

STATES OF JERSEY



MANPOWER SURVEY AS AT 30TH JUNE 2004

**Presented to the States on 12th October 2004
by the Economic Development Committee**

STATES GREFFE

REPORT ON THE MANPOWER SURVEY (PRIVATE SECTOR) JUNE 2004

Headlines

- In June 2004, total private sector employment in Jersey was 45,790, which is 1,000 lower than in June 2003, a fall of 2.1%.
- Of the reduction of 1,000: around 850 were net job losses in non-seasonal sectors (i.e. excluding agriculture and fishing, hotels, restaurants and bars, and transport, storage and communication) in the period June 2003 to December 2003; 430 were a result of seasonal industries taking on fewer staff this summer compared to last; whilst 280 were net job increases in the non-seasonal sectors between December 2003 and June 2004.
- Compared with June 2003: full-time employment was down by almost 3% (980); part-time employment was also down by about 3% (220); whilst people engaged in one-person businesses was up by 200.
- Between June 2003 and June 2004 the number engaged fell in all sectors except education, health and other services.
- The overall number of vacancies reported was similar to a year and 6 months previously, but were up by 80 on June 2003 in the finance sector.

Excluding one-person businesses:

- Total private sector employment in Jersey in June 2004 excluding one-person businesses was 44,110, which is 1,200 lower than in June 2003.
- The annual decline of 2.6 % is the largest for more than 8 years

Overview

Total private sector workforce

The number of people employed in Jersey businesses in June 2004 was 45,790, which is 1,000 less than a year earlier, and represents a fall of 2.1%.

The financial services (predominantly banking) and hotels, restaurants and bars sectors recorded the largest decreases in total employment over the 12-month period to June 2004, reporting net reductions of 400 and 240, respectively. However, the decrease in the finance sector occurred predominantly during the last 6 months of 2003 (see below).

Education, health and other services was the only sector to record a net increase in employment (110) over the 12 months to June 2004, notably in the areas of health and sporting and recreational activities.

The agriculture and fishing, hotels restaurants and bars, and transport, storage and communication sectors are very seasonal (as described in the Annex), but the other sectors of the economy (representing between 75% and 80% of the private sector workforce) are less influenced by seasonal factors. As a result, it is possible to look at changes over the past 6 months for these other (non-seasonal) sectors. On this shorter term perspective, employment *increased* by 280 between December 2003 and June 2004 in these sectors. The majority of the growth was seen in construction (up by 180) and education, health and other services (up by 200) whilst employment in finance fell by 100.

The 3 seasonal sectors saw 430 fewer staff employed in June 2004 than in June 2003: 240 fewer in hotels, restaurants and bars; 170 in agriculture and fishing; and 20 in transport, storage and communication.

Employment excluding one-person businesses

The number in *full-time* employment fell by 980 over the 12 months to June 2004, to stand at 36,500, a fall of 2.6%. The number in *part-time* employment decreased by 2.8% (220) to 7,610. Overall numbers in employment fell by 2.6%, which constitutes the largest 12-month fall in private sector employment for at least 8 years.

On a shorter time-frame, between December 2003 and June 2004 full-time employment increased by 2,310 and part-time employment increased by 170. These shorter term changes are heavily influenced by seasonal factors, as can be seen from Figure 1a. The underlying trend, excluding seasonal and other short-term variations, is shown by Figure 1b (see Note 2). The 12month percentage changes are shown in Figure 2.

Figure 1a - Employment in Jersey Undertakings

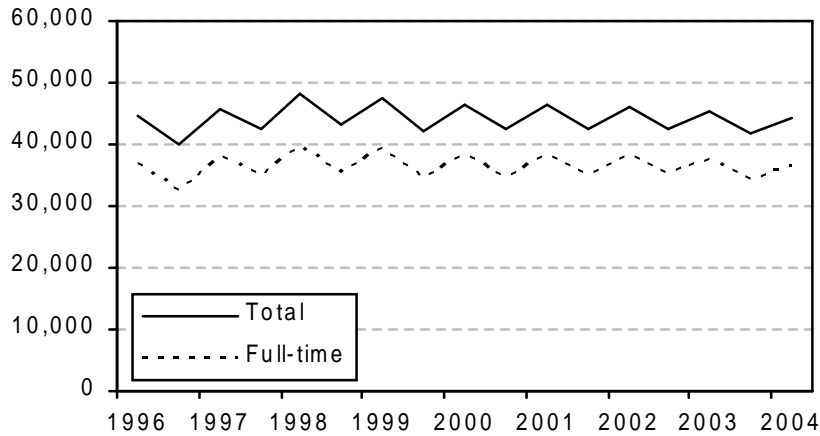


Figure 1b - Underlying trend in employment

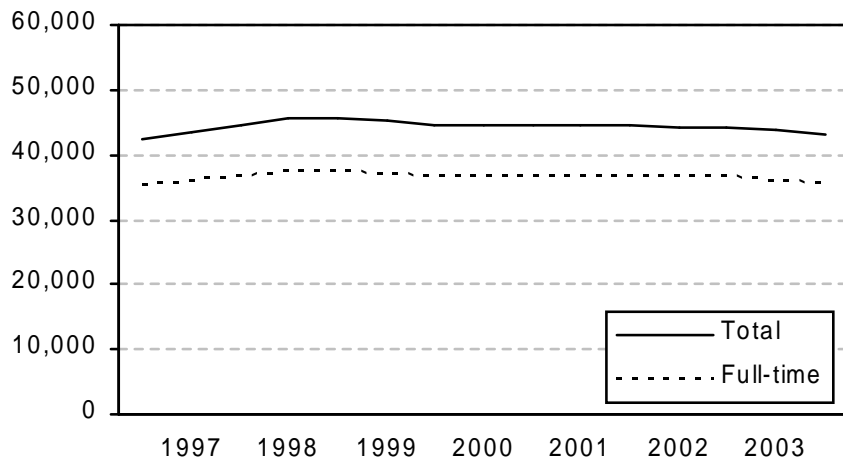
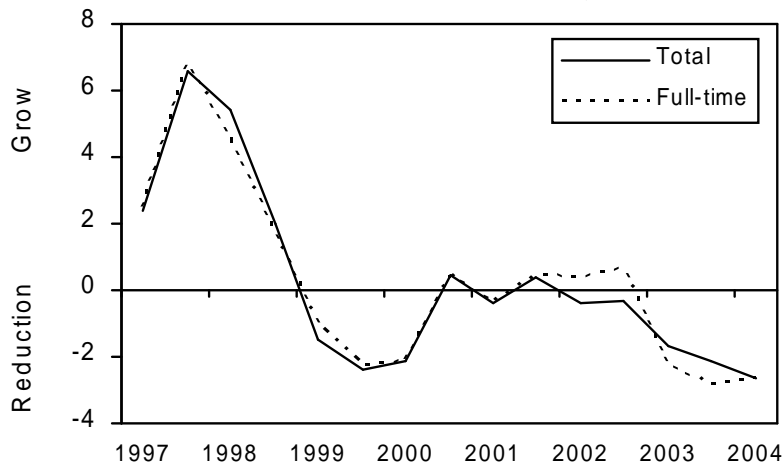


Figure 2 - Twelve month percentage changes in private sector employment



Employment in one-person businesses

In June 2004 there were 1,680 reported single-person undertakings, some 200 more than a year earlier. Increases in one-person businesses over the 12 months to June 2004 occurred notably in the retail sub-sector of wholesale and retail trades, in the building installation and completion sub-sectors of construction, and in other services activities within the education, health and other services sector.

Single-person undertakings were not being consistently recorded prior to 2000, so detailed figures excluding single-person undertakings are presented in Appendix 1; those including single-person undertakings are shown in Appendix 2 (see Note 3).

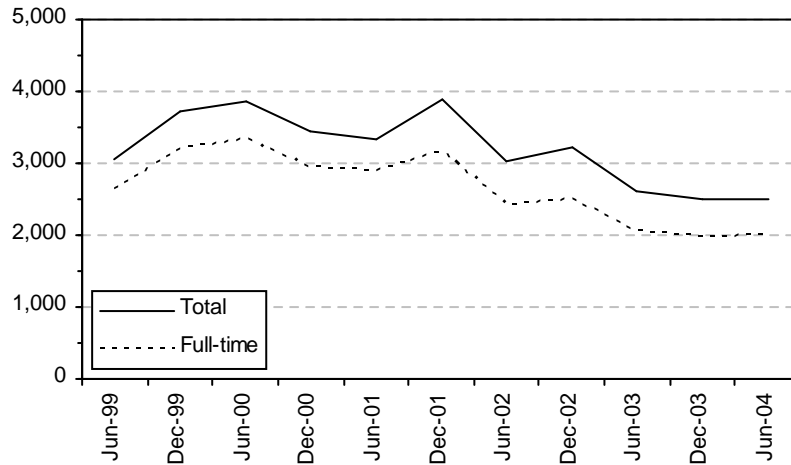
Vacancies

Since March 1999 undertakings reporting to the Manpower Survey have provided figures for numbers of vacancies. It is possible that, in the past, there may have been a degree of over-stating of vacancies due to some businesses reporting positions which they had no immediate intention of filling. From September 2000, however, the survey form was revised to emphasize that only vacancies which businesses were actively seeking to fill should be included. As such, some care is needed in interpreting changes in vacancy numbers.

The number of vacancies which employers reported as actively seeking to fill was 2,500 very similar to the December 2003, but a fall of 100 (4%) compared to the previous June (see Appendix 2). A notable increase in vacancies occurred in the financial sector, with some 80 more vacancies reported than a year previously, whilst the hotel, restaurants and bars sector reported a decrease of 50.

The level of reported vacancies for the last 5 years is shown in Figure 3. Vacancies (both full and part-time) were 5½% of total employment; four-fifths of all vacancies were for full-time positions.

Figure 3 - Unfilled vacancies



Residential status (as defined in terms of the Regulation of Undertakings, see Note 4)

The residential status of staff was recorded for the first time by the December 2001 Manpower Survey. Each undertaking reported the numbers of locally qualified and non-locally qualified employees; full-time employees with “(j)” category housing qualifications were recorded separately from other locally qualified staff. The numbers of staff in each category by sector are presented in Appendix 3.

Figure 4a shows the breakdown by residential status of all staff (including one-person businesses); approximately 4 out of 5 were locally qualified (including “(j)” category), essentially unchanged on a year ago.

