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. Recently the Department of Employment 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".

Data on employment are generally founded upon employer-based sample surveys which are benchmarked to a biennial Census of Employment. Recently, the results of the September 1993 Census of Employment have become available (the first full Census since 1981, though sample censuses were taken in 1984, 1987, 1989 and 1991), and this, together with some revisions to the 1991 Census, has led to revisions of the estimates of employees in employment back to December 1989 (on a seasonally unadjusted basis). Furthermore, the 1993 Census results have been classified according to Standard Industrial Classification 1992 (SIC 92), which replaces SIC 80, and gives greater disaggregation of the (now substantially larger) services sectors.

The most recent employment data reflect the effects of two revisions. First, the results of the Annual Employment Survey (AES) have been incorporated. The AES replaces the biennial Censuses of Employment and was conducted for the first time in 1995. Secondly, the panel of employers from which shorter-term employment surveys was updated. At the time of writing a complete "backcasting" of the revisions due to the latter change was not published, and so the most recent changes should be interpreted with

considerable caution. The next Commentary will provide a fuller analysis of the changes.

The most recent estimates of employees in employment are given in Tables 1 and 2. Table 1 provides both the original and revised estimates of broad employment aggregates. As of the Census date (September 1993) Scotland's estimated total of employees in employment was revised downwards by 30,000 (the biggest such revision) while the estimate of employment in the South East was increased by 69,000 (the largest upwards revision). From the March 1994 estimates reported in Table 1 it is clear that estimates of male employment were revised downwards by substantially less (5,000, all part-time) than female employment (25,000, of which 14,000 is part-time). reduction in estimated employment is concentrated in manufacturing industries (-44,000 or nearly 13%), though this partly reflects a re-classification of workers in engineering and food manufacturing to service sectors. This accounts for the increase in the estimate of employees in employment in services (of around 9,000).

The most recent employment data are for March 1997 and these are also reported in Tables 1 and 2. However, while these figures and those from June reflect both the AES and employer panel revisions (see above), the earlier employment data incorporate neither. Accordingly, the changes in employment discussed below should be interpreted with considerable caution. Overall, it appears as if total employees in employment rose by around 35,000 (1.8%) in the year to January 1997. Fulltime male employees in employment are estimated to have fallen by 5,000 (0.6%), and estimates of full-time female employment rose by 33,000 (6.4%). Part-time male employment estimates fell by 5,000 (5.3%) and part-time female employment rose by 12,000 or 2.8%.

Table 2 presents only the revised estimates of employees in employment by sector because of the difficulties of comparison across different SICs. However, again the most recent data revisions are only fully reflected in the employment figures reported since June. Over the year to March 1997 employment in service industries rose by 43,000 (3.0%), but fell by 12,000 (2.6%) in Production and Construction. The biggest employment losses occurred in Real Estate etc. (12,000 or 6.1%) and employment fell by 5,000 in Construction (4.4%) and by 4,000 in Manufacturing (1.3%). Growth in estimated employment was greatest in Wholesale and Retail trade etc. (34,000 or 11.6%).

Vacancies: stocks and flows

Over the year to July 1997 unfilled vacancies at job centres in Scotland fluctuated between 25.8 (23.9) and 31.6 (32.1) thousands on a seasonally adjusted (unadjusted) basis (Table 3). Vacancies rose by 5.8 thousand in the year to July 1997, on a seasonally adjusted basis. There were still large gross flows, however (Table 4). These were of a similar order of magnitude to the outstanding stock of vacancies in each month. For example, in July 1997 inflows were 26.7 thousand and outflows were 25.9 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 new rules governing eligibility to claim benefit which have been in place since 7 October 1996 when both unemployment benefit and unemployment-related income support were replaced by the Jobseeker's Allowance (JSA). Since this significantly reduces the period over which claimants are eligible for benefits, the effect is to reduce the number of registered unemployed, even in the absence of any change in underlying labour market conditions.

Over the year to July 1997 total unemployment fell by about 41.4 thousand, from 194.7 thousand and from 8.0% to 6.3% of the working population. This represents a reduction in the level of unemployment of 20.4%, although it should be noted that the major part of the fall occurred after the introduction of JSA. Female unemployment fell by 7.7 thousand over the year, while male unemployment fell by 28.3 thousand.

Table 6 presents recent flows into and out of the unemployment stock. In July 1997 inflows were, at 41.6 thousand, about 3.5 thousand less than in the same month of 1996. Outflows were, at 33.2 thousand, 3.7 thousand more than in July 1996. If gross outflows were maintained at their March 1997 level unemployment stocks could turnover in less than 5 months.

The August 1995 Employment Gazette reported 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% again concentrated among females. 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 outturn will also be very sensitive to induced migration flows.

