

East Midlands Labour market review

April 2009

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Part of the Department
for Work and Pensions

Note

All information in this review is presented based on data for the East Midlands Government Office Region (GOR) and its constituent counties. Data for the counties is inclusive of Unitary Authorities.

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Key Facts East Midlands Region

March 2009

Labour Market Information

Vacancies and Employment

Notified Vacancies	<ul style="list-style-type: none"> • Yearly trend is downward – there has been a drop of 42.7% in volume compared with March 2008. • The drop in vacancy volumes reflects employers controlling costs as the economy continues to contract.
Employment	<ul style="list-style-type: none"> • The employment rate has decreased by 0.2% (to 75.8%) during the last twelve months. Data does however still show that overall employment is up by 9,000 on the year.. • The decrease in the employment figures shows the regional economy is still able to offer employment opportunities, especially in the public sector. However, as the vacancies being notified to Jobcentre Plus demonstrate competition for available jobs is becoming stronger. • There continue to be indications that employers are attempting to retain skilled staff via reduced hours, short weeks etc in order to avoid redundancies. • 1,717 new job gains have been notified to Jobcentre Plus in March 2009. These are in addition to vacancies notified to Jobcentre Plus on a daily basis. It must be noted that these do not represent all new jobs as there is no statutory obligation to report newly created jobs to Jobcentre Plus.
Redundancies	<ul style="list-style-type: none"> • There have been approximately 3,600 redundancies notified to Jobcentre Plus in March 2009. These losses are expected to impact between April 2009 and October 2009. • It can't be assumed that those being made redundant will have the skills to fill the vacancies being created by new recruitment or indeed the existing vacancy stock. • In the year to March 2009, 29 companies applied to Jobcentre Plus for support from the Rapid Response Service (RRS). This compares to 10 in March 2008.
Unemployment	
Claimant Count	<ul style="list-style-type: none"> • The seasonally adjusted claim count increased by 5,200 on month, and has increased by 99% (52,412) since March 2008. • The redundancies reported over the last several months have clearly contributed to this trend. • The East Midlands proportion of the UK claimant count in March 2009 remained the same as in February 2009 at 7.2% after several months of the share increasing.
Claimant Flows and Volumes	<ul style="list-style-type: none"> • JSA On-flow in March 2009 was 86.9% higher than March 2008. • Off-flows in March 2009 are 52% higher than in March 2008. Indeed, off-flows in March 2009 hit their highest level since April 2001.

	<ul style="list-style-type: none"> • Net flows in March 2009 were 68.6% lower than in February 2009 returning to a level that was only marginally higher than the average for the preceding 12 months. • As on-flows continue to exceed off-flows indications are that those currently flowing onto the register are finding the jobs market extremely competitive. This will result in JSA registers increasing as weaker candidates are forced to rely on state support for longer.
Incapacity Benefit	<ul style="list-style-type: none"> • The register size for Incapacity Benefit claimants continues to fall. It shows a 7% drop on the year. • This will be as a result of the new Employment and Support Allowance (ESA) benefit and the Pathways initiative.
Income Support ¹	<ul style="list-style-type: none"> • The Income Support claimant volume fell by 0.4% in February 2009 compared to January 2009. • Since February 2008 it has fallen by 0.19% (239). • As expected, following the introduction of Lone Parent obligations in October 2008, the volume of IS claims has fallen.
Lone Parents ²	<ul style="list-style-type: none"> • The number of Lone Parent claimants in the region fell by 0.4% (170) when comparing the period August 2008 with August 2007 (latest data).
Economic Migrant Activity	<ul style="list-style-type: none"> • The trend in migrants applying for National Insurance numbers continues to demonstrate a downward trend. • The effect of the weakening of Sterling combined with the relative strength of the Eurozone is seeing skilled, employed, migrants beginning to leave the UK. • As the downturn continues the UK may be seen as a less attractive destination by economic migrants.

¹ This section has not been updated as March data was unavailable at the time of going to print.

² This section not updated as production of data on NOMIS for February 2008/May 2008 has been delayed.

Bank of England Agents Summary of Business Conditions Extract - April 2009

Employment Section

- Labour demand had continued to shrink.
- There had been further reports of firms seeking to reduce labour costs without making substantive cuts to headcount, with many firms cutting average hours.
- In some cases, this had been achieved through reductions in use of overtime. But others had taken more drastic steps, such as imposing shorter working weeks or introducing unpaid leave programmes.
- Nevertheless, there were widespread reports of actual and planned cuts to headcount, and employment intentions remained depressed.
- In some cases, cuts to headcount were being achieved through freezes on recruitment. But there had continued to be widespread reports of new redundancy programmes.

Hyperlink to: [Bank of England Agents Summary - April 2009](#)

Labour Market Activity – East Midlands

Labour Force Survey data for the East Midlands indicate that the trend in the employment rate is decreasing, but the rate in the latest period is not significantly different from a year ago.

The trend in the unemployment rate is increasing. The latest rate is 1 percentage point higher than the same period last year.

- 2.073 million people were in employment in December 2008 to February 2009³.
- Employment was down by 8,000 on the quarter but up 9,000 on the year⁴.
- The employment rate is 75.8%, showing a 0.5% decrease on the quarter with no change on the year⁵.
- The, seasonally adjusted⁶, JSA claimant count was 105,200 in March 2009, up 5,200 on the month, and up 52,400 on the year. The claimant unemployment rate, in March 2009, at 4.7%, is up 2.4 percentage points compared to March 2008.
- 154,000 people⁷ were ILO⁸ unemployed in December 2008 to February 2009, up by 22,000 (17%) on the quarter and up 26,000 (20.1%) on the year.
- The ILO unemployment rate is 6.9%, up 1 percentage point on the quarter and up 1.1 percentage points on the year.
- The economic inactivity level⁹ is 507,000, down 8,000 on the quarter and 16,000 on the year.
- The economic inactivity rate is 18.6%, down 0.3% on the quarter and down 0.7 percentage points on the year.

Sources | ONS – Labour Market Statistics, March 2009 and NOMIS

³ All aged 16 to 59/45

⁴ ut.sup.

⁵ ut.sup.

⁶ Seasonal adjustment takes account of seasonal patterns and changes in the way data are calculated to allow meaningful comparisons when data are viewed as a time series.

