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Working Paper 33

The evolution of UK and London employment rates

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Executive summary

This report focuses on the development of UK and London employment rates over the past twenty years. It uses data from the residence-based Labour Force Survey (LFS), verified against data from the workplace-based 'Making sense of the ABI dataset' by Experian Business Strategies (MSABI) and the Office for National Statistics' (ONS) regular population census.

It is important to note that over the past two decades employment rates in London and the UK have evolved differently. The employment rate in London was higher than the UK rate between 1985 and 1990, then sharply declined between 1990 and 1995, falling below the UK employment rate. After a short period of convergence (1995-2000), the gap between the employment rates in the UK and London widened again, with the UK employment rate five percentage points higher than London's in 2006.

An analysis of male and female employment rates provides a useful insight into the dynamics of labour market trends in London and the UK. While for men the gap between UK and London employment rates has been relatively small and stable since the mid 1990s, for women this gap has steadily increased over time. Whilst the decrease in London's employment rate is linked to the substantial fall of both male and female employment rates between 1990 and 1994, female employment rates are responsible for the continuing divergence of London and UK employment rates.

To provide information on the extent to which changes in industrial structure have affected London's employment rate and that for the UK as a whole, the report focuses mainly on employment across four major industrial sectors: 'manufacturing, transport and infrastructure'; 'financial, business and other services'; 'hotels, restaurants and retail' and the public sector.

To understand the relative contribution of each industrial sector to changes in London's labour market performance, employment of London residents in each sector is expressed as a proportion of the total working age population. This allows us to see how changes in industrial structure have contributed (in a strictly accounting sense) to the change in the overall employment rate for both London and the UK.

The proportion of the working age population employed in London from 1985 to 2006 is marked by a sharp decline (12.6 percentage points) in the 'manufacturing, transport and infrastructure' sector. In the UK as a whole, the decline in the proportion of working age population employed in this sector is less pronounced (7.8 percentage points). In the 1990 to 1994 period, the proportion of the male working age population employed in 'manufacturing, transport and infrastructure' declined much faster than for females in both London and the UK, suggesting it was males' jobs that suffered most from the decline of 'manufacturing, transport and infrastructure'.

The proportion of the working age population employed in 'financial, business and other services' in London has increased by 6.4 percentage points over the 1985 to 2006 period and

has been around seven percentage points higher than that of the UK throughout the past two decades. In the UK, the proportion of the male working age population employed in this sector is broadly similar to that for females. In contrast, in London, the proportion of the male working age population employed in this sector is higher than that for females and has shown stronger growth, particularly over the past decade.

The proportion of working age people in London and the UK employed in the 'hotels, restaurants and retail' sector has been similar over time, remaining close to ten per cent from 1985 to 2006. The proportion of working age men employed in 'hotels, restaurants and retail' is similar to that for females in London, whereas the employment rate for females is higher than that for males in the UK as a whole.

The proportion of London's working age population employed in the public sector increased by 4.3 percentage points from 1985 to 2006, while the increase for the UK is has been greater (6.8 percentage points). Whilst the proportion of the male working age population employed in the public sector has been similar both in London and the UK, the proportion of the female working age population employed in the public sector has experienced much higher growth over time in the UK than in London.

The employment rate is affected by changes in either employment itself or growth in the working age population. When employment growth is not sufficient to keep up with growth in the working age population, it will lead to a fall in the employment rate, and vice versa. In the 1985-1995 period the growth in the working age population in both London and the UK was similar at around two per cent. In contrast, in the 1995-2006 period, London experienced much higher population growth than that for the UK as a whole (10.8 per cent vs. 4.3 per cent). Therefore, employment in London would have had to increase by more than the UK as a whole over the 1995-2006 period for the employment rate relationship to have remained unchanged.

In terms of absolute employment levels, the number of jobs in 'manufacturing, transport and infrastructure' has followed a declining trend in both London and the UK, but the decline has been substantially more pronounced in London. While the UK lost some 20 per cent of jobs in 'manufacturing, transport and infrastructure' between 1985 and 2006, in London, the number of jobs in that sector declined by 36 per cent over the same period.

The trend in absolute employment levels in 'financial, business and other services' is almost identical in London and the UK using both LFS and MSABI data. Jobs in the 'financial, business and other services' sector grew between 1985 and 2006 by about 60 per cent in both London and the UK.

While the magnitude of growth in the absolute number of jobs in the 'hotels, restaurants and retail' sector for London and the UK is different dependent on the dataset used (MSABI or LFS), the general upward trend in job growth is the same for both.

Both MSABI and LFS data suggest faster public sector growth in absolute employment levels in the UK compared to London through the 1985-2006 period.

In summary, the UK economy's move from manufacturing to services combined with the early 1990s recession played a large part in the decline of London's employment rate relative to that for the UK as a whole. Furthermore, while the decrease in London's employment rate can be associated with the substantial fall of both male and female employment rates between 1990 and 1994, female employment rates are responsible for the continuing divergence of UK and London's employment rates.

1. Introduction

The evolution of London and UK employment rates over time presents an interesting puzzle: why did the employment rate in London fall below that of the UK in the early 1990s and why has it not matched the UK rate ever since? Furthermore, the UK-London employment rate gap has become even greater over the past few years.

This report analyses the dynamics of London and UK employment rates between 1985 and 2006. This is based on Labour Force Survey (LFS) data from the UK data archive and is broadly consistent over time¹. The data is restricted to the working age population, defined as all males aged between 16-64 and all females aged between 16-59 years of age. The main dataset used in this report (LFS) is residence-based data. While commuters are important in analysing the employment dynamics for London, the focus of the report is on London residents compared to UK residents.

To inform on the likely robustness of the findings from the LFS data, analysis of other, complementary, datasets is also undertaken. The LFS findings are compared to data from the census of population as well as the *Making Sense of the ABI workplace-based dataset* by Experian Business Strategies (EBS) referred throughout the paper as MSABI². Comparison of the LFS with MSABI data is particularly useful since MSABI, in contrast to LFS, accounts for commuters who are important when analysing London's labour market³. However, LFS data show that net commuting to London was broadly stable between 1993 and 2002, which suggests commuters are unlikely to have a significant impact on the variation of the employment rate⁴.

The first section of the report draws on LFS data and describes the trends in the employment rate for London and the UK. The data is supported by further evidence based on the Census of population and claimant unemployment rates from ONS. Furthermore, a similar analysis is presented for gender- disaggregated data in London and the UK.

The report proceeds with a detailed sector-analysis that sheds light on the underlying changes in employment over time in London and the UK. To understand the relative

¹ The LFS survey was carried on an annual basis between 1984 and 1991. In 1992 the quarterly LFS was launched. Since for the 1984-1991 period the published LFS results relate to the spring quarters of each year, to ensure consistency the corresponding spring quarters for the 1992-2006 LFS data are used. For detailed information on potential discontinuity issues, change of definitions and variables over time see: http://www.statistics.gov.uk/downloads/theme_labour/LFSUG_vol1_2007.pdf

² For more information on the construction of the series Making Sense of the ABI (Annual Business Inquiry) dataset by Experian Business Strategies see Appendix B from The GLA's London Workforce Employment Series, GLA Economics, September 2003. One of the main differences between the LFS and MSABI data is the fact that while LFS is a residence-based survey the ABI is an employer-based survey accounting for commuters. Data based on the ABI survey is available for the 1995-2006 period, while data from the ABI predecessors (Census of Employment and the Annual Employment Survey) are used by Experian Business Strategies for the 1985-1995 period in order to create consistent time series data called Making Sense of the ABI.

³ In 2001 there was a net inflow of 486,521 commuters to London compared to 522,910 in 1991. For more information see: <http://www.london.gov.uk/gla/publications/factsandfigures/dmag-briefing-2007-03.pdf>

⁴ See http://www.london.gov.uk/mayor/economic_unit/docs/growing_together_report.pdf

contribution of each industrial sector, resident employment in each sector is expressed as a proportion of the working age population. This allows us to see how changes in industrial structure have contributed to the change in the overall employment rate for both London and the UK.

The analysis focuses on employment rates and growth in employment levels across four major industrial sectors⁵: ‘manufacturing, transport and infrastructure’; ‘financial, business and other services’; ‘hotels, restaurants and retail’ and the public sector. The segregation of the above sectors is made for ease of exposition and is based on the broad similarities of the tasks required for performing different types of jobs. ‘Manufacturing, transport and infrastructure’ sector combines manual-type jobs; ‘financial, business and other services’ sector represents mainly office-type jobs, public sector combines predominantly jobs in the public sector and ‘hotels, restaurants and retail’ sector consists of customer-service type jobs. The definitions of the sectors are based on the Standard Industrial Classification SIC(92) and thus allow for a consistent time series with regards to industries’ definitions over time⁶. Moreover, the broad trends in employment are largely similar within each grouping. More information about the definitions of the different sectors is provided in Appendix A and the trends in employment for each individual sector are shown in Appendix B.

The concluding section ‘London-UK employment rate gaps’ presents a summary of the difference between the employment rates in London and the UK over time across all the major sectors.

⁵ The employment rate in a certain sector is defined as number of people employed in that sector expressed as a proportion of the working age population.

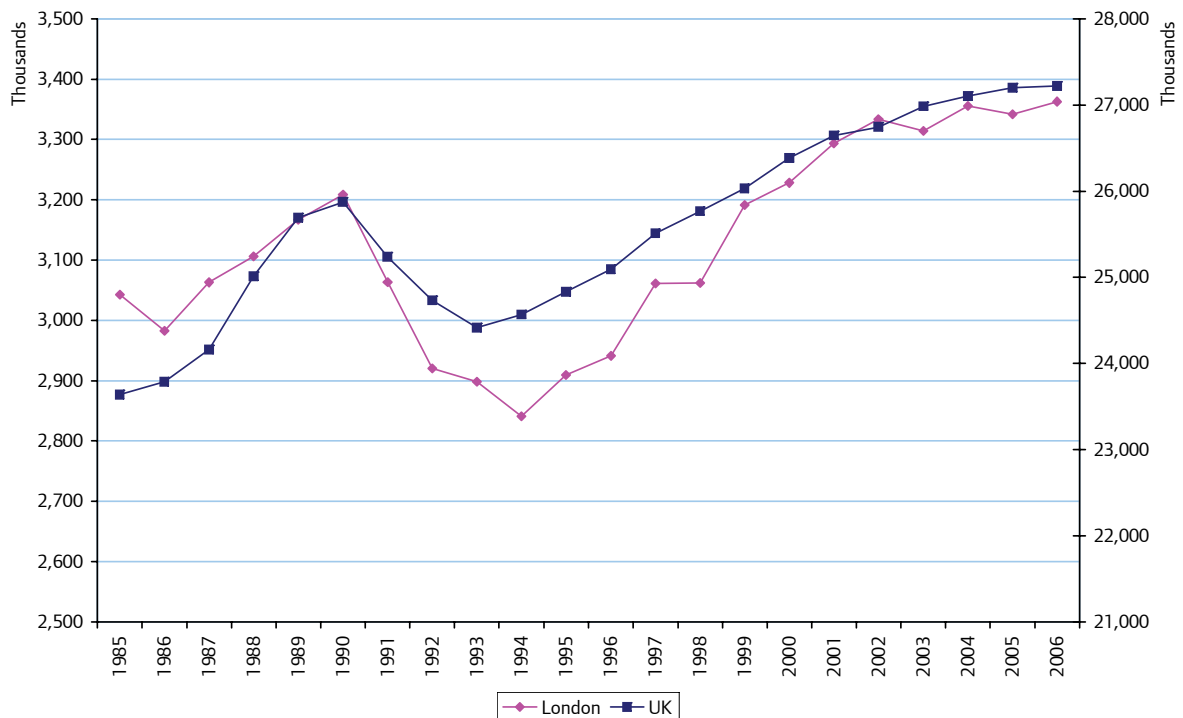
⁶ Standard Industrial Classification of economic activities, Correlation between SIC(92) and SIC(80) (ISBN 0-11-536311-4), Business Monitor PO1009.

2. London and UK employment trends

Over the past decade, the employment rate in London has been persistently lower than that of the UK as a whole. Moreover, the gap between the two has been widening over the last few years. To fully understand the dynamics of the employment rate it is important to see the development of the two main components of the employment rate. This is the number of people in employment and the working age population over time, as the employment rate is defined as the number of employed over the total population of working age.

Figure 1 shows the level of employment in London (residents in employment) and the UK from 1985-2006. The number of London residents in employment increased from three million in 1985 to 3.4 million in 2006. A similar upward trend in employment is observed for the UK, with the number of employed increasing from 23.6 million in 1985 to 27.2 million in 2006. Both London and the UK experienced a sharp decrease in employment from 1990 to 1994.

Figure 1: Employment trends in London and the UK (thousands)



Source: LFS, UK data archive

Note: Numbers for London are on the left axis, while numbers for UK are on the right axis

Figure 2 shows the employment change in the number of jobs from 1985-2006 for the UK and London (using 1985 as the base year). Both London and the UK have experienced an increase in the number of jobs since 1985, with jobs in London growing by ten per cent between 1985 and 2006 and those in the UK increasing by 15 per cent.

Figure 2: Employment trends (indices base year 1985) (LFS)



The trends in the working age population residing in London and the UK are presented in Figure 3. The working age population increased both in London (from 4.3 million in 1985 to 4.9 million in 2006) and the UK (34.5 million in 1985 to 36.9 million in 2006) from 1985-2006.

Figure 3: Working age population trends in London and the UK (thousands)

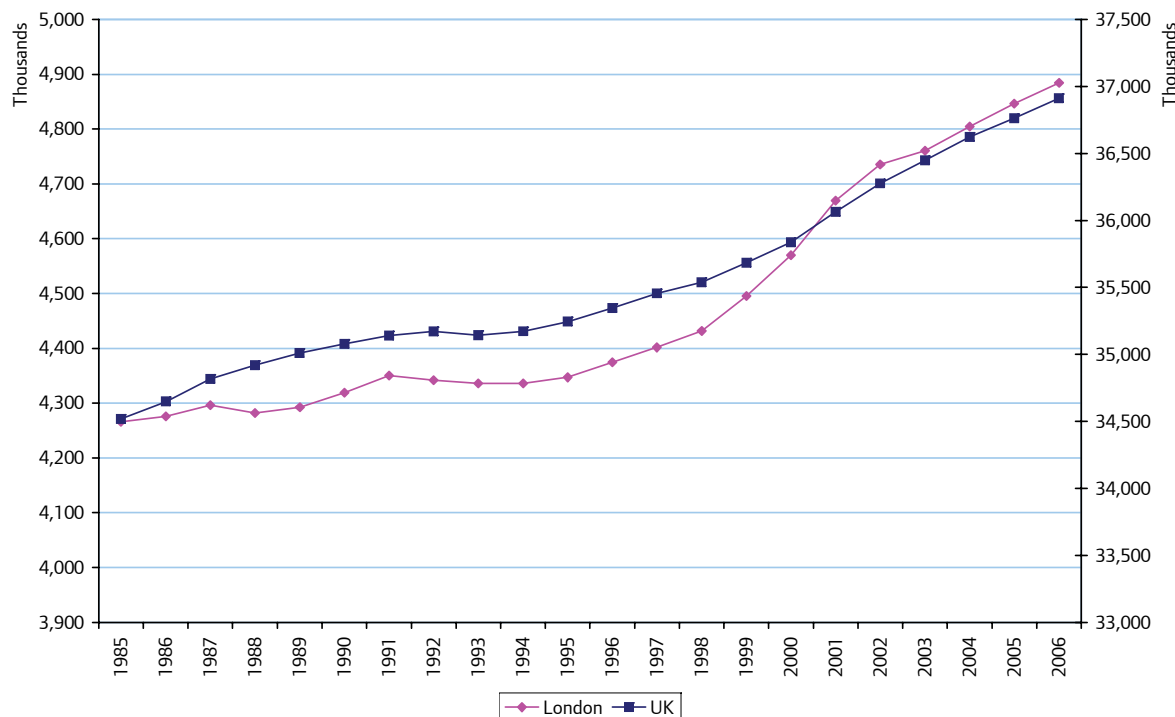
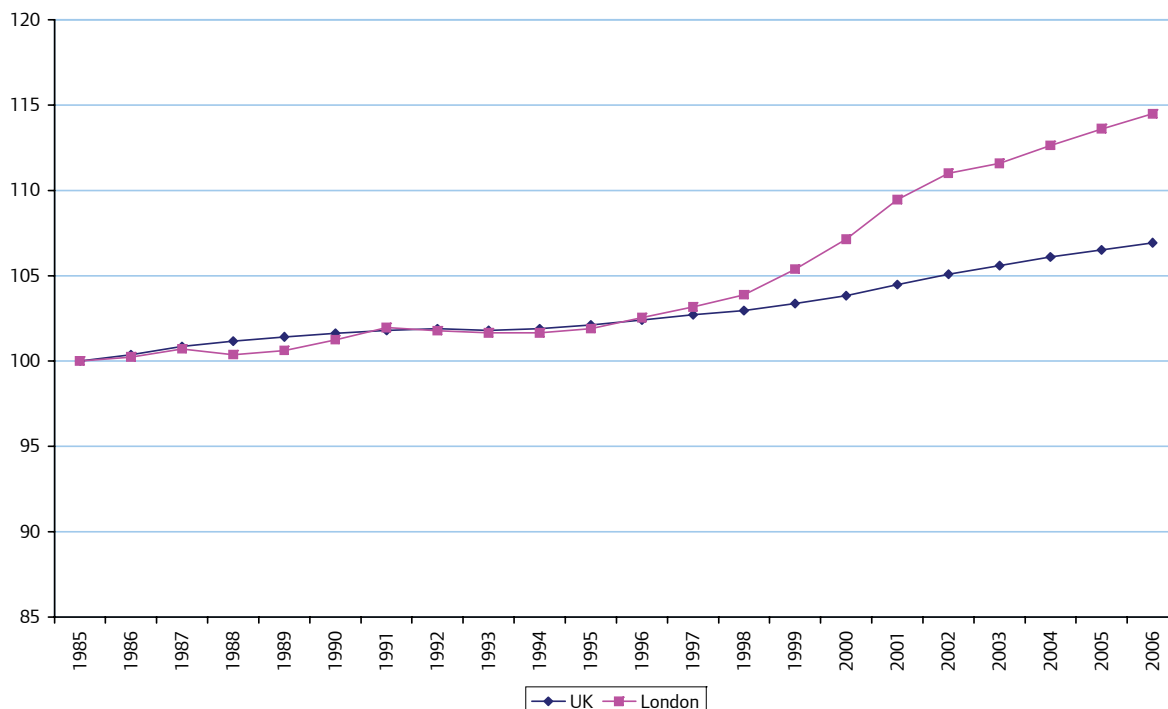


Figure 4 shows the change in working age population for London and the UK (using 1985 as the base year). The total working age population in London and the UK grew at a similar and rather constant rate for the 1985-1996 period. In 1996, the population in London started growing at a much faster rate than that of the UK, reaching 15 per cent growth over the entire period of analysis compared to only six per cent growth in the UK by 2006.

Figure 4: Working age population trends (indices base year 1985)



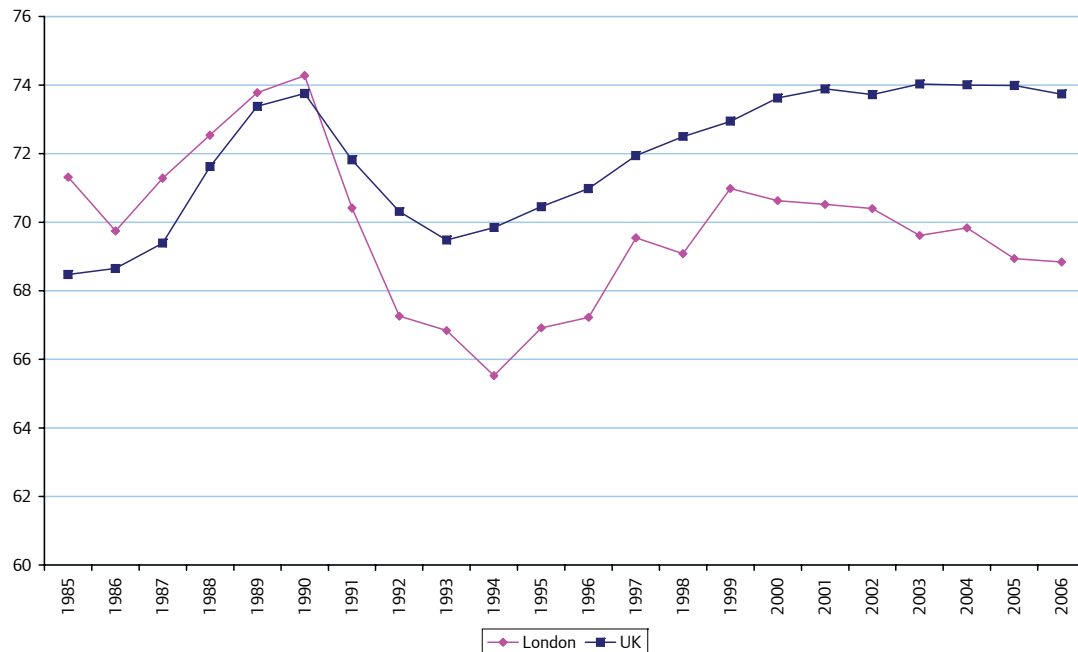
Source: LFS, UK data archive

Taking account of changes in the nominal levels of employment and the pace of the change in the working age population across London and the UK provides useful insights into understanding the evolution of the employment rate in both regions, and the underlining differences between London and UK employment rates.

Figure 5 shows that while London’s employment rate (the number of London residents employed⁷ as a percentage of London’s resident working age population) exceeded the UK’s until 1990, it declined much faster from 1990 to 1994. After a short period of convergence (1994-1999), the gap between the employment rates in London and the UK continued to increase, in 2006 reaching a five percentage points gap in the UK’s favour. Thus in the twenty one years between 1985 and 2006 the employment rate in London decreased from 71.3 per cent to 68.8 per cent, while in the UK as a whole it increased from 68.5 per cent to 73.7 per cent.

⁷ The analysis in the report focuses on individuals reporting employment as their main job.