DELOITTE & TOUCHE SCOTTISH CHAMBERS' BUSINESS SURVEY EVIDENCE: SECOND QUARTER 1997

Results from the latest Deloitte & Touche Scottish Chambers' Business Survey (covering the second quarter of 1997) suggest few signs of increased pressure on pay awards, as pay increases in the second quarter ranged from 3.5% in finance to in tourism. Employment manufacturing, wholesale and retail distribution **Employment** and tourism. declined construction, finance and tourism, although the declines in finance and tourism were less than anticipated. All sectors expect a net increase in employment in the third quarter. Recruitment problems were most widely experienced in manufacturing and tourism.

Generally recruitment activity in manufacturing and construction was slightly higher than a year ago, but slightly lower in other sectors. Recruitment problems were widespread in tourism, with more than 50% reporting problems in recruiting suitable skilled and other manual staffs. In manufacturing and construction difficulties were again evident in the recruitment of skilled, technical and managerial staffs. In the service sector difficulties in recruiting suitable staffs were less.

Employment

Rising employment trends continued in all sectors except construction and finance. Trends in employment were again lower than anticipated in manufacturing, construction and wholesale; likewise the rise in tourism was less than anticipated. In contrast the increase in retail employment was stronger than forecast, although a rise in employment levels between the first and second quarters has been a feature over the past years.

Quarterly Economic Commentary

Once again all sectors expect a net increase in employment in the third quarter, however, respondents are more cautious as to the rate of increase, and more modest increases are forecast for quarter three in manufacturing and construction. In the service sector expectations remain largely unchanged.

The slight increase in the percentage of manufacturing and construction respondents reporting shortages of skilled labour restricting their output noted in previous quarters, appeared to level out in the second quarter.

Changes in manufacturing employment affected 42%. The percentage reporting increased employment was slightly lower than in the previous quarter. 21% expect to increase employment in the third quarter. More than 30% reported increased levels of overtime working. In construction 18% increased and 23% reported reducing employment. Changes to employment in the third quarter are expected to affect 30%.

Changes in employment in the service sector where less broadly based, affecting less than 30% in wholesale and retail distribution. In retail 20% reported increased and only 10% reduced employment. Firms do not expect this rate of increase in employment to strengthen in the third quarter. For the first time net increases in part time and temporary employment were complemented by a slight increase in full time employment.

Changes to employment in finance continue to affect less than 50%. The anticipated rise in employment did not occur, although again a rise is forecast for the next quarter. The downward trend in full time staff continued, whereas more than 30% reported increased use of temporary and 16% increased use of part time staffs

Changes to levels of employment in tourism affected 36% with 26.6% increasing and 9.4% reducing employment, a net of +17%. The strong rise in employment forecast for the third quarter reflects mainly anticipated increases in the use of part time and temporary staffs.

Pay

Average pay increases in the second quarter ranged from 3.5% in finance to 4.2% in tourism, with an increase of 3.7% in manufacturing and 3.9% in construction, wholesale and retail distribution.

The rate of increase continues to be strongest in tourism where there are some slight signs of strengthening pay rates in construction, however, the upward pressure on pay has eased slightly in retail distribution.

Recruitment

Recruitment activity in manufacturing rose to 58%, an increase over the previous quarter and previous year. Difficulties were apparent in the recruitment of skilled, and to a lesser extent technical staffs.

Recruitment activity in construction rose to 55% the highest level for more than three years. Problems continue to be evident in the recruitment of suitable skilled staffs.

Recruitment activity in wholesale remained at 45%, and few recruitment difficulties were evident. In comparison slightly more than 50% of retail respondents sought to recruit staff, an increase over the previous quarter, but lower than a year ago.

More than 80% of tourism respondents sought to recruit a broad range of occupations. Problems were again widespread in the recruitment of suitable skilled and other manual staffs.

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Mar 8/4 89 54/ 440 1950 456 55/	1997	Mar	874	68	547	440	1950	456	357	312	1456