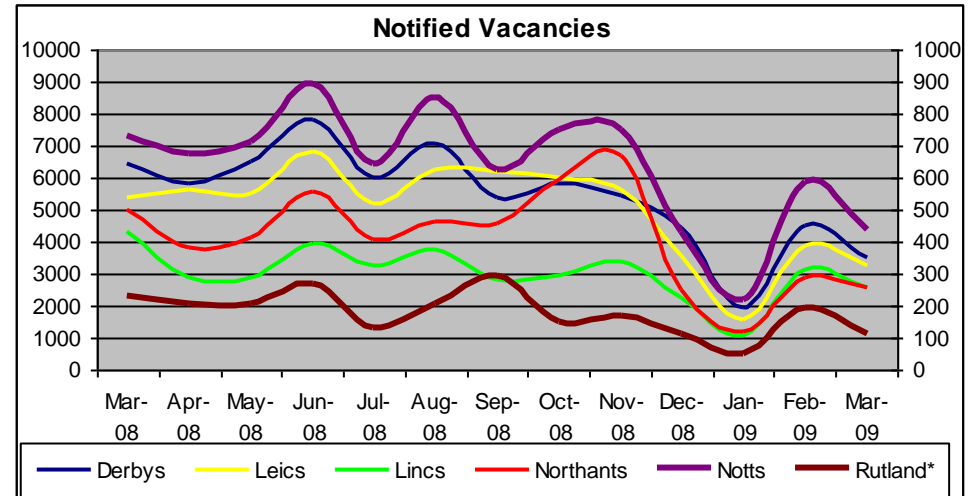
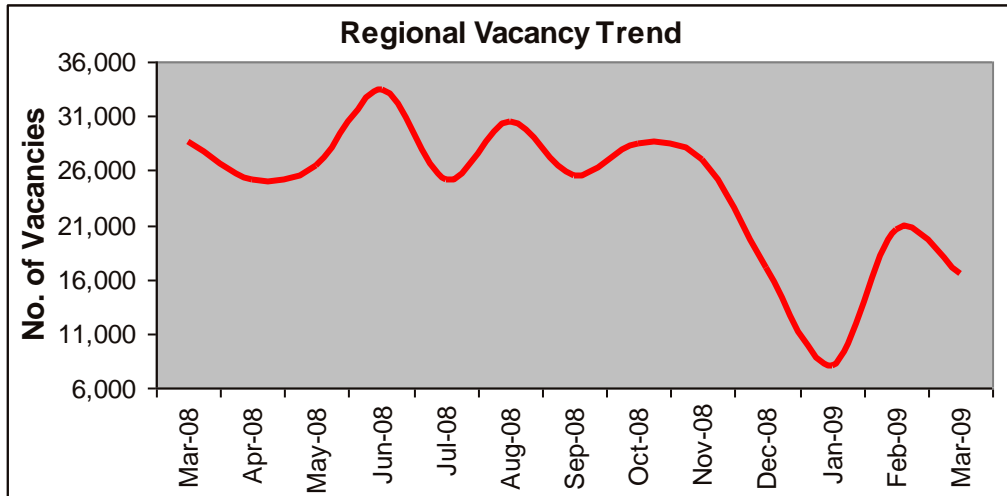
⁷ All aged 16 to 59/45

⁸ See glossary for definition.

⁹ All aged 16 to 59/45

Notified Vacancy Activity

- The trend in relation to the volume of notified vacancies is down in all districts.
- All districts have lower notified vacancy levels compared to March 2008.
- The region reported approximately 12,246 fewer vacancies in March 2009 than in March 2008 – a decrease of 42.7%.



* Rutland data should be read against the right hand axis.

	Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Total
Derbys	6412	5,832	6,518	7,790	6,025	7,089	5,384	5,843	5,436	4,414	1,933	4,517	3,519	70,712
Leics	5398	5,651	5,516	6,838	5,210	6,276	6,178	5,987	5,605	3,534	1,554	3,905	3,257	64,909
Lincs	4331	2,893	2,895	3,963	3,258	3,766	2,817	2,958	3,353	2,221	1,084	3,136	2,589	39,264
Northants	4997	3,831	4,137	5,592	4,051	4,597	4,539	5,930	6,702	2,495	1,179	2,866	2,548	53,464
Notts	7291	6,753	7,116	8,960	6,452	8,497	6,244	7,512	7,523	4,304	2,182	5,844	4,391	83,069
Rutland*	232	206	209	271	133	208	296	147	167	111	51	192	111	2,334
Regional Total	28,661	25,166	26,391	33,414	25,129	30,433	25,458	28,377	26,988	17,079	7,983	20,460	16,415	311,954

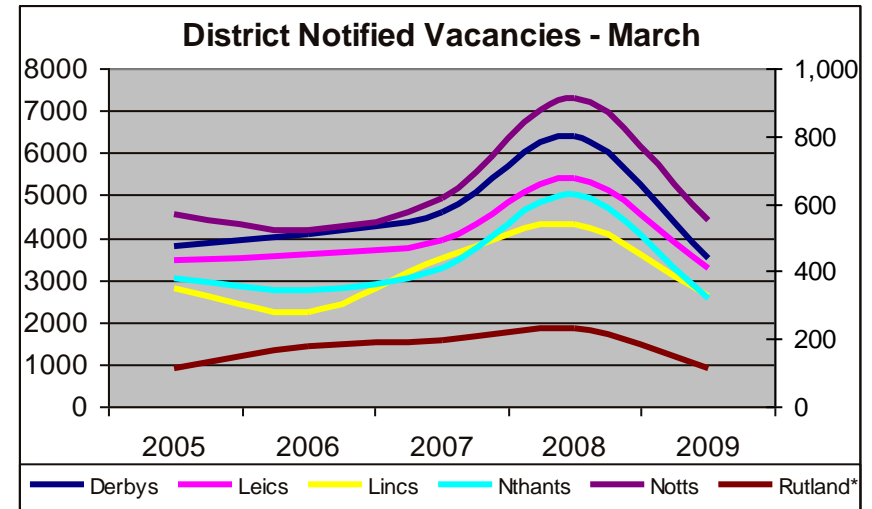
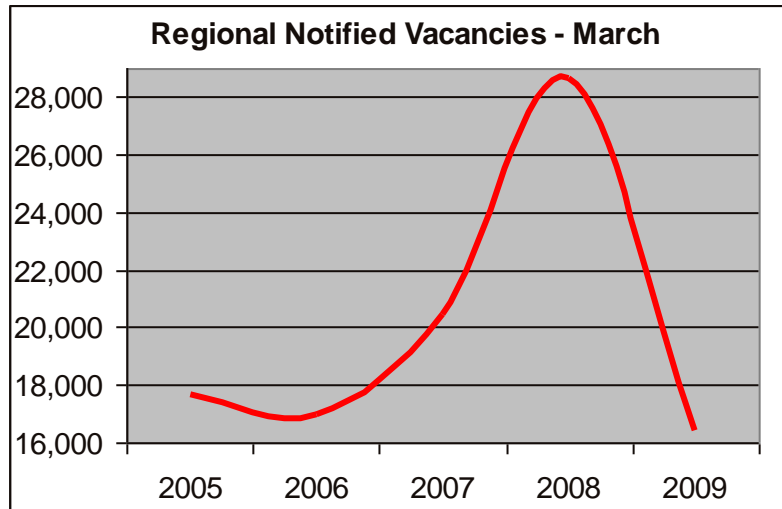
Source | NOMIS (Lincolnshire data excludes armed forces vacancies)

