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This report contains [Tier 1 Statistics](#), as designated under the Statistics and Census (Jersey) Law 2018.

Tier 1 Statistics are those identified as essential for decision-making in Jersey, meeting the highest standards of quality, integrity, and continuity.

Main points

In June 2025:

- the median hourly rate for males was £22.88 whilst for females it was £21.70, producing an overall gender pay gap of 5.4%¹
- the 12-month average median hourly rate was £22.34 for males and £21.08 for females, with a 6.0% gender pay gap, 1.8 percentage points lower than in June 2024 (7.8%)
- 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 (30.0%)
- the lowest gender pay gap of any sector was in the utilities and waste sector (-3.4%)
- males consistently earn more than females in the financial and legal activities sector,
 - however, the pay gap has shown signs of narrowing in this sector since January 2022
 - non-finance private sectors have seen relatively little change in the gender pay gap over the same period



[Gender pay gap in Jersey – June 2025](#)

11 Mar 2026

Methodology updates

In February 2025 the Government of Jersey implemented the Contributions Function Integration (CFI). CFI moved Social Security contributions data from Employment, Social Security and Housing to Revenue Jersey's Revenue Management System.

These changes impacted contributions data from July 2024 onwards. As such revisions to previously published results relating to January 2022 to June 2024 have been necessary to maintain a consistent series.

This change and the administrative data approach used in this report are described in detail in the methodology (see [Gender Pay Gap Methodology](#) for details). In summary this method allows for direct estimation of hourly rates for each job, each month. 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.

Overall gender pay gap

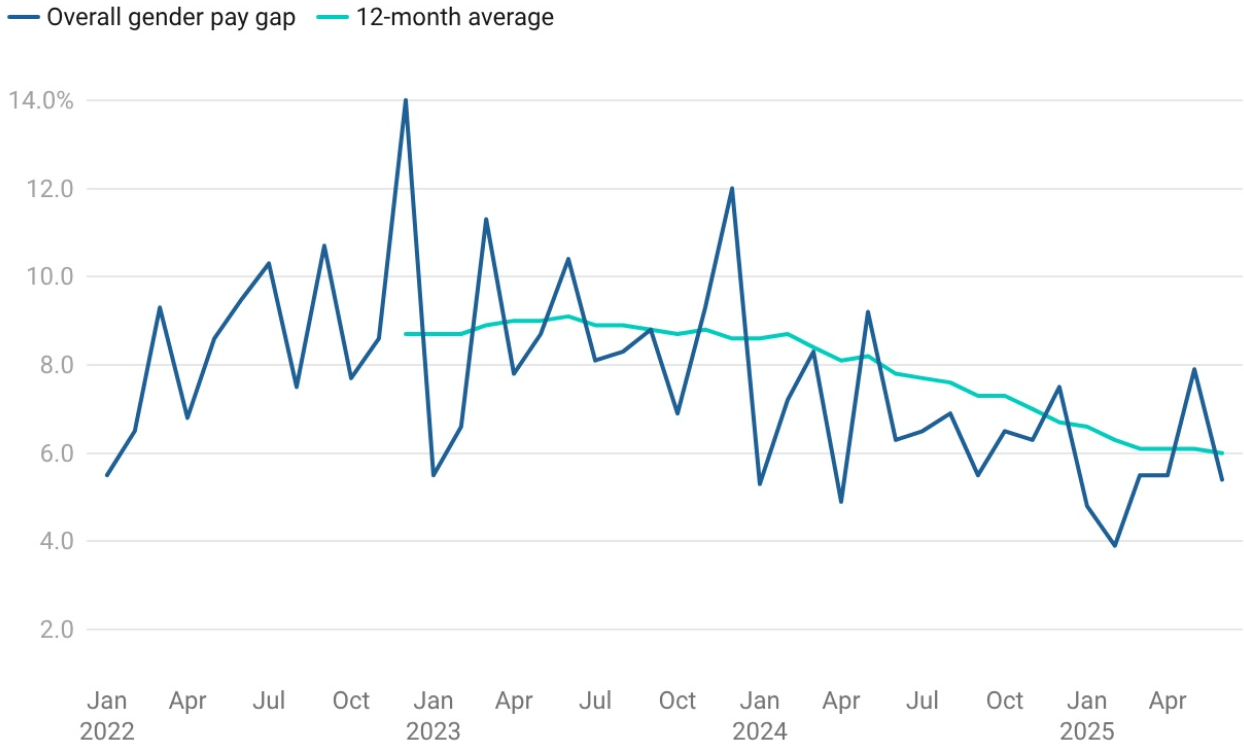
The gender pay gap measures the difference in earnings between males and females. The measures are expressed as a percentage difference between the estimated hourly rates of each group. A percentage change greater than zero indicates that, on average, males earn more than females, while a negative percentage 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 (that is, not adjusted for inflation), reflecting the amounts received by individuals at the time.

Figure 1: The overall gender pay gap sees seasonal increases, particularly in each December

Overall gender pay gap, January 2022 to June 2025



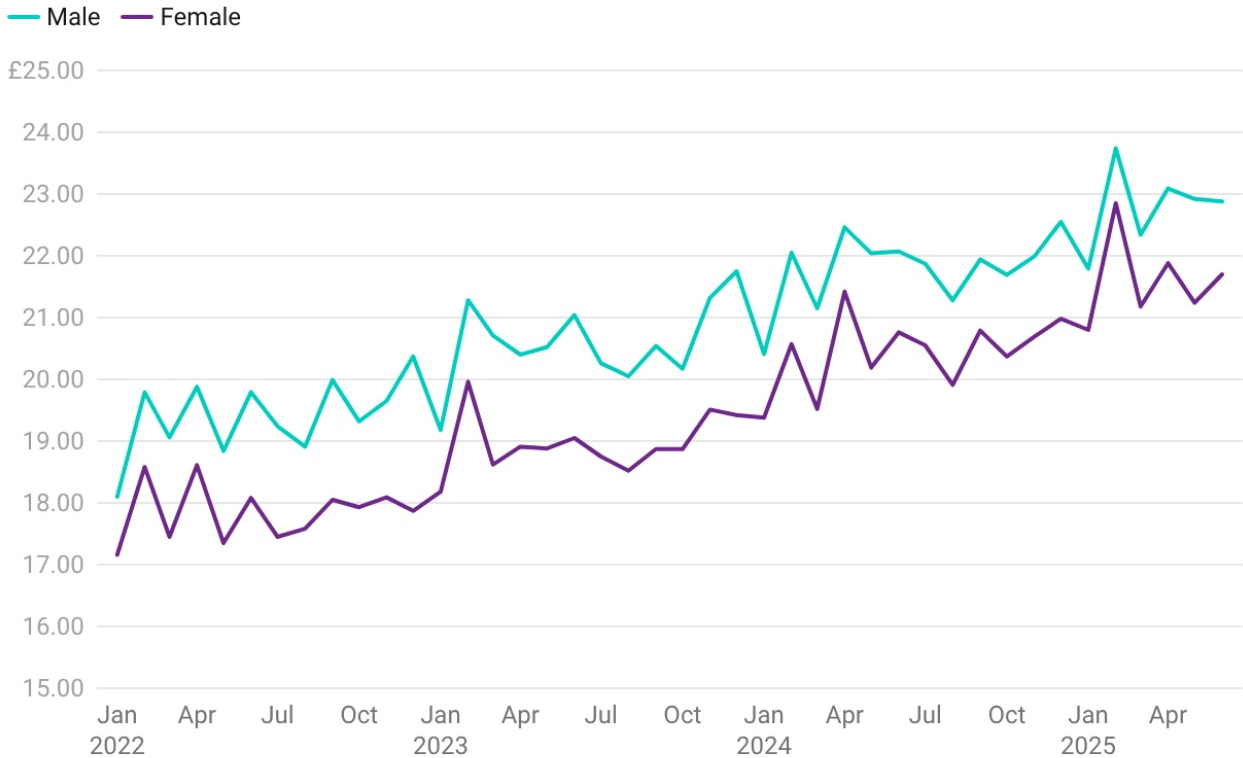
Source: Statistics Jersey • Created with Datawrapper

