

2nd copy

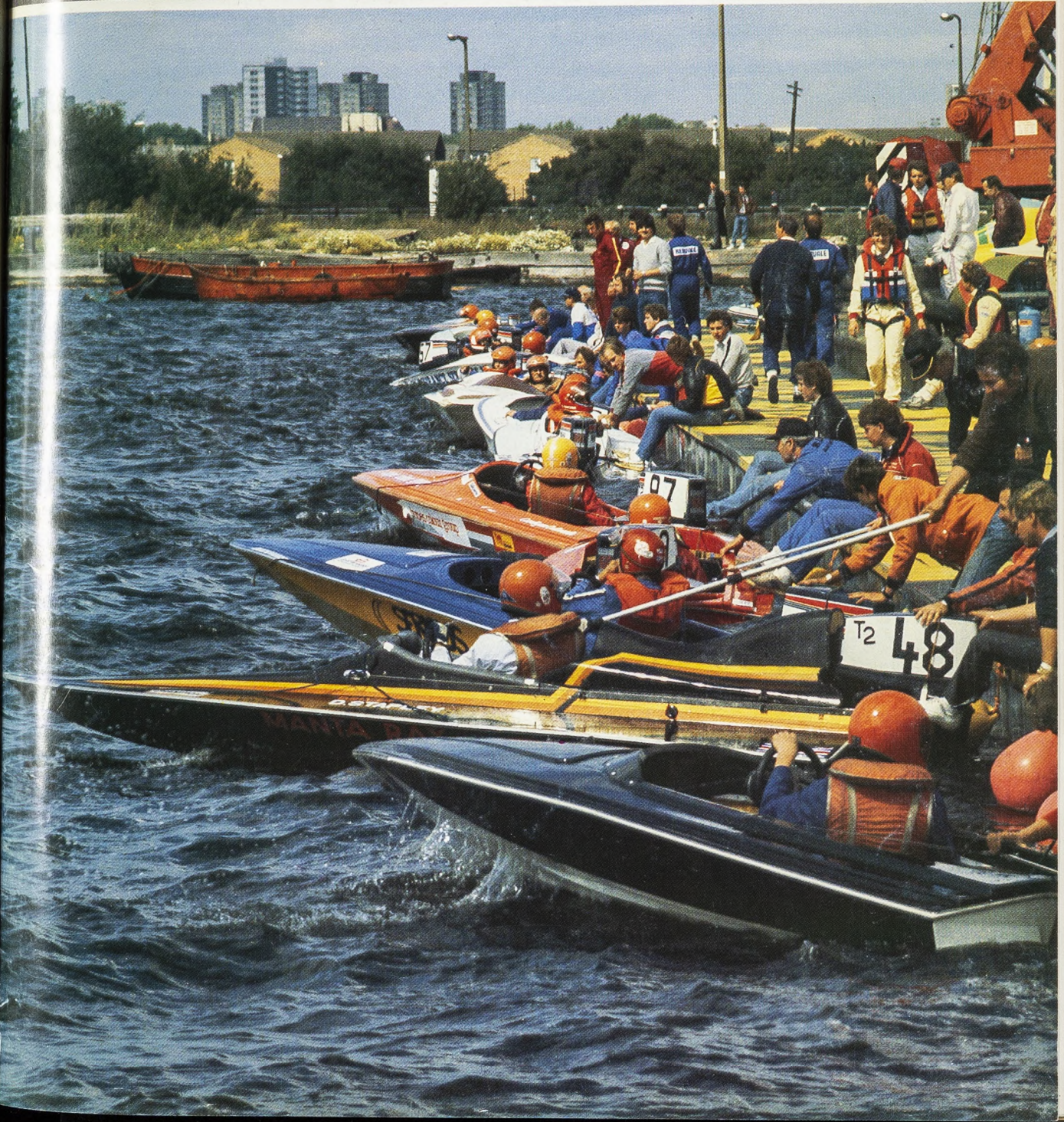
STATISTICAL
READING
ROOM

Employment Gazette

August 1986

Department of Employment

Action for Jobs in Tourism



Employment Gazette

August 1986 Volume 94 No 7
 Department of Employment
 pages 289-344

Contents



● **Cover picture**
 Tourism will be an integral part of London's new docklands.
 Photo: ETB

Employment Gazette is the official journal of the Department of Employment, published twelve times a year by Her Majesty's Stationery Office © Crown copyright 1986
 Communications about the contents of this journal should be addressed to the Editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

SUBSCRIPTION AND SALES
 Annual subscriptions inclusive of postage £35.00
 HMSO subscription inquiries 01-211 8667.
 All communications concerning subscriptions and sales of *Employment Gazette* should be addressed to Her Majesty's Stationery Office at any of the following addresses: 49 High Holborn, London WC1V 6HB; Chichester Street, Belfast BT1 4Y; 13a Castle Street, Edinburgh EH2 3AR; 258 Broad Street, Birmingham B1 2HE; Southey House, Wine Street, Bristol BS1 2BQ; 921 Princess Street, Manchester M60 8AS.

ADVERTISING
 Advertising inquiries should be made to Department of Employment, Inf 3, Caxton House, London SW1H 9NF (01-213 3762).

The Government accepts no responsibility for any of the statements in non-governmental advertisements and the inclusion of any such advertisement is no guarantee that the goods or services concerned have official approval.

EDITOR
John Roberts
DEPUTY EDITOR
Bob Reid
ASSISTANT EDITORS
Evelyn Smith
Sean Gough
STUDIO
Christine Holdforth
EDITORIAL OFFICE
Margery Bircham
 Editorial: 01-213 3562
 Statistical inquiries: 01-213 5551



The Restart Programme, which offers practical help for the long-term unemployed, is featured on page 300.



After the recently announced national extension of TVEI, the scheme is the subject of two features on pages 303 and 306.

EMPLOYMENT BRIEF	
Open learning on the air for people at work	291
Working together—major decisions made	292
Job opportunities on the menu	293
Wigan Pier wins Britain's 'Travel Oscar'	294
Towards a green and pleasant land	295
SPECIAL FEATURES	
Postcards and piers, or plums ripe for picking?	297
Restart—a new deal	300
TVEI—versatility in vocational training	303
TVEI students and subjects studied: the first two years	306
Developing management skills	311
The labour force in 1985	317
Stoppages caused by industrial disputes in 1985	323
QUESTIONS IN PARLIAMENT	334
Restart Programme—Financial assistance for tourism—Action for Jobs in Tourism—Vacancies—Community Programme—Trends in Tourism—Long-term unemployed—Homeworkers—EOC Code of Practice—Nuclear Inspectors—Part-time work—Retail Prices Index—TVEI—Bank holidays	
EMPLOYMENT TOPICS	339
Improving the competitiveness of British industry—Focus on skills—Fault-finding training—Health and safety statistics published—Monthly survey of average earnings—Chairman of ILO governing body—RPI given a clean bill of health—Aerospace earnings—Developing equal opportunities at work—Black mark for professional services—Employment measures—Redundancies: advance notifications—Bank holidays—YTS—Open access to vocational learning—Facts about tourism—See-Hear—Disabled jobseekers—Change in industry: more chips, less jobs? New rights for those with occupational pensions schemes—Better by design—UK to seek agreement on cancer controls in Europe—Allowing for enterprise—Publications	
LABOUR MARKET DATA	
Centre section contents	S1
Commentary: trends in labour statistics	S2
Definitions and conventions	S63
Index	S64

REPRODUCTION OF ARTICLES
 Brief extracts from articles may be used (in a non-advertising context) provided the source is acknowledged; requests for more extensive reproduction should be made to the Copyright section (P6A), Her Majesty's Stationery Office, St Crispins, Duke Street, Norwich, Norfolk NR3 1PD.

THIS BOOKLET SHOWS WAYS TO OPEN MORE DOORS TO MORE JOBS.

Here is a booklet which brings together details of the whole range of schemes designed to get more people into work. It's called 'Action for Jobs' - and brings together initiatives in the fields of training, employment and enterprise.

The booklet shows the number of schemes in operation - probably far more than you thought. It explains how they relate to each other to create conditions in which employment and businesses can grow and flourish.

Training for today and tomorrow

There is an important range of schemes to enable people to acquire the skills, and firms to acquire the skilled workforce, essential for tomorrow's industry and commerce.

The booklet emphasises the right vocational training for school-leavers, schemes for adult workers to be trained and re-trained, and includes details of help for industry - especially small firms - to enable them to train their workforce. And keep them trained.

Creating new work opportunities

There are also schemes which help those who have been out of work for a long time to get back into work again on projects which benefit them and the communities in which they live.

Encouraging enterprise

The creation of flourishing small businesses is a major factor in the development of our economy, and for generating new employment opportunities.

This booklet explains the various ways in which enterprise is being helped and encouraged to overcome the many difficulties and obstacles.

One thing is common to all: they are designed to help people help themselves and create jobs for the future. For your copy of the 'Action for Jobs' booklet send in the coupon below, or pick one up at your main Post Office, your local Jobcentre, Careers Office or Unemployment Benefit Office.

To: Action for Jobs, Curzon House, 20-24 Lonsdale Road, London NW6 6RD.
Please send me the 'Action for Jobs' booklet.



Name _____
Address _____
Postcode _____

(Not all these schemes apply in Northern Ireland. If you live there you should contact your local Jobmarket for full details.)

Programmes by the Department of Employment and the Manpower Services Commission

EMPLOYMENT BRIEF

Open learning on the air for people at work



Line-up for the launch. Left to right: Ian Johnston, Chief Executive, Training Division, MSC; Alistair Milne, Director-General BBC; Kenneth Clarke, Employment Minister; Lord Young, Secretary of State for Employment; John Whitney, Director-General IBA; Jeremy Isaacs, Chief Executive Channel 4; and Richard Dunn, Producer, BBC.

A College of the Air to bring training and vocational education out of the night school age and into the television and video age has been launched.

Designed to bring together those in broadcasting, education and industry to provide vocational education and training for about one million people, it will allow people at work to upgrade their skills at their own pace.

The College will provide courses below degree level which help people improve their vocational competence. Courses will be available through a combination of broadcasting on radio and TV with local back-up provided by colleges and other learning establishments.

Good examples

Employment Minister Lord Young, speaking at the launch said that the concept of open learning was not new. There were many good examples around, but more could be done to reach a wider audience. Radio and TV would support and broadcast open learning courses with tutorials, practical training and other back up services provided by existing education or training facilities.

Small unit

"I do not envisage the establishment of a new academic institution," he said. "It will be a small unit, probably set up as a company limited by guarantee with charitable status, and will bring together all those in-

involved in open learning and broadcasting," he added.

The College would:

- assess what it might do to meet vocational education and training needs, and tailor its range of courses accordingly;
- arrange for the production and promotion of training material and associated broadcast programmes;
- ensure the availability of information and local student support;
- exercise quality control over the learning material and support services;
- ensure that distribution, information and support services are in place.

Agreement

Lord Young said that there would be an agreement with the Independent Broadcasting Authority and there would be regular programmes on Channel 4 and independent local radio. The BBC, too, is willing to provide college programmes and course materials as part of its continuing education output and there would be other opportunities on daytime television.

On funding, Lord Young said that the College would seek sponsorship for production of specific courses or general funding towards programme and materials development from a variety of sources including the private sector.

"Preliminary soundings have resulted in an encouraging response from many leading companies. For its part, the Government had invested some £45 million in Open Tech and other methods to enable about 50,000 students to obtain new skills and qualifications," he said.

Opportunities

It is hoped that the College would start broadcasting no later than September 1987 and that within the first five years it would provide up to one million students—one in 30 of the population of working age—with the opportunities to progress towards vocational and technical qualifications.

Peter and the python

Young Mark Davenport, aged seven, is more at home with snakes and lizards than cats and dogs since his father, an ex-coal miner started an exotic pets business.

Mark Davenport, senior, was helped to turn a lifetime hobby into a viable business with a British Coal Enterprise loan after becoming redundant last year. Now he and his wife Julie, 24, sell reptiles from their home in Coalville, Leicestershire.

The family and two of their pythons were in London recently when new funding arrangements were announced by British Coal chairman, Sir Ian MacGregor and Secretary of State for Energy, Mr Peter Walker. The scheme is to be expanded with £40 million being spent on new business ventures this year. This will, it is estimated, create 10,000 new job opportunities in traditional mining areas.



Peter Walker has a lesson in handling a python from seven-year old Mark Davenport whose ex-coalminer father runs an exotic pets business.

Working together— major decisions made

Two major decisions about making education more relevant to the world of work and improving the system of vocational qualifications were announced in a recently published White Paper*.

The Government is extending the present pilot Technical and Vocational Education Initiative (TVEI), which aims to give 14-18 year-olds in schools and colleges a better and more practical preparation for adult and working life, into a national scheme from autumn 1987. And the Government is establishing a new body—the National Council for Vocational Qualifications—this autumn to oversee the reform of this country's system of vocational qualifications.

TVEI, at present operated by the MSC as a pilot programme in England, Wales and Scotland—by September this year it will be covering over 600 schools and colleges and helping nearly 50,000 pupils.

TVEI is essentially about practical learning, about learning by doing. It is the subject of features on pages 303 and 306.

Reform of vocational qualifications

The White Paper stresses that decisions at 16-plus should not be irrevocable. It envisages a system with "bridges" and "ladders" available between the various routes to employment and to further and higher education. It says that the extension of TVEI and two-year YTS should lead many more young people to achieve vocational qualifications through these and other routes.

The Government has decided to bring vocational qualifications in England, Wales and Northern Ireland within a new national framework to be called the National Vocational Qualification (NVQ). It will also be

setting up this autumn a new National Council for Vocational Qualifications (NCVQ) to develop the NVQ framework.

The NVQ framework will initially consist of four levels. Each level will reflect increasingly complex levels of practical competence as well as theoretical knowledge—from that needed for jobs now entered by 16 and 17 year-olds up to that required at higher technician level or equivalent.

* Working Together—Education and Training, Cmnd 9823. HMSO. Price £3.60.

Mr H G (Oscar) de Ville CBE is to be the first Chairman of the National Council for Vocational Qualifications.

Oscar de Ville was Chairman of the Review Group on Vocational Qualifications which was set up in April last year by the Government to look at vocational qualifications in England and Wales.

Mr de Ville, in addition to his experience of the Review Group has wide experience of industry and training matters. He was a senior personnel manager in industry for many years before becoming Executive Deputy Chairman of BICC plc from which he retired in 1985. He is now Deputy Chairman of Meyer International plc. He has been a Member of the Council of the Advisory Conciliation and Arbitration Service since 1976.

Touting for Tourism

Progress in promoting tourism with emphasis on employment opportunities is the subject of a Government report, 'Action for Jobs in Tourism', published last month.

It is the first in what will be a series of annual surveys of tourism activities and follows on from "Pleasure, Leisure and Jobs—The Business of Tourism" which outlined the growing importance of tourism and leisure in the UK economy. Published in 1985, this identified 32 action points in special target areas including training and careers advice, dispersal, signposting and the problems of coach parking and long-term hotel capacity in London.

Good progress

Launching the new report at the British Travel Centre, Employment Secretary Lord Young noted the good progress already made on these points and on many further initiatives across a wide range of inter-departmental interests.



Designed to help. The new British Tourist Centre in Regent Street.

"Tourism is a big employer," said Lord Young. "I am determined to see that the industry gets all the help it needs, that young people see it as a worthwhile career and that those in the industry get the training which means we can offer the visitor a service second to none."

The report stresses that the Government's key objective is to spread the economic and employment benefits of tourism as widely as possible and to encourage tourism activity outside of the main holiday season. In order to promote this policy, the British Tourist Authority and the English Tourist Board have received an extra £6 million in funding for the year 1986-87 for new initiatives to encourage tourism in areas with untapped potential and experiencing above average unemployment.

unemployment condition.

Under the Enterprise Allowance Scheme financial help of £40 a week for 52 weeks is available to people who have been unemployed for eight or more weeks, who have a business venture in mind and £1,000 to invest in it but who may be put off working for themselves because they would lose entitlement to state benefits.

Commenting on the move Mr Trippier said: "Many people on our schemes are anxious to become self employed or start their own businesses. This relaxation of the rules on EAS will help smooth the transition delays and so help people start up their business quickly."

Easier path into business

A new initiative that came into effect on August 1, 1986, helps people on Government schemes to progress straight into self-employment.

Participants on Community Programme (CP), Voluntary Projects Programme (VPP), YTS and training courses funded by the Government and administered by the Manpower Services Commission (MSC) can move directly onto the Enterprise Allowance Scheme without having to re-register as unemployed.

Under current rules they are already allowed to count their time on their project or course as unemployment for the purposes of satisfying the scheme's eight week

Job opportunities on the menu

Business people, trainers, advisers and decision makers have been hearing about the many opportunities offered by the Action for Jobs campaign at breakfast presentations in Leicester, Birmingham, Edinburgh and Leeds.

Over 30 programmes designed to boost employment, training and enterprise were described in Leicester by Lord Young, Secretary of State for Employment, in Birmingham by Paymaster General, Kenneth Clarke, in Edinburgh by Employment Minister, Ian Lang and Allan Stewart (Scottish Office Minister), and in Leeds by Employment Minister, David Trippier.

"Would-be entrepreneurs—people with an idea for a business—need to know where to turn for advice or financial help," Lord Young explained. "The new Action for Jobs booklet will guide them towards programmes such as the Small Firms Service, the Enterprise Allowance Scheme and the Loan Guarantee Scheme."

"Action for Jobs is also for those already in business; it is for employers and employees, for those out of work and those with special needs, for parents and for those just leaving school. I hope everyone will pick up a copy and look to see just what is on offer to them."

Independent research, said Lord Young, had shown that seven out of ten employers think more should be done to promote these schemes and get the information to those who need it. "These presentations to decision makers and opinion formers are an important step to answering that call." A major aim of the campaign is to help people help themselves get back to work. "I want to make sure the people who stand to benefit are aware of what's available and where, that they can make informed choices and, above all, I want to ensure that the current growth in jobs continues," he said.

Copies of Action for Jobs are available free from Jobcentres, Small Firms Centres, Unemployment Benefit Offices, Careers Offices, Citizens Advice Bureaux, many local enterprise agencies, development boards and Tourist Information Centres, as well as numerous other outlets.

The way to grow

The development of air and coach transport and the Channel Tunnel were the major topics discussed at a meeting of the British Tourist Authority Development Committee in Swansea.

The committee urged that more routes should be developed to regional airports. This would help spread the benefits of tourism throughout Britain and to Wales in particular in view of the great potential for growth in tourism there.

The Committee also considered the prospects presented by the Channel Tunnel. Given good road and rail links from Kent and vigorous marketing, the tunnel will provide a golden opportunity for Wales to develop traffic from European countries.



Read all about it! Lord Young enjoys tourism training news with Julia Watson, Head of Education and Training, ETB/BTA and Chris Harrison, Education Designer.

Training on tap

Training opportunities are to be "on tap" to people shopping in their local High Streets, under a new £2.5 million pilot scheme which will put computers into readily accessible locations.

The scheme, Training Access Points—TAPs—will enable people to tap into computers in places like Jobcentres, libraries, colleges and possibly even high street shops to receive information on training.

Announcing the scheme at the National Education Training and Personnel Development conference in Birmingham, Employment Secretary Lord Young said: "If we are to improve the nation's training performance, it is vital that we improve people's access to information about opportunities which are available for vocational education and training."

"TAPs will provide access to information through computer termin-

als—a screen you can talk to about vocational education and training opportunities—both local and national, and including open and distance learning. This will be supported by a network of people—local advisory agents who can help individuals and companies use the technology, to identify their training needs, and to put together flexible and appropriate solutions to their particular problems."

Lord Young said that the MSC had been asked to test the viability of the scheme by running a number of pilots. TAPs points would need to be readily accessible to the public. They would be tried out in a variety of different places. Already Marks & Spencer were participating and he hoped other high street shops would be included as well as Jobcentres, libraries, colleges and public transport stations.

Winning ways to keep people in the picture

HM Dockyard at Devonport, Peugeot-Talbot, British Aerospace and Boots have won awards for effective but simple annual reports to employees. The awards, jointly sponsored by The Industrial Society and Accountancy Age magazine, were presented at a conference in London.

Devonport Dockyard has won the Kiln-craft Trophy for producing the best annual report for employees. The report sets out clearly the achievements and problems of the past year, and points out action for the future.

Honesty

Devonport Dockyard Managing Director, David Johnston, said, "We have worked hard at improving communication with employees over the last two years at Devonport and this award suggests we are on the right lines. Within the next few days we shall be producing this year's annual report to employees where we will show clearly and honestly where we have succeeded, where we have failed to meet a target, and how much further we have to go."

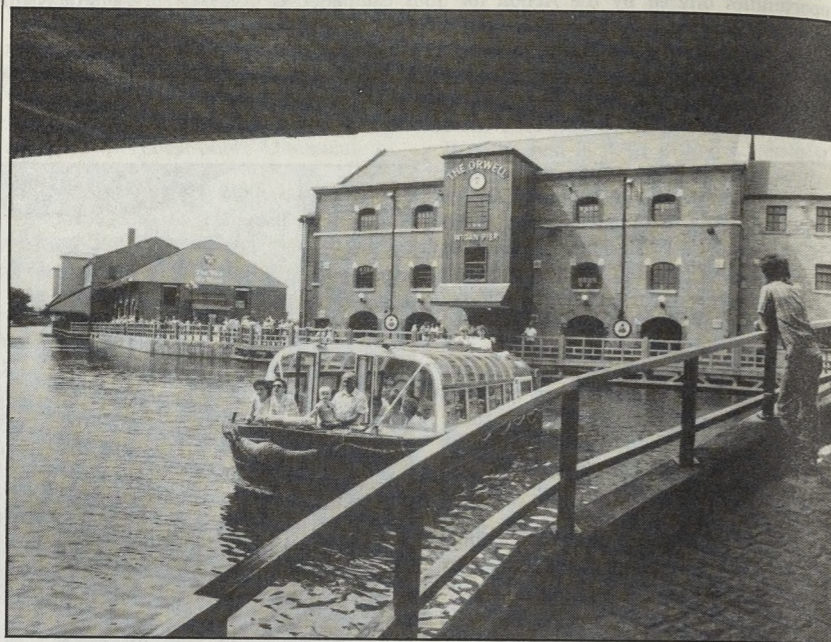
Among the other winners, Peugeot-Talbot won the Strongbow Award—a trophy and a 1,000 bottles of cider, for producing a report which was easily understood by shareholders and workers alike; British Aerospace won the Mobil Training Cup for the best report produced by a large company; and Boots won the Yorkshire Bank Award for the best report on video.

Inspiration

Roger Hussey, Senior Lecturer at Bristol Polytechnic, who helped judge this year's awards said, "There is no doubt that the companies who have won this year's awards have produced reports of outstanding quality which should provide a source of inspiration for many others. This year's entries suggest that there is now a trend to produce a generalised report to employees which places great emphasis on competitiveness and profitability."

"It is good that people have the opportunity to discuss results and plans for the future. However, it is important that the report does not just contain abstract financial information which has to be explained, but those things which people actually want or need to know. There must also be information on the specific contribution of individuals within the organisation and pointers to the action needed if next year's targets are to be reached."

Wigan Pier wins Britain's 'Travel Oscar'



The scenes, sights, sounds—and smells—of an industrial Northern town in 1900 have helped Wigan Pier win Britain's "Travel Oscar"—awarded not just for one performance but for the Pier's potential to continue to attract visitors.

Wigan Pier is the winner of the British Tourist Authority's "Come to Britain"

Trophy, as the most outstanding tourist development in 1985, of notable interest to overseas visitors. It is the first winner from England's north-west region.

The Pier site was transformed from canal-side dereliction and now combines modern leisure amenities with new interpretations of industrial heritage.

Carrot's healthy future

Three years after leaving a YTS beautician's course 20-year-old Nikki Carrot reached the finals of a national young businesswoman of the year competition and now has her sights set on a top business career.

After 12 months learning beauty therapy on YTS, Nikki worked in a local shop to gain retail experience. She opened her own beauty salon—Nikki in Northgate, Chester.

Then she reached the finals of a national competition, run by *Look Now* magazine and *Country Life* butter, to find the top young careerwomen.

Along with nine other finalists, out of an entry of thousands, she won £250 and a stay in a top London hotel with champagne breakfast.

"Thousands entered the contest," said Nikki. "I think I got through to the final by showing I made the most of my opportunities. 'At school I thought I wanted to work with horses, but when I saw an advert for a



beautician's course I decided I'd like that and applied.

"If it hadn't been for YTS, I wouldn't have trained to be a beautician, and I wouldn't be where I am today," said Nikki.

Towards a green and pleasant land

UK 2000, a Government initiative to improve the environment while creating jobs, has been launched in Halifax.

The scheme will be promoted by an independent Board chaired by entertainment and airline entrepreneur, Richard Branson who said, "It is an exciting challenge and one which intrigues and interests me tremendously".

Speaking at the launch, Environment Secretary Nicholas Ridley said that UK 2000 would be a joint effort of Government, the voluntary sector and the business world.

"It is aimed at providing challenging work and job training for those taking part," he said.

Employment Secretary, Lord Young said that he would support UK 2000 through the Community Programme. "About £22 million will be available for suitable projects—enough to provide up to 5,000 jobs for long-term unemployed people," he stated. The Department of Environment is providing £¾ million of grant-in-aid this year.

**'UK 2000 offers long-term unemployed people a chance to find work and to help create a better Britain'.
Lord Young**

UK 2000 will target on five themes:

- greening the cities, by bringing neglected land into use as parks, walkways, wildlife reserves or city farms;
- conserving and restoring industrial heritage, with work on canals, railways, and mills;
- tackling litter, especially on beaches and roadsides;
- helping tourists by improving information and facilities;
- making more of nature by improving lesser known and cared-for woodlands, ponds, paths and other habitats.

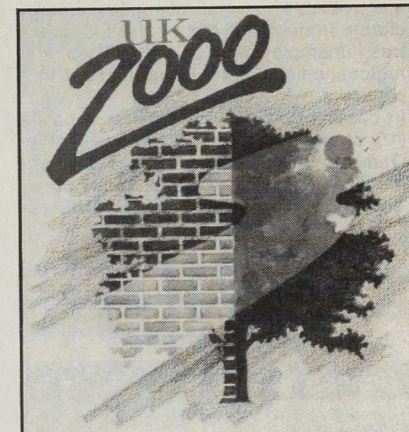
**'I wouldn't have taken this on if I didn't think real jobs would come out of it'.
Richard Branson**

Both Mr Ridley and Lord Young are keen to see more involvement by the private sector to help create more jobs.

"Improving the environment is not just about making Britain a pleasant place to live—important as that is to us all," commented Lord Young. "It is also about economic regeneration—about attracting investment from home and overseas, about retrieving and restoring derelict and neg-

lected buildings, and about bringing more tourists to this country, including to some of the areas which have not traditionally regarded themselves as tourist centres.

"I hope that many of the projects which are set up under UK 2000 will have this economic objective very much in mind. And that many will focus on the creation of assets—like new workshops or tourist attractions—which provide permanent jobs in the long term," he added.



UK 2000 logo



Richard Branson working in his capacity as Chairman of UK 2000.

Main aims of UK 2000

- To improve the effectiveness of the voluntary organisations, and to improve co-operation
- To provide 5,000 high quality jobs in the Community Programme
- To help generate new enterprises and permanent job opportunities for workers employed on the Community Programme
- To promote volunteer activity
- To improve our environment

Voluntary organisations involved

- British Trust for Conservation Volunteers
- The Civic Trust
- Community Service Volunteers
- Groundwork Foundation
- Keep Britain Tidy Group
- Royal Society for Nature Conservation
- Business in the Community
- Friends of the Earth



Free Department of Employment leaflets

The following is a list of leaflets published by the Department of Employment. Though some of the more specialised titles are not stocked by local offices, most are available in small quantities, free of charge from employment offices, Jobcentres, unemployment benefit offices and regional offices of the Department of Employment.

In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **General Office, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

Note: This list does not include the publications of the Manpower Services Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

General information

Action for jobs

Details of the extensive range of DE and MSC employment and training programmes and business help PL782

Employment legislation

A series of leaflets giving guidance on current employment legislation.

- 1 **Written statement of main terms and conditions of employment** PL700 (1st rev)
- 2 **Procedure for handling redundancies** PL756 (2nd rev)
- 3 **Employee's rights on insolvency of employer** PL718 (3rd rev)*
- 4 **Employment rights for the expectant mother** PL710 (1st rev)*
- 5 **Suspension on medical grounds under health and safety regulations** PL705
- 6 **Facing redundancy? Time off for job hunting or to arrange training** PL703
- 7 **Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754 (1st rev)*
- 8 **Itemized pay statement** PL704
- 9 **Guarantee payments** PL724 (2nd rev)*
- 10 **Employment rights on the transfer of an undertaking** PL699 (1st rev)
- 11 **Rules governing continuous employment and a week's pay** PL711
- 12 **Time off for public duties** PL702
- 13 **Unfairly dismissed?** PL712 (2nd rev)
- 14 **Rights to notice and reasons for dismissal** PL707 (2nd rev)
- 15 **Union secret ballots** PL701 (1st rev)

16 **Redundancy payments** PL744

A guide to the Trade Union Act 1984 PL752

Industrial action and the law
A brief guide taking account of the employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

The law on unfair dismissal—guidance for small firms PL715

Fair and unfair dismissal—a guide for employers PL714

Individual rights of employees—a guide for employers PL716

Offsetting pensions against redundancy payments—a guide for employers RPL1 (1983)

Recoupment of benefit from industrial tribunal awards—a guide for employers PL720

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings ITL1 (1985)

Industrial tribunals—appeals against levy assessments ITL5

Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974 ITL19

Overseas workers

Employment of overseas workers in the UK
Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5 1982(rev)

Employment of overseas workers in the UK
Training and work experience schemes OW21(1982)

A guide for workers from abroad
Employment in the UK OW17

Employers and employees covered by Wages Councils

Statutory minimum wages and holidays with pay
The Wages Council Act briefly explained WCL1(rev)

Other wages legislation

The Truck Acts
Describes the provisions of the Truck Acts 1831-1940, which protect workers from abuses in connection with the payment of wages PL725

Payment of Wages Act 1960
Guide to the legislation on methods of payment of wages for manual workers (in particular those to whom the Truck Acts apply) PL673

Special employment measures

Job Release Scheme
For women aged 59, disabled men aged 60 to 64, and men aged 64 in full-time employment PL761

New Workers Scheme
A scheme for employers designed to create more employment opportunities for young people. An application form is included. PL793

Job Splitting Scheme
To create more part-time jobs PL760 (rev)

Advice for people interested in part-time work
What you should know about working in a split job PL758

Employment agencies

The Employment Agencies Act 1973
General guidance on the Act, and regulations for use of employment agency and employment business services PL594 (4th rev)

Equal pay

Equal Pay
A guide to the Equal Pay Act 1970 PL743

Equal pay for women—what you should know about it
Information for working women PL739

Race relations

The Race Relations Employment Advisory Service. A specialist service for employers PL748

Background information about some ethnic groups in Britain PL738

Miscellaneous

The European Social Fund
A guide for possible applicants for help from the fund which seeks to improve employment opportunities through training, retraining and resettlement in EC member states

* DENOTES NEW EDITION

SPECIAL FEATURE



Postcards and piers or plums ripe for picking?

by Sean Gough

This article looks at the Department of Employment's recently published report *Action for Jobs in Tourism* and highlights the importance of progress and plans in regard to education and training for the tourist industry.

