How exactly is unemployment measured?
Fourth edition: October 2001

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About the Office for National Statistics
The office for National Statistics (ONS) is the government agency responsible for compiling, analysing and disseminating many of the United Kingdom’s economic, social and demographic statistics, including the retail price index, trade figures and labour market data, as well as the periodic census of population and health statistics. The Director of ONS is also the National Statistician and the Registrar General for England and Wales, and the agency that administers the statutory registration of births, marriage and deaths there.

Labour Market Statistics Helpline

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How exactly is employment measured?
What exactly is the Labour Force Survey?
Guide to Labour Market Statistics Releases
Guide to Regional and Local Labour Market Statistics,
are available on the website at:
http://www.statistics.gov.uk/themes/labour_market/other_features/BriefGuides.asp

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## Further Information

### Labour Force Survey data

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<td>Tabulation services</td>
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### Research use of LFS

For research users, copies of LFS and claimant count cohort databases from the Data Archive

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### Labour Market Trends

The official, comprehensive monthly publication for Labour Market Statistics includes analytical articles, research findings and latest published statistics

Available free on the website at: http://www.statistics.gov.uk/products/p550.asp or subscription through the Stationary Office 0870 600 5522
1. Introduction

We need to measure unemployment. Reliable statistics have to be obtained and properly interpreted for them to be a useful aid to policy decisions affecting the labour market.

To most people unemployment is a very simple concept - anybody who does not have a job. However, it is not always as straightforward as this would suggest. For example, are all of the following people unemployed -

1. someone over 65 who claims a pension?
2. someone who is long-term sick and cannot work?
3. someone who works 3 hours a week on a Sunday and is seeking a full-time job?

These are difficult issues and so we need a commonly accepted definition of unemployment. The Office for National Statistics (ONS) uses the International Labour Organisation (ILO) definition.

Around the middle of each month, the Office for National Statistics releases statistics on the number of people who are ILO unemployed in the United Kingdom for the latest available 3-month period. Other statistics on the labour market are published at the same time, including data on those in jobs, and those who neither have jobs nor seek work. Statistics are also published on the monthly count of those claiming unemployment-related benefits, e.g. Jobseeker’s Allowance. These figures receive wide coverage in the press, on radio and on television.
2. ILO unemployment

2.1 What is it?

ILO unemployment is the internationally agreed definition of unemployment. It is recommended by the International Labour Organisation - an agency of the United Nations. The Statistical Office of the European Union (Eurostat) and the Organisation for Economic Co-operation and Development (OECD) and other countries use this definition.

Under ILO guidelines, all people aged 16 and over can be classified into one of three states: in employment; ILO unemployed; or economically inactive.

**ILO unemployed** people are:

- without a job, want a job, have actively sought work in the last 4 weeks and are available to start work in the next 2 weeks or
- out of work, have found a job and are waiting to start it in the next 2 weeks.

In general, anybody who carries out at least one hour’s paid work in a week, or who is temporarily away from a job (e.g. on holiday) is in employment. Those who are out of work but do not meet the criteria of ILO unemployment are economically inactive.
Classification of most people is quite easy under these concepts. For example:

- John Boyd reported to the interviewer that he worked 36 hours last week as a lorry driver.

- Wendy Winger lost her job as a secretary three months ago. Every week she visits an employment agency to try to find a new job, which she would be able to start immediately.

- Lorissa Mews looks after her 1 year old son. She neither holds a job, nor wants a job.

In these examples, only Wendy is ILO unemployed as she is out of work, wants work, has actively sought work in the last 4 weeks and is available to start work within 2 weeks.

**Measuring ILO unemployment**

### 2.2 The Labour Force Survey

The ONS publishes two different measures of unemployment; ILO Unemployment and the Claimant Count.

ILO unemployment is the preferred measure as it follows the International Labour Organisation’s definition of unemployment which is “the number of people without a job who are looking for, and available for, work”.

The Labour Force Survey provides estimates of both the ILO unemployment level and the ILO unemployment rate. It is the rate that is the best indicator, because it measures the proportion of the economically active population who are unemployed and so takes account of changes in the size of the population over time, as well as changes in the level of unemployment.

The Labour Force Survey (LFS) measures ILO unemployment. It is a legal requirement for every country in the European Union to conduct a Labour Force Survey. The LFS is a sample survey of people living in private households, students halls of residence and NHS accommodation.