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 (000S)*

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Other	comm, social &	pers.	activities	0-0		95	62	96	95		96	93	93	24		96	96	100	86		102		
Health	Social	Work		Z		247	246	248	245		243	245	247	248		249	259	261	258		261		
Educa-	uon			М		144	143	143	145		146	144	142	144		144	151	149	140		140		
Public	adımın. & defence:	comp. Soc.	Sec.	L		134	135	134	132		135	135	135	134		134	133	133	133		132		
Real	Estate renting &	bus.	activities	Х		198	197	200	199		202	203	207	206		198	202	202	200		981		
Financial	mediation		ъ,			79	08	78	78		78	9/	75	75		74	78	80	08		79		
Tr'port	storage &	comm.		I		117	116	118	112		112	114	112	112		110	107	107	901		114		
Hotels	& rest.			Н		117	130	130	120		118	129	127	117		115	129	130	123		911		
Wh'saler	etani trade &	repairs		Ð		299	565	300	305		297	300	596	302		292	315	312	320		326		
Constru	ction			щ		125	128	127	122		115	112	120	117		114	116	122	111		109		
Elect,	gas & water	supply	•	Э		61	16	18	19		17	17	17	91		91	16	15	91		91		
Manufac-	turing			D		305	313	316	316		312	318	319	321		316	316	318	315		312	 	
Mining	Ouarry-	ing)	၁		23	22	22	23		23	23	23	23		22	18	20	19		20		
Agric.	forestry	fishing		A,B		35	37	37	35		35	35	35	34		34	38	41	38		38		
SIC	7661				1994	Mar	Jun	Sep	Dec	1995	Mar	Jun	Sep	Dec	1996	Mar	Jun	Sep	Dec	1997	Mar		

See notes to Table 1

Source: Department of Employment Gazette

Able Overline Ov	1.0	32.1	0.9	1.4	31.6	Jul
Number Change since Aver.change Unadjusted Unadjusted Vecancies at Careers Offices	1.1	31.4	0.5	1.5	30.2	Jun
Number Change since Aver.change Unadjusted Unadjusted Vacancies at Careers Offices	0.7	28.7	0.1	-0.1	28.7	May
Number Charge since Aver.change Unadjusted Unadjusted Vezancies at Careers Offices	0.7	28.7	0.3	0.1	28.8	Apr
Number Change since Aver.change Change since Aver.change Change since Aver.change Change since Aver.change Change since Change since Aver.change Change since	0.7	27.2	0.1	0.1	28.6	Mar
Number Change since Aver.change Unadjusted Unad	0.6	25.9	-0.1	0.5	28.5	Feb
Number Change since Aver.change Previous month Change since Aver.change Change since Aver.change Change since Change sinc	0.5	24.9	-0.2	-0.2	28.0	1997 Jan
TABLE VACANCIES AT OBCENITES SCOTIANO (COM)	0.5	27.2	0.2	-0.5	28.2	Dec
TABLE 3 UNFILLED VACANCIES AT JOBCEN IRES SCOTLIND UNUS Seasonally adjusted Aver.change Vacancies at Carcers Offices	0.6	29.8	0.9	0.1	28.7	Nov
TABLE 3 UNFILLED VACANCIES AT JOBCEN IRES SCOTLAND (UMS)	0.8	30.8	0.9	1.0	28.6	Oct
TABLE 3 ONFILLED VACANCIES AT JOBCENTRES - SUTIAND (OUNS)	0.6	29.8	1.1	1.6	27.6	Sep
TABLE 3 ONFILLED VACANCIES AT JOBCENTRES - SUCTIAND (OUNS) Vacancies at Carcers Offices	0.8	26.3	0.9	0.2	26.0	Aug
TABLE 3 ONFILLED VACANCIES AT JOBCENTRES - SUCTIAND (OUNS) Vacancies at Careers Offices Number Change since Aver.change Vacancies at Careers Offices Vacancies at Careers Of	0.8	26.1	1.0	1.4	25.8	Jul
TABLE 3 ONFILLED VACANCIES AT JOBCENTRES - SCUTLAND (OUDS) Vacancies at Careers Offices	0.8	25.7	0.4	1.0	24.4	Jun
TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCUTLAND (USUS) Vacancies at Careers Offices	0.7	24.0	0.0	0.5	23.4	May
TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCUTLAND (UQUS) Vacancies at Careers Offices	0.5	23.0	-0.2	-0.2	22.9	Apr
