

GOVERNMENT EVIDENCE TO THE LOW PAY COMMISSION ON THE UPDATING OF THE MINIMUM WAGE IN 2004

I Introduction

In their fourth report earlier this year, the Low Pay Commission recommended that in October 2004 the adult rate of the minimum wage should increase by 35 pence an hour to £4.85 and the youth rate should increase by 30 pence an hour to £4.10. These increases would represent around an 8 per cent increase in both the adult and youth minimum wage rates. They follow on from increases in October 2003 of 7 per cent to the adult rate and around 6 per cent to the youth rate.

The Commission said that they wanted to consider the proposed October 2004 increases in the light of the latest available data. This paper looks at evidence from the economy, the labour market, low-paying sectors and the key groups of workers most affected by the minimum wage and explains why the Government believes that the economic conditions are consistent with the increases recommended by the Commission in Spring 2003.

II Macroeconomic conditions

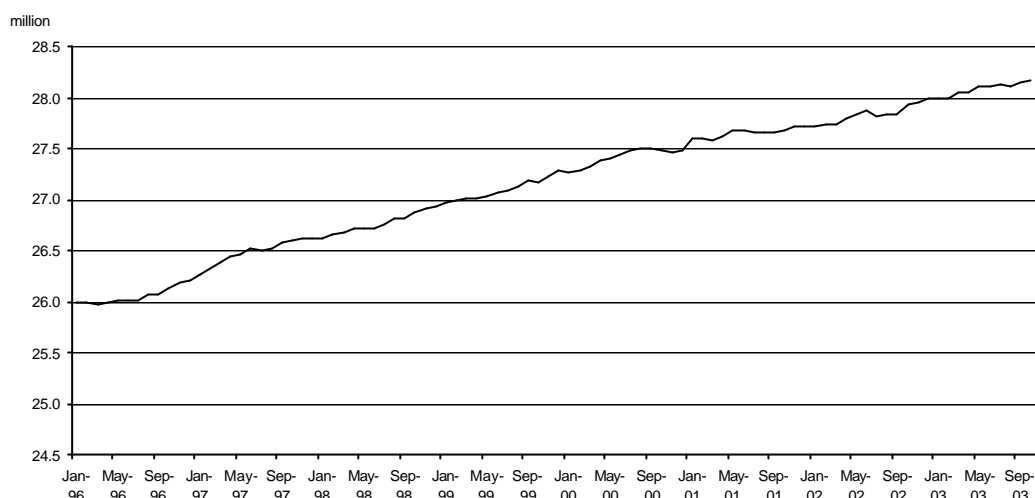
At the time of the 2003 Budget forecast, the Government provisionally accepted the proposed 2004 increases, subject to further advice from the Commission (as mentioned above). At that time, the Government was forecasting that UK GDP growth would be 2-2½ per cent in 2003 and 3-3½ per cent in 2004.

UK growth levels in 2003 have been strongly influenced by the conflict in Iraq. Uncertainty caused by the conflict resulted in poor growth in early 2003. However, since the end of the conflict in Spring 2003, international growth prospects have improved considerably. Global financial markets have made up significant ground following sharp falls in 2002 and early 2003, and US GDP growth has rebounded strongly.

UK GDP growth has picked up strongly in the second and third quarters, as forecast in Budget 2003. Consumer confidence measures have also improved considerably in recent months, supported by strong labour market outcomes. Moreover, the UK's recent pick up in growth is expected to be consolidated in 2004, as uncertainties holding back the world economy recede. The latest assessment in the Pre-Budget Report 2003 is that UK GDP is expected to grow by 2.1 per cent in 2003 and by 3-3½ per cent in both 2004 and 2005, in line with Budget 2003 forecasts.

III Employment

Chart 1 below shows that employment levels have grown strongly over the past few years. Over the period since Spring 1997, UK employment (LFS) has increased by around 1.7 million and in the three months ending September it stood at around 28.2 million, a record level.

Chart 1: UK working age employment*, 1996-2003

Source: Labour Force Survey, Office for National Statistics, seasonally adjusted

* Women aged 16-59, men aged 16-64

The introduction of the minimum wage in April 1999 and subsequent upratings have had no discernible effect on the aggregate level of employment or the pace of job growth. By the three months ending October 2003, employment was around 1,150,000 higher than it was in April 1999 and around 480,000 higher than it was at the time of the October 2001 uprating. Meanwhile, the employment rate has increased by 0.8 percentage points, rising from 73.8 per cent in April 1999 to 74.6 per cent, (although it has been broadly unchanged at this rate since Summer 2000).

More recently, employment growth slowed substantially during 2001 but has picked up during 2002 and 2003. In the third quarter of 2003, employment was up around 310,000 on a year earlier and the employment performance has exceeded the expectations of outside forecasters at the time of Budget 2003. The service sector overall has been responsible for the expansion of employment, offsetting the fall in manufacturing jobs. However, performance within the service sector has been variable with slower jobs growth in some industries. Employment in the distribution, hotels and restaurants sector, which contains some lower-paying industries, has shown little change over the last year. Workforce jobs in the sector rose by 11,000 between September 2002 and September 2003. The slowdown is most likely linked to demand and is unlikely to be a reaction to previous increases in the minimum wage.

In assessing the signs of an impact on employment both from the introduction of the minimum wage and the October 2001 uprating, so far there is no evidence to suggest that the minimum wage has affected the aggregate level of employment.

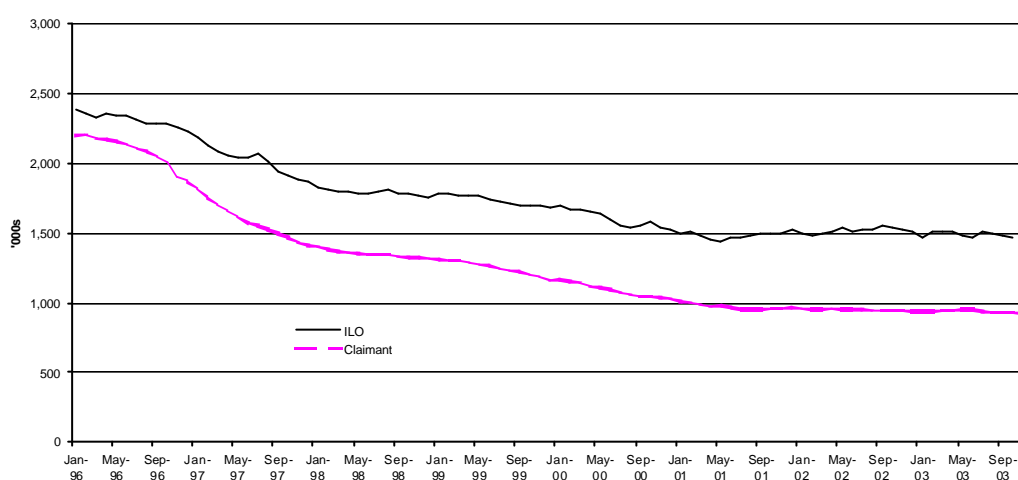
IV Unemployment

Unemployment fell sharply on both the ILO and claimant count measures over the second half of the 1990s as shown in the chart below, and has remained at these historically very low levels. In November 2003, unemployment as measured by the

claimant count stood at its lowest for over 28 years and has fallen by around 740,000 since Spring 1997. On the ILO measure, unemployment has fallen by around 580,000 over the same period. Despite the global economic slowdown in 2001, unemployment has been broadly flat since then at historically low levels.

The introduction of the minimum wage in 1999 had no discernible effect on the aggregate unemployment level. The falls in both the claimant count and ILO unemployment tended to accelerate after Spring 1999. However, unemployment on the ILO measure did rise in the second half of 2001, increasing by around 80,000 between May and December 2001. However, this rise was not sustained and we have no evidence that it was linked to the increase in the minimum wage in October 2001.

Chart 2: Unemployment* and claimant count levels



Source: Office for National Statistics *Unemployment (ILO basis). Seasonally adjusted series.

There is no indication that the uprating of the minimum wage has had a measurable impact on the aggregate level of unemployment in the UK.

V Economic activity rates

The minimum wage improves the benefits of being in work for people with low earnings potential. So the existence of the minimum wage, together with the Government's other policies to help make work pay and promote labour market participation, is helping to increase the supply of labour at a time when the demand for labour remains high.