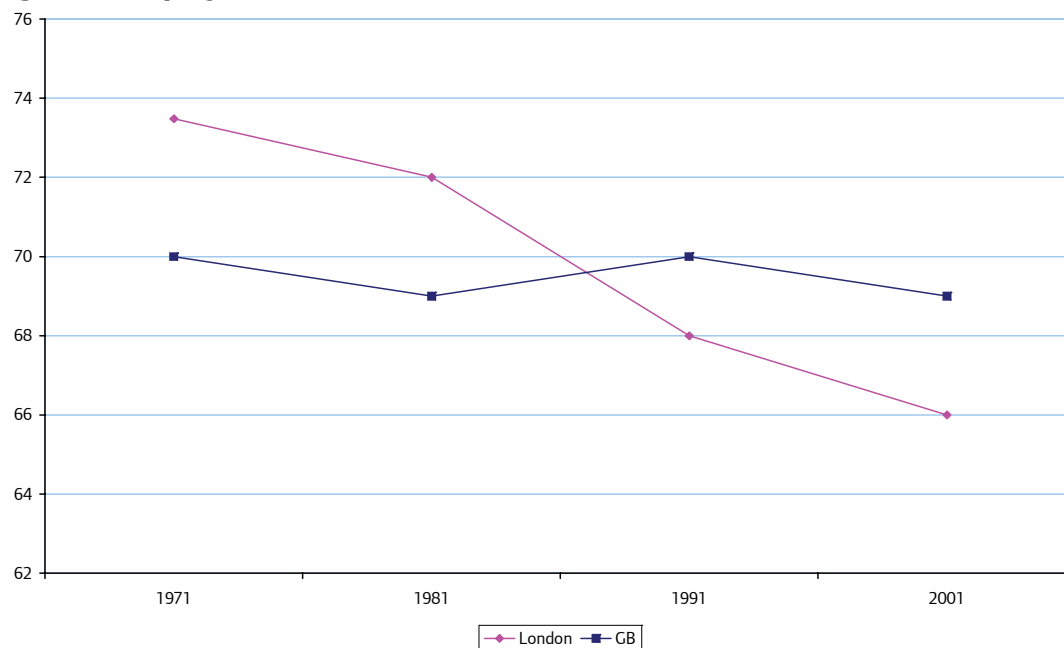
Figure 5: Employment rates 1985-2006



Source: LFS, UK data archive

A similar trend is present in data from the regular decennial census of population (Figure 6) for the 1971-2001 period. While from 1971 to 1981 the employment rate in London is higher than that in Great Britain, in 1991 London's employment rate is already two percentage points below that for GB and the gap continued to increase up to 2001.

Figure 6: Employment rates 1971-2001



Source: Census data from DMAG

Note: The 2001 Census data refers to England and Wales

Claimant unemployment rates (Figure 7) also reflect the same trend: the reversal of the relative positions of London and UK between 1989 and 1994. As shown in Figure 7, unemployment rates declined in both London and the UK (1986-1990), before embarking on a steep increase up to 1993. During this increase, London’s unemployment rate overtook that of the UK. The London and UK rates have followed a similar trend over the past decade, with the London rate consistently above the UK rate.

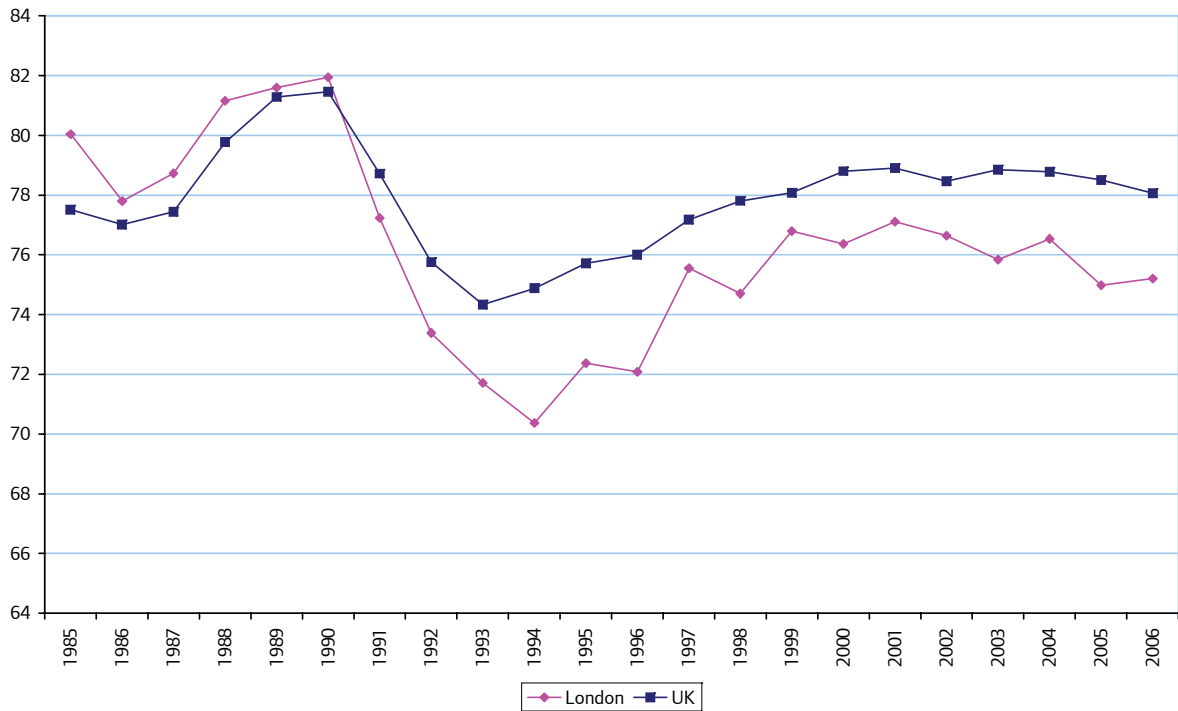
Figure 7: Claimant unemployment rates 1985-2006



Source: Nomis, ONS

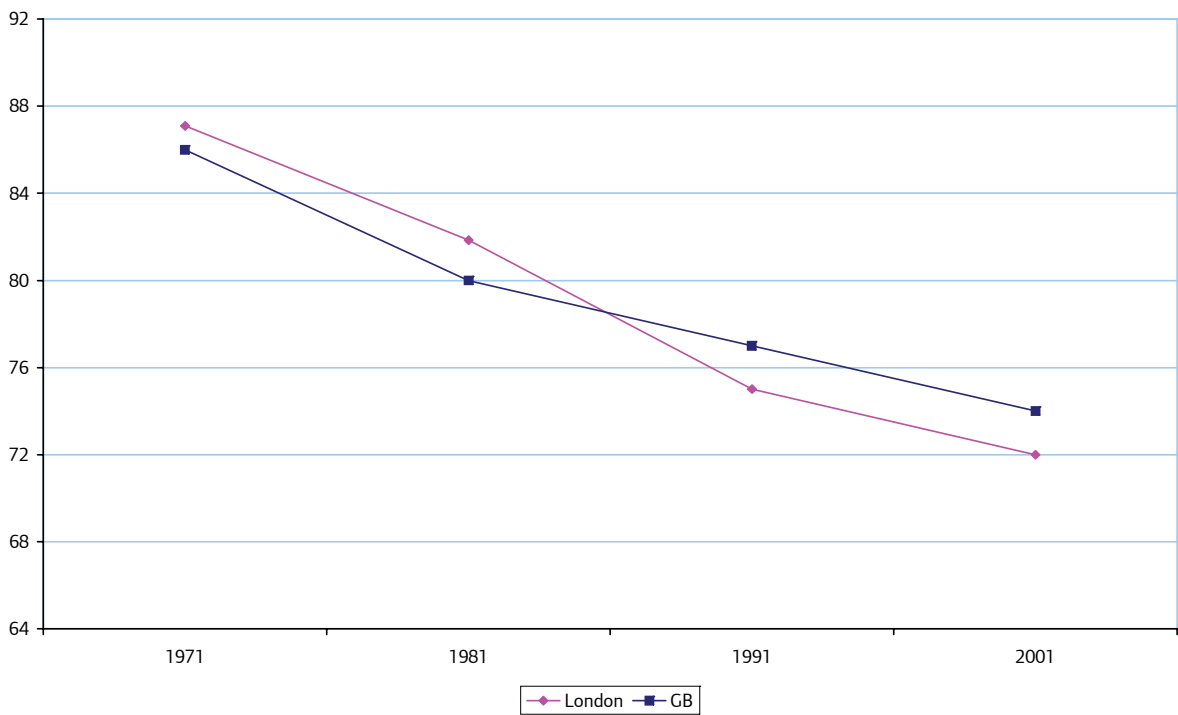
Looking at the employment rate for males and females provides further insights into the driving factors of overall employment rate trends. Figure 8 and Figure 9, based on LFS and population censuses respectively depict trends in employment rates for males in London and the UK. Figure 8 shows that according to LFS data male employment rates in London declined by 11.5 percentage points between 1990 and 1994, which is a much larger fall than the UK as a whole experienced (7.5 percentage points). The male employment rate gap between UK and London reduced after 1994, but nonetheless has remained significant and has slightly widened between 2001 and 2006. Figure 9 shows that employment rates based on Census data are consistent with LFS data in Figure 8.

Figure 8: Employment rates of males, 1985-2006



Source: LFS, UK data archive

Figure 9: Employment rates of males, 1971-2001

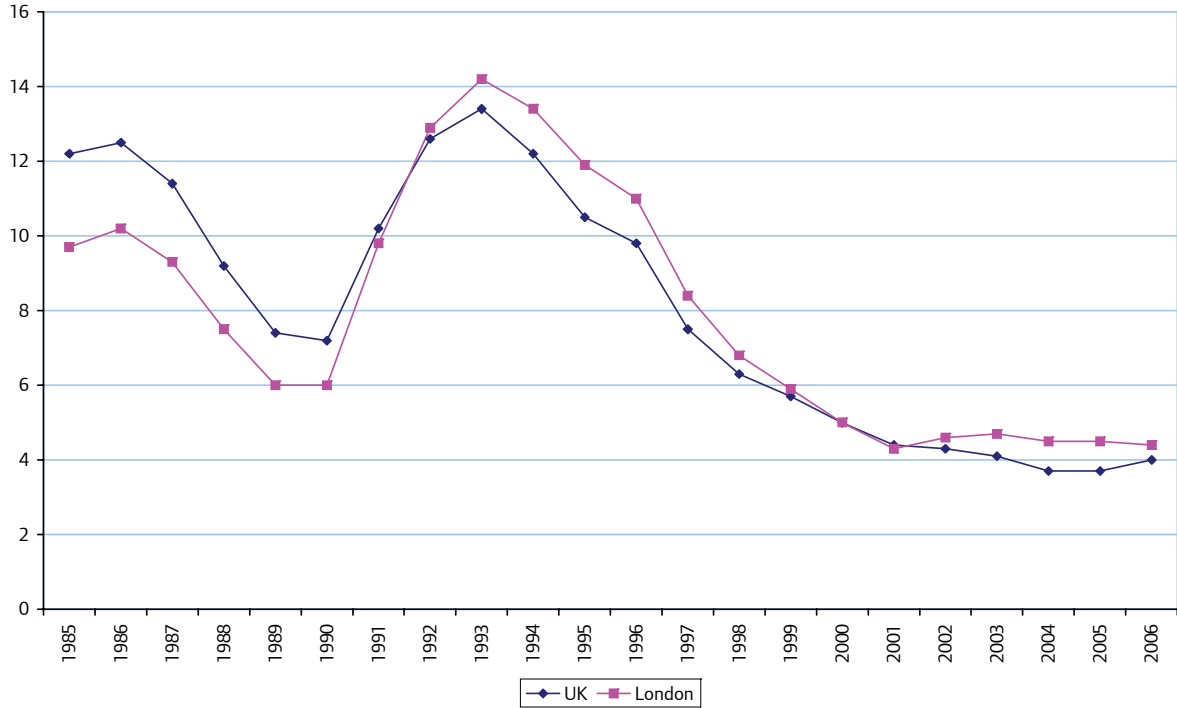


Source: Census data from DMAG

Note: The 2001 Census data refers to England and Wales

Male claimant unemployment rates (Figure 10) exhibit similar trends to those in Figure 7, with unemployment rising sharply between 1990-1993 in both London and the UK. This period is also marked by unemployment rates in London exceeding the UK rates in 1992 and remaining higher for almost every year since.

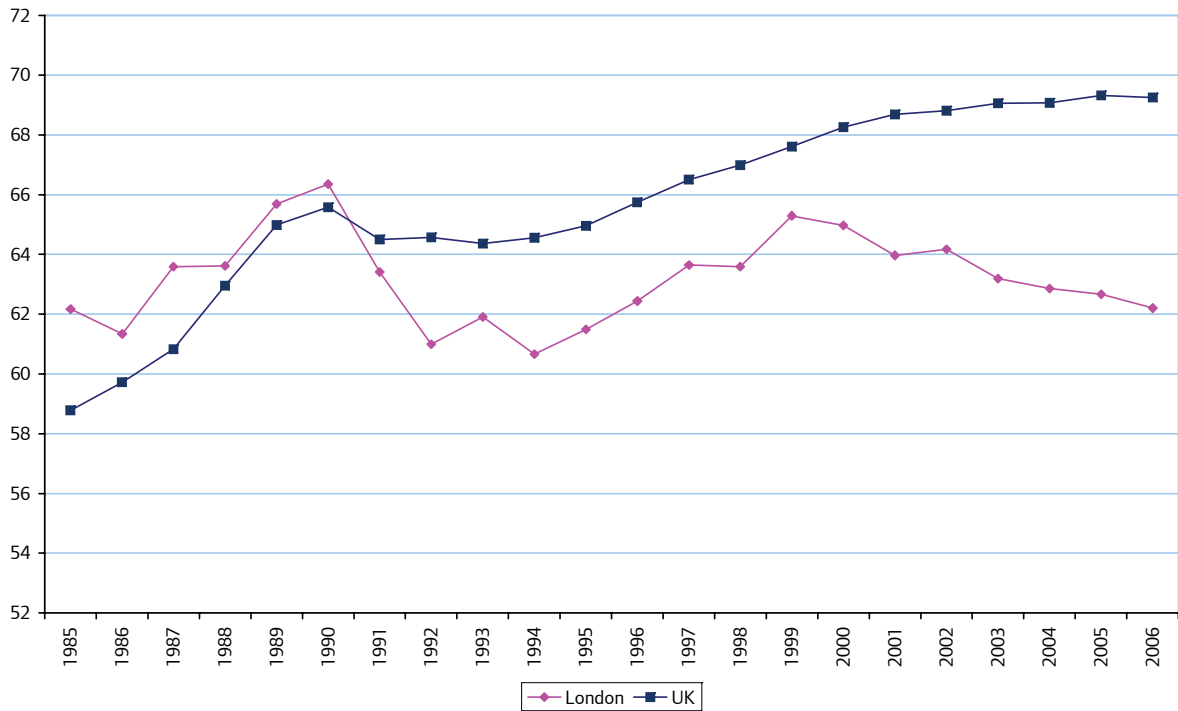
Figure 10: Claimant Unemployment Rates, Males, 1985-2006



Source: Nomis, ONS

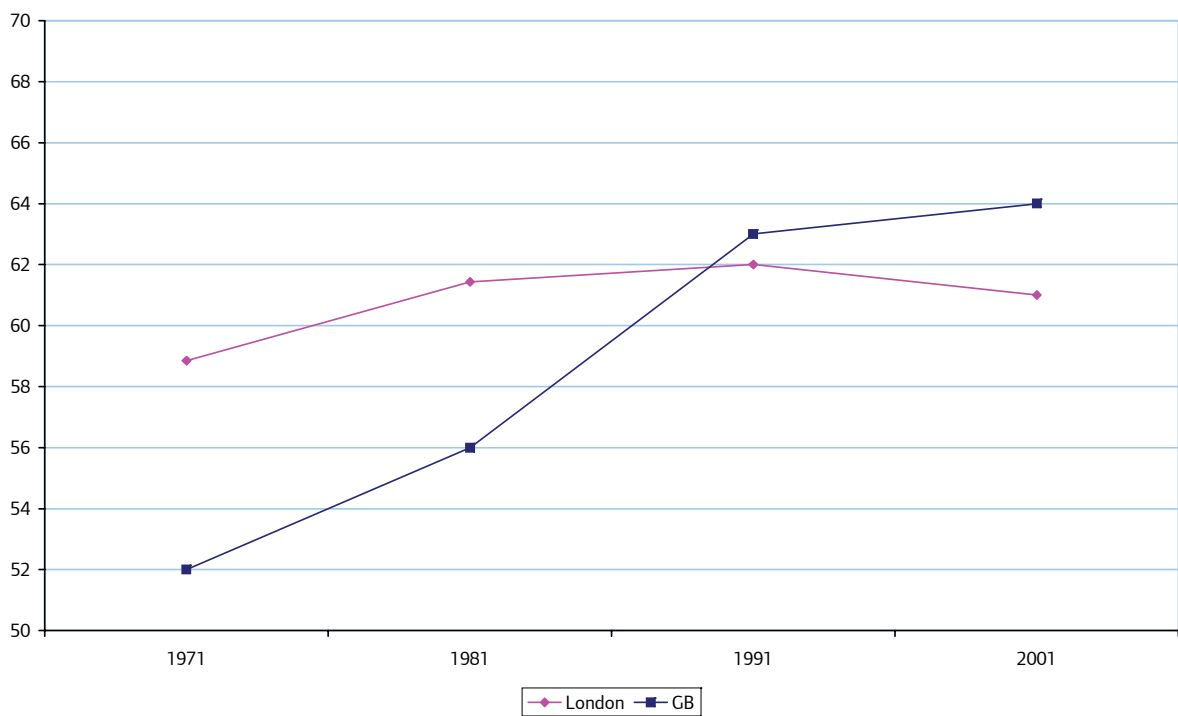
Figure 11 shows that the female employment rate is driving the recent (2000-2006) divergence in aggregate employment rates presented in Figure 5. Similarly to male employment rates, the female employment rate in London fell by more than the UK employment rate in the 1990-1994 period. The female employment rate in London, however, is mainly responsible for the divergence between UK and London rates from 2000 and 2006, since the growth in the women’s employment rate in London has not matched the UK increase since 1999. The female employment rate in London is currently 62 per cent compared to 69 per cent in the UK. This trend is also confirmed by the female employment rates based on census data (Figure 12), where the GB female employment rate improved substantially from 56 per cent in 1981 to 63 per cent in 1991 and thus exceeded London’s employment rate growing even further and widening the employment rate gap in 2001.

Figure 11: Employment rates of females, 1985-2006



Source: LFS, UK data archive

Figure 12: Employment rates of females, 1971-2001

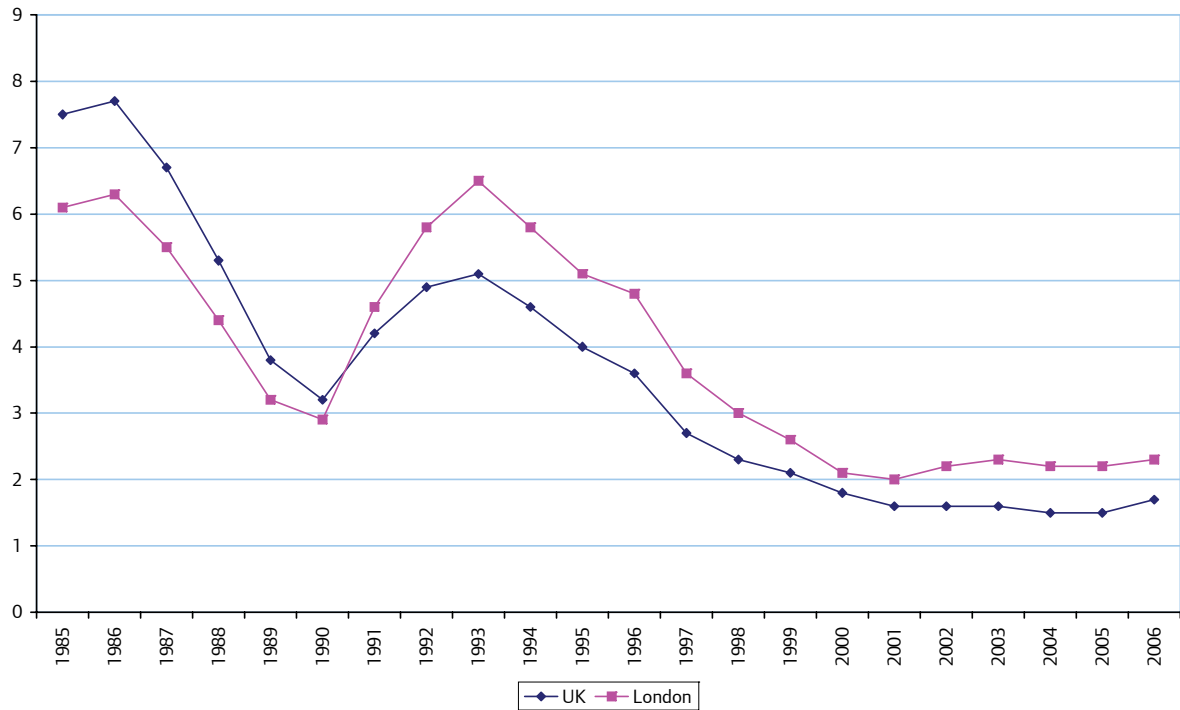


Source: Census data from DMAG

Note: The 2001 Census data refers to England and Wales

Figure 13 presents ONS data on female unemployment rates in London and the UK. The chart shows a similar trend to that previously observed with the female unemployment rate in London starting below that of the UK as a whole – but then rising above the UK rate between 1990 and 1994. The London female unemployment rate has remained above that for the UK ever since.

