

Jersey Labour Market at June 2013

Statistics Unit: www.gov.je/statistics

This report presents information on employment in Jersey at the end of June 2013, bringing together the results of the private sector Manpower Survey¹ and the public sector manpower figures compiled by the States of Jersey.

Summary

The principal features of the Jersey Labour Market in June 2013 were:

- **total employment (56,290)** was 110 lower than in June 2012;
- the **private sector**, overall, saw a decrease of 270 staff compared with June 2012, whilst the **public sector** recorded an increase of 150 staff over the same period;
- private sector employment in June 2013 was 49,360; this figure is some 800 lower than the peak recorded in June 2011 but at a similar level to that of June 2009 and June 2010;
- public sector employment in June 2013 was 6,920, the highest recorded to date²;
- the number of active employers in Jersey (7,040) increased by 170 on an annual basis, driven by an increase in the number of single person undertakings (up by 130).

At the **sectoral** level:

- falls in employment were recorded by the **Wholesale and retail** and **Construction** sectors, down by 450 and 150, respectively, on an annual basis;
- the decline in Wholesale and retail was driven by the **fulfilment** sub-sector which recorded a fall of 180 staff on an annual basis;
- employment in the **Finance** sector decreased by 190 on an annual basis; total employment in the sector (12,400) was more than a 1,000 lower than the peak recorded in 2008;
- the falls in Finance sector employment were driven by the **Banking** sub-sector, which in June 2013 saw employment:
 - down by 170 compared with a year earlier, June 2012;
 - down by more than 1,100 since the peak in June 2008;
 - at its lowest level for at least 15 years;
- increases in employment were recorded by the **Hotels, restaurants and bars** and the **private sector service industries**³, each up by more than 200 staff on an annual basis.

Unemployment

- the **ILO unemployment rate** in June 2013 was 5.7%, this rate corresponds to 3,200 people being unemployed and looking for work.

¹ The Manpower Survey is analysed by the Statistics Unit on behalf of the Population Office.

² The figure for public sector employment does not include non-states employees, interims, consultants, or employees on zero-hours contracts

³ The private sector service industries comprise the SIC sectors "Miscellaneous business activities", "Education, Health and other services" and "Computer and Related Activities" and are predominantly businesses servicing other businesses and businesses servicing private households

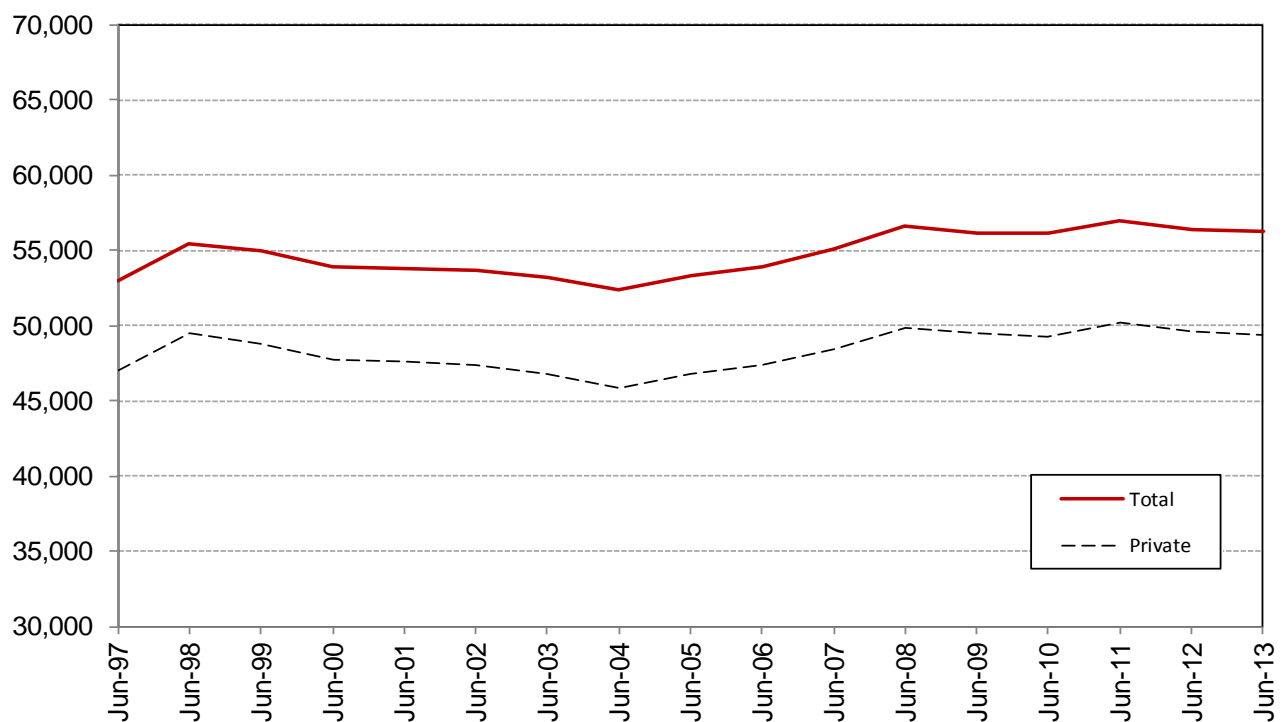
Total Employment

In June 2013, total employment in the private and public sectors (full-time and part-time staff) was 56,290. This total is 110 lower than that recorded a year earlier (in June 2012) and more than 600 lower than in June 2011, when total employment in Jersey was at the highest level recorded for at least 15 years (see Appendix Table A1).

The total and private sector headcount in June of each year from 1998 to 2013 is shown in Figure 1. The latest annual fall in total employment was driven by the private sector which recorded a decrease of 270 staff. In June 2013 the headcount in the private sector (including States Trading Committees - see Note 2 - and single-person enterprises) was 49,360.

In contrast, the public sector recorded an increase of 150 employees on an annual basis; the public sector headcount in June 2013 was 6,920.

Figure 1 – Total and private sector headcount: June of each year, 1997-2013



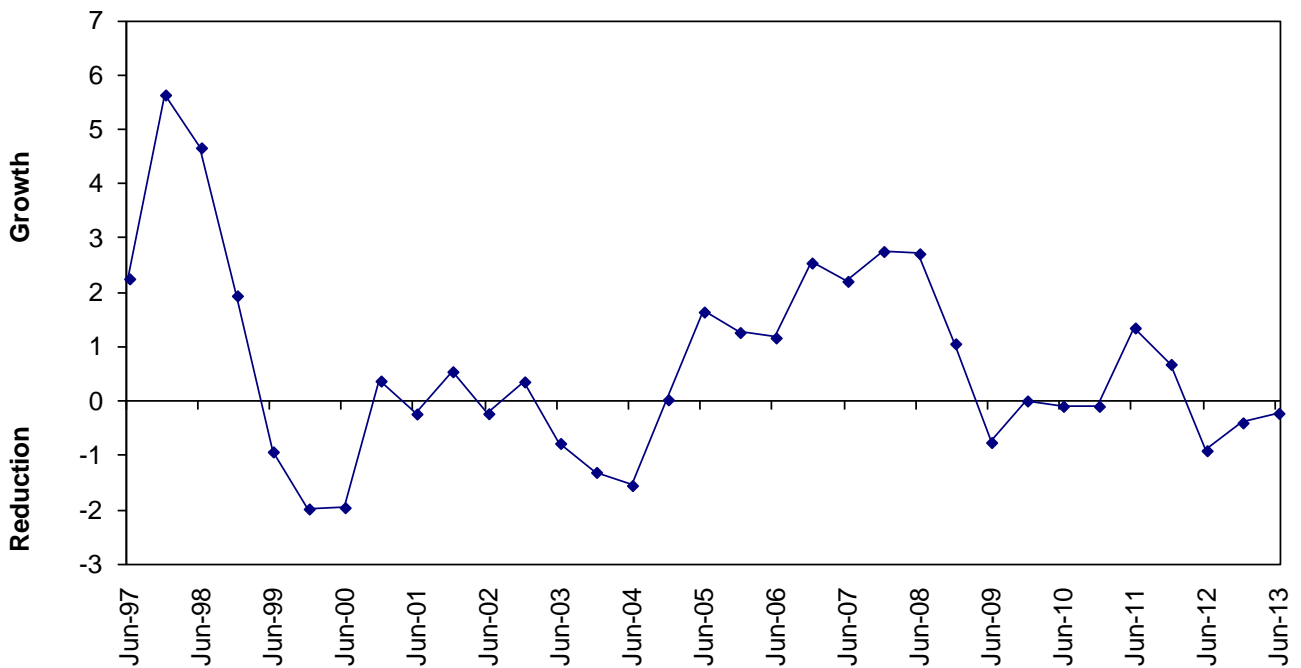
As can be seen from Figure 1, total employment in Jersey has been relatively flat during the last five years (from June 2008 to June 2013) compared with previous periods of decline (1999 to 2003) and growth (2005 to 2008).