Figure 4a - Residential status of all staff

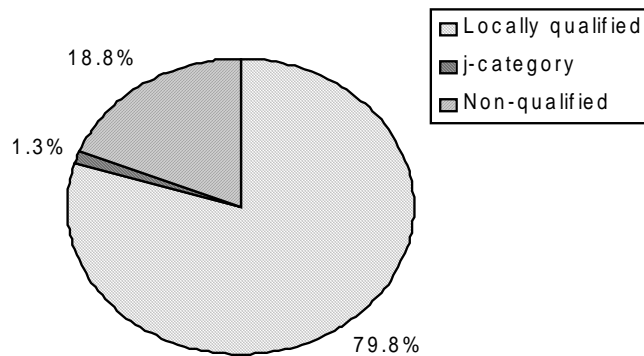
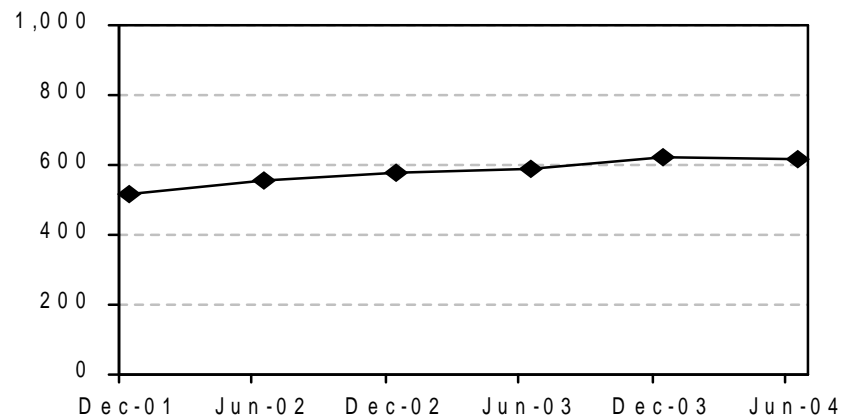


Figure 4b - j-category employees



As shown in Figure 4b, the number of “(j)” category employees in the private sector increased up to December 2003, since when the total of such employees has levelled off.

Sectoral analysis

Detailed analysis at the sectoral level is presented in the accompanying Annex (pages 5-14).

Notes

1. The Manpower Survey encompasses almost 5,000 undertakings in Jersey, employing a total of more than 45,000 staff (June 2004) including some 8,000 part-time staff (who may have more than one job). Prior to December 2001, the Survey was conducted quarterly; from June 2002 the Survey has taken place at 6-monthly intervals. The Survey is analysed by the Statistics Unit of the Policy and Resources Department of the States of Jersey, on behalf of the Economic Development Committee.
2. The trend series shown in Figures 1b, 5b, 17b, 20b, 23b, 32b and 35b are calculated using a weighted moving average over 3 consecutive 6-month periods; the resulting average is then assigned to the middle period.
3. The historic numbers presented in the Appendices for sectoral employment show some minor differences from those presented in previous Manpower Survey reports; these arise from minor revisions to staffing levels reported by a small number of undertakings.
4. The percentages shown on the pie-charts for residential status are calculated from the underlying data rather than the rounded numbers of Appendix 3.
5. The definition of “locally qualified” as applied under the *Regulation of Undertakings and Development (Jersey) Law 1973 as amended* includes all persons in the following categories –
 - (i) residentially qualified persons falling within any of the Housing Regulations, excluding Regulation (l) and Regulation (m);
 - (ii) persons resident for the whole of the past consecutive 5 years;
 - (iii) the spouses of (i) or (ii) above;
 - (iv) the children under 18 years (or if students under 25 years) of those in (i), (ii) or (iii) above.

The analysis in this report further divides the locally qualified between “(j)” category and the remainder.

6. Further information about the Survey is available from the Statistics Unit, telephone 603423. Enquiries about the requirements of the Regulation of Undertakings and Development Law should be addressed to the Regulation of Undertakings and Development Office, telephone 603710.

Statistics Unit

October 2004

Sectoral analysis of employment – general

The total number of staff (both full- and part-time) employed in all undertakings (including one-person businesses) decreased by 1,000 over the 12 months to June 2004. The largest reductions occurred in financial and legal activities (400) and hotels, restaurants and bars (240). The only sector to record an increase in employment over this period was education, health and other services (110).

The long-term analysis contained in this Annex *excludes* one-person businesses, except for that on residential status which includes such businesses.

Agriculture and fishing (4.3% of private sector workforce)

Figure 5a - Employment in Agriculture & fishing

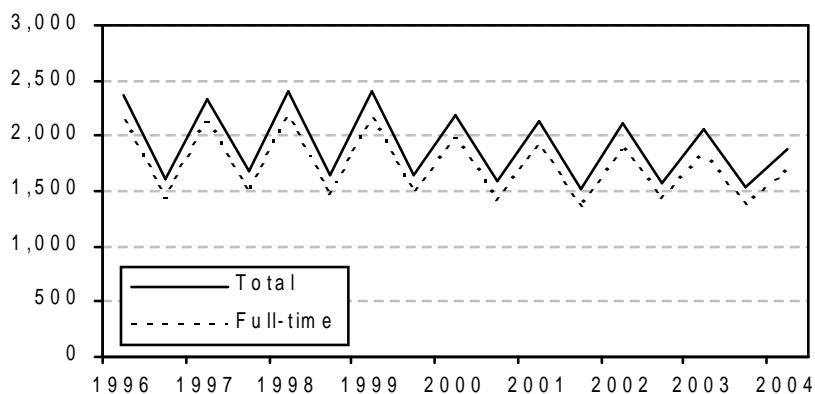


Figure 5b - Underlying trend in employment
Agriculture & fishing

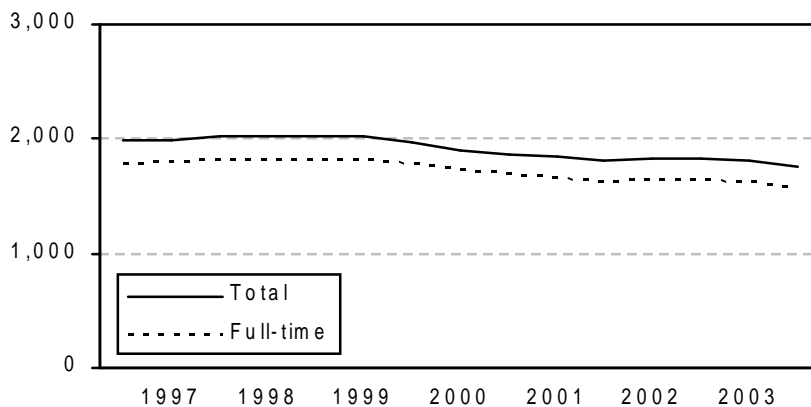


Figure 6 - Twelve month percentage changes in Agriculture & fishing employment

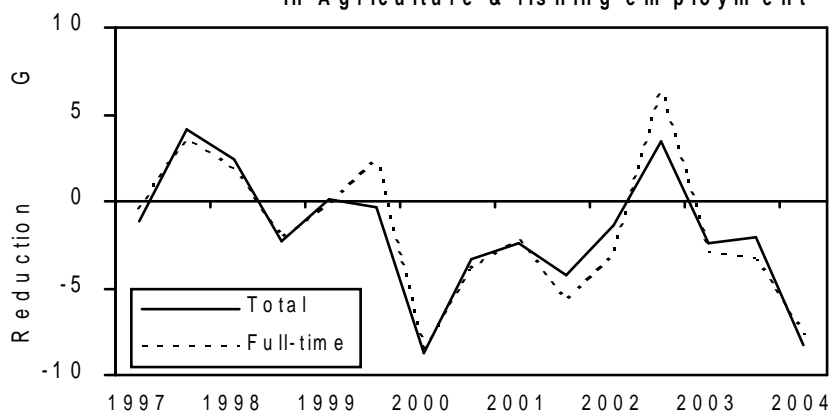
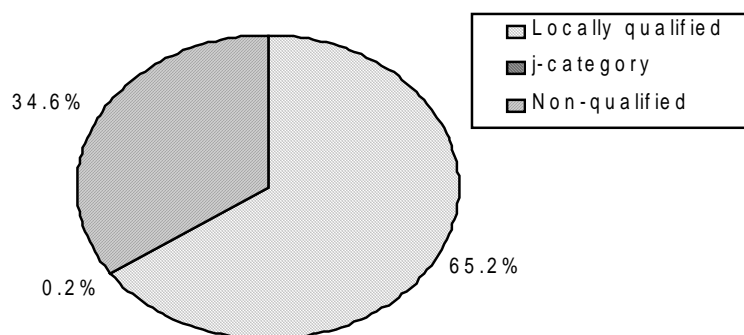


Figure 7 - Residential status of staff Agriculture & fishing



Employment in agriculture is highly seasonal, as may be seen from Figure 5a.

The underlying trend in employment in agriculture and fishing has been downward (Figure 5b) since 1998/9. In June 2004, the sector took on less seasonal staff than in the previous year, resulting in a decline in total employment on an annual basis of 8% (Figure 6).

In June 2004, more than a third of those employed in the agriculture and fishing sector were not locally qualified (Figure 7).

Manufacturing (4.2% of private sector workforce)

Figure 8 - Employment in Manufacturing

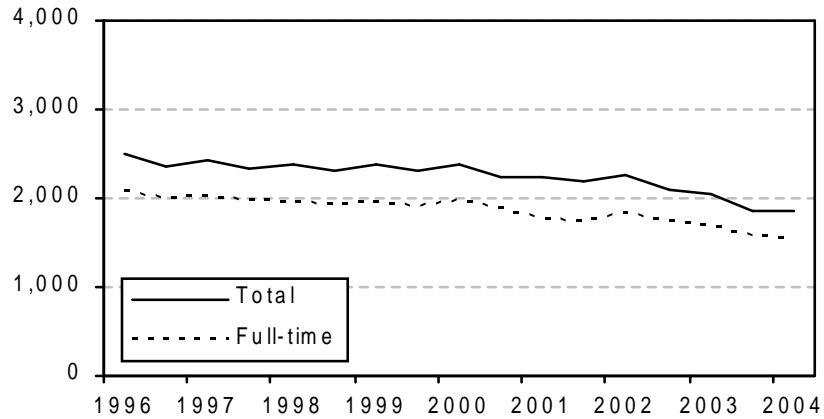


Figure 9-Twelve month percentage changes in Manufacturing employment

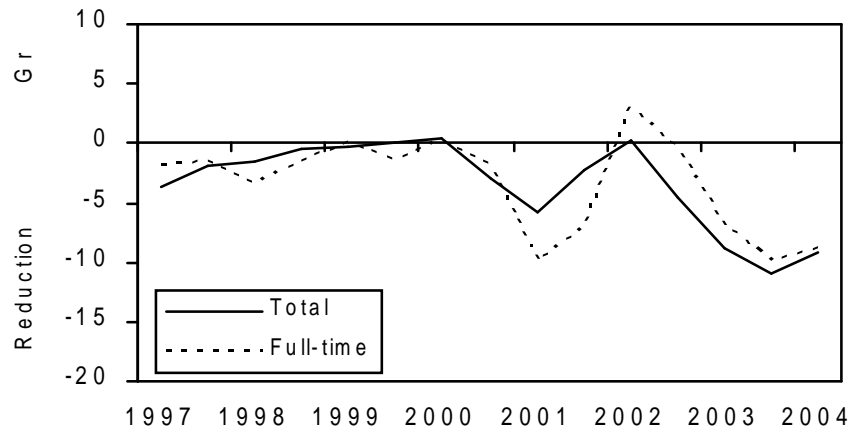
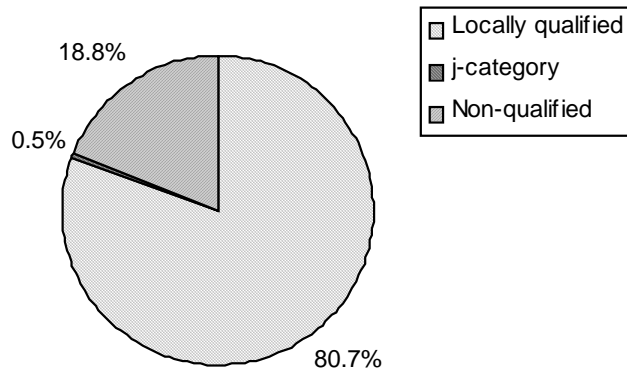