Figure 13: Claimant Unemployment Rates of Females, 1985-2006

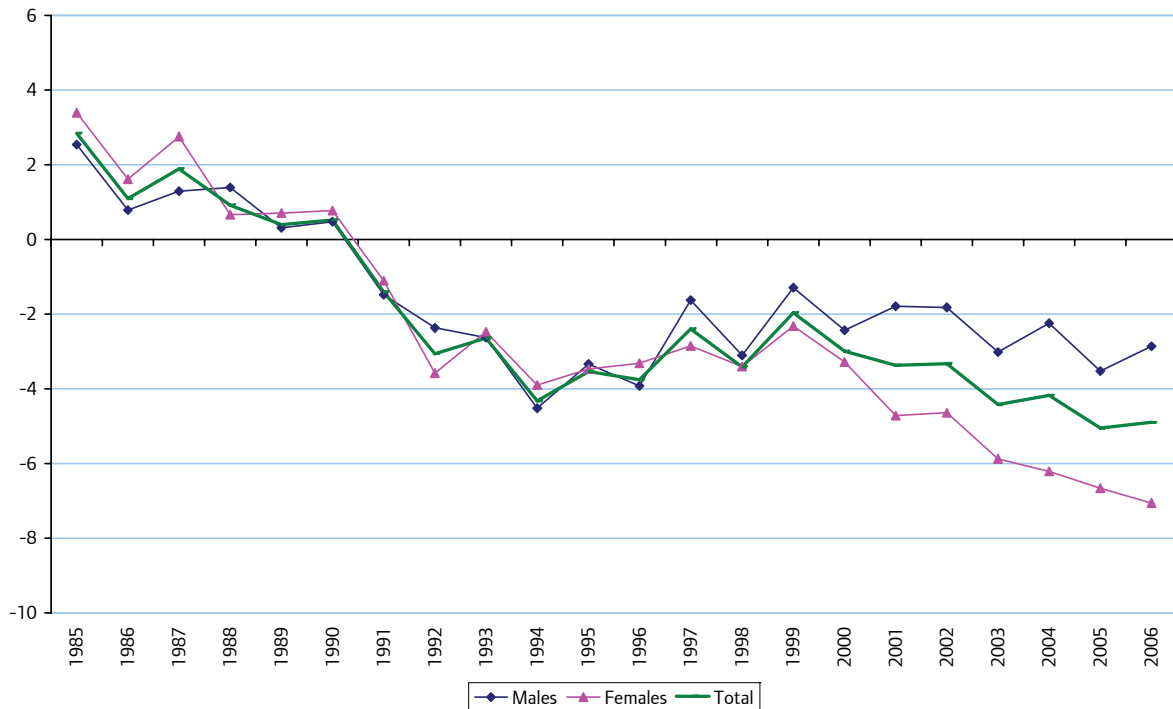


Source: Nomis, ONS

Figure 14 shows the difference in total employment rates between London and the UK expressed in percentage points as well as the employment rate gaps for males and females between London and the UK. From 1985 to 1990, London’s employment rate was higher than that for the UK, while from 1991 to 2006 London’s employment rate fell below that for the UK. As shown in Figure 14, the deterioration in the employment rate gap between London and the UK can be associated with the substantial fall of both male and female employment rates in the 1990-1994 period. London’s female employment rate⁸ is responsible for the continuing divergence between UK and London’s employment rates.

⁸ Also see Figure 11.

Figure 14: Employment rate gaps (London-UK) percentage points



Source: LFS, UK data archive

Summary

- London's employment rate dropped below that of the UK in 1991 and has remained lower than the UK employment rate ever since. London's employment rate declined much faster than the UK's from 1990-1994 and the gap between the two continues to increase.
- While the decrease in London's employment rate relative to that for the UK can be associated with the substantial fall of both male and female employment rates between 1990 and 1994, female employment rates are responsible for the continuing divergence of UK and London's employment rates.

3. Sector Analysis

In order to provide a clearer understanding of the evolution of the employment rates in London and the UK, this section focuses on employment across industrial sectors as defined in the Standard Industrial Classification (SIC) system. In its employment data analysis, GLA Economics defines 12 broad sectors⁹ that fully describe the economic activities of the London's economy. These are defined as follows:

- Primary and utilities
- Manufacturing
- Construction
- Wholesale
- Retail
- Hotels and restaurants
- Transport and communications
- Financial services
- Business services
- Public administration and defence
- Health & education
- Other services.

For further simplification of the analysis, the 12 broad sectors are aggregated into four major categories/sectors¹⁰:

- 'Manufacturing, transport and infrastructure' which consists of primary and utilities; manufacturing, construction, wholesale and transport and communications
- 'Financial, business and other services' which is composed of financial services, business services and other services
- Public sector which consists of all people working in public administration and defence, health and education
- 'Hotels, restaurants and retail' which is composed of hotels and restaurants and retail.

The above major sectors are defined based on the broad similarities of the tasks required for performing different types of jobs. The 'manufacturing, transport and infrastructure' sector combines the vast majority of manual-type jobs, the 'financial, business and other services' sector represents office-type jobs; the public sector comprises predominantly of public sector jobs in health, education and public administration and the 'hotels, restaurants and retail' sector consists of customer-service type jobs. Moreover, the employment trends in each broad grouping are fairly similar over time¹¹.

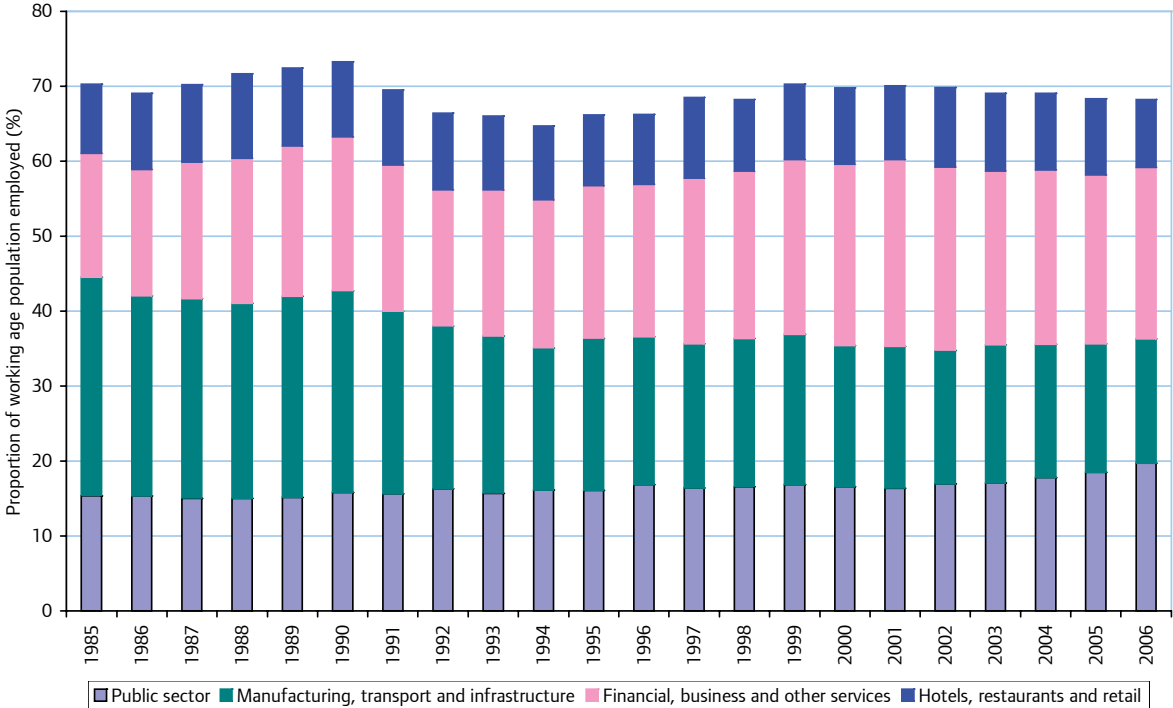
⁹ An Analysis of London's employment by sector, GLA Economics Working Paper 24, September 2007.

¹⁰ See Appendix A for SIC(92) information and creating consistent time series based on SIC(92).

¹¹ See Appendix B for additional information on the employment trends for each sub-sector and the similarities in their trends over time.

This analysis focuses on the respective proportions of the working age population employed in the four different sectors for London and the UK. For ease of exposition, the proportion of the working age population employed in each sector is termed the relevant sector’s employment rate. That is, the employment rate for each of the four sectors is defined as the number of people employed in each sector as a percentage of the total working age population¹². Therefore, the summation of the employment rates across all sectors gives the overall employment rate for the region. Figure 15 shows the relative contribution of each sector to London’s overall employment rate. ‘Manufacturing, transport and infrastructure’ and ‘financial, business and other services’ are the two sectors that show the greatest change over time. From 1985 to 1991, the employment rate in ‘manufacturing, transport and infrastructure’ contributed most to London’s employment rate but fell sharply between 1990 and 1994. The subsequent period of 1995 to 2006 is characterised by a further decline in ‘manufacturing, transport and infrastructure’, an increase in ‘financial, business and other services’ between 1996 and 2001 and some public sector growth. The employment rate in the ‘hotels, restaurants and retail’ sector has remained stable at around ten per cent throughout.

Figure 15: Trends in sectoral employment rates, London (per cent)



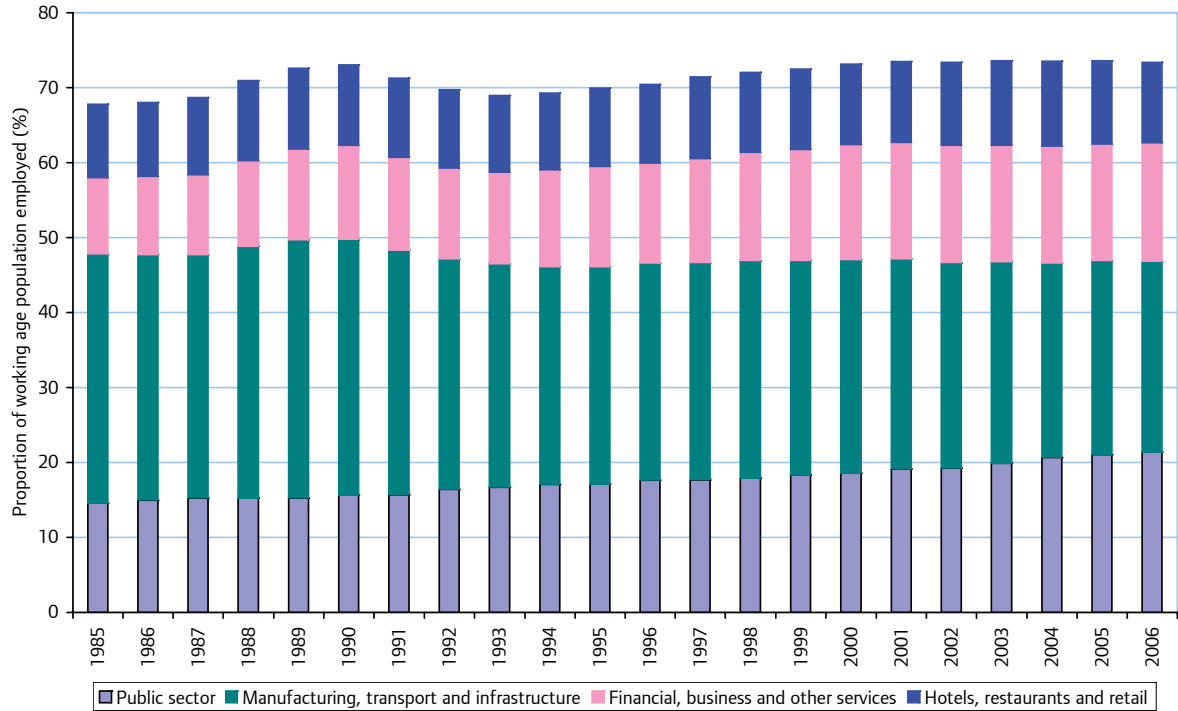
Source: LFS, UK data archive

The UK employment rate (Figure 16) shows a slightly different employment distribution across sectors. In contrast to London, ‘manufacturing, transport and infrastructure’ remains the most significant contributor to the UK employment rate, despite experiencing a sharp decline from 1990-1994. The decline of ‘manufacturing, transport and infrastructure’ sector in the UK was much less pronounced than for London. The contribution of the ‘financial,

¹² For example the employment rate in the London public sector is defined as all London residents employed in the public sector in London as a percentage of London’s working age population.

business and other services’ sector to the UK employment rate is lower than for London. While compared to London, the proportion of the working age population employed in the public sector is higher in the UK. The proportion of the working age population employed in the ‘hotels, restaurants and retail’ sector is similar in both London and the UK.

Figure 16: Trends in sectoral employment rates, UK (per cent)



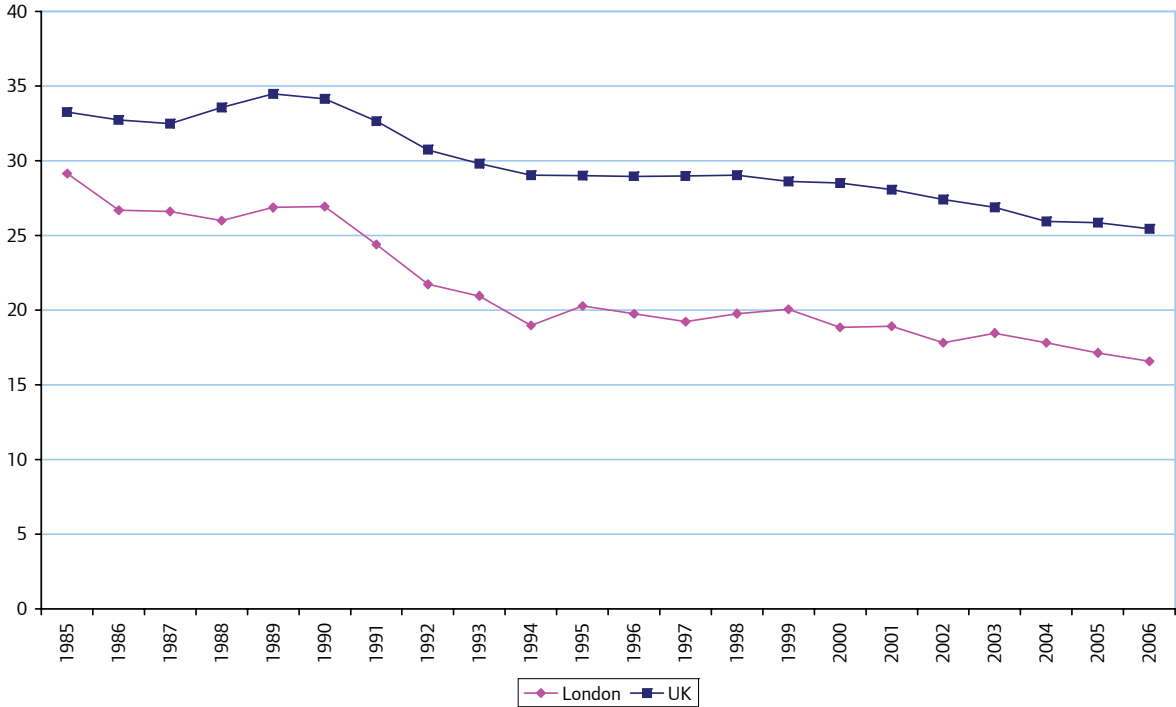
Source: LFS, UK data archive

3.1 Manufacturing, transport and infrastructure

As shown in Figure 17, employment rates in ‘manufacturing, transport and infrastructure’¹³ follow the same declining trend in London and the UK. However, the rate of decline was more pronounced in London than in the UK from 1990 to 1994. As a result by 2006, whereas one in four of the UK’s working age population is employed in ‘manufacturing, transport and infrastructure’ – in London it is only one in six.

¹³ The proportion of working age people employed in the ‘manufacturing, transport and infrastructure’ sector.

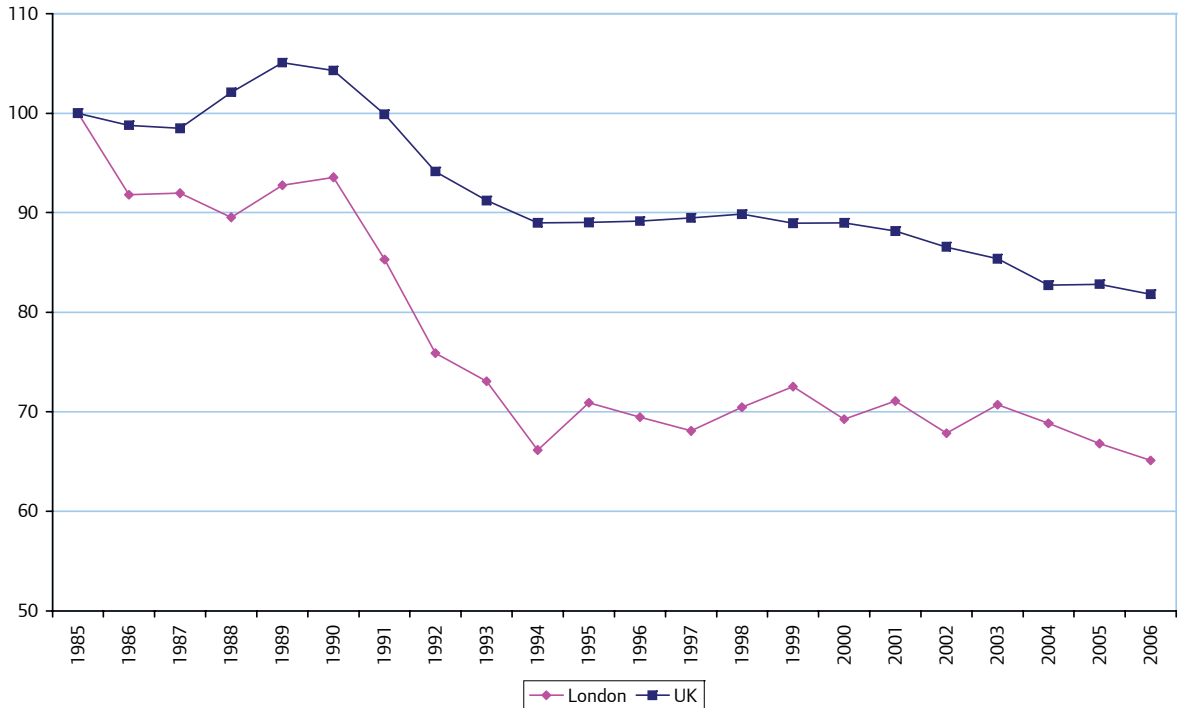
Figure 17: Manufacturing, transport and infrastructure employment rates (per cent)



Source: LFS, UK data archive

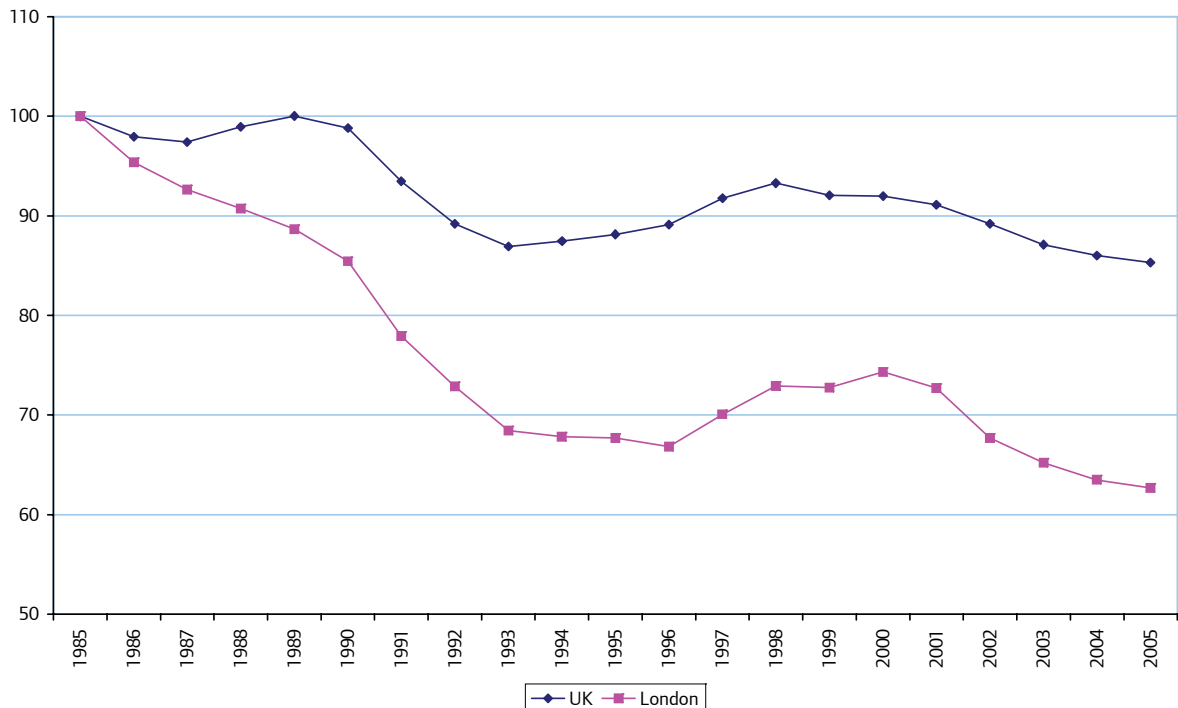
In terms of absolute jobs, whilst the UK lost around 20 per cent of the jobs in ‘manufacturing, transport and infrastructure’ between 1985 and 2006, in London, the number of jobs fell by 36 per cent over the same period (Figure 18). Thus, the main reason behind the greater fall in London’s ‘manufacturing, transport and infrastructure’ employment rate is that London’s absolute jobs level declined severely between 1990 and 1994. This fact is supported by both LFS (Figure 18) and MSABI data (for MSABI the decline proceeded until 1996, Figure 19).

