

# 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 September 1994 and these are reported in Tables 1 and 2. Overall, total employees in employment fell by around 9,000 (0.4%) in the year to September 1994. Male employees in employment fell by 3,000 (0.3%), and total female employment fell by 5,000 (0.5%). Part-time female employment rose by 2,000 (0.1%) and part-time male employment rose by 7,000 or 7.6%.

Over the year to June 1994, the biggest employment losses occurred in other manufacturing (7,000 or 4.0%), energy and water (4,000 or 7.7%) and distribution, etc. (4,000 or 1.0%). The biggest employment gain was 8,000 (or 6.1%) in Construction.

## Vacancies: stocks and flows

Over the year to February 1995 unfilled vacancies at job centres in Scotland fluctuated between 18.3 (17.5) and 21.3 (22.9) thousands on a seasonally adjusted (unadjusted) basis (Table 3). Vacancies increased by 3.1 thousand over the year to February 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 February 1995 inflows of 24.1 thousand were virtually identical to outflows (24.4 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 February 1995 total unemployment fell about 28.9 thousand, from 236.8 thousand and from 9.5% to 8.3% of the working population. This represents a reduction in the level of unemployment of 12.2%. The unemployment rate is now approaching its lowest level since May 1991. The aggregate figures reflect a decrease in female unemployment of 6.4 thousand, and a decrease of 21.2 thousand in male unemployment over the year.

Table 6 presents recent flows into and out of the unemployment stock. In February 1995 inflows were, at 29.6 thousand, about 3.0 thousand less than in the same month of 1994. Outflows were, at 35.6 thousand, 1.9 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 RESULTS**

Results from the latest Scottish Chambers' Business Survey ( for the fourth quarter 1994) indicated poorer than anticipated trends in employment. The rise in total employment ended in Manufacturing, and employment levels fell in Oil, Wholesale, Retail Distribution and Finance. However, against expectations a net of firms reported increased employment in both Construction and Tourism.

In the Oil sector the downward trends in employment continued, and a further decline is forecast for quarter one. The predicted increases in activity are forecast to be met by overtime working, and by increased sub contracting, rather than any increase in full time staff.

The rise in Manufacturing employment, a feature of the first nine months of 1994 unexpectedly ended, and no improvement is forecast for quarter one of 1995. The rise in overtime working is equally forecast to decline. In contrast, the anticipated fall in Construction employment did not occur, and a net of +3% reported increasing employment, this rise is forecast to continue through the first quarter.

In Distribution employment trends were below expectations. The anticipated rise in employment in Wholesale Distribution did not occur, and a slight fall was noted which is expected to steepen in quarter one. Retail the decline in employment continued, but was steeper than expected, at a net of -5%. Employment is again expected to fall further in Retail.

A net of +12% reported increasing employment in Tourism, as the predicted decline did not occur. This rise is forecast to continue, due mainly to increased use of part time staffs. However, seasonal downturn in demand in some areas contributed to a slight rise in the level of short time working. Once again, the long running downward trend in employment in Finance continued.

Throughout 1994 the trends in temporary and part time work, the insecure forms of employment, outperformed the rises in full time employment in all sectors. This pattern is expected to continue through the first quarter of 1995 throughout the service sector;

Despite the continuing weakness in demand, skill

shortages continue to be apparent in most sectors. Shortages of suitable skilled manual staffs were reported by 19% of Manufacturing, 39% of Construction and 30% of Tourism respondents. A widespread shortage of suitable technical staff was noted by Oil respondents, and shortages of suitable part time staffs were noted by 18% of Retail and 23% of Tourism respondents.

Recruitment activity was generally at a higher level than in previous fourth quarters for all sectors, although the differences were least in Retail.