Figure 10 - Residential status of staff Manufacturing



Manufacturing activities in Jersey mainly involve the production of beverages and food products, publishing and printing activities and, to a lesser extent, the manufacture of furniture, boats and of plastic, stone and metal

products. As indicated by Figure 8, employment in manufacturing in Jersey has been declining slowly for several years.

The proportion of manufacturing employees who were not locally qualified at 18.8% was the same as the average for all sectors.

Construction and quarrying (9.9% of private sector workforce)

Figure 11 - Employment in Construction & quarrying

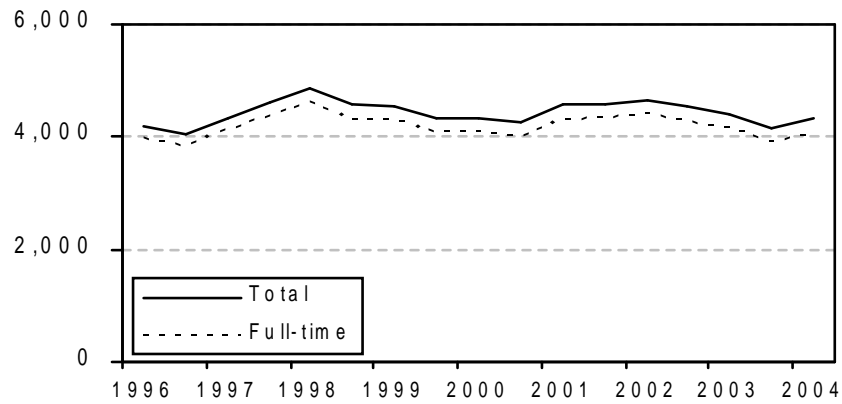
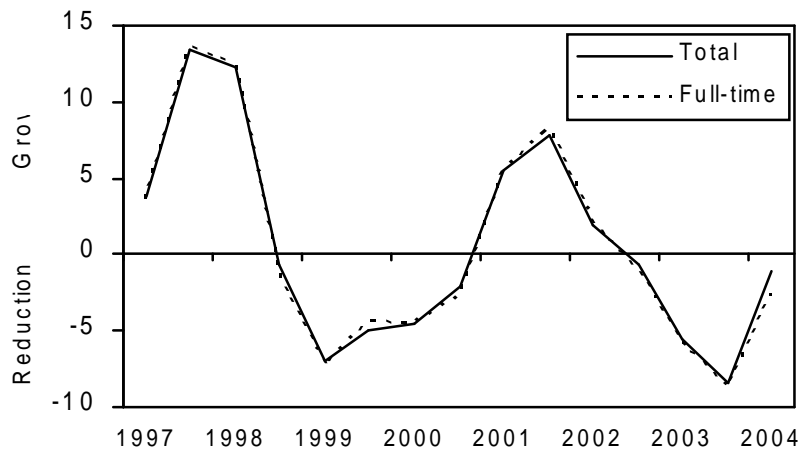
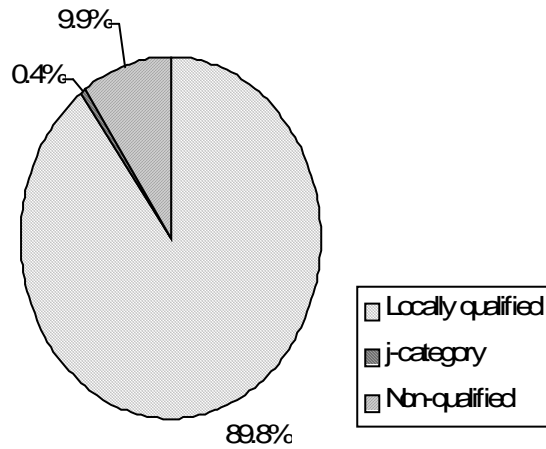


Figure 12 - Twelve month percentage changes in Construction & quarrying employment



**Figure 13- Residential status of staff
Construction & quarrying**



This sector experienced substantial growth in employment throughout 2001 and during the first half of 2002 (Figure 12). The total number employed in the sector in June 2004 was very similar (only 40 below) that of a year previously, and some 190 higher than in December 2003.

At almost 10%, the proportion of workers in the construction sector who were not locally qualified was lower than the average for all sectors and similar to the proportion reported a year earlier.

Electricity, gas and water (1.1% of private sector workforce)

Figure 14 - Employment in Electricity, gas & water

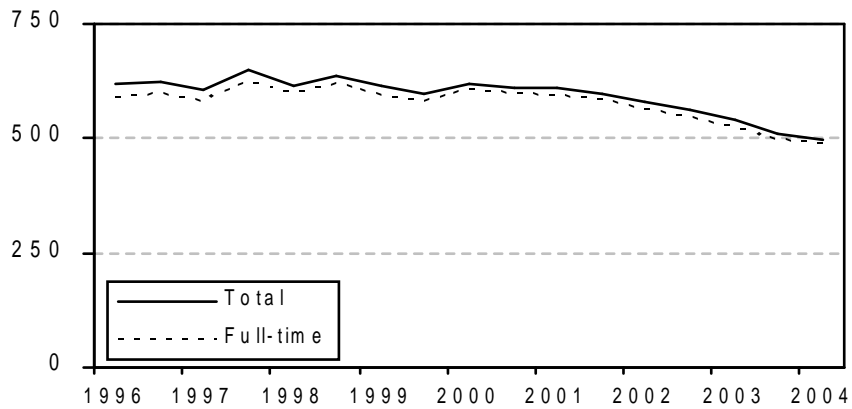


Figure 15 - Twelve month percentage changes in Electricity, gas & water employment

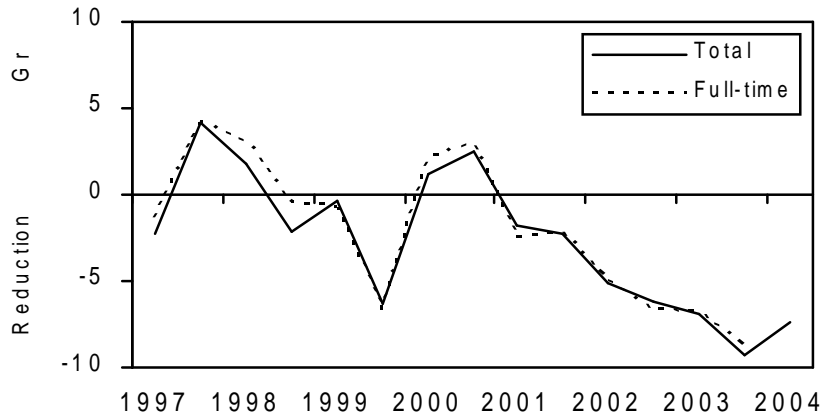
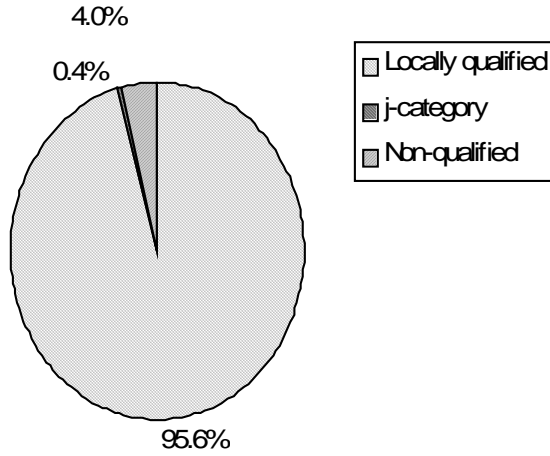


Figure 16 - Residential status of staff Electricity, gas & water



Overall employment in the utilities sector has been declining throughout the last 3 years (Figure 14). The decrease of 7% in total employment over the 12 months to June 2004 (Figure 15) is due to a reduction of 40 full-time staff. The proportion of locally qualified staff was the highest of the 11 sectors (96% including “(j)” category employees).

