

Employment Gazette



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Department of Employment

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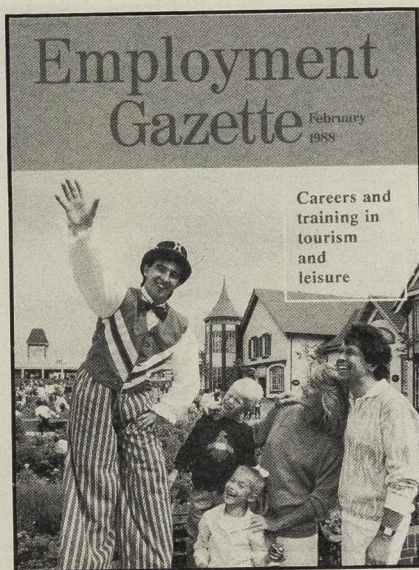
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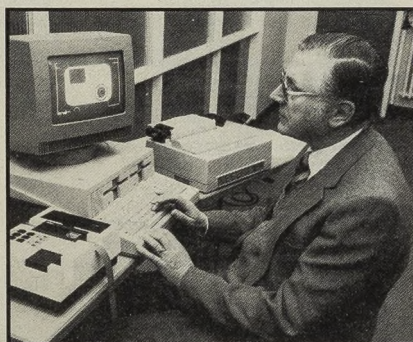
COVER PICTURE

Routes to the top jobs in tourism and leisure are discussed in a feature on careers and training. See page 84.

Photo: English Tourist Board.



The development of the franchising movement in the UK is reviewed on page 70. It includes an assessment of its importance in the creation of employment and training opportunities.



Trends in the distribution of earnings are analysed in an article on page 75.

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Free Department of Employment leaflets

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

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

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

General information

Action for jobs

Details of the extensive range of DE and MSC employment and training programmes and business help PL782 (5th rev)

The above booklet translated into:

Bengali PL782 (Bengali)
Cantonese PL782 (Cantonese)
Gujerati PL782 (Gujerati)
Hindi PL782 (Hindi)
Punjabi PL782 (Punjabi)
Urdu PL782 (Urdu)
Vietnamese PL782 (Vietnamese)

Firm facts notice board kit

A do-it-yourself aid to help employers communicate essential information to employees.

Employment legislation

A series of leaflets giving guidance on current employment legislation.

- Written statement of main terms and conditions of employment** PL700 (1st rev)
- Redundancy consultation and notification** PL833 (3rd rev)
- Employee's rights on insolvency of employer** PL718 (4th rev)
- Employment rights for the expectant mother** PL710 (1st rev)
- Suspension on medical grounds under health and safety regulations** PL705 (1st rev)
- Facing redundancy? Time off for job hunting or to arrange training** PL703
- Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754 (1st rev)
- Itemized pay statement** PL704
- Guarantee payments** PL724 (3rd rev)
- Employment rights on the transfer of an undertaking** PL699 (1st rev)
- Rules governing continuous employment and a week's pay** PL711
- Time off for public duties** PL702
- Unfairly dismissed?** PL712 (3rd rev)
- Rights of notice and reasons for dismissal** PL707 (2nd rev)
- Union secret ballots** PL701 (1st rev)
- Redundancy payments** PL808
- Limits on payments** PL827

A guide to the Trade Union Act 1984 PL752

Industrial action and the law.

A brief guide taking account of the Employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

The law on unfair dismissal—guidance for small firms

PL715

Fair and unfair dismissal—a guide for employers

PL714

Individual rights of employees—a guide for employers

PL716

Offsetting pensions against redundancy payments—a guide for employers

RPLI (1983)

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Sex discrimination in employment

Collective agreements and sex discrimination

Taking someone on?

A simple leaflet for employers, summarising employment law

Fact sheets on employment law

A series of ten, giving basic details for employers and employees

Facing an unfair dismissal claim?

A leaflet describing an audio visual programme available on video cassette PL734

Employment form (in packs of five)

A form to assist employers to provide a written statement of an employee's main terms and conditions.

Race relations

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

PL748

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1986)

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

ITL19

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

PL720

Overseas workers

Employment of overseas workers in the UK

Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5

Employment of overseas workers in the UK

Training and work experience schemes OW21 (1982)

A guide for workers from abroad

Employment in the UK OW17

Employment measures

Jobshare

A share opportunity for the unemployed PL825

Equal pay

Equal pay

A guide to the Equal Pay Act 1970 PL749

Equal pay for women—what you should know about it

Information for working women PL739

Wages legislation

The law on payment of wages and deductions

A guide to part 1 of the Wages Act 1986 PL810

A summary of part 1 of the Wages Act 1986 in six languages

PL815

Miscellaneous

The Employment Agencies Act 1973

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

Payment on time

Guidance for suppliers and buyers

A.I.D.S. and employment

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

Career development loans

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

News Brief

NCVQ's first year 'impressive'

An 'impressive' start has been made in the first year of the National Council for Vocational Qualifications' (NCVQ) campaign to reform the vocational qualifications system.

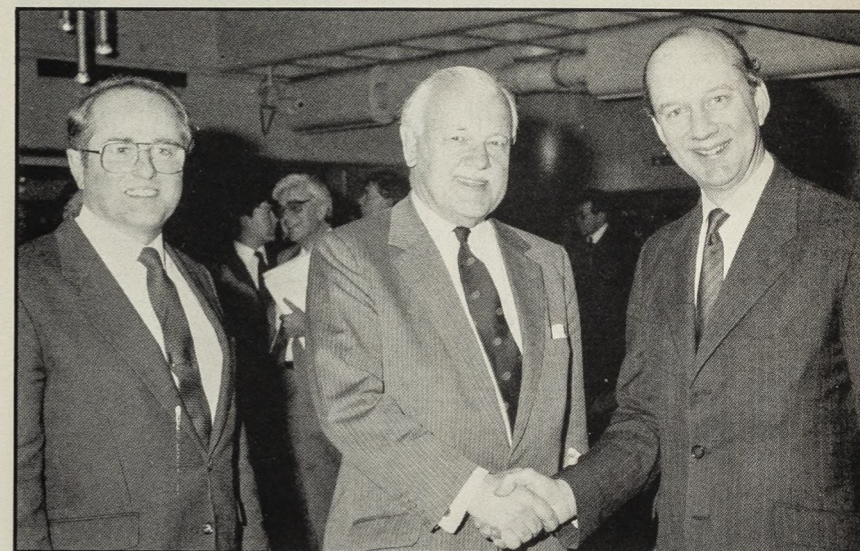
The praise came from Employment Minister John Cope speaking at the Council's second national conference in London. Mr Cope emphasised the importance of training as a means of tapping the potential of the British workforce.

The conference marked the start of a series of regional workshops designed to gain support for the Council's work to meet the Government's target of establishing a National Vocational Qualification (NVQ) framework by 1991.

Among its achievements in its first year, the NCVQ has formed an Accreditation Committee to advise on qualifications which should be approved as part of a NVQ framework. The first were accredited qualifications, and a system for accumulating credits towards a qualification is now undergoing a pilot study.

Links have also been established with all UK and EC awarding bodies. And the National Council is also seeking Government support to fully involve the professions in the development of the NVQ framework.

Three new booklets were also published at the conference: *What's in it for*



Well done! Employment Minister John Cope (right) congratulates NCVQ chairman, Oscar DeVille (centre) and chief executive Professor Peter Thompson.

employers?, a free leaflet which outlines the benefits employers can expect from involvement in the NCVQ; *The NVQ Criteria and Related Guidance*, and *Accreditation Procedures*, all of which are aimed at those concerned with education, training and bodies seeking accreditation.

After reviewing the Council's achievements, NCVQ chairman Oscar DeVille said he was delighted with the co-

operation received from the world of industry, training and education.

However, he warned that much more needs to be done if Britain's system of vocational qualifications is to meet the future needs of industry and business effectively.

Copies of the booklets are available from the NCVQ, 222 Euston Road, London NW1 2BZ.

Crown choice

A consultation document on the Crown classification scheme has been issued by the English and Welsh tourist boards.

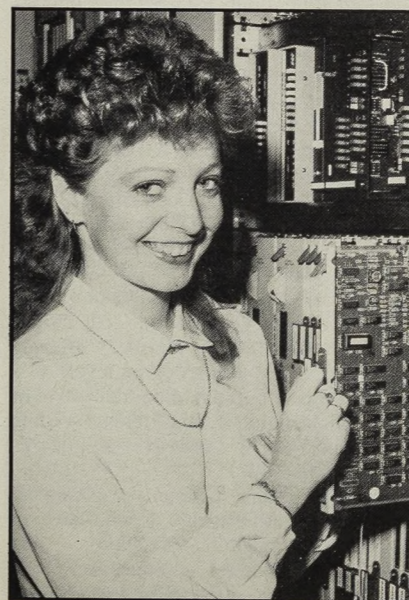
Called, *Taking Account of Relative Quality* it calls on industry and consumer bodies to consider two suggested assessment systems for serviced accommodation in England.

Option A would introduce qualitative assessments as an integral part of the Crown classification scheme—similar to those used by motoring organisations.

Option B would assess standards separately and present them in addition to the crown scheme—similar to the system used in Scotland.

Some 23,000 registered serviced establishments will be consulted, with the regional tourist boards collecting the views at local level.

Both the ETB and WTB will remain neutral throughout the consultations.



Catherine Bradley.

Spreading the word

The winner of the Technician Engineer of the year award, 24-year-old Catherine Bradley, plans to spread the word to young women about careers in engineering.

Currently a development engineer working on GEC's System X telephone exchange, Catherine is to switch careers to that of lecturer at Coventry Technical College. She will teach block-release students from GEC, which has 25 per cent of women among its current intake of technician apprentices.

Catherine, who comes from Coventry, will also be visiting schools to urge girls to consider engineering as a career.

"It is important to 'educate' parents about options available so they can help their daughters to avoid stereotyping," she said.

Careers teachers, too, should have some industrial experience, she feels, so that they can better advise pupils.

Industrial tourism planned

A plan to open up more UK factories to visitors has the backing of the Confederation of British industry.

Tourism Minister John Lee sees "considerable potential" if factories become tourist attractions. He envisages the provision of special walkways and viewpoints to avoid disrupting production.

"Industries such as Rolls Royce and Jaguar would, I feel, attract much interest," said Mr Lee, adding that while the ceramics industry and distilleries had already opened their doors "we have hardly scratched the surface."

As part of their marketing efforts, companies like Ford, Wedgwood, Dartington Glass and Cumberland Pencils run factory visits, and British Nuclear Fuels at Sellafield has been attracting visitors from the UK and other countries.

The CBI's president Sir David Nickson said that 'open door' policies could help get over to the public and to young people, in particular, the importance of wealth-creating.

Sir David added: "The CBI will certainly encourage those firms who do not already open their premises to visits from the public to do so. They plan to hold a major conference on this subject during they year. They will also co-operate with the Government in producing a joint booklet on the subject."



Photo: BTA

Get weaving. Plans to open up such industries as this weaving shed at Quarrybank Mill, Styal, Cheshire, offer tourism potential.

Radical restructuring in learning

Radical ideas have been proposed by the Engineering Council for the re-organisation of engineering courses in higher education. Considerable developments have taken place over the past few years in this area, says the Council, but it wants a national debate on restructuring plans.

The Council's proposals are contained in a discussion document *Restructuring of engineering higher education*, which claims that a successful engineering industry is essential for the United Kingdom to continue to compete internationally.

The Council says: "The whole system of engineering education must be of the highest quality that can be devised while providing maximum value for the resources used." It wants future changes to take place on a coherent, rather than on an *ad hoc* basis.

Emphasising that the United Kingdom needs more students to study engineering, the document considers:

- the components of engineering education—courses, students, staff, buildings and equipment, and general academic atmosphere;
- the case for changing the national network;
- factors to be considered in identifying strong centres.

The Council says the arguments apply to all higher educational provisions, but to start the process of discussion the document concentrates on degree courses in engineering.

The document puts forward three modes for restructuring, together with their advantages and disadvantages. The modes are discussed separately but could be combined. They are:

- Reduce the number of centres offering engineering education. It says this could be achieved by mergers or by closing down some departments and expanding others. Mergers could be among departments, faculties or whole institutions;
- maintain the existing number of centres offering engineering education, but reduce the number offering courses at honours degree level;
- develop a limited number of centres of specialism in certain fields avoiding duplication of expensive facilities as far as possible.

The Engineering Council is asking all organisations and individuals who have an interest in higher education, and particularly higher education in engineering, to respond to the proposals in the discussion document.

More money for visitors

Funding for the tourism industry will increase to more than £49 million in 1988-89 as part of the Government's expenditure plans. This represents a 9 per cent increase over the £45.3 million given by the Department of Employment to the British Tourist Authority and the English Tourist Board in this financial year.

Tourism Minister John Lee referred to the vital work of the British Tourist Authority and the English Tourist Board in promoting and developing tourism. "This financial support demonstrates the Government's commitment to its further growth," he said, adding that it was hoped that this will be matched by the commitment of the industry to invest in its own future.

Nearly 14 million overseas visitors came to the UK in the first 10 months of 1987—an increase of 8 per cent over the same period in 1985, the record complete year for visitors.

Mr Lee commented: "I am confident that 1988's challenges will be met by the same degree of effort and resourcefulness shown last year. We must maintain an edge over our competitors by offering high standards of service at value for money prices."

Tourism and leisure is now one of the fastest growing job creation sectors with new jobs approaching nearly 1,000 per week.

Committee looks at UDCs

The Employment Select Committee is to conduct an inquiry into the employment effects of Urban Development Corporations, looking particularly at the experience of the established London Dockland and Merseyside Development Corporations.

The committee will look at:

- the effect in employment terms, to date, of the UDCs;
- any mismatch in areas covered by UDCs between necessary and available skills;
- ideas for creating employment within UDC areas, the kind of jobs they are trying to create, and whether jobs are matched to existing skills or skills to jobs.

Talk through toys

Youngsters are learning the art of communication through the use of animal hand-puppets made by ex-teacher turned business woman, Gloria Bridle.

The Enterprise Allowance Scheme grant of £10 a week and marketing advice from Small Firms Service business counsellor Marie-Helene Esam has helped Gloria to get her Taunton-based business going.

"Puppets are real and exciting to children. When they are talking, they are talking to the puppet as a real animal, and not to the person working it, so they don't feel shy at trying to communicate," said Gloria.

She added that as parents enjoy the animation side of the puppets, they are actively involved in their children's play—an important part of the child-parent relationship.

Making toys has been Gloria's hobby for 18 years, during which time she has learned embroidery to City and Guilds level. She is a trained primary and middle school teacher and she has worked with physically and mentally handicapped adults.

It was while her two older children were at primary school that she first realised the combination of puppets and teaching was a winning one.

Now she is building up her own exclusive collection of farm animal and woodland puppets to sell as toys or teaching aids.



Photo: Bristol United Press

Happy talk! Gloria Bridle shows off her training toys.

Directors call for smoking ban

A survey of 1,000 directors has revealed that 75 per cent of them would introduce a smoking ban if asked to do so by their employees.

The survey, carried out by the Institute of Directors, also pinpointed that smokers at work are in the minority.

Of the directors questioned, 62 per cent said that smoking was already banned in some areas of the workplace, if not totally, while 77 per cent of those who had banned smoking said that the most common reason for doing so was for health, safety and hygiene.

Robert Joy, IOD employment research executive, commented: "The recent decision by an industrial tribunal that an employee did not have a contractual right to smoke at work gives added importance to this survey. Directors have shown that they are concerned with the problems which smoking at work may cause."

Despite the fact that only 120 directors said that the reason for

banning smoking at work was a request by employees, only 3 per cent said that there had been industrial problems. Eleven people have been dismissed or have left their jobs because of a no-smoking rule.

Many directors have taken the step of only employing non-smokers and among the comments are:

"Prevention is better than cure, so I only appoint non-smokers to the staff. There are now no smokers in my employment."

"I would prefer to have no smoking at work, but there are several key employees who would object. However, I always employ a non-smoker in preference to a smoker where there is a choice."

The survey prompted 38 per cent of directors to state that "smoking should be banned as it causes offence to employees who are non-smokers".

Twenty-five per cent of directors would not ban smoking if asked to do so by employees, and 30 per cent would only restrict it.

Competitive heritage

England's rich heritage—from ancient monuments to industrial museums—is the theme of the English Tourist Board's 1988 tourism competition for schools and colleges.

Student teams throughout England will produce an illustrated brochure or short video to market heritage attractions in their own area. Prizes—worth £7,000—will be presented to winners at a reception in Oxford in July 1988.

The competition will give students an insight into tourism's wide variety of employment opportunities, at a time when many will be deciding on careers.

Tourism supports 1.4 million jobs in England, and is creating 40,000 new jobs a year.

The competition—which will close on May 26—is open to fourth, fifth and sixth form pupils, further education students and YTS trainees.

Entry forms are available from the Education and Training Unit, ETB, 24 Grosvenor Gardens, London SW1W 0ET (tel 01-846 9000 ext 160).

Adult literacy to get priority

The MSC are to give priority status to tackling literacy and numeracy problems among adults, which are thought to affect an estimated one in seven of the labour force—some 3 million people.

The extent of the problem began to emerge with the introduction of Restart, which gives long-term unemployed people one-to-one counselling interviews.

The MSC's report indicates that within the total labour force, poor skill levels in literacy and numeracy may be present in varying degrees of severity, ranging from those people for whom any difficulty is no more than a minor irritant through to people who can neither read nor write.

It argues that the MSC is ideally placed to play a central role in combating the problem in the workplace, for three reasons:

- The work setting offered by most MSC programmes can provide an essential stimulus needed to encourage the individual to seek help to remedy basic skill deficiencies;
- the MSC has good working relations with the public, private and voluntary sectors;
- the existing network of managing agents and sponsors provides an ideal vehicle for delivering literacy provision to unemployed people.

The commissioners agreed that the MSC should this year:

- Support pilot projects offering intensive literacy tuition to unemployed people before they enter MSC programmes;
- reinforce literacy activities in existing programmes;
- fund development projects on literacy, including some to pilot the use of open learning methods.

London Chamber boosts training

The London Chamber of Commerce has four new initiatives in its training programme for 1988.

They are:

- The Chamber's appointment as a managing agent for the Job Training Scheme (JTS);
- the start of its first JTS programme for 150 people;
- 500 free five-day courses for employees at supervisory level under its £250,000 bursary fund;
- new training facilities.

The Job Training Scheme offers a package of training and practical work experience lasting from three to 12



Cop that one! The Olney Pancake Race is one custom that attracts onlookers every Shrove Tuesday.

Spotlight on spring

Egg-shackling hobby-horse festivals and Collop Monday are customs featured in *Springtime in Britain*, the British Tourist Authority's newest off-peak publication, aimed at boosting the number of overseas visitors between February and June.

The brochure also gives practical information on travelling, shopping, entertainment, events, and value for money accommodation.

Spring holidays in Torbay, with its 'riviera' atmosphere, and the beautiful unspoilt countryside of The Marches—where England and Wales meet—are particularly highlighted.

Intended mainly for holidaymakers from English-speaking countries, the brochure supports advertising and direct mail campaigns in the USA, Canada, Australia and New Zealand.

Copies are available free at BTA offices overseas or to personal callers at the British Travel Centre in Regent Street, London.

Photo: BTA

Jobs book in translation

The Action for Jobs booklet is now available in a series of translations into ethnic minority languages.

They are Punjabi, Bengali, Hindi, Gujarati, Urdu, Vietnamese and Cantonese.

The 40-page booklet, specially designed to be easy to follow, brings together the 30 employment, training and enterprise programmes of the Department of Employment and the Manpower Services Commission.

months, with the opportunity for trainees to work towards a recognised qualification. Priority is given to the 18 to 25 age group who have been unemployed for six months.

Subjects covered by the bursary fund include computer and office technology, management practices, marketing and finance.

New training facilities include a special IT section with 15 VDU stations.

Commenting on these new initiatives, Harry Hollingsworth, training co-ordinator, said: "These latest initiatives will provide us with greater scope to provide training and support both for the unemployed and employed."

Absence costs

Absenteeism is costing business £5,000 million a year according to a survey by the Confederation of British Industry (CBI).

The survey, *Absence from Work*, contains findings from 431 companies employing more than 1,200,000 people, and shows that manual employees have a higher sickness rate (4 per cent) than non-manual employees at 2.2 per cent.

Poor motivation and family responsibilities were the factors thought to lead to most absences.

Improved monitoring and control of absence were the factors adopted by most companies to curb absenteeism.

Another study, *Absence Rates and Control Policies*, by The Industrial Society, further reveals that a majority of firms have a counselling service and keep absence records. Fewer than half of the 275 companies surveyed, question staff on their first day back at work.

Women, says the Society, are more likely to be absent than men, and full-timers are away more often than part-timers.

More than half the employers questioned said that absence rates had not gone down over the last five years. The firms which have cut down the number of absentees say that close monitoring, discipline and counselling are the main reasons for the reduction.

Getting commitment

The effects of company take-overs, mergers and re-organisation on employee commitment can have considerable implications for future company performance. Yet the issue of commitment is often neglected when future re-organisation is planned, unless those at board and senior management level are concerned.

This is stated by consultant occupational psychologist Geoffrey White in *Employee Commitment* issued by the ACAS Work Research Unit.

Employee commitment should not be confused with involvement or motivation. Commitment to a particular job is not necessarily associated with a degree of commitment to the organisation as a whole. And while commitment by employees is important for an organisation's performance, it can quickly turn to

alienation and dissatisfaction if the implications of personnel practices and management policy are ignored.

Mr White said that a high level of employee commitment implies willingness to work for the company's benefit, but its continuation depends on reciprocal commitment by the company to its employees.

"In the current industrial climate, there needs to be concern not only for producing goods and service, but also for the encouragement of innovative, exploratory and creative ideas that go beyond what can be prescribed for the job, and for the application to work of intuitive as well as explicit knowledge. These multiple objectives can only be achieved if managers consider with care exactly what kinds of commitment they are aiming for, and design policies and practices accordingly."



Photo: Bradford Economic Development Unit

Snap happy. Keen photographers take a 'special interest' break to capture the romance of steam trains.

Satisfaction guaranteed

Over 300 of Britain's top country hotels, guesthouses and restaurants are featured in the 1988 edition of the British Tourist Authority commended guide.

Commended establishments offer a warm welcome, the highest quality of food, service, accommodation and outstanding value for money. Every one is subject to an annual anonymous reassessment to ensure that the Board's stringent standards are maintained. Only one in three of the establishments scrutinised earns the red, silver and blue BTA Commended plaque.