The table below shows that the female participation rate has increased by one percentage point between Spring 1998 and Spring 2003. Although the majority of beneficiaries of the minimum wage (over two thirds) have been women, the minimum wage is one of a number of influences that help to explain the increase in the participation rate of women. The Government's New Deal for Lone Parents and in-work tax credits policy are also aimed at improving women's participation. Also, the

increase in women’s economic activity pre-dates the minimum wage and the Government’s new economic policies. It was increasing in the mid-1990s. So, the rise observed since 1998 may be part of a broad longer-term trend.

Table 1: Economic activity rates (% of working age*)

| | People | Men | Women |
|--------------|--------|------|-------|
| Mar-May 1998 | 78.2 | 84.2 | 72.0 |
| Mar-May 1999 | 78.6 | 84.1 | 72.5 |
| Mar-May 2000 | 78.9 | 84.6 | 72.9 |
| Mar-May 2001 | 78.5 | 84.0 | 72.8 |
| Mar-May 2002 | 78.6 | 83.8 | 73.0 |
| Mar-May 2003 | 78.7 | 84.1 | 73.0 |

Source: Labour Force Survey, Office for National Statistics

* Women aged 16-59, men aged 16-64

Meanwhile, male activity rates have remained relatively stable since before the minimum wage was introduced. Men comprise less than a third of the number of minimum wage beneficiaries and whilst the minimum wage might have highlighted the gains to work for some low-skilled men, any effect on participation could have been offset by the decline in employment in traditional manufacturing industries which are male-dominated.

VI Headline average earnings

Nominal earnings growth has fallen since the late 1990s, partly due to a reduction in inflation but also because of a decline in real earnings growth.

Chart 3: Headline average earnings growth: 1998 to 2003



Source: GB Average Earnings, Office for National Statistics * three-month moving averages. Seasonally adjusted.

Headline average earnings growth was 3.6 per cent in the three months ending October 2003.

The Treasury's Comparison of Independent Forecasts shows an average forecast for earnings growth of 3.5 per cent for the whole of 2003 rising to 4 per cent in 2004. This compares to the average of Independent Forecasts in Mar 2003 at the time of the last LPC report) which was for 4 per cent earnings growth in 2003 and 4.2 per cent growth in 2004. This means that for 2003, whole-economy earnings growth is running at a half percentage point less than expected earlier in the year, and for 2003 earnings growth is expected to be a quarter of a percentage point less than expected in the Spring.

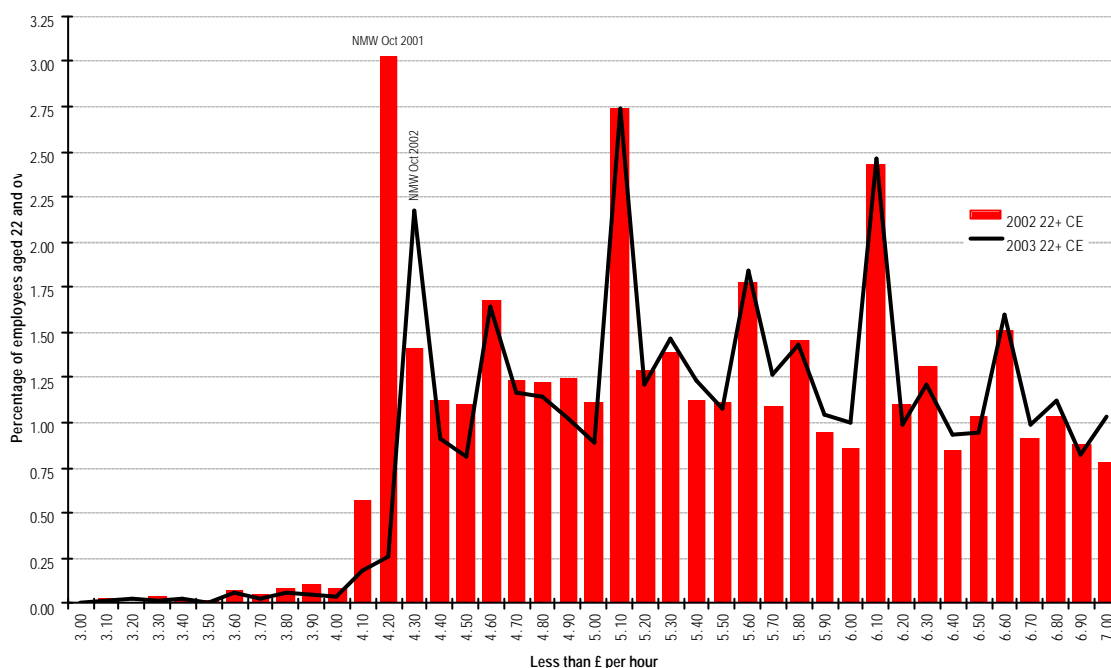
The introduction of the minimum wage in April 1999 gave the very lowest paid workers a substantial initial increase in their pay. Then, between 1999 and October 2003 (including the latest uprating), the minimum wage increased slightly faster than average earnings. This year (October 2003) the minimum wage rates were increased faster than average earnings growth, and it looks likely that the rate increases proposed for next year (October 2004) will also be greater than average earnings growth.

With the wages of the section of the pay distribution covered by the minimum wage increasing well above the rate of earnings growth, it would not be surprising if jobs that were paying just above the minimum wage level were also needing to pay their workers more. Nevertheless, the key test of the minimum wage policy is whether there has been any negative impact on employment. So far, there has been no evidence of any impact on the aggregate level of employment.

VII Evidence of impact of the minimum wage on distribution of low-paid

The wage distribution for adults is clearly affected by the minimum wage as shown in chart 4, below. There is a peak in Spring 2003 of adults (22+) earning in the £4.20 to £4.29 pay band, which is at or just above the minimum wage at the time. This replaced the previous peak at the £4.10 to £4.19 level in Spring 2002. The chart also shows two other large peaks at £5.00 and £6.00 as well as smaller clusters at £4.50, £5.50 and £6.50. These remain intact and with little change in the degree of clustering despite the increase in the minimum wage.

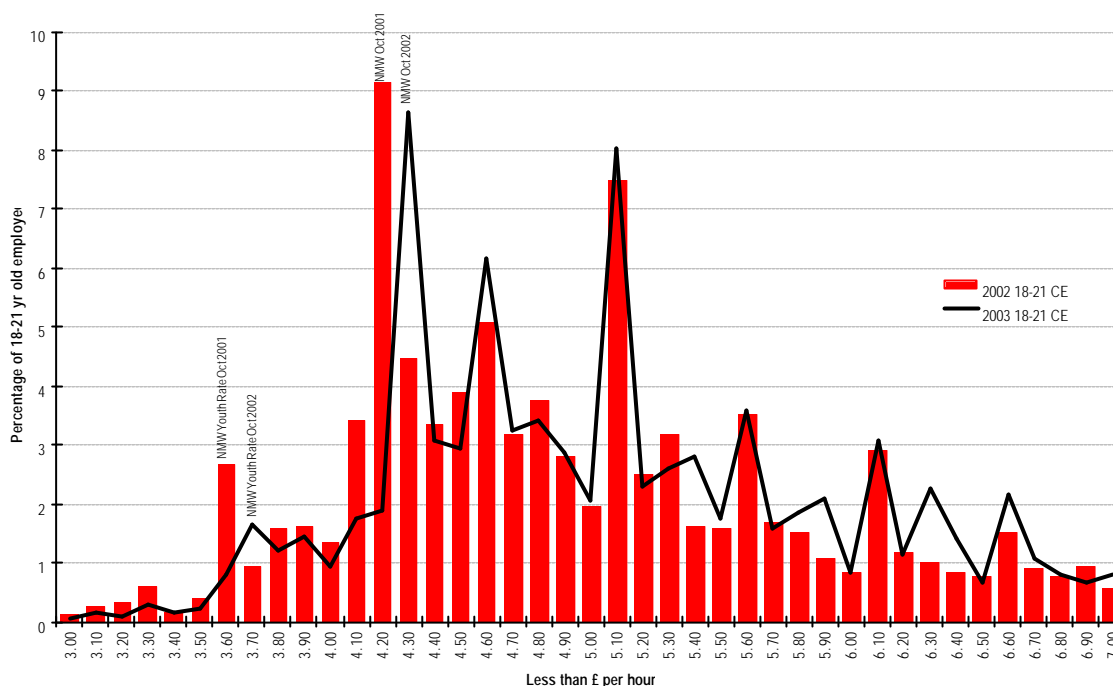
Chart 4: Change in the adult wage distribution between Spring 2002 and 2003



Source: Central Estimates of low pay, Office for National Statistics.