Britain is one of the world's most visited places and tourism is one of its foremost growth areas. Yet sadly, the full implications of this have not been grasped in all quarters.

One aspect of this is the difficulty in finding venture capital for small to medium scale investment in tourism and leisure developments, recently pinpointed by the English Tourist Board as a matter for concern.

The ETB's recently published Annual Report notes that "the hotel and leisure companies quoted on the London Stock Exchange have generally performed well and most are financing their investment programmes from internal resources. Raising finance for the very large number of small independent businesses, however, is far more difficult."

Picking up the same theme at a conference organised by the *Financial Times* on "The Prospects for Tourism in

Britain", Duncan Bluck, Chairman of ETB and the BTA said that "the prevalent view of tourism in the City appears to be that it is a lightweight, high risk, and low return industry".

The City's view of tourism as somehow unworthy or ephemeral is really quite surprising given the financial success of Britain's major leisure groups and the extraordinary scale of growth in tourism over the last two decades. In 1965 Britain attracted 3.6 million overseas visitors, who spent £193 million. In 20 years the number of tourists has risen to 14.6 million spending £6.7 billion, making tourism Britain's third largest earner of foreign currencies. If we include expenditure by British holidaymakers as well, some £13 billion enters the economy as a result of tourism and leisure.

The problem then, seems to be one of a false perception of Britain's tourist industry which is still largely formed by

popular folklore. It is still true, if changing fast, that most people's image of holidaying in Britain is based on the Victorian model of piers, pies and postcards. The reality on the other hand is that Britain has an asset in tourism which has a plum potential not yet fully grasped.

And the key to changing false perceptions lies in education and training.

Need for professional training

Britain's tourist industry, for all its expansion so far, has lacked a coherent programme of professional training. Recognising this in the report, *Action for Jobs in Tourism*, published in July (see p. 292), the Government has made it one of its prime targets for action to ensure that there is an adequate structure of further education and training.

The importance of training as a means to improving standards is now rapidly gaining acceptance in all areas of the economy. For tourism it is in effect a double pronged attack on the structural problems facing the industry. Not only does it raise standards of professionalism in the short term and improve managerial strategic planning in the long term, it simultaneously brings about a shift in the way in which tourism is perceived by the general public. By developing tourism-based projects in schools, a professional framework of vocational qualifications, and by providing



Proper training means high standards.

Photo: ETB

educational opportunities at up to degree and post-graduate level, the status of tourism as a career path and as an industry is being given an overdue face-lift.

Action for jobs in tourism

As well as generating considerable spending, be it in foreign currencies or in the domestic economy, it has been estimated that tourism supports between 1.1 and 1.4 million jobs. It is also one of the areas of fastest growth in new jobs, with some 43,000 being created in the main tourism related sectors between June 1984 and June 1985.

Not unnaturally, this contribution to job creation has received considerable attention from Government. As part of a strategy for job creation, overall responsibility for tourism was transferred to the Department of Employment in 1985. The wide ranging measures being implemented and plans for the future have been the subject of two reports, *Pleasure, Leisure and Jobs* published in 1985, and the first of the annual updates on this report, *Action for Jobs in Tourism*.

Secondary education

Equally natural is the interest now being shown by school leavers in what is clearly a jobs growth area offering excellent long-term career opportunities.

The practical application of education to the world of work is receiving considerable attention in secondary schools. And tourism, as one of the major growth areas in employment opportunities for young people, is becoming a natural focus of attention for teachers. There are already 24 tourism-related Technical and Vocational Education Initiative projects being taught around the country and further projects will inevitably be stimulated by the recent national extension of the scheme.

These projects are being supplemented by the production of resource materials such as the ETB's booklet *Finding Out . . . about Tourism and the British Economy* which is aimed at 14-18 year olds and has been distributed to every secondary school and careers office in England.

Initiatives of this kind are creating the basis of an awareness among school leavers of tourism as an opportunity to be grasped early on as their career path. Local authority careers services are also giving the job opportunities in tourism a higher profile, and are able to draw on the wide range of published and visual materials provided by the Manpower Services Commission's Careers and Occupational Information Centre (COIC), the Department of Education and Science, the tourist boards, the Hotel and Catering Training Board (HCTB) and other bodies.

Further education

Until quite recently, vocational training available for those interested in a career in tourism was generally thought to offer only cookery courses or training in sport and leisure centre management. There is today an emerging concentration on the commercial potential of leisure in its widest sense. This is a trend welcomed in the private sector, Les Spiers, Director of Mecca Leisure Ltd, going on record as saying that "for too long 'leisure' courses have over emphasised the role of the public sector as a provider of leisure opportunities."

This widening of scope in leisure education is visible in the courses offered by City and Guilds, which concentrate in the main on what are termed "craft level" courses. This traditionally meant catering or travel trade qualifications,

but now embraces a much larger realm of activities of interest to those seeking work in, for example, camping sites, entertainment and other attractions and tourist information centres.

The Business and Technical Education Council (BTEC) which issues National Diplomas and Higher National Diplomas (HNDs) is likewise retargeting its course at the new growth areas offered by tourism, and towards a broader understanding of the requirements of the private sector.

In 1984 some 46,000 students enrolled on hotel and catering and travel and tourism courses in England offered by these two bodies in conjunction with others, such as the Association of British Travel Agents' (ABTA) National Training Board (NTB), and a number of professional bodies.

There has also been growth in advanced level opportunities, initially in hotel and catering studies but more recently extending into tourism management as well. Some 7,000 students in 1984 enrolled on the degree and diploma courses in hotel and catering management that are already provided in four universities (Strathclyde, Surrey, Ulster and University College, Cardiff), a number of polytechnics and other public sector Higher Education institutions in the UK. Further development of these courses is being encouraged by the National Advisory Body (NAB) which has responsibility for assessing the resources to be allocated nationally to further education. In May the NAB committee recommended, resources permitting, the introduction of new tourism options into relevant degree and diploma courses and increases in the numbers of tourism students.

The encouragement of degree level tourism-based education has borne new fruit in the establishment from this September of Britain's first BA Honours degree courses in travel and tourism and tourism studies to be offered by Newcastle Polytechnic together with New College Durham and by the Dorset Institute of Technology respectively.

YTS

Traditionally, training of new junior employees in tourism has been "on-the-job", learning by experience. While this is a time-tested method of adapting new employees to the work practices of an organisation, outside of the very largest companies there is little attention given to providing a broader training, recognised industry wide.

The reasons for this situation are undoubtedly based in traditional attitudes, and the belief, still depressingly widespread in many British companies, that training is not cost efficient.

YTS then has a double role to play, here as elsewhere. First it offers young school leavers the essential first experience of work allied to a valuable training programme. From this base, many YTS entrants go on to full-time employment, and the evidence is that the figure for people going into full time work from tourism-based YTS schemes is very high indeed, somewhere in the region of 90 per cent. Second, the scheme gives employers an unparalleled opportunity to achieve high levels of training in their junior staff.

YTS is currently providing about 11,000 places in tourism-related schemes, with particularly high numbers in hotels, catering and retail travel agencies due to the efforts of the HCTB and the ABTA NTB. The relative dearth of opportunities in other areas of tourism, such as entertainment and attractions and tourist information offices led the ETB late in 1985 to initiate the first of a number of pilot schemes to supplement hotel and travel agency schemes with off-the-job training, plus supervised work experience

in other tourist facilities, including entertainment and conference centres.

Adult and in-service training

In 1985-86 the MSC's Job Training Scheme gave 2,000 people the opportunity to acquire new skills in demand by the hotel and catering sector, or to update their existing skills.

Some larger companies have extensive in-service training facilities of their own. Trust House Forte, for example, have a Centre for Management Development at Lambert College, Oxfordshire. In the three years the college has been in operation most of the company's managers have attended training sessions to learn about THF's operating standards and procedures and to take part in development courses in sales and marketing, accounting, personnel, training and food and beverage management.

Those companies not offering their own training programmes have a number of schemes they can turn to. MSC local training grants and local consultancy grants, which helped in the training of 750 people working in the hotel and catering sector in 1985-86, can be used to offset the cost of training employees or consultancy fees to identify training needs.

For many people already in work the traditional methods of training can present a problem due to lack of time, or distance from learning centres. Or companies keen to offer their staff training believe that the investment required prohibits them doing so. Recognising these problems, there has been a major shift in the MSC's approach to training towards open learning, known as Open Tech. This allows teaching to take place at times and in places convenient to both the individual and his or her employer, be it at home, in the workplace or a college.

The extent of the problem has been identified by Dr Peter Critten, Open Tech Director at the HCTB, who calculates that only one in 20 hotel and catering managers has had the chance of formal training in an industry that offers the chance of real management experience at a younger than usual age.

To fill the gap and provide the training in many of the skills needed by effective managers, MSC funds of £350,000 between 1983 to 1986 were allocated to HCTB to set up Hotel and Catering Open Tech. There are now nine learning units, focusing on marketing, financial control, new technology in the decision making process, personnel and the management of the three products basic to the hospitality industry—accommodation, food and drink.

Raised status

The link between training, efficiency, profitability and enhanced status is beginning to gain acceptance in tourism. In May 1986 THF announced the endowment of the Charles Forte Chair in Hotel Management at the University of Surrey which is acknowledged as one of the leading departments in the world. And in April Horizon Travel gave details of their training award bursaries leading to the ABTA National Training Board's Certificate of Travel Agency Competence.

These are but a few of the signs that not only are the major companies in tourism happy to have their names linked with training programmes, but are also far sighted enough to see that investment in people is the way to lay to rest the poor image that tourism has as a source of good career opportunities.

Together with the major developments now under way in schools, colleges, distance learning and in-service training, there are indeed signs that Britain's tourist industry is establishing the basis of a rich harvest for the future. ■



Restart—a new deal

by Evelyn Smith

The Restart Programme, one of the first in the world, extends sustained and practical help to long-term unemployed people to get them back into work. This article assesses the progress of the scheme so far and presents appreciative evidence from some of the people who have found jobs since the scheme began.

It is well known that people who are unemployed for a year or more tend to lose touch with the labour market, and so miss out on the jobs becoming available.

Concerned by this, the Government introduced the £100 million Restart Programme to help the 1.3 million people identified as long-term unemployed.

Restart was launched nationally last month by Employment Secretary, Lord Young, following a successful pilot programme covering nine areas of the country. And 2,000 extra staff have been recruited by the Manpower Services Commission (MSC) to deliver the programme.

It means that Jobcentre staff all over the UK will be writing to every long-term unemployed person to invite them to a "help and advice" interview over the next nine months. This counselling will be followed by the offer of a range of eight opportunities. These are—an interview for a job or a place on the Community Programme (CP), a place

in a Jobclub, a training course, a Restart course, a Jobstart allowance, self-employment under the Enterprise Allowance Scheme or voluntary work.

The purpose of the programme is to help people back towards employment. In particular, the new Restart course is intended to re-equip people so they may more easily find a job. At the same time they are given encouragement, support and practical help. As Lord Young said at the national launch, "Anyone who has been out of work for a long time loses their motivation and self-esteem. Restart represents a new deal for these people. For the first time anywhere in the world positive help will be offered to all those who have lost hope of finding work because they have been unemployed for too long."

The pilot programme has already proved that Restart works. The pilots began in January this year and lasted six months. They covered nine areas: Billingham, Crawley/

Horsham, Ealing, Huddersfield, Plymouth, Preston, Stoke-on-Trent, Port Talbot and Neath, and Dundee.

Over the 27 weeks to July 10, the MSC wrote to 34,075 long-term unemployed people inviting them to an interview, and 91 per cent of those interviewed had a positive offer of some kind (see table, p. 302).

Although detailed analysis has yet to be completed, it is known that 1,661 people have been placed directly in a permanent job or temporary work on the Community Programme from their Restart interview. A further 276 have been placed in Jobclubs, and 2,186 have started Restart courses. And over 600 people have been successfully referred to training courses, the Enterprise Allowance Scheme or the Voluntary Projects Programme.

Rapid results

Although still in its early stages, the national programme too, is starting to show successes. Peggy Mackessy had been out of work for over a year when, following her Restart interview, she joined the Kentish Town Jobclub—one of the many Jobclubs now providing long-term unemployed people with advice, facilities and materials for intensive job hunting. After only one week she found the sort of work she was looking for and is now a secretarial typist with Bendamour Holdings Ltd., Kentish Town. At 49, she is coming to grips with new technology and hoping to go on a word processing course. Asked about the Jobclub experience she said, "I found that after only a week I felt much more confident. I realised I was not alone and had all this support. I'm sure it helped when I went for the interview".

The same Jobclub had in its first intake from Restart a 47-year old industrial painter who had been out of work for six years. "He had lost all his confidence," said Jobclub leader, Gary Oldham. "That first day he was very nervous. You could see the change as he began to join in. The next day he found work as a handyman painter".

While that may have been a spectacularly rapid result, the Jobclub is happy that of its first intake of seven people, four have found jobs, one is just about to be employed and the other two have been getting interviews.

Self-confidence

The gain in self-confidence was stressed by Godfrey Jennings, part-time lecturer at Longlands College of Further Education, Middlesbrough. "The first day of a Restart course can be very traumatic for some people, but once they realise they are not alone, their self-confidence returns. Many people come in who are obviously very cynical about the whole thing and we have a very short time to turn that around. Most of the time we succeed."

Mr Jennings shared the personal comments noted in a book by people who had been on the Restart course:

- "This is the best thing that has been done for unemployment. It has given me self-confidence and vigour to get ahead of the job market".
- And more succinctly—"My God, I exist".
- "It helps you to believe in yourself".
- "It lets you do the talking and respects your point of view."

The week-long Restart course, specially designed as part of the Restart Programme, concentrates on such things as recognising personal strengths and weaknesses, job hunting (with a survival kit), interview techniques, preparing a CV, and the management of limited resources.

"Many people have never heard of a CV before they



Work experience on a Community Programme from the "Action for Jobs" TV commercial.

Restart's aim

Everyone who has been unemployed for more than a year will, by the end of March 1987, have been invited to a Jobcentre interview designed to get them back on the road to employment.

Jobstart puts you in the frame of mind to work. It makes it possible to explore further avenues. Anthony Watkins, out of work for 4½ years—now a delivery driver for a bakery.

Restart is for the 'no-hopers' who thought they had been forgotten. Suddenly they can believe in themselves again. Susan Cullum, 12 years unemployed—now a Clerical Officer.

It's heartening to see the look of pride when people see their own typed CV for the first time. Godfrey Jennings, Restart course lecturer.

My place on a Community Programme gardening scheme means I can help other people, which I like to do. Joseph Fyfe, 12 years unemployed.



A bakery business set up under the Enterprise Allowance Scheme.

come here. When they see it mentioned in job ads, they have thought it to be some sort of qualification and they have been deterred from applying. There is a strong feeling that schools and careers services have failed them," added Mr Jennings.

Restart team leaders themselves are taking their role very seriously. In Avon, the team leader adopted a deliberate policy of recruiting long-term unemployed people to his Restart team. One of these was Susan Cullum of Avonmouth, Bristol. After 12 years of raising three children, Susan, 29, and her 36-year old husband Ricky decided on role reversal. "We decided that if I could get a permanent, steady job we would swap roles. Ricky, as a contract painter, was sometimes in work, sometimes not. One moment we would have money, the next nothing at all because the work situation was erratic," she said.

Susan went to the Jobcentre and the next day picked up her new job as a clerical officer with the Avon Restart programme itself. Now she makes appointments for other long-term unemployed people to give them a new chance. "It's very satisfying work as I can follow the progress of people like myself," said Susan.

Opportunities on offer

- An interview for a job or a place on the Community Programme (being expanded to provide temporary jobs for over 300,000 people a year).
- A place in a Jobclub with a high chance of finding work (there will be 200 Jobclubs running by the end of this year, and 450 by 1987).
- Training under the Job Training Scheme to learn a new skill or update an old one.
- Training on a Restart course to help with job search techniques and interview performance.
- Self-employment under the Enterprise Allowance Scheme.
- A Jobstart allowance to encourage people to take less well paid jobs.
- Voluntary work under the Voluntary Projects Programme.

For Robert Brown, 29, of Barry, South East Wales, his Jobcentre interview led to a placement on the Community Programme and his first experience of employment. His work as an environment gardener tackling gardens for old people who can't manage them makes him feel "quite happy". So happy, in fact, he brought in his brother, Brian and a mutual friend, Wayne Cole. Now they work on the project together. The reaction of the people they are helping has been positive. As the agency manager, John Hayes, says, "The work they are doing is of real community value".

For Anthony Watkins, 52, of Longton, Stoke-on-Trent, it was the Jobstart allowance option that enabled him to get back into the job market. After 4½ years of unemployment following redundancy through sickness, he is now happily employed as a delivery driver for a bakery. He did have a false start when he left the first job found for him in security work for a higher paid one in a pottery factory only to find that the work was too heavy for him, particularly as he has a back injury. The new job with its earlier hours suits him and his family much better.

"I feel more confident and less introverted now. I've

gained back my self-respect and my friends are all pleased for me. People are wrong when they assumed that the unemployed want to be out of work," said Mr Watkins. He added, "Jobstart has been a good idea for me personally. I know it's come in for a lot of flak, but it's great for people like me who are ready to go back to work."

Offers made at Restart interviews

	Number of offers	As percentage of total interviewed
Job interview	4,792	17
Community Programme	5,484	19
Training course	4,015	14
Restart course	3,872	13
Jobclub	1,794	6
Enterprise Allowance Scheme	1,526	5
Voluntary Projects Programme	432	1
Other	2,675	9

Note: Includes some people who received more than one type of offer. Others, who declined an offer made to them, are not included in the above table.

Apart from the personal success stories, during the Restart pilots some 7,305 people receiving letters from the MSC left the unemployment count. This was up to July 11 and represented 21 per cent of all those contacted. This total includes those placed directly in jobs, into a CP scheme and training, those who found jobs themselves, and those who left for other reasons, for example, sickness. While some people in the last two groups would have left the count anyway, it is possible to estimate the additional effect of Restart on numbers leaving long-term unemployment by comparing the pilot areas with carefully chosen control areas. This suggests that around half of those leaving the count after MSC action (that is, about ten per cent of all those contacted) did so as a result of Restart.

The Jobstart allowance of £20 a week gives people a greater financial incentive to take less well paid jobs. The allowance which is paid for up to six months, is available when a long-term unemployed person takes a full-time job with a gross weekly wage of less than £80.

The Jobstart allowance option attracted 371 people during the pilots. Of these 246 (66 per cent) were accepted and 118 (32 per cent) rejected (because they or the job were ineligible). By July 11, 158 people were receiving the allowance, while for 79 people the allowance had been stopped (either because they had left the job, their average wage had risen above the £80 a week limit, or they used up their entitlement).

Some £100 million has been set aside to meet the cost of Restart programme in 1986-87 (of which some £15 million is allocated to the Jobstart allowance).

New venture for Jobcentres

Certainly the Restart programme is a bold and imaginative approach to the problem of long-term unemployment. It is a completely new venture for the Jobcentre service and one that has been welcomed by staff as it gives them the opportunity to play a more constructive role in helping and counselling people on a personal basis.

The great majority of long-term people responded positively by attending interviews and agreeing to follow up offers made to them—two-thirds were pleased and only six per cent expressed displeasure at being contacted and half of these found the subsequent interview useful.

The point not to be missed is that Restart gives long-term unemployed people a chance to compete on even terms with other jobseekers in the labour market, and it represents, as Lord Young said, "a new deal for the long-term unemployed".

SPECIAL FEATURE



TVEI—Versatility in vocational training

by Jerry Leese

This article discusses the Technical and Vocational Education Initiative which was launched on a pilot basis in 1983 and which is now being extended nationally. It provides illustrations of the kind of project operating and appreciations by school teachers and others taking part in them.

- STUDENTS of six schools in Barnsley can often be found at the town's former Electric Theatre Cinema. It has been converted into a studio where anything connected with the performing arts can be taught.
- At a school in Somerset, students have turned to "supported self-study", using the sort of learning techniques most commonly associated with "open" and "distance" learning.
- In Flint, a school in the Clwyd Education Authority has built a robot as part of a teaching pack. They have put it on the market for about £50—and been swamped with orders.
- Some other students in North Tyneside are investigating alternative energy sources such as wind and water power and solar energy.

- In Hertfordshire some schools are using specialist peripatetic¹ teachers to initiate curriculum changes.

What all these have in common is the Technical and Vocational Education Initiative (TVEI) which has been called by Secretary of State for Employment Lord Young "one of the most significant broadenings of the school curriculum this century".

Available nationally

TVEI was launched on a pilot basis in September 1983 as a way of giving 14 to 18 year old boys and girls of all abilities in schools and colleges a more relevant and practical preparation for adult and working life. There are now 74 projects operating in 73 authorities in England, Scotland and Wales. By next year the number of projects will have reached over 100. So encouraging have been the results from the early pilot schemes that the Government has announced in a recent White Paper "Working Together—Education and Training" (Cmnd 9823) that from Autumn next year the scheme will be extended nationally to all pupils in all secondary schools.

The Government's education policies were set out in the White Paper "Better Schools" in March last year and aim to give every pupil and student a capability which makes them versatile and sufficiently adaptable for the technological challenge of employment. Up to the age of 16 all pupils should be acquiring a broad competence in communication, numeracy, science and technology, design, foreign languages, and all subjects necessary in a successful modern society.

The pilot projects are devised and managed by education authorities in close association with the Manpower Services Commission (MSC) which administers the Initiative.

Local needs

The principal objectives of the Initiative include moving towards the development of a broader and more relevant curriculum and closer collaboration between education and industry.

There is no typical project and authorities have responded differently to local needs. "The TVEI programmes available to individual students in different projects are diverse. What is important is that they should aim to open up access to a range of opportunities," said John Woolhouse, Director of the TVEI Unit.

"TVEI does not mean choosing a particular vocation at 14 and pursuing a narrowly-based course of preparation for a particular job. The projects are designed to widen and enrich the curriculum while, at the same time, forging effective links with subsequent education, training or employment opportunities." This is illustrated in the following two examples.

Robot teaching aid vehicle

At St Richard Gwyn RC High School, Flint, involvement in TVEI led to collaboration with local industry and the Welsh Joint Examining Board resulting in the development of an 'O'-level and CSE in Robotics. Alex Whittaker, the Senior Teacher, takes up the story:

"After a very short while I began to realise that with changes of emphasis our lab could soon become a robotics research lab. We began to develop a 'super cheap' robot teaching aid vehicle.

"At that time comparable educational robotic packages could cost anything between £160 and £5,000. In our opin-

ion most of them lacked sufficient classroom support—documentation, attractive software, OHP transparencies and so on.

"A TVEI development team at the school quickly came up with a robot of their own called 'Gwynbach'.

"We offered 'Gwynbach' for sale as part of a complete teaching pack for less than £50. We were staggered by the response. Within two weeks we could not handle all the orders."

To manage the project the school set up its own company and since then has gone from strength to strength—designing new products, and getting involved with the development of products with outside industry.

But all that, of course, is a side issue. The point about TVEI is that its participants are broadening and enhancing their education.

"We are now nearing the end of the pilot 'O'-level scheme," said Mr Whittaker. "We have generated lots of new ideas which need a curriculum setting. We also have to consider advanced courses for our present TVEI pupils. We believe we have an 'A'-level pilot course which breaks new ground. It seeks to link commercial and entrepreneurial skills with high technology."

Sales company

Several TVEI projects have a high-tech content, others place great emphasis upon developing initiative, enterprise and other aspects of personal development.

In the summer of 1984, the 20-strong Industrial Studies group at Fairfax School, Sutton Coldfield, formed themselves into a mini-company. Each pupil was to be a worker-director and there was also to be a board of directors led by a managing director. Each member of the board subscribed £2 as share capital.

The company manned by two worker/directors operated from a classroom every lunchtime, selling pens, pencils, erasers, rulers etc.

"Most of the pupils showed a high degree of commitment to, and a level of involvement in, the company," said Ali Kalsheker, the business studies teacher.

Wide range of approaches

The positive response from the large number of authorities concerned with TVEI reflects the wide support the initiative has received.

Although authorities have evolved a wide range of approaches there are certain common themes. For example, TVEI places greater emphasis on active and assignment based learning and this has led to significant changes in teaching and learning methods.

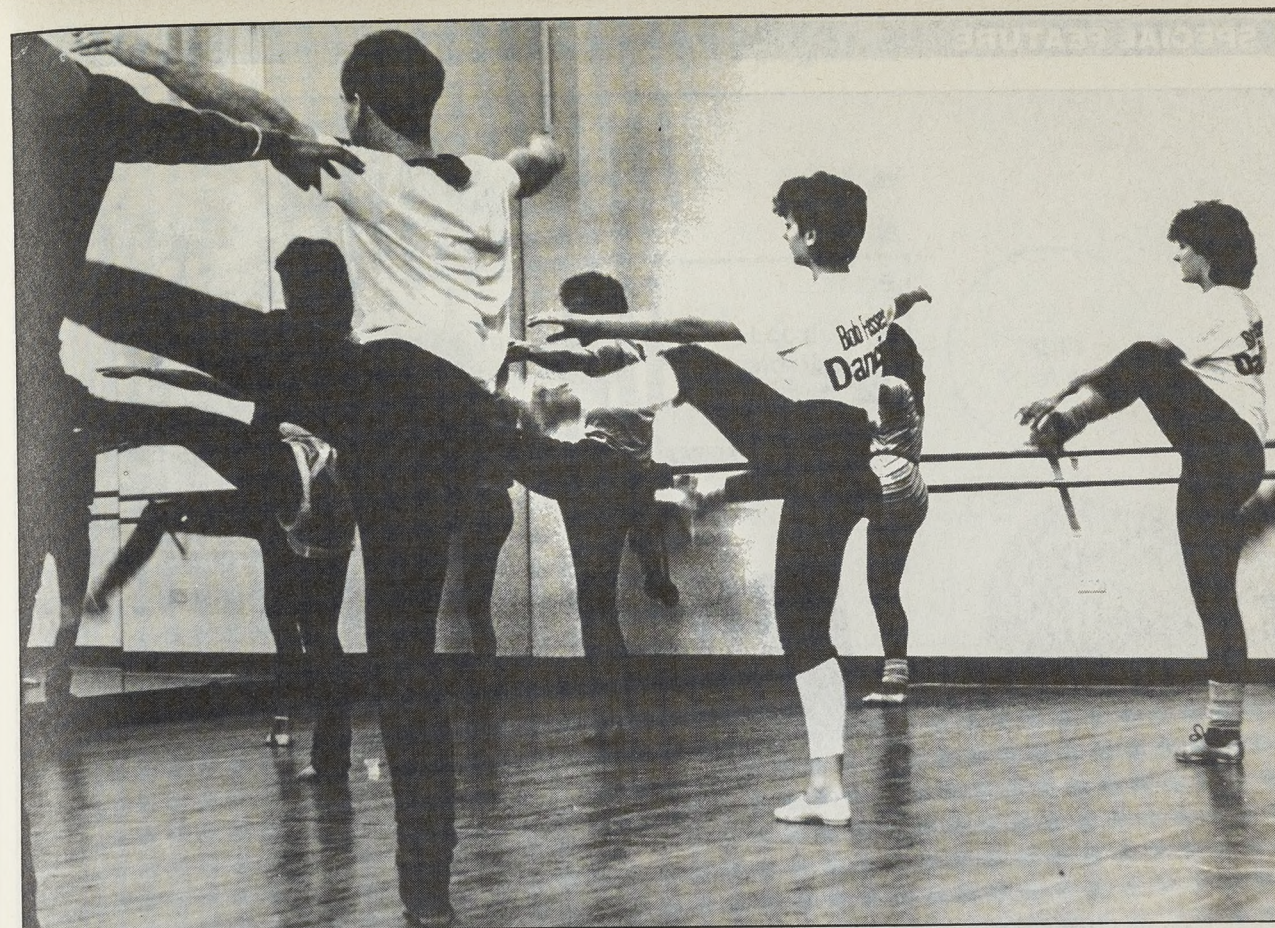
Supported self-study

In the Somerset TVEI programme at Holyrood School, Chard and King Alfred School, Burnham-on-Sea the pupils have a "supported self-study" project.

Based primarily in their library/resource centres, the project makes use not only of books, but also videos, audio tapes, slide and computers and, at Holyrood School, an information retrieval system. Wherever possible, materials specifically designed or collected for self-study have been packaged in transparent plastic hanging bags which are labelled and coded.

Supported self-study is designed to meet the needs of three types of student: those seeking remedial help, those

¹ Teachers employed in two or more educational establishments and travelling from one to another.



TVEI students in Barnsley schools take part in the Design and Entertainment Industries course offered by the town's College of Art and Design.

requiring enrichment of their classroom diet, and those wanting material which may include areas not normally covered in the school curriculum.

Students might be released from classes to use the facility in groups, or as whole classes as part of a special project group. It might be used by students following full courses in small groups studying 'O'-level or by students receiving individual tuition, as for example:

- the Hertfordshire project which recruited peripatetic specialist teachers to take four-fifths of the first year lessons. "They had very special qualifications and backgrounds. All had some background in computing, whatever their own specialist field. Most had substantial experience of employment outside teaching," says Clive Parsons, assistant to the director of the Hertfordshire project;
- Reddish Vale School where teachers, pupils, parents and professionals, worked together for 18 months to build a new animal unit as part of an agriculture/horticulture course;
- Park Hall School, Solihull, which has developed close links with Land Rover and students are placed with the company as part of a work experience project.

Nationally recognised qualifications

There is no TVEI curriculum as such. It is for each

authority, taking into account individual student needs and local circumstances to initiate appropriate programmes within the broad aims and criteria of the Initiative.