Many commended establishments throughout Britain are open year-round. An increasing number also offer bargain and 'special interest' breaks: from bird-watching in Cornwall to wine-tasting in Perthshire, and from hot air ballooning in Somerset to pony trekking in Clwyd.

The BTA commended guide is distributed free through BTA offices overseas. Copies are available from leading bookshops, price £4.25, or by post from Finance Department, BTA, Thames Tower, Black's Road, London, W6 9EL, £4.80.

Training action urged

Employers should provide training much more widely and not just restrict opportunities to new recruits and management high-fliers; companies should seek to influence the training policies of contractors and sub-contractors; there should be a statement of training policy and practice in company reports; and the new Training Commission should produce a national survey of skills and employers' expenditure on training as a matter of urgency.

These are some of the actions urged in The Industrial Society's new training initiative.

Industrial Society Director Alistair Graham said: "Only a minority of companies adopt a comprehensive approach to training and retraining. Most still train piecemeal, using short courses to meet a very specific need.

"Investment in training as part of a planned approach to the development of people at work is a key element in meeting Britain's need to remain competitive in the world market place".

The New Initiative calls on employers to develop a training strategy and construct a development plan for every employee with an annual review of individual needs and progress.

Line managers should be encouraged to see training and development of staff as part of their leadership responsibility, and employees who gain additional skills and qualifications should be rewarded by the company.

The initiative also says that more should be done to encourage mature employees to update their skills and training and involvement of young people should be examined.

'Passport' for engineers

Ten Britons are among 60 European professional engineers who have been awarded the title 'European engineer'.

The new award is from FEANI, the European Federation of National Engineering Associations.

Britain had the highest number of recipients, followed by France and West Germany with eight each.

The European title should become a 'passport' for professional engineers working in Europe, giving them greater mobility and recognition.

Target teams for inner cities

Business in the Community has set up six target teams to concentrate on involving the private sector in the inner cities.

The Prince of Wales, chairing the meeting when the strategy was announced said the key areas of corporate involvement are "hiring and training policy, assisting small firms to grow through purchasing and contracts and through imaginative investments which positively help trigger inner city regeneration."

The teams will be chaired by private sector leaders whose companies are members of BiC. They will work with enterprise agencies, chambers of commerce, the CBI (co-ordinators of the strategy), central and local government and other development, community, special interest and voluntary groups.

BiC's chairman, Sir Hector Laing said: "The private sector has revolutionised its approach to community development."

He said that it would be called upon to join the action Target teams, and also to practice policies on hiring, training, investing and trading "which will help the regeneration of depressed urban communities".

Open opportunity for unemployed

A project enabling unemployed people to review their prospects and life styles is being launched by the Open University in five areas of high unemployment: Newcastle, rural north Yorkshire, Mid- and South Glamorgan and Northern Ireland.

The initiative, *Unemployment—Working it out*, will bring together groups of unemployed people to discuss their situations and how they might best improve them. Each person will have a free copy of an Open University Community Education course, either *Action Planning*—a course for unemployed people or *Work Choices*, a self-assessment course designed to help people analyse their job prospects.

As part of the project the OU is seeking collaboration with outside organisations and agencies, both statutory and voluntary, which work with unemployed people. The plan is for the University to provide materials and training in open learning techniques while local organisations provide support to unemployed learners in their studies and group discussions.

A certificate of course completion will be awarded and it is envisaged that up to 3,000 unemployed people will take part.



The need for skilled staff for Manchester hotels is being met through training programmes run by the Manpower Services Commission and Manchester hoteliers. Here Tourism Minister John Lee, meets YTS participants at the launch of a Local Collaborative Project at Hotel Piccadilly.

Need for a skilled workforce

The Manpower Services Commission's Corporate Plan 1987-91 emphasises the need for a skilled, flexible and adaptable workforce if Britain is to compete successfully in international markets.

It also highlights the importance of the Commission itself continuing to adapt its approach quickly and imaginatively to reflect changing circumstances.

The Commission has embarked on two major new initiatives—a new training programme for long-term unemployed people, and the Enterprise in Higher Education Initiative.

Commenting on the future role of the Commission, chairman Sir James Munn said that without the right skills, companies would not win the contracts which are needed to sustain growth in our economy.

The Commission's Plan calls for a future in which:

- young people are properly equipped for the world of work;
- employers fully meet their responsibilities for adult training throughout working life;
- unemployed people are helped back into work effectively and quickly;
- education and training systems are relevant and responsive to the needs of employers and individuals alike;
- equal opportunity of access to all of its programmes is assured, with special help being offered for the disadvantaged.

EOC chairman

Mrs Joanna Foster has been appointed chairman of the Equal Opportunities Commission in succession to Baroness Platt of Writtle who is retiring.

Joanna Foster is currently head of the Pepperell Unit—the equal opportunities division of the Industrial Society. The Unit was set up in 1984 to help female career development and now campaigns on all aspects of equal opportunities — gender, race and disability.

She takes up her new appointment on May 1, 1988.



Joanna Foster.



Illustration from: *Alcohol Policies: A Guide to Action at Work*, published by The Industrial Society.

Down the drain: alcohol misuse at work is a waste of both human and financial resources.

Alcohol and work—an explosive cocktail

by Barry Mortimer

Alcohol has been called 'our favourite drug'. Its misuse can lead to absenteeism, poor performance and accidents in the workplace. This article highlights the scale of the problem in industry and outlines the steps an employer can take in order to introduce an effective alcohol policy.

Images of 'Skid Row' drop-outs often spring to mind when picturing an 'alcoholic' or 'problem drinker.' However, in recent years there has been a realisation that this viewpoint is misleading and presents an inappropriate addict stereotype.

Although estimates point to at least 10,000 people in this country who may fit a Skid Row image, far larger numbers of people who suffer from alcohol-related problems are properly housed, financially independent and in work most of the time.

Members of this second group range from those on the

shop floor through to the highest paid company directors. Anyone who drinks alcohol is potentially susceptible to its adverse affects. Problem drinkers can be found in every occupation.

Size of the problem

Producing quantitative evidence to illustrate the extent of alcohol misuse in British industry is beset by problems of methodology.

A survey of drinking in England and Wales in 1978 found

'Problem drinker'

In the context of this article, the term 'problem drinker' refers to a person whose consumption of alcohol is causing medical or social harm or both, or is affecting the standard of his or her work, and requires some form of help.

from: Health and Safety Executive
The Problem Drinker at Work

that some 5 per cent of men and 2 per cent of women reported alcohol problems. Or, to approach the problem another way, the Royal College of Psychiatrists estimates that some 300,000 people in the UK are dependent on alcohol. It is likely that most of these are in employment.

Cost to industry

Due to the nature of the subject, estimates of the cost of alcohol misuse vary considerably. One of the more respected sources of statistical information, frequently quoted by leading organisations in the field, is the Centre for Health Economics, York University.

Estimates (at 1985 prices) produced at the Centre put the annual social cost to industry from sickness absence through alcohol misuse, in England and Wales, at £723 million. The total resource cost to the nation—including costs to the National Health Service, unemployment costs and costs arising from premature deaths—is put at well over £1,840 million a year.

While there are other methods of calculating such costs and although the accuracy of these statistics is open to question, enough qualitative evidence and informed opinion exists to put beyond any reasonable doubt that alcohol misuse in the workplace is indeed a serious problem.

Consumption

Alcohol consumption per head of the adult population approximately doubled between 1950 and 1980. But it was the 1970s which saw drink's heyday. Consumption peaked in 1979, but it is still regarded seriously enough for Thomas Bewley, president of the Royal College of Psychiatrists, to note that: "Alcohol is the major public health issue of our time, overshadowing even that of tobacco and dwarfing the problems of illicit drug abuse."¹

¹ From the foreword to *Alcohol: Our Favourite Drug*, published in 1986.

Who has misery?

Whose the remorse?

Whose are the quarrels and worry?

Who gets bruises without knowing why?

Whose eyes are red?

—Those who linger long over wine,

Those who go after mixed wine.

Do not look at the wine when it is red,

When it sparkles in the cup,

When it swirls round smoothly.

In the end it bites like a serpent

And stings like a viper.

Then your eyes will see strange things.

Your wits and your speech are confused.

You are like one tossing at sea

Or like one clinging to the rigging,

Saying, If it lays me flat, what do I care,

If it brings me down, what of it?

When I wake up, I will seek it again.

Proverbs 23 v 29-36
(NEB, KJV)

Local level

At a more local level, the extent to which alcohol misuse already affects industry was highlighted during a recent employers' discussion group. Managerial and personnel staff from a finance company, two oil companies, a brewery, a water authority, two government departments, a television company and a manufacturing firm were each asked if they could think of a colleague at their office whose work was consistently affected by the misuse of alcohol. To everyone's surprise they were all able to think of at least one such person in their office.

Who is at risk?

In 1977 the National Council on Alcoholism reported that the vast majority of people with a drinking problem were males in full-time employment. "The nature of the problem," said its report, "is that it does not conveniently subside on a Monday morning and relapse on a Friday evening; people with drinking problems will bring them to work daily."

Since the late 1970s, it has been recognised that increasing numbers of problem drinkers are women. The ratio of problem drinkers in 1977 was thought to be 3 to 1 in favour of males. Today the gap is closing and there is increasing evidence to suggest that more women are drinking excessively—but it should be noted too, that a woman's metabolism is more sensitive to the effects of alcohol.

The people most affected are in the 18 to 25 age group. "It's now a young man's and young woman's game," says Andrew McNeill, director of the Institute of Alcohol Studies. Currently, this age group has the highest consumption rate and the highest rate of alcohol-related problems in terms of acute intoxication—as distinct from long-term problems like, for example, liver disease.

In the past, problem drinking was more typical of the 40 to 50-year-old age group; but today it is increasingly prevalent among the 30 to 40 age group—a crucial time in career terms.

Occupational groups at risk

Mortality ratios for people with cirrhosis of the liver—if divided into occupations—provides some evidence of occupations of high risk from alcohol misuse.

Occupations over-represented include journalism, entertainments, publicans, restaurateurs, construction work, the armed forces, commercial travelling, insurance broking and finance.

Workplace pressures to drink

An important cause of problem drinking in the workplace is often the stress caused by the working environment.

Occupations which involve pressure to achieve targets (such as production or sales targets)—in fact, any working situation where a build-up of stress is likely to occur—can help drive people to drink.

Another cause of problem drinking was highlighted recently by a manager at a finance company, who reported that 'boredom' among keyboard operators was a contributory factor in a growing alcohol problem within her organisation. Efforts are now being made to make the job more interesting in order to combat the problem.

Having to commute long distances or spend time away on business trips can also lead to increased alcohol consumption as a means of escape. Other triggers can be

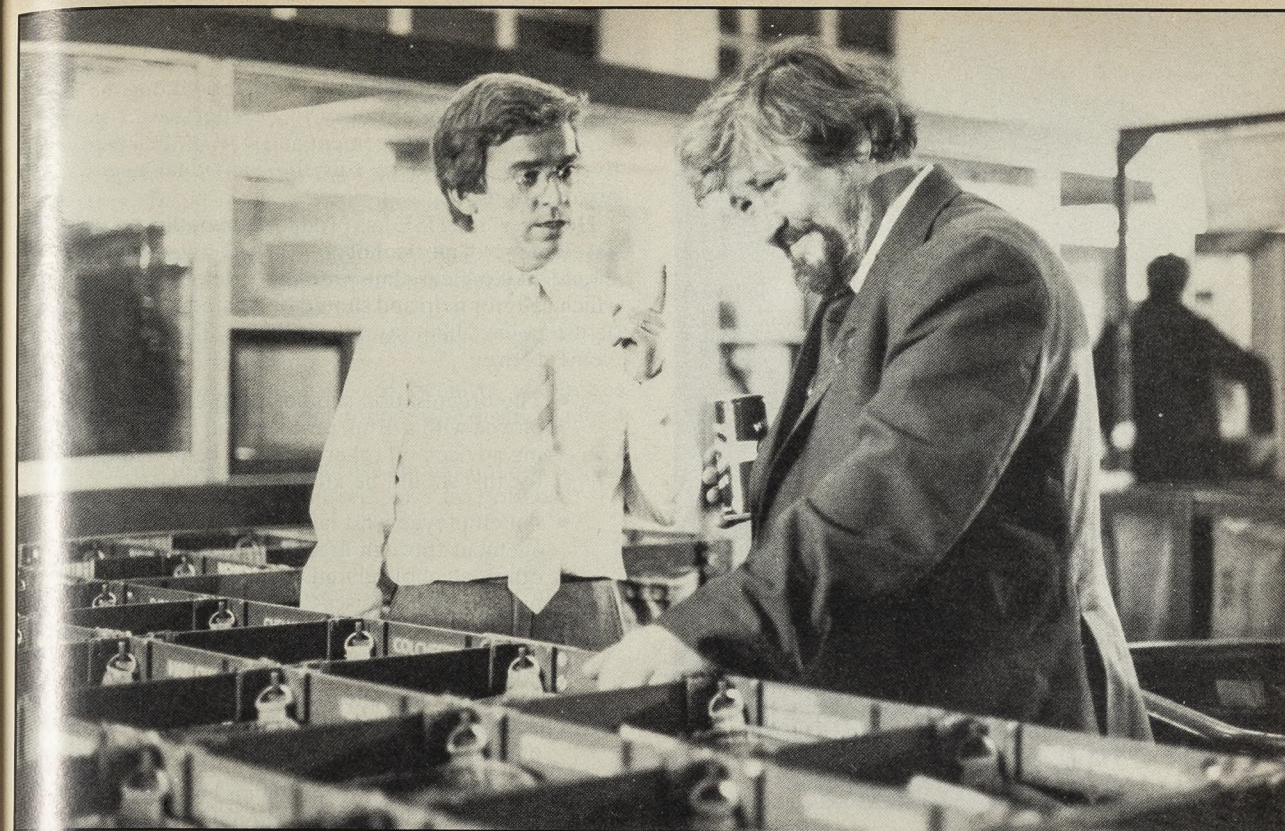


Photo: The Post Office

Intoxication at work: the most obvious sign of alcohol misuse. Taken from *Someone Like You*, a Post Office training video on alcohol misuse at work. The video is available for hire or purchase. For further details contact: Deputy Office Manager, CHQ/OHE Room 94, 33 Grosvenor Place, London SW1X 1PX.

exposure to excessive noise, dust or vibration.

Unchecked, these workplace 'stressors' can help drive responsible drinkers into problem drinkers.

Possible signs of workplace alcohol problems

Signs of possible problem drinking in the workplace include:

- intoxication at work;
- absenteeism, especially after pay days, and around weekends,
- lateness in the mornings and late returns from lunch breaks,
- accidents—notable by their frequency and timing,
- erratic work performance and reduced efficiency,
- personality changes, unpredictable mood changes:
 - depression
 - emotional instability
 - irritability,
- impairment of concentration and short-term memory,
- disciplinary problems,
- unkempt appearance,
- tension and poor co-operation with colleagues,
- theft to pay for the alcohol.

Inappropriate levels of alcohol consumption can also increase reaction times, reduce finger and hand co-ordination, induce body sway and impair distance judgement—all of which are vital for safe and effective operation of machinery or control of a vehicle.

On another level, inappropriate alcohol consumption can affect rational judgement. This may affect leadership and produce ineffective management. While this may not

put lives in immediate danger, it could in a competitive market, put a company's position in jeopardy.

Effects of alcohol misuse

Consumption of alcohol will affect people differently. Performance under the influence of alcohol will vary according to the difficulty of the task to be undertaken, and by:

- *habits formed*—the quantity and frequency of consumption;
- *food ingestion*—that is, whether alcohol is drunk on an empty or full stomach; and
- *previous basic skills*—an experienced worker may cope with familiar procedures while under the influence of alcohol better than a beginner.

However, even a relatively low level of consumption can be dangerous; for example, in driving a vehicle or crane, working with hazardous substances or performing a surgical operation.

Why have an alcohol policy?

The response to the question, "why have an alcohol policy?" is usually a simple one: *you cannot afford not to have one.*

A tremendous waste of resources can be avoided by adopting a comprehensive well thought-out alcohol policy which covers the whole workforce.

The objective of a policy, says the Health and Safety Executive (HSE), is that it should assist employees who are problem drinkers, in the interests of health and safety at work, by stating the organisation's job security, sickness benefit, other benefits, pension rights and disciplinary procedures, concerning problem drinking.

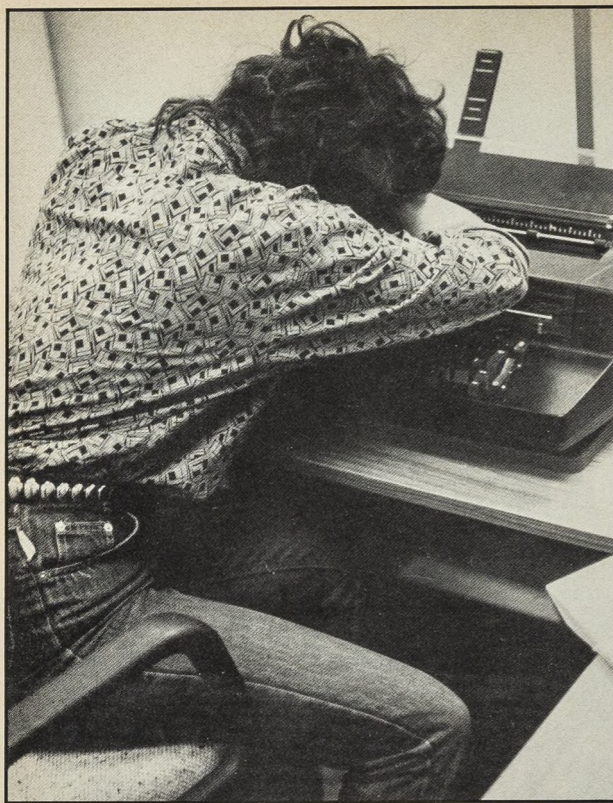


Photo: Alcohol Concern

Alcohol misuse takes its toll: physical incapacity to do the job.

To drink or not to drink?

The introduction of an alcohol policy does not require alcohol to be banned, although there is no reason why this should not be its aim.

More importantly, the policy, whatever its form, should have the confidence and respect of *all* the workforce, regardless of seniority or status.

"It's an unsatisfactory state of affairs to discipline a shop-floor worker for drinking too much, while the manager over-indulges at a business lunch," points out Alistair Graham, director of The Industrial Society.

Employers—how much responsibility?

If an alcohol problem is evident or a decision is taken to pre-empt one, various options are available to the employer.

One decision which can cause difficulty is determining the level of responsibility the employer has over problem drinkers.

Should a problem drinker be treated as a disciplinary issue or as a health issue?

In a lecture to employers, Dr E G Lucas, consultant psychiatrist at Kings College Hospital, and advisor in mental health to the HSE, highlighted the situation employers face with the problem of alcohol or substance abuse in the workforce: "However sensitive or caring we are," he said, "and however much time is available for the individual to seek help, it beholds those concerned with the workplace to provide a safe working environment for all. Satisfactory and effective performance is the bottom line. If it is suggested to managers that the workplace is just a large occupational therapy department for rehabilitating problem drinkers, we will not get much of a hearing. Nevertheless, early identification is essential."

Content of an alcohol policy

Model alcohol policies are available from a number of organisations (see page 64). These should only be used as guides. For a model policy to be effective, it should be agreed between management and staff or their representatives; and adapted to suit the individual needs of the organisation.

However, the HSE has produced an outline of the essential elements of an alcohol policy. This states that the policy should make clear that problem drinking is a condition which calls for help and should be treated, for the purposes of the policy, like any other illness. The other essential elements are:

- The organisation should try to ensure that an employee with a drink problem will be aided in obtaining advice and other forms of help. Time off-work for this should be allowed if necessary.
- An employee who has come to the notice of management through accidents, work deterioration or other alcohol-related problems should have the opportunity to discuss his or her problem and be offered the opportunity for diagnosis and help.
- An employee who believes that he or she has a drink problem should be encouraged to seek help voluntarily and should be advised where this may be obtained.
- An employee whose problems have been diagnosed as being alcohol-related should, subject to the provisions below, have the same protection of employment and pension rights as those granted to an employee with problems that are related to other forms of ill-health.
- Should an employee refuse diagnosis or help, or discontinue a recovery programme, this should not itself be grounds for disciplinary action. However, continued unacceptable behaviour and standards of work should be dealt with through normal disciplinary procedures, with each case treated on its merits.
- Where alcohol-related problems reappear at work following a relapse, advice and help having previously been received, the case should be sympathetically considered in the light of expert opinion and, although not guaranteeing this, the employer should consider providing the opportunity for further treatment and protection of job rights.
- The treatment record of any employee who has had a drink problem must remain strictly confidential.
- Employees should have the right to be represented by their union, if they wish, at any stage in the procedures adopted to deal with the case, and
- Should there be a dispute over whether the policy on problem drinking is applicable in any case, normal procedures for dealing with health matters should be followed where such procedures exist.

Legal implications

Employers have certain obligations towards employees with drink problems. Immediate dismissal of a problem drinker, for example, will almost certainly be regarded as unfair by a tribunal.

Conversely, under the Health and Safety at Work Act 1974, the employer has certain statutory duties—which

include providing a 'safe place of work' both for employees and members of the public.

In the event of a dismissal being challenged, a tribunal will attempt to establish if the employer acted *reasonably*.

Even if a 'no drinking' rule exists, the employer must still justify to the tribunal that it was *reasonable* to dismiss.

Tribunals have laid down the following guidelines:

- It is crucial to show that rules are clear and well understood by the workforce.
- If possible, rules should be agreed between employers and trade unions and embodied in a written agreement.
- Drinking rules must be applied in a reasonable, not in a rigid or inflexible way.
- Rules should spell out the penalty; employees should know if they will normally be dismissed for a first offence.
- The circumstances of a case should be looked into before anyone is dismissed for a first offence.

Putting a policy into practice

In order for an alcohol policy to be successful, employees should be involved and kept well informed during all stages of its implementation. Trade unions should also be consulted from the outset.

Once an agreement is reached, it is important that employees are informed why the policy is being introduced, what its intentions are and how it works.

Education and training are likely to play a key role in dispelling any pre-conceived ideas or scepticism. Employees will also need to be briefed on the relationship between consumption and harm and how to monitor intake.

Staff newspapers, team briefing, leaflets, posters, videos and staff code booklets are all useful methods for getting an alcohol message across. Presentations from outside bodies concerned with alcohol misuse can also be used to good effect.