Figure 18: Employment trends in 'manufacturing, transport and infrastructure' (indices base year 1985) (LFS)



Source: LFS, UK data archive

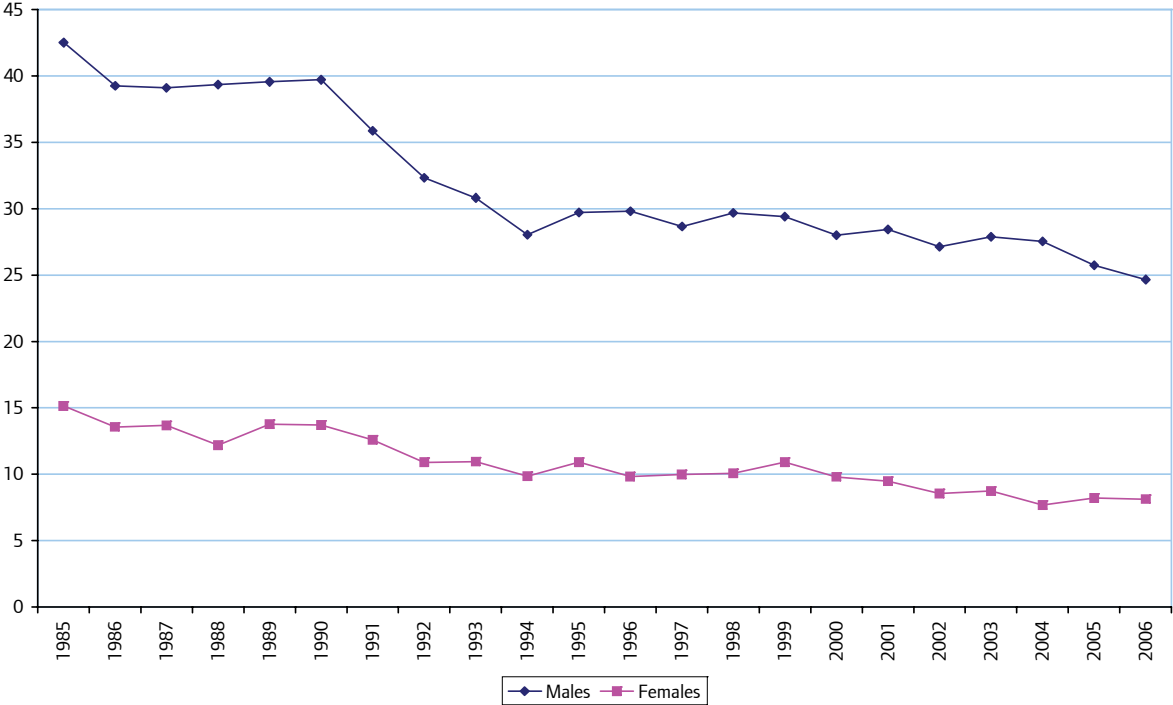
Figure 19: Employment trends in 'manufacturing, transport and infrastructure. (indices base year 1985) (MSABI)



Source: Making Sense of the ABI, Experian Business Strategies

The structural change of the British economy from manufacturing to services combined with the early 1990s recession played an important role in the decline of the ‘manufacturing, transport and infrastructure’ sector employment rate. The data shows that London was hit substantially more than the UK as a whole in terms of absolute job losses and employment rates.

Figure 20: Manufacturing, transport and infrastructure employment rates, London (per cent)

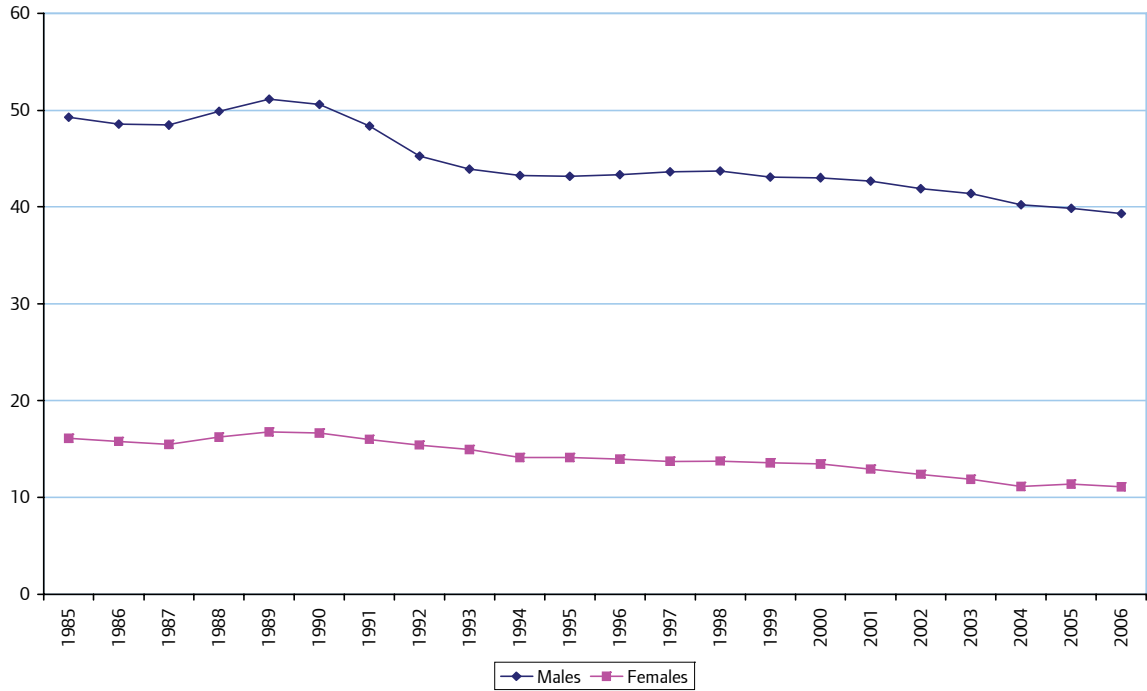


Source: LFS, UK data archive

Figure 20 shows that male employment rates in the ‘manufacturing, transport and infrastructure’ sector in London declined sharply from 39.7 per cent to 28 per cent from 1990 to 1994, which led to a significant drop in London’s overall employment rate¹⁴. Male employment rates show a further downward trend in recent years, reaching 25 per cent in 2006. The employment rate of women in the same sector has also declined over the past 20 years, by seven percentage points, between 1985 and 2005.

¹⁴ So here the male employment rate is the proportion of the male working age population employed in the manufacturing, transport and infrastructure sector; it is the number of men employed in this sector divided by the total male working age population.

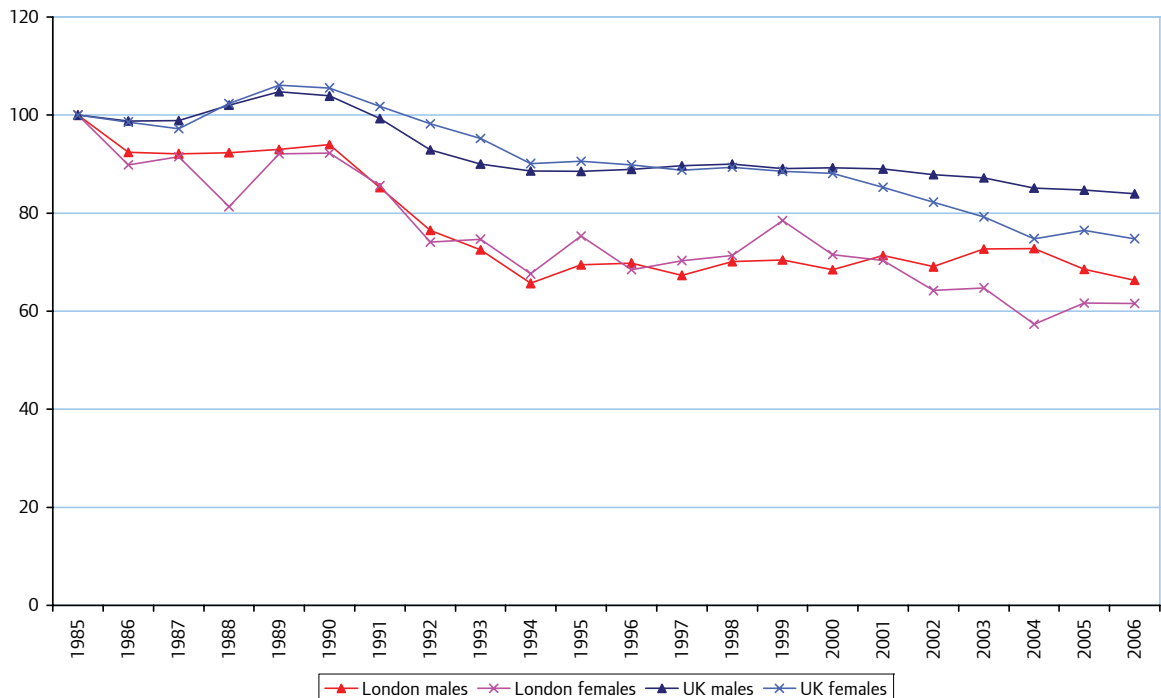
Figure 21: Manufacturing, transport and infrastructure employment rates, UK (per cent)



Source: LFS, UK data archive

While the declining trend in employment rates in London is observed also in the UK (Figure 21), the pace of decline in the employment rate in the ‘manufacturing, transport and infrastructure’ sector for males in the UK is far less pronounced.

Figure 22: Employment in Manufacturing, transport and infrastructure, indices



Source: LFS, UK data archive

As shown in Figure 22, in terms of employment levels, the number of jobs for both men and women employed in the ‘manufacturing, transport and infrastructure’ sector has declined faster in London than in the UK - especially between 1985 and 1995. This reflects a more pronounced change in the economic structure of the capital city. Over a third of industrial jobs have been lost in London between 1985 and 2006.

Summary

- London’s ‘manufacturing, transport and infrastructure’ employment rates and absolute job levels declined severely between 1985 and 1994; a fact supported by both LFS and MSABI data.
- The employment rate decline in ‘manufacturing, transport and infrastructure’, aggravated by the early 1990s recession, is more pronounced in London than in the UK, with London losing over a third of its industrial jobs between 1985 and 2006.
- The decline in male employment rates was more pronounced than the decline in female employment rates in both London and the UK, suggesting it was males’ jobs that suffered most from the decline of the ‘manufacturing, transport and infrastructure’ sector.

3.2 Financial, Business and Other Services

The proportion of London’s working age population employed in the ‘financial, business and other services’ sector in London (Figure 23) has been around seven percentage points higher than that for the UK throughout the past two decades. The employment rate in both London and the UK has followed an upward trend between 1985 and 2001. While the UK employment rate has remained constant in the last few years, London’s ‘financial, business and other services’ employment rate experienced a slight decline in the 2001-2006 period.

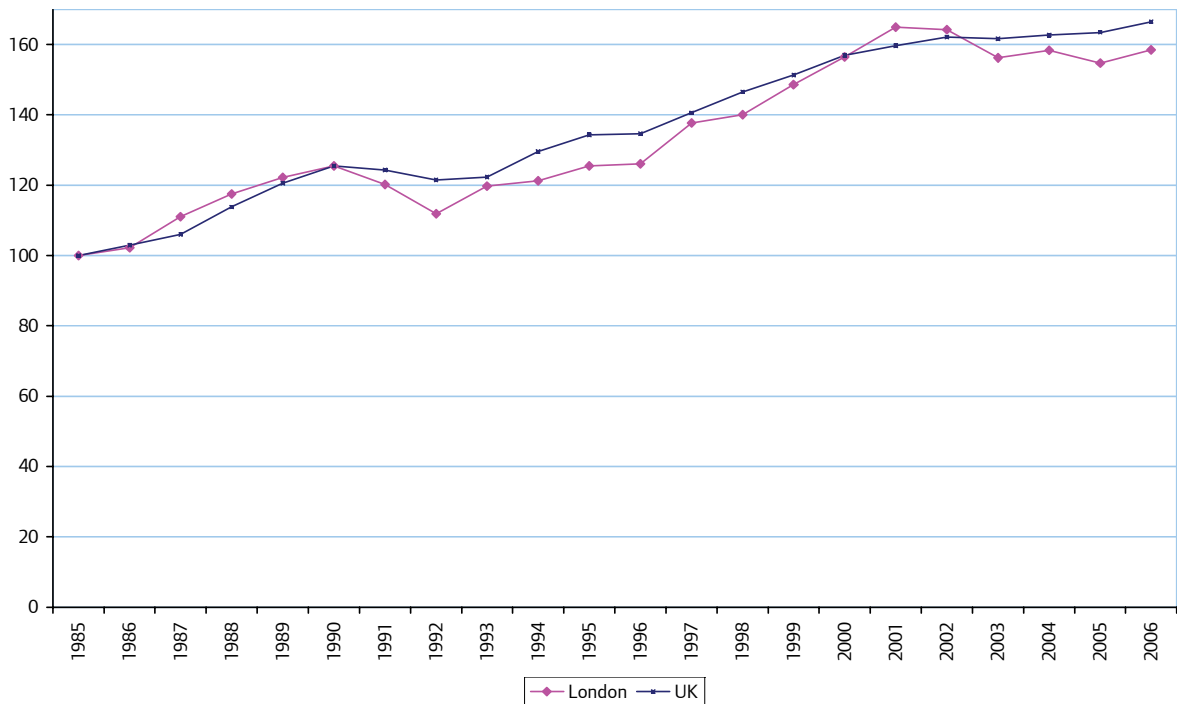
Figure 23: Financial, business and other services employment rates (per cent)



Source: LFS, UK data archive

The absolute number of jobs in ‘financial, business and other services’ (Figure 24) in London and the UK has been growing steadily over the past two decades up by 60 per cent in 2006 when compared to 1985. In general, London’s employment in ‘financial, business and other services’ has been slightly more volatile compared to the UK. The employment trends in ‘financial, business and other services’ sector, based on LFS data (Figure 24), are almost identical to those presented in Figure 25 when using MSABI data.

Figure 24: Employment trends in Financial, business and other services (indices base year 1985) (LFS)



Source: LFS, UK data archive

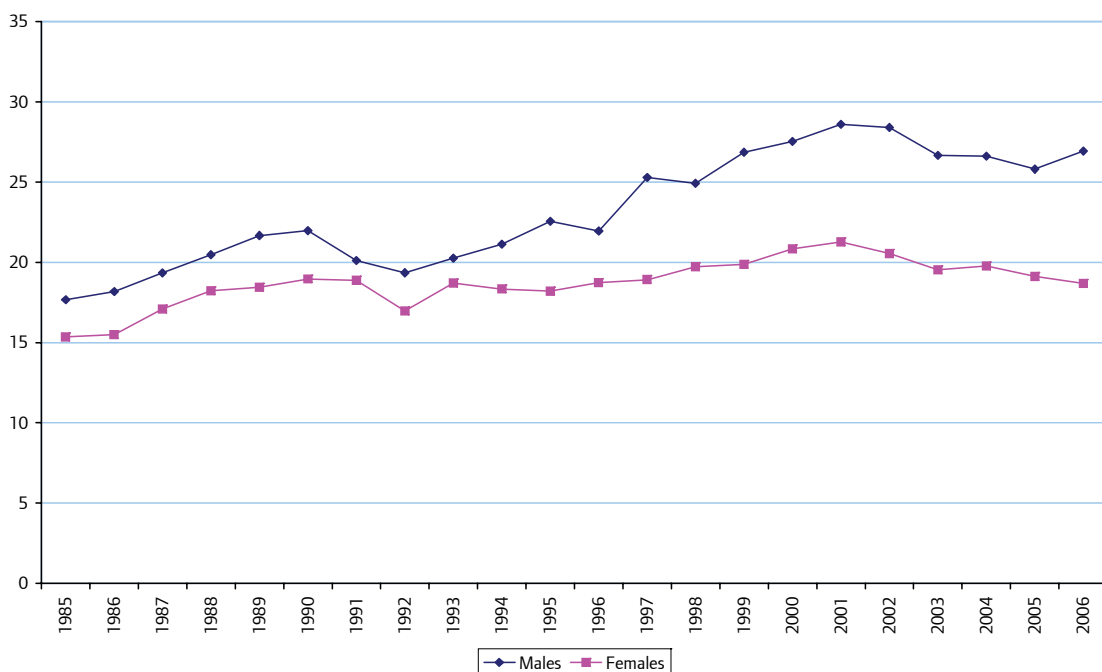
Figure 25: Employment trends in Financial, business and other services (indices base year 1985) (MSABI)



Source: *Making Sense of the ABI, Experian Business Strategies*

As shown in Figure 26, the employment rate for males working in the ‘financial, business and other services’ sector in London has been higher than for females throughout the past two decades. The spread between the two started to increase after 1997 and currently stands at 8.2 percentage points.

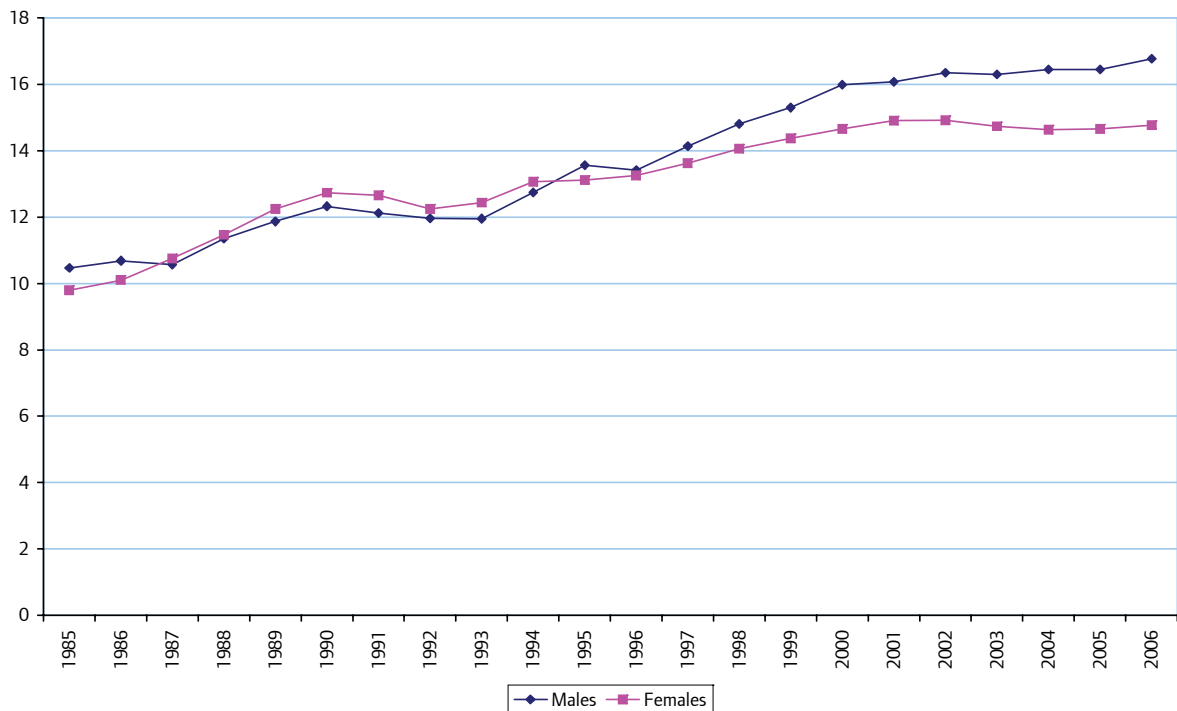
Figure 26: Financial, business and other services employment rates, London (per cent)



Source: *LFS, UK data archive*

The UK employment rates in the ‘financial, business and other services’ sector (Figure 27) are significantly lower than London employment rates for the same sector. Male and female employment rates in ‘financial, business and other services’ move closely for most of the period up to 1999 after which the employment gap between them widens to two percentage points in men’s favour, but this is still much smaller when compared to the employment gap in London of 8.2 percentage points.

Figure 27: Financial, business and other services employment rates, UK (per cent)

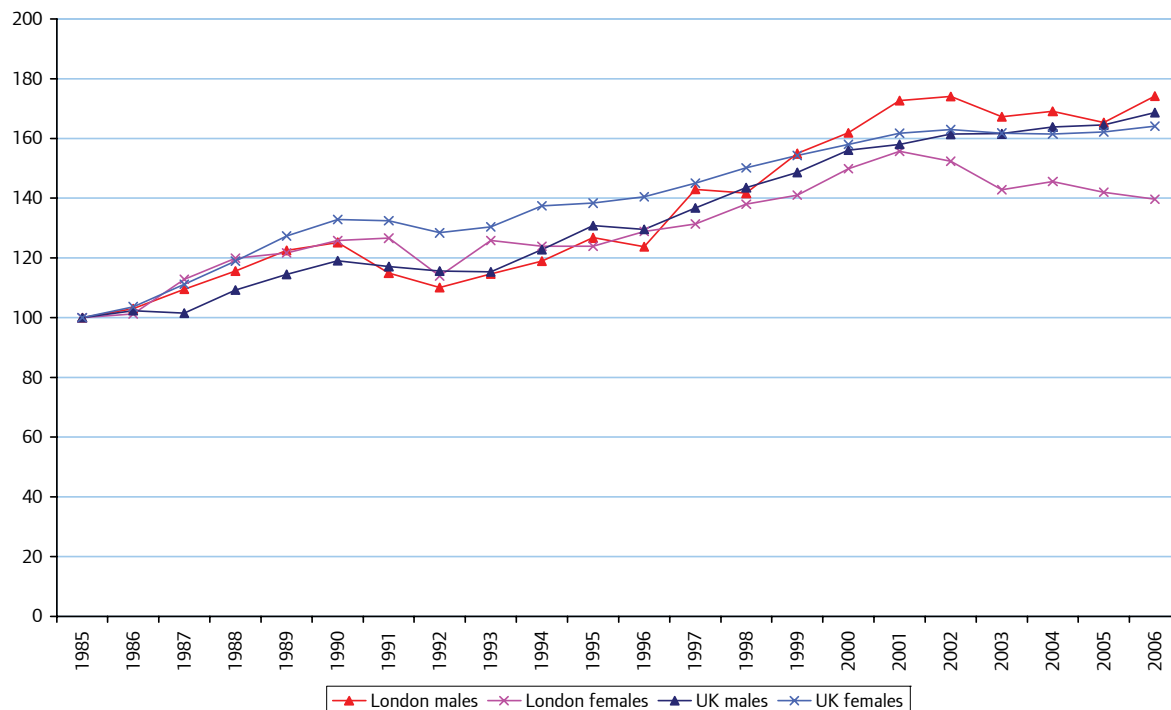


Source: LFS, UK data archive

The job growth trends in ‘financial, business and other services’ sector (Figure 28) are similar for both UK and London. However, both male and female employment in London is more volatile, where periods of strong growth (1985-1990, 1995-2001) have been followed by declines (1990-1992, 2002-2005), possibly reflecting fluctuations in the global economy. In contrast, in the past four years, UK growth in absolute jobs in the ‘financial, business and other services’ sector is steady and converging for both males and females. At the same time, it is comparable to the overall growth in jobs for London’s males, with the capital’s female employment growth in ‘financial, business and other services’ lagging behind after 2002 and following a downward trend ever since¹⁵.

¹⁵ One possible reason for the difference in patterns of job growth in ‘finance, business and other services’ between London and the UK might be that the financial and business services in London, which include a range of globally-oriented corporate financial services, do not fully compare to the nature of the financial and business services across the UK.

