Employment Gazette

February
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All aboard ENTRAIN

Employment Gazette

ACTION FOR JOBS

February 1987

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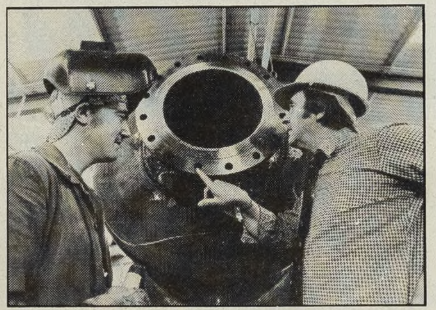
COVER PICTURE
Bill Strong, 26, of R W Regrinds in Rainham, Kent, was an entrant in the Livewire Scheme, described on page 67 in the article, All aboard Entrain.
Photo: Stand By, Rainham/Livewire



The employment and industrial relations experiences of foreign-owned companies in Wales are featured in an ACAS report. An article based on the report is on page 74.

Ways to improve graduate recruitment practices to benefit both company and employees are suggested in an article on page 78.

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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

Cutting red tape
Government action to free business and enterprise from regulations and red tape.

Career development loans

A pilot scheme offering loans for training or vocational education courses in four areas. Open to people over 18 living or intending to train in Aberdeen, Bristol/Bath, Greater Manchester or Reading/Slough. Leaflets are available from all Jobcentres in the pilot areas. — PL801

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 (3rd rev)

14 ***Rights to notice and reasons for dismissal*** — PL707 (2nd rev)

15 ***Union secret ballots*** — PL701 (1st rev)

16 ***Redundancy payments*** — PL808

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 — RPLI (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 (1986)

Industrial tribunals—appeals against levy assessments (special order only) — 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

Other wages legislation

The law on payment of wages and deductions
A guide to part 1 of the Wages Act 1986 — PL810

Special employment measures

Job Release Scheme
For women aged 59, disabled men aged 60 to 64, and men aged 64 in full-time employment — PL778

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

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

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 (special order only) — PL738

Miscellaneous

A.I.D.S. and employment
This booklet attempts to answer the major questions which have been asked about employment aspects of A.I.D.S. but it is also a contribution to a wider public information campaign — PL811

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**

Wage payments law simplified

Measures to simplify the law governing the payment of wages—which came into force in January—are aimed to "ease burdens on employers and create jobs" said Employment Minister, Kenneth Clarke.

The new legislation, recently introduced in Part 1 of the Wages Act 1986, repeals and clarifies a mass of obsolete legislation dating back to the Truck Acts of 1831.

In particular, the Act abolishes the statutory right manual workers had until now to insist on being paid in cash.

The method of wage payment for all workers will now be entirely a matter for negotiation and contractual agreement between workers and employers.

But the Act does not remove any existing contractual right an individual may have to payment in cash, nor does it require an employer to change over to non-cash methods of wage payment.

Mr Clarke said: "I now foresee a steady growth in non-cash methods of wage payment which are more efficient, reduced opportunities for crime and an end to unfair distinctions between the terms and conditions of employment of blue-collar and white-collar workers."

Part 1 of the Act also introduces an important new set of rights for all workers against unlawful deductions from wages or payments to employers. Deductions or payments will be unlawful unless provided for:

- in statute, such as income tax or national insurance;
- in the contract of employment;
- with the prior written agreement of the worker.

In addition there are special protections for workers in retail employment who suffer deductions from wages or are required to make payments because of cash shortages or stock losses. These deductions or payments are limited to 10 per cent of each gross payment of wages. This reflects concern about workers, such as petrol station cashiers, who have been left with little or no pay because of the amount deducted to cover cash or stock shortages.

Any worker who believes that an employer has not followed the provisions of the Act will be able to complain to an industrial tribunal.

See September 1986 edition of *Employment Gazette* for a description of the Wages Act.

Charles Dunsby (right) found his helmet to be a life-saver when a podger spanner fell 50ft. Observing the dramatic proof is Dr John Cullen, chairman of HSE.

Hard hats save heads

Draft regulations requiring safety helmets to be worn in the construction industry have been proposed by the Health and Safety Executive (HSE) in an attempt to reduce the alarming number of head injuries reported each year.

The proposals, which were drawn up in conjunction with the commission's Construction Industry Advisory Committee (CONIAC) would require employers to provide suitable head protection and to take steps to ensure it is worn. Workers on construction sites would have to wear the head protection.

Announcing the proposals, Dr John Cullen, Chairman of the Commission said: "Persuasion, encouragement and special enforcement action by inspectors has been tried, but has not brought about any great increase in the number of workers wearing their hard hats. Firmer action is needed if we are to reduce the severity of head injuries to the minimum."

There are over 1,000 such injuries reported each year causing incapacity for work for three days or more, many involving fractured skulls, concussion or internal injury.

The concerns underlying the commission's proposals are tellingly illustrated by Charles Dunsby, a Derbyshire steel erector whose life was saved by his safety helmet when a heavy podger spanner fell 50ft and lodged in his helmet.

The Commission wants to hear views on its proposal from as many people in the construction industry as possible by April 10, particularly those who will be affected if the proposal becomes law.

Winning ways of an engineer

In control. Christine Green, winner of the 1986 Girl Technician of the Year Award.

Christine Green, a 29-year-old senior reliability engineer from Cheadle Hulme, Cheshire, has won the 1986 Girl Technician of the Year Award. She received a prize of £250 and an inscribed rose bowl presented by HRH The Duke of Gloucester.

Christine, mother of two, works part-time for British Aerospace and is responsible for carrying out hazard assessments for all systems on the Advanced Turbo-Prop aircraft prior to Civil Aviation Authority certification.

Now in its ninth year, the award is sponsored by The Institution of Electrical and Electronics Incorporated Engineers and The Caroline Haslett Memorial Trust and is designed to focus attention upon electrical and electronic engineering as a worthwhile professional career for women.

Going for quality training

Companies and training organisations will soon be able to display a new status symbol—an engraved stainless steel plaque to show that they have been passed fit to run a youth training scheme.

The plaque will denote an *Approved Training Organisation*, one which has proved it can meet ten tough quality criteria before being judged suitable to run YTS.

All organisations currently running a YTS must have Approved Training Organisation status by 1 April 1988. The first nine received their plaques from MSC Chairman, Bryan Nicholson.

At the presentation ceremony in London he said, "Here we have the first fruit of a new development to improve the quality of our programme. These organisations have shown that they have been able to meet our ten criteria of good practice, which, taken together test that the organisation is well managed, well resourced and capable of providing good quality training.

"The test is no pushover. I wouldn't be surprised if only half the organisations pass on all the criteria of the test first time. Those that do not will be given provisional status, which is still a positive recommendation, and they will be required to bring themselves up to full standard in the next year."

Michael Bury, CBI Commissioner commented, "The CBI regards the ATO scheme as a positive move towards acknowledging the work being done by a large number of managing agents and we feel sure that this recognition will give them credibility in the field of training."

And Roy Grantham, TUC Commissioner added, "The TUC Commissioners believe that the quality of the training provided by YTS is fundamental to its future success. Without good training no organisation will have the work people able of ensuring its success in the future.

A further 3,264 organisations who have applied for ATO status are now being visited and assessed. Firms already running YTS schemes are monitored for at least three months while organisations that have applied for the first time to take on YTS trainees are being monitored for six months.

New crowns for old stars

Nearly 9,000 hotels, inns, guest houses, farmhouses and bed and breakfast (B&B) establishments in England have volunteered for the new "Crown Classification" scheme launched by the national tourist boards.

The scheme is aimed at helping the public select their accommodation more easily by giving a clear indication of the facilities and services provided.

Each establishment must provide a high standard of cleanliness, courtesy, service and be well maintained.

Classified establishments will be graded using different categories ranging from "listed" through to "one to five crowns". Each classification indicates the range of facilities provided; the more crowns the wider the range.

In Scotland, the grading of hotels also includes a further three categories; "approved", "commended", and "highly commended."

Although the English Tourist Board admits that part of the industry in England would welcome the introduction of a similar grading system to the Scottish one, it has decided to see the classification "bed down" before making any further fundamental changes.

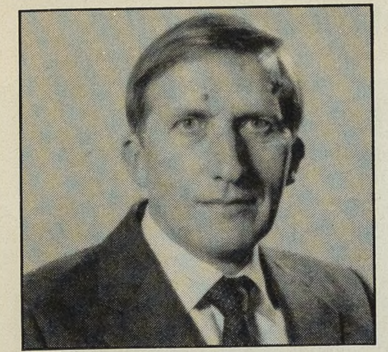
Establishments which have applied for classification under the scheme, range from major London international hotels to the smallest b&b.

During February, the scheme will be publicised by a mail drop to three million households. Leaflets are also available from tourist information centres.

All tourist board publications such as the *Where to Stay* guides, as well as many independent publications will contain details of the scheme.

Every classified establishment will be annually inspected to ensure that the public can book with confidence, secure in the knowledge that the tourist boards have been there before them.

English Tourist Board



D B Smith

ACAS Chairman

Lord Young, Employment Secretary has announced the appointment of Mr Douglas Smith to succeed Sir Patrick Lowry as Chairman of the Council of the Advisory, Counciliation and Arbitration Service (ACAS) when Sir Patrick will have completed his second term as Chairman.

Mr Smith, who is 54, is currently Deputy Secretary (Industrial Relations) at the Department of Employment.

Unified commercial strategy urged

Britain needs a more clearly defined industrial policy according to Brian Wolfson Chairman of the British Institute of Management.

Addressing members in the Institute's fortieth anniversary year, Mr Wolfson compared Britain to countries like West Germany, Japan, the United States and even Brazil which he says have unified commercial strategies.

"They know where they are heading and a national sense of direction leads them forward. But in the UK we appear to have lost that sense of purpose. We need to decide where we want to be in, say ten years time, and then decide how we are going to get there."

Mr Wolfson believes that education reform could lead the way to achieving a cohesive industrial policy for Britain.

"The Institute should continue to promote action and debate on education reform. Britain's economic prosperity depends on the ability of our educational system to equip young people with the knowledge and skills which can be moulded by industry and commerce to suit their special needs. As managers we have a duty to help build bridges between the world of education and the world of work," he added.

An accurate benchmark

The 1984 Census of Employment provides an accurate benchmark for estimates of employment that are published regularly. The Census confirms previous estimates of total number of employees in employment, said Employment Minister, John Lee.

"The revised figures show an increase of more than 500,000 employees in employment between June 1983 and June 1986. Taking into account the self-employed, who do not form part of the Census, the employed labour force has increased by more than one million over the period," he said.

"The Census confirms that employment in services has been increasing substantially while employment in manufacturing has fallen. The job losses, due to the changes manufacturing industry has been going through worldwide, have been borne more heavily in the North with its manufacturing traditions. Since 1983 the rate of loss of jobs in manufacturing industry has been under 8,000 a month on average. To put this in context, between 1966 and 1976, manufacturing was losing jobs at over 10,000 a month on average.

"Since March 1983 employment, including self-employment, has increased in all regions except Wales. We can take some further encouragement from the fact that a third of new jobs created since 1983 have been in the North. The South has not been immune from job loss—there are areas of high unemployment in some inner city areas.

"The Census also shows that in 1984 there were about 90,000 more jobs in services than previously thought and 320,000 more women in full time jobs. The estimated number of part-time women at work has been correspondingly revised downwards by 310,000.

"It is evident", he said "that we must maintain our efforts and push ever more vigorously to improve employment and employment prospects. Urban and regional problems are being tackled through a number of initiatives such as Enterprise Zones, inner cities policies, urban programmes and the Urban Development Corporations. Four new UDCs in Manchester. Teeside, Tyne and Wear and the Black Country aim to tackle dereliction and regenerate urban areas, and it is envisaged that each will spend between £100 million and £160 million over the next six to seven years.

Encouraging results

"Government programmes are available to help unemployed people find jobs. These, together with the improvements in the economy, show encouraging results.

"Unemployment among young people has been falling for three years and we are seeing the first signs of a fall in the long-term unemployed.

"The economic performance has been much stronger with inflation at lower levels than for many years, the latest manufacturing figures showing healthy rises, the CBI being optimistic about orders, exports and growth, and employers by declaring more vacancies. All these factors help our efforts to keep up the job creating process."

Life at the top: An enumerator gets to know his district for census taking.

News Brief

Outlook—bright

Sharing a common optimism, top business people forecast good prospects for 1987.

The Institute of Directors report "a dramatic improvement" in a recent survey which revealed that three out of five firms expect to take on more people in the first half of the year.

"A strongly positive picture of the economic environment for business is indicated in the survey," said Mr Graham Mather, head of the Institute's policy unit.

Also shown is that 34 per cent of directors are making more confident predictions about economic prospects, doubling the levels recorded in October last year.

The Confederation of British Industry has predicted a growth in the economy of 2·7 per cent and a rise in manufacturing output and exports of three per cent. They also forecast a fall in unemployment of about 100,000.

National Westminster Bank make the same prediction about a drop in unemployment. Mr Philip Wilkinson, chief executive, said "Business prospects are looking brighter. With the benefits of the UK's improved trading competitiveness flowing through, I am confident that our exports will rise strongly during the year and we could see a sizeable reduction in the numbers of unemployed.".

The Institute of Purchasing Management also sees the economy as a whole, improving with better job prospects for young graduates. Mr Michael Jackson, director-general, said "On the whole, engineering is going up and it is creating more jobs. Generally, on the retailing side there is more capital spending."

Disability does not mean inability

Opening a £½ million medical centre at Jaguar Cars Ltd in Coventry John Lee, the Minister responsible for the employment of disabled people said "The new facility testifies to the importance Jaguar places in providing comprehensive medical care for its employees."

The occupational health medical centre houses the medical team which works closely with disablement resettlement offices and also offers a counselling service, working with the social services and doctors.

Stressing the Government's commitment that disabled people are a resource which should not be wasted, but used to the full, Mr Lee said "Jaguar knows from experience that disability does not mean inability. Disabled people are just as likely as able-bodied people to have the qualities and skills which employers need. The work I have seen being done, confirms that disabled people often have the special qualities of drive and determination, acquired in the process of overcoming their disability which able-bodied people lack".

During his visit to the company Mr Lee met many disabled people at two of Jaguar's Coventry plants.

Training the trainers

The success of businesses today rests to a marked degree on the quality of training provided according to Bryan Nicholson, chairman of the Manpower Services Commission.

He was commenting on the discussion document, *MSC Support for training trainers and staff development*, currently being circulated. The role of those carrying out the training as a significant force in the Vocational Education Training (VET) system is one of the key points considered.

The term "trainer" is defined widely to include line managers and supervisors when acting as coach and mentor, as well as professional trainers and teachers.

Mr Nicholson added that the consultative paper recognised the significance of the development of trainers, and it coincided with moves in Europe to consider a programme of action for the training of trainers through the European Centre for the Development of Vocational Training (CEDEFOP).

MSC has developed a range of initiatives to make trainers more effective through its trainer training unit.

Changes in A-level grading

A new system of A-level grading will come into force for the summer 1987 school examinations.

The need for a change arose from concern that only a narrow range of marks spanned grade C with the consequence that a difference of a few marks could mean the difference between a candidate obtaining a grade B or D. The changes, which have the support of the GCE Boards and higher education, will come into effect for the summer term 1987 examinations.

First it is worth emphasising what has *not* changed. There will still be five A level pass grades, labelled A-E. The standards at the pass/fail borderline will be identical to those before. So, too, will the standards for awarding grades A and B. But the candidates getting grades C-E will be distributed slightly differently: there will now be an equal mark-span for each grade, so overall, slightly more students will get grade C and slightly fewer grade E.

For those failing to get a grade E, the letters have changed. Originally, the "near misses" were given an O grade, equivalent to an O level pass. With the introduction of GCSE, this is no longer relevant. There will be a new grade N—meaning narrow failure—which will span the same number of marks as grade E, but below the grade E pass mark rather than above it. In other words, candidates given grade N will have come within one grade's mark span of passing A level. All candidates below that will be given U—meaning ungraded—rather than F as at present. So then,

	PASS	FAIL
Now :	A B C D E	O F
Summer '87 :	A B C D E	N U

A detailed explanation of the changes is contained in the Summer 1986 issue of *SEC News* available from the Secondary Examinations Council on 01-229 1234.

In the swim

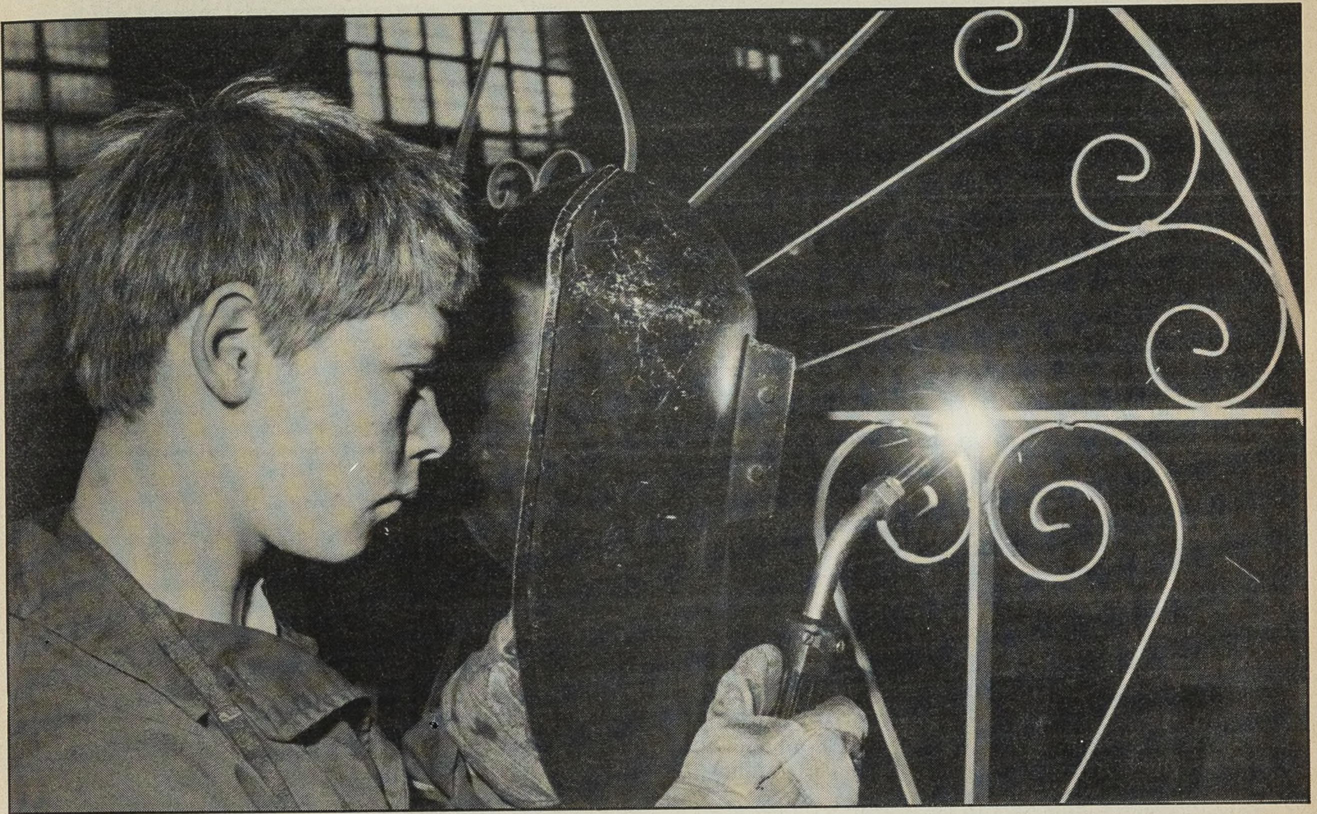
Experience as a scuba diver saved 32-year-old Graham Newton when he was made redundant last year.

For he turned his scuba diving hobby into a new career for himself under the Enterprise Allowance Scheme.

The EAS is designed to help unemployed people start up their own business by paying an allowance of £40 a week for a year and providing advice and guidance.

So after qualifying for the scheme Graham set-up his own water sports shop, Aqua Crazy in Rochdale and also set himself up as a scuba diving instructor.

Special Feature



Training for skills in YTS is enhanced in Entrain. Photo: Crown Copyright

All aboard Entrain

by John Roberts

A new £1½ million initiative for the promotion of enterprise training in YTS was announced at the end of 1986. It is being developed through a consortium of ten bodies from industry, education and research which have wide experience in this field. This feature article describes its aims and objectives and provides practical illustrations of the sort of enterprise training project already operated by some of the participating organisations.

Ten bodies from industry, education and research who have wide experience of enterprise training have come together in a consortium called 'Entrain' to develop enterprise modules in YTS for the Manpower Services Commission.

The modules or training programmes, described on p 72–3, will be piloted early in 1987 throughout the country. An agreement has been concluded between Entrain, a non-profit-making company and the Manpower Services Commission whereby Entrain will carry out during the period December 1986 to March 1987 the necessary preparatory and development work so that 116 YTS schemes will be able to start offering enterprise training from as early as April-June 1987 onwards.

The aim is to have Entrain working with 500 schemes by the end of 1987, and 1,000 operating in 1988.

As Lord Young said, "YTS comes at a crucial, formative stage in young people's lives. The experience and skills gained throughout the programme will have a great significance for the future. Consequently, YTS provides us with a marvellous opportunity to offer trainees the chance to acquire and put into practice enterprise skills."

YTS training for skills enhanced

YTS already offers training for skills in two year training programmes for 16 year old school leavers and one year training programmes for 17 year old school and college leavers. These arrangements give greatly increased opportunities for young people to have vocational training which leads to recognised qualifications.

Now through the new £1·5 million Entrain initiative a new element of training will be introduced concerned with fostering attributes, which consist of both tangible skills and less tangible — but equally important — attitudes or states of mind.

Such attitudes are not taught. Action learning, otherwise known as learning-by-doing or experiential learning is also important.

In essence, therefore, the content and methods of enterprise training will be concerned with helping trainees develop, particularly through action learning, those personal attributes which enable them to be enterprising.

The enterprise modules will take up to 100 hours of training time over the two years of a YTS scheme, spread across three separate training modules. Normally these form part of the minimum 20 weeks off-the-job training for any YTS scheme. The experience, which trainees gain during their modules may range from starting up a company to arranging trips for senior citizens, and will be recorded on their YTS certificates.

Entrain will advise managing agents who run YTS schemes how enterprise modules can best be integrated into their YTS scheme. Local accredited training centres will also be running courses for enterprise training for them.

The modules will be piloted free of charge to managing agents in 116 YTS schemes throughout the country, starting in June 1987. Other managing agents will be able to buy in the modules.

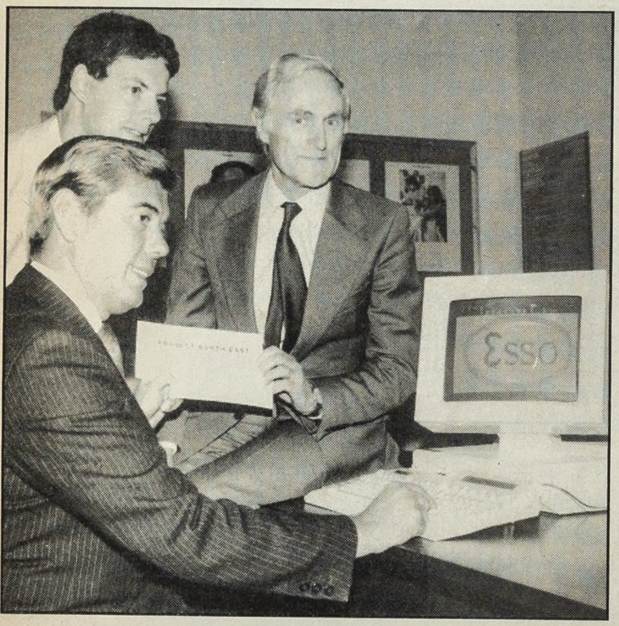


Photo: Peter Rodger, Project North East

David Trippier, Employment Minister with David Irwin, Project North East and Colin Wright, Esso, at the Bison launch (see p 70).

‘Only by encouraging enterprise among young people can Britain develop the kind of enterprise culture essential for the country's long-term prosperity.

The trend everywhere now is in favour of the person who is skilled, adaptable, with the ability to learn how to learn. Young people who act in a self-reliant and entrepreneurial manner will be the workforce of tomorrow. Industrial success will come from harnessing the enterprise of such workers.’

Lord Young, Secretary of State for Employment

‘It is important to see enterprise as a very broad concept helpful to young people throughout their adult and working lives. Enterprise training will be helpful to the minority of young people who may want to set up on their own now or in the future, difficult though this might be in some parts of the country. But it should also help young people more generally to be better employees and more active members of their communities.’

Tony Watts, Chairman of Entrain and Director of the National Institute for Careers Education and Counselling.

‘Entrain's approach is rooted in the belief that enterprise cannot be taught; it can only be learned by experience, by doing things that are real, exciting and challenging.

The organisations forming Entrain believe that collectively they possess all the necessary skills and experience in the training, programme design, materials development, work with young people . . . and the national network that will be needed to implement the new activities and provide the support the YTS scheme will need.’

Colin Ball, acting Chief Executive of Entrain and Director of the Centre for Employment Initiatives.

‘Young Enterprise' participation in Entrain represents both a challenge and a tremendous opportunity. The challenge is in developing a nationwide mechanism to promote a shift from employee attitudes of—what's in it for me, who's going to tell me what to do, who's going to give me a job?—to one of enterprise in the broadest sense—what can I do, what am I good at, where are the opportunities, how can I use my new found abilities? The opportunity for Entrain is in helping the YTS trainee to discover these new abilities and skills.’

Derek Jackson, Director General, Young Enterprise

‘The Shell Enterprise Unit welcomes the opportunity to be a part of the Entrain consortium to deliver the enterprise message through YTS. This activity will reinforce the portfolio of Shell initiatives such as Livewire and the Shell Enterprise Loan Fund aimed at young people. As a managing agent also with YTS, Shell (UK) Ltd is delighted to be one of the first to offer to implement the modules as part of the pilot scheme.’

Jonathan Keane, Head of Shell Enterprise Unit

Publicity for enterprise

Entrain has plans to play a major role in a series of regional conferences mounted by the MSC in early 1987.

Organisations involved

The ten organisations participating in Entrain are:

The Careers Research and Advisory Centre;
The Centre for Employment Initiatives;
Cranfield School of Management;
Fairbridge Youth Enterprise Scheme;
Livewire;
National Institute for Careers Education and Counselling;
Project North East;
Scottish Enterprise Foundation;
Shell UK Ltd; and
Young Enterprise.

The following illustrates the youth enterprise activities which some of them are promoting.

Young Enterprise

Around 1,000 miniature companies formed and operated by young people aged 15 to 19 are under the banner of Young Enterprise, an educational charity formed in 1963. Through them young people can learn the sound basic principles of industry and commerce by practical experience.

Operated through a school or group of schools a Young Enterprise programme is spread over a period of 8 to 9 months, or approximately 55 hours during one academic year. About 20 to 30 young people known as ‘achievers' are brought together at a centre set up by an Area Board, and three advisers with a range of experience from planning and sales are assigned to each team.

The young people find out what is needed to form a company including the raising of capital—they are limited to £150, raised through the sale of 25p shares. A managing director and staff are elected, production begins in the third week and marketing of the selected products as soon as possible thereafter.

At the end of three months the companies are encouraged to "reshuffle" the board and management to enable as many people as possible gain experience of different jobs.

The companies normally find a market for their product which must be up to commercial standards and they may use any outlets such as hiring stalls in local markets and advertising in the local press.

After about a life of eight months, the company goes into voluntary liquidation. The balance sheet and company report are prepared and shareholders discover whether their investments have yielded a dividend and whether their capital is to be repaid.

The following are notable examples of successful Young Enterprise firms.

A striking success

Upex, a Northampton-based company sponsored by Express Lifts designed different wall and desk clocks to sell to the public and individual companies. It raised £98 through selling 395 shares which were used to purchase its raw materials. It bought off-cuts of steel from its sponsors to make the clocks.

To sell them, the company wrote to local radio stations, newspapers and businesses and it got an interview with Hereward Radio and reports in two local newspapers.

In all the company sold 719 clocks. It reached a turnover of £4,730 and made a profit of £1,158.

A cracking idea

Christmas candles and crackers were among goods made by a Redditch company named ‘Headstart'. The budding entrepreneurs carried out research to make sure the public wanted to buy their products and services before committing themselves to revenue targets.

They made and sold for Christmas multi-coloured water candles by melting wax into surrealistic shapes. Their outlets were craft fayres, car boot sales, flea markets and local newsagents.

‘Having participated in Young Enterprise, I have since found that, as I am more aware of the mechanics of how companies work, I understand more clearly what I am doing and why; this in turn gives me pleasure in my work and better results.’

Jennifer Putterill from Withywood Comprehensive School, Bristol—now working in the Customer Service Section of a large international company based in Paris.

Project North East

Project North East is an independent initiative set up in 1980 to develop new ideas for the creation of jobs and business in the north-east of England. Youth enterprise is a major area of its work. Its objective is to help young

Photo: Redditch Advertiser/Indicator

The Headstart Company from St Augustine's, Redditch on a Young Enterprise course. Mark Stubbings, Managing Director, with secretaries Tracy Pettipler and Rebecca Percival and accountants Maxine Hart and Nicola Anslow.

people aged 16 to 25 to set up and run successful businesses; and generally to encourage and spread awareness of good youth enterprise practices.

Some areas of its main activities are as follows:

The Newcastle Youth Enterprise Centre

Opened in 1985 the Newcastle centre gives advice, workspace and training for young people thinking about starting up in business. It has given advice to over 1,000 young people and so far has helped about 150 businesses to set up, employing around 200 people.

It helps them to produce a cash plan and to prepare applications for loans from bodies specially geared to helping them set up in business.

The centre has 18 work spaces (between 150 and 350 square feet), where clients for 12 to 15 months have workspace to launch their business and receive on the spot help and advice. It now houses a range of businesses, using common facilities, for example, computers and accounting, telephone answering facilities.

Training courses provided by the Newcastle Youth Enterprise Centre include:

- Business Made Simple: a two day course for young people with a business idea designed to give hard information about marketing, advertising, cash planning etc.
- One day workshops on specific areas of business, such as financial control and accounting, marketing for success.

Youth Enterprise '85

In October 1985, Project North East organised the Youth Enterprise '85 exhibition to enable 50 young entrepreneurs to exhibit their goods and services.

One exhibitor took orders worth over £12,000 as a result and others are still getting business.

Other initiatives

Project North East is also heavily involved in:

Northern Youth Venture Fund—for which it currently has £180,000 to offer as low interest loans to young businesses. Funds have been made available from two national charities—Fairbridge Youth Enterprise Scheme and Shell (UK) Ltd.

Bison—the Business Information Service On-live is a private viewdata system, funded on a pilot basis by Esso designed to help young people thinking about self-employment and their advisers. It will be initially accessible through a computer terminal, from a selected number of youth training schemes, schools, careers offices and enterprise agencies.

Youth Enterprise Resources Bank—with cash support from charity projects and Shell (UK) Ltd, PNE has published a manual to help young people wanting to start up in business and their advisers.

Livewire Award Scheme

Livewire is a UK-wide scheme to promote the opportunities of self-employment to young people aged 16 to 25 years. It is co-ordinated throughout the UK by Project North East liaising with Shell (UK) Ltd, the major sponsor.

Entrants to the scheme are matched to a suitable advisor who will guide them through the production of a business project plan based on their idea for setting up a business, a co-operative or a project of benefit to the community.

The idea can be for the new start-up or the development of an established enterprise. The completed business plans are then entered into an annual award scheme, presenting cash and other forms of assistance to the most promising entries. All entrants with a viable idea are advised of other potential sources of funds for their project.

A package of awards, valued at £100,000 is available annually. There were 3,000 initial entries to the scheme for the awards in 1985-86.

Tim Poolan and Mark Taylorson of Quayside Recording Studios, South Shield, received loans from FYES and the Northern Youth Venture Fund. They entered the Livewire Scheme last year.

Photos: Peter Rodger, Project North East.

'Hair by Shonagh' — Shonagh Laing from Northumberland received a low-interest loan from the Northern Youth Venture Fund.

Photo: PR Consultants, Scotland

Winner of the 1986 Livewire UK award was Ginette Brogan from Rochdale, who trades as the 'Farm Shop'.

Fairbridge Youth Enterprise Scheme

The Fairbridge Youth Enterprise Scheme (FYES) provides low interest loans and other financial support to young people of 25 and under, enabling them to establish and run their own businesses. They are often unemployed people with a viable business idea and the personal ability to put it into practice with a reasonable chance of success.

Fairbridge has local accredited centres in Northern Ireland, the North East and Merseyside where advisors will help the young man or woman to draw up a business plan. Once this is completed to their satisfaction and to FYES, they have the opportunity to put their case to a FYES loans assessor.

The FYES centres which are all based within established youth enterprise centres also provide advice, training and practical help. Low interest loans can be provided up to £5,000 in a lump sum for which repayment terms are applied at advantageous rates. There are also test-marketing grants of up to £250 to prove to a young person that there is a market for their product or service. Applications for loans are vetted by a national panel consisting of successful younger business people, a banker and those working with young people in business.

So far, FYES has supported over 400 businesses with loans and grants totalling approximately £637,000. Many of the businesses employ more than one person and the average loan per business is about £1,845. Only 10 per cent of businesses are not now trading and many of the younger people have found alternative employment as a result of the experience and confidence built by running a business.

FYES has recently combined with the Youth Business Initiative to form the Prince's Youth Business Trust which will provide a comprehensive range of seedcorn finance and advice to young people of 25 and under.

Scottish Enterprise Foundation

The Scottish Enterprise Foundation operates a number of schemes to help existing small firms improve their performance and to provide training.

Among these are:

Graduate Enterprise—for all university students, academics and researchers, or graduates who have left college or university within the last two years who may be thinking of running a business. Courses are run to show them the skills needed to set up and run a business and an insight into what it is like to be an entrepreneur. In addition to conferences and seminars, there are:

- the graduate innovation programme for those who want to be self-employed;
- the graduate new enterprise programme for people with ideas which will grow into large businesses;
- business improvement groups for graduates after completion of training and who are trading.

MSC and Diploma in Entrepreneurial Studies—a one-year course has been developed in connection with the University of Stirling's Department of Business and Management Studies. It is designed for those working or who wish to work for small firms support agencies as well as graduates who wish to develop a business venture at some time in the future. This course, among others, will become available in open learning format.

Strathclyde Training for Enterprise Network (STEN)—Small Business Centres in all Scottish regions and in 20 Further Education Colleges in Strathclyde are being developed. STEN is supporting the colleges by providing a view data base giving details of all the enterprise courses, workshops for the trainers, and a resource for training materials.

Research for enterprise—based on the American Small Business Institute Programme, undergraduates carry out a study of a particular business problem in a small firm. A management report on the firm is produced, designed to improve company efficiency. Barclays Bank have seconded a manager for one year with the intention of expanding the programme nationally.

Enterprising Women—Over the next year the Scottish Enterprise Foundation will be establishing the Women's Business Ownership Unit, offering courses and a network centre for women either in business or seeking to enter a business. Christina Hartshorn has been already appointed as the Enterprise Officer for Women in Scotland, a new post co-founded by the European Social Fund.

Conclusion

The above are just a sample of the many enterprise activities of benefit to young people which organisations participating in the new initiative are promoting. Such projects will be multiplied as new schemes get off the ground with Entrain. ■

The enterprise training module in YTS

MSC proposals

The MSC has proposed that enterprises training in YTS could be built around three 'modules':

Module 1: To introduce and raise awareness of enterprise and enable initial assessment of attributes and identify possible project-focused activities to be undertaken in the second module.

Module 2: This would be focused on the management and operation, by trainees, of projects of an enterprise nature.

Module 3: This would include further assessment (including certification) and activities designed to enable trainees to reflect on previous experiences and to identify ways and means in which post-YTS, they can apply what they have learned.

Entrain has developed some preliminary ideas which elaborate on the MSC proposals outlined above.

Entrain Module 1: Raising awareness, identifying needs and possibilities

This could take the form of an intensive series of activities, carried out intensively over a 3-4 day period or spread over a longer period, designed to raise awareness of enterprise, and enable trainees to test out and therefore assess strengths and weaknesses in terms of attributes; to offer the opportunity to test such strengths and weaknesses by engaging in practical activities; to introduce trainees to the eight types of enterprise project and what each offers and demands; to enable trainees to make choices/decisions about which option they wish to pursue; to form groups, or to work individually; to begin to identify support (technical, training etc) requirements of the chosen course of action.

Assessment could be done before, during and after this process.

Training time involved: up to 15-18 hours.

Entrain Post-module 1: Planning and development of enterprise projects

This would involve a short period of time each week working individually, or as a group, to develop plans for enterprise projects (including modifying and/or completely changing original ones if necessary). This work will involve an internal *facilitator* (scheme supervisor) and/or an external *adviser*; division of responsibilities; and undertaking specific tasks such as market research, prototype testing, external liaison and studies, sponsorship, etc.

The period of time involved in this phase will be highly variable, and is perhaps best defined as lasting a minimum of 1 month and a maximum of 6 months.

Training time involved: up to 12 hours.

Module 2: Enterprise projects

Depending on the nature of the project this would involve a short period of time (full-time) or a longer period of time (part-time) running an enterprise project. The following types of enterprise activity can be envisaged:

- community enterprise projects
- business enterprise projects
- adventure enterprise projects
- training projects

Each activity can be undertaken in either of two ways: either on an *individual* or a *group* basis, as shown in the table below.

Whatever the type of project undertaken the whole process will involve the group or individual in:

- displaying initiative
- making decisions
- managing resources
- influencing others
- demonstrating drive and determination
- monitoring progress

Entrain Module 3: Certification and assessment

As well as activities built around final certification and assessment this would involve activities designed to reflect on experience gained in the previous modules and to determine ways in which what has been learned and experienced can be applied post-YTS, either within the context of employment or unemployment. Like Module 1, this module could be a short intensive (2 or 3 day) course, or a series of sessions spread over a period of time. It would occur towards the end of a trainee's YTS stay, and thus for 1-year trainees, would occur soon after Module 2 was completed, and for 2-year trainees, towards the end of the second year.

Training time involved: 10-15 hours.

Examples of individual and group enterprise projects in Module 2

Type of project	Group version	Individual Version
Community enterprise projects	Planning, negotiating and undertaking specific projects to produce goods or services (or specific events) for a wider group or need in society.	Planning, negotiating and undertaking individual secondment/placements, in community or voluntary organisations with a specific purpose.
Business enterprise projects	Planning, establishing and running a company or co-operative to make and sell goods or services.	Planning and negotiating a business study or attachment to a small business or self-employed person, or planning and running an individual 'self-employment' type business.
Adventure enterprise projects	Planning and organising and undertaking a group adventure activity.	Planning, organising and undertaking an individual adventure activity.
Training projects	Establishing 'quality circles' to identify and make improvements in the content and organisation of the scheme.	Planning, negotiating and undertaking an individual programme of training or training project.

Training time involved: up to 45 hours.

Support

As far as responsibilities and roles are concerned in delivering the modules within a YTS scheme, the key parties will be:

- *the trainees:* implicit in the nature of enterprise training is the notion that major roles and responsibilities rest with them and increase as time goes on.
- *YTS Scheme staff:* will be expected to be involved in the enterprise training in a facilitating and supportive role;
- *Entrain:* will help schemes identify how and when enterprise training schemes could be mounted, supply materials, technical support, (directly and indirectly), staff training, and external advisers, etc;
- *external advisers:* it is anticipated that for most projects, trainees will need the advice and assistance of external "consultants", drawn from relevant local agencies, and recruited by Entrain.

Glen Bennett, seen with his partner Susan Bennett completed a Graduate Enterprise course at Stirling University in 1986. He is in business selling his speciality — deli-sandwiches.

Photo: Scottish Enterprise Foundation

Special Feature

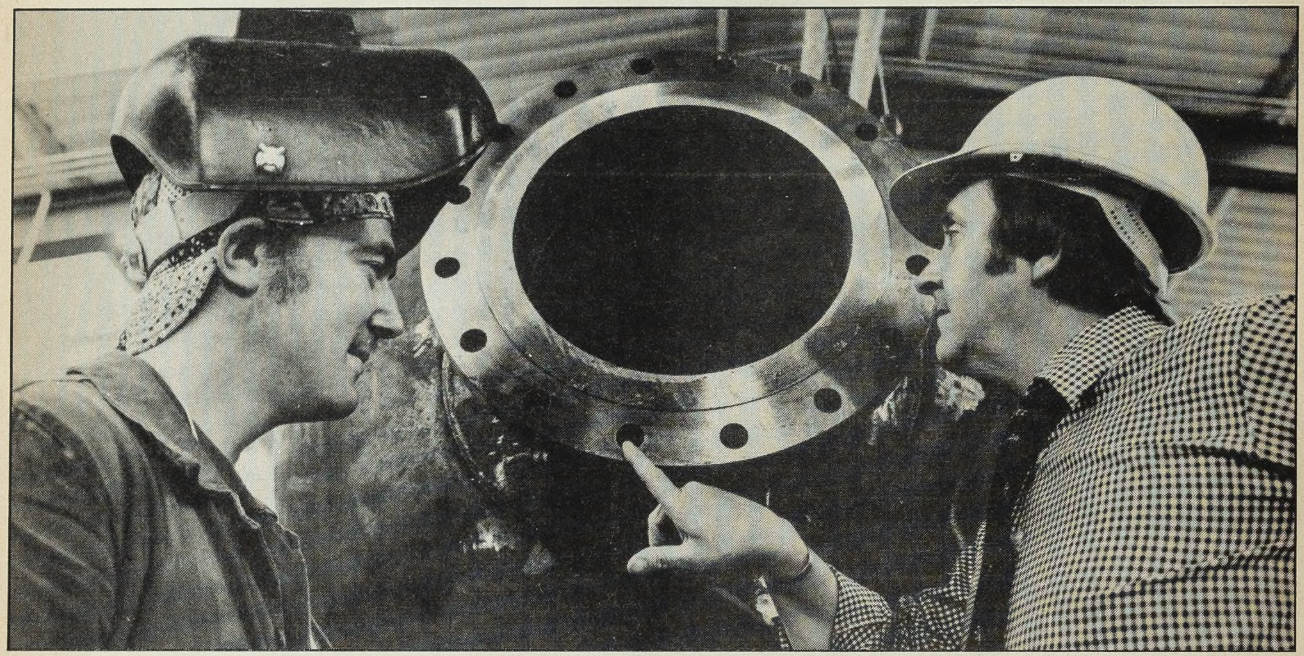


Photo: Welsh Development Agency.

Successful Industrial Relations in Wales

Review of ACAS report by John Roberts

A report on "Successful industrial relations: the experience of overseas companies in Wales" was published late last year. It is based on a survey[1] carried out by ACAS Wales in collaboration with WINVEST, the inward investment arm of the Welsh Development Agency. It brings together information on the employment and industrial relations experiences of foreign-owned companies in Wales. This article reviews some of the main findings of the report.[2]

The approach to industrial relations followed by overseas companies in Wales is in fact a blend of best British and overseas practices. This is the main conclusion of the ACAS report. Other points are as follows:

- increasing importance is given to industrial relations considerations as the location decision grows closer;

[1] The terms of reference and objectives of the survey are described on p. 77.
[2] For a full account, reference should be made to the report, *Successful Industrial Relations: The experience of overseas companies in Wales*, available from ACAS Wales, Phase 1, Ty Glas Road, Llanishen, Cardiff CF4 5PH.

- great emphasis is placed on financial and product quality considerations and employee commitment to these objectives is encouraged through an employee-centred approach;
- a high degree of employee involvement takes place through well-structured communications, consultation and by the introduction of single status terms and conditions of employment;
- companies are generally well satisfied with the calibre and attitude of the new Welsh workforces. Quality and productivity levels compare very favourably with those in the country of origin and/or plant in other countries;
- trade unions have a positive approach towards the introduction of "new-style" agreements and the concept of single union bargaining structures.
- in the main full recognition of a trade union has become the norm and good working relationships have been achieved;
- of 26 companies, 19 of them in the ten years, 1975–85, had no record of any industrial action whatever.

The report ends with a comprehensive checklist of issues which potential investors thinking of locating in Wales are recommended to consider.

Foreign-owned companies

More people in Wales are employed in foreign-owned companies than in the coal and steel industries. They are therefore playing an important part in the economic regeneration of Wales. They operate in both manufacturing and service sectors across most of the Principality. Many have become significant members of both business and local communities.

The siting of satellite companies in Wales has been taking place over a considerable period. For the most part they are manufacturing facilities, often the only such establishment belonging to the company within the UK or even Europe.

Easy access to British and European markets, financial assistance and the availability of high quality, adaptable labour and suitable premises played an important part in the location decision. However, it was noticeable that as the point of decision came closer, employment and industrial relations considerations played an increasing part in management thinking. Japanese companies, in particular, researched these areas very thoroughly before committing themselves to a final decision.

The CBI Wales and Wales TUC in particular have played an important part in the development of overseas enterprise in the Principality. Managers found the CBI Wales helpful to them in giving a clear picture of the realities of industrial relations and in drawing attention to the advantages available to industry from the accessibility of markets and the availability of quality labour. The Wales TUC has similarly adopted a very positive attitude to inward investment, taking a welcoming cooperative stance on behalf of the trade union movement.

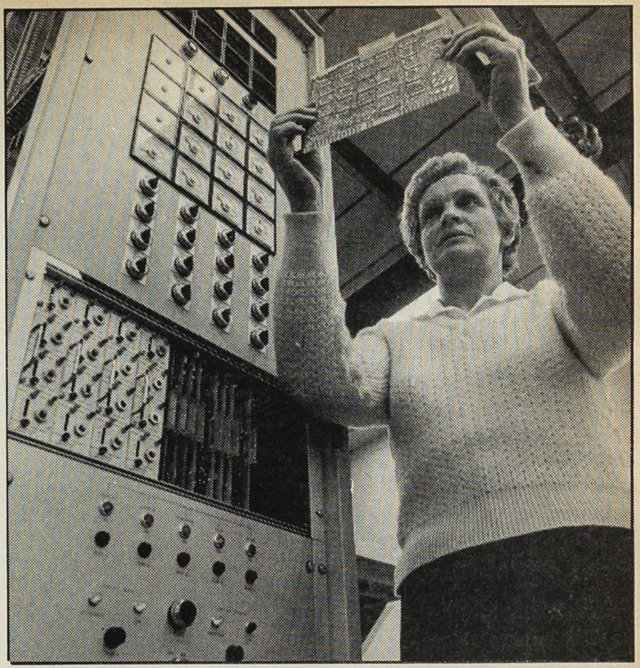
A number of companies also expressed particular appreciation of the encouragement, support and assistance received from local authorities, the Welsh Development Agency, WINVEST and the Welsh Office, both before and after they began operations.

Management

The report says that although management structures differed between companies, it was notable that managements in Welsh subsidiaries had often been given substantial autonomy by their parent companies abroad.

While strategic decisions were usually made at the centre, with close attention being paid to the achievement of financial and production targets, the means by which detailed objectives are realised were left in the hands of local management.

In this context, a company's approach to recruitment was important. The companies to a marked extent had a senior management team composed of British-born managers. Certainly, where personnel management specialists were in post they were, without exception, of British nationality. In general, the policy adopted had been to employ British staff while ensuring that those recruited shared similar views about employment policies and the management of people. These arrangements generally worked well.



AE Circuits — Photo: Welsh Development Agency.

Employee relations

Most of the companies operated through a management philosophy and style which emphasised product quality and financial viability above all other issues. In seeking to achieve these aims, most have adopted strongly employee-centred philosophies which stress the importance of encouraging employees to feel a sense of commitment to the company itself and to product quality.

Most have paid particular attention to establishing good communications, through a variety of consultative and problem solving meetings and groups and providing briefing and other information material for employees.

Many have already introduced "single status" arrangements in which key terms and conditions, such as holiday entitlements and in-work facilities such as canteens, are similar for all employees irrespective of grade.

Recruitment

For the most part companies were well satisfied with the supply, calibre and attitudes of personnel in Wales, not only at managerial level but also more generally across the whole range of activities undertaken. Labour turnover and absence levels have not generally been seen as problems. In the few areas, mainly technical in nature, where skill shortages have been extended across the whole of the UK rather than being peculiar to Wales.

Pay and productivity

Productivity, output and quality levels achieved by companies' Welsh factories are comparable with, and have sometimes exceeded, those achieved in the country of origin or by company factories in other countries.

For the most part, however, high productivity levels have not resulted from the use of individual incentive payment systems. Most managements have shunned the use of "payment by results" schemes on the ground that quality is a prime consideration and the existence of a bonus scheme often produces a conflict between quality and quantity, mostly to the detriment of quality. They have sought to achieve desired output levels by creating a well-motivated, highly flexible labour force.

Training

An important element in this process has been intensive factory-based training. Training of production workers in particular, in most of the companies, has been heavily in-house and product orientated, with a strong emphasis on flexible working practices and the development by individuals of a range of skills rather than an ability to perform a single task. Such moves seem to have been widely welcomed by employees.

Trade unions and industrial relations

The report refers to the long history of trade union organisation and membership in Wales. One important issue for managers coming to such a situation is whether to recognise a trade union. The Wales TUC in particular advises companies to adopt a planned approach to industrial relations and to conclude recognition agreements as early as possible.

The majority of companies have in fact offered recognition. In most, a single union agreement is in operation, affording sole bargaining rights to a particular trade union.

The means by which recognition came about, nevertheless, varied markedly. In some cases the company "selected" a trade union and entered into a recognition agreement before the factory opened. Where this happened, managers had taken the view that the involvement of a trade union would be inevitable in the long run and that it made sense to establish a working relationship, without risk of acrimony, at an early stage. Such arrangements have generally worked well.

In other cases, the approach was to await developments and to deal with questions of recognition if and when they arose. Whichever route had been taken, it was usual for bargaining over pay and other matters to be conducted through agreed machinery and procedures at factory and office level.

In some cases, however, companies had taken a different course. Management set out with the clear intention to remain non-unionised, sometimes offering a remuneration and benefits package designed to suggest to employees that trade union involvement was unnecessary.

In the main, full recognition of a trade union has become the norm and good working relationships have been achieved.

Comparisons between overseas and British companies

Contrary to the popular view that foreign firms brought with them a variety of progressive, innovative industrial relation practices, ACAS found that the new companies were adopting and adapting the ideas which were already being practised by more progressive British companies and which fitted in with their concepts of the way in which they wished to organise their industrial relations. The final outcome was a blend of the practices which have been proven within the UK and the usable strands of their native philosophies. The policies in question, generally described as "employee-centred", were designed mainly to eliminate the "them and us" concept, provide the means of achieving total flexibility of labour, and engender a sense of pride in the quality of the product and the company. The introduction of "single-status" and well structured communications were key elements of the strategy.

ACAS suggests that many indigenous companies may lag behind in terms of their industrial relations policies. Development of agreements over many years on manning, working practices and other matters are difficult to change. Similarly, communication between management and workforce will usually have been conducted through trade union representatives many of whom may be suspicious of changes to a more direct approach. There are also examples of management who hold very "traditional" views of the way in which industrial relations should be conducted.

ACAS nevertheless concludes that a great many indigenous companies are making an effort to catch up but this is mainly a question of time.

Good industrial relations

The report says that one obvious indicator of good relations is the incidence of stoppages and other industrial action. Here it was true that a number of companies which currently enjoyed good relationships had experienced transient difficulties in the past. Nonetheless, 19 of the 26 companies in the survey had experienced no industrial action at all since their establishment in Wales and levels of action at most of the others had been quite insignificant, particularly in recent years. While disagreements have naturally arisen from time to time, there has been a clear willingness on the part of both management and trade unions to settle their differences without recourse to industrial action. However, the continuing economic recession and pressures of competition will certainly have had a bearing on the situation.

Similarly, absenteeism was not generally considered a problem. While two companies expressed some frustration on this score, one of whom indicated dissatisfaction with a 5½ per cent absence level said to be inflated by a favourable sick pay scheme, the large majority were reasonably content. One company reported an overall absence level of only 2½ per cent. This compares with an average for all Welsh industry which is in the order of 4 per cent.

Labour turnover rates quoted, range between one per cent and 27 per cent. This dimension of performance was again not generally regarded as a problem. One company, for example, remained content, arguing that in a fast changing high-tech industry, re-training workers could be more expensive than training new recruits. Some other companies employing a large proportion of young female labour reported rates of about 10 per cent. On the other hand, one company expressed concern at a turnover rate of 5 per cent among new recruits during the first three months of employment, which they attributed to young male workers' dislike of shift work.

Part of the explanation of favourable experiences of this kind no doubt lies in the economic climate of Wales over the past two decades. The arrival and establishment of companies during a period of recession, high unemployment and industrial restructuring, has clearly encouraged all concerned to consider flexible approaches to employment and industrial relations. The evidence shows, however, that other, more positive factors have also played a key role. ACAS discussions with trade union officers, for example, highlighted the importance which they and their

Aims and objectives of the survey

Little systematic, unbiased information exists on the employment and industrial relations experiences of foreign-owned companies. ACAS, therefore, set out in collaboration with WINVEST, to fill the gap. It hoped that the results would help WINVEST meet the information needs of inward investors and would enhance ACAS's understanding of industrial relations in Wales, so helping to improve its advisory and conciliation services.

The terms of reference for the report were: "To examine the experience of overseas companies established in Wales in recent years, in terms of industrial relations and employment policies, and to report."

More particularly the survey sought to discover:

- why companies had come to Wales;
- the importance of manpower and industrial relations considerations in their decision;
- their subsequent experiences of recruiting and retaining staff;
- how they had organised employment and industrial relations matters;
- whether they recognised trade unions;
- the importance they gave to consultation and employee participation; and
- how their relations with employees had developed in practice.

Methods and sample

A list of all foreign-owned companies operating in Wales, was compiled from which 26 were selected for detailed examination. The aim was to achieve as balanced a spread as possible, bearing in mind:

- nationality
- date of location in Wales
- number of employees
- industry
- location within Wales
- the presence or absence of trade unions.

Most of the companies visited were set up on greenfield sites between 1972 and 1984. Twelve were North American, seven European and seven Japanese. Their activities ranged from metal manufacture, electronics and oil refining to banking. Most were wholly owned subsidiaries of large overseas parent companies with operations in several countries, although three were autonomous, independent companies initiated by foreign entrepreneurs. The majority were the sole UK production plants of their parents, and only small numbers had separate head office or sales functions elsewhere in the UK.

In-depth interviews were conducted on company premises with managers and, where possible, with lay trade union representatives. The bulk of the enquiries took place in 1985. Where appropriate, these were supplemented with the knowledge of industrial relations issues obtained by ACAS over years of contact with many of the sample companies. In addition there were free-ranging discussions with representatives of the Confederation of British Industry (CBI Wales), the Wales Trades Union Congress (Wales TUC), the Engineering Employers' (Western) Association, the Welsh Office and representatives of academic institutions.

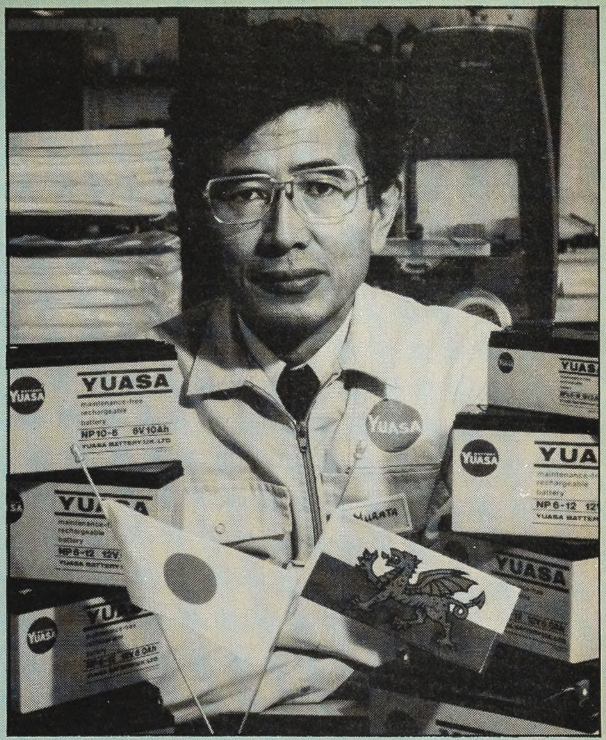


Photo Hylton Warner & Co Ltd

members attach to the open, participative styles of management being adopted in many companies.

The development of sound working practices has had a clear and tangible influence on productivity in all the companies visited and, where trade unions were recognised, managers have been quick to acknowledge their role and co-operation, especially in single union situations which are seen to encourage flexible working practices.

Managers consider they have made progress in creating and maintaining employee commitment and in breaking down the barriers of suspicion which, in so many UK companies, have led to the creation of a "them and us" attitude on the part of both management and employees. This has been achieved by an emphasis on team spirit and with the help and co-operation of trade unions who have played their part by encouraging their members to accept the opportunities offered, to contribute to the success of the enterprise.

Trade unions are, by their nature, responsive rather than initiating organisations. However, they do realise that the success of an enterprise is in the long-term interests of all concerned and that they must do their utmost to ensure that success is achieved. For the most part, trade unions have adopted a highly responsible attitude to pay bargaining, flexibility, manning levels and communication and consultation, in the latter case often by acknowledging that the trade union is not the only channel of communication with its membership. The Wales TUC can point to the contribution which this approach has made to the reputation for good industrial relations which Wales now enjoys among potential investors.

Conclusion

Overall, ACAS concludes that overseas companies which have invested in Wales have done so successfully and have now become so integrated into the industrial arena that, despite the name over the door, they are widely regarded as belonging to the community in which they have settled. The fact that they have been able to do so is a tribute to the management, trade unions and employees involved, all of whom have made a contribution to that achievement. There can be little doubt that the policies and practices employed by these companies have combined well with the industrial relations environment in Wales, to the benefit of all concerned. Their experiences are a positive encouragement to potential future investors who are considering location in Wales. ■

Special Feature

Graduate recruitment — getting it right

by Professor Peter Herriot
Department of Occupational Psychology
Birkbeck College, University of London

This article draws on the results of research by numerous occupational psychologists on current graduate recruitment practices. It suggests ways in which they could be improved to the benefit of both the company recruiting and their prospective employees.

The first soundly based up-to-date evidence has recently become available about how British organisations select their managers from research conducted by Ivan Robertson and Roger Makin of UMIST[1]. They selected 250 firms from the *Times Top Thousand* at random, and received replies from 108 of them. They asked them a very simple question: which selection methods did they use when choosing managers, and how frequently? That is, did they use a particular method—for example the interview—always, frequently, sometimes, never? Their summary results shown in *table 1*, were extremely interesting.

[1] Robertson I T and Makin R J, Management selection in Britain: a survey and critique. *Journal of Occupational Psychology*, pp 45–57, 1986.

Table 1: Use of methods for managerial selection per cent

Method	Never	Always
Interview	1·0	81·4
References	3·7	67·3
Cognitive tests	70·8	5·2
Personality tests	64·4	4·0
Biodata	94·2	1·9
Assessment centres	78·6	0
Graphology	Sometimes	
Astrology		

Interviews and references emerged as clear winners, with personality tests some way behind followed by assessment centres and cognitive tests. Less popular methods included biographical data, handwriting analysis and astrology. These results are interesting because the popularity of the various methods is in inverse relation to their validity. Forgetting graphology and astrology, the least valid predictors of subsequent work performance are the interview and references. Next come personality tests, while cognitive tests, biographical data, and assessment centres are the most valid methods.

Two recent articles[1,2] have been published which bring together the results of many different investigations. The results, illustrated in *table 2*, show that assessment centres, cognitive tests, and work sample tests are the most valid; yet as Robertson and Makin showed, they are used relatively infrequently in the United Kingdom.

Why should this be? Why do organisations continue to rely on the least valid of the methods available? One possible answer is that they are not convinced that the time-honoured methods of interview and references are invalid. They have strong doubts about the methods of validation. Often, the measure used as an index of subsequent managerial performance is some form of rating by a superior, perhaps in the context of the annual appraisal. Alternatively, "harder" measures may be used, for example, rate of promotion within the organisation or level reached in the hierarchy. But again, these things are thought to be a combination of how well your face fits, the variety of jobs you have had and the power of your patrons.

F L Schmidt, in his research in America, has examined the productivity of white collar workers in several jobs in Federal employment.[3]

Table 2 Validity coefficients for selection methods

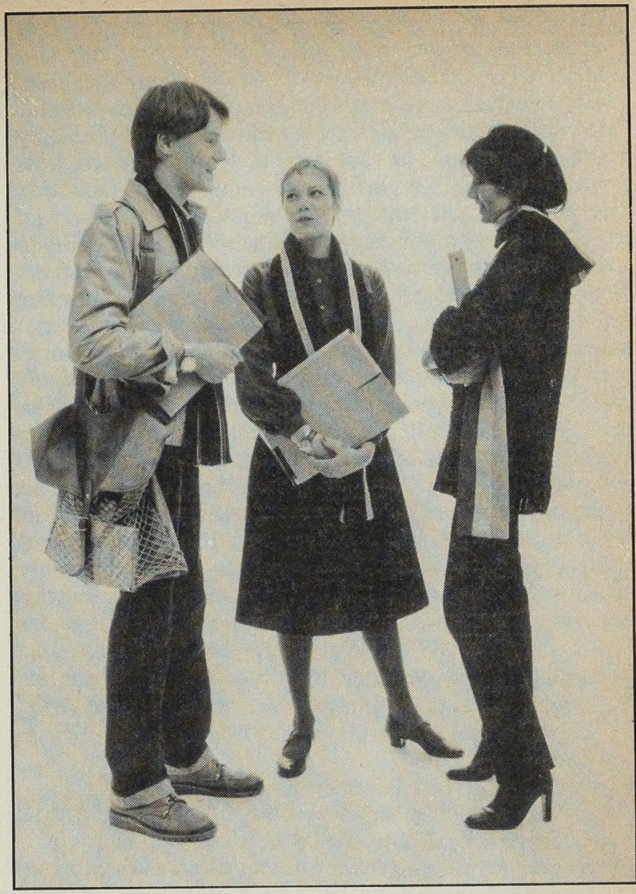
Assessment centres	·41
Work sample tests	·38
Cognitive tests (aptitude)	·27
Cognitive tests (general mental ability)	·25
Biodata	·24
Personality tests	·15
Interviews*	·14

* From research by Hunter and Hunter, 1984. Source: Schmidt and others (1984).

He compared the productivity of those who had been selected by cognitive test with those who had been selected by other methods. His results showed that those selected by cognitive test were over 9 per cent more productive per annum than those who were not. Expressed in dollar terms, the saving if all employees were selected by cognitive tests would run into hundreds of millions per annum, and billions for the average length of tenure of employees.

Why is it, then, that organisations do not use methods that will make them more profitable?

[1] Schmitt N, Gooding R Z, Noe R A and Kirsch M, Meta-analyses of validity studies published between 1964 and 1982 and the investigation of study characteristics", *Personnel Psychology*, pp 407–422, 1984.
[2] Hunter J E and Hunter R F, "Validity and utility of alternative predictors of job performers", *Psychological Bulletin*, pp 72-98, 1984.
[3] Schmidt F L, Hunter J E, Outerbridge A N and Trattner M H, "The economic impact of job selection methods on size, productivity, and payroll costs of the Federal workforce; an empirically based demonstration", *Personnel Psychology*, pp 1–30, 1986.



Something in common. Recruitment practices are of particular interest to these young people.

Fitting in

The answer may be that organisations do not see themselves as assessing graduates only on the basis of their likely competence at the specific tasks of managerial work. Organisations have a very strong sense of their corporate identity and culture. They know that certain styles of behaviour and value priorities predominate, and they believe it necessary for graduate recruits to share that style and those values. As a result, organisations realise they are asking a lot from graduate applicants, especially if they are offering them careers for life as core employees. Therefore, they want to give them the opportunity to find out more about the organisation and to ask questions which will help them in making their decision. Many organisations realise that there are two decisions being made, not just one; and, therefore, they see the situation as often being one of information exchange, and even sometimes of negotiation, persuasion and selling. This is why they insist on the interview, and place most weight upon it in their selection procedure. There is a lot to be said for this point of view. Graduate recruiters are often right to stress that there are certain values and lifestyles associated with working for their organisation, although some may exaggerate these in wanting to present a unique identity for their organisation. It is often the lifestyle associated with the occupation rather than with the organisation which really differs. Naturally enough, the big eight accountancy firms present somewhat different corporate cultures; but work as a trainee accountant is vastly different from work as a trainee executive grade civil servant. So organisations have some grounds for selecting those whom they believe have the appropriate values and aspirations for the occupation and the organisation.

This view of managerial work as differing across different occupations and organisations runs counter to strong current trends in applied psychology. Under American influence, there are two forces pushing towards a view that managerial work is more or less the same wherever it occurs. The first is the ability of cognitive tests to predict managerial performance equally well in a wide variety of organisations. The implication is that all managerial work involves great use of intellectual ability in processing information and solving problems. The second is the use of assessment centres. Many organisations use the same exercises to assess the same managerial dimensions. This is often because consultants brought in to establish the assessment centres use off-the-shelf methods rather than developing exercises based on job analyses in the organisation itself. As a consequence, recruiters using assessment centres tend to rate the same personal qualities. Obviously, the inference is apt to be drawn that all managers need these qualities. From research conducted at an American assessment centre, Sackett and Hakel found that from the following list of qualities for assessment, only three or four of them are actually used to make the decision:[1]

Assessment centre attributes

- Organising and planning
- Decision making
- Leadership skills
- Awareness of social environment
- Likeability
- Behaviour flexibility
- Resistance to stress
- Scholastic aptitude
- Range of interest
- Inner work standards
- Oral communications skills
- Self objectivity
- Energy
- Written communication skills
- Forcefulness
- Need for superior approval
- Need for peer approval

Most organisations believe that managerial work for them is markedly different from managerial work for their competitors. They want to assess more than trainability and potential competence at managerial tasks when they recruit graduates. This explains why the interview has almost universal popularity; and why personality tests are gaining in popularity faster than the much more valid cognitive tests. For organisations believe that they can only assess such attributes as value priorities, motivation, and lifestyle expectations by meeting applicants face to face. As a result of a strong marketing campaign and the knowledge that large rival organisations are using them, many organisations are supplementing interviews with personality tests. The main object is to try to discover, not so much how capably the applicants will perform job tasks, but rather how well they will fit into the organisation and how high they are likely to rise in the hierarchy. Underlying these two objectives may be the following two beliefs. First, that most work is a group activity involving relations with collegues and clients, so that fitting in is important; and second, that senior management should be "home-grown" and therefore steeped in the organisational culture.

[1] Sackett P R and Hakel M D, "Temporal stability and individual differences in using assessment information to form overall ratings", *Organisational Behaviour and Human Performance*, pp 120–137, 1979.

In search of excellence

There is also a second, and apparently contradictory, element in many organisations' thinking. They keep repeating the words excellence and quality, implying that they are only in the market for the cream of the graduate output. The use of these words by definition implies that there exists a minority of graduates who are in some general and undefined way "better" than the rest. It also implies that it is not hard to spot who these paragons of their generation are. They simply have to be persuaded to join your firm rather than your competitors. Such firms evade the gentlemen's agreement about the start of the recruitment season, put on special beanos at those select universities where excellence still survives, and offer inflated salaries and perks. The results can be seen in the recently televised self-satisfaction of the students in a certain Cambridge college that they are God's gift to the employment market—glittering prizes indeed.

This myth should be challenged for a number of reasons. The first is that it is incompatible with the other dominant emphasis of recruiters—getting the right people to fit the occupational and organisational cultures. It is contradictory to believe in some general notion of excellence which enables people to excel anywhere, and at the same time in the need for different aptitudes, values, and aspirations for different organisations. The second difficulty lies in the belief that it is not too hard to identify such people—it is only necessary to attract them and keep them. The very best assessment techniques account for only 25 per cent of the variability in performance. Many organisations would not dream of using the best techniques—cognitive tests or assessment centres might put off those sensitive talents whom they are trying so hard to attract. Yet they still assume that they can spot excellence when they see it. On the contrary, it appears that the myth is validated something like this: "We are a prestigious organisation. Together with a few others, we attract the best, as well as a lot of "also rans". We do succeed in separating the sheep from the goats and in attracting and retaining enough of them. How do we know? Because the organisation is going from strength to strength, and no one is complaining much about the quality of the graduate intake".

The interview

Given this mixture of motives, interviews are totally inadequate. They are supposed to enable the organisation to see whether the applicant will fit, to discover whether the applicant is one of the excellent few and—if he is—to persuade him to join in a rapid selling job in the last ten minutes. And finally, it is meant to allow the applicant to find out more about the job and the organisation.

The evidence shows unmistakably that all these functions are expected of the interview. In research carried out in 1981 graduate recruiters and applicants were asked how much time they expected to be allocated to various topics at the interview.[1] The results are shown in *table 3*: the numbers representing ratings on a 5 point scale. It was found that the recruiters expected the applicants to talk more about themselves than the applicants expected to, whereas the applicants expected the recruiters to talk more about the job and the organisation than the recruiters expected to. Consequently, every single topic was covered less than the parties expected it to be.

[1] Herriot P and Rothwell C, Expectations and impressions in the graduate selection interview. *Journal of Occupational Psychology*, pp 303–314, 1983.

Table 3 Expectations about time spent on various topics

	Applicants	Interviewer
Applicant:		
Talks about self	4·31	4·58
Talks about his/her education	3·93	4·05
Talks about the job	3·96	4·19
Talks about the organisation	3·00	3·17
Interviewer:		
Talks about the job	3·78	3·53
Talks about the organisation	3·21	3·12

The impressions which recruiters formed were then examined, first after reading the application form only, and later after the interview and are shown in *table 4*. The impressions of behaviour, personality and motivation increased in number after the interview compared with before: whereas, career planning, ability, and interests decreased. So it seems clear that interviews are used to infer general personality and motivational attributes. Finally, the factors which decided the interviewers in their judgements of suitability for employment were assessed. It emerged that unfavourable impressions formed after the interview carried the most weight, followed by favourable ones. Only then came the effect of the applicant's record, as represented by the application form.

Table 4 Frequency of impressions before and after interview

	Before	After
Behaviour	107	154
Personality	78	179
General motivation	50	70
Company motivation	13	36
Career planning	107	92
Ability	123	80
Interest	52	12
Other	24	20

Note: The numbers are the total numbers of different impressions written down by over 40 interviewers.
Source: Herriott and Rothwell (1983).

It was established therefore, that impressions about the applicants' personality and motivation are likely to be the main factors in decisions whether to employ them. However, it was necessary to ask whether such impressions really are the immediate reactions of the interviewer, or whether they may not be *post hoc* rationalisations of something more simple—whether the interviewer likes the applicant or not. Other researchers have found that the degree of the interviewers' liking of the applicant predicted their judgement of suitability.[1] Since it is natural to like those who are like ourselves, the consequence is that recruiters often choose people in their own image. In recent research, Kinicki and Lockwood looked at what predicted whether graduate applicants were judged suitable or not.[2] *Table 5* shows the degree to which the interviewer's attraction to the applicant, the interviewer's impressions, and whether the two parties were of the same sex predicted judgements of suitability. Interview impression was an overall label for a combination of ability to express ideas, job knowledge, appearance, and drive.

Table 5 Determinants of judgements of suitability

	Correlation coefficient
Interview impression	
Ability to express ideas; job knowledge; appearance; drive	·69
Attractiveness of applicant	·66
Same sex applicant/interviewer	·18

Source: Kinicki and Lockwood (1985).

[1] Keenan A, Some relationships between interviewers' personal feelings about candidates and their general evaluation of the *Journal of Occupational Psychology*, pp 275–283, 1977.
[2] Kinicki A J and Lockwood C A, The inverview process; an examination of factors recruiters use in evaluating job applicants. *Journal of Vocational Behaviour*, pp 117–125, 1985.
[3] Harn T J and Thornton G C, "Recruiter counselling behaviours and applicant impressions", *Journal of Occupational Psychology*, pp 165–173, 1985.
[4] Arvey R D, "Unfair discrimination in the employment interview: legal and psychological aspects", *Psychological Bulletin*, pp 736–765, 1979.

Applicants too have a decision to make and they too need to make judgements, in their case about the organisation. They decide whether or not to accept a job offer primarily on the basis of their judgements of the interviewer as an individual; and these judgements are primarily derived from an initial attraction or dislike. It seems as though the applicants infer the nature of the organisation from their impression of its representative. These generalisations are supported by research by Harn and Thornton.[3] The applicants were more likely to accept a job offer if they considered the interviewer warm and thoughtful, in particular, if he or she listened well. What is more, this relationship between applicants' acceptance and interviewers' behaviour was stronger if the applicants considered the interviewer really typical of the organisation's other employees. It may generally be concluded that jobs or the opportunity for further assessment are offered and accepted if the two parties like each other at the interview. This is, however, a very rough and ready effort indeed to obtain some sort of compatibility between organisation and graduate. It is also prone to result in discriminatory recruitment practices.[4]

Some basic principles—job analyses

How can organisations do it better? If it is assumed that the objectives are to recruit graduates who have the necessary skills and aptitudes to be trained and subsequently to take on managerial work; and also, who share the value of priorities and lifestyle which the organisation believes appropriate to itself and to the occupation and if it is also assumed that the organisation also recognises that the graduates themselves have to make choices on the basis of information—whether to apply in the first place, whether to accept further invitations to assessment procedures, whether to accept a job offer—then it may be possible to arrive at certain basic principles. These might well affect the traditional sequence of pre-selection sift, milk-round interview, and final interview or assessment centre as a consequence.

First, organisations have to decide what they want graduates for. Most will say they want them to form the major part of the human resource pool from which middle and senior management will subsequently be drawn. Second they have to consider their future needs in the light of the fact that the number of graduates will decrease over the next 15 years, as indeed will the number of professors! But what will middle and senior managerial work consist of by the time the next batch of graduates undertakes it?

Some organisations will make an effort to specify some of the future skills required; others will be satisfied simply to point to the inevitable requirement of managers to acquire new technical and organisational skills throughout their career. In either case, expectations of trainability, versatility, and organisational skills are held of graduate recruits. In addition, expectations relating to specific occupational skills and values, and to organisational values and lifestyle are also held.

It is only once manpower plans and job analyses such as these have been carried out that consideration should be given to the modes of selection. Organisations need to have determined their objectives before they can devise a selection policy. Some organisations have steadfastly insisted that all they can ever hope to predict with any degree of

Anticipating graduation. Student at work in the library. Photo: Steve Morgan

success is whether the applicant is capable of being trained successfully in the initial training period. Others look at the first-line managerial work the graduate will be doing in a year or two. Others again believe they can spot longer term promotability. But these organisations are the virtuous ones, since they have asked themselves what they are aiming for before trying to hit whatever it is they are aiming for! They have devised their selection procedures on a rational basis, but the problem is to select people who will achieve their objective.

To take an example: the Royal Navy's objective in its officer selection has been, until recently, to select those who are capable of being successfully trained at Britannia Royal Naval College, Dartmouth. Training involves the acquisition both of technical navigation skills and also of leadership and managerial skills and decision-making. The selection procedure is devised with these training objectives in mind—academic achievement and intellectual aptitude are assessed by biographical data and psychological tests of cognitive ability; potential for leadership skills by exercises specifically designed to sample them. Because they know what they are trying to predict, and because they keep excellent personnel records, the Navy can evaluate the extent to which their selection procedure achieves their objectives. What is more, they can justify the cost of changing their procedure by showing the benefits in money terms of, for example, reducing wastage during training by even a small amount.

But job analyses do not just make evaluation possible; nor do they only indicate the appropriate choice of selection strategies and methods; they have other advantages as well. The first is that they can actually directly produce very good selection instruments in the form of job sample tests. If an organisation wants to estimate how well an individual will succeed at training, one of the best ways is to give them a few small samples of the training procedure and see how well they manage them. If it wants to discover whether they have middle management potential, they need to see how they cope with a representative sample of the middle manager's job. It is these exercises, derived directly from a job analysis, which should form the basis of the assessment centre, not an artifical task assessing vague and abstract personal qualities.

Another benefit of proper job analysis is that it makes available good hard information about what graduate recruits actually do. This is what potential applicants want to know, not vague promises about an exciting and stimulating environment in a glossy brochure. The job analysis data should form the basis of the descriptions of present and future managerial work.

Sharing information

The second basic principle, after the need for job analysis, is the sharing of information as freely as possible so that both parties have the means to make reasoned decisions. Occupational and organisational information must be presented realistically in brochures and there is increasing use of videos about the company. Recent graduate entrants can give a very telling account of what it is like to work in an organisation, an account which current applicants can identify with and believe. It is in unreported and anonymous one-to-one question and answer sessions at presentations that applicants can discover what they want to know, not in the last five minutes of an already overburdened interview. Not many brochures or many interviewers will tell applicants that they will be expected to work till 9 pm most evenings, but it is such information that applicants need to know.

Moreover, it is not only information about the realities of work which applicants want. They will also want a fair and detailed account of the selection procedure, including what the organisation is looking for and how it proposes to assess it. For example, the organisation may wish to administer tests of cognitive ability, particularly, perhaps, of the ability to reason numerically in practical situations. It will explain to the potential applicants that it will administer such a test because the early work that the graduate will be doing involves budgeting and costing, and because it is probable that subsequent work will also require some financial expertise. It will tell them how long the test will last, and that a general account of their results will be given them. Or, the organisation will explain what will happen at the final assessment centre stage of the proceedings, the general nature of the exercises and the way they have been developed on the basis of a job sample. The rationale for job sample exercises is extremely simple, and makes good sense to applicants. They will understand that it is very difficult to select them only on the basis of what they have already achieved, since it generally bears little relation to what they are being selected for.

Mutual decisions

A third and more radical suggestion is that the two parties should take their final decision together rather than in isolation. Applicants at present attend their final interview or assessment centre, then receive a written offer to which they respond. That response may be a rejection of the offer, so that despite attracting 4,000 applications, an organisation might finish up with a shortfall for 40 places if it has not made enough offers. A better arrangement would be if the offer and the applicant's decision were made in an interview. Offers might be modified in response to applicants' preferences or organisations' manpower needs. For example, an applicant might be offered a place provided they were willing to be trained in a somewhat different technical speciality from their degree subject; the requirement to be unconditionally mobile in the first three years might be waived in the light of a desirable applicant's particular circumstances. This is what interviews should really be used for—the give and take of negotiation which results in mutual commitment. This can be done as the last stage of the assessment centre, leaving little chance for alternative offers to intrude. And the resulting commitment is likely to reduce turnover, which would certainly be a substantial cost-effective outcome given the money spent on training graduates.

So there are three general principles which might inform graduate recruitment. First, to base everything on job analyses to decide what graduates are wanted for. Second, to share as much information as possible with the applicants. Third, to make a combined decision together, rather than two separate ones.

A revised recruitment procedure

At present, for example, an organisation might receive 4,000 applications, interview 1,500 at milk-round, assess 300 at assessment centre, and make 150 offers, of which 100 are accepted. How is this vast number of applicants to be reduced to those who will be assessed at assessment centre or given a final interview?

If job analyses have been done and there is a commitment to sharing information, then a radical new strategy presents itself: get the applicants to reduce themselves. First, realistic information about the job, the organisation, and the selection procedure should be given and applications invited, which are no more than statements of willingness to attend a presentation and undertake a psychological test of cognitive ability (both on the same occasion). The presentation consists of the availability for questions on a one-to-one basis of several organisational representatives, most of them recent graduates. No assessment is made of the applicants, whose names are not known to the representatives. Having read the realistic information and talked with recent graduates, the applicant is in a position to screen him or herself out. They could realise that they were not prepared to take on the expected lifestyle; that the nature of the work was different from what they expected and wanted; that they did not think they stood much chance of success in the selection procedure; or that they did not want to join the organisation enough to spend the next hour doing a psychological test.

Suppose the brochure information together with the need to commit oneself to attend the presentation reduces initial applications to 2,000. Suppose that 1,200 actually attend the presentation, of whom 600 stay on to complete the psychological test. These 600 are the produce of self-selection, based on comparisons between what they know about themselves and what they know about the organisation.

Left with 600, the organisation can start selecting using valid instruments. The cognitive test may reduce the 600 to 300, which is probably a reasonable number for an assessment centre to handle over the recruitment period. At the assessment centre, the applicants will be asked to provide details of past experience and achievements (biographical data). These details will be derived in a logical way from the job analysis: if, for example, a professional examination has to be passed, examination performance in related subjects will be asked for. The cognitive test results, the biographical data, and the performance at the job-sample exercises will then be the evidence upon which the final assessment centre judgement is based. It will not be necessary to have a lengthy discussion of each applicant by the assessors culminating in an overall rating of suitability. A firm will save time and money and do a better job by placing the applicants in rank order according to their several scores. If it knows its business, it will evaluate its assessment centre, and discover how well the test, the personal record, and the exercises each predict subsequent performance. Then it will weight the scores accordingly.

Finally, comes the interview, used as a negotiation with those with whom the organisation wishes to discuss possible employment.

Conclusion

In summary, an organisation will greatly benefit both itself and its employees if it decides what it wants graduates for; if it communicates these objectives and a whole lot more besides to the applicants; if it uses valid instruments in its selection procedure; and if it negotiates and agrees a psychological as well as a legal employment contract with the chosen applicants. ■

This article is based on a paper presented to the Annual Conference of the Institute of Personnel Management Harrogate in 1986.

