

## Labour Market Profile Slough

The profile brings together data from several sources. Details about these and related terminology are given in the definitions section.



## RESIDENT POPULATION

### Total population (2008)

	Slough (numbers)	South East (numbers)	Great Britain (numbers)
All people	121,200	8,380,100	59,608,200
Males	61,700	4,108,100	29,280,500
Females	59,500	4,272,000	30,327,700

Source: ONS mid-year population estimates

### Working age population (2008)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
All people - working age	78,500	64.8	61.1	62.0
Males - working age	41,700	67.5	65.3	66.1
Females - working age	36,900	62.0	57.1	58.1

Source: ONS mid-year population estimates

Notes: % is a proportion of total population

Working age includes males aged 16-64 and females aged 16-59

## LABOUR SUPPLY

### Employment and unemployment (Jul 2008-Jun 2009)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
All people				
Economically active <sup>†</sup>	61,900	76.9	82.4	78.9
In employment <sup>†</sup>	57,800	71.7	78.1	73.3
Employees <sup>†</sup>	51,600	64.1	67.5	63.9
Self employed <sup>†</sup>	6,000	7.4	10.2	9.1
Unemployed (model-based) <sup>§</sup>	4,600	7.4	5.0	6.9
Males				
Economically active <sup>†</sup>	35,800	85.2	86.8	83.3
In employment <sup>†</sup>	33,100	78.7	82.1	77.0
Employees <sup>†</sup>	28,500	68.0	68.2	63.9
Self employed <sup>†</sup>	4,600	10.8	13.5	12.6
Unemployed <sup>§</sup>	2,700	7.5	5.4	7.5
Females				
Economically active <sup>†</sup>	26,100	67.6	77.5	74.1
In employment <sup>†</sup>	24,700	63.8	73.8	69.4
Employees <sup>†</sup>	23,000	59.7	66.7	63.8
Self employed <sup>†</sup>	1,400	3.7	6.7	5.2
Unemployed <sup>§</sup>	1,400	5.4	4.6	6.1

Source: ONS annual population survey

<sup>†</sup> numbers are for those aged 16 and over, % are for those of working age (16-59/64)<sup>§</sup> numbers and % are for those aged 16 and over. % is a proportion of economically active

### Economic inactivity (Jul 2008-Jun 2009)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
All people				
Economically inactive	18,000	23.1	17.6	21.1
Wanting a job	4,100	5.3	5.2	5.6
Not wanting a job	13,900	17.8	12.5	15.5
Males				
Economically inactive	6,100	14.8	13.2	16.7
Wanting a job	1,300	3.1	3.9	4.6
Not wanting a job	4,800	11.7	9.3	12.1
Females				
Economically inactive	11,900	32.4	22.5	25.9
Wanting a job	2,800	7.6	6.5	6.6
Not wanting a job	9,100	24.7	15.9	19.3

Source: ONS annual population survey

Notes: Numbers and % are for those of working age

% is a proportion of resident working age population of area and gender

## Employment by occupation (Jul 2008-Jun 2009)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
Soc 2000 major group 1-3	23,600	41.2	48.0	43.9
1 Managers and senior officials	8,600	14.9	17.3	15.6
2 Professional occupations	6,800	11.7	14.6	13.4
3 Associate professional & technical	8,300	14.3	16.0	14.7
Soc 2000 major group 4-5	12,500	21.8	21.4	22.0
4 Administrative & secretarial	8,300	14.4	11.5	11.3
5 Skilled trades occupations	4,200	7.3	9.8	10.6
Soc 2000 major group 6-7	8,100	14.1	15.4	15.9
6 Personal service occupations	5,000	8.6	8.3	8.4
7 Sales and customer service occs	3,100	5.4	7.0	7.5
Soc 2000 major group 8-9	13,100	22.9	15.1	18.2
8 Process plant & machine operatives	5,400	9.4	5.0	6.9
9 Elementary occupations	7,700	13.3	10.1	11.3

Source: ONS annual population survey

Notes: Numbers and % are for those of 16+

% is a proportion of all persons in employment

## Qualifications (Jan 2008-Dec 2008)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
NVQ4 and above	18,900	24.2	31.5	29.0
NVQ3 and above	30,900	39.7	50.8	47.0
NVQ2 and above	44,600	57.3	68.9	65.2
NVQ1 and above	54,000	69.4	83.4	78.9
Other qualifications	15,200	19.6	7.7	8.7
No qualifications	8,600	11.0	8.9	12.4

Source: ONS annual population survey

Notes: For an explanation of the qualification levels see the definitions section.