50% of Oil respondents sought to recruit staff, and activity was most commonly directed to the recruitment managerial, technical, clerical and skilled staffs. 49% of Manufacturing respondents sought to recruit staff, and activity was most frequently directed towards the recruitment of managerial, skilled and other manual. 49% of Construction reported seeking to recruit, again activity was most commonly directed towards the recruitment of skilled manual employees, and widespread difficulties were reported.

In the service sector 41% of Wholesale, 46% of Retail, 31% of Finance and 70% of Tourism respondents endeavoured to recruit staffs. Difficulties in recruiting suitable part time staffs, and in the recruitment of skilled staffs in Tourism.

Average pay increases ranged from 2.0% in Finance to 3.8% in Wholesale Distribution. The percentages of respondents reporting pay increases were lower than in the third quarter, and ranged from 30% in Tourism to 10% in Oil. Average pay increases were generally higher in the fourth quarter of 1994 than a year ago, with the exception of the Retail sector. In Manufacturing the average increase peaked at 3.5% in quarter two, but progressively weakened to 3.3% in quarter four. In Construction the rate of increase bottomed in the second quarter at 2.6%, but since then has risen to an average of 3.2%. In Distribution average pay increases tended to range between 3.8% - 4.0%, with a slight dip in quarter three. In Retail average increases peaked in quarter two at 5.7%, but have fallen since to 3.6%. In Tourism the average increase peaked in quarter two at 4.5% but has since fallen to 2.9%. As yet there are few signs of upward pressures on pay rates, although we may well see some improvements in Manufacturing and Construction.

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

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]	[130]	[392]	[115]	[182]	[685]
	[27]	[59]	[43]	[167]	[189]	[127]	[416]	[113]	[195]	[639]
1991	[27]	[61]	[44]	[169]	[189]	[127]	[412]	[108]	[184]	[657]
	[28]	[61]	[43]	[165]	[181]	[121]	[404]	[106]	[189]	[654]
	[29]	[60]	[42]	[161]	[180]	[117]	[408]	[107]	[187]	[665]
	[28]	[60]	[42]	[161]	[180]	[114]	[408]	[108]	[182]	[662]
	[28]	[60]	[41]	[153]	[184]	[109]	[418]	[111]	[213]	[664]
1992	28	58	40	(153)	(184)	(125)	(418)	(111)	(213)	(664)
	28	58	40	(153)	(183)	(121)	(411)	(110)	(217)	(693)
	27	58	39	(147)	(185)	(119)	(419)	(109)	(223)	(673)
	27	58	37	(143)	(182)	(118)	(416)	(107)	(220)	(694)
	26	57	36	(147)	(165)	(113)	(417)	(111)	(208)	(693)
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

\* 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
1991 Jan	19.1	2.5	-0.9	15.6	0.7
Feb	22.6	3.6	1.3	19.8	0.6
Mar	23.9	1.3	2.4	21.8	0.6
Apr	19.3	-4.6	0.1	19.4	0.7
May	17.7	-1.6	-1.6	18.5	0.8
Jun	17.2	-0.5	-2.1	18.8	0.9
Jul	16.2	-1.1	-1.1	17.1	0.8
Aug	15.6	-0.6	-0.7	16.3	0.7
Sep	15.9	0.3	-0.5	18.6	0.6
Oct	17.0	0.5	0.2	19.6	0.6
Nov	17.4	0.4	0.5	18.2	0.6
Dec	17.5	0.1	0.3	15.9	0.4
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	18.3	0.0	-0.3	19.1	0.6
May	19.3	1.0	0.3	20.5	0.6
Jun	20.0	0.7	0.6	21.5	0.6
Jul	20.3	0.3	0.7	20.2	0.6
Aug	21.1	0.8	0.6	20.9	0.6
Sep	21.3	0.2	0.4	22.7	0.6
Oct	20.9	-0.4	0.2	22.9	0.7
Nov	20.6	-0.3	-0.2	21.7	0.7
Dec	21.4	0.8	0.0	20.2	0.6
1995 Jan	21.8	0.4	0.3	18.8	0.6
Feb	21.5	-0.3	0.3	19.4	0.6