Special Feature

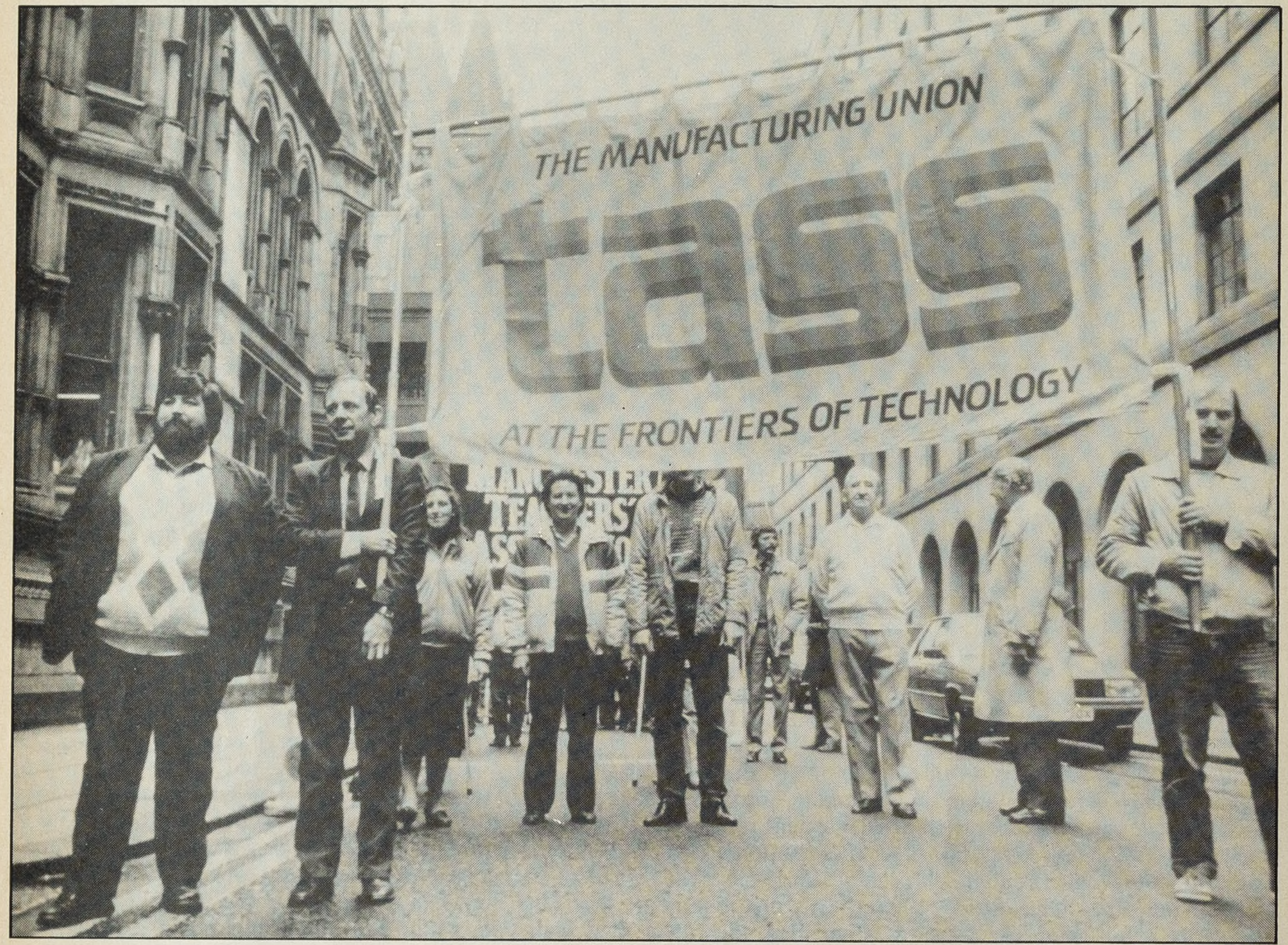


Photo: J Smith/Tass News and Journal

Membership of trade unions in 1985

Membership of trade unions in the United Kingdom, which had risen for many years, reached a peak level of 13·289 million in 1979 since when it has fallen steadily. In December 1985 membership was 10·716 million, 2·5 per cent lower than a year earlier and 19 per cent below the 1979 peak.

The decline in membership since 1979 continued in 1985 despite the growth in employment which occurred in that year and the previous year. This is because the growth in employment has been concentrated in the services sector. In the traditional areas of union activity—for example, manufacturing industries, energy and water supply—the decline in membership has followed the decline in employment. *Table 1* summarises the annual changes in membership and in the number of trade unions for the period 1975 to 1985.

Number of trade unions

The number of trade unions at the end of 1985 was 373, a decrease of two on the figures for 1984 and less than three-quarters of the peak number of 519 recorded in 1973. This reflects a continuing process of mergers and transfers of membership as well as local and craft unions joining with national unions. The figures also reflect the formation of a few new unions in most years.

The annual report of the Certification Officer stated that at December 1985 the statutory list of trade unions comprised 409 organisations, and the Certification Officer knew of about 44 others which, though unlisted, probably satisfied the statutory definition of a trade union.

The figure of 373 given above does not correspond with those in the Certification Officer's report. The main

Table 1 Trade unions—numbers and membership 1975–85

Year	Number of unions at end of year	Total membership at end of year (thousand)	Percentage change in membership since previous year
1975	470	12,026	—
1976	473	12,386	+3·0
1977	481	12,846	+3·7
1978	462	13,112	+2·1
1979	453	13,289	+1·3
1980	438	12,947	−2·6
1981	414	12,106	−6·5
1982	408	11,593	−4·2
1983	394	11,236	−3·1
1984	375	10,994	−2·2
1985	373	10,716	−2·5

reason is that sections of certain unions (for example areas of the National Union of Mineworkers) are listed as separate trade unions by the Certification Officer, whereas the Department has continued its previous practice of counting only the "parent" union in the total number of trade unions. The Department's statistics also include trade unions in Northern Ireland, while the Certification Office figures do not.

Size of unions

Many unions are relatively small. Over half the 1985 total had fewer than 1,000 members and together accounted for only 0·5 per cent of the total membership of all unions. At the other end of the scale there were 24 unions, each with 100,000 or more members, which together accounted for 80·9 per cent of the total membership of all unions.

More than half the total membership was covered by the largest eight unions. An analysis of the membership and the number of unions by size of union at the end of 1985 is given in *table 2. Tables 3 and 4* give an analysis by size of union from 1980 to 1985. *Table 3* shows that throughout the period well over half the unions had less than 1,000 members; and *table 4* shows that around 60 per cent of members belonged to the largest unions with a membership of 250,000 or more.

Table 2 Trade unions—numbers and membership, end 1985

Numbers of members	Number of unions	All membership (thousand)	Percentage of: Number of unions	Percentage of: Membership of all unions
Under 100*	74	3	19·8	0·0
100–499	94	23	25·2	0·2
500–999	37	28	9·9	0·3
1,000–2,499	57	95	15·3	0·9
2,500–4,999	26	102	7·0	1·0
5,000–9,999	14	87	3·8	0·8
10,000–14,999	4	48	1·1	0·4
15,000–24,999	11	202	2·9	1·9
25,000–49,999	23	805	6·2	7·5
50,000–99,999	9	655	2·4	6·1
100,000–249,999	14	2,351	3·8	21·9
250,000 and more	10	6,317	2·7	58·9
All members	**373**	**10,716**	**100·0**	**100·0**

* Including newly formed unions whose membership is not reported. There were 12 such unions in 1985.

Table 3 Trade unions—analysis by size 1980–85

Per cent

Size	1980	1981	1982	1983	1984	1985
Under 100 members	15·8	17·1	19·1	17·8	17·6	19·8
100–499	26·9	28·0	24·3	26·4	25·1	25·2
500–999	10·3	9·9	11·8	10·7	10·1	9·9
1,000–2,499	12·8	12·1	12·5	14·4	14·9	15·3
2,500–4,999	8·9	8·9	9·3	7·9	8·8	7·0
5,000–9,999	5·7	5·6	5·6	4·5	4·3	3·8
10,000–14,999	1·6	1·0	0·7	0·5	0·8	1·1
15,000–24,999	4·8	3·6	4·4	5·1	4·0	2·9
25,000–49,999	4·3	4·1	3·7	3·8	5·1	6·2
50,000–99,999	3·2	3·4	3·2	3·3	3·5	2·4
100,000–249,999	3·4	3·4	2·7	3·0	3·5	3·8
250,000 and more	2·3	2·9	2·7	2·5	2·4	2·7
All sizes	**100**	**100**	**100**	**100**	**100**	**100**
Number of unions at end of year	**438**	**414**	**408**	**394**	**375**	**373**

* See footnote to table 2.

Table 4 Trade unions—membership by size 1980–85

Per cent

Size	1980	1981	1982	1983	1984	1985
Under 100 members*	0·0	0·0	0·0	0·0	0·0	0·0
100–499	0·2	0·2	0·2	0·2	0·2	0·2
500–999	0·2	0·3	0·3	0·2	0·2	0·3
1,000–2,499	0·7	0·7	0·7	0·8	0·8	0·9
2,500–4,999	1·1	1·0	1·1	1·0	1·0	1·0
5,000–9,999	1·3	1·3	1·3	1·0	1·0	0·8
10,000–14,999	0·6	0·4	0;4	0·2	0·3	0·4
15,000–24,999	3·0	2·9	3·1	3·6	2·7	1·9
25,000–49,999	5·6	5·0	4·7	4·9	6·0	7·5
50,000–99,999	7·9	7·9	8·4	8·6	8·9	6·1
100,000–249,999	19·4	17·9	16·1	18·6	22·3	21·9
250,000 and more	59·9	62·2	63·7	60·9	56·5	58·9
All sizes	**100**	**100**	**100**	**100**	**100**	**100**
Total membership at end of year (thousand)	**12,947**	**12,106**	**11,593**	**11,236**	**10,994**	**10,716**

* See footnote to table 2.

Changes in membership

Total membership of trade unions in the UK at the end of 1985 (which includes members in branches outside the UK) shows a fall of 2·5 per cent from the total for 1984. This compares with an increase of 0·8 per cent in UK employment during 1985.

It is not possible to give an accurate industrial pattern of union membership because many unions have multi-industry membership, but *table 5* shows a broad industrial analysis of changes in membership at the end of 1984 and 1985. The industry taken is that in which most members were deemed to be employed. Nearly four million members were in unions which were too general to classify by industry.

Some of the largest falls in membership occurred in unions covering employees in manufacturing industries and, although there were increases in membership in some service industries, most industries showed decreases.

Estimates of changes in male and female trade union membership are not available. It is no longer possible to produce reliable comparisons of male and female membership with previous years as there is a lack of consistency in the number of trade unions providing this information. Those unions which provide separate figures for 1985 represented 79 per cent of total membership. Female membership of these unions was 35 per cent.

Table 5 Trade unions—analysis by industry 1984–85

Industry in which most members were deemed to be employed	Standard Industrial Classification (1980 Division)	Membership (thousand) 1984	1985	Percentage change
Agriculture, forestry and fishing	0	0·5	0·7	+40·0
Energy and water supply	1	301	213	−29·2
Extraction of minerals and ores (not fuels); manufacture of metals, mineral products and chemicals	2	122	96	−21·3
Metal goods, engineering and vehicles	3	447	404	−9·6
Other manufacturing industries	4	691	675	−2·3
Construction	5	255	254	−0·4
Distribution, hotels and catering; repairs	6	434	424	−2·3
Transport and communication	7	687	712	+3·6
Banking, finance, insurance, business services and leasing	8	344	349	+1·5
National government	9	529	481	−9·1
Local government	9	1,538	1,513	−1·6
Education	9	761	794	+4·3
Medical/health	9	686	686	0·0
Other	9	150	153	+2·0
Membership of unions covering several industries	–	4,048	3,962	−2·1
Total	10,994	10,716	−2·5	

Basis of the statistics

The statistics cover the membership of all organisations known to the Department of Employment. Since 1975 they relate to organisations that fall within the definition of a trade union as in Section 28 of the Trade Union and Labour Relations Act, 1974. They are based on data supplied by the Certification Officer for Trade Unions and Employers' Associations, supplemented by information obtained by the Department. They include home and overseas membership of those trade unions whose head offices are situated in the UK but do not include any members of trade unions whose head offices are elsewhere.

All the figures given in this article are provisional and subject to revision as later information becomes available. Figures previously published for earlier years have been revised in accordance with the latest information. As some workers may belong to more than one union there may be an element of duplication in the aggregates; however, this is believed to be relatively insignificant.

Statutory list of trade unions

Lists of trade unions and employers' associations are maintained by the Certification Office for Trade Unions and Employers' Associations in accordance with Section 8 of the Trade Union and Labour Relations Act 1974. To be entered in the statutory list of trade unions a body must satisfy the definition of Section 28 of the 1974 Act. To be entered in the statutory list of trade unions a body must satisfy the definition of Section 28 of the 1974 Act, the essential requirement being that it is an organisation of workers which has the regulation of relations between workers and employers as one of its principal purposes.

The Certification Office also maintains records of other bodies which appear to satisfy the statutory definition of a trade union but which have not applied for entry in the list.

Whereas application for entry in the lists is entirely voluntary, all listed and unlisted trade unions and employers' associations (unless they consist wholly or mainly of representatives of constituent or affiliated organisations, or they have been in existence for less than 12 months) are required under Section 11 of the Trade Union and Labour Relations Act to submit annual returns—which include membership figures—to the Certification Officer.

The Department, with the co-operation of the Certification Office, has been able to use this information about membership and thus avoid having a separate survey, except for those unions with their head office in Northern Ireland.

Further information about trade unions

The annual report of the Certification Officer was published in early 1986. It contains, *inter alia*, the names of those trade unions and employers' associations listed at December 1985, and a statistical summary of the annual returns of membership and finances submitted by both listed and unlisted bodies for the year 1984.

Both the lists and the returns are open to public inspection at the Certification Office, 15–17 Ormond Yard, Duke of York Street, London SW1 6JT, and in the case of organisations having their head office in Scotland, 58 Frederick Street, Edinburgh EH2 1LN. A directory of employers' associations, trade unions, joint organisations, and so on, giving names, office addresses, telephone numbers, names of secretaries and other information is published in full twice a year by HMSO.

Labour Market Data

Contents

Publication dates of main economic indicators 1987

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
Feb 12, Thursday	Feb 13, Friday	Feb 4, Wednesday
Mar 19, Thursday	Mar 20, Friday	Mar 4, Wednesday
April 15, Wednesday	April 10, Friday	May 6, 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
Retail Prices Index: 0923 28500 ext. 456 (Ansafone Service).
Employment and hours: 0928 715 151 ext. 423 [Ansafone Service].
Average Earnings Index: 0923 28500 ext. 408 or 412
Tourism: 01-215 6142

Commentary

Trends in labour statistics

Summary

Preliminary estimates indicate that GDP in the UK increased by 1 per cent in the third quarter of the year, compared with the previous quarter, and was nearly 3½ per cent above the level of a year earlier.

Output of the production industries in the three months to November 1986 is provisionally estimated to have been ½ per cent higher than in the previous three months, and manufacturing output rose by 1½ per cent.

The employed labour force in Great Britain has continued to rise with an increase of 71,000 (seasonally adjusted) in the third quarter of 1986, leading to an overall increase of 207,000 in the year ending September 1986. Later figures for employees in manufacturing industry show a decrease of 7,000 per month in the three months ending November 1986. The downward trend for manufacturing is faster than the average for 1985 but considerably slower than between 1980 and 1983.

The latest unemployment figures continue to show a firm downward trend. The seasonally adjusted level of adult unemployment fell sharply again, by 28,000 between November and December, the fifth monthly fall in a row. Unemployment in December was lower than a year ago for the first time since February 1980 and the fall over the last six months is the largest since 1973.

The stock of vacancies at jobcentres (seasonally adjusted) fell by 5,200 in the month to December following rises in each of the previous ten months. The fall was due to a reduction in the inflow of notified vacancies while outflows continued to rise. Placings remain at their highest level since the end of 1979.

The underlying increase in average weekly earnings in the year to November was about 7½ per cent. The annual increase has not changed significantly since the middle of 1984. The actual increase in the year to November of 8·1 per cent was inflated by temporary factors. In production and manufacturing industries the underlying increases in the year to November were both 7¾ per cent whilst in the services sector the increase was about 7½ per cent.

The rate of inflation in December, as measured by the twelve month change in the retail prices index, rose by 3·7 per cent from 3·5 per cent in November.

In the twelve months to November a provisional total of 2·1 million working days were lost through stoppages of work due to industrial disputes. This compares with 8·3 million days lost in the twelve months ended November 1985 and a ten year average to the same month of 11·1 million days. The current level of working days lost is at its lowest level since 1967.

There were 4 per cent fewer overseas visitors to the United Kingdom in the three months to October 1986 than in the same period a year ago, with 20 per cent less from the USA, while over the corresponding period there were 11 per cent more visits abroad by UK residents. In October 1986 the travel account of the balance of payments showed a deficit of £80 million compared with a deficit of £10 million a year earlier.

Economic background

The latest estimates for output in the whole economy relate to the third quarter of 1986, and these show that *Gross Domestic Product (Output)* was about 1 per cent higher than in the previous quarter and 3½ per cent higher than in the same quarter a year earlier.

Output of the production industries in the three months to November 1986 is provisionally estimated to have been ½ per cent higher than in the previous three months and 1 per cent higher than the level of the corresponding period a year earlier. Manufacturing output in the latest three months was 1½ per cent higher than in the previous three months and was 2 per cent higher than in the same period a year earlier.

On provisional estimates *consumers' expenditure* was about ¾ per cent higher in the fourth quarter of 1986 in volume terms than the level in the previous quarter, and about 5 per cent higher than a year earlier. The volume of *retail sales* in December was, on provisional estimates, a little below the November figure but well above previous levels. The level in the three months to December was 2½ per cent higher than in the previous three months, and 7 per cent higher than in the same period a year ago.

Revised estimates show that manufacturers' and distributors' *stocks* (valued at 1980 prices) fell by nearly £175 million in the third quarter of 1986 after rising by £515 million in the first half of the year. The most significant destocking in the third quarter was in the wholesaling industry at around £180 million, and this followed a similar fall for the industry in the previous quarter. Manufacturers' stocks fell by nearly £45 million in the third quarter following a rundown of nearly £110 million in the first half of the year. The marginal increase of about £5 million in retailers' stocks coincided with a period of buoyant retail sales in the third quarter, and was very much lower than the stockbuilding in each of the previous four quarters.

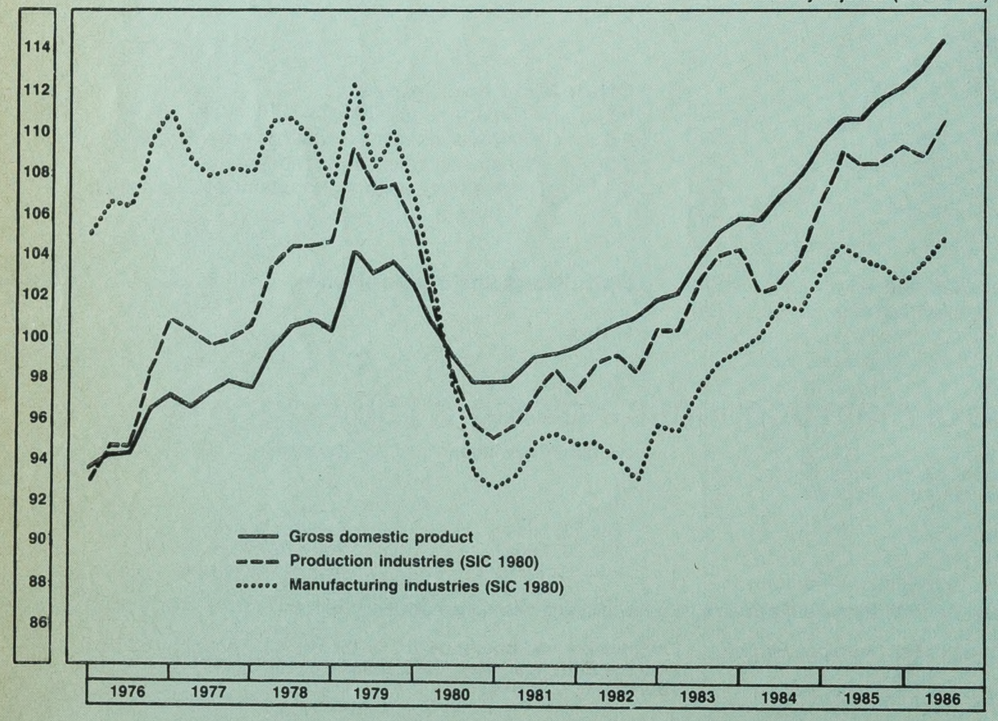
Provisional *money supply* figures (seasonally adjusted) for the calendar month of December indicate that M0 was about 1½ per cent higher and £M3 increased by less than ¼ per cent. M0 rose by about 5 per cent and £M3 by 18 per cent in the twelve months to December 1986. The target growth rates for the financial year 1986-87 are 2-6 per cent for M0 and 11-15 per cent for £M3.

The *Public Sector Borrowing Requirement* (not seasonally adjusted) is estimated in December to have fallen by £1·2 billion bringing the total so far this financial year to £4·5 billion, compared with £7·6 billion in the first eight months of 1985-6. The forecast for the PSBR in the current financial year was given as around £7 billion in the Autumn Statement. Most borrowing normally occurs in the first half of the financial year because of the peak in Inland Revenue receipts in the final quarter and the figures for December take account of the £1.8 billion net proceeds from the flotation of British Gas.

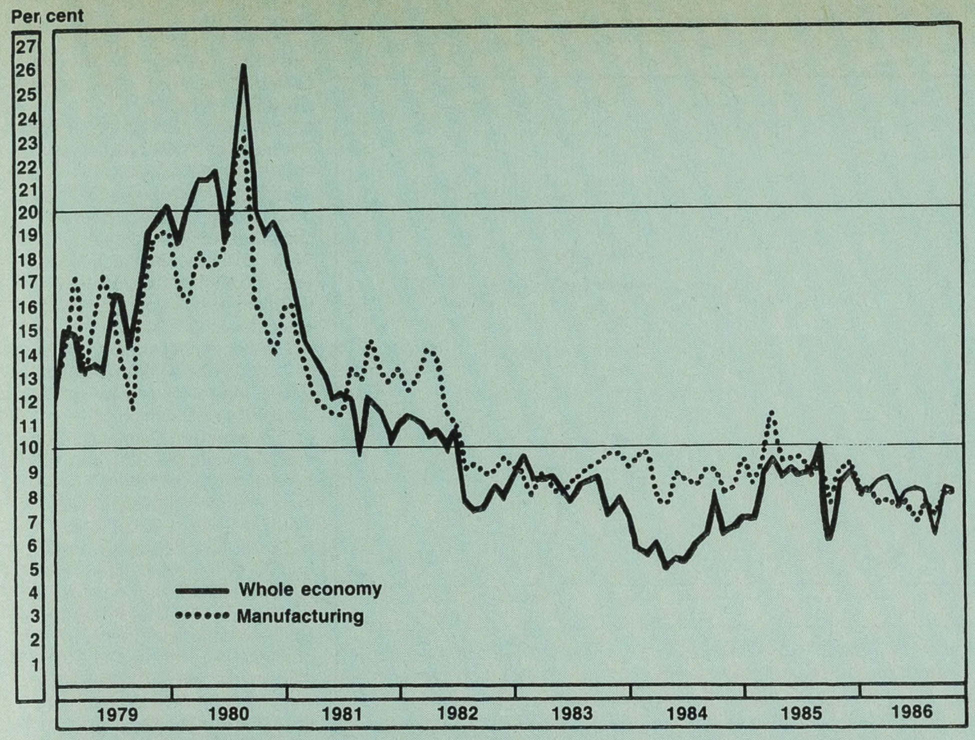
Sterling's effective exchange rate in December was unchanged at an average of 68·5, a small gain against the dollar offsetting slight falls against other major currencies. The index was 13 per cent lower than in the same month a year ago reflecting an overall fall against European currencies over this period while sterling was little changed against the dollar. In the week ended January 15 sterling's effective exchange rate averaged 68·6. UK *base rates* have been at 11 per cent since October 14.

The current account of the *balance of payments* is provisionally estimated to have been in deficit by £0·8 billion in the third quarter of 1986, leading to an overall balance over the first nine months of the year. Within the total, *visible trade* was in deficit by £3·0 billion in the third quarter and there was a surplus of £2·3 billion on invisibles. Later figures show that visible trade was in deficit by £2·8 billion in the three months to November, similar to the deficit in the previous three months. Within this total the surplus on trade in oil rose marginally to £0·8 billion while the deficit on non-oil trade increased slightly to £3·5 billion. With the invisible account projected to be in surplus by £2·4 billion in the latest three month period the current account is estimated to have been in deficit by £0·4 billion following a deficit of £0·7 billion in the previous three months. The *volume of exports* rose by 5 per cent in the latest three months to a level 8½ per cent higher than a year earlier, with the underlying trend of non-oil exports continuing upward. In the latest three months the *volume of imports* increased by 4½ per cent and was 13 per cent higher than a year earlier. The upward trend in the underlying level of non-oil import volume which has been apparent for most of 1986 appeared to be flattening out a month ago but the high figure recorded for November suggests that the trend is still upward.

OUTPUT INDICES Seasonally adjusted (1980 = 100)



EARNINGS: Average earnings index: increases over previous year



Average earnings

The *underlying increase* in *average weekly earnings* in the year to November was about 7½ per cent, similar to the increase in the year to October. The underlying annual increase has been broadly unchanged since the middle of 1984. The annual increase in average earnings reflects several factors, including changes in rates of pay arising from pay settlements, variations in overtime hours worked, changes in productivity and bonus payments and changes in the composition of employment. The stability in the annual increase in average earnings does not imply that the effect of each factor has remained unchanged. In particular, it is not inconsistent with the reports of a fall in settlement levels since the summer of 1986 since the number of settlements reached since then is relatively small. Also there have been indications of a faster upturn in economic activity, particularly in manufacturing industry, which has led to higher average overtime and bonus payments.

The *actual increase* in the year to November of 8·1 per cent was higher than the estimated underlying increase because of the net effect of temporary factors. Changes in the timing of settlements and bonus payments inflated the actual increase by about ¾ per cent; teachers had been paid two settlements during the twelve month period because of the delay in reaching the April 1985 settlement. Also some employees, mainly in the banking, finance and insurance sector, received bonus payments in November 1986 which were paid in other months in 1985. On the other hand, back pay in November 1986 was below its level in November 1985, depressing the actual increase by about ¼ per cent. The *underlying monthly rate of increase* in average weekly earnings averaged between ½ per cent and ¾ per cent in the three months ending November.

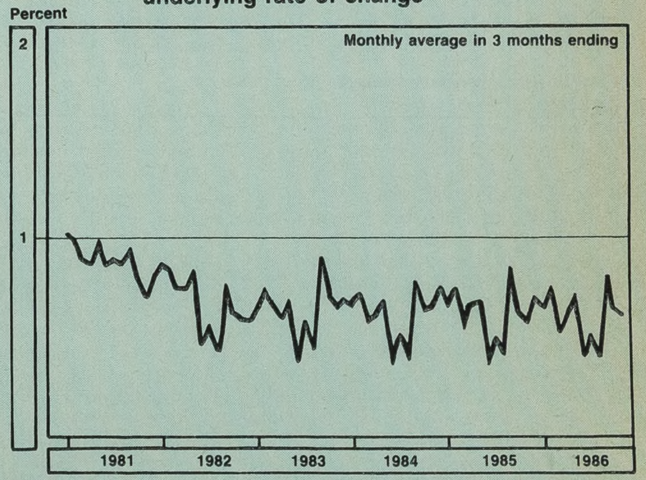
In *production industries*, the underlying increase in average weekly earnings in the year to November was about 7¾ per cent similar to the increase in the year to October. Within this sector, in *manufacturing industries*, the underlying increase in average weekly earnings in the year to November was also about 7¾ per cent, similar to the increase in the year to October. The *actual increases* for production industries and manufacturing industries in the year to November were 7·9 per cent and 8·0 per cent respectively and were affected by the change in the timing of some bonus payments and the lower level of back pay described above.

In *service industries*, the underlying increase in average weekly earnings in the year to November was about 7¼ per cent, similar to the increase in the year to October. The actual increase, 8·3 per cent, was affected by the temporary factors described above.

In the third quarter of 1986 *wages and salaries per unit of output* in the *whole economy* were 4·9 per cent above the corresponding period of 1985. This increase was below the rise in average earnings in the whole economy as there was a 2½ per cent improvement in productivity over this period. The fall in this annual increase from its level of around 6 per cent in the previous two quarters of 1986 reflects an improvement in productivity in the third quarter.

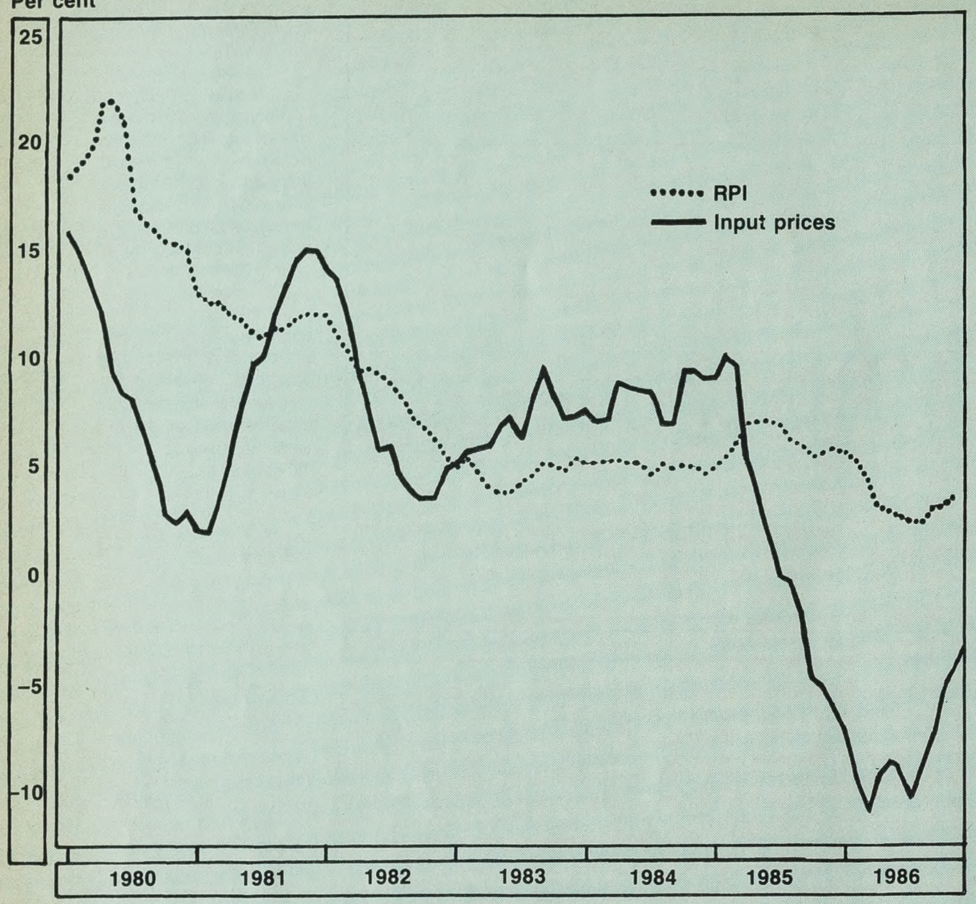
In the three months ending November, *wages and salaries per unit of output in manufacturing industries* were 3 per cent higher than a year earlier with an increase in actual average earnings of 7·6 per cent being partly offset by an improvement in productivity of almost 4½ per cent. The rise in unit wage costs is at its lowest level since the third quarter of 1984, the improvement in recent figures being due to the recovery in productivity.

EARNINGS: Average earnings index: underlying rate of change *



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

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



Retail prices

The annual rate of inflation in December, as measured by the 12-month change in the retail prices index, rose to 3·7 per cent from the 3·5 per cent recorded in November.

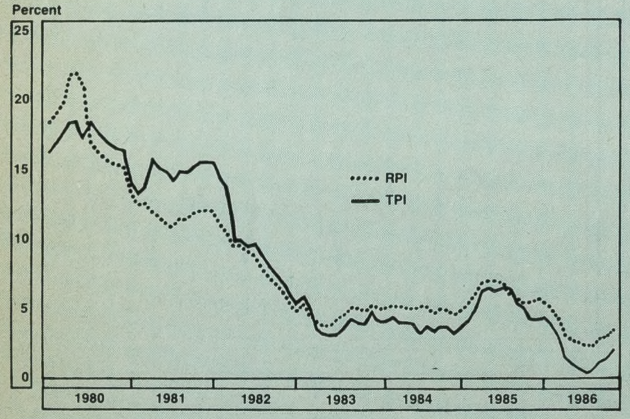
The overall level of prices increased by 0·3 per cent between November and December, larger than the increase of 0·1 per cent recorded between the corresponding months a year earlier. There were increased mortgage interest payments for owner-occupiers as residual effects of the increases announced in October entered into the index. Food prices, some local authority rents and motor insurance premiums were higher than in November. Partly offsetting these increases were Christmas discounts on the prices of wines and spirits.

The seasonally adjusted price index for materials and fuel purchased by manufacturing industry fell by about ½ per cent in December after four monthly increases. Unadjusted it is now 3·3 per cent lower than a year ago. Most of the fall since the end of 1985 has been as a result of lower fuel prices: raw material prices have shown a relatively small decline.

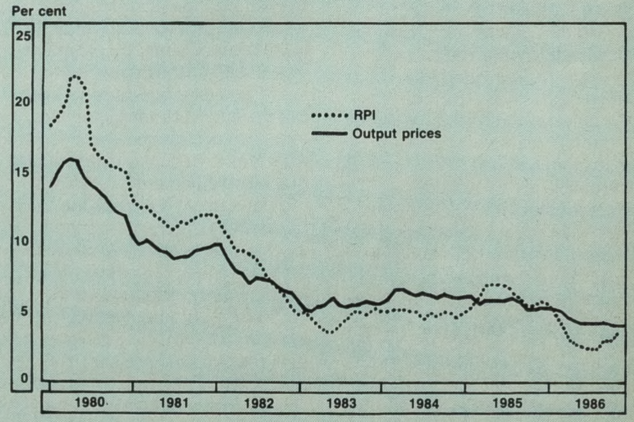
The 12-month rate of increase in the price index for home sales of manufactured products fell to a little over 4 per cent in November and December. It has shown a fairly steady decline from around 5 per cent at the beginning of 1986 and 6 per cent at the beginning of 1985.

The tax and prices index increased by 2·4 per cent in the year to December compared with 2·2 per cent recorded for November.

RPI and TPI: increases over previous year



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



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 71,000 in the third quarter of 1986 (seasonally adjusted). This follows an increase of 40,000 in the June quarter and compares with the increase of 64,000 in the September quarter a year ago. The total increase over the year ending September 1986 is estimated at 207,000.

The September quarter increase of 71,000 in the *employed labour force* is the net result of an increase of 40,000 in the number of employees in employment and an assumed increase of 30,000 in the number of self-employed. The number of employees in service industries increased again, by 81,000 in the third quarter, and the number of "other industries" (which includes construction, agriculture, forestry and fishing) also showed a slight increase for the second quarter in succession, 4,000 in the third quarter; however, these gains were partially offset by decreases of 34,000 in manufacturing industries, and 11,000 in energy and water supply industries.

Over the year to September 1986 the total number of *employees in employment* is estimated to have increased by 89,000, compared with an increase of 232,000 in the year to September 1985. Looking at the unadjusted figures growth appears strongest in banking, finance and insurance (+127,000; 6·0 per cent), and other services (+67,000; 4·5 per cent). In manufacturing, timber, wooden furniture, rubber, plastics etc increased (+8,000; 1·6 per cent) and across the broad the number of employees in employment in all industries increased by 0·4 per cent (not seasonally adjusted).

All regions except Yorkshire and Humberside, the North West, Scotland and Wales showed an increase in the number of employees in employment over the year to September 1986. The largest proportionate increases were in East Anglia (+27,000; 3·7 per cent) and the West Midlands (25,000; 1·2 per cent) and the South West (+18,000; 1·1 per cent).

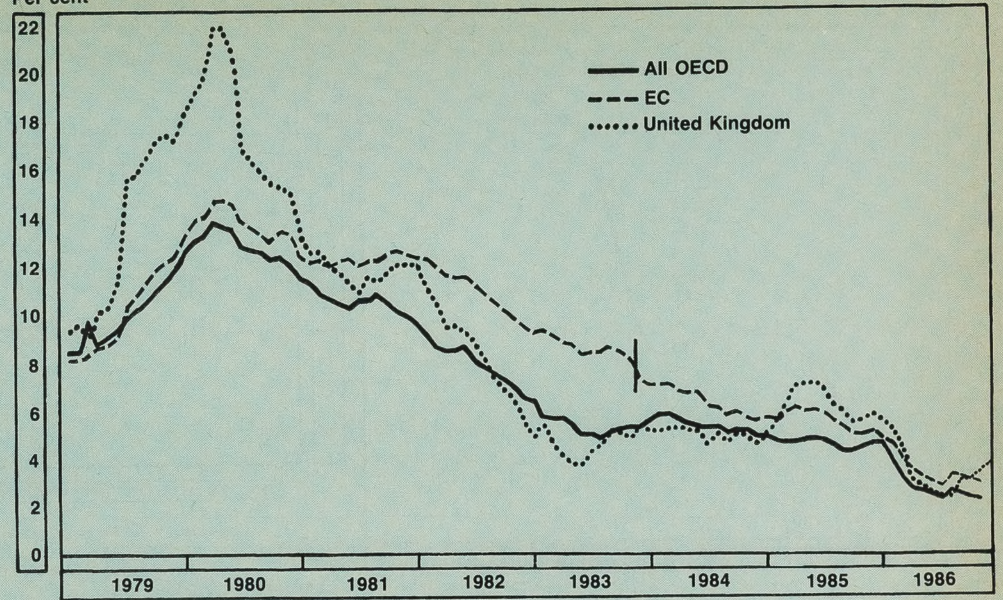
Later information is available for *employees in employment in manufacturing* industries. This shows an estimated decrease of 8,000 in November 1986. The monthly figures can fluctuate erratically but some of this fluctuation is removed if the averages over three months are considered. Over the three months ending November the average decrease was 7,000 per month which compares with average decreases of 16,000 per month for the previous three months (ending August) and 1,000 per month for the three months ending November 1985. The rate at which the number of employees in manufacturing industry decreased in the first 11 months of 1986 was, at an average of about 13,000 per month, clearly faster than the average of 4,000 per month noted in 1985.

Overtime working by operatives in manufacturing industries was 11·5 million hours a week in November (seasonally adjusted), giving an average for the three months ending November of 11·5 million hours a week. This compares with an average 11·6 million hours a week for the three months ending August, and with 12·2 million hours a week for the three months ending November 1985. Overtime working remains high but the average has fluctuated around 11·5 million hours a week since April 1986 compared with the average of over 12 million hours a week observed during most of 1985.

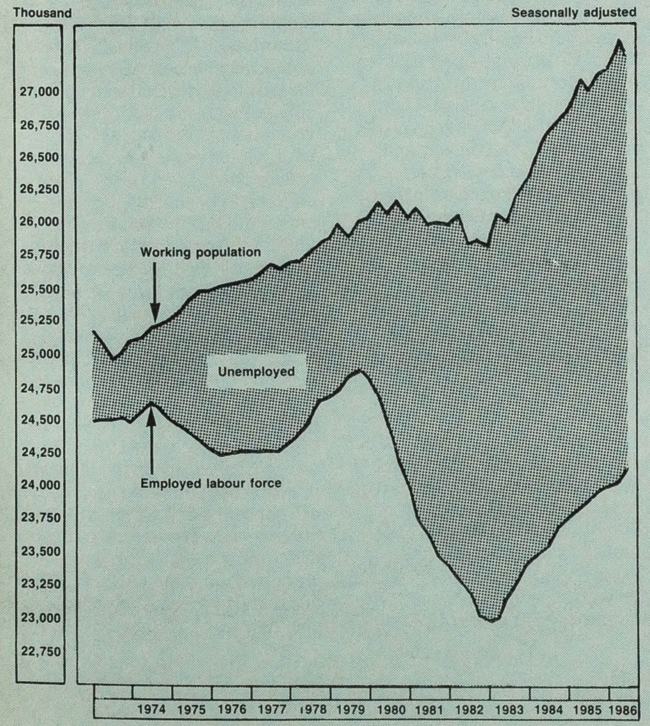
Short-time working resulted in the loss of 0·40 million hours a week (seasonally adjusted) in manufacturing industries in November 1986 which gave an average of 0·50 million hours per week lost in the three months ending November. This compares with 0·41 million hours per week for the three months ending August and 0·38 million hours per week for the three months ending November 1985.

The *index of average weekly hours* worked by operatives in manufacturing industries (which takes account of hours of overtime and short-time as well as normal basic hours) was estimated at 103·6 in November 1986 (seasonally adjusted). This gave an average for the three months ending November of 103·5 which is the same as for the previous three months (ending August) and, compares with 103·4 for the three months ending November 1985.

Consumer prices indices: increase over previous year



Working population and employed labour force: Great Britain



Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom (excluding school leavers) fell sharply again by 28,400 between November and December to 3,116,400, the fifth consecutive monthly fall and the largest monthly fall since April 1979. Over the past six months on average there has been a fall of over 17,000 per month, the largest since the six months ending December 1973. Within this period over the past three months, there has been an average fall of over 25,000 per month, again the largest since 1973.

The falls in unemployment over the past four months have occurred among both men and women and have been spread across most regions with the exception of Scotland and, until recently, Northern Ireland where unemployment has now fallen for two months following previous sharp rises. Over the past year adult unemployment has fallen fastest in the North, North West and Wales.

Total unemployment in the United Kingdom (unadjusted including school leavers) increased by 12,400 between November and December to 3,229,000 (11·7 per cent of the working population). This increase resulted from a rise in adult unemployment of 21,600 and a fall among school leavers of 9,200. The increase among adults was much less than the estimated increase from seasonal influences of 50,000; and so the seasonally adjusted adult total fell by 28,400.

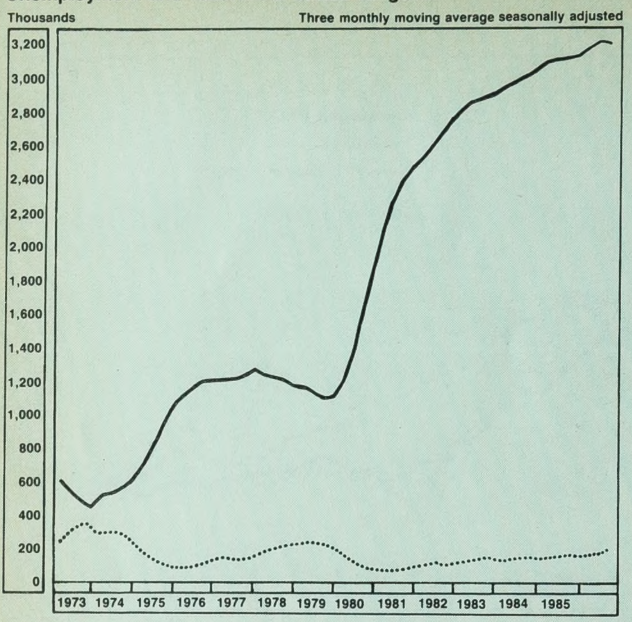
The stock of unfilled vacancies at jobcentres (seasonally adjusted and excluding Community Programme vacancies) fell by 5,200 in the month to December to 210,000, following rises in each of the previous ten months. The fall was due to a reduction in the inflow of notified vacancies, while the outflows continued to rise. Placings remain at their highest level since the end of 1979.

Productivity

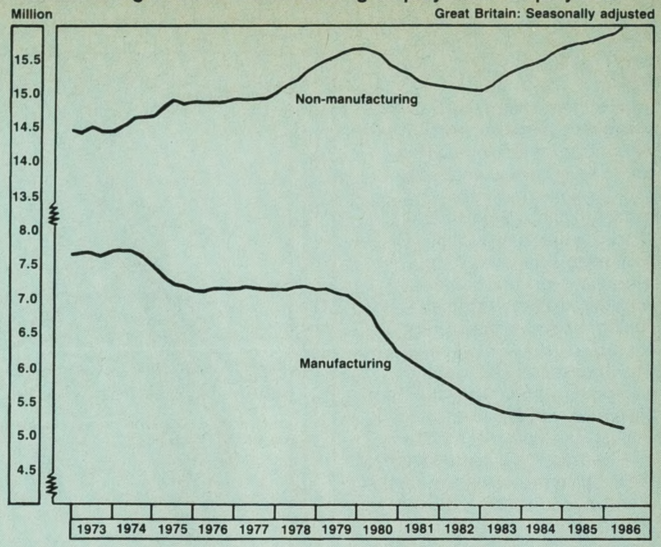
After allowing for the coal dispute, *whole economy productivity* (that is, output per head) was broadly flat during 1985 but productivity has increased steadily during 1986. In the third quarter of 1986 recorded output per head was 1 per cent higher than in the second quarter of 1986 and 2·5 per cent higher than the third quarter of 1985.

In the three months to November *manufacturing output per head* showed a 2 per cent increase compared with the previous three months and a 4·5 per cent increase compared with the three months ending November 1985. Over the longer term, output per head in the three months ending November is 40 per cent higher than in the fourth quarter of 1980, the last trough. Output declined more than employment between the second quarter of 1985 and the first quarter of 1986, indicating that there was some deterioration in productivity. The figures for this year, however, suggest that output has increased from the low level of the first quarter, whereas employment has continued to decrease, thus suggesting an increase in productivity.

Unemployment and vacancies: United Kingdom



Manufacturing and non-manufacturing employees in employment



Industrial disputes

On provisional estimates, 154,000 working days were lost through *stoppages of work due to industrial disputes* in November 1986. This compares with 150,000 — also provisional — in October, 228,000 in November 1985 and an average of 903,000 for November during the ten-year period 1976 to 1985. It is the lowest figure for any November since 1966, when 135,000 working days were lost.

Of the days lost in November just over half were due to two strikes; one in telecommunications accounted for 30,000 lost days, while another stoppage in education accounted for 58,000 lost days.

During the twelve months to November a provisional total of 2·1 million working days were lost. This compares with 8·3 million in the twelve months to November 1985 and a ten year average to the same month of 11·1 million. The current level of days lost, as measured by the average over twelve months, is at its lowest since the figure of 2·1 million days lost during the year to August 1967.

A provisional total of 941 *stoppages* have been recorded as being in progress during the twelve months to November. This compares with 903 in the previous twelve months and a ten-year average—also to November 1985—of 1,695 stoppages in progress. The number of stoppages in progress has shown a tendency to drift upwards in 1986 to nearly 1,000, following the trough of 903 stoppages in 1985, which was the lowest figure for any twelve month period since 1940. However, too much weight should not be given to comparisons of the number of stoppages since the estimates are more affected than those for working days lost by the exclusion from collection of small disputes. The figures for 1986 are provisional and likely to be revised upwards.

Overseas travel and tourism

There were 2,300,000 visits by UK residents to foreign countries in October 1986, 11 per cent more than in October 1985. Of these, 89 per cent of visits were to Western Europe and 5 per cent to North America. For the three months August to October, there were 12 per cent more visits abroad than a year earlier. Expenditure abroad by UK residents increased by 28 per cent, reflecting an increase in average expenditure per visit of 14 per cent.

There were 1,170,000 visits to the UK by overseas residents in October 1986, 3 per cent more than in October 1985. The number of North American visitors to the UK was fewer than in October 1985, but is showing signs of recovery after the initial adverse effects of concern over terrorism, earlier in the year.

The expenditure of overseas visitors to the UK in the three months, August to October 1986, was £1,840 million, 3 per cent less than a year earlier reflecting a 4 per cent decrease in overseas visitors to the UK for these three months and a very slightly higher average expenditure per visit.

The travel account of the balance of payments showed a £80 million deficit in October 1986 compared with a deficit of £10 million a year earlier.

International comparisons

Over recent months *unemployment* has been falling faster in the UK than in most other countries and has been rising in a number of countries including Australia, Ireland and Italy. Countries experiencing a fall included the Netherlands, Canada and Germany as well as the United Kingdom. There has been very little change in France, Japan and the United States. Comparisons of seasonally adjusted unemployment rates in the three months to November compared with the previous three months—unless otherwise stated—show a rise of 0·3 percentage points in Australia, Austria and Norway (to October), 0·2 per cent in Ireland and 0·1 per cent in Italy. There was no change in France or the United States, Finland and Spain (both to September), Japan (to October) and Denmark (to August). There were falls of 0·1 percentage points in Germany (to December) and Belgium, 0·2 per cent in the Netherlands, 0·3 per cent in the UK (to December) and Canada, and 0·6 in Greece (to October).

Firm figures for the United Kingdom which have recently become available from the census of employment shed some new light on this country's industrial structure in relation to its major international competitors. In the year of the census, 1984, manufacturing accounted for 26 per cent of *civilian employment* in the United Kingdom, which was as high as any European Community country except Germany (32 per cent) and also higher than the United States and Japan (20 and 25 per cent respectively). Since 1981 manufacturing's share of United Kingdom employment has fallen (from 28 per cent) but this decline is not out of line with the long-term trend throughout the developed world.

Consumer prices increased in the twelve months to November by 4·5 per cent in Canada, 2·1 per cent in France and 1·3 per cent in the USA, but fell by 0·3 per cent in Japan and 1·2 per cent in the Federal Republic of Germany. The rate in the UK for the same period, at 3·5 per cent, was above the average for OECD countries (2·2 per cent) and the European Community (2·9 per cent) as a whole.

Unit wage costs in manufacturing industries in major competitor countries, which were falling between 1982 and the second half of 1984, began to increase slowly during 1985. During 1986 the output of both West Germany and Japan has been affected by their appreciating exchange rates and in the year to the third quarter output changes were less than the corresponding changes in employment so that *productivity* is estimated to have fallen by ½ per cent and 2 per cent respectively compared with the same quarter in 1985. This compares with a rise of 3 per cent in the UK. Hence although *average earnings* in the UK have risen at a faster rate than in West Germany and Japan over this period, the difference was offset by better productivity performance so that the rise in manufacturing unit wage costs in the UK in the year to the third quarter of 1986 of 4 per cent was below the corresponding rise for West Germany and Japan of 5 per cent. For the United States, however, where the currency has fallen, the corresponding productivity rise was 2½ per cent and unit wage costs showed no change.

Seasonally adjusted — UNITED KINGDOM

	GDP average measure[2]		Output: GDP[3,4]		Index of output U.K.[5]: Production industries[1,6]		Index of output U.K.[5]: Manufacturing industries[1,7]		Index of production OECD countries[1]		Income: Real personal disposable income		Income: Gross trading profits of companies[8]	
	1980 = 100		1980 = 100		1980 = 100		1980 = 100		1980 = 100		1980 = 100		£ billion	
1980	100·0	−2·3	100·0	−2·9	100·0	−6·7	100·0	−8·8	100·0	−0·7	100·0	1·3	18·7	−1·4
1981	98·7	−1·3	98·5	−1·5	96·6	−3·4	94·0	−6·0	100·1	0·1	97·9	−2·1	18·5	−1·1
1982	100·3	1·6	100·3	1·8	98·4	1·9	94·2	0·2	96·6	−3·5	98·2	0·0	21·2	14·4
1983	103·8	3·5	103·3	3·0	101·9	3·6	96·9	2·9	99·6	3·1	100·6	2·4	25·3	19·5
1984	106·6	2·7	106·7	3·2	103·2	1·3	100·7	3·9	106·9	7·4	103·0	2·4	31·3	23·8
1985	110·3	3·5	110·7	3·9	108·2	4·8	103·9	3·2	110·3	3·1	106·1	3·0	40·2	28·3
Q3	110·6	3·4	110·7	3·6	108·3	5·7	103·9	2·3	110·8	2·5	105·6	3·8	10·5	24·5
Q4	110·6	2·4	111·6	3·4	108·4	4·4	103·6	1·9	111·1	2·4	108·0	1·5	10·6	28·3
1986 Q1	112·1	2·5	112·2	2·4	109·4	2·4	102·8	−0·8	111·3	2·0	108·4	3·5	11·2	21·7
Q2	112·5	1·6	113·1	2·2	108·9	−0·2	103·5	−1·0	..	..	109·5	3·6	11·0	11·1
Q3	112·8	2·0	114·5	3·4	110·5	2·0	104·6	0·7	..	..	111·3	5·0	11·2	7·2
1986 May	..	..	..	..	108·5	0·8	103·1	−0·9	110·5	1·1	..	..	..	..
June	..	..	..	..	107·6	−0·1	103·4	−0·9	..	..	..	..	..	..
July	..	..	..	..	109·9	−0·1	104·5	−0·5	..	..	..	..	..	..
Aug	..	..	..	..	110·6	1·1	104·1	−0·2	..	..	..	..	..	..
Sep	..	..	..	..	110·9	2·0	105·3	−0·7	..	..	..	..	..	..
Oct	..	..	..	..	110·0	1·7	105·6	1·1	..	..	..	..	..	..

	Expenditure: Consumer expenditure 1980 prices		Retail sales volume[1]		Fixed investment[9]: Whole economy 1980 prices[10]		Fixed investment[9]: Manufacturing industries 1980 prices[7,11]		Fixed investment[9]: Construction distribution & financial industries[12] 1980 prices		General government consumption at 1980 prices		Stock changes 1980 prices[13]	Base lending rates†[14]	Monetary growth[15]: £M3	Monetary growth[15]: M0
	£ billion		1980 = 100		£ billion		£ billion		£ billion		£ billion		£ billion	per cent	per cent	per cent
1980	137·2	−0·4	100·0	−0·6	41·77	−5·2	7·3	−10·9	8·6	−1·4	48·9	1·3	−2·84	14	19·6	5·6
1981	136·9	−0·0	100·2	0·2	37·83	−9·4	5·7	−22·1	8·6	1·1	49·0	0·2	−2·49	14½	13·6	4·4
1982	138·2	0·7	102·2	2·0	39·46	4·3	5·6	−1·7	9·3	7·7	49·6	1·1	−1·13	10-10¼	9·6	4·0
1983	143·6	3·9	107·1	4·8	41·72	5·7	5·6	−0·8	9·8	4·8	50·5	2·0	0·68	9	10·9	6·7
1984	146·6	2·1	110·7	3·4	45·51	9·1	6·6	18·6	11·2	14·2	50·9	0·7	−0·05	9½-9¾	9·1	6·6
1985	152·0	3·7	115·3	4·2	46·36	1·9	7·0	5·6	12·3	10·0	50·9	0·5	0·68			
1985 Q3	38·3	4·9	116·1	4·3	11·57	0·1	1·7	0·2	3·1	6·7	12·7	−0·8	0·07	11½	14·1	4·2
Q4	38·6	4·3	116·7	3·6	11·40	−0·9	1·7	−0·8	3·0	5·3	12·7	−0·3	0·11	11½	15·1	2·4
1986 Q1	38·9	4·0	118·2	4·2	11·81	−3·4	1·8	−2·1	3·1	−6·8	12·8	0·1	0·57	11½	16·4	3·6
Q2	39·6	5·3	120·0	4·4	11·35	1·7	1·7	0·8	3·0	6·6	13·0	1·6	−0·05	10	18·3	3·3
Q3	40·2	4·9	122·1	−5·2	11·74	1·5	1·6	−4·3	3·0	−1·5	13·0	2·4	−0·17	..	18·3	4·5
1986 May	..	..	118·5	4·2	..	..	..	..	..	..	..	..	..	10	19·5	3·4
June	..	..	121·7	4·4	..	..	..	..	..	..	..	..	..	10	18·3	3·3
July	..	..	120·9	4·1	..	..	..	..	..	..	..	..	..	10	19·3	3·0
Aug	..	..	122·0	4·7	..	..	..	..	..	..	..	..	..	10	18·5	4·1
Sep	..	..	123·2	5·1	..	..	..	..	..	..	..	..	..	10	18·3	4·5
Oct	..	..	123·2	6·0	..	..	..	..	..	..	..	..	..	11	18·3	4·9
Nov	..	..	126·4	7·1	..	..	..	..	..	..	..	..	..	11	18·6	5·2

	Visible trade: Export volume[1]		Visible trade: Import volume[1]		Visible balance[13]	Balance of payments: Current balance[13]	Balance of payments: Effective exchange rate†[1,16]		Competitiveness: Relative unit labour costs[1,17]		Prices: Tax and prices index†[18]		Producer prices index†[7,18,19]: Materials and fuels		Producer prices index†[7,18,19]: Home sales	
	1980 = 100		1980 = 100		£ billion	£ billion	1975 = 100		1980 = 100		Jan 1978 = 100		1980 = 100		1980 = 100	
1980	100·0	0·9	100·0	−5·4	1·4	3·1	96·1	10·1	100·0	0·0	132·8	17·3	100·0	8·5	100·0	14·0
1981	99·3	−0·7	96·3	−3·7	3·4	6·2	95·3	−0·8	99·7	3·0	152·5	14·8	109·2	9·2	109·5	9·5
1982	101·9	2·6	101·5	5·4	2·3	3·9	90·7	−4·8	93·3	−6·4	167·4	9·8	117·2	7·3	118·0	7·8
1983	103·8	1·9	109·7	8·1	−0·8	3·1	83·3	−8·2	85·1	−8·8	174·1	4·0	125·3	6·9	124·4	5·4
1984	112·5	8·4	121·9	11·1	−4·4	1·2	78·7	−5·5	84·4	−0·8	180·8	3·9	135·5	8·1	132·1	6·2
1985	118·6	5·4	125·8	3·2	−2·1	3·5	78·2	−0·6	87·7	3·9	190·3	5·3	137·7	1·6	139·4	5·5
1985 Q3	116·3	3·3	124·1	0·7	−0·4	1·4	82·1	5·3	92·9	10·2	191·6	5·7	133·1	−0·7	140·2	5·6
Q4	118·9	0·2	127·9	−1·7	−0·3	0·6	79·8	6·3	91·1	9·8	192·0	4·5	132·6	−5·4	141·4	5·1
1986 Q1	116·9	1·4	125·7	−0·7	−1·4	0·5	75·1	4·2	86·7	9·5	193·5	3·8	132·4	−9·5	143·4	5·0
Q2	121·8	1·1	128·6	3·1	−1·6	0·3	76·1	−3·5	88·3	0·8	192·7	0·9	125·8	−9·3	145·7	4·5
Q3	123·3	6·0	139·1	12·1	−3·0	−0·8	..	..	..	..	193·0	0·7	120·8	−9·3	146·3	4·4
Q4	..	..	..	..	..	..	..	..	..	..	..	..	127·3	−4·0	147·4	4·2
1986 May	120·1	1·6	131·6	1·8	−0·7	−0·0	76·1	−1·4	..	..	192·9	0·9	126·7	−8·7	145·9	4·6
June	121·6	0·8	130·5	3·0	−0·6	+0·0	75·8	−3·6	..	..	192·8	0·6	124·2	−9·1	145·8	4·4
July	126·3	3·3	134·9	6·4	−0·6	+0·1	74·0	−6·6	..	..	192·1	0·4	119·8	−10·5	146·0	4·4
Aug	117·3	4·2	142·9	9·3	−1·5	−0·8	71·4	−9·6	..	..	192·9	0·6	120·3	−9·4	146·3	4·4
Sep	126·5	6·0	139·5	12·1	−0·9	−0·1	70·4	−12·4	..	..	194·0	1·2	122·4	−7·8	146·7	4·3
Oct	125·3	5·4	140·6	12·1	−0·8	−0·0	67·8	−13·9	..	..	194·3	1·5	124·3	−5·2	147·0	4·2
Nov	131·5	8·3	146·8	13·9	1·0	−0·2	68·5	−14·5	..	..	196·3	2·2	127·5	−3·5	147·4	4·2
Dec	..	..	..	12·7	..	..	68·5	−14·5	..	..	197·1	2·4	130·2	−3·3	147·8	4·2

Notes: * For each indicator two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For details of GDP measures see Economic Trends November 1981.
(3) For details of the accuracy of this series see Economic Trends, July 1984 p. 72.
(4) GDP at factor cost.
(5) Output index numbers include adjustments as necessary to compensate for the use of sales indicators.
(6) Production industries: SIC divisions 1 to 4.
(7) Manufacturing Industries: SIC divisions 2 to 4.
(8) Industrial and commercial companies excluding North Sea oil companies net of stock appreciation.
(9) Gross domestic fixed capital formation.
(10) All industries.
(11) Including leased assets.
(12) Construction distribution and financial industries: SIC divisions 5, 6 and 8.
(13) No percentage change series is given as this is not meaningful for series taking positive and negative values.
(14) Base lending rate of the London clearing banks on the last Friday of the period shown.
(15) Series show the percentage changes over the 12-months to the end of the period shown.
(16) Averages of daily rates.
(17) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further details see Economic Trends 304, February 1979 p.80.
(18) Annual and quarterly figures are averages of monthly indices.
(19) Replaces Wholesale Price Index.
R=Revised.

1·1 EMPLOYMENT
Working population

THOUSAND

Quarter	Employees in employment* Male	Employees in employment* Female	Employees in employment* All	Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population§	YTS: non-employee trainees‡
UNITED KINGDOM								
Unadjusted for seasonal variation								
1984 June	11,864	9,339	21,203	2,515	326	24,044	27,074	230
Sep	11,946	9,365	21,311	2,542	328	24,181	27,465	270
Dec	11,940	9,475	21,415	2,569	327	24,311	27,531	262
1985 Mar	11,869	9,408	21,277	2,596	326	24,199	27,466	236
June	11,922	9,531	21,453	2,623	326	24,402	27,580	224
Sep	11,975	9,562	21,537	2,653	326	24,516	27,862	278
Dec	11,929	9,647	21,576	2,684	323	24,583	27,856	262
1986 Mar	11,811	9,563	21,373	2,714	323	24,410	27,734	228
June	11,848 R	9,681 R	21,529 R	2,745	322	24,595 R	27,824 R	259
Sep	11,923	9,691	21,615	3,775	323	24,712	28,045	315
UNITED KINGDOM								
Adjusted for seasonal variation								
1984 June	11,871	9,319	21,190	2,515	326	24,031	27,240	
Sep	11,884	9,359	21,243	2,542	328	24,113	27,194	
Dec	11,926	9,427	21,353	2,569	327	24,249	27,417	
1985 Mar	11,932	9,476	21,408	2,596	326	24,330	27,505	
June	11,928	9,512	21,440	2,623	326	24,388	27,739	
Sep	11,915	9,558	21,473	2,653	326	24,452	27,601	
Dec	11,912	9,596	21,508	2,684	323	24,515	27,749	
1986 Mar	11,876	9,630	21,506	2,714	323	24,543	27,821	
June	11,853 R	9,661 R	21,514 R	2,745	322	24,580 R	28,041 R	
Sep	11,865	9,688	21,553	2,775	323	24,650	27,929	

* Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample enquiries (*Employment Gazette*, January 1987 page 31). For all dates, individuals with two jobs as employees of different employers are counted twice.
† Estimates of the self-employed up to mid-1985 are based on the 1981 census of population and the results of the 1981, 1983, 1984 and 1985 Labour Force Surveys. The provisional estimates from September 1985 are based on the assumption that the average rate of increase between 1981 and 1985 has continued subsequently. A detailed description of the current estimates is given in the article on page 135 of the May 1986 *Employment Gazette*.

1·2 EMPLOYMENT
Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services: All employees	All industries and services: Seasonally adjusted	Manufacturing industries: All employees	Manufacturing industries: Seasonally adjusted	Production industries: All employees	Production industries: Seasonally adjusted	Production and construction: All employees	Production and construction: Seasonally adjusted	Service industries: All employees	Service industries: Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
Divisions or Classes	0-9		2-4		1-4		1-5		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343	344	356	544	383	901	862
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,077	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,429	6,057	6,068	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,728	5,302	5,314	5,909	5,921	6,919	6,935	13,503	13,463	320	289	319	445	343	750	786
Dec	20,948	20,886	5,308	5,298	5,907	5,897	6,923	6,910	13,694	13,647	331	285	314	447	345	751	789
1985 Jan			5,262	5,289	5,857	5,884						284	312	444	343	745	786
Feb			5,265	5,293	5,859	5,887						283	311	446	344	750	784
Mar	20,813	20,944	5,260	5,283	5,852	5,875	6,854	6,885	13,640	13,729	318	282	310	451	344	750	783
April			5,248	5,275	5,838	5,864						280	310	448	343	746	784
May			5,258	5,280	5,844	5,866						277	309	447	345	748	786
June	20,990	20,977	5,262	5,275	5,841	5,854	6,836	6.853	13,833	13,793	321	271	309	444	346	748	783
July			5,280	5,266	5,855	5,841						267	308	446	345	747	788
Aug			5,284	5,258	5,854	5,829						263	307	447	346	745	789
Sep	21,074	21,010	5,308	5,270	5,875	5,838	6,866	6,820	13,860	13,862	347	261	307	445	349	753	787
Oct			5,298	5,269	5,864	5,835						259	307	441	349	749	786
Nov			5,278	5,255	5,839	5,816						256	306	438	349	746	785
Dec	21,112	21,044	5,265	5,254	5,822	5,811	6,802	6,787	13,987	13,935	323	252	305	436	347	744	782
1986 Jan			5,222	5,247	5,768	5,793						242	304	432	345	740	775
Feb			5,193	5,222	5,737	5,767						241	304	431	345	737	771
Mar	20,915	21,048	5,190	5,215	5,730	5,754	6,695	6,726	13,913	14,004	308	239	301	431	346	735	768
April			5,181	5,207	5,718	5,744						236	301	427	345	734	771
May			5,154	5,177	5,688	5,711						233	301	425	344	730	762
June	21,073 R	21,059 R	5,148	5,162	5,678	5,692	6,645	6,662	14,119 R	14,077 R	310	230	300	426	344	724	761
July			5,157	5,143	[5,683	5,669]						226	[300]	426	344	725	766
Aug			5,154	5,128	[5,675	5,650]						[222]	[299]	425	346	723	764
Sep	21,160	21,099	5,166	5,128	[5,685	5,647]	[6,669 R]	[6,622 R]	14,154	14,158	332	[220]	[299]	425	348	720	762
Oct			5,143	5,114	[5,659 R	5,629 R]						[217 R]	[298]	414	347	719	757
Nov			5,130	5,106	5,641	5,617						[213]	[298]	412	349	716	755

* See footnote to table 1·1.

EMPLOYMENT
Working population 1·1

THOUSAND

Quarter	Employees in employment* Male: All	Male: Part-time	Female: All	Female: Part-time	All	Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population§	YTS non-employee trainees‡
GREAT BRITAIN										
Unadjusted for seasonal variation										
1984 June	11,619		9,123	3,889	20,741	2,435	326	23,502	26,413	222
Sep	11,699	771	9,147	3,858	20,846	2,462	328	23,636	26,793	262
Dec	11,693	801	9,255	3,963	20,948	2,489	327	23,765	26,865	254
1985 Mar	11,624	792	9,189	3,899	20,813	2,516	326	23,656	26,802	230
June	11,677	822	9,313	3,961	20,990	2,543	326	23,859	26,916	215
Sep	11,730	808	9,344	3,937	21,074	2,574	326	23,973	27,193	269
Dec	11,685	832	9,427	4,013	21,112	2,604	323	24,040	27,191	253
1986 Mar	11,571	819	9,344	3,966	20,915	2,635	323	23,873	27,072	221
June	11,610 R	852 R	9,463 R	4,033 R	21,073 R	2,665	322	24,060 R	27,164 R	250
Sep	11,686	868	9,475	3,973	21,160	2,696	323	24,178	27,376	305
GREAT BRITAIN										
Adjusted for seasonal variation										
1984 June	11,625		9,103		20,728	2,435	326	23,489	26,581	
Sep	11,637		9,142		20,778	2,462	328	23,569	26,533	
Dec	11,679		9,207		20,886	2,489	327	23,703	26,755	
1985 Mar	11,688		9,257		20,944	2,516	326	23,787	26,846	
June	11,684		9,293		20,977	2,543	326	23,846	27,079	
Sep	11,670		9,340		21,010	2,574	326	23,910	26,938	
Dec	11,668		9,376		21,044	2,604	323	23,972	27,084	
1986 Mar	11,636		9,412		21,048	2,635	323	24,006	27,156	
June	11,615 R		9,444 R		21,059 R	2,665	322	24,046 R	27,377 R	
Sep	11,627		9,471		21,099	2,696	323	24,117	27,264	

** HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel male and female in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
§ The figures unadjusted for seasonal variation do not allow for changes in the coverage of the unemployment statistics and the discontinuities are indicated. The seasonally adjusted figures, however, do allow for these changes as far as possible. For the unemployment series, and a description of the discontinuities, see tables 2·1 and 2·2 and their footnotes.
† YTS participants without contracts of employment are outside the working population. The minority with contracts are included as employees.

EMPLOYMENT
Employees in employment: industry* 1·2

THOUSAND

	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc.	Paper products, printing and publishing	Construction	Wholesale distribution and repairs	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc.‡	Education	Medical and other health services; veterinary services	Other services†
	35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98
1981 June	361	349	410	664	614	500	510	1,102	1,112	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
Dec	271	285	329	581	550	475	485	1,016	1,173	2,123	969	892	424	2,013	1,891	1,559	1,249	1,401
1985 Jan	270	283	322	570	546	469	482											
Feb	269	283	322	570	546	470	481											
Mar	268	282	321	567	546	470	479	1,002	1,165	2,034	955	892	424	2,028	1,898	1,571	1,259	1,414
April	268	281	320	563	546	471	480											
May	266	280	321	568	547	469	480											
June	266	278	320	573	550	474	480	994	1,169	2,039	1,041	900	427	2,057	1,903	1,555	1,258	1,485
July	265	277	319	578	550	480	485											
Aug	264	275	317	578	552	486	485											
Sep	265	278	320	576	559	488	488	991	1,178	2,056	1,044	905	428	2,104	1,914	1,485	1,259	1,487
Oct	265	277	317	584	558	486	486											
Nov	264	276	316	573	558	486	486											
Dec	261	275	315	567	560	489	488	979	1,187	2,145	1,004	893	428	2,128	1,917	1,574	1,252	1,460
1986 Jan	258	274	312	559	554	484	487											
Feb	258	274	311	551	551	485	477											
Mar	257	272	310	550	556	487	478	965	1,180	2,062	983	884	428	2,144	1,925	1,592	1,256	1,459
April	255	271	306	554	555	486	478											
May	254	270	304	552	551	486	477											
June	252	269	303	552	554	489	476	966	1,185	2,057	1,060	892	430	2,181	1,924 R	1,588	1,258	1,544
July	250	270	299	559	552	488	478											
Aug	248	270	293	561	545	495	483											
Sep	247	270	307	558	546	496	487	[984 R]	1,199	2,061	1,061	900	432	2,231	1,936	1,519	1,260	1,554
Oct	242	263	294	560	541	496	509											
Nov	241	260	296	557	540	499	504											

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

1·3 EMPLOYMENT
Employees in employment*: index of production industries

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Nov 1985 R Male	Nov 1985 R Female	Nov 1985 R All	Sep 1986 R Male	Sep 1986 R Female	Sep 1986 R All	Oct 1986 R Male	Oct 1986 R Female	Oct 1986 R All	Nov 1986 Male	Nov 1986 Female	Nov 1986 All
Production industries	1-4	4,202·1	1,637·4	5,839·5	[4,066·1	1,618·7	5,684·8]	[4,042·6	1,616·0	5,658·6]	[4,030·4	1,610·3	5,640·7]
Manufacturing industries	2-4	3,717·4	1,560·3	5,277·7	3,621·8	1,544·2	5,166·0	3,601·2	1,542·0	5,143·1	3,593·4	1,536·4	5,129·8
Energy and water supply	1	484·6	77·2	561·8	[444·3	74·5	518·8]	[441·4	74·0	515·4]	[437·0	73·9	510·9]
Coal extraction and solid fuels	111	196·2	8·2	204·4	167·1	7·1	174·2	166·2	7·4	173·6	162·3	7·3	169·5
Electricity	161	118·5	28·2	146·7	[116·8	27·9	144·7]	[116·9	27·9	144·8]	[116·8	27·9	144·8]
Gas	162	66·5	23·4	89·8	[64·6	22·8	87·5]	[64·6	22·8	87·5]	[64·6	22·8	87·4]
Other mineral and ore extraction etc	2	605·5	181·2	786·8	592·7	180·6	773·3	581·2	180·3	761·5	581·1	180·1	761·2
Metal manufacturing	22	160·7	21·8	182·5	150·0	20·4	170·4	147·5	20·3	167·8	147·0	19·9	166·9
Non-metallic mineral products	24	171·6	51·4	223·0	172·3	52·4	224·7	168·8	52·0	220·9	168·2	51·7	219·9
Chemical industry	25	244·7	104·2	348·9	243·4	104·5	347·9	241·7	105·6	347·3	243·0	106·1	349·0
Basic industrial chemicals	251	105·1	21·8	126·9	104·3	21·1	125·4	102·5	21·4	123·9	103·8	22·4	126·2
Other chemical products and preparations	255-259/260	139·6	82·4	222·0	139·1	83·4	222·5	139·2	84·2	223·4	139·2	83·7	222·8
Metal goods, engineering and vehicles	3	1,890·5	496·8	2,387·3	1,822·5	483·3	2,305·8	1,798·2	477·5	2,275·7	1,792·6	475·4	2,268·0
Metal goods nes	31	246·2	69·9	316·0	239·0	68·2	307·2	229·5	64·7	294·3	231·2	64·8	296·0
Mechanical engineering	32	628·6	117·6	746·2	604·6	115·3	719·9	602·9	115·6	718·5	601·2	115·2	716·4
Industrial plant and steelwork	320	73·1	8·7	81·8	66·7	8·2	74·8	67·1	8·3	75·5	67·5	8·3	75·8
Mining and construction machinery etc	325	69·0	9·9	78·9	66·0	9·7	75·8	66·0	9·7	75·7	66·2	9·6	75·8
Other machinery and mechanical equipment	328	447·8	88·5	536·3	435·7	88·0	523·6	433·3	88·0	521·3	431·2	87·8	519·0
Office machinery, data processing equipment	33	65·2	26·2	91·4	65·7	27·8	93·5	66·0	28·5	94·5	64·8	27·5	92·3
Electrical and electronic engineering	34	402·5	186·4	588·9	386·5	178·5	564·9	383·4	177·1	560·6	383·6	176·9	560·5
Wires, cables, batteries and other electrical equipment	341/342/343	157·5	57·4	214·8	148·6	54·5	203·1	147·5	54·3	201·8	146·9	54·1	200·9
Telecommunication equipment	344	119·1	56·9	176·0	115·1	53·9	169·0	112·4	51·5	163·9	111·8	52·0	163·8
Other electronic and electrical equipment	345-348	126·0	72·1	198·1	122·7	70·1	192·8	123·5	71·3	194·8	124·9	70·9	195·8
Motor vehicles and parts	35	232·0	31·9	263·9	216·7	30·0	246·8	213·0	29·3	242·3	211·4	29·3	240·6
Motor vehicles and engines	351	93·0	8·9	101·8	86·5	8·4	94·9	85·3	8·2	93·4	84·4	8·1	92·5
Bodies, trailers, caravans and parts	352/353	139·1	23·0	162·1	130·2	21·7	151·9	127·8	21·1	148·8	127·0	21·2	148·2
Other transport equipment	36	244·1	32·1	276·2	237·8	31·7	269·5	231·4	31·9	263·3	228·8	31·3	260·1
Aerospace equipment	364	142·1	22·1	164·2	140·4	22·1	162·5	139·9	22·0	161·9	139·1	21·7	160·9
Ship and other transport equipment	361-363/365	102·0	10·0	112·0	97·4	9·6	107·1	91·5	9·9	101·4	89·6	9·6	99·2
Instrument engineering	37	72·0	32·8	104·7	72·2	31·8	104·0	71·9	30·4	102·3	71·7	30·4	102·1
Other manufacturing industries	4	1,221·4	882·3	2,103·7	1,206·6	880·3	2,086·8	1,221·8	884·1	2,105·9	1,219·7	880·9	2,100·5
Food, drink and tobacco	41/42	339·0	234·2	573·1	327·6	230·1	557·8	328·8	231·4	560·2	327·0	230·1	557·1
Meat and meat products, organic oils and fats	411/412	57·7	36·8	94·5	55·1	37·4	92·5	56·5	39·5	96·0	56·8	39·8	96·6
Alcoholic and soft drink manufacture	424-428	72·2	25·8	98·0	69·7	24·8	94·5	69·5	24·9	94·4	69·3	24·7	94·0
All other food, drink and tobacco manufacture	413-423/429	209·0	171·6	380·6	202·8	167·9	370·8	202·8	167·0	369·8	201·0	165·5	366·5
Textiles	43	121·1	116·3	237·4	116·9	113·9	230·8	116·8	112·6	229·4	116·2	111·9	228·1
Footwear and clothing	45	77·5	223·0	300·5	78·1	218·5	296·6	77·1	216·9	294·0	78·2	216·3	294·5
Timber and wooden furniture	46	168·8	39·6	208·5	167·5	39·8	207·3	168·0	38·1	206·1	169·6	38·8	208·4
Paper, printing and publishing	47	322·5	163·6	486·1	317·8	169·6	487·4	330·4	178·3	508·7	327·9	176·4	504·3
Pulp, paper, board and derived products	471/472	92·2	41·6	133·8	96·1	44·8	140·9	101·3	47·5	148·9	99·7	46·6	146·3
Printing and publishing	475	230·3	122·0	352·3	221·8	124·7	346·5	229·1	130·7	359·8	228·3	129·8	358·0
Rubber and plastics	48	137·8	58·9	196·8	142·3	60·9	203·2	144·1	59·6	203·7	144·7	60·5	205·2
Other manufacturing	49	43·7	37·5	81·2	46·6	38·9	85·4	47·2	38·9	86·1	46·5	38·7	85·2

* See footnotes to table 1·1.