The picture for the wage distribution of workers in the 18 to 21 age group is slightly more complex, as is illustrated in chart 5, below. The basic minimum wage effect is produced by the increase in the development rate from £3.50 to £3.60, which leads to a shift upwards in the spike at the bottom of the pay distribution between Spring 2002 and 2003. In addition, there continues to be a much larger secondary effect for this group of workers. For reasons of supply and demand (such as the need of large employers to have simple pay policies that are not dependent on age), a larger number of youth workers are paid at clusters that are above the statutory minimum wage level. In Spring 2003, the main clusters were at £4.20, (the adult minimum wage rate at the time), £4.50 and £5.00.

Chart 5: Change in the youth (18-21 year olds) wage distribution between Spring 2002 and 2003



Source: Central Estimates of low pay, Office for National Statistics

We will now examine the impact of the minimum wage on those groups likely to be most affected.

VIII Employment of 18-21 year olds

The Government ensured that the minimum wage benefited young workers by introducing a special development rate for 18 to 21 year olds. Young workers are typically less skilled and productive than older workers and the Government wanted to ensure that their employment prospects were not jeopardised.

Chart 6, below, shows changes between 1997/98 and 2002/03 in the employment rate of the 18-21 year old age group. The overall trend in employment of this group was upwards until 2000 and the introduction of the minimum wage in Spring 1999 appears to have had little or no negative employment effects on this group.

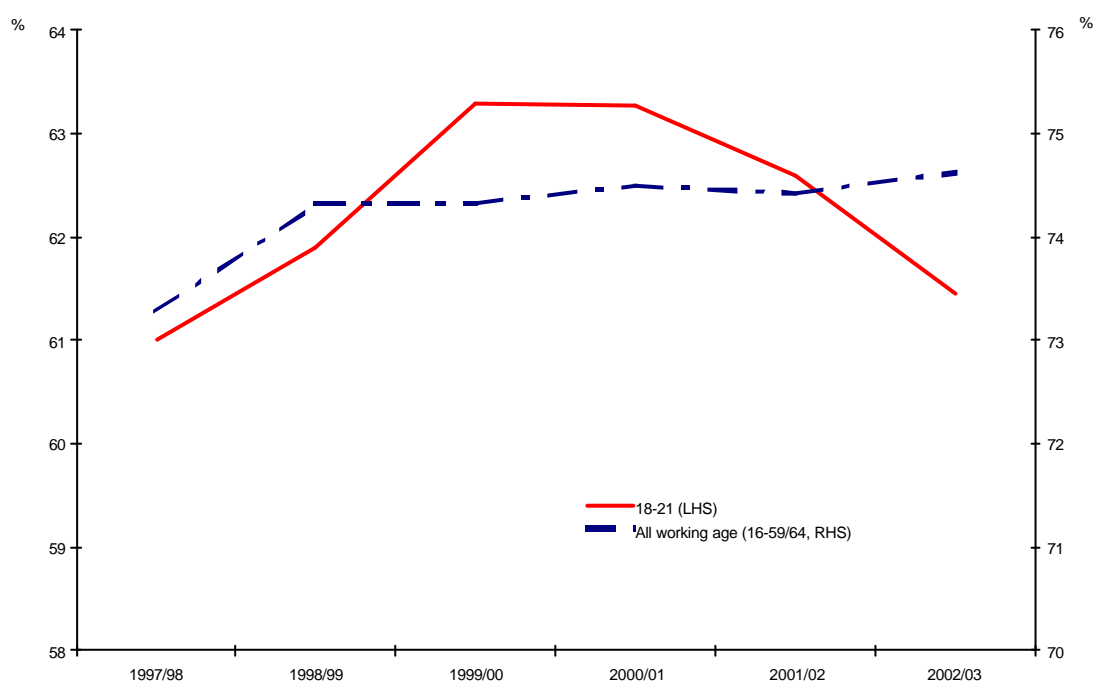
Since 2000/01, there has been a fall in the employment rate of this age group of almost 2 percentage points (from 63.3 per cent to 61.4 per cent). This fall is statistically significant. By contrast, the employment rate of the working age population as a whole has remained broadly unchanged over the last two years.

We analysed the data further to try to ascertain whether the cause of the fall in the youth employment rate could have been due to an increase in the number of full-time students in further and higher education. The fall in the employment rate remained similar in magnitude after these groups were excluded. We also looked at the other

key labour market indicators and found that a third of the fall in employment can be accounted for in a rise in unemployment whilst the other two thirds of the employment fall is due to a rise in inactivity.

Coverage of the minimum wage amongst the 18 to 21 year old age group has been higher than for adults, as have been the pay increases required to comply with the minimum wage. But the fall may be completely unrelated to the minimum wage. One possible explanation for the divergence is that youth employment could be more sensitive to the economic cycle than employment of all working age adults. The increase in the youth employment rate in the late 1990s and the decline from 2000/01 coincides with the change in the rate of real economic growth over the same period. Clearly some further research is required to ascertain why the employment performance of young people has diverged from adults since 2000.

Chart 6: Employment rate of 18-21 year olds and working age (1997/98 to 2002/3)



Source: Labour Force Survey, Office for National Statistics

IX Employment in low-paying sectors

In their reports, the Low Pay Commission have identified a number of low paying sectors that are more likely to be affected by the minimum wage. These sectors include retail, hotel and catering, manufacturing of clothing and footwear, and various smaller service-sector industries such as security, cleaning, social work and hairdressing.

The DTI has analysed the Employee Jobs data and the Labour Force Survey (LFS) data to see what impact the introduction of the minimum wage and the major uprating in October 2001 have had so far on employment in the low-paying sectors.

The data on employee jobs is thought to be more accurate than the Labour Force Survey when sectoral information is being analysed, since an employer can be relied upon more than an employee's household to correctly categorise what sector the firm or organisation is based in. As a result, where there are major differences between the two data sources (such as in the case of employment in industrial cleaning) we think the Employee Jobs data provides a better basis for analysis.

However, the Labour Force Survey has advantages since it can produce more detailed data such as a breakdown by age of the worker. In some cases, the Labour Force Survey can also provide a better estimate of the overall employment level in a sector than the ONS' Employee Jobs data. The Employee Jobs series does not include self-employed jobs. This means that in sectors (such as hairdressing) where there is a high proportion of self-employment, the LFS data is likely to be more accurate.

Analysis of the employee jobs and Labour Force Survey data indicates that in most of the low-paying sectors, the minimum wage does not appear to have had a major impact on employment patterns over the last few years.

Employment levels in hotels and restaurants and in security have continued on their upward trends. In the retail sector, the minimum wage does not appear to have had any effect on employment levels.

Employment in clothing and footwear manufacturing has continued on a declining trend, but this is almost certainly due to the difficult conditions faced in this sector since the second half of the 1990s.

There are three sectors where the number of jobs has fallen in recent years, indicating the possibility that the minimum wage could have had some impact on employment patterns.

The employee jobs data shows a small loss of jobs in the hairdressing sector. However, the LFS data shows a contrary view with employment of adults (22+) increasing strongly. The divergence between the two data sets may indicate that whilst some hairdressing firms have shed some employees, this has been offset by an increase in the number of self-employed hairdressers; and the increase in self-employed hairdressers has been larger than the fall in employed hairdressers.

Second, there had previously been a concern about the effect of the minimum wage on employment in residential social care. The latest data show that after a slight fall which may not have been statistically significant between 2001 and 2002, employment in this sector appears to have increased. Moreover, looking at the whole period since before the minimum wage was introduced, employment in the sector has clearly grown.

Third, employee jobs in the industrial cleaning sector has declined substantially since the year prior to the introduction of the minimum wage. A significant part of this fall

in cleaning jobs occurred between Spring 1998 and Spring 1999. Before then, employment by industrial cleaning companies had been rising strongly, reflecting perhaps the trend towards greater outsourcing of non-core activities by firms and organisations. (Due to the high-degree of outsourcing in this sector, Employee Jobs is likely to be a more accurate indicator of employment than the LFS).