Numbers and % are for those of working age

% is a proportion of resident working age population of area

## Earnings by residence (2009)

	Slough (pounds)	South East (pounds)	Great Britain (pounds)
<b>Gross weekly pay</b>			
Full-time workers	495.1	536.6	491.0
Male full-time workers	517.4	589.3	534.4
Female full-time workers	447.7	454.0	426.6
<b>Hourly pay</b>			
Full-time workers	12.36	13.73	12.47
Male full-time workers	12.69	14.66	13.16
Female full-time workers	11.89	12.11	11.45

Source: ONS annual survey of hours and earnings - resident analysis

Note: Median earnings in pounds for employees living in the area.

## WORKING-AGE BENEFITS

The Jobseeker's Allowance (JSA) is payable to people under pensionable age who are available for, and actively seeking, work of at least 40 hours a week.

### Total JSA claimants (December 2009)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
All people	3,277	4.2	3.0	4.1
Males	2,249	5.4	4.1	5.7
Females	1,028	2.8	1.7	2.3

Source: ONS claimant count with rates and proportions

Note: % is a proportion of resident working age population of area and gender

### JSA claimants by age and duration (December 2009)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
By age of claimant				
Aged 18-24	790	24.1	27.7	29.4
Aged 25-49	1,945	59.4	54.2	54.8
Aged 50 and over	535	16.3	17.6	15.4
By duration of claim				
Up to 6 months	2,275	69.6	67.5	65.6
Over 6 up to 12 months	675	20.6	20.5	20.8
Over 12 months	320	9.8	11.9	13.6

Source: ONS claimant count - age and duration

Note: % is a proportion of all JSA claimants

### Working-age client group - key benefit claimants (May 2009)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
Total claimants	11,700	14.9	11.3	15.7
Job seekers	3,080	3.9	2.8	3.9
ESA and incapacity benefits	4,750	6.1	4.7	7.1
Lone parents	1,980	2.5	1.5	1.9
Carers	700	0.9	0.8	1.1
Others on income related benefits	410	0.5	0.4	0.5
Disabled	580	0.7	0.9	1.0
Bereaved	210	0.3	0.2	0.2
Key out-of-work benefits <sup>†</sup>	10,220	13.0	9.4	13.4

Source: DWP benefit claimants - working age client group

† Key out-of-work benefits consists of the groups: job seekers, incapacity benefits, lone parents and others on income related benefits

Note: % is a proportion of resident working age population of area

## LABOUR DEMAND

### Jobs density (2007)

	Slough (jobs)	Slough (density)	South East (density)	Great Britain (density)
Jobs density	82,000	1.05	0.86	0.83

Source: ONS jobs density

Notes: The density figures represent the ratio of total jobs to working-age population.

Total jobs includes employees, self-employed, government-supported trainees and HM Forces

### Employee jobs (2008)

	Slough (employee jobs)	Slough (%)	South East (%)	Great Britain (%)
Total employee jobs	75,400	-	-	-
Full-time	58,600	77.7	69.0	68.8
Part-time	16,800	22.3	31.0	31.2
Employee jobs by industry				
Manufacturing	9,100	12.0	8.1	10.2
Construction	3,300	4.3	4.5	4.8
Services	62,500	83.0	85.7	83.5
Distribution, hotels & restaurants	16,700	22.1	24.6	23.4
Transport & communications	11,300	14.9	5.9	5.8
Finance, IT, other business activities	20,000	26.5	24.0	22.0
Public admin, education & health	12,000	16.0	25.6	27.0
Other services	2,600	3.4	5.6	5.3
Tourism-related <sup>†</sup>	3,200	4.2	8.2	8.2