EMPLOYMENT 1·4
Employees in employment*: September 1986

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	September 1985 Male All	September 1985 Male Part-time§	September 1985 Female All	September 1985 Female Part-time	September 1985 All	June 1986 Male	June 1986 Female	June 1986 All	September 1986 Male All	September 1986 Male Part-time§	September 1986 Female All	September 1986 Female Part-time	September 1986 All
All industries and services ‡	0-9	11,729·5	807·6	9,344·3	3,936·5	21,073·9	11,609·8R	9,463·4R	21,073·2R	11,685·5	867·6	9,474·8	3,972·9	21,160·4
Agriculture, forestry and fishing	0	257·0	32·6	90·0	32·4	347·0	227·9	81·6	309·5	250·3	33·8	88·1	32·3	338·4
Index of production and construction industries	1-5	5,100·0	68·8	1,766·3	375·8	6,866·3	4,918·9	1,725·7	6,644·6	[4,931·3R	69·7	1,737·2	353·8	6,668·5R]
Index of production industries	1-4	4,228·0	54·6	1,647·4	325·5	5,875·5	4,071·0	1,607·1	5,678·1	[4,066·1	55·5	1,618·7	303·6	5,684·8]
of which, manufacturing industries	2-4	3,737·8	53·2	1,569·9	311·1	5,307·7	3,616·4	1,531·9	5,148·3	3,621·8	54·3	1,544·2	290·0	5,166·0
Service industries ‡	6-9	6,372·5	706·2	7,488·0	3,528·3	13,860·5	6,463·0R	7,656·2R	14,119·1	6,504·0	764·1	7,649·6	3,586·9	14,153·5
Agriculture, forestry and fishing	0	257·0	32·6	90·0	32·4	347·0	227·9	81·6	309·5	250·3	33·8	88·1	32·3	338·4
Agriculture and horticulture	01	242·3	32·0	87·5	31·5	329·8	213·2	79·1	292·3	235·5	33·2	85·6	31·5	321·1
Energy and water supply	1	490·3	1·4	77·5	14·4	567·8	454·6	75·2	529·8	[444·3	1·3	74·5	13·6	518·8]
Coal extraction and solid fuels	111	200·6	0·1	8·5	2·0	209·1	174·8	7·4	182·2	167·1	0·1	7·1	1·6	174·2
Electricity	161	118·6	0·4	28·1	6·3	146·7	116·9	27·9	144·8	[116·8	0·4	27·9	6·1	144·7]
Gas	162	67·0	0·1	23·6	4·1	90·6	64·7	22·9	87·6	[64·6	0·1	22·8	3·9	87·5]
Other mineral and ore extraction, etc	2	612·0	4·4	181·8	28·8	793·9	591·6	178·3	769·9	592·7	4·1	180·6	28·3	773·3
Metal manufacturing	22	163·0	0·7	22·0	3·3	185·0	151·2	20·7	171·8	150·0	0·7	20·4	2·8	170·4
Non-metallic mineral products	24	173·6	1·3	51·9	9·2	225·5	170·7	51·9	222·6	172·3	1·3	52·4	10·1	224·7
Chemical industry	25	237·2	—	102·9	15·2	340·1	234·4	101·6	336·0	236·1	—	103·7	14·4	339·8
Basic industrial chemicals	251	105·2	—	21·3	2·9	126·5	103·7	21·2	125·0	104·3	—	21·1	2·8	125·4
Other chemical products and preparations	255-259	132·0	—	81·6	12·2	213·6	130·7	80·3	211·0	131·8	—	82·6	11·6	214·4
Metal goods, engineering and vehicles	3	1,902·8	17·3	499·9	77·5	2,402·7	1,825·1	483·0	2,308·1	1,822·5	16·0	483·3	71·6	2,305·8
Metal goods n.e.s.	31	249·1	3·2	70·6	14·0	319·8	235·4	67·4	302·8	239·0	3·4	68·2	12·3	307·2
Hand tools and finished metal goods	316	122·4	1·7	42·7	7·7	165·1	114·3	40·0	154·3	120·3	1·7	41·7	6·0	162·1
Other metal goods	311-314	126·7	1·5	27·9	6·3	154·6	121·2	27·4	148·5	118·7	1·6	26·4	6·2	145·1
Mechanical engineering	32	634·7	7·0	118·1	23·8	752·8	609·0	114·6	723·6	604·6	6·4	115·3	24·0	719·9
Industrial plant and steelwork	320	74·9	—	8·7	2·1	83·6	68·4	8·1	76·5	66·7	—	8·2	2·2	74·8
Machinery for agriculture, metal-working, textile, food and printing, etc. industries	321-324/327	154·7	—	30·0	7·2	184·7	150·5	29·3	179·8	152·2	—	29·9	6·8	182·2
Mining and construction machinery, etc	325	69·4	—	10·0	1·5	79·4	66·7	9·7	76·4	66·0	—	9·7	1·6	75·8
Other machinery and mechanical equipment	328	296·8	4·1	58·8	12·2	355·6	286·9	57·8	344·7	283·4	3·5	58·0	12·6	341·5
Office machinery, data processing equipment	33	64·7	—	26·2	2·2	90·9	64·6	26·6	91·2	65·7	—	27·8	1·9	93·5
Electrical and electronic engineering	34	403·4	—	187·8	24·7	591·2	385·9	179·3	565·2	386·5	—	178·5	21·8	564·9
Wires, cables, batteries and other electrical equipment	341/342/343	158·2	—	57·5	7·5	215·7	149·9	55·1	205·0	148·6	—	54·5	6·4	203·1
Telecommunication equipment	344	119·1	—	57·3	6·5	176·5	113·8	54·2	168·0	115·1	—	53·9	5·6	169·0
Other electronic and electrical equipment	345-348	126·1	—	72·9	10·7	199·0	122·2	70·0	192·3	122·7	—	70·1	9·8	192·8
Motor vehicles and parts	35	233·6	1·0	31·9	3·0	265·5	221·5	30·5	252·0	216·7	0·9	30·0	2·5	246·8
Motor vehicles and engines	351	93·3	—	8·9	0·6	102·2	89·4	8·6	98·0	86·5	—	8·4	0·5	94·9
Bodies, trailers, caravans and parts	352/353	140·3	—	23·1	2·4	163·3	132·0	22·0	154·0	130·2	—	21·7	2·0	151·9
Other transport equipment	36	245·0	1·6	32·5	3·1	277·5	236·9	31·6	268·5	237·8	1·5	31·7	3·0	269·5
Aerospace equipment	364	142·1	—	22·2	1·3	164·2	139·5	21·9	161·4	140·4	—	22·1	1·2	162·5
Ship and other transport equipment	361-363/365	102·9	—	10·4	1·8	113·3	97·4	9·7	107·1	97·4	—	9·6	1·8	107·1
Instrument engineering	37	72·2	1·2	32·7	6·6	105·0	71·8	33·0	104·8	72·2	1·1	31·8	6·2	104·0
Other manufacturing industries	4	1,223·0	31·6	888·2	204·7	2,111·1	1,199·6	870·6	2,070·2	1,206·6	34·1	880·3	190·0	2,086·8
Food, drink and tobacco	41/42	338·8	8·0	237·2	88·2	576·0	327·8	224·2	552·0	327·6	8·6	230·1	80·0	557·8
Meat and meat products, organic oils and fats	411/412	57·0	—	37·5	10·4	94·5	54·9	36·4	91·2	55·1	—	37·4	9·8	92·5
Bread, biscuits and flour confectionery	419	64·0	—	67·6	37·9	131·5	62·1	62·3	124·4	63·7	—	64·7	33·5	128·3
Alcoholic and soft drink manufacture	424-428	72·6	—	25·8	4·3	98·4	70·2	25·1	95·3	69·7	—	24·8	4·1	94·5
All other food, drink and tobacco manufacture	413-418/420-423/429	145·2	—	106·3	35·6	251·5	140·6	100·4	241·0	139·2	—	103·3	32·7	242·4
Textiles	43	120·5	2·3	116·8	18·8	237·3	119·7	116·0	235·7	116·9	2·2	113·9	17·1	230·8
Footwear and clothing	45	77·5	—	223·9	29·7	301·5	78·3	221·3	299·6	78·1	—	218·5	24·1	296·6
Timber and wooden furniture	46	168·0	3·3	40·1	9·5	208·1	166·2	39·6	205·8	167·5	3·4	39·8	8·0	207·3
Paper, printing and publishing	47	324·0	11·9	164·1	35·1	488·1	311·9	163·7	475·7	317·8	14·2	169·6	35·2	487·4
Pulp, paper, board and derived products	471/472	93·0	—	42·1	7·6	135·1	92·6	41·2	133·8	96·1	—	44·8	7·6	140·9
Printing and publishing	475	231·0	—	122·0	27·6	353·0	219·4	122·5	341·9	221·8	—	124·7	27·6	346·5
Rubber and plastics	48	138·6	1·9	58·3	12·5	196·9	140·8	59·6	200·4	142·3	1·7	60·9	12·2	203·2
Other manufacturing	49	44·3	1·3	38·6	9·6	82·9	44·9	37·8	82·7	46·6	1·3	38·9	12·2	85·4
Construction	5	872·0	14·2	118·9	50·3	990·9	847·9	118·6	966·5	[865·2R	14·2	118·5	50·1	983·7R]
Distribution, hotels, catering, repairs	6	1,947·3	295·8	2,330·6	1,315·0	4,278·0	1,956·9	2,345·2	4,302·1	1,966·7	304·7	2,355·1	1,322·6	4,321·8
Wholesale distribution	61	610·8	13·2	287·2	85·2	898·0	610·0	292·4	902·5	611·4	14·9	297·4	87·8	908·8
Agriculture and textile raw materials, fuels, ores, metals, etc.	611/612	92·1	—	32·8	7·4	124·9	90·8	32·7	123·5	89·5	—	32·5	7·4	122·0
Timber and building materials	613	95·2	—	29·7	9·7	124·9	94·8	29·8	124·7	94·4	—	29·4	9·5	123·8
Machinery, industrial equipment, vehicles and parts	614	126·7	—	47·0	10·8	173·7	127·1	47·8	174·9	128·4	—	49·1	10·8	177·5
Food, drink and tobacco	617	160·0	8·0	81·1	29·8	241·1	161·0	81·9	242·9	161·4	8·9	84·6	30·6	246·0
Other wholesale distribution	615/616/618/619	136·8	5·2	96·7	27·5	233·6	136·3	100·2	236·6	137·6	5·9	101·9	29·5	239·5

1·4 EMPLOYMENT
Employees in employment*: September 1986

THOUSAND

GREAT BRITAIN	Division Class or Group	September 1985					June 1986			September 1986				
		Male		Female		All	Male	Female	All	Male		Female		All
SIC 1980		All	Part-time§	All	Part-time					All	Part-time§	All	Part-time	
Retail distribution	**64/65**	**768·9**	**128·2**	**1,287·0**	**738·4**	**2,056·0**	**769·4**	**1,287·3**	**2,056·6**	**772·4**	**131·9**	**1,289·0**	**740·4**	**2,061·5**
Food	641	212·6	49·7	368·6	238·9	581·2	217·1	369·2	586·4	215·3	52·1	368·8	241·3	584·1
Confectioners, tobacconists, etc	642	33·9	11·5	95·3	67·8	129·1	34·2	96·2	130·4	35·3	13·9	97·3	70·8	132·5
Dispensing and other chemists	643	17·8	4·8	92·2	49·4	110·1	17·0	92·7	109·7	17·4	4·9	93·4	49·7	110·8
Clothing, footwear and leather goods	645/646	49·9	7·8	188·2	111·4	238·1	49·7	189·3	239·0	50·8	8·1	191·7	112·7	242·5
Household goods, hardware, ironmongery	648	112·8	—	96·3	50·0	209·1	107·4	98·3	205·7	109·1	—	96·5	47·1	205·6
Motor vehicles and parts, filling stations	651/652	170·5	15·8	63·7	24·7	234·2	170·6	64·8	235·5	168·9	14·5	64·7	23·7	233·6
Other retail distribution	653-656	160·9	26·7	372·0	191·6	532·9	160·1	367·7	527·8	162·7	28·4	367·0	190·7	529·7
Hotels and catering	**66**	**351·2**	**133·8**	**692·4**	**466·3**	**1,043·5**	**359·6**	**700·6**	**1,060·2**	**358·2**	**137·4**	**703·3**	**467·1**	**1,061·5**
Restaurants, snack bars, cafes, etc	661	86·8	28·2	137·4	93·2	224·3	86·2	139·9	226·1	85·8	27·3	138·3	92·4	224·1
Public houses and bars	662	72·5	43·3	191·1	161·5	263·7	75·0	192·5	267·5	76·5	44·8	196·4	164·4	273·0
Night clubs and licensed clubs	663	55·5	35·4	86·3	72·2	141·8	56·3	86·2	142·5	57·3	37·2	86·1	72·2	143·5
Canteens and messes	664	32·9	4·7	100·9	52·8	133·8	34·7	101·5	136·3	32·7	4·7	99·8	49·3	132·5
Hotel trade	665	89·7	19·9	160·2	79·2	249·9	93·6	162·9	256·4	92·0	21·4	164·3	80·4	256·3
Repair of consumer goods and vehicles	**67**	**182·6**	**9·0**	**47·7**	**20·7**	**230·3**	**184·9**	**49·6**	**234·5**	**191·0**	**9·1**	**49·6**	**23·1**	**240·6**
Motor vehicles	671	159·6	—	40·4	17·7	200·0	161·5	42·0	203·6	168·0	—	41·6	19·5	209·6
Transport and communication	**7**	**1,057·5**	**27·5**	**275·2**	**58·2**	**1,332·6**	**1,046·8**	**275·6**	**1,322·3**	**1,053·1**	**30·2**	**279·3**	**61·0**	**1,332·5**
Railways	**71**	**136·2**	**0·2**	**9·7**	**0·4**	**145·9**	**131·3**	**10·7**	**142·0**	**131·2**	**0·2**	**10·7**	**0·5**	**142·0**
Other inland transport	**72**	**373·1**	**17·9**	**57·7**	**19·0**	**430·9**	**374·3**	**57·4**	**431·7**	**378·5**	**19·0**	**58·2**	**19·7**	**436·7**
Road haulage	723	194·5	—	29·4	11·3	223·9	197·1	30·6	227·7	200·1	—	30·9	12·6	231·0
Other	721/722/726	178·6	8·9	28·3	7·6	206·9	177·2	26·8	204·0	178·4	10·4	27·2	7·1	205·7
Supporting services to transport	**76**	**79·4**	**1·7**	**13·5**	**2·0**	**92·9**	**77·2**	**13·5**	**90·7**	**77·4**	**1·9**	**13·7**	**1·7**	**91·0**
Miscellaneous transport and storage	**77**	**86·9**	**3·5**	**66·6**	**14·1**	**153·5**	**85·4**	**67·3**	**152·8**	**85·7**	**3·5**	**68·6**	**15·1**	**154·4**
Postal services	7901	162·7	2·8	35·5	11·9	198·2	163·3	37·6	200·9	165·1	4·6	38·1	13·3	203·3
Telecommunications	7902	161·6	0·8	68·0	9·2	229·5	161·8	67·2	229·0	162·3	0·7	67·0	8·8	229·2
Banking, finance, insurance, etc	**8**	**1,075·6**	**82·8**	**1,028·6**	**272·8**	**2,104·2**	**1,108·2**	**1,072·7**	**2,180·9**	**1,135·0**	**70·2**	**1,095·8**	**287·9**	**2,230·8**
Banking and finance	**81**	**230·6**	**15·5**	**287·7**	**60·7**	**518·3**	**235·4**	**291·9**	**527·3**	**240·9**	**19·2**	**301·3**	**67·0**	**542·3**
Banking and bill discounting	814	182·2	11·3	212·9	40·5	395·1	184·7	214·7	399·4	189·1	11·3	220·3	44·0	409·4
Other financial institutions	815	48·4	4·2	74·8	20·2	123·2	50·7	77·2	127·9	51·8	7·8	81·0	23·0	132·8
Insurance, except social security	**82**	**124·9**	**2·2**	**105·8**	**14·9**	**230·7**	**123·6**	**108·0**	**231·6**	**125·6**	**2·1**	**111·2**	**15·1**	**236·8**
Business Services	**83**	**572·3**	**35·7**	**553·1**	**164·6**	**1,125·4**	**600·0**	**586·2**	**1,186·2**	**612·8**	**36·6**	**596·0**	**170·8**	**1,208·7**
Professional business services	831-837	343·2	14·9	354·8	99·0	698·0	357·2	371·5	728·7	364·1	15·4	376·7	101·4	740·8
Other business services	838/839	229·1	33·4	198·3	65·6	427·5	242·8	214·7	457·5	248·7	18·1	219·3	69·5	467·9
Renting of movables	**84**	**79·2**	**3·2**	**29·9**	**11·3**	**109·1**	**79·7**	**30·5**	**110·2**	**82·3**	**3·0**	**29·4**	**11·5**	**111·7**
Owning and dealing in real estate	**85**	**68·6**	**10·3**	**52·1**	**21·3**	**120·6**	**69·5**	**56·2**	**125·6**	**73·4**	**9·4**	**57·9**	**23·5**	**131·3**
Other services	**9**	**2,292·2**	**316·0**	**3,853·5**	**1,882·4**	**6,145·7**	**2,351·1R**	**3,962·6R**	**6,313·8R**	**2,349·2**	**359·0**	**3,919·3**	**1,915·3**	**6,268·5**
Public administration and defence †	**91**	**850·1**	**66·8**	**716·6**	**221·0**	**1,566·7**	**852·3R**	**712·8R**	**1,565·1R**	**857·3**	**67·8**	**715·4**	**228·0**	**1,572·7**
National government n.e.s.	9111	210·9	17·5	219·3	46·2	430·2	216·7R	223·0R	439·7R	217·2	17·0	223·0	52·3	440·2
Local government services n.e.s.	9112	291·0	30·0	315·1	146·3	606·1	285·6	304·7	590·3	288·5	30·9	306·9	147·8	595·5
Justice, police, fire services	912-914	235·1	18·1	74·7	20·7	309·8	238·1	75·0	313·1	239·3	18·6	75·4	20·1	314·7
National defence	915	81·8	1·1	41·5	4·8	123·2	79·7	41·4	121·1	79·9	1·2	41·5	4·5	121·3
Social security	919	31·3	0·1	66·0	3·1	97·4	32·3R	68·6R	100·9 R	32·4	0·1	68·6	3·3	101·0
Sanitary Services	**92**	**139·1**	**37·8**	**208·1**	**183·0**	**347·2**	**143·2**	**215·6**	**358·8**	**149·1**	**40·7**	**214·5**	**185·1**	**363·6**
Education	**93**	**491·6**	**82·4**	**993·8**	**538·6**	**1,485·4**	**514·5**	**1,073·7**	**1,588·2**	**492·9**	**99·6**	**1,025·8**	**558·8**	**1,518·7**
Research and development	**94**	**81·3**	**1·3**	**31·0**	**4·7**	**112·3**	**79·6**	**30·8**	**110·4**	**80·3**	**1·3**	**30·7**	**4·4**	**111·1**
Medical and other health services	**95**	**247·2**	**32·4**	**1,012·0**	**461·3**	**1,259·3**	**247·8**	**1,010·2R**	**1,258·0R**	**248·3**	**32·8**	**1,011·3**	**452·2**	**1,259·6**
Other services	**96**	**182·1**	**41·6**	**518·2**	**304·9**	**700·2**	**194·8**	**545·7**	**740·5**	**197·8**	**54·0**	**554·2**	**324·1**	**752·0**
Social welfare, etc	9611	114·8	24·5	455·3	276·1	570·1	120·7	473·6	594·3	122·5	33·4	484·2	289·5	606·6
Recreational and cultural services	**97**	**249·5**	**48·8**	**235·1**	**120·8**	**484·6**	**265·1**	**234·9**	**500·0**	**269·5**	**55·9**	**227·4**	**114·7**	**496·9**
Personal services ‡	**98**	**51·2**	**5·0**	**138·8**	**48·0**	**190·0**	**53·8**	**138·9**	**192·7**	**54·1**	**7·0**	**139·9**	**47·9**	**193·9**

Note: Figures for certain industries are not shown separately but they are included in class and division totals. In addition, estimation considerations prevent the publication of part-time male figures for some of the industries shown, but they are included in class and division totals.
* See footnotes to table 1·1.
† Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed by type of service, are published in table 1·7 on a quarterly basis.
‡ Domestic servants are excluded. Locally engaged staff working in diplomatic and other overseas organisations are included.
§ The new estimates of males in part-time employment may be subject to greater revisions than other estimates as more data are acquired.

EMPLOYMENT 1·5
Employees in employment by region*

THOUSAND

Standard region	Male	Female		Total	Index Sept 1984 = 100	Production and construction industries	Index Sept 1984 = 100	Production industries	Index Sept 1984 = 100	Manufacturing industries	Index Sept 1984 = 100	Service industries	Index Sept 1984 = 100
		All	Part-time										
SIC 1980						1-5		1-4		2-4		6-9	
South East													
1985 June	4,018	3,266	1,302	7,284	97·7	1,855	81·0	1,556	80·8	1,448	80·5	5,360	105·3
Sep	4,029	3,280	1,287	7,309	98·1	1,859	81·2	1,562	81·1	1,456	80·9	5,374	105·6
Dec	4,033	3,322	1,319	7,355	98·7	1,836	80·2	1,543	80·2	1,438	79·9	5,452	107·1
1986 Mar	4,000	3,301	1,308	7,301	97·9	1,809	79·0	1,521	79·0	1,417	78·8	5,429	106·7
June	4,005	3,338	1,324	7,343 R	98·5	1,786	78·0	1,499	77·9	1,395	77·6	5,488	107·8
Sep	4,028	3,342	1,297	7,370	98·9	1,792	78·3	1,501	78·0	1,397	77·6	5,504	108·1
Greater London (included in South East)													
1985 June	1,950	1,505	495	3,456	..	723	..	591	..	542	..	2,731	..
Sep	1,957	1,513	490	3,470	..	727	..	597	..	547	..	2,742	..
Dec	1,964	1,535	499	3,500	..	714	..	586	..	537	..	2,785	..
1986 Mar	1,941	1,525	497	3,467	..	700	..	575	..	527	..	2,766	..
June	1,939	1,525 R	494	3,464 R	..	686	..	563	..	514	..	2,776 R	..
Sep	1,944	1,524	481	3,469	..	684	..	559	..	510	..	2,783	..
East Anglia													
1985 June	424	310	139	735	104·9	240	95·0	203	95·9	194	97·1	460	113·1
Sep	435	313	139	749	106·9	246	97·2	208	98·4	199	99·9	466	114·5
Dec	436	314	141	750	107·0	246	97·4	209	98·7	200	100·2	467	114·8
1986 Mar	435	312	144	748	106·7	245	96·8	208	98·0	199	99·6	468	115·2
June	441	321	147	762	108·8	247	97·8	210	99·0	201	100·7	482 R	118·5
Sep	452	324	146	776	110·8	254	100·4	215	101·7	207	103·7	486	119·5
South West													
1985 June	871	693	318	1,564	99·3	472	87·2	404	88·9	378	89·3	1,048	106·2
Sep	871	692	313	1,563	99·2	472	87·3	405	89·1	380	89·6	1,043	105·7
Dec	864	685	311	1,549	98·4	468	86·7	403	88·6	377	89·1	1,035	104·9
1986 Mar	856	682	303	1,538	97·7	463	85·7	399	87·8	374	88·2	1,031	104·5
June	865 R	705	315	1,570 R	99·7	464	85·8	400	87·9	374	88·4	1,062	107·7
Sep	878	703	307	1,580	100·4	467	86·5	403	88·5	378	89·1	1,065	107·9
West Midlands													
1985 June	1,142	857	359	1,999	91·7	841	78·7	752	77·6	706	77·3	1,129	104·4
Sep	1,151	863	363	2,015	92·4	847	79·3	758	78·2	713	78·0	1,136	105·0
Dec	1,155	873	370	2,027	93·0	847	79·2	758	78·2	714	78·1	1,151	106·4
1986 Mar	1,147	866	368	2,014	92·3	839	78·5	751	77·5	708	77·5	1,146	106·0
June	1,149 R	872	374	2,021 R	92·7	834	78·1	746	77·0	703	77·0	1,159 R	107·1
Sep	1,161	879	370	2,040	93·5	840	78·6	749	77·3	707	77·4	1,169	108·1
East Midlands													
1985 June	860	649	279	1,509	98·6	631	85·3	571	85·1	490	85·1	846	112·0
Sep	856	645	275	1,501	98·1	638	86·2	578	86·0	498	86·4	830	109·8
Dec	842	659	282	1,501	98·1	635	85·8	575	85·7	497	86·1	834	110·5
1986 Mar	838	655	283	1,493	97·6	629	85·0	570	84·9	493	85·5	834	110·4
June	855	661	286 R	1,517	99·1	632	85·4	572	85·3	497	86·2	854	113·1
Sep	855	659	284	1,514	99·0	630	85·1	569	84·8	497	86·2	850	112·6
Yorkshire and Humberside													
1985 June	993	780	367	1,773	90·7	657	74·4	567	73·0	473	71·9	1,089	104·6
Sep	1,009	780	366	1,789	91·5	662	74·9	572	73·7	482	73·4	1,098	105·4
Dec	999	789	377	1,787	91·4	649	73·4	560	72·1	475	72·3	1,111	106·7
1986 Mar	985	780	366	1,765	90·3	634	71·7	546	70·4	465	70·7	1,105	106·1
June	987	790 R	375	1,777	90·9	628	71·1	541	69·7	460	70·0	1,123 R	107·8
Sep	990	787	368	1,777	90·9	626	70·9	537	69·2	459	69·8	1,122	107·7
North West													
1985 June	1,238	1,046	462	2,284	87·5	820	73·9	707	72·4	656	72·1	1,448	97·7
Sep	1,237	1,050	460	2,287	87·6	823	74·1	710	72·7	659	72·6	1,447	97·6
Dec	1,235	1,062	468	2,297	88·0	817	73·6	706	72·2	656	72·1	1,462	98·6
1986 Mar	1,213	1,048	463	2,260	86·6	802	72·2	692	70·8	643	70·8	1,442	97·2
June	1,207	1,054	471	2,262 R	86·6	792	71·4	682	69·8	634	69·7	1,454	98·1
Sep	1,218	1,058	463	2,275	87·2	798	71·9	686	70·2	638	70·2	1,460	98·5
North													
1985 June	599	465	209	1,064	88·8	393	73·9	334	74·0	277	73·2	658	100·9
Sep	602	470	210	1,072	89·6	395	74·4	337	74·6	280	74·1	663	101·7
Dec	604	476	218	1,080	90·2	392	73·7	335	74·0	278	73·3	674	103·4
1986 Mar	600	471	217	1,071	89·5	382	72·0	326	72·2	271	71·6	676	103·7
June	599	479 R	219	1,077	90·0	380	71·6	324	71·7	270	71·4	685 R	105·0
Sep	602	480	216	1,082	90·3	380	71·5	323	71·4	270	71·2	688	105·6
Wales													
1985 June	495	381	168	875	88·1	300	74·3	256	74·2	208	73·3	553	97·7
Sep	496	381	166	877	88·3	300	74·2	255	74·2	210	74·0	554	97·8
Dec	489	381	168	870	87·6	295	73·0	251	73·0	208	73·4	552	97·6
1986 Mar	479	373	163	852	85·8	286	70·9	244	70·8	204	72·0	544	96·1
June	481	377	169 R	858	86·4	283	70·0	240	69·8	202	71·1	554	97·9
Sep	482	378	169	861	86·6	283	70·0	240	69·7	203	71·6	554	98·0
Scotland													
1985 June	1,039	865	358	1,903	92·2	627	80·1	491	77·9	431	77·5	1,243	100·5
Sep	1,043	869	357	1,912	92·6	626	79·8	490	77·6	430	77·4	1,250	101·2
Dec	1,030	867	359	1,897	91·8	617	78·7	482	76·4	424	76·2	1,249	101·1
1986 Mar	1,018	856	352	1,874	90·7	605	77·3	472	74·9	417	75·0	1,238	100·1
June	1,021	867 R	354	1,887	91·4	598	76·4	464	73·7	412	74·0	1,258	101·8
Sep	1,020	865	353	1,885	91·2	599	76·4	462	73·2	411	74·0	1,255	101·6
Great Britain													
1985 June	11,677	9,313	3,961	20,990	94·3	6,836	79·5	5,841	78·8	5,262	78·6	13,833	104·0
Sep	11,730	9,344	3,937	21,074	94·7	6,866	79·8	5,875	79·3	5,308	79·3	13,860	104·2
Dec	11,685	9,427	4,013	21,112	94·8	6,802	79·1	5,822	78·5	5,265	78·6	13,987	105·2
1986 Mar	11,571	9,344	3,966	20,915	94·0	6,695	77·8	5,730	77·3	5,190	77·5	13,913	104·6
June R	11,610	9,463	4,033	21,073	94·7	6,645	77·2	5,678	76·6	5,148	76·9	14,119	106·2
Sep	11,686	9,475	3,973	21,160	95·1	6,669	77·5	5,685	76·7	5,166	77·2	14,154	106·4

* See footnotes to table 1·1.

1·5 EMPLOYMENT
Employees in employment by region*

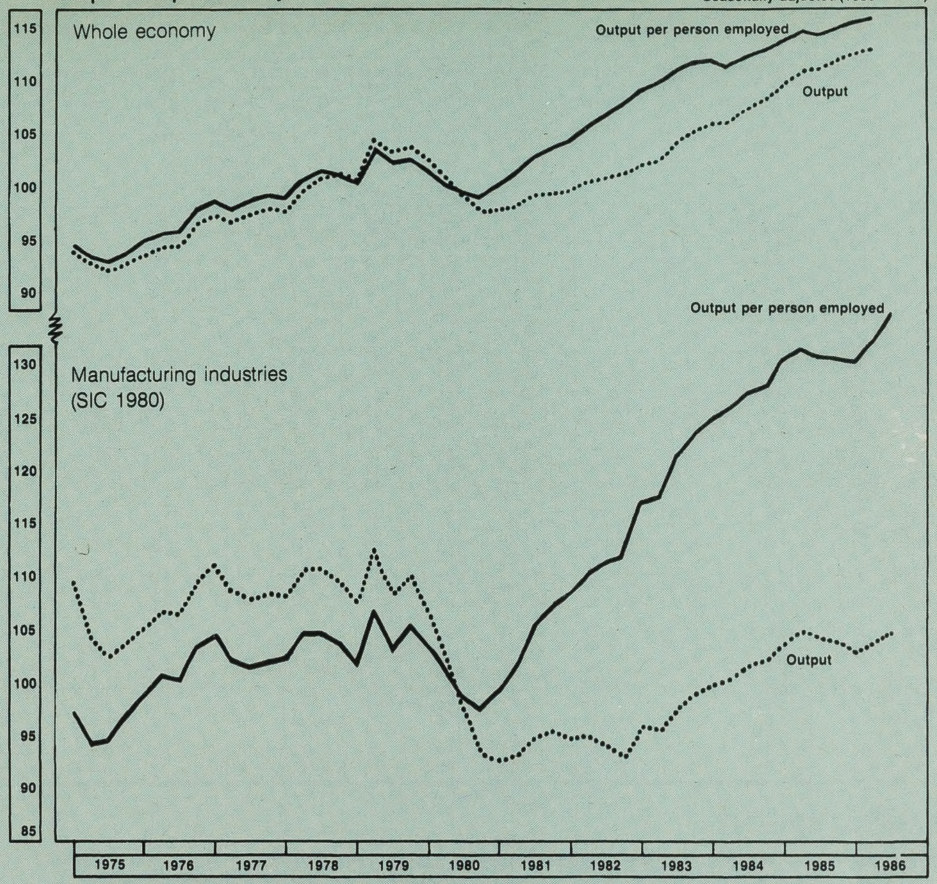
THOUSAND

Standard region	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing	Construction	Wholesale distribution, hotels and catering	Retail distribution	Transport and communication	Banking insurance and finance	Public administration and defence	Education, health and other services
SIC 1980	0	1	2	3	4	5	61-63, 66-67	64/65	7	8	91-92	93-99
South East												
1985 June	70	107	168	740	540	299	771	733	571	1,023	726	1,535
Sep	75	106	169	741	545	297	777	734	574	1,042	730	1,517
Dec	67	105	166	729	542	293	773	779	571	1,062	733	1,534
1986 Mar	63	104	166	713	538	288	768	750	563	1,072	736	1,540
June	68	104	165	698	531	287	780	747	569	1,087	729	1,575
Sep	75	104	169	700	528	291	783	747	574	1,108	736	1,555
Greater London (included in South East)												
1985 June	1	50	59	229	253	132	367	319	336	645	394	671
Sep	2	50	60	228	258	130	369	321	336	657	396	663
Dec	1	49	59	222	256	127	374	344	333	669	396	669
1986 Mar	1	49	58	213	255	125	367	330	328	673	396	671
June	1	49	58	208	249	124	365	329	331	682	385	685
Sep	2	49	61	210	239	125	364	330	332	694	388	675
East Anglia												
1985 June	35	9	28	76	91	37	79	72	55	58	52	144
Sep	38	9	28	78	93	37	81	75	58	59	52	141
Dec	37	9	29	78	94	37	76	78	58	59	52	145
1986 Mar	35	9	29	79	91	37	75	75	58	60	52	148
June	33	8	30	79	92	37	79	76	61	62	53	150
Sep	37	8	31	80	96	38	81	76	63	64	54	148
South West												
1985 June	44	26	46	189	143	67	200	156	83	145	143	321
Sep	48	26	47	189	143	67	198	156	82	147	145	314
Dec	46	26	47	188	142	65	178	163	82	149	148	315
1986 Mar	44	25	46	187	141	64	178	155	81	149	149	319
June	44	25	47	185	142	64	200	156	83	152	152	321
Sep	48	25	47	187	144	65	198	155	83	158	153	318
West Midlands												
1985 June	29	46	121	407	178	89	200	170	86	158	158	358
Sep	31	45	121	408	184	89	203	169	86	161	159	359
Dec	30	45	121	407	186	88	206	176	85	162	160	361
1986 Mar	28	43	120	402	185	88	202	167	85	165	161	366
June	28	43	119	395	189	88	205	165	85	168	162 R	374
Sep	31	42	120	395	193	90	208	167	86	174	163	371
East Midlands												
1985 June	31	81	60	177	253	60	140	133	74	93	129	278
Sep	34	80	60	179	260	60	139	140	75	88	131	256
Dec	32	79	59	177	260	60	141	143	75	88	132	256
1986 Mar	30	77	59	176	258	59	140	140	76	87	132	258
June	31	75	59	178	260	60	143	140	78	90	134	269
Sep	34	73	59	177	261	61	145	140	78	91	135	261
Yorkshire and Humberside												
1985 June	27	94	93	157	222	90	202	172	105	119	128	364
Sep	29	90	93	157	232	90	201	173	105	135	128	356
Dec	27	85	90	156	230	89	200	179	103	134	127	368
1986 Mar	26	82	88	154	223	87	199	169	101	137	127	372
June	26	80	86	151	223	88	210	169	101	140	125	378
Sep	29	78	85	151	223	89	208	170	103	142	127	372
North West												
1985 June	16	51	102	268	286	113	241	236	137	188	211	434
Sep	17	51	102	268	290	113	242	237	138	192	212	427
Dec	17	50	100	268	288	111	244	246	136	191	211	434
1986 Mar	16	49	98	265	280	110	236	235	135	192	211	433
June	15	48	96	258	280	110	244	236	135	193	209	437
Sep	17	47	96	257	285	112	252	237	134	199	209	430
North												
1985 June	13	57	62	118	97	58	98	101	56	70	87	247
Sep	14	57	63	118	99	58	99	101	55	72	87	248
Dec	14	57	63	117	98	57	100	105	54	73	87	256
1986 Mar	13	55	63	112	97	56	97	101	59	71	88	259
June	13	54	62	111	97	56	101	100	58	73	89 R	265
Sep	14	53	61	109	99	57	102	100	58	74	90	264
Wales												
1985 June	22	48	59	74	75	45	85	81	46	57	98	186
Sep	24	46	59	75	76	44	84	82	45	59	97	186
Dec	23	43	58	73	77	44	82	85	44	60	96	185
1986 Mar	22	40	58	71	75	43	78	82	43	60	96	185
June	21	39	58	69	74	42	85	83	43	60	96	187
Sep	23	37	58	70	75	43	86	84	42	61	95	186
Scotland												
1985 June	34	60	52	188	192	136	195	185	115	147	170	431
Sep	36	59	51	189	190	136	197	187	115	151	172	428
Dec	31	58	50	186	188	135	191	192	113	150	171	433
1986 Mar	31	55	49	184	184	133	189	187	111	152	172	427
June	31	53	48	182	182	134	199	185	110	156	174	434
Sep	31	51	48	180	183	137	198	186	111	159	174	428
Great Britain												
1985 June	321	580	790 R	2,395	2,077	994	2,210	2,039	1,327	2,057	1,903	4,298
Sep	347	568	794	2,403	2,111	991	2,222	2,056	1,333	2,104	1,914	4,231
Dec	323	557	783	2,377	2,104	979	2,191	2,145	1,321	2,128	1,917	4,286
1986 Mar	308	540	776	2,342	2,071	965	2,163	2,062	1,312	2,144	1,925	4,307
June	310	530	770	2,309 R	2,071 R	966 R	2,245 R	2,057	1,322	2,181	1,924 R	4,390
Sep	338	519	773	2,306	2,087	984	2,260	2,061	1,332	2,231	1,936	4,333

* See footnotes to table 1·1

EMPLOYMENT 1·8
Indices of output, employment and productivity

Output and productivity



seasonally adjusted (1980 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1978	99·6	99·3 R	100·3 R	103·2	105·3 R	97·9	109·7	105·9	103·6	101·1 R
1979	102·8	100·6 R	102·2 R	107·1	104·7	102·3	109·5	105·3	104·1	101·5
1980	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1981	98·5	96·6	102·1 R	96·6	91·5	105·6	94·0	91·0	103·5	104·8
1982	100·3	94·6 R	106·0 R	98·4	86·2 R	114·2 R	94·2	85·5	110·3	110·4 R
1983	103·3	93·8 R	110·1 R	101·9	81·7 R	124·6 R	96·9	81·0	119·7	118·9 R
1984	106·6 R	95·4 R	111·8 R	103·2	80·1 R	128·8 R	100·7	79·8	126·3	124·3 R
1985	110·7	96·8 R	114·3	108·2	79·6 R	135·9 R	103·9	79·5	130·8	128·2 R
1981 Q2	98·0	96·8	101·3 R	95·8	92·0	104·1 R	93·1	91·5	101·8	103·5
Q3	99·1	96·2	103·0	97·2	90·7	107·2	94·9	90·0	105·6	106·1
Q4	99·2	95·6 R	103·8 R	98·4	89·4 R	110·1 R	95·4	88·8	107·5	107·8 R
1982 Q1	99·4	95·3	104·3	97·2	88·3 R	110·1 R	94·7	87·6	108·3	108·3 R
Q2	100·1	94·9 R	105·5 R	98·8	87·0 R	113·6 R	94·9	86·3	110·1	110·2 R
Q3	100·6	94·4 R	106·6 R	99·2	85·5 R	116·0 R	94·1	84·7	111·1	111·2 R
Q4	100·9 R	93·9	107·5	98·4	84·1 R	117·0 R	93·2	83·3	111·9	111·9 R
1983 Q1	101·9	93·5 R	109·0 R	100·4	82·9 R	121·1 R	95·8	82·1	116·8	116·5 R
Q2	102·1 R	93·5 R	109·3 R	100·4	82·0 R	122·4 R	95·3	81·2	117·4	117·0 R
Q3	104·0	93·9 R	110·8 R	102·8	81·3 R	126·4 R	97·5	80·6	121·1	120·0 R
Q4	105·2	94·4 R	111·5 R	104·0	80·8 R	128·7 R	98·9	80·1	123·5	122·0 R
1984 Q1	105·8 R	94·9 R	111·5	104·2	80·4 R	129·6 R	99·5	79·8	124·7	122·9 R
Q2	105·9	95·2 R	111·3 R	102·3	80·2 R	127·6 R	100·2	79·7	125·7	123·8 R
Q3	106·9 R	95·6 R	111·9	102·5	80·0 R	128·1 R	101·5	79·9	127·2	125·2 R
Q4	107·9 R	96·0 R	112·4	103·8	80·0 R	129·8 R	101·7	79·7	127·6 R	125·4 R
1985 Q1	109·6	96·4 R	113·7 R	106·8	79·9 R	133·7 R	103·6	79·6	130·2	127·7 R
Q2	110·7	96·7	114·5	109·0 R	79·7 R	136·8 R	104·4 R	79·5	131·4	129·0 R
Q3	110·7 R	96·9 R	114·3	108·3 R	79·5 R	136·2 R	103·8 R	79·4	130·8 R	128·3 R
Q4	111·6 R	97·2 R	114·8	108·5 R	79·3 R	136·8 R	103·6	79·4	130·7 R	127·8 R
1986 Q1	112·2 R	97·4 R	115·2	109·4 R	78·7 R	139·0 R	102·8	79·0	130·3	127·5 R
Q2	113·1 R	97·5 R	116·1 R	108·9	78·0 R	139·6 R	103·4 R	78·4	132·0 R	129·4 R
Q3	114·5	97·7	117·2	110·6	77·3 R	143·1 R	104·9 R	77·7	135·1 R	132·2 R

‡ Gross domestic product for whole economy.
* Estimates of the employed labour force include an allowance for underestimation. See article on page 161 of May 1986 *Employment Gazette*.

1·11 EMPLOYMENT
Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative 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	1,193	29·8	8·3	9·93 R		8	321	134	1,443	10·7	142	3·5	1,776 R		12·4
1983	1,198	31·5	8·5	10·19 R		6	248	72	748	10·2	79	2·0	1,000 R		12·9
1984	1,297 R	34·3	8·9	11·39 R		6	238 R	40 R	402 R	10·4	43	1·5	645 R		14·4
1985	1,329 R	34·0 R	9·0	11·98 R		4	165 R	24 R	241 R	10·2 R	28 R	0·7	416 R		15·1 R
Week ended	R	R		R	R	R	R	R	R	R	R	R	R	R	R
1985 Jan 12	1,211	31·0	8·5	10·29	11·68	5	212	29	325	11·1	35	0·9	537	463	15·5
Feb 16	1,335	33·9	8·8 R	11·82	11·93	8	312	33	357	10·7	41	1·0	669	531	16·3
Mar 16	1,346	34·5	9·0	12·06	12·03	6	227	38	395	10·4	44	1·1	621	494	14·2
April 13	1,224	31·4	8·3	10·22	10·51	5	184	21	206	9·7	26	0·7	390	399	15·1
May 18	1,407	36·0	8·9	12·58	12·26	4	156	25	232	9·2	29	0·7	388	408	13·3
June 15	1,390	35·5	9·1	12·67	12·51	3	122	23	216	9·5	26	0·7	338	358	13·1
July 13	1,339	34·3	9·2 R	12·27	12·15	4	168	17	209	12·1	21	0·5	373	425	17·6
Aug 17	1,218	31·2	9·1 R	11·14	11·86	4	152	17	199	11·8	21	0·5	347	399	17·0
Sep 14	1,349	34·3	9·2	12·38	12·26	5	199	18	168	9·4	23	0·6	367	399	16·1
Oct 12	1,338	34·1	9·1	12·53	12·07	3	200	22	217	10·1	27	0·7	345	374	15·7
Nov 16	1,386	35·4	9·1	12·77	12·18	3	168	23	221	9·7	27	0·7	353	361	14·4
Dec 14	1,407	36·1	9·3	13·07	12·33	3	123	18	144	8·1	21	0·5	267	307	12·8
1986 Jan 11	1,218	31·5	8·6 R	10·51	11·92	7	264	22	218	10·0	28	0·7	482	417	17·0
Feb 8	1,334	34·6	8·7	11·64	11·77	5	212	30	286	9·5	36	0·9	498	295	14·0
Mar 8	1,336	34·7	8·9	11·83	11·82	7	261	36	359	10·0	43	1·1	620	486	14·6
Apr 12	1,294	33·6	8·8 R	11·36	11·63	6	256	33	339	10·2	40	1·0	595	617	15·1
May 17	1,326	34·6	8·9	11·79	11·48	4	156	32	322	10·2	35	0·9	478	502	13·5
June 14	1,291	33·7	9·0	11·56	11·40	3	109	28	283	10·1	31	0·8	392	417	12·7
July 12 R	1,279	33·8	9·2	11·74	11·61	4	140	22	220	10·2	25	0·7	360	403	14·3
Aug 16 R	1,192	31·6	9·2	10·99	11·71	4	144	20	223	10·9	24	0·6	367	414	15·3
Sep 13	1,280	33·8	9·2	11·81	11·68	3	116	23	244	10·5	26	0·7	360	390	13·8
Oct 14	1,309	34·6	9·0	11·72	11·28	6	244	41	413	10·2	47	1·2	657	717	14·1
Nov 15	1,344	35·6	9·0	12·15	11·54	2	96	30	286	9·4	33	0·9	382	399	11·7

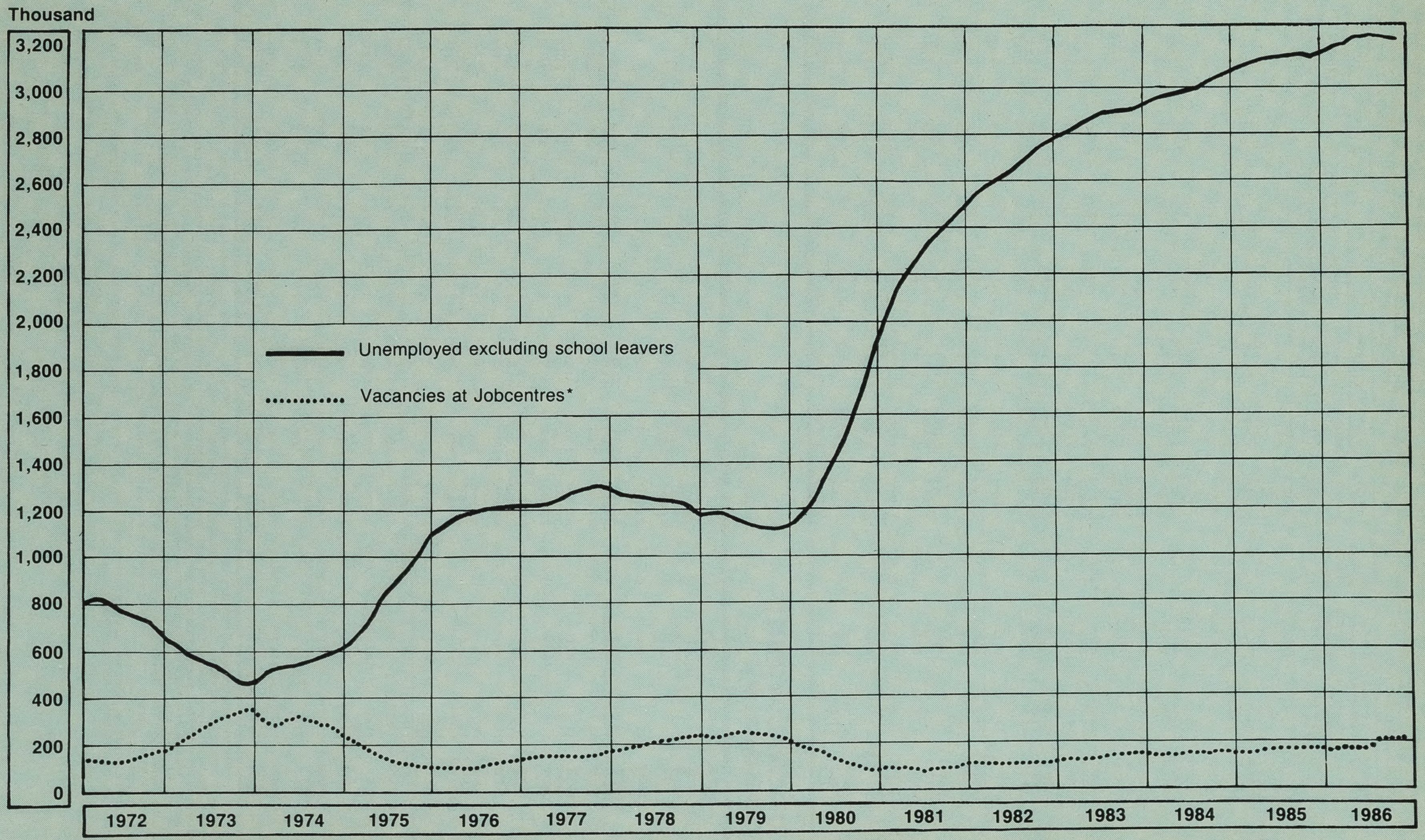
1·12 EMPLOYMENT
Hours of work—Operatives: manufacturing industries

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	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food drink, tobacco	All manufacturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49	31-34, 37, Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37, Group 361	35, 36 except Group 361	43-45	41, 42
1980	100·1	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1981	89·0	89·2	86·8	89·5	94·3 R	98·7	98·9	98·8	101·5	99·0
1982	84·6	85·0 R	80·1 R	84·8 R	89·6 R	100·5	100·9	100·9	103·9	99·5
1983	82·6	82·5 R	77·3 R	85·1 R	87·4 R	101·5	102·0	103·2	105·6 R	100·2
1984	83·2	84·3 R	73·5 R	86·9 R	84·3 R	102·7	103·6 R	105·2	105·7	100·2 R
1985	82·9	83·0 R	74·5 R	86·8 R	83·4 R	103·3 R	105·0 R	105·6 R	105·6	100·6 R
Week ended	R	R	R	R	R	R	R	R	R	R
1985 Jan 12	83·2					103·1				
Feb 16	83·4					103·2				
Mar 16	83·1	83·8	74·2	86·0	83·4	103·2	104·6	105·9	105·3	100·5
Apr 13	82·1					102·3				
May 18	83·4					103·4				
Jun 15	83·2	83·4	75·2	86·4	83·3	103·5	105·2	106·1	105·4	100·7
July 13	82·9					103·3				
Aug 17	82·6					103·1				
Sep 14	82·9	82·1	74·9	87·1	82·6	103·4	104·4	104·3	105·6	100·1
Oct 12	82·7					103·4				
Nov 16	82·5					103·5				
Dec 14	82·7	82·5	74·4	87·7	84·3	103·8	105·8	106·1	106·0	101·0
1986 Jan 11	82·2					103·6				
Feb 8	81·7					103·5				
Mar 8	81·4	80·2	72·1	87·1	85·0	103·5	104·8	105·9	105·3 R	100·6
Apr 12	81·0					103·4				
May 17	80·4					103·3				
Jun 14	80·0	78·6	69·2	86·6	83·6	103·3	104·5	105·1	104·8	100·1
July 12	79·9					103·5				
Aug 16	79·7					103·6				
Sep 13	79·5	78·5	67·0	85·1	81·2	103·6	104·5	106·0	104·6	100·3
Oct 11	78·9					103·4				
Nov 15	79·1					103·6				

C2 Unemployment and vacancies: United Kingdom 1972—1986

Three-month moving average: seasonally adjusted



* Vacancies at Jobcentres are only about a third of total vacancies.

2·1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE UNEMPLOYED: Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	UNEMPLOYED EXCLUDING SCHOOL LEAVERS: Actual	Seasonally adjusted: Number	Per cent working population†	Change since previous month	Average change over 3 months ended	UNEMPLOYED BY DURATION: Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1982 (Annual averages)	2,916·9	10·9	123·5	..	2,793·4	2,626·1	9·8					
1983†† (Annual averages)	3,104·7	11·6	134·9	..	2,969·7	2,866·0	10·7					
1984 (Annual averages)	3,159·8	11·7	113·0	..	3,046·8	2,998·3	11·1					
1985 (Annual averages)	3,271·2	11·9	108·0	..	3,163·3	3,113·1	11·3					
1984 Dec 6	3,219·4	11·9	111·3	..	3,108·1	3,062·6	11·3	7·4	8·1	293	2,856	70
1985 Jan 10	3,341·0	12·1	109·4	..	3,231·5	3,074·6	11·1	12·0	9·3	302	2,965	74
Feb 14	3,323·7	12·0	97·8	..	3,225·9	3,093·5	11·2	18·9	12·8	299	2,956	68
Mar 14	3,267·6	11·8	88·0	..	3,179·6	3,094·8	11·2	1·3	10·7	264	2,936	67
Apr 11	3,272·6	11·9	83·7	..	3,188·9	3,120·8	11·3	26·0	15·4	293	2,909	70
May 9	3,240·9	11·7	107·7	..	3,133·2	3,121·4	11·3	0·6	9·3	305	2,869	67
Jun 13	3,178·6	11·5	106·9	104·1	3,071·7	3,114·2	11·3	–7·2	6·5	285	2,828	66
Jul 11 **	3,235·0	11·7	104·6	134·5	3,130·5	3,121·1	11·3	6·9	0·1	380	2,790	66
Aug 8 **	3,240·4	11·7	99·9	126·6	3,140·5	3,127·4	11·3	6·3	2·0	328	2,848	64
Sep 12	3,346·2	12·1	156·8	..	3,189·4	3,123·5	11·3	–3·9	3·1	447	2,834	66
Oct 10	3,276·9	11·9	131·3	..	3,145·6	3,119·9	11·3	–3·6	–0·4	367	2,843	67
Nov 14	3,258·9	11·8	110·1	..	3,148·8	3,113·8	11·3	–6·1	–4·5	323	2,871	64
Dec 12	3,273·1	11·9	99·4	..	3,173·7	3,132·5	11·4	18·7	3·0	301	2,907	65
1986 Jan 9	3,407·7	12·3	101·3	..	3,306·4	3,153·2	11·4	20·7	11·1	316	3,022	69
Feb 6*	3,336·7	12·1	92·3	..	3,244·4	3,160·9	11·5	7·7	15·7	308	2,967	66
Mar 6	3,323·8	12·0	84·8	..	3,239·0	3,198·6	11·6	37·7	22·0	285	2,973	66
Apr 10	3,325·1	12·0	112·4	..	3,212·7	3,200·2	11·6	1·6	15·7	329	2,930	67
May 8	3,270·9	11·9	110·9	..	3,160·0	3,205·4	11·6	5·2	14·8	283	2,921	67
Jun 12	3,229·4	11·7	107·3	100,802	3,122·1	3,219·6	11·7	14·2	7·0	289	2,874	67
Jul 10	3,279·6	11·9	101·6	125,107	3,178·0	3,223·2	11·7	3·6	7·7	381	2,832	67
Aug 14	3,280·1	11·9	92·3	113,828	3,187·8	3,219·0	11·7	–4·2	4·5	318	2,896	67
Sep 11	3,332·9	12·1	140·7		3,192·2	3,192·6	11·6	–26·4	–9·0	423	2,842	68
Oct 9	3,237·2	11·7	117·5	..	3,119·7	3,166·2	11·5	–26·4	–19·0	353	2,817	67
Nov 13	3,216·8	11·7	98·2	..	3,118·6	3,144·8	11·4	–21·4	[–24·7]	323	2,827	67
Dec 11	3,229·2	11·7	89·0	..	3,140·2	[3,116·4]	[11·3]	[–28·4]	[–25·4]	290	2,870	69

2·2 UNEMPLOYMENT GB Summary

1982 (Annual averages)	2,808·5	10·8	117·3	..	2,691·3	2,527·0	9·7					
1983†† (Annual averages)	2,987·6	11·5	130·7	..	2,856·8	2,756·6	10·6					
1984 (Annual averages)	3,038·4	11·5	109·7	..	2,928·7	2,885·1	10·9					
1985 (Annual averages)	3,149·4	11·7	105·6	..	3,043·9	2,997·4	11·1					
1984 Dec 6	3,100·0	11·7	108·6	..	2,991·4	2,950·1	11·2	8·1	8·5	285	2,746	69
1985 Jan 10	3,217·9	12·0	107·0	..	3,110·9	2,961·8	11·0	11·7	9·4	294	2,851	73
Feb 14	3,200·7	11·9	95·6	..	3,105·1	2,979·9	11·1	18·1	12·6	290	2,843	67
Mar 14	3,145·9	11·7	86·1	..	3,059·8	2,980·8	11·1	0·9	10·2	256	2,824	66
Apr 11	3,150·3	11·7	81·9	..	3,068·4	3,006·3	11·2	25·4	11·5	285	2,800	69
May 9	3,120·0	11·6	105·3	..	3,014·7	3,007·3	11·2	1·1	9·1	297	2,758	65
Jun 13	3,057·2	11·4	104·8	101·5	2,952·4	2,998·8	11·1	–8·5	2·7	276	2,717	64
Jul 11	3,116·2	11·6	102·7	131·5	3,013·5	3,005·4	11·2	6·6	–0·3	369	2,683	64
Aug 8	3,120·3	11·6	98·1	123·3	3,022·2	3,010·5	11·2	5·1	1·1	320	2,737	63
Sep 12	3,219·7	12·0	152·6	..	3,067·1	3,006·1	11·2	–4·4	2·4	431	2,724	65
Oct 10	3,155·0	11·7	128·1	..	3,026·9	3,002·1	11·2	–4·0	–1·1	356	2,733	66
Nov 14	3,138·3	11·7	107·5	..	3,030·8	2,996·3	11·1	–5·8	–4·7	314	2,761	63
Dec 12	3,151·6	11·7	97·1	..	3,054·5	3,013·3	11·2	17·0	2·4	293	2,795	64
1986 Jan 9	3,282·0	12·2	99·2	..	3,182·9	3,033·0	11·3	19·7	10·3	308	2,907	65
Feb 6*	3,211·9	11·9	90·4	..	3,121·5	3,039·5	11·3	6·5	14·4	298	2,852	65
Mar 6	3,199·4	11·9	83·1	..	3,116·3	3,075·7	11·4	36·2	20·8	277	2,858	65
Apr 10	3,198·9	11·9	109·8	..	3,089·1	3,075·9	11·4	0·2	14·3	319	2,814	65
May 8	3,146·2	11·7	108·6	..	3,037·5	3,080·6	11·4	4·7	13·7	275	2,806	65
Jun 12	3,103·5	11·5	105·3	97,847	2,998·2	3,093·2	11·5	12·6	5·8	279	2,759	65
Jul 10	3,150·2	11·7	99·8	121,803	3,050·4	3,096·2	11·5	3·0	6·8	369	2,716	66
Aug 14	3,150·1	11·7	90·7	110,497	3,059·4	3,090·8	11·5	–5·4	3·4	309	2,776	65
Sep 11	3,197·9	11·9	136·6		3,061·4	3,063·9	11·4	–26·9	–9·8	407	2,724	66
Oct 9	3,106·5	11·5	114·2	..	2,992·3	3,036·1	11·3	–27·8	–20·0	342	2,699	66
Nov 13	3,088·4	11·5	95·5	..	2,992·8	3,016·8	11·2	–19·3	–24·7	314	2,709	65
Dec 11§	3,100·4	11·5	86·6	..	3,013·7	[2,988·8]	[11·1]	[–28·0]	[–25·0]	282	2,751	67

* Because of a change in the compilation of the unemployment statistics (see *Employment Gazette*, March/April 1986, pages 107–108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduces the total UK count by 50,000 on average.
** There was a discontinuity between the June 1985 and August 1985 figures for unemployed claimants in Northern Ireland. The monthly count is based on the Northern Ireland Department of Economic Development's computer records. A reconciliation with information on claims for benefit held in DHSS offices has shown some people included in the monthly count who were no longer claiming benefit and some (a smaller number) who had not yet been included in the count even though they were claiming benefit. The net result was that the unadjusted July 1985 and August 1985 figures for Northern Ireland, were 5,700 and 5,150 less respectively than they would have been without the reconcilation. If the figures had continued to be recorded as in June 1985 and earlier months there would have been increases in unemployment of about 3,150 in July 1985 and 650 in August 1985. The accumulating discrepancy, since the present computer system was set up in October 1982, and the effect of the corrective action has now been taken into account in the seasonally adjusted series, so that it is consistent with the more accurate coverage of the current unadjusted data.
§ The latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision mainly in the following month. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage.

UNEMPLOYMENT UK summary 2·1

THOUSAND

MALE UNEMPLOYED: Number	Per cent working population†	School leavers included in unemployed	UNEMPLOYED EXCLUDING SCHOOL LEAVERS: Actual	Seasonally adjusted: Number	Per cent working population†	FEMALE UNEMPLOYED: Number	Per cent working population†	School leavers included in unemployed	UNEMPLOYED EXCLUDING SCHOOL LEAVERS: Actual	Seasonally adjusted: Number	Per cent working population†	MARRIED: Number	UNITED KINGDOM
2,133·2	13·1	70·1	2,063·2	1,911·1	11·7	783·6	7·5	53·4	730·2	715·0	6.9		1982 (Annual average)
2,218·6	13·8	77·2	2,141·4	2,054·3	12·7	886·0	8·5	57·7	828·3	811·6	7·7		1983†† (Annual average)
2,197·4	13·5	65·0	2,132·4	2,102·1	12·9	962·5	8·9	48·0	914·5	896·2	8·3		1984 (Annual average)
2,251·7	13·7	62·6	2,189·1	2,158·2	13·1	1,019·5	9·1	45·3	974·2	954·9	8·6		1985 (Annual average)
2,232·5	13·7	64·4	2,168·1	2,134·6	13·1	986·9	9·1	47·0	939·9	928·0	8·5	392·6	1984 Dec 6
2,316·0	14·1	63·4	2,252·6	2,141·6	13·0	1,024·9	9·2	46·0	978·9	933·0	8·4	407·9	1985 Jan 10
2,309·9	14·0	56·8	2,253·1	2,156·7	13·1	1,013·8	9·1	40·9	972·9	936·8	8·4	406·6	Feb 14
2,269·3	13·8	51·1	2,218·2	2,154·4	13·1	998·3	9·0	36·9	961·4	940·4	8·4	405·7	Mar 14
2,270·7	13.8	48·7	2,222·0	2,169·0	13·2	1,001·8	9·0	35·0	966·9	951·8	8·5	413·2	Apr 11
2,243·8	13·6	62·4	2,181·3	2,166·1	13·2	997·2	8·9	45·3	951·9	955·3	8·6	409·8	May 9
2,196·8	13·4	61·9	2,134·9	2,157·7	13·1	981·7	8·8	44·9	936·8	956·5	8·6	405·2	Jun 13
2,216·2	13·5	60·3	2,156·0	2,159·3	13·1	1,018·8	9·1	44·3	974·5	961·8	8·6	410·0	Jul 11**
2,210·6	13·4	58·0	2,152·6	2,161·0	13·1	1,029·8	9·2	41·9	988·0	966·4	8·7	419·1	Aug 8**
2,268·5	13·8	90·8	2,177·7	2,157·3	13·1	1,077·7	9·7	66·0	1,011·7	966·2	8·7	421·8	Sep 12
2,234·0	13·6	76·1	2,157·8	2,155·6	13·1	1,042·9	9·4	55·2	987·7	964·3	8·6	421·8	Oct 10
2,230·8	13·6	63·9	2,166·9	2,154·0	13·1	1,028·1	9·2	46·2	981·9	959·8	8·6	423·0	Nov 14
2,253·9	13·7	57·8	2,196·2	2,165·5	13·2	1,019·1	9·1	41·6	977·5	967·0	8·7	424·5	Dec 12
2,345·6	14·3	58·7	2,287·0	2,178·7	13·2	1,062·1	9·5	42·7	1,019·5	974·5	8·7	439·8	1986 Jan 9
2,300·4	14·0	53·6	2,246·9	2,180·7	13·3	1,036·2	9·3	38·8	997·4	980·2	8·8	431·8	Feb 6*
2,298·9	14·0	49·1	2,249·8	2,211·8	13·4	1,024·9	9·2	35·7	989·2	986·8	8·8	430·8	Mar 6
2,290·0	13·9	64·8	2,225·2	2,206·6	13·4	1,035·0	9·3	47·6	987·4	993·6	8·9	435·6	Apr 10
2,251·4	13·7	63·6	2,187·9	2,208·0	13·4	1,019·4	9·1	47·3	972·2	997·4	8·9	431·9	May 8
2,217·5	13·5	61·3	2,156·1	2,213·1	13·5	1,011·9	9·1	46·0	965·9	1,006·5	9·0	430·5	Jun 12
2,231·5	13·6	57·8	2,173·7	2,210·8	13·4	1,048·1	9·4	43·8	1,004·3	1,012·4	9·1	435·3	Jul 10
2,220·0	13·5	53·3	2,168·7	2,205·5	13·4	1,058·1	9·5	39·1	1,019·1	1,013·5	9·1	446·0	Aug 14
2,251·3	13·7	80·7	2,170·6	2,190·4	13·3	1,081·6	9·7	60·0	1,021·6	1,002·2	9·0	441·5	Sep 11
2,199·8	13·4	66·9	2,132·9	2,174·6	13·2	1,037·4	9·3	50·6	986·8	991·6	8·9	436·6	Oct 9
2,200·2	13·4	55·9	2,144·3	2,166·5	13·2	1,016·6	9·1	42·3	974·3	978·3	8·8	431·2	Nov 13
2,221·5	13·5	50·6	2,170·9	[2,151·0]	[13·1]	1,007·6	9·0	38·3	969·3	[965·4]	[8·7]	431·1	Dec 11§

UNEMPLOYMENT GB summary 2·2

2,055·9	13·0	66·2	1,989·7	1,840·0	11·6	752·6	7·4	51·1	701·6	687·0	6·8		1982 (Annual averages)
2,133·5	13·6	74·6	2,059·0	1,974·2	12·6	854·0	8·4	56·1	797·9	782·4	7·7		1983†† (Annual averages)
2,109·6	13·3	62·9	2,046·8	2,019·4	12·7	928·8	8·8	46·8	882·0	865·8	8·7		1984 (Annual averages)
2,163·7	13·5	61·1	2,102·6	2,073·8	12·9	985·7	9·1	44·5	941·2	923·5	8·5		1985 (Annual averages)
2,145·8	13·5	62·6	2,083·2	2,052·4	13·0	954·2	9·0	46·0	908·2	897·7	8·5	378·9	1984 Dec 6
2,226·8	13·9	61·8	2,165·1	2,059·1	12·8	991·0	9·1	45·2	945·8	902·7	8·3	393·7	1985 Jan 10
2,220·1	13·9	55·4	2,164·7	2,073·6	12·9	980·6	9·0	40·2	940·4	906·3	8·3	392·5	Feb 14
2,180·3	13·6	49·8	2,130·5	2,071·1	12·9	965·6	8·9	36·3	929·3	909·7	8·4	391·7	Mar 14
2,181·8	13·6	47·5	2,134·3	2,085·4	13·0	968·5	8·9	34·4	934·1	920·8	8·5	398·8	Apr 11
2,155·8	13·4	60·9	2,094·9	2,082·8	13·0	964·2	8·9	44·4	919·8	924·5	8·5	395·7	May 9
2,109·2	13·2	60·6	2,048·6	2,073·8	12·9	948·0	8·7	44·2	903·8	925·0	8·5	390·8	Jun 13
2,131·0	13·3	59·1	2,071·9	2,075·1	12·9	985·2	9·0	43·6	941·5	930·3	8·5	395·8	Jul 11
2,124·8	13·3	56·9	2,068·0	2,076·2	13·0	995·5	9·1	41·2	954·3	934·3	8·6	404·5	Aug 8
2,179·0	13·6	88·3	2,090·7	2,072·1	12·9	1,040·7	9·6	64·3	976·4	934·0	8·6	407·4	Sep 12
2,146·6	13·4	74·2	2,072·4	2,069·9	12·9	1,008·5	9·3	53·9	954·5	932·0	8·6	407·6	Oct 10
2,143·6	13·4	62·2	2,068·4	2,068·4	12·9	994·7	9·1	45·3	949·4	927·9	8·5	408·8	Nov 14
2,165·3	13·5	56·3	2,109·1	2,078·5	13·0	986·3	9·1	40·8	945·4	934·8	8·6	410·5	Dec 12
2,254·0	14·1	57·3	2,196·8	2,090·9	13·0	1,028·0	9·4	41·9	986·1	942·1	8·7	425·3	1986 Jan 9
2,208·8	13·8	52·2	2,156·6	2,092·1	13·1	1,003·2	9·2	38·1	965·1	947·4	8·7	417·3	Feb 6*
2,207·0	13·8	48·0	2,159·1	2,121·9	13·2	992·3	9·1	35·1	957·2	953·8	8·8	417·0	Mar 6
2,197·3	13·7	63·1	2,134·1	2,115·7	13·2	1,001·6	9·2	46·7	954·9	960·2	8·8	421·4	Apr 10
2,159·8	13·5	62·1	2,097·6	2,116·7	13·2	986·4	9·1	46·5	939·9	963·9	8·9	417·7	May 8
2,125·5	13·3	60·0	2,065·5	2,120·8	13·2	978·0	9·0	45·2	932·7	972·4	8·9	416·2	Jun 12
2,138·4	13·3	56·6	2,081·8	2,118·3	13·2	1,011·7	9·3	43·2	968·6	977·9	9·0	420·0	Jul 10
2,128·6	13·3	52·2	2,076·4	2,112·3	13·2	1,021·5	9·4	38·5	983·0	978·5	9·0	430·5	Aug 14
2,155·1	13·4	78·1	2,076·9	2,097·0	13·1	1,042·8	9·6	58·4	984·4	966·9	8·9	426·4	Sep 11
2,105·9	13·1	64·9	2,040·9	2,080·4	13·0	1,000·7	9·2	49·3	951·4	955·7	8·8	421·6	Oct 9
2,106·9	13·1	54·2	2,052·7	2,073·3	12·9	981·4	9·0	41·3	940·1	943·5	8·7	416·4	Nov 13
2,127·4	13·3	49·2	2,078·3	[2,057·9]	[12·8]	972·9	8·9	37·5	935·4	[930·9]	[8·6]	416·4	Dec 11§

‡ Not included in the total are new school leavers not yet entitled to benefit. A special count is made in June, July and August.
†† From April 1983 the unadjusted figures reflect the effects of the provisions in the Budget for some men aged 60 and over who no longer have to sign at an unemployment benefit office. An estimated 161,800 men were affected (160,300 in Great Britain) over the period to August 1983.
† The number of unemployed as a percentage of the estimated total working population (the sum of employees in employment, unemployed, self-employed and H.M. Forces) at mid-year.

2·3 UNEMPLOYMENT
Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATON†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted					
									Number	Per cent working popula-tion†	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST														
1982 Annual averages	664·6	490·8	173·8	22·4	7·7	9·5	5·1	642·3	598·2	7·0			439·3	158·9
1983††	721·4	514·5	206·9	24·5	8·4	10·0	6·0	696·9	666·0	7·7			475·3	190·7
1984	748·0	511·0	236·5	20·1	8·4	9·7	6·5	727·4	710·5	8·0			488·6	221·9
1985	782·4	527·1	255·2	17·0	8·6	9·9	6·9	765·4	747·5	8·2			506·1	241·4
1985 Dec 12	779·8	524·1	255·7	15·8	8·6	9·8	6·9	763·9	750·2	8·3	3·0	−0·1	505·6	244·6
1986 Jan 9	812·6	546·0	266·7	15·3	9·0	10·2	7·2	797·3	756·3	8·3	6·1	2·2	508·3	248·0
Feb 6*	794·3	534·5	259·8	13·6	8·7	10·0	7·0	781·8	759·5	8·4	3·2	4·1	509·9	249·6
Mar 6	797·4	540·1	257·3	12·3	8·8	10·1	6·9	785·0	774·4	8·5	14·9	8·1	522·5	251·9
Apr 10	794·7	536·1	258·6	14·2	8·8	10·0	6·9	780·5	777·4	8·6	3·0	7·0	522·7	254·7
May 8	780·0	525·5	254·5	14·6	8·6	9·8	6·8	765·4	779·2	8·6	1·8	6·6	523·9	255·3
Jun 12	772·4	518·7	253·7	14·3	8·5	9·7	6·8	758·2	782·0	8·6	2·8	2·5	524·3	257·7
Jul 10	785·8	522·7	263·1	13·8	8·7	9·8	7·1	772·0	782·4	8·6	0·4	1·7	523·4	259·1
Aug 14	791·5	521·6	269·9	12·7	8·7	9·8	7·2	778·8	779·3	8·6	−3·1	0·0	519·5	259·8
Sep 11	791·9	522·1	269·8	19·3	8·7	9·8	7·2	772·5	770·3	8·5	−9·0	−3·9	514·7	255·6
Oct 9	770·4	510·0	260·4	17·4	8·5	9·5	7·0	753·0	762·5	8·4	−7·8	−6·6	509·8	252·7
Nov 13	761·0	506·5	254·5	14·7	8·4	9·5	6·8	746·3	752·9	8·3	−9·6	−8·8	504·8	248·1
Dec 11§	764·6	512·5	252·1	13·3	8·4	9·6	6·8	751·2	[742·6]	[8·2]	[−10·3]	[−9·2]	[499·1]	[243·5]
GREATER LONDON (included in South East)														
1982 Annual averages	323·3	238·5	84·8	10·7	7·9	9·5	5·3	312·6	291·5	7·1			214·0	77·5
1983††	359·9	258·8	101·1	12·0	8·8	10·5	6·2	347·9	333·1	8·1			240·0	93·2
1984	380·6	265·4	115·2	10·2	9·1	10·6	6·8	370·4	361·4	8·6			253·6	107·8
1985	402·5	278·4	124·1	8·6	9·4	10·9	7·2	393·8	384·3	9·0			267·2	117·1
1985 Dec 12	401·9	277·9	124·0	8·4	9·4	10·9	7·2	393·5	387·8	9·1	1·0	−0·3	269·1	118·7
1986 Jan 9	413·9	285·8	128·2	8·1	9·6	11·2	7·3	405·8	390·8	9·2	3·0	0·6	270·8	120·0
Feb 6*	409·7	280·0	124·7	7·3	9·5	11·0	7·3	398·1	391·5	9·2	0·7	1·6	271·0	120·5
Mar 6	406·2	282·1	124·0	6·6	9·5	11·1	7·2	399·6	397·1	9·3	5·6	3·1	275·4	121·8
Apr 10	409·4	284·2	125·2	6·9	9·6	11·1	7·3	402·5	402·1	9·4	5·0	3·8	278·6	123·5
May 8	404·3	281·0	123·3	7·0	9·5	11·0	7·2	397·3	402·8	9·4	0·7	3·8	279·5	123·3
Jun 12	404·9	281·0	123·9	6·9	9·5	11·0	7·2	398·1	405·6	9·5	2·8	2·8	280·6	125·0
Jul 10	411·4	283·0	128·3	6·8	9·6	11·1	7·5	404·6	406·3	9·5	0·7	1·4	280·5	125·7
Aug 14	415·1	283·4	131·7	6·5	9·7	11·1	7·7	408·7	405·2	9·5	−1·1	0·8	279·4	125·8
Sep 11	415·1	283·5	131·6	9·0	9·7	11·1	7·7	406·1	402·2	9·4	−3·0	−1·1	277·8	124·4
Oct 9	403·6	277·2	126·4	8·7	9·5	10·9	7·4	394·9	398·4	9·3	−3·8	−2·6	275·6	122·8
Nov 13	397·1	273·7	123·4	7·6	9·3	10·7	7·2	389·5	393·4	9·2	−5·0	−3·9	272·7	120·7
Dec 11§	398·9	276·1	122·8	7·1	9·4	10·8	7·2	391·8	[388·8]	[9·1]	[−4·6]	[−4·5]	[269·9]	[118·9]
EAST ANGLIA														
1982 Annual averages	72·2	53·2	19·0	2·4	8·5	10·0	6·0	69·8	65·6	7·7			48·0	17·6
1983††	77·5	54·8	22·6	2·7	9·0	10·2	6·9	74·7	72·0	8·3			51·0	21·1
1984	77·3	52·0	25·3	2·2	8·7	9·5	7·3	75·1	73·9	8·3			50·0	23·8
1985	81·3	53·2	28·1	2·0	8·8	9·6	7·7	79·3	77·9	8·5			51·2	26·7
1985 Dec 12	83·2	54·3	28·9	1·8	9·1	9·8	7·9	81·4	80·0	8·7	1·0	0·6	52·3	27·7
1986 Jan 9	87·6	57·1	30·5	1·8	9·5	10·3	8·4	85·8	80·4	8·7	0·4	0·9	52·3	28·1
Feb 6*	86·5	56·5	30·0	1·6	9·4	10·2	8·2	85·0	80·5	8·8	0·1	0·5	52·2	28·3
Mar 6	86·7	56·9	29·9	1·5	9·4	10·2	8·2	85·2	82·3	9·0	1·8	0·8	53·5	28·8
Apr 10	85·6	55·9	29·7	2·3	9·3	10·1	8·2	83·4	81·5	8·9	−0·8	0·4	52·9	28·6
May 8	84·1	54·6	29·6	2·3	9·2	9·8	8·1	81·9	82·3	9·0	0·8	0·6	53·4	28·9
Jun 12	81·3	52·6	28·8	2·1	8·8	9·5	7·9	79·3	82·5	9·0	0·2	0·1	53·4	29·1
Jul 10	82·1	52·6	29·5	1·9	8·9	9·5	8·1	80·2	83·0	9·0	0·5	0·5	53·5	29·5
Aug 14	81·8	52·0	29·8	1·7	8·9	9·4	8·2	80·1	83·1	9·0	0·1	0·3	53·5	29·6
Sep 11	82·2	52·3	29·9	2·7	8·9	9·4	8·2	79·6	82·2	8·9	−0·9	−0·1	53·2	29·0
Oct 9	80·1	51·0	29·2	2·2	8·7	9·2	8·0	78·0	80·6	8·8	−1·6	−0·8	52·1	28·5
Nov 13	81·0	52·2	28·9	1·7	8·8	9·4	7·9	79·3	80·4	8·7	−0·2	−0·9	52·2	28·2
Dec 11§	81·9	53·3	28·7	1·6	8·9	9·6	7·9	80·4	[79·4]	[8·6]	[−1·0]	[−0·9]	[51·6]	[27·8]
SOUTH WEST														
1982 Annual averages	179·0	128·0	51·0	5·7	9·1	10·6	6·7	173·3	157·6	8·0			110·6	47·0
1983††	188·6	129·3	59·3	6·2	9·7	10·9	7·8	182·3	173·0	8·9			117·9	55·0
1984	193·7	127·2	66·5	5·0	9·7	10·6	8·4	188·7	184·8	9·2			122·0	62·8
1985	204·9	132·8	72·2	4·6	10·2	11·1	8·9	200·4	196·2	9·8			127·7	68·5
1985 Dec 12	210·3	135·1	75·2	4·2	10·5	11·3	9·2	206·1	198·2	9·9	1·1	0·2	127·8	70·4
1986 Jan 9	220·0	141·4	78·6	4·1	10·9	11·8	9·7	215·9	199·9	9·9	1·7	1·1	128·7	71·2
Feb 6*	213·9	137·6	76·3	3·7	10·6	11·5	9·4	210·4	199·6	9·9	−0·3	0·8	128·3	71·3
Mar 6	211·8	136·8	75·0	3·3	11·5	11·4	9·2	208·5	202·5	10·1	2·9	1·4	130·7	71·8
Apr 10	208·3	134·5	73·9	4·3	10·4	11·2	9·1	204·0	202·7	10·1	0·2	0·9	130·5	72·3
May 8	203·0	131·0	71·9	4·3	10·1	11·0	8·8	198·6	204·0	10·1	1·3	1·5	131·3	72·7
Jun 12	196·0	126·3	69·7	4·3	9·7	10·6	8·6	191·7	204·5	10·2	0·5	0·7	131·3	73·2
Jul 10	199·6	127·2	72·4	4·2	9·9	10·6	8·9	195·4	205·3	10·2	0·8	0·9	131·4	74·0
Aug 14	200·8	127·0	73·8	3·7	10·0	10·6	9·1	197·1	205·1	10·2	−0·2	0·4	130·8	74·3
Sep 11	204·6	129·2	75·4	5·9	10·2	10·8	9·3	198·8	202·2	10·1	−2·9	−0·8	129·2	73·0
Oct 9	202·0	127·5	74·4	4·9	10·0	10·7	9·1	197·1	199·8	9·9	−2·3	−1·8	127·6	72·2
Nov 13	203·8	129·2	74·6	4·0	10·1	10·8	9·2	199·8	198·3	9·9	−1·5	−2·2	126·9	71·3
Dec 11§	205·2	131·0	74·2	3·7	10·2	11·0	9·1	201·6	[195·1]	[9·7]	[−3·2]	[−2·4]	[124·9]	[70·2]

See footnotes to table 2·1.

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual	Seasonally adjusted					
									Number	Per cent working popula-tion†	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS														
1982 Annual averages	337·9	249·9	87·9	14·8	13·6	16·2	9·4	323·1	305·2	12·3			225·0	80·3
1983††	354·7	257·3	97·4	16·0	14·5	16·9	10·5	338·6	327·8	13·4			238·8	89·0
1984	345·4	243·0	102·4	12·8	14·1	16·0	10·9	332·6	329·1	13·4			233·7	95·3
1985	349·7	243·1	106·6	12·1	14·1	15·9	11·2	337·6	333·9	13·5			234·2	99·7
1985 Dec 12	345·6	239·6	106·0	11·8	13·9	15·7	11·1	333·8	332·9	13·4	0·6	−0·4	232·4	100·5
1986 Jan 9	356·3	247·1	109·3	11·4	14·4	16·2	11·5	344·9	334·0	13·5	1·1	0·3	232·9	101·1
Feb 6*	350·6	243·3	107·3	10·3	14·1	15·9	11·3	340·4	334·5	13·5	0·5	0·7	232·9	101·5
Mar 6	348·9	242·4	106·5	9·5	14·1	15·9	11·2	339·4	337·0	13·6	2·5	1·4	234·7	102·3
Apr 10	349·0	241·5	107·5	12·2	14·1	15·8	11·3	336·8	336·4	13·6	−0·6	0·8	233·7	102·7
May 8	344·2	238·2	106·0	11·8	13·9	15·6	11·1	332·4	335·9	13·5	−0·5	0·5	233·1	102·8
Jun 12	341·7	235·7	106·0	11·6	13·8	15·4	11·1	330·2	337·3	13·6	1·4	0·1	233·5	103·8
Jul 10	346·7	237·6	109·1	11·2	14·0	15·5	11·5	335·5	337·6	13·6	0·3	0·4	233·2	104·3
Aug 14	347·8	237·5	110·3	10·4	14·0	15·5	11·6	337·4	338·2	13·6	0·6	0·8	233·5	104·7
Sep 11	356·1	241·7	114·5	16·2	14·4	15·8	12·0	339·9	335·8	13·5	−2·4	−0·5	232·3	103·5
Oct 9	343·5	234·4	109·0	13·8	13·8	15·3	11·5	329·6	332·2	13·4	−3·6	−1·8	231·1	102·1
Nov 13	338·4	232·2	106·2	11·6	13·6	15·2	11·2	326·8	331·4	13·4	−0·8	−2·3	229·6	101·8
Dec 13§	336·4	231·8	104·7	10·4	13·6	15·2	11·0	326·0	[326·7]	[13·2]	[−4·7]	[−3·0]	[226·4]	[100·3]
EAST MIDLANDS														
1982 Annual averages	176·6	130·7	45·9	6·4	9·9	12·0	6·7	170·2	157·0	8·8			114·2	42·7
1983††	188·0	134·8	53·2	6·9	10·7	12·5	7·8	181·2	174·7	9·9			124·9	49·9
1984	194·3	134·1	60·2	5·9	10·9	12·6	8·4	188·4	186·0	10·4			129·2	56·8
1985	202·3	136·9	65·3	6·2	11·3	12·7	9·1	196·1	193·6	10·8			131·8	61·8
1985 Dec 12	201·2	136·4	64·8	5·6	11·2	12·7	9·0	195·6	194·7	10·8	1·3	0·5	132·2	62·5
1986 Jan 9	209·6	142·1	67·5	5·3	11·7	13·2	9·4	204·4	195·2	10·9	0·5	1·0	132·4	62·8
Feb 6*	205·7	139·7	66·0	4·9	11·5	13·0	9·2	201·0	195·0	10·9	−0·2	0·5	131·8	63·2
Mar 6	205·9	140·5	65·5	4·5	11·5	13·1	9·1	201·4	197·4	11·0	2·4	0·9	134·0	63·4
Apr 10	205·8	139·2	66·6	7·1	11·5	13·0	9·3	198·8	196·0	10·9	−1·4	0·3	132·4	63·7
May 8	201·9	136·0	65·9	7·4	11·3	12·7	9·2	194·6	196·3	10·9	0·3	0·4	132·3	64·0
Jun 12	199·3	133·6	65·7	7·2	11·1	12·4	9·1	192·1	197·6	11·0	1·3	0·1	132·9	64·7
Jul 10	202·6	134·6	68·0	6·8	11·3	12·5	9·4	195·8	198·3	11·1	0·7	0·8	133·3	65·1
Aug 14	202·5	133·9	68·7	5·9	11·3	12·5	9·5	196·6	198·9	11·1	0·6	0·9	133·4	65·5
Sep 11	204·6	134·9	69·7	8·1	11·4	12·6	9·7	196·5	197·7	11·0	−1·2	0·0	132·8	64·9
Oct 9	198·7	131·5	67·2	6·8	11·1	12·2	9·3	191·9	196·0	10·9	−1·7	−0·8	131·5	64·5
Nov 13	197·7	131·9	65·8	5·7	11·0	12·3	9·1	192·0	195·7	10·9	−0·3	−1·1	131·2	64·4
Dec 11§	198·5	133·7	64·8	5·2	11·1	12·4	9·0	193·4	[193·5]	[10·8]	[−2·2]	[−1·4]	[130·4]	[63·1]
YORKSHIRE AND HUMBERSIDE														
1982 Annual averages	273·2	201·1	72·0	13·0	12·2	14·5	8·4	260·1	242·5	10·8			177·9	64·6
1983††	288·7	207·4	81·3	14·8	13·0	15·2	9·5	273·8	263·9	11·9			190·6	73·3
1984	291·9	204·8	87·0	12·7	12·9	14·8	9·9	279·2	276·0	12·2			195·8	80·2
1985	305·8	212·9	92·9	13·3	13·3	15·3	10·3	292·5	289·1	12·6			203·3	85·7
1985 Dec 12	310·1	217·1	93·0	12·4	13·5	15·6	10·3	297·7	294·8	12·9	3·8	1·6	207·5	87·3
1986 Jan 9	324·3	227·6	96·7	11·8	14·1	16·4	10·7	312·5	298·7	13·0	3·9	2·8	210·6	88·1
Feb 6*	317·9	223·4	94·5	10·6	13·9	16·1	10·5	307·4	299·3	13·0	0·6	2·8	210·7	88·6
Mar 6	316·2	222·6	93·6	9·8	13·8	16·0	10·4	306·4	302·7	13·2	3·4	2·6	213·5	89·2
Apr 10	320·5	224·0	96·4	16·6	14·0	16·1	10·7	303·9	302·4	13·2	−0·3	1·2	212·8	89·6
May 8	316·8	221·3	95·5	16·3	13·8	15·9	10·6	300·5	303·8	13·2	1·4	1·5	213·7	90·1
Jun 12	311·9	217·6	94·4	15·9	13·6	15·6	10·4	296·0	306·1	13·3	2·3	1·1	214·8	91·3
Jul 10	316·0	218·8	97·2	14·9	13·8	15·7	10·8	301·0	306·0	13·3	−0·1	1·2	214·5	91·5
Aug 14	314·3	216·6	97·8	13·5	13·7	15·6	10·8	300·8	305·8	13·3	−0·2	0·7	213·9	91·8
Sep 11	322·8	221·4	101·4	19·9	14·1	15·9	11·2	302·9	303·3	13·2	−2·5	−0·9	212·3	90·9
Oct 9	311·4	215·6	95·8	15·9	13·6	15·5	10·6	295·5	301·2	13·1	−2·1	−1·6	211·3	89·9
Nov 13	308·8	215·3	93·6	13·2	13·5	15·5	10·4	295·6	298·7	13·0	−2·5	−2·4	209·9	88·7
Dec 11§	309·8	217·0	92·8	11·9	13·5	15·6	10·3	297·9	[296·6]	[12·9]	[−2·1]	[−2·2]	[208·7]	[87·9]
NORTH WEST														
1982 Annual averages	407·8	298·6	109·2	16·6	13·6	16·7	9·0	391·2	374·8	12·5			274·2	100·6
1983††	437·1	315·7	121·4	18·8	14·6	17·8	10·0	418·2	408·0	13·6			296·0	112·0
1984	442·9	313·2	129·6	16·0	14·5	17·5	10·3	426·9	422·1	13·9			300·9	121·2
1985	452·0	317·1	134·9	16·1	14·6	17·7	10·3	435·9	430·8	13·9			304·5	126·3
1985 Dec 12	449·0	315·5	133·5	14·8	14·5	17·6	10·2	434·2	430·6	13·9	1·8	−0·3	303·7	126·9
1986 Jan 9	463·8	324·9	138·9	14·1	15·0	18·1	10·7	449·7	431·3	13·9	0·7	0·3	304·4	126·9
Feb 6*	453·2	318·1	135·1	13·0	14·6	17·7	10·4	440·6	431·2	13·9	−0·1	0·8	303·8	127·4
Mar 6	450·0	316·3	133·6	11·9	14·5	17·6	10·3	438·0	434·0	14·0	2·8	1·1	305·8	128·3
Apr 10	454·1	318·1	136·0	16·8	14·7	17·7	10·4	437·3	435·4	14·1	1·4	1·4	306·0	129·4
May 8	449·2	315·1	134·1	17·0	14·5	17·6	10·3	432·2	437·1	14·1	1·7	2·0	307·1	130·0
Jun 12	443·8	310·9	132·9	16·7	14·3	17·3	10·2	427·2	440·3	14·2	3·2	2·1	308·8	131·5
Jul 10	450·2	313·2	137·0	15·4	14·5	17·5	10·5	434·8	439·9	14·2	−0·4	1·5	308·3	131·5
Aug 14	448·0	310·9	137·1	13·8	14·5	17·3	10·5	434·2	436·6	14·1	−3·3	−0·2	306·2	130·4
Sep 11	455·9	314·8	141·1	20·4	14·7	17·6	10·8	435·6	433·6	14·0	−3·0	−2·2	303·9	129·8
Oct 9	438·9	305·2	133·7	17·1	14·2	17·0	10·3	421·8	428·4	13·8	−5·2	−3·8	300·6	127·8
Nov 13	435·6	304·6	131·0	14·3	14·1	17·0	10·1	421·3	424·6	13·7	−3·8	−4·0	298·7	125·9
Dec 11§	436·8	306·6	130·2	13·0	14·1	17·1	10·0	423·8	[422·2]	[13·6]	[−2·4]	[−3·8]	[297·2]	[125·0]

See footnotes to table 2·1.

