



Women in Work Index 2023

Closing the Gender Pay Gap for good:
A focus on the motherhood penalty



100 years of building trust
in the Channel Islands



Channel Islands economy: Human Capital challenges



CEOs say lack of talent is a constraint to growth



Acute shortage of key skills including tech



Limited talent pool - full employment



Ageing population and 'non-working' over 50s




Need for government to raise more revenue



We've a sizeable untapped talent pool in the Channel Islands which is currently less incentivised to work. How can we remove barriers to enable these people to be more economically active?

What is the PwC Women in Work Index?



The Women in Work Index is a weighted average of indicators that reflect female economic empowerment, including the equality of earnings, the ability of women to access employment opportunities and job security.

33 OECD countries' data is collected and used to produce an index ranking.

Indicators

Gender pay gap

Female labour force participation rate

Gap between male and female labour force participation rate

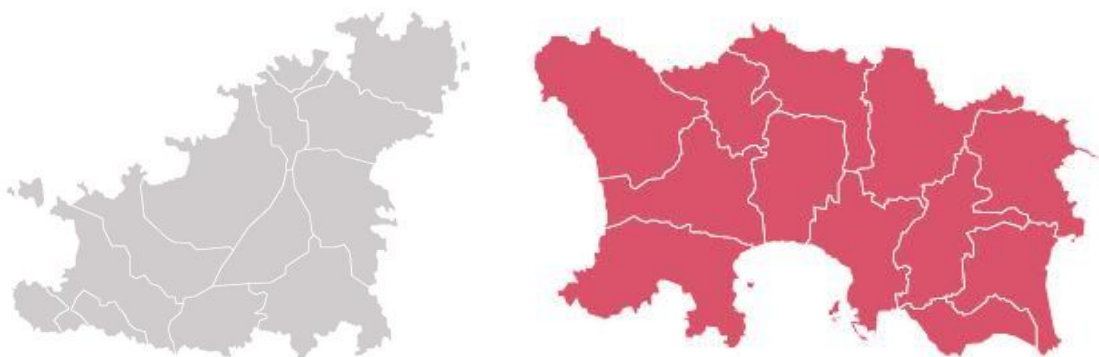
Female unemployment rate

Female full-time employment rate



In 2023, Luxembourg tops the Women in Work Index of OECD countries for the first time

Do Jersey and Guernsey rankings flatter the reality?



Country	Rank (2023)
Luxembourg	1
New Zealand	2
Slovenia	3
Sweden	4
Iceland	5
Norway	6
Portugal	7
Poland	8
Denmark	9
Finland	10
Belgium	11
Ireland	12
Hungary	13
United Kingdom	14
Jersey	15
Guernsey	16
Netherlands	17
Australia	18
Estonia	19
Canada	20
Slovak Republic	21
Switzerland	22
Germany	23
Israel	24
France	25
Czechia	26
United States	27
Austria	28
Spain	29
Japan	30
Greece	31
Italy	32
Chile	33
Korea	34
Mexico	35

How do Jersey and Guernsey compare?



Indicator	Index	Gender pay gap	Female labour force participation rate	Gap between male and female labour force participation rate	Female unemployment rate	Female full-time employment rate
Weight	N/A	25%	20%	20%	25%	10%
Guernsey	-	16%	70%	9%	1%	73%
Guernsey rank (out of 35 countries)	16	22	23	23	1	23
Jersey	-	11%	70%**	8%	2%	73%
Jersey rank (out of 35 countries)	15	10	23	15	2	23
OECD average	65.5	14%	71%	10%	6%	79%
Top performers	Luxembourg (78.9)	Luxembourg (0.5%)	Iceland (82%)	Finland (3%)	Guernsey (1%) Japan (3%) is the best performer in the OECD	Slovak Republic (96%)

* Multiple sources of wage gap data have been used in this Index. These figures are an indication on wage gap differences between the Channel Islands and the rest of the Women in Work Index.

