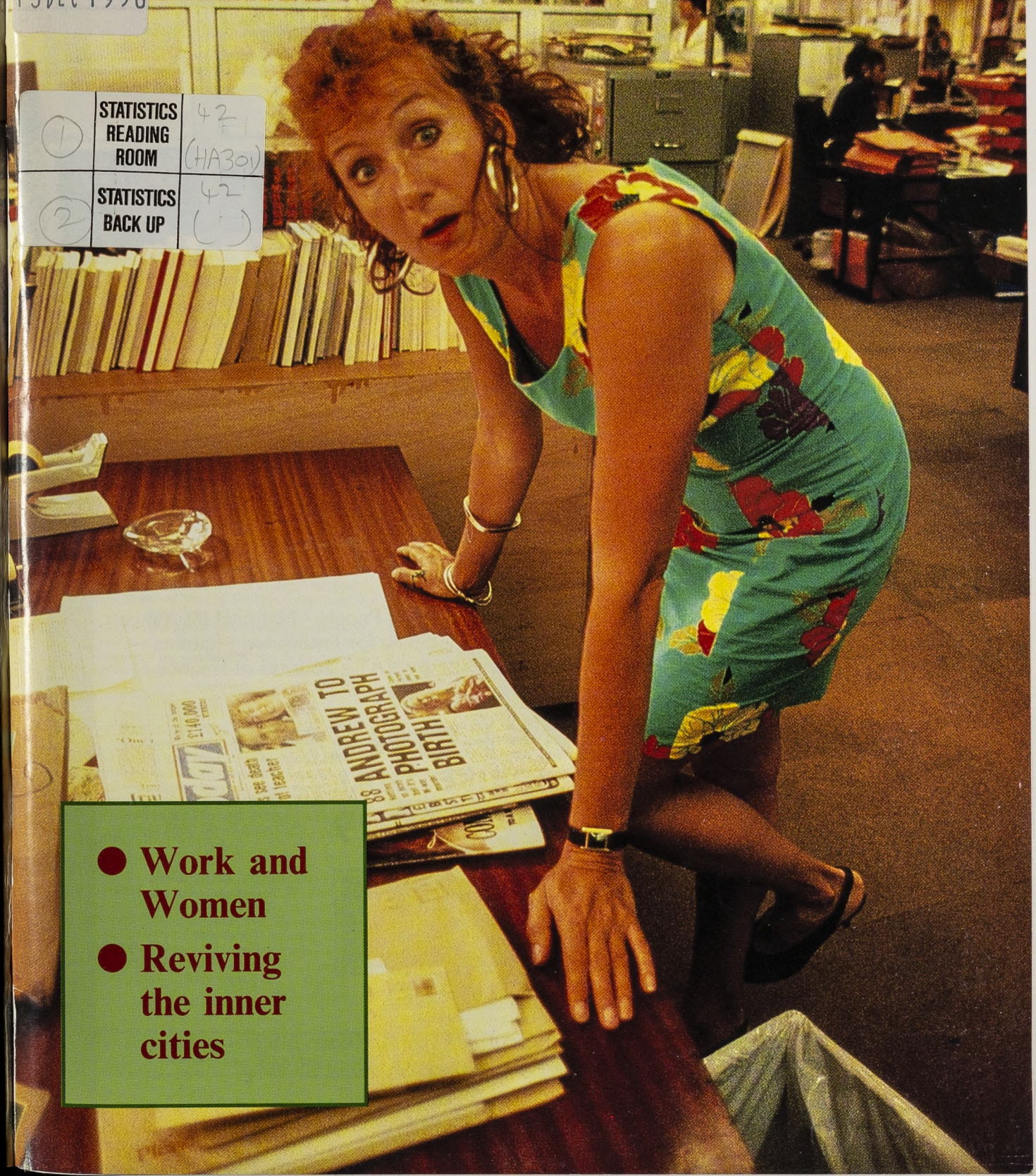


Employment Gazette

December 1990

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Employment Gazette

December 1990

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COVER PICTURE
Women in the labour market: their family commitments, economic activity and patterns of employment are explored on p 619.
Photo: Barry Lewis/Network



Monthly unemployment statistics—maintaining a consistent series.
This special feature, starting on p 601, discusses how the statisticians have tackled this over the years.



International comparisons of industrial disputes in 1988 and 1989 show where the UK ranks in terms of working days lost.
See p 609 for details.

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More help with jobsearch—plus more flexible training next year

Practical help for unemployed people in finding work and succeeding at job interviews is a major thrust of the Employment Department's revised strategy for 1991-92.

Up to an extra 100,000 long-term unemployed people will be helped, through an expansion of Jobclub places and the Job Interview Guarantee Scheme, at a cost of £15 million. Places on Employment Training (ET), which has been running below full capacity this year, will be reduced by about a third and, like Youth Training (YT), it will be made more responsive to individual and local market needs.

The new emphasis reflects research evidence that providing training is by no means always the most appropriate solution to the problems that the long-term unemployed face. Giving people practical help in searching for a job often proves more effective.



For many unemployed people Jobclubs may be more appropriate than retraining.

Qualifications

The research found that nearly one in two unemployed people already has some form of qualification, while at least one in three vacancies requires no particular qualification of specialist experience. About half of all long-term unemployed people look for help of various kinds, such as writing a CV, when job-hunting.

In England and Wales the 82 TECs, which are, or shortly will become, responsible for running ET and YT at local level, will be given the power to target ET on those most in need of training, and to vary the length and content of training courses. They will be able to tailor courses to provide help with rebuilding confidence, act as a short refresher, or provide customised training linked to local employers experiencing recruitment problems.

Flexibility

The upper limit of two years for the duration of an ET course will be abolished, and employers will be allowed to train and pay ET trainees as employees from the first day they start their training, instead of having to wait eight weeks to do so.

TECs will also have more leeway in how they fund the various training and enterprise programmes. A quarter of the funding they receive to run ET and YT will now depend on the results they achieve, as measured by the number of trainees finding

jobs or gaining qualifications. TECs' budgets for the Enterprise Allowance Scheme and the Business and Enterprise Training programme will be merged and TECs will be given the freedom to decide their own priorities within certain limits.

In Scotland, the Employment Department's training and enterprise responsibilities will be carried out from April 1991 by Scottish Enterprise and Highlands and Islands Enterprise. Through a network of 22 local enterprise companies, they will work within the national framework of programmes while encouraging local businesses to meet training needs particular to Scotland.

At that time also, the TECs will take on responsibility for the £105 million budget, currently managed by the Employment Department, to support work-related further education. They will be given a powerful voice in the development of the Technical and Vocational Education Initiative, providing work-related courses for 14 to 18-year-old school pupils, and will also be able to bid for extra funds next year to set up or extend business/education partnerships.

Total planned expenditure for the work of the Employment Department Group will be £3,400 million—a slight increase on the corresponding provision in last year's plans.

EC directives will cost bosses £3 billion

The five European Community directives on employment, proposed this year as part of the social action programme, would carry £3,000 million price tag for United Kingdom employers, Employment Secretary Michael Howard has warned.

Estimates by Employment Department economists have put the immediate cost to employers of implementing the three directives on part-time and temporary work at about £1,000 million.

Proposals to regulate rest periods, night work and annual holidays would cost a further £2,000 million while the long-term costs of losing the flexibility to adapt working patterns would be "simply incalculable," Mr Howard said.

"Giving women the right to full pay for 14 weeks of their maternity leave would cost employers and staff more than £400 million a year," he added. "It is essential that we defeat this attempt to undermine the Community with a regulatory straitjacket."

Why has the best person for the job gone to work for someone else?



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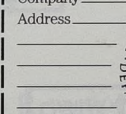
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The UK's training record

Refuting the view that employers aren't interested in training, Mr Howard pointed out to the CBI Conference that British employers actually spend around £20,000 million a year on this area.

The latest CBI Industrial Trends Survey, he said, also shows that more firms plan to increase their spending on training than to reduce it; but still too few firms plan that investment properly and fewer still take proper steps to evaluate their investment after the training has been done.

"I shall not be happy until training appears in the business plan of every firm in the country and is scrutinised at boardroom level as carefully as any other investment under any other head of expenditure."

Mr Howard then drew attention to the Government's objective of ensuring that all significant occupations are covered by reformed vocational qualifications, up to NVQ Level 4, by December 1992: "This will be the culmination of a fundamental reform which will provide us with another vital part of our strong framework for training."

Employers vote on priorities

Most employers appear to be happy with Britain's current employment laws, according to a CBI survey of 700 large and small firms.

Asked to list measures by which they thought the Government could contribute most to the success of their firms over the next three years, further changes in labour law came overwhelmingly last in their priorities, while inflation and interest rates topped their concerns. Improvements to the education system and stable exchange rates were also of particular concern to employers.

In his opening address to the conference, Sir Brian Corby, president of the CBI, warned that employers will have to get away from pay settlements based on the retail prices index if Britain is to beat inflation. The prime consideration must be the state of each individual business, he said, and specifically: what it can afford; what it needs to pay to protect and retain skilled staff; and above all the required level of profitability to finance future investment and the trend of productivity. Sir Brian added that companies would also need to look carefully at indexation of company costs in order to tame inflation.

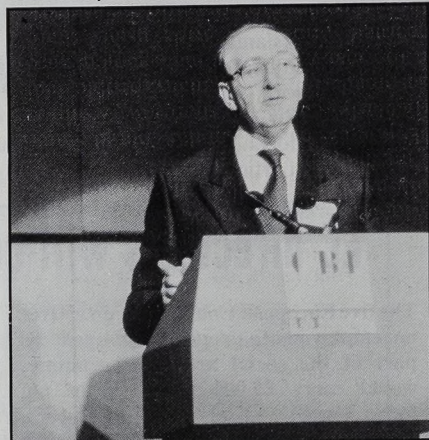
Mr Howard called for Industry Training Organisations, Training and Enterprise Councils, and Local Enterprise Companies in Scotland to play a leading role in developing the new national standard by which every company can assess its performance as an 'Investor in People' see November 1990 issue of *Employment Gazette*.

Rigour in interpreting the standard will be essential, warned Mr Howard. Consistency too, so that TECs reinforce the need for development and do not confuse employers.

Getting this right will take time, he said. Few organisations will meet the standard straightaway, and those that do will need to demonstrate that they are committed and active in developing their workforce.

Breakthrough

Sir Bryan Nicholson, chairman of the National Council for Vocational Qualifications, told the conference that in the year since the publication of the CBI's report *Towards a Skills Revolution*, 30 of its 55 recommendations have been accepted in full or in part.



Sir Bryan Nicholson.

He stressed four particularly important breakthroughs, beginning with the decision to pilot training credits for young people, also the agreement to introduce core skills into qualifications for 16-19 year olds; the employer training initiative 'Investors in People'—launched at the conference—and

CBI Conference 1990

finally, the rapid development of Training and Enterprise Councils (Local Enterprise Councils in Scotland).

Concern

On TECs, Andrew Buxton of Barclays Bank, expressed concern over whether TECs would move to 'quantitative' rather than 'qualitative' performance targets. He also pointed to the difficulty he had in dealing with 19 different head bodies for training. This was "too complex," he suggested.

Another delegate suggested rurally based TECs should set up mobile units to facilitate contacts with rural small businesses. TECs could also encourage more small firms to become 'Investors in Training' as, logically, a poor key performer in a small firm is likely to have a greater negative effect in small enterprises than large ones.

This was endorsed by Sir Bryan Nicholson who said TECs and LECs must not become an "exclusive club of medium and large companies. They must reach small firms too."

Share ownership

Sir Peter Thompson, chairman of the CBI task force which looked at issues of wider share ownership, strongly endorsed the idea of employees becoming involved in the share ownership of their companies.

"It can transform performance and efficiency and make it much easier for management to get individuals to accept change in their working practices," he said, but he also noted that the majority of shareholders have shares in only one or two privatisation stocks and have never traded a share in their lives. "What is more, they do not know how to. Only 300,000 people actually have a portfolio of more than ten shares."

He added that only 2 million employees own shares or have options in the company they work for—rather less than 20 per cent of the workforce employed in the private sector.

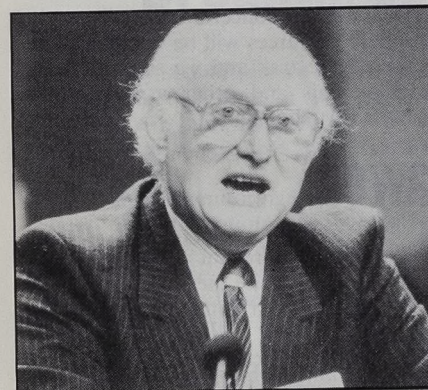
Sir Peter then went on to say there are many member companies of the CBI who

need convincing that the employee private shareholder is an asset that needs to be encouraged. Once convinced, they must follow the lead of a few of their peer group by introducing imaginative profit-sharing share schemes and SAYE share option schemes for their employees. They should also encourage their employee shareholders to feel a real sense of ownership and involvement and must make dealing in their shares cheaper and simpler by organising company personal equity plans (PEPs). Furthermore, with due regard for ethical advertising, companies should be allowed to encourage awareness of share-buying opportunities among small investors.

He then turned to the Stock Exchange and the whole share brokerage and distribution industry. "They must make their services cheaper, more user friendly and better communicated to the general public," he said, adding that "the Stock Exchange needs to give urgent thought on how to improve liquidity in the shares of smaller companies."

Encouragement

Sir Peter wanted the Government to encourage the 'Franks' and the 'Sids' to become investors rather than speculators: "They need to take the next step forward to actually invest in shares through the Stock Exchange and the distribution system."



Sir Peter Thompson.

Sir Peter also wanted the shares that the workforce receives through employee schemes to get into their hands more quickly; he pointed out that it now takes five years before shares are finally in the hands of the employee tax free. "We recommend that this period should be reduced to three years so that people actually get the feel of share ownership sooner."

In response, Peter Rawlings, chief executive of the International Stock Exchange, reminded delegates what the exchange is doing towards achieving the objective of wider share ownership.

The Taurus project, he said, will eliminate the paper-chase of share ownership. It will not of itself greatly cut

private clients' dealing costs, but it will provide the platform for a new, essentially retail market of fully automated share dealing in the high street.

He pointed out that in the United States particularly, employee share ownership is widespread. In Britain many people feel that too many company managements are concerned principally with using share option schemes to reward themselves, rather than to spread the experiences of share ownership to their workforces.

Problems

Peter Rawlings explained why many responsible brokers do not recommend direct ownership of shares to very small investors. Such investors already have a substantial stake in industry through collective schemes and pension funds, he said, and these are often the most appropriate investment vehicles.

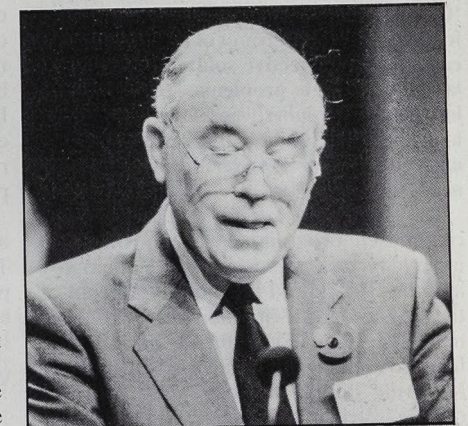
He also commented that there is little hard evidence that private shareholders are more loyal than institutions; and only limited capital can be raised from them. Finally, he reminded delegates that the huge increase in the number of private shareholders is due to Government policies for distributing privatisation issues. The result of this, he claimed, is a large overhang of small transactions, and the absence of a two-way market.

Companies should think long and hard before they seek to amend the Companies Act to allow them to market their own shares, he warned. "Cheap share dealing is one thing, active promotion quite another. 'Ethical' advertising will be hard to define."

Union view

Eric Hammond, General-Secretary of the EETPU, (Electrical, Electronic, Communications and Plumbing Union),

noted that not so long ago, most trade unions viewed share ownership "almost as some manifestation of evil." Union funds were invested accordingly, avoiding equities, and therefore failed to benefit from the growth in value of shares.



Eric Hammond.

Employee share ownership he said, is now recognised as "a valuable way of helping to bridge the gap between ownership and control, which is at the heart of many of our economic problems."

But he warned employee share ownership, whether of an individual or collective nature, should not be seen as a substitute for good industrial relations procedures.

"Share ownership has to be buttressed with a total new deal for the citizen at work: equality—with the obscurity of industrial apartheid of blue and white collar workers swept aside, and involvement—with the employee understanding the firm's problems and prospects and contributing to their solution."

Eastern Europe

The CBI is launching an Eastern European Initiative, charged with the task of acting as an investment bridge and business catalyst between the UK and Eastern Europe.

The initiative, to be launched in January, will assist British business to assess the wealth of opportunities and prepare their organisations for entering into trade with the Eastern Bloc countries.

In parallel, a consortium of British businesses is sponsoring a Euro-Trade Centre to facilitate links with the region and act as a focus for East-European enterprises.

Located next to Canary Wharf in London's Docklands, facilities include state of the art communications, business showrooms, and conference and training facilities.

John Mitchell, ICI regional executive for Eastern Europe told delegates that his

company is convinced that, in the medium term, an unprecedented opportunity of global significance should exist in Eastern Europe. Accordingly it is transforming its operations from being geared largely to serving the requirements of state monopolies to operations that identify, serve and get paid by their own selected customer base. Some operations are being transformed into wholly owned ICI subsidiaries, so as to enable direct participation in the local economy.

Mitchell stressed that although the region is not the place for the uncommitted opportunist, it is, in his view, the place for internationally competitive players to be laying down relatively small-scale, quality local resources. By building some direct customer relationships, a company stands to gain essential understanding of unique, but evolving, opportunities.

'Made to measure' solution to skills shortages

'Customised' or 'made to measure' training for disadvantaged groups of the unemployed can be a cost-effective solution to skill and labour shortage problems. But, says an independent report, employers must be highly committed and the projects should meet medium or long-term labour market needs.

In Peckham, South London, a customised programme run by the local inner city task force, Project Fullemploy and the BBC found jobs for 70 per cent of the trainees, drawn mainly from ethnic minorities. In Doncaster, a programme tailored to the needs of the British School of Motoring helped to solve a shortage of driving instructors in the city.

Developed largely by Government inner city task forces in recent years, the training is linked to specific job opportunities with an identified employer. Though they can last from anything from a few weeks to a year and vary widely in content, courses normally involve pre-recruitment tuition, workplace visits or experience, and a guaranteed job interview on successful completion of the course.

The report, prepared for the Department of Trade and Industry, says success for customised training requires pro-active marketing of the project in the local community; for example, through 'drop-in days', workshops, and publicity at churches

or mosques. There must be single, clear objectives for programmes and employers must be involved, often at senior levels, in both the design and delivery of training. Employers' premises should be used and counselling provided to reduce drop-out rates. Regular monitoring to evaluate progress is essential.

The success of customised courses has led to their incorporation into the Employment Training programme, while the pre-recruitment interview guarantee is to be more widely promoted under the Job Interview Guarantee Scheme.

Workspaces

A second report on the inner city task forces' work describes how they have identified the use of managed workspaces as an aid to promoting enterprise in inner city areas. The lack of suitable premises has often been a major obstacle to the development of inner city businesses but by promoting managed workspace schemes, the task forces have helped to overcome this.

Customised Training: Lessons from the Inner Cities Initiative and Managed Workspaces: a vehicle for inner city business development. are available free from the Inner Cities Unit, DTI, Room 543, 1-19 Victoria Street, London SW1H 0ET (tel 071-215 4557).

Worker mobility proposal 'flawed'

A European Community proposal designed to remove some of the restrictions which prevent millions of workers finding jobs in other Community countries is flawed, say Ministers.

The draft directive would complete a system that would give every Community national the right to have qualifications and experience gained in one member state recognised or taken into account when they wish to take up a post elsewhere in the Community.

The qualifications concerned are: those achieved after courses of higher education lasting less than three years, or their equivalent; those gained after courses of 'secondary' studies in general or technical education or their equivalent; and those acquired as a result of professional experience.

Professions such as medicine, teaching and dentistry are already covered by directives.

Mutual recognition of other qualifications gained after more than three

years of higher education will come into force on January 4, 1991.

A consultative document issued by the Employment Department to some 3,000 organisations, asks for comments on potential problem areas arising from the proposals.

For example, the many Britons who work in sectors not regulated by entry qualifications would be required to offer evidence of two years' professional experience, as well as evidence of their qualifications.

Unequal

By contrast, the nationals of more highly 'regulated' member states would not automatically have to provide evidence of such experience.

A further problem identified by officials is that British qualifications cannot easily be split into the two levels defined in the directive.

The requirement that qualifications should be compared on the basis of

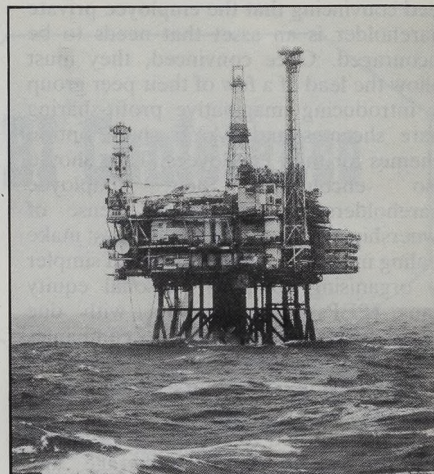


Photo: BP Ltd

HSE takes over North Sea safety

The Government's intention to transfer responsibility for the safety regime in the North Sea to the Health and Safety Executive (HSE), has been welcomed by Dr John Cullen, Health and Safety Commission chairman.

Commenting on the transfer, he said that this was a major responsibility, which in the aftermath of the Piper Alpha incident, must become a high priority for the HSE.

"We will be concerned to ensure that adequate resources will be made available for this large task and we shall be taking stock of this and other aspects of the transfer very shortly."

academic or theoretical content and the time taken to acquire them is seen as being at variance with Britain's move towards a competence-based system of National Vocational Qualifications.

Bureaucracy

Commenting on proposals, Employment Minister Robert Jackson said: "The UK has one of the most open and flexible labour markets within the Community. We must ensure that our British nationals wishing to work in other parts of the EC are not penalised because of the more bureaucratic approach to qualifications in some Member States."

The EC Commission's aim is that the draft directive should be implemented by July 1992.

Copies of the document are available from Gwen Price, ETPD1, Employment Department, Caxton House, Tothill Street, London SW1H 9NF.

Final comments are required by February 8 next year.

Easing the strain at work

Guidance for production managers on how to prevent the onset of Upper Limb Disorders—often known as Repetitive Strain Injury—has been published by the Health and Safety Executive.

The disorders take several forms, including tenosynovitis (inflammation of the tendon sheaths) or carpal tunnel syndrome (trapped nerves). Though commonly thought of as a problem in keyboard work, they are also a hazard for production line and other workers, ranging from hairdressers and supermarket checkout operators to musicians and teachers. Three factors are normally involved in the development of upper limb disorders: using excessive manual force; excessive repetition or duration of a movement; and awkward posture.

Cost drain

Upper limb disorders can cost employers dear, resulting in low productivity, and high absenteeism and staff turnover. In recent compensation

cases, the Inland Revenue was required to pay out £107,500 to two data inputters, while an agricultural worker was awarded £35,000 for a disorder sustained while cabbage stripping.

HSE director general John Rimington says many employers are guilty of trying to wish the problem away because of the number of disorders involved, and fears about their liability for compensation.

Reluctance

As with other occupational health problems, data on the prevalence of the disorders are sketchy—due largely to the reluctance of employers to report them and the fact that many sufferers simply leave their jobs. But some 20-30,000 people are known to suffer from occupationally related carpal tunnel syndrome.

The 27-page guidance pamphlet deals with prevention of the disorders in manufacturing firms.

To ensure prevention, the report recommends that production managers

carry out a risk assessment followed by improvements both in the design of tools, machines, and workplaces and also in organisational arrangements such as training, rest periods and job rotation.

Campaign

Further advice aimed at employees and occupational health professionals will be published by the HSE next year. The Executive will also mount an awareness campaign, with visits to employers by HSE inspectors and medical advisers.

An EC directive on display screen equipment adopted earlier this year is due for implementation by the end of 1992, and a consultative document containing a draft code of practice and regulations to implement the directive will be published in the spring. In the meantime, guidance on safety in keyboard work is contained in the HSE's 1983 publication *Visual Display Units*.

Work-related Upper Limb Disorders—A Guide to prevention is available from HMSO. Price £3.75. ISBN 0 11 885565 4.

Breakthrough could beat workplace fumes

A second-by-second picture of the level of toxic fumes and dust in the workplace atmosphere is now possible, thanks to a breakthrough by scientists at the Health and Safety Executive.

The new monitoring system, called Exposure Visualisation, has already been used by HSE experts investigating the incidence of 'bakers' asthma', linked to dust in flour mills, and the hazards associated with wood sanding, and paints used in boatyards.

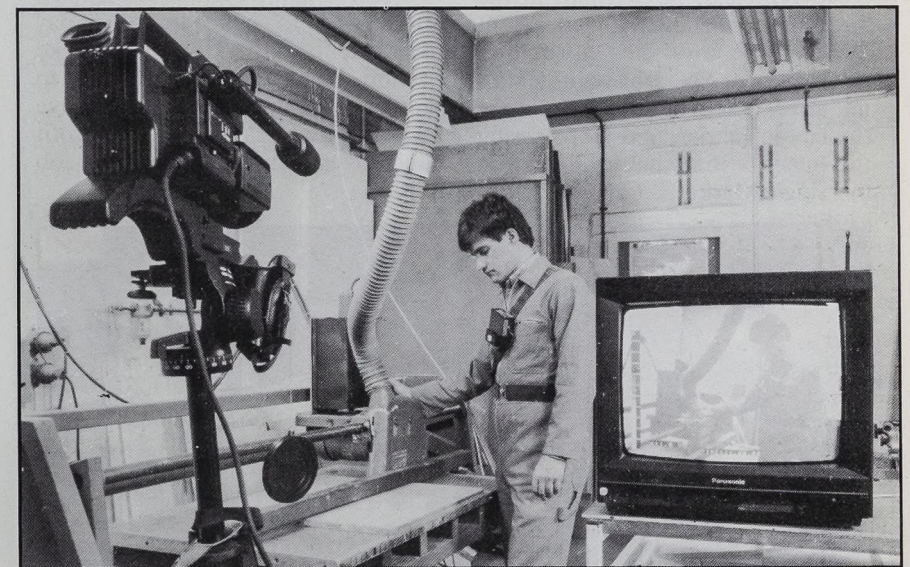
Levels of fumes or dust emitted can vary greatly and change very rapidly in the course of operations such as dry cleaning and woodworking.

Often simple changes in working practice, such as improving ventilation, can reduce the risk of dangerous exposure, say HSE experts.

Speed

The new system is unique in the speed at which it works. A monitor carried in a back-pack by the worker under investigation is linked to a nearby video screen which records the precise levels of vapour or dust detected. The system takes only a few minutes to set up.

It will soon be in use by investigators in the HSE's seven field consultancy groups throughout the country. A computerised



John Unwin, one of the scientists who developed the new fume and dust sniffer, using the equipment to test the air in a wood sanding operation.

version of the system is already under development.

The system was launched last month during a fact-finding visit to the HSE's Sheffield laboratories by a senior delegation from Poland.

Led by a junior minister, the delegation

was part of a programme of assistance by the HSE to help the Polish government develop health and safety systems. In particular, the Poles were interested in learning how industry and trade contribute to making health and safety law in Great Britain.

by
Brian McGavin
Mike Boland
David Mattes
Eileen Hatton

Bedevelled by the 'going rate'

This year's Institute of Personnel Management conference in Harrogate was the largest management conference in Europe. Some 2,285 delegates attended—and there were numerous visitors to the accompanying exhibition, as well as the usual assortment of press, public relations officers and even the occasional gatecrasher.

The opening speech was delivered by Employment Secretary Michael Howard, who reviewed the state of employment, enterprise and training in Britain today, and the prospect for the next decade.

Mr Howard began by emphasising to delegates how the 1980s have seen a transformation of the labour market in Britain, pointing out:

- a rise in part-time employment of more than 1.5 million;
- a rise of over 1.4 million in the numbers of self-employed;
- a rise in women's employment of nearly 2.5 million since 1983; and
- the increasing use of flexible arrangements such as job-sharing, working from home and annual hours contracts.

Nevertheless, he warned, in the midst of these encouraging developments, there are signs that some of the European Commission's initiatives may be over-regulating the labour market and jeopardising the benefits that should flow from the Single Market.

Mr Howard turned to the present upward trend in Britain's unit wage costs, underlining the danger to our economic prospects. "Evidence suggests that if pay rises by 1 per cent more than prices, then, in time and all other things being equal, there will be between 115,000 and 230,000 fewer jobs over the economy as a whole."

Britain has been "bedevilled far too long by notions of a so-called 'going-rate'." That has been a mistake, he said. "Government cannot regulate such negotiations. It has been tried and it does not work." Instead, the Government is looking to employers and employees to act responsibly and to agree only what can be afforded.

Some employers, he added, can be just as short-sighted as unions, preferring to concede large pay settlements rather than risk strike action. If, as a result, they have to raise prices, their competitive position is at risk, as is future profit and investment. The result is job losses.

Finally, Mr Howard emphasised that there is no place for workers who are just 'industrial cannon fodder'. The answer to the competitive and technological challenges ahead is training: "Training to create a British workforce which is the match of any of our competitors and which can exploit to the full the apparently limitless potential of new technology."

Exhibition notebook

Over 230 stands at the IPM '90 exhibition had their wares on display for the benefit of delegates. Personnel software packages of every complexion and management training companies were much in evidence.

Alcoholic inducements are still seen as a major incentive to browse but some exhibitors managed to think up a few intriguing messages to catch the eye. 'Introduce a catalyst to your conference' had possibilities, the idea being to introduce a corporate event "themed to put over your conference message in a powerful and memorable way." Fitness for work was another popular theme, expressed through health care schemes. One enterprising stand offered free eye tests—but who wants to be told they need to wear glasses while they're enjoying a conference?

Site Search and Survey Guides appealed to the geographically curious by running an aerial photos competition. The prize? A hot air balloon trip! But perhaps the best lure around was *The Guardian's* free draw prize of a trip to California and Hawaii.



Employment Department Group's stand at the exhibition.

HRD—conditions for growth

The conditions for successful cultivation of human resource management techniques were explored by Professor David Guest of the London School of Economics.

The first question to ask, is he said, how a company views human resource development. Is it: more employee involvement; thinking strategically about HRD; a new term for personnel department activities; or tackling specific HRD goals? Professor Guest suggested that the final view is the only genuinely constructive position to take. Human resource development, he continued, is a route to competitive advantage. It encompasses employee commitment, reliability and adaptability.

Quality is also vital, said Professor Guest, pointing out that successful human resource organisations invest heavily in meeting quality targets. However, strategic integration of these issues is the final and most crucial element if the package is really to work, he stressed: "Many British companies don't integrate these values sufficiently. In the United States, companies tend to be much better at strategic integration."

Successful management of change, recruitment, training, reward and good communications are levers to implement an effective human resource strategy, he stated. "The implication is that you organise from the bottom up, squeezing middle management; but unless the chief executive and directors believe in HRD, it won't work—as they will fail to reinforce values." This again is a common problem in Britain, he said.

Two approaches

Companies adopting a *radical* approach to human resource strategies are usually driven from the top by a new chief executive, or are in situations where imminent insolvency concentrates action for change. The *evolutionary* approach, on the other hand, is more cautious and tends to be driven by a personnel department.

At the core of traditional industrial relations practice in the

UK is the 'compliance approach'. Here an organisation is characterised by a strong, centralised control from the top, formal roles, mechanistic attitudes and low trust. In contrast, Professor Guest suggests a successful HR organisation is characterised by reciprocal commitment between management and staff, high trust, organic, flexible roles and de-centralised control emphasising a 'bottom-up' approach.

Delivery

Selling human resource management goals is achieved through training and development but can be enhanced by reward and feedback, says Professor Guest. He points to useful techniques like 'quality programmes' and 'goal-setting'—but makes a distinction between the latter and 'management by objectives' which, he says, has a less successful track record. However, the professor warns that UK companies are often poor at learning through feedback and evaluation. Successful human resources companies, he observes, are constantly looking at ways to maintain a momentum of ideas towards improvement, with reinforcement techniques.

Constraints

Nevertheless, Professor Guest cautions that not all companies are suited to the values implicit in HRD strategies.

If a business core strategy is 'low-cost', it is difficult to implement HRD strategies as they tend to be expensive. He concedes it is also difficult to implant HRD strategies in conditions where there is a fixed production technology with no will to re-invest.

Managers who thrive in a traditional work environment feel comfortable and inhibit change. Conversely, innovators will feel uncomfortable and are likely to move on.

Professor Guest estimates a

five-year time span is needed to change a company culture successfully but stresses that lack of management continuity can become a disruptive factor.

Global models

Finally, the professor examined differing national approaches for introducing human resource strategies and asked if there is an ideal role-model for British companies to emulate. British companies, he said, traditionally took a cost-minimising approach, using a low-trained workforce and had poor strategic vision.

Japanese companies stress competence and quality within a simple, manageable group; while US companies tend to stress employee investment, renewal, optimism, strategic planning and the individual in a high-trust environment.

A further German/Swedish model again stresses quality and high trust—but in the context of social partnership and a pragmatic, flexible approach. Professor Guest believes this to be a potentially interesting model for Britain, pointing to its economic success in much more open trading market conditions than the heavily protected Japanese economy. He also points to surveys which identify Japanese workers as one of the most dissatisfied workforces in the developed world, but still driven by company loyalty.



Picking up hints on HRD?

R&D boost for the Institute

Research and development by the Institute of Personnel Management is to be expanded in the coming year, IPM president Barry Curnow told delegates.

The aim is to keep MPs and business people better informed before they make decisions about

human resources. Mistakes have been made in the past which might have been avoided, he said, if the decision-makers had been better informed.

In particular, he singled out the 'haemorrhage' of potential employee talent through the

large-scale shedding of middle management jobs and through discrimination, especially age discrimination.

"Virtually alone in Europe, we are rejecting one of our most knowledgeable and experienced layers of people: the over-40s."

Automatic males, back door females



Lady Howe attacks the dearth of women in top jobs.

"If it's a Northern brewing company, it's got to be a man," Lady Howe, as chairperson of the Hansard Society Commission investigating Women at the Top, was told by a firm of top headhunters. 10 per cent of its clients would automatically reject a woman candidate for board level jobs.

In the CBI's top companies, only 0.5 per cent of executive directors and 3.9 per cent of non-executive directors are women. In the corporate sector as a whole, women comprise less than 1 per cent of the chief executives. Just 3 per cent of university professors are women. And, despite a woman prime minister for the last 11 years, only 5 per cent of MPs are women. These were among the depressing statistics quoted by Lady Howe to demonstrate how seriously under-represented women still are in the higher echelons of both the private and public sectors.

The Commission's investigations

showed that outdated attitudes and assumptions about women's capabilities, length of working lives and commitment are still responsible for limiting their career paths. Women do not get the promotion and training opportunities on offer to their male colleagues.

Similarly, working practices and procedures geared to the average male's family commitments continue automatically to exclude women from certain career paths, Lady Howe told the (predominantly female) audience. Age limits for high fliers, for example, automatically exclude women who

may take a career break to look after young children. Despite often inadequate childcare facilities, four out of five mothers do return to work after five years, but most do not return to their previous employers.

As part of its remit, the Commission (consisting of top men as well as women) set out to find examples of good practice and used these to compile a three-point action list:

- *Regular equal opportunities audits*—a number of organisations already carry these out, highlighting anomalies and improving awareness. Among these are Sainsburys, Midland Bank, Ford and Gallagher.

- *A positive recruitment and promotion policy*—as a result of the Sex Discrimination Act, milkround recruiters are aware that they must choose the best candidate. This has led to a general increase in middle management positions for women, but the Commission felt this had occurred through the back door rather than as a deliberate policy. More positive action needs to be taken. As an example of good practice, Lady Howe quoted Abbey National, which has doubled its number of female branch managers.

- *Leadership*—the Commission recognised that no progress can be made in equal opportunities without strong commitment from the top. It found this was a salient feature in all those companies which had examined and acted upon their equal opportunities programme. Littlewoods, for instance, now reports its progress on equal opportunities in its annual reports for share holders.

Diapers in the department: don't get caught napping!

The Single European Market in 1992 will bring increased competition with countries and industries where the level of childcare is considerably better than in the UK, said Dr Christine Pascal, senior lecturer in education at Worcester College of Higher Education.

Research had shown, she said, that workers, male and female, put more value on the provision of childcare facilities than on additional income when making career decisions.

Quality in childcare is vitally important because the quality of experience received in the first years affect a child for life; and parents are becoming increasingly informed about the need for the highest standard of care for their children and the form this should take.

Benefits

But also, said Dr Pascal, there is increasing evidence that firms which contribute to the community receive all sorts of benefits in terms of enhanced status, worker commitment and consumer loyalty.

She listed ten widely accepted criteria for quality childcare:

- clear and shared aims;
- balanced and relevant curriculum;
- learning through play and talk;
- evidence of planning, assessment and record keeping;
- high ratio of trained staff;
- physical environment geared to needs of young children;
- positive and warm relationships;
- pro-active equal opportunities policy;
- parental involvement and liaison;
- regular, systematic monitoring and evaluation.

"In this time of rapid expansion, increased competition and a



Christine Pascal urging a more professional approach to the provision of childcare.

constant demand for value for money, we must not lose sight of the fact that any consideration of the provision of childcare must have at its heart the welfare of the child," concluded Dr Pascal.

Technology in the workplace a stable influence

A major shift is taking place in the nature of work, and technology is one of the factors at the root of this change.

But, argued Professor Ray Wild of Henley Management College, its influence is a relatively stable and mature one even though the rate of change in technology is great.

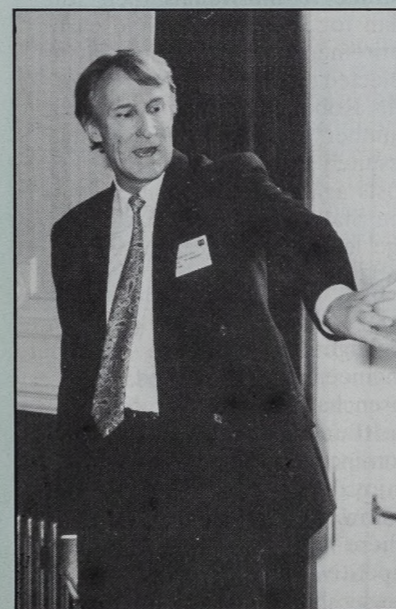
In comparison, the manner in which enterprises respond to market, competitor, and other factors—and the actions, organisational forms and behaviours open to them—are immature (that is, unpredictable and erratic).

Technology as a source of change and uncertainty at work, he said, is overshadowed by other factors. It is neither the most important nor most difficult factor. It directly influences the elements or details of work and the workplace, but does not determine the nature of the jobs and individuals.

But by making it possible for enterprises to use certain competitive strategies, it exercises a far greater indirect influence on work systems and on the form and context of work. Thus, indirectly, it offers individuals greater variety and flexibility of work experiences.

Telework is a truly dramatic technology/work development: individuals or groups work at a distance from what might otherwise be their workplace using computing/information/communications technology in their work and also to reduce/eliminate the effect of 'distance'.

Thus a new 'work ecology' is being created for largely strategic reasons, and made possible by the capability of new technologies.



Professor Ray Wild.

Young people aren't what they used to be

What do people want from their jobs? The evidence seems to show that the answer to that question today is very different from what it was 30 years ago.

Older people, according to Dr Stephen Harding, associate project director of International Survey Research Ltd (ISR), generally have very different aspirations, attitudes and priorities from their younger co-workers. They are far more likely to place emphasis on qualities such as hard work, religious faith and thrift; whereas the young tend to value independence, imagination and responsibility. These values are reflected in the respective groups' levels of job satisfaction.

Age is not the only determinant here; the self-employed, professionals and managers, said Dr Harding, tend to report greater job satisfaction than others. And Northern Europeans say they are more satisfied with their jobs than those from Mediterranean countries. However, the research on age differences "is unequivocal and shows as large a difference across age groups as one finds across grades of occupations—the young are far more dissatisfied with their lot."

This dissatisfaction is all the more worrying since Dr Harding's research shows that the 1980s have witnessed a decrease in job satisfaction across all age groups.

The most striking difference between young workers and others is for the young to be more dissatisfied with factors centring on pay and benefits. It would be dangerous, suggested Dr Harding, to dismiss such findings as the natural result of youthful aspiration—for "insufficiently sensitively tuned benefit packages, particularly among highly mobile qualified young employees, are frequently cited as contributory factors to staff turnover."

Performance pay

Although benefits—or, at least, perceived benefits—are a relatively greater cause for dissatisfaction than salary, one of the strongest sources of complaint is that of pay not matching performance. However, the attitude among older workers is very different.

This was highlighted by a study ISR conducted for a major company in the financial services sector. The prospect was raised of introducing performance-related pay: "While

for some older staff, the action of shifting goalposts at the latter end of their careers met with alarm, for the younger professionals, it came down to a question of 'change the system or don't expect me to stay'."

In another survey, individuals were posed the following dilemma: "Imagine two secretaries, of the same age, doing practically the same job. One finds that the other earns £20 a week more than she does. The better paid secretary, however, is quicker, more efficient and more reliable at her job. In your opinion, is it fair or not fair that one secretary is paid more than the other?"

Legal force

In the United States, specific legislation on ageism already exists. It is illegal, for instance, to specify a mandatory retirement age. Peter Robertson, formerly of the U.S. Equal Opportunity Commission, observed that in economic downturns, companies would often refuse to give enhanced voluntary early retirement packages to older employees unless they signed a waiver of their legal rights. Now the legislation has been amended

In 1981 the proportion agreeing that the more efficient secretary deserved more pay ranged from 58 per cent for 18–24 year olds to 68 per cent for both the 35–54 and 55–64-year-old groups. By 1990, the 18–24 year olds' figures had climbed to 73 per cent, and for 55–64 year olds it had risen to 80 per cent. Although there was a significant change in attitudes for all groups, the



Delegates at the conference absorb the facts and figures on equal opportunities practice as they relate to British companies and organisations.

proportionate change for young people was particularly marked.

Stimulation

Another aspect of dissatisfaction is a lack of stimulation and challenge, especially for the 120,000 or so graduates who begin their careers each year: "The danger of such high aspirers being assigned to long periods of undemanding, low level work either through lack of planning or through a desire to bring them down to earth was well

to specify under what conditions people may waive their rights. For instance, companies must outline to individuals their full plan for redundancies and early retirement, not just invite selected older workers to retire. Mr Robertson admitted that a number of Age Act cases had resulted in horrendous recovery costs against some companies in the States but felt, overall, that age legislation has been helpful and positive.

highlighted by one graduate engineer, who remarked: 'I'm very disenchanted with this company—the training I've had has been totally non-incremental—I started with an enjoyable job with responsibility—now they've moved me to one where I have none. It's very repetitive. I'm kept in the dark—why should I stay?'

Social implications too have

grown in importance. These have affected recruitment by, for example, tobacco companies. Environmental consciousness among young jobseekers is likely to increase in line with the general shift in society's values, Dr Harding forecast.

Cult of youth

However, he also warned of the dangers of organisations pandering too much to 'the cult of youth'. Such an approach can lead to a culture in which management comes to regard the acquisition and retention of young employees as essential to creativity, initiative and high performance. This may in turn create prejudice against older employees. "In some companies, people regard even the age of 40 as the watershed past which employees are systematically being encouraged to leave, at times assisted by generous early voluntary retirement schemes.

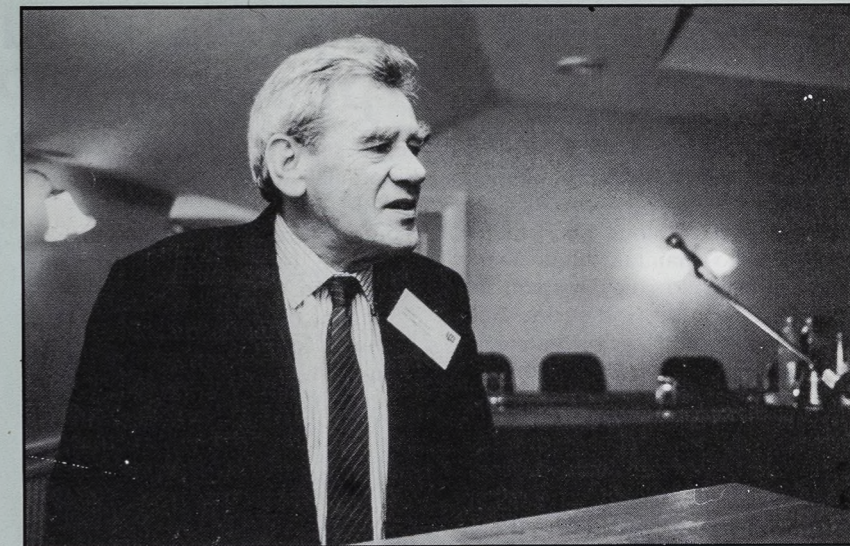
"Such losses may not only have an unbalancing impact on the workforce, but the companies are in fact frequently allowing to walk out of the door those employees and managers with the greatest breadth and depth of experience and expertise.

Morale

"The net result is to demoralise older employees."

Dr Harding referred to one high technology company where such a youth culture currently holds sway: "The result is that, rather than seeing the typical increase in job satisfaction which traditionally attends an increase in age (be it through maturation, self-selection or whatever), in this particular case those aged over 40 are dramatically more demoralised than their younger colleagues."

The over-riding message to human resource professionals—especially in a time of scarcity—must be for them to utilise all their human resources, whatever age the employees may be. If they do not take such steps, Dr Harding warned, their slowness to respond is likely to be reflected in the number of exit interviews they will have to carry out.



Godfrey Golzen.

Ageism bites back

Removing the age barrier occupied delegates for the greater part of a day at one of the IPM seminars.

Godfrey Golzen, appointments correspondent for the Sunday Times, gave a spirited analysis of the pros and cons of employing older workers. Physical deterioration with age is a fact, he said, but today the employment trend is towards 'smart' jobs—replacing 'brawn' with 'brain' opportunities.

Records of absenteeism also show that older workers are more reliable attenders than younger people or working mothers, he continued, pointing out that the latter solution to the demographic challenge adds potential cost implications for child care.

Another myth is that older workers cannot get on with younger ones. While this may once have had some validity, the 'new middle-aged' are much keener to feel young and up-to-date than the previous generation, who were more content to 'be their age'.

Career motivation, does tend to diminish with age, conceded Golzen, but lack of ambition to be boss actually suits many situations where senior executives are stressed by fear of falling to a younger person.

He noted older workers are more likely to have a fear of using office computers, but are often far better

with basic literacy and numeracy skills. Older people, too, often perform more effectively in service industries and are likely to relate better to the rapidly growing and proportionately wealthy retired sector, he continued.

While older workers do tend to believe they 'know best', this is often based on their experience and subsequent ability to assess risks better, he said.

With so much emphasis today being placed on training, Godfrey Golzen underlined that young people change jobs much more often than older people; thus they sometimes represent a poorer investment in training for an employer, despite their much longer working life.

The key lesson for personnel managers, he stressed, is to align company needs and values with the differing needs of age groups when recruiting, and to consider the age factor when planning appropriate career paths and opportunities for staff.

Role of TECs

IPM vice-president Peter Naylor expressed concern as to whether the new Training and Enterprise Councils will fully address the issue of older workers. Despite all the publicity, he said, older workers are still in danger of being marginalised.

Soon there will be no escudo for getting poor marks

Once the Single European Market arrives, many more companies will be faced with the problem of what to pay UK nationals working in, say, France or Italy.

A UK salary alone may not be sufficient to maintain their living standards. So do you pay them the going rate for the job in the host country? Or, maybe, a supplement to compensate for the additional cost of living? And what if the cost of living is lower than in the UK?

No better, no worse

Pat Axford, who is international relocation manager for Digital Equipment Co Ltd, has considerable experience in this field. First of all, he pointed out, it is just not possible to ensure that employees are no better and no worse off as a result of a temporary posting abroad: "What is perceived by one person to be an advantage may be seen as a disadvantage to another. For example, you may find the world's best steak tartare in the

South of France, but this is of little interest to an animal rights vegetarian."

Digital operates two methods of payment for ex-patriates in Europe. The first, currently used only in Germany, is to pay the local market rate for the job. The other is to pay the home country salary, topped up where necessary to make sure the employee receives no less than the net host country salary for that job. In addition, the company pays a cost of living allowance (except in Germany) if the host country has a higher cost of living than the home country.

The effect of taxation differences is neutralised as far as possible by Digital's system of tax equalisation. This means that an amount equivalent to the tax the employee would have paid in the home

country is withheld by the company. In return, Digital pays all the income taxes due in both countries.

As regards housing, Digital encourages staff to retain their home but assists them with the cost of housing in their temporary location.

Company pensions are paid as if the employee had not gone abroad at all.

Social Security

State social security benefits, however, can be more complicated, though employees working for less than 12 months in another European Community country are still covered by the home country's provisions. If at all possible, Mr Axford recommended, British employees working overseas for more than a year should also be kept within the UK Department of Social Security scheme, both because this would be seen as fair and because it would be quite straightforward to administer.

'TECs came at the right time'

Although Training and Enterprise Councils are about local delivery, we also need a national training strategy, and that is what we have, said Roger Dawe, the Training Agency's director general.

The focus has changed in recent years, from unemployed young people through unemployed adults to employees.

The TEC concept came at the right time, added Mr Dawe, indicating that a few years back the same initiative would not have met

with such a positive and enthusiastic response. The commitment at chief executive level is very important.

In response to a question from the audience, Mr Dawe indicated that the Government seeks to learn from the training experience and practice of other countries but he thought

that it would be a mistake to lift a training model from overseas.

Points made by other speakers included the need for a 'learning culture' in this country, the interdependence of the education system and the economy and the possibility of a training tax, which Mr Dawe indicated was not consistent with the Government's approach.



Roger Dawe makes a point. Left to right David Wright, Ron Johnson, Roger Dawe and Raymond Gould.

Europe—an opportunity to resolve the debate over employee involvement or participation

Bryan Stevens, director of the Involvement and Participation Association, suggested that the IPA/IPM Code of Practice on Employee Involvement and Participation could provide an answer to the European debate over employee participation.

Stevens draws a distinction between 'Involvement' and 'Participation'. The difference, which he feels is vital to an understanding of the debate in Europe, lies in the degree to which managers are prepared to involve employees in decision-making. Involvement assumes a recognition that employees have great untapped potential, but that managers retain the right to manage.

Participation is about employees playing a greater part in the decision-making process, and is normally reflected in structural re-organisation.

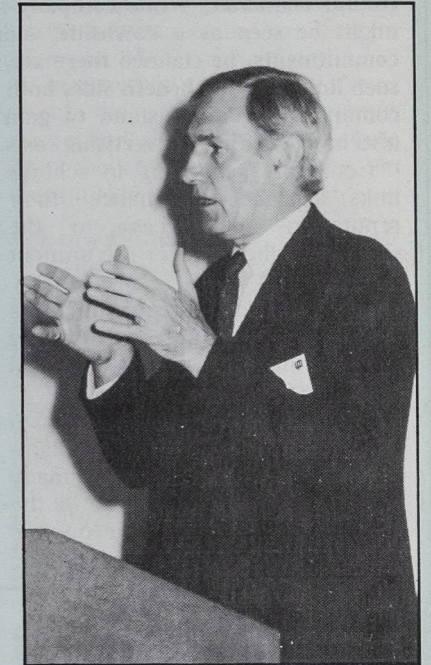
Stevens believes that few UK organisations want participation, and many have successfully developed involvement on a

voluntary basis. Nevertheless, in many organisations "it just isn't happening." This he said, is damaging Britain's competitiveness by failing to release the full potential of the workforce.

A third type of organisation, said Stevens, is the company which believes neither in the involvement nor participation of its workforce.

"This I call the 'People Last' company. They see people primarily as units of production, to be coaxed to better performance by money and restrained from stepping out of line by discipline," he said.

"To these companies, focused on the bottom line, any expenditure on employee involvement will be seen as an unnecessary distraction from their main goal."



Bryan Stevens.

A European way of thinking

Over the next few years Europe will become a dominant factor in determining the labour market strategies which companies (and other organisations) will have to adopt, argued Tim Mawson, Head of the European Community's Education, Training and Youth Commission (EUROTECNET).

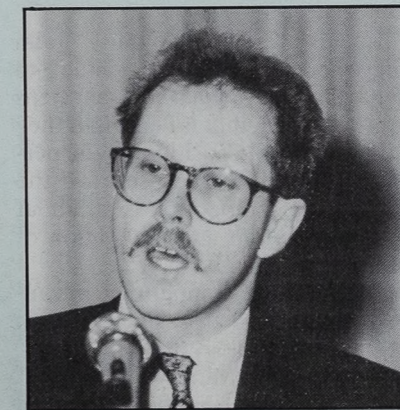
The EC has already launched a number of initiatives to improve the capacity of young people to identify with the European dimension; it also has programmes to train adults already in the labour market.

At the same seminar, Brian Ellis, formerly international personnel director at Cadbury Schweppes plc, highlighted some current demographic trends which impact on the human resources function.

These include: the falling numbers of school leavers in some countries, ageing populations and their economic consequences—the growing financial burden on employers, very rapid population growth in the Third World and Eastern European developments.

The fundamental challenge, he

said, is to inculcate a European way of thinking and problem-solving into the human resource development field.



Tim Mawson.

We need to ensure that all those concerned, including public authorities, employers and trade unions, are aware of the European dimension and have the means of linking up with relevant bodies across national boundaries in the search for common solutions.

He then itemised a few of the factors that he believed will influence the kind of competences being sought:

- greater mobility of labour;
- breaking down of language barriers;
- skills which transcend national boundaries;
- the wholesale reorganisation of companies in preparation for the Single Market;
- participating in the social and economic regeneration of Eastern Europe.

Education and business: a virtuous circle of interest

Adding value to education through school-industry links makes good business sense, according to Chris Marsden, head of educational affairs for BP International. While company staff-time involved in school activities might be seen as a downside, along with sponsorship and publication commitments, he claimed there are significant advantages for establishing such links. On the benefit side, both a company's national profile and local community relations stand to gain and this might be seen as a useful alternative to direct advertising costs.

Companies engaging in schools links can also enhance their reputation and access to the shrinking school-leaver recruitment pool.

Furthermore, they can influence a school's curriculum, by making teachers more aware of practical business needs.

To illustrate this, Chris Marsden pointed to the academic, exam-orientated approach of many schools now being tempered by the useful business values of economic awareness, communication skills,

technical know-how and problem solving.

Another positive aspect of school-industry links, said Marsden, is that the company staff involved also benefit: thinking about the most effective methods of presenting their own particular work and skills to others encourages staff motivation and development.

He emphasised that companies should seek to add value by analysing their own recruitment and training needs, their targets, resources and company 'mission'



Chris Marsden.

'Forty per cent is not enough'

Even the best companies use only about 40 per cent of the potential of their people, Sir John Harvey-Jones told the conference.

"People have been looked upon as buyable and sellable like machines or widgets," he said.

Since the earliest industrial days there had been the obligatory last paragraph in the annual report thanking 'our people' and declaring that they were 'our greatest asset'.

Yet, continued Sir John, "despite such high falutin' claims the issues of selecting, training, developing, motivating, organising and rewarding or punishing people occupy so little time in the average board agenda."

Looking ahead, Sir John suggested that we are beginning to get a glimmer of what the next steps are. "I believe that if I am right they will place a pole position on the personnel function because, for the future, the competition is all about the mobilisation and motivation of our people's minds.

"Sustainable competitive advantage is no longer possible through problem technology and IT.

"Time and variety, speed of response and originality are the keys to the future," he said.

before becoming involved in designing a schools-industry programme.

Today there is far greater interest by schools in industry links than ten years ago, Marsden observed, but some still believe that industry's interests are driven by short-termism and it will pull out when the going gets tough.

German experience

BP's educational links through its German operation were explored by Winfried Nacken, head of BP's Youth Programmes. Under Germany's 'dual system', schools have long been directly involved with companies.

Teachers are asked to prepare their pupils for company visits some weeks in advance—enabling children to get more out of their time through prior knowledge of company activities.

In BP's German experience, ad hoc day visits from schools tended to be disruptive for staff; and he suggested an intensive week with a company is more beneficial from both points of view.

In vocational schools, learning takes place 50 per cent in company and 50 per cent in school, he said, adding that trainees have to work in many company departments in order to develop a structured understanding of company operations.

Weakness

However, despite Germany's enviable reputation for training standards, Herr Nacken believed there are weaknesses to the German system.

First, courses tend to be overlong. This, he said, is something the European Community may change if common agreement on vocational training standards is reached. Herr Nacken also pointed out that German companies are tied by formal contracts with trainees; so it is not easy to alter working arrangements.

Inspire your workforce with inner marketing

Many managers make a distinction between the way they treat an employee and a consumer; and the consumer is consistently better thought of—credited as being more intelligent and well educated.

'Inner Marketing' explained David Bernstein, managing director of Creative Advertising, is about improving communication within the company and giving employees the same respect as outside clients.

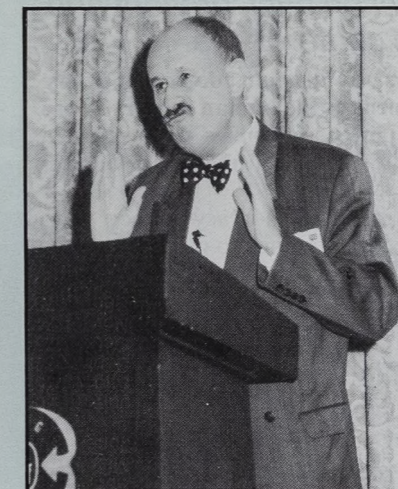
The good managers' role he emphasised, is to change the culture inside the organisation, encouraging employees to accept new roles and at the same time raise quality.

Unfortunately many line managers see employee commitment as a bolt-on consideration to running the business, rather than an essential one. This makes it harder for personnel managers to do their jobs effectively.

Managing directors do not always appreciate the problem; and financial managers are always seeking cost-cutting measures.

Involvement

Videos and newsletters, Bernstein felt, may be good for creating awareness but they do not guarantee employee involvement. It is involvement, however, that is required in order to change an organisation's culture.



David Bernstein.

Effective use of Inner Marketing, he claimed, will give employees a better sense of commitment and more chance to contribute; and he gave the example of Rank Xerox, which has a policy of rewarding all its people who have given customer satisfaction.

This innovative thinking has brought increased rewards to the company and is, of course, an

Quality begins at home

Like many other businesses, Joshua Tetley and Son Ltd, brewers and drinks retailers, decided to start a programme of Customer Care Training: training for draymen on the importance of deliveries getting to the customer on time, training for bar staff to ensure the customers in the pub receive good service.

"All good stuff," as personnel manager Terry Lunn put it. "But after several months of courses, seminars and motivational sessions, we seemed to be making little progress that could be quantified.

"What we did hear time and time again was: 'Why should I be bothered to give good service to my customers when I don't get it myself?'"

It was that sort of comment which made the company realise that customer service initiatives were never really going to work until a policy was adopted, within the

organisation, of excellent service to each other. "We needed to appreciate that until we got it consistently right in-house, we were not going to deliver to our customers."

However, he warned of the dangers of publicising an in-house quality improvement programme to external customers. The classic example of this was British Rail's 'Getting There' campaign, backed by heavy TV advertising: "We saw the advertising on Sunday; and when we got to the station on

excellent communication vehicle.

In practice, 'communication' at management level for many organisations often means no more than sending a memo, but this is not really communicating. He quoted a frustrated advertising man who summed up this problem by saying: "Stop communicating and start talking to me."

One recent employee survey found that management memos were regularly ignored, and those from the chairman found the bin very quickly.

Ask questions

In the way that a company would ask clients what their preferences are, it should ask employees too, Bernstein said. Instead, senior managers tend to believe that below them everything is working wonderfully—but they rarely know how well employees are listening. Communication problems start at the top, especially when it's hard to reach up to the leadership through a long chain of delegation.

Managers should establish a corridor of communication. The best way of doing this is by gathering people together and listening to them. Managers must then review the business's needs and use this corridor of communication to start filling those needs: "It is the best way to create company awareness, commitment and involvement."

Monday, nothing had changed. But in fact it was worse, because British Rail had raised our expectations and had failed to deliver."

Tetley's own 'Quality Pays' programme has now paid handsome dividends, but Lunn stressed that the crucial factor in such a programme is the ability to select individuals who find fulfilment and enjoyment from being of service to others: "We have to accept that management can build on strengths and develop talents but cannot create them where they do not already exist." To quote the chief executive of one of America's fastest growing restaurant chains: "Never try to teach a pig to sing—it wastes your time and annoys the pig."

Human Resource Management—a perspective of change

Personnel professionals reflect on past, present and future themes at IPM conferences.

In 1975, the talk among personnel managers was all about convincing people that manpower planning and the management of the human resource were complementary to personnel work. Manpower economics was much in evidence in the wake of escalating manpower costs and the legacy of high inflation.

According to the group of personnel experts consulted by the IPM, women's issues have changed in emphasis from a preoccupation with the overt problems of equal opportunities to identification of more subtle forms of discrimination. Now too there is a shift in interest from 'Career development counselling' to 'Outplacement', reflecting a growing realisation that in a turbulent world, career counselling is increasingly likely to occur following redundancy rather than just within the context of a stable organisation. Organisations and individuals need to learn how to cope with change, requiring a more flexible workforce and greater analysis of the effects of change.

European flavour

In 1990 there is a distinct European flavour and the issue of the day is very much the demographic timebomb and the development of skill supply strategies in the 1990s. This, said the personnel experts, contrasts with 1978's view of forecast job shortages through the '80s.

Training and development for personnel people in the 1970s tended to be directed, whereas today the approach is towards being much more self-directed and self-paced in learning styles.

In IT, they pointed to the skills shortage as a perennial theme; but now there is a growing realisation of the impact of IT on the organisation and the role of Personnel in managing the change that IT brings about.

One of the areas that the personnel professionals identified as having declined is interest in

industrial democracy—other than passing reference to participation in the European context.

Current emphasis on customer service is new, they said, reflecting the needs of a market-driven economy. The drive to improve quality in all aspects of business is a theme that personnel managers in the '70s left largely unexplored. Finally, the role of management 'cultures' is a developing theme.

Until the 1960s, personnel departments were seen as primarily interested in workers' welfare, with little credence given to the idea of manpower as a resource. Now, the group felt, the role of the personnel manager is changing from reactive to pro-active; but the concept of manpower as a manageable resource requires adoption of an informed, scientific approach (manpower planning, cost-benefit analysis) using data which can be measured.

New rigorous cost-benefit analyses, they said, enhance the status of personnel and are helping demonstrate how manpower benefits the organisation in business terms—though it is still common for personnel departments to be remote from the company's business needs and objectives.

Timeless

Two of the 'timeless' themes the group identified are 'the marketplace vs the planned economy' and 'the job interview—rational assessment vs gut feel'. Another is the theme of 'confrontation or co-operation'.

Here the personnel professionals noted some dramatic changes over the last 15 years:

- a whole galaxy of legislation aimed at reducing the power of the unions and increasing the relative power of individual members;
- a series of strikes which failed to meet their objectives;
- a rapid increase in unemployment, predominantly within heavily unionised sectors; the rapid growth of service-sector employment, where trade unionism has not caught hold; and a proliferation in self-employment and small firms.

They also identified some major policy issues already emerging and which seem likely to face personnel managers in the future:

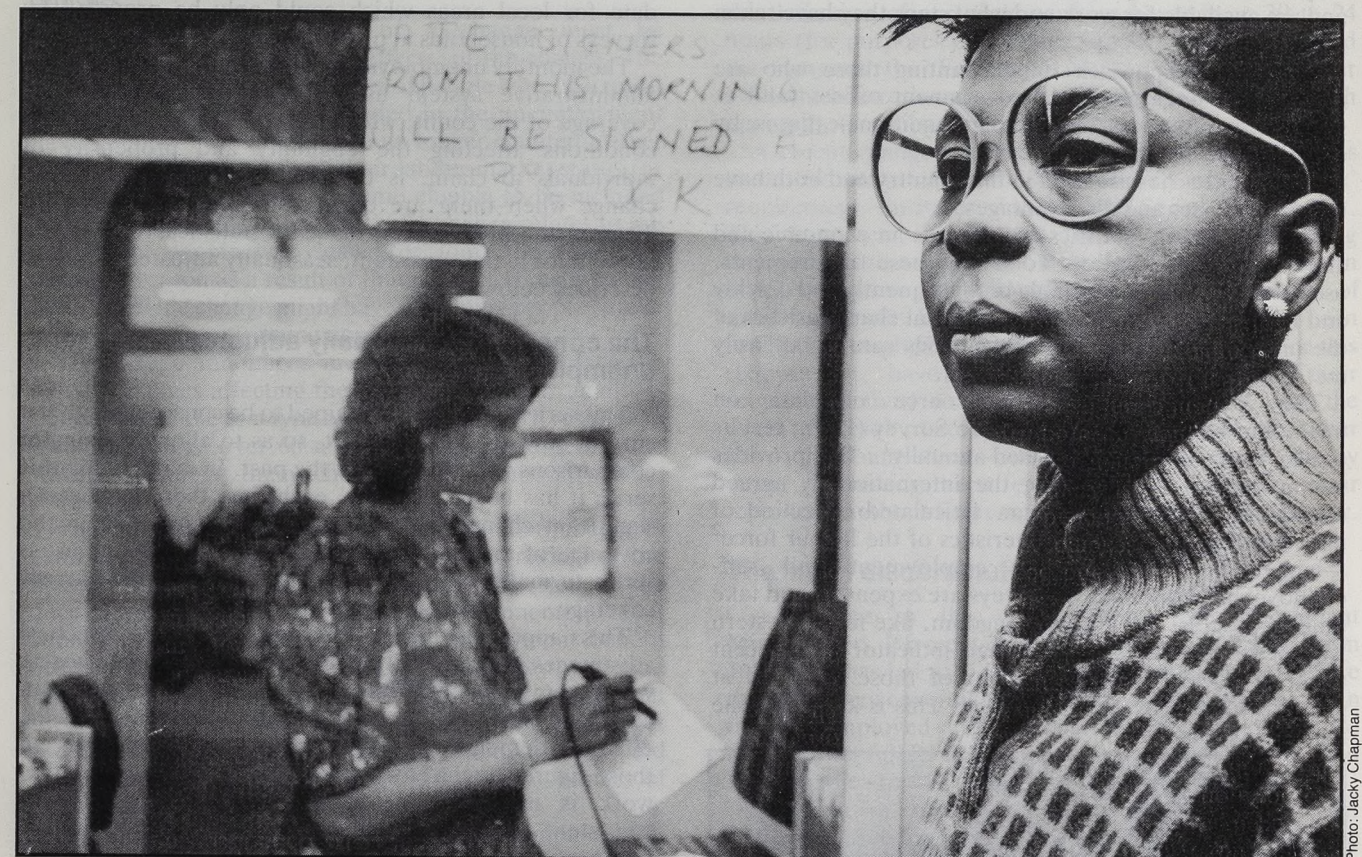
- the management of employee relations in the face of increasing costs and expectations—including job satisfaction and the issue of flexible benefits;
- the management of productivity—innovation and job design; and
- organisation control—developing a learning environment, the management of change, flexibility and multi-skilling.

Britain's bargaining blindspot

The European Single Market is likely to lead to cross-border collective bargaining, on an industry or sectoral level, predicted Tom Machin, director of employee relations and management development (Europe) for the Lawson Mardon Group.

He warned personnel managers to be ready. Some British unions had already forged strong links on the Continent and "my limited knowledge of the mainland continental bargaining scene indicates that Germany is already there and much more able to adapt to the changes that will occur.

"If I am right," he concluded, "there are clearly consequences for much of UK industry."



Since October 1982 the monthly unemployment statistics have been based directly on the number of people claiming benefits at unemployment benefit offices.

Monthly unemployment statistics: maintaining a consistent series

by John Lawlor
Statistical Services Division, Employment Department

While presenting a revised, consistent series of seasonally adjusted claimant unemployment, this article also explains the necessity for revision. It discusses too the problems of measurement and how these have been tackled.

The aim of this article is to clarify some of the problems associated with the measurement of unemployment in changing circumstances. It also explains how Employment Department statisticians have tackled these problems over the years by maintaining a series of unemployment consistent with the current coverage of the count.

The survey-based approach to the measurement of unemployment provided by the Employment Department's Labour Force Survey is also briefly discussed. Finally, the changes to the count that have occurred in recent years are described, including the reasons for these changes and whether or not they have been adjusted for in the consistent, seasonally adjusted, series.

Measuring unemployment

Unemployment can be measured in different ways and on different definitions but there are two basic approaches to collecting the information.

The first approach is by surveys of individuals—designed for the purpose of providing information on the characteristics of the labour force, including the unemployed. These surveys include questions on whether respondents have a job, and if not, whether they would like and are available for work and what steps they have taken to find it.

The second approach is by counting those who are recorded as unemployed at government offices (and as such are required to satisfy similar conditions); that is, by exploiting administrative systems.

Both approaches are used in this country and both have their advantages and disadvantages.

Unemployment statistics are used as an economic and also as a social indicator. To satisfy these requirements, users need data to be available both frequently and quickly and to give information on the personal characteristics of the unemployed. These different needs cannot be easily met by one single information system.

The main official survey source of data on unemployment is the Labour Force Survey (LFS), results of which are currently published annually¹. This provides unemployment figures using the internationally agreed (ILO) definition as part of an articulated collection of information about the characteristics of the labour force²—including information on employment and self-employment. However, as surveys are expensive and take time to process, the United Kingdom, like most Western European countries, uses as its main indicator of the recent trend in unemployment, a count of those recorded at government offices as unemployed. This is known as the monthly claimant count.

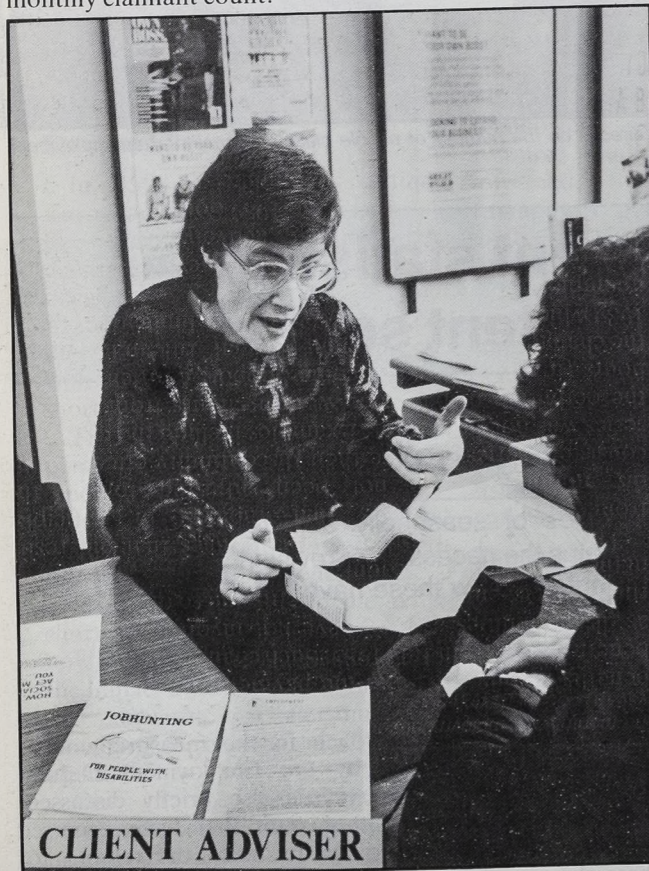


Photo: Jacky Chapman

Claimant advisers help people back into employment or training.

The monthly claimant count

Since October 1982 the monthly unemployment statistics produced by the Employment Department have been based directly on the number of people claiming benefits³ at unemployment benefit offices (UBOs)—the claimant count⁴. Figures from this source are available frequently, quickly and cheaply and provide a regular indicator of the recent trend in unemployment. The count also provides data for local areas which could only be provided by surveys of households at prohibitive cost.

The monthly unemployment count is a by-product of the administrative system used for paying benefits. The coverage of the count, which depends precisely upon the conditions affecting the eligibility and propensity of individuals to claim, is therefore inevitably subject to change when there are changes to the benefit system. These changes, and others made for statistical reasons, are allowed for in the consistent, seasonally adjusted, series as described below.

The consistent, seasonally adjusted, series of unemployment

This series has been maintained to be consistent with the current coverage of the count, so as to allow meaningful comparisons to be made with the past. In maintaining this series it has been necessary, each time there has been a significant change that has led to a discontinuity in the coverage of the count, to revise the seasonally adjusted series to make it once more consistent with the current coverage.

This approach has both conceptual and practical advantages over the alternative of attempting to assess what unemployment would now be on a previous basis of coverage. This would involve speculation about what the effect of demographic, economic and other changes on those figures might have been. Clearly, some estimation work is necessary in maintaining the Department's consistent series—especially when gaps in the available data have made interpolation necessary—but the estimates used have been based on actual historical information.

As is common when generating statistics from administrative systems, some judgement is required about the significance of the discontinuities and the availability of information required to make the adjustments.

Each time there is a change in coverage, the consistent series is recalculated for every month back to 1971 nationally and back to 1974 regionally. Maintaining the series is therefore expensive on resources. This factor—together with the lack of available information required to disaggregate the adjustments—limits the production of the consistent series to the national and regional level only. Discontinuities remain in the data for smaller areas, for example parliamentary constituencies and travel-to-work areas, and the data are qualified accordingly.

¹It was announced in March of this year by the Secretary of State for Employment that plans have been approved for the LFS to be developed to produce results on a quarterly basis from 1992.

²See the articles "1989 Labour Force Survey preliminary results" in the April 1990 issue of *Employment Gazette* and "Characteristics of the unemployed" in the May 1990 issue for further details of what information is collected about the unemployed from the LFS.

³Claimants include those people who claim Unemployment Benefit, unemployment-related Income Support and National Insurance credits. The figures include some severely disabled, but exclude students seeking vacation work and the temporarily stopped.

⁴For a detailed description of the coverage of the count see the articles "Compilation of the unemployment statistics" in the September 1982 issue of *Employment Gazette* and "Changed basis of the unemployment statistics" in the December 1982 issue.

When is a change a discontinuity?

There are three general categories of change that have been treated as discontinuities. First, *changes in rules* (that is, entitlements to benefits and so on) that have led to a change in the number of people included in the count without a change in their labour market status. Second, *administrative changes* that have necessitated a change to the method of compiling the figures. Third, purely *statistical changes*, made to improve the quality of the statistics.

The discontinuity effects of a change must be distinguished from the 'count effects' of the change. The discontinuity effect is the number of people who, as a result of a change, cease to be included in the unemployment figures simply because they are no longer counted, rather than because of a change in their labour market status (or who, for similar reasons, become eligible to be included in the count). The 'count effect' of a change relates to the number of people who leave (or join) the count for whatever reason as a result of that change. It includes any 'real effect' the change might have of helping people to take up employment or training opportunities.

The change announced in the Budget in 1983 (see the annex 'Changes affecting the count' for further details) is an example of the first type of discontinuity, as it resulted in many men aged over 60 no longer being counted in the statistics without them changing their labour market status.

The introduction of voluntary registration at jobcentres from October 1982, following the Rayner review of the delivery of benefits to unemployed people, led to the decision to change the basis of the monthly unemployment count to a count of claimants at unemployment benefit offices. This decision, which is an example of the second type of discontinuity, was made because it was known that the count of registrants at jobcentres would no longer provide a meaningful measure of unemployment and would have grossly under-estimated the actual number of people looking for work.

The change in March 1986, delaying the compilation of the unemployment figures a further two weeks to reduce previous over-recording, is an example of the third type of discontinuity; that is, one taken for statistical reasons to improve the quality of the statistics and not related to changes in the benefit system.

Other changes, such as the development of training schemes for the unemployed are not treated as discontinuities. Examples include the introduction and subsequent expansion of the Youth Training Scheme (now Youth Training) in the early 1980s and the introduction of Employment Training (ET) in 1988. These schemes and similar initiatives have had real effects on the count—helping unemployed people back into work through training. They have not had discontinuity effects on the count, as those leaving the count do so to go into training or employment and become part of the workforce in employment (consistent with the recommendations of the International Labour Organisation on the treatment of these people) and so change their labour market status.

Changes in administration which do not involve changes in rules have not been treated as discontinuities. Examples include the introduction of a new questionnaire in 1986 to more effectively test claimants' availability; the introduction of the Restart programme of interviews designed to help the long-term unemployed back into work or training; the introduction of taxation of unemployment

¹For further details see the article "Unemployment benefit—the availability for work conditions" in the March 1987 issue of *Employment Gazette*.

benefits in July 1982 and the payment of unemployment benefit in arrears in July 1985. Such changes are not treated as discontinuities as they have not involved a change in rules (that is, entitlement to benefits and so on) or a change in the coverage of the count.

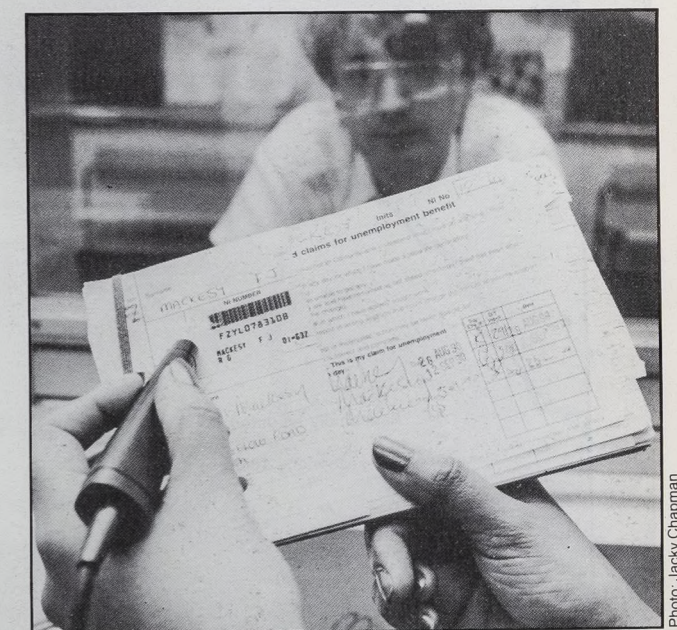
There have been other minor changes that did result from changes in rules that—though, in principle, discontinuities—have not been adjusted for in the consistent series because their discontinuity effect on the series was not significant. Examples include the change to the definition of part-time working hours from 30 to 24 hours (for purposes of Income Support entitlement) and the changes to the "Full Extent Normal" rule in December 1989 which introduced a *weekly* earnings limit above which unemployment benefit is not payable.

A recent change in rules for entitlement to benefit has been the introduction of the 'actively seeking work' requirement—introduced in the 1989 Social Security Act. This is a new requirement (unlike the long-standing requirement that a claimant must be available for work in order to receive unemployment benefits¹). Estimates of the discontinuity effects of this change have so far been found to be negligible. Claimants, when challenged on this requirement, have the opportunity to improve their jobsearch activity so that very few will actually leave the count as a result of not actively seeking work. On the other hand, the count effect—which will include those who by virtue of having been encouraged to improve their jobsearch methods find employment—will be much larger.

The latest discontinuity

A change in the conditions of the Redundant Mineworkers Payment Scheme (RMPS), effective from July 1989, has led to a discontinuity in the figures. Before that date, men covered by the scheme were required to sign on as unemployed and be available for work in order to receive their full RMPS benefits (unless they were certified as incapable of work through sickness or injury).

However, many of these men (who were all aged over 50), upon accepting voluntary redundancy from the coal industry, considered themselves to be effectively retired. They were not engaged in active jobsearch and consequently their entitlement to benefits began to be



The monthly unemployment count is a by-product of the administrative system used for paying benefits.

Photo: Jacky Chapman

challenged at Restart interviews. For this reason, the conditions of the scheme were amended to make their attendance at an unemployment benefit office voluntary. The effect of this has been that most of the men covered by the scheme have now taken the option to sign off and so no longer appear in the monthly unemployment count.

