

# **STATES OF JERSEY**



## **MANPOWER SURVEY AS AT 31ST DECEMBER 2003**

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**Presented to the States on 20th April 2004  
by the Economic Development Committee**

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**STATES GREFFE**

## REPORT ON THE MANPOWER SURVEY (PRIVATE SECTOR) DECEMBER 2003

### Headlines

- In December 2003, total private sector employment in Jersey was 890 lower than in the same period of 2002
- Annual decline of 2.1% is the largest for three years
- Compared with December 2002:  
full-time employment down by 3% (1,020); part-time employment up by 2% (130)
- Decreases in employment in most sectors, notably in Finance and Construction
- Increases in employment in Miscellaneous Business Activities sector and also in the Retail and 'Other services' sub-sectors
- Vacancies down by a fifth compared with December 2002
- Including one-person businesses, total private sector employment in Jersey in December 2003 was 43,250, which is 740 lower than in December 2002.

### Overview

#### Excluding one-person businesses

The number of people employed in Jersey businesses in December 2003 was 890 less than a year earlier. This reduction in employment represents a fall of 2.1% in total headcount and constitutes the largest 12-month change in private sector employment for around 3 years.

The number in *full-time* employment fell by 1,020 over the 12 months to December 2003, to stand at 34,190, a fall of almost 3%. In contrast, the number in *part-time* employment *increased* by 2% (130) to 7,450.

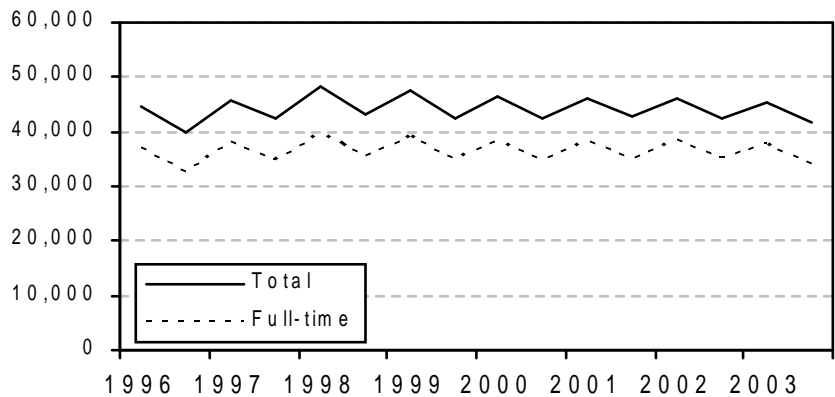
The Financial and Construction sectors recorded the largest decreases in total employment over the 12-month period, reporting net reductions of 500 and 380, respectively. Banking institutions accounted for more than 90% of the decrease in the Financial sector itself, and about half of the total net fall in employment.

The Wholesale and retail sector recorded the largest increase in employment (190), though this net increase was comprised of a rise in employment in retailers and a contrasting decline in employment in wholesalers. Education, health and other services also recorded a net increase in employment (150), notably in the areas of social work and sporting and recreational activities, as did the Miscellaneous Business Activities sector (50).

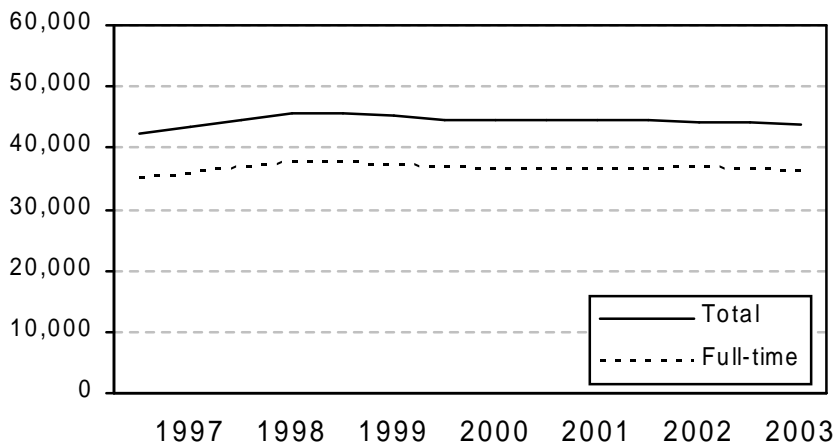
The number of vacancies which employers reported as actively seeking to fill was approximately a fifth (22%) lower than a year earlier; 2,500 such vacancies in December 2003, 3,210 in December 2002. Decreases in the number of vacancies were reported by all sectors except the utilities (Electricity, gas and water). The Construction sector recorded the largest reduction in vacancies, approximately a third less than 12 months previously.

On a shorter time-frame, between June 2003 and December 2003 full-time employment decreased by 3,330 and part-time employment decreased by 380. 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 12-month percentage changes are shown in Figure 2.

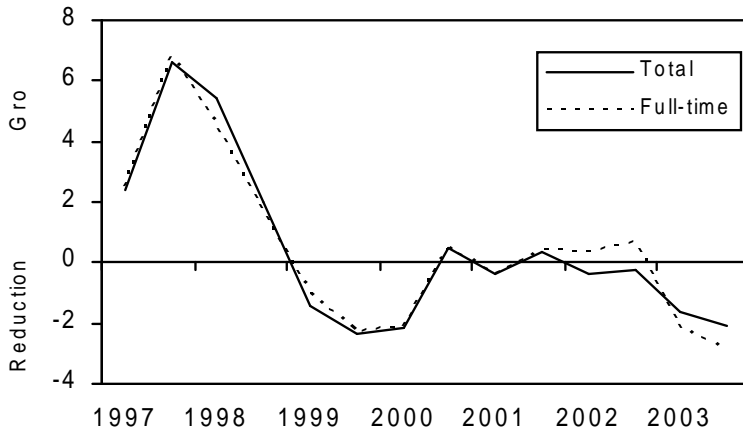
**Figure 1a - Employment in Jersey Undertakings**



**Figure 1b - Underlying trend in employment**



**Figure 2 - Twelve month percentage changes in private sector employment**



Employment including one-person businesses

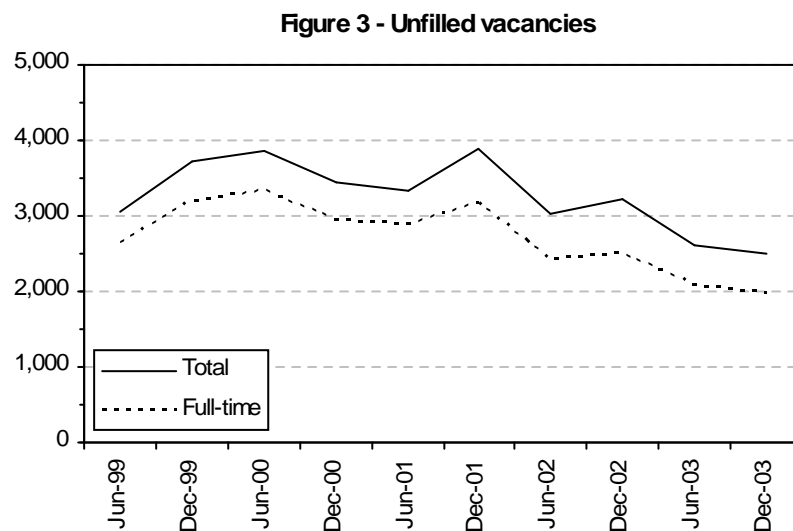
Due to single-person undertakings not being consistently recorded in the past, the above comparisons do not

include such enterprises, of which there were 1,610 reported in December 2003, some 140 more than a year earlier. 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 emphasise 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 level of reported vacancies for the last five years is shown in Figure 3. In December 2003 the number of reported vacancies was 2,500, a fall of 710 (22%) compared to the previous December (see Appendix 2) Vacancies (both full and part-time) were 6% of total employment; more than three-quarters of all vacancies were for full-time positions.



The Construction sector recorded the largest decline in vacancies, the number of vacancies in the sector having fallen by a third over the past 12 months (from 410 to 270). Reductions of approximately 100 vacancies were separately reported by Manufacturing, Wholesale and retail trades, and Hotels, restaurants and bars.

### **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 5 out of 6 were locally qualified (including “(j)” category).

Figure 4a - Residential status of all staff

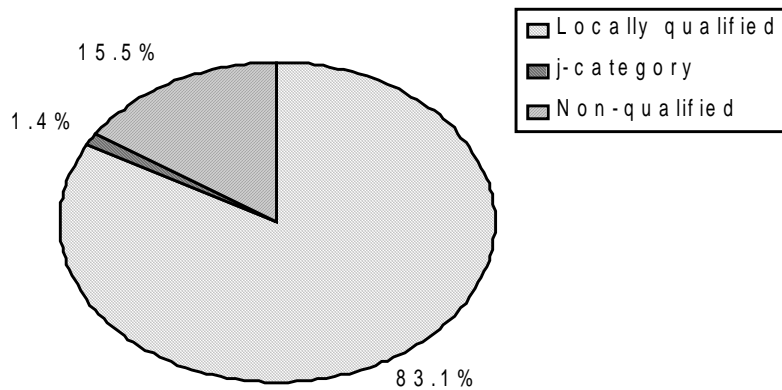
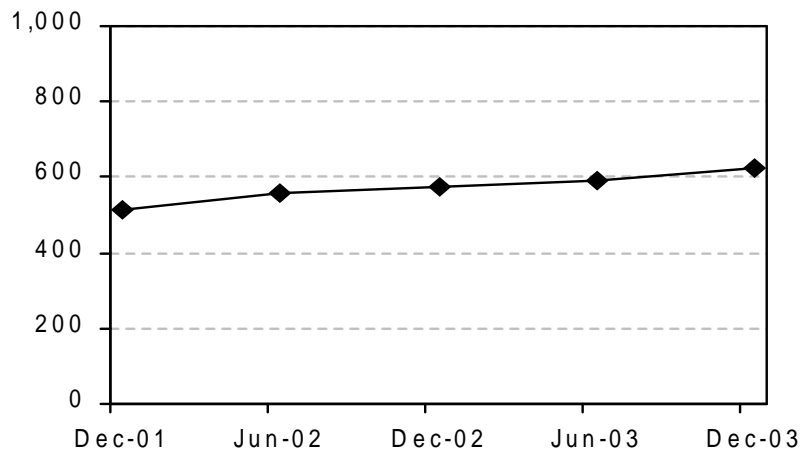


Figure 4b - j-category employees



Almost one in six staff were non-locally qualified, a similar proportion to that recorded a year previously.