On a six-monthly basis it is apparent from Appendix Table A1 that employment in Jersey exhibits considerable seasonal variation, with recent differences of around 2,500 to 3,000 between the June and December figures. In the last six-month period, from December 2012 to June 2013, total employment in Jersey increased by 2,440.

The underlying behaviour (removing seasonal variations) is shown in Appendix Figure A1 and reinforces the interpretation that total employment in Jersey was substantially flat during the five-year period 2008 to 2012, inclusive.

The annual percentage changes in total employment during the period 1997-2013 are shown on a six-monthly basis in Figure 2.

Figure 2 – Annual percentage changes in total employment; 1997 - 2013



It is apparent from Figure 2 that the four-year period from 2005 to 2008 recorded growth in total employment of between 1% and 3% per annum. Total employment then fell by about 1%, on an annual basis, in June 2009. This fall was followed by a period of relative stability throughout 2010 and then some growth in 2011, of around 1%.

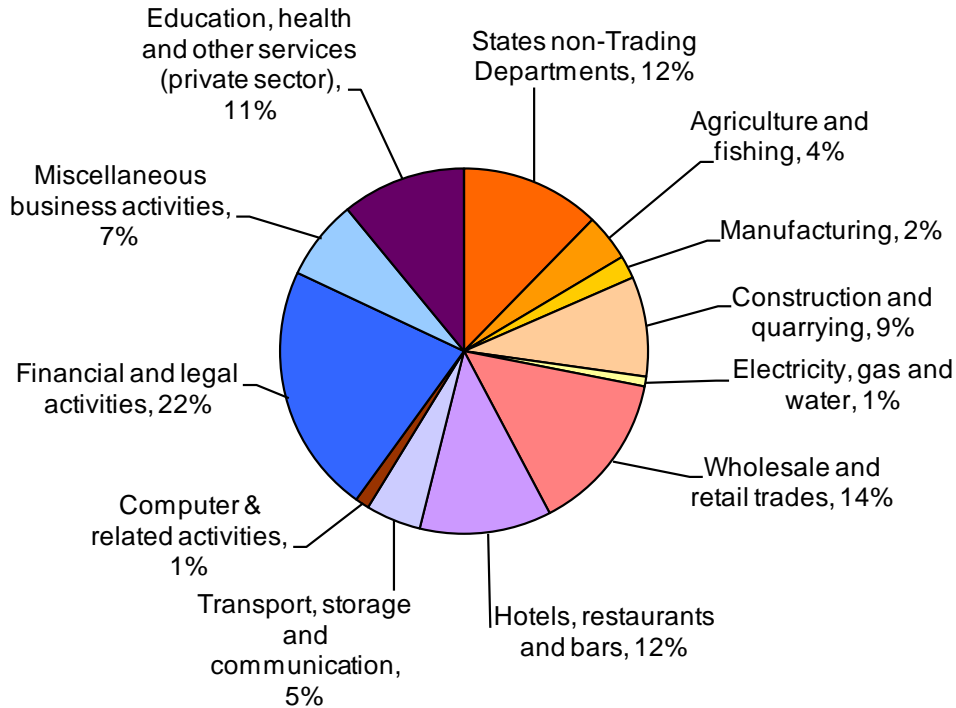
Since June 2012 falls in total employment on an annual basis of less than 1% have been recorded. The latest figure for total employment in June 2013 was 0.2% lower than a year earlier (June 2012).

Sectoral Breakdown

In June 2013, on a headcount basis:

- over a fifth (22%) of all employees were employed in the Finance sector (12,400);
- one in seven (14%) were employed in Wholesale and retail (7,990);
- one in eight (12%) were employed in Hotels, restaurants and bars (6,540);
- the public sector (excluding current and former States Trading Committees) accounted for around one in eight (12%) of Jersey’s labour force.

Figure 3 – Employment (headcount) by sector, June 2013



Private sector

Overall: full-time and part-time employees

In June 2013, the number of people employed in Jersey’s private sector was 49,360, comprising 39,170 full-time and 10,200 part-time employees.

The number of full-time staff employed in Jersey’s private sector was essentially unchanged from June 2012, which had recorded the lowest June figure of full-time staff for seven years.

The proportion of private sector employment represented by part-time staff has increased in recent years: during the period from 2000 to 2007 part-time employees accounted for slightly more than a sixth (18%) of the total private sector headcount; this proportion has since increased and in June 2013 part-time employees accounted for more than a fifth (21%) of the total private sector headcount.

Sectoral

The overall net fall in private sector employment of 270 over the twelve months to June 2013 was driven by decreases in Wholesale and retail (down by 450 employees on an annual basis), Finance (down by 190) and Construction (down by 150).

The fall in Wholesale and retail employment included a decrease in employment in the fulfilment sub-sector which saw a fall of 180 staff on an annual basis. Total employment in the fulfilment industry in June 2013 was 270, a figure less than a third of that recorded in 2009 and 2010, and representing a reduction of almost 700 staff over the last three years.

In contrast, Hotels, restaurants and bars and the private sector service industries each recorded increased employment over the latest twelve-month period (up by 210 and 280, respectively, since June 2012).

The levels of employment since June 2006 in the sub-sectors comprising Jersey's Finance industry are shown in Table 1.

Table 1 - Employment in the Finance sub-sectors: June 2006 to June 2013.

	Banking	Trust & Co. Admin. and Fund Mgt	Legal	Accountancy	Other⁴	Total
Jun-06	5,390	2,830	2,300	780	880	12,180
Dec-06	5,810	2,520	2,320	800	920	12,370
Jun-07	5,840	2,670	2,390	830	940	12,660
Dec-07	6,100	2,790	2,500	870	840	13,100
Jun-08	6,060	2,850	2,560	880	870	13,220
Dec-08	6,050	2,880	2,580	980	950	13,430
Jun-09	5,900	2,950	2,490	940	950	13,250
Dec-09	5,600	2,870	2,490	970	960	12,880
Jun-10	5,470	3,320 ⁵	2,040 ⁶	990	950	12,770
Dec-10	5,310	3,350	2,070	960	980	12,680
Jun-11	5,350	3,410	2,110	970	980	12,820
Dec-11	5,250	3,420	2,130	980	980	12,750
Jun-12	5,120	3,400	2,120	990	970	12,590
Dec-12	4,970	3,380	2,170	1,010	950	12,470
Jun-13	4,950	3,370	2,130	1,000	950	12,400

Numbers are rounded independently to the nearest 10.

The total number of employees in the Finance sector in June 2013 (12,400) was 190 lower than a year earlier (June 2012), more than 1,000 lower than the peak recorded in 2008, and the lowest number recorded since 2006.

