

MANPOWER REPORT FOR THE PERIOD 1ST OCTOBER 1999 TO 31ST DECEMBER 1999

**Presented to the States on 27th June 2000
by the Industries Committee**



STATES OF JERSEY

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OPINION ON THE STATE OF THE LABOUR MARKET

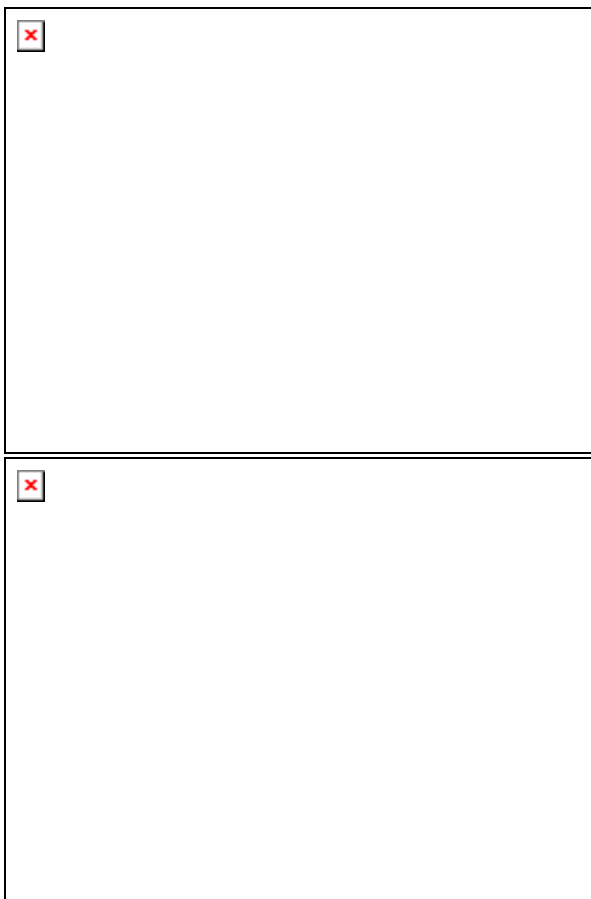
The employment figures from the Manpower Survey could suggest, if taken in isolation, that the demand for labour in Jersey has weakened since early 1999. However, this is not the full picture, and employers have also reported a rapid increase in the number of unfilled vacancies during the same period. Employers have been trying to find more workers to fill these vacancies but have been unsuccessful. Department of Employment and Social Security figures show that there is virtually no unemployment on the Island. There are fewer unemployed now than in 1991, when economic activity was close to a peak. This overheating in the labour market has contributed to a bidding-up in wages. The rate of increase in average earnings for the 12 months to June 1999 was 7.6 per cent. The comparable figure for the period to June 1998 was 6.4 per cent.

ROBERT BUSHELL

Economic Adviser.

REPORT

The analysis of the manpower survey returns for December 1999 shows that full-time employment in Jersey undertakings fell by 3,230 in the three months to December 1999 to 33,950, and part-time employment fell by 500 to 7,680. Much of this decline, however, can be attributed to seasonal factors, as can be seen from Figure 1. Nevertheless, the change over 12 months (Figure 2) shows a decline of 830 in full-time employment and of 240 in part-time employment. Thus the underlying trend in employment in Jersey continued downward in 1999.



These comparisons do not include single-person undertakings, of which there were 1,020 reported in December 1999, 200 more than a year earlier, because they have not been consistently recorded in the past. It is likely, however, that some of this increase of 200 indicates a small rise in the total number of one-person businesses. The figures also exclude employees of Jersey Post and Jersey Airport, which have not yet provided a full year's information.