As shown in Figure 4b, the number of “(j)” category employees in the private sector has increased over the past 12 months, by approximately 7% from a total of 580 to 620. Net increases in “(j)” category employees were recorded in Wholesale and retail trades, Financial and legal activities, and Education, health and other services.

### Sectoral analysis

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

### Notes

1. The Manpower Survey encompasses approximately 4,800 undertakings in Jersey, employing a total of more than 43,000 staff (December 2003) including almost 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 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.

5. 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  
April 2004*

## SECTORAL ANALYSIS OF EMPLOYMENT – GENERAL

The total number of staff (both full and part-time) employed in all undertakings (excluding one-person businesses) decreased by 890 over the 12 months to December 2003. The largest reductions occurred in Financial and legal activities (500) and Construction and quarrying (380). In contrast, increases in total employment were observed in Wholesale and retail trades (190), Education, health and other services (150) and Miscellaneous Business Activities (50).

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

### Agriculture and fishing

Figure 5a - Employment in Agriculture & fishing

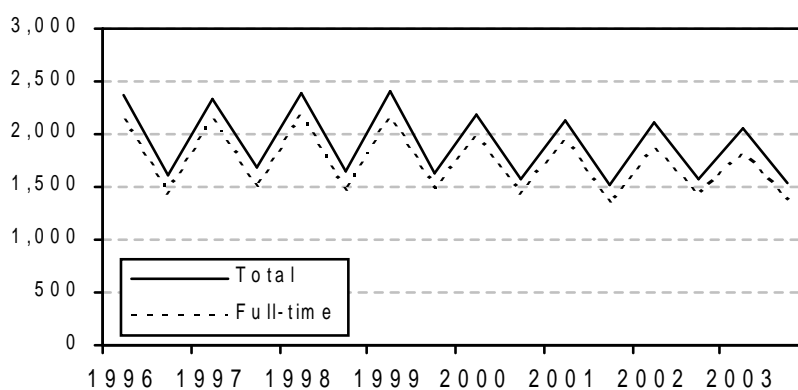
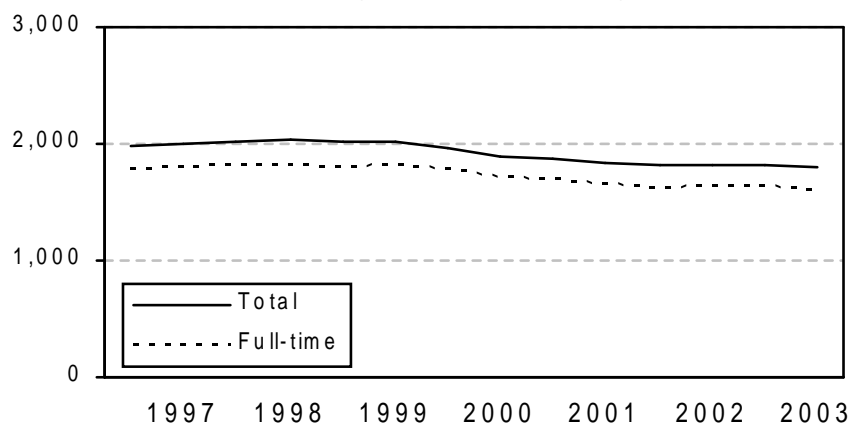
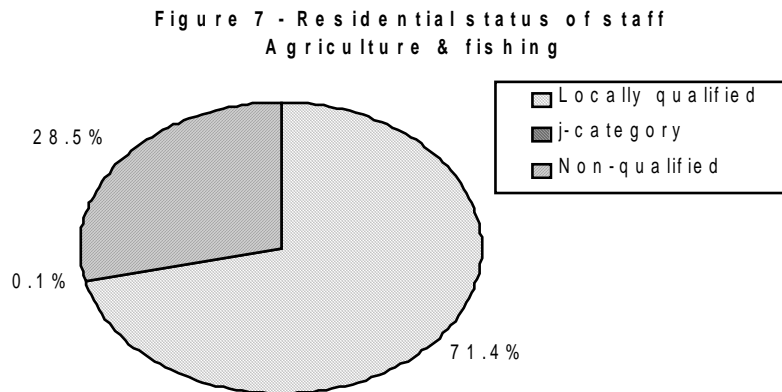
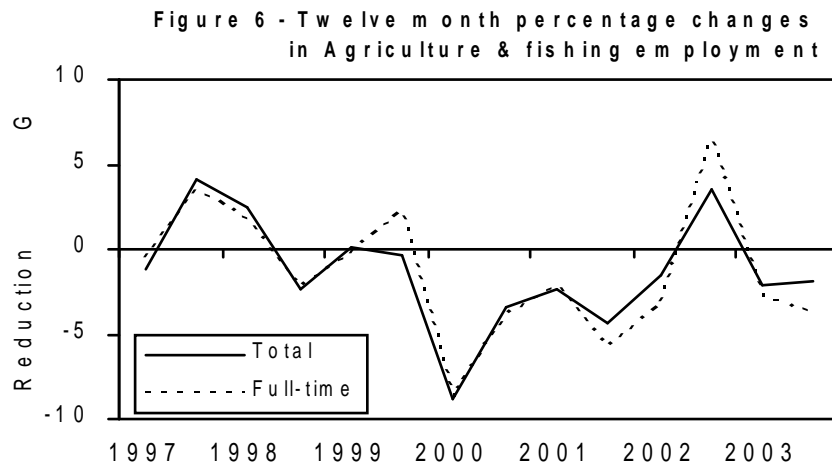


Figure 5b - Underlying trend in employment  
Agriculture & fishing





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. The most recent 12-month period recorded a reduction in total employment of 30 staff, corresponding to the decrease of 2% shown in Figure 6.

In December 2003, more than a quarter of those employed in the Agriculture and fishing sector were not locally qualified. In June 2003 the proportion of such staff was a third, reflecting the additional non-locally qualified summer seasonal workers in this sector.

## Manufacturing



Figure 8 - Employment in Manufacturing

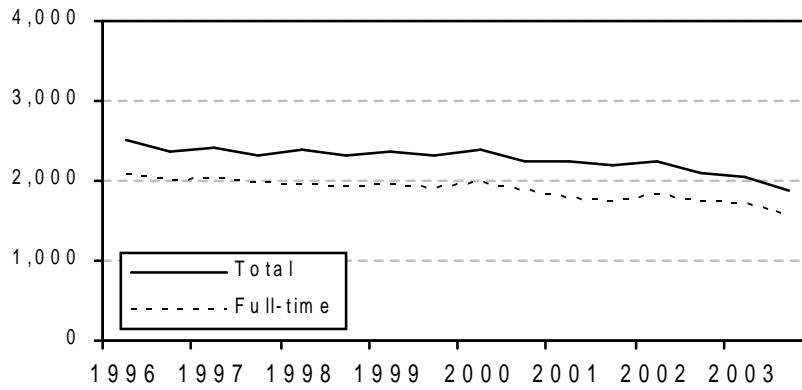


Figure 9-Twelve month percentage changes in Manufacturing employment

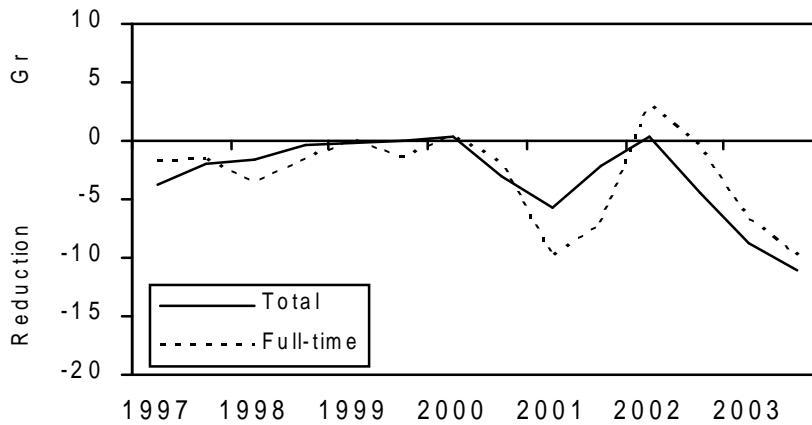
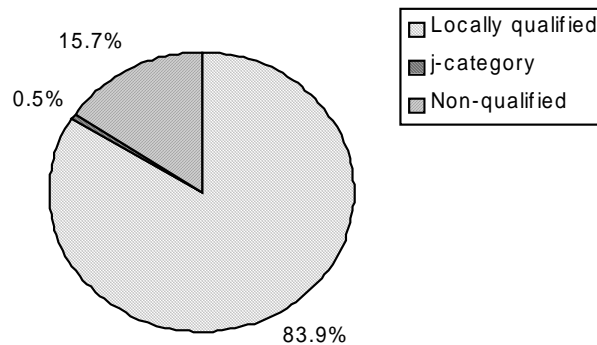


Figure 10 - Residential status of staff Manufacturing



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 most recent decline in employment of 11% on an annual basis (Figure 9) is the largest for a number of years.

comprising 170 full-time and 60 parttime staff.