In June 2025 the median hourly rate for males was £22.88 whilst for females it was £21.70, producing an overall gender pay gap of 5.4%.

The 12-month average median hourly rate in June 2025 was £22.34 for males and £21.08 for females, resulting in an overall median gender pay gap of 6.0%. This was 1.8 percentage points lower than the 12-month average for June 2024 (7.8%).

Figure 2: Median hourly rates for females were lower than for males in all months

Hourly rates by sex, January 2022 to June 2025



Source: Statistics Jersey • Created with Datawrapper

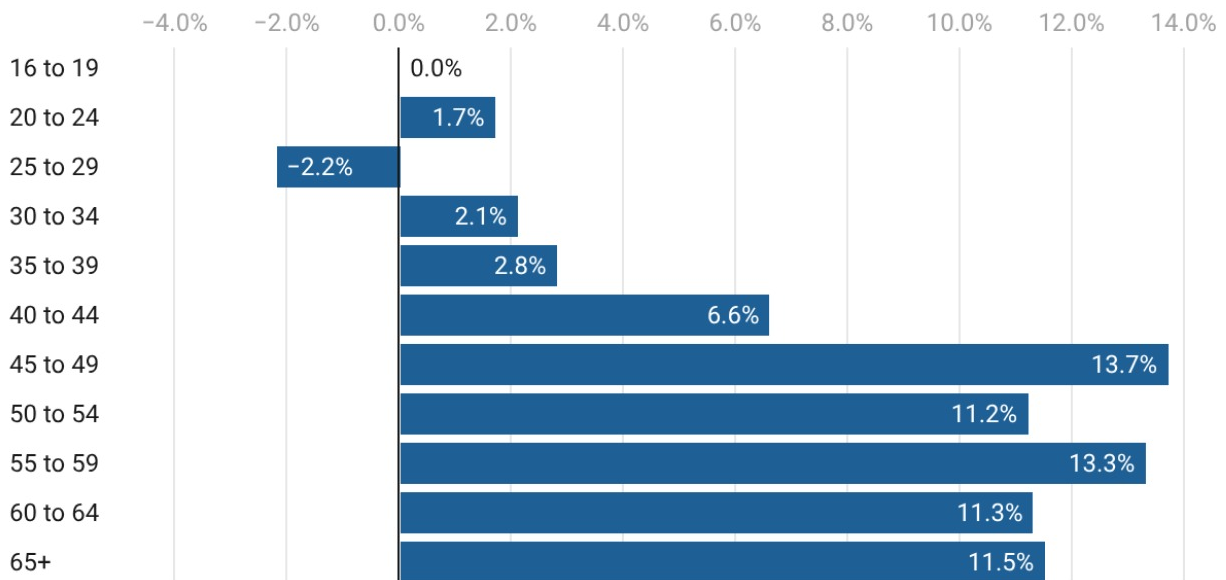
Hourly rates are calculated based on an individual’s contracted hours, meaning that bonuses or overtime work may increase the hourly rate for some individuals. This effect is particularly pronounced in March and December, which often record the highest gender pay gaps within a year.

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 3: All age groups except those 25 to 29 saw males earning more per hour than females

Median gender pay gap by age, June 2025



Source: Statistics Jersey • Created with Datawrapper

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

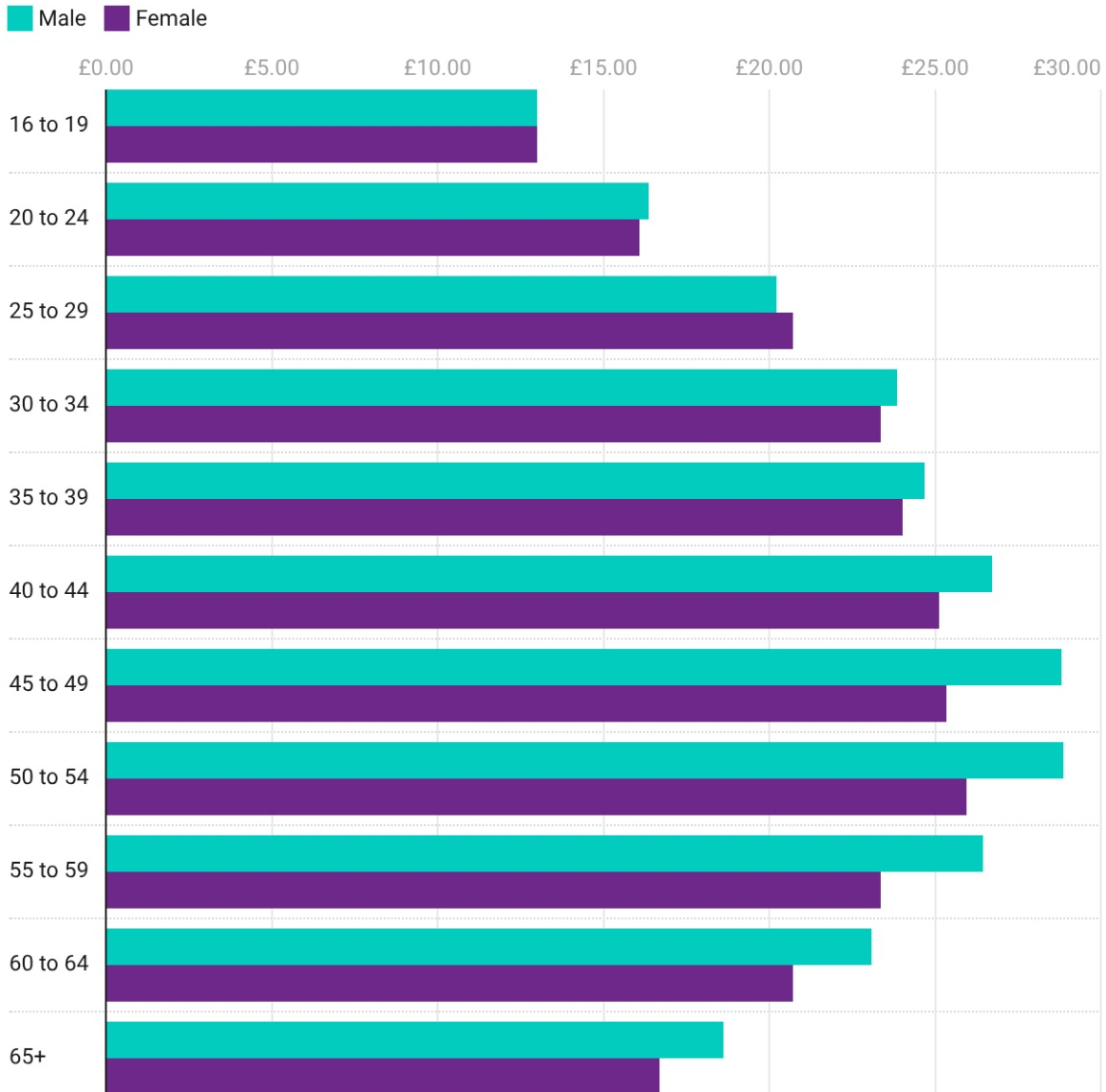
- Early career (16 to 29): The gender pay gap is narrow compared to other age groups and is negative at ages 25 to 29 (-2.2%), suggesting that women in this age group earn slightly more than men on average.
- Mid-career (30 to 39): The gap begins to widen, reaching 2.8% by ages 35 to 39, indicating a shift where men start to earn more than women.
- Peak earnings years (40 to 59): The gap widens, peaking at 13.7% at ages 45 to 49. 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.