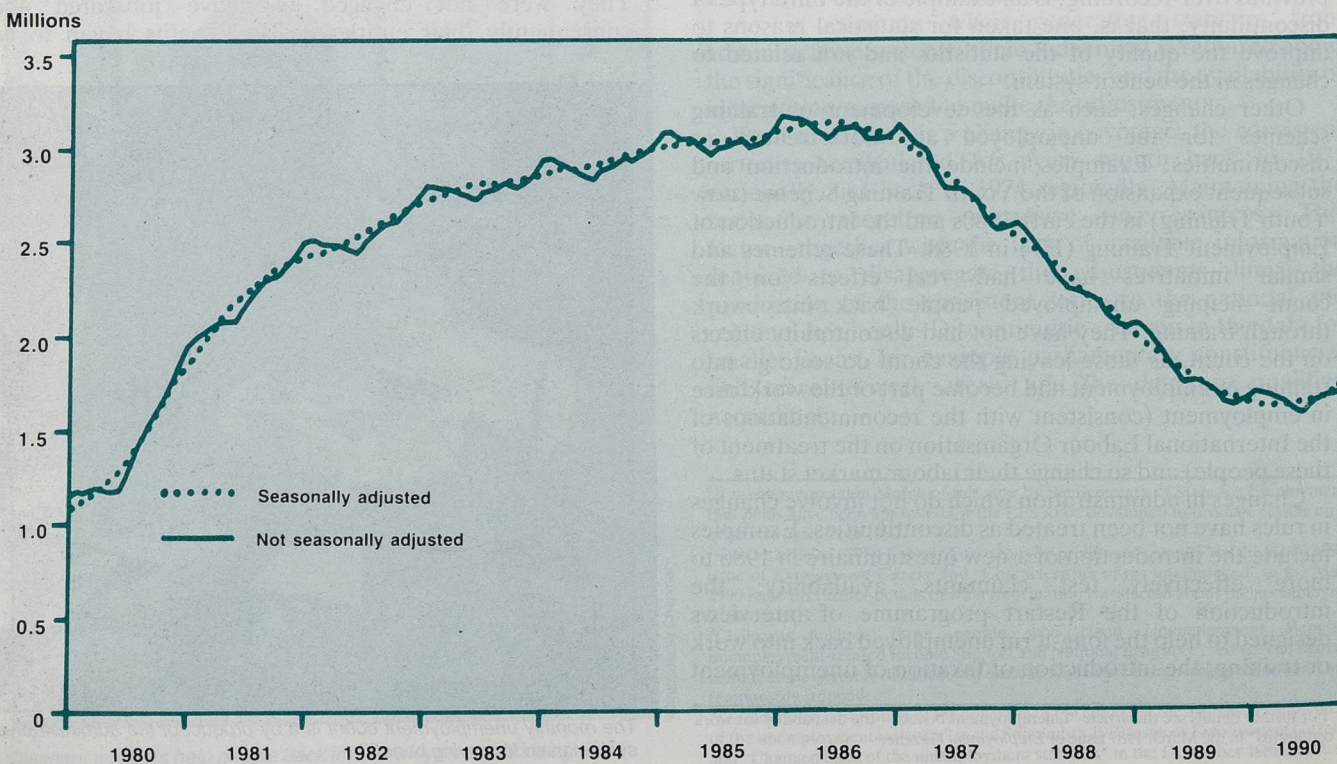
All RMPS beneficiaries who were affected were invited in for an interview by their local benefit office, where the details of the change to the scheme and the options available to them were explained. From these interviews it is estimated, that between July 1989 and February 1990, 15,500 men took the option to sign off as a result of this change. A small number of men covered by the scheme and included in the count did not take the option to sign off and have continued to make themselves available for work.

Estimation of the new series

The revised consistent back series has been estimated by subtracting from the previous consistent series estimate of those men covered by the RMPS scheme who were also in the unemployment count. These estimates have been produced primarily from data provided by the British Coal Corporation, which has detailed records on a weekly basis of the numbers of men on the scheme by age and type of benefit received—available back to 1983. Before that date there are some gaps in the available data which has made some interpolation necessary.

This change has affected the following eight regions of Great Britain—the South East, West Midlands, East Midlands, the North West, the North, Yorkshire and Humberside, Wales and Scotland. The majority of men covered by the scheme were in the East Midlands, Yorkshire and Humberside and the North region. There was no effect in East Anglia, the South West and Northern Ireland. For the eight regions affected, estimates of the number of men covered by the scheme and in the unemployment count have been produced in a similar way to the Great Britain estimates. Recent data were provided by the Employment Service, with the historical data from the British Coal Corporation.

Figure 1 UK unemployment, consistent with current coverage



Seasonal adjustment

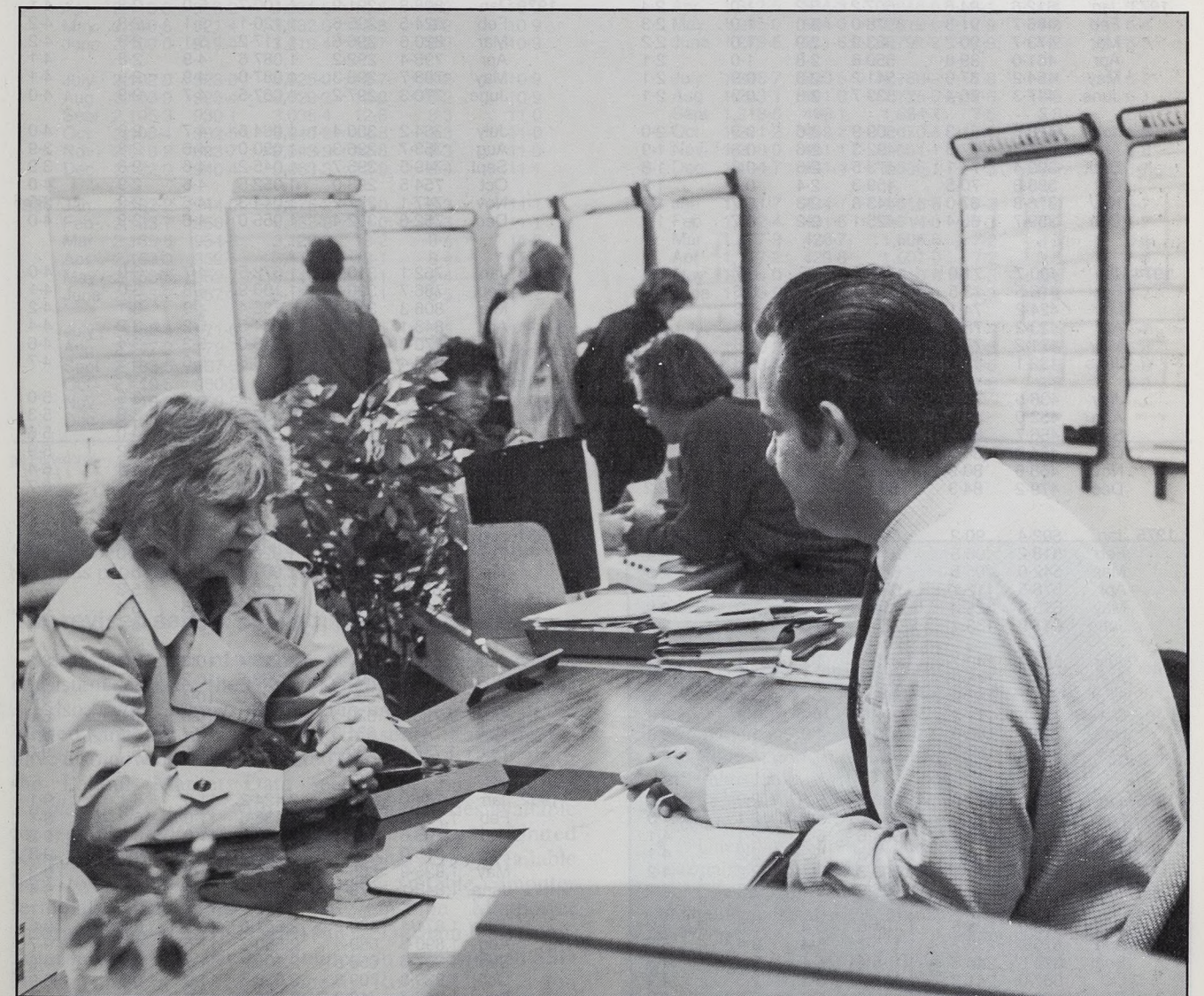
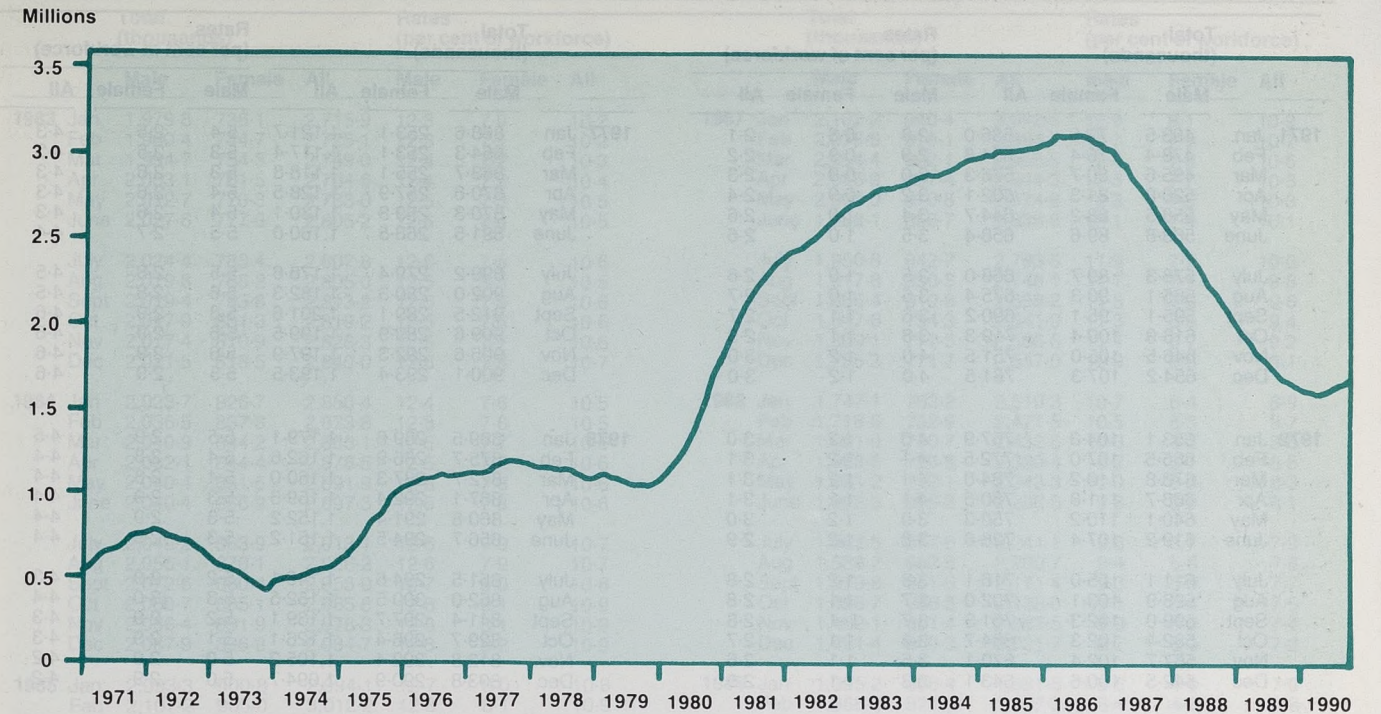
After subtracting these estimates from the former consistent unadjusted series, the new series are then adjusted for seasonal influences by the usual method, to give series from which the 'underlying trend' in unemployment can be more clearly observed. This method uses the additive model of the 'X 11' program developed by the United States Bureau of the Census, and is the method now used in most industrial countries for seasonally adjusting unemployment figures.

The seasonal adjustment process relies on the fact that the 'raw' unemployment figures are affected by seasonal influences (such as the weather, employment recruitment patterns, holiday periods and so on) which follow a generally stable pattern. The timing and strength of these influences may vary from year to year, but their effects tend to fit a broad pattern that allows 'seasonal adjustments' to be calculated based on the average experience over a number of years. Because these seasonal influences can change over a long period, the current adjustment gives more weight to recent years when assessing the 'seasonal factors'.

These 'factors' attempt to quantify the extent to which the change in unemployment from one month to the next can be attributed to seasonal influences. They are calculated by assuming that each month's figure consists of three components—trend, seasonal factor and irregular. The trend component is calculated using moving averages to provide a smooth series. This is then subtracted from the 'raw' figure leaving an estimate of the "SI difference"—the seasonal factor (S) and irregular (I) component combined.

The seasonal factors for each month of the year are calculated from the averaging of these SI differences, with the irregular component left as a residual. These seasonal factors, some positive and some negative in sign, are then subtracted from the raw figures to give the seasonally adjusted series which, as mentioned above, gives a clearer indication of the 'underlying trend' in the figures. This is demonstrated by figure 1, which compares the revised non-seasonally adjusted 18 and over consistent series of

Figure 2 UK unemployment, consistent with current coverage, seasonally adjusted



Claimants have the opportunity to improve their jobsearch activity.

Table 1 United Kingdom seasonally adjusted unemployment, consistent with current coverage

	Total (thousands)			Rates (per cent of workforce)				Total (thousands)			Rates (per cent of workforce)		
	Male	Female	All	Male	Female	All		Male	Female	All	Male	Female	All
1971 Jan	463.5	72.5	536.0	2.8	0.8	2.1	1977 Jan	868.6	253.1	1,121.7	5.4	2.5	4.3
Feb	478.4	76.4	554.8	2.9	0.9	2.2	Feb	864.3	253.1	1,117.4	5.3	2.5	4.3
Mar	495.6	80.7	576.3	3.0	0.9	2.3	Mar	863.7	255.1	1,118.8	5.3	2.6	4.3
Apr	520.8	81.3	602.1	3.2	0.9	2.4	Apr	870.6	257.9	1,128.5	5.4	2.6	4.3
May	556.5	88.2	644.7	3.4	1.0	2.6	May	870.3	259.8	1,130.1	5.4	2.6	4.3
June	568.8	89.6	658.4	3.5	1.0	2.6	June	891.5	268.5	1,160.0	5.5	2.7	4.4
July	578.3	89.7	668.0	3.5	1.0	2.6	July	899.2	279.4	1,178.6	5.5	2.8	4.5
Aug	585.1	90.3	675.4	3.6	1.0	2.7	Aug	902.0	280.3	1,182.3	5.6	2.8	4.5
Sept	595.1	95.1	690.2	3.6	1.1	2.7	Sept	912.5	289.1	1,201.6	5.6	2.9	4.6
Oct	618.9	100.4	719.3	3.8	1.1	2.9	Oct	909.6	289.9	1,199.5	5.6	2.9	4.6
Nov	646.5	105.0	751.5	4.0	1.2	3.0	Nov	905.6	292.3	1,197.9	5.6	2.9	4.6
Dec	654.2	107.3	761.5	4.0	1.2	3.0	Dec	900.1	293.4	1,193.5	5.5	2.9	4.6
1972 Jan	653.1	104.8	757.9	4.0	1.2	3.0	1978 Jan	889.5	289.6	1,179.1	5.5	2.9	4.5
Feb	665.5	107.0	772.5	4.1	1.2	3.1	Feb	875.7	286.9	1,162.6	5.4	2.8	4.4
Mar	673.8	110.2	784.0	4.1	1.2	3.1	Mar	872.7	287.3	1,160.0	5.4	2.8	4.4
Apr	668.7	111.8	780.5	4.1	1.2	3.1	Apr	867.1	292.4	1,159.5	5.3	2.9	4.4
May	640.1	110.2	750.3	3.9	1.2	3.0	May	860.8	291.4	1,152.2	5.3	2.9	4.4
June	619.2	107.4	726.6	3.8	1.2	2.9	June	856.7	294.5	1,151.2	5.3	2.9	4.4
July	611.1	105.0	716.1	3.8	1.2	2.8	July	851.5	294.6	1,146.1	5.2	2.9	4.3
Aug	598.9	103.1	702.0	3.7	1.1	2.8	Aug	852.0	300.5	1,152.5	5.3	3.0	4.4
Sept	599.0	102.3	701.3	3.7	1.1	2.8	Sept	841.4	297.7	1,139.1	5.2	2.9	4.3
Oct	582.4	102.3	684.7	3.6	1.1	2.7	Oct	829.7	296.4	1,126.1	5.1	2.9	4.3
Nov	567.7	102.4	670.1	3.5	1.1	2.6	Nov	812.8	292.4	1,105.2	5.0	2.9	4.2
Dec	542.5	100.6	643.1	3.3	1.1	2.5	Dec	803.8	290.9	1,094.7	5.0	2.9	4.2
1973 Jan	512.6	94.6	607.2	3.2	1.0	2.4	1979 Jan	808.8	291.9	1,100.7	5.0	2.8	4.1
Feb	486.7	91.3	578.0	3.0	1.0	2.3	Feb	824.5	295.6	1,120.1	5.1	2.8	4.2
Mar	473.7	90.2	563.9	2.9	1.0	2.2	Mar	820.6	296.6	1,117.2	5.1	2.9	4.2
Apr	461.0	89.8	550.8	2.8	1.0	2.1	Apr	795.4	292.2	1,087.6	4.9	2.8	4.1
May	454.2	87.0	541.2	2.8	0.9	2.1	May	788.7	298.3	1,087.0	4.9	2.9	4.1
June	447.3	86.4	533.7	2.8	0.9	2.1	June	770.3	297.2	1,067.5	4.7	2.9	4.0
July	428.6	81.3	509.9	2.6	0.9	2.0	July	764.2	300.4	1,064.6	4.7	2.9	4.0
Aug	414.5	77.8	492.3	2.6	0.8	1.9	Aug	753.7	296.3	1,050.0	4.6	2.8	3.9
Sept	399.4	74.1	473.5	2.5	0.8	1.8	Sept	749.5	295.7	1,045.2	4.6	2.8	3.9
Oct	388.8	70.5	459.3	2.4	0.8	1.8	Oct	754.5	298.0	1,052.5	4.6	2.9	4.0
Nov	376.8	67.0	443.8	2.3	0.7	1.7	Nov	747.1	297.2	1,044.3	4.6	2.9	3.9
Dec	359.7	65.4	425.1	2.2	0.7	1.7	Dec	752.6	302.4	1,055.0	4.6	2.9	4.0
1974 Jan	400.7	71.0	471.7	2.5	0.7	1.8	1980 Jan	762.1	310.4	1,072.5	4.7	3.0	4.0
Feb	416.5	73.5	490.0	2.6	0.8	1.9	Feb	786.7	320.2	1,106.9	4.8	3.0	4.1
Mar	424.2	74.1	498.3	2.6	0.8	1.9	Mar	806.3	330.1	1,136.4	4.9	3.1	4.2
Apr	423.2	78.7	501.9	2.6	0.8	2.0	Apr	843.1	341.4	1,184.5	5.2	3.2	4.4
May	421.2	77.6	498.8	2.6	0.8	1.9	May	870.3	352.7	1,223.0	5.3	3.4	4.6
June	432.1	81.4	513.5	2.7	0.8	2.0	June	910.4	363.4	1,273.8	5.6	3.5	4.7
July	436.5	78.8	515.3	2.7	0.8	2.0	July	962.0	379.2	1,341.2	5.9	3.6	5.0
Aug	452.0	81.5	533.5	2.8	0.8	2.1	Aug	1,030.6	402.9	1,433.5	6.3	3.8	5.3
Sept	456.7	83.0	539.7	2.8	0.9	2.1	Sept	1,090.5	417.5	1,508.0	6.7	4.0	5.6
Oct	464.0	80.0	544.0	2.9	0.8	2.1	Oct	1,155.9	439.2	1,595.1	7.1	4.2	5.9
Nov	468.6	80.9	549.5	2.9	0.8	2.1	Nov	1,241.8	462.9	1,704.7	7.6	4.4	6.4
Dec	479.2	84.3	563.5	3.0	0.9	2.2	Dec	1,308.5	484.6	1,793.1	8.0	4.6	6.7
1975 Jan	502.4	90.2	592.4	3.1	0.9	2.3	1981 Jan	1,358.8	501.0	1,859.8	8.3	4.8	7.0
Feb	518.2	96.5	614.7	3.2	1.0	2.4	Feb	1,411.7	516.7	1,928.4	8.6	5.0	7.2
Mar	542.0	105.5	647.5	3.4	1.1	2.5	Mar	1,469.2	532.4	2,001.6	9.0	5.1	7.5
Apr	576.5	112.7	689.2	3.6	1.2	2.7	Apr	1,518.3	548.4	2,066.7	9.3	5.3	7.7
May	615.7	125.2	740.9	3.8	1.3	2.9	May	1,569.6	559.4	2,129.0	9.6	5.4	8.0
June	647.6	133.1	780.7	4.0	1.4	3.0	June	1,605.1	570.9	2,176.0	9.8	5.5	8.1
July	682.7	140.7	823.4	4.2	1.4	3.2	July	1,641.3	584.1	2,225.4	10.0	5.6	8.3
Aug	706.0	145.9	851.9	4.4	1.5	3.3	Aug	1,668.0	595.5	2,263.5	10.2	5.7	8.5
Sept	732.1	153.9	886.0	4.5	1.6	3.4	Sept	1,695.4	609.6	2,305.0	10.4	5.9	8.6
Oct	771.5	171.2	942.7	4.8	1.8	3.6	Oct	1,720.3	620.5	2,340.8	10.5	6.0	8.8
Nov	799.0	180.0	979.0	4.9	1.9	3.8	Nov	1,744.5	631.3	2,375.8	10.7	6.1	8.9
Dec	818.8	187.2	1,006.0	5.1	1.9	3.9	Dec	1,758.6	635.4	2,394.0	10.8	6.1	9.0
1976 Jan	835.9	194.6	1,030.5	5.1	2.0	3.9	1982 Jan	1,784.0	640.2	2,424.2	11.0	6.1	9.1
Feb	847.6	203.8	1,051.4	5.2	2.1	4.0	Feb	1,790.1	646.5	2,436.6	11.0	6.2	9.1
Mar	854.3	210.3	1,064.6	5.3	2.1	4.1	Mar	1,795.6	652.4	2,448.0	11.0	6.3	9.2
Apr	865.0	214.8	1,079.8	5.3	2.2	4.1	Apr	1,815.0	660.9	2,475.9	11.2	6.3	9.3
May	877.2	221.1	1,098.3	5.4	2.2	4.2	May	1,825.9	665.0	2,490.9	11.2	6.4	9.3
June	873.3	222.6	1,095.9	5.4	2.3	4.2	June	1,848.1	673.3	2,521.4	11.4	6.5	9.4
July	873.0	228.6	1,101.6	5.4	2.3	4.2	July	1,871.4	680.2	2,551.6	11.5	6.5	9.6
Aug	876.9	238.2	1,115.1	5.4	2.4	4.3	Aug	1,890.8	689.4	2,580.2	11.6	6.6	9.7
Sept	874.6	240.8	1,115.4	5.4	2.4	4.3	Sept	1,907.6	698.6	2,606.2	11.7	6.7	9.8
Oct	867.0	241.3	1,108.3	5.3	2.5	4.2	Oct	1,929.8	709.8	2,639.6	11.9	6.8	9.9
Nov	869.7	246.1	1,115.8	5.3	2.5	4.3	Nov	1,948.7	718.0	2,666.7	12.0	6.9	10.0
Dec	869.7	248.9	1,118.6	5.3	2.5	4.3	Dec	1,970.7	726.7	2,697.4	12.1	7.0	10.1

Table 1 United Kingdom seasonally adjusted unemployment, consistent with current coverage

	Total (thousands)			Rates (per cent of workforce)				Total (thousands)			Rates (per cent of workforce)		
	Male	Female	All	Male	Female	All		Male	Female	All	Male	Female	All
1983 Jan	1,979.8	736.1	2,715.9	12.3	7.0	10.2	1987 Jan	2,102.2	940.4	3,042.6	12.9	8.1	10.9
Feb	1,980.4	744.7	2,725.1	12.3	7.1	10.2	Feb	2,078.6	916.1	2,994.7	12.7	7.9	10.7
Mar	1,994.7	754.3	2,749.0	12.4	7.2	10.3	Mar	2,054.4	902.1	2,956.5	12.6	7.8	10.6
Apr	2,003.1	761.5	2,764.6	12.4	7.2	10.4	Apr	2,046.9	897.4	2,944.3	12.5	7.7	10.5
May	2,012.7	770.3	2,783.0	12.5	7.3	10.5	May	2,004.0	870.8	2,874.8	12.3	7.5	10.3
June	2,027.6	777.6	2,805.2	12.6	7.4	10.5	June	1,980.1	858.7	2,838.8	12.1	7.4	10.1
July	2,024.4	783.4	2,807.8	12.6	7.5	10.6	July	1,950.8	842.7	2,793.5	11.9	7.2	10.0
Aug	2,019.8	785.2	2,805.0	12.5	7.5	10.5	Aug	1,917.8	830.3	2,748.1	11.7	7.1	9.8
Sept	2,019.4	793.8	2,813.2	12.5	7.6	10.6	Sept	1,886.4	812.8	2,699.2	11.5	7.0	9.6
Oct	2,017.9	801.3	2,819.2	12.5	7.6	10.6	Oct	1,847.6	794.3	2,641.9	11.3	6.8	9.4
Nov	2,017.4	810.9	2,828.3	12.5	7.7	10.6	Nov	1,809.1	777.5	2,586.6	11.1	6.7	9.2
Dec	2,021.5	818.5	2,840.0	12.6	7.8	10.7	Dec	1,785.3	771.7	2,557.0	10.9	6.6	9.1
1984 Jan	2,023.7	826.7	2,850.4	12.4	7.6	10.5	1988 Jan	1,747.1	763.2	2,510.3	10.7	6.4	8.9
Feb	2,036.5	837.3	2,873.8	12.5	7.6	10.5	Feb	1,718.6	752.9	2,471.5	10.5	6.3	8.7
Mar	2,040.9	844.2	2,885.1	12.5	7.7	10.6	Mar	1,691.9	740.7	2,432.6	10.3	6.2	8.6
Apr	2,032.1	844.4	2,876.5	12.5	7.7	10.6	Apr	1,663.6	726.8	2,390.4	10.2	6.1	8.5
May	2,040.4	851.5	2,891.9	12.5	7.8	10.6	May	1,631.2	712.1	2,343.3	10.0	6.0	8.3
June	2,040.4	856.9	2,897.3	12.5	7.8	10.6	June	1,602.5	696.3	2,298.8	9.8	5.9	8.1
July	2,049.2	863.9											

Annex

Changes affecting the count

The details of the eight significant changes to the monthly unemployment figures which have been taken into account in the consistent series of seasonally adjusted estimates of unemployment are as follows.

- In October 1979, fortnightly attendance at unemployment benefit offices was introduced, replacing weekly attendance. The change was made for administrative reasons and also to simplify the signing arrangements for the unemployed. The estimated effect was to add about 20,000 both to the count used at the time, based on registrations at jobcentres, and the claimant figures introduced later (see below).
- In November 1981, the higher long-term rate of supplementary benefit was introduced for men over 60 who had been on supplementary benefit for over one year. These men, who mostly considered themselves to be retired, were no longer required to sign on as available for work in order to receive this benefit. Over the following 12-month period this removed an estimated 37,000 men, again from both the registrant and claimant series.
- In October 1982, registration at jobcentres became voluntary, following the Rayner review of the delivery of benefits to unemployed people. This led to substantial savings in administrative costs and removed the need for unemployed people to attend both a jobcentre and an unemployment benefit office in order to receive their benefits. As a consequence, the count of registrants at jobcentres could no longer provide a meaningful measure of unemployment (as it would have grossly under-estimated the actual number of people looking for work). For this reason the decision was made to change the basis of the monthly unemployment statistics to a count of claimants at unemployment benefit offices, this being the best available *regular* indicator of unemployment. This, at the time of the change, reduced the count by 190,000 on average as a result of three factors: computerisation of the count and improved accuracy with more-up-to-date record keeping of those becoming and ceasing to be unemployed. (Estimated effect -78,000); exclusion of registrants not claiming benefits (-135,000); and inclusion of the severely disabled (+23,000).
- Details of this change were published in the September and December 1982 issues of *Employment Gazette* and figures on the new claimant basis back to 1971 were then published.
- The 1983 Budget provisions enabled 162,000 men, mainly aged 60 and over who mostly considered themselves to be retired, to receive national insurance credits or the higher long-term rate of supplementary benefit without needing to attend an unemployment benefit office. The effect accumulated between April and August 1983.
- In July 1985, a reconciliation between the Department of Health and Social Security's records and the Department of Economic Development's computer records of claimants showed discrepancies in the figures for Northern Ireland. The corrective action resulted in the unadjusted figures from July 1985 being some 5,000 lower than would otherwise have been the case.
- From March 1986, the compilation of the figures was delayed by a further two weeks, to take place three weeks rather than one week after the specified count date. This change was made on statistical grounds to remove the previous over-recording of an estimated average of 50,000 records of people who had already ceased to be unemployed before the count date.

- In September 1988, the 1988 Social Security Act changed the benefit entitlements of under 18-year olds. This coincided with the guaranteed offer of a (then) YTS place for all 16 and 17 year olds which removed the need for these young people to sign on as unemployed in order to receive benefits. The change resulted in an estimated 90,000 under-18 year olds being removed from the headline total, with 40,000 removed from the then consistent, seasonally adjusted, series (which already excluded under-18 year old 'school leavers'—that is, those who had not had a job since leaving school). The revised consistent series introduced at the time was restricted to claimants aged 18 and over.
- In July 1989, the conditions of the Redundant Mineworkers Payment Scheme (RMPS) were changed. This enabled men covered by the scheme, many of whom considered themselves to have retired, no longer to need to sign on as unemployed and available for work in order to receive their scheme benefits. Between July 1989 and February 1990, it is estimated that 15,500 men left the count as a result of this change.

There have been other minor changes that resulted from either changes in rules (that is, entitlements to benefit and so on) or for statistical reasons that, though in principle discontinuities, have not been adjusted for in the consistent series, as their discontinuity effect on the series has not been significant. For example, the exclusion of adult students from the headline count in 1976 and the change in regulations for school leavers in November 1980 both affected the unadjusted total, but did not affect the consistent, seasonally adjusted, series significantly as this had excluded both these groups since 1972. There have also been some temporary distortions—for example, as a result of industrial action in local offices and, in September 1988, as a result of the postal strike. The latter led to some temporary over-recording which was adjusted for in the seasonally adjusted figures.

Unemployment rates

There have been two changes to the way in which unemployment rates have been calculated in recent years. In July 1986, new regional and national unemployment rates were introduced which showed the number of unemployed as a percentage of the working population (the sum of employees in employment, the unemployed, the self-employed and HM Forces). Previously, unemployment rates had shown unemployment as a percentage of the sum of employees in employment and the unemployed only. The considerable growth in self-employment that has occurred made it increasingly important that this be taken into account in the calculation. However, unemployment rates on the previous basis have continued to be published—see, for example, *table 2.4* in *Employment Gazette*.

A further minor amendment was made to these 'wider based' regional and national denominators in July 1988, with the inclusion of those on work-related government training schemes in the workforce. This followed their inclusion in the statistics of the employed workforce—consistent with internationally agreed recommendations on the treatment of these people.

Since September 1989, unemployment rates on the workforce basis have also been available for counties and travel-to-work areas (the smallest areas for which official unemployment rates are calculated). Rates on the former 'narrow' basis (that is, as a percentage of employees in employment and the unemployed only) continue to be published alongside the workforce-based rates. These workforce-based rates more appropriately reflect local labour market conditions than the 'narrow'-based ones, but are more approximate in their calculation.

These changes in the way unemployment rates have been calculated have not affected the *numbers* included in the unemployment count.

Special Feature



Over the period 1979-88 Italy was one of the countries showing the highest incidence of working days lost per employee.

Photo: International Labour Office

International comparisons of industrial disputes in 1988 and 1989

by Derek Bird

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This article compares working days lost in the United Kingdom with corresponding data for other OECD¹ countries. Inevitably, comparisons between countries are affected by differences in the methods used for selecting and compiling data on industrial disputes in the countries represented. These differences are discussed alongside the statistics.

- In 1988 the UK was just below middle in a ranking of 20 OECD countries with respect to working days lost per thousand employees because of industrial disputes.
- The statistics show a general decline in working days lost per thousand employees because of industrial disputes over the ten years 1979-88.

- The UK incidence rate for the five years 1985-89 was more than 60 per cent lower than in the previous five-year period.
- For most countries the number of working days lost in selected industries (including mining, manufacturing, construction, and transport and communication) was generally twice as high as the level seen for the whole economy.
- In all five EEC countries for which data are available, the level of working days lost per thousand employees in 1989 was less than one-third of the average for the 1970s.

¹Statistics are not readily available for the remaining four countries that are members of the Organisation for Economic Cooperation and Development (OECD). The countries excluded from the analyses are Belgium, Iceland, Luxembourg and Turkey. Countries included in the analyses are ranked according to the number of working days lost per employee, with the country experiencing the lowest incidence rate being given the rank of 1.

The latest available annual data on industrial disputes statistics in most OECD countries relate to 1988. (Data are available for some countries for 1989 and these are presented towards the end of the article.) The data for 1988 indicate that the United Kingdom stood just below the middle of the ranking of countries by incidence rates—that is, working days lost per thousand employees. In a comparison between EEC countries the UK position was slightly better.

Over the ten-year period 1979–88 the countries showing by far the highest incidence of working days lost per employee were Greece, Spain and Italy. Countries recording relatively few days lost per employee included Switzerland, Austria, Japan, Netherlands and Federal Republic of Germany. The statistics also show that in the 20 OECD countries examined, during the period 1979–88 there was a general downward trend in the incidence of working days lost.

Considerable care must be taken when making detailed international comparisons because of the different coverage of each country's statistics. The figures presented in this article should not be seen as providing a precise comparison between countries; but they are useful in indicating approximate levels of working days lost and, in particular, recent trends. The differences in coverage, which may partly explain why a country appears to have a better—or worse—record than another country, vary enormously and are discussed in the second half of this article.

More detailed estimates for the United Kingdom, covering the years 1988 and 1989, were published in articles in the July issues of *Employment Gazette* for 1989 and 1990 (pp 349–359 and pp 336–346 respectively).

Overall comparisons

Table 1 shows the number of working days lost per thousand employees in employment (wage-earners and salaried employees) recorded for each of the 20 OECD

countries for the years 1979–88. (It should be remembered that these estimates are based on each country's definition for industrial disputes.) In the vast majority of countries there was considerable variation between years in the incidence of working days lost, with some years heavily influenced by a small number of large stoppages.

To smooth the effect of extreme years, comparisons based on periods of years are more appropriate than annual comparisons which can mask any trends in the figures.

Generally there was a decrease in the incidence of working days lost between the first five-year period (1979–83) and the second five-year period (1984–88). Only six of the 20 countries recorded a higher rate, including Denmark, Germany and Greece.

During the more recent five-year period, 1984–88, the United Kingdom lost an annual average of 400 days per thousand employees in employment as a result of stoppages caused by industrial disputes. (This is about half a working day a year per employee.) This is 20 per cent lower than the estimate of 500 days per thousand employees in employment for the period 1979–83. The United Kingdom average was influenced by one large dispute in the coal mining industry which occurred in 1984 and 1985.

While comparisons must be made with care, the United Kingdom 1984–88 average of 400 days lost a year per thousand employees was exceeded by Greece (an average of 1,270 days lost per thousand employees), Spain (740), New Zealand (540) and Finland (470). The average for Greece was influenced by an exceptionally high level of disputes which occurred in 1988.

The rate of 3.6 working days lost per employee for that year is the highest recorded for any country over the period of this analysis. Countries recording the lowest incidence of days lost due to industrial disputes were Austria and Switzerland (less than five days lost per thousand employees), Japan (10), the Netherlands (10), Germany (50) and France (60).

Table 1 Industrial disputes: working days lost per thousand employees* in all industries and services 1979–88

											Average†		
	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1979–83	1984–88	1979–88
United Kingdom	1,270	520	190	250	180	1,280	300	90	160	170	500	400	450
Denmark	80	90	320	50	40	60	1,060	40	60	40	120	250	180
France**	210	90	80	130	80	80	50	60	50	70	120	60	90
Germany (FR)	20	10	—	—	—	260	—	—	—	—	10	50	30
Greece	1,040	1,740	480	830	320	320	620	710	970	3,610	880	1,270	1,080
Ireland	1,750	480	500	500	380	470	520	380	320	180	720	370	550
Italy	1,910	1,140	730	1,280	980	610	270	390	320	220	1,210	360	780
Netherlands	70	10	10	50	30	10	20	10	10	—	30	10	20
Portugal	200	200	280	170	230	100	100	140	40	—	220	(90)	(160)
Spain	2,290	770	670	360	580	870	440	300	630	1,400	950	740	850
Japan	20	30	10	10	10	10	10	10	10	—	20	10	10
United States**	230	230	190	100	190	90	70	120	40	40	190	70	130
Canada**	840	930	890	610	460	400	130	540	220	310	750	320	530
Austria	—	10	—	—	—	—	10	—	—	—	—	—	—
Finland	130	840	340	100	360	750	80	1,350	60	90	350	470	410
Norway	—	60	20	170	—	60	40	570	10	50	50	150	100
Sweden	10	1,150	50	—	10	10	130	170	—	200	250	100	170
Switzerland	—	—	—	—	—	—	—	—	—	—	—	—	—
Australia	780	630	780	370	310	240	230	240	220	260	570	240	400
New Zealand	370	360	360	300	340	380	660	1,060	290	310	340	540	450

Sources: Working days lost; International Labour Office (ILO) yearbook of Labour Statistics 1989 (Geneva 1990). Employees in employment; ILO and OECD publications.

* Employees in employment: some figures have been estimated.

† Annual averages for those years within each period for which data are available, weighted for employment.

** Note the significant coverage differences referred to in the text.

†† Break in the series, see table 4 for details.

() Brackets indicate averages based on incomplete data.

— Not available.

— Less than five days lost per thousand.

Selected industries

One feature of industrial disputes is the tendency for the incidence of strikes to vary between industrial sectors. Some industries consistently have higher rates, in those countries in which they are present, than others. These characteristics, taken together with the differing industrial structure of countries, may partly explain why a particular country has a high, or low, ranking when compared with other countries.

To help reduce this effect a comparison of the four main sectors of industry which are especially prone to disputes—mining and quarrying, manufacturing, construction, and transport and communication—is shown in table 2. Countries where a large proportion of the workforce are employed in these industries are more likely to have a higher incidence rate than those where they are not.

Very broadly, the incidence of working days lost in the selected industries was in most countries about twice as high as in all industries and services taken together. As might be expected, there were exceptions to this. For example, in Spain and Italy, there was only a slight increase

and a two-thirds reduction respectively, and for the United States of America, there was an almost three-fold increase. This is probably due to the different industrial structures in each of these three countries. The United Kingdom suffered the worst record over the five-year period 1984–88, losing 990 days per 1,000 employees (after excluding New Zealand whose average is based on just three years data). This was again a result of the major dispute in the coal industry in 1984–85, this one dispute having a greater impact on these narrower estimates.

The statistics for the most recent five-year period for which data are available, 1985–89, show that this total fell to 360 days lost per thousand employees, a reduction of over 60 per cent (see table 3). As with the all-industry incidence rates, there was a decrease in the incidence rate in selected industries in most countries between the two five-year periods 1979–83 and 1984–88.

Some results for 1989 and the decades of the 1970s and 1980s

Table 3 presents the latest available results for 11 of the 20 OECD countries. Where possible the table gives data

Table 2 Industrial disputes: working days lost per thousand employees* in selected industries (mining and quarrying, manufacturing, construction, and transport and communication) 1979–88

											Average†		
	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1979–83	1984–88	1979–88
United Kingdom	2,410	1,160	330	460	330	3,240	660	180	330	430	1,000	990	990
Denmark	150	210	720	100	80	160	2,380	90	120	100	230	580	410
France**	350	170	160	260	160	160	90	70	70	—	220	(100)	(170)
Germany (FR)	40	10	—	—	—	520	—	—	—	—	10	(170)	(70)
Greece	850	1,280	720	920	—	—	—	—	—	—	(940)	—	(940)
Ireland	3,620	650	930	630	560	670	450	270	630	210	1,290	450	900
Italy	370	230	140	280	210	110	420	400	490	300	250	340	290
Netherlands	180	30	10	60	40	20	50	20	30	—	70	20	50
Portugal	290	350	490	300	450	190	200	240	70	—	380	(170)	(290)
Spain	3,230	—	—	460	530	870	290	440	850	1,010	(1,500)	700	(1,020)
Japan	40	50	20	20	20	20	10	10	10	10	30	10	20
United States**	—	540	470	300	590	160	140	370	100	110	(470)	180	(310)
Canada**	1,650	1,510	1,870	1,410	600	940	240	880	490	820	1,430	680	1,050
Austria	—	10	—	—	—	—	—	—	—	—	—	—	—
Finland	260	1,270	560	220	390	720	160	2,310	130	200	540	710	630
Norway	10	140	40	410	10	60	100	940	—	—	120	220	170
Sweden	20	2240	60	—	10	20	10	—	10	790	480	170	320
Switzerland	—	—	—	—	—	—	—	—	—	—	—	—	—
Australia	1,570	1,350	1,730	810	620	530	520	570	530	640	1,230	560	900
New Zealand	770	—	760	—	—	—	—	2,740	590	790	(770)	(1,410)	(1,140)

See footnotes to table 1.

Table 3 Industrial disputes: working days lost per thousand employees* in all industries and selected‡ industries for 1989 and the decades of the 1970s and 1980s

	Working days lost per 1,000 employees in all industries					Working days lost per 1,000 employees in selected‡ industries				
	1989	1980–84	1985–89	1980–89	1970–79††	1989	1980–84	1985–89	1980–89	1970–79††
	United Kingdom	180	480	180	330	570	200	1,080	360	740	1,090
France**	50	90	60	80	210	—	—	—	—	310
Germany (FR)	—	50	—	30	40	—	—	—	—	90
Italy	300	950	300	620	1,310	—	—	—	—	1,780
Netherlands	—	20	10	10	40	10	30	20	30	(80)
United States**	150	160	90	120	—	520	540	250	330	1,210
Canada**	180	660	280	460	—	190	1,290	520	900	1,840
Austria	—	—	—	—	—	—	—	—	—	—
Norway	10	60	130	100	—	10	130	210	170	(90)
Sweden	100	240	120	180	—	40	490	170	330	40
Switzerland	—	—	—	—	—	—	—	—	—	—

See footnotes to table 1.

‡ Mining and quarrying, manufacturing, construction, and transport and communication.

†† For the 1970s data were only produced on an all industry basis for EEC countries (Source: EUROSTAT-Employment and Unemployment 1973–79).

‡‡ For Sweden data for 1970–71 relate to all sectors; for Italy, USA and Switzerland the electricity, gas and water industries are included.

Source: ILO

for the 1970s and 1980s for all industries and services and for the same selected industries referred to above. The statistics show that the downward trend seen in most countries in the 1980s has continued into 1989. The latest overall ten-year estimate for the United Kingdom is 330 days lost per thousand workers which is over 25 per cent lower than the ten-year estimate for 1979-88 (450).

Significant reductions in the ten-year averages can also be seen in other countries, with the exceptions being the United States, Norway and Sweden. The five-year averages of working days lost per thousand employees in selected industries also continued to show marked falls. These were most notable in the United Kingdom, the USA and Sweden. (Comparisons should not be made for the

Canadian statistics since there is a break in the series in 1985—see next page.)

Comparisons for working days lost per thousand employees in all industries show that there has been a marked fall between the 1970s and 1980s in all countries where data are available. In the five EEC countries for which we have all industry data, we see that all have an incidence rate for the last five years of the 1980s which is less than one-third that seen in the 1970s.

Meaningful comparisons between the decades cannot readily be made for the selected industries data set. This is because in some countries there were changes in definitions between the decades and for others there are incomplete data. Only the United Kingdom and Sweden have

Table 4 Industrial disputes: comparisons of coverage and methodology

	Minimum criteria for inclusion in statistics	Are political stoppages included?	Are indirectly affected workers included?	Sources and notes
United Kingdom	More than ten workers involved and of more than one day duration unless 100 or more working days lost	No	Yes	Local unemployment benefit offices make reports to Department of Employment HQ, which also checks press, unions and large employers
Australia	Ten or more days lost	Yes	Yes	Information gathered from arbitrators, employers and unions
Austria	No restrictions on size	Yes	No	Trade unions provide information
Canada	Up to 1985: at least half a day plus at least ten working days lost. 1985 and after: at least half a day and involving at least 500 workers	Yes	No	Reports from Canada Manpower Centres, also press, Provincial Labour Departments and conciliation services
Denmark	100 or more days lost	Yes	Yes	Voluntary reports from employers' organisations sent annually to Statistical Office
Finland	More than one hour duration	Yes	Yes	Returns from employers (approx 90 per cent), employees and press
France	One working day. However, civil service and agricultural employees are excluded from the statistics	Yes	Yes	Labour inspectors' reports
Germany (FR)	More than ten workers involved and more than one day duration or more than 100 days lost	Yes	No	Compulsory notification by employers to Labour Offices
Greece	More than one hour duration	Yes	No	Labour inspectors' reports
Ireland	Ten or more days lost or of more than one day duration	Yes	Yes	Reports from local employment offices
Italy	No restrictions on size	Yes	No	Local police reports sent to Central Institute of Statistics
Japan	None. However, unofficial disputes are excluded	Yes	No	Legal requirement to report to Prefectorial Labour Policy section or Labour Relations Commission
Netherlands	No restrictions on size	Yes	Yes	Questionnaires to employers following a strike. National Dutch Press Bureau collects relevant news items on a contractual basis for CBS
New Zealand	More than ten days duration. Public sector disputes excluded up to and including 1987	Yes	Yes	Information gathered from voluntary returns, press and employers
Norway	More than one day duration	Yes	No	Questions to employees' and employers' organisations
Portugal	Up to 1985: no restriction on size. 1986 and after: statistics exclude general strikes at the national level as well as public administration stoppages	Yes	No	Statistics are collected by the Ministry of Labour and Social Security. From 1986 the figures exclude the Azores and Madeira
Spain	At least one hour duration. Civil servants' disputes are excluded up to and including 1988. From 1989 these disputes are included in the statistics. New methodology adopted from 1986	Yes	No	Legal obligation on party instigating strike to notify competent labour authority. Up to 1985 the figures exclude Catalonia. From 1986 the figures exclude the Basque country
Sweden	More than one working day duration	Yes	No	Press reports compiled by State Conciliation Service are checked by employers' organisations and sent to Central Statistical Office
Switzerland	More than one day duration	Yes	Yes	Federal Office for Industry, Crafts, Occupations and Employment collects press reports and checks with trade unions and employers
United States	More than one day or one shift duration and more than 1,000 workers involved	No	Yes	Reports from press, employers, unions and agencies, followed up by questionnaires

Source: ILO Document MESS/D.2 Geneva, 1990

comparable data series. However, it is interesting to note that the tendency for the level of days lost per employee to be much higher in the selected industries, when compared with all sectors data, holds equally true for the 1970s as it does for the 1980s.

Coverage and comparability

As with most international statistics, those on industrial stoppages need to be compared carefully; in particular, small differences among the rates shown in tables 1, 2 and 3 may not be significant. Most countries do not require employers to provide details of strikes but instead rely on voluntary notifications of disputes to a national or local government department, backed up by news media reports.

None of the 20 OECD countries mentioned in this article aim to record the full effects of stoppages of work. For example, none measure working time lost at establishments whose employees are not involved in a dispute, but are unable to work because of shortages of materials supplied by establishments which are on strike—these are known as the secondary effects of a dispute. This is partly because of reporting problems and partly because of the difficulty in deciding to what extent a particular firm's experiences are due to the effects of a strike elsewhere.

Similarly, other forms of industrial action, such as go-slows, work-to-rules and overtime bans are not generally reported, although some countries attempt to record the extent of these types of action, nor are their effects quantifiable with any degree of certainty. There are significant differences between countries in the criteria which exist to determine whether a particular stoppage will be entered in the official records.

Most countries exclude small stoppages from the statistics, the threshold being defined in terms of the number of workers involved, the length of the dispute, the number of days lost, or a combination of all or some of these. These are summarised in table 4. The United Kingdom, for example, excludes disputes involving fewer than ten workers or lasting less than one day, unless the aggregate number of days lost exceeds 100. The Federal Republic of Germany has adopted the same criteria and a number of other countries' thresholds are similar—any differences in thresholds could significantly affect the number of working days lost.

There are three countries which are exceptions to the generalisation about reporting thresholds—the United States, Canada and Denmark. In 1981 the United States revised its series of industrial stoppage statistics to include only those disputes involving more than 1,000 workers, whereas previously the threshold had been six workers. It is estimated that this change reduced the recorded number of working days lost by between 30 and 40 per cent. The United States figures presented in the tables have been adjusted to be consistent with current coverage.

In 1987 Canada revised the criteria for inclusion of an industrial dispute in its statistics. This was a response to unfavourable comparisons being made between the industrial disputes records of the United States and Canada. Consequently, there is a break in the series for Canadian statistics between the years 1984 and 1985, data from 1985 reflecting the new threshold.

Similarly, but not with such a marked effect on the level of working days lost, Danish statistics do not record disputes in which fewer than 100 working days are lost. The incidence rates for these countries are clearly not directly comparable with those for the UK, the Federal Republic of Germany and other countries with similar thresholds.



An average of 540 days per year per thousand employees were lost in New Zealand in the period 1984-88.

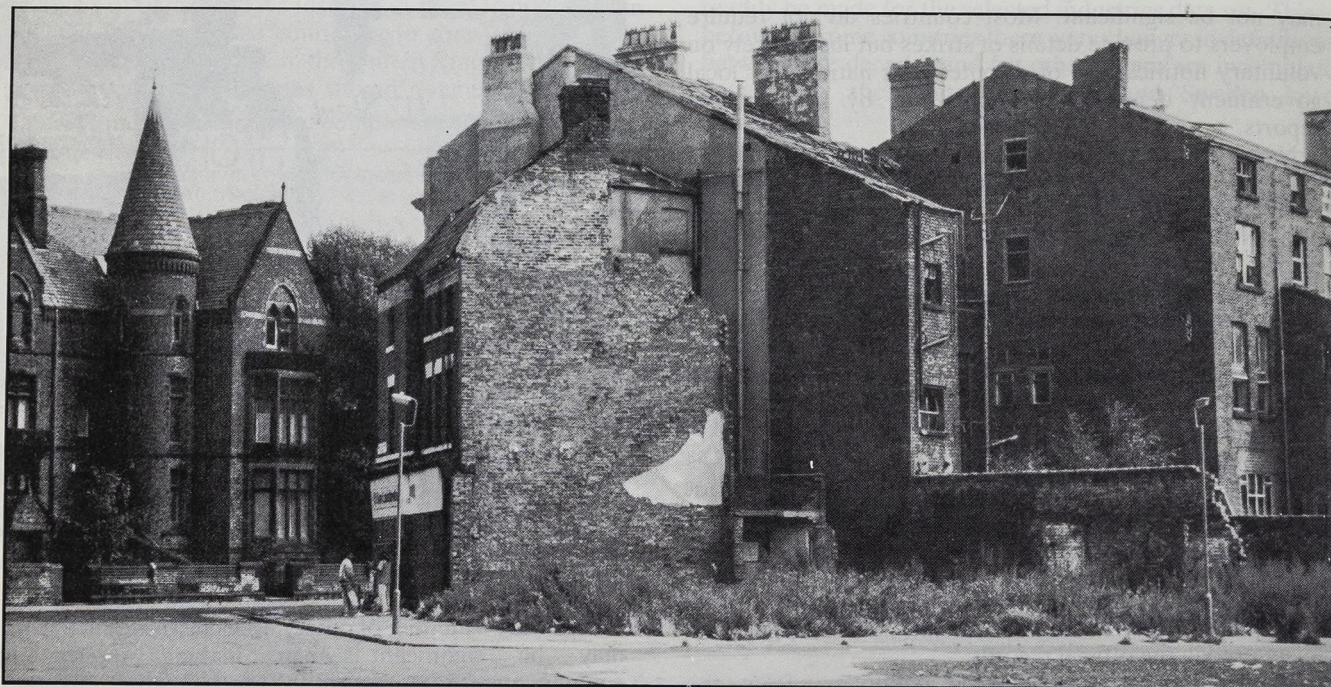
There are a number of other important differences which may be significant when making international comparisons. Some countries exclude the effects of disputes in certain industrial sectors. For example, France and Portugal omit public sector strikes, France additionally excludes disputes by agricultural workers and Japan excludes working days lost in unofficial disputes. The omission of such strikes may markedly reduce the number of officially recorded working days lost in some years.

Political stoppages are not included in the figures for the United Kingdom and the United States. However, because of the difficulty in deciding what constitutes a political stoppage, the effect of this exclusion on the number of recorded days lost is uncertain; but it is estimated that in the United Kingdom this is, in most years, insignificant.

The inclusion or omission of those workers indirectly involved in a stoppage (those who are unable to work because others at their workplace are on strike) varies between countries. Half the countries listed in table 4—including, the UK, the Netherlands, New Zealand and the USA—attempt to include them. Among the countries which exclude those who are indirectly involved at a workplace where others are on strike are France, the Federal Republic of Germany and Japan. This could lead to extensive under-recording of the amount of working time lost at establishments suffering industrial stoppages. This would be most serious where the actions of a minority have a large impact on the rest of the workforce and the least where there was a general withdrawal of labour.

Consequently, even though the Federal Republic of Germany, for example, has a similar threshold for inclusion of disputes as that used in the UK, comparisons between the two countries' records should be made with care. No country attempts to evaluate the secondary effects of a dispute by trying to include workers laid off at a workplace not directly involved with a dispute (for example, because of lack of materials). ■

Special Feature



Among the characteristics of the Granby/Toxteth district is badly decayed housing.

Reclaim, rebuild and revive Collaborative projects in the inner cities

by Trevor Dawes

Inner Cities Team, Employment Department

During the past ten years much has been said about the problems of inner cities. The private sector has produced many imaginative initiatives, and major public sector programmes have made a large impact. This article looks at five projects in which local people have worked together with the private sector, with central and local government, and with the voluntary sector to tackle these problems¹.

□ Much has been done to help the inner cities. Since 1981 Urban Development Corporations have been set up to reclaim, rebuild and bring investment into derelict areas. The Department of the Environment's Urban Programme (UP) has been refashioned to stimulate economic activity and social and environmental improvements in identified 'inner areas' in the 57 Urban Programme Authority (UPA) districts; it is also continuing

¹The projects discussed here are also featured in a new video, *Working Together*, produced for Action for Cities (see box p 618).

in its role of alleviating social distress. And from 1986, Inner City Task Forces managed by the Department of Trade and Industry have concentrated in enhancing enterprise, employment prospects and skills in small designated areas within some of our inner cities which suffer from particularly severe difficulties.

Although a great deal has been achieved through measures such as these—the transformation of London's Docklands is one of the best and most widely known examples—some 'pockets' still exist where multiple

difficulties persist and feed from one another: high unemployment, low skill levels, demotivation, physical decay, poor infrastructure and public transport facilities, high crime, drug addiction, and a 'culture of dependence' on state benefits.

The 'cycle of decline'

Most inner city problems are inter-related; each one helps to perpetuate another and all combine into a cycle of decline. For example, lack of investment will perpetuate low skill levels: employers are unlikely to move or expand into an area in which they cannot recruit workers with the skills they need. Therefore, unemployment will persist and skills will become yet more outdated, making inward investment even less likely and increasing the demotivation and despair of local residents.

As time passes, lack of investment may contribute to the decay of roads and buildings and encourage crime, so the area will become even less attractive for businesses to move to, or for people to live and work in. People with marketable skills will tend to leave; people who remain may find it increasingly difficult to seek jobs or training; they may even be unwilling to go out at all through fear of crime against their houses or themselves.

Eventually a sense of hopelessness and of being 'left out' may overwhelm residents of an area deprived in this way—even if they are quite close to another, relatively prosperous area. People on the 'outside' may think the task of reversing the decline impossible because of the multiple and complex nature of the problems. But in fact help is possible.

An individual programme, designed specifically to overcome an identified inner city problem, can help but cannot usually provide the whole answer. Instead, a co-ordinated strategy needs to be constructed of a group of programmes, designed to tackle a variety of problems.

Bringing it all together

To cope with these kinds of problems in a co-ordinated way, the first City Action Teams (CATs) were set up in 1985 in five major conurbations—Tyne and Wear, Liverpool, Manchester/Salford, Birmingham and London (followed later by the Cleveland Action Team).

The CATs aim to co-ordinate the work of the government departments active in their areas so that their actions and programmes assist the revival of deprived and rundown areas.

In March 1988 the Action for Cities initiative was launched to organise effective co-operation embracing all government departments.

Action for Cities ushered in new measures: two further CATs (Leeds/Bradford and Nottingham/Leicester/Derby) were created; there was a new City Grant to support more private sector-led redevelopment of derelict land and buildings; and the Home Office introduced the Safer Cities programme to combat crime in 20 project areas.

Action for Cities is not simply a 'package' of measures by the Government. Revival also depends on the active involvement of—and co-operation between—local government, private business and voluntary organisations. Most important, if revival is to be lasting and effective, local inner city communities themselves must take an active part.

Revival on a human scale

Inner city problems and their solutions are not always on the grand scale. They often involve small areas—a few

streets or a housing estate—and small groups of people or individuals.

Among the characteristics of the Granby/Toxteth district of Liverpool, for example, are badly decayed housing and a feeling by the local community that its needs are not understood (coupled with a deep suspicion of outside efforts to help). One of the many difficulties facing ethnic minority residents of the area is that of obtaining jobs. They have been under-represented in a variety of health service professions—nursing, occupational therapy, the ambulance service and health management posts—to a large extent because of their under-achievement at school.

The Granby/Toxteth Task Force tackled the problem by setting up two courses—'Access to Health Professions' and 'Access to Health Management'—to help people from the ethnic minority community compete on equal terms for places on professional training courses. Eight students completed the first 'Health Professions' course in summer 1990. Although successful completion of the course does not guarantee access to a health service job, it provides the otherwise non-existent opportunity to apply.

Dionne Tagoe, one of the first eight graduates, praised the standard of teaching and welcomed the new avenues open to her: "I can do anything I want to in the health service now . . . if it's something that's hopefully going to keep me employed for the rest of my life, I'm going to go for it," she said.

The Task Force's approach to the project had two key elements. First, it sponsored a public meeting shortly after it was set up in 1989 to canvass the views of Granby/Toxteth residents about the type of action needed, thereby taking a major step towards overcoming local suspicion and hostility.

Second, in order to set up the courses it drew in support from a variety of other agencies—the City Action Team, the education and health authorities, the health and



Dionne Tagoe, graduate of 'Access to health professions', Liverpool.

community relations councils and a local employment agency.

How did the Task Force's deputy leader, Terry Sullivan, secure help from so many sources? Simply by persuading them, he says, that "everyone benefits from a successful project."

Safe on the streets

In Bradford, a different problem—one affecting women—has been addressed through co-ordinated local effort and action. A spate of attacks a few years ago had made many women reluctant to use the city's public transport services, or even taxis.

As in a number of other cities, Bradford's 'problem' area lies between its attractive, bustling centre—boosted in recent years by the creation of the impressive Alhambra Theatre and the National Museum of Film, Theatre, and Television—and the more prosperous outer suburbs.

The local Safer Cities team realised that the solution was an alternative form of transport and so took the lead in setting one up. But the commitment of other agencies was needed to ensure that the Bradford Fear of Crime Transport initiative became a success.

The team's first tasks were to decide when and where the safe transport scheme should operate. With the help of the City Council, the local community council and the West Yorkshire Passenger Transport Authority, routes were worked out and the service was tailored to the needs of its potential users—inexpensive, door-to-door and running from 5 pm to 11 pm.

There was no need to find costly offices or new vehicles; the service is controlled by radio telephone from the city bus depot and uses vehicles belonging to the local education authority which had not previously been used at night.

Take-up of the service has been high, and follow-up

research confirms that customers use it not as a cheap alternative to taxis or regular buses, but because they feel completely safe. This initiative has not only helped to tackle a fear of crime and a poor public transport system but has also contributed to employment, education and social life by enabling women to travel to and from evening jobs, evening classes and, of course, social events.

Inter-related problems

The Old Sinfin housing estate in Derby suffers from more than one 'inner city problem'. There are a number of derelict houses; unemployment is above the average for the area and, because the estate is located towards the outer edge of the city, residents face a journey to get advice about job or training opportunities or claim benefits.

On Old Sinfin, a variety of agencies have now combined their activities in order to tackle the different problems simultaneously. Help under a number of government programmes has been linked with support from the county and city authorities and, most important, the confidence and involvement of the local community has been won.

A house on the estate, provided rent and rate-free by the City Council, is home to the Sinfin Unemployment Project, SUPORT. The last three letters of the acronym—standing for 'offers real thought'—provide the essential clue to the project's success. SUPORT offers advice on a wide range of questions, given in an informal atmosphere in which local residents feel comfortable.

SUPPORT was initially staffed by two voluntary workers from the estate, trained by Derbyshire County Council's Social Services Department. They offer advice on benefits and services, and are able to 'signpost' inquirers towards sources of further help.

SUPPORT has since been strengthened by the addition of an Employment Service outreach officer who holds twice-weekly surgeries offering information on job

vacancies and Employment Department Group programmes. Now the appointment of a full-time worker funded by the City Action Team has ensured that SUPORT will be able to continue its work.

Elsewhere on the estate the problems of unemployment, lack of skills and derelict housing are being tackled through Employment Training (ET) and the Old Sinfin Community Refurbishment Scheme under Derby City Council as the training manager. The council hopes to expand the scheme soon with funds from the Department of the Environment's Estate Action programme.

The refurbishment began under the Community Programme, with a successful transition to ET. Trainees are learning a wide range of skills while improving both the outside and inside of derelict houses. The scheme also helps trainees gain in confidence. As one of them, nearing the end of his 12 months on ET, put it: "I will soon be able to show an employer what I can do."

Ethnic enterprise

Economic revival is another key element in restoring the fortunes of a run-down area. In the Chapeltown/Harehills district of Leeds, it was local residents who first spotted the link between the area's high level of unemployment and the lack of small business activity.

What was missing? No shortage of enterprise among the ethnically mixed, 26,000-strong community, but perhaps a lack of knowledge of how to set up and run a small firm. Also there were certainly no affordable premises available in which to do so.

The local Inner City Task Force responded by creating a working party which tapped into private and voluntary sector expertise in the shape of British Telecom, Business in the Community and the Action Resource Centre. The result was Chapeltown and Harehills Enterprises (CHEL), a private company limited by guarantee.

CHEL now provides managed workspaces, backed up by business advisory and common services, for about 60 small firms.

Model car and bus producer Harry Kershaw, a successful participant in the Enterprise Allowance scheme, who now

employs a part-time assistant, points out some of the advantages of tenancy: a reasonable rent, the support services he needs, and the ability to leave without difficulty should he wish to expand into larger premises.

Dennis Bainbridge, a rope-maker, says simply that without the Task Force's effort in setting up CHEL he would have no business—and without his business, "I'd be unemployed."

The creation of CHEL has had spin-off benefits. Local firms and local people were employed to convert the CHEL building, a disused warehouse. CHEL is also an ET manager offering some 120 training places. It sponsors a nearby estate nursery, caring for local pre-school age children and providing opportunities to train in childcare skills.

In addition, as its business development manager, Ravinder Ghir points out, CHEL is quickly moving towards becoming financially self-supporting. An organisation which sprang from the local community will therefore be able to help the local community carry the revival process on in the future.

Greening the city

What is now the Leicester Riverside Linear Park was, in the early 1970s, a 12-mile stretch of wasteland characterised by derelict buildings and industrial waste, and providing diversion only for those wishing to engage in graffiti or in illicit air-rifle practice. Sporadic attempts at clearance were frustrated by vandals, destroying each night the previous day's work. Now the same area is 12 miles of attractive parkland.

The difference was made by time, local initiative and a multi-agency approach. In the late '70s the small but essential step was taken of appointing a park warden to prevent vandalism. The post was jointly funded by the City Council, the Employment Department and the Countryside Commission. More agencies joined in, a working party was set up and, gradually, revival on many different fronts was brought about.

The City Council continued the physical renewal of the area, receiving funding from the Department of the Environment's Urban Programme and with the help of people on Employment Department Group training programmes. Now it is ET trainees who learn skills while they are carrying out maintenance work in the park.

Ian Lindley, the City Council's project officer for the Park, explains that the collaborative approach worked because each of the agencies represented on the working party had the authority to take decisions and the incentive to make sure that something was done.

The city and local people have benefited from the clearance of dereliction and the new scope for recreation; British Waterways and Severn-Trent Water have seen the river brought back into use; and the Wildlife Trust has seen the creation of an area where wildlife is preserved and encouraged, bringing educational and tourism benefits which reflect the interests of the County Council, which was also involved.

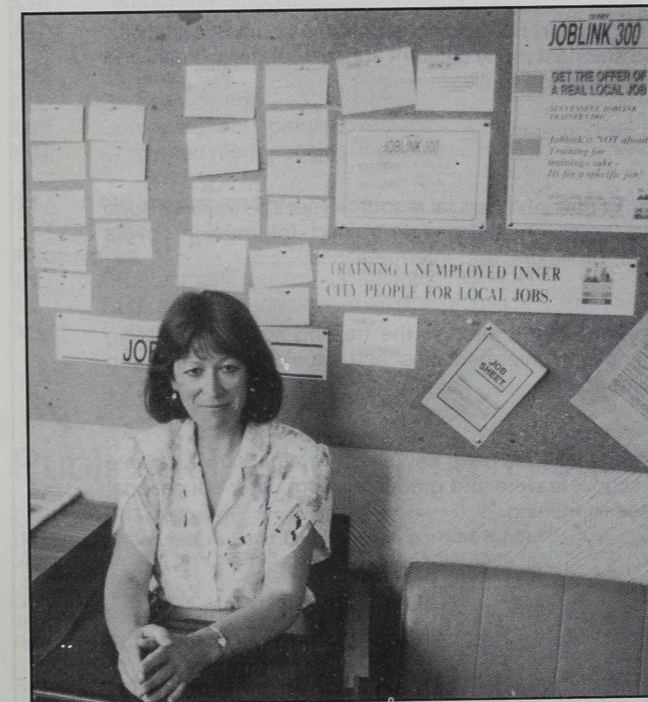
Working together

What are the lessons from all these projects? The example of Leicester's Riverside Park demonstrates that any problem, however large and multi-faceted, can be overcome if agencies work with each other: a collection of organisations, each with its own individual objective, managed to combine their efforts and achieved something wider—the revival of an entire area.

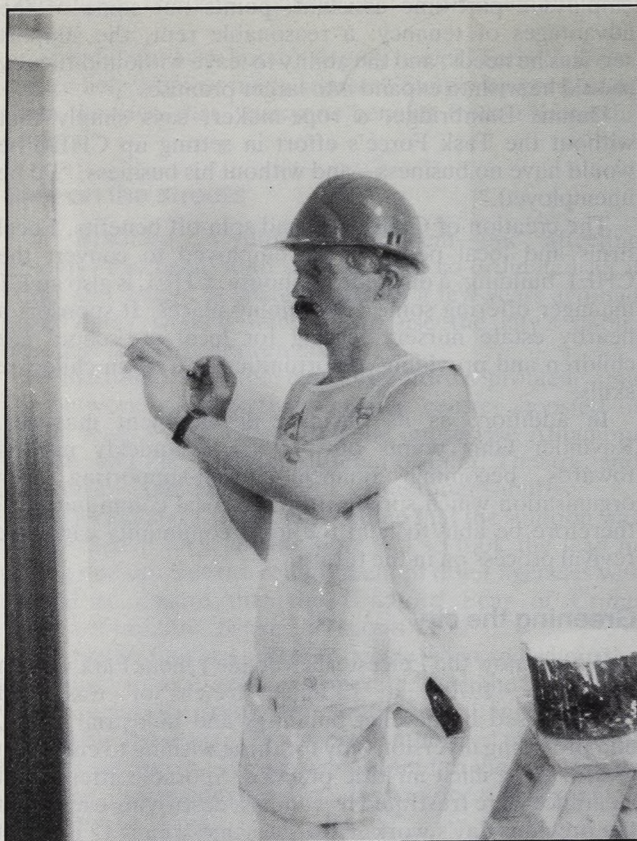
Every city, and each run-down area within it, will have its



Bradford women who were reluctant to use public transport, or even taxis, now use the inexpensive door-to-door "Homerunner".



Employment Service reaches out. Linda Brooks at the Sinfin Unemployment Project.



ET trainee on the Old Sinfin Estate, Derby. Working on derelict houses provides the opportunities to learn new skills and gives trainees the confidence they need to re-enter the jobs market. Plans are already in hand to expand the scheme.

own distinct problems, and these will not necessarily be solved by exact copies of the projects described here. However, they do show that, with determination, deep-rooted inner city problems can be effectively tackled. Indeed, a concerted attack on one issue may help to get solutions to others under way.

The process need not be costly, especially if existing resources—such as the education authority buses in Bradford—are used to the full. The effort can be made easier if the local community is consulted and, better still, actively involved.

Government programmes such as Employment Training, the Urban Programme, Estate Action and Safer Cities can be brought to bear, and very often can be combined with one another towards a common objective. Help with co-ordination can be provided by City Action Teams and Inner City Task Forces, and frequently they can also offer funding.

Inner city revival is not brought about by a 'grand plan' made in Whitehall. Everyone has a part to play, and can make things happen through imagination, planning, commitment, effort, and working together.

The first step is very simple: just talk to other people. ■

Readers may wish to know that the projects discussed here are featured in the video *Working Together*, produced for the Action for Cities initiative.

If you work in an inner city area or have an interest in inner city revival and would like to see the video, contact your nearest City Action Team, Department of the Environment regional office, Inner City Task Force, Safer Cities Team, Employment Service office, Training Agency area office or Training and Enterprise Council.

TRAINING STATISTICS 1990

Training is an important economic activity, yet hitherto there has been no regular, accessible source of statistics about it. Those which have been available have been scattered amongst many different annual reports, journals and other sources. It is this gap which **Training Statistics 1990** is intended to fill.

The volume is divided into 5 sections. The contents of each section are:

- | | |
|------------------|--|
| Section A | Training Activity - Inputs
This section gives tables and charts of the non-financial resources put into training, such as the time spent on training and the number of people trained. Information covers individuals, employers, government, providers, and intermediaries. |
| Section B | Financing of Training
Includes tables and charts on flows of funds through the training system; including employers' and government expenditure, intermediaries' and providers' income and expenditure, and individuals' training costs. |
| Section C | Training Activity - Outputs
Includes tables and charts on the qualifications held, new ones obtained and students registered for qualifications. Also, school leavers and graduates from other educational and training providers plus attitudes to training. |
| Section D | International Comparisons |
| Section E | Sources of Statistics on Training
A list of sources and a description of each source, with references to publications. |

Department of Employment, (1990) *Training Statistics 1990*, HMSO, London, ISBN 0 11 361 3199, Price £10.50. Copies may be obtained from HMSO.

Labour Market Data

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Publication dates of main economic indicators 1990—91

Labour Market Statistics:
Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes

December 13, Thursday
January 17, Thursday
February 14, Thursday

Retail Prices Index

December 14, Friday
January 18, Friday

After 11.30 am on each release date, the main figures are available from the following telephone numbers:

Unemployment and vacancies: 071-273 5532.
Retail Prices Index: 0923 815281 (Ansafone Service).

Employment and hours: 0928 715151 ext. 2570 (Ansafone Service).
Average Earnings Index: 0923 815208/815214

Trends in labour statistics

Summary

The number of employees employed in manufacturing industry in Great Britain fell by an estimated 23,000 in September 1990 to 5,096,000. This follows a fall of 2,000 in August and rises of 11,000 and 2,000 in June and July respectively. Over the year to September 1990 employment in manufacturing fell by 58,000, compared with a rise of 6,000 in the previous 12 months.

The workforce in employment in the United Kingdom increased by 182,000 in the second quarter of 1990 to 27,345,000. This continues the upward trend of the last seven years but is considerably less than the increase of 854,000 in the year to June 1989.

Unemployment in the UK (seasonally adjusted) rose by 32,200 between September and October to 1,702,700. This was the seventh consecutive month that

unemployment has risen following the continuous fall over 44 months to March 1990. The level is now 96,100 higher than in March, when the current upward trend began. The unemployment rate in October increased by 0.1 per cent from the revised rate for September to 6.0 per cent of the workforce.

The underlying rate of increase in average earnings in Great Britain in the year to September 1990 was 10¼ per cent (provisional estimate). This is ¼ per cent higher than the (revised) figure for the year to August 1990.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending September 1990 was slightly lower than in the three months ending September 1989. Unit wage costs in manufacturing in the three months to September 1990 were 9¾ per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 10.9

per cent in October 1990, unchanged from the figure for the year to September. The annual rate excluding housing costs rose to 8.2 per cent.

It is provisionally estimated that 2.5 million working days were lost through stoppages of work due to industrial disputes in the 12 months to September 1990. This compares with 3.6 million days lost in the previous 12 months and an annual average over the ten-year period ending September 1989 of 7.6 million days.

Overseas residents made an estimated 2,230,000 visits to the United Kingdom in August 1990, while United Kingdom residents made about 4,240,000 visits abroad.

Economic background

The preliminary output-based estimate of *Gross Domestic Product* (GDP) suggests that the output of the whole economy in the

third quarter of 1990 was 1 per cent lower than in the previous quarter, but was ½ per cent higher than in the same quarter of 1989.

Output of the production industries in the third quarter of 1990 is provisionally estimated to have fallen by 3 per cent compared with the previous quarter, and was 1½ per cent lower than in the same period a year earlier.

Manufacturing output in the third quarter of 1990 was 2 per cent lower than the previous quarter and was ½ per cent lower than in the corresponding period a year earlier. Within manufacturing, between the two latest quarters, the output of food, drink and tobacco increased by 1 per cent. There were falls of 2 per cent in the output of the chemicals industry and of textiles and allied industries and of clothing, and 4 per cent in the output of the metals industry. The output of the other minerals was little changed.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the third quarter of 1990, output was 6½ per cent lower than in the previous quarter and 4 per cent lower than in the same period of 1989. It was 15 per cent lower than in the second quarter of 1988.

Latest estimates suggest that in the second quarter of 1990 *consumers' expenditure* was £70.0 billion (at 1985 prices and seasonally adjusted), 1 per cent above the level of spending of the previous quarter and 2½ per cent above the same period a year earlier.

The provisional October 1990 estimate of the volume of *retail sales* showed a fall from the figure for September and was also a little below that for August. Over the period August to October 1990, sales were 1¼ per cent lower than in the previous three months (after seasonal adjustment) and little changed compared with the same period a year earlier.

New credit advanced to consumers in September 1990 (excluding loans by banks on personal accounts, by insurance companies and by retailers) was estimated to have been £3.8 billion (seasonally adjusted), compared with £3.7 billion in August and £3.9 billion in July. *Total consumer credit* outstanding at the end of the third quarter of 1990 is estimated to have been £49.5 billion (seasonally adjusted), £1.2 billion

more than at the end of the second quarter.

Fixed investment (capital expenditure, see table 0.1 note 8 for definition), in the second quarter of 1990 at constant prices, was 3 per cent lower than in the previous quarter and unchanged from the same period a year earlier. The provisional estimate for fixed investment by the *manufacturing industries* (including leased assets and seasonally adjusted) for the third quarter of 1990 indicates a level of manufacturing investment 3 per cent lower than in the previous quarter and almost 7 per cent lower than in the third quarter of 1989.

The provisional estimate of *stockbuilding by manufacturers, wholesalers and retailers* for the third quarter of 1990 (at 1985 prices and seasonally adjusted) indicates a rise of £126 million from the second quarter of 1990. Manufacturers increased their stocks by £141 million, following a reduction of £190 million in the previous quarter. Wholesalers' stocks fell by £176 million, following a fall of £254 million in the previous quarter; while retailers' stocks rose by £161 million, following a fall of £60 million.

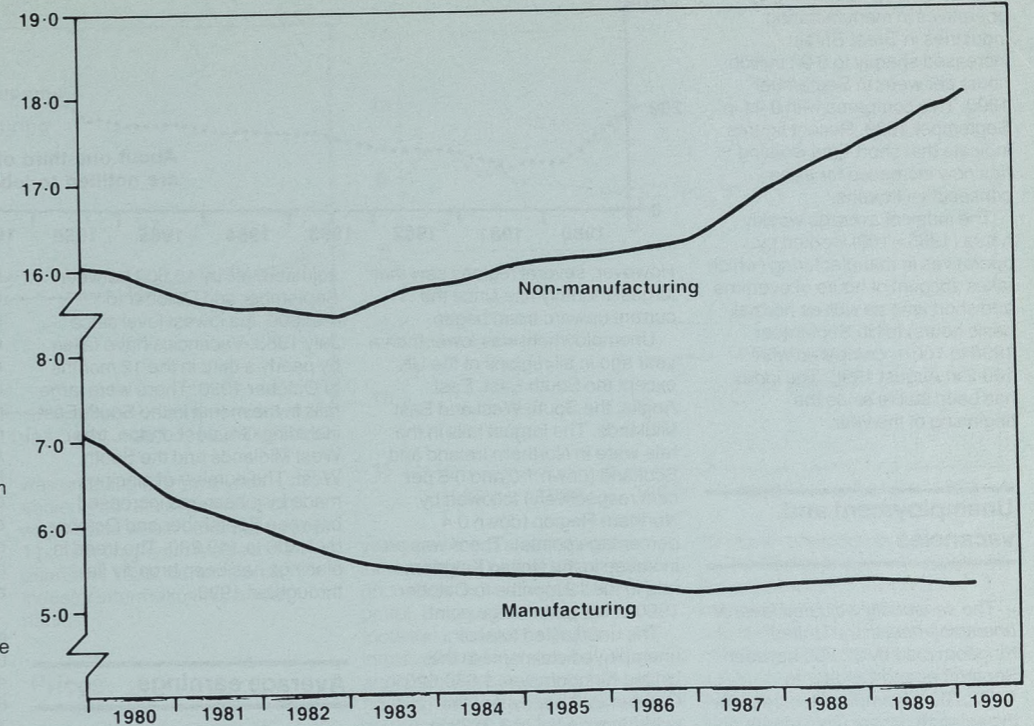
Visible trade in the three months to October 1990 was in deficit by £3.1 billion, compared with £4.9 billion in the previous three months. The surplus on trade in oil was £0.4 billion in the three months to October while the deficit on non-oil trade fell by £1.7 billion to £3.5 billion.

The *volume of exports* in the three months to October 1990 was 1 per cent higher than in the previous three months and 5 per cent higher than a year earlier. *Import volume* in the three months to October was 2½ per cent lower

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT:

United Kingdom
Million

Seasonally adjusted



than in the previous three months but ½ per cent higher than a year earlier.

The *current account of the balance of payments* in the three months to October 1990 was in deficit by £3.1 billion, compared with a deficit of £4.9 billion in the previous quarter.

On October 8, 1990 the UK joined the Exchange Rate Mechanism (ERM) of the European Monetary System at a central rate of 2.95 deutschemarks. Sterling's effective

Exchange Rate Index (ERI) for October 1990 was 1 per cent higher than in September, at 94.8 (1985=100). The currency rose by ½ per cent against the deutschemark and by 3½ per cent against the US dollar but fell by 3 per cent against the Japanese yen. ERI was 5½ per cent higher than in October 1989; over the period, sterling against the deutschemark remained about the same, but rose by 22½ per cent against the US dollar and 12 per cent against the yen.

On October 8, 1990 the UK *base lending rate* was reduced to 14 per cent, having remained at 15 per cent since October 5, 1989. After falling to a low of 7½ per cent in May 1988 it had risen from that level to reach 14 per cent by May 24, 1989.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in October 1990 is provisionally estimated to have been minus £2.3 billion, bringing the total for the first seven months of 1990-91 to £3.2 billion, compared with minus £3.3 billion (ie: a net repayment) in the same period of 1989-90. The PSBR excluding privatisation proceeds (there were none in October) was £4.9 billion in the first seven months of 1990-91, compared with minus £0.2 billion in the same period of 1989-90.

Employment

New figures are available this month for employees in the production industries in Great

Britain in September 1990. There are revisions to figures for employees in production industries from April 1990 and to the United Kingdom workforce in employment figures from March 1990.

New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 23,000 in September 1990 to 5,096,000. This follows a fall of 2,000 in August and rises of 11,000 and 2,000 in June and July respectively. Over the year to September 1990, employment in manufacturing industries fell by 58,000, compared with a rise of 6,000 in the previous 12 months.

The number of employees in the energy and water supply industries in Great Britain fell in September 1990 by 5,000 to 454,000. The numbers have fallen by 3,000 in the year but the underlying trend appears to be level.

The United Kingdom workforce in employment (employees in employment, self-employed people, members of HM Forces and participants in work-related government training programmes) increased by 182,000 in the second quarter of 1990 and by 578,000 in the year to June 1990 to reach 27,345,000. The annual increase continues the upward trend of the past seven years but is considerably less than the increase of 854,000 in the year to June 1989.