Wholesale and retail trades (17.7% of private sector workforce)

Figure 17a - Employment in Wholesale & retail trades

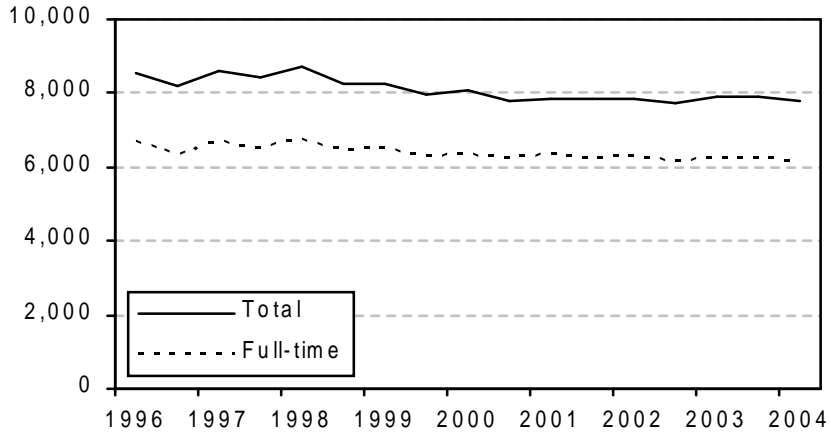


Figure 17b - Underlying trend in employment Wholesale & retail trades

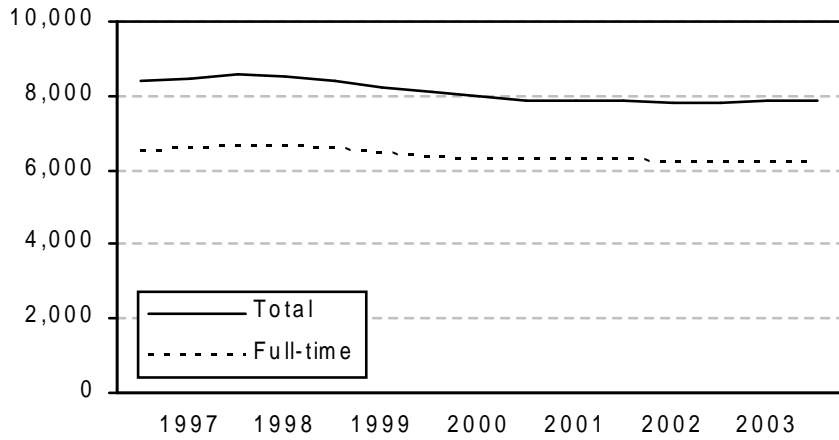
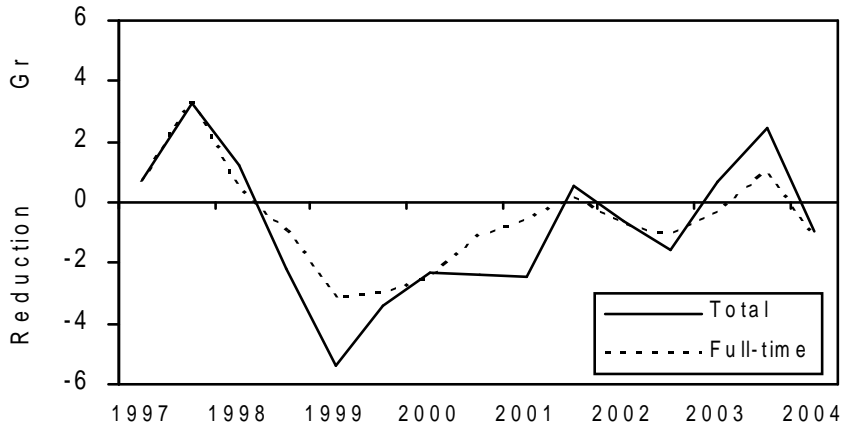
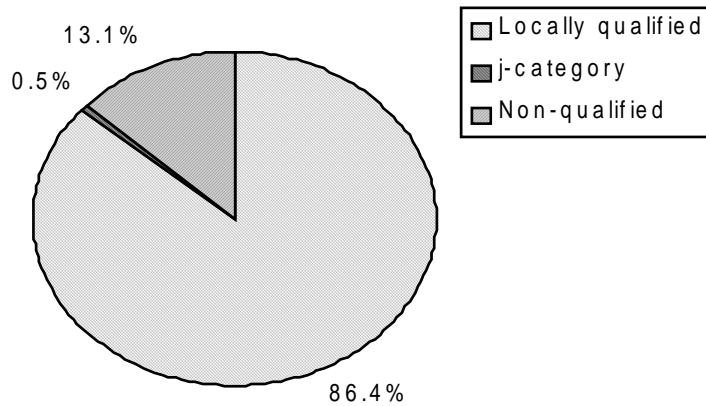


Figure 18 - Twelve month percentage changes in Wholesale & retail trades employment



**Figure 19 - Residential status of staff
Wholesale & retail trades**

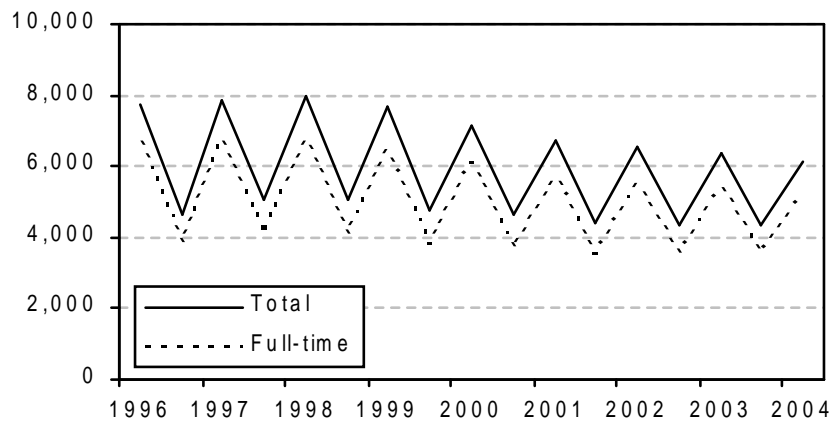


The overall level of staff in the sector has been substantially constant during the past 12 months at around 7,900 wholesale and retail trades thereby constitute the second largest sector of Jersey's economy. Employment in the area of fulfilment increased during the 12 months to June 2004; the number of staff in this subsector increasing by 130 over the period to stand at 420, which equates to 5% of the sector, or less than 1% of all private sector employees.

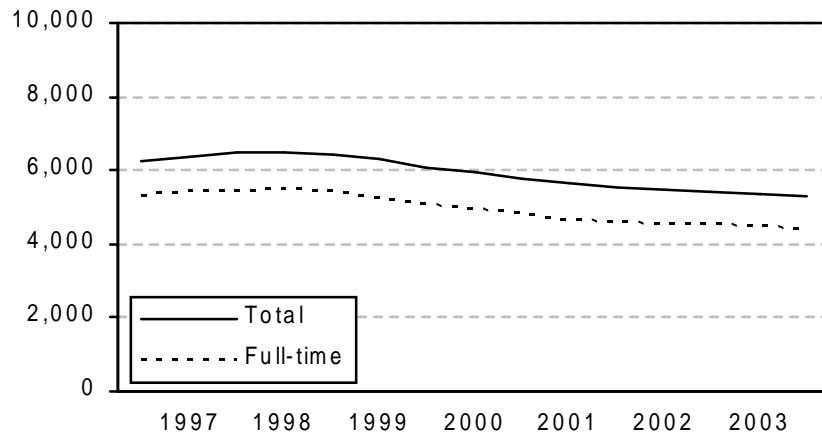
The proportion of employees in the wholesale and retail trades sector who were not locally qualified (13.1%) was less than the average for all sectors and marginally lower than a year earlier.

Hotels, restaurants and bars (13.9% of private sector workforce)

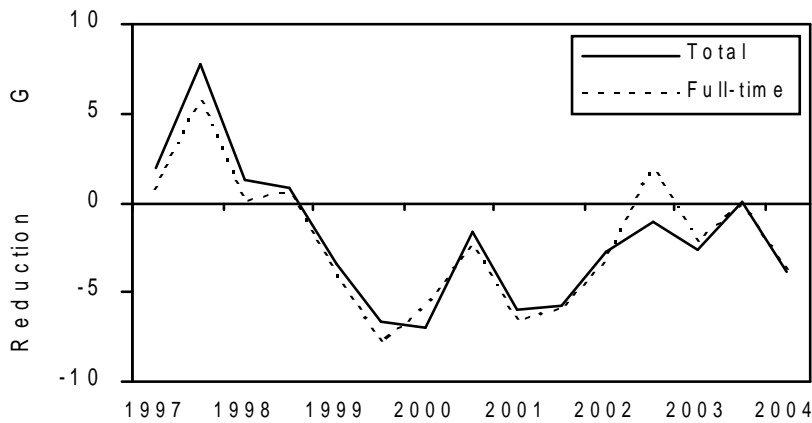
Figure 20a - Employment in Hotels, restaurants & bars



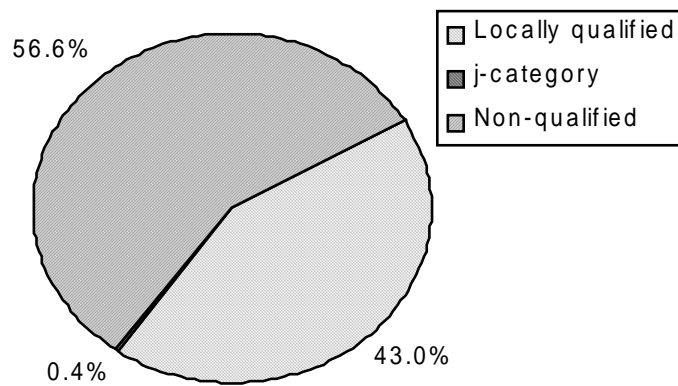
**Figure 20b - Underlying trend in employment
Hotels, restaurants & bars**



**Figure 21 - Twelve month percentage changes
in Hotels, restaurants & bars employment**



**Figure 22 - Residential status of staff
Hotels, restaurants & bars**



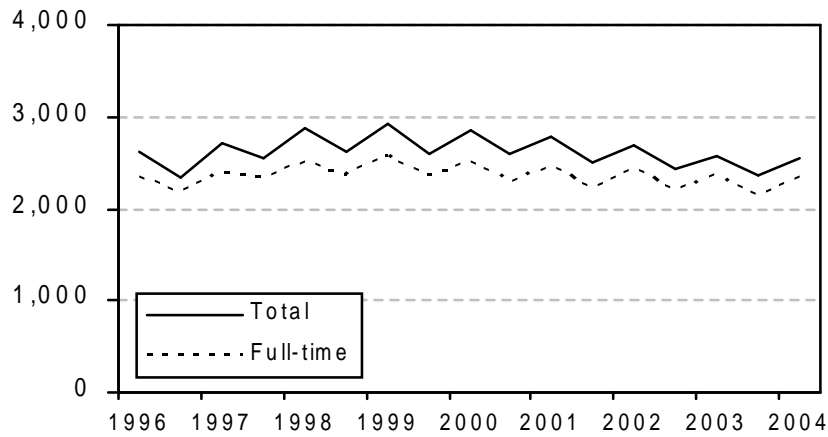
Hotels, restaurants and bars is the most seasonal of all sectors, with recent variations of some 2,000 staff between

winter and summer months (Figure 20a). Figure 20b shows that the underlying decline in total employment in the sector, apparent since late 1998, has continued. However the overall fall of 250 compared to June 2003 results from some 350 less seasonal staff being employed this summer but a net increase of 100 permanent staff in the sector, predominantly in restaurants.

In June 2004 the sector had the highest proportion of non-qualified staff (56.6%) of any sector, a similar proportion to a year earlier.