Figure 4: Median hourly rates for both males and females peak in the 50 to 54 age group

Median hourly rates by age, overall and by sex, June 2025



Source: Statistics Jersey • Created with Datawrapper

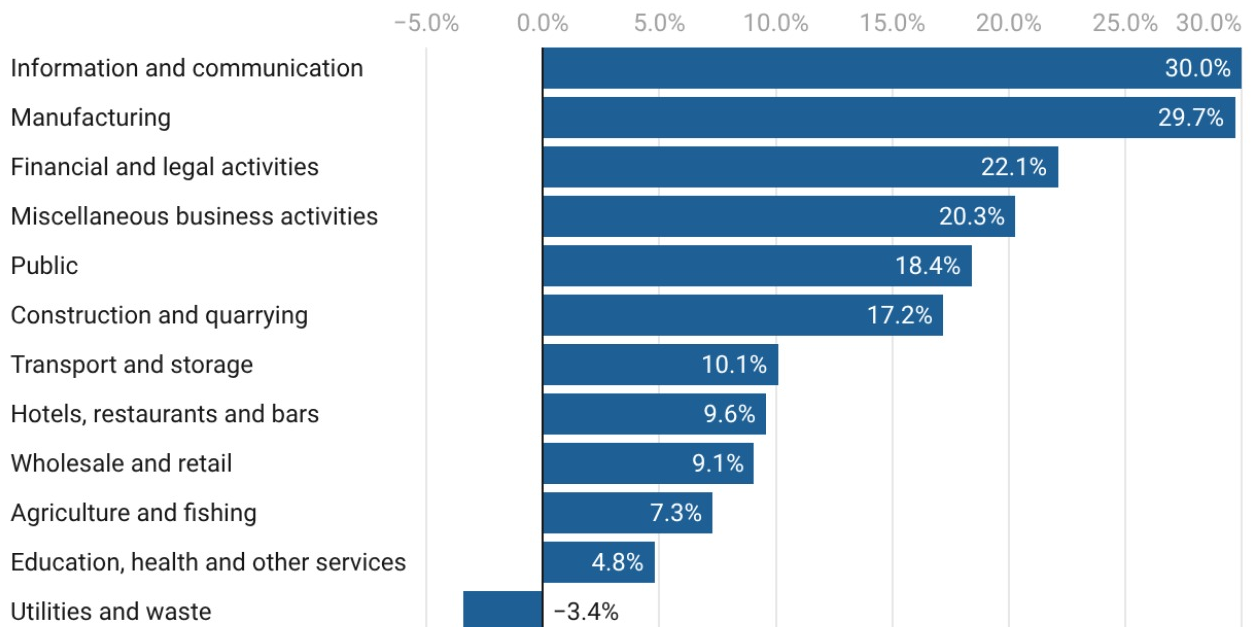
Gender pay gap by sector

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 5: All sectors except utilities and waste saw higher median hourly rates for males