Government perspectives

The Government recognises that alcohol is legal, widely available and that drinking is actively encouraged, particularly through commercial advertising. Indeed, the Depart-



Photo: The Post Office Video

A hidden problem: to combat alcohol misuse it should be brought into the open.

ment of Health and Social Security is not anti-alcohol as such. "We believe," says Health Minister Edwina Currie, "that the responsibility lies with the individual to control his or her drinking. No amount of Government legislation can make it easier or harder to change that fundamental fact." But, in a message to employers, she concluded that to ignore the problem was to store trouble for the future.

Room for improvement

Many companies may not ignore the problem but, even among those with alcohol policies in action, there is still room for improvement.

Erica Reeves, of Kingston Polytechnic, investigated 91 alcohol policies for Alcohol Concern. These policies came

Ministerial Group on Alcohol Misuse

As part of the Government's latest initiative on alcohol misuse a Ministerial Group was established in September 1987. The group has two main aims: better health education and effective local action against alcohol misuse.

The group will seek to ensure that people have a better understanding of how alcohol works and how to drink sensibly. The National Health education bodies for England, Scotland, Wales and DHSS Northern Ireland will be taking the lead on this, producing material aimed at particular groups, and working on specific problems.

Later this year, legislation will be introduced to implement an EC Directive requiring pre-packaged alcoholic drinks to be labelled to show the alcohol percentage they contain.

A further aim of the group will be to develop effective local action by encouraging organisations with an interest in reducing alcohol misuse to get together to identify problems in their area, and then to work out a programme for dealing with them. This is not just a

matter for the health services, says the group. The social services, education and youth services, police, probation and magistrates, all have an interest. So do employers, the drinks industry and voluntary organisations.

The extension of licensing hours proposed in the Licensing Bill is not considered to be at odds with the Government's plans for reducing alcohol misuse. If people understand how to drink sensibly, says the group, there is no reason why they should not buy a drink in a pub at three o'clock in the afternoon, particularly as they can already buy one at the supermarket. The Government does not believe that arbitrary, blanket restrictions on the adult population are an effective way of tackling the problems of alcohol misuse.

The group is chaired by John Wakeham, Leader of the House, and includes Ministers from ten Government Departments including Patrick Nicholls, Parliamentary Under Secretary of State for Employment.

- Quota figures reflect only the employment of those people with disabilities who are registered under the terms of the Disabled Persons (Employment) Acts 1944 and 1958, and because many people with disabilities who would be eligible to register choose not to do so, quota figures themselves do not give an accurate picture of the extent to which people with disabilities are employed.
- The number of registered disabled people has declined over the years to such an extent that it is no longer possible for all employers covered by the Quota Scheme (that is those with 20 or more workers) to achieve the 3 per cent quota. Less than one-third of employers subject to quota now do so.
- Failure to satisfy the 3 per cent quota is not an offence. The Disabled Persons (Employment) Acts 1944 and 1958 require employers who do not meet their quota to engage suitable registered disabled people if any are available when vacancies arise. Employers who are below quota must not engage anyone other than a registered disabled person without first obtaining a permit to do so from the Employment Service. The Act also requires employers who are below quota not to discharge a registered disabled person without reasonable cause.

Notes

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

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

The column headed 'Registered disabled staff' in the tables shows in some cases 0.5 of a decimal place. This is because registered disabled people who are normally employed between 10-30 hours a week count as half a unit of staff for the purpose of calculating an employer's quota percentage. A similar rule applies to the total number of staff employed.

The Employment Service is to undertake research into the numbers and characteristics of people with disabilities so as to be able to consider the effectiveness of the Quota Scheme in providing employment opportunities to people with disabilities.

Government Departments

	Registered disabled staff	Per cent
Agriculture, Fisheries and Food	131	1.3
Cabinet Office (inc MPO)	17	1.0
Crown Prosecutions	13	0.4
Customs and Excise	332	1.3
Defence	1,329	1.0
Education and Science	49	2.0
Employment Group	1,311	2.1
Energy	12	1.2
Environment (inc PSA and transport)	663	1.4
Export Credits Guarantee Dept	25.5	1.4
Foreign and Commonwealth Office	40.5	0.7
Health and Social Security	1,296.5	1.3
Home Office	165.5	0.4
Industry and Trade	150	1.2
Inland Revenue	1,012	1.5
Land Registry	181	2.4
Lord Chancellor's Office	140.5	1.4
National Savings	226.5	2.9
Ordnance Survey	29	1.9
Overseas Development	17	1.2
Population, Censuses and Surveys	46	2.2
Scottish Office	112.5	1.7
Scottish Prison Service	6	0.2
Stationery Office	55	1.7
Treasury	42.5	1.3
Welsh Office	32	1.4
Other Government Departments	165	1.9

County Councils

	Registered disabled staff	Per cent
Avon	150	0.6
Bedfordshire	88	0.6
Berkshire	89	0.5
Buckinghamshire	42	0.3
Cambridgeshire	107	0.7
Cheshire	170	0.7
Cleveland	131.5	0.7
Clwyd	160	1.6
Cornwall	135	1.2
Cumbria	65	0.4

Public sector quota figures

	Registered disabled staff	Per cent
Derbyshire	113	0.4
Devon	314.5	1.5
Dorset	149	1.1
Durham	75	0.4
Dyfed	147	1.0
East Sussex	76	0.5
Essex	129	0.4
Gloucestershire	163	1.6
Gwent	174	1.0
Gwynedd	55	0.9
Hampshire	131	0.4
Hereford and Worcester	122	1.0
Hertfordshire	46.5	0.2
Humberside	234	1.1
Isle of Wight	13.5	0.5
Kent	138	0.4
Lancashire	232	0.6
Leicestershire	83	0.3
Lincolnshire	70	0.6
Mid Glamorgan	116	0.6
Norfolk	49	0.3
Northamptonshire	114	0.7
Northumberland	37.5	0.5
North Yorkshire	87	0.5
Nottinghamshire	268	0.7
Oxfordshire	74	0.6
Powys	73	1.8
Shropshire	36	0.3
Somerset	105	1.1
South Glamorgan	40.5	0.3
Staffordshire	194.5	0.6
Suffolk	68.5	0.5
Surrey	142	0.8
Tyne and Wear	1	2.7
Warwickshire	70	0.6
West Glamorgan	150.5	1.3
West Sussex	50	0.4
West Yorkshire	3	1.9
Wiltshire	161.5	1.1

Scottish Regional Councils

	Registered disabled staff	Per cent
Borders	14	0.4
Central	81	0.7
Dunfries and Galloway	55	1.2
Fife	100	0.8
Grampian	114	0.7
Highland	57.5	0.7
Lothian	166	0.7
Strathclyde	683	0.6
Tayside	51	0.4

Scottish Island Councils

	Registered disabled staff	Per cent
Orkney	6	0.5
Shetland	8	0.4
Western Isles	5	0.3

District Councils

	Registered disabled staff	Per cent
Aberconway	10	2.1
Adur	2	0.5
Afan	18	2.8
Allerdale	14	2.4
Alnwick	6.5	3.5
Alyn and Deeside	4	0.7
Amber Valley	14	2.3
Arfon	33	6.0
Arun	3	0.5
Ashfield	12	1.5
Ashford	8	1.5
Aylesbury Vale	7	1.2
Babergh	6	1.8
Barnsley	131	1.1
Barrow-in-Furness	12	1.5
Basildon	43	3.1
Basingstoke and Deane	11.5	1.6
Bassetlaw	16	1.9
Bath City	17	1.8
Berwick-on-Tweed	5	3.3

	Registered disabled staff	Per cent		Registered disabled staff	Per cent		Registered disabled staff	Per cent
Beverley	8	1.4	East Yorkshire	11	1.3	Newcastle-under-Lyme	16.5	1.6
Birmingham City	297	0.6	Eden	1	0.4	Newcastle-upon-Tyne	157.5	1.0
Blyth	1	0.3	Ellesmere Port and Neston	17	2.3	New Forest	9	1.0
Blackburn	45.5	2.5	Epping Forest	8	1.1	Newport	12.5	0.8
Blackpool	48	2.9	Epsom and Ewell	4	0.8	Northampton	6.5	0.4
Blaenau Gwent	18	1.8	Erewash	8	1.2	North Avon	3	0.5
Blyth Valley	6	0.8	Exeter City	28	3.4	North Bedford Borough	18	1.9
Bobover	20	3.9	Fareham	4	0.8	North Cornwall	8.5	2.2
Bolton	186	1.8	Fenland	5.5	1.4	North Devon	13	3.0
Bonferry	5	1.4	Forest Heath	6	2.1	North Dorset	1	0.5
Boston	4	0.8	Forest of Dean	8	2.3	North East Derbyshire	11	1.5
Bournemouth	42	2.0	Fylde	5	1.3	North Hertfordshire	4	0.5
Bracknell	4	0.5	Gateshead	83	0.7	North Kesteven	5	1.5
Bradford	145	0.8	Gedling	4	0.7	North Norfolk	5	1.3
Bradtree	12	1.6	Gillingham	4	0.8	North Shropshire	3	1.2
Breland	2	0.3	Glanford	10	3.2	North Tynside	74.5	0.8
Breton Borough	2	0.8	Gloucester City	20	2.4	North Warwickshire	2	0.4
Brewwood	46	9.0	Glyndwr	1	0.4	North West Leicestershire	7.5	1.9
Bridgnorth	1	0.5	Gosport	6	1.0	North Wiltshire	2	0.4
Brighton	31	1.6	Gravesham	13	1.9	Norwich City	42	1.9
Bristol City	62	1.1	Great Yarmouth	26	3.7	Nottingham City	54	1.4
Bromland	6	1.7	Grimsby	31	3.0	Nuneaton	17	1.8
Bromsgrove	3	0.8	Guildford	6	0.8	Oadby and Wigston	3	1.3
Bromwe	6.5	1.1	Halton	33	2.9	Ogwr	45	4.5
Burley	23	2.2	Hambleton	0	0	Oldham	55	0.6
Burdale	44.5	0.8	Harborough	4	1.3	Oswestry	3	1.6
Cardale	34	0.4	Harlow	41	2.7	Oxford City	20.5	1.8
Cambridge City	21	1.9	Harrogate	24	2.4	Pendle	11	1.4
Camlock Chase	9	1.5	Hart	2	0.6	Penwith	11	0.3
Cambridge City	15.5	1.7	Hartlepool	5.5	0.4	Peterborough City	15	1.1
Carlisle	9	2.7	Hastings	20	2.6	Plymouth City	22	1.1
Castle City	23	0.8	Havant	13	1.8	Poole	12	1.3
Canisla	17	1.6	Hereford City	15	3.1	Portsmouth City	20.5	0.8
Canwarthen	22	5.2	Hertsmere	2	0.3	Presele	13	2.2
Canwick	13.5	2.9	Hinkley and Bosworth	6	1.3	Preston	21	1.8
Castle Morpeth	5	1.6	Holderness	0	0	Purbeck	2	1.0
Castle Point	9	2.1	Horsham	7	1.3	Radnor	3	1.9
Ceredigion	13	2.8	Hove	11	1.5	Reading	13	1.0
Chaffwood	6	0.9	Huntingdon	5	0.9	Redditch	5	0.8
Charnsford	14.5	1.7	Hyndburn	15	1.8	Reigate and Banstead	2	0.2
Cheriton	11	1.6	Ipswich	37.5	3.0	Restormel	14.5	2.9
Cherwell	5	0.7	Islwyn	16	2.3	Rhondda	15	1.3
Cheshire City	18	2.3	Kenet	3	0.8	Rhuddlan	7	1.5
Cherfield	18	1.0	Kerrier	11	2.1	Rhymney Valley	18	1.4
Cherter-le-Street	6.5	1.0	Kettering	17	2.5	Ribble Valley	6	2.6
Chichester	12	2.0	Kingston-upon-Hull	68	1.5	Richmondshire	3	1.1
Chiltern	1	0.3	Kingswood	8	1.7	Rochdale	53.5	0.6
Chislebury	16	1.9	Kirkcaldy	117	0.8	Rochester upon Medway	13	1.8
Christchurch	1	0.3	Knowsley	74	1.0	Rochford	2	0.5
Cleethorpes	14.5	2.9	Lancaster City	29	3.2	Rossendale	16	2.5
Colchester	32	3.2	Lanbaugh	16	1.1	Rother	6	1.2
Colwyn Borough	5	1.4	Leeds City	382	1.4	Rotherham	58	0.6
Compton	5	0.9	Leicester City	53	1.1	Rugby	5	0.9
Copeland	12	2.0	Leominster	1	0.5	Runnymede	9	2.0
Coventry	13	1.6	Lewes	6	1.4	Rushcliffe	4	0.8
Cotswold	6	1.8	Lichfield	9	2.2	Rushmoor	9	1.3
Coventry City	120	0.6	Lincoln City	31	3.2	Rutland	0	0
Craven	6.5	2.6	Liverpool City	310.5	1.2	Ryedale	3	0.9
Crawley	12	1.2	Llanelli	26	3.5	St Albans City	6	0.9
Crewe and Nantwich	17	2.1	Lliw Valley	5	1.1	St Edmundsbury	4	0.5
Cynon Valley	19	2.5	Luton	22.5	1.1	St Helens	108	1.0
Dacorum	14	1.4	Macclesfield	13	1.3	Salford City	172.5	2.0
Darlington	19	1.8	Maidstone	9	1.0	Salisbury	8	1.6
Dartford	1	0.1	Malden	3.5	1.5	Sandwell	52	0.3
Daventry	1	0.3	Malvern Hills	5	1.1	Scarborough	39.5	3.9
Delyn	8	1.3	Manchester City	235	0.7	Scunthorpe	20	2.0
Derbyshire Dales	6	1.3	Mansfield	27	2.7	Sedgefield	14	1.3
Derby	30.5	1.6	Medina	7	2.1	Sedgemoor	10	1.5
Derwentside	25	2.1	Mendip	2.5	0.9	Sefton	71	0.7
Dinetwr	26	6.2	Medway	0	0	Selby	4	1.1
Doncaster	163	1.3	Merrionnydd	9	3.3	Sevenoaks	12	2.4
Dover	6	0.9	Melton Borough	4	1.9	Sheffield	286	1.0
Dudley	64	0.5	Methyr Tydfil	10	1.2	Shepway	7	1.0
Durham City	21	1.8	Mid Bedfordshire	3	0.9	Shrewsbury and Atcham	5.5	0.9
Dwyfor	7	3.1	Mid Devon	1	0.2	Slough Corporation	6	0.6
Easington	43	3.1	Middlesbrough	47.5	2.1	Solihull	31	0.4
Eastbourne	13	1.7	Mid Suffolk	3	0.6	Southampton	37	1.7
East Cambridgeshire	0	0	Mid Sussex	8	1.4	South Bedfordshire	5	0.8
East Devon	4	0.8	Milton Keynes	6	0.7	South Buckinghamshire	2.5	0.7
East Hampshire	4	1.0	Mole Valley	3.5	0.8	South Cambridgeshire	3	0.8
East Hertfordshire	9	1.6	Monmouth	6	1.1	South Derbyshire	3	0.7
Eastleigh	1	0.2	Montgomery	3	1.1	Southend-on-Sea	37	2.9
East Lindsey	5.5	0.7	Neath	8.5	1.5	South Hams	8	1.8
East Northamptonshire	11	3.7	Newark and Sherwood	4	0.7	South Herefordshire	3	1.4
East Staffordshire	17	3.0	Newbury	2	0.4	South Holland	7	1.6

	Registered disabled staff	Per cent		Registered disabled staff	Per cent		Registered disabled staff	Per cent
South Kesteven	5	0.9	Wrexham Maelor	32	3.0	Monklands	19	1.1
South Lakeland	11	1.5	Wychavon	8	1.5	Moray	15	2.3
South Norfolk	3	0.9	Wycombe	6	0.8	Motherwell	21	1.3
South Northamptonshire	2	0.7	Wyre	16	2.7	Nairn	2	2.9
South Oxfordshire	5	0.9	Wyre Forest	9	0.9	Nithsdale	8	1.4
South Pembrokeshire	3	1.0	Ynys Mon	12	1.6	North East Fife	0	0
South Ribble	11	1.9	York	24	2.1	Perth and Kinross	7	0.8
South Shropshire	3	1.7			Renfrew	17	0.6	
South Somerset	6	0.9			Ross and Cromarty	9	2.2	
South Staffordshire	3	0.7			Roxburgh	10	3.6	
South Tyneside	19	0.3			Skye and Lochalsh	2	3.4	
South Wight	3	0.9			Stewartry	1	0.6	
Spelthorne	9	1.7			Stirling	27.5	2.9	
Stafford	11	1.5			Strathkelvin	0	0	
Staffordshire Moorlands	3	0.7			Sutherland	2	2.0	
Stevenage	3	0.3			Tweeddale	1	1.0	
Stockport	45	0.5			West Lothian	17	1.2	
Stockton-on-Tees	18	1.0			Wigtown	3	1.5	
Stoke-on-Trent City	16.5	0.5						
Stratford-on-Avon	8	1.4						
Stroud	10	1.7						
Suffolk coastal	4	0.8						
Sunderland	152	1.1						
Surrey Heath	5	1.1						
Swale	7	1.0						
Swansea City	53	2.2						
Taff Ely	17.5	2.0						
Tameside	65	0.7						
Tandridge	4	1.3						
Tamworth	4	0.9						
Taunton Deane	11	1.6						
Teesdale	0	0						
Teignbridge	14	2.1						
Tendring	6	0.9						
Test Valley	4	0.6						
Tewkesbury	1	0.3						
Thamesdown	18	1.1						
Thanet	41.5	3.6						
Thurrock	28.5	2.5						
Three Rivers	4	1.0						
Tonbridge and Malling	11	2.0						
Torbay	29	2.6						
Torfaen	13	1.2						
Torridge	2	0.7						
Trafford	75	1.3						
Tunbridge Wells	6	1.0						
Tynedale	3	0.9						
Uttlesford	2	0.7						
Vale of Glamorgan	13	1.5						
Vale of the White Horse	2	0.5						
Vale Royal	14	1.7						
Wakefield City	92	0.5						
Walsall	145	2.1						
Wansbeck	15	2.3						
Wansdyke	1	0.2						
Warrington	21	1.3						
Warwick	10	1.3						
Watford	20	2.3						
Waveney	3	0.4						
Waverley	4	0.8						
Wealdon	3	0.6						
Wear Valley	27	2.9						
Wellingborough	5	1.2						
Welwyn Hatfield	16	1.6						
West Devon	2	1.1						
West Dorset	5	1.0						
West Lancashire	18	1.9						
West Lindsey	4	1.1						
West Norfolk	8	1.3						
West Oxfordshire	0	0						
West Somerset	0	0						
West Wiltshire	7	1.2						
Weymouth and Portland	15	1.7						
Wigan	134	1.4						
Wimbourne	1	0.3						
Winchester City	5	0.8						
Wirral	92	0.9						
Windsor and Maidenhead	8	1.1						
Woking	7	1.2						
Wokingham	4	0.6						
Wolverhampton	120	2.9						
Woodspring	8	0.7						
Worcester City	10	1.3						
Worthing	17	2.4						
Wrekin, The	29.5	2.8						

Greater London Area Councils

	Registered disabled staff	Per cent
Barking	46	0.8
Barnet	47	0.6
Bexley	24	0.5
Brent	98	1.1
Bromley	28	0.3
Camden	185	2.3
Corp of London	30	1.0
Croydon	140	1.5
Ealing	50	0.4
Enfield	80	1.3
Greenwich	66	0.8
Hackney	42	0.5
Hammersmith	15	0.3
Haringey	97	0.9
Harrow	32	0.5
Havering	33	0.6
Hillingdon	75	0.9
Hounslow	42	0.5
Islington	78	1.2
Kensington and Chelsea	32	1.0
Kingston-upon-Thames	28	0.5
Lambeth	376	3.7
Lewisham	117	1.5
Merton	35	1.0
Newham	394	3.8
Redbridge	52	0.9
Richmond-upon-Thames	11	0.3
Southwark	64	0.8
Sutton	17	0.4
Tower Hamlets	59	0.9
Waltham Forest	41	0.4
Wandsworth	26.5	0.6
Westminster	41	0.7

Scottish District Councils

	Registered disabled staff	Per cent
City of Aberdeen	81	3.0
Angus	17	2.7
Annandale and Eskdale	1	0.4
Argyll and Bute	6	0.8
Badenoch and Strathspey	0.5	0.8
Banff and Buchan	5	0.8
Bearsden and Milngavie	8	2.4
Berwickshire	2	1.9
Caithness	1	0.5
Clackmannan	11	1.2
Clydebank	23	3.2
Clydesdale	4	0.7
Cumbernauld and Kilsyth	7	1.5
Cumnock and Doon Valley	8	1.4
Cunninghame	31	1.4
Dumbarton	37	2.2
City of Dundee	61.5	2.1
Dunfermline	36.5	2.9
East Kilbride	16	2.9
East Lothian	16	1.7
Eastwood	3	1.0
City of Edinburgh	56	1.2
Etrick and Lauderdale	2	0.9
Falkirk	21	1.2
City of Glasgow	185	1.3
Gordon	9	2.5
Hamilton	19	1.4
Inverclyde	12	0.9
Inverness	4	0.8
Kilmarnock and Loudoun	15.5	1.5
Kincardine and Deeside	1	0.5
Kirkcaldy	18	1.2
Kyle and Carrick	17	1.3
Lochaber	4	2.6
Mid Lothian	6	0.8

Regional Health Authorities

	Registered disabled staff	Per cent
Derbyshire	14.5	0.2
East Anglia	2	0.2
Mersey	8	0.4
North East Thames	6	0.0
Northern	8	0.3
North West Thames	4	0.8
North Western	17	0.7
Oxford	11	0.7
South East Thames	4	0.2
South Western	10	0.6
South West Thames	2	0.2
Trent	13.5	0.5
Wessex	3	0.2
Yorkshire	8	0.3
Council for the Isles of Scilly	3	0.2

Scottish Health Boards

	Registered disabled staff	Per cent
Argyll and Clyde	18.5	0.2
Ayrshire and Arran	24.5	0.4
Borders	3	0.2
Dumfries and Galloway	21	0.7
Fife	17	0.3
Forth Valley	8	0.1
Grampian	36	0.3
Greater Glasgow	69	0.2
Highland	13	0.3
Lanarkshire	28.5	0.2
Lothian	39.5	0.2
Orkney	0	0
Shetland	3	0.8
Tayside	81	0.7
Western Isles	3	0.5