Notified Vacancy trend since 2005

- All districts in February 2009 had vacancies notified at lower levels than in the same period of 2008.
- Regional notified vacancies in March 2009 are lower than in all comparable periods of the preceding four years.

Date	Derbys	% change on year	Leics	% change on year	Lincs	% change on year	Nthants	% change on year	Notts	% change on year	Rutland	% change on year	Region	% change on year
Mar 05	3,765		3,440		2,800		3,029		4,547		114		17,695	
Mar 06	4,065	8.0	3,576	4.0	2,226	-20.5	2,754	-9.1	4,189	-7.9	177	55.3	16,987	-4.0
Mar 07	4,573	12.5	3,939	10.2	3,498	57.1	3,271	18.8	4,943	18.0	198	11.9	20,422	20.2
Mar 08	6,412	40.2	5,398	37.0	4,331	23.8	4,997	52.8	7,291	47.5	232	17.2	28,661	40.3
Mar 09	3,519	-45.1	3,257	-39.7	2,589	-40.2	2,548	-49.0	4,391	-39.8	111	-52.2	16,415	-42.7
Change over period		-7%		-5%		-8%		-16%		-3%		-3%		-7%

Source | NOMIS

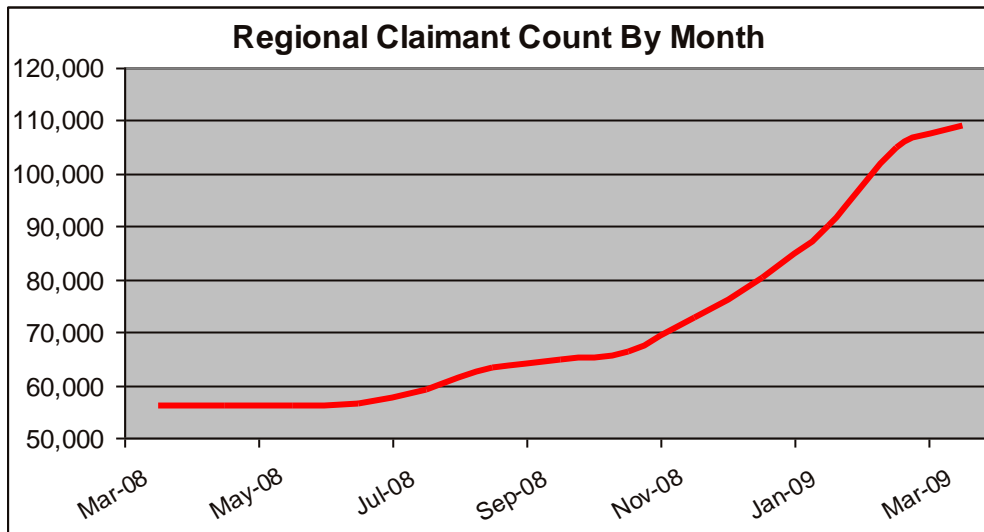


* Rutland data should be read against the right axis.

Unemployment By Benefit

Jobseekers Allowance Count – March 2009

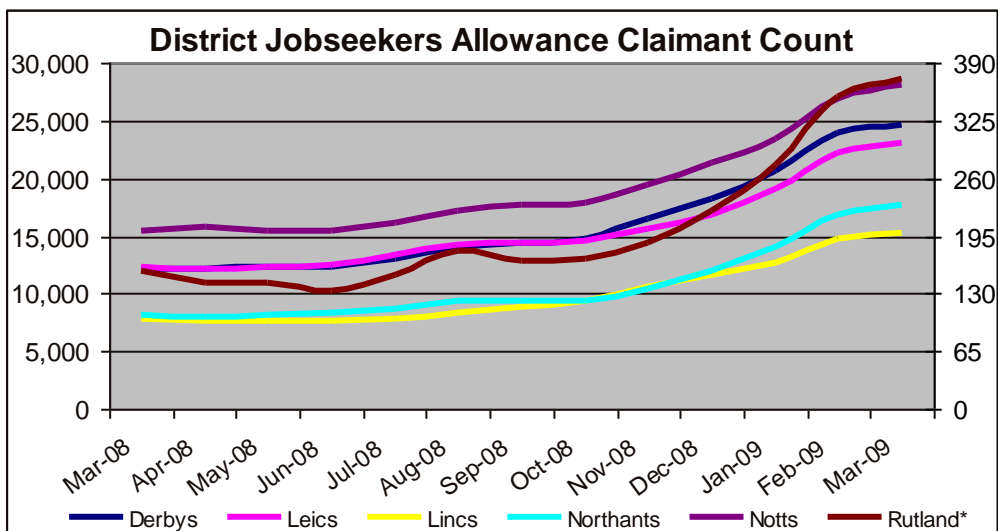
- Has increased by 4.2% to 109,115 (increase of 4,412) since February '09.
- The regional claimant count has increased by 95% (53,165) since March '08.



source | NOMIS

Jobseekers Allowance Claimant Count

- **Derbyshire's** count has increased by **101.7% (12,425)** since March '08,
- **Leicestershire's** count has increased by **87.8% (10,799)** since March '08,
- **Lincolnshire's** count has increased by **95.3% (7,406)** since March '08,
- **Northamptonshire's** count has increased by **119.7% (9,660)** since March '08,
- **Nottinghamshire's** count has increased by **81.9% (12,656)** since March '08,
- **Rutland's** count has increased by **140.6% (218)** since March '08.

