

Jersey Labour Market at December 2012

Statistics Unit: www.gov.je/statistics

This report presents information on employment in Jersey at the end of December 2012, bringing together the results of the private sector¹ Manpower Survey and the public sector manpower figures compiled by the States of Jersey.

Summary

The principal features of the Jersey Labour Market in December 2012 were:

- total employment (53,690) was 210 lower than in December 2011, which had recorded the highest level of December employment in Jersey for at least 15 years;
- total in employment in calendar year 2012, overall, was about 200 lower than in 2011 but was about 200 higher than in 2010;
- the **private sector** saw a decrease of 320 staff compared with December 2011, whilst the **public sector** recorded an increase of 110 staff over the same period;
- the net decline in private sector employment comprised a decrease of 640 full-time employees and an increase of 320 part-time employees;
- **full-time employment** in the private sector was at its lowest level for 6 years; in contrast **part-time employment** in the private sector was at its highest level for at least 15 years;
- the number of **vacancies** in the private sector was 350 lower than in December 2011 and was at the lowest level for at least 13 years.

At a **sectoral** level:

- employment in Wholesale and retail was down by 370 compared with December 2011;
- the decline in Wholesale and retail was driven by the **fulfilment** sub-sector which recorded a fall of 260 staff on an annual basis, including 250 staff in the first six months of 2012;
- the Construction sector recorded a fall of 330 employees on an annual basis;
- employment in the **Finance** sector decreased by 280 on an annual basis and was almost 1,000 lower than the peak recorded in 2008;
- the falls in Finance sector employment were driven by the **Banking** sub-sector, which in December 2012 saw employment:
 - down by 280 compared with a year earlier, December 2011;
 - down by more than 1,130 since the peak in December 2007;
 - at its lowest level for at least 15 years;
- in contrast, **Hotels**, **restaurants and bars** and **Education**, **health and other services** both recorded increases of almost 300 staff on an annual basis.

¹ The Manpower Survey is analysed by the Statistics Unit on behalf of the Population Office.

Total Employment

In December 2012, total employment in the private and public sectors (full-time and part-time staff) was 53,690; this total is 210 lower than that recorded a year earlier in December 2011 (when employment was at the highest level recorded for at least 15 years) and 160 higher than in December 2010 (see Appendix Table A1).

The total and private sector headcount in December of each year from 1997 to 2012 is shown in Figure 1. The latest annual fall in total employment was driven by the private sector which recorded a decline of 320 staff. In December 2012 the headcount in the private sector (including States Trading Committees - see Note 2 - and single-person enterprises) was 46,850.

In contrast, the public sector recorded an increase of 110 employees on an annual basis; the public sector headcount in December 2012 was 6,840.

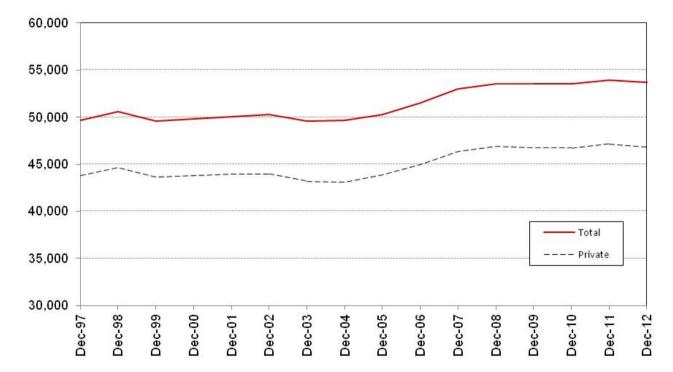


Figure 1 – Total and private sector headcount: December of each year, 1997-2012

As can be seen from Figure 1, total employment in Jersey has been relatively flat during the last four years (from December 2008 to December 2012) compared with the previous periods of decline (in 1999 and 2003) and strong growth (2005 to 2008).

On a six-monthly basis it is apparent from Appendix Table A1 that employment in Jersey exhibits considerable seasonal variation, with recent differences of around 2,500 to 3,000 between the June and December figures. In the last six-month period, from June 2012 to December 2012, total employment in Jersey decreased by more than 2,700.

The underlying behaviour (removing seasonal variations) is shown in Appendix Figure A1 and reinforces the interpretation that total employment in Jersey has been substantially flat during the five-year period 2008 to 2012, inclusive.

The annual percentage changes in total employment during the period 1998-2012 are shown on a six-monthly basis in Figure 2.

6 5 Growth 4 3 2 1 0 -1 Reduction -2 -3 Dec-05 Dec-00 Dec-01 Dec-02 Dec-03 Dec-04 Dec-06 Dec-07 Dec-08 Dec-09 **Dec-98** Dec-99

Figure 2 – Annual percentage changes in total employment; 1998 - 2012

It is apparent from Figure 2 that the four-year period from 2005 to 2008 recorded growth in total employment of between 1% and 3% per annum. The subsequent three-year period from 2008 to 2010 saw an essentially flat level of total employment, whilst 2011 saw small annual growth (on a headcount basis) of around 1%.

The latest figure for total employment, in December 2012, was 0.4% lower than in December 2011. On a calendar year basis, total employment in 2012 was 210 lower than in 2011.

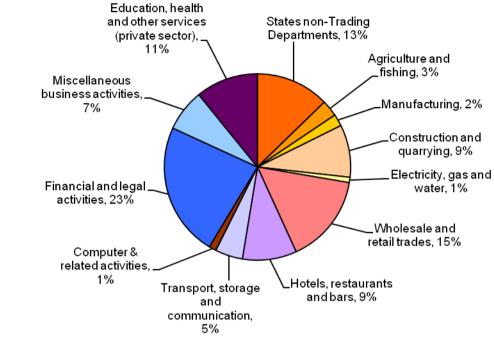
Sectoral Breakdown

In December 2012, on a headcount basis:

- almost a quarter (23%) of all employees were employed in the Finance sector (12,470);
- nearly a sixth (15%) were employed in Wholesale and retail (8,320);
- almost one in ten (9%) were employed in Hotels, restaurants and bars (5,050);
- the public sector (excluding current and former States Trading Committees) accounted for around one in eight (13%) of Jersey's labour force.

Figure 3 – Employment (headcount) by sector, December 2012

Education, health



Private sector

Overall: full-time and part-time employees

In December 2012 the number of people employed in Jersey's private sector was 46,850, made up of 37,110 full-time and 9,740 part-time employees.

The total figure represents a net decrease of 320 employees compared with December 2011, comprising a decrease of 640 full-time and an increase of 320 part-time employees.

In December 2012 the number of full-time staff employed in Jersey's private sector was the lowest December figure for six years, since December 2006. In contrast, the total number of part-time staff employed in the private sector was at the highest level recorded for at least 15 years.

The proportion of private sector employment represented by part-time staff has increased in recent years: during the period from 2000 to 2007 part-time employees represented around a sixth (18%) of the total private sector headcount; this proportion has since increased and in December 2012 part-time employees accounted for more than a fifth (21%) of the total private sector headcount.