Transport, storage and communication (5.8% of private sector workforce)

Figure 23a - Transport, storage & communication



**Figure 23b - Underlying trend in employment
Transport, storage & communication**

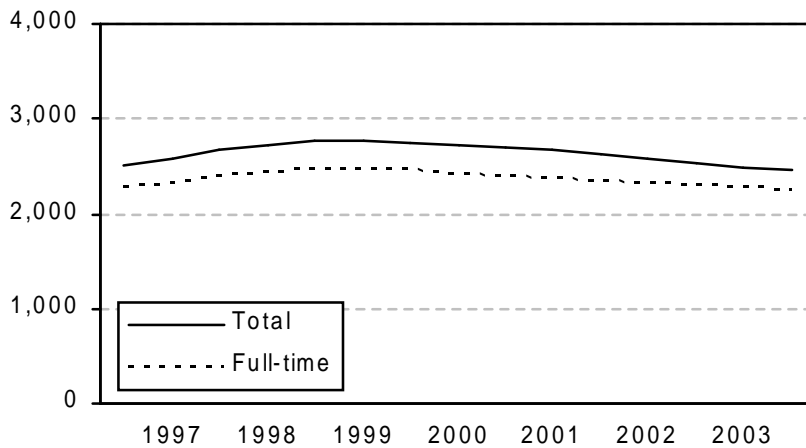


Figure 24 - Twelve month percentage changes in Transport, storage & communication employment

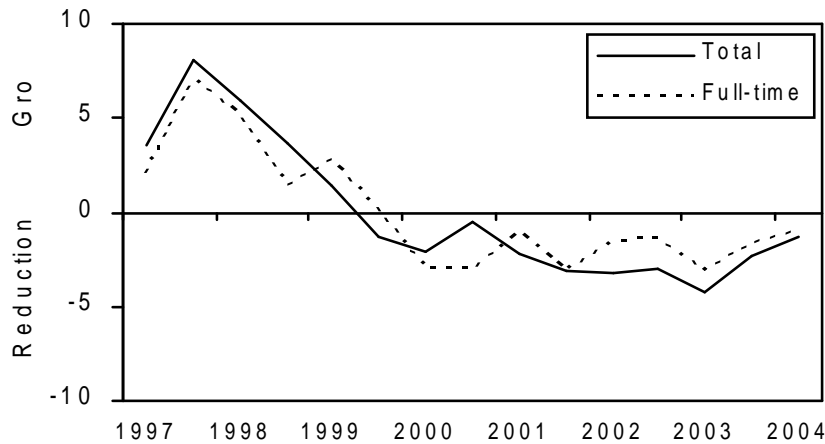
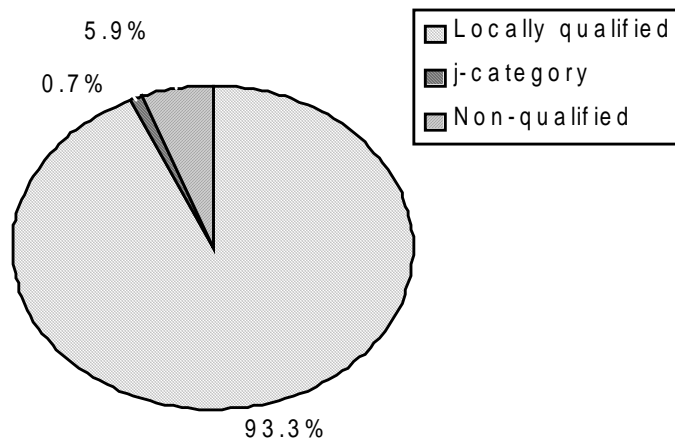


Figure 25 - Residential status of staff Transport, storage & communication



The employment numbers shown for this sector include all the States Trading Committees: Jersey Airport, Harbours, Postal Administration and Jersey Telecom. The strong seasonal pattern apparent in Figure 23a reflects the importance of tourism to road, sea and air transport.

The underlying trend in this sector (Figure 23b) is a slow decrease in total employment since late 1999. The most recently recorded 12-month decline of 1.3% (Figure 24) represented a reduction of 30 staff.

The transport, storage and communication sector has the third highest proportion of locally qualified staff (94% including “(j)” category).

Financial and legal activities (26.3% of private sector workforce)

Figure 29 - Employment in Financial & legal activities

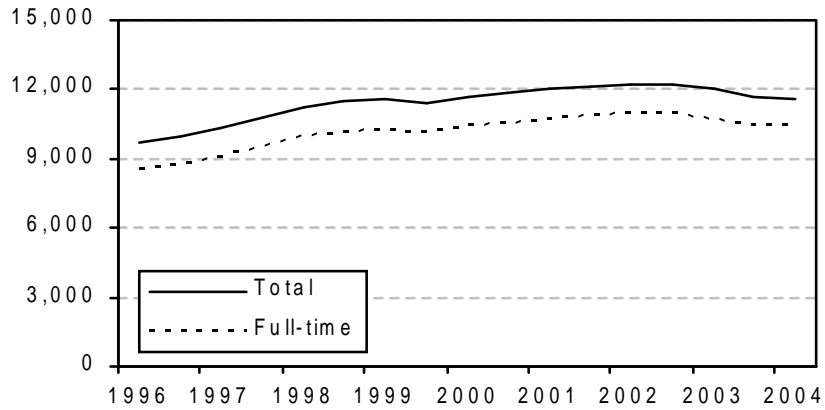
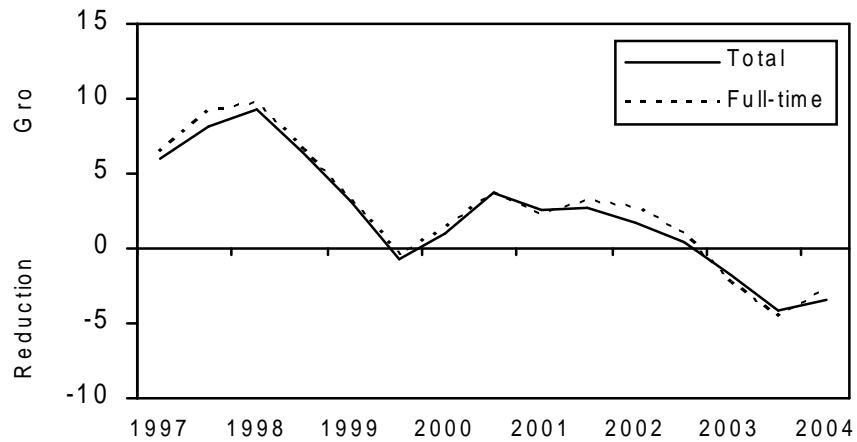
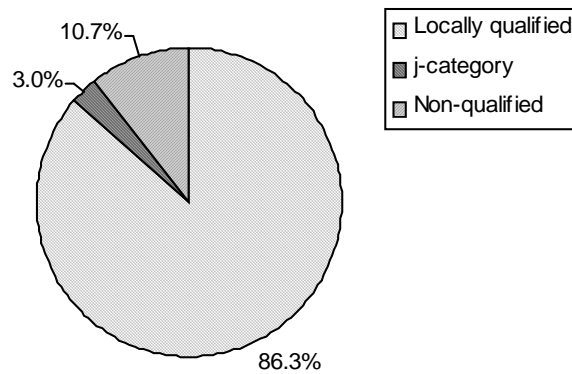


Figure 30 - Twelve month percentage changes in Financial & legal activities employment



**Figure 31 - Residential status of staff
Financial & legal activities**



As Figures 29 and 30 indicate, there was a rapid increase in employment in the financial services sector up to late 1998; the growth continued at a slower rate until 2002, attaining a peak number in employment in the sector of more than 12,300 in that year.

Throughout 2003 and in early 2004, however, employment in the sector declined; the total for June 2004 (11,600,

excluding one-person businesses) represents a reduction of some 410 compared with the same period of 2003, a fall of 3.3%. The period June 2003 to December 2003 accounted for three-quarters of this overall reduction; during the first 6 months of 2004 total employment in the sector fell by 110. Nevertheless, the financial and legal activities sector remains the largest sector of Jersey's economy, representing about a quarter of the total private sector headcount in June 2004.

Banking institutions, which represent approximately half of all those employed in the sector, accounted for about 95% of the overall net reduction in total employment between June 2003 and June 2004, and essentially the entire net reduction during the first 6 months of 2004 (see Table 1).

Table 1: Employment in the sub-sectors of financial services: June 2003 – June 2004

	Jun-03	Dec-03	Jun-04
Banking	5,930	5,650	5,540
Trust Administration	2,430	2,400	2,400
Legal	2,000	2,020	2,050
Accountancy	750	710	690
Other	900	930	920
Total	12,010	11,710	11,600

There were both smaller changes in employment in the various sub-sectors during the 12 months to June 2004–

- employment in trust and company administration declined by 30 between June 2003 and December 2003 but remained stable during the first 6 months of 2004;
- employment in legal institutions increased by 20 and 30 during these respective 6-month periods;
- conversely, employment in accountancy firms declined by 40 and 20, respectively;
- employment in the other sub-sectors (e.g. investment and unit trusts, insurance) increased by 30 during the last 6 months of 2003 but has remained almost constant since.

The number of vacancies in the financial and legal activities increased by 80 between June 2003 and June 2004 (from 530 to 610).

The sector had the highest percentage of “(j)” category employees (3%) of any private sector. The number of “(j)” category employees in this sector in June 2004 was 360.