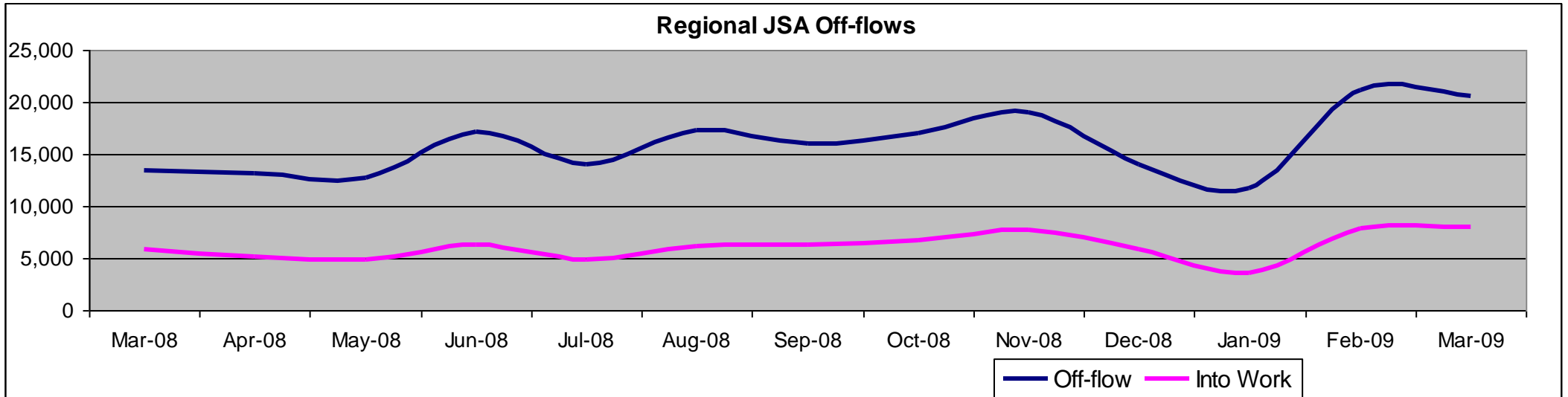


Source | NOMIS

*Rutland data should be read against the right hand axis

- The trend in Claimant Count is up in all districts.

Jobseekers Allowance Off-flows



	Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Total
Off-flow	13,478	13,135	12,756	17,159	13,950	17,285	16,044	17,011	19,061	14,037	11,707	21,213	20,524	207,360
Into Work	5,920	5,205	4,845	6,245	4,810	6,115	6,280	6,765	7,750	5,805	3,565	7,900	8,070	79,275
% Into work	43.9%	39.6%	38.0%	36.4%	34.5%	35.4%	39.1%	39.8%	40.7%	41.4%	30.5%	37.2%	39.3%	38.2%

Source | NOMIS

- Over the thirteen month period to March 2009, 207,360 people left the JSA register.
- An average of 15,951 claimants ceased claiming JSA each month.
- The off-flow trend over the period is upward.
- **The last time, apart from February 2009, that off-flows were at such a high level was in April 2001.**
- Over the thirteen month period to March 2009, 79,275 claimants (38.2% of all off-flows) moved into work.
- An average of 6,098 claimants moved into work each month.
- The off-flow into work trend is upward.
- **Off-flows into work in February 2009 hit their highest level since November 2003.**

Jobseekers Allowance (JSA) Count Since 1999

Date	Derbys	Change on Year	Leics	Change on Year	Lincs	Change on Year	Northants	Change on Year	Notts	Change on Year	Rutland*	Change on Year	Region	Change on Year
March 1999	20,442		16,286		10,877		8,984		26,249		156		82,994	
March 2000	19,336	-5.4%	14,878	-8.6%	10,118	-7.0%	7,855	-12.6%	23,520	-10.4%	154	-1.3%	75,861	-8.6%
March 2001	17,552	-9.2%	14,705	-1.2%	8,667	-14.3%	7,729	-1.6%	21,215	-9.8%	118	-23.4%	69,986	-7.7%
March 2002	15,440	-12.0%	14,022	-4.6%	7,663	-11.6%	7,646	-1.1%	18,074	-14.8%	125	5.9%	62,970	-10.0%
March 2003	14,715	-4.7%	15,051	7.3%	7,431	-3.0%	7,852	2.7%	17,389	-3.8%	138	10.4%	62,576	-0.6%
March 2004	13,692	-7.0%	14,459	-3.9%	6,879	-7.4%	7,860	0.1%	15,596	-10.3%	120	-13.0%	58,606	-6.3%
March 2005	13,019	-4.9%	13,451	-7.0%	7,100	3.2%	7,078	-9.9%	14,964	-4.1%	103	-14.2%	55,715	-4.9%
March 2006	15,430	18.5%	14,949	11.1%	8,764	23.4%	8,578	21.2%	16,976	13.4%	171	66.0%	64,868	16.4%
March 2007	14,544	-5.7%	14,307	-4.3%	8,991	2.6%	9,059	5.6%	17,793	4.8%	154	-9.9%	64,848	0.0%
March 2008	12,213	-16.0%	12,297	-14.0%	7,772	-13.6%	8,069	-10.9%	15,445	-13.2%	155	0.6%	55,951	-13.7%
March 2009	24,638	101.7%	23,096	87.8%	15,178	95.3%	17,729	119.7%	28,101	81.9%	373	140.6%	109,115	95.0%
% change over period (ten years)	20.5%		41.8%		39.5%		97.3%		7.1%		139.1%		31.5%	