** The female labour force participation rate for Guernsey is used as a proxy for Jersey to aid inter-island comparability due to methodological differences in data collection. The official participation rate using raw Government of Jersey data for Jersey is calculated to be 77%.

Increasing the female employment rate and closing the gender pay gap could have a significant impact on GDP and female earnings in the Channel Islands



2-6% boost to GDP by matching female employment rates to Sweden's per annum

12-18% increase to female earnings from closing the gender pay gap per annum

£77 million increase in GDP for Jersey

£194 million increase in GDP for Guernsey

£187 million increase in female earnings in Jersey

£159 million increase in female earnings in Guernsey

Please note that the gains are gross economic gains per annum and are reported in nominal terms.

The motherhood penalty: Jersey



In Jersey, women spend 71% more time on unpaid work than men in an average full week*

In Jersey, women spend 23% less time on paid work in an average week*

In the UK, full time care for under 2s costs on average £285 per week or £13,695 per annum. The UK has the third highest childcare costs in the OECD**

In Jersey, full time childcare for under 2s costs approximately £440 per week or £21,120 per annum. Making Jersey's childcare more expensive than Inner London***



*Jersey Community Foundation Local Needs Assessment Survey, 2022)

** Coram Childcare Survey 2023

*** average across three main childcare providers in Jersey

Jersey's ageing population



Jersey's birth rate is currently 1.2 per woman significantly below the 2.1 replacement rate needed to maintain a population

The 2021 census shows we have less people economically active in every age group below 50 than we had in 2011

Less economically active than 2011

More economically active than 2011

Same as 2011

* The colour coding indicates the change in the number of economically active individuals in 2011 vs 2021, highlighting the islands growing, but ageing, population and the resultant pressures on the labour market - with employment growth largely being driven by those over the age of 50.

Age group	2011			2021			Net change %
	Economically active	Age population	Labour participation %	Economically active*	Age population	Labour participation %	
15 - 19	1,703	5,495	31%	1,650	5,175	32%	+1
20 - 24	4,458	5,944	75%	4,350	5,651	77%	+2
25 - 29	6,035	6,705	90%	5,440	5,870	93%	+3
30 - 34	6,512	7,236	90%	6,070	6,588	92%	+2
35 - 39	6,358	7,225	88%	6,780	7,346	92%	+4
40 - 44	7,443	8,363	89%	6,940	7,529	92%	+3
45 - 49	7,438	8,357	89%	6,990	7,595	92%	+3
50 - 54	6,262	7,198	87%	7,550	8,445	89%	+2
55 - 59	4,773	6,042	79%	6,870	8,192	84%	+5
60 - 64	2,995	5,650	53%	4,290	6,707	64%	+11
65 - 69	850	4,048	21%	1,174	4,048	29%	+8
70 - 74	327	3,632	9%	472	3,632	13%	+4
75 - 79	145	2,893	5%	145	2,893	5%	-
80+	39	3,900	1%	78	3,900	2%	+1

How can we incentivise Jersey's 'non-employed'?