The proportion of Manufacturing employees who were not locally qualified was similar to the average for all sectors.

### Construction and quarrying

Figure 11 - Employment in Construction & quarrying

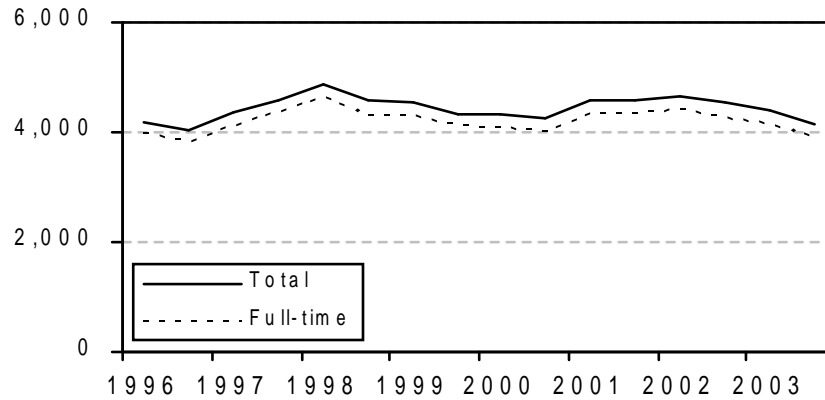
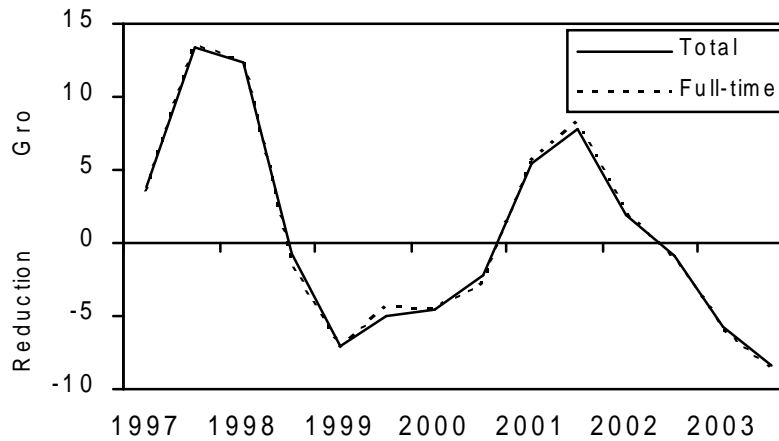
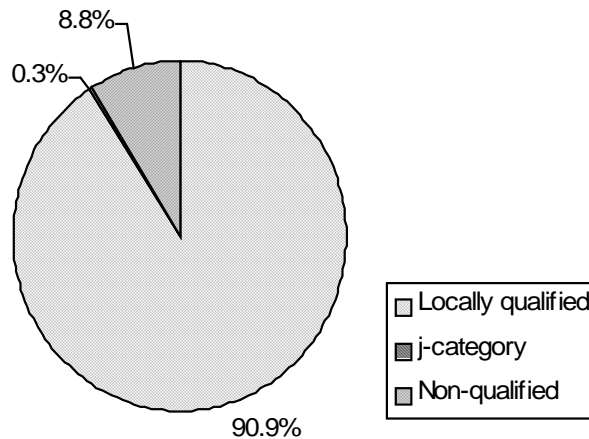


Figure 12 - Twelve month percentage changes in Construction & quarrying employment



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

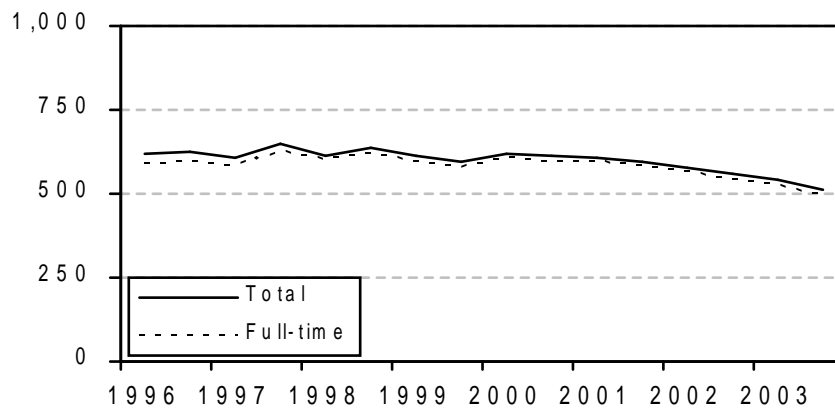


This sector experienced substantial growth in employment throughout 2001 and during the first half of 2002 (Figure 12). However, since June 2002 total employment in the sector has been on a downward trend. The fall in total employment of 380 over the 12 months to December 2003 represents a reduction of 8% in headcount.

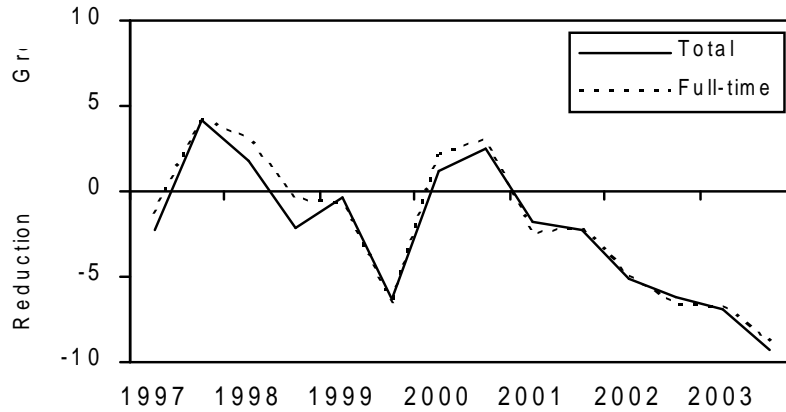
At almost 9%, the proportion of workers in the Construction sector who were not locally qualified was lower than the average for all sectors and was down on the proportion reported a year earlier (12%).

### Electricity, gas and water

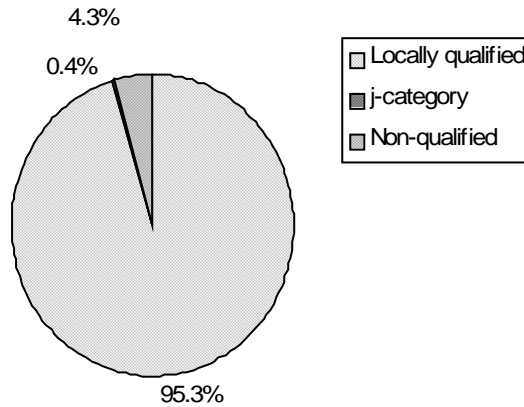
**Figure 14 - Employment in Electricity, gas & water**



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



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

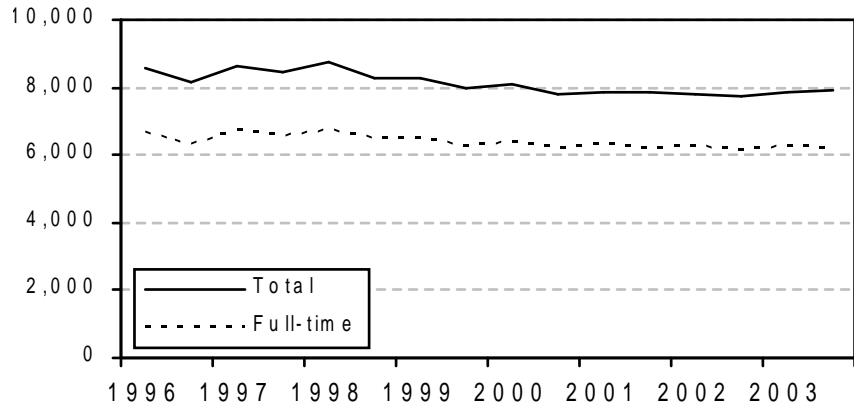


Overall employment in the utilities sector has been declining throughout the last 2 years, as indicated by Figure 14. The decrease of 9% in total employment over the 12 months to December 2003 (Figure 15) is due to reduction of 40 fulltime and 10 parttime staff.

