

East Midlands Labour market review

August 2009

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Note

All information in this review is 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

August 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 16% in volume compared with July 2008. • The drop in vacancy volumes reflects employers controlling costs as the economy continues to contract. • It is useful to note that Jobcentre Plus is, conservatively, estimated to handle one third of the available vacancies in the economy.¹
Employment	<ul style="list-style-type: none"> • The employment rate has decreased by 0.5% (to 75.2%) during the last twelve months. • The continuing record off-flow data from Jobseekers Allowance clearly shows that there are still jobs available within the economy in good numbers. However, as vacancy levels within the economy contract competition for available jobs remains strong. • There continue to be indications that employers are attempting to retain skilled staff via reduced hours, short weeks etc in order to avoid redundancies. • 1,045 new job gains have been notified to Jobcentre Plus in July 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 in the economy 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 1,300 redundancies notified to Jobcentre Plus in July 2009. These losses are expected to impact between July 2009 and December 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 July 2009, 48 companies had applied to Jobcentre Plus for support from the Rapid Response Service (RRS).

Unemployment

Claimant Count	<ul style="list-style-type: none"> • The seasonally adjusted claim count increased by 1,300 on month, and has increased by 90% (52,800) since July 2008. • The redundancies reported over the last several months have clearly contributed to this trend. • The East Midlands proportion of the UK claimant count peaked in February '09 at 7.19% and has been declining since: in July
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¹ *Labour Market Trends*, vol 113, no 06, pp 253-259.

	the share stood at 7.05%.
Claimant Flows and Volumes	<ul style="list-style-type: none"> • JSA On-flow in July 2009 was 36.7% higher than July 2008. • Off-flows in July 2009 are 59.6% higher than in July 2008. Indeed, off-flows are currently at a historically high level. • Net flows: between July 2008 and April 2009 net flows averaged 5,700 per month. Between May 2009 and July 2009 the net flow dropped dramatically to an average of 161 per month.
Incapacity Benefit	<ul style="list-style-type: none"> • The register size for Incapacity Benefit claimants continues to fall. It shows a 10.5% drop between July 2009 and July 2008. • This is a result of the new Employment and Support Allowance (ESA) benefit and the Pathways initiative.
Income Support	<ul style="list-style-type: none"> • The Income Support claimant volume fell by 4.2% in July 2009 compared to July 2008. • As expected, following the introduction of Lone Parent obligations in October 2008, the volume of IS claims has fallen and continues to decline.
Lone Parents	<ul style="list-style-type: none"> • The number of Lone Parent claimants in the region rose by 2.6% (1,200) when comparing the period February 2009 with February 2008 (latest data).
Economic Migrant Activity	<ul style="list-style-type: none"> • The trend in migrants applying for National Insurance numbers (NINO) continues to demonstrate a downward trend. • The strength of Sterling against the Euro is seeing skilled, employed, migrants leaving the UK. • As the downturn continues the UK may be seen as a less attractive destination by economic migrants. However, as Sterling hardens against the US dollar the UK may become more attractive to those outside the Eurozone.

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

Employment Section²

- As in recent months, a significant number of contacts reported that they had cut employees' hours in response to the slowdown in demand from late 2008.
- Many had also cut permanent staffing levels so that the level of employment was significantly lower than a year earlier.
- A number had further cuts to headcount in the pipeline — announced redundancies that were working through the consultation process.
- Looking forward, many firms expected to trim headcount a little further — for example, by maintaining freezes on replacement of retiring staff.
- Construction companies continued to expect job cuts as the commercial property pipeline empties.
- A growing number of contacts felt that they had now made the bulk of the adjustment in headcount warranted by the weaker outlook for demand, and
- Some had stepped back from contingency plans for significant cuts to staffing levels, in light of a better-than-feared trading performance.
- The increased flow of 'non-negative' reports has been reflected in upward adjustment to the Agents' forward-looking scores for employment, to less negative levels.

Hyperlink to: [Bank Of England's Summary of Business Conditions July 09](#)

² This extract reflects the national picture.

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 1.6 percentage points higher than the same period last year.

- 2.163 million people were in employment in April 2009 to June 2009³.
- Employment was up by 5,000 on the quarter and 12,000 on the year⁴.
- The employment rate is 75.2%, showing a 0.3% decrease on the quarter and a 0.5% decrease on the year⁵.
- The, seasonally adjusted⁶, JSA claimant count was 111,600 in July 2009, up 1,300 on the month, and up 52,800 on the year. The claimant unemployment rate, in July 2009, at 5%, is up 0.1 percentage points compared to June 2009.
- 168,000 people⁷ were ILO⁸ unemployed in April 2009 to June 2009, up by 14,000 (9.1%) on the quarter and up 38,000 (38%) on the year.
- The ILO unemployment rate is 7.3%, up 0.2 of a percentage point on the quarter and up 1.6 percentage points on the year.
- The economic inactivity level⁹ is 512,000, up 5,000 on the quarter but down 19,000 on the year.
- The economic inactivity rate is 18.7%, up 0.1% on the quarter and down 0.9 percentage points on the year.

Sources | ONS Statistical Bulletin – Labour Market Statistics, August 2009 and NOMIS

³ All aged 16 to 59/45

⁴ ut.sup. Quarter on quarter changes are subject to sampling variability

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.