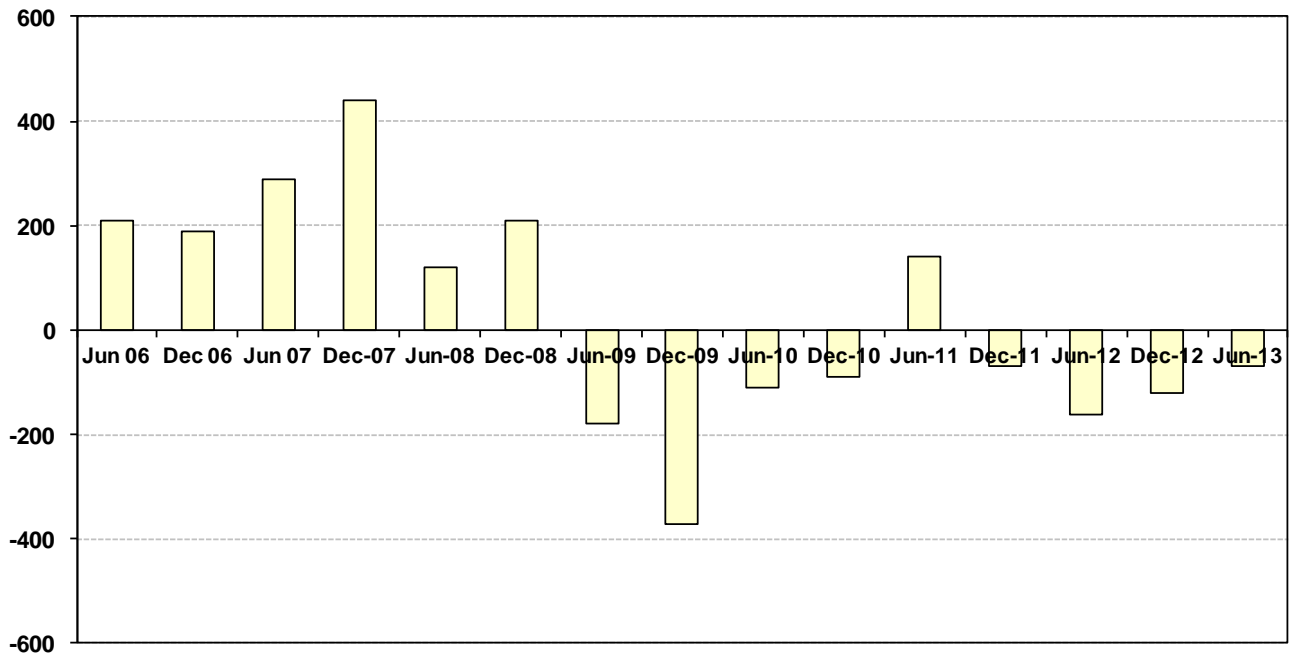
The overall decrease in Finance sector employment observed during the last seven years has been driven by the Banking sub-sector which has seen total employment fall by 1,110 since June 2008, and by 170 in the last year. In June 2013, the number of people employed in Banking was the lowest recorded by this sub-sector since at least 1998.

⁴ Other includes insurance (general, life and non-life), pension funding and investment and unit trusts.

⁵ The increase apparent in Table 2 for Trust & Co. Admin and Fund management between December 2009 and June 2010 was predominantly due to the reclassification of companies previously in the Legal sub-sector; the latter sub-sector thus recorded a complementary decrease in employment between these two points in time.

The other financial sub-sectors saw small changes in employment on an annual basis (differences of 30 employees or fewer compared with June 2012).

Figure 4 – Six-month changes in Finance sector employment: 2006-2013



Number of employers

Across all sectors, there were 7,040 active undertakings in Jersey in June 2013, an increase of 170 compared with June 2012, and representing the highest total for at least 15 years.

This latest increase in the number of undertakings was driven largely by a rise in the number of single-person businesses (up by 130 since June 2012).

Single-person businesses

Some 3,400 single-person undertakings were active in June 2013, a similar level to that seen in December 2012 (3,390) and representing an increase of 130 in such businesses on an annual basis.

The number of one-person businesses has increased by almost 2,000 in the last ten years (see Appendix Figure A2).

The largest annual increases in the number of single-person undertakings were in: Miscellaneous business activities (in essence, businesses servicing other businesses) up by 40 compared with June 2012; and Construction, up by 30 on an annual basis.

Residential qualifications

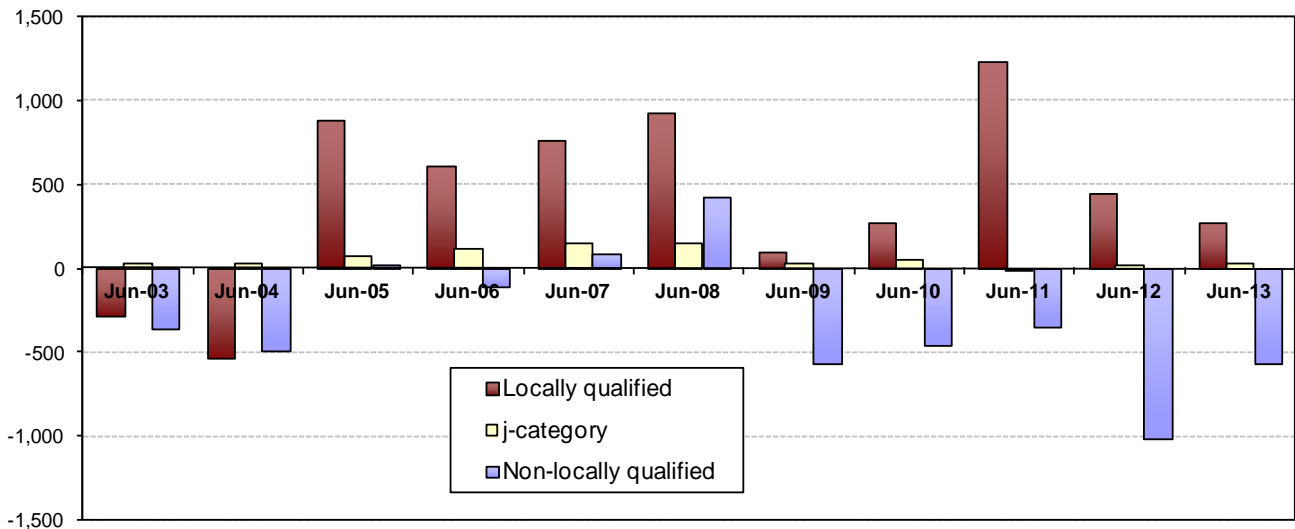
Of the 56,290 people employed in Jersey in June 2013:

- 86% were locally qualified⁶;
- 3% were j-category;
- 11% were not locally qualified.

In June 2013, the number of locally qualified staff in the private sector was 42,000, an increase of 270 compared with June 2012 (see Figure 5), and representing the highest number of locally qualified staff for at least ten years.

In contrast, the number of non-locally qualified staff employed in the private sector declined on an annual basis for the fifth consecutive year. In June 2013, the number of non-locally qualified staff was 570 lower than twelve months earlier, and was the lowest June figure for such staff for at least ten years (see Appendix Figure A3).

Figure 5 - Annual change in private sector employment by residential qualification



It should be pointed out that such changes in the numbers of locally qualified and non-locally qualified staff will include the effect of non-locally qualified staff becoming locally qualified through completing five years continuous residency in Jersey. The 2011 Jersey Census indicated that in recent years the number of such staff changing qualification status was around 900 per year.