More details of the changes in employment in low-paying sectors using the employee jobs data and the Labour Force Survey are shown in the charts in Annex A.

X) Regional employment in low paying sectors

The DTI has also analysed the employment changes in low-paying sectors by region, to see if there have been any negative effects in certain regions and countries within Britain. We were particularly interested to see whether there were any declines that began between 1998 and 1999 since if a decline started at that time then the likelihood of it being due to the NMW is higher.

Only one industry, industrial cleaning, has experienced declines in employee jobs across a number of regions that began in the year leading up to the introduction of the minimum wage. The North East, Yorkshire and The Humber, the West Midlands, the East Midlands and Eastern region all saw an increase in employee jobs in industrial cleaning between 1995 and 1998 (the last year prior to the introduction of the minimum wage) and a reduction in jobs thereafter. The East Midlands experienced the largest post-1998 decline in employee jobs. Most of the regions that experienced a fall between 1998 and 2002 in the number of employees in the sector, saw falls of between 12 and 15 per cent.

Out of the other low paying sectors analysed, the data picks up two isolated cases where a region sees a post- NMW decline in employee jobs in a specific industry.

In hairdressing only one region, the North East, experienced a post-1998 decline in employee jobs, with a fall from 5,000 to 4,000 between 1999 and 2002. This fall is unlikely to be a negative employment effect caused by the minimum wage. The actual fall in jobs is small in absolute magnitude (albeit high in percentage terms); and no other region experienced any similar effect. Also, as discussed in section (IX) above, the fall in hairdressing (employee) jobs in the North East could well have been offset by an increase in self-employed hairdressers.

In hospitality only one region, Yorkshire and the Humber, experienced a post-1998 decline in employee jobs, with a fall from 133,000 to 126,000 between 1998 and 2001. The latest data for 2002 show tentative signs of a recovery with employee jobs lifting to 129,000. Once again this is not necessarily a negative employment effect caused by the minimum wage. All other regions experienced a rise in employee jobs in the hotels and restaurants sector over the same period, (with the exception of Wales, where there appears to have been little discernible trend in employment in the sector). Perhaps the fall in employee jobs was due to a decline in tourists and visitors to Yorkshire and the Humber.

More details of the changes in regional employment in low-paying sectors are shown in a table in Annex B.

XI) Conclusion

The lowest paid workers have received substantial pay rises in excess of whole-economy earnings growth since 1998. Nevertheless, there are no signs that the minimum wage has had any discernible impact on aggregate levels of employment and unemployment, and the impact on low-paying sectors appears to have been slight. The low-paying sectors have coped well so far with the introduction and subsequent upratings of the minimum wage. The only concern is the employment of youth (18 to 21 year old workers), which has fallen somewhat over the last couple of years. The fall may be completely unrelated to the minimum wage but some further research on the recent labour market performance of young workers is required.

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Employment Relations
December 2003

Analysis of number of jobs paying less than minimum wage rates

According to the latest ONS estimates of low pay based on data from the LFS and the New Earnings Survey (NES), around 1.4 million people (6.0 per cent of employees) in Spring 1998 were in jobs paying below the minimum wage rates that came into force in April 1999. By Spring 2003, the number of jobs held by people aged 18 or over paying below minimum wage rates had fallen to around 260,000 (1 per cent of employees).

Table A1: Number of jobs paid at less than the National Minimum Wage

| Spring | 18-21 | | 22 and over | | All Jobs | |
|--------|-------|----------|-------------|----------|----------|----------|
| | '000s | Per cent | '000s | Per cent | '000s | Per cent |
| 1998 | 120 | 7.3 | 1310 | 5.9 | 1420 | 6.0 |
| 1999 | 40 | 2.3 | 490 | 2.2 | 530 | 2.2 |
| 2000 | 40 | 2.2 | 200 | 0.9 | 240 | 1.0 |
| 2001 | 40 | 2.1 | 210 | 0.9 | 250 | 1.0 |
| 2002 | 50 | 2.5 | 290 | 1.2 | 330 | 1.3 |
| 2003 | 40 | 2.2 | 220 | 1.0 | 260 | 1.0 |

Source: Central Estimates of low pay, Office for National Statistics; there was no minimum wage in 1998, so 1999 rates are used.

However, the figure of 260,000 cannot be used as a measure of non-compliance since there are certain circumstances where the minimum wage does not apply.

There are two main instances when an individual may legitimately earn less than the appropriate minimum wage rate for their age. Firstly, individuals may be on certain Government training programmes or apprenticeships, in which case they are exempt for the first year, up to the age of 26. Using LFS data from March to May 2003, the DTI identified around 20,000 people (aged 18 and over) who were on government employment and training programmes who had been with their current employer for less than 12 months. A further 30,000 were doing recognised trade apprenticeships which were not described as government programmes.

Secondly, employees may not be receiving the minimum wage in cash terms because employers can legitimately reduce rates to take into account the cost of accommodation provided – from October 2003 this amounts to a daily offset of £3.50 leading to a maximum weekly offset of £24.50. According to the LFS, about 120,000 employees (aged 18 and over) had accommodation which was rent free and tied to their job. In the majority of these cases, the landlord was the employer.

Employees over 21 who receive accredited training (such as those doing NVQs) may also be exempted from receiving the full adult minimum wage for the first six months with a new employer.

In addition, workers may be exempted if they are members of the family working for the family business and living in the family home or if they live with a family and are treated as members of the family but are not related (such as au pairs). The DTI has not been able to make an estimate of the number of workers in this category, and it is

in any case unclear how many of these workers would be included in the ONS data in the first place.

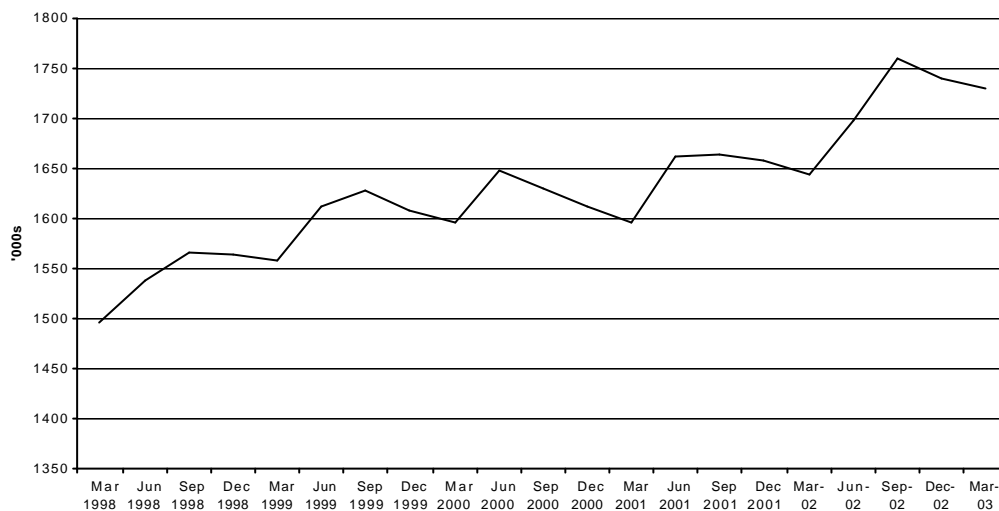
If all the workers in these categories were being paid below minimum wage rates, there could be in excess of 170,000 people who were legitimately not being paid the minimum wage. However, in practice the number of workers legitimately paid less than minimum wage rates is likely to be substantially lower than this because a significant proportion of people receiving free accommodation, holding apprenticeships or taking part in Government training programmes earn a wage in excess of the minimum wage.

The evidence from the latest low pay data shows that the minimum wage has helped reduce inequality on a number of other fronts since it was introduced:

- **Gender inequality:** The minimum wage has benefited women more than men. Between 1998 and 2003, the number of jobs held by women earning below the minimum wage rate fell from over 1 million (9.1 per cent of female workers) to 170,000 (1.4 per cent). In comparison, the number of men in jobs earning below the minimum wage fell from 400,000 (3.3 per cent of male workers) to 90,000 (0.7 per cent).
- **Part-time/ full-time pay gap:** The minimum wage has also benefited part-timers more than full-timers. Between 1998 and 2003, the number of jobs held by part-time workers earning below the minimum wage rate fell from 950,000 (15.3 per cent of part-time jobs) to 180,000 (2.7 per cent). This compares with a decline in the number of jobs held by full-time workers earning below minimum wage rates from 470,000 (2.7 per cent of full-time jobs) to 80,000 (0.4 per cent).