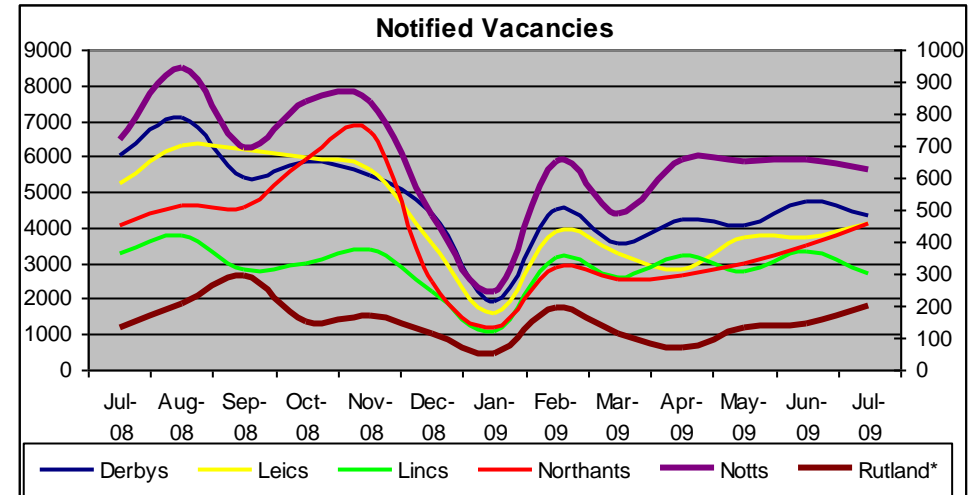
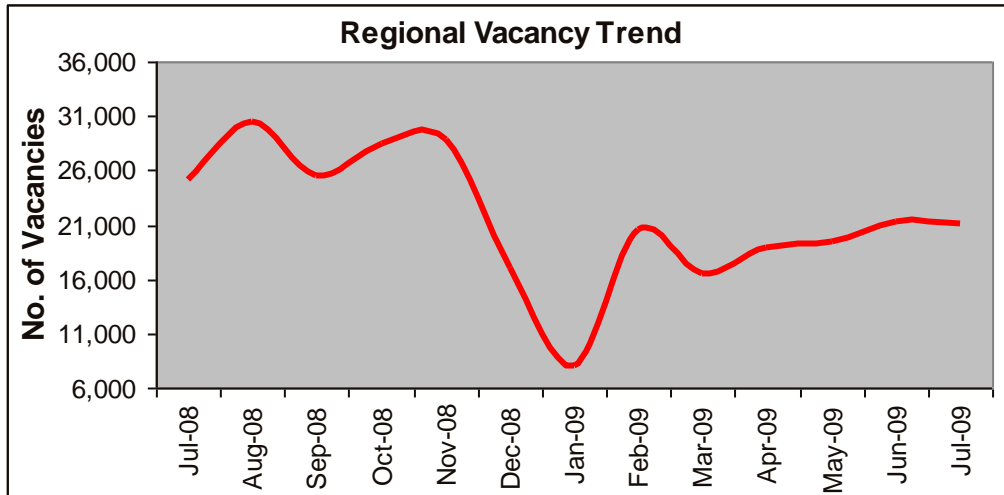
⁷ All aged 16 to 59/45

⁸ See glossary for definition.

⁹ All aged 16 to 59/45

Notified Vacancy Activity

- The trend, between July 2008 and July 2009, in relation to the volume of notified vacancies is down in all districts.
- All counties, with the exception of Northamptonshire and Rutland, have lower notified vacancy levels compared to July 2008.
- The region reported 4,068 fewer vacancies in July 2009 compared to July 2008 – a decrease of 16%.



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

	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	Jul-09	Total
Derbys	6025	7,089	5,384	5,843	5,436	4,414	1,933	4,517	3,519	4,226	4,053	4,710	4,314	61,463
Leics	5210	6,276	6,178	5,987	5,605	3,534	1,554	3,905	3,257	2,790	3,724	3,697	4,125	55,842
Lincs	3258	3,766	2,817	2,958	3,353	2,221	1,084	3,136	2,589	3,214	2,774	3,311	2,719	37,200
Northants	4051	4,597	4,539	5,930	6,702	2,495	1,179	2,866	2,548	2,659	3,006	3,505	4,088	48,165
Notts	6452	8,497	6,244	7,512	7,523	4,304	2,182	5,844	4,391	5,892	5,833	5,905	5,616	76,195
Rutland*	133	208	296	147	167	111	51	192	111	71	129	145	199	1,960
Regional Total	25,129	30,433	25,458	28,377	28,786	17,079	7,983	20,460	16,415	18,852	19,519	21,273	21,061	280,825

