

THE LABOUR MARKET

Employment

Past Commentaries have noted the many revisions made to official estimates of employment, including those made in May 1994, following the selection of a revised panel of employers who form the basis for the procedures to estimate total employment. Most recently the Department of Employment has revised its estimates of employees in employment, particularly in the construction industry. In Britain as a whole the revisions added around 120,000 extra jobs in the construction industry. This helps in part to resolve the puzzle of apparently "jobless recovery".

The revised employment data for Scotland are presented in Tables 1 and 2. In June 1994 employment in construction is now estimated to be 124,000 whereas previously it had been thought to be 101,000, an upward revision of nearly 23% in employment in construction. Previously construction employment in Scotland had been believed to have declined between December 1992 and the same month of 1993 by 10,000 or by 8.8%.

However, the revised estimates of employment imply that construction employment increased in 1993 by 9,000 or 7.9%.

Total employment is now estimated to have increased by 20,000 during 1993 instead of falling slightly. This is a result which, on the face of it, is more readily reconcilable with the observed decline in unemployment.

The most recent employment data are for December 1994 and these are reported in Tables 1 and 2. Overall, total employees in employment fell by around 29,000 (1.5%) in the year to December 1994. Male employees in employment fell by 14,000 (1.4%), and total female employment fell by 16,000 (1.6%). Part-time female employment fell by 2,000 (0.4%) and part-time male employment rose by 4,000 or 4.2%.

Over the year to December 1994, the biggest employment losses occurred in Education etc. (7,000 or 1.0%), Transport and Communication (5,000 or 4.6%) and Other Manufacturing (4,000 or 0.6%). No broad sector gained employment over the year: the best performances in this respect were

in Agriculture etc. and Metal Manufacturing where employment was unchanged.

Vacancies: stocks and flows

Over the year to May 1995 unfilled vacancies at job centres in Scotland fluctuated between 18.8 (19.4) and 23.5 (22.8) thousands on a seasonally adjusted (unadjusted) basis (Table 3). Vacancies increased by 3.1 thousand over the year to May 1995 on a seasonally adjusted basis. The net increase in the stock of unfilled vacancies conceals much larger gross inflows and outflows (Table 4). These were of a similar order of magnitude to the outstanding stock of vacancies in each month. For example, in May 1995 inflows of 24.5 thousand were identical to outflows. The short average duration of vacancies is a sign that employers on average do not find it difficult to fill posts because of a continuing slackness in the labour market (although employers may still find it difficult to recruit specific skills in particular locations).

Unemployment: stocks and flows

Recent data on the seasonally adjusted unemployment stock are presented in Table 5. The most recent data, of course, reflect the current rules governing eligibility to claim benefit which have been in place since September 1988. These reflect the extension of a guaranteed offer of a YTS place to all those under 18 who have not found a job, under the Employment Training Scheme. Under 18s are consequently not entitled to claim benefit and so are excluded from the unemployment count.

Over the year to May 1995 total unemployment fell about 32.1 thousand, from 232.6 thousand and from 9.4% to 8.0% of the working population. This represents a reduction in the level of unemployment of 13.8%. The unemployment rate is now at its lowest level for over four years. The aggregate figures reflect a decrease in female unemployment of 6.3 thousand, and a decrease of 25.3 thousand in male unemployment over the year.

Table 6 presents recent flows into and out of the unemployment stock. In May 1995 inflows were, at 25.0 thousand, about 4.2 thousand less than in the same month of 1994. Outflows were, at 33.3

thousand, 2.9 thousand less than in February 1995. If gross outflows were maintained at their February 1995 level unemployment stocks could turnover in less than 7 months.

BUSINESS SURVEY EVIDENCE

Results from the latest Scottish Chambers' Business Survey provide little evidence of any sustained growth in employment, a continued move towards the use of part time staffs and continuing significant levels of skill shortages.

Downward trends in employment were reported for a net balance of Oil, Manufacturing, Retail and Finance respondents, but increases were evident in Construction, Wholesale and Tourism.

In Manufacturing the rising trends in total employment have been easing since the second quarter of 1994. The trends were level in the fourth quarter, and this level trend had been expected to continue, but a net of -2% reported reducing employment. Nevertheless, an increase is now forecast for the second quarter - due to expectations of a strong increase in the use of part time staffs.