Vacancies

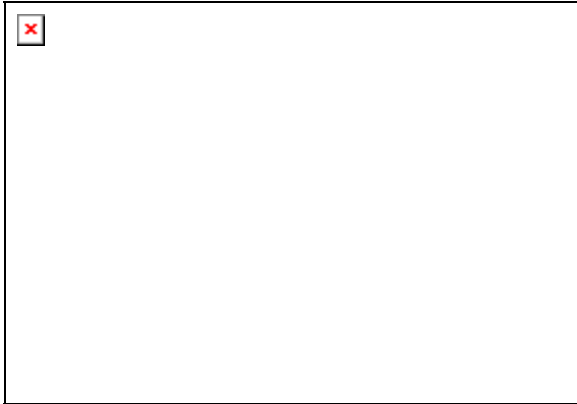
Since March 1999 undertakings reporting to the Manpower Survey have provided figures for the number of vacancies they are seeking to fill. There are often inconsistencies in interpretation in the first few quarters in which new information is collected, which mean that absolute numbers of vacancies and sectoral information may be unreliable. Nevertheless, the increase in the number of vacancies recorded between March and December 1999 is so large it should not go unreported. In those three quarters, full-time vacancies rose by 1,040 to 3,060 and part-time vacancies rose by 210 to 500, an increase in the total number of vacancies of 54 per cent. The number of vacancies more than doubled over the period in agriculture, manufacturing, transport and communication, computer activities and other business activities. Smaller, but still substantial increases in vacancies occurred in construction, and financial and legal activities.

Sectoral analysis - general

Different patterns are evident when the total is broken down into broad sectors. Although most sectors saw a small reduction in the total number of staff over the 12 months to December, numbers fell most steeply in hotels and restaurants (minus seven per cent), electricity, gas and water (minus six per cent), construction and quarrying (minus five per cent) and transport, storage and communication and wholesale and retail trades (each minus four per cent). In contrast, there was a three per cent

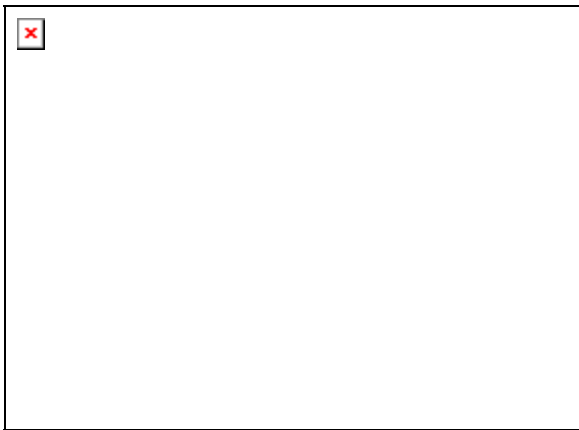
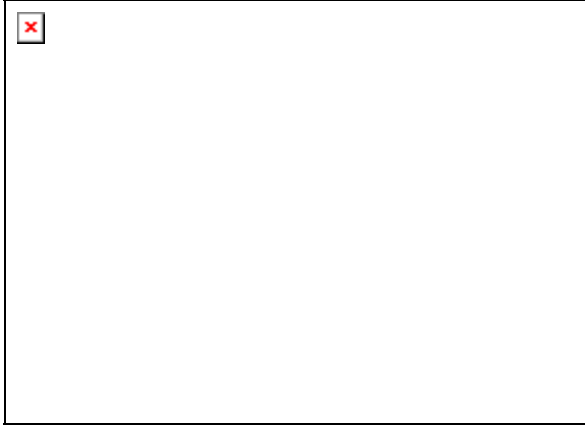
increase in employment in agriculture and fishing and a ten per cent increase in computer and related activities. The computer sector is still quite small, however, with a total employment of some 430 staff.

Agriculture and fishing



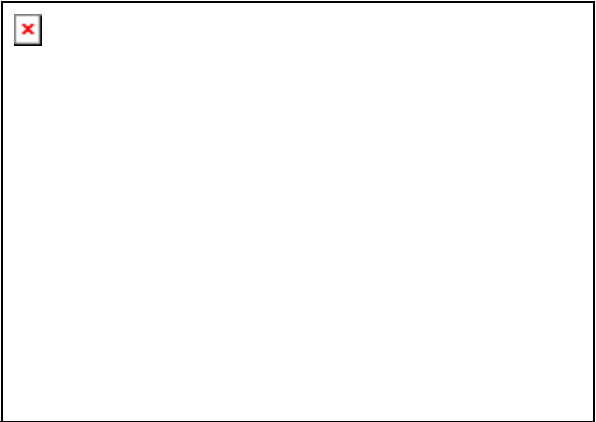
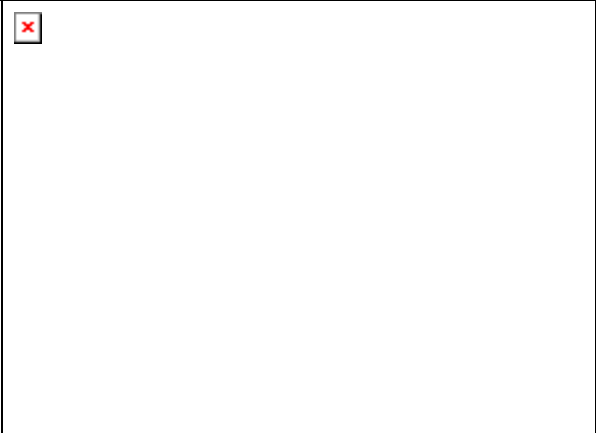
Employment in agriculture is highly seasonal, as may be seen in Figure 3, and the peak number employed has been rising in recent years, to 2,600 in June 1999. The 12-month change to December (Figure 4) shows a three per cent increase of 60 staff.