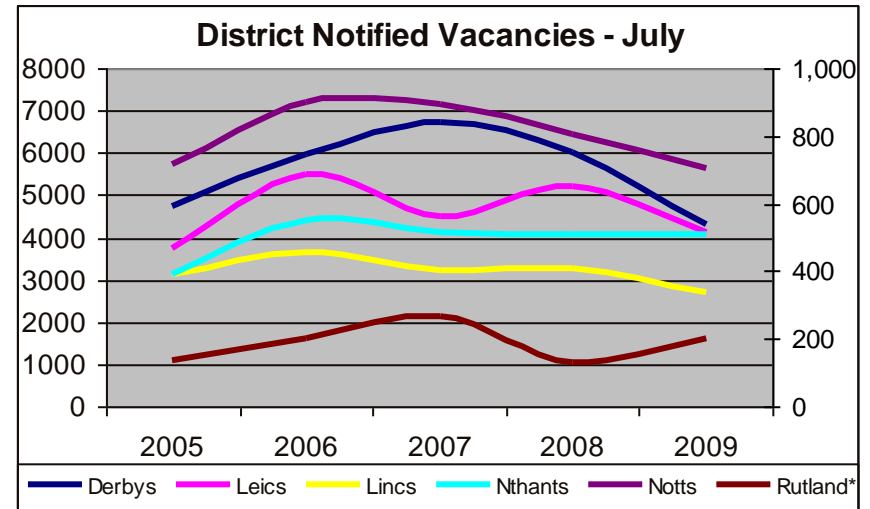
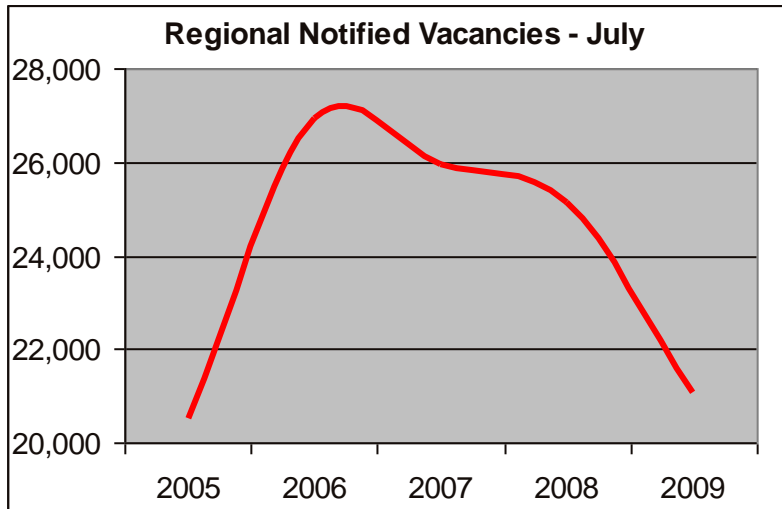
Source | NOMIS (Lincolnshire data excludes armed forces vacancies)

Notified Vacancy trend since 2005

- Both Northamptonshire and Rutland have seen higher levels of vacancies in July 09 compared to July 08.
- Regional notified vacancies in July 2009 are higher than they were in 2005.

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
Jul 05	4,711		3,721		3,137		3,101		5,707		134		20,511	
Jul 06	5,982	27.0	5,498	47.8	3,661	16.7	4,402	42.0	7,185	25.9	200	49.3	26,928	31.3
Jul 07	6,729	12.5	4,498	-18.2	3,205	-12.5	4,136	-6.0	7,129	-0.8	264	32.0	25,961	-3.6
Jul 08	6,025	-10.5	5,210	15.8	3,258	1.7	4,051	-2.1	6,452	-9.5	133	-49.6	25,129	-3.2
Jul 09	4,314	-28.4	4,125	-20.8	2,719	-16.5	4,088	0.9	5,616	-13.0	199	49.6	21,061	-16.2
Change over period		-8%		11%		-13%		32%		-2%		49%		3%

Source | NOMIS

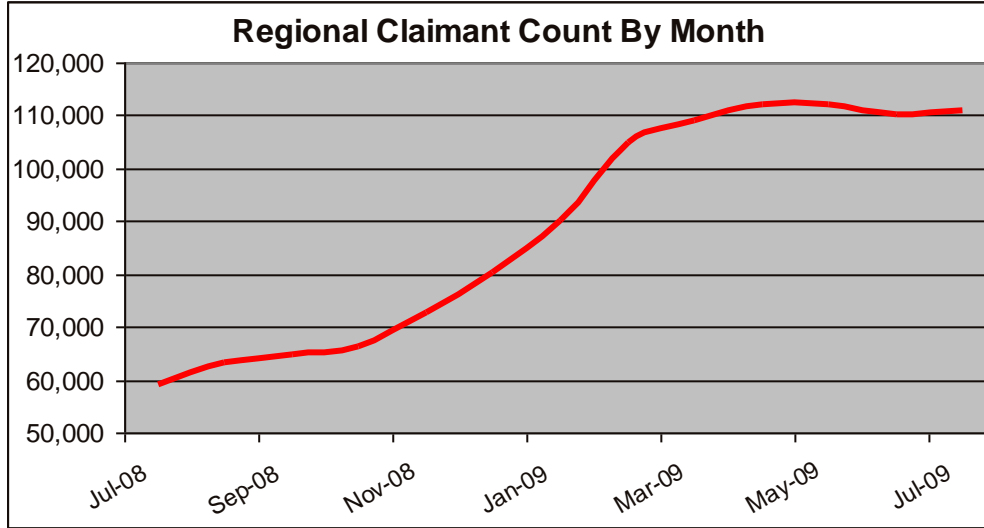


* Rutland data should be read against the right axis.

Unemployment By Benefit

Jobseekers Allowance Count – July 2009

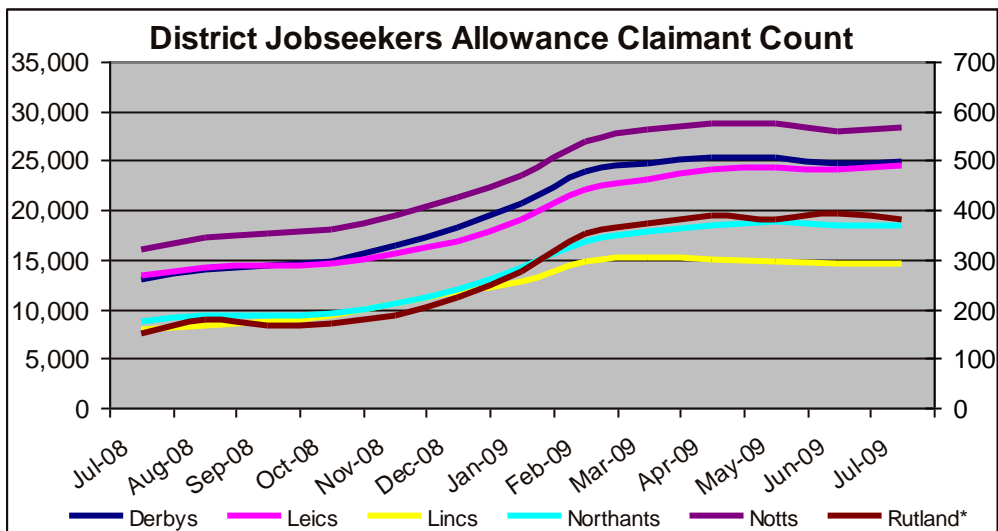
- Has increased by 0.6% to 110,941 compared to June '09.
- The regional (unadjusted) claimant count has increased by 87.9% (51,906) since July '08.