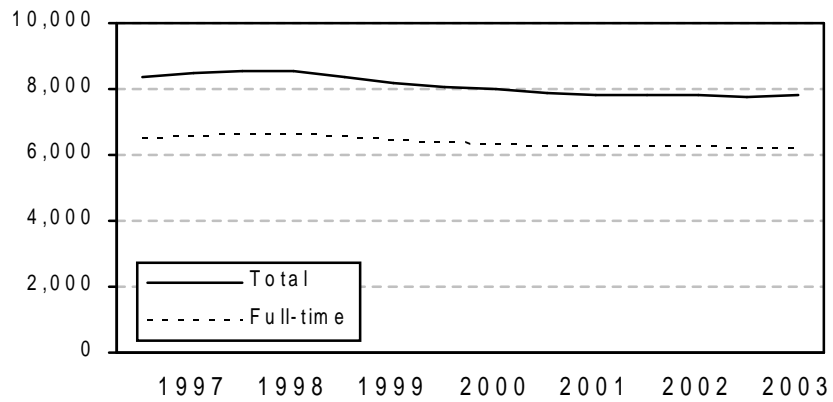
The proportion of locally qualified staff was the second highest of the 11 sectors (almost 96% including “(j)” category employees).

**Wholesale and retail trades**

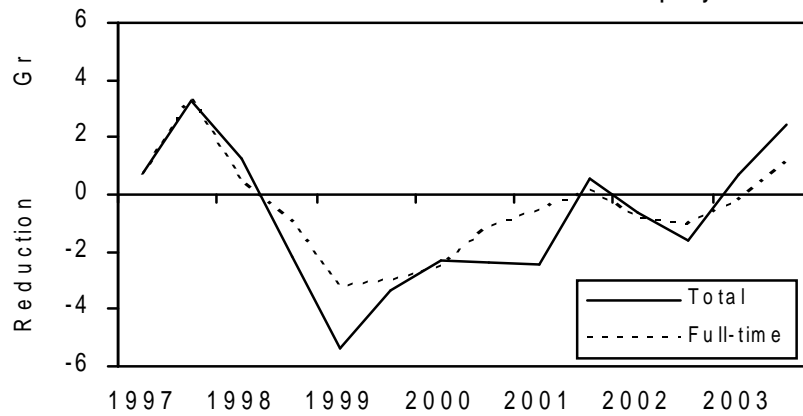
**Figure 17a - Employment in Wholesale & retail trades**



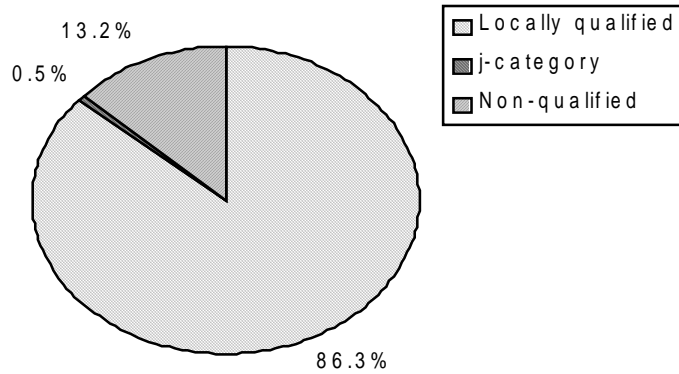
**Figure 17b - Underlying trend in employment Wholesale & retail trades**



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



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

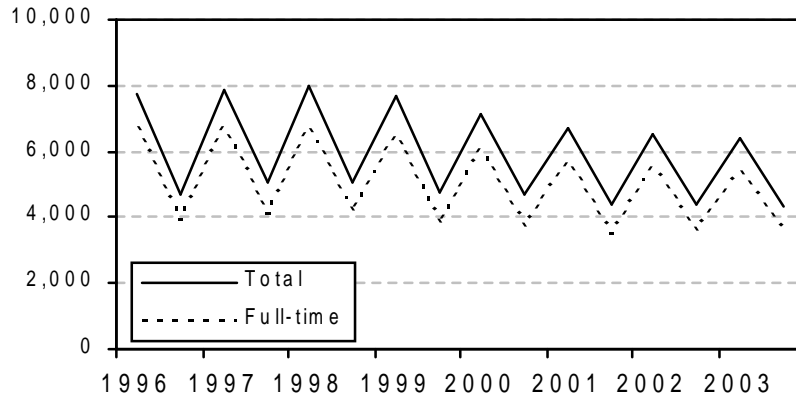


The increase of 190 staff in this sector during the 12 months to December 2003 was comprised of a substantial increase in employment in retailers (280, including the area of fulfilment) off-setting a decline in employment in wholesalers (90).

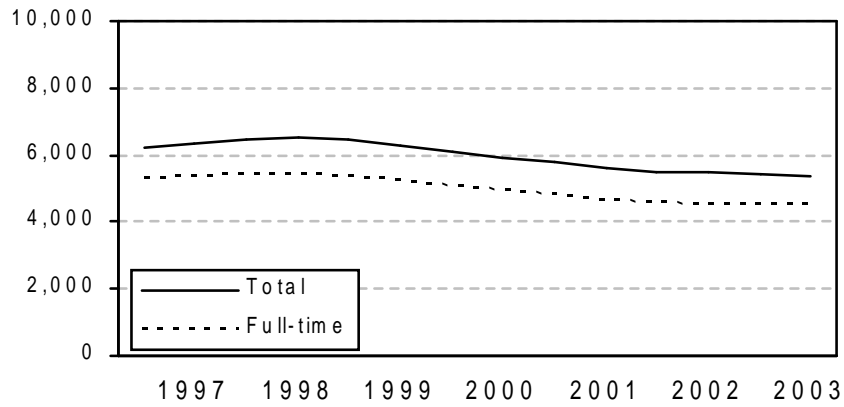
The proportion of employees in the Wholesale and retail trades sector who were not locally qualified (13%) was less than the average for all sectors and marginally lower than a year earlier.

### Hotels, restaurants and bars

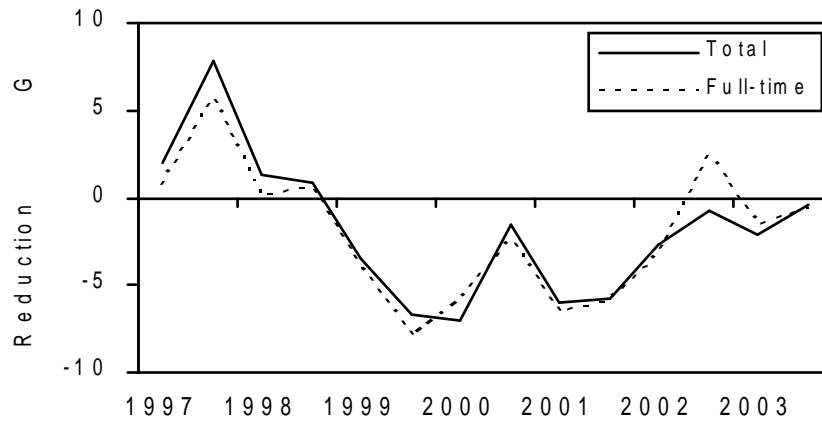
**Figure 20a - Employment in Hotels, restaurants & bars**



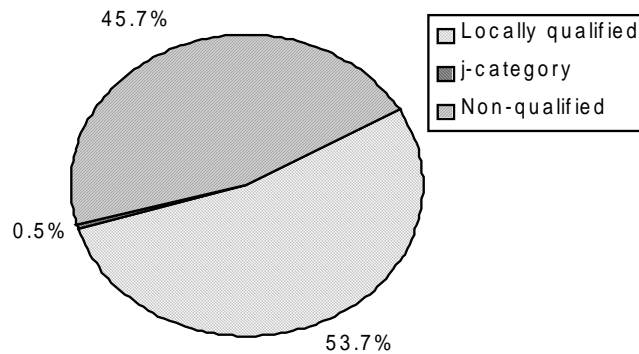
**Figure 20b - Underlying trend in employment  
Hotels, restaurants & bars**



**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 employment in the sector, apparent since late 1998, has

continued, but at a slower rate more recently (Figure 21); the fall in total employment of 0.5% between December 2002 and December 2003 represents a net reduction of some 20 staff.

In December 2003 the sector had by far the highest proportion of non-qualified staff (46%) of any sector, and a somewhat higher proportion than a year earlier.

