

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 March 1995 and these are reported in Tables 1 and 2. Overall, total employees in employment fell by around 19,000 (1.0%) in the year to March 1995. Male employees in employment fell by 7,000 (0.7%), and total female employment fell by 12,000 (1.2%). Part-time female employment fell by 3,000 (0.7%) and part-time male employment rose by 6,000 or 6.5%.

Over the year to March 1995, the biggest employment losses occurred in Construction (8,000 or 6.6%), Transport and Communication (7,000 or 6.4%), Other Manufacturing (4,000 or 2.4%) and Distribution etc. (4,000 or 1%). Employment growth (of 5,000 in each case) was apparent in both

Metal Goods etc. (3.4%) and Banking etc. (2.5%).

Vacancies: stocks and flows

Over the year to August 1995 unfilled vacancies at job centres in Scotland fluctuated between 20.7 (18.8) and 24.0 (24.5) thousands on a seasonally adjusted (unadjusted) basis (Table 3). Vacancies increased by 3.0 thousand over the year to August 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 August 1995 inflows were 27.4 thousand and outflows were 23.7 thousand. 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 August 1995 total unemployment fell about 31.0 thousand, from 229.0 thousand and from 9.2% to 7.9% of the working population. This represents a reduction in the level of unemployment of 13.5%. The unemployment rate is now at its lowest level for over four years. The aggregate figures reflect a decrease in female unemployment of 5.8 thousand, and a decrease of 25.2 thousand in male unemployment over the year.

Table 6 presents recent flows into and out of the unemployment stock. In August 1995 inflows were, at 30.8 thousand, about 0.4 thousand less than in

the same month of 1994. Outflows were, at 31.3 thousand, 2.5 thousand less than in August 1994. If gross outflows were maintained at their August 1995 level unemployment stocks could turnover in less than 7 months.

The August 1995 Employment Gazette reports labour force projections for UK regions from 1994 to 2006. Alone among the standard UK regions Scotland is projected to experience a small decline in its labour force (of 0.2%) over the period. This reflects the combined effects of a 3.7% projected fall in the male and a 4.2% rise in the female labour force. In GB as a whole the aggregate labour force, in contrast, is projected to grow by 5.8% and, again concentrated among females (a 10.5% projected increase as compared to 2.2% for GB). These projected trends reflect differences in region's demographic structure, activity rates and in net migration patterns. Small increases in Scottish activity/participation rates of the scale observed in the recent past, could quite easily cause the outcome labour force to differ substantially from these projected levels, however. The outcome will also be very sensitive to induced migration flows.

BUSINESS SURVEY EVIDENCE

Results from the Scottish Chambers' Business Survey (SCBS) for the second quarter 1995 indicated a general rise in the average level of pay increases, poorer than anticipated increases in total employment, a continuation of the shift towards more flexible patterns of employment, and recruitment levels remained at broadly the same level as in the first quarter.

The average level of pay increases rose in most sectors in the second quarter. Average pay increases in the second quarter of 1995 ranged from 3.3% in Finance to 3.7% in Manufacturing and Wholesale Distribution. In Manufacturing 32% increased pay by an average of 3.7%, once again higher than the rate for the previous quarter. This average increase is now higher than the average for 1994. In Construction the average pay increase rose to 3.4%, a rate above the average for 1994.

Average pay increases in the service sector increased in Wholesale Distribution, Retail Distribution and Tourism/Leisure, but eased slightly in Finance. A third of Wholesale Distribution respondents reported increasing pay by an average of 3.7%, again an increase over the average increase for 1994. 46% of Retail Distribution firms reported an average increase of 3.4%, but this rate

of increase remains below the average for 1994. The rate of increase in Tourism/Leisure remained unchanged at 3.5%, but eased slightly to 3.3% in Finance.

Rising trends in employment were reported in Manufacturing, Wholesale Distribution and Tourism/Leisure. However, the increase in Manufacturing employment concealed a fall in full time, but increases in the levels of temporary and subcontracting staffs. In both Wholesale Distribution and Tourism/Leisure the rising trends in 'flexible' staffs were stronger than those for full time staffs.

Downward trends in employment were reported by a net balance of Construction, Retail Distribution and Financial respondents.

In Manufacturing a rising trend in employment had been anticipated, the increase, a net of +1% was less than anticipated, nevertheless, this increase is expected to continue through the third quarter.