Figure 28: Financial, business and other services (indices base year 1985)



Source: LFS, UK data archive

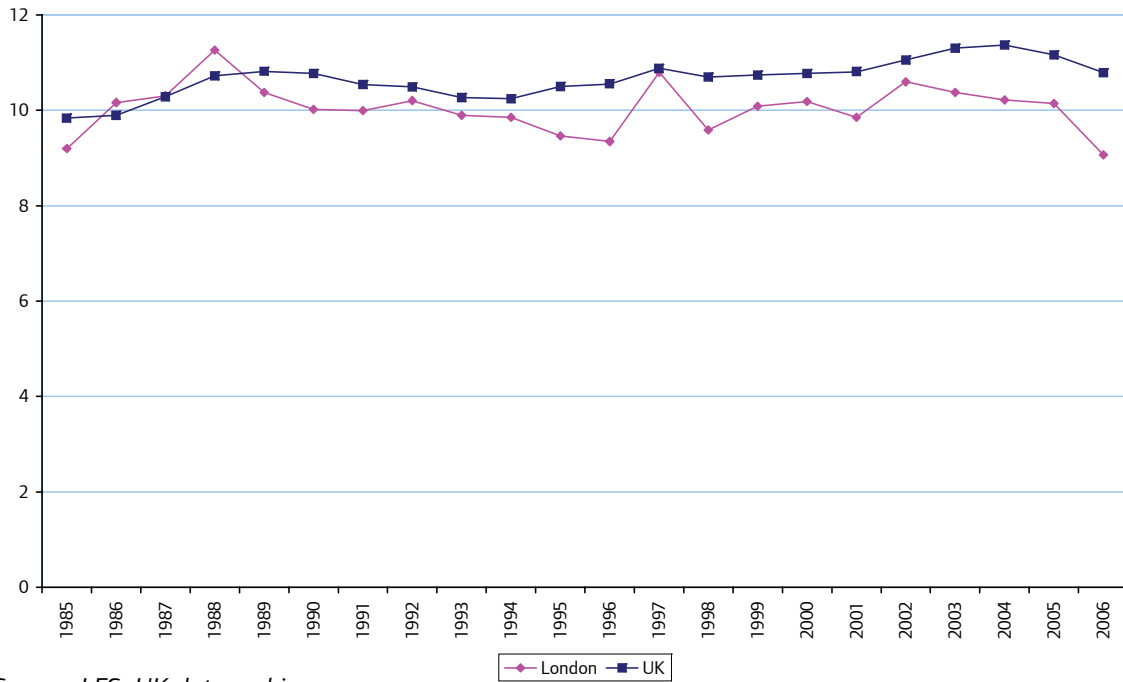
Summary

- The proportion of London’s working age population employed in ‘financial, business and other services’ has been around seven percentage points higher than that for the UK throughout the past two decades.
- The number of jobs in ‘financial, business and other services’ in London and the UK has grown steadily over time, increasing by 60 per cent by 2006 when compared to 1985. UK employment has increased faster than that in London in the past few years.
- Male employment rates in ‘financial, business and other services’ are higher than females with the employment gap being more pronounced in London than in the UK.
- The widening employment gap in London as compared to the UK is a result of a decline in the number of jobs filled by females in this sector in London during the last six years.

3.3 Hotels, restaurants and retail

The ‘hotels, restaurants and retail’ sector is characterised primarily by customer-service type jobs. The proportion of working age people in London employed in the ‘hotels, restaurants and retail’ sector (Figure 29) has remained close to ten per cent between 1985 and 2006. This is valid for the UK as well, although since 1989 the UK’s employment rate in ‘hotels, restaurants and retail’ has been marginally higher than London’s. London’s employment rate in ‘hotels, restaurants and retail’ fell below that of the UK in 1989 and has remained lower throughout the rest of the period. From 2003 to 2006 there has been a decline in the London employment rate and a widening of the employment rate gap between the UK and London to 1.7 percentage points in favour of the UK.

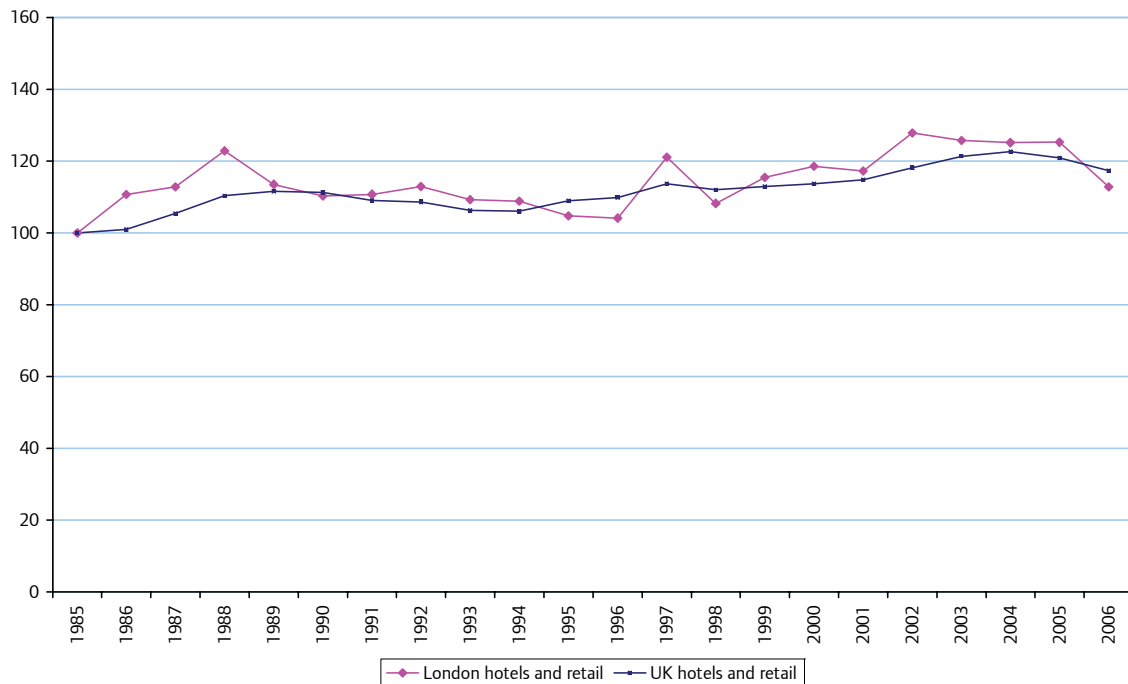
Figure 29: Hotels, restaurants and retail employment rates (per cent)



Source: LFS, UK data archive

Figure 30 confirms that the growth in the absolute number of jobs in the ‘hotels, restaurants and retail’ sector has been similar for London and the UK as a whole, increasing by almost 20 per cent between 1985 and 2006. Comparing Figure 30, that is LFS-based, and Figure 31, that is MSABI-based, reveal some of the core differences between LFS and MSABI data.

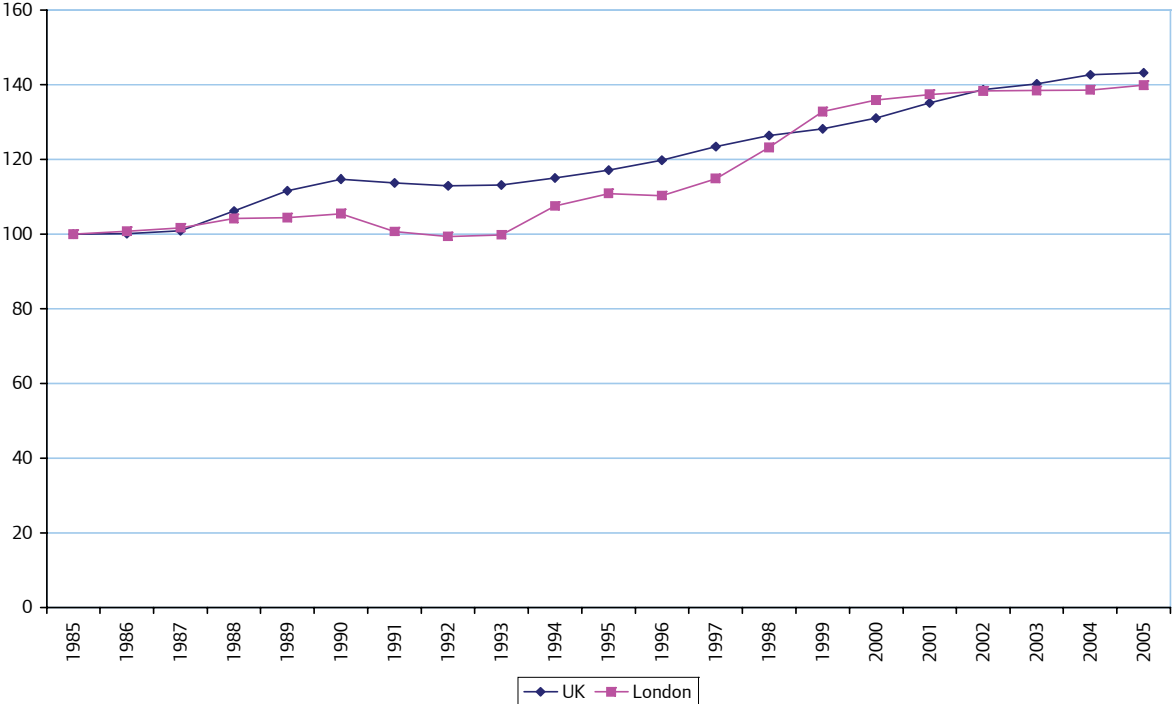
Figure 30: Employment trends in hotels, restaurants and retail (indices base year 1985) (LFS)



Source: LFS, UK data archive

The growth in the number of jobs in the ‘hotels, restaurants and retail’ according to MSABI (Figure 31) is almost 40 per cent between 1985 and 2005 compared to 20 per cent based on LFS data (Figure 30)¹⁶. However, while the magnitude of the growth in the absolute number of jobs in the ‘hotels, restaurants and retail’ sector for London and the UK is different dependent on the dataset used (MSABI or LFS)¹⁷, both datasets exhibit a similar broad upward trend in the absolute number of jobs for both London and the UK over the 1985-2006 period as a whole.

Figure 31: Employment trends in hotels, restaurants and retail (indices base year 1985) (MSABI)



Source: *Making Sense of the ABI, Experian Business Strategies*

Figure 32 shows that the male and female split of the data reveals interesting differences between London and the UK. In London, whilst women had an explicitly higher employment rate than men between 1985 and 1991, it subsequently declined and stayed slightly above that of males, increasing the male-female employment rate gap to 1.5 points in recent years.

¹⁶ The GLA’s London Workforce Employment Series, GLA Economics, September 2003, pp.26 confirms that one of the major differences between LFS and ABI data lies in the distribution and hotels & restaurants sectors.

¹⁷ Given the preponderance of foreign workers in the ‘hotels, restaurants and retail’ sector, one possible reason for the difference between LFS and ABI data might be the fact that foreign workers are picked up much less in a household survey (LFS) compared to an employer survey (ABI). Another factor that might contribute for the difference between the LFS and ABI employment in ‘hotels, restaurants and retail’ is that the LFS employment data used in this report refer to individuals in their main jobs, while ABI takes into account both main and second jobs.

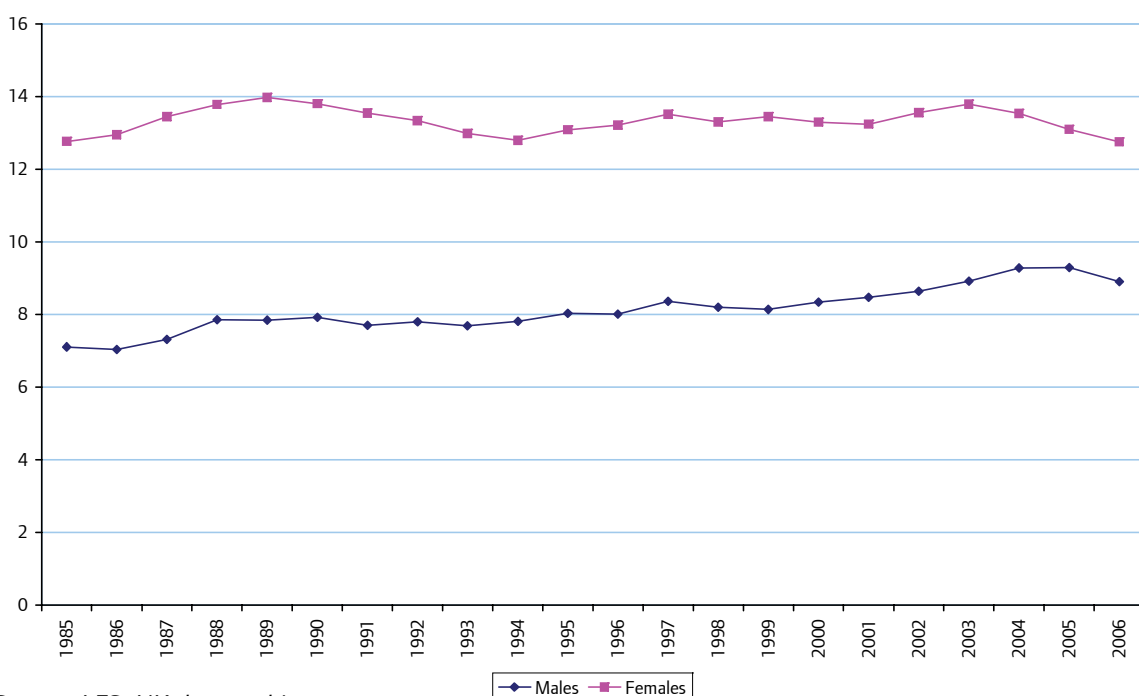
Figure 32: Hotels, restaurants and retail employment rates, London (per cent)



Source: LFS, UK data archive

UK employment in ‘hotels, restaurants and retail’ (Figure 33) differs from that in London (Figure 32), with female employment rates substantially higher than male employment rates, maintaining an average employment gap of at least four percentage points. Whilst the employment rate for females in London has rarely been above 12 per cent over the 1985-2006 period, the UK female employment rate is higher, being consistently above 12 per cent throughout the period.

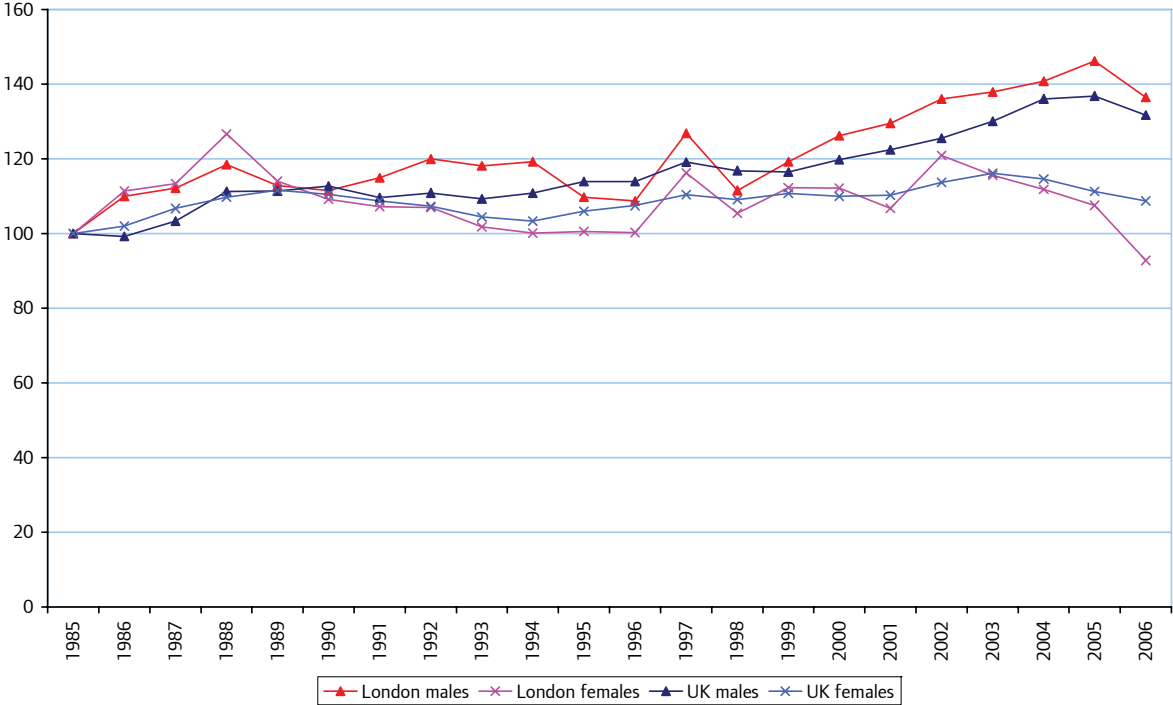
Figure 33: Hotels, restaurants and retail employment rates, UK (per cent)



Source: LFS, UK data archive

The trends in employment in ‘hotels, restaurants and retail’ (Figure 34) based on growth in the number of jobs since 1985 confirms the differences across genders in London and the UK. Firstly, London shows much higher volatility than the UK in general. Between 1999 and 2005, male employment in the sector increased in both London and the UK, whilst female employment did not. Indeed, since 2003 female employment in the sector has declined.

Figure 34: Hotels, restaurants and retail, (indices base year 1985)



Source: LFS, UK data archive

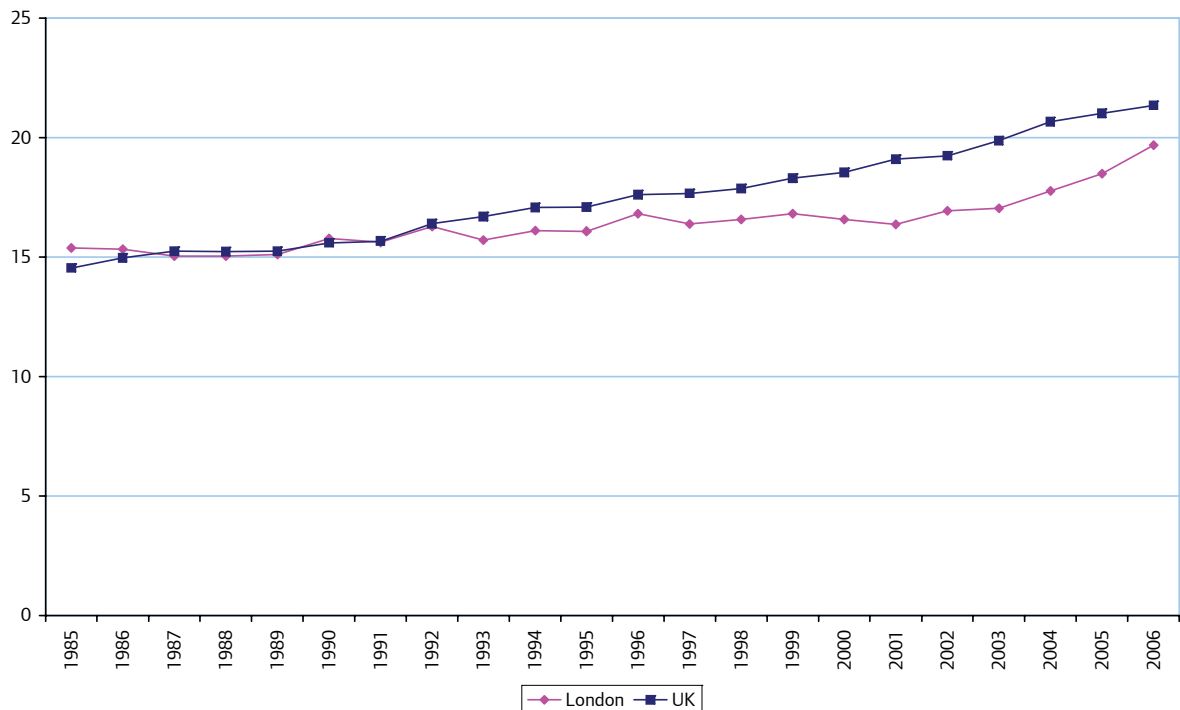
Summary

- London and UK employment trends in ‘hotels, restaurants and retail’ have been similar over time. However, recently London’s employment rate has declined, widening the employment rate gap between the UK and London to 1.7 percentage points in favour of the UK.
- According to LFS data, the growth in the absolute number of jobs has been similar for London and the UK, reaching almost 20 per cent between 1985 and 2006.
- Since the early 1990s the London male and female employment rates in this sector have been similar, whereas for the UK the female employment rate has been significantly higher than that for males throughout the past two decades.
- Since 2000 the growth in female jobs in both London and the UK has been much slower than that for males.

3.4 Public sector

The public sector combines public administration & defence, health and education. Public sector employers have traditionally dominated these activities, but it is important to note that while 90 per cent of the employees in this sector work in the public sector, around ten per cent actually work in the private sector. Figure 35 shows the public sector employment rates in London and the UK. The employment rates for London and the UK almost fully overlapped until 1992. Between 1992 and 2004, however, the employment rate gap expanded in favour of the UK. Recent data show some convergence between the two, but nevertheless the employment rate currently remains higher in the UK (21.3 per cent) than in London (19.7 per cent)¹⁸.