### Transport, storage and communication

Figure 23a - Transport, storage & communication

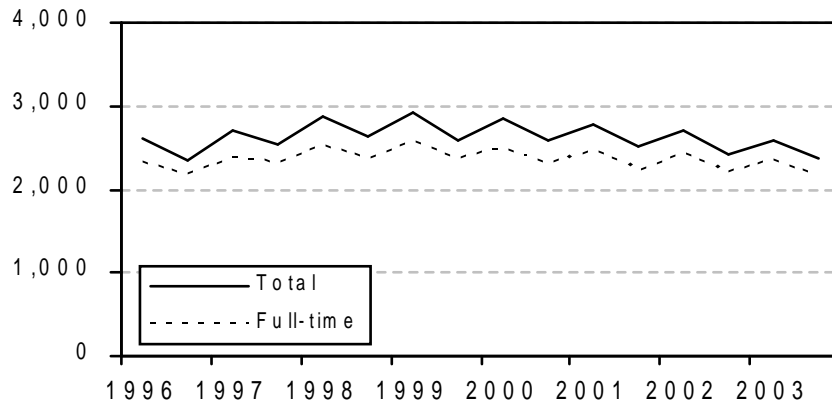
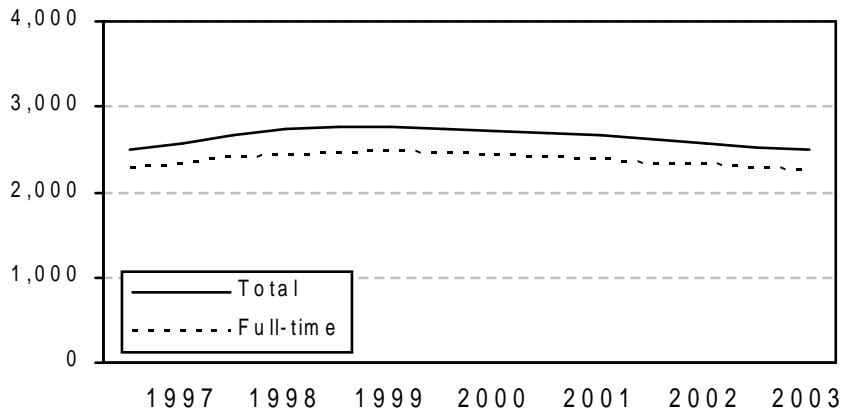
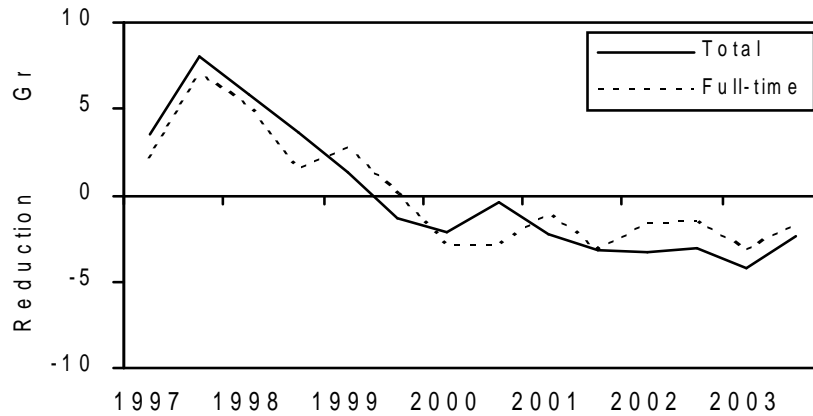


Figure 23b - Underlying trend in employment  
Transport, storage & communication

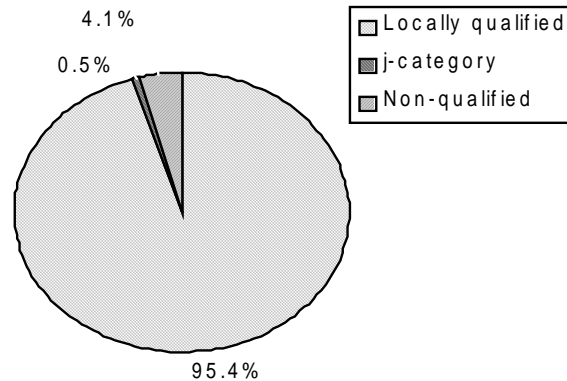




**Figure 24 - Twelve month percentage changes in Transport, storage & communication employment**



**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 2.5% (Figure 24) represented a reduction of 60 staff.

The Transport, storage and communication sector has the highest proportion of locally qualified staff (almost 96% including “(j)” category).

**Financial and legal activities**

Figure 29 - Employment in Financial & legal activities

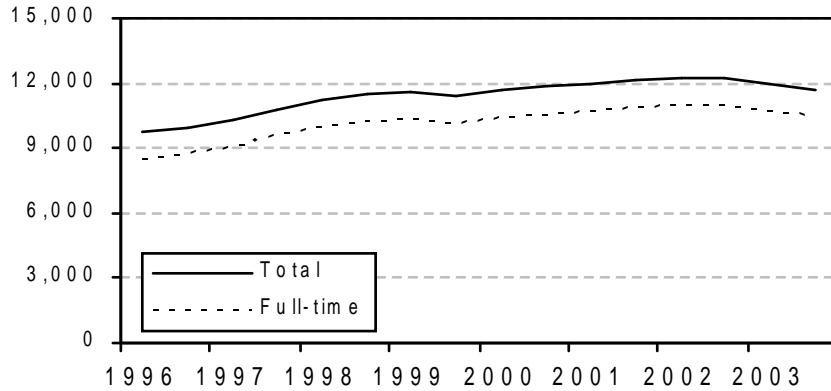


Figure 30 - Twelve month percentage changes in Financial & legal activities employment

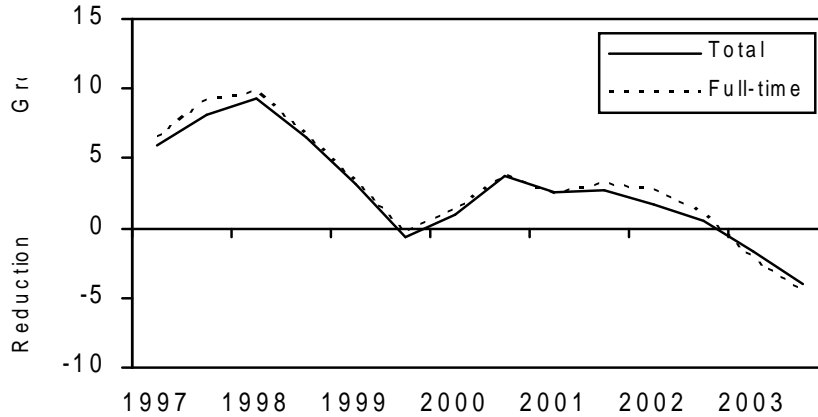
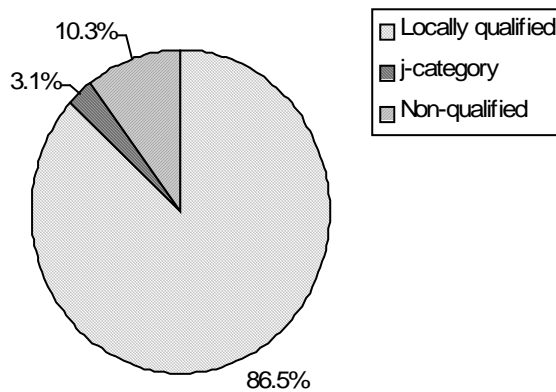


Figure 31 - Residential status of staff  
Financial & legal activities



As Figures 29 and 30 indicate, there was 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 12,200 in that year.

Throughout 2003, however, employment in the sector declined; the total for December 2003 (11,710) represents a reduction of some 500 staff compared with the same period in 2002, a fall of 4%, all of which were full-time staff.

Nevertheless, the Financial and legal activities sector accounted for more than a quarter (28%) of the total private sector headcount in December 2003.

Banking institutions, which represent approximately half of all those employed within the sector, accounted for more than 90% of the net reduction in total employment. There were both much smaller increases and decreases in employment in the other sub-sectors over the 12 months to December 2003. Employment in trust and company administration and in accountancy firms each declined by 50 over this period; employment in insurance fell by 40. In contrast, employment with investment trusts and in legal institutions increased by 80 and 20, respectively. Fund management companies remained substantially constant in total employment over the same period.

The number of vacancies in the Financial and legal activities sector fell by 70 between December 2002 and December 2003 (from 640 to 570).

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 December 2003 was 370.

### Computer and related activities

Figure 26 - Employment in Computer & related activities

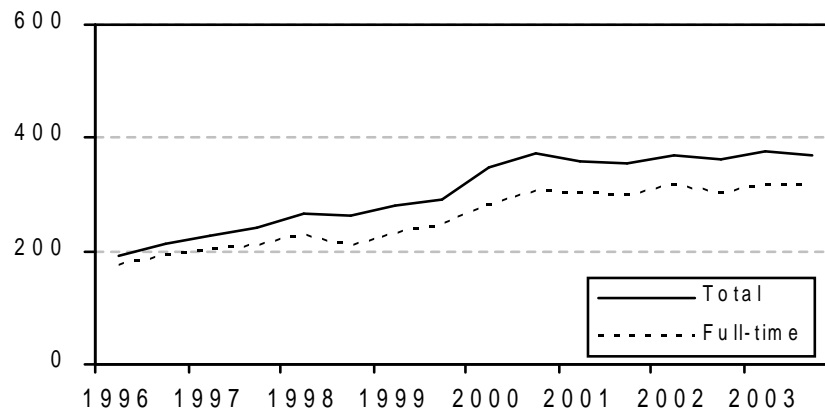
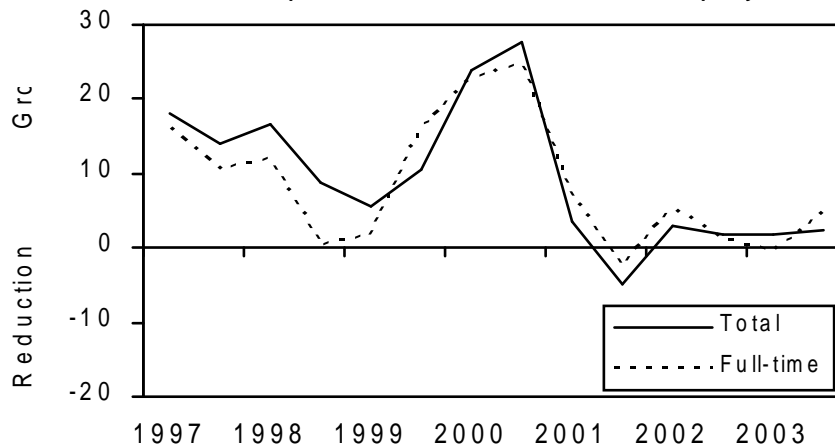
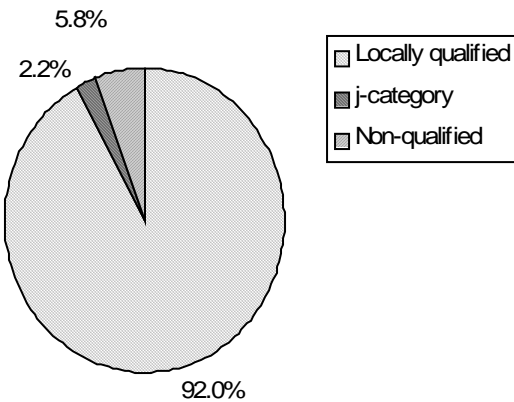