In Construction the rising trend in employment, a feature of the previous six months, had been expected to continue, but this did not occur, and a net of -4% reported a fall, and this rate of decline is expected to steepen in the third quarter. However, the overall decline concealed an increase in the use of sub contracted staffs.

Against expectations, the upward trend in employment in Wholesale Distribution continued, and is expected to continue through the third quarter, although the increase was largely due to increased use of temporary staffs. In Retail Distribution the decline in employment continued, but the decline was less than anticipated at a net of -3.4%, and a further weakening in the decline is anticipated for the third quarter.

In Tourism/Leisure, as anticipated, the upward trend in total employment strengthened, but again this increase was predominately driven by increased use of part time and temporary staffs. The decline in employment in Finance concealed increases in the use of part time and temporary staffs.

Recruitment activity continued to remain at broadly the same levels as in the second quarter of 1994. In the production sector difficulties in recruiting suitable skilled and managerial staffs were again evident.

50% of Manufacturing respondents sought to recruit

staff and activity was most frequently directed towards the recruitment of skilled and other manual staffs. In Construction 47% sought to recruit a range of staff, but all of those recruiting staff reported problems in recruiting suitable skilled staffs, and to a lesser extent suitable technical and managerial employees.

In the service sector 45% of Wholesale Distribution and 46% of Retail Distribution respondents sought to recruit staff. In the Retail sector recruitment activity was most frequently directed towards the recruitment of part time and young workers, and problems in recruiting suitable staffs were evident in the recruitment of suitable part time staffs. In Tourism/Leisure 82% sought to recruit, most frequently part time staffs. Difficulties were reported in the recruitment of suitable skilled managerial and part time staffs.

Training activity tended to increase slightly in the second quarter in most sectors.

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	449	1967	521	401	354	1,421
1995 Mar	978	99	969	442	1947	508	395	348	1,414

Source: Department of Employment Gazette

* Figures within [.] reflect estimates prior to the 1989 Census of Employment
 Figures within (.) reflect estimates prior to the 1991 Census of Employment

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]	[44]	[169]	[189]	[129]	[412]	[108]	[184]	[652]
1991	[28]	[61]	[43]	[165]	[181]	[123]	[404]	[106]	[189]	[654]
	[29]	[60]	[39]	[158]	[180]	[120]	[408]	[107]	[187]	[662]
	[28]	[60]	[42]	[161]	[180]	[116]	[408]	[108]	[182]	[664]
	[29]	[59]	[38]	[161]	[180]	[116]	[408]	[108]	[182]	[664]
	[28]	[58]	[41]	[153]	[184]	[109]	[418]	[111]	[213]	[693]
1992	[28]	[58]	[40]	[153]	[183]	[105]	[411]	[110]	[217]	[694]
	[27]	[58]	[39]	[147]	[185]	[103]	[419]	[109]	[223]	[694]
	[27]	[58]	[37]	[143]	[182]	[101]	[416]	[107]	[220]	[693]
	[26]	[57]	[36]	[147]	[165]	[115]	[417]	[111]	[208]	[695]
1993	[26]	[56]	[36]	[150]	[173]	118	403	108	198	699
	[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
1994	[25]	[50]	[36]	[148]	[166]	121	406	110	202	704
	[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	699
1995	[25]	[48]	[32]	[153]	[162]	113	402	103	207	702

* 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	Aver.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
Jun	23.1	0.6	0.2	24.5	0.7
Jul	23.7	0.6	0.3	23.7	0.8
Aug	24.0	0.3	0.5	24.2	0.7

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	24.6	0.2	24.6	0.1	21.7	0.1
Jun	25.5	0.4	24.9	0.5	22.1	0.5
Jul	25.7	0.4	25.0	0.2	22.1	0.2
Aug	27.4	0.9	26.9	0.8	23.7	0.7

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	154.9	45.4	200.3	-2.2	-2.8	8.0
Jun	152.9	45.1	198.0	-2.3	-2.4	7.9
Jul	152.8	46.0	198.8	0.8	-1.9	8.0
Aug	151.7	46.3	198.0	-0.8	-1.7	7.9

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
Jun	26.4	32.5
Jul	43.9	29.9
Aug	30.8	31.3

Source: Department of Employment