Table A1: Economic status for adults aged 16 and over, by age group

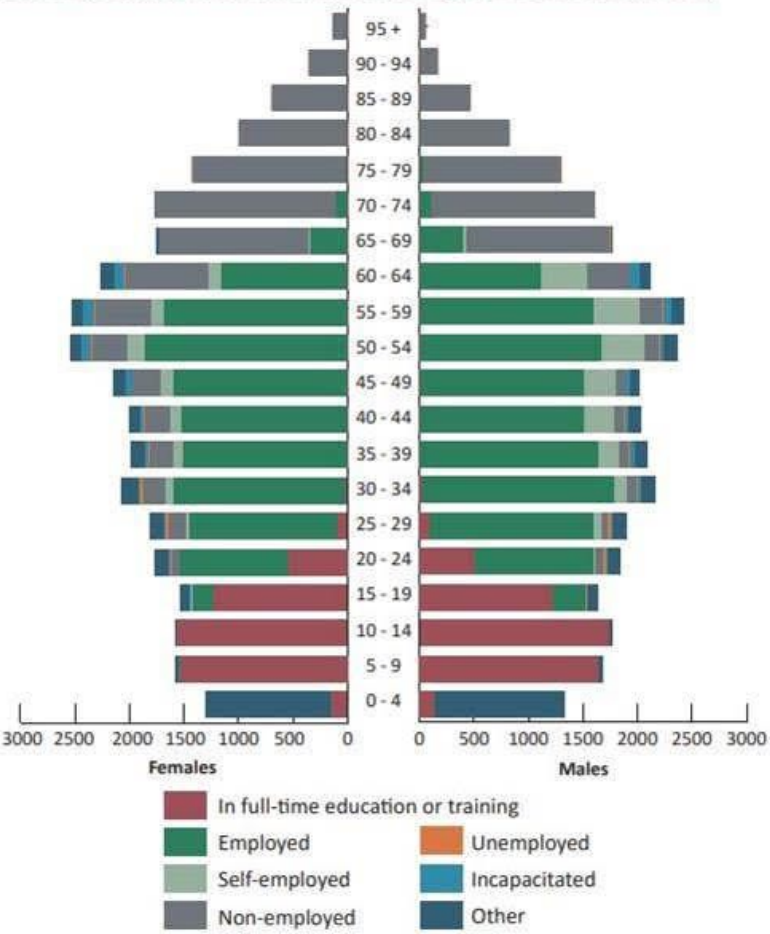
	16-19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60-64	65+	All
Economically active												
Working for an employer full time	650	3,470	4,620	4,970	5,230	5,240	5,080	5,290	4,420	2,370	640	41,970
Working for an employer part time	800	440	360	490	710	780	800	880	1,030	860	830	7,970
Self-employed, employing others	~	20	60	160	300	330	420	530	480	360	360	3,000
Self-employed, not employing others	~	80	180	280	390	460	510	640	700	540	610	4,390
Unemployed, looking for or waiting to take up a job	200	330	220	170	160	140	190	210	250	160	40	2,060
Total active	1,650	4,350	5,440	6,070	6,780	6,940	6,990	7,550	6,870	4,290	2,470	59,400
Economically inactive												
Retired	~	~	~	~	~	~	20	120	350	1,620	15,220	17,340
Looking after the home	~	70	180	310	360	320	280	350	380	280	810	3,340
In full-time education	2,340	1,080	100	20	20	10	~	~	~	~	~	3,600
In part-time education	50	10	~	~	~	~	~	~	~	~	~	90
Unable to work: sickness or disability	30	80	80	100	120	180	220	310	470	450	190	2,220
Unemployed, not looking for a job	50	60	70	70	70	70	90	110	120	70	40	820
Total inactive	2,480	1,310	430	520	570	590	610	890	1,320	2,420	16,260	27,400
Total	4,130	5,650	5,870	6,590	7,350	7,530	7,600	8,450	8,190	6,710	18,740	86,790

Numbers have been independently rounded to the nearest 10. ~ indicates a value less than 10.

The number of 'Non-employed' women in Guernsey increases with age



Figure 8.1.1 Population by economic status and age (at 31st March 2022)



From the age of 25 years onwards we see women exiting the workforce in Guernsey. The number of these non-employed women increases with age and exceeds the number of non-employed men.

Men are more likely to become self-employed as they age, whereas women are more likely to become economically inactive.



What actions should the Channel Islands take now?



Government actions

A strategy to target non-employed talent pools



Review of parental leave and childcare entitlements



Incentives to encourage women back into work



Provide upskilling/reskilling for the most in-demand skills



Pressure on employers to be flexible and report gender pay gaps



Business actions

Collect data, set targets and report for transparency



Broaden recruitment, offer training



Flexibility policies that benefit all



Test organisational culture for inclusivity/bias



Equality should be leadership-led and accountable



Contact us



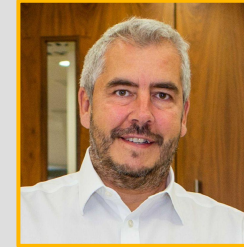
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