Median gender pay gap by sector, June 2025

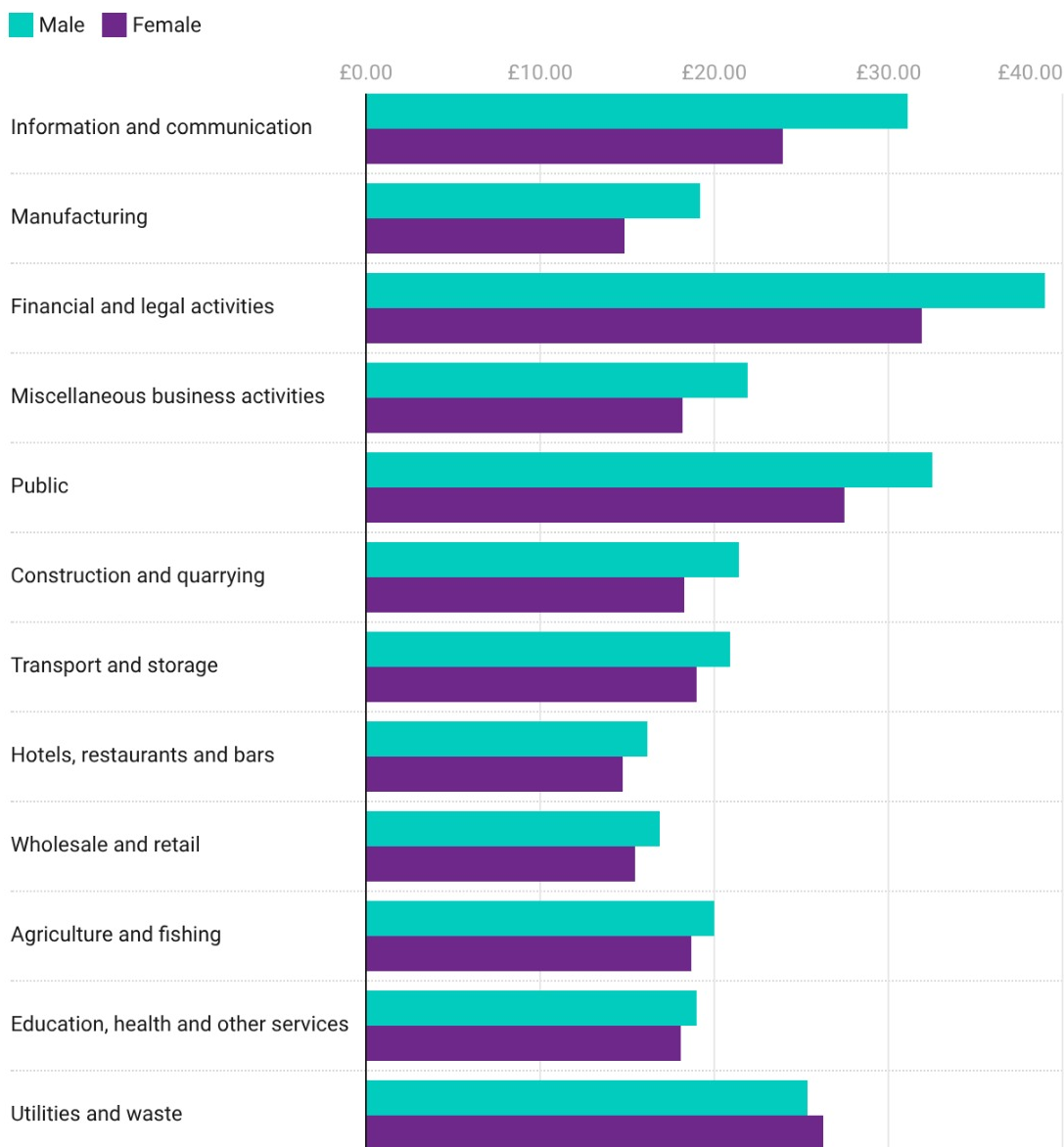


Source: Statistics Jersey • Created with Datawrapper

In June 2025 the sector with the highest gender pay gap was the information and communication sector (30.0%). Conversely the smallest gender pay gap was in the utilities and waste sector, with a difference of -3.4% between males and females on average.

Figure 6: Earnings for both males and females are highest in the financial and legal activities sector

Median hourly rates by sector, by sex, June 2025



Source: Statistics Jersey • Created with Datawrapper

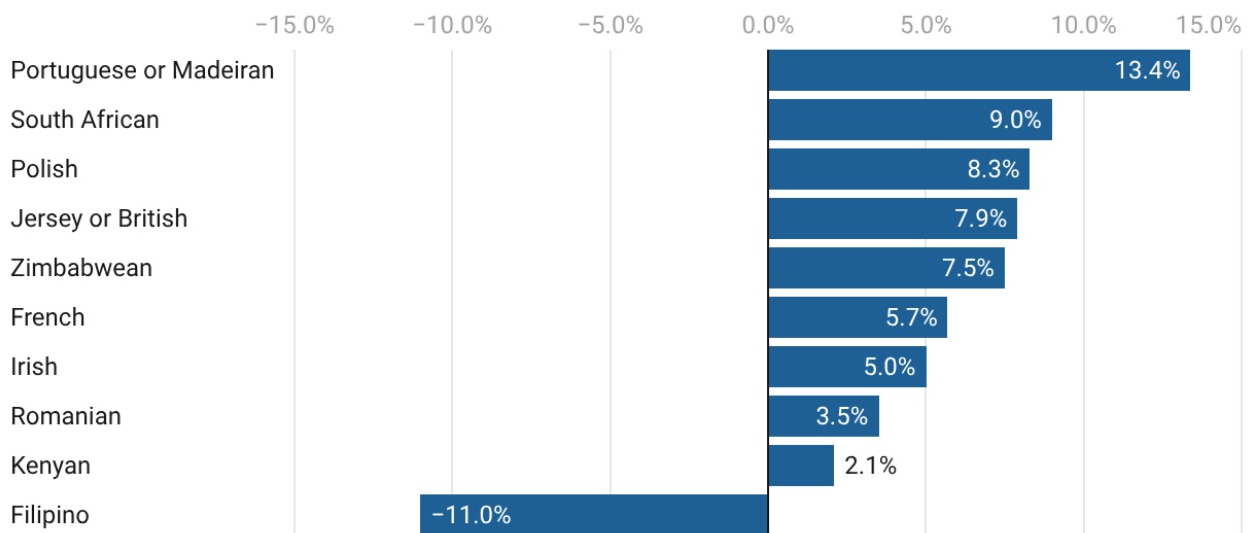
Gender pay gap by nationality

Using self-reported nationality² from administrative data, it is possible to calculate median earnings by the nationality of the employee. To ensure estimates are robust, results are presented for nationalities with more than 100 males and 100 females in June 2025. Those nationalities are Jersey or British, French, Irish, Polish, Portuguese or Madeiran, Romanian, Filipino, Kenyan, Zimbabwean and South African.

Please note that nationality characteristics are currently under development and are classified as [experimental statistics](#). Therefore the statistics in this section are not Tier 1. See the latest [population and migration statistics report](#) for more detail.

Figure 7: Nearly all nationalities see males earning more than females

Median gender pay gap by nationality, June 2025



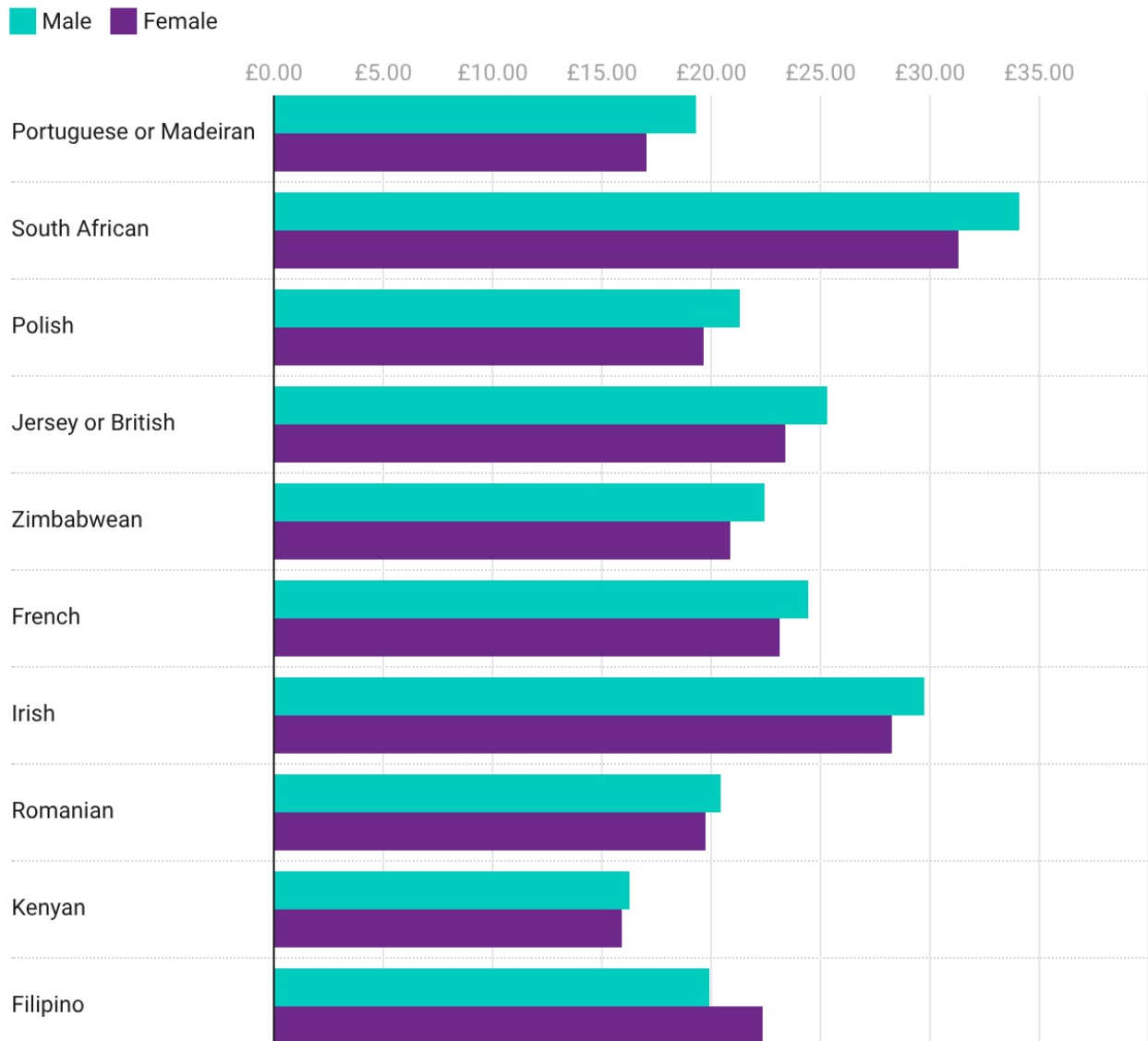
Source: Statistics Jersey • Created with Datawrapper