District Health Authorities

	Registered disabled staff	Per cent
Airedale	11.5	0.4
Aylesbury Vale	11	0.3
Barking, Havering and Brentwood	40	0.5
Barnet	28	0.5
Barnsley	20	0.5
Basildon and Thurrock	14	0.4
Basingstoke and North Hampshire	18	0.5
Bassetlaw	9	0.5
Bath	12.5	0.2
Bexley	12	0.3
Blackburn, Hyndburn and Ribble	20	0.6
Blackpool, Wyre and Fylde	14	0.4
Bloomsbury	15	0.2
Bolton	13	0.3
Bradford	23	0.4
Brent	8	0.2
Brighton	12.5	0.3
Bristol and Weston	21	0.3
Bromley	35	0.7
Bromsgrove and Redditch	7	0.3

	Registered disabled staff	Per cent		Registered disabled staff	Per cent		Registered disabled staff	Per cent
Burnley, Pendle and Rossendale	20	0.4	North Birmingham	6.5	0.3	Wirral	15	0.3
Bury	16	0.8	North Derbyshire	17	0.3	Wolverhampton	120	2.9
Calderdale	16	0.5	North Devon	17	0.9	Worthing	6	0.4
Cambridgeshire	19	0.4	North West Durham	6	0.5	Wycombe	3	0.1
Cambridge	15	0.3	North East Essex	10	0.2	York	17.5	0.4
Canterbury and Thanet	27	0.5	North Lincolnshire	17	0.3			
Central Birmingham	9	0.1	North Manchester	12	0.3			
Central Manchester	19	0.3	North Staffordshire	24.5	0.3			
Central Nottingham	19	0.4	North West Surrey	1	0.1			
Cheltenham	7	0.2	North Tees	1	0.1			
Cheshire	22	0.5	North Tyneside	5.5	0.3			
Chichester	19	0.6	North Warwickshire	6	0.2			
Chilton	1	0.3	North West Hertfordshire	19	0.4			
Chorley and South Ribble	0	0.2	Nottingham	37	0.3			
City and Hackney	17	0.3	Norwich	23	0.3			
Clwyd	22	0.3	Oldham	28	1.0			
Cornwall and Isle of Scilly	21	0.3	Oxfordshire	32	0.4			
Cotswold	18	0.3	Paddington and North Kensington	6	0.1			
Crest	7	0.2	Pembrokeshire	3	0.2			
Croydon	10	0.2	Peterborough	12	0.4			
Darlington	11	0.4	Plymouth	5	0.1			
Dartford and Gravesham	11	0.3	Pontefract	5.5	0.3			
Devon	4	0.3	Portsmouth and SE Hampshire	4.5	0.1			
Doncaster	11	0.2	Powys	20	1.0			
Dudley	14	0.3	Preston	21.5	0.4			
Durham	3.5	0.1	Redbridge	3	0.1			
Ealing	2	0.1	Richmond, Twickenham and Roehampton	6	0.3			
Eastbourne	19	0.6	Riverside	50	0.6			
East Berkshire	5	0.1	Rochdale	14	0.7			
East Birmingham	2	0.1	Rotherham	9	0.2			
East Cumbria	13.5	0.4	Rugby	5	0.6			
East Dorset	16	0.3	St Helens and Knowlsey	35	0.6			
East Devon	22	0.4	Salford	30	0.4			
East Hertfordshire	10	0.5	Salisbury	3	0.1			
East Herts	13	0.2	Sandwell	4.5	0.2			
East Surrey	18	1.1	Scarborough	4	0.2			
East Yorkshire	24	0.7	Scunthorpe	7	0.4			
Enfield	9	0.5	Sheffield	39	0.3			
Exeter	39	0.6	Shropshire	10	0.2			
Frenchay	14.5	0.3	Solihull	6	0.2			
Gloucestershire	17	0.3	Somerset	22.5	0.3			
Great Yarmouth and Waveney	4	0.2	South Birmingham	17.5	0.4			
Greenwich	3	0.1	South Cumbria	9	0.4			
Grimby	6	0.2	South Glamorgan	23	0.2			
Gwent	54	0.5	South Lincolnshire	13	0.3			
Gwynedd	28	0.6	South Manchester	33.5	0.5			
Hallam	7	0.4	South Sefton	22.5	0.5			
Hamstead	6	0.1	South Tees	14.5	0.2			
Haringey	14	0.4						

Special Feature



Master Thatcher trainee at work.

Photo: Master Thatcher

Franchising comes of age

by Tony Dutfield,

Director, British Franchise Association

This article reviews the development of the franchising movement in the UK and in particular attempts to assess its importance in the creation of employment and training opportunities.

December 1987 marked the Tenth Anniversary of the British Franchise Association. It has the task, as the trade association for business franchising, of advising and promoting the interests of the franchise industry in the UK. In this capacity it has played a formative role in the development of the franchising sector in the UK. In its watchdog capacity, the Association has fulfilled the role of self-regulation for an industry, which undeniably is moving from strength to strength.

Franchising in the economy

A survey of franchising commissioned by the BFA and sponsored by the National Westminster Bank in 1987 confirms the growing importance of franchising as a market force. Annual sales are up to £3,100 million—representing an increase of 400 per cent over the past five years—while overall franchising now accounts for 2 per cent of retail sales in the UK. That there is tremendous potential for

The British Franchise Association

Responsible for the promotion of ethical franchising as a bona-fide business technique, the British Franchise Association has been responsible for a number of initiatives in UK franchising. The declared objectives of the organisation are to promote, protect and further the interests of properly constructed business format franchise companies and by these means assist members of the public, government bodies or potential investors in differentiating between sound business groups and any suspect investment. A Code of Ethics and a continually monitored, strict criteria for BFA membership have been produced and developed over the years to promote self-regulation by the industry.

In addition, the BFA has developed a strong educational element which involves the Association in a number of seminars and exhibitions annually. The prime franchising event of the year—the National Franchise Exhibition—is sponsored by the BFA and forms part of an increasingly important exhibition programme devoted to franchising.

The BFA has over 120 major franchise company members and additionally an affiliate listing which includes clearing banks, lawyers, accountants and consultants.

“The BFA is a vital contributor to the maintenance of ethical franchising in the UK,” states Tony Dutfield, director of the British Franchise Association. “There is a need for strongly perceived standards within the industry and the BFA is confident that these are satisfied through our self-regulatory systems. And with a failure rate of only 4 per



Tony Dutfield, director of the British Franchise Association.

with that of 11 per cent for other new businesses, it is little wonder that many are eager to join the franchise industry,” he concluded.

further growth is illustrated by the American example, where annual business format franchising sales in this sector represent up to 13 per cent of total retail sales. Here in the UK, the British Franchise Association forecast that within five years, sales will have more than doubled to £7,700 million.

Franchising also plays a role in the creation of employment and in providing re-training opportunities. In 1987 there were over 169,000 people employed in franchising in the UK—a substantial increase over the figure of 150,000 recorded for 1986.

What is franchising?

The concept of franchising is essentially simple. The owner of a business or business concept (the franchisor) contracts with another company or individual (the franchisee) to market a product or service within a defined geographical area for an initial fee and, often, payment of a service fee on turnover for the products and services supplied.

Business format franchising

The business format franchise is the most common form of franchising and that which is generally regarded as ethical practice. Under this system the franchisee is provided with a package containing all the elements necessary to establish the business and run it profitably on a pre-determined basis. The franchisee pays a fee for this package which in many cases covers also the costs of setting up the franchise outlet such as premises, shop fitting, materials, equipment and machinery or vehicles. In addition, many franchisors expect an ongoing fee to cover costs, for example, of marketing and publicity.

The franchise normally operates from premises such as a shop or restaurant selling products or services direct to the public—these are usually bought from the franchisor.

Many franchisees utilising the business format concept expand their ownership to more than one outlet—good examples are fast food restaurants, quick printing, fashion or retail shops.

The range of franchised businesses is vast, as every sector of the market—from service and leisure industries to retailing—is catching on to the benefits of a franchised operation. Furthermore, taking out a franchise is in essence no different to setting up any other form of small business. The same qualities of drive, determination, long hours and sheer hard work are required if the business is to be a success. Franchising is by no means an easy option.

Benefits

The potential benefits for the franchisee include:

- being one's own boss;
- tried and tested business format;
- management assistance and advice;
- national image and name backed by advertising, marketing and promotion;
- lower risk and potentially higher returns;
- property investment;
- easier access to finance.

Benefits enjoyed by the successful franchisor on the other hand include:

- an excellent way to create a nationwide presence;
- enables rapid expansion within a given market;
- a relatively low capital expenditure;
- a fee income and, later, profits from goods supplied to franchisees;



Tie Rack premises.

Photo: Munro & Foster

- reduction of 'staff' problems due to high level of managerial commitment by the franchisee.

Consequently, both franchisor and franchisee have a mutual interest in the success of the franchise. The franchisor needs the franchisee to make the business a success. The franchisee needs the franchisor in order to acquire the skills and support to start up and run the business. This support and mutual interest are two of the factors which explain why the failure rate of franchised businesses is substantially lower than for small firms generally.

Of course, the potential franchisee has to recognise that he will be constrained in how he can develop his business since he will have to stay within the overall structure of the tried and tested business format and that he has to work positively to make a real partnership with the franchisor.

Training: the core of the franchising package

A franchisor's success depends on that of the franchisee and good training benefits both parties—training not only of the franchisee but also of staff employed in the franchise. Many franchisees receive a comprehensive training package as part of the franchise agreement. This training varies in structure and duration but most contain elements of business management and administration while others instruct new franchisees on skills specific to individual franchises, for example, pizza making, printing, specialist cleaning techniques or even thatching.

The following case studies illustrate how training required by franchisees before they are able to set up their businesses varies substantially between business sectors.

British Damproofing

Under the scheme operated by British Damproofing, franchisees once accepted are required to attend a three

week long, intensive, residential training course followed by two to four weeks of practical training on the job. After this, optional seminars are held at regular intervals with the aim of keeping franchisees up to date with developments in the trade and improving their business techniques.

Master Thatcher

Master Thatcher franchisees, on the other hand, undertake a structured and intensive six month supervised training programme at the company's head office in Wokingham. During this time the franchisees are paid a salary of £600 a month. Master Thatcher franchisees come from a wide range of backgrounds and include a bus driver, an RAF helicopter pilot and a teacher who are all now successful franchisees. Yet none had any previous relevant experience—a factor which is common throughout the franchise world.

Managing Director of Master Thatchers, Robert West, is nevertheless keen to stress that their training is quite different to an apprenticeship. Mature adults are sought as franchisees and are expected to leave the training centre knowing 80 per cent of what they will ever need to know in their new careers. After the initial six months period, work continues to be supervised so that high standards are maintained and advice is always only a telephone call away.

Financing franchising

As government, media and public confidence in franchising has grown, so has the extent of financial support for the method. Over the past five years banks have become established as the primary source of franchise finance and the majority of clearing banks and other finance houses have lending packages. Most are used to evaluating franchisees with initial investment levels ranging from £5,000 to £200,000. The main clearing banks now all have specialist



Anne Roddick, founder and director of The Body Shop International plc.

franchising departments and franchise managers from the major clearing banks are a valuable source of information for the potential franchisee.

Peter Stern, Senior Franchise Manager of the National Westminster Bank comments, "With a properly established franchise, the risk of failure to the independent businessman is substantially reduced and in most cases the bank will offer approximately two-thirds of the total investment cost required to the potential franchisee. This is a greater percentage than we would generally apply in a normal business start-up situation."

Government measures to help with the provision of finance to small firms, provide help to both franchisee and franchisor. The Loan Guarantee Scheme, which provides a government guarantee against default by borrowers covering 70 per cent of the value of the loan, has provided support to the franchising sector. Franchisees from Kall-Kwik, Holland and Barrett, PIP Printing and Tie Rack have all taken out loans under guarantees from the scheme.

People who are unemployed and drawing benefit and considering taking a franchise may be able to get help under the Enterprise Allowance Scheme. The scheme provides an allowance of £40 per week for 12 months which is intended to compensate individuals who were unemployed from the loss of benefit that occurs on starting a business. The scheme is administered by the Department of Employment and individuals thinking of applying should contact their nearest jobcentre.

Case study: a franchisee—Kall-Kwik

Chris and Anne Evans opened their Kall-Kwik Printing Centre in Colchester on Monday, December 14, 1987. The stark statistics of new business failures had led Chris and Anne to consider franchising. "The advantages of joining a proven system were clear", says Chris, "Kall-Kwik undertook research in Colchester and gave us a firm thumbs up".

The alternative would have been to start up as printers on their own from scratch. "We did look at a number of printers who had started independently," he said. "Quite frankly, they had to work twice as long and hard to get the same results."

Chris and Anne came to quick-printing after successful careers in the RAF and nursing. Neither has a printing background, and they chose quick-printing as the business for them on purely commercial grounds. Having had a good look at the franchising industry they decided that high street printing provided a high earning potential in a buoyant market. "Quick-printing also attracted us because of the manufacturing element," says Anne. "Producing the product ourselves was very important and as everything takes place in the centre, we can control quality and take real pride in something we have done ourselves from start to finish."

Chris and Anne Evans chose Kall-Kwik in particular because they had been impressed with the company's professional approach and the success of the Kall-Kwik system. "First impressions count," says Anne, "and Kall-Kwik inspired confidence from the word 'go'." Confidence in the franchise system chosen is crucial in franchising, bearing in mind that the expected capital injection ranges from £5,000 to £200,000. The cost of a Kall-Kwik Printing franchise is around £30,000.

Case study: a franchisor—Alan Paul Hairdressing Plc

Through the Government's Business Expansion Scheme help has been provided to franchisors also. The scheme gives tax relief at top rates on equity investments in unquoted companies, encourages wider share ownership and extends the sources of finance available to small firms.

An example is Alan Paul Hairdressing plc. Alan Paul was established in 1970 with the main aim of bringing a new

dimension into the business of hairdressing by giving a fashionable city centre image to the suburban areas of Merseyside. There was a general change in hairdressing practices at that time, with the introduction of cutting and blow drying in place of the old system of shampoo and sets and hood dryers. Alan Paul Hairdressing grew at a healthy rate over the next ten years but capital was low and they started looking for a way to expand their operation.

They quickly realised that franchising was the way forward and that they had the right image and concept to franchise their business successfully. The first franchise was opened in 1983 but after two years they still felt the need to expand and streamline their product and operation. It was at this point that they contacted the British Franchise Association.

Michael Rowland, Managing Director of Alan Paul commented, "Our contact with the British Franchise Association involved many trips to BFA seminars in order to learn the correct ethics of franchising. If anyone is considering setting up a franchise operation, there is no question in my mind that one should aim for full membership of the BFA, who undoubtedly give the franchise operation a seal of approval and credibility. They also offer helpful advice, open day seminars and introductions to other franchising companies."

"Other key people besides the BFA are the accountants, solicitors and banks. Before setting up a franchise system, one must ensure that all elements in the package are correct and this involves a great deal of time."

In order to expand the business through franchising, Alan Paul Hairdressing needed an injection of capital and after extensive research, it found the Business Expansion Scheme best suited the company's needs. "We were very successful in raising £400,000 and our offer was oversubscribed. At the time we had 11 company owned outlets and seven franchised outlets—now we have 28 company owned outlets and 23 franchises on the hairdressing division," said Michael Rowland.

The company has recently acquired a company known as The Body & Face Place which is a wholly owned subsidiary of Alan Paul Hairdressing plc. This newer company now has 19 franchised outlets throughout the UK.



Kall-Kwik, Marble Arch—one of the 132 franchised quick printing centres.



Customer at Kall-Kwik, Croydon.

The future

Franchising is one of the most exciting ways of developing a business, creating tremendous opportunity in terms of employment, training and the creation of new small businesses.

Rapid and substantial growth is predicted over the next five years with a projected turnover of £7,700 million. In a unique manner, the franchise business brings people together to their mutual advantage and at the same time delivers a customer the bonus of a better service.

Anyone considering franchising should recognise that although the franchising route removes some of the uncertainties involved in setting up in business, risks still remain. They should assess the business proposal in which they are interested and weigh up all the factors involved. It is essential to consult a solicitor before entering into any contract, and, as they wish, consult various other organisations that can offer guidance, for example, the Small Firms Service, Local Enterprise Agencies, the Clearing Banks' own franchising units; and, if living in Scotland or Wales, the prospective applicant may also wish to contact the local offices of the Scottish or Welsh Development Agencies. ■

Essential Reading

A Comprehensive Guide to Franchising for prospective franchisees is available from the BFA (£8.95 inc p&p). For a copy of the pack, please write to: The British Franchise Association, Franchise Chambers, Henley-on-Thames, Oxon, RG9 2BD.

Franchising in the United Kingdom (Developments in Scale and Character 1987) is available, price £95 from Power Research Associates, 17 Wigmore Street, London W1H 9LA, tel: 01-580 5816.

Labour Market Data

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Publication dates of main economic indicators 1988

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
Feb 18, Thursday	Feb 12, Friday	Feb 10, Wednesday
Mar 17, Thursday	Mar 25, Friday	Mar 2, Wednesday
April 15, Friday	April 15, Friday	May 4, Wednesday

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

Unemployment and vacancies: 01-273 5599 (Ansafoe Service).
Retail Prices Index: 0923 228500 ext. 456 (Ansafoe Service).
Tourism: 01-273 5507.
Employment and hours: 0928 715 151 ext. 2570 (Ansafoe Service).
Average Earnings Index: 0923 228500 ext. 408 or 412

Trends in labour statistics

Summary

Latest estimates confirm the strong growth in the economy towards the end of 1987. GDP (average estimate) in the UK was 2 per cent higher in the third quarter of 1987 than in the previous quarter and was 5 per cent above its level of a year earlier although the CSO estimate that the underlying increase is nearer 4 per cent. Output of the production industries is provisionally estimated to have increased in the three months to November 1987 by 1 per cent compared with the previous three months and is now 3½ per cent higher than in the same period last year.

The employed labour force continues to rise and increased by 84,000 in the third quarter of 1987, contributing to a total increase of 404,000 in the year ending September 1987. The employed labour force has now increased for 18 successive quarters. The number of employees in employment in manufacturing industry increased by 11,000 in November, returning to its May level.

Adult unemployment (seasonally adjusted) fell again by 35,400 between November and December, continuing the sharp downward trend, and is now at its lowest level for five and a half years. The series has now fallen for 18 months running since the peak in June 1986. The fall since then has now reached nearly 600,000, the largest sustained fall on record.

The underlying increase in average earnings in the year to November was about 8¼ per cent, ¼ per cent more than the increase in the year to October.

The rate of inflation in December, as measured by the 12-month change in the retail prices index, fell to 3.7 per cent from the 4.1 per cent recorded in November.

The number of working days lost through stoppages of work due to industrial action during the 12 months to November 1987 was provisionally recorded at 3.5 million. This compares with 2.0 million days lost in the previous 12 months to November 1986, and an annual average for November of 11.0 million days for the ten-year period ending November 1986.

The number of overseas visitors to the United Kingdom in the three months to October was 15 per cent higher than in the corresponding period a year earlier, with the

number of visits from North America increasing by 31 per cent over the year. Between August and October 1987 the number of visits abroad by UK residents was up by 1 per cent. The travel account of the balance of payments was in deficit by £605 million in the latest three months, compared with a deficit of £550 million in the period August to October 1986.

Economic background

Economic activity in the UK continues to expand. Provisional estimates indicate that the *Gross Domestic Product (average estimate)* grew by about 2 per cent in the third quarter of 1987 and was some 5 per cent above its level of a year earlier, although the third quarter may be erratically high. A better guide to underlying growth is given by the first and second quarters of 1987, when GDP was 4 per cent higher than a year earlier.

Output of the production industries in the three months to November 1987 is provisionally estimated to have increased by 1 per cent from the level of the previous three months, and to have increased by 3½ per cent over the corresponding period a year earlier. *Manufacturing output* in the latest three months was 1½ per cent higher than in the previous three months, and 6 per cent higher than in the same period a year ago. Within manufacturing, the output of the chemicals, engineering and allied, and 'other manufacturing' industries increased by 2 per cent in the most recent three month period and there were increases of 1 per cent in the output of the metals industry, other minerals and the food, drink and tobacco industries. The output of the energy sector in the latest three months was 1½ per cent higher than in the previous three months but 2 per cent less than in the corresponding period a year earlier.

Consumers' expenditure rose on the provisional estimate in the fourth quarter of 1987 to £43.5 billion in 1980 prices (seasonally adjusted). This is a slight increase over the level of the third quarter and was 5 per cent higher than a year earlier. The volume of *retail sales* fell by about 1 per cent in December, on the provisional estimate, but in the three months October to December was over 1 per cent above that of the previous three months. The volume of sales in the three months to December

was 5½ per cent higher than in the corresponding period a year earlier.

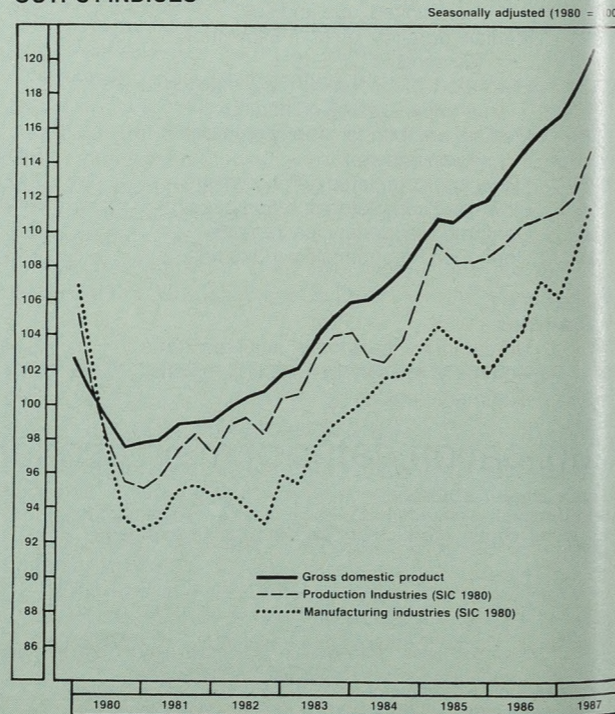
Capital expenditure by the manufacturing, construction, distribution and the financial industries fell in the third quarter on the revised estimate at 1980 prices, by nearly 5 per cent. However, investment is still 4 per cent higher than in the same period last year. Within the total, expenditure by manufacturing industry fell by 2½ per cent between the second and third quarters of 1987, but was still almost 5 per cent higher than a year earlier. Investment by the construction, distribution and financial industries was 6 per cent lower than in the previous quarter, but 3½ per cent higher than last year.