Figure 35: Public Sector employment rates (per cent)

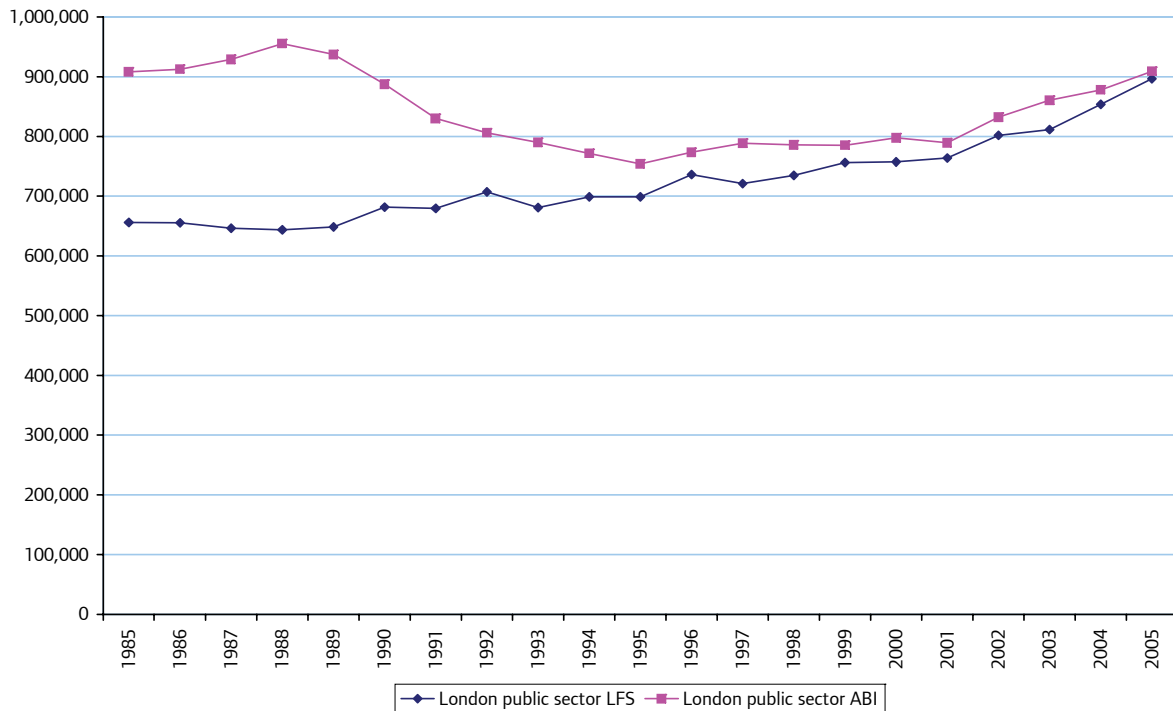


Source: LFS, UK data archive

Whilst for most sectors LFS and MSABI data trends have been very similar over time, this is not the case for the public sector, particularly in London. This can be observed in Figure 36 which shows that the nominal levels of employment in London based on LFS and MSABI data, differed significantly between 1985 and 1992 with MSABI levels of employment being much higher than those based on LFS.

¹⁸ It should be noted that the public sector employment data provided by LFS is likely to suffer from reporting error since LFS public sector and industry classifications are made on the basis of survey respondents' views about the organisations for which they work. One possible reason for the increasing overestimation of public sector workers within the LFS may be because of increased contracting out of ancillary services within the public sector to private sector businesses, for example, cleaning, catering and transportation. Both LFS and ABI present slightly overestimated public sector figures compared to Public Sector Organisations (administrative) data. See Regional Analysis of Public Sector Employment, Economic & Labour Market Review, Vol.1, No3, March 2007 and Public Sector Employment, National Statistics, March 2005.

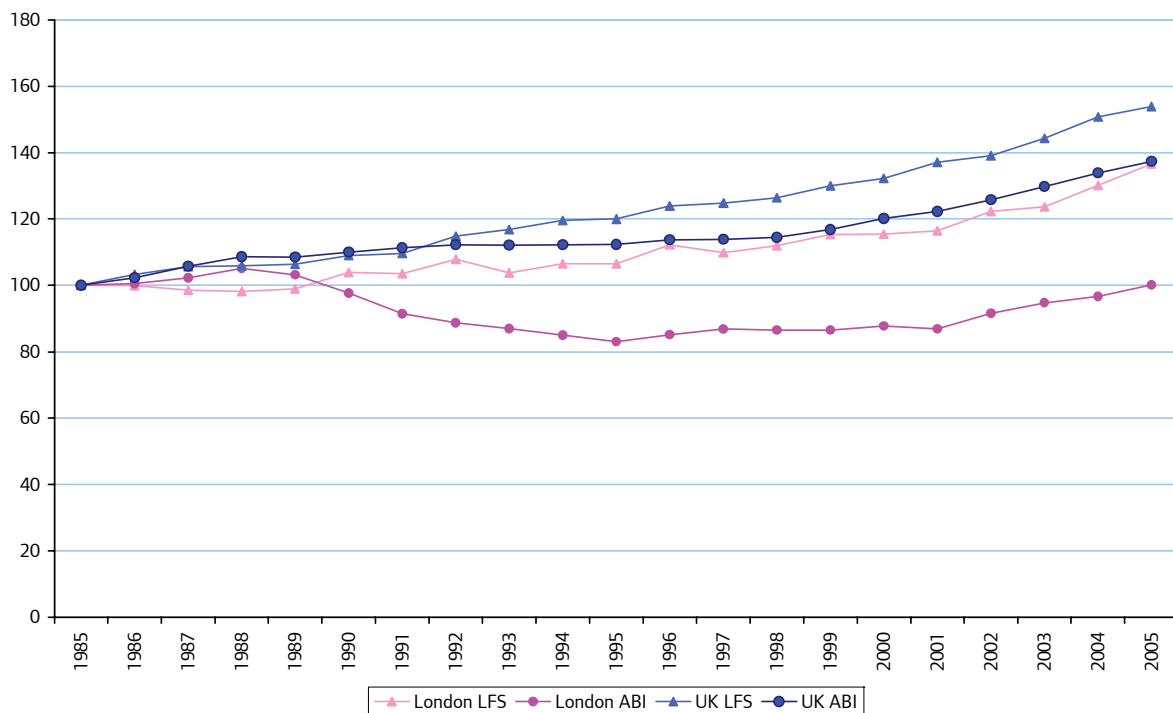
Figure 36: LFS and MSABI Public sector employment, London



Source: LFS, UK Data archive and Making Sense of the ABI, Experian Business Strategies

Nevertheless, when both LFS and MSABI data are shown (Figure 37) for both London and the UK, both datasets show higher growth in absolute employment levels in the public sector in the UK compared to London over the 1985-2006 period.

Figure 37: Public sector LFS and MSABI indices (base year 1985)



Source: LFS, UK data Archive and Making Sense of the ABI, Experian Business Strategies

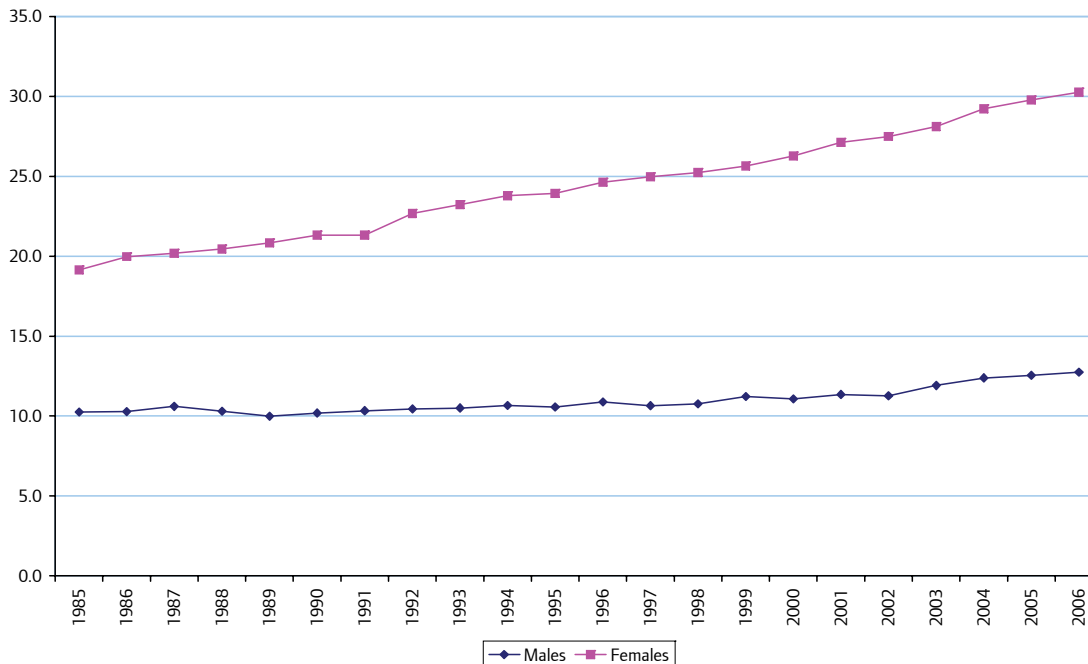
Figure 38: Public sector employment rates, London (per cent)



Source: LFS, UK data archive

Using LFS data, male employment rates in both the London and UK public sector (Figure 38 and Figure 39) follow a similar trend over time starting at around ten per cent in 1985 and rising slightly in recent years to roughly 13 per cent. Female employment rates by contrast, have grown much faster. In London, they have risen from 20 per cent to 26 per cent between 1985 and 2006 and in the UK even more strongly to reach 30 per cent in 2006.

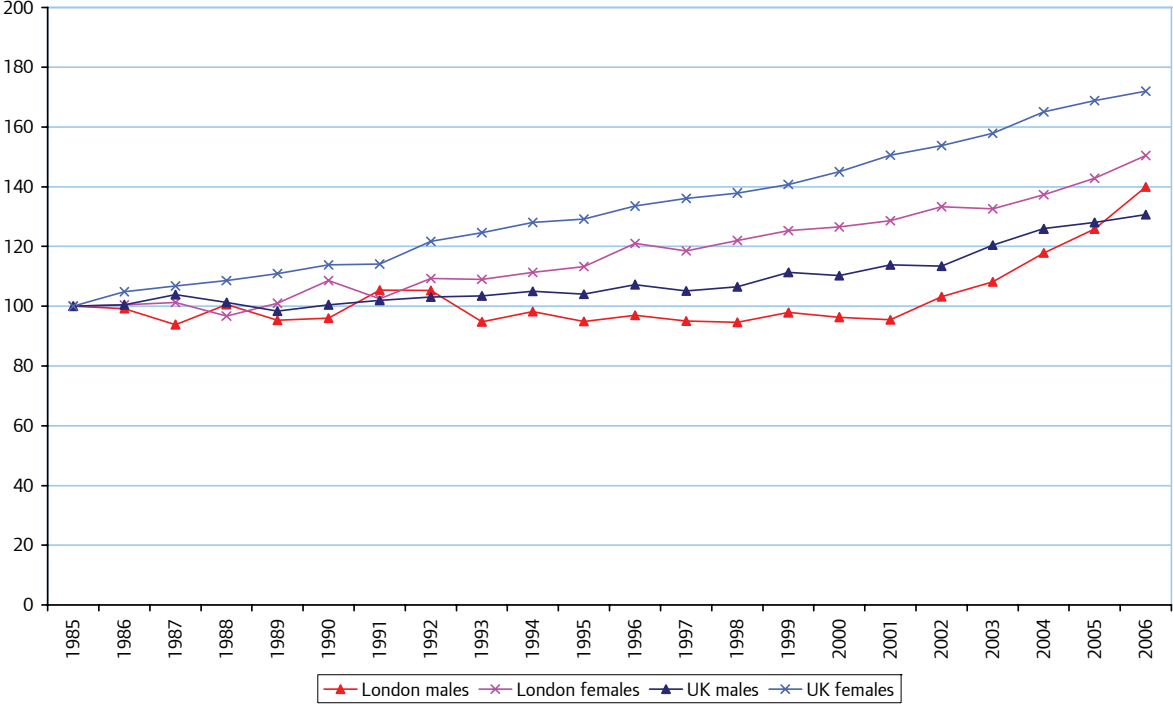
Figure 39: Public sector employment rates, UK (per cent)



Source: LFS, UK data archive

Furthermore, there is a substantial and constantly widening gap between female and male employment rates both in London and the UK with female employment rates being at least ten percentage points higher during the whole period of analysis.

Figure 40: Public sector, (indices base year 1985) (LFS)



Source: LFS, UK data archive

Figure 40 shows that female jobs in the UK public sector have increased by almost 70 per cent since 1985, with a 50 per cent increase in London’s female jobs. Growth in male jobs has been lower, although there has been a sharp rise in male public sector employment since 1999, especially in London.

Summary

- The public sector employment rates of London and the UK were very similar until 1992. Between 1992 and 2004, however, the employment rate gap expanded in favour of the UK. Data for 2005 and 2006 show some convergence but nevertheless the employment rate currently remains higher in the UK (21.3 per cent) than in London (19.7 per cent).
- Both MSABI and LFS data suggest faster public sector growth in absolute employment levels in the UK compared to London over time.
- Female employment rates are almost ten percentage points higher than those of males in both London and the UK.
- The growth in the number of jobs for females in the UK has been substantially higher than that in London, although in London the number of male jobs has increased sharply since 2001.

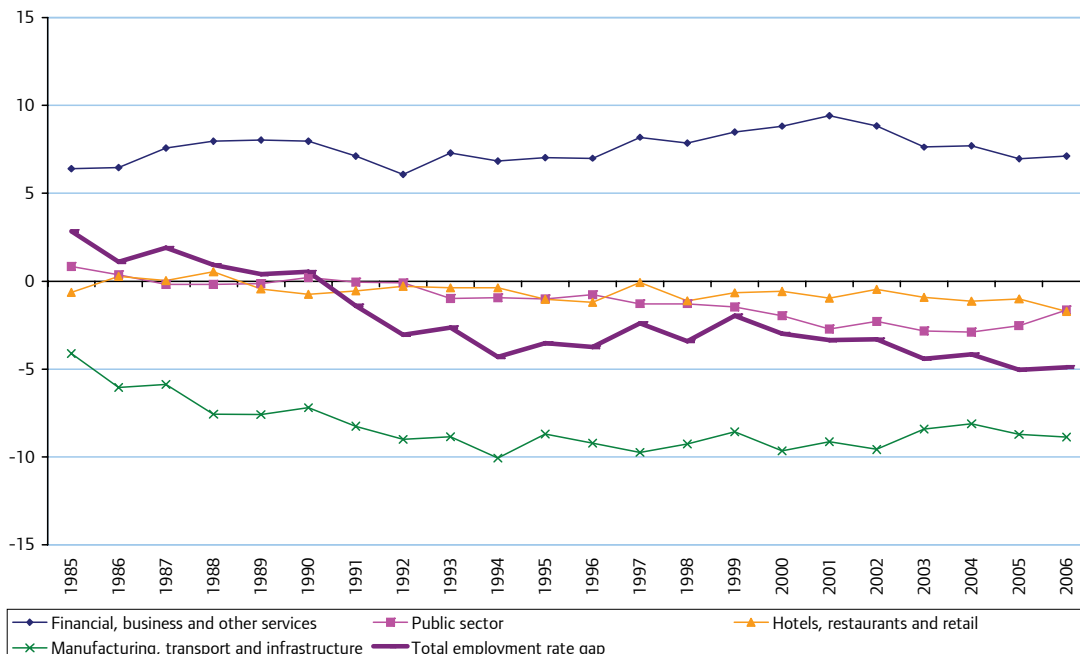
4. London-UK employment rate gaps

Figure 41 presents an overall picture of the difference between the employment rates of London and the UK over time across all the major sectors. The gap in total employment rates between London and the UK has a general downward trend starting at 2.8 percentage points in 1985 in favour of London, and deteriorating to -4.9 percentage points in favour of the UK in 2006.

The rest of the London-UK gap in employment rates portrayed in Figure 41, are simply the gaps in the respective proportions of the working age population employed in each sector between London and the UK. For example the green line in Figure 41 represents the difference between the proportion of working age residents employed in the ‘manufacturing, transport and infrastructure’ sector in London and those employed in the same sector in the UK. Figure 41 shows that the difference in employment rates in the ‘manufacturing, transport and infrastructure’ sector between London and the UK were -4.1 percentage points in 1985 and deteriorated to -8.9 percentage points by 2006. Therefore, over the past two decades a shrinking proportion of London’s working age population has been employed in the ‘manufacturing, transport and infrastructure’ sector in London when compared to the UK as a whole.

The employment rate gap in ‘manufacturing, transport and infrastructure’ deteriorated mainly between 1985 and 1994. Since 1994, London’s employment rate in this sector has remained lower than the UK average rate, but the London-UK employment rate gap has been relatively stable at just under ten percentage points.

Figure 41: Employment rate gaps (London-UK) (percentage points)



Source: LFS, UK data archive

London’s economy is clearly more service-oriented than the UK on average. Figure 41 shows that the employment rate in the ‘financial, business and other services’ in London was higher than that in the UK from 1985 to 2006. In the 2001–2006 period, however, London’s female employment rates in this sector fell¹⁹ leading to a slight overall decline in the employment rate gap in ‘financial, business and other services’.

The employment rate in the ‘hotels, restaurants and retail’ sector in London has been similar to that for the UK for most of the period. A decline in London’s female employment rate has however led to a small increase in the gap between UK and London’s employment rates in recent years²⁰.

Whilst the employment rate in the public sector in both London and the UK was largely similar between 1985 and 1991, the data for the period of 1992–2006 show that the UK employment rate grew faster than the employment rate in London. This was characterised by a fast growth in UK female public sector employment rate.

Table 1 presents changes in employment rates (percentage points) within London and the UK for the following periods: 1985–1995, 1995–2006 and 1985–2006. For example, the column ‘Lon 85-95’ shows the difference in percentage points between the employment rates in the period of 1985 to 1995 in London. While the employment rate of people working in London’s ‘manufacturing, transport and infrastructure’ sector between 1985 and 1995 decreased by 8.9 percentage points, the employment rate for people occupied in London’s ‘financial, business and other services’ sector increased by 3.8 percentage points. The column called ‘Lon-UK’ shows the difference in the changes in employment rates between London and the UK for each specific period²¹.

Table 1: Employment rate gaps across London and the UK over time (% points)

	Lon 85-95	UK 85-95	Lon- UK	Lon 95-06	UK 95-06	Lon- UK	Lon 85-06	UK 85-06	Lon- UK
Manufacturing, transport and infrastructure	-8.9	-4.3	-4.6	-3.7	-3.5	-0.2	-12.6	-7.8	-4.8
Hotels, restaurants and retail	0.3	0.7	-0.4	-0.4	0.3	-0.7	-0.1	1.0	-1.1
Financial, business and other services	3.8	3.2	0.6	2.5	2.5	0.0	6.4	5.7	0.7
Public sector	0.7	2.6	-1.9	3.6	4.3	-0.7	4.3	6.8	-2.5
Total	-4.1	2.2	-6.3	2.0	3.6	-1.6	-2.0	5.7	-7.7

Source: Calculations based on LFS data

¹⁹ See Figure 26.

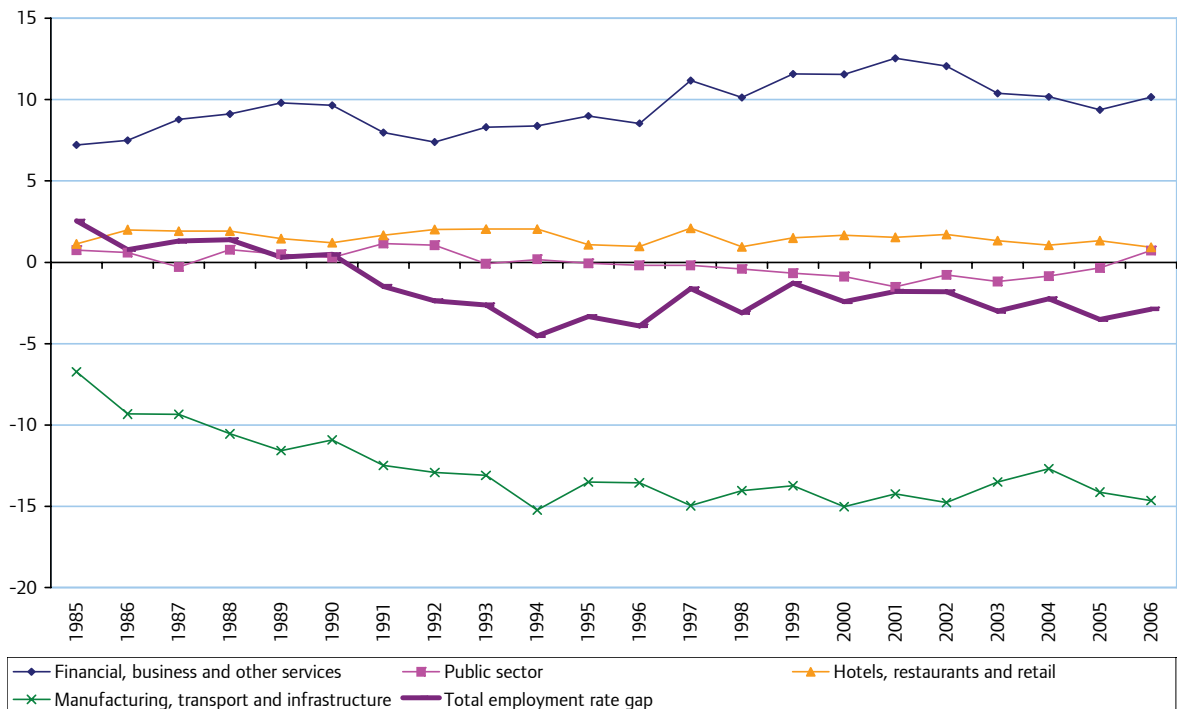
²⁰ See Figure 32 and Figure 33.

²¹ For example, the difference between the changes in employment rates in the ‘manufacturing, transport and infrastructure’ sector between UK and London for the period of 1985–1995 is respectively -8.0 percentage points - (-4.3 percentage points) = -4.6 percentage points.

In the 1985 to 1995 period, London’s employment rate declined by 4.1 percentage points, while the UK employment rate increased by 2.2 percentage points. The main reason for this large difference in performance was that London suffered a much larger decline in ‘manufacturing, transport and infrastructure’ employment over this period. Additionally, the UK witnessed stronger public sector employment growth in the period. From 1995-2006, the difference in employment rates between London and the UK was due firstly to faster growth in the public sector employment rate in the UK compared to London (4.3 percentage points vs. 3.6 percentage points) and secondly to faster employment rate growth in the ‘hotels, restaurants and retail’ sector in the UK compared to London (0.3 percentage points vs. -0.4 percentage points).

Overall between 1985 and 2006, the UK’s employment rate grew faster than London’s. Firstly, London experienced a much sharper decline in ‘manufacturing, transport and infrastructure’ than the UK from 1985 to 1995 and secondly, the UK employment rate in the public sector and in the ‘hotels, restaurants and retail’ sector increased faster than that for London from 1985 to 2006. Both London and the UK employment rate grew similarly with respect to the ‘financial, business and other services’ sector.