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
1991 Jan	21.9	-0.1	20.5	-0.8	16.6	-0.7
Feb	22.5	0.2	18.7	-2.4	15.2	-1.8
Mar	21.9	0.2	20.8	-0.3	17.4	-0.1
Apr	22.3	0.1	25.8	1.8	21.6	1.7
May	22.4	0.0	26.0	2.4	21.6	2.1
Jun	20.1	-0.6	20.3	-0.2	16.7	-0.2
Jul	20.0	-0.8	20.7	-1.7	16.9	-1.6
Aug	19.5	-1.0	20.0	-2.0	16.4	-1.7
Sep	20.6	0.2	20.4	0.0	16.8	0.0
Oct	23.0	0.9	21.6	0.2	18.0	0.3
Nov	19.9	0.0	19.7	-0.2	15.7	-0.4
Dec	21.2	0.2	20.6	0.2	17.3	0.2
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	22.9	-0.1	22.7	-0.2	20.1	-0.0
May	23.1	0.2	22.9	-0.2	20.3	-0.1
Jun	24.2	0.8	23.3	0.4	20.8	0.5
Jul	22.8	0.0	22.2	-0.2	19.8	-0.1
Aug	25.4	0.8	24.5	0.5	21.8	0.5
Sep	23.1	-0.4	22.6	-0.2	20.0	-0.3
Oct	23.5	0.2	23.7	0.5	20.7	0.3
Nov	24.4	-0.3	24.7	0.1	21.6	-0.1
Dec	24.6	0.5	23.8	0.4	20.6	0.2
1995 Jan	24.3	0.3	23.9	0.1	20.7	0.0
Feb	24.1	-0.1	24.4	-0.1	21.4	-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.
1991 Jan	153.0	51.2	201.5	0.7	0.0	8.1
Feb	157.0	51.7	204.7	3.2	0.7	8.2
Mar	160.4	52.3	209.3	4.6	1.7	8.4
Apr	163.9	54.0	214.4	4.8	2.6	8.5
May	166.5	55.2	219.8	4.7	3.3	8.7
Jun	169.4	55.4	221.9	2.8	3.3	8.8
Jul	170.9	56.2	225.6	3.7	3.8	8.9
Aug	170.4	56.1	227.0	1.4	3.5	9.0
Sep	171.0	55.3	225.7	-1.3	2.7	9.0
Oct	172.6	54.7	225.7	0.0	1.9	9.0
Nov	173.6	54.5	227.1	1.2	1.3	9.0
Dec	176.0	54.3	227.9	1.4	0.9	9.0
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	180.4	52.1	233.4	-1.3	-0.9	9.3
May	179.4	51.9	232.3	-1.1	-0.7	9.3
Jun	179.4	51.4	230.8	-1.5	-0.7	9.2
Jul	177.2	52.8	232.2	1.4	-1.0	9.3
Aug	174.4	52.2	229.4	-2.8	-1.2	9.2
Sep	171.0	50.8	225.2	-4.2	-1.6	9.0
Oct	170.8	49.9	220.7	-4.3	-2.1	8.8
Nov	167.3	49.3	216.6	-4.1	-2.6	8.7
Dec	164.0	48.2	212.2	-4.4	-3.1	8.5
1995 Jan	162.4	47.7	210.1	-2.1	-3.7	8.4
Feb	160.8	47.1	207.9	-2.2	-3.6	8.3

Source: Department of Employment

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

Month ending	In-flow	Out-flow
1991 Jan	31.3	20.8
Feb	34.0	32.9
Mar	32.9	31.6
Apr	33.8	31.8
May	30.9	32.7
Jun	31.0	30.9
Jul	44.4	30.5
Aug	32.8	30.9
Sep	33.9	41.0
Oct	34.6	36.3
Nov	34.8	32.1
Dec	32.5	26.9
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

Source: Department of Employment