Stocks held by UK industry rose on the revised estimate by about £900 million in the third quarter of 1987 at 1980 prices. Within the total, there was an increase in stocks held by retailers of around £335 million, by manufacturers of around £270 million and by wholesalers of around £110 million. Retailers have now been stockbuilding for ten successive quarters. Stocks in the energy and water supply industries increased by about £10 million in the third quarter following two successive quarters of destocking.

The *Public Sector Borrowing Requirement* (not seasonally adjusted) in December is estimated to have been £0.2 billion. In the first nine months of the financial year 1987-88 there was a net repayment (that is, a surplus) of £0.4 billion compared with a £4.2 billion deficit in the same period last year. The PSBR, excluding privatisation proceeds, is estimated to have been £4.7 billion in the first nine months of 1987-88, compared with £7.5 billion in the same period of last year.

Sterling's effective exchange rate index in December 1987 rose by ½ per cent to 75.8. Sterling rose by 3 per cent against the dollar and by 1 per cent against the EMS currencies in total, although it remained broadly unchanged against the deutchmark and fell by 2½ per cent against the yen. The sterling index was 10½ per cent higher than in the same month a year earlier, reflecting rises of over 27 per cent against the dollar, ½ per cent against the Japanese yen and 7½ per cent against EMS currencies overall. On Thursday January 7, the exchange rate was 75.3 but fell to 74.9 by Thursday January 21. *UK base rates* were cut by ½ per cent to 8½ per cent on December 3 having previously fallen from 10 per cent to 9 per cent through two reductions of ½ per cent on October 23 and again on

OUTPUT INDICES



November 4.

On preliminary figures the current account of the *balance of payments* was estimated to have been in deficit by £0.9 billion in the three months to November 1987, compared with a deficit of £1.3 billion the previous three months. The invisible account is projected at a surplus of £1.8 billion in the three months to November. Visible trade in the three months to November 1987 was in deficit by £2.7 billion compared with a £3.2 billion deficit in the previous three months. Within the total, the surplus on trade in oil rose from £0.6 billion to £1.0 billion while the deficit in non-oil trade fell from £4.1 billion to £3.7 billion. In the three months to November 1987 the *volume of exports* rose by 6 per cent over the previous three-month period, and was 4½ per cent higher than a year earlier. The underlying volume of non-oil exports has been rising steadily for over six months. The *volume of imports* rose by 3½ per cent in the three months to November, and was 1 per cent higher than a year earlier. The level of non-oil import volumes appear to have been on an upward trend.

Employment

Whole economy estimates for the third quarter of 1987 are available for the first time this month.

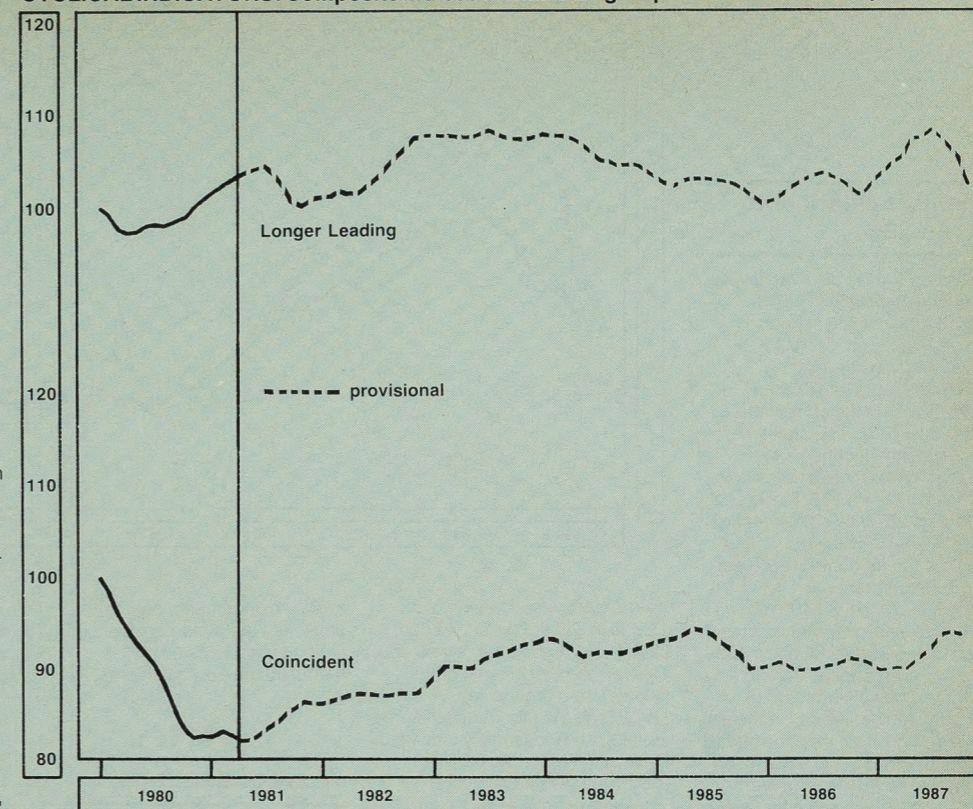
The *employed labour force*—which comprises employees in employment, the self-employed and HM Forces—in Great Britain is estimated to have increased by 84,000 in the third quarter and by 400,000 in the year ending September 1987. The third quarter increase included an increase of 58,000 employees in employment, which comprised an increase of 85,000 in services and falls of 22,000 in manufacturing, 2,000 in energy and water supply and 3,000 in other industries, and a projected increase in self-employment of 25,600.

The latest monthly figures of *employees employed in manufacturing industries* in Great Britain increased by an estimated 11,000 in November. However, the monthly figures can be erratic and there was no change compared with six months earlier and a fall of 34,000 compared with a year earlier. This compares with a fall of 135,000 in the year ending November 1986.

Overtime working by operatives in manufacturing industries was at the highest level since the start of the decade with an estimated 13.78 million hours per week in November. Current levels are still well below the level of 15 million hours a week and more observed in the late 1970s, but this reflects the larger number of operatives in manufacturing in the earlier period.

CYCLICAL INDICATORS: Composite indices of indicator groups

January 1980 = 100



The average weekly hours of overtime worked by operatives in November was 3.7, compared with an average of 3.0 in 1979 and a higher proportion of operatives now work overtime. Over the same period the normal weekly hours

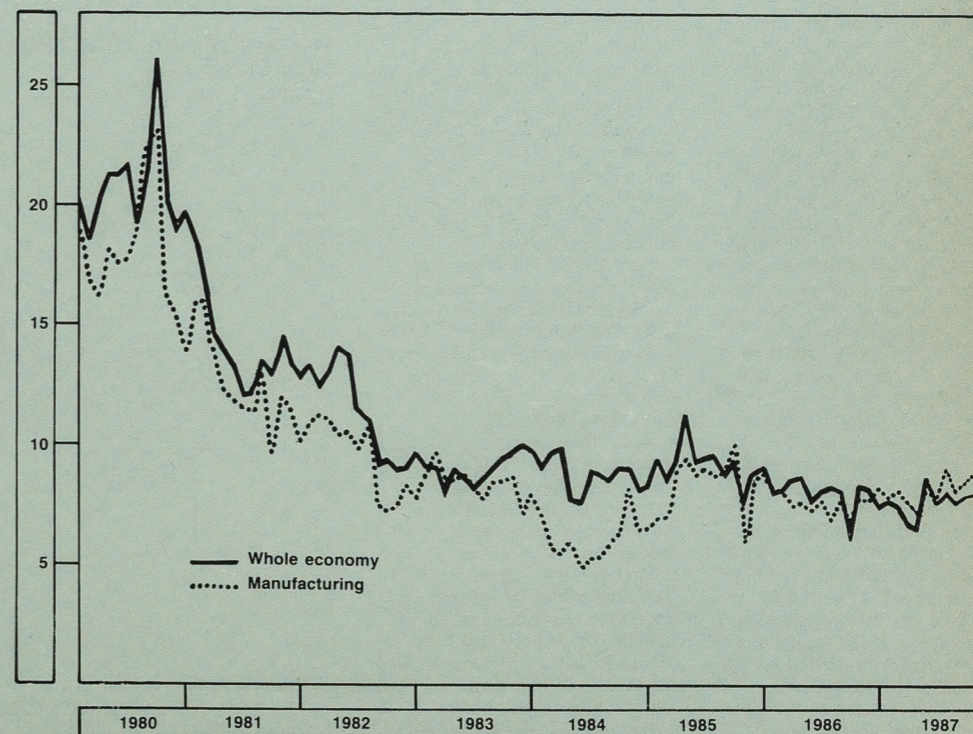
(excluding overtime of operatives) has fallen by about one hour.

Hours lost through *short-time working* in manufacturing industries remain very low at 0.37 million hours per week in November 1987.

The *index of average weekly hours* worked by operatives in manufacturing industries (which takes account of hours of overtime and short-time as well as normal basic hours) was estimated at 104.1 in November 1987, giving an

AVERAGE EARNINGS INDEX: Increases over previous year

Per cent



average of 104.0 over the three month period ending November 1987 and compares with an average of 102.9 for the three months ending November 1986.

Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom (excluding school leavers) fell again, by 35,400 between November and December, to 2,614,000, the lowest level (on the current basis) since June 1982. The series has now fallen for 18 consecutive months, by nearly 599,000 since the peak in June 1986, the largest sustained fall since similar records began in 1948. The adult unemployment rate fell to 9.4 per cent in December.

The latest fall of 35,400 follows a run of very sharp monthly falls and, given the normal variations in the series, is not inconsistent with a continuing downward trend of about 50,000 per month. In the six months since June there has been a record fall of 51,900 a month on average—35,100 among men and 16,800 among women. Over the past three months there has been an average fall of 53,100 per month.

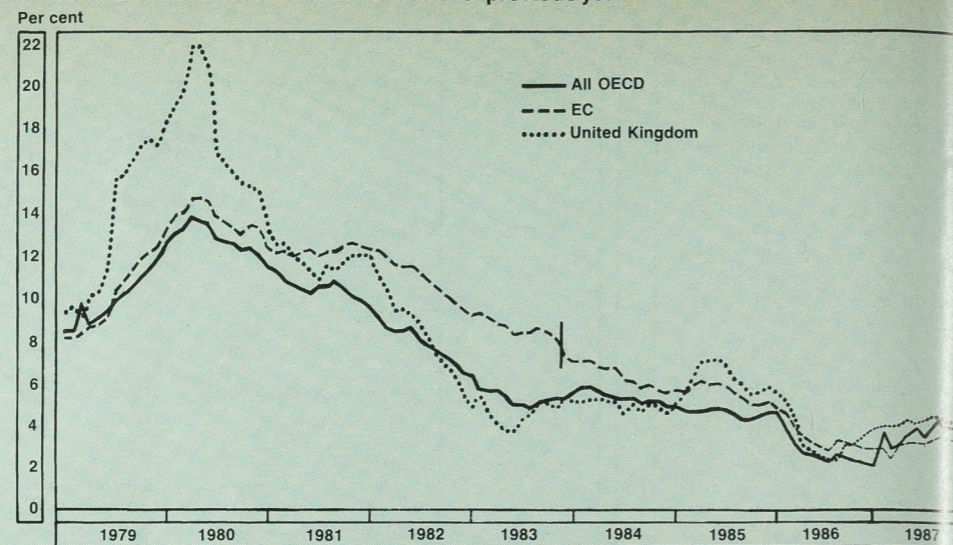
Unemployment has continued to fall in all regions. Over the 12 months to December the adult unemployment rate for the UK has fallen by 1.8 percentage points. The largest falls in the rate over this period, were in the West Midlands (2.3 percentage points), Wales (2.2 percentage points), the North and the North West (both 2.0 percentage points). The smallest fall was in Northern Ireland (1.1 percentage points) although the fall in recent months has been more in line with Great Britain.

The total of unemployed claimants in the UK (unadjusted including school-leavers) rose by over 10,000 in December to 2,696,000, 9.7 per cent of the working population. The total was 533,000 lower than a year ago, the biggest 12-month fall since similar records began in 1948.

In December, there was an unadjusted rise of 16,000 among adults and a fall of nearly 6,000 among school leavers. The school leaver total, at 63,700 was over 25,000 or 28 per cent lower than a year ago. This improvement at least partly reflects last year's school leavers recently starting their second year of training on YTS. The rise of 16,000 among adult claimants in December was in contrast to the rise of over 51,000 expected from seasonal influences, and so the seasonally adjusted adult total fell by 35,400.

The stock of vacancies at Jobcentres (seasonally adjusted and excluding Community

CONSUMER PRICES INDICES: Increases over previous year



Programme vacancies) fell by 11,600 in December to 256,600, 22 per cent higher than a year ago. This fall, the first in ten months, follows some sharp rises, particularly over the previous three months, and was mainly caused by a rise in the recorded outflow (cancellations and placings).

Inflows of notified vacancies decreased only slightly in the month to December and were 6 per cent higher than a year ago. Placings were up by only 2 per cent on a year ago, but were at a record level since the series began in 1980.

Productivity

Output per head in the whole economy in the third quarter of 1987 was 1.3 per cent higher than in the second quarter and 3.1 per cent higher than in the third quarter of last year. While employment has grown at 0.4 per cent over the quarter (1.6 per cent over the year), output has grown faster at 2.1 per cent over the quarter (5.2 per cent over the year).

During 1986, manufacturing output grew steadily from its rather depressed level in the first quarter and employment declined (particularly between the first and third quarters), thus suggesting quite fast growth in productivity during the year. In 1987 manufacturing output has continued to show rapid growth which may have led to the stemming of the earlier decline in the employed labour force. Productivity has therefore continued to show good growth in 1987. In the three months to November 1987 output per head increased by 1.1 per cent compared with the previous three months and 6.1 per cent compared with a year earlier. Recent productivity figures are

slightly higher than those published the previous month due to an upward revision in manufacturing output figures.

Average earnings

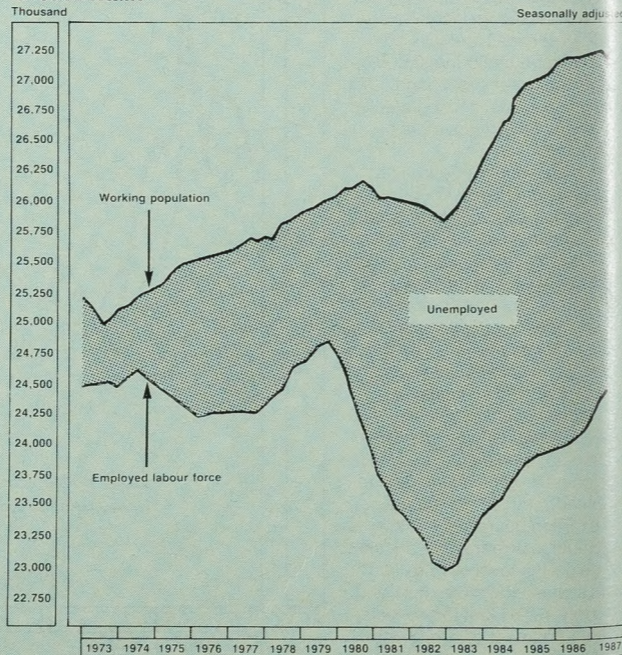
The underlying increase in average earnings in the year to November was about 8.1 per cent, an increase of 1/4 per cent on the year to October largely stemming from the 1987 local authority manual workers' settlement.

In production industries, the underlying increase in average earnings in the year to November was also about 8.1 per cent, similar to the increase in the year to October. Within this sector the

underlying increase in average earnings in manufacturing in the year to November showed an 8.1 per cent increase, and this, too, was similar to the increase in the year to October (revised estimate). These increases include the effect of higher overtime working this year compared with a year ago, reflecting the buoyant output performance.

In the service industries, the underlying increase in average earnings in the year to November was about 8.1 per cent, an increase of 1/2 per cent on the year to October largely stemming from the 1987 local authority manual workers' settlement and some further overtime payments in the services sector resulting from the aftermath of October's storm damage.

WORKING POPULATION AND EMPLOYED LABOUR FORCE: Great Britain



The actual increase for the whole economy for the year to November was 8.3 per cent, almost the same as the underlying increase.

In the three months to November, wages and salaries per unit of output in manufacturing industries were 1.6 per cent higher than a year earlier with an increase in average earnings of 8.0 per cent being offset by a rise in productivity of 6.6 per cent. The corresponding unit wage cost increase for October has been revised to 0.5 per cent as a result of further revisions to the output figures.

Unit wage cost figures for the whole economy in the third quarter of 1987 were 3.3 per cent above the level for the corresponding period of 1986, down from the second quarter's year on year increase of 4.1 per cent. Total wages and salary payments grew by 1/2 per cent over the year while output rose by 5.2 per cent.

Prices

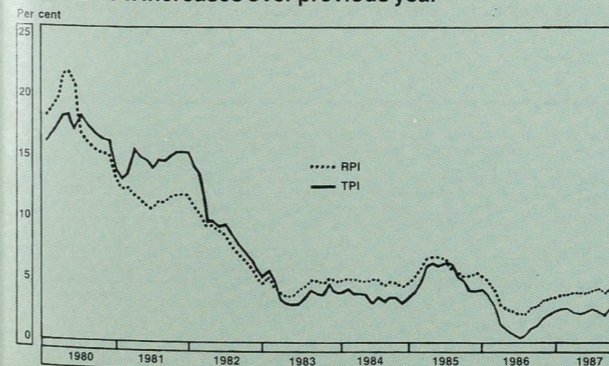
The annual rate of inflation, as measured by the 12-month change in the retail prices index, fell to 3.7 per cent in December from the 4.1 per cent recorded for November.

The overall level of prices was 0.6 per cent lower in December than in November compared with the increase of 0.3 per cent recorded between the corresponding months last year. Most mortgagees faced lower mortgage interest rates (down about one point to around 10.1/4 per cent) and prices for motor vehicles and petrol fell. Among the price increases the fresh food group showed the largest rise.

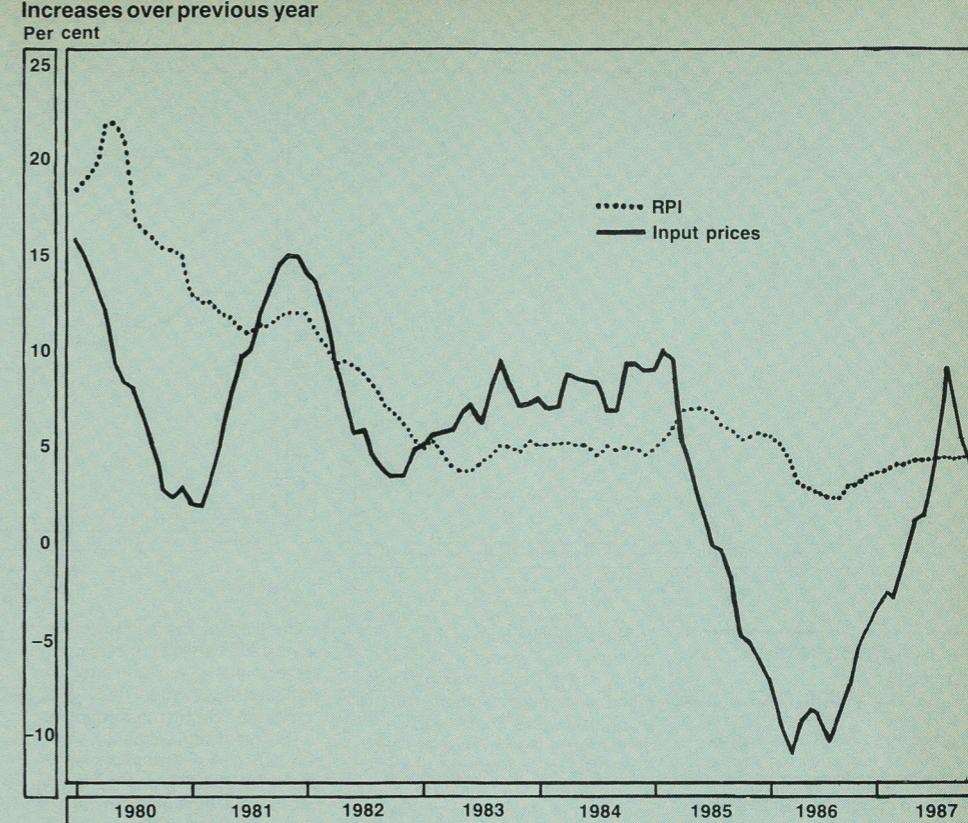
The average annual rate of inflation for the last quarter of 1987 was 4.1 per cent—in line with the forecast in the Chancellor's Autumn Statement.

Producer prices increased on average by about 1/2 per cent between November and December. There were falls in the prices of a number of imported materials, following the recent strength of sterling against the dollar, but these were more than offset by a seasonal rise in the

RPI AND TPI: Increases over previous year



RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' INPUT PRICES: Increases over previous year



costs of industrial electricity and higher prices for food manufacturing materials, metals and petroleum products. Between November and December the price index for materials and fuels purchased by manufacturing industry rose by 3.0 per cent, more than half of which resulted from the electricity price rises. This took the 12-month rate to 4.0 per cent, from the 3.2 per cent for November.

The 12-month rate of increase in the price index for home sales of manufactured products was little changed in December at 3.8 per cent. This rate has been between 3.1/2 and 4 per cent since March 1987.

The tax and prices index increased by 1.9 per cent in the year to December compared with 2.4 per cent recorded for November.

Industrial disputes

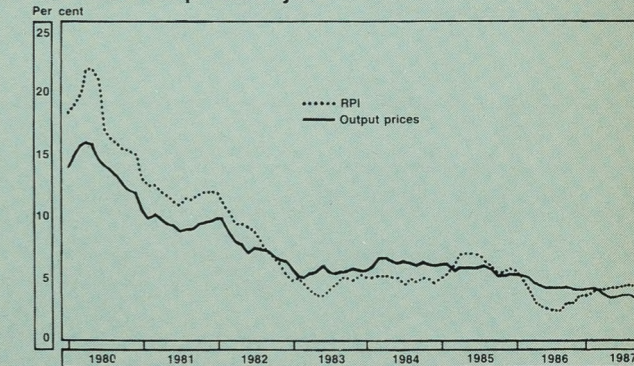
It is provisionally estimated that 106,000 working days were lost through stoppages of work due to industrial disputes in November 1987 largely as a result of stoppages in the motor vehicle industry. This compares with 68,000 (also provisional) in October 1987, 117,000 in November 1986 and an average of 882,000 for November during the ten-year period 1977 to 1986.

Over a longer period there was a provisional total of 3.5 million working days lost during the 12 months to November 1987, compared with 2 million days in the previous year and an annual

average over the ten-year period to November 1986 of 11 million days. The current total of working days lost is mainly a result of the dispute in the telecommunications industry in January and February 1987.