The smallest median gender pay gap was for those of Kenyan nationality (2.1%). The largest gender pay gap was for those of Portuguese or Madeiran nationality (13.4%). Notably, those of Filipino nationality had a negative gender pay gap (-11.0%), indicating that median female earnings were higher than those of males in this group.

Certain nationalities see a balanced mix of sectors being worked in, but some see very different primary sectors of employment for males and females. This has an impact on the gender pay gap when analysing by nationality.

Figure 8: Earnings for both males and females are highest for those of South African nationality

Median hourly rates by nationality by sex, June 2025



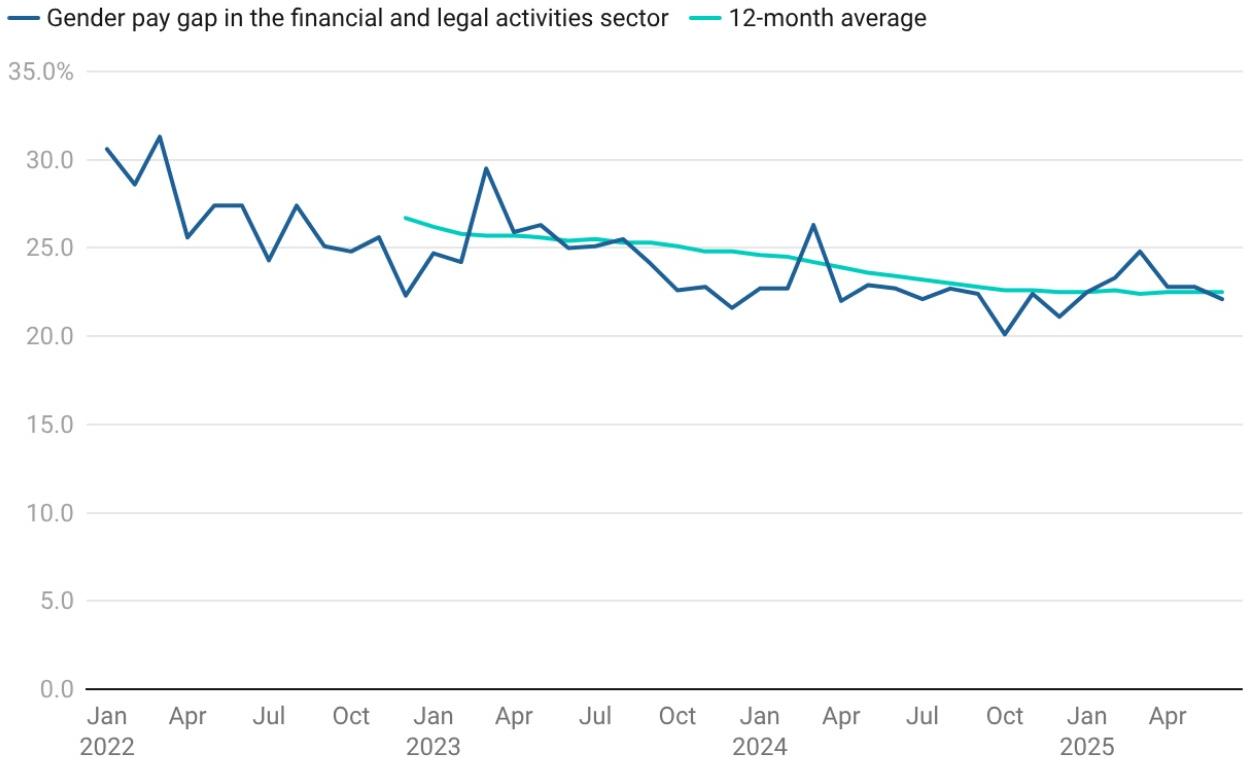
Source: Statistics Jersey • Created with Datawrapper

Financial and legal activities sector

The financial 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 24% of dependently employed employees in June 2025, the majority (54%) of which were female. Therefore, analysing the trend of this sector is particularly important.

Figure 9: The gender pay gap in this sector sees a particular increase in March each year

Median gender pay gap in the financial and legal activities sector, January 2022 to June 2025

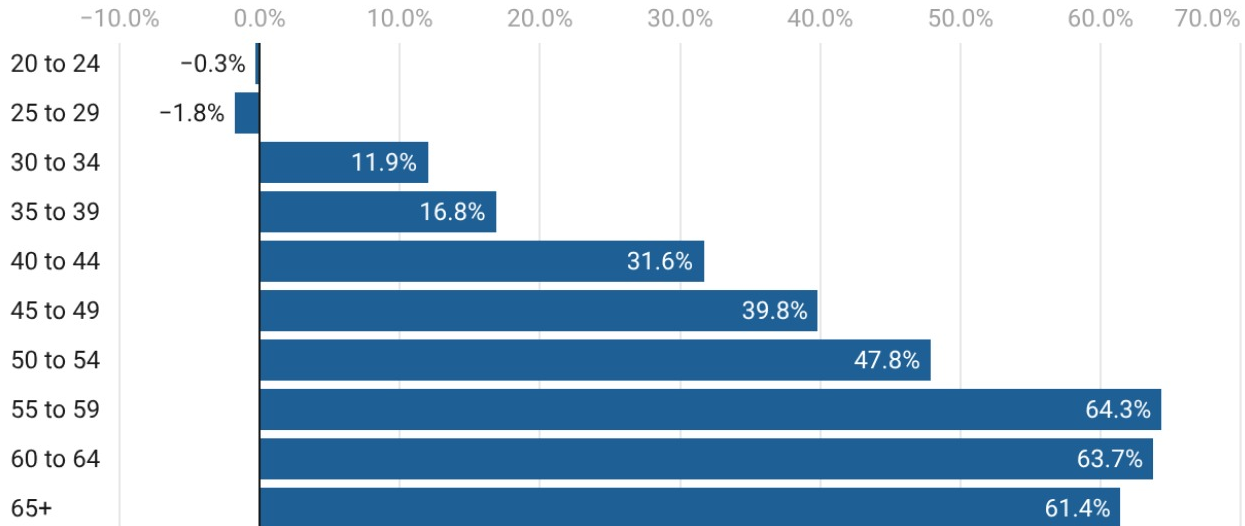


Source: Statistics Jersey • Created with Datawrapper

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 10: In age groups over 29, males earned more than females in the finance and legal activities sector

Median hourly rates by age in the finance and legal activities sector, June 2025



Source: Statistics Jersey • Created with Datawrapper

The gender pay gap in the finance and legal activities sector increases with age, with it starting near parity for those aged 20 to 29, then reaching 64.3% for those aged 55 to 59 in the sector. This is the highest gender pay gap for any sector and age combination.