TABLE 3 UNFILLED VACANCIES AT JOBCENTIKES - SCUTILAND (UMS) VACANCIES AT JOBCENTIKES - SCUTILAND (UMS)	0.4	22.0	-0.2	-0.4	23.1	Mar
TABLE 3 UNFILLED VACANCIES AT JOBCENTIKES - SCUTILAND (UMS) Vacancies at Careers Offices	0.4	21.7	-0.1	0.0	23.5	Feb
TABLE 5 UNFILLED VACANCIES AT JOBCENIRES - SCUTLAND (UMS) Seasonally adjusted Vacancies at Careers Offices	0.4	20.6	-0.2	-0.2	23.5	1996 Jan
Number Change since Previous month Previous month	0.5	22.6	-0.2	-0.2	23.7	Dec
Number Change since Aver.change Change since Previous month Change since Change si	0.6	24.8	-0.1	-0.3	23.9	Nov
Number Change since Aver.change Previous month Post P	0.6	26.0	0.2	-0.3	24.2	Oct
Number Change since Previous month Provious month	0.7	26.0	0.5	0.4	24.5	Sep
TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCUTILAND (UNIS) Seasonally adjusted Vacancies at Carcers Offices	0.7	24.2	0.5	0.4	24.1	Aug
Number Change since Aver.change Previous month	0.8	23.7	0.3	0.6	23.7	Jul
Number Change since Aver.change Vacancies at Careers Offices	0.7	24.5	0.2	0.6	23.1	Jun
Number Change since Previous month Previous month	0.5	23.5	0.3	-0.3	22.5	May
Number Change since Aver.change Change since Previous month Change since Change si	0.6	23.3	0.3	0.4	22.8	Apr
Number Change since Previous month Previous month	0.6	23.3	0.3	0.8	22.4	Mar
Number Change since Previous month Previous month	0.6	19.4	0.3	-0.2	21.6	Feb
Number Change since Previous month Previous month	0.6	18.8	0.3	0.4	21.8	1995 Jan
Number Change since Previous month Previous month	0.6	20.2	0.0	0.7	21.4	Dec
Number Change since Aver.change Unadjusted Unad	0.7	21.7	-0.1	-0.3	20.7	Nov
Number Change since Aver.change Unadjusted Unad	0.0	22.0	0.7	-0 a	21.0) (1)
Number Change since Aver.change Unadjusted Unad	0.6	20.7 73 7	0.5	0.0	21.3	Sen
Number Change since Previous month Previous month	0.6	20.2	0.5		20.2	A III
Number Change since Previous month Previous month	0.6	21.5	0.5		20.0	Jun
Number Change since Aver.change Unadjusted Unad	0.6	20.5	0.3	0.9	19.4	May
Number Change since Previous month Previous month	0.6	19.1	0.1	0.0	18.5	Apr
Number Change since Aver.change Unadjusted Vacancies at Careers Offices Number Change since over 3 months rotal 19.2 0.3 0.4 15.8 0.4 18.4 -0.8 -0.1 16.3 0.4	0.5	17.5	-0.2	-0.1	18.3	Mar
Number Change since Aver.change Unadjusted Vacancies at Careers Offices previous month 19.2 0.3 0.4 15.8 0.5	0.4	16.3	-0.1	-0.8	18.4	Feb
Number Change since Aver.change Unadjusted Vacancies at Careers Offices Number over 3 months Total Previous month over 3 months and careers Offices Number over 3 months Total	0.5	15.8	0.4	0.3	19.2	1994 Jan
Number Change since Previous month Previous month Change Seasonath Obscentikes - SCOTLAND (UUS) Vacancies at Careers Offices Vacancies at Careers Offices Unadjusted Unadjusted Total			ending			
Seasonally adjusted Number Change since Aver change Unadjusted Vacancies at Careers Offices Unadjusted Unadjusted Unadjusted Unadjusted Unadjusted Unadjusted Unadjusted	Citadiosica	Total	over 3 months	previous month	i dilloo	
TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCUTLAND (UU)	Lingdingted	I Inadimeted	- 1	Change since	Number	
TABLE 3 UNFILLED VACANCIES AT JOBCENTRES - SCOTLAND (OXIS)	Carpor Officer	Vacancias of	Z.	Seasonally adjusts		
	700s)	SCOTLAND (AT IORCENTRES -	I FD VACANCIES	ARLE 3 UNFI	/I