During the 12 months to November 1987, a provisional total of 910 stoppages have been recorded as being in progress. This is the lowest for a 12-month period since the total for the period ending December 1985, although later revisions are likely to increase the figure closer to the 946 recorded in October 1987. The figure compares with 1,052 stoppages in the 12 months to November 1986 and with the ten-year average for November to 1986 of 1,604 stoppages in progress.

RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' SELLING PRICES: Increases over previous year



1.1 EMPLOYMENT Working population

Quarter	Employees in employment*			Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population‡	YTS: non-employee trainees‡
	Male	Female	All					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1985 Sept	12,022	9,575	21,597	2,615	326	24,537	27,883	281
Dec	11,979	9,665	21,645	2,619	323	24,587	27,860	264
1986 Mar	11,863	9,579	21,442	2,623	323	24,387	27,711	228
June	11,903	9,691	21,595	2,627	322	24,543	27,772	255
Sept	11,967	9,709	21,676	2,652	323	24,651	27,984	306
Dec	11,920	9,830	21,750	2,678	320	24,748	27,977	294
1987 Mar	11,875	9,744	21,619	2,703	320	24,642	27,785	271
June	11,975 R	9,890	21,864 R	2,729	319	24,912 R	27,817 R	321 R
Sept	12,073	9,905	21,978	2,755	319	25,052	27,922	390
UNITED KINGDOM								
Adjusted for seasonal variation								
1985 Sept	11,961	9,575	21,536	2,615	326	24,476	27,697	
Dec	11,960	9,608	21,568	2,619	323	24,510	27,758	
1986 Mar	11,927	9,644	21,571	2,623	323	24,517	27,832	
June	11,914	9,675	21,589	2,627	322	24,537	27,880	
Sept	11,906	9,710	21,616	2,652	323	24,590	27,867	
Dec	11,899	9,770	21,669	2,678	320	24,667	27,879	
1987 Mar	11,939	9,809	21,748	2,703	320	24,772	27,900	
June	11,986 R	9,874	21,860 R	2,729	319	24,907 R	27,909 R	
Sept	12,012	9,906	21,918	2,755	319	24,992	27,823	

Definitions of terms used will be found at the end of the section.
 * Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample enquiries (*Employment Gazette*, January 1987, page 31). For all dates, individuals with two jobs as employees of different employers are counted twice.
 † Estimates of the self-employed up to mid-1986 are based on the 1981 census of population and the results of the 1981, 1983, 1984, 1985 and 1986 Labour Force Surveys. The provisional estimates from September 1986 are based on the assumption that the average rate of increase between 1981 and 1986 has continued subsequently. A detailed description of the current estimates is given in the article on page 201 of the April 1987 *Employment Gazette*.

1.2 EMPLOYMENT Employees in employment: industry*

GREAT BRITAIN SIC 1980	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries		THOUSAND						
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted							
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34 37					
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343	344	356	544	383	901	862
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,731	5,302	5,315	5,909	5,922	6,919	6,936	13,503	13,466	320	289	319	445	343	750	786
1985 June	21,011	21,003	5,258	5,272	5,838	5,852	6,834	6,852	13,857	13,821	321	271	309	444	345	748	782
Dec	21,145	21,069	5,258	5,244	5,815	5,801	6,796	6,779	14,026	13,968	323	252	305	436	347	744	780
1986 Jan			5,213	5,238	5,759	5,784			242	304	432	345	740	773			
Feb	20,950	21,079	5,184	5,212	5,728	5,757			240	304	431	344	737	768			
Mar			5,181	5,205	5,721	5,744	6,687	6,717	13,955	14,043	308	239	301	431	345	735	766
April			5,170	5,197	5,708	5,734			237	301	426	344	734	768			
May			5,143	5,167	5,677	5,701			233	301	424	343	729	759			
June	21,105	21,100	5,137	5,151	5,667	5,681	6,635	6,654	14,161	14,127	310	230	300	425	343	723	758
July			5,145	5,132	5,671	5,658			226	300	426	343	725	763			
Aug			5,140	5,120	5,662	5,642			223	299	425	345	723	761			
Sept	21,188	21,128	5,152	5,113	5,672	5,634	6,646	6,599	14,207	14,214	335	220	300	425	347	720	759
Oct			5,143	5,110	5,660	5,627			217	300	425	347	717	757			
Nov			5,134	5,111	5,646	5,623			213	300	424	348	715	754			
Dec	21,261 R	21,180	5,120	5,106	5,631	5,616	6,606	6,588	14,342	14,280	313	211	299	423	344	713	753
1987 Jan			5,059	5,083	5,563	5,586			206	297	416	341	707	749			
Feb			5,052	5,082	5,554	5,583			204	298	419	342	704	748			
Mar	21,133	21,263	5,051	5,075	5,547	5,571	6,527	6,558	14,307	14,394	299	201	296	420	343	707	749
April			5,044	5,070	5,534	5,560			195	294	420	343	703	742			
May			5,052	5,077	5,542	5,567			195	294	417	344	707	740			
June	21,379 R	21,374 R	5,071	5,085	5,562	5,576	6,552 R	6,571 R	14,526	14,493	300	197	294	418	344	710	746
July			5,083	5,072	5,572 R	5,560			195	293	419	344	708	746			
Aug			5,090	5,071	5,577	5,558			194	293	422	346	709 R	750			
Sept	21,492	21,432	5,103	5,063	[5,591]	[5,552 R]	[6,592 R]	[6,544 R]	14,571	14,578	329	[196 R]	293	424	346	708	752
Oct			5,100	5,066	[5,584 R]	[5,551 R]			[193 R]	292	423	346	706	750			
Nov			5,099	5,077	[5,582]	[5,559]			[191]	[292]	423	345	709	748			

* See footnote to table 1.1.

EMPLOYMENT 1.1 Working population

Quarter	Employees in employment*				Self-employed persons (with or without employees)†	HM Forces**	Employed labour force	Working population‡	YTS non-employee trainees‡
	All	Part-time	All	Part-time					
GREAT BRITAIN									
Unadjusted for seasonal variation									
1985 Sept	11,753	808	9,345	3,993	21,098	2,554	23,978	27,198	272
Dec	11,712	832	9,434	4,091	21,145	2,558	24,027	27,179	256
1986 Mar	11,601	819	9,349	4,058	20,950	2,563	23,835	27,034	221
June	11,643	853	9,462	4,141	21,105	2,567	23,993	27,097	245
Sept	11,706	843	9,482	4,110	21,188	2,592	24,103	27,301	297
Dec	11,660	867	9,600	4,220	21,261	2,618	24,198	27,299	285
1987 Mar	11,618	869	9,516	4,183	21,133	2,643	24,097	27,113	263
June	11,717 R	887	9,662	4,247	21,379 R	2,669	24,367 R	27,146 R	312 R
Sept	11,816	881	9,676	4,209	21,492	2,695	24,506	27,246	381
GREAT BRITAIN									
Adjusted for seasonal variation									
1985 Sept	11,692		9,345		21,037	2,554	23,917	27,021	
Dec	11,693		9,376		21,069	2,558	23,951	27,077	
1986 Mar	11,664		9,414		21,079	2,563	23,964	27,154	
June	11,654		9,446		21,100	2,567	23,988	27,181	
Sept	11,645		9,482		21,128	2,592	24,042	27,189	
Dec	11,640		9,540		21,180	2,618	24,118	27,200	
1987 Mar	11,682		9,581		21,263	2,643	24,226	27,226	
June	11,728 R		9,646		21,374 R	2,669	24,362 R	27,236 R	
Sept	11,755		9,677		21,432	2,695	24,446	27,152	

** HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel male and female in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 † The figures unadjusted for seasonal variation do not allow for changes in the coverage of the unemployment statistics and the discontinuities are indicated. The seasonally adjusted figures, however, do allow for these changes as far as possible. For the unemployment series, and a description of the discontinuities, see tables 2-1 and 2-2 and their footnotes.
 ‡ The figures include YTS trainees without contracts of employment based on information from the MSC, and additionally for the UK, trainees on the Youth Training Programme in Northern Ireland, reported by NIDED. These trainees are outside the working population.

EMPLOYMENT 1.2 Employees in employment: industry*

GREAT BRITAIN SIC 1980	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries		THOUSAND						
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted							
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34 37					
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	13,142	13,102	343	344	356	544	383	901	862
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,731	5,302	5,315	5,909	5,922	6,919	6,936	13,503	13,466	320	289	319	445	343	750	786
1985 June	21,011	21,003	5,258	5,272	5,838	5,852	6,834	6,852	13,857	13,821	321	271	309	444	345	748	782
Dec	21,145	21,069	5,258	5,244	5,815	5,801	6,796	6,779	14,026	13,968	323	252	305	436	347	744	780
1986 Jan			5,213	5,238	5,759	5,784			242	304	432	345	740	773			
Feb	20,950	21,079	5,184	5,212	5,728	5,757			240	304	431	344	737	768			
Mar			5,181	5,205	5,721	5,744	6,687	6,717	13,955	14,043	308	239	301	431			

1.3 EMPLOYMENT

Employees in employment*: production industries

GREAT BRITAIN	Division class or group or AH	THOUSAND											
		Nov 1986 R			Sept 1987			Oct 1987			Nov 1987		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	4,052.6	1,593.4	5,646.0	[4,003.9R]	1,587.5R	5,591.4R	[3,997.4R]	1,586.7R	5,584.1R	[3,995.4]	1,586.6	5,582.0
Manufacturing industries	2-4	3,614.2	1,519.6	5,133.8	3,587.8	1,514.8	5,102.5	3,584.9	1,514.9	5,099.8	3,584.5	1,514.9	5,099.4
Energy and water supply	1	438.4	73.8	512.2	[416.1R]	72.7	488.9R	[412.5R]	71.8R	484.3R	[410.9]	71.7	482.6
Coal extraction and solid fuels	111	162.9	7.2	170.0	[145.7]	8.2	151.9]	[144.7]	5.6	150.3]	[143.4]	5.5	148.9
Electricity	161	117.8	27.8	145.7	116.6	27.8	144.5	116.6R	27.9R	144.5	116.6	27.9	144.5
Gas	162	64.1	22.4	86.5	61.3	21.4	82.7	61.0R	21.4	82.3R	[61.0]	21.3	82.3
Other mineral and ore extraction, etc	2	594.2	178.4	772.6	593.3	176.7	770.0	592.4	177.2	769.6	591.8	175.9	767.7
Metal manufacturing	22	149.6	19.9	169.5	145.3	20.0	165.3	145.4	20.1	165.4	144.8	19.9	164.7
Non-metallic mineral products	24	172.3	52.1	224.4	177.5	51.7	229.3	177.4	51.6	229.0	177.7	51.6	229.3
Chemical industry/man-made fibres	25/26	245.3	103.1	348.3	244.6	101.6	346.2	244.1	102.2	346.3	244.0	101.1	345.1
Basic industrial chemicals	251	105.8	21.9	127.7	104.4	20.8	125.3	104.4	20.7	125.1	104.7	21.0	125.7
Other chemical products and preparations	255-259/260	139.5	81.2	220.6	140.2	80.8	221.0	139.7	81.4	221.2	139.3	80.1	219.4
Metal goods, engineering and vehicles	3	1,809.2	470.0	2,279.2	1,783.6	469.5	2,253.0	1,780.6	467.1	2,247.6	1,779.4	467.9	2,247.3
Metal goods nes	31	238.7	66.5	305.2	233.8	65.5	299.3	231.8	65.1	296.8	231.3	65.9	297.2
Mechanical engineering	32	603.0	111.9	714.9	595.7	112.5	708.2	594.3	111.6	705.9	596.3	112.4	708.7
Industrial plant and steelwork	320	66.6	7.8	74.4	67.4	7.9	75.3	66.6	7.9	74.5	68.4	7.7	76.1
Mining and construction machinery, etc	325	66.0	9.3	75.3	63.5	9.1	72.6	63.7	9.3	73.0	64.0	9.2	73.2
Other machinery and mechanical equipment	321-324/327/328	434.4	85.4	519.8	430.4	86.6	517.0	429.4	85.5	514.9	429.6	86.6	516.2
Office machinery, data processing equipment	33	65.3	26.6	91.9	68.3	28.5	96.8	67.9	28.5	96.4	68.5	28.9	97.4
Electrical and electronic engineering	34	384.9	174.5	559.4	380.9	171.4	552.3	381.8	170.4	552.3	380.0	170.0	550.0
Wires, cables, batteries and other electrical equipment	341/342/343	147.2	53.2	200.5	141.1	52.8	193.9	141.6	51.7	193.3	140.2	51.2	191.4
Telecommunication equipment	344	115.0	53.0	167.9	113.2	50.4	163.6	113.3	50.2	163.5	113.7	49.7	163.5
Other electronic and electrical equipment	345-348	122.7	68.3	191.0	126.5	68.2	194.8	126.9	68.5	195.4	126.1	69.1	195.2
Motor vehicles and parts	35	214.6	29.1	243.7	211.9	30.0	242.0	213.0	30.3	243.4	213.7	29.9	243.6
Motor vehicles and engines	351	84.8	8.0	92.7	82.5	8.9	91.4	82.6	8.9	91.4	82.3	8.8	91.1
Bodies, trailers, caravans and parts	352/353	129.9	21.1	151.0	129.4	21.2	150.6	130.5	21.5	151.9	131.4	21.1	152.5
Other transport equipment	36	231.1	30.5	261.5	221.9	30.0	251.9	221.7	30.1	251.7	219.5	29.8	249.3
Aerospace equipment	364	139.5	21.3	160.8	135.4	20.8	156.1	135.3	20.7	156.0	134.2	20.6	154.8
Ship and other transport equipment	361-363/365	91.5	9.2	100.7	86.5	9.3	95.8	86.3	9.4	95.7	85.3	9.2	94.5
Instrument engineering	37	71.6	31.1	102.7	71.1	31.5	102.6	70.0	31.0	101.1	70.0	31.0	101.0
Other manufacturing industries	4	1,210.7	871.2	2,082.0	1,210.9	868.6	2,079.5	1,211.9	870.7	2,082.6	1,213.4	871.1	2,084.5
Food, drink and tobacco	41/42	326.7	229.2	555.9	321.9	227.4	549.3	321.0	228.3	549.3	322.0	226.9	548.8
Meat and meat products, organic oils and fats	411/412	55.5	37.7	93.2	54.7	37.5	92.3	54.2	37.7	91.9	54.6	37.6	92.2
Alcoholic and soft drink manufacture	424-428	68.7	23.8	92.5	68.9	24.6	93.5	68.4	24.9	93.4	68.7	24.7	93.4
All other food, drink and tobacco manufacture	413-423/429	202.4	167.7	370.1	198.3	165.3	363.6	198.4	165.6	364.0	198.7	164.6	363.3
Textiles	43	117.8	113.1	230.8	115.6	106.5	222.1	115.7	107.6	223.3	115.6	108.8	224.4
Footwear and clothing	45	78.9	214.4	293.3	77.8	213.8	291.6	77.3	214.4	291.7	77.4	212.9	290.3
Timber and wooden furniture	46	169.3	40.0	209.3	173.4	40.0	213.5	176.2	40.5	216.8	174.8	40.6	215.4
Paper, printing and publishing	47	318.1	167.6	485.7	316.0	170.6	486.5	314.9	169.5	484.4	315.7	170.2	485.9
Pulp, paper, board and derived products	471/472	95.5	43.5	139.1	96.4	44.2	140.5	96.0	44.1	140.1	96.8	44.5	141.3
Printing and publishing	475	222.6	124.1	346.7	219.6	126.4	346.0	218.9	125.3	344.3	218.9	125.7	344.6
Rubber and plastics	48	144.3	61.0	205.3	148.2	63.3	211.5	147.7	63.7	211.4	148.6	64.4	213.0
Other manufacturing	49	46.1	37.4	83.4	49.3	38.2	87.5	50.0	37.1	87.1	50.6	37.6	88.2

* See footnotes to table 1-1.

EMPLOYMENT 1.4

Employees in employment*: Sept 1987

GREAT BRITAIN	Division Class or Group	THOUSAND											
		Sept 1986			June 1987			Sept 1987			Sept 1987		
		All	Part-time	All	All	Male	Female	All	Male	Female	All	Part-time	All	Part-time
Production industries	1-4	4,052.6	1,593.4	5,646.0	[4,003.9R]	1,587.5R	5,591.4R	[3,997.4R]	1,586.7R	5,584.1R	[3,995.4]	1,586.6	5,582.0
Manufacturing industries	2-4	3,614.2	1,519.6	5,133.8	3,587.8	1,514.8	5,102.5	3,584.9	1,514.9	5,099.8	3,584.5	1,514.9	5,099.4
Energy and water supply	1	438.4	73.8	512.2	[416.1R]	72.7	488.9R	[412.5R]	71.8R	484.3R	[410.9]	71.7	482.6
Coal extraction and solid fuels	111	162.9	7.2	170.0	[145.7]	8.2	151.9]	[144.7]	5.6	150.3]	[143.4]	5.5	148.9
Electricity	161	117.8	27.8	145.7	116.6	27.8	144.5	116.6R	27.9R	144.5	116.6	27.9	144.5
Gas	162	64.1	22.4	86.5	61.3	21.4	82.7	61.0R	21.4	82.3R	[61.0]	21.3	82.3
Other mineral and ore extraction, etc	2	594.2	178.4	772.6	593.3	176.7	770.0	592.4	177.2	769.6	591.8	175.9	767.7
Metal manufacturing	22	149.6	19.9	169.5	145.3	20.0	165.3	145.4	20.1	165.4	144.8	19.9	164.7
Non-metallic mineral products	24	172.3	52.1	224.4	177.5	51.7	229.3	177.4	51.6	229.0	177.7	51.6	229.3
Chemical industry/man-made fibres	25/26	245.3	103.1	348.3	244.6	101.6	346.2	244.1	102.2	346.3	244.0	101.1	345.1
Basic industrial chemicals	251	105.8	21.9	127.7	104.4	20.8	125.3	104.4	20.7	125.1	104.7	21.0	125.7
Other chemical products and preparations	255-259/260	139.5	81.2	220.6	140.2	80.8	221.0	139.7	81.4	221.2	139.3	80.1	219.4
Metal goods, engineering and vehicles	3	1,809.2	470.0	2,279.2	1,783.6	469.5	2,253.0	1,780.6	467.1	2,247.6	1,779.4	467.9	2,247.3
Metal goods nes	31	238.7	66.5	305.2	233.8	65.5	299.3	231.8	65.1	296.8	231.3	65.9	297.2
Mechanical engineering	32	603.0	111.9	714.9	595.7	112.5	708.2	594.3	111.6	705.9	596.3	112.4	708.7
Industrial plant and steelwork	320	66.6	7.8	74.4	67.4	7.9	75.3	66.6	7.9	74.5	68.4	7.7	76.1
Mining and construction machinery, etc	325	66.0	9.3	75.3	63.5	9.1	72.6	63.7	9.3	73.0	64.0	9.2	73.2
Other machinery and mechanical equipment	321-324/327/328	434.4	85.4	519.8	430.4	86.6	517.0	429.4	85.5	514.9	429.6	86.6	516.2
Office machinery, data processing equipment	33	65.3	26.6	91.9	68.3	28.5	96.8	67.9	28.5	96.4	68.5	28.9	97.4
Electrical and electronic engineering	34	384.9	174.5	559.4	380.9	171.4	552.3	381.8	170.4	552.3	380.0	170.0	550.0
Wires, cables, batteries and other electrical equipment	341/342/343	147.2	53.2	200.5	141.1	52.8	193.9	141.6	51.7	193.3	140.2	51.2	191.4
Telecommunication equipment	344	115.0	53.0	167.9	113.2	50.4	163.6	113.3	50.2	163.5	113.7	49.7	163.5
Other electronic and electrical equipment	345-348	122.7	68.3	191.0	126.5	68.2	194.8	126.9	68.5	195.4	126.1	69.1	195.2
Motor vehicles and parts	35	214.6	29.1	243.7	211.9	30.0	242.0	213.0	30.3	243.4	213.7	29.9	243.6
Motor vehicles and engines	351	84.8	8.0	92.7	82.5	8.9	91.4	82.6	8.9	91.4	82.3	8.8	91.1
Bodies, trailers, caravans and parts	352/353	129.9	21.1	151.0	129.4	21.2	150.6	130.5	21.5	151.9	131.4	21.1	152.5
Other transport equipment	36	231.1	30.5	261.5	221.9	30.0	251.9	221.7	30.1	251.7	219.5	29.8	249.3
Aerospace equipment	364	139.5	21.3	160.8	135.4	20.8	156.1	135.3	20.7	156.0	134.2	20.6	154.8
Ship and other transport equipment	361-363/365	91.5	9.2	100.7	86.5	9.3	95.8	86.3	9.4	95.7	85.3	9.2	94.5
Instrument engineering	37	71.6	31.1	102.7	71.1	31.5	102.6	70.0	31.0	101.1	70.0	31.0	101.0
Other manufacturing industries	4	1,210.7	871.2	2,082.0	1,210.9	868.6	2,079.5	1,211.9	870.				