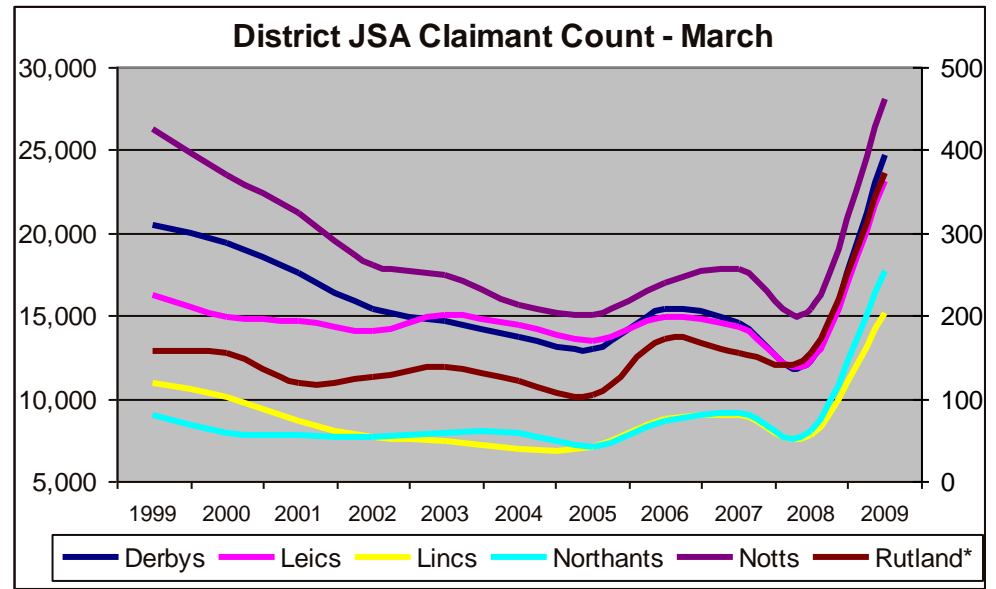
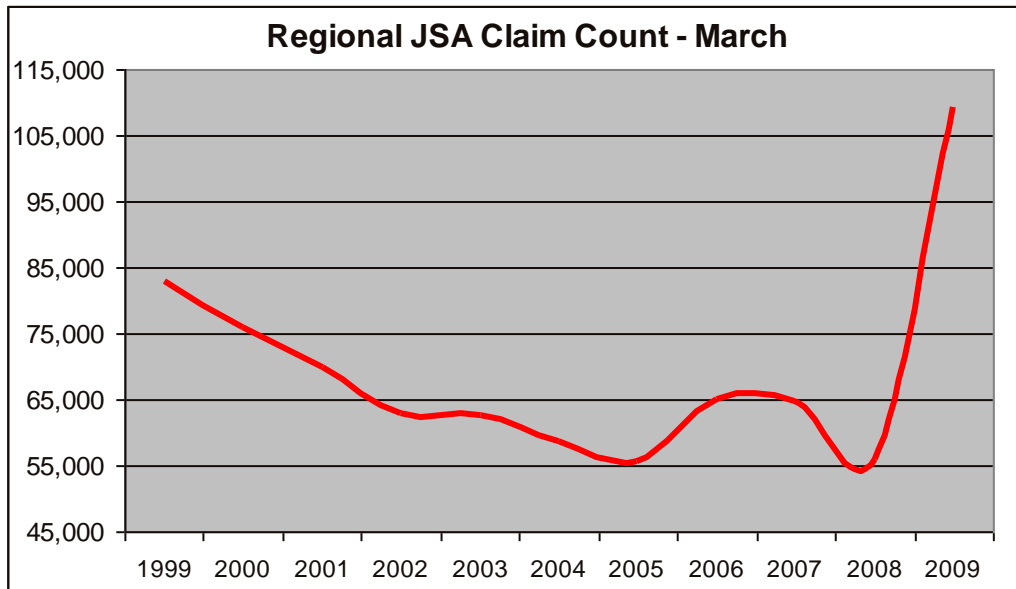
Claimant Count Trends

The East Midlands claimant count is higher than in any comparable month since 1999.

All districts (and the Region) show a register increase in the last twelve months.

The regional total, in March 2009, is 31.5% higher than the same period in 1999.

source | NOMIS



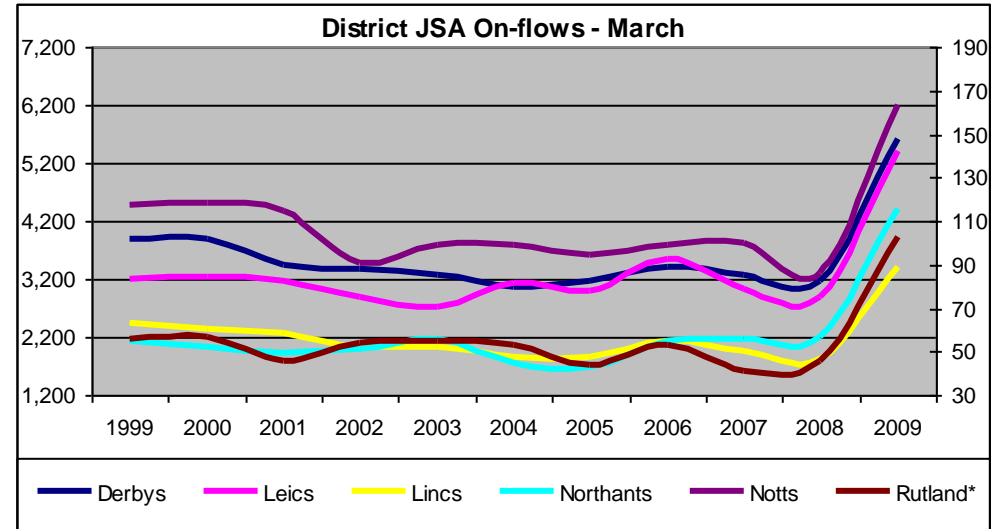
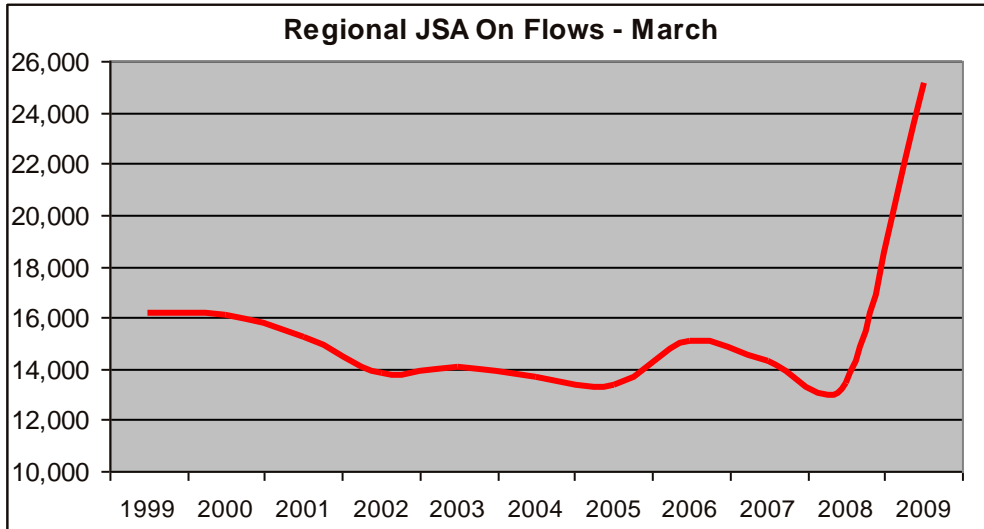
* Rutland data should be read against the right hand axis.