Figure 27 - Twelve month percentage changes in Computer & related activities employment



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

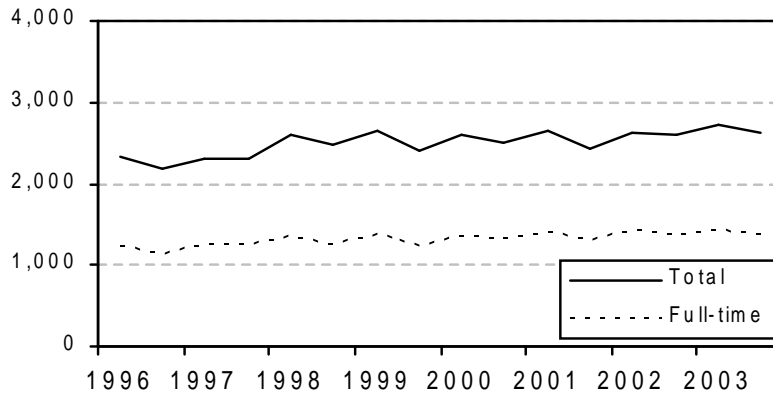


The rapid growth in the Computing sector, which occurred between 1996 and 2000 (Figures 26 and 27), has slowed but as can be seen from Figure 27, employment in the sector is still growing; the 12-month growth rate has been about 2-3% for the past 2 years.

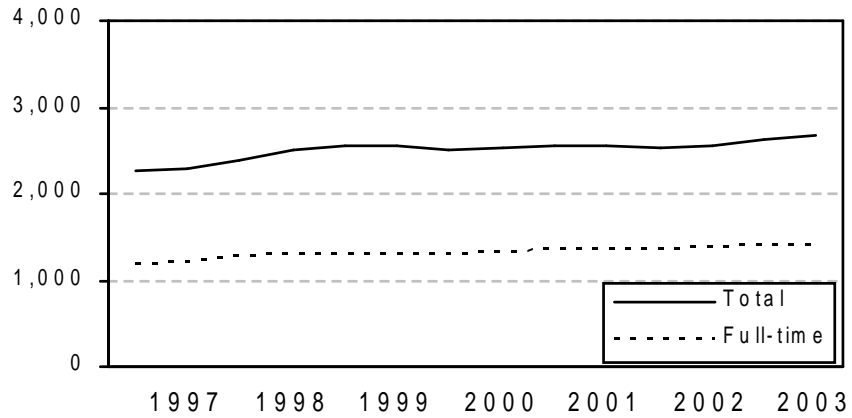
The proportion of locally qualified staff (94% including “j”) category) is the third highest of all sectors.

**Miscellaneous business activities**

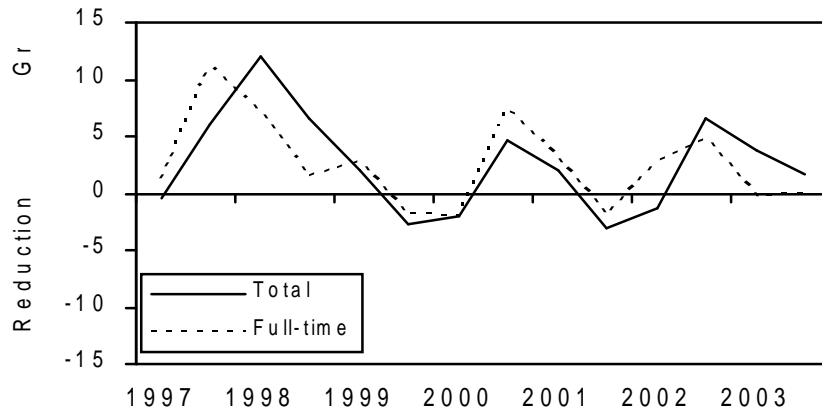
**Figure 32a- Employment in Miscellaneous business activities**



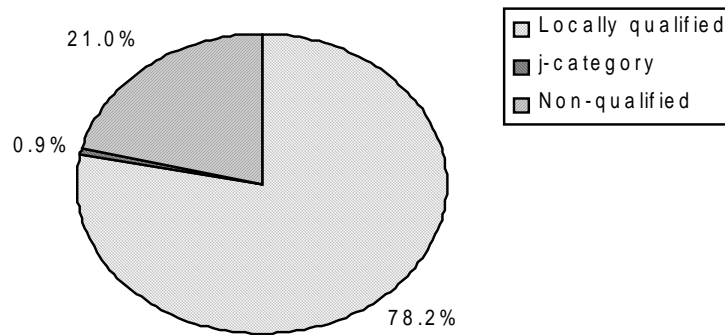
**Figure 32b - Underlying trend in employment  
Miscellaneous business activities**



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



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



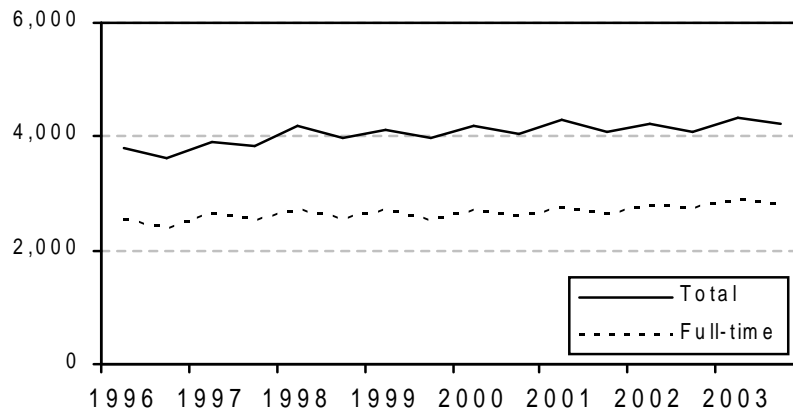
This sector includes architecture, car-hire, estate agency, industrial cleaning, security services and a wide range of other activities, and has a very high proportion of part-time staff (48% in December 2003). The car-hire element accounts for most of the seasonal pattern apparent in Figure 32a.

As Figure 33 indicates, the sector has experienced periods of growth and reduction during the past 5 years. Over the 12 months to December 2003 total employment in the sector increased by almost 2%, the increase occurring principally in part-time staff.

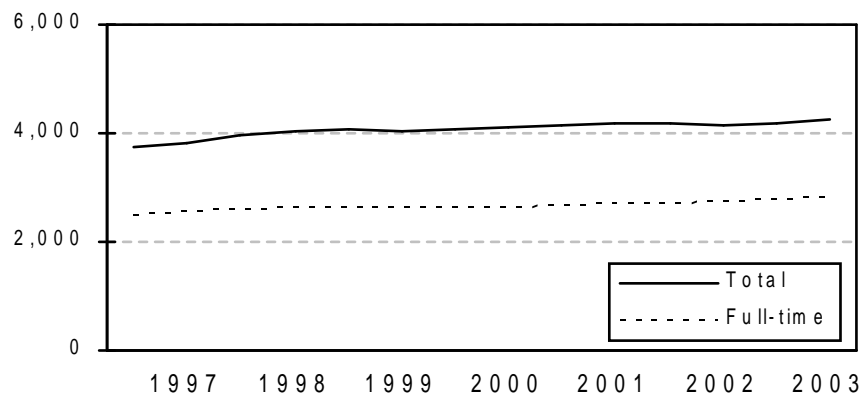
About a fifth of all staff employed in this sector in December 2003 were not locally qualified.

**Private sector Education, health and other services**

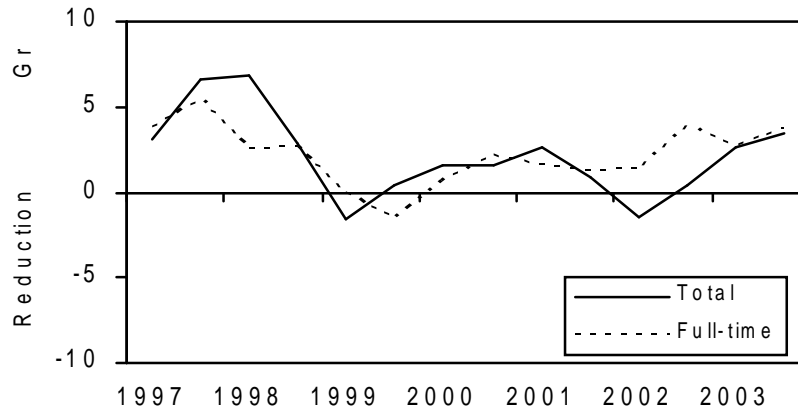
**Figure 35a- Em ployment in Education , health & other services**



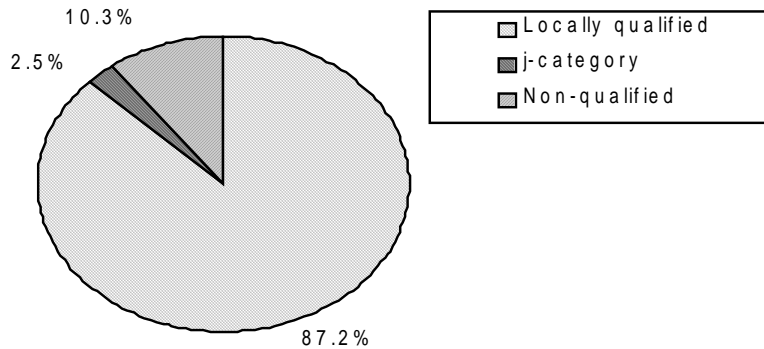
**Figure 35b - Underlying trend in em ployment  
Education, health & other services**



**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 seasonal behaviour apparent in Figure 35a is due to sporting, recreational and entertainment activities.