Figure 11: The proportion of males earning £50 or more per hour, was 15 percentage points higher than for females

Distribution of hourly rates in the financial and legal activities sector by sex, June 2025



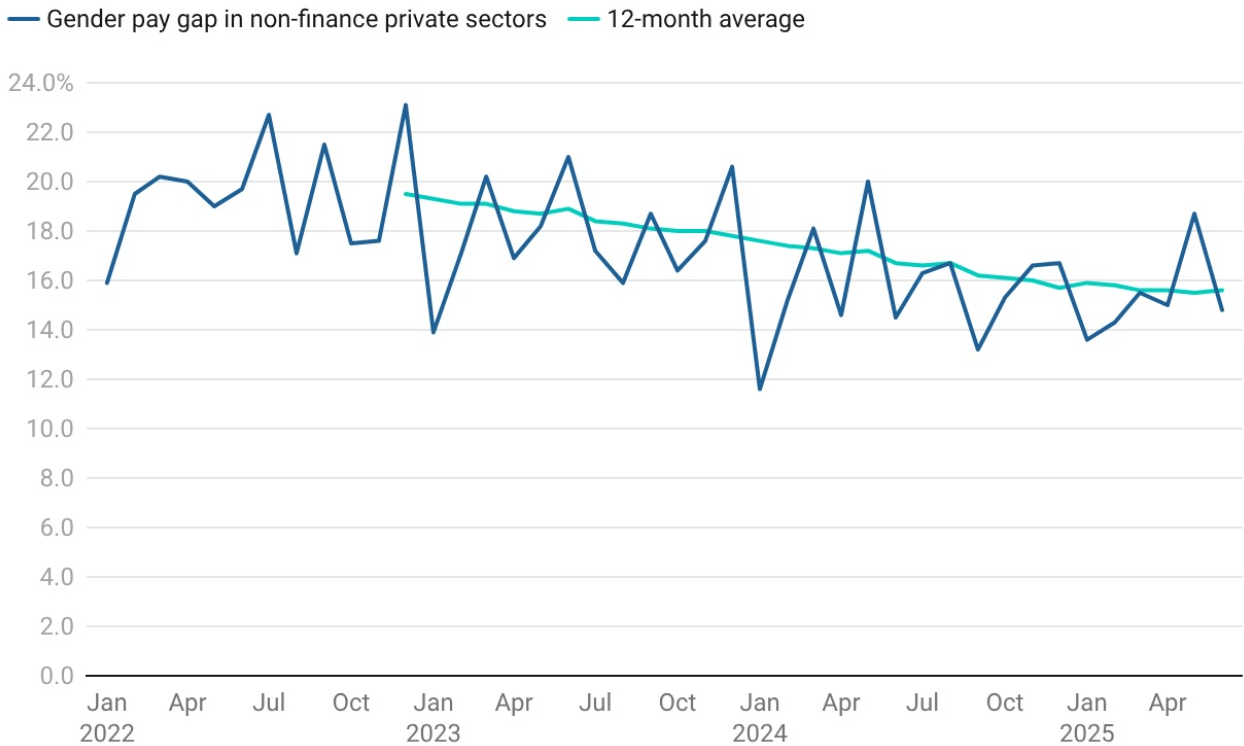
Source: Statistics Jersey • Created with Datawrapper

Non-finance private sectors

The other sectors in the private sector do not see the same trends as the financial and legal activities sector. See our [open data tables](#) for more detailed sector breakdowns.

Figure 12: 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 2025

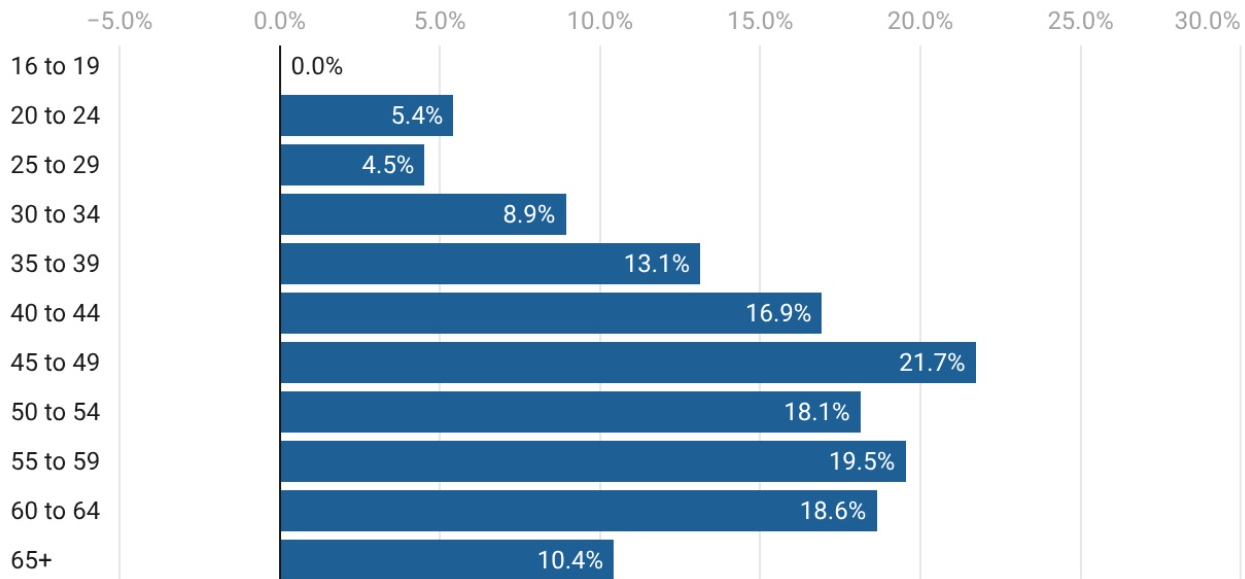


Source: Statistics Jersey • Created with Datawrapper

Non-finance private sectors see much more varied gender pay gaps than in the financial and legal activities sector. This is likely due to sectors such as, hotels, restaurants and bars, having high seasonal changes in the numbers of jobs in the sector.