Figure 42: Male employment rate gaps (London-UK) in percentage points



Source: LFS, UK data archive

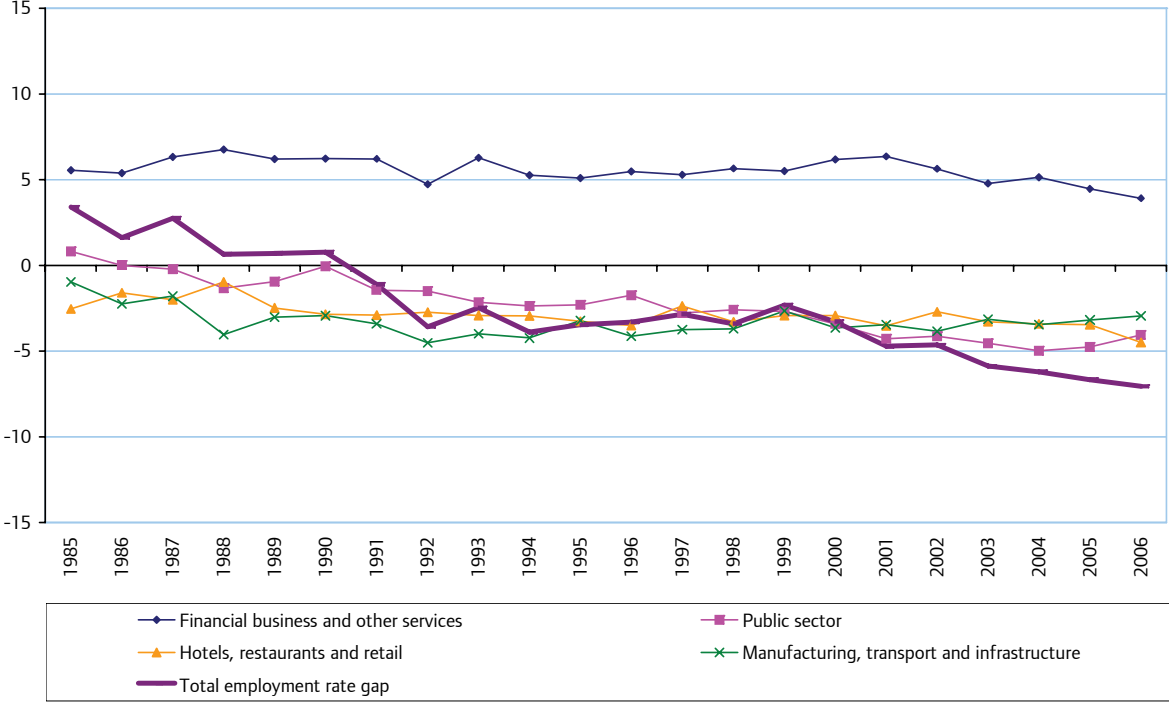
Figure 42 depicts the employment rate gaps for males between London and the UK. The total gap in employment rates for males between London and the UK was 2.5 percentage points in 1985 in favour of London, and declined to -2.9 percentage points in favour of UK males in 2006. Most of this change however, occurred between 1985 and 1994. Since the mid ‘90s the gap has remained relatively stable.

The male employment rate in ‘hotels, restaurants and retail’ on one hand, and the public sector on the other, are relatively constant overtime, as the male employment rate for London is very similar to that of the UK. The employment rate for males in the ‘hotels, restaurants and retail’ sector in London, however, is slightly higher than the UK’s since the employment rate gap in ‘hotels, restaurants and retail’ between London and the UK has been one percentage point for most of the past two decades.

The employment rate gap in ‘manufacturing, transport and infrastructure’ (Figure 42) between males in London and the UK is significant. Between 1985 and 1995 the London male employment rate in the ‘manufacturing, transport and infrastructure’ sector declined much faster than that in the UK. This led to an eight percentage points increase (from -7 to -15) in the employment rate gap between London and the UK. During the last decade, the employment rate for males in London’s ‘manufacturing, transport and infrastructure’ sector has remained below that for the UK and the employment rate gap for males between London and the UK is currently 15 percentage points.

The employment rate gap for men working in ‘financial, business and other services’ sector between London and the UK (Figure 42) has remained positive over time in favour of London. Following an upward trend, the employment rate gap for males between London and the UK in this sector increased from seven percentage points in 1985 to ten percentage points in 2006.

Figure 43: Female employment rate gaps (London-UK) in percentage points



Source: LFS, UK data archive

In contrast to males, employment rates for London and UK females (Figure 43) show quite different trends. The gap in the total employment rate for females between London and the UK was 3.4 percentage points in London's favour in 1985, falling significantly to -7.1 percentage points in favour of UK females in 2006. Furthermore, London's female employment rates have declined over time in all four sectors relative to the UK.

The public sector plays a major role in the overall increase in the employment rate gap between London and the UK dropping from 0.8 percentage points in 1985 to -4.1 percentage points in 2006. The employment rate gaps for females occupied in the 'financial, business and other services' and the 'hotels, restaurants and retail' sectors also show downward trends but are, however, less volatile than the employment rate gap in the public sector. In the 'financial, business and other services' sector, the employment rate gap for females has remained constant throughout most of the period but fell in the last six years. While the employment rate gap for females in the 'financial, business and other services' sector still favours London females, UK female employment rates are higher than the employment rates for females in London across the other three sectors.

The downward trend in the public sector London-UK female employment rate gap (Figure 43) reflects the fact that after 1995 the employment rate for women in London has not matched the high employment rate growth in the UK as a whole. The employment rate gap in 'hotels, restaurants and retail' has slightly worsened over the last four years, mainly due to the recent sharp decline in London's female employment rate in this sector. Recent years are also characterised by a decrease in the 'financial, business and other services' employment rate gap between London and the UK, reflecting the deterioration in London's female employment rates.

In summary, the last two decades are characterised by London's employment rate declining below the UK employment rate in the 1990-1994 period and, despite a short period of convergence in the mid-late 1990s, the gap between the two has continued to increase in the recent past. While the decrease in London's employment rate can be attributed to a substantial fall in the male employment rate between 1990 and 1994, it is declining female employment rates in London that are responsible for the divergence of UK and London employment rates between 2000 and 2006.

Appendix A: Data sources and definitions

The Standard Industrial Classification (SIC)

The SIC is used for classifying business establishments and other statistical units by the type of economic activity in which they are engaged. It provides a framework for the collection, tabulation, presentation and analysis of data and its use promotes uniformity²².

The SIC is divided into 17 sections as follows:

- A: Agriculture, hunting and forestry
- B: Fishing
- C: Mining and quarrying
- D: Manufacturing
- E: Electricity, gas and water supply
- F: Construction
- G: Wholesale and retail trade; repair of motor vehicles, motorcycles and personal and household goods
- H: Hotels and restaurants
- I: Transport, storage and communications
- J: Financial intermediation
- K: Real estate, renting and business activities
- L: Public administration and defence; compulsory social security
- M: Education
- N: Health and social work
- O: Other community, social and personal service activities
- P: Private households employing domestic staff and undifferentiated production activities of households for own use
- Q: Extra – Territorial organisations and bodies.

In the case of London there are a number of sections that have very low levels of employment and are therefore often combined in employment analysis and forecasting. Additionally, because some of the names of the sections above are a little long and unwieldy, they are often shortened. In its employment data analysis, GLA Economics defines 12 broad sectors²³ to describe London's economy. These are shown in Table A²⁴:

²² National Statistics, 2003, UK Standard Industrial Classification of Economic Activities 2003. View at: [http://www.statistics.gov.uk/methods_quality/sic/downloads/UK_SIC_Vol1\(2003\).pdf](http://www.statistics.gov.uk/methods_quality/sic/downloads/UK_SIC_Vol1(2003).pdf)

²³ Employment projections for London by sector and borough, GLA Economics Working Paper 20, February 2007.

²⁴ Sections P and Q have often very low or zero employment and are therefore excluded from the analysis.

Table A: London's employment categories

Employment category	SIC sections
Primary and utilities	A,B,C,E
Manufacturing	D
Construction	F
Wholesale	part of G
Retail	part of G
Hotels and restaurants	H
Transport and communications	I
Financial services	J
Business services	K
Public administration	L
Health and education	M, N
Other services	O

For further simplification of the analysis, the 12 broad sectors were aggregated into four major categories/sectors based on similarities of the tasks required for performing different types of jobs. These are shown in Table B:

Table B: London and UK's employment categories

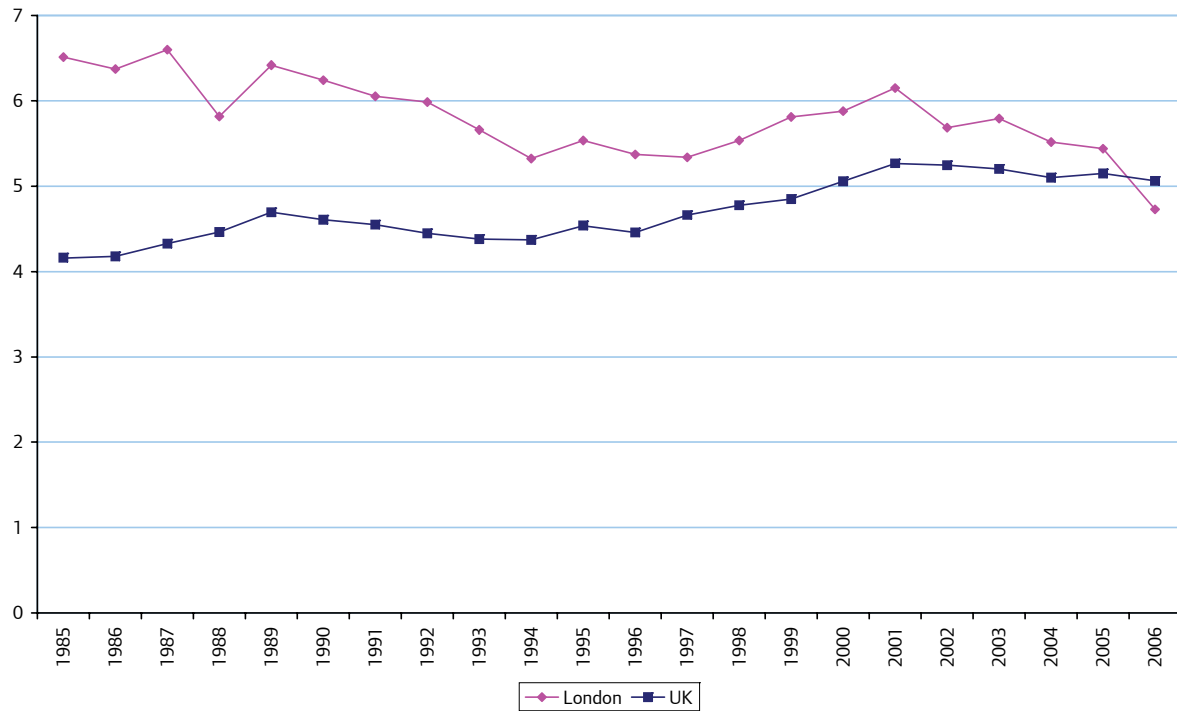
Sectors	Employment category	SIC sections
Manufacturing, transport and infrastructure	Primary and utilities	A,B,C,E
	Manufacturing	D
	Construction	F
	Wholesale	part of G
	Transport and communications	I
Hotels, restaurants and retail	Hotels and restaurants	H
	Retail	part of G
Financial, business and other services	Financial services	J
	Business services	K
	Other services	O
Public sector	Public administration	L
	Health and education	M,N

Given the changes to the Standard Industrial Classification (SIC) over time, it is not a simple task to construct a set of consistent employee number estimates across industries for the period 1985 to 1995.²⁵ Yet since this report aggregates all the activities into four major sectors, this issue is overcome to some degree since most of the changes due to the change in industrial classification occur within the same sector.

²⁵ Standard Industrial Classification of Economic Activities – Correlation between SIC(92) and SIC(80) , Business Monitor PO1009, Office for National Statistics.