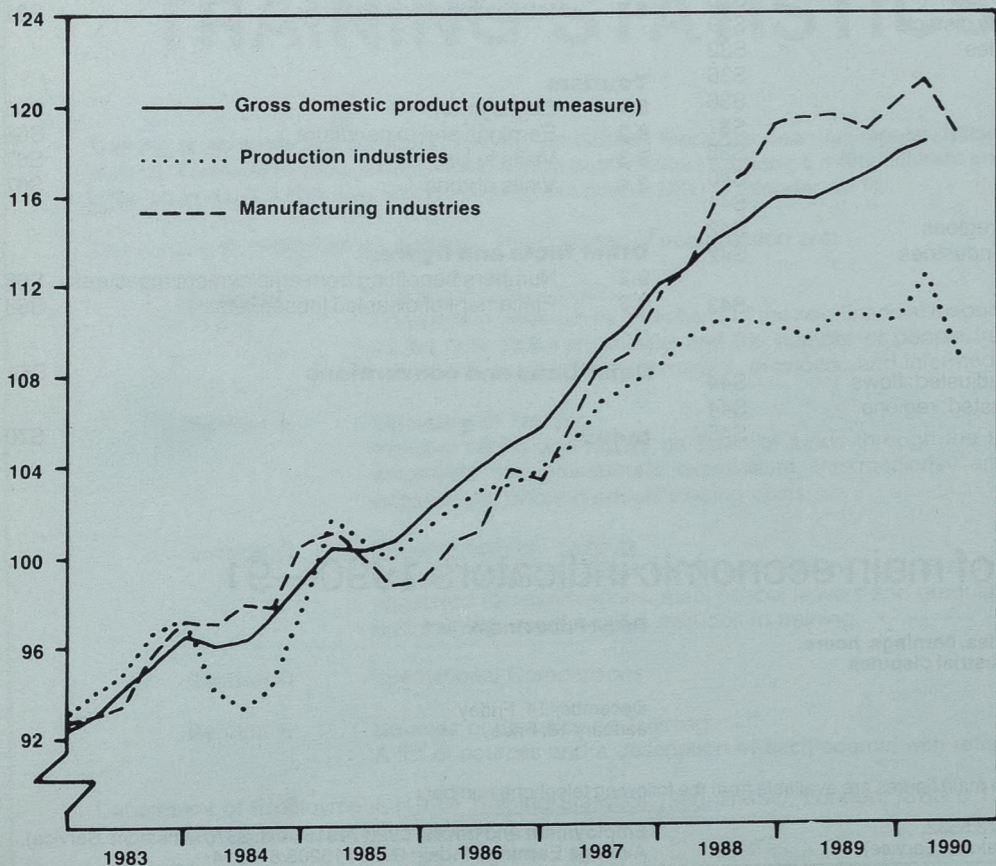
Overtime working by operatives in manufacturing industries in Great Britain fell to 12.89 hours per week worked in September 1990. This is 0.64 million hours less than in September 1989. The underlying trend is still broadly

OUTPUT INDICES: United Kingdom

Index

1985 = 100

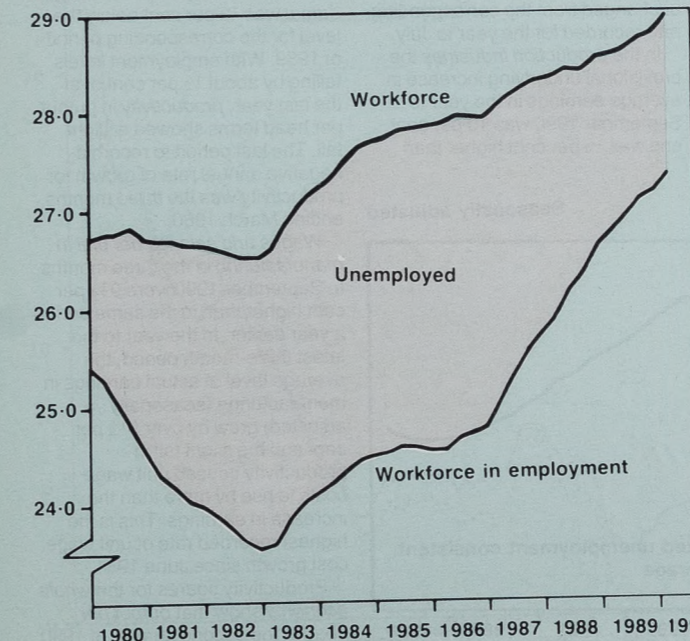
Seasonally adjusted



WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom

Million

Seasonally adjusted



stable, having fallen throughout 1989.

The number of hours lost through short-time working by operatives in manufacturing industries in Great Britain increased sharply to 0.92 million hours per week in September 1990. This compares with 0.41 in September 1989. Recent figures indicate that short-time working has now increased for three consecutive months.

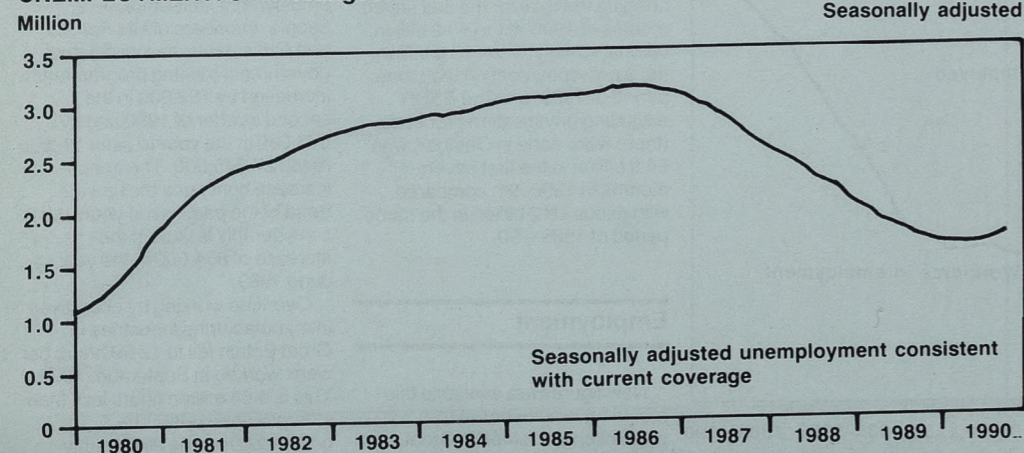
The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) fell in September 1990 to 100.1, compared with 100.2 in August 1990. The index has been stable since the beginning of the year.

Unemployment and vacancies

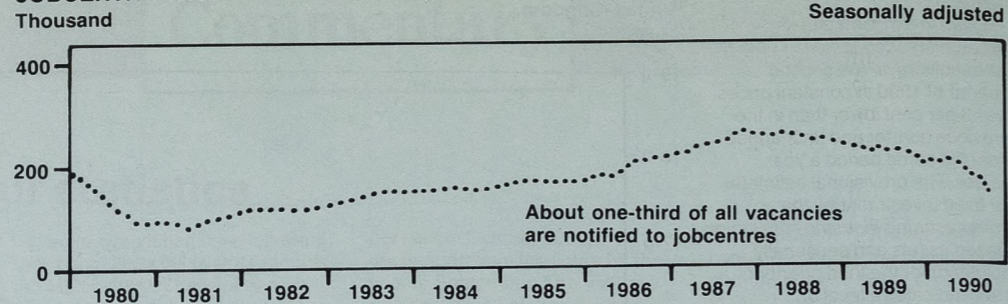
The *seasonally adjusted level of unemployment* in the United Kingdom rose by 32,200 between September and October to 1,702,700. Unemployment rose for the seventh consecutive month, following the continuous fall seen over 44 months to March 1990. The level is now 96,100 higher than in March when the current upward trend began. The unemployment rate in October was 6.0 per cent of the workforce, an increase of 0.1 per cent from the revised rate for September. The consistent, seasonally adjusted, series has been revised this month to take account of the changes in the conditions of the Redundant Mineworkers Payment Scheme, effective from July 1989.

Unemployment increased in all regions except Scotland and Northern Ireland. There were falls in both male and female unemployment in Scotland, and a fall among women in Northern Ireland, with no change on the month among men. The largest rises in unemployment were in the South East including Greater London, consistent with the pattern seen over recent months.

UNEMPLOYMENT: United Kingdom



JOBCENTRE VACANCIES: United Kingdom



However, several regions saw their largest monthly rise since the current upward trend began.

Unemployment was lower than a year ago in all regions of the UK except the South East, East Anglia, the South West and East Midlands. The largest falls in the rate were in Northern Ireland and Scotland (down 1.0 and 0.8 per cent respectively) followed by Northern Region (down 0.4 percentage points). There was an increase in the United Kingdom rate in the 12 months to October 1990 of 0.1 percentage point.

The unadjusted total of unemployed claimants in the United Kingdom was 1,670,620 in October (5.9 per cent of the workforce), a fall of 3,322 since September.

The number of long-term unemployed (claimants unemployed for a year or more) showed a fall of 6,000 between July and October 1990, bringing the level down to 508,000 — the lowest since the claimant count began in October 1982. Long-term unemployment has now been falling continuously for over four and a half years and is down by 849,000 since April 1986 — including a fall of nearly 400,000 over the past two years — but the rate of fall has eased markedly over recent quarters. In the South East including Greater London, East Anglia, the South West and the East Midlands long-term unemployment increased between July and October 1990. In October the total number of unemployed claimants aged 18 to 24 was 496,900, up 9,300 since July 1990.

The stock of vacancies at jobcentres (UK seasonally

adjusted) fell by 16,600 between September and October to 142,600, the lowest level since July 1983. Vacancies have fallen by nearly a third in the 12 months to October 1990. There were large falls in the month in the South East including Greater London, the West Midlands and the South West. The number of placings made by jobcentres increased between September and October by 1,300 to 149,200. The trend in placings has been broadly flat throughout 1990.

Average earnings

The provisional underlying rates of increase in *average earnings* for the month of August for the whole economy, production, manufacturing, and services have all been revised down by 1/4 percent this month. This is mainly due to smoothing since a low September actual increase followed a very high August actual increase. Both the August and September actual rates have been affected by the Late Summer Bank Holiday at the end of August.

The underlying rate of increase in *average earnings* in the year to September 1990 was 10 1/4 per cent (provisional estimate). This was 1/4 per cent higher than the revised rate for August, but unchanged from the corresponding rate recorded for the year to July.

In the *production industries* the provisional underlying increase in *average earnings* in the year to September 1990 was 10 per cent, and was 1/4 per cent higher than

the revised rate for August, but unchanged from the corresponding rate in July. Within this sector, the underlying increase for *manufacturing* was 9 1/2 per cent, unchanged from the revised rate recorded in August. The rates for manufacturing in both July and August have been revised down from 9 3/4 per cent. In the other component of production, the energy industries, the revised estimate is that earnings are currently growing at nearly 13 per cent a year.

In the *service industries*, the provisional estimate for the underlying increase in *average earnings* in the 12 months to September 1990 is 10 per cent. This is unchanged from the revised August figure.

Lower overtime working than a year ago continues to exert a slight downward influence on the growth of manufacturing earnings to counter the upward influence of settlements. The whole economy rate is above that for both production and services because of the influence of construction, where earnings are growing at about 12 per cent.

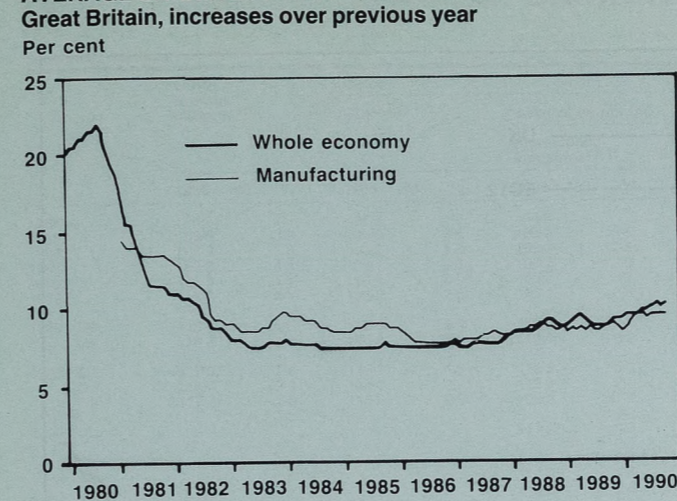
Productivity and unit wage costs

In the three months ending September 1990, *manufacturing output* was 1/2 per cent below the level for the corresponding period of 1989. With employment levels falling by about 1/2 per cent over the last year, *productivity* in output per head terms showed a slight fall. The last period to record a negative annual rate of growth for productivity was the three months ending March 1986.

Wages and salaries per unit in manufacturing in the three months to September 1990 were 9 3/4 per cent higher than in the same period a year earlier. In the year to the latest three-month period, the average level of actual earnings in manufacturing (seasonally adjusted) grew by over 9 1/2 per cent and the slight fall in productivity caused unit wage costs to rise by more than the increase in earnings. This is the highest recorded rate of unit wage cost growth since June 1981.

Productivity figures for the *whole economy* show that *output per head* in the second quarter of 1990

AVERAGE EARNINGS INDEX—UNDERLYING:



was at the same level as in the second quarter of 1989. Output rose by 2 1/4 per cent in the year to the second quarter of 1990 but this was accompanied by an identical rate of increase in the employed labour force. It is estimated that the growth in output and productivity would have been 1 percentage point lower in the second quarter of 1990 but for the loss of output from interruptions in the North Sea oil industry during the second quarter of 1989.

Unit wage cost figures for the *whole economy* for the second quarter of 1990 show an increase of 9 1/2 per cent on a year ago. This is the fourth successive quarter in which the rate of increase has been 9 1/2 per cent, but in the latest quarter the increase is the same as that for earnings as productivity

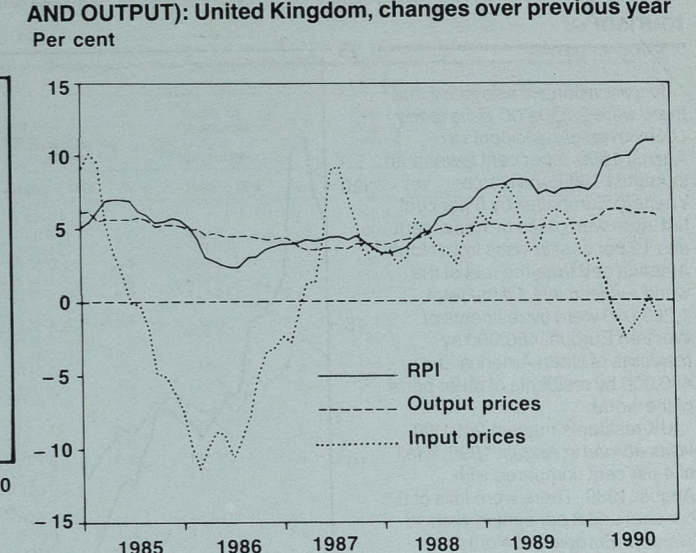
was unchanged from a year earlier. The rate of growth of unit wage costs would have been about 1 per cent higher in the second quarter of 1990, but for the oil industry interruptions one year earlier.

Prices

The 12-month rate of increase in the Retail Prices Index for October 1990 was 10.9 per cent, unchanged from September. The annual rate excluding housing costs rose slightly to 8.2 per cent in October, from 8.1 per cent for September.

Between September and October, the overall level of prices rose by 0.8 per cent, the same as a

RETAIL PRICES AND PRODUCER PRICES (INPUT AND OUTPUT): United Kingdom, changes over previous year



year ago. About a quarter of the increase this October was due to price rises for heating oil and petrol. Prices of clothing and footwear increased with the introduction of more new stocks, and there were increases for housing, leisure goods, alcoholic drink, tobacco, and telephone and postal charges.

The annual rate of increase in the Tax and Price Index was 10.8 per cent for October 1990, compared with 9.4 per cent for September. This sharp rise in the annual rate was caused by the effect of a change in National Insurance payments, which reduced the TPI in October 1989 but has now dropped out of the

12-month comparison.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 5.8 per cent for October, compared with 5.9 per cent for September. The index of prices of materials and fuels purchased by manufacturing industry fell by 1.1 per cent over the year to October, compared with a 12-month rise of 0.2 per cent for September.

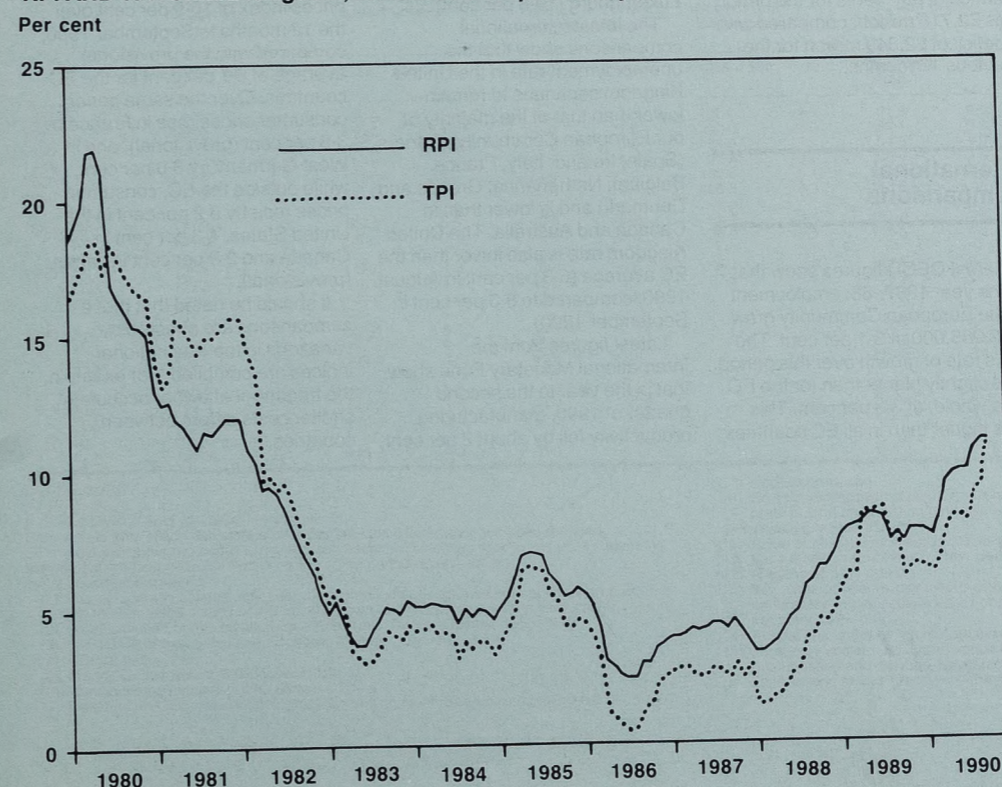
Industrial disputes

It is provisionally estimated that 31,000 *working days* were lost through stoppages of work due to industrial disputes in September 1990. The largest elements in this figure relate to 15,000 working days lost in the public administration, health and education group and 5,000 working days lost in both the coal industry and mechanical engineering group. The September figure of 31,000 working days lost is just below half the corresponding figure for last year, which was 71,000, and is half the revised August estimate of 61,000. The September 1990 figure compares with a September average for the 1980s of 572,000.

In the 12 months to September 1990 a provisional total of 2.5 million working days were lost, compared with 3.6 million days in the previous 12 months and an annual average over the ten-year period ending September 1989 of 7.6 million days.

During the 12 months to September 1990 a provisional total of 578 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 765 stoppages in the 12 months to September 1989 and an annual average in the ten-year period ending September 1989 of 1,176 stoppages in progress.

RPI AND TPI: United Kingdom, increases over previous year



Overseas travel and tourism

It is provisionally estimated that there were 2,230,000 visits to the UK by overseas residents in August 1990, 1 per cent lower than in August 1989. Visits from Western Europe fell by 8 per cent but there were rises of 10 per cent and 12 per cent in visits from North America and from the rest of the world respectively. Of the total, 1,280,000 were by residents of Western Europe, 460,000 by residents of North America and 490,000 by residents of other parts of the world.

UK residents made 4,240,000 visits abroad in August 1990, a fall of 4 per cent compared with August 1989. There were falls of 5 per cent and 8 per cent in visits to Western Europe and North America respectively but a rise of 17 per cent in visits to other parts of the world. The majority of visits, 3,680,000, were to Western Europe, while 260,000 were to North America and 300,000 to other parts of the world.

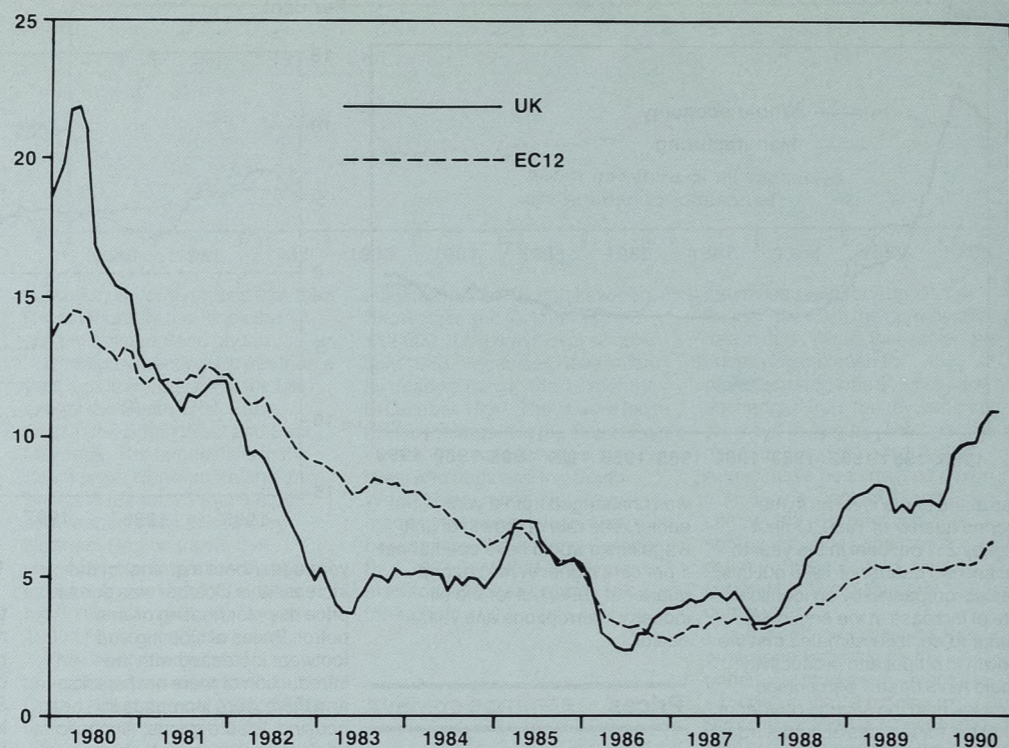
Overseas residents spent an estimated £930 million in the UK in August 1990, while UK residents spent £1,425 million abroad. This resulted in an estimated deficit of £495 million on the travel account of the balance of payments for the month.

During the first eight months of 1990, overseas visitors to the UK numbered 12,290,000, an increase of 4 per cent compared with the same period of 1989. The number of visits by UK residents going abroad during the first eight months of 1990, at 21,400,000, was 3 per cent higher than for the same period a year earlier. For the same eight-month period, it is estimated that overseas residents' expenditure in the UK increased by 10 per cent and UK residents' expenditure abroad increased by 12 per cent compared with the previous year, to £4,920 million and £6,865 million respectively.

Estimates for the 12-month period September 1989 to August 1990 indicate that overseas residents made 17,710,000 visits to the UK, 6 per cent more than in the 12 months ending August 1989. UK residents made an estimated 31,350,000 visits abroad in the period September 1989 to August 1990, 2 per cent more than in the previous 12-month period.

CONSUMER PRICES INDICES: Increases over previous year

Per cent



Overseas residents' expenditure in the UK in the period September 1989 to August 1990 at £7,335 million, was 12 per cent higher than in the 12 months ending August 1989. Over the same period, September 1989 to August 1990, UK residents spent £10,045 million abroad, an increase of 13 per cent over the previous 12 months.

The resulting estimated deficit on the travel account of the balance of payments for the period was £2,710 million, compared with a deficit of £2,349 million for the previous 12 months.

International comparisons

Latest OECD figures show that, in the year 1987-88, employment in the European Community grew by 3,985,000 or 3.1 per cent. The UK's rate of growth over this period was slightly higher than for the EC as a whole, at 3.3 per cent. This was higher than in all EC countries

except Spain (3.4 per cent), Germany (5.2 per cent) and the Netherlands (11.5 per cent).

Over the longer period from March 1983, when UK employment first began to grow, the rate of growth in UK civilian employment (9.9 per cent) was almost twice that of the rest of the Community (5.2 per cent) and was higher than in all countries except the Netherlands (19.9 per cent), Denmark (11.3 per cent) and Luxembourg (10.8 per cent).

The latest international comparisons show that the unemployment rate in the United Kingdom continues to remain lower than that of the majority of our European Community partners (Spain, Ireland, Italy, France, Belgium, Netherlands, Greece and Denmark) and is lower than in Canada and Australia. The United Kingdom rate is also lower than the EC average (6.3 per cent in August 1990, compared to 8.3 per cent in September 1990).

Latest figures from the International Monetary Fund show that in the year to the second quarter of 1990, manufacturing productivity fell by about 2 per cent

in Canada, rose by 1 per cent in France and Japan, rose by 2 per cent in West Germany, the United States and the United Kingdom, and rose by about 5 per cent in Italy. Since 1980, which marked the end of the period of slower growth experienced by most countries in the 1970's, the growth in the UK's manufacturing productivity has been about 5 per cent a year.

There was a rise in the UK retail prices index of 10.9 per cent over the 12 months to September 1990, compared with the provisional average of 6.1 per cent for the EC countries. Over the same period, consumer prices rose in France by 3.8 per cent (provisional), and in West Germany by 3.0 per cent, while outside the EC, consumer prices rose by 6.2 per cent in the United States, 4.3 per cent in Canada and 2.9 per cent in Japan (provisional).

It should be noted that these comparisons are affected by variations in the way national indices are compiled. For example, the treatment of owner occupiers' shelter costs differs between countries.

BACKGROUND ECONOMIC INDICATORS* 0.1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure ^{2,15}		Output GDP ^{3,4,15}				Income							
	1985 = 100	%	1985 = 100		Index of output UK		Real personal disposable income		Gross trading profits of companies ⁷					
			Production industries ^{1,5,15}	Manufacturing industries ^{1,6}	1985 = 100	%	1985 = 100	%	£ billion	%				
1984	96.3	1.8	96.5	2.8	94.8	97.4	97.4	2.4	27.6	13.1				
1985	100.0	3.8	100.0	3.6	100.0	100.0	100.0	2.7	36.4	31.9				
1986	103.6	3.6	103.3	3.3	102.3	101.2	101.1	4.5	42.1	15.7				
1987	108.2	4.4	108.1	4.6	105.7	106.5	104.8	3.6	47.6	13.1				
1988	113.3	4.7	113.4	4.9	109.6	114.3	110.8	5.7	56.2	18.1				
1989	115.7	2.1	116.2	2.5	110.1	119.2	114.9	3.7	57.4	2.1				
1989 Q3	115.8	1.7	116.3r	2.0	110.6	119.4	114.9r	3.1	121.5	13.8				
Q4	116.3	1.5	116.8	1.8	110.4r	118.8	115.2	2.4	121.9	13.5				
1990 Q1	117.3	1.6	117.7	1.6	110.3	119.9	115.6	1.8	123.7	13.6				
Q2	117.7	2.3	118.1	2.2	112.3	121.0r	116.5	1.7	125.4	13.6				
Q3	117.7	1.6	116.9	0.5	108.9	118.7	115.2	1.7	125.4	13.6				
1990 Mar	..	..	..	..	111.3r	121.1r	116.3r	1.8	..	..		
Apr	..	..	..	..	112.3	121.6	115.5	1.5	..	..		
May	..	..	..	..	111.0	121.2	116.6	1.8	..	..		
June	..	..	..	..	113.5	120.0	117.4	1.8	..	..		
July	..	..	..	..	109.5	119.9	117.9	2.5	..	..		
Aug	..	..	..	..	108.8	118.8	118.0	2.5	..	..		
Sep	..	..	..	..	108.4	117.5	117.5	..	..	..	
Expenditure														
	Consumer expenditure 1985 prices		Retail sales volume ¹		Fixed investment ⁸		General government consumption at 1985 prices		Stock changes 1985 prices ¹⁰		Base lending rates † ¹¹		Effective exchange rate † ^{1,12}	
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%		%
1984	210.5	1.6	95.5	3.6	42.5	7.1	8.9	18.7	73.9	1.0	1.08	9.5-9.75	100.6	-4.5
1985	217.9	3.5	100.0	4.7	45.5	10.3	10.3	15.1	73.9	0.82	0.82	12	100.0	-0.6
1986	231.7	6.3	105.3	5.3	45.6	0.2	9.7	-6.0	75.3	1.9	0.75	11	91.5	-8.5
1987	244.0	5.3	111.5	5.9	50.3	10.3	10.2	5.5	76.2	1.2	1.17	11	90.1	-1.5
1988	261.6	7.2	119.2	6.9	58.4	16.1	11.4	11.6	76.6	0.5	4.18	10.25-10.5	95.5	6.0
1989	271.7	3.9	121.8	2.2	62.8	7.5	12.4	9.2	77.2	0.8	2.66	13.75-14	92.6	-3.0
1989 Q3	68.0	3.0	121.6	1.2	15.8	7.5	3.2r	8.0	19.4	2.6	1.14	14	91.7	-3.7
Q4	68.6	2.8	122.4	1.0	15.7	2.6	3.1	13.1	19.5	1.6	1.25	15	88.1	-8.9
1990 Q1	69.1	2.8	123.1	1.5	16.2	5.9	3.3	11.1	19.4	1.6	0.01	15	88.1	-9.3
Q2	69.8	2.8	123.7	1.7	15.7	-0.6	3.0	-5.3	19.9	3.6	0.15	15	88.6	-5.4
Q3	..	..	122.9R	1.1	..	..	2.9P	..	..	..	..	15	94.2	2.7
1990 Apr	..	..	123.8	1.8	..	..	..	..	..	..	..	15	87.1	-8.6
May	..	..	124.5	1.3	..	..	..	..	..	..	..	15	88.0	-8.9
June	..	..	123.0	1.7	..	..	..	..	..	..	..	15	90.4	-5.4
July	..	..	124.0	1.7	..	..	..	..	..	..	..	15	93.5	-2.2
Aug	..	..	122.0	1.5	..	..	..	..	..	..	..	15	95.3	-9.1
Sep	..	..	122.7	1.1	..	..	..	..	..	..	..	15	93.8P	2.7
Oct	..	..	121.4P	..	..	..	..	..	..	..	..	14	94.8P	4.1
Visible trade														
	Export volume ¹		Import volume ¹		Visible balance		Current balance		Normal unit labour costs ¹³		Tax and price index ¹⁴		Producer prices index ^{15,14}	
	1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	%
1984	94.7	8.1	96.9	11.4	-5.3	1.8	102.0	-4.9	91.3	3.9	..	..	95.0	..
1985	100.0	5.6	100.0	3.2	-3.3	2.8	100.0	-2.0	96.1	5.3	100.0	..	100.0	5.3
1986	104.2	4.2	107.4	7.4	-9.5	0.0	93.0	-7.0	97.9	1.9	92.4	-7.6	104.3	4.3
1987	109.7	5.3	115.4	7.4	-11.2	-4.2	92.4	-0.6	100.4	2.6	95.3	3.1	103.3	-1.0
1988	111.8	1.9	131.0	13.5	-21.1	-15.2	100.8	9.1	103.3	2.9	98.4	3.2	113.2	9.6
1989	117.3	4.9	141.0	7.6	-23.8	-19.1	100.5	-0.3	110.6	7.1	104.0	5.7	119.0	5.1
1989 Q3	117.6	3.3	142.5	5.5	-6.6	-6.2	99.7	-0.5	111.6	7.8	103.1	4.4	119.7	5.1
Q4	124.6	12.6	138.1	0.7	-4.4	-3.8	96.9	-5.5	112.5	6.2	105.8	5.7	121.2	5.2
1990 Q1	125.1	10.5	147.6	4.3	-5.8	-4.6	97.7	-5.8	114.8	6.4	105.7	2.8	123.1	5.4
Q2	127.8	12.3	148.0	4.5	-5.2	-5.1	97.9	-3.5	119.2	8.0	103.5	-0.9	125.7	6.3
Q3	123.4	4.9	142.8	0.2	-3.8	-3.8	..	..	121.4	8.8	102.3P	-0.8	126.9P	6.0
1990 Apr	127.3	12.9	151.4	5.3	-2.1	-2.0	..	..	118.2	6.9	104.7	2.0	125.1	5.7
May	129.6	11.8	147.8	6.4	-1.5	-1.5	..	..	119.4	7.5	103.6	0.8	125.8	6.0
June	126.3	12.3	144.9	4.5	-1.6	-1.6	..	..	119.9	8.0	102.1	-0.9	126.1	6.3
July	119.2	8.4	145.6	3.1	-1.8	-1.8P	..	..	120.0	8.1	100.1R	-2.1	126.4	6.2
Aug	124.7	7.0	142.2	1.8	-1.2	-1.2P	..	..	121.4	8.4	101.9	-1.9	126.9	6.1
Sep	126.3	4.9	140.5	0.2	-0.8	-0.8P	..	..	122.7	8.8	104.0P	-1.1	127.3P	6.0
Oct	126.9	5.1	145.2	0.3	-1.1	-1.1P	..	..	123.8	9.7	103.0P	-0.5	127.8P	5.9

P=Provisional
R=Revised

r=Series revised from indicated entry onwards.

Data values from which percentage changes are calculated may have been rounded.

* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.

† Not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.

(2) For description of this measure see *Economic Trends*, October 1988, p 79.

(3) For details of this series see *Economic Trends*, July 1984, p 72.

(4) GDP at factor cost.

(5) Production industries: SIC divisions 1 to 4.

(6) Manufacturing industries: SIC divisions 2 to 4.

(7) Industrial and commercial companies (excluding North Sea oil companies) net of

stock appreciation.

(8) Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.

(9) Including leased assets.

(10) Value of physical increase in stocks and work in progress.

(11) Base lending rate of the London clearing banks on the last Friday of the period shown.

(12) Average of daily rates.

(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.

(14) Annual and quarterly figures are averages of monthly indices.

(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimates of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.

1.1 EMPLOYMENT Workforce*

THOUSAND

Quarter	Employees in employment †				Self-employed persons (with or without employees) **	HM Forces †	Work-related government training programmes ††	Workforce in employment ‡‡	Workforce *	
	Male		Female							
	All	Part-time	All	Part-time						
UNITED KINGDOM										
Unadjusted for seasonal variation										
1988 June	11,974		10,302		2,276	2,986	316	343	25,920	28,260
1988 Sept	12,050		10,421		22,471	3,049	315	369	26,204	28,515
1988 Dec	11,992		10,605		22,597	3,113	313	408	26,431	28,477 §
1989 Mar	11,956		10,628		22,584	3,176	312	448	26,519	28,479 §
1989 June	11,975		10,776		22,751	3,240	308	462	26,761	28,504 §
1989 Sept	12,032		10,876		22,907	3,275	308	468	26,958	28,661 §
1989 Dec	12,016		11,073		23,089	3,310	306	450	27,156	28,795 §
1990 Mar	11,932 R		11,054 R		22,986 R	3,345	306	436	27,073 R	28,718 R §
1990 June	11,989 R		11,240		23,229 R	3,380	303	424	27,337 R	28,892 R §
UNITED KINGDOM										
Adjusted for seasonal variation										
1988 June	11,977		10,292		22,269	2,986	316	343	25,913	28,338
1988 Sept	12,000		10,437		22,437	3,049	315	369	26,170	28,425
1988 Dec	11,978		10,540		22,518	3,113	313	408	26,353	28,396
1989 Mar	12,000		10,680		22,680	3,176	312	448	26,615	28,538
1989 June	11,981		10,776		22,757	3,240	308	462	26,767	28,580
1989 Sept	11,979		10,887		22,866	3,275	308	468	26,917	28,612
1989 Dec	12,011		11,012		23,023	3,310	306	450	27,090	28,726
1990 Mar	11,974 R		11,101 R		23,075 R	3,345	306	436	27,162 R	28,768 R
1990 June	11,995 R		11,242		23,237 R	3,380	303	424	27,345 R	28,964 R
GREAT BRITAIN										
Unadjusted for seasonal variation										
1988 June	11,702	919	10,057	4,232	21,760	2,926	316	335	25,336	27,561
1988 Sept	11,778	889	10,174	4,218	21,952	2,990	315	359	25,616	27,812
1988 Dec	11,719	903	10,353	4,346	22,073	3,054	313	398	25,837	27,776 §
1989 Mar	11,685	901	10,378	4,345	22,063	3,118	312	438	25,930	27,782 §
1989 June	11,703	916	10,525	4,395	22,227	3,182	308	452	26,169	27,808 §
1989 Sept	11,759	889	10,624	4,388	22,383	3,217	308	456	26,364	27,960 §
1989 Dec	11,743	935	10,817	4,530	22,560	3,252	306	438	26,557	28,097 §
1990 Mar	11,660 R	906	10,801 R	4,506	22,461 R	3,287	306	423	26,477 R	28,025 R §
1990 June	11,718 R	950 R	10,987 R	4,612 R	22,704 R	3,322	303	412	26,741 R	28,202 R §
GREAT BRITAIN										
Adjusted for seasonal variation										
1988 June	11,706		10,047		21,752	2,926	316	335	25,328	27,636
1988 Sept	11,728		10,190		21,918	2,990	315	359	25,582	27,722
1988 Dec	11,706		10,291		21,997	3,054	313	398	25,761	27,695
1989 Mar	11,728		10,430		22,158	3,118	312	438	26,025	27,839
1989 June	11,709		10,524		22,233	3,182	308	452	26,174	27,881
1989 Sept	11,707		10,634		22,341	3,217	308	456	26,322	27,913
1989 Dec	11,739		10,758		22,497	3,252	306	438	26,493	28,029
1990 Mar	11,701 R		10,847 R		22,549 R	3,287	306	423	26,565 R	28,072 R
1990 Jun	11,723 R		10,988		22,712 R	3,322	303	412	26,748 R	28,271 R

Definitions of terms used will be found at the end of the section.
 * Workforce in employment plus claimant unemployed.
 † Estimates of employees in employment for December 1987 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, October 1989, p. 560). For all dates, individuals with two jobs as employees of different employers are counted twice.
 ** Estimates of the self-employed up to mid-1989 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1989. The provisional estimates from September 1989 are based on the assumption that the average rate of increase between 1981 and 1989 has continued subsequently. A detailed description of the current estimate is given in the article on p. 220 of the April 1990 issue of *Employment Gazette*.
 †† HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 ‡‡ Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS (up to September 1988) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.
 § The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see tables 2.1 and 2.2 and their footnotes.

EMPLOYMENT Workforce* 1.2

THOUSAND

GREAT BRITAIN	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)		
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	
									SIC 1980 Divisions or classes
1972 June	21,650	21,648	7,621	7,621	8,371	8,371	9,565	9,565	
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665	
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652	
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276	
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033	
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048	
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007	
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022	
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727	
1981 June	21,386	21,362	6,099	6,107	6,798	6,798	7,900	7,907	
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087	
1984 June	20,741	20,731	5,302	5,269	5,909	5,923	6,919	6,936	
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848	
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	
1987 June	21,080	21,070	5,049	5,064	5,548	5,563	6,531	6,547	
1988 June	21,760	21,752	5,116	5,131	5,595	5,610	6,613	6,628	
1988 Nov			5,185	5,157	5,663	5,635			
1988 Dec	22,073	21,997	5,188	5,163	5,665	5,641	6,682	6,660	
1989 Jan			5,150	5,164	5,627	5,641			
1989 Feb			5,142	5,165	5,617	5,640			
1989 Mar	22,063	22,158	5,142	5,168	5,612	5,638	6,639	6,665	
1989 Apr			5,123	5,159	5,592	5,628			
1989 May			5,120	5,150	5,587	5,617			
1989 June	22,227	22,233	5,129	5,152	5,593	5,615	6,629	6,649	
1989 July			5,150	5,142	5,611	5,603			
1989 Aug			5,178	5,159	5,638	5,620			
1989 Sept	22,383	22,341	5,187	5,154	5,644	5,611	6,675	6,641	
1989 Oct			5,177	5,146	5,634	5,604			
1989 Nov			5,175	5,144	5,633	5,603			
1989 Dec	22,560	22,497	5,167	5,144	5,626	5,602	6,653	6,632	
1990 Jan			5,134	5,148	5,593	5,607			
1990 Feb			5,112	5,134	5,570	5,592			
1990 Mar	22,461 R	22,549 R	5,096	5,121	5,552	5,577	6,575	6,601	
1990 Apr			5,077 R	5,113 R	5,536 R	5,572 R			
1990 May			5,077 R	5,107 R	5,535 R	5,566 R			
1990 June	22,704 R	22,712 R	5,095	5,118	5,550 R	5,573 R	6,580	6,600	
1990 July			5,128 R	5,121 R	5,587 R	5,579 R			
1990 Aug			5,137 R	5,119 R	5,597 R	5,578 R			
1990 Sep			5,129	5,096	5,583	5,550			
GREAT BRITAIN									
Service industries (6-9)		Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)	
All employees		Seasonally adjusted							
1972 June	11,667	11,667	416	383	367	788	428	1,057	992
1973 June	12,096	12,096	421	368	355	790	429	1,048	1,008
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043
1975 June	12,545	12,545	388	356	361	753	432	1,050	972
1976 June	12,624	12,624	382	350	361	716	424	1,020	925
1977 June	12,698	12,698	378	352	356	729	431	1,019	939
1978 June	12,895	12,895	373	357	349	707	434	1,032	941
1979 June	13,260	13,222	359	354	357	694	436	1,033	954
1980 June	13,384	13,345	352	355	361	642	420	1,005	938
1981 June	13,142	13,102	343	344	356	544	383	901	862
1982 June	13,117	13,078	338	328	343	507	367	844	815
1983 June	13,169	13,130	330	311	328	462	345	768	786
1984 June	13,503	13,465	320	293	319	445	343	750	780
1985 June	13,769	13,731	321	273	309	430	339	756	755
1986 June	13,954	13,918	310	273	302	328	328	741	740
1987 June	14,247	14,213	302	297	297	365	320	737	742
1988 June	14,853	14,823	294	297	297	358	320	759	742
1988 Nov				181	297	360	325	779	748
1988 Dec	15,095	15,041	296	180	297	358	323	782	749
1989 Jan				180	297	355	322	780	744
1989 Feb				179	297	353	321	786	743
1989 Mar	15,140	15,198	284	176	295	352	321	788	742
1989 Apr				173	295	349	321	787	736
1989 May									

1.2 EMPLOYMENT Workforce*

THOUSAND

GREAT BRITAIN	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc	Paper products, printing and publishing (47 48-49)	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46)	(47 48-49)	(50)	(61-63 67)
1972 June	491	403	544	759	986	617	558	1,193	991
1973 June	512	397	556	758	975	646	554	1,269	1,030
1974 June	498	401	560	769	946	647	576	1,223	1,032
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	505	713	800	591	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	495	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	547	472	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	266	233	334	551	550	525	478	1,018	1,173
1988 Nov	269	227	335	569	547	540	488	1,017	1,196
1988 Dec	269	226	337	564	547	543	490	1,017	1,196
1989 Jan	267	225	334	554	541	541	488	1,026	1,201
1989 Feb	268	223	333	549	541	539	486	1,026	1,201
1989 Mar	268	222	336	548	536	540	489	1,026	1,201
1989 Apr	269	221	335	546	532	538	490	1,036	1,203
1989 May	268	220	336	549	528	537	491	1,036	1,203
1989 June	268	219	336	553	529	540	492	1,036	1,203
1989 July	268	219	339	555	526	543	495	1,032	1,207
1989 Aug	269	220	338	563	531	548	499	1,032	1,207
1989 Sept	269	221	337	565	531	550	499	1,032	1,207
1989 Oct	268	220	337	562	530	550	501	1,027	1,210
1989 Nov	266	221	336	566	530	549	501	1,027	1,210
1989 Dec	266	220	335	561	528	550	501	1,027	1,210
1990 Jan	267	220	334	552	526	546	497	1,023	1,199
1990 Feb	267	220	331	550	521	543	496	1,023	1,199
1990 Mar	266	221	327	548	520	542	496	1,023	1,199
1990 Apr	262	221	324 R	546	519	540 R	496	1,030 P	1,214
1990 May	263	221	327	548	518	542 R	497	1,030 P	1,214
1990 June	265 R	221	325	555 R	517 R	549	497	1,030 P	1,214
1990 July	267	222	326 R	563 R	519 R	552	500 R	1,030 P	1,214
1990 Aug	267 R	221 R	326 R	568 R	519	553	505 R	1,030 P	1,214
1990 Sep	270	219	327	568	514	549	502	1,030 P	1,214

GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc †	Education	Medical and other health services, veterinary services	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)	(71-77)	(79)	(81-85)	(91-92)	(93)	(95)	(94 96-98)
1972 June	1,987	729	1,073	435	1,345	1,787	1,328	980	1,012
1973 June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974 June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975 June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976 June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977 June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,169
1978 June	2,063	882	1,038	407	1,546	1,943	1,568	1,172	1,206
1979 June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988 June	2,116	1,065	878	428	2,444	1,969	1,698	1,390 P	1,693
1988 Nov	2,260	1,045	887	435	2,552	1,942	1,730	1,413 P	1,633
1988 Dec	2,260	1,045	887	435	2,552	1,942	1,730	1,413 P	1,633
1989 Jan	2,208	1,040	890	437	2,599	1,943	1,755	1,426 P	1,640
1989 Feb	2,208	1,040	890	437	2,599	1,943	1,755	1,426 P	1,640
1989 Mar	2,208	1,040	890	437	2,599	1,943	1,755	1,426 P	1,640
1989 Apr	2,208	1,105	895	442	2,642	1,961	1,740	1,437 P	1,686
1989 May	2,208	1,105	895	442	2,642	1,961	1,740	1,437 P	1,686
1989 June	2,208	1,105	895	442	2,642	1,961	1,740	1,437 P	1,686
1989 July	2,224	1,116	893	445	2,712	1,980	1,674	1,448 P	1,706
1989 Aug	2,224	1,116	893	445	2,712	1,980	1,674	1,448 P	1,706
1989 Sept	2,224	1,116	893	445	2,712	1,980	1,674	1,448 P	1,706
1989 Oct	2,308	1,091	894	443	2,739	2,006	1,783	1,460 P	1,696
1989 Nov	2,308	1,091	894	443	2,739	2,006	1,783	1,460 P	1,696
1989 Dec	2,308	1,091	894	443	2,739	2,006	1,783	1,460 P	1,696
1990 Jan	2,240	1,076	889	439 R	2,773	2,013	1,801	1,472 P	1,712
1990 Feb	2,240	1,076	889	439 R	2,773	2,013	1,801	1,472 P	1,712
1990 Mar	2,240	1,076	889	439 R	2,773	2,013	1,801	1,472 P	1,712
1990 Apr	2,245	1,141	887	441 R	2,813	2,040	1,795	1,483 P	1,787
1990 May	2,245	1,141	887	441 R	2,813	2,040	1,795	1,483 P	1,787
1990 June	2,245	1,141	887	441 R	2,813	2,040	1,795	1,483 P	1,787
1990 July	2,245	1,141	887	441 R	2,813	2,040	1,795	1,483 P	1,787
1990 Aug	2,245	1,141	887	441 R	2,813	2,040	1,795	1,483 P	1,787
1990 Sep	2,245	1,141	887	441 R	2,813	2,040	1,795	1,483 P	1,787

† These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in table 1-7.

EMPLOYMENT 1.3 Employees in employment: industry*: production industries

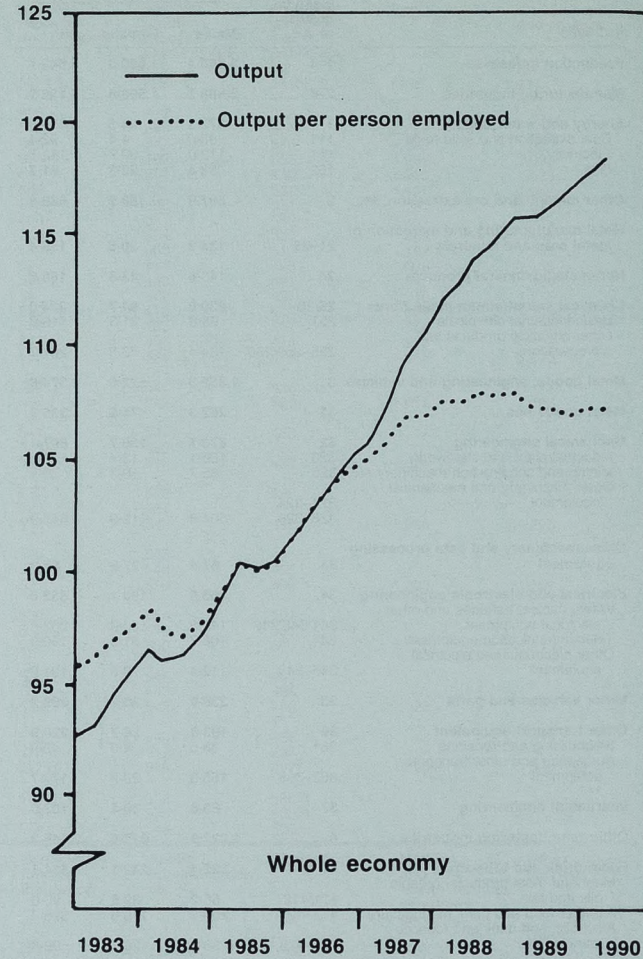
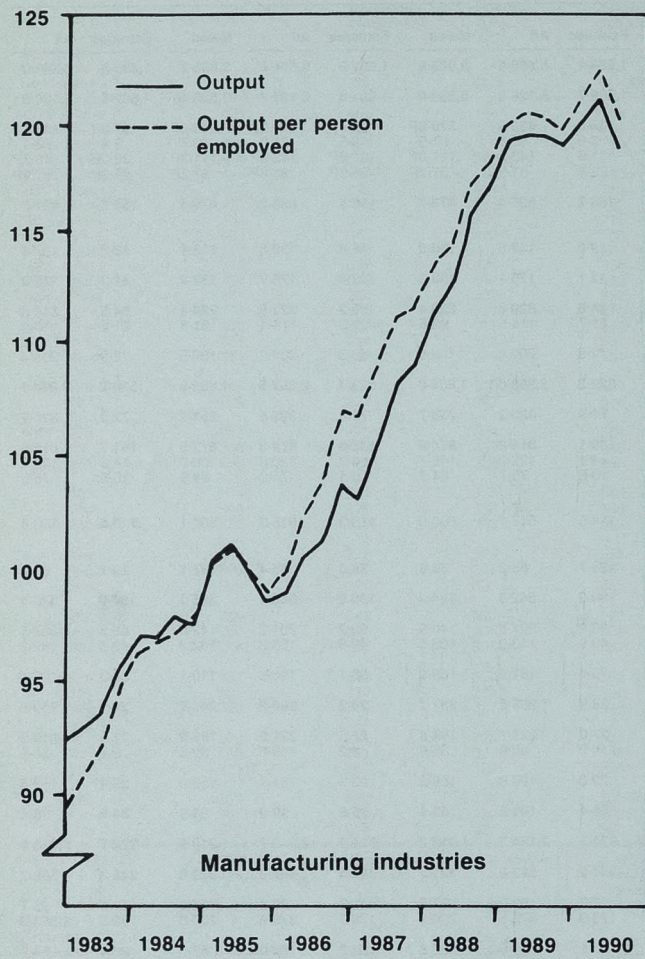
THOUSAND

GREAT BRITAIN	Division, class or group or AH	Sept 1989	July 1990 R	Aug 1990 R	Sept 1990								
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,960.4	1,683.3	5,643.7	3,898.5	1,688.1	5,586.6	3,903.8	1,692.8	5,596.6	3,893.2	1,689.8	5,583.0
Manufacturing industries	2-4	3,588.1	1,598.8	5,186.9	3,528.6	1,599.7	5,128.3	3,533.0	1,604.4	5,137.4	3,526.4	1,602.5	5,128.9
Energy and water supply	1	372.3	84.5	456.8	369.9	88.4	458.3	370.8P	88.4P	459.2P	366.8P	87.3P	454.2P
Coal extraction and solid fuels	111	88.0	4.4	92.4	82.3	3.6	85.8	81.5	3.5	85.0	79.7	3.4	83.1
Electricity	161	113.0	30.7	143.7	111.3	31.8	143.2	111.3P	31.9P	143.2P	111.3P	32.0P	143.3P
Gas	162	58.4	23.3	81.7	57.7	23.9	81.5	57.7P	23.9P	81.6P	57.9P	24.0P	81.9P
Other mineral and ore extraction, etc	2	507.9	158.9	666.8	479.7	155.7	635.4	479.7	156.5	636.2	475.6	155.6	631.2
Metal manufacturing and extraction of metal ores and minerals	21-23	134.9	20.5	155.4	120.5	19.0	139.5	120.0	18.8	138.8	118.4	19.0	137.4
Non-metallic mineral products	24	143.0	43.8	186.8	132.9	42.1	175.1	133.3	42.4	175.7	132.8	42.2	175.0
Chemical industry/man-made fibres	25/26	230.0	94.7	324.6	226.2	94.6	320.8	226.4	95.2	321.6	224.4	94.5	318.9
Basic industrial chemicals	251	95.6	21.3	116.9	92.7	21.7	114.5	92.6	21.9	114.4	91.9	21.5	113.5
Other chemical products and preparations	255-259/260	134.4	73.3	207.7	133.5	72.9	206.4	133.8	73.3	207.2	132.5	72.9	205.4
Metal goods, engineering and vehicles	3	1,852.3	522.5	2,374.8	1,836.3	522.3	2,358.6	1,834.0	523.4	2,357.5	1,839.9	524.2	2,364.1
Metal goods nes	31	262.3	74.6	336.9	254.5	71.9	326.3	253.7	71.8	325.5	254.9	72.0	326.9
Mechanical engineering	32	670.7	136.7	807.4	675.7	139.1	814.8	674.5	139.8	814.3	677.0	141.7	818.6
Industrial plant and steelwork	320	100.1	13.4	113.4	107.9	14.1	122.0	106.7	14.0	120.8	108.0	14.3	122.3
Mining and construction machinery etc	325	65.7	10.3	76.1	65.2	10.6	75.7	64.7	10.5	75.2	64.9	10.6	75.5
Other machinery and mechanical equipment	321-324/326-329	504.9	112.9	617.9	502.6	114.5	617.1	503.0	115.3	618.3	504.1	116.8	620.8
Office machinery and data processing equipment	33	57.4	27.8	85.2	56.5	28.7	85.2	56.6	28.8	85.4	57.1	29.1	86.2
Electrical and electronic engineering	34	363.5	190.1	553.6	352.3	190.2	542.5	354.4	190.6	545.1	355.1	190.0	545.1
Wires, cables, batteries and other electrical equipment	341/342/343	142.3	60.0	202.3	140.7	60.9	201.6	140.9	60.2	201.2	142.0	60.5	202.5
Telecommunication equipment	344	108.7	51.3	160.0	103.1	49.9	153.0	103.6	49.8	153.3	102.9	49.3	152.2
Other electronic and electrical equipment	345-348	112.4	78.8	191.2	108.5	79.4	187.9	109.9	80.7	190.6	110.1	80.3	190.4
Motor vehicles and parts	35	239.0	30.2	269.2	237.8	28.9	266.8	237.7	29.2	266.9	240.7	29.1	269.9
Other transport equipment	36	193.8	26.7	220.5	194.7	27.0	221.7	193.8	27.5	221.3	191.6	27.4	219.0
Shipbuilding and repairing	361	38.5	4.3										

1.8 EMPLOYMENT

Indices of output, employment and productivity

(1985 = 100) Seasonally adjusted (1985 = 100) Seasonally adjusted



Source: Central Statistical Office Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output †	Employed labour force *	Output per person employed	Output	Employed labour force *	Output per person employed	Output	Employed labour force *	Output per person employed
1984	96.5	98.9	97.6	94.8	100.8	94.0	97.4	100.5	96.9
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.3	100.1	103.2	102.3	97.3	105.2	101.2	97.9	103.3
1987	108.1	101.9	106.1	105.7	96.0	110.1	106.5	97.0	109.8
1988	113.4	105.3	107.7	109.6	97.1	112.9	114.3	98.7	115.8
1989	116.2	108.2	107.4	110.1	97.5	112.9	119.2	99.4	120.0
1984 Q1	96.6	98.3	98.2	97.2	101.1	96.2	97.1	100.6	96.6
1984 Q2	96.0	97.3	97.3	94.1	100.9	93.3	97.0	100.5	96.5
1984 Q3	96.3	99.1	97.1	93.3	100.7	92.6	97.9	100.7	97.2
1984 Q4	97.3	99.5	97.8	94.4	100.6	93.9	97.7	100.4	97.3
1985 Q1	98.9	99.8	99.1	97.8	100.4	97.4	100.4	100.3	100.2
1985 Q2	100.4	100.0	100.4	101.7	100.2	101.4	101.1	100.1	100.9
1985 Q3	100.2	100.1	100.1	100.6	99.9	100.7	99.9	99.9	99.9
1985 Q4	100.6	100.1	100.5	99.9	99.4	100.5	98.6	99.7	99.0
1986 Q1	101.6	100.0	101.6	101.2	98.6	102.5	98.9	99.1	99.8
1986 Q2	102.8	100.0	102.8	102.1	97.6	104.6	100.6	98.2	102.5
1986 Q3	103.9	100.1	103.8	102.9	96.8	106.4	101.3	97.3	104.1
1986 Q4	104.9	100.4	104.5	103.1	96.2	107.2	103.8	97.0	107.1
1987 Q1	105.7	100.7	103.8	103.8	95.7	108.5	103.1	96.5	106.8
1987 Q2	107.2	101.4	105.7	104.9	95.8	109.4	105.7	96.8	109.2
1987 Q3	109.2	102.3	106.8	106.7	96.1	111.0	108.2	97.2	111.3
1987 Q4	110.4	103.2	106.9	107.5	96.4	111.4	109.0	97.6	111.7
1988 Q1	112.0	104.1	107.6	108.3	96.8	111.9	111.4	98.2	113.5
1988 Q2	112.7	104.8	107.5	109.6	97.0	113.1	112.7	98.4	114.5
1988 Q3	114.0	105.7	107.9	110.4	97.2	113.6	115.8	98.9	117.1
1988 Q4	114.7	106.4	107.8	110.2	97.6	112.9	117.1	99.2	118.1
1989 Q1	115.8	107.2	108.0	110.0	97.7	112.6	119.2	99.5	119.9
1989 Q2	115.6	107.9	107.2	109.5	97.5	112.2	119.4	99.3	120.3
1989 Q3	116.3	108.5	107.2	110.6	97.4	113.5	119.4	99.4	120.2
1989 Q4	116.8	109.2	107.0	110.4	97.4	113.4	118.8	99.3	119.6
1990 Q1	117.7	109.7	107.3	110.3	97.1	113.5	119.9	99.2	120.9
1990 Q2	118.1	110.4	106.9	112.3	97.0	115.7	121.0	98.9	122.0
1990 Q3	..	..	..	108.9	97.0	112.2	118.7	98.9	120.0

* The employed labour force comprises, employees in employment, the self-employed and HM Forces. This series is used as a denominator for the productivity calculations for the reasons explained on page S6 of the August 1988 issue of *Employment Gazette*.
† Gross domestic product for whole economy.

EMPLOYMENT 1.10

Administrative, technical, clerical and operative: manufacturing industries

GREAT BRITAIN	SIC 1980	Employees in employment (Thousands)											
		Operatives			Administrative, technical and clerical			All employees			Administrative, technical and clerical staff as a percentage of all employees (per cent)		
		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
September 1988 R													
Other mineral and ore extraction, etc	2	388.7	91.3	480.0	136.5	69.1	205.6	525.2	160.5	685.6	26.0	43.1	30.0
Non-metallic mineral products	24	121.0	30.1	151.1	28.0	14.2	42.2	149.0	44.3	193.3	18.8	32.0	21.8
Metal goods, engineering, etc	3	1,316.4	329.0	1,645.4	530.8	183.6	714.4	1,847.2	512.5	2,359.7	28.7	35.8	30.3
Metal goods nes	31	218.1	53.9	272.0	44.0	21.1	65.1	262.2	74.9	337.1	16.8	28.1	19.3
Mechanical engineering	32	483.3	66.4	549.7	166.3	61.3	227.6	649.6	127.7	777.3	25.6	48.0	29.3
Office machinery, etc	33	31.6	15.4	47.0	27.4	11.3	38.7	59.0	26.7	85.7	46.5	42.2	45.2
Electricity and electronic engineering	34	227.7	139.2	367.0	141.4	50.5	191.8	369.1	189.7	558.8	38.3	26.6	34.3
Motor, vehicles and parts	35	189.1	19.6	208.8	47.9	11.4	59.3	237.0	31.1	268.1	20.2	36.8	22.1
Other transport equipment	36	123.9	9.4	133.3	78.5	17.8	96.3	202.4	27.2	229.6	38.8	65.3	41.9
Instrument engineering	37	42.7	25.0	67.6	25.3	10.3	35.6	67.9	35.3	103.2	37.2	29.2	34.5
Other manufacturing industries	4	971.7	701.9	1,673.6	263.4	199.0	462.4	1,235.1	900.9	2,136.0	21.3	22.1	21.6
Food, drink and tobacco	41/42	260.9	189.7	450.5	65.6	48.6	114.2	326.5	238.3	564.8	20.1	20.4	20.2
Textiles	43	96.7	89.3	186.0	25.2	18.2	43.4	121.9	107.4	229.4	20.7	16.9	18.9
Footwear and clothing	45	63.5	196.6	260.1	18.5	19.7	38.2	82.0	216.3	298.4	22.6	9.1	12.8
Timber and wooden furniture	46	162.7	31.3	193.9	28.9	19.5	48.4	191.6	50.7	242.4	15.1	38.4	20.0
Paper, printing and publishing	47	228.5	105.5	334.0	82.8	68.6	151.4	311.3	174.1	485.4	26.6	39.4	31.2
Rubber and plastics	48	118.0	51.6	169.5	31.5	16.2	47.7	149.5	67.8	217.3	21.1	23.9	22.0
All manufacturing industries*		2,676.7	1,122.2	3,799.0	930.7	451.7	1,382.4	3,607.5	1,573.9	5,181.4	25.8	28.7	26.7
September 1989 R													
Other mineral and ore extraction, etc	2	382.0	94.7	476.7	125.8	64.2	190.1	507.9	158.9	666.8	24.8	40.4	28.5
Non-metallic mineral products	24	115.7	30.1	145.7	27.3	13.8	41.1	143.0	43.8	186.8	19.1	31.4	22.0
Metal goods, engineering, etc	3	1,322.9	330.4	1,653.2	529.4	192.1	721.5	1,852.3	522.5	2,374.8	28.6	36.8	30.4
Metal goods nes	31	219.0	53.9	273.0	43.3	20.7	63.9	262.3	74.6	336.9	16.5	27.7	19.0
Mechanical engineering	32	501.7	74.3	576.0	169.0	62.3	231.3	670.7	136.7	807.4	25.2	45.6	28.7
Office machinery, etc	33	23.1	13.0	36.1	34.2	14.8	49.1	57.4	27.8	85.2	59.2	53.3	57.6
Electricity and electronic engineering	34	222.8	133.5	356.3	140.7	56.7	197.3	363.5	190.1	553.6	38.7	29.8	35.6
Motor, vehicles and parts	35	192.6	19.5	212.2	46.4	10.7	57.1	239.0	30.2	269.2	19.4	35.4	21.2
Other transport equipment	36	119.6	9.5	129.0	74.2	17.3	91.5	193.8	26.7	220.5	38.3	64.6	41.5
Instrument engineering	37	44.0	26.6	70.7	21.6	9.7	31.3	65.6	36.4	102.0	32.9	26.7	30.7
Other manufacturing industries	4	964.6	705.3	1,669.9	263.3	212.1	475.4	1,228.0	917.4	2,145.3	21.4	23.1	22.2
Food, drink and tobacco	41/42	260.2	194.9	455.1	62.2	47.2	109.4	322.4	242.1	564.5	19.3	19.5	19.4
Textiles	43	94.0	83.6	177.6	23.5	16.9	40.4	117.5	100.5	218.0	20.0	16.8	18.5
Footwear and clothing	45	61.2	193.6	254.8	18.3	20.3	38.6	79.5	213.9	293.4	23.0	9.5	13.2
Timber and wooden furniture	46	160.1	29.8	189.9	33.7	23.1	56.9	193.9	53.0	246.8	17.4	43.7	23.0
Paper, printing and publishing	47	228.5	108.6	337.1	84.1	77.7	161.8	312.6	186.3	498.9	26.9	41.7	32.4
Rubber and plastics	48	120.3	53.6	173.8	31.2	16.9	48.1	151.5	70.5	222.0	20.6	24.0	21.7
All manufacturing industries*		2,669.5	1,130.3	3,799.9	918.6	468.4	1,387.0	3,588.1	1,598.8	5,186.9	25.6	29.3	26.7
September 1990													
Other mineral and ore extraction, etc	2	342.1	84.0	426.1	133.5	71.6	205.1	475.6	155.6	631.2	28.1	46.0	32.5
Non-metallic mineral products	24	102.7	25.7	128.3	30.1	16.5	46.6	132.8	42.2	175.0	22.7	39.1	26.7
Metal goods, engineering, etc	3	1,281.1	297.3	1,578.4	558.8	226.9	785.7	1,839.9	524.2	2,364.1	30.4	43.3	33.2
Metal goods nes	31	203.7	45.2	248.9	51.2	26.8	78.0	254.9	72.0	326.9	20.1	37.2	23.9
Mechanical engineering	32	476.6	57.5	534.1	200.4	84.2	284.5	677.0	141.7	818.6	29.6	59.4	34.8
Office machinery, etc	33	30.1	14.5	44.7	26.9	14.6	41.5	57.1	29.1	86.2	47.2	50.1	48.2
Electricity and electronic engineering	34	211.6	128.1	339.7	143.5	61.9	205.4	355.1	190.0	545.1	40.4	32.6	37.7
Motor, vehicles and parts	35	185.1	17.0	202.1	55.6	12.2	67.8	240.7	29.1	269.9	23.1	41.8	25.1
Other transport equipment	36	134.0	11.7	145.7	57.7	15.6	73.3	191.6	27.4	219.0	30.1	57.1	33.5
Instrument engineering	37	40.0	23.3	63.3	23.5	11.6	35.1	63.5	34.9	98.4	37.0	33.3	35.7
Other manufacturing industries	4	915.8	660.3	1,576.1	295.1	262.4	557.5	1,210.9	922.7	2,133.6	24.4	28.4	26.1
Food, drink and tobacco	41/42	249.0	190.7	439.6	71.0	57.6	128.6	320.0	248.3	568.3	22.2	23.2	22.6
Textiles	43	86.0	74.6	160.5	24.7	18.6	43.3	110.6	93.2	203.8	22.3	20.0	21.2
Footwear and clothing	45	57.0	186.2	243.2	21.6	26.1	47.7	78.7	212.3	291.0	27.5	12.3	16.4
Timber and wooden furniture	46	153.9	26.7	180.6	36.6	28.7	65.2	190.5	55.3	245.8	19.2	51.8	26.5
Paper, printing and publishing	47	21											

1.11 EMPLOYMENT

Overtime and short time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME				SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole or part of week			Average per operative on short-time	
			Average per operative working overtime	Actual (Million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives		Hours lost (Thou)
1985	1,329	34.0	9.0	11.98		4	165	24	241	10.2	28	-7	416	15.1
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	-9	485	14.4
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	-6	348	14.6
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	-5	244	14.4
1989	1,392	37.6	9.6	13.38		3	119	19	183	9.6	22	-6	302	13.7
Week ended														
1988 July 16	1,392	37.3	9.7	12.54	13.57	4	148	12	133	11.1	16	-4	281	17.8
Aug 13	1,309	35.0	9.6	12.53	13.46	3	111	12	118	10.1	14	-4	229	15.9
Sep 10	1,385	36.9	9.6	13.28	13.36	2	97	10	86	8.8	12	-3	183	15.1
Oct 15	1,509	40.3	9.7	14.68	13.92	3	138	13	110	8.8	16	-4	248	15.5
Nov 12	1,525	40.7	9.8	14.87	13.87	3	126	13	125	9.8	16	-4	251	15.7
Dec 10	1,515	40.5	9.9	14.98	14.04	2	95	13	119	9.4	15	-4	214	14.2
1989 Jan 14	1,375	37.0	9.4	12.91	13.83	2	88	19	205	10.7	21	-6	293	13.7
Feb 11	1,439	38.9	9.4	13.51	13.75	3	133	23	228	10.0	26	-7	360	13.8
Mar 11	1,391	37.6	9.5	13.26	13.49	3	104	25	258	10.3	28	-7	362	13.1
Apr 15	1,400	38.1	9.5	13.30	13.60	3	135	24	250	10.3	28	-7	384	14.0
May 13	1,405	38.3	9.5	13.47	13.54	3	135	23	230	10.2	26	-7	365	14.1
June 10	1,367	37.1	9.6	13.17	13.41	2	94	15	134	9.2	17	-5	228	13.5
July 15	1,347	36.5	9.8	13.17	13.28	4	145	14	117	8.7	17	-5	262	15.3
Aug 19	1,319	35.6	9.8	12.92	13.69	2	79	12	102	8.7	14	-4	181	13.3
Sept 16	1,395	37.5	9.7	13.54	13.53	3	136	16	158	9.9	19	-5	294	15.2
Oct 14	1,445	38.9	9.7	13.97	13.07	3	100	18	165	9.0	21	-6	266	12.7
Nov 11	1,442	38.9	9.7	13.93	12.87	4	148	18	162	8.9	22	-6	310	14.2
Dec 16	1,375	37.2	9.8	13.43	12.50	3	135	21	187	8.9	24	-7	321	13.2
1990 Jan 12	1,281	34.9	9.1	11.71	12.61	4	158	24	205	8.6	28	-8	363	13.0
Feb 9	1,335	34.6	9.3	12.39	12.64	11	449	32	316	10.0	43	-1.2	764	7.8
Mar 9	1,321	36.3	9.4	12.40	12.68	6	238	28	255	9.2	34	-9	493	14.7
Apr 6	1,330	36.7	9.5	12.59	12.83	4	139	27	272	10.1	30	-8	411	13.6
May 4	1,329	36.7	9.3	12.35	12.49	6	225	16	148	9.1	22	-6	373	17.1
June 8	1,350	37.1	9.4	12.67	12.95	4	143	14	127	9.4	17	-5	269	15.8
July 13	1,324	36.3	9.5	12.56	12.69	5	207	15	138	9.2	20	-5	345	17.0
Aug 17	1,276	34.9	9.7	12.32	13.07	8	305	12	104	8.8	19	-5	409	21.1
Sept 14	1,328	36.4	9.7	12.90	12.89	14	557	11	91	8.1	25	-7	648	25.7

EMPLOYMENT 1.12

Hours of work—operatives in manufacturing industries

Seasonally Adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	96.6	95.4	96.5	99.0	97.6	99.7	99.6	100.0	99.1	99.6
1987	96.1	96.3	96.2	98.7	97.4	100.5	99.4	101.1	100.2	99.6
1988	97.6	101.1	95.6	97.4	97.6	101.1	100.8	101.8	99.2	99.6
1989	96.9	98.1	94.4	93.3	97.1	100.1	100.3	102.4	98.6	98.6
Week ended										
1988 Aug 13	97.7					100.9				
Sept 10	97.5	102.2	94.7	97.1	97.4	100.8	100.1	101.2	99.3	99.5
Oct 15	97.9					101.2				
Nov 12	98.0					101.1				
Dec 10	98.1	102.6	96.6	96.3	97.7	101.2	101.6	103.6	99.0	99.3
1989 Jan 14	97.3					100.6				
Feb 11	97.3					100.4				
Mar 11	97.2	99.8	95.1	94.8	96.9	100.2	100.4	102.7	98.7	98.5
Apr 15	97.1					100.4				
May 13	96.8					100.2				
June 10	96.7	98.0	93.9	93.3	97.0	100.1	100.2	101.9	98.7	98.8
July 15	96.9					100.1				
Aug 19	97.4					100.3				
Sept 16	96.8	97.8	95.8	93.0	97.0	100.1	100.2	103.6	98.6	98.4
Oct 14	96.5					99.9				
Nov 11	96.3					99.7				
Dec 16	96.0	96.6	92.9	91.9	97.4	99.5	100.4	101.3	98.3	98.5
1990 Jan 13	96.4					100.1				
Feb 10	95.4					99.9				
Mar 10	95.9	94.1	93.3	91.1	96.8	100.0	100.4	101.9	98.0	97.7
Apr 14	95.9					100.2R				
May 12	95.4R					99.8R				
June 9	95.8R	92.2R	93.1R	90.8R	98.0R	100.0R	100.6R	102.0R	98.3R	98.4R
July 14	95.6R					99.9R				
Aug 11	96.3R					100.2R				
Sept 14	95.3	91.4	95.5	89.8	96.6	100.1	100.1	103.4	98.6	96.8

EMPLOYMENT 1.13

Overtime and short-time Operatives in manufacturing industries in September 1990: regions

Week ended	OVERTIME			SHORT-TIME										
	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime (Thou)	Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole week or part of week			Average per operative on short-time
				Hours lost (Thou)	Percentage of all operatives	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	
Analysis by region														
South East	287.2	36.9	9.7	2,788.5	2.8	113.1	0.7	5.6	8.0	3.5	0.4	118.8	33.9	
Greater London *	80.5	28.3	9.8	789.5	0.6	23.9			0.6	0.2	23.9	40.0		
East Anglia	52.0	42.4	10.2	530.2	0.7	29.5	0.5	4.5	8.7	1.3*	1.0	34.0	27.1	
South West	98.9	40.0	9.7	955.0	1.1	43.1	0.4	1.4	3.9	1.4	0.6	44.5	30.8	
West Midlands	202.3	41.6	9.5	1,927.9	2.9	116.1	1.2	10.8	9.0	4.1	0.8	127.0	30.9	
East Midlands	137.1	39.2	9.8	1,345.8	1.3	52.6	2.0	14.6	7.2	3.3	1.0	67.2	20.1	
Yorkshire and Humberside	151.9	41.4	9.8	1,484.6	1.5	61.4	1.7	14.0	8.1	3.3	0.9	75.3	23.1	
North West	161.4	35.0	10.0	1,606.3	2.2	86.8	1.3	11.8	9.2	3.5	0.7	98.6	28.6	
North	66.9	32.2	9.9	659.7	0.3	12.4	1.0	7.6	8.0	1.3	0.6	20.0	15.8	
Wales	63.5	36.6	9.4	599.0		2.0	0.5	4.1	7.6	0.6	0.3	6.0	10.3	
Scotland	107.2	36.0	9.4	1,004.0	1.0	39.9	2.0	16.8	8.6	3.0	1.0	56.7	19.2	

* Included in South East

2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE														
		UNEMPLOYED		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION								
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over						
1986*	Annual averages	3,289.1	11.8	3,097.9	11.1											
1987		2,953.4	10.6	2,806.5	10.0											
1988**		2,370.4	8.4	2,274.9	8.1											
1989		1,798.7	6.3	1,784.4	6.3											
1988	Oct 13	2,118.9	7.5	2,133.0	7.5	-38.4	-36.0	241	1,839	39						
	Nov 10	2,066.9	7.3	2,083.5	7.4	-49.5	-39.1	224	1,805	37						
	Dec 8	2,046.5	7.2	2,021.7	7.2	-61.8	-49.9	212	1,797	37						
1989	Jan 12	2,074.3	7.3	1,981.6	7.0	-40.1	-50.5	215	1,822	37						
	Feb 9	2,018.2	7.1	1,937.3	6.8	-44.3	-48.7	221	1,763	35						
	Mar 9	1,960.2	6.9	1,903.2	6.7	-34.1	-39.5	200	1,726	34						
	Apr 13	1,883.6	6.6	1,846.8	6.5	-56.4	-44.9	189	1,663	32						
	May 11	1,802.5	6.3	1,819.0	6.4	-27.8	-39.4	174	1,598	30						
	June 8	1,743.1	6.1	1,791.2	6.3	-27.8	-37.3	170	1,544	29						
	July 13	1,771.4	6.2	1,766.2	6.2	-25.0	-26.9	248	1,495	28						
	Aug 10	1,741.1	6.1	1,725.0	6.1	-41.2	-31.3	214	1,501	27						
	Sept 14 †	1,702.9	6.0	1,684.7	5.9	-40.3	-35.5	222	1,455	26						
	Oct 12 †	1,635.8	5.7	1,670.4	5.9	-14.3	-31.9	214	1,397	25						
	Nov 9 †	1,612.4	5.7	1,651.1	5.8	-19.3	-24.6	209	1,379	24						
	Dec 14 †	1,639.0	5.8	1,636.1	5.7	-15.0	-16.2	207	1,407	25						
1990	Jan 11 †	1,687.0	5.9	1,615.8	5.7	-20.3	-18.2	214	1,448	25						
	Feb 8 †	1,675.7	5.9	1,614.0	5.7	-1.8	-12.4	227	1,425	24						
	Mar 8	1,646.6	5.8	1,606.6	5.6	-7.4	-9.8	206	1,416	24						
	Apr 12	1,626.3	5.7	1,607.0	5.6	0.4	-2.9	216	1,387	24						
	May 10	1,578.5	5.5	1,610.9	5.7	3.9	-1.0	182	1,373	24						
	June 14	1,555.6	5.5	1,618.4	5.7	7.5	3.9	190	1,342	23						
	July 12	1,623.6	5.7	1,632.1	5.7	13.7	8.4	261	1,340	23						
	Aug 9	1,657.8	5.8	1,655.3	5.8	23.2	14.8	236	1,398	23						
	Sept 13	1,673.9	5.9	1,670.5	5.9	15.2	17.4	247	1,403	24						
	Oct 11 P	1,670.6	5.9	1,702.7	6.0	32.2	23.5	257	1,390	24						

2.2 UNEMPLOYMENT GB Summary

		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over						
1986*	Annual averages	3,161.3	11.7	2,975.3	11.0											
1987		2,826.9	10.4	2,684.4	9.8											
1988**		2,254.7	8.2	2,161.7	7.8											
1989		1,693.0	6.1	1,678.8	6.0											
1988	Oct 13	2,008.4	7.3	2,022.4	7.3	-37.4	-35.2	232	1,738	38						
	Nov 10	1,958.0	7.1	1,972.8	7.2	-49.6	-38.5	217	1,705	36						
	Dec 8	1,938.5	7.0	1,912.5	6.9	-60.3	-49.1	206	1,697	36						
1989	Jan 12	1,963.2	7.1	1,871.7	6.7	-40.8	-50.2	207	1,721	36						
	Feb 9	1,908.1	6.9	1,827.7	6.6	-44.0	-48.4	213	1,662	34						
	Mar 9	1,851.9	6.7	1,794.2	6.5	-33.5	-39.4	193	1,626	32						
	Apr 13	1,776.0	6.4	1,738.8	6.3	-55.4	-44.3	182	1,563	31						
	May 11	1,697.1	6.1	1,711.9	6.2	-26.9	-38.6	168	1,501	29						
	June 8	1,638.9	5.9	1,685.3	6.1	-26.6	-36.3	163	1,448	27						
	July 13	1,663.6	6.0	1,660.4	6.0	-24.9	-26.1	237	1,399	27						
	Aug 10	1,634.1	5.9	1,620.4	5.8	-40.0	-30.5	206	1,402	26						
	Sept 14 †	1,596.8	5.7	1,581.7	5.7	-38.7	-34.5	212	1,360	25						
	Oct 12 †	1,534.0	5.5	1,568.1	5.6	-13.6	-30.8	206	1,304	24						
	Nov 9 †	1,513.2	5.4	1,549.9	5.6	-18.2	-23.5	202	1,288	23						
	Dec 14 †	1,539.9	5.6	1,535.7	5.5	-14.2	-15.3	200	1,316	23						
1990	Jan 11 †	1,586.6	5.7	1,516.6	5.5	-19.1	-17.2	206	1,357	24						
	Feb 8 †	1,576.8	5.7	1,515.3	5.4	-1.3	-11.5	219	1,335	23						
	Mar 8	1,549.0	5.6	1,508.1	5.4	-7.2	-9.2	199	1,326	23						
	Apr 12	1,528.7	5.5	1,509.0	5.4	0.9	-2.5	208	1,298	23						
	May 10	1,482.5	5.3	1,513.2	5.4	4.2	-0.7	176	1,284	23						
	June 14	1,460.6	5.3	1,521.5	5.5	8.3	4.5	184	1,255	22						
	July 12	1,524.1	5.5	1,535.2	5.5	13.7	8.7	251	1,251	22						
	Aug 9	1,559.6	5.6	1,559.5	5.6	24.3	15.4	229	1,308	22						
	Sept 13	1,575.5	5.7	1,575.0	5.7	15.5	17.8	237	1,316	22						
	Oct 11 P	1,575.9	5.7	1,607.4	5.8	32.4	24.1	248	1,305	23						

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years.
** Unadjusted figures are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988.

UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE		FEMALE													
		UNEMPLOYED		SEASONALLY ADJUSTED ††				UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED					
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1986*	Annual averages	2,252.5	13.7	2,139.0	13.1	1,036.6	9.1	959.0	8.4	265.2	2.4						
1987		2,045.8	12.5	1,955.3	12.0	907.6	7.8	851.2	7.3	254.9	2.3						
1988**		1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8	249.9	2.3						
1989		1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2	249.9	2.3						
1988	Oct 13	1,576.5	9.1	1,496.7	9.1	634.6	5.3	636.3	5.4	265.2	2.4						
	Nov 10	1,594.4	8.9	1,462.1	8.9	612.2	5.1	621.4	5.2	254.9	2.3						
	Dec 8	1,484.2	8.9	1,421.4	8.7	595.1	5.0	600.3	5.0	249.9	2.3						
1989	Jan 12	1,454.8	9.0	1,395.2	8.6	601.1	4.9	586.4	4.8	248.7	2.3						
	Feb 9	1,451.5	8.8	1,366.3	8.4	583.3	4.8	571.0	4.7	239.5	2.2						
	Mar 9	1,473.2	8.6	1,346.7	8.3	560.9	4.6	556.5	4.6	229.3	2.1						
	Apr 13	1,434.9	8.3	1,312.5	8.1	532.8	4.4	534.3	4.4	219.9	2.0						
	May 11	1,399.4	8.0	1,295.0	7.9	505.5	4.1	524.0	4.3	204.7	1.9						
	June 8	1,350.8	7.7	1,279.6	7.9	486.6	4.0	511.6	4.2	195.7	1.8						
	July 13	1,297.1	7.7	1,265.7	7.8	509.8	4.2	500.5	4.1	196.1	1.8						
	Aug 10	1,256.6	7.6	1,243.1	7.6	502.7	4.1	481.9	3.9	193.3	1.7						
	Sept 14 †	1,261.6	7.5	1,218.6	7.5	484.1	4.0	466.1	3.8	183.0	1.6						
	Oct 12 †	1,238.4	7.2	1,211.2	7.4	454.5	3.7	459.2	3.8	172.9	1.5						
	Nov 9 †	1,218.8	7.2	1,200.0	7.4												

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1986* } Annual averages	784.7	524.7	260.0	8.7	10.0	6.8	750.2	8.3			505.2	245.0
1987 } Annual averages	680.5	460.8	219.7	7.4	8.7	5.7	657.9	7.2			448.3	209.7
1988** } Annual averages	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.3			339.8	156.0
1989 } Annual averages	367.4	259.6	107.8	3.9	4.8	2.6	366.9	3.9			259.3	107.6
1989 Oct 12	337.2	240.4	96.9	3.6	4.5	2.3	343.3	3.6	-1.9	-6.8	246.6	96.7
Nov 9	332.7	239.0	93.7	3.5	4.5	2.3	342.8	3.6	-0.5	-3.2	246.6	96.2
Dec 14	342.9	249.3	93.6	3.6	4.7	2.3	342.3	3.6	-0.5	-1.0	247.7	94.6
1990 Jan 11	348.7	254.5	94.2	3.7	4.8	2.3	339.4	3.6	-2.9	-1.3	246.2	93.2
Feb 8	349.9	255.5	94.4	3.7	4.8	2.3	339.5	3.6	0.1	-1.1	246.7	92.8
Mar 8	346.5	252.9	93.6	3.7	4.7	2.3	339.3	3.6	-0.2	-1.0	246.1	93.2
Apr 12	349.1	254.4	94.6	3.7	4.8	2.3	345.8	3.6	6.5	2.1	250.8	95.0
May 10	342.4	251.2	91.2	3.6	4.7	2.2	349.4	3.7	3.6	3.3	254.4	95.0
June 14	341.9	252.0	90.0	3.6	4.7	2.2	354.4	3.7	5.0	5.0	259.3	95.1
July 12	359.3	262.5	96.8	3.8	4.9	2.3	359.7	3.8	5.3	4.6	264.7	95.0
Aug 9	376.7	273.2	103.5	4.0	5.1	2.5	372.3	3.9	12.6	7.6	274.2	98.1
Sept 13	387.2	282.7	104.6	4.1	5.3	2.5	383.8	4.0	11.4	9.7	283.3	100.5
Oct 11 P	394.7	290.3	104.4	4.2	5.4	2.5	398.4	4.2	14.6	12.9	294.5	103.9
GREATER LONDON (included in South East)												
1986* } Annual averages	407.1	280.9	126.1	9.5	11.1	7.3	391.3	9.2			272.0	119.4
1987 } Annual averages	363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7
1988** } Annual averages	291.9	205.1	86.7	6.7	8.1	4.8	285.3	6.6			201.5	83.8
1989 } Annual averages	218.2	156.5	61.8	5.0	6.3	3.3	218.0	5.0			156.4	61.7
1989 Oct 12	202.5	145.7	56.9	4.6	5.8	3.0	203.7	4.6	-2.2	-4.7	147.2	56.5
Nov 9	198.1	143.2	54.9	4.5	5.7	2.9	203.3	4.6	-0.4	-2.3	147.2	56.1
Dec 14	200.8	146.1	54.7	4.6	5.8	2.9	201.4	4.6	-1.9	-1.5	146.2	55.2
1990 Jan 11	199.5	145.8	53.7	4.5	5.8	2.8	199.4	4.5	-2.0	-1.4	144.9	54.5
Feb 8	199.5	145.8	53.7	4.5	5.8	2.8	198.4	4.5	-1.0	-1.6	144.6	53.8
Mar 8	198.2	145.0	53.3	4.5	5.8	2.8	196.5	4.5	-1.9	-1.6	142.7	53.8
Apr 12	201.2	146.7	54.4	4.6	5.9	2.9	200.2	4.6	3.7	0.3	145.4	54.8
May 10	198.5	145.6	52.9	4.5	5.8	2.8	201.1	4.6	0.9	0.9	146.5	54.6
June 14	199.3	146.6	52.7	4.5	5.9	2.8	203.1	4.6	2.0	2.2	148.4	54.7
July 12	207.3	151.2	56.2	4.7	6.0	3.0	205.9	4.7	2.8	1.9	151.2	54.7
Aug 9	216.1	156.3	59.8	4.9	6.2	3.2	211.3	4.8	5.4	3.4	154.8	56.5
Sept 13	221.5	160.7	60.8	5.0	6.4	3.2	216.6	4.9	5.3	4.4	158.8	57.8
Oct 11 P	222.7	162.4	60.3	5.1	6.5	3.2	223.0	5.1	6.4	6.0	163.4	59.6
EAST ANGLIA												
1986* } Annual averages	83.4	53.9	29.5	9.0	9.8	8.0	78.8	8.5			51.4	27.4
1987 } Annual averages	72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.6
1988** } Annual averages	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989 } Annual averages	35.2	24.0	11.2	3.6	4.3	2.7	35.2	3.6			24.0	11.2
1989 Oct 12	31.2	21.7	9.5	3.2	3.8	2.3	33.4	3.4	0.3	-0.4	23.6	9.8
Nov 9	31.7	22.4	9.3	3.2	4.0	2.3	33.5	3.4	0.1	-0.1	23.7	9.8
Dec 14	33.7	24.4	9.3	3.4	4.3	2.3	33.5	3.4		0.1	24.0	9.5
1990 Jan 11	36.0	25.9	10.0	3.7	4.6	2.4	33.1	3.4	-0.4	-0.1	23.9	9.2
Feb 8	36.9	26.7	10.2	3.8	4.7	2.5	33.8	3.5	0.7	0.1	24.2	9.6
Mar 8	37.0	26.8	10.1	3.8	4.7	2.5	34.5	3.5	0.7	0.3	24.8	9.7
Apr 12	36.7	26.5	10.1	3.8	4.7	2.5	35.0	3.6	0.5	0.6	25.2	9.8
May 10	35.7	25.8	9.8	3.7	4.6	2.4	35.6	3.6	0.6	0.6	25.7	9.9
June 14	33.9	24.6	9.2	3.5	4.4	2.2	35.8	3.7	0.2	0.4	25.9	9.9
July 12	35.3	25.5	9.8	3.6	4.5	2.4	36.6	3.7	0.8	0.5	26.6	10.0
Aug 9	36.6	26.3	10.3	3.7	4.7	2.5	37.7	3.9	1.1	0.7	27.4	10.3
Sept 13	37.2	26.9	10.3	3.8	4.8	2.5	38.6	4.0	0.9	0.9	28.2	10.4
Oct 11 P	38.3	27.9	10.5	3.9	4.9	2.5	40.2	4.1	1.6	1.2	29.4	10.8
SOUTH WEST												
1986* } Annual averages	205.7	131.6	74.2	9.9	10.8	8.6	195.8	9.5			126.1	69.7
1987 } Annual averages	178.9	115.0	63.9	8.5	9.4	7.2	172.3	8.1			111.4	60.9
1988** } Annual averages	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989 } Annual averages	98.1	66.1	31.9	4.5	5.4	3.4	98.0	4.5			66.1	31.9
1989 Oct 12	87.7	60.1	27.6	4.0	4.9	2.9	90.3	4.1	-1.3	-2.2	62.3	28.0
Nov 9	88.8	61.2	27.5	4.1	5.0	2.9	88.8	4.1	-1.5	-1.9	61.8	27.0
Dec 14	92.5	65.1	27.4	4.2	5.3	2.9	88.7	4.1	-0.1	-1.0	62.4	26.3
1990 Jan 11	96.8	68.3	28.5	4.4	5.6	3.0	88.0	4.0	-0.7	-0.8	62.2	25.8
Feb 8	96.7	68.1	28.6	4.4	5.6	3.0	88.9	4.1	0.9	-	62.7	26.2
Mar 8	95.1	67.1	28.1	4.4	5.5	2.9	90.0	4.1	1.1	0.4	63.4	26.6
Apr 12	91.3	64.6	26.7	4.2	5.3	2.8	90.1	4.1	0.1	0.7	63.2	26.9
May 10	87.5	62.4	25.2	4.0	5.1	2.6	91.6	4.2	1.5	0.9	64.5	27.1
June 14	85.1	61.3	23.9	3.9	5.0	2.5	93.6	4.3	2.0	1.2	66.4	27.2
July 12	90.3	64.6	25.7	4.1	5.3	2.7	95.6	4.4	2.0	1.8	68.4	27.2
Aug 9	94.9	67.6	27.2	4.4	5.5	2.9	98.0	4.5	2.4	2.1	70.5	27.5
Sept 13	97.4	70.2	27.2	4.5	5.7	2.9	99.7	4.6	1.7	2.0	72.4	27.3
Oct 11 P	101.0	73.3	27.7	4.6	6.0	2.9	103.1	4.7	3.4	2.5	75.2	27.9

See footnotes to tables 2-1 and 2-2.

UNEMPLOYMENT Regions 2.3

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work force †	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1986* } Annual averages	346.7	236.8	108.0	13.6	15.4	10.6	327.6	12.9			228.0	99.6
1987 } Annual averages	305.9	211.1	94.8	12.0	13.8	9.2	292.0	11.4			203.4	88.6
1988** } Annual averages	238.0	163.0	75.0	9.2	10.7	7.1	229.7	8.9			158.3	71.4
1989 } Annual averages	168.5	118.8	49.7	6.6	8.0	4.6	167.9	6.6			118.3	49.6
1989 Oct 12	152.9	108.5	44.3	6.0	7.3	4.1	155.1	6.1	0.2	-3.3	110.7	44.4
Nov 9	149.8	107.1	42.7	5.9	7.2	4.0	154.4	6.0	-0.7	-1.7	110.3	44.1
Dec 14	151.6	109.8	41.8	5.9	7.4	3.9	152.9	6.0	-1.5	-0.7	109.9	43.0
1990 Jan 11	156.5	113.4	43.1	6.1	7.6	4.0	151.1	5.9	-1.8	-1.3	108.8	42.3
Feb 8	155.2	112.6	42.6	6.1	7.6	4.0	150.9	5.9	-0.2	-1.2	108.8	42.1
Mar 8	151.0	109.7	41.3	5.9	7.4	3.9	148.9	5.8	-2.0	-1.3	107.6	41.3
Apr 12	148.7	108.2	40.5	5.8	7.3	3.8	148.7	5.8	-0.2	-0.8	107.7	41.0
May 10	145.3	106.3	39.0	5.7	7.2	3.6	149.3	5.8	0.6	-0.5	108.5	40.8
June 14	144.0	105.6	38.4	5.6	7.1	3.6	149.2	5.8	-0.1	0.1	108.7	40.5
July 12	150.0	108.9	41.1	5.9	7.3	3.8	149.5	5.8	0.3	0.3	109.4	40.1
Aug 9	153.5	111.0	42.5	6.0	7.5	4.0	151.3	5.9	1.8	0.7	111.0	40.3
Sept 13	154.9	112.6	42.3	6.1	7.6	4.0	151.3	5.9	0.1	0.7	111.5	39.8
Oct 11 P	152.2	111.9	40.2	5.9	7.5	3.8	154.1	6.0	2.8	1.5	113.9	40.2
EAST MIDLANDS												
1986* } Annual averages	202.8	136.0	66.8	10.7	12.1	8.6	189.1	10.0			127.2	61.9
1987 } Annual averages	183.9	125.2	54.4	9.6	11.2	6.9	171.6	9.0			116.4	55.2
1988** } Annual averages	147											

2.3 UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1986*	234.9	167.3	67.6	16.4	19.6	11.7	219.9	15.3			157.9	61.9
1987	213.1	155.1	58.0	14.9	18.4	9.9	201.3	14.1			147.1	54.2
1988**	179.4	130.7	48.7	12.5	15.5	8.2	171.0	11.9			124.6	46.4
1989	141.9	105.7	36.2	10.0	12.9	6.1	140.0	9.9			103.9	36.2
1989 Sept 14 †	132.4	97.6	34.8	9.4	11.9	5.9	130.3	9.2	-1.2	-2.7	97.6	32.7
Oct 12 †	127.3	94.9	32.4	9.0	11.5	5.5	127.3	9.0	-3.0	-2.8	95.5	31.8
Nov 9 †	124.9	93.9	31.0	8.8	11.4	5.3	125.0	8.8	-2.2	-2.2	93.9	31.1
Dec 14 †	124.7	94.4	30.3	8.8	11.5	5.1	123.3	8.7	-1.7	-2.3	92.4	30.9
1990 Jan 11 †	129.1	97.2	31.9	9.1	11.8	5.4	122.2	8.7	-1.1	-1.7	91.8	30.4
Feb 8 †	126.8	95.4	31.3	9.0	11.6	5.3	121.2	8.6	-1.0	-1.3	91.2	30.0
Mar 8 †	124.9	94.3	30.5	8.8	11.5	5.2	119.7	8.5	-1.5	-1.2	90.1	29.6
Apr 12	122.3	92.6	29.7	8.7	11.3	5.0	120.2	8.5	0.5	-0.7	90.9	29.3
May 10	119.1	90.7	28.3	8.4	11.0	4.8	120.2	8.5	-0.3	-0.3	91.2	29.0
June 14	116.8	89.2	27.6	8.3	10.9	4.7	121.1	8.6	0.9	0.5	92.4	28.7
July 12	119.4	90.4	29.0	8.5	11.0	4.9	122.2	8.7	1.1	0.7	93.3	28.9
Aug 9	122.0	92.2	29.8	8.6	11.2	5.1	122.6	8.7	0.4	0.8	94.2	28.4
Sept 13 P	120.6	92.3	28.3	8.5	11.2	4.8	123.6	8.8	1.0	0.8	95.1	28.5
WALES												
1986*	179.0	126.1	52.9	14.4	16.6	10.9	168.3	13.5			119.5	48.8
1987	157.0	111.8	45.2	12.7	15.2	9.0	148.1	12.0			105.9	42.2
1988**	130.0	92.9	37.1	10.3	12.6	7.1	123.9	9.9			88.6	35.4
1989	97.0	70.9	26.2	7.4	9.2	4.9	96.1	7.3			69.9	26.1
1989 Sept 14 †	90.6	66.0	24.6	6.9	8.6	4.6	89.9	6.7	-1.8	-2.2	65.2	22.9
Oct 12 †	86.5	63.9	22.6	6.6	8.3	4.2	88.1	6.6	-1.5	-1.8	64.3	22.3
Nov 9 †	85.7	63.8	21.9	6.6	8.3	4.1	86.6	6.6	-0.8	-1.4	64.1	21.7
Dec 14 †	87.2	65.6	21.6	6.7	8.5	4.0	85.8	6.5	-1.1	-1.1	63.3	21.4
1990 Jan 11 †	90.3	67.7	22.6	6.9	8.8	4.2	84.7	6.5	-0.3	-0.7	63.3	21.1
Feb 8 †	88.9	66.7	22.1	6.8	8.7	4.1	84.4	6.5	-0.5	-0.6	63.1	20.8
Mar 8 †	86.6	65.4	21.3	6.6	8.5	4.0	83.9	6.4	-0.8	-0.5	62.4	20.7
Apr 12	84.6	63.9	20.7	6.5	8.3	3.9	83.1	6.4	0.3	-0.3	63.0	20.4
May 10	81.2	61.9	19.3	6.2	8.0	3.6	83.4	6.4	0.9	0.1	64.0	20.3
June 14	79.1	60.7	18.4	6.1	7.9	3.4	84.3	6.4	1.2	0.8	65.3	20.2
July 12	83.2	63.1	20.1	6.4	8.2	3.8	85.5	6.5	1.1	1.1	66.2	20.4
Aug 9	85.9	65.2	20.7	6.6	8.5	3.9	86.6	6.6	-0.6	0.6	66.2	19.8
Sept 13 P	86.0	66.2	19.9	6.6	8.6	3.7	86.0	6.6	1.4	0.6	67.3	20.1
SCOTLAND												
1986*	359.8	248.1	111.8	14.5	16.9	11.0	331.7	13.3			231.1	15.7
1987	345.8	241.9	103.8	14.0	16.7	10.1	321.8	13.0			227.3	15.7
1988**	293.6	207.2	86.4	11.8	14.3	8.3	278.2	11.2			197.5	13.7
1989	234.7	169.5	65.2	9.4	11.8	6.1	233.2	9.3			168.2	11.7
1989 Sept 14 †	219.9	158.7	61.3	8.8	11.1	5.7	223.5	8.9	-4.3	-3.9	158.8	11.1
Oct 12 †	214.1	155.3	58.8	8.5	10.8	5.5	219.2	8.7	-4.4	-4.6	155.8	10.9
Nov 9 †	211.7	153.8	57.9	8.4	10.7	5.4	214.8	8.6	-3.6	-4.1	153.5	10.7
Dec 14 †	212.9	155.5	57.3	8.5	10.8	5.3	211.2	8.4	-3.3	-3.8	151.1	10.5
1990 Jan 11 †	219.2	159.9	59.3	8.7	11.1	5.5	207.9	8.3	-0.9	-2.6	150.8	10.5
Feb 8 †	215.7	157.3	58.4	8.6	11.0	5.4	207.0	8.2	-2.0	-2.1	149.6	10.4
Mar 8 †	210.1	153.8	56.3	8.4	10.7	5.2	205.0	8.2	-1.2	-1.4	148.5	10.3
Apr 12	205.9	151.0	54.9	8.2	10.5	5.1	203.8	8.1	-2.4	-1.9	147.1	10.2
May 10	196.5	145.2	51.3	7.8	10.1	4.8	201.4	8.0	-0.3	-1.3	147.0	10.2
June 14	193.8	142.7	51.1	7.7	9.9	4.8	201.1	8.0	0.4	-0.8	147.9	10.3
July 12	201.4	145.1	56.3	8.0	10.1	5.2	201.5	8.0	-1.1	-0.3	147.6	10.3
Aug 9	195.1	143.9	51.2	7.8	10.0	4.8	200.4	8.0	-1.2	-0.6	147.6	10.3
Sept 13 P	193.0	143.5	49.4	7.7	10.0	4.6	199.2	7.9	-1.3	-1.2	147.0	10.3
NORTHERN IRELAND												
1986*	127.8	92.9	34.9	18.1	21.7	12.5	122.6	17.4			89.6	33.0
1987	126.5	92.0	34.5	17.8	21.5	12.3	122.1	17.2			89.2	32.9
1988**	115.7	84.3	31.3	16.4	20.0	11.0	113.2	16.0			82.7	30.5
1989	105.7	77.7	28.0	15.1	18.8	9.8	105.6	15.1			77.6	27.9
1989 Sept 14 †	106.1	77.1	29.0	15.2	18.7	10.2	103.0	14.8	-0.7	-1.2	75.7	26.6
Oct 12 †	101.9	74.8	27.1	14.6	18.1	9.5	102.3	14.7	-1.1	-1.1	75.1	26.1
Nov 9 †	99.2	73.7	25.5	14.2	17.8	9.0	101.2	14.5	-0.8	-0.9	74.7	25.7
Dec 14 †	99.1	74.4	24.7	14.2	18.0	8.7	100.4	14.4	-1.2	-1.0	74.0	25.2
1990 Jan 11 †	100.4	75.6	24.8	14.4	18.3	8.7	99.2	14.2	-0.5	-0.8	73.8	24.9
Feb 8 †	98.9	74.7	24.2	14.2	18.1	8.5	98.7	14.1	-0.2	-0.6	73.7	24.8
Mar 8 †	97.6	73.9	23.7	14.0	17.9	8.3	98.5	14.1	-0.5	-0.4	73.4	24.6
Apr 12	97.7	73.7	23.9	14.0	17.8	8.4	98.0	14.0	-0.3	-0.3	73.4	24.3
May 10	96.1	72.9	23.2	13.8	17.6	8.1	97.7	14.0	-0.8	-0.5	73.0	23.9
June 14	95.1	71.9	23.2	13.6	17.4	8.1	96.9	13.9	-	-0.4	73.1	23.8
July 12	99.5	73.8	25.7	14.3	17.8	9.0	96.9	13.9	-1.1	-0.6	72.4	23.4
Aug 9	98.4	73.2	25.3	14.1	17.7	8.9	95.8	13.7	-0.3	-0.5	72.3	23.2
Sept 13 P	94.8	71.5	23.3	13.6	17.3	8.2	95.5	13.7	-0.2	-0.5	72.3	23.0

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status* and in travel-to-work areas† at October 11, 1990

	Male			Female			All			Rate **		
	Male	Female	All	Rate **	per cent employees and unemployed	per cent workforce	Male	Female	All	Rate **	per cent employees and unemployed	
												THOUSAND
ASSISTED REGIONS ‡												
South West												
Development Areas	5,248	1,841	7,089	11.6	...	...	Bury St Edmunds	674	326	1,000	2.9	2.4
Intermediate Areas	11,019	4,141	15,160	8.5	...	...	Buxton	662	295	957	4.4	3.5
Unassisted	57,046	21,676	78,722	5.0	...	...	Calderdale	4,109	1,453	5,562	7.1	6.1
All	73,313	27,658	100,971	5.5	4.6	...	Cambridge	2,880	1,065	3,945	2.8	2.4
							Canterbury	1,997	624	2,621	5.5	4.5
West Midlands												
Development Areas	90,909	32,106	123,015	7.9	...	...	Carlisle	1,782	769	2,551	4.8	4.1
Intermediate Areas	21,039	8,120	29,159	4.5	...	...	Castleford and Pontefract	3,176	974	4,150	8.1	7.1
Unassisted	111,948	40,226	152,174	6.9	5.9	...	Chard	262	142	404	3.9	3.3
All	223,896	80,452	304,348	7.5	6.8	...	Chelmsford and Braintree	2,905	1,193	4,098	3.8	3.2
							Cheltenham	1,992	744	2,736	3.6	3.1
East Midlands												
Development Areas	1,101	485	1,586	5.7	...	...	Chesterfield	4,321	1,549	5,870	8.0	6.9
Intermediate Areas	2,105	993	3,098	6.0	...	...	Chichester	1,338	431	1,769	2.9	2.4
Unassisted	69,409	25,407	94,816	5.9	...	...	Chippenham	749	356	1,105	3.8	3.1
All	72,615	26,885	99,500	5.9	5.1	...	Cinderford and Ross-on-Wye (I)	980	422	1,402	5.9	4.7
							Cirencester	302	116	418	3.2	2.6
Yorkshire and Humberside												
Development Areas	12,824	3,976	16,800	10.7	...	...	Clacton	1,535	481	2,016	11.2	8.3
Intermediate Areas	62,413	19,356	81,769	9.5	...	...	Clitheroe	167	119	286	2.8	2.3
Unassisted	45,823	15,937	61,760	6.4	...							

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at October 11, 1990

	Male			Female			All					
	per cent employees and unemployed	per cent workforce	Rate **	per cent employees and unemployed	per cent workforce	Rate **	per cent employees and unemployed	per cent workforce	Rate **			
Melton Mowbray	547	207	754	3.7	3.0		Wigan and St Helens (D)	12,531	4,646	17,177	10.1	8.7
Middlesbrough (D)	12,053	3,274	15,327	12.6	11.0		Winchester and Eastleigh	1,239	438	1,677	2.0	1.7
Milton Keynes	2,383	820	3,203	3.7	3.3		Windermere	76	46	122	1.6	1.2
Minehead	383	148	531	5.6	4.3		Wirral and Chester (D)	15,309	4,808	20,117	9.8	8.6
Morpeth and Ashington (I)	3,751	1,094	4,845	9.9	8.6		Wisbech	855	317	1,172	7.7	5.8
Newark	1,056	410	1,466	6.6	5.4		Wolverhampton (I)	8,955	3,078	12,033	9.2	8.1
Newbury	820	250	1,070	2.5	2.2		Woodbridge and Leiston	392	173	565	3.0	2.4
Newcastle upon Tyne (D)	26,924	7,905	34,829	9.6	8.6		Worcester	2,097	719	2,816	4.5	3.9
Newmarket	693	328	1,021	4.0	3.2		Workington (D)	1,782	818	2,600	8.8	7.4
Newquay (D)	689	288	977	11.8	8.8		Worksop	1,439	533	1,972	7.7	6.8
Newton Abbot	926	354	1,280	5.6	4.5		Worthing	1,976	533	2,509	3.3	2.7
Northallerton	300	169	469	2.9	2.4		Yeovil	1,237	587	1,824	4.4	3.6
Northampton	2,929	1,156	4,085	3.5	3.1		York	2,943	1,118	4,061	4.6	3.9
Northwich	1,868	740	2,608	5.4	4.6							
Norwich	4,927	1,659	6,586	4.8	4.1							
Nottingham	17,856	5,950	23,806	7.4	6.5							
Okehampton	195	66	261	5.3	3.7							
Oldham	4,874	1,802	6,676	7.8	6.7							
Oswestry	480	250	730	5.7	4.3							
Oxford	3,990	1,396	5,386	2.9	2.5							
Pendle	1,288	414	1,702	5.4	4.5							
Penrith	261	137	398	2.9	2.1							
Penzance and St Ives (D)	1,365	546	1,911	12.3	8.8							
Peterborough	3,950	1,305	5,255	5.7	4.9							
Pickering and Helmsley	141	89	230	3.5	2.5							
Plymouth (I)	8,619	3,087	11,706	9.0	7.8							
Poole	2,117	667	2,784	4.4	3.7							
Portsmouth	6,862	2,151	9,013	6.0	5.1							
Preston	6,328	2,156	8,484	5.5	4.8							
Reading	3,191	975	4,166	2.7	2.3							
Redruth and Camborne (D)	1,904	523	2,427	12.2	9.7							
Retford	950	425	1,375	6.9	5.7							
Richmondshire	357	258	615	5.4	3.9							
Ripon	231	142	373	3.8	2.8							
Rochdale	4,099	1,399	5,498	8.6	7.3							
Rotherham												
and Mexborough (D)	9,182	2,802	11,984	12.8	11.1							
Rugby and Daventry	1,358	655	2,013	4.0	3.4							
Salisbury	1,218	471	1,689	4.1	3.4							
Scarborough and Filey	1,591	563	2,154	7.0	5.6							
Scunthorpe (D)	2,937	935	3,872	7.4	6.2							
Settle	101	69	170	3.2	2.1							
Shaftesbury	392	172	564	3.9	2.9							
Sheffield (I)	18,160	5,802	23,962	9.6	8.3							
Shrewsbury	1,349	564	1,913	4.5	3.6							
Sittingbourne and Sheerness	2,191	732	2,923	7.6	6.4							
Skagness	979	369	1,348	12.6	9.6							
Skipton	262	102	364	3.7	2.8							
Sleaford	351	176	527	4.7	3.8							
Slough	3,863	1,561	5,424	3.1	2.7							
South Molton	152	84	236	6.0	3.7							
South Tyneside (D)	6,573	1,786	8,359	16.5	14.3							
Southampton	7,178	2,139	9,317	5.1	4.4							
Southend	10,678	3,763	14,441	6.0	4.9							
Spalding and Holbeach	594	273	867	3.6	2.9							
St Austell	1,258	503	1,761	8.3	6.4							
Stafford	1,750	630	2,380	3.5	3.0							
Stamford	439	213	652	4.0	3.2							
Stockton-on-Tees (D)	6,056	1,863	7,919	11.4	10.1							
Stoke	7,252	2,653	9,905	5.1	4.5							
Stroud	1,160	517	1,677	4.2	3.5							
Sudbury	556	207	763	5.1	3.8							
Sunderland (D)	14,784	4,346	19,130	11.9	10.4							
Swindon	2,909	1,027	3,936	3.8	3.4							
Taunton	1,478	486	1,964	4.6	3.9							
Telford and Bridgnorth (I)	2,817	1,087	3,904	6.1	5.1							
Thanet	3,020	925	3,945	10.9	8.5							
Thetford	848	364	1,212	5.8	4.7							
Thirsk	143	94	237	4.9	3.7							
Tiverton	395	156	551	5.3	4.1							
Torbay	2,674	860	3,534	8.0	6.2							
Torrington	204	88	292	5.9	4.1							
Totnes	340	150	490	6.9	5.0							
Trowbridge and Frome	1,447	616	2,063	4.4	3.8							
Truro	1,032	392	1,424	5.8	4.8							
Tunbridge Wells	1,573	555	2,128	2.2	1.8							
Uttoxeter and Ashbourne	334	133	467	4.1	3.3							
Wakefield and Dewsbury	6,705	2,094	8,799	7.7	6.7							
Walsall (I)	8,312	2,809	11,121	7.6	6.6							
Wareham and Swanage	248	83	331	3.4	2.7							
Warminster	241	150	391	5.9	4.8							
Warrington	3,123	1,074	4,197	5.4	4.8							
Warwick	1,876	786	2,662	3.3	2.8							
Watford and Luton	9,193	2,962	12,155	3.7	3.2							
Wellingborough and Rushden	1,312	539	1,851	3.8	3.2							
Wells	683	313	996	4.4	3.5							
Weston-super-Mare	1,773	698	2,471	6.3	5.2							
Whitby (D)	586	177	763	7.4	5.8							
Whitchurch and Market Drayton	439	214	653	4.4	3.3							
Whitehaven	1,418	629	2,047	5.9	5.3							
Widnes and Runcorn (D)	3,909	1,256	5,165	9.3	8.3							

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at October 11, 1990

	Male			Female			All					
	per cent employees and unemployed	per cent workforce	Rate **	per cent employees and unemployed	per cent workforce	Rate **	per cent employees and unemployed	per cent workforce	Rate **			
Irvine (D)	4,604	1,591	6,195	12.5	10.7		Stranraer (I)	563	229	792	10.8	8.4
Islay/Mid Argyll	235	116	351	8.2	6.5		Sutherland (I)	343	151	494	12.7	9.9
Keith	170	58	228	4.8	3.8		Thurso	427	170	597	8.5	7.2
Kelso and Jedburgh	144	54	198	3.6	2.9		Western Isles (I)	1,068	346	1,414	13.3	10.2
Kilmarnock (D)	2,548	903	3,451	11.2	9.6		Wick (I)	440	135	575	12.1	9.5
Kirkcaldy (I)	4,431	1,719	6,150	10.2	8.9							
Lanarkshire (D)	13,243	4,075	17,318	11.7	10.1							
Lochaber (I)	455	191	646	7.8	6.3							
Lockerbie	146	81	227	5.7	4.2							
Newton Stewart (I)	287	157	444	15.5	10.0							
North East Fife	632	330	962	5.6	4.6							
Oban	294	140	434	5.8	4.3							
Orkney Islands	288	135	423	6.1	4.3							
Peebles	215	85	300	6.7	5.4							
Perth	1,211	466	1,677	5.6	4.8							
Peterhead	550	258	808	6.9	5.4							
Shetland Islands	230	115	345	3.3	2.7							
Skye and Wester Ross (I)	421	173	594	9.9	7.4							
Stewartry (I)	341	183	524	7.1	5.1							
Stirling	1,772	670	2,442	7.3	6.4							

(I) Intermediate Area
(D) Development Area
* Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.
† Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the November 1984 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
** Unemployment rates are calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) and as a percentage of estimates of employees in employment and the unemployed only.

UNEMPLOYMENT 2.5 Age and duration

2.6 UNEMPLOYMENT

Age and duration: October 11, 1990

Regions

Duration of unemployment in weeks	MALE				FEMALE				MALE				FEMALE			
	18-24	25-49	50 and over	All ages *	18-24	25-49	50 and over	All ages *	18-24	25-49	50 and over	All ages *	18-24	25-49	50 and over	All ages *
	SOUTH EAST				YORKSHIRE AND HUMBERS				GREATER LONDON (Included in South East)				NORTH WEST			
2 or less	8,733	14,786	3,984	27,558	4,958	5,735	1,062	11,806	4,014	5,235	1,354	10,643	1,885	1,652	306	3,878
Over 2 and up to 4	6,713	11,338	2,641	20,730	3,975	4,167	745	8,930	2,979	3,780	882	7,664	1,428	1,100	193	2,740
Over 4 and up to 8	10,380	17,659	4,546	32,631	5,793	6,905	1,328	14,075	4,883	5,772	1,481	12,165	2,434	1,955	362	4,781
Over 8 and up to 13	9,694	17,411	4,451	31,583	5,286	5,984	1,232	12,524	4,297	5,600	1,347	11,260	1,857	1,816	315	3,996
Over 13 and up to 26	13,776	29,605	8,110	51,511	6,989	9,855	2,223	19,089	7,135	9,588	2,409	19,141	3,021	3,208	641	6,881
Over 26	12,000	32,135	9,746	53,886	5,163	9,906	2,683	17,757	6,095	11,020	3,284	20,403	2,422	3,630	833	6,889
All	70,395	164,539	55,184	290,311	35,816	50,502	16,516	104,363	35,788	61,912	23,237	121,060	15,019	17,606	6,536	39,269
EAST ANGLIA																
2 or less	1,167	1,623	519	3,317	642	713	139	1,509	2,505	3,830	903	7,262	1,224	1,114	178	2,535
Over 2 and up to 4	843	1,142	332	2,326	423	423	88	941	2,209	2,862	599	5,688	994	800	130	1,934
Over 4 and up to 8	1,158	1,656	471	3,289	670	676	104	1,458	3,598	4,324	1,080	9,032	2,040	1,346	243	3,661
Over 8 and up to 13	1,041	1,576	433	3,054	528	566	104	1,206	2,939	4,104	1,021	8,081	1,254	1,209	285	2,760
Over 13 and up to 26	1,367	2,575	802	4,749	714	836	242	1,795	5,463	7,388	1,717	14,579	2,232	2,230	448	4,914
Over 26	1,274	2,824	997	5,096	559	976	252	1,787	4,758	8,683	2,248	15,691	1,810	2,603	639	5,053
All	7,617	14,992	5,620	27,861	3,807	4,959	1,651	10,458	26,685	48,406	17,070	92,264	11,064	12,271	4,881	28,294
SOUTH WEST																
2 or less	2,732	4,594	1,376	8,727	1,611	1,730	393	3,753	2,184	3,211	852	6,259	1,078	1,068	173	2,334
Over 2 and up to 4	1,980	3,138	712	5,840	1,192	1,106	217	2,529	1,761	2,243	411	4,427	788	704	125	1,626
Over 4 and up to 8	3,028	4,730	1,286	9,055	1,699	1,818	351	3,882	2,873	3,542	671	7,099	1,466	1,068	197	2,743
Over 8 and up to 13	2,599	4,429	1,154	8,194	1,257	1,485	325	3,076	2,427	3,330	683	6,445	942	1,003	195	2,145
Over 13 and up to 26	3,681	6,975	2,087	12,748	1,764	2,362	601	4,729	4,165	6,088	1,253	11,512	1,563	1,553	320	3,439
Over 26	2,807	7,073	2,522	12,403	2,481	735	4,449	3,454	6,683	1,641	11,782	1,099	1,764	446	3,311	
All	18,804	39,506	14,939	73,313	9,506	13,294	4,800	27,658	19,803	35,585	10,732	66,173	7,696	9,022	3,093	19,857
WEST MIDLANDS																
2 or less	3,294	4,193	1,091	8,599	1,759	1,630	251	3,653	3,757	5,339	1,206	10,349	2,001	1,978	365	4,406
Over 2 and up to 4	2,579	3,146	734	6,475	1,371	1,155	190	2,730	2,929	3,909	763	7,639	1,433	1,469	264	3,216
Over 4 and up to 8	4,199	4,987	1,422	10,618	2,495	2,024	367	4,900	5,180	6,888	1,343	13,450	2,515	2,510	408	5,488
Over 8 and up to 13	3,721	4,972	1,346	10,049	1,886	1,878	346	4,114	4,437	5,984	1,274	11,729	1,948	2,107	409	4,491
Over 13 and up to 26	6,204	9,568	2,688	18,470	3,194	3,370	784	7,353	8,235	11,755	2,447	22,461	3,851	4,368	896	9,132
Over 26	5,572	10,983	3,205	19,762	2,562	3,762	921	7,249	7,200	12,884	3,184	23,275	2,869	4,596	1,277	8,746
All	31,401	57,669	22,808	111,948	15,478	17,891	6,802	40,226	40,799	76,876	25,662	143,527	17,358	22,797	9,057	49,429
EAST MIDLANDS																
2 or less	2,316	3,309	852	6,507	1,241	1,167	221	2,647	1,275	1,415	246	2,944	765	713	105	1,589
Over 2 and up to 4	1,837	2,283	593	4,722	966	840	152	1,972	1,105	1,079	181	2,370	728	617	68	1,415
Over 4 and up to 8	2,845	3,651	967	7,486	1,664	1,438	255	3,380	2,202	1,858	348	4,414	1,523	1,084	202	2,812
Over 8 and up to 13	2,543	3,590	929	7,071	1,354	1,352	268	2,989	1,482	1,794	289	3,570	776	917	147	1,843
Over 13 and up to 26	4,059	6,349	1,906	12,321	1,982	2,343	501	4,836	2,938	3,795	715	7,452	1,363	1,729	252	3,347
Over 26	3,701	7,314	2,399	13,414	1,597	2,739	685	5,021	3,149	5,693	1,136	9,979	1,153	1,984	432	3,569
All	20,220	37,367	14,949	72,615	9,778	12,445	4,581	26,885	17,563	43,048	10,813	71,453	8,196	11,566	3,525	23,305

* Including some aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. See also note ** to tables 2.1 and 2.2.

UNEMPLOYMENT 2.6

Age and duration: October 11, 1990

GREAT BRITAIN Duration of unemployment in weeks	AGE GROUPS													60 and over	All ages
	Under 18	18	19	20-24	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60 and over			
	18-24	25-49	50 and over	All ages *	18-24	25-49	50 and over	All ages *	18-24	25-49	50 and over	All ages *			
2 or less	170	2,949	2,561	12,103	8,577	5,606	4,116	3,703	2,900	2,605	2,135	1,120	48,545		
Over 2 and up to 4	151	2,898	2,622	12,464	9,117	5,921	4,663	4,239	3,245	3,253	2,934	1,739	53,246		
Over 4 and up to 8	194	5,055	4,080	18,560	13,252	8,644	6,485	5,745	4,169	3,871	3,138	1,590	74,783		
Over 8 and up to 13	158	6,127	4,134	16,703	11,809	7,901	5,836	5,351	4,048	4,148	3,437	1,652	71,304		
Over 13 and up to 26	78	2,806	2,607	12,349	8,926	5,914	4,283	3,844	2,790	2,672	2,146	1,006	49,421		
Over 26	151	5,819	5,751	28,008	20,034	13,339	9,851	8,489	6,547	6,192	5,410	2,734	112,325		
All	111	7,731	9,464	46,875	35,419	23,603	17,649	15,076	11,701	11,086	9,966	5,520	194,001		
2 or less	21	3,551	5,203	26,982	23,853	16,364	12,359	10,877	8,334	8,171	7,492	4,520	127,727		
Over 2 and up to 4	11	1,382	3,146	16,119	14,573	10,127	7,597	6,699	5,149	5,186	5,019	3,068	78,076		
Over 4 and up to 8	8	46	3,314	11,908	10,687	7,555	5,591	4,792	3,891	4,278	4,201	1,551	57,822		
Over 8 and up to 13	2	19	1,652	7,502	7,284	5,017	3,731	3,204	2,498	2,777	2,919	508	37,113		
Over 13 and up to 26	0	12	1,545	10,455	10,225	7,516	5,845	4,782	3,885	4,352	5,014	448	53,729		
Over 26	0	10	106	10,187	10,379	7,691	5,228	4,307	4,603	6,093	7,873	504	58,220		
All	0	20	3,932	4,850	3,854	3,277	2,983	2,663	4,488	6,238	286	32,591			
2 or less	0	0	0	2,716	7,984	9,882	10,595	11,722	10,967	17,565	28,531	1,063	101,025		
Over 2 and up to 4	0	0	0	2,716	7,984	9,882	10,595	11,722	10,967	17,565	28,531	1,063	101,025		
Over 4 and up to 8	0	0	0	2,716	7,984	9,882	10,595	11,722	10,967	17,565	28,531	1,063	101,025		
Over 8 and up to 13	0	0	0	2,716	7,984	9,882	10,595	11,722	10,967	17,565	28,531	1,063	101,025		
Over 13 and up to 26	0	0	0	2,716	7,984	9,882	10,595	11,722	10,967	17,565	28,531	1,063	101,025		
Over 26	0	0	0	2,716	7,984	9,882	10,595	11,722	10,967	17,565	28,531	1,063	101,025		
All	0	0	0	2,716	7,984	9,882	10,595	11,722	10,967	17,565	28,531	1,063	101,025		
All	1,055	38,405	46,205	238,704	199,596	141,404	109,645	98,936	79,035	90,368	102,093	27,535	1,172,981		
FEMALE															
2 or less	140	2,020	1,512	5,614	3,193	1,687	1,365	1,387	1,217	916	602	0	19,653		
Over 2 and up to 4	130	2,017	1,522	6,167	3,718	1,974	1,471	1,594	1,341	1,154	771	2	21,861		
Over 4 and up to 8	183	5,307	2,613	7,727	4,795	2,548	2,027	2,032	1,772	1,436	924	6	30,507		
Over 8 and up to 13	4	86	1,847	1,530	3,329	3,287	1,718	1,226	1,344	1,147	907	628	19,053		
Over 13 and up to 26	122	3,674	3,344	11,947	7,235	3,872	2,803	3,042	2,777	2,312	1,627	6	42,761		
Over 26	99	4,858	5,049	19,824	12,732	6,850	5,231	4,737	4,264	3,376	15	71,961			
All	18	2,048	2,669	10,390	8,604	4,751	3,307	3,780	3,478	3,285	2,711	13	45,054		
2 or less	6														

2.7 UNEMPLOYMENT Age

		THOUSAND								
UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE										
1989	Oct	1,634.3	133.0	333.3	260.9	318.0	250.8	308.1	30.2	1,635.8
1990	Jan	1,685.4	138.2	349.9	276.4	332.3	257.7	300.7	30.1	1,687.0
	Apr	1,624.8	131.0	334.2	268.4	323.8	252.2	286.7	28.5	1,626.3
	July	1,621.7	130.8	356.8	268.8	322.0	246.4	269.5	27.4	1,623.6
	Oct	1,668.5	144.1	352.8	279.5	335.2	255.1	272.9	29.0	1,670.6
MALE										
1989	Oct	1,180.5	81.0	229.0	187.2	245.9	182.8	225.0	29.7	1,181.3
1990	Jan	1,238.4	85.8	246.0	203.5	262.1	190.5	220.7	29.6	1,239.3
	Apr	1,197.4	81.4	236.8	199.1	255.9	186.0	210.2	28.0	1,198.2
	July	1,191.1	81.0	247.6	200.9	254.9	181.9	198.0	26.9	1,192.1
	Oct	1,243.4	89.3	251.6	211.7	268.8	191.1	202.3	28.6	1,244.4
FEMALE										
1989	Oct	453.8	52.1	104.3	73.7	72.1	68.0	83.1	0.5	454.5
1990	Jan	447.0	52.4	103.8	72.9	70.2	67.2	80.0	0.5	447.7
	Apr	427.5	49.5	97.5	69.3	67.9	66.2	76.5	0.6	428.1
	July	430.6	49.8	109.3	68.0	67.1	64.5	71.5	0.5	431.5
	Oct	425.2	54.8	101.2	67.8	66.4	64.0	70.6	0.4	426.2

* Including some aged under 18.

2.8 UNEMPLOYMENT Duration

		THOUSAND							Total over 52 weeks	
UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Thousand	Per cent
MALE AND FEMALE										
1989	Oct	214.2	532.7	275.7	215.4	96.8	301.1	1,635.8	613.3	37.5
1990	Jan	213.8	624.5	271.1	210.7	90.9	276.0	1,687.0	577.6	34.2
	Apr	216.0	586.9	283.7	200.5	86.0	253.2	1,626.3	539.7	33.2
	July	260.7	565.5	283.7	197.8	80.9	234.9	1,623.6	513.6	31.6
	Oct	256.9	616.5	289.5	202.6	80.4	224.7	1,670.6	507.7	30.4
MALE										
1989	Oct	146.5	364.4	193.2	160.5	74.5	242.2	1,181.3	477.2	40.4
1990	Jan	143.9	449.2	192.9	160.4	70.4	222.6	1,239.3	453.3	36.6
	Apr	148.3	420.9	203.5	154.5	67.1	203.9	1,198.2	425.5	35.5
	July	171.1	406.2	207.9	153.6	63.3	189.9	1,192.1	406.8	33.9
	Oct	181.9	442.5	215.8	158.9	63.5	181.9	1,244.4	404.3	32.5
FEMALE										
1989	Oct	67.7	168.2	82.4	54.9	22.3	58.9	454.5	136.2	30.0
1990	Jan	70.0	175.3	78.2	50.3	20.5	53.4	447.7	124.3	27.8
	Apr	67.7	166.0	80.2	46.0	18.9	49.3	428.1	114.2	26.7
	July	89.6	159.3	75.8	44.2	17.6	45.0	431.5	106.8	24.8
	Oct	75.0	174.0	73.7	43.8	16.8	42.9	426.2	103.5	24.3

** See notes to tables 2.1 and 2.2.

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at October 11, 1990

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
Bedfordshire	7,791	2,484	10,275	4.4	3.9	Isle of Wight	2,712	979	3,691	8.0	6.4
Luton	3,658	1,048	4,706			Medina	1,551	550	2,101		
Mid Bedfordshire	857	365	1,222			South Wight	1,161	429	1,590		
North Bedfordshire	2,149	662	2,811			Kent	22,688	7,574	30,262	5.3	4.4
South Bedfordshire	1,127	409	1,536			Ashford	1,207	407	1,614		
Berkshire	7,469	2,640	10,109	2.9	2.5	Canterbury	1,997	624	2,621		
Bracknell	944	363	1,307			Dartford	1,056	383	1,439		
Newbury	1,046	333	1,379			Dover	1,652	506	2,158		
Reading	1,958	495	2,453			Gillingham	1,467	561	2,028		
Slough	1,688	743	2,431			Gravesham	1,713	598	2,311		
Windsor and Maidenhead	972	358	1,330			Mid Sussex	1,297	470	1,767		
Wokingham	861	348	1,209			Rochester-upon-Medway	2,665	970	3,635		
Buckinghamshire	6,006	2,097	8,103	3.1	2.6	Sevenoaks	963	373	1,336		
Aylesbury Vale	1,360	512	1,872			Shepway	1,804	493	2,297		
Chiltern	510	206	716			Swale	2,191	732	2,923		
Milton Keynes	2,116	729	2,845			Thanet	3,020	925	3,945		
South Buckinghamshire	390	153	543			Tonbridge and Malling	923	304	1,227		
Wycombe	1,630	497	2,127			Tunbridge Wells	733	228	961		
East Sussex	11,602	3,881	15,483	6.1	4.9	Oxfordshire	5,328	2,008	7,336	3.0	2.5
Brighton	4,218	1,391	5,609			Cherwell	1,097	499	1,596		
Eastbourne	1,232	387	1,619			Oxford	1,851	531	2,382		
Hastings	1,871	520	2,391			South Oxfordshire	976	372	1,348		
Hove	1,754	626	2,380			Vale of White Horse	839	357	1,196		
Lewes	968	364	1,332			West Oxfordshire	565	249	814		
Rother	775	300	1,075			Surrey	6,466	2,212	8,678		
Wealden	784	293	1,077			Elmbridge	707	285	992		
Essex	21,118	7,852	28,970	5.4	4.4	Epsom and Ewell	481	154	635		
Basildon	2,626	969	3,595			Guildford	955	274	1,229		
Braintree	1,316	546	1,862			Mole Valley	414	139	553		
Brentwood	674	266	940			Reigate and Banstead	744	269	1,013		
Castle Point	1,018	420	1,438			Runnymede	463	152	615		
Chelmsford	1,593	643	2,236			Spelthorne	611	229	840		
Colchester	1,967	788	2,755			Surrey Heath	468	169	637		
Epping Forest	1,336	527	1,863			Tandridge	431	148	579		
Harlow	1,380	523	1,903			Waverley	620	237	857		
Harlow	758	258	1,016			Woking	572	156	728		
Maldon	576	233	809			West Sussex	5,621	1,733	7,354	2.5	2.1
Rochford	758	293	1,051			Adur	571	174	745		
Southend-on-Sea	3,070	936	4,006			Arun	1,247	372	1,619		
Tendring	2,209	760	2,969			Chichester	748	260	1,008		
Thurrock	2,135	712	2,847			Crawley	710	236	946		
Uttlesford	460	211	671			Horsham	703	241	944		
Greater London	162,448	60,259	222,707	5.7	5.1	Mid Sussex	635	218	853		
Barking and Dagenham	2,796	871	3,667			Worthing	1,007	232	1,239		
Barnet	4,060	1,781	5,841			EAST ANGLIA					
Bexley	3,050	1,255	4,305			Cambridgeshire	8,363	3,012	11,375	4.2	3.5
Brent	6,852	2,651	9,503			Cambridge	1,500	486	1,986		
Bromley	3,499	1,417	4,916			East Cambridgeshire	477	194	671		
Camden	5,387	2,196	7,583			Fenland	1,181	475	1,656		
City of London	45	24	69			Huntingdon	1,334	627	1,961		
City of Westminster	3,824	1,562	5,386			Peterborough	3,165	934	4,099		
Croydon	4,984	1,916	6,900			South Cambridgeshire	706	296	1,002		
Ealing	5,386	2,153	7,539			Norfolk	12,032	4,384	16,416	5.9	4.7
Ealing	4,864	1,846	6,710			Breckland	1,286	551	1,837		
Enfield	6,429	2,170	8,599			Broadland	836	363	1,204		
Greenwich	9,804	3,404	13,208			Great Yarmouth	2,392	853	3,245		
Hackney	5,064	1,896	6,960			North Norfolk	1,056	351	1,407		
Hammersmith and Fulham	8,862	3,281	12,143			Norwich	3,388	1,043	4,431		
Haringey	2,185	943	3,128			South Norfolk	963	438	1,401		
Harrow	2,591	943	3,534			West Norfolk	2,111	780	2,891		
Havering	2,413	839	3,252			Suffolk	7,466	3,062	10,528	4.2	3.5
Hillingdon	3,134	1,268	4,402			Babergh	775	311	1,086		
Hounslow	7,241	2,901	10,142			Forest Heath	470	237	707		
Islington	2,754	1,301	4,055			Ipswich	2,045	601	2,646		
Kensington and Chelsea	1,341	516	1,857			Mid Suffolk	624	308	932		
Kingston-upon-Thames	10,685	3,947	14,632			St Edmundsbury	938	483	1,421		
Lambeth	8,143	3,041	11,184			Suffolk Coastal	803	322	1,125		
Lewisham	2,408	945	3,353			Waveney	1,811	800	2,611		
Merton	8,498	2,645	11,143			SOUTH WEST					
Newham	3,283	1,350	4,633			Avon	16,844	6,577	23,421	5.4	4.7
Redbridge	1,59										

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at October 11, 1990

	Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce		Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce
Dorset	8,568	2,841	11,409	4.8	3.9		South Kesteven	1,263	525	1,788			
Bournemouth	3,089	878	3,967				West Lindsey	1,254	596	1,850			
Christchurch	387	127	514				Northamptonshire	6,735	2,802	9,537	3.9	3.3	
East Dorset	567	223	790				Corby	986	415	1,401			
North Dorset	359	174	533				Daventry	469	254	723			
Poole	1,839	550	2,389				East Northamptonshire	506	227	733			
Purbeck	355	126	481				Kettering	863	361	1,224			
West Dorset	771	325	1,096				Northampton	2,636	992	3,628			
Weymouth and Portland	1,201	438	1,639				South Northamptonshire	410	209	619			
Gloucestershire	6,679	2,515	9,194	4.1	3.5		Wellingborough	865	344	1,209			
Cheltenham	1,468	478	1,946				Nottinghamshire	24,456	8,056	32,512	7.3	6.4	
Cotswold	532	239	771				Ashfield	2,441	710	3,151			
Forest of Dean	878	387	1,265				Bassetlaw	2,244	924	3,168			
Gloucester	1,868	547	2,415				Broxtowe	1,512	593	2,105			
Stroud	1,178	504	1,682				Gedling	1,708	702	2,410			
Tewkesbury	755	360	1,115				Mansfield	2,632	843	3,475			
Somerset	6,232	2,573	8,805	5.2	4.2		Newark	1,905	696	2,601			
Mendip	1,169	499	1,668				Nottingham	10,656	3,075	13,731			
Sedgemoor	1,686	710	2,396				Rushcliffe	1,358	513	1,871			
Taunton Deane	1,413	462	1,875				YORKSHIRE AND HUMBERSIDE						
West Somerset	463	171	634				Humberside	23,078	7,272	30,350	8.9	7.6	
Yeovil	1,501	731	2,232				Beverley	1,284	656	1,940			
Wiltshire	6,309	2,595	8,904	3.9	3.4		Boothferry	1,123	401	1,524			
Kennet	577	284	861				Cleethorpes	1,792	550	2,342			
North Wiltshire	988	476	1,464				East Yorkshire	1,329	499	1,828			
Salisbury	1,175	465	1,640				Glanford	1,029	420	1,449			
Thamesdown	2,402	810	3,212				Great Grimsby	3,397	823	4,220			
West Wiltshire	1,167	560	1,727				Holderness	779	365	1,144			
WEST MIDLANDS							Kingston-upon-Hull	10,602	3,118	13,720			
Hereford and Worcester	8,778	3,485	12,263	4.9	4.0		Scunthorpe	1,743	440	2,183			
Bromsgrove	1,137	492	1,629				North Yorkshire	8,529	3,619	12,148	4.6	3.7	
Hereford	922	405	1,327				Craven	390	187	577			
Leominster	393	164	557				Hambleton	704	404	1,108			
Malvern Hills	888	329	1,217				Harrogate	1,152	533	1,685			
Redditch	1,051	427	1,478				Richmondshire	365	264	629			
South Herefordshire	506	205	711				Ryedale	671	377	1,048			
Worcester	1,540	486	2,026				Scarborough	2,161	730	2,891			
Wyche	873	388	1,261				Selby	944	474	1,418			
Wyre Forest	1,468	589	2,057				York	2,142	650	2,792			
Shropshire	5,476	2,259	7,735	5.4	4.4		South Yorkshire	40,506	12,803	53,309	10.7	9.2	
Bridgnorth	503	245	748				Barnsley	6,674	1,996	8,670			
North Shropshire	510	243	753				Doncaster	9,097	2,970	12,067			
Oswestry	429	216	645				Rotherham	7,780	2,546	10,326			
Shrewsbury and Atcham	1,202	499	1,701				Sheffield	16,955	5,291	22,246			
South Shropshire	447	188	635				West Yorkshire	48,947	15,575	64,522	7.3	6.3	
The Wrekin	2,385	868	3,253				Bradford	12,846	3,707	16,553			
Staffordshire	15,529	6,081	21,610	5.4	4.6		Calderdale	4,109	1,453	5,562			
Cannock Chase	1,454	571	2,025				Kirklees	7,760	2,710	10,470			
East Staffordshire	1,575	570	2,145				Leeds	16,753	5,350	22,103			
Lichfield	1,058	524	1,582				Wakefield	7,479	2,355	9,834			
Newcastle-under-Lyme	1,749	728	2,477				NORTH WEST						
South Staffordshire	1,347	638	1,985				Cheshire	16,921	6,231	23,152	5.8	5.1	
Stafford	1,313	482	1,795				Chester	2,259	758	3,017			
Staffordshire Moorlands	929	402	1,331				Congleton	941	471	1,412			
Stoke-on-Trent	4,826	1,504	6,330				Crewe and Nantwich	1,746	818	2,564			
Tamworth	1,478	662	2,140				Ellesmere Port and Neston	1,854	622	2,476			
Warwickshire	5,974	2,719	8,693	4.4	3.8		Halton	3,727	1,151	4,878			
North Warwickshire	788	407	1,195				Macclesfield	1,516	616	2,132			
Nuneaton and Bedworth	1,951	853	2,804				Vale Royal	1,755	721	2,476			
Rugby	1,055	516	1,571				Warrington	3,123	1,074	4,197			
Stratford-on-Avon	750	369	1,119				Greater Manchester	69,127	22,664	91,791	7.9	6.9	
Warwick	1,430	574	2,004				Bolton	6,653	2,155	8,808			
West Midlands	76,191	25,682	101,873	8.3	7.4		Bury	2,714	1,118	3,832			
Birmingham	34,946	10,994	45,940				Manchester	20,494	5,874	26,368			
Coventry	8,698	3,297	11,995				Oldham	5,330	1,998	7,328			
Dudley	5,791	2,176	7,967				Rochdale	5,303	1,804	7,107			
Sandwell	8,793	2,963	11,756				Salford	7,651	2,023	9,674			
Solihull	3,226	1,509	4,735				Stockport	4,626	1,700	6,326			
Walsall	6,724	2,088	8,812				Tameside	4,739	1,777	6,516			
Wolverhampton	8,013	2,655	10,668				Trafford	4,358	1,422	5,780			
EAST MIDLANDS							Wigan	7,259	2,793	10,052			
Derbyshire	17,442	6,456	23,898	6.3	5.4		Lancashire	26,426	8,722	35,148	6.4	5.4	
Amber Valley	1,550	707	2,257				Blackburn	3,858	1,046	4,904			
Bolsover	1,650	584	2,234				Blackpool	3,335	896	4,231			
Chesterfield	2,573	887	3,460				Burnley	2,027	629	2,656			
Derby	5,379	1,760	7,139				Chorley	1,305	631	1,936			
Derbyshire Dales	700	305	1,005				Fylde	540	178	718			
Erewash	1,701	661	2,362				Hyndburn	1,204	426	1,630			
High Peak	1,136	503	1,639				Lancaster	2,698	999	3,697			
North East Derbyshire	1,916	746	2,662				Pendle	1,288	414	1,702			
South Derbyshire	837	303	1,140				Preston	3,622	964	4,586			
Leicestershire	13,588	5,346	18,934	4.8	4.2		Ribble Valley	319	217	536			
Blaby	634	323	957				Rossendale	1,106	418	1,524			
Charnwood	1,467	758	2,225				South Ribble	1,280	528	1,808			
Harborough	421	214	635				West Lancashire	2,488	940	3,428			
Hinckley and Bosworth	813	479	1,292				Wyre	1,356	436	1,792			
Leicester	8,081	2,743	10,824				Merseyside	61,435	18,825	80,260	13.6	11.9	
Melton	413	167	580				Knowsley	8,723	2,425	11,148			
North West Leicestershire	1,077	386	1,463				Liverpool	26,900	8,016	34,916			
Oadby and Wigston	454	185	639				Sefton	9,044	2,967	12,011			
Rutland	228	91	319				St Helens	5,539	1,953	7,492			
Lincolnshire	10,394	4,225	14,619	6.9	5.6		Wirral	11,229	3,464	14,693			
Boston	1,003	366	1,369				NORTH						
East Lindsey	2,498	1,013	3,511				Cleveland	21,739	6,003	27,742	12.7	11.2	
Lincoln	2,833	927	3,760				Hartlepool	3,809	959	4,768			
North Kesteven	914	502	1,416				Langbaugh	5,141	1,432	6,573			
South Holland	629	296	925										

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at October 11, 1990

	Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce		Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce
Middlesbrough	6,733	1,749	8,482				Central Region	7,109	2,978	10,087	9.7	8.4	
Stockton-on-Tees	6,056	1,863	7,919				Clackmannan	1,413	528	1,941			
Cumbria	7,292</												

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at October 11, 1990

	Male	Female	All		Male	Female	All
SOUTH EAST							
Bedfordshire							
Luton South	2,447	684	3,131	Newham North West	2,716	846	3,562
Mid Bedfordshire	1,001	387	1,388	Newham South	2,745	817	3,562
North Bedfordshire	1,817	552	2,369	Norwood	3,453	1,315	4,768
North Luton	1,456	470	1,926	Old Bexley and Sidcup	569	234	803
South West Bedfordshire	1,070	391	1,461	Orpington	788	301	1,089
Berkshire							
East Berkshire	1,122	429	1,551	Peckham	3,702	1,235	4,937
Newbury	893	278	1,171	Putney	1,427	515	1,942
Reading East	1,307	349	1,656	Ravensbourne	625	281	907
Reading West	942	245	1,187	Richmond-upon-Thames and Barnes	831	409	1,240
Slough	1,688	743	2,431	Romford	858	305	1,163
Windsor and Maidenhead	794	292	1,086	Ruislip-Northwood	542	214	756
Wokingham	723	304	1,027	Southwark and Bermondsey	3,534	981	4,515
Buckinghamshire							
Aylesbury	1,071	397	1,468	Streatham	2,770	1,151	3,921
Beaconsfield	556	217	773	Surbiton	513	207	720
Buckingham	773	288	1,061	Sutton and Cheam	750	298	1,048
Chesham and Amersham	513	198	711	Tooting	2,279	917	3,196
Milton Keynes	1,817	635	2,452	Tottenham	5,367	1,797	7,158
Wycombe	1,276	362	1,638	Twickenham	768	316	1,084
East Sussex							
Bexhill and Battle	687	255	942	Upminster	888	331	1,219
Brighton Kemptown	2,206	633	2,839	Uxbridge	978	309	1,287
Brighton Pavilion	2,012	758	2,770	Vauxhall	4,462	1,481	5,943
Eastbourne	1,308	414	1,722	Walthamstow	1,962	703	2,665
Hastings and Rye	2,049	602	2,651	Wanstead and Woodford	793	380	1,173
Hove	1,754	626	2,380	Westminster North	2,425	1,028	3,453
Lewes	998	379	1,377	Wimbledon	901	418	1,319
Wealden	588	214	802	Woolwich	2,874	982	3,856
Essex							
Basildon	1,963	691	2,654	Hampshire			
Billerica	1,079	431	1,510	Aldershot	991	420	1,411
Braintree	1,162	489	1,651	Basingstoke	1,122	334	1,456
Brentwood and Ongar	832	309	1,141	East Hampshire	791	319	1,110
Castle Point	1,018	420	1,438	Eastleigh	1,441	475	1,916
Chelmsford	1,268	487	1,755	Fareham	991	365	1,356
Epping Forest	1,029	419	1,448	Gosport	1,249	497	1,746
Harlow	1,529	588	2,117	Haslemere	1,924	502	2,426
Harwich	1,943	640	2,583	Heavant	841	250	1,091
North Colchester	1,397	550	1,947	New Forest	642	258	900
Rochford	926	365	1,291	North West Hampshire	1,671	523	2,194
Saffron Walden	771	352	1,123	Portsmouth North	2,769	928	3,697
South Colchester and Maldon	1,412	616	2,028	Portsmouth South	1,124	405	1,529
Southend East	1,812	549	2,361	Romsey and Waterside	2,493	720	3,213
Southend West	1,258	387	1,645	Southampton Itchen	2,166	619	2,785
Thurrock	1,719	559	2,278	Southampton Test	740	237	977
Greater London							
Barking	1,521	433	1,954	Hertfordshire			
Battersea	2,653	964	3,617	Broxbourne	1,199	563	1,762
Beckenham	1,293	517	1,810	Hertford and Stortford	756	289	1,045
Bethnal Green and Stepney	4,055	1,013	5,068	Hertsmere	958	334	1,292
Bexleyheath	938	373	1,311	North Hertfordshire	1,359	506	1,865
Bow and Poplar	3,919	1,203	5,122	South West Hertfordshire	691	250	941
Brent East	2,651	961	3,612	St Albans	700	278	978
Brent North	1,315	631	1,946	Stevenage	1,289	477	1,766
Brent South	2,886	1,059	3,945	Watford	1,178	383	1,561
Brentford and Isleworth	1,490	701	2,191	Welwyn Hatfield	974	421	1,395
Carshalton and Wallington	1,092	357	1,449	West Hertfordshire	1,003	291	1,294
Chelsea	994	477	1,471	Isle of Wight			
Chingford	1,059	418	1,477	Isle of Wight	2,712	979	3,691
Chipping Barnet	773	361	1,134	Kent			
Chislehurst	792	318	1,110	Ashford	1,207	407	1,614
City of London	1,444	558	2,002	Canterbury	1,506	494	2,000
and Westminster South	1,306	416	1,722	Dartford	1,257	460	1,717
Croydon Central	1,415	615	2,030	Dover	1,553	466	2,019
Croydon North East	1,607	618	2,225	Faversham	2,102	699	2,801
Croydon North West	656	267	923	Folkestone and Hythe	1,804	493	2,297
Croydon South	1,275	438	1,713	Gillingham	1,498	573	2,071
Dagenham	2,086	816	2,902	Gravesham	1,713	598	2,311
Dulwich	1,521	576	2,097	Maidstone	1,033	355	1,388
Ealing North	1,803	759	2,562	Medway	1,519	579	2,098
Ealing Acton	2,062	818	2,880	Mid Kent	1,410	506	1,916
Ealing Southall	1,979	725	2,704	North Thanet	2,062	630	2,692
Edmonton	1,515	469	1,984	Sevenoaks	762	296	1,058
Eltham	1,649	636	2,285	South Thanet	1,606	486	2,092
Enfield North	1,236	485	1,721	Tonbridge and Malling	923	304	1,227
Enfield Southgate	1,543	648	2,191	Tunbridge Wells	733	228	961
Erith and Crayford	1,644	667	2,311	Oxfordshire			
Folham and Heston	1,049	540	1,589	Banbury	1,025	476	1,501
Finchley	2,054	866	2,920	Henley	522	209	731
Greenwich	2,040	719	2,759	Oxford East	1,498	423	1,921
Hackney North and Stoke Newington	4,653	1,661	6,314	Oxford West and Abingdon	988	326	1,314
Hackney South and Shoreditch	5,151	1,743	6,894	Wantage	658	302	960
Hammersmith	3,010	1,030	4,040	Witney	637	272	909
Hampstead and Highgate	2,102	968	3,070	Surrey			
Harrow East	1,295	557	1,852	Chertsey and Walton	613	209	822
Harrow West	890	386	1,276	East Surrey	431	148	579
Hayes and Harlington	893	316	1,209	Epsom and Ewell	633	204	837
Hendon North	1,196	447	1,643	Esher	448	184	632
Hendon South	1,042	413	1,455	Guildford	771	235	1,006
Holborn and St Pancras	3,285	1,228	4,513	Mole Valley	441	146	587
Hornchurch	845	307	1,152	North West Surrey	655	239	894
Hornsey and Wood Green	3,495	1,490	4,985	Reigate	592	219	811
Ilford North	969	408	1,377	South West Surrey	525	189	714
Ilford South	1,521	552	2,073	Spelthorne	611	229	840
Islington North	3,909	1,559	5,468	Woking	746	210	956
Islington South and Finsbury	3,332	1,342	4,674	West Sussex			
Kensington	1,760	824	2,584	Arundel	1,079	313	1,392
Kingston-upon-Thames	828	309	1,137	Chichester	748	260	1,008
Lewisham East	1,980	771	2,751	Crawley	808	272	1,080
Lewisham West	2,408	920	3,328	Horsham	703	241	944
Lewisham Deptford	3,755	1,350	5,105	Mid Sussex	537	182	719
Leyton	2,749	972	3,721	Shoreham	739	233	972
Mitcham and Morden	1,507	527	2,034	Worthing	1,007	232	1,239
Newham North East	3,037	982	4,019	EAST ANGLIA			
Cambridgeshire							
Cambridge	1,393	451	1,844	Cambridge	1,093	502	1,595
Huntingdon	1,428	569	1,997	Huntingdon	1,428	569	1,997
North East Cambridgeshire	2,880	804	3,684	North East Cambridgeshire	2,880	804	3,684
Peterborough				Peterborough			

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at October 11, 1990

	Male	Female	All		Male	Female	All
South East Cambridgeshire							
South East Cambridgeshire	658	272	930	Warwickshire			
South West Cambridgeshire	911	414	1,325	North Warwickshire	1,384	686	2,070
Norfolk							
Great Yarmouth	2,392	853	3,245	Nuneaton	1,434	622	2,056
Mid Norfolk	890	368	1,258	Rugby and Kenilworth	1,139	557	1,696
North Norfolk	1,056	351	1,407	Stratford-on-Avon	750	369	1,119
North West Norfolk	1,731	611	2,342	Warwick and Leamington	1,267	485	1,752
Norwich North	1,395	434	1,829	West Midlands			
Norwich South	2,334	742	3,076	Aldridge-Brownhills	1,260	526	1,786
South Norfolk	963	438	1,401	Birmingham Edgbaston	2,084	783	2,867
South West Norfolk	1,271	587	1,858	Birmingham Erdington	3,062	942	4,004
Suffolk							
Bury St Edmunds	1,065	523	1,588	Birmingham Hall Green	2,126	752	2,878
Central Suffolk	1,046	426	1,472	Birmingham Ladywood	2,993	875	3,868
Ipswich	1,623	483	2,106	Birmingham Northfield	4,274	1,287	5,561
South Suffolk	1,118	508	1,626	Birmingham Perry Barr	3,145	1,014	4,159
Suffolk Coastal	803	322	1,125	Birmingham Small Heath	4,730	1,261	5,991
Waveney	1,811	800	2,611	Birmingham Sparkbrook	4,053	1,027	5,080
SOUTH WEST							
Avon							
Bath	1,615	580	2,195	Birmingham Yardley	1,733	626	2,359
Bristol East	1,940	764	2,704	Birmingham Selly Oak	2,529	909	3,438
Bristol North West	1,944	647	2,591	Coventry North East	3,129	1,104	4,233
Bristol South	3,015	1,017	4,032	Coventry North West	1,643	748	2,391
Bristol West	2,769	1,082	3,851	Coventry South East	2,432	802	3,234
Kingswood	1,233	493	1,726	Coventry South West	1,494	643	2,137
Northavon	1,047	609	1,656	Dudley East	2,606	889	3,495
Wansdyke	899	425	1,324	Dudley West	1,856	739	2,595
Weston-super-Mare	1,517	572	2,089	Halesowen and Stourbridge	1,329	548	1,877
Woodspring	865	388	1,253	Meriden	2,324	966	3,290
Cornwall							
Falmouth and Camborne	2,460	712	3,172	Solihull	902	543	1,445
North Cornwall	1,922	809	2,731	Sutton Coldfield	947	470	1,417
South East Cornwall	1,513	681	2,194	Walsall North	2,803	756	3,559
St Ives	2,199	883	3,082	Walsall South	2,661	806	3,467
Truro	1,920	745	2,665	Warley East	2,199	809	3,008
Devon							
Exeter	1,838	603	2,441	Warley West	1,803	626	2,429
Honiton	964	348	1,312	West Bromwich East	2,202	755	2,957
North Devon	1,565	606	2,171	West Bromwich West	2,589	773	3,362
Plymouth							

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at October 11, 1990

	Male	Female	All		Male	Female	All
South Yorkshire				Liverpool Mossley Hill	3,648	1,302	4,950
Barnsley Central	2,507	652	3,159	Liverpool Riverside	5,621	1,538	7,159
Barnsley East	2,195	578	2,773	Liverpool Walton	5,288	1,569	6,857
Barnsley West and Penistone	1,972	766	2,738	Liverpool West Derby	4,491	1,200	5,691
Don Valley	2,654	881	3,535	Southport	1,679	707	2,386
Doncaster Central	3,204	1,121	4,325	St Helens North	2,501	869	3,370
Doncaster North	3,239	968	4,207	St Helens South	3,038	1,084	4,122
Rother Valley	2,167	842	3,009	Wallasey	3,237	1,030	4,267
Rotherham	2,968	884	3,852	Wirral South	1,453	617	2,070
Sheffield Central	4,574	1,246	5,820	Wirral West	1,749	642	2,391
Sheffield Attercliffe	2,264	731	2,995				
Sheffield Brightside	3,450	851	4,301	NORTH			
Sheffield Hallam	1,679	719	2,398	Cleveland			
Sheffield Heeley	2,995	909	3,904	Hartlepool	3,809	959	4,768
Sheffield Hillsborough	1,993	835	2,828	Langbaugh	3,087	942	4,029
Wentworth	2,645	820	3,465	Middlesbrough	4,649	1,131	5,780
				Redcar	3,581	924	4,505
West Yorkshire				Stockton North	3,590	1,037	4,627
Batley and Spen	1,917	587	2,504	Stockton South	3,023	1,010	4,033
Bradford North	3,586	945	4,531				
Bradford South	2,498	734	3,232	Cumbria			
Bradford West	4,012	1,030	5,042	Barrow and Furness	1,523	688	2,211
Calder Valley	1,536	664	2,200	Carlisle	1,351	539	1,890
Colne Valley	1,500	630	2,130	Copeland	1,514	660	2,174
Dewsbury	1,985	665	2,650	Penrith and the Border	821	481	1,302
Elmet	1,135	411	1,546	Westmorland	436	223	659
Halifax	2,573	789	3,362	Workington	1,647	736	2,383
Hemsworth	2,005	599	2,604				
Huddersfield	2,358	828	3,186	Durham			
Keighley	1,545	564	2,109	Bishop Auckland	2,172	727	2,899
Leeds East	3,794	972	4,766	City of Durham	1,972	677	2,649
Leeds Central	3,239	801	4,040	Darlington	2,548	834	3,382
Leeds North East	1,886	713	2,599	Easington	2,130	602	2,732
Leeds North West	1,399	580	1,979	North Durham	2,382	780	3,162
Leeds West	2,251	757	3,008	North West Durham	2,241	644	2,885
Morley and Leeds South	1,725	531	2,256	Sedgefield	1,637	563	2,200
Normanton	1,335	496	1,831				
Pontefract and Castleford	2,289	680	2,969	Northumberland			
Pudsey	1,040	458	1,498	Berwick-upon-Tweed	1,260	474	1,734
Shipley	1,205	434	1,639	Blyth Valley	2,138	653	2,791
Wakefield	2,134	707	2,841	Hexham	791	382	1,173
				Wansbeck	2,216	674	2,890
NORTH WEST							
Cheshire				Tyne and Wear			
City of Chester	1,923	571	2,494	Blaydon	2,036	651	2,687
Congleton	998	314	1,312	Gateshead East	2,770	796	3,566
Crewe and Nantwich	1,689	713	2,402	Houghton and Washington	2,899	967	3,866
Eddisbury	1,489	643	2,132	Jarrow	3,160	818	3,978
Ellesmere Port and Neston	2,007	706	2,713	Newcastle upon Tyne Central	2,616	902	3,518
Halton	2,902	937	3,839	Newcastle upon Tyne East	3,315	951	4,266
Macclesfield	984	432	1,416	Newcastle upon Tyne North	2,655	771	3,426
Tatton	981	365	1,346	South Shields	3,413	968	4,381
Warrington North	2,174	674	2,848	Sunderland North	4,857	1,219	6,076
Warrington South	1,774	614	2,388	Sunderland South	3,646	1,074	4,720
				Tyne Bridge	4,687	1,099	5,786
Greater Manchester				Tynemouth	2,540	778	3,318
Altrincham and Sale	1,023	426	1,449	Wallsend	3,152	940	4,092
Ashton-under-Lyne	1,799	574	2,373				
Bolton North East	2,156	669	2,825	WALES			
Bolton South East	2,647	795	3,442	Clwyd			
Bolton West	1,850	691	2,541	Alyn and Deeside	1,192	445	1,637
Bury North	1,292	464	1,756	Clwyd North West	1,904	649	2,553
Bury South	1,422	654	2,076	Clwyd South West	1,188	399	1,587
Cheadle	806	372	1,178	Delyn	1,207	456	1,663
Davyhulme	1,672	537	2,209	Wrexham	1,795	596	2,391
Denton and Reddish	2,155	810	2,965				
Eccles	2,261	638	2,899	Dyfed			
Hazel Grove	978	427	1,405	Cardarthen	1,379	536	1,915
Heywood and Middleton	2,234	827	3,061	Ceredigion and Pembroke North	1,290	484	1,774
Leigh	2,204	751	2,955	Llanelli	1,836	601	2,437
Littleborough and Saddleworth	1,229	606	1,835	Pembroke	2,053	863	2,916
Makerfield	1,789	877	2,666				
Manchester Central	5,799	1,366	7,165	Gwent			
Manchester Blackley	3,102	898	4,000	Blaenau Gwent	2,119	465	2,584
Manchester Gorton	3,200	999	4,199	Islwyn	1,285	369	1,654
Manchester Withington	3,041	1,123	4,164	Monmouth	1,060	411	1,471
Manchester Wythenshawe	3,094	746	3,840	Newport East	1,919	552	2,471
Oldham Central and Royton	2,659	877	3,536	Newport West	2,055	631	2,686
Oldham West	1,829	713	2,542	Torfaen	2,073	604	2,677
Rochdale	2,682	779	3,461				
Salford East	3,744	867	4,611	Gwynedd			
Salford West	2,997	772	3,769	Caernarfon	1,653	543	2,196
Stalybridge and Hyde	2,097	722	2,819	Conwy	1,607	544	2,151
Stockport	1,530	522	2,052	Meirionnydd Nant Conwy	698	322	1,020
Stretford	3,921	1,201	5,122	Ynys Mon	2,019	800	2,819
Wigan	2,699	955	3,654				
Worsley	2,213	728	2,941	Mid Glamorgan			
				Bridgend	1,543	565	2,108
Lancashire				Caerphilly	2,524	609	3,133
Blackburn	3,290	809	4,099	Cynon Valley	2,055	454	2,509
Blackpool North	1,735	424	2,159	Merthyr Tydfil and Rhymney	2,626	605	3,231
Blackpool South	1,600	472	2,072	Ogmore	1,875	471	2,346
Burnley	2,027	629	2,656	Pontypridd	1,904	466	2,370
Chorley	1,391	688	2,079	Rhondda	2,364	498	2,862
Fylde	689	231	920				
Hyndburn	1,204	426	1,630	Powys			
Lancaster	1,186	449	1,635	Brecon and Radnor	749	320	1,069
Morecambe and Lunesdale	1,602	586	2,188	Montgomery	533	228	761
Pendle	1,288	414	1,702				
Preston	3,240	795	4,035	South Glamorgan			
Ribble Valley	552	333	885	Cardiff Central	2,615	849	3,464
Rossendale and Darwen	1,674	655	2,329	Cardiff North	1,118	332	1,450
South Ribble	1,280	528	1,808	Cardiff South and Penarth	2,429	526	2,955
West Lancashire	2,402	883	3,285	Cardiff West	2,710	677	3,387
Wyre	1,266	400	1,666	Vale of Glamorgan	1,955	621	2,576
Merseyside				West Glamorgan			
Birkenhead	4,790	1,175	5,965	Aberavon	1,329	322	1,651
Bottle	5,202	1,311	6,513	Gower	1,239	436	1,675
Crosby	2,163	949	3,112	Neath	1,524	407	1,931
Knowsley North	4,471	1,197	5,668	Swansea East	2,313	538	2,851
Knowsley South	4,252	1,228	5,480	Swansea West	2,436	663	3,099
Liverpool Broadgreen	4,182	1,354	5,536				
Liverpool Garston	3,670	1,053	4,723				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at October 11, 1990

	Male	Female	All		Male	Female	All
SCOTLAND				Dumbarton	2,358	811	3,169
Borders Region				East Kilbride	1,629	789	2,418
Foxburgh and Berwickshire	632	240	872	Eastwood	1,432	583	2,015
Tweeddale, Ettrick and Lauderdale	630	242	872	Glasgow Cathcart	1,888	552	2,440
				Glasgow Central	3,769	1,016	4,785
Central Region				Glasgow Garscadden	2,977	733	3,710
Clackmannan	1,903	720	2,623	Glasgow Govan	3,044	885	3,929
Falkirk East	1,993	887	2,880	Glasgow Hillhead	2,351	978	3,329
Falkirk West	1,703	770	2,473	Glasgow Maryhill	3,916	1,144	5,060
Stirling	1,510	601	2,111	Glasgow Pollock	3,552	942	4,494
				Glasgow Provan	4,017	990	5,007
Dumfries and Galloway Region				Glasgow Rutherglen	3,092	870	3,962
Dumfries	1,319	609	1,928	Glasgow Shettleston	3,434	907	4,341
Galloway and Upper Nithsdale	1,504	720	2,224	Glasgow Springburn	4,155	1,165	5,320
				Greenock and Port Glasgow	3,562	917	4,479
Fife Region				Hamilton	2,715	810	3,525
Central Fife	2,145	878	3,023	Kilmarnock and Loudoun	2,548	903	3,451
Dunfermline East	2,028	664	2,692	Monklands East	2,389	731	3,120
Dunfermline West	1,542	557	2,099	Monklands West	1,806	571	2,377
Kirkcaldy	2,005	745	2,750	Motherwell North	2,560	772	3,332
North East Fife	810	453	1,263	Motherwell South	2,317	674	2,991
				Paisley North	2,236	716	2,952
Grampian Region				Paisley South	2,104	650	2,754
Aberdeen North	1,561	495	2,056	Renfrew West and Inverclyde	1,251	565	1,816
Aberdeen South	1,148	478	1,626	Strathkelvin and Bearsden	1,333	537	1,870
Banff and Buchan	1,185	528	1,713				
Gordon	451	277	728	Tayside Region			
Kincardine and Deeside	578	297	875	Angus East	1,484	741	2,225
Moray	1,112	662	1,774	Dundee East	3,158	1,086	4,244
				Dundee West	2,635	1,023	3,658
Highlands Region				North Tayside	880	451	1,331
Caitness and Sutherland	1,210	456	1,666	Perth and Kinross	1,363	532	1,895
Inverness, Nairn and Lochaber	2,049	789					

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1989														
Oct 12	1,814	1,230	108	315	850	469	970	1,163	402	501	1,248	7,840	—	7,840
Nov 9	604	472	24	70	189	111	117	280	68	72	226	1,761	—	1,761
Dec 14	499	407	23	47	138	80	88	188	62	46	163	1,334	—	1,334
1990														
Jan 11	366	300	16	30	96	54	85	139	37	47	119	989	—	989
Feb 8	319	250	22	26	74	37	68	126	34	38	88	832	—	832
Mar 8	327	252	28	26	70	40	71	118	35	37	80	832	—	832
Apr 12	338	248	24	38	77	68	89	146	64	62	160	1,066	—	1,066
May 10	363	283	17	32	73	59	70	141	55	65	147	1,022	—	1,022
June 14	596	453	33	85	285	157	245	479	226	163	2,610	4,879	1,506	6,385
July 12	9,713	5,203	1,259	3,174	6,832	4,265	8,000	10,939	5,066	5,887	11,531	66,666	6,532	73,198
Aug 9	13,415	7,695	1,312	3,819	7,509	5,128	8,333	12,303	5,084	5,853	11,745	74,501	7,109	81,610
Sept 13	11,897	6,961	1,162	3,373	6,950	4,749	7,552	11,328	4,915	5,600	9,710	67,236	7,274	74,510
Oct 11	2,107	1,508	108	308	680	371	636	981	293	444	899	6,827	—	6,827

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From November 1986 most students have only been eligible for benefit in the summer vacation.
*Included in South East.