Figure 13: 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 2025

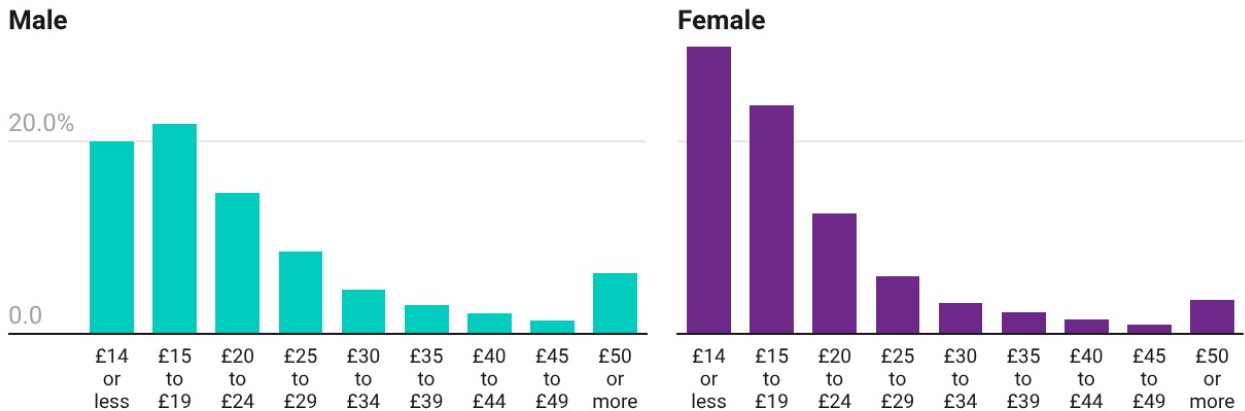


Source: Statistics Jersey • Created with Datawrapper

The gender pay gap in non-finance private sectors increases with age, with it starting near parity for those aged 16 to 19, then reaching 21.7% for those aged 45 to 49.

Figure 14: The proportion of females earning £19 and below was higher than for males

Distribution of hourly rates in non-finance private sectors by sex, June 2025



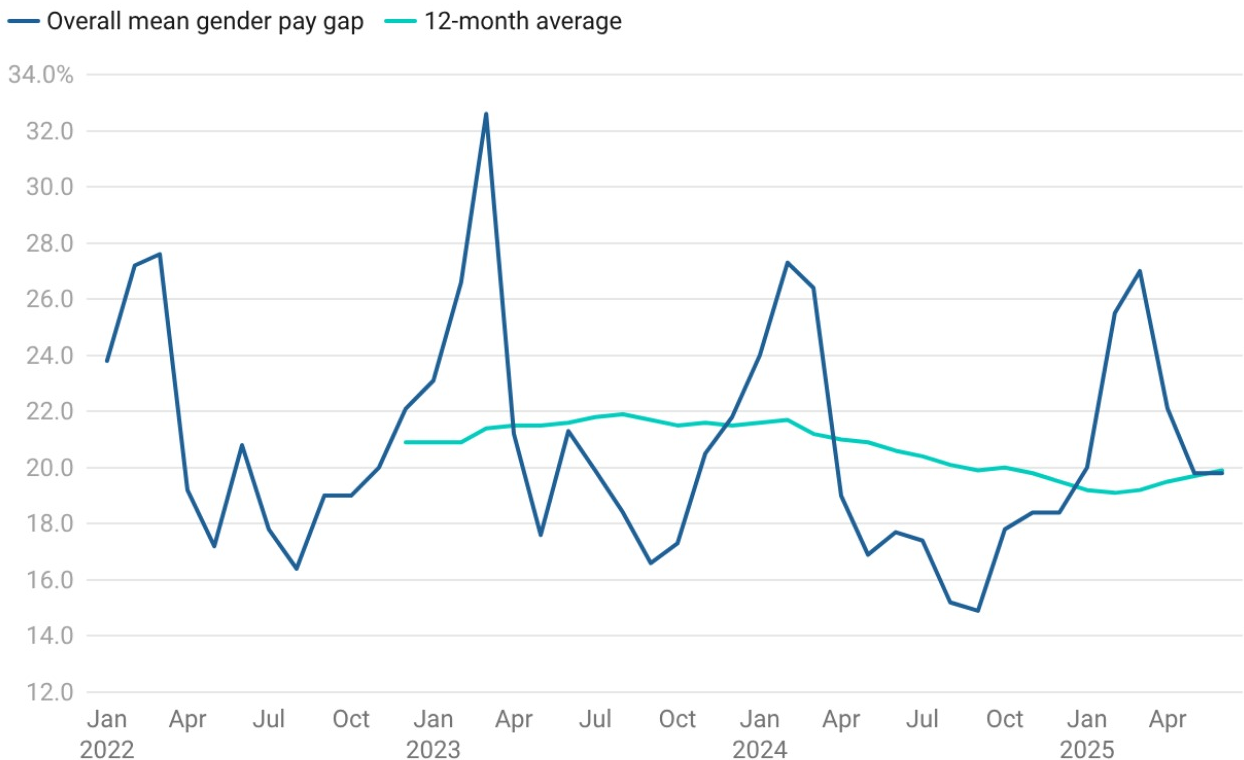
Source: Statistics Jersey • Created with Datawrapper

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 15: The mean gender pay gap sees seasonal increases, particularly in March