Manufacturing



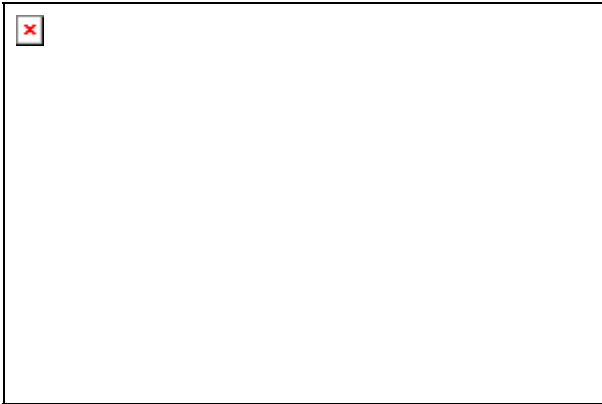
Employment in manufacturing has been declining slowly for several years (Figure 5). In the last few quarters, however, the 12-month change (Figure 6) is sometimes up, sometimes down, indicating that it has levelled off.

Construction and quarrying



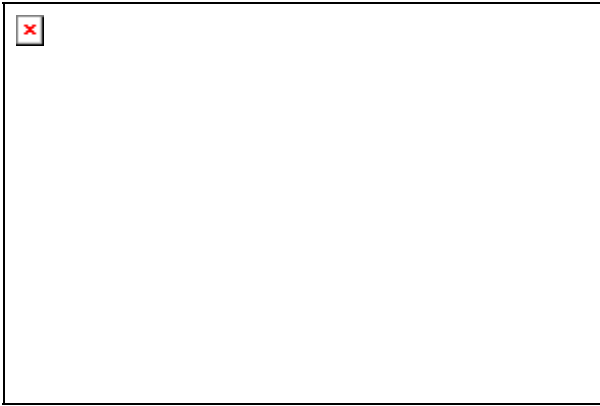
A period of growth in construction employment up to mid-1998 was followed by a steady decline as major projects were completed (Figure 7). 12-month changes (Figure 8) suggest that the decline may be slowing.

Electricity, gas and water



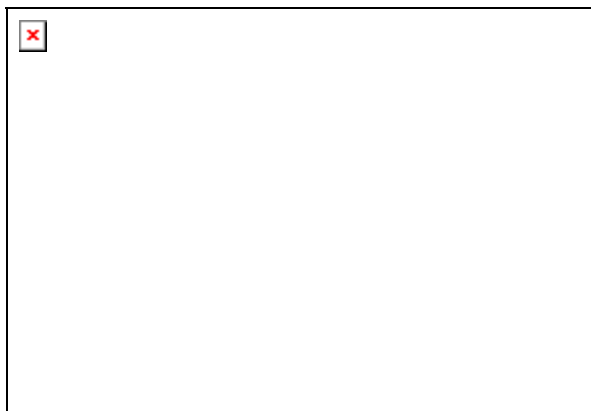
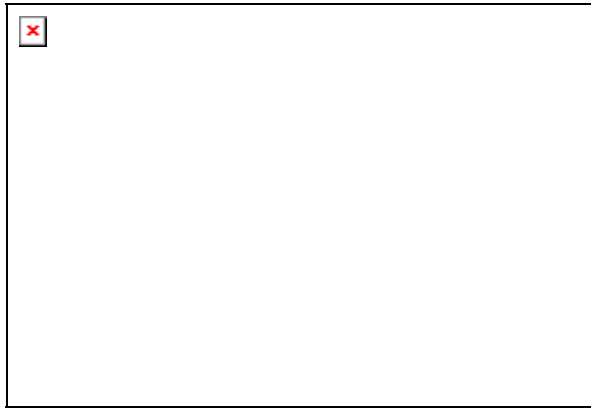
A small seasonal pattern in the utilities sector conceals a growing downward trend (Figure 9). The 12-month comparison (Figure 10) shows the reduction of about 40 staff which has occurred, most noticeably in the electricity sector, in 1999.