1.4 EMPLOYMENT

Employees in employment*: Sept 1987

GREAT BRITAIN	Division Class or Group	THOUSAND												
		Sept 1986				June 1987			Sept 1987					
		Male		Female		All	Male	Female	All	Male		Female		All
All	Part-time	All	Part-time					All	Part-time	All	Part-time			
SIC 1980														
Retail distribution	64/65	774.1	131.9	1,299.9	765.9	2,074.0	770.6	1,303.8	2,074.5	773.3	1,427.7	1,307.4	779.4	2,080.8
Food	641	215.8	52.1	373.7	249.7	589.5	218.0	377.4	595.4	217.8	57.8	378.7	259.5	596.5
Confectioners, tobacconists, etc	642	35.3	13.9	99.0	73.2	134.4	35.2	98.5	133.7	34.6	14.4	96.7	71.8	131.3
Dispensing and other chemists	643	17.5	4.9	93.9	51.3	111.4	16.5	95.4	111.9	16.3	4.6	94.9	52.1	111.2
Clothing, footwear and leather goods	645/646	50.9	8.1	193.4	116.3	244.3	52.6	196.0	248.6	55.0	9.9	198.9	120.2	253.9
Household goods, hardware, ironmongery	648	109.4	..	97.0	48.8	206.3	107.4	97.0	204.4	108.2	..	97.4	51.1	205.7
Motor vehicles and parts, filling stations	651/652	169.3	14.5	64.5	24.5	233.8	167.2	64.3	231.5	169.9	14.8	64.4	23.8	234.3
Other retail distribution	653-656	163.0	28.4	368.8	197.2	531.8	160.7	365.9	526.6	161.5	29.3	365.7	196.6	527.2
Hotels and catering	66	358.8	137.4	713.2	482.3	1,072.1	366.2	728.5	1,094.7	379.8	148.9	729.0	482.2	1,108.8
Restaurants, snack bars, cafes, etc	661	86.0	27.3	140.3	95.5	226.3	89.0	149.0	238.1	95.5	34.6	143.4	96.6	238.9
Public houses and bars	662	76.7	44.8	201.1	169.8	277.8	76.7	204.5	281.2	79.0	45.0	204.5	168.8	283.5
Night clubs and licensed clubs	663	57.5	37.2	88.2	74.7	145.7	58.5	88.0	146.6	58.0	36.5	92.3	77.2	150.3
Canteens and messes	664	32.8	4.7	100.3	51.0	133.1	32.7	103.0	135.7	34.6	5.7	102.3	50.1	136.9
Hotel trade	665	92.1	21.4	165.0	82.8	257.1	94.7	166.3	260.9	97.3	24.6	169.1	81.8	266.4
Repair of consumer goods and vehicles	67	191.3	9.1	49.6	23.7	240.9	195.5	51.2	246.7	198.9	7.9	52.1	25.1	251.0
Motor vehicles	671	168.3	..	41.6	20.0	209.9	171.7	43.5	215.2	174.2	..	44.5	21.4	218.6
Transport and communication	7	1,055.9	30.6	275.6	63.4	1,331.5	1,058.7	276.6	1,335.4	1,071.1	32.6	281.0	64.5	1,352.2
Railways	71	131.6	0.2	10.5	0.5	142.1	128.7	10.4	139.1	128.7	0.2	10.3	0.4	139.1
Other inland transport	72	379.3	19.0	57.8	20.3	437.1	385.9	59.5	445.4	394.2	20.0	60.5	20.5	454.7
Road haulage	723	200.5	..	30.9	13.0	231.4	205.6	31.2	236.8	211.7	..	32.3	12.8	244.0
Other	721/722/726	178.8	10.4	26.9	7.3	205.7	180.3	28.3	208.6	182.5	11.0	28.2	7.7	210.7
Sea transport	74	20.4	0.3	5.9	0.9	26.4	17.5	6.0	23.6	16.2	0.3	5.9	1.0	22.1
Air transport	75	33.0	0.5	16.6	1.5	49.6	32.9	16.7	49.5	33.4	0.5	16.6	1.6	50.1
Supporting services to transport	76	77.6	1.9	13.4	1.8	91.0	74.6	12.8	87.5	74.1	1.4	13.0	1.6	87.1
Miscellaneous transport and storage	77	85.9	3.5	67.7	15.5	153.7	83.2	66.5	149.7	84.6	2.8	68.4	15.0	153.0
Postal services	7901	165.5	4.6	37.9	13.7	203.3	172.0	40.1	212.1	174.4	6.8	41.0	15.5	215.5
Telecommunications	7902	162.6	0.7	65.7	9.1	228.3	163.9	64.7	228.5	165.5	0.6	65.1	9.0	230.6
Banking, finance, insurance, etc	8	1,134.8	57.5	1,086.3	295.0	2,221.1	1,173.6	1,132.4	2,305.9	1,197.2	66.2	1,160.3	310.1	2,357.5
Banking and finance	81	241.4	19.2	297.0	68.9	538.4	248.9	300.2	549.1	256.2	16.9	309.4	72.0	565.6
Banking and bill discounting	814	189.5	11.3	216.8	45.2	406.3	193.3	216.6	409.9	199.1	11.5	223.7	47.9	422.8
Other financial institutions	815	51.9	7.8	80.2	23.6	132.1	55.6	83.6	139.2	57.1	5.5	85.7	24.1	142.8
Insurance, except social security	82	125.8	2.1	109.4	15.6	235.2	126.8	113.5	240.3	129.5	2.2	116.1	15.9	245.6
Business services	83	613.7	24.0	593.1	174.7	1,206.8	644.3	630.6	1,274.9	658.2	36.1	646.0	185.7	1,304.2
Professional business services	831-837	364.6	15.4	275.3	103.2	739.9	378.3	395.1	773.4	387.0	14.8	402.6	109.1	789.6
Other business services	838/839	249.1	18.1	217.8	71.5	466.9	266.0	235.5	501.5	271.2	18.8	243.4	76.5	514.6
Renting of movables	84	80.3	3.0	29.2	11.8	109.5	82.1	29.7	111.9	82.5R	3.0	30.3	12.2	112.7R
Owning and dealing in real estate	85	73.5	9.4	57.7	24.0	131.2	71.4	58.3	129.7	70.9	8.0	58.6	24.3	129.4
Other services	9	2,366.7	347.3	3,943.6	1,985.1	6,310.3	2,418.7	4,079.2	6,498.0	2,411.3	352.0	4,037.2	2,062.7	6,448.5
Public administration and defence †	91	861.7	69.4	709.8	235.6	1,571.5	874.2	712.8	1,586.9	879.3	73.0	714.2	246.4	1,593.4
National government n.e.s.	9111	220.8	18.6	219.6	53.5	440.4	224.1	223.0	447.1	224.7	21.2	222.5	62.4	447.2
Local government services n.e.s.	9112	289.3	30.9	307.6	152.7	596.9	293.1	308.1	601.3	296.0	31.4	310.0	155.2	606.1
Justice, police, fire services	912-914	240.0	18.6	74.7	20.8	314.7	244.4	75.3	319.7	245.8	19.2	75.5	21.3	321.3
National defence	915	79.2	1.2	40.1	4.6	119.4	79.6	38.5	118.1	79.8	1.1	38.4	4.1	118.3
Social security	919	32.3	0.1	67.8	4.0	100.1	32.8	67.8	100.7	32.9	0.1	67.7	3.4	100.6
Sanitary services	92	149.5	40.7	220.1	191.4	369.6	153.6	234.0	387.6	157.6	42.1	241.3	208.5	398.9
Education	93	497.2	85.3	1,041.7	586.3	1,538.9	518.5	1,126.3	1,644.8	500.4	87.2	1,078.0	614.0	1,578.4
Research and development	94	80.5	1.3	30.2	4.6	110.8	78.3	29.4	107.7	78.8	1.3	30.0	4.6	108.8
Medical and other health services	95	255.6	33.7	1,014.3	464.6	1,270.0	258.2	1,010.4	1,268.6	258.6	34.2	1,011.3	463.4	1,269.9
Other services	96	198.1	54.0	559.4	334.3	757.5	206.7	587.0	793.7	206.5	51.4	584.0	353.4	790.4
Social welfare, etc	9611	122.7	33.4	489.2	299.1	611.9	129.5	512.4	641.8	130.2	33.2	512.5	311.9	642.7
Recreational and cultural services	97	269.9	55.9	228.8	118.6	498.7	273.8	244.1	517.9	273.4	56.4	238.1	120.4	511.5
Personal services ‡	98	54.2	7.0	139.2	49.6	193.4	55.4	135.4	190.7	56.7	6.4	140.4	51.9	197.1

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

EMPLOYMENT 1.5

Employees in employment by region* THOUSAND

Standard region	Male		Female		Total	Index Sept 1984 = 100	Production and construction industries	Index Sept 1984 = 100	Production industries	Index Sept 1984 = 100	Manufacturing industries	Index Sept 1984 = 100	Service industries	Index Sept 1984 = 100
	All	Part-time	All	Part-time										
	SIC 1980	1-5	1-4	2-4	6-9									
South East														
1986 June	4,027	3,324	1,351	7,351	101.8	1,799	94.3	1,511	94.6	1,407	94.7	5,484	104.8	
Sept	4,046	3,323	1,331	7,369	102.1	1,803	94.5	1,514	94.8	1,410	94.9	5,492	104.9	
Dec	4,038	3,373	1,371	7,411	102.7	1,782	93.4	1,494	93.5	1,390	93.6	5,564	106.3	
1987 Mar	4,033	3,357	1,361	7,389	102.4	1,759	92.2	1,470	92.1	1,369	92.1	5,568	106.4	
June	4,059 R	3,407	1,370	7,466 R	103.4	1,759 R	92.2	1,469	92.0	1,367	92.0	5,641	107.8	
Sept	4,097	3,420	1,366	7,517	104.1	1,778	93.2	1,485	93.0	1,383	93.1	5,666	108.2	
Greater London														
(included in South East)														
1986 June	1,956	1,515	503	3,470	100.2	701	92.4	578	93.1	529	92.9	2,768	102.4	
Sept	1,961	1,513	498	3,474	100.3	699	92.1	576	92.8	527	92.6	2,774	102.6	
Dec	1,960	1,534	507	3,494	100.9	687	90.5	565	91.0	516	90.7	2,805	103.8	
1987 Mar	1,945	1,518	500	3,463	100.0	670	88.3	548	88.4	500	88.0	2,792	103.3	
June	1,951 R	1,535	504	3,486 R	100.6	671 R	88.4 R	548	88.4	500	87.9	2,814	104.1	
Sept	1,974	1,543	502	3,517	101.6	688	90.7	566	91.2	518	91.0	2,828	104.6	
East Anglia														
1986 June	442	321	151	763	106.4	246	104.1	208	104.7	200	105.3	484	109.5	
Sept	451	325	151	776	108.2	252	106.7	214	107.4	205	108.3	488	110.4	
Dec	454	332	156	786	109.6	254	107.7	216	108.4	207	109.3	496	112.2	
1987 Mar	454	328	156	783	109.2	254	107.5	215	107.9	207	108.9	495	112.0	

1.5 EMPLOYMENT

Employees in employment by region*

THOUSAND

Standard region	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing	Construction	Wholesale distribution, hotels and catering	Retail distribution	Transport and communication	Banking insurance and finance	Public administration and defence	Education, health and other services
	0	1	2	3	4	5	61-63, 66-67	64/65	7	8	91-92	93-99
SIC 1980												
South East												
1986 June	68	104	165	697	545	288	781	750	569	1,084	729	1,572
Sept	74	104	168	699	544	288	785	751	573	1,103	736	1,545
Dec	66	103	168	682	541	288	777	793	570	1,112	740	1,571
1987 Mar	62	102	167	667	535	289	776	761	573	1,128	746	1,585
June	66	102	164	658	545	291 R	795	760	577	1,146	751	1,612
Sept	73	102	165	673	545	293	799	763	584	1,176	757	1,587
Greater London (included in South East)												
1986 June	1	49	57	207	264	124	365	330	330	679	384	679
Sept	2	49	60	210	257	123	364	331	331	690	388	669
Dec	1	49	60	201	256	123	368	354	329	691	391	673
1987 Mar	1	48	58	192	250	122	364	335	330	697	392	674
June	1	48	57	187	255	122	372	334	331	703	393	680
Sept	1	48	57	205	255	123	370	333	334	722	395	674
East Anglia												
1986 June	33	8	30	79	91	38	80	76	61	62	54	151
Sept	36	8	31	80	95	38	81	77	63	64	55	148
Dec	36	8	31	79	98	39	77	81	63	65	55	154
1987 Mar	34	8	32	80	94	39	78	77	63	66	54	156
June	33	8	32	80	95	40	83	80	64	71	55	158
Sept	36	8	33	81	98	41	84	83	66	73	55	155
South West												
1986 June	44	25	47	185	137	64	200	157	83	151	152	323
Sept	48	25	47	186	138	64	199	156	83	157	154	323
Dec	44	25	48	186	136	64	182	161	83	158	156	328
1987 Mar	42	25	48	184	134	64	181	152	84	160	157	329
June	42	25	50	184	136	64	203	155	85	163	158	332
Sept	46	25	51	182	137	65	201	154	87	169	160	321
West Midlands												
1986 June	28	43	118	394	184	88	206	166	85	168	161	377
Sept	30	42	119	394	186	89	209	168	86	174	162	378
Dec	30	42	119	394	188	90	209	174	86	175	163	384
1987 Mar	28	41	119	389	185	91	209	166	86	177	165	389
June	27	41	118	392	190	92	211	163	87	182	166	390
Sept	30	40	120	389	191	93	214	164	87	185	169	389
East Midlands												
1986 June	31	75	59	178	257	60	144	141	78	90	135	271
Sept	33	73	59	176	258	60	145	140	79	91	137	264
Dec	31	71	59	174	260	61	146	147	78	92	138	266
1987 Mar	29	66	58	174	256	61	146	141	80	92	140	266
June	29	65	60	177	257	62	151	141	80	93	142	276
Sept	32	64	61	176	260	63	153	143	83	97	144	271
Yorkshire and Humberside												
1986 June	26	80	86	151	225	88	211	170	101	140	126	283
Sept	29	79	85	151	226	88	209	171	103	142	128	381
Dec	26	78	84	149	224	88	210	175	102	142	128	383
1987 Mar	25	75	82	149	218	89	211	167	103	142	129	394
June	26	75	80	148	222	90 R	219	171	104	146	129	397
Sept	29	74	80	149	227	91	221	169	108	145	132	390
North West												
1986 June	15	48	96	258	272	110	246	238	135	192	210	443
Sept	17	47	96	256	277	111	253	238	134	198	210	436
Dec	17	47	94	254	276	111	252	249	131	198	211	445
1987 Mar	16	46	94	252	271	112	251	237	130	196	211	449
June	15	45	94	251	270	113	257	236	130	199	211	446
Sept	17	45	95	249	270	115	262	240	131	204	213	437
North												
1986 June	13	54	62	111	95	56	101	101	58	73	89	274
Sept	14	53	61	109	97	56	103	101	58	74	90	273
Dec	13	53	60	109	97	56	104	103	57	75	90	272
1987 Mar	12	53	59	106	96	56	102	100	56	75	90	274
June	12	51	59	108	97	57	104	98	57	77	91	280
Sept	14	52	60	106	98	57	106	99	57	79	92	277
Wales												
1986 June	21	39	58	69	76	43	86	83	43	60	96	188
Sept	23	37	58	70	77	43	87	84	42	61	95	187
Dec	22	36	57	69	79	42	86	89	41	61	94	187
1987 Mar	21	34	57	69	79	42	82	84	41	62	95	187
June	21	33	57	71	79	43	89	85	42	64	93	188
Sept	23	33	58	71	83	43	90	84	42	65	93	188
Scotland												
1986 June	31	53	48	182	181	134	199	186	110	155	175	435
Sept	30	51	48	180	181	135	199	187	111	158	176	432
Dec	29	47	47	179	179	136	190	190	109	159	176	435
1987 Mar	30	46	47	177	174	137	189	183	106	162	177	439 R
June	30	46	46	178	173	139	199	185	109	165	178	444 R
Sept	30	46	46	177	172	141	202	182	109	165	178	439
Great Britain												
1986 June	310	530	769	2,305	2,063	968	2,254	2,068	1,323	2,175	1,925	4,417
Sept	335	520	772	2,302	2,079	974	2,270	2,074	1,332	2,221	1,941	4,368
Dec	313	510	767	2,276	2,077	975	2,236	2,162	1,321	2,234	1,951	4,437 R
1987 Mar	299	496	763	2,246	2,042	981	2,225	2,067	1,323	2,261	1,964	4,466 R
June	300	491	762	2,246	2,064	991 R	2,313	2,074	1,336	2,306	1,975	4,522 R
Sept	329	489	770	2,253	2,079	1,001	2,332	2,080	1,352	2,358	1,993	4,455

* See footnotes to table 1.1.

1.8 EMPLOYMENT

Indices of output† employment and output per person employed

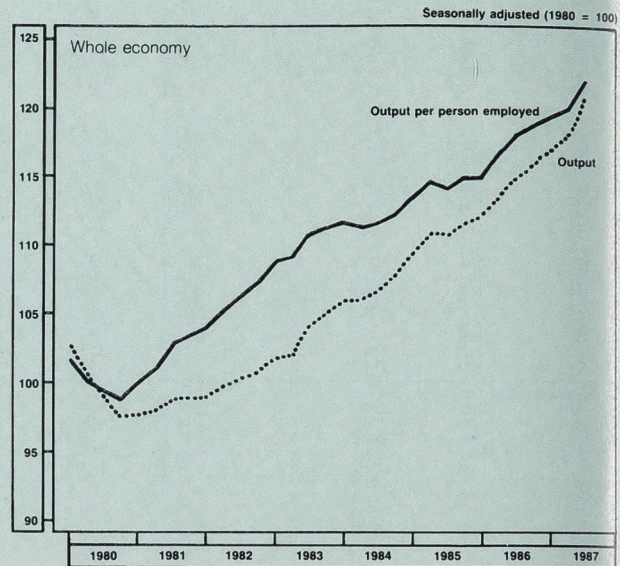
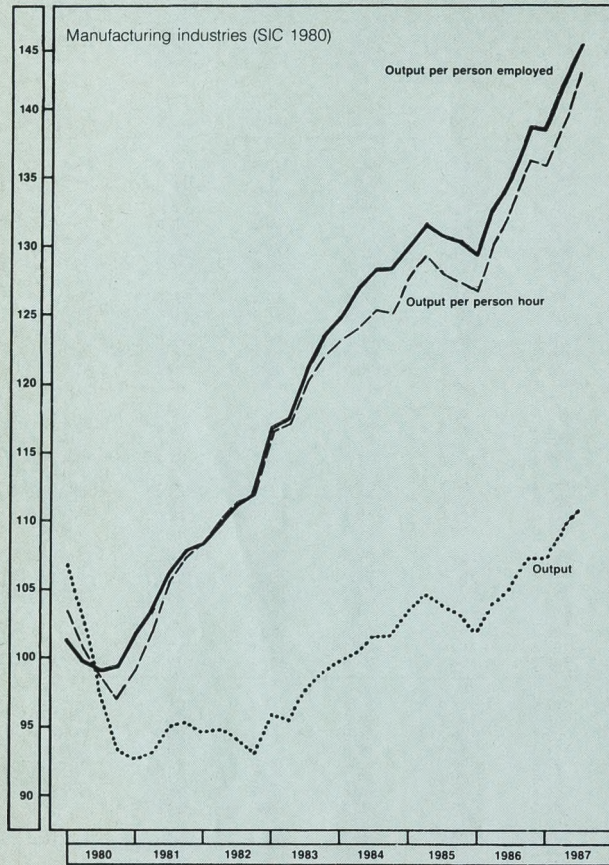
1980 = 100

Class	Whole economy	Total production industries	Manufacturing industries							Construction	
			Total manufacturing	Metals	Other minerals and mineral products	Chemicals and man-made fibres	Engineering and allied industries	Food, drink and tobacco	Textiles, clothing & leather		Other manufacturing
		DIV 1-4	DIV 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	DIV 5
Output†											
1979	102.9	107.1	109.5	131.8	111.0	111.2	107.6	100.7	117.9	111.9	105.8
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.4	96.6	94.0	106.0	89.0	99.5	91.8	98.3	92.7	93.2	89.9
1982	100.1	98.4	94.2	103.2	90.9	99.6	92.9	99.8	91.3	90.8	91.6
1983	103.3	101.9	96.9	104.7	93.9	107.1	94.9	100.9	94.7	93.8	95.3
1984	106.7	103.3	100.8	107.9	95.1	109.5	101.9	99.5	101.9	97.8	98.5
1985	110.6	108.1	103.8	112.8	94.6	119.2	104.0	101.0	101.9	99.0	99.8
1986	114.0	109.7	104.2	110.5	97.0	120.9	101.8	102.5	103.8	103.8	102.1
1982 Q3	100.5	99.2	94.1	100.4	91.3	99.2	92.7	100.4	91.6	90.8	92.6
Q4	100.8	98.3	93.1	93.9	90.8	99.8	91.6	99.6	90.3	90.2	94.3
1983 Q1	101.8	100.4	95.9	98.6	93.0	103.8	94.8	99.9	92.7	92.9	93.7
Q2	102.1	100.5	95.4	104.8	91.4	106.5	93.1	98.7	93.4	92.8	92.1
Q3	104.0	102.8	97.6	105.6	95.6	108.5	95.1	103.0	95.2	93.7	97.7
Q4	105.2	104.0	98.9	109.9	95.4	109.8	96.7	101.9	97.4	95.7	97.8
1984 Q1	105.9	104.2	99.7	111.5	94.3	111.3	97.7	101.8	96.8	97.3	97.8
Q2	106.1	102.7	100.4	104.5	95.4	112.1	98.8	102.8	97.7	98.4	98.3
Q3	106.8	102.5	101.6	109.0	95.5	115.6	100.8	101.8	99.0	97.5	99.6
Q4	107.8	103.7	101.6	106.8	94.3	116.4	100.9	101.2	99.1	98.1	98.2
1985 Q1	109.4	106.6	103.6	109.6	93.0	120.4	101.8	100.0	100.0	98.1	100.3
Q2	110.8	109.4	104.7	114.7	95.0	120.8	102.6	100.4	101.7	97.8	99.5
Q3	110.7	108.2	103.6	115.0	94.7	118.4	103.2	100			

1.8 EMPLOYMENT

Indices of output, employment and productivity

seasonally adjusted (1980 = 100)



UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4			
	Output‡	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output	Employed labour force*	Output per person employed*	Output per person hour
1979	102.9	100.7	102.2	107.1	104.6 R	102.3	109.5	105.3	104.1	101.5
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	98.4	96.6	101.9	96.6	91.5	105.7	94.0	91.0	103.5	104.8
1982	100.1	94.6	105.7	98.4	86.3 R	114.1 R	94.2	85.5	110.4 R	110.4
1983	103.3	93.9	110.0	101.9	81.8 R	124.7	96.9	81.0	119.8	118.9
1984	106.7	95.5	111.7	103.3	80.3 R	128.7 R	100.8	79.8	126.4	124.4
1985	110.6	96.9	114.1	108.1 R	79.6 R	135.8 R	103.8 R	79.5	130.6	128.1 R
1986	114.0	97.5	116.9	109.7 R	77.5 R	141.6 R	104.2 R	77.9	133.8 R	131.5 R
1982 Q1	99.1	95.3	104.0	97.2	88.3	110.1	94.7	87.6	108.3	108.3
1982 Q2	99.9	94.9	105.3	98.8	87.0	113.6	94.9	86.3	110.1	110.1
1982 Q3	100.5	94.5	106.4	99.2	85.6 R	115.9 R	94.1	84.7	111.2	111.3
1982 Q4	100.8	93.9	107.3	98.3	84.2 R	116.8 R	93.1	83.4	111.9	111.8
1983 Q1	101.8	93.5	108.9	100.4	83.0 R	121.0 R	95.9	82.1	116.9	116.6
1983 Q2	102.1	93.6	109.1	100.5	82.0	122.6	95.4	81.2	117.5	117.0
1983 Q3	104.0	94.0	110.7	102.8	81.3	126.5	97.6	80.6	121.2	120.1
1983 Q4	105.2	94.5	111.3	104.0	80.9 R	128.6 R	98.9	80.1	123.5	122.0
1984 Q1	105.9	94.9	111.7	104.2	80.5 R	129.5 R	99.7	79.8	124.9	123.1
1984 Q2	106.1	95.3	111.4	102.7	80.3 R	127.9 R	100.4	79.8	126.0	124.0
1984 Q3	106.8	95.7	111.7	102.5	80.1	128.0	101.6	79.9	127.3	125.3
1984 Q4	107.8	96.1	112.2	103.7	80.1	129.5	101.6	79.8	127.4	125.1
1985 Q1	109.4	96.6	113.2	106.6 R	80.0	133.3 R	103.6 R	79.6	130.1 R	127.6 R
1985 Q2	110.8	96.9	114.4	109.4 R	79.8 R	137.1 R	104.7 R	79.6	131.6	129.2 R
1985 Q3	110.7	97.1	114.0	108.2	79.5 R	136.1 R	103.6 R	79.4	130.5 R	128.0 R
1985 Q4	111.4	97.2	114.7	108.2	79.2 R	136.7 R	103.2	79.3	130.3	127.5
1986 Q1	111.8	97.3	114.9	108.4 R	78.5 R	138.1 R	101.8 R	78.8	129.3 R	126.8
1986 Q2	113.4	97.3	116.6	109.3 R	77.7 R	140.7 R	103.4 R	78.1	132.5 R	130.2 R
1986 Q3	114.8	97.5	117.8	110.4 R	77.1 R	143.2 R	104.4 R	77.4	134.9 R	132.6 R
1986 Q4	115.9	97.8	118.5	110.8 R	76.7 R	144.5 R	107.1 R	77.3	138.7 R	136.4 R
1987 Q1	116.9	98.2	119.0	111.2 R	76.3 R	145.8 R	106.3 R	76.9	138.4 R	135.9 R
1987 Q2	118.3	98.7 R	119.9 R	112.0 R	76.2	147.0 R	108.7 R	76.9	141.4 R	138.6 R
1987 Q3	120.8	99.1	121.9	114.6 R	76.0	150.8	111.7 R	76.9	145.5 R	142.6 R

‡ Gross domestic product for whole economy.