The rise in Construction employment continued, and a rise in overtime working was reported. Further increases are forecast for the second quarter.

In the service sector the slight fall in employment in Wholesale ended, but the rise, a net of +1% is not expected to continue. Overtime levels also fell and no improvement is forecast. In Retail the decline in employment continued and fell further to a net of -8%, with no improvement forecast. Throughout 1994 the decline in full time employment in Retail was stronger than the trends for part time and temporary employment, this pattern continued through the first quarter and is expected to increase in the second quarter.

In contrast, the rise in Tourism employment continued at a net of +8% and a further strengthening is forecast for the second quarter. Once again, the results indicated a shift towards part time and temporary employment in preference to full time staffs.

The decline in employment in Finance continued, with no change being forecast. Throughout 1994 the decline in employment concealed a growth in the use of part time staffs and this trend is set to continue through the second quarter. However, the growth in the use of temporary staff, a feature of

1994, ended with a net of -2% reporting reduced use of temporary staffs.

Average pay increases in the first quarter of 1995 ranged from 2.3% in Oil to 3.5% in Wholesale Distribution, Tourism and Finance. In most sectors average increases in the first quarter of 1995 remain lower than the average increase for the whole of 1994. In Oil more than a third reported an average pay increase of 2.3%. In Manufacturing 35% increased pay by an average of 3.4%, slightly above the rate for the previous quarter, but nevertheless below the average increase for 1994. In Construction the average pay increase eased to 2.6%, again below the average for 1994. Average pay increases ranged from 2.3% in Oil to 3.5% in Wholesale Distribution, tourism and Finance.

Average pay increases in the service sector eased in Wholesale and Retail, but rose slightly in Tourism and Leisure. The average increase in Wholesale at 3.5% was slightly lower than the average increase for 1994. In Retail average pay increases have eased consistently since the second quarter of 1994, and were reported at 3.2% in the first quarter. In contrast average increases in both Finance and Tourism rose to 3.5%, slightly above the previous quarter and the averages for the whole of 1994.

Recruitment activity remained at largely the same level as in the first quarter of 1994, with the exception of higher levels of activity in Tourism. Notwithstanding the low levels of demand for labour there are broadly based difficulties in the recruitment of suitable managerial, technical and skilled manual staffs.

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A third of Oil respondents sought to recruit staff. Activity was mainly directed towards the recruitment of temporary, technical, and to a lesser extent skilled, management and young workers. Difficulties were reported in the recruitment of suitable technical, managerial and skilled manual.

The percentage of Manufacturing firms seeking to recruit eased slightly to 46%. Activity was mainly directed towards the recruitment of suitable production related staffs - mainly manual and

managerial. Difficulties were evident in the recruitment of suitable technical, skilled manual and managerial staffs. In Construction 43% sought to recruit skilled, managerial and technical staffs, and difficulties were evident in the recruitment of such employees

In the service sector 44% of Wholesale and 42% of Retail sought to recruit staff. In Wholesale activity was mainly directed towards the recruitment of manual and managerial, whereas in Retail activity was directed towards the recruitment of part time and young workers. Only 18% of Financial respondents sought to recruit mainly part time staffs, and difficulties were noted. Once again the level of recruitment activity in Tourism was much higher at 69%. Difficulties continued to be evident in the recruitment of suitable skilled manual, managerial and, to a lesser extent, part time staffs.

There are few signs of any increase in the levels of training activity in most sectors. Training activity remained largely unchanged in Manufacturing, Construction, Wholesale and Finance, but there are signs of a gradual reduction in the levels of training in Retail.

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TABLE 1 EMPLOYEES IN EMPLOYMENT IN SCOTLAND: INDUSTRY AGGREGATES ('000s)*
(Figures in square brackets reflect the 1989 and 1990 LFS. The latest estimates reflect the impact of the 1991 LFS.)