source | NOMIS

Jobseekers Allowance Claimant Count

- **Derbyshire's** count has increased by **90.4% (11,783)** since July '08,
- **Leicestershire's** count has increased by **84.1% (11,191)** since July '08,
- **Lincolnshire's** count has increased by **85.7% (6,772)** since July '08,
- **Northamptonshire's** count has increased by **112.9% (9,763)** since July '08,
- **Nottinghamshire's** count has increased by **76.1% (12,218)** since July '08,
- **Rutland's** count has increased by **151.7% (229)** since July '08.

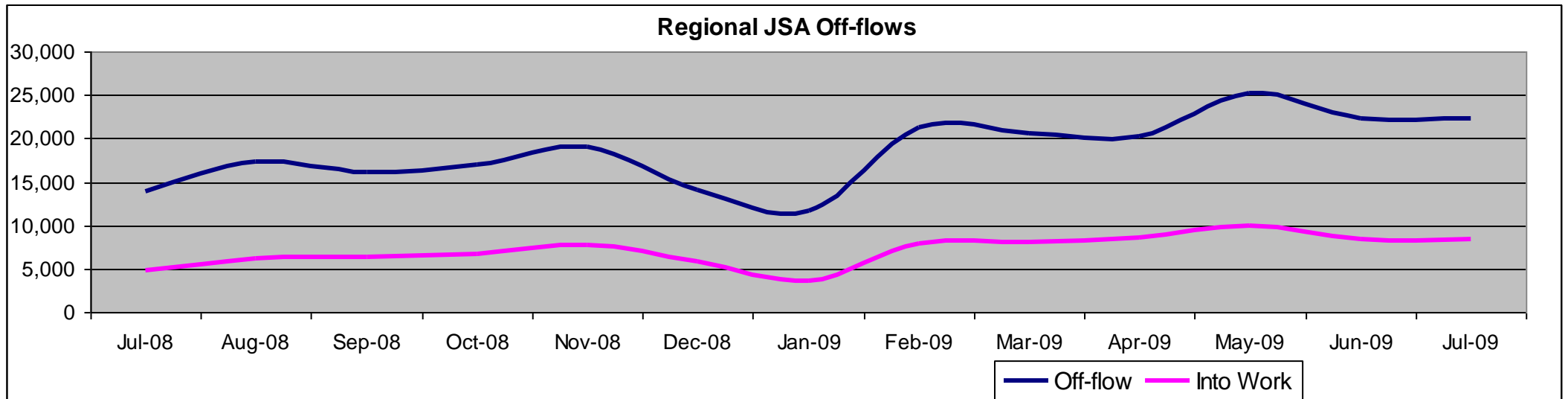


Source | NOMIS

*Rutland data should be read against the right hand axis

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

Jobseekers Allowance Off-flows



	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	Jul-09	Total
Off-flow	13,950	17,285	16,045	17,010	19,060	14,035	11,705	21,215	20,525	20,300	25,125	22,260	22,270	240,785
Into Work	4,810	6,115	6,280	6,765	7,750	5,805	3,565	7,900	8,070	8,530	9,930	8,360	8,450	92,330
% Into work	34.5%	35.4%	39.1%	39.8%	40.7%	41.4%	30.5%	37.2%	39.3%	42.0%	39.5%	37.6%	37.9%	38.3%

Source | NOMIS

- Over the thirteen month period to July 2009, 240,785 people left the JSA register.
- An average of 18,522 claimants ceased claiming JSA each month.
- The off-flow trend over the period is upward.
- Off-flows continue at a historically high level.
- Over the thirteen month period to July 2009, 92,330 claimants (38.3% of all off-flows) moved into work.
- An average of 7,039 claimants moved into work each month.
- The off-flow into work trend is upward.
- Off-flows into work continue at a historically high level.