As the TVEI Director, John Woolhouse, has observed, "Courses must lead to nationally recognised qualifications. As part of the development process, education authorities and schools are giving consideration to how they can extend the range of examination destinations on offer and the range of subjects in which they are available."

Some project are developing new courses and negotiating with local examining boards for their accreditation. One key aim of TVEI is to explore cost-effective ways of managing resources and to permit access by students to a broad range of opportunities.

Schools and colleges are co-operating within consortia, for example, to optimise use of learning resources through centres used by students from a number of schools in an area; to make the best use of expert teaching staff and specialist equipment through resource centres, mobile classrooms and other methods of sharing and pooling resources; and to share expertise in joint curriculum development panels, often drawing teachers from a number of subject areas.

TVEI has released the energies, potential and commitment of many institutions, teachers and young people themselves. To maintain this momentum the Government has now decided to extend the TVEI pilots into a national scheme. The objective will be to give boys and girls aged 14-18 in all maintained schools and colleges access to a wider and richer curriculum based on the lessons emerging from the pilot TVEI projects. ■



Photo: Crown Copyright

TVEI students and subjects studied: the first two years

by Ruth Tenne
MSC/TVEI Unit

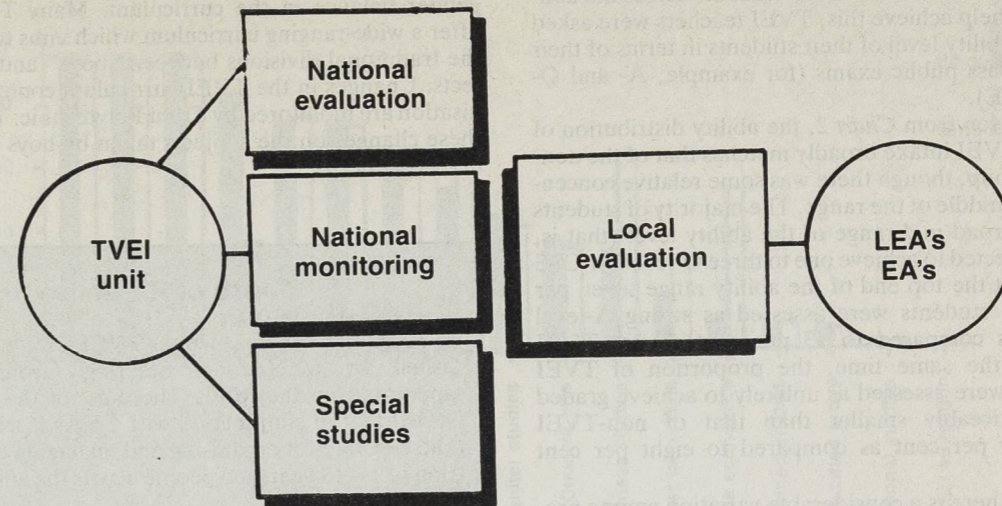
The recent White Paper, "Working Together—Education and Training" (see p. 292) announced the national extension of the Technical and Vocational Education Initiative (TVEI). This article reports on the progress of students entering projects in September 1983 and September 1984*. It discusses the evidence related to gender balance, ability level and the take-up of curriculum subjects.

In September 1983, the Manpower Services Commission (MSC) launched a new Technical and Vocational Education Initiative in 14 local Education Authorities (LEAs). The Initiative was extended in September 1984 to a further 48 projects (including five in Scotland), and 12 more projects started in September 1985. The current total is thus 74 with further projects planned to start in 1986.

The number of students participating in each TVEI project is about 250 a year, reaching a maximum of 1,000 in each LEA, over four years.

* This report follows from an earlier article in the May 1985 edition of *Employment Gazette*, pp 189-192 by Ruth Tenne, "A Plan for the Evaluation of the Technical and Vocational Education Initiative".

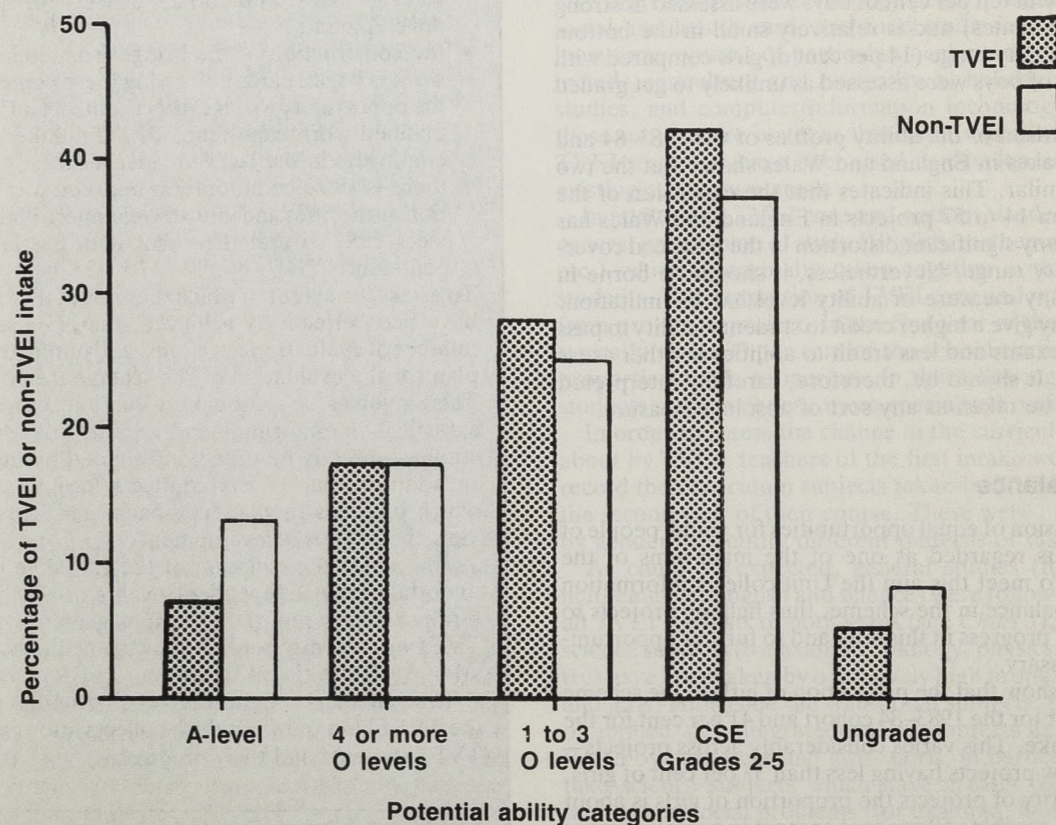
Chart 1 Organisation of the TVEI evaluation programme



The first TVEI intake consists of 3,951 students who started their course in September 1983 (including 82 post-16 entrants). The second intake of TVEI (September 1984) consists of 15,809 students (including 149 post-16 entrants). The number of participant schools and colleges varies from one authority to another. In some authorities more

than ten schools and colleges are taking part in the TVEI project, though the average across the Initiative is around six schools and two colleges in each LEA. Overall, about three per cent of students in the relevant age group and eight per cent of maintained secondary schools are involved in the scheme.

Chart 2 The potential ability distribution of the 1984-85 intake of TVEI students compared with non-TVEI students



Ability levels

The national criteria of the Initiative specify that the TVEI curriculum should cater for students across the ability range. To help achieve this, TVEI teachers were asked to assess the ability level of their students in terms of their potential to pass public exams (for example, A- and O-levels and CSE).

As can be seen from *Chart 2*, the ability distribution of the 1984-85 TVEI intake broadly matches that of the non-TVEI year group, though there was some relative concentration in the middle of the range. The majority of students fell into the broad mid-range of the ability level (that is, they were expected to achieve one to three O-levels or CSE grades 2-5. At the top end of the ability range seven per cent of TVEI students were assessed as strong A-level candidates, as compared to 13 per cent of non-TVEI students. At the same time, the proportion of TVEI students who were assessed as unlikely to achieve graded results is noticeably smaller than that of non-TVEI students (four per cent as compared to eight per cent non-TVEI).

In general, there is a considerable variation among projects. Some authorities have a markedly higher proportion of strong Higher/A-level candidates while others include a relatively high proportion of students in the lower brackets of the ability range.

The overall figures for the projects show that the ability 'profiles' for boys and girls are very similar. The variation between authorities is, however, quite noticeable. In some TVEI projects, a relatively small proportion of girls were assessed as strong A-level candidates. In others, as many as 20 per cent of girls were included in this category, as compared to only ten per cent of boys.

In Scotland the ability range of girls has an upward skew in comparison to that of boys: that is the proportion of girls in the top ability band is relatively high (13 per cent of girls compared with ten per cent of boys were assessed as strong A-level candidates) and is relatively small in the bottom end of the ability range (14 per cent of girls compared with 20 per cent of boys were assessed as unlikely to get graded results).

A comparison of the ability profiles of the 1983-84 and 1984-85 intakes in England and Wales shows that the two are very similar. This indicates that the expansion of the scheme from 14 to 57 projects in England and Wales has not caused any significant distortion in the balanced coverage of ability range. Nevertheless, it should be borne in mind that any measure of ability level has its limitation. This one may give a higher credit to students' ability to pass traditional exams and less credit to abilities in other areas of learning. It should be, therefore, carefully interpreted and cannot be taken as any sort of absolute measure.

Gender balance

The provision of equal opportunities for young people of both sexes is regarded as one of the main aims of the Initiative. To meet this aim the Unit collects information on gender balance in the scheme, thus helping projects to review their progress in this area and to further opportunities as necessary.

The data show that the proportion of girls in the scheme is 45 per cent for the 1983-84 cohort and 41 per cent for the 1984-85 intake. This varies considerably across projects—with only few projects having less than 35 per cent of girls. In the majority of projects the proportion of girls is about 40 per cent—reaching 50 per cent or more in a small number of projects.

Attracting a greater proportion of girls into the scheme is only one way of promoting equal opportunities. Special effort is also made in the projects to encourage greater gender balance in the curriculum. Many TVEI schools offer a wide-ranging curriculum which aims to breakdown the traditional divisions between "boys" and "girls" subjects. Changes in the TVEI curriculum content and organisation are monitored by Trent Polytechnic. The effects of these changes on the subjects taken by boys and girls are discussed below.

Terms of Reference

The terms of reference for TVEI have been established by a National Steering Group (NSG) appointed by the MSC. The aims of the Initiative stated that in conjunction with LEAs it will explore and test ways of organising and managing the education of 14-18 years old people across the ability range so that:

- "more of them are attracted to seek the qualifications/skills which will be of direct value to them at work and more of them achieve these qualifications and skills;
- they are better equipped to enter the world of employment which will await them;
- they acquire a more direct appreciation of the practical application of the qualifications for which they are working;
- they become accustomed to using their skills and knowledge to solve the real-world problems they will meet at work;
- more emphasis is placed on developing initiative, motivation and enterprise as well as problem-solving skills and other aspects of personal development;
- the construction of the bridge from education to work is begun earlier by giving these young people the opportunity to have direct contact and training/planned work experience with a number of local employers in the relevant specialisms;
- there is close collaboration between local education authorities and industry/commerce/public services etc., so that the curriculum has industry's confidence."

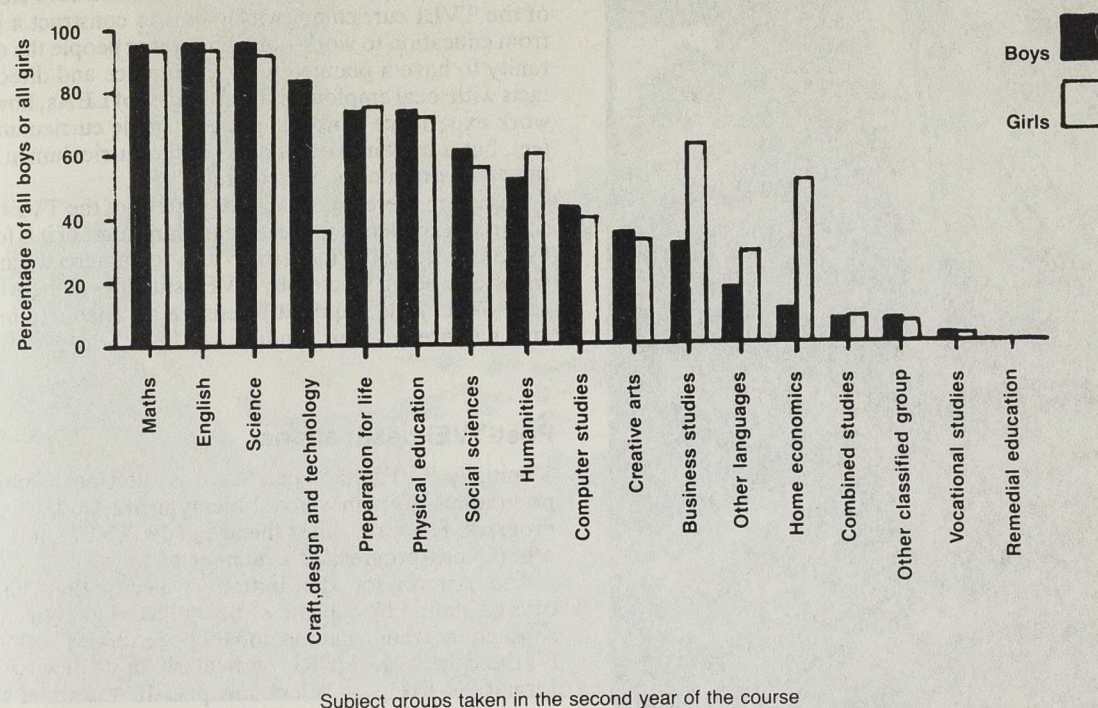
To assess the extent to which the aims of the Initiative have been effectively achieved, the NSG set out a number of evaluation questions, and outlined a broad plan for the evaluation of the scheme (see *Chart 1*). This involves a national evaluation programme, statistical monitoring, and special development studies—directly mounted and funded by the MSC. In addition, each LEA conducts local evaluation, which provides regular feed-back, and helps to review the project's development.

The national evaluation of the Initiative is being undertaken by independent evaluators, and an interim summary report on the management aspects of TVEI was recently published by the National Foundation for Educational Research (NFER)†.

The statistical monitoring is being undertaken by the TVEI Unit of MSC which collects information on TVEI students and their progress.

† See S Stoney, L Pole and D Sims: *The Management of TVEI*, NFER 1986.

Chart 3 Subjects taken by TVEI students of the 1983-84 intake in England and Wales: analysis by sex



Ethnic origin

TVEI projects have taken care to offer equal opportunities for students of different origin. The data collected for the 1983-84 and 1984-85 intakes show that the ethnic mix of TVEI students reflects accurately that of the rest of the school population. Some of the Midlands projects were especially successful in attracting students from ethnic minorities, having a higher proportion of ethnic groups among their TVEI students than in the population of the schools in question. The proportion of girls from ethnic minorities is lower than that of boys, reflecting the overall gender pattern in the scheme; though other factors may also have some impact (for example, cultural and traditional values).

Take-up of curriculum subjects

TVEI set out to offer a programme which combines general with technical and vocational education, and which would equip young people for the world of employment and for adult life in society.

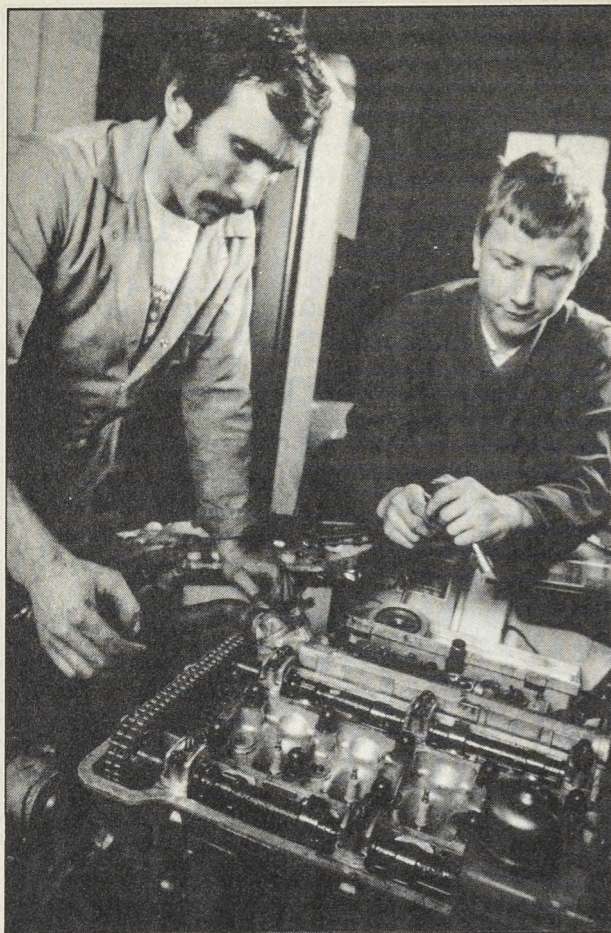
The TVEI programme includes a wide range of common elements which are taken by nearly all students, thus forming a TVEI "core". Core elements which are likely to be found in all programmes are careers education, preparation for life and planned work experience. In many projects personal and social skills, computer literacy and information technology are included in the core element of the TVEI curriculum. The technical and vocational core may also include cross-curriculum study modules, that is, short units which seek to bridge boundaries between subject areas and enable students to sample various subjects before making their individual choice. (The percentage take-up of curriculum subjects is demonstrated in *Chart 3*.)

Within the context of a balanced curriculum, an extensive range of options alongside the "core" curriculum is being piloted. These include familiarisation with computers, craft design and technology (CDT), business studies, social and health care, and food studies. Many projects have some options of particular local interest. These may include agriculture and horticulture, holiday and leisure studies, and computer/information technology. Some of these subjects are novel at this level, while in other cases TVEI resources have been used to develop and enhance existing curriculum areas.

In addition to TVEI core and options, students follow a general programme of study (English, mathematics, science etc.) which is normally taken together with non-TVEI students. The proportion of TVEI core and options varies from project to project. In the first year of the course it is typically about 30 per cent of the school curriculum. This proportion tends to increase in the following year when students start to choose more specialised options.

In order to assess the change in the curriculum brought about by TVEI, teachers of the first intake were asked to record the curriculum subjects taken by TVEI students in the second year of their course. These were broken down by gender to identify different patterns of take-up.

As could be expected, general studies (for example, mathematics, English and science) were followed by nearly all TVEI students of both sexes (see *Chart 3*). Traditional science subjects (for example, biology, physics and chemistry) have been taken by a relatively high proportion of boys and girls. Alongside the traditional subjects, a wide range of applied and integrated science subjects have been followed by both boys and girls. Girls, in particular, tend to take science subjects which have greater application to human and social problems (for example, human biology, environmental science, environmental biology, etc.). This



A pupil at Northfields Upper School, Bedfordshire, receiving an early introduction to the practical skills required in the job market.

Photo: Crown Copyright

confirms the findings of recent studies of the TVEI curriculum which demonstrate that girls tend to opt for "caring" subjects with tangible purposes and benefits to society*.

Craft, design and technology subjects appear on the curricula of most of the projects. There is, however, a marked division between the proportion of girls who follow these subjects (36 per cent) and that of boys (83 per cent). This is particularly noticeable in engineering and craft subjects. At the same time technological subjects, such as electric and electronic instrumentation and manufacturing technology, have attracted a proportion of girls which is similar to that of boys.

Computer studies are also popular among both boys and girls. They appear on the curriculum of nearly all local authorities taking part in the "first round" of TVEI and have been taken by 43 per cent of boys and 39 per cent of girls.

Business studies have attracted a greater proportion of girls (62 per cent as compared to 31 per cent of boys). Yet subjects involving word processing and keyboard skills have attracted a fair proportion of boys. This suggests that due to the introduction of new technology into these courses, office subjects may be losing their stereotyped image and are becoming more appealing to boys. In parallel, girls seem to increasingly opt for new technology and computer subjects which have applications for a wide range of jobs and are not readily aligned to the traditional divide of "male" and "female" roles in society.

The non-technical courses also feature prominently in TVEI programmes. As can be seen from *Chart 3*, courses seeking specifically to prepare young people for life as

adults are followed by a high proportion of boys and girls (74 per cent). These normally include careers education and guidance, life skills, social education and work experience. These courses are part of the common core elements of the TVEI curriculum which aims to construct a bridge from education to work—offering young people the opportunity to have a planned work experience and direct contacts with local employers. In a number of LEAs, however, work experience is not taught as a single curriculum subject, but is built into other areas of the curriculum in which practical experience is required**.

Although there is no standard pattern of the TVEI curriculum, the evidence suggests that a large part of it is formed by technological, industrial and commercial subjects which are being studied by TVEI students along with the core of subjects required to ensure an adequate breadth and balance in their studies.

Post-TVEI destinations

Initially TVEI has been seen as offering a four-year programme through which students aged 14 to 18 years can progress. However, after the age of 16, TVEI students, as others, may progress in a number of ways.

The criteria for the Initiative specify that "courses offered should be capable of being linked effectively with subsequent training/educational opportunities". Obviously, the existence of YTS, particularly in its new two-year format, is likely to affect the post-16 routes of young people, including those of TVEI students. It is clear that significant numbers of the first (1983) TVEI intake have chosen to take up training opportunities through YTS. To get a full picture, however, information from subsequent intakes and follow up surveys will be sought.

The DES/DE/MSU Youth Cohort Study will include information on both TVEI and non-TVEI intakes of the same school year and thus will supplement the information collected by the Unit.

Overview of main findings

The data discussed in this article are based on annual returns completed by TVEI projects for their 1983-84 and 1984-85 intakes. This information, however, is not absolutely complete. Nevertheless, the data available offer a general picture of the gender balance, ethnic origin, and ability spread of TVEI students; and of their patterns of the curriculum take-up.

Overall, the data show that the ability level and ethnic origin of TVEI students broadly reflect those of the non-TVEI school population. They also reveal that the TVEI curriculum helps to promote a better gender balance, especially in areas involving new technology. The present evidence, however, could not be regarded as definitive, since comparative data of the pre-TVEI situation has not yet been fully examined. This will be available in the future through the TVEI curriculum database which is now being established.

Finally, it should be remembered that the findings discussed in this article are only part of a wide range of evaluation outputs which are intended to monitor change, advance good practice, and influence developments within TVEI projects. ■

* See *TVEI Developments*, NFER—Nelson 1986; and *Technology in TVEI: School Technology Forum Conference Report 1985*, Trent Polytechnic.

** See, for instance, J T Price, *Shared Business Experience in the Core Curriculum*, in *TVEI Developments*, NFER, Nelson, 1986.

SPECIAL FEATURE



United Biscuits (UK) Ltd.

Developing management skills

by Charles Burgess
Manpower Services Commission

This article outlines some of the main lessons relating to practices of management development — both good and bad — emerging from the Management Development Demonstration Programme, mounted by the Manpower Services Commission (MSC). It is illustrated by case studies on three of the companies which participated: United Biscuits (UK) Ltd, the Tower Thistle Hotel and Davies and Tate Ltd, a window replacement company.

□ Effective management is crucial to the success of both individual firms and organisations and British industry. The promotion of management development was therefore chosen as one of the key aims of the Government's Adult Training Strategy set out in the White Paper, *Training for Jobs*. Accordingly, the Manpower Services Commission set up the Management Development Demonstration Programme to stimulate improvements in both the quantity and quality of management development.

As a limited experiment, the programme was designed to run for a year. The original target had been to create 60 to 80 demonstration projects, but the programme stimulated considerable interest and attracted over 300 applications, so in the event, around 100 projects were eventually set up.

The MSC undertook to part-fund (up to a maximum of 50 per cent of project costs and not exceeding £15,000) programmes which introduced either new approaches to

management training or development techniques which could be more widely used. Applications were sought from organisations faced with problems or opportunities where at least part of the necessary response involved setting up a suitable management development programme. Each project was expected to contain four elements:

- an analysis of training needs;
- suitable training materials;
- planned arrangements to ensure that the skills acquired and lessons learned by managers during training were carried into practice;
- arrangements for evaluating the effects of the management development programme on the overall performance of the organisation.

An important point was that organisations were asked to show clearly in their training proposals how the last two items were to be implemented.

Evaluating the Programme

As a condition of funding, each company participating in the programme was required to evaluate its own project and examine the effects of the enhanced management skills on organisational performance. The conclusions of these evaluation exercises were given in the final report on the projects which companies were required to submit to the MSC as a condition of funding. To supplement these internal studies and provide an objective assessment of the programme, the MSC undertook its own in-depth examination of a varied sample of the projects. The following outlines some of the findings which emerged from this evaluation.

Design and planning of projects

If a management development project is to have purpose and direction it is clearly vital for its aims and objectives to be carefully thought out. Those demonstration projects considered most successful, both by the organisations themselves and by the MSC, put much effort into defining realistic objectives. A pre-condition of this is the detailed exploration of the specific problem or opportunity and an appreciation of its relation to a continuing management development programme.

The available evidence suggests a number of more widely applicable guidelines for drawing up appropriate aims and objects for projects:

- specific targets or measurable indicators of achievement help to relate objectives to actual organisational problems and make it easier to evaluate progress;
- aims and objectives most easily gain acceptance if they contribute directly to exploiting the opportunity or solving the problem which provided the initial impetus for the project; and they should be matched to the timescale and resources of the project;
- objectives are more likely to be achieved if from the start they are seen to have whole-hearted backing from top management. Efforts to win the commitment of prospective participants before the project began often proved worthwhile in terms of subsequent motivation.

One point sometimes overlooked is that management development cannot be considered as a discrete process with definite start and finish points dictated by project timetables. Part of the purpose is to ensure that managers gain the knowledge and confidence to undertake self-improvement in the future. Another is to ensure that they pass on the benefits to colleagues and subordinates, the so-called 'cascade' effect. In most instances therefore management development starts changes that are self-sustaining even when the project comes to an end. It may be most useful when helping to achieve other goals of the organisation and is not an end in itself.

Project timescale and costs

One of the most consistent findings to emerge from both the MSC's and the companies' evaluation of their projects was that management development programmes often took longer than expected. Many projects over-ran the timescale originally proposed. While there were sometimes

extenuating circumstances, such as the unforeseen departure of key personnel or a sudden change in market conditions during the course of the project, over-run was usually the result of seriously underestimating the time it would take to plan, organise, run and evaluate a programme. Slippage most usually occurred during the follow-up and internal evaluation phases. However, the general lesson is that plenty of time should be allowed for all stages of the programme.

If expenditure on management development is to be accurately assessed it is important that staff time for involvement with the project is costed in full. The evaluation revealed that in a number of instances staff costs were merely written off or left unrecorded on the grounds that organising or taking part in such training was a normal part of a manager's job. Such an approach risks seriously understating the true cost of management development and prevents accurate cost-benefit analysis.

The consultant/company relationship

Each company in the sample used management development consultants to help set up or run the projects. A good working relationship between the organisation and its consultants was essential for a well prepared and executed programme. Consultants are able to assist or advise in a number of crucial areas such as need analysis, planning, the organisation and provision of training and monitoring and evaluation exercises. Their other important function is to assist in formal learning sessions and in counselling and task group work associated with follow-up programmes. While a few senior executives interviewed during the evaluation were not fully convinced that consultants were worth the money, the great majority acknowledge the value of their expertise. As one managing director put it: "If you think you can run this sort of project without help, forget it. If you could, you would probably have done so years ago".

Apart from providing instruction and advice consultants are better able than many development and training managers to take an objective view of the problem or opportunity and the range of options open to the organisation. They will usually have access to the highest levels of management and are therefore better placed to gain commitment from executive directors.

At the start of their projects, some firms had an established relationship with a consultant. They were fortunate because developing a working partnership can be difficult. For an effective relationship, the consultant brought in must be sensitive to the corporate culture and the prevailing managerial ethos. The most successful training programmes tended to be those precisely tailored to the needs and circumstances of the organisation, often incorporating standard training elements. Close teamwork between the managers responsible for setting up the project and the consultants usually proved fruitful.

One other possible pitfall is over-dependence on external advisers. Ideally, the longer-term aim of consultants should be to reduce or eliminate the need for their intervention as sufficient in-house expertise is acquired and management development processes become self-generating.

Putting skills into practice

A common characteristic of the most effective projects studied was the thought that was put into practical application, that is, ensuring that the skills acquired in the classroom or seminar group were actually used in day to day

work. Without reinforcement and support by management, the danger exists that new knowledge may merely be seen as interesting but irrelevant to the job. Some of the following methods often in conjunction, were adopted to ensure that skills learned were carried into practice:

- material related to specific issues was used in formal training to illustrate general theory;
- opportunities created for managers to try out their problem solving skills on these issues. One technique was to set up a task group to discuss and plan action over a particular problem or opportunity;
- meetings at regular intervals to discuss progress since formal training sessions and to plan future work;
- personal action plans reviewed at intervals, either individually or through group meetings;
- counselling as an effective means of providing support and reinforcement. This was particularly useful in analysing courses of action and formulating plans.

As might be expected, a range of different training techniques and methods of management development was adopted. No method or particular combination was superior to any other. The only reasonable criterion was the appropriateness to the circumstances of the organisation and the managers' development needs. In most cases programmes used a number of techniques, for example, formal courses followed by periodic workshops or project groups assisted by individual counselling and coaching.

Internal monitoring and evaluation

The routine monitoring of projects tended to be well carried out and presented few difficulties. Evaluation was generally handled less well, usually because it received insufficient attention from project planners. All too often it is appended as an afterthought rather than being made an integral part of the project from the start. Successful evaluation requires assessment not only of learning activities but also of changes in individual performance. It must be sensitive both to initial improvements and to longer-term outcomes. Properly conducted evaluation involving 'before and after' questionnaires and interview schedules demands considerable specialist knowledge if it is to be done well. Professional advice and assistance from consultants may prove valuable at the planning stage. In the final analysis, the overriding aim of the evaluation exercise is to find out the extent to which the objectives of the programme have been achieved and how cost-effective the project has been.

Case studies

One of the most fruitful outcomes of the Management Development Demonstration Programme has been the examples of good practice which have emerged. Three such examples are contained in the following case studies.

United Biscuits (UK) Ltd

United Biscuits is a major part of an international food group which is wholly British owned. It manufactures a wide range of snacks, confectioneries and frozen foods including leading brand names such as Crawford, KP, McVitie and Ry-King. It also makes many "own brand" products sold by major grocery retailers and operates two nationwide fast food chains, Pizzaland and Wimpy.