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS						
	All	Male	Female	School leavers included in unemployed	All	Male	Female	Actual	Seasonally adjusted: Number	Per cent working population†	Change since previous month	Average change over 3 months ended	Male	Female
NORTH														
1982 Annual averages	214·6	158·8	55·8	10·9	15·5	18·7	10·4	203·9	191·3	13·8			141·0	50·3
1983††	225·7	164·7	61·0	11·8	16·7	20·1	12·0	213·9	206·6	15·3			151·6	55·0
1984	230·5	165·9	64·6	9·8	17·0	20·4	11·9	220·7	218·8	16·1			158·9	59·9
1985	237·6	169·3	68·4	10·4	17·3	20·6	12·3	227·2	225·2	16·4			161·9	63·3
1985 Dec 12	237·6	169·6	68·0	9·0	17·3	20·7	12·2	228·6	225·9	16·4	1·9	0·2	162·3	63·6
1986 Jan 9	246·2	176·0	70·2	8·5	17·9	21·5	12·6	237·7	228·4	16·6	2·5	1·1	164·2	64·2
Feb 6*	237·7	172·4	68·3	7·6	17·5	21·0	12·3	233·2	229·6	16·7	1·2	1·9	165·0	64·6
Mar 6	238·9	171·6	67·4	7·0	17·3	20·9	12·1	231·9	231·2	16·8	1·6	1·8	166·4	64·8
Apr 10	240·3	171·1	69·2	11·4	17·4	20·9	12·4	228·8	229·5	16·7	1·7	0·4	164·4	65·1
May 8	236·1	168·0	68·1	11·3	17·1	20·5	12·2	224·9	226·8	16·5	−2·7	−0·9	162·1	64·7
Jun 12	231·9	164·6	67·3	10·7	16·8	20·1	12·1	221·2	226·3	16·4	−0·5	−1·6	161·4	64·9
Jul 10	233·0	164·6	68·4	9·8	16·9	20·1	12·3	223·2	225·6	16·4	−0·7	−1·3	160·7	65·0
Aug 14	230·7	163·0	67·7	8·7	16·8	19·9	12·2	222·0	225·0	16·3	−0·6	−0·6	160·6	64·4
Sep 11	236·4	166·0	70·4	12·3	17·2	20·2	12·6	224·0	223·0	16·2	−2·0	−1·1	159·5	63·5
Oct 9	228·2	161·9	66·3	9·7	16·6	19·8	11·9	218·6	220·9	16·0	−2·1	−1·6	158·5	62·4
Nov 13	228·4	163·9	64·5	8·1	16·6	20·0	11·6	220·3	220·7	16·0	−0·2	−1·4	159·7	60·9
Dec 11§	228·3	164·8	63·5	7·2	16·6	20·1	11·4	221·1	[219·4]	[15·9]	[−1·3]	[−1·2]	[159·2]	[60·2]
WALES														
1982 Annual averages	164·8	120·9	43·8	7·7	13·8	16·3	9·7	157·1	148·1	12·4			108·2	39·9
1983††	170·4	122·9	47·5	8·3	14·2	16·8	10·2	162·1	157·5	13·2			114·1	43·4
1984	173·3	123·2	50·1	6·8	14·2	16·6	10·4	166·5	164·8	13·5			118·1	46·7
1985	180·6	127·7	52·9	6·8	14·6	17·1	10·9	173·8	172·0	13·9			122·5	49·4
1985 Dec 12	181·5	128·3	53·2	6·6	14·7	17·2	10·9	174·9	171·7	13·9	0·5	−0·3	122·2	49·5
1986 Jan 9	190·4	134·9	55·5	6·4	15·4	18·1	11·4	184·0	174·6	14·2	2·9	0·7	124·4	50·2
Feb 6*	186·5	132·4	54·2	5·8	15·1	17·7	11·1	180·9	175·1	14·2	0·5	1·3	124·5	50·6
Mar 6	184·2	131·2	53·0	5·2	14·9	17·6	10·9	179·0	176·4	14·3	1·3	1·6	125·6	50·8
Apr 10	183·9	130·3	53·6	6·9	14·9	17·4	11·0	176·9	175·8	14·3	−0·6	0·4	124·9	51·0
May 8	179·2	127·2	52·0	6·2	14·5	17·0	10·7	173·1	175·9	14·3	0·1	0·3	124·9	51·0
Jun 12	173·7	123·2	50·5	5·5	14·1	16·5	10·4	168·2	175·6	14·2	−0·3	−0·3	124·4	51·2
Jul 10	175·2	123·0	52·1	5·2	14·2	16·5	10·7	170·0	174·6	14·2	−1·0	−0·5	123·3	51·4
Aug 14	174·0	121·3	52·6	4·8	14·1	16·3	10·8	169·2	173·9	14·1	−0·7	−0·7	122·5	51·4
Sep 11	180·4	124·4	56·0	9·7	14·6	16·7	11·5	170·7	170·8	13·8	−3·1	−1·6	120·0	50·8
Oct 9	174·1	121·2	52·9	7·4	14·1	16·2	10·9	166·7	168·9	13·7	−1·9	−1·9	118·8	50·1
Nov 13	173·3	121·8	51·5	5·9	14·1	16·3	10·6	167·4	168·0	13·6	−0·9	−2·0	118·9	49·1
Dec 11§	173·5	122·4	51·1	5·2	14·1	16·4	10·5	168·4	[165·9]	[13·4]	[−2·1]	[−1·6]	[117·6]	[48·2]
SCOTLAND														
1982 Annual averages	318·0	223·9	94·1	17·8	13·0	15·3	9·5	300·2	286·7	11·7			201·6	85·1
1983††	335·6	232·1	103·4	20·6	13·7	16·0	10·4	315·0	307·0	12·6			213·9	93·1
1984	341·6	235·2	106·4	18·4	13·8	16·3	10·4	323·1	319·1	12·9			221·9	97·1
1985	353·0	243·6	109·3	17·3	14·0	16·7	10·3	335·7	331·4	13·2			230·5	100·9
1985 Dec 12	353·2	245·3	108·0	15·0	14·1	16·9	10·2	338·2	334·4	13·3	1·7	0·8	232·5	101·9
1986 Jan 9	371·1	256·9	114·3	20·5	14·8	17·7	10·8	350·7	334·8	13·3	0·4	0·3	233·1	101·7
Feb 6*	362·7	250·9	111·8	19·2	14·4	17·2	10·6	343·7	335·2	13·3	0·4	0·8	232·9	102·2
Mar 6	359·3	248·8	110·6	18·0	14·3	17·1	10·4	341·3	337·9	13·4	2·7	1·2	235·2	102·7
Apr 10	356·7	246·5	110·1	18·0	14·2	16·9	10·4	338·7	338·7	13·5	0·8	1·3	235·5	103·2
May 8	351·6	242·9	108·7	17·5	14·0	16·7	10·3	334·1	339·3	13·5	0·6	1·4	234·8	104·5
Jun 12	351·4	242·2	109·1	17·1	14·0	16·6	10·3	334·2	341·2	13·6	1·9	1·1	236·1	105·1
Jul 10	359·0	244·2	114·8	16·5	14·3	16·8	10·8	342·5	343·5	13·7	2·3	1·6	236·7	106·7
Aug 14	358·6	244·8	113·8	15·4	14·3	16·8	10·8	343·2	345·1	13·7	1·6	1·9	238·4	106·7
Sep 11	363·0	248·4	114·6	22·1	14·4	17·1	10·8	340·9	345·0	13·7	−0·1	1·3	239·0	106·0
Oct 9	359·2	247·5	111·7	19·1	14·3	17·0	10·6	340·2	345·8	13·8	0·8	0·8	240·2	105·6
Nov 13	360·1	249·3	110·8	16·2	14·3	17·1	10·5	343·9	346·3	13·8	0·5	0·4	241·2	105·1
Dec 11§	365·2	254·3	110·9	15·2	14·5	17·5	10·5	350·0	[347·7]	[13·8]	[1·4]	[0·9]	[242·8]	[104·9]
NORTHERN IRELAND														
1982 Annual averages	108·3	77·3	31·0	6·2	16·1	18·6	12·0	102·1	99·1	14·7			71·1	28·0
1983††	117·1	85·1	32·0	4·2	17·4	20·5	12·4	112·9	109·3	16·2			80·1	29·2
1984	121·4	87·7	33·7	3·3	18·0	21·2	12·9	118·1	113·2	16·8			82·7	30·5
1985	121·8	88·0	33·8	2·4	18·0	21·3	12·7	119·4	115·8	17·1			84·4	31·4
1985 Dec 12	121·5	88·6	32·9	2·3	17·9	21·4	13·2	119·2	119·2	17·6	1·7	0·6	87·0	32·2
1986 Jan 9	125·7	91·6	34·1	2·2	18·5	22·2	12·9	123·5	120·2	17·7	1·0	0·8	87·8	32·4
Feb 6*	124·7	91·6	33·1	1·9	18·4	22·2	12·5	124·3	121·4	17·9	1·2	1·3	88·6	32·8
Mar 6	124·4	91·8	32·6	1·7	18·3	22·2	12·3	122·7	122·9	18·1	1·5	1·2	89·9	33·0
Apr 10	126·2	92·7	33·4	2·6	18·6	22·5	12·6	123·6	124·3	18·7	1·4	2·3	90·9	33·4
May 8	124·7	91·7	33·1	2·2	18·4	22·2	12·5	122·5	124·8	18·4	0·5	1·1	91·3	33·5
Jun 12	125·9	92·0	33·9	2·0	18·6	22·3	12·8	123·9	126·4	18·6	1·6	1·2	92·3	34·1
Jul 10	129·4	93·0	36·4	1·9	19·1	22·5	13·7	127·6	127·0	18·7	0·6	0·9	92·5	34·5
Aug 14	130·0	93·4	36·6	1·7	19·2	22·6	13·8	128·3	128·2	18·9	1·2	1·1	93·2	35·0
Sep 11	135·0	96·2	38·8	4·2	19·9	23·3	14·6	130·8	128·7	19·0	0·5	0·8	93·4	35·3
Oct 9	130·6	93·9	36·7	3·2	19·3	22·7	13·8	127·4	130·1	19·2	1·4	1·0	94·2	35·9
Nov 13	128·4	93·2	35·2	2·6	18·9	22·6	13·3	125·8	128·0	18·9	−2·1	0·1	93·2	34·8
Dec 11§	128·8	94·1	34·7	2·3	19·0	22·8	13·1	126·5	[127·6]	[18·8]	[−0·4]	[−0·4]	[93·1]	[34·5]

See footnotes to table 2·1.

Unemployment in regions by assisted area status‡ and in travel-to-work areas* at December 11, 1986

	Male	Female	All	Rate †per cent employees and unemployed
ASSISTED REGIONS‡				
South West				
Development Areas	10,232	5,288	15,520	23·7
Intermediate Areas	17,328	10,026	27,354	15·6
Unassisted	103,463	58,910	162,373	10·8
All	**131,023**	**74,224**	**205,247**	**11·8**
West Midlands				
Intermediate Areas	187,607	79,914	267,521	16·1
Unassisted	44,189	24,754	68,943	11·0
All	**231,796**	**104,668**	**336,464**	**14·7**
East Midlands				
Development Areas	2,603	1,309	3,912	16·6
Intermediate Areas	1,442	626	2,068	16·6
Unassisted	129,648	62,914	192,562	12·1
All	**133,693**	**64,849**	**198,542**	**12·2**
Yorkshire and Humberside				
Development Areas	24,183	9,481	33,664	20·7
Intermediate Areas	111,887	44,639	156,526	16·7
Unassisted	80,948	38,633	119,581	12·5
All	**217,018**	**92,753**	**309,771**	**15·1**
North West				
Development Areas	133,316	51,960	185,276	18·9
Intermediate Areas	92,092	38,671	130,763	14·1
Unassisted	81,162	39,583	120,745	13·1
All	**306,570**	**130,214**	**436,784**	**15·5**
North				
Development Areas	133,618	47,859	181,477	19·8
Intermediate	17,129	7,057	24,186	15·0
Unassisted	14,068	8,588	22,656	11·9
All	**164,815**	**63,504**	**228,319**	**18·0**
Wales				
Development Areas	48,758	19,771	68,529	18·1
Intermediate Areas	63,552	25,692	89,244	15·2
Unassisted	10,133	5,640	15,773	13·6
All	**122,443**	**51,103**	**173,546**	**16·0**
Scotland				
Development Areas	151,198	60,263	211,461	18·4
Intermediate Areas	40,542	19,626	60,168	17·6
Unassisted	62,598	30,990	93,588	11·5
All	**254,338**	**110,879**	**365,217**	**15·9**
UNASSISTED REGIONS				
South East	512,478	252,074	764,552	9·5
East Anglia	53,258	28,667	81,925	10·4
GREAT BRITAIN				
Development Areas	503,908	195,931	699,839	19·0
Intermediate Areas	531,579	226,251	757,830	15·8
Unassisted	1,091,945	550,753	1,642,698	10·5
All	**2,127,432**	**972,935**	**3,100,367**	**12·9**
Northern Ireland	**94,113**	**34,687**	**128,800**	**22·0**
United Kingdom	**2,221,545**	**1,007,622**	**3,229,167**	**13·1**
TRAVEL TO WORK AREAS*				
England				
Accrington and Rossendale	3,956	1,992	5,948	13·2
Alfreton and Ashfield	5,138	2,002	7,140	12·5
Alnwick and Amble	1,401	706	2,107	20·0
Andover	1,089	980	2,069	7·5
Ashford	2,161	1,306	3,467	11·0
Aylesbury and Wycombe	5,563	3,390	8,953	5·9
Banbury	1,651	989	2,640	9·8
Barnsley	11,473	4,307	15,780	20·0
Barnstaple and Ilfracombe	2,424	1,310	3,734	15·3
Barrow-in-Furness	2,789	1,860	4,649	12·8
Basingstoke and Alton	2,348	1,488	3,836	5·5
Bath	3,354	2,010	5,364	8·8
Beccles and Halesworth	1,128	542	1,670	12·3
Bedford	3,886	2,136	6,022	7·7
Berwick-on-Tweed	716	393	1,109	11·9
Bicester	496	495	991	7·2
Bideford	1,107	606	1,713	18·3
Birmingham	84,163	34,789	118,952	15·8
Bishop Auckland	5,994	2,431	8,425	19·7
Blackburn	6,789	2,867	9,656	14·8
Blackpool	12,629	6,099	18,728	15·7
Blandford	484	410	894	11·0
Bodmin and Liskeard	2,426	1,436	3,862	19·6
Bolton and Bury	18,970	8,806	27,776	15·8
Boston	1,994	925	2,919	12·0
Bournemouth	7,974	3,852	11,826	12·1
Bradford	21,836	8,577	30,413	14·8
Bridgwater	2,512	1,484	3,996	13·7
Bridlington and Driffield	2,076	1,152	3,228	17·7
Bridport	629	326	955	13·1
Brighton	12,378	6,207	18,585	11·4
Bristol	22,858	11,179	34,037	10·6
Bude	645	394	1,039	18·1
Burnley	3,899	1,759	5,658	12·8
Burton-on-Trent	4,761	2,430	7,191	11·9
Bury St. Edmunds	979	851	1,830	6·0
Buxton	1,216	887	2,103	10·3
Calderdale	6,510	3,482	9,992	12·6
Cambridge	4,607	2,929	7,536	6·0
Canterbury	3,718	1,914	5,632	12·6

	Male	Female	All	Rate †per cent employees and unemployed
Carlisle	3,778	2,226	6,004	11·7
Castleford and Pontefract	6,339	2,508	8,847	15·4
Chard	443	348	791	9·5
Chelmsford and Braintree	4,347	2,987	7,334	7·1
Cheltenham	3,431	2,005	5,436	7·2
Chesterfield	7,881	3,446	11,327	15·4
Chichester	2,793	1,674	4,467	8·4
Chippenham	1,367	969	2,336	7·8
Cinderford and Ross-on-Wye	2,446	1,641	4,087	15·6
Cirencester	563	351	914	7·3
Clacton	2,510	1,105	3,615	18·1
Clitheroe	359	275	634	5·0
Colchester	4,539	3,039	7,578	10·5
Corby	2,603	1,309	3,912	16·6
Coventry and Hinckley	24,363	11,672	36,035	14·8
Crawley	5,272	3,617	8,889	5·2
Crewe	3,034	2,046	5,080	10·6
Cromer and North Walsham	1,868	883	2,751	15·8
Darlington	4,630	2,136	6,766	13·9
Dartmouth and Kingsbridge	798	450	1,248	17·7
Derby	12,457	5,312	17,769	12·0
Devizes	562	423	985	7·9
Diss	696	420	1,116	9·6
Doncaster	14,520	6,205	20,725	19·8
Dorchester and Weymouth	2,640	1,497	4,137	10·9
Dover and Deal	3,231	1,664	4,895	12·9
Dudley and Sandwell	31,567	13,428	44,995	16·5
Durham	6,103	2,547	8,650	13·4
Eastbourne	3,058	1,732	4,790	8·9
Evesham	1,365	1,056	2,421	8·6
Exeter	5,675	3,014	8,689	9·9
Fakenham	890	549	1,439	13·2
Falmouth	1,533	719	2,252	21·9
Folkestone	3,178	1,551	4,729	15·3
Gainsborough	1,442	626	2,068	16·6
Gloucester	4,055	2,166	6,221	8·9
Goole and Selby	2,888	1,660	4,548	16·6
Gosport and Fareham	3,844	2,514	6,358	12·3
Grantham	1,746	946	2,692	12·3
Great Yarmouth	5,651	2,554	8,205	19·3
Grimsby	8,875	3,383	12,258	15·4
Guildford and Aldershot	5,977	3,936	9,913	5·9
Harrogate	2,078	1,206	3,284	8·5
Hartlepool	7,289	2,282	9,571	22·3
Harwich	778	383	1,161	14·2
Hastings	4,496	2,081	6,577	13·8
Haverhill	579	441	1,020	9·0
Heathrow	31,382	17,661	49,043	7·0
Helston	965	671	1,636	25·2
Hereford and Leominster	3,166	1,896	5,062	11·5
Hertford and Harlow	9,855	6,281	16,136	7·3
Hexham	949	622	1,571	11·5
Hitchin and Letchworth	2,538	1,826	4,364	7·6
Honiton and Axminster	1,108	679	1,787	11·0
Horncastle and Market Rasen	940	625	1,565	14·1
Huddersfield	7,064	3,922	10,986	13·1
Hull	22,046	8,353	30,399	16·8
Huntingdon and St. Neots	2,071	1,614	3,685	9·0
Ipswich	5,397	2,948	8,345	8·2
Isle of Wight	4,831	2,668	7,499	16·8
Keighley	2,518	1,282	3,800	12·5
Kendal	1,002	603	1,605	8·0
Keswick	268	185	453	14·1
Kettering and Market Harborough	1,992	1,274	3,266	8·5
Kidderminster	3,423	2,004	5,427	14·8
King's Lynn and Hunstanton	3,168	1,904	5,072	12·2
Lancaster and Morecambe	5,105	2,387	7,492	15·3
Launceston	582	377	959	14·8
Leeds	28,202	11,820	40,022	12·0
Leek	617	398	1,015	8·5
Leicester	17,198	8,421	25,619	10·1
Lincoln	5,804	2,747	8,551	13·9
Liverpool	74,708	27,364	102,072	19·8
London	256,998	112,179	369,177	10·2
Loughborough and Coalville	3,884	2,012	5,896	9·9
Louth and Mablethorpe	1,516	700	2,216	17·6
Lowestoft	3,648	1,576	5,224	16·3
Ludlow	970	544	1,514	13·4
Macclesfield	2,658	1,721	4,379	8·3
Malton	288	192	480	7·3
Malvern and Ledbury	1,679	763	2,442	12·7
Manchester	76,719	31,267	107,986	13·9
Mansfield	6,478	2,662	9,140	15·0
Matlock	841	558	1,399	8·0
Medway and Maidstone	15,483	8,945	24,428	11·3
Melton Mowbray	960	808	1,768	8·5
Middlesbrough	21,788	6,976	28,764	21·8
Milton Keynes	5,728	3,150	8,878	12·4
Minehead	922	602	1,524	16·5
Morpeth and Ashington	6,396	2,374	8,770	18·3

2·4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status‡ and in travel-to-work areas* at December 11, 1986

	Male	Female	All	Rate † per cent employees and unemployed
Newark	2,001	1,054	3,055	13·1
Newbury	1,273	776	2,049	6·6
Newcastle upon Tyne	47,170	17,191	64,361	17·8
Newmarket	1,264	893	2,157	9·2
Newquay	1,668	1,146	2,814	27·8
Newton Abbot	1,987	1,217	3,204	13·6
Northallerton	696	425	1,121	9·4
Northampton	6,075	3,371	9,446	9·4
Northwich	3,853	2,240	6,093	13·1
Norwich	9,237	4,579	13,816	9·8
Nottingham	30,804	12,916	43,720	13·1
Okehampton	345	213	558	12·5
Oldham	7,910	3,590	11,500	13·8
Oswestry	1,060	583	1,643	12·8
Oxford	7,291	4,233	11,524	6·7
Pendle	2,769	1,466	4,235	13·7
Penrith	745	569	1,314	9·9
Penzance and St. Ives	2,821	1,283	4,104	23·7
Peterborough	7,744	3,830	11,574	12·6
Pickering and Helmsley	307	215	522	7·9
Plymouth	11,811	6,555	18,366	14·8
Poole	3,857	2,171	6,028	10·6
Portsmouth	13,268	6,271	19,539	12·1
Preston	11,273	5,591	16,864	10·8
Reading	6,222	3,313	9,535	6·9
Redruth and Camborne	3,245	1,469	4,714	22·1
Retford	1,740	1,046	2,786	13·9
Richmondshire	848	742	1,590	13·3
Ripon	481	375	856	8·2
Rochdale	7,022	3,275	10,297	16·6
Rotherham and Mexborough	16,710	6,421	23,131	22·1
Rugby and Daventry	2,952	2,082	5,034	10·4
Salisbury	2,028	1,458	3,486	8·6
Scarborough and Filey	3,325	1,584	4,909	16·0
Scunthorpe	6,430	2,610	9,040	17·5
Settle	297	194	491	9·3
Shaftesbury	765	505	1,270	8·8
Sheffield	33,137	13,814	46,951	16·2
Shrewsbury	2,834	1,573	4,407	10·3
Sittingbourne and Sheerness	3,659	2,001	5,660	14·5
Skegness	1,981	892	2,873	25·0
Skipton	577	376	953	8·9
Sleaford	806	515	1,321	12·2
Slough	7,108	3,979	11,087	6·5
South Molton	298	175	473	11·6
South Tyneside	11,619	3,989	15,608	25·7
Southampton	14,520	5,735	20,255	11·4
Southend	21,563	10,168	31,731	13·1
Spalding and Holbeach	1,414	957	2,371	10·7
St. Austell	2,262	1,293	3,555	15·4
Stafford	4,032	2,494	6,526	9·9
Stamford	1,041	779	1,820	10·9
Stockton-on-Tees	10,368	3,909	14,277	18·3
Stoke	15,370	7,878	23,248	12·1
Stroud	2,036	1,356	3,392	9·5
Sudbury	1,001	594	1,595	10·4
Sunderland	26,592	9,590	36,182	20·9
Swindon	6,383	3,582	9,965	11·3
Taunton	2,326	1,404	3,730	9·1
Telford and Bridgnorth	8,243	3,419	11,662	19·2
Thanet	5,610	2,660	8,270	20·5
Thetford	1,462	891	2,353	11·6
Thirsk	362	219	581	13·0
Tiverton	735	438	1,173	12·4
Torbay	5,458	2,943	8,401	18·5
Torrington	360	212	572	15·0
Totnes	588	364	952	15·1
Trowbridge and Frome	2,233	1,714	3,947	9·1
Truro	1,747	971	2,718	12·5
Tunbridge Wells	3,232	1,944	5,176	6·0
Uttoxeter and Ashbourne	612	439	1,051	10·1
Wakefield and Dewsbury	11,929	4,819	16,748	14·6
Walsall	18,181	7,499	25,680	17·0
Wareham and Swanage	648	394	1,042	10·8
Warminster	362	316	678	10·6
Warrington	6,743	3,130	9,873	12·7
Warwick	4,300	2,645	6,945	8·8
Watford and Luton	17,635	9,431	27,066	8·5
Wellingborough and Rushden	2,633	1,734	4,367	10·1
Wells	1,280	910	2,190	8·7
Weston-super-Mare	3,117	2,055	5,172	14·1
Whitby	1,043	450	1,493	23·2
Whitchurch and Market Drayton	1,165	699	1,864	13·7
Whitehaven	2,390	1,319	3,709	12·1
Widnes and Runcorn	7,980	3,094	11,074	18·2
Wigan and St. Helens	23,862	10,444	34,306	18·4
Winchester and Eastleigh	2,396	1,390	3,786	5·0
Windermere	414	310	724	12·0
Wirral and Chester	26,766	11,058	37,824	17·4
Wisbech	1,798	673	2,471	14·7
Wolverhampton	17,667	7,103	24,770	17·8
Woodbridge and Leiston	961	572	1,533	8·4
Worcester	3,953	2,168	6,121	10·6
Workington	2,798	1,491	4,289	16·7
Worksop	3,036	1,231	4,267	17·6
Worthing	3,783	2,070	5,853	8·5
Yeovil	2,159	1,548	3,707	9·2
York	5,670	3,440	9,110	10·1
Wales				
Aberdare	2,881	960	3,841	20·5
Aberystwyth	909	493	1,402	11·9
Bangor and Caernarfon	3,564	1,440	5,004	18·1
Blenau Gwent and Abergavenny	4,859	1,935	6,794	19·2
Brecon	552	290	842	10·9
Bridgend	6,365	2,493	8,858	16·4
Cardiff	20,336	7,565	27,901	13·7
Cardigan	1,127	550	1,677	26·1
Carmarthen	1,215	607	1,822	10·5
Conwy and Colwyn	3,246	1,737	4,983	15·8
Denbigh	751	509	1,260	14·2
Dolgellau and Barmouth	485	277	762	17·0
Fishguard	497	217	714	21·9
Haverfordwest	2,750	1,051	3,801	17·9
Holyhead	2,754	1,228	3,982	22·9
Lampeter and Aberaeron	820	361	1,181	24·8
Llandeilo	364	198	562	16·3
Llandrindod Wells	639	428	1,067	14·2
Llanelli	3,857	1,957	5,814	17·8
Machynlleth	367	223	590	18·8
Merthyr and Rhymney	7,401	2,424	9,825	18·7
Monmouth	387	224	611	12·5
Neath and Port Talbot	4,893	2,017	6,910	13·6
Newport	8,857	3,701	12,558	15·3
Newtown	674	348	1,022	12·3
Pontypool and Cwmbran	3,898	1,768	5,666	14·9
Pontypridd and Rhondda	7,905	2,810	10,715	16·6
Porthmadoc and Ffestiniog	757	432	1,189	19·1
Pwllheli	833	404	1,237	22·2
Shotton, Flint and Rhyl	8,533	4,090	12,623	18·4
South Pembrokeshire	2,257	1,001	3,258	23·5
Swansea	11,838	4,664	16,502	14·6
Welshpool	544	306	850	12·6
Wrexham	5,328	2,395	7,723	16·9
Scotland				
Aberdeen	10,110	4,547	14,657	8·9
Alloa	2,502	1,055	3,557	18·5
Annan	807	463	1,270	15·4
Arbroath	1,236	693	1,929	20·5
Ayr	4,839	2,263	7,102	14·4
Badenoch	485	305	790	21·1
Banff	724	380	1,104	13·9
Bathgate	7,020	2,788	9,808	20·6
Berwickshire	455	274	729	15·1
Blairgowrie and Pitlochry	1,064	613	1,677	16·7
Brechin and Montrose	1,205	663	1,868	14·3
Buckie	459	236	695	17·2
Campbeltown	557	277	834	18·9
Crieff	338	179	517	14·6
Cumnock and Sanquhar	3,442	1,114	4,556	26·9
Dumbarton	3,552	2,053	5,605	19·1
Dumfries	1,607	962	2,569	10·4
Dundee	10,668	5,041	15,709	15·8
Dunfermline	5,518	2,847	8,365	16·4
Dunoon and Bute	987	640	1,627	20·6
Edinburgh	24,598	11,008	35,606	11·7
Elgin	1,246	828	2,074	13·2
Falkirk	7,575	3,519	11,094	16·3
Forfar	825	505	1,330	12·0
Forres	435	331	766	25·7
Fraserburgh	561	291	852	13·7
Galashiels	838	485	1,323	8·4
Girvan	593	283	876	23·6
Glasgow	81,999	31,136	113,135	17·2
Greenock	7,185	2,770	9,955	20·5
Haddington	855	452	1,307	11·1
Hawick	522	290	812	9·5
Huntly	270	163	433	13·8
Invergordon and Dingwall	2,199	899	3,098	21·2
Inverness	3,599	1,702	5,301	14·0
Irvine	8,402	3,417	11,819	24·9
Islay/Mid Argyll	505	256	761	16·3
Keith	467	256	723	13·8
Kelso and Jedburgh	306	191	497	9·7
Kilmarnock	3,876	1,703	5,579	17·6
Kirkcaldy	7,868	3,728	11,596	17·4
Lanarkshire	23,818	9,548	33,366	21·2
Lochaber	1,094	756	1,850	23·2
Lockerbie	367	233	600	14·9
Newton Stewart	471	234	705	21·0

Unemployment in regions by assisted area status‡ and in travel-to-work areas* at December 11, 1986

	Male	Female	All	Rate † per cent employees and unemployed
North East Fife	1,223	810	2,033	12·0
Oban	785	566	1,351	18·4
Orkney Islands	619	332	951	14·1
Peebles	326	210	536	11·3
Perth	2,399	1,136	3,535	10·7
Peterhead	1,323	689	2,012	15·1
Shetland Islands	558	340	898	7·5
Skye and Wester Ross	713	490	1,203	25·3
Stewartry	656	409	1,065	14·0
Stirling	3,108	1,653	4,761	13·6
Stranraer	1,020	497	1,517	18·1
Sutherland	615	335	950	24·1
Thurso	529	277	806	13·3
Western Isles	1,798	556	2,354	24·0
Wick	617	202	819	17·0
Northern Ireland				
Ballymena	2,433	1,136	3,569	16·4
Belfast	45,301	18,200	63,501	18·6
Coleraine	5,911	1,835	7,746	28·0
Cookstown	2,022	744	2,766	37·0
Craigavon	8,172	3,490	11,662	21·4
Dungannon	3,033	1,039	4,072	31·0
Enniskillen	3,469	1,058	4,527	27·8
Londonderry	10,004	2,720	12,724	29·2
Magherafelt	2,208	803	3,011	30·2
Newry	5,734	1,979	7,713	32·6
Omagh	2,648	1,001	3,649	24·6
Strabane	3,178	682	3,860	38·1

† The number of unemployed as a percentage of the mid-1985 estimates of employees in employment and the unemployed. This is on a different base from the percentage rates given in tables 2·1, 2·2 and 2·3.
* Travel to work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the October 1984 (page 467), March 1985 (page 126) and February 1986 (page 86) issues.
‡ Assisted area status as designated on November 29, 1984. There are no Development Areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.

UNEMPLOYMENT 2·5
Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1984 Oct	719·5	200·7	366·2	1,286·4	578·2	275·0	727·6	1,580·9	104·4	70·4	183·1	357·9	1,402·1	546·2	1,276·9	3,225·1
1985 Jan	693·2	227·9	365·0	1,286·2	642·3	287·2	758·2	1,687·7	108·3	66·0	192·7	367·1	1,443·8	581·2	1,316·0	3,341·0
Apr	547·5	306·8	359·0	1,213·3	603·0	312·1	778·0	1,693·0	99·4	69·7	197·1	366·3	1,249·9	688·5	1,334·2	3,272·6
July	617·1	265·2	350·9	1,233·1	571·1	295·3	782·4	1,648·8	93·9	65·5	193·6	353·1	1,282·1	626·1	1,326·9	3,235·0
Oct	693·8	193·5	358·0	1,245·2	596·8	278·5	792·6	1,667·9	101·1	61·4	201·2	363·8	1,391·6	533·4	1,351·9	3,276·9
1986 Jan	678·7	218·6	349·6	1,246·9	672·4	295·5	814·5	1,782·4	108·8	62·1	207·5	378·4	1,459·9	576·2	1,371·6	3,407·7
Apr*	572·1	280·3	331·5	1,183·8	626·8	317·0	819·3	1,763·0	104·3	68·1	205·8	378·2	1,303·2	665·4	1,356·5	3,325·1
July	608·7	247·8	321·2	1,177·7	595·5	312·4	821·9	1,729·9	99·7	67·6	204·7	372·1	1,304·0	627·8	1,347·8	3,279·6
Oct	634·2	193·9	317·4	1,145·5	604·7	295·4	815·8	1,715·9	102·2	65·6	207·8	375·7	1,341·1	555·0	1,341·0	3,237·2
MALE																
1984 Oct	417·5	118·7	245·2	781·4	375·4	177·3	591·6	1,144·3	89·0	60·4	142·9	292·3	881·9	356·4	979·7	2,218·0
1985 Jan	408·9	137·7	245·3	791·9	427·8	182·6	615·2	1,225·7	92·1	56·2	150·1	298·5	928·9	376·5	1,010·7	2,316·0
Apr	326·8	183·9	242·4	753·1	393·8	199·3	628·5	1,221·7	84·7	58·4	152·9	296·0	806·3	441·6	1,023·8	2,270·7
July	360·5	157·6	237·4	755·5	359·1	188·4	629·8	1,177·4	79·4	54·6	149·3	283·3	799·1	400·7	1,016·5	2,216·2
Oct	403·9	115·3	239·6	758·9	375·3	174·3	634·5	1,184·1	85·1	51·5	154·4	291·0	864·4	341·1	1,028·4	2,234·0
1986 Jan	402·1	131·1	234·3	768·2	441·5	182·1	650·7	1,274·2	92·3	51·9	159·0	303·2	936·5	365·1	1,044·0	2,345·6
Apr*	341·1	167·2	222·8	731·2	406·0	197·1	653·2	1,256·3	89·0	56·5	157·0	302·6	836·1	420·9	1,033·0	2,290·0
July	354·7	146·5	214·8	715·9	369·8	197·4	652·2	1,219·4	84·1	56·5	155·5	296·1	808·7	400·4	1,022·5	2,231·5
Oct	370·6	114·6	210·3	695·5	377·0	183·3	645·6	1,205·9	85·6	55·2	157·6	298·3	833·1	353·2	1,013·5	2,199·8
FEMALE																
1984 Oct	302·0	82·0	120·9	504·9	202·8	97·7	136·0	436·6	15·4	10·0	40·2	65·6	520·2	189·8	297·1	1,007·1
1985 Jan	284·3	90·2	119·7	494·3	214·4	104·6	143·0	462·0	16·1	9·8	42·6	68·6	514·9	204·7	305·3	1,024·9
Apr	220·7	122·9	116·6	460·2	209·1	112·8	149·4	411·3	14·7	11·3	44·3	70·3	444·5	247·0	310·4	1,001·8
July	256·5	107·6	113·5	477·7	211·9	106·9	152·6	471·4	14·5	10·9	44·3	69·7	483·0	225·4	310·4	1,018·8
Oct	289·8	78·1	118·4	486·3	221·4	104·2	158·2	483·8	16·0	9·9	46·9	72·8	527·2	192·3	323·4	1,042·9
1986 Jan	276·0	87·5	115·3	478·7	231·0	113·4	163·8	508·2	16·5	10·2	48·6	75·2	523·4	211·1	327·7	1,062·1
Apr*	230·9	113·1	108·6	452·7	220·8	119·8	166·1	506·7	15·3	11·6	48·8	75·6	467·0	244·5	323·5	1,035·0
July	254·0	101·3	106·5	461·7	225·7	115·0	169·7	510·4	15·6	11·2	49·2	76·0	495·3	227·5	325·4	1,048·1
Oct	263·6	79·3	107·1	450·0	227·7	112·1	170·2	510·0	16·7	10·5	50·3	77·4	508·0	201·9	327·5	1,037·4

* See footnote to table 2·1.

2·7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE AND FEMALE									Thousand
1985 Oct	211·2	344·2	689·8	766·9	475·6	425·4	287·8	76·0	3,276·9
1986 Jan	186·8	342·1	718·1	818·5	512·3	451·6	300·1	78·4	3,407·7
Apr*	186·6	314·6	682·6	805·2	510·2	447·7	301·0	77·2	3,325·1
Jul	170·8	303·7	703·2	788·8	499·6	441·5	296·1	75·9	3,279·6
Oct	186·5	301·9	657·1	779·6	494·4	442·0	298·0	77·7	3,237·2
	Proportion of number unemployed								Per cent
1985 Oct	6·4	10·5	21·1	23·4	14·5	13·0	8·8	2·3	100·0
1986 Jan	5·5	10·0	21·1	24·0	15·0	13·3	8·8	2·3	100·0
Apr	5·6	9·5	20·5	24·2	15·3	13·5	9·1	2·3	100·0
Jul	5·2	9·3	21·4	24·1	15·2	13·5	9·0	2·3	100·0
Oct	5·8	9·3	20·3	24·1	15·3	13·7	9·2	2·4	100·0
MALE									Thousand
1985 Oct	122·0	199·3	437·6	519·3	358·3	306·5	216·1	74·8	2,234·0
1986 Jan	107·6	200·3	460·3	559·0	387·7	327·5	226·0	77·2	2,345·6
Apr*	107·1	185·2	438·9	548·8	384·1	323·4	226·4	76·2	2,290·0
Jul	97·4	176·0	442·5	531·4	371·9	316·1	221·3	74·8	2,231·5
Oct	106·4	173·0	416·1	522·8	367·3	315·9	221·8	76·6	2,199·8
	Proportion of number unemployed								Per cent
1985 Oct	5·5	8·9	19·6	23·2	16·0	13·7	9·7	3·4	100·0
1986 Jan	4·6	8·5	19·6	23·8	16·5	14·0	9·6	3·3	100·0
Apr	4·7	8·1	19·2	24·0	16·8	14·1	9·9	3·3	100·0
Jul	4·4	7·9	19·8	23·8	16·7	14·2	9·9	3·3	100·0
Oct	4·8	7·9	18·9	23·8	16·7	14·4	10·1	3·5	100·0
FEMALE									Thousand
1985 Oct	89·2	144·9	252·2	247·6	117·3	118·9	71·6	1·1	1,042·9
1986 Jan	79·1	141·8	257·8	259·5	124·6	124·1	74·1	1·2	1,062·1
Apr*	79·5	129·4	243·7	256·4	126·0	124·3	74·6	1·0	1,035·0
Jul	73·4	127·7	260·6	257·3	127·7	125·4	74·8	1·1	1,048·1
Oct	80·1	128·9	241·0	256·8	127·1	126·1	76·3	1·1	1,037·4
	Proportion of number unemployed								Per cent
1985 Oct	8·6	13·9	24·2	23·7	11·2	11·4	6·9	0·1	100·0
1986 Jan	7·5	13·3	24·3	24·4	11·7	11·7	7·0	0·1	100·0
Apr	7·7	12·5	23·5	24·8	12·2	12·0	7·2	0·1	100·0
Jul	7·0	12·2	24·9	24·5	12·2	12·0	7·1	0·1	100·0
Oct	7·7	12·4	23·2	24·8	12·3	12·2	7·4	0·1	100·0

2·8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE								Thousand
1985 Oct	202·7	163·9	322·3	241·3	461·4	533·4	1,351·9	3,276·9
1986 Jan	185·1	132·3	265·6	288·4	588·5	576·2	1,371·6	3,407·7
Apr*	199·2	131·0	221·7	252·5	498·8	665·4	1,356·5	3,325·1
Jul	227·0	154·8	226·8	226·9	468·4	627·8	1,347·8	3,279·6
Oct	196·3	157·3	302·2	231·9	453·5	555·0	1,341·0	3,237·2
	Proportion of number unemployed							Per cent
1985 Oct	6·2	5·0	9·8	7·4	14·1	16·3	41·3	100·0
1986 Jan	5·4	3·8	7·8	8·5	17·3	16·9	40·3	100·0
Apr	6·0	3·9	6·7	7·6	15·0	20·0	40·8	100·0
Jul	6·9	4·7	6·9	6·9	14·3	19·2	41·1	100·0
Oct	6·1	4·9	9·3	7·2	14·0	17·1	41·4	100·0
MALE								Thousand
1985 Oct	127·9	101·3	193·2	153·5	288·5	341·1	1,028·4	2,234·0
1986 Jan	115·1	86·3	176·6	187·7	370·8	365·1	1,044·0	2,345·6
Apr*	124·6	82·7	143·1	160·7	325·0	420·9	1,033·0	2,290·0
Jul	134·3	94·5	142·9	142·5	294·5	400·4	1,022·4	2,231·5
Oct	124·6	97·5	181·4	147·1	282·6	353·2	1,013·5	2,199·8
	Proportion of number unemployed							Per cent
1985 Oct	5·7	4·5	8·7	6·9	12·9	15·3	46·0	100·0
1986 Jan	4·9	3·7	7·5	8·0	15·8	15·6	44·5	100·0
Apr	5·4	3·6	6·2	7·0	14·2	18·4	45·1	100·0
Jul	6·0	4·2	6·4	6·4	13·2	18·0	45·8	100·0
Oct	5·7	4·4	8·2	6·7	12·8	16·1	46·1	100·0
FEMALE								Thousand
1985 Oct	74·8	62·6	129·1	87·8	173·0	192·3	323·4	1,042·9
1986 Jan	70·0	46·0	89·0	100·7	217·7	211·1	327·7	1,062·1
Apr*	74·6	48·3	78·6	91·8	173·8	244·5	323·5	1,035·0
Jul	92·8	60·3	83·9	84·4	173·9	227·5	325·4	1,048·1
Oct	71·7	59·8	120·8	84·8	170·8	201·9	327·5	1,037·4
	Proportion of number unemployed							Per cent
1985 Oct	7·2	6·0	12·4	8·4	16·6	18·4	31·0	100·0
1986 Jan	6·6	4·3	8·4	9·5	20·5	19·9	30·8	100·0
Apr	7·2	4·7	7·6	8·9	16·8	23·6	31·3	100·0
Jul	8·8	5·8	8·0	8·1	16·6	21·3	31·0	100·0
Oct	6·9	5·8	11·6	8·2	16·5	19·5	31·6	100·0

*See footnotes to table 2·1.

UNEMPLOYMENT Area statistics 2·9

Unemployment in counties and local authority districts at December 11, 1986

	Male	Female	All	Rate †per cent employees and unemployed
SOUTH EAST				
Bedfordshire	14,383	7,570	21,953	10·0
Luton	7,024	3,006	10,030	
Mid Bedfordshire	1,463	1,240	2,703	
North Bedfordshire	3,477	1,799	5,276	
South Bedfordshire	2,419	1,525	3,944	
Berkshire	13,734	7,616	21,350	6·6
Bracknell	1,599	1,072	2,671	
Newbury	1,673	1,111	2,784	
Reading	4,159	1,732	5,891	
Slough	3,113	1,492	4,605	
Windsor and Maidenhead	1,870	1,139	3,009	
Wokingham	1,320	1,070	2,390	
Buckinghamshire	11,470	6,524	17,994	7·8
Aylesbury Vale	2,096	1,343	3,439	
Chiltern	998	635	1,633	
Milton Keynes	5,203	2,757	7,960	
South Buckinghamshire	777	471	1,248	
Wycombe	2,396	1,318	3,714	
East Sussex	19,242	9,556	28,798	11·5
Brighton	6,703	3,070	9,773	
Eastbourne	2,084	1,044	3,128	
Hastings	3,049	1,282	4,331	
Hove	2,908	1,485	4,393	
Lewes	1,533	885	2,418	
Rother	1,506	835	2,341	
Wealden	1,459	955	2,414	
Essex	38,893	20,739	59,632	11·2
Basildon	5,745	2,580	8,325	
Braintree	2,115	1,476	3,591	
Brentwood	1,239	674	1,913	
Castle Point	2,097	1,083	3,180	
Chelmsford	2,208	1,558	3,766	
Colchester	3,415	2,302	5,717	
Epping Forest	2,354	1,332	3,686	
Harlow	2,299	1,311	3,610	
Maldon	1,088	682	1,770	
Rochford	1,400	779	2,179	
Southend-on-Sea	5,438	2,398	7,836	
Tendring	3,810	1,810	5,620	
Thurrock	4,939	2,193	7,132	
Uttlesford	746	561	1,307	
Hampshire	40,399	20,340	60,739	9·8
Basingstoke and Deane	2,124	1,300	3,424	
East Hampshire	1,372	931	2,303	
Eastleigh	1,989	1,202	3,191	
Fareham	1,931	1,246	3,177	
Gosport	2,139	1,452	3,591	
Hart	753	604	1,357	
Havant	4,359	1,888	6.247	
New Forest	3,627	1,651	5,278	
Portsmouth	7,875	3,706	11,581	
Rushmoor	1,172	954	2,126	
Southampton	10,120	3,636	13,756	
Test Valley	1,532	1,018	2,550	
Winchester	1,406	752	2,158	
Hertfordshire	17,239	10,829	28,068	6·8
Broxbourne	1,587	1,047	2,634	
Dacorum	2,170	1,566	3,736	
East Hertfordshire	1,444	1,080	2,524	
Hertsmere	1,610	879	2,489	
North Hertfordshire	2,019	1,282	3,301	
St Albans	1,815	1,056	2,871	
Stevenage	2,043	1,282	3,325	
Three Rivers	1,099	624	1,723	
Watford	1,769	947	2,716	
Welwyn Hatfield	1,683	1,066	2,749	
Isle of Wight	4,831	2,668	7,499	16·8
Medina	2,630	1,436	4,066	
South Wight	2,201	1,232	3,433	
Kent	42,302	23,122	65,424	11·7
Ashford	2,231	1,350	3,581	
Canterbury	3,718	1,914	5,632	
Dartford	1,846	1,001	2,847	
Dover	3,231	1,664	4,895	
Gillingham	2,834	1,660	4,494	
Gravesham	3,079	1,681	4,760	
Maidstone	2,698	1,611	4,309	
Rochester-upon-Medway	5,277	2,976	8,253	
Sevenoaks	1,826	1,060	2,886	
Shepway	3,178	1,551	4,729	
Swale	3,659	2,001	5,660	
Thanet	5,610	2,660	8,270	
Tonbridge and Malling	1,633	1,086	2,719	
Tunbridge Wells	1,482	907	2,389	
Oxfordshire	9,760	5,886	15,646	6·9
Cherwell	1,938	1,313	3,251	
Oxford	3,274	1,482	4,756	
South Oxfordshire	1,867	1,130	2,997	
West Oxfordshire	1,205	963	2,168	
Vale of White Horse	1,476	998	2,474	
Surrey	13,016	7,562	20,578	***
Elmbridge	1,392	834	2,226	
Epsom and Ewell	888	510	1,398	
Guildford	1,629	866	2,495	
Mole Valley	872	446	1,318	
Reigate and Banstead	1,561	927	2,488	
Runnymede	1,037	625	1,662	
Spelthorne	1,473	905	2,378	
Surrey Heath	877	589	1,466	
Tandridge	1,022	575	1,597	
Waverley	1,176	642	1,818	
Woking	1,089	643	1,732	

	Male	Female	All	Rate †per cent employees and unemployed
West Sussex	11,072	6,894	17,966	7·0
Adur	1,135	666	1,801	
Arun	2,484	1,489	3,973	
Chichester	1,543	901	2,444	
Crawley	1,392	900	2,292	
Horsham	1,319	879	2,198	
Mid Sussex	1,353	1,087	2,440	
Worthing	1,846	972	2,818	
Greater London	276,137	122,768	398,905	10·2
Barking and Dagenham	5,457	2,291	7,748	
Barnet	7,076	3,866	10,942	
Bexley	5,311	3,089	8,400	
Brent	12,014	5,480	17,494	
Bromley	6,471	3,373	9,844	
Camden	10,170	4,592	14,762	
City of London	81	33	114	
City of Westminster	9,461	4,078	13,539	
Croydon	8,678	4,445	13,123	
Ealing	9,478	4,786	14,264	
Enfield	7,180	3,336	10,516	
Greenwich	9,989	4,404	14,393	
Hackney	14,960	5,804	20,764	
Hammersmith and Fulham	8,725	3,624	12,349	
Haringey	12,373	5,449	17,822	
Harrow	3,901	2,251	6,152	
Havering	5,811	2,712	8,523	
Hillingdon	4,443	2,684	7,127	
Hounslow	5,623	3,343	8,966	
Islington	12,093	5,012	17,105	
Kensington and Chelsea	6,307	3,026	9,333	
Kingston-upon-Thames	2,544	1,335	3,879	
Lambeth	18,320	7,173	25,493	
Lewisham	13,115	5,276	18,391	
Merton	4,321	2,101	6,422	
Newham	12,716	4,639	17,355	
Redbridge	6,037	3,047	9,084	
Richmond-upon-Thames	2,903	1,758	4,661	
Southwark	15,625	5,710	21,335	
Sutton	3,194	1,894	5,088	
Tower Hamlets	12,374	3,647	16,021	
Waltham Forest	8,346	3,687	12,033	
Wandsworth	11,040	4,823	15,863	
EAST ANGLIA				
Cambridgeshire	15,174	8,490	23,664	9·2
Cambridge	2,465	1,186	3,651	
East Cambridgeshire	739	561	1,300	
Fenland	2,354	1,160	3,514	
Huntingdon	2,261	1,751	4,012	
Peterborough	6,204	2,810	9,014	
South Cambridgeshire	1,151	1,022	2,173	
Norfolk	23,630	12,058	35,688	12·4
Breckland	2,501	1,539	4,040	
Broadland	1,787	1,151	2,938	
Great Yarmouth	5,257	2,307	7,564	
Norwich	6,078	2,526	8,604	
North Norfolk	2,471	1,282	3,753	
South Norfolk	1,901	1,170	3,071	
West Norfolk	3,635	2,083	5,718	
Suffolk	14,454	8,119	22,573	9·3
Babergh	1,425	859	2,284	
Forest Heath	849	613	1,462	
Ipswich	3,648	1,720	5,368	
Mid Suffolk	1,040	848	1,888	
St Edmundsbury	1,401	1,148	2,549	
Suffolk Coastal	1,764	1,042	2,806	
Waveney	4,327	1,889	6,216	
SOUTH WEST				
Avon	29,192	15,139	44,331	10·6
Bath	2,360	1,279	3,639	
Bristol	17,357	7,514	24,871	
Kingswood	1,914	1,217	3,131	
Northavon	2,164	1,622	3,786	
Wansdyke	1,400	912	2,312	
Woodspring	3,997	2,595	6,592	
Cornwall	18,584	10,274	28,858	19·7
Caradon	2,047	1,354	3,401	
Carrick	3,088	1,596	4,684	
Kerrier	4,037	2,103	6,140	
North Cornwall	2,351	1,421	3,772	
Penwith	3,249	1,416	4,665	
Restormel	3,756	2,314	6,070	
Scilly Isles	56	70	126	
Devon	32,057	17,736	49,793	13·7
East Devon	2,355	1,418	3,773	
Exeter	3,247	1,608	4,855	
Mid Devon	1,386	844	2,230	
North Devon	2,774	1,542	4,316	
Plymouth	9,919	5,182	15,101	
South Hams	1,718	1,101	2,819	
Teignbridge	2,797	1,663	4,460	
Torbay	5,279	2,844	8,123	
Torridge	1,577	901	2,478	
West Devon	1,005	633	1,638	
Dorset	16,413	8,826	25,239	11·3
Bournemouth	5,985	2,739	8,724	
Christchurch	800	479	1,279	
North Dorset	748	565	1,313	
Poole	3,315	1,845	5,160	
Purbeck	857	511	1,368	
West Dorset	1,449	839	2,288	
Weymouth and Portland	2,094	1,143	3,237	
Wimborne	1,165	705	1,870	

Unemployment in counties and local authority districts at December 11, 1986

	Male	Female	All	Rate †per cent employees and unemployed
Gloucestershire	**12,293**	**7,393**	**19,686**	**8·9**
Cheltenham	2,442	1,290	3,732	
Cotswold	1,026	722	1,748	
Forest of Dean	2,167	1,485	3,652	
Gloucester	3,171	1,511	4,682	
Stroud	2,069	1,405	3,474	
Tewkesbury	1,418	980	2,398	
Somerset	**10,409**	**6,895**	**17,304**	**10·5**
Mendip	1,887	1,351	3,238	
Sedgemoor	2,647	1,615	4,262	
Taunton Deane	2,236	1,335	3,571	
West Somerset	1,042	631	1,673	
Yeovil	2,597	1,963	4,560	
Wiltshire	**12,075**	**7,961**	**20,036**	**9·5**
Kennet	994	903	1,897	
North Wiltshire	1,909	1,352	3,261	
Salisbury	1,949	1,333	3,282	
Thamesdown	5,300	2,843	8,143	
West Wiltshire	1,923	1,530	3,453	
WEST MIDLANDS				
Hereford and Worcester	**19,372**	**11,100**	**30,472**	**12·8**
Bromsgrove	2,751	1,480	4,231	
Hereford	1,605	945	2,550	
Leominster	991	572	1,563	
Malvern Hills	2,145	1,082	3,227	
Redditch	2,760	1,624	4,384	
South Herefordshire	1,122	735	1,857	
Worcester	2,721	1,354	4,075	
Wychavon	2,067	1,428	3,495	
Wyre Forest	3,210	1,880	5,090	
Shropshire	**14,103**	**6,706**	**20,809**	**14·9**
Bridgnorth	1,403	820	2,223	
North Shropshire	1,300	793	2,093	
Oswestry	918	490	1,408	
Shrewsbury and Atcham	2,518	1,382	3,900	
South Shropshire	955	539	1,494	
The Wrekin	7,009	2,682	9,691	
Staffordshire	**34,165**	**18,322**	**52,487**	**13·3**
Cannock Chase	3,572	1,970	5,542	
East Staffordshire	2,899	1,643	4,542	
Lichfield	2,615	1,561	4,176	
Newcastle-under-Lyme	3,645	1,897	5,542	
South Staffordshire	3,396	1,834	5,230	
Stafford	2,956	1,822	4,778	
Staffordshire Moorlands	1,981	1,433	3,414	
Stoke-on-Trent	9,846	4,598	14,444	
Tamworth	3,255	1,564	4,819	
Warwickshire	**13,790**	**8,227**	**22,017**	**11·6**
North Warwickshire	1,830	1,117	2,947	
Nuneaton and Bedworth	4,540	2,363	6,903	
Rugby	2,316	1,559	3,875	
Stratford-on-Avon	1,919	1,318	3,237	
Warwick	3,185	1,870	5,055	
West Midlands	**150,366**	**60,313**	**210,679**	**15·9**
Birmingham	64,578	24,370	88,948	
Coventry	17,323	7,673	24,996	
Dudley	13,463	6,164	19,627	
Sandwell	18,254	7,279	25,533	
Solihull	7,240	3,636	10,876	
Walsall	13,965	5,216	19,181	
Wolverhampton	15,543	5,975	21,518	
EAST MIDLANDS				
Derbyshire	**33,835**	**15,914**	**49,749**	**13·7**
Amber Valley	3,268	1,612	4,880	
Bolsover	3,164	1,229	4,393	
Chesterfield	4,619	2,033	6,652	
Derby	10,210	4,065	14,275	
Erewash	3,556	1,765	5,321	
High Peak	2,214	1,519	3,733	
North East Derbyshire	3,733	1,857	5,590	
South Derbyshire	1,826	987	2,813	
West Derbyshire	1,245	847	2,092	
Leicestershire	**24,851**	**12,959**	**37,810**	**9·8**
Blaby	1,217	903	2,120	
Hinckley and Bosworth	1,838	1,289	3,127	
Charnwood	2,860	1,821	4,681	
Harborough	918	649	1,567	
Leicester	13,290	5,607	18,897	
Melton	765	607	1,372	
North West Leicestershire	2,679	1,139	3,818	
Oadby and Wigston	792	535	1,327	
Rutland	492	409	901	
Lincolnshire	**19,003**	**9,899**	**28,902**	**14·0**
Boston	1,823	866	2,689	
East Lindsey	4,521	2,224	6,745	
Lincoln	4,296	1,745	6,041	
North Kesteven	1,867	1,214	3,081	
South Holland	1,468	998	2,466	
South Kesteven	2,759	1,641	4,400	
West Lindsey	2,269	1,211	3,480	
Northamptonshire	**14,247**	**8,517**	**22,764**	**10·5**
Corby	2,444	1,208	3,652	
Daventry	1,033	873	1,906	
East Northamptonshire	983	784	1,767	
Kettering	1,683	1,048	2,731	
Northampton	5,442	2,818	8,260	
South Northamptonshire	814	709	1,523	
Wellingborough	1,848	1,077	2,925	
Nottinghamshire	**41,757**	**17,560**	**59,317**	**13·1**
Ashfield	4,165	1,652	5,817	
Bassetlaw	4,430	2,157	6,587	
Broxtowe	3,114	1,517	4,631	
Gedling	2,982	1,664	4,646	
Mansfield	4,172	1,708	5,880	
Newark	3,439	1,679	5,118	
Nottingham	17,129	5,901	23,030	
Rushcliffe	2,326	1,282	3,608	
YORKSHIRE AND HUMBERSIDE				
Humberside	**41,235**	**16,421**	**57,656**	**16·8**
Beverley	2,427	1,494	3,921	
Boothferry	2,484	1,271	3,755	
Cleethorpes	3,105	1,315	4,420	
East Yorkshire	2,426	1,386	3,812	
Glanford	2,005	1,113	3,118	
Great Grimsby	5,305	1,786	7,091	
Holderness	1,539	807	2,346	
Kingston-upon-Hull	17,946	5,979	23,925	
Scunthorpe	3,998	1,270	5,268	
North Yorkshire	**17,729**	**10,508**	**28,237**	**11·0**
Craven	960	623	1,583	
Hambleton	1,681	1,008	2,689	
Harrogate	2,720	1,705	4,425	
Richmondshire	863	750	1,613	
Ryedale	1,362	1,019	2,381	
Scarborough	4,327	2,007	6,334	
Selby	2,014	1,426	3,440	
York	3,802	1,970	5,772	
South Yorkshire	**74,305**	**29,812**	**104,117**	**18·4**
Barnsley	12,867	4,834	17,701	
Doncaster	16,691	6,881	23,572	
Rotherham	13,969	5,643	19,612	
Sheffield	30,778	12,454	43,232	
West Yorkshire	**83,749**	**36,012**	**119,761**	**13·4**
Bradford	21,352	8,238	29,590	
Calderdale	6,510	3,482	9,992	
Kirklees	13,126	6,497	19,623	
Leeds	28,782	12,174	40,956	
Wakefield	13,979	5,621	19,600	
NORTH WEST				
Cheshire	**34,026**	**16,918**	**50,944**	**12·8**
Chester	4,571	2,144	6,715	
Congleton	1,601	1,244	2,845	
Crewe and Nantwich	2,693	1,785	4,478	
Ellesmere Port and Neston	4,029	1,768	5,797	
Halton	7,536	2,824	10,360	
Macclesfield	3,146	1,909	5,055	
Vale Royal	3,707	2,114	5,821	
Warrington	6,743	3,130	9,873	
Lancashire	**52,212**	**24,807**	**77,019**	**13·7**
Blackburn	6,479	2,626	9,105	
Blackpool	8,335	3,772	12,107	
Burnley	3,848	1,729	5,577	
Chorley	2,611	1,678	4,289	
Fylde	1,659	972	2,631	
Hyndburn	2,460	1,309	3,769	
Lancaster	5,122	2,402	7,524	
Pendle	2,769	1,466	4,235	
Preston	5,739	2,170	7,909	
Ribble Valley	710	554	1,264	
Rossendale	1,830	911	2,741	
South Ribble	2,600	1,505	4,105	
West Lancashire	5,131	2,165	7,296	
Wyre	2,919	1,548	4,467	
Greater Manchester	**122,134**	**51,967**	**174,101**	**14·7**
Bolton	11,507	5,114	16,621	
Bury	5,648	2,958	8,606	
Manchester	33,051	11,418	44,469	
Oldham	8,689	4,069	12,758	
Rochdale	9,211	4,249	13,460	
Salford	13,541	4,875	18,416	
Stockport	9,297	4,817	14,114	
Tameside	8,875	4,300	13,175	
Trafford	8,202	3,523	11,725	
Wigan	14,113	6,644	20,757	
Merseyside	**98,198**	**36,522**	**134,720**	**19·9**
Knowsley	14,060	4,784	18,844	
Liverpool	40,945	14,490	55,435	
St Helens	10,200	4,023	14,223	
Sefton	14,718	6,025	20,743	
Wirral	18,275	7,200	25,475	
NORTH				
Cleveland	**38,536**	**12,762**	**51,298**	**20·8**
Hartlepool	6,782	2,090	8,872	
Langbaurgh	9,349	3,256	12,605	
Middlesbrough	12,037	3,507	15,544	
Stockton-on-Tees	10,368	3,909	14,277	
Cumbria	**14,236**	**8,645**	**22,971**	**12·3**
Allerdale	3,427	1,958	5,385	
Barrow-in-Furness	2,373	1,550	3,923	
Carlisle	3,265	1,881	5,146	
Copeland	2,524	1,372	3,896	
Eden	885	666	1,551	
South Lakeland	1,852	1,218	3,070	
Durham	**27,522**	**11,314**	**38,836**	**17·2**
Chester-le-Street	2,222	919	3,141	
Darlington	4,146	1,898	6,044	
Derwentside	4,913	1,788	6,701	
Durham	2,894	1,330	4,224	
Easington	4,769	1,854	6,623	
Sedgefield	4,272	1,836	6,108	
Teesdale	742	374	1,116	
Wear Valley	3,564	1,315	4,879	
Northumberland	**11,417**	**5,112**	**16,529**	**16·6**
Alnwick	1,099	580	1,679	
Berwick-upon-Tweed	875	449	1,324	
Blyth Valley	3,768	1,510	5,278	
Castle Morpeth	1,383	661	2,044	
Tynedale	1,221	774	1,995	
Wansbeck	3,071	1,138	4,209	
Tyne and Wear	**73,014**	**25,671**	**98,685**	**19·4**
Gateshead	11,789	4,100	15,889	
Newcastle upon Tyne	18,589	6,521	25,110	
North Tyneside	10,876	4,122	14,998	
South Tyneside	11,619	3,989	15,608	
Sunderland	20,141	6,939	27,080	
WALES				
Clwyd	**15,983**	**7,746**	**23,729**	**17·5**
Alyn and Deeside	2,632	1,387	4,019	
Colwyn	1,898	1,014	2,912	
Delyn	2,849	1,252	4,101	
Glyndwr	1,064	730	1,794	
Rhuddlan	2,753	1,277	4,030	
Wrexham Maelor	4,787	2,086	6,873	
Dyfed	**13,951**	**6,531**	**20,482**	**17·7**
Carmarthen	1,781	849	2,630	
Ceredigion	2,246	1,164	3,410	
Dinefwr	1,268	716	1,984	
Llanelli	2,918	1,426	4,344	
Preseli	3,481	1,375	4,856	
South Pembrokeshire	2,257	1,001	3,258	
Gwent	**19,695**	**8,228**	**27,923**	**16·3**
Blaenau Gwent	4,001	1,519	5,520	
Islwyn	2,731	1,056	3,787	
Monmouth	2,193	1,242	3,435	
Newport	7,016	2,748	9,764	
Torfaen	3,754	1,663	5,417	
Gwynedd	**10,530**	**4,909**	**15,439**	**18·9**
Aberconwy	1,875	985	2,860	
Arfon	2,903	1,115	4,018	
Dwyfor	1,173	594	1,767	
Meirionnydd	1,205	681	1,886	
Ynys Mon— Isle of Anglesey	3,374	1,534	4,908	
Mid-Glamorgan	**24,728**	**8,564**	**33,292**	**17·7**
Cynon Valley	3,216	1,070	4,286	
Merthyr Tydfil	2,676	789	3,465	
Ogwr	5,731	2,043	7,774	
Rhondda	3,834	1,337	5,171	
Rhymney Valley	5,307	1,843	7,150	
Taff-Ely	3,864	1,482	5,446	
Powys	**3,020**	**1,717**	**4,737**	**13·0**
Brecknock	1,146	608	1,754	
Montgomery	1,323	734	2,057	
Radnor	551	375	926	
South Glamorgan	**18,327**	**6,991**	**25,318**	**13·2**
Cardiff	14,074	5,009	19,083	
Vale of Glamorgan	4,253	1,982	6,235	
West Glamorgan	**16,209**	**6,417**	**22,626**	**14·2**
Afan	2,351	830	3,181	
Lliw Valley	2,105	1,073	3,178	
Neath	2,542	1,187	3,729	
Swansea	9,211	3,327	12,538	
SCOTLAND				
Borders region	**2,447**	**1,450**	**3,897**	**10·0**
Berwickshire	455	274	729	
Ettrick and Lauderdale	838	485	1,323	
Roxburgh	828	481	1,309	
Tweedale	326	210	536	
Central region	**12,787**	**5,994**	**18,781**	**15·9**
Clackmannan	2,315	987	3,302	
Falkirk	7,289	3,306	10,595	
Stirling	3,183	1,701	4,884	
Dumfries and Galloway region	**5,317**	**2,969**	**8,286**	**14·2**
Annandale and Eskdale	1,174	696	1,870	
Nithsdale	1,996	1,133	3,129	
Stewartry	656	409	1,065	
Wigton	1,491	731	2,222	
Fife region	**14,812**	**7,442**	**22,254**	**16·4**
Dunfermline	5,440	2,706	8,146	
Kirkcaldy	7,761	3,640	11,401	
North East Fife	1,611	1,096	2,707	
Grampian region	**15,850**	**7,855**	**23,705**	**10·5**
Banff and Buchan	2,608	1,360	3,968	
City of Aberdeen	8,035	3,306	11,341	
Gordon	1,425	904	2,329	
Kincardine and Deeside	1,175	634	1,809	
Moray	2,607	1,651	4,258	
Highland region	**9,851**	**4,966**	**14,817**	**17·7**
Badenock and Strathspey	485	305	790	
Caithness	1,110	463	1,573	
Inverness	2,700	1,278	3,978	
Lochaber	1,094	756	1,850	
Nairn	537	237	774	
Ross and Cromarty	2,764	1,253	4,017	
Skye and Lochalsh	510	323	833	
Sutherland	651	351	1,002	
Lothian region	**32,759**	**14,461**	**47,220**	**12·9**
City of Edinburgh	19,573	8,689	28,262	
East Lothian	2,778	1,378	4,156	
Midlothian	3,102	1,393	4,495	
West Lothian	7,306	3,001	10,307	
Strathclyde region	**140,076**	**55,807**	**195,883**	**18·4**
Argyle and Bute	2,692	1,610	4,302	
Bearsden and Milngavie	787	464	1,251	
City of Glasgow	57,362	19,179	76,541	
Clydebank	3,077	1,079	4,156	
Clydesdale	2,352	1,169	3,521	
Cumbernauld and Kilsyth	3,197	1,596	4,793	
Cumnock and Doon Valley	3,409	1,082	4,491	
Cunninghame	8,365	3,497	11,862	
Dumbarton	3,552	2,053	5,605	
East Kilbride	3,171	1,937	5,108	
East Wood	997	753	1,750	
Hamilton	5,822	2,402	8,224	
Inverclyde	7,013	2,588	9,601	
Kilmarnock and Loudoun	3,876	1,703	5,579	
Kyle and Carrick	5,076	2,407	7,483	
Monklands	6,947	2,645	9,592	
Motherwell	8,697	3,332	12,029	
Renfrew	10,552	4,745	15,297	
Strathkelvin	3,132	1,566	4,698	
Tayside region	**17,464**	**8,707**	**26,171**	**14·7**
Angus	3,359	1,960	5,319	
City of Dundee	10,133	4,670	14,803	
Perth and Kinross	3,972	2,077	6,049	
Orkney Islands	**619**	**332**	**951**	**13·0**
Shetland Islands	**558**	**340**	**898**	**6·7**
Western Isles	**1,798**	**556**	**2,354**	**24·0**
NORTHERN IRELAND				
Antrim	2,409	959	3,368	
Ards	2,167	1,186	3,353	
Armagh	2,605	1,081	3,686	
Ballymena	2,433	1,136	3,569	
Ballymoney	1,509	443	1,952	
Banbridge	1,205	659	1,864	
Belfast	23,612	7,840	31,452	
Carrickfergus	1,536	841	2,377	
Castlereagh	2,006	1,014	3,020	
Coleraine	3,207	1,079	4,286	
Cookstown	2,022	744	2,766	
Craigavon	4,362	1,750	6,112	
Derry	7,874	2,043	9,917	
Down	2,256	1,018	3,274	
Dungannon	3,033	1,039	4,072	
Fermanagh	3,469	1,058	4,527	
Larne	1,746	625	2,371	
Limavady	2,130	677	2,807	
Lisburn	4,237	1,885	6,122	
Magherafelt	2,208	803	3,011	
Moyle	1,195	313	1,508	
Newry & Mourne	5,734	1,979	7,713	
Newtownabbey	3,495	1,625	5,120	
North Down	1,837	1,207	3,044	
Omagh	2,648	1,001	3,649	
Strabane	3,178	682	3,860	

† The number of unemployed as a percentage of the sum of mid-1985 estimates of employees in employment and the unemployed. This is on different bases from the percentage rates given in tables 2·1, 2·2 and 2·3, but comparable regional and national rates are shown in table 2·4. Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets.

* Unemployment rate is not given for Surrey since it does not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work-areas.

