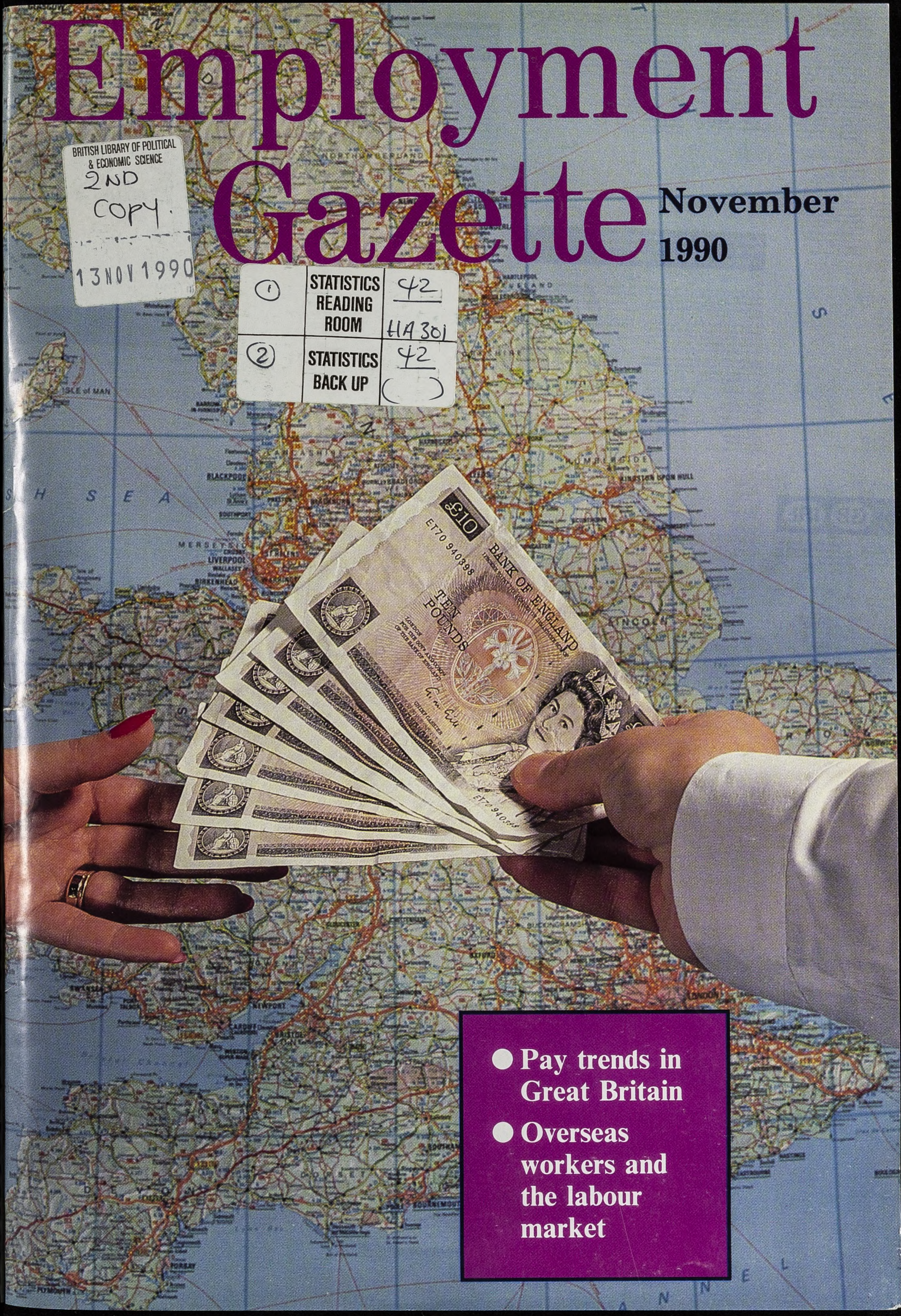
Employment Gazette

November 1990



- Pay trends in Great Britain
- Overseas workers and the labour market

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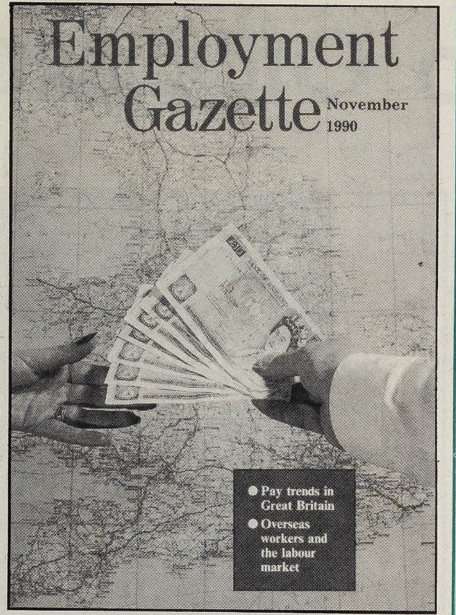

COVER PICTURE
Pay in Great Britain: the main findings of this year's New Earnings Survey are presented on p 571. Photo: Jim Stagg

Just how many foreign workers are there in the UK labour market? And where do they come from? See p 538.

During the 1980s there was rapid growth in the number of firms registered for VAT. A special feature on p 553 gives the details.

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Fly the kitemark for quality training

Employers who make the grade as 'Investors in People' will be able to display a quality training 'kitemark' next year.

The kitemark, designed to lever up training standards and boost the number of employers who train, was launched by Employment Secretary Michael Howard at the CBI conference in Glasgow.

Only companies meeting a new national standard for training and staff development will be able to display the insignia. This standard, to be awarded by the TECs and LECs, is the result of development work over the past year by the National Training Task Force under its chairman, Sir Brian Wolfson.

The new kitemark.

Pilots

TECs/LECs will be working from April next year to sign employers up to the standard, with some of the TECs/LECs working on pilots with companies before then.

To make the grade, firms will have to meet six conditions:

- display a commitment to training and set clear objectives;
- communicate a vision of where the organisation is going and how staff can play their part;
- assess what training and staff development the company needs and can afford;
- take action continuously to train all employees;
- involve staff, giving them both "ownership and partnership" in the training process;
- monitor progress, reviewing and renewing pro-actively.

In assessing employers' training performance, TECs and LECs will take into account evidence produced by the employers themselves through self-assessment. Employers will have to demonstrate continuous commitment to training standards, and will need to submit updated evidence at least every three years in order to retain the kitemark.

See also 'Special Report' on TEC Conference, pp 531–537.

TEC network complete

Public support for training and enterprise throughout England and Wales now lies in the hands of employer-led local Training and Enterprise Councils, following completion of the network of 82 TECs last month.

The network was completed—18 months after the prospectus for TECs was issued and two years ahead of schedule—with the establishment of CILN TEC (City and Inner London-North).

Thirty-one TECs are now fully operational and 51 are in the development phase. Their role is to manage local training programmes for young people, the unemployed and the business community, to stimulate enterprise and build better industry/education links.

Employment Secretary Michael Howard commented: "The TECs movement will radically change the way that training is managed in this country, providing local solutions for the needs of local people and local industries, and giving British industry the necessary starring role in meeting the skills shortages of the 1990s and beyond.

"That such a change should be effected in so short a time gives me tremendous confidence in the abilities of UK employers to produce a world-class workforce."

A 'Special Report' on the third national TEC conference, held in Brighton on October 18–20, starts on p 531.

Personnel staff to target inner cities

Personnel managers and Government 'action teams' are getting together to boost training and work opportunities in Britain's inner cities.

The managers will be helping to target inner city residents for job vacancies, provide pre-recruitment training, and forge links with schools and colleges.

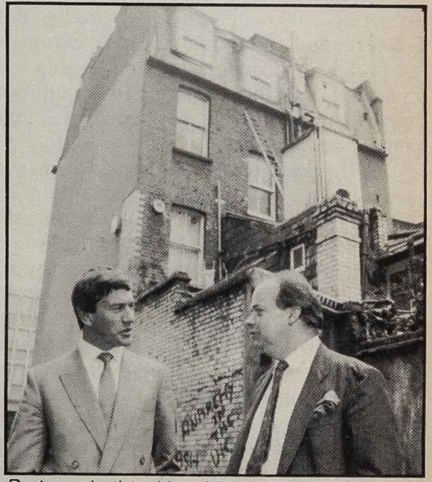
The move follows the signing of a 'Working Partnership' agreement by Inner Cities Minister Michael Portillo and Barry Curnow, chairman of the 40,000-strong Institute of Personnel Management.

Eight City Action Teams, who co-ordinate the Government's 'Action for Cities' programme at local level, will be in touch with IPM branches to develop joint action plans. The branches are being encouraged to liaise with the 16 Inner City Task Forces, the Employment Service and their local Training and Enterprise Council. Meetings will also take place at national level, and progress will be reviewed after 12 months.

Mr Portillo said personnel managers were "key figures" whose impact on employment prospects in the inner cities could be "tremendous".

"This is the first such partnership on a national scale with a professional association, although other professional bodies have been prominent in inner city activities. I hope similar partnerships will follow."

More than 450 companies are already co-operating with Government task forces on inner city projects.



Partners in the cities: Michael Portillo (left) with Barry Curnow.

Small firms still lack safety know-how

Most managers of small firms still lack the knowledge needed to ensure health and safety at work despite intensive publicity campaigns, says the Health and Safety Executive (HSE).

A week-long awareness campaign by HSE inspectors in Newcastle upon Tyne, covering 1,850 small firms, resulted in the total or partial shutdown of 48 companies. A further 74 were served with improvement notices, requiring action by the firm within a certain time. Shutdowns were ordered for hazards such as unguarded machinery, faulty electrics, unsafe use of toxic substances, fire risk, risk of falls from heights or injury from falling objects, and inadequate eye protection. Reasons for the serving of improvement notices included absence of toilets, poor washing facilities and excessive noise.

Knife-edge

The HSE's area director for Newcastle, Martin Taylor, said conditions at many of the firms inspected put them 'on a knife-edge'. "Most employers were trying to attain good standards of health and safety, but many lacked real knowledge of what they should be doing."

The blitz in Newcastle was one of six mounted last month. The others were in areas of Manchester, London, Luton, the West Midlands and Surrey. They took place one year after the 'COSHH' regulations on hazardous substances came into force. The HSE has issued more than one million free information packs explaining the regulations in response to requests, and research has shown a 40 per cent awareness level among small firms.

Most small firms fail to register with the HSE as they are legally required to do. "This puts them at a disadvantage. Many believe they'll be 'importing trouble': we recognise this, but it's a wrong perception. They should do the proper thing—register and get first-class free advice," said Tony Linehan, the HSE's director of field operations.

Firms employing fewer than 50 people make up about 90 per cent of companies registered with the HSE's Factory Inspectorate. An HSE study has shown that such firms may incur a 40 per cent higher risk of accident than those employing over 1,000 workers.

Two new booklets are now available, giving advice to businesses on health and safety. *Safety Pays: A report for small firms*, shows how good practice makes good business sense. A new edition of *Essentials on Health and Safety at Work* outlines basic legal requirements and advises how to identify hazards and control risks.

Photo: Tyne and Wear Metropolitan Fire Brigade

Hazardous conditions in a small timber mill.

Safety Pays is available free from Health and Safety Executive Public Enquiry Points in London, Sheffield and Bootle. *Essentials of Health and Safety at Work* is published by HMSO, price £3.50. ISBN 0 11 885445 3.

Green boost to employment—but training lacking

Britain's moves to reduce pollution will boost jobs and create a demand for new skills in the 1990s. But training must gear up to the opportunities, says a new study.

The study, carried out by the Birmingham-based ECOTEC consultancy for the Training Agency, estimates that some 110,000 people are now employed in jobs related to control and prevention of pollution, through working either in 'polluting' industries or for pollution control equipment producers and regulatory agencies.

All these areas can be expected to grow in the 1990s and beyond, according to ECOTEC, with the environmental management market (currently worth £4,100 million per year) set to grow by 8·5 per cent per year in real terms.

Its report, *The Impact of Environmental Management on Skills and Jobs*, examines the implications of stricter environmental management practices. In particular, it looks at the relationship between industry and the environment. Developments covered by the report include steps being taken to reduce air and water pollution and to minimise and recycle waste, but exclude additional environmental activities concerned with health and safety or conservation.

Commenting on the report, the Employment Department's recently designated 'Green' Minister Eric Forth pointed to three key challenges. "The business community has to make sure top and middle managers are encouraged to learn more about the likely impact of environmental pressures on their firms, and the opportunities for new markets," he said, "while the professions, especially engineering, must keep up to date with the latest developments and best practice. Educators and trainers must also ensure that students are aware of the environmental impact of their future careers."

The survey found that:

- senior environmental managers such as plant chemists, chief scientists and technical directors need improved skills to cope with new laws and technical changes;
- there is a lack of properly targeted and specialised short training courses for managers;
- only in the largest firms are there senior staff with environmental management responsibilities;
- there are important gaps in the environmental awareness of senior management in smaller firms;
- more short courses and distance training materials have to be developed to help employers meet requirements imposed by regulatory agencies; and
- at postgraduate level, environmental education is well developed and will expand further.

Mr Forth said that this survey provided the questions but he was now concerned to get the answers. Other government departments would be consulted, and the Employment Department would be seeking an appropriate response from TECs. However, he pointed out that TECs may well give differing responses depending on how they perceive the local need for environmental training.

Copies of the report are available from ECOTEC Research and Consultancy Ltd, Priestley House, 28-34 Albert Street, Birmingham B4 7UD. Price £15.

New partnership for training skills

A partnership which brings together leading institutions in the human resource development field has been established.

The partnership will offer support and advice to organisations wishing to improve or develop their training strategies. One of its top priorities is to work with the National Training Task Force and the Training and Enterprise Councils.

The Partnership members are the:

- British Association for Commercial and Industrial Education;
- British Institute of Management;
- Employment Department;
- Industrial Society;
- Institute of Personnel Management;
- Institute of Training and Development;
- National Economic Development Office.

Welcoming the launch, Employment Minister Robert Jackson said: "Anyone investing in training will rightly ask questions about its effectiveness and its value for money. Out of the many options available in the market place, which is the right one for me?

"It is here that training and development professionals have a particularly important role.

"I am delighted that this partnership has been formed. I am convinced that by working together individual members will greatly increase their influence with companies and with the Training and Enterprise Councils."

Further information about the partnership members can be found in the brochure *Introducing the HRD Partnership*. Contact: Brian McCormack (tel 071-636 5351).

Symbol gives disabled a fair deal

If you have a disability and you see this sign you will know that the employer displaying it should give you a fair deal.

Employers signing up to use the logo will be committing themselves to abide by the Code of Good Practice on the Employment of Disabled People. They will be expected to offer effective induction, including providing special equipment if necessary, and to retain in suitable jobs existing employees who become disabled. Disablement Advisory Service officers will be contacting employers to encourage their commitment.

Use of the new symbol is entirely voluntary, with employers allowed to judge for themselves if they meet the standard.

Already 45 top firms, employers' organisations, voluntary groups and other bodies, including the Employment Department Group, have pledged to use the logo.

It can be used in a wide range of contexts, including letterheads, recruitment literature, employment application forms, publicity material and exhibitions.

The symbol indicates to both disabled jobseekers and employees that they will be considered for vacancies, training, career development and promotion simply on the basis of ability.

An advertising campaign by the Employment Department Group in national and local press is helping to spread awareness of the symbol.

The idea of the symbol was first put forward in the consultative document *Employment and Training for People with Disabilities* in July this year as a replacement for the 'Fit for Work' award scheme.

Employment Department officials say that when market research was carried out, response from employers, people with disabilities and the organisations representing them was "enthusiastic".

Launching the symbol, Michael Howard commented: "There are about a million working people with disabilities and most of them do their jobs as well as non-disabled people.

"Good policies and practices are not an act of charity. They are good business and a sign of truly professional management. Many companies have invested substantial effort in developing these.

"But despite the progress that has already been made, there is still a need to raise the profile among employers generally."

The main priority for most small firms, the survey found, was entry to new markets and increased sales. Paula Finnerty's "Little Darlings" clothes now retail through 60 UK shops and Germany and the USA.

Keys to growth

Some 50 growing businesses met last month at a special conference hosted by Small Firms Minister Eric Forth, to examine the issues seen by owner managers as crucial to their companies' successful growth.

Keys to Growth—A Survey of Owner Managed Businesses, commissioned by the Department of Employment, describes a survey that was carried out to identify these issues. There was a lively discussion at the conference between owner managers who were successfully addressing the issues in different ways. Their conclusions offered important messages for other owner managers; they should also enable banks, accountancy firms and other business advisers—many of whom also attended the conference—to offer better focused services, and should aid the Government to develop further the economic environment in which such businesses can thrive.

Discussions fell into five broad headings: developing strategy, people-related issues (such as delegation, forming a strong management team, recruitment and training), developing products and markets (including export markets), finance, and business networks.

Ten of the 50 businesses involved in the Keys to Growth survey also feature in *Ten Case Studies of Owner Managed Businesses*, published on the day of the conference. This illustrates the ways firms have tackled key issues, and offers sound advice to other businesses.

A third publication, sponsored by Price Waterhouse, is currently in production. It will publicise the conference outcomes and should provide an accessible source of guidance to all businesses.

Copies of both Keys to Growth publications: *A Survey of Owner Managed Businesses* and *Ten Case Studies of Owner Managed Businesses* are free from ID6, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

News Brief

Sir Bryan finds his vocation at the NCVQ

Post Office chairman and chief executive Sir Bryan Nicholson, 58, has been appointed as the new chairman of the National Council for Vocational Qualifications (NCVQ). He succeeds businessman Sir Oscar De Ville, who had chaired the Council since its launch by the Government in 1986.

Sir Bryan is no stranger to the world of vocational training. A former chairman of the Manpower Services Commission, he is also chairman of the CBI task force which produced the report *Towards a Skill Revolution* in 1989. Commenting on the appointment, he said his main task was to ensure that the full framework of National Vocational Qualifications was in place by 1992.

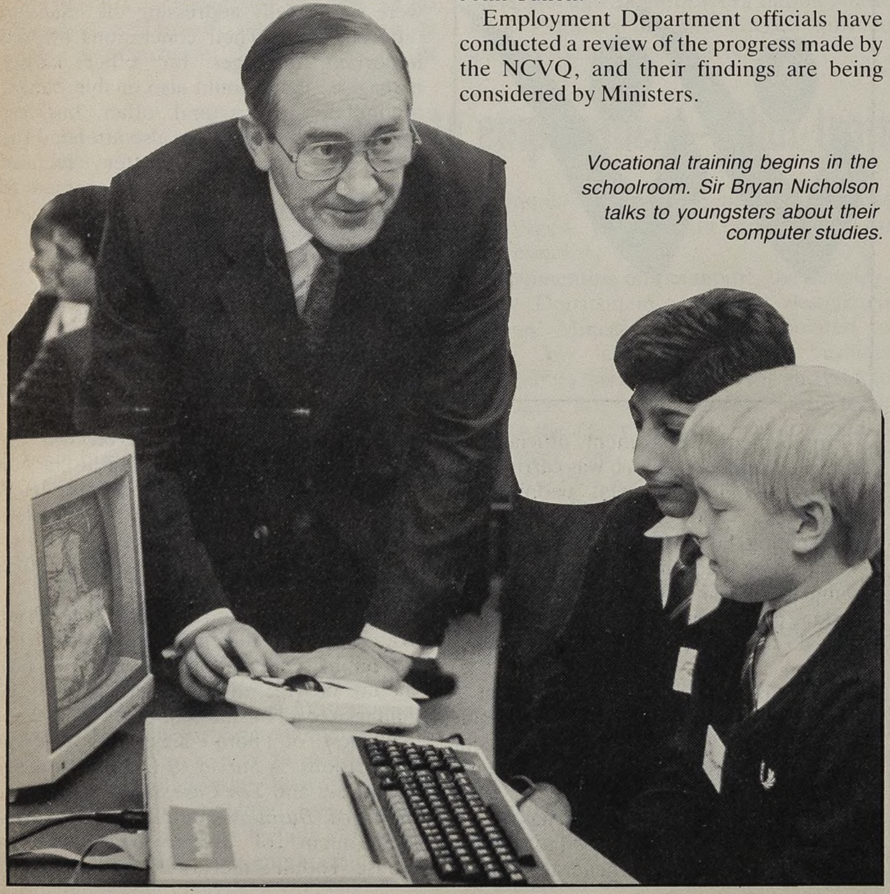
Since its launch the NCVQ has accredited some 250 competence-based qualifications, and an estimated one-third of the workforce now has access to an NVQ.

An idea of the scale of the task facing Sir Bryan in establishing NVQs in the minds of business people comes in an article in the September issue of the *Industrial Society Magazine*. Of a sample of 50 personnel or training managers in large companies who were questioned for the magazine in a telephone interview, some two-thirds had heard of NVQs but one in five did not know how many levels there were or what the levels meant. Only 42 per cent had heard of the NCVQ itself. Just over half (54 per cent) thought that not enough information had been made available about NVQs.

NCVQ spokeswoman Angela Croft commented on the findings:

"We realise that there is a great need for a marketing and information campaign to get the message across to key people in employment, training and education, and especially the careers service. We are delighted that speeches mentioning the significance of NVQs are being made by Ministers from many different departments, and by people as varied as TUC secretary-general Norman Willis and Health and Safety Commission chairman John Cullen."

Employment Department officials have conducted a review of the progress made by the NCVQ, and their findings are being considered by Ministers.



Vocational training begins in the schoolroom. Sir Bryan Nicholson talks to youngsters about their computer studies.

Brussels must not dictate on employee participation

British firms and their workers must be free to take their own decisions on employee participation without interference from Brussels, according to Small Firms Minister Eric Forth.

"Britain will continue to oppose European Commission proposals, currently being debated, which would force all large companies to adopt specified forms of employee participation," he told a conference on employee ownership.

On the Commission's intention to bring forward an as yet unspecified instrument on financial participation, he said:

"The Commission could possibly play a constructive role in this area. However, we would be against any instrument which sought to impose or regulate such participation. Any attempt could jeopardise not merely the financial stability of companies but the jobs and interests of the very workers it is seeking to benefit."

Mr Forth said that by the end of March 1989 some 2 million employees in Britain had benefited from all-employee share schemes, receiving shares or options over shares with an initial market value of £5,000 million. More than half a million workers had acquired a stake in their companies as a result of privatisation.

Approved training status on ET

New procedures to help training provider achieve Approved Training Organisation (ATO) status on Employment Training have been agreed by the Training Agency.

In July, the Employment Secretary announced a revision to the time-table for completion of the ATO process.

Organisations which commenced operations in September 1988 can now negotiate a revised completion date from the original September 1990 deadline. However, completion must be consistent with the maintenance of standards and take place before March 31, 1991.

ATO status is awarded as the result of fulfilling seven criteria. Sometimes, if there are only minor shortcomings, ATO status may be awarded if there is an agreed development plan to remedy the shortcomings.

If the plan is not achieved within the specified timescale, ATO status may be withdrawn.

News Brief

New body to build school-industry links

A new body to promote links between education and business has been set up under the chairmanship of British Telecom boss Iain Vallance.

The Foundation for Education Business Partnerships (FEPB) is being funded by the Training Agency, the Department of Education and Science, and a range of 'blue chip' companies. Its aim for the coming year is to create effective partnerships in around half of the 104 local education authorities in England and Wales. Among its priorities will be to persuade businesses to draw up a policy statement on partnership; to get all firms with more than 25 workers to nominate school governors; to encourage all primary schools to become involved with business; and to persuade secondary schools to increase their targets for the number of 16 year olds staying on in education or training.

The launch came as a MORI survey showed that the majority of medium to large companies are unhappy with the way schools prepare their pupils for the world of work. But only about half the firms surveyed had developed direct links with secondary schools to help make education more relevant to the workplace.

One of the 4,000 pupils taking part in work experience this year in Mid-Glamorgan.

Catching up

At the launch Mr Vallance called for a "serious and sustained effort" to catch up with competitor countries' record on training. "The wealth creators have not valued education, and education has not valued wealth creation," he said.

FEPB will build on the progress already made in building partnerships by the 57 Compacts now operating. Some 26 separate business–education partnerships are also up and running.

Welcoming the launch, Sir Geoffrey Holland, Permanent Secretary of the Employment Department, said: "The Foundation is ideally placed to influence company policy—at boardroom level—in support of industry/education links; to work with Training and Enterprise Councils who will be developing and enhancing partnerships at a local level; and to disseminate good practice."

The MORI survey, based on interviews with 100 firms employing between 100 and 2,000 staff, found that:

- 54 per cent were 'fairly' or 'very' dissatisfied with schools' performance in preparing children for work in the outside world, and in teaching self-discipline;
- 45 per cent thought schools failed to ensure school leavers were numerate; one in three felt the same about standards of literacy, and also thought schools failed to motivate pupils properly;
- only 53 per cent of firms had established direct links with secondary schools, while even fewer—17 per cent—had links with primary schools;
- An overwhelming 83 per cent wanted much closer links with local colleges and secondary schools.

Awards worth a total of £10,000 annually are being offered over the next three years to the most successful partnerships in different parts of the country by international caterers Gardner Merchant.

A 'Partnership Handbook' giving advice to business people, schools and colleges on how to go about setting up a partnership is being produced by the Training Agency, IBM, and the University of Warwick and will be available early next year.

Charting the way for managers

British managers are often poor at inter-personal and problem-solving skills, though they may hold a clutch of paper qualifications in business theory.

To tackle this shortfall and improve UK management performance, the Management Charter Initiative has developed a series of competence-based Management Standards.

As Roger Dawe, director general of the Training Agency, stressed, "Although management development is a proportionately small investment in terms of budget and resource, it is an investment fundamental to the overall training effort in an organisation."

The new MCI standards identify the skills common to most managerial jobs (in both private and public sectors) and are based on extensive research and testing.

The framework has four levels, reflecting the major career stages of management: Supervisory Level, Certificate Level for junior managers, Diploma Level for middle managers and Masters Level for senior managers with strategic responsibilities (details of the Supervisory and Masters Levels have yet to be published). It will be available to managers through colleges and polytechnics as well as employer-based training.

The MCI is currently developing guidelines against which qualifications (such as a diploma) can be developed. This work is being carried out in conjunction with awarding bodies, including the CNAA, BTEC and SCOTVEC. The MCI itself is the lead body for managerial and supervisory occupations.

News Brief

Turbulence ahead for the City

The City of London will face a severe skills shortfall and could lose its pre-eminence as a financial centre unless City firms improve their training and career management, a new study warns.

The study, covering 500 City institutions, predicts that the number of highly-skilled City jobs will grow by 36,000 over the next five years, with the strongest proportionate growth in legal services. But the employment shake-out in the securities sector is expected to continue, with up to 5,000 jobs going by 1995.

Despite the overall growth potential, Professor Amin Rajan, author of the study, warned that City institutions would have less scope to 'vacuum' staff from companies in a now skill-starved South-East England in the way they did in the mid-1980s.

Increased competition

The City is facing increased competition under the radically different conditions being created by the single European Market, he said, with Amsterdam looking to soak up insurance business, and Paris a bigger slice of the investment banking and software market. Germany too has identified corporate banking as a growth area and set up excellent training organisations to impart the necessary skills.

According to Rajan, the City's traditional strengths have been underpinned by four factors: a liberal regulatory regime, availability of funds, adoption of advanced technology and 'know-how'. Other financial centres are catching up fast but the City still has a lead in the fourth factor, which now provides the cutting edge of global competition.

However, the City's strong skills base will be undermined not only by the projected demand for highly skilled workers, but by a combination of prevailing job demarcations (preventing rapid skills acquisition) and 'leakage' of staff.

He points out that the number of young female staff is rising, especially in professions such as accountancy and law, and they will soon cause a notable withdrawal from the labour market when they break to have children.

Craft loyalty

The study found that knowledge workers in the City are more loyal to their craft than to their organisation and tended to change jobs frequently. Professor Rajan urges human resource managers to facilitate lateral moves within institutions, enabling greater skills formation to take place, thus widening the City's reservoir of expertise. "Traditionally, personnel departments in the Square Mile are not attuned to this and skill shortages will accentuate the weakness," he said.

Rajan also urged more flexibility in work patterns to help retain staff, and much closer links between business and human resource planning.

Culture change

The study, funded by the Training Agency and the London Human Resource Group, also warns that chief executives will need to ensure their corporate culture changes to reflect the needs of knowledge-workers. So far, says Rajan, only one in ten firms have woken up to the potential problems ahead, and he believes there are many parallels with the wider labour market in the UK. (See review on page 582).

No thank you, Brussels

Higher costs and lost job opportunities are the most likely consequences of European Commission proposals to regulate working hours and part-time and temporary work—or so say the vast majority of UK employers.

Announcing the response to a consultation document on the proposed directives, Employment Secretary Michael Howard said: "We shall make sure that the views of British employers are brought to the attention of the Commission during our negotiations in Brussels."

The overwhelming view of those responding was that the proposals would limit labour market flexibility and make it difficult for businesses to create new and flexible job opportunities. There was special concern in industries operating continuous production processes where it is essential, on safety and efficiency grounds, to keep plant running; if, for example, replacement shift workers were delayed by bad weather, these companies would be very adversely affected.

"Many organisations," said Mr Howard, "especially small firms, were worried about the proposals on occupational pensions and the proposal that all part-timers working eight hours a week or more should pay national insurance contributions.

"We must get the balance right between employees' rights and the need to compete: employment rights are of little benefit to workers if they cannot find jobs."

Third National TEC Conference, Brighton

Special Report

by
Andrew Opie
Eileen Hatton
Gillian Dyer
Mervin Dadd

Changing to a training culture

With the full network of 82 TECs and 22 LECs now in place, one question above all others occupied the minds of keynote speakers and delegates at the Third National conference in Brighton last month: How do you tackle the reluctance of much of British industry and of its workforce to invest enough in training?

For Employment Secretary Michael Howard this was the "formidable challenge". Getting individuals motivated, committed and ready to take charge of their future was, he said, "the highest hurdle we face."

He announced two new initiatives; a national campaign to raise the profile of training, and the "Investor in People" insignia which TECs will award to employers from next year for best practice in training and staff development (see also News Brief, p 525). Sir Brian Wolfson, director of the National Training Task Force, gave the TEC directors details of how the standard will work.

The need to boost private sector investment in training was one of the themes developed by Sir Geoffrey Holland, head of the Employment Department Group.

For an international perspective, German academic Dr Karin Wagner contrasted British and German industrial performance and found "an urgent need" for better vocational training here. And William Kolberg, president of America's National Alliance of Business, saw his country's economic ills as due in large part to employers' slowness to move towards a "high-performance work organisation."

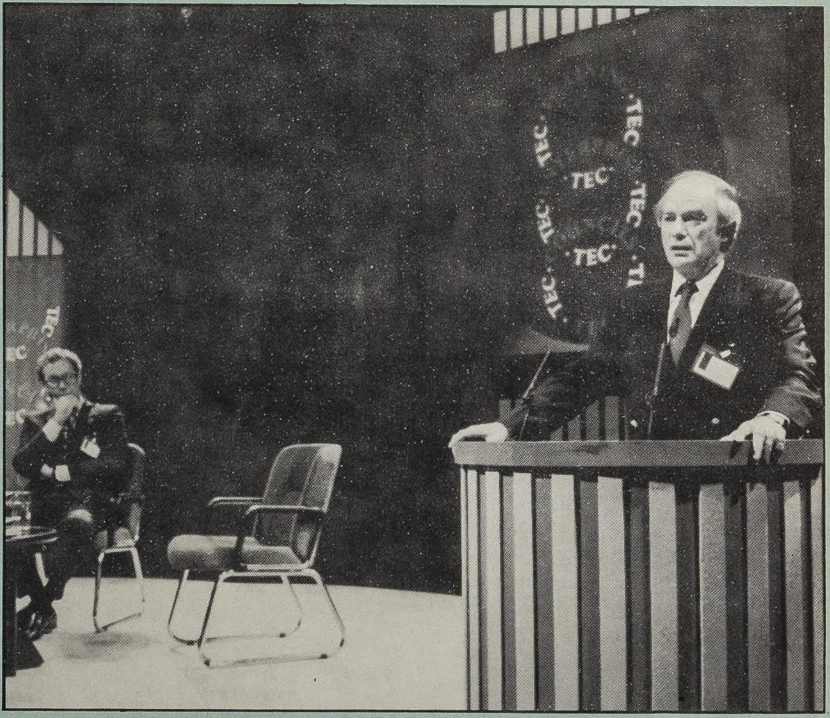
'Investors in People'—a hallmark of the best in training

The new kitemark is designed to create a "simple and universal standard" to measure training, based on what the best firms do, whether large or small, public sector or private, service or manufacturing, said Sir Brian Wolfson.

It will "change cultures and measure outcomes" and, just as importantly, it will "tackle those who spend but don't invest in people—who are flying blind."

It has been endorsed by bodies like the TECs and the CBI, and is not just a marketing campaign or a bureaucratic scheme, but "something real, something to make things happen, and something to show that change pays."

Somerset TEC chairman David Gwyther said TECs might first want to target a number of local companies, including entrants to the National Training Awards, those committed to Total Quality Management and BS5750, firms whose managers were TEC board members and, where relevant, those involved with the Business Growth Training scheme. But before they do that, they must decide their own policy towards 'Investors in People' and be ready to communicate the standard to employers, drawing up local publicity plans and using a range of support materials—including a video, short guides for senior managers, presentation packs and chief executive action notes. (See also News Brief, p 525).



Sir Brian Wolfson (right) with David Gwyther.

Special Report

Two-pronged attack on training attitudes

There will be a "two-pronged attack" from Government to change the attitudes and practices of companies which fall down on training, Michael Howard told delegates.

One 'prong' will be a major new marketing campaign to promote the importance of education and training as an economic issue and to raise the national visibility of TECs.

The other will be the new kitemark standard for "Investor in People"—a "critical tool in getting companies to recognise the importance of increasing both the quantity and the quality of the training they provide."

He also urged TECs to press ahead with pilot programmes, testing various training voucher schemes for adults, as a promising way of increasing personal motivation.

Adopt a neighbour

Mr Howard said TECs should give special help to firms which were too small to have established personnel or training staff. This help could include improved marketing of tailored courses, group training arrangements, and getting large companies to adopt a neighbour or to offer special help to their suppliers and sub-contractors.

Changing individuals' attitudes entailed changing "deep-seated values and cultures" and involved "issues of personal motivation and individual self-esteem." The aims should be to get every individual to see skills and qualifications as "the essential passport to pay, promotion, and personal fulfilment."

He asked TECs to design and test innovative ideas in five areas:

- Changing attitudes and increasing motivation: here the new training credits scheme was especially significant because it gave young people more choice. Moves by several TECs to explore the scope for local voucher systems for adults were also welcome.

  To motivate those in work, TECs might help employers to develop pay arrangements and incentive schemes which rewarded training, or to involve employees in the design of company training programmes. TECs and local firms might collaborate to create 'individual training accounts', linked to a voucher system, where costs are shared by the employer, the individual and the TEC.

- Information and career guidance: many TECs had already done much to rationalise the range of advisory services available on training and enterprise opportunities. The Employment Department's current review of the Careers Service would also help.

- Access: there was a need to build on the existing open and flexible learning system, which was already "second to none."

- Qualifications and credentials: ways must be found to recognise prior learning and practical experience and to promote the use of NVQs in every job area, helping companies to link NVQs more closely with job entry requirements.

- Financing: access to finance for people lacking funds for self-investment must be increased. Ways should be explored of linking TECs more closely with the highly successful Career Development Loans Scheme. Other interesting ideas under consideration included loan guarantees, student bursaries and employer grants. TECs might act as brokers in co-financing arrangements between employers and employees.

Michael Howard

Resources

On TECs' funding Mr Howard promised: "You will have the resources you need to do the job we ask you do." He would also consider amendments to TECs' contracts with the Government which would "better balance the obligations of both parties." As for flexibility, or delegated authority to decide how funds should be spent, Ministers were looking at how TECs and the Employment Department could be allowed to make "marginal changes to the planned outputs" in the course of the year.

Finally, he said his aim was to move to a "payment by results" system whereby TECs were funded against the yardstick of outputs and performance, not inputs and process, rewarding "high-quality training for value-added jobs."

The issue is not *whether* we will implement a performance-based system, but rather how far and how fast."

Special Report

Co-operation and partnership

Eight Government Ministers were present at the conference—a mark of the increased co-operation between Government Departments, commented John MacGregor, Secretary of State for Education. In addition to himself and the four Employment Ministers, there were Secretary of State David Hunt from the Welsh Office, John Redwood from the Department of Trade and Industry and Tim Eggar from the Department of Education and Science (DES).

Mr MacGregor drew particular attention to one aspect of the Prime Minister's recent reshuffle: Mr Eggar's move from the Department of Employment to Department of Education and Science, exchanging places with Robert Jackson, now an Employment Minister. This marked an increasingly close relationship between the two Departments, and between education and industry.

"This reshuffle was barely commented upon in the press," he told TEC board members, "but it is significant that two important Ministers should develop and share experience of each other's Ministries, cementing an important relationship."

The DES plans to introduce Records of Achievement which will record students' successes in all areas and at all levels of attainment, not simply GCSE. Mr MacGregor stressed how important it has now become for business people to understand the processes and outcomes of education: "By the end of the period of compulsory education, young people have to be able to convince employers that they are capable of going on to work."

Advantages

The education/industry partnership, he said, has developed from one of indifference, even hostility in the past, to a growing realisation of the advantages of co-operation for both sides as various initiatives have developed, particularly TVEI and Compacts. He also cited the more recent City Technology Colleges initiative, which offers a national curriculum to young people, with an emphasis on technology and close links with industry. It is envisaged that a further seven Colleges will be established to complement the seven which are already operating.

Large firms, he said, have been quick to recognise the value of co-operation between education and business; for example, Rover, Marks and Spencer, IBM and BP have all developed local initiatives, ranging from enterprise in primary schools and work shadowing for students to secondments in industry for teachers. However, Mr MacGregor pointed out that while educationalists have been quick off the mark to take advantage of the growing interdependence of schools and industry—with more than 50 per cent of primary schools and 90 per cent of secondary schools having well developed links with firms—only 17 per cent of firms are involved with primary schools and 50 per cent involved with secondary schools or colleges of further education.

Mr MacGregor stressed that the role of TECs would be to develop this partnership even further, encouraging particularly the involvement of small employers. "This is pushing at an open door—the demographic downturn is already encouraging them to realise that they will not be able to recruit unless they become involved in local schools," he said.

Another key area for development in the education/business partnership is that of school governorships. By the year 2000, he said, students will have experienced the national curriculum for ten years, developing active rather than passive learning methods across the ten foundation subjects. But Mr MacGregor stressed that it was up to industry to ensure that the national curriculum meets the needs of industry. He told the TEC delegates that they should encourage employers to become involved with schools through governorships and take advantage of this tremendous opportunity to bring business needs to the attention of schools.

Better grades

Moving on to GCSEs, Mr MacGregor said that they had proved themselves to be more stimulating than previous examination systems and, as a result, more young people were getting better grades, going on to sixth forms and from there to higher education.

"We can compete with the best of the rest of the world and often our education initiatives prove to be the best. We will continue to bring business and education together and develop young people with increasing skills," he concluded.

John MacGregor (left) with Sir Brian Wolfson, chairman of the National Training Task Force.

Special Report

Inward investment fuels Britain's growth

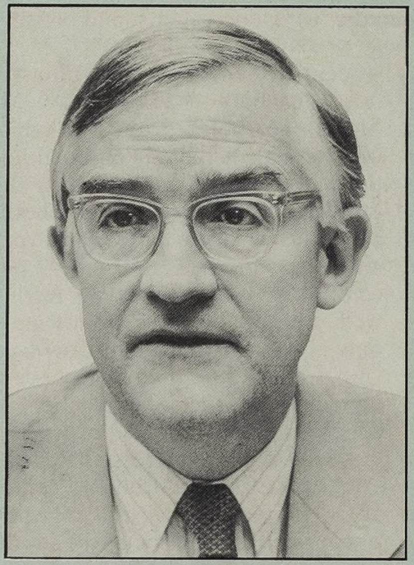
Employment Minister Robert Jackson opened a seminar discussing inward investment in the UK, sketching a picture of a far healthier economic background than 'the gloom merchants' would have us believe.

Figures showed that the UK was experiencing 3 per cent faster growth in inward investment than all our European competitors, with one-third of all Japanese investment in Europe coming to the UK.

"We now have a higher proportion of people employed than at any time in our history," he said, "and having been a net importer of many products, we are turning the tide."

Britain is already a net exporter of fridges and televisions, he said, and within three years, we will be a net exporter of cars, proving that Japanese inward investment in Wales and the North East has been particularly successful.

"Potential investors look at the quality of the workforce in terms of productivity," said Mr Jackson, "thus TECs' role in attracting inward investment must be to promote the skills base of our workforce."


Robert Jackson

One TEC chairman was worried that encouraging Japanese investment was making Britain a province of Japan; but in reply Robert Jackson paraphrased an earlier speaker who said that any nation which thought the real estate value of Tokyo exceeded that of the whole of the USA was seriously deluded about its financial power. We should welcome Japanese investment and not worry about it.

Other speakers stressed the need for a better lending and financial assistance culture in Britain, moving away from the discretion of bank managers with insufficient industrial knowledge.

The idea of a clearing house for allocating resources and funds to finance projects was discussed —along the lines of the separate enterprise development agency set up by Milton Keynes TEC with its local county council. This was particularly helpful for providing a bottom-up approach to business funding, where local insight could help outside investors target the appropriate project.

TECs 'must have a product' to attract sponsors

TECs must have a product to sell if they are to generate income and sponsorship from the private sector, claimed Julia Claverdon of Business in the Community.

One example of such a product would be 'Investors in People'.

TECs should also identify the partners they could use to deliver their product: in Devon and Cornwall, for example, Women's Institutes were the most effective channel for reaching women. TECs should draw up 'shopping lists' of partnership opportunities, and generate revenue from a 'Friends of the TEC' movement or 'Per Cent' clubs.

Skills beyond the 'warehouse' economy —inspiring the entrepreneurs

Alistair Morton, chairman of Kent TEC and co-chairman of the British half of Eurotunnel, was keen to stress the 'E' in TECs.

"Kent has very few large employers," he said. "In fact, 90 per cent of Kent firms employ fewer than 25 people. Thus small business development and enterprise is essential.

"North East Kent has the slowest-growing economy in Europe as a region," he said, "with a low skills base and few entrants with a higher education going into business."

The impact of the Channel Tunnel would be enormous and could bring as many problems as benefits, he explained, voicing the concern of many Kent businessmen that the region might become a vast warehouse straddling the trade route from London to Paris.

Nevertheless, Kent must sell its geographical position as a bonus for future investors; and the fact that unemployment for the whole county is down to 5 per cent is a further attraction.

Kent TEC has established a good relationship with the county council, and together they have set up a Training Directorate and an Enterprise Directorate, focusing on local needs.

The emphasis is on retraining those in work and increasing their skills, operating as a one-stop service for small businesses by offering a database of available properties and skilled workers.

What is missing, said Mr Morton, is the necessary attitude amongst employers towards retraining.

Special Report

Why the Germans do it better

German industrial productivity far outstrips that of Britain, and the reason lies in the skills of Germany's workforce, according to Berlin academic Dr Karin Wagner.

In her talk, Dr Wagner listed data which, if not entirely news to her audience, nonetheless gave it considerable pause for thought. Productivity per worker was 60 per cent higher in Germany, and wages 70 per cent higher. Some 65 per cent of German workers had completed two years of vocational training, against only 25 per cent in Britain. About 70 per cent of German school leavers undertook apprenticeships.

Around one-third of German youngsters stayed on in full-time education at the age of 18, compared with one-fifth in Britain. Low-attaining students in Britain were between one and two years behind in maths. Germany had 120,000 craftsmen in mechanical engineering, compared with Britain's 35,000.

Dr Wagner said German industry's higher productivity resulted not from more modern plant and machinery, but from the higher skills of its workforce. Firms in industries like kitchen furniture could focus on high value-addd, high fashion products with low production runs; while British firms stayed with middle-of-the-range, high volume products, facing competition from the Far East.

Breakdowns

Low skill levels, she said, meant machinery breakdowns were a far bigger problem in the UK. German workers were more flexible and needed less supervision, so new processes could be introduced faster and labour turnover was lower. Supervisors were qualified 'meisters' or craftsmen who were better able to solve problems. German managers often had a technical background which made them more ready to innovate.

She predicted that the removal of barriers between East and West would lead to a further increase in competition from low-wage producers, so the need for better vocational training in Britain was never more urgent.

William Kolberg linked the US trade gap to its training record.

Skills and living standards —America on the brink

America is on the brink of a fall in living standards; and its industry's record on training and the public education system are to blame, said William Kolberg.

Mr Kolberg has been president of the National Alliance of Business since 1980. He also served for four years as assistant secretary of labor and administrator of the Employment and Training Administration.

American industry, he told the conference, had seen flat or falling productivity for 20 years. The US trade gap itself was a symptom of low output. "America," he warned, "is on the brink of lower living standards because of inattention by employers to the need to move to a high-performance work organisation."

American employers spent on average 1·4 per cent of business income on training, compared with an average 3 to 5 per cent for 'blue-chip' firms like IBM and for German and Japanese firms. Most of American firms' training budgets went on executives. Only between 5 and 15 per cent of employers were building a high-performance workforce through investment in cross-skilling, re-skilling and other training. "Most employers don't yet understand the front-line worker," he said.

Furthermore, America's national education and training system was deficient. US pupils ranked near last in the world in maths and science; and pupils not bound for college were neglected since there was no adequate scheme for school-to-work transition.

Reforms

There were four areas in which reforms were under consideration or just beginning. First, on radically restructuring public education, with plans for a national curriculum and national tests. Second, on a system of three-year, German-style apprenticeships at age 16 for 70 per cent of non-college-bound students. Third, on incentives to train for employers. And fourth, on the reform of local training and enterprise organisations.

American PICs were still working at the margins, whereas British TECs were moving to the centre, where they had to be to lever private funds and get motivation, Mr Kolberg said.

Big firms' doors are open to TECs

Large firms have a track record of helping local training and enterprise, and much expertise to offer TECs and smaller firms, said Trevor Thomas, deputy national personnel director at Unilever UK.

He told a seminar on "Developing relationships with national companies" that large firms were "almost universally strongly supportive of TECs". In the 1980s they had worked for economic regeneration in partnerships with the enterprise agencies, the forerunners of TECs. They had helped small firms through financial support, seconding staff, providing premises and facilities, and setting up 'meet the buyer' sessions for small suppliers.

Big firms had also supported local education initiatives and had been behind the formation of the first 'Compact' in East London.

They were increasing their own committment to training "pretty substantially" in the face of growing competition and demographic trends. They had the benefit of training professionals, and "I think if you (the TECs) tap them, you'll find them very responsive."

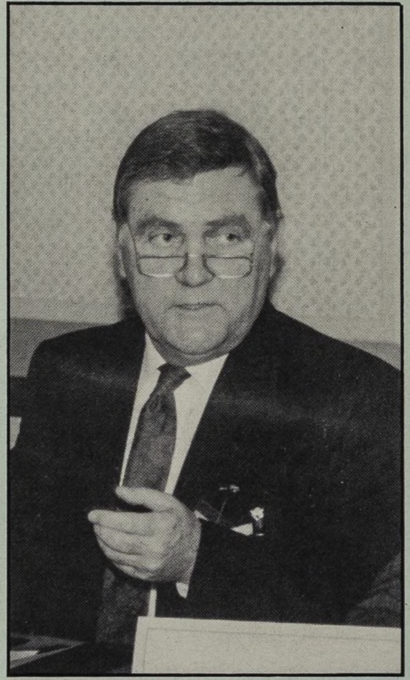
Large firms were introducing the concept of 'Total Quality Management'—"the single biggest impetus to training that there is." TQM generated enormous enthusiasm and energy and TECs should seek out firms committed to it, using them as missionaries and evangelists.

A by-product of TQM, he said, is that employee self-development is boosted, with a number of companies setting up learning centres and getting an amazing response, as at Ford.

Large companies also had expertise in distance learning, which often suited small companies too since they usually had little time and few resources. "I am sure that big businesses would give access to show their experience," Mr Thomas said.

TECs could also call on big firms for help in spreading the word about NVQs (National Vocational Qualifications), which were not as well understood as they should be. Bigger companies had often been involved in developing the standards and could be tapped to explain to others how they worked.

Big firms also supported the Management Charter Initiative and were keen to support 'Investors in People': "They will wear that badge with pride," he declared.



Trevor Thomas

In summary, TECs should find out what national companies are doing, and tell them what TECs' needs are: "The door is open and you'll find a warm welcome."

Olivia Grant

Use handshake, not headbutts, with local authorities

Local authorities have power and leverage and could be an obstacle to TECs unless effective links are forged, said Ernest Urquhart, chief executive of Southampton City Council and director of Hampshire TEC.

Local authorities have had a lot of experience of 'culture change', but by their very nature are political and system-driven: creating links with them requires using handshakes, not headbutts. They are also big businesses: In dealing with local authorities, TECs must guard against superficial links. They should use existing channels such as committees, know the elected members, understand the political structures, participate in discussions and get the politicians involved—in short, "be organised, informed, and successful."

Tyneside TEC's chief executive Olivia Grant added that TECs needed to forge a clear identity for their role and guard against developing relations with authorities which were "too close". This was a danger where a TEC covered the area of a single authority.

She went on to suggest that one of the ways TECs could develop good relations was by holding regular meetings with chief officers; TECs had to listen effectively, communicate and keep channels open, she said.

Many TEC members in the audience agreed with her that pressure from authorities for formal operating agreements between themselves and the TECs were too restrictive and should be resisted; but above all, there was a need for trust.

Blueprint for a decade

The Government's strategic guidance on training and enterprise *1990s: The Skills Decade* was launched at the conference. It reviews progress made towards a national framework for training and sets out priorities for government, TECs, employers and individuals. In Scotland, the guidance will form part of the policy frameworks for Scottish Enterprise and Highlands and Islands Enterprise.

Free copies of the guidance and a four-page Executive Summary, are available from Clare West, Room W734, Training Agency, Moorfoot, Sheffield S1 4PQ.

Regional comments

An important part of the conference was the series of regional group discussions. A number of ideas—as well as criticisms—emerged.

The North West region emphasised the need for the chairman and the chief executive of a TEC to be regarded with equal status. It also called for more openness between TECs and less competition as to who could come up with the best ideas.

The West Midlands group suggested sharing research and development costs. And it wanted more training for TEC boards and chief executives.

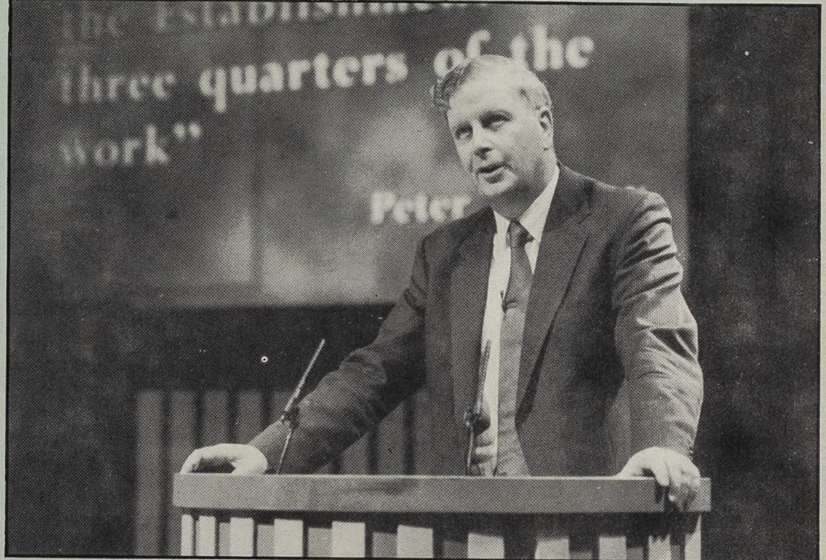
Both the South West and the Yorkshire and Humberside regional groups were concerned about individual TECs and regions not having sufficient input into the publicity strategy. However, the East Midlands group regarded advertising as an essential step in building up a *national* image.

The Welsh TECs suggested the formation of a central secretariat to co-ordinate activities and act as a communication channel between TECs.

The South East and London groups wanted greater emphasis on enterprise—the London group commented that they often felt that the 'E' in TEC stood more for education than enterprise.

The Northern group of TECs wanted a greater say in TEC conferences, and suggested a series of regional TEC conferences.

'Boost private sector training spend'—Sir Geoffrey Holland



TECs must get the private sector to boost its training budget, since the public sector is "more than pulling its weight" as investors in people, said Sir Geoffrey Holland, permanent secretary at the Employment Department.

Public sector employers account for 28 per cent of total spending on workplace training but employ only 20 per cent of the working population. Firms with under ten employees firms account for 11 per cent of spending but employ 26 per cent of the workforce, while the Armed Forces invest 11 per cent while employing a mere 1 per cent.

The growing numbers of households with two or more earners, and the rise in disposable incomes and leisure time, also present "huge opportunities" to increase the amount of time and money individuals could invest in their own improvement, Sir Geoffrey continued.

50,000 trained personnel staff across the country—also need to be mobilised for the task of training. "At the moment they're tending to do their own particular thing without being drawn into the wider strategy of economic and enterprise development in the local community," Sir Geoffrey said.

There is no shortage of training providers, he added, but better links are needed between them and their customers. TECs should help to forge such links and they have a "pace-setting role" in promoting open, distance and flexible learning—where Britain is already the world-leader and where cost savings can be "dramatic".

Research shows that only one in three employers knows about TECs, Marilyn Baxter of advertising agency Saatchi and Saatchi (left) told delegates. She discussed plans for a national campaign by the Employment Department next year to raise the profile of TECs and spread awareness of the need for training.

Special Feature

In a survey of financial sector firms, foreigners as a proportion of total employees range from 1 to 32 per cent. Photo: Financial Times

Foreign workers and the UK labour market

by John Salt and Robert Kitching

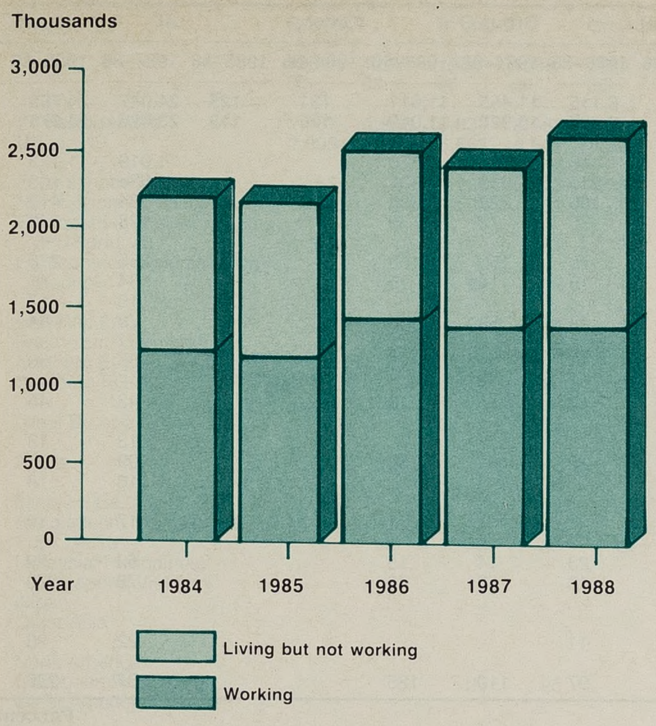
Department of Geography, University College, London

London Borough of Hammersmith and Fulham

In the last few years there has been a rising trend in foreign labour immigration in most West European countries. This article describes how the UK has been part of this general trend.

- **Between 1985 and 1988, an estimated flow of 160,000 foreign nationals took up work in the UK. A significant number were corporate transferees.**
- **By 1988, foreign national accounted for 4·5 per cent of the UK labour force.**
- **One in five of foreign nationals in employment are in professional, managerial or employer jobs.**
- **Half of all overseas workers are located in the South East. In London they account for one in eight of the working population.**
- **There is little evidence that UK employers recruit foreign nationals as a substitute for training indigenous labour.**

Figure 1 Foreign nationals living and working in the UK, 1984-88



Source: Labour Force Survey

Improvements in the British economy have created a number of skill shortages; clearly some firms are meeting these with strategies involving recruitment from abroad. The growth of trans-national corporations (TNCs) is creating internal labour markets within firms which are international and which involve transfers of staff from one country to another as a normal element in vacancy filling.

Within Europe the integration of businesses and the freedom of movement provisions of the Treaty of Rome have created a climate that favours transfers of skills between countries, partly in response to labour market mismatches. There is an expectation that the 1992 Single European Act will foster this trend.

This article reports some of the main findings of a recent study into the role currently played by foreign labour in the UK labour market[1]. It begins by assessing the scale and nature of foreign worker stocks and flows using unpublished data from the Labour Force Survey. It then reports some of the main findings of an interview survey of employers about their recruitment policies and practices in relation to the use of overseas workers.

Stocks of foreign workers in the UK

Numbers

Figure 1, taken from the Labour Force Survey, records stocks of foreign nationals working in the UK. During the period 1984–88 the numbers rose by 10 per cent to 1,123,000, 4·5 per cent of the labour force—the same proportion as that of all foreign nationals living in the UK. Numbers of workers from EC countries averaged 383,000 during 1986–88, 37 per cent of all foreigners. The Irish were the single biggest group, 24 per cent (255,000) of all foreign nationals working and 66 per cent of those from the EC.

[1] Salt, J 1990, *Foreign labour immigration and the UK labour market*, Migration Research Unit, Department of Geography, University College London.

[2] This is based on the classification of occupations used to produce socio-economic groups (SEGs). Because of the small sample size SEGs have been amalgamated into three major categories.

Socio-economic and industrial structure

The socio-economic structure[2] of foreign workers (this term excludes those who are unemployed) is not all that different from that of the home population, though there are some minor differences between those from the EC, especially the Irish, and other foreign workers (*table 1*). The Irish are more likely to be in manual jobs and less likely to be in professional and managerial ones. Others from the EC are more likely to be in professional and managerial jobs than UK citizens (though the difference is small), and in manual work.

Similarly, the distribution of foreign workers by major industrial groups largely mirrors that of the UK workforce as a whole (*table 2*). For each group, comparison of the two means (1984–86 and 1986–88) shows the number of foreign nationals in employment to be growing at a faster rate than the total workforce. This was particularly the case in Group B which comprises mainly manufacturing industries, although the net growth in employment was relatively small.

Regional pattern

The foreign national workforce in employment exhibits a very different regional pattern from that of the UK labour force as a whole (*table 3*). Over half (54 per cent) of the foreign nationals in employment are concentrated in London and the rest of the South East, compared with only a third of the labour force as a whole. In contrast, only 21 per cent of the foreign workers make up the Midlands, East Anglia and South West regional group, compared with 28 per cent of the UK total workforce. For the rest of the UK the figures are 26 per cent and 39 per cent. This distribution means that while outside the capital foreign nationals constitute between 3 and 4·5 per cent of the working population, they make up 12·6 per cent of all those who work in London. Workers from the EC are more likely than others to be in London and the South East.

Immigration and labour flows

Numbers

Estimates derived from the LFS suggest that the flow of foreign nationals coming in to work during the period 1985–88 totalled 160,100 (*table 4*). The balance of origins of foreign workers shows considerable differences from that of all foreigners entering. The EC provides 40·6 per cent of workers (65,100) but only 28·1 per cent of the total; other 'surplus shares' of workers come from Australia and New Zealand. In contrast, Asia is much less well represented in worker movement as, to a lesser extent, are Africa, the US and Canada, and the Rest of the World.

The flow is strongly differentiated by sex (*table 4*). In general there are more men, particularly among Asians, Irish nationals and North Americans. By contrast, EC (excluding the Irish) flows are strongly female.

Socio-economic structure

The socio-economic structure of foreign worker flows into the labour market differs in some respects to that for existing stocks (*table 6*). In both cases about a fifth of the total foreign national workforce in employment is in jobs in the professional, managerial and employer category, but the flow contains more in junior non-manual, clerical and related occupations and fewer manual workers.

The flow pattern of the socio-economic groups is also differentiated by nationality. Non-EC nationals are more likely to be in the highest status group and less so among manual workers. Hence, a majority of those nationals who

Table 1 All working in the UK, by nationality and socio-economic group, 1984–86 to 1986–88 (three-year means)

Thousands

Nationality	Group A 1984–86	Group A 1986–88	Group B 1984–86	Group B 1986–88	Group C 1984–86	Group C 1986–88	Other 1984–86	Other 1986–88	All 1984–86	All 1986–88
All nationalities	**4,602**	**4,947**	**7,859**	**8,115**	**11,455**	**11,611**	**131**	**125**	**24,047**	**24,798**
UK	**4,402**	**4,719**	**7,580**	**7,797**	**10,920**	**11,040**	**125**	**118**	**23,028**	**23,675**
Foreign nationals	200	228	278	318	535	570	:	:	1,019	1,123
Non-EC foreign nationals	132	152	186	213	313	337	:	:	636	706
EC countries (including Spain and Portugal)	67	76	92	105	222	233	:	:	384	417
EC countries excluding Irish Republic	27	31	29	35	72	75	:	:	128	142
Irish Republic	40	45	63	70	150	158	:	:	255	275
France and Germany	:	11	12	15	14	15	:	:	34	41
Northern EC	:	:	:	:					16	17
Southern EC	13	15	12	14	53	55	:	:	78	84
Other Europe	12	14	10	11	31	25	:	:	55	50
Africa	11	:	17	17	15	18	:	:	43	45
Middle East	:	:	:	:	:	:	:	:	13	13
Bangladesh; India; Pakistan; Sri Lanka	21	20	16	22	61	64	:	:	99	107
Malaysia; Philippines; Singapore; Vietnam	:	:	:	:	:	:	:	:	16	18
Japan	:	:	:	:	:	:	:	:	:	:
Other Asia	:	:	:	:	:	11	:	:	17	19
North America	18	20	21	23	14	15	:	:	52	59
Caribbean/West Indies	:	:	22	18	52	48	:	:	78	70
Other America	:	:	:	:	:	:	:	:	:	:
Australia and New Zealand	:	:	:	11	:	:	:	:	22	26
Rest of world/not stated	40	56	78	97	110	135	:	:	237	296
										Per cent
All nationalities	**19·1**	**19·9**	**32·7**	**32·7**	**47·6**	**46·8**	**0·5**	**0·5**	**100·0**	**100·0**
UK	**19·1**	**19·9**	**32·9**	**32·9**	**47·4**	**46·6**	**0·5**	**0·5**	**100·0**	**100·0**
Foreign nationals	19·6	20·3	27·3	28·3	52·6	50·8	:	:	100·0	100·0
Non-EC foreign nationals	20·8	21·5	29·3	30·1	49·3	47·7	:	:	100·0	100·0
EC countries (including Spain and Portugal)	17·5	18·2	24·0	25·2	57·9	55·9	:	:	100·0	100·0
EC countries excluding Irish Republic	21·2	21·7	22·5	24·9	56·2	53·0	:	:	100·0	100·0
Irish Republic	15·7	16·5	24·8	25·3	59·0	57·5	:	:	100·0	100·0
France and Germany	:	26·5	35·9	36·4	39·7	36·2	:	:	100·0	100·0
Northern EC	:	:	:	:					100·0	100·0
Southern EC	17·1	17·6	14·9	16·6	68·0	65·5	:	:	100·0	100·0
Other Europe	22·4	27·2	19·2	22·0	57·8	49·6	:	:	100·0	100·0
Africa	25·4	:	38·9	37·8	35·7	39·4	:	:	100·0	100·0
Middle East	:	:	:	:	:	:	:	:	100·0	100·0
Bangladesh; India; Pakistan; Sri Lanka	21·4	19·1	16·5	20·6	61·6	59·9	:	:	100·0	100·0
Malaysia; Philippines; Singapore; Vietnam	:	:	:	:	:	:	:	:	100·0	100·0
Japan	:	:	:	:	:	:	:	:	:	:
Other Asia	:	:	:	:	:	58·1	:	:	100·0	100·0
North America	33·8	34·6	39·9	39·6	26·3	25·2	:	:	100·0	100·0
Caribbean/West Indies	:	:	28·1	25·3	67·2	68·6	:	:	100·0	100·0
Other America	:	:	:	:	:	:	:	:	:	:
Australia and New Zealand	:	:	:	42·6	:	:	:	:	100·0	100·0

Note: Socio-economic groups as in OPCS (1989), Labour Force Survey 1987, London: HMSO.
Group A Professional, employers, managers
Group B Other non-manual
Group C Skilled manual
Semi-skilled manual
Unskilled manual
: Less than 10,000. Row totals include relevant estimates for these cells.

Source: Labour Force Survey

are not subject to the work permit system enter into work in occupations for which permits would not normally be issued[1]. It must be remembered, however, that the data refer to the jobs being done and not necessarily the qualification level of those occupying them.

Geographical pattern

It was seen above that the stock of foreign labour in employment is concentrated in London and the South East. The distribution of migrant stocks at any time represents the culmination of immigrant labour flows over a long period, as well as entry into the labour force of settlers who do not have British nationality. It may be argued that the geographical distribution of labour flows provides a more sensitive indicator of labour market needs than stock figures.

It is clear that the vibrant economy of south-eastern England has exerted a strong pull on foreign labour during 1985–88 (*table 6*). London and the South East attracted 72 per cent of all foreign nationals coming in to work, explained largely by a combination of rising demand, geographical proximity to the rest of Europe and the sheer

[1] EC nationals, with the exception of Spanish and Portuguese until 1993, do not require work permits in order to gain employment in the UK. All other nationalities do, except for some young Commonwealth workers here for training purposes, working holidaymakers, students undertaking vacation work, and dependants of work permit holders. Work permits for full employment are available only for overseas workers holding recognised professional qualifications or having a high degree of skill or experience.

Table 2 All working in the UK, by nationality and industry group, 1984–86 to 1986–88 (three-year-means)

Thousands

Nationality	Group A 1984–86	Group A 1986–88	Group B 1984–86	Group B 1986–88	Group C 1984–86	Group C 1986–88	Group D 1984–86	Group D 1986–88	Group E 1984–86	Group E 1986–88	Other 1984–86	Other 1986–88	All 1984–86	All 1986–88
All nationalities	**2,057**	**1,960**	**6,834**	**6,881**	**4,851**	**5,077**	**2,181**	**2,453**	**7,932**	**8,297**	**161**	**130**	**24,047**	**24,798**
UK	**2,005**	**1,903**	**6,568**	**6,567**	**4,627**	**4,827**	**2,105**	**2,347**	**7,572**	**7,908**	**150**	**121**	**23,028**	**23,675**
Foreign nationals	52	57	296	313	225	250	76	106	360	389	11	:	1,019	1,123
Non-EC foreign nationals	34	39	182	191	140	158	52	71	220	242	:	:	636	706
EC countries (including Spain and Portugal)	18	18	114	121	85	93	24	35	140	147	:	:	384	417
EC countries excluding Irish Republic	:	:	28	27	40	48	:	13	44	45	:	:	128	142
Irish Republic	11	11	86	94	45	45	16	22	96	102	:	:	255	275
France and Germany	:	:	:	:	:	:	:	:	15	17	:	:	34	41
Northern EC	:	:	:	:	:	:	:	:	:	:	:	:	16	17
Southern EC	:	:	19	16	28	35	:	:	23	23	:	:	78	84
Other Europe	:	:	19	18	10	11	:	:	17	15	:	:	55	50
Africa	:	:	:	:	:	:	:	:	21	22	:	:	43	45
Middle East	:	:	:	:	:	:	:	:	:	:	:	:	13	13
Bangladesh; India; Pakistan; Sri Lanka	:	:	43	39	27	34	:	:	23	22	:	:	99	107
Malaysia; Philippines; Singapore; Vietnam	:	:	:	:	:	:	:	:	:	:	:	:	16	18
Japan	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other Asia	:	:	:	:	:	:	:	:	:	:	:	:	17	19
North America	:	:	:	:	:	:	:	:	24	27	:	:	52	59
Caribbean/West Indies	:	:	25	25	:	:	:	:	36	33	:	:	78	70
Other America	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Australia and New Zealand	:	:	:	:	:	:	:	:	:	:	:	:	22	26
Rest of world/not stated	15	22	64	77	54	63	22	31	73	95	:	:		
														Per cent
All nationalities	**8·6**	**7·9**	**28·4**	**27·7**	**20·2**	**20·5**	**9·1**	**9·9**	**33·0**	**33·5**	**0·7**	**0·5**	**100·0**	**100·0**
UK	**8·7**	**8·0**	**28·5**	**27·7**	**20·1**	**20·4**	**9·1**	**9·9**	**32·9**	**33·4**	**0·7**	**0·5**	**100·0**	**100·0**
Foreign nationals	5·1	5·0	29·0	27·8	22·0	22·3	7·5	9·4	35·3	34·6	1·1	:	100·0	100·0
Non-EC foreign nationals	5·3	5·5	28·6	27·1	21·9	22·3	8·2	10·0	34·6	34·2	:	:	100·0	100·0
EC countries (including Spain and Portugal)	4·6	4·3	29·7	29·1	22·2	22·3	6·2	8·4	36·4	35·3	:	:	100·0	100·0
EC countries excluding Irish Republic	:	:	22·1	19·1	31·1	33·9	:	9·4	34·1	31·8	:	:	100·0	100·0
Irish Republic	4·2	4·0	33·5	34·2	17·8	16·2	6·3	7·8	37·7	37·1	:	:	100·0	100·0
France and Germany	:	:	:	:	:	:	:	:	44·1	40·4	:	:	100·0	100·0
Northern EC	:	:	:	:	:	:	:	:	:	:	:	:	100·0	100·0
Southern EC	:	:	24·7	18·6	36·0	41·6	:	:	29·4	27·1	:	:	100·0	100·0
Other Europe	:	:	34·7	35·1	18·3	21·2	:	:	30·8	29·6	:	:	100·0	100·0
Africa	:	:	:	:	:	:	:	:	49·3	49·1	:	:	100·0	100·0
Middle East	:	:	:	:	:	:	:	:	:	:	:	:	100·0	100·0
Bangladesh; India; Pakistan; Sri Lanka	:	:	43·0	36·3	27·1	32·1	:	:	23·2	20·7	:	:	100·0	100·0
Malaysia; Philippines; Singapore; Vietnam	:	:	:	:	:	:	:	:	:	:	:	:	100·0	100·0
Japan	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Other Asia	:	:	:	:	:	:	:	:	:	:	:	:	100·0	100·0
North America	:	:	:	:	:	:	:	:	46·5	45·9	:	:	100·0	100·0
Caribbean/West Indies	:	:	32·3	35·7	:	:	:	:	46·1	46·2	:	:	100·0	100·0
Other America	:	:	:	:	:	:	:	:	:	:	:	:	:	:
Australia and New Zealand	:	:	:	:	:	:	:	:	:	:	:	:	100·0	100·0

Industry groups as in OPCS (1989), Labour Force Survey 1987, London: HMSO.
Group A 0 Agriculture, forestry and fishing
1 Energy and water supply industry
2 Extraction of minerals and ores, other than fuels
Manufacture of metals, mineral products and chemicals
Group B 3 Metal goods, engineering and vehicle industries
4 Other manufacturing industries
5 Construction
Group C 6 Distribution, hotels and catering, repairs
Group D 8 Banking, finance and insurance, business services and leasing
Group E 7 Transport and communications
9 Other services
: Less than 10,000. Row totals include relevant estimates for these cells.

Source: Labour Force Survey

size and diversity of the labour market in this corner of the UK.

Corporate transfers

One of the major features of labour immigration into the UK is the high proportion accounted for by corporate transfers. Survey evidence and data on work permit issues show that almost all of those transferred are professional, managerial or highly skilled technical staff. The LFS records whether or not an immigrant who was working abroad the year before is now working in the UK for the same employer and is thus a corporate transferee.

Over the period 1985–88, 46,400 foreign nationals in employment, 46 per cent of all who entered and were

Table 3 All working in the UK, by nationality and region of residence, 1984–86 to 1986–88 (three-year-means)

Thousands

Nationality	Group A 1984–86	Group A 1986–88	Group B 1984–86	Group B 1986–88	Group C 1984–86	Group C 1986–88	Group C 1984–86	Group C 1986–88	All 1984–86	All 1986–88
All nationalities	**3,060**	**3,084**	**4,810**	**5,008**	**6,624**	**6,933**	**9,553**	**9,772**	**24,047**	**24,798**
UK	**2,706**	**2,695**	**4,605**	**4,792**	**6,410**	**6,704**	**9,307**	**9,485**	**23,028**	**23,675**
Foreign nationals	354	389	204	217	214	230	246	287	1,019	1,123
Non-EC foreign nationals	224	241	125	127	137	152	149	186	636	706
EC countries (including Spain and Portugal)	130	149	79	90	77	77	97	101	384	417
EC countries excluding Irish Republic	49	57	35	41	25	24	19	20	128	142
Irish Republic	81	91	44	49	52	54	78	81	255	275
France and Germany	11	16	10	12	:	:	:	:	34	41
Northern EC	:	:	:	:	:	:	:	:	16	17
Southern EC	35	39	19	22	15	14	:	:	78	84
Other Europe	23	23	11	:	10	10	10	:	55	50
Africa	25	29	:	:	:	:	:	:	43	45
Middle East	:	:	:	:	:	:	:	:	13	13
Bangladesh; India; Pakistan; Sri Lanka	36	45	16	16	29	27	18	20	99	107
Malaysia; Philippines; Singapore; Vietnam	10	:	:	:	:	:	:	:	16	18
Japan	:	:	:	:	:	:	:	:	:	:
Other Asia	:	:	:	:	:	:	:	:	17	19
North America	16	20	14	14	14	16	:	:	52	59
Caribbean/West Indies	45	41	:	:	17	16	:	:	78	70
Other America	:	:	:	:	:	:	:	:	:	:
Australia and New Zealand	12	14	:	:	:	:	:	:	22	26
Rest of world/not stated	37	35	52	62	53	71	87	123	230	290

Per cent

Nationality	Group A 1984–86	Group A 1986–88	Group B 1984–86	Group B 1986–88	Group C 1984–86	Group C 1986–88	Group C 1984–86	Group C 1986–88	All 1984–86	All 1986–88
All nationalities	**12·7**	**12·4**	**20·0**	**20·2**	**27·5**	**28·0**	**39·7**	**39·4**	**100·0**	**100·0**
UK	**11·8**	**11·4**	**20·0**	**20·2**	**27·8**	**28·3**	**40·4**	**40·1**	**100·0**	**100·0**
Foreign nationals	34·8	34·7	20·1	19·3	21·0	20·5	24·2	25·6	100·0	100·0
Non-EC foreign nationals	35·3	34·1	19·7	18·0	21·5	21·6	23·4	26·4	100·0	100·0
EC countries (including Spain and Portugal)	33·9	35·6	20·6	21·5	20·0	18·6	25·3	24·3	100·0	100·0
EC countries excluding Irish Republic	38·5	40·4	27·3	28·7	19·2	16·6	15·0	14·3	100·0	100·0
Irish Republic	31·7	33·2	17·3	17·9	20·5	19·6	30·6	29·4	100·0	100·0
France and Germany	33·5	38·2	30·6	29·1	:	:	:	:	100·0	100·0
Northern EC	:	:	:	:	:	:	:	:	100·0	100·0
Southern EC	44·4	45·8	24·4	25·7	19·5	16·9	:	:	100·0	100·0
Other Europe	42·5	46·3	19·7	:	18·7	20·5	19·1	:	100·0	100·0
Africa	58·2	64·9	:	:	:	:	:	:	100·0	100·0
Middle East	:	:	:	:	:	:	:	:	100·0	100·0
Bangladesh; India; Pakistan; Sri Lanka	36·1	41·5	16·4	14·7	29·1	24·8	18·5	19·0	100·0	100·0
Malaysia; Philippines; Singapore; Vietnam	65·1	:	:	:	:	:	:	:	100·0	100·0
Japan	:	:	:	:	:	:	:	:	100·0	100·0
Other Asia	:	:	:	:	:	:	:	:	100·0	100·0
North America	30·4	34·1	26·6	22·9	27·5	27·3	:	:	100·0	100·0
Caribbean/West Indies	57·4	58·0	:	:	22·0	22·7	:	:	100·0	100·0
Other America	:	:	:	:	:	:	:	:	:	:
Australia and New Zealand	56·3	53·0	:	:	:	:	:	:	100·0	100·0
Rest of world/not stated	16·2	12·0	22·8	21·2	23·1	24·3	37·9	42·4	100·0	100·0

Source: Labour Force Survey

Regions as in OPCS (1989), Labour Force Survey 1987, London: HMSO.
A Greater London (inner and outer)
B Rest of the South East
C East Anglia; East Midlands; West Midlands (Metropolitan and rest of South West).
D Rest of U.K.
: Less than 10,000. Row totals include relevant estimates for these cells.

working one year earlier, did not change their employer (*table 7*).

Among non-EC nationals, transferees were in a clear majority of 58 per cent. Estimates of the level of transference among EC nationals may only be made residually, due to sample size. The data indicate that 25,700 from EC countries had a different employer after entry, representing 78 per cent of the inflow. This suggests that between a fifth and a quarter of EC nationals are corporate transferees. The figure is lower than that for their non-EC counterparts, but is consistent with freedom of movement within the Community. It confirms survey evidence that EC nationals fill many of the lower status job vacancies on offer, and into which multi-national employers are unlikely to wish or be able to transfer workers.

Survey of employers

The existence of so many foreign workers poses a number of questions about their role in the national labour market as a whole, particularly in relation to the employment of indigenous workers. Important issues include skill shortages and recruitment, flexibility and training, and the growing importance of the European dimension.

Table 4 All living/working in the UK and living outside the UK one year ago, by nationality and sex: totals for period 1985–88

Thousands

Nationality	Men Living	Men Working	Women Living	Women Working	All Living	All Working
All nationalities	**495**	**227**	**563**	**159**	**1,058**	**387**
UK (including Channel Isles and Isle of Man)	**291**	**138**	**307**	**89**	**598**	**227**
Foreign nationals	204	89	256	71	461	160
Non-EC foreign nationals	144	56	187	39	331	95
EC countries (including Spain and Portugal)	60	33	70	32	129	65
EC countries (excluding Irish Republic)	24	11	47	24	71	35
Irish Republic	35	22	23	:	58	30
France and Germany	12	:	28	15	39	20
Other EC	13	:	19	:	32	15
Africa	17	:	20	:	37	10
Asia	58	15	60	:	118	19
USA and Canada	38	17	53	11	91	29
Australia and New Zealand	17	11	23	12	39	24
Rest of the world/other	16	:	30	:	46	13

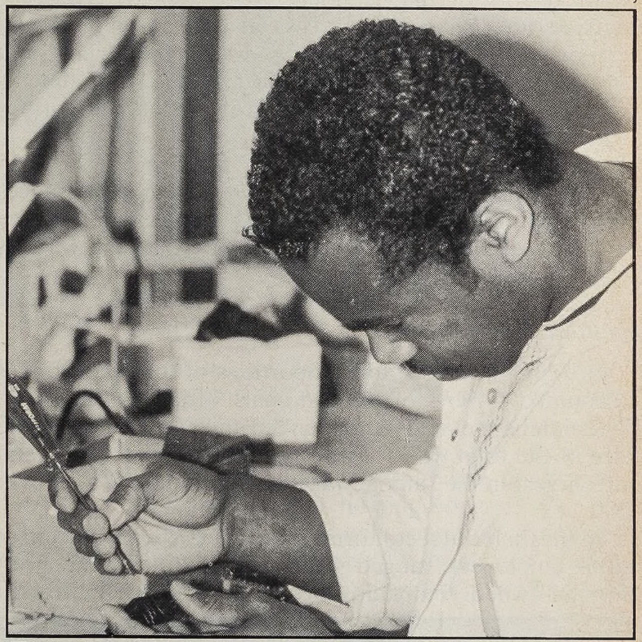
Source: Labour Force Survey

Table 5 All living/working in the UK and living outside the UK one year ago, by nationality and socio-economic group: totals for period 1985–88

Thousands

Nationality	Socio-economic group Group A	Group B	Group C	Other
All nationalities	**87**	**137**	**135**	**:**
UK (including Channel Isles and Isle of Man)	**56**	**86**	**72**	**:**
Foreign nationals	33	52	64	:
EC countries (including Spain and Portugal)	:	19	35	:
EC countries (excluding Irish Republic)	:	10	18	:
Irish Republic	:	:	17	:
France and Germany	:	:	10	:
Other EC	:	:	:	:
Africa	:	:	:	:
Asia	:	:	:	:
USA and Canada	:	14	:	:
Australia and New Zealand	:	11	:	:
Rest of the world/other	:	:	:	:

Source: Labour Force Survey



The number of foreign workers employed in electronic engineering was generally low.

Table 6 All living/working in the UK and living outside the UK one year ago, by nationality and region of residence: totals for period 1985–88

Thousands

Nationality	Region A Living	Region A Working	Region B Living	Region B Working	Region C Living	Region C Working	Region D Living	Region D Working	All Living	All Working
All nationalities	**280**	**131**	**267**	**106**	**261**	**78**	**251**	**72**	**1,059**	**387**
UK (including Channel Isles and Isle of Man)	**92**	**45**	**183**	**76**	**154**	**53**	**169**	**53**	**598**	**227**
Foreign nationals	188	86	84	30	107	25	82	19	461	160
EC countries (including Spain and Portugal)	67	37	23	13	21	:	19	:	129	65
EC countries (excluding Irish Republic)	36	18	12	:	11	:	11	:	71	35
Irish Republic	31	19	:	:	:	:	:	:	58	30
France and Germany	20	:	:	:	:	:	:	:	39	20
Other EC	16	:	:	:	:	:	:	:	32	15
Africa	22	:	:	:	:	:	:	:	37	10
Asia	46	11	15	:	33	:	24	:	118	19
USA and Canada	17	:	24	:	34	:	17	:	91	29
Australia and New Zealand	22	17	10	:	:	:	:	:	40	24
Rest of the world/other	15	:	:	:	12	:	:	:	46	13

Source: Labour Force Survey

Table 7 All living/working in the UK and living outside the UK one year ago, by nationality and whether with same or different employer: totals for period 1985–88

Nationality	Same		Different		All	
	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent
All nationalities	**105**	**40·3**	**155**	**59·7**	**260**	**100·0**
UK (including Channel Isles and Isle of Man)	**58**	**36·5**	**101**	**63·5**	**159**	**100·0**
Foreign nationals	46	46·3	54	53·7	100	100·0
Non-EC foreign nationals	39	58·1	28	41·9	67	100·0
EC countries (including Spain and Portugal)	:	:	26	77·9	33	100·0
EC countries (excluding Irish Republic)	:	:	12	72·1	17	100·0

Source: Labour Force Survey

An interview survey of 45 employers, both UK and foreign-owned, was conducted in the summer of 1989 to ascertain the role of foreign labour in their UK operations. Four sectors of the economy were studied: electronic engineering, financial services, health, and hotels and catering. Most of the employers interviewed were large and operated transnationally, but some smaller establishments were also included, as were several area health authorities within the NHS.

A wide range of issues was raised, and some of the main findings are presented here. Frequently differences between employers in their policies, attitudes and practice towards recruiting and using overseas labour were as important as consensus.

Numerical importance

Both the numbers and proportions of total workforces accounted for by foreign nationals varied considerably. The numbers employed depended to some extent on the size of the total workforce; often they exceeded 100, and the largest in the sample was a health authority with over 600.

In the financial sector firms, foreigners as a proportion of total employees ranged from 1 to 32 per cent, with foreign-owned companies having the highest figures. In electronic engineering, percentages were generally lower, and there was a less clear relationship with nationality of parent company. In the health sector, there was greater consistency, in the region of 5–10 per cent, but only a few employers had data available. In hotels and catering, there is considerable reliance upon foreign workers. It was not uncommon for them to form over half of the workforce in some large hotels in London, and even outside the capital they were important.

Technical note: Labour Force Survey

Data on the foreign population living and working in the UK may be derived from the Labour Force Survey (LFS). The LFS asks a question on nationality and on residence a year earlier, as well as employment status. It is thus possible to estimate the *stock* of foreign nationals living and working in the UK at the time of the survey (available from 1984) and the *flow* of those who have entered since the previous one (available from 1985). The LFS is the main source on EC nationals working in the UK.

The LFS estimates in this article are based on interviews with members of about 63,000 private households throughout the UK during March, April and May of each year (that is, about one in every 350 private households).

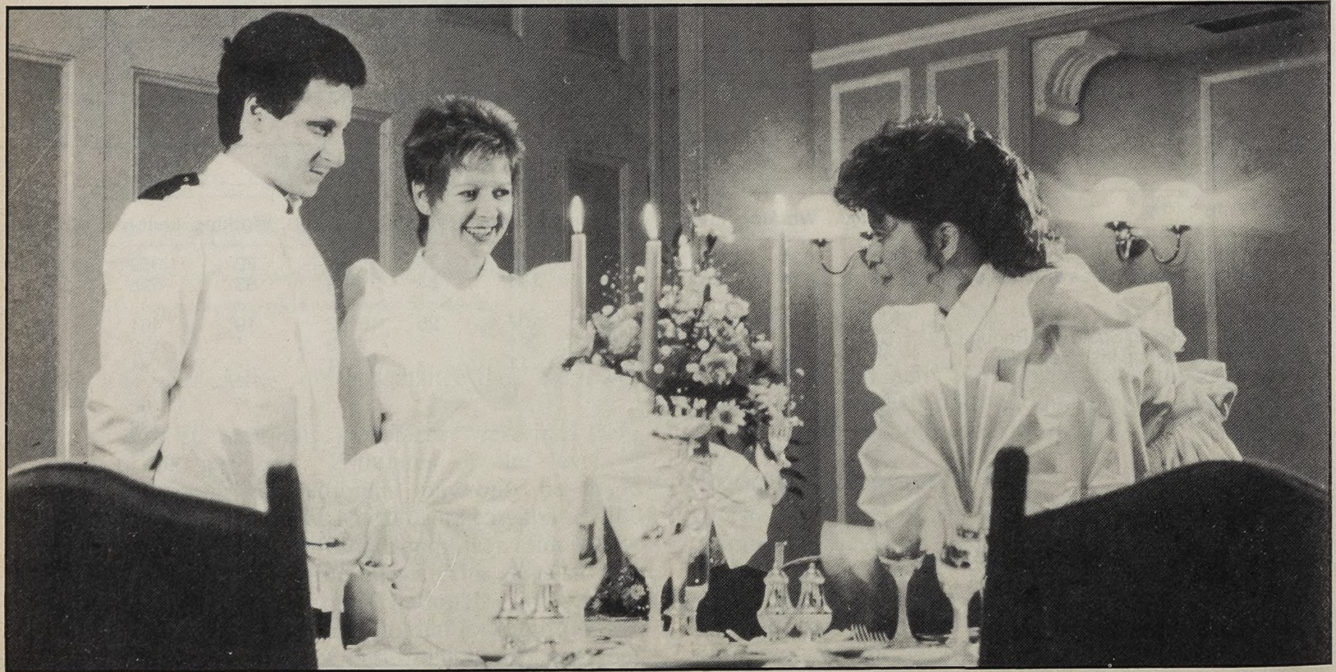
The results have been scaled to give estimates relating to the whole population resident in private households in the UK in spring of each year. The sample was designed to be representative of this population, but some individuals and households declined to take part (the survey is voluntary) or could not be contacted during the interview period.

In order to adjust for this, each person in the survey was given a weight or 'grossing factor', relating to that person's age, sex, marital status and region of residence. In this way the 'grossed-up' survey results give the correct population total and reflect the distributions by age, sex and region shown by the population figures.

As with all sample surveys, the results are subject to sampling error. A detailed description of the sample design (which has remained substantially unchanged since 1984) and information about sampling errors are given in the OPCS report of each year's survey; the latest available at the time of writing is the 1987 survey report.

Estimates below 10,000 are regarded as too prone to sampling error and are not used. This constitutes a major problem when dealing with foreign nationals. Both flow and stock figures may be below this threshold for individual nationalities, particularly when any disaggregation into migrant characteristics is attempted.

Major omissions from the LFS are those who enter and leave between surveys, and those who do not live in private households. It is known that many foreign workers, especially those working in hotels, live in hostels while in the UK and are therefore excluded from the LFS.



It is not uncommon for foreigners to form over half the workforce in some large hotels in London, and even outside the capital they are important.

In many occupations which use large numbers of overseas workers, skill levels are low so little training is required.

Local skill shortages

Many, but not all, employers who had recruited overseas workers had done so at least in part as a response to skill shortages and recruitment difficulties in the UK. But recruiting workers from overseas is an expensive and time-consuming business and few employers would seek to do so, were comparable labour available locally.

Most employers who recruit foreign nationals through the external labour market (as distinct from transferring in staff from their subsidiaries or parent companies overseas) had looked for workers elsewhere in the UK, but either the skills were not available (for example, in software engineering or nursing) or indigenous labour had proved reluctant to migrate. The latter was particularly the case in the hotel and catering sector in London and the South East.

Few employers in the survey were actively involved in recruiting overseas for their UK operations. In the finance sector, it was generally felt that skill shortages could be met from within the UK. Indeed, London was regarded as a major international human resource pool in which to recruit, its financial pre-eminence making it attractive as a stop on the career development route for British and foreign nationals alike.

Among electronic engineering employers, in contrast, there was a general consensus that some skill shortages were acute throughout the UK, but that there was little prospect that these could be overcome with overseas labour (with the exception of Irish), since wage rates were low relative to overseas competitors. Some companies, however, were eager to recruit in Hong Kong.

In both of these sectors, foreign nationals employed were almost always highly skilled, or in the process of early professional, managerial and technical career training; and they were in the UK by virtue of corporate international transfers rather than direct recruitment through the external labour market.

In the health and hotel and catering sectors, even where wage rates are relatively low, the non-financial benefits of working in the UK (short-term/seasonal work; ease of entry; accommodation provided; prospect of learning English; gaining experience and training) ensure that overseas labour plays an important quantitative role, by easing recruitment difficulties across a range of less skilled occupations as well as more specialised ones.

Shortages in both sectors were most acute in London and the South East, but there were notable examples of shortages in high unemployment regions too—in nursing, for example.

In general, though, employment of foreign nationals was a response to applications, often by those already in the UK, rather than to recruiting drives abroad by UK employers. The main exception to this in the sample was the practice of some health authorities of recruiting nurses in Eire.