Source:
Note:

Department of Employment Press Notice Figures from October reflect the revised basis of seasonal adjustment from November 1992

Volume 22, No. 4, 1997

Flow Average Change 3 months ended 0.2 0.4 0.1 0.2 0.4 0.1 0.2 0.4 0.1 0.2 0.4 0.1 0.2 0.4 0.1 0.1 0.1 0.1 0.1 0.1 0.1	Th-flow Change Level Change C	In-flow Out-flow Change 3 Corn Average Change 3 Counts Coun	0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.0		28.6 27.6 27.5	0.4	26.3 29.0 27.8 27.4	Mar Apr May
In-flow	Prictage Level Change 3 Dustage 3 Level Change 3 Level Level Change 3 Level Level Change 3 Level Level Change 3 Level	** VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ** ** SCOTILAND** Level Average Level Average Change 3 Change 3 Months ended 23.1 0.1 22.8 0.2 20.9 22.1 20.5 22.1 20.5 22.1 20.5 22.1 20.5 22.1 20.5 22.1 20.5 20.5 22.1 20.5	0.8 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1		28.6 27.6	<u> </u>	26.3 29.0 27.8	Apr
In-flow	Property	Th-Flow Out-Flow Out-Flow Out-Flow Change 3 In-Mounth's ended In-Mou	0.6		28.6	ا م.1	26.3 29.0	Mar
In-flow	Property	Part	0.8			-	26.3	# N - L
Level Average Level Average Level Average Consolidation Continuation Continuat		In-flow	0.8 0.1 0.1 0.1 0.2 0.3 0.3 0.3		26.0	0.4		Feb
In-flow	No. Carrect FLOWS at JOBC LIN IRES, STANDARDISCUS SEASONALTY (COTLAND SEASONALTY) SCOTLAND	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY, SCOTILAND In-flow	0.8 0.1 0.1 0.1 0.1 0.3 0.3		25.0	0.6	24.6	Jan
Level Average Level Average Change 3 Change	Prior Prio	In-flow Out-flow Change 3 Corresponded Change 3 Corresponded Change 3 Corresponded Change 3 Corresponded Corresponda Corresponded Corresponded Corresponded Corresponded	0.8		26.9	0.3	26.0	Dec
In-flow	Priories Container Conta	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY, SCOTILAND In-flow	0.8 0.1 0.1 0.1 0.1 0.2 0.3		24.7	0.7	25.0	Z Cc
In-flow	The Flow Court	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY, SCOTILAND In-flow	0.8		22.2	-0.7	23.0	ر د د
In-flow	In-flow Court From St. John Level Level Average Change	In-flow	0.8 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1		23.6	0.5	25.0	Sen
Level Average Change 3 Ch	In-flow Court From St. John Court From	### VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY SCOTILAND In-flow	0.66 0.16 0.17 0.17 0.17 0.17 0.17 0.17 0.17 0.17		24.6	-0.3	34 K	Δησ
In-flow	In-flow Court flow Court flow Court flow Court flow Court flow Change 3	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY SCOTILAND In-flow			24 O	-0 1	25.2	In!
Level Average Level Average Change 3 Change	In-flow	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY, SCOTILAND In-flow	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		22.7	-0.5	23.5	Jun 3
Level Average Level Average Change 3 Change	In-flow	### VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY SCOTLAND In-flow	0.5 1 4 0.5 1 8 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0		25.3	-0.2	25.5	Mav
In-flow	In-flow Cour-flow Cour-flow Cour-flow Cour-flow Cour-flow Cour-flow Cour-flow Cour-flow Cour-flow Change 3 C	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY, SCOTILAND Level Average Level Average Level Average Change 3	0.8		25.5	0.0	25.6	Apr
In-flow		## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY, SCOTLAND Level Average Level Average Change 3 Chan	0.8		25.6	0.3	25.0	Mar
In-flow	In-flow Cevel Average Level Average Change 3 months ended months ended 22.1 4.2	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY, SCOTILAND In-flow	0.3		26.1	0.0	26.1	Feb
In-flow	In-flow Certain Control Certain Control Certain Cert	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY, SCOTILAND In-flow	0.0.0		25.9	-0.5	25.5	1996 Jan