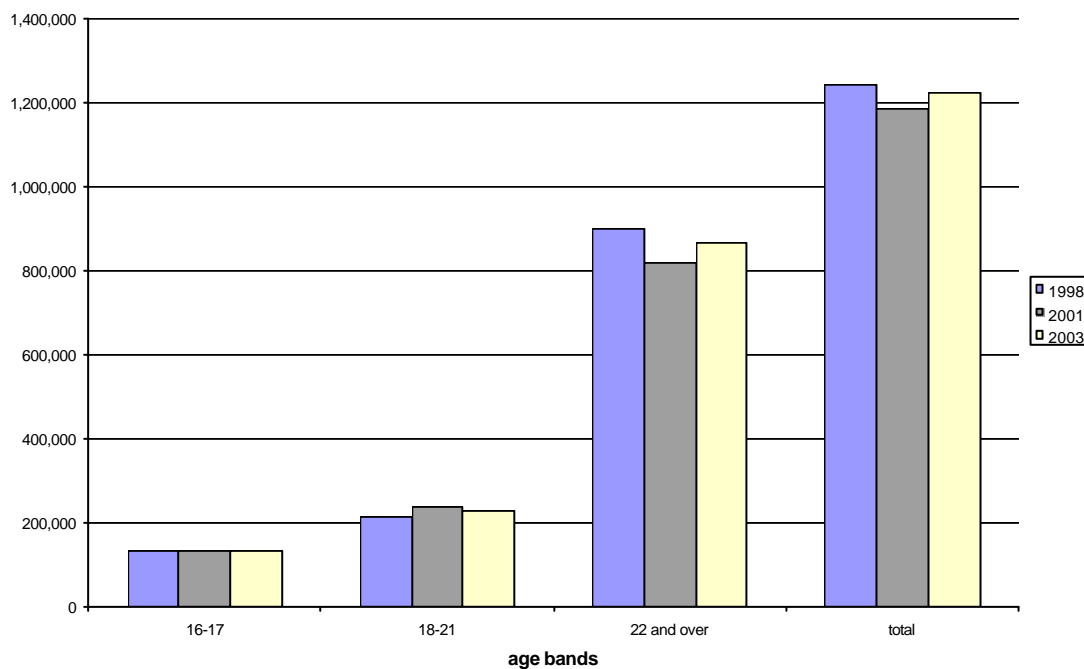
Employment data in low-paying sectors

Chart B1.1: Employee jobs in hotels and restaurants



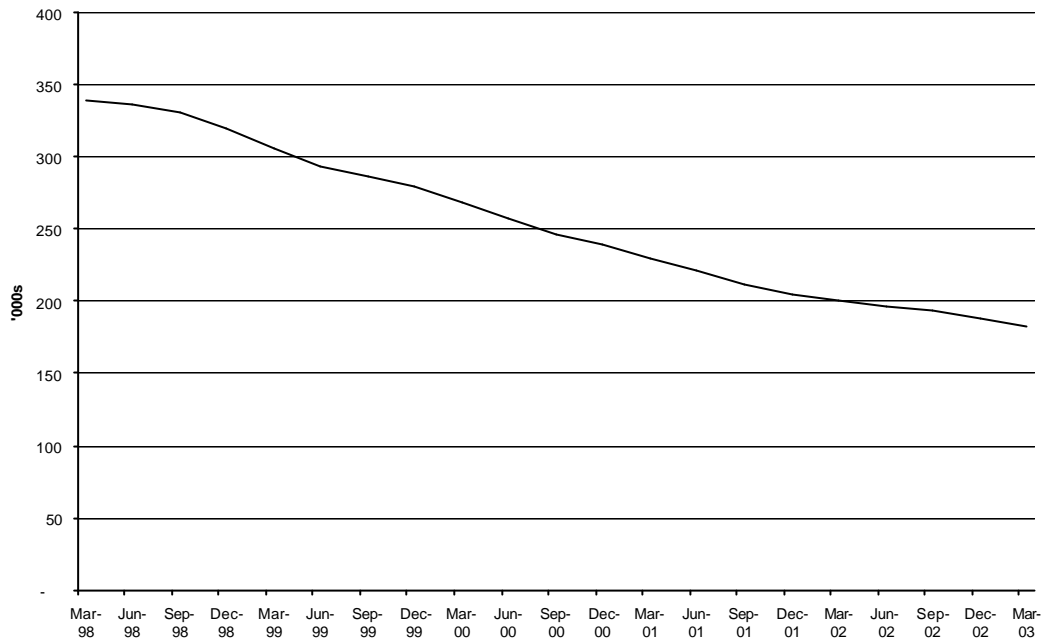
Source: DTI analysis of ONS' Employer Surveys; not seasonally adjusted

Chart B1.2: Employment in hotels and restaurants



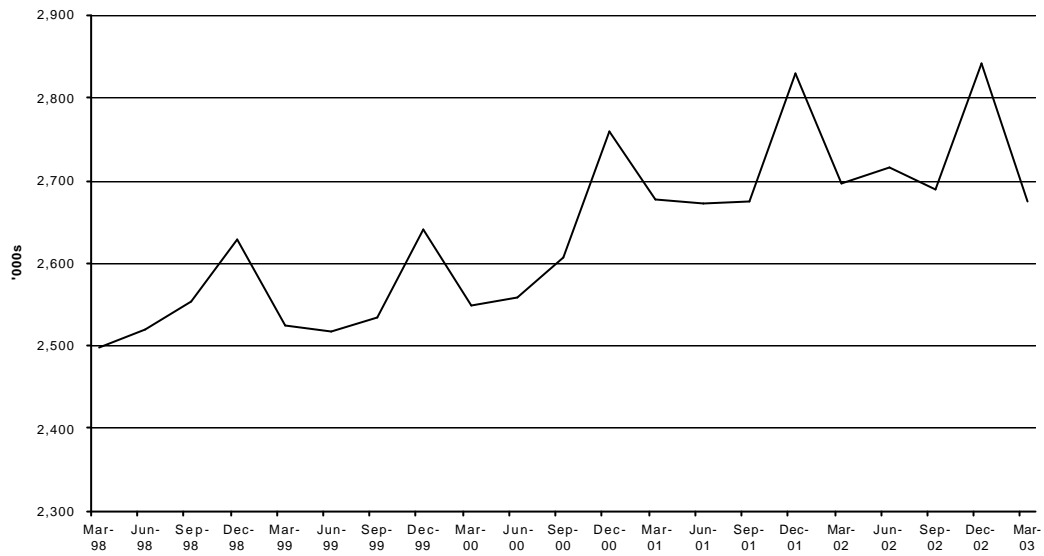
Source: Labour Force Survey, Office for National Statistics, data is average over calendar year

Chart B2.1: Employee jobs in textiles and footwear manufacture



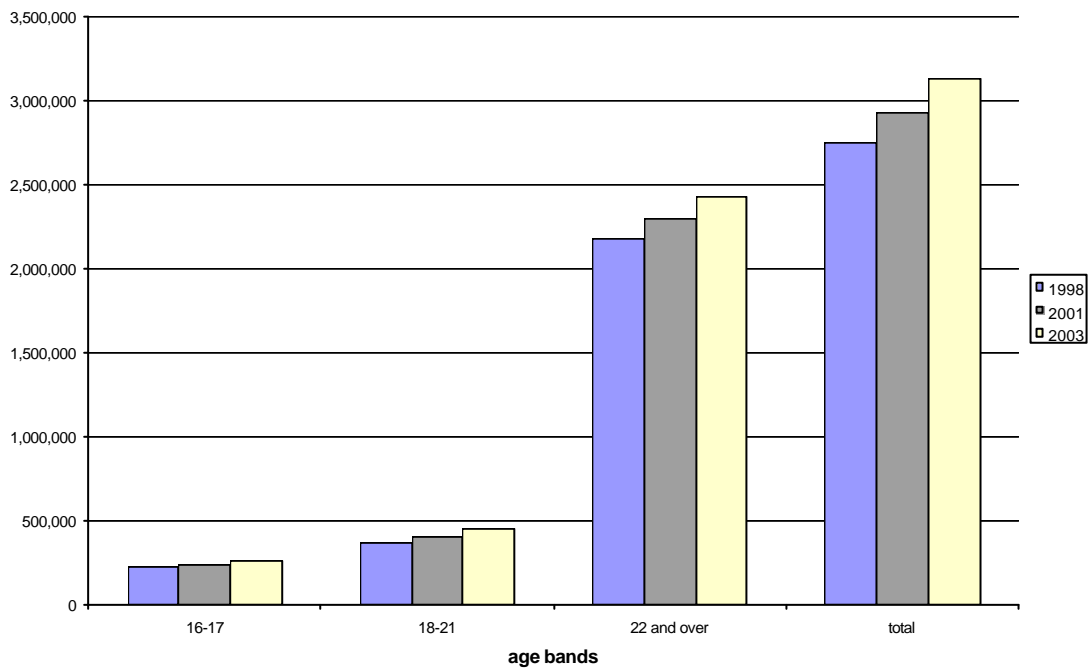
Source: DTI analysis of ONS' Employer Surveys; not seasonally adjusted