Foreign workers versus training UK labour

There was little evidence that overseas workers are being imported as a substitute for training indigenous labour. In many of the occupations which use large numbers of overseas workers, skill levels are low so little training is required. Most employers wanting skilled workers continue to poach staff from their UK competitors, but there was plenty of evidence that companies felt they could no longer poach so easily and, as a consequence, had increased their own training facilities. The respondents said poaching staff from European competitors was felt to be especially difficult, given the relatively low level of wages and salaries in the UK, and a large measure of ignorance among recruiters of where pools of appropriate foreign labour might be found.

For example, engineering firms commonly had little idea which continental training institutions were turning out the specialist skills they required, and employers in all sectors were unsure how best to engage in overseas graduate recruitment.

The main link between the provision of training and the use of foreign workers is in career development. Secondments abroad are common at all career phases, and apply both to foreign nationals coming to the UK and British nationals going abroad. They are particularly important for people coming from countries requiring work permits.

Given the nature of the NHS, this process is less important in health services than in the other sectors; in hotels and catering it tends to be restricted to managerial grades and to large employers.

Flexibility and efficiency

There is no doubt that international transfers of specialist staff by multi-national employers considerably increase their flexibility in labour use. Being able to use the full human resources of the company, wherever located, is what matters. That is why so many foreign workers in some sectors are corporate transferees on secondment, and why so many Britons employed abroad are in a similar position.

There is only limited evidence that flexibility in labour use is increased by recruiting overseas workers who are not corporate transferees. Almost all firms interviewed made it clear that although there are many advantages in employing foreign nationals, overseas recruitment was generally a last resort.

However, there are acute areas of labour shortage in the UK for which overseas recruitment is an important short-term solution, especially in occupations associated with long training periods. Without overseas workers, many hotels and restaurants in London and South East England would face insurmountable shortages, and many parts of the Health Service would be placed under intolerable pressure. Where employment is markedly seasonal, overseas workers increase flexibility, since many of those taken on wish to work for only a few weeks or months anyway.

1992 and attitudes towards European labour

The number of EC foreign nationals in the UK labour market is increasing at all levels of skill and in all sectors surveyed, helped by the absence of a requirement for work permits. This trend is not new and pre-dates the prospect of 1992. At the managerial and professional level it takes the form particularly of a series of corporate exchanges of skills, but lower down the occupational hierarchy large numbers of EC nationals move in and out quite freely.

This is particularly the case in hotels and catering, which elsewhere in the EC enjoys a better image among its workers, and more clearly defined training structures in which overseas experience is valued.

Most of the large private employers interviewed have been integrating their European operations for many years, and taking advantage also of existing freedom of labour movement provisions in the Treaty of Rome. For them 1992 has already arrived.

Many companies are already moving towards European cadres of managers and specialists, although there is a consensus that the numbers in this migratory elite will be very small.

The option chosen by most multi-nationals is to recruit into their national subsidiaries from the nationals of the countries in which they are located. Any international experience thought necessary is then developed through secondments abroad. This obviates the need to recruit overseas for UK locations.

For a number of companies there was greater concern for their ability to hold on to their UK staff than to be able to recruit from European competitors. In response to this defensive rather than offensive recruitment strategies were the order of the day. ■

Special Feature

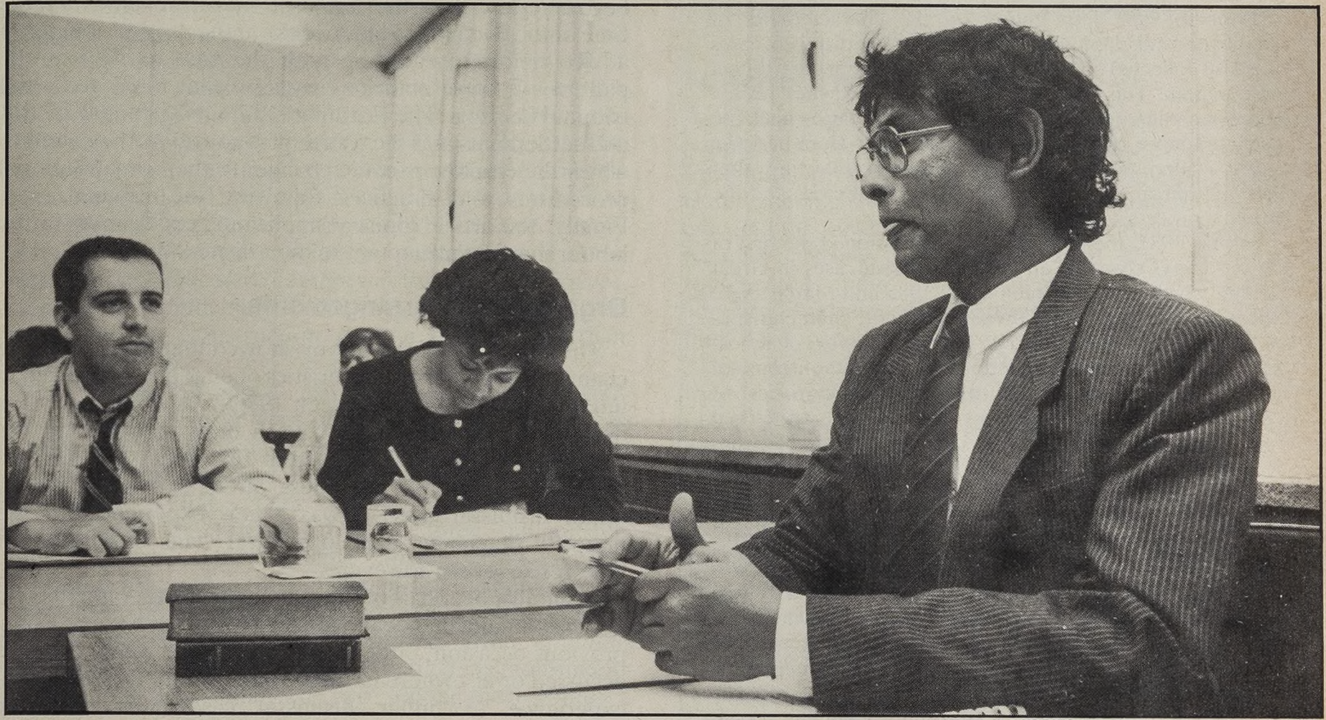


Photo: Jacky Chapman

Nearly all the applicants attended the tribunal hearings in person and around two-fifths, overall, had some form of legal representation.

Unfair dismissal cases in 1985–86 — impact on parties

by Nitya Banerji, David Smart and Mark Stevens
Employment Market Research Unit, Employment Department

This article presents further results from the Employment Department's survey of unfair dismissal cases arising in 1985–86. It considers the impact of cases on the employers and employees involved.

Until 1985, information on the characteristics of employees and employers involved in unfair dismissal cases was collected regularly from tribunal case papers. A Rayner review found that this type of information could be collected more reliably and cost effectively from periodic surveys. This is the second of two articles reporting results from the Employment Department's survey of 1985–86 unfair dismissal cases, the first survey following the Rayner review.

The first article focused on the characteristics of the parties involved in cases and found that there had been little change in this respect since 1976–77[1].

This article focuses on the impact of unfair dismissal cases on the parties themselves. This does not just cover the period from the actual dismissal to the final resolution of the case, however. Data were also collected on the impact of cases subsequent to their formal resolution—applicants' labour market experiences and organisational changes introduced by employers.

The sample for this research consisted of formal claims of

[1] Stevens, M, Unfair dismissal cases in "1985–86 — characteristics of parties", *Employment Gazette*, December 1988.

Background to the survey

Since the unfair dismissal provisions came into operation in 1972 the Employment Department has collected the following information for all unfair dismissal cases: the statute under which the case was brought, the sex of the person making the claim (the 'applicant') and the outcome of the case, including the amount of any compensation agreed under ACAS auspices or awarded by the industrial tribunals.

Prior to 1985 information on the characteristics of employees and employers involved in unfair dismissal cases was also collected on a continuous basis—from the tribunal case papers. This ceased as a result of a Rayner review which recommended that this type of information could be collected more reliably and cost effectively from periodic surveys. Surveys also offer the possibility of collecting other relevant information about unfair dismissal cases and the tribunal process.

In May 1987, the Department commissioned the first of these surveys covering all unfair dismissal cases in Great Britain which arose between April 1985 and March 1986. Subsequent surveys will allow changes in the characteristics of the parties to be monitored. The main survey, of almost 2,000 employers, collected information on the outcome of unfair dismissal cases and on the characteristics of employers and applicants involved. Pilot work had reinforced the view that reliable data on the characteristics of both parties could be collected from employers alone—by telephone.

It became apparent that many employers kept the kind of basic details of applicants that were required (age, sex, tenure, hours, pay, etc) in their personnel files. This was important because in certain cases fieldwork was undertaken up to two and a half years after the dismissal itself had taken place. The main results on the characteristics of parties were reported in *Employment Gazette* in December 1988[1].

Apart from this basic information, however, the survey design specified information on other related issues, such as the payment of tribunal awards and the experiences of the parties before and after the case. These and other areas were explored in more detailed interviews with employers and applicants in sub-samples of around 500 of the cases in the main employer sample. This article concentrates on results from these more detailed interviews.

[1] Stevens, M (1988) Ibid.

unfair dismissal (IT1 applications) lodged with the Central Offices of Industrial Tribunals (COITs) for England and Wales, and Scotland between April 1985 and March 1986. It does not, therefore, cover the 'non-IT1' cases dealt with by ACAS. The research was carried out in two stages. The main stage was a telephone interview survey of 1,927 employers who were involved in the sampled IT1 applications (see the *Background to the survey*). The second stage, the subject matter of this article, was a more detailed telephone interview survey of employers and a more detailed personal interview survey of employees ('applicants') in sub-samples of around 500 of the cases in the main employer sample. Although data were collected from a total of 500 applicants, follow-up interviews were secured with 403 employers to these cases. In other words, in 403 cases the responses from applicants and employers were 'matched' to the same cases.

Unless otherwise indicated, however, most of the results presented here are based on either the full applicant sample (500) or the full employer sample (403)—suitably weighted to account for uneven probabilities of selection (see *Technical note*). The unit of data collection and analysis was the 'case' that relates to a dismissal incident at a workplace. Some employer respondents were based at the workplace where the dismissal had actually occurred, whereas others were higher level managers working away from the place of the dismissal incident.

The 'second stage' questionnaires were designed to pursue, as far as possible, the chronology of the various stages of unfair dismissal cases. This included the parties' initial reactions, how they dealt with their respective cases, as well as their experiences subsequent to the dismissal. This article broadly follows such a 'trajectory' of cases. It begins by describing the organisational arrangements at the time of the dismissal. It then looks at the parties' sources of advice before proceeding with the case as well as the pattern of representation in cases that went to a full tribunal hearing. The third part examines tribunal awards and settlements and the fourth part considers the extent to which the employers made changes to their organisational procedures and practices following the tribunal case. Finally, the article looks at applicants' experiences in the labour market subsequent to their dismissal.

Organisational arrangements

The first stage of the survey showed that there was little change in the main characteristics of employers involved in unfair dismissal cases between 1976–77 and 1985–86. Yet despite this, there seems to be a high 'turnover' in the workplaces where they occurred. Just under two-fifths of workplaces had any previous, direct experience of an unfair dismissal case—it was a new experience for the majority of managers at local level. This was not so at 'enterprise level', however.

In all, just over half of the management respondents said they personally had dealt with an unfair dismissal case on a previous occasion, either at the workplace where the case occurred or elsewhere in their organisation. So while local experience of unfair dismissal cases was relatively uncommon, a majority of organisations had some previous experience on which to draw.

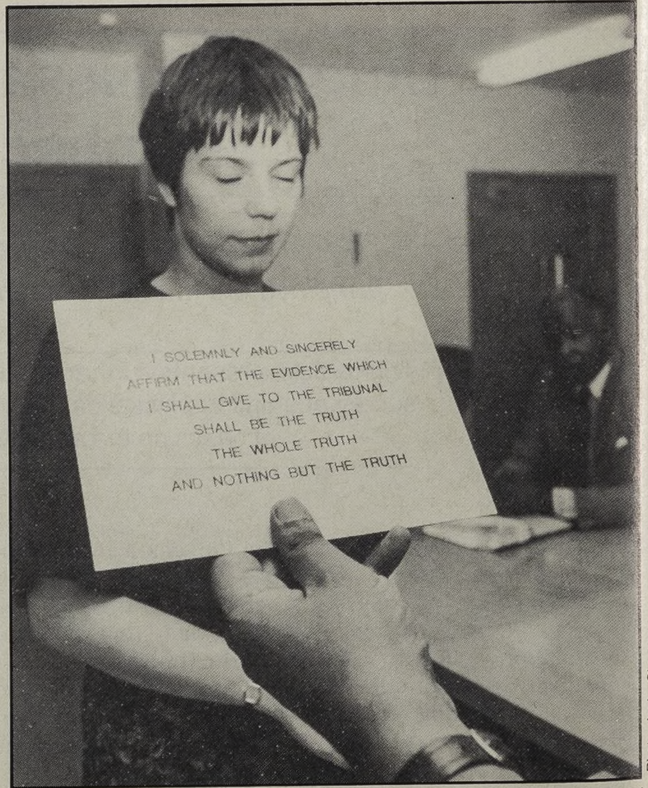


Photo: Jacky Chapman

Almost a third of applicants represented themselves at the tribunal hearing.

Allowing the locus of 'organisational knowledge', therefore, it was not surprising that most cases were dealt with at higher levels in the respective organisations. Just over three-quarters of all cases arising in multi-establishment organisations were handled at head-office level. Two-thirds of the survey respondents had been personally involved in handling the case for the organisation concerned.

Overall, 45 per cent of employer respondents said they were personnel and/or industrial relations specialists—a slightly larger proportion (48 per cent) reported a personnel department within their organisation. The proportion of specialists varied by sector, from six out of ten in the Metal Goods sector, to around a third in Metals and Mineral Products and just 13 per cent in Construction.

The very low 'specialist' presence in Construction can be explained, in part, by the fact that many of the firms in this sector are small and, perhaps, are less likely to be able to afford them. Consequently, they would be expected to rely more on the employers' associations operating in the sector and the survey indicated that this was the case. Employers' association membership was reported by half of respondents in Construction compared with less than two-fifths overall.

Most unfair dismissal claims arose from isolated incidents at the workplace—seven out of ten employers faced a claim from a single individual. Single-claim cases were more common among single-establishment ('simple') organisations than their more complex, multi-establishment counterparts. Of the three out of ten employers who faced claims arising from several individuals involved in the same dismissal incident, a third involved two employees and one in ten involved three. The median number of claims resulting from *multiple* applications was five—among single-establishment organisations the median was two, among more complex organisations it was six.

There was some discrepancy in reporting the existence of formal procedures for dealing with disputes over discipline and dismissal—applicants were much less likely to report them than employers. Both employers and applicants were asked the same question: "At the time of the dismissal, was there a formal procedure for dealing with disputes over discipline and dismissal, other than redundancy, at the applicant's place of work/at your place of work?" Among the 403 'matched' cases, eight out of ten employers reported them, compared with four out of ten applicants.

This discrepancy is to be expected for at least two reasons. First, employers are more likely to know whether or not such a procedure exists than individual applicants/employees. Indeed, further analysis of the 1984 Workplace Industrial Relations Survey data shows a very high degree of correspondence between the accounts of managers and those of representatives of recognised trade unions (98 per cent against 97 per cent) in reporting the existence of dismissal procedures. Therefore, in the 'unionised sector' at least, there seems little reason to doubt the reports of managers in this respect. Unfortunately, data are not available for the sectors in which a union is not recognised—where the majority of dismissal cases arose.

Second, employer respondents to a survey of unfair dismissal cases may exaggerate the extent of procedural formality for the obvious reason that the tribunal might take this as a factor in determining whether a dismissal was fair or not.

Allowing the foregoing, there were similar discrepancies in the reporting of whether cases went through the relevant procedures. Among the matched cases where there was agreement between applicants and employers that a procedure existed, twice as many applicants as employers said the case did not go through the relevant procedure (half as against a quarter).

The same arguments apply to the discrepancies in reporting whether or not the applicant had received a warning prior to dismissal. Around three-fifths of employers said a warning was given compared to only a fifth of applicants. It was unsurprising, perhaps, to find that applicants were more likely than employers to say a warning was verbal (40 per cent as against 28 per cent).

Advice and representation

All applicants and employers were asked: "From which people or bodies did you/your organisation seek advice?" This initial advice would consist largely of help in filling in forms, making clear to the parties the issues involved in a case and the remedies available. In the cases that went to a tribunal hearing, the parties were also asked who represented them at the hearing. Some applicants appeared by themselves and others were represented by third parties such as lawyers, trade union officials, Citizens Advice Bureaux (CAB) staff, members of the family or friends. Similarly, on the employers' side, there was a wide range of third party representation, including lawyers and employers' association representatives.

The managers who actually handled the case within the organisation also sometimes appeared at the tribunal themselves. In this article, all lawyers, trade union and employers' association officials and personnel managers are referred to as 'specialist' or 'expert' representation on the grounds that they are often seen as possessing special skills in preparing and presenting the facts and arguments of a case.

The sections that follow present factual information on advice and representation. It should be emphasised that

Technical note

The survey covered all claims of unfair dismissal lodged at the Central Offices of Industrial Tribunals (COITs) for England and Wales, and Scotland between April 1985 and March 1986. A 12 per cent random sample of cases was selected, stratified by the Regional Office of Industrial Tribunals (ROIT) to which cases were allocated. An initial sample of 4,337 cases was drawn from which 2,413 were found to be eligible for interview. A total of 1,927 main employer interviews were finally achieved giving a response rate of 80 per cent. (Full details of response to the main employers' survey are given in Stevens, M, 1988[1] .) Questioning of the main sample of employers focused upon the characteristics of the parties to unfair dismissal cases.

Employers in the main sample were also asked whether they would be willing to be re-interviewed at a later stage. These more detailed interviews were designed to explore the impact of unfair dismissal cases on the parties. In 500 cases where employers said they would be re-interviewed, a personal, face-to-face interview was then secured with the ex-employee concerned. This sample was stratified by outcome, with both 'settled' and 'upheld' cases being over-sampled relative to 'withdrawn' and 'dismissed' cases. A third stage of interviewing involved returning to the employers in these 500 cases, although, in the event, only 403 follow-up employers interviews were achieved. Results given in this article have been weighted in terms of the distribution of outcomes in the main achieved sample.

[1] Stevens, M (1988) Ibid.

the survey questionnaire allowed for more than one source of advice and representation to be given. At the initial stage, consulting more than one adviser could be fairly common. At the tribunal hearing, the parties might not make any distinction between the 'presence' of a third party on their behalf and the actual advocacy. Different people in these two roles might all be seen as 'representatives'. Indeed, the questionnaire design allowing for these possibilities was justified, as the results presented here show.

Both applicants and employers sometimes mentioned more than one source of advice and representation. This has some implications for the presentation of the results in that percentage figures for different types of representation or sources of advice will add to more than 100.

Applicants' advice and representation

Nine out of ten applicants discussed their position with a third party before sending their claims for unfair dismissal to an industrial tribunal. While these third parties were numerous, the most popular course of action was to seek some form of legal advice. *Table 1* gives the details. Of those applicants who had sought advice, two-fifths consulted a solicitor or barrister and a further two-fifths went to a Citizens Advice Bureau (CAB)/Law Centre. There was a significant level of trade union involvement, with a third of applicants seeking the help of a trade union representative, usually a full-time trade union official.

When those applicants who had taken advice from more than one party were asked to indicate which they considered to have been their main source, the emphasis on some form of legal advice was strong: six out of ten said their main advice had come from either a solicitor or barrister or a CAB/Law Centre. Only 14 per cent mentioned a trade union representative and one in ten mentioned ACAS. While just under a third of trade union members declared their main source of advice to be a shop steward or full-time official, almost half mentioned either a solicitor or barrister or a CAB/Law Centre.

Nearly all applicants attended the tribunal hearing in person and around two-fifths, overall, had some form of legal representation. *Table 1* shows applicants' pattern of representation at the tribunal hearing. Almost a third of the sample represented themselves. About a fifth were represented by a full-time trade union official or a shop steward. A small number relied on a friend or relative.

Half of trade union members were represented by a full time official or a shop steward. Non-members were more likely to be represented by a solicitor or barrister or CAB/Law Centre than union members. Non-members were also more likely than union members to represent themselves at the hearing.

Employers' advice and representation

Employers may consider a variety of means of responding to unfair dismissal claims, ranging from settling outside the tribunal with or without any remedy to resisting the claim formally at an industrial tribunal hearing. Once a claim is lodged with the industrial tribunal, a copy is sent to the employer who is required to respond within 14 days. If dismissal is acknowledged, the employer will set out the reasons for the dismissal. This is an important stage as the tribunal, in deciding a case, gives serious consideration to these stated reasons.

It is not surprising, therefore, that seven out of ten employers had sought advice of some kind in preparing their response. Those who had sought advice either went to an external source or to a manager at a higher level within their organisation. *Table 2* gives the details.

Lawyers were the most common source of advice at this initial stage. Over half of employers who sought help consulted a private solicitor/barrister and a further 10 per cent took advice from their own legal department. One in ten drew upon non-legal expertise either from their personnel department or senior management. Of the remainder, around a fifth went to an employers' association while a further fifth cited ACAS as their source of advice and information.

Employers who sought advice from more than one source were asked which of these they considered to have been the main source. Again, lawyers featured strongly, with over two-fifths of employers taking their main advice from a private solicitor or barrister or their own legal department. One in ten employers considered an employers' association to be their main source of advice. Surprisingly, perhaps, one in ten could not decide which one was the main source.

There appeared to be a link between the size of establishment (number of employees) and the source of advice. Smaller establishments took advice from a private solicitor or barrister more frequently than their larger counterparts. For example, around two-thirds of all establishments employing between 10–24 people went to a solicitor or barrister for advice whereas a little less than a third of establishments with 200–499 employees did so, probably reflecting the extent of expertise in larger workplaces.

Table 2 provides details about employers' representation at industrial tribunal hearings. In half the cases, the survey respondent appeared by himself/herself. About half had used some kind of legal representation, either a private solicitor or barrister or someone from their own legal department. The owner or a senior manager appeared in around a quarter of the cases. One in ten deployed the services of an employers' association and a similar proportion used their own personnel department. This

Table 1 Applicants' sources of initial advice and pattern of representation at industrial tribunal hearing

Per cent

Type	Advice	Representation at hearing
Himself/herself	—	32
Friend/relative	14	7
Shop steward	5	3
Union official	28	18
ACAS	18	—
CAB/Law Centre	40	9
Solicitor/barrister	40	33
Other	9	7
No-one	—	2

Base (Advice): Applicants seeking advice (Weighted total = 385).
Base (Representation): Cases going to a full tribunal hearing (Weighted total = 180).
Percentages add to more than 100 because more than one answer was allowed.

Table 2 Employers' sources of initial advice and pattern of representation at industrial tribunal hearing

Per cent

Type	Advice	Representation at hearing
Self: Employer respondent	—	49
Organisation's personnel department	8	11
Organisation's legal department	10	10
The owner or other senior manager	3	23
Employers' association	18	11
Solicitor/barrister	53	39
ACAS	19	—
Other	6	4
No-one	—	2

Base (Advice): Employers seeking advice (Weighted total = 231).
Base (Representation): Cases going to a full tribunal hearing (Weighted total = 147).
Percentages add to more than 100 because more than one answer was allowed.

pattern of representation is broadly similar to that described elsewhere[1].

The size of establishments was an important factor in the choice of representation at the tribunal hearing, although its influence was somewhat different. In smaller establishments, employers appeared by themselves more often than their counterparts in larger establishments, reflecting perhaps the paucity of specialist staff resources in smaller organisations. Very small establishments, employing five or fewer employees, were more likely than those in any other size-bands to use a solicitor or a barrister at the hearing.

Awards and settlements

Both applicant and employer respondents were asked about remedies agreed between the parties or awarded at the tribunal hearing. One might expect some discrepancy in the reporting of remedies especially where financial awards or settlements were involved. However, an analysis of outcomes in 'matched' cases indicated that, in broad terms, there was very little difference in the reporting of results by applicants and employers. The results presented here are based only on applicants' accounts.

The results from the main stage survey of 1,927 employers showed that 38 per cent of all claims reached the tribunal hearing and the remainder were either withdrawn or settled. Of those applicants receiving an award of financial compensation by the tribunal, two-thirds said that the actual amount was determined by the tribunal itself, while the remainder said it was agreed between them and their ex-employer.

The amount of compensation awarded by tribunals depends on factors such as the applicants' age, length of service and the direct loss arising from the dismissal. The type of representation may also have some influence, as more expert representation may be able to point out some relevant factors which might otherwise be overlooked.

In cases where the tribunal awarded compensation but left the actual amount to be agreed between the parties, the median amount finally agreed was £1,900. Where the tribunal awarded compensation and determined the amount of the award, the median amount was £1,200. In cases where a financial settlement was agreed between the parties without recourse to a hearing, the amount was about the same as that awarded by tribunals.

The vast majority of all applicants awarded compensation were paid in a lump sum rather than instalments. The median time before this lump sum was paid was four weeks. For those paid in instalments, the median time for the first instalment to be paid was also four weeks; for the final instalment the median time was 12 weeks.

Tables 3 and *4* provide results of the applicants' and employers' success/failure by their type of representation at the tribunal hearing. Overall, around two-fifths of applicants were successful at the tribunal hearing. Applicants succeeded in over half of cases when they were represented by a solicitor or barrister compared with under two-fifths when they represented themselves. Dismissed employees lost their case more often (that is, a higher success rate for employers) when the employers were represented by an employers' association or by their legal or personnel departments.

[1] "Industrial tribunals statistics," *Employment Gazette*, May 1989; Genn, H and Genn, Y *Report to the Lord Chancellor—The Effectiveness of Representation at Tribunals*. Lord Chancellor's Department, July 1989.

[2] Daniel, W W and Stilgoe, E (1978) *The Impact of Employment Protection Laws*, London: PEP. Clifton, R and Tatton-Browne, C (1979) *Impact of Employment Legislation on Small Firms*, DE Research Paper No 6.

Organisational changes

Previous research has shown that individual employment legislation has tended to make employers more careful over the quality of people recruited and in the way disciplinary issues and dismissals are handled[1].

Employers in the study described in this article were asked: "Since becoming involved in this particular case/these particular cases has your organisation made any changes to the way in which dismissals and disciplinary matters are dealt with at the applicant's workplace?"

It is possible that employers would be sensitive to survey questions such as these, seeking to explore organisational changes following specific unfair dismissal cases. Some employers might interpret questions of this nature as

Table 3 Results in industrial tribunal hearings by applicants' pattern of representation

Per cent

Type of representation	Application upheld	Application dismissed	Row total
Himself/herself	37	63	100
Friend/relative	38	62	100
Union official/steward	41	59	100
CAB/Law Centre	21	79	100
Solicitor/barrister	52	48	100

Base: Cases going to a full tribunal hearing (Weighted total = 180).

Table 4 Results in tribunal hearings by employers' pattern of representation

Per cent

Type of representation	Application upheld	Application dismissed	Row total
Self: Employer respondent	39	61	100
Personnel department	31	69	100
Legal department	30	70	100
Owner/senior manager	35	65	100
Employers' association	25	75	100
Solicitor/barrister	40	60	100

Base: Cases going to a full tribunal hearing (Weighted total = 147).

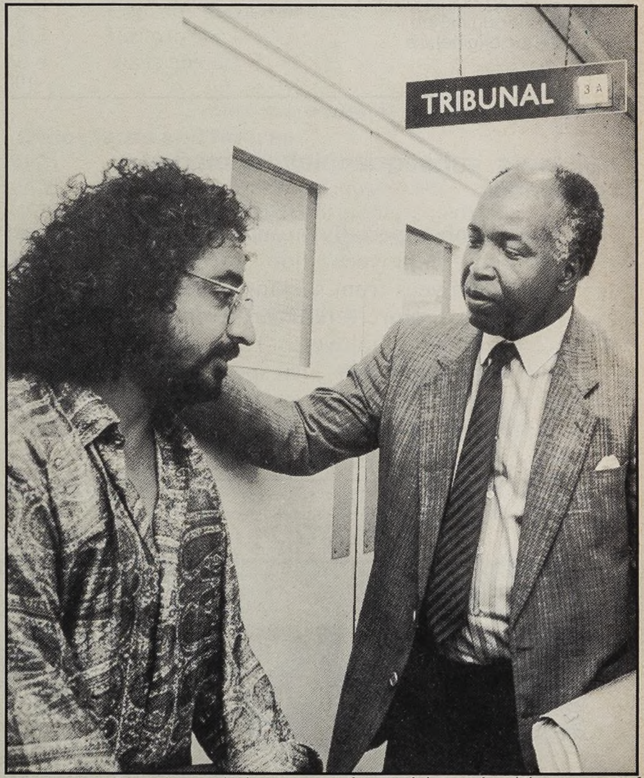


Photo: Jacky Chapman

Where the tribunal awarded compensation and determined the amount of the award, the median amount was £1,206.

suggesting that they were in some way in the wrong (for a fuller discussion of employer attitudes towards unfair dismissals, see Evans et al: 1985[1]). This might have led to some under-reporting of procedural changes.

In the event, three out of ten employers said they had made changes to the way in which dismissals and disciplinary matters were handled at the workplace. In most cases, the changes were attributed to the experience of industrial tribunal proceedings. Employers who 'lost' at the tribunal hearing were twice as likely to make changes than those who 'won'—two-fifths as against a fifth. This is to be expected as changes are often made when procedures do not appear to work as originally intended.

On the specific question of recruiting new employees, employers were asked: "Since becoming involved in this particular case/these particular cases, has your organisation made any changes to the way in which new employees are recruited at the applicants' workplace?"

Some 15 per cent of employers said they had introduced changes to their recruitment practices, usually in cases where either a settlement was agreed with the assistance of ACAS or the applicants received financial compensation before or at the tribunal hearing. Again, employers who 'lost' at tribunals were twice as likely to introduce changes as those who 'won'.

Table 5 Dismissed employees' attitudes towards first job, status and pay

	Per cent
Attitudes to new job	
Permanent	50
Stop-gap	49
Don't know	1
	100
Status considered	
The same as the original job	25
Better than the original job	26
Worse than the original job	2
Don't know	47
	100
Pay considered	
The same as the original job	15
Better than the original job	31
Worse than the original job	53
Don't know	1
	100

Base: Applicants who found another job (Weighted total = 294).

Applicants' subsequent labour market experiences

The loss of a job, especially through dismissal, may affect the dismissed employees' job prospects. It could discourage employees from seeking work, particularly as many employers require references from the prospective recruit's previous employer. The supposed stigma associated with dismissals, irrespective of whether a dismissal was considered fair or not, may also have an adverse effect on employers' decisions to take on such employees.

This research sought to explore how the dismissed employees fared in the labour market in the post-dismissal period. Of necessity, this analysis can only show one side of the coin. To make a proper assessment of applicants' labour market experiences would entail a comparison of dismissed employees making claims for unfair dismissal with dismissed employees making no such claims. This was not possible.

Nine out of ten employees said they tried to find another job after being dismissed and eight out of ten applicants trying to find another job had obtained their first 'post-dismissal' job by the time the survey was carried out in mid-1987.

The median time it took applicants to find another job was 16 weeks, with little variation between trade union members and non-members. Those applicants who took longest to find another job tended to be in semi-skilled or unskilled manual occupations or in some form of clerical position. Around 17 per cent of applicants were still unemployed at the time of the fieldwork.

Applicants were asked some basic details about the first job they took following dismissal. *Table 5* shows employees' attitudes towards their first job and the status and pay of the new job. Half of those who found work regarded their first job as permanent and there were no differences in this respect between men and women.

Choosing from three simple options, over half of applicants thought that the new job was either of the same status as their original job or was actually of higher status. Those who thought that the new job was of lower status had tended to occupy higher technical and supervisory jobs prior to their dismissal. Nearly a third thought the pay was better than their original job, while some 15 per cent said that this was about the same. Those who said that it was worse than their original job appeared to be concentrated in technical, clerical and supervisory jobs prior to their dismissal.

New jobs seldom uprooted people from their local labour market. Nine out of ten applicants who found another job did not move away from home to take the job up. Less than a third said that the distance travelled to the new job was further than for the original job. This suggests that, in the mid-1980s, the local labour markets in which they looked for work were sufficiently buoyant to absorb them.

Conclusion

In 1985 the Department of Employment replaced the regular collection of information on the characteristics of parties to unfair dismissal cases by periodic surveys. This followed a Rayner review recommendation that surveys, in addition to providing routine data, would present an opportunity to gather other relevant information about unfair dismissal cases and about the tribunal process.

This research was the first of these periodic surveys, and the results suggest that this new approach was fully justified. Further analysis of the survey datasets will assist in the development of subsequent surveys in the series.

[1] Evans, S, Goodman, J and Hargreaves, L (1985) *Unfair Dismissal Law and Employment Practice in the 1980s*, DE Research Paper No 53.

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Labour Market Data

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Publication dates of main economic indicators 1990–91

Labour Market Statistics:
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November 15, Thursday
December 13, Thursday
January 17, Thursday

Retail Prices Index

November 16, Friday
December 14, Friday
January 18, Friday

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

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Retail Prices Index: 0923 815281 (Ansafone Service).
Employment and hours: 0928 715151 ext. 2570 (Ansafone Service).
Average Earnings Index: 0923 815208/815214

Commentary

Trends in labour statistics

Summary

The number of employees employed in manufacturing industry in Great Britain fell by an estimated 3,000 in August 1990. Employment in this sector has been on a downward trend since March 1989. Over the year to August 1990, employment in manufacturing fell by 43,000 compared with a rise of 12,000 in the previous 12 months.

The workforce in employment in the United Kingdom increased by 163,000 in the second quarter of 1990, contributing to an overall increase of 580,000 in the year to June 1990. This continues the upward trend of the past seven years but recent figures show clear signs of a slowing down in the growth rate.

Unemployment in the UK (seasonally adjusted) rose by 13,300 between August and September to 1,666,700. This was the sixth consecutive month that unemployment has risen following the continuous fall over 44 months to March 1990. The level is now 62,300 higher than in March when the current upward trend began. The unemployment rate in September remained unchanged at 5·8 per cent of the workforce.

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

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending August 1990 was 1 per cent higher than in the three months ending August 1989. Unit wage costs in manufacturing in the three months to August 1990 were 8½ per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 10·9 per cent in September 1990, compared with 10·6 per cent for the year to August. The annual rate excluding housing costs rose to 8·1 per cent.

It is provisionally estimated that 2·6 million working days were lost through stoppages of work due to industrial disputes in the 12 months to August 1990. This compares with 4·6 million days lost in the previous 12 months and an annual average over the ten-year period ending July 1989 of 8·7 million days.

Overseas residents made an estimated 2,130,000 visits to the United Kingdom in July 1990, while United Kingdom residents made about 3,370,000 visits abroad.

Economic background

The latest estimates for the United Kingdom economy show that Gross Domestic Product (GDP) in the second quarter of 1990 was ½ per cent higher than in the previous quarter, and 2½ per cent higher in the second quarter of 1990 than in the second quarter of 1989.

Output of the production industries in the three months to August 1990 is provisionally estimated to have fallen by 1 per cent compared with the previous three months, but was 1 per cent higher than in the same period a year earlier.

Manufacturing output in the three months to August 1990 was 1 per cent lower than the previous three months but was ½ per cent higher than in the corresponding period a year earlier. Within manufacturing, between the two latest three-month periods, the output of food, drink and tobacco increased by 1 per cent. There were falls of 1 per cent in the output of other minerals and of 'other manufacturing' and 2 per cent in the output of the chemicals industry, of engineering and allied industries and of textiles and clothing. The output of the metals industry was little changed.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the three months to August 1990 output was little changed compared with the previous three months but 1½ per cent higher than in the same period of 1989. It was 12 per cent lower than in the second quarter of 1988.

Latest estimates suggest that in the second quarter of 1990 *consumers' expenditure* was £70 billion (at 1985 prices and seasonally adjusted), 1 per cent above the level of spending of the previous quarter and 2½ per cent above the same period a year earlier.

The provisional September 1990 estimate of the volume of *retail sales* showed a rise from the figure for August but was below that for July. Over the period July to September 1990, sales were ¾ per cent lower than in the previous three months (after seasonal adjustment) and 1 per cent higher than in the same period a year earlier.

New *credit advanced to consumers* in August 1990 (excluding loans by banks on personal accounts, by insurance companies and by retailers) was estimated to have been £3·7 billion (seasonally adjusted), compared with £3·9 billion in July and £3·7 billion in June. *Total consumer credit* outstanding at the end of the second quarter of 1990 is estimated to have been £48·3 billion (seasonally adjusted), £0·9 billion more than at the end of the first quarter.

Fixed investment (capital expenditure, see *table 0·1*, footnote 8 for definition), in the second quarter of 1990 at constant prices, was 3 per cent lower than in the previous quarter and unchanged from the same period a year earlier. Revised estimates for fixed investment *by the manufacturing industries* (including leased assets and seasonally adjusted) for the second quarter of 1990 indicate a level of manufacturing investment 6¼ per cent lower than in the previous quarter and 3 per cent lower than in the second quarter of 1989.

The revised estimate of *stockbuilding by manufacturers, wholesalers and retailers* for the second quarter of 1990 (at 1985 prices and seasonally adjusted) indicates a rise of £152 million from the first quarter of 1990. Manufacturers reduced their stocks by £190 million following a reduction of £97 million in the previous quarter. Wholesalers' stocks fell by £240 million following an increase of £41 million in the previous quarter and retailers' stocks fell by £60 million following a fall of £7 million.

Visible trade in the three months to September 1990 was in deficit by £3·8 billion, compared with £5·2 billion in the previous three months. The surplus on trade in oil was £0·4 billion in the three months to September while the deficit on non-oil trade fell by £1·4 billion to £4·2 billion.

The *volume of exports* in the three months to July 1990 was 3 per cent lower than in the previous three months but 5 per cent higher than a year earlier. *Import volume* in the three months to July was 3½ per cent lower than in the previous three months but ½ per cent higher than a year earlier.

The *current account of the balance of payments* in the second quarter of 1990 is expected to be in deficit by £3·8 billion, compared with a deficit of £4·6 billion in the previous quarter.

On October 8, 1990 the UK joined the Exchange Rate Mechanism (ERM) of the European monetary system at a control rate of 2·95 deutschemarks. Sterling's effective *Exchange Rate Index* (ERI) for September 1990 was 1½ per cent lower than in August at 93·8 (1985=100). The currency fell by 1 per cent against the deutschemark, by 1 per cent against the US dollar and by 7 per cent against the Japanese yen. ERI was 3 per cent higher than in September 1989; over the period, sterling fell by 3½ per cent against the deutschemark, but rose by 19½ per cent against the US dollar and 14½ per cent against the yen.

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

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in September 1990 is provisionally estimated to have been £1·4 billion, bringing the total for the first half of 1990–91 to £5·2 billion. In the first half of 1989–90 the PSBR was minus £0·5 billion (ie: a net repayment). The PSBR excluding privatisation proceeds (these were non-existent in September) was £7·0 billion in the first half of 1990–91, compared with £2·5 billion in the same period of 1989–90.

Employment

New figures are available this month for the workforce in employment in the United Kingdom in June 1990 (all industries and services) and for employees in the production industries (manufacturing and energy and water supply) in Great Britain in August 1990. There have been small revisions to the UK workforce in employment figures from December 1987. These have arisen from the incorporation of new employee data for Great Britain.

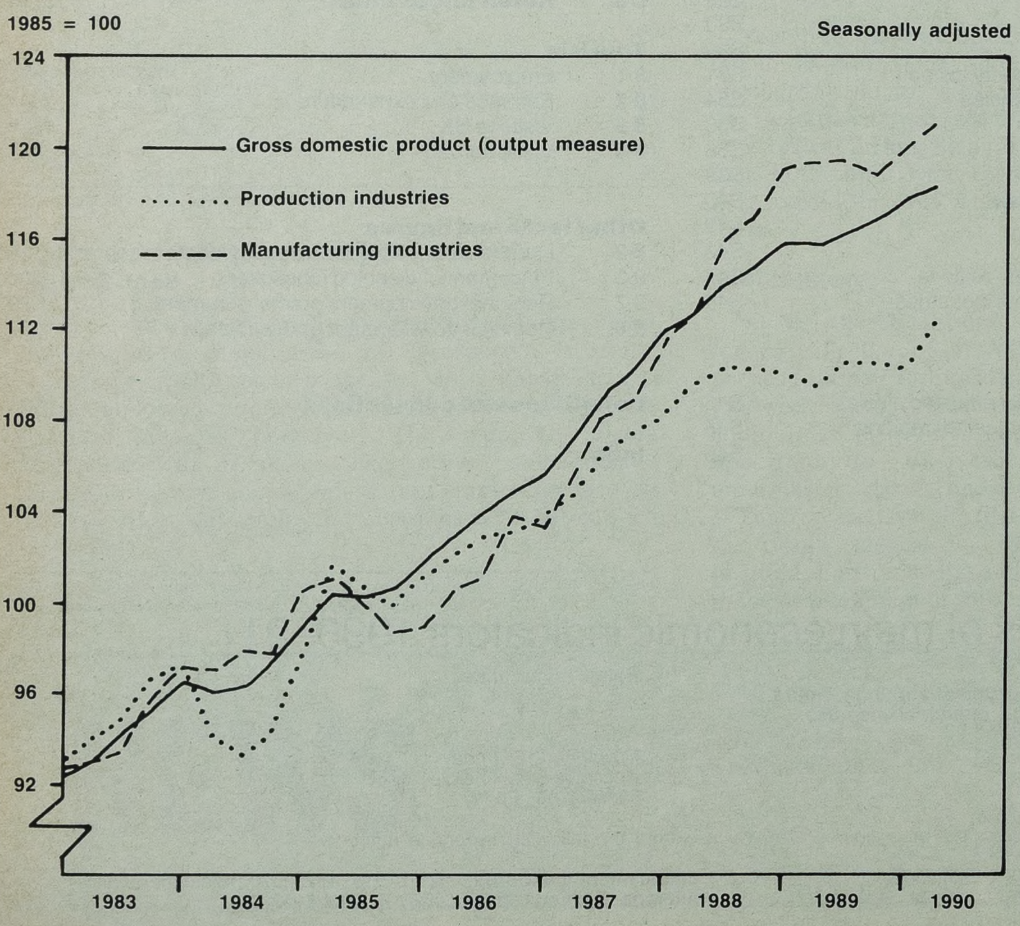
The United Kingdom workforce in employment (employees in employment, self-employed people, members of HM Forces and participants in work-related government training programmes) increased by 163,000 in the second quarter of 1990 and by 580,000 in the year to June 1990 and now stands at 27,346,000. The annual increase continues the upward trend of the past seven years but is less than the increase of 854,000 in the year to June 1989, and is the second lowest annual increase for three years, the lowest being for the year to March 1990 (568,000).

The number of employees employed in manufacturing industry in Great Britain fell by 3,000 in August 1990. This follows increases of 1,000 in July and 8,000 in June but the trend continues to be downward. Over the year to August 1990, employment in manufacturing industries fell by 43,000, compared with a rise of 12,000 in the previous 12 months (to August 1989).

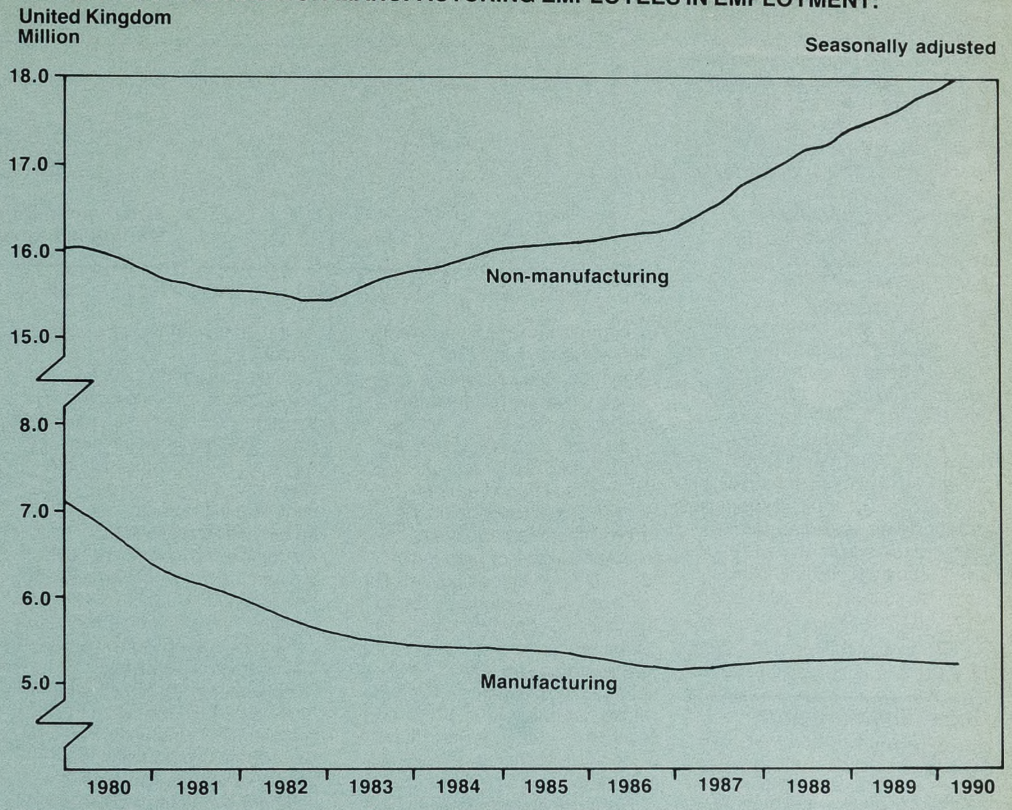
The number of employees in the energy and water supply industries in Great Britain rose slightly in August 1990, by an estimated 1,000 to 458,000. There has been very little change in employment in these industries over the past 12 months.

Overtime working by operatives in manufacturing industries in

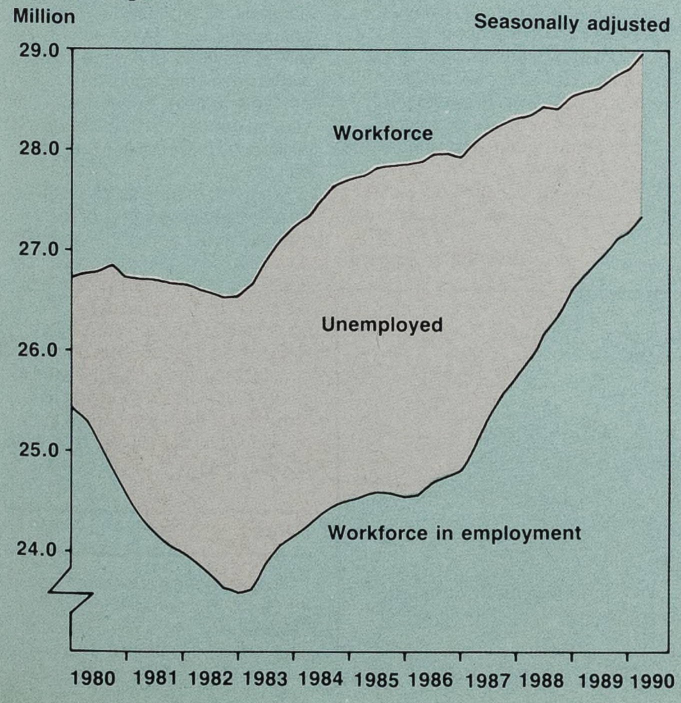
OUTPUT INDICES: United Kingdom



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



Great Britain rose by 12·98 million hours in August 1990. This is 0·71 million hours less than in August 1989 but is the highest figure since October 1989. Given the relative stability seen in the first seven months of 1990, the latest figure should not be taken as an indication that an upward trend has commenced.

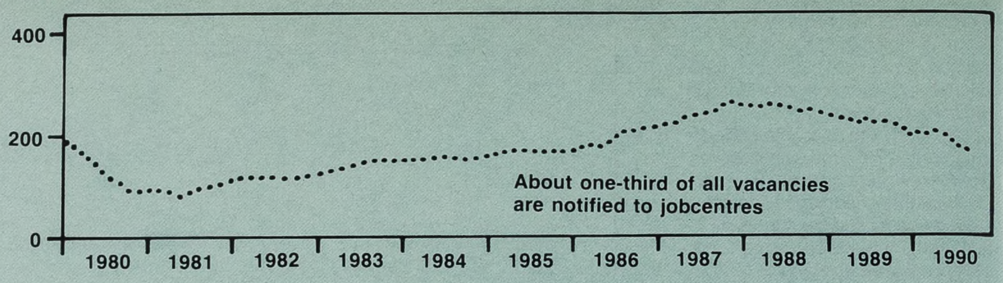
The number of hours lost through short-time working by operatives in manufacturing industries in Great Britain rose to 0·37 million hours per week in August 1990. This compares with 0·23 million in August 1989. Recent figures indicate that the upward trend in short-time working has levelled off.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) rose in August 1990 to 99·6 compared with 99·5 in July 1990. The underlying trend level is stable at present.

JOBCENTRE VACANCIES: United Kingdom

Thousand

Seasonally adjusted



Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom rose by 13,300 between August and September 1990 to 1,666,700. Unemployment rose for the sixth consecutive month following the continuous fall seen over 44 months to March 1990. The level is now 62,300 higher than in March 1990 when the current upward trend began. The unemployment rate in September was 5·8 per cent of the workforce, unchanged since August.

Unemployment among men increased in all regions of the United Kingdom except Northern Ireland. Female unemployment fell in all regions except the South East (including Greater London) and East Anglia. The overall result was that total unemployment rose in all regions except the West Midlands, Wales, Scotland and Northern Ireland. The sharpest rises in total unemployment were in the South East (including Greater London), East Anglia and the South West.

Over the 12 months to September, the seasonally adjusted unemployment rate fell in all regions of the UK except the South East, East Anglia and the South West. The largest falls in the rate over this period were in Scotland and Northern Ireland (down 1·1 percentage points), followed by the Northern region (down 0·7 percentage points). The fall in the United Kingdom rate in the year to September 1990 was 0·1 percentage point.

The unadjusted total of unemployed claimants in the United Kingdom was 1,673,942 in September (5·9 per cent of the workforce), an increase of 16,166 since August.

The stock of vacancies at jobcentres (UK seasonally adjusted) fell by 7,400 between August and September to 162,000, the lowest level since March 1985. Vacancies have fallen by over a quarter in the 12 months to September 1990, with the majority of this fall concentrated in the South East (including Greater London). The number of placings made by jobcentres rose by 8,400 between August and September 1990.

Average earnings

The underlying rate of increase in *average earnings* in the year to August 1990 was 10¼ per cent (provisional estimate). This is unchanged from the corresponding rate in July, since the July rate has been revised up from 10 per cent on receipt of amended information for the energy and water supply sector.

In the *production industries* the provisional underlying increase in average earnings in the year to August 1990 was 10 per cent, the same as that for July due to the rate being revised up from 9¾ per cent. Within the sector, the underlying increase for *manufacturing* was 9¾ per cent, unchanged from the corresponding rate recorded in July. Lower overtime working than a year ago continues to exert a downward influence on the growth of manufacturing earnings to counter the upward influence of settlements. In the other component of production, the energy industries, the revised estimate is that earnings are currently growing at over 12 per cent a year.

In the *service industries* the provisional estimate for the underlying increase in average earnings in the 12 months to August 1990 was 10¼ per cent. This is ¼ percentage point higher than the corresponding rate in July.

Productivity and unit wage costs

In the three months ending August 1990, *manufacturing output* was ¾ per cent above the level for the corresponding period of 1989. With employment levels falling marginally over the last year, *productivity* in output per head terms is growing slightly faster than output at an annual rate of 1 per cent.

Wages and salaries per unit of output in manufacturing in the three months to August 1990 were 8½ per cent higher than in the same period a year earlier. In the year to the latest three-month period, the average level of actual earnings in manufacturing (seasonally adjusted) grew by 9¾ per cent but this was slightly offset by the 1 per cent increase in productivity. This is the highest recorded rate of unit wage cost growth since June 1981.

Productivity figures for the whole economy show that *output per head* in the second quarter of 1990 was at the same level as in the second quarter of 1989. Output rose by 2¼ per cent in the year to the second quarter of 1990 but this was accompanied by an identical rate of increase in the employed labour force. It is estimated that the growth in output and productivity would have been 1 percentage point lower in the second quarter of 1990 but for the loss of output from interruptions in the North Sea oil industry during the second quarter of 1989.

Unit wage cost figures for the *whole economy* for the second quarter of 1990 show an increase of 9½ per cent over the second quarter of 1989. This is the fourth successive quarter in which the rate of increase has been 9½ per cent; but in the latest quarter the increase is the same as that for earnings, as productivity was unchanged from a year earlier. The rate of growth of unit wage costs would have been about 1 percentage point higher in the second quarter of 1990, but for the oil industry interruptions one year earlier.

From this month, *table 5·8* gives an extended time series of the manufacturing and whole economy unit wage cost data that previously appeared in the bottom section of *table 5·7*. Labour cost data continues to appear in *table 5·7*. Next month, labour costs per unit of output indices will be updated to give 1989 figures for the first time, based on National Accounts data recently published in the *1990 Blue Book*.

Prices

The 12-month rate of increase in the Retail Prices Index for September 1990 was 10·9 per cent, compared with 10·6 for August. The annual rate excluding housing costs rose to 8·1 per cent in September from 7·6 per cent in August.

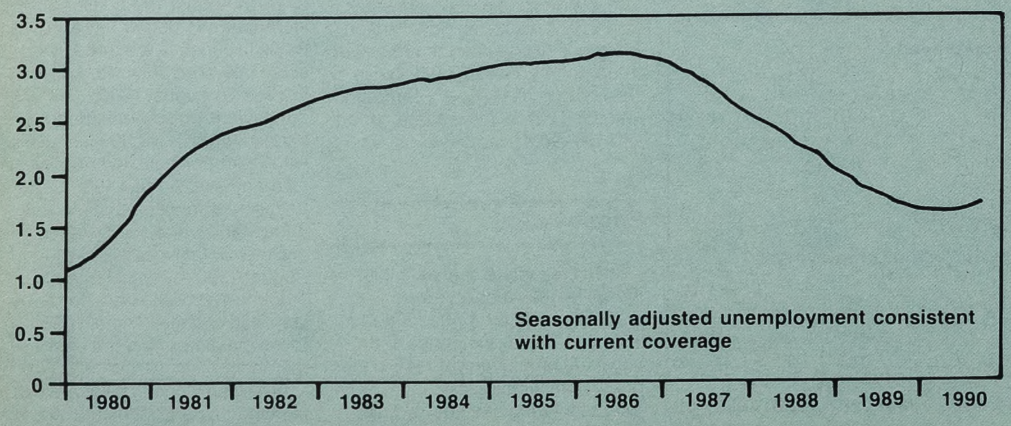
Between August and September the overall level of prices rose by 0·9 per cent, compared with 0·7 in September last year. About a third of the increase this September was due to a further sharp rise in the price of petrol. Prices of clothing and household goods increased sharply, as they also did in August, following the summer sales; and higher telephone charges affected the September index. There were increases for a range of other goods and services, including catering, alcoholic drinks and leisure services. Food prices increased less sharply than in September last year.

The annual rate of increase in the Tax and Prices Index was 9·4 per cent for September 1990, compared with 9·0 per cent for August. The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 5·9 per cent for September 1990, unchanged from August. The index of prices of materials and fuels purchased by manufacturing industry increased by 0·3 per cent, compared with a 12-month fall of 0·8 per cent for August. A sharp rise in the index in September was largely due to price rises for petroleum products and metals.

UNEMPLOYMENT: United Kingdom

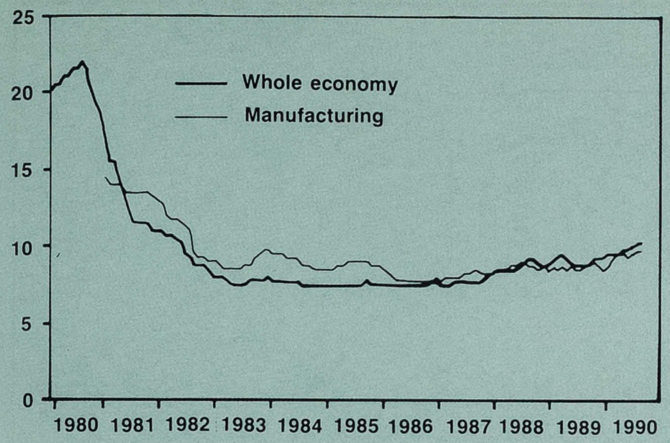
Million

Seasonally adjusted



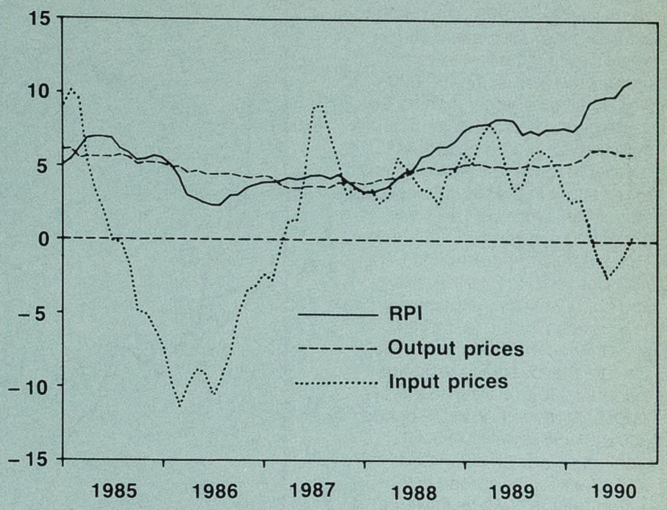
AVERAGE EARNINGS INDEX—UNDERLYING: Great Britain, increases over previous year

Per cent



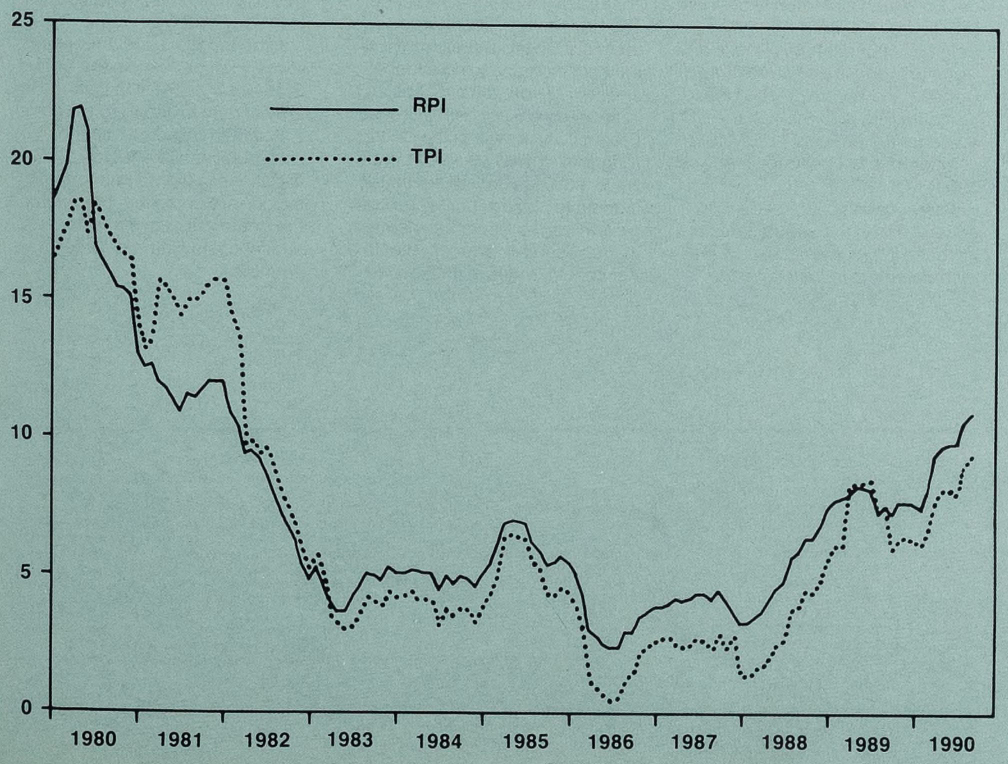
RETAIL PRICES AND PRODUCER PRICES (INPUT AND OUTPUT): United Kingdom, changes over previous year

Per cent



RPI AND TPI: United Kingdom, increases over previous year

Per cent



Industrial disputes

It is provisionally estimated that 59,000 *working days* were *lost through stoppages of work due to industrial disputes* in August 1990. The largest elements in this figure relate to 32,000 working days lost in the coke, mineral oil and natural gas industry group and 11,000 days lost in the public administration, health and education group. The August figure of 59,000 working days lost is slightly higher than the revised estimate for July 1990 of 53,000 but much lower than the corresponding figure for last year of 99,000. The August 1990 figure compares with an August average for the 1980s of 374,000.

In the 12 months to August 1990, a provisional total of 2·6 million working days were lost, compared with 4·6 million days in the previous 12 months and an annual average over the ten-year period ending August 1989 of 8·7 million days.

During the 12 months to August 1990, a *provisional total* of 586 *stoppages* has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 750 stoppages in the 12 months to July 1989 and an annual average in the ten-year period ending August 1989 of 1,185 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that there were 2,130,000 *visits to the UK* by overseas residents in July 1990, 3 per cent more than in July 1989. Visits from North America fell by 5 per cent but there were rises of 2 per cent and 14 per cent in visits from Western Europe and the rest of the world respectively. Of the total, 1,270,000 were by residents of Western Europe, 440,000 by residents of North America and 420,000 by residents of other parts of the world.

UK residents made 3,370,000 *visits abroad* in July 1990, broadly unchanged compared with July 1989. There were falls of 3 per cent in visits to both Western Europe and North America but there was a sharp rise of 61 per cent in visits to other parts of the world. The majority of visits, 2,880,000, were to Western Europe while 200,000 were to North America and 290,000 to other parts of the world.

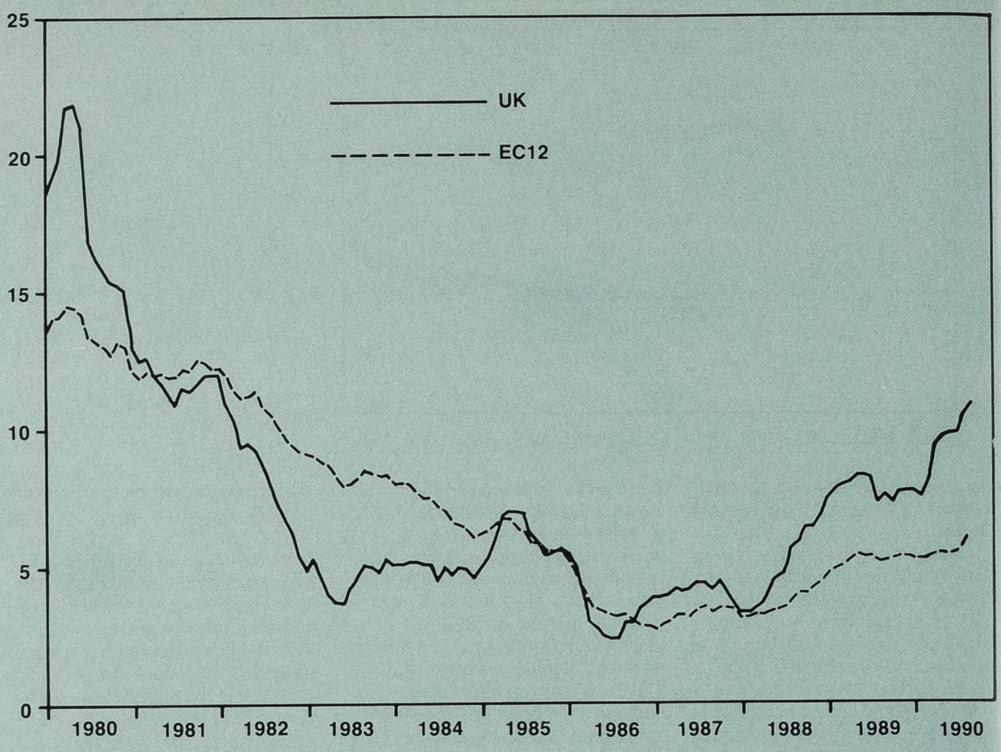
Overseas residents spent an estimated £860 milion in the UK in July 1990, while UK residents spent £1,120 million abroad. This resulted in an estimated deficit of £260 million on the *travel account of the balance of payments* for the month.

During the first seven months of 1990, overseas visitors to the UK numbered 10,060,000, an increase of 6 per cent compared with the same period of 1989. The number of visits by UK residents going abroad during the first seven months of 1990, at 17,160,000, was 4 per cent higher than for the same period a year earlier. For the same seven-month period, it is estimated that overseas residents' expenditure in the UK increased by 12 per cent while UK residents' expenditure abroad increased by 15 per cent compared with the previous year, to £3,990 million and £5,440 million respectively.

Estimates for the 12-month period August 1989 to July 1990 indicate that overseas residents made 17,730,000 visits to the UK, 7 per cent more than in the period August 1988 to July 1989. UK residents made an estimated 31,510,000 visits abroad in the period August 1989 to July 1990, 4 per cent more than in the previous 12-month period.

Overseas residents' expenditure in the UK in the period August 1989 to July 1990, at £7,310 million, was 13 per cent higher than in the period August 1988 to July 1989. Over the same period, August 1989 to July 1990, UK residents spent £9,985 million abroad, an increase of 15 per cent over the previous 12 months. The resulting estimated deficit on the travel account of the balance of payments for the later 12-month period was £2,675 million, compared with a deficit of £2,224 million for the previous 12 months.

CONSUMER PRICES INDICES: Increases over previous year
Per cent



International comparisons

Latest OECD figures show that, in the year 1987–88, employment in the European Community grew by 3,985,000 or 3·1 per cent. The UK's rate of growth over this period was slightly higher than for the EC as a whole, at 3·3 per cent. This was higher than in all EC countries except Spain (3·4 per cent), West Germany (5·2 per cent) and the Netherlands (11·5 per cent).

Over the longer period from March 1983, when UK employment first began to grow, the rate of growth in UK civilian employment (9·9 per cent) was almost twice that of the rest of the Community (5·2 per cent) and was higher than in all countries except the Netherlands (19·9 per cent), Denmark (11·3 per cent) and Luxembourg (10·8 per cent).

The latest international comparisons show that the unemployment rate in the United Kingdom continues to remain lower than that of the majority of our European Community partners (Spain, Ireland, Italy, France, Belgium, Netherlands, Greece and Denmark) and is also lower than in Canada and Australia. The United Kingdom rate is lower than the EC average (6·2 per cent in July 1990, compared to 8·4 per cent in August 1990).

There are indications of a general rise in the annual rates of increase in *unit wage costs in the manufacturing industries* of the major industrialised countries over the past year. Comparisons of the annual change in unit wage costs in the year to the second quarter of 1990 with the equivalent period of 1989 show that there were rises in Canada from a 5 per cent rate of increase to an estimated 8 per cent increase, in Japan from no change to a 3 per cent increase, in West Germany from a 2 per cent increase to an estimated 3 per cent increase, and in France from no change to a 4 per cent increase. The growth rate for unit wage costs fell in the United States from a 1 per cent increase to no change, and in Italy from a 9 per cent increase to a 3 per cent increase. Productivity growth in the United Kingdom slowed over this period while earnings growth continued, leading to a rise in unit wage cost growth from a 4 per cent increase in the second quarter of 1989 to a 7 per cent increase in the second quarter of 1990. This 7 per cent rate of increase in unit wage costs exceeded that of all the other major industrialised countries except Canada.

There was a rise in the UK Retail Prices Index of 10·6 over the 12 months to August 1990, which compares with the provisional average of 5·9 per cent for the EC countries. Over the same period, consumer prices increased in France by 3·5 per cent (provisional), and in West Germany by 2·8 per cent, while outside the EC, consumer prices rose by 5·6 per cent in the United States, 4·1 per cent in Canada and 2·9 per cent in Japan (provisional).

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

BACKGROUND ECONOMIC INDICATORS* 0·1

Seasonally adjusted — UNITED KINGDOM

		Output: GDP average measure[2,15]		Output: GDP[3,4,15]		Index of output UK: Production industries[1,5,15]		Index of output UK: Manufacturing industries[1,6]		Index of production OECD countries		Income: Real personal disposable income		Income: Gross trading profits of companies[7]	
		1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%
1984		96·3r	1·8	96·5r	2·8	94·8	..	97·4	..	..	..	97·4r	2·4	27·6r	13·1
1985		100·0	3·8	100·0	3·6	100·0	5·5	100·0	2·7	100·0	..	100·0	2·7	36·4	31·9
1986		103·6	3·6	103·3	3·3	102·3	2·3	101·2	1·2	101·1	1·1	104·5	4·5	42·1	15·7
1987		108·2	4·4	108·1	4·6	105·7	3·3	106·5	5·2	104·8	3·7	108·3	3·6	47·6	13·1
1988		113·3	4·7	113·4	4·9	109·6r	3·7	114·3	7·3	110·8	5·7	114·6	5·8	56·2	18·1
1989		115·7	2·1	116·2	2·5	110·1	0·5	119·2	4·3	114·9	3·7	120·7	5·3	57·4	2·1
1989	Q2	115·1r	2·2	115·7r	2·7	109·5	–0·1	119·4r	5·9	114·6r	4·4	120·7r	6·0	14·8r	10·4
	Q3	115·8	1·7	116·3	2·0	110·6r	0·2	119·4	3·1	115·1	3·1	121·5	5·6	13·8	–1·4
	Q4	116·3	1·5	116·9	1·9	110·5	0·3	118·8	1·5	115·4	2·5	121·9	3·8	13·5	–12·3
1990	Q1	117·3	1·6	117·7	1·6	110·2	0·2	119·9	0·6	115·8	1·8	123·7	4·2	13·6	–11·1
	Q2	117·7	2·3	118·3	2·2	112·3	2·6	121·1	1·4	116·7	1·8	125·4	3·9	13·6	–8·1
1990	Feb	..	..	..	..	109·3r	—	119·0r	0·4	115·5r	1·9	..	..	..	..
	Mar	..	..	..	..	111·5	0·2	121·2	0·6	116·4	1·8	..	..	..	..
	Apr	..	..	..	..	112·3	0·3	121·7	0·8	115·7	1·5	..	..	..	..
	May	..	..	..	..	111·3	1·5	121·4	1·5	116·8	1·7	..	..	..	..
	June	..	..	..	..	113·4	2·6	120·2	1·4	117·5	1·8	..	..	..	..
	July	..	..	..	..	109·6	2·4	120·4	1·3	..	..	..	..	..	..
	Aug	..	..	..	..	109·0	0·9	119·3	0·8	..	..	..	..	..	..

		Expenditure: Consumer expenditure 1985 prices		Retail sales volume[1]		Fixed investment[8]: All industries 1985 prices		Fixed investment[8]: Manufacturing industries 1985 prices[6,9]		General government consumption at 1985 prices		Stock changes 1985 prices[10]	Base lending rates † [11]	Effective exchange rate † [1,12]	
		£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%
1984		210·5r	1·6	95·5	3·6	42·5r	..	8·9r	18·7	73·9r	1·0	1·08r	9·5–9·75	100·6	–4·5
1985		217·9	3·5	100·0	4·7	45·5	7·1	10·3	15·1	73·9	—	0·82	12	100·0	–0·6
1986		231·7	6·3	105·3	5·3	45·6	0·2	9·7	–6·0	75·3	1·9	0·75	11	91·5	–8·5
1987		244·0	5·3	111·5	5·9	50·3	10·3	10·2	5·5	76·2	1·2	1·17	11	90·1	–1·5
1988		261·6	7·2	119·2	6·9	58·4	16·1	11·4	11·6	76·6	0·5	4·18	10·25–10·5	95·5	6·0
1989		271·7	3·9	121·8	2·2	62·8	7·5	14·4	9·2	77·2	0·8	2·66	13·75–14	92·6	–3·0
1989	Q3	68·0r	3·0	121·6r	1·2	15·8r	7·5	3·2r	8·0	19·4r	2·6	1·14r	14	91·7	–3·7
	Q4	68·6	2·8	122·4	1·0	15·7	2·6	3·1	13·1	19·5	1·6	1·26	15	88·1	–8·9
1990	Q1	69·1	2·8	123·1	1·5	16·2	5·9	3·3	11·1	19·4	1·6	0·01	15	88·1	–9·3
	Q2	69·8	2·8	123·7	1·6	15·7	–0·6	3·1	–3·0	19·9	3·6	0·15	15	88·6	–5·4
	Q3	..	..	122·8	1·0	..	..	..	..	..	..	..	15	94·2P	2·7
1990	Mar	..	..	122·8r	1·5	..	..	..	..	..	..	..	15	87·0	–9·3
	Apr	..	..	123·8	1·8	..	..	..	..	..	..	..	15	87·1	–8·9
	May	..	..	124·5	1·3	..	..	..	..	..	..	..	15	88·0	–8·2
	June	..	..	123·0	1·6	..	..	..	..	..	..	..	15	90·4	–5·4
	July	..	..	124·0	1·5	..	..	..	..	..	..	..	15	93·5	–9·1
	Aug	..	..	122·0	1·4	..	..	..	..	..	..	..	15	95·3	1·5
	Sep	..	..	122·6	1·0	..	..	..	..	..	..	..	15	93·8P	2·7

		Visible trade: Export volume[1]		Visible trade: Import volume[1]		Balance of payments: Visible balance	Balance of payments: Current balance	Competitiveness: Normal unit labour costs[13]		Prices: Tax and price index†[14]		Producer prices index†[6,14]: Materials and fuels		Producer prices index†[6,14]: Home sales	
		1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	Jan 1987 =100	%	1985 = 100	%	1985 = 100	%
1984		94·7	8·1	96·9	11·4	–5·3	1·8	102·0r	–4·9	91·3	3·9	..	..	95·0	..
1985		100·0	5·6	100·0	3·2	–3·3	2·8	100·0	–2·0	96·1	5·3	100·0	..	100·0	5·3
1986		104·2	4·2	107·4	7·4	–9·5	0·0	93·0	–7·0	97·9	1·9	92·4	–7·6	104·3	4·3
1987		109·7	5·3	115·4	7·4	–11·2	–4·2	92·4	–0·6	100·4	2·6	95·3	3·1	103·3	–1·0
1988		111·8	1·9	131·0	13·5	–21·1	–15·2	100·8	9·1	103·3	2·9	98·4	3·2	113·2	9·6
1989		117·3	4·9	141·0	7·6	–23·8	–19·1	100·5	–0·3	110·6	7·1	104·0	5·7	119·0	5·1
1989	Q3	117·6	3·3	142·5	5·5	–6·6	–6·2	99·7r	–0·5	111·6	7·8	103·1	4·4	119·7	5·1
	Q4	124·6	12·6	138·1	0·7	–4·4	–3·8	96·9	–5·5	112·5	6·2	105·8	5·7	121·2	5·2
1990	Q1	125·1	10·5	147·6r	4·3	–5·8	–4·6	97·7	–5·8	114·8	6·4	105·7	2·8	123·1	5·4
	Q2	127·8	12·3	148·0	4·4	–5·2	–5·1	97·9	–3·5	119·2	8·0	103·5	–0·9	125·7	6·3
	Q3	123·7	5·2	143·2	0·6	–3·8	–3·8P	..	..	121·4	8·8	102·3P	–0·8	126·8P	5·9
1990	Mar	125·2	10·5	152·6r	4·3	–2·4r	–2·0r	..	..	115·9	6·4	105·1	2·8	123·8	5·4
	Apr	127·3	12·9	151·4	5·3	–2·1	–2·0	..	..	118·2	6·9	104·7	2·0	125·1	5·7
	May	129·6	11·8	147·8	6·4	–1·5	–1·5	..	..	119·4	7·5	103·6	0·8	125·8	6·0
	June	126·3r	12·3	144·9	4·4	–1·6	–1·6	..	..	119·9	8·0	102·1	–0·9	126·1	6·3
	July	119·6	8·6	146·4	3·3	–1·8	–1·8	..	..	120·0	8·1	100·9	–1·8	126·4	6·2
	Aug	125·2	7·3	142·6	2·1	–1·2	–1·2	..	..	121·4	8·4	101·9	–1·7	126·8	6·0
	Sep	126·1	5·1	141·0	0·6	–0·8	–0·8	..	..	122·7	8·8	104·1	–0·8	127·3	5·9

P=Provisional
R=Revised
r=Series revised from indicated entry onwards.
Data values from which percentage changes are calculated may have been rounded.
* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
(2) For description of this measure see *Economic Trends*, October 1988, p 79.
(3) For details of this series see *Economic Trends,* July 1984, p 72.
(4) GDP at factor cost.
(5) Production industries: SIC divisions 1 to 4.
(6) Manufacturing industries: SIC divisions 2 to 4.
(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.
(8) Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.
(9) Including leased assets.
(10) Value of physical increase in stocks and work in progress.
(11) Base lending rate of the London clearing banks on the last Friday of the period shown.
(12) Average of daily rates.
(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.
(14) Annual and quarterly figures are averages of monthly indices.
(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimates of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.

1·1 EMPLOYMENT
Workforce *

THOUSAND

Quarter	Employees in employment † Male: All	Male: Part-time	Female: All	Female: Part-time	All	Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ‡‡	Workforce *
UNITED KINGDOM										
Unadjusted for seasonal variation										
1988 June	11,974		10,302		22,276	2,986	316	343	25,920	28,260
Sept	12,050 R		10,421		22,471 R	3,049	315	369	26,204 R	28,515 R
Dec	11,992 R		10,605 R		22,597	3,113	313	408	26,431	28,477 R§
1989 Mar	11,956		10,628		22,584	3,176	312	448	26,519	28,479 §
June	11,975 R		10,776		22,751 R	3,240	308	462	26,761 R	28,504 R§
Sept	12,032 R		10,876		22,907 R	3,275	308	468	26,958 R	28,661 R§
Dec	12,016 R		11,073		23,089 R	3,310	306	450	27,156 R	28,795 R§
1990 Mar	11,944 R		11,064 R		23,007 R	3,345	306	436 R	27,094 R	28,739 R§
June	11,991		11,240		23,231	3,380	303	424	27,338	28,996 §
UNITED KINGDOM										
Adjusted for seasonal variation										
1988 June	11,977		10,292		22,269	2,986	316	343	25,913	28,338
Sept	12,000 R		10,437		22,437 R	3,049	315	369	26,170 R	28,425 R
Dec	11,978 R		10,540		22,518 R	3,113	313	408	26,353	28,396
1989 Mar	12,000		10,680		22,680	3,176	312	448	26,615	28,538
June	11,981 R		10,776		22,757 R	3,240	308	462	26,767 R	28,580 R
Sept	11,979 R		10,887		22,866 R	3,275	308	468	26,917 R	28,612 R
Dec	12,011 R		11,012		23,023 R	3,310	306	450	27,090 R	28,726 R
1990 Mar	11,986 R		11,111 R		23,096 R	3,345	306	436 R	27,183 R	28,789 R
June	11,997		11,242		23,239	3,380	303	424	27,346	28,966
GREAT BRITAIN										
Unadjusted for seasonal variation										
1988 June	11,702	919	10,057	4,232	21,760	2,926	316	335	25,336	27,561
Sept	11,778 R	889	10,174	4,218	21,952 R	2,990	315	359	25,616 R	27,812 R
Dec	11,719 R	903	10,353	4,346	22,073	3,054	313	398	25,837	27,776 §
1989 Mar	11,685	901	10,378	4,345	22,063	3,118	312	438	25,930	27,782 §
June	11,703 R	916	10,525	4,395	22,227 R	3,182	308	452	26,169 R	27,808 R§
Sept	11,759 R	889	10,624	4,388	22,383 R	3,217	308	456	26,364 R	27,960 R§
Dec	11,743 R	935	10,817	4,530	22,560 R	3,252	306	438	26,557 R	28,097 R§
1990 Mar	11,672 R	906 R	10,810 R	4,506 R	22,482 R	3,287	306	423 R	26,498 R	28,046 R§
June	11,720	953	10,986	4,640	22,706	3,322	303	412	26,743	28,302 §
GREAT BRITAIN										
Adjusted for seasonal variation										
1988 June	11,706 R		10,047		21,752	2,926	316	335	25,328	27,636
Sept	11,728 R		10,190		21,918 R	2,990	315	359	25,582 R	27,722 R
Dec	11,706 R		10,291 R		21,997	3,054	313	398	25,761	27,695
1989 Mar	11,728		10,430		22,158	3,118	312	438	26,025	27,839
June	11,709 R		10,524		22,233 R	3,182	308	452	26,174 R	27,881 R
Sept	11,707 R		10,634		22,341 R	3,217	308	456	26,322 R	27,913 R
Dec	11,739 R		10,758		22,497 R	3,252	306	438	26,493 R	28,029 R
1990 Mar	11,713 R		10,857 R		22,570 R	3,287	306	423 R	26,586 R	28,093 R
June	11,725		10,988		22,713	3,322	303	412	26,750	28,273

Definitions of terms used will be found at the end of the section.
* Workforce in employment plus claimant unemployed.
† Estimates of employees in employment for December 1987 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, October 1989, p 560). For all dates, individuals with two jobs as employees of different employers are counted twice.
** Estimates of the self-employed up to mid-1989 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1989. The provisional estimates from September 1989 are based on the assumption that the average rate of increase between 1981 and 1989 has continued subsequently. A detailed description of the current estimate is given in the article on p 220 of the April 1990 issue of *Employment Gazette*.
‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS (up to September 1988) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes–those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.
‡‡ Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page S6 of the August 1988 issue of *Employment Gazette*.
§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see *tables 2·1 and 2·2* and their footnotes.

EMPLOYMENT 1·2
Workforce*

THOUSAND

GREAT BRITAIN — SIC 1980 Divisions or classes	All industries and services (0-9): All employees	All industries and services (0-9): Seasonally adjusted	Manufacturing industries (2-4): All employees	Manufacturing industries (2-4): Seasonally adjusted	Production industries (1-4): All employees	Production industries (1-4): Seasonally adjusted	Production and construction industries (1-5): All employees	Production and construction industries (1-5): Seasonally adjusted
1972 June	21,650	21,648	7,621	7,621	8,371	8,371	9,565	9,565
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639
1987 June	21,080	21,070	5,049	5,064	5,548	5,563	6,531	6,547
1988 June	21,760	21,752	5,116	5,131	5,595	5,610	6,613	6,628
Oct			5,178	5,148	5,655	5,626		
Nov			5,185	5,157	5,663	5,635		
Dec	22,073	21,997	5,188	5,163	5,665	5,641	6,682	6,660
1989 Jan			5,150	5,164	5,627	5,641		
Feb			5,142	5,165	5,617	5,640		
Mar	22,063	22,158	5,142	5,168	5,612	5,638	6,639	6,665
Apr			5,123	5,159	5,592	5,628		
May			5,120	5,150	5,587	5,617		
June	22,227 R	22,233 R	5,129	5,152	5,593	5,615	6,629	6,649
July			5,150	5,142	5,611	5,603		
Aug			5,178	5,159	5,638	5,620		
Sept	22,383 R	22,341 R	5,187	5,154	5,644	5,611	6,675	6,641
Oct			5,177	5,146	5,634	5,604		
Nov			5,175	5,144	5,633	5,603		
Dec	22,560 R	22,497 R	5,167	5,144	5,626	5,602	6,653	6,632
1990 Jan			5,134	5,148	5,593	5,607		
Feb			5,112	5,134	5,570	5,592		
Mar	22,482 R	22,570 R	5,096	5,121	5,552	5,577	6,575 R	6,601 R
Apr			5,079	5,115	5,538 R	5,574 R		
May			5,080	5,110	5,539 R	5,569 R		
June	22,706	22,713	5,095	5,118	5,549 R	5,572 R	6,580	6,600
July P			5,127	5,119	5,584	5,577 R		
Aug P			5,135	5,116	5,593	5,574		

GREAT BRITAIN — SIC 1980 Divisions or classes	Service industries (6-9): All employees	Service industries (6-9): Seasonally adjusted	Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)
1973 June	12,096	12,096	421	368	355	790	429	1,048	1,008
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043
1975 June	12,545	12,545	388	356	361	753	432	1,050	972
1976 June	12,624	12,624	382	350	361	716	424	1,020	925
1977 June	12,698	12,698	378	352	356	729	431	1,019	939
1978 June	12,895	12,859	373	357	349	707	434	1,032	941
1979 June	13,260	13,222	359	354	357	694	436	1,033	954
1980 June	13,384	13,345	352	355	361	642	420	1,005	938
1981 June	13,142	13,102	343	344	356	544	383	901	862
1982 June	13,117	13,078	338	328	343	507	367	844	815
1983 June	13,169	13,130	330	311	328	462	345	768	788
1984 June	13,503	13,465	320	289	319	445	343	750	786
1985 June	13,769	13,731	321	273	309	430	339	756	780
1986 June	13,954	13,918	310	234	302	392	328	741	755
1987 June	14,247	14,213	302	203	297	365	320	737	740
1988 June	14,853	14,823	294	183	297	358	320	759	742
Oct				182	296	361	324	776	748
Nov				181	297	360	325	779	748
Dec	15,095	15,041	296	180	297	358	323	782	749
1989 Jan				180	297	355	322	780	744
Feb				179	297	353	321	786	743
Mar	15,140	15,198	284	176	295	352	321	788	742
Apr				173	295	349	321	787	736
May				172	295	348	321	788	734
June	15,319 R	15,296 R	280	168	295	346	322	790	735
July				166	294	345	324	796	741
Aug				164	296	343	326	801	741
Sept	15,404 R	15,416 R	303	160	297	342	325	807	741
Oct				161	297	338	324	808	738
Nov				161	297	337	325	809	736
Dec	15,629 R	15,585 R	279	161	298	334	324	813	736
1990 Jan				161	298	330	321	809	731
Feb				162	297	324	320	809	730
Mar	15,636 R	15,687 R	271 R	160	297	324	318	808	727
Apr				162	297 P	320	317	809	722
May				161	297 P	318	316	808	720
June	15,849	15,828	277	157	297 P	316	318	809	723
July P				160	297	315	321	814	727
Aug P				160	298	316	322	812	726

* See footnote to *table 1·1*.
** Excludes private domestic service.