Source: ONS annual business inquiry employee analysis

- Data unavailable

† Tourism consists of industries that are also part of the services industry (see the definitions section)

Notes: % is a proportion of total employee jobs

Employee jobs excludes self-employed, government-supported trainees and HM Forces

### Earnings by workplace (2009)

	Slough (pounds)	South East (pounds)	Great Britain (pounds)
Gross weekly pay			
Full-time workers	584.3	513.6	490.2
Male full-time workers	640.7	566.8	533.8
Female full-time workers	484.0	439.8	426.6
Hourly pay			
Full-time workers	14.76	13.09	12.46
Male full-time workers	15.80	14.06	13.14
Female full-time workers	12.96	11.68	11.44

Source: ONS annual survey of hours and earnings - workplace analysis

Note: Median earnings in pounds for employees working in the area.

## Jobcentre plus vacancies (December 2009)

	Slough	South East	Great Britain
Unfilled jobcentre vacancies (numbers)	339	28,811	224,052
Unfilled jobcentre vacancies per 10,000 working age population	43	56	61
JSA claimants per unfilled jobcentre vacancy	9.7	5.3	6.8

Source: Jobcentre Plus vacancies - summary analysis

## BUSINESSES

## VAT registered businesses (2007)

	Slough (numbers)	Slough (%)	South East (%)	Great Britain (%)
Registrations	470	12.9	10.0	10.2
Deregistrations	285	7.8	7.2	7.3
Stock (at end of year)	3,645	-	-	-

Source: BERR - vat registrations/deregistrations by industry

Note: % is a proportion of stock (at end of year)

## Definitions and Explanations

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### RESIDENT POPULATION

The estimated population of an area includes all those usually resident in the area, whatever their nationality. HM Forces stationed outside the United Kingdom are excluded but foreign forces stationed here are included. Students are taken to be resident at their term-time address.

Working age includes males aged 16 to 64 and females aged 16 to 59.

### LABOUR SUPPLY

Labour supply consists of people who are employed, as well as those people defined as unemployed or economically inactive, who can be considered to be potential labour supply. Information in this section relates to the characteristics of people living in an area.

Most labour supply data comes from the Annual Population Survey (APS). The APS is the largest regular household survey in the United Kingdom. It includes data from the Labour Force Survey (LFS), plus further sample boosts in England, Wales and Scotland. The survey includes data from a sample of around 256,000 people aged 16 and over.

As APS estimates are based on samples, they are subject to sampling variability. This means that if another sample for the same period were drawn, a different estimate might be produced. In general, the larger the number of people in a sample, the smaller the variation between estimates. Estimates for smaller areas such as local authorities are therefore less reliable than those for larger areas such as regions. When the sample size is too small to produce reliable estimates, the estimates are replaced with a #.

Working age: always refers to females aged 16 to 59 and males aged 16 to 64.

### Economically Active

Economically active: People who are either in employment or unemployed.

Economic activity rate: People, who are economically active, expressed as a percentage of all people.

In employment: People 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 (eg, on holiday); those on government-supported training and employment programmes; and those doing unpaid family work.

Employment rate: The number of people in employment expressed as a percentage of all people.

Employees and self employed: The division between employees and self employed is based on survey respondents' own assessment of their employment status. The percentage show the number in each category as a percentage of all working age people. The sum of employees and self employed will not equal the in employment figure due to the inclusion of those on government-supported training and employment programmes, and those doing unpaid family work in the latter.

Unemployed: Refers to people without a job who were available to start work in the two weeks following their 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.

Model-based unemployed: As unemployed form a small percentage of the population, the APS unemployed estimates within local authorities are based on very small samples so for many areas would be unreliable. To overcome this ONS has developed a statistical model that provides better estimates of total unemployed for unitary authorities and local authority districts (unemployment estimates for counties are direct survey estimates). Model-based estimates are not produced for male or female unemployed.