UNEMPLOYMENT
Area statistics 2·9

Unemployment in Parliamentary constituencies at December 11, 1986

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	4,646	1,952	6,598
Mid Bedfordshire	1,611	1,283	2,894
North Bedfordshire	2,890	1,399	4,289
North Luton	2,863	1,434	4,297
South West Bedfordshire	2,373	1,502	3,875
Berkshire			
East Berkshire	1,941	1,262	3,203
Newbury	1,394	843	2,237
Reading East	2,612	1,114	3,726
Reading West	2,063	1,044	3,107
Slough	3,113	1,492	4,605
Windsor and Maidenhead	1,528	949	2,477
Wokingham	1,083	912	1,995
Buckinghamshire			
Aylesbury	1,544	991	2,535
Beaconsfield	1,052	643	1,695
Buckingham	1,658	968	2,626
Chesham and Amersham	994	629	1,623
Milton Keynes	4,410	2,389	6,799
Wycombe	1,812	904	2,716
East Sussex			
Bexhill and Battle	1,347	748	2,095
Brighton Kemptown	3,457	1,457	4,914
Brighton Pavilion	3,246	1,613	4,859
Eastbourne	2,238	1,128	3,366
Hastings and Rye	3,389	1,469	4,858
Hove	2,908	1,485	4,393
Lewes	1,584	933	2,517
Wealden	1,073	723	1,796
Essex			
Basildon	4,342	1,823	6,165
Billericay	2,355	1,308	3,663
Braintree	1,838	1,295	3,133
Brentwood and Ongar	1,484	791	2,275
Castle Point	2,097	1,083	3,180
Chelmsford	1,705	1,176	2,881
Epping Forest	1,849	1,055	2,904
Harlow	2,559	1,471	4,030
Harwich	3,288	1,488	4,776
North Colchester	2,487	1,506	3,993
Rochford	1,657	989	2,646
Saffron Walden	1,269	914	2,183
South Colchester and Maldon	2,538	1,800	4,338
Southend East	3,183	1,309	4,492
Southend West	2,255	1,089	3,344
Thurrock	3,987	1,642	5,629
Hampshire			
Aldershot	1,557	1,288	2,845
Basingstoke	1,804	1,050	2,854
East Hampshire	1,470	1,005	2,475
Eastleigh	2,772	1,553	4,325
Fareham	2,066	1,272	3,338
Gosport	2,351	1,613	3,964
Havant	3,712	1,550	5,262
New Forest	1,737	844	2,581
North West Hampshire	1,304	953	2,257
Portsmouth North	3,291	1,621	4,912
Portsmouth South	5,231	2,423	7,654
Romsey and Waterside	2,438	1,122	3,560
Southampton Itchen	4,934	1,824	6,758
Southampton Test	4,403	1,461	5,864
Winchester	1,329	761	2,090
Hertfordshire			
Broxbourne	1,757	1,124	2,881
Hertford and Stortford	1,222	925	2,147
Hertsmere	1,724	948	2,672
North Hertfordshire	1,940	1,209	3,149
South West Hertfordshire	1,354	834	2,188
St Albans	1,458	838	2,296
Stevenage	2,243	1,448	3,691
Watford	2,041	1,121	3,162
Welwyn Hatfield	1,695	1,107	2,802
West Hertfordshire	1,805	1,275	3,080
Isle of Wight			
Isle of Wight	4,831	2,668	7,499
Kent			
Ashford	2,231	1,350	3,581
Canterbury	2,749	1,399	4,148
Dartford	2,187	1,187	3,374
Dover	2,980	1,502	4,482
Faversham	3,497	1,903	5,400
Folkestone and Hythe	3,178	1,551	4,729
Gillingham	2,891	1,699	4,590
Gravesham	3,079	1,681	4,760
Maidstone	2,167	1,173	3,340
Medway	3,069	1,710	4,779
Mid Kent	2,739	1,704	4,443
North Thanet	3,778	1,842	5,620
Sevenoaks	1,485	874	2,359
South Thanet	3,157	1,554	4,711
Tonbridge and Malling	1,633	1,086	2,719
Tunbridge Wells	1,482	907	2,389
Oxfordshire			
Banbury	1,790	1,197	2,987
Henley	1,060	700	1,760
Oxford East	2,629	1,186	3,815
Oxford West and Abingdon	1,768	951	2,719
Wantage	1,160	773	1,933
Witney	1,353	1,079	2,432
Surrey			
Chertsey and Walton	1,242	791	2,033
East Surrey	1,022	575	1,597
Epsom and Ewell	1,210	679	1,889
Esher	867	495	1,362
Guildford	1,256	654	1,910
Mole Valley	928	473	1,401
North West Surrey	1,367	846	2,213
Reigate	1,239	758	1,997
South West Surrey	1,028	541	1,569
Spelthorne	1,473	905	2,378
Woking	1,384	845	2,229
West Sussex			
Arundel	2,138	1,286	3,424
Chichester	1,543	901	2,444
Crawley	1,603	1,127	2,730
Horsham	1,319	879	2,198
Mid Sussex	1,142	860	2,002
Shoreham	1,481	869	2,350
Worthing	1,846	972	2,818
Greater London			
Barking	2,682	1,055	3,737
Battersea	4,550	1,851	6,401
Beckenham	2,174	1,049	3,223
Bethnal Green and Stepney	6,357	1,645	8,002
Bexley Heath	1,452	938	2,390
Bow and Poplar	6,017	2,002	8,019
Brent East	5,165	2,212	7,377
Brent North	2,159	1,165	3,324
Brent South	4,690	2,103	6,793
Brentford and Isleworth	2,653	1,489	4,142
Carshalton and Wallington	1,928	1,028	2,956
Chelsea	2,714	1,223	3,937
Chingford	1,786	860	2,646
Chipping Barnet	1,364	878	2,242
Chislehurst	1,487	755	2,242
Croydon Central	2,356	998	3,354
Croydon North East	2,486	1,278	3,764
Croydon North West	2,569	1,357	3,926
Croydon South	1,267	812	2,079
Dagenham	2,775	1,236	4,011
Dulwich	3,182	1,433	4,615
Ealing North	2,621	1,260	3,881
Ealing Acton	3,250	1,460	4,710
Ealing Southall	3,607	2,066	5,673
Edmonton	2,864	1,226	4,090
Eltham	2,478	1,047	3,525
Enfield North	2,561	1,130	3,691
Enfield Southgate	1,755	980	2,735
Erith and Crayford	2,679	1,440	4,119
Feltham and Heston	2,970	1,854	4,824
Finchley	1,809	1,109	2,918
Fulham	3,632	1,769	5,401
Greenwich	3,327	1,385	4,712
Hackney North and Stoke Newington	7,083	2,786	9,869
Hackney South and Shoreditch	7,877	3,018	10,895
Hammersmith	5,093	1,855	6,948
Hampstead and Highgate	4,046	2,117	6,163
Harrow East	2,262	1,291	3,553
Harrow West	1,639	960	2,599
Hayes and Harlington	1,766	1,157	2,923
Hendon North	1,977	912	2,889
Hendon South	1,926	967	2,893
Holborn and St Pancras	6,124	2,475	8,599
Hornchurch	1,906	942	2,848
Hornsey and Wood Green	5,255	2,641	7,896
Ilford North	1,808	960	2,768
Ilford South	2,838	1,319	4,157
Islington North	6,785	2,823	9,608
Islington South and Finsbury	5,308	2,189	7,497
Kensington	3,593	1,803	5,396
Kingston-upon-Thames	1,595	787	2,382
Lewisham East	3,309	1,369	4,678
Lewisham West	3,925	1,629	5,554
Lewisham Deptford	5,881	2,278	8,159
Leyton	3,727	1,652	5,379
Mitcham and Morden	2,562	1,198	3,760
Newham North East	4,159	1,590	5,749
Newham North West	4,267	1,566	5,833
Newham South	4,290	1,483	5,773
Norwood	6,013	2,384	8,397
Old Bexley and Sidcup	1,180	711	1,891
Orpington	1,494	781	2,275
Peckham	6,691	2,359	9,050
Putney	2,677	1,183	3,860
Ravensbourne	1,316	788	2,104
Richmond-upon-Thames and Barnes	1,565	901	2,466
Romford	1,875	905	2,780
Ruislip-Northwood	1,030	659	1,689
Southwark and Bermondsey	5,752	1,918	7,670
Streatham	4,555	1,920	6,475
Surbiton	949	548	1,497
Sutton and Cheam	1,266	866	2,132
The City of London and Westminster South	3,649	1,473	5,122
Tooting	3,813	1,789	5,602
Tottenham	7,118	2,808	9,926
Twickenham	1,338	857	2,195
Upminster	2,030	865	2,895
Uxbridge	1,647	868	2,515
Vauxhall	7,752	2,869	10,621
Walthamstow	2,833	1,175	4,008
Wanstead and Woodford	1,391	768	2,159
Westminster North	5,893	2,638	8,531
Wimbledon	1,759	903	2,662
Woolwich	4,184	1,972	6,156
EAST ANGLIA			
Cambridgeshire			
Cambridge	2,277	1,082	3,359
Huntingdon	2,078	1,569	3,647
North East Cambridgeshire	2,756	1,455	4,211
Peterborough	5,568	2,378	7,946

Unemployment in Parliamentary constituencies at December 11, 1986

	Male	Female	All
South East Cambridgeshire	1,066	860	1,926
South West Cambridgeshire	1,429	1,146	2,575
Norfolk			
Great Yarmouth	5,257	2,307	7,564
Mid Norfolk	1,955	1,246	3,201
North Norfolk	2,471	1,282	3,753
North West Norfolk	2,892	1,599	4,491
Norwich North	2,519	1,270	3,789
Norwich South	4,231	1,680	5,911
South Norfolk	1,901	1,170	3,071
South West Norfolk	2,404	1,504	3,908
Suffolk			
Bury St Edmunds	1,726	1,343	3,069
Central Suffolk	1,830	1,237	3,067
Ipswich	2,858	1,331	4,189
South Suffolk	1,949	1,277	3,226
Suffolk Coastal	1,764	1,042	2,806
Waveney	4,327	1,889	6,216
SOUTH WEST			
Avon			
Bath	2,360	1,279	3,639
Bristol East	3,375	1,608	4,983
Bristol North West	3,318	1,454	4,772
Bristol South	5,176	1,916	7,092
Bristol West	4,558	2,097	6,655
Kingswood	2,437	1,364	3,801
Northavon	1,845	1,369	3,214
Wandsdyke	1,753	1,190	2,943
Weston-Super-Mare	2,680	1,650	4,330
Woodspring	1,690	1,212	2,902
Cornwall			
Falmouth and Camborne	4,418	2,043	6,461
North Cornwall	3,855	2,467	6,322
South East Cornwall	2,589	1,686	4,275
St Ives	4,359	2,206	6,565
Truro	3,363	1,872	5,235
Devon			
Exeter	3,247	1,608	4,855
Honiton	2,027	1,225	3,252
North Devon	2,856	1,599	4,455
Plymouth Devonport	3,438	1,774	5,212
Plymouth Drake	4,095	1,939	6,034
Plymouth Sutton	2,386	1,469	3,855
South Hams	2,769	1,708	4,477
Teignbridge	2,546	1,509	4,055
Tiverton	1,911	1,153	3,064
Torbay	4,200	2,218	6,418
Torridge and West Devon	2,582	1,534	4,116
Dorset			
Bournemouth East	3,682	1,653	5,335
Bournemouth West	3,006	1,435	4,441
Christchurch	1,475	843	2,318
North Dorset	1,430	1,013	2,443
Poole	2,612	1,496	4,108
South Dorset	2,794	1,566	4,360
West Dorset	1,414	820	2,234
Gloucestershire			
Cheltenham	2,611	1,403	4,014
Cirencester and Tewkesbury	1,624	1,128	2,752
Gloucester	3,238	1,587	4,825
Stroud	2,124	1,443	3,567
West Gloucestershire	2,696	1,832	4,528
Somerset			
Bridgwater	2,785	1,634	4,419
Somerton and Frome	1,594	1,268	2,862
Taunton	2,338	1,389	3,727
Wells	1,885	1,312	3,197
Yeovil	1,807	1,292	3,099
Wiltshire			
Devizes	1,996	1,569	3,565
North Wiltshire	1,909	1,352	3,261
Salisbury	1,872	1,281	3,153
Swindon	4,298	2,177	6,475
Westbury	2,000	1,582	3,582
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	2,751	1,480	4,231
Hereford	2,492	1,508	4,000
Leominister	2,067	1,236	3,303
Mid Worcestershire	3,708	2,208	5,916
South Worcestershire	2,209	1,274	3,483
Worcester	2,935	1,514	4,449
Wyre Forest	3,210	1,880	5,090
Shropshire			
Ludlow	2,358	1,359	3,717
North Shropshire	2,625	1,562	4,187
Shrewsbury and Atcham	2,518	1,382	3,900
The Wrekin	6,602	2,403	9,005
Staffordshire			
Burton	2,899	1,643	4,542
Cannock and Burntwood	3,462	1,881	5,343
Mid Staffordshire	2,759	1,724	4,483
Newcastle-under-Lyme	2,723	1,353	4,076
South East Staffordshire	3,766	1,920	5,686
South Staffordshire	3,396	1,834	5,230
Stafford	2,618	1,503	4,121
Staffordshire Moorlands	1,981	1,433	3,414
Stoke-on-Trent Central	3,893	1,677	5,570
Stoke-on-Trent North	3,747	1,764	5,511
Stoke-on-Trent South	2,921	1,590	4,511
Warwickshire			
North Warwickshire	3,226	1,865	5,091
Nuneaton	3,349	1,753	5,102
Rugby and Kenilworth	2,536	1,732	4,268
Stratford-on-Avon	1,919	1,318	3,237
Warwick and Leamington	2,760	1,559	4,319
West Midlands			
Aldridge-Brownhills	2,859	1,337	4,196
Birmingham Edgbaston	3,825	1,623	5,448
Birmingham Erdington	5,926	2,229	8,155
Birmingham Hall Green	4,239	1,764	6,003
Birmingham Hodge Hill	5,744	2,063	7,807
Birmingham Ladywood	7,101	2,617	9,718
Birmingham Northfield	6,120	2,228	8,348
Birmingham Perry Barr	5,799	2,335	8,134
Birmingham Small Heath	7,987	2,456	10,443
Birmingham Sparkbrook	7,254	2,146	9,400
Birmingham Yardley	3,684	1,598	5,282
Birmingham Selly Oak	4,604	1,923	6,527
Coventry North East	6,160	2,474	8,634
Coventry North West	3,341	1,703	5,044
Coventry South East	4,820	1,923	6,743
Coventry South West	3,002	1,573	4,575
Dudley East	5,731	2,246	7,977
Dudley West	4,381	2,216	6,597
Halesowen and Stourbridge	3,351	1,702	5,053
Meriden	5,054	2,270	7,324
Solihull	2,186	1,366	3,552
Sutton Coldfield	2,295	1,388	3,683
Walsall North	5,826	1,927	7,753
Walsall South	5,280	1,952	7,232
Warley East	4,824	1,989	6,813
Warley West	4,063	1,718	5,781
West Bromwich East	4,283	1,697	5,980
West Bromwich West	5,084	1,875	6,959
Wolverhampton North East	6,141	2,200	8,341
Wolverhampton South East	5,135	1,744	6,879
Wolverhampton South West	4,267	2,031	6,298
EAST MIDLANDS			
Derbyshire			
Amber Valley	2,741	1,367	4,108
Bolsover	3,778	1,468	5,246
Chesterfield	4,154	1,821	5,975
Derby North	3,615	1,468	5,083
Derby South	5,712	2,098	7,810
Erewash	3,428	1,690	5,118
High Peak	2,329	1,588	3,917
North East Derbyshire	3,584	1,830	5,414
South Derbyshire	2,709	1,486	4,195
West Derbyshire	1,785	1,098	2,883
Leicestershire			
Blaby	1,575	1,132	2,707
Bosworth	1,985	1,377	3,362
Harborough	1,352	955	2,307
Leicester East	3,588	1,779	5,367
Leicester South	4,974	1,981	6,955
Leicester West	4,728	1,847	6,575
Loughborough	2,139	1,231	3,370
North West Leicestershire	2,877	1,327	4,204
Rutland and Melton	1,633	1,330	2,963
Lincolnshire			
East Lindsey	4,181	2,026	6,207
Gainsborough and Horncastle	2,609	1,409	4,018
Grantham	2,960	1,686	4,646
Holland with Boston	2,620	1,307	3,927
Lincoln	4,795	2,061	6,856
Stamford and Spalding	1,838	1,410	3,248
Northamptonshire			
Corby	2,992	1,637	4,629
Daventry	1,453	1,224	2,677
Kettering	1,828	1,183	3,011
Northampton North	3,158	1,533	4,691
Northampton South	2,533	1,508	4,041
Wellingborough	2,283	1,432	3,715
Nottinghamshire			
Ashfield	3,616	1,410	5,026
Bassetlaw	3,981	1,793	5,774
Broxtowe	2,536	1,259	3,795
Gedling	2,480	1,394	3,874
Mansfield	3,653	1,481	5,134
Newark	2,867	1,581	4,448
Nottingham East	7,015	2,474	9,489
Nottingham North	5,426	1,755	7,181
Nottingham South	4,688	1,672	6,360
Rushcliffe	2,326	1,282	3,608
Sherwood	3,169	1,459	4,628
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	2,278	1,362	3,640
Booth Ferry	3,096	1,706	4,802
Bridlington	3,502	1,890	5,392
Brigg and Cleethorpes	4,302	1,943	6,245
Glanford and Scunthorpe	4,806	1,755	6,561
Great Grimsby	5,305	1,786	7,091
Kingston-upon-Hull East	6,006	1,672	7,678
Kingston-upon-Hull North	6,480	2,187	8,667
Kingston-upon-Hull West	5,460	2,120	7,580

2·10 UNEMPLOYMENT
Area statistics

Unemployment in Parliamentary constituencies at December 11, 1986

	Male	Female	All
North Yorkshire			
Harrogate	2,062	1,216	3,278
Richmond	2,346	1,614	3,960
Ryedale	1,863	1,297	3,160
Scarborough	3,938	1,803	5,741
Selby	2,100	1,496	3,596
Skipton and Ripon	1,618	1,112	2,730
York	3,802	1,970	5,772
South Yorkshire			
Barnsley Central	4,606	1,579	6,185
Barnsley East	4,117	1,547	5,664
Barnsley West and Penistone	4,144	1,708	5,852
Don Valley	5,186	2,130	7,316
Doncaster Central	5,421	2,265	7,686
Doncaster North	6,084	2,486	8,570
Rother Valley	4,292	1,880	6,172
Rotherham	4,985	1,910	6,895
Sheffield Central	7,683	2,536	10,219
Sheffield Attercliffe	4,391	1,877	6,268
Sheffield Brightside	6,033	2,062	8,095
Sheffield Hallam	3,276	1,763	5,039
Sheffield Heeley	5,362	2,106	7,468
Sheffield Hillsborough	4,033	2,110	6,143
Wentworth	4,692	1,853	6,545
West Yorkshire			
Batley and Spen	3,590	1,549	5,139
Bradford North	5,697	1,915	7,612
Bradford South	4,330	1,705	6,035
Bradford West	6,423	2,121	8,544
Calder Valley	2,576	1,639	4,215
Colne Valley	2,442	1,476	3,918
Dewsbury	3,466	1,751	5,217
Elmet	2,351	1,213	3,564
Halifax	3,934	1,843	5,777
Hemsworth	3,957	1,511	5,468
Huddersfield	3,628	1,721	5,349
Keighley	2,642	1,321	3,963
Leeds Central	5,555	1,918	7,473
Leeds East	5,429	1,818	7,247
Leeds North East	3,225	1,452	4,677
Leeds North West	2,692	1,264	3,956
Leeds West	3,920	1,668	5,588
Morley and Leeds South	3,214	1,302	4,516
Normanton	2,395	1,351	3,746
Pontefract and Castleford	4,423	1,610	6,033
Pudsey	1,855	1,225	3,080
Shipley	2,260	1,176	3,436
Wakefield	3,745	1,463	5,208
NORTH WEST			
Cheshire			
City of Chester	3,803	1,702	5,505
Congleton	1,693	1,341	3,034
Crewe and Nantwich	2,601	1,688	4,289
Eddisbury	3,052	1,684	4,736
Ellesmere Port and Neston	4,365	1,970	6,335
Halton	5,389	2,250	7,639
Macclesfield	1,932	1,249	3,181
Tatton	2,301	1,330	3,631
Warrington North	4,461	1,881	6,342
Warrington South	4,429	1,823	6,252
Lancashire			
Blackburn	5,546	1,992	7,538
Blackpool North	4,064	1,824	5,888
Blackpool South	4,271	1,948	6,219
Burnley	3,848	1,729	5,577
Chorley	2,737	1,777	4,514
Fylde	1,884	1,093	2,977
Hyndburn	2,460	1,309	3,769
Lancaster	2,333	1,099	3,432
Morecambe and Lunesdale	3,016	1,468	4,484
Pendle	2,769	1,466	4,235
Preston	5,061	1,769	6,830
Ribble Valley	1,163	834	1,997
Rossendale and Darwen	2,763	1,545	4,308
South Ribble	2,600	1,505	4,105
West Lancashire	5,005	2,066	7,071
Wyre	2,692	1,383	4,075
Greater Manchester			
Altrincham and Sale	2,020	1,054	3,074
Ashton-under-Lyne	3,338	1,560	4,898
Bolton North East	3,789	1,556	5,345
Bolton South East	4,536	1,883	6,419
Bolton West	3,182	1,675	4,857
Bury North	2,778	1,413	4,191
Bury South	2,870	1,545	4,415
Cheadle	1,515	1,089	2,604
Davyhulme	3,223	1,408	4,631
Denton and Reddish	3,965	1,884	5,849
Eccles	3,910	1,609	5,519
Hazel Grove	2,194	1,293	3,487
Heywood and Middleton	3,826	1,861	5,687
Leigh	4,218	1,879	6,097
Littleborough and Saddleworth	2,393	1,389	3,782
Makerfield	4,085	2,110	6,195
Manchester Central	8,789	2,753	11,542
Manchester Blackley	4,987	1,789	6,776
Manchester Gorton	5,293	1,827	7,120
Manchester Withington	4,999	2,113	7,112
Manchester Wythenshawe	5,247	1,581	6,828
Oldham Central and Royton	4,230	1,745	5,975
Oldham West	2,970	1,449	4,419
Rochdale	4,481	1,874	6,355
Salford East	6,563	1,984	8,547
Stalybridge and Hyde	3,910	1,813	5,723
Stockport	3,250	1,478	4,728
Stretford	6,695	2,416	9,111
Wigan	4,790	2,129	6,919
Worsley	4,088	1,808	5,896
Merseyside			
Birkenhead	7,377	2,330	9,707
Bootle	7,966	2,469	10,435
Crosby	3,551	1,854	5,405
Knowsley North	7,194	2,218	9,412
Knowsley South	6,866	2,566	9,432
Liverpool Broadgreen	6,120	2,420	8,540
Liverpool Garston	5,746	2,068	7,814
Liverpool Mossley Hill	5,370	2,189	7,559
Liverpool Riverside	8,604	2,715	11,319
Liverpool Walton	8,035	2,789	10,824
Liverpool West Derby	7,070	2,309	9,379
Southport	3,201	1,702	4,903
St Helens North	4,691	1,990	6,681
St Helens South	5,509	2,033	7,542
Wallasey	5,314	2,097	7,411
Wirral South	2,632	1,307	3,939
Wirral West	2,952	1,466	4,418
NORTH			
Cleveland			
Hartlepool	6,782	2,090	8,872
Langbaurgh	5,734	2,019	7,753
Middlesbrough	8,153	2,342	10,495
Redcar	6,347	2,016	8,363
Stockton North	6,216	2,205	8,421
Stockton South	5,304	2,090	7,394
Cumbria			
Barrow and Furness	2,721	1,802	4,523
Carlisle	2,699	1,459	4,158
Copeland	2,524	1,372	3,896
Penrith and the Borders	2,000	1,458	3,458
Westmorland and Lonsdale	1,599	1,042	2,641
Workington	2,783	1,512	4,295
Durham			
Bishop Auckland	4,482	1,867	6,349
City of Durham	2,894	1,330	4,224
Darlington	3,872	1,744	5,616
Easington	4,148	1,662	5,810
North Durham	4,595	1,752	6,347
North West Durham	4,168	1,576	5,744
Sedgefield	3,363	1,383	4,746
Northumberland			
Berwick-upon-Tweed	2,491	1,260	3,751
Blyth Valley	3,768	1,510	5,278
Hexham	1,453	923	2,376
Wansbeck	3,705	1,419	5,124
Tyne and Wear			
Blaydon	3,650	1,390	5,040
Gateshead East	5,024	1,792	6,816
Houghton and Washington	5,955	2,166	8,121
Jarrow	5,977	1,924	7,901
Newcastle upon Tyne Central	4,213	1,677	5,890
Newcastle upon Tyne East	5,593	1,905	7,498
Newcastle upon Tyne North	4,712	1,774	6,486
South Shields	5,642	2,065	7,707
Sunderland North	8,096	2,509	10,605
Sunderland South	6,090	2,264	8,354
Tyne Bridge	7,186	2,083	9,269
Tynemouth	4,861	1,925	6,786
Wallsend	6,015	2,197	8,212
WALES			
Clywd			
Alyn and Deeside	2,836	1,466	4,302
Clwyd North West	3,787	1,814	5,601
Clwyd South West	2,511	1,404	3,915
Delyn	3,536	1,624	5,160
Wrexham	3,313	1,438	4,751
Dyfed			
Carmarthen	2,824	1,425	4,249
Ceredigion and Pembroke North	2,909	1,458	4,367
Llanelli	3,143	1,566	4,709
Pembroke	5,075	2,082	7,157
Gwent			
Blaenau Gwent	3,855	1,450	5,305
Islwyn	2,731	1,056	3,787
Monmouth	2,166	1,171	3,337
Newport East	3,536	1,494	5,030
Newport West	3,890	1,537	5,427
Torfaen	3,517	1,520	5,037
Gwynedd			
Caernarfon	2,875	1,249	4,124
Conwy	2,801	1,287	4,088
Meirionnydd nant Conwy	1,480	839	2,319
Ynys Mon	3,374	1,534	4,908
Mid Glamorgan			
Bridgend	2,765	1,165	3,930
Caerphilly	4,234	1,522	5,756
Cynon Valley	3,216	1,070	4,286
Merthyr Tydfil and Rhymney	3,749	1,110	4,859
Ogmore	3,581	1,065	4,646
Pontypridd	3,349	1,295	4,644
Rhondda	3,834	1,337	5,171

Unemployment in Parliamentary constituencies at December 11, 1986

	Male	Female	All
Powys			
Brecon and Radnor	1,697	983	2,680
Montgomery	1,323	734	2,057
South Glamorgan			
Cardiff Central	4,484	1,819	6,303
Cardiff North	1,817	796	2,613
Cardiff South and Penarth	4,178	1,329	5,507
Cardiff West	4,417	1,440	5,857
Vale of Glamorgan	3,431	1,607	5,038
West Glamorgan			
Aberavon	2,968	1,086	4,054
Gower	2,295	1,149	3,444
Neath	2,636	1,322	3,958
Swansea East	4,089	1,353	5,442
Swansea West	4,221	1,507	5,728
SCOTLAND			
Borders region			
Roxburgh and Berwickshire	1,283	755	2,038
Tweeddale, Ettrick and Lauderdale	1,164	695	1,859
Central region			
Clackmannan	3,299	1,443	4,742
Falkirk East	3,778	1,538	5,316
Falkirk West	3,115	1,535	4,650
Stirling	2,595	1,478	4,073
Dumfries and Galloway region			
Dumfries	2,562	1,493	4,055
Galloway and Upper Nithsdale	2,755	1,476	4,231
Fife region			
Central Fife	3,765	1,891	5,656
Dunfermline East	3,378	1,643	5,021
Dunfermline West	2,562	1,234	3,796
Kirkcaldy	3,496	1,578	5,074
North East Fife	1,611	1,096	2,707
Grampian region			
Aberdeen North	3,453	1,238	4,691
Aberdeen South	2,998	1,282	4,280
Banff and Buchan	2,608	1,360	3,968
Gordon	2,076	1,289	3,365
Kincardine and Deeside	2,108	1,035	3,143
Moray	2,607	1,651	4,258
Highland region			
Caithness and Sutherland	1,761	814	2,575
Inverness, Nairn and Lochaber	4,568	2,399	6,967
Ross, Cromarty and Skye	3,522	1,753	5,275
Lothian region			
East Lothian	2,778	1,378	4,156
Edinburgh Central	3,884	1,700	5,584
Edinburgh East	3,261	1,329	4,590
Edinburgh Leith	5,062	1,912	6,974
Edinburgh Pentlands	2,330	1,205	3,535
Edinburgh South	2,926	1,397	4,323
Edinburgh West	1,743	868	2,611
Linlithgow	4,170	1,546	5,716
Livingston	3,503	1,733	5,236
Mid Lothian	3,102	1,393	4,495
Strathclyde region			
Argyll and Bute	2,692	1,610	4,302
Ayr	3,557	1,666	5,223
Carrick, Cumnock and Doon Valley	4,928	1,823	6,751
Clydebank and Milngavie	3,433	1,270	4,703
Clydesdale	3,537	1,642	5,179
Cumbernauld and Kilsyth	3,197	1,596	4,793
Cunninghame North	3,846	1,803	5,649
Cunninghame South	4,519	1,694	6,213
Dumbarton	3,552	2,053	5,605
East Kilbride	3,171	1,937	5,108
Eastwood	2,177	1,220	3,397
Glasgow Cathcart	3,172	1,279	4,451
Glasgow Central	5,703	1,864	7,567
Glasgow Garscadden	4,850	1,364	6,214
Glasgow Govan	4,545	1,520	6,065
Glasgow Hillhead	3,909	1,920	5,829
Glasgow Maryhill	5,941	2,053	7,994
Glasgow Pollock	5,749	1,731	7,480
Glasgow Provan	6,772	1,934	8,706
Glasgow Rutherglen	5,123	1,764	6,887
Glasgow Shettleston	5,084	1,648	6,732
Glasgow Springburn	6,514	2,102	8,616
Greenock and Port Glasgow	6,411	2,201	8,612
Hamilton	4,637	1,929	6,566
Kilmarnock and Loudoun	3,876	1,703	5,579
Monklands East	4,562	1,721	6,283
Monklands West	3,563	1,487	5,050
Motherwell North	4,744	1,853	6,597
Motherwell South	3,953	1,479	5,432
Paisley North	3,748	1,676	5,424
Paisley South	3,804	1,647	5,451
Renfrew West and Inverclyde	2,422	1,342	3,764
Strathkelvin and Bearsden	2,385	1,276	3,661
Tayside region			
Angus East	2,825	1,684	4,509
Dundee East	5,380	2,368	7,748
Dundee West	4,372	1,991	6,363
North Tayside	2,079	1,226	3,305
Perth and Kinross	2,808	1,438	4,246
Orkney and Shetland islands	1,177	672	1,849
Western Isles	1,798	556	2,354
NORTHERN IRELAND			
Belfast East	3,408	1,476	4,884
Belfast North	6,613	2,195	8,808
Belfast South	4,231	1,982	6,213
Belfast West	9,731	2,374	12,105
East Antrim	4,901	2,118	7,019
East Londonderry	7,088	2,372	9,460
Fermanagh and South Tyrone	6,502	2,097	8,599
Foyle	9,514	2,387	11,901
Lagan Valley	4,343	1,956	6,299
Mid-Ulster	6,665	2,270	8,935
Newry & Armagh	6,518	2,238	8,756
North Antrim	5,137	1,892	7,029
North Down	2,731	1,540	4,271
South Antrim	4,285	1,932	6,217
South Down	4,628	2,086	6,714
Strangford	2,802	1,609	4,411
Upper Bann	5,016	2,163	7,179

2·13 UNEMPLOYMENT
Students: regions

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1985 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
Sep 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
Jun 12	3,300	*2,024*	265	631	1,201	767	1,143	2,226	771	677	7,479	18,460	4,486	22,946
Jul 10	35,489	*15,646*	3,984	9,918	13,508	9,106	15,133	20,362	8,220	10,334	22,119	148,173	7,972	156,145
Aug 14	41,084	*19,115*	3,783	10,812	14,882	10,037	15,569	22,474	8,291	10,840	22,201	159,973	8,642	168,615
Sep 11	44,631	*19,674*	4,167	12,103	15,938	10,997	16,998	24,206	9,328	11,595	21,224	171,187	9,222	180,409
Oct 9	6,752	*3,447*	546	1,351	1,720	1,085	1,469	2,490	768	1,338	4,835	22,354	2,000	24,354
Nov 13	1,053	*757*	46	141	214	162	130	253	36	92	218	2,345	—	2,345
Dec 11	917	*654*	45	123	207	156	121	200	59	89	207	2,124	—	2,124

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From November 1986 most students have only been eligible for benefit in the summer vacation.
* Included in South East.
† See note * to table 2·1 and note † table 2·14.

2·14 Temporarily stopped: regions

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1985 Aug 8	329	*157*	73	167	534	602	592	683	283	330	1,542	5,135	872	6,007
Sep 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	855	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
Jun 12	309	*213*	63	491	958	438	1,107	924	402	421	1,999	7,112	1,620	8,732
Jul 10	361	*253*	134	215	781	206	867	652	300	383	2,591	6,490	1,542	8,032
Aug 14	193	*106*	62	207	920	539	625	499	265	255	1,907	5,472	1,096	6,568
Sep 11	164	*100*	48	152	1,875	620	601	489	387	236	2,006	6,578	1,100	7,678
Oct 9	161	*51*	25	95	2,113	892	944	541	300	193	1,749	7,013	1,051	8,064
Nov 13	246	*56*	115	68	621	764	1,142	706	430	143	2,343	6,588	1,010	7,598
Dec 11	205	*70*	149	120	738	534	869	769	412	200	2,255	6,251	1,598	7,849

Note: Temporarily stopped workers are not included in the totals of the unemployed.
* Included in South East.
† See note * to table 2·1. The change for students and temporarily stopped was effective from March 1986, because no estimates on the revised basis were made for February 1986.

2·18 UNEMPLOYMENT
Selected countries: national definitions

THOUSAND

	United Kingdom† Incl. school leavers	United Kingdom† Excl. school leavers	Australia xx	Austria*	Belgium‡	Canada xx	Denmark*	France*	Germany (FR)*	Greece**	Irish Republic**	Italy‖	Japan¶	Netherlands*	Norway*	Spain**	Sweden xx	Switzerland*	United States xx
NUMBERS UNEMPLOYED																			
Annual averages																			
1982	2,917	2,793	495	105	457	1,314	258	2,011	1,833	51	157	2,379	1,359	655	41·4	1,873	137	13·2	10,678
1983	3,105	2,970	697	127	505	1,448	281	2,068	2,258	62	193	2,707	1,561	801	63·6	2,207	151	26·3	10,717
1984	3,160	3,047	642	130	513	1,399	275	2,310	2,265	71	214	2,955	1,608	822	66·6	2,476	137	32·1	8,539
1985	3,271	3,163	597	139	478	1,328	244	2,424	2,305	89	231	2,959	1,563	761	51·4	2,642	125	27·0	8,312
Quarterly averages																			
1985 Q3	3,274	3,153	570	100	458	1,236	216	2,369	2,197	65	232	2,880	1,503	765	49·0	2,576	134	23·0	8,239
Q4	3,270	3,156	550	153	446	1,228	226	2,564	2,236	109	231	3,054	1,573	745	40·7	2,706	115	24·8	7,816
1986 Q1	3,356	3,263	636	197	460	1,356	259	2,504	2,544	144	239	3,210	1,707	745	42·7	2,806	126	26·9	8,727
Q2	3,275	3,165	587	128	438	1,245	208	2,386	2,143	101	232	3,178	1,683	690	32·2	2,711	105	22·1	8,349
Q3	3,298	3,186	607	114	432	1,186		2,499	2,099	79	235	3,108	1,677	710	35·4	2,666		19·9	8,147
Q4	3,228	3,126							2,104										
Monthly												3,024	1,590	743	40·7	2,658	112	22·7	7,917
1985 Nov	3,259	3,149	537	152	441	1,246	220	2,569	2,211	111	228	3,052	1,590	742	38·7	2,727	113	24·8	7,815
Dec	3,273	3,174	584	183	448	1,238	226	2,548	2,347	133	240	3,076	1,540	750	42·7	2,732	121	26·9	7,717
1986 Jan	3,408	3,306	615	206	466	1,347	269	2,550	2,590	155	240	3,185	1,650	761	46·8	2,806	128	28·4	8,472
Feb	3,337	3,244	659	202	461	1,341	256	2,493	2,593	145	239	3,239	1,640	750	42·4	2,810	120	27·2	9,041
Mar	3,324	3,239	635	182	454	1,380	253	2,469	2,448	133	237	3,207	1,830	725	38·8	2,803	130	25·1	8,667
Apr	3,325	3,213	607	154	445	1,303	230	2,427	2,230	119	232	3,190	1,820	698	36·0	2,777	112	23·8	8,115
May	3,271	3,160	592	123	438	1,227	202	2,386	2,122	96	232	3,175	1,620	686	30·1	2,703	99	22·2	8,158
June	3,229	3,122	562	107	431	1,205	191	2,346	2,078	87	233	3,170	1,610	687	30·6	2,652	104	20·4	8,775
July	3,280	3,178	594	108	437	1,231	185	2,395	2,132	84	235	3,105	1,670	714	33·9	2,645	108	20·1	8,471
Aug	3,280	3,188	596	113	432	1,201	198	2,479	2,120	76	238	3,064	1,690	711	38·4	2,643	125	19·8	7,955
Sep	3,333	3,192	632	121	429	1,127		2,624	2,046	77	232	3,156	1,670	704	34·1	2,710		19·7	8,015
Oct	3,237	3,120	590	141	439	1,116		2,668	2,026	85	233	3,217	1,610	696	33·8	2,785		20·3	7,842
Nov	3,217	3,119	583	165	431	1,173		2,673	2,068		237	3,222		692					7,872
Dec	3,229	3,140							2,218										
Percentage rate: latest month												14·1	2·7	14·2	2·2	22·1	2·9	0·7	6·6
	11·7		7·7	5·6	15·7	9·2	7·3	11·5	8·9	4·3	18·2								
NUMBERS UNEMPLOYED, SEASONALLY ADJUSTED																			
Quarterly averages												2,491	1,553	760	50·4	2,653	125		8,286
1985 Q3		3,124	591	134	461	1,296	242	2,434	2,300	85	235	2,592	1,677	741	41·6	2,677			8,158
Q4		3,122	574	146	448	1,294	224	2,447	2,296	91	232	2,625	1,587	732	37·4	2,733			8,259
1986 Q1		3,171	587	151	457	1,254	217	2,452	2,285	121	232	2,698	1,657	717	35·5	2,736			8,446
Q2		3,208	589	146	446	1,233	214	2,510	2,238	109 e	234	2,533	1,733	702	36·4	2,740			8,182
Q3		3,212	631	149	435	1,246		2,549	2,200	98 e	238								
Q4		3,142							2,177										
Monthly												2,592	1,640	746	44·2	2,650	112		8,291
1985 Nov		3,114	583	144	445	1,299	222	2,448	2,301	88	231		1,690	740	41·3	2,692	120		8,140
Dec		3,133	569	156	447	1,279	219	2,441	2,294	97	236		1,700	738	39·4	2,688	131		8,023
1986 Jan		3,153	576	148	451	1,262	215	2,442	2,283	123 e	232	2,625	1,600	733	39·0	2,728			7,831
Feb		3,161	596	146	445	1,261	216	2,446	2,288	121 e	232		1,530	733	36·9	2,726			8,527
Mar		3,199	590	158	445	1,238	220	2,468	2,283	119 e	233		1,630	730	36·4	2,745			8,419
Apr		3,203	601	150	445	1,239	216	2,490	2,245	115 e	231	2,698	1,720	723	35·8	2,748			8,342
May		3,205	590	143	444	1,228	213	2,517	2,243	107 e	235		1,620	718	34·7	2,739			8,554
June		3,220	576	146	448	1,231	215	2,523	2,226	105 e	236		1,630	710	36·0	2,722			8,443
July		3,223	633	141	437	1,267	217	2,541	2,212	105 e	237	2,533	1,770	713	36·7	2,733			8,190
Aug		3,219	627	152	435	1,250	214	2,557	2,200	96 e	240		1,740	696	35·9	2,727			8,027
Sep		3,193	634	154	433	1,221		2,550	2,186	97	238		1,690	698	36·6	2,727			8,329
Oct		3,166	636	155	444	1,210		2,544	2,170	91	241		1,660	698	36·7	2,759			8,242
Nov		3,145	633	157 e	435 e	1,214		2,549	2,195					693					8,283
Dec		3,116							2,167										
Percentage rate: latest month				5·4 e	15·8 e	9·4	7·9	10·9	8·7	5·4 e	18·5	10·9	2·8	14·2	2·4	21·9	2·8		7·0
latest three months change on previous three months		−0·3	+0·3	+0·3	−0·1	−0·3	N/C	N/C	−0·1	−0·6 e	+0·2	+0·1	N/C	−0·2	+0·3	N/C	N/C		N/C

Notes: (1) It is stressed that the figures are not directly comparable owing to national differences in coverage, concepts of unemployment and methods of compilation (described in an article on pages 833–840 of the August 1980 issue of *Employment Gazette*). There are two main methods of collecting unemployment statistics: (i) by counts based on registration or insurance systems, (ii) by conducting a labour force survey from a sample number of households.
(2) Source: SOEC (Eurostat), OECD (Main Economic Indicators, supplement by labour attaché reports. In some instances estimates of seasonally adjusted levels have been made from the latest unadjusted data.
* Numbers registered at employment offices. Rates are calculated as percentages of total employees.
** Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.
† See footnotes to table 2·1.
‡ Insured unemployed. Rates are calculated as percentages of total insured population.
¶ Labour force sample survey. Rates are calculated as percentages of total labour force.
‖ Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force. Seasonally adjusted figures are available only for the first month of each quarter and taken from OECD sources.
xx Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
e Estimated. N/C No change.

2·19 UNEMPLOYMENT
Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending	INFLOW† Male and Female: All	Male and Female: School leavers‡	Male and Female: Excluding school leavers	Male and Female: *Change since previous year††*	Male: All	Male: School leavers‡	Male: Excluding school leavers	Male: *Change since previous year††*	Female: All	Female: Married	Female: School leavers‡	Female: Excluding school leavers	Female: *Change since previous year††*
1985 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*
Jun 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*
Jul 11	476·1	22·5	453·6	*+25·9*	286·3	12·1	274·3	*+13·2*	189·7	62·4	10·4	179·3	*+12·7*
Aug 14	406·3	15·1	391·2	*+2·3*	250·2	8·9	241·3	*+1·3*	156·1	62·9	6·1	149·9	*+0·9*
Sep 11	528·9	85·9	443·0	*+17·4*	315·8	49·0	266·8	*+8·9*	213·1	64·8	36·8	176·3	*+8·7*
Oct 9	459·5	24·7	434·8	*+7·0*	286·9	13·8	273·1	*+4·9*	172·7	65·1	10·9	161·7	*+2·1*
Nov 13	415·2	12·3	402·9	*+14·2*	266·8	6·9	259·8	*+12·1*	148·4	61·0	5·4	143·1	*+2·1*
Dec 11	356·6	8·7	347·9	*−9·1*	235·6	4·9	230·7	*−4·5*	121·0	50·8	3·8	117·2	*−4·7*

UNITED KINGDOM Month ending	OUTFLOW† Male and Female: All	Male and Female: School leavers‡	Male and Female: Excluding school leavers	Male and Female: *Change since previous year††*	Male: All	Male: School leavers‡	Male: Excluding school leavers	Male: *Change since previous year††*	Female: All	Female: Married	Female: School leavers‡	Female: Excluding school leavers	Female: *Change since previous year††*
1985 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*
Jun 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*
Jul 11	421·6	22·6	399·0	*+28·9*	271·2	12·5	258·7	*+16·9*	150·5	57·2	10·2	140·3	*+12·0*
Aug 14	405·8	17·2	388·7	*+3·9*	258·4	9·4	249·0	*+1·4*	147·4	53·6	7·8	139·6	*+2·4*
Sep 11	471·7	28·9	442·8	*+57·6*	284·0	16·8	267·2	*+30·0*	187·7	69·6	12·1	175·6	*+27·6*
Oct 9	563·2	41·8	521·4	*+35·8*	342·6	24·0	318·7	*+23·0*	220·6	70·4	17·9	202·7	*+12·8*
Nov 13	432·9	22·8	410·1	*+16·2*	266·5	13·0	253·6	*+9·1*	166·4	65·8	9·8	156·6	*+7·3*
Dec 11	343·2	13·3	334·0	*−2·7*	212·4	7·4	205·0	*−2·3*	130·8	50·9	5·9	124·9	*−4·4*

* 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 4⅓ week month.
† The flows in this table are not on quite the same basis as those in table 2·20. While table 2·20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.
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.

2·20 UNEMPLOYMENT
Flows by age; standardised**; not seasonally adjusted, computerised records only

THOUSAND

Great Britain Month ending	INFLOW Age group Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages	OUTFLOW Under 18	18-19	20-24	25-29	30-34	35-44	45-54§	55-59§	60 and over§	All ages
MALE																				
1985 Dec 12	19·3	25·1	53·5	32·7	23·1	36·0	25·2	11·1	8·2	**234·1**	17·8	24·4	48·2	25·9	17·5	26·6	17·0	6·9	8·4	**192·7**
1986 Jan 9	19·8	23·0	50·1	30·7	22·0	35·2	27·7	12·8	10·2	**231·5**	8·7	13·5	29·1	16·7	11·6	18·2	12·0	5·1	6·2	**121·0**
Feb 6	21·3	26·8	54·2	33·2	22·8	35·0	24·2	11·0	9·0	**237·5**	18·6	26·5	54·8	32·2	22·4	33·9	21·6	8·2	10·1	**228·3**
Mar 6	17·4	25·2	53·0	33·5	23·5	36·6	24·9	11·5	8·7	**234·4**	15·6	25·5	52·5	31·1	21·1	32·9	20·8	8·0	9·2	**216·7**
Apr 10	31·8	22·9	49·8	30·4	21·2	33·6	25·5	13·9	10·9	**240·0**	13·5	25·8	54·7	32·1	22·3	34·6	21·8	8·7	9·5	**222·9**
May 8	22·9	22·8	48·6	30·0	20·9	32·5	23·7	11·6	8·9	**221·9**	17·3	27·2	56·5	33·3	23·0	35·9	22·6	9·2	9·9	**234·9**
Jun 12	22·7	25·5	51·2	30·0	20·5	31·9	22·3	10·4	8·4	**222·8**	17·5	27·3	56·1	32·7	22·8	35·4	22·2	8·8	9·4	**232·1**
Jul 11	23·9	33·1	87·7	34·1	22·3	32·9	23·3	11·8	9·7	**278·7**	20·1	29·4	59·3	33·4	22·7	34·7	22·0	8·3	9·0	**238·9**
Aug 14	20·8	28·4	63·4	32·7	21·6	32·8	23·4	11·3	9·3	**243·8**	16·8	26·5	61·2	31·7	21·3	32·4	20·8	8·0	8·9	**227·7**
Sep 11	61·9	47·4	62·6	32·4	21·8	32·9	24·4	12·5	9·2	**305·2**	26·5	30·5	68·8	34·3	22·7	34·3	21·2	8·3	9·4	**255·9**
Oct 9	28·1	34·4	67·2	37·1	24·3	37·0	26·4	13·4	10·5	**278·2**	34·7	48·5	78·8	37·8	24·6	36·7	22·4	8·6	9·6	**301·7**
Nov 13	20·8	27·9	61·2	36·5	25·0	38·4	27·2	13·4	9·7	**260·0**	22·9	28·1	58·7	32·6	22·3	33·6	21·1	8·4	9·6	**237·3**
Dec 11	16·9	24·1	54·4	32·8	22·8	35·3	24·5	10·8	7·6	**229·3**	15·1	22·1	47·1	26·3	17·9	28·4	18·4	7·3	7·9	**190·5**
FEMALE																				
1985 Dec 12	14·1	17·4	32·4	19·8	10·8	14·9	9·7	3·1	—	**122·2**	13·9	20·4	35·2	19·5	10·8	13·2	7·8	2·4	0·1	**123·1**
1986 Jan 9	16·3	19·5	36·1	20·5	12·2	17·3	10·5	3·5	—	**135·8**	7·0	11·9	22·9	14·0	8·3	10·9	6·2	1·9	0·1	**83·2**
Feb 6	16·7	20·5	36·2	22·6	12·7	17·0	10·5	3·5	—	**135·7**	14·2	20·7	37·3	22·7	12·7	16·0	9·2	2·7	0·1	**135·7**
Mar 6	12·6	16·5	31·7	20·3	11·5	16·2	10·4	3·3	—	**122·4**	12·0	19·6	34·9	20·8	11·6	15·3	8·7	2·6	0·1	**125·7**
Apr 10	23·7	16·6	32·9	21·2	12·6	17·8	11·6	4·0	—	**140·4**	10·0	18·6	34·6	20·6	11·5	14·9	8·9	2·7	0·1	**121·8**
May 8	17·0	15·7	31·7	20·8	11·6	15·8	10·1	3·5	—	**126·3**	12·8	19·4	36·6	22·0	12·5	16·6	9·4	2·9	0·1	**132·3**
Jun 12	17·1	18·4	33·2	20·2	11·3	16·0	10·3	3·4	—	**129·9**	13·7	19·6	35·3	21·4	12·0	15·6	9·1	2·8	0·1	**129·5**
Jul 11	19·3	26·9	65·5	23·8	13·1	19·1	11·4	3·8	—	**182·9**	15·9	21·5	37·6	21·2	11·8	14·8	8·5	2·6	0·1	**134·1**
Aug 14	14·7	21·2	44·8	22·6	13·2	19·3	11·7	3·9	—	**151·4**	13·4	20·3	41·2	20·5	11·3	14·2	8·6	2·6	0·1	**132·1**
Sep 11	46·7	42·4	42·9	23·4	13·8	19·0	11·5	4·7	—	**204·4**	19·3	24·3	51·8	24·6	15·0	21·4	11·4	3·3	0·1	**171·3**
Oct 9	21·7	26·6	45·3	24·8	13·5	18·4	11·8	4·3	—	**166·4**	26·1	40·2	55·1	26·0	15·3	19·9	10·9	3·2	0·1	**196·7**
Nov 13	15·6	20·0	38·9	23·0	12·5	17·9	11·9	4·1	—	**144·0**	17·5	23·7	41·4	23·9	13·8	18·0	10·2	3·2	0·1	**151·7**
Dec 11	12·5	15·9	31·4	19·1	10·5	14·8	9·8	3·3	—	**117·4**	11·9	18·3	33·5	19·4	10·8	13·9	8·4	2·6	0·1	**119·0**
Changes on a year earlier																				
MALE																				
1985 Dec 12	−0·4	−0·2	+3·7	+2·2	+0·5	+1·8	+1·4	+0·1	−0·4	**+8·6**	−3·1	−1·1	+1·4	+0·4	−0·7	−0·9	−1·0	−0·4	−2·0	**−7·5**
1986 Jan 9	+0·6	−0·2	+3·3	+3·0	+1·3	+3·4	+5·7	+1·7	+1·0	**+19·8**	−1·6	−1·9	−1·9	−0·5	−0·8	−0·7	−0·7	−0·2	−1·3	**−9·6**
Feb 6	−0·7	−0·3	+1·3	+0·4	−1·2	−2·3	−0·6	+0·3	+0·4	**−2·6**	—	+1·3	+3·5	+1·9	+0·4	+0·6	+0·1	—	−1·1	**+6·6**
Mar 6	+0·8	+2·9	+8·3	+6·0	+3·5	+5·9	+2·8	+0·9	+0·3	**+31·5**	−1·3	−1·0	−0·6	−0·8	−2·1	−2·7	−1·2	−0·4	−1·1	**−11·2**
Apr 10	+16·5	+0·8	+2·4	+2·1	+0·3	+1·0	+1·4	+1·1	+0·6	**+26·2**	+1·2	+2·6	+8·9	+4·7	+2·5	+3·8	+2·1	+0·9	+0·5	**+27·2**
May 8	−13·4	+0·1	+3·2	+2·1	+0·8	+1·7	+1·6	+0·8	+0·3	**−2·9**	+1·3	+0·8	+2·1	+1·6	—	+0·3	−0·2	+0·2	—	**+5·9**
Jun 12	−2·1	+2·1	+4·1	+3·3	+1·3	+2·8	+1·5	+0·3	+0·6	**+13·7**	−0·1	−0·2	+0·2	+0·8	−0·1	+0·3	−0·2	−0·1	−0·1	**+0·5**
Jul 11	−0·9	+1·7	+5·1	+2·4	+1·0	+1·9	+0·8	+0·2	+1·2	**+13·4**	+1·5	+2·0	+4·1	+3·3	+1·6	+2·2	+1·3	+0·4	+0·2	**+16·6**
Aug 14	−3·2	−0·3	+1·6	+1·1	−0·2	+0·8	+0·1	−0·8	+0·4	**−0·5**	—	−0·5	+0·7	+1·7	+0·7	+1·8	+0·9	+0·3	+0·2	**+5·8**
Sep 11	+3·9	+1·4	+2·5	+1·5	+0·4	+1·0	+1·5	+0·4	+0·5	**−13·2**	+3·1	+3·3	+7·2	+4·3	+2·4	+4·0	+2·1	+0·8	+1·1	**+28·1**
Oct 9	−4·6	−1·2	+3·1	+2·1	+0·7	+1·0	—	—	+0·1	**+0·9**	−3·6	−0·5	+5·2	+4·1	+1·8	+3·6	+2·2	+0·5	+0·3	**+13·6**
Nov 13	−2·3	−0·1	+3·4	+3·1	+1·6	+2·3	+1·7	+1·2	+0·7	**+11·4**	−1·8	−1·0	+3·5	+3·1	+2·3	+3·3	+1·7	+0·6	—	**+11·8**
Dec 11	−2·4	−1·0	+0·9	+0·1	−0·3	−0·7	−0·7	−0·3	−0·6	**−4·8**	−2·7	−2·3	−1·1	+0·4	+0·4	+1·8	+1·4	+0·4	−0·5	**−2·2**
FEMALE																				
1985 Dec 12	−0·4	−1·0	+0·6	+1·3	+1·0	+1·7	+0·6	+0·2	—	**+3·9**	−3·0	−2·3	+0·1	+1·4	+0·8	+0·8	+0·4	+0·2	—	**−1·9**
1986 Jan 9	+1·0	+0·5	+3·8	+2·6	+1·8	+3·0	+1·3	+0·5	—	**+14·4**	−1·5	−2·1	−0·7	+0·4	+0·8	+1·4	+0·5	+0·2	—	**−1·1**
Feb 6	+0·2	+1·0	+3·4	+3·0	+1·7	+2·6	+0·8	+0·4	—	**+9·1**	−0·5	−0·1	+2·2	+2·4	+1·6	+2·4	+1·1	+0·3	—	**+9·5**
Mar 6	+0·5	+0·6	+2·7	+2·1	+0·9	+2·0	+0·9	+0·2	—	**+9·8**	−0·6	−0·9	+1·0	+1·6	+0·6	+1·5	+0·4	+0·1	—	**+3·9**
April 10	+12·6	+0·8	+2·1	+2·0	+1·1	+1·7	+1·0	+0·4	—	**+21·7**	+0·5	+0·5	+3·5	+2·9	+1·7	+2·8	+1·5	+0·3	—	**+13·6**
May 8	−9·5	−0·4	+1·0	+0·8	+0·6	+1·3	+0·4	+0·2	—	**−5·5**	+1·1	−1·1	+0·7	+1·2	+0·6	+0·8	+0·1	+0·3	—	**+3·8**
Jun 12	−0·9	+1·5	+2·2	+1·6	+0·8	+1·9	+1·2	+0·3	—	**+8·7**	—	−1·0	−0·2	+1·1	+0·6	+1·2	+0·3	—	—	**+1·8**
Jul 11	−0·1	+1·0	+3·7	+2·3	+1·1	+2·6	+1·6	+0·5	—	**+12·5**	+1·6	+1·5	+2·8	+2·3	+1·5	+1·8	+0·6	+0·3	—	**+12·2**
Aug 14	−2·9	−0·8	+0·2	+0·8	+0·4	+1·0	+0·4	+0·3	—	**−0·7**	−0·2	−0·6	+0·8	+1·3	+1·1	+1·6	+0·9	+0·3	—	**+4·9**
Sep 11	+3·1	+1·7	+1·2	+1·4	+1·4	+2·1	+0·6	+0·4	—	**+11·9**	+1·4	+2·5	+6·3	+3·9	+2·7	+4·6	+2·3	+0·7	—	**+24·6**
Oct 9	−3·8	−2·2	+1·1	+1·5	+0·8	+1·5	+0·4	+0·3	—	**−0·4**	−3·3	−1·1	+3·0	+2·5	+2·0	+2·7	+1·4	+0·3	—	**+7·4**
Nov 13	−1·8	−1·1	+0·8	+0·9	+0·4	+1·3	+0·8	+0·4	—	**−1·7**	−1·4	−0·4	+1·7	+2·7	+1·8	+2·9	+1·4	+0·6	—	**+9·2**
Dec 11	−1·6	−1·5	−1·0	−0·7	−0·3	−0·1	+0·1	+0·2	−0·2	**−4·8**	−2·0	−2·1	−1·7	−0·1	—	+0·7	+0·6	+0·2	—	**−4·1**

** Flow figures are collected for four or five week periods between counts dates; the figures in the table are converted to a standard 4⅓ week month.
§ The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2·21 UNEMPLOYMENT
Likelihood* of becoming unemployed and ceasing to be unemployed by age and sex

GREAT BRITAIN	Age group Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE										
Unemployment rates§ (per cent)										
October 1985	27·9	24·4	18·8	14·2	11·9	9·5	10·5	16·7	7·2	13·4
October 1986	24·2	21·0	17·8	14·2	11·9	9·7	10·8	17·1	7·4	13·1
Likelihood of becoming unemployed+										
July 1985-October 1985	28·2	14·4	8·3	4·9	3·7	2·8	2·6	3·0	2·7	5·1
July 1986-October 1986	25·3	13·8	8·7	5·1	3·7	2·8	2·6	2·9	2·8	5·1
Change	−2·9	+0·6	+0·4	+0·2	—	—	—	−0·1	+0·1	—
Likelihood of ceasing to be unemployed‡										
July 1985-October 1985	74·9	55·1	46·4	37·5	33·1	30·2	23·9	17·9	42·3	37·5
July 1986-October 1986	79·4	63·7	51·3	40·9	34·9	32·2	25·0	20·7	43·5	49·2
Change	+4·5	+8·6	+4·9	+3·4	+1·8	+2·0	+1·1	+2·8	+1·2	+2·7
	Under 18	**18-19**	**20-24**	**25-29**	**30-34**	**35-44**	**45-54**	**55 and over**		**All ages**
FEMALE										
Unemployment rates § (per cent)										
October 1985	21·1	20·8	14·9	12·6	8·0	4·4	5·6	5·8		9·3
October 1986	18·9	18·4	14·2	12·9	8·5	4·8	5·9	6·2		9·2
Likelihood of becoming unemployed†										
July 1985-October 1985	21·8	14·0	8·0	5·5	3·6	2·0	1·6	1·0		4·8
July 1986-October 1986	19·4	13·1	8·1	5·8	3·9	2·2	1·7	1·1		4·8
Change	−2·4	−0·9	+0·1	+0·3	+0·3	+0·2	+0·1	+0·1		—
Likelihood of ceasing to be unemployed‡										
July 1985-October 1985	79·1	62·9	56·7	45·8	47·2	47·0	28·0	13·2		49·5
July 1986-October 1986	79·4	69·3	61·9	49·9	49·8	49·9	30·0	17·1		52·5
Change	+0·3	+6·4	+5·2	+4·1	+2·6	+2·9	+2·0	+3·9		+3·0
MALE AND FEMALE										
Unemployment rates § (per cent)**										
October 1985	24·5	22·7	17·1	13·6	10·5	7·4	8·4	10·2		11·7
October 1986	21·6	19·8	16·3	13·7	10·6	7·7	8·7	10·5		11·5
Likelihood of becoming unemployed‡										
July 1985-October 1985	25·0	14·2	8·2	5·1	3·7	2·5	2·2	2·2		5·0
July 1986-October 1986	22·4	13·5	8·5	5·4	3·8	2·6	2·2	2·2		5·0
Change	−2·6	+0·7	+0·3	+0·3	+0·1	+0·1	—	—		—
Likelihood of ceasing to be unemployed§										
July 1985-October 1985	76·7	58·4	50·2	40·4	37·0	34·4	25·1	22·0		41·3
July 1986-October 1986	79·4	66·1	55·2	44·1	39·2	36·8	26·4	24·6		44·1
Change	+2·7	+7·7	+5·0	+3·7	+2·2	+2·4	+1·3	+2·6		+2·8

* These likelihoods provide a relative guide to the prospects of an individual becoming or ceasing to be unemployed, They cannot be taken as actual probabilities for these events.
† The likelihood of becoming unemployed is the inflow expressed as a percentage of the average number of employees in employment, the unemployed and self employed and HM Forces.
‡ The likelihood of ceasing to be unemployed is the outflow expressed as a percentage of the average number unemployed over the quarters.
§ While the figures for unemployment rates are presented to one decimal place, they should not be regarded as implying precision to that degree. The rates for those under 20 are subject to the widest error.
** The unemployment rates and likelihood of becoming unemployed by age are now expressed as a percentage of the whole working population and the rates are consistent with tables 2·1 to 2·3 and 2·23.

2·22 UNEMPLOYMENT
Median* duration of unemployment by age and sex (weeks)

GREAT BRITAIN	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE										
Completed spells (computerised records only)										
July 1985-October 1985	4·8	10·8	11·4	14·3	15·0	14·2	12·8	13·7	22·0	11·5
July 1986-October 1986	4·8	10·1	11·0	14·7	15·9	15·3	13·6	14·4	22·2	11·7
Change	—	−0·7	−0·4	+0·4	+0·9	+1·1	+0·8	+0·7	+0·2	+0·2
Uncompleted spells (all records)										
October 1985	7·6	22·0	32·8	46·5	55·1	62·6	76·2	86·6	28·6	43·6
October 1986	8·0	20·8	30·1	45·8	55·5	64·1	73·8	90·7	27·9	43·9
Change	+0·4	−1·2	−2·7	−0·7	+0·4	+1·5	−2·4	+4·1	−0·7	+0·3
FEMALE										
Completed spells (computerised records only)										
July 1985-October 1985	4·8	8·0	10·2	18·3	14·9	10·5	11·5	12·6	42·4	10·0
July 1986-October 1986	5·1	7·9	9·9	19·0	16·6	11·0	11·7	12·7	39·8	10·3
Change	+0·3	−0·1	−0·3	+0·7	+1·7	+0·5	+0·2	+0·1	−2·6	+0·3
Uncompleted spells (all records)										
October 1985	7·1	19·3	23·8	24·8	25·5	29·3	52·7	88·9	154·1	25·6
October 1986	7·4	19·7	23·5	25·3	26·2	30·6	55·8	94·5	185·7	27·2
Change	+0·3	+0·4	−0·3	+0·5	+0·7	+1·3	+3·1	+5·6	+31·6	+1·6
MALE AND FEMALE										
Completed spells (computerised records only)										
July 1985-October 1985	4·8	9·6	10·8	15·8	15·0	12·5	12·4	13·4	22·3	10·9
July 1986-October 1986	4·9	9·1	10·5	16·3	16·2	13·1	12·8	13·9	22·4	11·2
Change	+0·1	−0·5	−0·3	+0·5	+1·2	+0·6	+0·4	+0·5	+0·1	+0·3
Uncompleted spells (all records)										
October 1985	7·4	20·9	28·4	35·1	41·9	50·3	67·6	87·2	29·1	36·2
October 1986	7·8	20·3	26·7	35·1	42·0	50·8	67·0	91·7	28·4	37·0
Change	+0·4	−0·6	−1·7	—	+0·1	+0·5	−0·6	+4·5	−0·7	+0·8

* The median duration is the length of time spent unemployed, which has been exceeded by 50 per cent of the unemployed.
† These medians are affected by the small number of observations in these cells.

UNEMPLOYMENT 2·23
Likelihood* of becoming unemployed and ceasing to be unemployed by region and sex

	South East	*Greater London* **	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
MALE												
Unemployment rates (per cent)§												
October 1985	9·8	11·0	9·3	11·0	15·8	12·4	15·2	17·6	20·6	17·2	16·7	13·4
October 1986	9·5	10·9	9·2	10·7	15·3	12·2	15·5	17·0	19·8	16·2	17·0	13·1
Likelihood of becoming unemployed† §												
July 1985-October 1985	4·2	4·2	4·6	5·3	4·9	4·7	5·9	5·7	7·0	6·6	6·1	5·1
July 1986-October 1986	4·2	4·2	4·6	5·3	4·8	4·8	5·8	5·7	7·0	6·3	6·4	5·1
Change	—	—	—	—	−0·1	+0·1	−0·1	—	—	−0·3	+0·3	—
Likelihood of ceasing to be unemployed‡												
July 1985-October 1985	42·5	37·1	48·7	45·4	30·9	39·1	37·5	32·5	33·7	36·2	35·9	37·5
July 1986-October 1986	46·2	40·4	52·3	49·6	32·3	40·8	38·9	35·4	36·7	40·0	36·7	40·2
Change	+3·7	+3·3	+3·6	+4·2	+1·4	+1·7	+1·4	+2·9	+3·0	+3·8	+0·8	+2·7
FEMALE												
Unemployment rates (per cent) §												
October 1985	7·1	7·5	7·9	9·2	11·6	9·2	10·6	10·5	12·4	11·2	10·4	9·3
October 1986	7·0	7·4	8·0	9·1	11·5	9·3	10·6	10·3	11·9	10·9	10·6	9·2
Likelihood of becoming unemployed† §												
July 1985-October 1985	3·9	3·8	4·4	5·2	5·1	4·7	5·4	5·0	5·9	6·1	5·1	4·7
July 1986-October 1986	3·9	3·9	4·5	5·3	5·1	4·8	5·4	4·9	5·6	6·2	5·2	4·7
Change	—	+0·1	+0·1	+0·1	—	+0·1	—	−0·1	−0·3	+0·1	+0·1	—
Likelihood of ceasing to be unemployed‡												
July 1985-October 1985	52·7	49·1	54·1	51·2	41·7	51·5	49·3	47·0	47·5	50·7	49·9	49·5
July 1986-October 1986	57·0	54·3	57·3	55·6	44·2	52·4	51·6	49·7	49·5	55·6	51·2	52·5
Change	+4·3	+5·2	+3·2	+4·4	+2·5	+0·9	+2·3	+2·7	+2·0	+4·9	+1·3	+3·0
MALE AND FEMALE												
Unemployment rates §												
October 1985	8·7	9·6	8·7	10·2	14·2	11·1	13·4	14·6	17·3	14·8	14·1	11·7
October 1986	8·5	9·5	8·7	10·0	13·8	11·1	13·6	14·2	16·6	14·1	14·3	11·5
Likelihood of becoming unemployed† §												
July 1985-October 1985	4·1	4·0	4·5	5·2	5·0	4·7	5·7	5·4	6·6	6·4	5·7	5·0
July 1986-October 1986	4·1	4·1	4·6	5·3	4·9	4·8	5·7	5·3	6·4	6·2	5·9	5·0
Change	—	+0·1	+0·1	+0·1	−0·1	+0·1	—	−0·1	−0·2	−0·2	+0·2	—
Likelihood of ceasing to be unemployed‡												
July 1985-October 1985	45·9	40·8	50·6	47·4	34·2	43·2	41·2	36·9	37·7	40·5	40·3	41·3
July 1986-October 1986	49·8	44·7	54·1	51·8	36·0	44·7	42·8	39·7	40·5	44·7	41·3	44·1
Change	+3·9	+3·9	+3·5	+4·4	+1·8	+1·5	+1·6	+2·8	+2·8	+4·2	+1·0	+2·8

* See footnote to table 2·21.
† See footnote to table 2·21.
‡ See footnote to table 2·21.
** Included in the South East.
§ See footnote to table 2·1 and 2·2.

UNEMPLOYMENT 2·24
Median* duration of unemployment by region and sex

	South East	*Greater London* **	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
MALE												
Completed spells (computerised records only)												
July 1985-October 1985	10·5	12·0	9·9	10·0	13·6	11·6	11·5	13·1	11·9	12·2	11·9	11·5
July 1986-October 1986	10·5	12·0	10·1	9·7	13·8	11·6	11·8	13·9	12·8	13·6	12·0	11·7
Change	—	—	+0·2	−0·3	+0·2	—	+0·3	+0·8	+0·9	+1·4	+0·1	+0·2
Uncompleted spells (all records)												
October 1985	35·7	38·6	33·1	31·7	56·1	44·5	44·9	52·4	52·5	45·9	43·4	43·6
October 1986	36·4	39·3	34·3	32·1	56·1	45·0	45·9	52·3	53·0	46·0	42·7	43·9
Change	+0·7	+0·7	+1·2	+0·4	—	+0·5	+1·0	−0·1	+0·5	+0·1	−0·7	+0·3
FEMALE												
Completed spells (computerised records only)												
July 1985-October 1985	9·1	10·0	9·2	9·2	11·4	10·3	10·4	10·8	10·9	9·7	10·1	10·0
July 1986-October 1986	9·1	9·7	10·1	9·4	11·9	10·4	10·9	11·3	12·2	10·2	10·5	10·3
Change	—	−0·3	+0·9	+0·2	+0·5	+0·1	+0·5	+0·5	+1·3	+0·5	+0·4	+0·3
Uncompleted spells (all records)												
October 1985	23·5	24·7	23·0	22·8	31·0	25·5	26·0	28·3	29·3	25·0	26·3	25·6
October 1986	25·0	26·3	24·3	23·7	32·3	26·6	28·5	30·2	31·5	25·4	27·0	27·2
Change	+1·5	+1·6	+1·3	+0·9	+1·3	+1·1	+2·5	+1·9	+2·2	+0·4	+0·7	+1·6
MALE AND FEMALE												
Completed spells (computerised records only)												
July 1985-October 1985	9·9	11·2	9·6	9·7	12·6	11·1	11·1	12·1	11·5	11·3	11·2	10·9
July 1986-October 1986	9·9	11·1	10·1	9·6	12·8	11·2	11·5	12·6	12·6	12·1	11·4	11·2
Change	—	−0·1	+0·5	−0·1	+0·2	+0·1	+0·4	+0·5	+1·1	+0·8	+0·2	+0·3
Uncompleted spells (all records)												
October 1985	30·7	33·7	28·2	27·4	46·3	36·2	37·1	43·0	43·2	37·3	36·6	36·2
October 1986	32·1	35·0	29·7	28·3	46·3	36·8	39·1	43·4	44·7	38·1	36·3	37·0
Change	+1·4	+1·3	+1·5	+0·9	—	+0·6	+2·0	+0·4	+1·5	+0·8	−0·3	+0·8

* See footnotes to table 2·22.
** See footnote to table 2·23.

2·25 UNEMPLOYMENT
Flows and completed durations by age*: July 11 to October 9, 1986

THOUSAND

GREAT BRITAIN Duration of completed spells unemployment in weeks	Age groups Under 17	17	18	19	20–24	25–29	30–34	35–39	40–44	45–49	50–54	55–59	60 and over	All
MALE														
Inflow	55·7	51·3	61·5	46·8	193·0	101·9	67·5	57·6	44·8	38·0	35·8	37·0	28·9	**819·8**
Outflow														
one or less	6·7	5·0	5·3	4·0	16·5	8·4	5·4	4·7	3·7	3·0	2·2	1·8	1·9	**68·6**
over 1 and up to 2	6·0	4·1	4·6	3·2	13·9	6·4	4·1	3·6	2·8	2·3	1·8	1·5	1·7	**56·1**
over 2 and up to 4	7·0	6·2	8·7	5·3	23·4	9·8	6·3	5·4	4·3	3·5	3·0	2·4	2·4	**87·8**
over 4 and up to 6	3·2	4·3	6·2	4·1	18·2	7·5	4·7	4·1	3·2	2·7	2·2	2·0	1·7	**64·3**
over 6 and up to 8	1·3	2·8	2·7	3·0	14·6	6·0	3·9	3·3	2·6	2·1	1·7	1·5	1·3	**46·9**
over 8 and up to 13	2·4	5·0	4·8	5·9	27·9	11·6	7·4	6·1	4·7	3·8	3·2	2·8	2·3	**87·8**
over 13 and up to 26	7·8	6·6	6·9	7·4	28·3	15·3	10·0	8·6	6·6	5·6	4·8	4·5	3·6	**116·0**
over 26 and up to 39	0·6	3·0	4·6	4·6	17·1	9·1	6·1	5·2	4·0	3·4	3·0	2·9	2·6	**66·1**
over 39 and up to 52	0·1	2·3	3·6	3·9	12·4	6·6	4·3	3·6	2·8	2·3	2·1	2·5	2·6	**49·2**
over 52 and up to 65	—	1·0	2·8	3·2	9·1	5·0	3·3	2·6	1·9	1·7	1·4	2·0	6·5	**40·5**
over 65 and up to 78	—	0·4	1·3	1·1	4·6	2·9	2·0	1·7	1·2	1·0	0·3	0·4	0·6	**17·3**
over 78 and up to 104	—	0·1	1·6	1·7	6·2	4·0	2·8	2·3	1·7	1·4	0·3	0·3	0·2	**22·7**
over 104 and up to 156	—	—	0·7	1·8	7·1	4·4	3·1	2·7	1·9	1·6	0·3	0·2	0·2	**24·0**
over 156	—	—	—	0·3	7·7	6·2	4·8	4·3	3·2	2·9	0·5	0·2	0·1	**30·2**
Duration not available	1·1	1·2	1·3	1·1	2·8	12·9	7·7	7·8	2·6	3·1	8·9	19·8	4·5	**75·0**
All	**36·3**	**41·9**	**55·1**	**50·7**	**209·7**	**116·0**	**76·0**	**66·2**	**47·2**	**40·4**	**35·7**	**44·8**	**32·3**	**852·4**

	Under 17	17	18	19	20–24	25–29	30–34	35–39	40–44	45–49	50–54	55 and over	All
FEMALE													
Inflow	40·6	39·5	54·4	33·7	133·2	70·6	40·5	32·2	24·6	19·3	15·7	12·8	**517·0**
Outflow													
one or less	4·2	3·9	4·7	3·1	11·0	4·9	3·0	2·6	2·0	1·5	1·2	0·8	**42·9**
over 1 and up to 2	3·9	3·4	4·5	2·6	10·5	4·1	2·4	2·0	1·5	1·2	0·9	0·6	**37·6**
over 2 and up to 4	4·8	5·2	8·5	4·7	17·9	6·1	3·5	3·2	2·3	1·7	1·3	0·9	**60·1**
over 4 and up to 6	2·4	3·3	5·5	3·5	14·3	4·9	3·1	3·0	2·2	1·6	1·1	0·8	**45·7**
over 6 and up to 8	0·9	2·2	2·1	2·5	11·4	3·9	2·7	2·6	1·9	1·3	1·0	0·6	**33·1**
over 8 and up to 13	1·7	3·9	3·7	4·7	21·0	6·9	4·2	3·7	2·8	1·9	1·4	0·9	**56·9**
over 13 and up to 26	5·7	5·3	5·1	5·1	18·0	9·6	5·9	4·4	3·2	2·5	1·9	1·4	**68·2**
over 26 and up to 39	0·4	2·6	3·2	3·2	10·8	6·7	3·7	2·6	1·8	1·5	1·1	0·9	**38·6**
over 39 and up to 52	0·1	2·0	2·6	3·0	8·7	6·5	3·4	1·9	1·3	1·2	0·9	0·9	**32·5**
over 52 and up to 65	—	0·8	1·9	2·9	9·1	9·1	4·6	2·3	1·5	1·2	0·7	0·9	**35·0**
over 65 and up to 78	—	0·3	0·8	0·8	2·6	2·3	1·3	0·8	0·6	0·6	0·2	0·2	**10·6**
over 78 and up to 104	—	0·1	1·0	1·3	3·4	2·3	1·3	0·8	0·7	0·6	0·2	0·2	**11·9**
over 104 and up to 156	—	—	0·5	1·2	3·6	1·7	1·1	0·7	0·6	0·7	0·1	0·1	**10·3**
over 156	—	—	—	0·2	3·9	1·5	0·8	0·6	0·6	0·9	0·1	0·1	**8·7**
Duration not available	0·9	1·1	1·3	1·2	2·8	9·1	3·2	4·8	1·9	2·3	3·9	3·4	**35·9**
All	**25·2**	**34·2**	**45·3**	**40·0**	**149·1**	**79·3**	**44·2**	**36·2**	**25·1**	**20·7**	**15·9**	**12·7**	**528·0**

* Ages of claimants relate to their ages either at the time of becoming unemployed, or when they cease to be unemployed as appropriate.

2·26 UNEMPLOYMENT
Flows and completed durations by region: July 11 to October 9, 1986

THOUSAND

Duration of completed spells unemployment in weeks	South East	*Greater London* *	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	Wales	Scotland	Great Britain
MALE												
Inflow	226·0	107·3	25·5	63·6	73·1	51·2	81·3	101·3	57·3	47·0	93·6	**819·8**
Outflow												
one or less	22·2	10·1	2·4	5·8	4·7	4·0	7·1	7·5	4·8	3·6	6·5	**68·6**
over 1 and up to 2	16·2	6·3	2·1	4·4	4·7	3·8	5·9	6·2	3·9	3·1	5·6	**56·1**
over 2 and up to 4	25·1	10·5	3·1	7·1	7·6	5·6	8·7	10·4	6·2	5·0	9·0	**87·8**
over 4 and up to 6	18·3	7·8	2·1	5·0	5·4	4·2	6·4	7·9	4·5	3·6	7·0	**64·3**
over 6 and up to 8	13·8	6·1	1·6	3·8	3·9	3·2	4·4	5·7	3·1	2·3	5·1	**46·9**
over 8 and up to 13	25·5	11·7	2·8	7·0	7·7	5·8	8·2	11·0	5·7	4·6	9·7	**87·8**
over 13 and up to 26	31·7	15·2	3·7	8·1	10·5	7·5	11·6	15·2	8·3	6·4	13·0	**116·0**
over 26 and up to 39	17·8	8·6	2·3	4·7	5·9	4·3	6·5	8·5	4·7	4·2	7·2	**66·1**
over 39 and up to 52	12·6	6·1	1·6	3·5	4·7	3·3	4·9	6·5	3·6	3·2	5·2	**49·2**
over 52 and up to 65	9·9	5·0	1·1	2·6	4·1	2·5	4·9	5·8	3·2	2·4	4·0	**40·5**
over 65 and up to 78	4·4	2·4	0·4	1·0	1·8	1·0	1·6	2·6	1·3	1·0	2·1	**17·3**
over 78 and up to 104	6·0	3·4	0·6	1·3	2·3	1·4	2·1	3·3	1·7	1·5	2·4	**22·7**
over 104 and up to 156	6·0	3·5	0·5	1·3	2·4	1·5	2·3	3·7	2·0	1·8	2·5	**24·0**
over 156	6·6	3·7	0·7	1·3	3·6	1·8	2·9	5·3	2·8	2·3	2·9	**30·2**
Duration not available	22·4	12·7	2·2	6·2	7·0	4·4	7·0	9·6	4·1	3·7	8·3	**75·0**
All	**238·7**	**113·2**	**27·1**	**63·2**	**76·2**	**54·3**	**84·5**	**109·3**	**60·0**	**48·8**	**90·3**	**852·4**
FEMALE												
Inflow	146·4	67·2	16·5	42·9	48·1	34·6	48·5	63·9	31·2	30·0	55·0	**517·0**
Outflow												
one or less	13·4	6·3	1·4	3·6	3·2	2·7	4·1	5·3	2·7	2·3	4·2	**42·9**
over 1 and up to 2	11·2	4·6	1·3	2·9	3·3	2·7	3·7	4·4	2·3	2·1	3·7	**37·6**
over 2 and up to 4	17·5	7·7	1·9	4·8	5·3	4·0	5·6	7·5	3·6	3·5	6·4	**60·1**
over 4 and up to 6	13·6	6·0	1·4	3·5	4·0	3·0	4·1	5·4	2·7	2·7	5·3	**45·7**
over 6 and up to 8	9·8	4·5	1·1	2·7	2·7	2·2	2·7	4·0	1·7	1·7	4·5	**33·1**
over 8 and up to 13	16·7	8·0	1·9	4·5	5·1	4·0	5·1	7·2	3·3	3·1	6·1	**56·9**
over 13 and up to 26	18·3	8·8	2·2	4·8	6·2	4·6	6·8	9·0	4·7	3·6	8·0	**68·2**
over 26 and up to 39	10·1	4·7	1·3	2·9	3·5	2·5	3·9	5·1	2·6	2·1	4·6	**38·6**
over 39 and up to 52	8·5	3·8	1·1	2·4	3·2	2·2	3·0	4·4	2·2	1·8	3·7	**32·5**
over 52 and up to 65	9·7	4·1	1·2	2·7	3·7	2·5	3·5	4·2	2·4	1·8	3·5	**35·0**
over 65 and up to 78	2·7	1·3	0·3	0·8	1·1	0·8	1·0	1·5	0·8	0·6	1·0	**10·6**
over 78 and up to 104	2·8	1·4	0·3	0·8	1·3	0·8	1·1	1·7	0·9	0·7	1·3	**11·9**
over 104 and up to 156	2·5	1·3	0·2	0·7	1·3	0·6	1·0	1·5	0·9	0·7	1·0	**10·3**
over 156	1·9	1·1	0·2	0·5	1·1	0·5	0·8	1·4	0·8	0·6	0·9	**8·7**
Duration not available	10·5	5·6	1·1	3·4	3·1	2·3	3·3	4·4	1·9	1·9	4·0	**35·9**
All	**149·1**	**69·1**	**16·8**	**40·8**	**48·2**	**35·4**	**49·8**	**67·3**	**33·4**	**29·2**	**58·0**	**528·0**

* Included in the South East.

CONFIRMED REDUNDANCIES* Region 2·30

	South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1979	26,798	*15,179*	2,981	11,031	19,320	8,449	17,838	40,705	14,985	142,107	11,663	33,014	**186,784**
1980	70,015	*33,951*	7,554	26,598	69,436	40,957	50,879	92,596	33,276	391,311	45,215	57,178	**493,704**
1981	105,878	*54,998*	11,463	30,998	59,556	33,720	63,102	91,739	40,103	436,559	36,432	59,039	**532,030**
1982	80,300	*49,396*	6,471	24,898	40,229	29,429	45,957	67,117	32,424	326,825	24,647	48,944	**400,416**
1983	58,345	*34,078*	4,165	23,777	40,413	23,259	37,807	51,019	30,274	269,059	16,041	41,538	**326,638**
1984	42,074	*23,812*	2,356	14,758	25,675	20,643	26,570	37,935	25,727	195,738	11,441	30,164	**237,343**
1985	34,853	*23,601*	3,544	12,829	27,653	17,228	32,400	35,784	23,579	187,870	14,602	24,856	**227,328**
1985 Q3	8,793	*6,507*	498	2,552	5,933	4,200	10,721	8,358	4,120	45,175	3,139	4,825	**53,139**
Q4	10,055	*6,332*	782	4,743	6,466	5,192	12,242	11,540	6,235	57,255	5,606	5,766	**68,627**
1986 Q1	10,797	*6,161*	663	3,558	6,398	4,280	6,344	9,266	4,498	45,804	3,033	5,497	**54,334**
Q2	9,603	*6,160*	1,173	2,974	5,421	3,833	8,042	9,100	4,355	44,501	2,300	7,605	**54,406**
Q3	10,788	*7,169*	1,142	2,473	3,883	4,379	5,733	9,372	4,754	42,524	2,425	7,081	**52,030**
1985 Nov	3,542	*2,191*	105	1,408	2,205	1,053	3,185	2,656	1,828	15,982	1,097	2,268	**19,347**
Dec	3,927	*2,546*	120	2,128	2,723	2,470	6,642	5,935	3,292	27,237	3,753	1,844	**32,834**
1986 Jan	3,122	*1,861*	164	1,190	1,751	1,936	2,295	2,242	1,524	14,224	940	1,599	**16,763**
Feb	3,483	*2,176*	225	778	1,534	1,296	1,667	3,124	1,334	13,441	886	1,712	**16,039**
Mar	4,192	*2,124*	274	1,590	3,113	1,048	2,382	3,900	1,640	18,139	1,207	2,186	**21,532**
Apr	2,748	*1,654*	190	908	1,429	1,025	2,428	2,576	1,427	12,731	704	2,717	**16,152**
May	3,224	*2,103*	514	1,265	2,314	1,446	2,743	2,331	1,569	15,406	750	1,911	**18,067**
Jun	3,631	*2,403*	469	801	1,678	1,362	2,871	4,193	1,359	16,364	846	2,977	**20,187**
Jul	4,081	*2,716*	453	962	1,949	2,544	2,325	4,329	1,621	18,264	1,059	2,842	**22,165**
Aug	3,584	*2,524*	243	602	1,106	1,111	1,628	1,953	1,259	11,486	773	2,268	**14,527**
Sep	3,123	*1,929*	446	909	828	724	1,780	3,090	1,874	12,724	593	1,971	**15,338**
Oct	2,430	*1,654*	663	1,923	1,136	1,486	2,022	4,661	2,012	16,333	284	2,574	**19,191**
Nov†	2,108	*1,586*	919	539	970	869	767	3,064	1,043	10,279	807	1,317	**12,403**
Dec†	2,219	*1,589*	421	281	803	1,538	897	2,619	779	9,557	219	1,318	**11,094**

** Included in the South East.
† See note to table 2·31.

CONFIRMED REDUNDANCIES* Industry 2·31

GREAT BRITAIN SIC 1980	Division	Class or Group	1984	1985	1985 Q3	Q4	1986 Q1	Q2	Q3	1986 Oct	Nov	Dec
Agriculture, forestry and fishing		01-03	222	372	79	43	22	219	93	43	36	34
Agriculture, forestry and fishing	**0**		**222**	**372**	**79**	**43**	**22**	**219**	**93**	**43**	**36**	**34**
Coal extraction and coke		11-12	9,455	28,301	9,058	13,173	2,902	3,993	3,255	809	956	770
Mineral oil and natural gas extraction		13	209	99	43	0	3	547	1,175	329	27	51
Mineral oil processing		14	679	1,301	447	461	173	398	375	125	107	186
Nuclear fuel production		15	0	0	0	0	0	0	0	0	0	33
Gas, electricity and water		16-17	1,366	660	214	279	150	51	251	110	0	0
Energy and water supply industries	**1**		**11,709**	**30,361**	**9,762**	**13,913**	**3,228**	**4,989**	**5,056**	**1,373**	**1,090**	**1,040**
Extraction of other minerals and ores		21, 23	359	467	65	327	39	40	25	6	0	8
Metal manufacture		22	8,871	5,653	1,734	1,604	2,384	1,199	1,305	368	291	320
Manufacture of non-metallic products		24	3,885	4,486	1,010	1,368	647	1,048	1,118	336	120	254
Chemical industry		25	5,202	4,228	1,169	1,326	1,656	1,159	926	256	204	441
Production of man-made fibres		26	275	1,394	1,020	90	0	11	26	0	0	0
Extraction of minerals and ores other than fuel: manufacture of metal, mineral products and chemicals	**2**		**18,592**	**16,228**	**4,998**	**4,715**	**4,726**	**3,457**	**3,400**	**966**	**615**	**1,023**
Shipbuilding and repairing		30	7,111	2,523	20	258	472	573	575	370	279	228
Manufacture of metal goods		31	9,275	10,922	2,632	4,154	1,787	1,883	1,206	384	363	183
Mechanical engineering		32	30,646	22,210	4,409	6,546	5,960	6,651	5,967	1,965	1,050	984
Manufacture of office machinery and data processing equipment		33	1,672	2,064	643	460	1,133	501	314	336	79	43
Electrical and electronic engineering		34	13,938	20,711	5,381	5,596	4,200	3,071	3,014	956	664	963
Manufacture of motor vehicles		35	13,982	9,448	1,950	3,029	2,100	3,630	1,539	404	1,405	897
Manufacture of aerospace and other transport equipment		36	10,540	4,516	1,103	1,147	1,010	504	937	288	241	244
Instrument engineering		37	1,164	1,346	474	333	143	356	184	80	60	56
Metal goods and engineering and vehicles industries	**3**		**88,328**	**73,740**	**16,612**	**21,523**	**16,805**	**17,169**	**13,736**	**4,783**	**4,141**	**3,528**
Food, drink and tobacco		41-42	17,540	16,438	3,389	5,250	3,177	3,466	3.267	774	306	1,269
Textiles		43	5,594	4,849	806	693	710	1,760	1,562	274	208	395
Leather, footwear and clothing		44-45	8,233	6,904	1,392	1,276	1,252	1,473	1,500	488	417	242
Timber and furniture		46	3,918	3,776	1,133	874	1,117	695	481	72	10	33
Paper, printing and publishing		47	6,002	6,130	1,121	2,104	1,037	2,589	3,104	879	442	770
Other manufacturing		48-49	6,317	9,570	1,999	1,928	1,719	1,090	1,158	314	274	72
Other manufacturing industries	**4**		**47,604**	**47,667**	**9,840**	**12,125**	**9,012**	**11,073**	**11,072**	**2,801**	**1,657**	**2,781**
Construction		50	23,057	17,885	4,214	5,835	4,604	3,218	3,947	1,462	1,422	901
Construction	**5**		**23,057**	**17,885**	**4,214**	**5,835**	**4,604**	**3,218**	**3,947**	**1,462**	**1,422**	**901**
Wholesale distribution		61-63	7,435	7,254	1,637	2,172	1,583	1,851	1,484	422	364	328
Retail distribution		64-65	13,513	11,350	2,189	1,809	3,507	3,026	3,972	538	311	147
Hotel and catering		66	3,167	2,973	424	696	802	405	524	1,264	176	207
Repair of consumer goods and vehicles		67	831	1,427	164	721	416	214	239	2	76	8
Distribution, hotels and catering, repairs	**6**		**24,946**	**23,004**	**4,414**	**5,398**	**6,308**	**5,496**	**6,219**	**2,226**	**927**	**690**
Transport		71-77	6,240	6,276	1,133	2,053	2,556	3,416	3,379	4,065	1,594	327
Telecommunications		79	593	417	109	165	310	111	36	43	42	34
Transport and communication	**7**		**6,833**	**6,693**	**1,242**	**2,218**	**2,866**	**3,527**	**3,415**	**4,108**	**1,636**	**361**
Insurance, banking, finance and business services		81-85	6,539	5,076	1,104	1,639	1,404	1,022	893	215	218	199
Banking, finance, insurance, business services and leasing	**8**		**6,539**	**5,076**	**1,104**	**1,639**	**1,404**	**1,022**	**893**	**215**	**218**	**199**
Public administration and defence		91-94	13,225	7,388	2,799	1,497	2,912	2,051	2,417	508	191	392
Medical and other health services		95	1,599	4,080	343	1,242	1,547	1,381	1,477	623	382	30
Other services n.e.s.		96-99, 00	2,789	2,483	791	821	900	804	305	83	88	45
Other services	**9**		**17,613**	**13,951**	**3,933**	**3,560**	**5,359**	**4,236**	**4,199**	**1,214**	**661**	**467**
All production industries	**1-4**		**166,233**	**167,996**	**41,212**	**52,276**	**33,771**	**36,688**	**33,264**	**9,923**	**7,503**	**8,442**
All manufacturing industries	**2-4**		**154,524**	**137,635**	**31,450**	**38,363**	**30,543**	**31,699**	**28,208**	**8,550**	**6,413**	**7,402**
All service industries	**6-9**		**55,931**	**48,724**	**10,693**	**12,815**	**15,937**	**14,281**	**14,726**	**7,763**	**3,442**	**1,717**
ALL INDUSTRIES AND SERVICES	**0-9**		**245,443**	**234,977**	**56,198**	**70,969**	**54,334**	**54,406**	**52,030**	**19,191**	**12,403**	**11,094**

Notes: * Figures are based on reports (ES955's) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Manpower Services Commission figures is given in an article on page 245 of the June 1983 issue of *Employment Gazette*.
† Provisional figures as at December 1, 1986; final figures are expected to be higher than this. The total Great Britain is projected to be about 19,000 in October and 13,000 in November.
** Included in the South East.

