

# 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 (to be replaced by the Annual Employment Survey this year). 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 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). This 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 June 1996 and these are also reported in Tables 1 and 2. Overall, total employees in employment fell by around 17,000 (0.9%) in the year to June 1996. Full-time male employees in employment fell by 5,000 (0.68%), and full-time female employment fell by 3,000 (0.6%). Part-time male employment rose by 4,000 (4.2%) and part-time female employment fell by 13,000 or 3.0%.

Table 2 presents only the revised estimates of employees in employment by sector because of the difficulties of comparison across different SICs. Over the year to June 1996, the biggest employment losses occurred in service industries. Employment fell by 5,000 in Real Estate etc. (2.5%) and by 4,000 in Financial Intermediation (4.0%) and Hotels and restaurants (3.1%). Employment growth was greatest in Other community etc, activities (3,000 or 3.2%).

## Vacancies: stocks and flows

Over the year to October 1996 unfilled vacancies at job centres in Scotland fluctuated between 23.1 (20.6) and 28.6 (30.8) thousands on a seasonally adjusted (unadjusted) basis (Table 3). Vacancies rose by 4.4 thousand in the year to October 1996, 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 October 1996 inflows were 23.3 thousand and outflows were 22.2 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 October 1996 total unemployment fell by about 6.5 thousand, from 195.5 thousand and from 8.2% to 7.8% of the working population. This represents a reduction in the level of unemployment of 2.0%. Female unemployment fell by 1.3 thousand over the year, while male unemployment fell by 5.2 thousand.

Table 6 presents recent flows into and out of the unemployment stock. In October 1996 inflows were, at 29.7 thousand, about 2.2 thousand more than in the same month of 1995. Outflows were, at 38.1 thousand, 0.7 thousand less than in October 1995. If gross outflows were maintained at their October 1996 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: THIRD QUARTER 1996**

The latest results from the Deloitte & Touche Scottish Chambers' Business Survey suggest demand for labour remaining stronger in the service sector than in manufacturing and construction, although changes to employment levels generally affected less than 50% of respondents in most sectors apart from manufacturing and tourism. Rising trends in employment were stronger than anticipated in manufacturing and tourism, and rising

trends were reported in retail. The decline in finance was less than anticipated, but is expected to continue. Rising employment in the service sector continues to be largely part time and temporary.

#### **Employment**

Results from the survey for the third quarter indicated only 9% of manufacturing, an increase over the previous quarter, and 11% of construction respondents thought shortages of skilled labour would be the factors most likely to restrict activity in the fourth quarter. In contrast concerns as to recruiting suitable staffs were again more evident in the service sector, where 16% of wholesale and 15% of retailers reported staff shortages as affecting their levels of sales.

The rise in manufacturing employment was stronger than anticipated at a net of 15%, and firms are much more confident than in previous quarters as to the expected rate of increase in the next quarter, with increases in full time, part time and temporary staffs being reported. The percentage increasing employment in the third quarter rose from 22% in quarter two to 30%, and the percentage reducing employment fell from 20% to 15%. Once again, overall changes to employment levels affected slightly less than 50% of respondents.

The declining trend in construction employment was as anticipated, a net of -11%. However, the expected trend for the fourth quarter, a net of -5%, is the best trend since the first quarter of 1995. Overall the percentage reducing employment eased slightly to 27% and a further easing is forecast. Similarly, the percentage increasing employment was more than expected and a further increase is predicted for the fourth quarter, reflecting expectations of rising private sector demand in quarter four.

Once again changes in employment levels in wholesale were at the margin, affecting only 30% of respondents. The employment trends were again weaker than expected, yet respondents remain confident as to an improvement in the fourth quarter, with a net of 5% expecting employment to increase.

Notwithstanding the rising trends in sales changes to retail employment again affected less than a third of respondents, and the rising trend was less than anticipated. At present there are few signs of a stronger increase in employment in the fourth quarter. However, the rise in employment over the

past six months remains the best trend for more than three years. Once again the trends conceal a decline in full time employment and an increase in part time and temporary staffs. A greater increase in the use of part time and temporary staffs is forecast for the fourth quarter.