SIC 1980		MALE		FEMALE		TOTAL	Prod/Const	Production	Manuf.	Services
		All	of which P/T	All	of which P/T		1-5	1-4	2-4	6-9
1979	Jun	(1,205)		(897)	(332)	(2,102)	(831)	(676)	(604)	1,224
1989	Mar	(1,015) [1,016]		(914) [924]	(387) [376]	(1,929) [1,941]	(587) [601]	(440) [476]	(401) [418]	(1,314) [1,311]
	Jun	[1,018]		[941]	[384]	[1,959]	[599]	[474]	[416]	[1,331]
	Sep	[1,034]		[934]	[389]	[1,968]	[594]	[460]	[402]	[1,344]
	Dec	[1,033]		[939]	[401]	[1,972]	[595]	[461]	[402]	[1,349]
1990	Mar	[1,027]		[930]	[395]	[1,957]	[591]	[457]	[397]	[1,337]
	Jun	[1,031]		[942]	[406]	[1,974]	[591]	[458]	[398]	[1,353]
	Sep	[1,040] (1,043)		[943] (943)	[406] (404)	[1,983] (1,986)	[597] (594)	[465] (464)	[405] (405)	[1,356] (1,362)
	Dec	[1,034] (1,043)		[946] (949)	[417] (416)	[1,980] (1,992)	[591] (589)	[462] (462)	[401] (403)	[1,362] (1,376)
1991	Mar	[1,021] (1,035)		[936] (941)	[412] (413)	[1,956] (1,978)	[573] (571)	[449] (450)	[388] (391)	[1,356] (1,377)
	Jun	[1,015] (1,031)	106	[944] (953)	[414] (417)	[1,959] (1,984)	[562] (561)	[443] (444)	[383] (385)	[1,368] (1,394)
	Sep	[1,011] (1,026)	103	[947] (954)	[418] (414)	[1,958] (1,984)	[560] (567)	[443] (444)	[383] (385)	[1,370] (1,394)
	Dec	(1,026) 1,037	(105) 85	(952) 976	(416) 427	(1,978) 2,013	(543) 560	(434) 435	(376) 377	(1,416) 1,425
1992	Mar	(1,020) 1,026	(112) 87	(955) 980	(418) 429	(1,975) 2,005	(535) 551	(430) 431	(373) 372	(1,411) 1,426
	Jun	(1,024) 1,023	(123) 92	(956) 981	(419) 431	(1,979) 2,005	(528) 544	(425) 425	(368) 368	(1,424) 1,434
	Sep	(1,008) 1,012	(119) 81	(948) 980	(416) 432	(1,956) 1,992	(519) 543	(418) 427	(361) 360	(1,410) 1,423
	Dec	(993) 993	(95) 90	(971) 984	(436) 442	(1,963) 1,976	(520) 529	(405) 416	(348) 359	(1,418) 1,421
1993	Mar	988	85	979	437	1967	534	414	358	1,408
	Jun	1000	91	992	445	1991	531	417	364	1,433
	Sep	1009	92	994	445	2003	536	414	362	1,440
	Dec	1001	95	996	450	1996	532	410	360	1,440
1994	Mar	985	93	981	445	1966	520	399	349	1,421
	Jun	996	96	990	449	1987	528	403	354	1,433
	Sep	1006	99	989	447	1994	531	400	352	1,437
	Dec	987	99	980	448	1967	521	401	354	1,421

Source: Department of Employment Gazette

* Figures within [.] reflect estimates prior to the 1989 Census of Employment
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TABLE 2 EMPLOYMENT: SCOTLAND EMPLOYEES IN EMPLOYMENT ('000's)*

