 2017 inward migrants of all ages earning at two and six years after migration, by sex



<sup>19</sup> See the [Earnings statistics and gender pay report - June 2023](#).

### 8.2.3 Average earnings by residential and employment status

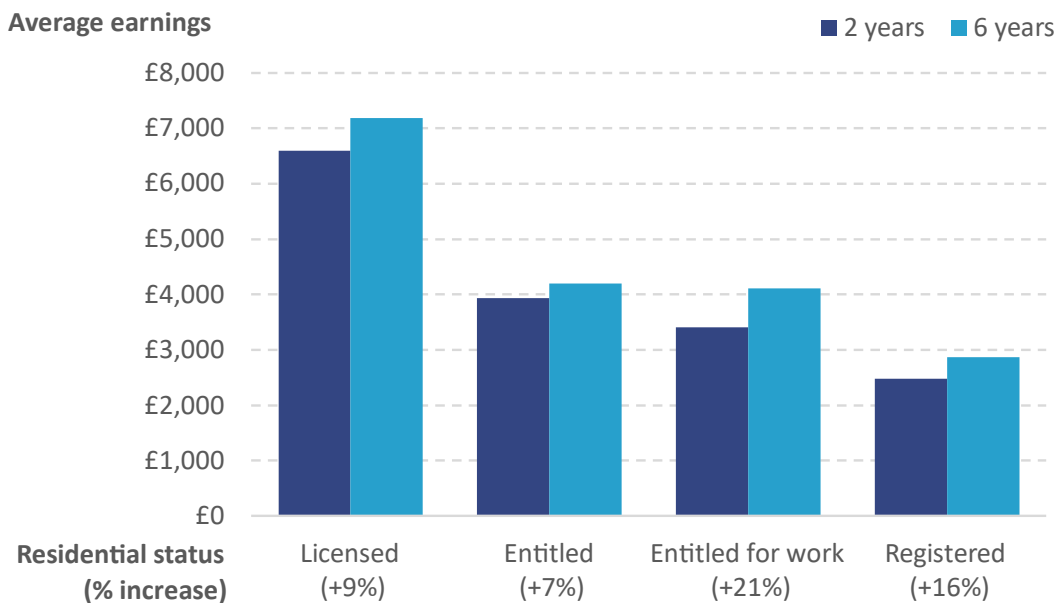
Among 2017 inward migrants aged 20 years and older earning at the start and end of the period, there was a clear association between residential and employment status, and average earnings. Those who already had Entitled or Entitled for work status were earning more on average than those who had Registered status (at the point of migration).

Those with Licensed status had notably higher average earnings than other statuses. This is to be expected as Licensed workers are given permission to live and work in Jersey when an employer has been unable to recruit a suitable candidate locally and requires specialist skills. Licensed residents will therefore typically be higher paid workers.

Although those with Entitled for work status<sup>20</sup> had lower average earnings after two years than those with Entitled status, they had the highest percentage increase overall in real terms between two and six years, which brought their average earnings closer to those with Entitled status.

**Figure 20: Real-term earnings increased by 16% between two and six years after migration for those with Registered status**

Constant year (2023) average earnings of 2017 inward migrants aged 20 years and over earning at two and six years after migration, by residential status (at point of migration)