The survey asks a series of questions about respondents’ personal circumstances and their activity in the labour market. Under ILO definitions, every respondent (aged 16 or over) is:

- in employment;

- ILO unemployed; or

- economically inactive.
If a person does at least one hour’s paid work during the week before the interview or is temporarily away from a job (e.g. on holiday), then they are in employment. Also counted as in employment are people on government-supported training schemes and people who do unpaid work for their family’s business.

The definition of ILO unemployed people is on page 5.

Those who are without a job in the week before the survey, but are not ILO unemployed are economically inactive. Figure A shows how everyone aged 16 or over fits into one of these categories.

**Chart A: International Labour Organisation classifications**

```
All aged 16 and over

Economically active
- In employment
- ILO unemployed

Economically inactive
- Want a job
- Do not want a job
```
The following examples illustrate how the classifications work:

- Jamie Bennett has no job from which he receives any pay or profit. However, he helps in his parents’ shop for around 20 hours per week.

- Helen Todd is currently receiving training at a local hairdresser. This is being partly paid for by the Government. She works 28 hours a week and goes to college for 1 day per week.

- Harry Thomson is out of work, but stopped looking for new jobs a year ago as he does not believe that any jobs are available.

Both Jamie and Helen are in employment, since they are both contributing to the economic wealth of the nation. Jamie is an unpaid family worker and Helen is employed on a government-supported employment training programme. Harry is economically inactive as he has not looked for work in the last 4 weeks and is therefore not ILO unemployed.

2.3 ILO unemployment rates

In presenting measures of unemployment, the ONS will give more weight to the ILO unemployment rate. As the LFS is a household survey this measure is on residence basis. The ILO unemployment rate is the proportion of the economically active who are unemployed. The economically active are people who are either in employment or ILO unemployed. The ILO unemployment rate allows unemployment to be interpreted in the context of other changes. In particular, movements can be seen in the light of changes in the population and in economic activity.

The ILO unemployment rate relates unemployment to the area where unemployed people live. This allows a comparison of unemployment rates between areas of the United Kingdom.
2.4 Issues relating to ILO unemployment

The Labour Force Survey was carried out every two years from 1973 to 1983. In 1984 the United Kingdom adopted the ILO definition of unemployment in the LFS. This was also the first year in which the survey was conducted on an annual basis with results available for spring quarters (representing an average of the period of March to May). The survey moved to a continuous basis in spring 1992 in Great Britain and in winter 1994/5 in Northern Ireland. Results were published 4 times a year. Since April 1998, results are published monthly for the latest consecutive 3 month period.

Publishing the latest three months’ average data each month leaves several options for comparing over time. ONS recommends that for seasonally adjusted data, all comparisons over time should be made with the preceding non-overlapping quarter. For non-seasonally adjusted data, comparisons should be made with the same period a year ago. For more details on this, see Annex A.

ILO unemployment is measured through a survey and not by interviewing everybody in the country. (This would be too expensive.) This means that a statistical sample has to be selected.

This process introduces sampling variability. The easiest way to explain this is by example. In the December 2000 to February 2001 period, ILO unemployment in the United Kingdom was 1,535,000 (seasonally adjusted).

If we drew another sample for the same period we could get a different result, perhaps 1,495,000 or 1,580,000.

In theory, we could draw many samples, and each would give a different result. The spread of these results is the sampling variability. Once we know the sampling variability we can calculate a range of values around the sample estimate that represents the expected variation with a given level of assurance. This is called a confidence interval.
For a 95% confidence interval we expect that in 95% of the samples the confidence interval will contain the true value of ILO unemployment that would have been obtained by surveying the entire population. For example, for December 2000 to February 2001, we can be 95% confident that the true level of ILO unemployment was in the range 1,483,000 to 1,587,000.

Sampling variability also affects changes over time. Changes in ILO unemployment between three month periods are rarely greater than the level that is explainable by sampling variability. ILO unemployment in the United Kingdom fell by 42,000 between September - November 2000 and December 2000 - February 2001 (seasonally adjusted). We can be 95% confident that the true change lies in the range -96,000 to +12,000. Thus the true change could be positive.

Changes over time should be examined using the ILO unemployment rate as it places changes over time into a wider context. However, the unemployment rate is still subject to sampling variability. The best estimate of the change in the ILO unemployment rate between September - November 2000 and December 2000 - February 2001 was a fall of 0.2 percentage points (seasonally adjusted). We can be 95% confident that the true change in the ILO unemployment rate lies within the range of -0.4% to +0.0%.