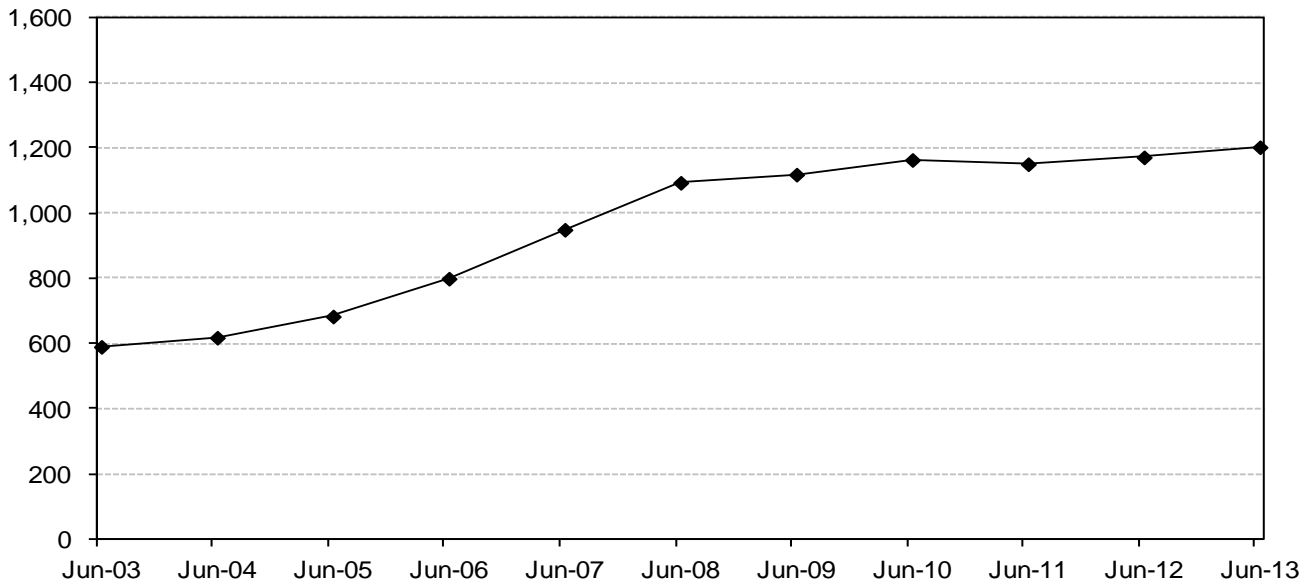
Figure 6 shows the number of j-category employees engaged in the private sector during the past ten years, from June 2003 to June 2013.

In June 2013, there were 1,200 j-category employees working in the private sector, an increase of 30 compared with a year earlier (June 2012) and the highest number of such employees recorded to date.

The number of j-category employees in the private sector in June 2013 was more than double that recorded ten years earlier, in June 2003.

⁶ As defined by the Regulation of Undertakings and Development (Jersey) Law, 1973 as amended. This law was superseded on 1st of July 2013 by the Control of Housing and Work (Jersey) Law 2012.

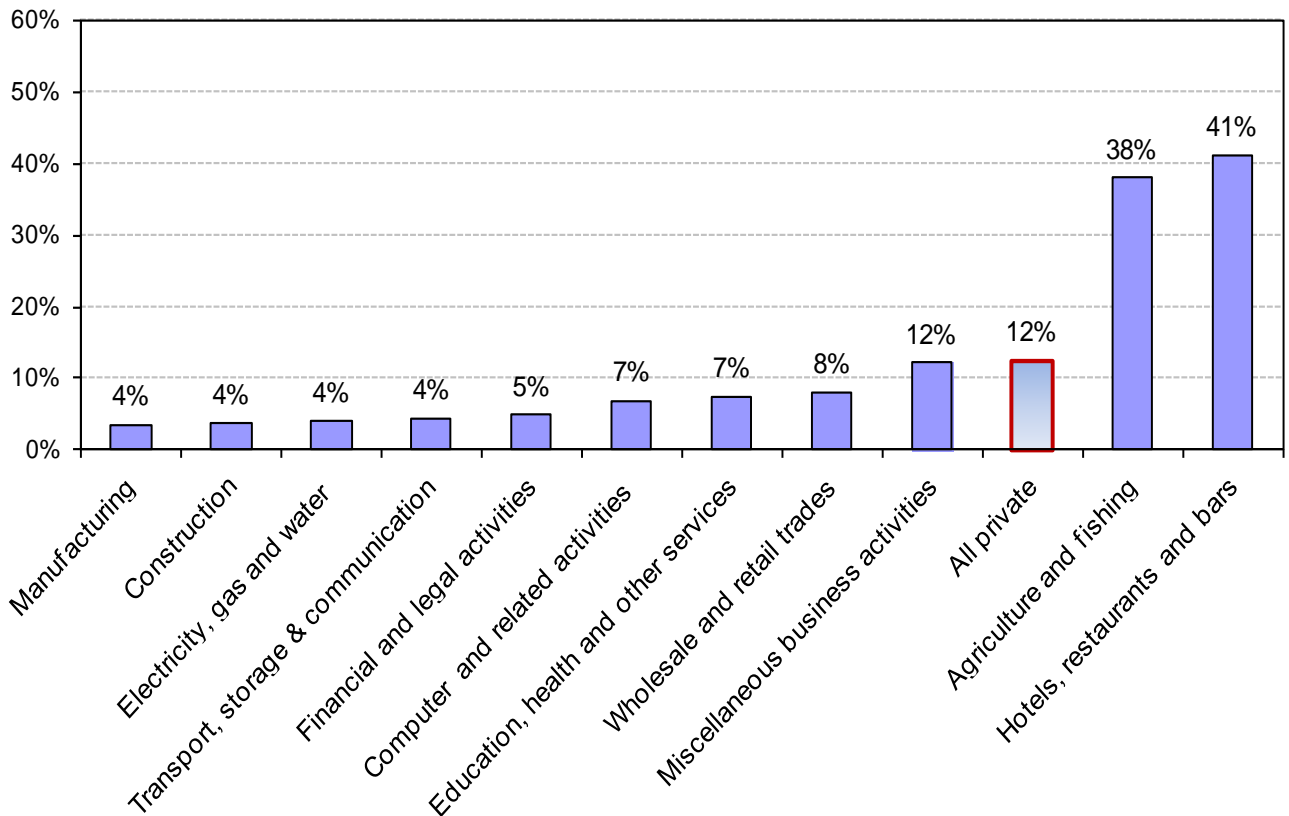
Figure 6 – Private sector j-category employees, 2003-2013



There were 560 j-category employees in the public sector in June 2013, representing a small decrease of such employees in this sector on an annual basis.

As can be seen from Figure 7, the greatest proportions of non-locally qualified staff (i.e. excluding j-category employees) were in Hotels, restaurants & bars (41%) and Agriculture (38%). In contrast, the Manufacturing and Construction sectors had the lowest proportion of non-locally qualified staff.

Figure 7 – Percentage of non-qualified employees by private sector, June 2013



Employment by nationality

From data compiled by the Social Security Department (SSD) it is possible to gain an insight into the make up of Jersey's workforce by nationality⁷. However, in interpreting such data it is important to understand some key points:

- the nationality data compiled by SSD is based on contributions paid on behalf of contributors (employees only, excluding the self-employed);
- the number of contributions from unique contributors will differ from the number employed primarily because the Social Security data refer to contributions paid *over the entire month*, whilst the employment data is a point in time estimate at either 30 June or 31 December each year. As a result of this timing difference it is not possible to undertake a direct comparison of social security contributions and numbers in employment⁸;
- nationality recorded by SSD is self-reported and historically has not been a key variable for social security purposes. As a result it is not currently possible to separate Jersey and United Kingdom nationals. These two groups are the largest two nationalities working in Jersey.

Bearing in mind these caveats, during June 2013;

- around 69% of contributions were paid from (or on behalf of) Jersey/UK nationals;
- the number of contributions which were paid from (or on behalf of) nationals from A8 countries⁹ (3,220) was 260 lower than in June 2012;
- the reduction in contributions for/by A8 nationals was driven by a reduction in those made for/by Polish nationals (down by 240 on an annual basis);
- the number of contributions for/by Portuguese nationals was 5,990, an increase of 80 on an annual basis.