1·2 EMPLOYMENT
Workforce*

THOUSAND

GREAT BRITAIN SIC 1980 Divisions or classes		Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods n.e.s. (31)	Food, drink and tobacco (41/42)	Textiles, leather, footwear and clothing (43-45)	Timber, wooden furniture, rubber, plastics, etc (46)	Paper products, printing and publishing (47 48-49)	Construction (50)	Wholesale distribution and repairs (61-63 67)
1972	June	491	403	544	759	986	617	558	1,193	991
1973	June	512	397	556	758	975	646	554	1,269	1,030
1974	June	498	401	560	769	946	647	576	1,223	1,032
1975	June	458	400	526	731	875	602	553	1,207	1,032
1976	June	449	394	500	720	841	601	530	1,203	1,023
1977	June	465	381	511	719	849	601	527	1,167	1,042
1978	June	472	379	515	712	819	597	531	1,161	1,070
1979	June	464	376	505	713	800	591	542	1,201	1,111
1980	June	434	365	483	705	716	554	538	1,206	1,146
1981	June	361	349	410	664	614	500	510	1,102	1,112
1982	June	315	337	385	638	577	473	495	1,038	1,115
1983	June	296	318	344	599	548	469	481	1,015	1,124
1984	June	278	290	332	582	547	472	477	1,010	1,155
1985	June	271	276	327	575	550	473	477	994	1,148
1986	June	263	263	318	555	555	485	467	964	1,134
1987	June	257	244	321	551	543	497	474	983	1,138
1988	June	266	233	334	551	550	525	478	1,018	1,173
	Oct	268	228	334	571	546	537	487		
	Nov	269	227	335	569	547	540	488		
	Dec	269	226	337	564	547	543	490	1,017	1,196
1989	Jan	267	225	334	554	541	541	488		
	Feb	268	223	333	549	541	539	486		
	Mar	268	222	336	548	536	540	489	1,026	1,201
	Apr	269	221	335	546	532	538	490		
	May	268	220	336	549	528	537	491		
	June	268	219	336	553	529	540	492	1,036	1,203
	July	268	219	339	555	526	543	495		
	Aug	269	220	338	563	531	548	499		
	Sept	269	221	337	565	531	550	499	1,032	1,207
	Oct	268	220	337	562	530	550	501		
	Nov	266	221	336	566	530	549	501		
	Dec	266	220	335	561	528	550	501	1,027	1,210
1990	Jan	267	220	334	552	526	546	497		
	Feb	267	220	331	550	521	543	496		
	Mar	266	221	327	548	520	542	496	1,023 R	1,199
	Apr	262	221	325	546	519	541	496		
	May	263	221	327	548	518	544	497		
	June	266	221	325	554	518	549	497	1,030 P	1,214
	July P	267	222	324	565	520	552	501		
	Aug P	266	222	322	571	519	553	506		

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

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

EMPLOYMENT 1·3
Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN SIC 1980	Division, class or group or AH	Aug 1989 R Males	Aug 1989 R Females	Aug 1989 R All	June 1990 Males	June 1990 Females	June 1990 All	July 1990 P Males	July 1990 P Females	July 1990 P All	Aug 1990 P Males	Aug 1990 P Females	Aug 1990 P All
Production industries	1–4	3,960·6	1,677·9	5,638·5	3,877·3 R	1,672·0	5,549·3 R	3,894·5 R	1,689·8	5,584·3 R	3,896·3	1,696·4	5,592·7
Manufacturing industries	2–4	3,584·7	1,593·4	5,178·1	3,510·9	1,584·4	5,095·3	3,525·3	1,601·7	5,127·0	3,526·4	1,608·3	5,134·7
Energy and water supply	1	375·9	84·5	460·4	366·4 PR	87·6 P	454·0 PR	369·2 R	88·2 R	457·3 R	369·9	88·1	458·0
Coal extraction and solid fuels	111	91·9	4·6	96·5	82·0	3·5	85·5	82·3	3·6	85·8	81·5	3·5	85·0
Electricity	161	112·9	30·9	143·8	110·8P	31·6P	142·4P	110·9R	31·6R	142·5R	110·9	31·7	142·6
Gas	162	58·2	23·2	81·4	57·5R	23·8	81·3R	57·7R	23·9R	81·5R	57·7	23·9	81·6
Other mineral and ore extraction, etc	2	509·6	159·0	668·6	479·7	154·3	634·0	480·4	155·8	636·2	481·1	156·8	637·9
Metal manufacturing and extraction of metal ores and minerals	21–23	134·6	20·2	154·8	121·5	19·0	140·5	120·6	19·0	139·6	120·2	18·8	139·0
Non-metallic mineral products	24	144·1	43·5	187·7	133·6	42·2	175·8	133·4	42·2	175·7	134·3	42·7	177·0
Chemical industry/man-made fibres	25/26	230·9	95·3	326·1	224·6	93·0	317·6	226·3	94·6	321·0	226·6	95·3	321·9
Basic industrial chemicals	251	95·7	21·5	117·3	92·7	21·3	114·0	92·9	21·7	114·6	92·9	21·8	114·7
Other chemical products and preparations	255–259/260	135·1	73·7	208·9	131·9	71·7	203·7	133·5	72·9	206·4	133·7	73·5	207·2
Metal goods, engineering and vehicles	3	1,845·5	522·9	2,368·4	1,823·8	519·5	2,343·3	1,833·0	521·2	2,354·1	1,827·3	521·2	2,348·5
Metal goods nes	31	262·1	75·7	337·8	253·5	71·6	325·2	253·3	71·0	324·3	251·4	70·1	321·5
Mechanical engineering	32	665·5	135·0	800·6	670·3	138·9	809·1	674·4	139·3	813·7	671·9	140·1	812·0
Industrial plant and steelwork	320	97·1	13·0	110·1	104·5	14·2	118·7	107·8	14·1	121·9	106·4	14·1	120·5
Mining and construction machinery etc	325	65·9	10·5	76·4	63·8	10·5	74·4	65·2	10·5	75·7	64·7	10·4	75·1
Other machinery and mechanical equipment	321–324/ 326–329	502·5	111·6	614·1	501·9	114·1	616·1	501·4	114·6	616·1	500·8	115·6	616·4
Office machinery and data processing equipment	33	57·7	28·1	85·8	56·1	28·6	84·7	56·4	28·8	85·2	56·5	29·0	85·4
Electrical and electronic engineering	34	362·2	190·0	552·2	349·9	188·5	538·4	351·3	189·7	541·0	352·4	189·7	542·1
Wires, cables, batteries and other electrical equipment	341/342/343	141·9	60·6	202·4	139·8	60·0	199·8	140·9	60·8	201·7	141·4	60·0	201·4
Telecommunication equipment	344	108·3	51·5	159·8	103·6	50·1	153·7	102·7	49·7	152·4	102·8	49·4	152·1
Other electronic and electrical equipment	345–348	112·1	78·0	190·0	106·5	78·4	184·9	107·7	79·2	186·9	108·2	80·3	188·5
Motor vehicles and parts	35	239·2	30·3	269·5	236·8	28·8	265·6	237·9	28·7	266·6	237·7	28·8	266·5
Other transport equipment	36	193·0	26·6	219·6	193·7	27·0	220·7	195·2	27·1	222·3	194·7	27·7	222·4
Shipbuilding and repairing	361	38·4	4·3	42·7	36·8	4·1	40·9	37·2	4·1	41·3	36·6	4·4	40·9
Aerospace and other transport equipment	362–365	154·6	22·3	176·9	156·9	22·8	179·7	157·9	23·0	180·9	158·2	23·3	181·5
Instrument engineering	37	65·7	37·2	102·9	63·6	36·0	99·6	64·5	36·5	101·0	62·7	35·8	98·6
Other manufacturing industries	4	1,229·6	911·4	2,141·0	1,207·4	910·7	2,118·0	1,212·0	924·7	2,136·6	1,218·0	930·3	2,148·3
Food, drink and tobacco	41/42	323·7	238·9	562·6	315·3	238·4	553·6	318·8	246·0	564·8	321·3	249·8	571·2
Meat and meat products, organic oils and fats	411/412	56·3	40·2	96·5	55·9	41·7	97·6	56·6	42·7	99·3	57·1	42·3	99·4
All other food and drink manufacture	413–423	200·8	171·7	372·5	196·9	171·0	367·9	200·0	177·1	377·1	201·8	181·3	383·1
Alcoholic, soft drink and tobacco manufacture	424–429	66·6	27·0	93·6	62·4	25·7	88·2	62·2	26·1	88·4	62·4	26·3	88·7
Textiles	43	116·6	99·0	215·6	112·2	94·9	207·1	111·7	96·0	207·7	111·7	95·6	207·2
Footwear and clothing	45	79·5	216·4	296·0	78·7	212·3	291·0	78·4	213·7	292·1	78·7	213·2	291·9
Timber and wooden furniture	46	192·8	52·6	245·4	191·1	54·5	245·6	192·1	55·1	247·1	192·6	55·6	248·2
Paper, printing and publishing	47	314·0	185·0	499·0	309·5	187·7	497·2	312·6	188·1	500·7	315·3	190·4	505·6
Pulp, paper, board and derived products	471–472	98·0	43·8	141·8	97·4	43·5	140·9	99·0	43·7	142·7	99·4	44·2	143·6
Printing and publishing	475	215·9	141·2	357·1	212·1	144·2	356·3	213·6	144·3	357·9	215·8	146·2	362·0
Rubber and plastics	48	151·8	69·6	221·4	150·9	69·9	220·8	148·5	70·9	219·5	147·7	70·5	218·2
Other manufacturing	49	40·3	41·3	81·6	39·0	44·0	83·0	39·2	45·8	85·0	40·1	46·1	86·2

* See footnotes to *table 1·1*.
P Provisional

1·4 EMPLOYMENT
Employees in employment*: June 1990

THOUSAND

GREAT BRITAIN	Division Class or Group	June 1989					Mar 1990			June 1990				
		Male		Female		All	Male	Female	All	Male		Female		All
SIC 1980		All	Part-time	All	Part-time					All	Part-time	All	Part-time	
All industries and services ‡	0–9	11,702·8 R	916·2	10,524·6 R	4,394·8	22,227·5 R	11,672·1 R	10,810·0 R	22,482·1 R	11,719·6	953·4	10,986·1	4,639·6	22,705·7
Agriculture, forestry and fishing	0	202·1	27·0	77·7	26·3	279·7	201·2 R	70·3 R	271·5 R	198·8	28·8	78·4	26·5	277·3
Production and construction industries	1–5	4,847·6	75·6	1,781·0	383·9	6,628·6	4,788·0 R	1,787·1	6,575·0 R	4,777·1	80·3	1,802·5	431·2	6,579·6
Production industries	1–4	3,938·5	58·4	1,654·0	332·4	5,592·5	3,894·8 R	1,657·5	5,552·2	3,877·3 R	63·2	1,672·0	378·5 R	5,549·3R
of which, manufacturing industries	2–4	3,558·3	57·6	1,570·8	317·5	5,129·1	3,525·0	1,570·8	5,095·7	3,510·9	62·3	1,584·4	362·2	5,095·3
Service industries ‡	6–9	6,653·1 R	813·5 R	8,666·0 R	3,984·5 R	15,319·1 R	6,683·0 R	8,952·6 R	15,635·6 R	6,743·7	844·3	9,105·2	4,181·8	15,848·9
Agriculture, forestry and fishing	0	202·1	27·0	77·7	26·3	279·7	201·2R	70·3R	271·5R	198·8	28·8	78·4	26·5	277·3
Agriculture and horticulture	01	188·8	26·3	73·7	25·3	262·5	188·3R	66·1R	254·3R	186·1	28·0	74·1	25·4	260·2
Energy and water supply	1	380·2	0·8	83·2	14·8	463·4	369·8R	86·7	456·5	366·4RP	0·8RP	87·6 P	16·3 RP	454·0 RP
Coal extraction and solid fuels	111	97·0	0·1	4·8	2·1	101·8	85·5	3·7	89·2	82·0	0·2	3·5	2·1	85·5
Electricity	161	113·0	0·2	30·5	6·2	143·6	110·9R	31·4R	142·3	110·8P	0·2P	31·6P	6·4P	142·4P
Gas	162	58·2	0·1	22·9	4·4	81·0	57·6	23·6	81·2	57·5R	0·1	23·8	4·9R	81·3R
Other mineral and ore extraction, etc	2	508·8	4·8	159·0	24·1	667·9	487·0	155·2	642·2	479·7	5·2	154·3	26·4	634·0
Metal manufacturing and extraction of metal ores and minerals	21–23	137·1	..	20·6	3·5	157·7	126·7	19·7	146·5	121·5	..	19·0	3·6	140·5
Non-metallic mineral products	24	143·9	1·6	44·4	7·2	188·3	134·6	42·8	177·4	133·6	1·8	42·2	7·2	175·8
Chemical industry/man-made fibres	25/26	227·9	1·0	94·0	13·4	321·9	225·7	92·7	318·4	224·6	1·0	93·0	15·6	317·6
Basic industrial chemicals	251	95·0	..	21·2	3·2	116·2	93·4	21·3	114·7	92·7	..	21·3	3·5	114·0
Other chemical products and preparations	255–259/60	132·8	1·0	72·8	10·2	205·7	132·3	71·4	203·7	131·9	1·0	71·7	12·2	203·7
Metal goods, engineering, vehicles	3	1,831·0	18·4	517·0	86·4	2,348·0	1,833·1	515·5	2,348·6	1,823·8	20·6	519·5	98·2	2,343·3
Metal goods nes	31	260·7	3·6	75·0	15·3	335·7	256·1	70·7	326·8	253·5	3·9	71·6	17·1	325·2
Hand tools and finished metal goods including doors and windows	314/316	146·0	..	47·4	10·1	193·4	143·0	43·7	186·7	142·5	..	44·0	11·2	186·5
Other metal goods	311–313	114·8	..	27·5	5·2	142·3	113·1	27·0	140·1	111·0	..	27·7	6·0	138·7
Mechanical engineering	32	657·5	7·5	132·6	26·5	790·1	669·8	138·0	807·8	670·3	7·9	138·9	31·0	809·1
Industrial plant and steelwork	320	93·8	..	12·5	2·7	106·3	104·2	14·2	118·4	104·5	..	14·2	2·6	118·7
Machinery for agriculture, metal working, textile, food and printing, etc industries	321–324/327	142·9	..	30·0	7·8	172·9	142·5	30·0	172·5	142·8	..	30·2	8·5	173·0
Mining and construction machinery, etc	325	65·4	..	10·1	1·6	75·5	64·6	10·5	75·2	63·8	..	10·5	2·0	74·4
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/329	338·6	..	74·6	13·6	413·2	343·1	78·0	421·1	344·4	..	78·7	15·8	423·1
Office machinery and data processing equipment	33	57·4	..	27·4	2·2	84·8	56·9	28·3	85·2	56·1	..	28·6	2·4	84·7
Electrical and electronic engineering	34	359·0	..	189·4	28·7	548·4	355·3	186·9	542·3	349·9	..	188·5	33·4	538·4
Wires, cables, batteries and other electrical equipment	341/342/343	140·8	..	61·2	9·9	202·0	141·6	60·2	201·9	139·8	..	60·0	13·2	199·8
Telecommunication equipment	344	107·6	..	51·7	7·0	159·3	104·8	49·9	154·7	103·6	..	50·1	6·6	153·7
Other electronic and electrical equipment	345–348	110·6	..	76·5	11·8	187·1	108·9	76·8	185·7	106·5	..	78·4	13·6	184·9
Motor vehicles and parts	35	237·8	..	30·1	4·4	268·0	236·9	29·4	266·3	236·8	..	28·8	3·5	265·6
Motor vehicles and their engines and bodies, trailers, caravans	351/352	152·6	..	12·3	1·5	164·9	153·7	12·1	165·8	155·0	..	12·1	1·4	167·1
Motor vehicle parts	353	85·2	..	17·9	3·0	103·1	83·2	17·4	100·6	81·7	..	16·7	2·1	98·5
Other transport equipment	36	192·6	..	26·4	2·3	219·0	194·3	26·5	220·8	193·7	..	27·0	2·7	220·7
Shipbuilding and repairing	361	39·5	..	4·2	1·0	43·7	37·8	4·0	41·8	36·8	..	4·1	1·0	40·9
Aerospace and other transport equipment	362–365	153·0	..	22·3	1·3	175·3	156·4	22·5	179·0	156·9	..	22·8	1·7	179·7
Instrument engineering	37	66·0	1·1	36·0	7·1	102·0	63·8	35·6	99·4	63·6	1·2	36·0	8·0	99·6
Other manufacturing industries	4	1,218·5	34·4	894·8	207·0	2,113·2	1,204·8	900·0	2,104·9	1,207·4	36·4	910·7	237·6	2,118·0
Food, drink and tobacco	41/42	319·9	14·2	232·8	88·7	552·7	314·3	233·7	547·9	315·3	13·8	238·4	104·6	553·6
Meat and meat products, organic oils and fats	411/412	57·3	..	39·7	11·6	97·0	55·2	40·1	95·2	55·9	..	41·7	15·8	97·6
Bread, biscuits and flour confectionery	419	71·0	..	73·7	43·5	144·7	72·4	75·2	147·6	72·4	..	77·9	49·6	150·3
Alcoholic, soft drink and tobacco manufacture	424–429	66·3	..	26·7	4·4	93·0	63·0	26·4	89·4	62·4	..	25·7	4·1	88·2
All other food and drink manufacture	413–418/ 420–423	125·3	..	92·7	29·2	218·1	123·7	92·0	215·7	124·5	..	93·0	35·2	217·6
Textiles	43	117·4	1·9	100·3	18·0	217·7	113·2	96·1	209·2	112·2	1·8	94·9	19·9	207·1
Footwear and clothing	45	80·8	..	211·6	26·0	292·3	78·8	211·8	290·6	78·7	..	212·3	27·1	291·0
Clothing, hats, gloves and fur goods	453/456	40·2	..	158·8	19·6	199·0	39·2	159·3	198·4	39·0	..	158·5	20·4	197·5
Timber and wooden furniture	46	190·9	2·7	51·8	12·7	242·7	190·3	53·7	244·0	191·1	2·7	54·5	16·1	245·6
Paper, printing and publishing	47	310·1	7·8	181·6	35·4	491·7	309·9	185·8	495·7	309·5	9·8	187·7	38·0	497·2
Pulp, paper, board and derived products	471/472	97·1	..	43·3	7·7	140·4	97·3	43·4	140·8	97·4	..	43·5	8·0	140·9
Printing and publishing	475	213·0	..	138·3	27·8	351·3	212·6	142·3	354·9	212·1	..	144·2	30·0	356·3
Rubber and plastics	48	149·9	2·3	68·8	15·5	218·8	150·2	69·6	219·8	150·9	2·7	69·9	16·7	220·8
Other manufacturing	49	38·7	1·6	39·4	9·0	78·2	37·5	40·3	77·8	39·0	2·0	44·0	12·9	83·0
Construction	5	909·1	17·1	127·0	51·5	1,036·1	893·2R	129·6	1,022·8R	899·8P	17·1P	130·4P	52·8P	1,030·2P
Distribution, hotels, catering, repairs	6	2,035·2	338·9	2,481·8	1,385·9	4,517·0	2,012·5	2,502·0	4,514·5	2,029·8	343·2	2,570·1	1,444·3	4,599·8
Wholesale distribution	61	624·3	15·9	310·2	91·5	934·5	615·9	317·3	933·1	622·1	16·4	323·6	99·6	945·7
Agriculture and textile raw materials fuels, ores, metals, etc	611/612	86·9	..	36·0	8·5	122·8	86·1	37·2	123·3	86·3	..	36·3	9·2	122·6
Timber and building materials	613	112·5	..	32·1	9·3	144·6	110·2	32·9	143·1	109·8	..	32·8	10·4	142·6
Machinery, industrial equipment, vehicles and parts	614	129·7	..	52·3	13·1	182·0	127·6	53·2	180·8	129·2	..	54·1	12·9	183·3
Food, drink and tobacco	617	153·4	8·4	81·9	29·5	235·2	152·4	83·5	235·9	154·2	8·7	88·2	34·1	242·4
Other wholesale distribution	615/616/ 618/619	141·9	7·4	107·9	31·2	249·8	139·6	110·5	250·1	142·5	7·8	112·2	33·1	254·8

EMPLOYMENT 1·4
Employees in employment*: June 1990

THOUSAND

GREAT BRITAIN	Division Class or Group	June 1989					Mar 1990			June 1990				
		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	815·0	141·3	1,393·4	787·2	2,208·4	813·8	1,425·9	2,239·8	807·9	143·4	1,437·4	808·7	2,245·3
Food	641	215·0	59·1	408·0	272·7	623·1	216·2	421·9	638·1	214·0	59·5	423·8	283·0	637·7
Confectionery, tobacco, etc	642	22·9	10·7	85·8	61·8	108·7	18·9	85·5	104·4	17·5	10·8	85·4	62·8	102·9
Dispensing and other chemists	643	20·7	5·3	104·9	59·3	125·6	20·0	108·4	128·5	20·3	5·0	109·9	62·4	130·2
Clothing, footwear and leather goods	645/646	51·9	..	200·0	115·1	251·9	47·4	197·7	245·1	46·9	..	199·8	112·5	246·6
Household goods, hardware, ironmongery	648	124·5	..	119·7	56·9	244·1	121·8	121·2	242·9	123·3	..	121·3	57·6	244·6
Motor vehicles and parts, filling stations	651/652	183·9	..	76·3	25·2	260·2	188·1	80·0	268·1	189·1	..	83·0	27·4	272·0
Other retail distribution	653–656	178·8	..	384·9	192·0	563·7	181·1	398·5	579·6	178·2	..	400·9	198·3	579·1
Hotels and catering	66	392·2	160·0	713·1	482·9	1,105·2	380·0	695·7	1,075·7	398·9	160·7	741·8	507·9	1,140·7
Restaurants, snack bars, cafes, etc	661	103·9	40·5	168·5	109·0	272·4	104·6	165·5	270·1	105·9	38·8	178·6	117·0	284·5
Public houses and bars	662	90·4	51·5	189·4	159·9	279·8	92·0	186·1	278·2	94·1	52·3	194·2	165·9	288·3
Night clubs and licensed clubs	663	54·6	35·6	87·2	74·6	141·8	53·7	89·1	142·8	54·2	35·6	90·5	76·8	144·8
Canteens and messes	664	34·9	..	92·4	51·4	127·4	34·6	95·2	129·8	35·0	..	94·6	52·5	129·5
Hotel trade	665	92·4	23·9	153·3	78·8	245·8	87·4	146·2	233·6	94·2	25·1	158·7	85·2	253·0
Repair of consumer goods and vehicles	67	168·7	8·5	45·8	19·2	214·6	169·0	44·2	213·1	166·7	8·4	48·0	23·6	214·7
Motor vehicles	671	151·5	..	38·4	16·2	189·9	152·1	36·8	189·0	151·0	..	41·1	20·6	192·0
Transport and communication	7	1,017·2 R	28·4	320·1 R	72·6 R	1,337·4 R	1,012·0 R	336·8 R	1,348·8 R	998·4	29·2	332·2	77·4	1,330·6
Railways	71	121·7R	0·2	8·6R	0·7	130·3R	123·3R	8·4R	131·7R	123·7	0·2	8·3	0·7	132·1
Other inland transport	72	330·4	14·3	56·3	19·7	386·7	312·4	54·9	367·3	309·2	14·7	53·4	19·5	362·6
Scheduled road passenger transport	721	125·5	..	19·5	5·2	145·0	118·9	18·6	137·5	115·9	..	18·5	5·6	134·4
Other including road haulage	722–726	204·9	..	36·8	14·5	241·7	193·5	36·3	229·8	193·3	..	34·9	13·9	228·2
Sea transport	74	29·5	0·2	6·4	0·4	35·9	30·0	6·7	36·6	29·7	0·2	6·7	0·4	36·3
Air transport	75	39·8	0·4	31·5	6·1	71·3	41·3R	32·7R	74·0R	41·5	0·4	34·6	7·3	76·1
Supporting services to transport	76	76·4	0·2	17·8	2·4	94·2	76·7R	19·9R	96·5R	75·4	0·4	20·2	2·5	95·6
Miscellaneous transport and storage	77	91·1	..	85·4	18·0	176·5	92·6	90·2	182·8	92·5	..	91·9	20·0	184·4
Postal services and telecommunications	79	328·3	8·2	114·2	25·3	442·5	335·8	124·1	459·9	326·3 P	8·3 P	117·1 P	26·9 P	443·4 P
Postal services	7901	160·8	7·5	40·8	15·8	201·5	169·2	49·8	219·0	159·2	7·7	42·2	16·9	201·4
Telecommunications	7902	167·5	0·7	73·5	9·5	241·0	166·6	74·3	241·0	167·2P	0·6P	74·9P	9·9P	242·0P
Banking, finance and insurance, etc	8	1,266·4	56·2	1,375·4	312·3	2,641·8	1,324·9R	1,448·2	2,773·1R	1,337·3	62·0	1,475·7	345·5	2,813·0
Banking and finance	81	245·6	6·5	402·9	71·6	648·4	248·8	426·2	675·1	249·0	6·9	431·9	78·3	680·9
Banking and bill discounting	814	189·9	1·6	293·3	47·4	483·3	190·6	309·8	500·4	190·1	1·6	313·8	51·8	503·9
Other financial institutions	815	55·6	..	109·5	24·2	165·2	58·2	116·4	174·6	58·9	..	118·1	26·5	177·0
Insurance, except social security	82	135·2	..	131·0	19·0	266·2	137·7	138·5	276·2	137·2	..	140·2	20·0	277·4
Business services	83	736·6	38·6	735·4	181·3	1,472·0	784·3	769·0	1,553·4	792·6	40·8	782·3	196·3	1,574·9
Professional business services	831–837	419·6	5·8	447·0	109·7	866·6	445·7	464·0	909·8	450·1	5·8	468·7	113·5	918·8
Other business services	838/839	317·0	..	288·4	71·6	605·4	338·6	305·0	643·6	342·5	..	313·7	82·8	656·1
Renting of movables	84	81·6	0·6	37·3	10·8	118·9	84·1R	39·2	123·2R	84·3R	0·6	38·9	10·9	123·1R
Owning and dealing in real estate	85	67·5	..	68·7	29·6	136·2	69·9	75·3	145·2	74·3	..	82·3	39·9	156·6
Other services	9	2,334·3	390·1	4,488·6	2,213·7	6,822·9	2,333·5	4,665·6	6,999·2	2,378·2	410·0	4,727·3	2,314·7	7,105·5
Public administration and defence †	91	782·9	91·2	811·5	264·0	1,594·4	789·7	853·1	1,642·8	791·1	92·9	865·7	280·9	1,656·8
National government nes/social security **	9111/9190	223·6	28·0	342·0	69·7	565·6	218·6	360·5	579·1	218·1P	30·4P	365·6P	79·3P	583·6P
Local government services nes	9112	231·9	44·9	338·5	168·5	570·3	241·2	358·6	599·8	244·9	45·3	365·9	174·5	610·8
Justice, police, fire services	912–914	240·5	17·4	90·6	21·5	331·0	242·7	92·7	335·4	243·2	16·3	93·8	22·4	337·0
National defence	915	86·9	1·0	40·4	4·3	127·3	87·2	41·3	128·6	84·9	1·0	40·4	4·7	125·3
Sanitary services	92	140·5	42·4	226·1	193·9	366·6	138·2	232·4	370·5	146·0	53·5	237·4	207·9	383·4
Education	93	537·7	118·5	1,202·0	692·9	1,739·7	543·2	1,258·3	1,801·5	545·3	122·0	1,250·1	720·3	1,795·4
Research and development	94	74·4	1·4	36·8	5·7	111·2	73·6	38·1	111·7	74·6	1·6	39·0	6·2	113·6
Medical and other health services	95	281·5 P	42·5 P	1,155·1 P	527·3 P	1,436·6 P	285·8 P	1,186·2 P	1,472·0 P	287·1 P	42·7 P	1,195·5 P	545·2 P	1,482·6 P
Other services	96	218·7	27·1	636·2	336·2	854·8	229·6	678·1	907·7	230·0	28·1	689·5	349·8	919·5
Social welfare, etc	9611	115·1	..	541·2	297·7	656·3	116·2	567·0	683·2	116·0	..	578·5	306·3	694·5
Recreational and cultural services	97	254·9	60·4	263·1	140·8	518·0	232·8	257·3	490·1	261·2	62·5	284·6	153·8	545·8
Personal services ‡	98	43·7	6·6	157·9	52·9	201·6	40·8	162·2	203·0	43·0	6·6	165·5	50·6	208·4

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.

1·5 EMPLOYMENT
Employees in employment by region*

THOUSAND

Standard region	Male	Female: All	Female: Part-time	Total	Index Sept 1987 = 100	Production and construction industries	Index Sept 1987 = 100	Production industries	Index Sept 1987 = 100	Manufacturing industries	Index Sept 1987 = 100	Service industries	Index Sept 1987 = 100
SIC 1980						1-5		1-4		2-4		6-9	
South East													
1989 Mar	4,077 R	3,676	1,405	7,753 R	104·8	1,747	98·3	1,423	97·2	1,321	97·1	5,949 R	107·1 R
June	4,090 R	3,714	1,412	7,804 R	105·5	1,748	98·4	1,421	97·1	1,319	96·9	5,997 R	108·0
Sept	4,086 R	3,755 R	1,417	7,841 R	106·0	1,744	98·2	1,418	96·9	1,316	96·7	6,032 R	108·6 R
Dec	4,092 R	3,838	1,464	7,930 R	107·2	1,736	97·7	1,410	96·3	1,308	96·1	6,137 R	110·5 R
1990 Mar	4,075 R	3,832 R	1,453 R	7,907 R	106·9	1,710 R	96·3 R	1,386	94·6	1,284	94·4	6,141 R	110·6 R
June	4,090	3,898	1,498	7,988	107·9	1,708	96·1	1,380	94·3	1,278	93·9	6,221	112·0
Greater London (Included in South East)													
1989 Mar	1,949	1,685	522	3,633 R	103·6 R	620	93·4	481	91·2	437	90·8	3,012	106·1
June	1,951 R	1,708	520	3,659 R	104·4	625	94·1	485	91·9	442	91·7	3,032 R	106·8
Sept	1,944 R	1,728	526	3,672 R	104·7 R	614	92·5	475	90·0	432	89·7	3,056 R	107·6 R
Dec	1,955 R	1,767	543	3,721 R	106·2	608	91·5	469	88·9	426	88·6	3,112 R	109·6
1990 Mar	1,948 R	1,766 R	542 R	3,714 R	106·0 R	593 R	89·3 R	455	86·3	413	85·7	3,120 R	109·9 R
June	1,957	1,788	555	3,745	106·8	593	89·3	454	86·0	412	85·5	3,151	111·0
East Anglia													
1989 Mar	414	357	159	772 R	104·4	227	102·0	193	102·5	180	101·9	515	107·2 R
June	411 R	366	164	776	105·1 R	223	100·3	189	100·4	176	99·6	523	109·0 R
Sept	415	364	159	779	105·5	226	101·6	192	102·0	179	101·1	521	108·5
Dec	415	365	159	780	105·6	225	101·4	192	102·0	178	100·9	524 R	109·0
1990 Mar	411 R	369	164	780 R	105·6 R	221	99·6 R	188	100·0	174	98·7	530	110·3
June	413	381	173	794	107·5	222	99·9	189	100·4	175	99·2	543	113·0
South West													
1989 Mar	884 R	807 R	363	1,690	103·8	471	101·4	398	100·9	371	100·9	1,178 R	105·5 R
June	892 R	837	373	1,730	106·2	471	101·2	396	100·5	369	100·4	1,219	109·2
Sept	902	835	367	1,737	106·7	476	102·4	402	101·9	375	101·9	1,217	109·0
Dec	895	844 R	376	1,738	106·8 R	477	102·7	403	102·3	376	102·2	1,222	109·5
1990 Mar	893 R	853	381 R	1,747	107·3	472 R	101·5 R	398	101·0	371	100·8	1,236	110·7
June	894	872	395	1,767	108·5	474	102·0	399	101·3	372	101·2	1,253	112·2
West Midlands													
1989 Mar	1,119	932	399	2,052	103·2	802	100·9	707	100·4	669	100·8	1,225 R	105·2
June	1,116 R	938	399	2,054	103·3	799	100·6	703	99·9	668	100·6	1,230	105·6
Sept	1,127	954 R	402	2,080	104·6	804	101·2	708	100·6	673	101·4	1,248 R	107·2
Dec	1,124	973	420	2,097	105·5	798	100·4	702	99·7	667	100·4	1,274	109·5
1990 Mar	1,119	963	415 R	2,082	104·7	783	98·5 R	688	97·6	652	98·3	1,274	109·5
June	1,117	975	423	2,093	105·2	781	98·3	685	97·2	649	97·8	1,287	110·5
East Midlands													
1989 Mar	833	725 R	318	1,558	103·3	612	99·6	549	99·2	491	100·6	918	106·6
June	837 R	733 R	326	1,570	104·1 R	615	100·1	551	99·5	493	101·0	928 R	107·8 R
Sept	839	748	329	1,587	105·3	623	101·4	559	101·0	503	103·0	935	108·6
Dec	834	757	336	1,591	105·5 R	619	100·8	555	100·3	499	102·2	945 R	109·8
1990 Mar	829 R	757 R	334 R	1,585 R	105·2 R	615	100·1	551	99·6	496	101·5	945 R	109·7 R
June	830	770	341	1,600	106·1	615	100·2	551	99·5	497	101·7	959	111·4
Yorkshire and Humberside													
1989 Mar	959	844	401	1,802 R	101·1	636	99·2	544	98·8	485	100·7	1,140 R	102·5
June	954	859	407	1,812 R	101·6 R	633	98·7	541	98·1	484	100·3	1,155 R	103·8
Sept	956	864	405	1,819 R	102·0 R	637	99·3	545	98·8	490	101·7	1,156 R	103·9 R
Dec	952 R	884	417	1,836 R	103·0	633	98·8	542	98·3	487	101·1	1,179 R	105·9 R
1990 Mar	939 R	882	415	1,821 R	102·1 R	627 R	97·8 R	536	97·2	483	100·1	1,170 R	105·1 R
June	946	895	435	1,841	103·2	627	97·7	535	97·1	482	100·1	1,190	107·0
North West													
1989 Mar	1,278	1,151	496	2,430 R	103·6	836	101·9	727	102·2	681	102·7	1,578	104·7
June	1,278 R	1,165	502	2,443 R	104·2	832	101·4	722	101·5	678	102·2	1,597	105·9
Sept	1,288	1,173	499	2,460 R	104·9 R	840	102·4	731	102·7	686	103·6	1,605	106·5
Dec	1,289	1,194	518	2,483 R	105·9	838	102·1	730	102·5	685	103·4	1,630 R	108·2
1990 Mar	1,272 R	1,192	512 R	2,464	105·1	830 R	101·2 R	723	101·6	679	102·4	1,619	107·4
June	1,281	1,209	526	2,489	106·2	832	101·4	725	101·8	680	102·7	1,642	108·9
North													
1989 Mar	587	512	232	1,099 R	102·3	389	102·3	321	101·5	282	103·1	699 R	102·6
June	587	510	229	1,097	102·1	390	102·7	322	101·7	283	103·7	695	102·1
Sept	593 R	519	233	1,111	103·5	396	104·1	327	103·4	290	106·0	703	103·2
Dec	595	530	243	1,126	104·8	396	104·3	328	103·6	291	106·4	717	105·4
1990 Mar	594	530	242 R	1,124 R	104·6 R	394	103·6 R	325	102·7	288	105·5	718 R	105·5 R
June	592	532	245	1,124	104·6	392	103·1	322	101·9	286	104·7	721	105·9
Wales													
1989 Mar	517 R	449	195	966 R	104·4	316	104·2	273	104·9	241	107·6	627	105·0
June	517	462	198	979	105·9	316	104·2	273	104·9	243	108·2	643	107·7
Sept	522	467	201	988	106·9	322	106·0	278	107·1	250	111·4	645	107·9
Dec	516	474	207	990	107·1	322	106·0	279	107·3	250	111·4	647	108·2
1990 Mar	516 R	477 R	208	993 R	107·4 R	318 R	104·8 R	275	106·0	247	109·9	656 R	109·7 R
June	527	482	209	1,009	109·2	319	105·1	276	106·4	249	110·9	670	112·2
Scotland													
1989 Mar	1,016	924 R	376	1,941 R	103·2	601	101·9	476	102·7	418	102·8	1,311	103·9
June	1,018	941	384	1,959	104·1 R	599	101·6	474	102·2	416	102·2	1,331	105·5
Sept	1,031	947	376	1,977 R	105·1 R	606	102·7	482	103·9	423	104·0	1,342	106·4
Dec	1,029	958 R	390	1,988	105·7	606	102·8	484	104·3	424	104·1	1,354	107·3
1990 Mar	1,022 R	955	382	1,977 R	105·1 R	602 R	102·1 R	481	103·7	420	103·2	1,347 R	106·8 R
June	1,028	972	395	2,000	106·3	607	102·9	485	104·7	424	104·2	1,363	108·0
Great Britain													
1989 Mar	11,685	10,378 R	4,345	22,063	103·7	6,639	100·4	5,612	100·1	5,142	100·7	15,140	105·6
June	11,703 R	10,525 R	4,395	22,228 R	104·5	6,629	100·3	5,593	99·7	5,129	100·4	15,319 R	106·9
Sept	11,759 R	10,624 R	4,388	22,383 R	105·2	6,675	101·0	5,644	100·6	5,187	101·5	15,404 R	107·5
Dec	11,743 R	10,817	4,530	22,560 R	106·1	6,653	100·7	5,626	100·3	5,167	101·1	15,629 R	109·0 R
1990 Mar	11,672 R	10,810 R	4,506 R	22,482 R	105·7	6,575 R	99·5 R	5,552	99·0	5,096	99·7	15,636 R	109·1
June	11,720	10,986	4,640	22,706	106·7	6,580	99·5	5,549	98·9	5,095	99·7	15,849	110·6

* See footnotes to *table 1·1*.

EMPLOYMENT 1·5
Employees in employment by region*

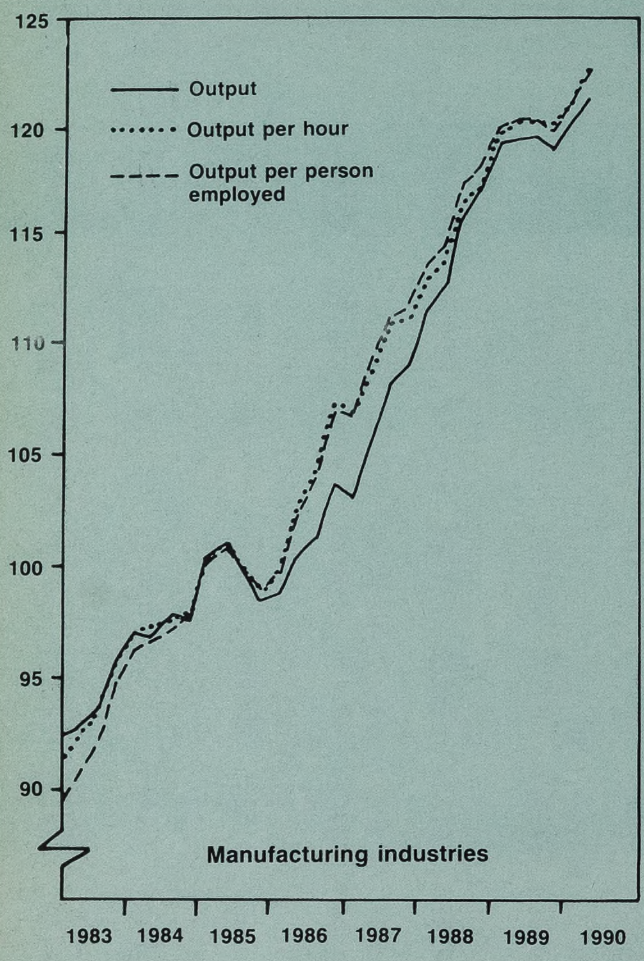
THOUSAND

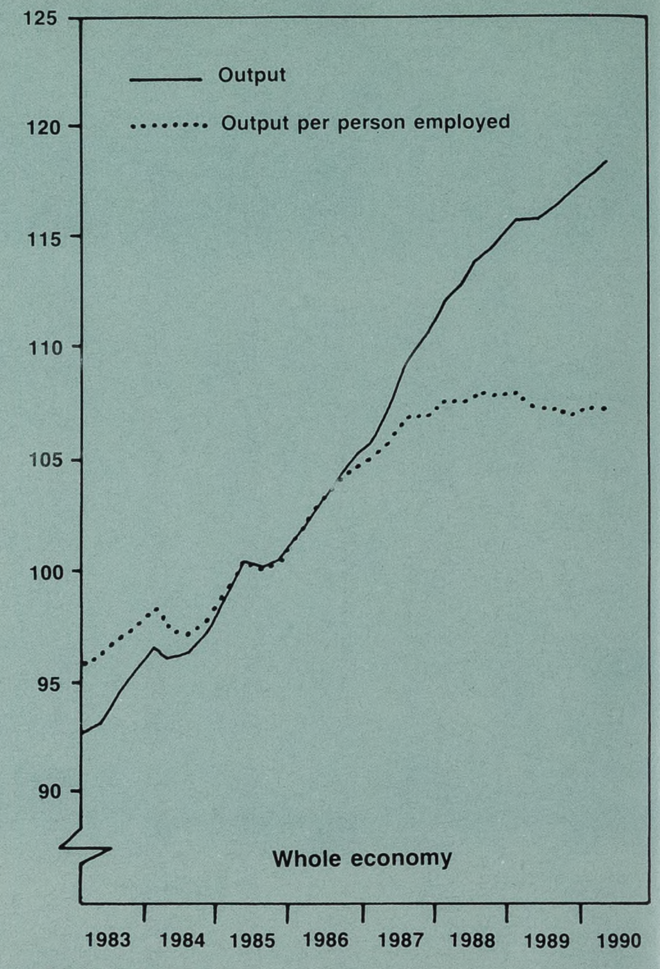
Standard region	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing	Construction	Wholesale distribution, hotels and catering	Retail distribution	Transport and communication	Banking insurance and finance	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												
1989 Mar	57	102	144	657	520	323	800	816	572 R	1,360	697	1,704
June	59	102	145	648	526	327	813	810	579 R	1,371	705	1,719
Sept	64	102	142	650	524	326	817	817	576 R	1,405	712	1,706
Dec	57	102	138	641	529	325	824	853	579 R	1,426	719	1,735
1990 Mar	56 R	102	134	632	518	325 R	810	826	580 R	1,450	717 R	1,757
June	59	102	135	628	515	327 P	829	825	576	1,474	730	1,787
Greater London (Included in South East)												
1989 Mar	1	44	41	171	225	139	371	356	320 R	848	371	745
June	1	43	43	166	233	140	370	356	321 R	857	377	752
Sept	1	43	40	166	227	140	369	356	318 R	877	381	755
Dec	1	43	35	158	233	139	375	375	321 R	893	383	764
1990 Mar	1	42	33	154	225	138 R	372	361	319	907	381 R	780
June	1	42	35	154	222	139 P	371	362	317	923	390	788
East Anglia												
1989 Mar	30	12	16	75	89	34	80	79	51 R	76	50	178
June	30	13	15	72	89	34	85	81	45	81	50	182
Sept	33	13	15	73	90	34	85	79	48 R	83	50	176
Dec	31	13	15	73	90	34	82	83	46	81	51	181
1990 Mar	29 R	14	14	72	88	33	83	81	47	82	51	187
June	29	13	13	74	88	33 P	87	79	46	85	51	194
South West												
1989 Mar	41	27	31	195	145	74	191	182	88	195	139	383
June	40	27	29	194	146	75	213	183	89	204	139	391
Sept	44	27	29	198	148	75	207	186	88	206	141	388
Dec	39	27	28	199	149	74	190	193	88	208	142	401
1990 Mar	39 R	27	25	200	146	74 R	190	190	91 R	211	143 R	410
June	40	27	25	199	148	75 P	209	189	89	210	142	414
West Midlands												
1989 Mar	25	38	97	395	178	95	207	187	96	184	153	398
June	25	36	96	394	178	96	208	187	98	183	153	401
Sept	28	35	94	398	180	96	210	187	99	195	154	405
Dec	25	36	93	397	177	95	213	196	99	196	157	414
1990 Mar	25 R	35	89	389	174	95 R	212	189	102	198	157	417
June	25	35	87	385	177	96 P	213	189	100	204	158	423
East Midlands												
1989 Mar	28	57	57	179	255	64	154	140	70	111	148	296
June	26	58	57	182	253	65	159	139	71 R	111	148	300
Sept	29	56	57	187	259	64	160	140	71	112	152	300
Dec	26	56	57	186	256	64	161	144	70	111	154	305
1990 Mar	25	55	56	186	254	64 R	160	142	70 R	111	155 R	307
June	25	54	56	185	256	65 P	162	143	68	113	157	314
Yorkshire and Humberside												
1989 Mar	25	59	75	179	231	92	193	187	97	132	138	394
June	24	57	74	181	229	93	196	185	98 R	139	137	399
Sept	26	55	74	183	233	92	206	186	97 R	142	141	384
Dec	24	54	74	183	230	92	203	194	97 R	143	142	398
1990 Mar	24 R	53	71	184	228	91 R	196	189	99 R	144	145 R	398
June	24	53	69	185	228	92 P	204	190	96	146	146	408
North West												
1989 Mar	16	46	98	287	296	109	236	232	139	225	236	510
June	15	45	98	287	293	110	241	236	139 R	231	238	512
Sept	16	44	99	290	298	109	246	237	141	241	239	501
Dec	15	44	100	292	293	108	245	245	141	244	243	514
1990 Mar	14	44	99	290	290	107 R	242	235	141	243	242	517
June	15	44	98	289	293	108 P	249	236	140	244	247	526
North												
1989 Mar	11	39	59	113	110	68	103	111	53 R	79	95	257
June	12	38	59	114	110	69	104	109	54	80	95	253
Sept	13	37	60	115	114	69	104	110	53	83	96	258
Dec	12	37	60	116	114	69	105	113	52	85	98	264
1990 Mar	12	37	60	116	113	69	106	110	52	86	99 R	264
June	11	36	58	115	113	70 P	108	111	50	87	101	263
Wales												
1989 Mar	22	31	47	108	86	44	89	88	47	65	104	235
June	19	30	47	109	86	44	93	90	49	67	109	236
Sept	21	29	47	112	91	44	91	92	49	69	110	234
Dec	21	29	46	113	91	43	86	93	48	67	111	241
1990 Mar	19	29	45	112	90	43	89	91	49	68	115 R	243
June	19	28	44	114	91	43 P	94	94	49	70	116	248
Scotland												
1989 Mar	28	58	48	168	203	125	189	186	115	172	184	465
June	29	58	47	166	202	125	197	188	116	174	187	469
Sept	30	59	48	168	207	124	198	189	116 R	176	187	477
Dec	28	60	49	169	206	122	191	193	116 R	177	189	487
1990 Mar	28	61	49	168	203	121 R	187	187	117	179	190 R	487 R
June	30	61	47	170	207	121 P	198	189	115	180	192	489
Great Britain												
1989 Mar	284	471 R	673	2,357 R	2,112	1,026	2,242	2,208	1,327	2,599	1,943	4,821
June	280	463	668	2,348	2,113	1,036	2,309	2,208	1,337 R	2,642	1,961	4,862
Sept	303	457	667	2,375	2,145	1,032	2,323	2,223	1,338 R	2,712	1,980	4,828
Dec	279	459	659 R	2,370	2,139	1,027	2,301	2,308	1,337 R	2,739	2,006	4,939
1990 Mar	271 R	457 R	642	2,349	2,105	1,023 R	2,275	2,240	1,349 R	2,773 R	2,013 R	4,986
June	277	454 P	634	2,343	2,118	1,030 P	2,355	2,245	1,330	2,813	2,040	5,065

* See footnotes to *table 1·1*.

1·8 EMPLOYMENT
Indices of output, employment and productivity

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





Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM		Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
		Output †	Employed labour force *	Output per person employed	Output	Employed labour force *	Output per person employed	Output	Employed labour force *	Output per person employed
1984		96·5	98·9	97·6	94·8	100·8	94·0	97·4	100·5	96·9
1985		100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986		103·3	100·1	103·2	102·3	97·3	105·2	101·2	97·9	103·3
1987		108·1	101·9	106·1	105·7	96·0	110·1	106·5	97·0	109·8
1988		113·4	105·3	107·7	109·6	97·1	112·9	114·3	98·7	115·8
1989		116·2	108·2	107·4	110·1	97·5	113·0	119·2	99·4	120·0
1984	Q1	96·6	98·3	98·2	97·3	101·1	96·2	97·1	100·6	96·6
	Q2	96·0	98·7	97·3	94·1	100·9	93·3	97·0	100·5	96·5
	Q3	96·3	99·1	97·1	93·3	100·7	92·6	97·9	100·7	97·2
	Q4	97·3	99·5	97·8	94·5	100·6	93·9	97·8	100·4	97·4
1985	Q1	98·9	99·8	99·1	97·8	100·4	97·4	100·4	100·3	100·2
	Q2	100·4	100·0	100·4	101·7	100·2	101·5	101·1	100·1	101·0
	Q3	100·2	100·1	100·1	100·6	99·9	100·7	99·9	99·9	99·9
	Q4	100·6	100·1	100·5	99·9	99·4	100·5	98·6	99·7	99·0
1986	Q1	101·6	100·0	101·6	101·2	98·6	102·6	98·9	99·1	99·8
	Q2	102·8	100·0	102·8	102·1	97·6	104·6	100·6	98·2	102·5
	Q3	103·9	100·1	103·8	102·9	96·8	106·3	101·2	97·3	104·1
	Q4	104·9	100·4	104·5	103·1	96·2	107·2	103·9	97·0	107·1
1987	Q1	105·7	100·7	105·0	103·8	95·7	108·5	103·2	96·5	106·8
	Q2	107·2	101·4	105·7	104·9	95·8	109·4	105·7	96·8	109·3
	Q3	109·2	102·3	106·8	106·7	96·1	111·0	108·2	97·2	111·3
	Q4	110·4	103·2	106·9	107·4	96·4	111·4	109·0	97·6	111·7
1988	Q1	112·0	104·1	107·6	108·3	96·8	111·9	111·4	98·2	113·5
	Q2	112·7	104·8	107·5	109·6	97·0	113·1	112·7	98·4	114·5
	Q3	114·0	105·7	107·9	110·4	97·2	113·6	115·8	98·9	117·1
	Q4	114·7	106·4	107·8	110·2	97·6	112·9	117·1	99·2	118·1
1989	Q1	115·8	107·2	108·0	110·0	97·7	112·6	119·2	99·5	119·9
	Q2	115·7	107·9	107·2	109·5	97·5	112·3	119·4	99·3	120·2
	Q3	116·3	108·5	107·2	110·6	97·4	113·5	119·4	99·4	120·2
	Q4	116·9	109·2	107·0	110·5	97·4	113·5	118·8	99·3	119·6
1990	Q1	117·7	109·8	107·2	110·2	97·1	113·5	119·9	99·2	120·9
	Q2	118·3	110·4	107·2	112·3	97·0	115·8	121·1	98·9	122·4

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

Indices of output **, employment and output per person employed

1985 = 100

		Whole economy	Total production industries	Manufacturing industries: Total manufacturing	Metals	Other minerals and mineral products	Chemicals and man-made fibres	Engineering and allied industries	Food, drink and tobacco	Textiles, clothing and leather	Other manufacturing	Construction
Class			Div 1-4	Div 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	Div 5
Output †												
1984		96·5	94·8	97·4	92·9	100·4	96·9	96·5	100·5	96·1	98·4	99·6
1985		100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986		103·3	102·3	101·2	100·3	101·3	101·6	99·9	100·8	100·7	104·5	104·7
1987		108·1	105·7	106·5	108·6	106·7	108·8	103·6	103·2	104·1	114·9	110·7
1988		113·4	109·6	114·3	122·0	117·5	113·7	112·8	105·3	102·4	126·4	120·7
1989		116·2	110·1	119·2	124·8	119·5	119·2	120·5	105·9	98·8	132·1	125·7
1985	Q1	98·9	97·8	100·4	94·1	98·9	101·0	101·4	101·4	98·5	99·6	100·6
	Q2	100·4	101·7	101·1	103·4	100·1	101·4	102·2	100·2	100·1	99·1	100·0
	Q3	100·2	100·6	99·9	102·7	100·3	99·9	99·4	99·2	100·6	100·3	98·7
	Q4	100·6	99·9	98·6	99·8	100·8	97·6	97·0	99·2	100·8	101·1	100·7
1986	Q1	101·6	101·2	98·9	96·8	97·5	99·5	98·0	98·9	99·6	101·2	100·1
	Q2	102·8	102·1	100·6	99·9	101·1	100·8	99·5	100·1	101·5	103·2	104·7
	Q3	103·9	102·9	101·2	99·2	102·4	102·0	99·7	101·0	100·0	105·2	105·9
	Q4	104·9	103·1	103·9	105·3	104·1	104·0	102·2	103·1	101·6	108·6	108·1
1987	Q1	105·7	103·8	103·2	103·1	101·0	105·9	100·3	102·2	102·1	109·9	109·4
	Q2	107·2	104·9	105·7	108·2	106·1	107·0	102·7	102·8	104·2	114·1	107·6
	Q3	109·2	106·7	108·2	110·6	109·7	110·9	105·4	103·5	105·5	116·6	111·1
	Q4	110·4	107·4	109·0	112·4	110·0	111·7	105·9	104·3	104·5	119·0	114·8
1988	Q1	112·0	108·3	111·4	118·5	117·4	110·8	109·1	104·1	104·2	122·1	121·7
	Q2	112·7	109·6	112·7	121·0	115·2	112·2	111·2	104·9	100·6	124·0	119·8
	Q3	114·0	110·4	115·8	124·1	116·6	115·2	114·4	106·5	102·4	129·1	119·3
	Q4	114·7	110·2	117·1	124·6	120·7	116·6	116·5	105·4	102·3	130·3	122·2
1989	Q1	115·8	110·0	119·2	131·2	121·6	118·5	119·8	104·9	100·9	132·2	127·2
	Q2	115·7	109·5	119·4	123·3	121·3	118·8	120·6	106·1	99·1	132·8	126·3
	Q3	116·3	110·6	119·4	122·7	119·5	119·6	121·5	106·2	97·6	131·4	123·8
	Q4	116·9	110·5	118·8	122·0	115·6	120·0	120·0	106·4	97·7	132·1	125·4
1990	Q1	117·7	110·2	119·9	119·9	115·4	120·9	121·4	106·8	99·3	134·2	129·9
	Q2	118·3	112·3	121·1	126·4	114·9	119·6	123·3	107·7	97·7	135·7	127·8
Employed labour force *												
1984		98·9	100·8	100·5	105·9	101·7	101·3	100·7	101·2	98·7	98·5	100·6
1985		100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986		100·1	97·3	97·9	89·1	94·0	97·1	97·5	97·4	100·1	100·7	99·4
1987		101·9	96·0	97·0	82·3	90·2	94·8	96·2	96·6	99·3	103·3	104·2
1988		105·3	97·1	98·7	78·8	90·5	95·1	97·8	97·5	100·5	107·1	110·3
1989		108·2	97·5	99·4	74·1	89·0	95·6	98·8	97·9	98·2	110·7	118·4
1985	Q1	99·8	100·4	100·3	103·6	102·3	100·5	100·3	100·6	99·0	99·3	100·8
	Q2	100·0	100·2	100·1	101·0	101·1	100·1	100·1	100·4	99·6	99·3	100·3
	Q3	100·1	99·9	99·9	99·0	99·1	99·9	100·0	99·8	100·5	100·4	99·6
	Q4	100·1	99·4	99·7	96·5	97·5	99·5	99·6	99·2	100·9	101·0	99·3
1986	Q1	100·0	98·6	99·1	92·6	96·6	98·5	98·9	98·5	101·0	100·5	99·0
	Q2	100·0	97·6	98·2	89·9	94·7	97·3	97·7	97·5	100·8	99·9	98·9
	Q3	100·1	96·8	97·3	87·9	92·6	96·6	96·9	96·8	99·4	100·6	99·4
	Q4	100·4	96·2	97·0	86·0	92·0	95·9	96·4	96·8	99·2	101·6	100·4
1987	Q1	100·7	95·7	96·5	83·7	91·1	95·1	95·8	96·2	98·6	101·9	101·8
	Q2	101·4	95·8	96·8	82·2	90·0	94·6	95·9	96·4	99·1	102·7	103·3
	Q3	102·3	96·1	97·2	82·0	89·6	94·5	96·4	96·6	99·6	103·7	105·0
	Q4	103·2	96·4	97·6	81·5	89·9	94·8	97·0	97·1	100·1	104·8	106·5
1988	Q1	104·1	96·8	98·2	80·1	90·1	94·8	97·3	97·2	100·6	105·4	108·0
	Q2	104·8	97·0	98·4	78·5	90·6	94·8	97·5	97·0	100·9	106·3	109·2
	Q3	105·7	97·2	98·9	78·4	90·5	95·2	98·0	97·5	100·4	107·6	110·7
	Q4	106·4	97·6	99·2	78·1	90·8	95·7	98·5	98·4	100·2	109·2	113·1
1989	Q1	107·2	97·7	99·5	76·5	90·5	95·5	98·8	98·1	99·4	109·9	115·7
	Q2	107·9	97·5	99·3	74·7	89·8	95·4	98·6	97·6	98·4	110·1	118·3
	Q3	108·5	97·4	99·4	73·4	88·3	95·5	98·8	97·7	97·8	111·0	119·5
	Q4	109·2	97·4	99·3	71·6	87·6	96·0	99·1	98·2	97·4	111·9	120·1
1990	Q1	109·8	97·1	99·2	69·2	86·3	95·1	98·8	98·2	96·8	111·7	120·5
	Q2	110·4	97·0	98·9	67·1	84·6	94·4	98·5	97·9	96·5	112·0	121·2
Output per person employed												
1984		97·6	94·0	96·9	87·6	98·6	95·6	95·9	99·3	97·4	99·9	99·0
1985		100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986		103·2	105·2	103·3	112·6	107·8	104·7	102·5	103·5	100·6	103·9	105·3
1987		106·1	110·1	109·8	131·8	118·3	114·9	107·6	106·9	104·8	111·3	106·3
1988		107·7	112·9	115·8	154·7	129·8	119·5	115·3	107·9	101·8	118·0	109·5
1989		107·4	113·0	120·1	168·3	134·1	124·7	122·0	108·1	100·6	119·3	106·2
1985	Q1	99·1	97·4	100·2	90·8	96·7	100·5	101·1	100·8	99·4	100·3	99·7
	Q2	100·4	101·5	101·0	102·2	98·9	101·3	102·1	99·8	100·6	99·8	99·8
	Q3	100·1	100·7	99·9	103·7	101·1	100·0	99·4	99·4	100·1	99·9	99·1
	Q4	100·5	100·5	99·0	103·3	103·3	98·2	97·4	100·0	99·9	100·0	101·4
1986	Q1	101·6	102·6	99·8	104·4	100·9	101·0	99·1	100·4	98·6	100·7	101·1
	Q2	102·8	104·6	102·5	111·0	106·8	103·6	101·9	102·7	100·6	103·3	105·9
	Q3	103·8	106·3	104·1	112·7	110·5	105·6	102·9	104·3	100·6	104·5	106·6
	Q4	104·5	107·2	107·1	122·2	113·1	108·5	106·1	106·5	102·4	106·9	107·6
1987	Q1	105·0	108·5	106·8	123·1	110·8	111·4	104·8	106·3	103·6	107·8	107·5
	Q2	105·7	109·4	109·3	131·6	117·8	113·0	107·2	106·6	105·1	111·1	104·2
	Q3	106·8	111·0	111·3	134·8	122·3	117·3	109·4	107·2	105·9	112·5	105·8
	Q4	106·9	111·4	111·7	137·7	122·3	117·9	109·2	107·4	104·4	113·6	107·8
1988	Q1	107·6	111·9	113·5	147·7	130·3	116·9	112·1	107·1	103·6	115·8	112·6
	Q2	107·5	113·1	114·5	153·9	127·1	118·3	114·1	108·2	99·7	116·7	109·7
	Q3	107·9	113·6	117·1	158·1	128·7	121·1	116·7	109·2	101·9	120·0	107·7
	Q4	107·8	112·9	118·1	159·2	132·9	121·8	118·3	107·2	102·1	119·4	108·1
1989	Q1	108·0	112·6	119·9	171·4	134·3	124·1	121·4	106·9	101·5	120·4	110·0
	Q2	107·2	112·3	120·2	164·8	135·1	124·6	122·4	108·7	100·7	120·6	106·8
	Q3	107·2	113·5	120·2	167·0	135·2	125·2	123·0	108·6	99·8	118·3	103·6
	Q4	107·0	113·5	119·6	170·1	131·8	125·0	121·2	108·3	100·3	118·0	104·4
1990	Q1	107·2	113·5	120·9	173·1	133·8	127·1	122·8	108·7	102·7	120·1	107·8
	Q2	107·2	115·8	122·4	188·0	135·7	126·7	125·1	110·0	101·3	121·2	105·4

** Industries are grouped according to the Standard Industrial Classification 1980.

1·9 EMPLOYMENT
Selected countries: national definitions

	United Kingdom (1) (2) (3)	Australia (4)	Austria (2) (5)	Belgium (3)	Canada	Denmark	Finland	France (7) (12)	Germany (FR)	Greece (6)	Irish Republic (8)
QUARTERLY FIGURES: seasonally adjusted unless stated											Thousand
Civilian labour force											
1987 Q1	27,599	7,668	3,418	. .	12,895	. .	2,548	. .	28,778	. .	. .
Q2	27,739	7,708	3,420	. .	12,989	. .	2,538	. .	28,849	. .	. .
Q3	27,850	7,764	3,436	. .	13,038	. .	2,552	. .	28,895	. .	. .
Q4	27,924	7,772	3,432	. .	13,125	. .	2,536	. .	28,896	. .	. .
1988 Q1	27,989	7,837	3,438	. .	13,196	. .	2,540	. .	29,036	. .	. .
Q2	28,022	7,908	3,418	. .	13,239	. .	2,532	. .	29,092	. .	. .
Q3	28,110	7,964	3,423	. .	13,308	. .	2,538	. .	29,114	. .	. .
Q4	28,083	8,021	3,440	. .	13,361	. .	2,535	. .	29,083	. .	. .
1989 Q1	28,227	8,111	3,427	. .	13,442	. .	2,546	. .	29,185	. .	. .
Q2	28,272	8,207	3,457	. .	13,466	. .	2,563	. .	29,206	. .	. .
Q3	28,303	8,271	3,457	. .	13,525	. .	2,540	. .	29,256	. .	. .
Q4	28,420	8,343	3,457	. .	13,580	. .	2,550	. .	29,365	. .	. .
1990 Q1	28,484	8,353	3,499	. .	13,627	. .	2,549	. .	29,661	. .	. .
Q2	28,663	8,417	. .	. .	13,638	. .	2,557	. .	29,772	. .	. .
Civilian employment											
1987 Q1	24,472	7,036	3,280	. .	11,671	. .	2,410	20,954	26,553	. .	. .
Q2	24,747	7,069	3,293	. .	11,818	. .	2,405	21,100	26,625	. .	. .
Q3	25,014	7,142	3,303	. .	11,905	. .	2,427	21,059	26,668	. .	. .
Q4	25,244	7,153	3,311	. .	12,053	. .	2,410	21,020	26,682	. .	. .
1988 Q1	25,423	7,262	3,316	. .	12,165	. .	2,418	21,089	26,776	. .	. .
Q2	25,597	7,318	3,297	. .	12,230	. .	2,412	21,243	26,800	. .	. .
Q3	25,855	7,397	3,297	. .	12,260	. .	2,425	21,253	26,872	. .	. .
Q4	26,040	7,487	3,318	. .	12,326	. .	2,429	21,264	26,909	. .	. .
1989 Q1	26,303	7,585	3,331	. .	12,427	. .	2,455	21,383	27,123	. .	. .
Q2	26,459	7,691	3,340	. .	12,446	. .	2,473	21,570	27,135	. .	. .
Q3	26,609	7,775	3,352	. .	12,521	. .	2,446	21,566	27,237	. .	. .
Q4	26,783	7,847	3,342	. .	12,547	. .	2,469	21,582	27,333	. .	. .
1990 Q1	26,878	7,825	3,401	. .	12,597	. .	2,479	21,684	27,755	. .	. .
Q2	27,043	7,877	. .	. .	12,623	. .	2,470	. .	27,828	. .	. .
LATEST ANNUAL FIGURES: 1988 unless stated											Thousand
Civilian labour force: Male	16,063	4,688	2,041	2,336	7,422	1,544	1,322	13,341	17,436	2,500	897
Female	11,832	3,204	1,392	1,698	5,853	1,324	1,215	10,249	11,631	1,460	400
All	27,895	7,892	3,433	4,034	13,275	2,868	2,536	23,590	29,067	3,960	1,297
Civilian employment: Male	14,431	4,382	1,975	2,167	6,876	1,445	1,254	12,277	16,237	2,380	728
Female	11,124	2,971	1,336	1,443	5,368	1,215	1,166	8,902	10,588	1,278	350
All	25,555	7,353	3,311	3,610	12,245	2,660	2,420	21,179	26,825	3,657	1,078
Civilian employment: proportions by sector											Per cent
Male: Agriculture	3·2	7·0	7·3	3·6	5·9	. .	12·2	. .	. .	22·6	. .
Industry	39·8	35·1	48·9	38·0	34·9	. .	42·4	. .	. .	32·8	. .
Services	56·9	58·0	43·8	58·3	59·2	. .	45·4	. .	. .	44·6	. .
Female: Agriculture	1·0	4·2	9·4	1·7	2·8	. .	7·2	. .	. .	34·0	. .
Industry	16·6	13·6	21·1	13·7	13·6	. .	17·9	. .	. .	16·8	. .
Services	82·4	82·3	69·5	84·7	83·6	. .	74·9	. .	. .	49·1	. .
All: Agriculture	2·3	5·8	8·1	2·8	4·5	5·8	9·8	6·8	4·0	26·6	15·4
Industry	29·7	26·4	37·4	28·3	25·6	27·2	30·6	30·3	39·8	27·2	27·8
Services	68·0	67·8	54·5	68·9	69·9	67·1	59·6	62·9	56·1	46·2	56·9

Sources: OECD "Labour Force Statistics 1968-1988" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation, so comparisons must be approached with caution.

Notes:
1 Civilian labour force figures refer to workforce excluding HM Forces. Civilian employment refers to workforce in employment excluding HM Forces. The proportions by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to *table 1·1*.
2 Quarterly figures relate to March, June, September and December.
3 Annual figures relate to June.
4 Quarterly figures relate to February, May, August and November.
5 Civilian labour force and employment figures include armed forces.
6 Annual figures relate to second quarter.
7 Civilian employment figures include apprentices in professional training.
8 Annual figures relate to April.
9 Quarterly figures relate to January, April, July and October.
10 Annual figures relate to January.
11 Unadjusted figures.

EMPLOYMENT
Selected countries: national definitions 1·9

	Italy (9)	Japan (5)	Luxembourg	Netherlands (10)	Norway (5)	Portugal	Spain	Sweden (5)	Switzerland (2) (5)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated	Thousand									
Civilian labour force										
1987 Q1	23,414	60,507	. .	. .	2,128	4,498	14,037	4,406	3,450	119,065
Q2	23,331	60,720	. .	. .	2,133	4,499	14,323	4,415	3,460	119,675
Q3	23,433	60,908	. .	. .	2,132	4,493	14,440	4,420	3,467	120,080
Q4	23,485	61,183	. .	. .	2,148	4,473	14,532	4,439	3,473	120,597
1988 Q1	23,699	61,423	. .	. .	2,147	4,577	14,590	4,459	3,489	120,998
Q2	23,973	61,589	. .	. .	2,144	4,495	14,638	4,466	3,499	121,315
Q3	23,917	61,747	. .	. .	2,164	4,535	14,682	4,471	3,505	121,926
Q4	23,702	61,897	. .	. .	2,139	4,563	14,623	4,487	3,508	122,442
1989 Q1	23,686	62,243	. .	. .	2,126	4,596	14,720	4,503	3,526	123,209
Q2	23,636	62,589	. .	. .	2,128	4,609	14,768	4,522	3,513	123,759
Q3	23,670	62,843	. .	. .	2,126	4,601	14,869	4,531	3,547	124,035
Q4	23,800	63,147	. .	. .	2,098	4,633	14,933	4,557	3,555	124,394
1990 Q1	23,796	63,544	. .	. .	2,096	4,629	15,006	4,579	3,582	124,619
Q2	23,730	63,649	. .	. .	2,106	. .	15,008	4,563	3,558	124,909
Civilian employment										
1987 Q1	20,678	58,720	. .	. .	2,079	4,149	11,078	4,320	3,427	111,206
Q2	20,542	58,927	. .	. .	2,093	4,167	11,369	4,326	3,434	112,161
Q3	20,570	59,189	. .	. .	2,092	4,172	11,482	4,335	3,442	112,849
Q4	20,567	59,525	. .	. .	2,097	4,194	11,605	4,365	3,451	113,548
1988 Q1	20,800	59,812	. .	. .	2,098	4,305	11,684	4,384	3,467	114,098
Q2	21,052	60,072	. .	. .	2,076	4,208	11,730	4,391	3,475	114,651
Q3	21,071	60,145	. .	. .	2,094	4,291	11,799	4,398	3,483	115,214
Q4	20,805	60,388	. .	. .	2,048	4,322	11,907	4,423	3,490	115,933
1989 Q1	20,793	60,822	. .	. .	2,021	4,358	12,053	4,440	3,511	116,815
Q2	20,751	61,181	. .	. .	2,021	4,362	12,220	4,460	3,494	117,253
Q3	20,789	61,412	. .	. .	2,025	4,362	12,367	4,471	3,529	117,468
Q4	20,973	61,735	. .	. .	1,991	4,425	12,397	4,496	3,541	117,770
1990 Q1	21,108	62,248	. .	. .	1,975	4,400	12,529	4,520	3,568	118,077
Q2	21,154	62,344	. .	. .	1,989	. .	12,579	4,502	3,540	118,285
LATEST ANNUAL FIGURES: 1988 unless stated	Thousand									
Civilian labour force: Male	14,990	36,930	115·0	4,004	1,175	2,591	9,576	2,324	2,187	66,927
Female	8,832	24,730	61·6	2,539	974	1,952	5,057	2,147	1,315	54,742
All	23,822	61,660	176·6	6,543	2,148	4,543	14,633	4,471	3,503	121,669
Civilian employment: Male	13,750	36,020	113·5	3,713	1,139	2,485	8,109	2,287	2,176	63,273
Female	7,187	24,080	60·6	2,221	941	1,796	3,671	2,112	1,305	51,696
All	20,937	60,110	174·1	5,934	2,079	4,280	11,780	4,399	3,481	114,968
Civilian employment: proportions by sector	Per cent									
Male: Agriculture	9·8	6·9	. .	. .	8·3	. .	15·4	5·5	6·5	4·1
Industry	37·5	38·6	. .	. .	38·3	. .	39·6	43·4	44·0	36·1
Services	52·7	54·4	. .	. .	53·5	. .	45·0	51·2	49·5	59·7
Female: Agriculture	9·9	9·4	. .	. .	4·1	. .	12·3	2·0	4·5	1·4
Industry	22·7	27·5	. .	. .	12·0	. .	16·8	14·4	20·1	15·7
Services	67·4	63·2	. .	. .	83·8	. .	70·9	83·6	75·3	82·9
All: Agriculture	9·8	7·9	3·4	4·8	6·4	20·7	14·4	3·8	5·7	2·9
Industry	32·4	34·1	31·6	26·4	26·4	35·1	32·5	29·5	35·0	26·9
Services	57·7	58·0	65·0	68·8	67·1	44·2	53·1	66·7	59·2	70·2

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

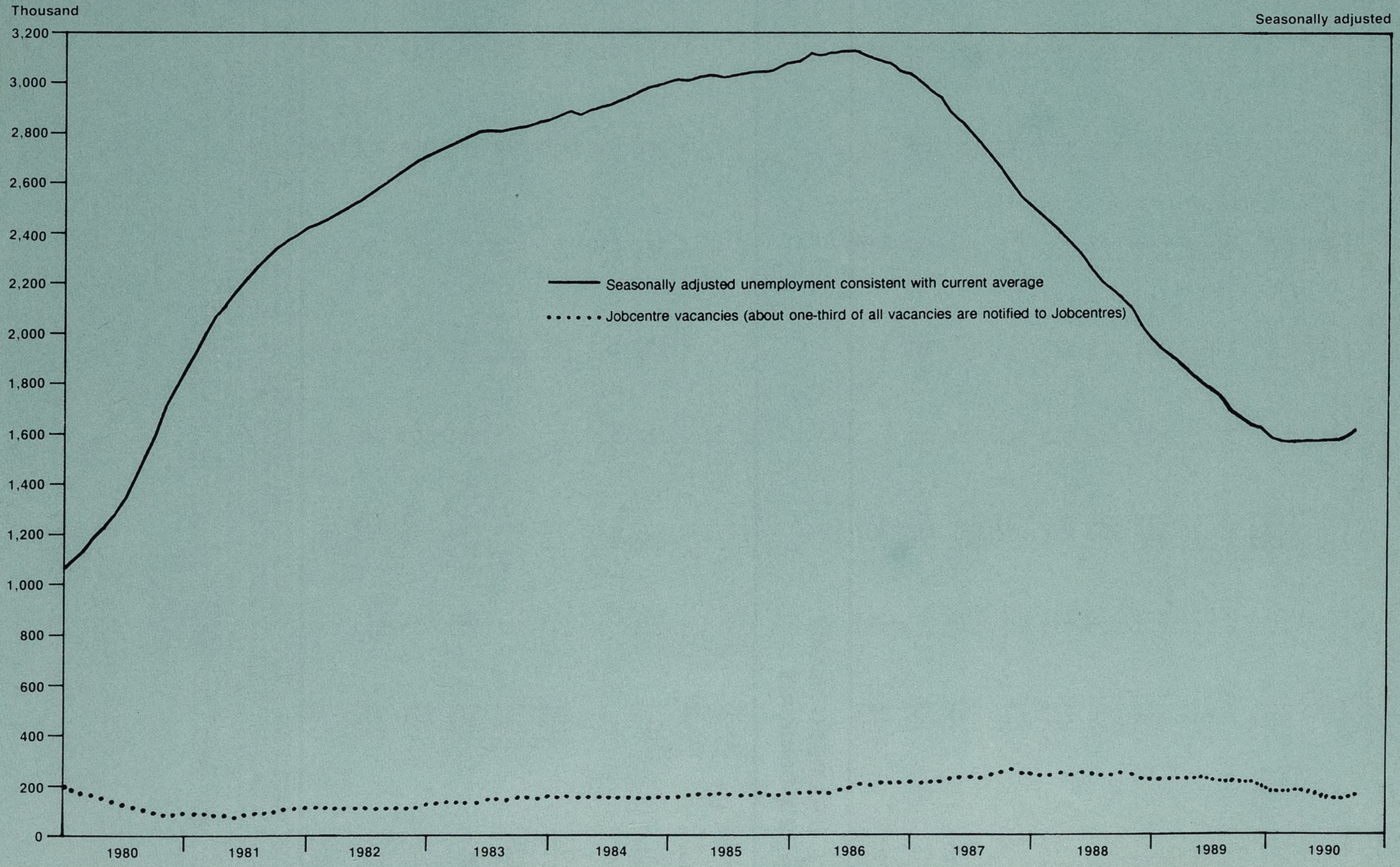
GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost: Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost: Actual (Thou)	Hours lost: Seasonally adjusted	Hours lost: Average per operative on short-time
1985	1,329	34·0	9·0	11·98		4	165	24	241	10·2	28	0·7	416		15·1
1986	1,304	34·2	9·0	11·72		5	192	29	293	10·1	34	0·9	485		14·4
1987	1,350	36·0	9·4	12·63		4	149	20	199	10·0	24	0·6	348		14·6
1988	1,413	37·9	9·5	13·42		3	101	15	143	9·8	17	0·5	244		14·4
1989	1,392	37·6	9·6	13·38		3	119	19	183	9·6	22	0·6	302		13·7
week ended															
July 16	1,392	37·3	9·7	12·54	13·57	4	148	12	133	11·1	16	0·4	281	284	17·8
Aug 13	1,309	35·0	9·6	12·53	13·46	3	111	12	118	10·1	14	0·4	229	264	15·9
Sep 10	1,385	36·9	9·6	13·28	13·36	2	97	10	86	8·8	12	0·3	183	231	15·1
Oct 15	1,509	40·3	9·7	14·68	13·92	3	138	13	110	8·8	16	0·4	248	259	15·5
Nov 12	1,525	40·7	9·8	14·87	13·87	3	126	13	125	9·8	16	0·4	251	230	15·7
Dec 10	1,515	40·5	9·9	14·98	14·04	2	95	13	119	9·4	15	0·4	214	252	14·2
1989 Jan 14	1,375	37·0	9·4	12·91	13·83	2	88	19	205	10·7	21	0·6	293	234	13·7
Feb 11	1,439	38·9	9·4	13·51	13·75	3	133	23	228	10·0	26	0·7	360	288	13·8
Mar 11	1,391	37·6	9·5	13·26	13·49	3	104	25	258	10·3	28	0·7	362	311	13·1
Apr 15	1,400	38·1	9·5	13·30	13·60	3	135	24	250	10·3	28	0·7	384	335	14·0
May 13	1,405	38·3	9·5	13·47	13·54	3	135	23	230	10·2	26	0·7	365	353	14·1
June 10	1,367	37·1	9·6	13·17	13·41	2	94	15	134	9·2	17	0·5	228	295	13·5
July 15	1,347	36·5	9·8	13·17	13·28	4	145	14	117	8·7	17	0·5	262	264	15·3
Aug 19	1,319	35·6	9·8	12·92	13·69	2	79	12	102	8·7	14	0·4	181	231	13·3
Sept 16	1,395	37·5	9·7	13·54	13·53	3	136	16	158	9·9	19	0·5	294	411	15·2
Oct 14	1,445	38·9	9·7	13·97	13·07	3	100	18	165	9·0	21	0·6	266	296	12·7
Nov 11	1,442	38·9	9·7	13·93	12·87	4	148	18	162	8·9	22	0·6	310	303	14·2
Dec 16	1,375	37·2	9·8	13·43	12·50	3	135	21	187	8·9	24	0·7	321	377	13·2
1990 Jan 12	1,281	34·9	9·1	11·71	12·61	4	158	24	205	8·6	28	0·8	363	316	13·0
Feb 9	1,335	34·6	9·3	12·39	12·64	11	449	32	316	10·0	43	1·2	764	582	7·8
Mar 9	1,321	36·3	9·4	12·40	12·68	6	238	28	255	9·2	34	0·9	493	411	14·7
Apr 6	1,329	36·7	9·5	12·59	12·84	4	140	27	272	10·1	30	0·8	412	356	13·6
May 4	1,328	36·7	9·3	12·36	12·50	6	225	16	148	9·1	22	0·6	374	339	17·1
June 8	1,350	37·1	9·4	12·67	12·95	4	143	14	127	9·4	17	0·5	269	332	15·8
July 13P	1,323	36·2	9·5	12·53	12·66	4	139	15	144	9·5	19	0·5	283	283	15·2
Aug 17P	1,273	34·8	9·6	12·24	12·98	4	169	13	116	8·9	17	0·5	285	365	16·6

1·12 EMPLOYMENT
Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding	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
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	96·6	95·4	96·5	99·0	97·6	99·7	99·6	100·0	99·1	99·6
1987	96·1	96·3	96·2	98·7	97·4	100·5	100·4	101·1	100·2	99·6
1988	97·6	101·1	95·6	97·4	97·6	101·1	100·8	101·8	99·2	99·6
1989	96·9	98·1	94·4	93·3	97·1	100·1	100·3	102·4	98·6	98·6
Week ended										
1988 July 16	98·1					101·1				
Aug 13	97·7					100·9				
Sept 10	97·5	102·2	94·7	97·1	97·4	100·8	100·1	101·2	99·3	99·5
Oct 15	97·9					101·2				
Nov 12	98·0					101·1				
Dec 10	98·1	102·6	96·6	96·3	97·7	101·2	101·6	103·6	99·0	99·3
1989 Jan 14	97·3					100·6				
Feb 11	97·3					100·4				
Mar 11	97·2	99·8	95·1	94·8	96·9	100·2	100·4	102·7	98·7	98·5
Apr 15	97·1					100·4				
May 13	96·8					100·2				
June 10	96·7	98·0	93·9	93·3	97·0	100·1	100·2	101·9	98·7	98·8
July 15	96·9					100·1				
Aug 19	97·4					100·3				
Sept 16	96·8	97·8	95·8	93·0	97·0	100·1	100·2	103·6	98·6	98·4
Oct 14	96·5					99·9				
Nov 11	96·3					99·7				
Dec 16	96·0	96·6	92·9	91·9	97·4	99·5	100·4	101·3	98·3	98·5
1990 Jan 13	96·4R					100·1R				
Feb 10	95·4R					99·9R				
Mar 10	95·9R	94·1	93·3	91·1R	96·8	100·0R	100·4	101·9	98·0R	97·7 R
Apr 14	95·9R					100·1R				
May 12	95·3R					99·6R				
June 9	95·6R	92·1	93·3	90·6R	96·8	99·8R	99·9	102·2	98·0R	97·5
July 14P	95·8R					99·5R				
Aug 11P	95·7					99·6				

C1 UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1980–90



2·1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE								
		UNEMPLOYED		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION		
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1986*	Annual averages	3,289·1	11·8	3,107·3	11·2					
1987	Annual averages	2,953·4	10·6	2,822·3	10·1					
1988**	Annual averages	2,370·4	8·4	2,293·9	8·1					
1989	Annual averages	1,798·7	6·3	1,796·6	6·3					
1988	Sept 8** ‡‡	2,311·0	8·2	2,189·3	7·7	−33·9	−44·1	266	2,005	40
	Oct 13	2,118·9	7·5	2,151·7	7·6	−33·8	−36·5	241	1,839	39
	Nov 10	2,066·9	7·3	2,101·8	7·4	−52·7	−40·1	224	1,805	37
	Dec 8	2,046·5	7·2	2,038·3	7·2	−67·8	−51·4	212	1,797	37
1989	Jan 12	2,074·3	7·3	1,995·0	7·0	−49·6	−56·7	215	1,822	37
	Feb 9	2,018·2	7·1	1,951·9	6·8	−39·1	−52·2	221	1,763	35
	Mar 9	1,960·2	6·9	1,920·5	6·7	−32·1	−40·3	200	1,726	34
	Apr 13	1,883·6	6·6	1,860·1	6·5	−58·6	−43·3	189	1,663	32
	May 11	1,802·5	6·3	1,839·1	6·5	−22·2	−37·6	174	1,598	30
	June 8	1,743·1	6·1	1,811·3	6·4	−25·5	−35·4	170	1,544	29
	July 13	1,771·4	6·2	1,785·1	6·3	−23·1	−23·6	248	1,495	28
	Aug 10	1,741·1	6·1	1,742·7	6·1	−41·9	−30·2	214	1,501	27
	Sept 14 ‡	1,702·9	6·0	1,692·7	5·9	−51·0	−38·7	222	1,455	26
	Oct 12 ‡	1,635·8	5·7	1,674·5	5·9	−19·4	−37·4	214	1,397	25
	Nov 9 ‡	1,612·4	5·7	1,652·0	5·8	−22·9	−31·1	209	1,379	24
	Dec 14 ‡	1,639·0	5·8	1,634·6	5·7	−17·4	−19·9	207	1,407	25
1990	Jan 11 ‡	1,687·0	5·9	1,612·1	5·7	−22·5	−20·8	214	1,448	25
	Feb 8 ‡	1,675·7	5·9	1,610·4	5·6	−1·7	−13·9	227	1,425	24
	Mar 8	1,646·6	5·8	1,604·4	5·6	−6·0	−10·1	206	1,416	24
	Apr 12	1,626·3	5·7	1,606·6	5·6	2·2	−1·8	216	1,387	24
	May 10	1,578·5	5·5	1,611·5	5·7	4·9	0·4	182	1,373	24
	June 14	1,555·6	5·5	1,618·2	5·7	6·7	4·6	190	1,342	23
	July 12	1,623·6	5·7	1,631·6	5·7	13·4	8·3	261	1,340	23
	Aug 9	1,657·8	5·8	1,653·4	5·8	21·8	14·0	236	1,398	23
	Sept 13 P	1,673·9	5·9	1,666·7	5·8	13·3	16·2	247	1,403	24

		MALE				FEMALE				
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number
1986*	Annual averages	2,252·5	13·7	2,148·3	13·1	1,036·6	9·1	959·0	8·4	
1987	Annual averages	2,045·8	12·5	1,971·0	12·1	907·6	7·8	851·3	7·3	
1988**	Annual averages	1,650·5	10·1	1,607·1	9·8	719·9	6·1	686·8	5·8	
1989	Annual averages	1,290·8	7·9	1,289·6	7·9	507·9	4·2	507·0	4·2	
	Sept 8** ‡‡	1,576·5	9·7	1,539·0	9·4	716·6	6·0	650·3	5·5	287·9
	Oct 13	1,594·4	9·1	1,516·3	9·3	634·6	5·3	635·4	5·3	265·2
	Nov 10	1,484·2	8·9	1,481·3	9·1	612·2	5·1	620·5	5·2	254·9
	Dec 8	1,454·8	8·9	1,439·0	8·8	595·1	5·0	599·3	5·0	249·9
1989	Jan 12	1,451·5	9·0	1,410·9	8·7	601·1	4·9	584·1	4·8	248·7
	Feb 9	1,473·2	8·8	1,381·2	8·5	583·3	4·8	570·7	4·7	239·5
	Mar 9	1,434·9	8·6	1,363·4	8·4	560·9	4·6	557·1	4·6	229·3
	Apr 13	1,399·4	8·3	1,323·6	8·1	532·8	4·4	536·5	4·4	216·9
	May 11	1,350·8	8·0	1,312·8	8·1	505·5	4·1	526·3	4·3	204·7
	June 8	1,297·1	7·7	1,297·6	8·0	486·6	4·0	513·7	4·2	195·7
	July 13	1,256·6	7·7	1,283·9	7·9	509·8	4·2	501·2	4·1	196·1
	Aug 10	1,261·6	7·6	1,260·7	7·7	502·7	4·1	482·0	3·9	193·3
	Sept 14 ‡	1,238·4	7·5	1,229·0	7·5	484·1	4·0	463·7	3·8	183·0
	Oct 12 ‡	1,218·8	7·2	1,216·4	7·5	454·5	3·7	458·1	3·8	172·9
	Nov 9 ‡	1,181·3	7·2	1,201·8	7·4	439·7	3·6	450·2	3·7	165·0
	Dec 14 ‡	1,172·7	7·4	1,194·4	7·3	434·2	3·6	440·2	3·6	162·5
1990	Jan 11 ‡	1,204·8	7·6	1,180·3	7·2	447·7	3·7	431·8	3·5	164·2
	Feb 8 ‡	1,239·3	7·6	1,180·4	7·2	443·5	3·6	430·0	3·5	160·2
	Mar 8	1,232·2	7·4	1,176·3	7·2	433·1	3·5	428·1	3·5	155·8
	Apr 12	1,213·5	7·4	1,176·4	7·2	428·1	3·5	430·2	3·5	154·8
	May 10	1,198·2	7·2	1,183·9	7·3	408·5	3·3	427·6	3·5	146·1
	June 14	1,170·0	7·1	1,193·0	7·3	400·2	3·3	425·2	3·5	141·9
	July 12	1,155·4	7·3	1,209·5	7·4	431·5	3·5	422·1	3·5	146·1
	Aug 9	1,211·8	7·4	1,228·3	7·5	446·0	3·7	425·1	3·5	150·5
	Sept 13 P	1,234·2	7·6	1,243·9	7·6	439·7	3·6	422·8	3·5	145·0

2·2 UNEMPLOYMENT GB Summary

1986*	Annual averages	3,161·3	11·7	2,984·6	11·0					
1987	Annual averages	2,826·9	10·4	2,700·2	9·9					
1988**	Annual averages	2,254·7	8·2	2,180·7	7·9					
1989	Annual averages	1,693·0	6·1	1,691·1	6·1					
1988	Sept 8** ‡‡	2,195·2	8·0	2,077·7	7·5	−32·7	−43·3	257	1,899	39
	Oct 13	2,008·4	7·3	2,041·1	7·4	−32·8	−35·4	232	1,738	38
	Nov 10	1,958·0	7·1	1,991·1	7·2	−52·7	−39·4	217	1,705	36
	Dec 8	1,938·5	7·0	1,929·1	7·0	−66·3	−50·6	206	1,697	36
1989	Jan 12	1,963·2	7·1	1,885·1	6·8	−50·2	−56·4	207	1,721	36
	Feb 9	1,908·1	6·9	1,842·3	6·6	−39·0	−51·8	213	1,662	34
	Mar 9	1,851·9	6·7	1,811·5	6·5	−31·7	−40·3	193	1,626	32
	Apr 13	1,776·0	6·4	1,752·1	6·3	−57·4	−42·7	182	1,563	31
	May 11	1,697·1	6·1	1,732·0	6·2	−21·2	−36·8	168	1,501	29
	June 8	1,638·9	5·9	1,705·4	6·1	−24·3	−34·3	163	1,448	27
	July 13	1,663·6	6·0	1,679·3	6·0	−23·1	−22·9	237	1,399	27
	Aug 10	1,634·1	5·9	1,638·1	5·9	−40·8	−29·4	206	1,402	26
	Sept 14 ‡	1,596·8	5·7	1,589·7	5·7	−49·3	−37·7	212	1,360	25
	Oct 12 ‡	1,534·0	5·5	1,572·2	5·7	−18·7	−36·3	206	1,304	24
	Nov 9 ‡	1,513·2	5·4	1,550·8	5·6	−21·8	−29·9	202	1,288	23
	Dec 14 ‡	1,539·9	5·6	1,534·2	5·5	−16·6	−18·5	200	1,316	23
1990	Jan 11 ‡	1,586·6	5·7	1,512·9	5·4	−21·3	−19·8	206	1,357	24
	Feb 8 ‡	1,576·8	5·7	1,511·7	5·4	−1·2	−13·0	219	1,335	23
	Mar 8	1,549·0	5·6	1,505·9	5·4	−5·8	−9·4	199	1,326	23
	Apr 12	1,528·7	5·5	1,508·6	5·4	2·7	−1·4	208	1,298	23
	May 10	1,482·5	5·3	1,513·8	5·4	5·2	0·7	176	1,284	23
	June 14	1,460·6	5·3	1,521·3	5·5	7·5	5·1	184	1,255	22
	July 12	1,524·1	5·5	1,534·7	5·5	13·4	8·7	251	1,251	22
	Aug 9	1,559·6	5·6	1,557·6	5·6	22·9	14·6	229	1,308	22
	Sept 13 P	1,575·5	5·7	1,571·4	5·7	13·8	16·7	237	1,316	22

1986*	Annual averages	2,159·6	13·5	2,058·7	12·9	1,001·7	9·0	926·0	8·3	
1987	Annual averages	1,953·8	12·3	1,881·8	11·8	873·1	7·7	818·4	7·2	
1988**	Annual averages	1,566·1	9·8	1,524·4	9·6	688·6	5·9	656·3	5·7	
1989	Annual averages	1,213·1	7·6	1,212·0	7·6	479·9	4·0	479·0	4·0	
	Sept 8** ‡‡	1,492·5	9·5	1,457·5	9·1	684·3	5·9	620·2	5·3	274·4
	Oct 13	1,511·0	8·8	1,435·5	9·0	604·3	5·2	605·6	5·2	252·1
	Nov 10	1,404·1	8·6	1,400·6	8·8	582·6	5·0	590·5	5·1	242·1
	Dec 8	1,375·3	8·6	1,359·1	8·5	566·6	4·9	570·0	4·9	237·7
1989	Jan 12	1,371·9	8·8	1,330·7	8·4	571·8	4·8	554·4	4·7	236·1
	Feb 9	1,391·4	8·5	1,301·4	8·2	554·2	4·6	540·9	4·5	226·9
	Mar 9	1,353·9	8·3	1,283·9	8·1	532·4	4·5	527·6	4·4	217·0
	Apr 13	1,319·5	8·0	1,244·6	7·8	504·5	4·2	507·5	4·3	204·7
	May 11	1,271·4	7·7	1,234·3	7·8	477·9	4·0	497·7	4·2	192·7
	June 8	1,219·2	7·4	1,219·7	7·7	459·2	3·9	485·7	4·1	184·1
	July 13	1,179·7	7·5	1,206·1	7·6	480·0	4·0	473·2	4·0	183·5
	Aug 10	1,183·6	7·3	1,183·6	7·5	473·0	4·0	454·5	3·8	180·7
	Sept 14 ‡	1,161·0	7·2	1,152·8	7·3	455·1	3·8	436·9	3·7	171·3
	Oct 12 ‡	1,141·7	7·0	1,140·7	7·2	427·4	3·6	431·5	3·6	161·7
	Nov 9 ‡	1,106·5	6·9	1,126·7	7·1	414·2	3·5	424·1	3·6	154·4
	Dec 14 ‡	1,099·0	7·1	1,119·7	7·0	409·5	3·4	414·5	3·5	152·3
1990	Jan 11 ‡	1,130·4	7·3	1,106·3	7·0	422·9	3·5	406·6	3·4	154·2
	Feb 8 ‡	1,163·7	7·3	1,106·6	7·0	419·3	3·5	405·1	3·4	150·5
	Mar 8	1,157·5	7·2	1,102·6	6·9	409·4	3·4	403·3	3·4	146·4
	Apr 12	1,139·6	7·1	1,103·0	6·9	404·2	3·4	405·6	3·4	145·2
	May 10	1,124·5	6·9	1,110·5	7·0	385·3	3·2	403·3	3·4	136·9
	June 14	1,097·1	6·8	1,120·0	7·1	377·1	3·2	401·3	3·4	132·9
	July 12	1,083·5	7·0	1,136·4	7·2	405·8	3·4	398·3	3·3	136·0
	Aug 9 P	1,139·1	7·2	1,156·0	7·3	420·5	3·5	402·1	3·4	140·5
	Sept 13 P	1,161·0	7·3	1,171·7	7·4	414·5	3·5	399·7	3·4	135·8

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years. These national and regional unemployment rates have been up-dated to incorporate revisions to the workforce estimates arising from the results of the 1989 Labour Force Survey.
** Unadjusted figures are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988.
‡‡ The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

P The latest national and regional seasonally adjusted unemployment figures 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 (see p 422 of the October 1986 issue of *Employment Gazette* and p 660 of the December 1988 issue for the list of previous discontinuities taken into account). See also note ‡.
‡ The changes in the Redundant Mineworkers Payment Scheme from July 1989 mean that these mineworkers have the option to no longer sign on at Unemployment Benefit Offices as unemployed and available for work as a condition of this scheme. It is estimated that there is no further effect as a result of this change, with the total effect of the change now estimated to be about 15,500. Now that the full effect is known the necessary discontinuity adjustments can be made and a revised consistent back series will be produced in due course.