UNEMPLOYMENT 2.15 Rates by age

		PER CENT							
UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages
MALE AND FEMALE									
1987	Oct	16.4	13.7	11.3	7.9	6.6	11.1	4.4	9.8
1988	Jan	16.2	14.0	11.0	7.9	6.4	11.0	4.1	9.6
	Apr	14.3	12.7	10.3	7.4	6.1	10.6	3.8	9.0
	July	13.0	12.3	9.4	6.7	5.5	9.8	3.4	8.2
	Oct	12.6	11.0	8.9	6.3	5.2	9.6	3.3	7.5
1989	Jan	12.0	11.0	8.5	6.2	5.0	9.2	2.9	7.3
	Apr	10.5	9.9	7.8	5.7	4.6	8.4	2.5	6.6
	July	9.8	9.9	7.4	5.3	4.3	7.6	2.2	6.2
	Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.1	5.7
1990	Jan	9.8	9.0	7.3	5.2	4.1	6.9	2.1	5.9
	Apr	9.3	8.6	7.1	5.0	4.1	6.6	1.9	5.7
	July	9.3	9.2	7.1	5.0	4.0	6.2	1.9	5.7
	Oct	10.3	9.1	7.4	5.2	4.1	6.3	2.0	5.9
MALE									
1987	Oct	18.2	15.5	12.4	9.8	8.6	14.0	6.2	11.6
1988	Jan	17.8	16.1	12.3	10.0	8.3	13.9	5.9	11.6
	Apr	15.7	14.7	11.5	9.4	7.9	13.2	5.3	10.8
	July	14.2	14.0	10.4	8.5	7.1	12.3	4.8	9.8
	Oct	13.8	12.7	9.9	8.0	6.7	12.0	4.7	9.1
1989	Jan	13.8	13.2	9.9	8.0	6.5	11.8	4.3	9.0
	Apr	12.2	12.1	9.3	7.4	6.0	10.8	3.7	8.3
	July	11.3	11.8	8.8	6.9	5.6	9.7	3.3	7.7
	Oct	10.9	10.6	8.4	6.6	5.3	9.0	3.0	7.2
1990	Jan	11.6	11.3	9.1	7.0	5.6	8.8	3.0	7.6
	Apr	11.0	10.9	8.9	6.9	5.4	8.4	2.9	7.4
	July	10.9	11.4	9.0	6.8	5.3	7.9	2.7	7.3
	Oct	12.0	11.6	9.5	7.2	5.6	8.1	2.9	7.6
FEMALE									
1987	Oct	14.5	11.4	9.6	5.0	4.2	7.1	0.3	7.3
1988	Jan	14.4	11.3	9.1	4.8	4.0	7.0	0.2	7.0
	Apr	12.6	10.2	8.5	4.6	3.8	6.8	0.3	6.5
	July	11.5	10.2	7.8	4.2	3.6	6.4	0.2	6.1
	Oct	11.2	8.8	7.3	3.9	3.3	6.3	0.2	5.3
1989	Jan	10.0	8.2	6.5	3.6	3.1	5.8	0.2	4.9
	Apr	8.5	7.1	5.7	3.2	2.9	5.3	0.2	4.4
	July	8.1	7.5	5.3	3.0	2.7	4.8	0.2	4.2
	Oct	7.9	6.1	4.8	2.7	2.4	4.5	0.1	3.7
1990	Jan	7.9	6.1	4.7	2.6	2.4	4.3	0.1	3.7
	Apr	7.5	5.7	4.5	2.5	2.4	4.1	0.1	3.5
	July	7.5	6.4	4.4	2.5	2.3	3.9	0.1	3.5
	Oct	8.3	5.9	4.4	2.5	2.3	3.8	0.1	3.5

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to tables 2.1 and 2.2.
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years. These rates are consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1989														
Oct 12	87	55	11	17	283	588	438	417	76	139	1,011	3,067	963	4,030
Nov 9	79	46	11	12	195	453	303	282	196	159	956	2,646	724	3,370
Dec 14	110	44	36	22	417	1,540	516	352	106	117	1,235	4,451	694	5,145
1990														
Jan 11	80	61	69	27	484	1,672	523	232	139	126	2,088	5,440	847	6,287
Feb 8	173	90	58	20	524	1,672	860	265	173	154	2,066	4,460	1,408	5,868
Mar 8	148	81	52	32	391	487	439	297	163	192	1,979	4,180	1,287	5,467
Apr 12	107	71	43	50	551	508	566	176	128	186	1,287	3,602	944	4,546
May 10	79	47	36	34	540	252	217	135	91	159	930	2,473	710	3,183
June 14	88	52	13	9	72	30	195	165	67	78	734	1,451	461	1,912
July 12	100	54	6	14	193	677	203	129	76	91	802	2,291	467	2,758
Aug 9	91	56	88	17	125	106	162	150	78	65	593	1,475	334	1,809
Sept 13	104	57	18	11	176	89	188	213	72	92	494	1,457	438	1,895
Oct 11	54	27	12	12	205	86	209	208	136	83	1,083	2,088	408	2,496

Note: Temporarily stopped workers are not included in the totals of the unemployed.
*Included in South East.

2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark §	Finland ††	France §	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1989 Oct	1,636	457	138	350	906	259	68	2,599	1,874	103
Nov	1,612	447	161	347	985	260	84	2,578	1,950	124
Dec	1,639	502	189	353	1,005	259	83	2,586	2,052	147
1990 Jan	1,687	550	212	362	1,164	293	90	2,601	2,191	164
Feb	1,676	594	200	357	1,131	289	88	2,552	2,153	163
Mar	1,647	549	164	352	1,104	286	79	2,519	2,013	151
Apr	1,626	534	156	343	1,043	274	95	2,431	1,915	133
May	1,579	551	142	335	1,040	255	86	2,367	1,823	109
June	1,556	542	131	332	975	250	87.0	2,354	1,808	115
July	1,624	569	134	352	1,076	247	..	2,410	1,864	115
Aug	1,657	587	139	..	1,115	..	..	2,486	1,813	116
Sep	1,673	..	..	..	1,061	..	..	2,554	1,728	116
Oct	1,670	..	..	..	..	..	..	..	1,687	..
Percentage rate: latest month	5.9	7.0	4.4	12.5	7.7	8.8	3.2	9.1	6.5	3.0
latest month: change on										
a year ago	+0.2	+1.3	+0.6	-0.9	+1.0	+0.3	N/C	-0.6	-0.8	+0.7
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
Monthly										
1989 Oct	1,670	491	155	355	1,002	269	67	2,525	2,002	124
Nov	1,651	496	155	354	1,041	262	88	2,522	2,019	123
Dec	1,636	495	152	351	1,047	259	83	2,504	1,987	122
1990 Jan	1,616	514	148	348	1,065	256	77	2,492	1,956	125
Feb	1,614	542	146	345	1,049	256	84	2,494	1,931	128
Mar	1,607	510	136	343	975	257	76	2,504	1,902	128
Apr	1,607	520	154	342	987	259	96	2,481	1,926	128
May	1,611	546	168	341	1,036	263	74	2,480	1,919	123
June	1,618	562	176	344	1,024	267	87	2,512	1,916	134
July	1,632	592	180	350	1,070	273	88	2,508	1,901	135
Aug	1,655	620	186	..	1,140	..	..	2,489	1,873	..
Sep	1,671	..	..	..	1,150	..	..	2,500	1,841	..
Oct	1,702	..	..	..	..	..	..	..	1,808	..
Percentage rate: latest month	6.0	7.3	6.1	12.4	8.4	9.7	3.4	8.9	6.9	3.5
latest three months: change on										
previous three months	+0.2	+0.6	+0.9	+0.1	+0.7	+0.4	+0.1	N/C	-0.3	+0.1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Aug	Aug	..	Aug	Aug	..	Jun	Aug	July	..
Per cent	6.3	7.2	..	7.8	8.3	..	3.3	8.9	5.2	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.
 2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.
 3 The following symbols apply only to the figures on national definitions.
 * The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).
 ** Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.

UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic **	Italy ††	Japan ††	Luxembourg †	Netherlands §	Norway §	Portugal †	Spain**	Sweden §§	Switzerland §	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1989 Oct	220	3,898	1,370	2.3	378	79	302	2,431	67	13.4	6,222
Nov	222	3,911	1,330	2.3	365	80	309	2,423	59	14.4	6,495
Dec	231	3,905	1,220	2.4	373	88	309	2,427	58	15.4	6,300
1990 Jan	235	3,925	1,410	2.5	368	102	318	2,444	73	16.5	7,256
Feb	232	3,950	1,420	2.2	370	98	323	2,442	63	16.1	7,134
Mar	223	3,960	1,410	2.1	354	94	322	2,412	60	15.2	6,697
Apr	221	4,181	1,410	1.9	343	92	318	2,379	51	14.6	6,457
May	215	3,968	1,360	1.9	340	85	308	2,231	57	13.9	6,363
June	222	3,980	1,320	1.8	335	95	299	2,295	49	13.6	6,702
July	226	3,995	1,260	1.8	343	105	299	2,262	73	14.0	6,945
Aug	227	3,985	..	1.8	..	104	296	2,274	74	14.4	6,837
Sep	..	4,035	..	1.9	..	..	295	2,300	81	..	6,330
Oct	..	..	..	..	..	..	..	..	..	..	..
Percentage rate: latest month	17.6	17.5	2.0	1.2	5.0	4.8	6.5	16.1	1.8	0.5	5.0
latest month: change on											
a year ago	-0.3	+0.5	-0.1	-0.2	-0.7	+0.7	N/C	-0.8	+0.3	N/C	-0.1
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	98	22.8	8,237
1987	247	3,294	1,731	..	686	32	319	2,924	84	..	7,410
1988	242	3,848	1,552	..	..	50	304	2,869	..	19.6	6,692
1989 Oct	228	3,923	1,420	2.3	..	85	314	2,440	66	14.5	6,561
Nov	227	4,043	1,410	2.3	..	84	312	2,392	60	14.5	6,590
Dec	226	4,021	1,350	2.2	..	86	308	2,373	62	14.3	6,658
1990 Jan	226	3,877	1,380	2.2	..	85	305	2,348	60	13.9	6,535
Feb	226	4,034	1,360	2.0	..	85	308	2,344	63	14.3	6,594
Mar	219	3,865	1,260	2.0	..	86	311	2,331	59	14.4	6,495
Apr	222	3,927	1,310	1.9	..	93	315	2,328	57	14.3	6,770
May	220	3,969	1,310	2.1	..	98	312	2,331	69	14.3	6,653
June	224	4,033	1,380	2.0	..	104	311	2,331	62	14.7	6,447
July	227	4,047	1,330	2.0	..	111	314	2,325	76	15.2	6,814
Aug	226	..	..	..	..	102	314	2,343	61	15.9	7,003
Sep	..	..	..	..	..	..	..	..	69	..	7,069
Oct	..	..	..	..	..	..	..	..	..	..	..
Percentage rate: latest month	17.4	17.6	2.1	1.3	..	4.7	7.0	16.3	1.6	0.6	5.6
latest three months: change on											
previous three months	+0.4	+0.3	+0.1	N/C	..	+0.6	+0.1	N/C	+0.2	+0.1	+0.2
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Aug	Apr	July	..	Jul	May	May	May	Aug	..	Aug
Per cent	14.7	9.6	2.1	..	7.3	5.3	4.2	15.9	1.4	..	5.5

† Numbers registered at employment offices. Rates are calculated as percentages of total employees.
 †† Insured unemployed. Rates are calculated as percentages of total insured Labour Force.
 ††† Labour force sample survey. Rates are calculated as percentages of total labour force.
 ††† Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.
 § Numbers registered at employment offices. Rates are calculated as a percentage of total Labour Force.
 §§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
 N/C no change.

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM		INFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1989	Oct 12	281.1	-38.5	190.5	-15.9	90.6	-22.6	31.6
	Nov 9	273.8	-24.0	188.8	-7.3	84.9	-16.7	30.6
	Dec 14	255.3	-14.6	182.1	-3.0	73.2	-11.6	26.6
1990	Jan 11	270.0	+0.5	180.3	+4.8	89.7	-4.3	33.1
	Feb 8	294.0	+4.0	201.7	+9.4	92.3	-5.4	33.8
	Mar 8	271.4	+7.4	187.4	+8.6	84.0	-1.2	31.5
	Apr 12	269.8	+22.4	184.8	+19.2	85.0	+3.2	32.9
	May 10	236.1	+5.3	165.2	+7.9	70.9	-2.6	26.8
	June 14	246.9	+21.9	172.6	+19.6	74.4	+2.3	27.1
	July 12	328.9	+35.1	216.1	+28.4	112.8	+6.7	32.8
	Aug 9	304.3	+27.5	202.8	+22.5	101.5	+5.0	33.3
	Sept 13	311.3	+30.1	211.6	+26.9	99.7	+3.1	31.5
	Oct 11	330.6	+49.4	231.6	+41.1	99.0	+8.3	32.6
UNITED KINGDOM		OUTFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1989	Oct 12	353.8	-132.3	231.1	-70.8	122.7	-61.6	42.5
	Nov 9	299.2	-54.9	198.2	-29.8	100.9	-25.0	39.2
	Dec 14	232.3	-59.7	154.3	-34.3	78.0	-25.4	28.7
1990	Jan 11	217.9	-27.5	142.8	-13.8	75.1	-13.7	31.3
	Feb 8	306.3	-44.5	209.4	-24.4	96.9	-20.1	38.1
	Mar 8	302.9	-23.8	207.6	-9.7	95.3	-14.2	36.3
	Apr 12	287.4	-26.5	198.1	-9.7	89.3	-16.8	33.8
	May 10	287.9	-30.7	195.7	-19.8	92.2	-11.0	36.3
	June 14	266.8	-22.6	185.3	-11.6	81.5	-11.0	30.7
	July 12	255.3	-14.0	176.3	-7.0	79.0	-7.1	28.2
	Aug 9	267.3	-42.3	181.5	-23.9	85.8	-18.4	28.5
	Sept 13	297.3	-17.0	192.1	-9.5	105.2	-7.5	36.3
	Oct 11	334.2	-19.6	220.5	-10.5	113.7	-9.0	34.6

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/2 week month.
 † The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.
 See also footnote ‡ to table 2.1

UNEMPLOYMENT 2.20

Flows by age (GB); standardised*; not seasonally adjusted
 computerised records only

THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE 1990	May 10	1.0	17.6	38.4	27.8	18.5	26.9	18.5	7.5	3.8	160.0
	June 14	1.1	19.1	40.9	29.3	19.5	27.5	19.1	7.4	3.9	167.7
	July 12	1.3	24.4	64.0	34.6	22.0	30.5	20.5	8.2	4.3	209.7
	Aug 9	1.3	23.4	54.3	33.4	21.8	30.0	20.5	8.3	4.2	197.3
	Sept 13	1.3	29.3	51.9	34.0	22.4	31.5	21.7	8.4	4.2	204.6
Oct 11	1.3	26.9	55.6	38.9	25.3	36.1	25.0	10.0	5.5	224.6	
FEMALE 1990	May 10	0.8	10.7	18.1	11.5	6.5	10.3	7.9	2.3	—	68.2
	June 14	0.8	11.6	19.4	11.9	6.6	10.6	8.2	2.4	—	71.5
	July 12	1.0	17.7	39.8	15.3	8.1	13.5	9.4	2.7	—	107.5
	Aug 9	1.0	16.3	31.1	14.8	8.1	13.7	10.1	2.8	—	97.8
	Sept 13	1.0	21.4	26.0	14.2	7.8	12.6	9.1	2.5	—	94.7
Oct 11	1.0	18.0	26.9	15.1	8.2	12.9	9.9	2.9	—	94.9	
Changes on a year earlier											
MALE 1990	May 10	0.3	-0.2	1.1	1.9	1.7	1.9	1.1	0.2	-0.2	7.8
	June 14	0.4	1.7	4.5	4.4	2.9	3.7	2.2	0.3	—	20.2
	July 12	0.6	2.1	6.5	5.5	4.1	5.4	3.4	0.9	0.3	28.7
	Aug 9	0.6	1.1	5.7	4.9	3.9	4.2	1.9	0.5	-0.1	22.6
	Sept 13	0.5	2.3	5.7	5.8	4.0	5.0	2.1	0.8	0.3	26.5
Oct 11	0.7	3.7	8.5	8.4	5.6	7.8	4.4	1.2	0.5	40.6	
FEMALE 1990	May 10	0.2	-0.3	-0.8	-0.7	-0.3	-0.3	0.2	-0.1	—	-2.2
	June 14	0.3	0.7	0.5	0.2	0.1	0.3	0.7	0.2	—	3.0
	July 12	0.4	1.5	2.2	0.7	0.4	1.0	0.8	0.1	—	7.0
	Aug 9	0.4	1.0	2.1	0.6	—	0.4	0.6	—	—	5.1
	Sept 13	0.4	1.3	-0.1	0.6	0.1	0.7	0.3	-0.2	—	3.1
Oct 11	0.5	1.4	1.5	1.3	0.8	1.6	1.3	0.2	—	8.6	

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE 1990	May 10	0.4	17.3	42.8	30.0	20.1	29.7	20.7	8.4	4.9	174.3
	June 14	0.4	16.9	42.0	29.9	20.0	28.9	19.5	7.4	4.5	169.5
	July 12	0.4	16.2	40.6	27.7	18.6	26.9	18.3	6.9	4.3	159.8
	Aug 9	0.5	16.5	45.0	28.4	18.8	26.2	17.6	6.6	4.2	163.7
	Sept 13	0.5	19.0	49.2	30.6	20.0	27.8	18.2	6.7	4.2	176.1
Oct 11	0.5	25.7	55.6	33.6	21.8	30.5	19.9	7.3	4.6	199.6	
FEMALE 1990	May 10	0.4	12.1	22.3	14.2	8.1	12.8	9.7	3.1	0.1	82.8
	June 14	0.3	11.0	20.8	13.2	7.1	10.9	8.6	2.7	0.1	74.6
	July 12	—	11.0	20.9	12.4	6.8	9.8	7.8	2.3	0.1	71.5
	Aug 9	0.4	12.0	25.8	12.5	6.7	10.1	7.6	2.2	0.1	77.4
	Sept 13	0.5	14.1	31.0	15.0	8.4	14.2	10.0	2.7	0.1	96.0
Oct 11	0.5	20.1	32.1	15.8	8.6	13.3	9.4	2.7	0.1	102.6	
Changes on a year earlier											
MALE 1990	May 10	-0.1	-0.8	-4.1	-1.5	-0.9	-1.8	-0.2	-0.7	-1.1	-11.2
	June 14	-0.1	—	-2.4	-0.1	—	-1.5	-0.7	-0.6	-0.8	-6.2
	July 12	—	-0.1	-1.6	-0.1	-0.1	-0.9	-0.3	-0.1	-0.6	-3.8
	Aug 9	-0.1	-2.3	-6.8	-3.1	-1.5	-2.9	-1.5	-0.5	-0.9	-19.6
	Sept 13	-0.1	-0.2	-1.3	0.4	0.2	-0.5	-0.4	-0.3	-0.7	-2.8
Oct 11	—	—	-2.0	0.1	0.6	-0.2	-0.3	-0.3	-0.8	-2.9	
FEMALE 1990	May 10	-0.1	-0.3	-3.2	-2.4	-1.2	-0.6	0.3	0.1	—	-7.5
	June 14	-0.1	-0.3	-2.7	-1.8	-1.4	-1.5	-0.6	-0.2	—	-8.6
	July 12	—	-0.1	-1.8	-1.3	-0.7	-1.2	-0.3	-0.1	—	-5.4
	Aug 9	-0.1	-1.8	-5.1	-3.4	-1.9	-2.0	-1.2	-0.4	—	-15.8
	Sept 13	—	—	-2.1	-1.6	-1.0	-1.3	-0.5	-0.1	—	-6.6
Oct 11	0.1	0.4	-3.4	-1.5	-1.1	-1.2	-0.6	-0.2	—	-7.8	

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/2 week month.
 † The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1987	19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1989 Q2 R	2,955	608	621	1,634	1,817	2,624	2,552	6,167	2,627	20,997	2,359	3,605	26,961
Q3 R	4,081	1,213	2,238	445	3,028	2,507	4,781	3,911	2,152	23,143	4,923	7,234	35,300
Q4 R	3,381	664	837	155	3,077	1,877	4,516	4,480	3,490	21,813	1,452	3,978	27,243
1990 Q1	2,861	462	916	2,101	3,149	1,627	3,533	4,839	2,480	21,506	1,846	3,243	26,595
Q2	4,671	359	644	2,393	3,495	1,944	2,553	4,498	2,154	22,352	2,056	1,944	26,352
1989 Oct R	763	223	328	37	661	373	626	1,441	1,047	5,276	262	1,466	7,004
Nov R	591	90	79	23	631	627	1,888	1,052	821	5,712	234	1,062	7,008
Dec R	2,027	351	430	95	1,785	877	2,002	1,987	1,622	10,825	956	1,450	13,231
1990 Jan	988	130	309	626	827	231	1,230	1,457	686	6,354	262	336	6,952
Feb	602	158	241	876	861	560	1,179	1,820	796	6,935	655	1,428	9,018
Mar	1,271	174	366	599	1,461	836	1,124	1,562	998	8,217	929	1,479	10,625
Apr	731	35	193	312	326	180	114	959	501	3,316	551	847	4,714
May	3,304	217	382	1,248	464	946	1,137	1,945	1,284	10,710	688	491	11,889
June	636	107	69	833	2,705	818	1,302	1,594	369	8,326	817	606	9,749
July	997	251	619	1,217	1,932	302	1,858	1,615	815	9,355	481	554	10,390
Aug	1,083	344	238	1,398	990	495	1,963	2,082	604	8,853	358	326	9,537
Sept*	525	52	455	1,756	1,664	595	740	1,815	527	8,077	309	558	8,944
Oct*	504	63	447	755	885	221	551	870	611	4,844	321	260	5,425

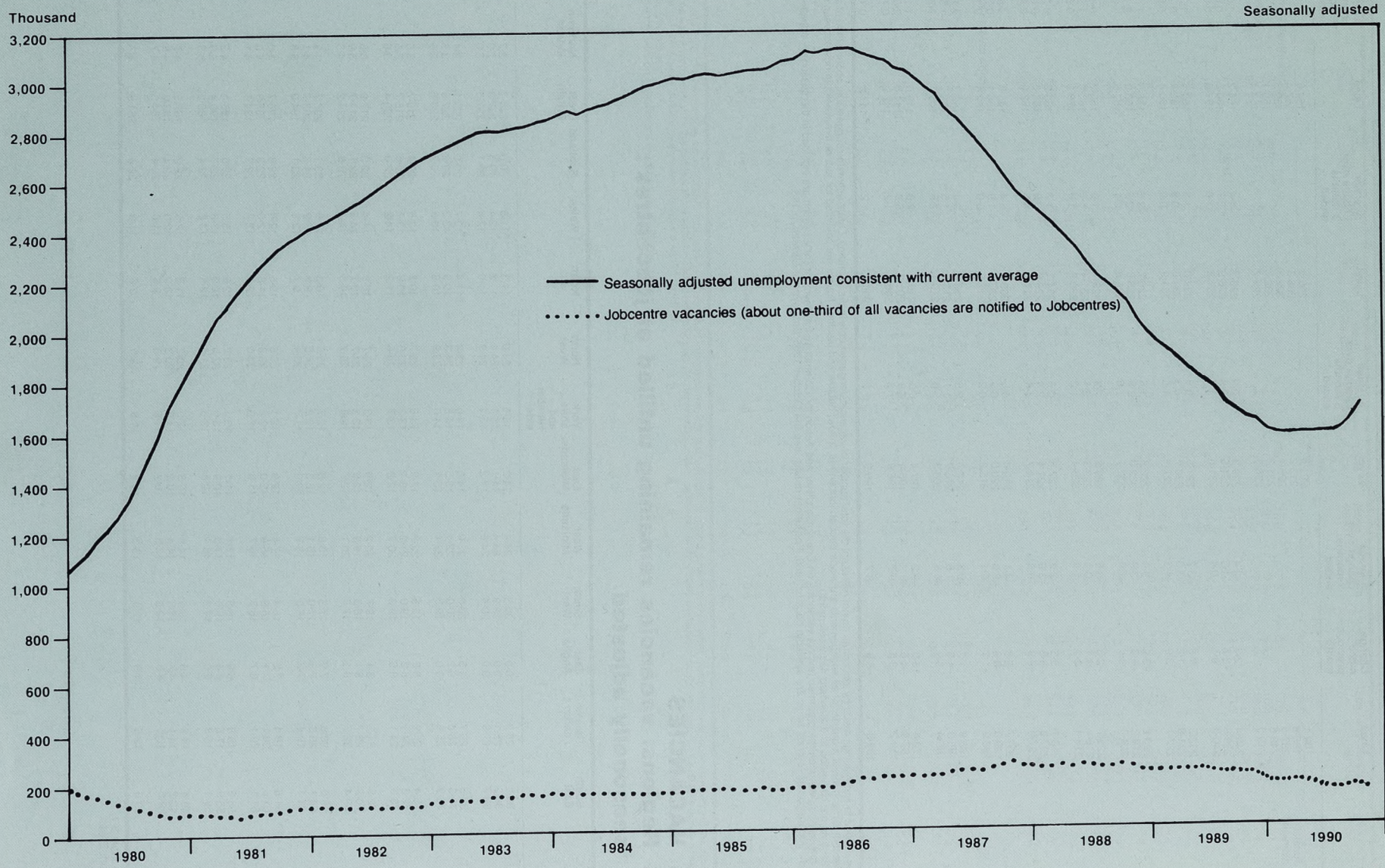
** Included in South East.
Other notes: see table 2.31.

2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1988	1989 R	1989 Q2 R	Q3 R	Q4 R	1990 Q1	Q2	1990 Aug	Sept *	Oct *
SIC 1980												
Agriculture, forestry and fishing	0		169	129	0	2	51	51	25	37	0	0
Coal extraction and coke		11-12	10,933	15,372	3,395	6,369	668	75	1,184	322	380	226
Mineral oil and natural gas		13-14	203	265	114	66	30	40	153	0	0	0
Electricity, gas, other energy and water		15-17	527	532	74	210	49	140	73	14	75	33
Energy and water supply industries	1		11,663	16,169	3,583	6,645	747	255	1,410	336	455	259
Extraction of other minerals and ores		21,23	314	304	27	86	182	19	27	19	46	54
Metal manufacture		22	1,649	2,618	270	1,137	806	942	275	354	314	80
Manufacture of non-metallic products		24	1,501	1,823	242	400	851	732	762	94	200	119
Chemicals and man-made fibres		25-26	1,941	1,884	396	372	555	366	365	120	127	116
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		5,405	6,629	935	1,995	2,394	2,059	1,429	587	687	369
Manufacture of metal goods		31	2,043	2,565	476	846	723	628	498	330	866	221
Mechanical engineering		32	16,127	8,935	2,068	2,009	2,892	2,652	1,385	311	963	392
Manufacture of office machinery and data processing equipment		33	410	1,656	669	352	37	3	0	41	93	143
Electrical and electronic engineering		34	6,800	8,963	2,284	2,209	2,920	2,263	2,282	509	1,063	320
Manufacture of motor vehicles		35	1,517	2,362	512	482	875	649	678	304	86	79
Manufacture of other transport equipment		36	5,200	3,766	682	458	118	606	368	0	3	196
Instrument engineering		37	505	1,113	323	275	280	281	98	0	214	12
Metal goods, engineering and vehicles industries	3		32,602	29,360	7,014	6,631	7,846	7,082	5,309	1,495	3,288	1,363
Food, drink and tobacco		41-42	10,639	7,446	2,296	2,546	1,400	2,200	2,305	608	299	301
Textiles		43	4,859	7,267	1,690	1,356	2,738	2,089	2,068	836	501	136
Leather, footwear and clothing		44-45	3,969	5,179	1,662	996	1,343	1,588	1,890	460	305	519
Timber and furniture		46	1,610	2,061	440	778	557	1,353	1,259	194	155	162
Paper, printing and publishing		47	3,983	3,518	1,440	740	949	949	479	256	651	59
Other manufacturing		48-49	2,533	2,950	622	622	1,154	970	789	337	172	228
Other manufacturing industries	4		27,593	28,421	8,150	7,038	7,896	9,149	8,790	2,691	2,083	1,405
Construction	5		7,784	6,812	1,197	1,025	2,450	1,090	2,502	1,073	769	426
Wholesale distribution		61-63	3,378	3,100	1,053	897	591	818	564	487	166	296
Retail distribution		64-65	6,324	4,149	1,389	1,019	1,142	1,452	1,092	487	251	219
Hotel and catering		66	1,234	977	186	262	314	95	528	90	19	0
Repair of consumer goods and vehicles		67	84	594	21	258	75	0	4	67	119	111
Distribution, hotels and catering, repairs	6		11,020	8,820	2,649	2,436	2,122	2,365	2,188	1,131	555	626
Transport		71-77	4,841	4,313	867	1,028	711	1,255	622	312	270	197
Telecommunications		79	197	69	20	21	0	20	0	171	73	97
Transport and communication	7		5,038	4,382	887	1,049	711	1,275	622	483	343	294
Insurance, banking, finance and business services	8		1,151	2,109	642	542	718	783	389	156	106	103
Public administration and defence		91-94	3,782	8,859	1,121	5,763	889	1,802	3,382	1,350	574	136
Medical and other health services		95	773	2,295	189	598	1,032	533	126	172	13	174
Other services nes		96-99,00	950	2,781	604	1,576	387	151	180	26	71	270
Other services	9		5,505	13,935	1,914	7,937	2,308	2,486	3,688	1,548	658	580
All production industries	1-4		77,263	80,579	19,682	22,309	18,883	18,545	16,938	5,109	6,513	3,396
All manufacturing industries	2-4		65,600	64,410	16,099	15,664	18,136	18,290	15,528	4,773	6,058	3,137
All service industries	6-9		22,714	29,246	6,092	11,964	5,859	6,909	6,887	3,318	1,662	1,603
ALL INDUSTRIES AND SERVICES	0-9		107,930	116,766	26,971	35,300	27,243	26,595	26,352	9,537	8,944	5,425

* Provisional figures as at October 1, 1990; final figures are expected to be higher than this. The total for Great Britain is projected to be about 7,000 in October.

† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.



3.1 VACANCIES UK vacancies at jobcentres*: seasonally adjusted

UNITED KINGDOM		UNFILLED VACANCIES			INFLOW		OUTFLOW		PLACINGS	
		Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1985	Annual averages	162.1			201.6		200.5		154.6	
1986		188.8			212.2		208.3		157.4	
1987		237.5			226.4		222.3		159.5	
1988		248.6			231.2		232.7		159.1	
1989		219.5			226.0		229.2		158.4	
1988	Oct	243.4	2.3	-2.4	229.3	-0.9	228.7	-1.4	154.7	-1.0
	Nov	239.9	-3.5	-1.5	231.5	0.9	236.9	0.7	160.3	0.6
	Dec	240.0	0.1	-0.4	231.6	1.7	231.8	1.0	157.6	0.6
1989	Jan	232.2	-7.8	-3.7	227.5	-0.6	234.0	1.8	160.5	1.9
	Feb	231.0	-1.2	-3.0	230.7	-0.3	234.5	-0.8	162.4	0.7
	Mar	227.1	-3.9	-4.3	227.2	-1.5	231.9	0.0	160.4	0.9
	Apr	223.2	-3.9	-3.0	222.8	-1.6	226.2	-2.6	156.5	-1.3
	May	219.2	-4.0	-3.9	222.0	-2.9	225.8	-2.9	156.0	-2.1
	June	224.0	4.8	-1.0	232.1	1.6	225.6	-2.1	157.5	-1.0
	July	221.7	-2.3	-0.5	229.6	2.3	229.1	1.0	158.2	0.6
	Aug	218.6	-3.1	-0.2	228.3	2.1	231.4	1.9	160.0	1.3
	Sept	218.4	-0.2	-1.9	228.4	-1.2	230.9	1.8	159.1	0.5
	Oct	213.1	-5.3	-2.9	227.8	-0.6	234.1	1.7	160.2	0.7
	Nov	207.8	-5.3	-3.6	221.4	-2.3	228.8	-0.9	158.3	-0.6
	Dec	197.9	-9.9	-6.8	214.7	-4.6	217.5	-4.5	152.0	-2.4
1990	Jan	200.7	2.8	-4.1	210.4	-5.8	209.0	-8.4	145.8	-4.8
	Feb	199.9	-0.8	-2.6	220.0	-0.5	223.2	-1.9	156.1	-0.7
	Mar	198.2	-1.7	0.1	215.2	0.2	217.5	0.0	152.4	0.1
	Apr	199.9	1.7	-0.3	217.9	2.5	219.3	3.4	152.3	2.2
	May	195.3	-4.6	-1.5	216.7	-1.1	218.6	-1.5	151.7	-1.5
	June	185.4	-9.9	-4.3	200.3	-5.0	210.1	-2.5	145.7	-2.2
	July	172.4	-13.0	-9.2	197.4	-6.8	210.9	-2.8	149.0	-1.1
	Aug	167.8	-4.6	-9.2	196.4	-6.8	201.3	-5.8	144.0	-2.6
	Sept	159.2	-8.6	-8.7	196.9	-1.1	206.5	-1.2	147.9	0.7
	Oct	159.2	-8.6	-8.7	196.9	-1.1	206.5	-1.2	147.9	0.7

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies are notified to jobcentres, and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4½ week month.

* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are available back to 1980. For further details, see the October 1985 *Employment Gazette*, p 143.

3.2 VACANCIES Regions: vacancies remaining unfilled at jobcentres*: seasonally adjusted

		THOUSAND													
		South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1988	Oct	89.2	28.8	10.0	20.3	24.4	14.2	15.6	24.0	11.3	11.8	20.0	240.7	2.7	243.4
	Nov	86.2	28.1	9.9	19.9	24.4	14.1	15.1	24.4	11.2	12.4	19.6	237.0	2.9	239.9
	Dec	83.7	27.9	9.6	20.4	24.6	14.2	15.1	24.9	11.6	12.8	20.1	237.0	3.0	240.0
1989	Jan	80.3	26.7	9.5	20.0	23.0	14.0	14.6	23.8	11.4	12.7	20.0	229.1	3.1	232.2
	Feb	79.3	26.6	9.2	20.0	22.4	13.5	14.5	24.3	10.9	13.2	20.2	227.5	3.5	231.0
	Mar	76.9	25.8	9.0	19.8	22.4	13.1	14.0	23.9	10.8	13.5	20.2	223.6	3.5	227.1
	Apr	75.4	25.2	8.8	18.5	22.2	12.9	13.6	23.7	10.7	13.5	20.4	219.7	3.5	223.2
	May	72.2	24.1	8.2	19.0	21.2	13.1	13.3	23.6	10.9	13.7	20.6	215.7	3.5	219.2
	June	73.3	24.1	8.5	19.3	20.7	12.8	13.7	24.6	11.2	14.2	22.0	220.4	3.6	224.0
	July	72.5	24.3	8.1	18.7	20.2	12.9	13.3	24.7	10.9	14.4	22.0	217.9	3.8	221.7
	Aug	70.2	23.7	8.1	18.3	19.9	12.9	13.3	24.7	10.7	14.5	22.1	214.7	3.9	218.6
	Sept	69.4	22.7	8.1	17.8	20.1	12.7	12.9	25.7	10.5	14.4	22.5	214.2	4.3	218.4
	Oct	66.0	20.6	7.9	17.3	18.8	12.6	12.7	25.6	10.3	14.5	23.1	208.7	4.3	213.1
	Nov	64.1	20.3	7.5	17.0	18.1	12.3	12.2	24.5	9.9	13.9	24.3	203.7	4.1	207.8
	Dec	61.1	19.4	7.2	16.3	16.7	12.0	11.7	23.4	9.7	12.8	23.1	194.0	3.8	197.9
1990	Jan	61.6	19.4	7.2	16.4	17.4	12.0	12.1	23.8	10.5	12.8	22.8	196.7	4.0	200.7
	Feb	61.6	20.1	7.1	15.8	16.9	12.0	12.2	23.8	11.8	12.6	22.3	195.9	4.0	199.9
	Mar	61.1	20.1	6.7	15.3	16.7	11.6	12.6	23.0	12.1	12.7	22.3	194.1	4.1	198.2
	Apr	58.8	18.8	6.6	16.3	17.1	11.1	13.1	23.2	12.6	13.5	23.0	195.4	4.5	199.9
	May	55.9	17.8	6.4	15.5	17.0	10.9	13.0	22.5	12.9	13.6	22.7	190.4	5.0	195.3
	June	50.1	15.8	6.0	14.9	16.1	10.8	12.6	21.4	12.5	13.2	22.4	180.2	5.3	185.4
	July	45.4	14.9	4.6	13.6	14.9	10.5	12.0	20.2	11.8	12.5	22.2	167.6	4.7	172.4
	Aug	43.2	14.1	4.7	13.3	14.4	10.2	11.7	20.3	10.9	12.0	22.4	163.0	4.8	167.8
	Sept	39.0	12.5	4.3	12.9	13.3	10.2	11.6	19.5	9.6	11.8	22.4	154.5	4.7	159.2
	Oct	39.0	12.5	4.3	12.9	13.3	10.2	11.6	19.5	9.6	11.8	22.4	154.5	4.7	159.2

See footnote to table 3.1.

† Included in South East.

VACANCIES 3.3 Regions: vacancies remaining unfilled at jobcentres and careers offices

		THOUSAND													
		South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †															
1985	Annual averages	62.3	26.6	5.8	16.1	12.2	9.0	8.7	16.0	7.8	8.0	14.6	160.5	1.2	161.7
1986		70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987		90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988		95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989		71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1989	Oct	77.6	26.1	9.1	18.8	22.2	14.4	14.9	29.2	11.6	15.6	25.2	238.6	3.5	242.2
	Nov	69.5	23.5	7.8	16.9	20.6	13.1	13.4	26.4	10.4	13.9	25.3	217.5	3.1	220.6
	Dec	56.9	19.2	6.4	13.4	16.2	11.0	10.8	21.5	9.1	11.3	21.9	178.3	2.7	181.1
1990	Jan	52.8	17.4	6.0	12.5	16.0	10.5	10.6	20.5	9.0	11.1	19.8	168.8	2.6	171.4
	Feb	52.2	17.7	5.8	12.3	15.4	10.5	10.6	20.5	10.5	10.9	19.2	167.9	2.8	170.7
	Mar	52.9	17.5	5.8	13.4	14.7	10.6	11.4	20.7	11.1	11.3	20.5	172.4	2.9	175.2
	Apr	55.8	17.6	6.4	17.3	16.1	11.0	12.5	22.6	12.5	13.1	22.9	190.1	3.5	193.6
	May	57.7	17.7	6.7	18.2	16.6	11.3	13.0	23.5	13.1	14.5	23.6	198.1	3.8	201.8
	June	56.5	17.0	6.8	18.7	16.2	11.6	13.4	23.2	13.3	14.9	23.8	198.4	4.1	202.4
	July	47.7	14.1	5.4	15.3	14.7	10.5	11.9	20.2	12.3	13.6	23.3	174.9	4.8	179.7
	Aug	42.9	12.4	4.8	13.4	13.4	10.1	11.7	20.3	11.0	12.6	23.2	163.3	3.4	166.6
	Sept	45.5	13.9	5.3	14.5	15.2	11.5	13.2	22.7	10.7	13.1	24.5	176.0	3.6	179.6
	Oct	43.4	13.1	4.8	12.7	14.7	11.0	12.6	23.1	9.9	12.1	24.0	168.4	3.5	171.9
Vacancies at careers offices															
1985	Annual averages	6.0	3.2	0.4	0.7	1.2	0.6	0.7	0.7	0.3	0.2	0.3	10.8	0.7	11.5
1986		7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987		11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988		16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989		14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1989	Oct	13.2	6.6	0.9	1.6	3.5	1.5	1.3	1.7	0.5	0.4	0.8	25.4	1.5	26.9
	Nov	11.5	5.8	0.9	1.3	3.2	1.3	1.1	1.4	0.5	0.3	0.9	22.3	1.5	23.

4.1 INDUSTRIAL DISPUTES Stoppages of work

Stoppages: September 1990

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	51	15,300	31,000
of which, stoppages:			
Beginning in month	35	12,200*	14,000
Continuing from earlier months	16	3,100**	17,000

* Includes 11,800 directly involved.
** Includes 2,000 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1990 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to September 1990		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	184	169,800	1,322,000
—extra-wage and fringe benefits	9	1,200	8,000
Duration and pattern of hours worked	31	25,100	794,000
Redundancy questions	32	8,500	19,000
Trade union matters	17	7,200	81,000
Working conditions and supervision	73	25,400	64,000
Manning and work allocation	163	43,400	189,000
Dismissal and other disciplinary measures	69	13,100	41,000
All causes	578	293,800	2,518,000

Prominent stoppages in quarter ending September 30, 1990

Industry and location	Date when stoppage		Number of workers involved †		Number of working days lost	Cause or object
	Began in quarter	Ended	Directly	Indirectly		
Coal extraction Wales	23.05.90	cont'd	300	—	15,000	Over changes in conditions of work
Coke, mineral oil and natural gas Scotland and various areas in England	02.08.90	cont'd	11,100	5,000	33,000	Over safety measures
Mineral processing and manufacture West Midlands	16.07.90	cont'd	300	—	6,000	Over annual pay award
Public administration, education Greater London	01.05.90	cont'd	200	—	11,000	Over dissatisfaction with workload

† The figures shown are the highest number of workers involved during the quarter.

Stoppages in progress: industry

SIC 1980	12 months to September 1989			12 months to September 1990		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	165	29,000	53,000	106	21,000	61,000
Coke, mineral oil and natural gas	1	100	1,000	2	10,700	33,000
Electricity, gas, other energy and water	3	9,200	17,000	5	1,500	6,000
Metal processing and manufacture	12	2,600	13,000	7	800	17,000
Mineral processing and manufacture	13	1,600	6,000	7	1,800	8,000
Chemicals and man-made fibres	4	900	2,000	4	600	1,000
Metal goods nes	18	2,600	16,000	15	1,600	24,000
Engineering	62	28,600	148,000	50	15,400	143,000
Motor vehicles	64	41,900	74,000	47	44,300	567,000
Other transport equipment	21	26,200	55,000	17	16,800	576,000
Food, drink and tobacco	15	3,000	29,000	13	5,300	70,000
Textiles	11	2,000	9,000	3	200	2,000
Footwear and clothing	12	2,400	12,000	6	1,700	20,000
Timber and wooden furniture	7	1,100	4,000	3	200	1,000
Paper, printing and publishing	11	1,500	17,000	11	1,300	20,000
Other manufacturing industries	12	2,400	7,000	8	1,400	15,000
Construction	38	17,600	114,000	16	3,700	22,000
Distribution, hotels and catering, repairs and communication	19	4,200	8,000	8	1,000	7,000
Transport services and communication	63	103,700	509,000	92	60,300	151,000
Supporting and misc. transport services	20	22,700	137,000	4	1,900	15,000
Banking, finance, insurance, business services and leasing	7	2,300	2,000	1	1,000	1,000
Public administration, education and health services	182	492,100	2,226,000	152	100,100	739,000
Other services	10	13,000	144,000	9	1,200	20,000
All industries and services	766	810,800	3,603,000	578	** 293,800	2,518,000

* Less than 500 working days lost.
† Less than 50 workers involved.
** Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.

INDUSTRIAL DISPUTES † 4.2 Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers		Working days lost in all stoppages in progress in period (Thou)		
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services	All manufacturing industries	
1980	1,330	1,348	830*	834*	11,964	10,896	
1981	1,338	1,344	1,512	1,513	4,266	2,292	
1982	1,528	1,538	2,101*	2,103*	5,313	1,919	
1983	1,352	1,364	573*	574*	3,754	1,776	
1984	1,206	1,221	1,436*	1,464*	27,135	2,658	
1985	887	903	643	791	6,402	912	
1986	1,053	1,074	538	720	1,920	1,069	
1987	1,004	1,016	884	887	3,546	595	
1988	770	781	759	790	3,702	1,639	
1989	693	701	727	727	4,128	751	
1988	Sept	53	63	161	163	1,115	45
	Oct	73	82	26	33	53	32
	Nov	70	85	134	152	183	34
	Dec	33	49	12	18	38	8
1989	Jan	53	61	13	13	42	11
	Feb	75	92	26	27	84	51
	Mar	63	75	26	27	106	36
	Apr	56	74	37	46	184	82
	May	83	100	32	55	259	28
	Jun	65	93	76	105	2424	25
	Jul	58	89	389	479	99	24
	Aug	58	67	6	23	71	30
	Sept	69	78	26	26	162	52
	Oct	49	61	61	68	341	229
	Nov	43	55	45	45	297	151
	Dec	21	36	8	51	443	279
1990	Jan	44	54	45	58	514	357
	Feb	61	73	24	46	230	126
	Mar	64	89	17	47	110	66
	Apr	52	70	53	56	127	94
	May	49	73	22	32	149	75
	Jun	55	66	20	15	61	8
	Jul	52	65	15	18	31	8
	Aug	41	54	23	24	—	—
	Sept	35	51	14	15	—	—

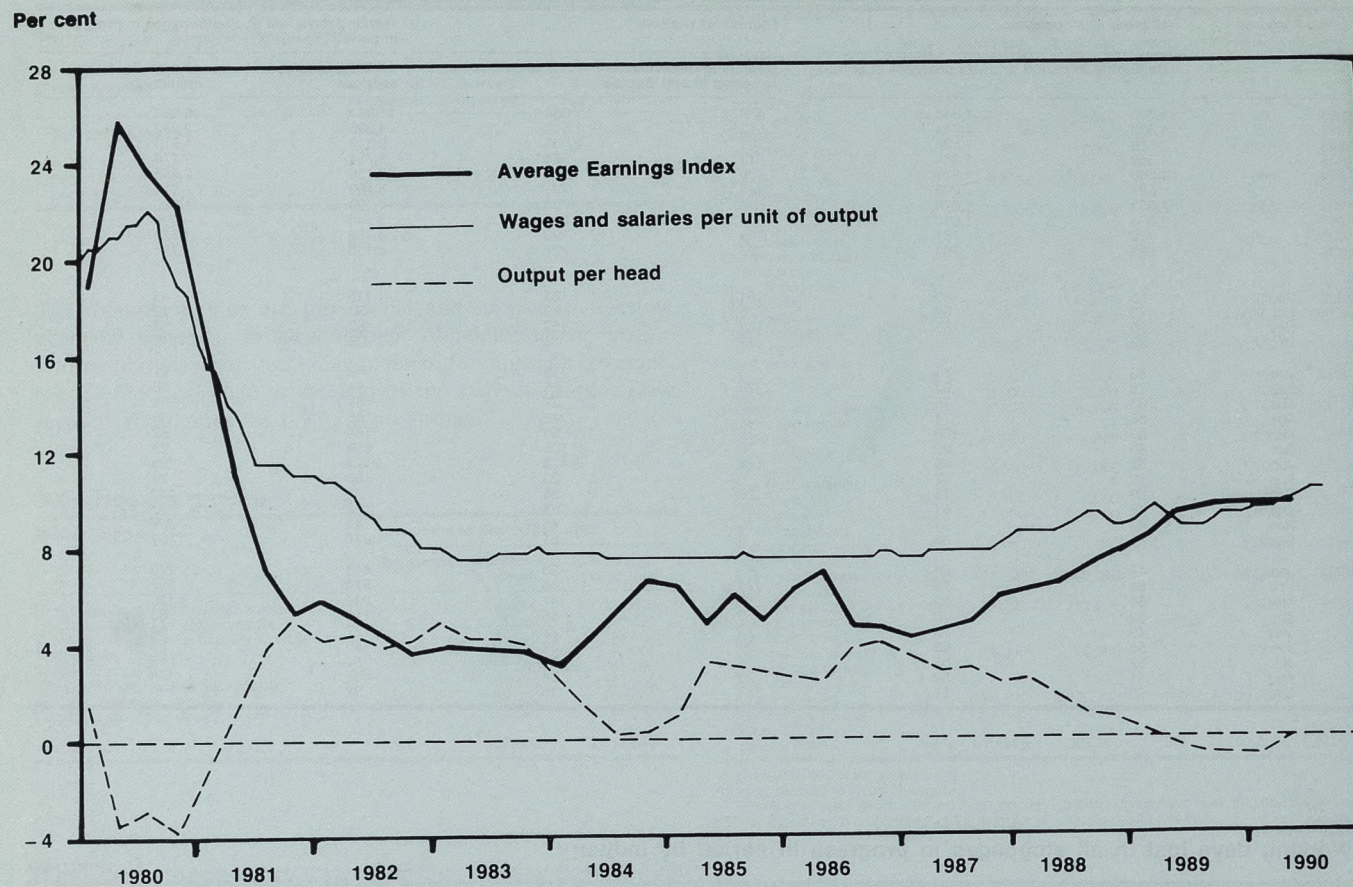
Working days lost in all stoppages in progress in period by industry

United Kingdom	THOUSAND									
	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries
SIC 1968	(II)	(VI and XIII)	(VII, VIII and IX)	(X)	(XI)	(XIII-XV)	(III-V, XVI-XIX)	(XX)	(XXII)	(I, XXI, XXIII-XXVII)
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541
1980	166	8,884	586	195	490	44	698	281	253	367
1981	237	113	433	230	956	39	522	86	359	1,293
1982	374	199	486	116	656	66	395	44	1,675	1,301
	Coal, coke, mineral oil and natural gas	Metal manufacture and metal goods nes	Engineering	Motor vehicles	Other transport equipment	Textiles, footwear and clothing	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services
	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43-45)	(23-26,41,42, 44,46-49)	(50)	(71-79)	(01-03,15-17, 61-67,81-85, 91-99 and 00)
SIC 1980										
1982	380	197	538	551	172	61	400	41	1,675	1,299
1983	591	177	507	545	191	32	324	68	295	1,024
1984	22,484	90	422	1,046	497	66	537	334	666	992
1985	4,143	109	155	70	256	31	291	50	197	1,100
1986	143	152	225	108	411	38	136	33	190	486
1987	217	36	197	158	67	50	88	22	1,705	1,007
1988	222	47	76	530	803	90	93	17	1,490	335
1989	52	37	204	134	279	16	80	128	625	2573
1988	Sept	6	3	18	4	5	10	1	1,036	27
	Oct	1	1	9	7	9	5	8	14	8
	Nov	5	3	1	16	8	4	3	21	123
	Dec	9	2	3	1	—	1	—	15	5
1989	Jan	4	2	6	1	1	2	1	17	9
	Feb	2	2	8	5	5	9	6	16	10
	Mar	4	4	20	3	—	15	6	—	20
	Apr	6	1	10	10	7	7	22	20	23
	May	2	2	48	21	—	1	15	38	47
	Jun	6	16	16	1	—	5	20	154	52
	Jul	10	3	9	—	8	2	29	339	2,020
	Aug	4	2	9	—	11	1	—	15	57
	Sept	4	—	9	7	—	15	14	5	17
	Oct	3	5	4	18	—	14	9	2	96
	Nov	8	6	44	49	130	2	5	8	89
	Dec	1	2	22	18	101	8	—	12	133
1990	Jan	1	—	4	137	132	5	—	3	160
	Feb	5	3	13	205	125	10	—	8	144
	Mar	13	9	13	48	33	16	4	26	62
	Apr	4	8	18	12	18	9	1	7	32
	May	2	3	15	42	15	19	—	25	6
	Jun	4	2	3	38	3	29	1	60	10
	Jul	11	1	2	—	6	9	—	13	11
	Aug	36	1	1	1	2	1	—	2	14
	Sept	6	—	5	1	—	1	—	1	16

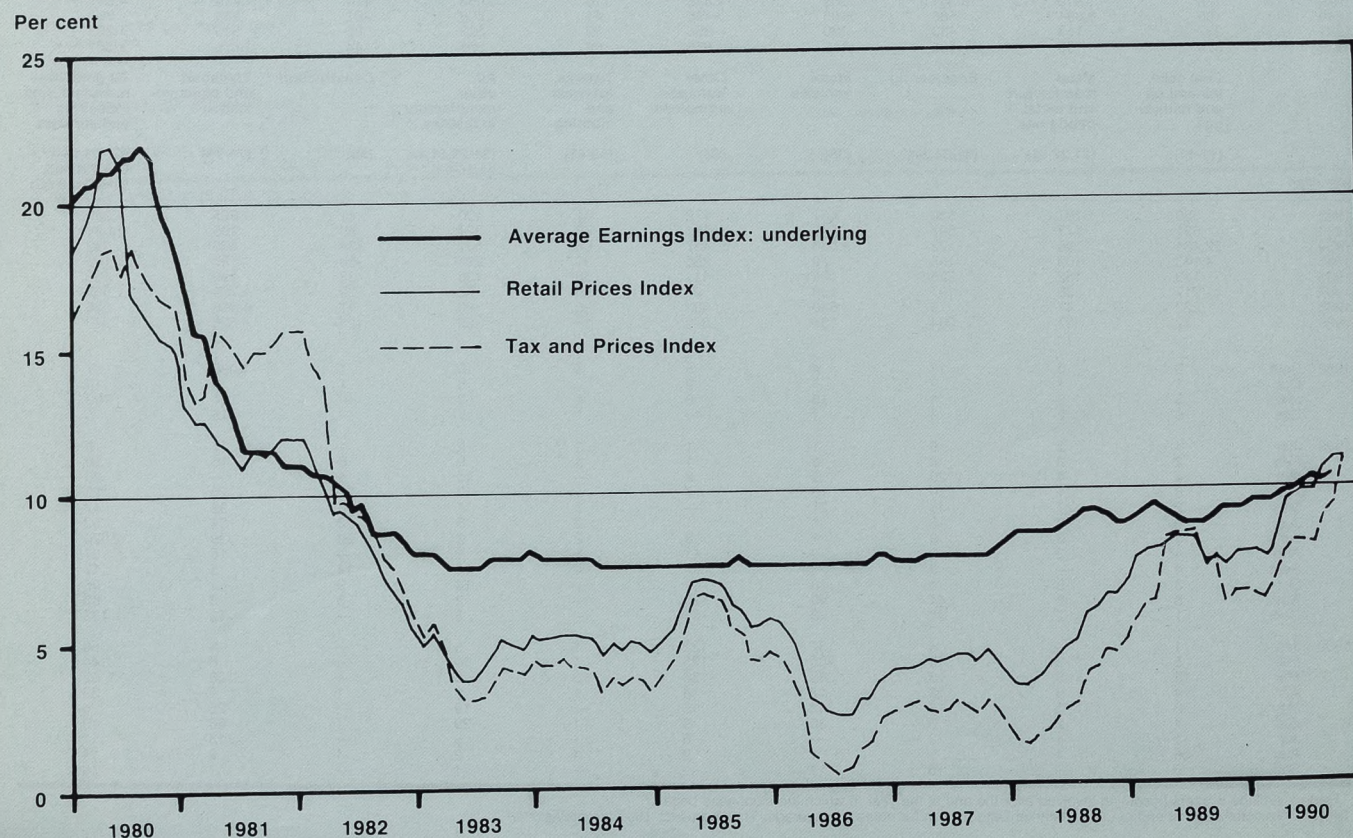
* Figures exclude workers becoming involved after the end of the year in which the stoppages began.
† See 'Definitions' page at end of Labour Market Data section for notes on coverage. The figures for 1990 are provisional.

C2 EARNINGS

Earnings and output per head: whole economy—increases over previous year



Earnings and prices: whole economy—increases over previous year



EARNINGS 5.1

Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months	
		Underlying*		Underlying*		Underlying*		Underlying*
1988=100								
1988) Annual	100.0		100.0		100.0		100.0	
1989) averages	109.1		108.7		109.1		108.9	
1988 Jan	95.4	96.5	95.8	96.2	95.8	96.1	95.4	96.6
Feb	95.5	96.9	95.6	96.3	95.3	95.9	96.0	97.1
Mar	98.3	98.2	98.0	97.9	97.8	97.6	98.6	98.6
Apr	97.8	97.9	98.8	99.1	98.9	99.0	97.3	97.6
May	98.4	98.5	99.3	99.2	99.5	99.9	98.0	98.3
June	99.8	99.2	100.6	99.3	100.4	99.2	99.6	99.8
July	101.3	100.2	101.1	100.0	101.3	100.2	101.3	100.0
Aug	100.3	100.1	99.5	100.4	99.9	100.6	100.5	99.7
Sept	100.9	101.1	100.2	101.2	100.5	101.4	100.6	100.5
Oct	101.7	102.2	101.8	102.2	101.9	102.6	101.2	101.7
Nov	103.7	103.3	103.6	103.1	103.7	103.1	103.6	103.7
Dec	106.9	105.8	105.5	104.6	105.3	104.6	107.9	106.3
1989 Jan	104.2	105.4	9.2	9	104.2	104.7	8.8	8 3/4
Feb	104.6	106.1	9.5	9 1/4	105.0	105.8	9.9	8 1/2
Mar	107.3	107.3	9.3	9 1/2	105.7	105.6	7.9	8 3/4
Apr	107.3	107.4	9.7	9 1/4	107.8	108.2	9.2	8 1/2
May	107.5	107.6	9.2	9	108.0	107.9	8.8	8 3/4
June	109.1	108.4	9.3	8 3/4	109.4	108.0	8.8	8 1/2
July	110.3	109.1	8.9	8 3/4	110.3	109.2	9.2	8 1/2
Aug	109.1	108.9	8.8	8 3/4	108.3	109.3	8.9	8 3/4
Sept	110.7	110.9	9.7	9	109.5	110.5	9.2	8 3/4
Oct	111.7	112.2	9.8	9 1/4	110.6	111.0	8.6	9
Nov	113.2	112.8	9.2	9 1/4	112.2	111.6	8.2	8 3/4
Dec	114.7	113.5	7.3	9 1/4	113.8	112.9	7.9	8 1/2
1990 Jan	113.8	115.1	9.2	9 1/2	112.7	113.2	8.1	8 3/4
Feb	114.0	115.6	9.0	9 1/2	113.9	114.7	8.4	9 1/4
Mar	117.4	117.3	9.3	9 1/2	116.8	116.8	10.6	9 1/2
Apr	117.3	117.4	9.3	9 3/4	117.2	117.6	8.7	9 1/2
May	118.5	118.7	10.3	9 3/4	117.9	117.9	9.3	9 1/4
June	120.5	119.8 R	10.5 R	10	120.1	118.6	9.8	9 1/2
July	121.2	119.9	9.9	10	120.8	119.6	9.5	9 1/2
Aug	120.9	120.7	10.8	10	118.8	119.9	9.7	9 1/2
Sept P	121.2	121.5	9.6	10 1/4	120.2	121.3	9.8	9 1/2

Average earnings index (previous series 1985 = 100): all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months	
		Underlying*		Underlying*		Underlying*		Underlying*
1985=100								
1985) Annual	100.0		100.0		100.0		100.0	
1986) Annual	107.9		107.7		108.0		107.7	
1987) averages	116.3		116.3		116.7		116.0	
1988)	126.4		126.2		126.5		126.2	
1988 Jan	120.4	121.8	8.7	8 1/2	121.1	121.7	8.5	8 1/2
Feb	120.3	122.0	8.2	8 1/2	120.3	121.1	7.1	8 1/2
Mar	124.0	124.0	9.5	8 1/2	123.3	123.2	8.8	8 1/2
Apr	124.3	124.4	8.9	8 1/2	124.7	125.2	9.4	8 3/4
May	124.1	124.2	7.6	8 1/2	124.9	124.9	8.9	8 3/4
June	125.9	125.1	8.1	8 3/4	126.6	125.0	9	9
July	128.3	126.9	8.5	9	127.9	126.6	8.3	9
Aug	126.8	126.6	8.1	9 1/4	125.6	126.7	8.3	8 3/4
Sept	127.3	127.6	8.7	9 1/4	126.4	127.6	8.0	8 3/4
Oct	128.9	129.5	9.0	9	128.7	129.2	8.2	8 1/2
Nov	131.2	130.7	8.7	8 3/4	130.8	130.2	8.7	8 3/4
Dec	135.7	134.3	11.0	8 3/4	133.5	132.4	9.1	8 3/4
1989 Jan	131.8	133.3	9.4	9	132.6	133.2	9.4	9
Feb	132.0	133.8	9.7	9 1/4	132.2	133.2	10.0	9
Mar	134.9	134.9	8.8	9 1/4	133.4	133.4	8.3	9
Apr	135.6	135.7	9.1	9 1/4	136.0	136.5	9.0	9
May	135.9	136.1	9.6	9 1/4	136.1	136.1	9.0	9
June	137.6	136.8	9.4	9	137.5	135.7	8.6	9
July	139.5	138.1	8.8	9	139.6	138.1	9.1	9

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.
 (2) Figures for years 1980-87, inclusive, were published in *Employment Gazette*, January 1989.
 For the derivation of the underlying change, see *Topics, Employment Gazette*, December 1990.
 The 1985=100 series was discontinued after July 1989 and is printed here for reference purposes. It has been superseded by the 1988=100 series which begins in January 1988 and is given in full above.

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988) Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1989)	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.8	95.6
1988 Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
1988 May	95.2	98.5	100.5	101.2	93.8	98.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
1988 Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
1988 Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
1988 Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
1988 Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	109.9
1989 Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
1989 Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
1989 Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
1989 Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
1989 Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
1990 Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
1990 Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
1990 Apr	110.8	124.2	121.6	118.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
1990 May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
1990 June	122.6	123.1	125.3	126.5 R	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
1990 July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
1990 Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	120.9
1990 Sept P	**	125.9	130.8	125.8	114.5	119.3	122.6	120.0	121.1	119.5	127.2	118.8	123.8

Previous series (1985=100)

GREAT BRITAIN 1985=100	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)
1985) Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986)	105.5	113.3	109.5	106.9	106.5	107.8	107.9	106.9	108.0	108.7	107.9	107.4	108.7
1987)	112.2	121.6	102.0	115.0	116.5	116.9	116.9	114.7	117.6	118.0	115.7	116.0	116.9
1988)	117.7	135.8	133.0	122.0	128.0	126.2	126.9	125.3	128.5	129.0	120.0	126.3	126.3
1988 Jan	106.1	128.1	127.0	116.0	126.2	120.6	121.3	120.2	124.6	120.0	118.8	120.7	121.2
1988 Feb	105.0	116.8	125.8	115.6	115.7	121.3	120.3	121.4	125.7	102.5	119.0	123.2	121.2
1988 Mar	108.0	131.9	126.9	116.0	117.6	123.5	120.5	124.6	126.1	132.9	119.9	122.7	121.2
1988 Apr	112.4	141.9	129.6	120.2	136.5	123.9	125.1	122.9	128.5	127.1	118.9	124.3	124.8
1988 May	112.1	134.2	138.8	123.5	120.1	126.3	125.1	124.3	126.5	129.9	119.0	125.7	126.6
1988 June	115.2	133.1	128.2	122.5	124.0	127.9	126.8	123.9	129.1	137.0	112.5	126.3	128.6
1988 July	118.7	139.7	134.2	125.5	141.7	127.9	126.0	126.7	128.7	135.8	114.3	128.0	125.7
1988 Aug	128.8	138.5	131.2	125.8	129.8	124.8	125.9	124.9	127.1	129.5	111.6	127.1	125.0
1988 Sept	134.4	140.9	131.4	124.0	123.4	127.4	126.1	125.4	128.0	128.5	121.8	127.3	126.0
1988 Oct	136.9	141.8	134.6	124.9	142.9	126.1	128.4	127.4	130.7	129.0	124.5	128.2	127.0
1988 Nov	116.1	142.1	147.2	125.3	124.2	127.9	139.2	129.5	131.7	136.3	126.1	131.3	133.2
1988 Dec	119.2	140.7	141.0	124.2	134.1	136.3	138.5	132.6	135.1	139.4	134.0	130.5	135.2
1989 Jan	113.5	144.8	143.7	123.0	138.4	129.6	131.3	132.7	135.3	137.0	131.8	132.8	130.6
1989 Feb	112.1	145.7	141.3	124.2	126.3	131.6	130.6	133.0	134.8	139.8	132.1	133.2	130.6
1989 Mar	115.9	151.1	137.9	129.6	127.8	130.4	130.5	134.8	138.2	141.4	136.7	132.9	134.2
1989 Apr	120.2	152.6	142.5	128.9	150.0	133.3	135.9	136.3	138.1	137.6	135.0	134.3	138.3
1989 May	121.9	149.6	152.1	131.3	132.1	135.1	136.7	135.1	139.6	141.4	135.6	136.5	138.5
1989 June	121.5	150.6	145.4	134.2	129.8	140.3	136.0	136.9	141.6	143.4	142.1	138.0	137.8
1989 July	130.1	152.6	156.8	139.6	156.5	137.9	137.0	139.2	141.9	145.1	138.1	140.0	139.7

* England and Wales only.
 Note: Figures for years 1980-87, inclusive, were published in *Employment Gazette*, February 1989.
 The 1985=100 series was discontinued after July 1989 and is printed here for reference purposes. It has been superseded by the 1988=100 series which begins in January 1988 and is given in full above.

EARNINGS 5.3

Average earnings index: all employees: by industry (not seasonally adjusted)

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication †	Banking, finance insurance and business services	Public administration	Education and health services	Other services ††	Whole economy
(43)	(44,45)	(47)	(46,48,49)	(50)	(61,62,64,65,67)	(66)	(71,72,75-77,79)	(81-82,83pt-84pt.)	(91-92pt.)	(93,95)	(97pt-98pt.)	SIC 1980 CLASS
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	100.9	100.8	100.6	111.3	100.0
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	95.4
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	95.5
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	98.3
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	97.8
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.8	97.9	94.5	99.0	98.4
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	99.8
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	101.3
99.8	100.6	101.3	100.2	99.0	99.9	99.7	100.2	99.6	100.2	102.8	100.2	100.3
100.6	99.3	102.1	101.1	102.1	101.0	100.5	102.2	98.6	100.5	101.1	101.4	100.9
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8		

5.4 EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry †

UNITED KINGDOM	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
October SIC 1980 Class	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
MALE (full-time on adult rates)										
Weekly earnings										
1983	156.30	152.57	162.13	139.45	137.78	146.96	146.82	137.93	148.17	120.66
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	162.93	162.93
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36	170.37
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59	181.36
Hours worked										
1983	41.7	45.1	42.8	41.7	41.9	41.0	41.1	42.4	45.2	43.9
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
1988	42.8	45.4	43.4	44.2	42.7	42.3	43.3	43.6	45.1	43.4
1989	42.7	45.0	43.6	43.8	43.3	42.3	42.8	43.6	45.0	42.8
Hourly earnings										
1983	374.7	338.6	379.1	334.3	328.5	358.0	357.6	325.3	327.5	274.7
1984	400.3	361.4	403.5	359.3	347.9	395.1	382.4	347.0	356.9	292.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3	392.7
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9	424.1
FEMALE (full-time on adult rates)										
Weekly earnings										
1983	92.82	92.40	101.21	97.96	97.18	109.56	101.72	94.00	99.58	77.56
1984	103.02	99.79	106.16	106.16	102.51	117.14	110.70	99.41	106.35	82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
1988	137.36	131.60	147.87	147.78	139.18	174.17	151.51	133.24	144.28	110.05
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58	117.87
Hours worked										
1983	38.5	38.4	38.2	38.7	38.1	38.5	37.7	38.3	39.1	38.1
1984	38.8	38.5	38.5	38.5	38.3	38.5	37.9	38.3	38.8	38.4
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	38.9	38.8	38.9	38.0	38.7	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	38.7	37.8
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7	37.8
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1	37.4
Hourly earnings										
1983	240.8	240.7	264.7	253.1	254.8	284.7	269.8	245.7	254.9	203.7
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	247.2	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	277.3	295.0	235.9
1986	309.0	296.1	333.9	323.0	301.5	370.9	329.3	316.1	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	338.5	363.5	291.0
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	372.5	390.0	315.3
ALL (full-time on adult rates)										
Weekly earnings										
1983	154.05	145.59	149.79	136.85	122.74	144.12	144.76	128.18	134.32	102.01
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	108.56
1985	177.90	165.23	174.30	165.16	142.68	167.97	172.71	145.58	156.17	118.15
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	168.55	173.18	124.66
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27	143.59
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.53	197.81	209.25	153.67
Hours worked										
1983	41.6	44.3	41.8	41.5	40.5	40.9	40.9	41.5	43.5	41.4
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3	41.5
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
1988	42.7	44.6	42.5	44.0	41.5	42.2	43.1	42.7	43.6	40.9
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7	40.4
Hourly earnings										
1983	370.3	328.8	357.9	329.6	302.8	352.8	353.9	309.0	308.9	246.4
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2	351.0
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2	380.2

† More detailed results were published in an article in the May 1990 issue of *Employment Gazette*. Previous articles can be found in the April 1989, April 1988, March 1987 issues and in February issues for earlier years.

5.5 EARNINGS

Index of average earnings: non-manual workers

GREAT BRITAIN	Manufacturing industries									
April of each year	Weights	1983	1984	1985	1986	1987	1988	1989	1990	
April 1970=100										
FULL TIME ADULTS*										
Men	699	547.3	604.5	657.5	724.7	776.8	854.3	939.4	1032.0	
Women	311	681.4	743.9	807.2	869.4	947.0	1039.4	1162.5	1287.5	
Men and women	1,000	569.3	627.3	682.0	748.4	804.6	883.7	975.9	1073.8	

* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.

† Adjusted for change in Standard Industrial Classification.

EARNING AND HOURS 5.4

Average earnings and hours: manual employees: by industry †

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication (71-72, 75-77,79)	All industries covered (SIC 1980 Class)
113.94	133.35	184.22	140.51	146.19	169.13	139.99	162.43	148.63
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	..	..
134.81	163.40	235.17	177.70	182.25	208.70	171.25	..	..
142.55	174.76	253.77	190.98	197.92	222.22	180.62	..	..
153.01	186.54	269.67	207.04	213.59	237.16	200.01	..	..
166.76	193.08	284.81	219.21	229.87	262.63	220.12	..	..
42.0	43.0	42.1	43.1	42.5	40.8	43.6	46.5	43.3
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	..	..
41.7	43.6	42.1	43.4	42.7	41.3	44.0	..	..
42.0	44.4	43.0	43.7	43.5	41.4	44.1	..	..
41.5	43.8	42.9	43.7	43.6	41.7	44.6	..	..
41.4	42.4	42.9	43.3	43.4	41.9	45.2	..	..
271.6	309.8	437.7	325.9	343.6	415.0	321.2	349.5	343.5
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	..	..
323.6	374.7	558.6	409.6	426.8	504.9	389.3	..	..
339.7	393.9	590.7	436.3	455.1	536.3	409.4	..	..
368.4	425.4	628.1	473.6	489.6	568.1	448.3	..	..
403.1	455.7	663.6	506.8	529.6	627.1	487.4	..	..
73.60	97.36	112.07	87.52	90.32	112.46	77.98	118.08	91.26
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	..	..
89.55	121.09	139.81	107.39	110.48				

5.6 EARNINGS AND HOURS

Average weekly and hourly earnings and hours: full-time manual and non-manual employees on adult rates

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours		including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	
				including overtime pay and overtime hours	excluding overtime pay and overtime hours				including overtime pay and overtime hours	excluding overtime pay and overtime hours
April of each year										
ADULTS										
Manual occupations										
1983	130.0	135.0	42.9	3.14	3.07	129.5	132.7	43.1	3.08	3.00
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	203.2	207.7	44.4	4.59	4.44
1990	223.3	231.1	44.3	5.20	5.00	216.2	221.2	44.3	5.01	4.84
Non-manual occupations										
1983	167.1	168.5	38.5	4.28	4.28	157.7	159.1	37.5	4.16	4.14
1984	184.1	186.1	38.7	4.73	4.71	170.5	172.2	37.6	4.49	4.47
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19
1989	286.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
1990	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49
All occupations										
1983	142.2	147.0	41.4	3.52	3.47	144.5	147.4	40.1	3.63	3.60
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47
1987	196.0	202.0	42.0	4.74	4.64	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34
MEN										
Manual occupations										
1983	141.0	145.5	43.6	3.33	3.26	138.4	141.6	43.8	3.23	3.15
1984	153.6	158.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
1990	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09
Non-manual occupations										
1983	191.4	192.9	39.1	4.87	4.87	190.6	191.8	38.4	4.95	4.94
1984	211.7	213.5	39.3	5.38	5.37	207.3	209.0	38.5	5.37	5.36
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.24	8.24
1990	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02
All occupations										
1983	156.4	161.2	42.2	3.78	3.75	161.1	164.7	41.4	3.93	3.91
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29
1990	282.2	289.2	43.4	6.55	6.50	290.2	295.6	42.2	6.88	6.89
WOMEN										
Manual occupations										
1983	86.7	90.4	39.7	2.28	2.25	85.8	88.1	39.3	2.25	2.23
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
1990	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66
Non-manual occupations										
1983	106.2	107.0	37.2	2.85	2.84	115.1	116.1	36.5	3.13	3.12
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20
1990	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73
All occupations										
1983	94.7	97.9	38.6	2.53	2.51	107.6	109.5	37.2	2.91	2.90
1984	101.7	105.5	38.8	2.71	2.69	114.9	117.2	37.2	3.10	3.09
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28

Note: New Earnings Survey estimates.
* Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

GREAT BRITAIN	SIC 1980	Total labour costs* (pence per hour)	Percentage shares of labour costs*					
			Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services	All other labour costs†
Manufacturing	1975	161.68	88.1	6.5	0.6	3.9	1.1	-0.2
	1978	244.54	84.3	8.5	0.5	4.8	1.3	0.6
	1981	394.34	82.1	9.0	2.1	5.2	1.3	0.3
	1984	509.80	84.0	7.4	1.3	5.3	1.3	0.7
	1985	555.90	84.4	6.9	1.6	5.1	1.2	0.8
	1986	597.20	84.2	6.8	2.2	4.7	1.2	0.8
	1987	641.20	84.8	6.9	1.8	4.5	1.2	0.8
	1988	692.35	85.2	7.0	1.6	4.2	1.1	0.9
	1989	751.40	85.3	7.0	1.4	4.2	1.2	0.9
Energy (excl. coal) and water supply**	1975	217.22	82.9	6.0	0.6	8.5	1.2	0.8
	1978	324.00	78.2	6.9	0.4	12.2	1.3	1.0
	1981	595.10	75.8	7.0	1.9	13.1	1.3	0.9
	1984	811.41	77.7	5.5	1.9	12.1	1.8	1.1
	1985	847.50	78.4	5.5	2.6	10.7	1.7	1.1
	1986	919.90	75.8	5.3	2.1	9.1	1.6	1.1
	1987	924.80	79.5	5.6	3.8	8.3	1.6	1.2
	1988	937.89	81.9	6.2	1.6	7.4	1.7	1.3
	1989	1,028.60	82.0	6.2	1.5	7.4	1.7	1.2
Construction	1975	156.95	90.2	6.3	0.2	1.7	0.7	0.9
	1978	222.46	86.8	9.1	0.2	2.3	0.8	0.8
	1981	357.43	85.0	9.9	0.6	2.8	0.8	0.9
	1984	475.64	86.0	7.7	0.6	4.1	0.6	1.1
	1985	504.70	86.4	7.7	0.5	3.8	0.6	1.0
	1986	535.90	86.5	7.6	0.7	3.5	0.6	1.0
	1987	566.70	87.1	7.6	0.5	3.3	0.6	0.9
	1988	616.86	87.6	7.6	0.4	3.0	0.6	0.9
	1989	688.70	87.7	7.6	0.3	3.0	0.6	0.8
Distribution	1974	96.54	87.9	6.3	0.2	2.9	1.3	1.4
	1978	192.32	85.1	8.6	0.2	4.3	1.2	0.6
	1981	310.76	83.8	9.2	0.5	4.7	1.1	0.7
	1984	423.07	83.8	7.2	0.3	6.9	1.2	0.6
	1985	444.90	84.7	6.9</				

5.8 UNIT WAGE COSTS*

All employees: index for main industrial sectors

UNITED KINGDOM		Manufacturing	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy
SIC 1980		Per cent change from a year earlier					Per cent change from a year earlier
1985 = 100							
1981	87.5	9.3	107.1	91.7	92.3	91.8	83.4
1982	91.2	4.2	107.0	93.8	90.3	93.4	87.4
1983	91.7	0.4	101.0	92.4	91.7	92.3	90.5
1984	94.5	3.1	87.0	95.7	95.7	95.7	94.8
1985	100.0	5.8	100.0	100.0	100.0	100.0	100.0
1986	104.2	4.2	99.6	103.8	103.4	103.7	105.6
1987	106.0	2.0	101.1	107.0	110.8	107.1	110.6
1988	108.9	2.7	109.3	111.4	118.2	112.3	118.2
1989	114.3	5.0	130.6	120.7	137.0	129.1	129.1
1989 Q1	96.9	5.1	..	..	..	..	97.8
Q2	98.3	5.2	..	..	..	..	98.5
Q3	101.0	6.2	..	..	..	..	101.3
Q4	103.8	6.6	..	..	..	..	102.4
1986 Q1	104.9	8.3	..	..	..	..	103.8
Q2	104.2	6.0	..	..	..	..	105.3
Q3	104.0	3.0	..	..	..	..	106.1
Q4	103.7	-0.1	..	..	..	..	107.1
1987 Q1	105.7	0.8	..	..	..	..	108.1
Q2	105.2	1.0	..	..	..	..	110.0
Q3	105.4	1.3	..	..	..	..	111.1
Q4	107.6	3.8	..	..	..	..	113.3
1988 Q1	107.6	1.8	..	..	..	..	114.7
Q2	109.3	3.9	..	..	..	..	117.0
Q3	108.3	2.8	..	..	..	..	119.1
Q4	110.4	2.6	..	..	..	..	121.9
1989 Q1	110.9	3.1	..	..	..	..	124.2
Q2	113.4	3.8	..	..	..	..	127.9
Q3	115.1	6.3	..	..	..	..	130.4
Q4	118.0	6.9	..	..	..	..	133.8
1990 Q1	119.9	8.1	..	..	..	..	136.1
Q2	121.7	7.3	..	..	..	..	140.5
Q3	126.4	9.8	..	..	..	..	..
1989 Jan	110.0	4.3	..	..	..	..	..
Feb	111.1	1.9	..	..	..	..	..
Mar	111.7	3.1	..	..	..	..	..
Apr	112.7	2.2	..	..	..	..	..
May	113.2	4.0	..	..	..	..	..
June	114.2	4.9	..	..	..	..	..
July	114.5	6.1	..	..	..	..	..
Aug	114.7	5.6	..	..	..	..	..
Sept	116.2	7.2	..	..	..	..	..
Oct	117.0	7.1	..	..	..	..	..
Nov	118.5	7.2	..	..	..	..	..
Dec	118.4	6.3	..	..	..	..	..
1990 Jan	118.7	7.9	..	..	..	..	..
Feb	120.6	8.6	..	..	..	..	..
Mar	120.4	7.8	..	..	..	..	..
Apr	120.6	7.0	..	..	..	..	..
May	121.2	7.1	..	..	..	..	..
June	123.4	8.1	..	..	..	..	..
July	124.7	8.9	..	..	..	..	..
Aug	126.2	10.0	..	..	..	..	..
Sept	128.5	10.6	..	..	..	..	..
Three months ending:							
1989 Jan	110.6	3.2	..	..	..	..	..
Feb	110.8	2.8	..	..	..	..	..
Mar	110.9	3.1	..	..	..	..	..
Apr	111.8	2.4	..	..	..	..	..
May	112.5	3.1	..	..	..	..	..
June	113.4	3.8	..	..	..	..	..
July	114.0	5.0	..	..	..	..	..
Aug	114.5	5.5	..	..	..	..	..
Sept	115.1	6.3	..	..	..	..	..
Oct	116.0	6.7	..	..	..	..	..
Nov	117.2	7.2	..	..	..	..	..
Dec	118.0	6.9	..	..	..	..	..
1990 Jan	118.5	7.1	..	..	..	..	..
Feb	119.2	7.6	..	..	..	..	..
Mar	119.9	8.1	..	..	..	..	..
Apr	120.5	7.8	..	..	..	..	..
May	120.7	7.3	..	..	..	..	..
June	121.7	7.3	..	..	..	..	..
July	123.1	8.0	..	..	..	..	..
Aug	124.8	9.0	..	..	..	..	..
Sept	126.4	9.8	..	..	..	..	..