Chart B3.1: Employee jobs in retail



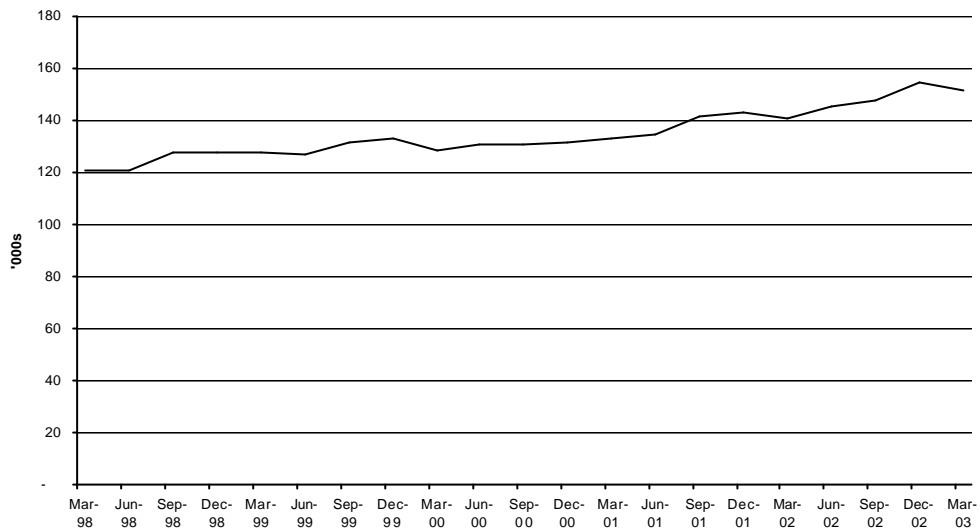
Source: DTI analysis of ONS' Employer Surveys; not seasonally adjusted

Chart B3.2: Employment in retail



Source: Labour Force Survey, Office for National Statistics, data is average over calendar year

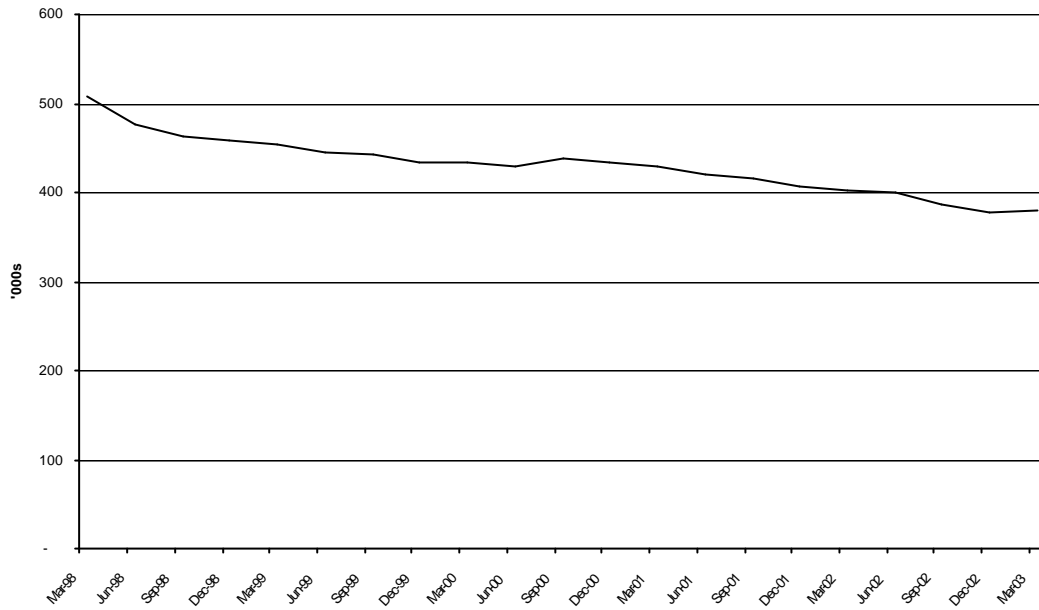
Chart B4.1: Employee jobs in investigation and security activities



Source: DTI analysis of ONS' Employer Surveys; not seasonally adjusted

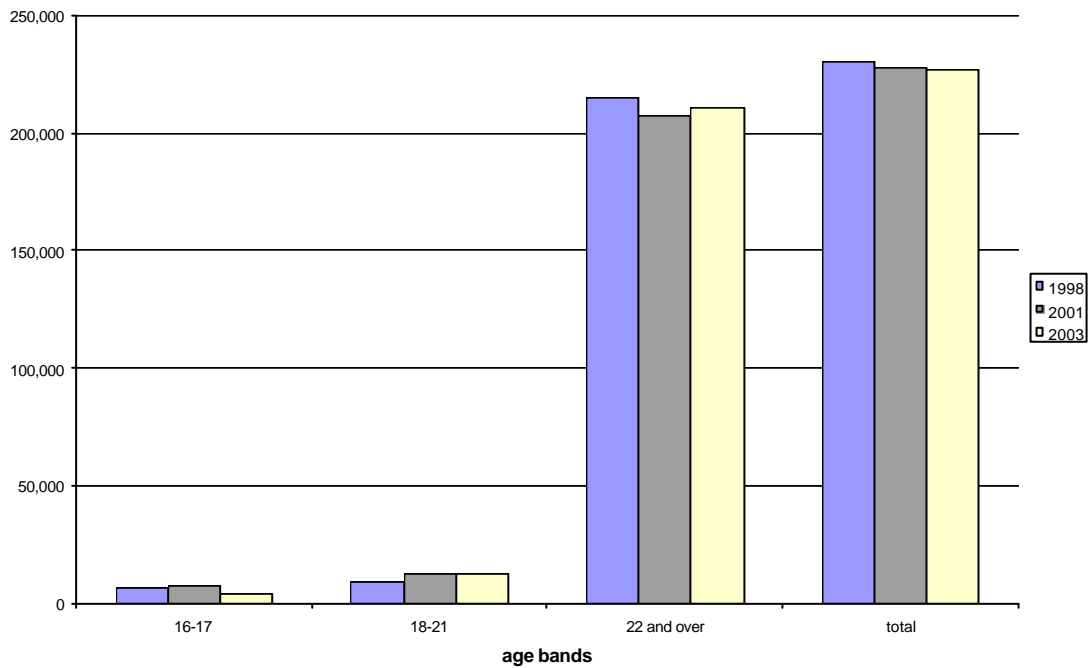
There is no chart on employment in the security sector using Labour Force Survey data due to small sample size.