Unemployment as defined by the ILO measure is not directly affected by changes to the benefits system. However, changes to benefits often affect people’s labour market behaviour. For example, a change may force claimants of Jobseeker’s Allowance to increase their jobsearch activity. This may in turn increase the number of unemployed people finding work. It is right that ILO unemployment should reflect changes in labour market behaviour - whatever the cause.
3. **Other indicators of unemployment**

**The count of claimants of unemployment-related benefits**

3.1 **What is it?**

The count of claimants of unemployment-related benefits, which is known as the **claimant count**, is based on the administrative records of people claiming these benefits. These are currently the Jobseeker’s Allowance (JSA) and National Insurance (NI) credits. JSA was introduced in October 1996.

The claimant count consists of all people claiming JSA and/or NI credits at (Employment Service) local offices; as from April 2002 these will be called Jobcentre Plus. They must declare that they are out of work, capable of, available for and actively seeking work during the week in which their claim is made.

People who qualify for JSA through their National Insurance contributions are eligible for a personal allowance for a maximum of six months. This is contribution-based JSA.

People who do not qualify for contribution-based JSA can claim a means-tested allowance. This is income-based JSA.

Some claimants do not claim Jobseeker’s Allowance but sign on to maintain pension eligibility. These people claim National Insurance credits. See Chart B for details of the proportion claiming each of these benefits.

Those claiming JSA enter into a Jobseeker’s agreement. This sets out the action they will take to find work and to improve their prospects of finding employment.

**Annex B** gives detailed information on the eligibility of various groups for unemployment-related benefits.
3.2 What information is available?

The claimant count is a by-product of administrative records of people claiming benefits. Each claimant gives their National Insurance number, address, sex, date of birth and marital status to the (Employment Service) local office (as from April 2002 called Jobcentre Plus). Details are also collected on the start and end dates of each claim and on the reason for ceasing a claim.

These details provide data on the number of claimants for one particular day each month (the stock) as well as the numbers joining and leaving the count each month (the flows). In addition, an analysis of claimants by age and duration of claim is available every month. Data that would allow identification of individuals are not published.

Detailed information is also available on the claimant history of a 5% sample of individual claimants. This is the claimant count cohort. This allows analyses of, for example, the characteristics of people who claim unemployment-related benefits more than once.

The publication of claimant count figures is normally five weeks after the date to which they refer. This allows deletion of records of those who ceased claiming but whose details remain in the system. It also allows the addition of new claimants who started claiming before the date but whose records were not on the system at that point. The publication timetable includes time for preparation of the figures.
3.3 Claimant count rates

Claimant count rates are calculated by expressing the number of claimants who are resident in each area as a percentage of workforce jobs plus the claimant count. Workforce jobs are the sum of:

- employee jobs;
- self-employment jobs;
- Her Majesty’s Armed Forces;
- Government-supported trainees.

The largest part, the employee jobs, represents jobs by the location of the employer. The estimate of workforce jobs therefore tends to reflect the location of jobs rather than the residence of jobholders.

3.4 The claimant count and ILO unemployment

There is a large degree of overlap between the claimant count and ILO unemployment.

Claimants of unemployment-related benefits may not appear in the ILO measure if they state that they are not seeking, or are not available to start work. Claimants in a paid job may also not appear; in certain circumstances people can claim such benefits while they have relatively low earnings from part-time work. These people would not be ILO unemployed.

Similarly, people who are not claimants can appear among the ILO unemployed if they are not entitled to claim unemployment-related benefits. For example:

- People whose partner was working or already claiming benefits; in certain cases before already claiming benefits.

- young people under 18 who are looking for work but do not take up the offer of a Youth Training place; or

- students looking for part-time work or vacation work.
Chart C: illustrates the relationship between ILO unemployment and the claimant count.

**Chart C: Relationship between ILO unemployment and unemployment-related benefit claimants**

The claimant count is directly affected by changes to the rules governing entitlement to unemployment-related benefits. This means that comparisons over time are affected by changes to the benefit system. Every time these changes occur, ONS quantify the size of the effect and release the details. The last major change was in October 1996 when JSA was introduced.