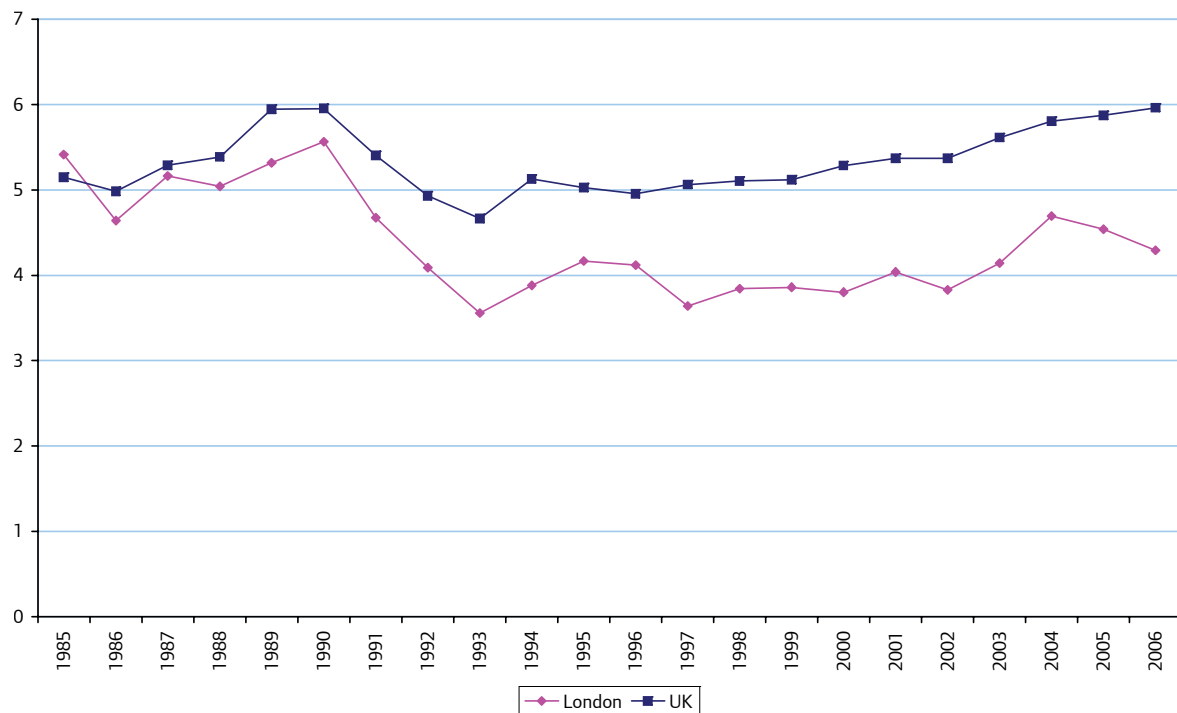
Appendix B

Figure 44: Transport and communications employment rates



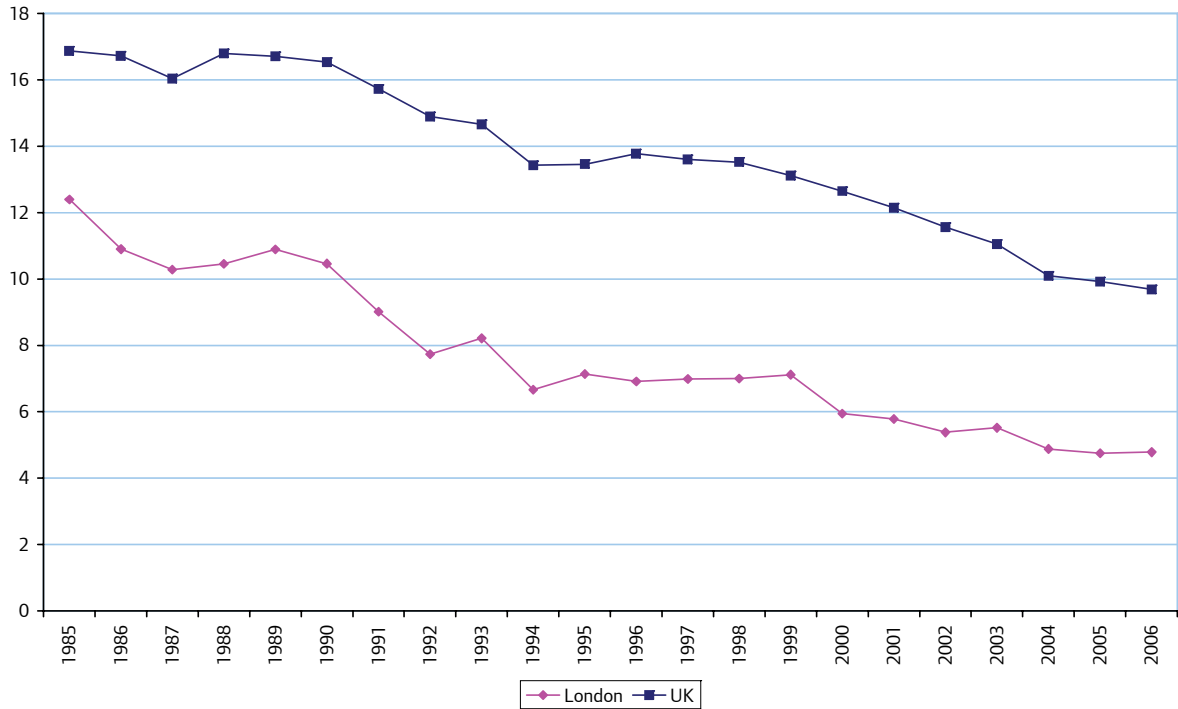
Source: LFS, UK data archive

Figure 45: Construction employment rates



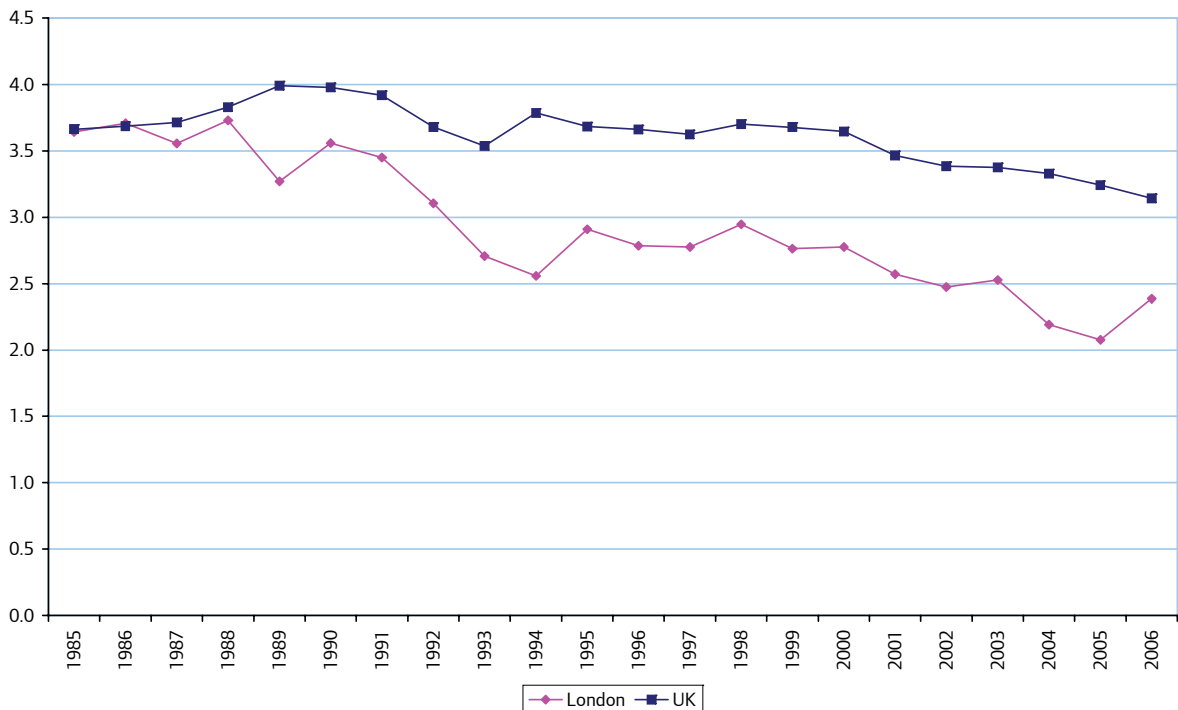
Source: LFS, UK data archive

Figure 46: Manufacturing employment rates



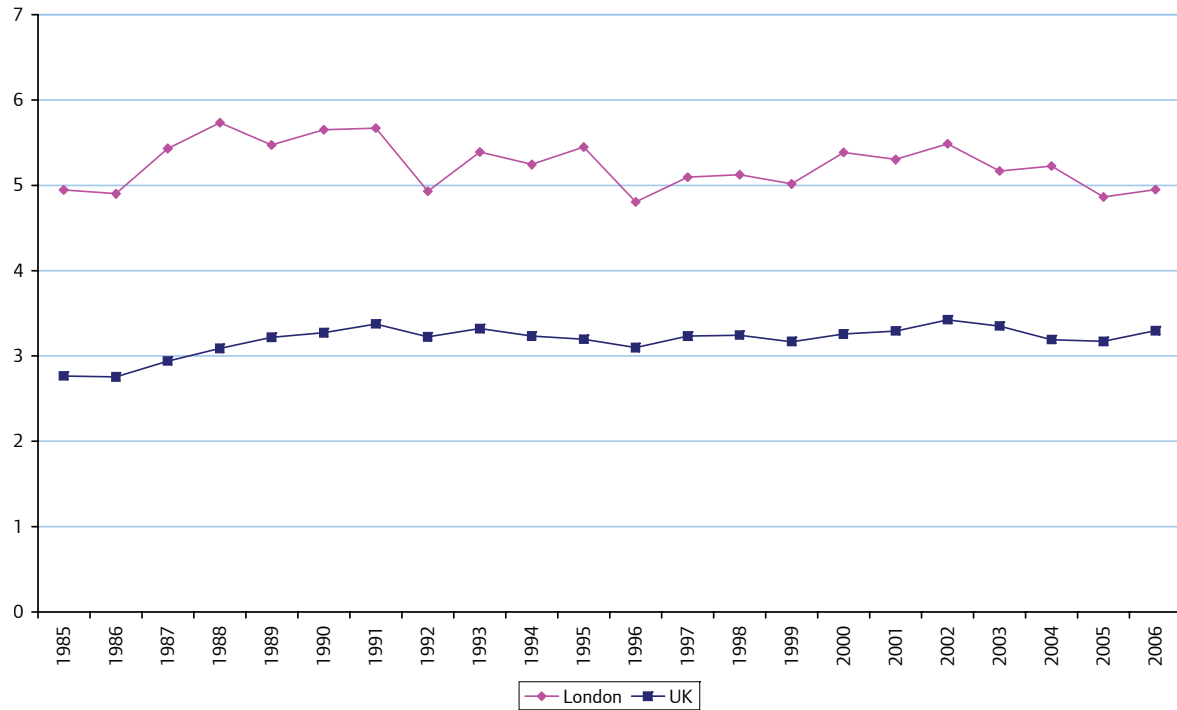
Source: LFS, UK data archive

Figure 47: Wholesale employment rates



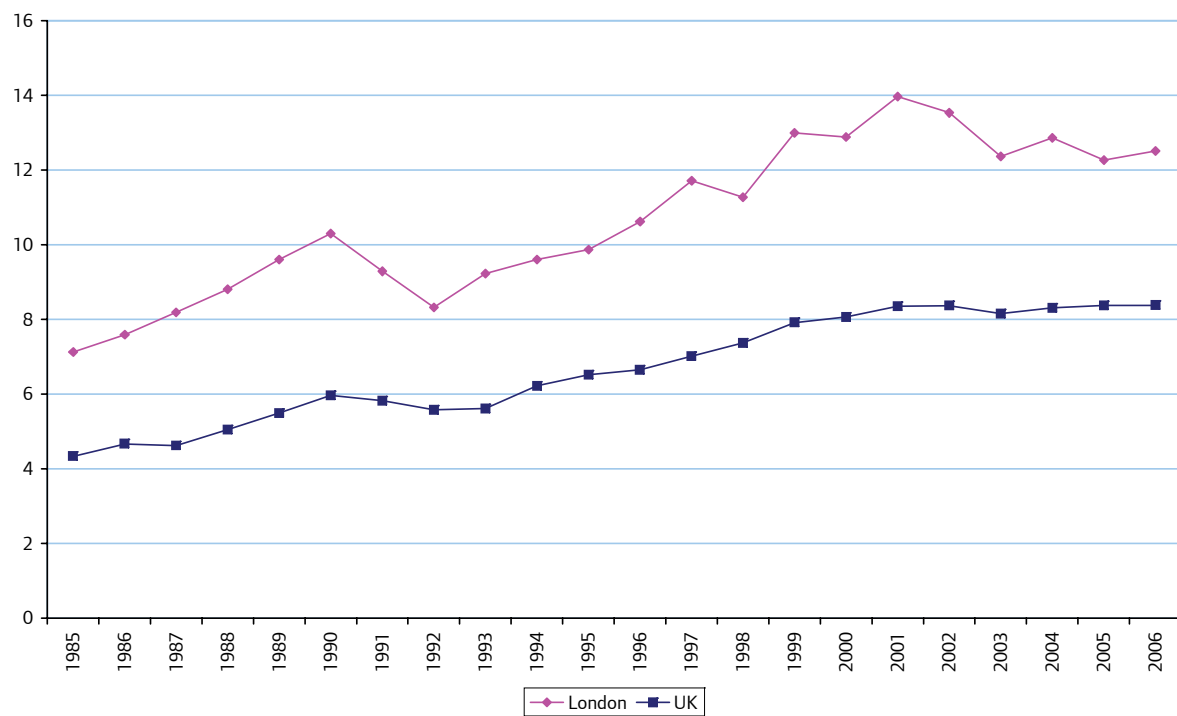
Source: LFS, UK data archive

Figure 48: Financial services employment rates



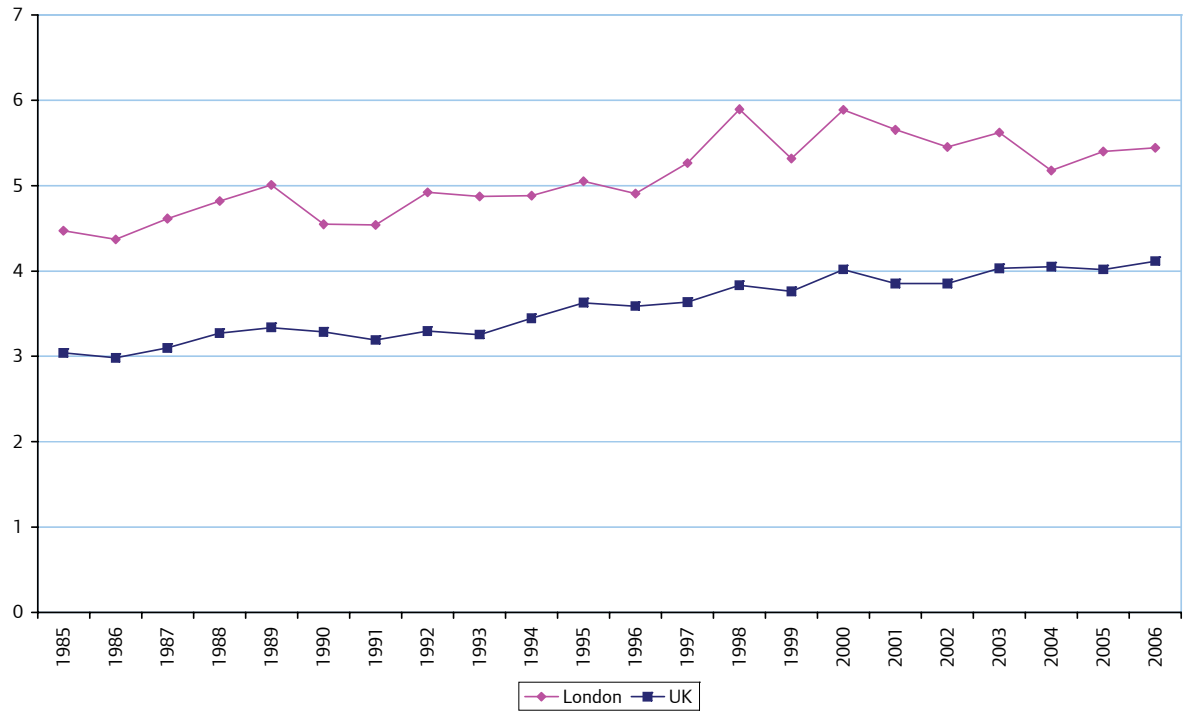
Source: LFS, UK data archive

Figure 49: Business services employment rates



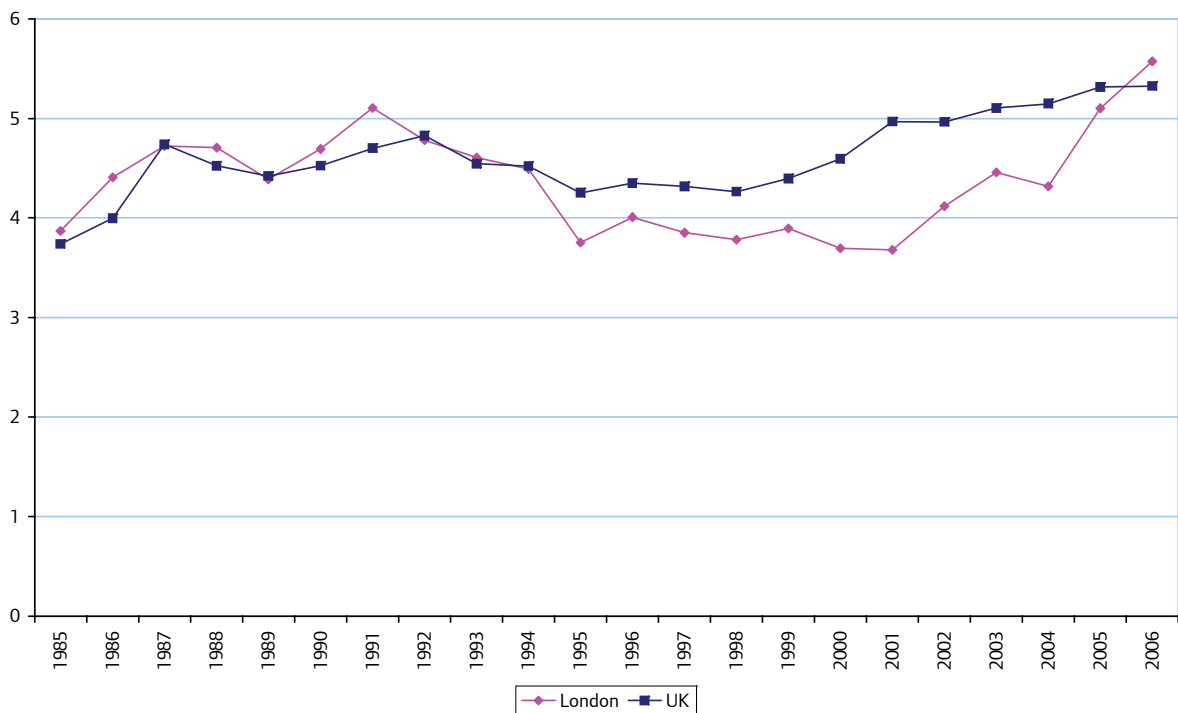
Source: LFS, UK data archive

Figure 50: Other services employment rates



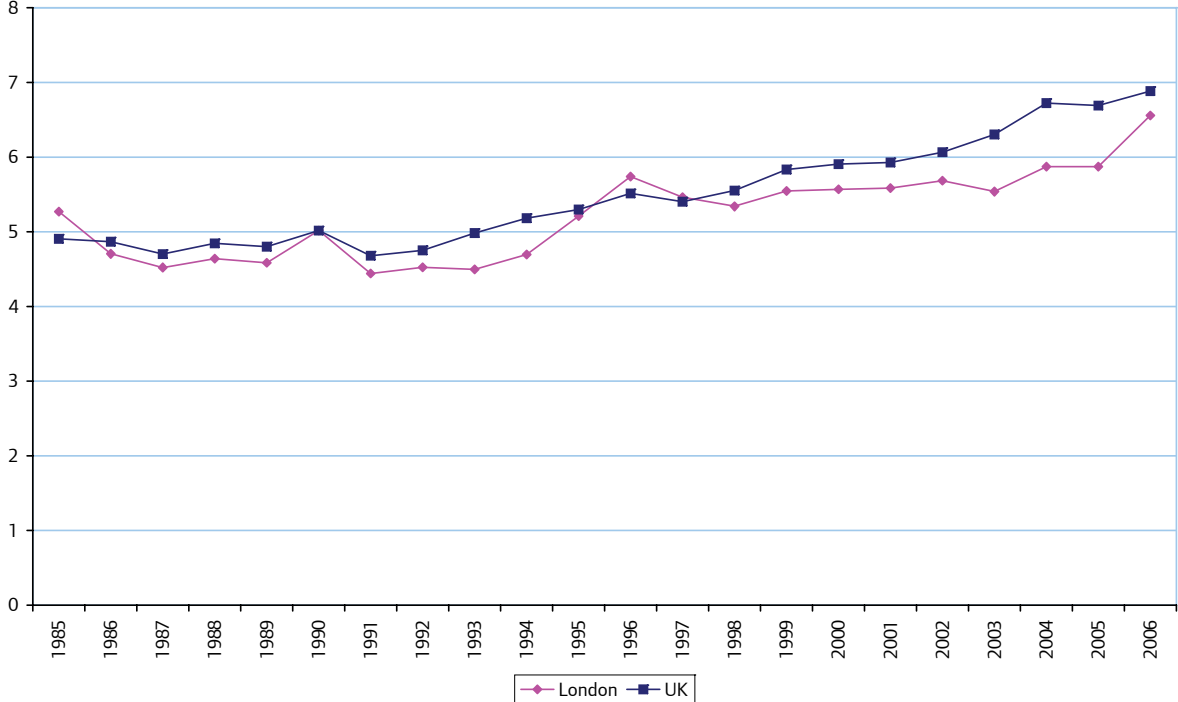
Source: LFS, UK data archive

Figure 51: Public Administration employment rates



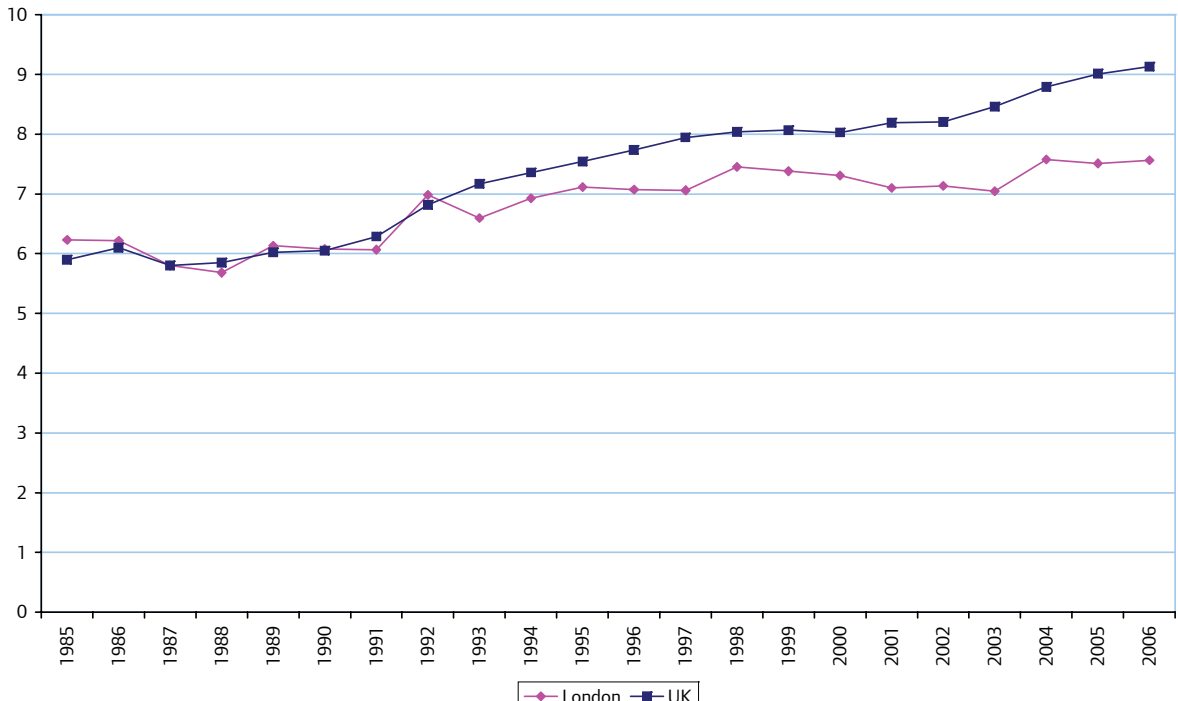
Source: LFS, UK data archive

Figure 52: Education employment rates



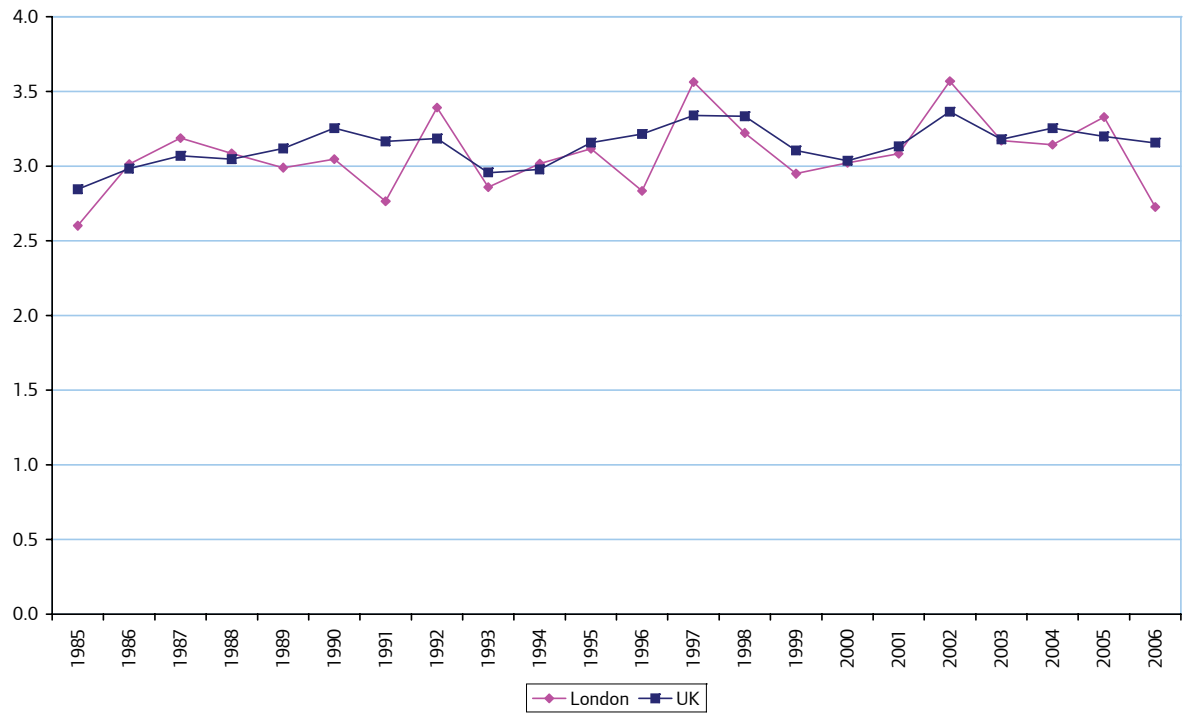
Source: LFS, UK data archive

Figure 53: Health employment rates



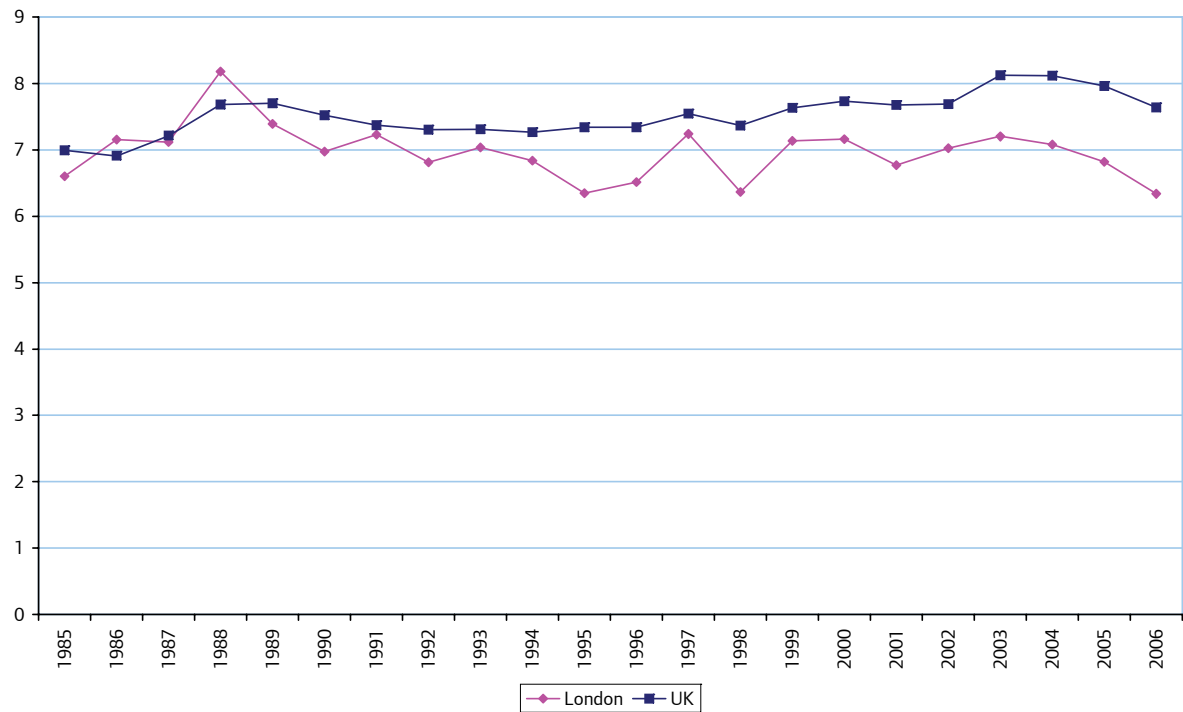
Source: LFS, UK data archive

Figure 54: Hotels and restaurants employment rates



Source: LFS, UK data archive

Figure 55: Retail employment rates



Source: LFS, UK data archive

Other formats and languages

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Vietnamese

Nếu bạn muốn có bản tài liệu này bằng ngôn ngữ của mình, hãy liên hệ theo số điện thoại hoặc địa chỉ dưới đây.

Greek

Αν θέλετε να αποκτήσετε αντίγραφο του παρόντος εγγράφου στη δική σας γλώσσα, παρακαλείστε να επικοινωνήσετε τηλεφωνικά στον αριθμό αυτό ή ταχυδρομικά στην παρακάτω διεύθυνση.

Turkish

Bu belgenin kendi dilinizde hazırlanmış bir nüshasını edinmek için, lütfen aşağıdaki telefon numarasını arayınız veya adrese başvurunuz.

Punjabi

ਜੇ ਤੁਹਾਨੂੰ ਇਸ ਦਸਤਾਵੇਜ਼ ਦੀ ਕਾਪੀ ਤੁਹਾਡੀ ਆਪਣੀ ਭਾਸ਼ਾ ਵਿਚ ਚਾਹੀਦੀ ਹੈ, ਤਾਂ ਹੇਠ ਲਿਖੇ ਨੰਬਰ 'ਤੇ ਫ਼ੋਨ ਕਰੋ ਜਾਂ ਹੇਠ ਲਿਖੇ ਪਤੇ 'ਤੇ ਰਾਬਤਾ ਕਰੋ:

Hindi

यदि आप इस दस्तावेज की प्रति अपनी भाषा में चाहते हैं, तो कृपया निम्नलिखित नंबर पर फोन करें अथवा नीचे दिये गये पते पर संपर्क करें

Bengali

আপনি যদি আপনার ভাষায় এই দলিলের প্রতিলিপি (কপি) চান, তা হলে নীচের ফোন নম্বরে বা ঠিকানায় অনুগ্রহ করে যোগাযোগ করুন।

Urdu

اگر آپ اس دستاویز کی نقل اپنی زبان میں چاہتے ہیں، تو براہ کرم نیچے دئے گئے نمبر پر فون کریں یا دیئے گئے پتے پر رابطہ کریں

Arabic

إذا أردت نسخة من هذه الوثيقة بلغتك، يرجى الاتصال برقم الهاتف أو مراسلة العنوان أدناه

Gujarati

જો તમને આ દસ્તાવેજની નકલ તમારી ભાષામાં જોઈતી હોય તો, કૃપા કરી આપેલ નંબર ઉપર ફોન કરો અથવા નીચેના સરનામે સંપર્ક સાધો.

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