Sectoral

The overall net fall in private sector employment over the twelve months to December 2012 was driven by decreases within Wholesale and retail (down by 370 employees on an annual basis), Construction (down by 330) and Finance (down by 280).

The fall recorded by Wholesale and retail was predominantly due to decreased employment in the area of fulfilment which saw a fall of 260 staff on an annual basis, including a fall of 250 in the first six months of 2012. Total employment in the fulfilment industry in December 2012 was 440 employees, a figure less than half of that recorded in December 2009, and representing a reduction of 580 staff over the last three years.

In contrast, the Hotels, restaurants and bars and Education, health and other services sectors each recorded increases of almost 300 staff on an annual basis (up by 290 and 280, respectively). The increase recorded by Hotels, restaurants and bars was predominantly in part-time staff.

The levels of employment since June 2006 in the sub-sectors comprising Jersey's Finance industry are shown in Table 1.

Table 1 - Employment in the Finance sub-sectors: June 2006 to December 2012.

	Banking	Trust & Co. Admin. and Fund Mgt	Legal	Accountancy	Other ²	Total
Jun-06	5,390	2,830	2,300	780	880	12,180
Dec-06	5,810	2,520	2,320	800	920	12,370
Jun-07	5,840	2,670	2,390	830	940	12,660
Dec-07	6,100	2,790	2,500	870	840	13,100
Jun-08	6,060	2,850	2,560	880	870	13,220
Dec-08	6,050	2,880	2,580	980	950	13,430
Jun-09	5,900	2,950	2,490	940	950	13,250
Dec-09	5,600	2,870	2,490	970	960	12,880
Jun-10	5,470	3,320 ³	2,040 ⁶	990	950	12,770
Dec-10	5,310	3,350	2,070	960	980	12,680
Jun-11	5,350	3,410	2,110	970	980	12,820
Dec-11	5,250	3,420	2,130	980	980	12,750
Jun-12	5,120	3,400	2,120	990	970	12,590
Dec-12	4,970	3,380	2,170	1,010	950	12,470

Numbers in Table 1 are rounded independently to the nearest 10.

The total number of employees in the Finance sector in December 2012 (12,470) was 280 lower than a year earlier (December 2011) and 960 lower than the peak recorded in 2008.

The overall decrease in Finance sector employment observed during the last four years has been driven by the Banking sub-sector which has seen total employment fall by more than a thousand (1,130) since late 2007, and by 280 in the last year.

In December 2012, the number of people employed in Banking was the lowest recorded by this sub-sector since at least 1998.

³ The increase apparent in Table 2 for Trust & Co. Admin and Fund management between December 2009 and June 2010 was predominantly due to the reclassification of companies previously in the Legal sub-sector; the latter sub-sector thus recorded a complementary decrease in employment between these two points in time.

The other financial sub-sectors saw small changes in employment on an annual basis (differences of 40 employees or fewer compared with December 2011).

400
200
Dec 05 Jun 06 Dec 06 Jun 07 Dec-07 Jun-08 Dec-08 Jun-09 Dec-09 Jun-10 Dec-10 Jun-11 Dec-11 Jun-12 Dec-12
-200
-400

Figure 4 – Six-month changes in Finance sector employment: 2005-2012

Number of employers

Across all sectors, there were 6,930 active undertakings in Jersey in December 2012, an increase of 280 compared with December 2011, and representing the highest total for at least 15 years. This latest increase in the number of undertakings was driven largely by a rise in the number of single-person businesses (up by 180 since December 2011).

Single-person businesses

Some 3,370 single-person undertakings were active in December 2012, representing an increase of 180 such businesses on an annual basis and of 100 in the last six months of 2012.

The number of one-person businesses has increased by almost 2,000 in the last ten years (see Appendix Figure A2).

The largest annual increases in the number of single-person undertakings were in: Miscellaneous business activities (essentially businesses servicing other business) up by 70 compared with December 2011; and Wholesale and retail, up by 40.

Residential qualifications

Of the 53,690 people employed in Jersey in December 2012:

- 87% were locally qualified⁴;
- 3% were j-category;
- 9% were not locally qualified.

In December 2012, the number of locally qualified staff in the private sector was 40,800, an increase of 310 compared with December 2011 (see Figure 5), and representing the highest number of locally qualified staff in December for at least ten years.

In contrast, the number of non-locally qualified staff employed in the private sector declined on an annual basis for the fourth consecutive year. In December 2012, the number of non-locally qualified staff was 680 lower than twelve months earlier, and was the lowest December figure for such staff for at least ten years (see Appendix Figure A3).

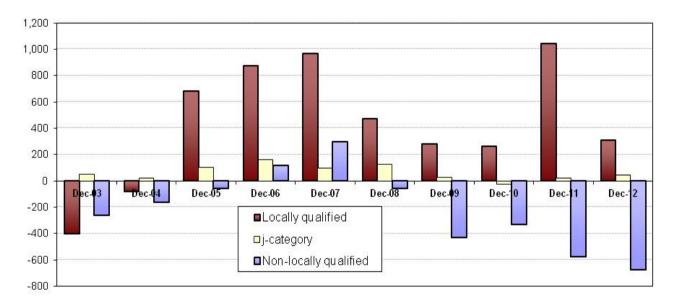


Figure 5 - Annual change in private sector employment by residential qualification

It should be pointed out that such changes in the numbers of locally qualified and non-locally qualified staff will include the effect of non-locally qualified staff becoming locally qualified through completing five years continuous residency in Jersey. The 2011 Jersey Census indicated that in recent years the number of such staff changing qualification status was around 900 per year.

Figure 6 shows the number of j-category employees engaged in the private sector during the past ten years, from December 2002 to December 2012.

In December 2012, there were 1,190 j-category employees working in the private sector, an increase of 50 compared with a year earlier (December 2011) and the highest number of such employees recorded to date.

The number of j-category employees in the private sector in December 2012 was more than double that recorded ten years earlier, in December 2002.

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⁴ As defined by the Regulation of Undertakings and Development (Jersey) Law, 1973 as amended.

1,600
1,400
1,200
1,000
800
600
400
200
Dec-02 Dec-03 Dec-04 Dec-05 Dec-06 Dec-07 Dec-08 Dec-09 Dec-10 Dec-11 Dec-12

Figure 6 – Private sector j-category employees, 2002-2012

There were 590 j-category employees in the public sector in December 2012, representing an increase of 50 such employees in this sector since December 2011.

As can be seen from Figure 7, the highest proportions of non-locally qualified staff (i.e. excluding j-category employees) were in Hotels, restaurants & bars (36%) and Agriculture (20%). In contrast, the Manufacturing and Construction sectors had the lowest proportion (4%) of non-locally qualified staff.