JSA On-Flows Since 1999

	Derbys	Change on Year	Leics	Change on Year	Lincs	Change on Year	Northants	Change on Year	Notts	Change on Year	Rutland*	Change on Year	Region	Change on Year
March 1999	3,887		3,197		2,454		2,117		4,488		56		16,199	
March 2000	3,875	-0.3%	3,237	1.3%	2,337	-4.8%	2,030	-4.1%	4,523	0.8%	57	1.8%	16,059	-0.9%
March 2001	3,434	-11.4%	3,154	-2.6%	2,260	-3.3%	1,927	-5.1%	4,380	-3.2%	46	-19.3%	15,201	-5.3%
March 2002	3,362	-2.1%	2,892	-8.3%	2,018	-10.7%	1,989	3.2%	3,471	-20.8%	54	17.4%	13,786	-9.3%
March 2003	3,284	-2.3%	2,734	-5.5%	2,018	0.0%	2,177	9.5%	3,796	9.4%	55	1.9%	14,064	2.0%
March 2004	3,049	-7.2%	3,143	15.0%	1,846	-8.5%	1,752	-19.5%	3,789	-0.2%	53	-3.6%	13,632	-3.1%
March 2005	3,173	4.1%	3,005	-4.4%	1,863	0.9%	1,687	-3.7%	3,623	-4.4%	44	-17.0%	13,395	-1.7%
March 2006	3,401	7.2%	3,529	17.4%	2,119	13.7%	2,147	27.3%	3,802	4.9%	53	20.5%	15,051	12.4%
March 2007	3,255	-4.3%	3,023	-14.3%	1,961	-7.5%	2,173	1.2%	3,810	0.2%	41	-22.6%	14,263	-5.2%
March 2008	3,150	-3.2%	2,904	-3.9%	1,833	-6.5%	2,217	2.0%	3,302	-13.3%	46	12.2%	13,452	-5.7%
March 2009	5,626	78.6%	5,395	85.8%	3,424	86.8%	4,396	98.3%	6,203	87.9%	103	123.9%	25,147	86.9%
Change over period	44.7%		68.8%		39.5%		107.7%		38.2%		83.9%			55.2%

On Flow Trends.
 In March 2009, all counties had higher on-flows than March 1999.
 Compared to the same month in previous years the trend is upwards.
 Onflows in March 2009 are 172% higher than the average onflow for the preceding 10 years.

Source | NOMIS



- Rutland data should be read against the right hand axis

East Midlands JSA On and Off flow Volumes

	Derbyshire				Leicestershire				Lincolnshire			
	On-Flow	Off-flow	Net Flow	JSA Stock	On-Flow	Off-flow	Net Flow	JSA Stock	On-Flow	Off-flow	Net Flow	JSA Stock
Mar-08	3,150	3,249	-99	12,213	2,904	2,732	172	12,297	1,833	2,026	-193	7,772
Apr-08	3,048	3,028	20	12,203	2,755	2,866	-111	12,116	1,882	1,950	-68	7,671
May-08	3,040	2,851	189	12,348	2,863	2,580	283	12,349	1,722	1,820	-98	7,565
Jun-08	4,010	4,037	-27	12,299	3,697	3,521	176	12,488	2,465	2,449	16	7,612
Jul-08	3,883	3,112	771	13,035	3,702	2,868	834	13,308	2,418	2,110	308	7,842
Aug-08	5,078	4,046	1,032	13,976	4,715	3,815	900	14,181	2,916	2,350	566	8,351
Sep-08	4,073	3,600	473	14,435	3,675	3,456	219	14,372	2,736	2,317	419	8,766
Oct-08	4,253	3,883	370	14,784	3,883	3,730	153	14,503	2,783	2,203	580	9,324
Nov-08	5,969	4,277	1,692	16,462	5,271	4,100	1,171	15,632	3,919	2,672	1,247	10,532
Dec-08	5,104	3,281	1,823	18,236	4,309	3,079	1,230	16,848	3,191	1,974	1,217	11,699
Jan-09	5,032	2,624	2,408	20,641	4,616	2,428	2,188	19,022	3,097	2,038	1,059	12,739
Feb-09	8,460	5,179	3,281	23,851	7,753	4,634	3,119	22,110	5,092	3,030	2,062	14,753
Mar-09	5,626	4,747	879	24,638	5,395	4,382	1,013	23,096	3,424	3,009	415	15,178

	Northamptonshire				Nottinghamshire				Rutland			
	On-Flow	Off-flow	Net Flow	JSA Stock	On-Flow	Off-flow	Net Flow	JSA Stock	On-Flow	Off-flow	Net Flow	JSA Stock
Mar-08	2,217	2,085	132	8,069	3,302	3,341	-39	15,445	46	45	1	155
Apr-08	2,043	2,035	8	8,053	3,586	3,199	387	15,785	43	57	-14	141
May-08	2,135	2,021	114	8,152	3,196	3,447	-251	15,510	35	37	-2	143
Jun-08	2,776	2,650	126	8,256	4,476	4,446	30	15,492	48	56	-8	132
Jul-08	2,597	2,173	424	8,645	4,283	3,638	645	16,054	67	49	18	151
Aug-08	3,301	2,605	696	9,327	5,510	4,418	1,092	17,096	82	51	31	179
Sep-08	2,651	2,645	6	9,329	4,539	3,962	577	17,645	51	64	-13	167
Oct-08	2,837	2,732	105	9,426	4,706	4,416	290	17,918	54	47	7	170
Nov-08	4,140	3,043	1,097	10,486	6,425	4,894	1,531	19,424	85	75	10	188
Dec-08	3,721	2,192	1,529	11,967	5,399	3,462	1,937	21,310	86	49	37	223
Jan-09	3,726	1,592	2,134	14,093	5,151	2,977	2,174	23,483	95	48	47	274
Feb-09	5,996	3,224	2,772	16,780	8,513	5,076	3,437	26,858	146	70	76	351
Mar-09	4,396	3,405	991	17,729	6,203	4,902	1,301	28,101	103	79	24	373

	East Midlands			
	On-Flow	Off-flow	Net Flow	JSA Stock
Mar-08	13,452	13,478	-26	55,951
Apr-08	13,357	13,135	222	55,969
May-08	12,991	12,756	235	56,067
Jun-08	17,472	17,159	313	56,279
Jul-08	16,950	13,950	3,000	59,035
Aug-08	21,602	17,285	4,317	63,110
Sep-08	17,725	16,044	1,681	64,714
Oct-08	18,516	17,011	1,505	66,125
Nov-08	25,809	19,061	6,748	72,724
Dec-08	21,810	14,037	7,773	80,283
Jan-09	21,717	11,707	10,010	90,252
Feb-09	35,960	21,213	14,747	104,703
Mar-09	25,147	20,524	4,623	109,115

Analysis of JSA On-flow and Off-flow.