For many years the strategic direction of United Biscuits was dominated by a small senior management team led by the Chairman. Growth, aided by a number of auspicious mergers, has been rapid and sustained but product diversification and the sheer size of the business have prompted changes. Since 1979 the emphasis on moving away from a heavily centralised system of decision making to a more devolved divisional structure, revealed a number of weaknesses at senior and intermediate levels of management.

The need to respond quickly to shifts in customer preferences and sustain competitive position in a home food market which has grown only slowly in recent years demanded considerable strategic awareness. Initially, the lack of strategic management skills within the company was met by the extensive use of consultants but from 1984 onwards it was decided to put additional effort into developing the skills of the next generation of managers, individuals just appointed to divisional boards or those expected to reach that level.

Strategic management

The principal objective of the management development project was to improve the quality of strategic management within the company by paying attention to formulation of a strategy and its implementation.

Senior executives were also concerned that the existing managerial ethos of United Biscuits should not be eroded. Great emphasis is placed on entrepreneurial flair and the ability to get things done quickly and effectively. Management training was seen therefore as a means not just of building strategic skills but also preserving and fostering innovation by managers through self-development.

A steering committee which included divisional managing directors was established to oversee the design and implementation of the project. After discussion with consultants it was decided to mount a two-week residential course reinforced by a follow-up programme to help participating managers apply strategic thinking to problems in their own divisions.

The consultants undertook a meticulous design exercise based on extensive interviewing to establish the sorts of knowledge and skills conceived to be needed by a director and the range of problems faced at board level. The course was structured to enable members to test out their understanding of the strategy through group exercises making use of company material.

Follow-up programme

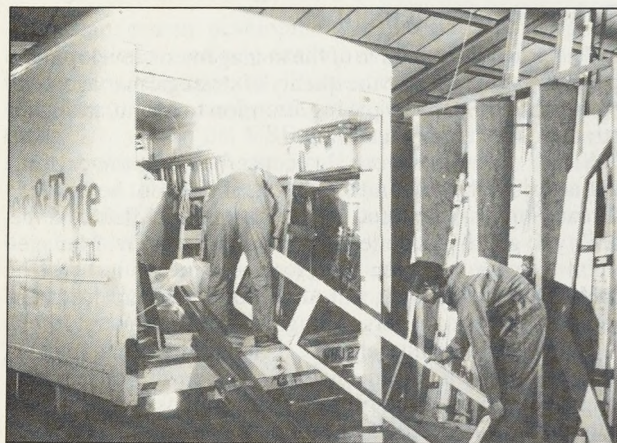
The main aim of the follow-up programme was to help managers apply the skills and concepts learned in a supportive atmosphere in the classroom to their own organisational problems and those of their colleagues. Small self-help groups were established and met at regular intervals to discuss the practical applications of strategic issues. The effectiveness of group working was strengthened through counselling and individual coaching by the consultants. The programme ended with a refresher workshop designed to review progress and allow general discussion of practical issues of strategic implementation.

This was the first time that training had been provided collectively for managers at such a senior level within the company. The course organisers believed it was important that the chief executives of United Biscuits should take an active role in the training. In the event, both the Chairman and a number of directors attended some presentations and discussion sessions. In consequence, as the company's final report on the project noted, "managers worked harder,

were more motivated and devoted more time to follow-up efforts than they would have if top managers had not signalled their support".

As well as improvements in the quality of individual or collective decision making, the most significant achievement emerging from the project was that United Biscuits has instituted a well-prepared programme to improve the strategic management skills of its future senior executives and will incorporate it into the existing training development cycle.

The hallmark of this project is the care with which it was planned and implemented. The designers took pains to establish the views of senior executives and project participants. They have been sensitive to those aspects which did not work well and have made adjustments accordingly. For their part, senior managers accepted that executive development is a complex process requiring both support and commitment. This case study provides a good example of how theoretical knowledge can be translated into practical skills through an effective post-course exercise.



Loading after quality inspection.

Davies and Tate

The Tower Thistle Hotel

The Tower Thistle Hotel is situated on a prestigious riverside site beside Tower Bridge overlooking the St Katharine's Dock development. With more than 820 bedrooms it is the flagship hotel of the Thistle Group. The hotel is organised into a number of departments each headed by a senior manager reporting directly to the General Manager. Individual departments control a range of functions, for example, reservations, housekeeping or individual restaurants, which are the responsibility of key middle managers. Within the group, advancement to senior positions can be rapid with direct entrant managers often promoted to highly responsible posts at a relatively early age. One consequence of this opportunity structure is a high rate of staff movement at most levels of management. The Tower Thistle is particularly susceptible to 'turbulence' caused by frequent staff moves because it is seen as an excellent environment in which junior managers can develop their skills before taking up other posts in the Group.

The atmosphere in which the organisation operates was described by a senior manager as one of dynamic change. Over a number of years the hotel has relied on tourism as its main source of custom. However, the industry is subject to unpredictable fluctuations associated with the weather or the rate of exchange. The Tower Thistle is particularly vulnerable to a collapse of confidence in the safety of international travel and, to avoid overdependence on tourism, has promoted the growth of its conference business.

This policy has been largely successful with the conference market now accounting for about half the total clientele.

Diversification involved a considerable investment in upgrading and refurbishing facilities to meet the demanding standards of conference guests, and represented a major challenge to staff. Hotel managers are adept at dealing quickly with problems affecting the provision of services but this ability often engenders a 'fire-fighting' approach to management. It was recognised that while flexibility and foresight are indispensable, the best way of forestalling crises was through more effective teamwork.

Project objectives

The objectives of the development project were to help managers plan how to change attitudes, perceptions and motivation of staff, and to provide skills for effective management under the new organisation. It was designed mainly for the upper and middle tiers of the management hierarchy and, to limit disruption to routine operations, two training programmes were constituted, starting at different points in the year. Consultants were brought in to plan and co-ordinate the programme which opened with a two-day residential session. Groups were asked to identify the key issues affecting their departments. Next, managers working in pairs prepared individual action plans from which, it was hoped, would emerge proposals for improvements in the quality of services. To help them counselling sessions were arranged as required. Other sessions followed by joint discussions covered topics, such as time management, planning and delegation. A strategy committee chaired by the General Manager reviewed progress and policy at appropriate junctures.

One of the strengths of the programme was that it related training to the issues facing the hotel. Staff were equipped with the means to make improvements in the way they managed. However, it was acknowledged that some managers achieved more than others. Given the pressure under which they have to operate it was not surprising that pressing concerns tended to swamp good intentions. However, the general approach would still seem to be justified; as one senior manager explained, the exercise of preparing a personal plan made her much more conscious of those areas of her job which needed attention.

Perhaps the weakest element in the project was evaluation. While there were regular reports to executive meetings, there was little attempt to record the outcomes of the training or assess its impact on the attitudes, perceptions and motivation of staff. The fact that such changes are often nebulous makes the exercise difficult but not impossible.

Improved communications

One very noticeable outcome has been a more open style of management throughout the hotel. Communications have improved between levels of management and laterally between middle managers and in consequence departments became more willing to co-operate rather than attempting to "score points" off one another.

Other examples involved consequent savings of staff or client time or enhancement of the service provided. Better team working was often the result of small but significant improvements in individual performance. Perhaps most significantly, the hotel is now looking more closely at staff development. The programme, aimed originally at the higher levels of management, has already been extended and may eventually apply to all staff with supervisory responsibilities.

At the same time, more attention is now given to forward thinking. As one manager remarked, "there are some areas where we cannot plan, in others we can reduce the risk of problems occurring through closer co-operation and forethought".

Davies and Tate Ltd

Davies and Tate Ltd of Eastbourne markets a wide range of windows and doors, made of both thermally-broken aluminium and plastic products. The firm, which was established in 1977, started as a retail agency for a manufacturer of replacement windows and employed two people. In 1979 Davies and Tate adopted a policy of offering an extensive choice of high quality products selected from a number of different manufacturers. It has since gained a considerable reputation for efficiency and reliability. The company currently employs more than 100 people and has established 11 retail branches throughout the South East.

Around 80 per cent of the firm's work derives from direct retail sales as opposed to commercial and local authority refurbishment contracts, and one of the keys to continued profitability and stable growth is believed to be the successful extension of the existing branch network. In the past, the company has been faced with a number of problems relating to the operation of its retail branches. In some areas branch managers have been very successful in building and motivating an effective team of sales representatives, but in others branches have been dogged with high rates of staff turnover and low sales performance. Management has actively sought to retain good sales staff but because the firm retails quality products at the upper end of the price range, their sales representatives have to contend with the fact that most of the other retailers can undercut their quotations. This is an added source of stress for staffing a highly competitive market. However, the team building and sales successes of some branches have demonstrated that the problem at branch level is primarily one of management quality.

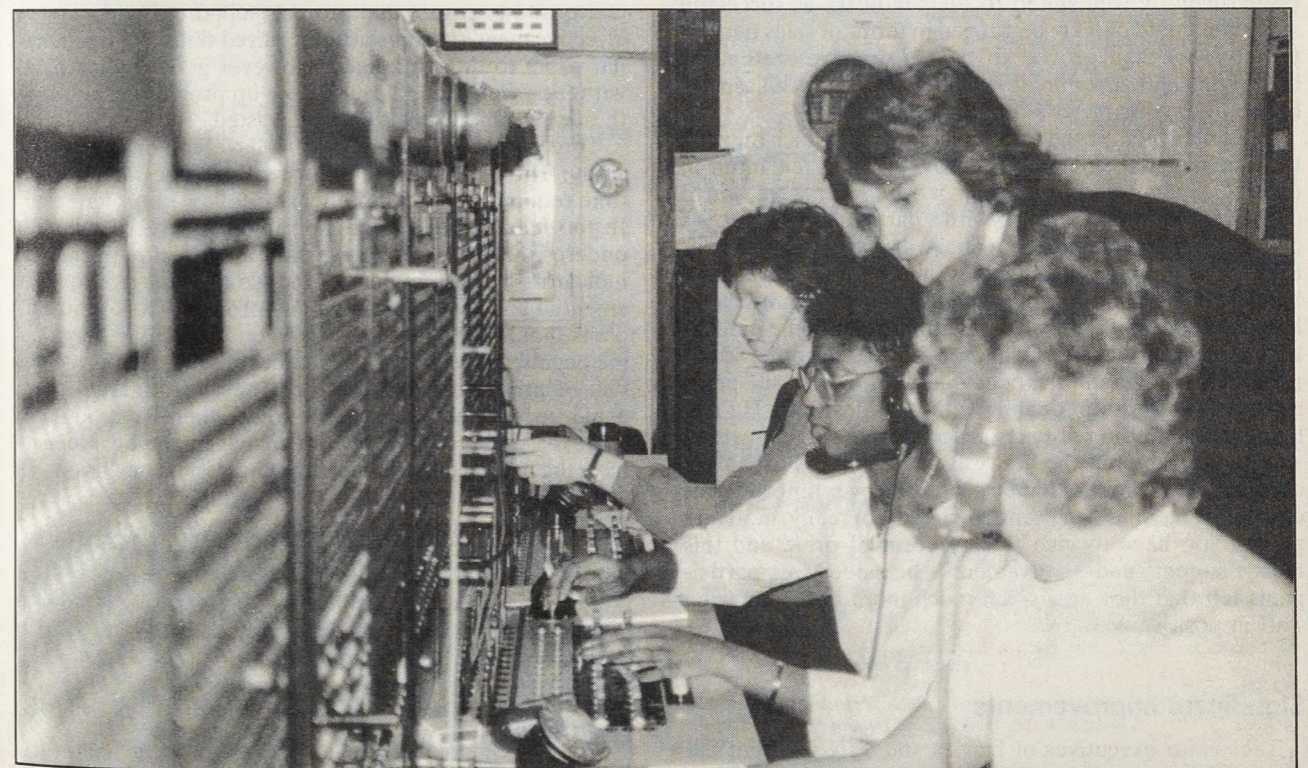
In filling management positions, Davies and Tate has mostly opted for internal promotion. One reason for this is that the labour market in this industry suffers a certain rigidity. The most successful sales managers are unlikely to consider moving to another company without guarantee that they would continue to enjoy existing levels of commission. Employers are understandably sceptical of the quality of sales management on offer in the labour market. However, relying solely on internal recruitment can have its penalties. The company's experience of promoting sales staff with good performance records has made it realise that a successful representative does not necessarily make a good branch manager.

Key job

Running a branch is a key job in the management structure, because as the operation is extended control from the centre diminishes. Unless each branch functions efficiently as a semi-autonomous profit centre there is a serious barrier to further expansion. The senior executives were keenly aware that sales staff appointed to run a branch or being considered for such posts often had a basic lack of management knowledge and skills and management had not identified what qualities and attributes were most needed. The company therefore decided to mount an exploratory development project.

The two main objectives of the project were to identify and provide appropriate management skills essential for successful branch management and their implications for managers elsewhere in the company.

Davies and Tate appointed a consultant to design and oversee the development programme. After a careful assessment of the skills and learning requirements most appropriate to retail branch management, the consultant recommended that the project should concentrate on four main areas: awareness of basic management theory, individual development, inter-personal management skills, and knowledge and involvement in company policy.



Improved communications.

Tower Thistle Hotel

The first stage of the programme consisted of interviews with the participating managers, self-completion questionnaires and personality profiling. The objective of these exercises was to help managers become fully aware of their strengths and weaknesses and the personality traits most likely to have adverse effects on their management style. The main stage of the programme consisted of developmental and remedial group work. Instead of an intensive course it was decided that a number of training days would be held at intervals throughout the year attended by all branch managers and the consultant. These sessions consisted both of formal inputs on theory and skills and of action learning techniques to encourage members of the group to identify and consider the most pressing management problems in the branches.

Strategies

Each manager had to develop strategies for improving individual and team performance and was expected to report to group meetings on the progress in implementing changes. To ensure continuity and assist implementation the consultant prepared memoranda on the action points agreed for individual managers which were then reviewed on the next training day. Everything from the training sessions was tested in the work environment and opportunities sought to validate it.

A number of managers taking part in the programme were interviewed as part of the evaluation exercise. Some admitted to being sceptical or openly cynical about the project at the outset. As one sales manager put it, "I didn't think they could teach me anything about selling". However, those interviewed had been impressed with the quality of the instruction and said that they had gained a lot from the training days. The system whereby new approaches were discussed by the group before and after these had been tried out in individual branches, was seen as an effective way of improving management skills. It was found to be particularly well suited to their industry as successful strategies could quickly be gauged in terms of sales figures. Group work had proved to be an effective method of identifying and disseminating "best practice" in all aspects of the branch manager's job.

Sales managers noted a number of ways in which they felt their managerial skills had improved. They felt more in control of themselves and their work. They were apt to consider new ways of dealing with a particular problem. As one manager commented, "The way we get good sales figures is complex. It involves maximising work-time, keeping the team informed so that everyone knows what has to be done and, above all, giving your staff the motivation and enthusiasm which they need". Another commented that he found the behavioural aspects of the programme very useful in dealing with his sales staff. He had learned to spot the tell-tale signs of people going downhill and had worked out the best way to motivate those in the doldrums. "We found that target selling over time in terms of achievement is very effective but to really motivate people you have to give them a form of pride and this means support and involvement", he said. Most participants felt that they now spent much more time managing staff in positive ways.

Significant improvements

The senior executives of Davies and Tate feel that the project has already produced some valuable achievements. Whether directly attributable to the programme or

not, there has been an increase in market turnover approaching £1 million since the project began. Nearly all the managers had made significant improvements in the performance of their branches. Such incremental changes are important because so much depends on volume of sales. As one Director commented, "If we send our best branch managers to our worst branches they would turn them round within two months. We have already proved that". At the same time, staff turnover has undergone a significant reduction over the year helping to create a more stable environment in which to plan future strategy.

The shift in corporate style was summed up by one manager: "We are more open about our problems". Discussion of marketing and sales issues, notably the difficulty of having to compete on quality rather than price, has resulted in policy modification which gives sales representatives a wide range of options. Further successes of the programme have helped senior executives identify the qualities needed by a good branch manager. One of these, perhaps previously under-valued, is persistence. The company is also more confident in its ability to support managers in overcoming the problems of running a branch.

The management development demonstration project, therefore, was accepted by Davies and Tate as an essential step in building a fully effective management team. The financial costs of mounting the programme are believed to be minimal compared to the ultimate benefits. If the company does achieve its goal of high performance in all its branches then profitability will have improved and the conditions created for further growth.

Conclusions

Evidence from case studies confirms that a specific problem or opportunity is a useful focus for management development within an organisation. Not only does it provide a practical justification for undertaking training, it also ensures that the project is, and is seen to be, relevant to the needs of the firm and individual managers. The MSC was concerned to ensure that projects supported incorporated effective means of translating acquired skills from the seminar room to the workplace. However good the teaching, without a well thought out follow-up programme much of the development work may be wasted effort.

Three other important lessons have emerged from the study. The first is the need for realistic assessment of the time required for a comprehensive follow-up programme. In too many cases programme timescales were seriously underestimated. Second, evaluation, both of performance indicators and assessment of individuals and groups is an essential and integral part of any project. The evaluation plans should therefore be worked out before the programme begins. The third lesson is concerned with reducing the risk of project failure. Even the best of intentions may come unstuck but those cases where there is strong and unwavering backing from top management do seem to have the best chance of reaching a successful conclusion. ■

Management training and development — cases of good practice

This free booklet in the *Investing in people* series describes management development projects undertaken in a widely varied range of industries through the Management Development Demonstration Programme.

This booklet, and others in the same series, can be obtained from ATP5, Room E601, MSC, Moorfoot, Sheffield S1 4PQ.

LABOUR MARKET DATA

Contents

Commentary	S2	Vacancies	
		3-1 UK Summary: seasonally adjusted: flows	S44
		3-2 Summary: seasonally adjusted: regions	S44
		3-3 Summary: regions	S45
Employment		Industrial disputes	
0-1 Background economic indicators	S7	4-1 Summary; industry; causes	S46
1-1 Working population	S8	4-2 Stoppages of work: summary	S46
1-2 Employees in employment			
time series	S8	Earnings	
1-3 Production industries	S10	5-1 Average earnings index: industrial sectors	S47
1-4 All industries and services	S11	5-3 industry	S48
1-5 Regions	S14	5-4 Average earnings and hours:	
1-8 Output, employment and productivity	S16	of manual workers	S50
1-9 International comparisons	S18	5-5 Index of average earnings:	
1-11 Overtime and short-time	S19	non-manual workers	S50
1-12 Hours of work	S19	5-6 Average earnings and hours:	
		of all employees	S52
Unemployment		5-7 Labour costs	S53
2-1 UK summary	S20	Retail prices	
2-2 GB summary	S20	6-1 Recent movements	S54
2-3 Regions	S22	6-2 Latest figures: detailed indices	S54
2-4 Assisted and local areas	S25	6-3 Average retail prices of items of food	S55
2-5 Age and duration	S27	6-4 General index: time series	S56
2-7 Age	S28	6-5 Changes on a year earlier: time series	S58
2-8 Duration	S28	6-6 Pensioner household indices	S58
2-9 Counties and local authority districts	S29	6-7 Group indices for pensioner households	S58
2-10 Parliamentary constituencies	S32	6-8 International comparisons	S59
2-13 Students	S36	Household spending	
2-14 Temporarily stopped	S36	7-1 All expenditure	S60
2-18 International comparisons	S37	7-2 Composition of expenditure	S60
2-19 Unemployment flows in the UK	S38	Tourism	
2-20 Flows by age	S39	8-1 Employment	S61
2-21 Likelihood of becoming and ceasing to		8-2 Earnings and expenditure	S61
be unemployed: age and sex	S40	8-3 Visits to UK	S62
2-22 Median duration of unemployed:		8-4 Visits abroad	S62
age and sex	S40	Definitions and conventions	S63
2-23 Likelihood of becoming and ceasing to		Index	S64
be unemployed: region and sex	S41		
2-24 Median duration of unemployed:			
region and sex	S41		
2-25 Flows and completed durations: age	S42		
2-26 Flows and completed durations: region	S42		
2-30 Confirmed redundancies: region	S43		
2-31 Confirmed redundancies: industry	S43		

Publication dates of main economic indicators 1986

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
Aug 14, Thursday	Aug 15, Friday	Sept 3, Wednesday
Sept 18, Thursday	Sept 12, Friday	Oct 1, Wednesday
Oct 16, Thursday	Oct 17, Friday	Oct 29, Wednesday

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

Unemployment and vacancies: 01-213 5662 (Ansafone Service) /6572	Employment and hours: 0928 715 151 ext. 423 [Ansafone Service].
Retail Prices Index: 0923 28500 ext. 456 (Ansafone Service).	Average Earnings Index: 0923 28500 ext. 408 or 412
	Tourism: 01-215 6142

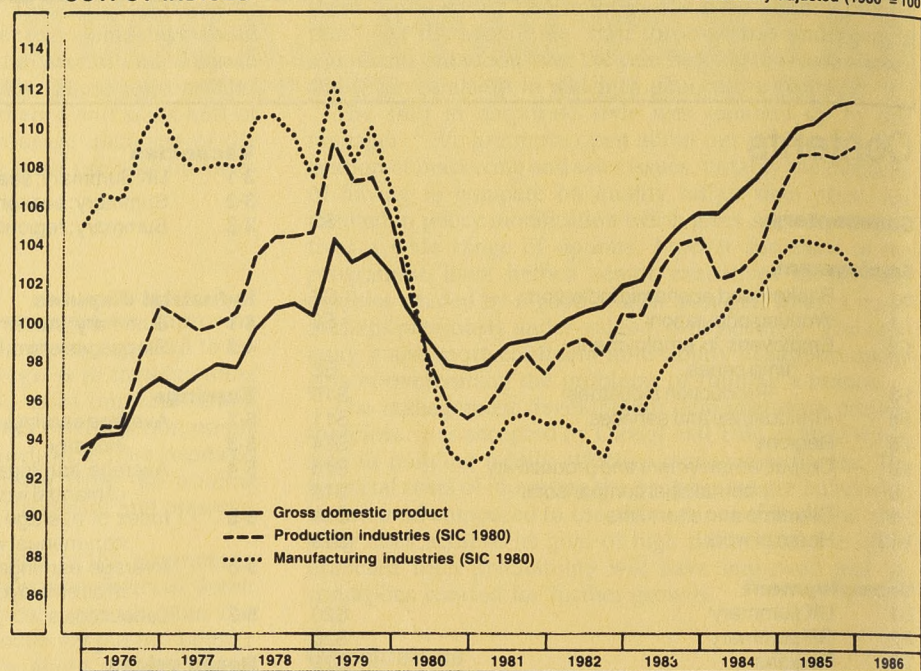
Summary

The economy continues to grow, although the underlying rate of increase has been slowing recently. On provisional estimates, GDP increased 1/2 per cent between the fourth quarter of 1985 and the first quarter of 1986, and after adjusting for the effect of the miners' strike, was 1 1/2 per cent higher than a year earlier. This slowdown in economic growth seems to have been experienced in all OECD countries.

Output of the production industries in the three months to May was 1 per cent higher than in the previous three months, but after allowing for the effect of the miners' dispute, was 1/2 per cent lower than the level in the corresponding period a year earlier. Manufacturing output in the three months to May was little changed from the level of the previous three months, but 1 per cent lower than in the same period a year earlier.

The employed labour force is estimated to have increased by 25,000 during the first quarter of 1986, compared with a quarterly average rise of 60,000 over the 12 months as a whole and an increase of 68,000 in the corresponding quarter a year earlier. The smaller rise in the first quarter of 1986 may be partly attributable to exceptionally bad weather and other special factors, but the increase of 238,000 in the employed labour force in the year to March 1986, compared with increase of 356,000 in the 12 months to December 1985 suggests that there has been a deceleration in the rise in employment. Over the last three years the

OUTPUT INDICES



number of jobs has increased by over one million.

The number of employees in employment in manufacturing industries during the three months to May decreased by an average of 10,000 a month, the same as in the previous three months to February, and compares with an average monthly decrease of 2,000 in the three months to May last year. While the figures have been fluctuating from month to month, it is clear that the current rate of decrease is faster than in the middle of

last year when there was only a gradual downward drift.

After allowing for the coal strike, whole economy productivity looks to be broadly flat during 1985 and into the first quarter of 1986. Output per head in manufacturing appears to have increased in recent months as the result of a broadly unchanged level of output while employment has continued to decrease.

The seasonally adjusted level of unemployment (excluding school leavers) rose by 15,000 in the

month to June. Over the past six months, the seasonally adjusted series has risen by 15,000 per month on average, clearly indicating a continuing upward trend.

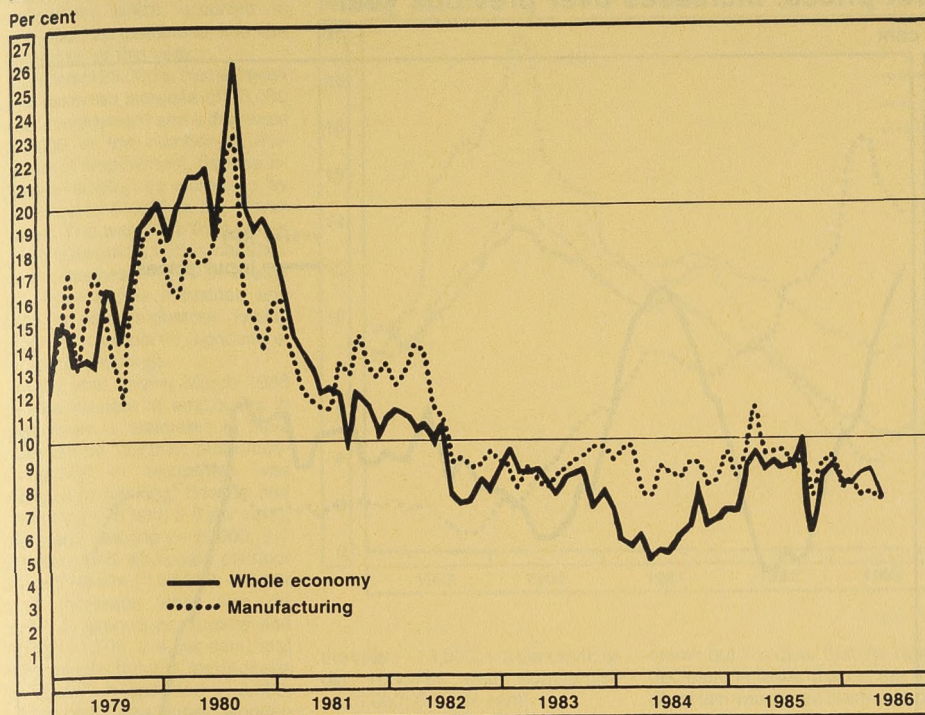
The underlying annual increase in average weekly earnings in the year to May was about 7 1/2 per cent, similar to the increase in the year to April. The underlying annual increase has been broadly unchanged since the middle of 1984, apart from a temporary upward shift in September 1985. In manufacturing industries, the underlying increase in the year to May 1986 was about 7 1/2 per cent, which was slightly lower than the increase in the year to April due to less overtime working in recent months.

The rate of inflation, as measured by the 12 month change in the retail prices index, was 2.5 per cent, compared with 2.8 per cent recorded in May. This is the sixth consecutive month in which the rate has fallen and is now at its lowest level since December 1967. The tax and prices index increased by 0.6 per cent in the year to June.

A provisional total of 2.4 million working days were lost through stoppages of work due to industrial disputes in the 12 months to May 1986. The current underlying level of working days lost is at its lowest level since 1967.

The number of overseas visitors to the United Kingdom in the three months to April was 2 per cent lower than in the corresponding period a year earlier. The number of visits abroad by UK residents in the three months to April was 6 per cent higher than a year ago.

EARNINGS: Average earnings index: increases over previous year



Economic background

The Chancellor's Budget Financial Statement indicated that GDP was expected to grow by 3 per cent in 1986 and by 2 1/2 per cent in the first half of 1987. However, in a recent speech the Chancellor commented, "This year, while the rate of inflation is likely to be even lower than I forecast at the time of the Budget, the rate of output growth may be slightly lower too. Next year—1987—I would expect it to be that much better". In the last month or so, a number of leading forecasting organisations have revised their forecasts of economic activity. After a relatively flat period in the first half of this year, associated with the immediate impact of the oil price fall there is general consensus that activity will pick up in the second half of the year, resulting in an average forecast of 2 1/2 per cent growth in GDP for 1986 as a whole, compared with 1985. This improvement is expected to continue into 1987 and, on average, GDP is expected to be 2 3/4 per cent higher than this in 1986.

The June results of the CBI Monthly Industrial Trends Enquiry to manufacturing industries, suggest very modest growth in output over the next four months. The balance of firms expecting output to increase was, with the exception of January 1986, the lowest since February 1983.

Gross Domestic Product in the first quarter of 1986 was about 14 per cent higher than in the trough of the last recession in 1981. However, it seems to be experiencing a temporary pause. In the first quarter of 1986, GDP(O) was less than 1/2

per cent higher than in the previous quarter, and 1 per cent higher than in the corresponding period a year earlier, after adjusting for the effect of the miners' strike. Construction output, provisionally fell by 3 per cent in the first quarter of 1986 and was 2 per cent lower than a year earlier: this fall can be attributed at least in part to the cold weather.

Output of the production industries, which accounts for a little over one third of gross domestic product, in the latest three months to May was provisionally estimated to be 1 per cent higher than in the previous three months but 1/2 per cent lower than in the same period a year earlier after allowing for the effects of the miners' strike. Manufacturing output in the three months to May was little changed from the level of the previous three months but was 1 per cent lower than in the same period a year earlier. Output in the energy and water supply industries increased by 2 1/2 per cent between the two latest three months periods.

Consumers' expenditure provisionally rose by about 1/2 per cent between the first and second quarters of 1986, taking spending to a level 3 per cent higher than a year earlier. The volume of retail sales, which makes up about half of consumers' expenditure, increased by 1 1/2 per cent in the three months to May, compared with the previous three months, and was 4 1/2 per cent higher than a year earlier.

Real personal disposable income increased by about 1/2 per cent between the fourth quarter of 1985 and first quarter of 1986, and was 3 1/2 per cent higher than a year earlier.

During the banking month to mid-June, preliminary information suggests that MO may have risen by

about 1/2 per cent and Sterling M3 may have risen by about 1 1/4 per cent. Over the 12 months to mid-June, MO and EM3 are estimated to have risen by 3 1/4 per cent and 18 1/4 per cent respectively. The target growth ranges for the 1986-87 financial year are 2-6 per cent for MO and 11-15 per cent for EM3.