Chart B5.1: Employee jobs in industrial cleaning



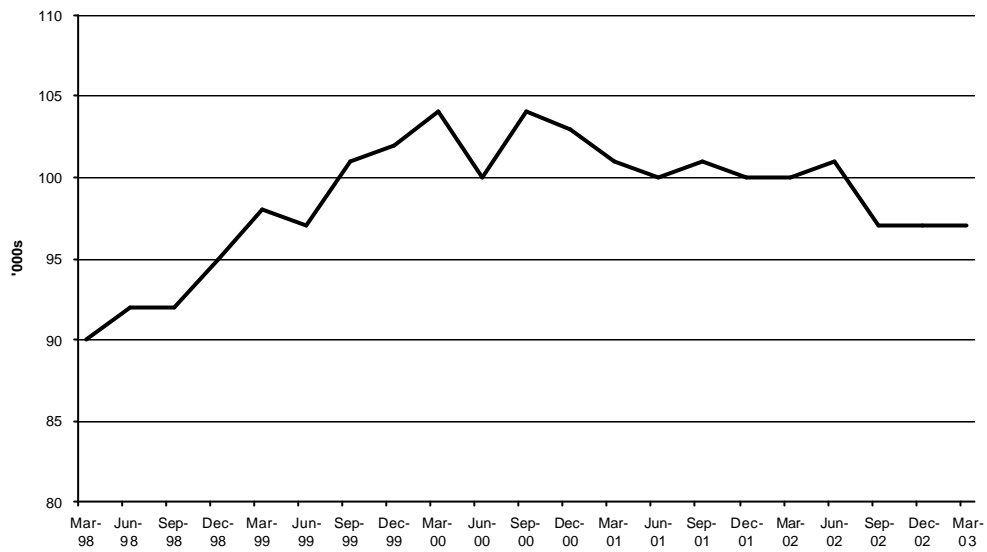
Source: DTI analysis of ONS' Employer Surveys; not seasonally adjusted

Chart B5.2: Employment in industrial cleaning



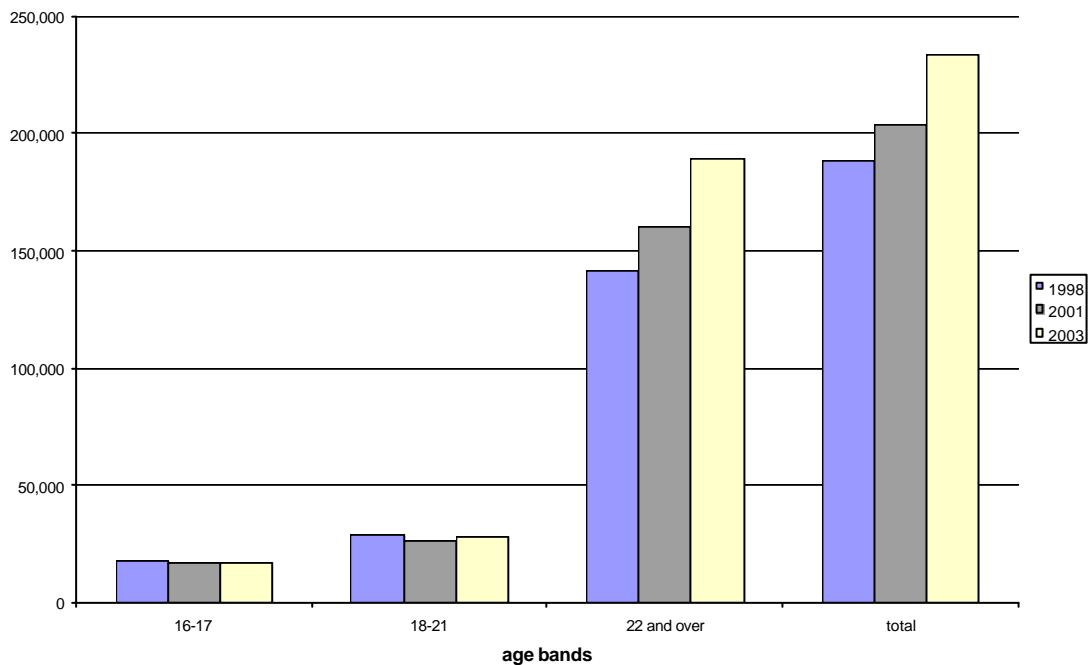
Source: Labour Force Survey, Office for National Statistics, data is average over calendar year

Chart B6.1: Employee jobs in hairdressing



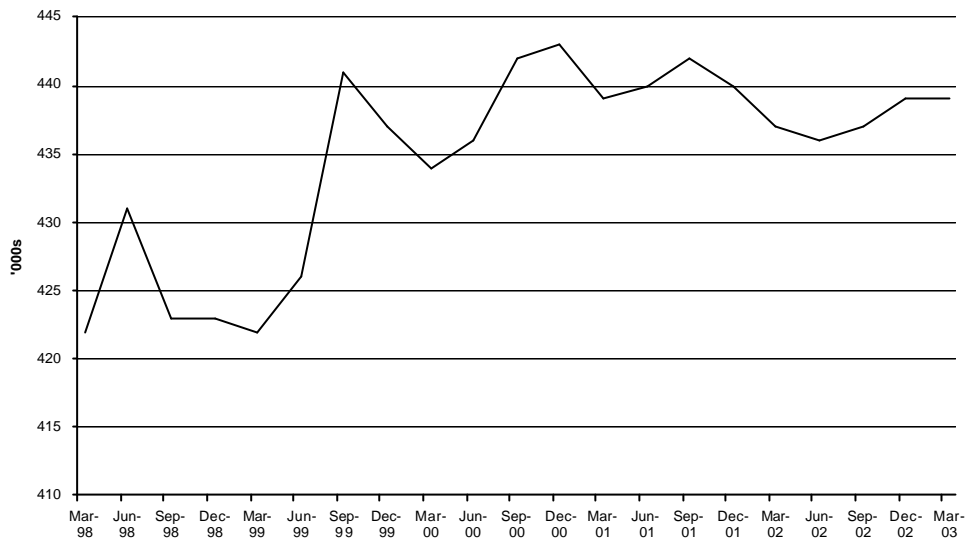
Source: DTI analysis of ONS' Employer Surveys; not seasonally adjusted

Chart B6.2: Employment in hairdressing



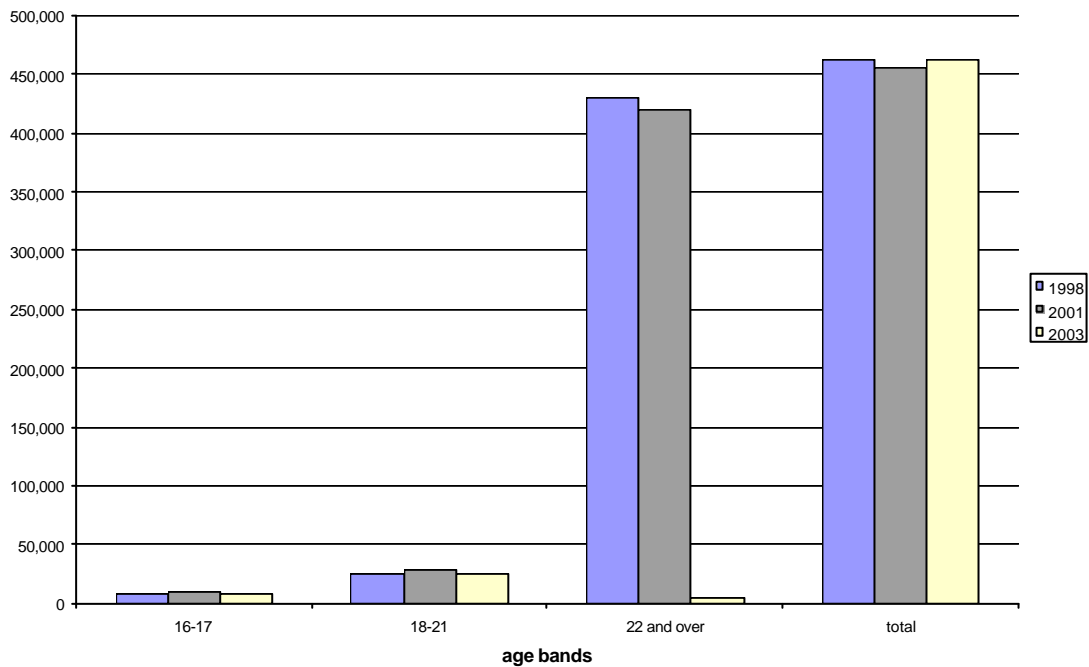
Source: Labour Force Survey, Office for National Statistics, data is average over calendar year

Chart B7.1: Employee jobs in residential social care



Source: DTI analysis of ONS' Employer Surveys; not seasonally adjusted

Chart B7.2: Employment in residential social work



Source: Labour Force Survey, Office for National Statistics, data is average over calendar year