Computer and related activities (0.8% of private sector workforce)

Figure 26 - Employment in Computer & related activities

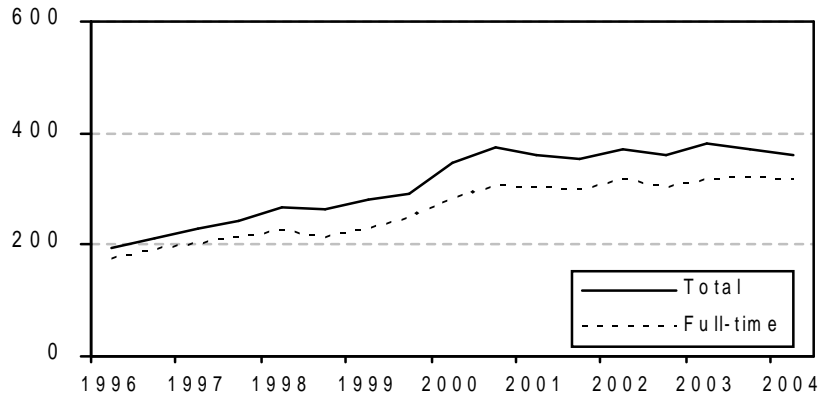
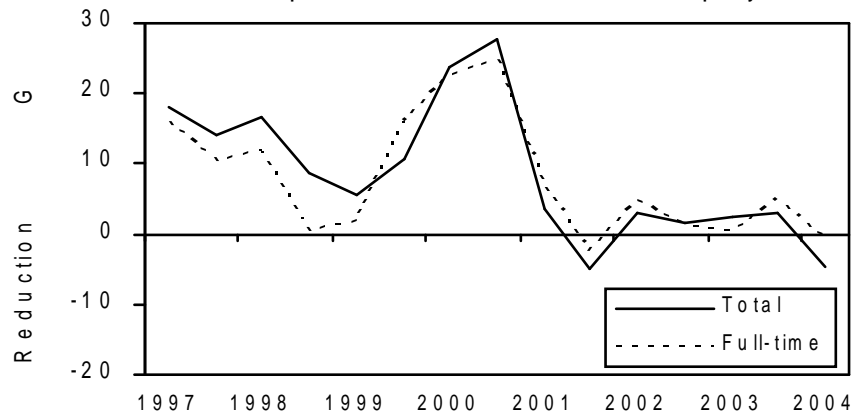
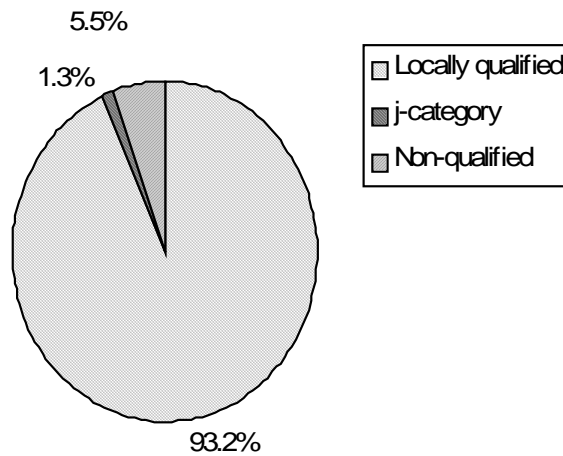


Figure 27 - Twelve month percentage changes in Computer & related activities employment



**Figure 28 - Residential status of staff
Computer & related activities**



The rapid growth in the computing sector, which occurred between 1996 and 2000 (Figures 26 and 27), has ceased. Employment in the sector has been substantially constant during the past 2 years.

The proportion of locally qualified staff (94.5% including “(j)” category) is the second highest of all sectors.

Miscellaneous business activities (6.1% of private sector workforce)

Figure 32a - Employment in Miscellaneous business activities

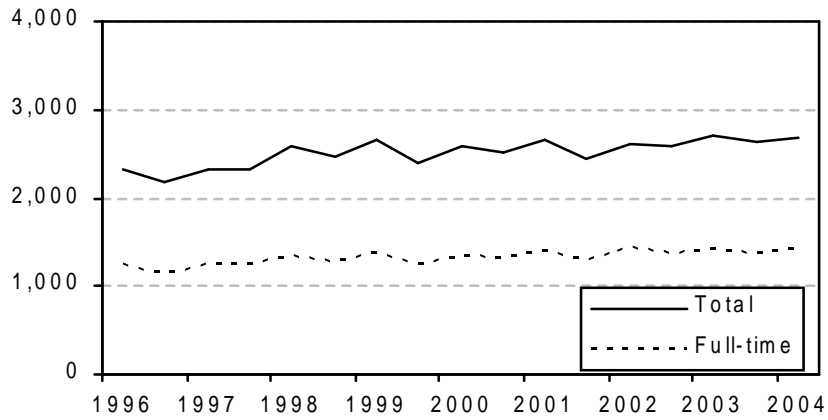


Figure 32b - Underlying trend in employment Miscellaneous business activities

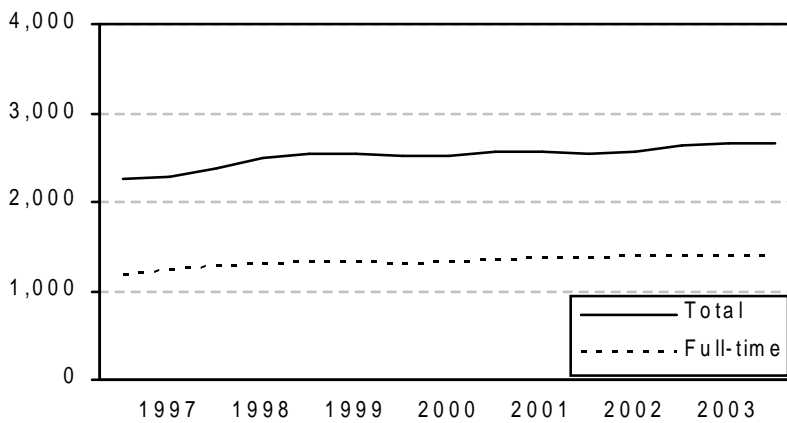
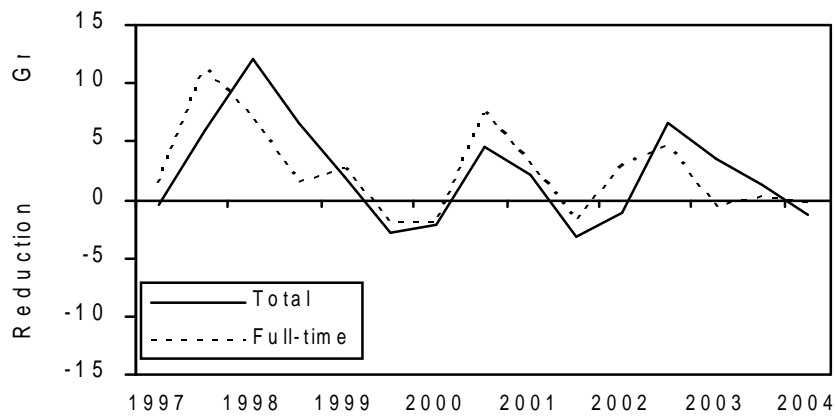
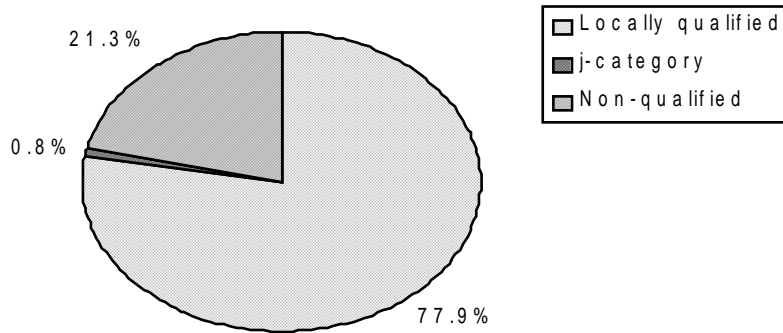


Figure 33 - Twelve month percentage changes in Miscellaneous business activities employment



**Figure 34 - Residential status of staff
Miscellaneous business activities**



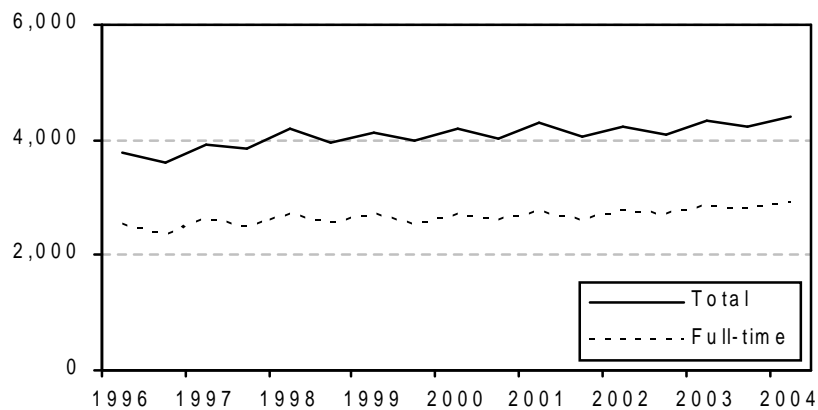
This sector includes architecture, car-hire, estate agency, industrial cleaning, security services and a wide range of other activities, and has a very high proportion of part-time staff (47% in June 2004). The car-hire element accounts for most of the seasonal pattern apparent in Figure 32a.

As Figure 33 indicates, the sector has experienced periods of growth and reduction during the past 5 years. Over the 12 months to June 2004 total employment in the sector fell by 40 (excluding one-person businesses).

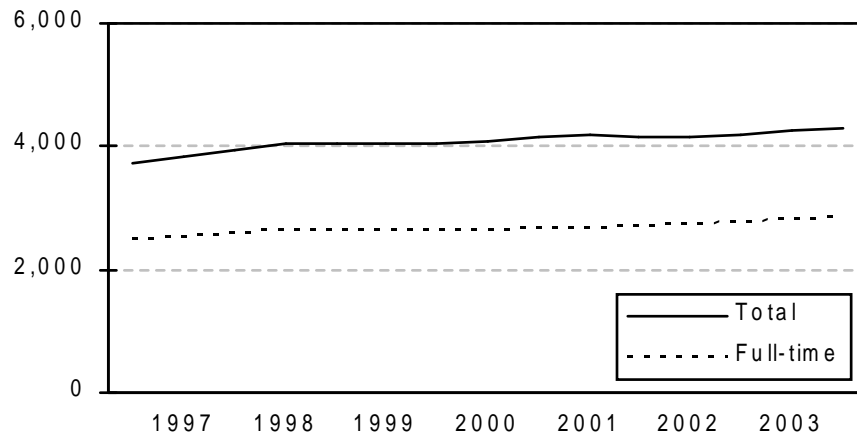
About a fifth of all staff employed in this sector in June 2004 were not locally qualified.