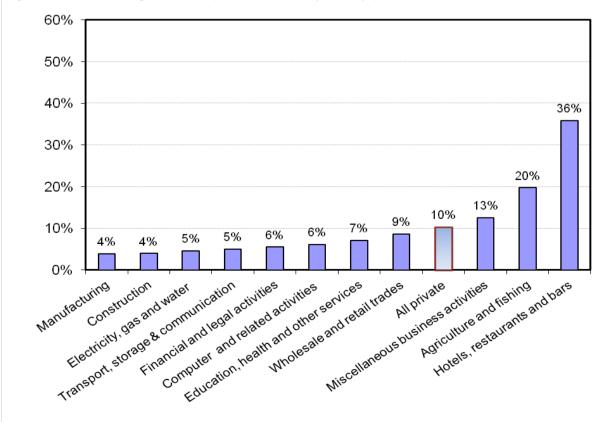


Figure 7 – Percentage of non-qualified employees by private sector, December 2012

Employment by nationality

Utilising data from the Social Security Department (SSD) it is possible to gather an insight into the make up of Jersey's workforce by nationality⁵. However, in interpreting these data it is important to understand some key points:

- the nationality data compiled by SSD is based on contributions paid on behalf of contributors (employees only, excluding the self-employed);
- o the number of contributions from unique contributors will differ from the number employed primarily because the Social Security data refer to contributions paid *over the entire month,* whilst the employment data is a point in time estimate at either 30 June or 31 December each year. As a result of this timing difference it is not possible to undertake a direct comparison of social security contributions and numbers in employment⁶;
- nationality recorded by SSD is self-reported and historically has not been a key variable for social security purposes. As a result it is not currently possible to separate Jersey and United Kingdom nationals. These two groups are the largest two nationalities working in Jersey.

Bearing in mind these caveats, during December 2012:

- around 71% of contributors were from Jersey/UK nationals;
- the number of unique contributors which were paid from (or on behalf of) nationals from A8 countries⁷ (2,720) was 440 lower than in December 2011;
- the reduction in contributions for/by A8 nationals was driven by a reduction in those made for/by Polish nationals (down 390);
- the number of unique contributions for/by Portuguese nationals was 5,620, a decrease of 180 on an annual basis.

For the reasons given above, the actual numbers of people in work at a given point in time will be lower than the figures based on the number of unique contributors.

Unemployment

On a seasonally adjusted basis, the number of people registered as actively seeking work (ASW) in Jersey increased by 110 during the last six months of 2012 (from June to December 2012) and by 300 on an annual basis, compared with December 2011.

In December 2012, the non-seasonally adjusted ASW total was 1,840.

Figure 8 shows the total number of people registered as ASW at the end of each month from January 2009 to December 2012, and also the latest figures recorded for January and February of 2013⁸. The most recent records show that in February 2013 the total number of people registered as actively seeking work, on a seasonally adjusted basis, was 60 lower than a month earlier, in January 2013 and at the same level as the average for the preceding three-month period.

⁵ Under the Social Security (Jersey) Law 1974 one of the pieces of information held against everyone's unique registration number is their nationality.

⁶ Both sources count people with more than one job (with different undertakings) as multiples.

⁷ The eight countries which joined ("gained accession to") the European Union in May 2004 were: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

See Registered Unemployment – February 2013; States of Jersey Statistics Unit, published 27th March 2013.

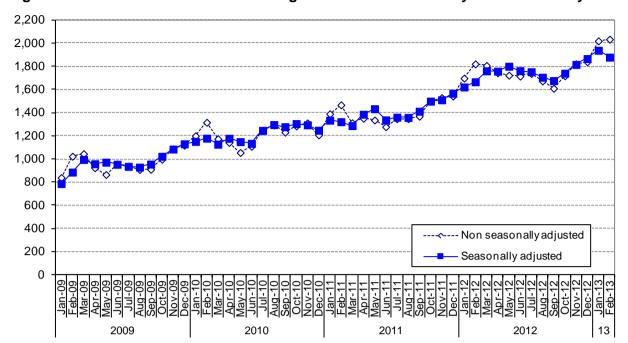


Figure 8 - Total number of individuals registered as ASW: January 2009 - February 2013

In interpreting these unemployment figures, it should be noted that there is no legal requirement for all unemployed residents in Jersey to register as actively seeking work with the Social Security Department. Therefore, the number of people registered as unemployed should be regarded as an indicator rather than a measure of the actual level of unemployment in the Island.

The internationally comparable unemployment rate (as defined by the International Labour Organisation, ILO) is measured for Jersey through the Annual Social Survey or the Census. The ILO unemployment rate (see Note 4) on 27 March 2011, measured by the 2011 Census, was 4.7%; this rate corresponds to 2.570 people being unemployed at that point in time.

Vacancies

The total number of vacancies (full- and part-time) in the private sector in December 2012 was 1,630, a reduction of 350 on the number recorded in December 2011.

The total number of vacancies in the private sector in December 2012 comprised 1,340 full-time and 290 part-time vacancies. The numbers of both full-time and part-time vacancies were the lowest for at least 13 years.

Notes

- 1. The Manpower Survey is a <u>census</u> of almost 7,000 undertakings, which employ a total of almost 47,000 staff (December 2012) including nearly 10,000 part-time staff (who may have more than one job). Prior to December 2001, the Survey was conducted quarterly; from June 2002 the survey has taken place at six-monthly intervals.
- 2. The "private sector" includes States Trading Committees (former and current), the Jersey Financial Services Commission, the Family Nursing and Home Care Service and the Jersey Competition Regulatory Authority. These bodies, which are subject to the Regulation of Undertakings and Development Law, accounted for a total of 1,280 staff at December 2012.
- 3. The definition of "locally qualified" as applied under the *Regulation of Undertakings and Development (Jersey) Law, 1973 as amended* includes all persons in the following categories:
 - i) residentially qualified persons falling within any of the Housing Regulations, excluding Regulation (I) and Regulation (m);
 - ii) persons resident for the whole of the past consecutive 5 years;
 - iii) the spouses of (i) or (ii) above;
 - iv) the children under 18 years (or if students under 25 years) of those in (i), (ii) or (iii) above.

The analysis in this report further divides the locally qualified between j-category and the remainder.

The residential status of staff in the private sector was recorded for the first time by the December 2001 Manpower Survey. Each undertaking reported the numbers of locally qualified and non-locally qualified employees; full-time employees with j-category housing qualifications were recorded separately from other locally qualified staff.

- 4. The International Labour Organisation (ILO) definition of unemployment includes all adults (aged 16 and over) who are not working but are looking for or waiting to take up a job.
- 5. The historic numbers for the private sector presented in the appendices show some minor differences from those presented in previous Manpower Survey reports; these arise from revisions to staffing levels reported by a small number of undertakings.
- 6. The public sector employment figures from December 2007 onwards have been determined using the Human Resources Information System. (HRIS). The resulting headcount figure from HRIS counts employees working in more than one post within the States of Jersey only once; previously such employees were counted as multiples. Headcount figures for the public sector prior to December 2007 (shown in Table 1) have not been revised on this basis and as such represent upper bounds in terms of the HRIS reporting methodology.
- 7. Further information about the Manpower Survey is available from the States of Jersey Statistics Unit, telephone 440425, and about the States of Jersey Manpower Report from the Treasury and Human Resources Department. Enquiries about the Regulation of Undertakings and Development Law should be addressed to the Population Office, telephone 448930.