2·3 UNEMPLOYMENT
Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1986*)	784·7	524·7	260·0	8·7	10·0	6·8	750·3	8·3			505·2	245·0
1987) Annual	680·5	460·8	219·7	7·4	8·7	5·7	657·9	7·2			448·3	209·7
1988**) averages	508·6	346·8	161·8	5·5	6·5	4·1	495·9	5·3			339·9	156·1
1989)	367·4	259·6	107·8	3·9	4·8	2·6	367·0	3·9			259·3	107·6
1989 Sept 14	349·7	246·9	102·8	3·7	4·6	2·5	345·2	3·6	–7·3	–8·2	247·3	97·9
Oct 12	337·2	240·4	96·9	3·6	4·5	2·3	343·0	3·6	–2·3	–7·1	246·6	96·4
Nov 9	332·7	239·0	93·7	3·5	4·5	2·3	342·7	3·6	–0·4	–3·3	246·8	95·9
Dec 14	342·9	249·3	93·6	3·6	4·7	2·3	342·1	3·6	–0·6	–1·0	247·6	94·5
1990 Jan 11	348·7	254·5	94·2	3·7	4·8	2·3	338·4	3·6	–3·7	–1·5	245·7	92·7
Feb 8	349·9	255·5	94·4	3·7	4·8	2·3	338·0	3·6	–0·4	–1·6	245·7	92·3
Mar 8	346·5	252·9	93·6	3·7	4·7	2·3	338·1	3·6	0·1	–1·3	245·2	92·9
Apr 12	349·1	254·4	94·6	3·7	4·8	2·3	345·5	3·6	7·4	2·4	250·4	95·1
May 10	342·4	251·2	91·2	3·6	4·7	2·2	349·7	3·7	4·2	3·9	254·5	95·2
June 14	341·9	252·0	90·0	3·6	4·7	2·2	354·7	3·7	5·0	5·5	259·5	95·2
July 12	359·3	262·5	96·8	3·8	4·9	2·3	359·6	3·8	4·9	4·7	264·7	94·9
Aug 9	376·7	273·2	103·5	4·0	5·1	2·5	372·4	3·9	12·8	7·6	274·3	98·1
Sept 13 P	387·2	282·7	104·6	4·1	5·3	2·5	382·7	4·0	10·3	9·3	282·5	100·2
GREATER LONDON (included in South East)												
1986*)	407·1	280·9	126·1	9·5	11·1	7·3	391·3	9·2			272·0	119·4
1987) Annual	363·8	254·4	109·4	8·5	10·1	6·2	353·0	8·2			248·3	104·7
1988**) averages	291·9	205·1	86·7	6·7	8·1	4·8	285·3	6·6			201·5	83·8
1989)	218·2	156·5	61·8	5·0	6·3	3·3	218·0	5·0			156·4	61·7
1989 Sept 14	211·2	150·8	60·4	4·8	6·0	3·2	206·1	4·7	–4·2	–4·2	148·9	57·2
Oct 12	202·5	145·7	56·9	4·6	5·8	3·0	204·3	4·7	–1·8	–4·2	147·9	56·4
Nov 9	198·1	143·2	54·9	4·5	5·7	2·9	203·3	4·6	–1·2	–2·4	147·2	56·1
Dec 14	200·8	146·1	54·7	4·6	5·8	2·9	201·3	4·6	–2·0	–1·6	146·1	55·2
1990 Jan 11	199·5	145·8	53·7	4·5	5·8	2·8	198·8	4·5	–2·5	–1·8	144·5	54·3
Feb 8	199·5	145·8	53·7	4·5	5·8	2·8	197·5	4·5	–1·3	–1·9	144·0	53·5
Mar 8	198·2	145·0	53·3	4·5	5·8	2·8	196·5	4·5	–1·0	–1·6	142·9	53·6
Apr 12	201·2	146·7	54·4	4·6	5·9	2·9	200·1	4·6	3·6	0·4	145·3	54·8
May 10	198·5	145·6	52·9	4·5	5·8	2·8	201·4	4·6	1·3	1·3	146·7	54·7
June 14	199·3	146·6	52·7	4·5	5·9	2·8	203·4	4·6	2·0	2·3	148·6	54·8
July 12	207·3	151·2	56·2	4·7	6·0	3·0	205·0	4·7	1·6	1·6	150·3	54·7
Aug 9	216·1	156·3	59·8	4·9	6·2	3·2	211·3	4·8	6·3	3·3	154·8	56·5
Sept 13 P	221·5	160·7	60·8	5·0	6·4	3·2	216·2	4·9	4·9	4·3	158·5	57·7
EAST ANGLIA												
1986*)	83·4	53·9	29·5	9·0	9·8	8·0	78·8	8·5			51·4	27·4
1987) Annual	72·5	47·4	25·1	7·7	8·6	6·3	69·4	7·3			45·8	23·6
1988**) averages	52·0	33·6	18·5	5·4	6·0	4·6	50·3	5·2			32·6	17·7
1989)	35·2	24·0	11·2	3·6	4·3	2·7	35·1	3·6			24·0	11·2
1989 Sept 14	31·8	21·9	9·9	3·3	3·9	2·4	33·2	3·4	–0·8	–0·6	23·3	9·9
Oct 12	31·2	21·7	9·5	3·2	3·8	2·3	33·5	3·4	0·3	–0·4	23·7	9·8
Nov 9	31·7	22·4	9·3	3·2	4·0	2·3	33·4	3·4	–0·1	–0·2	23·7	9·7
Dec 14	33·7	24·4	9·3	3·4	4·3	2·3	33·4	3·4	—	0·1	24·0	9·4
1990 Jan 11	36·0	25·9	10·0	3·7	4·6	2·4	33·0	3·4	–0·4	–0·2	23·8	9·2
Feb 8	36·9	26·7	10·2	3·8	4·7	2·5	33·6	3·4	0·6	0·1	24·1	9·5
Mar 8	37·0	26·8	10·1	3·8	4·7	2·5	34·3	3·5	0·7	0·3	24·7	9·6
Apr 12	36·7	26·5	10·1	3·8	4·7	2·5	35·0	3·6	0·7	0·7	25·2	9·8
May 10	35·7	25·8	9·8	3·7	4·6	2·4	35·6	3·6	0·6	0·7	25·7	9·9
June 14	33·9	24·6	9·2	3·5	4·4	2·2	35·9	3·7	0·3	0·5	25·9	10·0
July 12	35·3	25·5	9·8	3·6	4·5	2·4	36·6	3·7	0·7	0·5	26·6	10·0
Aug 9	36·6	26·3	10·3	3·7	4·7	2·5	37·7	3·9	1·1	0·7	27·4	10·3
Sept 13 P	37·2	26·9	10·3	3·8	4·8	2·5	38·5	3·9	0·8	0·9	28·1	10·4
SOUTH WEST												
1986*)	205·7	131·6	74·2	9·9	10·8	8·6	195·8	9·5			126·1	69·7
1987) Annual	178·9	115·0	63·9	8·5	9·4	7·2	172·3	8·1			111·4	60·9
1988**) averages	137·6	88·5	49·1	6·4	7·2	5·4	133·7	6·2			86·5	47·3
1989)	98·1	66·1	31·9	4·5	5·4	3·4	98·0	4·5			66·1	31·9
1989 Sept 14	89·6	60·8	28·8	4·1	5·0	3·0	91·4	4·2	–3·6	–2·8	62·8	28·6
Oct 12	87·7	60·1	27·6	4·0	4·9	2·9	90·1	4·1	–1·6	–2·7	62·3	27·8
Nov 9	88·8	61·2	27·5	4·1	5·0	2·9	88·4	4·1	–1·7	–2·3	61·6	26·8
Dec 14	92·5	65·1	27·4	4·2	5·3	2·9	88·1	4·0	–0·3	–1·1	62·1	26·0
1990 Jan 11	96·8	68·3	28·5	4·4	5·6	3·0	87·4	4·0	–0·7	–0·9	61·9	25·5
Feb 8	96·7	68·1	28·6	4·4	5·6	3·0	88·5	4·1	1·1	—	62·5	26·0
Mar 8	95·1	67·1	28·1	4·4	5·5	2·9	89·7	4·1	1·2	0·5	63·2	26·5
Apr 12	91·3	64·6	26·7	4·2	5·3	2·8	90·2	4·1	0·5	0·9	63·2	27·0
May 10	87·5	62·4	25·2	4·0	5·1	2·6	91·7	4·2	1·5	1·1	64·5	27·2
June 14	85·1	61·3	23·9	3·9	5·0	2·5	93·7	4·3	2·0	1·3	66·4	27·3
July 12	90·3	64·6	25·7	4·1	5·3	2·7	95·6	4·4	1·9	1·8	68·4	27·2
Aug 9	94·9	67·6	27·2	4·4	5·5	2·9	98·0	4·5	2·4	2·1	70·5	27·5
Sept 13 P	97·4	70·2	27·2	4·5	5·7	2·9	99·5	4·6	1·5	1·9	72·2	27·3

See footnotes to *tables 2·1* and *2·2*.

UNEMPLOYMENT 2·3
Regions

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work force†	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1986*)	346·7	236·8	108·0	13·6	15·4	10·6	327·7	12·9			228·1	99·6
1987) Annual	305·9	211·1	94·8	12·0	13·8	9·2	292·1	11·4			203·5	88·6
1988**) averages	238·0	163·0	75·0	9·2	10·7	7·1	230·1	8·9			158·7	71·4
1989)	168·5	118·8	49·7	6·6	8·0	4·6	168·4	6·6			118·7	49·6
1989 Sept 14 ‡	159·9	112·5	47·4	6·3	7·6	4·4	154·5	6·0	–5·7	–4·8	110·7	43·8
Oct 12 ‡	152·9	108·5	44·3	6·0	7·3	4·1	155·1	6·1	0·6	–3·7	110·8	44·3
Nov 9 ‡	149·8	107·1	42·7	5·9	7·2	4·0	154·4	6·0	–0·6	–1·9	110·4	44·0
Dec 14 ‡	151·6	109·8	41·8	5·9	7·4	3·9	152·9	6·0	–1·5	–0·5	110·0	42·9
1990 Jan 11 ‡	156·5	113·4	43·1	6·1	7·6	4·0	151·1	5·9	–1·8	–1·3	108·9	42·2
Feb 8 ‡	155·2	112·6	42·6	6·1	7·6	4·0	150·8	5·9	–0·3	–1·2	108·8	42·0
Mar 8	151·0	109·7	41·3	5·9	7·4	3·9	148·7	5·8	–2·1	–1·4	107·5	41·2
Apr 12	148·7	108·2	40·5	5·8	7·3	3·8	148·7	5·8	—	–0·8	107·6	41·1
May 10	145·3	106·3	39·0	5·7	7·2	3·6	149·3	5·8	0·6	–0·5	108·4	40·9
June 14	144·0	105·6	38·4	5·6	7·1	3·6	149·3	5·8	—	0·2	108·7	40·6
July 12	150·0	108·9	41·1	5·9	7·3	3·8	149·6	5·8	0·3	0·3	109·4	40·2
Aug 9	153·5	111·0	42·5	6·0	7·5	4·0	151·2	5·9	1·6	0·6	110·9	40·3
Sept 13 P	154·9	112·6	42·3	6·1	7·6	4·0	150·6	5·9	–0·6	0·4	111·3	39·3
EAST MIDLANDS												
1986*)	202·8	136·0	66·8	10·7	12·1	8·6	191·3	10·1			129·4	61·9
1987) Annual	183·9	125·2	54·4	9·6	11·2	6·9	175·8	9·2			120·6	55·2
1988**) averages	147·8	101·9	45·9	7·7	9·1	5·7	143·1	7·4			99·2	43·9
1989)	108·9	77·2	31·7	5·6	6·9	3·8	108·8	5·6			77·2	31·6
1989 Sept 14 ‡	101·3	71·4	29·8	5·2	6·4	3·6	101·3	5·2	–4·4	–2·9	72·8	28·5
Oct 12 ‡	95·3	67·5	27·8	4·9	6·0	3·4	99·3	5·1	–2·3	–3·1	71·0	28·3
Nov 9 ‡	93·2	66·7	26·5	4·8	6·0	3·2	97·7	5·0	–1·7	–2·8	69·9	27·8
Dec 14 ‡	95·5	69·2	26·3	4·9	6·2	3·2	96·3	5·0	–1·4	–1·7	69·1	27·2
1990 Jan 11 ‡	99·5	71·9	27·6	5·1	6·4	3·3	94·5	4·9	–1·8	–1·6	67·9	26·6
Feb 8 ‡	100·5	72·6	27·9	5·2	6·5	3·4	95·5	4·9	1·0	–0·7	68·5	27·0
Mar 8	98·8	71·6	27·2	5·1	6·4	3·3	95·1	4·9	–0·4	–0·4	68·4	26·7
Apr 12	97·4	70·2	27·1	5·0	6·3	3·3	94·6	4·9	–0·5	—	67·6	27·0
May 10	93·8	67·9	25·9	4·8	6·1	3·1	95·2	4·9	0·6	–0·1	68·4	26·8
June 14	92·2	67·0	25·2	4·7	6·0	3·1	95·8	4·9	0·6	0·2	69·2	26·6
July 12	96·9	69·7	27·2	5·0	6·2	3·3	96·9	5·0	1·1	0·8	70·5	26·4
Aug 9	99·9	71·6	28·3	5·1	6·4	3·4	99·1	5·1	2·2	1·3	72·3	26·8
Sept 13 P	100·0	72·2	27·8	5·1	6·4	3·4	100·3	5·2	1·2	1·5	73·6	26·7
YORKSHIRE AND HUMBERSIDE												
1986*)	315·9	220·1	95·8	13·5	15·8	10·1	294·3	12·6			207·8	86·5
1987) Annual	286·0	201·2	84·8	12·2	14·6	8·7	270·5	11·5			192·4	78·1
1988**) averages	234·9	165·8	69·1	10·0	12·2	7·0	225·9	9·6			160·7	65·1
1989)	178·8	129·7	49·1	7·7	9·7	4·9	178·6	7·7			129·6	49·0
1989 Sept 14 ‡	171·0	124·0	46·9	7·3	9·3	4·7	169·7	7·3	–4·9	–2·9	124·8	44·9
Oct 12 ‡	162·5	118·9	43·6	7·0	8·9	4·4	167·3	7·2	–2·6	–3·5	123·0	44·3
Nov 9 ‡	159·9	117·7	42·2	6·9	8·8	4·2	164·2	7·1	–3·1	–3·5	120·6	43·6
Dec 14 ‡	162·3	120·6	41·7	7·0	9·0	4·2	162·5	7·0	–1·7	–2·4	119·8	42·7
1990 Jan 11 ‡	167·3	124·1	43·2	7·2	9·3	4·3	159·9	6·9	–2·6	–2·5	118·0	41·9
Feb 8 ‡	165·5	122·9	42·7	7·1	9·2	4·3	159·3	6·8	–0·6	–1·6	117·7	41·6
Mar 8	161·4	120·2	41·3	6·9	9·0	4·1	157·4	6·8	–1·9	–1·7	116·6	40·8
Apr 12	158·7	118·0	40·7	6·8	8·9	4·1	156·6	6·7	–0·8	–1·1	115·7	40·9
May 10	153·4	114·5	39·0	6·6	8·6	3·9	156·1	6·7	–0·5	–1·1	115·6	40·5
June 14	150·7	112·5	38·2	6·5	8·4	3·8	156·3	6·7	0·2	–0·4	116·2	40·1
July 12	157·2	116·4	40·8	6·8	8·7	4·1	157·7	6·8	1·4	0·4	118·1	39·6
Aug 9	159·5	117·5	42·0	6·9	8·8	4·2	159·2	6·8	1·5	1·0	119·4	39·8
Sept 13 P	161·1	120·0	41·1	6·9	9·0	4·1	159·7	6·9	0·5	1·1	120·4	39·3
NORTH WEST												
1986*)	448·3	313·2	135·1	14·6	17·5	10·6	423·1	13·8			298·6	124·6
1987) Annual	403·3	284·3	118·6	13·1	15·9	9·2	385·2	12·5			273·8	111·3
1988**) averages	333·0	235·9	97·1	10·8	13·2	7·4	322·1	10·4			229·6	92·5
1989)	262·6	191·6	71·0	8·4	10·8	5·3	262·3	8·4			191·4	70·9
1989 Sept 14 ‡	250·6	182·0	68·6	8·0	10·3	5·1	247·0	7·9	–7·8	–5·7	182·1	64·9
Oct 12 ‡	239·2	175·4	63·9	7·7	9·9	4·8	245·4	7·9	–1·9	–5·4	180·4	65·0
Nov 9 ‡	234·8	173·3	61·4	7·5	9·8	4·6	241·4	7·8	–4·1	–4·6	177·8	63·6
Dec 14 ‡	236·6	176·4	60·2	7·6	10·0	4·5	237·6	7·6	–3·8	–3·1	176·0	61·6
1990 Jan 11 ‡	243·2	180·8	62·4	7·8	10·2	4·7	233·8	7·5	–3·8	–3·9	173·8	60·0
Feb 8 ‡	240·7	179·6	61·0	7·7	10·1	4·6	233·3	7·5	–0·5	–2·7	173·9	59·4
Mar 8	237·5	177·8	59·8	7·6	10·0	4·5	232·6	7·5	–0·7	–1·7	173·3	59·3
Apr 12	234·1	175·1	59·0	7·5	9·9	4·4	231·5	7·4	–1·1	–0·8	172·4	59·1
May 10	227·6	171·2	56·4	7·3	9·7	4·2	231·2	7·4	–0·3	–0·7	172·4	58·8
June 14	223·0	167·9	55·1	7·2	9·5	4·1	230·4	7·4	–0·8	–0·7	172·2	58·2
July 12	231·0	172·3	58·7	7·4	9·7	4·4	230·8	7·4	0·4	–0·2	173·4	57·4
Aug 9	233·1	173·4	59·7	7·5	9·8	4·5	231·7	7·4	0·9	0·2	174·8	56·9
Sept 13 P	234·8	175·3	59·5	7·5	9·9	4·4	232·3	7·5	0·6	0·6	175·8	56·5

See footnotes to *tables 2·1* and *2·2*.

2·3 UNEMPLOYMENT
Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1986*) Annual averages	234·9	167·3	67·6	16·4	19·6	11·7	221·5	15·4			159·6	61·9
1987)	213·1	155·1	58·0	14·9	18·4	9·9	203·9	14·3			149·6	54·2
1988**)	179·4	130·7	48·7	12·5	15·5	8·2	173·9	12·1			127·5	46·4
1989)	141·9	105·7	36·2	10·0	12·9	6·1	141·8	10·0			105·6	36·2
1989 Sept 14 ‡	132·4	97·6	34·8	9·4	11·9	5·9	132·6	9·4	–5·4	–3·6	99·4	33·2
Oct 12 ‡	127·3	94·9	32·4	9·0	11·5	5·5	130·6	9·2	–2·1	–3·5	98·0	32·6
Nov 9 ‡	124·9	93·9	31·0	8·8	11·4	5·3	127·3	9·0	–3·3	–3·6	95·6	31·7
Dec 14 ‡	124·7	94·4	30·3	8·8	11·5	5·1	124·8	8·8	–2·5	–2·6	93·8	31·0
1990 Jan 11 ‡	129·1	97·2	31·9	9·1	11·8	5·4	123·0	8·7	–1·8	–2·5	92·2	30·8
Feb 8 ‡	126·8	95·4	31·3	9·0	11·6	5·3	121·9	8·6	–1·1	–1·8	91·6	30·3
Mar 8	124·9	94·3	30·5	8·8	11·5	5·2	121·1	8·6	–0·8	–1·2	91·1	30·0
Apr 12	122·3	92·6	29·7	8·7	11·3	5·0	119·8	8·5	–1·3	–1·1	90·1	29·7
May 10	119·1	90·7	28·3	8·4	11·0	4·8	120·3	8·5	0·5	–0·5	90·9	29·4
June 14	116·8	89·2	27·6	8·3	10·9	4·7	120·1	8·5	–0·2	–0·3	91·1	29·0
July 12	119·4	90·4	29·0	8·5	11·0	4·9	121·0	8·6	0·9	0·4	92·2	28·8
Aug 9	120·0	90·4	29·6	8·5	11·0	5·0	121·9	8·6	0·9	0·5	93·0	28·9
Sept 13 P	122·0	92·2	29·8	8·6	11·2	5·1	122·5	8·7	0·6	0·8	94·1	28·4
WALES												
1986*) Annual averages	179·0	126·1	52·9	14·4	16·6	10·9	169·3	13·6			120·5	48·8
1987)	157·0	111·8	45·2	12·7	15·2	9·0	149·9	12·1			107·6	42·3
1988**)	130·0	92·9	37·1	10·3	12·6	7·1	125·7	10·0			90·3	35·3
1989)	97·0	70·9	26·2	7·4	9·2	4·9	96·9	7·4			70·8	26·1
1989 Sept 14 ‡	90·6	66·0	24·6	6·9	8·6	4·6	90·1	6·9	–3·3	–2·8	66·7	23·4
Oct 12 ‡	86·5	63·9	22·6	6·6	8·3	4·2	88·7	6·8	–1·5	–2·5	65·9	22·8
Nov 9 ‡	85·7	63·8	21·9	6·6	8·3	4·1	86·6	6·6	–2·1	–2·3	64·4	22·2
Dec 14 ‡	87·2	65·6	21·6	6·7	8·5	4·0	85·7	6·6	–0·9	–1·5	64·1	21·6
1990 Jan 11 ‡	90·3	67·7	22·6	6·9	8·8	4·2	84·6	6·5	–1·1	–1·4	63·3	21·3
Feb 8 ‡	88·9	66·7	22·1	6·8	8·7	4·1	84·2	6·4	–0·4	–0·8	63·2	21·0
Mar 8	86·6	65·4	21·3	6·6	8·5	4·0	83·8	6·4	–0·4	–0·6	63·0	20·8
Apr 12	84·6	63·9	20·7	6·5	8·3	3·9	83·0	6·3	–0·8	–0·5	62·3	20·7
May 10	81·2	61·9	19·3	6·2	8·0	3·6	83·4	6·4	0·4	–0·3	63·0	20·4
June 14	79·1	60·7	18·4	6·1	7·9	3·4	84·2	6·4	0·8	0·1	63·9	20·3
July 12	83·2	63·1	20·1	6·4	8·2	3·8	85·6	6·5	1·4	0·9	65·3	20·3
Aug 9	84·6	63·7	20·9	6·5	8·3	3·9	86·4	6·6	0·8	1·0	66·0	20·4
Sept 13 P	85·9	65·2	20·7	6·6	8·5	3·9	86·0	6·6	–0·4	0·6	66·2	19·8
SCOTLAND												
1986*) Annual averages	359·8	248·1	111·8	14·5	16·9	11·0	332·7	13·4			232·1	100·6
1987)	345·8	241·9	103·8	14·0	16·7	10·1	323·4	13·1			228·9	94·5
1988**)	293·6	207·2	86·4	11·8	14·3	8·3	280·1	11·3			199·3	80·8
1989)	234·7	169·5	65·2	9·4	11·8	6·1	234·3	9·3			169·3	65·0
1989 Sept 14 ‡	219·9	158·7	61·3	8·8	11·1	5·7	224·7	9·0	–6·2	–3·4	162·9	61·8
Oct 12 ‡	214·1	155·3	58·8	8·5	10·8	5·5	219·5	8·7	–5·2	–4·4	159·2	60·3
Nov 9 ‡	211·7	153·8	57·9	8·4	10·7	5·4	214·8	8·6	–4·8	–5·4	155·8	59·0
Dec 14 ‡	212·9	155·5	57·3	8·5	10·8	5·3	210·5	8·4	–4·3	–4·7	153·0	57·5
1990 Jan 11 ‡	219·2	159·9	59·3	8·7	11·1	5·5	207·1	8·3	–3·4	–4·1	150·6	56·5
Feb 8 ‡	215·7	157·3	58·4	8·6	11·0	5·4	206·4	8·2	–0·7	–2·8	150·4	56·0
Mar 8	210·1	153·8	56·3	8·4	10·7	5·2	204·8	8·2	–1·6	–1·9	149·5	55·3
Apr 12	205·9	151·0	54·9	8·2	10·5	5·1	203·8	8·1	–1·0	–1·1	148·5	55·3
May 10	196·5	145·2	51·3	7·8	10·1	4·8	201·6	8·0	–2·2	–1·6	147·2	54·4
June 14	193·8	142·7	51·1	7·7	9·9	4·8	201·2	8·0	–0·4	–1·2	147·0	54·2
July 12	201·4	145·1	56·3	8·0	10·1	5·2	201·5	8·0	0·3	–0·8	147·8	53·7
Aug 9	200·9	144·5	56·5	8·0	10·1	5·3	200·3	8·0	–1·2	–0·4	147·5	52·8
Sept 13 P	195·1	143·9	51·2	7·8	10·0	4·8	199·4	7·9	–0·9	–0·6	147·7	51·7
NORTHERN IRELAND												
1986*) Annual averages	127·8	92·9	34·9	18·1	21·7	12·5	122·6	17·4			89·6	33·0
1987)	126·5	92·0	34·5	17·8	21·5	12·3	122·1	17·2			89·2	32·9
1988**)	115·7	84·3	31·3	16·4	20·0	11·0	113·2	16·0			82·7	30·5
1989)	105·7	77·7	28·0	15·1	18·8	9·8	105·6	15·1			77·6	27·9
1989 Sept 14 ‡	106·1	77·1	29·0	15·2	18·7	10·2	103·0	14·8	–1·7	–0·9	76·2	26·8
Oct 12	101·9	74·8	27·1	14·6	18·1	9·5	102·3	14·7	–0·7	–1·2	75·7	26·6
Nov 9	99·2	73·7	25·5	14·2	17·8	9·0	101·2	14·5	–1·1	–1·2	75·1	26·1
Dec 14	99·1	74·4	24·7	14·2	18·0	8·7	100·4	14·4	–0·8	–0·9	74·7	25·7
1990 Jan 11	100·4	75·6	24·8	14·4	18·3	8·7	99·2	14·2	–1·2	–1·0	74·0	25·2
Feb 8	98·9	74·7	24·2	14·2	18·1	8·5	98·7	14·1	–0·5	–0·8	73·8	24·9
Mar 8	97·6	73·9	23·7	14·0	17·9	8·3	98·5	14·1	–0·2	–0·6	73·7	24·8
Apr 12	97·7	73·7	23·9	14·0	17·8	8·4	98·0	14·0	–0·5	–0·4	73·4	24·6
May 10	96·1	72·9	23·2	13·8	17·6	8·1	97·7	14·0	–0·3	–0·3	73·4	24·3
June 14	95·1	71·9	23·2	13·6	17·4	8·1	96·9	13·9	–0·8	–0·5	73·0	23·9
July 12	99·5	73·8	25·7	14·3	17·8	9·0	96·9	13·9	—	–0·4	73·1	23·8
Aug 9	98·2	72·6	25·5	14·1	17·6	9·0	95·8	13·7	–1·1	–0·6	72·4	23·4
Sept 13 P	98·4	73·2	25·3	14·1	17·7	8·9	95·3	13·7	–0·5	–0·5	72·2	23·1

See footnotes to *tables 2·1* and *2·2*.

UNEMPLOYMENT 2·4
Area statistics

Unemployment in regions by assisted area status * and in travel-to-work areas † at September 13, 1990

	Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce
ASSISTED REGIONS ‡					
South West					
Development Areas	4,914	1,618	6,532	10·7	. .
Intermediate Areas	10,606	4,081	14,687	8·3	. .
Unassisted	54,667	21,476	76,143	4·8	. .
All	**70,187**	**27,175**	**97,362**	**5·3**	**4·5**
West Midlands					
Intermediate Areas	91,428	33,834	125,262	8·0	. .
Unassisted	21,144	8,491	29,635	4·5	. .
All	**112,572**	**42,325**	**154,897**	**7·0**	**6·1**
East Midlands					
Development Areas	1,143	508	1,651	5·9	. .
Intermediate Areas	2,127	1,034	3,161	6·1	. .
Unassisted	68,952	26,282	95,234	6·0	. .
All	**72,222**	**27,824**	**100,046**	**6·0**	**5·1**
Yorkshire and Humberside					
Development Areas	12,801	4,190	16,991	10·8	. .
Intermediate Areas	61,680	20,183	81,863	9·5	. .
Unassisted	45,492	16,708	62,200	6·4	. .
All	**119,973**	**41,081**	**161,054**	**8·1**	**6·9**
North West					
Development Areas	79,324	26,341	105,665	12·1	. .
Intermediate Areas	54,149	17,937	72,086	7·7	. .
Unassisted	41,852	15,209	57,061	6·4	. .
All	**175,325**	**59,487**	**234,812**	**8·7**	**7·5**
North					
Development Areas	74,986	23,128	98,114	11·4	. .
Intermediate Areas	10,324	3,497	13,821	8·6	. .
Unassisted	6,854	3,216	10,070	4·7	. .
All	**92,164**	**29,841**	**122,005**	**9·9**	**8·6**
Wales					
Development Areas	25,111	7,575	32,686	8·7	. .
Intermediate Areas	35,305	11,116	46,421	8·1	. .
Unassisted	4,760	1,991	6,751	5·5	. .
All	**65,176**	**20,682**	**85,858**	**8·0**	**6·6**
Scotland					
Development Areas	89,755	29,555	119,310	11·3	. .
Intermediate Areas	22,390	9,085	31,475	10·1	. .
Unassisted	31,736	12,557	44,293	5·4	. .
All	**143,881**	**51,197**	**195,078**	**8·9**	**7·8**
UNASSISTED REGIONS					
South East	**282,662**	**104,552**	**387,214**	**4·7**	**4·1**
East Anglia	**26,883**	**10,315**	**37,198**	**4·6**	**3·8**
GREAT BRITAIN					
Development Areas	288,034	92,915	380,949	11·1	. .
Intermediate Areas	288,009	100,767	388,776	8·4	. .
Unassisted	585,002	220,797	805,799	5·1	. .
All	**1,161,045**	**414,479**	**1,575,524**	**6·6**	**5·7**
Northern Ireland	**73,153**	**25,265**	**98,418**	**15·9**	**14·1**
United Kingdom	**1,234,198**	**439,744**	**1,673,942**	**6·8**	**5·9**
TRAVEL-TO-WORK AREAS *					
England					
Accrington and Rossendale	2,166	807	2,973	6·0	**5·0**
Alfreton and Ashfield	2,770	897	3,667	5·8	**5·1**
Alnwick and Amble	678	293	971	9·0	**7·1**
Andover	512	256	768	2·5	**2·1**
Ashford	1,132	403	1,535	4·7	**3·9**
Aylesbury and Wycombe	3,418	1,300	4,718	2·8	**2·3**
Banbury	867	403	1,270	4·8	**3·9**
Barnsley (I)	5,900	1,959	7,859	10·8	**9·2**
Barnstaple and Ilfracombe	1,224	455	1,679	6·6	**5·1**
Barrow-in-Furness	1,524	724	2,248	5·2	**4·5**
Basingstoke and Alton	1,323	503	1,826	2·3	**2·1**
Bath	2,127	888	3,015	4·5	**3·8**
Beccles and Halesworth	454	216	670	4·3	**3·2**
Bedford	2,233	757	2,990	3·8	**3·4**
Berwick-on-Tweed	303	122	425	4·4	**3·6**
Bicester	325	183	508	2·8	**2·3**
Bideford	566	212	778	8·4	**6·4**
Birmingham (I)	43,748	15,598	59,346	8·3	**7·4**
Bishop Auckland (D)	3,060	1,050	4,110	10·3	**8·7**
Blackburn	4,089	1,232	5,321	8·0	**6·9**
Blackpool	5,086	1,504	6,590	6·0	**4·8**
Blandford	174	94	268	2·9	**2·2**
Bodmin and Liskeard (I)	1,053	459	1,512	6·5	**4·8**
Bolton and Bury	10,559	3,798	14,357	8·2	**7·0**
Boston	1,092	410	1,502	6·4	**5·2**
Bournemouth	3,917	1,231	5,148	5·0	**4·1**
Bradford (I)	12,979	3,943	16,922	8·2	**7·2**
Bridgwater	1,573	636	2,209	7·1	**5·8**
Bridlington and Driffield	1,147	415	1,562	7·9	**6·2**
Bridport	317	119	436	5·5	**4·0**
Brighton	7,250	2,616	9,866	6·1	**5·0**
Bristol	12,907	5,216	18,123	5·5	**4·9**
Bude (I)	357	150	507	8·6	**5·9**
Burnley	2,148	698	2,846	6·8	**5·9**
Burton-on-Trent	2,382	870	3,252	5·3	**4·6**

	Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce
Bury St Edmunds	693	331	1,024	3·0	**2·5**
Buxton	634	307	941	4·4	**3·4**
Calderdale	3,878	1,532	5,410	6·9	**5·9**
Cambridge	2,739	1,083	3,822	2·7	**2·3**
Canterbury	1,980	640	2,620	5·5	**4·5**
Carlisle	1,817	809	2,626	4·9	**4·2**
Castleford and Pontefract	3,109	1,001	4,110	8·0	**7·0**
Chard	235	128	363	3·5	**2·9**
Chelmsford and Braintree	2,730	1,168	3,898	3·6	**3·0**
Cheltenham	2,005	729	2,734	3·6	**3·1**
Chesterfield	4,228	1,612	5,840	8·0	**6·9**
Chichester	1,241	424	1,665	2·8	**2·2**
Chippenham	713	393	1,106	3·8	**3·1**
Cinderford and Ross-on-Wye (I)	1,007	452	1,459	6·1	**4·9**
Cirencester	288	129	417	3·2	**2·6**
Clacton	1,423	450	1,873	10·4	**7·7**
Clitheroe	176	122	298	2·9	**2·4**
Colchester	2,388	1,105	3,493	4·6	**3·8**
Corby (D)	1,078	476	1,554	5·7	**5·1**
Coventry and Hinckley (I)	11,749	4,957	16,706	7·1	**6·3**
Crawley	2,535	888	3,423	1·7	**1·4**
Crewe	1,951	935	2,886	5·8	**5·1**
Cromer and North Walsham	722	238	960	5·4	**4·0**
Darlington (I)	2,948	1,043	3,991	8·3	**7·1**
Dartmouth and Kingsbridge	290	136	426	5·8	**3·8**
Derby	6,307	2,265	8,572	5·6	**4·9**
Devizes	333	158	491	3·6	**3·1**
Diss	368	205	573	4·2	**3·1**
Doncaster (I)	7,905	2,860	10,765	11·1	**9·4**
Dorchester and Weymouth	1,397	535	1,932	5·0	**4·2**
Dover and Deal	1,494	490	1,984	4·7	**4·0**
Dudley and Sandwell (I)	14,587	5,435	20,022	7·9	**6·9**
Durham (I)	3,619	1,299	4,918	7·7	**6·8**
Eastbourne	1,616	571	2,187	4·0	**3·2**
Evesham	544	256	800	2·9	**2·2**
Exeter	2,838	1,045	3,883	4·3	**3·6**
Fakenham	411	176	587	5·4	**3·9**
Falmouth (D)	864	264	1,128	9·6	**7·6**
Folkestone	1,719	484	2,203	6·9	**5·7**
Gainsborough (I)	780	336	1,116	8·8	**7·3**
Gloucester	2,237	738	2,975	4·1	**3·7**
Goole and Selby	1,299	529	1,828	6·6	**5·5**
Gosport and Fareham	1,880	754	2,634	5·1	**4·4**
Grantham	813	357	1,170	5·0	**4·2**
Great Yarmouth	2,181	760	2,941	7·5	**6·0**
Grimsby (I)	5,478	1,517	6,995	9·2	**8·0**
Guildford and Aldershot	3,308	1,268	4,576	2·4	**2·0**
Harrogate	884	399	1,283	3·2	**2·6**
Hartlepool (D)	3,992	1,135	5,127	15·4	**13·1**
Harwich	369	158	527	6·7	**5·7**
Hastings	2,413	763	3,176	6·4	**5·0**
Haverhill	320	210	530	4·3	**3·5**
Heathrow	16,750	6,756	23,506	3·4	**2·9**
Helston (D)	453	187	640	11·3	**7·6**
Hereford and Leominster	1,520	642	2,162	5·0	**3·9**
Hertford and Harlow	5,596	2,353	7,949	3·5	**3·0**
Hexham	452	268	720	5·0	**3·7**
Hitchin and Letchworth	1,648	647	2,295	4·0	**3·4**
Honiton and Axminster	482	180	662	3·9	**2·9**
Horncastle and Market Rasen	550	269	819	7·7	**5·6**
Huddersfield	4,384	1,820	6,204	6·8	**5·8**
Hull (I)	12,396	4,316	16,712	9·4	**8·1**
Huntingdon and St Neots	1,226	600	1,826	4·2	**3·5**
Ipswich	3,028	1,036	4,064	3·9	**3·4**
Isle of Wight	2,452	818	3,270	7·1	**5·7**
Keighley	1,492	552	2,044	6·8	**5·7**
Kendal	299	155	454	2·1	**1·7**
Keswick	72	31	103	3·9	**2·5**
Kettering and Market Harborough	963	443	1,406	3·7	**3·1**
Kidderminster (I)	1,507	633	2,140	5·4	**4·6**
King's Lynn and Hunstanton	1,775	676	2,451	6·2	**5·1**
Lancaster and Morecambe	2,545	966	3,511	7·8	**6·4**
Launceston	282	154	436	6·6	**4·4**
Leeds	16,661	5,532	22,193	6·9	**6·1**
Leek	284	121	405	3·0	**2·5**
Leicester	10,400	4,089	14,489	5·6	**4·9**
Lincoln	3,667	1,455	5,122	7·9	**6·7**
Liverpool (D)	47,339	14,985	62,324	14·0	**12·3**
London	150,087	56,297	206,384	5·9	**5·2**
Loughborough and Coalville	1,758	852	2,610	4·3	**3·7**
Louth and Mablethorpe	864	306	1,170	9·4	**7·0**
Lowestoft	1,378	635	2,013	6·7	**5·6**
Ludlow	422	210	632	5·2	**3·7**
Macclesfield	1,462	656	2,118	3·7	**3·1**
Malton	150	84	234	3·1	**2·5**
Malvern and Ledbury	690	240	930	4·7	**3·5**
Manchester (I)	43,991	14,312	58,303	7·7	**6·8**
Mansfield	3,975	1,359	5,334	8·9	**7·7**
Matlock	468	206	674	3·4	**2·8**
Medway and Maidstone	7,629	2,819	10,448	5·0	**4·2**

2·4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at September 13, 1990

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Melton Mowbray	539	210	749	3·7	**3·0**
Middlesbrough (D)	12,021	3,489	15,510	12·7	**11·1**
Milton Keynes	2,271	788	3,059	3·5	**3·1**
Minehead	350	122	472	5·0	**3·8**
Morpeth and Ashington (I)	3,762	1,159	4,921	10·0	**8·7**
Newark	1,088	435	1,523	6·8	**5·6**
Newbury	732	254	986	2·3	**2·0**
Newcastle upon Tyne (D)	26,985	8,400	35,385	9·7	**8·7**
Newmarket	668	333	1,001	3·9	**3·1**
Newquay (D)	495	148	643	7·7	**5·8**
Newton Abbot	831	318	1,149	5·1	**4·0**
Northallerton	310	180	490	3·0	**2·5**
Northampton	2,913	1,200	4,113	3·5	**3·1**
Northwich	1,824	763	2,587	5·4	**4·5**
Norwich	4,856	1,677	6,533	4·8	**4·0**
Nottingham	17,852	6,144	23,996	7·4	**6·5**
Okehampton	175	74	249	5·0	**3·5**
Oldham	4,989	1,902	6,891	8·1	**6·9**
Oswestry	499	250	749	5·8	**4·4**
Oxford	3,798	1,363	5,161	2·8	**2·4**
Pendle	1,326	496	1,822	5·8	**4·8**
Penrith	255	130	385	2·8	**2·1**
Penzance and St Ives (D)	1,272	482	1,754	11·3	**8·1**
Peterborough	3,899	1,332	5,231	5·7	**4·9**
Pickering and Helmsley	136	80	216	3·3	**2·3**
Plymouth (I)	8,386	3,114	11,500	8·8	**7·7**
Poole	1,949	670	2,619	4·1	**3·5**
Portsmouth	6,722	2,201	8,923	5·9	**5·1**
Preston	6,500	2,359	8,859	5·8	**5·0**
Reading	2,997	972	3,969	2·5	**2·2**
Redruth and Camborne (D)	1,830	537	2,367	11·9	**9·5**
Retford	926	474	1,400	7·1	**5·8**
Richmondshire	371	279	650	5·7	**4·2**
Ripon	204	168	372	3·8	**2·8**
Rochdale	4,231	1,523	5,754	9·0	**7·7**
Rotherham and Mexborough (D)	9,143	2,957	12,100	12·9	**11·2**
Rugby and Daventry	1,350	684	2,034	4·0	**3·4**
Salisbury	1,184	480	1,664	4·0	**3·4**
Scarborough and Filey	1,399	489	1,888	6·1	**4·9**
Scunthorpe (D)	2,973	989	3,962	7·5	**6·3**
Settle	92	79	171	3·2	**2·1**
Shaftesbury	348	175	523	3·6	**2·7**
Sheffield (I)	17,881	5,999	23,880	9·5	**8·3**
Shrewsbury	1,387	559	1,946	4·6	**3·7**
Sittingbourne and Sheerness	2,064	722	2,786	7·2	**6·1**
Skegness	778	223	1,001	9·4	**7·1**
Skipton	261	118	379	3·8	**2·9**
Sleaford	322	179	501	4·5	**3·6**
Slough	3,757	1,537	5,294	3·0	**2·6**
South Molton	145	82	227	5·8	**3·6**
South Tyneside (D)	6,482	1,850	8,332	16·5	**14·3**
Southampton	7,048	2,181	9,229	5·0	**4·4**
Southend	10,249	3,760	14,009	5·8	**4·8**
Spalding and Holbeach	571	275	846	3·6	**2·8**
St Austell	1,146	470	1,616	7·6	**5·9**
Stafford	1,721	657	2,378	3·5	**3·0**
Stamford	402	203	605	3·7	**3·0**
Stockton-on-Tees (D)	6,016	1,943	7,959	11·5	**10·2**
Stoke	7,310	2,821	10,131	5·3	**4·6**
Stroud	1,097	528	1,625	4·1	**3·4**
Sudbury	533	218	751	5·1	**3·8**
Sunderland (D)	14,846	4,521	19,367	12·1	**10·6**
Swindon	2,651	972	3,623	3·5	**3·1**
Taunton	1,429	513	1,942	4·6	**3·8**
Telford and Bridgnorth (I)	2,732	1,092	3,824	6·0	**5·0**
Thanet	2,862	888	3,750	10·4	**8·1**
Thetford	865	349	1,214	5·8	**4·7**
Thirsk	144	86	230	4·8	**3·6**
Tiverton	349	145	494	4·8	**3·7**
Torbay	2,393	760	3,153	7·2	**5·5**
Torrington	189	83	272	5·5	**3·8**
Totnes	321	139	460	6·5	**4·7**
Trowbridge and Frome	1,413	644	2,057	4·4	**3·7**
Truro	956	365	1,321	5·4	**4·4**
Tunbridge Wells	1,489	563	2,052	2·1	**1·7**
Uttoxeter and Ashbourne	288	125	413	3·6	**2·9**
Wakefield and Dewsbury	6,598	2,178	8,776	7·6	**6·7**
Walsall (I)	8,211	2,996	11,207	7·7	**6·6**
Wareham and Swanage	236	76	312	3·2	**2·5**
Warminster	244	152	396	6·0	**4·8**
Warrington	3,190	1,119	4,309	5·5	**4·9**
Warwick	1,973	859	2,832	3·5	**3·0**
Watford and Luton	8,825	2,906	11,731	3·5	**3·1**
Wellingborough and Rushden	1,334	569	1,903	3·9	**3·3**
Wells	671	309	980	4·3	**3·4**
Weston-super-Mare	1,759	673	2,432	6·2	**5·1**
Whitby (D)	567	173	740	10·2	**7·2**
Whitchurch and Market Drayton	428	235	663	4·5	**3·3**
Whitehaven	1,375	641	2,016	5·8	**5·2**
Widnes and Runcorn (D)	3,879	1,295	5,174	9·3	**8·3**
Wigan and St Helens (D)	12,541	4,930	17,471	10·3	**8·8**
Winchester and Eastleigh	1,169	444	1,613	1·9	**1·7**
Windermere	74	38	112	1·5	**1·1**
Wirral and Chester (D)	15,565	5,131	20,696	10·1	**8·8**
Wisbech	842	294	1,136	7·4	**5·6**
Wolverhampton (I)	9,180	3,312	12,492	9·5	**8·4**
Woodbridge and Leiston	345	159	504	2·7	**2·1**
Worcester	2,146	778	2,924	4·6	**4·0**
Workington (D)	1,767	843	2,610	8·8	**7·4**
Worksop	1,422	541	1,963	7·6	**6·8**
Worthing	1,979	572	2,551	3·4	**2·7**
Yeovil	1,151	583	1,734	4·1	**3·4**
York	2,999	1,213	4,212	4·7	**4·0**
Wales					
Aberdare (D)	1,818	442	2,260	12·7	**10·4**
Aberystwyth	491	211	702	6·0	**4·6**
Bangor and Caernarfon (I)	2,130	753	2,883	11·1	**8·9**
Blaenau, Gwent and Abergavenny (D)	2,642	685	3,327	10·0	**8·2**
Brecon	215	118	333	4·3	**2·9**
Bridgend (I)	3,351	1,123	4,474	8·2	**6·9**
Cardiff (I)	11,932	3,442	15,374	7·5	**6·6**
Cardigan (D)	450	198	648	10·8	**5·9**
Carmarthen	570	236	806	4·1	**3·1**
Conwy and Colwyn	1,654	573	2,227	6·5	**5·0**
Denbigh	375	176	551	5·4	**3·7**
Dolgellau and Barmouth	247	88	335	7·7	**5·4**
Fishguard (I)	204	56	260	7·4	**4·4**
Haverfordwest (I)	1,090	503	1,593	8·7	**6·6**
Holyhead (D)	1,607	646	2,253	13·0	**10·0**
Lampeter and Aberaeron (D)	291	136	427	8·0	**4·9**
Llandeilo	139	76	215	5·7	**3·4**
Llandrindod Wells	242	145	387	5·1	**3·2**
Llanelli (I)	2,267	786	3,053	9·9	**8·1**
Machynlleth	144	66	210	7·5	**4·3**
Merthyr and Rhymney (D)	4,575	1,103	5,678	10·8	**9·2**
Monmouth	218	93	311	7·8	**5·3**
Neath and Port Talbot (D)	2,370	711	3,081	8·0	**6·9**
Newport (I)	4,534	1,476	6,010	7·4	**6·4**
Newtown	265	118	383	3·9	**2·8**
Pontypool and Cwmbran (I)	2,228	742	2,970	7·0	**6·1**
Pontypridd and Rhondda (D)	4,735	1,160	5,895	9·1	**7·8**
Porthmadoc and Ffestiniog (I)	304	128	432	7·1	**5·2**
Pwllheli (I)	396	127	523	10·3	**6·6**
Shotton, Flint and Rhyl (D)	3,282	1,253	4,535	5·9	**4·9**
South Pembrokeshire (D)	829	309	1,138	8·9	**6·3**
Swansea (I)	6,869	1,980	8,849	8·7	**7·4**
Welshpool	200	91	291	3·9	**2·6**
Wrexham (D)	2,512	932	3,444	6·6	**5·5**
Scotland					
Aberdeen	3,618	1,488	5,106	2·9	**2·6**
Alloa (I)	1,541	593	2,134	13·0	**11·0**
Annan	344	163	507	5·6	**4·6**
Arbroath (D)	671	337	1,008	10·5	**8·5**
Ayr (I)	2,548	919	3,467	8·0	**6·9**
Badenoch (I)	163	77	240	6·4	**4·8**
Banff	338	136	474	4·8	**3·6**
Bathgate (D)	3,438	1,187	4,625	9·7	**8·7**
Berwickshire	198	96	294	5·2	**3·8**
Blairgowrie and Pitlochry	447	174	621	5·7	**4·4**
Brechin and Montrose	542	279	821	6·2	**4·8**
Buckie	158	155	313	6·8	**5·6**
Campbeltown (I)	252	110	362	10·4	**7·3**
Crieff	127	70	197	5·3	**4·1**
Cumnock and Sanquhar (D)	1,856	574	2,430	18·4	**15·0**
Dumbarton (D)	2,313	827	3,140	11·7	**10·1**
Dumfries	939	482	1,421	5·8	**5·1**
Dundee (D)	6,286	2,510	8,796	9·2	**8·3**
Dunfermline (I)	3,330	1,203	4,533	9·4	**8·2**
Dunoon and Bute (I)	628	257	885	11·1	**7·9**
Edinburgh	14,725	5,065	19,790	6·6	**5·9**
Elgin	582	331	913	5·7	**4·8**
Falkirk (I)	4,034	1,996	6,030	10·2	**9·0**
Forfar	380	250	630	6·8	**5·5**
Forres (I)	186	141	327	10·7	**8·3**
Fraserburgh	285	123	408	5·2	**4·1**
Galashiels	438	167	605	3·6	**3·1**
Girvan (I)	332	169	501	15·9	**11·9**
Glasgow (D)	50,706	16,098	66,804	11·1	**10·0**
Greenock (D)	4,255	1,263	5,518	14·8	**12·9**
Haddington	540	223	763	5·7	**4·8**
Hawick	277	80	357	4·3	**3·7**
Huntly	107	64	171	5·1	**3·8**
Invergordon and Dingwall (I)	1,104	400	1,504	12·6	**10·6**
Inverness	1,626	604	2,230	6·0	**5·1**
Irvine (D)	4,465	1,598	6,063	12·2	**10·5**
Islay/Mid Argyll	234	112	346	8·1	**6·4**
Keith	157	42	199	4·2	**3·3**
Kelso and Jedburgh	127	56	183	3·3	**2·7**
Kilmarnock (D)	2,556	932	3,488	11·3	**9·7**
Kirkcaldy (I)	4,467	1,744	6,211	10·3	**9·0**
Lanarkshire (D)	13,209	4,229	17,438	11·8	**10·2**
Lochaber (I)	416	155	571	6·9	**5·6**
Lockerbie	146	95	241	6·0	**4·5**
Newton Stewart (I)	275	159	434	15·1	**9·8**
North East Fife	597	316	913	5·3	**4·4**
Oban	266	116	382	5·1	**3·8**
Orkney Islands	266	123	389	5·6	**4·0**
Peebles	220	89	309	6·9	**5·5**
Perth	1,185	481	1,666	5·6	**4·8**
Peterhead	527	260	787	6·7	**5·3**
Shetland Islands	224	110	334	3·2	**2·6**
Skye and Wester Ross (I)	412	138	550	9·2	**6·8**
Stewartry (I)	332	187	519	7·0	**5·1**
Stirling	1,721	669	2,390	7·2	**6·2**
Stranraer (I)	577	228	805	10·9	**8·5**
Sutherland (I)	330	131	461	11·8	**9·2**
Thurso	395	138	533	7·6	**6·4**
Western Isles (I)	1,023	350	1,373	12·9	**9·9**
Wick (I)	440	128	568	12·0	**9·4**
Northern Ireland					
Ballymena	1,826	828	2,654	11·4	**9·8**
Belfast	35,134	12,957	48,091	13·8	**12·6**
Coleraine	4,265	1,420	5,685	17·8	**15·2**
Cookstown	1,518	594	2,112	24·6	**20·3**
Craigavon	6,087	2,434	8,521	14·3	**12·4**
Dungannon	2,280	769	3,049	19·2	**16·1**
Enniskillen	2,601	756	3,357	18·9	**15·1**
Londonderry	8,447	1,938	10,385	22·3	**20·2**
Magherafelt	1,638	669	2,307	19·2	**15·9**
Newry	4,665	1,497	6,162	22·9	**19·2**
Omagh	2,108	755	2,863	17·5	**14·5**
Strabane	2,584	648	3,232	28·7	**23·9**

UNEMPLOYMENT Area statistics 2·4

Unemployment in regions by assisted area status* and in travel-to-work areas† at September 13, 1990

(I) Intermediate Area
(D) Development Area
* Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted. See also footnote ‡ to *table 2·1*.
† Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the November 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
** Unemployment rates calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) are available in addition to those calculated as a percentage of estimates of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the results of the 1989 Labour Force Survey.

UNEMPLOYMENT 2·5
Age and duration

THOUSAND

UNITED KINGDOM		18-24 Up to 26 weeks	18-24 Over 26 and up to 52 weeks	18-24 Over 52 weeks	18-24 All	25-49 Up to 26 weeks	25-49 Over 26 and up to 52 weeks	25-49 Over 52 weeks	25-49 All	50 and over Up to 26 weeks	50 and over Over 26 and up to 52 weeks	50 and over Over 52 weeks	50 and over All	All ages * Up to 26 weeks	All ages * Over 26 and up to 52 weeks	All ages * Over 52 weeks	All ages * All
MALE AND FEMALE																	
1988	July	359·5	140·6	163·3	663·4	419·5	202·1	483·6	1,105·1	113·9	67·7	295·2	476·8	944·9	433·5	948·2	2,326·7
	Oct	346·7	108·6	151·0	606·3	405·0	186·0	446·4	1,037·4	115·3	64·0	287·6	466·9	873·0	360·4	885·5	2,118·9
1989	Jan	352·8	106·3	136·7	595·7	440·7	173·0	416·8	1,030·5	118·0	58·6	267·6	444·2	914·1	338·8	821·4	2,074·3
	Apr	294·9	116·3	119·2	530·4	396·4	171·4	378·4	946·2	101·3	57·2	246·4	404·9	794·1	345·4	744·1	1,883·6
	July	309·7	103·6	106·7	520·1	374·2	163·9	346·0	884·1	91·6	52·2	221·7	365·5	776·9	319·9	674·6	1,771·4
	Oct	288·3	81·8	96·2	466·3	363·7	147·9	318·1	829·7	93·4	45·9	199·1	338·3	746·9	275·7	613·3	1,635·8
1990	Jan	313·2	83·8	91·1	488·1	420·1	144·7	301·7	866·4	103·5	42·6	184·8	330·8	838·3	271·1	577·6	1,687·0
	Apr	288·7	92·0	84·5	465·2	413·6	147·9	283·0	844·4	99·3	43·7	172·3	315·3	802·9	283·7	539·7	1,626·3
	July	317·7	88·4	81·6	487·7	411·6	152·1	273·5	837·2	95·2	43·1	158·6	296·9	826·2	283·7	513·6	1,623·6
MALE																	
1988	July	218·3	87·0	110·4	415·7	264·4	126·8	393·9	785·0	86·6	51·4	221·4	359·5	599·0	278·0	729·3	1,606·3
	Oct	214·8	67·8	102·8	385·5	262·1	116·0	363·8	741·8	88·2	48·6	215·4	352·3	568·5	233·4	682·3	1,484·2
1989	Jan	226·0	67·9	94·7	388·6	297·5	108·7	339·0	745·2	90·9	44·6	201·7	337·1	615·9	221·7	635·6	1,473·2
	Apr	192·7	75·6	83·6	351·8	271·8	111·6	307·3	690·7	77·6	43·4	186·1	307·1	542·9	230·8	577·1	1,350·8
	July	194·6	69·0	75·6	339·2	253·7	110·2	281·1	645·1	69·3	39·8	167·4	276·4	518·4	219·1	524·1	1,261·6
	Oct	184·5	56·0	69·5	309·9	254·1	102·3	259·6	616·0	71·6	34·9	148·1	254·6	511·0	193·2	477·2	1,181·3
1990	Jan	207·1	57·4	67·3	331·8	304·9	102·9	248·4	656·2	80·2	32·6	137·6	250·4	593·0	192·9	453·3	1,239·3
	Apr	192·5	62·7	62·9	318·2	299·6	107·2	234·2	641·0	76·3	33·5	128·4	238·2	569·2	203·5	425·5	1,198·2
	July	206·3	61·6	60·7	328·6	297·2	113·1	227·4	637·7	72·9	33·2	118·7	224·8	577·4	207·9	406·8	1,192·1
FEMALE																	
1988	July	141·2	53·6	52·9	247·7	155·1	75·3	89·7	320·1	27·2	16·3	73·7	117·2	346·0	155·5	218·9	720·4
	Oct	131·9	40·8	48·2	220·8	142·9	70·0	82·7	295·6	27·1	15·4	72·2	114·7	304·5	127·0	203·2	634·6
1989	Jan	126·8	38·3	42·0	207·1	143·2	64·3	77·8	285·3	27·1	14·0	65·9	107·1	298·3	117·0	185·9	601·1
	Apr	102·3	40·7	35·6	178·6	124·6	59·9	71·1	255·5	23·6	13·8	60·4	97·8	251·1	114·6	167·1	532·8
	July	115·1	34·6	31·2	180·9	120·4	53·7	64·9	239·1	22·3	12·5	54·3	89·1	258·5	100·8	150·4	509·8
	Oct	103·8	25·8	26·7	156·4	109·6	45·6	58·5	213·7	21·8	11·0	50·9	83·7	235·9	82·4	136·2	454·5
1990	Jan	106·0	26·3	23·9	156·2	115·2	41·8	53·3	210·2	23·3	10·1	47·1	80·5	245·3	78·2	124·3	447·7
	Apr	96·1	29·3	21·6	147·0	114·0	40·6	48·8	203·4	23·0	10·2	43·8	77·1	233·7	80·2	114·2	428·1
	July	111·4	26·8	20·9	159·1	114·4	39·0	46·1	199·5	22·3	9·9	39·9	72·0	248·9	75·8	106·8	431·5

See footnotes to *table 2·1* and *2·2*.
* Including some aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. see also note ** to *tables 2·1* and *2·2*.

2·7 UNEMPLOYMENT Age

THOUSAND

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE										
1989	July	1,769·7	137·5	382·5	279·4	339·2	265·5	332·6	32·9	1,771·4
	Oct	1,634·3	133·0	333·3	260·9	318·0	250·8	308·1	30·2	1,635·8
1990	Jan	1,685·4	138·2	349·9	276·4	332·3	257·7	300·7	30·1	1,687·0
	Apr	1,624·8	131·0	334·2	268·4	323·8	252·2	286·7	28·5	1,626·3
	July	1,621·7	130·8	356·8	268·8	322·0	246·4	269·5	27·4	1,623·6
MALE										
1989	July	1,260·6	84·0	255·2	197·0	257·9	190·2	244·3	32·1	1,261·6
	Oct	1,180·5	81·0	229·0	187·2	245·9	182·8	225·0	29·7	1,181·3
1990	Jan	1,238·4	85·8	246·0	203·5	262·1	190·5	220·7	29·6	1,239·3
	Apr	1,197·4	81·4	236·8	199·1	255·9	186·0	210·2	28·0	1,198·2
	July	1,191·1	81·0	247·6	200·9	254·9	181·9	198·0	26·9	1,192·1
FEMALE										
1989	July	509·0	53·5	127·4	82·4	81·3	75·4	88·3	0·8	509·8
	Oct	453·8	52·1	104·3	73·7	72·1	68·0	83·1	0·5	454·5
1990	Jan	447·0	52·4	103·8	72·9	70·2	67·2	80·0	0·5	447·7
	Apr	427·5	49·5	97·5	69·3	67·9	66·2	76·5	0·6	428·1
	July	430·6	49·8	109·3	68·0	67·1	64·5	71·5	0·5	431·5

* Including some aged under 18.

2·8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									Thousand
1989	July	248·4	528·5	319·9	230·0	109·7	334·8	1,771·4	674·6
	Oct	214·2	532·7	275·7	215·4	96·8	301·1	1,635·8	613·3
1990	Jan	213·8	624·5	271·1	210·7	90·9	276·0	1,687·0	577·6
	Apr	216·0	586·9	283·7	200·5	86·0	253·2	1,626·3	539·7
	July	260·7	565·5	283·7	197·8	80·9	234·9	1,623·6	513·6
		Proportion of number unemployed							Per cent
1989	July	14·0	29·8	18·1	13·0	6·2	18·9	100·0	38·1
	Oct	13·1	32·6	16·9	13·2	5·9	18·4	100·0	37·5
1990	Jan	12·7	37·0	16·1	12·5	5·4	16·4	100·0	34·2
	Apr	13·3	36·1	17·4	12·3	5·3	15·6	100·0	33·2
	July	16·1	34·8	17·5	12·2	5·0	14·5	100·0	31·6
MALE									Thousand
1989	July	156·6	361·8	219·1	168·9	84·7	270·5	1,261·6	524·1
	Oct	146·5	364·4	193·2	160·5	74·5	242·2	1,181·3	477·2
1990	Jan	143·9	449·2	192·9	160·4	70·4	222·6	1,239·3	453·3
	Apr	148·3	420·9	203·5	154·5	67·1	203·9	1,198·2	425·5
	July	171·1	406·2	207·9	153·6	63·3	189·9	1,192·1	406·8
		Proportion of number unemployed							Per cent
1989	July	12·4	28·7	17·4	13·4	6·7	21·4	100·0	41·5
	Oct	12·4	30·8	16·4	13·6	6·3	20·5	100·0	40·4
1990	Jan	11·6	36·2	15·6	12·9	5·7	18·0	100·0	36·6
	Apr	12·4	35·1	17·0	12·9	5·6	17·0	100·0	35·5
	July	14·4	34·1	17·4	12·9	5·3	15·9	100·0	34·1
FEMALE									Thousand
1989	July	91·8	166·7	100·8	61·1	25·1	64·3	509·8	150·4
	Oct	67·7	168·2	82·4	54·9	22·3	58·9	454·5	136·2
1990	Jan	70·0	175·3	78·2	50·3	20·5	53·4	447·7	124·3
	Apr	67·7	166·0	80·2	46·0	18·9	49·3	428·1	114·2
	July	89·6	159·3	75·8	44·2	17·6	45·0	431·5	106·8
		Proportion of number unemployed							Per cent
1989	July	18·0	32·7	19·8	12·0	4·9	12·6	100·0	29·5
	Oct	14·9	37·0	18·1	12·1	4·9	13·0	100·0	30·0
1990	Jan	15·6	39·2	17·5	11·2	4·6	11·9	100·0	27·8
	Apr	15·8	38·8	18·7	10·7	4·4	11·5	100·0	26·7
	July	20·8	36·9	17·6	10·2	4·1	10·4	100·0	24·8

** See notes to *tables 2·1* and *2·2*.

UNEMPLOYMENT Area statistics 2·9

Unemployment in counties and local authority districts at September 13, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Bedfordshire	**7,476**	**2,457**	**9,933**	**4·3**	**3·7**
Luton	3,542	1,040	4,582		
Mid Bedfordshire	785	341	1,126		
North Bedfordshire	2,058	680	2,738		
South Bedfordshire	1,091	396	1,487		
Berkshire	**7,121**	**2,624**	**9,745**	**2·8**	**2·4**
Bracknell	930	394	1,324		
Newbury	939	330	1,269		
Reading	1,858	504	2,362		
Slough	1,660	691	2,351		
Windsor and Maidenhead	928	355	1,283		
Wokingham	806	350	1,156		
Buckinghamshire	**5,738**	**2,129**	**7,867**	**3·0**	**2·6**
Aylesbury Vale	1,285	496	1,781		
Chiltern	517	233	750		
Milton Keynes	2,018	689	2,707		
South Buckinghamshire	362	158	520		
Wycombe	1,556	553	2,109		
East Sussex	**11,209**	**3,942**	**15,151**	**6·0**	**4·8**
Brighton	4,175	1,449	5,624		
Eastbourne	1,092	354	1,446		
Hastings	1,735	478	2,213		
Hove	1,841	703	2,544		
Lewes	911	376	1,287		
Rother	709	295	1,004		
Wealden	746	287	1,033		
Essex	**20,057**	**7,801**	**27,858**	**5·2**	**4·2**
Basildon	2,464	977	3,441		
Braintree	1,276	523	1,799		
Brentwood	638	265	903		
Castle Point	981	404	1,385		
Chelmsford	1,479	644	2,123		
Colchester	1,852	827	2,679		
Epping Forest	1,259	502	1,761		
Harlow	1,343	500	1,843		
Maldon	511	262	773		
Rochford	719	278	997		
Southend-on-Sea	3,008	950	3,958		
Tendring	2,037	734	2,771		
Thurrock	2,075	722	2,797		
Uttlesford	415	213	628		
Greater London	**160,748**	**60,784**	**221,532**	**5·7**	**5·0**
Barking and Dagenham	2,757	876	3,633		
Barnet	3,994	1,847	5,841		
Bexley	2,955	1,301	4,256		
Brent	6,675	2,710	9,385		
Bromley	3,464	1,460	4,924		
Camden	5,368	2,186	7,554		
City of London	47	15	62		
City of Westminster	3,694	1,536	5,230		
Croydon	4,859	1,941	6,800		
Ealing	5,368	2,159	7,527		
Enfield	4,796	1,806	6,602		
Greenwich	6,381	2,209	8,590		
Hackney	9,771	3,439	13,210		
Hammersmith and Fulham	5,021	1,897	6,918		
Haringey	8,808	3,334	12,142		
Harrow	2,204	1,012	3,216		
Havering	2,426	904	3,330		
Hillingdon	2,350	856	3,206		
Hounslow	3,133	1,363	4,496		
Islington	7,162	2,915	10,077		
Kensington and Chelsea	2,781	1,292	4,073		
Kingston-upon-Thames	1,322	547	1,869		
Lambeth	10,551	3,931	14,482		
Lewisham	7,997	2,986	10,983		
Merton	2,405	937	3,342		
Newham	8,388	2,636	11,024		
Redbridge	3,235	1,328	4,563		
Richmond-upon-Thames	1,604	783	2,387		
Southwark	9,182	3,049	12,231		
Sutton	1,795	658	2,453		
Tower Hamlets	8,144	2,268	10,412		
Waltham Forest	5,789	2,098	7,887		
Wandsworth	6,322	2,505	8,827		
Hampshire	**20,311**	**6,987**	**27,298**	**4·2**	**3·6**
Basingstoke and Deane	1,148	431	1,579		
East Hampshire	724	306	1,030		
Eastleigh	953	385	1,338		
Fareham	896	364	1,260		
Gosport	1,115	444	1,559		
Hart	455	192	647		
Havant	2,166	609	2,775		
New Forest	1,593	566	2,159		
Portsmouth	4,053	1,377	5,430		
Rushmoor	723	315	1,038		
Southampton	5,009	1,464	6,473		
Test Valley	775	291	1,066		
Winchester	701	243	944		
Hertfordshire	**9,490**	**3,686**	**13,176**	**3·1**	**2·7**
Broxbourne	1,039	481	1,520		
Dacorum	1,108	351	1,459		
East Hertfordshire	795	368	1,163		
Hertsmere	872	309	1,181		
North Hertfordshire	1,287	494	1,781		
St Albans	846	338	1,184		
Stevenage	1,117	435	1,552		
Three Rivers	561	211	772		
Watford	963	317	1,280		
Welwyn Hatfield	902	382	1,284		
Isle of Wight	**2,452**	**818**	**3,270**	**7·1**	**5·6**
Medina	1,426	476	1,902		
South Wight	1,026	342	1,368		
Kent	**21,497**	**7,466**	**28,963**	**5·1**	**4·2**
Ashford	1,166	414	1,580		
Canterbury	1,980	640	2,620		
Dartford	1,005	392	1,397		
Dover	1,494	490	1,984		
Gillingham	1,417	552	1,969		
Gravesham	1,655	607	2,262		
Maidstone	1,190	414	1,604		
Rochester-upon-Medway	2,523	977	3,500		
Sevenoaks	894	376	1,270		
Shepway	1,719	484	2,203		
Swale	2,064	722	2,786		
Thanet	2,862	888	3,750		
Tonbridge and Malling	851	277	1,128		
Tunbridge Wells	677	233	910		
Oxfordshire	**5,128**	**1,986**	**7,114**	**2·9**	**2·5**
Cherwell	1,097	515	1,612		
Oxford	1,812	545	2,357		
South Oxfordshire	893	337	1,230		
Vale of White Horse	799	343	1,142		
West Oxfordshire	527	246	773		
Surrey	**6,280**	**2,241**	**8,521**	*	*
Elmbridge	676	280	956		
Epsom and Ewell	488	166	654		
Guildford	927	275	1,202		
Mole Valley	420	138	558		
Reigate and Banstead	751	268	1,019		
Runnymede	435	150	585		
Spelthorne	592	234	826		
Surrey Heath	434	168	602		
Tandridge	406	152	558		
Waverley	588	250	838		
Woking	563	160	723		
West Sussex	**5,155**	**1,631**	**6,786**	**2·3**	**1·9**
Adur	303	96	399		
Arun	1,168	350	1,518		
Chichester	680	274	954		
Crawley	674	210	884		
Horsham	628	224	852		
Mid Sussex	636	195	831		
Worthing	1,066	282	1,348		
EAST ANGLIA					
Cambridgeshire	**8,200**	**3,073**	**11,273**	**4·1**	**3·5**
Cambridge	1,478	511	1,989		
East Cambridgeshire	472	193	665		
Fenland	1,173	457	1,630		
Huntingdon	1,296	641	1,937		
Peterborough	3,118	970	4,088		
South Cambridgeshire	663	301	964		
Norfolk	**11,517**	**4,192**	**15,709**	**5·6**	**4·5**
Breckland	1,295	546	1,841		
Broadland	797	353	1,150		
Great Yarmouth	2,040	697	2,737		
North Norfolk	972	345	1,317		
Norwich	3,390	1,047	4,437		
South Norfolk	955	446	1,401		
West Norfolk	2,068	758	2,826		
Suffolk	**7,166**	**3,050**	**10,216**	**4·1**	**3·4**
Babergh	734	314	1,048		
Forest Heath	432	241	673		
Ipswich	2,081	615	2,696		
Mid Suffolk	565	327	892		
St Edmundsbury	949	486	1,435		
Suffolk Coastal	743	307	1,050		
Waveney	1,662	760	2,422		
SOUTH WEST					
Avon	**16,705**	**6,733**	**23,438**	**5·4**	**4·7**
Bath	1,641	629	2,270		
Bristol	10,001	3,746	13,747		
Kingswood	916	427	1,343		
Northavon	1,271	736	2,007		
Wansdyke	658	325	983		
Woodspring	2,218	870	3,088		
Cornwall	**9,232**	**3,454**	**12,686**	**8·6**	**6·6**
Caradon	1,088	512	1,600		
Carrick	1,714	580	2,294		
Isles of Scilly	11	2	13		
Kerrier	2,183	690	2,873		
North Cornwall	1,153	502	1,655		
Penwith	1,503	576	2,079		
Restormel	1,580	592	2,172		
Devon	**17,679**	**6,521**	**24,200**	**6·5**	**5·2**
East Devon	1,051	398	1,449		
Exeter	1,815	634	2,449		
Mid Devon	606	282	888		
North Devon	1,374	541	1,915		
Plymouth	7,131	2,535	9,666		
South Hams	842	393	1,235		
Teignbridge	1,155	425	1,580		
Torbay	2,327	736	3,063		
Torridge	795	329	1,124		
West Devon	583	248	831		

Unemployment in counties and local authority districts at September 13, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Dorset	**8,084**	**2,785**	**10,869**	**4·6**	**3·8**
Bournemouth	2,953	874	3,827		
Christchurch	394	135	529		
East Dorset	547	247	794		
North Dorset	312	148	460		
Poole	1,712	550	2,262		
Purbeck	323	114	437		
West Dorset	736	323	1,059		
Weymouth and Portland	1,107	394	1,501		
Gloucestershire	**6,559**	**2,556**	**9,115**	**4·0**	**3·5**
Cheltenham	1,491	476	1,967		
Cotswold	495	251	746		
Forest of Dean	919	411	1,330		
Gloucester	1,811	546	2,357		
Stroud	1,111	524	1,635		
Tewkesbury	732	348	1,080		
Somerset	**5,960**	**2,543**	**8,503**	**5·0**	**4·1**
Mendip	1,117	501	1,618		
Sedgemoor	1,680	695	2,375		
Taunton Deane	1,379	482	1,861		
West Somerset	420	147	567		
Yeovil	1,364	718	2,082		
Wiltshire	**5,968**	**2,583**	**8,551**	**3·7**	**3·2**
Kennet	539	258	797		
North Wiltshire	922	518	1,440		
Salisbury	1,150	471	1,621		
Thamesdown	2,195	759	2,954		
West Wiltshire	1,162	577	1,739		
WEST MIDLANDS					
Hereford and Worcester	**8,629**	**3,547**	**12,176**	**4·9**	**4·0**
Bromsgrove	1,122	510	1,632		
Hereford	866	382	1,248		
Leominster	378	153	531		
Malvern Hills	878	344	1,222		
Redditch	1,028	458	1,486		
South Herefordshire	492	209	701		
Worcester	1,579	521	2,100		
Wychavon	871	382	1,253		
Wyre Forest	1,415	588	2,003		
Shropshire	**5,418**	**2,296**	**7,714**	**5·4**	**4·4**
Bridgnorth	445	256	701		
North Shropshire	503	275	778		
Oswestry	446	204	650		
Shrewsbury and Atcham	1,246	497	1,743		
South Shropshire	440	201	641		
The Wrekin	2,338	863	3,201		
Staffordshire	**15,505**	**6,436**	**21,941**	**5·5**	**4·7**
Cannock Chase	1,391	572	1,963		
East Staffordshire	1,554	628	2,182		
Lichfield	1,051	573	1,624		
Newcastle-under-Lyme	1,773	762	2,535		
South Staffordshire	1,404	678	2,082		
Stafford	1,332	513	1,845		
Staffordshire Moorlands	931	435	1,366		
Stoke-on-Trent	4,632	1,599	6,231		
Tamworth	1,437	676	2,113		
Warwickshire	**6,080**	**2,877**	**8,957**	**4·6**	**3·9**
North Warwickshire	809	410	1,219		
Nuneaton and Bedworth	1,912	896	2,808		
Rugby	1,087	545	1,632		
Stratford-on-Avon	753	392	1,145		
Warwick	1,519	634	2,153		
West Midlands	**76,940**	**27,169**	**104,109**	**8·5**	**7·5**
Birmingham	35,365	11,546	46,911		
Coventry	8,738	3,452	12,190		
Dudley	5,892	2,331	8,223		
Sandwell	8,799	3,126	11,925		
Solihull	3,299	1,600	4,899		
Walsall	6,636	2,240	8,876		
Wolverhampton	8,211	2,874	11,085		
EAST MIDLANDS					
Derbyshire	**17,155**	**6,597**	**23,752**	**6·2**	**5·4**
Amber Valley	1,522	694	2,216		
Bolsover	1,615	596	2,211		
Chesterfield	2,509	932	3,441		
Derby	5,345	1,805	7,150		
Erewash	1,698	652	2,350		
High Peak	1,110	524	1,634		
North East Derbyshire	1,904	770	2,674		
South Derbyshire	804	313	1,117		
West Derbyshire	648	311	959		
Leicestershire	**13,912**	**5,747**	**19,659**	**5·0**	**4·3**
Blaby	668	355	1,023		
Charnwood	1,563	811	2,374		
Harborough	403	250	653		
Hinckley and Bosworth	842	500	1,342		
Leicester	8,298	2,924	11,222		
Melton	420	172	592		
North West Leicestershire	1,044	431	1,475		
Oadby and Wigston	458	203	661		
Rutland	216	101	317		
Lincolnshire	**10,025**	**4,136**	**14,161**	**6·7**	**5·4**
Boston	1,017	377	1,394		
East Lindsey	2,204	810	3,014		
Lincoln	2,824	974	3,798		
North Kesteven	891	507	1,398		
South Holland	603	291	894		
South Kesteven	1,201	552	1,753		
West Lindsey	1,285	625	1,910		
Northamptonshire	**6,711**	**2,903**	**9,614**	**3·9**	**3·4**
Corby	1,024	439	1,463		
Daventry	438	252	690		
East Northamptonshire	531	217	748		
Kettering	840	356	1,196		
Northampton	2,621	1,039	3,660		
South Northamptonshire	391	214	605		
Wellingborough	866	386	1,252		
Nottinghamshire	**24,419**	**8,441**	**32,860**	**7·4**	**6·5**
Ashfield	2,406	731	3,137		
Bassetlaw	2,219	969	3,188		
Broxtowe	1,580	625	2,205		
Gedling	1,709	740	2,449		
Mansfield	2,616	901	3,517		
Newark	1,931	711	2,642		
Nottingham	10,640	3,206	13,846		
Rushcliffe	1,318	558	1,876		
YORKSHIRE AND HUMBERSIDE					
Humberside	**22,735**	**7,481**	**30,216**	**8·9**	**7·6**
Beverley	1,265	716	1,981		
Boothferry	1,116	423	1,539		
Cleethorpes	1,830	552	2,382		
East Yorkshire	1,261	493	1,754		
Glanford	1,063	441	1,504		
Great Grimsby	3,387	829	4,216		
Holderness	720	357	1,077		
Kingston-upon-Hull	10,369	3,214	13,583		
Scunthorpe	1,724	456	2,180		
North Yorkshire	**8,327**	**3,761**	**12,088**	**4·6**	**3·7**
Craven	387	209	596		
Hambleton	725	429	1,154		
Harrogate	1,147	593	1,740		
Richmondshire	376	283	659		
Ryedale	661	376	1,037		
Scarborough	1,951	651	2,602		
Selby	899	499	1,398		
York	2,181	721	2,902		
South Yorkshire	**40,076**	**13,438**	**53,514**	**10·7**	**9·2**
Barnsley	6,675	2,148	8,823		
Doncaster	9,038	3,159	12,197		
Rotherham	7,650	2,653	10,303		
Sheffield	16,713	5,478	22,191		
West Yorkshire	**48,835**	**16,401**	**65,236**	**7·4**	**6·4**
Bradford	12,815	3,851	16,666		
Calderdale	3,878	1,532	5,410		
Kirklees	7,627	2,858	10,485		
Leeds	17,051	5,707	22,758		
Wakefield	7,464	2,453	9,917		
NORTH WEST					
Cheshire	**16,986**	**6,532**	**23,518**	**5·9**	**5·2**
Chester	2,256	799	3,055		
Congleton	934	505	1,439		
Crewe and Nantwich	1,756	845	2,601		
Ellesmere Port and Neston	1,870	679	2,549		
Halton	3,693	1,187	4,880		
Macclesfield	1,549	654	2,203		
Vale Royal	1,738	744	2,482		
Warrington	3,190	1,119	4,309		
Greater Manchester	**69,771**	**23,901**	**93,672**	**8·0**	**7·0**
Bolton	6,835	2,304	9,139		
Bury	2,765	1,205	3,970		
Manchester	20,627	6,065	26,692		
Oldham	5,458	2,112	7,570		
Rochdale	5,442	1,959	7,401		
Salford	7,717	2,172	9,889		
Stockport	4,603	1,782	6,385		
Tameside	4,687	1,771	6,458		
Trafford	4,362	1,548	5,910		
Wigan	7,275	2,983	10,258		
Lancashire	**26,759**	**9,333**	**36,092**	**6·6**	**5·5**
Blackburn	3,951	1,149	5,100		
Blackpool	3,291	910	4,201		
Burnley	2,136	679	2,815		
Chorley	1,352	640	1,992		
Fylde	600	193	793		
Hyndburn	1,235	445	1,680		
Lancaster	2,558	984	3,542		
Pendle	1,326	496	1,822		
Preston	3,713	1,077	4,790		
Ribble Valley	332	232	564		
Rossendale	1,109	464	1,573		
South Ribble	1,289	596	1,885		
West Lancashire	2,549	1,028	3,577		
Wyre	1,318	440	1,758		
Merseyside	**61,809**	**19,721**	**81,530**	**13·8**	**12·1**
Knowsley	8,735	2,474	11,209		
Liverpool	26,916	8,289	35,205		
Sefton	9,176	3,228	12,404		
St Helens	5,509	2,040	7,549		
Wirral	11,473	3,690	15,163		
NORTH					
Cleveland	**21,617**	**6,386**	**28,003**	**12·8**	**11·3**
Hartlepool	3,763	1,057	4,820		
Langbaurgh	5,115	1,513	6,628		

Unemployment in counties and local authority districts at September 13, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Middlesbrough	6,723	1,873	8,596		
Stockton-on-Tees	6,016	1,943	7,959		
Cumbria	**7,225**	**3,409**	**10,634**	**5·1**	**4·3**
Allerdale	1,882	918	2,800		
Barrow-In-Furness	1,319	625	1,944		
Carlisle	1,680	732	2,412		
Copeland	1,458	670	2,128		
Eden	309	171	480		
South Lakeland	577	293	870		
Durham	**15,270**	**5,190**	**20,460**	**9·4**	**8·1**
Chester-le-Street	1,155	453	1,608		
Darlington	2,702	934	3,636		
Derwentside	2,677	793	3,470		
Durham	1,986	743	2,729		
Easington	2,432	740	3,172		
Sedgefield	2,048	789	2,837		
Teesdale	363	172	535		
Wear Valley	1,907	566	2,473		
Northumberland	**6,346**	**2,336**	**8,682**	**8·5**	**7·1**
Alnwick	588	254	842		
Berwick-upon-Tweed	325	131	456		
Blyth Valley	2,091	702	2,793		
Castle Morpeth	800	362	1,162		
Tynedale	656	331	987		
Wansbeck	1,886	556	2,442		
Tyne and Wear	**41,706**	**12,520**	**54,226**	**11·0**	**9·9**
Gateshead	6,689	1,996	8,685		
Newcastle upon Tyne	11,349	3,405	14,754		
North Tyneside	5,715	1,899	7,614		
South Tyneside	6,482	1,850	8,332		
Sunderland	11,471	3,370	14,841		
WALES					
Clwyd	**6,877**	**2,617**	**9,494**	**6·3**	**5·0**
Alyn and Deeside	1,046	446	1,492		
Colwyn	918	344	1,262		
Delyn	935	349	1,284		
Glyndwr	529	238	767		
Rhuddlan	1,194	426	1,620		
Wrexham Maelor	2,255	814	3,069		
Dyfed	**6,412**	**2,551**	**8,963**	**8·0**	**5·8**
Carmarthen	801	314	1,115		
Ceredigion	1,007	441	1,448		
Dinefwr	723	310	1,033		
Llanelli	1,669	569	2,238		
Preseli	1,383	608	1,991		
South Pembrokeshire	829	309	1,138		
Gwent	**10,442**	**3,217**	**13,659**	**7·9**	**6·8**
Blaenau Gwent	2,214	539	2,753		
Islwyn	1,276	406	1,682		
Monmouth	1,084	429	1,513		
Newport	3,718	1,139	4,857		
Torfaen	2,150	704	2,854		
Gwynedd	**5,730**	**2,104**	**7,834**	**9·6**	**7·3**
Aberconwy	946	317	1,263		
Arfon	1,744	597	2,341		
Dwyfor	537	188	725		
Meirionnydd	536	216	752		
Ynys Mon - Isle of Anglesey	1,967	786	2,753		
Mid Glamorgan	**14,802**	**3,814**	**18,616**	**9·9**	**8·4**
Cynon Valley	2,047	494	2,541		
Merthyr Tydfil	1,939	475	2,414		
Ogwr	3,024	958	3,982		
Rhondda	2,401	529	2,930		
Rhymney Valley	3,175	736	3,911		
Taff-Ely	2,216	622	2,838		
Powys	**1,256**	**572**	**1,828**	**4·7**	**3·2**
Brecknock	555	222	777		
Montgomery	509	230	739		
Radnor	192	120	312		
South Glamorgan	**10,738**	**3,214**	**13,952**	**7·2**	**6·3**
Cardiff	8,388	2,391	10,779		
Vale of Glamorgan	2,350	823	3,173		
West Glamorgan	**8,919**	**2,593**	**11,512**	**8·5**	**7·3**
Afan	1,004	280	1,284		
Lliw Valley	1,253	359	1,612		
Neath	1,366	431	1,797		
Swansea	5,296	1,523	6,819		
SCOTLAND					
Borders Region	**1,260**	**488**	**1,748**	**4·3**	**3·5**
Berwick	198	96	294		
Ettrick and Lauderdale	438	167	605		
Roxburgh	404	136	540		
Tweedale	220	89	309		
Central Region	**7,113**	**3,163**	**10,276**	**9·8**	**8·6**
Clackmannan	1,445	556	2,001		
Falkirk	3,899	1,907	5,806		
Stirling	1,769	700	2,469		
Dumfries and Galloway Region	**2,795**	**1,396**	**4,191**	**7·4**	**5·9**
Annandale and Eskdale	490	258	748		
Nithsdale	1,121	564	1,685		
Stewartry	332	187	519		
Wigtown	852	387	1,239		
Fife Region	**8,508**	**3,344**	**11,852**	**9·3**	**8·1**
Dunfermline	3,310	1,176	4,486		
Kirkcaldy	4,418	1,722	6,140		
North East Fife	780	446	1,226		
Grampian Region	**6,034**	**2,798**	**8,832**	**3·7**	**3·2**
Banff and Buchan	1,150	519	1,669		
City of Aberdeen	3,146	1,165	4,311		
Gordon	374	240	614		
Kincardine and Deeside	281	205	486		
Moray	1,083	669	1,752		
Highlands Region	**4,886**	**1,771**	**6,657**	**8·0**	**6·6**
Badenoch and Strathspey	163	77	240		
Caithness	800	254	1,054		
Inverness	1,330	463	1,793		
Lochaber	416	155	571		
Nairn	155	85	240		
Ross and Cromarty	1,321	499	1,820		
Skye and Lochalsh	336	95	431		
Sutherland	365	143	508		
Lothian Region	**18,838**	**6,564**	**25,402**	**6·9**	**6·2**
City of Edinburgh	11,700	4,016	15,716		
East Lothian	1,747	608	2,355		
Midlothian	1,818	664	2,482		
West Lothian	3,573	1,276	4,849		
Strathclyde Region	**83,390**	**27,091**	**110,481**	**11·4**	**10·0**
Argyll and Bute	1,307	562	1,869		
Bearsden and Milngavie	500	253	753		
City of Glasgow	36,735	10,684	47,419		
Clydebank	1,874	593	2,467		
Clydesdale	1,270	513	1,783		
Cumbernauld and Kilsyth	1,581	745	2,326		
Cumnock and Doon Valley	1,871	535	2,406		
Cunninghame	4,456	1,603	6,059		
Dumbarton	2,313	827	3,140		
East Kilbride	1,657	801	2,458		
Eastwood	685	370	1,055		
Hamilton	3,395	1,063	4,458		
Inverclyde	4,121	1,171	5,292		
Kilmarnock and Loudoun	2,556	932	3,488		
Kyle and Carrick	2,683	1,045	3,728		
Monklands	3,660	1,166	4,826		
Motherwell	4,884	1,487	6,371		
Renfrew	6,132	2,082	8,214		
Strathkelvin	1,710	659	2,369		
Tayside Region	**9,544**	**3,999**	**13,543**	**8·0**	**6·9**
Angus	1,668	894	2,562		
City of Dundee	6,045	2,343	8,388		
Perth and Kinross	1,831	762	2,593		
Orkney Islands	**266**	**123**	**389**	**5·6**	**4·0**
Shetland Islands	**224**	**110**	**334**	**3·2**	**2·6**
Western Isles	**1,023**	**350**	**1,373**	**12·9**	**9·9**
NORTHERN IRELAND					
Antrim	1,541	598	2,139		
Ards	1,764	801	2,565		
Armagh	2,118	791	2,909		
Ballymena	1,826	828	2,654		
Ballymoney	1,074	333	1,407		
Banbridge	908	484	1,392		
Belfast	18,728	5,586	24,314		
Carrickfergus	1,022	459	1,481		
Castlereagh	1,596	773	2,369		
Coleraine	2,344	867	3,211		
Cookstown	1,518	594	2,112		
Craigavon	3,061	1,159	4,220		
Derry	6,778	1,464	8,242		
Down	1,910	878	2,788		
Dungannon	2,280	769	3,049		
Fermanagh	2,601	756	3,357		
Larne	1,173	385	1,558		
Limavady	1,669	474	2,143		
Lisburn	3,381	1,367	4,748		
Magherafelt	1,638	669	2,307		
Moyle	847	220	1,067		
Newry and Mourne	4,665	1,497	6,162		
Newtownabbey	2,388	1,086	3,474		
North Down	1,631	1,024	2,655		
Omagh	2,108	755	2,863		
Strabane	2,584	648	3,232		

* Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets. An unemployment rate is not given for Surrey or local authority districts since these do not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.
† Unemployment rates calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) are available in addition to those calculated as a percentage of estimates of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the results of the 1989 Labour Force Survey.
See also footnote ‡ to *table 2·1*.