In-flow	In-flow Out-flow Out-flow Oots of wh	### ACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY . SCOTLAND Level Average Level Change 3 Level Change 3 months ended months ended 23.1 0.1 23.2 0.2 20.0 22.5 21.9 0.1 22.8 22.7 22.1 22.3 22.1 22.1 22.2 22.2 22.3 22.3 22.1 22.1 22.2 22.2 22.3 22.3 22.1 22.1 22.2 22.2 22.3 22.3 22.1 22.1 22.2 22.2 22.3 22.3 22.7 22.1 22.2 22.2 22.3 22.3 22.7 22.1 22.1 22.2 22.2 22.3 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3 22.7 22.3	0.8		24.0	-0.3	24.2	Dec
Level Average Change 3 Ch	In-flow Cour-flow Cour-flow Cour-flow Change 3 Change	### ACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY . SCOTLAND SCOTLAND SCOTLAND	0.8		26.4	-0.4	26.1	Nov
Level Average Change 3 Ch	In-flow	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY . SCOTLAND SCOTLAND SCOTLAND			27.4	0.5	27.3	Oct.
In-flow	In-flow	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY , SCOTILAND In-flow			25.0	-0.1	25.1	Sep
Level Average Level Average Change 3 Change	In-flow	## VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY , SCOTILAND In-flow			26.8 26.8	0.9	27.2	Ang
Level Average Level Average Change 3 Change	In-flow	In-flow	2 (25.0	0.4	25.7	Tol.
Level Average change 3 Level change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level ch	In-flow Out-flow Ows of wh Level Average Change 3 months ended O.7 23.5 -0.1 20.5 22.7 -0.2 20.0 22.7 23.1 0.1 22.2 22.0 22.7 23.1 23.1 0.1 22.2 22.2 22.2 22.2 22.3 22.3 22.3 22.4 23.1 0.1 22.2 22.2 22.2 22.2 22.2 22.2 22.2 22.3 22.3 22.3 22.4 22.7 22.1 22.2 22.2 22.2 22.2 22.2 22.3 22.3 22.3 22.3 22.4 22.7 22.2 22.2 22.2 22.3	Tin-flow Out-flow Out-flow Change 3	7		24.0	0.2	2.50	Inn
Level Average change 3 Level change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level ch	In-flow Color Co	VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY	2.0		24.0 24.0	0.5	24.4	Apr
Level Average change 3 Level change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level ch	In-flow Out-flow Oxford Change 3 Change 3 Change 3 Change 3 Change 3 Oxford	Level Average Level Average Change 3 months ended 22.1 -0.2 20.2 20.1 20.2 20.1 20.2 20.1 20.2 20.1 20.2 20.2 20.2 20.1 20.2 2) : -		71.0	0.1	24.5	A TAL
Level Average change 3 Level change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level chan	In-flow Out-flow Out-flow Oo0s of wh	Level Average Level Average Change 3) <u>:</u>		24.5 73.5	5 d	24.1	Mar
Level Average change 3 Level change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level chan	In-flow Color Co	In-flow	2:		27.3	0.5	24.5	Eeh
Level Average change 3 Level change 3 Level change 3 Average change 3 Level change 3 Average change 3 Level chan	In-flow CONTLAND SCOTTLAND	In-flow	4.0		23.8	0.5	24.0	1005 Inn
In-flow	In-flow Out-flow Out-flow Out-flow Change 3	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY SCOTLAND In-flow	0.0		24.7	0.5	24.4	Nov
Level Average change 3 Level wonths ended Out-flow change 3 Outs of wh change 3 23.1 0.1 23.2 0.2 20.0 22.6 -0.7 23.5 -0.1 20.5 21.9 -0.5 22.1 -0.2 19.4 23.1 0.0 22.7 -0.1 20.2 23.1 0.0 22.7 -0.1 20.2 23.1 0.1 22.8 -0.2 20.2 21.3 0.7 23.4 0.4 20.9 25.4 0.8 24.6 0.6 21.7 23.1 -0.4 22.7 -0.2 20.0	In-flow Out-flow Out-flow Outself, SEASONALLY	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALLY JOBCENT	0.4		23.7	0.3	23.5	Oct
Level Average change 3 Level Out-flow change 3 Out-flow change 3 Coordinate 23.1 0.1 23.2 change 3 0.2 20.0 22.6 -0.7 23.5 -0.1 20.5 21.9 -0.5 22.1 -0.2 19.4 23.1 0.1 22.8 -0.2 20.2 23.1 0.0 22.7 -0.1 20.2 23.1 0.1 22.8 -0.2 20.2 23.1 0.1 22.8 -0.2 20.2 21.3 0.7 23.4 0.4 20.9 22.7 -0.1 22.1 -0.2 19.7 25.4 0.8 24.6 0.6 21.7	In-flow Out-flow Out-flow Out-story Change Level Average Level Change Change Change Change Change Out-story Out-flow Out-f	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALLY JOBCENT	-0.2		22.7	-0.4	23.1	Sep
Level Average Level Average Level Change 3	In-flow Out-flow Out-flow Out-flow Change 3 Change 3 Change 3 Change 3 Change 3 Out-flow	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALLY JOBCENT	0.6		24.6	0.8	25.4	Aug