For the reasons given above, the actual numbers of people in work at a given point in time will be lower than the figures based on the number of unique contributors.

Unemployment

Figure 8 shows the total number of people registered with the Social Security Department as actively seeking work (ASW) at the end of each month from January 2009 to August 2013¹⁰.

From Figure 8 it is apparent that:

- the number of people registered as ASW has been substantially flat, on a seasonally adjusted basis, during the latest five months (April to August 2013);
- the number of people registered as ASW has approximately doubled over the four year period from mid-2009 to mid-2013.

In interpreting the ASW figures, it should be noted that there is no legal requirement for all unemployed residents in Jersey to register as actively seeking work with the Social Security Department.

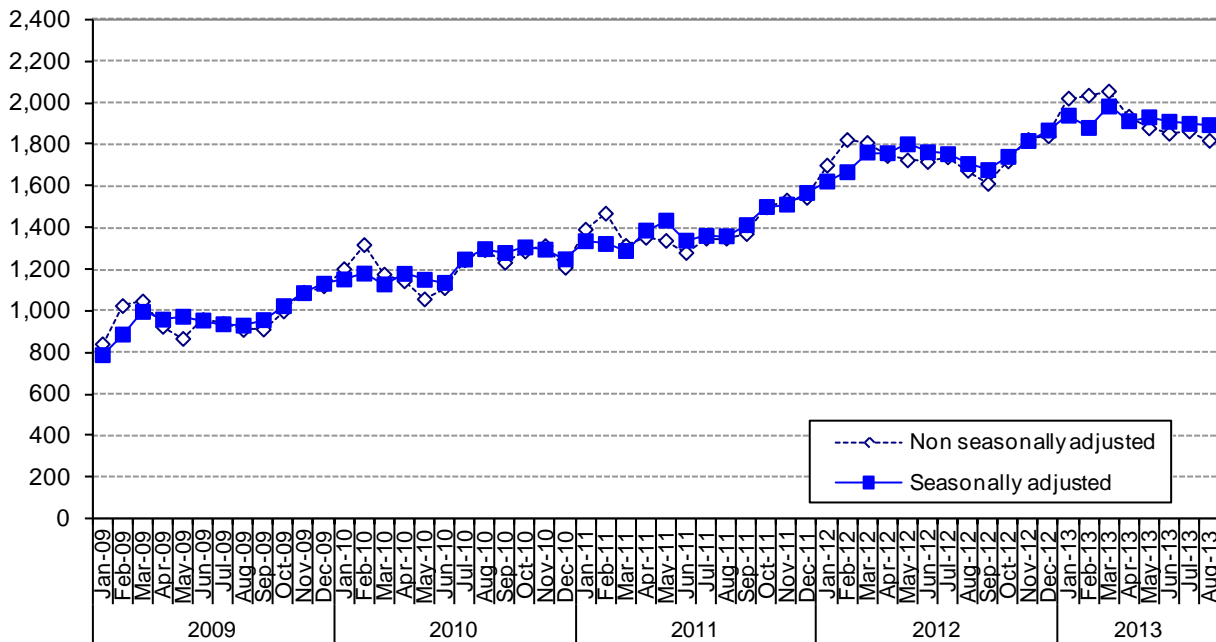
⁷ Under the Social Security (Jersey) Law 1974, nationality is one of the pieces of information held against everyone's unique registration number.

⁸ Both sources count people with more than one job (with different undertakings) as multiples.

⁹ The eight countries which joined ("gained accession to") the European Union in May 2004 were: the Czech Republic, Estonia, Hungary, Latvia, Lithuania, Poland, Slovakia and Slovenia.

¹⁰ See Registered Unemployment – August 2013; States of Jersey Statistics Unit, published 24 September 2013.

Figure 8 - Total number of individuals registered as ASW: January 2009 – August 2013



The **internationally comparable measure of unemployment** (as defined by the International Labour Organisation, ILO – see Note 4) is determined for Jersey by means of the Census or the Jersey Annual Social Survey.

The ILO unemployment rate includes people who are registered as actively seeking work with the Social Security Department *and also those people who are not registered as unemployed.*

Census 2011

The ILO unemployment rate on 27 March 2011, measured by the 2011 Jersey Census, was 4.7%; this rate corresponds to 2,570 people being unemployed and looking for work at that point in time.

JASS 2013

The ILO unemployment rate in June 2013 was estimated to be 5.7%. This rate corresponds to 3,200 people being unemployed and looking for work.

Statistics Unit

2 October 2013

Notes

1. The Manpower Survey is a census of almost 7,000 undertakings, which employ a total of approximately 49,000 staff (June 2013) including more than 10,000 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 six-monthly intervals.
2. The “private sector” includes States Trading Committees (former and current), the Jersey Financial Services Commission, the Family Nursing and Home Care Service and the Jersey Competition Regulatory Authority. These bodies, which are subject to the Regulation of Undertakings and Development Law, accounted for a total of 1,320 staff at June 2013.
3. 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.

The residential status of staff in the private sector 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.
4. The International Labour Organisation (ILO) definition of unemployment includes all adults (aged 16 and over) who are not working but are looking for or waiting to take up a job.

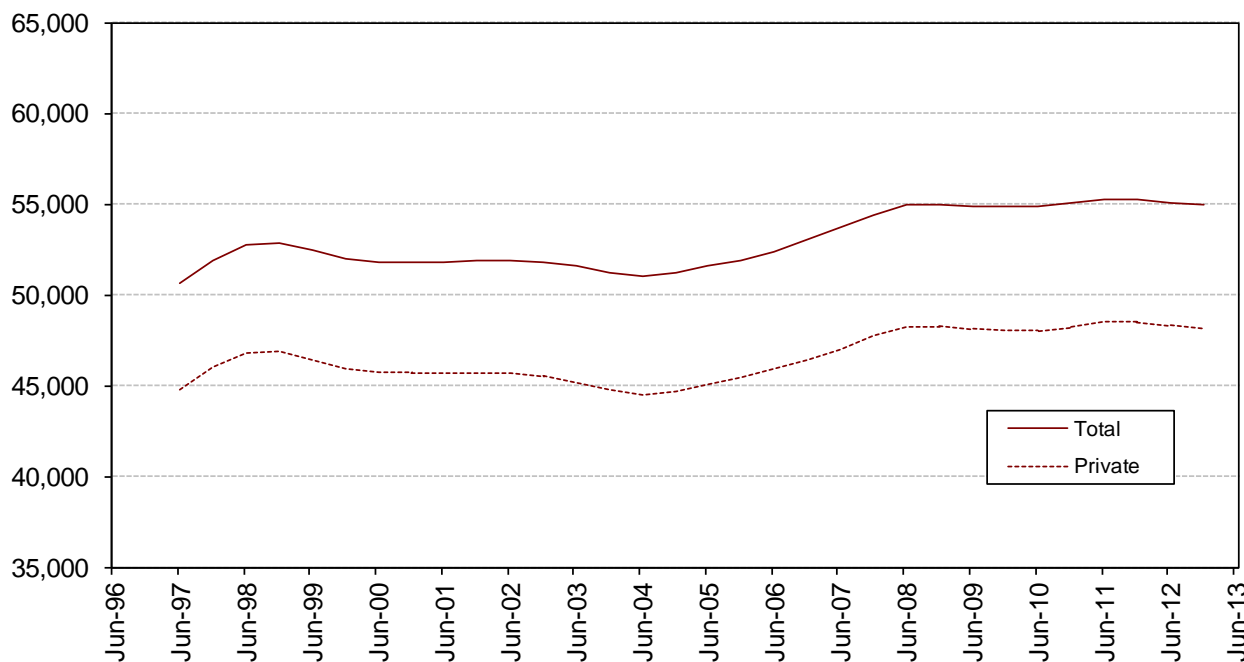
The 2013 round of the Jersey Annual Social Survey (JASS) enabled estimation of the ILO unemployment rate in Jersey in June 2013. Since JASS is a random survey of households, there is a statistical uncertainty on all estimates derived from the survey. The statistical uncertainty on the ILO unemployment rate from JASS 2013 is $\pm 0.3\%$ (standard error). Hence, at 95% confidence the number of people unemployed in June 2013 is estimated to be greater than 2,700.
5. The historic numbers for the private sector presented in the appendices show some minor differences from those presented in previous reports on the Jersey Labour Market; these arise from revisions to staffing levels reported by a small number of undertakings.
6. The public sector employment figures from December 2007 onwards have been determined using the Human Resources Information System. (HRIS). The resulting headcount figure from HRIS counts employees working in more than one post within the States of Jersey only once; previously such employees were counted as multiples. Headcount figures for the public sector prior to December 2007 (shown in Table 1) have not been revised on this basis and as such represent upper bounds in terms of the HRIS reporting methodology.
7. Further information about the Manpower Survey is available from the States of Jersey Statistics Unit. Enquiries about the States of Jersey employment figures should be addressed to the Treasury and Resources Department. Enquiries about the Regulation of Undertakings and Development Law should be addressed to the Population Office.