Sterling's effective exchange rate in June averaged 75.9 (1980 = 100), which was about 1/4 per cent lower than in May reflecting small falls against most major currencies; it was 5 per cent lower than in June 1985. Over the year to June, Sterling fell by 12 per cent against EMS currencies (14 per cent against the Deutsche Mark) but appreciated 18 per cent against the US Dollar. On 17 July, Sterling's exchange rate index fell to 73.2 the lowest level since March 3, reflecting concern

about lower North Sea oil prices.

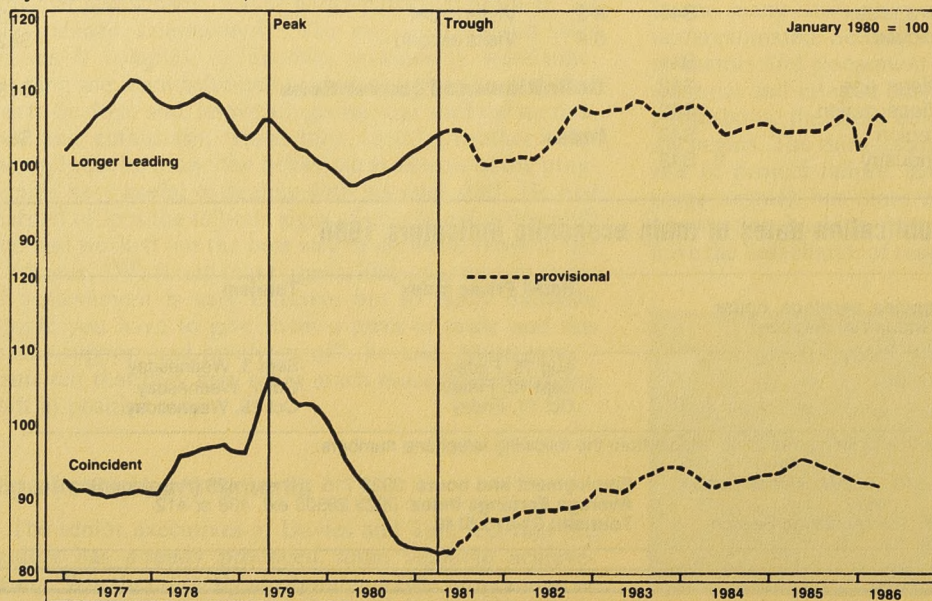
The current account of the balance of payments in the three months to May 1986 is estimated to have been in deficit by £0.2 billion, compared with a surplus of £1.7 billion in the previous three months to February. Visible trade was in deficit by £1.6 billion in the second quarter of 1986, following a deficit of £1.4 billion in the previous quarter; the surplus on trade in oil fell by £1.2 billion to £0.8 billion while the deficit on non-oil trade decreased by £1.1 billion to £2.3 billion. In the second quarter of 1986 the volume of exports grew by 3 1/2 per cent, compared with the previous quarter, to a level 1/2 per cent higher than a year earlier. Following the decline since mid-1985, the trend in the volume of non-oil exports has risen a little in the last few months. The volume of imports rose by 2 per cent in the last quarter and was 3 per cent higher than a year earlier. The underlying level of non-oil import volume shows signs of having risen a little in recent months.

World outlook

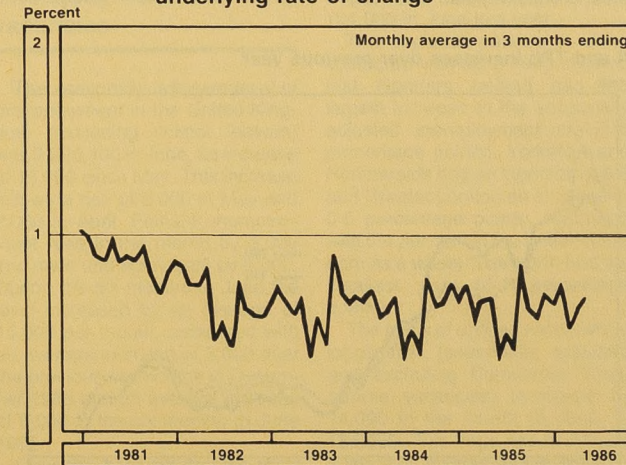
There appears to have been a slowdown in economic growth in most of the major industrial countries in the last six months or so. The latest figures for industrial production (excluding construction) in the three months to April compared with the previous three months—unless otherwise stated—indicate falls of 2 per cent in Belgium (to February) and 1 1/2 per cent in the United States (to May). There was no change in the Federal Republic of Germany, Canada (to March) and Japan while increases were recorded, of 1/2 per cent in France, 1 per cent in the United Kingdom (to May) and 1 1/2 per cent in the Netherlands.

The latest employment figures indicate a rise in civilian employment in each of the major seven OECD countries. In the year to the first quarter of 1986, Canadian civilian

Cyclical indicators Composite indices of indicator groups



EARNINGS: Average earnings index: underlying rate of change *



* Adjusted for seasonal and temporary factors: for description see Employment Gazette, April 1981, pages 193-6

employment increased by 4.4 per cent and in the United States there was a rise of 2.0 per cent. The increase in the United Kingdom (1.0 per cent) was similar to those in Italy (1.2 per cent) and Germany (1.1 per cent) and slightly larger than Japan (0.7 per cent) and France (0.6 per cent in the year to the final quarter of 1985).

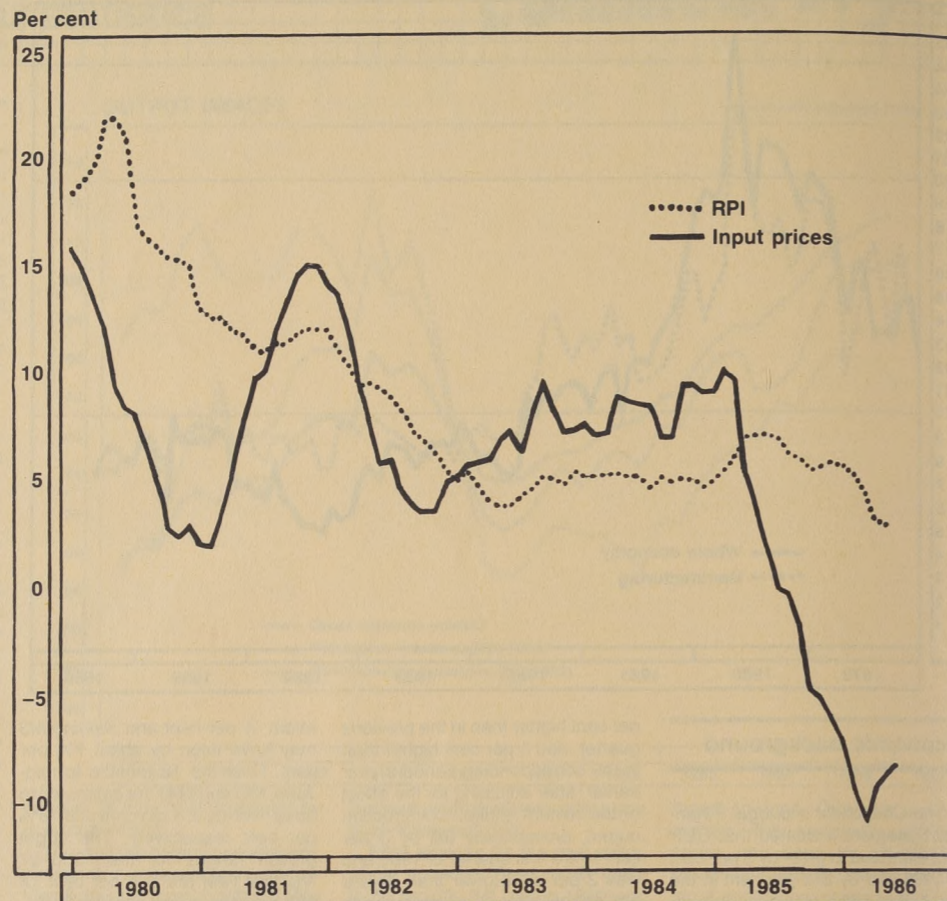
Comparisons of unemployment indicate that seasonally adjusted unemployment rates—three months to May compared with the previous three months unless otherwise stated—rose by 0.3 per cent in the United States (to April) and France, by 0.1 per cent in Australia, Belgium (to April), Ireland and the United Kingdom (both to June). There was no change in Sweden (to December) and Austria. There were falls of 0.1 per cent in Spain, Japan (both to April) and Finland (to February), 0.2 per cent in Germany (to June), Italy (to January), and Norway (to April), 0.3 per cent in Netherlands, Canada and Denmark, and 0.4 per cent in Greece.

The sharp fall in the price of oil, which may have had an initial dampening effect on economic activity has had an immediate impact on inflation. In the 12 months to May 1986 (unless otherwise stated) consumer prices increased by 7.7 per cent in Italy (to February), 4.1 per cent in Canada, 2.8 per cent in the United Kingdom, 2.3 per cent in France, 1.6 per cent in the United States and 1.1 per cent in Japan; in Germany prices fell by 0.2 per cent. The United Kingdom rate was above the 2.6 per cent rate average for all OECD countries but below the average rates for the European Community (3.2 per cent) and OECD Europe (4.0 per cent).

Productivity

In the first quarter of 1986 *whole economy* productivity (ie output per head) was similar to the level in the final quarter of last year, and after allowing for the effects of the miners' strike, was unchanged compared with the first quarter of 1985. Prior to the most recent 12 months period, productivity had risen con-

The Retail Prices Index and movements in manufacturers' input prices: increases over previous year



tinuously since the trough at the end of 1980, with the exception of the strike-affected second quarter of 1984. In the first quarter of 1986, output per head was 15 per cent higher than in the final quarter of 1980.

Manufacturing output per head in the three months to May was 1/2 per cent higher than in the previous three months to February but broadly unchanged compared with the corresponding period a year earlier. Compared with a year ago, both manufacturing output and employment have fallen. Output de-

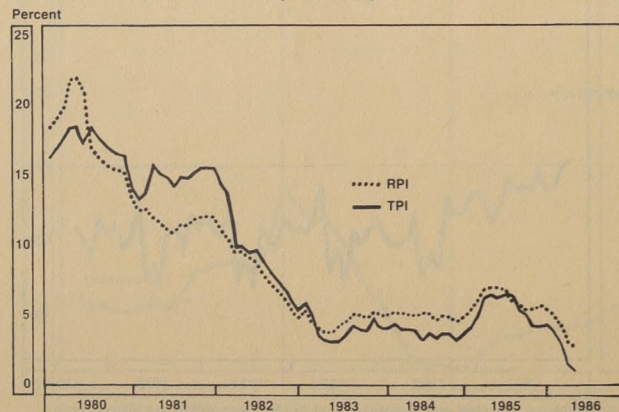
clined more than employment indicating that there was some deterioration in productivity. The provisional estimates for the last few months, however, suggest that output has tended to stabilise whereas employment and average hours worked have continued to decrease, thus indicating some recovery in productivity.

Employment

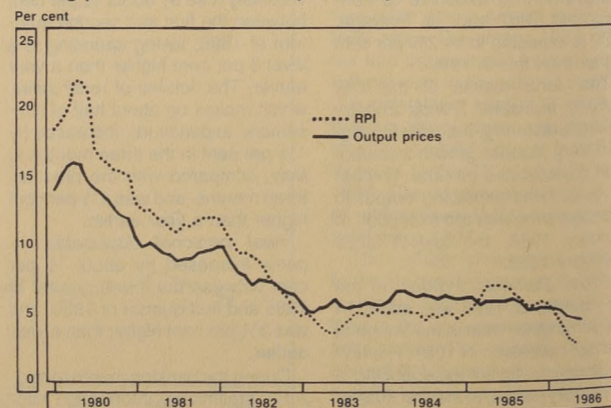
The employed labour force in Great Britain—which includes the

self-employed and HM Forces as well as employees in employment—is estimated to have increased by 25,000 on a seasonally adjusted basis during the first quarter of 1986. This follows an average quarterly rise of 75,000 in the second half of 1985 and compares with the increase of 68,000 in the March quarter a year ago. The smaller rise in the first quarter of 1986 may be partly attributable to adverse weather conditions and other special factors, but comparison of the rise of 238,000 in the year to March 1986 with the increase of

RPI and TPI: increases over previous year



The Retail Prices Index and movements in manufacturers' selling prices: increases over previous year



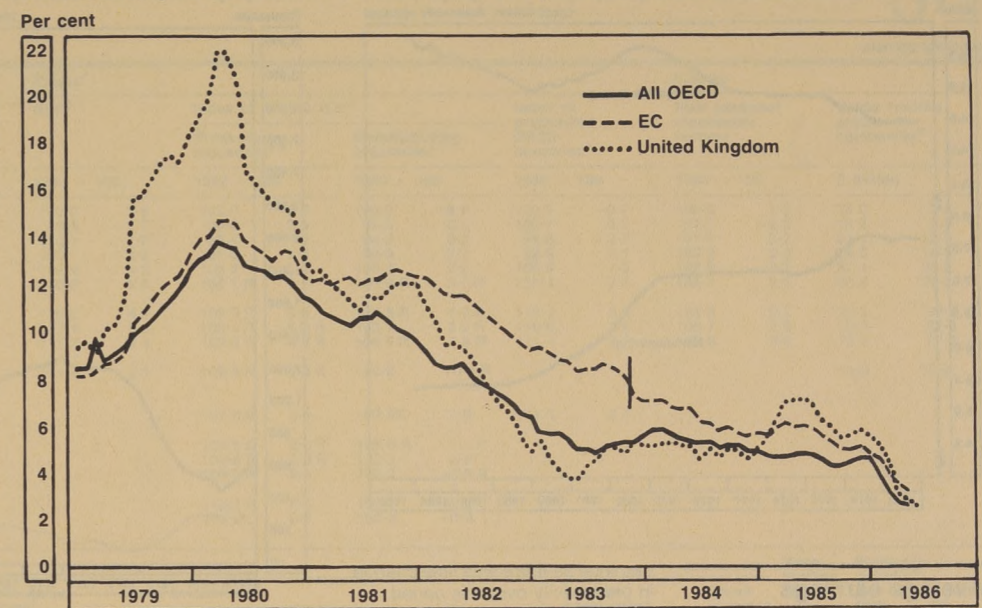
356,000 in the previous year illustrates the deceleration in the rise in employment which occurred in 1985 and has continued into the first quarter of this year.

The rise of 25,000 is the net result of an assumed increase of 30,000 in self-employment and a decrease of 5,000 in the number of employees in employment. Service industries' employees increased by an estimated 51,000 in the March quarter. This was more than off-set by decreases of 36,000 in manufacturing industries, 14,000 in energy and water supply industries and 6,000 in other industries (which comprise construction, agriculture, forestry and fishing).

In the year ending March 1986 the total number of employees in employment is estimated to have increased by 122,000: proportionate growth in employees was strongest in banking, finance and insurance (+76,000; 3.9 per cent), hotels and catering (+35,000; 3.7 per cent), and wholesale distribution and repairs (+39,000; 3.3 per cent). Increases were also recorded in agriculture, forestry and fishing (+1,000; 0.4 per cent) and in the manufacturing of metal goods not elsewhere specified (+3,000; 0.7 per cent), and timber, wooden furniture, rubber, plastics etc (+1,000; 0.2 per cent). The largest decrease was in energy, in coal, oil and natural gas extraction and processing (-42,000; 14.8 per cent).

In the regions, the largest proportionate increases over the same 12 months occurred in East Anglia (+14,000; 2.0 per cent), the South East (+83,000; 1.1 per cent) including Greater London (+24,000; 0.7 per cent) and the East Midlands (+13,000; 0.9 per cent). The North showed a decrease in the numbers of employees in employment over

Consumer prices indices: increase over previous year



the year (-13,000; 1.2 per cent), as did Yorkshire and Humberside (-13,000; 0.7 per cent).

Later figures are available for the number of employees in employment in manufacturing industries in Great Britain, which is estimated to have decreased by 21,000 in May 1986 (seasonally adjusted). Over the three months ending May 1986 the average decrease was 10,000 per month, which was the same as for the previous three months (ending February 1986) and compares with an average decrease of 2,000 per month in the three months ending May 1985. The figures have been fluctuating from month to

month but it is clear that the rate of decrease is faster than in the middle of last year when there was only a gradual downward drift.

Overtime working by operatives in manufacturing industries, was 11.2 million hours a week in May (seasonally adjusted). The average over the three months ending May was 11.5 million hours a week, which has fallen back slightly from the high levels of around 12 million observed for most of 1985.

Short-time working resulted in the loss of 0.52 million hours a week in manufacturing industries in May 1986 which made an average of 0.55 million hours per week lost for the three months ending May 1986. This continues the historically low level of short-time working noted recently although it is slightly above the 1985 level, which in no month exceeded 0.5 million hours lost per week.

Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom (excluding school leavers) was 3,220,400 in June, an increase of 15,000 since May. This increase follows a rise of 5,000 in May and 2,000 in April. Female unemployment rose in the month by 9,000 and male unemployment by 6,000. During the six months to June the level increased by an average of 15,000 per month, compared with an average increase of 3,000 over the previous six months to December 1985 and an average increase of 9,000 in the six months to June 1985.

Over the past six months *male unemployment* has increased by an

average of 8,000 per month compared with an average increase of 1,000 in the six months to December 1985. *Unemployment among women* has risen by an average of nearly 7,000 per month since December compared with nearly 2,000 over the previous six months.

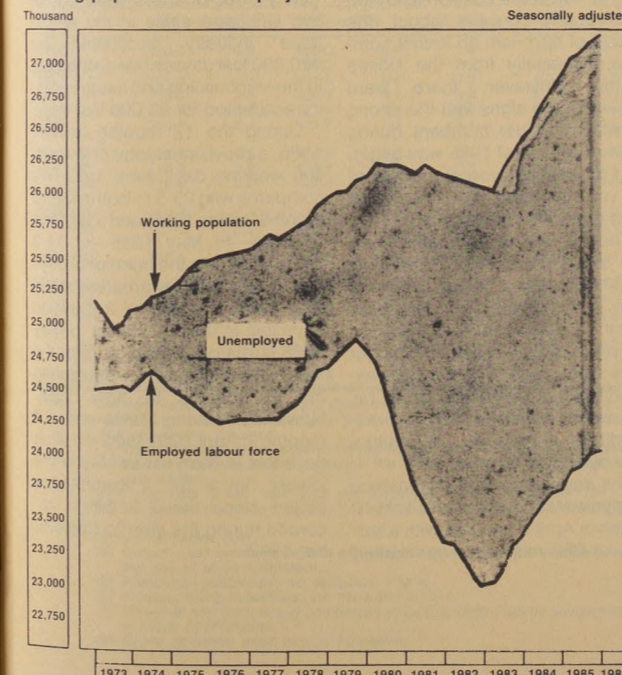
Total unemployment in the United Kingdom (unadjusted including school leavers) fell by 42,000 between May and June to 3,229,000 (11.7 per cent of the working population: on the narrow base excluding the self-employed and armed forces the rate was 13.1 per cent). This decrease resulted from a fall of nearly 4,000 in school leavers and a fall of 38,000 among adults, compared with an estimated decrease from seasonal influences of 53,000 adults. Hence the seasonally adjusted increase among adults of 15,000.

The June total included 107,000 *claimant school leavers* aged under 18, little change compared with June last year. Not included in the total were 101,000 school leavers not entitled to claim benefit until September, which compared with 104,000 in June last year.

The *regional pattern* in June compared with June 1985 showed that Northern Ireland had the largest increase in the seasonally adjusted unemployment rate (1.6 percentage points). Yorkshire and Humberside had an increase of 0.8 and Greater London an increase of 0.5 percentage points, compared with 0.4 per cent in the United Kingdom as a whole. The North had the smallest rise (0.1 percentage points).

The stock of *unfilled vacancies* at jobcentres (seasonally adjusted and excluding Community Programme vacancies) increased by 14,000 in the month to June, to 185,000. This large rise mainly results from a reduction in placings during the month.

Working population and employed labour force: Great Britain



EMPLOYMENT

Selected countries: national definitions

16

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)(6)	Belgium (3)(7)(8)	Canada	Denmark (7)	France (6)(9)	Germany (FR) (6)	Greece (7)(8)	Irish Republic (7)(10)	Italy (11)	Japan (5)	Netherlands (7)(12)	Norway (5)	Spain (13)	Sweden (5)	Switzerland (2)(5)	United States	
QUARTERLY FIGURES: seasonally adjusted unless stated																			Thousand
Civilian labour force																			
1983 Q4	26,628 R	7,016	3,298	..	12,214	..	..	27,048	..	..	22,712	58,961	..	2,032	13,265	4,369	3,172	112,142
1984 Q1	26,768 R	7,048	3,352	..	12,283	..	..	27,057	..	..	22,902	58,926	..	2,040	13,260	4,373	3,174	112,536
Q2	26,886 R	7,107	3,343	..	12,350	..	..	27,055	..	..	22,666	59,168	..	2,027	13,177	4,366	3,174	113,541
Q3	27,033 R	7,131	3,372	..	12,460	..	..	27,107	..	..	22,784	59,435	..	2,023	13,247	4,411	3,176	113,812
Q4	27,154 R	7,151	3,384	..	12,492	..	..	27,157	..	..	22,867	59,526	..	2,035	13,283	4,412	3,184	114,235
1985 Q1	27,249 R	7,192	3,349	..	12,535	..	..	27,239	..	..	22,866	59,670	..	2,053	13,298	4,420	3,188	115,024
Q2	27,366 R	7,218	3,355	..	12,622	..	..	27,271	..	..	22,847	59,514	..	2,039	13,245	4,401	3,192	115,206
Q3	27,340 R	7,283	3,342	..	12,638	..	..	27,349	..	..	23,108	59,729	..	2,076	13,314	4,436	3,201	115,468
Q4	27,498 R	7,405	..	..	12,753	..	..	..	..	..	23,095	59,686	..	2,090	13,388	4,439	3,218	116,158
Civilian employment																			
1983 Q4	23,557 R	6,353	3,172	..	10,864	..	21,011	24,759	..	..	20,390	57,413	..	1,975	10,805	4,223	3,141	102,600
1984 Q1	23,652 R	6,372	3,211	..	10,881	..	..	24,773	..	..	20,395	57,312	..	1,977	10,592	4,233	3,136	103,671
Q2	23,741 R	6,472	3,220	..	10,949	..	..	24,808	..	..	20,284	57,553	..	1,966	10,503	4,225	3,138	105,024
Q3	23,821 R	6,501	3,254	..	11,054	..	..	24,833	..	..	20,469	57,835	..	1,961	10,507	4,278	3,142	105,368
Q4	23,943 R	6,533	3,255	..	11,108	..	20,788	24,873	..	..	20,523	57,953	..	1,977	10,382	4,280	3,148	105,959
1985 Q1	24,009 R	6,589	3,224	..	11,140	..	..	24,895	..	..	20,398	58,119	..	1,993	10,341	4,290	3,153	106,618
Q2	24,072 R	6,612	3,238	..	11,287	..	..	24,965	..	..	20,474	57,991	..	1,995	10,321	4,270	3,161	106,804
Q3	24,127 R	6,686	3,226	..	11,333	..	..	25,053	..	..	20,618	58,181	..	2,021	10,392	4,318	3,172	107,200
Q4	24,225 R	6,815	..	..	11,455	..	..	..	..	..	20,542	58,029	..	2,040	10,422	4,322	3,187	107,996
LATEST ANNUAL FIGURES: 1985 unless stated																			Thousand
Civilian Labour Force: Male																			
	16,121	4,461	2,029	2,499	7,257	1,460	..	..	2,510	906	..	35,960	3,822	1,165	9,224	2,341	2,009	64,411
Female	11,122	2,814	1,334	1,631	5,382	1,240	..	..	1,298	389	..	23,670	1,908	898	4,164	2,083	1,190	51,050
All	27,244	7,274	3,363	4,123	12,639	2,701	23,251	27,088	3,808	1,295	22,979	59,634	5,730	2,064	13,388	4,424	3,199	115,461	
Civilian Employment: Male																			
	13,925	4,108	1,949	2,239	6,508	1,301	..	..	2,362	765	..	35,030	3,272	1,141	7,336	2,277	1,992	59,891
Female	10,141	2,568	1,286	1,338	4,804	1,088	..	..	1,146	346	..	23,040	1,657	871	3,086	2,022	1,177	47,259
All	24,065	6,676	3,235	3,577	11,311	2,389	20,939	24,822	3,508	1,111	20,508	58,070	4,929	2,012	10,422	4,299	3,169	107,150	
Civilian employment: proportions by sector																			Per cent
Male:																			
Agriculture	3.6	7.4	8.5	3.8	6.8	..	..	..	25.2	..	..	7.6	..	8.9	17.8	6.8	7.6	4.5
Industry	42.9	35.7	48.7	40.3	34.2	..	..	..	34.1	..	..	39.1	..	39.5	38.5	43.7	47.0	37.2
Services	53.5	56.9	42.8	56.0	59.1	..	..	..	40.7	..	..	53.4	..	51.5	43.6	49.5	45.4	58.3
Female:																			
Agriculture	1.1	4.3	10.7	1.6	3.1	..	..	..	39.8	..	..	10.6	..	4.7	14.8	2.7	4.8	1.4
Industry	18.1	14.7	22.2	15.3	13.7	..	..	..	17.3	..	..	28.4	..	12.4	17.0	14.3	21.7	16.4
Services	80.8	81.0	67.0	83.1	83.2	..	..	..	42.9	..	..	61.0	..	82.7	68.2	83.1	73.5	82.1
All:																			
Agriculture	2.6	6.2	9.4	3.0	5.2	7.4	7.9	5.6	30.0	17.0	11.2	8.8	5.1	7.2	16.9	4.8	6.6	3.1	
Industry	32.4	27.7	38.1	30.9	25.5	28.4	32.9	41.3	28.6	29.8	33.6	34.9	27.8	32.1	29.9	37.6	28.0	28.0	
Services	65.0	66.2	52.4	66.1	69.3	64.3	59.3	53.1	41.4	53.2	55.2	56.4	67.1	65.0	50.9	65.3	55.8	68.8	

Sources and definitions: The international data are taken from publications of the *Organisation for Economic Co-operation and Development* ("Labour Force Statistics" and "Quarterly Labour Force Statistics") and the *Statistical Office of the European Communities* ("Employment and Unemployment"). They are intended to conform to the internationally agreed definitions, namely: **Civilian Labour Force:** Employees in employment; the self-employed, employers and some family workers; and the unemployed. **Civilian Employment:** Civilian Labour Force excluding the unemployed. **Agriculture, Industry and Services:** Major divisions 1, 2-5, and 6-0 respectively of the International Standard Industrial Classification. However, differences exist between countries in general concepts, classification and methods of compilation, and international comparisons must be approached with caution. Some of the differences are indicated in the footnotes below, but for details of the definitions, and of the national sources of the data, the reader is referred to the OECD and SOEC publications.

Notes: [1] For the UK, the Civilian Labour Force figures refer to working population excluding HM Forces, civilian employment to employed labour force excluding HM Forces, and industry to production and construction industries. See also footnotes to table 1-1.

[2] Quarterly figures relate to March, June, September and December.

[3] Annual figures relate to June.

[4] Quarterly figures relate to February, May, August and November.

[5] Civilian labour force and employment figures include armed forces.

[6] Annual figures relate to 1984.

[7] Annual figures relate 1983.

[8] Annual figures relate to second quarter.

[9] Civilian employment figures include apprentices in professional training.

[10] Annual figures relate to April.

[11] Quarterly figures relate to January, April, July and October.

[12] Annual figures relate to January.

[13] Quarterly figures not seasonally adjusted, annual figures relate to fourth quarter.

Overtime and short-time operatives in manufacturing industries * 1.11

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 working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost		Operatives (Thou)	Percentage of all operatives	Hours lost			
									(Thou)	Average per operative working part of the week			Actual (Thou)	Seasonally adjusted	Average per operative on short-time	
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006		14.3	
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352		12.6	
1982	1,198	29.8	8.3	9.98		8	320	134	1,438	10.7	142	3.5	1,769		12.4	
1983	1,209	31.5	8.5	10.30		6	244	71	741	10.2	77	2.0	985		12.9	
1984	1,311	34.3	8.9	11.59		6	231	38	387	10.4	43	1.5	619		14.4	
1985	1,332	34.9	9.0	11.94		4	163	23	233	10.3	27	0.7	396		14.9	
Week ended																
1984 Sep 15	1,290	33.6	9.0	11.55	11.50	7	284	32	334	10.6	39	1.0	618	684	16.0	
Oct 13	1,376	35.6	9.0	12.73	11.84	5	189	31	343	11.2	36	0.8	532	567	15.1	
Nov 10	1,380	35.9	8.9	12.27	11.74	7	266	35	348	10.0	41	1.1	615	581	14.8	
Dec 8	1,391	36.4	9.0	12.49	11.86	3	122	32	357	11.0	35	0.9	479	515	13.5	
1985 Jan 12	1,214	32.0	8.5	10.33	11.69	5	186	30	317	10.4	34	0.9	503	428	14.6	
Feb 16	1,337	35.2	8.9	11.87	11.93	6	236	34	360	10.7	40	1.0	596	463	15.0	
Mar 16	1,329	35.1	9.0	11.93	11.94	6	225	37	357	9.8	42	1.1	582	481	13.8	
April 13	1,220	32.3	8.3	10.15	10.49	4	162	19	211	10.5	23	0.6	373	376	15.8	
May 18	1,395	36.8	8.9	12.38	12.07	4	143	25	247	10.2	28	0.8	389	423	13.9	
June 15	1,383	36.5	9.1	12.56	12.38	3	108	22	213	9.9	24	0.6	321	340	13.2	
July 13	1,350	35.4	9.1	12.23	12.11	3	138	19	235	13.0	22	0.6	373	435	17.3	
Aug 17	1,271	33.4	9.0	11.60	12.17	3	108	18	205	12.0	20	0.4	312	387	15.4	
Sept 14	1,333	34.5	9.2	12.30	12.24	5	185	17	155	9.4	21	0.5	340	375	16.0	
Oct 12	1,371	35.6	9.1	12.42	11.86	5	178	19	184	10.1	23	0.5	362	390	15.8	
Nov 16	1,404	36.5	9.1	12.73	12.19	4	155	19	183	9.8	23	0.6	338	324	14.8	
Dec 14	1,379	36.0	9.3	12.79	12.15	3	135	17	132	7.8	20	0.5	267	291	13.1	
1986 Jan 11	1,206	31.8	8.7	10.38	11.75	5	216	21	198	9.6	27	0.7	414	354	16.0	
Feb 8	1,310	34.6	8.7	11.40	11.47	3	126	29	257	8.9	32	0.8	384	297	11.6	
Mar 8	1,314	34.8	8.9	11.64	11.65	7	297	35	338	9.7	42	1.1	636	524	15.1	
Apr 12	1,270	33.7	8.9	11.20	11.57	5	214	35	401	11.7	40	1.0	615	622	15.3	
May 17	1,303	34.7	8.9	11.55	11.24	3	135	32	345	10.8	35	0.9	480	522	13.1	

* These figures are based on the definition of manufacturing industries in the 1980 Standard Industrial Classification.