Level Average Level Average Change 3 months ended 23.1 20.5 22.6 23.1 20.5 23.1 20.1 23.2 23.1 23.1 20.1 22.8 23.1 20.1 22.8 23.1 20.1 22.8 23.1 20.1 22.8 20.2 2	In-flow Out-flow Out-stown Out-sto	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALLY JOBCENT	-0.2		22.1	-0.1	22.7	Jul
Level Average Level Average Change 3 months ended 23.1 0.1 23.2 0.2 20.5 22.6 23.1 0.0 22.7 23.1 0.1 22.8 23.1 0.1 22.8 20.2	In-flow Cort-flow Ooos of wh	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALLY JOBCENT	0.4		23.4	0.7	21.3	Jun ,
Level Average Level Average Change 3 months ended 23.1 20.5 22.6 23.1 20.5 22.1 20.5 23.1 0.0 22.7 -0.1 20.2 20.0 20	In-flow Correst, STANDARDISED, SEASONALLY	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALLY JOBCENT	0.2		22.8	0.1	23.1	May
In-flow	In-flow Correst Scottand	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALY JOBCENTRES, SEASONALLY JOBCENTRES, SEASONALLY JOBCENTRES, SEASO	<u>.</u>		22.7	0.0	23.1	Apr
In-flow	In-flow Control Cont	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALY JOBCENTRES, SEASONALLY JOBCENTRES, SEASONALLY JOBCENTRES, SEASO	0.2		22.1	-0.5	21.9	Mar
In-flow	In-flow Correspondent Change 3 Chang	4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY JOBCENTRES, SEASONALLY JOBCENTRES, SEASONALLY JOBCENTRES, SEASONALLY JOBCENTRES, SEASONALLY JOBCENTRES	0.1		23.5	-0.7	22.6	Feb
Level Average Level Change 3 months ended months ended Color No. 100 Co	Date Level Average Change 3 months ended months ended change 3 IABLE 4: VACANCI FLOWS AT JOBCENIRES, STANDARDISED, SEASONALLY ADJUSTIC SCOTLAND Out-flow Out-flow Out-flow Change 3 change 3 months ended change 3 months ended change 3 months ended months ended months ended months ended months ended months ended	TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTI SCOTLAND In-flow	0.2	in Olivers	23.2	0.1	23.1	1994 Jan
Level Average Level Average	Date Level Average Average Level Average Level Average Avera	TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTI SCOTLAND In-flow Out-flow Out-flow Level Average Level Level Average Level Lev	<u> </u>	months end		months ended		
In-flow Out-flow	In-flow In-	TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTI SCOTLAND In-flow Out-flow 000s of which: Placing the Placing of the P		Average	Level	Average	Level	Date
	SCOTLAND SCOTLAND	TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTI SCOTLAND		ut-flow	_	1-flow		
	ABLE 4: VACAINCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTE	TABLE 4: VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEASONALLY ADJUSTE SCOTLAND		į	(((((((((((((((((((
ONALLY ADJUSTE	אייין דעי אַ אַ חופַּקּיים			D, SEAS D, O. SEA	ANDARDISED, SEAS ID Utt-flow Average change 3 months ended -0.1 -0.2 -0.1 -0.2 -0.4 -0.2 0.4 -0.2 0.4 -0.2 0.4 0.0 0.4 0.0 0.4 0.0 0.4 0.0 0.4 0.0 0.4 0.0 0.4 0.0 0.4 0.0 0.4 0.0 0.4 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.2 0.1 0.3 0.3	NTRES, STANDARDISED, SEAS SCOTLAND Out-flow Average Change 3 months ended	### PLOWS AT JOBCENTRES, STANDARDISED, SEAS SCOTLAND -fllow Out-flow Average Level Average change 3 months ended -0.1 23.2 -0.1 -0.5 22.1 -0.2 -0.7 23.5 -0.1 -0.1 22.8 -0.2 -0.1 22.1 -0.2 -0.1 22.1 -0.2 -0.3 24.7 -0.4 -0.3 24.7 -0.1 -0.1 23.5 -0.1 -0.1 23.5 -0.1 -0.1 23.5 -0.1 -0.1 24.3 -0.1 -0.1 24.5 -0.1 -0.4 24.9 -0.5 -0.5 27.4 -0.8 -0.5 27.4 -0.3 -0.5 25.9 -0.4 -0.4 -0.3 -0.4 -0.3 -0.5 25.9 -0.4 -0.4 -0.3 -0.4 -0.3 -0.4 -0.3 -0.4 -0.3 -0.4 -0.3 -0.4 -0.3 -0.4 -0.3 -0.4 -0.4 -0.5 25.9 -0.4 -0.3 -0.4 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.5 -0.4 -0.6 -0.7 -0.8 -0.8 -0.9	VACANCY FLOWS AT JOBCENTRES, STANDARDISED, SEAS SCOTILAND Level Average change 3 Cont-flow Level Change 3 Average change 3 Level change 3 Average change 3 Average change 3 months ended 23.1 0.1 23.2 0.2 0.2 23.1 0.0 22.7 -0.1 0.2 23.1 0.1 22.8 -0.2 23.1 0.1 22.8 -0.2 23.1 0.1 22.8 -0.2 23.1 0.1 22.8 -0.2 23.1 0.1 22.8 -0.2 25.4 0.8 24.6 0.6 23.1 -0.4 22.7 -0.2 23.5 0.3 23.7 0.4 24.4 -0.3 24.7 0.0 24.5 0.2 23.8 0.4 24.1 0.1 23.5 0.1 24.5 0.2 0.2 24.6 0.1 0.