Over the period March 2008 to March 2009 the regional JSA register has shown a consistent upward trend..

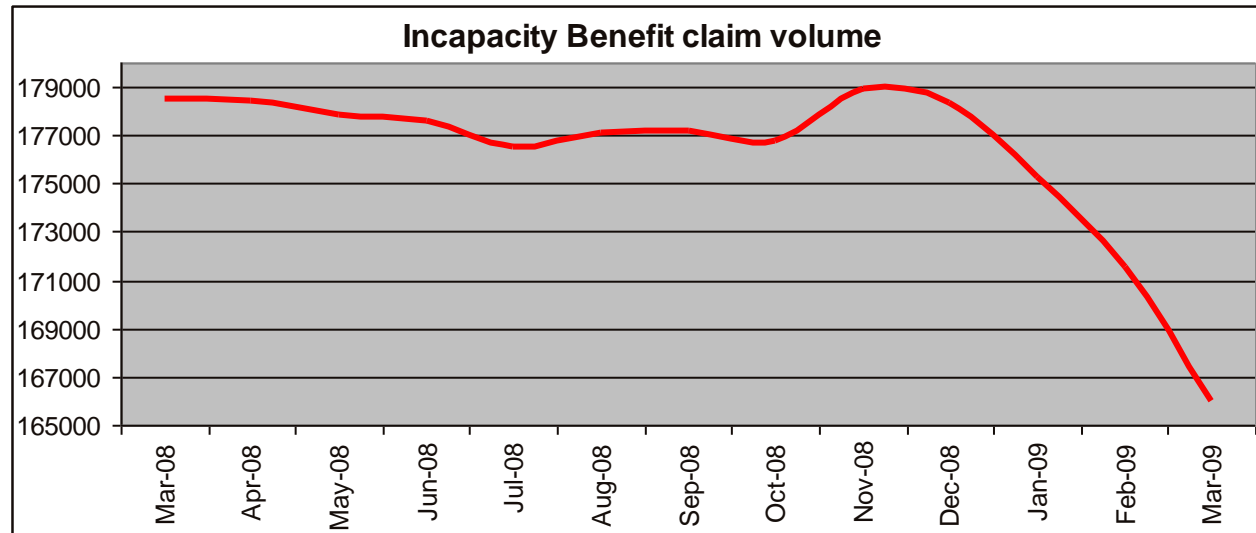
March 2009 experienced the lowest monthly net flows since August 2008. Onflows have exceeded off-flows for the last 12 months.

The Regional claimant count is higher than it was twelve months ago.

All district registers are now higher than they were in March 2008.

source | NOMIS

Incapacity Benefit Claim Count

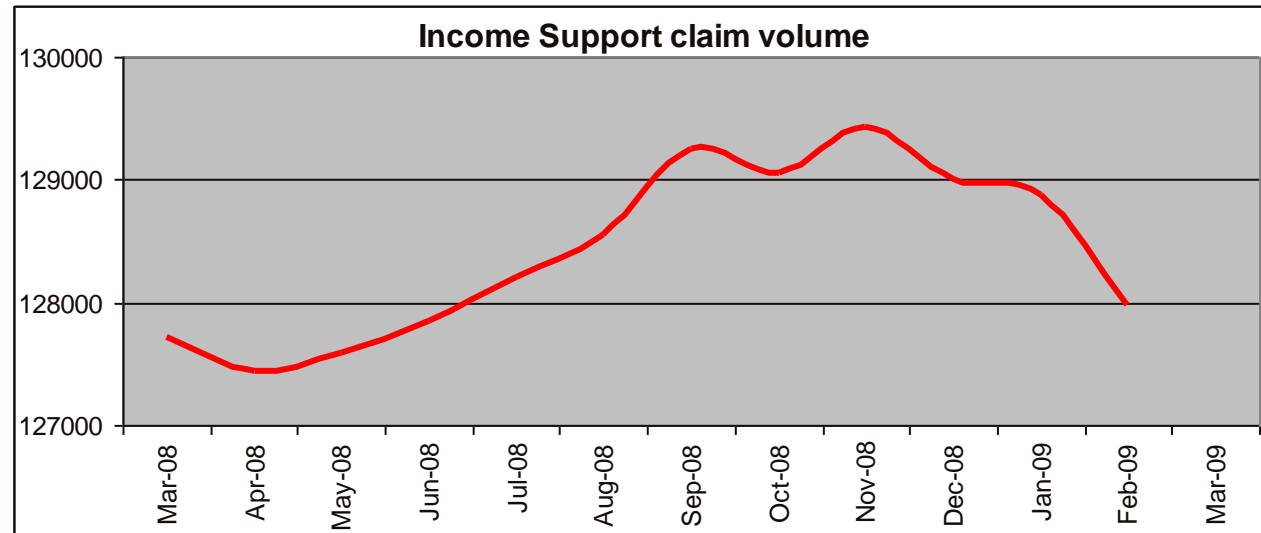


East Midlands Benefit Delivery													
	Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09
IB Claims total processed	4197	3568	3623	3382	3772	4030	3589	3963	4725	3295	1192	584	234
IB Load - Total (excluding MA)	178518	178435	177848	177593	176514	177069	177182	176769	178940	178308	175256	171543	165958
%change on previous month		-0.05%	-0.33%	-0.14%	-0.61%	0.31%	0.06%	-0.23%	1.23%	-0.35%	-1.71%	-2.12%	-3.26%
Volume Change on Year													-12560
%change on year													-7.04%

Source | Jobcentre Plus MISP system

- Regional claim volume in March 2009 of 165,958.
- Decrease in IB live load of 7.04% (12,560) compared to March 2008,
- The trend in the number of IB claims being managed is now firmly down as the new Employment Support Allowance takes effect.