Wholesale and retail trades



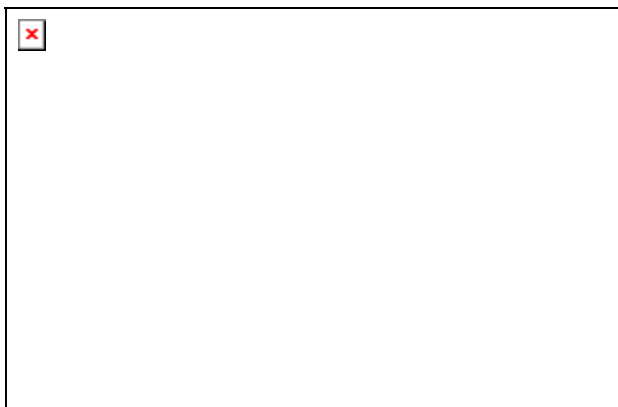
Seasonal factors tend to obscure the growth that occurred in this sector up to June 1998 (Figure 11). In the last year, however, a substantial reduction has occurred, in both part-time and full-time employment (Figure 12), reportedly through difficulties in recruitment.

Hotels and restaurants



The most seasonal of all sectors, with growth of some 3,000 staff between winter and summer. The underlying increase in employment that occurred up to late 1998 is nevertheless apparent (Figure 13). In 1999, however, recruitment difficulties and reduced demand led to a significant drop in full-time employment: some 310 full-time staff in the year to December 1999 (Figure 14). Part-time working also fell, by some 40 staff, in the same period, resulting in a net reduction of 350.

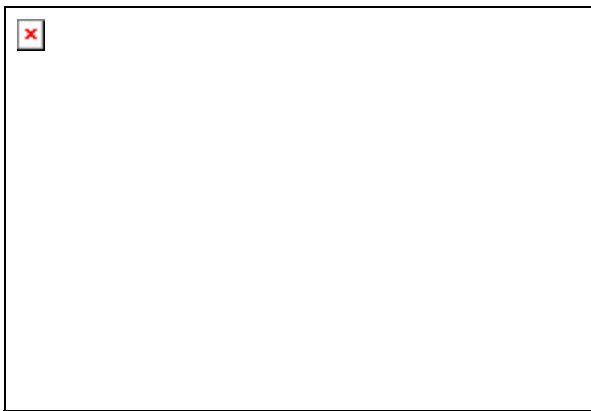
Transport, storage and communication





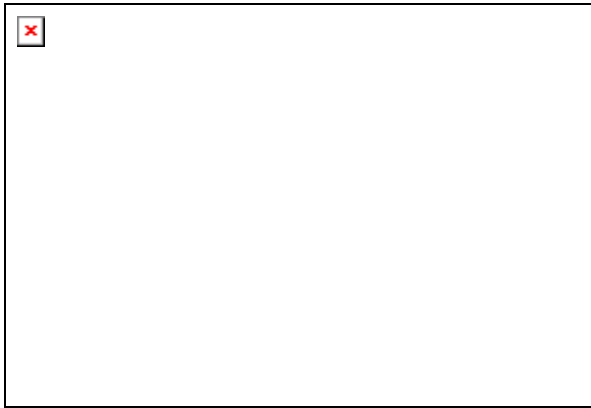
The figures shown for this sector include those for Jersey Harbours and Jersey Telecoms, which have provide estimated historical figures for the period since 1996. Jersey Post and Jersey Airport are not included. The strong seasonal pattern (Figure 15) reflects the importance of tourism to road, sea and air transport. In 1999, as in other tourism-related sectors, employment declined, but in this sector the decline, of some 70 staff, was almost entirely among part-time employees (Figure 16).