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
July 1999	19,207		15,563		8,905		8,435		24,300		192		76,602	
July 2000	17,849	-7.1%	14,396	-7.5%	8,037	-9.7%	7,277	-13.7%	21,387	-12.0%	144	-25.0%	69,090	-9.8%
July 2001	15,998	-10.4%	13,893	-3.5%	6,993	-13.0%	7,341	0.9%	18,943	-11.4%	91	-36.8%	63,259	-8.4%
July 2002	14,253	-10.9%	13,753	-1.0%	6,503	-7.0%	7,006	-4.6%	16,897	-10.8%	90	-1.1%	58,502	-7.5%
July 2003	13,538	-5.0%	16,392	19.2%	6,125	-5.8%	7,791	11.2%	15,965	-5.5%	126	40.0%	59,937	2.5%
July 2004	12,105	-10.6%	13,084	-20.2%	5,484	-10.5%	6,631	-14.9%	13,642	-14.6%	92	-27.0%	51,038	-14.8%
July 2005	12,453	2.9%	13,501	3.2%	6,595	20.3%	7,235	9.1%	14,610	7.1%	121	31.5%	54,515	6.8%
July 2006	14,633	17.5%	14,514	7.5%	7,939	20.4%	8,360	15.5%	17,128	17.2%	150	24.0%	62,724	15.1%
July 2007	12,706	-13.2%	13,277	-8.5%	7,908	-0.4%	8,285	-0.9%	15,906	-7.1%	149	-0.7%	58,231	-7.2%
July 2008	13,035	2.6%	13,308	0.2%	7,842	-0.8%	8,645	4.3%	16,054	0.9%	151	1.3%	59,035	1.4%
July 2009	24,818	90.4%	24,499	84.1%	14,564	85.7%	18,408	112.9%	28,272	76.1%	380	151.7%	110,941	87.9%
% change over period (ten years)	29.2%		57.4%		63.5%		118.2%		16.3%		97.9%		44.8%	

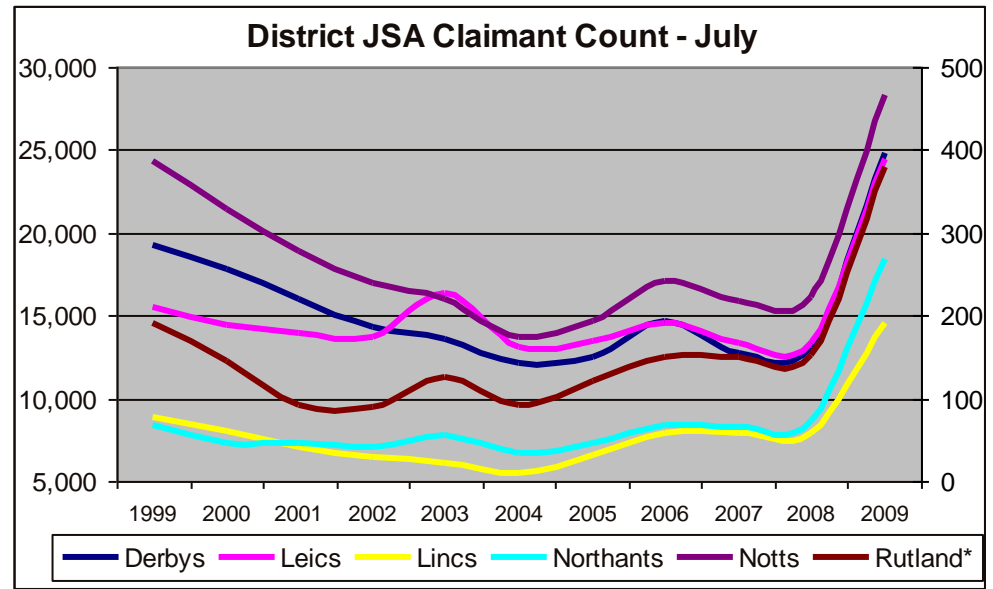
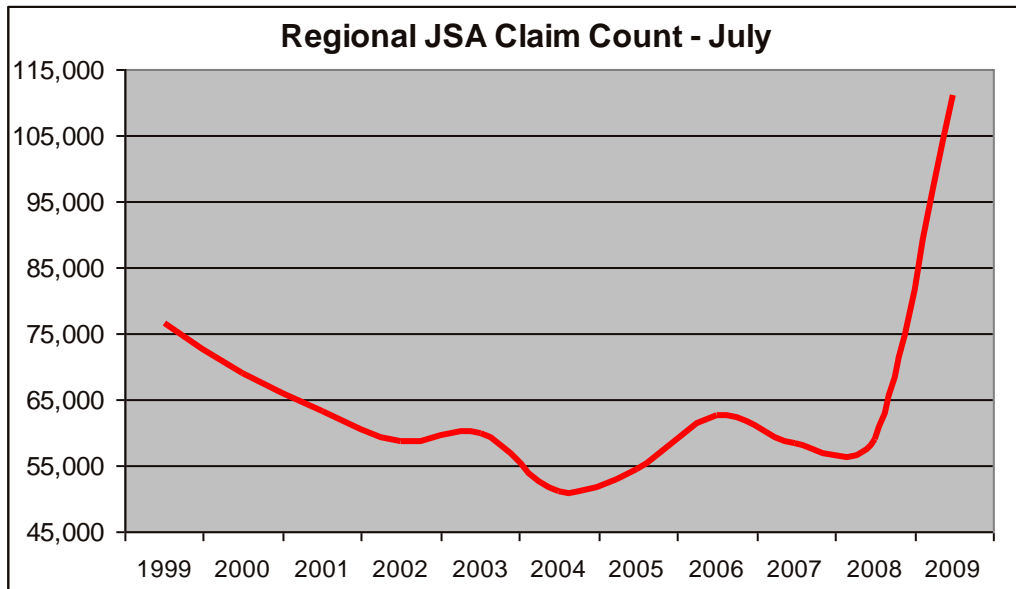
Claimant Count Trends

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 July 2009, is 44.8% higher than the same period in 1999.

