

Employment Statistics: Explainer

On 12 December 2025, Statistics Jersey published the [Employment Statistics December 2024 report](#) based on administrative data, following the [first June 2023 report](#). This document explains why this experimental report has been developed, how it differs from the existing [Labour Market report](#), and what it means for the future of employment and job statistics in Jersey.

Where are we now?

Jersey's current lead measure of jobs is the [Labour Market report](#). The Labour Market report is produced using [manpower return](#) data, which is a mandatory business return for employers and sole traders (collectively referred to as undertakings). Since January 2022, employers have completed manpower monthly as part of the [Combined Employer Return](#) (CER), alongside [Income Tax Instalment System](#) (ITIS) and [Social Security contribution](#) data. Self-employed sole traders continue to complete the manpower return on a six-monthly basis in June and December, as all undertakings were required to do up until December 2021. The experimental Employment Statistics report links manpower data on jobs and employees with earnings and demographic data from ITIS and Social Security contributions data. The advantages and disadvantages of the two methods are compared below in [Table 1](#):

Table 1: Differences between the methods used in the Employment Statistics report and the Labour Market report

Category	Labour Market	Employment Statistics
Data collection		
Population coverage	Employers and self-employed sole traders in Jersey, who are required to have a business licence	Employers and self-employed sole traders in Jersey, who are required to have a business licence, or pay ITIS or Social Security contributions
Data sources	Manpower returns and Government of Jersey HR aggregate data	ITIS, Social Security contributions, and manpower returns
Timeliness	≈ four month lag	≈ seven month lag
Reference period – frequency of data	Six-monthly in June and December	Six-monthly in June and December, with scope to become monthly when required methodological improvements are complete
Length of time series	<ul style="list-style-type: none"> • Since 1998 for total jobs and sectoral breakdown by SIC2003 • Since 2013 for sectoral breakdown by SIC2007 	Since 2019
Level of detail	Undertaking-level; breakdowns by industrial sector	Individual-level; detailed breakdowns by employee demographics and industrial sector
Data analysis		
Data matching	Data is not matched	Data for self employed jobs is matched onto the dataset for dependently employed individuals produced as part of the Earnings in Jersey analysis

Category	Labour Market	Employment Statistics
Cleansing	Since July 2013, manpower returns that list all staff as exempt, or that list licenced employees as not full-time, are cleansed	<ul style="list-style-type: none"> • Duplicate jobs are removed once datasets have been merged • Jobs of dependently employed individuals included in manpower who received no pay are removed • Jobs are then grouped by individual, with the primary job being that with the highest pay
Imputation	Undertakings that did not return manpower within the last 18 months, but still have an active business licence, are imputed	<ul style="list-style-type: none"> • No undertakings are currently imputed • Missing contract types are imputed
Outputs and insights		
Measures available	Statistics on jobs	Statistics on employment and jobs
Demographic breakdowns	Sectoral analysis	Detailed demographic and sectoral analysis
Seasonal adjustment	June and December are compared; no seasonal adjustment	Monthly data enables seasonal adjustment
Comparability over time	<ul style="list-style-type: none"> • Legal basis changed in July 2013; manpower switched from organisation-level to employee-level data • CER from January 2022 	<ul style="list-style-type: none"> • Tax data not currently available before 2019, which complicates producing a comparable time series before this point • CER from January 2022, which brought the primary data sources into closer alignment

The experimental Employment Statistics report has several advantages over the Labour Market report:

- statistics on both employment (people) and jobs, compared with the Labour Market report that only includes statistics on jobs
- undertakings that do not require a business licence, such as:
 - private households employing domestic staff (approx. 400 employees in December 2024)
 - self-employed sole traders with entitled or entitled for work status, working fewer than eight hours per week

are included in the Employment Statistics report if they complete the CER; such undertakings are exempt from manpower returns, so are excluded from the Labour Market report
- by linking jobs with employees' earnings, jobs where individuals were not paid that month can be excluded; this gives a better estimate of the number of active jobs than the Labour Market report
- by linking jobs with employees, statistics on people with multiple jobs can be produced
- linked demographic information is used to provide breakdowns by:
 - age
 - sex
 - self-declared nationality
- contracted hours are available for 2022 onwards, which enables a more accurate estimate of hours worked and full-time equivalents (FTEs) for productivity measures
- the Employment Statistics report includes monthly statistics, while the Labour Market report only has six-monthly statistics
- the Employment Statistics report is consistent with our [Earnings in Jersey report](#), which includes earnings statistics on the employees and jobs in the Employment Statistics report

However, we are still developing the methodology for the Employment Statistics report. Until this work is completed the report remains experimental, meaning there are some disadvantages to this report:

- the imputation method is incomplete, and currently the December 2024 report does not include any imputed data; this provides a less complete estimate of employment and jobs compared with the Labour Market report, which imputes returns from undertakings that have not yet submitted their manpower return
- the Labour Market report supplements manpower return data with aggregate totals from the Government of Jersey HR department, to provide better data quality for the main employer in the public sector; the Employment Statistics report is unable to use this aggregate data source, so currently has lower quality data for the Government of Jersey
 - note that this particularly effects full-time and part-time totals for the public sector
- the time series available with the current methodology and data sources is only for 2019 onwards, compared with 1998 onwards for the Labour Market report, and 2013 onwards for sub-sectoral statistics

Where do we want to be?