3·1 VACANCIES
UK vacancies at jobcentres: seasonally adjusted** (excluding Community Programme vacancies)

THOUSAND

UNITED KINGDOM	Unfilled vacancies			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1981 Annual averages	91·1			149·9		148·5		114·4	
1982	113·9			166·0		165·0		127·7	
1983	137·3			181·7		179·5		137·0	
1984	150·2			193·9		193·7		149·8	
1985	162·1			201·6		200·4		154·5	
1985 Jan 4	154·5	−0·3	−0·9	193·6	−1·5	194·1	−1·9	150·8	−1·8
Feb 8	154·5	0·5	−0·7	194·6	−2·0	194·4	−2·0	150·7	−2·3
Mar 8	156·9	1·9	0·7	201·1	−0·3	198·9	−0·3	154·6	−0·4
Mar 29*	162·1	5·2	2·5	193·9	0·1	188·7	−1·8	141·2	−3·2
May 3*	161·9	−0·2	2·3	195·5	−0·3	188·9	−1·5	141·5	−3·1
Jun 7	162·8	0·9	2·0	204·1	1·0	2·3·5	1·5	157·7	1·0
Jul 5	161·6	−1·2	0·2	204·1	3·4	205·5	5·6	159·0	5·9
Aug 2	162·7	−1·2	0·3	207·4	4·0	205·9	5·3	160·7	6·4
Sep 6	165·7	3·0	1·0	204·0	—	202·3	0·4	157·0	0·2
Oct 4	169·9	4·1	2·8	210·2	2·0	207·1	0·5	160·1	0·4
Nov 8	168·6	−1·2	2·0	207·2	−0·1	206·4	0·2	160·4	−0·1
Dec 6	163·5	−5·1	−0·7	203·0	−0·3	208·7	2·1	161·2	1·4
1986 Jan 3	162·8	−0·7	−2·4	179·6	−10·2	181·9	−8·4	140·8	−6·4
Feb 7	167·2	4·4	−0·5	206·5	−0·2	202·7	−1·2	156·5	−1·3
Mar 7	169·5	2·4	2·0	204·6	0·5	201·5	−2·4	156·0	−1·7
Apr 4	170·2	0·6	2·5	206·3	8·9	205·1	7·7	156·0	5·1
May 2	172·1	1·9	1·6	207·8	0·4	206·2	1·2	156·1	−0·1
Jun 6	184·4	12·2	5·0	208·5	1·3	198·0	−1·2	149·9	−2·0
Jul 4	193·2	8·9	7·7	215·3	3·0	205·4	0·1	154·5	0·5
Aug 8	201·1	7·9	9·7	218·1	3·4	209·8	1·2	156·8	0·2
Sept 5	206·4	5·3	7·3	224·4	5·3	215·0	5·7	160·5	3·5
Oct 3	212·8	6·4	6·5	226·6	3·8	220·7	5·1	164·5	3·3
Nov 7	215·2	2·4	4·7	227·8	3·2	224·0	4·7	167·3	3·5
Dec 5	210·0	−5·2	1·2	222·1	−0·8	227·9	4·3	168·4	2·6

Notes: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about ⅓ of all vacancies are notified to jobcentres; and about ¼ of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.
* The statistics of vacancy stocks were distorted in April and May 1985 because of a change in MSC's Employment Divisions administrative arrangements. This led to an artificial increase in the April (March 29) level of unfilled vacancies, but the recorded stocks of unfilled vacancies for May should be minimally affected.
** See note to table 3·2.

3·2 VACANCIES
Regions: vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)†

THOUSAND

	South East	*Greater London‡*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
1985 Jan 4	61·1	*27·3*	5·5	14·1	10·9	8·4	7·9	15·1	6·8	7·6	15·3	153·0	1·4	154·5
Feb 8	61·0	*27·1*	5·5	14·6	11·1	8·3	8·0	15·0	7·0	7·8	15·0	153·5	1·5	155·0
Mar 8	61·4	*36·8*	5·6	15·0	11·7	8·4	8·4	15·2	7·3	8·1	14·3	155·2	1·6	156·9
Mar 29*	62·7	*27·1*	5·9	15·8	12·3	8·8	9·2	15·9	8·0	7·9	14·2	160·4	1·7	162·1
May 3*	63·3	*27·0*	6·0	15·9	12·2	8·9	8·4	15·7	8·0	7·6	14·3	160·1	1·7	161·8
Jun 7	63·7	*27·3*	5·9	15·7	12·2	9·3	8·8	15·6	7·8	7·8	14·3	161·1	1·7	162·8
Jul 5	61·3	*25·9*	5·8	16·4	11·7	9·1	9·2	15·8	7·8	8·1	14·7	160·0	1·6	161·6
Aug 2	62·0	*25·9*	6·1	17·0	11·9	9·1	8·6	16·1	7·8	8·1	14·5	161·2	1·5	162·7
Sep 6	62·0	*26·1*	6·0	16·6	12·8	9·2	8·7	17·0	8·3	8·1	14·9	164·1	1·6	165·7
Oct 4	64·1	*26·5*	6·1	17·6	13·6	9·4	8·8	17·2	8·5	8·4	15·0	168·3	1·6	169·9
Nov 8	63·5	*26·6*	5·8	17·9	13·3	9·3	9·0	16·8	8·4	8·4	14·6	167·0	1·6	168·6
Dec 6	61·0	*25·8*	5·5	17·0	13·0	9·1	9·2	16·7	8·0	8·6	13·8	161·8	1·7	163·5
1986 Jan 3	60·3	*25·6*	5·5	16·1	13·0	9·3	9·1	16·7	8·1	8·5	14·0	161·0	1·8	162·8
Feb 7	6211	*26·2*	5·4	17·4	13·4	9·5	9·0	17·3	8·3	8·3	14·6	165·2	2·0	167·2
Mar 7	63·0	*27·0*	5·5	18·0	13·5	9·5	9·1	16·7	8·4	8·5	15·5	167·6	2·0	169·5
Apr 4	63·2	*26·7*	5·5	18·3	13·3	9·7	9·6	16·8	8·5	8·1	15·4	167·9	2·2	170·2
May 2	63·5	*26·8*	5·4	17·3	13·9	9·5	10·4	17·3	8·7	8·5	16·0	170·0	2·0	172·1
Jun 6	67·1	*27·5*	6·0	19·0	14·9	10·1	11·3	18·8	9·1	9·2	16·9	182·4	2·0	184·4
Jul 4	71·4	*29·7*	6·4	18·7	16·0	10·6	11·5	19·7	9·6	9·7	17·6	191·2	2·0	193·2
Aug 8	74·8	*31·6*	6·5	18·4	16·9	11·0	12·4	20·3	10·9	10·2	17·6	199·0	2·1	201·1
Sep 5	77·9	*33·0*	6·6	18·8	17·0	11·2	12·7	20·3	10·8	10·8	17·5	204·4	2·0	206·4
Oct 3	80·8	*34·1*	7·3	18·8	17·9	11·6	13·6	21·3	11·8	11·1	16·6	210·7	2·1	212·8
Nov 7	83·1	*35·1*	6·9	19·0	17·5	11·4	14·0	21·7	12·0	10·6	16·9	213·1	2·1	215·2
Dec 5	82·1	*35·9*	7·2	17·9	17·3	10·5	13·2	21·4	11·5	10·5	16·5	208·1	1·9	210·0

* See notes to table 3·1.
† Community Programme Vacancies are excluded from the Seasonally Adjusted vacancies except in Northern Ireland.
‡ included in South East.
** The seasonal adjustments to the vacancies series, including flows and placings in table 3·1 were revised in October 1986.

VACANCIES 3·3
Regions: vacancies at jobcentres and careers offices

THOUSAND

	South East	*Greater London‡*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern† Ireland	United Kingdom
Vacancies at Jobcentres: total (including Community Programme vacancies)														
1981 Annual averages	34·1	*16·2*	3·5	7·8	6·0	5·5	5·6	8·3	4·3	5·1	12·2	92·4	0·7	**93·1**
1982	42·5	*19·6*	4·4	10·8	7·4	7·3	7·4	10·7	5·4	6·2	13·7	115·8	1·0	**116·8**
1983	52·9	*22·9*	5·3	13·6	11·5	8·7	10·5	15·3	7·5	7·8	17·1	150·2	1·2	**151·4**
1984	62·5	*27·5*	5·8	14·8	12·5	8·8	10·3	16·6	8·2	8·2	16·5	164·1	1·5	**165·6**
1985	65·6	*28·2*	6·3	17·8	14·5	9·8	10·7	18·1	9·7	9·3	17·0	178·7	1·6	**180·3**
1985 Dec 6	59·3	*25·0*	5·4	16·8	15·0	9·4	10·6	17·9	9·8	9·0	16·1	169·2	1·5	**170·7**
1986 Jan 3	56·5	*24·2*	5·3	15·6	14·6	9·2	10·2	17·8	9·6	9·0	14·9	162·8	1·5	**164·3**
Feb 7	59·4	*25·5*	5·3	17·6	15·2	9·6	10·2	18·3	10·2	9·4	16·4	171·5	1·8	**173·3**
Mar 7	62·1	*26·9*	5·7	19·9	15·8	10·5	10·6	18·6	11·2	10·7	18·1	183·1	1·9	**185·0**
Apr 4	66·8	*28·3*	6·2	21·9	15·8	11·1	11·5	20·1	11·8	11·0	19·3	195·5	2·2	**197·7**
May 2	70·5	*30·1*	6·2	22·1	16·7	11·1	13·3	21·6	12·3	11·9	20·6	206·4	2·2	**208·5**
Jun 6	78·3	*32·5*	7·2	24·3	18·4	11·9	15·0	24·6	13·2	12·8	21·8	227·5	2·2	**229·7**
Jul 4	80·1	*33·1*	7·5	23·6	19·4	12·0	15·3	24·7	14·0	13·7	22·7	232·9	2·2	**235·0**
Aug 8	80·8	*33·8*	7·3	22·2	20·6	12·4	15·5	24·5	15·0	13·8	22·2	234·4	2·2	**236·5**
Sep 5	88·7	*37·6*	8·0	23·5	21·9	13·0	16·9	26·0	15·9	14·8	22·4	251·1	2·1	**253·2**
Oct 3	93·4	*41·3*	8·4	22·8	22·8	13·8	18·3	26·9	16·7	14·6	21·4	259·0	2·1	**261·1**
Nov 7	89·5	*39·7*	7·6	21·5	22·0	13·2	17·5	25·5	16·3	13·0	20·1	246·2	2·0	**248·2**
Dec 5	81·3	*36·0*	7·1	18·4	20·4	11·2	15·1	23·1	14·4	12·3	18·2	220·4	1·7	**220·1**
Community Programme vacancies††														
1981 Annual averages	0·1	*0·1*	0·0	0·1	0·1	0·0	0·3	0·4	0·3	0·2	0·6	2·1	..	**2·1**
1982	0·3	*0·2*	0·0	0·1	0·2	0·1	0·2	0·7	0·4	0·3	0·6	2·9	..	**2·9**
1983	2·1	*0·8*	0·2	0·9	1·9	0·7	1·8	2·0	1·7	0·9	1·7	14·0	..	**14·0**
1984	3·0	*1·5*	0·3	1·2	1·8	0·7	2·0	2·1	1·6	0·9	1·7	15·4	0·3	**15·7**
1985	3·3	*1·6*	0·5	1·7	2·3	0·8	2·0	2·0	1·9	1·3	2·4	18·2	0·4	**18·6**
1985 Dec 6	3·8	*1·7*	0·6	2·0	2·6	0·9	2·1	2·7	2·5	1·5	3·8	22·5	0·4	**22·9**
1986 Jan 3	3·8	*1·7*	0·6	2·3	2·8	1·0	2·0	3·0	2·5	1·6	3·3	23·0	0·6	**23·5**
Feb 7	4·1	*2·0*	0·6	2·4	3·0	1·1	2·2	2·6	2·7	2·0	3·7	24·3	0·7	**25·0**
Mar 7	4·1	*2·1*	0·6	2·7	3·0	1·1	2·1	2·5	3·0	2·3	3·4	24·8	0·7	**25·5**
Apr 4	4·2	*2·0*	0·6	2·8	2·7	1·1	2·3	2·8	3·0	2·3	3·5	25·2	0·8	**26·0**
May 2	4·5	*2·2*	0·6	3·2	2·8	1·3	2·7	3·1	3·3	2·7	3·5	27·6	0·8	**28·4**
Jun 6	5·0	*2·4*	0·7	3·2	3·0	1·4	3·1	4·2	3·8	2·7	3·5	30·5	0·7	**31·2**
Jul 4	5·5	*2·7*	0·7	3·4	3·3	1·3	3·1	4·5	3·9	3·4	3·9	32·9	0·7	**33·7**
Aug 8	5·2	*2·6*	0·6	3·2	3·4	1·4	3·1	4·5	4·1	3·2	4·2	32·8	0·7	**33·5**
Sep 5	5·4	*2·7*	0·7	3·4	3·8	1·4	3·5	4·7	4·1	3·6	4·0	34·7	0·6	**35·3**
Oct 3	5·7	*3·1*	0·7	3·4	3·5	1·4	3·6	4·5	4·4	3·5	3·6	34·3	0·6	**34·9**
Nov 7	5·3	*2·9*	0·7	3·2	3·6	1·4	3·2	3·8	4·3	3·1	3·0	31·7	0·4	**32·2**
Dec 5	4·8	*2·6*	0·7	2·8	3·7	1·3	2·6	3·1	3·8	2·8	3·2	28·6	0·4	**29·0**
Total excluding Community Programme vacancies														
1981 Annual averages	34·0	*16·1*	3·5	7·7	5·9	5·4	5·3	7·9	4·0	4·9	11·6	90·3	0·7	**91·1**
1982	42·3	*19·4*	4·4	10·7	7·1	7·2	7·2	10·0	5·0	6·0	13·1	112·9	1·0	**113·9**
1983	50·8	*22·1*	5·1	12·7	9·6	8·0	8·7	13·2	5·9	6·8	15·3	136·1	1·2	**137·3**
1984	59·4	*26·0*	5·4	13·6	10·7	8·1	8·2	14·5	6·6	7·3	14·8	148·6	1·2	**149·8**
1985	62·3	*26·6*	5·8	16·1	12·2	9·0	8·7	16·0	7·8	8·0	14·6	160·5	1·2	**161·7**
1985 Dec 6	55·5	*23·3*	4·8	14·8	12·3	8·5	8·5	15·2	7·3	7·5	12·3	146·7	1·1	**147·8**
1986 Jan 3	52·7	*22·5*	4·7	13·3	11·7	8·3	8·2	14·7	7·1	7·4	11·7	139·8	1·0	**140·8**
Feb 7	55·3	*23·5*	4·7	15·2	12·2	8·5	8·0	15·7	7·5	7·5	12·6	147·1	1·2	**148·3**
Mar 7	58·0	*24·8*	5·2	17·3	12·8	9·3	8·5	16·0	8·2	8·4	14·6	158·3	1·2	**159·5**
Apr 4	62·6	*26·2*	5·7	19·1	13·1	10·0	9·2	17·3	8·8	8·7	15·8	170·3	1·4	**171·7**
May 2	66·1	*27·9*	5·6	18·9	13·8	9·9	10·6	18·5	8·9	9·2	17·1	178·7	1·4	**180·1**
Jun 6	73·3	*30·1*	6·5	21·1	15·3	10·6	12·0	20·3	9·4	10·1	18·4	197·0	1·6	**198·6**
Jul 4	74·7	*30·4*	6·9	20·2	16·2	10·6	12·2	20·2	10·1	10·2	18·7	200·0	1·4	**201·4**
Aug 8	75·7	*31·3*	6·7	19·1	17·1	10·9	12·4	20·1	11·0	10·6	18·0	201·6	1·4	**203·0**
Sep 5	83·3	*34·9*	7·2	20·1	18·1	11·6	13·5	21·3	11·9	11·2	18·3	216·5	1·5	**218·0**
Oct 3	87·7	*38·2*	7·7	19·4	19·3	12·4	14·7	22·4	12·3	11·1	17·7	224·7	1·5	**226·2**
Nov 7	84·2	*36·8*	6·8	18·4	18·3	11·8	14·3	21·7	12·0	9·9	17·1	214·5	1·6	**216·0**
Dec 5	76·5	*33·4*	6·4	15·6	16·7	9·9	12·5	20·0	10·7	9·5	15·0	192·9	1·3	**194·3**
Vacancies at Careers Offices														
1981 Annual averages	2·4	*1·4*	0·2	0·2	0·6	0·3	0·3	0·2	0·2	0·1	0·2	4·7	0·1	**4·8**
1982	2·9	*1·6*	0·2	0·4	0·6	0·4	0·4	0·3	0·3	0·2	0·3	5·9	0·2	**6·1**
1983	3·6	*1·9*	0·2	0·5	0·7	0·5	0·5	0·5	0·3	0·2	0·3	7·2	0·3	**7·4**
1984	4·3	*2·1*	0·3	0·6	0·9	0·5	0·6	0·5	0·3	0·2	0·3	8·5	0·5	**9·0**
1985	6·0	*3·2*	0·4	0·7	1·2	0·6	0·6	0·7	0·3	0·2	0·3	10·8	0·7	**11·5**
1985 Dec 6	5·1	*2·9*	0·3	0·5	0·8	0·5	0·5	0·6	0·3	0·1	0·3	9·0	0·5	**9·5**
1986 Jan 3	4·9	*2·9*	0·3	0·4	0·7	0·5	0·5	0·6	0·2	0·1	0·2	8·5	0·4	**8·9**
Feb 7	5·1	*2·8*	0·3	0·5	0·8	0·5	0·6	0·6	0·3	0·2	0·3	9·2	0·5	**9·6**
Mar 7	5·6	*3·0*	0·3	0·5	0·9	0·6	0·6	0·6	0·3	0·2	0·3	10·0	0·5	**10·5**
Apr 4	5·8	*3·0*	0·3	0·5	0·9	0·7	0·6	0·6	0·3	0·1	0·2	10·1	0·6	**10·7**
May 2	6·3	*3·1*	0·4	0·7	1·0	0·8	0·6	0·7	0·3	0·1	0·3	11·2	0·6	**11·8**
Jun 6	10·5	*6·5*	0·4	0·9	2·0	0·7	0·8	1·2	0·5	0·2	0·3	17·6	0·7	**18·3**
Jul 4	10·9	*7·0*	0·5	0·8	1·6	0·7	0·8	1·0	0·3	0·3	0·3	17·3	0·6	**17·9**
Aug 8	10·0	*6·3*	0·4	0·7	1·5	0·6	0·7	0·9	0·3	0·2	0·4	16·0	0·6	**16·5**
Sep 5	9·0	*4·9*	0·5	0·8	1·7	0·7	0·7	1·0	0·3	0·2	0·3	15·3	0·7	**15·9**
Oct 3	8·4	*4·6*	0·4	0·7	1·2	0·8	0·7	1·0	0·3	0·2	0·3	14·0	0·7	**14·7**
Nov 7	7·6	*4·3*	0·3	0·7	1·1	0·7	0·6	0·8	0·3	0·2	0·4	12·8	0·7	**13·5**
Dec 5	7·4	*4·5*	0·3	0·7	1·1	0·5	0·5	0·7	0·3	0·3	0·3	12·0	0·6	**12·5**

Notes: About one-third of all vacancies are notified to Jobcentres. These could include some that are suitable for young persons and similarly vacancies notified to careers offices could include some for adults. Because of possible duplication the two series should not be added together. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count.
‡ Included in South East.
† Vacancies on Government Schemes (Enterprise Ulster and Action for Community Employment (ACE)) are not separately identified for Northern Ireland prior to December 1983.
†† Includes vacancies on the Community Enterprise Programme, the forerunner of Community Programme.

4·1 INDUSTRIAL DISPUTES
Stoppages of work*

Stoppages: November 1986

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	61	177,600	154,000
of which, stoppages:			
Beginning in month	48	162,600†	129,000
Continuing from earlier months	13	15,000‡	25,000

† All directly involved.
‡ Includes 3,900 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press.

Stoppages: cause

United Kingdom	Stoppages in progress: November 1986: Stoppages	Stoppages in progress: November 1986: Workers directly involved	Stoppages in progress: First eleven months of 1986: Stoppages	Stoppages in progress: First eleven months of 1986: Workers directly involved
Pay–wage-rates and earnings levels	26	156,000	319	427,400
–extra-wage and fringe benefits	3	10,000	17	16,100
Duration and pattern of hours worked	2	900	42	13,100
Redundancy questions	14	3,200	92	75,400
Trade union matters	3	500	40	48,500
Working conditions and supervision	3	1,900	111	23,000
Manning and work allocation	6	4,400	184	58,900
Dismissal and other disciplinary measures	4	600	85	28,700
All causes	**61**	**177,500**	**890**	**691,100**

Stoppages—industry

United Kingdom / SIC 1980	Jan–Nov 1986: Stoppages in progress: Stoppages	Jan–Nov 1986: Workers involved	Jan–Nov 1986: Working days lost	Jan–Nov 1985: Stoppages in progress: Stoppages	Jan–Nov 1985: Workers involved	Jan–Nov 1985: Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	237	65,700	104,000	153	175,700	4,140,000
Coke, mineral oil and natural gas	—	—	—	3	400	1,000
Electricity, gas, other energy and water	10	2,200	6,000	6	5,200	56,000
Metal processing and manufacture	8	4,400	126,000	26	5,500	49,000
Mineral processing and manufacture	17	6,400	23,000	16	4,700	50,000
Chemicals and man-made fibres	11	1,900	17,000	8	1,100	5,000
Metal goods not elsewhere specified	23	3,900	22,000	33	5,000	47,000
Engineering	85	23,500	222,000	90	22,300	150,000
Motor vehicles	59	52,600	107,000	53	52,500	61,000
Other transport equipment	43	64,200	398,000	40	84,300	256,000
Food, drink and tobacco	25	6,600	28,000	30	10,100	115,000
Textiles	7	6,600	13,000	14	5,500	18,000
Footwear and clothing	13	2,000	14,000	9	1,400	8,000
Timber and wooden furniture	5	400	1,000	11	1,800	29,000
Paper, printing and publishing	11	8,100	45,000	27	13,600	70,000
Other manufacturing industries	17	2,000	10,000	7	500	4,000
Construction	24	7,500	29,000	26	5,400	50,000
Distribution, hotels and catering, repairs	10	2,300	10,000	16	2,000	10,000
Transport services and communication	95	92,400	188,000	108	97,900	153,000
Supporting and miscellaneous transport services	20	1,400	9,000	29	2,900	15,000
Banking, finance, insurance, business services and leasing	6	1,200	5,000	7	3,400	6,000
Public administration, education and health services	162	346,100	453,000	131	255,900	852,000
Other services	10	1,400	2,000	16	6,600	34,000
All industries and services	**890§**	**702,900**	**1,834,000**	**855§**	**763,600**	**6,181,000**

§ Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.

4·2 Stoppages of work*: summary

United Kingdom	Number of stoppages: Beginning in period	Number of stoppages: In progress in period	Number of workers (Thou): Beginning involvement in period in any dispute	Number of workers (Thou): All involved in period	Working days lost in all stoppages in progress in period (Thou): All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI–XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)
SIC 1968											
1976	2,016	2,034	666†	668†	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,155	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,583	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830†	834†	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,499	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101†	2,103†	5,313	374	1,458	66	44	1,675	1,697
SIC 1980					All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11–14)	Metals, engineering and vehicles (21–22, 31–37)	Textiles, footwear and clothing (43, 45)	Construction (50)	Transport and communication (71–79)	All other industries and services (All other classes)
1982	1,528	1,538	2,101†	2,103†	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573†	574†	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1984 Nov	76	119	75	244	3,041	2,404	430	3	50	19	136
Dec	35	64	40	191	2,100	1,802	155	—	22	16	104
1985 Jan	61	77	21	151	2,136	2,008	21	2	13	15	77
Feb	79	111	88	211	1,999	1,815	40	4	13	8	119
Mar	74	104	38	199	442	231	47	1	1	11	152
Apr	85	105	64	118	191	17	42	5	—	46	82
May	86	109	38	108	244	22	56	—	13	3	151
June	59	81	19	73	162	4	31	—	3	4	120
July	86	105	32	56	113	5	34	—	1	6	67
Aug	62	83	30	40	99	11	25	1	—	8	53
Sep	86	108	106	197	286	20	118	4	2	11	131
Oct	96	125	112	228	280	7	98	6	3	43	123
Nov	65	93	68	202	228	3	52	3	1	12	159
Dec	48	72	28	186	220	1	28	4	—	29	158
1986 Jan	77	97	37	182	217	6	44	3	2	10	151
Feb	83	116	41	188	248	6	60	3	3	11	165
Mar	69	91	40	66	183	16	88	2	—	22	55
Apr	111	128	57	62	145	21	68	5	14	17	21
May	77	97	40	49	288	12	225	7	—	26	17
June	99	118	46	64	170	5	102	1	—	21	41
July	81	98	18	21	64	10	32	3	—	6	13
Aug	71	85	26	28	65	3	38	2	1	6	13
Sep	80	90	53	62	150	10	111	—	—	8	20
Oct	73	90	33	40	150	10	78	—	7	26	27
Nov	48	61	167	178	154	4	27	1	1	45	78

* See page of "Definitions and Conventions" for notes on coverage. Figures for 1986 are provisional.
† Figures exclude workers becoming involved after the end of the year in which the stoppages began.

EARNINGS 5·1
Average earnings index: all employees: main industrial sectors

JAN 1980 = 100

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0–9): Actual	Seasonally adjusted	% change over previous 12 months	underlying†	Manufacturing industries (Revised definition) (Divisions 2–4): Actual	Seasonally adjusted	% change over previous 12 months	underlying†	Production industries (Revised definition) (Divisions 1–4): Actual	Seasonally adjusted	% change over previous 12 months	underlying†	Service industries (Divisions 6–9): Actual	Seasonally adjusted	% change over previous 12 months	underlying†
1980 Annual averages	111·4				109·1				109·4				113·0			
1981	125·8				123·6				124·1				127·8			
1982	137·6				137·4				138·2				138·9			
1983	149·2				149·7				150·0				151·1			
1984	158·3				162·8				158·5				160·7			
1985	171·7				177·6				176·2				171·4			
1981 Jan	118·2	119·7	18·4	17	115·7	116·5	15·9	14½	116·4	117·3	16·6	15	120·5	122·1	20·4	
Feb	119·3	120·7	16·4	15½	117·3	118·2	16·0	14	117·8	118·7	16·6	14½	121·1	121·9	16·9	
Mar	121·2	121·3	14·5	15½	118·9	118·9	14·0	14	119·9	119·4	13·6	14½	122·4	123·0	15·5	
April	121·9	122·6	13·8	14	118·4	119·2	12·3	14	119·1	119·7	12·6	14½	124·4	125·5	15·5	
May	123·5	123·6	13·2	13½	121·0	120·0	11·8	13½	121·5	120·5	12·1	14	125·8	126·2	14·4	
June	126·0	124·8	12·0	12½	124·5	122·6	11·5	13½	125·2	123·5	12·1	14	127·2	126·8	12·1	
July	126·9	125·8	12·1	11½	125·4	124·2	11·4	13½	126·2	124·8	11·8	14	128·4	127·4	12·9	
Aug	129·0	128·9	13·0	11½	126·0	126·9	13·4	13½	126·3	127·3	13·6	13¾	132·0	131·1	13·5	
Sep	129·4	129·5	9·7	11½	126·2	127·4	12·9	13½	126·6	127·9	13·1	13¾	132·1	130·9	7·9	
Oct	130·0	130·2	12·0	11½	128·6	129·4	14·5	13½	128·9	129·9	14·6	13¾	131·6	132·1	10·9	
Nov	131·4	130·8	11·5	11	130·8	129·9	13·4	13¼	130·9	130·0	13·5	13½	132·8	133·2	11·0	
Dec	133·1	131·7	10·1	11	130·8	130·2	12·7	13	130·9	130·5	13·0	13	135·6	133·7	9·0	
1982 Jan	131·2	132·8	10·9	11	131·1	132·0	13·3	12¾	131·6	132·6	13·0	13	133·0	134·6	10·2	
Feb	132·8	134·3	11·3	10¾	131·8	132·8	12·4	12	133·7	134·7	13·5	12¼	133·9	134·7	10·5	
Mar	134·6	134·7	11·0	10¾	134·4	134·4	13·0	11¾	135·2	134·6	12·7	12	135·6	136·2	10·7	
April	134·5	135·4	10·4	10½	134·8	136·0	14·1	11¾	135·2	136·1	13·7	11¾	135·4	136·5	8·8	
May	136·5	136·7	10·6	10¼	137·5	136·5	13·8	11½	137·8	136·9	13·6	11¼	137·2	137·6	9·0	
June	138·3	137·0	9·8	9½	138·8	136·7	11·5	11¼	139·6	137·6	11·4	11	139·0	138·8	9·5	
July	140·7	139·5	10·9	9¼	139·2	137·8	11·0	11	140·1	138·5	11·0	11	142·9	141·6	11·1	
Aug	138·8	138·6	7·5	8¾	137·6	138·4	9·1	9½	138·4	139·3	9·4	9½	140·7	139·7	6·6	
Sep	138·7	138·9	7·3	8¾	137·9	139·3	9·3	9¼	138·7	140·2	9·6	9½	139·9	139·1	6·3	
Oct	139·6	139·8	7·4	8¾	140·0	140·9	8·9	9¼	139·9	141·1	8·6	9½	140·9	141·2	6·9	
Nov	142·4	141·7	8·3	8½	142·5	141·6	9·0	9	143·7	142·8	9·8	9¼	143·4	143·8	8·0	
Dec	143·6	142·0	7·8	8	143·2	142·7	9·6	9	144·0	143·8	10·2	9	145·2	143·1	7·0	
1983 Jan	142·6	144·5	8·8	8	142·9	144·0	9·1	9	143·5	144·6	9·0	8¾	144·8	146·4	8·8	
Feb	145·4	147·2	9·6	8	143·7	144·8	9·0	8¾	144·1	145·2	7·8	8¾	149·3	150·1	11·4	
Mar	146·1	146·3	8·6	7¾	145·1	145·0	7·9	8½	145·9	145·3	7·9	8½	148·6	149·1	9·5	
April	146·0	147·0	8·6	7½	146·7	148·1	8·9	8½	147·4	148·5	9·1	8½	147·2	148·3	8·6	
May	148·3	148·6	8·7	7½	149·2	148·2	8·6	8½	149·3	148·4	8·4	8½	150·4	150·8	9·6	
June	149·7	148·2	8·2	7½	150·2	147·8	8·1	8½	150·4	148·2	7·7	8	151·4	151·4	9·1	
July	151·7	150·3	7·7	7½	151·2	149·7	8·6	8¾	151·8	150·0	8·3	8½	153·9	152·3	7·6	
Aug	150·4	150·2	8·4	7¾	149·9	150·8	9·0	8¾	150·4	151·3	8·6	8½	152·8	151·8	8·7	
Sep	150·5	150·7	8·5	7¾	150·9	152·4	9·4	9¼	151·4	153·0	9·1	9	151·8	151·5	8·9	
Oct	151·7	152·0	8·7	7¾	153·3	154·4	9·6	9½	154·1	155·4	10·1	9¼	152·1	152·2	7·8	
Nov	152·8	152·1	7·3	7¾	156·5	155·6	9·9	9¾	155·7	154·7	8·3	9¼	153·1	153·6	6·8	
Dec	155·1	153·4	8·0	8	157·0	156·6	9·7	9¾	155·9	155·8	8·3	9¼	157·3	155·1	8·4	
1984 Jan	152·7	154·7	7·1	7¾	155·9	157·0	9·0	9½	154·9	156·0	7·9	9	154·3	155·9	6·5	
Feb	153·8	155·6	5·7	7¾	157·5	158·7	9·6	9½	156·5	157·8	8·7	9	154·5	155·2	3·4	
Mar	154·2	154·4	5·5	7¾	159·3	159·2	9·8	9½	154·3	153·7	5·8	9	156·5	157·0	5·3	
April	154·7	155·8	6·0	7¾	158·0	159·5	7·7	9¼	153·4	154·5	4·0	8¾	157·8	158·9	7·1	
May	155·7	156·0	5·0	7¾	160·6	159·5	7·6	9¼	155·7	154·7	4·2	8¾	158·3	158·7	5·2	
June	157·5	156·0	5·3	7¾	163·8	161·1	9·0	9¼	158·4	156·1	5·3	8¾	158·8	159·0	5·0	
July	159·6	158·2	5·3	7½	164·6	162·9	8·8	9	159·5	157·6	5·1	8½	162·1	160·3	5·3	
Aug	159·2	159·0	5·9	7½	162·8	163·7	8·6	8¾	157·7	158·7	4·9	8¼	162·7	161·8	6·6	
Sep	159·9	160·2	6·3	7½	164·5	166·1	9·0	8¾	159·7	161·4	5·5	8¼	162·3	162·4	7·2	
Oct	164·2	164·5	8·2	7½	167·2	168·3	9·0	8½	162·2	163·6	5·3	8	168·6	168·7	10·8	
Nov	162·8	162·0	6·5	7½	169·1	168·1	8·0	8½	164·4	163·4	5·6	8	164·5	165·1	7·5	
Dec	165·3	163·5	6·6	7½	170·0	169·5	8·2	8½	164·9	164·7	5·7	8	168·4	165·9	7·0	
1985 Jan	163·4	165·5	7·0	7½	170·5	171·7	9·4	8½	165·9	167·1	7·1	8¼	165·0	166·7	6·9	7
Feb	164·6	166·5	7·0	7½	170·6	172·0	8·4	8½	166·3	167·6	6·2	8¼	166·3	166·9	7·5	7
Mar	168·1	168·3	9·0	7½	173·9	173·8	9·2	8¾	171·7	171·0	11·3	8¼	168·2	168·6	7·4	7
April	169·4	170·6	9·5	7½	176·0	177·6	11·3	8¾	174·3	175·5	13·6	8¼	168·8	170·0	7·0	7
May	169·4	169·7	8·8	7½	175·6	174·4	9·3	9	174·2	173·2	12·0	8½	169·2	169·6	6·9	7
June	171·9	170·2	9·1	7½	179·1	176·2	9·4	9	178·1	175·6	12·5	8½	169·9	170·1	7·0	6¾
July	173·7	172·2	8·8	7½	180·2	178·3	9·5	9	179·9	177·8	12·8	8¾	172·0	170·1	6·1	6¾
Aug	173·4	173·1	8·9	7½	177·0	178·1	8·8	9	176·6	177·8	12·0	8¾	173·9	173·1	7·0	6¾
Sep	176·1	176·4	10·1	7¾	179·8	181·5	9·3	9	179·8	181·7	12·6	8¾	175·8	176·0	8·4	6¾
Oct	173·9	174·3	6·0	7½	179·7	180·9	7·5	8¾	179·3	180·8	10·5	8¾	172·4	172·4	2·2	6¾
Nov	176·8	175·9	8·6	7½	184·0	182·9	8·8	8¾	183·5	182·4	11·6	8¾	174·8	175·6	6·4	6½
Dec	180·0	178·1	8·9	7½	185·3	184·7	9·0	8¾	184·4	184·2	11·8	8¾	180·1	177·4	6·9	6½
1986 Jan	176·9	179·1	8·2	7½	184·1	185·5	8·0	8½	184·1	185·5	11·0	8¾	175·0	176·7	6·0	6½
Feb	177·9	180·0	8·1	7½	184·5	186·0	8·1	8¼	184·5	185·9	10·9	8½	176·5	177·0	6·1	6¾
Mar	182·4	182·6	8·5	7½	187·0	186·9	7·5	8	186·8	186·0	8·8	8¼	182·7	183·0	8·5	7
April	184·0	185·3	8·6	7½	189·3	191·1	7·6	7¾	188·6	189·9	8·2	8¼	184·4	185·7	9·2	7¼
May	182·3	182·6	7·6	7½	188·5	187·1	7·3	7¾	187·7	186·6	7·7	8¼	181·8	182·2	7·4	7¼
June	185·7	183·9	8·0	7½	192·9	189·8	7·7	7¾	191·6	188·8	7·5	8	184·5	184·8	8·6	7¼
July	187·9	186·3	8·2	7½	192·5	190·5	6·8	7¾	192·2	189·9	6·8	8	188·0	186·0	9·3	7¼
Aug	187·2	187·0	8·0	7½	190·8	191·9	7·7	7¾	190·9	192·1	8·0	7¾	188·0	187·3	8·3	7¼
Sep	186·8	187·1	6·1	7½	192·1	194·0	6·9	7¾	191·9	193·9	6·7	7¾	185·7	186·0	5·7	7¼
Oct	188·3	188·7	8·3	7½	193·9	195·2	7·9	7¾	193·6	195·2	8·0	7¾	187·4	187·4	8·7	7¼
[Nov]	191·0	190·1	8·1	7½	198·7	197·5	8·0	7¾	198·1	196·8	7·9	7¾	189·2	190·1	8·3	7¼

Note: The seasonal adjustment factors currently used for the SIC 1980 series are based on data up to December 1982 with data prior to January 1980 from the corresponding SIC 1968 series except for the services series, which is based on data up to December 1985.
† For the derivation of the underlying change, see *Employment Gazette*, December 1986, p. 514.

5·3 EARNINGS
Average earnings index: all employees: by industry

(not seasonally adjusted)

JAN 1980 = 100

GREAT BRITAIN SIC 1980 CLASS	Agriculture and forestry* (01–02)	Coal and coke (11–12)	Mineral oil and natural gas (14)	Electricity, gas, other energy and water supply (15–17)	Metal processing and manufacturing** (21–22)	Mineral extraction and manufacturing (23–24)	Chemicals and man-made fibres (25–26)	Mechanical engineering (32)	Electrical and electronic engineering (33–34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instruments (31,37)	Food, drink and tobacco (41–42)	Textiles (43)
1980 Annual averages	117·7	106·1	104·4	116·2	**	109·1	109·8	106·9	109·0	100·5	111·4	103·7	109·0	107·3
1981	131·8	118·6	119·8	133·5	125·0	121·6	124·8	117·3	123·4	111·4	124·0	116·8	123·9	120·2
1982	144·2	131·1	135·8	147·8	137·3	136·8	138·9	130·6	139·2	125·3	137·3	129·3	136·7	131·8
1983	157·5	134·7	147·8	159·2	150·7	148·5	152·0	142·3	152·9	138·6	143·2	140·3	149·6	143·5
1984	169·6	67·7	162·5	170·4	167·1	159·5	164·9	156·1	167·1	149·0	157·4	151·9	160·9	154·4
1985	184·4	135·3	178·6	182·7	181·6	172·4	179·1	172·3	182·3	168·9	170·9	164·1	174·9	169·6
1984 Nov	168·2	67·1	164·3	176·6	164·4	165·2	179·0	162·7	172·9	153·1	161·7	157·3	169·5	159·5
Dec	163·5	68·5	165·7	170·7	170·9	167·4	179·5	163·9	176·8	151·4	163·8	157·6	171·6	158·3
1985 Jan	163·9	74·0	170·5	174·9	177·5	163·0	170·8	164·2	173·8	171·0	161·8	156·7	167·5	163·1
Feb	170·3	78·2	173·1	175·9	169·7	165·5	170·4	165·5	175·6	162·3	164·6	158·7	170·0	164·2
Mar	170·4	122·5	173·6	175·9	175·8	168·5	173·1	169·1	181·4	167·8	168·5	161·9	167·9	166·6
April	175·4	137·9	173·5	173·8	188·0	170·0	173·8	168·9	185·3	167·2	168·1	161·6	171·9	167·0
May	173·6	139·5	178·3	175·9	174·9	170·4	174·6	170·6	181·2	168·7	167·0	164·5	173·5	168·9
June	188·2	148·0	177·1	182·5	175·7	175·2	178·8	173·4	183·1	168·3	183·3	164·5	176·5	172·1
July	193·6	149·5	178·5	193·2	198·8	173·0	181·6	174·7	183·5	172·8	172·1	164·8	176·4	172·0
Aug	203·1	150·7	177·2	184·8	176·7	172·1	180·8	171·7	181·0	166·8	167·8	163·1	173·0	168·5
Sep	206·3	152·9	183·7	194·5	196·5	176·5	179·8	174·4	182·7	165·6	170·8	165·5	175·8	171·3
Oct	200·5	153·6	181·7	187·1	176·7	175·6	180·4	175·5	184·5	167·2	174·4	166·5	177·0	172·5
Nov	182·9	159·3	185·5	188·4	177·1	176·6	195·3	180·1	186·3	175·6	173·3	171·6	182·6	174·5
Dec	184·5	157·8	190·0	184·9	192·0	182·0	190·1	179·7	189·6	173·2	178·6	169·7	186·7	174·5
1986 Jan	179·5	172·0	185·1	185·4	188·3	176·3	183·4	177·7	189·5	172·5	179·7	169·7	185·0	177·2
Feb	177·9	166·4	187·3	189·7	179·9	177·0	184·2	180·8	189·7	176·5	178·2	170·6	183·3	176·7
Mar	179·4	170·1	188·2	189·3	184·5	178·8	186·2	182·5	192·7	185·9	181·1	173·8	183·0	179·5
April	183·2	164·7	188·1	189·5	202·6	182·5	186·1	184·1	199·5	178·0	179·8	172·1	187·3	177·2
May	186·0	159·6	199·7	191·1	185·9	183·3	189·4	182·3	193·6	182·2	178·6	175·8	188·7	180·0
Jun	193·2	159·4	195·4	191·5	191·5	191·5	192·8	184·1	199·7	190·6	184·7	176·2	192·9	184·1
July	197·3	160·7	194·8	204·7	205·6	186·6	192·3	187·1	196·9	184·4	182·1	176·9	189·9	183·5
Aug	213·4	161·7	194·2	207·2	189·8	185·5	192·4	183·0	195·8	182·6	188·8	176·2	186·6	181·0
Sep	218·0	168·8	197·3	198·1	189·7	190·5	193·1	183·9	196·6	183·2	183·9	177·4	191·1	182·8
Oct	213·7	171·0	194·5	199·2	207·9	188·7	196·6	185·6	199·9	183·2	186·1	178·2	191·0	183·7
[Nov]	..	172·6	219·3	199·4	190·8	191·3	212·6	189·0	202·8	191·2	194·4	184·8	200·2	188·7

GREAT BRITAIN SIC 1980 CLASS	Leather, footwear and clothing (44–45)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	Construction (50)	Distribution and repairs (61–65, 67)	Hotels and catering (66)	Transport and communication† (71–72, 75–77,79)	Banking, finance and insurance (81–82 83pt.–84pt.)	Public administration (91–92pt.)	Education and health services (93,95)	Other services ‡ (97pt.–98pt.)	Whole economy
1980 Annual averages	107·6	105·9	110·4	107·6	111·5	107·2	108·0	108·4	112·7	114·2	123·8	113·3	111·4
1981	121·4	115·2	128·2	121·1	125·8	120·3	120·5	120·6	128·9	129·6	140·8	128·0	125·8
1982	134·1	126·9	142·8	134·0	137·6	132·6	127·6	132·2	144·6	140·0	147·9	143·7	137·6
1983	145·2	139·9	156·6	144·0	148·0	143·6	137·9	144·3	157·5	149·5	163·6	156·0	149·2
1984	155·6	150·2	170·1	157·1	156·7	153·9	148·0	154·1	170·4	159·3	170·3	169·4	158·3
1985	168·4	161·0	184·8	169·7	169·5	165·2	157·2	166·2	184·8	169·0	178·3	182·3	171·7
1984 Nov	159·0	154·7	177·4	165·4	161·0	157·6	149·4	160·5	173·0	162·5	173·4	175·3	162·8
Dec	161·5	149·6	173·7	163·3	165·6	161·9	162·8	161·3	192·5	161·3	174·0	184·3	165·3
1985 Jan	162·3	160·6	174·1	163·9	158·1	159·6	153·0	158·9	174·6	164·2	170·9	182·4	163·4
Feb	163·9	156·2	175·0	164·2	162·1	159·7	149·5	159·0	174·3	169·1	173·7	178·0	164·6
Mar	167·0	154·3	179·5	165·9	169·4	161·6	151·3	162·3	190·4	166·4	172·4	179·5	168·1
April	166·9	158·7	182·9	167·0	167·6	167·3	152·8	164·6	178·0	165·4	173·0	178·6	169·4
May	167·3	153·6	183·8	169·9	165·5	164·1	156·3	164·6	185·1	165·2	174·7	177·9	169·4
June	171·3	158·4	188·3	171·3	171·7	165·1	156·2	164·3	184·9	170·9	173·4	172·7	171·9
July	168·3	161·7	187·1	171·0	171·6	165·8	156·8	168·2	187·1	167·6	179·7	177·2	173·7
Aug	166·9	171·7	185·9	170·2	167·1	164·1	159·8	170·1	181·0	167·4	190·1	181·5	173·4
Sept	169·6	165·2	189·5	169·7	174·0	167·1	160·2	167·0	182·8	172·8	190·2	196·4	176·1
Oct	169·0	166·5	188·6	171·6	172·6	164·9	159·9	166·3	183·3	172·2	180·0	185·5	173·9
Nov	171·6	165·8	192·5	175·7	176·4	167·7	159·6	177·5	185·5	173·1	177·3	186·4	176·8
Dec	177·1	159·4	190·8	176·1	178·4	175·0	171·0	171·3	210·0	173·7	183·6	191·8	180·0
1986 Jan	175·8	169·7	189·6	176·7	173·7	170·1	158·4	170·4	189·2	172·4	179·5	191·6	176·9
Feb	176·8	169·3	190·8	177.6	174·7	171·8	159·8	170·7	193·7	174·7	180·4	190·2	177·9
Mar	179·9	161·0	194·4	178.3	180·9	173·0	159·9	172·8	210·6	175·7	197·4	187·2	182·4
April	180·1	167·1	196·4	180·3	179·8	179·5	163·6	174·2	193·3	174·9	203·6	189·4	184·0
May	177·8	165·7	197·8	180·2	178·7	174·3	169·4	177·2	202·4	175·3	189·5	194·5	182·3
Jun	181·8	167·0	202·6	186·5	185·3	176·5	170·1	175·8	201·2	182·2	194·7	195·1	185·7
July	180·9	171·4	199·8	186·4	186·5	176·8	167·7	178·9	207·7	180·0	206·1	201·8	187·9
Aug	179·3	190·3	197·0	181·3	179·3	176·3	174·2	179·6	202·0	177·0	211·1	193·4	187·2
Sep	182·3	185·4	201·5	183·5	185·4	178·1	170·7	178·5	198·3	178·2	199·8	199·8	186·8
Oct	182·5	172·3	202·8	184·3	185·7	177·5	171·1	178·5	203·0	185·3	199·4	203·2	188·3
[Nov]	184·8	178·7	205·2	189·4	190·0	179·4	173·4	182·2	219·9	181·9	197·5	205·7	191·0

* England and Wales only.
† Excluding sea transport.
‡ Excluding private domestic and personal services.
**Because of a dispute in the steel industry, insufficient information is available to enable reliable indices for "metal processing and manufacturing" to be calculated for 1980, but the best possible estimates have been used in the compilation of the indices for manufacturing and whole economy. The index series for this group has a base of April 1980=100.

5·4 EARNINGS AND HOURS
Average earnings and hours: manual employees: by industry†

UNITED KINGDOM October SIC 1980 CLASS	Metal processing and manufacturing (21–22)	Mineral extraction and manufacturing (23–24)	Chemicals and man-made fibres (25–26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33–34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41–42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										£
1983	156·30	152·57	162·13	139·45	137·78	146·96	146·82	137·93	148·17	120·66
1984	168·84	162·96	173·63	152·37	145·73	159·01	159·05	148·45	161·86	128·59
1985	180·15	172·96	187·19	167·86	160·26	170·94	174·76	156·56	173·18	140·50
Hours worked										
1983	41·7	45·1	42·8	41·7	41·9	41·0	41·1	42·4	45·2	43·9
1984	42·2	45·1	43·0	42·4	41·9	41·3	41·6	42·8	45·3	44·0
1985	41·9	45·3	42·7	43·0	42·3	40·4	42·1	42·9	45·1	44·2
Hourly earnings										pence
1983	374·7	338·6	379·1	334·3	328·5	358·0	357·6	325·3	327·5	274·7
1984	400·3	361·4	403·5	359·3	347·9	385·1	382·4	347·0	356·9	292·2
1985	429·6	382·2	438·5	390·6	379·2	422·8	414·8	364·9	383·7	317·9
FEMALE (full-time on adult rates)										
Weekly earnings										£
1983	92·82	92·40	101·21	97·96	97·18	109·56	101·72	94·00	99·58	77·56
1984	103·02	99·79	110·09	106·16	102·51	117·14	110·70	99·41	106·35	82·97
1985	111·45	106·43	118·44	118·10	109·74	126·39	126·63	105·55	114·20	89·52
Hours worked										
1983	38·5	38·4	38·2	38·7	38·1	38·5	37·7	38·3	39·1	38·1
1984	38·8	38·5	38·5	38·5	38·3	38·5	38·3	37·9	38·8	38·4
1985	38·5	38·4	38·5	39·0	38·6	38·1	38·2	38·1	38·7	37·9
Hourly earnings										pence
1983	240·8	240·7	264·7	253·1	254·8	284·7	269·8	245·7	254·9	203·7
1984	265·4	259·0	286·1	275·6	267·9	304·6	288·9	262·4	274·2	215·8
1985	289·2	277·0	308·0	302·9	284·3	331·6	331·2	277·3	295·0	235·9
ALL (full-time on adult rates)										
Weekly earnings										£
1983	154·05	145·59	149·79	136·85	122·74	144·12	144·76	128·18	134·32	102·01
1984	166·50	155·58	161·37	149·78	129·34	156·22	156·85	137·66	146·47	108·56
1985	177·90	165·23	174·30	165·16	142·68	167·87	172·71	145·58	156·17	118·15
Hours worked										
1983	41·6	44·3	41·8	41·5	40·5	40·9	40·9	41·5	43·5	41·4
1984	42·1	44·3	42·2	42·2	40·5	41·1	41·4	41·7	43·5	41·6
1985	41·8	44·5	41·9	42·8	41·0	40·3	42·0	41·9	43·3	41·5
Hourly earnings										pence
1983	370·3	328·8	357·9	329·6	302·8	352·8	353·9	309·0	308·9	246·4
1984	395·9	351·0	382·8	355·1	319·3	380·1	378·5	330·1	336·5	261·2
1985	425·4	371·6	416·0	386·2	348·1	416·9	411·6	347·8	360·8	285·0

UNITED KINGDOM October SIC 1980 CLASS	Leather, footwear and clothing (44–55)	Timber and wooden furniture (46)	Paper products printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	All manufacturing industries (21–49)	Electricity, gas, other energy and water supply (15–17)	Construction (50)	Transport and communication* (71–72, 75–77,79)	All industries covered SIC 1980
MALE (full-time on adult rates)									
Weekly earnings									£
1983	113·94	133·35	184·22	140·51	146·19	169·13	139·99	162·43	148·63
1984	119·69	139·92	198·43	151·41	157·50	179·77	147·80	173·32	159·30
1985	129·72	154·00	214·42	162·57	170·58	193·34	160·37	..	..
Hours worked									
1983	42·0	43·0	42·1	43·1	42·5	40·8	43·6	46·5	43·3
1984	41·8	42·9	42·5	43·3	42·8	40·7	43·3	46·7	43·4
1985	42·0	44·1	42·4	43·4	43·0	41·1	44·0	..	..
Hourly earnings									pence
1983	271·6	309·8	437·7	325·9	343·6	415·0	321·2	349·5	343·5
1984	286·5	326·3	467·1	349·7	367·7	441·5	341·4	371·2	366·7
1985	309·0	348·9	506·1	374·5	397·1	470·0	364·8	..	..
FEMALE (full-time on adult rates)									
Weekly earnings									£
1983	73·60	97·36	112·07	87·52	90·32	112·46	77·98	118·08	91·26
1984	78·58	102·63	119·71	92·48	96·30	126·00	87·81	126·69	97·34
1985	85·22	113·18	129·16	98·23	103·21	124·17	95·86	..	..
Hours worked									
1983	37·1	38·4	38·6	38·6	38·1	36·1	39·2	40·8	38·2
1984	37·0	38·4	38·8	38·6	38·1	37·5	38·8	41·5	38·2
1985	37·1	38·7	38·5	38·6	38·1	36·9	38·3	..	..
Hourly earnings									pence
1983	198·6	253·7	290·6	226·6	237·2	311·4	199·0	289·4	239·1
1984	212·6	267·2	308·3	239·8	252·9	336·1	226·6	305·4	254·9
1985	229·9	292·4	335·9	254·5	271·0	336·4	250·4	..	..
ALL (full-time on adult rates)									
Weekly earnings									£
1983	82·96	129·37	170·39	127·29	132·98	168·43	139·80	160·58	138·74
1984	88·13	136·00	182·49	136·87	143·09	179·22	147·59	171·39	148·69
1985	95·10	149·83	198·21	145·72	155·04	192·65	160·11	181·06	160·39
Hours worked									
1983	38·2	42·5	41·4	42·0	41·5	40·7	43·6	46·2	42·4
1984	38·1	42·4	41·7	42·1	41·7	40·7	43·3	46·5	42·5
1985	38·2	43·6	41·6	42·2	41·8	41·1	43·9	46·4	42·8
Hourly earnings									pence
1983	217·2	304·2	411·4	303·1	320·5	413·9	320·9	347·3	327·3
1984	231·4	320·7	437·2	324·9	343·0	440·5	341·0	368·7	349·5
1985	249·2	343·8	476·2	345·7	370·6	468·9	364·4	390·0	374·7

† For more detailed results see articles in February 1986 and previous corresponding issues of *Employment Gazette*.
* Except sea transport.

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)	
			excluding those whose pay was affected by absence					excluding those whose pay was affected by absence		
April of each year	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours
FULL-TIME MEN†										
Manual occupations										
1980	111·2	115·2	45·0	255·5	250·0	108·6	111·7	45·4	245·8	240·5
1981	119·3	124·7	43·5	286·0	279·8	118·4	121·9	44·2	275·3	269·1
1982*	134·8	138·1	43·8	315·1	307·9	131·4	133·8	44·3	302·0	294·7
	134·4	137·8	43·9	313·7	306·7					
1983†	142·8	147·4	43·7	336·7	329·2	140·3	143·6	43·9	326·5	319·0
	141·0	145·5	43·6	333·0	325·5	138·4	141·6	43·8	322·7	315·2
1984	153·6	158·9	44·4	358·1	348·5	148·8	152·7	44·3	345·0	336·1
1985	167·5	172·6	44·6	386·8	373·8	159·8	163·6	44·5	368·0	356·8
1986	178·4	183·4	44·5	411·6	398·5	170·9	174·4	44·5	392·6	380·8
Non-manual occupations										
1980	143·6	144·8	39·4	362·3	362·0	140·4	141·3	38·7	360·8	361·3
1981	159·6	161·8	38·8	411·9	411·5	161·2	163·1	38·4	419·1	419·7
1982*	180·1	181·4	38·8	457·9	457·0	177·9	178·9	38·2	462·5	462·3
	178·5	179·8	38·9	453·4	452·5					
1983†	193·2	194·6	39·1	491·6	491·0	193·7	194·9	38·4	503·4	502·9
	191·4	192·9	39·1	487·3	486·6	190·6	191·8	38·4	494·8	494·2
1984	211·7	213·5	39·3	537·8	537·1	207·3	209·0	38·5	537·4	536·4
1985	230·7	232·0	39·3	582·0	580·7	223·5	225·0	38·6	574·7	573·2
1986	254·4	255·7	39·3	641·0	640·0	243·4	244·9	38·6	627·3	625·8
All occupations										
1980	120·3	124·3	43·4	284·1	281·8	121·5	124·5	42·7	288·2	287·6
1981	131·3	137·1	42·0	323·5	320·8	136·5	140·5	41·7	332·0	331·2
1982*	148·8	152·6	42·2	357·0	354·0	151·5	154·5	41·7	365·6	364·6
	147·9	151·8	42·3	354·2	351·4					
1983†	158·6	163·3	42·2	383·0	380·0	163·8	167·5	41·5	399·1	398·0
	156·4	161·2	42·2	378·1	375·0	161·1	164·7	41·4	392·6	391·2
1984	171·2	176·8	42·8	409·9	406·2	174·3	178·8	41·7	423·0	421·4
1985	187·2	192·6	42·9	444·3	438·6	187·9	192·4	41·9	452·5	449·9
1986	202·3	207·8	42·9	479·1	474·0	203·4	207·5	41·8	488·9	486·6
FULL-TIME WOMEN†										
Manual occupations										
1980	66·4	69·5	39·8	174·5	172·8	65·9	68·0	39·6	172·1	170·4
1981	72·5	76·3	39·6	192·8	191·4	72·1	74·5	39·4	189·8	188·2
1982*	79·9	82·9	39·6	209·5	207·1	78·3	80·1	39·3	205·0	202·7
	79·6	82·6	39·6	208·9	206·6					
1983†	86·7	90·3	39·7	227·3	224·9	85·6	87·9	39·3	224·3	222·0
	86·7	90·4	39·7	227·7	225·3	85·8	88·1	39·3	224·9	222·6
1984	91·9	96·0	39·9	240·9	238·1	90·8	93·5	39·4	238·0	235·1
1985	100·1	104·5	40·0	261·7	257·3	98·2	101·3	39·5	256·9	252·9
1986	107·0	111·6	40·0	278·9	274·6	104·5	107·5	39·5	273·0	269·2
Non-manual occupations										
1980	76·7	77·1	37·3	205·8	204·9	82·0	82·7	36·7	221·2	220·7
1981	86·4	87·3	37·1	234·2	233·4	95·6	96·7	36·5	259·7	259·2
1982*	97·2	97·6	37·2	260·3	259·0	104·3	104·9	36·5	283·0	282·2
	97·0	97·4	37·2	259·8	258·5					
1983†	105·5	106·2	37·2	283·3	281·9	114·2	115·1	36·5	310·0	309·0
	106·2	107·0	37·2	285·4	284·0	115·1	116·1	36·5	312·9	311·9
1984	115·8	117·2	37·4	310·8	308·7	123·0	124·3	36·5	334·3	333·1
1985	125·5	126·8	37·4	336·5	334·7	132·4	133·8	36·6	359·1	357·6
1986	135·8	136·7	37·4	363·2	361·2	144·3	145·7	36·7	390·6	388·8
All occupations										
1980	70·3	72·8	38·7	187·3	186·1	77·3	78·8	37·5	207·0	206·4
1981	78·1	81·5	38·4	211·6	210·6	89·3	91·4	37·2	241·8	241·2
1982*	87·1	89·7	38·5	232·1	230·4	97·5	99·0	37·1	263·1	262·1
	86·8	89·4	38·5	231·4	229·7					
1983†	94·5	97·6	38·6	251·8	250·1	106·9	108·8	37·2	288·5	287·5
	94·7	97·9	38·6	252·7	251·0	107·6	109·5	37·2	290·6	289·5
1984	101·7	105·5	38·8	270·9	268·8	114·9	117·2	37·2	310·3	309·1
1985	110·6	114·7	38·8	294·4	291·5	123·9	126·4	37·3	334·0	332·4
1986	119·2	123·2	38·8	316·1	313·3	134·7	137·2	37·3	362·5	360·7
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1980	108·4	112·4	42·3	263·3	259·8	107·7	110·2	41·1	264·8	262·8
1981	118·6	124·3	41·2	299·0	295·6	121·6	124·9	40·3	305·1	303·2
1982*	134·0	138·0	41·3	329·6	325·4	134·1	136·5	40·2	334·6	332·1
	133·3	137·2	41·4	327·2	323·1					
1983	143·2	148·0	41·4	354·1	349·9	145·4	148·3	40·0	365·1	362·5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1980	106·9	110·9	42·3	259·8	256·2	106·3	108·7	41·1	261·1	259·0
1981	116·8	122·5	41·2	294·7	291·2	119·8	123·1	40·3	300·4	298·4
1982*	132·0	135·9	41·3	324·6	320·3	132·1	134·5	40·2	329·3	326·7
	131·2	135·2	41·4	322·3	318·2					
1983	141·2	146·0	41·4	349·1	344·8	143·2	146·1	40·1	359·5	356·8
(c) MALES AND FEMALES on adult rates										
1983	142·2	147·0	41·4	351·5	347·3	144·5	147·4	40·1	362·6	360·0
1984	155·2	160·8	41·9	380·6	375·4	155·8	159·3	40·3	389·9	386·7
1985	169·2	174·7	41·9	411·8	404·8	167·4	171·0	40·4	416·8	412·7
1986	183·1	188·6	41·9	444·4	437·7	181·2	184·7	40·4	450·8	446·8

Notes: New Earnings Survey estimates.
*Results for manufacturing industries for 1980–81 inclusive and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification [SIC]. Results for manufacturing industries for 1983 to 1986 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.
†Results for 1980-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1986 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

LABOUR COSTS 5·7
All employees: main industrial sectors and selected industries

		Manu-facturing	Mining and quarrying	Construction	Energy (excl. coal) and water supply**	Index of production industries§§	Whole economy
Labour costs							Pence per hour
	1975	161·68	249·36	156·95	217·22	166·76	..
	1978	244·54	365·12	222·46	324·00	249·14	..
	1981	394·34	603·34	357·43	595·10	405·57	..
	1984	509·80	..	475·64	811·41	..	..
	1985	554·2	..	511·2	860·6	..	..
Percentage shares of labour costs *							Per cent
Wages and salaries	1978	84·3	76·2	86·8	78·2	83·9	..
	1981	82·1	73·3	85·0	75·8	81·6	..
	1984	84·0	..	86·0	77·7	..	..
	1985	84·7	..	86·6	78·6	..	..
of which Holiday, sickness, injury and maternity pay	1978	9·2	9·3	6·8	11·2	9·0	..
	1981	10·0	8·7	7·8	11·5	9·7	..
	1984	10·5	..	8·0	11·5	..	..
	1985	10·6	..	8·0	11·5	..	..
Statutory National Insurance contributions	1978	8·5	6·7	9·1	6·9	8·4	..
	1981	9·0	7·0	9·9	7·0	8·9	..
	1984	7·4	..	7·7	5·5	..	..
	1985	6·7	..	7·2	5·1	..	..
Private social welfare payments	1978	4·8	9·4	2·3	12·2	5·1	..
	1981	5·2	10·1	2·8	13·1	5·6	..
	1984	5·3	..	4·1	12·1	..	..
	1985	5·3	..	4·1	12·2	..	..
Payments in kind, subsidised services, training (excluding wages and salaries	1978	2·3	7·7	1·9	2·6	2·6	..
	1981	3·7	9·6	2·3	4·1	3·9	..
element) and other labour costs ‡	1984	3·3	..	2·2	4·7	..	..
	1985	3·3	..	2·1	4·1	..	..

SIC 1980		Manufacturing		Energy and water supply	Production industries	Construction	Production and Construction industries††	Whole economy	
Labour costs per unit of output §									
1980 = 100			% change over a year earlier						% change over a year earlier
	1979	81·8	17·9	78·4	82·3	80·8	82·0	81·7	14·4
	1980	100·0	22·2	100·0	100·0	100·0	100·0	100·0	22·4
	1981	109·0	9·0	106·5	107·2	118·7	108·9	110·1	10·1
	1982	114·2	4·8	106·8	110·7	121·7	112·4	115·6	5·0
	1983	114·4	0·2	102·2	109·7	124·8	112·1	120·1	3·9
	1984	117·9	3·1	85·5	111·9	128·8	114·6	123·7	3·0
	1985	122·8	4·2	99·7	117·0	132·2	119·5	129·0	4·3
	1983 Q3	..	..	..	..	..	..	119·9	3·9
	Q4	..	..	..	..	..	..	120·8	3·4
	1984 Q1	..	..	..	..	..	..	121·5	2·2
	Q2	..	..	..	..	..	..	123·0	2·2
	Q3	..	..	..	..	..	..	123·7	3·2
	Q4	..	..	..	..	..	..	125·9	4·2
	1985 Q1	..	..	..	..	..	..	126·0	3·7
	Q2	..	..	..	..	..	..	127·7	3·8
	Q3	..	..	..	..	..	..	130·4	5·4
	Q4	..	..	..	..	..	..	131·4	4·4
	1986 Q1	..	..	..	..	..	..	133·3	5·8
	Q2	..	..	..	..	..	..	135·5	6·1
	Q3	..	..	..	..	..	..	136·8	4·9
Wages and salaries per unit of output §	1979	81·8‖	15·4	79·4	83·1	81·4	82·7	81·7	13·6
	1980	100·0‖	22·2	100·0	100·0	100·0	100·0	100·0	22·4
	1981	109·3‖	9·3	105·3	106·6	118·0	108·3	109·5	9·5
	1982	114·0‖	4·3	106·5	110·5	121·7	112·2	115·8	5·8
	1983	114·5‖	0·4	102·3	110·4	125·0	112·7	121·1	4·6
	1984	117·9‖	3·0	86·1	113·5	129·4	116·1	126·0	4·0
	1985	124·3‖	5·4	102·5	119·7	134·1	122·1	132·7	5·3
	1984 Q1	116·2‖	2·6	..	..	..	..	123·2	3·0
	Q2	116·5‖	1·0	..	..	..	..	125·1	3·3
	Q3	118·2‖	3·6	..	..	..	..	126·0	4·2
	Q4	120·9‖	4·9	..	..	..	..	129·3	5·8
	1985 Q1	121·2‖	4·3	..	..	..	..	129·4	5·0
	Q2	122·6‖	5·2	..	..	..	..	131·2	4·9
	Q3	125·4‖	6·1	..	..	..	..	134·0	6·3
	Q4	128·0‖	5·9	..	..	..	..	135·3	4·6
	1986 Q1	130·7‖	7·8	..	..	..	..	137·3	6·1
	Q2	131·2‖	7·0	..	..	..	..	139·1	6·0
	Q3	130·1‖	3·7	..	..	..	..	140·5	4·9
	1986 Sep	130·5‖	2·8						
	Oct	130·9	3·0						
	Nov	132·2	3·1						
3 months ending:	1986 Sep	130·1‖	3·7						
	Oct	130·6	3·7						
	Nov	131·2‖	3·0						

Notes: * *Source* Department of Employment. See reports on labour cost surveys in *Employment Gazette* and note in Employment Topics section, September 1986 issue.
‡ Employers' liability insurance, provision for redundancy (net) and selective employment tax (when applicable) *less* regional employment premium *(when applicable)*.
§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.
†† Broadly similar to Index of Production Industries for SIC (1968).
‖ *Source:* Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output.
.. Not available.
** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.
§§ As defined under SIC 1968; includes the four industry groups shown.

EARNINGS 5·9
Selected countries: wages per head: manufacturing (manual workers)

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Annual averages																	Indices 1980 = 100
1977	64·2	82·9	79	78	73·2	68·1	84	53	62	59·1	81·9	87	82	..	78·5	90·0	78
1978	73·4	87·6	85	83	80·7	76·9	89	65	71	68·6	86·8	92	89	..	85·3	93·1	85
1979	84·9	92·1	92	91	89·9	86·9	94	79	83	81·9	93·0	96	91	..	91·9	95·1	92
1980	100·0	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100	100·0	100·0	100·0	100
1981	113·3	106·2	110	112	109·5	112·3	105	127	116	123·1	105·6	103	110	122·6	110·5	105·1	110
1982	126·0	112·7	117	125	120·4	131·9	110	170	133	144·1	110·7	110	121	142·0	119·2	111·6	117
1983	137·4	117·8	122	130	128·3	146·7	114	203	149	172·3	115·0	113	132	163·4	128·6	119·2	121
1984	149·3	123·7	128	136	134·4	156·7	117	256	164	192·0	120·3	114	143	182·5	140·9	..	126
1985	162·9	131·2	133 R	142	141·0	167·1	122	307	176	212·9	125·1	120	154	200·7	151·5	..	131
Quarterly averages																	
1985 Q3	164·4	130·8	132	141	142·4	167·4	123	311	177	216·1	125·1	121 R	155	199·9	151·0	..	131
Q4	167·7	133·3	137	144	143·9	169·2	124	324	181R	218·4	126·2	121 R	159	205·1	153·7	..	133 R
1986 Q1	170·7	135·4	137	145	143·8	170·9	124	336	183 R	219·3	128·5	121 R	161	227·1	155·6 R	..	134 R
Q2	173·6	138·1	136 R	145	147·7	172·7	125	..	187	221·9	128·7	121	167	..	160·7 R	..	133
Q3	176·2	..	137	145	..	174·3	128	..	..	224·0	127·7	122	..	..	161·9	..	134
1986 Apr	175·2	137·8	..	145	147·2	172·7	125	..	..	219·5	128·1	121 R	..	..	155·3	..	133
May	171·6	139·7	..	145	148·1	..	..	..	..	223·1	127·5 R	121 R	..	..	164·9 R	..	134
June	174·0	136·8	136 R	145	147·7	..	..	..	187	223·1	130·5	121	..	..	161·9 R	..	133
Jul	174·7	138·7	..	145	150·8 R	174·3	128	..	..	223·7	125·3	122	..	..	161·2 R	..	134
Aug	176·0	133·1	137	144 R	146·4	..	..	..	..	223·9	128·8	122	..	..	161·9 R	..	133
Sep	177·9	..	..	146	..	..	..	..	..	224·5	128·8	122	..	..	162·6	..	134
Oct	179·0	..	..	..	..	..	..	..	..	..	..	122	..	..	..	..	134
Increases on a year earlier																	
Annual averages																	Per cent
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	6	5	8	..	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	7	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	4	10	..	9	5	9
1981	13	6	10	12	9	12	5	27	16	24	6	3	10	20	11	5	9
1982	11	6	11	12	10	17	5	33	15	17	5	7	10	15	8	6	7
1983	9	5	4	4	7	11	3	19	12	20	4	3	9	15	8	7	4
1984	9	5	5	5	5	8	3	26	10	11	4	..	11	12	10	8	4 R
1985	9	6	3	4	5	7	4	20	7	11	4	4	8	10	8	..	4
Quarterly averages																	
1985 Q3	9	7	5	3	5	6	4	18	7	12	5	4	6	8	7	..	4
Q4	8	6	2	4	5	6	5	19	7	11	4	4	7	15	6	..	4 R
1986 Q1	8	5	5	4	5	5	4	16	6	6	4	2	8	16	5	..	3 R
Q2	7	5	3	3	5	5	2	..	7	5	2	1	9	..	5 R	..	2
Q3	7	..	..	3	..	4	4	..	..	4	2	1	..	..	7	..	2
Monthly																	
1986 Apr	8	5	..	3	7	5	2	..	..	6	3	1 R	..	15	2	..	2
May	7	3	..	3	5	..	..	..	..	5	2	1 R	..	..	7 R	..	3
June	8	7	3	3	4	..	..	..	7	5	2	1 R	..	..	7 R	..	3
Jul	7	5	..	3	4	4	4	..	..	5	3	1 R	..	..	6 R	..	2
Aug	8	3	..	3	5	..	..	..	..	3	8	1 R	..	..	8 R	..	2
Sep	7	..	4	3	..	..	..	..	..	3	..	1	..	..	7	..	2
Oct	8	..	..	..	..	..	..	..	..	..	..	1	..	..	..	..	2

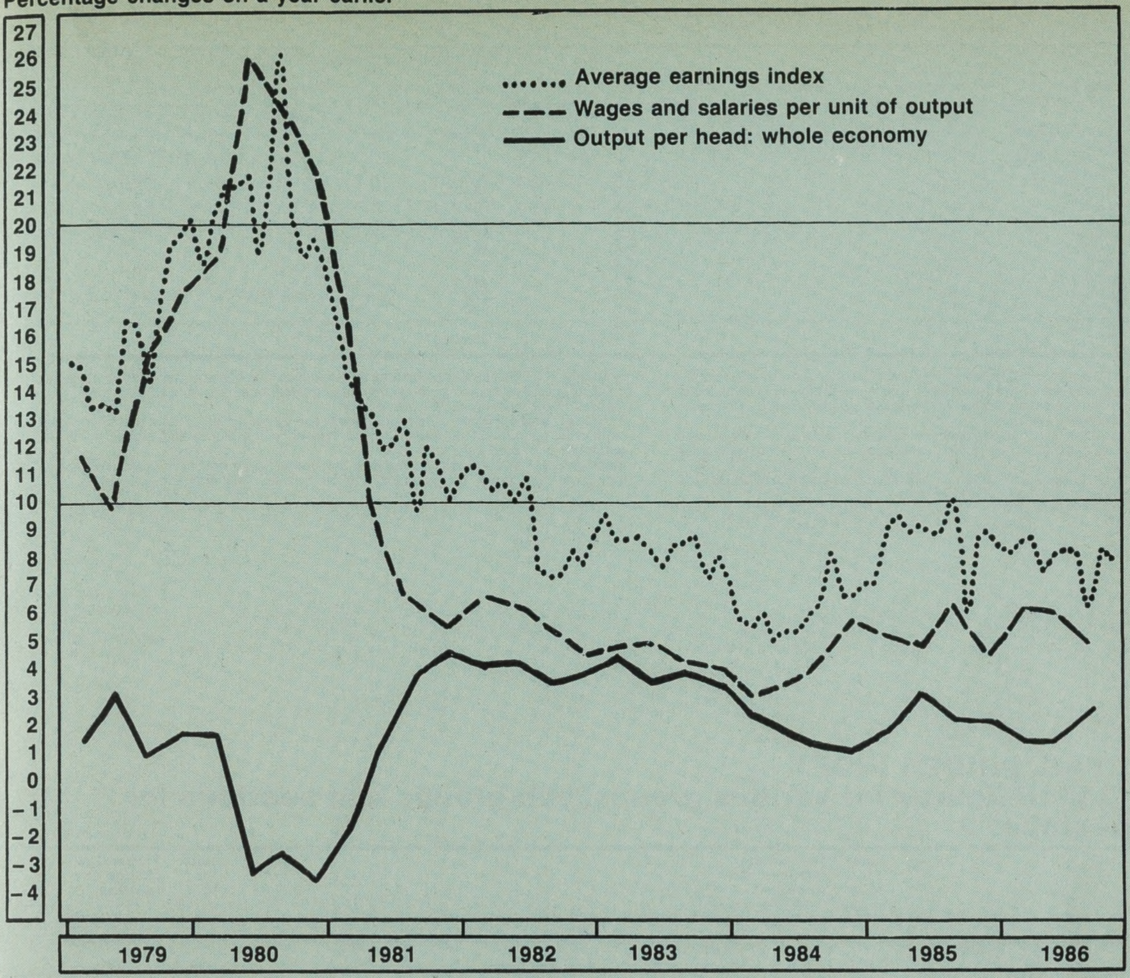
Source: OECD—Main Economic Indicators.

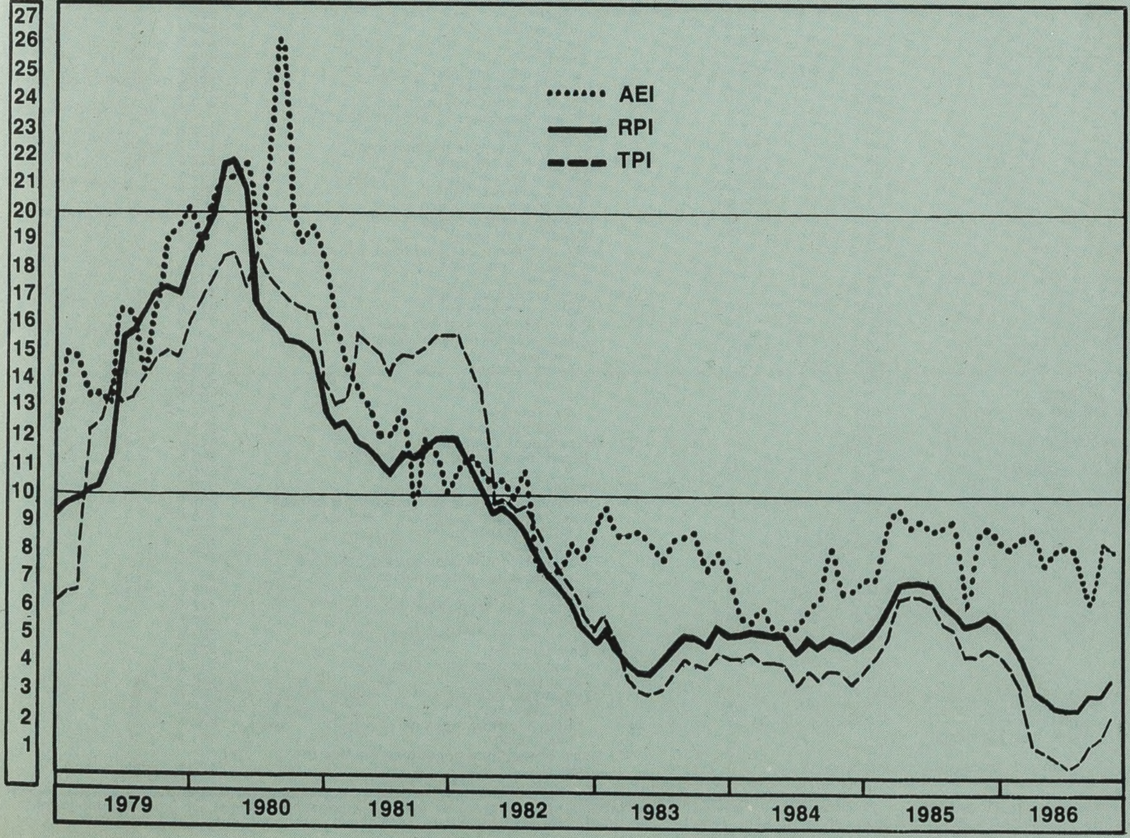
Notes:
1 Wages and salaries on a weekly basis (all employees).
2 Seasonally adjusted.
3 Males only.
4 Hourly wage rates.
5 Monthly earnings
6 Including mining.
7 Including mining and transport
8 Hourly earnings.
9 All industries.
10 Production workers.

EARNINGS: earnings, prices, output per head: whole economy

C1

Percentage changes on a year earlier





6·1 RETAIL PRICES

Recent movements in the all-items index and in the index excluding seasonal foods for December 9

	All items				All items except seasonal foods		
	Index Jan 15, 1974 = 100	Percentage change over			Index Jan 15, 1974 = 100	Percentage change over	
		1 month	6 months	12 months		1 month	6 months
1985 Dec	378·9	0·1	0·7	5·7	381·3	0·1	0·8
1986 Jan	379·7	0·2	1·0	5·5	381·9	0·2	0·9
Feb	381·1	0·4	1·2	5·1	383·3	0·4	0·9
Mar	381·6	0·1	1·4	4·2	383·4	0·0	1·0
Apr	385·3	1·0	2·2	3·0	387·0	0·9	1·8
May	386·0	0·2	2·0	2·8	387·3	0·1	1·6
June	385·8	−0·1	1·8	2·5	387·0	−0·1	1·5
July	384·7	−0·3	1·3	2·4	386·8	−0·1	1·3
Aug	385·9	0·3	1·3	2·4	387·9	0·3	1·2
Sep	387·8	0·5	1·6	3·0	390·0	0·5	1·7
Oct	388·4	0·2	0·8	3·0	390·9	0·2	1·0
Nov	391·7	0·8	1·5	3·5	394·3	0·9	1·8
Dec	393·0	0·3	1·9	3·7	395·3	0·3	2·1

The rise in the index between November and December was the result of the residual effects of the increases in mortgage interest rates, announced in October, together with higher prices for foods some rents and motor insurance premiums. These increases were partly offset by Christmas discounts on the prices of wines and spirits.

Food: The food index rose by rather less than one per cent during the month, while the seasonal food index rose by about three and a quarter per cent. Higher prices were recorded for vegetables lamb and processed meats.

Alcoholic drink: Pre-Christmas discounts on table wines, fortified wines and spirits caused the group index to fall by rather less than a half of one per cent.

Housing: The index for this group rose by rather less than one per cent mainly as a result of the residual effects of the increases in mortgage interest rates, announced in October. Some increased Local Authority rents were recorded.

Transport and vehicles: The group index rose by rather less than a half of one per cent, mainly on account of increased motor insurance premiums and higher prices for the purchase of motor vehicles.

Meals bought and consumed outside the home: Higher prices for restaurant meals and take-away food caused the group index to rise by rather less than one per cent.

6·2 RETAIL PRICES INDEX

Detailed figures for various groups, sub-groups and sections for December 9*

	Index Jan 1974 = 100	Percentage change over (months) 1	12
All items	**393·0**	**0·3**	**3·7**
All items excluding food	**404·7**	**0·2**	**3·9**
Seasonal food	**333·3**	**3·3**	**5·6**
Food excluding seasonal	**353·4**	**0·3**	**2·6**
I Food	**349·8**	**0·7**	**3·1**
Bread, flour, cereals, biscuits and cakes	372·5		5
Bread	363·6		6
Flour	298·9		9
Other cereals	453·4		4
Biscuits	333·7		3
Meat and bacon	276·7		2
Beef	322·3		0
Lamb	263·5		4
Pork	253·9		1
Bacon	260·1		2
Ham (cooked)	254·6		6
Other meat and meat products	257·2		3
Fish	331·2		11
Butter, margarine, lard and other cooking fats	344·8		−6
Butter	446·7		1
Margarine	245·5		−13
Lard and other cooking fats	225·0		−14
Milk, cheese and eggs	356·1		2
Cheese	389·9		1
Eggs	203·1		−1
Milk, fresh	430·9		4
Milk, canned, dried etc	416·1		1
Tea, coffee, cocoa, soft drinks etc	425·1		5
Tea	467·2		−3
Coffee, cocoa, proprietary drinks	531·3		16
Soft drinks	353·9		1
Sugar, preserves and confectionery	480·4		4
Sugar	432·1		0
Jam, marmalade and syrup	343·0		3
Sweets and chocolates	485·1		5
Vegetables, fresh, canned and frozen	402·2		5
Potatoes	524·0		21
Other vegetables	332·9		−4
Fruit, fresh, dried and canned	316·9		−1
Other food	363·7		3
Food for animals	294·2		0
II Alcoholic drink	**434·6**	**−0·3**	**3·4**
Beer	531·2		5
Spirits, wines etc	316·4		1
III Tobacco	**603·1**	**0·1**	**10·7**
Cigarettes	609·2		11
Tobacco	550·7		6
IV Housing	**501·1**	**0·7**	**8·5**
Rent	442·4		6
Owner-occupiers' mortgage interest payments	491·6		8
Rates and water charges	607·7		13
Materials and charges for repairs and maintenance	445·2		4
V Fuel and light	**505·3**	**−0·2**	**−0·4**
Coal and smokeless fuels	545·5		0
Coal	552·8		−1
Smokeless fuels	529·4		0
Gas	414·2		1
Electricity	524·5		0
Oil and other fuel and light	527·2		−23
VI Durable household goods	**267·9**	**0·2**	**0·0**
Furniture, floor coverings and soft furnishings	300·7		4
Radio, television and other household appliances	198·6		−5
Pottery, glassware and hardware	415·2		4
VII Clothing and footwear	**234·2**	**0·1**	**2·8**
Men's outer clothing	249·1		2
Men's underclothing	323·5		0
Women's outer clothing	169·9		1
Women's underclothing	317·5		4
Children's clothing	278·9		5
Other clothing, including hose, haberdashery, hats and materials	266·5		4
Footwear	242·2		3
VIII Transport and vehicles	**396·3**	**0·3**	**0·9**
Motoring and cycling	379·9		0
Purchase of motor vehicles	332·8		5
Maintenance of motor vehicles	471·7		5
Petrol and oil	406·4		−12
Motor licences	398·2		0
Motor insurance	453·0		21
Fares	533·5		8
Rail transport	544·7		7
Road transport	531·5		9
IX Miscellaneous goods	**414·0**	**0·2**	**3·5**
Books, newspapers and periodicals	595·0		4
Books	675·8		5
Newspapers and periodicals	570·7		3
Medicines, surgical etc goods and toiletries	427·6		5
Soap, detergents, polishes, matches, etc	418·0		0
Soap and detergents	368·7		2
Polishes	479·1		−4
Stationery, travel and sports goods, toys, photographic goods, plants etc	337·9		4
X Services	**406·7**	**0·1**	**4·3**
Postage and telephones	422·1		3
Postage	486·5		3
Telephones, telemessages, etc	397·6		3
Entertainment	321·1		4
Entertainment (other than TV)	515·2		10
Other services	515·7		6
Domestic help	527·2		8
Hairdressing	521·0		6
Boot and shoe repairing	460·0		5
Laundering	461·2		5
XI Meals bought and consumed outside the home	**452·9**	**0·8**	**6·9**

Note: Indices are given to one decimal place to provide as much information as is available but precision is greater at higher levels of aggregation, that is at sub-group and group levels.
* A time series of this table from January 1974–December 1985 can be found in "Retail Prices, 1914–1985" obtainable from Government Bookshops, price £4.80.