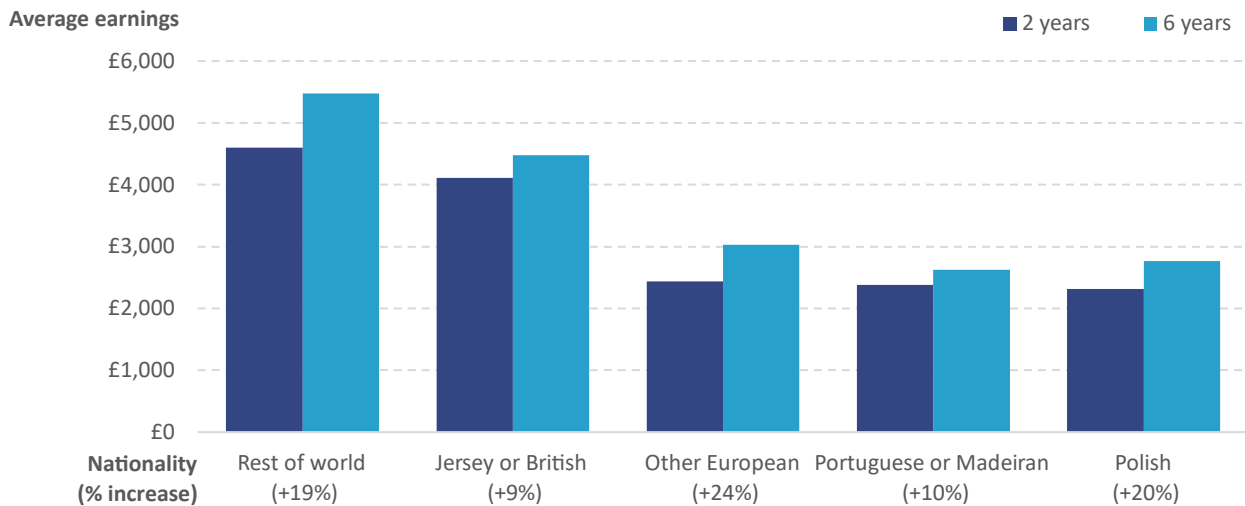
<sup>20</sup> Inward migrants with Entitled for work status are likely married to, or in a civil partnership or enduring relationship with, someone who is Entitled, Licensed, or Entitled for work. See more information on [Residential and employment statuses and what they mean](#).

### 8.2.4 Average earnings by self-declared nationality

Inward migrants with rest of world nationality (non-European) consistently had the highest average earnings over the four-year period, higher than those with Jersey or British nationality. Those with Polish, other European, and rest of world nationalities all had higher than average (16%) percentage increases in earnings over the period.

**Figure 21: Those with a rest of world nationality consistently had the highest average earnings**

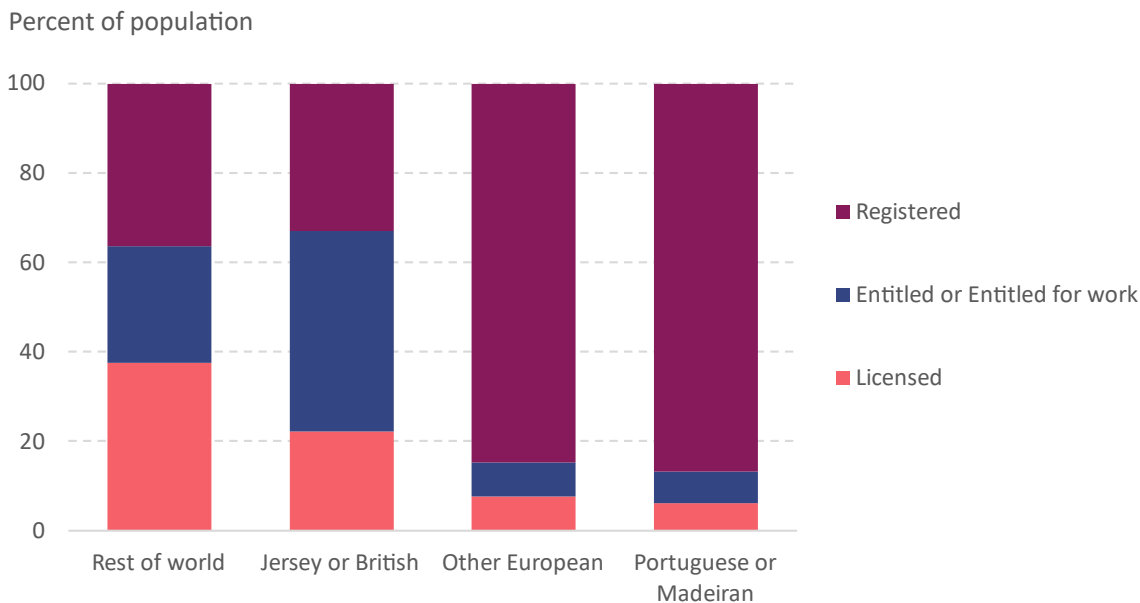
Constant year (2023) average earnings of 2017 inward migrants of all ages earning at two and six years after migration, by self-declared nationality