source | NOMIS



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

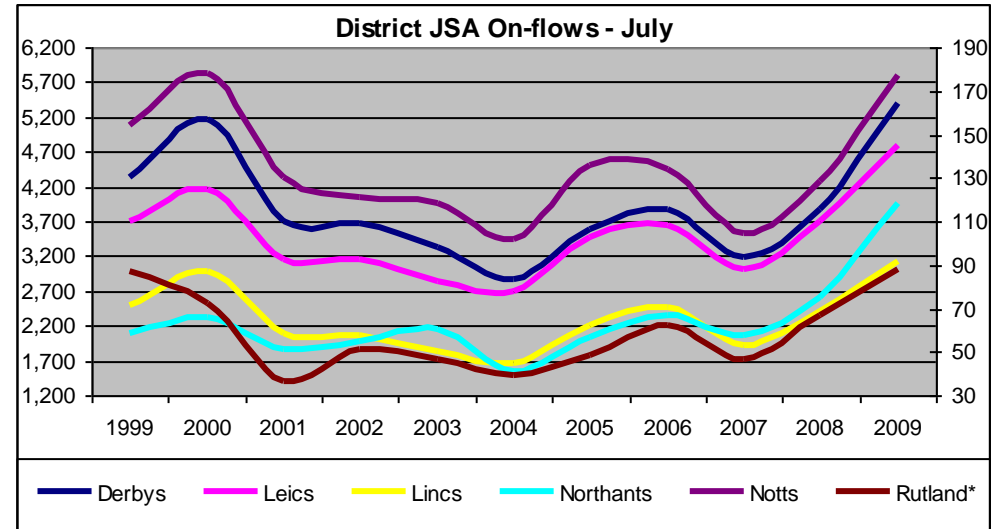
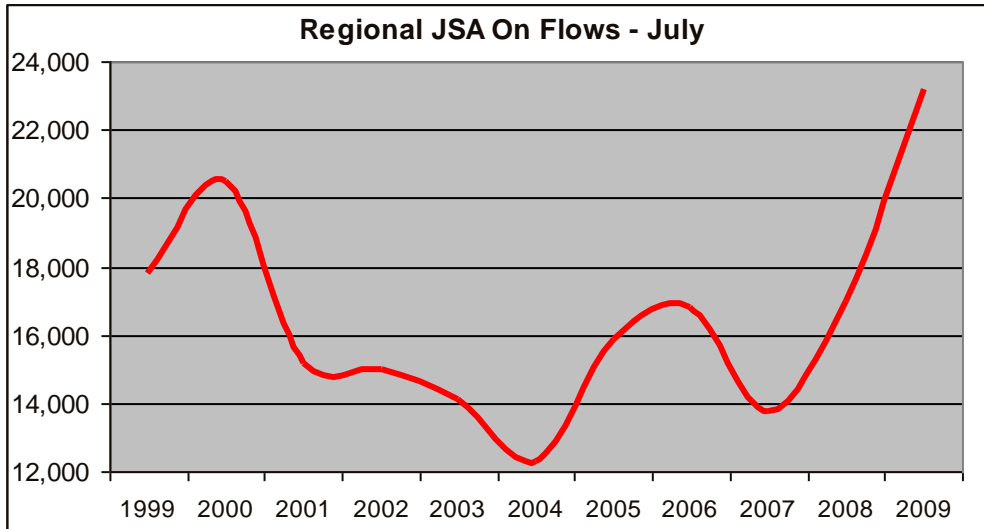
JSA On-Flows Since 1999

	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
July 1999	4,324		3,704		2,505		2,083		5,073		87		17,776	
July 2000	5,158	19.3%	4,152	12.1%	2,987	19.2%	2,316	11.2%	5,823	14.8%	72	-17.2%	20,508	15.4%
July 2001	3,696	-28.3%	3,150	-24.1%	2,096	-29.8%	1,858	-19.8%	4,336	-25.5%	36	-50.0%	15,172	-26.0%
July 2002	3,679	-0.5%	3,159	0.3%	2,063	-1.6%	1,987	6.9%	4,035	-6.9%	51	41.7%	14,974	-1.3%
July 2003	3,324	-9.6%	2,829	-10.4%	1,821	-11.7%	2,153	8.4%	3,948	-2.2%	47	-7.8%	14,122	-5.7%
July 2004	2,880	-13.4%	2,694	-4.8%	1,671	-8.2%	1,552	-27.9%	3,450	-12.6%	39	-17.0%	12,286	-13.0%
July 2005	3,578	24.2%	3,474	29.0%	2,210	32.3%	2,035	31.1%	4,492	30.2%	48	23.1%	15,837	28.9%
July 2006	3,882	8.5%	3,637	4.7%	2,455	11.1%	2,344	15.2%	4,434	-1.3%	62	29.2%	16,814	6.2%
July 2007	3,178	-18.1%	3,002	-17.5%	1,923	-21.7%	2,051	-12.5%	3,534	-20.3%	47	-24.2%	13,735	-18.3%
July 2008	3,883	22.2%	3,702	23.3%	2,418	25.7%	2,597	26.6%	4,283	21.2%	67	42.6%	16,950	23.4%
July 2009	5,404	39.2%	4,799	29.6%	3,132	29.5%	3,946	51.9%	5,808	35.6%	88	31.3%	23,177	36.7%
Change over period	25.0%		29.6%		25.0%		89.4%		14.5%		1.1%			30.4%

On Flow Trends.
 In July 2009, all counties had higher on-flows than in July 1999.
 Compared to the same month in previous years the trend is upwards.
 Onflows in July 2009 are 46.5% higher than the average onflow for the preceding 10 years.