The present seasonally adjusted claimant count series, which goes back to 1971 for the United Kingdom, is estimated on a basis consistent with the current coverage, i.e. it allows for the significant changes to benefit rules, etc. The ILO unemployment series is available in its current format non-seasonally adjusted and seasonally adjusted back to 1984.

The claimant count is published more quickly than the Labour Force Survey. Using the two sources together provides a more comprehensive picture of the labour market.

### 3.5 Regional and local statistics

Neither the claimant count nor the ILO unemployment series are seasonally adjusted below regional level. This means that comparisons over time for sub-regional data have to be made with the same period a year ago. This removes any distortions that may affect the figures, e.g. students entering and leaving full-time education.

The claimant count is accurate down to very small geographic areas and is unaffected by sampling variability since it is a 100% count. This means it can be used as an indicator of unemployment down to small areas. Claimant count rates are calculated using an estimate of the workforce as the denominator - the number of claimants plus the number of jobs. This means that the claimant count rates are workplace based.
ILO unemployment, as measured by the LFS, has high sampling variability for areas below regional level. Thus changes in estimates of ILO unemployment are difficult to interpret for local areas. ILO unemployment rates are calculated using the economically active population as the denominator. These rates are residence based.

For large areas such as countries or regions the main difference between the two rates stem from the definition of the numerator. However, for smaller areas the additional effect of the difference between the residence and workplace denominators should not be ignored as commuting will have an effect.

In a self-contained area, the number of jobs will be similar to the number of people in employment. Although some people may hold more than one job the main difference in smaller areas comes from the choice of denominator. In the example below, where numerator is the same for both rates, then in areas that have net in-commuting the workplace based rate will be lower than the residence based rate. Where there is net out-commuting then the residence based rate will be lower then the workplace based rate.

**Chart D: Effects of commuting on unemployment rates**

<table>
<thead>
<tr>
<th>200 employed people, 200 jobs, 50 unemployed</th>
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<tr>
<td>residence measure 20%</td>
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**A**
- 50 employed people, 150 jobs, 20 unemployed
- residence measure = 29%
- workplace measure = 12%

**B**
- 150 employed people, 50 jobs, 30 unemployed
- residence measure = 17%
- workplace measure = 38%

Arrow indicates direction of net commuting flow

While the residence based rate will still be useful for looking at social exclusion issues, both rates together give a broader picture of the local economy. However, the claimant count rate is strongly affected by commuting in inner city areas. As a result of this, ONS encourages users not to make direct comparisons of claimant count rates alone between local authority districts. ONS produces data for travel-to-work area (TTWAs) which are approximations to self-contained labour markets in order to allow claimant count rates to be compared between areas. However, TTWAs have become
larger over time, reflecting increased commuting distances, which have meant in many cases the areas are too large for meaningful local economic analysis.

ONS is currently investigating ways of improving both the range of labour market indicators available at a local level and the range of geographies for which they are available.

### 3.6 Neighbourhood statistics

In response to the report of Policy Action Team 18 on Better Information (part of the National Strategy for Neighbourhood Renewal) the Office for National Statistics in partnership with central and local Government and many others is developing the Neighbourhood Statistics service.

The initial database was launched on the web at the end of February 2001 and contains a range of data at both ward (electoral division) and local authority (unitary authority and district) levels. Later developments will extend the range of data, taking in the 2001 Census data in 2003, and introducing geographical units much smaller than wards.

In its full implementation, the service will offer users ready access to a vast range of social and economic aggregate data on a consistent small-area geography. This will be supported by a range of powerful analytical tools to turn the raw data into relevant and comprehensible information. It will take a number of years to reach the goal of full implementation and the service will be built steadily in a series of phases.

The Neighbourhood Statistics currently contains a number of indicators in the "Work" domain. On unemployment there are ward level claimant counts derived by Oxford University, and Local Authority District claimant counts and claimant count rates.
3.7 The standardised monthly measure

Two international organisations, the Statistical Office of the European Union (Eurostat) and the Organisation for Economic Co-operation and Development (OECD), publish a monthly rate of ILO unemployment for each of their member countries.

These rates are calculated by taking the latest available ILO data from each country’s Labour Force Survey. For some countries the results are then projected forward using the recent movements shown by each country’s administrative measure. However, in the case of the UK, only real ILO data is published. For example, Eurostat only publishes UK information for March when ONS has already published its January-March LFS release.