Table A1 - Employment (headcount) in the private and public sectors.

		<u>Private</u>	<u>Public</u>	<u>Total</u>
1998	Jun	49,480	5,970	55,450
	Dec	44,640	5,970	50,610
1999	Jun	48,770	6,170	54,940
	Dec	43,610	6,010	49,620
2000	Jun	47,760	6,110	53,870
	Dec	43,810	5,990	49,810
2001	Jun	47,560	6,200	53,760
	Dec	43,960	6,120	50,090
2002	Jun	47,390	6,250	53,640
	Dec	43,960	6,310	50,270
2003	Jun	46,790	6,440	53,230
	Dec	43,210	6,410	49,620
2004	Jun	45,830	6,590	52,420
	Dec	43,130	6,510	49,640
2005	Jun	46,760	6,530	53,280
	Dec	43,850	6,430	50,280
2006	Jun	47,380	6,540	53,910
	Dec	45,000	6,560	51,570
2007	Jun	48,380	6,730	55,110
	Dec	46,360	6,630	52,980
2008	Jun	49,880	6,730	56,610
	Dec	46,910	6,650	53,560
2009	Jun	49,440	6,750	56,190
	Dec	46,780	6,790	53,570
2010	Jun	49,310	6,840	56,150
	Dec	46,750	6,780	53,530
2011	Jun	50,170	6,740	56,910
	Dec	47,170	6,730	53,900
2012	Jun	49,630	6,770	56,400
	Dec	47,010	6,840	53,850
2013	Jun	49,360	6,920	56,290

Numbers are rounded independently to the nearest 10.

Figure A1 - Total and private sector headcount
(weighted 12-month moving averages)



In Figure A1 short-term variations (largely due to seasonal factors) have been removed by calculating a weighted three-point (12-month) moving average; entries for June 1996 and June 2013, therefore, do not appear in this plot.

Figure A2 - Single-person businesses: Jun 2001 to Jun 2013

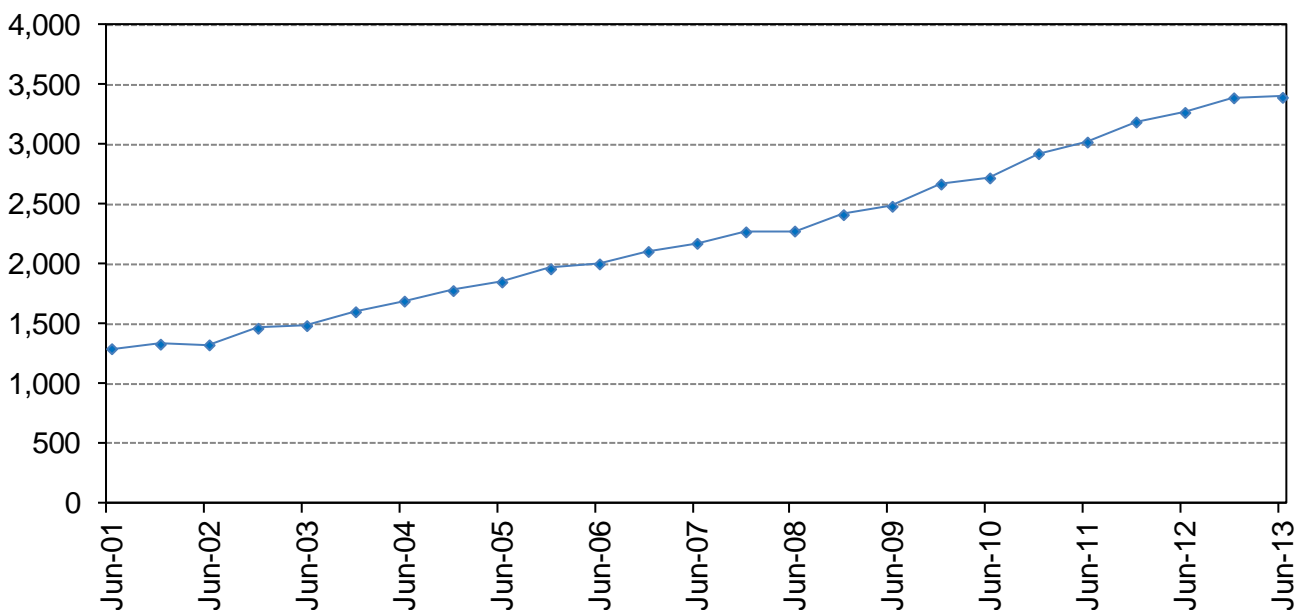
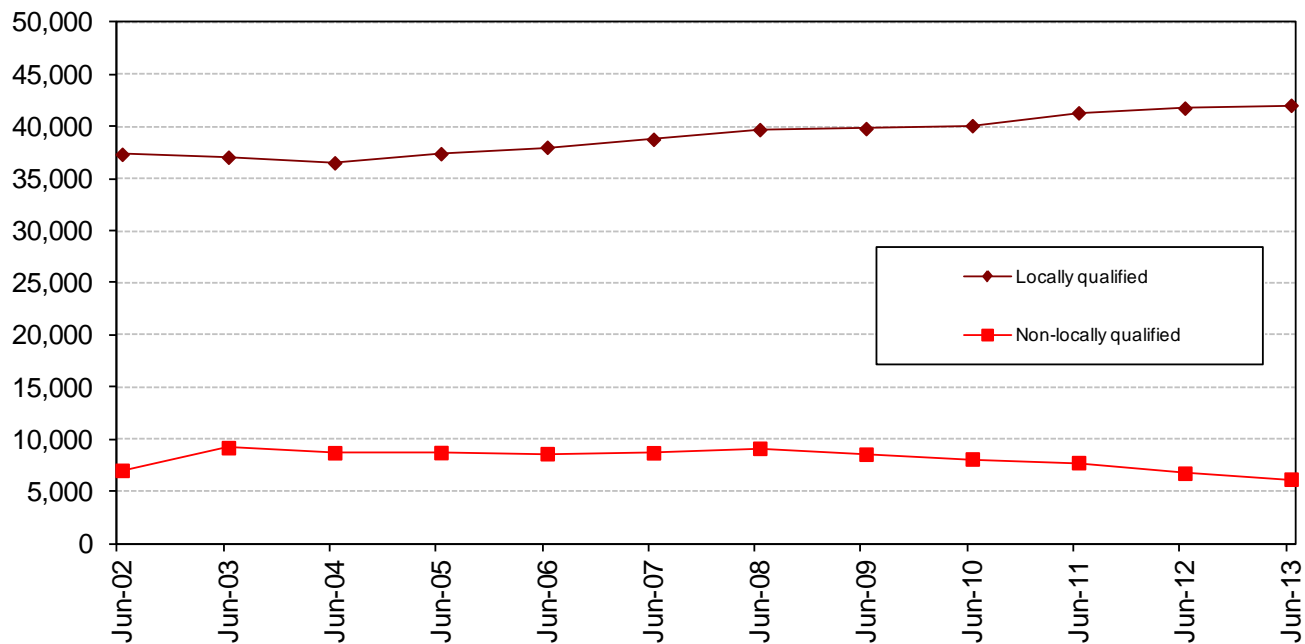