Overall mean gender pay gap, January 2022 to June 2025

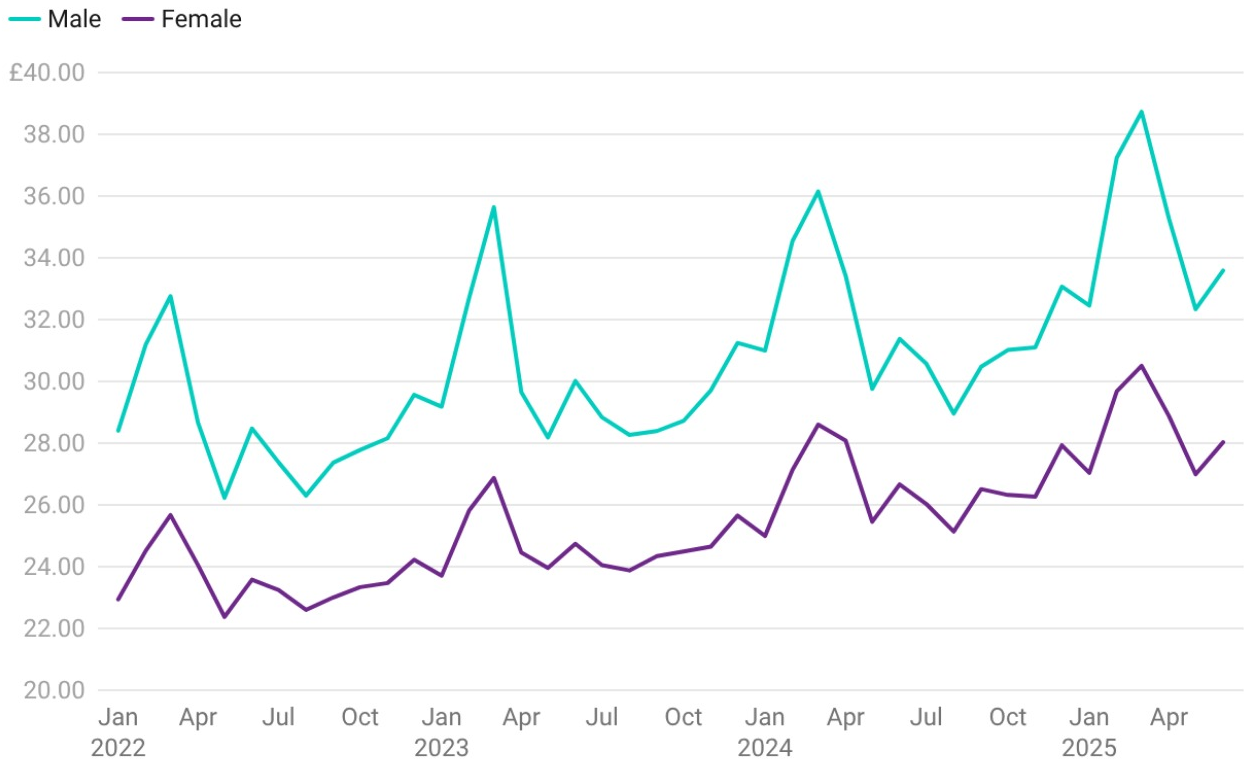


Source: Statistics Jersey • Created with Datawrapper

The 12-month average mean hourly rate was £32.90 for males, whilst for females it was £27.44, producing an overall mean gender pay gap of 19.9%. This was 0.7 percentage points lower than the 12-month average for June 2024 (20.6%).

Figure 16: Mean hourly rates for females were lower than for males in all months

Hourly rates by sex, January 2022 to June 2025

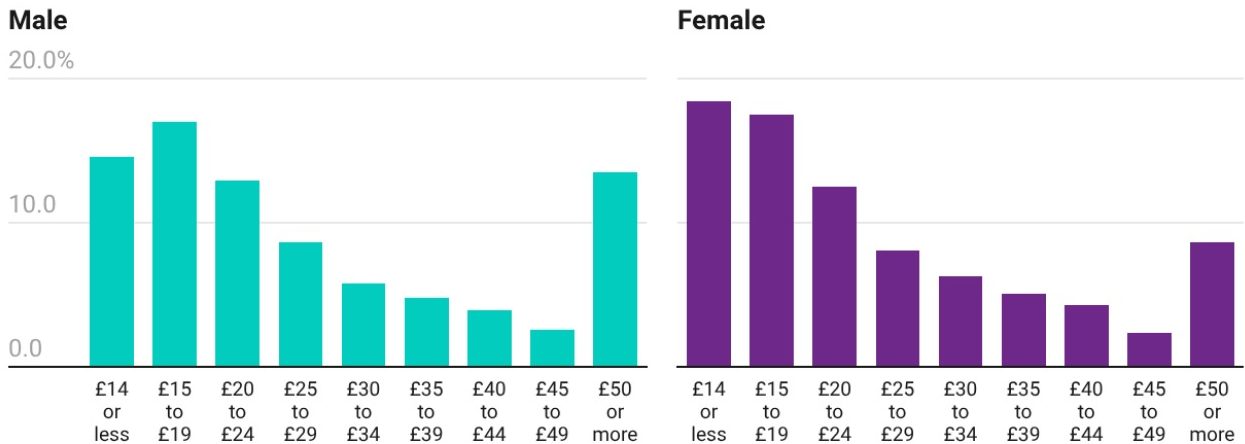


Source: Statistics Jersey • Created with Datawrapper

Mean hourly rates see a relatively similar pattern to median hourly rates, just at a higher level. One difference is that the peaks in male mean hourly rates are much higher than for females, suggesting that bonuses have a larger effect on male pay.

Figure 17: a higher proportion of males earned £50 or more per hour than females

Distribution of hourly rates by sex, June 2025

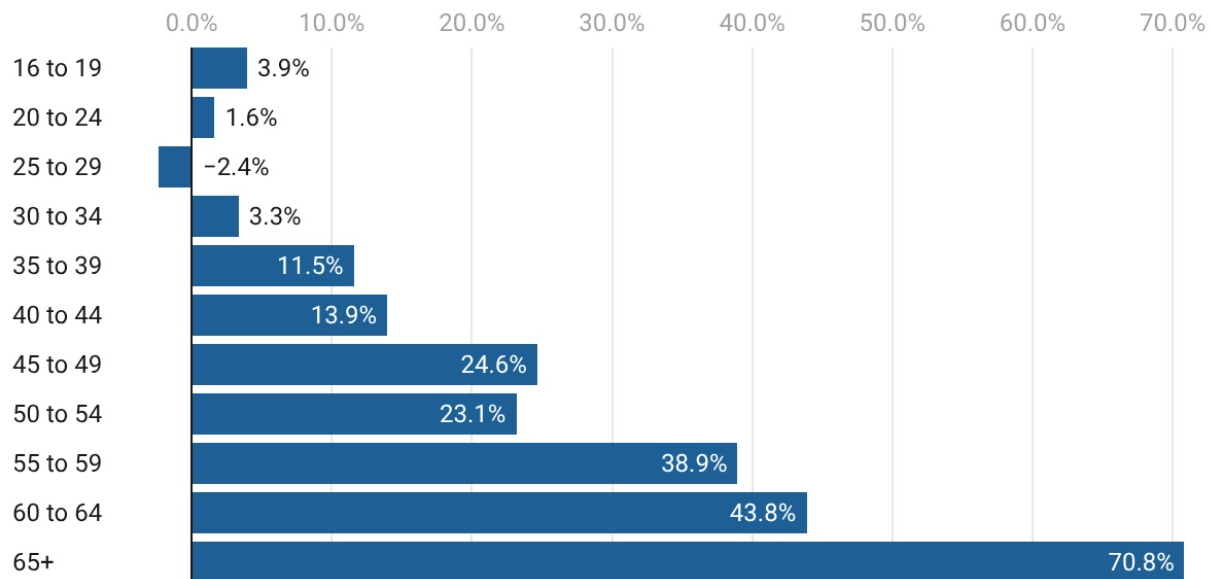


Source: Statistics Jersey • Created with Datawrapper

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 18: Age groups 16 to 34 saw near hourly pay parity for men and women

Mean gender pay gap by age, June 2025



Source: Statistics Jersey • Created with Datawrapper

The overall pattern by age is fairly similar to that observed with the median values, with the early career (16 to 29) age groups showing low and even negative pay gaps, while the gender pay gap widens significantly at the peak earnings years (40 to 59). However unlike the median pay gap the mean pay gap rises further for those aged 60 and over.

Figure 19: Mean hourly rates for males and females peak in the 55 to 59 and 50 to 54 age groups respectively

Mean hourly rates by age, overall and by sex, June 2025



Source: Statistics Jersey • Created with Datawrapper

Data sources and methods

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

Full details of the methodology used in this administrative data approach can be found in the [Gender Pay Gap Methodology report](#).

1. A value greater than zero signifies males are paid more than females. [↪](#)
2. Self-declared to Employment, Social Security and Housing. [↪](#)

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