Statistics Unit

27th March 2013

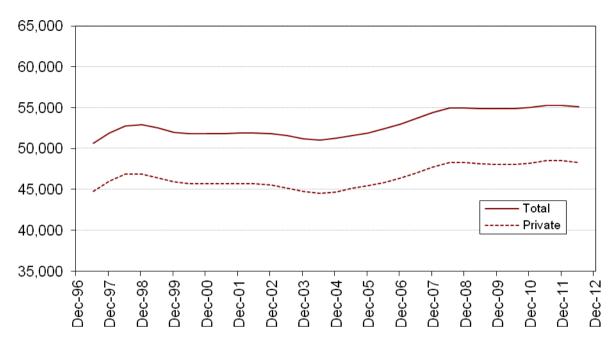
Table A1 - Employment (headcount) in the private and public sectors.

		<u>Private</u>	<u>Public</u>	<u>Total</u>				
4000	Jun	49,480	5,970	55,450				
1998	Dec	44,640	5,970	50,610				
4000	Jun	48,770	6,170	54,940				
1999	Dec	43,610	6,010	49,620				
	Jun	47,760	6,110	53,870				
2000	Dec	43,810	5,990	49,810				
0004	Jun	47,560	6,200	53,760				
2001	Dec	43,960	6,120	50,090				
0000	Jun	47,390	6,250	53,640				
2002	Dec	43,960	6,310	50,270				
0000	Jun	46,790	6,440	53,230				
2003	Dec	43,210	6,410	49,620				
0004	Jun	45,830	6,590	52,420				
2004	Dec	43,130	6,510	49,640				
0005	Jun	46,760	6,530	53,280				
2005	Dec	43,850	6,430	50,280				
0000	Jun	47,380	6,540	53,910				
2006	Dec	45,000	6,560	51,570				
0007	Jun	48,380	6,730	55,110				
2007	Dec	46,360	6,630	52,980				
2000	Jun	49,880	6,730	56,610				
2008	Dec	46,910	6,650	53,560				
2000	Jun	49,440	6,750	56,190				
2009	Dec	46,780	6,790	53,570				
2040	Jun	49,310	6,840	56,150				
2010	Dec	46,750	6,780	53,530				
2044	Jun	50,170	6,740	56,910				
2011	Dec	47,170	6,730	53,900				
2040	Jun	49,630	6,770	56,400				
2012	Dec	46,850	6,840	53,690				

Numbers are rounded independently to the nearest 10.

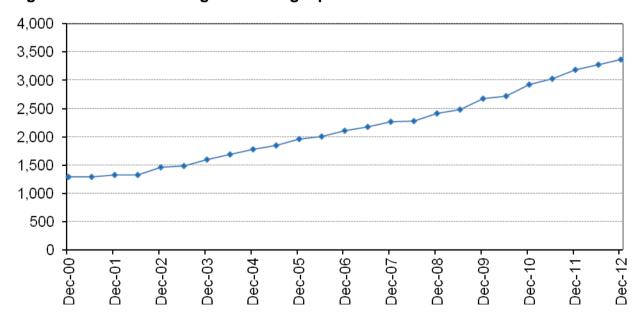
The headcount figures for the public sector do not include interim employees.

Figure A1 - Total and private sector headcount (weighted 12-month moving averages)



In Figure A1 short-term variations (largely due to seasonal factors) have been removed by calculating a weighted three-point (12-month) moving average; entries for December 1996 and December 2012, therefore, do not appear in this plot.

Figure A2 - Number of registered single-person businesses: Dec 2000 to Dec 2012



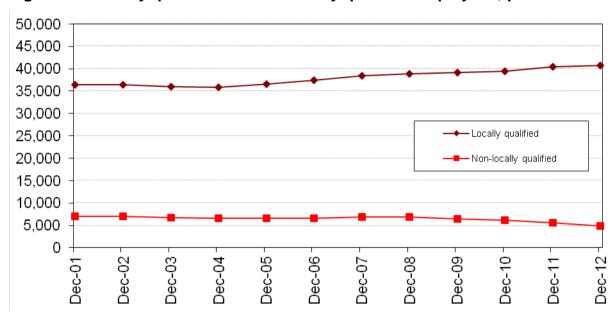


Figure A3 -Locally qualified and non-locally qualified employees; private sector

Appendix 1- Staff numbers

(all businesses, including one-person businesses)