Unemployment in Parliamentary constituencies at September 13, 1990

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	2,398	688	3,086
Mid Bedfordshire	923	385	1,308
North Bedfordshire	1,744	551	2,295
North Luton	1,371	451	1,822
South West Bedfordshire	1,040	382	1,422
Berkshire			
East Berkshire	1,111	456	1,567
Newbury	799	282	1,081
Reading East	1,250	359	1,609
Reading West	884	245	1,129
Slough	1,660	691	2,351
Windsor and Maidenhead	747	293	1,040
Wokingham	670	298	968
Buckinghamshire			
Aylesbury	1,004	396	1,400
Beaconsfield	529	226	755
Buckingham	746	290	1,036
Chesham and Amersham	509	230	739
Milton Keynes	1,734	594	2,328
Wycombe	1,216	393	1,609
East Sussex			
Bexhill and Battle	646	248	894
Brighton Kemptown	2,156	657	2,813
Brighton Pavilion	2,019	792	2,811
Eastbourne	1,155	381	1,536
Hastings and Rye	1,894	552	2,446
Hove	1,841	703	2,544
Lewes	929	393	1,322
Wealden	569	216	785
Essex			
Basildon	1,863	696	2,559
Billericay	995	443	1,438
Braintree	1,114	466	1,580
Brentwood and Ongar	778	309	1,087
Castle Point	981	404	1,385
Chelmsford	1,187	495	1,682
Epping Forest	995	400	1,395
Harlow	1,467	558	2,025
Harwich	1,792	608	2,400
North Colchester	1,318	571	1,889
Rochford	886	347	1,233
Saffron Walden	702	350	1,052
South Colchester and Maldon	1,290	644	1,934
Southend East	1,768	560	2,328
Southend West	1,240	390	1,630
Thurrock	1,681	560	2,241
Greater London			
Barking	1,514	434	1,948
Battersea	2,646	1,008	3,654
Beckenham	1,280	519	1,799
Bethnal Green and Stepney	4,196	1,045	5,241
Bexleyheath	918	421	1,339
Bow and Poplar	3,948	1,223	5,171
Brent East	2,587	990	3,577
Brent North	1,327	649	1,976
Brent South	2,761	1,071	3,832
Brentford and Isleworth	1,498	710	2,208
Carshalton and Wallington	1,071	363	1,434
Chelsea	1,012	484	1,496
Chingford	1,046	408	1,454
Chipping Barnet	742	335	1,077
Chislehurst	811	347	1,158
City of London and Westminster South	1,379	535	1,914
Croydon Central	1,375	451	1,826
Croydon North East	1,463	656	2,119
Croydon North West	1,442	586	2,028
Croydon South	579	248	827
Dagenham	1,243	442	1,685
Dulwich	2,065	829	2,894
Ealing North	1,482	578	2,060
Ealing Acton	1,849	758	2,607
Ealing Southall	2,037	823	2,860
Edmonton	2,090	749	2,839
Eltham	1,501	497	1,998
Enfield North	1,481	604	2,085
Enfield Southgate	1,225	453	1,678
Erith and Crayford	1,506	629	2,135
Feltham and Heston	1,635	653	2,288
Finchley	1,012	591	1,603
Fulham	2,029	919	2,948
Greenwich	2,015	724	2,739
Hackney North and Stoke Newington	4,604	1,691	6,295
Hackney South and Shoreditch	5,167	1,748	6,915
Hammersmith	2,992	978	3,970
Hampstead and Highgate	2,087	953	3,040
Harrow East	1,332	601	1,933
Harrow West	872	411	1,283
Hayes and Harlington	864	334	1,198
Hendon North	1,206	479	1,685
Hendon South	1,034	442	1,476
Holborn and St Pancras	3,281	1,233	4,514
Hornchurch	783	283	1,066
Hornsey and Wood Green	3,446	1,560	5,006
Ilford North	922	365	1,287
Ilford South	1,515	596	2,111
Islington North	3,840	1,540	5,380
Islington South and Finsbury	3,322	1,375	4,697
Kensington	1,769	808	2,577
Kingston-upon-Thames	825	330	1,155
Lewisham East	1,944	741	2,685
Lewisham West	2,360	899	3,259
Lewisham Deptford	3,693	1,346	5,039
Leyton	2,786	972	3,758
Mitcham and Morden	1,496	518	2,014
Newham North East	3,059	988	4,047
Newham North West	2,659	833	3,492
Newham South	2,670	815	3,485
Norwood	3,432	1,295	4,727
Old Bexley and Sidcup	531	251	782
Orpington	760	315	1,075
Peckham	3,664	1,245	4,909
Putney	1,447	548	1,995
Ravensbourne	613	279	892
Richmond-upon-Thames and Barnes	829	445	1,274
Romford	817	294	1,111
Ruislip-Northwood	532	221	753
Southwark and Bermondsey	3,453	975	4,428
Streatham	2,752	1,138	3,890
Surbiton	497	217	714
Sutton and Cheam	724	295	1,019
Tooting	2,229	949	3,178
Tottenham	5,362	1,774	7,136
Twickenham	775	338	1,113
Upminster	826	327	1,153
Uxbridge	954	301	1,255
Vauxhall	4,367	1,498	5,865
Walthamstow	1,957	718	2,675
Wanstead and Woodford	798	367	1,165
Westminster North	2,362	1,016	3,378
Wimbledon	909	419	1,328
Woolwich	2,865	988	3,853
Hampshire			
Aldershot	954	399	1,353
Basingstoke	998	356	1,354
East Hampshire	788	336	1,124
Eastleigh	1,364	489	1,853
Fareham	[illegible]	[illegible]	1,299
Gosport	[illegible]	[illegible]	1,719
Havant	1,882	[illegible]	[illegible]
New Forest	777	268	[illegible]
North West Hampshire	610	264	[illegible]
Portsmouth North	1,631	509	2,140
Portsmouth South	2,706	966	3,672
Romsey and Waterside	1,131	400	1,531
Southampton Itchen	2,495	745	3,240
Southampton Test	2,103	615	2,718
Winchester	719	264	983
Hertfordshire			
Broxbourne	1,114	516	1,630
Hertford and Stortford	683	303	986
Hertsmere	916	325	1,241
North Hertfordshire	1,243	478	1,721
South West Hertfordshire	663	250	913
St Albans	700	266	966
Stevenage	1,231	490	1,721
Watford	1,096	381	1,477
Welwyn Hatfield	901	392	1,293
West Hertfordshire	943	285	1,228
Isle of Wight			
Isle of Wight	2,452	818	3,270
Kent			
Ashford	1,166	414	1,580
Canterbury	1,487	509	1,996
Dartford	1,183	463	1,646
Dover	1,410	441	1,851
Faversham	1,979	694	2,673
Folkestone and Hythe	1,719	484	2,203
Gillingham	1,449	562	2,011
Gravesham	1,655	607	2,262
Maidstone	920	316	1,236
Medway	1,421	563	1,984
Mid Kent	1,372	512	1,884
North Thanet	1,970	613	2,583
Sevenoaks	716	305	1,021
South Thanet	1,522	473	1,995
Tonbridge and Malling	851	277	1,128
Tunbridge Wells	677	233	910
Oxfordshire			
Banbury	1,022	497	1,519
Henley	453	174	627
Oxford East	1,459	424	1,883
Oxford West and Abingdon	971	331	1,302
Wantage	621	296	917
Witney	602	264	866
Surrey			
Chertsey and Walton	570	205	775
East Surrey	406	152	558
Epsom and Ewell	642	216	858
Esher	441	176	617
Guildford	717	239	956
Mole Valley	448	146	594
North West Surrey	614	242	856
Reigate	597	218	815
South West Surrey	510	204	714
Spelthorne	592	234	826
Woking	743	209	952
West Sussex			
Arundel	1,013	293	1,306
Chichester	680	274	954
Crawley	763	246	1,009
Horsham	628	224	852
Mid Sussex	547	159	706
Shoreham	458	153	611
Worthing	1,066	282	1,348
EAST ANGLIA			
Cambridgeshire			
Cambridge	1,376	457	1,833
Huntingdon	1,036	509	1,545
North East Cambridgeshire	1,408	549	1,957
Peterborough	2,877	840	3,717

Unemployment in Parliamentary constituencies at September 13, 1990

	Male	Female	All
South East Cambridgeshire	622	278	900
South West Cambridgeshire	881	440	1,321
Norfolk			
Great Yarmouth	2,040	697	2,737
Mid Norfolk	861	353	1,214
North Norfolk	972	345	1,317
North West Norfolk	1,647	587	2,234
Norwich North	1,323	424	1,747
Norwich South	2,378	757	3,135
South Norfolk	955	446	1,401
South West Norfolk	1,341	583	1,924
Suffolk			
Bury St Edmunds	1,054	521	1,575
Central Suffolk	1,023	456	1,479
Ipswich	1,623	486	2,109
South Suffolk	1,061	520	1,581
Suffolk Coastal	743	307	1,050
Waveney	1,662	760	2,422
SOUTH WEST			
Avon			
Bath	1,641	629	2,270
Bristol East	1,906	751	2,657
Bristol North West	1,905	637	2,542
Bristol South	2,919	1,028	3,947
Bristol West	2,822	1,162	3,984
Kingswood	1,231	518	1,749
Northavon	1,055	641	1,696
Wansdyke	859	431	1,290
Weston-super-Mare	1,510	552	2,062
Woodspring	857	384	1,241
Cornwall			
Falmouth and Camborne	2,495	728	3,223
North Cornwall	1,599	620	2,219
South East Cornwall	1,361	642	2,003
St Ives	2,018	783	2,801
Truro	1,759	681	2,440
Devon			
Exeter	1,815	634	2,449
Honiton	901	331	1,232
North Devon	1,410	562	1,972
Plymouth Devonport	2,690	837	3,527
Plymouth Drake	2,813	1,001	3,814
Plymouth Sutton	1,628	697	2,325
South Hams	1,271	551	1,822
Teignbridge	1,055	378	1,433
Tiverton	832	385	1,217
Torbay	1,886	568	2,454
Torridge and West Devon	1,378	577	1,955
Dorset			
Bournemouth East	1,787	542	2,329
Bournemouth West	1,539	430	1,969
Christchurch	718	261	979
North Dorset	616	304	920
Poole	1,339	452	1,791
South Dorset	1,359	486	1,845
West Dorset	726	310	1,036
Gloucestershire			
Cheltenham	1,591	536	2,127
Cirencester and Tewkesbury	830	386	1,216
Gloucester	1,841	563	2,404
Stroud	1,130	546	1,676
West Gloucestershire	1,167	525	1,692
Somerset			
Bridgwater	1,553	653	2,206
Somerton and Frome	918	466	1,384
Taunton	1,424	498	1,922
Wells	1,068	425	1,493
Yeovil	997	501	1,498
Wiltshire			
Devizes	879	394	1,273
North Wiltshire	922	518	1,440
Salisbury	1,117	448	1,565
Swindon	1,855	623	2,478
Westbury	1,195	600	1,795
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	1,122	510	1,632
Hereford	1,227	543	1,770
Leominster	845	365	1,210
Mid Worcestershire	1,467	642	2,109
South Worcestershire	892	335	1,227
Worcester	1,661	564	2,225
Wyre Forest	1,415	588	2,003
Shropshire			
Ludlow	885	457	1,342
North Shropshire	1,085	556	1,641
Shrewsbury and Atcham	1,246	497	1,743
The Wrekin	2,202	786	2,988
Staffordshire			
Burton	1,554	628	2,182
Cannock and Burntwood	1,365	637	2,002
Mid Staffordshire	1,111	498	1,609
Newcastle-under-Lyme	1,369	545	1,914
South East Staffordshire	1,688	807	2,495
South Staffordshire	1,404	678	2,082
Stafford	1,154	440	1,594
Staffordshire Moorlands	931	435	1,366
Stoke-on-Trent Central	1,860	602	2,462
Stoke-on-Trent North	1,630	589	2,219
Stoke-on-Trent South	1,439	577	2,016
Warwickshire			
North Warwickshire	1,381	710	2,091
Nuneaton	1,427	654	2,081
Rugby and Kenilworth	1,183	579	1,762
Stratford-on-Avon	753	392	1,145
Warwick and Leamington	1,336	542	1,878
West Midlands			
Aldridge-Brownhills	1,245	557	1,802
Birmingham Edgbaston	2,112	834	2,946
Birmingham Erdington	3,058	989	4,047
Birmingham Hall Green	2,123	809	2,932
Birmingham Hodge Hill	2,989	920	3,909
Birmingham Ladywood	4,474	1,315	5,789
Birmingham Northfield	3,158	1,072	4,230
Birmingham Perry Barr	3,278	1,083	4,361
Birmingham Small Heath	4,792	1,297	6,089
Birmingham Sparkbrook	4,087	1,091	5,178
Birmingham Yardley	1,740	654	2,394
Birmingham Selly Oak	2,546	988	3,534
Coventry North East	3,184	1,130	4,314
Coventry North West	1,656	774	2,430
Coventry South East	2,384	832	3,216
Coventry South West	1,514	716	2,230
Dudley East	2,648	945	3,593
Dudley West	1,895	787	2,682
Halesowen and Stourbridge	1,349	599	1,948
Meriden	2,343	998	3,341
Solihull	956	602	1,558
Sutton Coldfield	1,008	494	1,502
Walsall North	2,755	792	3,547
Walsall South	2,636	891	3,527
Warley East	2,228	852	3,080
Warley West	1,761	664	2,425
West Bromwich East	2,221	812	3,033
West Bromwich West	2,589	798	3,387
Wolverhampton North East	3,278	1,003	4,281
Wolverhampton South East	2,600	842	3,442
Wolverhampton South West	2,333	1,029	3,362
EAST MIDLANDS			
Derbyshire			
Amber Valley	1,312	596	1,908
Bolsover	1,882	707	2,589
Chesterfield	2,255	824	3,079
Derby North	1,886	658	2,544
Derby South	2,993	950	3,943
Erewash	1,630	628	2,258
High Peak	1,178	549	1,727
North East Derbyshire	1,891	767	2,658
South Derbyshire	1,270	510	1,780
West Derbyshire	858	408	1,266
Leicestershire			
Blaby	809	437	1,246
Bosworth	911	536	1,447
Harborough	720	371	1,091
Leicester East	2,179	888	3,067
Leicester South	2,932	1,048	3,980
Leicester West	3,187	988	4,175
Loughborough	1,150	574	1,724
North West Leicestershire	1,148	488	1,636
Rutland and Melton	876	417	1,293
Lincolnshire			
East Lindsey	1,980	694	2,674
Gainsborough and Horncastle	1,509	741	2,250
Grantham	1,361	655	2,016
Holland with Boston	1,308	523	1,831
Lincoln	3,087	1,136	4,223
Stamford and Spalding	780	387	1,167
Northamptonshire			
Corby	1,274	554	1,828
Daventry	645	365	1,010
Kettering	904	395	1,299
Northampton North	1,422	558	1,980
Northampton South	1,319	543	1,862
Wellingborough	1,147	488	1,635
Nottinghamshire			
Ashfield	2,076	617	2,693
Bassetlaw	2,049	841	2,890
Broxtowe	1,275	525	1,800
Gedling	1,460	647	2,107
Mansfield	2,264	771	3,035
Newark	1,568	663	2,231
Nottingham East	4,477	1,428	5,905
Nottingham North	3,289	861	4,150
Nottingham South	2,874	917	3,791
Rushcliffe	1,318	558	1,876
Sherwood	1,769	613	2,382
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,188	665	1,853
Booth Ferry	1,365	584	1,949
Bridlington	1,809	740	2,549
Brigg and Cleethorpes	2,471	816	3,287
Glanford and Scunthorpe	2,146	633	2,779
Great Grimsby	3,387	829	4,216
Kingston-upon-Hull East	3,185	955	4,140
Kingston-upon-Hull North	3,736	1,124	4,860
Kingston-upon-Hull West	3,448	1,135	4,583
North Yorkshire			
Harrogate	874	390	1,264
Richmond	1,015	659	1,674
Ryedale	820	465	1,285
Scarborough	1,827	594	2,421
Selby	950	520	1,470
Skipton and Ripon	660	412	1,072
York	2,181	721	2,902

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	Male	Female	All
South Yorkshire			
Barnsley Central	2,465	697	3,162
Barnsley East	2,196	620	2,816
Barnsley West and Penistone	2,014	831	2,845
Don Valley	2,686	993	3,679
Doncaster Central	3,180	1,155	4,335
Doncaster North	3,172	1,011	4,183
Rother Valley	2,079	869	2,948
Rotherham	2,929	920	3,849
Sheffield Central	4,502	1,288	5,790
Sheffield Attercliffe	2,168	719	2,887
Sheffield Brightside	3,397	896	4,293
Sheffield Hallam	1,768	828	2,596
Sheffield Heeley	2,910	913	3,823
Sheffield Hillsborough	1,968	834	2,802
Wentworth	2,642	864	3,506
West Yorkshire			
Batley and Spen	1,901	644	2,545
Bradford North	3,540	1,013	4,553
Bradford South	2,498	746	3,244
Bradford West	4,015	1,072	5,087
Calder Valley	1,457	720	2,177
Colne Valley	1,485	676	2,161
Dewsbury	1,842	660	2,502
Elmet	1,167	451	1,618
Halifax	2,421	812	3,233
Hemsworth	2,014	636	2,650
Huddersfield	2,399	878	3,277
Keighley	1,553	569	2,122
Leeds Central	3,787	1,035	4,822
Leeds East	3,241	831	4,072
Leeds North East	1,907	769	2,676
Leeds North West	1,521	614	2,135
Leeds West	2,241	790	3,031
Morley and Leeds South	1,803	580	2,383
Normanton	1,379	536	1,915
Pontefract and Castleford	2,239	692	2,931
Pudsey	1,066	496	1,562
Shipley	1,209	451	1,660
Wakefield	2,150	730	2,880
NORTH WEST			
Cheshire			
City of Chester	1,911	612	2,523
Congleton	992	557	1,549
Crewe and Nantwich	1,698	793	2,491
Eddisbury	1,485	654	2,139
Ellesmere Port and Neston	2,015	770	2,785
Halton	2,870	969	3,839
Macclesfield	1,034	464	1,498
Tatton	968	376	1,344
Warrington North	2,192	704	2,896
Warrington South	1,821	633	2,454
Greater Manchester			
Altrincham and Sale	1,086	468	1,554
Ashton-under-Lyne	1,788	577	2,365
Bolton North East	2,200	704	2,904
Bolton South East	2,703	839	3,542
Bolton West	1,932	761	2,693
Bury North	1,327	518	1,845
Bury South	1,438	687	2,125
Cheadle	841	411	1,252
Davyhulme	1,625	560	2,185
Denton and Reddish	2,102	826	2,928
Eccles	2,306	704	3,010
Hazel Grove	1,004	447	1,451
Heywood and Middleton	2,295	894	3,189
Leigh	2,184	782	2,966
Littleborough and Saddleworth	1,254	636	1,890
Makerfield	1,802	909	2,711
Manchester Central	5,872	1,429	7,301
Manchester Blackley	3,142	924	4,066
Manchester Gorton	3,205	997	4,202
Manchester Withington	3,054	1,167	4,221
Manchester Wythenshawe	3,080	759	3,839
Oldham Central and Royton	2,731	897	3,628
Oldham West	1,863	781	2,644
Rochdale	2,757	863	3,620
Salford East	3,748	907	4,655
Stalybridge and Hyde	2,068	771	2,839
Stockport	1,487	521	2,008
Stretford	3,925	1,309	5,234
Wigan	2,731	1,066	3,797
Worsley	2,221	787	3,008
Lancashire			
Blackburn	3,377	876	4,253
Blackpool North	1,723	463	2,186
Blackpool South	1,568	447	2,015
Burnley	2,136	679	2,815
Chorley	1,453	710	2,163
Fylde	733	249	982
Hyndburn	1,235	445	1,680
Lancaster	1,158	462	1,620
Morecambe and Lunesdale	1,495	560	2,055
Pendle	1,326	496	1,822
Preston	3,307	875	4,182
Ribble Valley	605	378	983
Rossendale and Darwen	1,683	737	2,420
South Ribble	1,289	596	1,885
West Lancashire	2,448	958	3,406
Wyre	1,223	402	1,625
Merseyside			
Birkenhead	4,847	1,247	6,094
Bootle	5,234	1,396	6,630
Crosby	2,250	1,087	3,337
Knowsley North	4,452	1,233	5,685
Knowsley South	4,283	1,241	5,524
Liverpool Broadgreen	4,255	1,427	5,682
Liverpool Garston	3,706	1,102	4,808
Liverpool Mossley Hill	3,688	1,361	5,049
Liverpool Riverside	5,586	1,571	7,157
Liverpool Walton	5,253	1,580	6,833
Liverpool West Derby	4,428	1,248	5,676
Southport	1,692	745	2,437
St Helens North	2,520	908	3,428
St Helens South	2,989	1,132	4,121
Wallasey	3,279	1,070	4,349
Wirral South	1,542	666	2,208
Wirral West	1,805	707	2,512
NORTH			
Cleveland			
Hartlepool	3,763	1,057	4,820
Langbaurgh	3,064	1,036	4,100
Middlesbrough	4,668	1,222	5,890
Redcar	3,569	946	4,515
Stockton North	3,557	1,095	4,652
Stockton South	2,996	1,030	4,026
Cumbria			
Barrow and Furness	1,499	710	2,209
Carlisle	1,389	573	1,962
Copeland	1,458	670	2,128
Penrith and the Border	825	471	1,296
Westmorland	418	218	636
Workington	1,636	767	2,403
Durham			
Bishop Auckland	2,253	774	3,027
City of Durham	1,986	743	2,729
Darlington	2,550	868	3,418
Easington	2,113	658	2,771
North Durham	2,436	821	3,257
North West Durham	2,280	727	3,007
Sedgefield	1,652	599	2,251
Northumberland			
Berwick-upon-Tweed	1,212	504	1,716
Blyth Valley	2,091	702	2,793
Hexham	796	440	1,236
Wansbeck	2,247	690	2,937
Tyne and Wear			
Blaydon	2,016	682	2,698
Gateshead East	2,741	848	3,589
Houghton and Washington	2,924	1,007	3,931
Jarrow	3,121	852	3,973
Newcastle upon Tyne Central	2,682	960	3,642
Newcastle upon Tyne East	3,277	1,009	4,286
Newcastle upon Tyne North	2,646	778	3,424
South Shields	3,361	998	4,359
Sunderland North	4,812	1,218	6,030
Sunderland South	3,735	1,145	4,880
Tyne Bridge	4,676	1,124	5,800
Tynemouth	2,546	885	3,431
Wallsend	3,169	1,014	4,183
WALES			
Clwyd			
Alyn and Deeside	1,149	477	1,626
Clwyd North West	1,771	617	2,388
Clwyd South West	1,163	449	1,612
Delyn	1,188	451	1,639
Wrexham	1,606	623	2,229
Dyfed			
Carmarthen	1,372	567	1,939
Ceredigion and Pembroke North	1,275	539	1,814
Llanelli	1,821	626	2,447
Pembroke	1,944	819	2,763
Gwent			
Blaenau Gwent	2,141	504	2,645
Islwyn	1,276	406	1,682
Monmouth	1,072	453	1,525
Newport East	1,878	554	2,432
Newport West	2,037	654	2,691
Torfaen	2,038	646	2,684
Gwynedd			
Caernarfon	1,571	525	2,096
Conwy	1,554	532	2,086
Meirionnydd Nant Conwy	638	261	899
Ynys Mon	1,967	786	2,753
Mid Glamorgan			
Bridgend	1,499	581	2,080
Caerphilly	2,506	627	3,133
Cynon Valley	2,047	494	2,541
Merthyr Tydfil and Rhymney	2,608	584	3,192
Ogmore	1,833	446	2,279
Pontypridd	1,908	553	2,461
Rhondda	2,401	529	2,930
Powys			
Brecon and Radnor	747	342	1,089
Montgomery	509	230	739
South Glamorgan			
Cardiff Central	2,624	932	3,556
Cardiff North	1,068	336	1,404
Cardiff South and Penarth	2,401	557	2,958
Cardiff West	2,727	734	3,461
Vale of Glamorgan	1,918	655	2,573
West Glamorgan			
Aberavon	1,338	357	1,695
Gower	1,302	508	1,810
Neath	1,500	459	1,959
Swansea East	2,326	581	2,907
Swansea West	2,453	688	3,141

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	Male	Female	All
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	602	232	834
Tweeddale, Ettrick and Lauderdale	658	256	914
Central Region			
Clackmannan	1,949	745	2,694
Falkirk East	2,035	967	3,002
Falkirk West	1,673	844	2,517
Stirling	1,456	607	2,063
Dumfries and Galloway Region			
Dumfries	1,322	669	1,991
Galloway and Upper Nithsdale	1,473	727	2,200
Fife Region			
Central Fife	2,196	893	3,089
Dunfermline East	1,995	671	2,666
Dunfermline West	1,551	575	2,126
Kirkcaldy	1,986	759	2,745
North East Fife	780	446	1,226
Grampian Region			
Aberdeen North	1,573	487	2,060
Aberdeen South	1,136	470	1,606
Banff and Buchan	1,150	519	1,669
Gordon	516	328	844
Kincardine and Deeside	576	325	901
Moray	1,083	669	1,752
Highlands Region			
Caithness and Sutherland	1,165	397	1,562
Inverness, Nairn and Lochaber	1,951	725	2,676
Ross, Cromarty and Skye	1,770	649	2,419
Lothian Region			
East Lothian	1,747	608	2,355
Edinburgh Central	2,266	857	3,123
Edinburgh East	2,025	584	2,609
Edinburgh Leith	2,975	893	3,868
Edinburgh Pentlands	1,468	532	2,000
Edinburgh South	1,716	658	2,374
Edinburgh West	1,025	364	1,389
Linlithgow	2,073	685	2,758
Livingston	1,725	719	2,444
Mid Lothian	1,818	664	2,482
Strathclyde Region			
Argyll and Bute	1,307	562	1,869
Ayr	1,903	696	2,599
Carrick Cumnock and Doon Valley	2,651	884	3,535
Clydebank and Milngavie	2,117	700	2,817
Clydesdale	1,962	711	2,673
Cumbernauld and Kilsyth	1,581	745	2,326
Cunninghame North	2,054	823	2,877
Cunninghame South	2,402	780	3,182
Dumbarton	2,313	827	3,140
East Kilbride	1,657	801	2,458
Eastwood	1,467	607	2,074
Glasgow Cathcart	1,890	583	2,473
Glasgow Central	3,795	1,068	4,863
Glasgow Garscadden	2,917	775	3,692
Glasgow Govan	3,099	918	4,017
Glasgow Hillhead	2,524	1,077	3,601
Glasgow Maryhill	3,997	1,222	5,219
Glasgow Pollock	3,611	990	4,601
Glasgow Provan	4,042	1,037	5,079
Glasgow Rutherglen	3,147	896	4,043
Glasgow Shettleston	3,467	899	4,366
Glasgow Springburn	4,246	1,219	5,465
Greenock and Port Glasgow	3,748	963	4,711
Hamilton	2,703	865	3,568
Kilmarnock and Loudoun	2,556	932	3,488
Monklands East	2,441	783	3,224
Monklands West	1,794	616	2,410
Motherwell North	2,583	812	3,395
Motherwell South	2,301	675	2,976
Paisley North	2,297	778	3,075
Paisley South	2,119	666	2,785
Renfrew West and Inverclyde	1,307	609	1,916
Strathkelvin and Bearsden	1,392	572	1,964
Tayside Region			
Angus East	1,438	721	2,159
Dundee East	3,161	1,144	4,305
Dundee West	2,703	1,093	3,796
North Tayside	910	484	1,394
Perth and Kinross	1,332	557	1,889
Orkney and Shetland Islands	490	233	723
Western Isles	1,023	350	1,373
NORTHERN IRELAND			
Belfast East	2,794	1,117	3,911
Belfast North	5,162	1,489	6,651
Belfast South	3,465	1,506	4,971
Belfast West	7,578	1,595	9,173
East Antrim	3,325	1,267	4,592
East Londonderry	5,334	1,879	7,213
Fermanagh and South Tyrone	4,881	1,525	6,406
Foyle	8,110	1,788	9,898
Lagan Valley	3,462	1,403	4,865
Mid-Ulster	5,195	1,804	6,999
Newry and Armagh	5,316	1,667	6,983
North Antrim	3,747	1,381	5,128
North Down	2,352	1,319	3,671
South Antrim	2,799	1,261	4,060
South Down	3,756	1,672	5,428
Strangford	2,287	1,122	3,409
Upper Bann	3,590	1,470	5,060

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															
1989	Sept 14	13,115	6,856	1,414	4,121	8,392	5,715	9,635	14,362	6,645	7,079	13,204	83,682	7,665	91,347
	Oct 12	1,814	1,230	108	315	850	469	970	1,163	402	501	1,248	7,840	—	7,840
	Nov 9	604	472	24	70	189	111	117	280	68	72	226	1,761	—	1,761
	Dec 14	499	407	23	47	138	80	88	188	62	46	163	1,334	—	1,334
1990	Jan 11	366	300	16	30	96	54	85	139	37	47	119	989	—	989
	Feb 8	319	250	22	26	74	37	68	126	34	38	88	832	—	832
	Mar 8	327	252	28	26	70	40	71	118	35	37	80	832	—	832
	Apr 12	338	248	24	38	77	68	89	146	64	62	160	1,066	—	1,066
	May 10	363	283	17	32	73	59	70	141	55	65	147	1,022	—	1,022
	June 14	596	453	33	85	285	157	245	479	226	163	2,610	4,879	1,506	6,385
	July 12	9,713	5,203	1,259	3,174	6,832	4,265	8,000	10,939	5,066	5,887	11,531	66,666	6,532	73,198
	Aug 9	13,415	7,695	1,312	3,819	7,509	5,128	8,333	12,303	5,084	5,853	11,745	74,501	7,109	81,610
	Sept 13	11,897	6,961	1,162	3,373	6,950	4,749	7,552	11,328	4,915	5,600	9,710	67,236	7,274	74,510

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.

2·14 UNEMPLOYMENT
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															
1989	Sept 14	80	49	20	33	164	360	369	350	85	198	1,155	2,814	736	3,550
	Oct 12	87	55	11	17	283	588	438	417	76	139	1,011	3,067	963	4,030
	Nov 9	79	46	11	12	195	453	303	282	196	159	956	2,646	724	3,370
	Dec 14	110	44	36	22	417	1,540	516	352	106	117	1,235	4,451	694	5,145
1990	Jan 11	80	61	69	27	484	1,672	523	232	139	126	2,088	5,440	847	6,287
	Feb 8	173	90	58	20	524	167	860	265	173	154	2,066	4,460	1,408	5,868
	Mar 8	148	81	52	32	391	487	439	297	163	192	1,979	4,180	1,287	5,467
	Apr 12	107	71	43	50	551	508	566	176	128	186	1,287	3,602	944	4,546
	May 10	79	47	36	34	540	252	217	135	91	159	930	2,473	710	3,183
	June 14	88	52	13	9	72	30	195	165	67	78	734	1,451	461	1,912
	July 12	100	54	6	14	193	677	203	129	76	91	802	2,291	467	2,758
	Aug 9	91	56	88	17	125	106	162	150	78	65	593	1,475	334	1,809
	Sept 13	104	57	18	11	176	89	188	213	72	92	494	1,457	438	1,895

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

UNEMPLOYMENT 2·15
Rates by age

PER CENT

UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE									
1987	July	17·0	15·4	12·0	8·4	7·0	11·4	4·8	10·4
	Oct	16·4	13·7	11·3	7·9	6·6	11·1	4·4	9·8
1988	Jan	16·2	14·0	11·0	7·9	6·4	11·0	4·1	9·6
	Apr	14·3	12·7	10·3	7·4	6·1	10·6	3·8	9·0
	July	13·0	12·3	9·4	6·7	5·5	9·8	3·4	8·2
	Oct	12·6	11·0	8·9	6·3	5·2	9·6	3·3	7·5
1989	Jan	12·0	11·0	8·5	6·2	5·0	9·2	2·9	7·3
	Apr	10·5	9·9	7·8	5·7	4·6	8·4	2·5	6·6
	July	9·8	9·9	7·4	5·3	4·3	7·6	2·2	6·2
	Oct	9·5	8·6	6·9	5·0	4·0	7·1	2·1	5·7
1990	Jan	9·8	9·0	7·3	5·2	4·1	6·9	2·1	5·9
	Apr	9·3	8·6	7·1	5·0	4·1	6·6	1·9	5·7
	July	9·3	9·2	7·1	5·0	4·0	6·2	1·9	5·7
MALE									
1987	July	19·0	17·2	13·1	10·4	9·0	14·3	6·7	12·3
	Oct	18·2	15·5	12·4	9·8	8·6	14·0	6·2	11·6
1988	Jan	17·8	16·1	12·3	10·0	8·3	13·9	5·9	11·6
	Apr	15·7	14·7	11·5	9·4	7·9	13·2	5·3	10·8
	July	14·2	14·0	10·4	8·5	7·1	12·3	4·8	9·8
	Oct	13·8	12·7	9·9	8·0	6·7	12·0	4·7	9·1
1989	Jan	13·8	13·2	9·9	8·0	6·5	11·8	4·3	9·0
	Apr	12·2	12·1	9·3	7·4	6·0	10·8	3·7	8·3
	July	11·3	11·8	8·8	6·9	5·6	9·7	3·3	7·7
	Oct	10·9	10·6	8·4	6·6	5·3	9·0	3·0	7·2
1990	Jan	11·6	11·3	9·1	7·0	5·6	8·8	3·0	7·6
	Apr	11·0	10·9	8·9	6·9	5·4	8·4	2·9	7·4
	July	10·9	11·4	9·0	6·8	5·3	7·9	2·7	7·3
FEMALE									
1987	July	14·7	13·0	10·3	5·4	4·4	7·2	0·3	7·7
	Oct	14·5	11·4	9·6	5·0	4·2	7·1	0·3	7·3
1988	Jan	14·4	11·3	9·1	4·8	4·0	7·0	0·2	7·0
	Apr	12·6	10·2	8·5	4·6	3·8	6·8	0·3	6·5
	July	11·5	10·2	7·8	4·2	3·6	6·4	0·2	6·1
	Oct	11·2	8·8	7·3	3·9	3·3	6·3	0·2	5·3
1989	Jan	10·0	8·2	6·5	3·6	3·1	5·8	0·2	4·9
	Apr	8·5	7·1	5·7	3·2	2·9	5·3	0·2	4·4
	July	8·1	7·5	5·3	3·0	2·7	4·8	0·2	4·2
	Oct	7·9	6·1	4·8	2·7	2·4	4·5	0·1	3·7
1990	Jan	7·9	6·1	4·7	2·6	2·4	4·3	0·1	3·7
	Apr	7·5	5·7	4·5	2·5	2·4	4·1	0·1	3·5
	July	7·5	6·4	4·4	2·5	2·3	3·9	0·1	3·5

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to *tables 2·1* and *2·2*.
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years. These rates are consistent with the rates (not seasonally adjusted) shown in *tables 2·1, 2·2* and *2·3* as they have been updated to June 1989 following the publication of the 1989 Labour Force Survey results.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2·18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1989 Sept	1,703	501	119	353	901	254	80	2,588	1,881	89
Oct	1,636	457	138	350	906	259	68	2,599	1,874	103
Nov	1,612	447	161	347	985	260	84	2,578	1,950	124
Dec	1,639	502	189	353	1,005	259	83	2,586	2,052	147
1990 Jan	1,687	550	212	362	1,164	293	90	2,601	2,191	164
Feb	1,676	594	200	357	1,131	289	88	2,552	2,153	163
Mar	1,647	549	164	352	1,104	286	79	2,519	2,013	151
Apr	1,626	534	156	343	1,043	274	95	2,431	1,915	133
May	1,579	551	142	335	1,040	..	86	2,367	1,823	109
June	1,556	542	131	332	975	..	..	2,354	1,808	115
July	1,624	569	134	..	1,076	..	..	2,410	1,864	115
Aug	1,657	..	139	..	1,115	..	..	2,486	1,813	116
Sep	1,673	..	..	..	..	..	..	..	1,728	..
Percentage rate: latest month	5·9	6·7	4·4	11·7	7·9	9·7	3·1	9·3	6·6	3·0
latest month: change on a year ago	−0·1	+0·8	+0·6	−1·0	+0·9	−0·1	+0·1	−0·1	−0·7	+0·6
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
Monthly										
1989 Sept	1,693	505	156	361	987	270	86	2,532	2,004	118
Oct	1,675	491	155	355	1,002	269	67	2,525	2,002	124
Nov	1,652	496	155	354	1,041	262	88	2,522	2,019	123
Dec	1,635	495	152	351	1,047	259	83	2,504	1,987	122
1990 Jan	1,612	514	148	348	1,065	256	77	2,492	1,956	125
Feb	1,610	542	146	345	1,049	256	84	2,494	1,931	128
Mar	1,604	510	136	343	975	257	76	2,504	1,902	128
Apr	1,602	520	154	342	987	259	96	2,481	1,926	128
May	1,612	546	168	341	1,036	..	74	2,480	1,917	123
June	1,618	562	176	344	1,024	..	87	2,512	1,914	134
July	1,629	592	180	..	1,070	..	..	2,508	1,902	..
Aug	1,654	..	184	..	1,140	..	..	2,489	1,877	..
Sep	1,666	..	..	..	..	..	..	..	1,849	..
Percentage rate: latest month	5·8	6·7	5·9	12·1	8·3	9·2	3·4	8·9	7·0	3·4
latest three months: change on previous three months	+0·1	+0·3	+0·8	−0·1	+0·5	−0·1	+0·2	−0·3	−0·2	N/C
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	July	July	..	July	July	..	Apr	July	July	..
Per cent	6·2	6·9	..	7·8	7·8	..	3·6	8·9	5·2	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.
2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.
3 OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.
4 The following symbols apply only to the figures on national definitions.
* The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to *table 2·1*).
** Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.

UNEMPLOYMENT Selected countries 2·18

THOUSAND

Irish Republic **	Italy ‡‡	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§	
											NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED
											Monthly
224	3,993	1,380	2·3	381	80	298	2,418	66	13·2	6,330	1989 Sept
220	3,898	1,370	2·3	378	79	302	2,431	67	13·4	6,222	Oct
222	3,911	1,330	2·3	365	80	309	2,423	59	14·4	6,495	Nov
231	3,905	1,220	2·4	373	88	309	2,427	58	15·4	6,300	Dec
235	3,925	1,410	2·5	368	102	318	2,444	73	16·5	7,256	1990 Jan
232	3,950	1,420	2·2	370	98	323	2,442	63	16·1	7,134	Feb
223	3,960	1,410	2·1	354	94	322	2,412	60	15·2	6,697	Mar
221	3,965	1,410	1·9	343	92	318	2,379	51	14·6	6,457	Apr
215	3,968	1,360	1·9	340	85	308	2,231	57	13·9	6,363	May
222	3,980	1,320	1·8	330	95	299	2,295	49	13·6	6,702	June
226	3,995	1,260	1·8	..	105	299	2,262	73	14·0	6,945	July
..	..	..	..	..	..	..	..	74	..	6,837	Aug
..	..	..	..	..	..	..	..	..	..	6,330	Sep
17·5	17·3	2·0	1·2	4·8	4·9	6·6	15·8	1·6	0·5	5·0	**Percentage rate:** latest month
−0·3	+0·5	−0·1	−0·2	−0·9	+0·9	+0·1	−1·5	+0·1	N/C	−0·1	latest month: change on a year ago
											NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED
											Annual averages
231	2,959	1,566	..	762	52	..	2,643	124	27·0	8,312	1985
236	3,173	1,667	..	712	36	..	2,759	98	22·8	8,237	1986
247	3,294	1,731	..	686	32	319	2,924	84	..	7,410	1987
242	3,848	1,552	..	..	50	304	2,869	..	19·6	6,692	1988
											Monthly
230	3,950	1,400	2·3	..	85	317	2,476	52	14·9	6,584	1989 Sept
228	3,923	1,420	2·3	..	85	314	2,440	66	14·5	6,561	Oct
227	4,043	1,410	2·3	..	84	312	2,392	60	14·5	6,590	Nov
226	4,021	1,350	2·2	..	86	308	2,373	62	14·3	6,658	Dec
226	3,877	1,380	2·2	..	85	305	2,348	60	13·9	6,535	1990 Jan
226	4,034	1,360	2·0	..	85	308	2,344	63	14·3	6,594	Feb
219	3,865	1,260	2·0	..	86	311	2,331	59	14·4	6,495	Mar
222	3,927	1,310	1·9	..	93	315	2,328	57	14·3	6,770	Apr
220	3,969	1,310	2·1	..	98	312	2,331	69	14·3	6,653	May
224	4,033	1,380	2·0	..	104	311	2,325	62	14·7	6,447	June
227	4,047	..	2·0	..	111	..	..	76	15·2	6,814	July
..	..	..	..	..	..	..	..	61	..	7,003	Aug
..	..	..	..	..	..	..	..	..	..	7,069	Sep
17·5	17·6	2·2	1·3	..	5·2	6·9	16·2	1·4	0·6	5·6	**Percentage rate:** latest month
N/C	+0·3	N/C	N/C	..	+0·7	+0·2	−0·1	+0·1	N/C	+0·2	latest three months: change on previous three months
											OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)
July	Apr	July	..	June	May	Feb	May	July	..	July	Latest month
14·7	9·6	2·1	..	7·0	5·3	5·1	15·9	1·6	..	5·4	Per cent

† Numbers registered at employment offices. Rates are calculated as percentages of total employees.
‡ 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 each quarter and taken from OECD sources.
§§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
N/C no change.

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

THOUSAND

UNITED KINGDOM Month ending		INFLOW † Male and Female All	Male and Female Change since previous year	Male All	Male Change since previous year	Female All	Female Change since previous year	Female Married
1989	Sept 14	281·2	–46·2	184·6	–25·2	96·6	–21·0	33·3
	Oct 12	281·1	–38·5	190·5	–15·9	90·6	–22·6	31·6
	Nov 9	273·8	–24·0	188·8	–7·3	84·9	–16·7	30·6
	Dec 14	255·3	–14·6	182·1	–3·0	73·2	–11·6	26·6
1990	Jan 11	270·0	+0·5	180·3	+4·8	89·7	–4·3	33·1
	Feb 8	294·0	+4·0	201·7	+9·4	92·3	–5·4	33·8
	Mar 8	271·4	+7·4	187·4	+8·6	84·0	–1·2	31·5
	Apr 12	269·8	+22·4	184·8	+19·2	85·0	+3·2	32·9
	May 10	236·1	+5·3	165·2	+7·9	70·9	–2·6	26·8
	June 14	246·9	+21·9	172·6	+19·6	74·4	+2·3	27·1
	July 12	328·9	+35·1	216·1	+28·4	112·8	+6·7	32·8
	Aug 9	304·3	+27·5	202·8	+22·5	101·5	+5·0	33·3
	Sept 13	311·3	+30·1	211·6	+26·9	99·7	+3·1	31·5

UNITED KINGDOM Month ending		OUTFLOW † Male and Female All	Male and Female Change since previous year	Male All	Male Change since previous year	Female All	Female Change since previous year	Female Married
1989	Sept 14	314·3	+8·4	201·6	+11·2	112·7	–2·8	42·3
	Oct 12	353·8	–132·3	231·1	–70·8	122·7	–61·6	42·5
	Nov 9	299·2	–54·9	198·2	–29·8	100·9	–25·0	39·2
	Dec 14	232·3	–59·7	154·3	–34·3	78·0	–25·4	28·7
1990	Jan 11	217·9	–27·5	142·8	–13·8	75·1	–13·7	31·3
	Feb 8	306·3	–44·5	209·4	–24·4	96·9	–20·1	38·1
	Mar 8	302·9	–23·8	207·6	–9·7	95·3	–14·2	36·3
	Apr 12	287·4	–26·5	198·1	–9·7	89·3	–16·8	33·8
	May 10	287·9	–30·7	195·7	–19·8	92·2	–11·0	36·3
	June 14	266·8	–22·6	185·3	–11·6	81·5	–11·0	30·7
	July 12	255·3	–14·0	176·3	–7·0	79·0	–7·1	28·2
	Aug 9	267·3	–42·3	181·5	–23·9	85·8	–18·4	28·5
	Sept 13	297·3	–17·0	192·1	–9·5	105·2	–7·5	36·3

* 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.
See also footnote ‡ to *table 2·1*.

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

THOUSAND

INFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1990	Apr 12	1·1	19·7	42·7	30·6	20·4	29·8	21·2	8·7	4·7	178·9
	May 10	1·0	17·6	38·4	27·8	18·5	26·9	18·5	7·5	3·8	160·0
	June 14	1·1	19·1	40·9	29·3	19·5	27·5	19·1	7·4	3·9	167·7
	July 12	1·3	24·4	64·0	34·6	22·0	30·5	20·5	8·2	4·3	209·7
	Aug 9	1·3	23·4	54·3	33·4	21·8	30·0	20·5	8·3	4·2	197·3
	Sept 13	1·3	29·3	51·9	34·0	22·4	31·5	21·7	8·4	4·2	204·6
FEMALE											
1990	Apr 12	0·8	12·7	21·3	13·4	7·6	12·8	10·0	3·0	—	81·6
	May 10	0·8	10·7	18·1	11·5	6·5	10·3	7·9	2·3	—	68·2
	June 14	0·8	11·6	19·4	11·9	6·6	10·6	8·2	2·4	—	71·5
	July 12	1·0	17·7	39·8	15·3	8·1	13·5	9·4	2·7	—	107·5
	Aug 9	1·0	16·3	31·1	14·8	8·1	13·7	10·1	2·8	—	97·8
	Sept 13	1·0	21·4	26·0	14·2	7·8	12·6	9·1	2·5	—	94·7
Changes on a year earlier											
MALE											
1990	Apr 12	0·4	1·3	3·3	4·1	2·6	3·9	2·6	0·4	0·1	18·6
	May 10	0·3	–0·2	1·1	1·9	1·7	1·9	1·1	0·2	–0·2	7·8
	June 14	0·4	1·7	4·5	4·4	2·9	3·7	2·2	0·3	—	20·2
	July 12	0·6	2·1	6·5	5·5	4·1	5·4	3·4	0·9	0·3	28·7
	Aug 9	0·6	1·1	5·7	4·9	3·9	4·2	1·9	0·5	–0·1	22·6
	Sept 13	0·5	2·3	5·7	5·8	4·0	5·0	2·1	0·8	0·3	26·5
FEMALE											
1990	Apr 12	0·2	1·1	0·5	—	–0·2	0·4	1·1	0·3	—	3·4
	May 10	0·2	–0·3	–0·8	–0·7	–0·3	–0·3	0·2	–0·1	—	–2·2
	June 14	0·3	0·7	0·5	0·2	0·1	0·3	0·7	0·2	—	3·0
	July 12	0·4	1·5	2·2	0·7	0·4	1·0	0·8	0·1	—	7·0
	Aug 9	0·4	1·0	2·1	0·6	—	0·4	0·6	—	—	5·1
	Sept 13	0·4	1·3	–0·1	0·6	0·1	0·7	0·3	–0·2	—	3·1

OUTFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1990	Apr 12	0·4	17·7	44·0	31·4	21·0	30·5	20·8	8·1	5·0	178·9
	May 10	0·4	17·3	42·8	30·0	20·1	29·7	20·7	8·4	4·9	174·3
	June 14	0·4	16·9	42·0	29·9	20·0	28·9	19·5	7·4	4·5	169·5
	July 12	0·4	16·2	40·6	27·7	18·6	26·9	18·3	6·9	4·3	159·8
	Aug 9	0·5	16·5	45·0	28·4	18·8	26·2	17·6	6·6	4·2	163·7
	Sept 13	0·5	19·0	49·2	30·6	20·0	27·8	18·2	6·7	4·2	176·1
FEMALE											
1990	Apr 12	0·4	12·2	22·8	14·0	7·6	11·8	9·1	2·7	0·1	80·7
	May 10	0·4	12·1	22·3	14·2	8·1	12·8	9·7	3·1	0·1	82·8
	June 14	0·3	11·0	20·8	13·2	7·1	10·9	8·6	2·7	0·1	74·6
	July 12	—	11·0	20·9	12·4	6·8	9·8	7·8	2·3	0·1	71·5
	Aug 9	0·4	12·0	25·8	12·5	6·7	10·1	7·6	2·2	0·1	77·4
	Sept 13	0·5	14·1	31·0	15·0	8·4	14·2	10·0	2·7	0·1	96·0
Changes on a year earlier											
MALE											
1990	Apr 12	–0·2	–0·5	–2·5	0·5	0·3	–0·7	0·4	–0·9	–1·0	–4·7
	May 10	–0·1	–0·8	–4·1	–1·5	–0·9	–1·8	–0·2	–0·7	–1·1	–11·2
	June 14	–0·1	—	–2·4	–0·1	—	–1·5	–0·7	–0·6	–0·8	–6·2
	July 12		–0·1	–1·6	–0·1	–0·1	–0·9	–0·3	–0·1	–0·6	–3·8
	Aug 9	–0·1	–2·3	–6·8	–3·1	–1·5	–2·9	–1·5	–0·5	–0·9	–19·6
	Sept 13	–0·1	–0·2	–1·3	0·4	0·2	–0·5	–0·4	–0·3	–0·7	–2·8
FEMALE											
1990	Apr 12	–0·1	–0·6	–4·0	–3·2	–2·2	–2·5	–1·0	–0·5	—	–14·1
	May 10	–0·1	–0·3	–3·2	–2·4	–1·2	–0·6	0·3	0·1	—	–7·5
	June 14	–0·1	–0·3	–2·7	–1·8	–1·4	–1·5	–0·6	–0·2	—	–8·6
	July 12	—	–0·1	–1·8	–1·3	–0·7	–1·2	–0·3	–0·1	—	–5·4
	Aug 9	–0·1	–1·8	–5·1	–3·4	–1·9	–2·0	–1·2	–0·4	—	–15·8
	Sept 13	—	—	–2·1	–1·6	–1·0	–1·3	–0·5	–0·1	—	–6·6

* 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 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.
See also footnote ‡ to *table 2·1*.

2·30 CONFIRMED REDUNDANCIES † Regions

		South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1987		19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1988		13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989		12,569	3,712	3,767	3,644	7,787	10,081	12,824	19,140	9,850	79,662	8,786	15,350	103,798
1989	Q2	2,955	608	621	1,634	1,817	2,624	2,552	6,167	2,627	20,997	2,359	3,615	26,971
	Q3	3,721	1,193	2,216	445	1,977	2,460	4,781	3,784	1,617	21,001	2,623	3,651	27,275
	Q4	3,356	664	773	155	2,515	1,672	4,516	3,877	1,881	18,745	1,039	2,506	22,290
1990	Q1	2,861	462	916	2,101	3,149	1,627	3,533	4,839	2,480	21,506	1,846	3,243	26,595
	Q2	4,671	359	644	2,393	3,495	1,944	2,553	4,498	2,154	22,352	2,056	1,944	26,352
1989	Sept	1,235	465	705	26	615	495	1,211	1,418	395	6,100	523	912	7,535
	Oct	745	223	328	37	352	271	626	1,161	491	4,011	152	674	4,837
	Nov	591	90	79	23	561	563	1,888	909	526	5,140	184	723	6,047
	Dec	2,020	351	366	95	1,602	838	2,002	1,807	864	9,594	703	1,109	11,406
1990	Jan	988	130	309	626	827	231	1,230	1,457	686	6,354	262	336	6,952
	Feb	602	158	241	876	861	560	1,179	1,820	796	6,935	655	1,428	9,018
	Mar	1,271	174	366	599	1,461	836	1,124	1,562	998	8,217	929	1,479	10,625
	Apr	731	35	193	312	326	180	114	959	501	3,316	551	847	4,714
	May	3,304	217	382	1,248	464	946	1,137	1,945	1,284	10,710	688	491	11,889
	June	636	107	69	833	2,705	818	1,302	1,594	369	8,326	817	606	9,749
	July*	997	251	619	1,217	1,932	302	1,858	1,615	815	9,355	481	554	10,390
	Aug*	1,070	331	238	654	692	283	1,165	1,940	454	6,496	192	298	6,986
	Sept*	380	21	407	1,349	1,006	485	232	1,270	448	5,577	228	385	6,190

** Included in South East.
Other notes: see table 2·31.

2·31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN SIC 1980	Division	Class	1988	1989	1989 Q2	Q3	Q4	1990 Q1	Q2	1990 July	Aug *	Sept *
Agriculture, forestry and fishing	0		**169**	**127**	**0**	**0**	**51**	**51**	**25**	**65**	**37**	**0**
Coal extraction and coke		11–12	10,933	13,869	3,395	4,866	668	75	1,184	276	303	359
Mineral oil and natural gas		13–14	203	178	114	1	8	40	153	81	0	0
Electricity, gas, other energy and water		15–17	527	495	74	193	29	140	73	27	7	7
Energy and water supply industries	1		**11,663**	**14,542**	**3,583**	**5,060**	**705**	**255**	**1,410**	**384**	**310**	**366**
Extraction of other minerals and ores		21,23	314	169	27	52	81	19	27	66	19	68
Metal manufacture		22	1,649	1,712	270	286	741	942	275	575	299	36
Manufacture of non-metallic products		24	1,501	1,559	242	354	633	732	762	90	48	95
Chemicals and man-made fibres		25–26	1,941	1,516	396	287	272	366	365	295	60	62
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		**5,405**	**4,956**	**935**	**979**	**1,727**	**2,059**	**1,429**	**1,026**	**426**	**261**
Manufacture of metal goods		31	2,043	2,338	476	631	711	628	498	337	291	800
Mechanical engineering		32	16,127	8,163	2,068	1,652	2,477	2,652	1,385	971	187	658
Manufacture of office machinery and data processing equipment		33	410	1,574	669	295	12	3	0	93	18	58
Electrical and electronic engineering		34	6,800	7,563	2,284	1,895	1,834	2,263	2,282	836	405	483
Manufacture of motor vehicles		35	1,517	2,190	512	380	806	649	678	268	269	74
Manufacture of other transport equipment		36	5,200	3,737	682	429	118	606	368	76	0	3
Instrument engineering		37	505	1,014	323	259	197	281	98	123	0	179
Metal goods, engineering and vehicles industries	3		**32,602**	**26,579**	**7,014**	**5,541**	**6,155**	**7,082**	**5,309**	**2,704**	**1,170**	**2,255**
Food, drink and tobacco		41–42	10,639	6,782	2,296	2,207	1,075	2,200	2,305	968	502	244
Textiles		43	4,859	6,896	1,690	1,067	2,656	2,089	2,068	330	691	328
Leather, footwear and clothing		44–45	3,969	4,822	1,662	968	1,014	1,588	1,890	871	75	259
Timber and furniture		46	1,610	1,954	440	735	493	1,353	1,259	325	122	50
Paper, printing and publishing		47	3,983	3,353	1,440	628	651	949	479	441	193	482
Other manufacturing		48–49	2,533	2,729	622	485	1,070	970	789	346	205	141
Other manufacturing industries	4		**27,593**	**26,536**	**8,150**	**6,090**	**6,959**	**9,149**	**8,790**	**3,281**	**1,788**	**1,504**
Construction	5		**7,784**	**6,426**	**1,197**	**888**	**2,201**	**1,090**	**2,502**	**328**	**621**	**460**
Wholesale distribution		61–63	3,378	2,902	1,053	809	481	818	564	129	365	151
Retail distribution		64–65	6,324	3,953	1,389	915	1,050	1,452	1,092	212	434	156
Hotel and catering		66	1,234	797	186	145	251	95	528	20	87	19
Repair of consumer goods and vehicles		67	84	454	21	137	56	0	4	20	67	106
Distribution, hotels and catering, repairs	6		**11,020**	**8,106**	**2,649**	**2,006**	**1,838**	**2,365**	**2,188**	**381**	**953**	**432**
Transport		71–77	4,841	4,068	867	835	659	1,255	622	313	245	190
Telecommunications		79	197	69	20	21	0	20	0	0	163	65
Transport and communication	7		**5,038**	**4,137**	**887**	**856**	**659**	**1,275**	**622**	**313**	**408**	**255**
Insurance, banking, finance and business services	8		**1,151**	**1,802**	**642**	**477**	**476**	**783**	**389**	**184**	**87**	**61**
Public administration and defence		91–94	3,782	7,293	1,121	4,441	645	1,802	3,382	1,415	1,010	529
Medical and other health services		95	773	1,701	189	509	527	533	126	196	157	13
Other services nes		96–99,00	950	1,593	604	428	347	151	180	113	19	54
Other services	9		**5,505**	**10,587**	**1,914**	**5,378**	**1,519**	**2,486**	**3,688**	**1,724**	**1,186**	**596**
All production industries	1–4		**77,263**	**72,613**	**19,682**	**17,670**	**15,546**	**18,545**	**16,938**	**7,395**	**3,694**	**4,386**
All manufacturing industries	2–4		**65,600**	**58,071**	**16,099**	**12,610**	**14,841**	**18,290**	**15,528**	**7,011**	**3,384**	**4,020**
All service industries	6–9		**22,714**	**24,632**	**6,092**	**8,717**	**4,492**	**6,909**	**6,887**	**2,602**	**2,634**	**1,344**
ALL INDUSTRIES AND SERVICES	0–9		**107,930**	**103,798**	**26,971**	**27,275**	**22,290**	**26,595**	**26,352**	**10,390**	**6,986**	**6,190**

* Provisional figures as at July 1, 1990; final figures are expected to be higher than this. The total for Great Britain is projected to be about 7,000 in September.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.

VACANCIES 3·1 UK vacancies at jobcentres*: seasonally adjusted

THOUSAND

UNITED KINGDOM		UNFILLED VACANCIES Level	Change since previous month	Average change over 3 months ended	INFLOW Level	Average change over 3 months ended	OUTFLOW Level	Average change over 3 months ended	of which PLACINGS Level	Average change over 3 months ended
1985	)	162·1			201·6		200·5		154·6	
1986	) Annual	188·8			212·2		208·3		157·4	
1987	) averages	235·4			226·4		222·3		159·5	
1988	)	248·6			231·2		232·7		159·0	
1989	)	219·4			226·0		229·1		158·4	
1988	Sept	242·4	−2·8	−3·7	228·7	−0·4	230·4	−0·3	157·0	—
	Oct	244·8	2·4	−1·8	231·4	−0·1	230·9	−0·6	155·4	−0·8
	Nov	241·5	−3·3	−1·2	232·1	0·9	239·4	1·7	161·4	1·0
	Dec	237·8	−3·7	−1·5	230·2	0·5	231·5	0·4	157·2	0·1
1989	Jan	230·9	−6·9	−4·6	223·1	−2·8	230·4	−0·2	158·3	1·0
	Feb	229·9	−1·0	−3·9	231·7	−0·1	236·5	−1·0	164·4	1·0
	Mar	224·9	−5·0	−4·3	226·5	−1·2	231·7	0·1	161·1	1·3
	Apr	223·2	−1·7	−2·6	222·5	−0·2	224·3	−2·0	155·6	−0·9
	May	219·5	−3·7	−3·5	223·0	−2·9	224·6	−4·0	155·3	−3·0
	June	224·4	4·9	−0·2	230·4	1·3	223·8	−2·6	156·0	−1·7
	July	220·6	−3·8	−0·9	228·0	1·8	229·4	1·7	158·6	1·0
	Aug	219·5	−1·1	—	228·7	1·9	229·3	1·6	159·0	1·2
	Sept	220·7	1·2	−1·2	232·3	0·6	234·1	3·4	161·0	1·7
	Oct	214·6	−6·0	−2·0	230·2	0·7	236·6	2·4	160·9	0·8
	Nov	209·5	−5·2	−3·3	222·2	−2·2	231·7	0·8	159·5	0·2
	Dec	195·4	−14·0	−8·4	213·4	−6·3	217·1	−5·7	151·5	−3·2
1990	Jan	199·3	3·9	−5·1	205·4	−8·3	205·3	−10·5	143·5	−5·8
	Feb	198·7	−0·7	−3·6	221·1	−0·4	225·9	−2·0	158·6	−0·3
	Mar	195·6	−3·1	0·1	214·6	0·4	217·5	0·1	153·4	0·6
	Apr	200·2	4·6	0·3	224·8	6·4	220·6	5·1	154·0	3·5
	May	195·9	−4·3	−0·9	217·8	−1·1	217·0	−3·0	150·5	−2·7
	June	186·2	−9·7	−3·1	198·8	−5·3	208·3	−3·1	144·1	−3·1
	July	170·8	−15·4	−9·8	195·4	−9·8	211·6	−3·0	149·8	−1·4
	Aug	169·4	−1·4	−8·8	197·0	−6·9	198·0	−6·3	142·3	−2·7
	Sept	162·0	−7·4	−8·1	202·0	1·1	211·3	1·0	150·7	2·2

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.
* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are available back to 1980. For further details, see the October 1985 *Employment Gazette*, p 143.

VACANCIES 3·2 Regions: vacancies remaining unfilled at jobcentres*: seasonally adjusted

THOUSAND

		South East	*Greater London †*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1988	Sept	90·2	28·8	10·1	20·4	23·3	14·0	15·3	23·5	10·9	12·2	20·0	239·8	2·7	242·4
	Oct	88·9	28·4	10·0	20·3	24·6	14·3	16·0	24·6	11·2	12·0	20·2	242·1	2·7	244·8
	Nov	86·4	27·9	10·0	20·0	24·7	14·2	15·2	24·8	11·0	12·6	19·9	238·6	2·9	241·5
	Dec	82·7	27·8	9·5	20·2	24·3	14·2	14·9	24·6	11·5	12·5	20·3	234·8	3·0	237·8
1989	Jan	79·9	26·5	9·4	20·0	23·0	14·0	14·5	23·6	11·2	12·4	20·0	227·9	3·0	230·9
	Feb	79·3	26·8	9·2	19·8	22·4	13·5	14·4	24·0	11·0	12·8	19·9	226·3	3·6	229·9
	Mar	76·8	26·1	8·8	19·4	22·2	13·1	13·8	23·6	10·8	13·1	19·8	221·5	3·4	224·9
	Apr	75·5	25·3	8·7	18·7	22·2	12·8	13·6	23·6	10·8	13·5	20·3	219·6	3·5	223·2
	May	72·5	24·2	8·3	19·1	21·2	12·9	13·1	23·5	11·1	13·9	20·5	216·0	3·5	219·5
	June	73·5	24·0	8·6	19·5	20·6	12·8	13·7	24·5	11·5	14·4	21·8	220·8	3·6	224·4
	July	72·5	24·4	8·1	18·6	19·9	12·8	13·2	24·3	11·1	14·6	21·8	216·8	3·7	220·6
	Aug	70·9	24·0	8·0	18·4	19·9	12·8	13·4	24·8	10·6	14·6	22·1	215·7	3·8	219·5
	Sept	69·9	22·7	8·2	18·0	20·4	12·8	13·2	26·1	10·5	14·7	22·6	216·3	4·4	220·7
	Oct	65·7	20·2	8·0	17·3	19·0	12·7	13·0	26·3	10·1	14·7	23·4	210·2	4·4	214·6
	Nov	64·1	20·0	7·6	17·1	18·5	12·4	12·3	25·0	9·6	14·1	24·7	205·3	4·1	209·5
	Dec	60·1	19·3	7·1	16·2	16·4	12·0	11·5	23·1	9·6	12·4	23·4	191·6	3·8	195·4
1990	Jan	61·2	19·3	7·1	16·5	17·5	12·1	12·0	23·6	10·3	12·5	22·8	195·4	3·9	199·3
	Feb	61·6	20·3	7·1	15·6	16·8	12·0	12·1	23·5	11·9	12·2	21·9	194·6	4·1	198·7
	Mar	60·9	20·3	6·5	14·8	16·5	11·6	12·5	22·7	12·1	12·3	21·8	191·6	4·0	195·6
	Apr	58·9	18·9	6·6	16·5	17·2	11·0	13·1	23·2	12·7	13·6	23·0	195·7	4·5	200·2
	May	56·2	17·9	6·6	15·6	16·9	10·8	12·8	22·4	13·2	13·9	22·5	190·8	5·1	195·9
	June	50·5	15·7	6·1	15·2	16·0	10·7	12·6	21·3	12·8	13·5	22·3	180·9	5·2	186·2
	July	45·2	15·0	4·6	13·4	14·6	10·4	11·9	19·6	12·0	12·7	22·0	166·2	4·7	170·8
	Aug	44·3	14·6	4·6	13·5	14·4	10·2	11·8	20·5	10·9	12·1	22·6	164·7	4·7	169·4
	Sept	39·6	12·5	4·3	13·1	13·6	10·2	11·9	20·0	9·5	12·1	22·6	157·1	4·9	162·0

* See footnote to *table 3·1*.
† Included in South East.

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

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1985)	62·3	26·6	5·8	16·1	12·2	9·0	8·7	16·0	7·8	8·0	14·6	160·5	1·2	161·7
1986) Annual	70·8	30·0	6·2	18·1	15·4	10·3	11·3	19·0	9·8	9·5	16·3	186·8	1·4	188·1
1987) averages	90·7	37·7	8·0	19·7	21·1	12·2	15·6	24·2	12·0	11·0	18·8	233·2	1·6	234·9
1988)	95·1	32·2	9·7	20·4	24·1	13·8	15·5	23·9	11·4	12·1	20·0	245·9	2·0	247·8
1989)	71·7	23·6	8·3	18·5	20·5	12·9	13·3	24·4	10·7	13·8	21·7	215·8	2·6	218·4
1989 Sept	75·8	24·2	9·1	19·4	21·9	14·0	14·5	28·6	11·7	15·6	24·5	235·1	3·1	238·2
Oct	77·6	26·1	9·1	18·8	22·2	14·4	14·9	29·2	11·6	15·6	25·2	238·6	3·5	242·2
Nov	69·5	23·5	7·8	16·9	20·6	13·1	13·4	26·4	10·4	13·9	25·3	217·5	3·1	220·6
Dec	56·9	19·2	6·4	13·4	16·2	11·0	10·8	21·5	9·1	11·3	21·9	178·3	2·7	181·1
1990 Jan	52·8	17·4	6·0	12·5	16·0	10·5	10·6	20·5	9·0	11·1	19·8	168·8	2·6	171·4
Feb	52·2	17·7	5·8	12·3	15·4	10·5	10·6	20·5	10·5	10·9	19·2	167·9	2·8	170·7
Mar	52·9	17·5	5·8	13·4	14·7	10·6	11·4	20·7	11·1	11·3	20·5	172·4	2·9	175·2
Apr	55·8	17·6	6·4	17·3	16·1	11·0	12·5	22·6	12·5	13·1	22·9	190·1	3·5	193·6
May	57·7	17·7	6·7	18·2	16·6	11·3	13·0	23·5	13·1	14·5	23·6	198·1	3·8	201·8
June	56·5	17·0	6·8	18·7	16·2	11·6	13·4	23·2	13·3	14·9	23·8	198·4	4·1	202·4
July	47·7	14·1	5·4	15·3	14·7	10·5	11·9	20·2	12·3	13·6	23·3	174·9	4·8	179·7
Aug	42·9	12·4	4·8	13·4	13·4	10·1	11·7	20·3	11·0	12·6	23·2	163·3	3·4	166·6
Sept	45·5	13·9	5·3	14·5	15·2	11·5	13·2	22·7	10·7	13·1	24·5	176·0	3·6	179·6
Vacancies at careers offices														
1985)	6·0	3·2	0·4	0·7	1·2	0·6	0·7	0·7	0·3	0·2	0·3	10·8	0·7	11·5
1986) Annual	7·6	4·4	0·4	0·7	1·2	0·7	0·7	0·8	0·3	0·2	0·3	12·8	0·6	13·4
1987) averages	11·8	7·0	0·5	1·2	1·4	0·9	0·9	1·0	0·4	0·3	0·4	18·7	0·8	19·5
1988)	16·0	8·1	0·9	1·6	1·8	1·3	1·1	1·3	0·4	0·3	0·5	25·2	1·0	26·3
1989)	14·4	7·5	1·0	1·6	2·7	1·5	1·2	1·4	0·5	0·4	0·8	25·5	1·3	26·8
1989 Sept	14·9	7·4	1·2	1·7	3·7	1·5	1·5	2·1	0·6	0·5	1·0	28·6	1·5	30·1
Oct	13·2	6·6	0·9	1·6	3·5	1·5	1·3	1·7	0·5	0·4	0·8	25·4	1·5	26·9
Nov	11·5	5·8	0·9	1·3	3·2	1·3	1·1	1·4	0·5	0·3	0·9	22·3	1·5	23·8
Dec	10·4	5·7	0·5	1·1	2·2	1·1	0·9	1·2	0·4	0·2	1·1	19·1	1·3	20·4
1990 Jan	9·9	5·6	0·5	0·9	2·0	1·0	0·9	1·3	0·4	0·2	1·1	18·2	1·2	19·4
Feb	9·6	5·4	0·5	1·0	2·0	1·1	0·9	1·4	0·3	0·2	1·0	18·0	1·1	19·1
Mar	9·5	5·0	0·5	1·1	2·1	1·0	1·2	1·3	0·4	0·2	1·2	18·5	1·1	19·6
Apr	9·7	4·9	0·8	1·3	2·7	1·2	1·3	1·7	0·5	0·3	1·5	20·9	0·6	21·4
May	11·2	5·0	0·9	1·3	2·9	1·2	1·7	1·9	0·5	0·3	1·3	23·2	0·5	23·7
June	13·9	7·3	1·1	1·3	3·8	1·6	1·6	1·9	0·6	0·3	1·4	27·6	0·5	28·1
July	12·6	6·7	0·9	1·3	2·6	1·3	1·3	1·7	0·5	0·3	1·2	23·6	0·4	24·0
Aug	10·9	5·8	0·8	1·3	2·2	1·1	1·2	1·5	0·5	0·3	1·1	20·9	0·4	21·3
Sept	8·4	4·4	0·6	1·1	2·2	1·0	1·2	1·7	0·6	0·3	1·1	18·2	0·5	18·6

Note: About one-third of all vacancies are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. Because of possible duplication and also due to a difference between the timing of the two counts, the two series should not be added together.

* Included in South East.

† Excluding vacancies on government programmes. See note to *table 3·1*.

INDUSTRIAL DISPUTES 4·1
Stoppages of work

Stoppages in progress: industry

United Kingdom	12 months to August 1989			12 months to August 1990		
SIC 1980	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	163	29,300	56,000	108	21,900	60,000
Coke, mineral oil and natural gas	1	100	1,000	2	10,100	33,000
Electricity, gas, other energy and water	2	1,300	9,000	5	4,800	13,000
Metal processing and manufacture	13	2,800	14,000	6	800	16,000
Mineral processing and manufacture	12	1,900	11,000	9	1,900	7,000
Chemicals and man-made fibres	5	1,100	2,000	1	300	†
Metal goods nes	19	3,000	18,000	15	1,400	20,000
Engineering	65	30,600	151,000	49	15,600	146,000
Motor vehicles	60	44,000	71,000	53	46,300	574,000
Other transport equipment	25	29,200	59,000	17	16,900	576,000
Food, drink and tobacco	17	5,100	33,000	12	5,200	70,000
Textiles	11	2,000	9,000	2	100	2,000
Footwear and clothing	13	2,900	17,000	4	1,100	19,000
Timber and wooden furniture	7	1,100	4,000	2	200	1,000
Paper, printing and publishing	10	500	3,000	11	1,800	34,000
Other manufacturing industries	12	2,200	7,000	10	1,600	16,000
Construction	34	14,400	101,000	17	7,400	36,000
Distribution, hotels and catering, repairs	19	2,300	7,000	7	3,000	8,000
Transport services and communication	61	221,100	1,540,000	89	61,500	154,000
Supporting and misc. transport services	19	22,500	137,000	5	2,200	15,000
Banking, finance, insurance, business services and leasing	7	2,300	2,000	—	—	—
Public administration, education and health services	169	509,300	2,244,000	162	93,400	731,000
Other services	10	12,900	145,000	7	1,200	20,000
All industries and services	750	941,700	4,648,000	586**	298,800	2,550,000

** 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.

† Less than 50 workers involved.

Stoppages: August 1990

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	50	22,900	59,000
of which, stoppages:			
Beginning in month	38	22,000*	45,000
Continuing from earlier months	12	900	14,000

* Includes 16,800 directly involved.

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

Stoppages in progress: cause

United Kingdom	12 months to August 1990		
	Stoppages	Workers involved	Working days lost
Pay–wage-rates and earnings levels	180	172,400	1,346,000
–extra-wage and fringe benefits	11	4,200	18,000
Duration and pattern of hours worked	31	25,200	794,000
Redundancy questions	29	8,300	18,000
Trade union matters	16	7,100	82,000
Working conditions and supervision	75	24,000	65,000
Manning and work allocation	183	45,400	189,000
Dismissal and other disciplinary measures	61	12,000	37,000
All causes	586	298,800	2,550,000

Stoppages of work**: summary 4·2

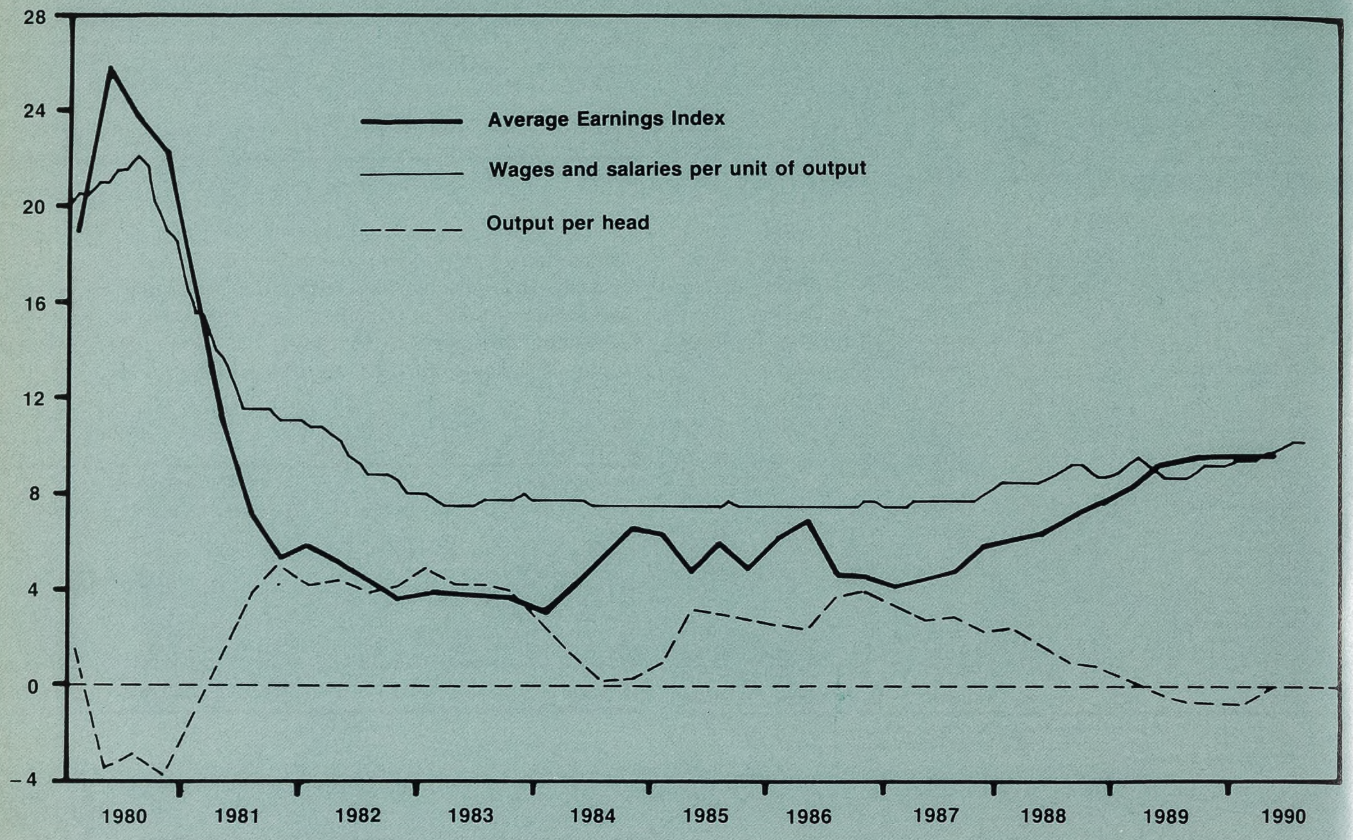
United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
SIC 1968	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining 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
1979	2,080	2,125	4,586	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	1,512	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
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
1986	1,053	1,074	538	720	1,920	143	895	38	33	190	622
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1989	693	701	727	727	4,128	52	655	16	128	625	2,652
1988 Aug	51	62	135	151	431	2	280	1	1	134	14
Sept	53	63	161	163	1,115	6	30	5	1	1,036	37
Oct	73	83	26	33	53	1	26	—	1	6	19
Nov	70	85	134	152	183	5	27	4	—	21	126
Dec	33	49	12	18	38	9	6	1	—	15	6
1989 Jan	53	61	13	13	42	4	9	1	1	17	11
Feb	75	92	26	29	64	2	16	5	6	16	19
Mar	63	75	26	27	80	4	36	—	6	—	34
Apr	56	74	37	46	106	6	29	—	22	20	29
May	83	100	32	55	184	2	76	5	15	38	48
Jun	65	93	76	105	259	6	21	2	20	154	57
Jul	58	89	389	479	2,424	10	22	2	29	339	2,022
Aug	58	67	6	23	99	4	22	1	—	15	58
Sep	69	78	26	26	71	4	16	—	14	5	32
Oct	49	61	61	68	162	3	38	—	9	2	110
Nov	43	55	26	45	341	8	228	—	5	8	92
Dec	21	36	8	51	297	1	143	—	—	12	141
1990 Jan	44	54	45	58	443	1	273	1	—	3	165
Feb	58	70	24	46	513	5	346	1	—	8	153
Mar	61	85	17	47	230	13	104	16	4	25	68
Apr	49	66	52	56	108	4	54	1	1	7	41
May	46	68	22	27	126	2	74	—	—	25	25
June	50	60	20	32	147	4	45	—	—	60	38
July	49	61	15	18	53	11	9	1	—	13	20
Aug	38	50	22	23	59	36	5	1	1	2	14

* Figures exclude workers becoming involved after the end of the year in which the stoppages began.

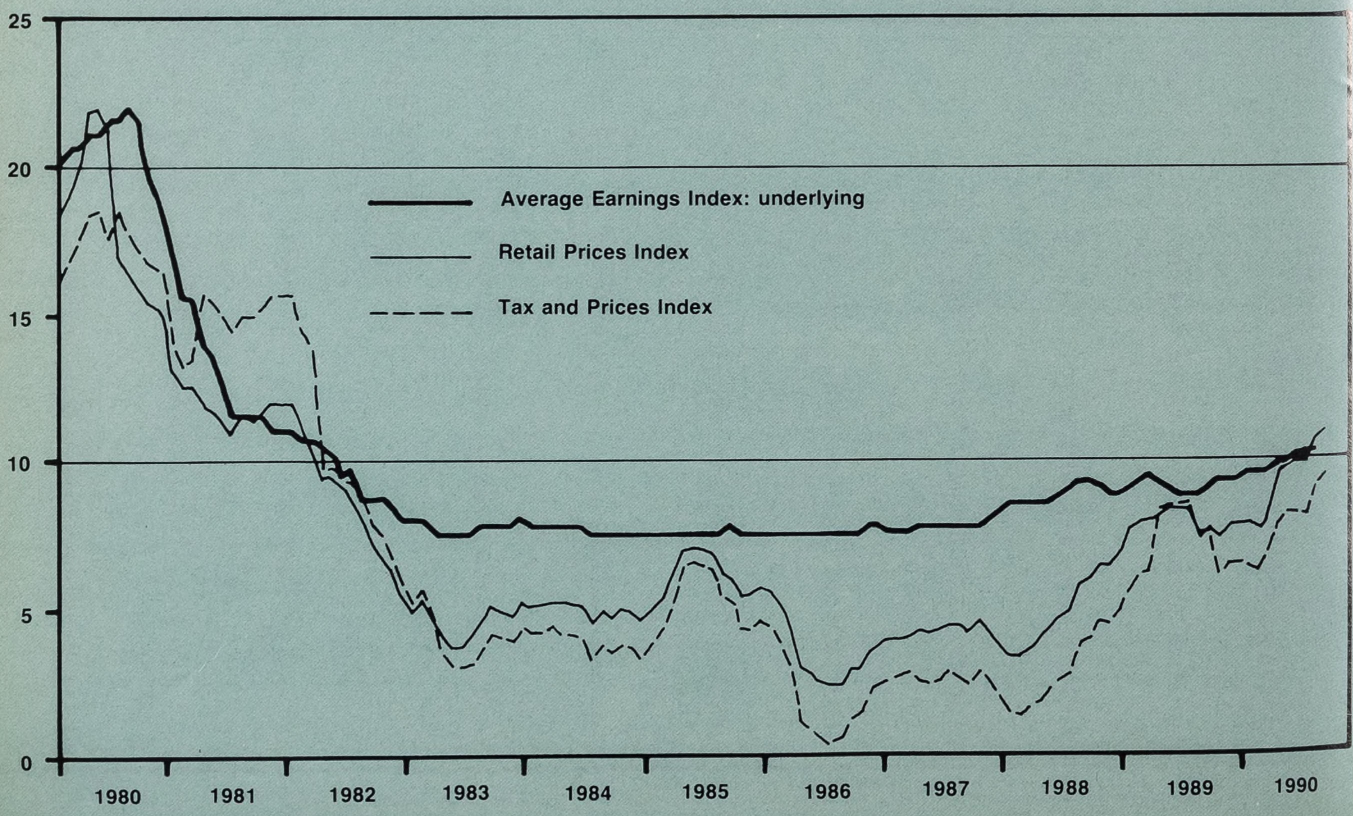
** See 'Definitions and Conventions' page at the end of the Labour Market Data section for notes on coverage. Figures for 1989 are provisional.