We want lead employment and job measures that are consistent:

- with our lead earnings measures for employees and jobs
- with our lead population measures
- at the aggregate level and for all breakdowns

How do we get there?

We are planning several steps to improve the quality and comparability of the Employment Statistics report, which will be completed before the experimental badge can be removed. Planned steps include:

- matching CER data to other sources of population information, to allow more confidence in results and consistent demographic information across our reporting
- using the contractual hours field in the CER to more accurately understand the average working hours of individuals across all jobs, and correct inconsistencies between the contract type and contractual hours data
- developing a new imputation model to account for instances where an undertaking has not submitted their CER, either in error or because the entity is a self-employed sole trader who is not required to submit in that month
 - this would allow monthly values to be calculated which include self-employed individuals
- extend the historic time series for the Employment Statistics report where sufficient administrative data exists

What are the differences between the two methods?

The Employment Statistics report defines the public sector using section O of the [Standard Industrial Classification 2007](#) (SIC2007), which is public administration and defence, and compulsory social security. This is based on the main activity of undertakings, and not their legal or ownership status. Consequently, not all government bodies are automatically classified in section O.

[Table 2](#) details the undertakings contained within the public sector in the Employment Statistics, Labour Market, and Government of Jersey [Public Sector Staffing Statistics](#) reports. The definitions used in the

Public Sector Staffing reports differ to those used in both the Employment Statistics and Labour Market reports, so the totals are not directly comparable with core GOJ and GOJ zero-hours in the Labour Market report. The main difference is in how zero-hour staff are counted; for manpower purposes, only staff who worked on the reference day (30 June or 31 December) are included, whereas in the Public Sector Staffing Statistics all zero-hour staff are included, regardless of whether they worked that day.

[Table 1](#) above provides details on the main methodological differences between the Employment Statistics report and the labour market report.

Table 2: Undertakings included in the public sector in the Employment Statistics report, the Labour Market report, and the Public Sector Staffing report

Undertaking	Included in Employment Statistics report	Included in Labour Market report	Included in Public Sector Staffing report
Government of Jersey core jobs	Yes	Yes	Yes
Government of Jersey zero-hour jobs	Yes	Yes	No
Parish of Grouville	Yes	Yes	No
Parish of St Brelade	Yes	Yes	No
Parish of St Clement	Yes	Yes	No
Parish of St Helier	Yes	Yes	No
Parish of St John	Yes	Yes	No
Parish of St Lawrence	Yes	Yes	No
Parish of St Martin	Yes	Yes	No
Parish of St Mary	Yes	Yes	No
Parish of St Ouen	Yes	Yes	No
Parish of St Peter	Yes	Yes	No
Parish of St Saviour	Yes	Yes	No
Parish of Trinity	Yes	Yes	No
Comité des Connétables	Yes	No	No
Jersey Car Parks	2022 onwards	Yes	No
Jersey Fleet Management	2022 onwards	Yes	No
Jersey Office of the Information Commissioner	Yes	No	No
The Jersey Gambling Commission	Yes	No	No
Jersey Overseas Aid Commission	Yes	No	No
The Jersey Competition Regulatory Authority	Yes	No	No
Jersey Police Complaints Authority	Yes	No	No
The Channel Islands Financial Ombudsman	Yes	No	No
The Law Society of Jersey	Yes	No	No
The Jersey Bank Depositors Compensation Scheme	Yes	No	No
Social Security Insolvency Fund	Yes	No	No
Jersey Resolution Authority	Yes	No	No
Jersey Business	Yes	No	No
The Jersey Field Squadron	Yes	No	No
His Majesty's Receiver General	Yes	No	No
States of Jersey Development Company	No	Yes	No

What are our plans for the future?

The introduction of the Employment Statistics report is part of a broader initiative by Statistics Jersey to enhance the production of official statistics using administrative data. Our goal is to deliver more frequent, detailed, and reliable insights while reducing the burden on data providers.

Under the [Statistics and Census \(Jersey\) Law 2018](#), we are required to minimise direct data collection where suitable administrative sources exist. This new methodology aligns with that principle and represents a significant step forward in modernising our statistical outputs.

Our long-term aim is to replace the current six-monthly Labour Market report with a new series of quarterly reports on employment and jobs based on administrative data. While only two Employment Statistics reports have been produced so far, for [June 2023](#) and [December 2024](#), this report lays the groundwork for more regular reporting in the future.

Before making this transition, we will undertake a period of evaluation and engagement with users. This will ensure that all stakeholders – particularly those who rely on the Labour Market report for policy and financial decisions – are fully informed and aligned with the direction and rationale for the change.

This document and the accompanying publication mark the beginning of that process. We are committed to transparency and collaboration as we move toward a more modern, efficient, and insightful approach to earnings statistics in Jersey.

Future employment statistics will be published at stats.je/statistic/labour-market-and-employment. The schedule for future releases is published at stats.je/release-calendar.