SIC 1980	Agric./ forestry/ fishing	Energy & Water	Metal Man. & chemicals	Metal goods, Eng. & vehicles	Other Man.	Const.	Distribution Hotels & Catering: repairs	T'sport & Comm.	Banking, insurance & finance	Education, health & other services
	0	1	2	3	4	5	6	7	8	91-92
1979	48	72	82	258	265	155	[391]	135	123	[573]
1989	[29]	[58]	[47]	[166]	[202]	[125]	[385]	[116]	[174]	[656]
	[30]	[59]	[48]	[168]	[207]	[124]	[387]	[116]	[176]	[664]
	[28]	[60]	[49]	[169]	[206]	[122]	[384]	[116]	[177]	[676]
1990	[28]	[61]	[49]	[168]	[203]	[121]	[374]	[117]	[179]	[678]
	[30]	[61]	[47]	[170]	[207]	[120]	[387]	[115]	[180]	[683]
	[30]	[63]	[47]	[172]	[212]	[120]	[392]	[115]	[182]	[685]
	[27]	[59]	[41]	[167]	[189]	[129]	[416]	[113]	[195]	[639]
	[27]	[61]	[41]	[169]	[189]	[129]	[412]	[108]	[184]	[652]
1991	[28]	[61]	[43]	[165]	[181]	[123]	[404]	[106]	[189]	[654]
	[28]	[60]	[39]	[158]	[180]	[121]	[410]	[106]	[189]	[654]
	[29]	[60]	[42]	[161]	[180]	[120]	[408]	[107]	[187]	[662]
	[28]	[60]	[42]	[153]	[180]	[116]	[408]	[108]	[182]	[664]
	[28]	[58]	[41]	[153]	[184]	[109]	[418]	[111]	[213]	[664]
	[28]	[58]	[40]	[153]	[183]	[105]	[416]	[111]	[209]	[693]
1992	[27]	[58]	[39]	[147]	[185]	[103]	[411]	[110]	[217]	[673]
	[27]	[58]	[37]	[154]	[182]	[103]	[419]	[109]	[223]	[694]
	[27]	[58]	[37]	[143]	[182]	[101]	[416]	[109]	[220]	[693]
	[26]	[57]	[36]	[147]	[165]	[115]	[417]	[110]	[208]	[695]
	[26]	[56]	[36]	[150]	[173]	[118]	[403]	108	198	699
1993	[27]	[53]	[35]	[154]	[175]	[114]	413	110	205	704
	[27]	[52]	[36]	[151]	[175]	[123]	421	109	207	703
	[25]	[50]	[35]	[152]	[172]	[122]	415	109	209	707
	[25]	[50]	[36]	[148]	[166]	[121]	406	110	202	704
1994	[26]	[49]	[35]	[153]	[166]	[124]	416	107	204	705
	[26]	[48]	[34]	[150]	[168]	[131]	417	108	205	706
	[25]	[48]	[35]	[151]	[168]	[119]	412	104	206	700

* See notes to Table 1

Source: Department of Employment Gazette

TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCOTLAND ('000s)					
	Seasonally adjusted			Vacancies at Careers Offices	
	Number	Change since previous month	Average change over 3 months ending	Unadjusted Total	Unadjusted
1992 Jan	17.8	0.3	0.3	14.4	0.5
Feb	18.6	0.8	0.4	15.8	0.4
Mar	18.5	-0.1	0.6	16.9	0.6
Apr	19.5	1.0	0.6	20.1	0.5
May	19.7	0.2	0.4	20.7	0.6
Jun	19.2	-0.5	0.2	20.9	0.7
Jul	18.8	-0.7	-0.2	19.1	0.7
Aug	18.7	-0.1	-0.4	18.7	0.5
Sep	18.3	-0.4	-0.4	20.0	0.5
Oct	18.7	0.4	0.0	21.0	0.6
Nov	19.9	1.2	0.4	20.7	0.5
Dec	19.8	-0.1	0.5	18.0	0.4
1993 Jan	19.5	-0.3	0.3	15.9	0.3
Feb	19.5	0.0	-0.1	17.2	0.3
Mar	19.5	0.0	-0.1	18.5	0.5
Apr	18.1	-1.3	-0.4	18.9	0.5
May	17.9	-0.2	-0.5	19.0	0.5
Jun	17.5	-0.4	-0.6	19.0	0.6
Jul	18.1	0.6	0.0	18.2	0.6
Aug	18.5	0.4	0.2	18.4	0.6
Sep	18.3	-0.2	0.3	19.9	0.6
Oct	18.0	-0.3	0.0	20.1	0.5
Nov	18.8	0.8	0.1	19.7	0.4
Dec	18.9	0.1	0.2	17.6	0.4
1994 Jan	19.2	0.3	0.4	15.8	0.5
Feb	18.4	-0.8	-0.1	16.3	0.4
Mar	18.3	-0.1	-0.2	17.5	0.5
Apr	18.5	0.0	-0.1	19.1	0.6
May	19.4	0.9	0.3	20.5	0.6
Jun	20.0	0.6	0.5	21.5	0.6
Jul	20.2	0.2	0.6	20.2	0.6
Aug	21.0	0.8	0.5	20.9	0.6
Sep	21.3	0.3	0.4	22.7	0.6
Oct	21.0	-0.3	0.3	22.9	0.7
Nov	20.7	-0.3	-0.1	21.7	0.7
Dec	21.4	0.7	0.0	20.2	0.6
1995 Jan	21.8	0.4	0.3	18.8	0.6
Feb	21.6	-0.2	0.3	19.4	0.6
Mar	22.4	0.8	0.3	23.3	0.6
Apr	22.8	0.4	0.3	23.3	0.6
May	22.5	-0.3	0.3	23.5	0.5