Hours of work—Operatives: manufacturing industries 1.12

Seasonally adjusted
1980 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
SIC 1980 classes	21-49					21-49				
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.1	89.2	86.8	89.5	94.2	98.7	98.8	98.8	101.5	99.0
1982	84.4	84.0	80.9	85.7	90.1	100.5	100.9	100.9	103.9	99.6
1983	82.1	83.1	78.7	81.7	89.0	101.5	102.0	103.2	105.5	100.2
1984	82.5	85.6	75.6	81.7	86.8	102.7	103.7	105.2	105.7	100.3
1985	83.4	87.5	75.0	80.4	87.1	103.2	104.4	105.2	105.6	100.1
Week ended										
1983 Nov 12	82.5					102.5				
Dec 15	82.2	84.8	77.3	81.7	89.9	102.4	103.4	104.4	106.2	100.4
1984 Jan 14	82.3					102.6				
Feb 11	82.3					102.7				
Mar 10	82.2	84.5	76.6	82.8	86.4	102.5	103.4	104.9	106.6	100.1
Apr 14	82.5					102.7				
May 19	82.5					102.6				
Jun 16	82.7	85.2	75.1	82.5	86.5	102.6	103.6	104.4	106.0	100.4
July 14	82.7					102.6				
Aug 18	82.5					102.5				
Sep 15	82.4	85.6	74.4	81.2	86.8	102.5	103.0	105.1	104.9	100.5
Oct 13	82.5					102.9				
Nov 10	82.4					103.1				
Dec 8	82.8	87.1	76.3	80.4	87.5	103.2	104.8	106.3	105.3	100.2
1985 Jan 12	82.8					103.0				
Feb 16	83.0					103.1				
Mar 16	83.1	86.7	75.7	81.0	85.4	103.1	103.9	105.6	105.7	100.0
Apr 13	82.5					102.2				
May 18	83.4					103.1				
Jun 15	84.0	87.2	76.2	80.6	86.9	103.3	104.6	105.6	105.3	100.1
July 13	84.0					103.1				
Aug 17	83.9					103.2				
Sep 14	83.9	88.0	73.9	80.2	87.0	103.4	104.4	104.3	105.1	99.9
Oct 12	83.3					103.3				
Nov 16	83.3					103.5				
Dec 14	83.4	88.1	74.1	79.8	89.0	103.6	104.8	105.3	106.2	100.4
1986 Jan 11	83.5					103.3				
Feb 8	83.1					103.0				
Mar 8	82.8	86.7	73.0	79.5	84.7	103.0	103.9	104.5	104.9	99.5
Apr 12	82.8					102.8				
May 17	82.4					102.6				

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														
1985 Mar 14	584	307	57	379	182	113	153	210	95	101	228	2,102	—	2,102
Apr 11	15,118	6,418	1,178	3,459	2,769	3,056	5,743	4,562	2,202	2,653	4,491	45,231	886	46,117
May 9	1,523	915	108	442	413	312	425	522	243	246	789	5,023	—	5,023
Jun 13	2,658	1,446	1,007	553	999	590	888	1,746	748	483	8,183	17,855	4,001	21,856
Jul 11	41,549	17,571	5,022	11,177	14,714	10,197	16,885	22,935	9,344	10,987	23,340	166,150	9,204	175,354
Aug 8	49,913	22,182	4,867	12,661	16,203	10,882	16,833	24,358	10,264	11,506	23,185	180,672	9,384	190,056
Sept 12	57,122	24,618	5,486	14,440	18,222	13,180	19,216	28,538	11,102	13,193	24,455	204,954	10,683	215,637
Oct 10	10,794	5,138	804	2,214	2,128	1,475	2,556	3,391	1,047	1,385	4,355	30,149	3,790	33,939
Nov 14	3,002	1,846	232	523	834	555	809	1,437	453	525	1,525	9,895	—	9,895
Dec 12	4,401	2,146	407	678	956	686	824	1,687	674	974	1,490	12,777	—	12,777
1986 Jan 9	8,491	3,841	769	2,055	1,708	1,466	3,358	2,985	1,279	1,824	2,963	26,898	369	27,267
Feb 6†	2,479	1,380	158	415	639	448	638	1,119	362	380	1,253	7,891	—	7,891
Mar 6	1,915	1,179	138	354	542	383	573	1,026	321	335	920	6,507	—	6,507
Apr 10	12,781	5,047	1,090	2,970	2,409	2,694	5,007	3,808	1,807	2,411	4,345	39,322	533	39,855
May 8	2,026	1,188	132	362	565	372	626	1,049	361	378	1,342	7,213	—	7,213
June 12	3,300	2,024	265	631	1,201	767	1,143	2,226	771	677	7,479	18,460	4,486	22,946

Note: Students seeking work during holidays are not included in the totals of the unemployed.

* Included in South East.
† See note * to table 2-1.

2.14 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														
1985 Mar 14	815	208	269	374	2,533	991	2,209	1,372	1,150	1,023	2,540	13,276	1,166	14,442
Apr 11	579	250	204	376	2,369	1,196	1,343	1,166	754	775	2,058	10,820	1,042	11,862
May 9	403	153	114	229	2,034	582	1,243	848	581	698	1,765	8,497	925	9,422
Jun 13	334	119	108	163	984	435	1,078	787	354	401	1,703	6,347	849	7,196
Jul 11	381	166	85	140	1,543	379	664	608	302	330	1,519	5,951	759	6,710
Aug 8	329	157	73	167	534	602	592	683	283	330	1,542	5,135	872	6,007
Sept 12	247	93	118	139	661	381	769	515	338	224	1,091	4,483	954	5,437
Oct 10	242	111	76	398	681	295	1,464	830	409	484	1,310	6,189	977	7,166
Nov 14	290	173	115	358	711	326	1,230	812	426	594	1,637	6,499	1,091	7,590
Dec 12	209	60	91	529	605	519	934	825	449	387	1,366	5,944	1,383	7,327
1986 Jan 9	282	79	133	495	1,241	768	1,364	974	764	618	2,946	9,585	2,208	11,793
Feb 6*	786	136	225	576	1,295	713	1,760	918	721	636	2,771	10,401	2,029	12,430
Mar 6	1,108	210	275	827	1,911	1,346	2,658	1,315	905	699	3,296	14,340	2,228	16,568
Apr 10	489	295	210	632	2,021	718	1,641	998	692	569	2,440	10,410	1,876	12,286
May 8	274	175	113	647	902	578	1,147	922	503	494	2,392	7,972	2,078	10,050
June 12	309	213	63	491	958	438	1,107	924	402	421	1,999	7,112	1,620	8,732

Note: Temporarily stopped workers are not included in the totals of the unemployed.

* Included in South East.
† See note * to table 2-1.

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM		INFLOW†											
Month ending	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
	1985 June 13	342.5	22.9	319.6	+16.3	216.3	13.2	203.1	+5.9	126.2	54.9	9.8	116.4	+10.3
July 11**	451.0	23.3	427.7	+23.4	273.9	12.7	261.1	+8.5	177.1	57.7	10.6	166.6	+14.9
Aug 8***	408.0	19.1	388.9	+38.9	251.0	11.0	240.0	+20.1	157.1	61.7	8.1	149.0	+18.9
Sep 12	502.2	76.6	425.6	+14.9	301.9	43.9	257.9	+5.6	200.3	60.9	32.7	167.6	+9.2
Oct 10	457.5	29.7	427.8	+13.5	285.0	16.8	268.2	+4.9	172.5	62.2	12.9	159.6	+8.6
Nov 14	403.0	14.3	388.7	+12.7	255.9	8.2	247.7	+6.1	147.1	60.1	6.1	141.0	+6.6
Dec 12	367.6	10.6	357.0	+13.9	241.2	6.1	235.2	+9.6	126.4	53.6	4.5	121.9	+4.3
1986 Jan 9	378.7	15.0	363.7	+34.1	238.3	8.3	230.0	-20.1	140.4	57.6	6.7	133.7	+13.9
Feb 6	389.8	14.5	375.4	+11.4	245.2	8.1	237.1	-2.2	144.7	61.8	6.3	138.3	+13.6
Mar 6	367.3	10.0	357.4	+41.0	241.0	5.7	235.3	+31.6	126.4	56.8	4.3	122.1	+9.4
Apr 10	392.1	38.2	353.9	+20.8	247.0	22.0	225.0	+11.0	145.1	60.9	16.2	128.9	+9.8
May 8	358.6	21.5	337.1	+13.4	228.2	12.2	216.0	+10.1	130.4	57.0	9.3	121.1	+3.3
June 12	364.6	21.0	343.6	+24.0	229.9	11.7	218.2	+15.1	134.7	55.7	9.3	125.4	+9.0

UNITED KINGDOM		OUTFLOW‡											
Month ending	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
	1985 June 13	396.6	17.5	379.0	+29.6	256.9	9.9	247.0	+14.5	139.6	59.0	7.6	132.0	+15.1
July 11**	389.9	19.8	370.1	+40.3	252.9	11.1	241.8	+21.1	137.0	52.5	8.7	128.3	+19.2
Aug 8***	402.2	17.4	384.8	+48.6	257.1	9.4	247.6	+26.7	145.2	51.8	8.0	137.2	+22.0
Sep 12	410.5	25.3	385.2	+41.3	251.7	14.4	237.2	+22.7	158.8	58.5	10.9	148.0	+18.6
Oct 10	532.6	47.0	485.6	+30.5	322.5	26.7	295.7	+15.3	210.1	62.3	20.2	189.9	+15.1
Nov 14	418.6	24.7	393.9	+30.8	258.7	14.1	244.5	+16.5	159.9	59.0	10.6	149.3	+14.2
Dec 12	352.2	15.5	336.7	+0.1	216.1	8.8	207.3	-2.3	136.1	52.1	6.7	129.3	+2.4
1986 Jan 9	232.8	7.3	225.5	-3.3	139.0	4.1	134.9	-5.3	93.8	41.0	3.2	90.6	+2.1
Feb 6	417.8	15.6	402.2	+25.1	265.1	8.7	256.4	+12.6	152.7	62.7	6.9	145.9	+12.6
Mar 6‡‡	381.4	11.8	369.6	-4.4	242.7	6.7	236.0	-10.0	138.7	65.3	5.1	133.6	+5.6
Apr 10	391.0	9.6	381.4	+53.4	254.7	5.6	249.1	+36.3	136.4	56.7	4.1	132.3	+17.0
May 8	417.3	16.7	400.5	+12.2	270.0	9.6	260.4	+7.8	147.3	61.0	7.1	140.2	+4.5
June 12	400.6	18.1	382.5	+3.5	259.3	10.1	249.2	+2.2	141.3	57.0	8.0	133.3	+1.3

* 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 1/3 week month.

** The unemployment flows for July and August have been affected by the discontinuity in the Northern Ireland figures (see notes ** table 2.1). Without this discontinuity the total inflow figure for July above would have been about 2,000 lower and the total outflow about 8,000 lower, and the total inflow for August would have been 500 lower.

† 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.

‡ While these assumptions are reasonable in most months, the inflows tend to be understated a little in September and after Easter when there are many school leavers joining the register and consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.

‡‡ The change in the count of school leavers between one month and the next reflects some of them reaching the age of 18 as well as the excess of their inflow over their outflow.

†† Change since the same month in the previous year gives the best indication of the trend of the series' excluding school leavers.

‡‡‡ Comparisons of outflows for the month to March 6, 1986 and later, with previous outflows are only slightly affected by the change in the compilation of the unemployment figures from March 1986.

6.5 RETAIL PRICES

General index of retail prices: Percentage increases on a year earlier

Per cent

UNITED KINGDOM	All items	Food	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home	Goods and services mainly produced by nationalised industries*
1974 Jan 15	12	20	2	0	10	6	10	13	10	7	12	21	5
1975 Jan 14	20	18	18	24	10	25	18	19	30	25	16	19	20
1976 Jan 13	23	25	26	31	22	35	19	11	20	22	33	23	44
1977 Jan 18	17	23	17	19	14	18	12	13	14	16	8	18	15
1978 Jan 17	10	7	9	15	7	11	12	10	11	13	12	16	11
1979 Jan 16	9	11	5	4	16	6	7	8	10	9	8	10	7
1980 Jan 15	18	13	21	17	25	19	15	12	23	20	22	22	17
1981 Jan 13	13	9	15	10	20	28	7	5	12	13	17	15	27
1982 Jan 12	12	11	16	32	23	13	4	0	10	7	13	7	11
1983 Jan 11	5	2	10	9	-1	16	3	2	7	8	4	7	15
1984 Jan 10	5	6	6	6	10	1	3	-0	5	5	4	7	1
1985 Jan 15	5	3	6	13	9	4	2	3	2	7	5	6	5
1985 Apr 16	7	4	6	9	17	5	3	4	6	7	7	6	5
May 14	7	3	6	8	18	4	3	3	6	8	8	5	5
June 11	7	3	6	8	19	4	3	4	6	8	8	5	5
July 16	7	2	6	8	19	5	3	3	6	8	7	6	6
Aug 13	6	3	7	8	13	5	3	4	5	8	7	6	6
Sep 10	6	3	7	8	9	5	3	4	5	8	7	6	8
Oct 15	5	3	7	7	9	5	3	6	4	7	7	6	6
Nov 12	5	3	7	7	9	4	4	6	4	7	6	6	5
Dec 10	6	4	6	8	11	4	3	4	4	7	6	6	5
1986 Jan 14	6	3	7	7	11	4	3	4	4	6	6	6	6
Feb 11	5	3	7	7	9	4	3	4	2	6	7	6	5
Mar 11	4	3	6	8	8	3	3	3	0	5	6	6	4
Apr 15	3	3	4	9	5	2	2	3	-2	5	5	6	4
May 13	3	3	4	11	5	1	2	3	-4	4	4	6	4
Jun 10	2	3	4	11	2	1	2	3	-2	4	5	6	3

*These are coal, coke, gas, electricity, water (from August 1976), rail and bus fares, postage and telephones. Excluding telephones from December 1984.

6.6 Indices for pensioner households: all items (excluding housing)

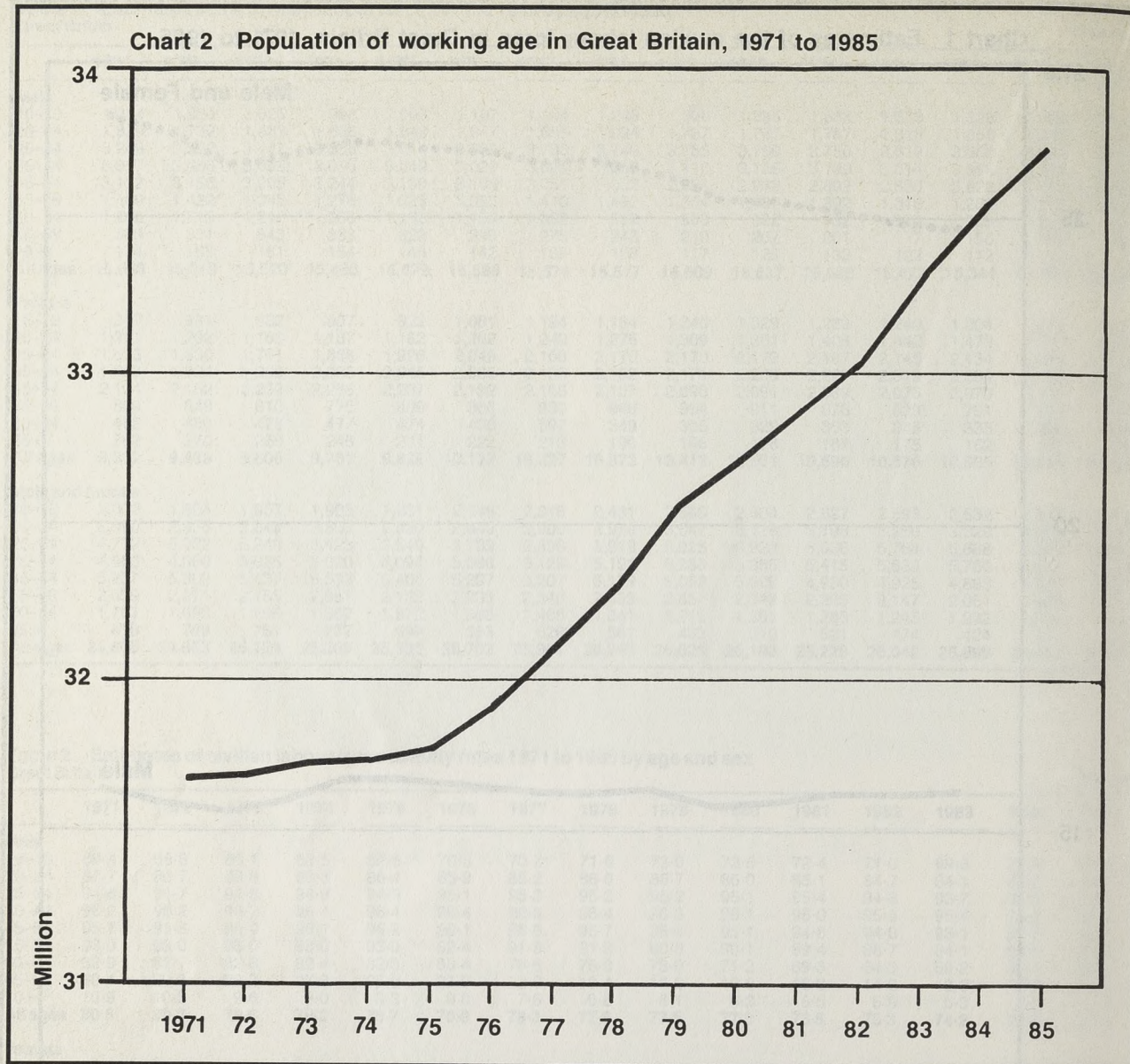
UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
	JAN 15, 1974 = 100											
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	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	185.3	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	248.9	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	378.2				375.3				367.4			

6.7 Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
	JAN 15, 1974 = 100										
1981	294.3	269.2	307.5	358.9	381.6	241.4	208.0	363.3	333.6	276.6	313.6
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
1983	336.2	300.7	366.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
1984	352.9	320.2	386.6	489.8	479.2	263.0	215.5	438.3	417.3	321.3	384.3
1985	370.1	330.7	410.2	533.3	502.4	274.3	223.4	458.6	451.6	343.1	406.8
	INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS										
1981	292.3	265.5	314.5	358.1	383.4	242.3	216.8	343.9	327.3	284.1	313.6
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
1984	350.4	315.6	399.9	488.5	479.2	264.3	223.9	407.0	405.8	331.1	384.3
1985	367.6	325.1	425.5	531.6	503.1	275.8	232.4	429.9	438.1	353.8	406.7
	GENERAL INDEX OF RETAIL PRICES										
1981	291.2	277.5	306.1	358.2	380.0	237.2	208.3	322.6	300.7	300.8	318.0
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0
1984	343.9	326.1	387.7	489.0	478.8	256.7	214.6	374.7	364.7	357.3	390.8
1985	360.7	336.3	412.1	532.5	499.3	263.9	222.9	392.5	392.2	381.3	413.3

Note: The General Index covers almost all goods and services purchased by most households, excluding only those for which the income of the head of household is in the top 3-4 per cent and those one-and-two person pensioner households of limited means covered by separate indices. For these pensioners, national retirement and similar pensions account for at least three-quarters of income.

Chart 2 Population of working age in Great Britain, 1971 to 1985



Men

One of the principal factors underlying the overall decline in male activity rates since 1971 is thought to be the increase in unemployment. The relationship is clearly not a direct one; if it were, the decline in activity rates between 1979 and 1981 would have been much steeper than that between 1981 and 1983, whereas in fact the reverse was the case. This suggests that activity rates respond to unemployment changes after some delay, as long-term unemployment builds up. One reason for this is that the labour force includes as unemployed those who looked for work in the survey reference week; men who have been without work for some time are likely to seek work less frequently, and may therefore be excluded from the labour force.

The effect of duration of unemployment on activity rates can be seen from the results of the labour force survey, which separately identifies such people as wanting a job, but not seeking work in the reference week because they believed no jobs were available—so-called discouraged workers. The 1985 Labour Force Survey estimated, for example, that men without a job for between two and three

years were twice as likely to be discouraged workers as those without a job for less than one year.

A different picture of male activity rate trends might have been obtained if the labour force had been defined to include all those who sought work during the preceding four weeks, as is the practice in some countries. The 1984 and 1985 Labour Force Surveys have collected data additionally on the number of people seeking work in the previous four weeks. This shows that, if the labour force had been defined to include these, declining activity rates would have removed around 20,000 men from the labour force between 1984 and 1985, compared with 36,000 estimated on the usual one week basis.

It is likely that the steep decline in male activity rates between 1981 and 1984 would also have been less if the labour force had been defined in this way but, since the relevant data were not collected prior to 1984, it is not possible to test this directly.

The activity rate of men in the pre-retirement (60-64) age group is additionally influenced by other factors, such as the increased availability of occupational pensions and, until 1984, the Job Release Scheme. There is no ready

explanation for the small increase in the activity rate for men in the 65-69 age group, which follows a somewhat smaller increase between 1983 and 1984. It may indicate that, having reduced from about 30 per cent in 1971 to around 14 per cent, the activity rate for this age group is levelling out.

The small rise in the activity rate of men aged 20-24, which follows a similar rise between 1983 and 1984, is almost entirely due to a further increase in the proportion of students either working or seeking work.

Women

Female activity rates increased overall between 1984 and 1985. The increases were confined to women of working age, that is, those between 16 and 60 years old—the largest increase being 1.3 percentage points for women aged 25-34—while the rate for women aged 60-64 fell by 2.6 percentage points. This continues the long-term upward trend in female activity rates observed from 1971-77 and again since 1983. This trend is related to demographic factors. Women born later in the century have a greater attachment to the labour force and, since women with dependent children are less likely to be economically active than those without, the declining fertility rates since the 1960s baby boom have had an upward influence on overall activity rates.*

Female activity rates are also affected by the demand for labour, and some of the increase since 1983 is due to the rise in part-time job opportunities attracting many women into the labour force.

The fall in the activity rate for women aged 60-64 between 1984 and 1985 is the steepest in a single year since 1971. The trend in this rate was downward from 1971 to 1979, but between 1979 and 1984 it remained relatively constant. This latest fall could indicate a resumption of the downward trend.

The decline in the activity rate of the post-retirement age group between 1971 and 1985 has been much less steep for



Comparisons of estimated and projected changes in activity rates are shown in Table 4. There are three reasons for these. First, both estimates and projections are subject to sampling errors. Second, the projections were made on the basis of a working assumption about the future changes in economic conditions, and any difference between actual changes and those assumed will affect the accuracy of the projections. And third, the differences between estimated and projected activity rates will reflect any flaws in the methods used to generate the projections.

Errors in the projections for individual age groups will inevitably be subject to greater variation than those in the

Table 3 Components of change in the civilian labour force (annual averages) Great Britain

	Male and female			Male			Female		
	Change in labour force	Population effect*	Activity rate effect†	Change in labour force	Population effect*	Activity rate effect†	Change in labour force	Population effect*	Activity rate effect†
1971-77	168	49	119	2	41	-39	166	8	158
1977-81	82	146	-64	16	81	-65	66	65	1
1981-83	-164	177	-341	-147	104	-250	-18	73	-91
1983-84	512	218	294	127	145	-18	385	73	312
1984-85	192	151	41	56	92	-36	135	58	77

* The change in the labour force which would have occurred had the activity rate in each age group remained over the period at its value in the initial year.
† The residual change—the total change less the population effect.

women than for men and, as in other age groups, the difference between the activity rates of women over 60 years of age and those of men aged over 65 has narrowed. Whereas in 1971 the rate for men over retirement age was 19 per cent compared with 12 per cent for women, by 1985 the gap had almost closed with the male rate being eight per cent and the female seven per cent.

Comparison with the previous projection

Overall, the estimated increase of 192,000 between 1984 and 1985 is reasonably close to the projected increase of 228,000, bearing in mind the uncertainties involved in making such projections. However, as remarked, this is the net result of growth in the population of working age being some 80,000 greater and activity rates being appreciably lower than projected.

overall projections. A clearer picture is obtained by comparing estimated and projected changes for broad age groups, for example, those below and those above state retirement age, see Table 4. The estimated activity rate for men of working age was substantially lower than had been projected, while for men over retirement age the reverse was true. The estimated rate for women of working age coincided with the projection, while that for women over retirement age is much lower than was projected. The overall activity rates for both men and women are 0.2 percentage points lower than was projected.

The activity rate projections were made on the basis of a working assumption about the future demand for labour—"that claimant unemployment will remain stable at around

* A further discussion of these factors was contained in "Labour force outlook for Great Britain", *Employment Gazette*, February 1984, pp 56-64.

Table 4 Changes in activity rates between 1984 and 1985: comparison of estimates and 1984-based projections

Great Britain	Percentage points	
	Estimate	84-based projection
Male		
16-64	-0.1	+0.4
65+	—	-0.8
All ages	-0.2	—
Female		
16-59	+0.7	+0.7
60+	-0.8	-0.1
All ages	+0.3	+0.5

three million . . . that employment will therefore increase to absorb the increase in the labour force, and that there will be no significant changes in the way in which the pattern of employment is changed".† In fact, between June 1984 and June 1985 the level of claimant unemployment rose by some 120,000. Also, the level of long-term unemployment, which has a significant effect on activity rates, rose by some 90,000 over the same period. Activity rate projections prepared assuming similar changes would have been much closer to the estimates presented here.

It is more surprising that the rate for men aged 65 and over did not decrease, having declined steadily since 1971. This may indicate a slowing-down, if not an end to the long-term downward trend in the activity rate for this group.

Female activity rates will have been influenced additionally by the continuing rise in part-time employment opportunities for women. As stated in the July 1985 article this could be expected to attract more women into the labour force, working in opposition to the downward influence of unemployment. The fact that, for women of working age, the overall activity rate for 1985 is as projected—despite some differences for individual age groups—suggests that the upward effect of continuing growth in part-time employment and the downward effect of continuing high unemployment more or less offset each other.

For women aged over 60, the estimated activity rate is substantially below that projected. This could in part be due to the effect of unemployment, but may also indicate a resumption of the downward trend observed for this age group from 1971 to 1979.

The future size of the labour force

The implications of these differences for the future size of the labour force will be considered in detail, and a further article prepared presenting revised projections, when the 1985 based population projections become available. The following is a brief initial assessment on the basis of the above comparisons.

Much of the difference between estimated and projected activity rates for those of working age can be ascribed to the difference between the working assumption used in preparing the projections, and the actual changes in economic conditions. From 1985 onwards, therefore, the changes in activity rates for the working age groups are likely to be similar to those previously projected, making the same working assumption as before—that claimant unemployment will remain roughly stable, that employment will

Appendix

The Labour Force—definitions and measurement

Definitions

The civilian labour force includes employees, employers and self-employed (but excluding those in HM Forces) together with those identified by censuses and surveys as seeking work in a reference week. Also included in the civilian labour force as unemployed are those waiting to start a job they have already obtained and those who are unemployed but prevented from seeking work by temporary sickness or holiday. People employed under employment schemes (other than those measures providing full-time training) are included in the civilian labour force. Students in full-time education are included if they did any work in the reference week, or if they sought work and were not prevented from starting work by the need to complete their education.

The activity rate for a given age/sex group is defined as the ratio—usually expressed as a percentage—of the labour force in that age/sex group to the total population in the same age/sex group.

Measurement

Activity rate estimates are derived principally from household survey and census data which allow a full breakdown of numbers by age and sex. Estimates for 1971 are based mainly on data from the 1971 Census of Population. Estimates for 1975, 1977, 1979, 1981, 1983, 1984 and 1985 incorporate survey estimates from the Labour Force Survey (a survey of private households) supplemented by data from the Census of Population on the economic activity of those not in private households. Estimates for years when no Labour Force Survey or Census of Population was held are derived by interpolation. Population estimates are supplied by the Office of Population Censuses and Surveys and the General Register Office for Scotland. The latest estimates* refer to mid-1985.

All estimates are subject to sampling and other errors and though the labour force figures are shown in this article to the nearest thousand they are not accurate to this degree. Estimates for individual years must be treated with caution.

* Mid-1985 population estimates for England and Wales, *OPCS monitor PPI*, 86/1. "Population Estimates Scotland 1985", HMSO.

increase to absorb the increase in the labour force, and that there will be no significant changes in the way in which the pattern of employment is changing.

For the older age groups, it is less likely that activity rates will change as projected beyond 1985. For both men and women, there is some indication of a departure from the assumed trends: the latest data suggest that male rates in this age group will decline less steeply than projected, and that female activity rates will decline slightly rather than remaining stable. However, the likely effect on the "all ages" labour force is small, since the levels of activity rates in the post-retirement age groups are so low.

Thus, pending the publication of revised projections, a reasonable interim projection can be obtained by adding the projections of published changes beyond 1985 in the July 1985 *Employment Gazette* article† to the mid-1985 estimates presented here. ■

† "Labour force outlook for Great Britain", *Employment Gazette*, July 1985, pp 255-264.

SPECIAL FEATURE

Stoppages caused by industrial disputes in 1985



A total of 6.4 million working days—equivalent to about one-third of a day for every employee in employment—were lost in 1985 through stoppages of work arising from industrial disputes in the United Kingdom. This annual article looks at the coverage of the statistics, the figures for recent years, and for 1985 presents detailed analyses by industry, region, cause, and size of dispute.

There were 6.4 million working days lost through stoppages of work caused by industrial disputes in 1985 in the United Kingdom, compared with 27.1 million in 1984 and an annual average of 11.1 million for the ten years 1975 to 1984. The last few months of the miners' strike, which began in March 1984, accounted for 4.0 million (63 per cent) of the total number of working days lost in 1985 whilst the national teachers' strikes in Scotland, and England and Wales accounted for a further 0.8 million (13 per cent) lost days.

This article presents the final figures for 1985. A brief commentary on more recent figures (which are given in tables 4.1 and 4.2 in the Labour Market Data section) can be found in the Trends in Labour Statistics Commentary section of this *Gazette*. This indicates that in the 12 months to May 1986, a provisional total of 2.4 million working days have been lost through stoppages of work due to industrial disputes and that the current level of working days lost is at its lowest level since 1967.