The differences in earnings between self-declared nationalities was likely attributable to the residential and employment statuses that different nationalities had at the point of migration. Figure 22 shows that 38% of those with rest of world nationality had Licensed status, higher than any other nationality group (of 2017 inward migrants earning at two and six years after migration).

**Figure 22: Those with rest of world nationality were the most likely to have Licensed residential and employment status**

Proportion of 2017 inward migrants earning at two and six years after migration in each residential and employment status (at point of inward migration), by nationality (self-declared)



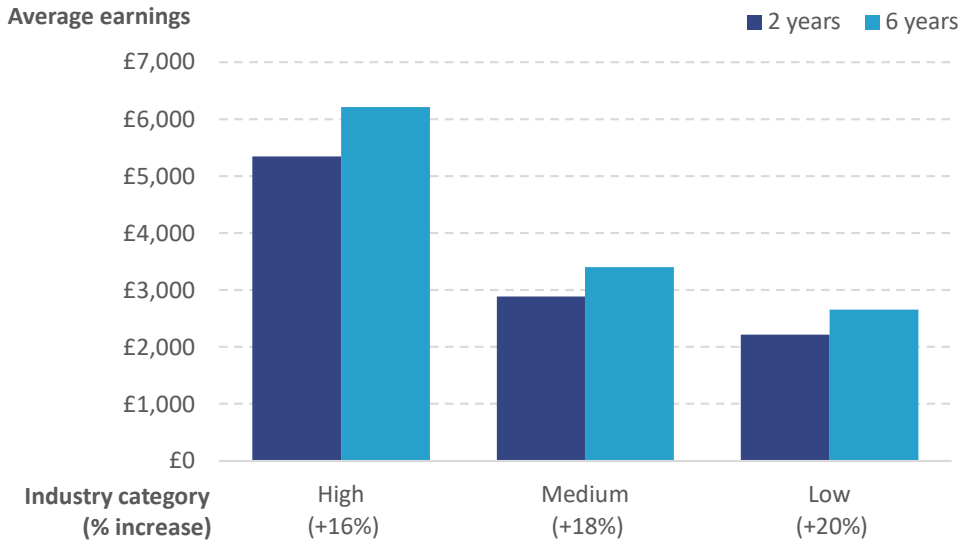
Entitled and Entitled for work have been grouped, as well as Polish with other European nationality groups, to prevent the disclosure of information about individuals represented in that data.

### 8.2.5 Average earnings by initial industry earnings category

For this section, the first industry recorded within the first year of migration has been classified into high, medium, and low earnings categories, based on the average earnings within each sector for all people working in Jersey (aged 16 to 64 years at the point of inward migration) in 2022 and 2023.<sup>21</sup>

**Figure 23: The real-term percentage increase in earnings over the four-year period was highest for those who initially worked in a low industry earnings category (20%)**

Constant year (2023) average earnings of 2017 inward migrants (aged 16 to 64 years at the point of migration) earning at two and six years after migration, by initial industry earnings category



<sup>21</sup> For more information see section [9.2.4](#).

## 8.2.6 Movement between amount of earnings

Table 5 shows the percentage and number of people of all ages (among those earning at the start and end of the period) in each earnings bracket at year two after migration (adjusted for inflation up to 2023), and how their earnings changed by year six.