Income Support Claim Count

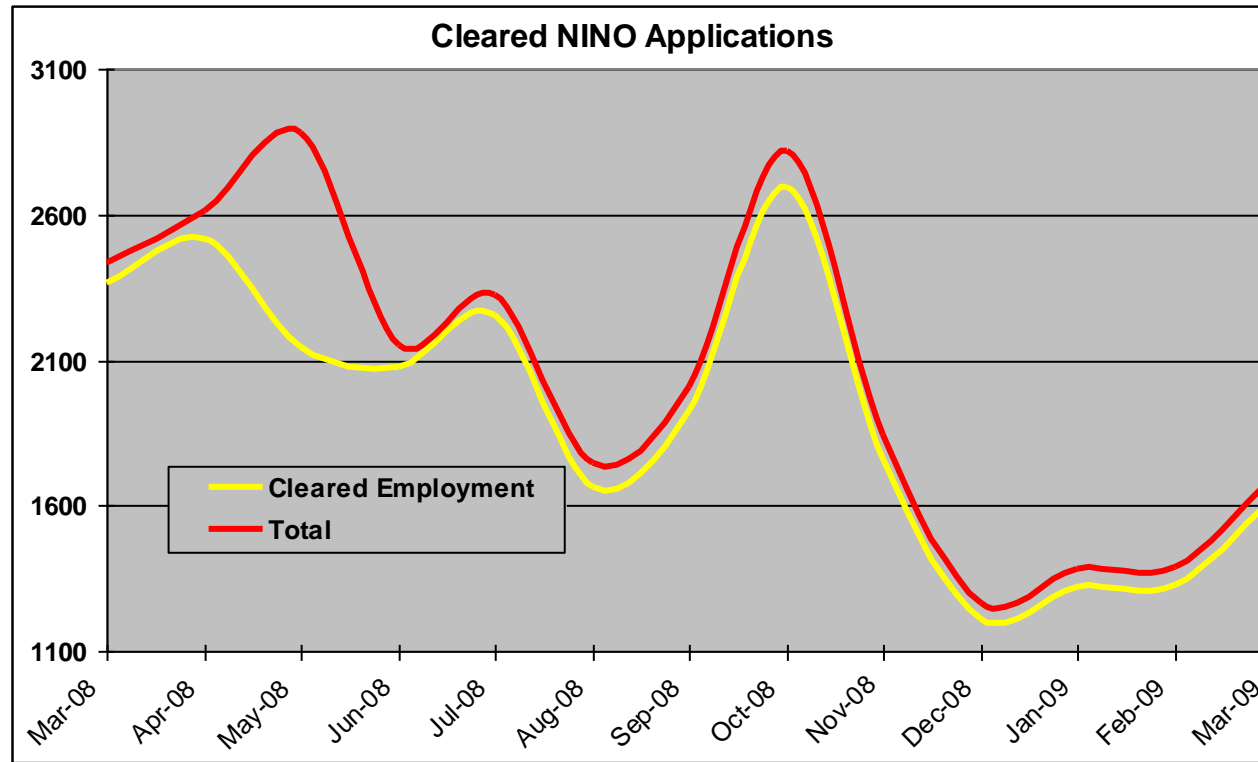


East Midlands Benefit Delivery													
	Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09
IS claims processed	5372	4683	5413	4941	5262	5736	5480	5407	6287	4799	3263	3236	
IS A Live Load	127712	127444	127594	127846	128213	128555	129251	129057	129428	129004	128882	127972	
%change on previous Month		-0.21%	0.12%	0.20%	0.29%	0.27%	0.54%	-0.15%	0.29%	-0.33%	-0.09%	-0.71%	
Volume Change on Year													
%Change on Year													

Source | Jobcentre Plus MISP system

- Due to IT issues data for March 2009 is currently unavailable..

Migrant Inflows to the East Midlands



Source | Jobcentre Plus NINO Allocation Team

East Midlands	Mar-08	Apr-08	May-08	Jun-08	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	YTD
Cleared Employment	2362	2517	2142	2076	2252	1665	1926	2694	1763	1208	1318	1327	1614	24864
Total	2431	2614	2883	2151	2324	1748	2005	2816	1842	1268	1379	1391	1688	25862
Employment as percentage of Total (%)	97.16%	96.29%	74.30%	96.51%	96.90%	95.25%	96.06%	95.67%	95.71%	95.27%	95.58%	95.40%	95.62%	96.14%

The totals include British Nationals without a NINO (less than 3%) and foreign students visiting the UK on a course of study.

- In the East Midlands there have been 24,864 applications for National Insurance Numbers (NINO) since March 2008,
- This is an average of 2,041 per month,
- Of the total applications 96.14% (24,864) have been employment related (In employment, verifiable offer of employment, or actively seeking work),
- There were 31% (743) fewer applications for National Insurance numbers in March 2009 compared to March 2008.
- The trend in cleared NINO applications (both total and employment related) is downward over the period March '08 to March '09.

Glossary

ESA	- Employment Support Allowance
IB	- Incapacity Benefit
ILO	- International Labour Organisation
IS	- Income Support
JCP	- Jobcentre Plus
Live load	- defines the number of IS or IB claims currently in payment
NINO	- National Insurance Number
NOMIS	- National Online Management Information System
On-flow	- defines new claims to JSA
Off-flow	- defines people ceasing to claim JSA
RRS	- Rapid Response Service

JSA Claimant Count

JSA claimant count records the number of people claiming Jobseekers Allowance (JSA) and National Insurance credits at Jobcentre Plus local offices. This is not an official measure of unemployment, but is the only indicative statistic available for areas smaller than local authorities.

ILO definition of unemployment

The "unemployed" comprise all persons above a specified age who during the reference period were:

- "without work", i.e. were not in paid employment or self-employment,
- "currently available for work", i.e. were available for paid employment or self-employment during the reference period; and
- "seeking work", i.e. had taken specific steps in a specified reference period to seek paid employment or self-employment. The specific steps may include registration at a public or private employment exchange; application to employers; checking at worksites, farms, factory gates, market or other assembly places; placing or answering newspaper advertisements; seeking assistance of friends or relatives; looking for land, building, machinery or equipment to establish own enterprise; arranging for financial resources; applying for permits and licences, etc.

ILO definition of employment

The "employed" comprise all persons above a specific age who during a specified brief period, either one week or one day, were in the following categories:

- "paid employment":
- "at work": persons who during the reference period performed some work for wage or salary, in cash or in kind;
- "with a job but not at work": persons who, having already worked in their present job, were temporarily not at work during the reference period and had a formal attachment to their job.

This formal job attachment should be determined in the light of national circumstances, according to one or more of the following criteria:

- (i) the continued receipt of wage or salary;
- (ii) an assurance of return to work following the end of the contingency, or an agreement as to the date of return;
- (iii) the elapsed duration of absence from the job which, wherever relevant, may be that duration for which workers can receive compensation benefits without obligations to accept other jobs.