Coverage of the statistics

Information about stoppages of work arising from industrial disputes is collected on a voluntary basis, through the Department of Employment's local unemployment benefit office network and other sources including centralised returns from certain nationalised industries, public bodies and large firms, from press reports and, in the case of some larger stoppages, from the employers or trade unions involved.

There are difficulties in ensuring complete recording of stoppages, in particular of those short disputes lasting only a day or so, or involving only a few workers. Primarily because of these difficulties, stoppages involving fewer than ten workers, and those lasting less than one day, are excluded from the statistics except where the aggregate number of working days lost exceeds 100. This restriction bears most heavily on any industries particularly affected by small stoppages and has much more effect on the total of stoppages than on working days lost. This can be seen in

Table 7 where recorded stoppages lasting not more than one day accounted for 36 per cent of all stoppages but less than 3 per cent of all the working days lost. Consequently, the number of working days lost is a better indicator of the impact of industrial disputes than the simple number of stoppages. A more comprehensive description of the coverage of the statistics appears in the *Technical Note* at the end of this article.

Working days lost

The number of working days recorded as being lost as a result of industrial stoppages in 1985, is shown in Table 1, together with the corresponding figures for 1984. The table follows the format of previous annual articles by giving separate details for the effects of stoppages "in progress" in the year as well as for stoppages "beginning in the year". Stoppages beginning in 1984 but which continued into 1985 accounted for 4.4 million of the working days lost in 1985, and these in addition to the 2.0 million days lost in 1985 through stoppages beginning in 1985, resulted in a total of 6.4 million working days lost through stoppages of work in progress in 1985. This compares with 27.1 million in 1984, 3.8 million in 1983 and a ten year average, 1975 to 1984, of 11.1 million days lost.

The remainder of this article concentrates on the "in progress in year" figures. Previous articles* have used a mixture of "in progress/beginning in year" figures which can be confusing to the reader. Further details on the latter basis can be obtained from the address given at the end of this article.

Workers involved

The number of workers involved in stoppages in progress in 1985 was 0.79 million. This compares with 1.46 million in 1984, 0.57 million in 1983 and an annual average of 1.48 million during the ten year period 1975 to 1984.

* "Stoppages caused by industrial disputes in 1984", *Employment Gazette*, August 1985, pp 295-306.

Department of Employment statistical enquiries: Tel 01-213 5551

Table 5 Stoppages in progress in 1985 by region and broad industry group

United Kingdom

Industry (SIC 1980)	South East	East Anglia	South West	West Midlands	East Midlands	Yorkshire North and Humber-side	North West	North	Wales	Scotland	Northern Ireland	United Kingdom
Working days lost (thousands)												
Extraction and processing of coal, coke, mineral oil and natural gas	100	—	—	116	335	1,844	87	618	755	288	—	4,143
Metal processing and manufacture	—	—	—	6	3	47	—	2	—	1	—	60
Metal goods not elsewhere specified	1	—	—	7	15	7	11	1	1	4	—	48
Engineering	8	3	5	13	13	6	43	17	7	39	1	155
Motor vehicles	25	—	—	23	—	1	12	1	6	1	—	70
Other transport equipment	1	—	27	—	—	—	23	145	—	57	2	256
Textiles, footwear and clothing	—	—	—	3	5	—	1	13	—	1	7	31
All other manufacturing industries	68	2	9	10	33	20	56	7	41	33	11	291
Construction	—	2	—	—	—	22	4	12	5	5	—	50
Transport and communication	68	6	3	14	11	19	36	9	11	19	1	197
All other non-manufacturing industries and services	220	29	42	83	60	109	128	65	113	231	19	1,100
All industries and services	492	43	87	275	475	2,076	403	890	940	681	40	6,402
Days lost per 1,000 employees all industries and services	67	60	56	142	333	1,179	169	859	1,035	348	87	298
Workers involved (thousands)												
Extraction and processing of coal, coke, mineral oil and natural gas	3	—	—	6	20	76	3	25	30	14	—	177
Metal processing and manufacture	—	—	—	—	1	3	—	—	—	—	—	5
Metal goods not elsewhere specified	—	—	—	1	1	1	1	—	—	1	—	5
Engineering	1	1	1	3	1	1	5	2	3	5	—	23
Motor vehicles	31	—	—	7	—	—	14	—	2	—	—	55
Other transport equipment	—	—	33	—	—	—	5	13	1	30	2	85
Textiles, footwear and clothing	—	—	—	—	1	—	1	3	—	2	—	7
All other manufacturing industries	13	2	1	1	2	2	4	1	4	3	1	33
Construction	—	—	—	—	—	2	1	1	1	1	—	5
Transport and communication	28	4	1	8	5	11	22	6	4	13	1	104
All other non-manufacturing industries and services	70	12	14	26	10	16	46	22	18	46	11	290
All industries and services	148	18	51	53	41	113	101	75	62	115	15	791
Stoppages												
Extraction and processing of coal, coke, mineral oil and natural gas	5	—	—	7	24	83	7	8	24	17	2	163
Metal processing and manufacture	—	—	—	3	6	9	2	1	2	3	—	26
Metal goods not elsewhere specified	1	—	1	6	4	10	7	1	1	3	—	34
Engineering	9	4	2	18	6	7	17	10	6	18	2	94
Motor vehicles	23	1	1	19	1	3	10	2	4	1	—	63
Other transport equipment	3	1	8	1	—	—	4	12	1	12	2	41
Textiles, footwear and clothing	—	—	1	2	4	—	3	9	2	2	3	25
All other manufacturing industries	23	6	6	11	9	12	11	6	11	18	8	105
Construction	1	2	—	3	1	3	4	8	5	3	—	27
Transport and communication	44	5	6	10	10	25	25	17	10	17	6	142
All other non-manufacturing industries and services	64	6	8	14	10	19	32	23	20	18	19	185
All industries and services	173	25	33	94	75	171	122	97	86	112	42	903

Notes: (1) The figures for working days lost and workers involved have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
(2) The number of stoppages by region do not sum to the total for all regions, all industries and services, as some disputes which affect more than one region, have been counted once only in the total for all industries and services. Similarly, the sum of the constituent items for the broad industry groups do not sum to the total for all industries and services as some stoppages affect more than one industry in the group shown.
— Means nil or negligible (less than half the final digit shown).

Table 6 Stoppages in progress in 1985 by cause and broad industry group

United Kingdom

Industry (SIC 1980)	Pay		Duration and pattern of hours worked	Redundancy questions	Trade union matters	Working conditions and supervision	Manning and work allocation	Dismissal and other disciplinary measures	All causes	
	All	of which								
		Wage rates and earnings levels	Extra wage and fringe benefits							
Working days lost (thousands)										
Extraction and processing of coal, coke, mineral oil and natural gas	64	62	2	4	4,005	6	16	13	35	4,143
Metal processing and manufacture	43	43	—	2	6	—	—	1	8	60
Metal goods not elsewhere specified	42	42	—	—	1	3	—	2	1	48
Engineering	120	119	1	—	17	—	7	6	4	155
Motor vehicles	26	26	—	6	1	6	3	12	17	70
Other transport equipment	24	24	—	137	41	46	1	3	4	256
Textiles, footwear and clothing	11	11	—	—	—	11	2	5	—	31
All other manufacturing industries	193	191	2	2	34	14	15	25	7	291
Construction	13	4	9	—	26	—	—	4	7	50
Transport and communication	124	31	93	3	31	—	8	22	8	197
All other non-manufacturing industries and services	928	926	1	14	103	4	13	21	18	1,100
All industries and services	1,588	1,480	108	169	4,265	91	66	113	110	6,402
Workers involved (thousands)										
Extraction and processing of coal, coke, mineral oil and natural gas	15	15	1	4	120	2	9	8	20	177
Metal processing and manufacture	3	3	—	—	—	—	—	—	2	5
Metal goods not elsewhere specified	4	4	—	—	—	—	—	—	1	5
Engineering	15	15	—	—	5	—	1	1	1	23
Motor vehicles	22	22	—	2	1	2	4	14	11	55
Other transport equipment	8	8	—	6	52	8	—	7	5	85
Textiles, footwear and clothing	5	5	—	—	—	1	—	—	—	7
All other manufacturing industries	14	14	—	—	9	1	3	4	2	33
Construction	2	1	1	—	2	—	—	1	1	5
Transport and communication	61	10	51	1	22	—	6	9	5	104
All other non-manufacturing industries and services	222	221	1	3	37	2	11	12	4	290
All industries and services	370	317	54	16	247	16	34	56	52	791
Stoppages										
Extraction and processing of coal, coke, mineral oil and natural gas	36	33	3	12	7	9	23	50	26	163
Metal processing and manufacture	15	14	1	1	4	—	1	3	2	26
Metal goods not elsewhere specified	24	24	—	—	1	1	1	3	4	34
Engineering	62	61	1	3	10	1	2	6	10	94
Motor vehicles	24	24	—	3	3	4	9	12	8	63
Other transport equipment	12	11	1	3	11	3	2	5	5	41
Textiles, footwear and clothing	16	16	—	—	—	4	2	1	2	25
All other manufacturing industries	57	54	3	3	10	8	9	9	9	105
Construction	15	12	3	—	4	1	1	3	3	27
Transport and communication	47	41	6	12	14	1	19	33	16	142
All other non-manufacturing industries and services	53	49	4	14	42	7	22	34	13	185
All industries and services	361	339	22	51	104	39	91	159	98	903

Notes: (1) The figures for working days lost and workers involved have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
(2) The number of stoppages for the industry groups shown, do not sum to the total for all industries and services as some stoppages which affect more than the broad industry groups, have been counted once only in the total for all industries and services.
(3) Included in the above table, is one "in-sympathy" stoppage by 300 workers (and accounting for 300 lost working days) in the transport and communication and all other non-manufacturing industries and services, industry groups, in support of workers in the coal industry over proposed redundancies.
(4) This table, which gives figures for stoppages in progress, is not strictly comparable with the "beginnings" figures published in corresponding table for 1984 and previous annual articles.
— Means nil or negligible (less than half the final digit shown).

Table 7 Stoppages in progress in 1985 by duration in working days

Table with 7 columns: Working days (Over/Not more than), Stoppages in progress in 1985, Per cent of all stoppages, Workers involved (thousands), Per cent of all workers, Working days lost (thousands), Per cent of all working days lost. Total stoppages: 903, 100.0% of all stoppages, 791 workers, 100.0% of all workers, 6,402 days lost, 100.0% of all working days lost.

Notes: (1) The figures for workers involved and days lost have been rounded and consequently the sum of the constituent items may not agree precisely with the totals. (2) This table, which gives the figures for stoppages in progress, is not strictly comparable with the "beginning in" figures published in the corresponding table in the 1984 and previous annual articles.

Table 8 Stoppages in progress in 1985 by number of working days lost

Table with 7 columns: Number of working days lost (Under 250, 250-500, 500-1000, etc.), Stoppages in progress in 1985, Per cent of all stoppages, Workers involved (thousands), Per cent of all workers, Working days lost (thousands), Per cent of all working days lost. Total stoppages: 903, 100.0% of all stoppages, 791 workers, 100.0% of all workers, 6,402 days lost, 100.0% of all working days lost.

Notes: See notes to Table 7.

Table 9 Stoppages in progress in 1985 by total number of workers involved

Table with 7 columns: Total number of workers involved (Under 25, 25-50, etc.), Stoppages in progress in 1985, Per cent of all stoppages, Workers involved (thousands), Per cent of all workers, Working days lost (thousands), Per cent of all working days lost. Total stoppages: 903, 100.0% of all stoppages, 791 workers, 100.0% of all workers, 6,402 days lost, 100.0% of all working days lost.

Notes: See notes to Table 7.

ranked eighth using the incidence rate as a basis for comparison.

It should be noted that comparisons between industries may still be affected by factors other than the number of employees in the industry. For example, industry groups with large firms are more likely to have disputes included in the statistics...

Regional analysis

A breakdown of industrial stoppages in 1985 by region and by 11 broad industry groups is given at Table 5. An incidence rate is also given for each region in respect of the total of all industries and services.

The industrial structure in each region is an important factor affecting the regional distribution of stoppages, and, consequently, the miners' strike that continued from 1984 is largely responsible for the very high incidence rates in some regions...

Causes of stoppages

A breakdown of stoppages of work by the principal cause and broad industry group is set out in Table 6. Largely because of the miners' strike in protest at pit closures, stoppages over redundancy issues accounted for the highest proportion (67 per cent) of the total number of days lost in 1985...

at 25 per cent (compared with 8 per cent in 1984), followed a long way behind by duration and pattern of hours of work, 3 per cent (1/2 per cent in 1984).

Redundancy issues accounted for 31 per cent of workers directly involved in 1985 compared with 26 per cent in 1984 but disputes over pay were responsible for the highest proportion of workers involved in industrial action at 47 per cent in 1985 (37 per cent in 1984).

Duration and size of stoppage

Tables 7, 8 and 9 look at recorded stoppages in progress in 1985 in terms of the number of working days they lasted, the loss of working time they caused and the total number of workers involved. The totals shown in these tables for aggregate working days lost are in general less than the totals obtained by multiplying the numbers of days each stoppage lasted by the numbers of workers involved.

Over half the stoppages in progress in 1985, 57 per cent, lasted not more than three working days, involved 38 per cent of the total number of workers taking part in industrial stoppages but accounted for less than five per cent of all working days lost.

The ten stoppages involving 10,000 or more workers, once again dominated by the miners' strike, accounted for 78 per cent of all days lost, while disputes involving less than 100 workers accounted for 41 per cent of all stoppages but less than two per cent of the days lost.

Prominent stoppages

Table 10 gives the main details of the 65 stoppages in

Table 10 Stoppages in 1985 resulting in a loss of 5,000 or more working days

Table with 7 columns: Industry and county, Date when stoppage (Began/Ended), Numbers of workers involved (Directly/Indirectly), Number of working days lost in 1985*, Type of worker involved (Directly/Indirectly), Cause or object. Includes entries for Coal extraction, Electricity, gas, energy and water, etc.

*Total working days lost in the dispute are shown in brackets.

progress in 1985 which resulted in a loss of 5,000 or more working days; there were 124 such stoppages in 1984 and 94 in 1983. These stoppages accounted for 91 per cent of the total number of days lost in 1985.

The largest loss of working days (4,027,000) in the year came from the miners' strike in protest over pit closures. This dispute, which began on March 12, 1984 and ended on March 4, 1985, resulted in an overall total loss of 26,391,000 working days...

The teachers' strikes in Scotland, and England and Wales over pay accounted for a total of 822,000 days lost. Only one other stoppage, in the other transport equipment industry (135,000), accounted for more than 100,000 days lost.

International comparisons

International comparisons of stoppages recorded in 21 OECD countries, for the years 1975 to 1984, were published in the July issue of Employment Gazette (pp 266 to 269). This showed that in 1984, the miners' strike resulted in the United Kingdom having the highest number of working days lost per thousand employees.

However, there was considerable variation between years in the incidence of industrial disputes and on average during the ten-year period 1975-84 the countries showing the highest incidence of working days lost per employee were Italy, Spain, Greece, Canada and Ireland.

Further information

Details of stoppages beginning in the year on a comparable basis with those published in previous annual articles are available on request from Department of Employment, Statistics Division B3, Orphanage Road, Watford, Herts WD1 1PJ.

Table 10 Stoppages in 1985 resulting in a loss of 5,000 or more working days (cont)

Industry and county	Date when stoppage		Numbers of workers involved		Number of working days lost in 1985*	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Metal processing and manufacture South Yorkshire	14.10.85	31.1.86	730	—	35,200 (70,400)	Process, maintenance and ancillary workers, furnace operators drivers and cleaners		For a pay rise and protection of existing terms and conditions.
West Yorkshire	28.10.85	6.11.85	1,100	—	6,800	Drivers and shopfloor workers		In protest against the dismissal of a worker on medical grounds.
Mineral processing and manufacture Gwent	20.2.85	8.3.85	2,800	—	30,800	Production workers		In support of pay claim.
Metal goods, not elsewhere specified Nottinghamshire	4.2.85	4.3.85	390	60	9,200	Production workers	Production workers	Protest over layoffs, following overtime ban for a pay rise.
Derbyshire	12.10.85	12.11.85	240	—	5,200	Press, stamp and lathe operators and millers		In support of pay claim.
Mechanical engineering Tyne and Wear	14.1.85	25.1.85	700	—	7,000	Boilermakers		Over the alleged intimidation of worker by a supervisor.
Tyne and Wear	28.1.85	28.2.85	520	—	7,100	Electricians, painters, fitters, and drivers		For improved pay offer.
Lincolnshire	7.3.85	20.3.85	600	—	5,600	Skilled and semi-skilled engineering workers		For improved pay offer.
Strathclyde	23.4.85	31.5.85	300	10	8,200	Machinists, engineers and electricians	Machinists and engineers	For improved pay offer.
Lincolnshire	2.7.85	30.8.85	150	—	5,100	Machinists and labourers		For an increase in pay.
Strathclyde and Fife	5.7.85	8.9.85	2,620	—	5,300	Production and clerical workers		Against the selection of union officials for redundancy.
Greater Manchester	19.8.85	30.9.85	140	30	5,000	Fitters, welders and machine operators	Clerical and drawing office staff	For improved pay offer.
Greater Manchester	21.10.85	3.11.85	720	180	9,000	Production workers	Clerical staff	Over proposed redundancies.
Electrical engineering Lancashire	26.4.85	24.5.85	380	—	7,500	Production operatives		For improved pay offer.
Tayside	7.5.85	14.6.85	380	—	10,500	Mechanics, electricians, assemblers, operatives and labourers		For improved pay offer.
Merseyside	9.5.85	27.6.85	800	—	10,400	Engineers, drivers metal and electrical workers		For improved pay offer.
Motor vehicles West Midlands	5.3.85	27.3.85	480	—	8,100	Production workers		Over use of cleaning contractors and dissatisfaction with pay.
Cheshire and Bedfordshire	1.5.85	10.5.85	2,460	4,000	6,500	Electricians	Production workers	Over the operation of Robot Control Panels.
Bedfordshire	9.10.85	10.10.85	5,500	2,250	14,200	Production workers	Production workers	Protest against the dismissal of worker.
Other transport equipment Strathclyde	26.3.85	3.4.85	3,800	1,600	32,400	Boilermakers and other shipbuilding trades	Management and clerical staff	Protest over disciplinary action taken against union representatives.

*Total working days lost in the dispute are shown in brackets.

Table 10 Stoppages in 1985 resulting in a loss of 5,000 or more working days (cont)

Industry and county	Date when stoppage		Numbers of workers involved		Number of working days lost in 1985*	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Other transport equipment (cont) Devonshire and Fife	18.4.85	22.4.85	13,770	—	6,900	Dockyard workers, supervisory and clerical staff		Over proposed privatisation plans.
Merseyside	24.5.85	3.7.85	400	—	10,900	Production workers		For improved pay award.
Devonshire and Fife	24.7.85	13.8.85	15,360	—	15,400	Clerical workers and dockers		Over proposed privatisation plans.
Tyne and Wear	28.8.85	14.10.85	3,900	500	135,200	Various shipbuilding trades, management and clerical staff	Various shipbuilding trades	Over the duration of tea breaks.
Lancashire	23.9.85	27.9.85	2,150	—	10,800	Technical, engineering, sheet metal and other workers		Over the dismissal of union chairman
Devonshire, Dorset and Fife	13.11.85	13.11.85	14,700	—	14,700	Dockyard workers and clerical staff		Over proposed privatisation plans.
Food, drink and tobacco West Yorkshire	8.10.84	23.1.85	60	700	11,800 (50,000)	Production operatives	Production operatives and service staff	Over the loss of overtime earnings.
Greater London	20.3.85	4.4.85	800	—	9,300	Production workers		Against reduced manning levels.
Strathclyde	16.5.85	7.6.85	60	290	5,500	Craft trades and maintenance workers	Semi skilled and general workers	Over the terms of pay and productivity award
Northamptonshire and Lothian	29.5.85	17.7.85	1,560	—	52,900	Production, engineering, and clerical workers		For improved pay offer.
Cheshire	8.7.85	3.8.85	270	—	5,200	Brewers, packers, and warehouse staff		Over pay increase for working with new machinery
Gloucestershire, Merseyside and Norfolk	16.9.85	30.9.85	2,060	—	9,800	Process workers and clerical staff		In protest over proposed staff levels.
Antrim	18.11.85	20.12.85	240	—	6,200	Production workers		Over feared loss of earnings.
Nottinghamshire	2.12.85	12.12.85	1,270	—	6,600	Production workers		For increase in pay and other benefits
Textiles Armagh	15.1.85	15.3.85	110	10	5,300	Production workers	Production workers	Against a proposed change in working practices
Footwear and clothing Tyne and Wear	17.9.85	21.3.86	150	—	8,400 (13,700)	Machinists and despatch room workers		For union recognition and reinstatement of workers.
Timber and wooden furniture Lancashire and West Yorkshire	11.6.85	18.10.85	680	20	22,300	Production and warehouse workers	Assemblers and upholsterers	For improved pay offer.
Paper, printing and publishing Hampshire	12.12.84	22.4.85	160	—	10,600 (11,400)	Journalists		Over the introduction of new technology.

*Total working days lost in the dispute are shown in brackets.

Table 10 Stoppages in 1985 resulting in a loss of 5,000 or more working days (cont)

Industry and county	Date when stoppage		Numbers of workers involved		Number of working days lost in 1985*	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Paper, printing and publishing (cont)								
Greater London	18.3.85	26.3.85	2,200	—	12,200	Printers and machine operators		In protest against unsafe machinery.
Greater London	22.8.85	31.8.85	430	4,070	25,700	Printers	Printers, journalists and other staff	Over the fear of redundancies.
Construction								
Cumbria	7.5.85	31.5.85	400	—	7,200	Construction trades and labourers		Over the rates of pay for shift working.
South Yorkshire	9.5.85	17.5.85	800	—	5,600	Underground construction workers		Over an unspecified disciplinary matter.
Railways								
Various areas in Scotland	17.4.85	18.4.85	6,100	—	6,100	Guards, porters, workshops and signal staff		Over the fear of redundancies.
Various areas in Great Britain	23.7.85	21.9.85	1,310	—	9,900	Guards and drivers		Over feared job losses with the introduction of "driver only" trains.
Other inland transport								
Various areas in Great Britain	29.10.85	29.10.85	37,180	—	37,200	Drivers, engineers mechanics and clerical staff		Over feared loss of pension rights.
Sea transport								
Kent	13.12.85	3.1.86	2,000	—	24,300 (27,800)	Seamen		For parity with other employees over annual leave.
Other transport and communication								
Cleveland, Dorset, Staffordshire and Tyne and Wear	14.4.85	3.5.85	3,450	—	5,100	Sorting Office engineers		Over reduced manning levels.
Leicestershire, Northamptonshire and West Midlands	15.4.85	25.4.85	11,600	—	28,100	Postal workers		Over extra pay for delivery of poll cards.
Merseyside	15.11.85	22.11.85	1,450	—	10,000	Postal workers		For improved productivity payments.
Supporting transport services								
Hampshire	22.10.84	24.1.85	600	—	8,200 (30,000)	Dockers		Over the introduction of new work practices.
Public administration and education								
Various areas in Scotland	5.12.84	13.3.86	41,000	—	218,500 (352,600)	Teachers		For an independent pay review
Mid Glamorgan	11.12.84	30.1.85	360	500	18,900 (26,100)	Administrative and clerical staff	Sports hall attendants refuse collectors and labourers	Over fear of redundancy.
Merseyside	28.1.85	8.2.85	3,000	—	20,000	School caretakers, cleaners and canteen staff		Against feared redundancies.
Various areas in England and Wales	6.2.85	7.3.86	162,840	—	603,800 (701,800)	Teachers		For improved pay offer.
Merseyside	25.9.85	25.9.85	11,500	—	11,500	All grades of local authority workers		Over the fear of redundancy.
Various areas in Scotland	9.10.85	4.2.86	3,800	—	6,400 (7,300)	Lecturers		For an increase in pay.
Various areas in Great Britain	12.11.85	Dispute continuing	6,160	—	6,200 (18,100)	Clerical workers		For recruitment of extra staff.

*Total working days lost in the dispute are shown in brackets.

Table 10 Stoppages in 1985 resulting in a loss of 5,000 or more working days

Industry and county	Date when stoppage		Numbers of workers involved		Number of working days lost in 1985*	Type of worker involved		Cause or object
	Began	Ended	Directly	Indirectly		Directly	Indirectly	
Medical and health services								
Tyne and Wear	23.7.85	20.10.85	2,500	—	10,000	Domestic staff and ancillary workers		Over privatisation plans.
Other services								
East Clwyd	5.9.84	26.3.85	190	—	11,400 (28,500)	Nursery nurses		For improved pay offer
Various areas in Great Britain	7.5.85	23.5.85	850	—	11,100	TU officials, typists administrators and clerical staff		Over the dismissal of a press officer

*Total working days lost in the dispute are shown in brackets.

Technical note

Number of stoppages

The statistics relate to stoppages of work in the United Kingdom due to industrial disputes between employers and workers, or between workers and other workers, connected with terms and conditions of employment.

Disputes which do not result in a stoppage of work, for example, work-to-rules and go-slows, are not included in the statistics, as their effects are not quantifiable to any degree of certainty. Stoppages involving fewer than ten workers or lasting less than one day are excluded from statistics unless the total number of working days lost in the dispute is greater than 100.

Stoppages over issues not directly linked to terms and conditions are excluded from the statistics though in most years this is not significant. For example, in 1985 only two stoppages (one a sympathy stoppage in the media industry, which was judged to be political, the other by workers in the coal-mining industry in protest at prison sentences imposed on their colleagues) were excluded from the statistics and in total amounted to less than 1,000 lost working days.

The statistics include "lock-outs" (that is, where the employer prevents his employees from working) and "unlawful" strikes. However, no distinction is made between a "strike" and "lock-out" or between "lawful" and "unlawful" stoppages, principally because of the practical difficulty in determining the category a particular stoppage falls into. It was for a similar reason that the "official/unofficial" distinction ceased to be made after 1981.

There are difficulties in ensuring complete recording of stoppages, in particular for short disputes lasting only a day or so. Because of this recording difficulty and the cut-off applied in the recording process, the number of working days lost is considered to be a better indicator of the impact of industrial disputes than the simple number of recorded stoppages.

Workers involved

The figures for workers involved relate to persons both directly and indirectly involved at the establishments where the disputes occurred. Workers indirectly involved are those who are not themselves parties to the dispute but are unable to work as a result of the dispute. The figures for people indirectly affected do not include workers laid off by establishments other than where the dispute occurred, for example, due to shortage of materials, or temporary lack of demand. This is partly because of the difficulty in deciding to what extent a particular firm's difficulties are due to the effects of a strike

elsewhere. Workers involved in more than one stoppage will be included in the statistics for each stoppage and part-time workers are counted as whole units.

The statistics attempt to record the numbers of workers involved at any time in the stoppage. For example, if, in a three day strike there were 200 workers involved on day one, on day two there were 300 workers of whom 100 were involved for the first time, and 200 on day three of whom 50 were involved for the first time, then the number of workers involved at any time in the dispute is 350. However, in some disputes the number of workers taking part in industrial action for the first time cannot be easily ascertained and in such cases the statistics record the maximum number of workers involved at any one time (300 in the above example).

Taking another example, where there are 200 workers recorded as being involved in a stoppage on days one, two and three, it may be necessary to assume that a total of 200 workers were involved in the stoppage at any one time, although it is possible, however unlikely, that as many as 600 workers could have been involved. For this reason, the number of workers involved in a dispute may be under-recorded. However, the number of working days lost will, of course, be unaffected.

Working days lost

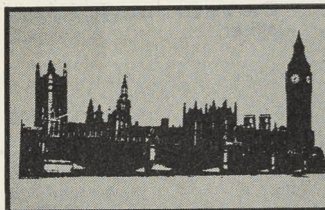
In measuring the number of working days lost, account is taken of the time lost in the basic working week. Overtime work is not included, and neither is weekend working where this is not normal. Where an establishment is open every day, and operates two or more four or five day shifts, the statistics will record the number of working days lost for each shift. In recording the number of days lost, allowance is made for public and known annual holidays, for example, factory fortnights, occurring within the strike's duration.

Allowance is not normally made for absence from work due to, for example, sickness and unauthorised leave, unless this information is readily available. Where strikes last less than the basic working day, the hours lost are converted to full-day equivalents, as are days lost by part-time workers.

Disputes where an employer dismisses his employees and replaces them with another workforce can present particular difficulties as the statistics cannot assume that working days are being lost by the sacked workers indefinitely. In such cases the statistics measure the number of days lost in terms of production, for example, where an employer initially recruits 100 but wishes to build up a workforce of 300, the number of working days lost on day one will be recorded as 200 and will be reduced on subsequent days, finally tapering off to zero when the new workforce target of 300 has been achieved.

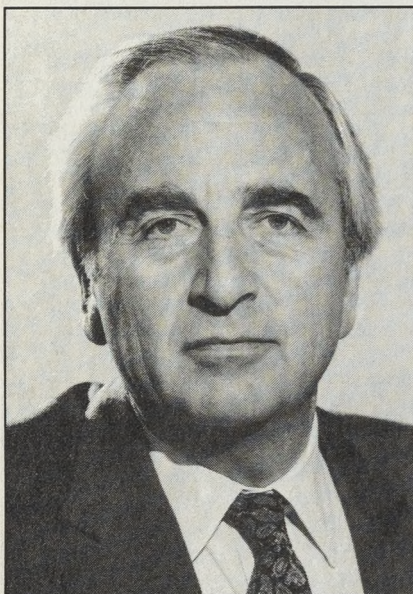
QUESTIONS IN PARLIAMENT

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: Lord Young
Paymaster General: Kenneth Clarke
Parliamentary Under-Secretaries of State:
David Trippier and Ian Lang



Lord Young of Graffham

Restart Programme*

The Lord Hatch of Lusby asked Her Majesty's Government what action they are taking to provide employment for those who have been unemployed over a year.

The Lord Young of Graffham: Last week we extended the Restart Programme nationally. Now everyone who has been unemployed for a year or more will be approached, invited to the Jobcentre and offered one or more of eight positive opportunities designed to help them back into employment.

(July 8)

Financial assistance for tourism

The Lord Cullen of Ashbourne asked Her Majesty's Government whether the Review of the Section 4 Financial Assistance Scheme for Tourism in England has been completed.