Tracking changes in earnings bracket over six years provides some time for people who inwardly migrated to move to higher earning jobs after gaining Entitled for work status at five years, if they wanted and were able to.<sup>22</sup>

Of the 360 inward migrants who were initially earning under £2,500 a month (adjusted for inflation up to 2023), by year six:

- 20 people (5%) were earning £4,500 or more
- 40 people (11%) were earning between £3,500 and £4,499
- 120 people (32%) were earning between £2,500 and £3,499
- 190 people (52%) were still earning under £2,500

**Table 5: Of those who initially earned under £2,500 (adjusted for inflation up to 2023) at year two, 16% were earning £3,500 or more at six years**

Number and percent of people of all ages earning at two and six years after migration by their constant year (2023) earnings categories at two and six years after migration

	Earnings at year 2 (constant year 2023)	Earnings at year 6				Total
		under £2,500	£2,500 to £3,499	£3,500 to £4,499	£4,500+	
Percent	under £2,500	52	32	11	5	100
	£2,500 to £3,499	22	39	25	14	100
	£3,500 to £4,499	10	16	28	45	100
	£4,500+	3	4	7	85	100
	<b>Total</b>	26	23	15	37	100
Number	under £2,500	190	120	40	20	360
	£2,500 to £3,499	50	80	50	30	210
	£3,500 to £4,499	10	20	30	40	100
	£4,500+	10	10	20	270	320
	<b>Total</b>	250	230	140	360	980

All numbers in the table have been independently rounded to the nearest 10, and percentages rounded to the nearest 1%, therefore totals may not equal the sum of rounded numbers.

<sup>22</sup> For others it may take longer than one year to move to a different industry after gaining Entitled for work status, however, at the time of this report six years was the maximum period possible using the data held.



## 9 Appendix

### 9.1 Rounding and suppression

For all figures presented in this report (including all graphs and tables), numbers have been rounded to the nearest 10 or suppressed where less than 10, and percentages rounded to the nearest 1%, therefore totals may not equal the sum of rounded figures.

Figures have been rounded or suppressed for simplicity or, where low values, to prevent the disclosure of information about individuals represented in that data.

### 9.2 Characteristic definitions

Throughout this report breakdowns in the number of inward migrants from 2017 are shown by various characteristics such as age group, sex, residential and employment status, self-declared nationality and industry.

Unless otherwise stated, the inward migrant population age group, sex, residential and employment status, and self-declared nationality are taken from the quarter in which they originally migrated to Jersey and not at different points in time. This is to allow us to track their activity (such as the percentage resident) over time without the impact of people moving groups (e.g. moving up an age group).

#### 9.2.1 Age and sex

Different administrative data sources can sometimes have different dates of birth and sex for the same individual. There are various reasons for this, such as data inputting errors or omissions, or some systems being updated before others. In the case of sex, individuals may change their sex and it is possible that not all systems will hold the updated information.

For the statistics in this report, the 'best' (most likely) value for these characteristics was identified from the available sources. For each person, the most frequent (modal) value is taken from the latest records from each data source. In the event of ties, the value is taken from the data source believed to be more reliable.

For further information see section 9.5.1 in the [Jersey population and migration statistics 2023](#) report.

#### 9.2.2 Residential and employment status

Residential and employment statuses determine where people can work and live under the [Control of Housing and Work \(Jersey\) Law 2012](#). There are four categories: Entitled, Entitled for work, Licensed, and Registered. More information about residential and employment statuses is available on the [Government of Jersey website](#).

Registration cards are required by employers, landlords, and when buying property, to confirm a person's residential and employment status. Islanders request these from Employment, Social Security and Housing (ESSH), and at the point in time of the request, they will be issued with an up-to-date status which is recorded in the administrative system.

Children and young people under age 16 do not have a residential and employment status. When they reach age 16, they may not yet have an updated status held on the administrative system because they have not yet needed to request a registration card. The default status held on the system in these cases is Registered. For these reasons, **residential and employment status is only reported for those aged 20 years and older.**

To make the residential and employment status statistics more useful to users, the statuses have been adjusted to reflect probable eligibility. This means that the statuses reflect those that would likely be granted if everyone

requested an updated status at each point in time. In other words, the statuses being reported here aim to be those which would most closely reflect the practical situation for people if they wanted to change jobs or accommodation.