Regional employment data in low-paying sectors**Table C1: Employee Jobs in the low-paying sectors by region (000's)**

| | North East | North West | Yorkshire & the Humber | East Midlands | West Midlands | Eastern | London | South East | South West | Wales | Scotland | Great Britain |
|--|---------------|---------------|------------------------------|------------------|------------------|---------|--------|---------------|---------------|-------|----------|------------------|
| Hairdressing | | | | | | | | | | | | |
| 1995 | 3 | 9 | 6 | 5 | 7 | 8 | 15 | 13 | 7 | 4 | 8 | 86 |
| 1996 | 4 | 10 | 7 | 6 | 8 | 9 | 13 | 15 | 8 | 4 | 8 | 93 |
| 1997 | 4 | 9 | 7 | 6 | 8 | 8 | 13 | 15 | 8 | 4 | 8 | 88 |
| 1998 | 5 | 10 | 7 | 5 | 8 | 8 | 14 | 14 | 8 | 4 | 9 | 90 |
| 1999 | 5 | 11 | 7 | 6 | 8 | 9 | 14 | 16 | 8 | 4 | 9 | 97 |
| 2000 | 4 | 11 | 7 | 6 | 9 | 9 | 14 | 16 | 8 | 5 | 9 | 97 |
| 2001 | 3 | 10 | 7 | 5 | 8 | 9 | 15 | 16 | 8 | 4 | 9 | 95 |
| 2002 | 4 | 12 | 7 | 6 | 8 | 9 | 13 | 14 | 8 | 4 | 9 | 94 |
| Retail | | | | | | | | | | | | |
| 1995 | 93 | 280 | 200 | 160 | 194 | 225 | 344 | 331 | 199 | 100 | 218 | 2344 |
| 1996 | 97 | 288 | 199 | 158 | 200 | 230 | 347 | 349 | 209 | 104 | 220 | 2401 |
| 1997 | 97 | 286 | 200 | 163 | 204 | 246 | 356 | 357 | 213 | 107 | 222 | 2449 |
| 1998 | 105 | 317 | 228 | 178 | 225 | 257 | 351 | 383 | 235 | 120 | 230 | 2628 |
| 1999 | 110 | 325 | 214 | 167 | 223 | 242 | 382 | 391 | 239 | 114 | 229 | 2636 |
| 2000 | 110 | 331 | 235 | 183 | 232 | 269 | 378 | 416 | 253 | 121 | 233 | 2760 |
| 2001 | 105 | 337 | 240 | 187 | 244 | 276 | 382 | 428 | 258 | 129 | 252 | 2837 |
| 2002 | 116 | 348 | 250 | 190 | 243 | 286 | 378 | 443 | 266 | 132 | 261 | 2914 |
| Hospitality | | | | | | | | | | | | |
| 1995 | 51 | 157 | 120 | 88 | 124 | 115 | 224 | 182 | 141 | 65 | 149 | 1417 |
| 1996 | 57 | 166 | 128 | 89 | 125 | 116 | 224 | 198 | 143 | 65 | 153 | 1465 |
| 1997 | 59 | 178 | 130 | 91 | 115 | 121 | 249 | 202 | 146 | 67 | 150 | 1508 |
| 1998 | 60 | 188 | 133 | 99 | 130 | 126 | 245 | 208 | 149 | 70 | 156 | 1564 |
| 1999 | 66 | 182 | 129 | 100 | 134 | 126 | 273 | 224 | 143 | 77 | 151 | 1606 |
| 2000 | 59 | 183 | 128 | 100 | 129 | 135 | 265 | 232 | 149 | 67 | 165 | 1611 |
| 2001 | 60 | 187 | 126 | 103 | 134 | 139 | 278 | 225 | 160 | 75 | 170 | 1657 |
| 2002 | 63 | 202 | 129 | 105 | 136 | 137 | 288 | 242 | 163 | 69 | 168 | 1703 |
| Investigation and security activities | | | | | | | | | | | | |
| 1995 | 4 | 12 | 8 | 5 | 10 | 7 | 26 | 13 | 7 | 3 | 9 | 103 |
| 1996 | 4 | 14 | 9 | 9 | 9 | 6 | 27 | 13 | 6 | 3 | 11 | 112 |
| 1997 | 7 | 15 | 10 | 7 | 10 | 8 | 28 | 15 | 7 | 4 | 11 | 121 |
| 1998 | 5 | 16 | 13 | 8 | 9 | 7 | 31 | 17 | 7 | 4 | 10 | 128 |
| 1999 | 6 | 17 | 11 | 8 | 9 | 7 | 34 | 18 | 6 | 4 | 12 | 133 |
| 2000 | 6 | 17 | 10 | 7 | 8 | 9 | 33 | 17 | 6 | 4 | 13 | 132 |
| 2001 | 7 | 18 | 9 | 8 | 9 | 9 | 38 | 17 | 8 | 5 | 15 | 143 |
| 2002 | 6 | 20 | 11 | 11 | 11 | 10 | 39 | 20 | 9 | 5 | 12 | 152 |
| Industrial cleaning | | | | | | | | | | | | |
| 1995 | 15 | 44 | 40 | 22 | 37 | 45 | 95 | 59 | 30 | 20 | 52 | 460 |
| 1996 | 16 | 49 | 39 | 22 | 38 | 44 | 90 | 55 | 29 | 18 | 45 | 446 |
| 1997 | 16 | 47 | 38 | 24 | 45 | 43 | 84 | 56 | 30 | 17 | 43 | 442 |
| 1998 | 16 | 48 | 41 | 29 | 49 | 46 | 88 | 55 | 28 | 17 | 44 | 460 |
| 1999 | 13 | 44 | 38 | 23 | 40 | 41 | 88 | 61 | 25 | 16 | 40 | 429 |
| 2000 | 11 | 42 | 39 | 22 | 39 | 44 | 93 | 57 | 27 | 16 | 45 | 435 |
| 2001 | 13 | 40 | 34 | 19 | 42 | 38 | 87 | 56 | 28 | 11 | 39 | 407 |
| 2002 | 14 | 48 | 35 | 21 | 42 | 40 | 85 | 57 | 29 | 12 | 38 | 421 |
| Social Care | | | | | | | | | | | | |
| 1995 | 19 | 53 | 37 | 28 | 32 | 34 | 36 | 60 | 42 | 18 | 34 | 393 |
| 1996 | 19 | 56 | 39 | 34 | 39 | 38 | 41 | 78 | 48 | 22 | 39 | 453 |
| 1997 | 18 | 53 | 36 | 28 | 34 | 37 | 38 | 63 | 43 | 18 | 34 | 402 |
| 1998 | 19 | 55 | 38 | 30 | 36 | 40 | 42 | 64 | 45 | 19 | 34 | 421 |
| 1999 | 22 | 57 | 41 | 31 | 38 | 40 | 40 | 67 | 44 | 20 | 33 | 433 |
| 2000 | 22 | 58 | 38 | 32 | 38 | 44 | 41 | 68 | 45 | 21 | 36 | 443 |
| 2001 | 22 | 58 | 41 | 33 | 38 | 48 | 41 | 69 | 47 | 21 | 37 | 455 |
| 2002 | 23 | 58 | 41 | 32 | 38 | 46 | 41 | 67 | 47 | 22 | 40 | 455 |
| Childcare | | | | | | | | | | | | |
| 1995 | 20 | 57 | 43 | 31 | 40 | 37 | 79 | 61 | 40 | 31 | 58 | 496 |
| 1996 | 22 | 56 | 40 | 33 | 41 | 40 | 82 | 66 | 45 | 28 | 58 | 510 |
| 1997 | 23 | 56 | 40 | 33 | 39 | 41 | 73 | 59 | 43 | 28 | 48 | 483 |
| 1998 | 21 | 53 | 39 | 33 | 42 | 39 | 77 | 58 | 45 | 28 | 38 | 472 |
| 1999 | 21 | 60 | 41 | 30 | 45 | 37 | 75 | 59 | 43 | 28 | 48 | 487 |
| 2000 | 21 | 57 | 40 | 30 | 42 | 36 | 75 | 60 | 42 | 28 | 46 | 477 |
| 2001 | 23 | 63 | 43 | 32 | 44 | 43 | 76 | 68 | 45 | 30 | 48 | 517 |
| 2002 | 23 | 62 | 49 | 34 | 44 | 38 | 82 | 70 | 42 | 33 | 53 | 529 |

Source: 1995-1997 Annual Employment Survey Rescaled; 1998-2001 Annual Business Inquiry; Office for National Statistics