Private sector education, health and other services (10.0% of private sector workforce)

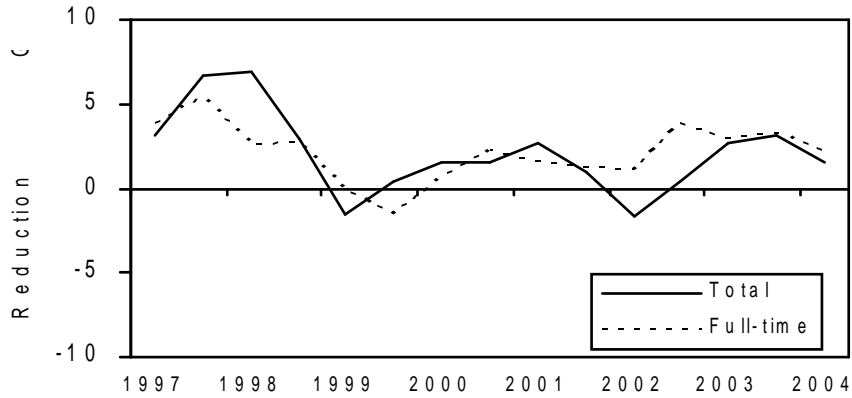
Figure 35a- Employment in Education, health & other services



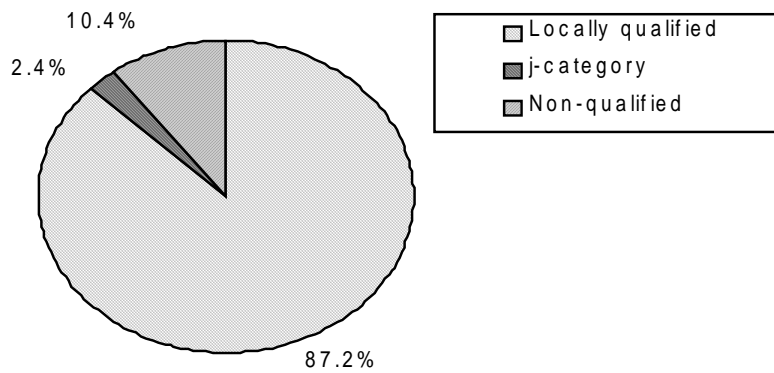
**Figure 35b - Underlying trend in employment
Education, health & other services**



**Figure 36 - Twelve month percentage changes in
Education, health & other services employment**



**Figure 37 - Residential status of staff
Education, health & other services**



This sector comprises only the private sector activities in these fields: general practitioners, dentists, private

schools and welfare organisations. The slight seasonal behaviour apparent in Figure 35a is due to sporting recreational and entertainment activities.

The trend in employment over the past 3 years has been generally upward (Figure 35b). The most recent 12 month growth in total employment of about 2% (Figure 36) resulted from increases notably in the areas of human health and sporting and recreational activities.

This sector is second only to financial and legal activities in the proportion of “(j)” category staff (2.4%); the total number of “(j)” category employees in this sector in June 2004 was 110, the same level as 6 months previously.

Appendix 1 - Manpower Engaged by Sector

(in businesses in which two or more people are engaged)

	Jun-96	Dec-96	Jun-97	Dec-97	Jun-98	Dec-98	Jun-99	Dec-99	Jun-00	Dec-00	Jun-01	Dec-01	Jun-02	Dec-02	Jun-03	Dec-03	Jun-04
Full-time staff																	
Agriculture and Fishing	2,150	1,420	2,140	1,470	2,180	1,440	2,170	1,470	1,980	1,420	1,940	1,340	1,880	1,420	1,820	1,370	1,680
Manufacturing	2,070	2,000	2,030	1,970	1,960	1,940	1,960	1,910	1,970	1,870	1,770	1,740	1,830	1,730	1,700	1,560	1,550
Construction and Quarrying	3,960	3,840	4,100	4,350	4,610	4,230	4,280	4,100	4,090	3,990	4,310	4,320	4,400	4,270	4,150	3,900	4,040
Electricity, Gas and Water	590	600	580	620	600	620	600	580	610	600	590	580	560	540	530	500	490
Wholesale and Retail Trades	6,660	6,320	6,710	6,530	6,730	6,460	6,520	6,270	6,350	6,200	6,310	6,210	6,270	6,140	6,240	6,200	6,170
Hotels, Restaurants & Bars	6,740	3,880	6,790	4,110	6,730	4,130	6,510	3,600	6,120	3,710	5,720	3,490	5,530	3,560	5,410	3,560	5,200
Transport, Storage & Communication	2,330	2,160	2,380	2,340	2,500	2,370	2,570	2,370	2,500	2,300	2,470	2,230	2,430	2,200	2,350	2,160	2,330
Computer and related activities	170	190	200	210	230	210	230	250	280	310	300	300	320	300	320	320	310
Financial and Legal Activities	8,510	8,740	9,060	9,550	9,950	10,180	10,280	10,140	10,400	10,510	10,650	10,840	10,930	10,950	10,680	10,450	10,390
Miscellaneous Business Activities	1,240	1,120	1,250	1,240	1,340	1,260	1,380	1,240	1,350	1,330	1,390	1,300	1,430	1,360	1,420	1,370	1,420
Education, Health and Other Services	2,530	2,370	2,630	2,500	2,690	2,570	2,690	2,530	2,710	2,590	2,750	2,620	2,720	2,620	2,860	2,800	2,820
Total full-time staff	36,940	32,660	37,870	34,680	39,190	31,460	39,180	34,610	36,310	34,620	36,200	34,960	36,310	35,200	37,480	34,190	36,300
Part-time staff																	
Agriculture and Fishing	220	190	200	210	220	200	230	160	210	170	200	180	230	150	240	160	210
Manufacturing	440	370	390	360	420	360	420	410	420	370	480	460	430	360	360	310	320
Construction and Quarrying	220	220	240	250	270	260	260	240	240	260	250	260	250	280	250	260	310
Electricity, Gas and Water	30	30	20	30	20	20	20	20	10	20	20	20	20	20	10	10	10
Wholesale and Retail Trades	1,910	1,860	1,930	1,920	2,010	1,800	1,750	1,720	1,730	1,590	1,560	1,630	1,570	1,570	1,640	1,700	1,640
Hotels, Restaurants & Bars	980	790	1,080	930	1,180	950	1,180	940	1,030	950	1,000	910	1,010	790	950	790	910
Transport, Storage & Communication	290	170	330	200	370	260	340	230	360	290	320	280	270	230	230	210	220
Computer and related activities	20	20	30	30	40	50	50	50	70	70	60	60	60	60	60	50	50
Financial and Legal Activities	1,200	1,230	1,230	1,240	1,300	1,310	1,320	1,270	1,300	1,330	1,360	1,310	1,280	1,260	1,320	1,260	1,210
Miscellaneous Business Activities	1,090	1,070	1,070	1,060	1,260	1,210	1,270	1,160	1,250	1,180	1,260	1,130	1,190	1,230	1,290	1,260	1,260
Education, Health and Other Services	1,270	1,240	1,290	1,350	1,490	1,390	1,430	1,450	1,480	1,450	1,550	1,460	1,440	1,370	1,470	1,410	1,480
Total part-time staff	7,670	7,160	7,610	7,390	8,370	7,680	8,270	7,630	8,060	7,670	8,010	7,660	7,730	7,320	7,830	7,440	7,610
All staff																	
Agriculture and Fishing	2,370	1,610	2,340	1,680	2,400	1,640	2,400	1,640	2,190	1,590	2,140	1,510	2,110	1,570	2,060	1,530	1,890
Manufacturing	2,510	2,370	2,420	2,320	2,380	2,310	2,360	2,310	2,390	2,250	2,250	2,200	2,250	2,100	2,060	1,870	1,870
Construction and Quarrying	4,190	4,050	4,350	4,600	4,880	4,570	4,540	4,340	4,330	4,250	4,570	4,580	4,650	4,550	4,390	4,160	4,350
Electricity, Gas and Water	620	630	610	650	620	640	610	600	620	610	610	600	580	560	540	510	500
Wholesale and Retail Trades	8,570	8,180	8,630	8,450	8,740	8,270	8,270	7,990	8,080	7,800	7,880	7,840	7,830	7,710	7,890	7,900	7,810
Hotels, Restaurants & Bars	7,720	4,670	7,870	5,040	7,970	5,060	7,690	4,740	7,150	4,670	6,720	4,400	6,540	4,350	6,360	4,350	6,110
Transport, Storage & Communication	2,620	2,350	2,720	2,540	2,880	2,630	2,910	2,600	2,850	2,590	2,790	2,500	2,700	2,430	2,580	2,370	2,550
Computer and related activities	190	210	230	240	270	260	280	290	350	370	360	360	370	360	380	370	360
Financial and Legal Activities	9,710	9,970	10,300	10,780	11,250	11,460	11,600	11,410	11,700	11,840	12,010	12,150	12,210	12,210	12,010	11,710	11,600
Miscellaneous Business Activities	2,330	2,190	2,320	2,320	2,600	2,470	2,650	2,400	2,600	2,510	2,650	2,430	2,620	2,590	2,710	2,620	2,670
Education, Health and Other Services	3,800	3,610	3,910	3,850	4,180	3,960	4,120	3,980	4,180	4,040	4,290	4,080	4,220	4,090	4,330	4,220	4,400
Total staff	44,620	39,840	45,680	42,470	46,110	43,310	47,450	42,220	46,430	42,490	46,210	42,640	46,060	42,520	43,310	41,620	44,110

Note: Staff numbers and vacancies in the Appendices have been rounded independently to the nearest 10. Hence, components may not add to group totals.