The model-based estimate improves on the APS estimate by *borrowing strength* from the claimant count to produce an estimate that is more precise (i.e. has a smaller confidence interval). The claimant count is not itself a measure of unemployment but is strongly correlated with unemployment, and, as it is an administrative count, is known without sampling error. The gain in precision is greatest for areas with smaller sample sizes.

Unemployment rate: Unemployed as a percentage of the economically active population.

### Economically Inactive

Economically inactive: People who are neither in employment nor unemployed. This group includes, for example, all those who were looking after a home or retired.

Wanting a job: People not in employment who want a job but are not classed as unemployed because they have either not sought work in the last four weeks or are not available to start work.

Not wanting a job: People who are neither in employment nor unemployed and who do not want a job.

## Occupation

Occupations are classified according to the Standard Occupation Classification 2000. Descriptions of the job titles included in each code are available in the SOC manuals which can be downloaded from:  
[http://www.statistics.gov.uk/methods\\_quality/ns\\_sec/soc2000.asp](http://www.statistics.gov.uk/methods_quality/ns_sec/soc2000.asp)

## Qualifications

Qualifications data are only be available from the APS for calendar year periods, for example, Jan to Dec 2005. The variables show the total number of people who are qualified at a particular level and above, so data in this table are not additive. Separate figures for each NVQ level are available in the full Annual Population Survey data set (wizard/advanced query).

The trade apprenticeships are split 50/50 between NVQ level 2 and 3. This follows ONS policy for presenting qualifications data in publications. Separate counts for trade apprenticeships can be obtained from the full APS data set (wizard/advanced query).

No qualifications: No formal qualifications held

Other qualifications: includes foreign qualifications and some professional qualifications

NVQ 1 equivalent: e.g. fewer than 5 GCSEs at grades A-C, foundation GNVQ, NVQ 1, intermediate 1 national qualification (Scotland) or equivalent

NVQ 2 equivalent: e.g. 5 or more GCSEs at grades A-C, intermediate GNVQ, NVQ 2, intermediate 2 national qualification (Scotland) or equivalent

NVQ 3 equivalent: e.g. 2 or more A levels, advanced GNVQ, NVQ 3, 2 or more higher or advanced higher national qualifications (Scotland) or equivalent

NVQ 4 equivalent and above: e.g. HND, Degree and Higher Degree level qualifications or equivalent

## Earnings by Residence

The figures show the median earnings in pounds for employees living in the area who are on adults rates of pay and whose pay was not affected by absence. Figures for earnings come from the Annual Survey of Hours and Earnings (ASHE). The ASHE is based on a 1 per cent sample of employees, information on whose earnings and hours is obtained from employers. The survey does not cover self-employed. Information relates to a pay period in April.

The earnings information collected relates to gross pay before tax, national insurance or other deductions, and excludes payments in kind. It is restricted to earnings relating to the survey pay period and so excludes payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.

## WORKING-AGE BENEFITS

### JSA Claimant Count

JSA claimant count records the number of people claiming Jobseekers Allowance (JSA) and National Insurance credits at Jobcentre Plus 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.

The percentage figures express the number of claimants resident in an area as a percentage of the working age population resident in that area. Working age is defined as 16-64 for males and 16-59 for females.

The count of total JSA claimants is mostly derived from the Jobcentre Plus computer records. For various reasons, e.g. a claimant's National Insurance number is not known, a few claims have to be dealt with manually. These clerical claims, which amount to less than 1 per cent of the total, are counted separately and not analysed in as much detail as the computerised claims. The count of total JSA claimants includes clerical claims, but only the computerised claims are analysed by age and duration.

### DWP Working-Age Client Group

The number of working-age people (m: 16-64, f: 16-59) who are claiming one or more key DWP benefits. The key benefits are: bereavement benefit, carer's allowance, disability living allowance, incapacity benefit, severe disablement allowance, income support, jobseeker's allowance, and widow's benefit.