Increased on-flows
 Source | NOMIS

Decreased on-flows



- 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
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
Apr-09	4,981	4,393	588	25,199	5,100	4,073	1,027	24,094	3,151	3,359	-208	14,974
May-09	5,706	5,658	48	25,224	5,465	5,188	277	24,297	3,474	3,580	-106	14,846
Jun-09	4,678	5,192	-514	24,720	4,174	4,225	-51	24,173	2,870	3,081	-211	14,639
Jul-09	5,404	5,269	135	24,818	4,799	4,385	414	24,499	3,132	3,201	-69	14,564

	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
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
Apr-09	4,149	3,351	798	18,510	5,772	5,042	730	28,793	102	84	18	389
May-09	4,479	4,176	303	18,775	6,288	6,416	-128	28,659	100	108	-8	382
Jun-09	3,473	3,839	-366	18,372	5,192	5,838	-646	27,982	99	85	14	392
Jul-09	3,946	3,880	66	18,408	5,808	5,437	371	28,272	88	100	-12	380

	East Midlands			
	On-Flow	Off-flow	Net Flow	JSA Stock
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
Apr-09	23,255	20,302	2,953	111,959
May-09	25,512	25,126	386	112,183
Jun-09	20,486	22,260	-1,774	110,278
Jul-09	23,177	22,272	905	110,941

Analysis of JSA On-flow and Off-flow.

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

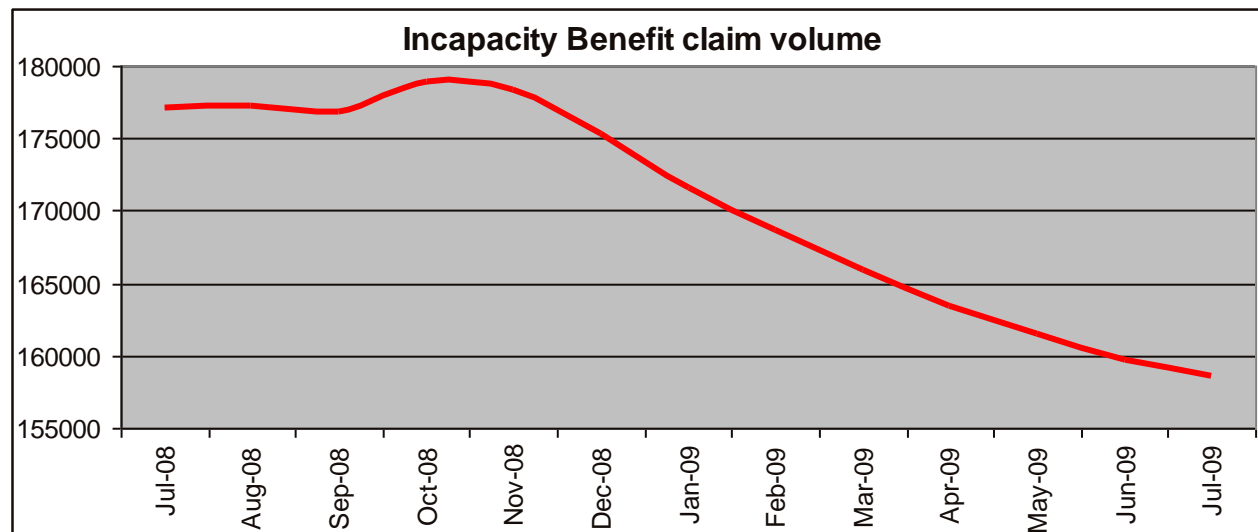
July 2009 saw a net increase in the flow of 905.

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

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

source | NOMIS

Incapacity Benefit Claim Count

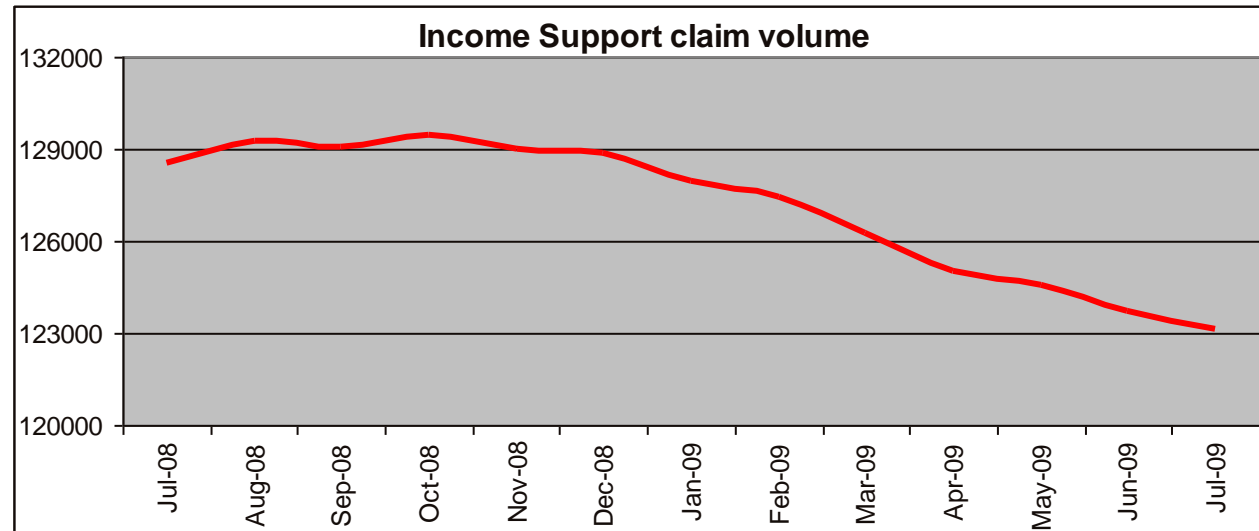


East Midlands Benefit Delivery													
	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	Jul-09
IB Claims total processed	4030	3589	3963	4725	3295	1192	584	357	234	163	151	153	146
IB Load - Total (excluding MA)	177069	177182	176769	178940	178308	175256	171543	168647	165958	163372	161467	159721	158534
%change on previous month		0.06%	-0.23%	1.23%	-0.35%	-1.71%	-2.12%	-1.69%	-1.59%	-1.56%	-1.17%	-1.08%	-0.74%
Volume Change on Year													-18535
%change on year													-10.47%

Source | Jobcentre Plus MISIP system

- The downward trend in IB customers is now firmly established as new customers claim ESA and others cease claiming.