The trend in employment over the past three years has been generally upward (Figure 35b). The most recent 12-month growth rate in total employment of 3.5% (Figure 36) represents an increase of 150 staff, notably in the areas of social work and sporting and recreational activities.

This sector is second only to Financial and legal activities in the proportion of “(j)” category staff (2.5%); the total number of “(j)” category employees in this sector in December 2003 was 110.

### Appendix I - Manpower Engaged by Sector

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

	Jan-96	Dec-96	Jan-97	Dec-97	Jan-98	Dec-98	Jan-99	Dec-99	Jan-00	Dec-00	Jan-01	Dec-01	Jan-02	Dec-02	Jan-03	Dec-03
<b>Full-time staff</b>																
Agriculture and Fishing	2,150	1,430	2,140	1,470	2,180	1,440	2,170	1,470	1,980	1,430	1,940	1,340	1,880	1,420	1,820	1,370
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
Construction and Quarrying	3,960	3,840	4,100	4,330	4,610	4,290	4,280	4,100	4,090	3,990	4,310	4,320	4,400	4,260	4,140	3,900
Electricity, Gas and Water	590	600	580	620	600	620	600	580	610	600	590	580	560	540	530	500
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	6,260	6,140	6,280	6,210
Hotels, Restaurants & Bars	6,740	3,880	6,790	4,110	6,790	4,130	6,510	3,800	6,120	3,710	5,720	3,490	5,530	3,580	5,450	3,560
Transport, Storage & Communication	2,330	2,180	2,380	2,240	2,500	2,370	2,570	2,370	2,500	2,300	2,470	2,230	2,430	2,190	2,350	2,160
Computer and related activities	170	190	200	210	230	210	230	230	280	310	300	300	320	300	320	320
Professional and Legal Activities	8,510	8,740	9,060	9,530	9,930	10,180	10,280	10,140	10,400	10,510	10,630	10,840	10,950	10,950	10,690	10,430
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	1,370	1,430	1,370
Education, Health and Other Services	2,530	2,370	2,630	2,500	2,690	2,570	2,690	2,550	2,710	2,590	2,730	2,620	2,790	2,720	2,880	2,820
<b>Total full-time staff</b>	<b>36,940</b>	<b>32,660</b>	<b>37,870</b>	<b>34,880</b>	<b>39,580</b>	<b>35,460</b>	<b>39,180</b>	<b>34,650</b>	<b>38,350</b>	<b>34,820</b>	<b>38,200</b>	<b>34,960</b>	<b>38,350</b>	<b>35,210</b>	<b>37,520</b>	<b>34,190</b>
<b>Part-time staff</b>																
Agriculture and Fishing	220	190	200	210	220	200	230	180	210	170	200	180	230	150	240	170
Manufacturing	440	370	390	360	420	380	420	410	420	370	480	460	430	370	360	310
Construction and Quarrying	220	220	240	250	270	280	260	240	240	260	250	260	230	280	230	260
Electricity, Gas and Water	30	30	30	30	20	20	20	20	10	20	20	20	20	20	10	10
Wholesale and Retail Trades	1,910	1,860	1,930	1,920	2,010	1,800	1,750	1,730	1,900	1,560	1,630	1,560	1,570	1,570	1,630	1,690
Hotels, Restaurants & Bars	980	790	1,080	930	1,180	930	1,180	940	1,030	950	1,000	910	1,010	790	950	790
Transport, Storage & Communication	290	170	330	200	370	260	340	230	360	290	320	280	270	230	230	210
Computer and related activities	20	20	30	30	40	50	50	50	70	70	60	60	50	60	60	50
Professional 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
Miscellaneous Business Activities	1,090	1,070	1,070	1,080	1,260	1,210	1,270	1,160	1,250	1,180	1,260	1,130	1,190	1,230	1,200	1,270
Education, Health and Other Services	1,270	1,240	1,290	1,330	1,490	1,390	1,430	1,450	1,480	1,450	1,530	1,460	1,430	1,380	1,480	1,420
<b>Total part-time staff</b>	<b>7,670</b>	<b>7,180</b>	<b>7,810</b>	<b>7,590</b>	<b>8,570</b>	<b>7,830</b>	<b>8,270</b>	<b>7,650</b>	<b>8,080</b>	<b>7,670</b>	<b>8,030</b>	<b>7,680</b>	<b>7,730</b>	<b>7,320</b>	<b>7,830</b>	<b>7,450</b>
<b>All staff</b>																
Agriculture and Fishing	2,370	1,610	2,340	1,680	2,400	1,640	2,400	1,640	2,190	1,880	2,140	1,510	2,110	1,570	2,060	1,540
Manufacturing	2,510	2,370	2,420	2,330	2,380	2,310	2,380	2,310	2,390	2,250	2,230	2,200	2,260	2,100	2,060	1,870
Construction and Quarrying	4,190	4,030	4,330	4,600	4,880	4,570	4,540	4,340	4,330	4,250	4,570	4,580	4,630	4,540	4,380	4,160
Electricity, Gas and Water	620	630	610	630	620	640	610	600	620	610	610	600	580	560	540	510
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	7,880	7,900
Hotels, Restaurants & Bars	7,720	4,670	7,870	5,040	7,970	5,080	7,690	4,740	7,150	4,670	6,720	4,400	6,540	4,370	6,400	4,330
Transport, Storage & Communication	2,620	2,330	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
Computer and related activities	190	210	230	240	270	260	280	290	350	370	360	360	370	360	380	370
Professional and Legal Activities	9,710	9,970	10,300	10,780	11,230	11,480	11,600	11,410	11,700	11,840	12,010	12,150	12,210	12,210	12,010	11,710
Miscellaneous Business Activities	2,230	2,190	2,310	2,320	2,600	2,470	2,400	2,600	2,600	2,510	2,630	2,430	2,620	2,590	2,710	2,640
Education, Health and Other Services	3,800	3,610	3,910	3,830	4,180	3,960	4,120	3,980	4,180	4,040	4,290	4,080	4,230	4,090	4,240	4,240
<b>Total staff</b>	<b>44,620</b>	<b>39,840</b>	<b>45,680</b>	<b>42,470</b>	<b>48,150</b>	<b>43,310</b>	<b>47,450</b>	<b>42,280</b>	<b>46,430</b>	<b>42,490</b>	<b>46,230</b>	<b>42,640</b>	<b>46,080</b>	<b>42,530</b>	<b>45,350</b>	<b>41,640</b>