The slight complication is that Eurostat does extrapolate UK ILO data using the claimant count to create a forecast EU average. However, while the UK’s forecast figure is used in calculating the average, the figure itself is suppressed and never published.

The UK does not provide forecasts or support the publication of short-term forecasts for its data because the methodology is uncertain and the results can be unreliable. Short-term changes for individual countries often appear to be at odds with other data relating to that country.

This series uses individual countries’ administrative measure and ILO measure together. The methodology used is currently under scrutiny. This is because short-term changes for individual countries often appear to be at odds with other data relating to that country.
3.8 The Census of Population

The Census of Population is carried out once every ten years. The last Census took place on 29 April 2001. Every household and every communal establishment in the United Kingdom was given a questionnaire to complete so that everybody is included, apart from a small percentage of non-respondents.

The Census includes questions on employment and unemployment. In 1991, a single multi-tick question was asked to determine if someone was economically active or inactive, and why. For 2001, a series of questions were asked to facilitate the derivation of statistics that will be compatible with the International Labour Organisation (ILO) definition of economic status. In contrast to 1991, information on part-time/full-time status will not be an integral part of these questions. A separate question on hours worked will be used.

Census data are unique in providing information about employment and many other aspects of the population, down to small areas, allowing cross-classification between these variables.

More information on the Census may be obtained from Census Customer Services, Room 4300S, Office for National Statistics, Segensworth Road, Titchfield, Fareham, Hampshire. PO15 5RR (telephone 01329-813800). Alternatively you can visit our web-site at http://www.statistics.gov.uk/census2001/default.asp
4. Wider concepts

Some commentators and analysts use wider concepts. For example as well as ILO unemployed people, they include people who are not ILO unemployed such as:

- out of work, want a job, but are not seeking work because they believe no jobs are available (discouraged workers);
- out of work, want a job, sought work in last 4 weeks but are not available to start in the next fortnight;
- out of work, want a job, available to start in the next fortnight, but have not looked for work in the last 4 weeks.

Chart E shows how many jobless people in winter 2000/2001 were ILO unemployed, inactive and wanted work and inactive and did not want work.

**Chart E: Jobless people of working age - by economic activity, UK; winter 2000/2001; not seasonally adjusted**

- **Does not want a job**: 60%
- **Wants a job**: 24%
- **ILO unemployed**: 16%

Source: ONS Labour Force Survey
Discouraged workers can be considered to be closer to the labour market than others who are economically inactive. They are out of work, want a job, but have stopped looking for work because they don’t believe any jobs are available.

When the labour market improves, many discouraged workers increase their jobsearch activity and become ILO unemployed under LFS classifications before moving into employment. Thus the movements in the number of discouraged workers is cyclical.

Commentators and analysts may sometimes wish to construct figures using wider concepts, incorporating some of these categories, depending on the particular issues they are considering.
Annex A - Labour Force Survey

Design

The Labour Force Survey is a sample survey of private households. Its design means that in any three month period:

- approx. 61,000 households in the UK will be interviewed;
- approx. 120,000 people aged 16 and over will be interviewed;
- representative results can be produced for the whole of the UK.

This allows publication of LFS results for the latest available three months every month. Results for individual months, however, are not produced as they would not be robust. The LFS is designed to be representative of the private household population. Those excluded live in communal establishments and represent 1% of the population.

After the interviews have taken place, the results are processed. This gives figures for the population as a whole. However, not every household responds to the survey. Official mid-year population estimates give the total number of people living in each area by age group and gender. From this, factors can be constructed to ensure the published results reflect the entire household population.
How to compare over time

When quarterly results are published 12 times a year, there are several options for comparisons over time. The table below shows this:

|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|

The shaded areas show the periods for which LFS results are available. For seasonally adjusted data comparisons over time should be made with the periods shaded in similar colour, i.e. compare January to March 2001 with October to December 2000 or January to March 2000. Comparing January to March 2000 with December 1999 to February 2000 can give false indications. For data that are not seasonally adjusted, comparisons should be made with the same period a year ago.
Annex B - The claimant count

The claimant count
There are several groups of people who either are or are not eligible to claim benefits. This section presents a short summary of these.

Government-supported trainees
People participating in long-term work-related Government-supported employment and training programmes are considered to be employed because they are either contributing directly to the production of goods and services, or receiving training in the workplace. Those participating in employment programmes and who remain eligible for JSA continue to be included in the claimant count.