C2 EARNINGS

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



Earnings and prices: whole economy—increases over previous year



Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)				Manufacturing industries (Divisions 2-4)				Production industries (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
			Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months	
1988=100				Under-lying*				Under-lying*				Under-lying*				Under-lying*
1988) Annual	100·0				100·0				100·0				100·0			
1989) averages	109·1				108·7				109·1				108·9			
1988 Jan	95·4	96·5			95·8	96·2			95·8	96·1			95·4	96·6		
Feb	95·5	96·9			95·6	96·3			95·3	95·9			96·0	97·1		
Mar	98·3	98·2			98·0	97·9			97·8	97·6			98·6	98·6		
Apr	97·8	97·9			98·8	99·1			98·9	99·0			97·3	97·6		
May	98·4	98·5			99·3	99·2			99·5	99·9			98·0	98·3		
June	99·8	99·2			100·6	99·3			100·4	99·2			99·6	99·8		
July	101·3	100·2			101·1	100·0			101·3	100·2			101·3	100·0		
Aug	100·3	100·1			99·5	100·4			99·9	100·6			100·5	99·7		
Sept	100·9	101·1			100·2	101·2			100·5	101·4			100·6	100·5		
Oct	101·7	102·2			101·8	102·2			101·9	102·6			101·2	101·7		
Nov	103·7	103·3			103·6	103·1			103·7	103·1			103·6	103·7		
Dec	106·9	105·8			105·5	104·6			105·3	104·6			107·9	106·3		
1989 Jan	104·2	105·4	9·2	9	104·2	104·7	8·8	8 ¾	104·2	104·6	8·8	8 ¾	104·2	105·5	9·2	9
Feb	104·6	106·1	9·5	9 ¼	105·0	105·8	9·9	8 ½	104·9	105·6	10·1	8 ¾	104·4	105·6	8·8	9 ¼
Mar	107·3	107·3	9·3	9 ½	105·7	105·6	7·9	8 ¾	106·0	105·8	8·4	8 ¾	107·8	107·8	9·3	9 ½
Apr	107·3	107·4	9·7	9 ¼	107·8	108·2	9·2	8 ½	107·9	108·0	9·1	8 ¾	107·1	107·3	9·9	9 ¼
May	107·5	107·6	9·2	9	108·0	107·9	8·8	8 ¾	108·1	108·5	8·6	8 ¾	107·2	107·5	9·4	9
June	109·1	108·4	9·3	8 ¾	109·4	108·0	8·8	8 ½	109·6	108·2	9·1	8 ¾	108·5	108·7	8·9	8 ½
July	110·3	109·1	8·9	8 ¾	110·3	109·2	9·2	8 ½	110·8	109·5	9·3	9	109·7	108·4	8·4	8 ¼
Aug	109·1	108·9	8·8	8 ¾	108·3	109·3	8·9	8 ¾	109·2	110·0	9·3	9 ¼	108·7	107·8	8·1	8 ½
Sept	110·7	110·9	9·7	9	109·5	110·5	9·2	8 ¾	109·8	110·8	9·3	9	110·4	110·3	9·8	8 ¾
Oct	111·7	112·2	9·8	9 ¼	110·6	111·0	8·6	9	111·0	111·8	9·0	9 ¼	111·6	112·2	10·3	9
Nov	113·2	112·8	9·2	9 ¼	112·2	111·6	8·2	8 ¾	112·9	112·2	8·8	9	112·7	112·7	8·7	9 ¼
Dec	114·7	113·5	7·3	9 ¼	113·8	112·9	7·9	8 ½	114·3	113·5	8·5	9	114·3	112·7	6·0	9
1990 Jan	113·8	115·1	9·2	9 ½	112·7	113·2	8·1	8 ¾	113·2	113·6	8·6	9 ¼	113·9	115·2	9·2	9 ¼
Feb	114·0	115·6	9·0	9 ½	113·9	114·7	8·4	9 ¼	114·3	115·0	8·9	9 ½	113·7	115·0	8·9	9 ¼
Mar	117·4	117·3	9·3	9 ½	116·8	116·8	10·6	9 ½	117·0	116·8	10·4	9 ¾	117·2	117·2	8·7	9 ¼
Apr	117·3	117·4	9·3	9 ¾	117·2	117·6	8·7	9 ½	117·4	117·6	8·9	9 ¾	116·9	117·2	9·2	9 ½
May	118·5	118·7	10·3	9 ¾	117·9	117·9	9·3	9 ¼	118·2	118·6	9·3	9 ¾	118·6	118·9	10·6	9 ¾
June	120·5	119·7	10·4	10	120·1	118·6	9·8	9 ½	120·5	119·1	10·1	9 ¾	119·8	120·1	10·5	10
July	121·2	119·9	9·9	10 ¼	120·8	119·6	9·5	9 ¾	121·3	119·9	9·5	10	120·5	119·1	9·9	10
Aug P	121·0	120·8	10·9	10 ¼	119·0	120·1	9·9	9 ¾	120·0	120·8	9·8	10	121·1	120·2	11·5	10 ¼

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

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)				Manufacturing industries (Divisions 2-4)				Production industries (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
			Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months	
1985=100				Under-lying*				Under-lying*				Under-lying*				Under-lying*
1985)	100·0				100·0				100·0				100·0			
1986) Annual	107·9				107·7				108·0				107·7			
1987) averages	116·3				116·3				116·7				116·0			
1988)	126·4				126·2				126·5				126·2			
1988 Jan	120·4	121·8	8·7	8 ½	121·1	121·7	8·5	8 ½	121·3	121·7	8·0	8 ½	120·0	121·4	9·2	8 ½
Feb	120·3	122·0	8·2	8 ½	120·3	121·1	7·1	8 ½	119·9	120·7	6·3	8 ½	120·7	122·1	9·4	8 ½
Mar	124·0	124·0	9·5	8 ½	123·3	123·2	8·8	8 ½	123·4	123·1	8·6	8 ¼	124·4	124·4	10·2	8 ½
Apr	124·3	124·4	8·9	8 ½	124·7	125·2	9·4	8 ¾	125·4	125·6	9·6	8 ½	123·5	123·8	8·6	8 ½
May	124·1	124·2	7·6	8 ½	124·9	124·9	8·9	8 ¾	125·5	126·0	9·4	8 ½	123·2	123·5	6·2	8 ½
June	125·9	125·1	8·1	8 ¾	126·6	125·0	8·0	9	126·8	125·3	8·3	9	125·2	125·5	8·2	8 ¾
July	128·3	126·9	8·5	9	127·9	126·6	8·3	9	128·4	127·0	8·6	9	128·1	126·6	8·4	9
Aug	126·8	126·6	8·1	9 ¼	125·6	126·7	8·3	8 ¾	126·4	127·2	8·1	9	126·9	126·0	7·9	9 ¼
Sept	127·3	127·6	8·7	9 ¼	126·4	127·6	8·0	8 ¾	127·1	128·3	8·2	8 ¾	126·7	126·6	8·7	9 ¼
Oct	128·9	129·5	9·0	9	128·7	129·2	8·2	8 ½	129·2	130·1	8·5	8 ¾	127·8	128·4	8·6	9
Nov	131·2	130·7	8·7	8 ¾	130·8	130·2	8·7	8 ¾	131·2	130·4	8·6	8 ¾	130·9	131·0	8·8	8 ¾
Dec	135·7	134·3	11·0	8 ¾	133·5	132·4	9·1	8 ¾	133·4	132·5	9·1	9	137·5	135·6	12·4	8 ¾
1989 Jan	131·8	133·3	9·4	9	132·6	133·2	9·4	9	132·7	133·2	9·4	9	131·2	132·7	9·3	9
Feb	132·0	133·8	9·7	9 ¼	132·2	133·2	10·0	9	132·5	133·4	10·5	9 ¼	131·5	133·0	8·9	9
Mar	134·9	134·9	8·8	9 ¼	133·4	133·4	8·3	9	134·2	133·9	8·8	9 ¼	135·1	135·1	8·6	9
Apr	135·6	135·7	9·1	9 ¼	136·0	136·5	9·0	9	136·5	136·7	8·8	9 ¼	134·8	135·2	9·2	9
May	135·9	136·1	9·6	9 ¼	136·1	136·1	9·0	9	136·7	137·2	8·9	9 ¼	135·2	135·6	9·8	8 ¾
June	137·6	136·8	9·4	9	137·5	135·7	8·6	9	138·0	136·4	8·9	9	136·8	137·1	9·2	8 ¾
July	139·5	138·1	8·8	9	139·6	138·1	9·1	9	140·4	138·9	9·4	9 ¼	138·5	136·9	8·1	8 ¾

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

5·3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100 / SIC 1980 CLASS	Agriculture and forestry * (01,02)	Coal and coke (11)	Mineral oil and natural gas (13,14)	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, electronic and instrument engineering (33,34,37)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods n.e.s. (31)	Food, drink and tobacco (41,42)
1988) Annual	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1989) averages	108·0	113·3	110·3	109·8	107·2	109·4	109·0	109·8	109·5	109·9	112·7	107·9	109·3
1988 Jan	90·1	94·3	97·3	95·3	97·3	95·6	94·5	95·8	96·5	93·6	98·6	96·2	96·4
Feb	89·2	86·0	95·2	94·7	91·1	96·8	95·7	97·3	97·1	83·7	98·9	96·8	95·0
Mar	91·8	97·1	96·0	94·9	91·6	97·9	95·3	98·3	99·5	101·7	100·3	96·9	95·6
April	95·5	104·4	97·0	98·4	107·1	98·2	98·2	98·7	98·3	98·6	98·9	98·6	99·3
May	95·2	98·5	100·5	101·2	93·8	99·8	98·7	99·3	99·0	100·4	99·0	99·8	100·5
June	97·9	97·8	96·2	100·3	97·7	100·6	100·9	99·3	100·2	105·2	94·9	100·2	101·3
July	100·8	103·4	101·1	102·8	111·2	100·5	98·4	100·9	100·2	104·0	97·0	101·7	100·1
Aug	109·4	101·8	100·0	103·7	101·3	99·0	99·2	99·3	99·5	100·7	95·4	99·3	98·8
Sept	114·2	103·7	99·0	101·6	96·4	101·0	99·0	99·9	100·4	100·2	100·6	100·8	100·2
Oct	116·3	104·8	101·4	102·4	111·5	101·4	99·8	101·8	101·6	100·5	102·0	101·4	101·6
Nov	98·6	104·5	109·1	102·7	97·0	102·6	108·2	104·0	102·6	105·5	103·9	105·6	104·6
Dec	101·3	103·8	107·6	101·6	104·5	106·6	111·9	105·6	105·1	106·2	110·8	102·6	106·8
1989 Jan	96·4	106·7	106·6	100·7	107·9	104·8	102·5	104·9	105·0	105·2	108·1	104·6	104·2
Feb	95·2	107·2	104·0	101·8	99·8	106·6	104·8	106·8	105·5	107·1	108·2	105·9	102·7
Mar	98·5	111·0	104·0	106·6	99·6	105·5	103·7	107·1	107·2	109·3	112·2	103·9	104·9
Apr	102·1	112·3	105·9	105·4	116·3	107·3	107·0	108·4	108·3	106·8	111·7	106·5	111·6
May	103·6	109·5	110·4	107·3	102·6	110·6	108·1	108·9	107·8	109·4	111·5	107·4	109·6
June	103·2	110·6	107·3	109·8	102·2	111·2	108·8	110·6	109·7	110·8	116·1	107·7	108·7
July	110·5	112·5	114·7	114·7	121·7	109·9	107·3	110·6	110·5	111·8	114·4	110·1	110·6
Aug	119·5	115·6	111·0	118·3	101·2	108·7	109·6	109·1	109·6	107·8	111·3	107·5	108·9
Sept	126·3	115·1	110·0	110·9	103·0	111·1	108·5	110·2	110·7	108·7	112·9	109·2	110·2
Oct	120·4	117·2	110·1	113·0	118·6	110·8	109·6	111·6	112·0	110·1	114·3	109·5	110·9
Nov	111·6	122·2	120·5	114·9	104·2	112·6	117·5	113·2	113·5	112·2	115·5	111·3	113·4
Dec	108·3	119·6	118·9	114·4	109·6	114·2	120·8	115·6	113·6	119·4	115·7	110·8	115·9
1990 Jan	104·3	124·7	123·1	112·6	111·5	112·6	115·7	114·4	113·5	109·3	115·3	112·7	112·7
Feb	103·8	124·5	118·2	113·3	104·9	114·4	117·2	116·2	115·4	109·4	118·1	113·3	114·1
Mar	108·1	124·5	120·4	114·8	107·9	115·7	117·7	118·9	118·4	122·8	123·8	115·5	115·4
Apr	110·8	124·2	121·6	116·3	121·2	117·9	120·2	116·9	116·2	122·0	121·7	116·1	120·5
May	110·6	121·7	123·3	118·7	109·4	119·3	120·9	118·4	117·9	118·4	125·3	117·0	122·3
June	122·6	123·1	125·3	123·1	119·8	121·4	123·4	119·9	119·2	122·3	127·7	118·8	123·9
July	124·9	122·5	130·7	124·3	131·8	121·8	121·9	121·5	119·9	121·3	127·3	119·0	124·3
Aug P		125·9	129·6	127·2	112·6	118·6	122·9	118·8	119·3	120·3	127·1	117·8	122·5

Previous series (1985=100)

GREAT BRITAIN 1985=100 / 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)
1985)	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986) Annual	105·5	113·3	109·5	106·9	106·5	107·8	107·9	106·9	108·0	108·7	107·9	107·4	108·7
1987) averages	112·2	121·6	102·0	115·0	116·5	116·9	116·9	114·7	117·6	118·0	115·7	116·0	116·9
1988)	117·7	135·8	133·0	122·0	128·0	126·2	126·9	125·3	128·5	129·0	120·0	126·3	126·3
1988 Jan	106·1	128·1	127·0	116·0	126·2	120·6	121·3	120·2	124·6	120·0	118·8	120·7	121·2
Feb	105·0	116·8	125·8	115·6	115·7	121·3	120·3	121·4	125·7	102·5	119·0	123·2	121·2
Mar	108·0	131·9	126·9	116·0	117·6	123·5	120·5	124·6	126·1	132·9	119·9	122·7	121·2
April	112·4	141·9	129·6	120·2	136·5	123·9	125·1	122·9	128·5	127·1	118·9	124·3	124·8
May	112·1	134·2	138·8	123·5	120·1	126·3	125·1	124·3	126·5	129·9	119·0	125·7	126·6
June	115·2	133·1	128·2	122·5	124·0	127·9	126·8	123·9	129·1	137·0	112·5	126·3	128·6
July	118·7	139·7	134·2	125·5	141·7	127·9	126·0	126·7	128·7	135·8	114·3	128·0	125·7
Aug	128·8	138·5	131·2	125·8	129·8	124·8	125·9	124·9	127·1	129·5	111·6	127·1	125·0
Sept	134·4	140·9	131·4	124·0	123·4	127·4	126·1	125·4	128·0	128·5	121·8	127·3	126·0
Oct	136·9	141·8	134·6	124·9	142·9	126·1	128·4	127·4	130·7	129·0	124·5	128·2	127·0
Nov	116·1	142·1	147·2	125·3	124·2	127·9	139·2	129·5	131·7	136·3	126·1	131·3	133·2
Dec	119·2	140·7	141·0	124·2	134·1	136·3	138·5	132·6	135·1	139·4	134·0	130·5	135·2
1989 Jan	113·5	144·8	143·7	123·0	138·4	129·6	131·3	132·7	135·3	137·0	131·8	132·8	130·6
Feb	112·1	145·7	141·3	124·2	126·3	131·6	130·6	133·0	134·8	139·8	132·1	133·2	130·4
Mar	115·9	151·1	137·9	129·6	127·8	130·4	130·5	134·8	138·2	141·4	136·7	132·9	134·2
April	120·2	152·6	142·5	128·9	150·0	133·3	135·9	136·3	138·1	137·6	135·0	134·3	138·3
May	121·9	149·6	152·1	131·3	132·1	135·1	136·7	135·1	139·6	141·4	135·6	136·5	138·5
June	121·5	150·6	145·4	134·2	129·8	140·3	136·0	136·9	141·6	143·4	142·1	138·0	137·8
July	130·1	152·6	156·8	139·6	156·5	137·9	137·0	139·2	141·9	145·1	138·1	140·0	139·7

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

EARNINGS 5·3

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

Textiles (43)	Leather, footwear and clothing (44,45)	Paper products, printing and publishing (47)	Rubber, plastics, timber and other manufacturing (46,48,49)	Construction (50)	Distribution and repairs (61,62,64,65,67)	Hotels and catering (66)	Transport and communication ‡ (71,72,75–77,79)	Banking, finance insurance and business services (81–82,83pt.–84pt.)	Public administration (91–92pt.)	Education and health services (93,95)	Other services †† (92pt.94,96pt.97,98pt.)	Whole economy	SIC 1980 CLASS
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1988) Annual
107·4	107·1	106·1	107·7	111·8	108·6	107·6	107·6	109·9	108·8	108·6	111·3	109·1	1989) averages
96·2	97·0	94·9	95·0	93·4	95·6	96·0	97·3	95·7	95·2	93·0	97·8	95·4	1988 Jan
96·3	97·5	95·5	96·5	93·9	96·1	95·1	96·6	96·8	97·2	93·5	95·9	95·5	Feb
98·7	100·0	98·0	98·5	98·7	100·1	97·0	97·8	100·0	98·3	97·1	96·3	98·3	Mar
98·6	100·6	97·7	96·7	96·7	98·2	97·6	99·3	98·7	96·6	94·1	96·8	97·8	April
98·9	100·1	99·7	99·7	96·9	99·2	99·1	98·9	98·8	97·9	94·5	99·0	98·4	May
101·7	101·6	102·2	101·5	100·4	100·5	99·8	98·7	100·3	98·6	99·0	100·6	99·8	June
102·6	101·0	101·3	102·5	101·7	99·7	100·2	100·4	100·9	101·6	103·6	102·2	101·3	July
99·8	100·6	101·3	100·2	99·0	99·9	99·7	100·2	99·6	100·2	102·8	100·2	100·3	Aug
100·6	99·3	102·1	101·1	102·1	101·0	100·5	102·2	98·6	100·5	101·1	101·4	100·9	Sept
101·3	100·2	102·4	101·9	103·4	101·2	102·4	102·3	98·6	103·4	100·8	100·9	101·7	Oct
103·5	101·0	102·6	102·5	106·1	102·1	103·1	103·2	106·1	105·9	101·8	101·9	103·7	Nov
101·6	101·5	102·4	104·1	107·8	106·3	109·9	102·8	106·0	104·3	118·7	106·6	106·9	Dec
102·4	104·0	101·6	102·9	104·7	104·7	103·7	102·7	105·0	104·7	102·8	107·8	104·2	1989 Jan
103·1	104·7	101·6	107·2	106·0	105·0	103·6	103·0	105·1	105·9	102·7	104·7	104·6	Feb
102·0	106·6	103·5	105·0	111·2	109·5	106·5	103·8	114·7	106·2	103·2	106·8	107·3	Mar
104·7	105·3	104·9	104·9	108·3	109·4	104·6	106·7	108·3	106·0	104·4	107·7	107·3	April
107·2	107·1	105·8	106·7	108·6	107·6	106·2	106·0	107·3	106·6	107·8	107·6	107·5	May
110·6	108·4	107·7	109·5	112·8	109·2	106·8	105·8	108·5	106·9	110·3	112·2	109·1	June
109·6	108·8	107·2	109·1	112·3	108·1	106·6	109·1	111·5	106·8	111·7	114·2	110·3	July
107·8	106·2	106·8	107·6	109·3	107·5	107·5	107·2	108·0	106·3	113·8	110·5	109·1	Aug
108·7	107·8	108·8	109·4	114·0	110·1	108·0	107·6	107·5	110·7	114·6	114·1	110·7	Sept
109·3	108·5	107·7	108·2	113·9	108·4	108·9	117·1	109·5	114·6	110·8	114·4	111·7	Oct
112·7	109·0	108·3	110·4	119·0	109·1	111·1	111·9	115·6	115·9	110·6	116·7	113·2	Nov
110·6	109·2	109·3	111·2	121·5	114·3	117·6	110·6	118·1	115·1	110·2	118·6	114·7	Dec
111·7	112·3	108·6	111·9	118·0	111·7	112·2	114·7	116·2	114·7	111·7	117·7	113·8	1990 Jan
112·1	112·5	108·7	115·7	117·7	112·8	111·6	112·1	115·4	116·5	110·3	118·6	114·0	Feb
115·0	113·8	111·4	116·3	123·2	117·6	114·1	114·2	124·3	116·6	111·7	118·5	117·4	Mar
114·1	113·3	111·5	115·0	122·5	117·1	115·4	115·6	119·4	115·7**	113·8	124·0	117·3	Apr
117·5	116·1	112·1	115·7	121·6	117·0	119·3	116·3	120·3	118·2	120·2	119·3	118·5	May
119·9	116·4	114·3	118·0	126·1	117·7	118·9	120·7	121·7	121·0	118·0	122·0	120·5	June
118·9	116·9	114·5	118·3	126·8	117·7	118·2	120·9	122·8	120·8	119·9	125·4	121·2	July
117·8	115·4	114·4	116·9	123·2	117·6	120·0	117·9	119·5	124·4	125·3	124·9	121·0	Aug P

Previous series (1985=100)

Textiles (43)	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	SIC 1980 CLASS
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985)
107·2	107·4	107·1	107·5	107·9	107·9	107·0	107·3	106·5	110·1	105·6	110·1	107·9	107·9	1986) Annual
116·1	114·5	116·5	116·2	116·9	116·5	114·9	115·7	114·9	121·8	112·8	117·9	115·3	116·3	1987) averages
123·7	123·9	131·9	124·0	126·5	129·1	125·1	126·0	122·0	131·8	124·2	130·2	123·1	126·4	1988)
119·6	120·4	123·3	117·8	121·7	121·2	118·9	121·1	117·7	127·4	118·1	120·4	121·2	120·4	1988 Jan
120·0	121·4	126·0	119·0	122·4	121·9	120·4	119·5	117·4	126·7	120·7	121·2	119·8	120·3	Feb
122·6	124·8	123·5	120·7	123·7	128·1	124·9	121·1	118·7	135·4	122·2	126·5	117·1	124·0	Mar
122·6	123·3	123·2	121·0	123·5	126·3	126·5	122·1	121·5	132·7	120·0	121·5	118·1	124·3	Apr
123·7	124·0	127·5	122·6	127·5	125·4	123·2	123·7	122·0	129·7	121·7	122·4	121·7	124·1	May
125·8	123·2	137·2	126·0	127·6	129·6	125·1	125·7	120·5	131·4	122·6	128·1	123·3	125·9	June
124·8	126·7	135·5	125·1	130·4	130·2	125·2	125·0	122·5	132·9	126·2	135·3	126·8	128·3	July
123·6	122·0	140·0	125·2	124·7	127·9	123·9	126·6	122·5	129·6	124·6	134·3	124·0	126·8	Aug
123·9	124·5	135·2	127·1	126·4	130·3	126·6	124·9	122·1	128·6	124·7	131·5	125·1	127·3	Sept
124·5	123·9	134·2	127·7	127·4	133·5	126·0	129·4	124·4	128·7	128·3	131·6	123·8	128·9	Oct
128·0	124·9	138·3	127·3	131·2	136·4	127·1	132·5	127·0	142·1	131·8	132·8	124·8	131·2	Nov
125·4	127·4	138·3	128·3	131·2	138·8	132·8	139·9	127·5	136·7	129·5	156·6	131·8	135·7	Dec
127·2	128·9	146·4	126·8	131·5	135·2	130·5	133·3	125·2	136·6	130·0	134·1	132·0	131·8	1989 Jan
128·6	129·3	142·9	127·4	132·2	136·8	131·8	133·7	125·1	135·8	131·6	134·2	126·5	132·0	Feb
127·1	130·4	130·1	128·7	133·3	142·7	136·0	137·8	126·2	154·6	131·9	134·9	127·8	134·9	Mar
131·4	130·1	133·0	130·6	133·2	139·9	136·9	135·2	129·9	142·3	131·7	136·3	128·5	135·6	Apr
134·1	132·3	134·8	131·8	136·6	140·3	134·2	136·2	129·3	140·4	132·3	141·2	128·2	135·9	May
135·6	133·0	132·7	133·3	137·5	145·7	137·6	136·0	129·8	141·7	132·7	142·8	131·7	137·6	June
134·6	135·9	129·6	134·0	137·8	143·9	138·0	135·0	133·8	145·5	132·6	144·5	139·4	139·5	July

‡ Excluding sea transport.
†† Excluding private domestic and personal services.
** Index figure remains provisional. Full information relating to staff formerly employed by the Inner London Education Authority is not yet available.

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
1986	198·21	184·98	201·37	176·15	167·36	184·09	186·36	168·16	186·47	148·48
1987	219·89	198·94	215·84	192·92	179·27	210·58	197·89	184·19	197·82	162·93
1988	238·17	216·29	234·67	212·22	196·04	226·97	213·22	197·33	211·36	170·37
1989	253·44	229·61	255·71	229·02	217·18	247·11	231·45	212·40	229·59	181·36
Hours worked										
1983	41·7	45·1	42·8	41·7	41·9	41·0	41·1	42·4	45·2	43·9
1984	42·2	45·1	43·0	42·4	41·9	41·3	41·6	42·8	45·3	44·0
1985	41·9	45·3	42·7	43·0	42·3	40·4	42·1	42·9	45·1	44·2
1986	41·8	45·1	42·9	42·3	41·8	40·2	41·8	42·8	44·9	43·7
1987	42·8	45·3	43·3	43·6	42·6	41·8	42·3	43·6	45·0	44·5
1988	42·8	45·4	43·4	44·2	42·7	42·3	43·3	43·6	45·1	43·4
1989	42·7	45·0	43·6	43·8	43·3	42·3	42·8	43·3	45·0	42·8
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	395·1	382·4	347·0	356·9	292·2
1985	429·6	382·2	438·5	390·6	379·2	422·8	414·8	364·9	383·7	317·9
1986	473·6	410·5	469·1	416·1	400·6	457·8	445·9	392·6	415·7	340·0
1987	513·7	439·3	498·3	442·1	420·8	503·5	467·9	422·8	439·2	366·3
1988	556·2	476·4	541·3	479·7	459·5	536·8	492·6	452·7	468·3	392·7
1989	594·0	509·8	586·1	523·4	501·3	584·0	541·3	490·5	509·9	424·1
FEMALE (full-time on adult rates)										
Weekly earnings										£
1983	92·82	92·40	101·21	97·96	97·18	109·56	101·72	94·00	99·58	77·56
1984	103·02	99·79	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
1986	113·84	112·92	130·58	125·38	117·27	140·86	127·86	115·19	123·21	94·47
1987	124·44	121·14	137·88	131·67	127·08	155·14	138·76	123·99	130·64	102·13
1988	137·36	131·60	147·87	147·78	139·18	174·17	151·51	133·24	144·28	110·05
1989	144·26	139·90	164·11	159·79	148·50	197·97	166·95	145·28	156·58	117·87
Hours worked										
1983	38·5	38·4	38·2	38·7	38·1	38·5	37·7	38·3	39·1	38·1
1984	38·8	38·5	38·5	38·5	38·3	38·5	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
1986	38·9	38·1	39·1	38·8	38·9	38·0	38·9	38·7	39·0	37·6
1987	39·0	38·8	39·1	39·4	39·0	39·0	39·4	39·3	38·7	37·8
1988	39·4	38·8	39·8	40·0	39·6	40·8	39·6	39·4	39·7	37·8
1989	39·6	38·8	40·0	39·7	39·5	40·5	39·0	39·0	40·1	37·4
Hourly earnings										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
1986	293·0	296·1	333·9	323·0	301·5	370·9	328·3	297·3	316·1	251·4
1987	319·2	312·4	352·5	334·4	326·0	397·9	352·3	315·8	337·7	270·1
1988	348·8	339·0	371·5	369·6	351·5	427·4	383·0	338·5	363·5	291·0
1989	364·2	360·6	410·6	402·6	375·6	489·0	427·7	372·5	390·0	315·3
ALL (full-time on adult rates)										
Weekly earnings										£
1983	154·05	145·59	149·79	136·85	122·74	144·12	144·76	128·18	134·32	102·01
1984	166·50	155·58	161·37	149·78	129·34	156·22	156·85	137·66	146·47	108·56
1985	177·90	165·23	174·30	165·16	142·68	167·87	172·71	145·58	156·17	118·15
1986	195·68	175·69	187·43	173·36	148·97	181·07	183·24	157·31	168·55	124·66
1987	216·75	189·58	201·11	189·24	159·36	206·97	195·23	172·10	178·69	135·89
1988	234·83	205·75	217·86	207·98	174·46	223·16	210·12	184·24	192·27	143·59
1989	250·12	218·09	237·12	224·52	190·97	243·88	228·53	197·81	209·25	153·67
Hours worked										
1983	41·6	44·3	41·8	41·5	40·5	40·9	40·9	41·5	43·5	41·4
1984	42·1	44·3	42·2	42·2	40·5	41·1	41·4	41·7	43·5	41·6
1985	41·8	44·5	41·9	42·8	41·0	40·3	42·0	41·9	43·3	41·5
1986	41·8	44·2	42·2	42·1	40·7	40·1	41·6	42·0	43·2	41·0
1987	42·7	44·5	42·5	43·4	41·2	41·6	42·2	42·7	43·2	41·5
1988	42·7	44·6	42·7	44·0	41·5	42·2	43·1	42·7	43·6	40·9
1989	42·6	44·2	42·9	43·5	41·9	42·2	42·6	42·4	43·7	40·4
Hourly earnings										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
1986	468·6	397·8	444·4	411·4	365·8	452·0	440·0	374·6	390·2	304·2
1987	507·8	426·0	473·0	436·2	386·5	497·1	463·1	403·1	413·3	327·4
1988	549·9	461·5	510·6	473·1	420·4	529·1	487·5	431·2	441·2	351·0
1989	587·5	493·0	552·9	516·2	456·0	578·0	536·6	466·9	479·2	380·2

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

5·5 EARNINGS
Index of average earnings: non-manual workers

GREAT BRITAIN April of each year / April 1970=100	Manufacturing industries: Weights	1983	1984	1985	1986	1987	1988	1989	1990
FULL TIME ADULTS*									
Men	699	547·3	604·5	657·5	724·7	776·8	854·3	939·4	1032·0
Women	311	681·4	743·9	807·2	869·4	947·0	1039·4	1162·5	1287·5
Men and women	1,000	569·3	627·3	682·0	748·4	804·6	883·7	975·9	1073·8

* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.
† Adjusted for change in Standard Industrial Classification.

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)	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
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	. .	. .
1986	134·81	163·40	235·17	177·70	182·25	208·70	171·25	. .	. .
1987	142·55	174·76	253·77	190·88	197·92	222·22	180·62	. .	. .
1988	153·01	186·54	269·67	207·04	213·59	237·16	200·01	. .	. .
1989	166·76	193·08	284·81	219·21	229·87	262·63	220·12	. .	. .
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	. .	. .
1986	41·7	43·6	42·1	43·4	42·7	41·3	44·0	. .	. .
1987	42·0	44·4	43·0	43·7	43·5	41·4	44·1	. .	. .
1988	41·5	43·8	42·9	43·7	43·6	41·7	44·6	. .	. .
1989	41·4	42·4	42·9	43·3	43·4	41·9	45·2	. .	. .
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	. .	. .
1986	323·6	374·7	558·6	409·6	426·8	504·9	389·3	. .	. .
1987	339·7	393·9	590·7	436·3	455·1	536·3	409·4	. .	. .
1988	368·4	425·4	628·1	473·6	489·6	568·1	448·3	. .	. .
1989	403·1	455·7	663·6	506·8	529·6	627·1	487·4	. .	. .
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	. .	. .
1986	89·55	121·09	139·81	107·39	110·48	157·49	98·55	. .	. .
1987	96·51	128·43	152·00	113·63	118·79	163·79	104·68	. .	. .
1988	102·63	137·79	163·55	123·37	128·82	183·91	107·21	. .	. .
1989	112·31	145·85	179·34	129·52	139·93	188·28	123·40	. .	. .
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	. .	. .
1986	36·8	38·4	38·7	38·5	38·1	39·4	37·8	. .	. .
1987	37·2	39·1	39·2	38·7	38·4	38·6	38·0	. .	. .
1988	37·0	39·2	39·5	39·3	38·7	39·4	38·4	. .	. .
1989	36·9	38·1	39·8	38·4	38·6	38·8	39·7	. .	. .
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	. .	. .
1986	243·3	315·5	361·3	278·8	289·7	399·4	260·8	. .	. .
1987	259·8	328·3	387·7	293·7	309·5	424·7	275·8	. .	. .
1988	277·7	351·9	414·3	313·7	332·8	466·8	279·5	. .	. .
1989	304·3	383·1	451·0	337·1	362·1	484·8	310·7	. .	. .
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
1986	99·31	159·09	215·74	161·91	164·74	208·03	170·99	193·47	171·02
1987	106·78	170·20	233·61	171·85	178·54	221·48	180·30	206·73	184·10
1988	113·66	181·70	247·94	187·21	192·55	236·44	199·61	218·52	198·57
1989	124·62	188·29	262·12	196·60	207·53	261·48	219·74	233·30	214·47
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	41·7	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
1986	37·9	43·1	41·4	42·3	41·6	41·3	44·0	47·0	42·7
1987	38·2	43·8	42·2	42·5	42·2	41·4	44·1	47·0	43·1
1988	38·0	43·4	42·2	42·7	42·4	41·7	44·6	48·3	43·5
1989	37·9	41·9	42·2	42·0	42·2	41·8	45·1	48·0	43·4
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
1986	262·4	369·4	521·0	382·9	396·1	503·6	388·8	411·3	400·6
1987	279·3	388·2	553·3	404·4	422·7	535·0	409·0	439·5	426·7
1988	299·4	418·8	587·2	438·7	454·1	566·8	447·7	452·5	456·3
1989	328·7	449·0	620·6	467·7	491·6	625·0	486·7	485·9	493·9

* Except sea transport.

	All industries and services: Weights	1983	1984	1985	1986	1987	1988	1989	1990
FULL TIME ADULTS*									
Men	575	556·0	604·4	650·1	708·2	770·7	853·4	937·8	1027·7
Women	425	651·6	697·5	750·9	818·8	883·9	988·1	1097·4	1212·9
Men and women	1,000	581·9	629·6	677·4	738·1	801·3	889·8	981·0	1077·7

Source: New Earnings Survey.
Note: These series were published in Employment Gazette as Table 124 until September 1980, and are described in detail in articles in the issues of May 1972 (pp 431-434) and January 1976 (p19).

5·6 EARNINGS AND HOURS
Average weekly and hourly earnings and hours: full-time manual and non-manual employees on adult rates

GREAT BRITAIN	MANUFACTURING INDUSTRIES *					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
			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
ADULTS										
Manual occupations										
1983	130·0	135·0	42·9	3·14	3·07	129·5	132·7	43·1	3·08	3·00
1984	141·0	146·8	43·5	3·37	3·28	139·0	143·0	43·5	3·29	3·20
1985	153·5	159·2	43·7	3·64	3·51	149·1	153·0	43·7	3·51	3·40
1986	163·9	168·6	43·7	3·88	3·75	159·5	163·2	43·6	3·75	3·63
1987	175·2	181·1	43·8	4·13	3·99	169·4	173·5	43·8	3·98	3·85
1988	188·7	195·5	44·3	4·41	4·24	182·2	187·2	44·2	4·25	4·11
1989	204·1	212·1	44·5	4·76	4·58	203·2	203·2	44·4	4·59	4·44
1990	223·3	231·1	44·3	5·20	5·00	216·2	221·2	44·3	5·01	4·84
Non-manual occupations										
1983	167·1	168·5	38·5	4·30	4·28	157·7	159·1	37·5	4·16	4·14
1984	184·1	186·1	38·7	4·73	4·71	170·5	172·2	37·6	4·49	4·47
1985	200·0	201·5	38·8	5·11	5·08	182·9	184·6	37·7	4·79	4·76
1986	220·3	221·6	38·7	5·61	5·58	199·1	200·9	37·7	5·22	5·19
1987	235·7	237·6	38·8	5·99	5·97	215·0	217·4	37·8	5·63	5·60
1988	258·4	260·3	38·9	6·52	6·49	237·9	240·7	37·9	6·22	6·19
1989	284·3	286·5	39·0	7·19	7·17	261·9	264·9	37·9	6·89	6·83
1990	313·3	315·1	38·9	7·89	7·86	288·4	291·2	37·9	7·51	7·49
All occupations										
1983	142·2	147·0	41·4	3·52	3·47	144·5	147·4	40·1	3·63	3·60
1984	155·2	160·8	41·9	3·81	3·75	155·8	159·3	40·3	3·90	3·87
1985	169·2	174·7	41·9	4·12	4·05	167·4	171·0	40·4	4·17	4·13
1986	183·1	188·6	41·9	4·44	4·38	181·2	184·7	40·4	4·51	4·47
1987	196·0	202·0	42·0	4·74	4·68	194·9	198·9	40·4	4·85	4·81
1988	212·7	219·4	42·3	5·09	5·02	213·6	218·4	40·6	5·29	5·26
1989	231·7	239·5	42·5	5·55	5·48	234·3	239·7	40·7	5·81	5·79
1990	255·1	262·8	42·4	6·09	6·01	258·0	263·1	40·5	6·37	6·34
MEN										
Manual occupations										
1983	141·0	145·5	43·6	3·33	3·26	138·4	141·6	43·8	3·23	3·15
1984	153·6	158·9	44·4	3·58	3·49	148·8	152·7	44·3	3·45	3·36
1985	167·5	172·6	44·6	3·87	3·74	159·8	163·6	44·5	3·68	3·57
1986	178·4	183·4	44·5	4·12	3·99	170·9	174·4	44·5	3·93	3·81
1987	191·2	195·9	44·7	4·38	4·24	182·0	185·5	44·6	4·17	4·04
1988	206·8	212·3	45·2	4·69	4·52	196·3	200·6	45·0	4·46	4·32
1989	223·8	230·6	45·5	5·06	4·89	212·9	217·8	45·3	4·81	4·66
1990	243·7	250·0	45·2	5·51	5·32	233·1	237·2	45·2	5·25	5·09
Non-manual occupations										
1983	191·4	192·9	39·1	4·87	4·87	190·6	191·8	38·4	4·95	4·94
1984	211·7	213·5	39·3	5·38	5·37	207·3	209·0	38·5	5·37	5·36
1985	230·7	232·0	39·3	5·82	5·81	223·5	225·0	38·6	5·75	5·73
1986	254·4	255·7	39·3	6·41	6·40	243·4	244·9	38·6	6·27	6·26
1987	271·9	273·7	39·4	6·84	6·84	263·9	265·9	38·7	6·80	6·79
1988	299·1	300·5	39·4	7·45	7·44	292·1	294·1	38·7	7·49	7·48
1989	329·6	331·5	39·6	8·22	8·23	321·3	323·6	38·8	8·23	8·24
1990	362·3	364·1	39·6	9·03	9·04	352·9	354·9	38·7	9·02	9·02
All occupations										
1983	156·4	161·2	42·2	3·78	3·75	161·1	164·7	41·4	3·93	3·91
1984	171·2	176·8	42·8	4·10	4·06	174·3	178·8	41·7	4·23	4·21
1985	187·2	192·6	42·9	4·44	4·39	187·9	192·4	41·9	4·53	4·50
1986	202·3	207·8	42·9	4·79	4·74	203·4	207·5	41·8	4·89	4·87
1987	217·0	222·3	43·0	5·11	5·07	219·4	224·0	41·9	5·27	5·26
1988	236·3	242·3	43·3	5·50	5·44	240·6	245·8	42·1	5·74	5·73
1989	257·3	264·6	43·6	5·98	5·94	263·5	269·5	42·3	6·28	6·29
1990	282·2	289·2	43·4	6·55	6·50	290·2	295·6	42·2	6·88	6·89
WOMEN										
Manual occupations										
1983	86·7	90·4	39·7	2·28	2·25	85·8	88·1	39·3	2·25	2·23
1984	91·9	96·0	39·9	2·41	2·38	90·8	93·5	39·4	2·38	2·35
1985	100·1	104·5	40·0	2·62	2·57	98·2	101·3	39·5	2·57	2·53
1986	107·0	111·6	40·0	2·79	2·75	104·5	107·5	39·5	2·73	2·69
1987	113·8	119·6	40·3	2·97	2·92	111·4	115·3	39·7	2·92	2·87
1988	121·2	127·9	40·5	3·16	3·10	118·8	123·6	39·8	3·11	3·06
1989	131·2	138·2	40·4	3·42	3·35	129·7	134·9	39·9	3·39	3·33
1990	145·2	152·8	40·5	3·77	3·69	142·2	148·0	39·8	3·72	3·66
Non-manual occupations										
1983	106·2	107·0	37·2	2·85	2·84	115·1	116·1	36·5	3·13	3·12
1984	115·8	117·2	37·4	3·11	3·09	123·0	124·3	36·5	3·34	3·33
1985	125·5	126·8	37·4	3·37	3·35	132·4	133·8	36·6	3·59	3·58
1986	135·8	136·7	37·4	3·63	3·61	144·3	145·7	36·7	3·91	3·89
1987	147·7	149·1	37·5	3·92	3·89	155·4	157·2	36·8	4·18	4·16
1988	161·6	163·3	37·6	4·30	4·28	172·9	175·5	36·9	4·68	4·65
1989	181·3	182·8	37·6	4·82	4·80	192·5	195·0	36·9	5·22	5·20
1990	201·6	202·8	37·6	5·31	5·29	213·0	215·5	36·9	5·76	5·73
All occupations										
1983	94·7	97·9	38·6	2·53	2·51	107·6	109·5	37·2	2·91	2·90
1984	101·7	105·5	38·8	2·71	2·69	114·9	117·2	37·2	3·10	3·09
1985	110·6	114·7	38·8	2·94	2·92	123·9	126·4	37·3	3·34	3·32
1986	119·2	123·2	38·8	3·16	3·13	134·7	137·2	37·3	3·63	3·61
1987	128·2	133·4	39·0	3·39	3·36	144·9	148·1	37·5	3·88	3·86
1988	138·4	144·3	39·2	3·66	3·62	160·1	164·2	37·6	4·31	4·29
1989	152·7	159·1	39·1	4·04	4·00	178·1	182·3	37·6	4·80	4·78
1990	170·3	177·1	39·1	4·48	4·44	197·0	201·5	37·5	5·30	5·28

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

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

GREAT BRITAIN		Total labour costs * (pence per hour)	Percentage shares of labour costs *					
SIC 1980			Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services	All other labour costs †
Manufacturing	1975	161·68	88·1	6·5	0·6	3·9	1·1	-0·2
	1978	244·54	84·3	8·5	0·5	4·8	1·3	0·6
	1981	394·34	82·1	9·0	2·1	5·2	1·3	0·3
	1984	509·80	84·0	7·4	1·3	5·3	1·3	0·7
	1985	555·90	84·4	6·9	1·6	5·1	1·2	0·8
	1986	597·20	84·2	6·8	2·2	4·7	1·2	0·8
	1987	641·20	84·8	6·9	1·8	4·5	1·2	0·8
	1988	692·35	85·2	7·0	1·6	4·2	1·1	0·9
	1989	751·50	85·3	7·1	1·4	4·2	1·1	0·9
Energy (excl. coal) and water supply**	1975	217·22	82·9	6·0	0·6	8·5	1·2	0·8
	1978	324·00	78·2	6·9	0·4	12·2	1·3	1·0
	1981	595·10	75·8	7·0	1·9	13·1	1·3	0·9
	1984	811·41	77·7	5·5	1·9	12·1	1·8	1·1
	1985	847·50	78·4	5·5	2·6	10·7	1·7	1·1
	1986	919·90	75·8	5·3	7·1	9·1	1·6	1·1
	1987	924·80	79·5	5·6	3·8	8·3	1·6	1·2
	1988	937·89	81·9	6·2	1·6	7·4	1·7	1·3
	1989	1,028·20	82·1	6·2	1·5	7·4	1·6	1·2
Construction	1975	156·95	90·2	6·3	0·2	1·7	0·7	0·9
	1978	222·46	86·8	9·1	0·2	2·3	0·8	0·8
	1981	357·43	85·0	9·9	0·6	2·8	0·8	0·9
	1984	475·64	86·0	7·7	0·6	4·1	0·6	1·1
	1985	504·70	86·4	7·7	0·5	3·8	0·6	1·0
	1986	535·90	86·5	7·6	0·7	3·5	0·6	1·0
	1987	566·70	87·1	7·6	0·5	3·3	0·6	0·9
	1988	616·86	87·6	7·6	0·4	3·0	0·6	0·9
	1989	688·80	87·7	7·6	0·3	3·0	0·6	0·8
Distribution	1974	96·54	87·9	6·3	0·2	2·9	1·3	1·4
	1978	192·32	85·1	8·6	0·2	4·3	1·2	0·6
	1981	310·76	83·8	9·2	0·5	4·7	1·1	0·7
	1984	423·07	83·8	7·2	0·3	6·9	1·2	0·6
	1985	444·90	84·7	6·9	0·5	6·2	1·2	0·6
	1986	463·50	85·2	6·8	0·7	5·4	1·2	0·7
	1987	483·10	86·0	6·7	0·7	4·7	1·2	0·7
	1988	511·32	86·8	6·8	0·6	3·9	1·2	0·7
	1989	551·90	87·3	6·9	0·4	3·5	1·1	0·8
Banking, finance and insurance	1974	180·86	73·5	4·3	0·2	15·8	2·0	4·2
	1978	345·65	72·3	6·3	0·1	15·1	5·2	1·0
	1981	581·58	70·3	6·5	0·4	14·7	7·2	0·9
	1984	729·71	73·1	5·3	0·5	13·8	6·2	1·1
	1985	788·78	73·7	5·3	0·9	12·6	6·2	1·3
	1986	864·86	74·4	5·4	1·2	11·4	6·2	1·4
	1987	944·27	75·8	5·6	0·7	10·2	6·2	1·5
	1988	1,011·49	77·1	5·7	0·6	8·8	6·2	1·6
	1989	1,113·52	76·9	5·7	0·9	8·5	6·2	1·8

INDEX OF LABOUR COSTS PER UNIT OF OUTPUT ‡		Manufacturing		Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	
1985 = 100			Per cent change from a year earlier						Per cent change from a year earlier
	1980	83·9	22·2	105·1	88·4	82·6	87·1	78·0	22·9
	1981	91·8	9·3	111·4	94·9	95·5	94·6	86·3	10·6
	1982	95·0	3·5	110·4	96·7	92·9	95·9	89·5	3·7
	1983	93·8	−1·2	103·7	94·5	93·9	94·2	92·4	3·2
	1984	95·7	2·0	88·6	96·4	97·3	96·6	95·9	3·8
	1985	100·0	4·5	100·0	100·0	100·0	100·0	100·0	4·3
	1986	104·4	4·4	97·7	102·8	102·5	102·8	105·0	5·0
	1987	104·8	0·4	97·3	104·4	108·9	105·4	108·9	3·7
	1988	106·0	1·1	104·7	108·5	117·8	110·5	116·0	6·5
	1989	..	..	..	..	..	..	126·0	8·6
	1988 Q1	..	..	..	..	..	..	113·2	5·9
	Q2	..	..	..	..	..	..	114·8	6·2
	Q3	..	..	..	..	..	..	116·5	6·7
	Q4	..	..	..	..	..	..	119·5	7·3
	1989 Q1	..	..	..	..	..	..	121·9	7·7
	Q2	..	..	..	..	..	..	124·6	8·5
	Q3	..	..	..	..	..	..	127·7	9·6
	Q4	..	..	..	..	..	..	129·7	8·5

* *Source:* Department of Employment. See report on labour cost surveys in the September 1990 issue of *Employment Gazette*, p 431-437.
† Employers' liability insurance, benefits in kind, training (excluding wages and salaries element) *less* government contributions (high government contributions in 1975 produced a negative figure for manufacturing).
** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.
‡ *Source:* Central Statistical Office (using national accounts data); quarterly data are seasonally adjusted.

5·8 UNIT WAGE COSTS*
All employees: index for main industrial sectors

GREAT BRITAIN
SIC 1980
1985 = 100

		Manufacturing	Manufacturing: Per cent change from a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	Whole economy: Per cent change from a year earlier
1980		80·1	22·3	102·4	86·2	81·3	85·0	76·1	22·7
1981		87·5	9·3	107·3	92·0	93·4	91·8	83·4	9·6
1982		91·2	4·2	107·2	94·1	91·3	93·4	87·4	4·8
1983		91·6	0·4	101·0	92·6	92·6	92·3	90·5	3·5
1984		94·5	3·2	87·0	95·6	96·7	95·7	94·8	4·8
1985		100·0	5·8	100·0	100·0	100·0	100·0	100·0	5·5
1986		104·2	4·2	99·2	103·6	103·0	103·7	105·6	5·6
1987		106·0	2·0	100·3	106·1	110·0	107·1	110·6	4·7
1988		108·9	2·7	107·8	110·3	119·0	112·3	118·1	6·8
1989		114·3	5·0	. .	. .	. .	. .	129·0	9·2
1985	Q1	96·9	5·1	. .	. .	. .	. .	97·8	6·3
	Q2	98·3	5·2	. .	. .	. .	. .	98·5	4·8
	Q3	101·0	6·2	. .	. .	. .	. .	101·3	6·0
	Q4	103·8	6·6	. .	. .	. .	. .	102·4	4·9
1986	Q1	104·9	8·3	. .	. .	. .	. .	103·8	6·1
	Q2	104·2	6·0	. .	. .	. .	. .	105·3	6·9
	Q3	104·0	3·0	. .	. .	. .	. .	106·1	4·7
	Q4	103·7	–0·1	. .	. .	. .	. .	107·1	4·6
1987	Q1	105·6	0·7	. .	. .	. .	. .	108·1	4·1
	Q2	105·2	1·0	. .	. .	. .	. .	110·0	4·5
	Q3	105·4	1·3	. .	. .	. .	. .	111·1	4·7
	Q4	107·6	3·8	. .	. .	. .	. .	113·3	5·8
1988	Q1	107·6	1·9	. .	. .	. .	. .	114·7	6·1
	Q2	109·3	3·9	. .	. .	. .	. .	117·0	6·4
	Q3	108·3	2·8	. .	. .	. .	. .	119·0	7·1
	Q4	110·4	2·6	. .	. .	. .	. .	121·9	7·6
1989	Q1	110·9	3·1	. .	. .	. .	. .	124·2	8·3
	Q2	113·4	3·8	. .	. .	. .	. .	127·9	9·3
	Q3	115·1	6·3	. .	. .	. .	. .	130·4	9·6
	Q4	118·0	6·9	. .	. .	. .	. .	133·7	9·7
1990	Q1	119·9	8·1	. .	. .	. .	. .	136·1	9·6
	Q2	121·6	7·2	. .	. .	. .	. .	140·2	9·6
1989	Jan	110·0	4·3	. .	. .	. .	. .	. .	. .
	Feb	111·1	1·9	. .	. .	. .	. .	. .	. .
	Mar	111·6	3·0	. .	. .	. .	. .	. .	. .
	Apr	112·7	2·2	. .	. .	. .	. .	. .	. .
	May	113·1	4·0	. .	. .	. .	. .	. .	. .
	June	114·2	4·9	. .	. .	. .	. .	. .	. .
	July	114·5	6·1	. .	. .	. .	. .	. .	. .
	Aug	114·7	5·6	. .	. .	. .	. .	. .	. .
	Sept	116·2	7·2	. .	. .	. .	. .	. .	. .
	Oct	117·0	7·1	. .	. .	. .	. .	. .	. .
	Nov	118·5	7·2	. .	. .	. .	. .	. .	. .
	Dec	118·3	6·2	. .	. .	. .	. .	. .	. .
1990	Jan	118·7	7·9	. .	. .	. .	. .	. .	. .
	Feb	120·7	8·6	. .	. .	. .	. .	. .	. .
	Mar	120·4	7·9	. .	. .	. .	. .	. .	. .
	Apr	120·6	7·0	. .	. .	. .	. .	. .	. .
	May	121·1	7·1	. .	. .	. .	. .	. .	. .
	June	123·3	8·0	. .	. .	. .	. .	. .	. .
	July	124·1	8·4	. .	. .	. .	. .	. .	. .
	Aug	125·8	9·7	. .	. .	. .	. .	. .	. .
Three months ending: 1989	Jan	110·6	3·2	. .	. .	. .	. .	. .	. .
	Feb	110·8	2·8	. .	. .	. .	. .	. .	. .
	Mar	110·9	3·1	. .	. .	. .	. .	. .	. .
	Apr	111·8	2·4	. .	. .	. .	. .	. .	. .
	May	112·5	3·1	. .	. .	. .	. .	. .	. .
	June	113·4	3·8	. .	. .	. .	. .	. .	. .
	July	113·9	5·0	. .	. .	. .	. .	. .	. .
	Aug	114·5	5·5	. .	. .	. .	. .	. .	. .
	Sept	115·1	6·3	. .	. .	. .	. .	. .	. .
	Oct	116·0	6·7	. .	. .	. .	. .	. .	. .
	Nov	117·2	7·2	. .	. .	. .	. .	. .	. .
	Dec	118·0	6·9	. .	. .	. .	. .	. .	. .
1990	Jan	118·5	7·1	. .	. .	. .	. .	. .	. .
	Feb	119·2	7·6	. .	. .	. .	. .	. .	. .
	Mar	119·9	8·1	. .	. .	. .	. .	. .	. .
	Apr	120·6	7·8	. .	. .	. .	. .	. .	. .
	May	120·7	7·3	. .	. .	. .	. .	. .	. .
	June	121·6	7·2	. .	. .	. .	. .	. .	. .
	July	122·8	7·8	. .	. .	. .	. .	. .	. .
	Aug	124·4	8·7	. .	. .	. .	. .	. .	. .

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

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

THOUSAND

	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States
	(1) (2)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(2) (8) (9)	(6) (8)	(8) (10)
Annual averages													Indices 1985 = 100	
1980	61·5	75	70	70·9	59·8	82	33	56	47·0	. .	83	. .	66·0	76
1981	69·6	83	79	77·7	67·2	86	41	65	57·8	. .	86	. .	72·9	84
1982	77·4	88	88	85·4	78·9	90	55	74	67·7	. .	92	. .	78·7	89
1983	84·4	92	92	91·0	87·8	93	66	83	80·9	. .	94	. .	84·9	92
1984	91·7	96	96	95·3	94·6	96	83	92	90·2	97·0	95	90·9	93·0	96
1985	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100·0	100·0	100
1986	107·7	102	103	104·8	104·3	104	113	107	104·8	101·6	102	110·9	107·4	102
1987	116·3	104	106	114·5	107·6	108	124	113	111·5	103·2	103	119·3	114·3	104
1988	126·1	105	111	122·0	111·0	113	146	118	118·3	107·7	104	129·2	123·4	107
1989	137·2	111	117	128·2	115·3	117	. .	. .	125·6	113·5	106	138·6	135·7	110
Quarterly averages														
1989 Q1	133·0	109	115	125·2	112·8	114	167	120	122·4	111·5	105	135·1	131·6	109
Q2	136·3	110	116	128·5	114·3	117	173	121	124·7	113·1	106	135·6	135·5	109
Q3	138·4	110	117	128·6	115·2	118	176	123	126·5	114·1	106	138·5	136·5	110
Q4	141·1	116	120	130·3	116·4	119	. .	. .	128·5	115·4	106	144·3	139·2	111
1990 Q1	145·0	113	121	131·0	117·7	120	. .	. .	131·4	116·5	107	148·3	141·6	112
Q2	149·0	. .	123	. .	119·4	121	. .	. .	. .	120·8	109	. .	148·0	113
Monthly														
1989 June	136·3	110	116	128·3	. .	. .	. .	121	125·8	114·6	106	. .	135·1	109
July	137·8	. .	116	130·6	115·2	118	. .	. .	126·3	113·1	106	. .	137·3	110
Aug	137·9	. .	117	126·6	. .	. .	. .	. .	126·5	115·6	106	. .	135·1	109
Sept	139·5	110	118	128·7	. .	. .	. .	123	126·8	113·5	106	. .	137·3	111
Oct	140·1	. .	119	129·5	116·4	119	. .	. .	126·8	113·4	106	. .	138·3	110
Nov	140·8	. .	120	129·7	. .	. .	. .	. .	129·1	115·3	106	. .	138·5	111
Dec	142·5	116	120	131·8	. .	. .	. .	. .	129·7	117·5	106	. .	140·9	112
1990 Jan	142·9	. .	121	131·3	117·7	120	. .	. .	131·3	119·4	107	. .	140·1	111
Feb	144·8	. .	121	130·3	. .	. .	. .	. .	131·4	114·6	107	. .	141·5	112
Mar	147·4	113	122	131·5	. .	. .	. .	. .	131·5	115·5	107	. .	143·3	112
Apr	148·4	. .	122	133·4	119·4	121	. .	. .	131·5	116·8	109	. .	147·1	113
May	148·8	. .	123	134·1	. .	. .	. .	. .	134·4	117·9	109	. .	147·7	113
June	149·7	114	123	. .	. .	. .	. .	. .	. .	127·7	109	. .	149·3	114
July	150·9	. .	. .	. .	. .	. .	. .	. .	. .	117·9	. .	. .	. .	114

Increases on a year earlier

	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States
Annual averages														
1980	18	9	9	11	15	6	27	22	22	. .	4	. .	9	9
1981	13	11	13	10	12	5	24	16	23	. .	4	. .	10	11
1982	11	6	11	10	17	5	34	14	17	. .	7	. .	8	6
1983	9	5	5	7	11	3	20	12	19	. .	2	. .	8	3
1984	9	4	4	5	8	3	26	11	11	. .	1	. .	10	4
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	4
1986	8	2	3	5	4	4	13	7	5	2	2	11	7	2
1987	8	2	3	9	3	4	10	6	6	2	1	8	6	2
1988	8	1	5	7	3	5	18	4	6	4	1	8	8	3
1989	9	6	5	5	4	4	. .	. .	6	5	2	7	10	3
Quarterly averages														
1989 Q1	9	6	6	6	3	4	20	4	6	5	1	9	10	3
Q2	9	6	5	5	4	4	20	5	6	6	2	7	9	3
Q3	9	5	5	4	4	4	21	5	6	6	1	6	10	3
Q4	8	6	6	4	4	4	. .	. .	7	5	1	8	10	3
1990 Q1	9	4	5	5	4	5	. .	. .	7	4	2	10	8	3
Q2	9	. .	6	. .	4	3	. .	. .	. .	7	3	. .	9	4
Monthly														
1989 June	9	6	5	5	. .	. .	. .	5	6	6	2	. .	10	3
July	9	. .	5	4	4	4	. .	. .	6	7	1	. .	10	3
Aug	9	. .	6	4	. .	. .	. .	. .	6	5	1	. .	11	3
Sept	9	5	5	4	. .	. .	. .	5	6	5	1	. .	11	4
Oct	9	. .	5	4	4	4	. .	. .	6	4	1	. .	10	3
Nov	8	. .	6	4	. .	. .	. .	. .	7	5	1	. .	10	3
Dec	8	6	7	4	. .	. .	. .	. .	7	7	1	. .	10	3
1990 Jan	8	. .	5	5	4	5	. .	. .	8	6	2	. .	10	2
Feb	8	. .	5	4	. .	. .	. .	. .	8	4	2	. .	6	3
Mar	11	4	6	5	. .	. .	. .	. .	7	4	2	. .	7	3
Apr	9	. .	5	4	4	3	. .	. .	7	4	3	. .	9	4
May	9	. .	6	4	. .	. .	. .	. .	7	5	3	. .	8	4
June	10	. .	6	. .	. .	. .	. .	. .	. .	11	3	. .	4	5
July	10	. .	. .	. .	. .	. .	. .	. .	. .	4	. .	. .	. .	4

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.

6·1 RETAIL PRICES
Recent movements in the all-items index and in the index excluding seasonal foods

(*Source:* Central Statistical Office)

		All items				All items except seasonal foods		
		Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over	
			1 month	6 months	12 months		1 month	6 months
1989	Sept	116·6	0·7	3·8	7·6	117·0	0·7	4·1
	Oct	117·5	0·8	2·8	7·3	117·9	0·8	3·1
	Nov	118·5	0·9	3·0	7·7	118·9	0·8	3·3
	Dec	118·8	0·3	2·9	7·7	119·0	0·1	2·9
1990	Jan	119·5	0·6	3·5	7·7	119·6	0·5	3·2
	Feb	120·2	0·6	3·8	7·5	120·3	0·6	3·5
	Mar	121·4	1·0	4·1	8·1	121·4	0·9	3·8
	Apr	125·1	3·0	6·5	9·4	125·1	3·0	6·1
	May	126·2	0·9	6·5	9·7	126·3	1·0	6·2
	June	126·7	0·4	6·6	9·8	126·9	0·5	6·6
	July	126·8	0·1	6·1	9·8	127·3	0·3	6·4
	Aug	128·1	1·0	6·6	10·6	128·5	0·9	6·8
	Sept	129·3	0·9	6·5	10·9	129·8	1·0	6·9

Between August and September there was a sharp rise in petrol prices. In addition there were increases for a wide range of other goods and services; most notably for clothing and household goods with the end of summer sales, telephone charges, entertainment and recreation, and catering.
Food: Seasonal food prices fell by 0·6 per cent between August and September. Fresh vegetables rose in price but other seasonal food prices were lower. The index for non-seasonal food rose by 0·3 per cent during the period mainly because of increases in the price of milk, biscuits and cakes and other processed foods. These were partially offset by falls in the price of butter and lamb. For food as a whole, the index rose by 0·2 per cent in the month to stand 8·1 per cent higher than in September 1989.
Catering: There were price increases throughout this group. Its index rose by 1·1 per cent in the month.
Alcoholic drinks: There were increases throughout the group, most notably for pub prices and the group index rose by 0·6 per cent.
Tobacco: The index for the group as a whole rose by 0·1 per cent.
Housing: The increase of 0·5 per cent in the index for this group was mainly the result of the continuing rise in costs for owner occupiers. There were also increases for DIY materials..
Fuel and light: The 0·8 per cent rise in the group's index was due mainly to a further sharp rise in the price of domestic heating oil. There were also increases in coal prices as summer discounts ended.
Household goods: There were increases particularly for furniture, furnishings and some electrical goods as summer sales ended and new stock arrived. The group index rose by 0·9 per cent overall.
Clothing and footwear: The end of summer sales and arrival of the new season's stocks led to price increases across this group, causing its index to rise by 2·3 per cent.
Personal goods and services: Price increases throughout this group meant that the index rose by 0·9 per cent over the month.
Motoring expenditure: The rise of 2·3 per cent in the index for this group was mainly caused by a further sharp increase in petrol prices.
Fares and other travel costs: The index rose by 0·2 per cent between August and September.
Leisure goods: Increases throughout the group, particularly for magazines, resulted in an overall rise of 0·4 per cent over the month.
Leisure services: Increases in recreation and entertainment charges pushed this group's index up by 2·3 per cent between August and September.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for September 11

	Index Jan 1987 =100	Percentage change over (months)	
		1	12
ALL ITEMS	**129·3**	**0·9**	**10·9**
Food and catering	**122·2**	**0·4**	**8·3**
Alcohol and tobacco	**123·5**	**0·4**	**10·3**
Housing and household expenditure	**143·6**	**0·8**	**15·9**
Personal expenditure	**119·3**	**1·8**	**6·0**
Travel and leisure	**123·5**	**1·7**	**8·4**
All items excluding seasonal food	**129·8**	**1·0**	**10·9**
All items excluding food	**131·1**	**1·2**	**11·5**
Seasonal food	**111·5**	**–0·6**	**10·7**
Food excluding seasonal	**121·8**	**0·3**	**7·6**
All items excluding housing	**121·6**	**1·1**	**8·1**
All items excluding mortgage interest	**124·9**	**1·0**	**9·5**
Consumer durables	**112·5**	**1·6**	**4·3**
Food	**120·3**	**0·2**	**8·1**
Bread	121·1		6
Cereals	125·3		8
Biscuits and cakes	122·3		9
Beef	123·9		1
Lamb	106·8		5
of which, home-killed lamb	104·0		8
Pork	126·0		8
Bacon	130·0		10
Poultry	119·6		11
Other meat	120·9		10
Fish	120·7		13
of which, fresh fish	131·7		21
Butter	120·7		–1
Oil and fats	119·2		10
Cheese	120·9		5
Eggs	110·9		0
Milk fresh	125·1		11
Milk products	128·5		8
Tea	134·8		19
Coffee and other hot drinks	90·3		–8
Soft drinks	138·7		12
Sugar and preserves	131·2		10
Sweets and chocolates	109·4		4
Potatoes	114·0		1
of which, unprocessed potatoes	103·6		–10
Vegetables	112·1		10
of which, other fresh vegetables	105·9		13
Fruit	118·6		18
of which, fresh fruit	119·1		21
Other foods	121·8		8
Catering	**129·1**	**1·1**	**9·4**
Restaurant meals	129·7		9
Canteen meals	128·8		10
Take-aways and snacks	128·5		10
Alcoholic drink	**127·4**	**0·6**	**11·1**
Beer	130·2		11
on sales	131·4		12
off sales	120·9		8
Wines and spirits	123·4		11
on sales	127·0		11
off sales	120·8		11
Tobacco	**115·2**	**0·1**	**8·3**
Cigarettes	115·5		8
Tobacco	113·3		8
Housing	**171·0**	**0·5**	**23·7**
Rent	140·2		13
Mortgage interest payments	220·7		31
Rates and community charges	171·8		34
Water and other payments	148·4		14
Repairs and maintenance charges	124·9		8
Do-it-yourself materials	125·3		10
Dwelling insurance and ground rent	178·4		5
Fuel and light	**119·5**	**0·8**	**9·6**
Coal and solid fuels	106·2		5
Electricity	126·2		9
Gas	112·4		7
Oil and other fuels	140·3		48
Household goods	**116·7**	**0·9**	**5·2**
Furniture	118·7		7
Furnishings	118·3		5
Electrical appliances	106·2		1
Other household equipment	120·6		7
Household consumables	125·7		7
Pet care	110·4		5
Household services	**121·7**	**1·8**	**7·5**
Postage	112·6		6
Telephones, telemessages, etc	111·5		8
Domestic services	131·1		11
Fees and subscriptions	128·0		6
Clothing and footwear	**116·4**	**2·3**	**4·9**
Men's outerwear	115·9		5
Women's outerwear	112·6		3
Children's outerwear	118·0		5
Other clothing	120·2		6
Footwear	118·4		6
Personal goods and services	**124·9**	**0·8**	**8·0**
Personal articles	109·0		4
Chemists' goods	128·0		10
Personal services	138·0		10
Motoring expenditure	**126·3**	**2·3**	**9·7**
Purchase of motor vehicles	119·9		3
Maintenance of motor vehicles	130·8		11
Petrol and oil	133·7		24
Vehicles tax and insurance	128·9		4
Fares and other travel costs	**125·0**	**0·2**	**7·5**
Rail fares	128·2		9
Bus and coach fares	126·5		5
Other travel costs	121·2		9
Leisure goods	**112·9**	**0·4**	**4·7**
Audio-visual equipment	89·2		–1
Records and tapes	101·0		2
Toys, photographic and sport goods	115·0		6
Books and newspapers	131·7		8
Gardening products	124·1		7
Leisure services	**127·7**	**2·3**	**9·0**
Television licences and rentals	110·0		4
Entertainment and other recreation	139·1		11

Notes: 1 Indices are given to one decimal place to provide as much information as is available, but precision is greater at higher levels of aggregation, that is at sub-group and group levels.
2 The structure of the published components of the index was recast in February 1987. (See general notes under *table 6·7*.)

RETAIL PRICES 6·3
Average retail prices of selected items

Average retail prices on September 11 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

It is only possible to calculate a meaningful average price for fairly standard items; that is, those which do not vary between retail outlets.

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

Average prices on September 11, 1990

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS			
Beef: home-killed			
Best beef mince	316	155	128–199
Topside	262	267	238–310
Brisket (without bone)	242	188	159–216
Rump steak *	308	381	320–419
Stewing steak	308	170	128–220
Lamb: home-killed			
Loin (with bone)	302	227	179–308
Shoulder (with bone)	306	112	89–148
Leg (with bone)	289	194	159–248
Lamb: imported (frozen)			
Loin (with bone)	197	188	158–219
Shoulder (with bone)	189	98	89–124
Leg (with bone)	209	166	149–198
Pork: home-killed			
Leg (foot off)	261	147	112–199
Belly *	289	107	89–129
Loin (with bone)	317	174	149–209
Shoulder (with bone)	252	154	118–189
Bacon			
Streaky *	270	135	112–159
Gammon *	272	221	172–268
Back, vacuum packed	166	219	170–289
Back, not vacuum packed	195	209	182–229
Ham (not shoulder), per 4oz	297	78	56–96
Sausages			
Pork	316	104	85–126
Beef	229	99	76–119
Pork luncheon meat, 12oz can	171	56	54–75
Corned beef, 12oz can	194	100	89–109
Chicken: roasting, oven ready			
Frozen, oven ready	234	80	69–105
Fresh or chilled 3lb,	267	102	88–159
Fresh and smoked fish			
Cod fillets	220	265	210–320
Haddock fillets	225	281	229–320
Mackerel, whole	193	101	70–135
Kippers, with bone	233	110	90–140
Canned (red) salmon, half size can	188	169	159–186
Bread			
White loaf, sliced, 800g	319	50	44–66
White loaf, unwrapped, 800g	259	65	59–70
White loaf, unsliced, 400g	288	42	39–46
Brown loaf, sliced, small	287	43	41–47
Brown loaf, unsliced, 800g	243	68	62–73
Flour			
Self raising, per 1·5kg	202	54	49–59
Butter			
Home produced, per 250g	279	62	55–70
New Zealand, per 250g	264	59	56–63
Danish, per 250g	274	71	69–75
Margarine			
Soft 500g tub	284	39	31–77
Low fat spread	539	49	39–58
Lard, per 250g	256	17	16–24
Cheese			
Cheddar type	289	151	129–195
Eggs			
Size 2 (65–70g), per dozen	253	114	89–138
Size 4 (55–60g), per dozen	202	102	90–118
Milk			
Pasteurised, per pint	320	31	26–31
Skimmed, per pint	277	30	25–31
Tea			
loose, per 125g	301	54	43–68
Tea bags, per 250g	302	127	92–145
Coffee			
Pure, instant, per 100g	600	129	89–169
Ground (filter fine), per 8oz	270	142	109–209
Sugar			
Granulated, per kg	306	64	61–66
Fresh vegetables			
Potatoes, old loose			
White	226	13	9–17
Red	75	13	10–15
Potatoes, new loose	0	0	0
Tomatoes	313	49	40–59
Cabbage, greens	281	34	20–49
Cabbage, hearted	284	29	20–39
Cauliflower, each	306	54	45–69
Brussels sprouts	185	55	36–75
Carrots	319	26	18–32
Onions	325	27	16–36
Mushrooms, per 4oz	314	34	28–40
Cucumber, each	322	60	49–75
Lettuce - iceberg	303	65	50–78
Fresh fruit			
Apples, cooking	294	45	32–58
Apples, dessert	304	49	36–60
Pears, dessert	297	49	40–59
Oranges, each	302	21	13–25
Bananas	320	52	39–58
Grapes	295	88	59–125
ITEMS OTHER THAN FOOD			
Draught bitter, per pint	656	113	97–125
Draught lager, per pint	675	126	110–140
Whisky per nip	669	85	75–96
Gin, per nip	670	85	75–97
Cigarettes 20 king size filter	3,811	166	135–175
Coal, per 50kg	358	577	470–710
Smokeless fuel per 50kg	425	772	640–920
4–star petrol, per litre	606	51	49–51
Unleaded petrol ord. per litre	590	47	46–48

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

6·4 RETAIL PRICES
General index of retail prices

RETAIL PRICES
General index of retail prices 6·4

(*Source:* Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food: All	Food: Seasonal † food	Food: Non-seasonal food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
Weights 1974	1,000	747	951·2–925·5	80	253	47·5–48·8	204·2–205·5	51	70	43	124	52	64	91	63	135	54
1975	1,000	768	961·9–966·3	77	232	33·7–38·1	193·9–198·3	48	82	46	108	53	70	89	71	149	52
1976	1,000	772	958·0–960·8	90	228	39·2–42·0	186·0–188·8	47	81	46	112	56	75	84	74	140	57
1977	1,000	753	953·3–955·8	91	247	44·2–46·7	200·3–202·8	45	83	46	112	58	63	82	71	139	54
1978	1,000	767	966·5–969·6	96	233	30·4–33·5	199·5–202·6	51	85	48	113	60	64	80	70	140	56
1979	1,000	768	964·0–966·6	93	232	33·4–36·0	196·0–198·6	51	77	44	120	59	64	82	69	143	59
1980	1,000	786	966·8–969·6	93	214	30·4–33·2	180·9–183·6	41	82	40	124	59	69	84	74	151	62
1981	1,000	793	969·2–971·9	104	207	28·1–30·8	176·2–178·9	42	79	36	135	62	65	81	75	152	66
1982	1,000	794	965·7–967·6	99	206	32·4–34·3	171·7–173·6	38	77	41	144	62	64	77	72	154	65
1983	1,000	797	971·5–974·1	109	203	25·9–28·5	174·5–177·1	39	78	39	137	69	64	74	75	159	63
1984	1,000	799	966·1–968·7	102 Feb–Nov 87 Dec–Jan	201	31·3–33·9	167·1–169·8	36	75	36	149	65	69	70	76	158	65
1985	1,000	810	970·3–973·2	86	190	26·8–29·7	160·3–163·2	45	75	37	153	65	65	75	77	156	62
1986	1,000	815	973·3–976·0	83 Feb–Nov 60 Dec–Jan	185	24·0–26·7	158·3–161·0	44	82	40	153	62	63	75	81	157	58
Annual averages																	
1974	108·5	109·3	108·4	108·4	106·1	103·0	106·9	108·2	109·7	115·9	105·8	110·7	107·9	109·4	111·2	111·0	106·8
1975	134·8	135·3	135·1	147·5	133·3	129·8	134·3	132·4	135·2	147·7	125·5	147·4	131·2	125·7	138·6	143·9	135·5
1976	157·1	156·4	156·5	185·4	159·9	177·7	156·8	157·3	159·3	171·3	143·2	182·4	144·2	139·4	161·3	166·0	159·5
1977	182·0	179·7	181·5	208·1	190·3	197·0	189·1	185·7	183·4	209·7	161·8	211·3	166·8	157·4	188·3	190·3	173·3
1978	197·1	195·2	197·8	227·3	203·8	180·1	208·4	207·8	196·0	226·2	173·4	227·5	182·1	171·0	206·7	207·2	192·0
1979	223·5	222·2	224·1	246·7	228·3	211·1	231·7	239·9	217·1	247·6	208·9	250·5	201·9	187·2	236·4	243·1	213·9
1980	263·7	265·9	265·3	307·9	255·9	224·5	262·0	290·0	261·8	290·1	269·5	313·2	226·3	205·4	276·9	288·7	262·7
1981	295·0	299·8	296·9	368·0	277·5	244·7	283·9	318·0	306·1	358·2	318·2	380·0	237·2	208·3	300·7	322·6	300·8
1982	320·4	326·2	322·0	417·6	299·3	276·9	303·5	341·7	341·4	413·3	358·3	433·3	243·8	210·5	325·8	343·5	331·6
1983	335·1	342·4	337·1	440·9	308·8	282·8	313·8	364·0	366·5	440·9	367·1	465·4	250·4	214·8	345·6	366·3	342·9
1984	351·8	358·9	353·1	454·9	326·1	319·0	327·8	390·8	387·7	489·0	400·7	478·8	256·7	214·6	364·7	374·7	357·3
1985	373·2	383·2	375·4	478·9	336·3	314·1	340·9	413·3	412·1	532·5	452·3	499·3	263·9	222·9	392·2	392·5	381·3
1986	385·9	396·4	387·9	496·6	347·3	336·0	350·0	439·5	430·6	584·9	478·1	506·0	266·7	229·2	409·2	390·1	400·5
1975 Jan 14	119·9	120·4	120·5	119·9	118·3	106·6	121·1	118·7	118·2	124·0	110·3	124·9	118·3	118·6	125·2	130·3	115·8
1976 Jan 13	147·9	147·9	147·6	172·8	148·3	158·6	146·6	146·2	149·0	162·6	134·8	168·7	140·8	131·5	152·3	157·0	154·0
1977 Jan 18	172·4	169·3	170·9	198·7	183·1	214·8	177·1	172·3	173·7	193·2	154·1	198·8	157·0	148·5	176·2	178·9	166·8
1978 Jan 17	189·5	187·6	190·2	220·1	196·1	173·9	200·4	199·5	188·9	222·8	164·3	219·9	175·2	163·6	198·6	198·7	186·6
1979 Jan 16	207·2	204·3	207·3	234·5	217·5	207·6	219·5	218·7	198·9	231·5	190·3	233·1	187·3	176·1	216·4	218·5	202·0
1980 Jan 15	245·3	245·5	246·2	274·7	244·8	223·6	248·9	267·8	241·4	269·7	237·4	277·1	216·1	197·1	258·8	268·4	246·9
1981 Jan 13	277·3	280·3	279·3	348·9	266·7	225·8	274·7	307·5	277·7	296·6	285·0	355·7	231·0	207·5	293·4	299·5	289·2
1982 Jan 12	310·6	314·6	311·5	387·0	296·1	287·6	297·5	329·7	321·8	392·1	350·0	401·9	239·5	207·1	312·5	330·5	325·6
1983 Jan 11	325·9	332·6	328·5	441·4	301·8	256·8	310·3	353·7	353·7	426·2	348·1	467·0	245·8	210·9	337·4	353·9	337·6
1984 Jan 10	342·6	348·9	343·5	445·8	319·8	321·3	319·8	378·5	376·1	450·8	382·6	469·3	252·3	210·4	353·3	370·8	350·6
1985 Jan 15	359·8	367·8	361·8	465·9	330·6	306·9	335·6	401·8	397·9	508·1	416·4	487·5	257·7	217·4	378·4	379·6	369·7
1986 Jan 14	379·7	390·2	381·9	489·7	341·1	322·8	344·9	426·7	423·8	545·7	463·7	507·0	265·2	225·2	402·9	393·1	393·1
1987 Jan 13	394·5	405·6	396·4	502·1	354·0	347·3	355·9	454·8	440·7	602·9	502·4	506·1	265·6	230·8	413·0	399·7	408·8

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries **	Consumer durables	Food: All	Food: Seasonal †	Food: Non-seasonal food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods *	Household services *	Clothing and footwear	Personal goods and services *	Motoring expenditure *	Fares and other travel *	Leisure goods *	Leisure services *
1988	1,000	837	975	840	958	54	141	163	25	138	50	78	36	160	55	74	41	72	37	132	23	50	29
1989	1,000	846	977	825	940	46	135	154	23	131	49	83	36	175	54	71	41	73	37	128	23	47	29
1990	1,000	842	976	815	925	—	132	158	24	134	47	77	34	185	50	71	40	69	39	131	21	48	30
1987 Annual averages	101·9	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7	100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
1988	106·9	107·3	107·0	105·8	106·6	106·7	103·7	104·6	102·4	105·0	109·6	106·9	103·4	112·5	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
1989	115·2	116·1	115·5	111·5	112·9	—	107·2	110·5	105·0	111·6	116·5	112·9	106·4	135·3	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1
1987 Jan 13	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1988 Jan 12	103·3	103·4	103·3	103·2	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7	101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6
1988 Sept 13	108·4	109·1	108·7	106·9	107·8	109·0	104·3	104·8	97·2	106·1	111·1	108·4	103·7	116·5	103·6	107·2	107·8	104·8	107·8	109·7	108·8	104·5	110·6
Oct 18	109·5	110·4	109·8	107·4	108·3	109·2	105·3	104·9	97·1	106·4	111·7	109·1	104·2	120·7	103·7	107·6	108·2	106·9	108·1	110·2	109·2	105·0	110·5
Nov 15	110·0	110·9	110·3	107·8	108·7	109·3	105·7	105·7	98·8	107·0	112·1	109·1	105·1	122·1	103·9	107·9	108·7	107·6	108·8	110·1	109·5	104·9	111·6
Dec 13	110·3	111·0	110·5	108·0	108·9	109·3	105·9	106·5	101·5	107·4	112·4	108·9	105·2	122·5	104·1	107·9	108·8	107·9	109·1	109·8	109·6	105·0	111·7
1989 Jan 17	111·0	111·7	111·2	108·5	109·4	110·9	104·5	107·4	103·2	108·2	113·1	109·9	105·6	124·6	104·2	107·5	110·3	105·9	110·4	110·6	112·9	105·1	112·1
Feb 14	111·8	112·5	111·9	109·0	109·9	110·9	105·3	107·7	103·4	108·5	113·5	110·5	105·7	127·0	104·2	108·3	110·8	107·2	110·9	111·0	113·2	105·5	122·2
Mar 14	112·3	113·0	112·4	109·4	110·4	110·9	105·8	108·3	104·8	108·9	114·1	110·9	105·8	127·7	104·3	108·9	110·9	107·7	111·1	111·8	113·3	105·7	112·3
Apr 18	114·3	115·2	114·4	110·6	112·2	114·2	107·0	109·6	108·0	109·9	115·0	111·5	105·8	134·0	105·4	109·5	111·7	109·8	113·1	114·2	113·4	106·0	113·5
May 16	115·0	115·9	115·1	111·3	112·9	114·7	107·5	110·3	109·9	110·4	115·6	111·9	105·8	134·7	106·4	109·9	111·8	110·5	113·7	115·2	114·6	107·2	114·3
June 13	115·4	116·3	115·6	111·6	113·2	115·9	107·6	110·7	109·3	111·0	116·2	112·2	105·9	135·5	107·6	110·1	111·8	110·6	114·0	115·5	115·6	107·4	114·5
July 18	115·5	116·6	115·9	111·6	113·2	116·5	106·5	110·1	100·6	111·9	116·8	112·9	105·8	136·6	108·4	110·0	112·2	108·6	114·9	115·4	115·9	107·6	115·2
Aug 15	115·8	116·9	116·2	111·8	113·4	116·8	106·7	110·6	100·8	112·3	117·4	114·0	105·8	137·4	108·7	110·5	112·2	108·7	115·3	114·6	116·1	107·6	115·6
Sept 12	116·6	117·6	117·0	112·5	114·1	116·9	107·9	111·3	100·7	113·2	118·0	114·7	106·4	138·2	109·0	110·9	113·2	111·0	115·6	115·1	116·3	107·8	117·2
Oct 17	117·5	118·5	117·9	113·3	114·9	117·2	108·8	112·4	101·5	114·4	118·9	115·5	107·7	139·6	109·4	115·5	114·2	112·3	116·3	115·4	116·6	108·7	117·4
Nov 14	118·5	119·5	118·9	113·8	115·3	117·4	109·3	113·5	106·2	114·8	119·5	115·4	108·1	143·9	109·7	111·8	115·1	113·0	116·7	115·0	117·0	109·9	118·4
Dec 12	118·8	119·7	119·0	114·0	115·5	—	109·5	114·5	111·1	115·1	120·1	115·5	108·2	144·8	110·0	112·2	115·2	113·2	117·3	114·0	117·1	110·0	118·4
1990 Jan 16	119·5	120·2	119·6	114·6	116·1	—	108·0	116·0	116·3	116·0	121·2	116·3	108·3	145·8	110·6	112·0	116·3	110·8	118·6	115·0	117·5	110·1	119·6
Feb 13	120·2	120·9	120·3	115·3	116·7	—	109·1	117·0	118·7	116·7	121·8	117·1	108·4	146·7	109·9	112·8	116·7	112·4	119·4	115·4	121·4	110·5	119·9
Mar 13	121·4	122·1	121·4	115·9	117·3	—	109·9	117·7	119·6	117·3	122·4	117·8	108·4	151·0	110·1	113·9	116·8	113·3	120·2	116·0	121·5	111·0	120·0
Apr 10	125·1	126·3	125·1	117·6	121·1	—	111·0	118·8	123·4	118·0	123·9	121·5	112·4	165·4	111·7	114·5	117·1	115·0	121·1	118·8	121·8	111·5	122·8
May 15	126·2	127·4	126·3	118·8	122·1	—	111·6	120·1	123·6	119·4	125·0	123·8	114·8	166·7	114·3	115·1	117·9	115·6	121·7	119·4	122·4	112·2	123·4
June 12	126·7	128·0	126·9	119·1	122·5	—	111·5	120·0	118·3	120·3	125·9	124·3	115·0	167·6	116·0	115·5	118·4	115·3	122·0	119·9	123·8	112·3	124·1
July 17	126·8	128·4	127·3	119·1	122·6	—	109·7	118·8	108·1	120·7	127·1	125·8	115·0	169·0	116·7	114·7	119·3	112·5	122·8	120·7	124·2	112·1	124·4
Aug 14	128·1	129·6	128·5	120·3	123·7	—	110·7	120·0	112·2	121·4	127·7	126·7	115·1	170·1	118·6	115·7	119·5	113·8	123·9	123·5	124·8	112·5	124·8
Sept 11	129·3	131·1	129·8	121·6	124·9	—	112·5	120·3	111·5	121·8	129·1	127·4	115·2	171·0	119·5	116·7	121·7	116·4	124·9	126·3	125·0	112·9	127·7

† For the February, March and April 1988 indices the weights for seasonal and non–seasonal food were 24 and 139 respectively. Thereafter the weight for home–killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non–seasonal item) correspondingly reduced by 1, in the light of new information about their relative shares of household expenditure.

** The Nationalised Industry index is no longer published from December 1989, see also General Notes under *table 6·7*.

* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 issue of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpjul to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below *table 6·7*).

6·5 RETAIL PRICES
General index of retail prices: percentage changes on a year earlier for main sub-groups

(*Source:* Central Statistical Office)

UNITED KINGDOM	All Items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services
1974 Jan 15	12·0	20·1	20·7	1·7	0·4	10·5	5·8	9·8	13·5	7·3	9·8	12·2
1975 Jan 14	19·9	18·3	18·7	18·2	24·0	10·3	24·9	18·3	18·6	25·2	30·3	15·8
1976 Jan 13	23·4	25·4	23·2	26·1	31·1	22·2	35·1	19·0	10·9	21·6	20·5	33·0
1977 Jan 18	16·6	23·5	17·9	16·6	18·8	14·3	17·8	11·5	12·9	15·7	13·9	8·3
1978 Jan 17	9·9	7·1	15·8	8·8	15·3	6·6	10·6	11·6	10·2	12·7	11·1	11·8
1979 Jan 16	9·3	10·9	9·6	5·3	3·9	15·8	6·0	6·9	7·6	9·0	10·0	8·3
1980 Jan 15	18·4	12·6	22·5	21·4	16·5	24·8	18·9	15·4	11·9	19·6	22·8	22·2
1981 Jan 13	13·0	8·9	14·8	15·0	10·0	20·1	28·4	6·9	5·3	13·4	11·6	17·1
1982 Jan 12	12·0	11·0	7·2	15·9	32·2	22·8	13·0	3·7	–0·2	6·5	10·4	12·6
1983 Jan 11	4·9	1·9	7·3	9·9	8·7	–0·5	16·2	2·6	1·8	8·0	7·1	3·7
1984 Jan 10	5·1	6·0	7·0	6·3	5·8	9·9	0·5	2·6	–0·3	4·7	4·8	3·9
1985 Jan 15	5·0	3·4	6·2	5·8	12·7	8·8	3·9	2·1	3·3	7·1	2·4	5·4
1986 Jan 14	5·5	3·2	6·2	6·5	7·4	11·4	4·0	2·9	3·6	6·5	3·6	6·3
1987 Jan 13	3·9	3·8	6·6	4·0	10·5	8·3	–0·2	0·2	2·5	2·5	1·7	4·0

		All Items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
1988	Jan 12	3·3	2·9	6·4	3·7	1·4	3·9	–1·7	3·3	5·0	1·1	4·3	5·1	5·1	2·8	3·6
1988	Sept 13	5·9	4·4	6·5	5·4	4·0	11·6	5·2	4·4	4·8	2·9	5·8	4·4	6·4	2·6	8·5
	Oct 18	6·4	3·8	6·7	5·4	3·7	15·1	5·8	4·2	4·8	4·5	5·4	4·6	6·4	2·3	7·0
	Nov 15	6·4	4·0	6·5	5·6	4·0	15·6	5·7	3·6	4·7	4·6	4·7	4·5	6·2	1·7	7·6
	Dec 13	6·8	4·0	6·2	5·6	4·0	17·9	6·0	3·5	4·6	4·4	4·8	4·6	6·2	1·7	7·8
1989	Jan 17	7·5	4·4	6·3	6·0	4·1	19·9	6·0	4·1	5·0	4·7	5·8	5·2	7·4	2·2	8·2
	Feb 14	7·8	4·0	6·0	6·0	4·0	21·8	6·3	4·2	5·2	5·2	5·9	5·7	7·1	2·1	8·2
	Mar 14	7·9	4·2	6·1	6·0	4·1	22·0	6·6	4·2	5·2	4·7	5·7	5·9	7·3	2·3	8·2
	Apr 18	8·0	5·0	6·0	5·1	2·5	21·9	6·4	4·3	5·7	6·5	6·7	6·7	7·2	2·0	4·8
	May 16	8·3	5·3	6·2	5·0	2·0	23·1	5·7	4·2	5·5	5·4	7·0	7·4	7·4	2·8	5·4
	June 13	8·3	5·6	6·1	5·1	2·2	23·4	5·1	4·3	5·3	5·0	6·9	6·7	8·1	3·1	5·6
	July 18	8·2	5·9	6·5	5·4	2·3	24·0	4·6	3·9	4·8	5·1	7·3	5·7	7·4	3·1	6·4
	Aug 15	7·3	5·9	6·3	5·8	2·1	18·7	5·1	3·8	4·5	5·2	7·3	4·7	6·9	2·8	6·5
	Sept 12	7·6	6·2	6·2	5·8	2·6	18·6	5·2	3·5	5·0	5·9	7·2	4·9	6·9	3·2	6·0
	Oct 17	7·3	7·1	6·4	5·9	3·4	15·7	5·5	3·6	5·5	5·1	7·6	4·7	6·8	3·5	6·2
	Nov 14	7·7	7·4	6·6	5·8	2·9	17·9	5·6	3·6	5·9	5·0	7·3	4·5	6·8	4·8	6·1
	Dec 12	7·7	7·5	6·9	6·1	2·9	18·2	5·7	4·0	5·9	4·9	7·5	3·8	6·8	4·8	6·0
1990	Jan 16	7·7	8·0	7·2	5·8	2·6	17·0	6·1	4·2	5·4	4·6	7·4	4·0	4·1	4·8	6·7
	Feb 13	7·5	8·6	7·3	6·0	2·6	15·5	5·5	4·2	5·3	4·9	7·7	4·0	7·2	4·7	6·9
	Mar 13	8·1	8·7	7·3	6·2	2·5	18·2	5·6	4·6	5·3	5·2	8·2	3·8	7·2	5·0	6·9
	Apr 10	9·4	8·4	7·7	9·0	6·2	23·4	6·0	4·6	4·8	4·7	7·1	4·0	7·4	5·2	8·2
	May 15	9·7	8·9	8·1	10·6	8·5	23·8	7·4	4·7	5·5	4·6	7·0	3·6	6·8	4·7	8·0
	June 12	9·8	8·4	8·3	10·8	8·6	23·7	7·8	4·9	5·9	4·2	7·0	3·8	7·1	4·6	8·4
	July 17	9·8	7·9	8·8	11·4	8·7	23·7	7·7	4·3	6·3	3·6	6·9	4·6	7·2	4·2	8·0
	Aug 14	10·6	8·5	8·8	¶11·1	8·8	23·8	9·1	4·7	6·5	4·7	7·5	7·8	7·5	4·6	8·0
	Sept 11	10·9	8·1	9·4	11·1	8·3	23·7	9·6	5·2	7·5	4·9	8·0	9·7	7·5	4·7	9·0

Notes: See notes under *table 6·7*.

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

UNITED KINGDOM	One–person pensioner households				Two–person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	231·1	238·5	211·3	217·7	233·1	239·8
1980	250·7	262·1	268·9	275·0	248·9	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	384·3	375·4	379·6	379·9	382·0	367·4	371·0	372·2	375·3
1987 January	386·5				384·2				377·8			
JAN 13, 1987 = 100												
1987	100·3	101·2	100·9	102·0	100·3	101·3	101·1	102·3	100·3	101·5	101·7	102·9
1988	102·8	104·6	105·3	106·6	103·1	104·8	105·5	106·8	103·6	105·5	106·4	107·7
1989	108·0	110·0	111·0	113·2	108·2	110·4	111·3	113·4	109·0	111·2	112·0	113·7
1990 *	115·3	118·1			115·4	118·3			115·2	118·5		

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

RETAIL PRICES 6·7
Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											**JAN 15, 1974 = 100**
1983	336·2	300·7	358·2	366·7	441·6	462·3	255·3	215·3	393·9	422·3	311·5
1984	352·9	320·2	384·3	386·6	489·8	479·2	263·0	215·5	417·3	438·3	321·3
1985	370·1	330·7	406·8	410·2	533·3	502·4	274·3	223·4	451·6	458·6	343·1
1986	382·0	340·1	432·7	428·4	587·2	510·4	281·3	231·0	468·4	472·1	357·0
1987 January	386·5	344·6	448·5	438·4	605·5	510·5	..	231·7	..	..	..
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1983	333·3	296·7	358·2	377·3	440·6	461·2	257·4	223·8	383·9	393·1	320·6
1984	350·4	315·6	384·3	399·9	488·5	479·2	264·3	223·9	405·8	407·0	331·1
1985	367·6	325·1	406·7	425·5	531·6	503·1	275·8	232·4	438·1	429·9	353·8
1986	379·2	334·6	432·9	445·3	584·4	511·3	281·2	239·5	456·0	428·5	368·4
1987 January	384·2	338·8	448·8	456·0	602·3	512·2	..	240·5	..	..	..
GENERAL INDEX OF RETAIL PRICES											
1983	329·8	308·8	364·0	366·5	440·9	465·4	250·4	214·8	345·6	366·3	342·9
1984	343·9	326·1	390·8	387·7	489·0	478·8	256·7	214·6	364·7	374·7	357·3
1985	360·7	336·3	413·3	412·1	532·5	499·3	263·9	222·9	392·2	392·5	381·3
1986	371·5	347·3	439·5	430·6	584·9	506·0	266·7	229·2	409·2	390·1	400·5
1987 January	377·8	354·0	454·8	440·7	602·9	506·1	..	230·8	..	..	..

UNITED KINGDOM	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi-ture	Fares and other travel costs	Leisure goods	Leisure services
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS													**JAN 13, 1987 = 100**	
1987	101·1	101·1	102·8	101·8	100·2	99·1	102·1	101·1	101·1	102·3	102·9	102·8	103·5	100·4
1988	104·8	104·6	109·7	106·4	103·5	101·3	106·2	104·5	104·5	109·1	107·9	108·7	109·3	103·3
1989	110·6	110·8	116·7	111·9	106·5	106·8	110·9	109·1	109·3	119·3	115·1	114·9	116·2	106·1
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101·2	101·1	102·8	101·8	100·1	99·1	102·2	100·9	101·2	102·3	103·0	102·8	103·4	100·5
1988	105·0	104·7	109·6	106·7	103·4	101·4	106·1	103·8	104·5	108·8	107·4	108·7	109·4	103·7
1989	110·9	111·0	116·5	112·4	106·4	106·8	110·5	107·9	109·4	118·3	114·2	115·2	116·3	106·7
GENERAL INDEX OF RETAIL PRICES														
1987	101·6	101·1	102·8	101·7	100·1	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6
1988	105·8	104·6	109·6	106·9	103·4	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1
1989	111·5	110·5	116·5	112·9	106·4	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1

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

GENERAL NOTES—RETAIL PRICES

The responsibility for the Retail Prices Index has beeen transferred from the Department of Employment to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette* as at present. Similar arrangements also apply to the tables on household spending from the Family Expenditure Survey (*tables 7·1, 7·2* and *7·3*), responsibility for which has also passed to the Central Statistical Office.

Following the recommendations of the Retail Prices Index Advisory Committee, the index has been re-referenced to make January 13, 1987=100.

Details of all changes following the Advisory Committee report can be found in the article on p 185 of the April 1987 issue of *Employment Gazette*.

Calculations

Calculations of price changes which involve periods spanning the new reference date are made as follows:

$$\%\text{change} = \frac{\begin{array}{c}\text{Index for later month}\\ \text{(Jan 1987=100)}\end{array} \quad \text{X} \quad \begin{array}{c}\text{Index for Jan 1987}\\ \text{(Jan 1974=100)}\end{array}}{\text{Index for earlier month (Jan 1974=100)}} - 100$$

For example, to find the percentage change in the index for all items between June 1986 and October 1987, take the index for October 1987 (102.9), multiply it by the January1987 index on the 1974 base (394.5), then divide by the June 1986 index (385.8). Subtract 100 from the result and this will show that the index increased by 5.2 per cent between those months.

A complete set of indices for January 1987 can be found in *table 6.2* on pp 120-121 of the March 1987 issue of *Employment Gazette*.

Structure

With effect from February 1987 the structure of the published components has been recast. In some cases, therefore, no direct comparison of the new component with the old is possible. The relationship between the old and the new index structure is shown in the September 1986 issue of *Employment Gazette* (p 379).

Definitions

Seasonal food: Items of food the prices of which show significant seasonal variations.These are fresh fruit and vegetables, fresh fish, eggs and home-killed lamb.

Nationalised industries: Index for goods and services mainly produced by nationalised industries. These are coal and solid fuels, electricity, water, sewerage and environmental charges (from August 1976), rail fares and postage. Telephone charges were included until December 1984, gas until December 1986, and bus fares until January 1989. From December 1989 the Nationalised Industries index is no longer published. Industries remaining nationalised in December 1989 were coal, electricity, postage and rail.

Consumer durables: Furniture, furnishings, electrical appliances and other household equipment, men's, women's and children's outerwear and footwear, audio-visual equipment, records and tapes, toys, photographic and sports goods.

6·8 RETAIL PRICES
Selected countries

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·4	103·5	101·3	103·6	99·9	123·0	108·8	102·7	103·8	105·8	100·3
1987	107·7	106·9	102·9	107·8	100·1	143·2	114·5	105·9	107·1	110·9	100·2
1988	113·0	110·7	104·1	112·7	101·4	162·5	120·0	108·7	109·4	116·5	101·7
1989	121·8	116·4	107·3	118·1	104·2	184·9	128·2	112·5	113·9	123·8	105·1
Monthly											
1989 Sept	123·3	117·4	108·4	119·0	104·3	190·7	130·7	113·2	. .	124·8	105·8
Oct	124·2	118·1	108·5	119·7	104·7	194·6	131·2	113·7	. .	125·8	106·4
Nov	125·3	118·5	108·4	120·2	104·9	196·3	131·5	114·0	115·6	126·5	106·6
Dec	125·6	118·9	108·8	120·2	105·2	199·9	132·0	114·1	. .	127·0	106·7
1990 Jan	126·3	119·6	109·2	119·5	105·8	201·3	133·2	114·4	. .	128·2	107·5
Feb	127·1	120·2	109·4	119·7	106·2	201·4	134·0	114·6	116·7	129·2	107·6
Mar	128·3	120·8	109·7	120·2	106·3	209·0	134·5	115·0	. .	129·7	107·6
Apr	132·3	121·8	110·2	120·2	106·5	212·6	134·9	115·4	. .	130·2	108·1
May	133·4	122·3	110·2	121·1	106·7	218·9	134·9	115·7	117·1	130·6	108·3
June	133·9	122·7	110·3	120·8	106·8	223·8	135·3	115·9	. .	131·2	108·3
July	134·1	123·0P	110·7	120·4	106·8	223·2	137·0	116·2	. .	131·7P	108·5
Aug	135·4	123·8P	111·3	121·7	107·1	224·5	137·7	116·9	118·2	132·5P	109·0
Sep	136·7	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .
Increases on a year earlier											Per cent
Annual averages											
1985	6·1	6·1	4·9	4·7	2·2	19·3	7·8	5·9	5·4	9·2	4·1
1986	3·4	3·6	1·3	3·6	–0·3	23·0	8·8	2·7	3·8	5·8	0·3
1987	4·2	3·3	1·6	4·1	0·3	16·4	5·2	3·1	3·2	4·8	–0·1
1988	4·9	3·6	1·2	4·5	1·2	13·5	4·8	2·6	2·1	5·0	1·5
1989	7·8	5·1	3·1	4·8	2·8	13·8	6·8	3·5	4·1	6·3	3·3
Monthly											
1989 Sept	7·6	5·1	3·5	4·7	2·8	14·3	6·8	3·4	. .	6·3	3·6
Oct	7·3	5·2	3·6	5·1	3·2	13·8	7·1	3·6	. .	6·3	3·9
Nov	7·7	5·3	3·6	4·8	3·0	14·0	7·4	3·7	4·6	6·1	3·8
Dec	7·7	5·3	3·6	4·8	3·0	14·8	6·9	3·6	. .	6·3	3·9
1990 Jan	7·7	5·2	3·6	3·7	2·7	15·9	6·8	3·4	. .	6·6	4·0
Feb	7·5	5·3	3·4	3·2	2·7	16·5	7·3	3·4	4·2	6·5	3·8
Mar	8·1	5·3	3·4	3·0	2·7	17·8	7·0	3·4	. .	6·3	3·5
Apr	9·4	5·4	3·2	2·4	2·3	17·9	7·0	3·2	. .	6·2	3·6
May	9·7	5·4	3·1	2·4	2·3	21·0	6·8	3·0	3·5	6·0	3·4
June	9·8	5·4	3·0	2·5	2·3	21·7	6·6R	3·0	. .	6·1	3·1
July	9·8	5·5P	3·0	2·1	2·4	21·6	6·2	3·0	. .	6·3P	3·0
Aug	10·6	5·9P	3·3	2·6	2·8	21·9	6·5	3·5	3·0	6·7P	3·3
Sep	10·9	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .

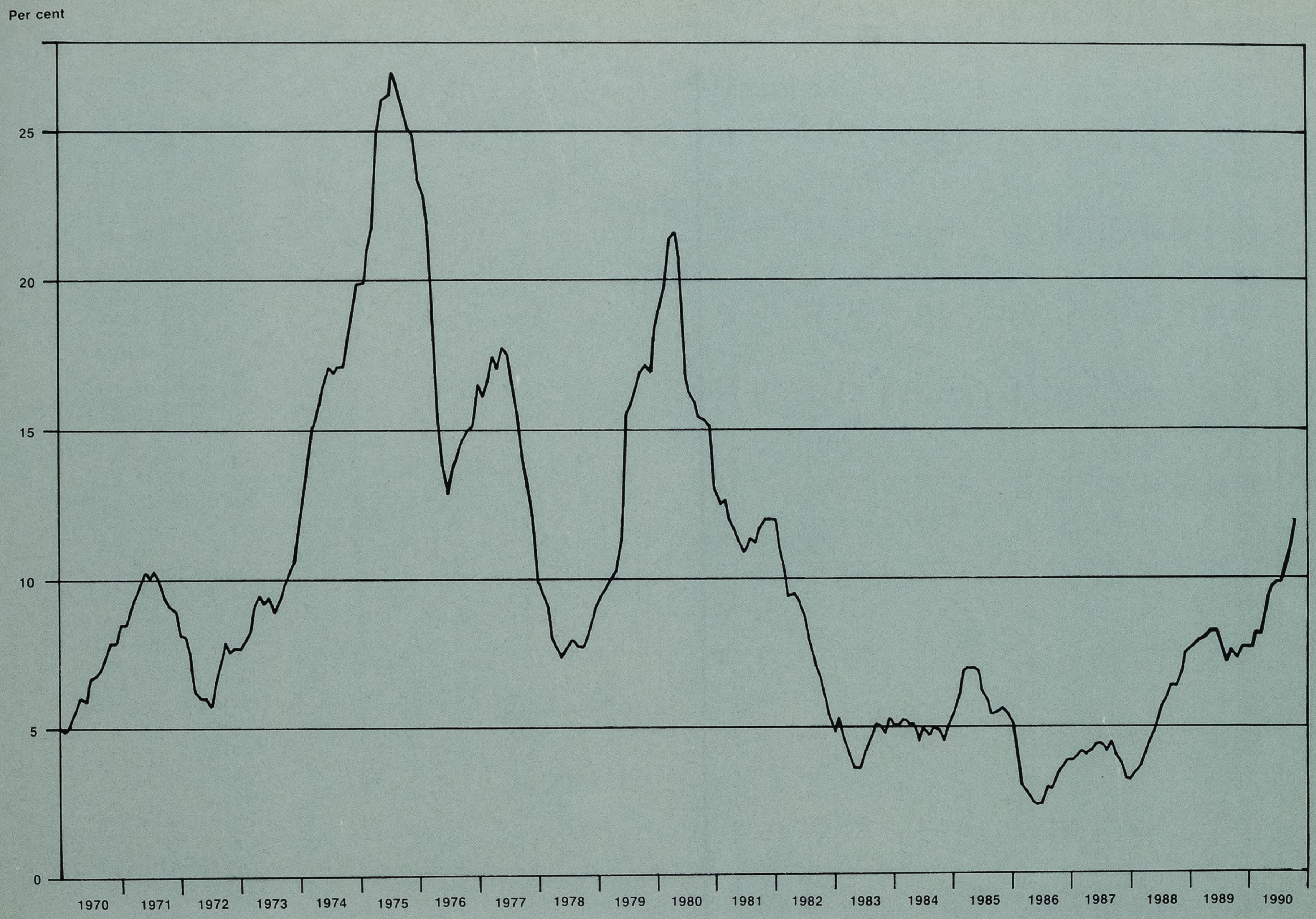
Source: Eurostat

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

RETAIL PRICES Selected countries 6·8

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
Annual averages										
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	100·2	111·7	101·9	100·6	100·8	101·7	107·2	104·2	103·6	104·1
1987	99·8	122·2	105·7	100·7	102·2	103·1	116·5	108·6	107·1	108·7
1988	100·6	133·9	110·0	101·4	104·2	105·1	124·3	114·9	112·6	113·1
1989	101·7	150·8	115·3	103·7	107·4	107·8	130·0	122·3	120·0	118·7
Monthly										
1989 Sep	102·5	153·9	116·2	104·8	107·8	108·5	131·4	123·7	121·9	120·0
Oct	102·6	154·7	116·8	105·6	108·1	108·5	131·6	124·7	122·4	120·4
Nov	102·6	156·3	117·1	104·5	109·4	108·1	131·6	125·0	122·3	120·8
Dec	102·6	158·0	117·3	104·6	110·2	108·5	131·5	125·4	123·0	120·7
1990 Jan	102·4	160·7	118·5	104·8	110·8	109·2	132·5	129·4	124·8	121·8
Feb	102·8	164·4	119·0	105·1	111·2	110·0	133·0	130·0	125·3	122·5
Mar	103·2	165·4	119·7	105·5	111·6	110·1	134·5	133·6	125·7	122·9
Apr	103·7	167·4	119·9	106·3	111·8	110·4	134·5	133·5	126·4	123·0
May	103·8	169·2	120·1	107·1	112·3	110·5R	134·8	134·2	127·0	123·6
June	103·7	169·8	120·8	106·5	112·5	110·8	135·2	134·1	127·3	124·1
July	104·0	171·0	121·3	106·6	112·6	112·2	135·4	135·4	127·5	124·7R
Aug	104·4	173·1	122·4	106·9P	113·8	112·9	135·2	136·3	128·1	124·7
Sep	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .
Increases on a year earlier	Per cent									
Annual averages										
1985	2·3	19·6	3·5	2·0	3·4	3·3	5·5	7·4	6·3	4·2
1986	0·2	11·8	1·9	0·6	0·8	1·7	7·2	4·2	3·6	4·2
1987	–0·4	9·3	3·7	0·1	1·4	1·4	8·7	4·2	3·7	4·4
1988	0·8	9·6	4·1	0·7	2·0	1·9	6·7	5·8	4·9	4·0
1989	1·1	12·6	4·8	2·3	3·1	2·6	4·6	6·4	6·6	5·0
Monthly										
1989 Sept	1·3	12·7	4·3	2·6	3·4	2·5	4·2	6·4	6·7	5·2
Oct	1·3	12·3	4·5	2·9	3·7	2·8	4·2	6·4	7·1	5·1
Nov	1·2	11·7	4·7	2·3	4·5	2·5	4·3	6·5	6·8	5·2
Dec	1·3	11·6	4·6	2·6	5·0	2·9	4·2	6·6	6·6	5·1
1990 Jan	2·0	12·1	5·2	3·0	5·0	2·9	4·2	8·7	7·6	5·5
Feb	2·1	13·1	5·3	3·6	4·9	3·1	4·3	8·6	7·5	5·4
Mar	2·1	12·8	5·2	3·5	5·0	3·1	4·5	11·2	6·6	5·3
Apr	2·1	12·9	4·7	2·5	4·7	3·1	4·0	10·0	6·1	5·0
May	2·2	14·0	4·4	2·7	5·0	3·0	3·9	10·2	6·3	4·5
June	2·2	13·6	4·7	2·2	5·0	2·9	3·6	8·7R	5·6	4·3
July	2·3	13·3	4·8	2·5	5·3	3·0	3·6	10·8	5·8	4·1
Aug	2·4	12·7	5·6	2·9P	6·1	3·3	3·8	11·1	6·2	4·1
Sep	. .	. .	. .	. .	. .	. .	. .	. .	. .	. .

C3 RETAIL PRICES INDEX
Increases over previous year



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	Hotels and other tourist accommodation 665, 667	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism -related industries
Self-employed *							
1981		48·0	51·7	1·6	36·4	18·4	156·1
Employees in employment							
1984	Mar	200·5	239·5	136·6	202·1	311·2	1,089·9
	June	213·1	251·7	137·6	265·7	333·6	1,201·7
	Sept	216·2	259·8	137·0	262·0	330·1	1,205·1
	Dec	209·5	258·1	138·6	226·3	313·3	1,145·8
1985	Mar	207·5	254·8	136·2	221·6	316·6	1,136·7
	June	222·8	266·4	139·7	268·5	373·0	1,270·4
	Sept	226·1	259·3	139·3	270·1	364·3	1,259·2
	Dec	220·8	258·5	141·2	231·4	325·8	1,177·8
1986	Mar	215·3	249·9	137·1	226·5	322·0	1,150·8
	June	229·2	259·8	138·2	270·5	370·9	1,268·6
	Sept	227·7	264·3	138·5	268·4	362·0	1,260·9
	Dec	225·2	263·4	139·2	232·3	331·2	1,191·2
1987	Mar	223·8	257·0	138·4	220·9	328·5	1,168·6
	June	240·4	263·1	136·9	265·4	375·1	1,280·9
	Sept	242·2	264·1	139·9	270·1	367·0	1,283·3
	Dec	243·7	266·7	143·6	243·5	350·9	1,248·4
1988	Mar	240·9	258·8	139·9	236·9	357·8	1,234·3
	June	258·6	266·1	141·4	275·2	381·3	1,322·6
	Sept	257·2	273·6	140·6	279·3	384·7	1,335·4
	Dec	258·9	274·4	146·3	241·7	359·2	1,280·5
1989	Mar	255·2	269·9	141·6	247·1	358·7	1,272·6
	June	272·4	279·8	141·8	283·9	393·6	1,371·5
	Sept	273·1	282·9	144·3	288·3	401·2	1,389·8
	Dec	271·2	287·0	145·9	257·3	369·0	1,330·2
1990	Mar	270·1	278·2	142·8	254·9	372·2	1,318·2
	June	284·5	288·3	144·8	293·6	418·6	1,429·7
Change June 1990 on June 1989							
Absolute (thousands)		+12·1	+8·5	+3·0	+9·7	+24·9	+58·2
Percentage		+4·4	+3·0	+2·1	+3·4	+6·3	+4·2

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

1981	163	1986	211
1983	159	1987	200
1984	187	1988	204
1985	190	1989 P	191

† These are comparable with the estimates for all industries and services shown in *table 1·4*.

Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)
1981	2,970	3,272	–302
1982	3,188	3,640	–452
1983	4,003	4,090	–87
1984	4,614	4,663	–49
1985	5,442	4,871	+571
1986	5,553	6,083	–530
1987	6,260	7,280	–1,020
1988	6,184	8,216	–2,032
1989	6,877	9,290	–2,413
Percentage change 1989/1988	+11	+13	

		Overseas visitors to the UK		UK residents abroad		Balance	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1989	Q1	1,187	1,716	1,591	2,375	–404	–659
	Q2	1,495	1,613	2,122	2,152	–627	–539
	Q3	2,532	1,690	3,703	2,273	–1,171	–583
	Q4	1,663	1,858	1,874	2,490	–211	–632
1990 P	Q1	1,398	2,077	1,713	2,567	–315	–490
	Q2 (e)	1,730	1,847	2,605	2,654	–875	–807
1989	Jan	411	535	486	749	–75	–214
	Feb	304	552	527	879	–223	–327
	Mar	472	629	579	747	–107	–118
	Apr	435	537	597	728	–162	–191
	May	483	536	637	674	–154	–138
	June	577	540	887	750	–310	–210
	July	871	577	1,031	724	–160	–147
	Aug	906	557	1,364	776	–458	–219
	Sept	754	556	1,308	773	–554	–217
	Oct	637	575	939	794	–302	–219
	Nov	470	597	506	803	–36	–206
	Dec	556	686	428	893	+128	–207
1990 P	Jan	498	642	589	913	–91	–271
	Feb	407	746	490	820	–83	–74
	Mar	493	689	634	834	–141	–145
	Apr (e)	500	579	715	866	–215	–287
	May (e)	575	662	755	877	–180	–215
	June (e)	655	606	1,135	911	–480	–305
	July (e)	860	601	1,120	847	–260	–246

(e) Rounded to the nearest £5 million.
For further details see Business Monitors MQ6 and MA6 *Overseas Travel and Tourism*, available from HMSO.
Source: International Passenger Survey.

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

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1977		12,281		2,377	7,770	2,134
1978		12,646		2,475	7,865	2,306
1979		12,486		2,196	7,873	2,417
1980		12,421		2,082	7,910	2,429
1981		11,452		2,105	7,055	2,291
1982		11,636		2,135	7,082	2,418
1983		12,464		2,836	7,164	2,464
1984		13,644		3,330	7,551	2,763
1985		14,449		3,797	7,870	2,782
1986		13,897		2,843	8,355	2,699
1987		15,566		3,394	9,317	2,855
1988		15,799		3,272	9,669	2,859
1989		17,204		3,448	10,626	3,130
1989	Q1	3,344	4,430	550	2,201	593
	Q2	4,119	4,109	941	2,515	664
	Q3	5,957	4,145	1,229	3,531	1,197
	Q4	3,784	4,520	728	2,380	676
1990 P	Q1	3,422	4,812	608	2,124	689
	Q2 (e)	4,510	4,375	1,080	2,550	880
1989	Jan	1,134	1,445	190	711	233
	Feb	872	1,416	140	562	169
	Mar	1,338	1,569	220	928	191
	Apr	1,262	1,382	200	893	168
	May	1,340	1,394	314	783	243
	June	1,518	1,333	428	839	253
	July	2,070	1,397	461	1,240	369
	Aug	2,255	1,358	420	1,397	439
	Sept	1,632	1,390	348	895	389
	Oct	1,450	1,447	313	850	288
	Nov	1,186	1,528	222	744	219
	Dec	1,148	1,545	192	786	169
1990 P	Jan	1,220	1,561	224	721	273
	Feb	997	1,634	150	661	186
	Mar	1,205	1,617	234	741	230
	Apr (e)	1,400	1,380	230	950	220
	May (e)	1,480	1,538	380	780	320
	June (e)	1,630	1,457	470	820	340
	July (e)	2,130	1,500	440	1,270	420

Notes: See table 8·2.

8·4 TOURISM
Visits abroad by UK residents

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1977		11,525		619	9,866	1,040
1978		13,443		782	11,517	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		21,610		914	18,944	1,752
1986		24,949		1,167	21,877	1,905
1987		27,447		1,559	23,678	2,210
1988		28,828		1,823	24,519	2,486
1989		30,831		2,195	25,991	2,645
1989	Q1	5,420	8,182	330	4,327	763
	Q2	7,694	7,449	531	6,564	599
	Q3	11,649	7,516	819	10,120	710
	Q4	6,067	7,684	515	4,980	572
1990 P	Q1	5,390	8,478	375	4,185	830
	Q2 (e)	8,400	8,024	600	7,090	710
1989	Jan	1,728	2,775	128	1,324	276
	Feb	1,631	2,780	85	1,314	232
	Mar	2,060	2,627	117	1,689	254
	Apr	2,136	2,467	146	1,737	253
	May	2,399	2,491	167	2,073	159
	June	3,160	2,491	219	2,754	187
	July	3,361	2,427	207	2,974	180
	Aug	4,402	2,585	284	3,862	256
	Sept	3,886	2,504	328	3,284	275
	Oct	3,015	2,559	263	2,532	219
	Nov	1,650	2,451	137	1,333	181
	Dec	1,401	2,674	116	1,114	172
1990 P	Jan	1,850	3,067	125	1,402	323
	Feb	1,569	2,663	102	1,262	205
	Mar	1,971	2,748	148	1,522	302
	Apr (e)	2,590	2,767	160	2,160	270
	May (e)	2,520	2,652	180	2,100	240
	June (e)	3,290	2,605	260	2,830	200
	July (e)	3,370	2,494	200	2,880	290

Notes: See table 8·2.

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

Measure	Great Britain		Scotland		Wales	
	September	August	September	August	September	August
Enterprise Allowance Scheme	62,412	64,097	5,814	5,956	4,282	4,419
Job Release Scheme	2,298	2,509	111	124	97	105
Jobshare	103	112	13	11	6	6
Jobstart Allowance	2,141 *	2,289 †	341 *	384 †	235 *	251 †
Restart interviews	884,347 **		133,176 **		52,718 **	

* Live cases as at September 28, 1990.
† Live cases as at August 31, 1990.
** Cumulative figures for the period Apri l2, 1990 to September 28, 1990.

OTHER FACTS AND FIGURES 9·3
Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, August 4 1990 to September 7 1990 †	3,448
Registered as disabled on April 17, 1990 ‡	355,591

† Not including placings through displayed vacancies.
‡ Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications.

OTHER FACTS AND FIGURES 9·7
Regional Development Grants: Apr–June 1990

	North East	North West	Yorkshire and Humberside	East Midlands	South West	Scotland	Wales	Great Britain
Original scheme	31,000	—	—	7,000	—	1,939,000	441,000	2,418,000
Revised scheme	7,575,000	4,372,000	1,556,000	1,309,000	149,000	11,392,000	4,241,000	30,594,000

Note: For inquiries about these figures, see footnote to table 9·8.

9·8 OTHER FACTS AND FIGURES
Regional Development Grants of over £25,000 (original scheme) and over £100,000 (revised scheme): Apr-June 1990 *

Region and company	Area †	Value (£)
ORIGINAL SCHEME		
Scotland		
Motorola	East Kilbride	1,198,000
National Semiconductor	East Kilbride	538,000
Burr Brown	Livingston	152,000
Total		**1,888,000**
Wales		
Dow Corning Ltd	Barry	276,000
Banco Hispano Americano Ltd	Cwmbran	69,000
Total		**345,000**
REVISED SCHEME		
Scotland		
Canon Scotland Business Machines Ltd	Bathgate	202,000
Digital Equipment Scotland Ltd	Bathgate	470,000
Laidlaw Drew Ltd	Bathgate	201,000
NCR (Manufacturing) Ltd	Dundee	1,220,000
Plus Weave Ltd	Dundee	120,000
Tootal UK Ltd	Dundee	862,000
Torbrex Engineering Ltd	Dundee	179,000
Eclipse Blinds Ltd	Glasgow	201,000
Hoover plc	Glasgow	234,000
Isola Werke UK Ltd	Glasgow	138,000
JLG Industries (UK) Ltd	Glasgow	185,000
Linn Products Ltd	Glasgow	101,000
M and A Thomson Litho Ltd	Glasgow	120,000
OKI (UK) Ltd	Glasgow	222,000
OKI Electric Industry Co Ltd	Glasgow	454,000
Rocep-Lusol Holdings Ltd	Glasgow	120,000
Scottish Foam Ltd	Glasgow	110,000
Seagate Technology Ltd	Glasgow	123,000
Thor Ceramics Ltd	Glasgow	178,000
Compaq Computer Ltd	Greenock	1,583,000
Compaq Computer Manufacturing Ltd	Greenock	193,000
James Blair and Son Ltd	Greenock	229,000
Lithgows Electronics Ltd	Greenock	150,000
Robert Wilson and Sons (Est 1849) Ltd	Irvine	234,000
Unitex Ltd	Irvine	295,000
Blackwood Bros Ltd	Kilmarnock	124,000
Douglas Reyburn and Co Ltd	Kilmarnock	362,000
Total		**8,610,000**
Wales		
Ready Roasted Chickens Ltd	Aberdare	285,000
Gillet Exhaust Manufacturing Ltd	Blaenau, Gwent and Abergavenny	204,000
Delta Accessories and Dom Switchgear Ltd	Holyhead	106,000
Klockner Pentapack Ltd	Merthyr and Rhymney	297,000
Senior Tift Ltd	Merthyr and Rhymney	162,000
TRW Cam Gears Ltd	Neath and Port Talbot	117,000
British Airways Engine Overhaul Ltd	Pontypridd and Rhondda	397,000
Race Electronics Ltd	Pontypridd and Rhondda	453,000
Hoya Lens UK Ltd	Wrexham	198,000
Tsuda (UK) Co Ltd	Wrexham	140,000
W A Turner Ltd	Wrexham	128,000
Total		**2,487,000**
East Midlands		
Habasit (GB) Ltd	Corby	128,000
Johnsen and Jorgensen Plastics Ltd	Corby	318,000
Total		**445,000**
North East		
Tallent Engineering Ltd	Bishop Auckland	688,000
Swilynn (UK) Ltd	Hartlepool	228,000
Amberley Foods Ltd	Middlesbrough	185,000
Impak Teeside Ltd	Middlesbrough	132,000
Blue Ridge Care Ltd	Newcastle Upon Tyne	153,000
British Engines Ltd	Newcastle Upon Tyne	446,000
Cookson Entek Ltd	Newcastle Upon Tyne	462,000
Frame Clothing Ltd	Newcastle Upon Tyne	114,000
George Blair plc	Newcastle Upon Tyne	134,000
Peter Vassallo Ltd	Newcastle Upon Tyne	108,000
Vickers plc	Newcastle Upon Tyne	177,000
Crompton Parkinson Ltd	South Tyneside	248,000
Rohm and Haas (UK) Ltd	South Tyneside	210,000
Cookson Laminox Ltd	Sunderland	120,000
Homeworthy Furniture Ltd	Sunderland	255,000
Liebherr-Great Britain Ltd	Sunderland	123,000
Redland Bricks Ltd	Sunderland	170,000
Steels Engineering Ltd	Sunderland	224,000
Total		**4,175,000**
North West		
Coopind (UK) Ltd	Liverpool	186,000
Credit and Data Marketing Services Ltd	Liverpool	108,000
MTM Development Laboratories Ltd	Liverpool	103,000
Richard Schultz Ltd	Liverpool	216,000
Ingersoll-Rand Co Ltd	Wigan and St Helens	243,000
Quintins Snack Foods Ltd	Wigan and St Helens	484,000
Volex Group plc	Wigan and St Helens	587,000
Cammell Laird Shipbuilders Ltd	Wigan and St Helens	102,000
Reed and Bell Ltd	Workington	231,000
Total		**2,260,000**
Yorkshire and Humberside		
United Biscuits (UK) Ltd	Rotherham and Mexborough	160,000
Devalit UK	Scunthorpe	156,000
Singleton Birch Ltd	Scunthorpe	113,000
St Ivel Farm Foods Ltd	Scunthorpe	350,000
Total		**907,000**

Note: Inquiries regarding the published information should be addressed to:
English cases—Department of Trade and Industry, Room 323, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 01-215 2595).
Scottish cases—Industry Department for Scotland, IE/1A Branch 3, Room 305, Magnet House, Glasgow G2 7BT (tel 041-242 5803/5698).
Welsh cases—Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).
* Companies listed here may have received one or more payments.
† Employment Office Area for the original scheme, travel-to-work area for the revised scheme.

DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

MANUFACTURING INDUSTRIES
SIC 1980 Divisions 2 to 4.

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

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

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

PRODUCTION INDUSTRIES
SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

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

SERVICE INDUSTRIES
SIC 1980 Divisions 6 to 9.

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

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

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

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

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

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

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

WORKFORCE
Workforce in employment plus the unemployed as defined above.

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

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

Conventions
The following standard symbols are used:

..	not available
—	nil or negligible (less than half the final digit shown)
P	provisional
——	break in series
R	revised
r	series revised from indicated entry onwards
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

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

Regularly published statistics

Earnings and hours *(cont.)*	Frequency*	Latest issue	Table number or page
Workforce: UK and GB			
Quarterly series	M (Q)	Nov 90:	1·1
Labour force estimates, projections		Apr 90:	186
Employees in employment			
Industry: GB			
All industries: by division, class or group	Q	Nov 90:	1·4
: time series, by order group	M	Nov 90:	1·2
Manufacturing: by division, class or group	M	Nov 90:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 89:	1·10
Local authorities manpower	Q	Oct 90:	1·7
Region: GB			
Sector: numbers and indices,	Q	Nov 90:	1·5
Self-employed: by region		Apr 90:	224
: by industry		Apr 90:	222
Census of Employment			
UK and regions by industry (Sept 1987)		Oct 89:	540
GB and regions by industry (Sept 1987)		Nov 89:	624
International comparisons	Q	Nov 90:	1·9
Apprentices and trainees			
Manufacturing industries: by industry	A	Aug 89:	1·14
by region:	A	Aug 89:	1·15
Employment measures	M	Nov 90:	9·2
Registered disabled in the public sector	A	Feb 90:	79
Labour turnover in manufacturing	D	Apr 90:	1·6
Trade union membership	A	May 90:	259
Unemployment and vacancies			
Unemployment			
Summary: UK	M	Nov 90:	2·1
: GB	M	Nov 90:	2·2
Age and duration: UK	M (Q)	Nov 90:	2·5
Broad category: UK	M	Nov 90:	2·1
Broad category: GB	M	Nov 90:	2·2
Detailed category: UK and GB	Q	Sept 90:	2·6
Region: summary	Q	Sept 90:	2·6
Age: time series UK	M (Q)	Nov 90:	2·7
: estimated rates	M	Nov 90:	2·15
Duration: time series UK	M (Q)	Nov 90:	2·8
Region and area			
Time series summary: by region	M	Nov 90:	2·3
: assisted areas, travel-to-work areas	M	Nov 90:	2·4
: counties, local areas	M	Nov 90:	2·9
: parliamentary constituencies	M	Nov 90:	2·10
Age and duration: summary	Q	Sept 90:	2·6
Flows			
UK, time series	M	Nov 90:	2·19
GB, time series	D	May 84:	2·19
Age time series	M	Nov 90:	2·20
Regions and duration	D	Oct 88:	2·23/24/26
Age and duration	D	Oct 88:	2·21/22/25
Students: by region	M	Nov 90:	2·13
Disabled jobseekers: GB	M	Nov 90:	9·3
International comparisons	M	Nov 90:	2·18
Ethnic origin		Mar 90:	125
Temporarily stopped			
Latest figures: by UK region	M	Nov 90:	2·14
Vacancies			
Unfilled, inflow, outflow and placings seasonally adjusted	M	Nov 90:	3·1
Unfilled seasonally adjusted by region	M	Nov 90:	3·2
Unfilled unadjusted by region	M	Nov 90:	3·3
Redundancies			
Confirmed: GB time series	M	Nov 90:	2·30
Regions	M	Nov 90:	2·30
Industries	M	Nov 90:	2·31
Advance notifications	S (M)	May 90:	287
Payments: GB latest quarter	D	July 86:	284
Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Nov 90:	5·1
Industries	M	Nov 90:	5·3
Underlying trend	Q (M)	June 90:	326
New Earnings Survey (April estimates)			
Latest key results	A	Nov 90:	571
Time series	M (A)	Nov 90:	5·6
Basic wage rates: manual workers			
Normal weekly hours	A	May 90:	245
Holiday entitlements	A	Apr 90:	228
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	B (A)	Nov 90:	5·4
Detailed results	A	May 90:	244

Employment and workforce	Frequency*	Latest issue	Table number or page
Manufacturing			
International comparisons	M	Nov 90:	5·9
Agriculture	A	May 90:	253
Coal-mining	A	May 90:	253
Average earnings: non-manual employees	M (A)	Nov 90:	5·5
Overtime and short-time: manufacturing			
Latest figures: industry	M	Nov 90:	1·11
Regions: summary	Q	Sept 90:	1·13
Hours of work: manufacturing	M	Nov 90:	1·12
Output per head			
Output per head: quarterly and annual indices	M (Q)	Nov 90:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Nov 90:	5·8
Quarterly and annual indices	Q	Nov 90:	5·8
Labour costs			
Survey results 1988	Quadrennial	Sept 88:	212
Per unit of output	Q	Nov 90:	5·7
Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Nov 90:	6·2
: percentage changes	M	Nov 90:	6·2
Recent movements and the index excluding seasonal foods	M	Nov 90:	6·1
Main components: time series and weights	M	Nov 90:	6·4
Changes on a year earlier: time series	M	Nov 90:	6·5
Annual summary	A	May 89:	242
Revision of weights	A	Apr 89:	197
Pensioner household indices			
All items excluding housing	M (Q)	Nov 90:	6·6
Group indices: annual averages	M (A)	Nov 90:	6·7
Revision of weights	A	July 89:	387
Food prices	M	Nov 90:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	Nov 90:	6·8
Household spending			
All expenditure: per household	Q	June 90:	7·1
: per person	Q	June 90:	7·1
Composition of expenditure			
Quarterly summary	Q	June 90:	7·2
In detail	Q (A)	Feb 90:	7·3
Household characteristics	Q (A)	Feb 90:	7·3
Industrial disputes: stoppages of work			
Summary: latest figures	M	Nov 90:	4·1
: time series	M	Nov 90:	4·2
Latest year and annual series	A	July 89:	349
Industry			
Monthly: Broad sector: time series	M	Nov 90:	4·[illegible]
Annual: Detailed	A	July 90:	33[illegible]
: Prominent stoppages	A	July 90:	34[illegible]
Main causes of stoppage			
Cumulative	M	Nov 90:	4·[illegible]
Latest year for main industries	A	July 90:	34[illegible]
Size of stoppages	A	July 90:	34[illegible]
Days lost per 1,000 employees in recent years by industry	A	July 90:	339
International comparisons	A	June 89:	309
Tourism			
Employment in tourism: by industry			
Time series GB	M	Nov 90:	8·1
Overseas travel: earnings and expenditure	M	Nov 90:	8·2
Overseas travel: visits to the UK by overseas residents	M	Nov 90:	8·3
Visits abroad by UK residents	M	Nov 90:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Oct 90:	8·5
Visits abroad by country visited	Q	Oct 90:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	Oct 90:	8·7
Visits abroad by mode of travel and purpose of visit	Q	Oct 90:	8·8
Visitor nights	Q	Oct 90:	8·9
YTS			
Entrants: regions	M	Oct 90:	9·[illegible]
Regional aid			
Selective Assistance by region	Q	Oct 90	9·[illegible]
Selective Assistance by region and company	Q	Oct 90	9·[illegible]
Development Grants by region	Q	Nov 90	9·[illegible]
Development Grants by region and company	Q	Nov 90	9·8

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

Special Feature

The 1980s—a decade of growth in enterprise

Data on VAT registrations and deregistrations

by Michael Daly
Statistical Services Division, Department of Employment

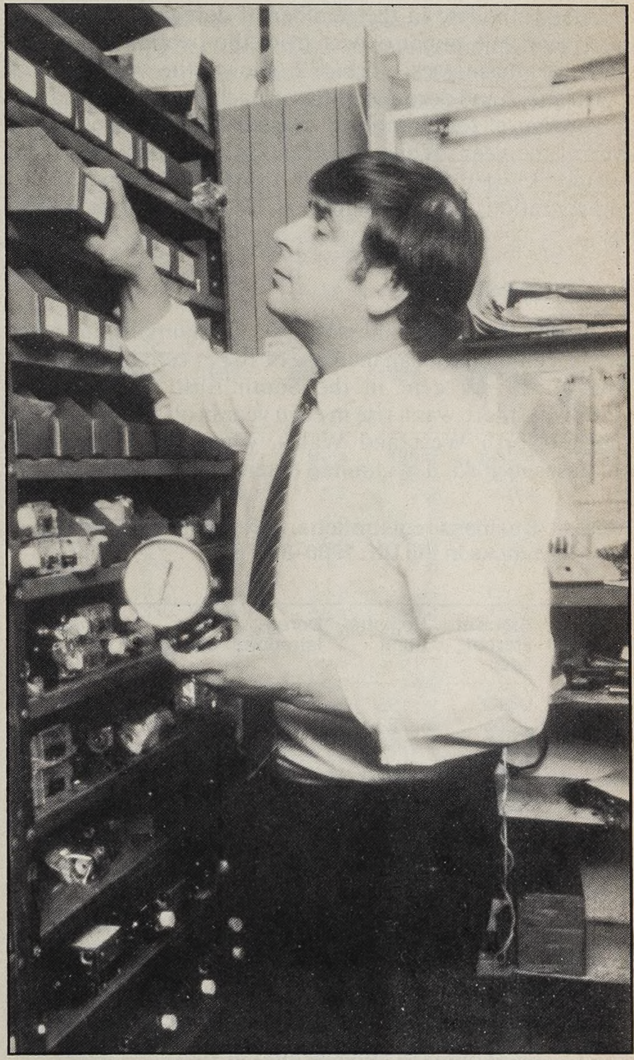
- **During 1989 the number of businesses registered for VAT rose by 87,000, an average of nearly 1,700 a week—compared with 1,200 a week in 1988 and 800 a week in 1987.**
- **The acceleration in the rate of increase is due to a rising number of new registrations, while deregistrations have risen very little.**
- **As a proportion of the total number of businesses, the number of deregistrations has remained virtually unchanged in recent years.**
- **In 1989 the number of businesses rose in each region, and in all industries other than agriculture.**
- **The detailed figures show a number of regional 'success stories'—for example, the rate of increase in the number of production businesses in Wales was more than double the national average; the number of agricultural businesses in Northern Ireland rose by 16 per cent, compared with an overall decline in the United Kingdom as a whole.**

This is the latest in a series of articles[2] using VAT information to monitor changes in the size of the UK business population from 1980 onwards.

Although the estimates include businesses of all sizes, the vast majority of registered businesses are small, so that the figures are a good guide to trends in the size of the UK small business population.

The latest estimates for numbers of registrations and deregistrations, covering the period to the end of 1989, were released on July 17, 1990. The first part of this article gives more detail of those figures, and reviews the trends throughout the 1980s; the second gives a more detailed description of the database than has been previously published.

This article is to be followed by a detailed analysis of self-employment data from the Labour Force Survey, the principal alternative measure of the growth in enterprise.



At Force Hydraulics second-year figures were up by 75 per cent and the firm is looking for larger premises.

Enterprise has flourished in the 1980s, as manifested both by the rapid growth in the number of businesses registered for VAT and by the rise in self-employment. This article presents detailed analyses of the VAT data, and of the database from which they are derived[1].

[1] A later article will examine in-depth data on self-employment from the Labour Force Survey.
[2] Most of these articles have appeared in the now defunct *British Business* magazine, the latest on August 25, 1989. The data were also described in some detail in "Numbers of businesses: data on VAT registrations" in the April 1987 issue of *Employment Gazette*.

These two articles can be seen as the two parts of a comprehensive review of enterprise in the 1980s.

National trends 1979–89

The number of businesses registered for VAT has risen by 373,000, or 29 per cent, over the decade (detailed figures are given in *table 1*). But as *figure 1* shows, this has been far from a steady rise, with the rate of increase accelerating rapidly in recent years.

The net increase in the number of registered businesses is the difference between very much larger numbers of registations and deregistrations—1·92 million and 1·55 million respectively. The rapid acceleration in the rate of net increase has come about as a result of a considerable increase in the number of registrations (from 182,000 in 1985 to 265,000 in 1989) and a very much smaller rise in the number of deregistrations—trends clearly illustrated by *figure 1*.

Indeed, the rise in the number of deregistrations is no more than one might expect from the overall rise in the stock of businesses. *Table 2* shows the numbers of registrations and deregistrations in each year expressed as a percentage of the number of registered businesses at the start of the year. While registrations have increased from around 13 per cent in 1985 to nearly 17 per cent, deregistrations have remained at 11½ per cent or a little less.

Regional estimates

The number of businesses rose substantially in every region, ranging from an increase of 16 per cent in the North West to 40 per cent in the South East (see *table 3*). Moreover, there was a rise in each year in all regions except for the North West and Wales, which both saw small decreases in 1985. To a limited extent this variation can be attributed to the differing industrial make-up of the regions; this is examined below.

Table 1 Business registrations, deregistrations and stocks in the UK: 1980–89

Thousands

	Stock at start of year	Registrations	Deregistrations	Net change	Stock at end of year
1980	1,289	158	142	16	1,305
1981	1,305	152	120	32	1,337
1982	1,337	166	145	21	1,357
1983	1,357	180	145	35	1,392
1984	1,392	182	152	30	1,422
1985	1,422	182	163	19	1,441
1986	1,441	191	164	27	1,468
1987	1,468	209	167	42	1,510
1988	1,510	235	170	65	1,575
1989	1,575	265	178	87	1,662
1980–89	**1,289**	**1,920**	**1,547**	**373**	**1,662**

Note: The pattern of registrations and deregistrations may have been affected by disturbances in the processing of regular amendments because of industrial action between 1979 and 1981.

Table 2 Registrations, deregistrations and net change as percentage of stock at start of year

	Registrations	Deregistrations	Net change
1980	12·3	11·0	1·2
1981	11·6	9·2	2·5
1982	12·4	10·8	1·6
1983	13·3	10·7	2·6
1984	13·1	10·9	2·2
1985	12·8	11·5	1·3
1986	13·3	11·4	1·9
1987	14·2	11·4	2·9
1988	15·6	11·3	4·3
1989	16·8	11·3	5·5
1980–89	**149**	**120**	**29**

The trends experienced by different parts of the UK differ however in more than the size of the overall increase. *Figure 2* shows the trends for four selected regions relative to the national average. The net increase in the South East has been consistently above the national average, that in the North West consistently below, while in the South West the trend has followed the national pattern fairly closely. In Northern Ireland, the rate of increase was generally above the national average in the first half of the decade, but has been well below it in the last three years, and has replaced the North West as the region with the slowest rate of net increase.

It is interesting that the divergence between the regions has narrowed considerably in recent years. Indeed, the annual increase in 1989 lies between 4 and 5 per cent for nine of the 11 regions, the exceptions being Northern Ireland and the South East. Contrast this with the spread in 1985: from −0·4 per cent to +2·1 per cent, even after omitting the highest and lowest figures.

Figure 1 VAT registrations, deregistrations and net charge

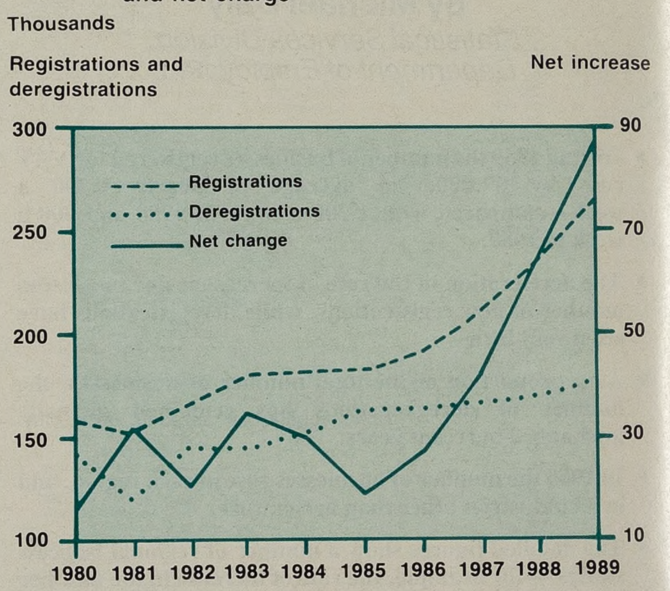
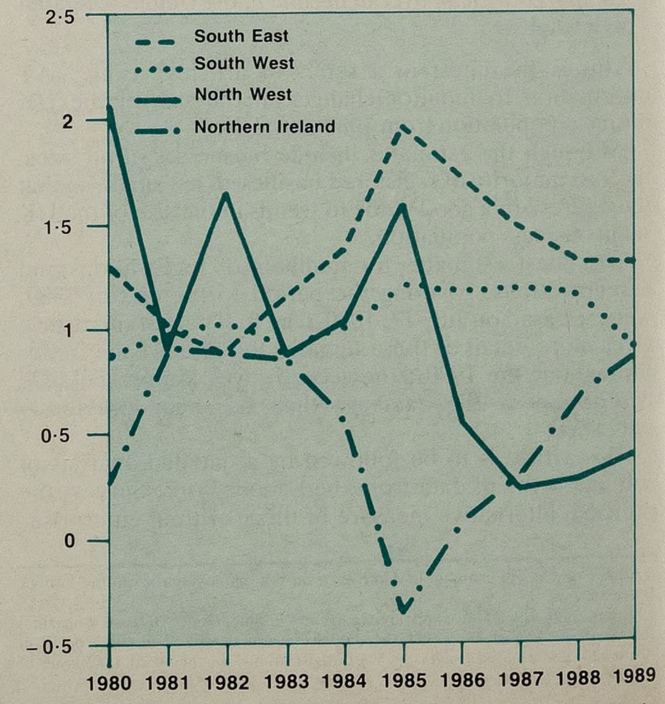


Figure 2 Net percentage increase in number of businesses: ratio of regional figure to UK average



Another indicator of business activity is the *turbulence*, or the total number of registrations *plus* deregistrations expressed as a proportion of the number of businesses. It is clearly important to know whether the net change in any area is the difference between very low numbers of both registrations and deregistrations, or a high turnover of businesses. Turbulence is difficult to interpret: it is generally recognised that in a healthy, competitive economy there must be a reasonable turnover of businesses, so that very low levels of turbulence are a sign of undesirable stagnation; however, beyond a certain point very high levels of turbulence can be seen as a sign of unhealthy instability.

Figure 3 shows the turbulence and the net change for each region. Turbulence was highest in the South East, which also experienced the largest net increase; but second highest in the North West, which had the lowest net increase. Note also the very low levels of turbulence in Northern Ireland.

Estimates have also been prepared for counties and local authority districts of Great Britain. Space does not permit them to be presented fully here, but the complete set of data is available on request (*see box*). The data for counties are summarised in *table 4*, and illustrated in the map. The latter shows the fastest growth to have been concentrated in the South, but with some interesting exceptions: low growth in East Sussex, the Isle of Wight, Devon and Cornwall; relatively high growth in the Highlands of Scotland.

> Further tables (on paper or computer disk) showing the total number of registrations and deregistrations in each year in each local authority district in Great Britain, and broken down further by industry group for the counties of England and Wales and Scottish regions, are available at a cost of £75. For details, write to:
> Department of Employment, Statistics C4, Room 405, Caxton House, Tothill Street, London SW1H 9NF.

The net increase is, however, only one way of assessing the experience of a region or county; alternative analyses are discussed below.

Industry estimates

There is much greater variation between industries than between regions (see *table 5* and *figure 4*) with the figures ranging from a decrease of 2 per cent in retailing to a rise of over 100 per cent in 'other services'[1]. This latter category covers a wide range of activities, including business services such as contract cleaning, personal services such as

[1] It must be stressed that trends in the number of businesses do not necessarily reflect trends in the overall activity of a sector, measured for example by output or employment. A decline in the number of independent businesses could be the result of the concentration of an unchanging or increasing level of activity in fewer, larger concerns. A comparision of trends in numbers of businesses and total output is beyond the scope of this article.

Table 3 VAT registrations and deregistrations by region, 1980–89

Region	Stock end-1979		1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1980–89	Stock end-1989
South East	423·7	a	60·6	57·9	62·9	69·7	72·6	73·3	77·0	84·4	93·7	106·9	758·9	593·2
		b	53·8	47·4	56·9	56·4	58·9	60·9	61·3	63·1	64·0	66·9	589·4	
		c	*1·6*	*2·4*	*1·4*	*3·0*	*3·0*	*2·6*	*3·2*	*4·2*	*5·7*	*7·2*	*40·0*	
East Anglia	52·2	a	5·8	5·6	6·0	6·4	6·6	6·6	7·1	8·0	8·9	9·7	70·7	68·4
		b	4·9	4·1	5·0	5·1	5·2	5·8	5·9	5·9	6·0	6·5	54·5	
		c	*1·6*	*2·8*	*1·7*	*2·4*	*2·5*	*1·4*	*2·1*	*3·5*	*4·7*	*4·9*	*31·1*	
South West	124·0	a	13·7	12·7	14·0	15·2	15·6	16·2	17·5	19·4	22·4	23·5	170·3	161·2
		b	12·3	9·8	11·9	12·1	12·7	14·0	14·4	14·6	15·1	15·9	133·0	
		c	*1·1*	*2·4*	*1·6*	*2·4*	*2·1*	*1·6*	*2·2*	*3·4*	*5·0*	*5·0*	*30·1*	
West Midlands	111·8	a	13·7	13·6	14·8	15·6	15·3	15·0	15·5	17·1	19·4	21·7	161·5	140·9
		b	11·9	10·3	12·8	12·7	13·1	14·3	14·0	14·2	14·3	14·8	132·3	
		c	*1·6*	*2·9*	*1·0*	*2·4*	*1·7*	*0·6*	*1·2*	*2·3*	*4·0*	*5·1*	*26·1*	
East Midlands	88·2	a	10·4	9·7	10·9	12·0	11·7	11·7	12·0	13·8	15·5	17·3	124·9	113·4
		b	9·1	7·4	9·1	9·4	9·6	10·5	10·8	10·8	11·1	11·8	99·7	
		c	*1·4*	*2·5*	*1·9*	*2·8*	*2·1*	*1·3*	*1·3*	*3·0*	*4·2*	*5·1*	*28·7*	
Yorkshire and Humberside	102·0	a	11·9	11·4	12·6	13·7	13·1	13·2	13·8	14·8	17·1	19·4	141·0	123·6
		b	11·0	9·2	11·0	11·0	11·5	12·9	13·1	12·9	12·9	13·8	119·4	
		c	*0·9*	*2·2*	*1·5*	*2·6*	*1·4*	*0·2*	*0·6*	*1·7*	*3·6*	*4·7*	*21·2*	
North West	128·3	a	15·8	15·7	17·4	18·2	18·4	17·6	17·8	18·8	21·3	25·0	186·0	149·2
		b	15·4	12·8	15·6	15·2	16·8	18·2	17·6	17·7	17·4	18·3	165·1	
		c	*0·3*	*2·2*	*1·4*	*2·2*	*1·2*	*−0·5*	*0·1*	*0·8*	*2·9*	*4·7*	*16·3*	
North	52·4	a	5·8	5·8	6·1	6·6	6·6	6·4	6·8	7·3	8·1	9·4	68·7	62·4
		b	5·7	4·4	5·4	5·4	5·7	6·1	6·3	6·2	6·6	7·0	58·7	
		c	*0·1*	*2·6*	*1·2*	*2·2*	*1·6*	*0·6*	*0·8*	*1·9*	*2·6*	*4·0*	*19·2*	
Wales	70·4	a	7·1	7·1	7·7	8·0	7·6	7·1	7·6	8·6	10·8	11·2	82·9	85·2
		b	6·6	5·0	6·2	6·3	6·8	7·5	7·2	7·1	7·7	7·8	68·2	
		c	*0·7*	*3·0*	*2·0*	*2·4*	*1·0*	*−0·4*	*0·5*	*2·0*	*3·9*	*4·2*	*21·0*	
Scotland	93·4	a	9·8	9·4	10·0	11·1	11·0	11·2	12·7	13·3	14·2	16·8	119·7	113·2
		b	8·8	7·6	8·9	9·0	9·1	10·1	10·6	11·4	12·0	12·3	99·8	
		c	*1·1*	*1·9*	*1·2*	*2·2*	*2·0*	*1·1*	*2·0*	*1·8*	*2·1*	*4·2*	*21·3*	
Northern Ireland	42·7	a	3·8	3·2	3·6	3·5	3·5	3·7	3·3	3·4	3·6	4·1	35·8	51·5
		b	2·7	2·2	2·5	2·5	2·5	2·7	2·7	3·1	3·0	3·0	27·0	
		c	*2·6*	*2·2*	*2·5*	*2·2*	*2·2*	*2·1*	*1·0*	*0·7*	*1·2*	*2·2*	*20·7*	
United Kingdom	**1,288·9**	**a**	**158·3**	**152·1**	**166·0**	**180·0**	**182·0**	**182·0**	**191·0**	**209·0**	**235·0**	**265·0**	**1.920·4**	**1,662·3**
		b	**142·3**	**120·3**	**145·4**	**145·0**	**152·0**	**163·0**	**164·0**	**167·0**	**170·0**	**178·0**	**1,547·0**	
		c	***1·2***	***2·4***	***1·5***	***2·6***	***2·2***	***1·3***	***1·9***	***2·9***	***4·3***	***5·5***	***29·0***	

a = Registrations (thousands).
b = Deregistrations (thousands).
c = Net change as percentage of stock at start of year.

Percentage increase in stock of businesses, end 1979 to end 1989

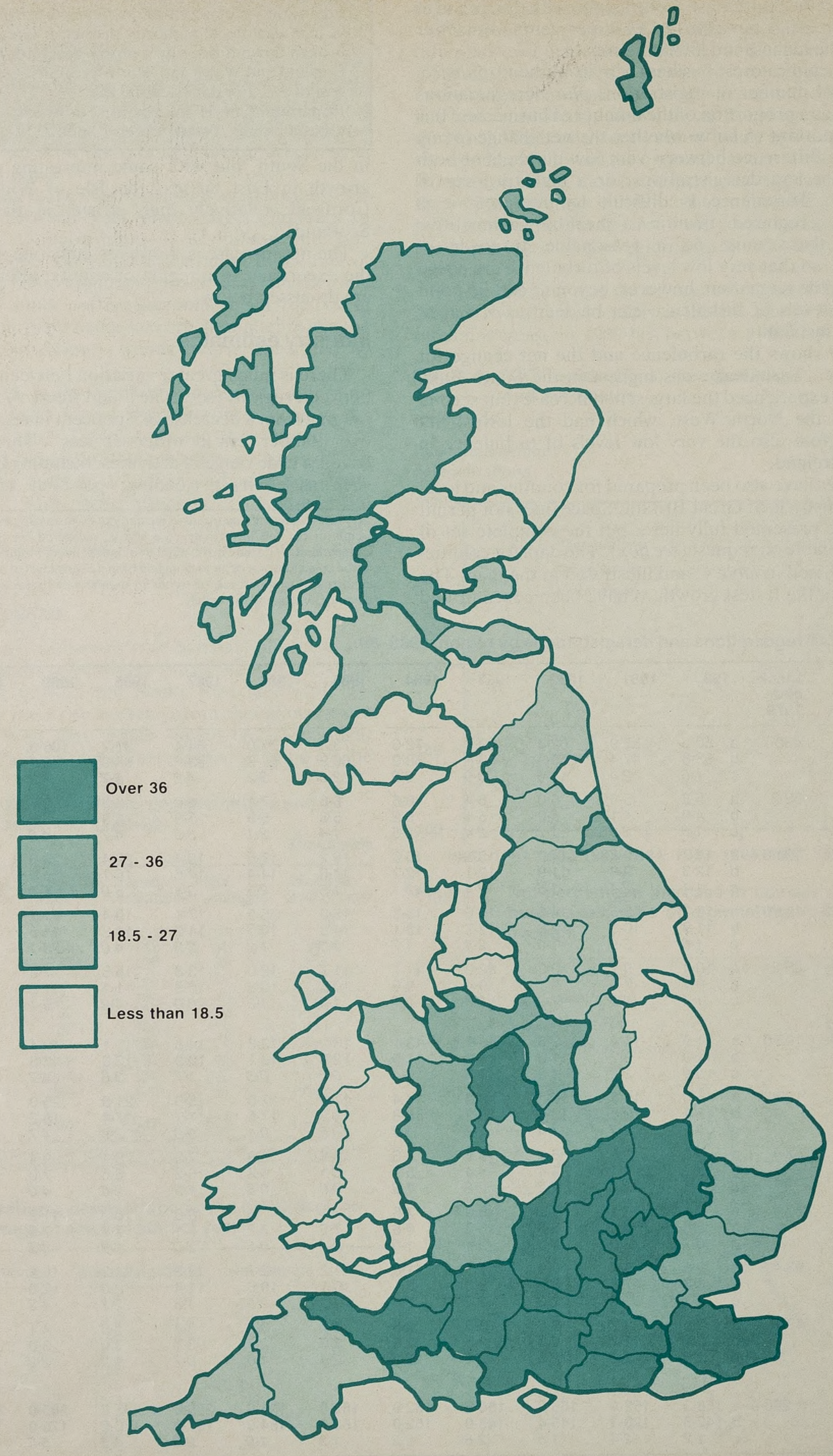


Figure 3 Registrations, deregistrations and net change by region, as a percentage of stock, end 1979

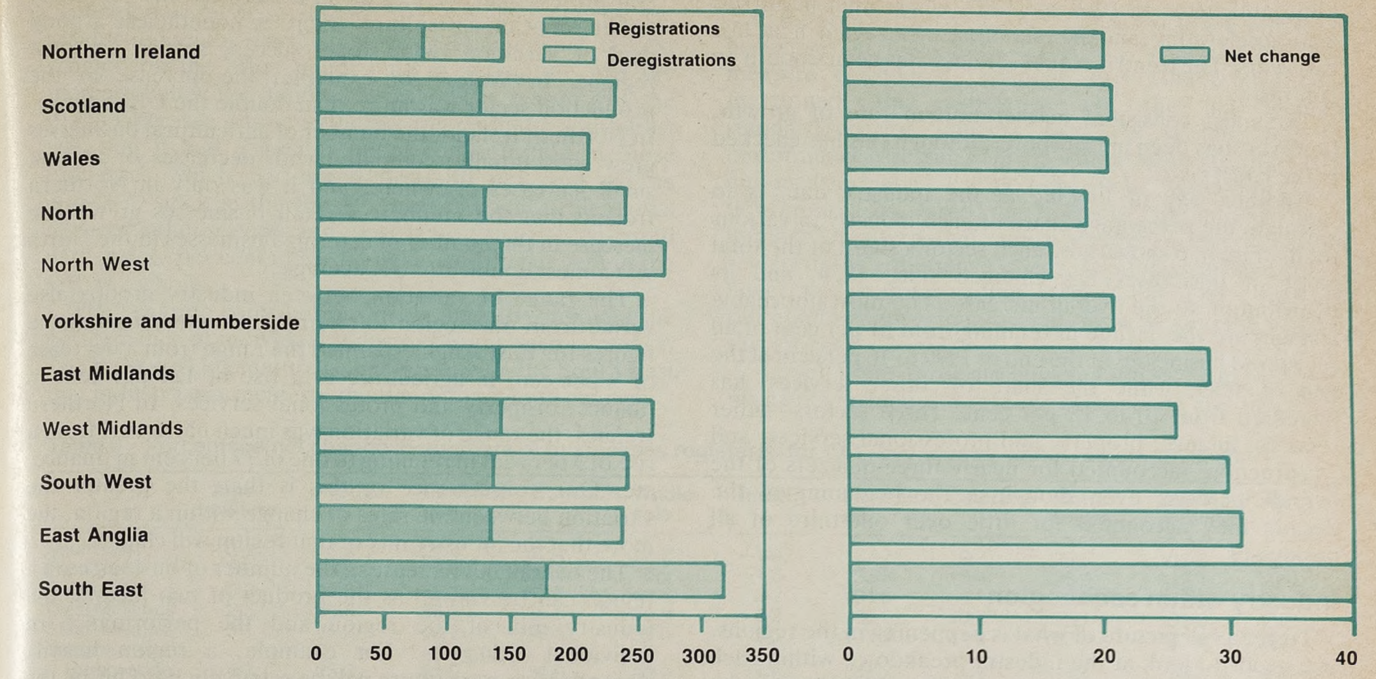
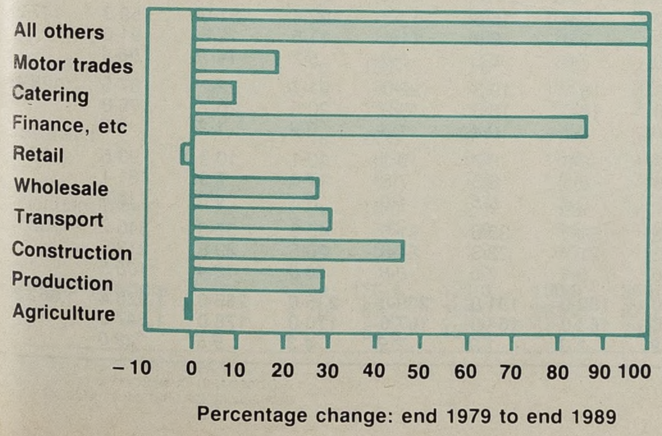


Table 4 Net percentage change in number of VAT-registered businesses, end-1979 to end-1989

Bedfordshire	51
Berkshire	60
Buckinghamshire	65
East Sussex	21
Essex	35
Hampshire	51
Hertfordshire	49
Isle of Wight	14
Kent	37
Greater London	34
Oxfordshire	51
Surrey	54
West Sussex	38
South East	**40**
Cambridgeshire	40
Norfolk	25
Suffolk	31
East Anglia	**31**
Avon	39
Cornwall	19
Devon	19
Dorset	31
Gloucestershire	30
Somerset	38
Wiltshire	50
South West	**30**
Hereford and Worcestershire	26
Shropshire	28
Staffordshire	27
Warwickshire	40
West Midlands	22
West Midlands	**26**
Derbyshire	28
Leicestershire	31
Lincolnshire	18
Northamptonshire	53
Nottinghamshire	21
East Midlands	**29**
Humberside	18
North Yorkshire	22
South Yorkshire	24
West Yorkshire	21
Yorkshire and Humberside	**21**
Cheshire	33
Greater Manchester	14
Lancashire	12
Merseyside	15
North West	**16**
Cleveland	30
Cumbria	14
Durham	23
Northumberland	19
Tyne and Wear	17
North	**19**
Clwyd	23
Dyfed	15
Gwent	40
Gwynedd	10
Mid-Glamorgan	33
Powys	16
South Glamorgan	18
West Glamorgan	18
Wales	**21**
Borders	17
Central	32
Dumfries and Galloway	10
Fife	26
Grampian	18
Highlands	28
Lothian	26
Orkney, Shetland and Western Isles	33
Strathclyde	20
Tayside	15
Scotland	**21**
Northern Ireland	**21**
United Kingdon	**29**

Figure 4 Net change in number of businesses by industry, as percentage of stock, end 1979



hairdressing, entertainment services such as cinemas. (More detailed description of the coverage of each sector is available from the address given in the box on p 555).

As with the regional figures, the trends over time show further variation—those for selected industries are illustrated in *figure 5*. The annual increases in agriculture and retailing have been close to zero throughout the period, wavering either side. Viewed individually, the trend in retailing was consistently downward up to the end of 1987, since when there have been small increases; in agriculture the picture is one of small growth in the early 1980s and small declines since, but with some sign in recent years of a slowdown in the rate of loss. But viewed against the trends for other sectors, it might be more reasonable to describe the trends in these sectors as 'little or no change'.

The fastest growing sectors over the period as a whole have been 'other services' and finance, property and professional services. *Figure 5* shows that the rate of growth in the latter has been more erratic, slowing down noticeably between 1985 and 1987, when other industries were accelerating, and then shooting ahead again in the last two years. The trend in 'other services' has been smooth by contrast.

The most consistent acceleration in rate of growth, however, has been in transport, although this has checked in the latest year.

Another way of looking at the industry data is to calculate the percentage share of each industry in various totals. *Figure 6* shows how each sector's share of the total stock of businesses has changed since 1979, and its contribution to the overall increase. The most noticeable changes are the decline in retailing from 21 per cent of all registered businesses at the end of 1979 to 16 per cent at the end of 1989, while the share of 'other services' has increased from 10 to 15 per cent. Three sectors—other services, finance, property and professional services, and construction—accounted for nearly three-quarters of the overall increase, even though at the beginning of the decade they accounted for little over one-third of all businesses.

Industry within each region

To get a full picture of what is happening in the regions, one needs to look at the industry breakdown within each region. *Table 6* shows the net percentage change over the decade for each broad industry group in each region. (Further details, of the numbers of businesses and of registrations and deregistrations, are given separately in *table 7*).

While there is a certain amount of consistency—in every region, the best performers were either finance, property and professional services or other services and the worst either retail or agriculture—there is nonetheless a good deal of variation, with some 'success stories' in most regions. In Wales, for example, the increase in the production sector was more than double the UK average. In Northern Ireland, the number of agricultural businesses grew substantially, compared with decreases or at best small increases elsewhere; and it was only in Northern Ireland that the number of retail businesses grew. The increase in the number of catering businesses in the North was almost double the UK average.

The range of variation between industry groups also varied from one region to another. At one extreme, the figures for East Anglia spanned the range from a decrease of 9 per cent in agriculture to a rise of 124 per cent in finance, property and professional services. In Northern Ireland, the range of variation was much narrower, from a rise of 3 per cent in retailing to one of 77 per cent in finance etc. One consequence of this is that, the greater the variation between the rates of change within a region, the more that the industry mix of that region will change.

The overall net increase in the number of businesses in a region can be viewed as the product of two factors, the industry mix of the region and the performance of individual industries. For example, a region heavily dependent on agriculture will be relatively hard hit by the overall decline in agriculture, while one with a strong base in the service sector will be in a position to take a good share of the upsurge in these businesses.

The importance of the interaction between these two factors can be seen from *table 6*. The South East has a number of industries which performed less well than the rest of the UK, including the finance, property and professional services sector; the net increase in the production sector was the lowest of all the regions. In East Anglia, on the other hand, only in agriculture was the increase below the national average. The reason why the overall increase was nevertheless greater in the South East was that it had a greater initial concentration in those industries which performed best—40 per cent of the end-1979 stock in the finance, property and professional services, other services and construction sectors, compared with just 27 per cent in East Anglia, and 30 per cent in the UK as a whole.

The separate contributions of the industry mix and the performance of individual industries is analysed in *table 8*. The most striking feature is that it is only in the South East that industry mix increases the figure for overall change.

Table 5 VAT registrations and deregistrations by industry, 1980–89

Industry	Stock end-1979		1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1980–89	Stock end-1989
Agriculture	176·4	a	8·6	6·8	6·6	6·2	5·9	5·6	5·4	5·7	6·1	6·3	63·2	176·1
		b	7·6	4·8	5·6	6·0	5·8	6·3	6·7	7·1	6·8	6·8	63·5	
		c	*0·5*	*1·1*	*0·6*	*0·1*	*0·1*	*−0·4*	*−0·7*	*−0·8*	*−0·4*	*−0·3*	*−0·2*	
Production	121·0	a	14·6	14·8	16·5	18·7	19·2	19·6	19·2	19·7	20·7	22·1	185·0	155·8
		b	13·1	11·5	14·1	14·5	15·0	16·3	16·7	16·7	16·0	16·2	150·2	
		c	*1·2*	*2·7*	*1·9*	*3·3*	*3·2*	*2·4*	*1·8*	*2·1*	*3·2*	*3·9*	*28·8*	
Construction	180·9	a	24·6	21·1	23·9	28·6	27·8	25·4	27·8	33·4	41·4	47·1	301·2	264·4
		b	19·5	14·8	18·2	18·3	23·6	26·8	24·5	23·1	23·2	25·7	217·8	
		c	*2·8*	*3·4*	*3·0*	*5·3*	*2·0*	*−0·7*	*1·6*	*4·8*	*8·1*	*8·8*	*46·1*	
Transport	55·8	a	7·0	6·4	7·6	7·9	7·8	8·0	8·6	9·7	11·5	12·7	87·1	72·7
		b	7·4	6·3	6·9	6·7	6·7	7·0	7·0	6·8	7·2	8·2	70·2	
		c	*−0·8*	*0·2*	*1·3*	*2·0*	*2·0*	*1·7*	*2·6*	*4·8*	*6·7*	*6·6*	*30·4*	
Wholesale	95·8	a	14·4	14·8	15·6	16·7	15·8	15·6	15·0	15·1	15·3	18·2	156·5	122·0
		b	10·6	9·5	12·4	12·9	13·7	14·5	14·4	14·3	14·1	13·8	130·3	
		c	*3·9*	*5·3*	*3·1*	*3·5*	*1·9*	*1·0*	*0·5*	*0·7*	*1·0*	*3·7*	*27·3*	
Retail	268·8	a	31·9	32·9	34·3	34·9	33·2	33·3	34·7	35·4	39·1	37·0	346·7	263·0
		b	36·1	31·6	36·8	35·4	33·9	34·9	35·4	35·7	36·6	36·1	352·5	
		c	*−1·5*	*0·5*	*−0·9*	*−0·2*	*−0·3*	*−0·6*	*−0·3*	*−0·1*	*1·0*	*0·3*	*−2·2*	
Finance, etc	79·0	a	10·5	9·3	9·9	11·6	14·2	15·9	16·8	17·8	22·4	31·0	159·3	147·2
		b	7·3	6·3	7·7	7·5	7·9	9·0	9·9	11·1	11·5	12·8	91·0	
		c	*4·0*	*3·6*	*2·6*	*4·7*	*6·9*	*7·0*	*6·6*	*6·0*	*9·2*	*14·1*	*86·4*	
Catering	117·6	a	15·4	15·0	16·4	17·8	19·8	18·1	19·3	22·0	21·7	22·2	187·6	128·4
		b	15·1	13·7	16·2	16·4	17·6	18·0	18·8	19·9	20·5	20·7	176·8	
		c	*0·3*	*1·1*	*0·2*	*1·2*	*1·8*	*0·1*	*0·4*	*1·8*	*0·9*	*1·2*	*9·2*	
Motor trades	67·7	a	9·0	8·7	9·6	9·7	8·9	8·8	8·7	9·1	10·1	10·9	93·5	80·1
		b	8·4	7·0	8·7	8·5	8·6	8·5	8·3	7·8	7·6	7·9	81·1	
		c	*0·9*	*2·5*	*1·4*	*1·7*	*0·5*	*0·4*	*0·5*	*1·0*	*3·3*	*4·0*	*18·4*	
All others	126·0	a	22·4	22·4	25·5	27·6	29·5	31·7	35·6	41·0	46·8	57·6	340·2	252·7
		b	17·1	14·6	18·9	18·7	19·3	21·7	22·3	24·6	26·5	29·8	213·5	
		c	*4·2*	*5·9*	*4·7*	*6·1*	*6·6*	*6·1*	*7·6*	*8·8*	*10·0*	*12·4*	*100·5*	
All industries	**1,288·9**	**a**	**158·3**	**152·1**	**166·0**	**180·0**	**182·0**	**182·0**	**191·0**	**209·0**	**235·0**	**265·0**	**1,920·4**	**1,662·3**
		b	**142·3**	**120·3**	**145·4**	**145·0**	**152·0**	**163·0**	**164·0**	**167·0**	**170·0**	**178·0**	**1,547·0**	
		c	***1·2***	***2·4***	***1·5***	***2·6***	***2·2***	***1·3***	***1·9***	***2·9***	***4·3***	***5·5***	***29·0***	

a = Registrations (thousands).
b = Deregistrations (thousands).
c = Net change as percentage of stock at start of year.

Alternative performance measures

In the above discussion, the net increase in the number of businesses in percentage terms has been the principal measure considered, although two others have been mentioned, the turbulence and the net increase standardised for industry mix. As is the case for performance assessment in most other contexts, there is no one measure which can be used alone; when considering how an area has fared, one needs to take into account a number of alternative statistics. (For a comprehensive review of the experience of any area, one would of course have to consider other types of data, such as self-employment estimates; but this is beyond the scope of this article.)

As well as the three already mentioned, commonly used measures include the rate of registrations and figures for

Table 6 Percentage net change in numbers of businesses registered for VAT, by industry within region, 1979–89

	Agri-culture	Produc-tion	Construc-tion	Transport	Whole-sale	Retail	Finance, etc	Catering	Motor trades	Other services	All
South East	−3·7	16·5	59·4	32·4	27·2	−1·0	77·7	9·3	20·0	109·2	40·0
East Anglia	−8·6	51·9	55·1	36·0	46·5	−1·6	123·8	13·4	25·0	112·1	31·1
South West	−0·2	49·0	56·1	41·7	40·2	2·2	101·6	6·1	28·4	103·3	30·1
West Midlands	−2·5	30·6	36·3	25·6	30·9	−0·2	86·5	10·7	25·1	93·6	26·1
East Midlands	−5·1	44·2	43·2	48·5	39·0	0·1	107·0	11·0	22·0	103·0	28·7
Yorkshire and Humberside	−4·7	25·3	31·9	30·9	22·9	1·0	96·4	5·4	17·8	90·0	21·2
North West	−8·2	22·4	22·0	21·6	15·1	−8·8	82·4	1·2	8·5	86·2	16·3
North	−0·6	50·5	31·8	19·6	17·6	−5·4	98·8	16·2	5·1	78·4	19·2
Wales	2·6	63·9	48·9	30·5	23·4	−3·6	84·5	11·0	17·6	92·1	21·0
Scotland	4·0	32·3	37·1	16·5	18·6	−7·3	116·7	16·3	7·8	78·0	21·3
Northern Ireland	16·0	47·1	30·7	14·0	34·8	3·0	77·2	14·0	9·3	59·8	20·7
United Kingdom	**−0·2**	**28·8**	**46·1**	**30·4**	**27·3**	**−2·2**	**86·4**	**9·2**	**18·4**	**100·5**	**29·0**

Table 7 Registrations and deregistrations for VAT by industry within region, 1979–89

Region		Agri-culture	Produc-tion	Con-struction	Tran-sport	Whole-sale	Retail	Finance, etc	Catering	Motor trades	Other services	All
South East	a	20·2	46·7	63·1	18·7	38·2	76·3	43·9	33·1	21·5	62·2	423·7
	b	9·6	72·2	121·6	33·5	67·0	106·4	84·5	54·8	32·8	176·4	758·9
	c	10·3	64·6	84·2	27·5	56·6	107·2	50·4	51·7	28·5	108·4	589·4
East Anglia	a	11·9	3·9	7·7	2·4	3·0	9·3	2·2	4·6	2·8	4·3	52·2
	b	3·7	6·5	11·8	3·7	5·2	11·0	5·5	7·7	3·8	11·7	70·7
	c	4·8	4·5	7·6	2·8	3·8	11·2	2·8	7·1	3·1	6·9	54·5
South West	a	27·4	8·6	17·9	4·3	6·3	23·8	5·3	13·9	6·6	9·8	124·0
	b	10·2	14·1	29·6	6·8	11·4	30·3	11·6	20·9	9·0	26·6	170·3
	c	10·3	9·9	19·5	5·0	8·8	29·8	6·2	20·0	7·1	16·4	133·0
West Midlands	a	14·2	14·4	16·0	5·1	8·9	23·7	4·9	9·2	6·2	9·1	111·0
	b	4·5	20·2	24·5	7·3	14·9	32·2	9·5	15·2	9·1	24·0	161·5
	c	4·9	15·8	18·7	6·0	12·2	32·3	5·3	14·2	7·5	15·5	132·3
East Midlands	a	14·0	9·2	12·8	4·1	6·1	19·4	3·1	7·8	5·1	6·5	88·2
	b	4·3	14·7	19·6	6·8	10·4	25·1	6·9	12·4	7·1	17·7	124·9
	c	5·0	10·6	14·0	4·8	8·0	25·1	3·6	11·5	6·0	10·9	99·7
Yorkshire and Humberside	a	13·5	10·1	14·4	4·9	7·7	24·4	3·7	10·6	5·6	7·2	102·0
	b	4·3	13·6	20·7	7·1	11·5	33·9	7·8	16·1	7·6	18·5	141·0
	c	4·9	11·0	16·1	5·5	9·7	33·6	4·2	15·5	6·6	12·0	119·4
North West	a	8·8	13·1	17·8	6·1	11·1	34·8	6·3	12·8	7·1	10·3	128·3
	b	2·5	18·7	26·9	9·3	15·8	44·0	12·4	20·1	9·5	26·9	186·0
	c	3·3	15·7	23·0	8·0	14·1	47·0	7·2	19·9	8·9	18·0	165·1
North	c	9·3	3·2	6·8	2·6	2·7	13·3	2·2	5·9	2·8	3·5	52·4
	b	2·9	5·8	10·2	3·1	3·9	16·0	5·3	9·6	3·3	8·6	68·7
	c	2·9	4·2	8·0	2·6	3·5	16·7	3·1	8·7	3·1	5·9	58·7
Wales	a	19·5	3·6	8·2	2·8	3·6	15·2	2·1	7·9	3·6	3·8	70·4
	b	6·4	7·0	13·9	3·8	5·3	17·0	4·0	11·7	4·5	9·3	82·9
	c	5·9	4·7	9·9	2·9	4·5	17·6	2·2	10·9	3·9	5·8	68·2
Scotland	a	20·5	6·1	11·4	3·6	5·5	20·7	4·3	9·4	4·4	7·5	93·4
	b	8·9	9·3	17·0	4·4	7·7	23·5	10·4	16·1	5·0	17·4	119·7
	c	8·1	7·3	12·7	3·8	6·6	25·0	5·3	14·6	4·7	11·6	99·8
Northern Ireland	a	16·0	2·1	4·8	1·3	2·6	7·9	1·1	2·5	2·0	1·7	42·7
	b	5·9	2·9	5·5	1·4	3·4	7·2	1·5	3·0	1·8	3·2	35·8
	c	3·2	1·9	4·1	1·2	2·5	7·0	0·6	2·7	1·6	2·1	27·0
United Kingdom	**a**	**176·4**	**121·0**	**180·9**	**55·8**	**95·8**	**268·0**	**79·0**	**117·6**	**67·7**	**126·0**	**1,288·9**
	b	**63·2**	**185·0**	**301·2**	**87·1**	**156·5**	**346·7**	**159·3**	**187·6**	**93·5**	**340·2**	**1,920·4**
	c	**63·5**	**150·2**	**217·8**	**70·2**	**130·3**	**352·5**	**91·0**	**176·8**	**81·1**	**213·5**	**1,547·0**

a = Stock at end-1979 (thousands).
b = Registrations 1980–89 (thousands).
c = Deregistrations 1980–89 (thousands).

Figure 5 Annual percentage change in number of businesses
Selected industries

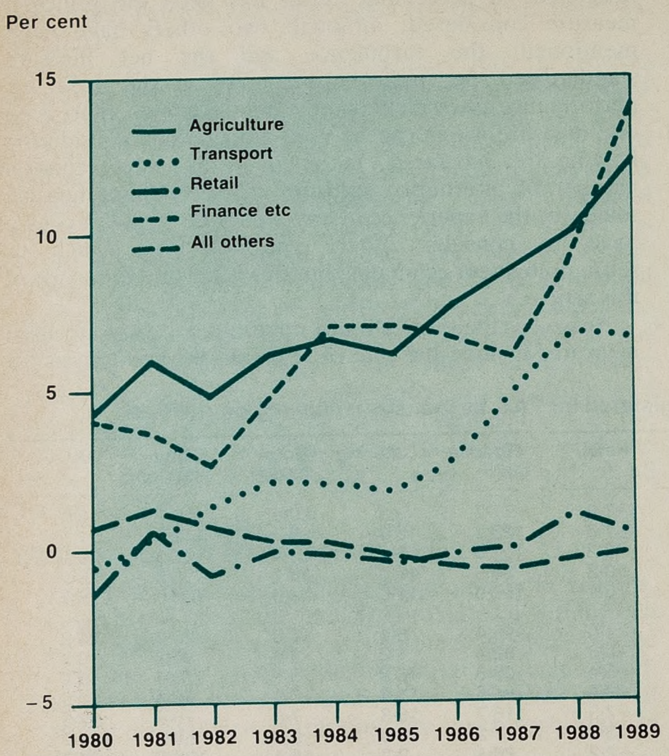


Table 8 Components of change in regional net change

Region	Performance*	Industry mix†	Overall change
South East	30	10	40
East Anglia	37	−6	31
South West	36	−6	30
West Midlands	28	−2	26
East Midlands	33	−5	29
Yorkshire and Humberside	26	−4	21
North West	18	−2	16
North	26	−6	19
Wales	32	−11	21
Scotland	26	−5	21
Northern Ireland	27	−6	21

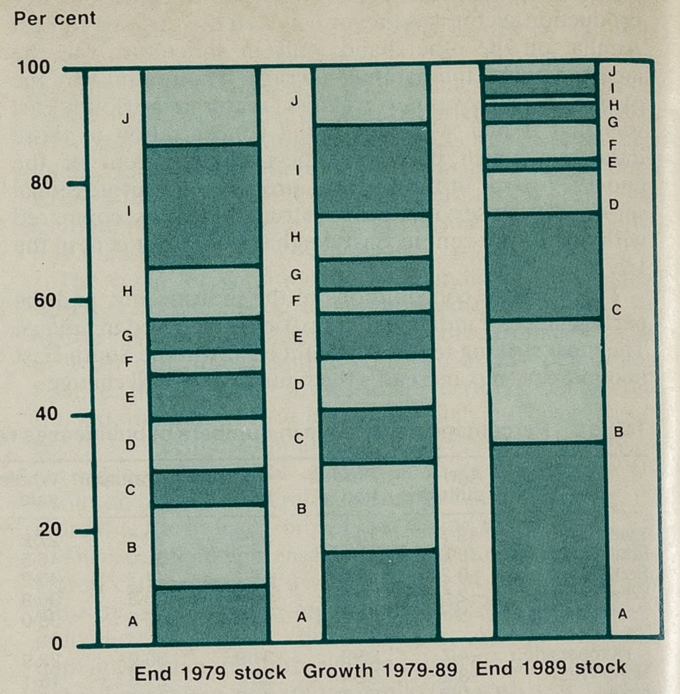
* The change which would have occurred had the industry mix been the same in each region, and the growth rates for each industry within region as recorded.
† The difference between the performance component and the recorded change—that is, the effect of the mix of industries in the region.

the production sector in isolation (as some would suggest that this is the most important sector). Another possibility is the rate at which the net increase has accelerated.

As an illustration of the need to consider a range of factors, *table 9* shows a selection calculated for the counties of Great Britain, together with the rankings that these imply. Although some of the measures are fairly closely correlated, there are some very notable differences. The net increase in the Isle of Wight, for example, while one of the lowest over the period as a whole, has accelerated faster than in any other county.

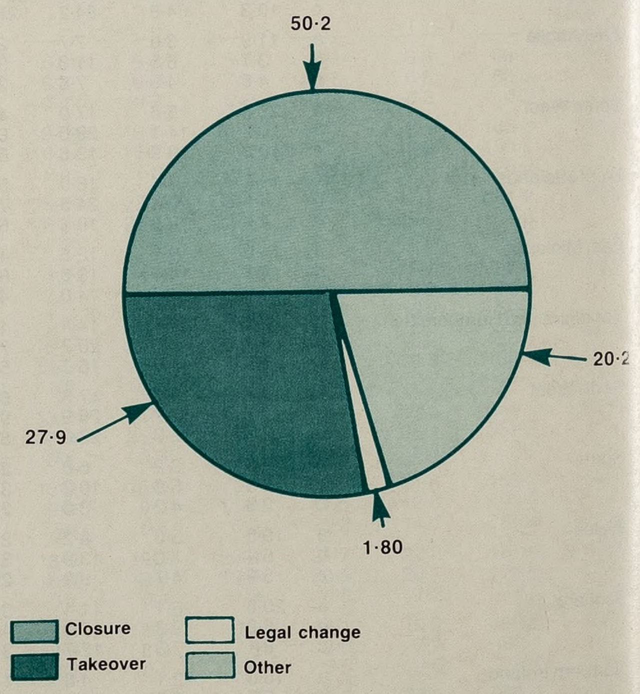
Another way in which performance measures can differ is in the choice of denominator for calculating percentage rates. It is clearly not helpful in almost all cases to look at just the numbers of businesses, registrations, etc, since regions vary so much in size. In order to make comparisons, many of the figures in this article have been expressed as a percentage of the total number of businesses registered; but there are other possibilities. Some would argue that the figures should be related to the size of the workforce in each region, since that is a reasonable proxy for the size of the pool of potential entrepreneurs. It can

Figure 6 Share of industries in overall stock and net change



A Other services
B Construction
C Finance and related
D Production
E Wholesale
F Transport
G Motor trades
H Catering
I Retail
J Agriculture

Figure 7 Types of deregistration



also be argued that entrepreneurs are more likely to come from existing small firms, and so the number of businesses registered for VAT is a good proxy for the size of this pool.

There is no simple answer; but for the purposes of this article, the denominator that has been used is the stock of registered businesses.

The database

The use of data collected in the course of administering the VAT system provides at little additional cost (either to government or to the businesses supplying the data) a very rich source of information on business. In particular, the availability of data for all firms registered for VAT, rather than a sample as is often the case with statistical data, allows detailed analysis with no worries about sampling error.

Inevitably, there is the price to pay in that the use of any administrative system necessarily introduces imperfections. For example, a VAT registration is not synonymous with the 'birth' of a new firm. The remainder of this article describes these limitations, and shows that they are not as great as one might at first suppose—analysis of VAT registrations and deregistrations still gives a good guide to trends in the small business population.

These analyses are based on VAT data held by the Central Statistical Office, which in turn receives them from

Table 9 Alternative measures of performance (rankings in brackets)

County	Net increase	Reweighted net increase	Net increase for production	Registration rate	Turbulence	Acceleration
Bedfordshire	51 (5)	45 (9)	29 (50)	185 (4)	318 (6)	0·4 (14)
Berkshire	60 (2)	44 (11)	33 (46)	205 (1)	350 (1)	0·3 (22)
Buckinghamshire	65 (1)	51 (4)	57 (18)	194 (2)	324 (3)	0·4 (18)
East Sussex	21 (41)	20 (56)	24 (55)	154 (20)	287 (18)	0·6 (6)
Essex	35 (17)	29 (41)	33 (44)	173 (10)	311 (7)	0·3 (30)
Hampshire	51 (7)	45 (10)	55 (20)	187 (3)	322 (4)	0·7 (2)
Hertfordshire	49 (9)	36 (19)	29 (47)	179 (6)	309 (8)	0·5 (8)
Isle of Wight	14 (60)	26 (45)	58 (16)	123 (48)	232 (44)	0·8 (1)
Kent	37 (16)	34 (25)	47 (29)	165 (12)	293 (15)	0·6 (3)
Greater London	34 (18)	22 (54)	−4 (64)	184 (5)	333 (2)	0·6 (7)
Oxfordshire	51 (6)	48 (6)	53 (23)	163 (22)	276 (22)	0·4 (13)
Surrey	54 (3)	39 (16)	27 (52)	178 (7)	302 (9)	0·5 (10)
West Sussex	38 (14)	33 (32)	35 (42)	166 (11)	204 (14)	0·6 (5)
Cambridgeshire	40 (12)	46 (7)	64 (12)	146 (30)	253 (36)	0·4 (17)
Norfolk	25 (35)	32 (37)	48 (28)	126 (45)	228 (46)	0·3 (29)
Suffolk	31 (25)	35 (21)	45 (35)	136 (40)	242 (41)	0·2 (52)
Avon	39 (13)	36 (20)	34 (43)	163 (14)	288 (17)	0·4 (16)
Cornwall	19 (47)	34 (27)	78 (11)	112 (53)	204 (51)	0·3 (23)
Devon	19 (46)	28 (43)	46 (34)	123 (47)	227 (47)	0·3 (26)
Dorset	31 (24)	33 (29)	51 (25)	150 (26)	269 (27)	0·5 (11)
Gloucestershire	30 (26)	32 (35)	27 (51)	143 (34)	256 (33)	0·2 (51)
Somerset	38 (15)	49 (5)	61 (14)	126 (46)	214 (48)	0·3 (34)
Wiltshire	50 (8)	57 (1)	82 (6)	155 (18)	260 (31)	0·6 (4)
Hereford and Worcestershire	26 (33)	32 (34)	36 (41)	128 (44)	229 (45)	0·1 (60)
Shropshire	28 (30)	41 (30)	81 (7)	115 (50)	202 (53)	0·3 (32)
Staffordshire	27 (31)	32 (33)	54 (22)	139 (38)	251 (39)	0·3 (27)
Warwickshire	40 (11)	42 (12)	47 (30)	147 (29)	254 (35)	0·3 (25)
West Midlands	22 (40)	18 (58)	19 (58)	160 (15)	298 (12)	0·2 (47)
Derbyshire	28 (29)	34 (26)	53 (24)	140 (37)	252 (37)	0·2 (39)
Leicestershire	31 (23)	33 (30)	44 (37)	152 (24)	272 (25)	0·2 (38)
Lincolnshire	18 (49)	30 (39)	46 (32)	108 (56)	198 (55)	0·2 (41)
Northamptonshire	53 (4)	53 (2)	64 (13)	177 (8)	301 (10)	0·5 (12)
Nottinghamshire	21 (43)	23 (49)	25 (53)	141 (36)	262 (30)	0·2 (45)
Humberside	18 (48)	24 (48)	40 (39)	128 (43)	238 (43)	0·3 (24)
North Yorkshire	22 (39)	35 (24)	59 (15)	109 (54)	197 (56)	0·2 (40)
South Yorkshire	24 (36)	26 (44)	23 (56)	149 (27)	275 (23)	0·4 (20)
West Yorkshire	21 (42)	22 (51)	17 (59)	153 (22)	284 (19)	0·1 (53)
Cheshire	33 (19)	37 (17)	55 (21)	144 (33)	254 (34)	0·3 (36)
Greater Manchester	14 (61)	13 (64)	6 (63)	153 (21)	293 (16)	0·1 (56)
Lancashire	12 (62)	20 (57)	45 (36)	131 (42)	249 (40)	0·2 (50)
Merseyside	15 (58)	14 (63)	29 (49)	148 (28)	282 (20)	0·4 (15)
Cleveland	30 (27)	32 (36)	79 (8)	175 (9)	321 (5)	0·2 (37)
Cumbria	14 (59)	25 (46)	41 (38)	94 (59)	174 (58)	0·1 (54)
Durham	23 (37)	33 (28)	79 (10)	131 (41)	239 (42)	0·3 (28)
Northumberland	19 (45)	30 (40)	58 (17)	107 (57)	195 (57)	0·1 (58)
Tyne and Wear	17 (45)	16 (62)	33 (45)	158 (16)	300 (11)	0·2 (46)
Clwyd	23 (38)	36 (18)	107 (1)	116 (46)	210 (49)	0·2 (42)
Dyfed	15 (57)	33 (31)	79 (9)	88 (62)	160 (62)	0·0 (62)
Gwent	40 (10)	52 (3)	95 (2)	154 (19)	268 (28)	0·2 (44)
Gwynedd	10 (63)	18 (60)	29 (48)	92 (60)	173 (59)	0·1 (59)
Mid-Glamorgan	33 (21)	45 (8)	88 (3)	152 (23)	271 (26)	0·5 (9)
Powys	16 (55)	35 (23)	85 (4)	70 (64)	124 (64)	0·0 (63)
South Glamorgan	18 (52)	16 (61)	9 (62)	157 (17)	296 (13)	0·2 (49)
West Glamorgan	18 (51)	22 (52)	38 (40)	145 (32)	272 (24)	0·3 (21)
Borders	17 (53)	24 (47)	20 (57)	89 (61)	162 (61)	0·3 (33)
Central	32 (22)	39 (15)	47 (31)	146 (31)	259 (32)	0·4 (19)
Dumfries and Galloway	10 (64)	18 (59)	16 (61)	83 (63)	155 (63)	0·1 (55)
Fife	26 (32)	35 (22)	46 (33)	139 (39)	251 (38)	0·3 (35)
Grampian	18 (50)	31 (38)	50 (26)	114 (52)	209 (50)	0·0 (61)
Highlands	28 (28)	40 (14)	84 (5)	114 (51)	200 (54)	0·1 (57)
Lothian	26 (34)	23 (50)	17 (60)	152 (25)	278 (21)	0·3 (31)
Orkney, Shetland and Western Isles	33 (20)	29 (42)	56 (19)	98 (58)	162 (60)	−0·2 (64)
Strathclyde	20 (44)	22 (53)	24 (54)	143 (35)	265 (29)	0·2 (43)
Tayside	15 (56)	22 (55)	48 (27)	109 (55)	203 (52)	0·2 (48)

HM Customs and Excise, which administers the tax. The database holds information on:

- dates of registration and deregistration;
- annual turnover in latest available year;
- type of business (for example, sole trader, limited company, etc);
- industry classification;
- location; and
- type of deregistration.

The scope and limitations of these data are described below.

This database excludes two categories of records which are treated for VAT purposes rather differently from the bulk of registered firms. They are group registrations—where two or more registered units under common ownership elect to have their VAT assessed jointly; and divisional registrations—where one company elects to have its VAT assessed separately for two or more divisions. In all, there are around 20,000 groups and 500 divisional companies. They are excluded from the analyses principally to make them a truer reflection of the trends for small firms.

Of course, the database also excludes firms which are not registered for VAT, either because they trade only or mainly in exempt or zero-rated goods and services, or because they have a turnover below the registration threshold (currently £25,400). How many firms are excluded for these reasons is not known exactly, but a recent analysis carried out for the Department of Employment[1] estimated that it was around one million at the end of 1986. These firms will for the most part, however, be very small indeed.

'Births and deaths'

Throughout this article, and earlier ones, the use of the rather cumbersome expressions 'VAT registrations and deregistrations' and 'VAT-registered businesses' have been carefully retained in preference to the more convenient alternative of 'births and deaths' and 'firms', to emphasise that these terms are not synonymous. However, the difference is not so great as to invalidate the analysis.

By far the most important limitation of the registration and deregistration estimates is that many firms never register for VAT at all, so these estimates will inevitably tend to fall short of the total numbers of 'births and deaths'. They do, however, provide a good guide to trends; but one should not automatically assume that trends in the non-registered population mirror those in the registered population exactly—witness the rise in self-employment during the 1980s, more than three times as fast as the rise in the number of VAT-registered businesses.

There are a number of other reasons why registrations and deregistrations are not the same as births and deaths, but these are of much less significance. One is that a registration might be of a business that has been trading for some time, and has only just reached the threshold. But

[1] "Size distribution of UK firms", Michael Daly and Graham Bannock, *Employment Gazette*, May 1990.

The most consistent rate of growth has been in transport. Bullet Couriers, Bourne End, is an example of this sector's success.