Source: Department of Employment Press Notice

Note: Figures from October reflect the revised basis of seasonal adjustment from November 1992

TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTED - SCOTLAND

Date	In-flow		Out-flow		000s of which: Placings	
	Level	Average change 3 months ended	Level	Average change 3 months ended	Level	Average change 3 months ended
1992 Jan	20.3	-0.9	20.7	-0.3	17.4	-0.2
Feb	20.3	0.1	19.9	-0.1	16.3	0.2
Mar	21.7	0.2	21.9	0.4	18.3	0.3
Apr	21.4	0.4	21.2	0.2	17.7	0.1
May	21.4	0.4	21.3	0.5	17.8	0.5
Jun	22.1	0.1	22.4	0.2	18.3	0.0
Jul	20.1	-0.4	20.6	-0.2	16.7	-0.3
Aug	20.7	-0.3	20.4	-0.4	16.6	-0.4
Sep	21.6	-0.2	21.6	-0.2	17.9	-0.2
Oct	21.5	0.4	20.2	-0.2	16.9	0.1
Nov	21.6	0.3	20.7	0.1	16.9	0.0
Dec	22.4	0.3	22.0	0.1	18.7	0.4
1993 Jan	22.1	0.2	22.8	0.9	18.8	0.7
Feb	21.9	0.1	21.9	0.4	18.0	0.1
Mar	22.6	0.1	22.7	0.2	18.1	-0.3
Apr	21.5	-0.3	22.4	-0.1	18.5	-0.1
May	21.5	-0.2	22.6	0.2	18.3	0.1
Jun	22.0	-0.2	22.2	-0.1	18.5	0.1
Jul	22.1	0.2	21.4	-0.3	18.0	-0.2
Aug	21.7	0.1	21.2	-0.5	18.0	-0.1
Sep	22.3	0.1	22.3	0.0	19.0	0.2
Oct	22.8	0.2	22.7	0.4	19.2	0.4
Nov	24.6	1.0	23.9	0.9	20.4	0.8
Dec	23.5	0.4	22.8	0.2	19.5	0.2
1994 Jan	23.1	0.1	23.2	0.2	20.0	0.3
Feb	22.6	-0.7	23.5	-0.1	20.5	0.0
Mar	21.9	-0.5	22.1	-0.2	19.4	0.0
Apr	23.1	0.0	22.7	-0.1	20.2	0.1
May	23.1	0.1	22.8	-0.2	20.2	0.0
Jun	21.3	0.7	23.4	0.4	20.9	0.4
Jul	22.7	-0.1	22.1	-0.2	19.7	-0.3
Aug	25.4	0.8	24.6	0.6	21.7	0.5
Sep	23.1	-0.4	22.7	-0.2	20.0	-0.3
Oct	23.5	0.3	23.7	0.4	20.7	0.3
Nov	24.4	-0.3	24.7	0.0	21.6	0.0
Dec	24.6	0.5	23.8	0.4	20.7	0.2
1995 Jan	24.3	0.3	23.9	0.1	20.7	0.0
Feb	24.1	-0.1	24.3	-0.1	21.4	-0.1
Mar	24.3	-0.1	23.5	-0.1	20.7	0.0
Apr	24.4	0.0	24.5	0.2	21.5	0.3
May	24.5	0.1	24.5	0.1	21.6	0.1

Source: Department of Employment

Note: Figures from October reflect the revised basis of seasonal adjustment from November 1992

TABLE 5: SCOTLAND - UNEMPLOYMENT - SEASONALLY ADJUSTED (excluding school leavers ('000s) (Figures in parentheses reflect estimates on September 1988 basis - see text for details)