Computer and related activities



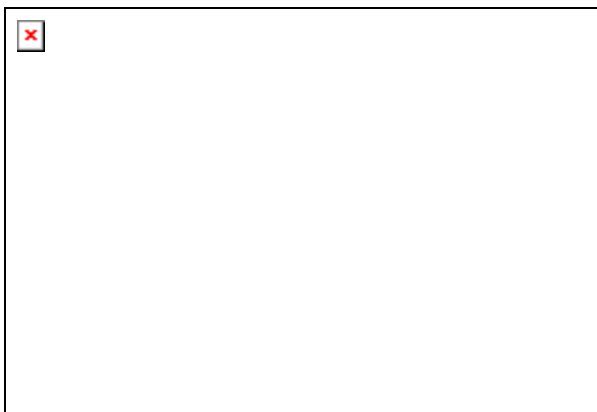
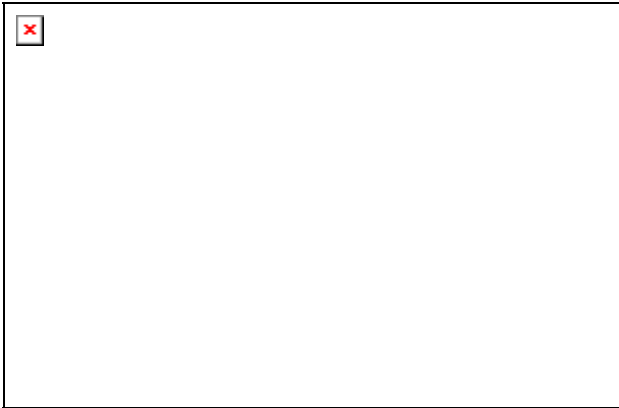
Computing is a sector which has grown rapidly since 1996, from 270 to 430 staff (Figure 17). The annual rate of growth slackened in early 1998, but recovered (Figure 18), before falling again in the period to December 1999. The growth rate continues around ten per cent a year, however.

Financial and legal activities



“Financial activities” include banking, investment, insurance and accounting. With legal activities also included, employment in the sector passed 10,000 in 1996 (Figure 19). Growth continued, but at a decreasing rate, until late 1998 (Figure 20), since when a small decline has been apparent.

Miscellaneous business activities



This sector includes estate agency, architecture, car hire, security services and a wide range of other activities, and has a very high proportion of part-time staff. The car hire element accounts for most of the seasonal pattern apparent in Figure 21. The 12-month changes (Figure 22) show increasing growth until mid-1998 and then a slowing of the increase and a small decline in the year to December 1999.

Education, health and other services





This sector comprises only the private activities in these fields: general practitioners, dentists, private schools and welfare organisations. As in most sectors, the trend in employment has been slowly upward from 1996 to early 1999 (Figure 23). The rate of growth became slower in 1998, however, and levelled off in the period to December 1999 (Figure 24).

Notes:

1. The Manpower Survey is carried out quarterly and covers some 4,300 undertakings in Jersey employing a total of 42,100 staff at December 1999, including 7,700 part time staff who may have more than one job. The survey is conducted and analysed by the Statistics Unit of the Policy and Resources Department of the States of Jersey on behalf of the Industries Committee.
2. Further information is available from the Statistics Unit, telephone 603400. Enquiries about the requirements of the Regulation of Undertakings and Development Law should be addressed to the Regulation of Undertakings Unit, telephone 603710.