RETAIL PRICES 6·3

Average retail prices of items of food

Average retail prices on December 9 for a number of important items of food, derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

Many of the items vary in quality from retailer to retailer, and partly because of these differences there are considerable variations in prices charged for many items.

An indication of these variations is given in the last column of the following table which shows the ranges of prices within which at least-four-fifths of the recorded prices fell.

The average prices given below have been calculated in accordance with the stratification scheme described in the article 'Technical improvements in the retail prices index' on page 148 in the February 1978 issue of *Employment Gazette.*

The average prices are subject to sampling error and some indication of the potential size of this error was given on page S55 of the February 1985 issue of *Employment Gazette.*

Average prices on December 9, 1986

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p
Beef: home-killed			
Sirloin (without bone)	377	296	235–368
Silverside (without bone) †	500	217	189–245
Best beef mince	518	119	98–149
Fore ribs (with bone)	362	145	116–178
Brisket (without bone)	457	155	130–176
Rump steak †	474	290	210–330
Stewing steak	520	147	119–169
Lamb: home-killed			
Loin (with bone)	406	189	150–228
Breast †	408	56	38– 85
Shoulder (with bone)	378	106	80–148
Leg (with bone)	353	170	145–198
Lamb: imported			
Loin (with bone)	210	148	136–174
Breast †	176	45	30– 59
Shoulder (with bone)	201	86	78– 99
Leg (with bone)	213	145	133–164
Pork: home-killed			
Leg (foot off)	401	117	96–150
Belly †	476	81	68– 93
Loin (with bone)	528	139	124–165
Fillet (without bone)	358	184	138–268
Bacon			
Collar †	251	119	95–132
Gammon†	375	177	148–199
Back, smoked	326	166	144–186
Back, unsmoked	431	157	135–180
Streaky, smoked	220	106	94–120
Ham (not shoulder), per ¼ lb	482	57	44– 69
Sausages			
Pork	528	80	68– 95
Beef	387	75	60– 89
Pork luncheon meat, 12 oz can	286	48	41– 56
Corned beef, 12 oz can	373	86	74–102
Chicken: roasting			
Frozen, oven ready	474	66	55– 84
Fresh or chilled oven ready	398	81	68– 90
Fresh and smoked fish			
Cod fillets	309	186	150–215
Haddock fillets	299	192	160–224
Haddock, smoked whole	191	184	150–225
Plaice fillets	265	203	175–235
Herrings	251	74	56– 86
Kippers, with bone	326	99	80–129
Canned (red) salmon, half-size can	381	153	129–180
Bread			
White, per 800g wrapped and sliced loaf	448	44	36– 53
White, per 800g unwrapped loaf	327	55	51– 58
White, per 400g loaf, unsliced	372	36	32– 39
Brown, per 400g loaf, unsliced	210	37	35– 39
Brown, per 800g loaf, unsliced	296	55	47– 59
Flour			
Self-raising, per 1½ kg	428	47	39– 54
Butter			
Home-produced, per 250g	398	52	48– 59
New Zealand, per 250g	352	50	48– 53
Danish, per 250g	389	57	54– 62
Margarine			
Soft (low fat), per 250g	428	33	30– 39
Soft (full fat), per 250g	361	23	17– 35
Hard (block), per 250g	321	19	13– 27
Lard, per 250g	427	16	13– 23
Cheese			
Cheddar type	418	125	99–144
Eggs			
Size 2 (65-70g), per dozen	325	104	88–114
Size 4 (55-60g), per dozen	275	91	76– 98
Milk			
Ordinary, per pint	1,080	24	20– 27
Tea			
Loose per 125g	814	42	33– 52
Tea bags per 125g	441	96	85–113
Coffee			
Instant, per 100g	830	148	105–178
Ground (filter fine), per ½ lb	325	170	145–190
Sugar			
Granulated, per kg	441	47	45– 51
Fresh vegetables			
Potatoes, old loose			
White	323	11	8– 13
Red	171	12	10– 14
Potatoes, new loose	—	—	—
Tomatoes	488	56	46– 66
Cabbage, greens	382	19	13– 32
Cabbage, hearted	460	19	12– 28
Cauliflower	379	40	25– 62
Brussels sprouts	454	16	12– 24
Carrots	503	14	10– 21
Onions	526	17	12– 22
Mushrooms, per ¼ lb	502	28	20– 38
Fresh fruit			
Apples, cooking	442	28	22– 34
Apples, dessert	512	34	28– 40
Pears, dessert	433	38	29– 49
Oranges	400	32	14– 45
Bananas	513	46	40– 50

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

6·4 RETAIL PRICES
General index of retail prices‡

UNITED KINGDOM	ALL ITEMS	FOOD* All	FOOD*: Items the prices of which show significant seasonal variations	FOOD*: All items other than those the prices of which show significant seasonal variations	FOOD*: Items mainly manufactured in the United Kingdom: Primarily from home-produced raw materials	FOOD*: Items mainly manufactured in the United Kingdom: Primarily from imported raw materials	FOOD*: Items mainly manufactured in the United Kingdom: All	FOOD*: Items mainly home-produced for direct consumption	FOOD*: Items mainly imported for direct consumption	All items except food	All items except items of food the prices of which show significant seasonal variations
Weights 1974	1,000	253	47·5–48·8	204·2–205·5	39·2–40·0	57·1–57·6	96·3–97·6	48·7	59·2	747	951·2–952·5
1975	1,000	232	33·7–38·1	193·9–198·3	40·4–41·6	66·0–66·6	106·4–108·2	42·3–45·3	42·9–46·1	768	961·9–966·3
1976	1,000	228	39·2–42·0	186·0–188·8	35·9–36·9	56·9–57·3	92·8–94·2	50·7	42·1–43·9	772	958·0–960·8
1977	1,000	247	44·2–46·7	200·3–202·8	38·0–39·0	62·0–62·2	100·0–101·2	53·0	47·0–48·7	753	953·3–955·8
1978	1,000	233	30·4–33·5	199·5–202·6	38·5–39·7	63·3–63·9	101·8–103·6	51·4	46·1–48·0	767	966·5–969·6
1979	1,000	232	33·4–36·0	196·0–198·6	37·7–38·9	60·9–61·5	98·6–100·4	52·5	44·7–46·2	768	964·0–966·6
1980	1,000	214	30·4–33·2	180·9–183·6	34·5–35·9	59·1–59·7	93·6–95·6	48·0	38·8–40·6	786	966·8–969·6
1981	1,000	207	28·1–30·8	176·2–178·9	34·3–35·3	56·8–57·2	91·1–92·5	48·4	36·2–38·2	793	969·2–971·9
1982	1,000	206	32·4–34·3	171·7–173·6	33·9–34·9	52·8–53·3	87·0–88·2	47·7	36·7–38·4	794	965·7–967·6
1983	1,000	203	25·9–28·5	174·5–177·1	35·8–36·5	56·7–57·0	92·7–93·6	46·8	35·0–36·9	797	971·5–974·1
1984	1,000	201	31·3–33·9	167·1–169·8	33·7–34·3	54·9–55·3	88·6–89·4	45·4	33·1–34·9	799	966·1–968·7
1985	1,000	190	26·8–29·7	160·3–163·2	31·7–32·4	52·8–55·3	84·7–85·6	42·0	33·6–35·5	810	970·3–973·2
1986	1,000	185	[25·6]	[159·4]	[35·7]	[57·4]	[93·1]	[37·2]	[29·2]	815	[974·4]
Jan 15, 1974=100											
Annual averages											
1974	**108·5**	106·1	103·0	106·9	111·7	115·9	114·2	94·7	105·0	109·3	108·8
1975	**134·8**	133·3	129·8	134·3	140·7	156·8	150·2	116·9	120·9	135·3	135·1
1976	**157·1**	159·9	177·7	156·8	161·4	171·6	167·4	147·7	142·9	156·4	156·5
1977	**182·0**	190·3	197·0	189·1	192·4	208·2	201·8	175·0	175·6	179·7	181·5
1978	**197·1**	203·8	180·1	208·4	210·8	231·1	222·9	197·8	187·6	195·2	197·8
1979	**223·5**	228·3	211·1	231·7	232·9	255·9	246·7	224·6	205·7	222·2	224·1
1980	**263·7**	255·9	224·5	262·0	271·0	293·6	284·5	249·8	226·3	265·9	265·3
1981	**295·0**	277·5	244·7	283·9	296·7	317·1	308·9	274·8	241·3	299·8	296·9
1982	**320·4**	299·3	276·9	303·5	315·8	331·9	325·4	299·6	258·3	326·2	322·0
1983	**335·1**	308·8	282·8	313·8	330·0	346·3	339·7	306·5	264·4	342·4	337·1
1984	**351·8**	326·1	319·0	327·8	342·2	362·4	354·3	317·2	280·7	358·9	353·1
1985	**373·2**	336·3	314·1	340·9	354·0	380·4	369·9	325·4	294·5	383·2	375·4
1975 Jan 14	**119·9**	118·3	106·6	121·1	128·9	143·3	137·5	98·1	113·3	120·4	120·5
1976 Jan 13	**147·9**	148·3	158·6	146·6	151·2	162·4	157·8	137·3	132·4	147·9	147·6
1977 Jan 18	**172·4**	183·1	214·8	177·1	178·7	189·7	185·2	169·6	165·7	169·3	170·9
1978 Jan 17	**189·5**	196·1	173·9	200·4	202·8	222·4	214·5	186·7	183·9	187·6	190·2
1979 Jan 16	**207·2**	217·5	207·6	219·5	220·3	240·8	232·5	212·8	197·1	204·3	207·3
1980 Jan 15	**245·3**	244·8	223·6	248·9	256·4	277·7	269·1	236·5	218·3	245·5	246·2
1981 Jan 13	**277·3**	266·7	225·8	274·7	286·7	308·2	299·6	264·2	232·0	280·3	279·3
1982 Jan 12	**310·6**	296·1	287·6	297·5	306·2	323·4	316·4	296·1	255·4	314·6	311·5
1983 Jan 11	**325·9**	301·8	256·8	310·3	325·6	341·0	334·8	305·8	260·8	332·6	328·5
1984 Jan 10	**342·6**	319·8	321·3	319·8	335·5	353·1	346·0	312·1	270·3	348·9	343·5
1984 Oct 16	**357·7**	326·2	296·9	332·1	347·3	367·0	359·1	320·8	284·8	366·4	360·0
Nov 13	**358·8**	326·6	294·0	333·2	347·1	367·7	359·4	321·4	287·8	367·6	361·3
Dec 11	**358·5**	327·6	292·6	334·4	346·7	369·1	360·1	322·8	289·7	367·0	361·0
1985 Jan 15	**359·8**	330·6	306·9	335·6	348·7	371·6	362·4	321·6	291·7	367·8	361·8
Feb 12	**362·7**	332·5	313·3	336·6	349·6	373·7	364·0	320·6	293·7	371·0	364·7
Mar 12	**366·1**	335·4	325·8	337·6	350·5	375·6	365·5	320·9	294·4	374·6	367·8
Apr 16	**373·9**	338·8	333·7	340·0	352·6	376·9	367·1	326·1	295·6	383·5	375·5
May 14	**375·6**	339·3	333·2	340·8	351·8	379·2	368·2	326·3	296·2	385·5	377·3
June 11	**376·4**	340·1	334·5	341·5	352·3	380·6	369·3	326·8	296·4	386·3	378·1
July 16	**375·7**	335·3	303·6	341·9	355·0	381·6	370·9	325·8	295·7	386·7	378·5
Aug 13	**376·7**	335·5	299·1	342·7	355·2	383·1	371·9	327·2	295·5	388·0	379·7
Sep 10	**376·5**	335·8	298·2	343·4	356·7	384·0	373·1	328·4	294·9	387·6	379·5
Oct 15	**377·1**	335·5	299·7	342·7	357·8	383·5	373·2	326·3	294·2	388·4	380·0
Nov 12	**378·4**	337·6	305·3	343·9	359·4	387·4	376·2	326·9	292·6	389·5	381·1
Dec 10	**378·9**	339·4	315·7	344·3	358·9	388·1	376·4	328·0	292·7	389·6	381·3
1986 Jan 14	**379·7**	341·1	322·8	344·9	359·6	391·4	378·7	327·4	290·8	390·2	381·9
Feb 11	**381·1**	343·6	328·2	346·9	360·9	393·4	380·4	331·9	290·8	391·4	383·3
Mar 11	**381·6**	345·2	337·5	347·3	361·3	394·2	381·1	331·8	291·1	391·5	383·4
Apr 15	**385·3**	347·4	343·7	348·7	362·9	396·8	383·2	332·9	291·1	395·6	387·0
May 13	**386·0**	349·4	356·8	349·4	363·2	398·1	384·1	332·7	292·1	395·8	387·3
Jun 10	**385·8**	351·4	361·8	350·3	364·2	398·7	384·9	334·4	292·5	395·3	387·0
July 15	**384·7**	347·4	332·2	350·7	364·7	399·6	385·6	333·8	293·4	394·9	386·8
Aug 12	**385·9**	348·6	336·5	351·4	366·3	399·8	386·4	334·6	293·6	396·1	387·9
Sep 16	**387·8**	348·3	331·7	351·8	367·6	400·7	387·5	334·2	293·5	398·5	390·0
Oct 14	**388·4**	347·6	324·9	352·2	369·3	400·7	388·2	334·2	293·7	399·6	390·9
Nov 11	**391·7**	347·5	322·8	352·4	370·1	400·5	388·4	333·9	294·5	403·7	394·3
Dec 9	**393·0**	349·8	333·3	353·4	369·9	402·4	389·4	334·8	295·5	404·7	395·3

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 those pensioners, national retirement and similar pensions account for at least three-quarters of income.

* The items included in the various sub-divisions are given on page 191 of the March 1975 issue of *Employment Gazette*.

† These are coal, coke, electricity, water (from August 1976), rail and bus fares, postage and telephones. Excludes telephones from December 1984, and gas from December 1986.

‡ Indices prior to 1974 are published in "Retail Prices Indices – 1914-1985" obtainable from Government Bookshops, price £4.80.

Goods and services mainly produced by nationalised industries†	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	UNITED KINGDOM
80	70	43	124	52	64	91	135	63	54	51	1974 Weights
77	82	46	108	53	70	89	149	71	52	48	1975
90	81	46	112	56	75	84	140	74	57	47	1976
91	83	46	112	58	63	82	139	71	54	45	1977
96	85	48	113	60	64	80	140	70	56	51	1978
93	77	44	120	59	64	82	143	69	59	51	1979
93	82	40	124	59	69	84	151	74	62	41	1980
104	79	36	135	62	65	81	152	75	66	42	1981
99	77	41	144	62	64	77	154	72	65	38	1982
109	78	39	137	69	64	74	159	75	63	39	1983
102 Feb–Nov 87 Dec–Jan	75	36	149	65	69	70	158	76	65	36	1984
86	75	37	153	65	65	75	156	77	62	45	1985
83	82	40	153	62	63	75	157	81	58	44	1986
											Jan 15, 1974 = 100
											Annual averages
108·4	109·7	115·9	105·8	110·7	107·9	109·4	111·0	111·2	106·8	108·2	1974
147·5	135·2	147·7	125·5	147·4	131·2	125·7	143·9	138·6	135·5	132·4	1975
185·4	159·3	171·3	143·2	182·4	144·2	139·4	166·0	161·3	159·5	157·3	1976
208·1	183·4	209·7	161·8	211·3	166·8	157·4	190·3	188·3	173·3	185·7	1977
227·3	196·0	226·2	173·4	227·5	182·1	171·0	207·2	206·7	192·0	207·8	1978
246·7	217·1	247·6	208·9	250·5	201·9	187·2	243·1	236·4	213·9	239·9	1979
307·9	261·8	290·1	269·5	313·2	226·3	205·4	288·7	276·9	262·7	290·0	1980
368·0	306·1	358·2	318·2	380·0	237·2	208·3	322·6	300·7	300·8	318·0	1981
417·6	341·0	413·3	358·3	433·3	243·8	210·5	343·5	325·8	331·6	341·7	1982
440·9	366·5	440·9	367·1	465·4	250·4	214·8	366·3	345·6	342·9	364·0	1983
454·9	387·7	489·0	400·7	478·8	256·7	214·6	374·7	364·7	357·3	390·8	1984
478·9	412·1	532·5	452·3	499·3	263·9	222·9	392·5	392·2	381·3	413·3	1985
119·9	118·2	124·0	110·3	124·9	118·3	118·6	130·3	125·2	115·8	118·7	Jan 14 1975
172·8	149·0	162·6	134·8	168·7	140·8	131·5	157·0	152·3	154·0	146·2	Jan 13 1976
198·7	173·7	193·2	154·1	198·8	157·0	148·5	178·9	176·2	166·8	172·3	Jan 18 1977
220·1	188·9	222·8	164·3	219·9	175·2	163·6	198·7	198·6	186·6	199·5	Jan 17 1978
234·5	198·9	231·5	190·3	233·1	187·3	176·1	218·5	216·4	202·0	218·7	Jan 16 1979
274·7	241·4	269·7	237·4	277·1	216·1	197·1	268·4	258·8	246·9	267·8	Jan 15 1980
348·9	277·7	296·6	285·0	355·7	231·0	207·5	299·5	293·4	289·2	307·5	Jan 13 1981
387·0	321·8	392·1	350·0	401·9	239·5	207·1	330·5	312·5	325·6	329·7	Jan 12 1982
441·4	353·7	426·2	348·1	467·0	245·8	210·9	353·9	337·4	337·6	353·7	Jan 11 1983
445·8	376·1	450·8	382·6	469·3	252·3	210·4	370·8	353·3	350·6	378·5	Jan 10 1984
457·6	397·1	504·0	420·8	483·0	258·5	216·2	379·9	370·5	360·3	398·3	Oct 16
462·6	394·8	507·0	423·1	486·0	258·8	216·6	380·0	372·6	365·1	400·1	Nov 13
463·7	395·2	506·6	416·2	487·3	259·1	218·5	378·8	374·9	366·3	401·6	Dec 11
465·9	397·9	508·1	416·4	487·5	257·7	217·4	379·6	378·4	369·7	401·8	Jan 15 1985
466·8	399·7	513·1	427·7	488·7	259·7	216·3	381·8	382·9	370·0	403·0	Feb 12
469·0	400·9	514·5	431·2	491·7	261·5	221·0	388·3	386·5	370·8	404·8	Mar 12
477·9	409·2	530·8	458·4	497·4	262·4	221·6	394·7	390·3	381·8	408·4	Apr 16
478·8	411·2	536·4	461·3	498·5	263·5	221·8	397·7	391·8	383·5	411·2	May 14
480·2	411·0	538·7	463·8	500·4	264·6	221·1	397·6	393·1	383·8	413·2	June 11
482·1	412·5	539·6	465·8	501·5	263·0	221·4	396·7	394·3	383·2	414·6	July 16
483·0	415·5	539·2	467·1	502·6	264·8	223·3	396·5	395·6	383·7	417·1	Aug 13
484·6	419·3	539·8	457·0	504·7	266·5	226·2	396·0	396·8	384·6	418·6	Sep 10
484·9	423·5	540·0	457·0	504·7	267·3	228·1	394·6	398·0	385·4	420·7	Oct 15
486·3	423·7	544·4	459·7	506·8	267·9	228·7	393·4	399·1	388·6	422·4	Nov 12
486·9	420·4	544·8	462·0	507·4	268·0	227·9	392·6	400·0	389·9	423·8	Dec 10
489·7	423·8	545·7	463·7	507·0	265·2	225·2	393·1	402·9	393·1	426·7	Jan 14 1986
489·5	425·9	549·9	465·7	507·0	267·8	225·7	391·2	406·1	394·1	428·9	Feb 11
489·5	426·5	553·2	467·5	507·0	268·8	227·9	386·8	405·8	394·7	429·9	Mar 11
497·8	427·6	580·8	483·5	506·8	267·6	227·4	386·3	408·7	399·1	434·3	Apr 15
495·9	428·8	594·4	482·7	504·2	269·3	227·8	383·6	408·5	400·5	436·2	May 13
496·8	429·4	597·3	471·6	504·8	268·7	227·5	387·9	409·3	401·2	439·3	Jun 10
498·3	431·0	597·1	472·8	505·0	265·5	226·8	386·7	408·2	401·5	440·4	July 15
499·8	432·5	597·5	475·2	505·8	264·2	229·7	387·0	410·1	402·0	442·6	Aug 12
500·5	434·6	598·3	477·3	506·7	263·7	231·5	393·2	411·6	403·2	445·3	Sep 16
500·4	436·6	599·9	478·4	506·4	264·7	233·0	393·2	412·5	404·0	447·8	Oct 14
500·7	436·0	602·2	479·4	506·1	267·3	234·0	395·3	413·0	406·2	449·5	Nov 11
499·7	434·6	603·1	501·1	505·3	267·9	234·2	396·3	414·0	406·7	452·9	Dec 9

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 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
July 15	2	3	5	11	2	1	1	2	−3	4	5	6	3
Aug 12	2	4	4	11	2	1	0	3	−2	4	5	6	3
Sep 16	3	4	4	11	4	0	−1	2	−1	4	5	6	3
Oct 14	3	4	3	11	5	0	−1	2	0	4	5	6	3
Nov 11	4	3	3	11	8	0	0	2	0	3	5	6	3
Dec 9	4	3	3	11	8	0	0	3	1	4	4	7	3

*These are coal, coke, electricity, water (from August 1976), rail and bus fares, postage and telephones. Excluding telephones from December 1984, and gas from December 1986.

6·6 Indices for pensioner households: all items (excluding housing)

JAN 15, 1974 = 100

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
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	231·1	238·5	211·3	217·7	233·1	239·8
1980	250·7	262·1	268·9	275·0	248·9	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	378·4	382·8	382·6		375·4	379·6	379·9		367·4	371·0	372·2	

6·7 Group indices: annual averages

JAN 15, 1974 = 100

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											
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.

6·8 RETAIL PRICES
Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece
Annual averages									
1975	51·1	60·5	77·3	73·5	65·8	61	60·8	81·8	47·1
1976	59·6	68·7	83·0	80·2	70·7	66	66·7	85·5	53·3
1977	69·0	77·1	87·6	85·9	76·4	74	72·9	88·6	59·8
1978	74·7	83·2	90·7	89·8	83·2	81	79·5	91·0	67·3
1979	84·8	90·8	94·0	93·8	90·8	89	88·1	94·8	80·1
1980	100·0	100·0	100·0	100·0	100·0	100	100·0	100·0	100·0
1981	111·9	109·6	106·8	107·6	112·5	112	113·4	106·3	124·5
1982	121·5	121·8	112·6	117·0	124·6	123	126·8	111·9	150·6
1983	127·1	134·1	116·3	126·0	131·9	132	139·0	115·6	181·0
1984	133·4	139·4	122·9	134·0	137·6	140	149·3	118·4	214·4
1985	141·5	148·8	126·9	140·5	143·1	146	158·0	121·0	255·8
Quarterly averages									
1985 Q4	143·4	153·6	127·5	141·7	145·0	148	160·1	121·3	280·4
1986 Q1	144·4	157·1	129·0	142·0	146·8	148	160·3	121·3	297·3
Q2	146·3	159·7	128·7	142·2	148·0	152	161·4	121·0	310·2
Q3	146·4	163·9	129·2	142·5	149·8	153	162·4	120·4	316·5 R
Monthly									
1986 Jun	146·3	..	128·9	142·2	148·4	153	161·9	121·1	314·3
Jul	145·9	..	129·0	142·2	149·5	152	162·1	120·5 R	312·6
Aug	146·3	163·9	129·3	142·3	149·9	152	162·3	120·2	312·5
Sep	147·1	..	129·4	142·8	149·9	154	162·9	120·4	324·2
Oct	147·3	..	129·3 R	142·7 R	150·7 R	154	163·3	120·0	332·6 R
Nov	148·5	..	129·0	142·5	151·5	154	163·5	119·8	335·0
Dec	149·0	..	..	..	..	..	..	..	..
Increases on a year earlier									
Annual averages									
1975	24·2	15·1	8·4	12·8	10·8	9·6	11·8	6·0	13·4
1976	16·5	13·6	7·3	9·2	7·4	9·0	9·7	4·5	13·3
1977	15·8	12·3	5·5	7·1	8·1	11·1	9·4	3·7	12·1
1978	8·3	7·9	3·6	4·5	8·9	10·0	9·1	2·7	12·6
1979	13·4	9·1	3·7	4·5	9·1	9·6	10·8	4·1	19·0
1980	18·0	10·2	6·4	6·6	10·1	12·3	13·6	5·5	24·9
1981	11·9	9·6	6·8	7·6	12·5	11·7	13·4	6·3	24·5
1982	8·6	11·1	5·5	8·7	10·8	10·1	11·8	5·3	20·9
1983	4·6	10·1 R	3·3	7·7	5·9	6·9	9·6	3·3	20·5
1984	5·0	4·0 R	5·7	6·3	4·3	6·1	7·3	2·4	18·1
1985	6·1	6·7	3·3	4·9	4·0	4·3	5·8	2·2	19·3
Quarterly averages									
1985 Q4	5·5	8·3	2·7	4·1	4·2	3·5	4·8	1·8	22·9
1986 Q1	4·9	9·2	2·4	2·5	4·2	2·8	3·6	0·7	24·7
Q2	2·8	8·4	1·5	1·3	3·9	3·4	2·4	−0·2	24·5
Q3	2·6	8·8	1·7	0·8	4·2	4·1	2·1	−0·4	23·8
Monthly									
1986 Jun	2·5	..	1·5	1·2	3·7	3·9	2·3	−0·2	24·4
Jul	2·4	..	1·5	0·7	4·2	3·6	2·0	−0·5	24·6
Aug	2·4	11·0	1·7	0·8	4·3	4·3	2·0	−0·4	24·2
Sep	3·0	..	1·7	0·9	4·1	4·6	2·3	−0·4	22·7
Oct	3·0	..	1·6	0·8	4·4	4·5	2·2	−0·9	21·9
Nov	3·5	..	1·2	0·5	4·5	4·3	2·1	−1·2	19·8
Dec	3·7 ..	..	..	..	..	..	..	..	..

	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)
Annual averages										Indices 1980 = 100
1975	51·8	46·9	72·9	74·7	67	42·6	61	89·1	65·3	**63·2**
1976	61·1	54·8	79·7	81·3	73	50·2	67	90·7	69·1	**68·7**
1977	69·4	64·1	86·1	86·6	80	62·5	75	91·8	73·5	**74·8**
1978	74·7	71·9	89·4	90·1	86	74·8	82	92·8	79·2	**80·7**
1979	84·6	82·5	92·6	93·9	90	86·6	88	96·1	88·1	**88·6**
1980	100·0	100·0	100·0	100·0	100	100·0	100	100·0	100·0	**100·0**
1981	120·4	117·8	104·9	106·7	114	114·6	112	106·5	110·4	**110·5**
1982	141·1	137·3	107·7	113·1	127	131·1	122	112·5	117·1	**119·1**
1983	155·8	157·3	109·7	116·2	137	147·0	133	115·9	120·9	**125·3**
1984	169·3	174·3	112·1	120·0	146	163·6	143	119·3	126·1	**131·8**
1985	178·5	190·3	114·4	122·7	154	178·0	154	123·3	130·5	**137·7**
Quarterly averages										
1985 Q4	180·5	195·7	115·1 R	123·4	157	182·4	156	124·2	132·3	**139·7 R**
1986 Q1	183·3	199·0 R	115·2	123·0	160	189·4 R	159	124·5	132·6	**140·5**
Q2	185·5	200·8	115·5	123·3	163	191·5	160	124·4	132·3	**140·9**
Q3	185·8	..	114·8	122·1	168	195·8	160	123·8	133·3	**141·7**
Monthly										
1986 Jun	..	201·3	115·2	123·0	165	192·8	160	124·2	132·9	**141·4**
Jul	..	201·3	114·9	121·8	166	194·7	160	123·6	132·9	**141·3**
Aug	185·8	201·9	114·6	122·0	167	195·3	160	123·9	133·1	**141·5 R**
Sep	..	..	114·9	122·5	169	197·4	161	124·0	133·8 R	**142·2**
Oct	..	..	115·0 R	123·2 R	170	198·1	162 R	124·1 R	133·9	**142·6 R**
Nov	..	..	114·8	123·3	171	197·6	162	124·4	134·0	**142·9**
Dec	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier										
Annual averages										Per cent
1975	20·9	17·0	11·8	10·2	11·7	16·9	9·8	6·7	9·1	**11·3**
1976	18·0	16·8	9·3	8·8	9·1	17·7	10·3	1·8	5·8	**8·7**
1977	13·6	17·0	8·1	6·5	9·1	24·5	11·4	1·3	6·5	**8·9**
1978	7·6	12·1	3·8	4·1	8·1	19·8	10·0	1·1	7·7	**8·0**
1979	13·3	14·8	3·6	4·2	4·8	15·7	7·2	3·6	11·3	**9·8**
1980	18·2	21·2	8·0	6·5	10·9	15·5	13·7	4·0	13·5	**12·9**
1981	20·4	17·8	4·9	6·7	13·6	14·6	12·1	6·5	10·4	**10·5**
1982	17·1	16·6	2·7	6·0	11·2	14·4	8·6	5·6	6·1	**7·8**
1983	10·5	14·6	1·9	2·7	8·6	12·1	8·9	3·0	3·2	**5·3**
1984	8·7	10·8	2·2	3·3	6·6	11·3	7·5	2·8	4·3	**5·1**
1985	5·4	9·2	2·1	2·3	5·5	8·8	7·7	3·4	3·5	**4·5**
Quarterly averages										
1985 Q4	4·9	8·9	1·9	1·7	6·1	8·3	6·1	3·1	3·5	**4·2**
1986 Q1	4·6	7·6	1·4	1·2	6·0	8·9	5·3	1·5	3·1	**3·8**
Q2	4·4	6·1	0·8	0·4	6·5	8·5	3·9	0·9	1·6	**2·5**
Q3	3·1	..	0·2	−0·4	8·4	9·4	3·9	0·6	1·7	**2·5**
Monthly										
1986 Jun	..	5·7	0·5	0·2	6·7	8·9	3·7	0·8	1·7	**2·5**
Jul	..	5·5	−0·1	−0·7	7·4	9·3	4·0	0·5	1·6	**2·4**
Aug	3·1	5·5	−0·2	−0·5	8·1	9·5	3·9	0·7	1·6	**2·4**
Sep	..	..	−0·2	−0·6	8·6	9·5	4·4	0·6	1·8	**2·5**
Oct	..	..	−0·6	−0·2	8·8	9·3	4·1	0·4	1·5	**2·3**
Nov	..	..	−0·3	−0·2	8·7	8·3	3·5	−0·1	1·3	**2·2**
Dec	..	..	..	..	..	..	..	..	..	..

Sources: OECD–Main Economic Indicators.
OECD–Consumer Prices Press Notice.

Note: 1 The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

8·1 TOURISM
(R) Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist etc accommodation 667	Libraries, museums art galleries etc 977	Sports and other recreational services 979
Self employed *							
1981	48·1	51·7	1·6	32·6	3·8	0·6	19·7
Employees in employment †							
1982 March	180.6	225.0	137.3	219.5		309.4	
June	194.1	236.0	138.5	267.4		336.8	
September	194.9	234.0	134.7	268.2		327.0	
December	184.3	230.8	134.8	209.6		309.2	
1983 March	174.0	226.7	131.3	203.2		307.0	
June	197.7	237.1	133.0	262.2		312.8	
September	203.6	245.3	135.3	265.3		334.9	
December	200.3	243.8	138.3	211.0		314.1	
1984 March	200.5	239.5	136.6	202.1		311.2	
June	213.1	251.7	137.6	265.7		333.6	
September	216.2	259.8	137.0	262.0		330.1	
December	209.0	259.2	139.2	228.7		315.0	
1985 March	206.5	257.0	137.4	226.5		320.0	
June	221.4	269.7	141.5	275.9		378.2	
September	224.3	263.7	141.8	280.0		371.3	
December	218.6	264.0	144.3	243.8		334.5	
1986 March	212.6	256.5	140.8	241.4		332.5	
June	226.1	267.5	142.5	287.9		393.3	
September	224.1	273.0	143.5	288.3		376.3	
Change Sept 1986 on Sept 1985 Absolute (thousands)	−0·2	+9·3	+1·7	+8·3		+5·0	
Percentage	—	+3·5	+1·2	+3·0		+1·3	

* Based on Census of Population.
In addition the Labour Force Survey showed the following estimates (thousands) of self employment in Hotels and Catering (SIC Class 66): (1982 not available.)

1981	145
1983	142
1984	161
1985	170

† These are comparable with the estimates for all industries and services shown in table 1·4.
R Revised. This table has been revised to allow for the results of the 1984 Census of Employment. Separate figures for SIC groups 665, 667, 977 and 979 are not available.

8·2 TOURISM
Overseas travel and tourism: earnings and expenditure

£ million at current prices

	Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)
1980	2,961	2,738	+223
1981	2,970	3,272	−302
1982	3,188	3,640	−452
1983	4,003	4,090	−87
1984	4,614	4,663	−49
1985 P	5,451	4,877	+574
Percentage change 1985/1984	+18	+5	

	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1985 P 1st quarter	903	1,347	846	1,266	+57	+81
2nd quarter	1,331	1,375	1,153	1,140	+178	+235
3rd quarter	2,066	1,411	1,879	1,162	+187	+249
4th quarter	1,150	1,317	998	1,309	+152	+8
1986 P 1st quarter	912	1,353	896	1,403	+16	−50
2nd quarter	1,255	1,276	1,448	1,483	−193	−207
3rd quarter (e)	1,995	1,370	2,465	1,546	−470	−176
1985 P January	322	423	277	423	+45	—
February	247	429	244	425	+3	+4
March	334	495	325	418	+9	+77
April	376	429	324	382	+52	+47
May	459	491	350	382	+109	+109
June	496	455	480	376	+16	+79
July	641	443	530	391	+111	+52
August	823	521	677	378	+146	+143
September	602	447	671	393	−69	+54
October	466	426	476	393	−10	+33
November	364	459	281	425	+83	+34
December	320	432	241	491	+79	−59
1986 January P	332	442	259	409	+73	+33
February P	264	458	237	442	+27	+16
March P	316	453	399	552	−83	−99
April P	365	404	365	443	—	−39
May P	425	447	494	565	−69	−118
June P	464	425	589	474	−125	−49
July (e)	615	437	675	506	−60	−69
August (e)	755	467	940	524	−185	−57
September (e)	625	466	850	516	−225	−50
October (e)	460	418	540	465	−80	−47

P Provisional R Revised (e) Rounded to the nearest £5 million.
For further details see Business Monitors MQ6 and MA6.

TOURISM 8·3
Overseas travel and tourism: Visits to the UK by overseas residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985 P	14,483		3,797	7,904	2,782
1985 1st quarter P	2,351	3,549	489	1,379	483
2nd quarter P	3,957	3,731	1,138	2,171	649
3rd quarter P	5,419	3,615	1,545	2,798	1,076
4th quarter P	2,755	3,587	625	1,557	574
1986 1st quarter P	2,560	3,892	525	1,536	499
2nd quarter P	3,319	3,128	675	2,017	627
3rd quarter (e)	5,050	3,378	1,130	2,880	1,040
1985 P January	824	1,182	164	451	209
February	656	1,150	134	405	117
March	872	1,217	191	523	158
April	1,207	1,186	236	798	173
May	1,282	1,267	383	674	225
June	1,467	1,278	519	697	251
July	1,823	1,166	541	976	306
August	2,145	1,252	586	1,144	415
September	1,451	1,197	418	678	355
October	1,141	1,158	290	612	239
November	804	1,133	172	457	175
December	811	1,296	163	488	160
1986 January P	920	1,288	179	523	218
February P	726	1,313	133	459	134
March P	914	1,291	214	553	147
April P	1,027	997	186	689	152
May P	1,125	1,105	225	677	223
June P	1,166	1,026	264	651	251
July (e)	1,670	1,069	340	1,000	330
August (e)	2,010	1,186	450	1,180	380
September (e)	1,370	1,123	340	700	330
October (e)	1,170	1,169	250	710	210

Notes: See table 8·2.

TOURISM 8·4
Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985 P	21,771		914	19,105	1,752
1985 1st quarter P	3,324	5,450	158	2,707	459
2nd quarter P	5,613	5,128	200	4,993	420
3rd quarter P	8,314	5,129	350	7,486	477
4th quarter P	4,521	6,064	206	3,919	396
1986 1st quarter P	3,734	6,353	159	3,020	556
2nd quarter P	6,396	5,979	262	5,700	435
3rd quarter (e)	9,570	6,028	450	8,690	430
1985 P January	1,056	1,811	75	781	200
February	883	1,723	44	715	124
March	1,384	1,916	40	1,209	135
April	1,653	1,710	57	1,400	196
May	1,661	1,688	61	1,490	109
June	2,300	1,730	82	2,103	114
July	2,293	1,684	110	2,080	103
August	3,172	1,695	138	2,864	170
September	2,849	1,750	103	2,542	204
October	2,064	1,773	94	1,841	129
November	1,435	2,167	63	1,232	140
December	1,022	2,124	49	846	127
1986 January P	1,137	1,968	69	866	202
February P	1,012	2,092	48	809	155
March P	1,586	2,293	42	1,345	199
April P	1,618	1,723	83	1,338	197
May P	2,136	2,226	69	1,948	119
June P	2,643	2,030	110	2,414	119
July (e)	2,790	2,095	120	2,570	100
August (e)	3,610	1,961	200	3,240	170
September (e)	3,170	1,972	130	2,880	160
October (e)	2,300	2,029	120	2,050	130

Notes: See table 8·2.

9·1 OTHER FACTS AND FIGURES
YTS entrants: Regions

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	York-shire and Humber-side	North West	Northern	Wales	Scotland	Great Britain
Planned entrants* April 1986-March 1987	43,451	22,781	28,800	50,895	44,578	39,872	52,900	22,961	21,250	44,321	371,809
Entrants to training† April-December 1986	39,311	19,073	26,717	45,520	41,998	36,291	53,458	25,960	19,985	33,820	342,133
Total in training† December 31, 1986	36,070	18,850	26,689	46,224	39,502	36,785	54,053	25,694	21,735	34,201	339,803

* Planned entrants are based on assumptions about the number of 16 and 17 year olds to enter the labour market in 1986–87, the proportion likely to find employment outside YTS, the proportion who would be without work or would enter YTS while in employment, and the number leaving further education or employment part way through their first year and thus requiring the balance of a year's training on YTS.
† YTS entrants and those already in training include some young people on existing one-year YTS places as well as those on two-year places.

9·2 OTHER FACTS AND FIGURES
Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	Dec	Nov	Dec	Nov	Dec	Nov
Community Industry						
Community Programme	8,000	8,000	1,716	1,516	948	801
Enterprise Allowance Scheme	248,000	246,000	31,689	32,009	22,336	21,924
Job Release Scheme	74,000	72,000	6,874	6,633	4,869	4,780
Job Splitting Scheme	27,000	28,000	2,091	2,155	1,033	1,091
New Workers Scheme	250	240	23	21	18	17
Young Workers Scheme	31,000	28,000	2,317	1,993	1,749	1,416
Restart interviews	2,000	6,000	345	888	118	269
(cumulative total July 10 to December 11)	689,000	528,000	77,868	61,386	39,247	30,974

9·3 OTHER FACTS AND FIGURES
Placement into employment of jobseekers with disabilities

Registered for employment at jobcentres, December 5, 1986†	62,186
Employment registrations taken at jobcentres, November 7 to December 5, 1986†	7,990
Placed into employment by jobcentre advisory service, November 7 to December 5, 1986*	3,257

† For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
* Not including placings through displayed vacancies or onto the Community Programme.

9·4 OTHER FACTS AND FIGURES
Jobseekers and unemployed people with disabilities—jobcentres and local authority careers offices

THOUSAND

GREAT BRITAIN	Disabled people*							
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1985 July	30·0	26·3	52·4	43·1	4·6	4·2	3·0	2·6
Oct	28·4	24·8	51·4	41·3	4·7	4·2	2·8	2·2
1986 Jan	26·4	23·2	48·5	37·9	4·5	4·1	2·7	2·1
April	25·8	22·5	47·0	37·2	4·4	3·9	2·5	2·0
July	27·8	24·2	51·8	41·8	4·9	4·4	3·1	2·5
Oct	24·8	21·7	49·3	38·1	4·3	3·9	2·5	2·0

* Includes registered disabled people and those who, although eligible, choose not to register.
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 21, 1986, the latest date for which figures are available, 389,273 people were registered under the Acts.

DEFINITIONS

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

BASIC WEEKLY WAGE RATES
Minimum entitlements of manual workers under national collective agreements and statutory wages orders. Minimum entitlements in this context means basic wage rates, standard rates, minimum guarantees or minimum earnings levels, as appropriate, together with any general supplement payable under the agreement or order.

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

EMPLOYED LABOUR FORCE
Employees in employment plus HM forces and self-employed.

EMPLOYEES IN EMPLOYMENT
Civilians in the paid employment of employers (excluding home workers and private domestic servants).

FULL-TIME WORKERS
People normally working for more than 30 hours a week except where otherwise stated.

GENERAL INDEX OF RETAIL PRICES
The general index covers almost all goods and services purchased by most households, excluding only those for which the income of the 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.

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

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

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)
Orders II-XXI: Manufacturing industries plus mining and quarrying, construction, gas, electricity and water.

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

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

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

MANUAL WORKERS (OPERATIVES)
Employees other than those in administrative, professional, technical and clerical occupations.

MANUFACTURING INDUSTRIES
SIC 1968 Orders III-XIX. SIC 1980 Divisions 2 to 4.

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

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

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

PRODUCTION INDUSTRIES (SIC 1980)
Divisions 1 to 4 inclusive, i.e. excluding construction.

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE
Those working on their own account whether or not they have any employees.

SERVICE INDUSTRIES
SIC 1968 Orders XXII-XXVII. SIC 1980 Divisions 6 to 9.

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)
The classification system used to provide a consistent industrial breakdown for UK official statistics. It was revised in 1968 and 1980.

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

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

UNEMPLOYED
People claiming benefit (that is unemployment benefit, supplementary benefits or national insurance credits) at Unemployment Benefit Offices on the day of the monthly count, who on that day were unemployed and able and willing to do any suitable work. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

UNEMPLOYED SCHOOL LEAVERS
Unemployed people under 18 years of age who have not entered employment since terminating full-time education.

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

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

WORKING POPULATION
Employed labour force plus the unemployed.

Conventions
The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
[]	provisional
——	break in series
R	revised
e	estimated
MLH	Minimum List Heading of the SIC 1968
n.e.s.	not elsewhere specified
SIC	UK Standard Industrial Classification, 1968 or 1980 edition
EC	European Community

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

Regularly published statistics

Employment and working population	Frequency*	Latest issue	Table number or page
Working population: GB and UK			
Quarterly series	M (Q)	Feb 87:	1·1
Labour force estimates, projections		Aug 86:	317
Employees in employment			
Industry: GB			
All industries: by Division class or group	Q	Feb 87:	1·4
: time series, by order group	M	Feb 87:	1·2
Manufacturing: by Division class or group	M	Feb 87:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 86:	1·10
Local authorities manpower	Q	Jan 87:	1·7
Region: GB			
Sector: numbers and indices,	Q	Feb 87:	1·5
Self-employed: by region		Jan 87:	56
: by industry		May 86:	164
Census of Employment: Sept 1984			
GB and regions by industry on SIC 1980		Dec 83:	Supp 2
Census of Employment: Sept 1981			
UK by industry on SIC 1980 [final]			
International comparisons	Q	Dec 86:	1·9
Apprentices and trainees by industry:			
Manufacturing industries	A	June 86:	1·14
Apprentices and trainees by region:			
Manufacturing industries	A	June 86:	1·15
Employment measures	M	Feb 87:	9·2
Registered disabled in the public sector	A	Feb 87:	87
Labour turnover in manufacturing	Q	Dec 86:	1·6
Trade union membership	A	Feb 87:	84

Unemployment and vacancies			
Unemployment			
Summary: UK	M	Feb 87:	2·1
GB	M	Feb 87:	2·2
Age and duration: UK	M (Q)	Feb 87:	2·5
Broad category: UK	M	Feb 87:	2·1
Broad category: GB	M	Feb 87:	2·2
Detailed category: GB, UK	Q	Dec 86:	2·6
Region: summary	Q	Dec 86:	2·6
Age time series UK	Q	Feb 87:	2·7
: estimated rates	Q	Dec 86:	2·15
Duration: time series UK	Q	Feb 87:	2·8
Region and area			
Time series summary: by region	M	Feb 87:	2·3
: assisted areas, travel-to-work areas	M	Feb 87:	2·4
: counties, local areas (formerly table 2·4)	M	Feb 87:	2·9
: Parliamentary constituencies	M	Feb 87:	2·10
Age and duration: summary	Q	Dec 86:	2·6
Flows:			
GB, time series	D	Mar 84:	2·19
UK, time series	M	Feb 87:	2·19
GB, age time series	M	Feb 87:	2·20
GB, regions and duration	Q	Feb 87:	2·23/24/26
GB, age and duration	Q	Feb 87:	2·21/22/25
Students: by region	M	Feb 87:	2·13
Disabled jobseekers: GB	M	Feb 87:	9·3/4
International comparisons	M	Feb 87:	2·18
Ethnic origin		Jan 87:	18
Temporarily stopped: UK			
Latest figures: by region	M	Feb 87:	2·14
Vacancies			
UK unfilled, inflow outflow and placings seasonally adjusted	M	Feb 87:	3·1
Region unfilled excluding Community Programme seasonally adjusted	M	Feb 87:	3·2
Region unfilled unadjusted	M	Feb 87:	3·3
Vacancies (previous definition)			
Industry UK	(Q)	Sept 85:	3·3
Occupation by broad sector and unit groups: UK	(Q)	Sept 85:	3·4
Occupation region summary	(Q)	Sept 85:	3·6

Redundancies			
Confirmed: GB latest month	M	Feb 87:	2·30
Regions	M	Feb 87:	2·30
Industries	M	Feb 87:	2·31
Detailed analysis	A	Dec 86:	500
Advance notifications	Q (M)	Nov 86:	466
Payments: GB latest quarter	Q	July 86:	284
Industry	A	Dec 86:	500

Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Feb 87:	5·1
Industry	M	Feb 87:	5·3
Underlying trend	Q (M)	Dec 86:	514
New Earnings Survey (April estimates)			
Latest key results	A	Dec 86:	482
Time series	M (A)	Feb 87:	5·6

Earnings and hours *(cont.)*	Frequency*	Latest issue	Table number or page
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	B (A)	Feb 87:	5·4
Detailed results	A	Feb 86:	65
Manufacturing			
International comparisons	M	Feb 87:	5·9
Aerospace	A	Aug 85:	335
Agriculture	A	Feb 86:	86
Coal mining	A	Feb 86:	85
Average earnings: non-manual employees	B (A)	Jan 87:	5·5
Basic wage rates: manual workers			
Wage rates and hours (index)	D	Apr 84:	5·8
Normal weekly hours	A	Feb 86:	57
Holiday entitlements	A	Feb 86:	58
Overtime and short-time: manufacturing			
Latest figures: industry	M	Feb 87:	1·11
Region: summary	Q	Dec 86:	1·13
Hours of work: manufacturing	M	Feb 87:	1·12

Output per head			
Output per head: quarterly and annual indices	M (Q)	Feb 87:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Feb 87:	5·7
Quarterly and annual indices	M	Feb 87:	5·7

Labour costs			
Survey results 1984	Triennial	June 86:	212
Per unit of output	M	Feb 87:	5·7

Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Feb 87:	6·2
percentage changes	M	Feb 87:	6·2
Recent movements and the index excluding seasonal foods	M	Feb 87:	6·1
Main components: time series and weights	M	Feb 87:	6·4
Changes on a year earlier: time series	M	Feb 87:	6·5
Annual summary	A	Mar 86:	95
Revision of weights	A	Mar 86:	103
Pensioner household indices			
All items excluding housing	M (Q)	Feb 87:	6·6
Group indices: annual averages	M (A)	Feb 87:	6·7
Revision of weights	A	May 86:	167
Food prices	M	Feb 87:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	Feb 87:	6·8

Household spending			
All expenditure: per household	Q	Dec 86:	7·1
: per person	Q	Dec 86:	7·1
Composition of expenditure			
: quarterly summary	Q	Dec 86:	7·2
: in detail	Q (A)	Dec 86:	7·3
Household characteristics	Q (A)	Dec 86:	7·3

Industrial disputes: stoppages of work			
Summary: latest figures	M	Feb 87:	4·1
: time series	M	Feb 87:	4·2
Latest year and annual series	A	Aug 86:	323
Industry			
Monthly: Broad sector: time series	M	Feb 87:	4·1
Annual: detailed	A	Aug 86:	323
: prominent stoppages	A	Aug 86:	329
Main causes of stoppage			
Cumulative	M	Feb 87:	4·1
Latest year for main industries	A	Aug 86:	326
Size of stoppages	A	Aug 86:	328
Days lost per 1,000 employees in recent years by industry	A	Aug 86:	325
International comparisons	A	July 86:	266

Tourism			
Employment in tourism: industries GB	M	Feb 87:	8·1
Overseas travel: earnings and expenditure	M	Feb 87:	8·2
Overseas travel: visits to the UK by overseas residents	M	Feb 87:	8·3
Visits abroad by UK residents	M	Feb 87:	8·4
Overseas travel and tourism: visits to the UK by country of residence	Q	Dec 86:	8·5
: visits abroad by country visited	Q	Dec 86:	8·6
: visits to the UK by mode of travel and purpose of visit	Q	Dec 86:	8·7
: visits abroad by mode of travel and purpose of visit	Q	Dec 86:	8·8
: visitor nights	Q	Dec 86:	8·9

YTS			
YTS entrants: regions	M	Feb 87:	9·1

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

Overcoming a handicap with new technology: a partially-sighted typist checks her work using closed-circuit TV.

Registered disabled people in the public sector

This article gives the latest quota figures for a wide cross-section of public sector employers who have agreed to the disclosure of their individual quota positions. It contains the latest in a series of tables produced annually since 1976. As the number of people who choose to register has steadily declined in recent years, the figures quoted should not be treated as a complete guide to the employment of disabled people.

Figures for Government Departments were prepared by the Treasury Management and Personnel Office and relate to June 1, 1986. The figures for other public sector employers were obtained during the annual enquiry into the quota positions of all employers subject to quota, which was carried out by the Manpower Services Commission (MSC) in May 1986.

The following factors need to be borne in mind when considering the figures:

- Quota figures only reflect the employment of those disabled people who are registered under the terms of the Disabled Persons (Employment) Acts, and because many disabled people who would be eligible to register choose not to do so, quota figures themselves do not give an accurate picture of the extent to which disabled people are employed.

- The number of registered disabled people has declined over the years to such an extent that it is no longer possible for all employers covered by the Quota Scheme (that is those with 20 or more workers) to achieve the three per cent quota. Less than one-third of employers subject to quota now do so.

- Failure to employ the three per cent quota is not an offence. However, employers in this position have a further duty under the 1944 Act to engage suitable registered disabled people if any are available when vacancies arise. Employers who are below quota must not engage anyone other than a registered disabled person without first obtaining a permit to do so from the MSC. The Act also requires employers who are below quota not to discharge registered disabled people without reasonable cause.

Proposals are currently being developed for research to be conducted into the number and characteristics of disabled people in the working population. The results of this research will help to inform such questions as how effective the Quota Scheme might be, and how far compliance with the duty to employ the three per cent quota of registered disabled people is possible.

The research follows the Government's acceptance of a recommendation by a Working Group of interested parties, which was set up by the MSC to look in detail at suggestions for improving the effectiveness of the Quota Scheme within the existing legislation.

The results of this research are expected to be available by the end of 1987.

Notes

The 1944 Act is not binding on the Crown, but Government Departments and the National Health Service have nevertheless agreed to accept the same responsibilities as other employers.

The figures for the British Steel Corporation do not include the employees of Redpath Dorman Long Ltd, British Steel Corporation (Stainless) Ltd, or of British Steel Corporation (Chemicals) Ltd which, being separately registered companies, are separate employers for quota purposes.

The column headed "Registered disabled staff" in the tables shows in some cases 0·5 of a decimal place. This is because registered disabled people who are normally employed between 10 and 30 hours a week count as half a unit of staff for the purpose of calculating an employer's quota percentage. A similar rule applies to the total number of staff employed.

Correction

In last year's article, the 1985 figures for registered disabled staff at the Royal Mint should have read 3·1 per cent and not 1·1 per cent, as printed. We apologise for this error. The 1986 figures for the Royal Mint are included in "Other Government Departments".

Public sector quota figures

Government departments

	Registered disabled staff	Per cent
Agriculture, Fisheries and Food	136	1·2
Cabinet Office (inc MPO)	18	1·1
Customs and Excise	343·5	1·4
Defence	1581·5	1·0
Education and Science	53	2·2
Employment Group	1187·5	2·1
Energy	6	0·6
Environment (inc PSA and transport	495·5	1·0
Export Credits Guarantee Dept	26	1·5
Foreign and Commonwealth Office	44·5	0·8
Health and Social Security	1226·5	1·3
Home Office	182	0·5
Industry and Trade	194·5	1·5
Inland Revenue	1038·5	1·5
Land Registry	171·5	2·4
Lord Chancellor's Office	140	1·4
National Savings	230	3·1
Ordnance Survey	24·5	0·9
Overseas Development	16	1·1
Population, Censuses and Surveys	44·5	2·1
Scottish Office	100·5	1·6
Scottish Prison Service	7	0·2
Stationery Office	42	2·1
Treasury	37	1·5
Welsh Office	32	1·5
Other Government Departments	174·5	2·0

County councils

	Registered disabled staff	Per cent
Avon	131	0·5
Bedfordshire	96	0·6
Berkshire	89	0·5
Buckinghamshire	43	0·3
Cambridgeshire	100	0·6
Cheshire	171	0·7
Cleveland	73	0·4
Clwyd	162	1·6
Cornwall	161	1·5
Cumbria	86·5	0·6
Derbyshire	109	0·4
Devon	310·5	1·5
Dorset	140	1·0
Durham	95	0·4
Dyfed	150	1·4
East Sussex	94·5	0·7
Essex	157	0·5
Gloucestershire	166	1·6
Gwent	173	1·4
Gwynedd	54	0·8
Hampshire	132·5	0·4
Hereford and Worcester	147	1·2
Hertfordshire	49·5	0·2
Humberside	240	1·2
Isle of Wight	12·5	0·4
Kent	184	0·5
Lancashire	319·5	0·8
Leicestershire	86	0·3
Lincolnshire	68	0·6
Mid Glamorgan	121	0·7
Norfolk	149	1·0
Northamptonshire	107	0·7
Northumberland	39·5	0·5
North Yorkshire	105	0·6
Nottinghamshire	266	0·9
Oxfordshire	52	0·4
Powys	77	1·9
Shropshire	35	0·4
Somerset	100	1·4
South Glamorgan	43	1·3
Staffordshire	192·5	0·7
Suffolk	39	0·3
Surrey	142	0·8
Tyne and Wear	nil	nil
Warwickshire	70	0·4
West Glamorgan	151·5	1·3
West Midlands	0·5	0·4
West Sussex	61	0·5
West Yorkshire	3·5	2·2
Wiltshire	154·5	1·1

Scottish regional councils

	Registered disabled staff	Per cent
Borders	12·5	0·4
Central	82	0·8
Dumfries and Galloway	55	1·0
Fife	51	0·5
Grampian	109	0·6
Highland	53	0·7
Lothian	191	0·8
Strathclyde	696	0·6
Tayside	51	0·4

Scottish island councils

	Registereed disabled staff	Per cent
Orkney	2	0·2
Shetland	9	0·4
Western Isles	2	0·2

District councils

	Registered disabled staff	Per cent
Aberconwy	11	2·0
Adur	2	0·5
Afan	16	2·4
Allerdale	11	1·9
Alnwick	6·5	3·6
Alyn and Deeside	9	1·8
Amber Valley	18	3·0
Arfon	28·5	5·4
Arun	10	1·5
Ashfield	12	1·7
Ashford	9	1·7
Aylesbury Vale	8	1·4
Babergh	6	1·8
Barnsley	68	0·8
Barrow in Furness	16	1·7
Basildon	36	2·9
Basingstoke and Deane	13	1·9
Bassetlaw	15	1·8
Bath City	18	2·0
Berwick upon Tweed	7	4·7
Beverley	9	1·6
Birmingham City	289·5	0·7
Blaby	1	0·3
Blackburn	49·5	2·6
Blackpool	28	1·4
Blaenau Gwent	19	1·9
Blyth Valley	10	1·3
Bolsover	22	4·3
Bolton	136	1·0
Boothferry	5	1·4
Boston	5	0·9
Bournemouth	45	1·7
Bracknell	3	0·4
Bradford	140	0·7
Braintree	10	1·4
Breckland	4	0·7
Breacon Borough	3	1·3
Brentwood	29	5·7
Bridgnorth	2	1·0
Brighton	7	0·3
Bristol City	66	1·1
Broadland	3	1·1
Bromsgrove	3	0·8
Broxbourne	2	0·4
Broxtowe	11	1·5
Burnley	22	2·0
Bury	44·5	0·8
Calderdale	35	0·4
Cambridge City	15	1·5
Cannock Chase	10	1·6
Canterbury City	15·5	1·9
Caradon	7	2·1
Cardiff City	38	1·1
Carlisle	14	1·3
Carmarthen	12	3·0
Carrick	16	3·6
Castle Morpeth	2·5	0·8
Castle Point	9	2·0
Ceredigion	8	1·8
Charnwood	5	0·7
Chelmsford	13	1·6
Cheltenham	11	1·5
Cherwell	8	1·1
Chester City	19	2·1
Chesterfield	18	1·0
Chester le Street	6	1·1
Chichester	12	2·3
Chiltern	2	0·7
Chorley	15·5	1·8
Christchurch	2	0·6
Cleethorpes	14·5	2·9
Colchester	19	1·7
Colwyn Borough	4	1·0
Congleton	4	0·7
Copeland	16	2·6
Corby	13	1·6
Cotswold	6	1·8
Coventry City	100	0·6
Craven	6	2·3
Crawley	13	1·4
Crewe Nantwich	20	2·5
Cynon Valley	21	2·7
Dacorum	15	1·5
Darlington	15·5	1·3
Dartford	1	0·1
Daventry	1	0·5
Delyn	10	1·9
Derby	36·5	1·7
Derwentside	29	2·5
Dinefwr	26	6·3
Doncaster	134	1·3
Dover	12	1·8
Dudley	60	0·5
Durham City	21	1·9
Dwyfor	7	3·0
Easington	43	2·7
Eastbourne	14	1·6
East Cambridgeshire	nil	nil
East Devon	4	0·8
East Hampshire	5	1·1
East Hertfordshire	9	1·6
Eastleigh	1	0·2
East Lindsey	29	3·7
East Northamptonshire	9	2·7
East Staffordshire	18	3·0
East Yorkshire	6	0·8
Eden	1	0·4
Ellesmere Port and Neston	18	2·4
Elmbridge	11	1·7
Epping Forest	8	1·1
Epsom and Ewell	4	0·8
Erewash	8	1·1
Exeter City	28	3·4
Fareham	5·5	1·1
Fenland	6	1·5
Forest Heath	5	1·8
Forest of Dean	8	2·2
Fylde	12	2·4
Gateshead	181	1·7
Gedling	7	1·3
Gillingham	4	0·8
Glanford	10	3·2
Gloucester City	20	2·5
Glyndwr	5	1·7
Gosport	4	0·7
Gravesham	14	2·0
Great Yarmouth	27	3·2
Grimsby	19	1·9
Guildford	7	1·0
Halton	24	2·0
Hambelton	nil	nil
Harborough	3·5	1·2
Harlow	38	2·4
Harrogate	10	1·0
Hart	4	1·3
Hartlepool	13·5	1·1
Hastings	15	3·4
Havant	12·5	1·8
Hereford City	17·5	3·6
Hertsmere	2	0·3
High Peak	6·5	1·4
Hinkley and Bosworth	7	1·6
Holderness	nil	nil
Horsham	5·5	0·8
Hove	11	1·8
Huntingdon	6	1·1
Hyndburn	14	1·9
Ipswich	19	1·3
Isles of Scilly	2	2·1
Islwyn	18	2·3
Kennet	3	0·9
Kerrier	12	2·2
Kettering	17	2·7
Kingston upon Hull	69	1·2
Kingswood	10	2·2
Kirklees	81	0·5
Knowsley	89	1·2
Lancaster City	31	3·0
Lanbaurgh	15	1·1
Leeds City	183·5	0·7
Leicester City	56	1·2
Leominster	1	0·5
Lewes	3	0·7
Lichfield	11	2·9
Lincoln City	28·5	2·6
Liverpool City	270	1·0
Llanelli	26	3·5
Lliw Valley	5	1·0
Luton	24·5	1·3
Macclesfield	13	1·4
Maidstone	9	1·0
Malden	3	1·3
Malvern Hills	5	1·0
Manchester City	228	0·7
Mansfield	23	2·2
Medina	11	3·3
Mendip	2·5	0·9
Medway	14	1·9
Merrionnydd	9	3·3
Melton Borough	3	1·4
Merthyr Tydfil	12	1·3
Mid Bedfordshire	5	1·5
Mid Devon	1	0·5
Middlesborough	43	2·0
Mid Suffolk	4	1·2
Mid Sussex	6·5	1·3
Milton Keynes	10	1·4
Mole Valley	3·5	0·8
Monmouth	7	1·3
Montgomery	5	1·9
Neath	12·5	2·4
Newark	4	0·7
Newbury	2	0·3
Newcastle under Lyme	16·5	1·6
Newcaslte upon Tyne	157·5	1·0
New Forest	7	0·8
Newport	28·5	1·8
Northampton	8	0·5
North Avon	3	0·5
North Bedford Borough	14·5	1·5
North Cornwall	10·5	3·4
North Devon	13	3·3
North Dorset	2	1·0
North East Derbyshire	12	1·6
North Hertfordshire	5	0·7
North Kesteven	12	3·7
North Norfolk	4	1·0
North Shropshire	3	1·2
North Tyneside	64	0·8
North Warwickshire	2	0·5
North West Leicestershire	7·5	1·9
North Wiltshire	2	0·4
Norwich City	38·5	1·7
Nottingham City	63	1·3
Nuneaton	21	2·1
Oadby and Wigston	3	1·3
Ogwr	34	2·3
Oldham	49	0·9
Oswestry	5	3·0
Oxford City	21·5	2·0
Pendle	13	1·5
Penwith	10	3·2
Peterborough City	17	1·3
Plymouth City	32	1·3
Poole	11	1·1
Portsmouth City	21·5	0·7
Preselei	12	2·1
Preston	23	1·6
Purbeck	2	1·1
Radnor	3·5	2·1
Reading	22	1·4
Redditch	4	0·6
Reigate and Banstead	2	0·2
Restormel	15	3·0
Rhondda	11	1·1
Rhuddlan	8	1·4
Rhymney Valley	18	1·3
Ribble Valley	6	2·3
Richmondshire	2	0·8
Rochdale	48·5	0·6
Rochford	2	0·5
Rossendale	15	2·3
Rother	6	1·3
Rotherham	57	0·6
Rugby	5	0·9
Runnymede	8	1·9
Rushcliffe	3	0·6
Rushmoor	7	1·0
Rutland	1	0·7
Ryedale	3	0·9
St Albans City	7	1·1

District councils (cont)

	Registered disabled staff	Per cent
St Edmondsbury	5	0·7
St Helens	42	0·5
Salford City	176·5	2·1
Salisbury	12	2·2
Sandwell	58	0·4
Scarborough	34	3·4
Scunthorpe	23	2·4
Sedgefield	14	1·2
Sedgemoor	10	1·6
Sefton	69	0·8
Selby	2	0·5
Sevenoaks	11	2·1
Sheffield	272	1·0
Shepway	12	2·0
Shrewsbury and Atcham	4·5	0·7
Solihull	15	0·3
Southampton	37	1·5
South Bedfordshire	3	0·5
South Buckinghamshire	2·5	0·7
South Cambridgeshire	4	1·0
South Derbyshire	4	1·1
Southend on Sea	41·5	2·5
South Hams	7	1·6
South Herefordshire	3	1·4
South Holland	8	1·7
South Kesteven	6	1·0
South Lakeland	13	1·8
South Norfolk	4	1·1
South Northamptonshire	2	0·7
South Oxfordshire	6	1·1
South Pembrokeshire	4	1·3
South Ribble	9	1·5
South Shropshire	2	1·2
South Somerset	7	1·0
South Staffordshire	4	0·9
South Tyneside	38	0·6
South Wight	10	4·0
Spelthorne	9	1·5
Stafford	11	1·5
Staffordshire Moorlands	2	0·5
Stevenage	6	0·6
Stockport	47	0·5
Stockton on Tees	19	1·1
Stoke on Trent City	64	2·1
Stratford on Avon	7	1·3
Stroud	13	2·7
Suffolk Coastal	3	0·6
Sunderland	152	1·1
Surrey Heath	4	0·9
Swale	9	1·4
Swansea City	48	2·1
Taff Ely	18	1·8
Tameside	75	1·0
Tandridge	4	0·1
Tamworth	4	0·9
Taunton Deane	12	2·0
Teesdale	nil	nil
Teignbridge	15	2·3
Tendring	6	0·9
Test Valley	4	0·6
Tewkesbury	1	0·3
Thamesdown	18	0·9
Thanet	41·5	3·6
Thurrock	29·5	2·5
Three Rivers	4	1·0
Tonbridge and Malling	11	2·0
Torbay	28	2·7
Torfaen	15	1·9
Torridge	5	1·7
Trafford	84	1·5
Tunbridge Wells	4	0·7
Tynedale	4	1·3
Uttlesford	2	0·7
Vale of Glamorgan	11	1·4
Vale of Whitehorse	3	0·7
Vale Royal	7	0·8
Wakefield City	98	0·7
Walsall	135	2·0
Wansbeck	19·5	3·2
Wansdyke	1	0·2
Warrington	20	1·2
Warwick	11	1·5
Watford	7	0·8
Waveney	4	0·5
Waverley	2·5	0·4
Wealdon	3	0·6
Wear Valley	26	2·8
Wellingborough	12·5	2·1
Welwyn Hatfield	14	1·4
West Derbyshire	5	1·1
West Devon	2	1·1
West Dorset	6	1·3
West Lancashire	14	1·6
West Lindsey	3	0·8
West Norfolk	11	1·7
West Oxfordshire	1	0·3
West Somerset	nil	nil
West Wiltshire	7	1·4
Weymouth and Portland	14	2·0
Wigan	134	1·4
Wimbourne	1	0·3
Winchester City	4	0·6
Wirral	102	0·9
Windsor and Maidenhead	8	1·1
Woking	2	0·3
Wokingham	4	0·6
Wolverhampton	140·5	1·3
Woodspring	12	1·0
Worcester City	10	1·5
Worthing	17	2·4
Wreken The	26	2·7
Wrexham Maelor	35	3·2
Wychavon	11	1·9
Wycombe	2	0·3
Wyre	9·5	1·5
Wyre Forest	10	1·1
Ynys Mon	12	1·7
York	24	2·2

Greater London Area councils

	Registered disabled staff	Per cent
Barking	41	0·7
Barnet	42	0·7
Bexley	24	0·5
Brent	98	1·1
Bromley	21	2·1
Camden	155	2·0
Corp of London	33	1·1
Croydon	146	2·4
Ealing	40·5	0·4
Enfield	82	0·9
Greenwich	90	1·2
Hackney	85	1·1
Hammersmith	18	0·4
Harringey	87	0·9
Harrow	31	0·4
Havering	73	1·5
Hillingdon	72	0·9
Hounslow	43	0·6
Islington	77	1·2
Kensington and Chelsea	24	0·8
Kingston upon Thames	29	0·6
Lambeth	180	1·7
Lewisham	116	1·5
Merton	29	0·8
Newham	394	3·8
Redbridge	42	0·7
Richmond upon Thames	11	0·3
Southwark	71	0·9
Sutton	16	0·4
Tower Hamlets	59	1·4
Waltham Forest	76	0·9
Wandsworth	25·5	0·6
Westminster	34	0·6

Scottish district councils

	Registered disabled staff	Per cent
City of Aberdeen	81	3·1
Angus	17·5	2·6
Annandale and Eskdale	1	0·4

Scottish district councils (cont)

	Registered disabled staff	Per cent
Argyle and Bute	5	0·7
Badenoch and Strathspey	1	1·5
Banff and Buchan	5	0·9
Bearsden and Milngavie	6	1·9
Berwickshire	2	2·0
Caithness	1	0·4
Clackmannan	14	2·5
Clydebank	23	3·3
Clydesdale	3	0·7
Cumbernauld and Kilsyth	9	2·0
Cumnock and Doon Valley	7	1·3
Cunninghame	40·5	1·9
Dumbarton	19	1·2
City of Dundee	64·5	1·9
Dunfermline	31	2·4
East Kilbride	15	2·8
East Lothian	15·5	1·7
Eastwood	3	1·0
City of Edinburgh	47	1·1
Ettrick and Lauderdale	2	0·9
Falkirk	22	1·3
City of Glasgow	181	1·3
Gordon	9	2·8
Hamilton	17	1·3
Inverclyde	12	0·9
Inverness	5	1·1
Kilmarnock and Loudown	15·5	1·5
Kincardine and Deeside	2	0·9
Kirkaldy	17	1·1
Kyle and Carrick	17	1·3
Lochaber	4	2·8
Midlothian	6·5	0·9
Monklands	19	1·1
Moray	14	2·2
Motherwell	25	1·6
Nairn	2	3·0
Nithsdale	4	0·8
North East Fife	1	0·2
Perth and Kinross	10	1·1
Renfrew	16	0·8
Ross and Cromarty	12	3·1
Roxburgh	8	2·7
Skye and Lochalsh	nil	nil
Stewartry	3	1·9
Stirling	15	1·7
Strathkelvin	10	1·1
Sutherland	3	2·9
Tweeddale	1	1·0
West Lothian	21	1·5
Wigtown	2	0·9

Regional health authorities

	Registered disabled staff	Per cent
East Anglia	2	0·2
Mersey	9	0·5
North East Thames	6	1·0
Northern	9	0·3
North West Thames	4	0·8
North Western	18	0·7
Oxford	12	0·7
South East Thames	6	1·5
South Western	8·5	0·5
South West Thames	1	0·1
Trent	13	0·5
Wessex	2	0·1
West Midlands	65	1·5
Yorkshire	15	0·6

Scottish health boards

	Registered disabled	Per cent staff
Argyll and Clyde	26	0·3
Ayrshire and Arran	30	0·5
Borders	5·5	0·3
Dumfries and Galloway	21	0·7
Fife	11	0·2
Forth Valley	35	0·6
Grampian	40	0·3
Greater Glasgow	68	0·2
Highland	16	0·4
Lanarkshire	24	0·2
Lothian	41·5	0·2
Orkney	nil	nil
Shetland	3	0·9
Tayside	81	0·7
Western Isles	4	0·7

District health authorities

	Registered disabled staff	Per cent
Airedale	17·5	0·6
Aylesbury Vale	14	0·4
Barking, Havering and Brentwood	34	0·5
Barnet	28	0·5
Barnsley	21	0·6
Basildon and Thurrock	14	0·3
Basingstoke and North Hampshire	14·5	0·5
Bassetlaw	9	0·5
Bath	29	0·4
Bexley	12	0·3
Blackburn, Hyndburn and Ribble	46	0·9
Blackpool, Wyre and Fylde	12	0·3
Bloomsbury	19	0·2
Bolton	14	0·3
Bradford	24·5	0·5
Brent	9	0·2
Brighton	16	0·3
Bristol and Weston	21	0·2
Bromley	35	0·7
Bromsgrove and Redditch	6	0·3
Burnley, Pendle and Rossendale	29·5	0·7
Bury	14	0·7
Calderdale	16	0·5
Camberwell	20	0·4
Cambridge	15	0·3
Canterbury and Thanet	28	0·5
Central Birmingham	9	0·1
Central Manchester	14	0·4
Central Nottingham	31	0·3
Cheltenham	6	0·2
Chester	22	0·5
Chichester	29	0·9
Chorley and South Ribble	5	0·5
City and Hackney	17	0·3
Clwyd	25·5	0·4
Cornwall and Isles of Scilly	27	0·5
Coventry	19	0·4
Crewe	13·5	0·3
Croydon	18	0·4
Darlington	10	0·4
Dartford and Gravesham	11	0·3
Dewsbury	13	0·7
Doncaster	10·5	0·2
Dudley	23	0·5
Durham	3·5	0·1
Ealing	2	0·1
Eastbourne	15	0·4
East Berkshire	5	1·0
East Birmingham	3	0·1
East Cumbria	16	0·5
East Dorset	23	0·4
East Dyfed	25	0·5
East Hertfordshire	10	0·5
East Suffolk	19	0·3
East Surrey	24	1·1
East Yorkshire	26·5	0·9
Enfield	13	0·4
Exeter	41	0·6
Frenchley	18	0·4
Gateshead	17	0·6
Gloucester	18	0·4
Great Yarmouth and Waveney	5	0·2
Greenwich	25	0·5
Grimsby	7	0·2
Gwent	32	0·4
Gwynedd	28	0·6
Halton	6	0·4
Hampstead	2	0·0
Haringey	13	0·4
Harrogate	12	0·5
Harrow	10	0·3
Hartlepool	3	0·3
Hastings	20	0·8
Herefordshire and Worcestershire	13·5	0·3
Hillingdon	10	0·2
Hounslow and Spelthorne	20	0·4
Huddersfield	11	0·2
Hull	14	0·2
Huntingdon	2	0·1
Islington	20	0·5
Isle of Wight	3·5	0·2
Kettering	10·5	0·4
Kidderminster	10	0·5
Kingston and Esher	9	0·3
Lancaster	32·5	1·0
Leeds Eastern	19	0·3
Leeds Western	25	0·3
Leicestershire	60	0·4
Lewisham and North Southwark	17	0·2
Liverpool	32	0·3
Macclesfield	12	0·4
Maidstone	13·5	0·5
Medway	9	0·3
Merton and Sutton	14	0·3
Mid Downs	nil	nil
Mid Essex	20	0·5
Mid Glamorgan	29	0·3
Mid Staffs	19	0·6
Mid Surrey	13·5	0·4
Milton Keynes	6	0·4
Newcastle	18	0·2
Newham	5	0·2
Northallerton	1	0·1
Northampton	20	0·6
Northumberland	13	0·3
North Bedfordshire	5	0·2
North Birmingham	6·5	0·3
North Derbyshire	17	0·3
North Devon	17	1·0
North West Durham	6	0·5
North East Essex	11	0·2
North Lincolnshire	20	0·4
North Manchester	11	0·2
North Staffordshire	23·5	0·3
North West Surrey	5·5	0·2
North Tees	1	0·0
North Tyneside	8·5	0·5
North Warwickshire	6	0·2
North West Hertfordshire	35	0·9
Nottingham	31	0·3
Norwich	39	0·5
Oldham	28	1·0
Oxfordshire	39	0·5
Paddington and North Kensington	6	0·1
Pembrokeshire	3	0·2
Peterborough	12	0·4
Plymouth	4	0·1
Pontefract	2	0·1
Portsmouth and SE Hampshire	6	0·1
Powys	29	1·1
Preston	25	0·4
Redbridge	4	0·2
Richmond, Twickenham and Roehampton	8	0·2
Riverside	50	0·6
Rochdale	31	1·4
Rotherham	11	0·3
Rugby	5	0·6
St Helens and Knowsley	37	0·6
Salford	30	0·3
Salisbury	12	2·2
Sandwell	8	0·3
Scarborough	4	0·2
Scunthorpe	7	0·4
Sheffield	44·5	0·3
Shropshire	15	0·2
Solihull	6	0·2
Somerset	43	1·0
South Bedfordshire	6·5	0·2
South Birmingham	17·5	0·4
South Cumbria	9	0·4
South Glamorgan	23	0·2
South Lincolnshire	16	0·4
South Manchester	50	0·6
South Sefton	22·5	0·5
South Tees	13	0·3
South Tyneside	7·5	0·4
South Warwickshire	8	0·2
Southampton and SW Hants	4	0·0
Southend	22	0·6
South Mead	8	0·2
South East Kent	6	0·2
South East Staffordshire	17	0·4
Southern Derbyshire	12	0·4
Southport and Formby	7	0·3
South West Durham	14	0·5
South West Surrey	11	0·3
Sunderland	26	0·5
Stockport	26	0·6
Swindon	11	0·3
Tameside and Glossop	11	0·4
Torbay	25	0·6
Tower Hamlets	33	0·6
Trafford	16	0·6
Tunbridge Wells	8	0·2
Wakefield	36·5	1·1
Walsall	14	0·4
Waltham Forest	11	0·2
Wandsworth	20	0·3
Warrington	13	0·2
West Berkshire	8	0·1
West Birmingham	8	0·2
West Cumbria	12	0·5
West Dorset	11	0·3
West Essex	10·5	0·3
West Glamorgan	38·5	0·6
West Lambeth	16	0·3
West Lancashire	3	0·1
West Norfolk	16	0·6
West Suffolk	3	0·1
Wigan	6	0·1
Wirrall	18	0·4
Wolverhampton	16	0·3
Worthing	10	0·7
Wycombe	3	0·2
York	17·5	0·4

Other bodies within the NHS

	Registered disabled staff	Per cent
Dental Estimates Board	40·5	2·5
Prescription Pricing Authority	8	0·4
Welsh Health Technical Services Organisation	8	1·3
Scottish Health Common Services Agency	21	0·5

Electricity Boards

	Registered disabled staff	Per cent
Eastern	61	0·7
East Midlands	69	0·9
London	64	0·9
Merseyside and North Wales	51	1·0
Midlands	59	0·8
North Eastern	67	1·3
North of Scotland Hydro	22·5	0·6
North West	53	0·7
South Eastern	54·5	0·9
Southern	59	0·7
South of Scotland	99	0·8
South Wales	44	1·1
South Western	43	0·8
Yorkshire	99	1·4
Central Electricity Generating Board	234	0·5

Regional water authorities

	Registered disabled staff	Per cent
Anglian	31	0·6
Northumbrian	5	0·3
North West	58	0·7
Severn Trent	68	0·8
Southern	37	1·1
South West	22	1·1
Thames	32	0·4
Welsh National Water Authority	83	1·8
Wessex	36	1·8
Yorkshire	40	0·7

Nationalised industries and public authorities

	Registered disabled staff	Per cent
British Airports Authority	28	0·4
British Airways	119	0·3
British Broadcasting Corporation	86	0·3
British Coal	985	0·6
British Gas Corporation	986·5	1·1
British Railways Board	1,525	0·9
British Steel Corporation	100	0·6
British Waterways Board	34	1·1
Civil Aviation Authority	23	0·4
Electricity Council	9	0·7
Independent Broadcasting Authority	8	0·6
Post Office Corporation	1,708	0·9
UK Atomic Energy Authority	139	1·0

Special Feature

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Homeworking in Britain

Key findings from the national survey of home-based workers

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A specially designed national survey of home-based workers carried out in autumn 1981 has overturned the stereotypical images of homework and homeworkers, and shows that small-scale studies provide only a partial picture of this growing sector of the labour force. Key findings from the special survey are presented here, with some further national estimates.

The typical British homeworker is usually regarded as a woman tied down by the needs of her family, exploited by her employer and working for low wages on tedious, repetitive tasks.

The 1981 special survey has done much to dispel this image and in this article—the final one in a series on home-working—key findings from the survey are examined and set in the context of new patterns of employment.

Changing patterns of work

It is widely believed that one of the effects of the recent recession has been to produce new patterns of work and an increase in labour market flexibility. For example Atkinson argues, on the basis of case-study research in the main, that firms are reducing their "core" workforce of full-time permanent employees who offer functional flexibility in favour of expanding use of "peripheral" (or non-core) workers who offer numerical flexibility: self-employed freelances, temporary workers obtained from agencies, people on short-term contracts, homeworkers, public subsidy trainees and part-time workers (Atkinson, 1984a, 1984b, 1986; Institute of Manpower Studies, 1984, 1986).

The thesis has gained some credence, although it is not conclusively proven by case studies, and the evidence from the *1984 Workplace Industrial Relations Survey* is equivocal[1].

The results of the spring *Labour Force Survey* show an enormous growth in temporary work, a substantial growth in self-employment, and a significant growth in part-time work since 1981.

The growth in part-time jobs is the smallest: no more than 300,000 over the period 1981–85. The number of part-time jobs rose from 4·184 million in spring 1981 to 4·475 million in spring 1985, that is, from 19·7 per cent to 21·7 per cent of all employees in employment.

More attention has been focused on the unprecedented growth in self-employment, most of which is due to an increase in single-person businesses, that is individual workers who are self-employed without any employees. Between 1981 and 1984, the numbers of people who were self-employed in their main job grew by 442,000 to 2·6 million or from 9·2 per cent to 11·2 per cent of total employment (Creigh *et al*, 1986).

But the most dramatic increase has been in temporary work. The numbers of temporary workers rose from 621,000 in 1981 (*including* some people on government schemes) to 1,314,000 in 1985 (*excluding* people on government schemes)—an increase of almost 700,000 jobs, with relatively large increases in the numbers of men doing temporary work. A continuing upward trend in the numbers of temporary workers is confirmed also by the Institute of Manpower Studies, based on a postal survey of 175 employers in a broad cross-section of industries, and case studies of 20 firms using temporary workers of one sort or another (Meager, 1985, 1986).

Table 1 Changing patterns of work 1981–85

Thousand and per cent

	Males	Females	All
1981			
Economically active	15,653	10,435	26,089
In employment	14,093	9,512	23,606
Unemployed	1,560	923	2,483
Full-time regular employees	11,581	5,058	16,639
As % of economically active	74	49	64
As % of in employment	82	53	70
All other workers	2,512	4,454	6,967
As % of economically active	16	43	27
As % of in employment	18	47	30
1983			
Economically active	15,379	10,418	25,797
In employment	13,565	9,379	22,943
Unemployed	1,815	1,039	2,853
Full-time permanent employees	10,896	4,759	15,655
As % of economically active	71	46	61
As % of in employment	80	51	68
All other workers	2,668	4,620	7,288
As % of economically active	17	44	28
As % of in employment	20	49	32
1985			
Economically active	15,569	10,984	26,553
In employment	13,853	9,886	23,739
Unemployed	1,715	1,098	2,814
Full-time permanent employees	10,805	4,814	15,619
As % of economically active	69	44	59
As % of in employment	78	49	66
All other workers	3,049	5,072	8,121
As % of economically active	20	46	31
As % of in employment	22	51	34

Source: *Labour Force Survey*, figures for Great Britain based on results for spring 1981, 1983 and 1985.