	Jun-01	Dec-01	Jun-02	Dec-02	Jun-03	Dec-03	Jun-04	Dec-04	Jun-05	Dec-05	Jun-06	Dec-06	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12	Dec-12
Full-time staff																								
Agriculture and Fishing	2,000	1,390	1,930	1,470	1,880	1,440	1,780	1,330	1,980	1,300	1,930	1,360	2,030	1,380	1,650	1,360	1,980	1,340	1,900	1,300	1,570	1,280	1,600	1,300
Manufacturing	1,800	1,780	1,860	1,770	1,740	1,610	1,600	1,430	1,440	1,400	1,340	1,300	1,280	1,230	1,310	1,150	1,140	1,100	1,120	1,140	1,010	990	960	910
Construction and Quarrying	4,570	4,570	4,670	4,550	4,430	4,210	4,350	4,340	4,670	4,650	4,970	4,840	4,940	4,850	4,980	4,950	4,950	4,940	5,110	4,950	5,070	4,870	4,710	4,490
Electricity, Gas and Water	590	580	560	540	530	500	490	490	480	480	490	490	480	490	480	490	500	480	470	480	470	470	460	470
Wholesale and Retail Trades	6,440	6,270	6,330	6,220	6,330	6,300	6,310	6,530	6,520	6,610	6,550	6,700	6,540	6,810	6,620	6,580	6,380	6,520	6,420	6,640	6,670	6,410	6,190	6,070
Hotels, Restaurants & Bars	5,740	3,530	5,540	3,590	5,430	3,580	5,230	3,400	5,100	3,450	5,220	3,480	5,190	3,690	5,120	3,540	4,750	3,530	4,790	3,520	4,930	3,650	4,860	3,670
Transport, Storage & Communication	2,530	2,350	2,540	2,320	2,480	2,280	2,450	2,290	2,460	2,250	2,400	2,310	2,440	2,370	2,460	2,350	2,430	2,340	2,340	2,270	2,270	2,200	2,270	2,200
Computer and related activities	350	350	370	360	360	370	370	360	380	400	420	390	420	440	450	450	450	450	440	460	490	500	550	560
Financial and Legal Activities	10,730	10,950	11,040	11,060	10,790	10,560	10,510	10,490	10,640	10,620	10,870	11,240	11,500	11,910	12,050	12,250	12,070	11,760	11,680	11,590	11,670	11,690	11,540	11,500
Miscellaneous Business Activities	1,500	1,410	1,530	1,490	1,540	1,500	1,560	1,470	1,570	1,500	1,630	1,610	1,730	1,730	1,940	1,880	1,950	1,970	2,070	1,970	2,120	2,150	2,210	2,240
Education, Health and Other Services	2,860	2,710	2,890	2,830	2,990	2,950	3,060	2,940	3,050	2,980	3,110	3,140	3,310	3,260	3,450	3,390	3,490	3,480	3,550	3,440	3,610	3,540	3,810	3,700
Total full-time staff	39,110	35,890	39,260	36,200	38,500	35,290	37,710	35,080	38,300	35,630	38,920	36,860	39,870	38,140	40,500	38,400	40,090	37,910	39,900	37,780	39,870	37,750	39,160	37,110
PartI-time staff	047	40-	0.45	4/5	055	405	205	476	105	105	0.15	470	04-7	40-	105	405	005	105	0.45	005	105	045		
Agriculture and Fishing	210	190	240	160	250	180	220	170	180	180	240	170	210	180	680	180	230	180	340	230	630	210	630	230
Manufacturing	490	470	440	390	380	340	340	310	340	280	280	270	300	280	360	220	220	180	220	180	150	150	170	200
Construction and Quarrying	280	290	280	310	280	300	340	310	280	290	280	280	280	280	310	300	300	320	340	350	350	350	400	400
Electricity, Gas and Water	20	20	20	20	10	10	10	20	20	10	10	40	40	30	30	40	40	40	30	40	40	30	30	30
Wholesale and Retail Trades	1,640	1,700	1,640	1,650	1,720	1,790	1,750	1,980	1,890	2,030	1,880	1,980	1,900	1,790	2,070	1,830	2,080	2,200	2,120	2,050	2,290	2,280	2,230	2,250
Hotels, Restaurants & Bars	1,010	910	1,020	790	960	810	930	810	1,040	880	970	950	1,070	900	990	1,060	1,310	980	1,250	1,030	1,390	1,110	1,470	1,390
Transport, Storage & Communication	330	290	280	240	240	230	240	230	260	240	290	250	310	310	370	320	350	350	420	380	510	420	530	380
Computer and related activities	90	80	80	80	90	80	80	100	90	90	80	80	80	90	90	80	100	90	100	80	110	110	100	110
Financial and Legal Activities	1,390	1,350	1,320	1,300	1,360	1,290	1,240	1,240	1,230	1,220	1,310	1,120	1,160	1,190	1,180	1,180	1,170	1,120	1,100	1,080	1,150	1,070	1,060	970
Miscellaneous Business Activities	1,340	1,200	1,260	1,310	1,370	1,330	1,330	1,310	1,420	1,390	1,430	1,410	1,460	1,480	1,560	1,560	1,620	1,620	1,600	1,610	1,640	1,700	1,740	1,680
Education, Health and Other Services	1,660	1,570	1,560	1,520	1,620	1,570	1,650	1,580	1,710	1,610	1,690	1,610	1,720	1,690	1,750	1,740	1,940	1,800	1,910	1,950	2,040	2,000	2,120	2,120
Total part-time staff	8,450	8,070	8,140	7,770	8,290	7,920	8,120	8,050	8,460	8,210	8,460	8,150	8,510	8,220	9,380	8,510	9,350	8,870	9,420	8,970	10,300	9,420	10,470	9,740
All staff	1																							
Agriculture and Fishing	2,210	1.590	2,170	1.640	2,130	1,610	2,000	1,500	2,170	1,480	2,180	1.530	2,230	1,560	2,330	1,540	2,210	1,520	2,240	1,530	2,200	1,500	2,230	1,530
Manufacturing	2,290	2,250	2,300	2,150	2,120	1,950	1,950	1,750	1,780	1,680	1,610	1,570	1,580	1,510	1,670	1,370	1,360	1,280	1,350	1,320	1,150	1,140	1,130	1,110
Construction and Quarrying	4.850	4.860	4.950	4.860	4.710	4.510	4,690	4.650	4.950	4,930	5,250	5.110	5,220	5.130	5,290	5.250	5.240	5.270	5,450	5.300	5,420	5,220	5,110	4.890
Electricity, Gas and Water	610	600	580	560	540	510	500	510	500	500	500	530	510	520	510	530	530	510	510	520	510	510	500	500
Wholesale and Retail Trades	8.080	7.980	7.970	7,870	8.050	8.090	8,050	8.510	8.400	8,640	8,420	8.680	8.440	8,600	8.690	8.410	8,460	8,720	8,540	8,690	8.970	8.690	8,430	8,320
Hotels, Restaurants & Bars	6,740	4.440	6.560	4.380	6.390	4.390	6.160	4,210	6.140	4,330	6.190	4.430	6,260	4,590	6.110	4.600	6.060	4.510	6.040	4.550	6.320	4.760	6,330	5.050
Transport, Storage & Communication	2.860	2.640	2,820	2,560	2,720	2,510	2,690	2,520	2,710	2,490	2,690	2,560	2,760	2,680	2,830	2,670	2,790	2.690	2,770	2,650	2.780	2,620	2,790	2,580
Computer and related activities	440	430	440	440	460	450	450	460	480	490	500	480	500	520	540	540	550	540	540	550	600	610	660	670
Financial and Legal Activities	12.120	12,310	12,360	12.360	12,160	11,850	11,750	11,730	11,860	11,850	12.180	12,370	12,660	13.100	13,220	13,430	13,250	12,880	12.770	12,680	12,820	12,750	12,590	12,470
Miscellaneous Business Activities	2,840	2,610	2,790	2,790	2,910		2,890	2,780	2,990	2,880	,	3,010	3,190	3,220	3,490	3,440	3,570	3,590		3,580	3,760	3,850	3,940	3,920
						2,830					3,050								3,660					
Education, Health and Other Services	4,520	4,280	4,450	4,350	4,610	4,520	4,700	4,520	4,770	4,590	4,800	4,750	5,030	4,940	5,200	5,130	5,420	5,270	5,450	5,390	5,650	5,540	5,920	5,820
Total staff	47,560	43,960	47,390	43,960	46,790	43,210	45,830	43,130	46,760	43,850	47,380	45,000	48,380	46,360	49,880	46,910	49,440	46,780	49,310	46,750	50,170	47,170	49,630	46,850

Note: Staff numbers and vacancies in the Appendices have been rounded independently to the nearest 10. Hence, components may not add to group totals.