Figure A3 -Locally qualified and non-locally qualified employees; private sector



Appendix 1- Staff numbers

(all businesses, including one-person businesses)

	Jun-01	Dec-01	Jun-02	Dec-02	Jun-03	Dec-03	Jun-04	Dec-04	Jun-05	Dec-05	Jun-06	Dec-06	Jun-07	Dec-07	Jun-08	Dec-08	Jun-09	Dec-09	Jun-10	Dec-10	Jun-11	Dec-11	Jun-12	Dec-12	Jun-13
Full-time staff																									
Agriculture and Fishing	2,000	1,390	1,930	1,470	1,880	1,440	1,780	1,330	1,980	1,300	1,930	1,360	2,030	1,380	1,650	1,360	1,980	1,340	1,900	1,300	1,570	1,280	1,600	1,300	1,980
Manufacturing	1,800	1,780	1,860	1,770	1,740	1,610	1,600	1,430	1,440	1,400	1,340	1,300	1,280	1,230	1,310	1,150	1,140	1,100	1,120	1,140	1,010	990	970	920	940
Construction and Quarrying	4,570	4,570	4,670	4,550	4,430	4,210	4,350	4,340	4,670	4,650	4,970	4,840	4,940	4,850	4,980	4,950	4,950	4,940	5,110	4,950	5,070	4,870	4,690	4,500	4,540
Electricity, Gas and Water	590	580	560	540	530	500	490	490	480	480	490	490	480	490	480	490	500	480	470	480	470	470	460	470	450
Wholesale and Retail Trades	6,440	6,270	6,330	6,220	6,330	6,300	6,310	6,530	6,520	6,610	6,550	6,700	6,540	6,810	6,620	6,580	6,380	6,520	6,420	6,640	6,670	6,410	6,200	6,090	5,820
Hotels, Restaurants & Bars	5,740	3,530	5,540	3,590	5,430	3,580	5,230	3,400	5,100	3,450	5,220	3,480	5,190	3,690	5,120	3,540	4,750	3,530	4,790	3,520	4,930	3,650	4,860	3,680	4,970
Transport, Storage & Communication	2,530	2,350	2,540	2,320	2,480	2,280	2,450	2,290	2,460	2,250	2,400	2,310	2,440	2,370	2,460	2,350	2,430	2,340	2,340	2,270	2,270	2,200	2,270	2,200	2,280
Computer and related activities	350	350	370	360	360	370	370	360	380	400	420	390	420	440	450	450	450	450	440	460	490	500	550	560	570
Financial and Legal Activities	10,730	10,950	11,040	11,060	10,790	10,560	10,510	10,490	10,640	10,620	10,870	11,240	11,500	11,910	12,050	12,250	12,070	11,760	11,680	11,590	11,670	11,690	11,540	11,500	11,350
Miscellaneous Business Activities	1,500	1,410	1,530	1,490	1,540	1,500	1,560	1,470	1,570	1,500	1,630	1,610	1,730	1,730	1,940	1,880	1,950	1,970	2,070	1,970	2,120	2,150	2,200	2,230	2,340
Education, Health and Other Services	2,860	2,710	2,890	2,830	2,990	2,950	3,060	2,940	3,050	2,980	3,110	3,140	3,310	3,260	3,450	3,390	3,490	3,480	3,550	3,440	3,610	3,540	3,810	3,710	3,930
Total full-time staff	39,110	35,890	39,260	36,200	38,500	35,290	37,710	35,080	38,300	35,630	38,920	36,860	39,870	38,140	40,500	38,400	40,090	37,910	39,900	37,780	39,870	37,750	39,160	37,150	39,170
Part-time staff																									
Agriculture and Fishing	210	190	240	160	250	180	220	170	180	180	240	170	210	180	680	180	230	180	340	230	630	210	630	230	340
Manufacturing	490	470	440	390	380	340	340	310	340	280	280	270	300	280	360	220	220	180	220	180	150	150	170	200	200
Construction and Quarrying	280	290	280	310	280	300	340	310	280	290	280	280	280	280	310	300	300	320	340	350	350	350	400	400	400
Electricity, Gas and Water	20	20	20	20	10	10	10	20	20	10	10	40	40	30	30	40	40	40	30	40	40	30	30	30	30
Wholesale and Retail Trades	1,640	1,700	1,640	1,650	1,720	1,790	1,750	1,980	1,890	2,030	1,880	1,980	1,900	1,790	2,070	1,830	2,080	2,200	2,120	2,050	2,290	2,280	2,240	2,260	2,170
Hotels, Restaurants & Bars	1,010	910	1,020	790	960	810	930	810	1,040	880	970	950	1,070	900	990	1,060	1,310	980	1,250	1,030	1,390	1,110	1,470	1,490	1,580
Transport, Storage & Communication	330	290	280	240	240	230	240	230	260	240	290	250	310	310	370	320	350	350	420	380	510	420	530	380	460
Computer and related activities	90	80	80	80	90	80	80	100	90	90	80	80	80	90	90	80	100	90	100	80	110	110	100	110	120
Financial and Legal Activities	1,390	1,350	1,320	1,300	1,360	1,290	1,240	1,240	1,230	1,220	1,310	1,120	1,160	1,190	1,180	1,180	1,170	1,120	1,100	1,080	1,150	1,070	1,060	970	1,040
Miscellaneous Business Activities	1,340	1,200	1,260	1,310	1,370	1,330	1,330	1,310	1,420	1,390	1,430	1,410	1,460	1,480	1,560	1,560	1,620	1,620	1,600	1,610	1,640	1,700	1,730	1,680	1,630
Education, Health and Other Services	1,660	1,570	1,560	1,520	1,620	1,570	1,650	1,580	1,710	1,610	1,690	1,610	1,720	1,690	1,750	1,740	1,940	1,800	1,910	1,950	2,040	2,000	2,120	2,130	2,240
Total part-time staff	8,450	8,070	8,140	7,770	8,290	7,920	8,120	8,050	8,460	8,210	8,460	8,150	8,510	8,220	9,380	8,510	9,350	8,870	9,420	8,970	10,300	9,420	10,470	9,870	10,200
All staff																									
Agriculture and Fishing	2,210	1,590	2,170	1,640	2,130	1,610	2,000	1,500	2,170	1,480	2,180	1,530	2,230	1,560	2,330	1,540	2,210	1,520	2,240	1,530	2,200	1,500	2,230	1,530	2,330
Manufacturing	2,290	2,250	2,300	2,150	2,120	1,950	1,950	1,750	1,780	1,680	1,610	1,570	1,580	1,510	1,670	1,370	1,360	1,280	1,350	1,320	1,150	1,140	1,140	1,120	1,140
Construction and Quarrying	4,850	4,860	4,950	4,860	4,710	4,510	4,690	4,650	4,950	4,930	5,250	5,110	5,220	5,130	5,290	5,250	5,240	5,270	5,450	5,300	5,420	5,220	5,090	4,890	4,940
Electricity, Gas and Water	610	600	580	560	540	510	500	510	500	500	500	530	510	520	510	530	530	510	510	510	510	510	500	500	480
Wholesale and Retail Trades	8,080	7,980	7,970	7,870	8,050	8,090	8,050	8,510	8,400	8,640	8,420	8,680	8,440	8,600	8,690	8,410	8,460	8,720	8,540	8,690	8,970	8,690	8,440	8,350	7,990
Hotels, Restaurants & Bars	6,740	4,440	6,560	4,380	6,390	4,390	6,160	4,210	6,140	4,330	6,190	4,430	6,260	4,590	6,110	4,600	6,060	4,510	6,040	4,550	6,320	4,760	6,330	5,160	6,540
Transport, Storage & Communication	2,860	2,640	2,820	2,560	2,720	2,510	2,690	2,520	2,710	2,490	2,690	2,560	2,760	2,680	2,830	2,670	2,790	2,690	2,770	2,650	2,780	2,620	2,790	2,580	2,740
Computer and related activities	440	430	440	440	460	450	450	460	480	490	500	480	500	520	540	540	550	540	540	550	600	610	660	670	680
Financial and Legal Activities	12,120	12,310	12,360	12,360	12,160	11,850	11,750	11,730	11,860	11,850	12,180	12,370	12,660	13,100	13,220	13,430	13,250	12,880	12,770	12,680	12,820	12,750	12,590	12,470	12,400
Miscellaneous Business Activities	2,840	2,610	2,790	2,790	2,910	2,830	2,890	2,780	2,990	2,880	3,050	3,010	3,190	3,220	3,490	3,440	3,570	3,590	3,660	3,580	3,760	3,850	3,940	3,910	3,970
Education, Health and Other Services	4,520	4,280	4,450	4,350	4,610	4,520	4,700	4,520	4,770	4,590	4,800	4,750	5,030	4,940	5,200	5,130	5,420	5,270	5,450	5,390	5,650	5,540	5,930	5,830	6,160
Total staff	47,560	43,960	47,390	43,960	46,790	43,210	45,830	43,130	46,760	43,850	47,380	45,000	48,380	46,360	49,880	46,910	49,440	46,780	49,310	46,750	50,170	47,170	49,630	47,010	49,360