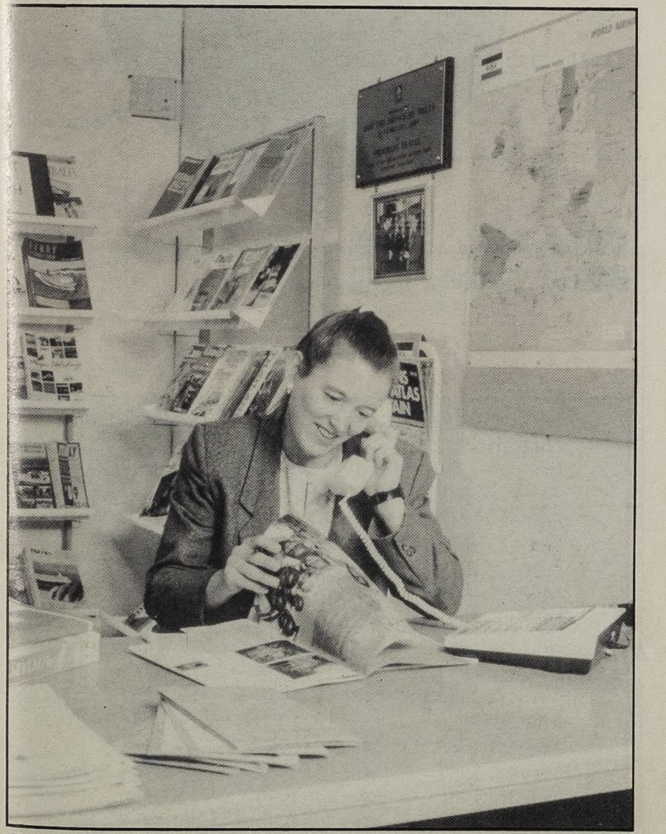
this does not mean that it does not represent a birth, only that that birth has been recorded rather late, so that a slight tendency for the registration series to lag trends in the numbers of births can be supposed.

There are also a number of possible reasons other than closure for a deregistration (see panel). Of these, only the first relates unequivocally to a closure. But although it can certainly be argued that the takeover of a business is not a 'failure', that elusive concept is not what we are attempting to measure. When an independent firm is taken over, even if it continues trading in a more or less unchanged form, this represents a decrease in the number of independent businesses, and it is surely right to count this as a 'death'. The only reason for deregistration which is unequivocally *not* a death is 'change of legal identity', which occurs when, for example, a sole trader or a partnership decides to form a limited company. However, as can be seen from *figure 7*, such cases account for only a tiny proportion of all deregistrations.

This leaves the final group of reasons. It is, of course, impossible to know from the VAT data the fate of such firms after they leave the register, but it is reasonable to suppose that in many cases they are heading for failure. In fact, one can view them as the counterpart of those firms who register after trading for some time, having just crossed the threshold. In principle, of course, it is possible for a firm with turnover consistently around the registration threshold to deregister and register again many times. In practice, this is very rare.

Small firms information

The most common use of these results is in the context of small business; and it might be thought that this is inappropriate since the data include large businesses as well. But a closer look at the data shows that this would be a false alarm.



Elaine Simpson at work at her company Progress Travel, Halifax, one of many success stories.

Reasons for deregistration

- Trader goes out of business.
- Trader goes out of business, buyer already registered.
- Trader changes legal identity.
- Trader falls below limit; is no longer taxable; makes only zero-rated supplies and requests exemption; or accepts invitation to deregister.

The most important reason for this is that virtually all businesses are small, on most reasonable definitions of that term—around 95 per cent of all VAT-registered businesses have an annual turnover below £1 million (a level which would equate on average to no more than 20–25 people employed). The very lopsided nature of the distribution is shown dramatically by *figure 8*. This means that one can regard the figures for numbers of VAT-registered firms as figures for small VAT-registered firms with very little inaccuracy.[1]

There are two other facets of the database which reinforce its nature as a source of small firms information. First, as noted above, certain large firms with group and divisional registrations are excluded. Second, the data essentially record *businesses* rather than individual branches or sites, so that the replacement of, for example, a number of independent retail outlets by branches of a large chain will result in a decline in the number of VAT-registered businesses.

Industry and area codes

The *industry classification* used is the VAT Trade Classification (VTC), which is fairly closely related to the 1968 Standard Industrial Classification (SIC), rather than the generally used 1980 SIC, and is initially reported by the trader on registration. (A full list of the codes from which the trader may choose, and their allocation to the broad industry bands in the analyses, is available from the address given in the box on p 555).

The *area codes* held are built up from the postcode of the registered address of each trader. This address is defined to be 'the place where orders are received and dealt with and the day-to-day business activities carried on or managed'. (This contrasts favourably with data on incorporated businesses, where the registered office may not be a trading address).

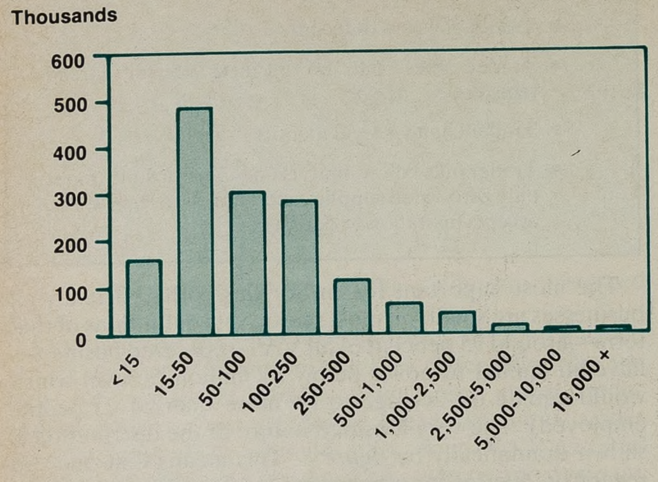
It has to be remembered, however, that in larger firms, with more than one site, the address will be of the head office. Analyses for particular areas will, therefore, reflect the number of independent businesses in the area, rather than total activity. Again, in a small business context, this is not a limitation—the takeover of many local businesses by large firms with head offices outside the area could well be viewed as a negative development, even if there were no consequential employment loss.

Turnover

The *turnover* data recorded have a number of limitations in the context of small firms statistics. To begin with, turnover itself is far from an ideal measure of business activity: it is impossible to make meaningful comparison across industries (that is, a retail business with a turnover of £1 million would be a lot larger than a wholesale business

[1] This only applies when counting numbers of firms. The number of large firms is tiny but accounts for a high proportion of business activity, whether measured by turnover, employment or any other variable.

Figure 8 Number of VAT-registered businesses by turnover size



with a similar turnover); and difficult to make comparisons across time, since the figures are affected by inflation.

In addition, these data have two further disadvantages. Since they are not central to the collection of tax, they are subject to some errors (although these have been reduced in recent years). Even though this has minimal effect on the overall size distribution, it would have a rather greater effect on some other types of analysis, such as studies of firm growth.

For newly registered firms, the turnover figure is a forecast, which may bear little relation to the eventual outturn; and there is no means of checking the accuracy of the forecast.

Even with perfectly accurate turnover data, one would have to exercise great care in analysing the size of firms registering and deregistering, since their turnover in the first/last accounting year may not be a reliable guide to their true size—for example, a large firm which fails may have a final year with very low turnover.

These disadvantages have relatively little effect, however, on simple analyses of the size distribution of all registered businesses, such as are produced by the Central Statistical Office[1].

A curious feature of the size distribution in *figure 8* is the large number of businesses which report turnover below the registration threshold. There are essentially four reasons why this can come about:

- a firm registers in the expectation of exceeding the threshold, but fails to do so;
- a firm's turnover falls below the threshold, but it continues to be registered;
- a firm deliberately registers voluntarily in order to receive a financial benefit (that is, if the business inputs are liable to VAT at standard rate and its outputs are zero-rated, VAT registration will produce a net gain);
- a firm registers in order to enhance its credibility.

VAT changes

The businesses registered for VAT are mainly of three types: sole proprietorship, partnership, limited company. The proportions of these are illustrated in *figure 9*, which also shows that the numbers in the remaining four categories are negligible.

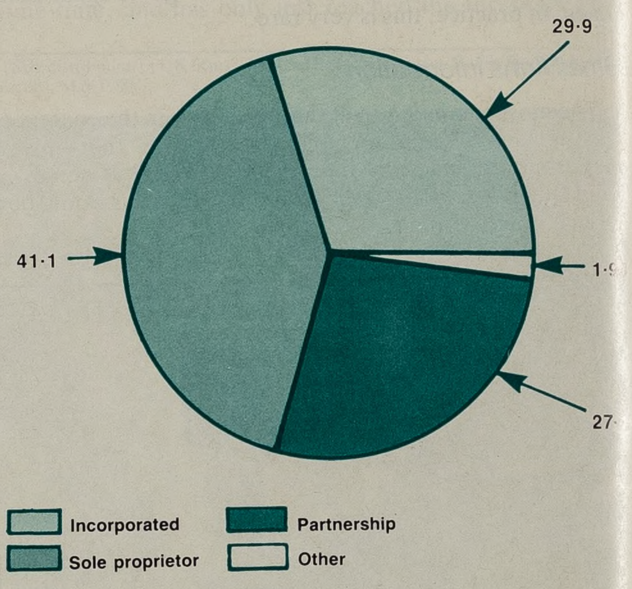
[1] "Size analyses of United Kingdom Businesses": *Business Monitor PA1003*, annually.

One of the disadvantages of using an administrative system for any analysis is that the analysis is vulnerable to changes in that system. In the case of the VAT system, it is clear that any substantial change to the scope of VAT would have an impact on the number of registered firms, making time series analysis almost impossible.

The two ways in which coverage can most readily change are by changes in the threshold for registration, and in the list of goods and services which are exempt or zero-rated. The most significant changes have been in the threshold (successive values are shown in the panel).

In the early years of VAT, prior to 1980, there were substantial real changes in the threshold. Between September 1977 and April 1978, for example, the threshold doubled from £5,000 to £10,000. But from then until March 1980 it remained at £10,000, representing a fall in real terms. The effect of these changes on the numbers of registrations and deregistrations is substantial (leading, for example, to a net fall in the number of registered businesses in 1977 and 1978) so that figures for individual years in this period are very misleading. Over the five-year period from the end of 1974 to the end of 1979, however, the overall rise in the threshold was roughly in line with inflation, so that

Figure 9 Businesses registered for VAT by form of organisation, per cent



Successive values of the VAT registration threshold

From	To	Threshold(£)
Apr 1, 1973	Sept 30, 1977	5,000
Oct 1, 1977	Apr 11, 1978	7,500
Apr 12, 1978	Mar 26, 1980	10,000
Mar 27, 1980	Mar 10, 1981	13,500
Mar 11, 1981	Mar 9, 1982	15,000
Mar 10, 1982	Mar 15, 1983	17,000
Mar 16, 1983	Mar 13, 1984	18,000
Mar 14, 1984	Mar 19, 1985	18,700
Mar 20, 1985	Mar 18, 1986	19,500
Mar 19, 1986	Mar 17, 1987	20,500
Mar 18, 1987	Mar 15, 1988	21,300
Mar 16, 1988	Mar 14, 1989	22,100
Mar 15, 1989	Mar 20, 1990	23,600
Mar 21, 1990	———	25,400

the overall numbers of registrations and deregistrations (809,000 and 724,000 respectively) are fairly robust.

Since 1980, the registration threshold has been raised in line with inflation in each budget, so that the effect on the number of registered businesses should be more or less neutral.

One feature of the data which complicates the analysis is that registrations and deregistrations, particularly the latter, can take some time to come onto the database—in some cases several years. The dates of registration and deregistration recorded are the dates on which (taxable) trading effectively start and stop, and it is these which are used in the analysis (rather than the dates on which the change is processed).

The effect of this is that direct counts of registrations and deregistrations in recent periods are inevitably understated. More importantly, since delays are greater on deregistrations, the net change in recent periods is overstated, as is the total number of live businesses.

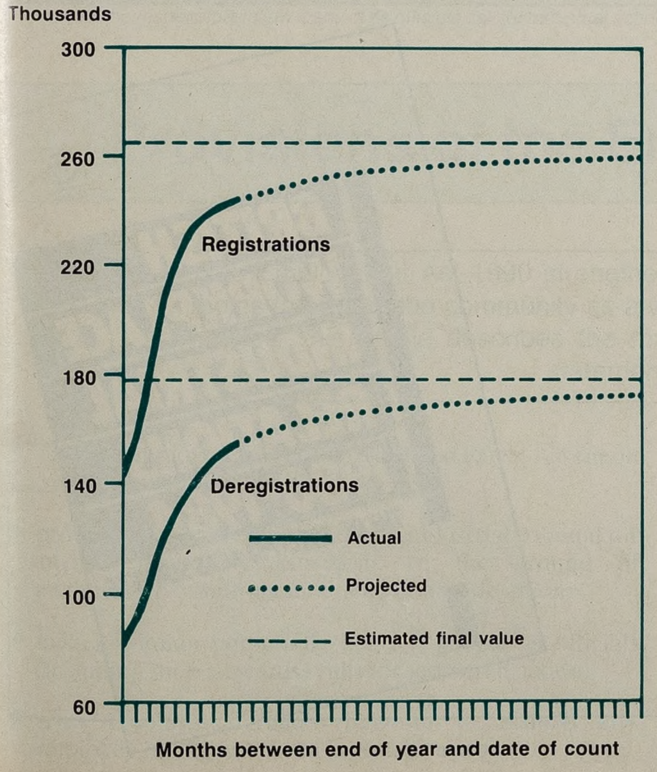
In order to give a more accurate picture of recent changes, the published figures for registrations and deregistrations incorporate an adjustment to allow for this time lapse, arrived at by comparing the patterns shown by successive counts of registrations and deregistrations for each year.

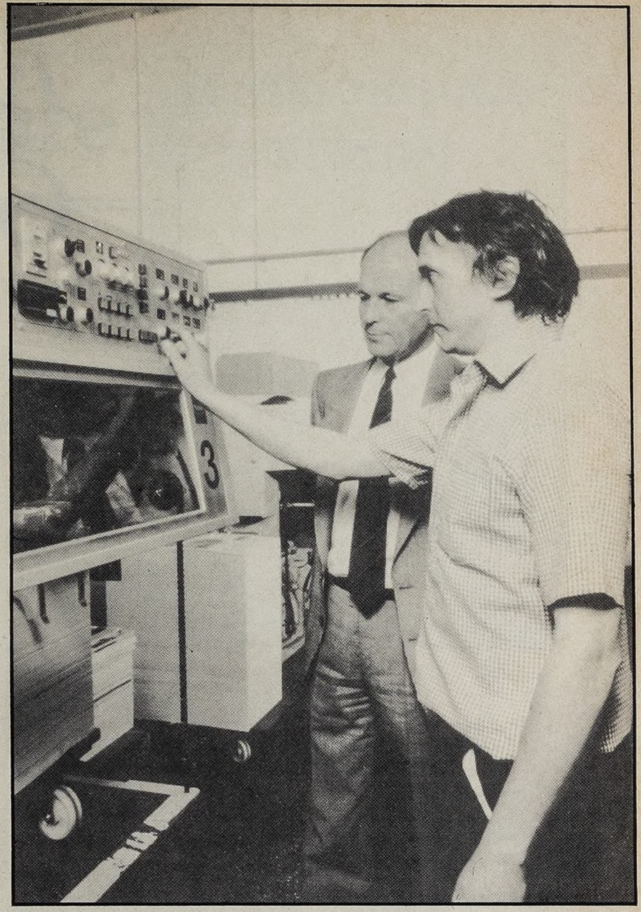
The estimation of these adjustments is best described by reference to *figure 10*, which illustrates the process for 1988 deregistrations.

This shows, as one would expect, that repeated counts of the number of deregistrations in 1988 show gradually increasing numbers, as more data come in, but that the rate of increase naturally levels off in time. The problem is to estimate the level at which the curve will eventually flatten out, by reference to the shapes of the curves for earlier years.

Ideally, one would simply estimate the statistical relationship between the number of registrations or deregistrations recorded and the time elapsed since the end

Figure 10 Estimation of allowances for late data, 1989 registrations and deregistrations





Alpine Press's success is an example of growth being achieved by better use of new technology.

of the year[1]. But since the parameters of this statistical relationship, and hence the precise shape of the curve, vary somewhat from year to year, and since also the timing of the runs is not always exact, the estimation involves some judgement. The scale of the revisions to estimates published since 1986, when these adjustments were first made, demonstrates the robustness of the method. For example, the net change in 1988 is now estimated to have been 65,000, very little different from the original estimate of 64,000.

Other analyses

Analyses based on VAT information are published elsewhere, but not on a comparable basis. The most useful source is *Size analyses of UK businesses*, published by the Central Statistical Office, which gives very detailed 'snapshot' breakdowns of the size of units on the register at any one time.

These are not directly comparable with the analyses in this article: the principle differences are that they include group and divisional registrations, exclude firms with turnover below the threshold, and show the number on the register on a reference date, which will include some which have already ceased trading, while excluding some which have recently begun.

In addition, some analyses are included in the annual report of HM Customs and Excise, which are comparable neither with the CSO analyses nor with those presented here.■

[1] The most obvious such relationship, which seems to fit reasonably well, is log $(R-r_t)=a+bt$; where R is the actual number of registrations, t the time since the ned of the year, and b are parameters to be estimated.

Special Feature

A union will be responsible in law if any of its officials call for industrial action.

Photo: Evelyn Smith

Provisions of the Employment Act 1990

The Employment Act 1990 strengthens the rights of people at work and helps to protect the community as a whole against irresponsible industrial action. This article describes the main provisions; it is not a definitive statement of law.

The Employment Act 1990 received Royal Assent on November 1, 1990. The Act:

- provides a right of complaint to an industrial tribunal for anyone refused employment on the ground of membership or non-membership of a trade union;
- makes a union potentially liable if any of its officials (including shop stewards) calls for industrial action;
- gives employers greater freedom to dismiss any employee taking unofficial industrial action;
- removes immunity for organising secondary industrial action, or action in support of an employee dismissed while taking unofficial action.

The following sections of the Act came into force on Royal Assent:

Section 11, enabling the name of the Commissioner for the Rights of Trade Union Members to appear in the title of assisted proceedings if the assisted member so wishes;

Section 12, concerning the revision or revocation of certain statutory Codes of Practice; and

Section 14, giving school children a common start date for work experience schemes.

The remaining provisions of the Act, apart from section 13 (merger of Redundancy Fund with National Insurance Fund), will be brought into operation early in the New Year.

EMPLOYMENT ACT 1990: section by section guide

Access to employment

Section 1 provides that it is unlawful to refuse to employ a person because he[1] is or is not a trade union member, or because he will not agree to become or cease to be a member, and that any person refused employment for such a reason may complain to an industrial tribunal. The section lists the types of conduct that are to be treated as a refusal of employment; these include refusing or deliberately omitting to offer the job which the applicant seeks or making an offer of a job on terms such as no reasonable employer who genuinely wished to fill the vacancy would offer.

Where a trade union and an employer have an arrangement under which the union supplies all the employer's new recruits from among its membership, any non-member of the union who is refused employment because he has not been supplied by the union will be treated as having been refused it because he was not a member of the union.

Where an advertisement indicates that a job is only available to union members or non-members, a person who does not satisfy that condition and who applies for and is refused the job is conclusively presumed to have been refused it unlawfully.

The provisions of the section also apply to an employment agency acting on behalf of an employer.

Section 2 provides that it is unlawful for an employment agency to refuse any of its services to a person because he is or is not a union member, or because he will not agree to become or cease to be a member, and that any person refused an agency's services for such a reason may complain to an industrial tribunal. A person will be treated as having been refused a service in specified circumstances, including where the agency does not provide him with the same service, on the same terms, as is provided to other people.

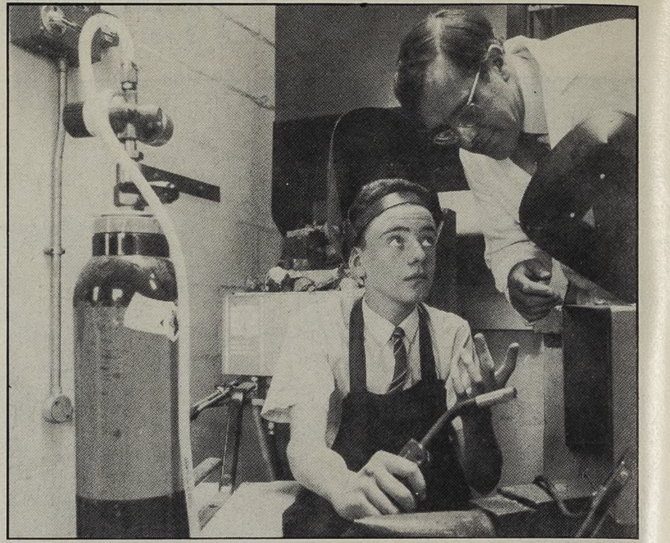
Where an advertisement indicates that any service of an employment agency is only available to union members or non-members, a person who does not satisfy that condition and who seeks to use the service and is refused it is conclusively presumed to have been refused it unlawfully.

Section 3 contains provisions which supplement sections 1 and 2 and assist in their interpretation, including definitions of the terms "advertisement", "employment", "employment agency" and "trade union". It disapplies in part the provisions of section 1 from trade unions in their capacity as employers, so that a union will be able to stipulate a condition that people who are not members of that union will be ineligible for appointment or election to a position as a paid official.

Section 3 also enacts *Schedule 1*, which contains further provisions relating to access to employment, including the procedures to be followed in making a complaint to an industrial tribunal and the available remedies where a complaint is declared to be well-founded—compensation and/or a recommendation that the respondent takes particular remedial action.

If it is alleged that a trade union or other person put pressure on the employer/employment agency to refuse the applicant by threatening industrial action, that union or person may be joined to the proceedings and may be ordered to pay part or all of any compensation awarded.

[1] For the sake of brevity, the words "he" and "his" are used throughout this article to mean "he or she" and "his or her".



Section 14 gives school children a common start date for work experience schemes.

Secondary industrial action

Section 4 removes the immunities under section 13 of the Trade Union and Labour Relations Act 1974 for acts in contemplation or furtherance of trade disputes involving calling for, or otherwise organising, 'secondary' action (ie action not taken by workers having a dispute with their own employer). However, calls on workers to take such action can still have immunity if they are made in the course of peaceful picketing as the law allows.

The section also modifies the definition of secondary action, which will in future cover action organised among those doing work or performing services under any contract, including contracts other than contracts of employment.

Trade union ballots

Section 5 falls into three distinct parts:

First, it extends existing legislation which enables employers (and others) to take action in tort against a union which calls for industrial action without holding a proper secret ballot. The legislation will apply to a union's organisation of action by members who work under contracts other than contracts of employment. Also, such members will have the same right to restrain their union from calling on them to take industrial action without a proper secret ballot as members who work under contracts of employment have by virtue of Section 1 of the Employment Act 1988.

Secondly, the section extends the requirements of Section 11 of the Trade Union Act 1984 so that a union must give members in Northern Ireland a vote in a proper secret ballot where they may be called upon to take industrial action alongside British members.

Thirdly, it adds to existing legislation a requirement for voting papers for political fund ballots and executive election ballots to state the name of the independent scrutineer, and for the trade union to notify its members of his name before he begins his duties.

Section 7 requires the voting papers for ballots on industrial action to specify who the union wishes to have authority to call for industrial action to which the ballot relates. This prevents unauthorised officials misusing the protection of a majority "yes" vote to call premature industrial action when their union does not in fact wish them to have the authority to call for the industrial action to which a ballot relates.

The section does this by providing that if there is a call to take action by any official who is not specified on the voting paper, and there has been no call from any official who is specified on the voting paper, the ballot will not afford the union protection. This means, for example, that if the union does not repudiate effectively what the unspecified official has done, it will be liable to legal proceedings by employers or members.

Section 8 recognises that there may be circumstances in which a union should be allowed to make its first call for industrial action more than four weeks after the date of the ballot to which the action relates, but that this should only be allowed in certain circumstances, and where it is reasonable to regard the ballot as continuing to represent the views of the relevant union members.

These circumstances apply where an injunction, court proceedings, or an undertaking given in connection with such proceedings which subsequently lapses or is discharged, has prohibited the union from calling for industrial action during some part, or the whole of, the four weeks following the date of the ballot. In such circumstances the trade union may apply to the court forthwith when the injunction is lifted or the undertaking lapses, for an order which, if made, would provide that the period during which the prohibition had effect would not count towards the four-week limit. The period between a union making an application for an extension of the four-week period, and the court's decision on that application, is not to count against the extension which the court may ultimately award.

However, a court may not make an order if it appears that: (i) the result of the ballot no longer represents the views of the union members concerned; or (ii) that an event is likely to occur as a result of which those members would vote against industrial action if another ballot were to be held.

Under no circumstances, however, will a union have immunity, or protection from proceedings brought by a union member under section 1 of the 1988 Act, if it first calls for industrial action more than 12 weeks after the date of the ballot.

Trade union liability for the acts of officials[1] etc

Section 6 extends section 15 of the Employment Act 1982, which prescribes circumstances in which a union is legally responsible for organising industrial action. It means, for example, that a union will be potentially responsible (and liable) for the organisation of industrial action by any of its officials, including shop-stewards, any of its committees, or any group whose purposes include organising or co-ordinating industrial action and to which any of its officials belong.

The section also modifies, and extends, the requirements which must be satisfied if a union is to avoid liability for certain calls for industrial action. This means, for example, that if any union shop steward calls for industrial action, his union will be liable unless and until it effectively repudiates what he has done as soon as reasonably practicable after the relevant act comes to the knowledge of the union's Executive, President or General Secretary. Such repudiation will involve the union doing its best to give individual written notice of repudiation, without delay, to every member who has taken (or may take) industrial action in response to the repudiated call, and to every employer of any such member.

This written notice of repudiation must contain the following statement:

> "Your union has repudiated the call (or calls) for industrial action to which this notice relates, and will give no support to unofficial industrial action taken in response to it (or them). If you are dismissed while taking unofficial industrial action, you will have no right to complain of unfair dismissal."

The union must also respond to any request for confirmation of the union's repudiation made within three months of the purported repudiation by a party to a commercial contract which has been or may be interfered with by the industrial action.

These arrangements mean that if there has not been a proper ballot before a union official calls for industrial action, the union will be at risk of proceedings being brought against it unless and until it effectively repudiates the relevant act. Having done so, however, the union is free to hold a proper ballot and thereafter organise official action as the law allows.

The section also provides that in proceedings arising out of an act which is taken to have been done by a union by virtue of section 15 of the 1982 Act (as amended), a court is to have certain powers to require a union to take such steps as it considers appropriate for ensuring that there is no (or no further) inducement of persons to take or continue industrial action, and to see that no one does anything by virtue of the unlawful act. The provisions of section 15 of the 1982 Act are to apply to the determination of trade union liability in respect of contempt of court proceedings as they apply in respect of the original proceedings.

Unofficial industrial action

Section 9 gives employers greater freedom to dismiss employees taking part in unofficial industrial action by removing, in certain circumstances, the jurisdiction of industrial tribunals to hear complaints of unfair dismissal by such employees.

It has the effect that no employee who was a union member either when he first took part in unofficial action, or when he was dismissed while taking such action—that is action not called for, or otherwise organised by his union—can claim unfair dismissal. Industrial action taken entirely by those who are not union members is not "unofficial" action for this purpose, unless they take the action alongside one or more union members whose action is "unofficial".

If industrial action called for by a union official (or for which the union is otherwise responsible by virtue of section 15 of the 1982 Act) becomes unofficial because the union has repudiated the relevant call, a full working day is allowed following the day of repudiation before the union's members taking unofficial action become liable to selective dismissal—without the right to have an industrial tribunal determine the fairness of their dismissal.

The section also removes immunity for calling for, or otherwise organising, industrial action where the reason,

[1] The definition of union official for these purposes appears in section 30(1) of the Trade Union and Labour Relations Act 1974. It states: "official", in relation to a trade union, means any person who is an officer of the union or of a branch or section of the union or who (not being such an officer) is a person elected or appointed in accordance with the rules of the union to be a representative of its members or of some of them, including any person so elected or appointed who is an employee of the same employer as the members, or one or more of the members, whom he is to represent."

or one of the reasons, for organising such action is because an employer has dismissed an employee taking unofficial industrial action.

The Commissioner for the Rights of Trade Union Members

Section 10 extends the scope of proceedings for which the Commissioner for the Rights of Trade Union Members may grant assistance. The Commissioner will be able to grant assistance for actual or prospective proceedings brought by a union member arising out of an alleged breach, or threatened breach, by his union of its own rules relating to certain matters. These matters include appointment or election to union office, disciplinary proceedings by the union, and authorising or endorsing industrial action. The Commissioner must be satisfied that the award by the court of the remedy sought by the assisted person, would be of relevance to other union members.

As at present, the Commissioner can only grant assistance for actual or prospective High Court proceedings (or proceedings on appeal from the High Court) and not proceedings in any lower court, in an industrial tribunal, or before the Certification Officer for Trade Unions and Employers Associations.

Section 11 provides that the words "assisted by the Commissioner for the Rights of Trade Union Members" may appear in the title of proceedings assisted by the Commissioner, if the assisted person so wishes.

Miscellaneous

Section 12 enables the Secretary of State to revoke certain statutory Codes of Practice and provides a simplified procedure whereby the Secretary of State and ACAS may revise those Codes of Practice where changes in the relevant law have made the contents of any such Code inaccurate or misleading.

Section 13 merges all the assets and liabilities of the statutory Redundancy Fund with the National Insurance Fund.

Section 14 amends section 1(4) of the Education (Work Experience) Act 1973 so as to make all secondary school pupils eligible to participate in work experience schemes from the beginning of the summer term of the year before their final year of compulsory schooling.

At the moment work experience is confined to the 12 months before the school leaving date. Because children become eligible to leave school at one of two dates depending on the date of their birthday, there are two dates of eligibility for work experience. The opportunity has been taken to regularise the age of eligibility for work experience so that all children will now be able to go out on placements from the same date.

General

Sections 15–18 provide for the payment of money for increases in public expenditure attributable to the Act; for the legislative procedure for applying corresponding provisions to those in the Act to Northern Ireland; and for the Act's short title and commencement provisions.

Schedule 1 contains further provisions relating to Access to employment (sections 1 to 3). Part I of the Schedule deals with proceedings, remedies and related matters while Part II is concerned with the scope of application of the provisions. **Schedule 2** sets out minor and consequential amendments. **Schedule 3** sets out repeals. ■

Free guidance booklets about relevant aspects of industrial relations and trade union law, taking account of the changes made by the Act, will be available when the main provisions of the Act come into operation early in the New Year.

Special Feature

For adult full-time employees, average weekly earnings were £263·1. Photo: Jim Stagg

Pay in Great Britain

Results of the 1990 New Earnings Survey

by Clive Lewis
Statistical Services Division,
Department of Employment

The first summary results of the 1990 New Earnings Survey, the Department of Employment's annual April survey of the structure of earnings have now been published[1]. This article describes some of the main findings.

The results of the 1990 New Earnings Survey show that in April the average gross weekly earnings of all full-time employees on adult rates working a full week were £263·1. For males in manual occupations average weekly earnings were £237·2 while the equivalent figures for males in non-manual occupations were £354·9. Average weekly earnings for females in non-manual occupations were £215·5; while for the relatively few adult women working full-time in manual occupations, average weekly earnings were £148·0.

Levels of average pay and hours

Table 1 gives a summary of the average gross weekly earnings in April 1990 for different categories of employees, distinguishing the main components of pay (overtime pay, payment by results (PBR)—including incentive pay—and shift premium, etc payments). It also

[1] The full results are being published in six parts, A to F, by HMSO in *New Earnings Survey 1990*. The figures in this article generally relate to full-time employees on adult rates working a full week (see *Technical note—Survey results*).

shows average gross hourly earnings and the average number of paid hours worked in a week.

Figure 1 demonstrates the variation in the level of average gross weekly earnings and its components between the different categories of employees. The importance of overtime and other payments in the earnings of males in manual occupations and, to a lesser extent, of all (full-time) employees in the manufacturing sector is very evident.

For manual males, such earnings accounted for 26 per cent of gross average weekly earnings. They were 15 per cent for manual females but only 8 per cent for non-manual males and 5 per cent for non-manual females. The proportions fell marginally after increasing slightly in April 1988 and 1989, following relatively little change since 1984.

For employees in manufacturing industries, overtime, bonus and shift premium payments represented 18 per cent of average gross weekly earnings; but only 9 per cent for employees in service industries. Overall, for all full-time employees, the proportion was 13 per cent.

The growth of average earnings

An increase in average earnings from one year to the next will reflect several interacting factors.

There will be the direct effects of pay settlements implemented in full between the April survey dates, or in part if staged over a period of more than a year. The increase will also be directly affected by changes in the amount of overtime and other payments relative to basic pay. But the overall year-on-year growth in average earnings will also reflect changes in the structure of the economy resulting from shifts in the composition of the workforce by occupation and industry—for example, away from manual occupations (with lower average earnings) to non-manual occupations.

While average gross weekly earnings (including overtime) increased overall by 9·8 per cent, hourly earnings excluding overtime rose by 9·7 per cent overall. For the groups identified in *table 2* (and *figure 2*), the highest rises in average weekly and hourly earnings were

Figure 1 Make-up of pay: full-time employees on adult rates

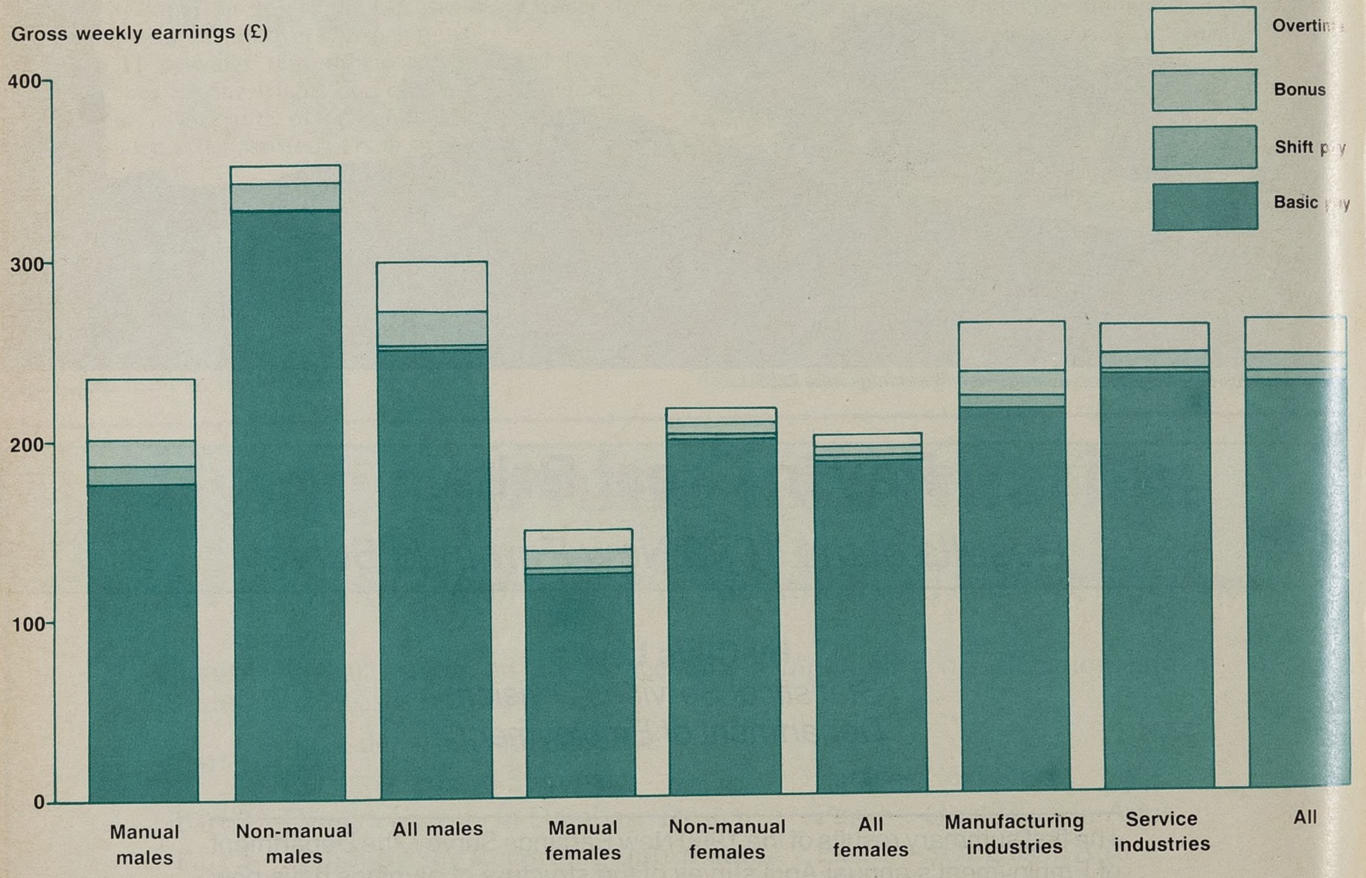
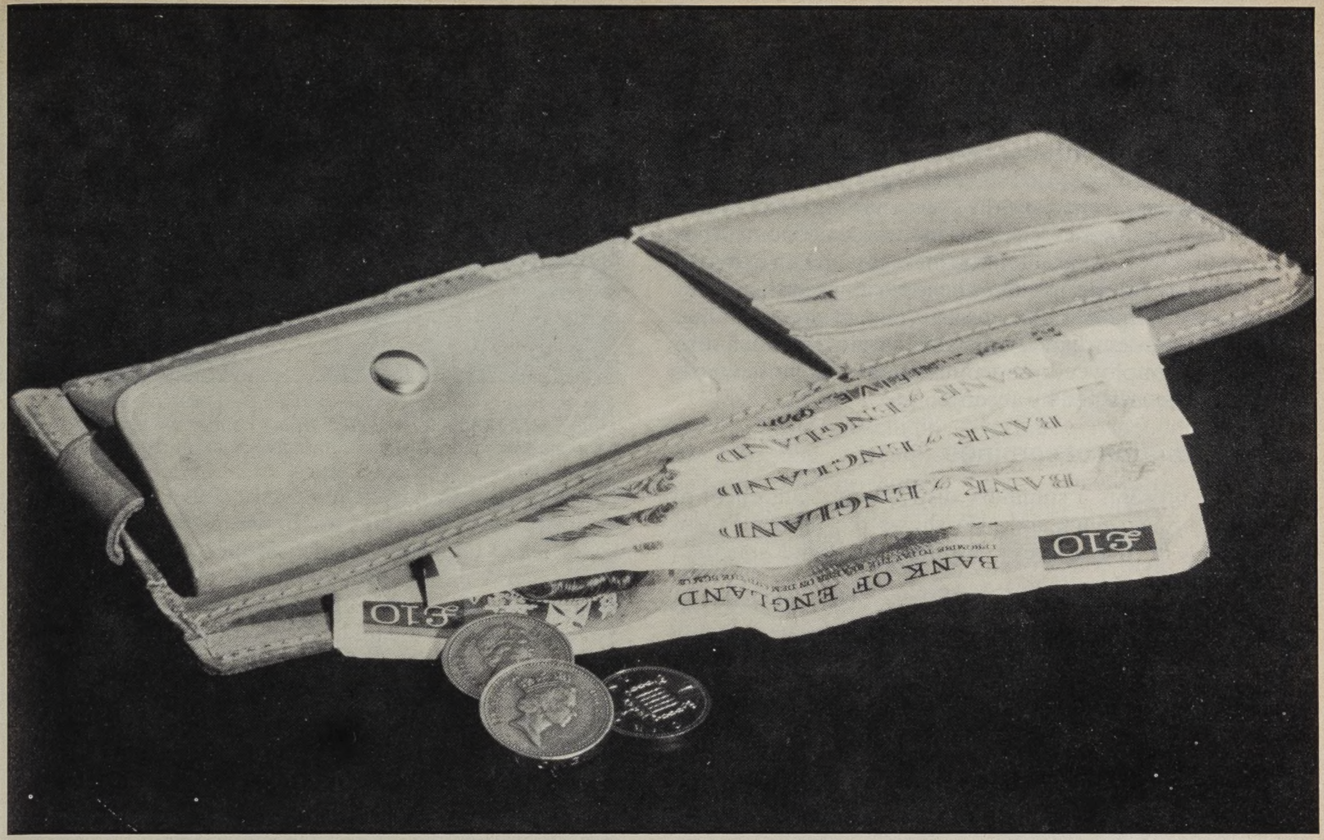


Table 1 Levels of average pay and hours in April 1990

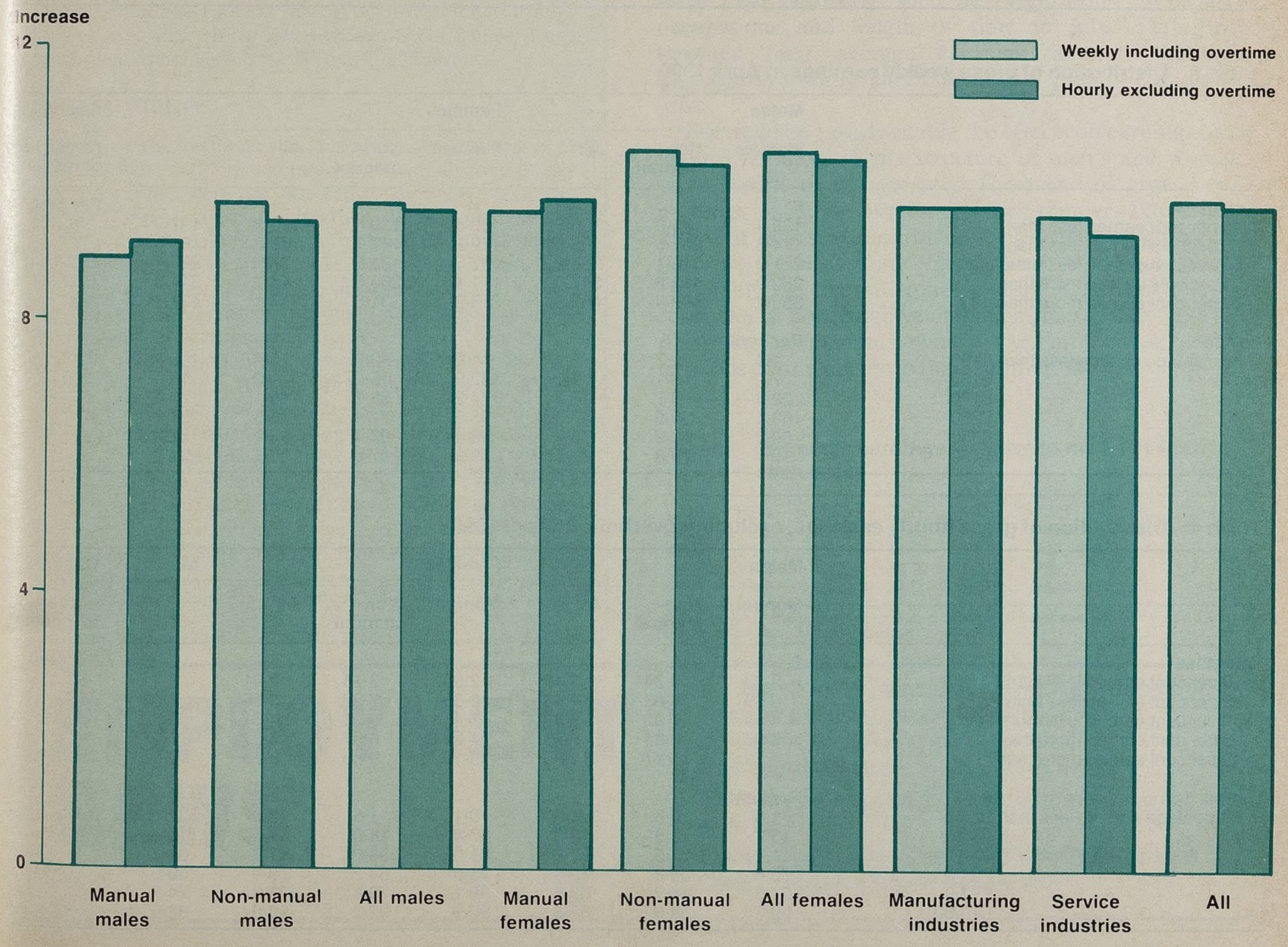
	Males			Females			Industries		All
	Manual	Non-manual	All	Manual	Non-manual	All	Manu-facturing	Service	
Average gross weekly earnings (£)	**237·2**	**354·9**	**295·6**	**148·0**	**215·5**	**201·5**	**262·8**	**260·7**	**263·1**
of which: overtime payments	37·1	11·6	24·4	8·8	4·3	5·2	26·4	12·3	17·8
PBR payments	15·6	13·5	14·5	10·1	3·6	5·0	14·7	8·7	11·2
shift premium etc payments	7·8	2·3	5·1	3·8	2·1	2·5	6·6	3·1	4·2
Average gross hourly earnings (£)									
including overtime pay and hours	5·25	9·02	6·88	3·72	5·76	5·30	6·09	6·51	6·37
excluding overtime pay and hours	5·09	9·02	6·89	3·66	5·73	5·28	6·01	6·51	6·34
Average total weekly hours	**45·2**	**38·7**	**42·2**	**39·8**	**36·9**	**37·5**	**42·4**	**39·2**	**40·5**
of which: overtime hours	6·1	1·5	3·9	1·8	0·6	0·9	4·0	2·1	2·9

PBR denotes payment by result.



Half of full-time adult employees earned more than £229·4 per week. Photo: Jim Stagg

Figure 2 Percentage increase in average gross earnings, April 1989 to April 1990



again, for non-manual females. The lowest rises were for manual males.

Information on the growth of average earnings is also given by the monthly average earnings index, which showed an adjusted, actual increase of some 9·3 per cent and an underlying increase of 9 per cent for the whole economy, between April 1989 and April 1990. However, although figures from both the New Earnings Survey and the average earnings index cover the whole economy, they are not directly comparable. The increases shown in *table 2* relate only to full-time adults whose earnings in the survey period were not affected by absence. The average earnings index, on the other hand, covers all employees, including part-timers, employees not on adult rates and those whose earnings were affected by absence.

The distribution of earnings

Table 3 presents a summary distribution (quantiles) of gross weekly earnings and also shows the percentage of employees in the survey earning less than specified amounts.

The variation of earnings from the average is considerable. For adult men, average gross weekly

For employees in manufacturing industries, overtime bonus and shi[ft] premium payments represented 18 per cent of average gross week[ly] earnings. For service industries the figure was only 9 per cent.

earnings, as shown in *table 1*, were £295·6 but the median level of weekly earnings as shown in *table 3* (that is, the level below and above which 50 per cent of employee[s'] earnings lie) was £258·2 and 10 per cent of full-time adul[t] men employees had weekly earnings over £467·5.

The average, or mean, level of earnings is higher than th[e]

Table 2 Increase in average earnings, April 1989 to April 1990 — Per cent

	Males			Females			Industries		All
	Manual	Non-manual	All	Manual	Non-manual	All	Manufacturing	Service	
Gross weekly earnings	8·9	9·7	9·7	9·6	10·5	10·5	9·7	9·5	9·8
Gross hourly earnings including overtime	9·1	9·5	9·6	9·9	10·3	10·4	9·7	9·3	9·7
Gross hourly earnings excluding overtime	9·1	9·4	9·6	9·8	10·3	10·4	9·7	9·3	9·7

Table 3 Distribution of gross weekly earnings in April 1990

	Males			Females			All	Quantile as proportion of median
	Manual	Non-manual	All	Manual	Non-manual	All		
Quantiles	£							Per cent
10 per cent earned less than	139·4	171·6	150·5	93·4	119·4	110·9	127·9	*56*
25 per cent earned less than	174·3	231·5	193·4	112·2	147·6	136·2	166·0	*72*
50 per cent earned less/more than	221·3	312·1	258·2	137·3	191·8	177·5	229·4	*100*
25 per cent earned more than	280·9	414·6	347·5	171·4	264·5	244·7	314·5	*137*
10 per cent earned more than	350·7	568·8	467·5	215·9	331·6	317·1	421·7	*184*
Bands	Per cent							
Percentage earning less than £100	1·4	0·7	1·1	14·5	3·0	5·4	2·6	
£130	7·2	3·1	5·2	42·9	15·2	21·0	10·6	
£170	22·8	9·7	16·3	74·2	38·7	46·1	26·6	
£250	63·4	30·5	47·0	95·2	71·4	76·3	57·2	
£350	89·9	61·2	75·7	99·4	92·4	93·9	82·0	
£450	97·1	79·8	88·5	99·9	97·6	98·1	91·8	

Table 4 Distribution of gross hourly earnings, excluding overtime, in April 1990

	Males			Females			All	Quantile as proportion of median
	Manual	Non-manual	All	Manual	Non-manual	All		
Quantiles	£							Per cent
10 per cent earned less than	3·23	4·34	3·48	2·50	3·18	2·91	3·21	*60*
25 per cent earned less than	3·89	5·85	4·38	2·89	3·92	3·56	4·04	*75*
50 per cent earned less/more than	4·83	7·92	5·82	3·45	5·04	4·61	5·38	*100*
25 per cent earned more than	5·96	10·84	8·19	4·20	6·97	6·37	7·58	*141*
10 per cent earned more than	7·29	14·77	11·65	5·10	9·36	8·79	10·68	*199*
Bands	Per cent							
Percentage earning less than £2.50	1·5	0·5	1·0	10·1	1·5	3·3	1·8	
£3.40	13·7	3·6	8·9	47·8	14·0	21·1	13·2	
£4.50	41·1	11·5	27·2	81·0	38·9	47·8	34·4	
£6.00	75·6	26·8	52·6	95·9	64·2	70·9	59·0	
£7.50	91·5	44·9	69·5	99·1	79·1	83·3	74·3	
£10.00	98·3	69·6	84·8	99·9	92·3	93·9	88·0	

Technical note

The New Earnings Survey is the only regular source of information which gives comprehensive information on the structure of earnings in Great Britain[1].

The survey has been carried out in a similar form since 1970 and collects information on hours of work and earnings for a 1 per cent sample of individual employees. Information is also collected on characteristics of the employees including age, occupation, industry, place of work and collective bargaining arrangements.

Information for the survey sample of individual employees is obtained from employers through anonymous returns which are treated as strictly confidential.

The survey information relates to earnings for a pay period usually in April each year. In 1990 the survey reference period was the pay period which included April 4.

The earnings data collected relates to gross pay *before* tax, national insurance or any other deductions have been made. Payments in kind are generally excluded. Where employees receive periodical payments covering more than one pay period (for example, quarterly or annual bonuses), the relevant amount for one pay period is included in the total earnings reported for the survey.

A more detailed description of the survey is contained in Part A of the New Earnings Survey report.

For some groups of employees, increases in pay due in or before the survey period were not paid until later because settlements were delayed. The survey figures, in general, relate to earnings actually received at the time of the survey and exclude back payments made at a later date. Payment of arrears of pay for an early period made during the survey period are also excluded from the survey results.

Between successive surveys, changes in average earnings for particular groups of employees may be affected by changes in the timing of pay settlements, in some cases reflecting more than one settlement and in some others no settlement at all. Table A in Part A of the New Earnings Survey indicates which pay settlements (or stages) were implemented between the 1989 and 1990 surveys.

Survey results

Most of the analyses in the survey reports relate to full-time male and female employees on adult rates of pay whose earnings were not affected by absence during the survey period. These results thus do not include the earnings of those not working a full week and those whose earnings were reduced because of sickness, short-time working, voluntary absenteeism and other reasons. Nor do they include the earnings of young people (not on adult rates of pay) or part-time employees.

Some information on the earnings of young people, employees of all ages, and part-time employees is available in the published survey reports. For example, in *tables 10* and *11* of Part A, analyses relating to full-time employees of all ages by age groups are presented; and Part F of the report (due to be published in early December) will include analyses of the earnings of those part-time women employees covered in the survey—representing roughly three-quarters of estimated part-time women employees.

[1] A similar survey is carried out in Northern Ireland by the Department of Economic Development, Belfast.

median because earnings have a distribution with a relatively small number of highly paid employees which influences and raises the average (the mean) more than it affects the level of median earnings.

Earnings in April 1990 showed a wide dispersion. 10 per cent of full-time adult employees earned less than £127·9 per week (or 56 per cent of the median level) and a quarter less than £166·0 per week (72 per cent of the median). In contrast, 10 per cent had weekly earnings of over £421·7 per week (184 per cent of the median).

The earnings of manual males and of females are less widely dispersed than those of non-manual males, as can most readily be seen from the percentage figures in the lower half of both *table 3* and *table 4*.

Table 4 gives a summary of the distribution of gross hourly earnings excluding overtime payments and shows the percentage of employees earning less than specified amounts on an hourly basis. The distribution and dispersion of hourly earnings shows a similar pattern to those of weekly earnings though the quantile levels are higher as a proportion of the median than for weekly earnings (see final columns of *tables 3* and *4*).

Earnings of women relative to men

Table 5 shows that the average earnings of women relative to those of men rose appreciably in the early 1970s at the time when the effects of the Equal Pay Act were felt. Since 1975 they have fluctuated around a relatively stable position though the proportion in 1990 is marginally higher than in 1989, previously the highest recorded in the New Earnings Survey.

Comparisons of men's and women's average earnings reflect the different employment patterns and other labour force characteristics, such as proportions in different occupations and length of time in jobs. Differences between their average earnings do not, therefore, correspond to differences in rates of pay for comparable jobs.

The detailed results enable the effects on earnings of the main differences in the structure of men's and women's employment to be assessed. The trend of gross hourly earnings excluding overtime, which removes the effect of different hours worked but not of different employment patterns, gives some indication of developments. However, the overall trend is more significant than the result for a particular year, which may reflect delays in particular settlements which can affect the average earnings of one sex more than another. ■

Table 5 Women's earnings* relative to men's in April of each year — Per cent

1970	63·1	1979	73·0	1984	73·5	1989	76·4
1975	72·1	1980	73·5	1985	74·1	1990	76·9
1976	75·1	1981	74·8	1986	74·3		
1977	75·5	1982	73·9	1987	73·6		
1978	73·9	1983	74·2	1988	75·1		

* Average gross hourly earnings, excluding overtime, of full-time employees aged 18 and over, whose pay was not affected by absence.

Awards should boost workplace learning

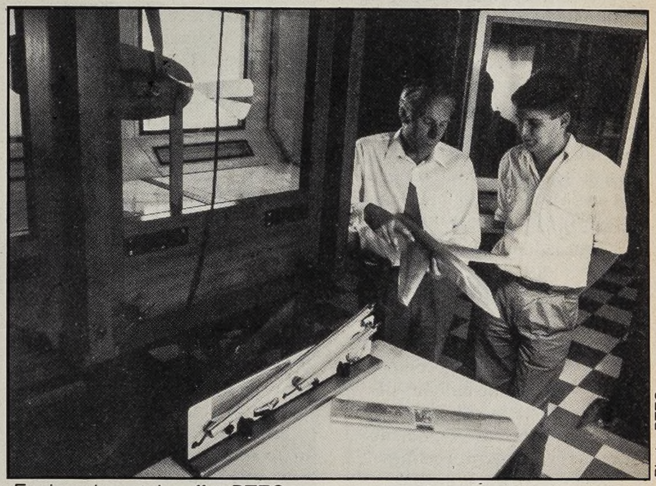


Photo: BTEC.

Engineering a take off: a BTEC aerospace studies course at Farnborough College of Technology.

New courses and awards announced by the City and Guilds of London Institute (C and G) and the Business and Technology Education Council (BTEC) look set to improve the quality of many work-related qualifications and make them more accessible.

City and Guilds has restructured its system of senior awards, introducing three new levels—Graduateship (GCGI), Membership (MCGI) and Fellowship (FCGI)—to add to the existing Licentiateship or 'master craftsman' level.

The new awards will be offered across all 42 subject areas covered by C and G, from agriculture and bakery to hairdressing and textiles.

They offer an alternative route to high-level qualifications for experienced people in business and industry who do not want to pursue the usual academic route.

The new graduateships, pitched at first degree level, are entirely new and are designed to appeal mainly to aspiring managers. Membership awards replace the C and G's 'Insignia' award and are aimed largely at existing managers. Fellowships will for the first time recognise 'outstanding achievement at the highest level of professional practice' across a range of industries.

C and G describes its new structure as "comprehensive, progressive, accessible and competence-based".

Candidates will be able to progress upwards through the different levels or enter directly at a given level.

"There's been a great deal of enthusiasm and encouragement from industry, business and education in the development of these awards," says Sue Garden, head of C and G's Senior Awards Division. There have already been some 150 inquiries from people interested in applying for graduateships.

At present, individuals wishing to apply for the awards must approach C and G's Senior Awards Committee, though universities, polytechnics and some employers may in due course be granted delegated authority to award them.

Meanwhile, BTEC has agreed to reformulate its more than 20,000 First National and Higher National courses to ensure that they measure skills or 'competences' laid down by industry-lead bodies. The agreement, reached with the National Council for Vocational Qualifications (NCVQ), means that eventually all BTEC qualifications will have the status of National Vocational Qualifications (NVQs) at one of the levels I to IV. Some 60 BTEC courses already enjoy some form of NVQ accreditation.

Around 200,000 of the half a million students studying with BTEC at any one time should become eligible for NVQ-status qualifications from 1992. Courses in hotels and catering, business and finance, and health and social care will be the first to be reformulated.

BTEC plans to increase its first year course enrolments by 10 per cent a year for the five years from its current level of 230,000. □

NVQs and their Scottish equivalents—Scottish Vocational Qualifications—will now be recognised by employers throughout the United Kingdom, following an agreement on mutual recognition reached last month by the NCVQ and the Scottish Vocational Education Council.

Poland: where benefits are problems

Unemployment in Poland is beginning to receive attention from countries in the West. Last month a six-strong team of experts from the Employment Department headed East to advise the Polish Ministry of Labour and Social Policy on unemployment and training policies.

In a further measure the International Labour Office has just signed an agreement with the Swiss government to provide about £1 million worth of funds towards improving Poland's employment services.

Polish unemployment is around 5½ per cent but is expected to rise further. Under the previous regime there was officially no unemployment! Now, payment of unemployment benefit is likely to make a considerable dent in the country's social security budget.

British Employment Secretary Michael Howard signed a co-operation agreement with his Polish counterpart, Mr Kuron, in Warsaw this June; and a three-day conference on unemployment, which was funded by the UK's Know-How Fund for Eastern Europe, was held in Miedzeszyn in October.

As well as looking at the mechanics of setting up and running an unemployment benefits payment system, delegates examined such areas as vacancy notification and labour turnover.

Employment services in Poland operate under severe handicaps, such as a low level of education and training, understaffing and poor office equipment (particularly the shortage of computers).

The ILO agreement will improve capacity, structure and methods over a three-year period in five fields: vocational guidance, training and retraining, employment promotion, job placement, and self-employment schemes. □

Green management explained

A management programme, designed to tackle the major environmental issues facing industrialists and senior management, has been developed by Brunel University, London.

Six initial seminars—claimed to be the first such programme to be offered by a university or business school in the UK—will run from late November to late February.

The seminars will cover subjects such as policies and strategies for the 1990s, environmental audits, management development and training, marketing of 'green' products, financial implications of environmental policy and the role of research and development.

The seminars are designed primarily for directors, senior management and their advisors. To enhance participant learning, the groups will be limited in size, which will allow one-to-one dialogues with expert speakers. □

Hungary workers guide

Foreign nationals working in Hungary is the latest in a series of booklets for expatriates working in European countries produced by Coopers and Lybrand Deloitte.

The booklet highlights important information which those taking up employment in Hungary need to know to arrange their affairs effectively in advance. It covers key issues such as work permits, the system of personal income tax and exchange control—the latter being particularly important since the Hungarian forint is not a convertible currency.

Foreign nationals working in Hungary is free and available individually or as part of a set. Other countries covered in the series are Belgium, France, Germany, Ireland, Portugal, Switzerland, The Netherlands and the UK.

Obtained by contacting Penny Fisher, Coopers and Lybrand Deloitte, 32 Farringdon Street, London, EC4. □

Hazardous sites compliance

New notification and marking requirements affecting sites on which hazardous substances are stored are now in force.

The requirements are outlined in a free Health and Safety Executive leaflet designed to help site operators see at a glance how the Dangerous Substances (Notification and Marking of Sites) Regulations 1989 will apply to them.

The main purpose of the Regulations is to assist firefighting services in operations on hazard sites by ensuring that they receive advance information about the hazards and that adequate warning signs are put in place at appropriate points on the site.

The leaflet deals briefly with who is responsible for ensuring compliance with the regulations, the sources of information on dangerous substances, what exceptions apply, and how to provide notification. The range of warning symbols and texts is also illustrated.

Dangerous Substances on Site: Notification and Warning Signs, IND(G)92(L), is available free from HSE Information Centres in Sheffield, Bootle and London. □

End of the road for ex-pat managers?

The expatriate worker may become a dying breed as leading companies seek to increase the mobility of their workforce by offering short-term overseas assignments rather than long-term postings.

This is one of the principal findings from a research survey by Percom Ltd of their clients, which found that 'ex-pating' was seen as archaic and unnecessarily costly—often five times more expensive than the UK salary.

Short-term assignments, on the other hand, were becoming more widely used: to deliver a business objective flexibly; to develop managerial talent; to disseminate corporate or central values and expertise; or even to keep an eye on local management.

Most of the companies identified their cadre of 'fast-track' high-fliers early and used management development programmes and appraisal systems. Overseas postings were used as part of this career development.

Staff on short assignments—of up to about six months—were generally paid their normal salary plus a daily allowance, accommodation—and often a car. 'Ex-pat salary' policy, by comparison, was normally based on notional home pay, spendable income and allowances.

The research also found that the growth of the dual-career family is, at least for the professional services and oil firms, emerging as a factor that potentially inhibits mobility. This is especially so for assignments to the Middle East, where women are sometimes unable to work in their chosen field.

• The need for 'crisis management' by companies who send employees to potential trouble spots was also highlighted at a recent BUPA health symposium in London.

John Moses, a management consultant, proposed senior staff should form a crisis management committee to liaise with the local British Embassy or Consulate, review emergency communication arrangements and prepare an emergency contingency plan.

Delegates heard that not only do staff overseas experience culture shock and feelings of isolation and homesickness, but many also have problems readjusting when they return home.

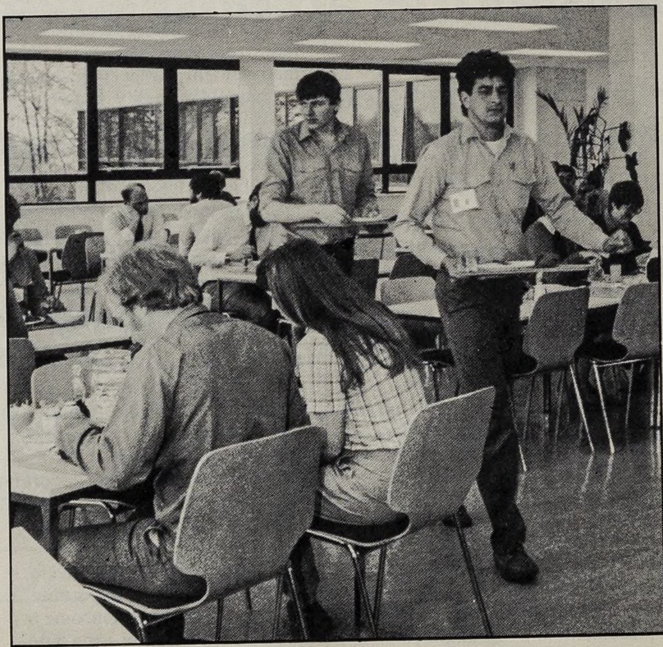
A BUPA survey, conducted by MORI, showed that a third of the personnel directors of companies sending staff overseas cited staff reluctance to return and difficulties of reintegrating into life at home as a problem. □

Lumpy dumplings have a great fall

Dumplings and jam puddings are losing out to nut cutlets and yoghurt on workplace canteen menus, says the Industrial Society.

Following the healthier eating trend elsewhere, staff restaurants now offer more salad counters, low fat meals and low salt foods, plus a wider choice of vegetarian dishes. The trend has been reported by the Society's industrial catering expert Margaret McArdle, whose experience of workplace food goes back to the mid-1960s. "Bosses know that healthy staff feel better, work harder and go sick less often," she says.

According to a survey by the Society, the average employee spends £3.61 a week, or 72p a day, on food sold at work. Seven in ten workers used workplace canteens, compared with only 58 per cent in 1985. Depending on the level of subsidy provided by the employer, prices can vary widely: sausages can cost anything from 9p to 38p, and the price of a cup of tea ranges from 6p to 19p. □



Seven in ten workers use workplace canteens.

Unions and the law

Unions have reacted more positively to the Government's union legislation than might be expected, according to a study by Kingston Polytechnic.

The research, based on surveys and case studies of TUC unions, found that in line with government policy unions are increasingly using ballots. However, against the spirit of recent legislation the vast majority of these votes are conducted at the workplace rather than by post. Furthermore, few unions had changed their rules to make ballots mandatory. Where rules were changed, the tendency was to grant the union's executive greater discretion over whether and how to hold the vote.

The report suggests that strike votes allow union negotiators a means of demonstrating bargaining muscle without actually carrying out action.

A number of union officials commented that the use of active workplace balloting techniques had strengthened the links between union officials, shop stewards and their members (which is what the Government said it was intended to do).

The report dispels suggestions that officials take advantage of these stronger ties by using industrial action ballots in a 'tactical manner'; that is, getting members to vote for action they are in reality unprepared to take. It also finds union representatives had experienced some difficulties with adapting to the requirement to ballot.

Among the more important of these were coming to grips with the length of the procedures and the need to simplify agreements. Those interviewed also pointed to occasional problems with interpreting results, especially in multi-union situations.

The researchers point out that the requirement to ballot has encouraged trends towards centralisation and formalisation within unions. This, they add, is at odds with the general move towards greater decentralisation among employers.

The Decollectivisation of Trade Unionism? Ballots and Collective Bargaining in the 1980s. For further information contact: Huw Morris, Kingston Business School, Kingston Polytechnic (tel 081-549 1141). □

Remploy hones competitive edge

Remploy, the state-aided organisation that gives training and employment to severely handicapped people, is launching a new export-led strategy to strengthen its market position.

To mark the changes, Employment Secretary Michael Howard helped unveil a new corporate image at the company's latest factory in Bridgend, Mid-Glamorgan.

Mr Howard said: "The new corporate identity is a sign that Remploy will be more competitive, will market its products more aggressively, will use more modern techniques and will increasingly have state of the art technology. All of this should benefit the employees of the company, its main purpose being to give good-quality, worthwhile work to severely disabled people who would otherwise have difficulty in finding and keeping jobs in open employment.

Remploy is hoping to expand niche-markets for high-tech leisure wear, and also to sell more into the Japanese market.

Relative to turnover, the company has improved its performance over the years, now deriving two-thirds of its income from the marketplace, the remainder topped up by government subsidy. A few years ago the ratio was nearer half and half.

Remploy's new factory at Bridgend in Mid-Glamorgan is the first to have signs with the new company symbol and colour scheme.

Remploy gives work to 9,000 disabled people out of its total workforce of 11,000.

• Exel Furniture, a division of Remploy Ltd, has just won a four-year contract to supply 6,000 desks to more than 1,000 Employment Service offices around the country.

Factories at Swansea, Pentre and Brynamman will play a major role in supplying the desks and other furniture to the new-look open plan offices—an amalgamation of unemployment benefit offices and jobcentres designed to provide a user friendly service for job hunters.

Exel Furniture is firmly established in the office desks market and won the order against competition from other UK and overseas manufacturers. □

Childcare programmes aim to stop brain-drain

There are signs that employers are actively addressing the problem of retaining women employees. Two imaginative schemes devised to deal with childcare are described below.

Glaxo Group Research Ltd is to introduce what it claims is the UK's largest corporate childcare programme as part of a package of improved benefits to encourage women to return to work after childbirth.

Said director of human resources John Hume: "1,600 of Glaxo Group Research's 3,500 staff are women and their average age is 33. Many of them are scientists and technicians. We cannot afford to lose their skills if we are to continue being as successful in the future as we are at present."

The childcare programme is a combination of nurseries and company-managed childcare places. The nurseries will be built on three of Glaxo's main sites—two in 1991, the other by the mid-1990s. The childcare places will be set up in January 1991.

Another programme aimed at childcare provision is an information and development partnership linking six major employers, the public sector and voluntary organisations which has been launched in Brighton.

The partnership is called 'Childcare Links'. Using computerised data it aims to offer information and advice to help working parents make an informed choice about their children's care.

The sponsors hope the initiative will aid the development of more childcare provision. By working with local authorities and existing childcare groups to identify the gaps in existing childcare, useful feedback will be provided. The service, which is not limited to participating companies, is planned to set up eventually as a national network.

Many employers are now realising the importance of childcare as a way to retain and recruit staff in a period of imminent skill shortages. By supporting the initiative, companies can act to meet their own needs and benefit the community as a whole.

American Express, one of the supporting companies, readily admits a degree of self-interest, pointing out that in its Brighton office alone, two-thirds of the staff are women and half are under 30. If staff are to be retained the network is just one option in a wider mix of childcare provision which the company will consider.

The initiative also comes at an appropriate time for local authorities, who, under the provisions of The Children Act 1989, are required to review all their social provisions in this field.

So far there are plans to set up further 'Childcare Links' in the London boroughs of Hillingdon, Hounslow, Newham, Greenwich and Islington, and in Birmingham, Walsall and Tyneside. □

Time off for public duties

Members of Boards of Visitors and Visiting Committees to prisons, remand centres and young offender institutions are now entitled to time off from work to carry out their duties.

The Government has made an Order (effective from October 15) which adds these groups to the list of employees who, under the Employment Protection (Consolidation) Act 1978, are allowed time off to perform certain public duties.

While there is nothing to prevent an employer from making payment to an employee for time off for public duties, there is no statutory obligation for payments to be made. However, an employee who considers that an employer has failed to comply with the statutory provisions may seek a remedy by complaining to an industrial tribunal. □

Headhunters' associaton to set own standards

A new association to regulate the headhunting industry has been set up.

The new body, to be called the British Association of Executive Search Consultants, will represent only so-called 'senior-search' firms. It will act as a self-regulatory body and will develop a code of practice for members.

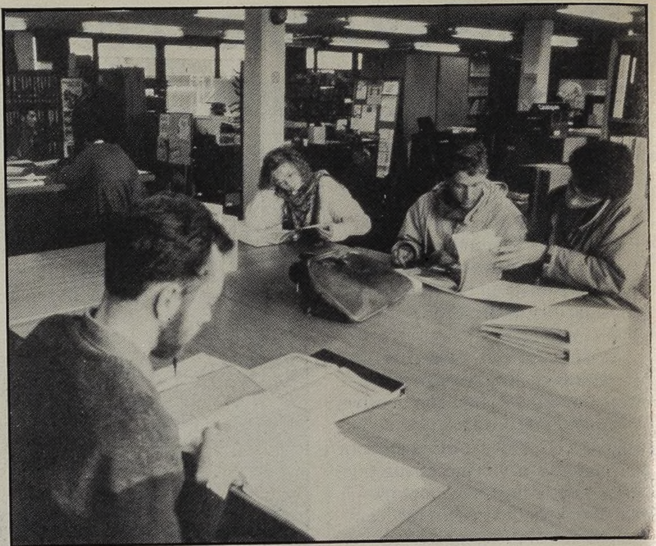
The association will also publicise for clients and others the level of service to be expected from headhunting firms, and seek to set standards which other firms should follow.

Fifteen executive search firms have become founder members of the Association.

• A code designed to stamp out 'cowboy practices' has been drawn up for the 11 advertising and marketing staff recruitment agaencies in membership of the Federation of Recruitment and Employment Services.

Issues covered by the code include submission of candidates' CVs, advertising of vacancies, confidentiality, and candidates' referees. Agencies are specifically prohibited from headhunting employees of another company which has been a client of the agency within the previous 12 months. □

Milkround still popular despite jobs downturn



Graduates in earnest preparation for the milkround.

Campus 'milkround' visits by employers remain as popular as ever despite the growing number of summer recruitment fairs, a decline in demand for graduates, and the trend among students to delay their entry into permanent jobs.

A survey of 34 institutions by the Graduate Employment Service's Central Services Unit (CSU), points to an increase this year in the number of employers booking places at milkrounds, and no decline in the numbers of students taking part. Students are, however, making fewer job applications on average.

Many employers, it revealed, are widening their search to institutions—mainly polytechnics and colleges of higher education—which they have not previously visited.

While vacancies for graduates have dropped significantly this year, demand for computer scientists and engineers continues to grow, with employers increasingly willing to consider Higher National Diploma holders alongside graduates. By contrast, demand for 'any discipline' candidates shows 'a marked decline'.

The CSU's survey of first destinations of 1989 graduates reveals that graduate unemployment fell for the eighth year in a row, from 5·3 per cent in 1988 to 4·8 per cent in 1989. Declining unemployment was matched by an increase to 4·2 per cent in those declaring themselves 'not available for employment', two-thirds of whom were taking a voluntary break. The percentage of graduates going directly into jobs fell from 51·5 per cent to 49·7 per cent in 1989.

The CSU's set of four 'Grey Books' gives details of the first destinations of university, polytechnic, college and institute of higher education and Scottish central institution graduates in 1989. They are available, price £2.40 each or £8.50 for the set of four, from CSU, Crawford House, Precinct Centre, Manchester M13 9EP. 'Mature' students now make up some 15 per cent of undergraduates, but they are finding graduate-level jobs difficult to find—especially when they have taken non-vocational degrees, says a study by Strathclyde University on age discrimination. Mature students need much better careers counselling before starting their degrees, the report says. □

Electric shocker!

The Health and Safety Executive's Electrical Equipment Certification Service (EECS) is to set up a new surveillance system of certified hazardous area electrical equipment. The move follows the recommendation of a national survey which revealed that one-third of such manufacturers had inadequate quality systems.

Ian Cleare, Director of EECS, states in the organisation's annual report that the survey carried out by QUASCO, the appraisal company owned jointly by the major oil and gas producing companies, on manufacturers of BASEEFA certified equipment, stressed the need for surveillance.

As a result EECS is introducing a surveillance system with a new certification mark licensing scheme. Under the scheme, manufacturers applying the EECS certification marks will be properly scrutinised by assessors to demonstrate their ability to meet the required standard.

Said Mr Cleare: "The survey revealed that around one third of the 57 companies visited either had no quality system at all or one that did not provide sufficient confidence in the ability of the company to produce to specification. □

Coherence and compatibility

Using Learning Information: A Guide to Handling Information in Education and Training Databases is the title of a guide on coherence and compatibility of education and training databases, published this month.

The guide is primarily a summary of the work of the Coherence and Compatibility Initiative which involved representatives from the education and training sector, national and local government and industry.

The guidelines will be of interest to anyone involved in research and development work in databases of learning opportunities or qualifications projects.

Standards in the guide for collecting, recording and presenting information have been developed in accordance with the two main objectives of listing information items relevant to education and training databases, and devising rules for recording those items.

The benefits arising from adherence to these standards are

- better access to information about training,
- reduced costs in setting up and maintaining databases and
- reduced costs through collaboration in collection for both providers and collectors.

Copies of the guide are available from ADSET (Association for Database Services in Education and Training), price £50 (inclusive of an introductory workshop and post and packing) via the Helpdesk number of 071-936 2316. Further information about the Coherence and Compatibility Initiative is available from Geoff Hembrow or Cate Middleton at the Training Agency's Information and Advice Services Unit (tel 0742 597362 or 597334. □

Small firm, large benefits

Benefits, such as pensions, company cars and health insurance, play a larger part in the total 'compensation package' for chief executives of small companies than they do for the leaders of large companies, according to research by consultants Noble Lowndes.

For companies with a turnover in the £100-500 million range, benefits account for 15½ per cent of the package; but for those with a turnover of £40 million or less, the comparable figure was 22½ per cent.

The value of an executive's company car tended to increase with salary: typically the price of the car was found to be around half his or her annual salary.

The survey is based on details of 4,432 executives (173 of them chief executives) from 373 companies.

Some 30 per cent of the surveyed companies offer SAYE share plans (compared with less than 25 per cent in 1988), and around 50 per cent have an executive share option plan for their most senior managers. This is about the same proportion as those who supply their top people with a personal financial counselling service.

The percentage of executives receiving performance bonuses has been growing fast, from 32 per cent in 1988 to 45 per cent in 1990 (and 64 per cent for chief executives). However, the value of these bonuses as a proportion of base salary has been declining, from 39 per cent for chief executives in 1988 to just 27 per cent this year; and the figure for 'all executives' was even lower, just 23.5 per cent. □

Topics

Preparing small firms for 1992 at a distance

A distance-learning package to help small and medium-sized firms prepare for 1992 has been launched by the Open University's Open Business School.

Opening the Single Market is being aimed mainly at owners, managing directors and sales and marketing managers in firms with between five and 150 staff.

The package comprises two video 'modules', costing £80.62 each or £150.50 the pair, supported by audio cassettes and workbooks. The first video, *A Bigger Europe for the Smaller Business*, lasts 25 minutes and aims to help firms identify the opportunities and threats likely to arise and to develop 'action priorities'.

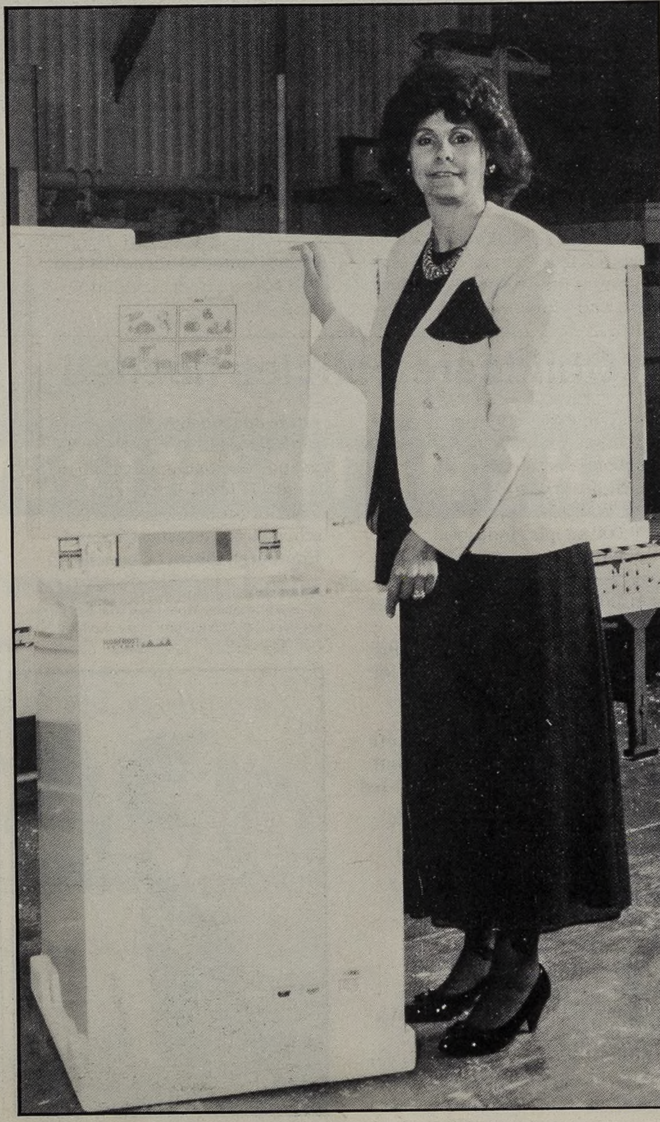
The second, 50-minute *Costing the Options*, helps managers to develop a Single Market plan, subjecting the 'action priorities' to vigorous analysis.

The Open Business School will not be providing direct tutorial support for the package through its 13 regional offices; firms will be referred to bodies like local chambers of commerce for further advice. Research by the Small Business Research Trust earlier this year found that only about one in four of a sample of Britain's 2·5 million small businesses had made any preparations for 1992. By contrast, more than eight in ten firms with more than 1,000 workers consider themselves ready.

Funding of £200,000 has been provided for the package by the European Commission, National Westminster Bank and the Department of Employment.

For more information on *Opening the Single Market*, contact the Customer Services Department, PO Box 481, Open University, Walton Hall, Milton Keynes MK7 6BN. □

'Obsessive' ice empress conquers



Patricia Grant of Norfrost Ltd has been selected as the 1990 winner of the Women Mean Business Awards, organised by *Options* magazine. The award is designed to encourage and support all businesswomen, especially entrepreneurs.

Patricia gave the judging panel 6,500 reasons to reward her entrepreneurial talents: with sales of 6,500 freezers a week, Norfrost is one of the country's largest manufacturers of freezers and exports 70 per cent of its output.

As joint managing director, Patricia does not depend on the vagaries of the home market. She has presided over the expansion of an 'ice empire' that extends across the USA, the Middle East, Japan and Europe. Currency barriers are avoided by negotiating in the host market's currency.

Norfrost is almost totally self-sufficient, producing its own components and packaging, which allows the company to compete with production costs in the Third World.

"There's no quick money in manufacturing; it's a long-term investment," said Patricia. As a consequence, she sees British financiers as a major barrier to the success of British manufacturing "because they expect quick returns".

On a personal level, Patricia's working experience has convinced her that "no barriers" exist to women in business.

She identifies 'an obsessive approach' as the key to her own success story. "It's entirely up to you.

If you take yourself seriously, others will take you seriously," concluded Patricia. □

Diary dates

- *Labour Market Policy and the Completion of the Single Market* (November 12–13, Bristol). A seminar for local government officers dealing with employment policy, and staff from the Employment Service and the Training Agency. Organised by Bristol University's School of Advanced Urban Studies (SAUS). Fee: £230. Contact: Katharine Green of SAUS, tel: 0272 741117 ext 263.
- *The Cost of Dismissal* (November 16, Café Royal, London). A seminar to examine costs and implications of dismissals for business and industrial relations. Fee: £287.50. Contact: Charlotte Thornton, Legal Studies and Services Ltd, tel 071-236 4080.
- *Successfully Achieving Improved Performance Management* (November 20–21, Sedgwick Centre, London). Performance management initiatitives discussed by experts from consultants and companies like Grand Met and British Rail. Fee £575 plus VAT. Contact: Elizabeth Brett of IIR Ltd, tel 071-379 8040.
- *European Human Resources Conference* (November 28–29, Royal Garden Hotel, London). Organised by the Conference Board Europe. Subjects will include demographics and the Social Charter. Contact: Rebecca Rolfes, Communications Associate Europe, Avenue Louise 207, bte 5, 5-1050 Brussels.
- *Training for Women: The Future Perspective* (November 29, Strand Palace Hotel, London). An Equal Opportunities Commission conference on women's participation in vocational training. Speakers include Training Minister Robert Jackson. Fee: £115. Contact: Education and Training Unit, EOC, tel 071-287 3953.
- *International Pay Policies Conference* (December 5, Gloucester Hotel, London). Organised by the Public Finance Foundation. Presentation of up-to-date findings from research projects on international comparisons of pay policies in the public and private sectors. Fee: £175 + VAT. Contact: Courses and Conferences Unit, tel 071-895 8823.
- *Capital People* (December 7, QEII Conference Centre, London). Seminar on human resource issues for Europe's financial services sector. Speakers include Michael Howard and Sir Leon Brittan. Fee: £345. Contact Lynn Brook, Touchstone Exhibitions, tel 081-840 3888. □

REVIEWS

Happy returns

Described as a support package, this audio tape comes with three booklets, one for women returning to work, one for managers and another on childcare guidelines.

The stated aim of its producers, The Domino Consultancy Ltd is for the package to be useful, informative and fun. They have certainly achieved this aim.

The usefulness of *Returning without fears* lies in the construction of the package. It is well laid out and devised in such a way that a busy housewife could easily pick it up and put it down without loss of continuity.

The booklets are informative in that they get across a whole host of facts, guidance and ideas in a concise and amusing fashion. The booklet for women returning to work is particularly good, when read in conjunction with listening to the tape. Its matter-of-fact approach will certainly help dispel some of the doubts and fears which some women experience on returning to work.

Humour is used throughout the package, mostly through cartoons, similar to the one shown, which appears in the section on confidence.

The package tackles its subject in a forthright but friendly way. It debunks most of the myths about working mothers, suggests ways of getting help from friends and family and gives advice on coping with workplace problems. □

Returning without fears produced by The Domino Consultancy Ltd, 56 Charnwood Road, Shepshed, Leicestershire LE12 9NP and sponsored by Mercury Communications. Available direct from Domino. Price £24.95.

Safety muddle sinks Mafia Don

Crime definitely doesn't pay for Mafia boss Lazlo Benny (Mike McShane) and his hoodlums in a new training video comedy from Video Arts.

The Don's appalling safety record is to blame: an office fire has burnt the proceeds of a bank heist and a faulty window damaged hitman "Chinese Harry's" hand. The moral: good safety practice minimises risk and leaves everybody free for "business".

The 25-minute video costs £795 and can also be rented. For further details contact Video Arts Ltd, 68 Oxford Street, London W1N 9LA. □

Childcare policies needed

Improving the recruitment and retention of women in the workplace is no easy matter.

After carrying out a survey of 96 organisations, employing some 800,000 people, Industrial Relations Services reports that over half of them carried out consultation or research exercises to gauge the opinions of their women employees. They felt this was an important prerequisite for framing policies to target the female labour force.

Many employers said they were investigating childcare issues, but very few had actually implemented a childcare policy (nurseries, financial assistance or whatever)—and those that had done so had yet to find it as effective an aid to recruitment/retention as some of their other initiatives.

The survey was carried out earlier this year and the organisations sent questionnaires had all expressed an interest in recruitment; yet, only one in seven (about 96 out of 650) replied. However, some of these provided interesting documents that IRS has reproduced in its report; these include documents covering career breaks at Rolls-Royce and the Bank of Scotland, and jobshare schemes at Leicester City and Edinburgh District Councils. □

Effective ways of recruiting and retaining women is available from Industrial Relations Services, 18–20 Highbury Place, London N5 1QP. Price £40.

Capital people

For years the City of London has enjoyed a pre-eminent position in the financial world, but in the last five years, its dominance has weakened, as shown by the dwindling 'invisibles' in the balance of payments.

Deregulation in Amsterdam, Dublin, Frankfurt, Paris, New York and Tokyo has intensified competition on all flanks, but the situation could deteriorate further with the creation of the single European market and the liberalisation of global trade in services under GATT.

In *Capital People*, Amin Rajan argues that the City can strike back. Its workforce is the lifeblood of high value added services that have underpinned the financial services' revolution with the highest concentration of knowledge workers of any comparable area. However, such workers pose formidable challenges for city organisations and human resource professionals.

Building on the London Human Resource Group's first report *Create or Abdicate?: the City's Human Resource Choice for the 90's*, this book shows how individual institutions can turn their knowledge workers into a capital asset. Unless this is done, says Amin Rajan, the City faces the same fate as that suffered by the vehicle manufacturing industry once the jewel in Britain's industrial crown. □

**Capital People* by Amin Rajan is published through the Industrial Society. Price £34.95. ISBN 085290 909 8.

A year of human resource

Amplifying key issues and trends for personnel managers, the *Human Resource Management Yearbook 1990–91*, is now available in updated form.

Edited by Michael Armstrong, it includes articles on reward management, relocation, health promotion at work programmes and staff retention in the 1990s, as well as providing a summary of the major areas of employment and trade union legislation.

The directory section offers valuable reference material on course providers, consultancies and official bodies in human resource management. □

The Human Resource Management Yearbook 1990–91 is published by Kogan Page. Price £22.50. ISBN 0 7494 00773.

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RESEARCH PAPERS

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some recent titles are listed below.

No 72: Long-term Unemployment: JUVOS analysis
Anne Green and David Owen, University of Wales, Cardiff

A study of the geographical distribution of long-term unemployment across different types of local labour markets and its concentration in certain types of neighbourhoods within these local labour market areas. It looks at how the composition and nature of long-term unemployment varies depending on local labour market conditions. The paper also discusses the individual characteristics of those who were long-term unemployed in the mid-1980s. The analysis is based both on unemployed claimant statistics (JUVOS) and data from the Labour Force Survey.

No 73: Ethnic Minorities and the Careers Service: an investigation into processes of assessment and placement
Malcolm Cross, John Wrench and Sue Barnett, Centre for Research in Ethnic Relations, University of Warwick

This paper reports the findings of a research project which explored Careers Officers' assessments of the abilities of young Afro-Caribbean and South Asian clients, and compares these assessments with those made of indigenous white clients with similar levels of attainment. Subsquent placements are also reported. The report concludes with a series of recommendations of Careers Service good practice.

No 74: An Evaluation of the Loan Guarantee Scheme
National Economic Research Associates (Nera)

In exchange for a small premium, the LGS provides a government guarantee to banks on loans to potentially viable small firms who would not otherwise receive debt finance on commercial terms.

This study, based on a detailed analysis of 125 cases where small firms had used the LGS, assesses the extent to which the scheme generated additional finance and economic activity for small firms. It also examines the economic principles which underpin the LGS and the possible effects of the scheme on the conduct of lenders.

No 75: An analysis of women's employment patterns in the UK, France and the USA: the value of survey based comparisons.
Angela Dale, City University and Judith Glover, University of Surrey

International comparisons on employment-related topics have long been a prime concern of bodies such as the OECD and the EC. This paper explores the extent to which it is possible to make viable international comparisons using the French and British Labour Force Surveys and the US General Social Survey. Using data mainly from the 1980s, it provides a comprehensive description of the similarities and differences in patterns of women's labour force participation in these three countries.

No 76: Ethnic Minorities and Employment Practice: a study of six organisations
Nick Jewson, David Mason, Sue Waters and Janet Harvey, Ethnic Minority Employment Research Group, University of Leicester

This study explores present-day employment patterns and practices in respect of ethnic minorities in six large organisations which had previously been researched in the late 1960s and early 1970s. It shows that in a context of management devolution and a drift away from formal procedures, equal opportunities issues did not figure prominently, and are difficult for top management to promote. The report concludes by charting a clear way forward for organisations, with specific recommendations for implementing effective equal opportunities policies.

No 77: The Employment of People with Disabilities: Research Into the Policies and Practices of Employers
Judy Morrell, IFF Research Ltd

This survey of 1,000 employers reviewed employers' views on employing disabled people, the Disablement Advisory Service, and 'Quota' (all but the smallest employers should employ 3 per cent registered disabled). Despite expressing positive views towards people with disabilities, employers described most jobs in their establishments as unsuitable though many 'vital abilities' would not stand objective analysis.

Research papers can be obtained free from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 071-273) 4883. Papers will be sent as soon as they are available.

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