Appendix 2- Staff numbers and vacancies (all businesses, including one-person businesses)																											
	Staff Numbers						Vacancies						Vacancies as % of staff employed														
	Jun-00	Dec-00	Jun-01	Jun-02	Dec-02	Jun-03	Jun-04	Jun-00	Dec-00	Jun-01	Jun-02	Dec-02	Jun-03	Jun-04	Jun-00	Dec-00	Jun-01	Jun-02	Dec-02	Jun-03	Jun-04						
Full-time staff																											
Agriculture and Fishing	2,030	1,480	2,000	1,400	1,940	1,490	1,450	1,740	80	170	80	100	70	90	60	70	50	4	11	4	7	4	6	3	5	3	
Manufacturing	1,990	1,910	1,800	1,780	1,860	1,770	1,740	1,610	170	130	170	160	120	140	90	60	70	8	7	9	9	6	8	5	4	4	
Construction and Quarrying	4,330	4,240	4,560	4,560	4,650	4,540	4,420	4,340	410	360	360	460	340	390	330	260	300	9	8	8	10	7	9	7	6	7	
Electricity, Gas and Water	610	600	590	560	560	540	530	490	50	30	40	50	40	30	20	30	30	8	6	6	8	5	5	5	6	5	
Wholesale and Retail Trades	6,480	6,350	6,450	6,340	6,400	6,290	6,400	6,350	460	500	490	610	470	440	420	380	390	8	8	8	10	7	7	7	6	6	
Hotels, Restaurants & Bars	6,150	3,760	5,730	3,530	5,550	3,590	5,220	5,220	480	340	300	440	230	360	280	270	250	7	9	5	13	4	10	5	7	5	
Transport, Storage & Communication	2,540	2,360	2,530	2,290	2,480	2,260	2,430	2,230	180	150	100	110	90	110	90	70	50	7	6	4	5	3	5	4	3	2	
Computer and related activities	320	350	350	350	370	360	370	370	60	50	50	60	30	50	30	20	30	18	14	13	18	7	13	9	6	7	
Financial and Legal Activities	10,450	10,560	10,700	10,900	10,930	11,010	10,740	10,510	1,030	880	1,040	820	770	590	500	540	580	10	8	10	8	7	5	5	5	6	
Miscellaneous Business Activities	1,470	1,460	1,520	1,450	1,570	1,520	1,580	1,540	170	130	120	160	130	140	110	120	110	11	9	8	11	8	9	7	8	7	
Education, Health and Other Services	2,800	2,690	2,850	2,720	2,880	2,840	2,980	2,950	200	190	150	200	140	170	140	150	7	7	5	7	5	6	5	5	5		
Total full-time staff	39,160	39,740	39,100	39,890	39,240	36,200	36,310	35,300	3,310	2,930	2,890	3,160	2,420	2,510	2,070	1,960	2,010	9	8	7	9	6	7	5	6	5	
Part-time staff																											
Agriculture and Fishing	210	180	210	190	240	160	250	180	10	10	10	30	20	20	10	30	10	3	5	3	18	7	15	5	17	3	
Manufacturing	430	390	480	470	440	380	370	320	+	10	10	10	20	30	20	10	0	1	1	1	3	4	8	5	2	1	
Construction and Quarrying	260	280	280	290	280	310	280	300	10	10	10	20	10	20	10	10	10	10	4	4	4	3	6	3	6	4	3
Electricity, Gas and Water	10	20	20	20	20	20	10	10	10	+	+	+	10	10	+	+	+	43	19	12	20	31	29	21	23	25	
Wholesale and Retail Trades	1,780	1,660	1,640	1,710	1,650	1,660	1,730	1,800	180	170	160	190	170	180	150	130	140	10	10	10	11	10	11	9	7	8	
Hotels, Restaurants & Bars	1,030	960	1,010	910	1,010	800	960	930	40	40	40	100	60	70	70	60	60	4	4	4	4	4	11	6	9	8	7
Transport, Storage & Communication	370	300	330	290	280	240	240	230	30	30	10	10	20	20	10	20	20	20	8	10	3	5	8	7	6	10	6
Computer and related activities	90	90	80	80	80	80	80	80	10	+	+	10	10	20	10	10	10	10	11	3	3	3	8	9	21	13	16
Financial and Legal Activities	1,330	1,350	1,380	1,340	1,310	1,300	1,360	1,290	50	50	50	60	40	50	30	30	30	30	4	4	4	3	4	3	4	2	2
Miscellaneous Business Activities	1,320	1,260	1,350	1,220	1,280	1,320	1,360	1,340	110	120	100	210	170	200	130	140	120	8	9	8	17	14	15	10	10	9	
Education, Health and Other Services	1,560	1,560	1,660	1,570	1,580	1,510	1,620	1,570	70	70	60	80	80	100	80	90	100	4	4	4	4	5	5	7	5	6	6
Total part-time staff	8,410	8,040	8,450	8,090	8,130	7,780	8,290	7,920	910	900	440	720	610	700	530	540	490	6	6	5	9	7	9	6	7	6	
All staff																											
Agriculture and Fishing	2,250	1,650	2,210	1,590	2,180	1,650	2,140	1,620	90	170	80	130	90	120	70	100	60	4	11	4	8	4	7	3	6	3	
Manufacturing	2,480	2,300	2,280	2,250	2,300	2,150	2,120	1,930	170	140	170	170	130	170	110	70	70	7	6	8	7	6	8	5	3	4	
Construction and Quarrying	4,590	4,520	4,840	4,850	4,930	4,850	4,700	4,680	420	370	370	480	350	410	340	270	310	9	8	8	10	7	8	7	6	7	
Electricity, Gas and Water	620	610	610	600	580	560	540	510	60	40	40	50	50	30	30	30	30	9	6	7	8	8	6	5	6	6	
Wholesale and Retail Trades	8,260	8,010	8,090	8,050	8,050	7,960	8,120	8,160	720	670	660	800	640	620	570	510	530	9	8	8	10	8	8	7	6	7	
Hotels, Restaurants & Bars	7,180	4,710	6,740	4,460	6,560	4,390	6,390	4,390	500	360	340	540	290	430	360	330	310	7	8	5	12	4	10	6	8	5	
Transport, Storage & Communication	2,910	2,660	2,860	2,570	2,760	2,500	2,660	2,640	210	180	110	120	110	130	100	90	70	7	7	4	5	4	5	4	4	3	
Computer and related activities	410	440	440	430	440	440	460	450	70	50	50	70	30	70	50	30	40	16	12	11	16	8	15	10	7	9	
Financial and Legal Activities	11,780	11,910	12,090	12,240	12,300	12,310	12,100	11,800	1,080	940	1,090	880	810	640	530	570	610	9	8	9	7	7	5	4	5	5	
Miscellaneous Business Activities	2,790	2,720	2,870	2,670	2,850	2,830	2,980	2,950	270	250	230	370	300	330	240	260	230	10	9	8	14	11	12	8	9	8	
Education, Health and Other Services	4,360	4,250	4,520	4,290	4,440	4,350	4,610	4,470	270	250	210	280	220	260	220	240	250	6	6	5	7	5	6	5	5	5	
Total staff	47,560	43,780	47,550	43,980	47,400	43,980	46,790	43,220	3,660	3,130	3,330	3,690	3,030	3,210	2,600	2,500	2,910	8	8	7	9	6	7	6	6	9	

Note: + means a non-zero number less than 5.

Appendix 3 - Residential Qualifications (see Note 4 for definitions)

(all businesses, including one-person businesses)

	Jun-02			Dec-02			Jun-03			Dec-03			Jun-04			
	Locally Qualified	J- category	Non-locally Qualified	Locally Qualified	J- category	Non-locally Qualified	Locally Qualified	J- category	Non-locally Qualified	Locally Qualified	J- category	Non-locally Qualified	Locally Qualified	J- category	Non-locally Qualified	
	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	Total	
Full-time staff																
Agriculture and Fishing	1,160	+	780	1,070	+	410	1,190	+	700	1,000	+	440	1,080	+	660	
Manufacturing	1,550	10	300	1,460	10	280	1,440	10	290	1,350	10	250	1,320	10	280	
Construction and Quarrying	3,970	20	660	3,970	20	560	3,930	20	460	3,870	10	390	3,870	20	450	
Electricity, Gas and Water	510	+	50	500	+	50	460	+	40	470	+	20	470	+	20	
Wholesale and Retail Trades	5,290	20	1,090	5,290	30	970	5,370	40	890	5,430	40	890	5,400	40	910	
Hotels, Restaurants & Bars	2,430	20	3,100	2,020	20	1,560	2,140	20	3,280	1,850	20	1,720	2,070	20	3,130	
Transport, Storage & Communication	2,300	10	170	2,140	10	110	2,260	20	160	2,120	10	100	2,240	20	150	
Computer and related activities	330	10	30	330	10	30	360	10	30	340	10	20	350	10	20	
Financial and Legal Activities	9,210	350	1,430	9,260	360	1,390	11,010	9,090	360	1,300	10,740	370	1,200	10,510	360	1,200
Miscellaneous Business Activities	1,360	20	190	1,360	20	150	1,520	1,390	20	180	1,580	30	150	1,540	20	160
Education, Health and Other Services	2,360	100	430	2,360	100	380	2,940	2,460	100	400	2,990	110	380	2,950	110	410
Total full-time staff	30,480	560	8,220	29,770	530	4,860	36,200	30,060	590	7,630	38,510	4,510	29,130	620	7,390	
Part-time staff																
Agriculture and Fishing	220		30	160		10	160	230	20	250	160	20	210		20	
Manufacturing	270		170	290		100	380	290	90	370	270	50	250		90	
Construction and Quarrying	260		20	280		20	310	270	10	280	290	10	330		10	
Electricity, Gas and Water	20		0	20		0	20	10	0	10	10	0	10		0	
Wholesale and Retail Trades	1,490		160	1,490		170	1,660	1,570	160	1,730	1,620	180	1,600		150	
Hotels, Restaurants & Bars	690		320	540		260	800	560	400	960	510	230	580		350	
Transport, Storage & Communication	260		20	230		10	240	220	10	240	220	10	230		0	
Computer and related activities	70		+	80		+	80	90	+	90	80	+	80		80	
Financial and Legal Activities	1,300		20	1,280		10	1,300	1,340	20	1,360	1,270	20	1,190		50	
Miscellaneous Business Activities	850		420	910		410	1,320	890	490	1,380	880	460	1,340		470	
Education, Health and Other Services	1,460		100	1,420		90	1,510	1,530	90	1,620	1,480	80	1,560		80	
Total part-time staff	6,900		1,210	6,700		1,060	7,780	7,010	1,260	8,290	6,800	1,120	6,910		1,220	
All staff																
Agriculture and Fishing	1,380	+	800	1,230	+	410	1,950	1,420	710	2,140	1,160	460	1,280	+	680	
Manufacturing	1,820	10	470	1,770	10	370	2,150	1,730	370	2,120	1,620	300	1,570	10	370	
Construction and Quarrying	4,240	20	680	4,250	20	580	4,950	4,190	20	490	4,090	10	4,200	20	460	
Electricity, Gas and Water	530	+	50	510	+	50	560	500	40	540	490	20	480	+	20	
Wholesale and Retail Trades	6,780	20	1,250	6,780	30	1,140	7,950	6,940	40	8,120	7,050	40	7,000	40	1,060	
Hotels, Restaurants & Bars	3,120	20	3,420	2,550	20	1,820	4,390	2,700	20	3,670	2,360	20	2,640	20	3,460	
Transport, Storage & Communication	2,570	10	190	2,370	10	120	2,500	2,470	20	2,660	2,350	10	2,470	20	160	
Computer and related activities	410	10	30	400	10	30	440	420	10	30	420	10	430	10	30	
Financial and Legal Activities	10,510	350	1,450	10,540	360	1,400	12,100	10,420	360	1,320	12,100	370	10,220	360	1,250	
Miscellaneous Business Activities	2,210	20	620	2,270	20	560	2,940	2,280	20	670	2,960	30	2,290	20	630	
Education, Health and Other Services	3,820	100	520	3,790	100	470	4,350	4,010	100	490	4,810	110	3,940	110	490	
Total staff	37,380	660	9,470	36,460	630	6,940	43,980	37,060	710	46,790	39,930	620	36,960	620	8,620	

Notes: “(j)” category employees are employed on a full-time basis only;
 + means a non-zero number less than 5.