**Residential and employment status statistics are reported ‘experimentally’ in this report**, to highlight that the figures are in the testing phase and potentially have a wider degree of uncertainty. This gives an opportunity to involve potential users and stakeholders in assessing their quality and suitability, while still providing useful information, as long as their nature is understood. You can read more in the [guidance and interpretation of experimental statistics policy](#). It is hoped that additional data sources will be able to improve the accuracy and confidence in the reporting of this characteristic in the future.

For further information see section 9.5.2 in the report [Jersey population and migration statistics 2023](#).

### 9.2.3 Self-declared nationality

The current range of administrative data sources used for these statistics does not yet include a reliable source of ethnicity or place of birth information for all population groups. However, self-declared nationality is held for most people in the Employment, Social Security and Housing (ESSH) administrative system.

ESSH collects information about the nationality of Islanders as part of its public function and statutory duties. Where proof of nationality is required or provided by a person, this will be used as part of the recording process, otherwise ESSH rely on a self-declaration of the person’s nationality.

The nationality data does not differentiate between those with Jersey or British nationality. These nationalities are therefore reported together.

The nationality of people holding dual citizenship is whichever the person chose to provide to ESSH.

**Self-declared nationality statistics are reported ‘experimentally’ in this report**, to highlight that the figures are in the testing phase and potentially have a wider degree of uncertainty. This gives an opportunity to involve potential users and stakeholders in assessing their quality and suitability, while still providing useful information, as long as their nature is understood. You can read more in the [guidance and interpretation of experimental statistics policy](#). It is hoped that additional data sources will be able to improve the accuracy and confidence in the reporting of this characteristic in the future.

### 9.2.4 Industry

Industries in this report are identified by determining the main business function of undertakings included in Manpower returns supplied by the Employment, Social Security and Housing (ESSH) department, and applying the Standard Industrial Classification (SIC) that best describes that function.<sup>23</sup>

Manpower returns are a regular declaration to Government from employers and sole traders providing information on all people employed and business details including industry. Manpower returns used in this report were completed in June and December of each year and so assumptions have been made regarding an individual’s industry between these months using start dates of employment if available.

It should be noted there are some jobs which are not required to be reported on Manpower returns, such as some professional domestic service jobs.<sup>24</sup> Some jobs that are recorded in ESSH datasets (where class 1 contributions

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<sup>23</sup> For more information on SIC see [UK SIC 2007 - Office for National Statistics](#).

<sup>24</sup> These are jobs where someone is working for a maximum of two private households and can include gardening, cleaning, cooking, ironing, nursing or other personal care service, or services involving looking after children. More information can be found in the [Control of Housing and Work \(Exemptions\) \(Jersey\) Order 2013](#).

have been paid) may not be recorded in Manpower returns (estimated at around 5% in June 2017 and less than 2% in June 2023), despite their company having submitted a Manpower return.

When breakdowns by initial industry are shown this is the first industry recorded within the first year after migration. Those that did not remain resident or those not working or without an industry recorded in the first year are not assigned an initial industry.

When breakdowns by last industry are shown this is the last industry recorded within the final year in the six-year period. Those that did not remain resident for at least the first five years after arriving, or those not working or without an industry recorded in the final year are not assigned a last industry.

For some sections, industries from the Standard Industrial Classification 2007 have been classified into high, medium, and low earnings categories based on the average earnings within each sector for all people working in Jersey in 2022 and 2023.

The average earnings from the total population in 2022 and 2023 from the [Earnings statistics and gender pay report](#) were used to categorise into high, medium or low earning industries, as seen in Figure 24.

Figure 24: Average earnings for the Jersey population in 2022/23, by industry