Appendix 2-Vacancies

(all businesses, including one-person businesses)

	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12	Dec-12	-	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12	Dec-12
Full-time staff													-										
Agriculture and Fishing	40	60	60	40	30	40	50	40	40	70	40	20	-	4	3	2	3	3	3	3	5	3	2
Manufacturing	70	100	70	50	60	120	120	120	120	120	110	30		5	4	5	11	11	11	12	12	11	3
Construction and Quarrying	310	330	270	230	220	250	240	240	220	200	170	180		5	5	4	5	5	5	4	4	4	4
Electricity, Gas and Water	20	20	20	10	10	20	10	10	20	10	10	20		4	2	2	4	2	2	4	2	2	4
Wholesale and Retail Trades	370	370	370	330	350	320	360	330	340	270	230	220		6	5	5	5	6	5	5	4	4	4
Hotels, Restaurants & Bars	260	270	260	230	200	210	210	200	260	180	160	180		5	6	4	6	4	6	5	5	3	5
Transport, Storage & Communication	100	80	80	60	50	40	50	60	50	50	60	40		3	3	2	2	2	3	2	2	3	2
Computer and related activities	40	30	30	40	30	20	30	20	30	30	20	20		7	9	7	4	7	4	6	6	4	4
Financial and Legal Activities	810	820	720	490	380	370	440	460	490	420	500	400		6	4	3	3	4	4	4	4	4	3
Miscellaneous Business Activities	130	120	160	110	120	130	110	120	110	110	120	110		8	6	6	7	5	6	5	5	5	5
Education, Health and Other Services	150	170	170	150	150	160	120	110	130	140	130	120	_	5	4	4	5	3	3	4	4	3	3
Total full-time staff	2,290	2,380	2,210	1,730	1,590	1,670	1,730	1,700	1,800	1,580	1,540	1,340		5	5	4	4	4	4	5	4	4	4
Part-time staff													_										
Agriculture and Fishing	+	10	10	+	10	+	10	50	10	10	10	10		1	+	4	+	3	22	2	5	2	4
Manufacturing	10	30	20	+	10	10	10	10	10	10	10	10		6	-	5	6	5	6	7	7	6	5
Construction and Quarrying	10	20	10	10	20	20	10	10	10	10	10	10		3	3	7	6	3	3	3	3	3	3
Electricity, Gas and Water	+	+	10	+	+	+	+	+	+	+	+	+		33	+	+	+	+	+	+	+	+	+
Wholesale and Retail Trades	100	80	80	80	80	80	80	50	100	90	70	60		4	4	4	4	4	2	4	4	3	3
Hotels, Restaurants & Bars	50	120	140	100	60	80	110	60	160	80	90	60		14	9	5	8	9	6	12	7	6	4
Transport, Storage & Communication	10	20	20	10	10	10	10	10	10	10	10	20		5	3	3	3	2	3	2	2	2	5
Computer and related activities	+	+	+	10	10	10	+	+	+	10	10	+		+	13	10	11	+	+	+	9	10	+
Financial and Legal Activities	30	30	30	20	20	20	20	20	10	20	20	20		3	2	2	2	2	2	1	2	2	2
Miscellaneous Business Activities	90	70	60	70	50	40	40	30	60	60	90	40		4	4	3	2	3	2	4	4	5	2
Education, Health and Other Services	90	110	110	110	90	70	80	80	70	110	90	70	-	6	6	5	4	4	4	3	6	4	3
Total part-time staff	400	480	480	410	360	350	370	320	430	400	390	290		5	5	4	4	4	4	4	4	4	3
All staff													-										
Agriculture and Fishing	40	70	60	40	40	50	60	90	50	80	40	30	-	3	3	2	3	3	6	2	5	2	2
Manufacturing	80	130	80	50	70	130	130	130	130	130	110	40		5	4	5	10	10	10	11	11	10	4
Construction and Quarrying	320	350	280	250	240	260	250	240	230	210	180	190		5	5	5	5	5	5	4	4	4	Δ
Electricity, Gas and Water	20	20	20	10	10	20	10	10	20	10	10	20		4	2	2	4	2	2	4	2	2	4
Wholesale and Retail Trades	470	450	440	410	420	400	430	380	430	360	300	280		5	5	5	5	5	4	5	4	4	3
Hotels, Restaurants & Bars	300	390	400	330	260	290	310	260	420	250	250	240		7	7	4	6	5	6	7	5	4	5
Transport, Storage & Communication	110	100	100	70	60	60	60	70	50	60	70	60		4	3	2	2	2	3	2	2	3	2
Computer and related activities	50	40	40	50	40	30	30	30	30	30	30	20		7	9	7	6	6	6	5	5	5	3
Financial and Legal Activities	840	850	760	500	400	390	460	470	500	440	520	420		6	4	3	3	4	4	4	3	4	3
Miscellaneous Business Activities	210	190	230	180	180	170	150	160	160	170	210	150		7	5	5	5	4	4	4	4	5	4
Education, Health and Other Services	250	280	280	260	240	230	210	190	200	250	220	200		5	5	4	4	4	4	4	5	4	3
Total staff	2,690	2,860	2,690	2,140	1,950	2,020	2,100	2,020	2,230	1,980	1,940	1,630	-	5	5	4	4	4	4	4	4	4	3
													•										

Vacancies as percentage of employment

Appendix 3 - Residential Qualifications (see Note 4 for definitions)

(all businesses, including one-person businesses)