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							
	Dec-00	Jan-01	Dec-01	Jan-02	Dec-03	Jan-00	Dec-00	Jan-01	Dec-01	Jan-02	Dec-03	Dec-00	Jan-01	Dec-01	Jan-02	Dec-03		
<b>Full-time staff</b>																		
Agriculture and Fishing	2030	1480	2000	1400	1940	1490	1380	1440	1610	1440	80	170	80	100	70	90	60	70
Manufacturing	1990	1910	1800	1780	1860	1770	1740	1610	1610	1610	170	130	170	160	130	140	90	60
Construction and Quarrying	4330	4240	4560	4560	4630	4530	4410	4200	4200	4200	410	360	360	460	340	290	330	260
Electricity, Gas and Water	610	600	590	580	560	540	530	500	500	500	50	30	40	50	40	30	20	30
Wholesale and Retail Trades	6480	6330	6430	6340	6400	6290	6400	6370	6370	6370	540	500	490	610	470	440	420	380
Hotels, Restaurants & Bars	6130	3760	5730	3530	5530	3610	5470	3290	3290	3290	460	340	300	440	230	260	300	270
Transport, Storage & Communication	2540	2360	2530	2290	2480	2230	2430	2280	2280	2280	180	130	100	110	90	110	90	70
Computer and related activities	320	330	330	370	370	370	370	370	370	370	60	50	50	60	30	30	20	20
Financial and Legal Activities	10430	10560	10700	10900	11030	10740	10510	10510	10510	10510	1030	890	1040	820	770	900	500	540
Miscellaneous Business Activities	1470	1460	1530	1430	1570	1530	1390	1340	1340	1340	170	130	120	160	130	140	110	120
Education, Health and Other Services	2890	2690	2830	2720	2890	2840	2990	2900	2900	2900	200	190	130	200	140	170	140	140
<b>Total full-time staff</b>	<b>39160</b>	<b>35740</b>	<b>39100</b>	<b>35890</b>	<b>39260</b>	<b>36210</b>	<b>38540</b>	<b>35310</b>	<b>35310</b>	<b>35310</b>	<b>3360</b>	<b>2930</b>	<b>2890</b>	<b>3160</b>	<b>2430</b>	<b>2760</b>	<b>2760</b>	<b>1960</b>
<b>Part-time staff</b>																		
Agriculture and Fishing	210	180	210	190	240	180	230	180	180	180	10	10	10	30	20	20	10	30
Manufacturing	430	390	490	470	440	390	380	330	330	330	+	10	10	10	20	30	20	10
Construction and Quarrying	260	280	280	280	310	280	300	300	300	300	10	10	10	20	10	10	10	10
Electricity, Gas and Water	10	20	20	20	20	10	10	10	10	10	+	+	+	+	+	+	+	+
Wholesale and Retail Trades	1780	1660	1640	1710	1630	1660	1720	1790	1790	1790	180	170	160	190	170	170	150	130
Hotels, Restaurants & Bars	1030	960	1010	910	1010	800	960	810	810	810	40	40	40	100	60	70	70	60
Transport, Storage & Communication	370	300	330	290	280	240	230	230	230	230	30	30	10	10	20	20	10	20
Computer and related activities	90	90	90	80	80	80	90	80	80	80	10	+	+	10	10	20	10	10
Financial and Legal Activities	1330	1330	1380	1340	1310	1260	1290	1290	1290	1290	50	50	50	60	40	50	30	30
Miscellaneous Business Activities	1320	1260	1330	1220	1280	1320	1380	1350	1350	1350	110	120	100	210	170	200	130	140
Education, Health and Other Services	1560	1560	1660	1570	1560	1630	1570	1570	1570	1570	70	70	60	80	90	100	80	90
<b>Total part-time staff</b>	<b>8410</b>	<b>8040</b>	<b>8490</b>	<b>8090</b>	<b>8150</b>	<b>7780</b>	<b>8290</b>	<b>7340</b>	<b>7340</b>	<b>7340</b>	<b>510</b>	<b>510</b>	<b>450</b>	<b>720</b>	<b>610</b>	<b>700</b>	<b>530</b>	<b>540</b>
<b>All staff</b>																		
Agriculture and Fishing	2230	1630	2210	1590	2180	1630	2140	1630	1630	1630	90	170	80	130	90	120	70	100
Manufacturing	2430	2300	2290	2230	2300	2130	2120	1940	1940	1940	170	140	170	170	130	170	110	70
Construction and Quarrying	4590	4520	4840	4690	4930	4690	4500	4200	4200	4200	420	370	370	480	330	410	340	270
Electricity, Gas and Water	620	610	610	600	580	580	510	510	510	510	60	40	40	50	30	30	30	30
Wholesale and Retail Trades	8280	8010	8090	8030	8030	7930	8120	8160	8160	8160	720	670	660	800	640	610	570	510
Hotels, Restaurants & Bars	7180	4710	6740	4430	6560	4430	6430	4390	4390	4390	500	380	340	540	290	430	370	330
Transport, Storage & Communication	2910	2670	2870	2570	2770	2450	2450	2450	2450	2450	210	180	110	120	110	130	100	90
Computer and related activities	410	440	440	430	440	460	450	450	450	450	70	50	50	70	40	50	30	30
Financial and Legal Activities	11780	11910	12090	12340	12300	12310	12100	11880	11880	11880	1080	940	1090	880	810	640	530	570
Miscellaneous Business Activities	2790	2720	2870	2670	2830	2840	2970	2890	2890	2890	270	230	230	370	300	330	240	260
Education, Health and Other Services	4360	4230	4530	4290	4430	4620	4550	4550	4550	4550	270	230	210	280	230	270	220	240
<b>Total staff</b>	<b>47580</b>	<b>43780</b>	<b>47590</b>	<b>43980</b>	<b>47410</b>	<b>43990</b>	<b>46330</b>	<b>43210</b>	<b>43210</b>	<b>43210</b>	<b>3860</b>	<b>3430</b>	<b>3330</b>	<b>3880</b>	<b>3030</b>	<b>3210</b>	<b>2620</b>	<b>2500</b>

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

**Appendix 3 - Residential Qualifications** (see Note 4 for definitions)  
(All businesses, including one-person businesses)

Full-time staff	Jun-02			Dec-02			Jun-03			Dec-03						
	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				
Agriculture and Fishing	1160	+	780	1,940	+	410	1,490	1,190	+	700	1,890	1,000	+	440	1,440	
Manufacturing	1,530	10	300	1,830	1,480	10	280	1,770	1,440	10	290	1,740	1,330	10	230	1,570
Construction and Quarrying	3,970	20	660	4,630	3,970	20	530	4,530	3,920	20	470	4,410	3,810	10	390	4,210
Electricity, Gas and Water	510	+	50	560	500	+	50	540	490	+	40	530	470	+	20	500
Wholesale and Retail Trades	5,290	20	1,080	6,400	5,290	30	970	6,290	5,370	40	1,000	6,400	5,430	40	900	6,370
Hotels, Restaurants & Bars	2,430	20	3,100	5,530	2,010	20	1,580	3,610	2,140	20	3,310	5,470	1,830	20	1,720	3,590
Transport, Storage & Communication	2,300	10	170	2,480	2,140	10	110	2,250	2,230	20	160	2,420	2,120	10	100	2,230
Computer and related activities	340	10	30	370	330	10	30	360	330	10	30	370	340	10	30	370
Financial and legal Activities	9,210	330	1,430	10,990	9,260	360	1,390	11,010	9,090	360	1,230	10,740	8,940	370	1,200	10,510
Miscellaneous Businesses	1,360	20	190	1,570	1,330	20	130	1,500	1,390	20	180	1,590	1,270	30	130	1,540
Education, Health and Other Services	2,360	100	430	2,890	2,360	100	380	2,840	2,480	100	410	2,990	2,470	110	380	2,970
<b>Total full-time staff</b>	<b>30,480</b>	<b>560</b>	<b>8,220</b>	<b>39,240</b>	<b>29,760</b>	<b>580</b>	<b>5,880</b>	<b>34,210</b>	<b>30,070</b>	<b>590</b>	<b>7,630</b>	<b>34,540</b>	<b>29,130</b>	<b>620</b>	<b>5,660</b>	<b>35,310</b>
<b>Part-time staff</b>																
Agriculture and Fishing	210		30	240	160		10	160	230		20	250	170		20	180
Manufacturing	270		170	440	290		100	390	290		90	380	270		50	330
Construction and Quarrying	260		20	280	280		30	310	270		10	280	290		10	300
Electricity, Gas and Water	0		0	0	0		0	0	10		0	10	10		0	10
Wholesale and Retail Trades	1,490		160	1,630	1,490		170	1,660	1,580		160	1,720	1,610		180	1,790
Hotels, Restaurants & Bars	690		330	1,010	540		260	800	560		400	960	510		290	810
Transport, Storage & Communication	260		20	280	230		10	240	220		10	240	220		10	230
Computer and related activities	70		+	80	80		+	80	90		+	90	80		10	80
Financial and legal Activities	1,300		20	1,310	1,280		10	1,300	1,340		20	1,360	1,270		20	1,290
Miscellaneous Businesses	830		430	1,280	910		410	1,320	890		490	1,380	890		460	1,330
Education, Health and Other Services	1,440		100	1,560	1,430		90	1,510	1,540		90	1,630	1,490		80	1,570
<b>Total part-time staff</b>	<b>6,900</b>		<b>1,250</b>	<b>8,150</b>	<b>6,760</b>		<b>1,080</b>	<b>7,780</b>	<b>7,010</b>		<b>1,240</b>	<b>8,290</b>	<b>6,810</b>		<b>1,130</b>	<b>7,740</b>
<b>All staff</b>																
Agriculture and Fishing	1,370	+	800	2,180	1,230	+	410	1,650	1,420	+	710	2,140	1,160	+	460	1,630
Manufacturing	1,820	10	470	2,300	1,770	10	370	2,150	1,730	10	380	2,120	1,620	10	300	1,940
Construction and Quarrying	4,240	20	680	4,930	4,230	20	580	4,840	4,190	20	480	4,690	4,090	10	400	4,500
Electricity, Gas and Water	530	+	50	580	510	+	50	560	500	+	40	540	490	+	20	510
Wholesale and Retail Trades	6,780	20	1,250	8,030	6,770	30	1,140	7,940	6,920	40	1,160	8,120	7,040	40	1,080	8,160
Hotels, Restaurants & Bars	3,120	20	3,430	6,560	2,530	20	1,840	4,410	2,700	20	3,710	6,430	2,360	20	2,010	4,390
Transport, Storage & Communication	2,560	10	190	2,760	2,370	10	120	2,300	2,470	20	170	2,660	2,340	10	100	2,450
Computer and related activities	410	10	30	440	400	10	30	440	420	10	30	460	410	10	30	450
Financial and legal Activities	10,510	330	1,430	12,300	10,540	360	1,400	12,310	10,420	360	1,320	12,100	10,220	370	1,220	11,880
Miscellaneous Businesses	2,210	20	630	2,830	2,270	20	560	2,840	2,280	20	670	2,970	2,260	30	610	2,890
Education, Health and Other Services	3,820	100	320	4,430	3,790	100	470	4,330	4,020	100	500	4,620	3,960	110	470	4,330
<b>Total staff</b>	<b>37,380</b>	<b>560</b>	<b>9,470</b>	<b>47,400</b>	<b>36,450</b>	<b>580</b>	<b>6,960</b>	<b>43,990</b>	<b>37,080</b>	<b>590</b>	<b>9,160</b>	<b>46,830</b>	<b>35,940</b>	<b>620</b>	<b>6,680</b>	<b>43,750</b>

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