Date	Male	Female	Total	Change since previous month	Ave. change over 6 months ending	Unemp. rate % of working pop.
1992 Jan	176.2	54.9	230.9	3.0	0.9	9.2
Feb	175.5	55.3	231.5	0.6	0.9	9.2
Mar	177.7	55.8	231.3	-0.2	0.9	9.2
Apr	179.1	56.2	233.9	2.6	1.4	9.3
May	180.1	56.1	235.2	1.3	1.4	9.3
Jun	183.0	56.4	236.5	1.3	1.4	9.4
Jul	186.4	57.5	240.5	4.6	1.5	9.5
Aug	186.2	57.0	243.4	2.9	1.9	9.6
Sep	187.8	56.4	242.6	-0.8	1.9	9.6
Oct	189.4	56.5	244.3	1.7	1.8	9.6
Nov	192.3	56.6	246.0	1.7	1.9	9.7
Dec	192.5	57.1	249.4	3.4	2.3	9.8
1993 Jan	190.7	57.0	249.5	0.1	1.5	9.8
Feb	188.4	56.9	247.6	-1.9	0.7	9.8
Mar	188.9	56.1	244.5	-3.1	0.3	9.6
Apr	188.9	56.6	245.5	1.0	0.1	9.8
May	189.1	56.0	244.9	-0.6	-0.2	9.8
Jun	190.0	55.5	244.6	-0.3	-0.8	9.8
Jul	189.4	56.4	246.4	1.8	-0.3	9.9
Aug	187.1	56.5	245.9	-0.5	-0.3	9.8
Sep	184.2	55.6	242.7	-3.2	-0.3	9.7
Oct	182.9	54.5	238.7	-4.0	-1.1	9.6
Nov	181.6	53.8	236.7	-2.0	-1.4	9.5
Dec	184.6	53.1	234.7	-2.0	-1.7	9.4
1994 Jan	183.3	53.8	238.4	3.7	-1.3	9.5
Feb	182.0	53.5	236.8	-1.6	-1.5	9.5
Mar	181.3	52.7	234.7	-2.1	-1.3	9.4
Apr	181.3	52.2	233.5	-1.4	-0.9	9.3
May	180.4	52.2	232.6	-0.9	-0.8	9.4
Jun	179.2	51.4	230.6	-2.0	-0.9	9.3
Jul	179.0	52.7	231.7	1.1	-1.0	9.2
Aug	176.9	52.1	229.0	-2.7	-1.3	9.2
Sep	174.2	50.6	224.8	-4.2	-1.7	9.0
Oct	170.7	49.7	220.4	-4.4	-2.2	8.8
Nov	167.4	49.4	216.8	-3.6	-2.6	8.7
Dec	164.1	48.2	212.3	-4.5	-3.1	8.5
1995 Jan	162.4	47.7	208.0	-2.1	-3.6	8.4
Feb	160.9	47.1	210.1	-2.1	-3.5	8.3
Mar	159.1	46.4	205.5	-2.5	-3.2	8.2
Apr	156.8	45.7	202.5	-3.0	-3.0	8.1
May	155.1	45.4	200.5	-2.0	-2.7	8.0

Source: Department of Employment

TABLE 6: UNEMPLOYMENT FLOWS - STANDARDISED, UNADJUSTED: SCOTLAND ('000s)

Month ending	In-flow	Out-flow
1992 Jan	34.2	20.6
Feb	33.7	35.1
Mar	31.8	34.2
Apr	33.5	33.1
May	30.4	34.6
Jun	32.9	34.4
Jul	48.9	33.3
Aug	35.4	32.9
Sep	37.1	46.0
Oct	38.7	39.8
Nov	38.2	35.6
Dec	34.0	26.3
1993 Jan	36.4	26.7
Feb	34.1	38.1
Mar	31.3	38.2
Apr	34.9	35.6
May	30.8	36.4
Jun	31.9	35.1
Jul	49.2	34.6
Aug	34.4	34.6
Sep	35.1	48.9
Oct	35.5	41.7
Nov	35.6	35.4
Dec	32.8	30.3
1994 Jan	35.1	22.6
Feb	32.6	37.5
Mar	29.1	36.0
Apr	32.1	34.3
May	29.2	36.2
Jun	29.1	34.3
Jul	45.7	32.8
Aug	31.2	33.8
Sep	31.9	48.3
Oct	32.6	39.9
Nov	33.2	35.4
Dec	29.7	30.5
1995 Jan	32.0	22.4
Feb	29.6	35.6
Mar	26.9	35.3
Apr	30.0	33.3
May	25.0	33.3

Source: Department of Employment