The total count is broken down by statistical groups. These categorise each person according to the main reason why they are claiming benefit. Each client is classified to a single group.

Benefits are arranged hierarchically and claimants are assigned to a group according to the top most benefit they receive. Thus a person who is a lone parent and receives Incapacity Benefit would be classified as incapacity benefits. Consequently, the group lone parent will not contain all lone parents as some will be included in the incapacity benefits group and Job seekers groups.

Key out-of-work benefits consists of the groups: job seekers, incapacity benefits, lone parents and others on income related benefits.



## LABOUR DEMAND

Labour demand includes jobs and vacancies available within the area.

### Jobs Density

The numbers of jobs per resident of working age (16-59/64). For example, a job density of 1.0 would mean that there is one job for every resident of working age.

The total number of jobs is a workplace-based measure and comprises employee jobs, self-employed, government-supported trainees and HM Forces. The number of working age residents figures used to calculate jobs densities are based on the relevant mid-year population estimates.

### Employee Jobs

The number of jobs held by employees. Employee jobs excludes self-employed, government-supported trainees and HM Forces, so this count will be smaller than the total jobs figure shown in the Jobs density table. The information comes from the Annual Business Inquiry (ABI) - an employer survey conducted in December of each year. The survey samples around 78,000 businesses. The ABI records a job at the location of an employee's workplace (rather than at the location of the business's main office).

Full-time and part-time: In the ABI, part-time employees are those working for 30 or fewer hours per week.

Tourism-related includes the following sectors:

- 551 Hotels
- 552 Camping sites etc
- 553 Restaurants
- 554 Bars
- 633 Activities of travel agencies etc
- 925 Library, archives, museums etc
- 926 Sporting activities
- 927 Other recreational activities

### Earnings by Workplace

The figures show the median earnings in pounds for employees working in the area who are on adults rates of pay and whose pay was not affected by absence. Figures for earnings come from the Annual Survey of Hours and Earnings (ASHE). The ASHE is based on a 1 per cent sample of employees, information on whose earnings and hours is obtained from employers. The survey does not cover self-employed. In 2004 information related to the pay period which included 21 April.

The earnings information collected relates to gross pay before tax, national insurance or other deductions, and excludes payments in kind. It is restricted to earnings relating to the survey pay period and so excludes payments of arrears from another period made during the survey period; any payments due as a result of a pay settlement but not yet paid at the time of the survey will also be excluded.

### Jobcentre plus vacancies

The figures in the tables are based on the number of live unfilled vacancies handled by Jobcentre Plus. These are vacancies actively available to jobseekers on the count date and are derived as a by-product of administrative systems. Users should be aware of the following points when using and interpreting the series:

- Coverage relates just to vacancies notified to Jobcentre Plus and as such represent a market share of vacancies throughout the whole economy. This proportion varies over time, according to the occupation of the vacancy and industry of the employer, and by local area.
- The time-series is susceptible to discontinuities arising from changes to vacancy taking and vacancy handling (e.g. 2006 changes to employer follow-up processes).
- Local area data can throw up spurious figures. For example, Lincoln local authority includes all national vacancies notified by the Ministry of Defence since these are recorded against a single central postcode irrespective of actual location.

For further details see: <https://www.nomisweb.co.uk/articles/406.aspx>

## BUSINESSES

### VAT Registered Businesses

VAT registrations and de-registrations are the best official guide to the pattern of business start-ups and closures. They are an indicator of the level of entrepreneurship and of the health of the business population. As such they are used widely in regional and local economic planning.

#### Local authority profile for Slough

These figures do not, however, give the complete picture of start-up and closure activity in the economy. Some VAT exempt sectors and businesses operating below the threshold for VAT registration are not covered. At the start of 2005, the VAT threshold was an annual turnover of ?58,000, and 1.8 million of the estimated 4.3 million enterprises in the UK were VAT-registered.

However, some businesses do voluntarily register for VAT even though their turnover is below the threshold. Data for 2005 shows that around a fifth of all registrations have turnover below the VAT threshold.

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