Source: Central Statistical Office.
 Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output.
 * Wages and salaries per unit of output.

EARNINGS 5.9

Selected countries: wages per head: manufacturing (manual workers)

	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States
	(1) (2)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(2) (8) (9)	(6) (8)	(8) (10)
THOUSAND														
Indices 1985 = 100														
Annual averages														
1980	61.5	75	70	70.9	59.8	82	33	56	47.0	..	83	..	66.0	76
1981	69.6	83	79	77.7	67.2	86	41	65	57.8	..	86	..	72.9	84
1982	77.4	88	88	85.4	78.9	90	55	74	67.7	..	92	..	78.7	89
1983	84.4	92	92	91.0	87.8	93	66	83	80.9	..	94	..	84.9	92
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.6	108	124	113	111.5	103.2	103	119.3	114.3	104
1988	126.1	105	111	122.0	111.0	113	146	118	118.3	107.7	104	127.0	123.4	107
1989	137.2	111	117	128.2	115.3	117	..	124	125.6	113.5	106	138.6	135.7	110
Quarterly averages														
1989 Q1	133.0	109	115	125.2	112.8	114	167	120	122.4	111.5	105	135.1	131.6	109
Q2	136.3	110	116	128.5	114.3	117	173	121	124.7	113.1	106	135.6	135.5	109
Q3	138.4	110	117	128.6	115.2	118	176	123	126.5	114.1	106	138.5	136.5	110
Q4	141.1	116	120	130.3	116.4	119	..	124	128.5	115.4	106	144.3	139.2	111
1990 Q1	145.0	113	121	131.0	117.7	120	..	..	131.4	116.5	107	148.3	141.6	112
Q2	149.0	116	123	134.1	119.4	121	..	..	133.5	120.8	109	..	148.0	113
Q3	151.8	..	..	..	..	..	..	..	..	..	..	..	..	..
Monthly														
1989 Jun	136.3	110	116	128.3	..	..	..	121	125.8	114.6	106	..	135.1	109
July	137.8	..	116	130.6	115.2	118	..	..	126.3	113.1	106	..	137.3	110
Aug	137.9	..	117	126.6	..	..	..	..	126.5	115.6	106	..	135.1	110
Sept	139.5	110	118	128.7	..	..	..	123	126.8	113.5	106	..	137.3	111
Oct	140.1	..	119	129.5	116.4	119	..	..	126.8	113.4	106	..	138.3	110
Nov	140.8	..	120	129.7	..	..	..	..	129.1	115.3	106	..	138.5	111
Dec	142.5	116	120	131.8	..	..	..	124	129.7	117.5	106	..	140.9	112
1990 Jan	142.9	..	121	131.3	117.7	120	..	..	131.3	119.4	107	..	140.1	111
Feb	144.8	..	121	130.3	..	..	..	..	131.4	114.6	107	..	141.5	112
Mar	147.4	113	122	131.5	..	..	..	..	131.5	115.5	107	..	143.3	113
Apr	148.4	..	122	133.4	119.4	121	..	..	131.5	116.8	109	..	147.1	113
May	148.8	..	123	134.1	..	..	..	..	134.4	117.9	109	..	147.7	113
Jun	149.7	116	123	134.7	..	..	..	..	134.8	127.7	109	..	149.3	114
Jul	150.9	..	123	..	..	..	..	..	135.7	117.4	109	..	..	114
Aug	151.3	..	..	..	..	..	..	..	..	115.2	109	..	..	114
Sept	153.1	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier														
Annual averages														
1980	18	9	9	11	15	6	27	22	22	..	4	..	9	9
1981	13	11	13	10	12	5	24	16	23	..	4	..	10	11
1982	11	6	11	10	17	5	34	14	17	..	7	..	8	6
1983	9	5	5	7	11	3	20	12	19	..	2	..	8	3
1984	9	4	4	5	8	3	26	11	11	..	1	..	10	4
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	4
1986	8	2	3	5	4	4	13	7	5	2	1	11	7	2
1987	8	2	3	9	3	4	10	6	6	2	1	8	6	2
1988	8	1	5	7	3	5	18	4	6	4	1	6	8	3
1989	9	6	5	5	4	4	..	5	6	5	2	9	10	3
Quarterly averages														
1989 Q1	9	6	6	6	3	4	20	4	6	5	1	10	10	

6.1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods

(Source: Central Statistical Office)

	All items				All items except seasonal foods			
	Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1989 Oct	117.5	0.8	2.8	7.3	117.9	0.8	3.1	
Nov	118.5	0.9	3.0	7.7	118.9	0.8	3.3	
Dec	118.8	0.3	2.9	7.7	119.0	0.1	2.9	
1990 Jan	119.5	0.6	3.5	7.7	119.6	0.5	3.2	
Feb	120.2	0.6	3.8	7.5	120.3	0.6	3.5	
Mar	121.4	1.0	4.1	8.1	121.4	0.9	3.8	
Apr	125.1	3.0	6.5	9.4	125.1	3.0	6.1	
May	126.2	0.9	6.5	9.7	126.3	1.0	6.2	
June	126.7	0.4	6.6	9.8	126.9	0.5	6.6	
July	126.8	0.1	6.1	9.8	127.3	0.3	6.4	
Aug	128.1	1.0	6.6	10.6	128.5	0.9	6.8	
Sept	129.3	0.9	6.5	10.9	129.8	1.0	6.9	
Oct	130.3	0.8	4.2	10.9	130.7	0.7	4.5	

Between September and October there were increases in the prices of heating oil and petrol. Clothing and footwear prices rose as more of the winter season's stocks arrived in the shops. There were also increases for housing, leisure goods, alcoholic drink, tobacco, telephone rentals and postage charges.

Food: Seasonal food prices rose by 0.3 per cent between September and October. Increases for some fresh vegetables, fresh fish and eggs were partially offset by falls for fresh fruit and other seasonal foods. The index for non-seasonal food rose by 0.1 per cent during the period, mainly because of price rises for fresh milk, bread, biscuits and cakes. These were partly offset by price falls, notably for pork and cheese. For food as a whole, the index rose by 0.1 per cent in the month to stand at 7.1 per cent higher than in October 1989.

Catering: There were price increases throughout the group, particularly for canteen meals. The catering index rose by 0.7 per cent in the month.

Alcoholic drinks: There were increases throughout the group, most notably for pub prices, and the group index rose by 0.6 per cent.

Tobacco: Manufacturer increases pushed the group index up by 1.1 per cent between September and October.

Housing: The increase of 0.6 per cent in the index for this group was mainly the result of the continuing rise in costs for owner occupiers. There were also increases in rents, prices for DIY materials and maintenance costs.

Fuel and light: A sharp rise in the price of heating oil was the main reason why the group index increased by 2.0 per cent over the month.

Household goods: The group index rose by 0.4 per cent overall as more new stocks arrived in the shops, although some sales continued.

Household services: An increase in postage charges along with the further phased effects of this year's increase in telephone charges helped push the group index up by 1.2 per cent in the month.

Clothing and footwear: Further arrivals of the new season's stocks led to price increases across the group. Its index increased by 1.0 per cent on average.

Personal goods and services: Price rises throughout this group, notably for chemists' goods meant that the index rose by 0.6 per cent over the month.

Motoring expenditure: The rise of 1.0 per cent in the index for this group was mainly caused by a further increase in petrol prices, and dealer motor insurance.

Fares and other travel costs: There were some rises, particularly rail fares and bus fares, in this group. The index rose by 0.8 per cent.

Leisure goods: Between September and October the group index rose by 1.2 per cent, mainly because of price increases for some newspapers and magazines.

Leisure services: The group index rose by 0.5 per cent over the month, reflecting increases in some admission charges for entertainment.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for October 16

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)		
		1	12		1	12	
		ALL ITEMS	130.3		0.8	10.9	
Food and catering	122.5	0.2	7.6	Tobacco	116.5	1.1	8.2
Alcohol and tobacco	124.4	0.7	10.1	Cigarettes	116.7	8	
Housing and household expenditure	144.8	0.8	15.9	Tobacco	115.2	8	
Personal expenditure	120.3	0.8	5.8	Housing	172.0	0.6	23.2
Travel and leisure	124.6	0.9	8.9	Rent	141.1	13	
All items excluding seasonal food	130.7	0.7	10.9	Mortgage interest payments	223.0	30	
All items excluding food	132.2	0.8	11.6	Rates and community charges	171.8	34	
Seasonal food	111.8	0.3	10.1	Water and other payments	148.4	14	
Food excluding seasonal	121.9	0.1	6.6	Repairs and maintenance charges	126.3	9	
All items excluding housing	122.6	0.8	8.2	Do-it-yourself materials	125.9	9	
All items excluding mortgage interest	125.8	0.7	9.5	Dwelling insurance and ground rent	178.4	4	
Consumer durables	113.2	0.6	4.0	Fuel and light	121.9	2.0	11.4
Food	120.4	0.1	7.1	Coal and solid fuels	107.4	5	
Bread	122.6	7		Electricity	126.2	9	
Cereals	125.3	8		Gas	112.4	7	
Biscuits and cakes	123.2	9		Oil and other fuels	184.0	81	
Beef	123.3	1		Household goods	117.2	0.4	5.1
Lamb	105.7	5		Furniture	119.2	7	
of which, home-killed lamb	102.3	6		Furnishings	117.9	4	
Pork	123.0	1		Electrical appliances	107.1	2	
Bacon	129.1	5		Other household equipment	121.3	6	
Poultry	119.2	10		Household consumables	126.6	7	
Other meat	121.2	9		Pet care	110.5	5	
Fish	123.2	14		Household services	123.2	1.2	7.9
of which, fresh fish	138.0	24		Postage	125.2	11	
Butter	121.2	0		Telephones, telemessages, etc	112.6	8	
Oil and fats	118.3	9		Domestic services	132.3	11	
Cheese	118.6	1		Fees and subscriptions	128.4	6	
Eggs	114.0	3		Clothing and footwear	117.6	1.0	4.7
Milk fresh	127.5	7		Men's outerwear	117.6	5	
Milk products	130.0	7		Women's outerwear	113.6	3	
Tea	136.7	20		Children's outerwear	118.7	4	
Coffee and other hot drinks	89.5	-8		Other clothing	121.2	5	
Soft drinks	138.4	11		Footwear	119.8	6	
Sugar and preserves	131.8	10		Personal goods and services	125.6	0.6	8.0
Sweets and chocolates	109.5	4		Personal articles	109.4	4	
Potatoes	112.1	2		Chemists' goods	128.9	10	
of which, unprocessed potatoes	99.8	-8		Personal services	138.5	10	
Vegetables	114.0	7		Motoring expenditure	127.5	1.0	10.5
of which, other fresh vegetables	108.6	9		Purchase of motor vehicles	119.9	3	
Fruit	116.1	17		Maintenance of motor vehicles	131.2	11	
of which, fresh fruit	116.8	19		Petrol and oil	136.4	26	
Other foods	122.1	8		Vehicles tax and insurance	131.6	6	
Catering	130.0	0.7	9.3	Fares and other travel costs	126.0	0.8	8.1
Restaurant meals	130.4	9		Rail fares	129.7	10	
Canteen meals	130.3	10		Bus and coach fares	127.8	5	
Take-aways and snacks	129.4	10		Other travel costs	121.6	9	
Alcoholic drink	128.2	0.6	11.0	Leisure goods	114.2	1.2	5.1
Beer	131.1	11		Audio-visual equipment	89.6	-1	
on sales	132.4	12		Records and tapes	101.6	3	
off sales	121.5	8		Toys, photographic and sport goods	115.2	5	
Wines and spirits	123.9	11		Books and newspapers	135.6	9	
on sales	127.6	11		Gardening products	124.7	7	
off sales	121.2	10		Leisure services	128.4	0.5	9.4
				Television licences and rentals	110.5	5	
				Entertainment and other recreation	140.1	11	

Notes: 1. Indices are given to one decimal place to provide as much information as is available, but precision is greater at higher levels of aggregation, that is at sub-group and group levels.
2. The structure of the published components of the index was recast in February 1987. (See general notes under table 6.7.)

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on October 16 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below. It is only possible to calculate a meaningful average price for

fairly standard items; that is, those which do not vary between retail outlets.

The averages given are subject to uncertainty, an indication of which is given in the ranges within which at least four-fifths of the recorded prices fell, given in the final column below.

Average prices on October 16, 1990

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
Beef: home-killed				Butter			
Best beef mince	320	154	122-199	Home produced, per 250g	279	62	57-70
Topside	267	261	220-309	New Zealand, per 250g	266	60	56-64
Brisket (without bone)	244	191	150-216	Danish, per 250g	277	70	68-75
Rump steak *	311	370	299-399	Margarine			
Stewing steak	305	175	155-221	Soft 500g tub	282	40	31-75
Lamb: home-killed				Low fat spread	526	49	39-59
Loin (with bone)	321	220	169-308	Lard, per 250g	264	17	16-25
Shoulder (with bone)	305	110	89-148	Cheese			
Leg (with bone)	296	192	149-248	Cheddar type	294	147	119-195
Lamb: imported (frozen)				Eggs			
Loin (with bone)	208	186	149-219	Size 2 (65-70g), per dozen	255	121	106-138
Shoulder (with bone)	190	98	89-119	Size 4 (55-60g), per dozen	198	102	94-119
Leg (with bone)	205	169	149-197	Milk			
Pork: home-killed				Pasteurised, per pint	312	32	26-32
Leg (foot off)	260	145	109-198	Skimmed, per pint	280	31	25-31
Belly *	290	109	89-129	Tea			
Loin (with bone)	317	167	149-200	loose, per 125g	302	55	43-69
Shoulder (with bone)	256	154	110-189	Tea bags, per 250g	307	129	92-149
Bacon				Coffee			
Streaky *	272	136	112-166	Pure, instant, per 100g	600	127	89-169
Gammon *	272	221	170-270	Ground (filter fine), per 8oz	276	137	109-169
Back, vacuum packed	180	221	175-285	Sugar			
Back, not vacuum packed	209	203	169-234	Granulated, per kg	300	64	63-67
Ham (not shoulder), per 4oz	304	78	58-96	Fresh vegetables			
Sausages				Potatoes, old loose			
Pork	320	105	82-128	White	250	13	9-17
Beef	235	99	76-120	Red	122	12	10-15
Pork luncheon meat, 12oz can	179	56	53-69	Potatoes, new loose	0	0	0
Corned beef, 12oz can	195	101	89-110	Tomatoes	301	53	45-64
Chicken: roasting, oven ready				Cabbage, greens	281	33	20-49
Frozen, oven ready	230	79	69-99	Cabbage, hearted	297	28	19-39
Fresh or chilled 3lb,	274	102	85-159	Cauliflower, each	312	55	45-65
Fresh and smoked fish				Brussels sprouts	252	45	30-59
Cod fillets	234	282	220-356	Carrots	322	26	18-32
Haddock fillets	227	295	239-345	Onions	332	26	15-36
Mackerel, whole	195	101	70-135	Mushrooms, per 4oz	316	33	25-36
Kippers, with bone	249	110	95-140	Cucumber, each	320	60	50-72
Canned (red) salmon, half size can	190	171	159-189	Lettuce - iceberg	290	69	50-79
Bread				Fresh fruit			
White loaf, sliced, 800g	306	51	44-66	Apples, cooking	309	44	30-52
White loaf, unwrapped, 800g	258	66	60-72	Apples, dessert	311	44	36-55
White loaf, unsliced, 400g	282	43	39-47	Pears, dessert	294	51	39-59
Brown loaf, sliced, small	277	44	42-48	Oranges, each	291	21	13-28
Brown loaf, unsliced, 800g	241	66	56-75	Bananas	323	50	39-56
Flour				Grapes	291	95	60-129
Self raising, per 1.5kg	198	54	49-59	Items other than food			
				Draught bitter, per pint	658	113	98-125
				Draught lager, per pint	676	127	110-140
				Whisky per nip	673	86	75-97
				Gin, per nip	671	85	75-97
				Cigarettes 20 king size filter	3,837	168	135-180
				Coal, per 50kg	365	583	470-710
				Smokeless fuel per 50kg	418	791	650-960
				4-star petrol, per litre	641	52	50-52
				Unleaded petrol ord. per litre	624	48	47-49

† Per lb unless otherwise stated.
* Or Scottish equivalent.

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food	Meals bought and consumed outside the home	Alcoholic drink		
						All	Seasonal †	Non- seasonal food		
Weights	1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70
	1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82
	1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81
	1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83
	1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85
	1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77
	1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
	1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
	1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77
	1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78
	1984	1,000	799	966.1-968.7	102 Feb-Nov 87 Dec-Jan	201	31.3-33.9	167.1-169.8	36	75
	1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75
	1986	1,000	815	973.3-976.0	83 Feb-Nov 60 Dec-Jan	185	24.0-26.7	158.3-161.0	44	82
1974		108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7
1975		134.8	135.3	135.1	147.5	133.3	129.8	134.3	132.4	135.2
1976		157.1	156.4	156.5	185.4	159.9	177.7	156.8	157.3	159.3
1977		182.0	179.7	181.5	208.1	190.3	197.0	189.1	185.7	183.4
1978		197.1	195.2	197.8	227.3	203.8	190.1	208.4	207.8	196.0
1979		223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1
1980		263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8
1981		295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1
1982		320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4
1983		335.1	342.4	337.1	440.9	308.8	282.0	364.0	366.5	366.5
1984		351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7
1985		373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1
1986		385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6
1975 Jan 14		119.9	120.4	120.5	118.3	106.6	106.6	121.1	118.7	118.2
1976 Jan 13		147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0
1977 Jan 18		172.4	169.3	170.9	198.7	183.1	214.8	177.1	172.3	173.7
1978 Jan 17		189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9
1979 Jan 16		207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9
1980 Jan 15		245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4
1981 Jan 13		277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7
1982 Jan 12		310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8
1983 Jan 11		325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7
1984 Jan 10		342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1
1985 Jan 15		359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9
1986 Jan 14		379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8
1987 Jan 13		394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries **	Consumer durables	Food	Catering	Alcoholic drink
									All	Seasonal †	Non- seasonal food
	1989	1,000	846	977	825	940	46	135	154	23	131
	1990	1,000	842	976	815	925	—	132	158	24	134
1987	Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	109.6
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	116.5
1987	Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988	Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7
1988	Oct 15	109.5	110.4	109.8	107.4	108.3	109.2	105.3	104.9	97.1	106.4
	Nov 15	110.0	110.9	110.8	107.8	108.7	109.3	105.7	105.7	102.1	111.7
	Dec 13	110.3	111.0	110.5	108.0	108.9	109.3	105.9	106.5	101.5	112.4
1989	Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2
	Feb 14	111.8	112.5	111.9	109.0	109.9	110.9	105.3	107.7	103.4	108.5
	Mar 14	112.3	113.0	112.4	109.4	110.4	110.9	105.8	108.3	104.8	108.9
	Apr 18	114.3	115.2	114.4	110.6	112.2	114.2	107.0	109.6	108.0	109.9
	May 16	115.0	115.9	115.1	111.3	112.9	114.7	107.5	110.3	109.9	110.4
	June 13	115.4	116.3	115.6	111.6	113.2	115.9	107.6	110.7	109.3	111.0
	July 18	115.5	116.6	115.9	111.6	113.2	116.5	106.5	110.1	100.6	111.9
	Aug 15	115.8	116.9	116.2	111.8	113.4	116.8	106.7	110.6	100.8	112.3
	Sept 12	116.6	117.6	117.0	112.5	114.1	116.9	107.9	111.3	100.7	113.2
	Oct 17	117.5	118.5	117.9	113.3	114.9	117.2	108.8	112.4	101.5	114.4
	Nov 14	118.5	119.5	118.9	113.8	115.3	117.4	109.3	113.5	106.2	114.8
	Dec 12	118.8	119.7	119.0	114.0	115.5	—	109.5	114.5	111.1	120.1
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	121.2
	Feb 13	120.2	120.9	120.3	115.3	116.7	—	109.1	117.0	116.7	121.8
	Mar 13	121.4	122.1	121.4	115.9	117.3	—	109.9	117.7	119.6	122.4
	Apr 10	125.1	126.3	125.1	117.6	121.1	—	111.0	118.8	123.4	123.9
	May 15	126.2	127.4	126.3	118.8	122.1	—	111.6	120.1	123.6	125.0
	June 12	126.7	128.0	126.9	119.1	122.5	—	111.5	120.0	118.3	125.9
	July 17	126.8	128.4	127.3	119.1	122.6	—	109.7	118.8	108.1	120.7
	Aug 14	128.1	129.6	128.5	120.3	123.7	—	110.7	120.0	112.2	121.4
	Sept 11	129.3	131.1	129.8	121.6	124.9	—	112.5	120.3	111.5	121.8
	Oct 16	130.3	132.2	130.7	122.6	125.8	—	113.2	120.4	111.8	121.9

† For the February, March and April 1988 indices the weights for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about their relative shares of household expenditure.
** The Nationalised Industry index is no longer published from December 1989, see also General Notes under table 6.7.

RETAIL PRICES 6.4

General index of retail prices

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
43	124	52	64	91	63	135	54
46	108	53	70	89	71	149	52
46	112	56	75	84	74	140	57
46	112	58	63	82	71	139	54
48	113	60	64	80	70	140	56
44	120	59	64	82	69	143	59
40	124	59	69	84	74	151	62
36	135	62	65	81	75	152	66
41	144	62	64	77	72	154	63
39	137	69	64	77	75	159	65
36	149	65	69	70	76	158	65
37	153	65	65	75	77	156	62
40	153	62	63	75	81	157	58
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3
226.2	173.4	227.5	182.1	171.0	206.7	207.2	192.0
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3
532.5	452.3	499.3	263.9	222.9	392.2	392.5	381.3
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8
162.6	134.8	168.7	140.8	131.5	152.3	157.0	154.0

6.5 RETAIL PRICES

General index of retail prices: percentage changes on a year earlier for main sub-groups

(Source: Central Statistical Office)

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	6.5	10.4	12.6
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	1.8	8.0	7.1	3.7
1984 Jan 10	5.1	6.0	7.0	6.3	9.9	0.5	2.6	4.7	-0.3	4.7	4.8	3.9
1985 Jan 15	5.0	3.4	6.2	5.8	12.7	8.8	3.9	2.1	3.3	7.1	2.4	5.4
1986 Jan 14	5.5	3.2	6.2	6.5	7.4	11.4	4.0	2.9	3.6	6.5	3.6	6.3
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0

	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Oct 18	6.4	3.8	6.7	5.4	3.7	15.1	5.8	4.2	4.8	4.5	5.4	4.6	6.4	2.3	7.0
1988 Nov 15	6.4	4.0	6.5	5.6	4.0	15.6	5.7	3.6	4.7	4.6	4.7	4.5	6.2	1.7	7.6
1988 Dec 13	6.8	4.0	6.2	5.6	4.0	17.9	6.0	3.5	4.6	4.4	4.8	4.6	6.2	1.7	7.8
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1989 Feb 14	7.8	4.0	6.0	6.0	4.0	21.8	6.3	4.2	5.2	5.2	5.9	5.7	7.1	2.1	8.2
1989 Mar 14	7.9	4.2	6.1	6.0	4.1	22.0	6.6	4.2	5.2	4.7	5.7	5.9	7.3	2.3	8.2
1989 Apr 18	8.0	5.0	6.0	5.1	2.5	21.9	6.4	4.3	5.7	6.5	6.7	6.7	7.2	2.0	4.8
1989 May 16	8.3	5.3	6.2	5.0	2.0	23.1	5.7	4.2	5.5	5.4	7.0	7.4	7.4	2.8	5.4
1989 June 13	8.3	5.6	6.1	5.1	2.2	23.4	5.1	4.3	5.3	5.0	6.9	6.7	8.1	3.1	5.6
1989 July 18	8.2	5.9	6.5	5.4	2.3	24.0	4.6	3.9	4.8	5.1	7.3	5.7	7.4	3.1	6.4
1989 Aug 15	7.3	5.9	6.3	5.8	2.1	18.7	5.1	3.8	4.5	5.2	7.3	4.7	6.9	2.8	6.5
1989 Sept 12	7.6	6.2	6.2	5.8	2.6	18.6	5.2	3.5	5.0	5.9	7.2	4.9	6.9	3.2	6.0
1989 Oct 17	7.3	7.1	6.4	5.9	3.4	15.7	5.5	3.6	5.5	5.1	7.6	4.7	6.8	3.5	6.2
1989 Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1
1989 Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
1990 Feb 13	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.2	4.7	6.9
1990 Mar 13	8.1	8.7	7.3	6.2	2.5	18.2	5.6	4.6	5.3	5.2	8.2	3.8	7.2	5.0	6.9
1990 Apr 10	9.4	8.4	7.7	9.0	6.2	23.4	6.0	4.6	4.8	4.7	7.1	4.0	7.4	5.2	8.2
1990 May 15	9.7	8.9	8.1	10.6	8.5	23.8	7.4	4.7	5.5	4.6	7.0	3.6	6.8	4.7	8.0
1990 June 12	9.8	8.4	8.3	10.8	8.6	23.7	7.8	4.9	5.9	4.2	7.0	3.8	7.1	4.6	8.4
1990 July 17	9.8	7.9	8.8	11.4	8.7	23.7	7.7	4.3	6.3	3.6	6.9	4.6	7.2	4.2	8.0
1990 Aug 14	10.6	8.5	8.8	11.1	8.8	23.8	9.1	4.7	6.5	4.7	7.5	7.8	7.5	4.6	8.0
1990 Sept 11	10.9	8.1	9.4	11.1	8.3	23.7	9.6	5.2	7.5	4.9	8.0	9.7	7.5	4.7	9.0
1990 Oct 13	10.9	7.1	9.3	11.0	8.2	23.2	11.4	5.1	7.9	4.7	8.0	10.5	8.1	5.1	9.4

Notes: See notes under table 6-7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.0	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9		115.4	118.3	120.2		115.2	118.5	120.3	

Note: The indices for January 1987 are shown to enable calculations to be made involving periods which span the new reference date—see General Notes below table 6-7.

RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
JAN 15, 1974 = 100														
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5			
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3			
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1			
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0			
1987 January	386.5	344.6	448.5	438.4	605.5	510.5		231.7						
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6			
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1			
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8			
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4			
1987 January	384.2	338.8	448.8	456.0	602.3	512.2		240.5						
GENERAL INDEX OF RETAIL PRICES														
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9			
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3			
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3			
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5			
1987 January	377.8	354.0	454.8	440.7	602.9	506.1		230.8						
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
JAN 13, 1987 = 100														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	102.8	103.5	100.4	
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	104.5	104.5	107.9	108.7	109.3	103.3	
1989	110.6	110.8	116.7	111.9	106.5	106.8	110.9	109.1	109.3	119.3	115.1	114.9	116.2	106.1
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	109.4	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6
1988	105.8	104.6	109.6	106.9	103.4	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1
1989	111.5	110.5	116.5	112.9	106.4	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1

Notes: 1 The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.
2 The structure of the published components of the index was recast in February 1987. The indices for January 1987 are given for those groups which are broadly comparable with the new groups to enable calculations to be made involving periods which span the new reference date. (See General Notes below.)

6.8 RETAIL PRICES Selected countries

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.5	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	105.1
Monthly											
1989 Oct	124.2	118.1	108.5	119.7	104.7	194.6	131.2	113.7	115.6	125.8	106.4
Nov	125.3	118.5	108.4	120.2	104.9	196.3	131.5	114.0	115.6	126.5	106.6
Dec	125.6	118.9	108.8	120.2	105.2	199.9	132.0	114.1	115.6	127.0	106.7
1990 Jan	126.3	119.6	109.2	119.5	105.8	201.3	133.2	114.4	116.7	128.2	107.5
Feb	127.1	120.2	109.4	119.7	106.2	201.4	134.0	114.6	116.7	129.2	107.6
Mar	128.3	120.8	109.7	120.2	106.3	209.0	134.5	115.0	116.7	129.7	107.6
Apr	132.3	121.8	110.2	120.2	106.5	212.6	134.9	115.4	117.1	130.2	108.1
May	133.4	122.3	110.2	121.1	106.7	218.9	134.9	115.7	117.1	130.6	108.3
June	133.9	122.7	110.3	120.8	106.8	223.8	135.3	115.9	117.1	131.2	108.3
July	134.1	123.0	110.7	120.4	106.8	223.2	137.0	116.2	118.0R	131.6R	108.5
Aug	135.4	123.8	111.3	121.7R	107.1	224.5	137.7	116.9	118.0R	132.5	109.0
Sep	136.7	124.6P	112.4	122.6P	107.5	232.3	139.2	117.5P	118.0R	133.3P	109.7
Oct	137.8	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											
Annual averages											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.8	6.8	3.5	4.1	6.3	3.3
Monthly											
1989 Oct	7.3	5.2	3.6	5.1	3.2	13.8	7.1	3.6	4.6	6.3	3.9
Nov	7.7	5.3	3.6	4.8	3.0	14.0	7.4	3.7	4.6	6.1	3.8
Dec	7.7	5.3	3.6	4.8	3.0	14.8	6.9	3.6	4.6	6.3	3.9
1990 Jan	7.7	5.2	3.6	3.7	2.7	15.9	6.8	3.4	4.2	6.6	4.0
Feb	7.5	5.3	3.4	3.2	2.7	16.5	7.3	3.4	4.2	6.5	3.8
Mar	8.1	5.3	3.4	3.0	2.7	17.8	7.0	3.4	4.2	6.3	3.5
Apr	9.4	5.4	3.2	2.4	2.3	17.9	7.0	3.2	4.2	6.2	3.6
May	9.7	5.4	3.1	2.4	2.3	21.0	6.8	3.0	3.5	6.0	3.4
June	9.8	5.4	3.0	2.5	2.3	21.7	6.6R	3.0	3.5	6.1	3.1
July	9.8	5.5	3.0	2.1	2.4	21.6	6.2	3.0	3.5	6.2R	3.0
Aug	10.6	5.9	3.3	2.6	2.8	21.9	6.5	3.5	3.5	6.7	3.3
Sep	10.9	6.1P	3.7	3.0P	3.0	21.8	6.5	3.8P	3.5	6.8P	3.7
Oct	10.9	..	..	..	..	..	..	..	..	..	..

Source: Eurostat
 Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.
 2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupiers' shelter costs varies, reflecting both differences in housing markets and methodologies. Within the EC, only Ireland and the UK include mortgage interest payments directly. Of the other ten members there are six—France, Italy, Greece, Denmark, Luxembourg, Portugal—which include no direct measure of owner-occupiers' shelter costs. The other four members—Germany (FR), Netherlands, Belgium, Spain—take account of owner-occupiers' shelter costs using rental equivalents. Among other major developed nations, Canada, Australia and New Zealand include mortgage interest payments directly in their Consumer Prices Indices.

RETAIL PRICES 6.8 Selected countries

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
Annual averages										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.6	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
Monthly										
1989 Oct	102.6	154.7	116.8	105.6	108.1	108.5	131.6	124.7	122.4	120.4
Nov	102.6	156.3	117.1	104.5	109.4	108.1	131.6	125.0	122.3	120.8
Dec	102.6	158.0	117.3	104.6	110.2	108.5	131.5	125.4	123.0	120.7
1990 Jan	102.4	160.7	118.5	104.8	110.8	109.2	132.5	129.4	124.8	121.8
Feb	102.8	164.4	119.0	105.1	111.2	110.0	133.0	130.0	125.3	122.5
Mar	103.2	165.4	119.7	105.5	111.6	110.1	134.5	133.6	125.7	122.9
Apr	103.7	167.4	119.9	106.3	111.8	110.4	134.5	133.5	126.4	123.0
May	103.8	169.2	120.1	107.1	112.3	110.5R	134.8	134.2	127.0	123.6
June	103.7	169.8	120.8	106.5	112.5	110.8	135.2	134.1	127.3	124.1
July	104.0	171.0	121.3	106.4R	112.6	112.2	135.4	135.4	127.5	124.7R
Aug	104.4	173.1	122.4	106.9	113.8	112.8R	135.2	136.3	128.1	124.8R
Sep	105.2	175.1	123.4	107.8P	114.4	112.6	136.5	137.9	128.8	125.2
Oct	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier										
Annual averages										
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0
1989	1.1	12.6	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
Monthly										
1989 Oct	1.3	12.3	4.5	2.9	3.7	2.8	4.2	6.4	7.1	5.1
Nov	1.2	11.7	4.7	2.3	4.5	2.5	4.3	6.5	6.8	5.2
Dec	1.3	11.6	4.6	2.6	5.0	2.9	4.2	6.6	6.6	5.1
1990 Jan	2.0	12.1	5.2	3.0	5.0	2.9	4.2	8.7	7.6	5.5
Feb	2.1	13.1	5.3	3.6	4.9	3.1	4.3	8.6	7.5	5.4
Mar	2.1	12.8	5.2	3.5	5.0	3.1	4.5	11.2	6.6	5.3
Apr	2.1	12.9	4.7	2.5	4.7	3.1	4.0	10.0	6.1	5.0
May	2.2	14.0	4.4	2.7	5.0	3.0	3.9	10.2	6.3	4.5
June	2.2	13.6	4.7	2.2	5.0	2.9	3.6	9.7R	5.6	4.3
July	2.3	13.3	4.8	2.3R	5.3	3.0	3.6	10.8	5.8	4.1
Aug	2.4	12.7	5.6	2.9	6.1	3.2R	3.8	11.1	6.2	4.2R
Sep	2.6	13.7	6.2	2.9P	6.1	3.7	3.9	11.5	5.6	4.3
Oct	..	..	..	..	..	..	..	..	..	..

8.1 TOURISM Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism-related industries
Self-employed*						
Employees in employment						
1984 Mar	200.5	239.5	136.6	202.1	311.2	1,089.9
June	213.1	251.7	137.6	265.7	333.6	1,201.7
Sept	216.2	259.8	137.0	262.0	330.1	1,205.1
Dec	209.5	258.1	138.6	226.3	313.3	1,145.8
1985 Mar	207.5	254.8	136.2	221.6	316.6	1,136.7
June	222.8	266.4	139.7	268.5	373.0	1,270.4
Sept	226.1	259.3	139.3	270.1	364.3	1,259.2
Dec	220.8	258.5	141.2	231.4	325.8	1,177.8
1986 Mar	215.3	249.9	137.1	226.5	322.0	1,150.8
June	229.2	259.8	138.2	270.5	370.9	1,268.6
Sept	227.7	264.3	138.5	268.4	362.0	1,260.9
Dec	225.2	263.4	139.2	232.3	331.2	1,191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1,168.6
June	240.4	263.1	136.9	265.4	375.1	1,280.9
Sept	242.2	264.1	139.9	270.1	367.0	1,283.3
Dec	243.7	266.7	143.6	243.5	350.9	1,248.4
1988 Mar	240.9	258.8	139.9	236.9	357.8	1,234.3
June	258.6	266.1	141.4	275.2	381.3	1,322.6
Sept	257.2	273.6	140.6	279.3	384.7	1,335.4
Dec	258.9	274.4	146.3	241.7	359.2	1,280.5
1989 Mar	255.2	269.9	141.6	247.1	358.7	1,272.6
June	272.4	279.8	141.8	283.9	393.6	1,371.5
Sept	273.1	282.9	144.3	288.3	401.2	1,389.8
Dec	271.2	287.0	145.9	257.3	369.0	1,330.2
1990 Mar	270.1	278.2	142.8	254.9	372.2	1,318.2
June	284.5	288.3	144.8	293.6	418.6	1,429.7
Change June 1990 on June 1989						
Absolute (thousands)	+12.1	+8.5	+3.0	+9.7	+24.9	+58.2
Percentage	+4.4	+3.0	+2.1	+3.4	+6.3	+4.2

* Based on Census of Population.

In addition the Labour Force Survey showed the following estimates (thousands) of self-employment in all tourism related industries: (1982 not available)

1981	163	1986	211
1982	159	1987	200
1983	187	1988	204
1984	190	1989 P	191

† These are comparable with the estimates for all industries and services shown in table 1.4.

8.2 TOURISM Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987	6,260		7,290		-1,020	
1988	6,184		8,216		-2,032	
1989 R	6,945		9,357		-2,412	
Percentage change 1989/1988	+12		+14			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1989 R Q1	1,183	1,715	1,583	2,364	-400	-649
Q2	1,567	1,671	2,212	2,259	-645	-588
Q3	2,537	1,700	3,693	2,273	-1,156	-573
Q4	1,658	1,859	1,869	2,461	-211	-602
1990 P Q1 R	1,396	2,081	1,707	2,568	-312	-487
Q2 (e)	1,730	1,822R	2,605	2,623R	-875	-801
1989 R Jan	410	531	484	748	-74	-217
Feb	303	554	524	871	-221	-317
Mar	470	630	575	745	-105	-115
Apr	456	548	622	750	-166	-202
May	506	557	664	743	-158	-186
Jun	605	566	926	766	-321	-200
Jul	873	582	1,028	726	-155	-144
Aug	909	559	1,361	779	-452	-220
Sep	635	577	1,304	768	-669	-209
Oct	469	602	505	796	-327	-194
Nov	554	680	427	874	+127	
1990 P Jan R	498	645	587	916	-89	-271
Feb R	406	750	488	819	-82	-69
Mar R	492	686	632	833	-140	-147
Apr (e)	500	571R	715	860R	-215	-289
May (e)	575	655R	755	864R	-180	-209
Jun (e)	655	596R	1,135	899R	-480	-303
Jul (e)	860	601R	1,120	851R	-260	-250
Aug (e)	930	563R	1,425	832R	-495	-269

(e) Rounded to the nearest £5 million.

For further details see Business Monitors MQ6 and MA6 Overseas Travel and Tourism, available from HMSO.
Source: International Passenger Survey.

Overseas travel and tourism: visits to the UK by overseas residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989 R	17,338		3,481	10,689	3,168
1989 R Q1	3,336	4,429	546	2,199	592
Q2	4,264	4,236	984	2,579	701
Q3	5,962	4,165	1,227	3,534	1,201
Q4	3,776	4,508	724	2,377	675
1990 P Q1 R	3,413	4,819	605	2,121	688
Q2 (e)	4,510	4,375R	1,080	2,550	880
1989 R Jan	1,132	1,440	189	710	233
Feb	869	1,427	139	561	169
Mar	1,335	1,562	218	927	191
Apr	1,302	1,409	209	916	177
May	1,388	1,434	328	803	257
Jun	1,574	1,393	448	860	267
Jul	2,071	1,406	460	1,241	370
Aug	2,258	1,365	419	1,398	440
Sep	1,633	1,394	347	896	390
Oct	1,448	1,446	311	849	288
Nov	1,183	1,521	221	743	219
Dec	1,145	1,541	191	785	169
1990 P Jan R	1,215	1,565	224	721	273
Feb R	995	1,646	150	661	186
Mar R	1,203	1,608	234	741	230
Apr (e)	1,400	1,372R	230	950	220
May (e)	1,480	1,521R	380	780	320
Jun (e)	1,630	1,447R	470	820	340
Jul (e)	2,130	1,502R	440	1,270	420
Aug (e)	2,230	1,346R	460	1,280	490

Notes: See table 8.2.

TOURISM 8.4 Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1977	11,525		619	9,866	1,040
1978	13,443		782	11,514	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,362	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989 R	31,030		2,218	26,128	2,684
1989 R Q1	5,404	8,167	327	4,316	761
Q2	7,951	7,642	563	6,747	642
Q3	11,622	7,522	815	10,097	710
Q4	6,053	7,699	512	4,969	571
1990 P Q1 R	5,376	8,478	371	4,174	830
Q2 (e)	8,400	8,024R	600	7,090	710
1989 R Jan	1,724	2,759	127	1,321	276
Feb	1,627	2,783	84	1,311	232
Mar	2,053	2,625	116	1,685	254
Apr	2,211	2,515	155	1,785	271
May	2,478	2,570	177	2,131	170
Jun	3,262	2,557	232	2,837	200
Jul	3,353	2,429	206	2,967	180
Aug	4,391	2,586	283	3,853	256
Sep	3,878	2,507	327	3,277	275
Oct	3,008	2,558	261	2,526	219
Nov	1,647	2,439	136	1,330	181
Dec	1,398	2,702	115	1,112	171
1990 P Jan R	1,845	3,067	124	1,398	323
Feb R	1,565	2,663	101	1,259	205
Mar R	1,966	2,748	146	1,518	302
Apr (e)	2,590	2,767R	160	2,160	270
May (e)	2,520	2,652R	180	2,100	240
Jun (e)	3,290	2,605R	260	2,830	200
Jul (e)	3,370	2,494R	200	2,880	290
Aug (e)	4,240	2,507R	260	3,680	300

Notes: See table 8.2.

9.2 OTHER FACTS AND FIGURES

Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	October	September	October	September	October	September
Enterprise Allowance Scheme	60,712	62,412	5,776	5,814	4,080	4,282
Job Release Scheme	2,164	2,298	105	111	92	97
Jobshare	105	103	14	13	5	6
Jobstart Allowance	2,018*	2,141†	331*	341†	213*	235†
Restart interviews**						

* Live cases as at October 26, 1990.

† Live cases as at September 28, 1990.

** Restart interview figures are collected on a quarterly basis. The next set of figures will be available for the quarter ending December 1990.

9.3 OTHER FACTS AND FIGURES

Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, September 8 1990 to October 5 1990 †	3,067
Placed into open and sheltered employment by jobcentre advisory service July 7, 1990 to October 5, 1990 †:	
Into open employment	8,500
Into sheltered employment	750
Registered as disabled on April 17, 1990 ‡	355,591

† Not including placings through displayed vacancies.

‡ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications.

DEFINITIONS

The terms used in the tables are defined more fully in periodic articles in Employment Gazette relating to particular statistical series.

EARNINGS

Total gross remuneration which employees receive from their employers in the form of money. Income in kind and employers' contributions to national insurance and pension funds are excluded.

EMPLOYEES IN EMPLOYMENT

A count of civilian jobs of employees paid by employers who run a PAYE scheme. Participants in Government employment and training schemes are included if they have a contract of employment. HM forces, homeworkers and private domestic servants are excluded. As the estimates of employees in employment are derived from employers' reports of the number of people they employ, individuals holding two jobs with different employers will be counted twice.

FULL-TIME WORKERS

People normally working for more than 30 hours a week except where otherwise stated.

GENERAL INDEX OF RETAIL PRICES

The general index covers almost all goods and services purchased by most households, excluding only those for which the income of the household is in the top 4 per cent and those one and two person pensioner households (covered by separate indices) who depend mainly on state benefits—that is, more than three-quarters of their income is from state benefits.

HM FORCES

All UK service personnel of HM Regular Forces, wherever serving, including those on release leave.

HOUSEHOLD SPENDING

Expenditure on housing (in the Family Expenditure Survey) includes, for owner-occupied and rent-free households, a notional (imputed) amount based on rateable values as an estimate of the rent which would have been payable if the dwelling had been rented: mortgage payments are therefore excluded.

INDUSTRIAL DISPUTES

Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting less than one day are excluded except where the aggregate of working days lost exceeded 100.

Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included.

There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or so. Any under-recording would particularly bear on those industries most affected by such stoppages, and would affect the total number of stoppages much more than the number of working days lost.

MANUAL WORKERS (OPERATIVES)

Employees other than those in administrative, professional, technical and clerical occupations.

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

The time which the employee is expected to work in a normal week, excluding all overtime and main meal breaks. This may be specified in national collective agreements and statutory wages orders for manual workers.

Conventions

The following standard symbols are used:

- .. not available
- nil or negligible (less than half the final digit shown)
- P provisional
- break in series

OVERTIME

Work outside normal hours for which a premium rate is paid.

PART-TIME WORKERS

People normally working for not more than 30 hours a week except where otherwise stated.

PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

Those who in their main employment work on their own account, whether or not they have any employees. Second occupations classified as self-employed are *not* included.

SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

Arrangements made by an employer for working less than regular hours. Therefore, time lost through sickness, holidays, absenteeism and the direct effects of industrial disputes is not counted as short-time.

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

TAX AND PRICE INDEX.

Measures the increase in gross taxable income needed to compensate taxpayers for any increase in retail prices, taking account of changes to direct taxes (including employees' National Insurance contributions). Annual and quarterly figures are averages of monthly indices.

TEMPORARILY STOPPED

People who at the date of the unemployment count are suspended by their employers on the understanding that they will shortly resume work and are claiming benefit. These people are not included in the unemployment figures.

UNEMPLOYED

People claiming benefit—that is, Unemployment Benefit, Income Support or National Insurance credits—at Unemployment Benefit Offices on the day of the monthly count, who say on that day they are unemployed and that they satisfy the conditions for claiming benefit. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

VACANCY

A job opportunity notified by an employer to a Jobcentre or Careers Office (including 'self employed' opportunities created by employers) which remained unfilled on the day of the count.

WEEKLY HOURS WORKED

Actual hours worked during the reference week and hours not worked but paid for under guarantee agreements.

WORKFORCE

Workforce in employment plus the unemployed as defined above.

WORKFORCE IN EMPLOYMENT

Employees in employment, self-employed, HM Forces and participants on work-related government training programmes.

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

Those participants on government programmes and schemes who in the course of their participation receive training in the context of a workplace but are not employees, self-employed or HM Forces.

- R revised
- r series revised from indicated entry onwards
- nes not elsewhere specified
- SIC UK Standard Industrial Classification, 1980 edition
- EC European Community

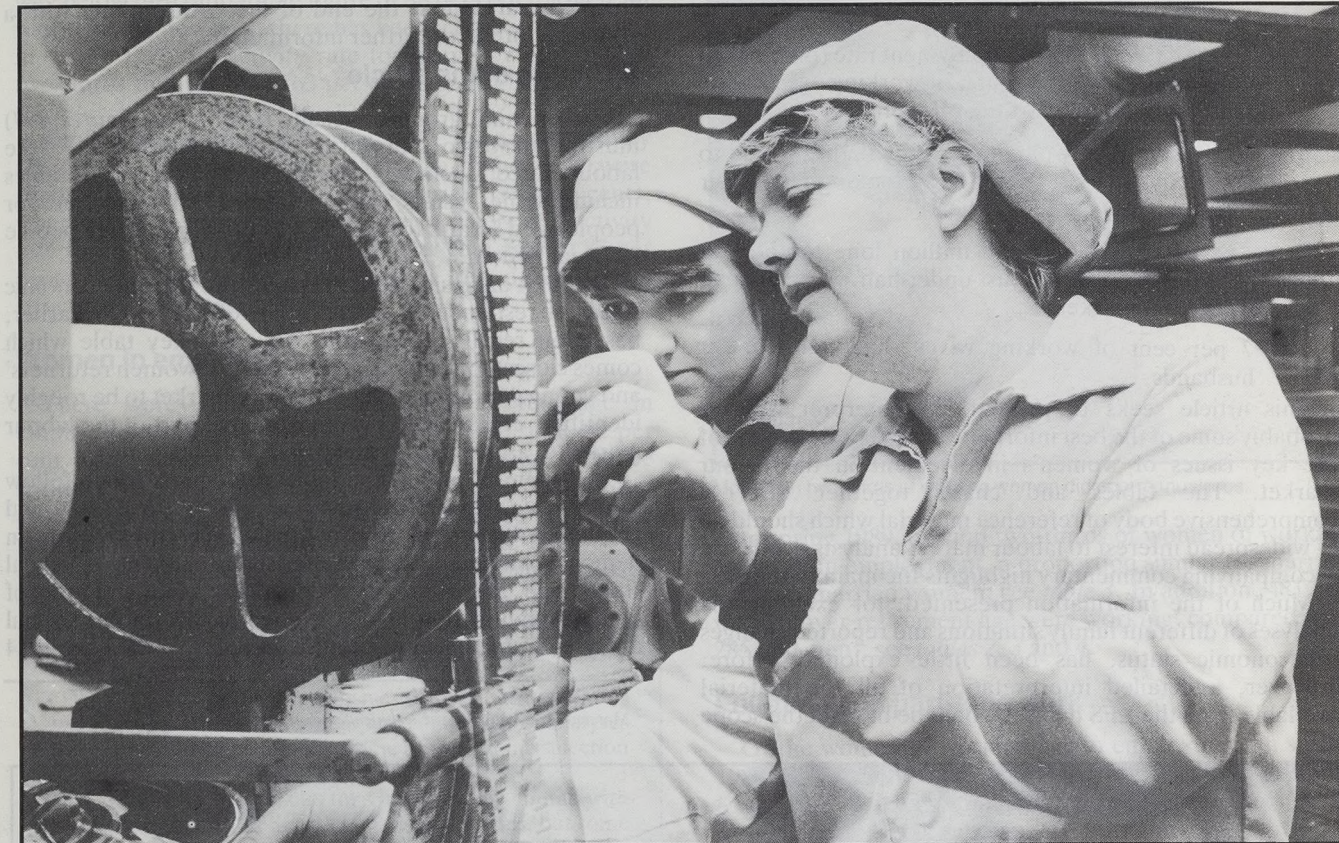
Where figures have been rounded to the final digit, there may be an apparent slight discrepancy between the sum of the constituent items and the total as shown. Although figures may be given in unrounded form to facilitate the calculation of percentage changes, rates of change, etc by users, this does not imply that the figures can be estimated to this degree of precision, and it must be recognised that they may be the subject of sampling and other errors.

Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce: UK and GB				Average earnings: non-manual employees	M (A)	Nov 90:	5-5
Quarterly series	M (Q)	Dec 90:	1-1	Manufacturing	M	Nov 90:	5-9
Labour force estimates, projections		Apr 90:	186	International comparisons	A	May 90:	253
Employees in employment				Agriculture	A	May 90:	253
Industry: GB				Coal-mining			
All industries: by division, class or group	Q	Nov 90:	1-4	Overtime and short-time: manufacturing	M	Nov 90:	1-11
: time series, by order group	M	Dec 90:	1-2	Latest figures: industry	Q	Sept 90:	1-13
Manufacturing: by division, class or group	M	Dec 90:	1-3	Regions: summary	M	Nov 90:	1-12
Occupation				Hours of work: manufacturing			
Administrative, technical and clerical in manufacturing	A	Dec 90:	1-10				
Local authorities manpower	Q	Oct 90:	1-7	Output per head			
Region: GB				Output per head: quarterly and annual indices	M (Q)	Nov 90:	1-8
Sector: numbers and indices, self-employed: by region	Q	Nov 90:	1-5	Wages and salaries per unit of output	M	Nov 90:	5-8
: by industry		Apr 90:	224	Manufacturing index, time series	Q	Nov 90:	5-8
Census of Employment				Quarterly and annual indices			
UK and regions by industry (Sept 1987)		Oct 89:	540				
GB and regions by industry (Sept 1987)		Nov 89:	624	Labour costs			
International comparisons	Q	Nov 90:	1-9	Survey results 1988	Quadrennial	Sept 90:	431
Apprentices and trainees				Per unit of output	Q	Dec 90:	5-7
Manufacturing industries: by industry	A	Dec 89:	1-14				
: by region:	A	Dec 89:	1-15	Retail prices			
Employment measures	M	Dec 90:	9-2	General index (RPI)	M	Dec 90:	6-2
Registered disabled in the public sector	A	Feb 90:	79	Latest figures: detailed indices	M	Dec 90:	6-2
Labour turnover in manufacturing	D	Apr 90:	1-6	: percentage changes			
Trade union membership	A	May 90:	259	Recent movements and the index excluding seasonal foods	M	Dec 90:	6-1
				Main components: time series and weights	M	Dec 90:	6-4
				Changes on a year earlier: time series	M	Dec 90:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
				Pensioner household indices			
				All items excluding housing	M (Q)	Dec 90:	6-6
				Group indices: annual averages	M (A)	Dec 90:	6-7
				Revision of weights	A	July 89:	387
				Food prices	M	Dec 90:	6-3
				London weighting: cost indices	D	May 82:	267
				International comparisons	M	Dec 90:	6-8
				Household spending			
				All expenditure: per household	Q	June 90:	7-1
				: per person	Q	June 90:	7-1
				Composition of expenditure			
				Quarterly summary	Q	June 90:	7-2
				In detail	Q (A)	Feb 90:	7-3
				Household characteristics	Q (A)	Feb 90:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Dec 90:	4-1
				: time series	M	Dec 90:	4-2
				Latest year and annual series	A	July 89:	349
				Industry			
				Monthly: Broad sector: time series	M	Dec 90:	4-1
				Annual: Detailed	A	July 90:	337
				: Prominent stoppages	A	July 90:	344
				Main causes of stoppage			
				Cumulative	M	Dec 90:	4-1
				Latest year for main industries	A	July 90:	341
				Size of stoppages	A	July 90:	342
				Days lost per 1,000 employees in recent years by industry	A	July 90:	339
				International comparisons	A	Dec 90:	609
				Tourism			
				Employment in tourism: by industry			
				Time series GB	M	Dec 90:	8-1
				Overseas travel: earnings and expenditure	M	Dec 90:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Dec 90:	8-3
				Visits abroad by UK residents	M	Dec 90:	8-4
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Oct 90:	8-5
				Visits abroad by country visited	Q	Oct 90:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	Oct 90:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	Oct 90:	8-8
				Visitor nights	Q	Oct 90:	8-9
				YTS			
				Entrants: regions	M	Oct 90:	9-1
				Regional aid			
				Selective Assistance by region	Q	Oct 90:	9-5
				Selective Assistance by region and company	Q	Oct 90:	9-6
				Development Grants by region	Q	Nov 90:	9-7
				Development Grants by region and company	Q	Nov 90:	9-8

* Frequency of publication, frequency of compilation shown in brackets (if different). A Annual. S Six-monthly. Q Quarterly. M Monthly. B Bi-monthly. D Discontinued.

Special Feature



The number of women in work has grown by almost a fifth in the last decade.

Photo: Jacky Chapman

Women in the labour market

Results from the 1989 Labour Force Survey

This article gives an overview of the information available from the Labour Force Survey on the participation of women in the labour market. It explores the interplay of women's family commitments and other characteristics with their levels of economic activity and patterns of employment.

This is the first article to bring together a wide range of results from the Labour Force Survey (LFS) which focus specifically on the position of women in the labour market, although many other studies have examined

particular aspects of the situation. Most of the material is drawn from the 1989 survey, but trend information from earlier surveys is also included.

Key findings

Some of the key findings emerging from the results for Great Britain presented in this article¹ are as follows:

- Over 70 per cent of women of working age² were active in the labour market in spring 1989³; a significant increase in participation since 1979.

¹ Note that the commentary is focused on results for Great Britain, although some of the tables also cover the United Kingdom.

² Working age covers women aged 16-59 and men aged 16-64. Economic activity rate is the proportion of a group of people who are either in employment or unemployed: see *Employment Gazette*, April 1990, pp 211-212 for details.

³ Using economic activity rates based on the ILO definition of unemployment: comparable rates are available for years since 1984, but those for spring 1979 are on a slightly different basis (see footnote to table 2).

- In the last decade, the number of women in employment has grown by just under 20 per cent.
- In spring 1989, over 40 per cent of employed people of working age were women. Of these working women, just over two-fifths worked part-time and a third had dependent children.
- There were ¾ million self-employed women of working age in spring 1989, more than double the number in spring 1979. A significant proportion said they had not been self-employed a year earlier.
- In spring 1989, the unemployment rate (on the ILO definition¹) among women of working age was 7.0 per cent, a little below the rate for men.
- Over ¾ million women said they had returned to the labour market having been looking after their family or home a year earlier.
- The LFS identified one million lone mothers in spring 1989 of whom just under half were active in the labour market.
- 7 per cent of working wives² had non-working husbands.

This article seeks to present and interpret what is probably some of the best information available on many of the key issues of women's involvement in the labour market. The tables and charts together offer a comprehensive body of reference material which should be of widespread interest to labour market analysts, while the accompanying commentary highlights the main findings.

Much of the information presented, for example the analyses of different family situations and reported changes in economic status, has been little exploited before; however, a detailed interpretation of all the material available from the LFS dataset would be beyond the scope

of the present article. Further articles are planned, to update the information or to explore particular areas in greater depth.

Most of the principal labour market statistics produced by the Employment Department Group, such as those published as regular series or special features in *Employment Gazette*, include results for women and men separately. A summary list of these and other important sources on women's involvement in the labour market, which complement the material presented here, is given in the *technical note* at the end of this article along with a contact address for further information.

Structure of the article

The opening group of results (*tables 1-4, figures 1-4*) illustrate the basic composition of the population and of the labour force, including trends since 1979. The tables include some results for the United Kingdom and for people aged 16 and over as well as for working age people in Great Britain.

The next analysis (*table 5*) relates the current economic status of respondents to that reported for a year earlier, based on recall information. This is a key table which comes closest to enabling groups such as 'women returners' and young people entering the labour market to be roughly identified. It also allows shifts from one part of the labour market to another to be measured.

The main set of detailed tables and charts which follow (*tables 6-14, figures 5-7*) look at economic activity and employment patterns to show the effects of variations in demographic and other characteristics, for example marital status, age, age of youngest dependent child and level of highest qualification held. Included in this set are special analyses of lone parents, with comparative data for 1984

¹ See *technical note*.

² Married or co-habiting; see *technical note* on marital status.



Women under 40 without children had economic activity rates almost matching more of men.

Photo: Jim Stagg

(*table 9*), and couples with and without dependent children (*table 10*).

The series concludes with a summary analysis of the incidence of training received by people at work (*table 15*).

Labour market participation [Table 1 and figure 1 set out reference data on the population].

The overall economic activity rate for women of working age in Great Britain was 71 per cent in spring 1989, some way below the comparable figure of 88 per cent for men. In recent years, however, there has been a convergent trend: in spring 1979 the activity rate for women was just over two-thirds that for men (63 per cent against 91 per cent): see *table 2*.

Table 3 shows that, in spring 1989, economic activity rates for married women of working age (70 per cent) were slightly lower than for the non-married (74 per cent), whereas the reverse was true for men where the activity rate for the married was higher (91 per cent against 83 per cent). To some extent, this reflects the different age structures of the populations.

Women in employment

There were 10,705,000 women of working age in employment in Great Britain in spring 1989, some 42 per cent of all those of working age in employment. Since spring 1979, the number had risen by 1,675,000 (19 per cent) from 9,030,000 (38 per cent of all those of working age then in employment). Over the same period the corresponding number of men in employment increased only marginally: see *table 2*.

Selection of analyses

The LFS is a very extensive dataset, and for this introductory article the number and complexity of analyses have inevitably to be limited. Some aspects of the selection are as follows.

The analyses show results for Great Britain, in line with usual practice with LFS-based published articles, but some of the initial tables also include results for the United Kingdom. The analyses also all show results for people of working age, but some (again, mostly those early in the series) include figures for all people aged 16 and over¹. Figures for spring 1989 appear throughout, but a selection of the analyses show trends over a number of years².

Most analyses include comparative data for men, although not usually in such detail as for women. With one or two exceptions, however, data for all persons (women and men combined) are not shown explicitly.

The analyses explore economic status and more specific aspects of employment such as full-time, part-time or temporary working, hours and duration of current job, and training received, and how these interact with characteristic variables such as age, marital status, age of youngest dependent child and household composition. The LFS is probably unique in providing such a range of data from a single source, and certainly in providing it on a broadly consistent basis from one year to another. A summary description of the survey, together with some details of definitions and conventions used, is given in the *technical note*.

¹ Note that the commentary is focused on results for people of working age.
² This article contains final results from the Labour Force Surveys for 1979 and for years from 1984 to 1989. The "preliminary" results of each year's LFS, published in the spring of the following year, are based on projections of the population for the years concerned. They are normally revised to produce "final" results once population estimates become available. For 1989, examination of the population estimates has revealed them to be so close to the projections (overall, by age and by region) that it has been decided that no revisions are necessary. The 1989 LFS results presented here are therefore based on the same data as the preliminary results reported in *Employment Gazette*, April 1990, pp 199-212.



Photo: Margaret Robinson

More than two-thirds of working women did non-manual jobs.

In spring 1989, around two-thirds of women of working age were in employment, a proportion similar for married and non-married women: see *table 3*. In addition, 481,000 women over retirement age were working, compared with 285,000 men¹: see *tables 2, 3 and 4*.

Full-time and part-time work

Of the women of working age in employment in spring 1989, 57 per cent (6,063,000) were reported as in full-time jobs and 42 per cent (4,460,000) in part-time work, with the rest on Government schemes (*tables 3 and 4*).

Between spring 1979 and spring 1989 there were substantial increases in the number of working age women in both full-time and part-time jobs. Part-time jobs had accounted for 38 per cent of women's jobs in spring 1979. *Tables 2 and 4* show the increases slightly understated because of changes in the way Government scheme participants are recorded (see *table footnotes*). Part-time working was much more common among married women (*tables 3 and 4*); just over half of married women in employment were in part-time work² compared with around a quarter of non-married women.

Self-employment

In spring 1989, about 7 per cent of working age women in employment were self-employed, some 750,000 in all. This represents a very considerable advance since spring 1979, with numbers more than doubled from 292,000, or 3 per cent (*table 4*): a detailed comparison over time is, however, complicated by the treatment of scheme participants as noted above.

In spite of these much increased numbers of women in self-employment, the proportion of all working women that they represent (7 per cent in spring 1989) is still well below the proportion of working men who are self-employed (17 per cent).

¹ Those of state retirement age: women aged 60 and over, and men aged 65 and over.
² Reasons for taking a part-time job are analysed in "1989 Labour Force Survey preliminary results", *Employment Gazette*, April 1990, pp 199-212 (*tables 5 and 6*).

Table 1 Private household population by age, spring 1989
Persons resident in private households

	Great Britain					United Kingdom					Thousands
	All	Women			Men	All	Women			Men	
		All	Married*	Non-married*			All	Married*	Non-married*		
All ages	54,813	28,070	13,850	14,220	26,744	56,381	28,866	14,202	14,665	27,514	
0-15	11,069	5,390	0	5,390	5,679	11,495	5,595	0	5,595	5,900	
16 and over	43,745	22,680	13,850	8,830	21,065	44,885	23,271	14,202	9,070	21,614	
16-59/64†	33,851	16,194	10,944	5,250	17,657	34,772	16,639	11,241	5,398	18,134	
16-19	3,161	1,552	101	1,451	1,609	3,269	1,605	104	1,500	1,665	
20-24	4,419	2,176	883	1,292	2,243	4,553	2,240	914	1,326	2,313	
25-29	4,444	2,205	1,559	646	2,239	4,568	2,266	1,607	659	2,302	
30-39	7,495	3,742	3,082	661	3,752	7,695	3,844	3,169	675	3,851	
40-49	7,138	3,566	2,988	578	3,572	7,316	3,657	3,062	594	3,660	
50-59	5,844	2,952	2,330	622	2,892	5,990	3,028	2,385	643	2,962	
60-64 (men)	1,350	—	—	—	1,350	1,381	—	—	—	1,381	
60/65 and over	9,893	6,486	2,906	3,580	3,407	10,113	6,633	2,961	3,672	3,480	

* See technical note on the married/non-married classification for 1989.
† The upper age limit is 59 for women and 64 for men.

Source: 1989 LFS estimates

Table 2 Economic status: time series, spring each year
Persons aged 16 and over

	Great Britain							
	Labour force definition* of unemployment		ILO definition* of unemployment					
	1979†	1984	1984	1985	1986	1987	1988	1989
Women								
Aged 16 and over								
All	21,462	22,186	22,186	22,315	22,398	22,543	22,620	22,680
Economically active	10,132	10,816	10,933	11,066	11,205	11,457	11,650	12,016
Economic activity rate (per cent)	47.2	48.8	49.3	49.6	50.0	50.8	51.5	53.0
In employment**	9,467	9,678	9,678	9,886	10,023	10,296	10,672	11,186
Full-time‡	5,761	5,357	5,357	5,460	5,513	5,643	5,917	6,181
Part-time‡	3,706	4,285	4,285	4,397	4,485	4,618	4,720	4,822
Unemployed	665	1,139	1,256	1,180	1,182	1,161	978	831
Economically inactive††	11,330	11,369	11,253	11,249	11,193	11,086	10,970	10,664
Aged 16-59								
All	15,347	15,764	15,764	15,874	15,948	16,070	16,143	16,194
Economically active	9,681	10,314	10,421	10,618	10,776	11,033	11,216	11,510
Economic activity rate (per cent)	63.1	65.4	66.1	66.9	67.6	68.7	69.5	71.1
In employment**	9,030	9,202	9,202	9,462	9,615	9,892	10,261	10,705
Full-time‡	5,603	5,221	5,221	5,345	5,411	5,549	5,805	6,063
Part-time‡	3,426	3,945	3,945	4,089	4,180	4,309	4,422	4,460
Unemployed	652	1,113	1,219	1,156	1,160	1,141	955	805
Economically inactive	5,666	5,450	5,343	5,257	5,172	5,038	4,928	4,684
Looking after family/home‡‡	4,504	3,472	3,363	3,218	3,159	3,012	2,924	2,756
Students	612	618	555	551	512	516	495	506
Other inactive	550	1,360	1,425	1,487	1,501	1,510	1,509	1,422
Men								
Aged 16 and over								
All	19,684	20,489	20,489	20,637	20,748	20,886	20,980	21,065
Economically active	15,507	15,487	15,548	15,642	15,592	15,669	15,811	15,924
Economic activity rate (per cent)	78.8	75.6	75.9	75.8	75.2	75.0	75.4	75.6
In employment**	14,743	13,710	13,710	13,853	13,806	13,951	14,413	14,777
Full-time‡	14,467	13,061	13,061	13,198	13,120	13,165	13,566	13,747
Part-time‡	277	586	586	604	635	736	791	721
Unemployed	763	1,777	1,838	1,788	1,786	1,717	1,398	1,148
Economically inactive††	4,177	5,002	4,942	4,996	5,155	5,217	5,168	5,141
Aged 16-64								
All	16,619	17,361	17,361	17,427	17,477	17,549	17,606	17,657
Economically active	15,188	15,226	15,280	15,369	15,336	15,406	15,538	15,614
Economic activity rate (per cent)	91.4	87.7	88.0	88.2	87.7	87.8	88.3	88.4
In employment**	14,438	13,463	13,463	13,605	13,574	13,711	14,157	14,492
Full-time‡	14,321	12,987	12,987	13,115	13,042	13,086	13,484	13,656
Part-time‡	117	413	413	439	481	575	617	528
Unemployed	749	1,762	1,817	1,764	1,762	1,696	1,382	1,122
Economically inactive	1,431	2,135	2,081	2,058	2,142	2,143	2,068	2,044
Looking after family/home‡‡	21	56	49	53	62	65	81	71
Students	667	722	642	631	638	646	602	582
Other inactive	744	1,357	1,390	1,374	1,441	1,433	1,385	1,390

* See technical note for details of labour force and ILO definitions of unemployment (and economic inactivity). Data based on the ILO definition are not available prior to 1984.
† In 1979 those on Government schemes were not separately identified, but were classified according to their reported economic status (in employment, unemployed or economically inactive).
‡ Includes those who did not state whether they worked full- or part-time. In 1989, this group included all those on Government schemes (for which see table 3), while from 1985 to 1988 it included those on YTS at a college or training centre (or temporarily away).

Numbers of men in self-employment also underwent a great expansion between spring 1979 and spring 1989.

Unemployed women

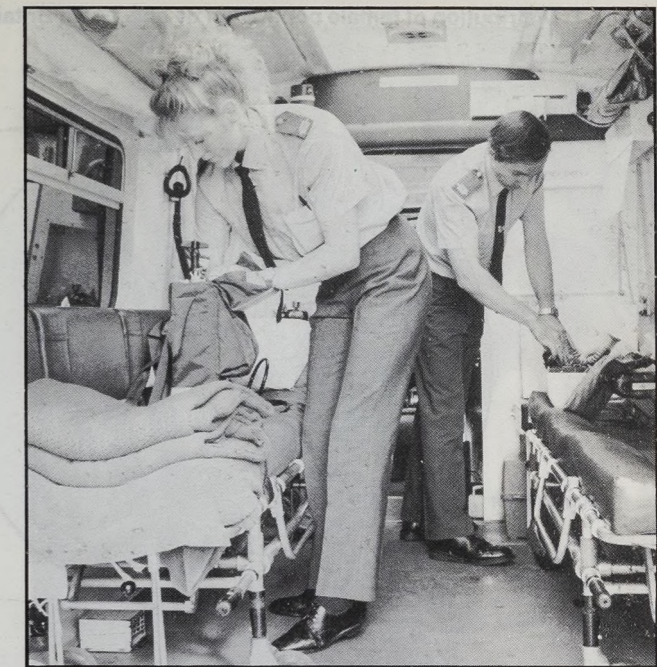
In spring 1989, the proportion of economically active women of working age who were unemployed (on the ILO definition) was 7.0 per cent, a little below the corresponding figure for men, 7.2 per cent: see tables 2 and 3.

Table 3 shows that this unemployment rate was lower among married women, at 6 per cent (and married men, 5 per cent), than among the non-married (9 per cent for women, 11 per cent for men). This will reflect, in part, the different age distributions of these groups.

Economically inactive women

There were 4,684,000 women of working age who were economically inactive in spring 1989, a majority of whom (2,756,000 or 59 per cent) reported that their main reason for being economically inactive was that they had domestic commitments involving looking after their family or home. A further 506,000 (11 per cent) said they were students. Table 3 gives details of the other reasons quoted.

The trend information in table 2 and figure 2 shows that the numbers of women who were economically inactive



57 per cent of working age women in employment did full-time jobs.

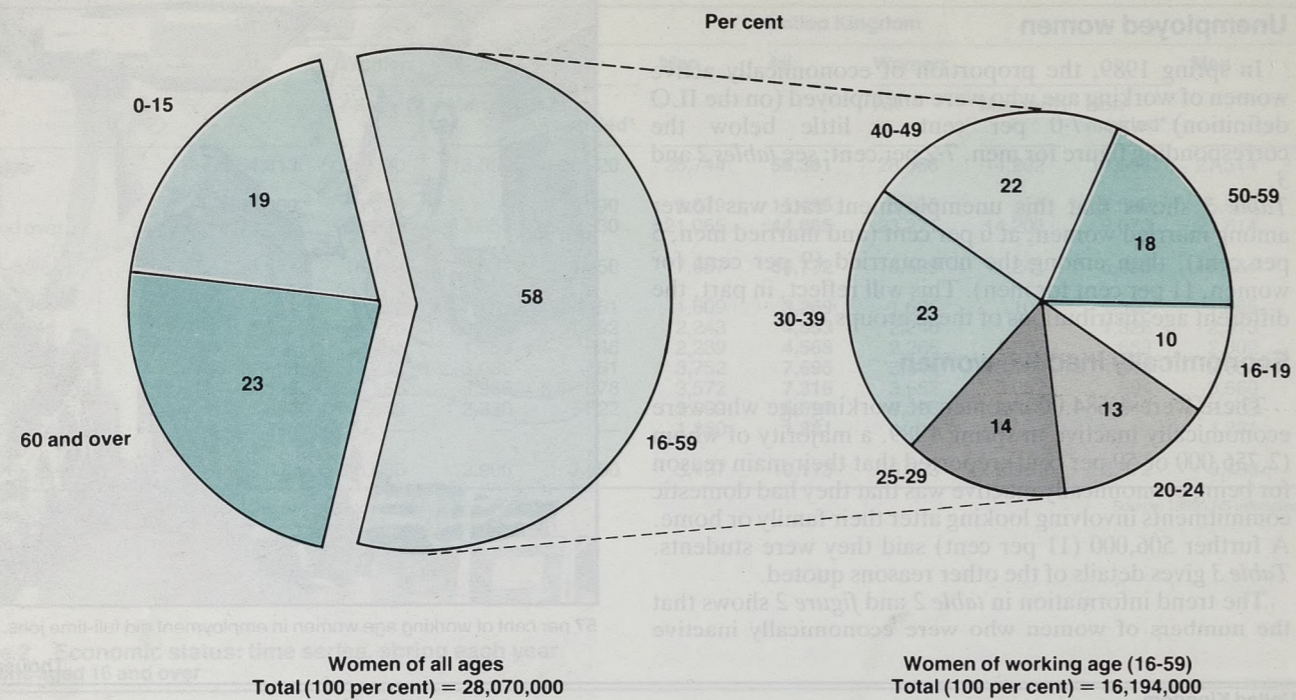
Photo: Jim Stagg

United Kingdom

	Labour force definition* of unemployment		ILO definition* of unemployment						Thousands
	1979†	1984	1984	1985	1986	1987	1988	1989	
Women									
Aged 16 and over									
All	22,003	22,774	22,774	22,905	22,980	23,129	23,208	23,271	
Economically active	10,365	11,073	11,194	11,324	11,472	11,719	11,918	12,288	
Economic activity rate (per cent)	47.1	48.6	49.2	49.4	49.9	50.7	51.4	52.8	
In employment**	9,679	9,904	9,904	10,110	10,255	10,530	10,914	11,431	
Full-time‡	5,911	5,502	5,502	5,600	5,662	5,795	6,069	6,336	
Part-time‡	3,767	4,365	4,365	4,479	4,566	4,696	4,808	4,907	
Unemployed	687	1,169	1,290	1,214	1,217	1,190	1,005	857	
Economically inactive††	11,638	11,702	11,581	11,581	11,508	11,409	11,289	10,983	
Aged 16-59									
All	15,754	16,205	16,205	16,320	16,384	16,509	16,584	16,639	
Economically active	9,906	10,559	10,670	10,867	11,032	11,283	11,475	11,772	
Economic activity rate (per cent)	62.9	65.2	65.8	66.6	67.3	68.3	69.2	70.7	
In employment**	9,233	9,417	9,417	9,677	9,838	10,115	10,494	10,941	
Full-time‡	5,750	5,362	5,362	5,481	5,556	5,698	5,953	6,214	
Part-time‡	3,483	4,019	4,019	4,165	4,255	4,379	4,504	4,539	
Unemployed	673	1,142	1,252	1,189	1,194	1,169	981	830	
Economically inactive	5,848	5,646	5,535	5,454	5,352	5,226	5,109	4,867	
Looking after family/home‡‡	4,646	3,609	3,497	3,350	3,276	3,142	3,048	2,872	
Students	635	645	581	582	538	542	520	538	
Other inactive	567	1,392	1,458	1,521	1,538	1,543	1,541	1,457	
Men									
Aged 16 and over									
All	20,177	21,031	21,031	21,169	21,285	21,428	21,524	21,614	
Economically active	15,891	15,888	15,952	16,034	15,991	16,066	16,211	16,333	
Economic activity rate (per cent)	78.8	75.5	75.8	75.7	75.1	75.0	75.3	75.6	
In employment**	15,087	14,036	14,036	14,173	14,135	14,277	14,746	15,126	
Full-time‡	14,805	13,371	13,371	13,503	13,431	13,472	13,881	14,071	
Part-time‡	282	600	600	613	647	750	801	734	
Unemployed	804	1,852	1,916	1,862	1,857	1,789	1,465	1,207	
Economically inactive††	4,286	5,144	5,080	5,135	5,294	5,362	5,313	5,281	
Aged 16-64									
All	17,046	17,831	17,831	17,888	17,943	18,019	18,078	18,134	
Economically active	15,562	15,617	15,675	15,755	15,727	15,795	15,931	16,015	
Economic activity rate (per cent)	91.3	87.6	87.9	88.1	87.6	87.7	88.1	88.3	
In employment**	14,773	13,781	13,781	13,918	13,895	14,028	14,483	14,834	
Full-time‡	14,654	13,295	13,295	13,417	13,350	13,390	13,796	13,975	
Part-time‡	119	420	420	445	488	584	624	538	
Unemployed	789	1,836	1,894	1,836	1,832	1,767	1,449	1,181	
Economically inactive	1,484	2,215	2,157	2,133	2,217	2,224	2,147	2,119	
Looking after family/home‡‡	21	57	50	54	65	66	84	73	
Students	690	749	667	657	665	673	630	608	
Other inactive	773	1,408	1,440	1,422	1,487	1,485	1,432	1,437	

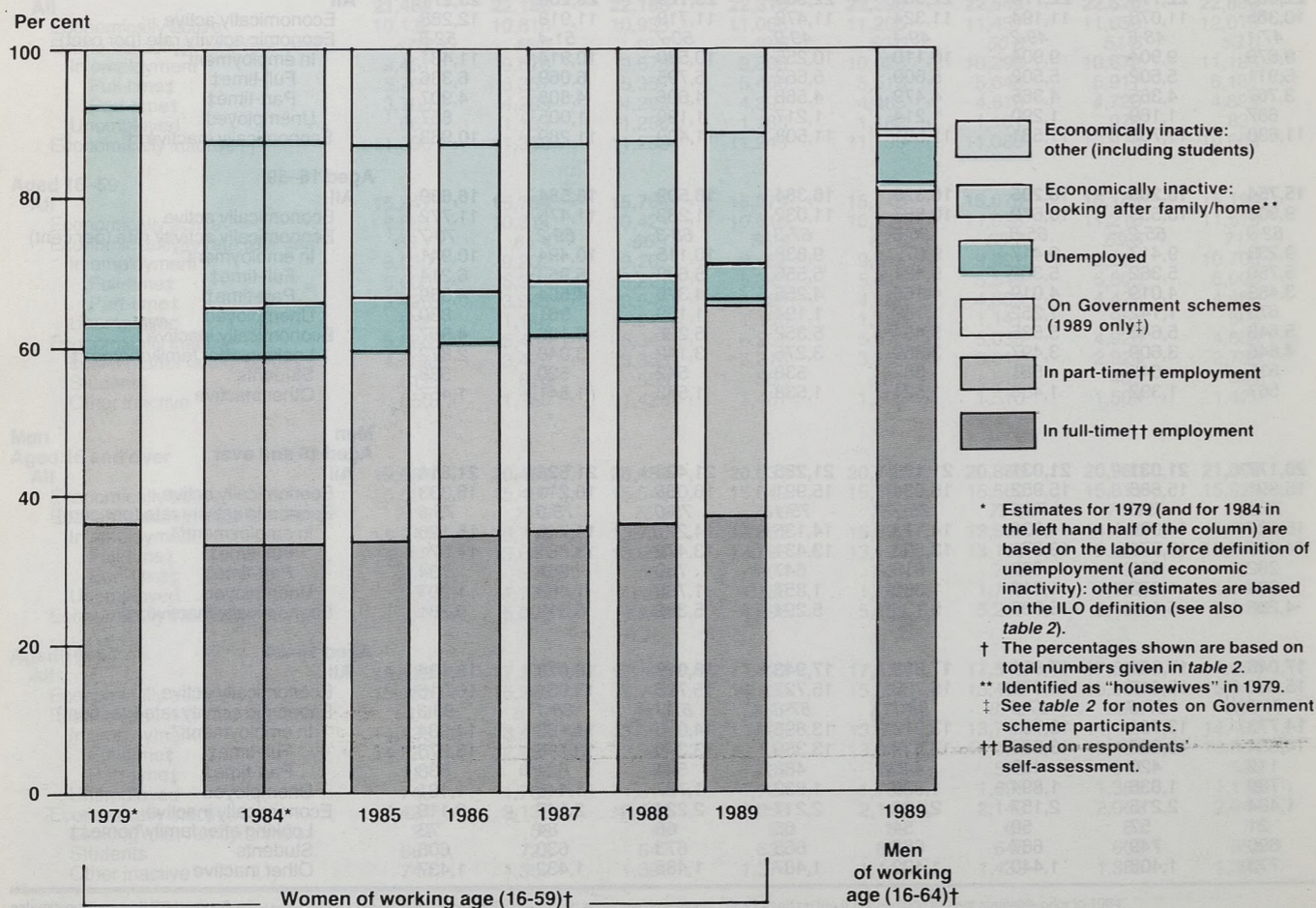
* See technical note for details of labour force and ILO definitions of unemployment (and economic inactivity). Data based on the ILO definition are not available prior to 1984.
† In 1979 those on Government schemes were not separately identified, but were classified according to their reported economic status (in employment, unemployed or economically inactive).
‡ Includes respondents on Government schemes up to 1988 (but see also separate footnotes opposite for 1979 and 1985-88). Classification based on respondents' self-assessment.
†† Reasons for economic inactivity are not shown, as women aged 65 and over and men aged 70 and over were not asked about them.
‡‡ In 1979, comprises "housewives" rather than persons "looking after family/home".

Figure 1 Distribution of female population by age, Great Britain, spring 1989



Source: 1989 LFS estimates (see also table 1)

Figure 2 Trends in the economic status of women, Great Britain, spring each year



Source: LFS time series estimates (see also table 2)

primarily for domestic reasons has fallen steadily over recent years, by more than a third since spring 1979 and by nearly a fifth since spring 1984¹ reflecting the substantial increase in labour force participation.