People who make themselves unemployed
People who leave their job without good reason, refuse employment without good cause or are dismissed for misconduct can have their benefits cut for up to 26 weeks. They can only receive income-based JSA if they can show they would otherwise suffer hardship. If people in this situation do claim, they will be included in the claimant count.

Couples who are married or living together
Claimants who are living with a partner may not be able to claim income-based JSA once their entitlement to contribution-based JSA finishes. However, they can claim National Insurance credits to preserve their future benefit entitlement including state pension. Those who do, will be included in the claimant count.

The introduction of Joint Claims for Jobseeker's Allowance in March 2001 means that both members of certain couples are now required to claim JSA jointly and both are required to look for work. This applies to couples without dependent children where at least one member was born after 19 March 1976 and is aged over 18. The claimant count continues to include all individual claimants, so some extra claimants are now included as a result of this change. Joint Claims for JSA will be extended in 2002 to couples without dependent children where at least one member was born after 1957.
Part-time workers
Part-time workers can claim JSA provided they work less than 16 hours a week. Their earnings are offset against their benefit entitlement. Their entitlement may be affected by the amount the claimant’s partner earns. The claimant count includes part-timers if they claim on the day of the count.

People under 18
The majority of under 18s who are not in full-time education, employment or training are not entitled to income-based JSA. Instead, there is a guaranteed suitable training place for any 16 or 17 year old who wants one.

The long-term sick
Long-term illness or incapacity for work means that a person is ineligible for JSA and is therefore excluded from the claimant count. People in this position may, instead, claim Incapacity Benefit.
Annex C - Concepts and Definitions

Count of claimants of unemployment related benefits (claimant count)
The claimant count records the number of people claiming unemployment-related benefits. These are currently the jobseeker’s allowance (JSA) and National Insurance credits, claimed at Employment Service local offices. People claiming JSA must declare that they are out of work, capable of, available for and actively seeking work during the week in which the claim is made. They enter into a Jobseeker’s Agreement setting out the action they will take to find work and to improve their prospects of finding employment.

Claimant count Rate - The number of claimants resident in an area expressed as a percentage of the sum of claimants and workforce jobs in the area.

Denominator – is the mid year estimate of the workforce (denominator) used for calculating unemployment rates defined as the total workforce base.

Economically active - people aged 16 and over who are either in employment or ILO unemployed.

Economic activity rate - the percentage of people aged 16 and over who are economically active.

Economically inactive - people who are neither in employment nor unemployed on the ILO measure. This group includes, for example, all those who were looking after a home or retired. For other LFS analyses, this group could also include all people aged under 16.

Economic inactivity rate – The number of economically inactive people as percentage of the total population aged 16 and over. Can be calculated for any population group.

Employment rate - the percentage of total in employment against all people in the relevant age group.

Employment - people aged 16 or over who did some paid work in the reference week (whether as an employee or self-employed); those who had a job that they were temporarily away from (on holiday, for example); those on government-supported training and employment programmes; and those doing unpaid family work.

Full-time - the classification of employees, self-employed, those on government work-related training programmes and unpaid family workers in their main job as full-time or part-time is on the basis of self-assessment. People on Government-supported training and employment programmes who are at college in the survey reference week are classified, by convention, as part-time.

Government-supported trainees - Those on government supported training programmes are included in the employee jobs estimate if they have a contract of employment. If, however, they do not have a contract of employment they are included in the workforce jobs estimate as government-supported trainees.

Government-supported trainees and employment programmes - comprise all people aged 16 and over participating in one of the Government’s employment and training programmes (Youth Training, Work-based Learning for Adults), together with those on similar programmes administered
by the Learning and Skill Councils in England and Wales, or Local Enterprise Companies in Scotland.

**ILO unemployment** - the International Labour Office (ILO) measure of unemployment refers to people without a job who were available to start work in the two weeks following their LFS interview and who had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained. This definition of unemployment is in accordance with that adopted by the 13th International Conference of Labour Statisticians, further clarified at the 14th ICLS, and promulgated by the ILO in its publications.

**ILO unemployment (rate)** - the percentage of economically active people who are unemployed on the ILO measure.

**Seasonally adjusted** - Adjusted for regular seasonal variations.

**Non seasonally adjusted** - Actual data not taking account of any seasonal effects.