Source: Note:

Department of Employment Figures from October reflect the revised basis of seasonal adjustment from November 1992

6.3	-3.3	-6.8	153.3	32.9	120.4	Jul (p)
6.6	-3.1	-1.5	160.1	26.8	123.3	Jun
6.6	-3.3	-0.9	161.6	36.6	125.0	Мау
6.6	4.4	-5.0	162.5	33.9	126.6	Apr
6.9	4 -	7.2-	10/.5	37.1	130.4	IVIZIT
6.9		-5.0	109.7	37./	132.0	reo
7.1	-5.0	ن. د. د	160.3	37.7	132.0	T ₂ t
7.0	3.0	, i.	173.7	20.4	134.5	15
7.0	3 C	٠,٠	172 7	404	139 3	7 70
7.0) ·	7.5	181 4	A1 2	1401	Z C
7.8	-1.4	-2.3	189.0	43.9	145.1	<u>o</u> ,
7.9	-0.6	-2.7	191.3	44.9	146.4	Sep
8.0	-0.2	-0.7	194.0	45.8	148.2	Aug
8.0	0.2	-1.7	194.7	46.0	148.7	Jul
8.1	0.1	-0.2	196.4	46.1	150.3	Jun
8.1	0.3	-0.8	196.6	45.7	150.9	Мау
0.1	0.5	2.4	19/.4	45.6	151.0	Αþi
0.0	0.1	ء ذ	107.4	15.0	151.6	A DEL
0.8 0.0	-01	5 :	1050	24.8	150.0	Mar
8.0	-0.4	1.7	195.3	44.3	151.0	Feb
8.0	-0.9	-2.0	193.6	44.1	149.5	1996 Jan
8.0	-0.4	0.6	195.6	44.7	150.9	Dec
8.0	-0.9	-0.5	195.0	45.0	150.0	Nov
8.0	-1.2	-0.2	195.5	45.2	150.3	Oct
8.0	-1.7	-1.8	195.7	45.3	150.4	Sep
00.	-1.7	-1.2	197.5	46.0	151.5	Aug
8.2	-2.0	0.5	198.7	46.0	152.7	Jul
ŏ.1	-2.4	-2.4	196.2	43.2	10.50	Ţ.
0.2	2./	2.1	100.0	7 × 7 · · ·	1530	Iway
۰ د	3.0	ع ا	2006	15.5	155.1	May
× × ×	-3.0	2.5	202.5	450	156.8	Apr
8.2	-3.2	-2.5	205.5	46.4	159.1	Mar
8.3	-3.5	-2.1	210.1	47.1	160.9	Feb
8.4	-3.6	-2.1	208.0	47.7	162.4	1995 Jan
8.5	-3.1	4.5	212.3	48.2	164.1	Dec
8.7	-2.6	-3.6	216.8	49.4	167.4	Nov
	-2.2	4.4	220.4	49.7	170.7	Oct
9.0	-1.7	4.2	224.8	50.6	174.2	Sep
9.2	-1.3	-2.7	229.0	52.1	176.9	Aug
9.2	-1.0	1.1	231.7	52.7	179.0	Jul
9.3	-0.9	-2.0	230.6	51.4	179.2	Jun
9.4	-0.8	-0.9	232.6	52.2	180.4	May
9.3	-0.9	-1.4	233.5	52.2	181.3	Apr
9.4	-1.3	-2.1	234.7	52.7	181.3	Mar
9.5	-1.5	-1.6	236.8	53.5	182.0	Feb
9.5	-1.3	3.7	238.4	53.8	183.3	1994 Jan
		month				
Onemp. rate % of working pop.	Ave. change over 6 months ending	Change since previous	1 OLZI	remale	Male	Date
				1		,
t for details)	('000s) (Figures in parentheses reflect estimates on September 1988 basis - see text for details)	nates on Septembe	eflect estin	n parentheses r	s) (Figures in	('000)
(excluding school leavers	ADJUSTED (excludi	TABLE 5: SCOTLAND - UNEMPLOYMENT - SEASONALLY ADJUSTED	OYMENT -	D - UNEMPL	SCOTLANI	TABLE 5:

Source: Department of Employment

Month ending	In-flow	Out-flow
1993 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
Sep	31.5	43.3
Oct	31.9	37.4
Nov	32.4	31.4
Dec	29.0	25.1
1996 Jan	33.3	21.1
Feb	30.8	32.2
Mar	27.2	32.7
Apr	32.7	30.5
May	26.9	34.0
Jun	27.9	30.5
Jul	45.1	29.5
Aug	29.6	29.3
Sep	29.2	42.4
Oct	29.7	38.1
Nov	29.6	35.7
Dec	28.5	26.7
Jan	34.1	25.9
Feb	31.1	36.4
Mar	28.2	36.4
Apr	30.0	36.3
May	28.6	35.0
Jun	30.7	34.2
Jul	41.6_	33.2

Source:

Department of Employment



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Published by and further information from:

Unit for the Study of Government in Scotland
Chisholm House
High School Yards
Edinburgh
EH1 1LZ

Tel: 0131 650 2456 Fax: 0131 650 6345