Figures 3 and 4 offer alternative presentations of the relationships between women's marital status and their economic status in spring 1989, with the principal reasons for economic inactivity separately identified.

Labour force transitions

Table 5 is an important analysis which seeks to measure shifts between different economic status categories from one year to the next. It is based on questions in the 1989 LFS about respondents' current (spring 1989) economic status and their situation a year earlier (spring 1988)².

The estimates thus obtained which relate to spring 1988 are based on recall information (with its attendant limitations) and do not coincide with those which can be derived directly from the 1988 LFS (see table footnote). Moreover, the recall data for the earlier year on unemployment are based on self-assessment rather than the ILO definition.

These data must be interpreted with caution, therefore. In particular, the detailed breakdown should be treated as only indicative of possible movements. However, despite these reservations, the analysis affords a useful insight into the labour market behaviour of some groups of special

¹ The comparisons between 1979 and 1989 are necessarily approximate: see footnotes to table 2. For example, in 1979 "housewives" were identified rather than persons "looking after family/home".

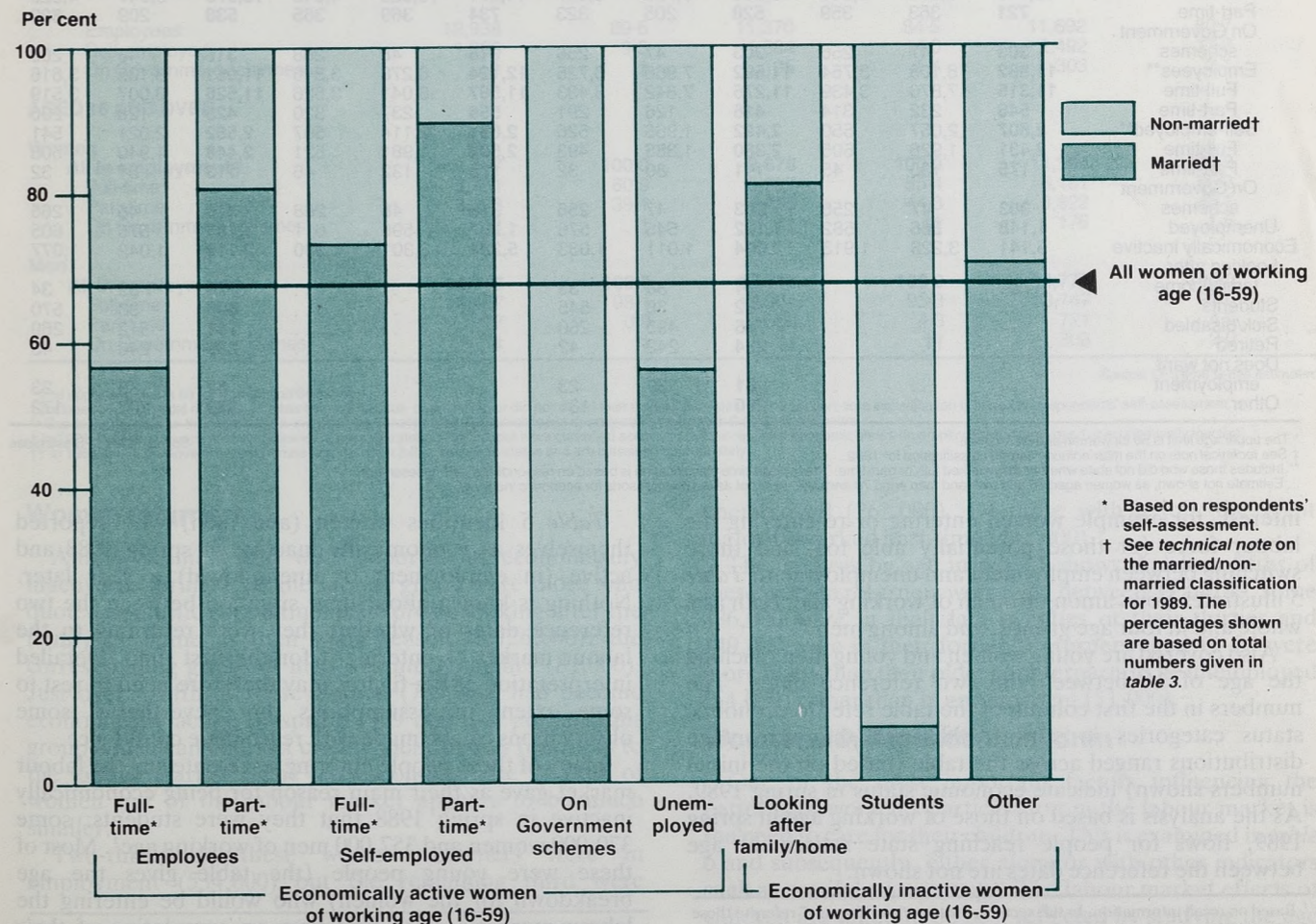
² A brief discussion of general developments in the labour market between 1988 and 1989 was given in *Employment Gazette*, April 1990, p207.



Photo: Jacky Chapman

Well-qualified women accounted for 13 per cent of all women of working age.

Figure 3 Marital status of women, by economic status, Great Britain, spring 1989



Source: 1989 LFS estimates (see also table 3)

Table 3 Economic status by marital status, spring 1989
Persons aged 16 and over

Thousands

	Great Britain						United Kingdom					
	Aged 16 and over			Aged 16-59/64*			Aged 16 and over			Aged 16-59/64*		
	All	Married†	Non-married†	All	Married†	Non-married†	All	Married†	Non-married†	All	Married†	Non-married†
WOMEN												
All	22,680	13,850	8,830	16,194	10,944	5,250	23,271	14,202	9,070	16,639	11,241	5,398
Economically active	12,016	7,943	4,073	11,510	7,627	3,883	12,288	8,124	4,164	11,772	7,804	3,968
Economic activity rate (per cent)	53.0	57.4	46.1	71.1	69.7	74.0	52.8	57.2	45.9	70.7	69.4	73.5
In employment**	11,186	7,476	3,710	10,705	7,174	3,531	11,431	7,644	3,788	10,941	7,338	3,603
Full-time	6,181	3,571	2,611	6,063	3,503	2,560	6,336	3,666	2,670	6,214	3,597	2,617
Part-time	4,822	3,886	936	4,460	3,652	808	4,907	3,956	951	4,539	3,719	820
On Government schemes	178	16	161	178	16	161	184	19	165	184	19	165
Employees**	10,187	6,813	3,374	9,775	6,553	3,222	10,413	6,968	3,445	9,993	6,704	3,289
Full-time	5,736	3,247	2,489	5,643	3,195	2,448	5,882	3,335	2,547	5,785	3,282	2,504
Part-time	4,449	3,566	883	4,131	3,358	773	4,530	3,633	898	4,206	3,422	784
Self-employed**	819	644	175	750	603	147	832	655	177	762	613	149
Full-time	445	324	121	420	308	112	454	331	123	428	315	113
Part-time	373	320	53	329	294	45	377	323	54	333	297	35
On Government schemes	178	16	161	178	16	161	184	19	165	184	19	165
Unemployed	831	468	363	805	453	352	857	481	376	830	466	365
Economically inactive	10,664	5,907	4,757	4,684	3,317	1,367	10,983	6,077	4,906	4,867	3,437	1,430
Looking after family/home	..	..	..	2,756	2,272	484	..	..	..	2,872	2,370	502
Students	..	..	..	506	39	467	..	..	..	538	40	498
Sick/disabled	..	..	..	493	286	207	..	..	..	510	295	215
Retired	..	..	..	125	102	24	..	..	..	128	103	25
Does not want employment	..	..	..	432	386	46	..	..	..	438	391	47
Other	..	..	..	371	232	139	..	..	..	382	239	143
MEN												
All	21,065	14,009	7,056	17,657	11,540	6,117	21,614	14,340	7,274	18,134	11,824	6,309
Economically active	15,924	10,781	5,143	15,614	10,529	5,085	16,333	11,039	5,294	16,015	10,782	5,233
Economic activity rate (per cent)	75.6	77.0	72.9	88.4	91.2	83.1	75.6	77.0	72.8	88.3	91.2	82.9
In employment**	14,777	10,215	4,562	14,492	9,984	4,508	15,126	10,443	4,683	14,834	10,207	4,627
Full-time	13,747	9,802	3,945	13,656	9,729	3,927	14,071	10,023	4,048	13,975	9,947	4,028
Part-time	721	363	359	528	205	323	734	369	365	538	209	329
On Government schemes	303	47	256	303	47	256	316	48	268	316	48	268
Employees**	11,862	8,108	3,754	11,692	7,968	3,725	12,124	8,278	3,846	11,951	8,135	3,816
Full-time	11,315	7,876	3,439	11,275	7,842	3,433	11,567	8,041	3,526	11,526	8,007	3,519
Part-time	546	232	314	416	126	291	556	237	320	425	128	296
Self-employed**	2,607	2,057	550	2,492	1,966	526	2,681	2,114	567	2,562	2,021	541
Full-time	2,431	1,926	505	2,380	1,886	493	2,502	1,981	521	2,448	1,940	508
Part-time	175	130	45	111	80	32	178	132	46	113	81	32
On Government schemes	303	47	256	303	47	256	316	48	268	316	48	268
Unemployed	1,148	566	582	1,122	545	576	1,207	596	611	1,181	575	605
Economically inactive	5,141	3,228	1,913	2,044	1,011	1,033	5,281	3,301	1,980	2,119	1,042	1,077
Looking after family/home	..	..	..	71	38	33	..	..	..	73	39	34
Students	..	..	..	582	38	545	..	..	..	608	38	570
Sick/disabled	..	..	..	755	495	260	..	..	..	781	512	269
Retired	..	..	..	284	242	42	..	..	..	289	246	43
Does not want employment	..	..	..	61	39	23	..	..	..	62	39	23
Other	..	..	..	290	160	131	..	..	..	379	207	172

* The upper age limit is 59 for women and 64 for men.

† See technical note on the married/non-married classification for 1989.

** Includes those who did not state whether they worked full- or part-time. The full/part-time classification is based on respondents' self-assessment.

.. Estimate not shown, as women aged 65 and over and men aged 70 and over were not asked their reasons for economic inactivity.

Source: 1989 LFS estimates

interest, for example women entering or re-entering the labour force (or those potentially able to), and those switching between employment and unemployment. Table 5 illustrates flows among women of working age, both as a whole and in four age groups, and among men.

Also covered are young women and young men reaching the age of 16 between the two reference dates. The numbers in the first column of the table refer to economic status categories in spring 1988 and the percentage distributions ranged across the table (based on the initial numbers shown) indicate economic status in spring 1989. As the analysis is based on those of working age in spring 1989, flows for people reaching state retirement age between the reference dates are not shown.

¹ Based on recall information. In this section, the term "working age" refers to those in the relevant age span at both reference dates, while the individual age ranges quoted refer to spring 1989; see table footnotes.

Table 5 identifies women (and men) who reported themselves as economically inactive in spring 1988 and active (in employment or unemployed) a year later. Nothing is known about their situation between the two reference dates or whether they were returning to the labour market or entering it for the first time. Detailed interpretation of the figures may therefore need to rest to some extent on assumptions, but nevertheless some observations can be made with reasonable confidence.

Many of these people entering or re-entering the labour market gave as their main reason for being economically inactive in spring 1988 that they were students: some 370,000 women and 357,000 men of working age¹. Most of these were young people (the table gives the age breakdown for the women) who would be entering the labour market for the first time on completion of their full-time education.

Table 4 Type of employment: time series, spring each year
Persons in employment

Great Britain

	1979		1984		1989	
	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent
AGED 16-59/64*						
Women						
All						
All in employment†	9,030	100.0	9,202	100.0	10,705	100.0
Full-time	5,603	62.1	5,221	56.7	6,063	56.6
Part-time	3,426	37.9	3,945	42.9	4,460	41.7
On Government schemes	‡	‡	††	††	178	1.7
Employees	8,646	95.8	8,499	92.4	9,775	91.3
Self-employed	292	3.2	572	6.2	750	7.0
On Government schemes	‡	‡	120	1.3	178	1.7
Married**						
All in employment†	6,101	100.0	6,135	100.0	7,174	100.0
Full-time	3,041	49.8	2,813	45.9	3,503	48.8
Part-time	3,060	50.2	3,310	54.0	3,652	50.9
On Government schemes	‡	‡	††	††	16	0.2
Employees	5,805	95.2	5,641	91.9	6,553	91.3
Self-employed	242	4.0	470	7.7	603	8.4
On Government schemes	‡	‡	18	0.3	16	0.2
Non-married**						
All in employment†	2,929	100.0	3,067	100.0	3,531	100.0
Full-time	2,562	87.5	2,408	78.5	2,560	72.5
Part-time	367	12.5	635	20.7	808	22.9
On Government schemes	‡	‡	††	††	161	4.6
Employees	2,841	97.0	2,858	93.2	3,222	91.2
Self-employed	50	1.7	102	3.3	147	4.2
On Government schemes	‡	‡	102	3.3	161	4.6
Men						
All						
All in employment†	14,438	100.0	13,463	100.0	14,492	100.0
Full-time	14,321	99.2	12,987	96.5	13,656	94.2
Part-time	117	0.8	413	3.1	528	3.6
On Government schemes	‡	‡	††	††	303	2.1
Employees	12,938	89.6	11,370	84.5	11,692	80.7
Self-employed	1,368	9.5	1,884	14.0	2,492	17.2
On Government schemes	‡	‡	195	1.4	303	2.1
AGED 16 AND OVER						
Women						
All in employment†	9,467	100.0	9,678	100.0	11,186	100.0
Full-time	5,761	60.9	5,357	55.4	6,181	55.3
Part-time	3,706	39.1	4,285	44.3	4,822	43.1
On Government schemes	‡	‡	††	††	178	1.6
Men						
All in employment†	14,743	100.0	13,710	100.0	14,777	100.0
Full-time	14,467	98.1	13,061	95.3	13,747	93.0
Part-time	277	0.8	586	4.3	721	4.9
On Government schemes	‡	‡	††	††	303	2.0

* The upper age limit is 59 for women and 64 for men.

† Includes those who did not state whether they worked full- or part-time, or did not report their employment status. The full/part-time classification is based on respondents' self-assessment.

** See technical note on the married/non-married classification for 1989, which is not directly comparable with that for earlier years.

‡ In 1979, those on Government schemes were not separately identified, but were classified according to their reported economic status (in employment, unemployed or economically inactive).

†† In 1984, those on Government schemes reported their full- or part-time status and are classified appropriately.

Source: LFS time series estimates

Women returners

Among women who were reported as economically inactive in spring 1988 the largest group were those who quoted domestic commitments involving looking after the family or home as their main reason (3,726,000): the corresponding group of men was much smaller (81,000). Just over a fifth of these women (795,000) had become economically active by spring 1989 and it is perhaps this group which can be most closely identified as returners to the labour market¹. The corresponding rate of flow of women out of the labour market appears to be much smaller.

Two-thirds of these women returners were in employment (534,000) but the remaining third were

¹ See also the special feature "Women returners to the labour market" in the Training Agency's *Labour Market Quarterly Report*, August 1990, pp 14-16.

unemployed (262,000). Of those with a job, the great majority worked part-time (442,000).

The analysis by age in table 5 shows that four-fifths of these women returners were aged between 25 and 49: some 486,000 were in their late twenties or their thirties and 149,000 were in their forties. Returners aged 16-24 were more likely than their older counterparts to be unemployed (54,000) rather than in employment (51,000).

Women with dependent children

One of the most important factors influencing the patterns of women's participation in the labour market is the need to care for their children. This is examined in table 6 and subsequently, either alone or with other indicators such as marital status or age. The labour market effects of children are taken to be best reflected by studying the age of youngest dependent child (rather than, say, the number

Table 5 Changes of economic status between spring 1988 and spring 1989 by age
Persons of working age (16-59/64†)

Great Britain
Per cent

Age (in spring 1989)/ Economic status in spring 1988**	Economic status in spring 1989												
	All (thou- sands = 100 per cent)	Economically active						Economically inactive					
		All‡	In employment			Unem- ployed	All	Looking after family/ home			Students		Other inactive
Women aged 16-59††	16,194	71.1	66.1	37.4	27.5		60.4	4.6	1.1	5.0	28.9	17.0		3.1	8.8
Economically active	10,661	94.2	90.0	53.4	35.7	82.8	6.2	0.9	4.2	5.8	2.7	0.4	2.7
In employment ‡‡	10,067	95.1	92.7	55.4	36.5	85.6	6.4	0.7	2.5	4.9	2.4	0.3	2.1
Employees	9,260	95.2	92.8	56.0	36.6	91.8	0.8	0.2	2.4	4.8	2.4	0.3	2.1
Self-employed	658	94.7	93.3	52.6	40.5	7.4	85.7	*	1.5	5.3	2.2	*	2.9
Employment status not specified§	35	93.6	93.6	49.3	44.3	71.0	*	*	*	*	*	*	*
On Government schemes	114	92.0	79.8	29.3	9.5	36.7	*	41.0	12.2	*	*	*	*
Unemployed	594	78.7	44.8	19.4	20.7	36.6	3.5	4.7	33.9	21.3	8.3	*	12.0
Economically inactive§§	5,129	24.4	18.0	6.0	11.0	15.6	1.5	1.0	6.3	75.6	47.8	6.0	21.8
Looking after family/home	3,726	21.3	14.3	2.3	11.8	12.6	1.5	*	7.0	78.7	64.6	0.4	13.7
Students	678	54.6	48.6	28.6	13.5	40.7	*	6.6	6.0	45.4	*	42.3	2.1
Other inactive	725	11.8	8.6	4.0	4.1	7.0	*	*	3.2	88.2	5.5	*	82.0
Economically inactive (under 16 in spring 1988)¶	319	48.6	41.5	10.2	22.4	31.9	*	8.8	7.1	51.4	*	49.6	*
Women aged 16-24††	3,728	74.3	67.7	49.2	14.6	62.2	1.7	3.9	6.6	25.7	10.5	12.3	2.9
Economically active	2,287	93.0	87.4	69.7	14.6	82.2	2.0	3.1	5.6	7.0	3.9	1.1	2.1
In employment ‡‡	2,113	94.1	90.3	73.0	14.6	85.5	2.1	2.7	3.9	5.9	3.3	1.0	1.6
Employees	1,968	94.3	90.7	75.2	14.7	89.2	0.7	0.7	3.6	5.7	3.3	1.0	1.5
Self-employed	40	90.9	89.4	67.4	*	68.9	*	*	*	*	*	*	*
Unemployed	174	79.2	52.0	29.1	14.3	42.2	*	8.6	27.2	20.8	10.4	*	8.5
Economically inactive§§	1,094	42.7	34.3	18.4	11.8	29.0	1.2	4.1	8.3	57.3	27.4	25.0	5.0
Looking after family/home	407	25.6	12.5	*	10.1	11.0	*	*	13.2	74.4	69.9	*	3.7
Students	622	54.5	49.2	28.6	13.6	41.0	*	7.0	5.3	45.5	*	43.0	1.9
Other inactive	65	35.9	28.8	22.3	*	26.1	*	*	*	64.1	16.6	*	42.9
Economically inactive (under 16 in spring 1988)¶	319	48.6	41.5	10.2	22.4	31.9	*	8.8	7.1	51.4	*	49.6	*
Women aged 25-39††	5,947	70.6	65.0	35.9	28.7	59.3	5.4	0.3	5.5	29.4	23.7	0.6	5.1
Economically active	3,887	93.4	88.9	52.7	35.9	81.6	7.0	0.4	4.5	6.6	4.1	0.3	2.2
In employment ‡‡	3,664	94.3	91.5	54.9	36.4	84.2	7.1	*	2.8	5.7	3.7	0.3	1.7
Employees	3,370	94.3	91.5	55.5	35.9	90.5	0.9	*	2.8	5.7	3.7	*	1.7
Self-employed	267	94.5	92.3	48.8	43.3	7.8	84.2	*	*	5.5	*	*	*
Unemployed	223	78.7	47.4	17.5	26.6	38.1	*	*	31.4	21.3	11.4	*	9.2
Economically inactive	2,030	26.7	19.2	3.9	15.1	16.9	2.1	*	7.5	73.3	61.5	1.2	10.6
Looking after family/home	1,856	26.2	18.7	3.0	15.6	16.5	2.0	*	7.5	73.8	66.4	*	7.1
Students	46	54.6	42.6	28.8	*	39.0	*	*	*	45.4	*	36.2	*
Other inactive	128	24.6	18.9	8.6	9.3	14.7	*	*	*	75.4	9.6	*	64.5

* Less than 10,000 in cell: estimate not shown.

† The upper age limit is 59 for women and 64 for men (in spring 1989).

** Economic status in spring 1988 is based on a single question on situation "a year ago" and is therefore on a different basis to status in spring 1989, which is based on more detailed questions about work done, job search, etc in the survey week. The estimates in this table relating to spring 1988 (derived from the 1989 Labour Force Survey) do not coincide with those which can be derived directly from the 1988 Labour Force Survey (for example, in table 2).

‡ Includes persons who did not state whether they worked full- or part-time (including all those on Government schemes) or did not fully report their employment status in 1989. The full/part-time classification is based on respondents' self-assessment.

of children), and the definitions used for this (which may vary a little from those used in other research) are as set out in the *technical note*. Dependent children are those aged between 0 and 15. Women without dependent children are either those whose children are all at least 16 years old or those who have no children: in the present analyses, no distinction is made between these two groups, although it is possible that there may be differences masked thereby in their patterns of labour market involvement. In the rest of this commentary, references to children should (unless otherwise qualified) be taken as meaning dependent children of any age or youngest dependent children of the age concerned.

In these terms, table 6 shows that 40 per cent of all women of working age in spring 1989 had dependent children. Of these, nearly half had pre-school age children up to 4 years old, nearly a third had primary school age children between 5 and 10 years old, while the remaining mothers had older children aged 11-15. Nearly two-thirds of all mothers with children were aged 25-39.

Table 6 also shows that the economic activity rate of women of working age with children was 62 per cent in spring 1989, compared with 77 per cent for those without children and 88 per cent for men. The activity rate was lowest for those with pre-school age children (48 per cent), but much higher for those whose children were of primary school age (71 per cent) or older (77 per cent).

The table further illustrates how women's economic activity rates vary with age. The highest rates were for women aged 16-24 and 40-49 (74 and 77 per cent respectively), with a slight dip for the intervening group (71 per cent) and a bigger drop for older women (61 per cent). Activity rates for women were lower than those for men in the corresponding age ranges.

Economic activity rates for women range as high as 91 per cent for those aged 25-39 without children and as low as 38 per cent for 16-24 year olds with pre-school age children. Women under 40 without children had economic activity rates almost matching those for men, 82 per cent for 16-24 year olds compared with 84 per cent, and 91 per

Table 5 (contd)

Age (in spring 1989)/ Economic status in spring 1988**	Economic status in spring 1989												
	All (thou- sands = 100 per cent)	Economically active						Economically inactive					
		All‡	In employment			Unem- ployed	All	Looking after family/ home			Students		Other inactive
Women aged 40-49††	3,566	76.6	73.0	35.8	37.0		66.1	6.6	*	3.6	23.4	13.8		0.3	9.4
Economically active	2,641	96.8	93.9	47.3	46.4	85.3	8.4	*	2.9	3.2	0.9	*	2.3
In employment ‡‡	2,546	97.3	95.8	48.4	47.2	87.0	8.6	*	1.6	2.7	0.8	*	1.7
Employees	2,311	97.4	95.8	47.9	47.8	95.0	0.8	*	1.6	2.6	0.8	*	1.7
Self-employed	223	96.5	95.5	54.4	41.1	6.7	88.8	*	*	*	*	*	*
Unemployed	95	81.8	44.8	16.1	24.8	37.4	*	*	37.0	18.2	*	*	15.9
Economically inactive	913	18.3	12.7	2.6	9.9	11.1	1.4	*	5.6	81.7	51.1	*	29.7
Looking after family/home	762	19.5	13.5	2.6	10.9	12.0	1.5	*	6.0	80.5	60.6	*	19.3
Students	*	*	*	*	*	*	*	*	*	*	*	*	*
Other inactive	141	9.2	*	*	*	*	*	*	*	90.8	*	*	87.1
Women aged 50-59 ††	2,952	61.4	57.8	27.6	30.1	53.2	4.5	*	3.6	38.6	15.6	*	22.9
Economically active	1,846	93.9	89.9	43.7	46.0	82.9	6.8	*	4.0	6.1	1.0	*	5.1
In employment ‡‡	1,744	95.0	93.5	45.7	47.8	86.4	7.0	*	1.5	5.0	0.9	*	4.1
Employees	1,611	95.1	93.6	45.2	48.4	93.0	*	*	1.5	4.9	0.9	*	4.0
Self-employed	128	93.4	92.6	52.7	39.9	*	88.7	*	*	*	*	*	*
Unemployed	102	74.8	26.8	10.0	14.8	22.8	*	*	48.0	25.2	*	*	20.8
Economically inactive	1,093	6.8	4.0	*	3.4	3.4	*	*	2.8	93.2	40.2	*	52.9
Looking after family/home	701	8.0	4.7	*	4.1	4.2	*	*	3.3	92.0	61.0	*	31.0
Students	*	*	*	*	*	*	*	*	*	*	*	*	*
Other inactive	391	4.5	2.6	*	*	*	*	*	*	95.5	3.1	*	92.3
Men aged 16-64 ††	17,657	88.4	82.1	77.3	3.0	66.2	14.1	1.7	6.4	11.6	0.4	3.3	7.9
Economically active	15,286	97.5	91.0	87.2	2.5	73.7	16.1	1.3	6.4	2.5	0.1	0.3	2.1
In employment ‡‡	14,058	98.4	95.6	92.3	2.4	77.8	16.9	0.8	2.8	1.6	*	0.3	1.3
Employees	11,520	98.4	95.7	93.3	2.2	93.4	2.1	0.2	2.7	1.6	*	0.3	1.2
Self-employed	2,295	98.6	96.9	93.2	3.5	4.4	92.3	*	1.7	1.4	*	*	1.3
Employment status not specified§	36	98.7	97.4	83.6	*	58.4	39.0	*	*	*	*	*	*
On Government schemes	208	97.3	74.3	31.7	*	29.5	*	40.9	23.0	*	*	*	*
Unemployed	1,228	86.8	39.0	28.8	3.5	25.9	6.3	6.8	47.8	13.2	*	0.8	11.7
Economically inactive §§	1,931	24.8	19.6	12.7	4.0	15.3	1.3	3.0	5.2	75.2	2.9	17.7	54.6
Looking after family/home	81	15.2	*	*	*	*	*	*	*	84.8	65.2	*	19.1
Students	698	51.1	44.4	27.8	9.1	35.1	1.9	7.5	6.7	48.9	*	47.4	1.4
Other inactive	1,152	9.5	5.4	4.1	0.9	3.9	1.1	*	4.1	90.5	*	1.0	89.3
Economically inactive (under 16 in spring 1988)¶	369	48.5	40.1	11.9	15.7	26.9	*	12.5	8.4	51.5	*	50.2	*

†† Includes those whose economic status in spring 1988 was not specified (85,000 women and 72,000 men in all).

‡‡ Includes those with employment status not specified and those on Government schemes: these two groups are shown separately only for all of working age.

§ Employees or self-employed in spring 1988, but whose exact employment status was not specified.

§§ Aged 16 and over in spring 1988.

¶ Persons who reached their 16th birthday between spring 1988 and spring 1989, and said they were not working or looking for work in spring 1988. Those who said they were working or seeking work in spring 1988 (54,000 young women and 46,000 young men) are classified as employed or unemployed.

Source: 1989 LFS estimates

cent for 25-39 year olds compared with 96 per cent.

The cross-analysis of children and detailed marital status is explored in table 7. Economic activity rates were highest among single women who were never married (78 per cent) and women reported as cohabiting (83 per cent), and in both these groups the rates were higher still where there were no children.

Children and patterns of employment and unemployment

In spring 1989, part-time work was undertaken by 28 per cent of all women of working age (or by 42 per cent of those in employment, as noted earlier); full-time work accounted for a further 37 per cent. Of women whose youngest child was aged under 5, only 12 per cent were in full-time work, 27 per cent part-time; of those whose youngest child was aged 5-10, 20 per cent were working full-time, 46 per cent part-time; and of those whose youngest child was aged 11-15, 31 per cent were working full-time, 43 per cent part-time: see table 6 and figure 5.

Part-time working was most frequently found among women aged 25 or over with children and among women aged 40 or over without children. Full-time working was

most prevalent among women under 40 without children, but was also widespread among older women without children and among women with children aged 11-15.

The proportions of women in self-employment reached a modest peak among those in their forties (7 per cent) and were generally higher for those with children (6 per cent) than those without (4 per cent).

The proportions of women unemployed were higher among those under 40 and among those with children. Some 13 per cent of mothers aged 16-24 were unemployed (83,000), nearly a third of the economically active women in that age group: see table 6. Table 7 gives further information on the marital status of unemployed mothers. It also shows a relatively high incidence of unemployment among women who were divorced or legally separated, 14 per cent of the economically active members of this group.

Table 8 looks at the length of time people of working age in employment had been in their current job. In spring 1989, just over a quarter of working women (2,840,000 out of 10,705,000) reported that they had been in their present job for less than a year. Most of these women were without children (1,789,000), but the group included a higher proportion (39 per cent) of working mothers with pre-school age children.

Table 6 Economic status by age and age of youngest dependent child, spring 1989
Persons of working age (16-59/64†)

	All (thousands = 100 per cent)	Economically active						
		All	In employment					
			All**	Full-time‡	Part-time‡	All††	Full-time	Part-time
Women aged 16-59	16,194	71.1	66.1	37.4	27.5	60.4	34.8	25.5
of whom:								
With youngest dependent child aged 0-15	6,439	61.5	55.4	18.6	36.6	49.6	16.2	33.4
0-4	2,967	47.5	39.6	12.1	27.3	34.3	10.2	24.1
5-10	2,039	70.9	65.5	19.7	45.7	59.2	17.0	42.1
11-15	1,433	77.3	73.6	30.5	42.9	67.8	27.6	40.2
Without dependent children	9,755	77.4	73.2	49.9	21.6	67.5	47.1	20.3
Men aged 16-64	17,657	88.4	82.1	77.3	3.0	66.2	63.9	2.4
Women aged 16-24	3,728	74.3	67.7	49.2	14.6	62.2	48.1	14.1
of whom:								
With youngest dependent child aged 0-15††	660	39.6	27.1	9.1	17.5	24.9	8.7	16.3
0-4	631	38.3	26.0	8.5	16.9	24.0	8.1	15.9
5-10	27	65.1	47.9	*	*	39.8	*	*
Without dependent children	3,067	81.8	76.5	57.9	14.0	70.2	56.6	13.6
Men aged 16-24	3,852	84.4	75.4	62.4	7.1	62.9	56.2	6.8
Women aged 25-39	5,947	70.6	65.0	35.9	28.7	59.3	33.1	26.2
of whom:								
With youngest dependent child aged 0-15	4,116	61.4	55.2	17.8	37.3	49.5	15.5	34.0
0-4	2,197	50.2	43.4	12.9	30.3	37.3	10.8	26.5
5-10	1,445	72.3	66.7	19.8	46.8	61.2	17.5	43.7
11-15	474	79.9	75.1	34.3	40.6	70.5	31.6	38.8
Without dependent children	1,831	91.1	87.1	76.8	9.6	81.4	72.7	8.7
Men aged 25-39	5,991	96.1	90.0	87.9	1.3	73.3	72.4	0.9
Women aged 40-49	3,566	76.6	73.0	35.8	37.0	66.1	32.0	34.1
of whom:								
With youngest dependent child aged 0-15	1,498	72.0	68.4	24.9	43.4	61.1	21.5	39.6
0-4	136	46.1	42.0	14.7	27.3	34.1	10.8	23.3
5-10	537	69.0	64.9	20.1	44.7	56.5	16.4	40.1
11-15	825	78.2	75.1	29.7	45.2	68.6	26.6	42.0
Without dependent children	2,069	79.9	76.4	43.6	32.3	69.7	39.5	30.2
Men aged 40-49	3,572	95.0	90.5	88.9	1.1	70.8	70.2	0.6
Women aged 50-59	2,952	61.4	57.8	27.6	30.1	53.2	25.1	28.2
of whom:								
With youngest dependent child aged 0-15§	164	56.9	53.8	18.7	35.0	46.7	15.5	31.1
5-10	31	39.8	36.1	*	*	*	*	*
11-15	131	61.3	58.5	21.3	37.2	52.1	18.2	33.9
Without dependent children	2,788	61.7	58.1	28.1	29.8	53.6	25.6	28.0
Men aged 50-64	4,242	75.6	69.8	66.3	3.2	55.3	53.4	2.0

* Less than 10,000 in cell: estimate not shown.
† The upper age limit is 59 for women and 64 for men.
†† Includes persons who did not state whether they worked full- or part-time (including all those on Government schemes) or did not fully report their employment status.
‡ Includes those who did not state whether they were employees or self employed. Excludes those on Government schemes (see separate column), who were not asked about their full- or part-time status in 1989. Classification based on respondents' self-assessment.

At the other end of the spectrum, 37 per cent of working women reported their current length of service as at least five years, including 27 per cent of those with children. These figures compare with 51 per cent for men.

Lone parents

Table 9 analyses the economic status of lone parent families, both for spring 1989 and for spring 1984 (but not for 1979), and includes summary information on the incidence of family types more generally. The analysis is confined to families headed by persons of working age.

There were some 1,094,000 lone parent families in spring 1989, that is families headed by a lone mother or father of working age with one or more dependent children. The number of such families increased by almost a quarter since spring 1984, from 880,000. The great majority of these families were headed by lone mothers, and the increase in their number between spring 1984 and spring 1989 was somewhat steeper than overall, rising by 30 per cent from 772,000 to 1,001,000. The number of lone fathers fell from 107,000 to 93,000 over the same period.

The analysis of family types shows that in spring 1989

about a sixth of all families with dependent children were headed by lone parents (1,094,000 out of 6,599,000): in spring 1984 the corresponding proportion was an eighth (880,000 out of 6,746,000).

In spring 1989, the economic activity rate of lone mothers as a group was 48 per cent, ranging from 32 per cent for those with pre-school age children to 66 per cent for those with children 11-15 years old. The corresponding rate for lone fathers was much higher, 76 per cent.

One in six lone mothers worked full-time (166,000), one in five worked part-time (208,000) and one in ten were unemployed (97,000), while more than half were economically inactive (524,000): there were 60,000 lone fathers in employment, mostly in full-time jobs (table 9 and figure 6).

Couples

Table 10 gives an insight to the joint economic status of couples (women of working age and husbands or partners of any age) with and without children. The estimated numbers of families or individuals shown are based on survey questions relating to the family, and differ slightly

	Economically active							Economically inactive		
	Self-employed			On Government schemes	Unemployed	All	Looking after family/home			
	All††	Full-time	Part-time							
Women aged 16-59	4.6	2.6	2.0	1.1	5.0	28.9	17.0		Women aged 16-59	
of whom:								of whom:		
With youngest dependent child aged 0-15	5.6	2.3	3.2	0.2	6.2	38.5	32.6	With youngest dependent child aged 0-15		
0-4	5.1	1.9	3.2	*	7.9	52.5	47.8	0-4		
5-10	6.2	2.6	3.6	*	5.4	29.1	22.8	5-10		
11-15	5.7	2.9	2.7	*	3.7	22.7	15.0	11-15		
Without dependent children	4.0	2.8	1.2	1.7	4.2	22.6	6.8	Without dependent children		
Men aged 16-64	14.1	13.5	0.6	1.7	6.4	11.6	0.4	Men aged 16-64		
of whom:								of whom:		
With youngest dependent child aged 0-15††	1.7	1.1	0.5	3.9	6.6	25.7	10.5	With youngest dependent child aged 0-15††		
0-4	1.6	*	*	*	12.5	60.4	55.4	0-4		
5-10	*	*	*	*	12.3	61.7	56.8	5-10		
Without dependent children	1.7	1.3	0.4	4.6	5.3	18.2	0.8	Without dependent children		
Men aged 16-24	6.5	6.2	0.3	6.0	9.0	15.6	*	Men aged 16-24		
of whom:								of whom:		
With youngest dependent child aged 0-15	5.4	2.8	2.5	0.3	5.5	29.4	23.7	With youngest dependent child aged 0-15		
0-4	5.6	2.2	3.3	*	6.2	38.6	33.3	0-4		
5-10	5.9	2.1	3.8	*	6.9	49.8	45.2	5-10		
11-15	5.4	2.3	3.1	*	5.6	27.7	21.7	11-15		
Without dependent children	4.4	2.6	*	*	4.8	20.1	13.3	Without dependent children		
	5.0	4.1	0.8	0.7	4.0	8.9	2.2			
Men aged 25-39	15.9	15.5	0.4	0.8	6.2	3.9	0.4	Men aged 25-39		
of whom:								of whom:		
With youngest dependent child aged 0-15	6.6	3.8	2.8	*	3.6	23.4	13.8	With youngest dependent child aged 0-15		
0-4	7.2	3.4	3.8	*	3.6	28.0	20.9	0-4		
5-10	7.8	*	*	*	*	53.9	46.8	5-10		
11-15	8.3	3.7	4.6	*	4.1	31.0	24.1	11-15		
Without dependent children	6.3	3.0	3.3	*	3.2	21.8	14.5	Without dependent children		
	6.2	4.1	2.1	*	3.5	20.1	8.6			
Men aged 40-49	19.2	18.6	0.6	0.5	4.5	5.0	0.5	Men aged 40-49		
of whom:								of whom:		
With youngest dependent child aged 0-15	4.5	2.5	1.9	*	3.6	38.6	15.6	With youngest dependent child aged 0-15		
0-4	7.1	*	*	*	*	43.1	28.8	0-4		
5-10	*	*	*	*	*	60.2	45.4	5-10		
11-15	*	*	*	*	*	38.7	24.2	11-15		
Without dependent children	4.3	2.5	1.8	*	3.6	38.3	14.8	Without dependent children		
Men aged 50-64	14.2	13.0	1.3	0.2	5.8	24.4	0.7	Men aged 50-64		

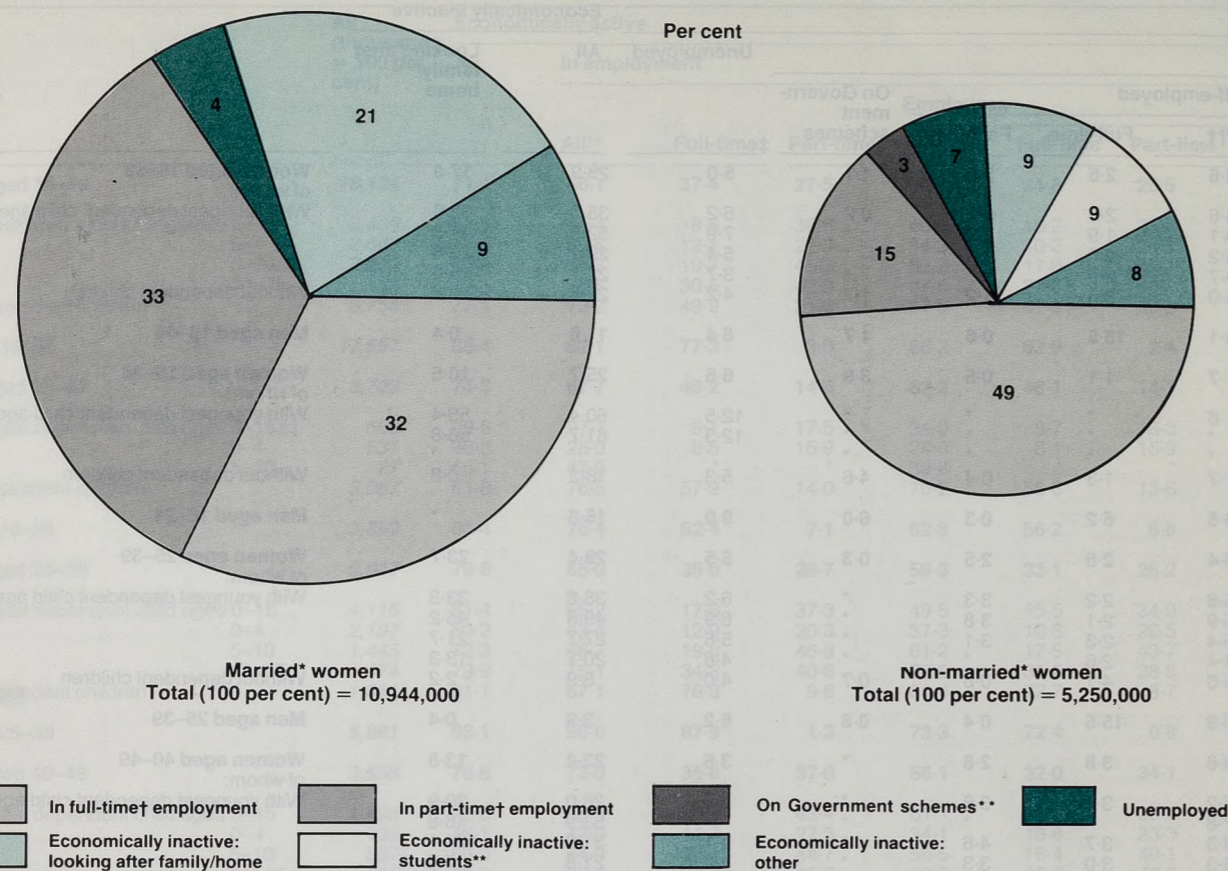
†† Includes those who did not state whether they worked full- or part-time. The full/part-time classification is based on respondents' self-assessment.
‡ Includes a very few women in the age group with dependent children aged 11-15.
§ Includes a very few women in the age group with dependent children aged 0-4.

Source: 1989 LFS estimates



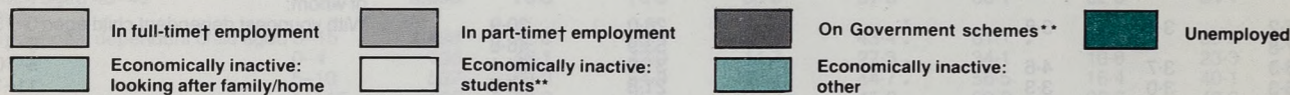
62 per cent of working-age women with children were economically active, compared with 77 per cent of those without them.

Figure 4 Economic status of married and non-married women* of working age (16-59), Great Britain, spring 1989



Married* women
Total (100 per cent) = 10,944,000

Non-married* women
Total (100 per cent) = 5,250,000



* See technical note on the married/non-married classification for 1989.
† Based on respondents' self-assessment.
** Too few to be shown separately for married women.

Source: 1989 LFS estimates (see also table 3)

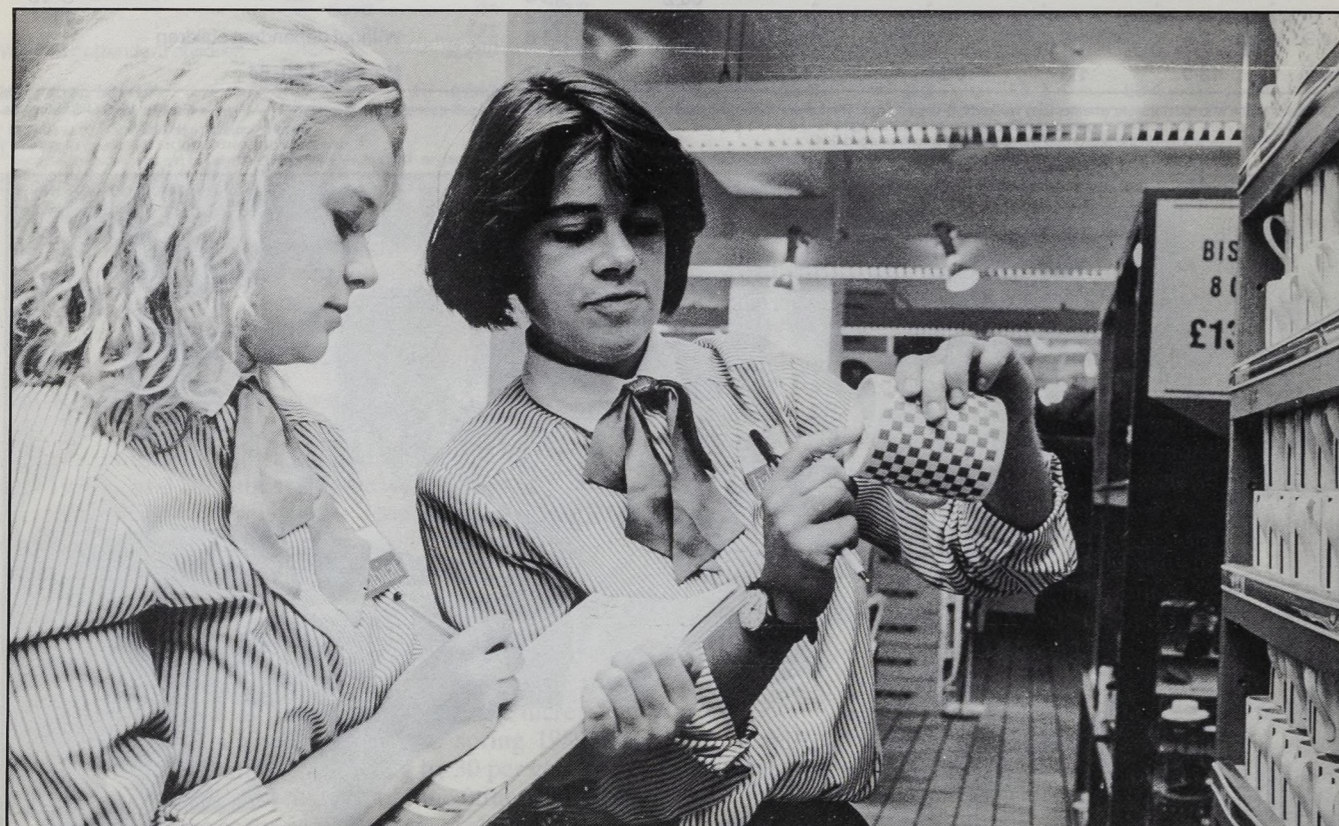


Photo: Jacky Chapman

81 per cent of working women had jobs in the service industries.

Table 7 Economic status by age of youngest dependent child and marital status† spring 1989
Women of working age (16-59)

Great Britain
Per cent

	All (thousands= 100 per cent)	Economically active				Unemployed	Economically inactive			
		All	In employment†	On Government schemes	All		Looking after family/home	Students/other inactive		
		All**	Full-time	Part-time						
Women aged 16-59										
All	16,194	71.1	66.1	37.4	27.5	1.1	5.0	28.9	17.0	11.9
Married (as analysed)	10,833	69.8	65.6	31.9	33.6	0.1	4.1	30.2	20.7	9.5
Married (as reported)	10,207	68.9	64.9	30.0	34.8	0.1	4.0	31.1	21.3	9.8
Co-habiting	626	83.1	77.4	63.6	13.4	*	5.7	16.9	11.4	5.5
Single	5,360	73.7	67.0	48.6	15.4	3.0	6.7	26.3	9.5	16.7
Never married	3,742	77.7	71.8	54.6	13.1	4.1	5.9	22.3	5.2	17.1
Widowed	350	58.2	52.4	25.7	26.2	*	5.8	41.8	14.7	27.2
Divorced/legally separated	1,268	66.3	57.1	37.3	19.1	*	9.2	33.7	20.9	12.8
With youngest dependent child aged 0-15										
All	6,439	61.5	55.4	18.6	36.6	0.2	6.2	38.5	32.6	5.9
Married (as analysed)	5,438	64.1	58.6	18.9	39.5	*	5.5	35.9	30.4	5.5
Married (as reported)	5,258	64.3	58.9	18.8	40.0	*	5.4	35.7	30.2	5.5
Co-habiting	180	57.2	48.1	23.8	24.3	*	9.2	42.8	36.3	6.4
Single	1,001	47.7	38.1	16.6	20.8	*	9.6	52.3	44.4	7.9
Never married	329	38.7	28.2	13.3	13.8	*	10.5	61.3	54.1	7.2
Widowed	55	45.2	39.2	*	24.5	*	*	54.8	44.9	*
Divorced/legally separated	617	52.7	43.2	18.6	24.2	*	9.5	47.3	39.1	8.2
With youngest dependent child aged 0-4										
All	2,967	47.5	39.6	12.1	27.3	*	7.9	52.5	47.8	4.7
Married (as analysed)	2,505	50.4	42.8	12.7	30.0	*	7.6	49.6	45.1	4.5
Married (as reported)	2,386	50.6	43.2	12.6	30.5	*	7.5	49.4	45.0	4.3
Co-habiting	119	46.8	36.7	15.8	20.8	*	10.2	53.2	46.5	*
Single	462	31.5	22.0	8.4	12.5	*	9.5	68.5	62.4	6.1
Never married	238	30.8	20.9	9.2	10.4	*	9.8	69.2	62.8	6.5
Widowed	*	*	*	*	*	*	*	*	*	*
Divorced/legally separated	217	32.8	23.5	7.8	14.9	*	9.3	67.2	61.9	5.3
With youngest dependent child aged 5-10										
All	2,039	70.9	65.5	19.7	45.7	*	5.4	29.1	22.8	6.3
Married (as analysed)	1,714	73.1	68.9	19.7	49.1	*	4.3	26.9	20.9	6.0
Married (as reported)	1,675	73.2	69.0	19.5	49.4	*	4.2	26.8	20.9	6.0
Co-habiting	40	72.6	63.5	27.7	35.7	*	*	27.4	*	*
Single	325	58.9	47.8	19.5	27.9	*	11.1	41.1	32.9	8.2
Never married	65	56.8	42.1	19.8	21.6	*	14.7	43.2	35.0	*
Widowed	22	43.7	*	*	*	*	*	56.3	46.8	*
Divorced/legally separated	237	60.9	50.2	19.7	30.2	*	10.7	39.1	31.0	8.1
With youngest dependent child aged 11-15										
All	1,433	77.3	73.6	30.5	42.9	*	3.7	22.7	15.0	7.8
Married (as analysed)	1,218	79.3	76.4	30.6	45.5	*	3.0	20.7	13.6	7.1
Married (as reported)	1,197	79.2	76.2	30.1	45.9	*	3.0	20.8	13.7	7.1
Co-habiting	21	87.1	83.7	61.0	*	*	*	*	*	*
Single	215	65.5	57.8	29.7	28.1	*	7.7	34.5	23.0	11.5
Never married	26	65.9	59.6	*	*	*	*	*	*	*
Widowed	25	54.2	47.0	*	*	*	*	45.8	38.2	*
Divorced/legally separated	163	67.2	59.2	31.1	28.0	*	8.0	32.8	20.6	12.2
Without dependent children										
All	9,755	77.4	73.2	49.9	21.6	1.7	4.2	22.6	6.8	15.9
Married (as analysed)	5,396	75.5	72.8	45.0	27.5	0.2	2.7	24.5	11.0	13.5
Married (as reported)	4,949	73.9	71.3	41.9	29.2	*	2.6	26.1	11.8	14.3
Co-habiting	446	93.5	89.3	79.7	9.0	*	4.2	6.5	*	5.1
Single	4,359	79.7	73.7	56.0	14.1	3.6	6.0	20.3	1.5	18.8
Never married	3,413	81.5	76.0	58.6	13.0	4.3	5.4	18.5	0.5	18.1
Widowed	296	60.6	54.8	27.9	26.5	*	5.7	39.4	9.1	30.4
Divorced/legally separated	651	79.2	70.2	55.1	14.3	*	9.0	20.8	3.6	17.2

* Less than 10,000 in cell; estimate not shown.

† See technical note on the married/non-married classification for 1989. The "married (as analysed)" category in this table (and "wives" in table 10) is based on questions relating to the family rather than to individuals' marital status; estimates therefore differ slightly from the equivalent "married" estimates in tables 3, 4 and 12.

** Includes those who did not state whether they worked full- or part-time. The full/part-time classification is based on respondents' self-assessment.

Source: 1989 LFS estimates

Table 8 Length of time in present employment by age of youngest dependent child, spring 1989
Persons of working age (16-64*) in employment

Great Britain
Per cent

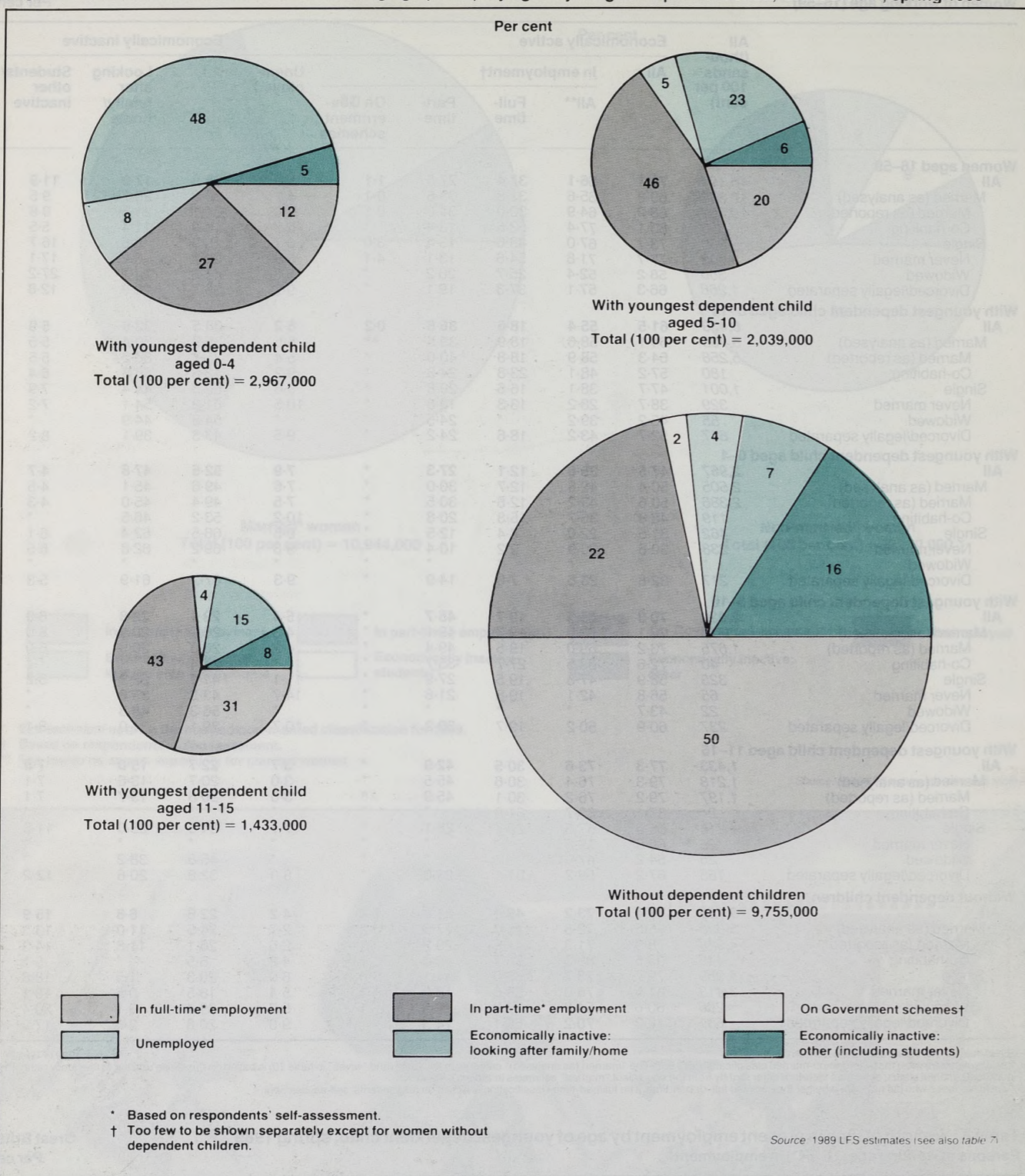
Length of time in present employment	Women					Men	
	All	With youngest dependent child aged:				Without dependent children	
		0-15	0-4	5-10	11-15		
All (thousands = 100 per cent)†	10,705	3,565	1,175	1,336	1,055	7,140	14,492
Less than 3 months	7.7	9.2	13.6	8.2	5.7	6.9	5.4
3 months but less than 6 months	6.5	7.6	10.2	7.4	4.9	6.0	4.5
6 months but less than 1 year	12.3	12.8	15.8	12.6	9.7	12.1	8.9
1 year but less than 2 years	14.2	16.1	16.8	18.5	12.5	13.2	10.8
2 years but less than 5 years	22.6	27.1	20.6	32.3	27.7	20.3	18.6
5 years but less than 10 years	16.5	16.1	12.8	13.7	22.8	16.7	16.8
10 years or more	20.2	11.1	10.3	7.3	16.7	24.8	34.9

* The upper age limit is 59 for women and 64 for men.

† Numbers shown include those not stating length of time in current employment (61,000 women and 101,000 men in all, but percentages are based on totals which exclude this group).

Source: 1989 LFS estimates.

Figure 5 Economic status of women of working age (16-59), by age of youngest dependent child, Great Britain, spring 1989



from equivalent estimates in other tables: see second footnote to table 7.

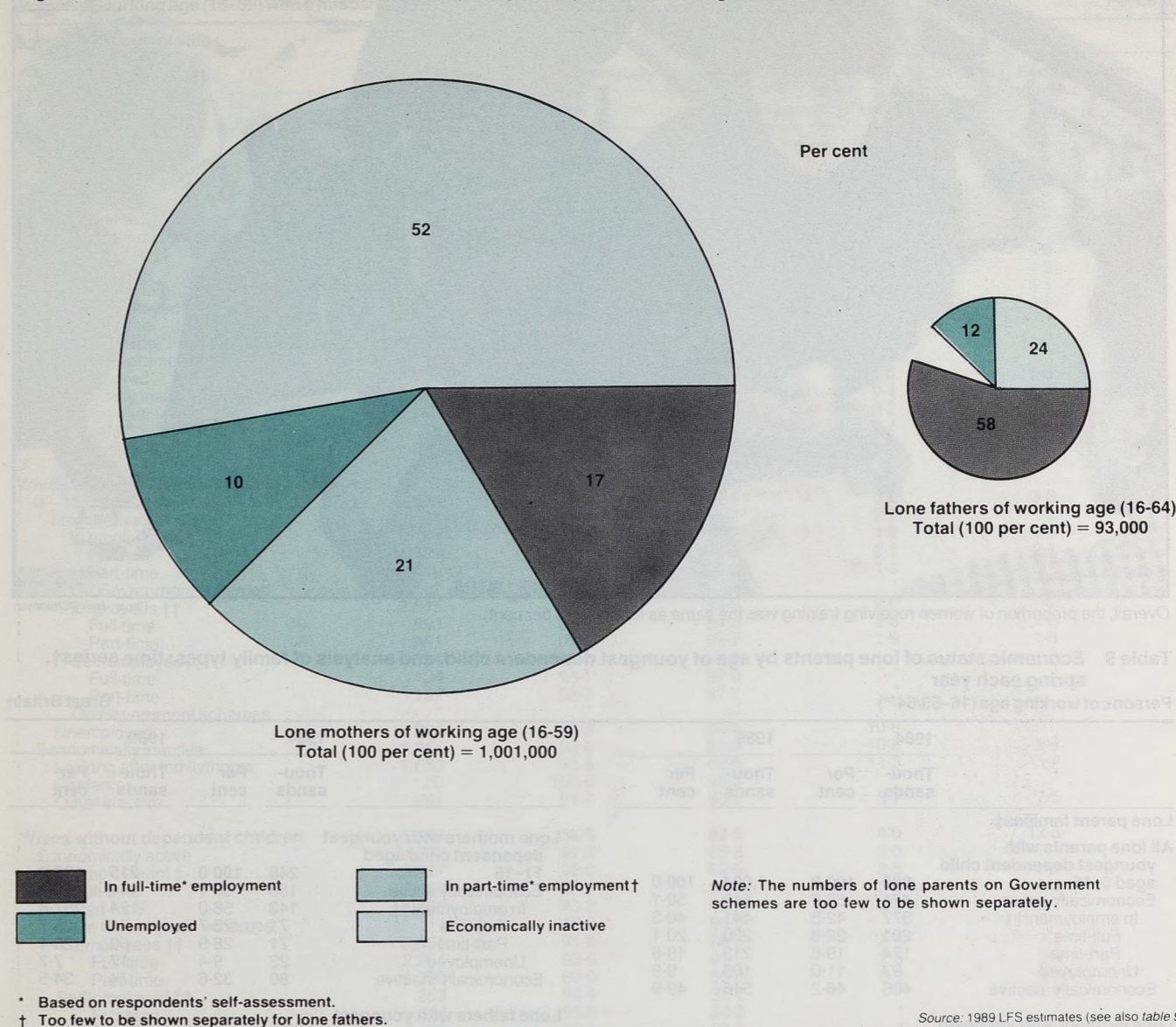
The analysis shows there were 10,833,000 couples in spring 1989, split almost equally between those with children and those without. The largest groups were those where both partners were in employment (6,556,000 or 61 per cent) or where the husband was working and the wife was economically inactive looking after the family or home (1,744,000 or 16 per cent).

Among couples with children, both partners worked in 56 per cent of the cases (3,041,000), with the wife twice as likely to be working part-time as full-time. Among couples without children, both partners had jobs in 65 per cent of

the cases (3,515,000), with full-time working much the more prevalent among the wives. A quarter of couples with children reported the husband working and the wife looking after the family or home (1,365,000), but only 7 per cent of couples without children. About 7 per cent of couples with children (377,000) reported neither partner in employment: in half these cases the wife was looking after the family or home and the husband was unemployed.

There were about 484,000 couples (4 per cent of the total) where the wife was in employment and the husband was unemployed or economically inactive: in just over half of these the wife worked part-time. These female 'breadwinners' represent 7 per cent of working wives. In

Figure 6 Economic status of lone parents with youngest dependent child aged 0-15, Great Britain, spring 1989



Nearly half of all women in employment usually worked fewer than 35 hours a week.

Photo: Jacky Chapman



Overall, the proportion of women receiving training was the same as for men (15 per cent).

Photo: Jacky Chapman

Table 9 Economic status of lone parents by age of youngest dependent child, and analysis of family types: time series†, spring each year

Persons of working age (16-59/64**) Great Britain

	1984		1989			1984		1989	
	Thou- sands	Per cent	Thou- sands	Per cent		Thou- sands	Per cent	Thou- sands	Per cent
Lone parent families‡									
All lone parents with youngest dependent child aged 0-15	880	100.0	1,094	100.0	Lone mothers with youngest dependent child aged 11-15	246	100.0	215	100.0
Economically active	474	53.8	549	50.1	Economically active	166	67.4	141	65.5
In employment††	377	42.8	441	40.3	In employment††	143	58.0	124	57.8
Full-time	201	22.8	220	20.1	Full-time	71	28.7	64	29.7
Part-time	174	19.8	213	19.5	Part-time	71	28.9	60	28.1
Unemployed	97	11.0	108	9.9	Unemployed	23	9.4	17	7.7
Economically inactive	406	46.2	546	49.9	Economically inactive	80	32.6	74	34.5
Lone mothers with youngest dependent child aged 0-15	772	100.0	1,001	100.0	Lone fathers with youngest dependent child aged 0-15	107	100.0	93	100.0
Economically active	386	50.0	478	47.7	Economically active	87	81.4	71	76.2
In employment††	303	39.2	381	38.1	In employment††	74	68.9	60	64.0
Full-time	131	17.0	166	16.6	Full-time	70	64.8	54	57.7
Part-time	170	22.0	208	20.8	Part-time	*	*	*	*
Unemployed	83	10.8	97	9.6	Unemployed	13	12.5	11	12.1
Economically inactive	386	50.0	524	52.3	Economically inactive	20	18.6	22	23.8
Lone mothers with youngest dependent child aged 0-4	293	100.0	462	100.0	All types of family‡				
Economically active	82	28.0	146	31.5	All heads of family (of working age**)	15,966	100.0	16,917	100.0
In employment††	52	17.8	102	22.0	All lone parent heads of family				
Full-time	21	7.2	39	8.4	With youngest dependent child aged 0-15	880	5.5	1,094	6.5
Part-time	31	10.6	58	12.5	With older children	468	2.9	495	2.9
Unemployed	30	10.3	44	9.5	Male heads of families comprising couples with youngest dependent child aged 0-15	5,866	36.7	5,504	32.5
Economically inactive	211	72.0	316	68.5	0-4	2,564	16.1	2,539	15.0
Lone mothers with youngest dependent child aged 5-10	233	100.0	325	100.0	5-10	1,680	10.5	1,735	10.3
Economically active	138	59.3	191	58.9	11-15	1,622	10.2	1,231	7.3
In employment††	108	46.3	155	47.8	without dependent children aged 0-15††	5,507	34.5	5,943	35.1
Full-time	39	16.8	63	19.5	Male one-person families	1,963	12.3	2,316	13.7
Part-time	67	29.0	91	27.9	Female one-person families	1,282	8.0	1,565	9.2
Unemployed	30	13.0	36	11.1					
Economically inactive	95	40.7	134	41.1					

* Less than 10,000 in cell: estimate not shown.

† Data for 1979 are not readily available.

** The upper age limit is 59 for women and 64 for men.

‡ Lone parent families include some where one partner of a married couple either has been continuously absent from the household for at least six months at the time of interview (for example, in hospital, working overseas), or is no longer resident at the same address. In the survey, such absent persons are not recorded as members of the household. Note that the analysis of family types in this table includes the effects of the change in the married/non-married classification in the survey between 1984 and 1989: see technical note.

†† Includes those who did not state whether they worked full or part-time. In 1989, this group included those on Government schemes (too few in number to show separately in this analysis). The full/part-time classification is based on respondents' self-assessment.

‡‡ Includes those with older children or with none.

Source: LFS time series estimates.

Table 10 Economic status of wife and husband, in families with and without dependent children, spring 1989

Women of working age (16-59) with a husband†

Per cent

Economic status of wife	Economic status of husband			
	All** (thousands=100 per cent)	Economically active		Economically inactive
		All	In employment	Unemployed
All wives	10,833	91.3	86.5	4.8
Economically active	7,558	94.4	91.5	2.8
In employment ‡	7,111	94.4	92.2	2.2
Full-time	3,457	94.7	92.5	2.2
Part-time	3,635	94.2	91.9	2.3
On Government schemes	16	97.9	92.4	*
Employees ††	6,496	94.2	91.9	2.3
Full-time	3,154	94.5	92.2	2.3
Part-time	3,341	94.0	91.7	2.3
Self-employed †††	597	96.5	95.1	*
Full-time	303	96.8	95.5	*
Part-time	294	96.2	94.8	*
On Government schemes	16	97.9	92.4	*
Unemployed	447	93.9	81.3	12.6
Economically inactive	3,275	84.1	74.7	9.4
Looking after family/home	2,245	88.0	77.7	10.2
Students	38	88.3	87.4	*
Other inactive	993	75.2	67.5	7.8
Wives with youngest dependent child aged 0-15	5,438	96.0	90.4	5.6
Economically active	3,484	97.4	94.7	2.7
In employment ‡	3,184	97.4	95.5	1.9
Full-time	1,029	97.0	94.9	2.1
Part-time	2,149	97.6	95.8	1.8
On Government schemes	*	*	*	*
Employees ††	2,845	97.3	95.3	2.0
Full-time	893	96.9	94.6	2.3
Part-time	1,951	97.5	95.7	1.9
Self-employed †††	334	98.1	97.0	*
Full-time	136	98.1	97.0	*
Part-time	197	98.2	97.1	*
On Government schemes	*	*	*	*
Unemployed	300	97.3	86.4	10.8
Economically inactive	1,954	93.6	82.8	10.8
Looking after family/home	1,653	93.8	82.6	11.3
Students	20	100.0	98.3	*
Other inactive	281	91.7	83.0	8.7
Wives without dependent children	5,396	86.5	82.5	4.0
Economically active	4,074	91.8	88.8	3.0
In employment ‡	3,927	92.0	89.5	2.5
Full-time	2,428	93.7	91.5	2.2
Part-time	1,486	89.2	86.3	2.9
On Government schemes	11	96.9	96.9	*
Employees ††	3,651	91.8	89.3	2.6
Full-time	2,261	93.6	91.3	2.3
Part-time	1,390	89.0	86.0	3.0
Self-employed †††	263	94.4	92.7	*
Full-time	166	95.8	94.3	*
Part-time	96	92.1	90.1	*
On Government schemes	11	96.9	96.9	*
Unemployed	147	87.1	70.7	16.4
Economically inactive	1,322	70.1	62.8	7.2
Looking after family/home	592	71.5	64.3	7.2
Students	18	75.9	75.9	*
Other inactive	712	68.7	61.3	7.4

* Less than 10,000 in cell: estimate not shown.

† Or partner: see technical note on the married/non-married classification in 1989. See also second footnote to table 7.

‡ Includes cases where information on economic status was obtained for the wife but not for the husband, for example where he was not available for interview and the relevant proxy information was not supplied (91,000 in all; 36,000 where there were dependent children aged 0-15 and 55,000 where there were not).

†† Includes those who did not state whether they worked full or part-time, or did not fully report their employment status.

††† Includes those who did not state whether they worked full or part-time. The full/part-time classification is based on respondents' self-assessment.

Source: 1989 LFS estimates.

most such cases there were no children, but where there were the wife was more likely to be working part-time (75,000 out of 118,000).

Of unemployed and economically inactive wives, 24 per cent had unemployed or economically inactive husbands (890,000 out of 3,722,000). Conversely, wives in employment (and particularly those in self-employment) were more likely to have husbands also working.

Qualification levels

The labour market effects of dependent children are further examined in table 11, this time in conjunction with the level of highest qualifications held by women of working age. The broad qualification groupings used in the analysis are specified in a footnote to the table: the top

grouping covers qualifications above GCE A-level or equivalent (that is, degree or sub-degree level).

Women with higher qualifications were more likely to be economically active in spring 1989 than those with lower qualifications or none, and this applied whether or not there were children. Activity rates among the groups of well-qualified women shown in the table were 86 per cent or above except for those with pre-school age children (68 per cent), whereas among women without formal qualifications they averaged 61 per cent and did not exceed 71 per cent. The contrast was sharpest for women with pre-school age children: only just over a third of the unqualified and just under half the less well qualified were economically active compared with more than two-thirds of the best qualified.

Table 11 Economic status by highest qualification level and age of youngest dependent child, spring 1989

	Great Britain							
	Level of highest qualification held							
	All†		Higher**		Other**		None	
	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent
Women aged 16-59								
All	16,194	100.0	2,065	100.0	8,197	100.0	5,810	100.0
Economically active	11,510	71.1	1,724	83.5	6,142	74.9	3,563	61.3
In employment ‡	10,705	66.1	1,669	80.8	5,715	69.7	3,242	55.8
Full-time	6,063	37.4	1,149	55.6	3,516	42.9	1,348	23.2
Part-time	4,460	27.5	516	25.0	2,076	25.3	1,846	31.8
On Government schemes	178	1.1	*	*	124	1.5	48	0.8
Unemployed	805	5.0	55	2.7	426	5.2	320	5.5
Economically inactive	4,684	28.9	342	16.5	2,056	25.1	2,248	38.7
Looking after family/home	2,756	17.0	186	9.0	1,222	14.9	1,329	22.9
Students/other inactive	1,929	11.9	155	7.5	834	10.2	919	15.8
With youngest dependent child aged 0-15								
All	6,439	100.0	869	100.0	3,215	100.0	2,323	100.0
Economically active	3,962	61.5	675	77.7	2,011	62.5	1,258	54.1
In employment ‡	3,565	55.4	644	74.2	1,786	55.5	1,118	48.1
Unemployed	397	6.2	31	3.6	225	7.0	139	6.0
Economically inactive	2,477	38.5	194	22.3	1,204	37.5	1,065	45.9
Looking after family/home	2,097	32.6	155	17.8	1,022	31.8	909	39.1
Students/other inactive	380	5.9	39	4.5	182	5.7	156	6.7
With youngest dependent child aged 0-4								
All	2,967	100.0	422	100.0	1,669	100.0	861	100.0
Economically active	1,409	47.5	285	67.6	823	49.3	296	34.3
In employment ‡	1,175	39.6	267	63.2	671	40.2	233	27.0
Unemployed	234	7.9	19	4.4	152	9.1	63	7.3
Economically inactive	1,557	52.5	137	32.4	846	50.7	565	65.7
Looking after family/home	1,418	47.8	119	28.2	768	46.0	523	60.8
Students/other inactive	140	4.7	18	4.2	78	4.7	42	4.9
With youngest dependent child aged 5-10								
All	2,039	100.0	275	100.0	947	100.0	810	100.0
Economically active	1,445	70.9	237	86.3	705	74.5	497	61.4
In employment ‡	1,336	65.5	227	82.7	653	69.0	451	55.6
Unemployed	109	5.4	10	3.6	52	5.5	47	5.8
Economically inactive	594	29.1	38	13.7	242	25.5	313	38.6
Looking after family/home	465	22.8	26	9.3	183	19.4	254	31.4
Students/other inactive	130	6.3	12	4.4	58	6.1	59	7.2
With youngest dependent child aged 11-15								
All	1,433	100.0	172	100.0	599	100.0	652	100.0
Economically active	1,107	77.3	153	88.8	483	80.5	465	71.3
In employment ‡	1,055	73.6	150	87.4	462	77.1	435	66.7
Unemployed	53	3.7	*	*	20	3.4	30	4.6
Economically inactive	326	22.7	19	11.2	117	19.5	187	28.7
Looking after family/home	215	15.0	10	5.8	71	11.8	132	20.2
Students/other inactive	111	7.8	*	*	46	7.6	55	8.5
Without dependent children								
All	9,755	100.0	1,196	100.0	4,982	100.0	3,487	100.0
Economically active	7,548	77.4	1,048	87.6	4,131	82.9	2,305	66.1
In employment ‡	7,140	73.2	1,024	85.6	3,930	78.9	2,124	60.9
Unemployed	408	4.2	24	2.0	201	4.0	181	5.2
Economically inactive	2,207	22.6	148	12.4	851	17.1	1,182	33.9
Looking after family/home	659	6.8	32	2.7	200	4.0	419	12.0
Students/other inactive	1,546	15.9	116	9.7	651	13.1	763	21.9

* Less than 10,000 in cell: estimate not shown.
 † Includes those for whom highest qualification level was not stated (121,000 in all; including 32,000 with dependent children aged 0-15 and 89,000 without).
 ** "Higher" qualifications are those above GCE A level or equivalent, "other" qualifications are those of GCE A-level or equivalent or lower. For further information, see article on economic activity and highest qualifications held in *Employment Gazette*, October 1988, pp 549-563. In 1989, "other" includes YTS certificate, previously not separately identified.
 ‡ Includes those who did not state whether they worked full or part-time. The full/part-time classification is based on respondents' self-assessment.

Contrasts between women with different levels of qualification also occur in particular economic status groups. Thus, there were fewer unemployed women among the well-qualified (3 per cent) than among the others (5 per cent), and a greater proportion were in full-time employment, 56 per cent against 43 per cent for the less well qualified and 23 per cent for the unqualified.

Well-qualified women accounted for 13 per cent of all women of working age (and for 14 per cent of those with pre-school age children), but for 7 per cent of the economically inactive and the unemployed, and for 19 per cent of those working full-time.

The evidence of *table 11* suggests that well-qualified women are more likely to be active in the labour force.

¹ Including overtime but excluding mealbreaks: see footnote to *table 12*. The ranges of hours in *table 12* correspond to those used in the article "Full and part-time employment and hours worked", *Employment Gazette*, November 1988, pp 607-615, an updated version of which is currently in preparation.

However, a proper assessment of their participation would need more information than is available here, for example on the kind of work they undertake, and its level.

Hours of work

The hours of work of women of working age in employment are examined in *table 12* and *figure 7*. Distributions, but not averages, are shown for the total usual weekly hours¹ worked in spring 1989 by married and non-married women, by women with and without children and by employees and the self-employed (with some results for men).

The overall hours distributions show that nearly half of all women in employment usually worked for less than 35 hours a week (45 per cent, or an estimated 4,860,000), whereas only a small proportion of men did so (6 per cent, or an estimated 830,000). Nearly as many women worked

Table 12 Total usual weekly hours of work by employment status, marital status and age of youngest dependent child, spring 1989

	Great Britain												
	Persons of working age (16-59/64†) in employment												
	All** (thousands = 100 per cent)	Total usual weekly hours of work‡											
0-9		10-14	15-19	20-24	25-30	31-34	35-39	40	41-44	45-49	50 and over	0-30	
All in employment ††													
Women	10,705	7.9	7.0	8.3	10.1	8.7	3.4	28.2	7.9	7.5	5.2	5.7	42.0
Married †††	7,174	8.0	8.6	10.8	12.9	10.2	3.5	23.5	6.4	6.2	4.6	5.4	50.5
Non-married †††	3,531	7.8	3.8	3.2	4.4	5.5	3.3	38.0	11.1	10.3	6.5	6.2	24.7
With youngest dependent child aged 0-15	3,565	12.5	12.6	14.0	15.2	11.2	3.2	15.6	4.3	3.9	3.3	4.2	65.6
0-4	1,175	16.4	15.3	14.9	14.4	8.4	2.3	14.7	3.7	3.3	2.8	4.0	69.3
5-10	1,336	13.1	13.0	14.6	16.0	12.6	3.1	13.3	3.6	3.1	3.5	3.9	69.4
11-15	1,055	7.4	9.2	12.4	15.1	12.5	4.2	19.5	5.8	5.4	3.7	4.8	56.6
Without dependent children	7,140	5.6	4.2	5.5	7.5	7.4	3.6	34.6	9.7	9.3	6.2	6.4	30.2
Men	14,492	1.1	0.7	0.5	0.8	1.5	1.0	20.1	12.6	15.4	17.5	28.7	4.7
Employees													
Women	9,775	7.7	7.0	8.5	10.3	8.4	3.4	29.6	7.8	7.8	5.2	4.4	41.9
Married †††	6,553	7.6	8.5	11.1	13.2	10.1	3.6	24.9	6.2	6.4	4.5	3.9	50.4
Non-married †††	3,222	8.0	4.0	3.3	4.3	4.8	2.9	39.2	10.9	10.6	6.6	5.4	24.4
With youngest dependent child aged 0-15	3,195	12.2	12.6	14.7	15.9	11.2	3.3	16.4	4.1	3.8	3.1	2.8	66.5
0-4	1,017	15.8	15.5	15.9	15.1	7.9	2.5	15.4	3.4	3.4	2.5	2.6	70.2
5-10	1,207	13.0	12.9	15.3	16.7	12.9	3.1	14.0	3.5	3.0	3.2	2.4	70.7
11-15	971	7.4	9.2	12.6	15.5	12.6	4.4	20.4	5.6	5.3	3.6	3.3	57.4
Without dependent children	6,580	5.5	4.3	5.6	7.6	7.0	3.4	36.0	9.5	9.7	6.2	5.2	29.9
Men	11,692	1.2	0.8	0.5	0.6	0.9	1.0	22.6	12.0	17.5	18.5	24.4	4.0
Self-employed													
Women	750	11.8	8.9	7.2	8.1	10.5	2.3	8.2	8.9	3.9	6.7	23.4	46.5
Married †††	603	12.7	10.4	7.9	9.0	11.0	2.2	8.2	7.7	3.4	5.8	21.8	50.9
Non-married †††	147	8.5	*	*	*	8.8	*	8.5	13.9	*	10.3	29.5	28.6
With youngest dependent child aged 0-15	358	15.3	13.2	8.7	9.6	11.0	*	8.4	5.7	4.2	5.3	17.1	57.7
0-4	151	20.4	14.0	8.4	9.4	11.6	*	9.9	*	*	*	12.9	63.8
5-10	127	13.9	14.9	8.5	9.8	10.5	*	*	*	*	*	18.5	57.6
11-15	81	*	*	*	*	*	*	*	*	*	*	22.6	46.8
Without dependent children	392	8.7	4.9	5.8	6.8	10.1	3.0	8.1	11.8	3.7	8.0	29.1	36.2
Men	2,492	0.9	0.6	0.6	1.3	3.2	0.7	6.7	14.8	6.6	13.5	51.2	6.6
On Government schemes													
Women	178	*	*	*	*	18.9	12.1	39.4	11.8	7.7	*	*	27.9
Men	303	*	*	*	*	13.0	9.4	38.0	19.8	6.5	5.7	*	16.7

* Less than 10,000 in cell: estimate not shown.
 † The upper age limit is 59 for women and 64 for men.
 ** Numbers shown include those not stating usual hours (51,000 women in all, including 35,000 non-married, 42,000 without dependent children, 34,000 on Government schemes; 113,000 men in all, including 75,000 on Government schemes), but percentages are based on totals which exclude this group.
 †† Usual hours are defined in this table to include any overtime, paid or unpaid, usually worked in addition to the usual basic hours excluding mealbreaks. In categorising hours worked into hours, fractions of hours have been rounded to the nearest whole number with exact halves being rounded to the nearest even number. Further analyses on hours of work, based on the 1987 Labour Force Survey, are shown in *Employment Gazette*, November 1988, pp 607-615; an updated version of that article, covering 1988 and 1989, is in preparation.
 ††† Includes those who did not fully report their employment status.
 ††† See *technical note* on the married/non-married classification for 1989.

between 35 and 44 hours (44 per cent, compared with 48 per cent of men) but comparatively few worked longer hours (11 per cent, against 46 per cent of men).