Income Support Claim Count

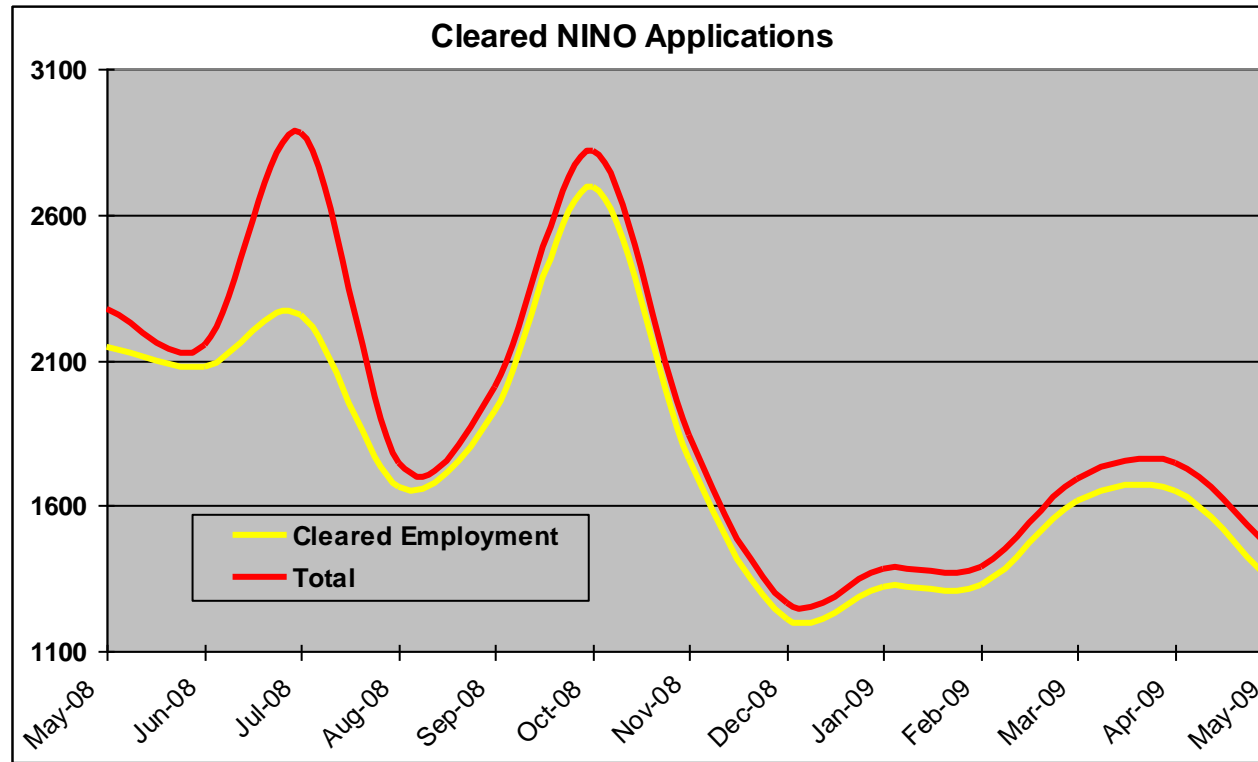


East Midlands Benefit Delivery													
	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	Jun-09	Jul-09
IS claims processed	5736	5480	5407	6287	4799	3263	3236	3198	3118	2522	2661	2646	3257
IS A Live Load	128555	129251	129057	129428	129004	128882	127972	127456	126263	125012	124536	123722	123154
%change on previous Month		0.54%	-0.15%	0.29%	-0.33%	-0.09%	-0.71%	-0.40%	-0.94%	-0.99%	-0.38%	-0.65%	-0.46%
Volume Change on Year													-5401
%Change on Year													-4.20%

Source | Jobcentre Plus MIS system

- Total IS claims in the region: 123,154.
- Decrease in IS claims of 4.2% (5,401 claims) since July 2008.
- The trend in IS claims is down.

Migrant Inflows to the East Midlands



Source | Jobcentre Plus NINO Allocation Team

East Midlands	May-08	Jun-08	Jul-08	Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	Mar-09	Apr-09	May-09	YTD
Cleared Employment	2142	2076	2252	1665	1926	2694	1763	1208	1318	1327	1614	1647	1341	22973
Total	2272	2883	2324	1748	2005	2816	1842	1268	1379	1391	1688	1744	1452	23187
Employment as percentage of Total (%)	94.28%	72.01%	96.90%	95.25%	96.06%	95.67%	95.71%	95.27%	95.58%	95.40%	95.62%	94.44%	92.36%	99.08%

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

- **Data for July 2009 is currently unavailable.**
- In the East Midlands there have been 23,187 applications for National Insurance Numbers (NINO) since May 2008,
- This is an average of 1,783 per month,
- Of the total applications 99.08% (22,973) have been employment related (In employment, verifiable offer of employment, or actively seeking work),
- There were 36% (820) fewer applications for National Insurance numbers in May 2009 compared to May 2008.
- The trend in cleared NINO applications (both total and employment related) is downward over the period May '08 to May '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.