Changes to employment levels in finance again affected only a third, and for a second quarter the decline in employment was less than anticipated. As in the previous quarter the overall decline, a net of -9%, concealed increased use of part time, temporary and agency staffs. Notwithstanding the better than anticipated results, respondents continue to remain pessimistic as to employment levels and forecast steeper declines in the fourth quarter.

Changes to tourism employment levels were more widespread, and the rising trend in employment was stronger than anticipated. The percentage increasing employment rose from 31% in quarter two to 48% in quarter three, and the percentages reducing employment eased further to 4%. This strong rise in employment is expected to end in the fourth quarter. In common with other areas in the service sector the rise in employment was strongest for part time and temporary staffs, increased use of part time staffs is expected in the fourth quarter.

### **Recruitment**

Recruitment activity in manufacturing rose to the highest figure recorded for more than three years. Recruitment difficulties were limited, with 18% of respondents reporting problems, which were mainly experienced in the recruitment of suitable skilled and managerial staffs.

Recruitment activity in construction remained at 45%, and some difficulties were again evident in the recruitment of suitable skilled manual staff, but generally these difficulties were less than a year ago.

In the service sector the percentage of wholesale respondents seeking to recruit was lower than in the third quarters of 1995 and 1994. As in previous quarters the 41% of wholesale respondents recruiting staff reported few problems in attracting suitable staffs. In retail 48% sought to recruit, once again part time staffs were the most widely recruited group, and problems were evident in the recruitment of suitable skilled and part time staffs. Evidence as to the increased activity was reflected in the further increased levels of training, once again the highest figures for more than two years.

In finance activity was most frequently directed towards the recruitment of temporary staffs.

85% of tourism respondents sought to recruit a broad range of occupations. Problems in recruiting suitable staffs were widespread, especially in the recruitment of skilled, part time, and to a lesser extent in the recruitment of suitable young workers.

Upward pressure on pay levels was slightly stronger in the third quarter. Average pay increases ranged from 3.3% in construction to 5.8% in tourism & leisure. A slight upward trend in pay increases is evident in manufacturing, retail, finance and tourism.

### **Pay**

The percentages increasing pay in the third quarter ranged from less than 10% in finance to almost 50% of construction respondents.

**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) SIC 1992	MALE		FEMALE		TOTAL	Prod/Const	Production	Manuf.	Services
	(All) Full-time	P/T	(All) Full-time	P/T		(1-5) C-F	(1-4) C-E	(2-4) D	(6-9) G-Q
1979 Jun	(1,205)		(897)	(332)	(2,102)	(831)	(676)	(604)	1,224
1989 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	893 {985}	88 {93}	525 {981}	431 {445}	1937 {1966}	472 {520}	347 {399}	305 {349}	1,430 {1,421}
Jun	899 {996}	92 {96}	535 {990}	436 {449}	1962 {1987}	482 {528}	353 {403}	313 {354}	1,443 {1,433}
Sep	899 {1006}	95 {99}	538 {989}	435 {447}	1967 {1994}	483 {531}	355 {400}	316 {352}	1,447 {1,437}
Dec	888 {987}	95 {99}	528 {980}	434 {449}	1945 {1967}	479 {521}	357 {401}	316 {354}	1,431 {1,421}
1995 Mar	886 {978}	96 {96}	520 {948}	427 {427}	1928 {1947}	466 {508}	352 {395}	312 {348}	1,427 {1,414}
Jun	887	95	525 {963}	437	1944	470	357	318	1,439
Sep	894	97	526	430	1947	479	359	319	1,434
Dec	892	98	518	435	1943	477	360	321	1,432
1996 Mar	879	94	514	428	1915	468	355	316	1,413
Jun	882	99	522	424	1927	468	352	316	1,425