Married women generally worked shorter hours: half usually worked under 30 hours per week compared with a quarter of non-married women (and 5 per cent of men). More than two-thirds of working mothers with pre- or primary school age children regularly worked less than 30 hours compared with fewer than a third of women without children.

An estimated 1,600,000 women (15 per cent) worked regularly for very short hours of less than 15 per week. Of these women, three-quarters were married (an estimated 1,190,000), and more than half had children (an estimated 900,000). At the other end of the spectrum, an estimated 610,000 worked very long hours of 50 or over (including an estimated 150,000 working mothers). These 610,000 women comprised 13 per cent of all people working very long hours.

Self-employed women were more likely to work very limited hours (21 per cent usually worked less than 15 hours per week) and also very long hours. Nearly a quarter of self-employed women reported normal hours of 50 and

¹ These results are based on data revised since the LFS results by occupation for spring 1989 appeared in the April 1990 issue of *Employment Gazette*: the reasons for the revision are outlined in *Employment Gazette*, August 1990, pp 421.

over (an estimated 180,000 out of 750,000): this feature of self-employment was also manifest for men, where more than half said they regularly worked 50 hours or more each week (an estimated 1,270,000).

Occupation and industry

Table 13 analyses the distributions by occupation¹ and industry of the employed working age population in spring 1989. For women, results are shown separately for those with and without children and also for those working full-time and part-time.

More than two-thirds of working women were engaged in non-manual occupations, compared with fewer than half the men in employment. Most of the difference can be traced to the clerical and related group, which accounted for 31 per cent of women but just 5 per cent of men. Among manual workers, craft and similar occupations were undertaken by relatively few women (4 per cent, an estimated 420,000) but by more than a quarter of the men. Some 28 per cent of working women (an estimated 2,950,000) were in managerial and professional jobs.

There was a marked preponderance of non-manual jobs among women who worked full-time, with a corresponding tendency towards manual work for women employed part-time. Manual jobs were slightly less often undertaken

Table 13 Employment by occupation and industry by age of youngest dependent child and whether working full- or part-time, spring 1989
Persons of working age (16-59/64†) in employment

	Women					Men				
	All**	With youngest dependent child aged:				Without dependent children	Full-time	Part-time	On Government schemes	
		0-15	0-4	5-10	11-15					
All occupations: CODOT major groups (thousands = 100 per cent)‡	10,705	3,565	1,175	1,336	1,055	7,140	6,063	4,460	178	14,492
I Professional and related supporting management and administration	4.1	3.0	4.0	2.3	2.6	4.6	6.0	1.6	*	7.6
II Professional and related in education, welfare and health	14.2	17.3	18.7	17.4	15.5	12.7	15.6	12.6	*	4.9
III Literary, artistic and sport	1.4	1.3	1.7	1.1	1.0	1.4	1.6	1.1	*	1.5
IV Professional and related in science, engineering, technology and similar fields	1.4	1.1	1.1	1.0	1.1	1.6	2.0	0.6	*	6.9
V Management	6.5	5.5	5.3	5.5	5.9	7.0	9.6	2.7	*	13.6
VI Clerical and related	30.9	26.2	25.8	25.0	28.1	33.3	36.1	23.7	34.5	6.5
VII Selling	9.8	10.2	10.8	9.9	10.0	9.6	5.5	15.6	10.5	4.9
VIII Security and protective service	0.4	0.4	*	*	*	0.4	0.5	0.4	*	2.6
IX Catering, cleaning, hairdressing and other personal services	20.6	25.3	21.9	28.8	24.9	18.2	9.9	34.7	33.8	3.9
X Farming, fishing and related	0.7	0.6	*	0.7	*	0.7	0.7	0.7	*	2.3
XI Processing, making, repairing and related (excluding metal and electrical)	4.3	3.8	4.1	3.4	3.9	4.6	5.4	2.8	7.2	8.3
XII Processing, making, repairing and related (metal and electrical)	1.1	0.8	*	*	*	1.2	1.6	0.4	*	15.7
XIII Painting, repetitive assembling, product inspecting, packaging and related	3.5	3.6	3.9	3.0	3.9	3.4	4.4	2.2	*	3.9
XIV Construction and mining, not identified elsewhere	*	*	*	*	*	*	*	*	*	6.3
XV Transport operating, materials moving and storing	0.9	0.9	0.9	1.0	*	0.9	1.1	0.7	*	9.8
XVI Miscellaneous	0.2	*	*	*	*	0.2	0.2	*	*	1.2
All broad occupation groups (thousands = 100 per cent)‡	10,705	3,565	1,175	1,336	1,055	7,140	6,063	4,460	178	14,492
Non-manual occupations	68.1	64.0	67.2	61.4	63.9	70.1	76.4	57.3	52.6	46.4
Managerial and professional	27.6	28.1	30.9	27.2	26.1	27.4	34.7	18.6	7.6	34.5
Clerical and related	30.6	25.9	25.7	24.5	27.8	32.9	35.9	23.2	34.2	5.4
Other non-manual	9.9	10.1	10.6	9.7	10.0	9.8	5.8	15.5	10.8	6.4
Manual occupations	31.9	36.0	32.8	38.6	36.1	29.9	23.6	42.7	47.4	53.6
Craft and similar	3.9	3.4	3.5	3.0	3.7	4.2	5.1	2.1	7.9	25.9
General labourers	0.2	*	*	*	*	0.2	0.2	*	*	1.0
Other manual	27.8	32.5	29.2	35.5	32.3	25.5	18.3	40.5	39.5	26.7
All industry divisions: SIC 1980 (thousands = 100 per cent)††	10,705	3,565	1,175	1,336	1,055	7,140	6,063	4,460	178	14,492
0 Agriculture, forestry, fishing	0.9	1.0	*	1.1	1.0	0.9	0.8	1.1	*	2.9
1 Energy and water supply	0.8	0.5	*	*	*	0.9	1.1	0.3	*	3.4
2-4 Manufacturing	15.6	13.3	13.4	12.6	14.2	16.7	20.5	9.1	12.1	28.4
2 Extraction of minerals, metal manufacture, etc	1.8	1.5	1.5	1.3	1.6	2.0	2.5	0.9	*	4.2
3 Metal goods, engineering and vehicles	5.2	4.0	4.2	3.8	4.2	5.8	7.3	2.3	*	13.7
4 Other manufacturing	8.6	7.9	7.7	7.6	8.4	9.0	10.7	5.8	7.0	10.5
5 Construction	1.6	1.7	1.4	2.1	1.4	1.6	1.6	1.6	*	13.0
6-9 Services	81.1	83.5	83.9	83.8	82.8	79.9	76.0	87.9	83.5	52.4
6 Distribution, hotels and catering, repairs	25.3	26.1	27.2	25.4	25.8	24.9	19.6	33.1	21.6	16.7
7 Transport and communication	3.5	2.7	3.1	2.4	2.8	3.9	4.6	1.9	*	8.6
8 Banking and finance, etc	12.4	9.8	11.2	8.9	9.4	13.7	15.9	7.7	8.1	9.6
9 Other services	39.9	44.9	42.3	47.2	44.9	37.4	35.8	45.2	49.6	17.5

* Less than 10,000 in cell: estimate not shown.
† The upper age limit is 59 for women and 64 for men.
†† Includes those who did not state whether they worked full- or part-time. The full/part-time classification is based on respondents' self-assessment.
‡ Numbers shown include those not stating occupation (41,000 women and 112,000 men in all), but percentages are based on totals which exclude this group.
††† Numbers shown include those for whom industry (in Great Britain) was not specified or whose workplace was outside Great Britain (46,000 women and 103,000 men in all), but percentages are based on totals which exclude this group.

Source: 1989 LFS estimates

by working women with pre-school age children (33 per cent) or with no children (30 per cent) than by working mothers with school age children: many of the jobs concerned were in catering, cleaning, hairdressing and other personal services.

The industry distributions in table 13 show that the great majority of working women (81 per cent) held jobs in the service industries, compared with just over half of the men: manufacturing accounted for just 16 per cent of working women, against 28 per cent of the men. There was an even greater concentration in the services among women working part-time (88 per cent) and those with children (83 per cent).

Temporary jobs

The analysis in table 14 considers the incidence of temporary jobs taken by working women (excluding scheme participants). The temporary jobs, identified as such by survey respondents themselves, include seasonal or casual jobs and those done under contract or for a fixed period. Examples of temporary workers might be 'temps' employed by an agency, or those with a contract that ends when an apprenticeship or other training has been completed. The main analysis is for people of working age, but summary information covering all ages (including people of retirement age) is given in a footnote to the table¹.

Temporary and other short-term jobs were reported by 8 per cent of working women (794,000 of working age), double the rate for men. Such jobs were relatively most

¹ See also "Temporary workers in Britain", *Employment Gazette*, April 1988, pp 238-247, for a further discussion of this topic.

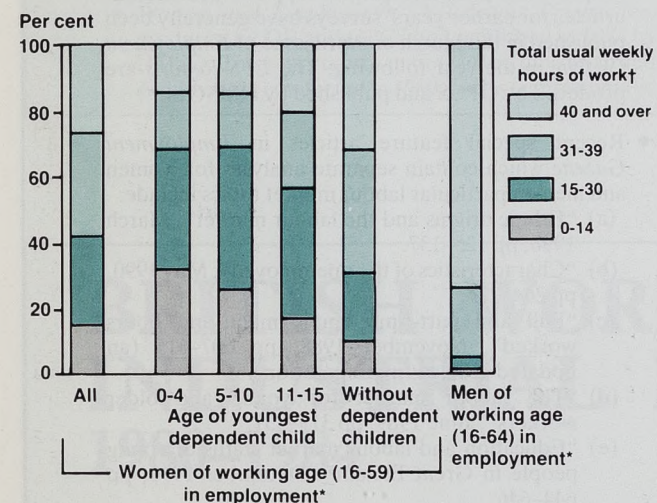
Table 14 Employment in permanent and temporary jobs by age of youngest dependent child and marital status, spring 1989
Employees and self-employed persons† of working age (16-59/64**)

Whether job permanent or temporary, etc/Reason for taking temporary, etc job	Women					Men			
	All	With youngest dependent child aged:				Without dependent children	Married‡	Non-married‡	
		0-15	0-4	5-10	11-15				
All employees and self-employed††	10,527	3,554	1,168	1,333	1,052	6,974	7,158	3,369	14,189
Permanent job	9,704	3,183	1,019	1,187	977	6,521	6,648	3,056	13,593
Temporary, seasonal, casual job‡‡ (thousands)	794	362	145	144	73	432	493	301	571
(per cent of all jobs)	7.6	10.2	12.5	10.8	7.0	6.2	6.9	9.0	4.0
of which: Reason for taking temporary, etc job rather than a permanent one									
Had a contract which included a period of training	23	*	*	*	*	20	*	16	23
Could not find a permanent job	157	78	29	29	20	79	99	59	181
Did not want a permanent job	351	178	73	71	34	173	245	106	131
Other reasons	254	99	40	40	18	155	138	115	225

* Less than 10,000 in cell: estimate not shown.
† Includes those (other than on Government schemes) who were working but did not state whether they were employees or self-employed.
** The upper age limit is 59 for women and 64 for men. For all women and all men aged 16 and over, numbers corresponding to those in the first four rows of the table are: for women 11,008,000; 10,127,000 and 844,000 (7.7 per cent) and for men 14,474,000; 13,825,000 and 621,000 (4.3 per cent).
‡ See technical note on the married/non-married classification for 1989.
†† Includes those who did not state whether their job was permanent or temporary, etc (30,000 women and 25,000 men in all).
‡‡ As described by survey respondents: includes jobs done under contract or for a fixed period. Numbers shown include those who did not state their reason for taking a temporary, etc job (11,000 men in all and a smaller group of women), but percentages are based on totals which exclude this group.

Source: 1989 LFS estimates.

Figure 7 Total usual weekly hours of work, by age of youngest dependent child, Great Britain, spring 1989



* The percentages shown are based on total numbers given in table 12.
† Including overtime, excluding mealbreaks.

Source: 1989 LFS estimates (see also table 12)

often taken by women with pre- and primary school age children (12 and 11 per cent respectively), although the largest absolute numbers were for women without children (432,000).

Table 14 also summarises the main reasons quoted by respondents in temporary and similar jobs for their taking that type of employment rather than permanent work. Among women, the biggest group comprised those who said they did not want a permanent job, whereas the largest group of men identified were those unable to find permanent work. In addition, there were appreciable groups of both women and men who mentioned other reasons not analysed more specifically. Overall, the

Table 15 Training received by employees, by whether working full or part-time, spring 1989
Employees of working age (16-59/64*)

	Great Britain					
	All†		Full-time		Part-time	
	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent
WOMEN						
All**	9,775	100.0	5,643	100.0	4,131	100.0
All who received training in the last four weeks‡	1,414	14.7	1,029	18.3	385	9.7
On-the-job training only	433	4.5	321	5.7	112	2.8
Off-the-job training only	775	8.1	538	9.6	236	6.0
Both	204	2.1	169	3.0	35	0.9
MEN						
All**	11,692	100.0	11,275	100.0	416	100.0
All who received training in the last four weeks	1,684	14.6	1,622	14.4	62	22.6

* The upper age limit is 59 for women and 64 for men.
† Includes those employees who did not state whether they worked full or part-time. The full/part-time classification is based on respondents' self-assessment.
** Numbers shown include those employees who did not state whether they had received training in the last four weeks or not (184,000 women and 156,000 men in all), but percentages are based on totals which exclude this group.
‡ Includes those who did not specify whether training was on or off-the-job.

Source: 1989 LFS estimates.

analysis in the table suggests that the reasons for much of the temporary and other short-term working that exists might be related to women's domestic responsibilities.

Training

Table 15 shows the number of employees of working age who received training in the four weeks prior to the survey in spring 1989. Overall, the proportion of women receiving training was the same as for men (15 per cent), with the majority receiving off-the-job rather than on-the-job training. Women working full-time were nearly twice as likely as part-timers to receive training. ■

Employment advice and information

Department of Employment
Inquiry office:
Telephone 01-273 6969

Technical note

The Labour Force Survey (LFS)

This article is primarily based on results from the 1989 LFS, which was a sample survey carried out in March, April and May 1989, based on interviews with members of about 60,000 households throughout Great Britain (63,000 in the United Kingdom).

From 1973 to 1983 the LFS was conducted in alternate years, but since 1984 it has been enhanced and conducted annually. Methodological details of the surveys are given in Office of Population Censuses and Surveys (OPCS) reports for each year up to 1987 and in an article in the April 1990 issue of *Employment Gazette* (pp 199-212). Results have been published periodically in *Employment Gazette* as well as in the OPCS reports: some references are included in the bibliography below. The LFS-based estimates presented here should not be confused with those derived from other sources, such as employment estimates from employer-based enquiries or unemployment figures from the claimant count.

Marital status

In 1989 information on marital status was collected in the LFS on a different basis from that of previous years, and results for 1989 using the 'married/non-married' classification of respondents are therefore not directly comparable with those for 1988 and earlier years.

In 1989, 'co-habiting' was for the first time identified as a separate status (see table 7): in the analyses presented in this article 'co-habiting' respondents (some 3 per cent of the total) are included with 'married' persons, whereas in 1988 and earlier years the marital status of co-habiting respondents was based on self-assessment.

The extent of the discontinuity caused by this change in survey methodology may, however, not be too significant in the context of the labour market analyses considered here. An analysis comparing the marital status distributions of women and men before and after the change of definition was given in *Employment Gazette*, May 1990, p 277.

Dependent children

In this article dependent children are taken to be those aged 0-15 years: young people aged 16 or 17 are excluded even where they are living with their parents and are still in full-time education. In the analyses by age of youngest dependent child, three bandings are used (0-4 years, 5-10 years, 11-15 years) which correspond to young children of pre-school age, those of primary school age and older children of secondary school age.

ILO definition of unemployment

The internationally recognised definition of unemployment used in this article (the ILO definition) is that laid down by the International Labour Organisation and also used by the OECD. On this measure, the unemployed comprise people without a paid job who are available to start work in the next fortnight and have either looked for work at some time in the last four weeks or are waiting to start a job already obtained.

Results based on small samples

Estimates relating to 10,000 people or fewer (after grossing up) are not shown in this article, since they are likely to be based on small samples and therefore unreliable. This is in line with current practice for LFS-based analyses.

Percentage distributions

The percentage distributions quoted in this article are generally based on the population for whom data are available, excluding any respondents who did not answer the relevant questions: see also footnotes to tables.

Concepts and definitions

Many of the standard LFS concepts and definitions used in this article are described above or in *Employment Gazette*, April 1990, pp 211-212 (technical note). However, other technical explanations are included at appropriate points in the commentary or are covered in footnotes to the tables.

Bibliography

The following references comprise a summary selection of published items which contain statistical material on women's involvement with the labour market.

- "1989 Labour Force Survey preliminary results", *Employment Gazette*, April 1990, pp 199-212. Similar articles for earlier years' surveys have generally been published in the March or April issue of *Employment Gazette* in the year following. The *LFS Reports* are produced by OPCS and published by HMSO.
- Recent special feature articles in *Employment Gazette* which contain separate analyses for women and men on particular labour market topics include:
 - (a) "Ethnic origins and the labour market", March 1990, pp 125-137.
 - (b) "Characteristics of the unemployed", May 1990, pp 264-277.
 - (c) "Full and part-time employment and hours worked", November 1988, pp 607-615 (an updated article is in preparation).
 - (d) "The labour market for young and older workers", June 1989, pp 319-331.
 - (e) "Education and labour market status of young people in Great Britain", December 1990, pp 644-646.
 - (f) "Economic activity and qualifications", October 1988, pp 549-563.
 - (g) "Union density and workforce composition", August 1990, pp 403-413.
 - (h) "Temporary workers in Britain", April 1988, pp 238-247.

Articles on self-employment and labour mobility (based on the LFS) are currently in preparation.

- "Labour force outlook to 2001", *Employment Gazette*, April 1990, pp 186-198, "Regional labour force outlook to the year 2000", *Employment Gazette*, January 1990, pp 9-19, and "Young people leaving school", *Employment Gazette*, August 1990, pp 382-389, each contain estimates and projections for women and men.
- Quarterly and historical employment data and unemployment data (based on the claimant count) are contained in sections 1 and 2 of Labour Market Data in each issue of *Employment Gazette*. "1987 Census of Employment—Results for the United Kingdom" appeared as a special feature in October 1989, pp 540-558.

- *Women and men in Great Britain*. Equal Opportunities Commission, 1990. Available from HMSO, this general statistical digest is based on a range of sources.
- *Labour Market Quarterly Report*, published by the Department of Employment (previously by the Training Agency, covers topics such as skills supply and demand, training jobseekers, small businesses, and education and training. The August 1990 issue featured an article on women returners.
- *Social Trends* and *Regional Trends*, produced annually by the Central Statistical Office and published by HMSO. The latest issues (*Social Trends 1990* and *Regional Trends 1989*) contain data for 1988 and 1987 respectively, taken from many sources. A wide range of issues are addressed, such as housing, health, transport, law, employment, education and income, with many of the analyses shown for women and men separately.
- *General Household Survey*, annual reports for 1971 to 1987 produced by OPCS and published by HMSO. These reports include analyses for women and men on topics such as employment, education, population, health and fertility. Additional analyses relating to women's economic activity will appear in the report for 1988 to be published shortly.
- *Women and Employment: A Lifetime Perspective*, produced by DE and OPCS and published in 1984 by HMSO. This reports on a major survey of women and employment conducted in 1980, and is complemented

by a technical report published in 1984 by OPCS. Further analyses based on the survey include those published in the DE Research Paper series (see below).

- The DE Research Paper series includes a number of reports on women in the labour market. Examples are:
 - No 45: *Women's participation in paid work: further analysis of the Women and Employment Survey*, by H Joshi, 1984.
 - No 46: *Women's work histories: an analysis of the Women and Employment Survey*, by S Dex, 1984 (see also *Employment Gazette*, December 1984, pp 545-549, which in turn gives further references).
 - No 75: *An analysis of women's employment patterns in the UK, France and the USA*, by A Dale and J Glover, 1990 (see also *Employment Gazette*, June 1989, pp 299-308).
- *Labour Force Surveys for the European Community*, produced annually by the Statistical Office of the European Community (SOEC) and available from HMSO. The latest available report contains data from the 1987 surveys. Other international statistical digests include *International yearbook of labour statistics* (ILO) and *Quarterly labour force statistics* (OECD).

Further information

Further information on sources—including the analyses presented in this article is available on request from Statistical Services Division C3, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (tel 071-273 5588).

BRITISH WORKPLACE INDUSTRIAL RELATIONS 1980-1984

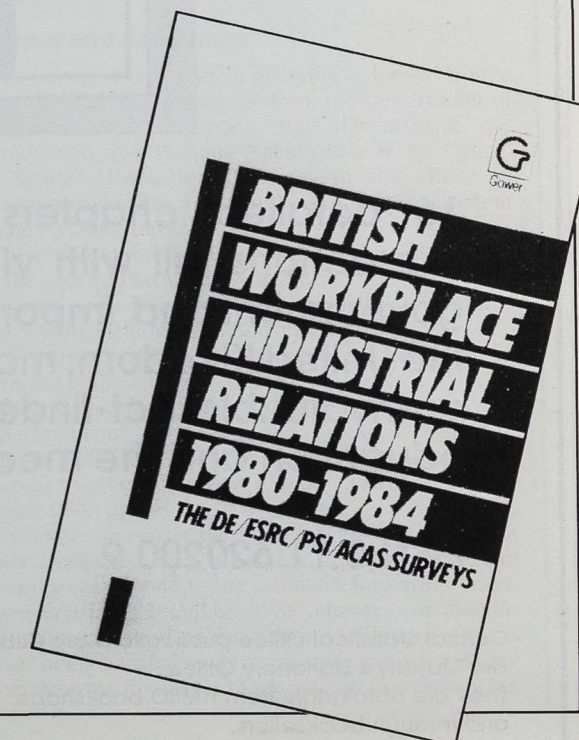
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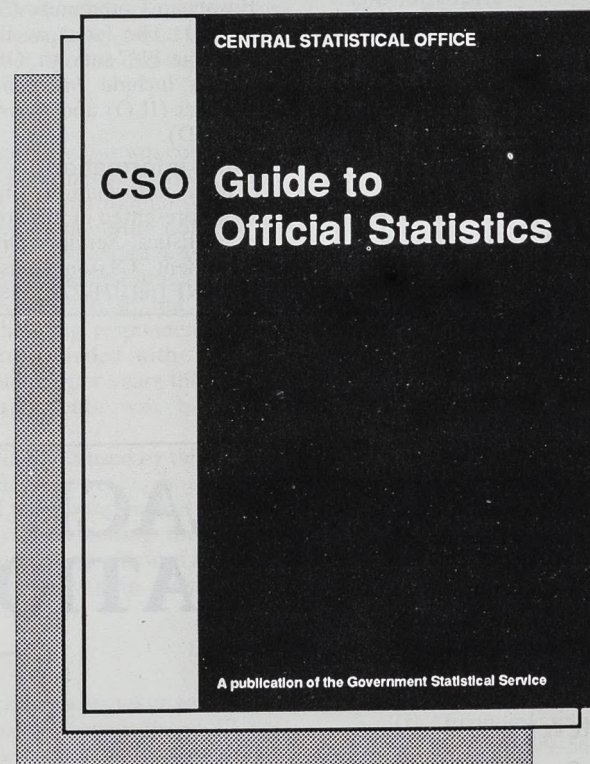
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Special Report

Education and labour market status of young people in Great Britain

Estimates are now available for 1989 on the education and labour market status of 16, 17 and 18 year olds in Great Britain, along with revised figures for other recent years: see table and technical note. Previous such information was published in *Employment Gazette*, May 1989, pp 262-263 and September 1987, pp 459-464.

Reflecting the current demographic decline, the table shows that the total population of 16-18 year olds in Great Britain fell by about 265,000 or nearly 10 per cent between January 1984 and January 1989, reductions occurring for each of the three age groups separately.

Over the same five-year period, the proportion of young people in full-time education grew significantly for 16, 17 and 18 year olds and for young men and young women. In January 1989 34 per cent of 16-18 year olds were in full-time education (31½ per cent for young men, 36½ for young women) against 31 per cent in January 1984. These higher staying-on rates, at a time when the population in the age group dropped, resulted in the absolute numbers of 16-18 year olds in full-time education changing very little.

Numbers of 16-18 year olds participating in YTS (now Youth Training) increased substantially from around 275,000 between 1984 and 1986 to around 390,000 in 1988 and 1989, a rise of more than 40 per cent. This reflected the development of the YTS from a one-year to a two-back scheme. In January 1989, the stock number of 16 and 17 year olds on YTS schemes (just over 375,000) comprised some 39 per cent of those in the age group not in full-time education.

Numbers of young claimant unemployed fell sharply from around 460,000 in January 1984 to just under 260,000 four years later. In January 1988 this group accounted for 10 per cent of all 16-18 year olds (11 per cent of young men, 9 per cent of young women) compared to 16½ per cent four years before, with reductions having occurred for 16, 17 and 18 year olds separately. Between January 1988 and January 1989 there was a further sharp fall in the number of claimant unemployed 18 year olds (from 115,000 to 85,000). In September 1988, benefit regulation changes resulted in very few 16 and 17 year olds remaining in from the monthly unemployment count: see technical note.

The residual 'other' group, mainly consisting of those in employment outside YTS (see table footnote), included similar numbers of 16 year olds in January 1984 and January 1988, and likewise similar numbers of 18 year olds in January 1984 and January 1989. The number of 17 year olds in the group, however, fell by some 100,000 from the 1984-86 levels to that for 1988, reflecting the increased incidence of YTS participation during the period, which was concentrated among young people of that age.



Between January 1988 and January 1989 there was a further sharp fall in the number of claimant unemployed 18-year-olds.

Technical note

Sources and definitions

The information shown in the table is derived from a range of official data sources, from the Department of Education and Science, the Department of Employment, the Training Agency, the Welsh Office, the Scottish Education Department, the Office of Population Censuses and Surveys and the Government Actuary's Department.

The estimates are for January of the years concerned but the ages quoted are those at the end of the preceding academic year: this convention enables comparable figures to be included from the different sources.

The various definitions adopted are indicated in footnotes to the table.

Information for England only is included in the Department of Education and Science's Statistical Bulletin 9/90, July 1990, and is also discussed in the Training Agency's *Labour Market Quarterly Report*, August 1990, pp 7-8.

Estimates shown in the table for 1989 are based on newly available information for Great Britain, and generally correspond to the estimates for earlier years. However, in September 1988 changes in benefit regulations resulted in most 16 and 17 year olds no longer being entitled to claim income support, with the effect that very few under 18 year olds now remain in the

Special Report

Education and labour market status of young people, 1984-89

	Estimated numbers (thousands)											
	Males					Females						
	1984	1985	1986	1987	1988	1989	1984	1985	1986	1987	1988	1989
16 year olds*												
Total population	460	449	443	431	436	407	434	426	421	409	414	385
Full-time education:												
School†	135	132	132	126	130	130	142	137	135	128	132	134
Further education**	48	48	48	50	54	51	79	76	76	74	78	73
All	183	180	180	176	184	182	220	213	211	202	211	207
On YTS‡	127	132	136	134	126	120	95	102	97	95	87	79
Other young people:												
Unemployed††	49	50	46	43	34	*	39	38	35	34	28	*
Other (mainly in employment) ††	101	87	81	78	91	*	79	74	78	79	89	*
All	150	137	127	121	126	105	118	112	113	112	117	99
17 year olds*												
Total population	469	459	448	442	430	435	445	435	427	422	409	415
Full-time education:												
School†	88	85	82	82	80	86	87	82	79	80	77	84
Further education**	43	44	45	46	47	51	68	66	66	67	67	70
All	131	129	127	128	127	137	155	149	146	147	143	154
On YTS‡	27	22	20	49	108	112	24	17	18	37	67	67
Other young people:												
Unemployed††	96	92	87	69	46	*	72	67	64	51	35	*
Other (mainly in employment) ††	215	217	213	196	149	*	194	202	200	187	164	*
All	311	308	301	265	195	186	266	269	264	239	200	193
18 year olds*												
Total population	482	466	459	447	441	429	458	446	436	429	423	410
Full-time education:												
School†	13	12	12	12	11	11	9	9	10	9	9	9
Further education**	70	69	68	68	70	71	67	66	66	66	68	69
All	83	81	80	80	81	82	77	76	75	75	77	78
On YTS**	2	2	1	3	4	8	2	2	1	2	3	5
Other young people:												
Unemployed††	117	110	99	86	67	51	86	79	71	63	48	34
Other (mainly in employment) ††	280	273	278	278	289	288	293	289	289	289	295	293
All	397	383	377	364	356	339	379	368	360	351	343	327
16-18 year olds*												
Total population	1,411	1,376	1,349	1,320	1,307	1,270	1,336	1,306	1,284	1,259	1,246	1,210
Full-time education:§												
School†	235	229	226	220	221	227	238	228	224	216	218	228
Further education**	162	161	161	165	171	173	214	208	208	208	213	212
All	397	390	388	384	392	400	452	437	431	424	431	440
On YTS‡	156	156	157	185	237	240	121	121	116	133	156	151
Other young people:												
Unemployed††	262	251	232	198	147	*	197	184	170	147	111	*
Other (mainly in employment) ††	596	577	573	552	530	*	567	565	567	554	549	*
All	858	828	805	750	677	630	763	749	737	702	659	619

* Component figures for "other young people" in 1989 are shown only for 18 year olds: see technical note.

† Ages as at August 31 of preceding year.

‡ Pupils attending maintained, independent and special schools are included.

§ Full-time and sandwich including higher education but excluding private further education. Excludes those on YTS within colleges.

¶ Includes those in further education establishments attending YTS courses.

†† Claimant unemployed.

monthly unemployment count. In view of this discontinuity the component figures for 'other young people' are shown for 1989 only for 18 year olds.

A further change affecting these estimates is in prospect, as information about numbers of young men and young women on Youth Training, by year of age, is not available from administrative sources (from May 1990). Estimates for YTS will be included in the analysis for January 1990 as before, but for 1991 and subsequent years it will not be possible to identify the corresponding numbers on Youth Training.

Revisions to previous estimates

Estimates shown for 1984-88 revise those previously published (see *Employment Gazette*, September 1987, pp 459-464 and May 1989, pp 262-263). Minor revisions have been made to the population estimates and to the numbers in further education and on YTS, but the main

change is that for 1984 onwards, including the 1989 estimates for 18 year olds (see above), the estimated numbers of unemployed young people now take account of an improvement in the methodology for estimating the age of claimants. Previous estimates involved the available current-age data being converted to an August 31 age basis assuming an even distribution of birthdates. The improved methodology makes use of a 5 per cent cohort sample of computerised claims for unemployment benefits which gives more accurate information on young people's ages. The overall numbers of unemployed 16-18 year olds shown in the table are similar to the previous estimates, but the component age profiles are somewhat different. There are now estimated to be generally fewer unemployed 16 year olds (for example around 90,000 compared with 110,000 in 1984, and some 60,000 compared with 70,000 in 1988) and more 17 and 18 year olds (for example

Special Report

Great Britain, January each year

All	Percentage of age group											
	All					All						
	1984	1985	1986	1987	1988	1989	1984	1985	1986	1987	1988	1989
16 year olds*												
Total population	894	875	863	839	849	791	100	100	100	100	100	100
Full-time education:												
School†	277	269	266	254	262	265	30.9	30.7	30.9	30.3	30.9	33.5
Further education**	127	124	124	124	132	124	14.2	14.2	14.3	14.8	15.6	15.7
All	403	393	390	378	395	389	45.1	44.9	45.2	45.0	46.5	49.2
On YTS‡	222	234	234	228	212	198	24.8	26.7	27.1	27.2	25.0	25.1
Other young people:												
Unemployed††	88	87	81	76	62	*	9.9	10.0	9.3	9.1	7.3	*
Other (mainly in employment) ††	180	161	158	157	180	*	20.2	18.4	18.3	18.7	21.2	*
All	269	248	239	233	242	203	30.0	28.4	27.7	27.8	28.5	25.7
17 year olds*												
Total population	913	894	875	863	839	850	100	100	100	100	100	100
Full-time education:												
School†	174	167	162	161	157	170	19.1	18.7	18.5	18.7	18.7	20.0
Further education**	111	111	111	113	114	121	12.2	12.4	12.7	13.1	13.6	14.2
All	286	278	273	275	270	291	31.3	31.0	31.2	31.8	32.2	34.2
On YTS‡	51	39	38	85	174	179	5.6	4.4	4.3	9.9	20.7	21.1
Other young people:												
Unemployed††	168	158	151	120	82	*	18.3	17.7	17.2	13.9	9.7	*
Other (mainly in employment) ††	409	419	414	383	313	*	44.8	46.9	47.2	44.4	37.3	*
All	577	577	564	503	395	380	63.1	64.6	64.5	58.3	47.0	44.7
18 year olds*												
Total population	939	912	895	876	864	839	100	100	100	100	100	100
Full-time education:												
School†	22	22	22	21	20	20	2.4	2.4	2.4	2.4	2.3	2.4
Further education**	137	135	134	135	138	140	14.6	14.8	14.9	15.4	15.9	16.6
All	160	156	156	155	157	160	17.0	17.2	17.4	17.7	18.2	19.1
On YTS‡	4	4	2	5	7	13	0.4	0.4	0.2	0.6	0.8	1.5
Other young people:												
Unemployed††	202	189	170	149	115	85	21.5	20.8	19.0	17.0	13.3	10.2
Other (mainly in employment) ††	573	562	567	567	585	581	61.0	61.6	63.4	64.7	67.7	69.2
All	776	751	737	715	700	667	82.6	82.4	82.4	81.7	81.0	79.4
16-18 year olds*												
Total population§	2,747	2,681	2,633	2,579	2,553	2,480	100	100	100	100	100	100
Full-time education:												
School†	473	458	450	436	439	455	17.2	17.1	17.1	16.9	17.2	18.4
Further education**	376	369	369	372	384	385	13.7	13.8	14.0	14.4	15.0	15.5
All	849	827	819	808	823	840	30.9	30.8	31.1	31.3	32.2	33.9
On YTS‡	277	276	274	318	393	390	10.1	10.3	10.4	12.3	15.4	15.7
Other young people:												
Unemployed††	458	435	402	345	258	*	16.7	16.2	15.2	13.4	10.1	*
Other (mainly in employment) ††	1,163	1,143	1,139	1,107	1,079	*	42.3	42.6	43.2	42.9	42.3	*
All	1,621	1,578	1,540	1,452	1,337	1,250	59.0	58.9	58.5	56.3	52.4	50.4

Source: DES estimates, based on DES, DE TA, WO, SED, OPCS and GAD source material.

†† Mainly those in employment (outside the YTS) but including those who were neither employed nor seeking (for example, because of domestic responsibilities). Also including those seeking work but not claiming benefit. Excluding those holding a contract of employment under the YTS. This category is derived as a residual and includes net errors in the other estimates. § Up to 10 per cent of the 16-18 age group attend evening classes. The available data do not allow analysis by day-time activity and therefore cannot be incorporated into the table. Note on rounding: Numbers are shown for reference purposes to the nearest 1,000 (0.1 per cent) but cannot in all cases be regarded as accurate to that degree. The estimates involve a range of data sources and adjustments and rounding to the nearest 5,000 (or 1/2 per cent) may therefore be more appropriate, particularly for the residual 'other' category (see footnote (6)).

160,000 17 year olds in 1985 compared with 150,000, and 190,000 18 year olds compared with 180,000), with offsetting changes to the residual 'other (mainly in employment)' groups for the ages concerned.

Estimates for 1974-83 were published in September 1987 (see previous reference), although as noted in the May 1989 article some minor revisions (not the unemployed ageing adjustments discussed on previous page) have since been made. Details of these revisions can be obtained from the address below.

Research study

The Department of Employment recently commissioned a research study by the Centre for Educational Sociology at Edinburgh University to explore the feasibility of using survey data from the Youth Cohort Studies in England and Wales and from the Scottish Young People's Survey¹ in the preparation

of the present estimates, to extend their range and improve their reliability.

The results of this methodological study, including some detailed analyses of the available data for 1987, are expected to be published shortly as *DE Research Paper No. 81*.

Further information

Further information about the estimates presented in this article is available on request from Statistical Services Division C3, Department of Employment, Caxton House, Tothill Street, London, SW1H 9NF (tel 071-273 5588).

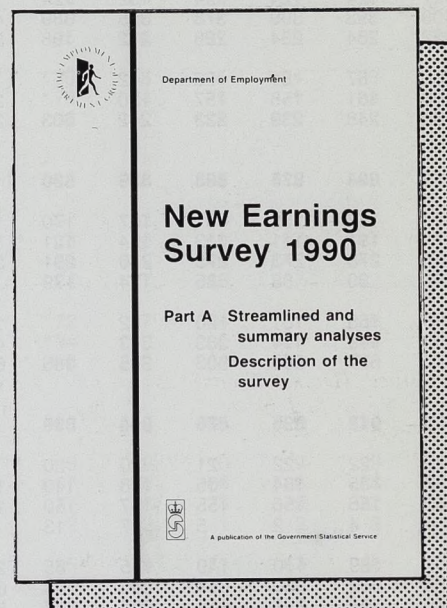
¹ The Youth Cohort Studies are discussed in *Labour Market Quarterly Report*, May 1990, pp 13-15. Further information on the surveys is available from Department of Employment, TRE4, Moorfoot, Sheffield S1 4PQ (tel 0742 5941).

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A selection of Parliamentary questions put to Department of Employment Ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.



Department of Employment Ministers
Secretary of State: **Michael Howard**
Parliamentary Under Secretaries of State:
Robert Jackson, Eric Forth and
Viscount Ullswater

Long-term unemployed

Ian Bruce (Dorset South) asked the Secretary of State for Employment if he has any further plans to develop his department's services for the long-term unemployed, and if he will make a statement.

Michael Howard: Over the last few months I have been reviewing the wide range of help my department offers through training and employment service to long-term unemployed people. The number of those unemployed for over six months has fallen by 60 per cent since April 1986. Our measures have played an important part in this very substantial fall but there is always scope for further refinement, better targeting and the introduction of new approaches.

Already this year I have announced:

- the introduction of new 'Back to Work' plans for each unemployed person;
- the establishment of a unified advisory service within the Employment Service to enhance the effectiveness of the support it can provide;
- extra intensive counselling and advice for those who have been unemployed for two years or more;
- more systematic follow-up of those who do not take up places on our programmes even though they have agreed to do so;
- our intention to require those who have been out of work for two years or more and persistently refuse help in finding work to attend a Restart course designed to build confidence and motivation by identifying capabilities and strengths.

I am also asking the Chief Executive of the Employment Service to develop further a number of its existing initiatives for the long-term unemployed, to:

- increase the number of people helped by Jobclubs (in particular specialist

- Jobclubs for people with particular difficulties);
- extend the Job Interview Guarantee programme which offers the long-term unemployed a range of help in competing better in the labour market and which has been successfully piloted in a number of inner city areas over the last year;
- develop the work being done to provide support for one-off projects to help disadvantaged groups back to work.

(October 31)



Michael Howard

European Commission

Tony Blair (Sedgefield) asked the Secretary of State for Employment how many responses from organisations were received in response to his department's consultative document on the European Commission's proposals on part-time and temporary work and working time; how many of those responding supported the proposals in full or in part; and how many were against; and if he will list those organisations broadly supportive of the Commission's proposals.

Eric Forth: The consultation document covered four proposals for directives. 207 organisations have responded to the document, many of which were organisations representing large numbers of employers. A significant number of responses were concerned with some, rather than all, of the proposals.

One hundred and forty-one organisations expressed a clear opinion on the directives on part-time work. Of these, 27 were clearly or mainly in favour of the proposals, and 114 were against.

On the directive concerning the health and safety of temporary workers, 14 organisations thought there is a need for this directive, while 47 took the opposite view. Ten organisations thought that temporary workers are at a greater risk than permanent workers, while 48 had an opposite view.

The proposed directive on working time was supported by 15 organisations, and was opposed by 100.

It is for the individual organisations concerned to decide whether to publicise their views.

(October 22)

Nuclear Installations Inspectorate

Martin Redmond (Don Valley) asked the Secretary of State for Employment if he will list by region, how many inspectors there are in the Nuclear Installations Inspectorate; what is the required manning establishment; how many are in post; and if he will make a statement as to what their terms of reference are.

Eric Forth: The principal aim of HSE's Nuclear Installations Inspectorate (NII) is to ensure a safe operating regime for civil nuclear installations through programmes of inspection of licensed sites, assessing safety cases provided by licensees, and seeing that appropriate safety standards are developed and maintained by licensees.

The NII is not regionally structured, but based in HSE's Bootle and London headquarters. On October 1 1990, 160 inspectors were in post in the Inspectorate, an increase of some 60 per cent since 1987. Current plans are to recruit to a level of 172 inspectors.

(October 29)

Channel Tunnel

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will detail the prosecutions against the five companies forming Translink Joint Venture, the British half of the Anglo-French consortium Transmanche Link, building the Channel Tunnel; and in each case itemise the outcome of each prosecution and government action taken as a result of the outcome.

Eric Forth: The Health and Safety Executive (HSE) has successfully prosecuted the five constituent companies of Translink Joint Venture (TJV) on three occasions.

- on July 26, 1988 at Canterbury Crown Court total fines of £8,750 and costs of approximately £7,500 were imposed for breaches of Sections 2 and 3 of the Health and Safety at Work etc (HSW) Act 1974 and the Construction (General Provisions) Regulations 1961. This followed HSE's investigation into an incident on December 2, 1987 when four 8-ton railway wagons ran 300 metres down an adit into the tunnel workings;
- on November 16, 1988, Dover Magistrates' Court imposed fines totalling £20,000 and costs of £500 for breaches of Sections 2 and 3 of the HSW Act arising out of HSE's investigation into an incident underground on April 5, 1988 when a cylinder of liquefied petroleum gas was hit and punctured by a train;
- on March 26, 1990 at Maidstone Crown Court fines totalling £50,000 and costs of nearly £6,000 were imposed for a breach of Section 2 of the HSW Act following HSE's investigation into the circumstances surrounding the death of David Symes on February 6, 1990.

HSE's prosecution of TJV for alleged breaches of Section 2 of the HSE Act following the investigation into the death of Gary Woodward on October 23, 1989, the third site fatality, is before the courts. HSE is also prosecuting Robbins-Markham joint venture companies (suppliers of the tunnel boring machines) for an alleged breach of Section 3 of the HSW Act. On October 24, 1990 Dover Magistrates committed these cases to Maidstone Crown Court.

On October 12 HSE announced its decision to prosecute TJV for an alleged breach of Section 2 of the HSW Act following the investigation into the death of Keith Lynch, the fourth site fatality, on January 10, 1990. The case is due to be heard before Dover and East Kent Magistrates' Court on December 12, 1990.

It is the duty of the Health and Safety Executive to make arrangements to enforce the Health and Safety at Work Act 1974 (HSWA). When investigating accidents or other incidents, HSE inspectors will ensure that the firms concerned take prompt remedial action to prevent any recurrence. Such action is not linked to the outcome of a particular prosecution.

(October 31)



Eric Forth

James Pawsey (Rugby and Kenilworth) asked the Secretary of State for Employment if he will make a statement on the safety record of companies working on the Channel Tunnel project.

Eric Forth: The Government and Health and Safety Executive have made clear their concern about accidents on the Channel Tunnel project. The contractors are now engaged in a programme of implementing the recommendations made in the HSE's Accident Prevention Advisory Unit's recent audit of safety management on the project. The HSE is monitoring this process carefully.

(October 15)

Complaints and representations

Jack Ashley (Stoke on Trent, South) asked the Secretary of State for Employment if he will specify what formal procedures for making complaints and representations, specifying where appropriate under which sections of which Acts, are available locally and nationally to children and young people under 18 years of age who wish to make complaints about matters which are the responsibility of his department.

Robert Jackson: Under the legislation and programmes for which my department is responsible any formal procedures for making complaints and representations which exist are open on the same basis to those under 18 as to those over 18.

In the case of those programmes aimed mainly at those under 18:

- Youth Training (YT):** a contractual requirement is placed on YT providers to ensure that non-employed trainees have access to clear written grievance procedures, including the right to make representations to the department or to the Careers Service. Where Training and Enterprise Councils (TECs) have been established contractual requirement is placed upon TECs to ensure that YT

providers make similar arrangements for non-employed trainees, including the right to make representations to the TEC or to the Careers Service.

- Careers Service and the Department's Vocational Education Programmes such as TVEI:** Local Education Authorities operate these programmes in their area. I would expect issues about provision in a particular area to be raised with the relevant authority in the first instance. No formal procedures exist for making representations to my department in these cases, although we will naturally consider any representations that are made to us, whether by those under or over 18.

(October 25)

TEC boards

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment how many board members are currently serving on operational Training and Enterprise Councils; how many of them are women or are from an ethnic minority; how many of the training and enterprise councils have a woman or person from an ethnic minority as chairman; which sectors the board members came from, showing those from: (a) the private sector, (b) local authorities, (c) trade unions, (d) local education authorities, (e) voluntary organisations and (f) health authorities; and how many training and enterprise councils chief executives are also board members.

Robert Jackson: There are currently 487 board members serving on the 36 operational Training and Enterprise Councils (TECs). Of these, 49 are women. None of the TECs operational to date have appointed a woman as chairman.

Information is not kept on the ethnic origin of TEC board members.

The number of board members originating from the sectors identified are as follows:

Private sector	339
Local authorities	47
Trade unions	26
Local education authorities	16
Voluntary organisations	14
Health authorities	11

There are currently 22 chief executives who are also TEC board members.

(November 1)

Older workers

Terry Patchett (Barnsley East) asked the Secretary of State for Employment if he will publish in the Official Report statistics on the employment of over 60s in Britain; and if he will introduce legislation to protect those over 60 years who wish to work against prejudice from both public and private employers.

Robert Jackson: The 1989 Labour Force Survey found that in spring 1989 the number of people aged 60 or over in

employment in Great Britain was 1,437,000. We have no plans to introduce legislation on age discrimination, since we believe that it would be difficult to apply and uncertain in its effect. Our policy is to persuade employers to consider all applicants on merit, without imposing arbitrary age limits on recruitment.

(November 1)

Cash limits

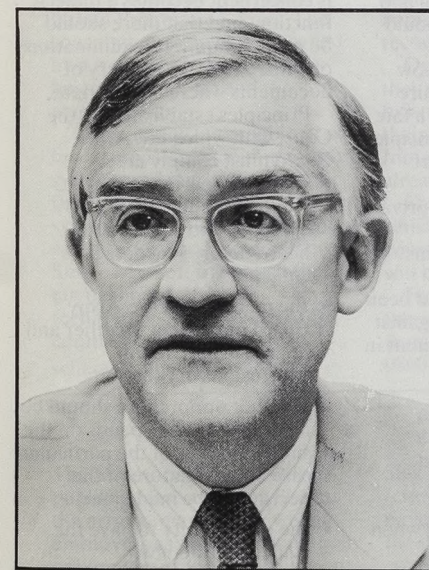
Gary Waller (Keighley) asked the Secretary of State for Employment whether any changes will be made to his department's cash limits or running costs limits for 1990-91.

Robert Jackson: Subject to Parliamentary approval of the necessary Supplementary Estimates, the following changes will be made.

The cash limit for Class VI, Vote 1 (training and enterprise programmes) will be reduced by £14,970,000 from £2,467,308,000 to £2,452,338,000. This is the net effect of a token £1,000 estimate; of increased provision of £1,159,000 (running costs) and £2,000,000 (capital costs) for full take up of End Year Flexibility for both capital and running costs as announced by the Chief Secretary to the Treasury on July 25, 1990 (Official Report, Cols 236-239); of a decrease of £2,500,000 to offset the increase sought on Class VI, Vote 4; of the transfer of £15,279,000 to the Employment Service in connection with the transfer of the Employment Rehabilitation Service; and a decrease of £350,000 in connection with the transfer of responsibility for the North London School of Physiotherapy to the Department of Health.

The cash limit for Class VI, Vote 2 (other programmes and central services), will be increased by £372,000 from £213,825,000 to £214,197,000.

This is the net effect of an increase of £486,000 for full take up of running costs End Year Flexibility entitlement



Robert Jackson

announced on July 25; an increase of £6,000 from Class III, Vote 4 to fund the inclusion of agricultural and horticulture in the Small Firms Loan Guarantee Scheme and a decrease of £120,000 to offset the increase sought on Class IV, Vote 4.

The cash limit for Class VI, Vote 3 (Employment Service), will be increased by £21,328,000 from £393,976,000 to £415,304,000. This increase is partly offset by a reduction in the cash limit on Class VI, Vote 1. The increase is the result of the transfer of £15,279,000 in connection with the transfer of the Employment Rehabilitation Service from the Training Agency (Class VI, Vote 1) and an increase of £2,735,000 (running costs) and £3,324,000 (capital costs) for full take up of running costs End Year Flexibility entitlement and part take up of capital End Year Flexibility entitlement announced on July 25.

The cash limit on Class VI, Vote 4 (Health and Safety Commission and Advisory, Conciliation and Arbitration Service) will be increased by £2,620,000 from £134,591,000 to £137,211,000. This is the net effect of increased provision of £2,500,000 for running costs for the Health and Safety Commission (subhead A1 of Class VI, Vote 4), offset by a corresponding decrease on Class VI, Vote 1; and an increase of £120,000 for the Advisory, Conciliation and Arbitration Service (subhead A2 of Class VI, Vote 4) for arbitrators fees and exhibitions, offset by a corresponding decrease on Class VI, Vote 2.

The running costs limit for the Department of Employment (Votes 1, 2 and 3) will be increasing by £1,870,000 from £914,397,000 to £916,267,000.

The running costs limit for subhead A1 of Class VI, Vote 4 (Health and Safety Commission) will increase by £2,500,000 from £98,121,000 to £100,621,000.

These increases are within the forecast outturn for the planning total included in the Chancellor's Autumn Statement

(November 8)

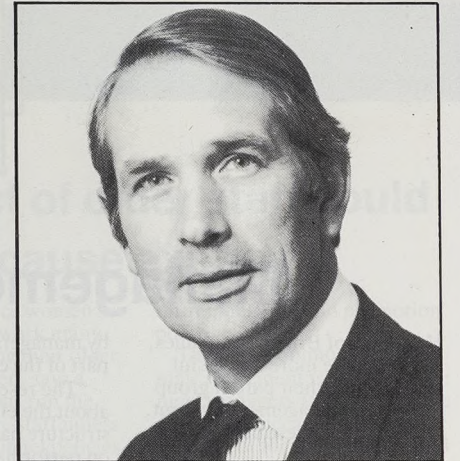
Employment Training accidents

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what was the number of accidents on Employment Training, fatal and major and minor, for each quarter since June 1989; and how many employer or project based work placements were closed

Quarter	Fatal	Major*	Minor
July-September 1989	—	52	286
October-December 1989	—	67	246
January-March 1990	1	40	208
April-June 1990	—	50	269
July-September 1990	2	44	214

Note: Training Agency figures have been compiled on a similar basis to those prepared by the Health and Safety Executive on employed persons. However, the Training Agency's figures will include a number of accidents to trainees in education establishments and road traffic accidents which may not have been reportable to the Health and Safety Executive had the individuals been employed.
* Major injuries are classified according to the severity criteria laid down in the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985.

(November 1)



Viscount Ullswater

Tribunal delays

Baroness Turner of Camden asked what steps Her Majesty's Government are taking to deal with the delays now occurring when cases are listed for Industrial Tribunal and Employment Appeal Tribunal Hearings.

Viscount Ullswater: My Lords, Her Majesty's Government has increased the budget for the Industrial Tribunals (England and Wales) by £500,000. The Lord Chancellor, in consultation with the senior judiciary, has allocated substantial additional judge time to the Employment Appeal Tribunal. This has already helped to reduce delays in cases reaching a hearing.

(October 31)

Wages councils

Lord Rochester asked Her Majesty's Government whether in their view wages councils are operating effectively.

Viscount Ullswater: My Lords, the councils are empowered to set minimum rates of pay in certain industries. Compliance with their orders is running at a very high level.

(October 16)

or rejected in those periods on health and safety grounds.

Robert Jackson: Information on accidents on Employment Training is given in the table below. Between June 1, 1989 and September 30, 1990 11 employer or project based work placements were closed on health and safety grounds.

Management buy-outs—no regrets

Hundreds of British companies, have become more successful after leaving their parent group through a management buy-out, according to investment capital group 3i.

Improved returns were not achieved by cutting back on jobs or on investment, says 3i, as research shows both employment and investment increased overall after the buy-outs.

The findings also provide little support for the criticism that buy-outs are short-term speculations aimed at selling the company on at a profit. Of MBOs taking part in the survey, 91 per cent are still independent companies and only 6 per cent had been resold.

"This research, based on the 1,000 MBOs in which 3i has invested, covers far more cases, over a far longer period, than any other research on management buy-outs we know of," said Derek Sachs, managing director of 3i's United Kingdom investment portfolio.

"We are not talking here of large-scale leveraged buy-outs, some of which have got into problems recently, but usually of smaller companies that are run

by managers who own a large part of the equity.

"The research also says a lot about the effect that corporate structure has, or does not have, on performance: these managers have no regrets at not having access to the central resources of a big group. Equally the development of MBOs has helped the large groups in their strategy of concentrating on core activities."

Sachs added that nearly two in three of the companies reported that numbers employed had increased since the buy-out. More than a third increased investment and only a tiny number reported reduced investment.

On profits, 37 per cent of companies reported substantial increases since the buy-out, 29 per cent moderate increases and only 16 per cent a fall in profitability.

"We are convinced there is no question but that this kind of MBO will continue to be a feature of the business scene in the 1990s," said Sachs. The total number of MBOs carried out in the UK to July 1990 is calculated to be 2,773. 3i's share of this



The four directors of management buy-out company Phoenix Bookshops Ltd — formerly part of Penguin Books. Left to right: John Hitchin, Bill Hornby, Mike Parker and seated, Gisela Schwermer.

overall total is 36 per cent.

Nevertheless, the survey conflicts with the findings in a 1989 study by Warwick

University (based on a very much smaller sample) that MBO returns fall below the industrial average after year three. □

Employers are more caring—in the South

More and more organisations are keen to be seen as 'good employers' who counsel staff at times of crisis, says a report. But employees are more likely to find a sympathetic ear from bosses in the South than their counterparts in the North.

The survey, by consultants KPMG Peat Marwick, covered 564 organisations of all sizes and business sectors. It found that nearly half—45 per cent—provided some type of career counselling, and that nearly three-quarters of the remainder envisaged doing so within the next five years.

In the North West, however, fewer than one in five employers offered help.

Pre-retirement advice was the most common type of counselling, being offered by 65 per cent of all firms which gave some form of help. More than two in five gave advice on coping with redundancy—which always included help with searching for

a new job, preparing a CV and career planning, and, very often, interview coaching and financial advice.

Other occasions when counselling was given included 'periods of trauma' like divorce and bereavement and mid-career reviews (38 per cent).

The three reasons most commonly given for providing counselling were concern for the welfare of former employees; maintenance of morale among remaining staff; and presenting an external image as a 'good employer'.

Surprisingly, few employers had adopted a formal policy as to what counselling should be provided, to whom, and when; the highest proportion of these was in the South West, where about a third of employers had such a policy. □

The Extent and Provision of Career Counselling in the UK—1990 Survey Report, available free from KPMG at 20 Farringdon Street, London EC4A 4PP.

Army race row

The High Court has ruled that a decision of the Army Board not to provide Mr Stephen Anderson with any redress for acts of racial discrimination and physical and racial abuse against him should be quashed.

The Army Board must now make arrangements to ensure that Mr Anderson is given a fair hearing in line with the principles contained in the High Court judgment.

Mr Anderson, a former private in the Devon and Dorset Regiment, complained to his commanding officer in September 1987 that he had been unlawfully discriminated against while serving with his regiment in Berlin.

The Army claimed the grievance procedure was an administrative rather than a judicial procedure, and that soldiers were therefore not entitled to the elements of natural justice which apply when civilians complain of racial discrimination.

However, the High Court

judged that where the Army procedures deal with complaints of racial discrimination, procedure, as far as adjudication is concerned, becomes a judicial function, and that there should be proper inquiries, examination of witnesses and discovery of documents where appropriate.

Principles established by the Court with which the Army Board must comply are:

- a proper hearing of the complaint and all relevant evidence and contentions heard before reaching a conclusion;
- the members of the Army Board must meet together and not reach individual conclusions in isolation;
- whether or not there should be an oral hearing depends on the subject matter of the particular case and the nature of the decision to be made; and
- the opportunity to have the evidence tested by cross-examination is within the Army Board's discretion. □

Neglect of older staff could cause exodus

In their rush to entice women employees back to work many employers are taking their older managers for granted, says a report. Organisations run the risk of losing mature staff unless they abandon personnel policies based on stereotypes.

The common image of managers over 40 as lacking ambition and drive, fearing change and unwilling to learn is wide of the mark, the report found. So too is the theory that rising disposable incomes resulting from declining mortgage payments and fewer family commitments make this group less motivated to work; for 57 per cent of mature managers, salary is still the main reason for staying in a job.

The survey, conducted by management consultants KPMG Peat Marwick for the Institute of Personnel Management, drew responses from some 2,800 managers aged between 40 and 55.

An overwhelming 85 per cent said they had clear career aspirations and development needs. Yet nearly half—45 per cent—said they had received no personal development opportunity in the previous five years.

More than seven in ten also felt they could benefit from mid-career counselling, though only 27 per cent of organisations offered such advice.

A similar gap between employer practice and older managers' needs emerged in

retirement, pay and promotion policy.

The most common age for male retirement is still 65, while most managers favour a flexible retirement decade, with early retirement for those between 51 and 60 followed by periods of part-time work and/or full-time temporary assignments.

More than a third of the managers felt an age barrier operated for internal promotions, and 27 per cent thought they had reached a pay ceiling. Such ceilings are "one of the most demotivating and frustrating barriers mature managers have to face," the report says.

Equity share schemes, improved pensions, more holidays and a shorter working week are among the main benefits which employers could use to motivate older workers, the survey found.

The KPMG report's findings are borne out in another report, published by the Industrial Society. This found that only one quarter of managers aged 40-45 rated their job high on opportunities for development. Nearly one-third of middle and junior managers felt under-used and said they had poor job satisfaction. □

Age has its Compensations is available free from Julia Spray, KPMG Peat Marwick Management Consultants, 8 Salisbury Square, London EC4Y 8BB.
Valuing Maturity is available, price £20, from the Industrial Society, 48 Bryanston Square, London W1H 7LN.



Marketing consultant Colin Pressdee (left)—fresh from a fact-finding mission in Hilaire's Kitchen—discusses business with chef/proprietor Bryan Webb.

'Consult and prosper' scheme extended

A Government scheme to encourage small firms to sharpen their performance by calling in outside experts has been extended by a further three years from next April.

Under the scheme, any business with a maximum of 500 employees can get up to 15 days' worth of consultancy at half price, or one-third price if it is located inside an Assisted or Urban Programme Area. The consultancy project is preceded by a free one- to two-day business check-up and assessment.

Consultancy is available in six broad areas, from manufacturing systems and marketing to financial and information systems. Specific issues which can be addressed include the Single Market, impact on the environment and new technology. More than 63,000 companies have used the scheme, called Consultancy

Initiatives, since its launch in 1988. Research for the Department of Trade and Industry (DTI) shows that no fewer than seven in ten of the firms increased their profits within a year, and expected to recover their costs within three years. Some 84 per cent of the firms considered the scheme represented value for money, while 82 per cent had begun to implement the consultant's recommendations.

Over half the businesses said they were more likely to use full-price consultancy following their experience of Consultancy Initiatives, and a quarter had already done so.

From next April only firms which have not previously used consultants under the scheme will be eligible.

Further information about the initiative is available from the DTI on freefone 0800 500 200. □

Statutory Sick Pay Bill

The Statutory Sick Pay Bill, published last month, will alter the arrangement under which employers can deduct from their national insurance contributions all amounts paid out in Statutory

Sick Pay, plus a further sum (currently 7 per cent of the SSP payments) as compensation for the national insurance contributions payable on SSP itself.

Instead, the Bill proposes that employers should be reimbursed at the rate of 80 per cent of SSP paid, and that the 7 per cent compensation should be ended. At the same time the

Government is taking steps to reduce employers' national insurance contributions so that any overall additional cost to employers is substantially reduced. □

Consider the country folk

The Rural Development Commission's programmes and priorities are to be reviewed and retargeted. Chairman, Lord Shuttleworth, announced that resources are to be concentrated on areas of greatest need.

Cutbacks will be made where the RDC can persuade private investors to take over its role—for example, in the provision of workspace.

Presenting the Commission's annual report, Lord Shuttleworth emphasised its role as "the Government's agency for action for the people in rural areas". The needs of people, such as jobs and housing, have to be balanced against demands for conservation, he said. This was essential to prevent the destruction of the environment.

The most serious problem facing rural areas, he declared, is the shortage of affordable housing; this threatens the labour supply for rural businesses. But Lord Shuttleworth stressed that he wanted more houses in more

villages, not the development of new large towns.

Government approval had been obtained to extend the RDC's role into the non-rural areas of the East Midlands and South Yorkshire coalfields where there have been a number of colliery closures. £6 million is to be spent over the next three years to part-fund a variety of schemes in Nottinghamshire, Derbyshire, Rotherham (South Yorkshire) and North West Leicestershire in order to mitigate the social and economic problems.

During 1989-90, some 277 grants were made under the Redundant Building Grant Scheme, which provides up to a quarter of the cost of renovating and converting unused premises for commercial use. The number of grants made under the scheme has now topped 2,000. □

Copies of the Commission's annual report are available from its office at 141 Castle Street, Salisbury, Wiltshire SP1 3TP. Price £13.50.



Jobs and conservation go together in this scheme in Ulceby, South Humberside where pig pens have become workshops.

Photo: David Lee Photography

Changes in average earnings—3rd quarter 1990

Average earnings for the whole economy in the third quarter of 1990, as measured by the average earnings index, showed an increase of 10.1 per cent over the same period a year earlier. This is only slightly below the underlying increase for the quarter of about 10¼ per cent. With the influence of higher settlements, the growth rate of 10¼ per cent is half a percentage point above the rate for the previous quarter, and 1½ per cent higher than the rate in the corresponding quarter of 1989.

The underlying increase in manufacturing industries was about 9¾ per cent in the third quarter. This is a quarter percentage point higher than the rate in the second quarter of 1990 and 1 per cent higher than the rate of increase in the third quarter of 1989. Overtime working and bonus payments were lower than a year earlier, but settlement levels were up on 1989. The underlying increase in service industries was about 10¼ per cent, which was half a per cent higher than the rate in the second quarter of 1990 and 1¾ per cent higher than the rate in the third quarter of 1989.

It is estimated that changes in overtime earnings made a negative contribution of a

quarter percentage point to the increase in average earnings in manufacturing during the third quarter of 1990, and a negative contribution of between zero and a quarter percentage point to average earnings in the whole economy. □

This note describes the factors affecting average earnings in the third quarter of 1990.

The table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period during 1989 and 1990.

The derived underlying index and the recent restructuring exercise were described in the November 1989 issue of *Employment Gazette*, pp 606-612. A longer run of the underlying index on a consistent basis was given in the December 1989 issue of *Employment Gazette*, p 674.

These notes appear quarterly.

Whole economy average earnings index: 'underlying' series (1988=100)

	Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
		Arrears	Timings* etc		
1989	Jan	105.4	-0.2	104.8	9
	Feb	106.1	-0.3	106.0	9¼
	Mar	107.3	-0.4	106.5	9½
	Apr	107.4	-0.3	107.5	9¼
	May	107.6	-0.4	107.5	9
	June	108.4	-0.7	107.8	8¾
	July	109.1	-0.5	109.1	8¾
	Aug	108.9	-0.5	109.9	8¾
	Sept	110.9	-0.6	110.9	9
1990	Oct	112.2	-1.0	111.8	9¼
	Nov	112.8	-0.4	112.8	9¼
	Dec	113.5	-0.3	114.3	9¼
	Jan	115.1	-0.3	114.7	9½
	Feb	115.6	-0.2	116.0	9½
	Mar	117.3	-0.5	116.7	9½
	Apr	117.4	-0.4	118.0	9¾
	May	118.7	-0.8	118.1	9¾
	June	119.8	-0.9	118.6	10
	July	119.9	-0.5	120.1	10¼
	Aug	120.7	-0.8	120.9	10
	[Sept]	121.5	-0.3	122.2	10¼

[] Provisional
* Includes the effect of industrial action
Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

Construction industry building its future

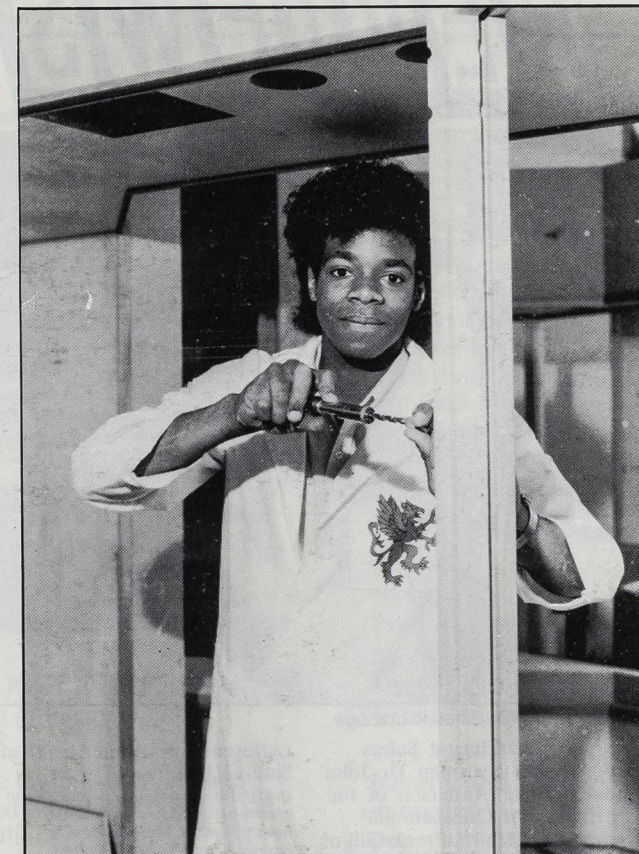
The Construction Industry Training Board is spending £1,250,000 from its reserves to sponsor training for more than 750 of this year's school-leavers who have been unable to find company sponsors among Britain's building and civil engineering employers.

Sir Clifford Chetwood, the CITB's chairman, described the Board's decision as an 'act of faith' in the industry's long-term future, despite the current difficulties.

The move, which comes at a time when many construction firms are laying off workers because of falling order books is intended to help maintain a steady supply of new trainees taken into the industry this year. □

Bank and public holidays

Bank holiday dates, and substitute dates where weekends intervene, for 1993-94 are listed in the table. Separate listings are shown for England and Wales, Northern Ireland and Scotland. • indicates bank and public holidays.



A Youth Training trainee on a carpentry and joinery course.

Photo: CITB

1989 Labour Force Survey estimate for redundancies

An error has been found in the estimate of the number of redundancies calculated from the 1989 Labour Force Survey, that were quoted in an article on pages 250-254 of the September edition of *Employment Gazette*. One category of persons who were not in paid employment, but had been made redundant in the past three months was wrongly omitted from the calculations. The effect of their inclusion in the analysis is to raise the total number of redundancies that occurred during the three months prior to the survey taking place by 11,000, to a total of 142,000.

The exclusion only affects the analysis of those persons without paid employment and does not materially effect the overall tenet of the piece. □

A complete set of estimates is available from: Statistical Services Division, Room 428, Caxton House, Tothill Street, London SW1H 9NF (tel 071-273-5524).

Diary dates

- Building Employee Commitment: the European Dimension. Conference in January at the Industrial Society, London. For further information, telephone 071-839 4300.
- The Safety and Health at Work Exhibition, February 5 at Sandown Exhibition Centre, Esher, Surrey. Further information from Paramount Exhibitions (tel 081-207 5599).
- A five-day programme, organised by the Industrial Society for women managers in the voluntary sector will combine career training with intensive sessions in successful lobbying, fund-raising, publicity and finance. The programme, which has won sponsorship from a number of companies, takes place at The Barnett Hill Centre, Guildford, Surrey on February 4-8, 1991. Sponsored places are available and voluntary organisations are invited to submit names of potential delegates. For further details contact Vanda Fitton, The Industrial Society (tel 071-262 2401). □

Date	Name	England and Wales	Northern Ireland	Scotland
1993				
Friday, January 1	New Year's Day	•	•	•
Monday, January 4	In lieu of January 2	—	—	•
Wednesday, March 17	St Patrick's Day	—	•	—
Friday, April 9	Good Friday	•	•	•
Monday, April 12	Easter Monday	•	•	—
Monday, May 3	May Bank Holiday	•	•	•
Monday, May 31	Spring Bank Holiday	•	•	•
Monday, July 12	Battle of the Boyne (Orangemen's Day)	—	•	•
Monday, August 2	Summer Bank Holiday	•	•	•
Monday, August 30	Summer Bank Holiday	•	•	—
Monday, December 27	Boxing Day (E, W and NI)	•	•	•
Monday, December 27	In lieu of Christmas Day (Scot)	—	—	•
Tuesday, December 28	In lieu of Christmas Day	•	•	—
Tuesday, December 28	In lieu of Boxing Day (Scot)	—	—	•
1994				
Monday, January 3	In lieu of January 1	•	•	•
Tuesday, January 4	In lieu of January 2	—	—	•
Thursday, March 17	St Patrick's Day	—	•	—
Friday, April 1	Good Friday	•	•	•
Monday, April 4	Easter Monday	•	•	—
Monday, May 2	May Bank Holiday	•	•	•
Monday, May 30	Spring Bank Holiday	•	•	•
Tuesday, July 12	Battle of the Boyne (Orangemen's Day)	—	•	•
Monday, August 1	Summer Bank Holiday	•	•	•
Monday, August 29	Summer Bank Holiday	•	•	—
Monday, December 26	In lieu of Christmas Day (Scot)	—	—	•
Monday, December 26	In lieu of Christmas Day (E, W and NI)	•	•	•
Tuesday, December 27	In lieu of Boxing Day (Scot)	—	—	•
Tuesday, December 27	In lieu of Boxing Day (E, W and NI)	•	•	—

Health and safety look to the future

A video package *Qualified to manage?* aims to tackle the general failure in occupational health and safety to train and give qualifications to undergraduates and other students who will be future managers in this vital area.

Speaking at the launch, Sir William Barlow, outgoing chairman of the Engineering Council, said: "Students will become the next generation of industrial managers and we aim to make sure they have a good knowledge of the legal and practical aspects of occupational health and safety before they start full-time work."

The video, which is accompanied by a booklet and training package, looks at varying training attitudes towards health and safety among young managers in industry.

It presents three scenarios and then goes on to discuss how each of the accidents portrayed could have been prevented by responsible management.

The basic design of the video was undertaken by a joint working committee which



A scene from *Qualified to manage*.

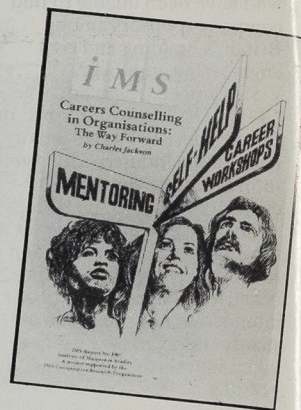
involved Health and Safety Commission chairman Dr John Cullen, Peter Anderson of the Institution of Occupational Safety and Health, Frank Gill of the British Occupational Hygiene Society and

representatives of the Health and Safety Executive. □

Qualified to manage? video package £500 to educational establishments. Available to industry for £249, from Workcare, 53 Cavendish Road, London SW12 0BL. Members of IOSH or BOHS can obtain copies from those organisations at a discount.

REVIEWS

Career counselling needs commitment



The Institute of Manpower Studies has produced a research report supported by employers belonging to their Co-operative Programme, which includes in its ranks companies such as Abbey National, and the Post Office.

The report is based on visits to a number of employers who had implemented initiatives to promote career development.

Discussions were also held with experts and consultants about current careers counselling practices in organisations.

The whole issue of careers counselling is tackled head on. It does not treat counselling as something to be done when someone has a career 'problem'. Instead it deals with all aspects of career development, managing and planning.

Mentoring, stress counselling, psychological assessment, careers intervention and many other aspects of staff relations are discussed in a clear and practical fashion.

While the book encourages the philosophy of staff self-development it stresses the need for employers to have commitment, to be pro-active and supportive.

The author, Charles Jackson, says that both staff and line managers have to undergo a shift in their philosophies about how organisations should function. He also spells out the benefits accruing to companies using the full potential of employees who feel valued and know why they are doing what they are doing. □

Careers Counselling in Organisations: The Way Forward by Charles Jackson. Published by Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton BN1 9RF. Price £24.

'Turning on' your workers

"Millions of managers are crying out for help with their 'people' responsibilities," says management consultant Andrew Sargent. He sees it as the task of personnel managers to become more 'initiator' and advise line managers on the whole range of areas vital to motivating the workforce—from communicating to reward systems.

Filled with practical examples and one extended case history, this short book says that the barriers to 'turning people on' include the size of organisations, the way many jobs have been designed, and 'machismo' on the part of managers. Apart from the personnel manager, Sargent gives supervisors a key role in motivating staff and points up the importance of 'harmonisation', or treating all employees the same.

Practical tips on topics like managing workforce performance and communication are backed up by an outline of the theory of motivation

advanced by occupational psychologists.

While there may not be any startlingly new theories or techniques set out here, the book merits a quick read if only for

reminders like this one: "communication should involve listening." □

Turning People On: The Motivation Challenge. Published by the Institute of Personnel Management. Price £8.95. ISBN 0 85292 444 5.



Turning people on *selling well* at the IPM conference.

Printed in the United Kingdom for Her Majesty's Stationery Office



RESEARCH PAPERS

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some recent titles are listed below.

No 72: Long-term Unemployment: JUVOS analysis

Anne Green and David Owen, University of Wales, Cardiff

A study of the geographical distribution of long-term unemployment across different types of local labour markets and its concentration in certain types of neighbourhoods within these local labour market areas. It looks at how the composition and nature of long-term unemployment varies depending on local labour market conditions. The paper also discusses the individual characteristics of those who were long-term unemployed in the mid-1980s. The analysis is based both on unemployed claimant statistics (JUVOS) and data from the Labour Force Survey.

No 75: An analysis of women's employment patterns in the UK, France and the USA: the value of survey based comparisons.

Angela Dale, City University and Judith Glover, University of Surrey

International comparisons on employment-related topics have long been a prime concern of bodies such as the OECD and the EC. This paper explores the extent to which it is possible to make viable international comparisons using the French and British Labour Force Surveys and the US General Social Survey. Using data mainly from the 1980s, it provides a comprehensive description of the similarities and differences in patterns of women's labour force participation in these three countries.

No 73: Ethnic Minorities and the Careers Service: an investigation into processes of assessment and placement

Malcolm Cross, John Wrench and Sue Barnett, Centre for Research in Ethnic Relations, University of Warwick

This paper reports the findings of a research project which explored Careers Officers' assessments of the abilities of young Afro-Caribbean and South Asian clients, and compares these assessments with those made of indigenous white clients with similar levels of attainment. Subsequent placements are also reported. The report concludes with a series of recommendations of Careers Service good practice.

No 76: Ethnic Minorities and Employment Practice: a study of six organisations

Nick Jewson, David Mason, Sue Waters and Janet Harvey, Ethnic Minority Employment Research Group, University of Leicester

This study explores present-day employment patterns and practices in respect of ethnic minorities in six large organisations which had previously been researched in the late 1960s and early 1970s. It shows that in a context of management devolution and a drift away from formal procedures, equal opportunities issues did not figure prominently, and are difficult for top management to promote. The report concludes by charting a clear way forward for organisations, with specific recommendations for implementing effective equal opportunities policies.

No 74: An Evaluation of the Loan Guarantee Scheme

National Economic Research Associates (Nera)

In exchange for a small premium, the LGS provides a government guarantee to banks on loans to potentially viable small firms who would not otherwise receive debt finance on commercial terms.

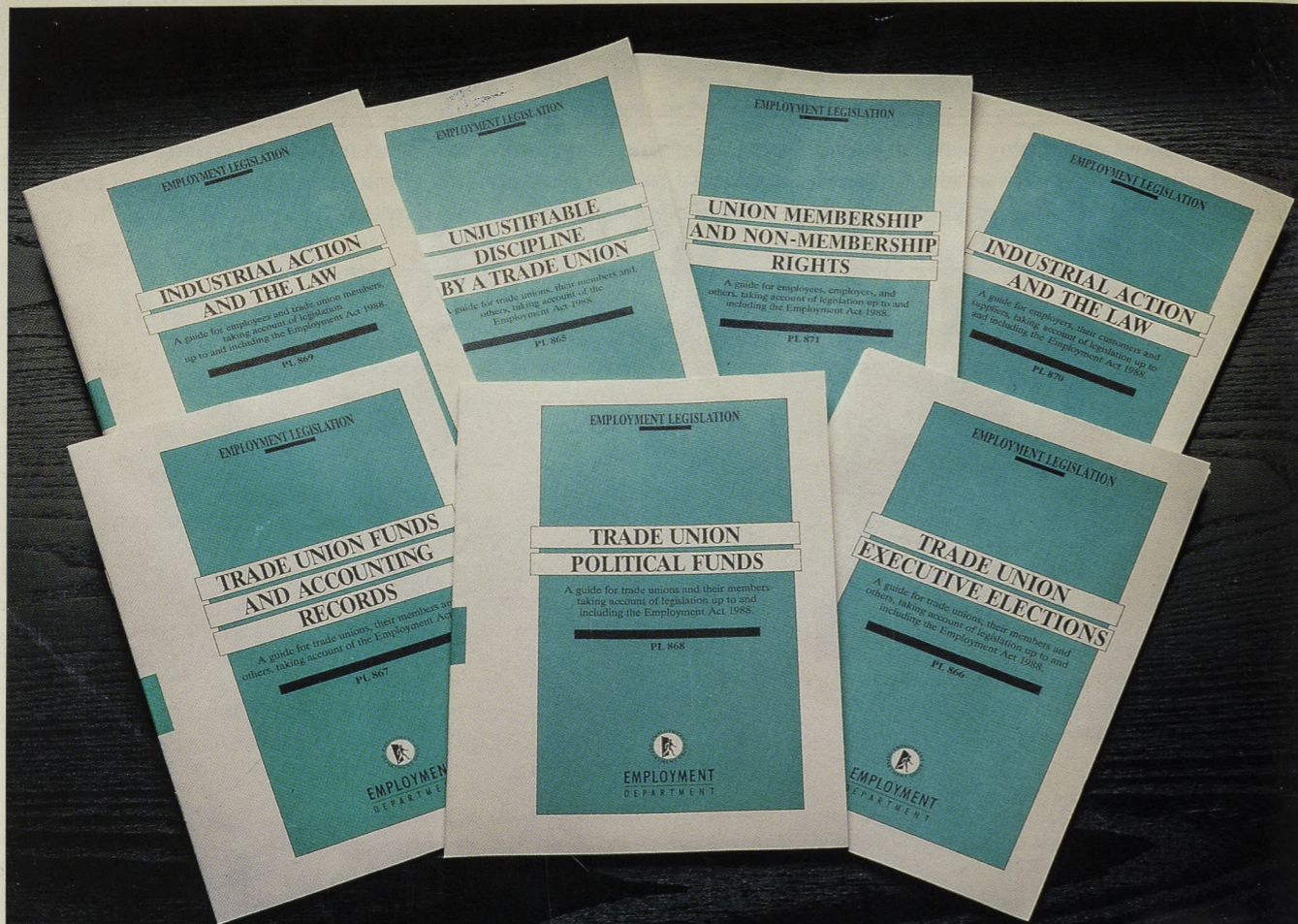
This study, based on a detailed analysis of 125 cases where small firms had used the LGS, assesses the extent to which the scheme generated additional finance and economic activity for small firms. It also examines the economic principles which underpin the LGS and the possible effects of the scheme on the conduct of lenders.

No 77: The Employment of People with Disabilities: Research Into the Policies and Practices of Employers

Judy Morrell, IFF Research Ltd

This survey of 1,000 employers reviewed employers' views on employing disabled people, the Disablement Advisory Service, and 'Quota' (all but the smallest employers should employ 3 per cent registered disabled). Despite expressing positive views towards people with disabilities, employers described most jobs in their establishments as unsuitable though many 'vital abilities' would not stand objective analysis.

Research papers can be obtained free from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 071-273) 4883. Papers will be sent as soon as they are available.



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These new guidance booklets take account of changes made to industrial relations and trade union law by the Employment Act 1988. In some cases they replace guidance booklets that were previously available.

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- Industrial action and the law: a guide for employees and trade union members (PL 869)
- Unjustifiable discipline by a trade union (PL 865)
- Union membership and non-membership rights (PL 871)
- Trade union executive elections (PL 866)
- Trade union funds and accounting records (PL 867)
- Trade union political funds (PL 868)

Booklets are obtainable free of charge from any office of the Employment Service or from any regional office of the Advisory, Conciliation and Arbitration Service (ACAS).

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