Background

An article in the January 1984 issue of *Employment Gazette* presented national estimates from a special survey of home-based workers that was carried out in autumn 1981 (Hakim, 1984a). The full report on this survey has been long delayed, but will shortly be published, greatly extending the findings reported so far in the earlier *Employment Gazette* article and elsewhere (Hakim, 1985, pp 23-24, 35-36, 54-57, 96-98).

The report on the special survey is the concluding one in a series of reports on the Department's programme of research on homeworking. The results of these have been summarised in *Employment Gazette* from 1980 onwards, along with related research (Hakim, 1980, 1982, 1984a, 1984b, 1985; Cragg and Dawson, 1981; Hakim and Dennis, 1982; Leighton, 1982, 1983a, 1983b; Huws, 1984; Kay, 1984).

Looking at each of these groups separately can give a misleading impression of growth, as some of the groups overlap, at least in part, and all of them can contain home-based workers as well. So the figures quoted above involve some double-counting.

To date, no estimates have been attempted on the relative sizes of the different sections of the labour force, nor on the magnitude of changes in recent years. However, by using a simple but robust distinction between full-time permanent employees and all other workers, the spring *Labour Force Survey* can be used to measure trends since 1981. For convenience the two groups will be called the "permanent" workforce and the "flexible" workforce, although these short-hand labels rather oversimplify the distinctions.

Table 1 shows a small but steady decline in the relative size of the "permanent" workforce among both men and women, from 70 per cent of all in employment in 1981 to 66 per cent in 1985. So steady and consistent is the decline that one can already foresee a figure of 64 per cent for spring 1987.

By the mid-1980s the labour force divided neatly into two-thirds "permanent" and one-third "flexible". On this measure, one-quarter of all men in work and half of all women in work are now in the sector offering numerical flexibility. The proportions are slightly reduced if the figures are related to the economically active population (everyone in work or seeking work) instead of the population in employment (whether as employees or self-employed).

The importance of the "flexible" sector has clearly been underestimated; it is hardly a narrow and insignificant fringe on the edges of the labour market.

In spring 1981 the "flexible" workforce consisted of

1. Although Millward and Stevens were clearly aware of Atkinson's thesis about the increasing size of the "non-core" workforce, they carefully avoided offering any clear conclusions on trends over the period 1980–84 from their analysis of the results of the *1984 Workplace Industrial Relations Survey* (WIRS). For example, their analysis of employment practices notes a small but significant increase in the use of part-time workers, a substantial decline in the use of outworkers and homeworkers, a significant decline in the use of freelances and no change at all in the use of people on short-term contracts, although they hold back from noting that their survey results also show a decline in the use of agency temps. Overall, their report on the 1984 WIRS, and comparisons with Hakim's analysis of the 1980 WIRS suggest a general *decline* in the size of the non-core workforce in the period 1980–84 (Hakim, 1985; Millward and Stevens, 1986, pp 203–212), at least in relation to establishments with 25 or more employees.

almost seven million workers in Great Britain (*table 1*). The autumn 1981 survey of home-based workers yields a national estimate of 1·68 million for England and Wales, which can be grossed up *pro rata* to an estimate of 1·88 million in Great Britain. So home-based workers are clearly not a large proportion of this sector of the labour force—just over one-quarter (27 per cent). And the very fact of being home-based, or off-site, workers distinguishes them sufficiently to suggest that they are not representative of the whole sector. On the other hand, they exhibit *all* the characteristics of the "flexible" workforce, and may be regarded as more broadly illustrative, and of more general interest, than any other single group taken in isolation.

As the 1981 special survey demonstrates, the home-based workforce encompasses large numbers of nominally self-employed people as well as tiny one-man businesses, part-time workers, people with temporary and casual jobs, and some short-term contract jobs. And most of the issues that have been debated in relation to homework also arise in relation to other groups of non-core workers.

1981 National Homeworking Survey

In order to allow the survey results to be grossed up to national estimates, the spring 1981 *Labour Force Survey* (LFS) was used as the sift survey and sampling frame for a specially designed interview survey of home-based workers which was carried out by the Office of Population Censuses and Surveys in autumn 1981.

Purely for reasons of costs, the survey was limited to England and Wales, but the pattern of results is thought to be representative of Great Britain as a whole, even though national estimates have to be up-rated *pro rata* to obtain figures for Great Britain.

The *National Homeworking Survey* is often confused and conflated with the 1981 LFS, by researchers as well as research users. So it must be emphasised that the autumn 1981 special survey of home-based workers is completely separate from the spring 1981 LFS, that data from the 1981 LFS is not incorporated into the special survey, and that the information collected in the specially-designed survey could not have been collected in the LFS.

The separateness of the two surveys needs to be underlined because the 1981 LFS sift questions did not work as well as hoped, and may be misunderstood by some researchers as being equivalent to the special survey data. It follows that the data collected in the 1981 LFS bears no clear relationship to the information obtained in the autumn 1981 survey, and cannot be used as a substitute for it.

Homework is notoriously difficult to define, while even small adjustments to the definition adopted can dramatically affect any national estimates produced (Hakim, 1984a; Bisset and Huws, 1984, p 4; TUC, 1985, p 4). The special survey was thus designed to encompass a large number of quite distinct sub-groups, as show in *figure 1*.

The primary focus of the 1981 survey was on the 229,800 people working at home (excluding childminders), and more especially the 100,000 homeworkers with a single employer: the most detailed information was collected from this group[1], which is shown in bold in *figure 1*.

For a number of reasons less detailed information was also collected from people who worked from home as a base, who are estimated to number some 400,000—or about 700,000 if construction and road haulage workers, and family workers are included.

Firstly, the distinction between working mainly at home or from home as a base is not sufficiently clear-cut for a precise cut-off point to be applied with assurance. In the event the detailed information collected in interviews led to some reclassification of the sample between the two categories.

The second, more important reason is that people working from home as a base provide a controlled comparison group: like homeworkers they are unusual in not working at the employer's workplace, but unlike homeworkers they are not tied to working at home. For those topics and issues which are specific to home-based work—such as employment status or the frequency of delivery/collection of the work—it is useful to have equivalent information for people working from home as a base for comparison with the information collected from homeworkers.[2]

One might readily expect that employers would treat homeworkers differently from their on-site workforce. So the key issue is whether they treat *all* home-based workers in a consistent manner, or whether there is evidence of homeworkers in particular being discriminated against in the sense of being offered terms and conditions inferior to those offered to people working from home as a base. So the survey design allows for a fairly rigorous test of whether working at home *per se* is a significant factor.

Extending the survey coverage in this way means that it can also be used as a general source of information on the home-based workforce as a whole, a group on which there has so far been no information at all.

Thus the 1981 survey provides information on homeworkers narrowly-defined, that is *people who work at home* and on the broader home-based workforce, that is, *people who work at home or from home as a base*.

Personal characteristics

The majority (71 per cent) of homeworkers are women, and the majority (71 per cent) of people working from home as a base are men. So comparisons between homeworkers and others are often confounded with sex comparisons. However, differences between homeworkers and others, between women and men, were generally less pronounced than the similarities.

Comparisons between the results of the 1981 homeworking survey and nationally representative data from other sources show that home-based workers generally—and homeworkers in particular—do not differ at all from the labour force as a whole in terms of their health, household incomes, their spouse's workforce participation and experience of unemployment.

They differ to a small degree in being slightly less likely to be members of ethnic minority groups, and more likely to be married and to have dependent children at home. Women in particular are more likely to have one or more children under 16 years at home.

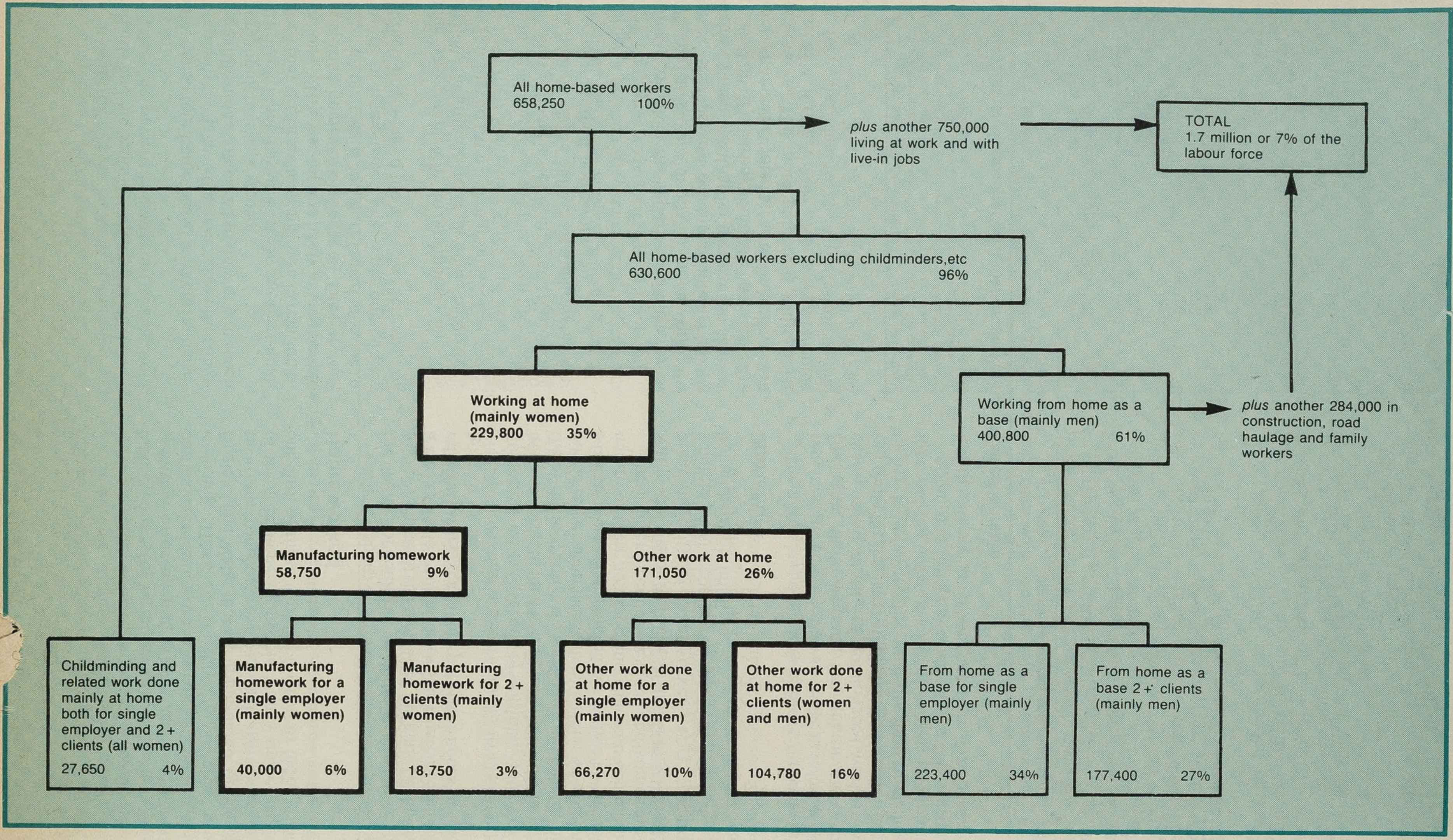
However, homeworkers are most distinctive in their pattern of housing tenure, with an extremely high proportion of owner-occupiers and relatively few council tenants: four-fifths of all homeworkers are owner-occupiers and over half have a mortgage, compared to half and one-third respectively of all private households.

Only among those doing manufacturing homework does the proportion of council tenants come close to the national average of one-third. Overall, homeworkers appear to be distinctive, to some extent at least, in that a relatively high

[1] Homeworkers with a single employer constitute the key group around which proposals for new legislation, and for other forms of intervention by trade unions and employers have focused. For example a Private Member's Bill, the Homeworkers (Protection) Bill, introduced unsuccessfully by Frank White MP in November 1979 and again in January 1981, proposed that its scope should effectively be limited to homeworkers with a single employer. However, the TUC's revised *Statement* on homeworking stops short of endorsing this approach—possibly because results from the 1981 survey, published in 1984, showed that the size of the group, at around 100,000 was much smaller than anyone had thought.

[2] People doing childminding and related work (caring for people or animals) were treated as a separate group throughout the analysis, although some of them work mainly at home and some work from home as a base. The national estimate of 14,000 quoted for this group in the earlier *Employment Gazette* article (Hakim, 1984a) was in fact an error; the correct figure is about 28,000 as shown in *figure 1*.

Figure 1 Composition of the home-based workforce, England and Wales, 1981



proportion are experiencing the dual financial pressures of relatively new mortgages for house purchase and a young family to provide for.

In general, home-based workers and especially homeworkers are also distinctive in being well-educated by national standards and far better qualified than the labour force as a whole. The pattern is consistent among both women and men.

For example, one in four home-based workers (and one-third of the homeworkers) have degree-level or other higher education qualifications compared to only one in seven of the working population as a whole.

As a result, many home-based workers are over-qualified for the jobs they do, or under-employed in relation to their qualifications. (This was far less likely among people doing manufacturing homework however.) They are unable to capitalise on their skills and work experience due to the limited range of home-based jobs: only one-quarter reported that their home-based job was also their main or usual job.

This finding was completely unanticipated, and has strong implications for attitudes towards home-based work and the earnings achieved from it. For instance, few homeworkers think that their homework skills and experience will be helpful in obtaining an on-site job, when they return to working outside the home in due course, and those doing manufacturing homework are quite clear about wanting to get work *different* from their homework job.

Homework jobs

As was foreshadowed in the report on the survey of employers (Hakim, 1985, pp 36, 52–57), homework jobs are very diverse, being spread across all ten industry groups and most of the 15 main occupation groups; the same is even more true of jobs done from home as a base (*table 2*).

Manufacturing homework jobs[1] are in the minority, even among homeworkers. The more numerous white-collar homework jobs exhibit rather more diversity, and include jobs in management and administration, professional jobs, design and artistic work, clerical and secretarial jobs and small numbers of jobs in selling, hairdressing and catering. Overall, homework jobs are found in all 15 occupation groups except for two: security (Order 8) and transport operating (Order 9) seem to be the only types of work in which working at home is completely ruled out.

As expected, people working from home as a base exhibit even greater variety, with jobs spread across the full spectrum of occupation groups and no concentration in particular kinds of work. The sole exception to this pattern is selling. There are roughly 160,000 jobs in selling in England and Wales that are home-based, or one-third of all jobs done from home as a base. Sales work accounts for half of the jobs done by people with a single employer and one-fifth of those working for two or more bodies.

Hours worked

There are sharp differences between men and women in the number of hours per week devoted to their home-based job: two-thirds of the men work full-time (31 hours or more a week) while two-thirds of the women (excluding childminders) work very short part-time hours of less than 16 hours a week.

Short hours are not attributable to the fact that many homework jobs are second or subsidiary jobs. For the great majority of both men and women, their home-based job is their only job, and it is a subsidiary job for only one in ten. So the large differences between men and women in hours worked must be accounted for rather by the extent and nature of their domestic and childcare commitments.

These differences between men and women are mirrored within the various groups of home-based workers. The great majority of homeworkers work part-time hours whereas most people working from home as a base are doing their job full-time.

Job tenure

The home-based workforce is not fundamentally different from the labour force as a whole in terms of job tenure. Excluding those working for two or more employers/clients, the majority of home-based workers work continuously for the same employer, so there is a large degree of overlap between the total duration of all home-based jobs and the duration of their current job.

About one-third have been doing their current job for less than two years; about one-third have been doing their job for 2–5 years; and another third have been doing the job for six years or longer, extending in a minority of cases to 21 years or longer. Both for homeworkers and others, this generally represents their toal experience of home-based work.

There are substantial differences between men and women. Women generally have shorter histories of home-based work, with less than six years being typical. Men generally have longer histories of home-based work, six years or longer being typical, and almost half had six years or longer in their current home-based job.

[1] The definition of manufacturing homework jobs applied in the main report on the 1981 survey is different from that applied in previous reports (Hakim 1984a, 1985, pp 23, 55, 56) and yields a slightly lower national estimate of no more than 60,000 instead of 72,000 as reported previously. The key feature of the revised definition is that it excludes some professional, artistic and other white-collar jobs which were originally classified as manufacturing homework jobs by interviewers. So the slightly lower revised figure refers to a more homogeneous group of purely manual jobs.

Table 2 National estimates: occupational distribution of home-based workers

KOS Orders	Occupational groups	All working at home	Manufacturing homework	Other work at home	Working from home as a base	Childminding and related	All home-based work
1	Professional and related (management and administration)	21,040	—	21,040	19,320	—	**40,360**
2	Professional and related (education, health, welfare)	33,670	310	33,350	46,860	6,270	**86,790**
3	Literary, artistic and sport	33,370	—	33,370	20,270	—	**53,640**
4	Professional and related (science, engineering, technology)	9,780	—	9,780	14,690	—	**24,470**
5	Managerial	15,770	—	15,770	26,100	370	**42,240**
6	Clerical and related	39,720	—	39,720	36,040	—	**75,770**
7	Selling	13,920	—	13,920	157,730	—	**171,650**
8	Security	—	—	—	1,180	—	**1,180**
9	Catering, cleaning, hairdressing and other personal services	2,630	—	2,630	23,220	21,020	**46,870**
10	Farming, fishing and related	380	—	380	11,150	—	**11,530**
11	Processing, making, repairing (excluding metal and electrical)	42,680	42,680	—	5,230	—	**47,910**
12	Processing, making, repairing (metal and electrical)	3,440	3,090	350	21,090	—	**24,530**
13	Painting, assembling, product inspecting, packaging and related	8,960	8,960	—	3,910	—	**12,860**
14	Construction, mining NEC	3,060	3,060	—	380	—	**3,440**
15	Transport operating, etc	—	—	—	13,290	—	**13,290**
	Inadequately described	1,380	650	720	360	—	**1,740**
Total		**229,790**	**58,750**	**171,050**	**400,810**	**27,650**	**658,250**

Table 3 Employment protection legislation conditions Per cent

Hours of work and length of service in current home-based job	All working at home	Manufacturing homework	Other at home	From home base	Childminders	Total with childminders
Working 16+ hours per week, two years or more in the job	34	41	32	56	55	48
Working eight but less than 16 hours per week, five or more years in the job	9	10	8	3	1	5
Working 16+ hours per week, less than two years in the job	10	19	6	19	23	15
Working eight but less than 16 hours per week, less than five years in the job	18	19	17	9	8	12
Working less than eight hours per week	30	10	37	14	12	20
Base = 100%: All home-based workers, excluding those not providing the information						
	606	165	441	986	73	1,665

Employment protection legislation rights

All the rights under the employment protection legislation depend on the worker being an employee. And most depend also on them having worked a specific qualifying period of continuous employment, varying according to the right.

For most of the rights, an employee must have worked at least 16 hours a week. For the major rights (redundancy pay, unfair dismissal and maternity rights) employees must meet certain minimum conditions defining their job tenure with the employer: those who work 16 hours or more per week must have at least two years or more in the job, and people working at least eight but less than 16 hours per week must have at least five years or more in the job.

People who do not yet qualify because their length of service, or job tenure, falls below the required minimum of two or five years may, of course, eventually qualify for these rights.

The analysis presented in *table 3* ignores the issue of home-based workers' employment status to focus on the job tenure and weekly hours conditions. Although a large proportion of home-based workers are able to fulfil the requirements regarding length of time in the job, substantial proportions fail to meet the requirements regarding weekly hours worked.

One-third of the homeworkers, but only one in seven of those working from home as a base will never be able to qualify for most employment protection rights due to working less than eight hours a week. Two-fifths of the homeworkers and three-fifths of the others already meet the conditions of eligibility, and about one-quarter of each group has not yet had a sufficiently long period of service to qualify (although they may do so at a future date).

However, these results take no account of the issue of home-based workers' employment status, nor of the question of whether continuity of employment has been maintained over the whole period of work (that is, despite any breaks), and the evidence suggests that most home-based workers might fall at one or another of these additional hurdles.

The national survey confirms the findings of all small-scale studies—that home-based workers almost invariably have experience of full-time jobs outside the home, with between six and 20 years' experience being typical. There is therefore no substance in the explanation sometimes offered for the low earnings of homeworkers: that these women have no experience of on-site jobs and so have very low productivity.

Equally there is evidence that what may have started as a short-term option can readily become a permanent career rather than a temporary work arrangement. About ten per cent of all home-based workers have been doing this type of work for over 20 years, not necessarily in the same job. And it is notable that the tiny group of people who had never held an on-site job, whose work experience consisted solely of home-based work, was dominated by men rather than women. Sales work seems to be the most important

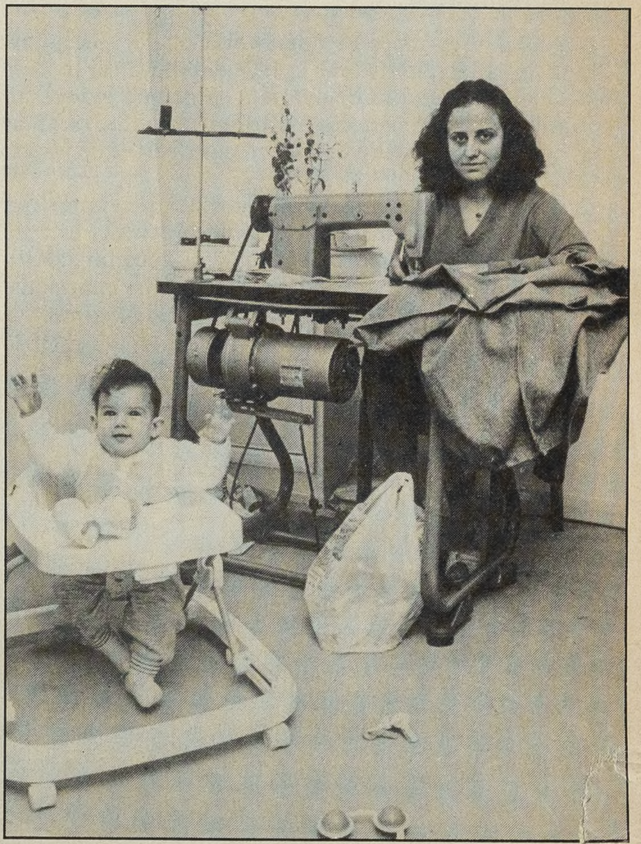


Photo: Janis Austen/Photo Co-op

source of permanent careers in home-based work, but there are also others.

An earlier, in-depth study showed that many female homeworkers did not really regard themselves as having "jobs": they were working in a somewhat amateur way and therefore their earnings could not fairly be compared with earnings from on-site work (Cragg and Dawson, 1981, p 21).

The national survey throws further light on this ambivalent attitude to homework jobs. Homeworkers are almost three times more likely to describe their job as "casual" than are people working from home, irrespective of whether it is their only job or not.

Almost all the manufacturing homeworkers had only the one job, yet they are also the group most likely to describe their home-based job as "casual": half of them did so compared to only one-quarter of people doing white-collar homework jobs and just over one in ten of those working from home. Yet half of those doing manufacturing homework already meet the length of service and hours conditions of eligibility for employment protection rights (*table 3*), and on that criterion are regular workers.

Thus "casual" and "regular" jobs exist side by side within the home-based workforce, with large differences in the hours worked and job tenure despite small differences in the nature of the work done, and no doubt with significant implications for work orientations and work attachment. The "casualness" of homework seems to have been exaggerated—since it is often presented as the dominant mode rather than a minority perspective—but it cannot be overlooked either.

For example, it probably accounts for non-reporting of homework to a much larger extent than has so far been recognised, and is possibly more significant than "fear of reprecussions", which is usually offered as the sole explanation.

Pay and earnings

The weekly earnings of homeworkers are widely dispersed, but are typically low: in 1981 one-third earned less than £10 a week and three-quarters earned no more than £40 a week. In large part this is attributable to the fact that most homeworkers work only very short part-time hours, as noted above.

Some homeworkers intentionally restrict their hours and earnings so as to keep them below the level at which income tax and National Insurance contributions become due. In addition, payment systems and rates of pay vary enormously, even for the same type of work. And the majority of homeworkers report that earnings fluctuate a good deal over a year.

Photo: Anni Silverleaf

Overall, homeworkers (and home-based workers more generally) have hourly earnings concentrated disproportionately at the upper and lower ends of the national earnings distribution. From this, two apparently contradictory conclusions can be drawn: homeworkers are among the highest paid workers in Britain (one-fifth have hourly earnings in the top ten per cent bracket) but they are also very poorly paid (over one-third have hourly earnings in the lowest ten per cent bracket).

The lowest-paid jobs are in manufacturing homework and childminding—jobs typically done by women. So the great majority of people with very low hourly earnings are women, while the majority of high-earners are men.

Nonetheless, three-quarters of all homeworkers said they were satisfied with their pay, women being slightly more satisfied than men overall. The lowest levels of satisfaction with pay were found among homeworkers who were aware that they could earn more money in a job outside the home—which as noted earlier would often be different from their homework job.

Collection/delivery of work

Home-based work is distinctive in that the work has to be delivered to and collected from the workers, instead of them travelling daily to the employer's workplace. The survey confirms that it is almost invariably the employer who organises—and bears the costs—of delivery and collection of work. However, most homeworkers and the great majority of people working from home also collected/delivered work. The frequency of collection/delivery was relatively high in all groups, typically at least once a week and often daily.

Workspace

The need to provide workspace and storage space in the home is clearly an inconvenience for many homeworkers, but it is not the most important disadvantage.

Only a minority of homeworkers are able to confine all their work and storage within a separate workroom. About half of all homeworkers reported that both the work itself, and storage of equipment or finished products, had to be accommodated in parts of the home used by the family.

This sometimes presented problems, in terms of the dirt created and the space taken up, particularly among manufacturing homeworkers. But when asked about this disadvantage in relation to all the others, problems such as the social isolation of working at home loomed much larger than this one.

Assistants

By and large, homeworkers do not use any assistants at all, whether paid workers or unpaid family helpers. In the minority of cases where assistants are used, both women and men typically draw on other members of their family or household for help with the work, non-relatives being much rarer, with a single occasional helper being the norm.

On this evidence, there is no basis for regarding homeworkers as independent subcontractors, especially as they are all doing the job themselves for the most part.

Another, weaker, definition of a subcontractor was also applied to the survey results: someone who regularly employs two or more paid assistants. On this criterion, only one per cent of the homeworkers could be classified as independent subcontractors, most of them being men and doing white-collar homework rather than manufacturing homework.

Continuity and breaks

As noted earlier, to establish eligibility to employment protection rights, homeworkers must demonstrate not only that they have the requisite length of service with the employer but also that they have been employed continuously for that time. Definitions of continuity of employment can be fairly complex, especially in relation to home-based workers and others working away from the employer's workplace, given the need to demonstrate some continuing availability for work even when not attending daily for work.

The recent case of *Nethermere (St Neots) Ltd v. Taverna and Gardiner* made legal history by resulting in a decision that the two women homeworkers were employees despite working part-time hours with periodic breaks in the work, because they had sufficient continuity to establish "mutuality of obligation".

The detailed weighing-up of the evidence on each individual case that is characteristic of the courts cannot be attempted in a large-scale structured survey. But the survey was used to provide some relevant information on the number of, and reasons for, breaks in the supply of work to home-based workers who worked for one particular employer. The results suggest that many homeworkers would be unable to establish continuity of employment, whereas the great majority of people working from home as a base would have no difficulty in establishing continuity.

Interruptions in the supply of work from the employer, and breaks chosen by the homeworker, are the norm rather than the exception, especially among those doing manufacturing homework. For example, as many as one-quarter of the homeworkers experienced breaks (for whatever reason) totalling more than three months in the previous year, compared to only six per cent of people working from home.

Homeworkers are less likely than people working from home to voluntarily *choose* to have breaks from work, but this is largely due to the fact that they experience a very much larger number of *involuntary* breaks, when no work is available from the employer. In effect the choice is made for them, most of the time. This can fuel resentment that the flexibility of homework is weighted rather more in the employer's favour than the worker's. But more significantly, a large number of extended breaks in the supply of work constitute a serious impediment to establishing continuity, and hence eligibility for employment protection rights.

Employer's control

The traditional test applied in common law to distinguish the employee in a master–servant relationship from the self-employed entrepreneur is the degree of *control* exercised by the employer over the nature of the work, when and how it is done, and so forth (Leighton, 1983b, p 198).

Unfortunately there is no standard set of tests of control that can readily be applied to all jobs and all work situations. For example, the frequency of collection/delivery of work constitutes a measure of control over the volume and pace of the work in most—but not all—jobs.

The seven specific tests of control included in the survey were thought to apply reasonably well to all jobs done by people working at home for a single employer, the group of special interest throughout the survey.

When asked whether they would lose the job if they did not do a certain minimum amount of work, only half the homeworkers said they would—that a minimum volume of work was required by the employer.

When asked whether they could stop taking on work for a time if they wanted to, without losing the job, two-thirds of the homeworkers said they could. Clearly, continuity of employment is not a feature of the employment contract (whether written or implied) for most homeworkers.

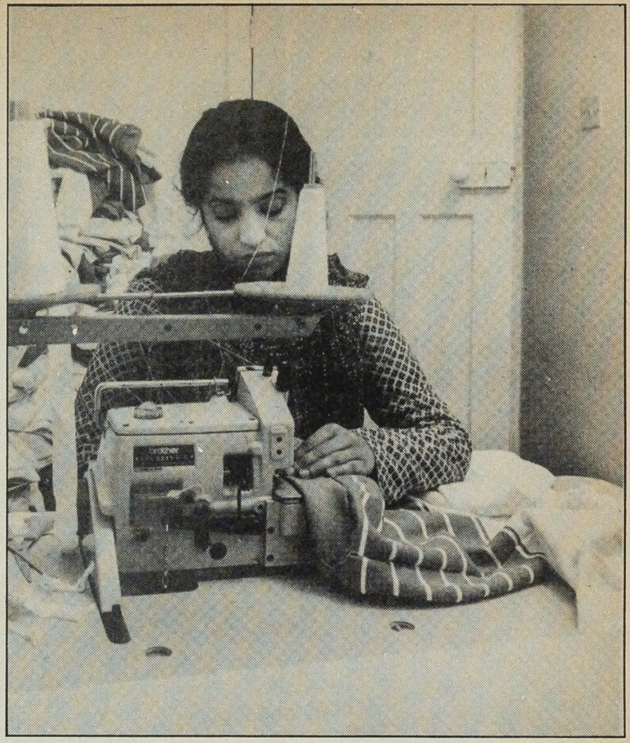


Photo: Leicester Outwork Campaign

Homeworkers were asked about deadlines set by the employer and the likely response to these not being met. Almost half the homeworkers said deadlines were effectively not set by the employer, in that nothing would happen even if a deadline for delivery had been set.

The other half said that they never failed to meet any deadlines set for completing the work or that specific action would follow if they did. The nature of the employer's reaction to work not being ready on time ranged from losing the job, warnings of dismissal and deductions from pay on the one hand, to reprimands, demands for an explanation and other reactions too vague for classification on the other hand, with the two types fairly evenly balanced.

Another test of the employer's control is whether specific instructions are given on how the work should be done. Half the homeworkers said the employer left it all to the worker. The other half received specific instructions, typically these were detailed enough to cover the whole job. On this test, manufacturing homeworkers emerge as subject to the highest levels of control, with half being given very detailed instructions.

Another aspect of control is monitoring the quality of completed work. However, quality control seems to be a universal feature of home-based jobs (and perhaps all work!). The vast majority of homeworkers said their work had never been below the quality wanted; or that if it was, the employer would react by deducting money from their pay, returning the work for improvements, and so on.

Another indicator of the employer's control is the degree of choice allowed in the work taken on, more specifically whether the homeworker could refuse any particular kind of work offered by their employer. Almost two-thirds said they could, the proportion being only marginally lower among manufacturing homeworkers.

Homeworkers were also asked whether they had ever been asked to take on a rush job for their employer. Two-

Photo: Michael Ann Mullen/Format

thirds said they had, with rush jobs being an almost universal characteristic of manufacturing homework jobs.

On the basis of these particular indicators of employer control, no more than half of all homeworkers working for a single employer appear to be employees—in that they are subject to the kind of control typical of direct employment.

On some measures, the proportion is higher: two-thirds are asked to take on rush jobs, for example. But, on the other hand, two-thirds can refuse particular jobs, and even stop taking any work at all for a while.

So on balance only about half appear to be consistently subject to the sort of control characteristic of an employer–employee relationship. Although there are some small differences between those doing manufacturing homework and those doing white-collar homework jobs, the conclusion applies to both groups equally.

In recent years the courts and tribunals have moved away from the "control" test in deciding employment status and now frequently adopt the more complex "multiple" test, in which numerous aspects of the employment relationship are weighed-up to determine whether a worker is an employee or self-employed.

A multiple test containing 13 separate items was devised for this study and applied to home-based workers with a single employer. On this (somewhat stringent) test, virtually none of them were employees: only four per cent satisfied *all* 13 conditions for employee status. However, as noted earlier, virtually none of the home-based workers could be classified as independent subcontractors in terms of regularly employing assistants.

Given these somewhat contradictory classifications, it is not surprising that many home-based workers are not sure whether they are employees or self-employed.

Employment status

One-third of homeworkers (and of home-based workers more generally) are confused or uncertain about their employment status. Doubts about employment status are not explained by homeworkers being uninformed or unable to grasp the legal issues in question; they seem to arise rather from the characteristics of the job.

In many cases the uncertainty would be due to the fact that the homeworkers in question earned too little over the year, worked too few hours or had too many breaks in continuity of employment, for there to be any practical need to decide what the employment status was.

For example, there is little incentive to sort out the employment status of someone who works less than eight hours a week as they cannot be eligible for employment protection benefits in any event.

If earnings remain below the limit where income tax and National Insurance contributions become payable, neither worker nor employer are forced to decide which of them would be responsible for making such payments.

As noted earlier, large proportions of homeworkers have low earnings, irregular earnings, breaks in the continuity of employment, and relatively short hours of work. However, people who work from home as a base tend to work full-time hours, with fewer breaks in continuity and higher earnings—yet here too one-third have doubts about their correct employment status. So it is the objective conditions of home-based work that produce such high levels of doubts about employment status—as noted earlier in relation to the various tests of employer control.

Labour turnover

Supplementary interviews for the 1981 survey were carried out in the autumn (mainly October), roughly five to six months after the *1981 Labour Force Survey* interviews (which were concentrated in May), by which time a few people were no longer doing home-based work because their previous job had ended for one reason or another and they had failed to obtain (or had not sought) another home-based job.

As a result, a very small proportion of people in the 1981 survey gave information about the home-based job they had been doing in spring 1981 (at the time of the LFS interview) rather than about home-based work being done in autumn 1981.

The proportion of people whose home-based job had ended between spring and autumn 1981 provides an indicator of labour turnover in the home-based labour force over a six-month period, which can be doubled to give an estimated annual labour turnover rate.

Overall about one in seven (14 per cent) home-based workers' jobs had ended for one reason or another within the previous six months, giving an annual turnover rate of about one-quarter (28 per cent) for all home-based workers. The turnover rate was the same for those working at home and those working from home as a base, but it was much higher for women than for men: 40 per cent compared to 17 per cent.

As a rough basis for comparison, labour turnover in 1981 was 31 per cent of all employees in employment in that year, so labour turnover in the home-based workforce as a whole is, if anything, below rather than above the national average. (Inevitably, it is above or below average in particular occupations.)

Health and accidents

Throughout the debates on homeworking the health and safety risks of homework have been emphasised, leading to demands for new legislation and regulations, most recently by the Low Pay Unit (Bisset and Huws, 1984, pp 31–32) and the TUC (1985, pp 12–14). Yet concrete evidence of health and safety problems in homework has been hard to come by (Cragg and Dawson, 1981, p 25, Bisset and Huws, 1984, pp 31–32).

Another reason for paying special attention to health problems in the national homeworking survey is the popular view that homeworkers include disproportionate numbers of people with chronic illnesses or disabilities which prevent them going out to work—and also prevent them achieving average earnings for their occupation. In the event both propositions were shown to be unfounded.

If anything, the health of home-based workers is somewhat better than the health of the working population as a whole in Britain. More particularly, people working at home do not differ at all from the working population as a whole, or from all working women, in terms of the incidence of chronic illness or of limiting chronic illness; and they are somewhat more likely to assess their health as "good".

So homeworkers' reports of health problems resulting from the work done at home would not be confounded with, or exacerbated by, a previous history of health problems to any greater extent than would be the case in the population generally.

In fact, the occurrence of accidents and of health problems resulting from the work being done at home is very low indeed: only two per cent of all homeworkers reported that an accident connected with the work done at home had ever occurred, either to themselves or to another person; and only three per cent reported that health problems resulting from the work done at home had ever arisen, either for themselves or for any other person (*table 4*).

Table 4 Accidents and health problems resulting from homework

Per cent

Homeworkers	Proportion in each group reporting that homeworker or another person: had an accident connected with homework	health suffered as a result of homework
All working at home	2	3
Manufacturing homework	3	5
Other work at home	1	2
Childminding	4	5
Women	2	3
Men	1	3
Single employer	1	4
2+ clients	3	2

People doing manufacturing homework and those doing childminding and related work at home report accidents and health problems connected with the work done at home two to three times more often than white-collar homeworkers; but even in these groups only three to five per cent report such problems, a maximum of one person in 20.

Since the information relates to accidents and health problems that had *ever* arisen in connection with the homework job, either to the homeworker or to anyone else, the conclusion must be that their incidence on an *annual* basis must be very rare indeed.

Apart from being extremely rare, accidents are typically of a trivial nature. Among the handful of accidents reported by homeworkers these consisted of cuts, falls, bruises, sprained wrists and similar problems of a short-term character, the most serious being a woman who got a sewing machine needle through her finger. In the majority of cases the accident happened to the homeworker, and only rarely to someone else.

Health problems suffered as a result of the work done at home divided into two broad groups of equal importance: those that had a clear physiological element (such as backache, the effects of fumes, headaches, aggravation of poor eyesight or asthma attacks) and those that were primarily psychological in nature (such as feelings of depression, anxiety and phobia), presumably resulting from the social isolation of working at home rather than from the nature of the work itself.

It is notable that men only reported problems of the second type; possibly men feel more acutely the isolation of working at home, which may be seen as their wife's (or a woman's) domain. Women reported problems of a physiological and psychological character in roughly equal proportions, irrespective of the type of homework they did. However, none of the childminders reported problems of a psychological nature, presumably because their work is not socially isolating as it involves interacting with children and, to some extent, their parents.

This also helps explain why both men and women working for a single employer are somewhat more likely to report health problems than those working for two or more clients (*table 4*). The degree of social isolation is increased among those working for a single employer, and is reflected in a higher incidence of psychological as compared with physiological problems.

Overall then, accidents connected with homework are both rare and typically of a trivial nature. Health problems resulting from homework are also rare, and they arise from the social isolation of working at home as often as from the work itself.

As might be expected, manufacturing homework has the highest rates of accidents and health problems, but even in this group no more than one in 20 reported an accident or a health problem having ever arisen, either to themselves or to anyone else. A very similar picture was obtained in a recent Low Pay Unit study, which found headaches, eyestrain, stress and depression to be the most common problems mentioned by homeworkers (Bisset and Huws, 1984, pp 31–32).

Trade union membership

Historically, the trade union movement has been opposed to homeworking and sought to abolish it. As Bisset and Huws note: "For the greater part of this century it was the majority opinion in the trade union movement that homeworking was a social evil which should be abolished; that homeworking undermined workplace union organisation and perpetuated conditions of poverty and squalor in the home" (Bisset and Huws, 1984, p 13).

Within the last decade a new perspective has emerged which seeks rather to incorporate homeworkers into the trade union movement, as reflected in the 1978 TUC *Statement* on homeworking, updated in 1985 (TUC 1978, 1985).

How receptive are homeworkers to these new opportunities? And do they perceive trade unions as having anything to offer homeworkers? The evidence so far points to very low levels of trade union membership, and a high degree of ambivalence about the usefulness of trade unions for homeworkers (Cragg and Dawson, 1981, pp 25–26; Hakim, 1985, pp 40–42, 89–93; Bisset and Huws, 1984, pp 32–33).

The special survey confirms that levels of unionisation are extremely low among home-based workers: only 14 per cent (ten per cent of homeworkers) are currently trade union members compared to 45 per cent of the working population and 33 per cent of those aged 18–64 years (*tables 5 and 6*).

Nationally, a substantial proportion of people who are not currently union members have been members of a union in the past and this is also the case for all groups of home-based workers. But half of all home-based workers, both men and women, have never been members of a trade union (or staff association)—well above the national average of about one-third.[1]

The low level of unionisation is not attributable to the fact that two-thirds of all homeworkers, and half of those working from home, report themselves as self-employed in their home-based job. Nationally, only ten per cent of the self-employed are trade union members, and about half have never been union members, a pattern very similar to that for people of working age who are *not* in paid work (*table 6*).

However, within the home-based workforce there are virtually no differences in the pattern of trade union membership between homeworkers and those working from home, between employees and the self-employed, between people working for a single employer or for two or more. Clearly, the pattern of unionisation is specific to home-based work, within which employment status is an insignificant additional factor.

The general pattern across all groups is of trade union membership in the past connected with another job, and a very low level of current trade union membership connected with home-based work, the level being twice as high among men as among women: 15 per cent compared to seven per cent (*table 5*).

Further information on attitudes to trade unions generally, awareness of trade unions relevant to homeworkers and views on trade union access to lists of homeworkers' names and addresses was collected only from homeworkers. Only two per cent of the non-union homeworkers said they had ever been approached about joining a trade union in connection with the work they did at home. Only 14 per cent were aware of any trade union representing people doing the type of work they did at home but some of them believed homeworkers were not eligible to join it.

Overall, only one in ten non-union homeworkers knew of a relevant trade union that would accept homeworkers as members. The vast majority of both male and female homeworkers did not know of any suitable union they might join. On the other hand two-thirds did not see union membership as being important for homeworkers; only one-third thought unionisation was very, or fairly, important for homeworkers.

In line with these attitudes, only one-third of homeworkers were prepared to allow trade unions the right to obtain lists of homeworkers' names and addresses from employers; two-thirds were against the idea.

Responses were solidly consistent; but they were also divided into two camps; the majority of homeworkers see no advantages in unionisation, but a sizeable minority of one-third are in favour.

Table 5 Trade union membership by sex

Per cent

Trade union membership	Home-based workers: Men	Home-based workers: Women	Working at home	Working from home	Total
TU member connected with home-based work—all	18	8	7	17	13
—previously	3	1	1	2	2
—currently	15	7	6	15	11
TU member connected with other job—all	34	38	38	34	36
—previously	29	36	34	31	32
—currently	5	2	4	3	3
Never TU member	45	52	52	46	49
Previous members—all	32	36	35	34	34
Current members—all	19	9	10	17	14
No information on TU membership	3	2	3	3	3
Base = 100 per cent	899	785	671	1,013	1,684

Table 6 Trade union membership by employment status and sex, Great Britain 1983–84

Employment status	Trade union membership (per cent): Currently	Previously	Never	Base
All aged 18-64	**33**	**28**	**39**	**2,626**
All in paid work 10+ hours/week	45	23	32	1,702
Employee full-time (30+)	53	21	26	1,273
Part-time (10–29 hours)	28	27	45	251
Self-employed	10	34	56	176
Unemployed	14	50	36	220
Economically inactive or working < 10 hours	9	34	58	704
All not in paid work	10	38	52	924
Men aged 18–64	43	29	28	1,273
Women aged 18–64	23	28	49	1,353

Source: *1983–84 Social Attitudes Survey:* figures for Great Britain derived from unpublished tables supplied by Social and Community Planning Research, excluding a small number of people not providing information on TU membership.

[1] The best source of comparative national data on patterns of trade union membership was found to be the *British Social Attitudes Survey*, which was initiated in 1983 as an independent multi-funded regular survey. See reports by Jowell and Airey (1984), Jowell and Witherspoon (1985) and Jowell, Witherspoon and Brook (1986).

Attitudes to home-based work

There is every reason to expect that the attitudes of homeworkers to their jobs are determined not only by the jobs in question but also by a host of other, quite separate factors, in particular the marked differences between men and women in their breadwinner role, in their work expectations and aspirations.

For example, the *General Household Survey* consistently finds higher levels of job satisfaction among women than among men, partly due to lower expectations or needs, and partly due to the fact that it is often the more satisfied women who remain in the labour force—given that more women than men actually have a choice (OPCS, 1982, pp 85–87). Similarly, the homeworking survey found marked sex differences in work orientations.

Neither of the two standard but competing views of homework are supported. One view presents homeworkers as women with young children who are trapped at home by their domestic responsibilities. But only one-third of women working at home (and only one-quarter of all homeworkers) say that they have to work at home.

The other view presents homework as an especially attractive option for women, preferable in many ways to going out to work at an on-site job. But only one-third of women working at home say it is a clear preference (rather than a forced choice). In contrast a two-thirds majority of men working at home are doing so out of preference. Overall fewer than half of all homeworkers express a positive preference for this work arrangement; and one-third of all homeworkers seem to be doing so fortuitously, in that they either have no preferences as between working at home or elsewhere, or else they prefer to go out to work.

Descriptions of the stress experienced by women in combining paid work with their domestic and child care activities, especially when all these activities are confined to the home, provide an explanation for the survey finding that more women than men actually prefer to go out to work (Cragg and Dawson, 1981; Martin and Roberts, 1984, pp 64–67; Allen and Wolkowitz, 1986).

On the other hand, when asked why they are doing home-based work, the majority of men and women list all the advantages, emphasising in particular the sense of freedom and flexibility it offers.

One factor which reinforces homeworkers' appreciation of the advantages of working at home is a clear awareness that homework is scarce, particularly manufacturing homework, with supply and demand weighted strongly in the employers' favour. The great majority are aware that their employer can easily replace the homeworker, whereas they would have difficulty finding an alternative homework job. People doing manufacturing homework for a single employer are especially vulnerable.

Overall, the vast majority of homeworkers declare themselves satisfied with their homework job; only a tiny minority of five per cent feel dissatisfied. The proportion who are dissatisfied rises to a maximum of only 11 per cent among manufacturing homeworkers, notwithstanding the relatively low levels of hourly pay for this type of homework.

Photo: Leicester Outwork Campaign

Views on the need for legislation

Although awareness of relevant employment legislation is generally high among homeworkers, opinion is very divided as to whether it covers people working at home: one-third thought that none of the existing legislation (such as employment protection legislation, health and safety regulations, and Wages Council regulations on minimum pay) had any application to homeworkers, one-third were unsure, and one-third thought that at least some of the existing legislation already covers homeworkers. So the vast majority of homeworkers do not think with any degree of certainty that existing legislation applies to them.

When asked whether the conditions of people working at home needed to be improved at all, opinion was again divided: one-quarter of homeworkers thought conditions were all right as they stood, one-quarter were not sure, and half wanted improvements.

Details of the particular improvements sought by homeworkers were not collected, but two-fifths of all homeworkers endorsed the idea of special laws, action by the government and by employers. Action by trade unions was endorsed by a minority of homeworkers but almost as many rejected the idea that trade unions could help to achieve improvements, so that, on balance, only a tiny proportion favoured this approach.

As noted earlier, most homeworkers do not support unionisation as a solution to their problems, looking rather to action by the government and by employers.

Conclusions

Overall the 1981 survey shows that the picture of homeworking that is usually presented—of work typically done by women, who are working at home largely due to family responsibilities, with few or no skills, doing low-paid manufacturing work, exploited, and suffering health problems because they lack the protection of health and safety legislation—is highly misleading. Only a small proportion of women doing manufacturing homework approximate to this picture—at least in part. But they are not representative of all homeworkers, who number some 250,000 in England and Wales.

To complete the picture it has to be noted that homeworkers are more highly qualified than most, in better health than most, more likely to own their own homes, and their usual occupations may be more skilled than is reflected in their homework job.

Many of the women are making conscious trade-offs between the flexibility of homework and the relatively low-paid jobs available—just as the *1980 Women and Employment Survey* showed more generally that women who work part-time are trading off convenience against pay (Ballard, 1984, p 416). This process explains why the majority of homeworkers express themselves as satisfied with their job and pay.

One of the key features of the research design was to allow comparisons between homeworkers and people working from home as a base, in order to assess whether home-based workers generally are treated consistently by employers, or whether working at home *per se* is a significant factor in the terms and conditions offered by employers.

The results are instructive. Although in many areas there are no differences at all between those working at, or from, home, the overall picture is of significant differences between the two groups. Further tests show that the distinctive treatment of homeworkers is not due to direct sex discrimination but rather to the differential treatment of part-time workers and full-time workers.

However, it should not be assumed that these results can be projected into the future unaltered. An expansion of home-based work could be expected to increase the range and variety of jobs available on this basis—especially if more home-based jobs are created by developments in new technology.

At the minimum, this would begin to reduce the astonishingly high proportion of home-based workers who are *not* doing their usual job and are often underemployed, with lower-than-usual earnings. Manufacturing homework would diminish—both in absolute terms and as a proportion of the total—since it is rarely a positive choice and preference.

At the maximum, entirely new types of business might eventually develop, offering services highly tailored to local markets and needs, and allowing a flexibility in work patterns that has so far remained a luxury in ordinary on-site jobs. ■

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Questions in QA 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 **John Lee**

Employee involvement

Mr John Watts (Slough) asked the Paymaster General, what further conclusions he has drawn from more recent employee involvement statements in company directors' reports in accordance with section 235 and schedule 7 of part V of the Companies Act 1985.

Mr Kenneth Clarke: I have today placed a survey of a sample of recent reports in the library of the House. It indicates that more companies are reporting a wide range of employee involvement arrangements than we observed previously.

(January 13)

Restart counsellors

Mr Richard Wainwright (Colne Valley) asked the Paymaster General what percentage of people carrying out Restart interviews have been through the full training programme for Restart interviews and counsellors.

Mr Kenneth Clarke: In all but exceptional cases of unforeseen absence of trained staff, Restart interviews are always carried out by fully trained counsellors.

(December 19)

Employment restrictions

Mr Ron Leighton (Newham North East) asked the Paymaster General when people have completed a publicly funded training course, what restrictions are placed by his Department or the Manpower Services Commission on them finding employment.

Mr David Trippier: None. Quite the opposite; we actively encourage and assist people to find suitable jobs after training.

(December 18)

Older participants

Mr Dafydd Elis Thomas (Merionnydd Nant Conwy) asked the Paymaster General if he will make a statement on the participation of people between the ages of 55 and 65 years in Manpower Services Commission sponsored schemes.

Mr David Trippier: I have agreed that there should now be common age limits for men and women on Manpower Services Commission employment and training programmes.

The cut-off age for participation in MSC measures is the 65th birthday.

The latest date for entry to programmes is determined on a programme-by-programme basis, depending upon the aims and objectives of the programme concerned.

Information on cut-off ages for entry for each scheme is as follows:

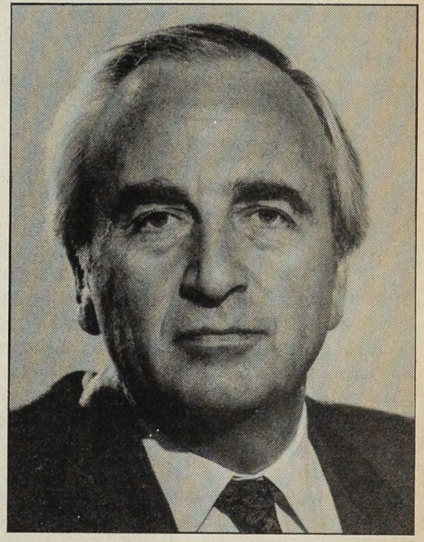
Community Programme	63
Voluntary Projects Programme	63
Enterprise Allowance Scheme	65 (from 1.2.87)
Job Training Scheme	65
Training Grants for Employers	65
Wider Opportunities for Training Programme	65
Restart	65

Mr Dafydd Elis Thomas (Merionnydd Nant Conwy) asked the Paymaster General what proportion of those taking part in Manpower Services Commission sponsored schemes in England are: (a) over 50 but under 60 years of age and (b) over 60 years of age.

Mr David Trippier: The information is not available in the form requested. However the latest scheme-by-scheme information available shows:

Enterprise Allowance Scheme—in England 12·5 per cent of entrants are aged 45–55 and 5·3 per cent are aged 55–65.

Community Programme—in Great Britain seven per cent of participants are aged 45–55 and three per cent are aged over 55.



Lord Young

Voluntary Projects Programme—in Great Britain eight per cent of participants are aged 50 and over.

Jobstart—in Great Britain 5·9 per cent of allowance recipients are aged 45–54, 1·8 per cent are aged 55–59 and 0·4 per cent aged 60–64.

Adult Training Schemes—the information is not available nationally.

Information is not kept on the ages of people counselled under the Restart Programme or entering Restart courses or Jobclubs.

(January 15)

Nuclear installations inspectors

Mr Dafydd Wigley (Caernarfon) asked the Paymaster General what is the approved establishment of nuclear energy inspectors employed by the Health and Safety Commission; what is the total number currently employed, and if he will make a statement.

Mr David Trippier: The planned number of nuclear installations inspectors approved by the Health and Safety Executive for the current financial year is 105. On December 1, 1986 there were 98 nuclear installations inspectors in post.

A recruitment competition for up to 20 more nuclear installations inspectors is at present under way.

(December 12)

YTS ethnic groups

Mr Geoff Lawler (Bradford North) asked the Paymaster General what ethnic breakdown he has of current YTS participants or of those who have recently left the scheme.

Mr David Trippier: The most recently available information on the ethnic group of YTS participants who entered under two year YTS rules relates to trainees in training at November 10, 1986. The data is as follows:

Ethnic Group 1 (White)	319,797
Ethnic Group 2 (Black/African/Caribbean descent)	5,937
Ethnic Group 3 (Indian Sub-continent descent)	5,042
Ethnic Group 4 (None of these)	2,102
Ethnic Group 5 (Prefers not to say)	3,280
Total	**336,158**

The latest group of leavers from YTS for whom information is available are those who left one-year YTS training programmes between April and June 1986. Of the 82,820 leavers in this period, 79,140 were recorded as "White", 1,510 as of "Black/African/Caribbean descent", 1,010 as of "Indian Sub-continent descent" and 1,160 as "all others".

The number of ethnic group categories changed from four to five with the introduction of two-year YTS.

(December 19)

Inner Cities

Mr John Butterfill (Bournemouth West) asked the Paymaster General what steps he is taking through his Inner Cities Initiative to combat crime and the alienation of young people in inner city areas.

Mr Kenneth Clarke: The aim of our Inner Cities Initiative is to tackle the general problems of employment and disadvantage faced by inner city residents and young people in particular. We are undertaking a wide variety of relevant projects and I have now decided to provide the necessary finance to support two new schemes to combat crime and the alienation of some young people.

First, I have agreed to support the National Association for the Care and Resettlement of Offenders in establishing an Inner Cities Crime Prevention Development Unit. The five full-time staff of this Unit will work alongside the Government's Task Force Leaders in the eight areas where they are based in devising and implementing a programme designed to reduce crime and the fear of crime.

I have also agreed to support a consortium comprising the Apex Trust, the National Youth Bureau and the Intermediate Treatment Fund. The Consortium will combine the central and local expertise of the participant organisations and will provide Task Forces with help and advice on tackling the problems, including the employment problems of alienated young people in the eight areas. In addition the Apex Trust and the National Youth Bureau will each provide a member of staff to work alongside the Government's Task Force Leaders in Handsworth and North Peckham.

Both NACRO and the Consortium will be making the necessary appointments and secondments very shortly. The budget of our Inner Cities Task Force Initiative is being used to provide funds of £214,194 to NACRO and of £99,450 to the Consortium.

(December 17)

Interest on debts

Mr Richard Ottaway (Nottingham North) asked the Paymaster General what assessment he has made of the impact on small businesses of establishing a statutory right to interest on the late payment of debts and if he will make a statement.

Mr David Trippier: I am not convinced that a statutory right to interest on overdue debts would in practice improve small firms' ability to secure payment on time. It is already open to businesses to include provision for payment of interest in the terms of a contract.

(December 12)

Mr Richard Ottaway (Nottingham North) asked the Paymaster General, pursuant to his answer of December 12, column 258, on the basis of what research or statistical evidence the Government has reached the conclusion that a statutory right to interest on overdue debts would not necessarily improve small firms' ability to secure payments in time; and if he will make a statement.

Mr David Trippier: On the basis of discussions with individual businesses and small firms representative organisations.

(December 18)

Kenneth Clarke

Sheltered placement

Mr Michael Meadowcroft (Leeds West) asked the Paymaster General what was the cost of the sheltered placement schemes for disabled people in 1986; and what will be the estimated cost for 1987.

Mr John Lee: The estimated cost of the sheltered placement scheme to central government in the calendar year 1986 is £5·4 million. Decisions have not yet been taken on the level of central government spending on the scheme in 1987/88.

(January 13)

Disabled people

Mr Alfred Morris (Manchester, Wythenshawe) asked the Paymaster General what representations he has received from the Carnegie United Kingdom Trust concerning the recommendations of Arts and Disabled People, the Report of Committee of Inquiry under the chairmanship of Sir Richard Attenborough; what action he has taken or will be taking; and if he will make a statement.

Mr John Lee: My predecessor met representatives of the Carnegie Council last March to discuss the recommendations of this report, following correspondence with my right Hon and Noble Friend the Secretary of State and his predecessor. Officials of the Manpower Services Commission are in contact with the Council to examine how more Community Programme projects in the arts can be mounted to help disabled people. We shall also continue to ensure that those in the Disablement Advisory Service and others involved in finding work for disabled people include employers in the arts in their overall programme of visits.

(December 16)

Jobclubs

Mr Teddy Taylor (Southend East) asked the Paymaster General how many Jobclubs have been established at Jobcentres in the United Kingdom; and if he will make a statement on what they have achieved in securing employment for the long-term unemployed.

Mr John Lee: On December 3, 1986, 303 Jobclubs were open for business. In the period from April 7, 1986 to November 7, 1986, 9,372 people passed through Jobclubs. Of these, 61 per cent obtained jobs. A further 14 per cent found temporary work on the Community Programme or took up a training place or the Enterprise Allowance Scheme.

The success record of Jobclubs is impressive and we have asked the Manpower Services Commission to expand the Jobclub network to 1,000 by March 1987 and, if the need continues, to 2,000 by September 1987.

(December 19)

Job Training Scheme

Ms Clare Short (Birmingham, Ladywood) asked the Paymaster General what instructions have been issued on the fees that Job Training Scheme placement agencies may charge employers for use of the labour of trainees.

Mr David Trippier: The new Job Training Scheme pilots provide individually tailored programmes of integrated training and practical experience for people who have been unemployed for more than six months. Managing agents arranging new Job Training Scheme programmes are encouraged to charge the providers of practical experience and use the income generated to help meet the costs of training. There is no set charge, which is a matter for agreement between the managing agent and the practical experience provider.

(December 19)

Mrs Virginia Bottomley (South West Surrey) asked the Paymaster General if, pursuant to the reply to the hon member for Colne Valley, Official report, December 9, column 115, he plans to make any changes to arrangements for assessing training allowances for those taking part in the pilots of the new Job Training Scheme.

Mr Kenneth Clarke: Changes are being introduced this month which will simplify arrangements for people going onto the scheme.

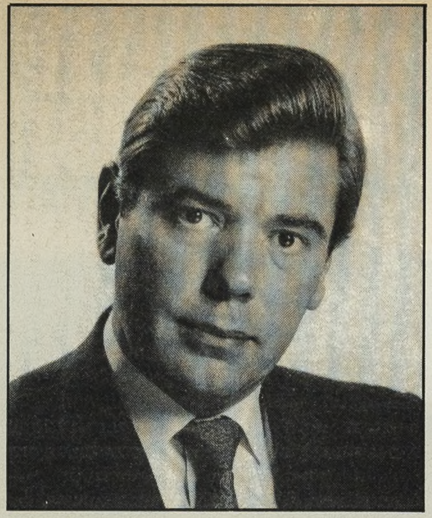
Under these revised arrangements new trainees will receive a training allowance based on their benefit entitlement and normally this will equal the amount of unemployment benefit last paid or, in the case of those receiving supplementary benefit, a fixed amount below the non-householder scale rate. This will be topped up by a training supplement, where appropriate, to the person's level of benefit entitlement. People getting this training supplement will continue to qualify for single payments, certificated housing benefit and other passported benefits without the need for any special arrangements.

(January 16)

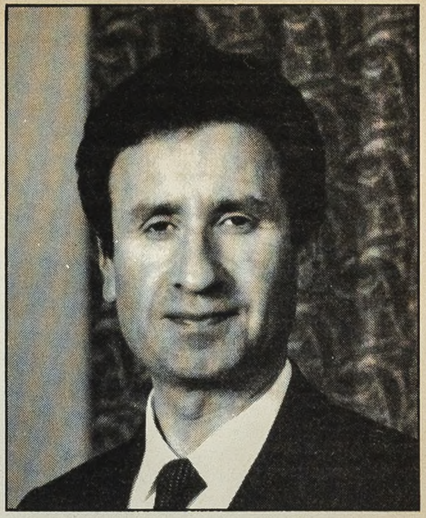
Jobstart

Mr Roland Boyes (Houghton and Washington) asked the Paymaster General how many males and females have been offered jobs as part of the Jobstart programme by region; how many males and females have left the Jobstart scheme; and how many leaving have immediately become unemployed.

Mr Trippier: Jobstart offers long-term unemployed people a financial incentive to take jobs they might not otherwise consider. Applicants normally obtain a job and then apply for the Jobstart allowance. The numbers of people successfully applying for Jobstart since the scheme started on July 1 until December 5 are listed in table 1 below:



David Trippier



John Lee

Region	Male	Female	Total
East Midlands and Eastern	162	73	235
London	47	20	67
North West	439	202	641
Northern	167	45	212
Scotland	155	123	278
South East	102	53	155
South West	104	39	143
Wales	150	74	224
West Midlands	238	82	320
Yorkshire and Humberside	223	70	293
National totals	**1,787**	**781**	**2,568**

The numbers of people who left the Jobstart scheme during the same period are listed in table 2 below:

Region	Male	Female	Total
East Midlands and Eastern	1	0	1
London	0	0	0
North West	3	2	5
Northern	3	0	3
Scotland	0	1	1
South East	2	0	2
South West	2	0	2
Wales	1	2	3
West Midlands	0	1	1
Yorkshire and Humberside	3	1	4
All	**15**	**7**	**22**

Information about what happens to people who leave the Jobstart scheme is not currently available.

(December 15)

Equal treatment

Mr Robert Hayward (Kingswood) asked the Paymaster General what was the outcome of the consideration of the Directive on Equal Treatment between men and women in self-employed occupations at the Council of Labour and Social Affairs Ministers on December 11.

Mr Kenneth Clarke: At our meeting on December 11 the Council of Labour and Social Affairs Ministers adopted the Directive on Equal Treatment between men and women in self-employed occupations. The main effect of the Directive, in the form in which it was adopted, is to remove restrictions in some member states of the European Community, which may hinder women from taking up self-employed occupations. I do not expect the Directive to have any significant effect in the United Kingdom where women do not face the legal obstacles to self-employment or employment by their husbands which they face in some other member states.

(December 19)

YTS places

Mr John Watts (Slough) asked the Paymaster General whether he is satisfied that the Government's undertaking that all unemployed minimum age school leavers would be offered a suitable two-year place in YTS by Christmas 1986 has been met; and if he will make a statement.

Mr David Trippier: I am very pleased to say that the Government's undertaking has been effectively met in this the first year of two-year YTS as it was in the three years during which the one-year Youth Training Scheme was in operation. There are around 347,000 trainees currently on YTS and on January 5 only 2,376 young people were waiting for the offer of a place. The comparable figures for 1985, 1984 and 1983 were 2,290, 3,853 and 4,320 respectively.

Young people have been quick to grasp the opportunities which two-year YTS affords them to obtain high quality training leading to recognised vocational qualifications. The fact that we are now able to guarantee all unemployed minimum age school leavers the offer of a two-year place is a tremendous achievement and a great credit to the Manpower Services Commission and all others involved.

(January 14)

Hotel survey

A review of the English Tourist Board's (ETB) Hotel Occupancy Survey has recently been completed—conducted by the ETB in conjunction with the Survey Control Unit of the Central Statistical Office and the Department of Employment—as part of the general programme of examining all regular surveys on businesses.

The survey is carried out by means of a panel of hotels who report confidentially to the British Market Research Bureau, and provides information on bed space and room occupancy.

Its results are now available from the Research Department ETB, Thames Tower, Blacks Road, London W6.

The review recommends that the survey should continue in its present form and the report of the review has received ministerial approval. □

Copies of the report (price £5) can be obtained from Statistics A7, Department of Employment, Sanctuary Buildings, 20 Great Smith Street, London SW1P 3DB.

Redundancies

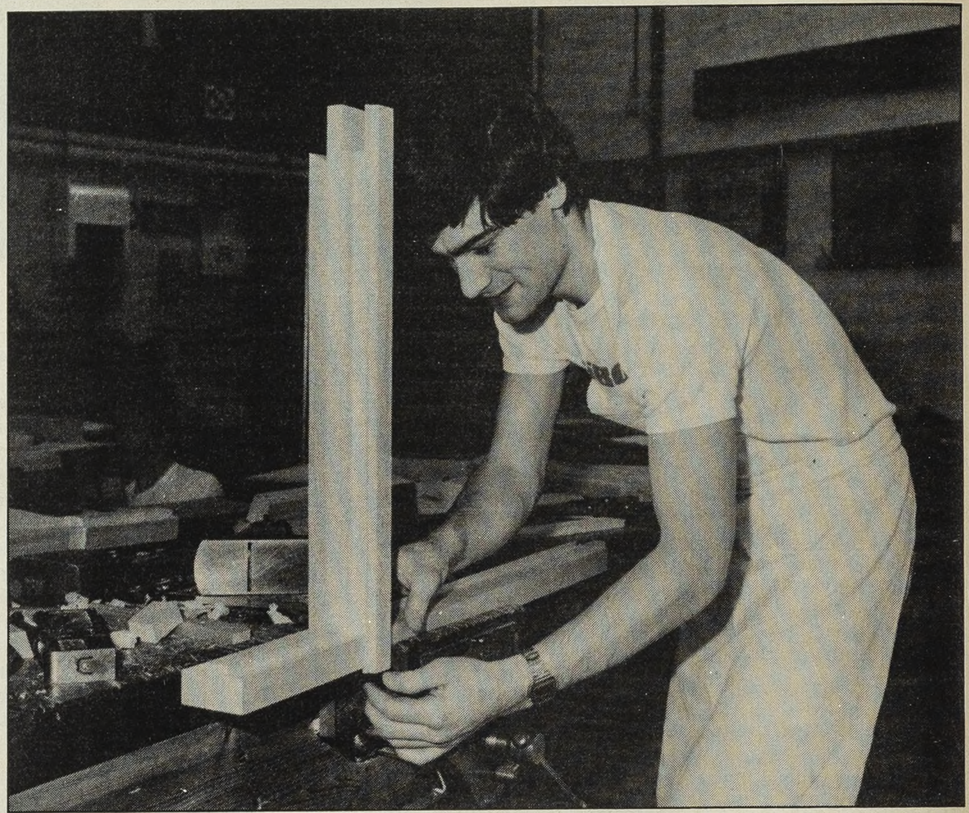
Advance notifications

The numbers of impending redundancies notified to the Department of Employment under the redundancy handling provisions of the Employment Protection Act 1975 in the last six months are given below.

However some notified redundancies do not take place and there is no statutory requirement to notify withdrawals. A better measure of redundancies involving ten or more employees actually due to occur is provided by Manpower Services Commission reports. (See "Confirmed Redundancies"—*Table 2·30* Labour Market Data.)

1986	
Jul	33,338
Aug	25,448
Sep	27,839
Oct	38,853
Nov	30,149
Dec	24,611

Notes: Section 100 of the Employment Protection Act 1975 requires employers to notify the Secretary of State of impending redundancies involving ten or more employees within certain time limits. A more detailed description of statutory notification figures is given in an article on page 202 in the May 1985 edition of *Employment Gazette*.



Ian Roe, gold medal winner in joinery Skill-Build '85.

Skill Olympics for Birmingham

Although Birmingham may have missed out on hosting the 1992 sporting Olympics—the city is currently making preparations for a different style of olympics—the 1989 "Skill Olympics".

The build-up to the event, which is to be staged at the National Exhibition Centre, begins this month with the launch of a promotional video.

First held in Spain in 1950, the Skill Olympics is now a well established and unique craft skills event in which apprentices and trainees from leading industrial nations test their skills in open competition.

Apprentices and trainees aged 21 or under, compete in practical tests in trades as diverse as heavy engineering, construction, jewellery and hairdressing—all judged to the highest international standards.

The aims of the competition are:

- to raise standards of craft training in industry,
- to provide an opportunity of directly comparing British standards of industrial training with those of other countries, and
- to promote international understanding among young people.

UK interest and participation in the event is organised by Skill-UK a company specifically set up as a co-ordinating body which works with industry training organisations, trade unions and others to select and train the UK team.

Skill-UK also seeks sponsorship from employers for the competition and for individual competitors, for example, the provision of equipment.

In 1986 the Manpower Services Commission provided £30,000 to help meet travel and subsistence expenses. Since the first Skill Olympics in 1950, 13 countries—including the UK—have hosted the event.

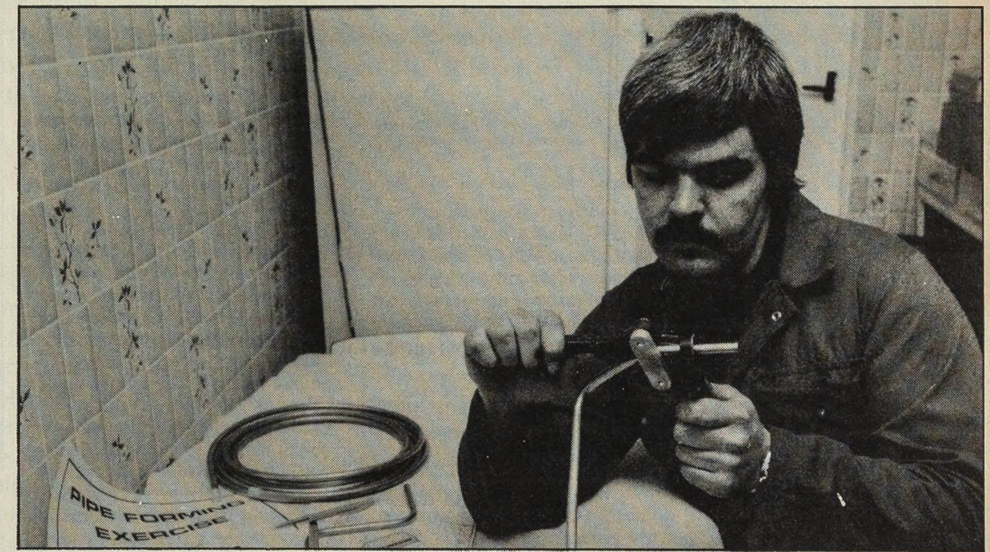
Young people from the UK have an excellent record in the competition. They have consistently won medals—gold, silver and bronze—and have invariably given a good account of Britain's industrial skills.

Employers, young people, colleges and trainers who wish to offer support, or companies and other bodies who may wish to provide sponsorship should contact the Director, Skill-UK, 2 Beverley Gardens, Westbury-on-Trym, Bristol BS9 3PR. □

The March edition of *Employment Gazette* will include two annual statistical articles on:

- *Earnings and hours of manual employees in October 1986* will present and comment upon results of the October 1986 survey of the earnings and hours of manual employees in manufacturing, electricity, gas and water, construction, and transport and communication industries in the UK.
- *Recent changes in hours and holiday entitlement* summarises changes affecting manual employees covered by national collective agreements. □

Open Tech trainees—a positive response



Open Tech helps people to update their skills.

The Open Tech programme, which was set up to widen training opportunities for adults in technician and supervisory skills by providing materials and support, has proved effective and extremely popular with its trainees according to a recent Manpower Services Commission survey.

Launched in 1982, the Open Tech programme was designed to improve the access of adults to training through the use of open learning methods. Unlike the majority of MSC schemes, it was not a training programme but was concerned with the creation of open learning materials, such as video and audio tapes, computer software, and specially produced kits, and of services to deliver them, with tutorial and other support to users.

By the time the programme has been completed in March this year, it will have produced, through 140 projects, some 30,000 learning hours of material, in the areas of technician training and supervisory management training.

By the end of September 1986, 52,000 learners had already used Open Tech materials and tutorial facilities. These are conducted by telephone, since the definition of open learning adopted by the Open Tech has been learning at a time, a place and a pace which meets the needs of the user.

The first MSC follow-up survey of the characteristics and attitudes of a sample of 400 trainees—of whom 80 per cent responded—one year after they embarked on a course of training using Open Tech self-study materials was encouraging.

The trainees were asked about the outcomes of their training and their views on the materials.

Overall, the results suggested that open learning could have a substantial impact, even though the method of training was new to many of the trainees.

Most were satisfied with the open learning method and 84 per cent praised its inbuilt flexibility, without which many would have to abandon the course.

The drop-out rate was relatively low, the survey showing that as many as 81 per cent of trainees had completed or were still using their training packages.

It suggested that the support of the employer had a marked influence on the successful completion of the training and on the speed with which it was completed.

Where employers had actively encouraged the training, the drop-out rate was almost halved, and 59 per cent of the trainees had already completed their packages. The nature of their support was also important. Where employers allowed trainees to study in their working hours, their completion rate was much higher, at 83 per cent and the drop-out rate low. However, only 28 per cent of the trainees received this sort of positive support.

The overwhelming majority of the trainees felt that the training was worthwhile, particularly those who had specifically chosen training to improve their promotion chances or to broaden the range of tasks which they were able to undertake. Of such trainees, 91 per cent said they were largely satisfied compared with only six per cent who were not.

The findings bear out the view that open learning as a training method has the potential to open up opportunities to a wide range of people who, because of pressure of work and other factors, would otherwise be unable to update their skills. □

Tourism and related industries — statistics revised

The estimates of employment in tourism-related industries, as published in *table 8·1* of *Employment Gazette*, have been revised to take account of the results of the 1984 Census of Employment for Great Britain.

An article explaining the basis of the revisions to the employment estimates was published in the January 1987 edition of *Employment Gazette* (p 31–37).

The article indicated that the level of industry detail for which employment estimates are regularly published in *Employment Gazette* was being reduced—in proportionate terms—in the light of the revisions arising for some of the smaller industry groupings from the 1984 Census results.

Certain of the tourism-related industry headings previously published in *table 8·1* are so affected.

As a result, from the January 1987 edition, estimates for SIC Group 665 (hotel trade) and SIC group 667 (other tourist, etc accommodation) have been combined, as have estimates for SIC Group 977 (libraries, museums, art galleries, etc) and SIC Group 979 (sports and other recreational services).

However, the more detailed figures will be available on request from Department of Employment, Statistics Branch C2, East Lane, Runcorn, Cheshire, WA7 2DN.

The overall effect of incorporating the results of the 1984 Census of Employment has been an upward revision of 30,000 employees in tourism related industries giving a total level of 1,307,000 in June 1986 compared with 1,277,000 previously.

Within the revised total, there were substantial upward revisions to employment levels in SIC 661 (restaurants and cafes) and in SICs 977/979 (libraries, museums, galleries and sports and other recreational services). These were only partially offset by downward revisions to employment levels in SIC 663 (night clubs and licensed clubs) and SICs 665/667 (hotel and other tourist accommodation sectors.

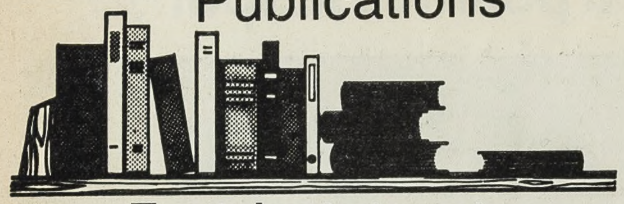
Comparing June 1986 with June 1985, employment is now estimated to have risen by 20,000 rather than 23,000 as shown previously.

Looking at trends in employment it is now estimated that between June 1981 and June 1986 employment rose substantially in SIC 661 (restaurants and cafes), SIC 662 (public houses and bars) and SICs 977/979 (libraries, museums, galleries, sports and other recreational activities), by 18 per cent, 20 per cent and 16 per cent respectively.

There were smaller rises of 4 per cent and 7 per cent respectively in employment in SIC 663 (night clubs and licensed clubs) and SICs 665/667 (hotels and other tourist accommodation).

Although the hotels and other tourist accommodation sector has shown a downward revision in employment the revised figures show that all of the growth has occurred in the last two years. □

Publications



Ten tales to tempt

Designed to encourage girls to enter engineering, a new booklet has been produced by The Institution of Electrical and Electronics Incorporated Engineers.

Tales of Ten Women profiles ten winners or finalists of the Girl Technician Engineer of the Year Award organised annually by the IEEIE and the Caroline Haslett Memorial Trust. The profiles are written to appeal to readers in their early teens and include a synopsis of the woman's education, training and career progression for the information of careers advisers. □

Copies of *Tales of Ten Women* are available from The Secretary, IEEIE, Savoy Hill House, Savoy Hill, London WC2R 0BS (Telephone: 01-836 3357).

Sex Discrimination

The new Sex Discrimination Act which is intended to bring UK law into line with European legislation has recently received Royal Assent and comes into force this November.

A special section of the fortnightly *Incomes Data Services* (IDS) Brief looks into the provisions of the new Act and examines its practical effects for employers and employees.

Although the 1986 Sex Discrimination Act started life as a modest Bill—due to a European ruling—the Act now contains some significant changes to sex discrimination law.

In particular the new Act takes account of a recent European ruling which held that dismissing a woman on the grounds of reaching retirement age—where that age is different for men—constitutes sex discrimination.

Therefore, any employer, in less than a years time who continues to set different compulsory retirement ages for men and women will be breaking the law.

In an extensive survey, the new reforms are examined in the context of existing law—both UK and European—and the practical implications of the Act are discussed. □

IDS Brief employment law and practice, published fortnightly available by subscription only, from Incomes Data Ltd, 193, St John Street, London, EC1V 4LS.

New Earnings Survey

The Department of Employment and the Survey Control of the Central Statistical Office have recently completed a review of the *New Earnings Survey* (NES). It recommended that the NES should continue in its present form on an annual basis.

The NES is the only regular comprehensive source of information on the structure and distribution of earnings in Great Britain. It covers hours of work, the composition of earnings and general characteristics of the employee such as age, occupation, industry, place of work and collective bargaining arrangements.

Information is obtained from employers in respect of a one per cent sample of individual employees. The returns are anonymous and treated as strictly confidential.

In 1986 approximately 190,000 individuals were identified in the sample. Summary results from the NES are published in Autumn each year in the *Employment Gazette* with full results published separately in five parts.

The NES is regularly used by government departments as a major source of reference for questions involving pay statistics, for monitoring and briefings about pay settlements and for all labour market questions in which pay is a relevant factor.

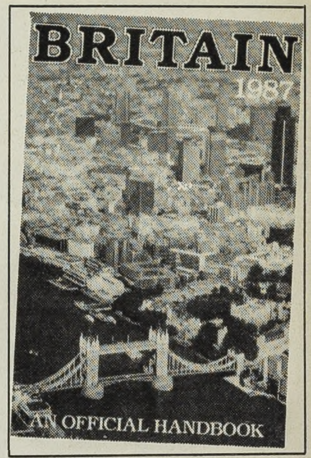
The Confederation of British Industry and the Trade Union Congress also make use of the NES and regard it as an important source of information.

It is also used extensively in pay negotiations by businesses, local authorities and public corporations and for making European and international comparisons. □

Copies of the report (price £5) and further information on the review can be obtained from Statistics A2, Department of Employment, Level 3, Caxton House, Tothill Street, London, SW1H 9NF.

The way we live now

What has 32 new towns, 5 million snooker players, 24 bishops, 2,850 kilometres of motorway, a notable increase in the consumption of lager, 39,000 taxis and the largest collection of dried plants in the world? The answer is that we do, or at least that collection of us that we call Britain.



Insights like these, by the thousand, can be found in *Britain 1987: An Official Handbook* recently published by the Central Office of Information on behalf of the Foreign and Commonwealth Office.

We are, as the handbook makes clear, not so much a nation of shopkeepers but a nation of boxwatchers, spending an average of 25 hours in front of the television set per week, which is a feature of 98 per cent of British households. Some 35 per cent of households now have two or more sets.

Those not watching television may well be drinking wine or beer, the nation's favourite alcoholic drinks, or acquiring a taste for vodka which is rapidly gaining in popularity. The more sober, health conscious Britons will be joining the growing numbers participating in almost all outdoor sports, while Britain's five million regular darts players may well be busy supporting both sets of statistics.

The nation's more serious activities include an increasing trend towards house ownership, now a characteristic of 60 per cent of adults.

Domestic life itself grows ever more comfortable and convenient. More than two-thirds of households now have central heating, 96 per cent have a refrigerator, 81 per cent a telephone and 82 per cent a washing machine.

Creatures sharing this comfort in half the households will be either one of the nation's six million dogs or else one of its five million cats.

The handbook notes that an average of three-quarters of people over the age of 15 read a national newspaper.

In contrast to the bleak economic picture generally available in the press, it also shows that Britain still has one of the highest proportions of people of working age in jobs or seeking work among all the main industrialised countries. More than 10 per cent of all the workforce is now self-employed.

Since 1980, the handbook tells us, the nation has been self-sufficient in energy production in net terms, and an output of 2.2 million barrels of oil a day by mid-1986 established Britain as the world's fifth largest oil producer.

The range of the information in the handbook is vast—from the population of Leeds (710,500) to the number of combine harvesters in use (55,000)—and will prove an invaluable reference source both here and abroad. □

Britain 1987. An Official Handbook (38th edition) is published by the Central Office of Information. Price £12.95. ISBN 0 11 701291 2.

Family Expenditure Survey

The full Family Expenditure Report for 1985 is now available following the publication of an article in the December edition of *Employment Gazette* (pages 485 to 492).

The Family Expenditure Survey is based on a representative sample of 11,000 private households in the UK and has been in continuous operation since 1957.

It represents a unique and reliable source of household data on expenditure income and other aspects of household finances, and provides a perspective of the changes and developments in spending on items as diverse as food, clothes, fuel and alcohol over the last three decades.

Additional information collected from co-operating households, eg the expenditure patterns of different types of household and the extent to which various members contribute to household income, provides an invaluable fund of social and economic data. □

Family Expenditure Survey 1985, published by HMSO at £15.50.

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