The Lord Young of Graffham: The Department has recently completed its review of the scheme of financial assistance run by the English Tourist Board under Section 4 of the Development of Tourism Act 1969. The government announced in the tourism review statement in November 1983 (official report 22 Nov 83 cols 128-135) that we planned to maintain grants for Section 4 expenditure in England at about the current level over the four years to 1986-87 giving a total of some £35 million for the period. It was agreed to review the scheme towards the end of that period.

The Government has now decided to continue the Section 4 scheme in England. In reaching this decision, account has been taken of a study carried out by Department of Employment economists which indicates that the scheme has a valuable role in the creation of jobs at regional and local level. The English Tourist Board has therefore been requested to develop detailed proposals for the launch later this year of a revised Section 4 scheme. This will reflect the findings of the Department's study and of the ETB's own assessment of work carried out by its consultants.

Decisions on the future level of funding for the scheme will be announced in the autumn after the current year's public expenditure round has been completed.

The scheme will also continue to be operated in Scotland and Wales.

(June 20)

Action for Jobs in Tourism

Mr Spencer Batiste (Elmet) asked the Paymaster General, what progress has been made in removing obstacles to tourism and improving job prospects in the industry since publication of the Government's report "Pleasure, Leisure and Jobs—The Business of Tourism" in July 1985.

Mr Kenneth Clarke: The Government have today published a further report entitled "Action for Jobs in Tourism" which provides a detailed review of progress on the Action Points in "Pleasure, Leisure and Jobs" and describes other new developments, either planned or already in progress, which will help to strengthen tourism's contribution to employment generation. Copies of the report have been placed in the Library. It is the Government's intention to publish an annual survey of tourism activities on these lines, complementing the annual reports of the statutory tourist boards.

(July 16)

Vacancies

The Lord Houghton of Sowerby asked Her Majesty's Government what co-operative contact exists between Jobcentres and employers and other agencies advertising vacancies in local newspapers.

The Lord Young of Graffham: Jobcentres have always sought close contacts with employers. Jobcentres not only handle vacancies notified by employers, but can also help and advise employers on their recruitment campaigns. Also, the Employment Division of the Manpower Services Commission, which operates the Jobcentre network, co-operates closely with the Federation of Recruitment and Employment Services, which is the trade association for private employment services; most recently in a scheme for the reciprocal display of information about the location of, and services provided by both Jobcentres and private employment agencies.

(June 13)

Community Programme

Mr Barry Sheerman (Huddersfield) asked the Paymaster General, on the basis of the second postal follow-up survey of past participants on the Community Programme, in respect of those long-term unemployed Community Programme entrants that were in employment at the time of the survey, and for the following three standard eligibility by age groups, 18 to 20 years, 20 to 24 years, and 25 and over years, if he will provide the number and percentage that were: (a) male and (i) married and (ii) single, separated, divorced or widowed and (b) female and (i) married and (ii) single, separated, divorced, or widowed; and for each latter group and subgroup if he will provide the number and percentage that were working full-time or part-time: (I) while on the programme and (II) at the time of the follow-up.

Mr Ian Lang: Pursuant to his reply on July 7, column 16.

Of the 2,500 respondents to the second Community Programme (CP) follow-up survey 772 (31 per cent) were in employment at the time of the survey. 757 of these gave fully usable replies. 219 (29 per cent) of these were aged 18-20 on entry, 201 (27 per cent) were aged 20-24 on entry and 337 (44 per cent) were aged 25 and over on entry.

Table 1 below shows for each age group the number and percentage who were male and female.

The sample sizes are too small to permit full further analysis in the detail requested, but as a guide:

- over 90 per cent of males in the 18-20 age group were single;
- about 90 per cent of males in the 20-24 age group were single;
- about 80 per cent of females in the 18-24 age group were single;
- about one-third of males in the 25 and over age group were single;
- about one in six females aged 25 and over were single;

Table 1 Age by sex

	18-20	20-24	25+
Male	164 (75 per cent)	152 (76 per cent)	216 (64 per cent)
Female	55 (25 per cent)	49 (24 per cent)	121 (36 per cent)
Total	219 (100 per cent)	201 (100 per cent)	337 (100 per cent)

(July 14)

Full-time/Part-time employment on CP

• 25 per cent of males in the 18-20 and 20-24 age groups, who were in work at the time of the survey, had been employed full-time on CP;

• about 30 per cent of females in the 18-24 age group had been employed full-time on CP;

• in the 25 and over age group about one-half of males had been employed full-time on CP;

• in the 25 and over age group about one in eight females had been employed full-time on CP;

Kenneth Clarke



Full-time/Part-time employment at the time of the survey

• about 90 per cent of males, in all age groups, who were in work at the time of the survey were in full-time employment;

• about three-quarters of females in the age range 18-24 were in full-time employment;

• about one-third of those females aged 25 and over were in full-time employment.

Note: In producing the above figures, the phrase "long-term unemployed" has been taken to refer to all participants on the Community Programme, and thus includes the full sample of ex-participants who were in employment at the time of the survey.



Tourism

Mr Robert Adley (Christchurch) asked the Paymaster General, if he would make a statement about current trends in incoming tourism to Britain.

Mr Trippier: Following record levels of incoming tourism in 1985 the upward trend was sustained during the first quarter of 1986 when visits were up by 10 per cent. However, during April visits to Britain fell by 15 per cent over the corresponding period last year but spending was down by only three per cent. We have no firm predictions for the rest of the year but the British Tourist Authority report that traffic is now picking up again. It is hoped that this will be reflected later this year in the numbers of visitors to Britain.

The Government firmly believe that tourism has excellent prospects of long-term growth and that the decline in visitors from North America is merely a temporary setback.

(July 11)

Long-Term Unemployed

Mrs Virginia Bottomley (South West Surrey) asked the Paymaster General, what response he has had to the steps he has announced he is taking to assist the long-term unemployed.

Mr Kenneth Clarke: The new Restart Programme, under which all long-term unemployed people will be invited for a Jobcentre interview by the end of next March, has been widely welcomed, notably by the long-term unemployed themselves. In the period to June 12, in those areas where the programme started early, 95 per cent of those due to be interviewed in the period responded positively by attending for their interview.

We are also continuing to expand the Community Programme which provides worthwhile job opportunities for over 300,000 long-term unemployed people.

The wide range of measures to assist the unemployed and others is described in our booklet "Action for Jobs" which has been widely distributed and well received.

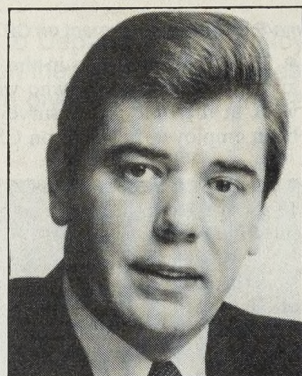
(July 15)

Parliamentary queries marked with an asterisk were answered simultaneously in the House of Lords by Lord Young and in the House of Commons by the Paymaster General, Kenneth Clarke.



Homeworkers

Mr Robert Kilroy-Silk (Knowsley North) asked the Paymaster General, what was the number of homeworkers by region and trade at the latest date for which figures are available.



Mr Lang: The most recent national estimates of homeworkers are from the 1981 survey of home-based workers in England and Wales. *Table 1* shows the number of homeworkers by region, distinguishing manufacturing homework from other white-collar and service sector work done at home. *Table 2* shows the number of homeworkers in industry.

Table 1 National estimates: regional distribution of homeworkers, England and Wales 1981

Region	Manufacturing homework		Other work at home		All working at home (excluding child-minders and family workers)	
	No	Per cent	No	Per cent	No	Per cent
North	710	1	6,460	4	7,180	3
Yorks and Humberside	4,050	7	9,480	6	13,530	6
East Midlands	14,280	24	10,890	6	25,170	11
East Anglia	1,990	3	13,100	8	15,090	7
GLC	5,630	10	31,880	19	37,510	16
South East (except GLC)	11,950	20	56,100	33	68,050	30
South West	8,360	14	13,610	8	21,970	10
West Midlands	5,830	10	10,380	6	16,200	7
North West	4,280	7	16,040	9	20,320	9
Wales	1,670	3	3,120	2	4,790	2
Total	58,750	100	171,050	100	229,790	100

Table 2 National estimates: industry distribution of homeworkers, England and Wales, 1981

Industry 1980 SIC(R) divisions	All working at home (excluding child-minders and family workers)	
	No	Per cent
0 Agriculture	370	*
1 Energy and water supply	390	*
2 Chemicals and minerals extraction and manufacture	2,220	1
3 Metal goods, engineering and vehicles	9,260	4
4 Other manufacturing	53,070	23
5 Construction	2,640	1
6 Distribution, hotel and catering, repairs	36,700	16
7 Transport and communication	2,770	1
8 Insurance, financial and business services	50,730	22
9 Other services (professional and scientific, public admin, etc) inadequately described	69,890	30
	1,760	1
Total all industries	229,790	100

EOC Code of Practice

Mr Greville Janner (Leicester West) asked the Paymaster General, whether he will make a statement on the operation and effect of the Code of Practice of the Equal Opportunities Commission.

Mr Lang: Since the Code came into operation only on April 30, 1985, it is too early to assess its effect. The Code was, however, warmly welcomed by the Government, CBI and TUC, and over 60,000 copies have now been sold.

I understand that the EOC has had a number of requests from firms and other employing organisations for help in preparing and implementing equal opportunities policies as a result of the Code.

(June 24)

Nuclear Inspectors

Mr John McWilliam (Blaydon) asked the Paymaster General, if he will list the constraints which exist in the recruitment of nuclear inspectors beyond the current manpower target.

Mr David Trippier: The Health and Safety Executive has authorised the Nuclear Installations Inspectorate to recruit up to 20 inspectors in the current year. The pay of nuclear inspectors is presently under review.

(July 14)

Starting part-time work

Mr Frank Field (Birkenhead) asked the Paymaster General, whether his officers interviewing the long-term unemployed are able to calculate the financial gains and losses an individual might have in starting part-time work under the Community Programme.

Mr David Trippier: Manpower Services Commission staff interviewing the long-term unemployed are able in general terms to describe how clients may benefit but are unable to calculate in detail the financial gains and losses an individual might have starting part-time work under the Community Programme.

People requiring specific advice on this are referred to the benefit authorities.

(July 14)

(June 23)

QUESTIONS IN PARLIAMENT



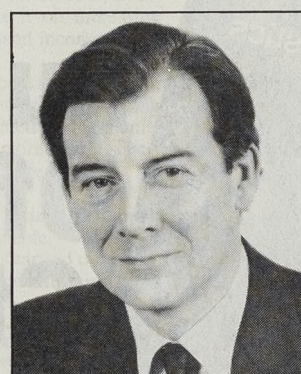
Retail Prices Index: Advisory Committee Report*

Lord Nugent of Guildford asked Her Majesty's Government whether they will make a statement about the report of the Retail Prices Index Advisory Committee.

Lord Young of Graffham: The committee concluded unanimously that the retail prices index fully merits public acceptance and, with the changes it recommends, will continue to do so. These changes are in the main directed to improving the coverage and construction of the index and to clarifying the principles which govern its construction and use. I am accepting all the committee's recommendations.

(July 15)

Ian Lang



Main recommendations

The Committee's first recommendation is that the reference date, to which the price level in each subsequent month is related, should be changed from "January 1974 = 100" to "January 1987 = 100" with effect from the index for February 1987 to be published in March 1987. This is essentially a presentational change and will have no material impact upon the percentage changes in prices shown by the RPI.

Mortgage interest payments to remain

It is recommended that the RPI should continue to cover owner-occupiers' housing costs and that mortgage interest payments should continue to be used for this purpose because, though this can be criticised on several grounds (fully discussed in the report), no practicable alternative is any more acceptable. The Committee goes on to say that changes in the relative importance or "weight" attached to mortgage interest payments (in relation to other goods and services) should reflect changes in interest rates, house prices and the extent of owner-occupation. The report lays down a procedure which achieves this by calculating the average household's mortgage commitments on the basis of a standardised financial arrangement (namely a 25-year repayment mortgage). The procedure is little different from that which has been in operation since 1975 but its use should help limit the extent to which the RPI is affected by changes in financial arrangements (for example in the types of mortgage taken out) or by the use of mortgage funds for non-housing purposes.

Housing benefit, subsidies and discounts

The Committee confirms that, where consumers in general benefit from commercial discounts or from subsidies which are available to all

purchasers of goods or service, these should continue to be regarded as price reductions and taken into account in compiling the index, as they are at present. However, where selected consumers benefit from subsidies which are financed not by the seller (based upon commercial considerations) but by a third party (normally the State), these benefits should be regarded as income transfers and not taken into account in the RPI. For example, housing benefit will not in future be treated as reducing the price of housing in the RPI but will be regarded as a form of income support.

- For some categories of goods and services which are already covered, a wider range of individual items should be used as price indicators, including for example more seasonal fruits and vegetables.
- New methods should be developed to make allowance for quality differences when comparing articles whose prices are collected for the RPI.

Working Together (TVEI)

Mr Geoffrey Lofthouse (Pontefract and Castleford) asked the Paymaster General, if he will make a statement on the future role of the Manpower Services Commission in education and training.

Mr David Trippier: The White Paper "Working Together—Education and Training" published on July 2 outlines the future direction of relevant activities of the Manpower Services Commission and announces the new tasks which the Government wishes it to undertake. In particular the Commission is asked to administer the national extension of the Technical and Vocational Education Initiative for Autumn 1987 and to assist and support the National Council for Vocational Qualifications in creating a new framework of National Vocational Qualifications in England, Wales and Northern Ireland.

(July 10)

Other changes

- About four per cent of households with the highest incomes should continue to be excluded from the coverage of the RPI, but in future these should be identified by reference to the income of the household as a whole rather than the individual income of the head of household.
- The special price indices which are already compiled for low-income pensioners should be maintained, and occasional analyses (but not regular monthly indices) produced to show the differential impact of price changes on other types of household.
- The structure of the published component indices below the "all items" level should be recast to make them more appropriate to the uses being made of such sub-indices. This should be done at the same time as the introduction of the new reference date.
- The range of goods and services covered by the RPI should be extended to include holiday expenditure, various fees and subscriptions paid by consumers and the prices of financial services (though not the cost of credit as such).

Bank holidays

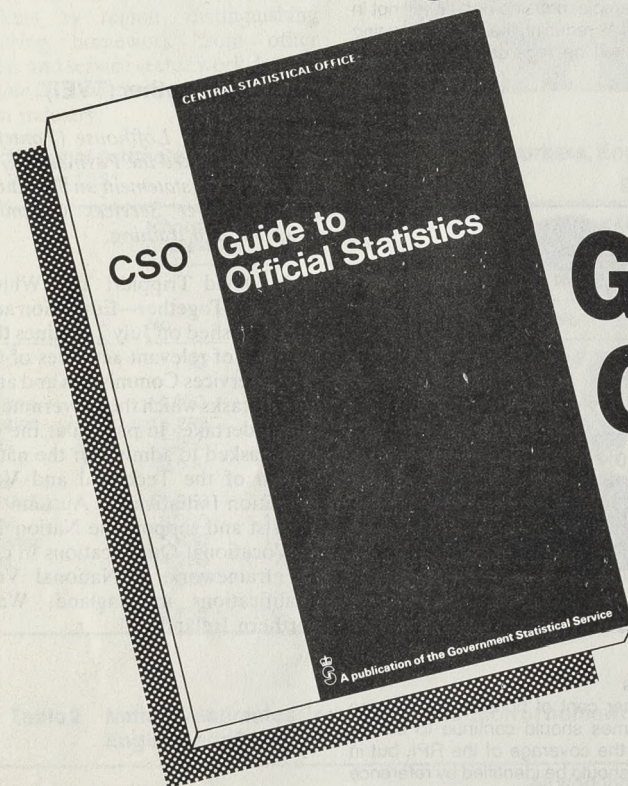
The Lord Allerton asked her Majesty's Government whether they will consider cancelling the Bank Holiday at the beginning of May and adding that day to the Whitsun Holiday, preferably on the previous Friday.

The Lord Young of Graffham: My Lords, a public consultation in 1982 about the desirability of moving the Bank Holiday on the first Monday in May showed opinion was divided. Accordingly the Government announced in June 1982 that it had decided not to make any changes. We have no plans to reopen this issue.

(July 1)

QUESTIONS IN PARLIAMENT

Why waste time searching
for what we already have
When you need
facts & figures fast get the



Guide to Official Statistics

NEW EDITION—NOW AVAILABLE

16 detailed chapters, over 100 sections and 600 subsections, all with vital information about sources of government and important non-government statistics for the United Kingdom, make the 'Guide to Official Statistics' an invaluable fact-finder for libraries, businesses, industry, education and the media.

Guide to Official Statistics No. 5 is published by HMSO

Buy it from Government Bookshops and through good booksellers.

PRICE £21.95

ISBN 0 11 620200 9

CSO
books

Employment topics

Improving the competitiveness of British industry

□ Britain's bosses get a rap over the knuckles in a British Institute of Management report for their lack of competitive qualities—and are given a list of action points to help them to improve.

The survey *Competitiveness in UK manufacturing industry*, pinpoints root causes for manufacturing industry's lack of competitiveness.

The study involved questioning BIM members and managers in 40 key companies, as well as chief executives and chairmen of 12 major manufacturing companies. It says that it would be unfair to give a blanket condemnation of UK manufacturing management as there are many excellent companies, but there is cause for concern.

"Do we," it asks, "pay enough attention to giving customers what they want? Do we try hard enough to find out what it is they require? Do we make certain that what we are providing really is what they want?"

Important

Sir Peter Parker, BIM's Chairman, said: "This is an important new initiative by the Institute aimed at helping industry to sharpen its competitive edge. Overcoming competition is fundamental to the success of everyone from the tiniest one-person business to the largest of our industrial giants."

The BIM survey found that many managers:

- Lack a dynamic driving force to instil enthusiasm, promote changes and new ideas and set targets to aim at.
- Are deficient in professional skills and ability, in training and development and generally are insufficiently outward-looking and know little about techniques and methods in use elsewhere.
- Have modest business objectives compared with their overseas competitors.
- Opt for survival instead of going for vigorous growth.
- Lack detailed knowledge about customers, products, their competitors and performance.
- Miss opportunities for the beneficial exchange of information with customers and suppliers; and
- Consider that some degree of poor performance is acceptable.

Other findings of the new survey were that top managers should:

- Adopt a positive and action-orientated approach to change and to performance improvement.
 - Stress the need to satisfy customers and investigate customer complaints themselves.
 - Raise the level of their business expectations.
 - Reduce the emphasis on cost cutting and place it on increasing market share and income.
 - Promote product orientation within their companies by setting up market-related business units to produce more enthusiastic customer-orientated teams.
 - Use the wide variety of training assistance available.
- The survey was carried out for BIM by management consultant Anthony Ovenden.

Competitiveness in UK manufacturing industry, price £20 (£16 for members) from Mrs Jose Ginn, BIM, Management House, Cottingham Road, Corby, Northants NN17 1TT (Tel. 0536 204222).

Focus on skills

□ The Ethnic Minority Business Development Unit has been set up at the City of London Polytechnic to provide short courses, information and counselling for enterprising people from ethnic minority backgrounds who own or manage a business but lack some necessary skills. The new unit was officially opened by David Waddington, Home Office minister with special responsibility for race relations, who said: "It is not often that an academic institution is so actively involved in developing local enterprises. And it is rarer still for the particular focus to be on ethnic minority enterprises. There is a great need here and I am particularly encouraged that this Unit is starting to meet this need."

Further information: Lloyd Muir-Green, Director, Ethnic Minority Business Development Unit, City of London Polytechnic, Room 125, 100 Minorities, Tower Hill, London EC3N 1JY. Tel: 01-283 1030 ext 456.

Fault-finding training

□ Inadequate fault-finding methods cost British industry time and money and can have hazardous consequences, says a report for the Manpower Services Commission.

The report *Fault-finding skills—an appraisal of training methods* reveals that while industry regards diagnosing causes of malfunctions of equipment as important, there are surprisingly few well-designed training programmes for repair and maintenance engineers and technicians.

The authors, from the Department of Applied Psychology at the University of Wales Institute of Science and Technology (UWIST), believe that managers and trainers lack awareness of systematic training techniques in fault-finding. Too often, the authors argue, trainees

are expected to diagnose faults from background theory, descriptive information or inflexible and rigid guidance material.

They conclude that in future, training in fault-finding should go further than teaching about how systems function. Training would be far more effective if trainees were given more opportunities to practise with advice from trainers, their fault-finding skills.

The report will be of value to trainers, training managers and others who have an interest in training and the competence of repair and maintenance staff.

Published in the MSC's Research and Development Series. Available from Sales Manager, MSC, Dept. PP2CW, ISCO 5, The Paddock, Frizinghall, Bradford. BD9 4HD. Price £2.50, including postage.

Health and Safety statistics published

□ The latest report on statistics of health and safety at work in 1983, with provisional statistics for 1984 has been published by the Health and Safety Executive (HSE).

This is the first statistical publication to be able to present four years of accident statistics collected under the Notification of Accidents and Dangerous Occurrences (NADO) Regulations 1980. The data are restricted to statistics of fatal and major injuries, and dangerous occurrences. With a four year run of figures, trends can begin to be observed in reported accidents.

Reporting requirements

The trends are not easy to interpret, since they may be affected by any increasing propensity to report as those with responsibilities to do so got used to the new requirements introduced in 1981. This is most likely to affect numbers of non-fatal major injuries in those categories where under-reporting was previously known to have occurred, for example in agriculture, construction and injuries to non-employees including members of the public.

Subject to this, the reported figures show:

- the number of fatal injuries to employees in all sectors taken together has remained roughly constant, as has the injury rate;
- there has been a small but persistent increase in the number

of reported deaths and major injuries to non-employees, arising out of or in connection with work;

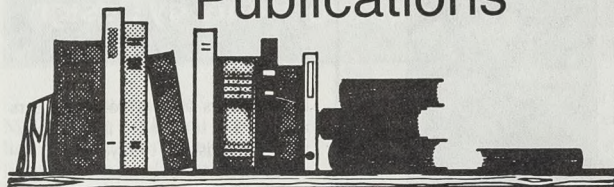
- the total number of reported major injuries (non-fatal) to employees has barely increased—
- but within the total, there are significant increases in major injuries both in numbers and rates to employees in important sectors of industry, viz agriculture, manufacturing and construction. Accidents to employees in manufacturing industry, in particular, are less likely to be affected by any increasing propensity to report; this factor is likely to have been present;
- Decreases for some other industrial sectors;
- accidents in mines and quarries declined very noticeably in 1984 as a direct result of the effects of the industrial action.

There was an apparent decrease in reported dangerous occurrences.

The publication should be read in conjunction with Health and Safety Statistics 1981-82 (HMSO 1985) which bridges the older (pre-1981) series with the present one and was the last to contain statistics of "over three day accidents".

Health and Safety Statistics 1983 ISBN 0 11 883863 6. Price £7.50. Available from HMSO or booksellers.

Publications



Results of HSE research projects

□ The results of four research projects contracted to the Safety and Reliability Directorate of the United Kingdom Atomic Energy Authority by the Health and Safety Executive have been published.

Discharge rate calculation methods for use in plant safety assessments by P K Ramskill reviews the methods which can be used to calculate release rates of fluids (liquid, gas or two phase) from installations following loss or containment accidents.

Comparison between data from the Thorney Island Heavy Gas Trials and predictions of simple dispersion models by C J Wheatley and others covers predictions of a number of simple heavy gas dispersion models which are compared with area-averaged concentrations derived from the concentration data obtained at Thorney Island during the Phase I trials.

The comparison is quantitative, using a number of goodness-of-fit measures.

An analysis of a 100 te propane storage vessel by T A Smith reviews the possibility of cold whole vessel failure, and whether a leak-before-break condition is more likely than catastrophic failure. Changes in design code requirements are ex-

amined and stress levels are calculated and factors affecting stress levels discussed.

A review of hazard identification techniques and their application to major accident hazards by S T Parry reviews the techniques that are available for identifying hazards associated with the processing, storage and handling of dangerous substances. It has been tailored to meet the needs of those with limited understanding of Hazard Identification Techniques.

Discharge rate calculation methods for use in plant safety assessments by P K Ramskill, SRD R 352, February 1986, ISBN 085 356196 6, price £4.00.

Comparison between data from the Thorney Island Heavy Gas Trials and prediction of simple dispersion models by C J Wheatley and others, SRD R 355, February 1986, ISBN 085 356197 4, price £7.00.

An analysis of a 100 te propane storage vessel by T A Smith, SRD R 134, March 1986, ISBN 085 356199 0, price £5.00.

A review of hazard identification techniques and their application to major accident hazards by S T Parry, SRD R 379, March 1986, ISBN 85356200 8, price £5.00.

Copies of the four reports are available from: United Kingdom Atomic Energy Authority, Safety and Reliability Directorate, Culcheth, Warrington WA3 4NE.

Critical summaries on toxicity published

□ Two toxicity reviews, covering carcinogenicity of wood dusts and crystalline silica and inorganic arsenic compounds have been published by the Health and Safety Executive.

Toxicity Reviews do not make recommendations on exposure limits but are critical summaries of the international scientific and medical literature on substances suspected of being harmful to humans. Animal studies, health surveys and epidemiological data are reviewed.

These reviews are published as a

contribution to the wider scientific debate on risks posed by industrial chemicals and to provide the Health and Safety Commission's Advisory Committee on Toxic Substances with data on which to base their assessment of substances and to decide what control measures may be necessary.

Toxicity Review 15. Carcinogenicity of Wood Dusts and Crystalline Silica, £5.00 (ISBN 0 11 88360 1); *TR 16. Inorganic Arsenic Compounds*, £12.50 (ISBN 0 11 883848 2) are each available from HMSO or from booksellers.

Diesel-engined lift trucks in hazardous areas

□ The Health and Safety Executive has issued a guidance note for operators and manufacturers of diesel-engined lift trucks, used where a flammable atmosphere may be present.

Lift trucks are widely used in industry, and in hazardous areas can be the source of ignition causing a fire or explosion. At risk activities include paint manufacturing, gas cylinder filling, solvent handling and petroleum refining and distilling.

"The main objective is always to prevent the formation of flammable atmospheres by containment and control of the process," says the guidance. "However, in certain areas, potentially flammable atmospheres can be foreseen and precau-

tions against accidental ignition must be taken. Such ignitions have caused fatal injuries to employees and serious fires."

The guidance identifies the main hazards and basic principles of protection, including: control of surface temperatures; elimination or protection of spark-producing components; prevention of overspeeding from vapour ingestion; and prevention of flame emission.

The guidance note only refers to trucks used above ground and powered by diesel engines. Although mainly intended to refer to lift trucks, it can also be applied to other diesel-engined vehicles and plant.

Guidance Note PMS8, Diesel-engined lift trucks in hazardous areas, ISBN 0 11 883535 1, price £2.25.



Toxic chemicals: new Government exposure limits

□ Most chemicals can be used safely if proper precautions are taken. But to control a problem it has to be understood and for this it is necessary to know the relevant legal standards.

The Health and Safety Executive (HSE), the government workplace watchdog, has just published an updated guidance note for production managers, safety representatives or anybody who uses toxic substances at work, that provides the basic information to answer these questions.

The guidance note lists the legal exposure limits for hundreds of the most commonly used chemicals at work and gives practical advice on how to use those limits in setting up a workplace air-monitoring programme. It is published every year to provide an up-to-date list incorpor-

ating all the changes from the previous 12 months. There have been some important changes since the 1985 edition. There are now new control limits for arsenic, methylene chloride (dichloromethane), rubber fume and hard wood dust. There are nine new recommended limits including diethylamine, 1,2-epoxypropane, ethyl acrylate and furfuryl alcohol and new listings for asphyxiant gases and some dusts. Finally, new recommended limits for inclusion in the 1987 edition are notified for 34 substances including methyl bromide, super-fine man-made mineral fibres and a wide range of phthalate esters.

Guidance Note EH40/86, Occupational Exposure Limits 1986, ISBN 0 11 883929 2, Price £3.50 from HMSO or booksellers.

DE 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.

Copies of research papers can be obtained, free of charge, on request from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662).

No. 55: Young adults in the labour market

D N Ashton and M J Maguire, University of Leicester

This paper reports on the results of a survey of 1,800 young adults aged 18-24 in four contrasting local labour markets and on a small scale survey of employers, carried out in 1982-83. It investigates the experiences of employment and unemployment of young people as they move into the adult labour market, with particular reference to the impact of initial entry points, training, and local labour market structure.

No. 54: Codetermination, communication and control in the workplace: A study of participation in four Midlands companies

Ray Loveridge, Paul Lloyd and Geoffrey Broad, Aston University Management Centre

The research paper reports on a study of the attitudes of shop-floor employees and management and on the role of stewards in four companies where participative initiatives had been introduced alongside a traditional collective bargaining structure. The study examined the awareness of and commitment to the existing industrial relations arrangements and the impact on management and employees' frames of reference of the participative innovations.

No. 44: Employers' use of outwork: A study based on the 1980 Workplace Industrial Relations Survey and the 1981 National Survey of Homeworking

Dr C Hakim, Department of Employment

An analysis of data from two surveys on employers' use of outworkers and home-based workers, setting the results in the context of other studies and the Department's research programme on homeworking.

No. 56: New technology and industrial relations: a review of the literature

Paul Willman, London Business School

This paper attempts to assess the contribution of the available literature to our understanding of the industrial relations consequences and implications of the introduction of new microelectronics technology. The approach adopted is to define industrial relations as being concerned with the overall process of job regulation, including arrangements for collective bargaining, joint consultation and employee relations, and takes a broad view of the sorts of research findings which might be relevant to those concerned with its analysis.

No. 50: Graduate Shortages in Science and Engineering

J Tarsh, Department of Employment

This paper reports the results of a survey of employers with shortages of graduate employees in science and engineering. The survey consisted of interviews with around 100 employers drawn from the full range of sizes and various activities. The report assesses the extent and reasons for shortages, and sets out the background to this part of the graduate labour market. The final chapter reports a follow-up telephone survey of these same companies some 12 months later in mid-1984.

No. 53: Unfair dismissal law and employment practices in the 1980's

S Evans, Professor J Goodman, L Hargreaves, University of Manchester Institute of Science and Technology

Based on case studies conducted in three localities this paper explores the recruitment, discipline and dismissal practices of 81 private sector firms of different sizes. It considers the effect of unfair dismissal legislation, including the changes made in 1979-80, and the factors affecting the way employers deal with unfair dismissal claims and industrial tribunal cases.