Agroupur and Printing 980 0 937 1300 1092 0 538 1300 1092 0 538 1539 973 10 310 1280 1110 0 990 1500 1000 1 0 20 138 White starting from the printing starting start			De	c-10			Ju	ın-11			Dec	:-11			Ju	n-12		Dec-12				
Agroupur and Printing 980 0 937 1300 1092 0 538 1300 1092 0 538 1539 973 10 310 1280 1110 0 990 1500 1000 1 0 20 138 White starting from the printing starting start		,	-	,	Total		-	,	Total	,		,	Total	,		,	Total	,		,	Total	
Manufacturing 498 20 110 1110 50 20 20 70 1010 50 900 10 50 900 850 10 40 97 10 50 60 00 10 50 900 850 10 40 97 10 50 900 850 10 40 97 10	Full-time staff		<u> </u>				U J				<u> </u>				<u> </u>							
Construction and Constructing and Constructing and Constructing and Construction and Constructing and Construction and Constr	Agriculture and Fishing	930	0	370	1,300	1,030	0	530	1,570	970	10	310	1,280	1,110	0	490	1,600	1,010	0	290	1,300	
Electrics Case and Values	Manufacturing	980	20	140	1,140	920	20	70	1,010	920	10	60	990	900	10	50	960	860	10	40	910	
Webstake and Feleli Trades Message & Gomen, and Feleli Trades Message & Communication 1 200 59 140 220 230 0 30 230 30 150 31.590 3.65 240 0 0 2.58 640 0 2.58 640 0 2.58 640 0 2.58 640 0 30 1.58 3.68 2.49 3.68 2.49 3.68 2.4	Construction and Quarrying	4,520	50	390	4,950	4,670	40	350	5,070	4,520	40	310	4,870	4,440	40	230	4,710	4,270	30	190	4,490	
Helsels, Reductauries & Burs	Electricity, Gas and Water	450	0	30	480	440	10	30	470	440	10	30	470	440	10	20	460	440	10	20	470	
Transpart Engage & Communication 2,000 50 120 2,270 2,909 50 120 2,270 2,230 60 110 2,200 2,100 60 110 2,270 2,700 70 130 2,270 2,000 10 0 10 0 10 0 40 40 33 10 50 50 400 43 20 60 50 55 55 60 3 30 40 55 61 61 61 10 10 10 10 40 440 33 10 50 50 40 40 43 20 60 50 55 55 60 3 30 40 55 61 61 61 10 10 10 10 10 10 10 10 10 10 10 10 10	Wholesale and Retail Trades	5,650	50	940	6,640	5,750	60	870	6,670	5,650	60	700	6,410	5,490	60	650	6,190	5,420	60	600	6,070	
Computer and rickede activalities 410 10 40 40 430 10 50 490 430 20 50 500 500 490 30 40 50 500 490 500 490 500 490 500 490 500 490 500 490 500 500 490 500 500 490 500 500 490 500 500 490 500 500 490 500	Hotels, Restaurants & Bars	2,020	30	1,470	3,520	2,300	30	2,610	4,930	2,030	30	1,590	3,650	2,490	30	2,350	4,860	2,280	30	1,370	3,670	
Financial Logal Activities 9,870 720 1,10	Transport, Storage & Communication	2,100	50	120	2,270	2,090	50	120	2,270	2,030	60	110	2,200	2,100	60	110	2,270	2,010	70	130	2,200	
Miscolamous Rischiess Activities 1,810 50 110 1,970 1,930 40 140 2,120 1,960 60 130 2,150 2,000 70 110 2,710 2,050 80 100 2,24 1,540	Computer and related activities	410	10	40	460	430	10	50	490	430	20	60	500	480	20	50	550	490	30	40	560	
Education, Health and Other Services 2,440 140 360 3,440 3,650 120 440 3,610 3,070 120 350 3,540 3,270 140 400 3,810 3,220 150 330 3,770 Total full-fill-files staff 31,480 1,120 4,980 37,780 32,570 1,150 6,150 9,9870 32,100 1,140 4,510 37,750 32,790 1,180 5,200 39,160 32,130 1,190 3,790 37,170 3,770	Financial and Legal Activities	9,870	720	1,000	11,590	9,960	750	960	11,670	10,070	740	870	11,690	10,040	750	750	11,540	10,090	730	680	11,500	
Trotal full-time staff 31.880 1,120 4,980 37,780 32,570 1,150 6,150 39,870 32,100 1,140 4,510 37,750 32,790 1,180 5,200 39,160 32,130 1,190 3,790 37,11 Part-time staff Agriculture and Fishing 200 30 30 220 240 390 630 200 10 210 240 390 630 220 10 220 10 220 200 10 200 200 200 2	Miscellaneous Business Activities	1,810	50	110	1,970	1,930	60	140	2,120	1,960	60	130	2,150	2,020	70	110	2,210	2,050	80	100	2,240	
Part-lime staff Agriculture and Fishing 200 30 230 240 390 630 200 10 210 210 240 390 630 220 10 220 Manufacturing 150 30 180 150 0 150 150 0 150 160 0 170 200 0 20 Construction and Countyring 330 10 350 350 10 350 340 0 350 400 0 0 400 390 10 240 Electricity, Gas and Water 30 0 40 30 0 40 30 0 0 40 30 0 0 30 30 0 30 30 0 30 30 0 30 30 0 30 3	Education, Health and Other Services	2,940	140	360	3,440	3,050	120	440	3,610	3,070	120	350	3,540	3,270	140	400	3,810	3,220	150	330	3,700	
Agriculture and Fishing	Total full-time staff	31,680	1,120	4,980	37,780	32,570	1,150	6,150	39,870	32,100	1,140	4,510	37,750	32,790	1,180	5,200	39,160	32,130	1,190	3,790	37,110	
Agriculture and Fishing	Doubling shelf																					
Monufacturing 150 30 180 150 0 150 150 150 0 150 150 0 150 160 0 170 200 0 20 20 20 20 20 20 20 20 20 20 20		200		20	220	240		200	/20	200		10	210	240		200	/20	220		10	220	
Construction and Quarrying 330 10 350 350 350 10 350 340 0 350 400 0 400 390 110 46 Electricity, Gas and Water 30 0 40 30 0 40 30 0 30 30 0 30 30 0 30 30 0 30 30 0 30 3	3																					
Electricly, Gas and Water 30 0 40 30 0 40 30 0 0 30 30 0 30 30 0 30 30 0 30 30 0 30 3	•											_										
Wholessie and Retail Trades 1,900 160 2,050 2,140 150 2,290 2,140 140 2,280 2,990 150 2,230 2,120 130 2,256 161ets, Restaurants & Bars 1,900 160 3,000 10,300 900 149 1,390 770 340 1,110 990 480 1,470 940 450 1,380 1,380 1,390 10 380 500 10 510 420 10 420 500 30 530 370 10 330 1,000 10 300 1,390 10 380 500 10 510 420 10 420 500 30 530 370 10 330 1,000 10 300 1,000 110 10 10 10 10 10 10 10 10 10 10 10	, ,											_									30	
Hotels, Restaurants & Bars 650 370 1,030 900 490 1,390 770 340 1,110 990 480 1,470 940 450 1,33 170 170 10 370 1 380 500 10 510 420 10 420 500 30 550 370 110 3 370 11	•											_										
Transport, Storage & Communication 370 0 380 500 110 510 420 110 420 500 30 530 370 110 380 500 500 500 500 500 500 500 500 500 5																						
Computer and related activities 80 0 90 110 0 0 110 110 0 0 110 100 0 100 110 100 0 10 1																						