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

Appendix 2 - Residential Qualifications (see Note 3 for definitions)

(all businesses, including one-person businesses)

	Jun-11				Dec-11				Jun-12				Dec-12				Jun-13			
	Locally Qualified	J- category	Non-locally Qualified	Total	Locally Qualified	J- category	Non-locally Qualified	Total	Locally Qualified	J- category	Non-locally Qualified	Total	Locally Qualified	J- category	Non-locally Qualified	Total	Locally Qualified	J- category	Non-locally Qualified	Total
Full-time staff																				
Agriculture and Fishing	1,030	+	530	1,570	970	10	310	1,280	1,110	+	490	1,600	1,010	+	290	1,300	1,180	+	800	1,980
Manufacturing	920	20	70	1,010	920	10	60	990	910	10	50	970	870	10	40	920	890	20	40	940
Construction and Quarrying	4,670	40	350	5,070	4,520	40	310	4,870	4,430	40	230	4,690	4,280	30	190	4,500	4,340	40	170	4,540
Electricity, Gas and Water	440	10	30	470	440	10	30	470	440	10	20	460	440	10	20	470	420	10	20	450
Wholesale and Retail Trades	5,750	60	870	6,670	5,650	60	700	6,410	5,500	60	650	6,200	5,430	60	600	6,090	5,270	60	490	5,820
Hotels, Restaurants & Bars	2,300	30	2,610	4,930	2,030	30	1,590	3,650	2,490	30	2,350	4,860	2,280	20	1,370	3,680	2,740	30	2,200	4,970
Transport, Storage & Communication	2,090	50	120	2,270	2,030	60	110	2,200	2,100	50	110	2,270	2,010	60	130	2,200	2,110	60	120	2,280
Computer and related activities	430	10	50	490	430	20	60	500	480	20	50	550	490	30	40	560	490	30	40	570
Financial and Legal Activities	9,960	750	960	11,670	10,070	740	870	11,690	10,040	750	750	11,540	10,100	720	680	11,500	10,010	750	600	11,350
Miscellaneous Business Activities	1,930	60	140	2,120	1,960	60	130	2,150	2,020	70	110	2,200	2,050	80	100	2,230	2,120	90	130	2,340
Education, Health and Other Services	3,050	120	440	3,610	3,070	120	350	3,540	3,280	140	400	3,810	3,230	150	340	3,710	3,420	130	370	3,930
Total full-time staff	32,570	1,150	6,150	39,870	32,100	1,140	4,510	37,750	32,790	1,170	5,200	39,160	32,180	1,180	3,790	37,150	32,990	1,200	4,970	39,170
Part-time staff																				
Agriculture and Fishing	240		390	630	200		10	210	240		390	630	220		10	230	260		80	340
Manufacturing	150		+	150	150		+	150	170		+	170	200		+	200	200		+	200
Construction and Quarrying	350		10	350	340		+	350	390		+	400	390		10	400	380		10	400
Electricity, Gas and Water	30		+	40	30		+	30	30		+	30	30		+	30	30		+	30
Wholesale and Retail Trades	2,140		150	2,290	2,140		140	2,280	2,090		150	2,240	2,130		130	2,260	2,020		150	2,170
Hotels, Restaurants & Bars	900		490	1,390	770		340	1,110	990		480	1,470	990		500	1,490	1,090		490	1,580
Transport, Storage & Communication	500		10	510	420		10	420	500		30	530	370		10	380	450		10	460
Computer and related activities	110		+	110	110		+	110	100		+	100	110		+	110	110		+	120
Financial and Legal Activities	1,130		20	1,150	1,050		20	1,070	1,050		10	1,060	960		10	970	1,040		10	1,040
Miscellaneous Business Activities	1,220		420	1,640	1,290		410	1,700	1,350		390	1,730	1,290		390	1,680	1,280		350	1,630
Education, Health and Other Services	1,950		90	2,040	1,900		100	2,000	2,020		100	2,120	2,050		70	2,130	2,150		80	2,240
Total part-time staff	8,710		1,600	10,300	8,390		1,030	9,420	8,940		1,540	10,470	8,750		1,120	9,870	9,010		1,190	10,200
All staff																				
Agriculture and Fishing	1,270	+	920	2,200	1,170	10	320	1,500	1,360	+	870	2,230	1,230	+	300	1,530	1,440	+	880	2,330
Manufacturing	1,070	20	70	1,150	1,070	10	60	1,140	1,070	10	50	1,140	1,070	10	40	1,120	1,080	20	40	1,140
Construction and Quarrying	5,020	40	360	5,420	4,870	40	310	5,220	4,820	40	230	5,090	4,670	30	190	4,890	4,720	40	180	4,940
Electricity, Gas and Water	480	10	30	510	470	10	30	510	470	10	20	500	470	10	20	500	460	10	20	480
Wholesale and Retail Trades	7,890	60	1,020	8,970	7,790	60	840	8,690	7,590	60	790	8,440	7,560	60	720	8,350	7,290	60	640	7,990
Hotels, Restaurants & Bars	3,190	30	3,100	6,320	2,800	30	1,930	4,760	3,480	30	2,830	6,330	3,270	20	1,870	5,160	3,830	30	2,690	6,540
Transport, Storage & Communication	2,590	50	130	2,780	2,450	60	120	2,620	2,610	50	140	2,790	2,380	60	130	2,580	2,560	60	120	2,740
Computer and related activities	530	10	50	600	530	20	60	610	580	20	50	660	600	30	40	670	600	30	50	680
Financial and Legal Activities	11,090	750	980	12,820	11,120	740	890	12,750	11,090	750	760	12,590	11,060	720	690	12,470	11,040	750	600	12,400
Miscellaneous Business Activities	3,150	60	560	3,760	3,250	60	540	3,850	3,370	70	500	3,940	3,340	80	490	3,910	3,400	90	480	3,970
Education, Health and Other Services	5,000	120	530	5,650	4,970	120	450	5,540	5,300	140	490	5,930	5,280	150	410	5,830	5,570	130	460	6,160
Total staff	41,270	1,150	7,750	50,170	40,490	1,140	5,540	47,170	41,730	1,170	6,730	49,630	40,930	1,180	4,910	47,010	42,000	1,200	6,160	49,360

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