Statistics Unit
Policy and Resources Department
June 2000

Manpower engaged by sector

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

	<i>Jun-96</i>	<i>Sep-96</i>	<i>Dec-96</i>	<i>Mar-97</i>	<i>Jun-97</i>	<i>Sep-97</i>	<i>Dec-97</i>	<i>Mar-98</i>	<i>Jun-98</i>	<i>Sep-98</i>	<i>Dec-98</i>	<i>A</i>
Full-time staff												
Agriculture and fishing	2,290	2,000	1,550	2,050	2,270	2,000	1,600	2,110	2,330	2,030	1,560	2
Manufacturing	2,110	2,060	2,030	2,050	2,060	2,020	2,000	1,970	1,960	1,940	1,930	1
Construction and quarrying	3,890	3,850	3,770	3,960	4,040	4,120	4,300	4,490	4,560	4,450	4,190	4
Electricity, gas and water	590	590	600	590	580	600	620	630	600	610	620	
Wholesale and retail trades	6,500	6,320	6,160	6,120	6,530	6,450	6,380	6,360	6,630	6,460	6,310	6
Hotels, restaurants and bars	6,710	6,060	3,870	4,580	6,750	6,130	4,090	4,730	6,710	6,110	4,110	4
Transport, storage and communication	1,790	1,720	1,560	1,600	1,840	1,800	1,710	1,740	1,940	1,870	1,720	1
Computer and related activities	250	260	260	280	290	300	300	300	310	340	340	
Financial and legal activities	8,580	8,690	8,810	8,960	9,120	9,370	9,620	9,840	10,020	10,440	10,260	10
Miscellaneous business activities	1,210	1,150	1,100	1,170	1,240	1,220	1,210	1,210	1,290	1,290	1,210	1
Education, health and other services	2,480	2,420	2,360	2,460	2,560	2,520	2,480	2,530	2,620	2,610	2,540	2
Total full-time staff	36,400	35,120	32,070	33,820	37,270	36,540	34,300	35,900	38,980	38,140	34,780	36
Part-time staff												
Agriculture and fishing	240	210	200	180	220	210	210	200	230	210	200	
Manufacturing	470	420	400	400	410	390	380	420	450	420	400	
Construction and quarrying	220	220	220	230	240	240	240	250	270	270	280	
Electricity, gas and water	30	30	30	30	20	30	30	20	20	20	20	
Wholesale and retail trades	1,890	1,880	1,860	1,850	1,920	1,920	1,920	1,910	2,010	1,910	1,800	1
Hotels, restaurants and bars	1,040	930	820	890	1,120	1,040	960	1,010	1,220	1,120	1,010	1
Transport, storage and communication	280	270	150	200	310	300	180	230	340	330	230	
Computer and related activities	30	30	30	30	30	30	40	40	40	50	60	
Financial and legal activities	1,260	1,270	1,290	1,280	1,280	1,290	1,290	1,320	1,380	1,360	1,380	1
Miscellaneous business activities	1,040	1,030	1,020	1,020	1,020	1,030	1,030	1,090	1,180	1,170	1,140	1
Education, health and	1,270	1,260	1,240	1,270	1,290	1,320	1,350	1,380	1,490	1,430	1,410	1

other services												
Total part-time staff	7,770	7,540	7,240	7,370	7,870	7,800	7,630	7,860	8,630	8,290	7,920	7
All staff												
Agriculture and fishing	2,530	2,200	1,750	2,240	2,490	2,220	1,810	2,310	2,560	2,240	1,770	2
Manufacturing	2,580	2,480	2,430	2,450	2,470	2,410	2,380	2,390	2,410	2,350	2,330	2
Construction and quarrying	4,110	4,070	3,980	4,190	4,280	4,360	4,540	4,740	4,830	4,720	4,460	4
Electricity, gas and water	620	620	630	620	610	630	650	650	620	630	640	
Wholesale and retail trades	8,390	8,190	8,020	7,970	8,450	8,370	8,300	8,270	8,640	8,370	8,110	7
Hotels, restaurants and bars	7,760	6,990	4,700	5,470	7,870	7,170	5,050	5,750	7,930	7,230	5,120	5
Transport, storage and communication	2,070	1,990	1,710	1,790	2,150	2,100	1,890	1,960	2,280	2,200	1,950	2
Computer and related activities	270	280	290	310	320	330	340	340	350	390	390	
Financial and legal activities	9,830	9,960	10,090	10,250	10,400	10,650	10,910	11,150	11,400	11,800	11,630	11
Miscellaneous business activities	2,250	2,190	2,120	2,190	2,260	2,250	2,240	2,290	2,470	2,460	2,350	2
Education, health and other services	3,750	3,670	3,600	3,730	3,850	3,840	3,830	3,910	4,120	4,050	3,950	3
Total	44,160	42,660	39,310	41,190	45,140	44,340	41,930	43,760	47,610	46,430	42,700	44