Financial and Legal Activities 1,060 20 1,080 1,130 20 1,150 1,050 20 1,070 1,050 10 1,060 960 10 960 10 960 Miscellaneous Business Activities 1,180 430 1,610 1,220 420 1,640 1,290 410 1,700 1,350 390 1,740 1,290 390 1,66 Education, Health and Other Services 1,880 80 1,950 1,950 90 2,040 1,900 100 2,000 2,000 100 2,000 100 2,120 2,040 80 2,12 Total part-time staff 7,840 1,140 8,970 8,710 1,660 10,300 8,390 1,030 9,420 8,940 1,540 10,470 8,670 1,080 9,74 All staff Agriculture and Fishing 1,130 0 400 1,530 1,270 0 920 2,200 1,170 10 320 1,500 1,360 0 870 2,230 1,230 0 300 1,550 Manufacturing 1,130 20 180 1,320 1,070 20 70 1,150 1,070 10 60 1,140 1,060 10 50 1,130 1,060 10 40 1,11 Construction and Quarrying 4,850 50 400 5,300 5,000 400 360 5,420 4,870 40 310 5,220 4,840 40 230 5,110 4,660 30 190 4,88 Electricity, Gas and Water 480 0 40 5,20 480 10 30 510 470 10 30 510 470 10 20 500 470 10 20 560 470 10 20 560 1,090 8,690 7,890 60 1,020 8,970 7,790 60 840 8,690 7,580 60 790 8,430 7,540 60 720 8,500 Miscellaneous Business Activities 490 10 40 550 530 1,500 12,0 2,650 2,590 5 50 3,580 3,150 60 560 3,760 3,250 60 540 3,250 60 540 3,390 3,300 1,270 3,390 3,300 40 63 60 60 60 60 3,360 3,300	. •			-																		
Miscellaneous Business Activities 1,180	'			_		-																
Education, Health and Other Services 1,880 80 1,950 1,950 90 2,040 1,900 100 2,000 2,020 100 2,120 2,040 80 2,12 Total part-time staff 7,840 1,140 8,970 8,710 1,600 10,300 8,390 1,030 9,420 8,940 1,540 10,470 8,670 1,080 9,74 All staff Agriculture and Fishing 1,130 0 400 1,530 1,270 0 9,20 2,200 1,170 10 320 1,500 1,360 0 8,70 2,230 1,230 0 300 1,550 Manufacturing 1,130 20 180 1,320 1,070 20 70 1,150 1,070 10 60 1,140 1,060 10 50 1,130 1,060 10 40 1,110 Construction and Quarrying 4,850 50 400 5,300 5,020 40 360 5,420 4,870 40 310 5,220 4,840 40 230 5,110 4,660 30 190 4,88 Electricity, Gas and Water 480 0 40 520 480 10 30 5,100 8,700 7,790 60 8,640 7,890 60 1,020 8,970 7,790 60 840 8,690 7,580 60 790 8,430 7,540 60 7,20 8,33 Hotels, Restaurants & Bars 2,680 30 1,840 4,550 3,190 30 3,100 6,320 2,800 30 1,930 4,760 3,480 30 2,830 6,330 3,210 30 1,810 5,500 Transport, Storage & Communication 2,480 50 120 2,650 2,590 50 130 2,780 2,450 60 120 2,620 2,600 60 140 2,790 2,380 70 130 2,58 Computer and related activities 490 10 40 550 530 10 50 600 530 20 60 610 580 20 50 660 60 30 40 612,4 Miscellaneous Business Activities 2,980 50 550 3,580 3,150 60 560 3,760 3,250 60 540 3,850 3,370 70 500 3,940 3,340 80 490 3,96 Education, Health and Other Services 4,810 140 440 5,390 5,000 120 530 5,650 4,970 120 450 5,540 5,300 140 490 5,920 5,260 150 410 5,82	· ·																					
All staff Agriculture and Fishing 1,130 0 400 1,530 1,270 0 920 2,200 1,170 1,150 1,070 1,080 1,150 1,160 1,080 1,130 0 8,940 1,540 1,0470 8,670 1,040 9,74 1,040 1,0470 1,040 1,0470 1,0470 1,0470 1,0470 1,0480 1,0470 1,0480 1,0																						
Agriculture and Fishing 1,130 0 400 1,530 1,270 0 920 2,200 1,170 10 320 1,500 1,360 0 870 2,230 1,230 0 300 1,550 Manufacturing 1,130 20 180 1,320 1,070 20 70 1,150 1,070 10 60 1,140 1,060 10 50 1,130 1,060 10 40 1,110 1,000 10 50 1,130 1,060 10 40 1,110 1,000 10 1,100 1,000 10 1,100 1,000 10 1,100 1,000 10 1,100 1,100 1,000 10 1,100 1,100 1,000 10 1,100 1,100 1,100 1,100 1,100 10 1,100	Total part-time staff	· ·														-		· ·		-	9,740	
Agriculture and Fishing 1,130 0 400 1,530 1,270 0 920 2,200 1,170 10 320 1,500 1,360 0 870 2,230 1,230 0 300 1,550 Manufacturing 1,130 20 180 1,320 1,070 20 70 1,150 1,070 10 60 1,140 1,060 10 50 1,130 1,060 10 40 1,110 1,000 10 50 1,130 1,060 10 40 1,110 1,000 10 1,100 1,000 10 1,100 1,000 10 1,100 1,000 10 1,100 1,100 1,000 10 1,100 1,100 1,000 10 1,100 1,100 1,100 1,100 1,100 10 1,100	·																					
Manufacturing 1,130 20 180 1,320 1,070 20 70 1,150 1,070 10 60 1,140 1,060 10 50 1,130 1,060 10 40 1,110 Construction and Quarrying 4,850 50 400 5,300 5,020 40 360 5,420 4,870 40 310 5,220 4,840 40 230 5,110 4,660 30 190 4,850 Electricity, Gas and Water 480 0 40 520 480 10 30 510 470 10 30 510 470 10 20 500 470 10 20 500 470 10 20 500 Wholesale and Retail Trades 7,550 50 1,090 8,690 7,890 60 1,020 8,970 7,790 60 840 8,690 7,580 60 790 8,430 7,540 60 720 8,320 Hotels, Restaurants & Bars 2,680 30 1,840 4,550 3,190 30 3,100 6,320 2,800 30 1,930 4,760 3,480 30 2,830 6,330 3,210 30 1,810 5,050 Transport, Storage & Communication 2,480 50 120 2,650 2,590 50 130 2,780 2,450 60 120 2,620 2,600 60 140 2,790 2,380 70 130 2,580 Computer and related activities 490 10 40 550 530 10 50 600 530 20 60 610 580 20 50 660 600 30 400 67 60 12,470 Miscellaneous Business Activities 2,980 50 550 3,580 3,150 60 560 3,760 3,250 60 540 3,850 3,370 70 500 3,940 3,340 80 490 3,92 Education, Health and Other Services 4,810 140 440 5,390 5,000 120 530 5,650 4,970 120 450 5,540 5,300 140 490 5,920 5,260 150 410 5,880 20 5,88		1 130	0	400	1 530	1 270	0	920	2 200	1 170	10	320	1 500	1 360	0	870	2 230	1 230	0	300	1 530	
Construction and Quarrying 4,850 50 400 5,300 5,020 40 360 5,420 4,870 40 310 5,220 4,840 40 230 5,110 4,660 30 190 4,850 Electricity, Gas and Water 480 0 40 520 480 10 30 510 470 10 30 510 470 10 20 500 470 10 20 500 470 10 20 500 470 10 20 500 470 10 20 500 470 10 20 500 470 10 20 500 470 10 20 500 470 10 20 500 470 10 20 500 470 10 20 500 470 470 470 470 470 470 470 470 470 4	•																					
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	Total staff	39,520	1,120	6,110	46,750	41,270	1,150	7,750	50,170	40,490	1,140			41,720	1,180		49,630	40,800	1,190		46,850	