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 1992	Agric. hunting forestry fishing A,B	Mining & Quarrying C	Manufacturing D	Elect, gas & water supply E	Construction F	Wholesale retail trade & repairs G	Hotels & rest. H	Trip storage & comm. I	Financial inter-mediation J	Real Estate renting & bus. activities K	Public admin. & defence: comp. Soc. Sec. L	Education M	Health & Social Work N	Other comm, social & pers. activities O-Q
1994														
Mar	35	23	305	19	125	299	117	117	79	198	134	144	247	95
Jun	37	22	313	19	128	299	130	116	80	197	135	143	246	97
Sep	37	22	316	18	127	300	130	118	78	200	134	143	248	96
Dec	35	23	316	19	122	305	120	112	78	199	132	145	245	95
1995														
Mar	35	23	312	17	115	297	118	112	78	202	135	146	243	96
Jun	35	23	318	17	112	300	129	114	76	203	135	144	245	93
Sep	35	23	319	17	120	296	127	112	75	207	135	142	247	93
Dec	34	23	321	16	117	302	117	112	75	206	134	144	248	94
1996														
Mar	34	22	316	16	114	292	115	110	74	198	134	144	249	96
Jun	34	20	316	16	115	298	125	112	72	198	134	144	248	96

\* 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
1993 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	24.1	0.4	0.5	24.2	0.7
Sep	24.5	0.4	0.5	26.0	0.7
Oct	24.2	-0.3	0.2	26.0	0.6
Nov	23.9	-0.3	-0.1	24.8	0.6
Dec	23.7	-0.2	-0.2	22.6	0.5
1996 Jan	23.5	-0.2	-0.2	20.6	0.4
Feb	23.5	0.0	-0.1	21.7	0.4
Mar	23.1	-0.4	-0.2	22.0	0.4
Apr	22.9	-0.2	-0.2	23.0	0.5
May	23.4	0.5	0.0	24.0	0.7
Jun	24.4	1.0	0.4	25.7	0.8
Jul	25.8	1.4	1.0	26.1	0.8
Aug	26.0	0.2	0.9	26.3	0.8
Sep	27.6	1.6	1.1	29.8	0.6
Oct	28.6	1.0	0.9	30.8	0.8

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
1993 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	27.2	0.9	26.8	0.7	23.6	0.6
Sep	25.1	-0.1	25.0	0.0	22.0	0.0
Oct	27.3	0.5	27.4	0.8	24.0	0.6
Nov	26.1	-0.4	26.4	-0.1	23.1	-0.2
Dec	24.2	-0.3	24.0	-0.3	20.8	-0.4
1996 Jan	25.5	-0.5	25.9	-0.4	22.8	-0.4
Feb	26.1	0.0	26.1	-0.1	22.4	-0.2
Mar	25.0	0.3	25.6	0.5	22.0	0.4
Apr	25.6	0.0	25.5	-0.1	21.6	-0.4
May	25.5	-0.2	25.3	-0.3	21.4	-0.3
Jun	23.5	-0.5	22.7	-1.0	19.1	-1.0
Jul	25.2	-0.1	24.0	-0.5	20.4	-0.4
Aug	24.6	-0.3	24.6	-0.2	20.7	-0.2
Sep	25.0	0.5	23.6	0.3	20.0	0.3
Oct	23.3	-0.6	22.2	-0.6	18.8	-0.5

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.
1993 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	45.9	202.7	-2.9	-3.0	8.3
May	155.1	45.5	200.6	-2.1	-2.7	8.2
Jun	15.30	45.2	198.2	-2.4	-2.4	8.1
Jul	152.7	46.0	198.7	0.5	-2.0	8.2
Aug	151.5	46.0	197.5	-1.2	-1.7	8.1
Sep	150.4	45.3	195.7	-1.8	-1.7	8.0
Oct	150.3	45.2	195.5	-0.2	-1.2	8.0
Nov	150.0	45.0	195.0	-0.5	-0.9	8.0
Dec	150.9	44.7	195.6	0.6	-0.4	8.0
1996 Jan	149.5	44.1	193.6	-2.0	-0.9	8.0
Feb	151.0	44.3	195.3	1.7	-0.4	8.0
Mar	150.2	44.8	195.0	-0.3	-0.1	8.0
Apr	151.6	45.8	197.4	2.4	0.3	8.1
May	150.9	45.7	196.6	-0.8	0.3	8.1
Jun	150.3	46.1	196.4	-0.2	0.1	8.1
Jul	148.7	46.0	194.7	-1.7	0.2	8.0
Aug	148.2	45.8	194.0	-0.7	-0.2	8.0
Sep	146.4	44.9	191.3	-2.7	-0.6	7.9
Oct	145.1	43.9	189.0	-2.3	-1.4	7.8

Source: Department of Employment

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

Month ending	In-flow	Out-flow
1993 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
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

Source: Department of Employment