* Estimates of the employed labour force include an allowance for underestimation. See article on page 31 of January 1987 *Employment Gazette*.

EMPLOYMENT

Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)(7)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States	
QUARTERLY FIGURES: seasonally adjusted unless stated																			Thousand
Civilian labour force																			
1984 Q4	27,134	7,151	3,377	..	12,501	..	..	27,165	..	..	22,785	59,506	..	2,035	13,504	4,403	3,181	114,259
1985 Q1	27,240	7,192	3,353	..	12,521	..	..	27,228	..	..	22,728	59,650	..	2,049	13,530	4,426	3,187	115,028
Q2	27,371	7,218	3,359	..	12,621	..	..	27,274	..	..	22,828	59,553	..	2,040	13,478	4,414	3,185	115,175
Q3	27,328	7,290	3,342	..	12,650	..	..	27,360	..	..	23,003	59,670	..	2,087	13,557	4,427	3,200	115,467
Q4	27,435	7,397	3,364	..	12,765	..	..	27,392	..	..	22,998	59,645	..	2,095	13,635	4,427	3,202	116,187
1986 Q1	27,510	7,432	3,365	..	12,863	..	..	27,443	..	..	23,175	60,116	..	2,108	13,698	4,392	3,221	117,008
Q2	27,538	7,514	3,374	..	12,869	..	..	27,473	..	..	23,179	60,050	..	2,123	13,729	4,396	3,231	117,628
Q3	27,544 R	7,557	3,402	..	12,849	..	..	27,512	..	..	23,132	60,370	..	2,134	13,807	4,375	3,242	118,171
Q4	27,559 R	7,598	3,394	..	12,896	..	..	27,526	..	..	23,410	60,331	..	2,146	13,913	4,382	3,254	118,558
1987 Q1	27,580 R	7,637	3,418	..	13,028	..	..	27,572	..	..	23,414	60,569	..	2,162	14,002	4,420	3,267	119,202
Q2	27,589 R	7,696 R	..	..	13,099	..	..	27,632	..	..	23,334	60,760	..	2,167	14,294	4,423	3,273	119,615
Q3	27,504	7,753	..	..	13,139	..	..	27,677	..	..	23,505	60,888	..	2,176	..	4,413	3,285	120,038
Civilian employment																			
1984 Q4	23,951	6,527	3,252	..	11,114	..	20,826	24,881	..	..	20,502	57,956	..	1,976	10,566	4,274	3,145	105,938
1985 Q1	24,036	6,596	3,230	..	11,130	..	..	24,936	..	..	20,419	58,059	..	1,989	10,536	4,293	3,155	106,620
Q2	24,112	6,606	3,238	..	11,284	..	..	24,968	..	..	20,516	58,067	..	1,993	10,514	4,284	3,155	106,828
Q3	24,150	6,693	3,223	..	11,357	..	..	25,039	..	..	20,598	58,123	..	2,029	10,596	4,307	3,171	107,193
Q4	24,187	6,801	3,247	..	11,474	..	20,920	25,093	..	..	20,520	58,010	..	2,045	10,623	4,310	3,175	107,973
1986 Q1	24,194	6,849	3,253	..	11,610	..	..	25,170	..	..	20,645	58,451	..	2,066	10,650	4,270	3,185	108,752
Q2	24,216 R	6,917	3,272	..	11,638	..	..	25,234	..	..	20,594	58,403	..	2,083	10,767	4,276	3,204	109,249
Q3	24,268 R	6,935	3,305	..	11,607	..	..	25,310	..	..	20,558	58,651	..	2,093	10,883	4,264	3,217	109,980
Q4	24,347 R	6,958	3,285	..	11,682	..	20,931	25,354	..	..	20,659	58,669	..	2,102	10,959	4,268	3,230	110,420
1987 Q1	24,452 R	7,026	3,280	..	11,775	..	..	25,396	..	..	20,678	58,740	..	2,112	10,979	4,329	3,244	111,254
Q2	24,589 R	7,056	..	..	11,908	..	..	25,407	..	..	20,566	58,946 R	..	2,126	11,346	4,331	3,246	112,180
Q3	24,673 R	7,123	..	..	11,982	..	..	25,432	..	..	20,573	59,209	..	2,138	..	4,333	3,260	112,860
LATEST ANNUAL FIGURES: 1986 unless stated																			Thousand
Civilian labour force:																			
Male	16,109	4,541	2,042	2,445	7,347	1,472	13,433	16,581	2,513	898	14,752	36,260	3,824	1,190	9,881	2,298	2,039	65,422	
Female	11,342	2,995	1,343	1,668	5,253	1,250	10,045	10,904	1,379	384	8,473	23,950	2,020	938	4,392	2,087	1,206	52,413	
All	27,451	7,536	3,385	4,113	12,870	2,722	23,478	27,485	3,892	1,282	23,225	60,202	5,844	2,128	14,273	4,386	3,244	117,834	
Civilian employment:																			
Male	13,892	4,198	1,978	2,227	6,657	1,383	12,245	15,381	2,371	726	13,638	35,260	3,326	1,171	7,697	2,238	2,025	60,892	
Female	10,330 R	2,748	1,301	1,380	4,977	1,139	8,720	9,876	1,217	331	6,977	23,270	1,757	914	3,262	2,031	1,193	48,706	
All	24,221	6,946	3,279	3,607	11,634	2,522	20,965	25,257	3,588	1,056	20,614	58,530	5,083	2,086	10,959	4,269	3,219	109,597	
Civilian employment: proportions by sector																			
Male:																			
Agriculture	3.5	7.3	7.6	3.7	6.9	..	..	4.6	24.3	..	10.6	7.3	..	9.0	16.7	5.6	7.6	4.4
Industry	41.0	35.1	48.7	39.0	34.1	..	..	50.3	32.9	..	38.1	38.7	..	37.7	38.8	44.2	47.1	36.6
Services	55.5	57.6	43.7	57.3	59.1	..	..	45.1	42.8	..	53.1	54.0	..	53.1	44.4	50.0	45.3	59.0
Female:																			
Agriculture	1.1	4.4	10.2	1.7	3.1	..	..	6.5	37.9	..	11.6	10.1	..	5.0	12.8	2.6	4.7	1.4
Industry	17.7	14.2	21.3	14.4	13.8	..	..	26.2	16.6	..	23.3	28.0	..	12.6	17.0	14.6	21.8	15.9
Services	81.2	81.4	68.6	83.8	83.1	..	..	67.3	45.5	..	65.2	61.9	..	82.3	70.2	82.8	73.6	82.7
All:																			
Agriculture	2.5	6.1	8.7	2.9	5.1	6.7	7.3	5.3	28.9	16.0	10.9	8.5	4.9	7.2	15.6	4.2	6.5	3.1	
Industry	31.1	26.8	37.8	29.7	25.3	28.1	31.3	40.9	27.4	28.9	33.1	34.5	28.1	26.7	32.4	30.2	37.7	27.7	
Services	66.4	67.1	53.6	67.5	69.6	65.2	61.3	53.8	43.8	55.3	56.0	57.1	67.0	66.1	52.1	65.6	55.8	69.2	

Sources: OED "Labour Force Statistics 1965-1985" 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 and international comparisons must be approached with caution.

Notes: [1] For the UK, the civilian labour force figures refer to working population excluding HM Forces, civilian employment to employed labour force excluding HM Forces, and industry to production and construction industries.

See also footnotes to table 1.1.

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

[3] Annual figures relate to June.

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

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

[6] Annual figures relate to 1985.

[7] Annual figures relate to second quarter.

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

[9] Annual figures relate to April.

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

[11] Annual figures relate to January.

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

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost		Operatives (Thou)	Percentage of all operatives	Hours lost		
									(Thou)	Average per operative working part of the week			Actual (Thou)	Seasonally adjusted	Average per operative on short-time
1980	1,422	29.5	8.3	11.76		21	823	258	3,183	12.1	279	5.9	4,006		14.3
1981	1,137	26.6	8.2	9.37		16	621	320	3,720	11.4	335	7.8	4,352		12.6
1982	1,198	29.8	8.3	9.93		8	320	134	1,438	10.7	142	3.5	1,776		12.4
1983	1,209	31.5	8.5	10.19		6	244	71	741	10.2	77	2.0	1,000		12.9
1984	1,297	34.3	8.9	11.39		6	238	40	402	10.4	43	1.5	645		14.4
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
Week ended															
1985 Nov 16	1,386	35.4	9.1	12.77	12.18	3	168	23	221	9.7	27	0.7	353	361	14.4
Dec 14	1,407	36.1	9.3	13.07	12.33	3	123	18	144	8.1	21	0.5	267	307	12.8
1986 Jan 11	1,218	31.5	8.6	10.51	11.92	7	264	22	218	10.0	28	0.7	482	417	17.0
Feb 8	1,334	34.6	8.7	11.64	11.77	5	212	30	286	9.5	36	0.9	498	395	14.0
Mar 8	1,336	34.7	8.9	11.83	11.82	7	261	36	359	10.0	43	1.1	620	486	14.6
Apr 12	1,294	33.6	8.8	11.36	11.63	6	256	33	339	10.2	40	1.0	595	617	15.1
May 17	1,326	34.6	8.9	11.79	11.48	4	156	32	322	10.2	35	0.9	478	502	13.5
June 14	1,291	33.7	9.0	11.56	11.40	3	109	28	283	10.1	31	0.8	392	417	12.7
July 12	1,279	33.8	9.2	11.74	11.61	4	140	22	220	10.2	25	0.7	360	403	14.3
Aug 16	1,192	31.6	9.2	10.99	11.71	4	144	20	223	10.9	24	0.6	367	414	15.3
Sept 13	1,280	33.8	9.2	11.81	11.68	3	116	23	244	10.5	26	0.7	360	390	13.8
Oct 14	1,346	35.6	9.0	12.18	11.73	8	300	43	445	10.4	50	1.3	745	813	14.9
Nov 15	1,393	36.9	9.1	12.69	12.08	5	184	33	319	9.7	37	0.9	503	524	13.5
Dec 13	1,354	35.8	9.2	12.49	11.74	4	164	26	256	9.9	30	0.8	420	488	14.0
1987 Jan 10	1,136	30.6	8.6	9.75	11.18	11	423	28	281	9.9	39	1.0	704	610	18.1
Feb 14	1,305	35.1	9.3	11.97	12.11	4	172	34	341	10.0	38	1.0	514	408	13.4
Mar 14	1,354	36.3	9.2	12.44	12.43	3	109	35	339	9.8	37	1.0	448	349	12.0
Apr 11	1,329	35.8	9.2	12.25	12.51	4	103	29	273	9.5	33	0.9	435	455	13.3
May 16	1,353	36.4	9.3	12.65	12.34	3	129	23	229	10.1	26	0.7	358	376	13.9
June 13	1,396	37.2	9.3	12.97	12.80	3	129	14	132	9.4	17	0.5	262	279	15.2
July 11	1,334	35.3	9.4	12.54	12.41	4	172	16	153	9.9	20	0.5	325	361	16.4
Aug 15	1,268	33.5	9.4	11.88	12.61	3	116	15	124	8.4	18	0.5	240	268	13.6
Sept 12	1,377 R	36.0	9.5	13.09 R	12.95 R	2	89	12	104	8.7	14	0.4	193	209	13.6
Oct 10	1,468	38.4	9.7	14.18	13.74	3	117	15	140	9.5	18	0.5	257	281	14.5
Nov 14	1,516	39.6	9.5	14.40	13.78	3	105	15	245	15.9	18	0.5	350	369	19.5

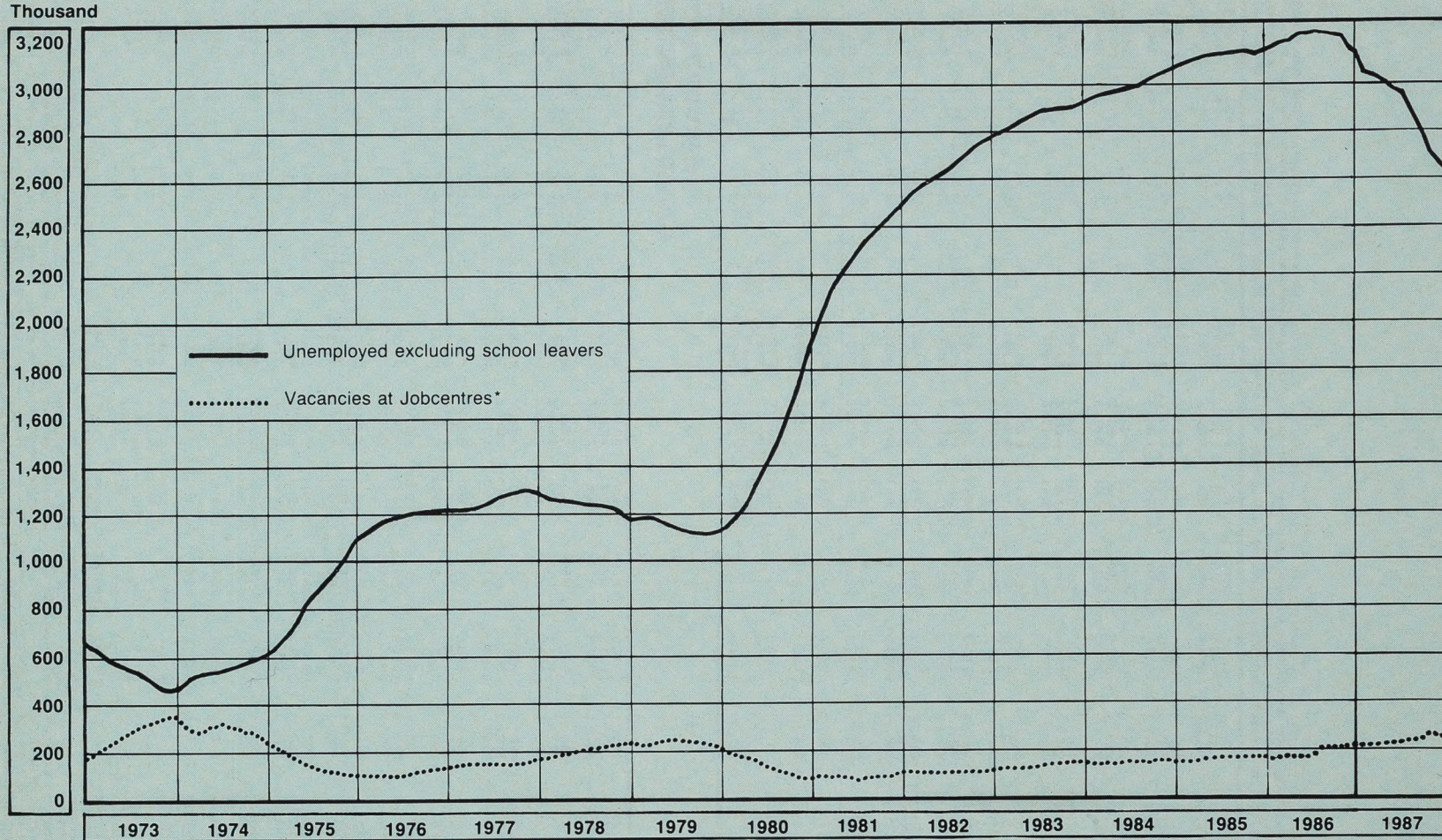
1.12 EMPLOYMENT

Hours of work—Operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES*					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	41, 42
1980	100.1	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1981	89.0	89.2	86.8	89.5	94.3	98.7	98.9	98.8	101.5	99.0
1982	84.6	85.0	80.1	84.8	89.6	100.5	100.9	100.9	103.9	99.5
1983	82.6	82.5	77.3	85.1	87.4	101.5	102.0	103.2	105.6	100.2
1984	83.4	84.3	73.6	87.0	84.3	102.7	103.5	104.5	105.8	100.3
1985	82.8	82.9	74.6	86.4	83.3	103.2	104.9	105.5	105.6	100.5
1986	80.2	78.7	68.6	85.2	82.8	102.9	103.8	103.9	104.5	100.0
Week ended										
1985 Nov 16	82.3					103.4				
Dec 14	82.5	82.4	74.3	87.1	84.2	103.6	105.5	105.6	105.9	100.8
1986 Jan 11	82.0					103.4				
Feb 8	81.5					103.2				
Mar 8	81.2	80.0	72.0	86.4	84.9	103.2	104.3	104.8	105.0	100.4
Apr 12	80.8					103.0				
May 17	80.2					102.8				
June 14	79.8	78.4	69.1	85.8	83.5	102.7	103.6	103.4	104.4	99.8
July 12	79.6					102.8				
Aug 16	79.4					102.8				
Sept 13	79.3	78.3	66.8	84.1	81.1	102.8	103.4	103.7	104.1	99.9
Oct 11	79.1					102.8				
Nov 15	79.5					103.0				
Dec 13	79.5	78.1	66.4	84.4	81.5	102.9	103.9	103.8	104.5	100.0
1987 Jan 10	78.7 R					102.6 R				
Feb 14	79.4 R					103.1 R				
Mar 14	79.6	77.4 R	66.9	83.9	82.6	103.3	104.1	104.6	104.9	99.7
Apr 11	79.6					103.4				
May 16	79.7					103.2				
June 13	80.2	77.8 R	67.0	84.5	81.5	103.5	104.2	104.5	105.1	99.8
July 11	79.9					103.2				
Aug 15	80.1					103.4				
Sept 12	80.2	78.2 R	67.5	83.9	81.1	103.6	104.0	104.7	105.1	99.9
Oct 10	80.7					104.2				
Nov 14	83.0					104.1				

Three-month moving average: seasonally adjusted



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

2.1 UNEMPLOYMENT UK Summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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
						Number	Per cent working population†					
1983††	3,104.7	11.7	134.9	..	2,969.7	2,866.5	10.8					
1984	3,159.8	11.7	113.0	..	3,046.8	2,998.6	11.1					
1985	3,271.2	11.8	108.0	..	3,163.3	3,113.5	11.3					
1986	3,289.1	11.8	104.0	..	3,185.1	3,180.3	11.5					
Annual averages												
1985 Dec 12	3,273.1	11.8	99.4	..	3,173.7	3,143.0	11.4	19.9	7.3	301	2,907	65
1986 Jan 9	3,407.7	12.3	101.3	..	3,306.4	3,155.7	11.4	12.7	10.6	316	3,022	69
Feb 6*	3,336.7	12.0	92.3	..	3,244.4	3,164.4	11.4	8.7	13.8	308	2,967	66
Mar 6	3,323.8	12.0	84.8	..	3,239.0	3,206.8	11.5	42.4	21.3	285	2,973	66
Apr 10	3,325.1	12.0	112.4	..	3,212.7	3,196.8	11.5	-10.0	13.7	329	2,930	67
May 8	3,270.9	11.8	110.9	..	3,160.0	3,200.6	11.5	3.8	12.1	283	2,921	67
June 12	3,229.4	11.6	107.3	100.8	3,122.1	3,212.5	11.6	11.9	1.9	289	2,874	67
July 10	3,279.6	11.8	101.6	125.1	3,178.0	3,212.4	11.6	-0.1	5.2	381	2,832	67
Aug 14	3,280.1	11.8	92.3	113.8	3,187.8	3,209.2	11.6	-3.2	2.9	318	2,896	67
Sept 11	3,332.9	12.0	140.7	..	3,192.2	3,183.2	11.5	-26.0	-9.8	423	2,842	68
Oct 9	3,237.2	11.7	117.5	..	3,119.7	3,159.6	11.4	-23.6	-17.6	353	2,817	67
Nov 13	3,216.8	11.6	98.2	..	3,118.6	3,143.4	11.3	-16.2	-21.9	323	2,827	67
Dec 11	3,229.2	11.6	89.0	..	3,140.2	3,119.4	11.2	-24.0	-21.3	290	2,870	69
1987 Jan 8	3,297.2	11.9	89.2	..	3,208.0	3,114.3	11.2	-5.1	-15.1	297	2,930	71
Feb 12	3,225.8	11.6	79.9	..	3,145.9	3,065.8	11.0	-48.5	-25.9	291	2,867	68
Mar 12	3,143.4	11.3	72.3	..	3,071.1	3,039.7	10.9	-26.1	-26.6	261	2,815	67
Apr 9	3,107.1	11.2	66.6	..	3,040.6	3,018.1	10.9	-21.6	-32.1	284	2,758	65
May 14	2,986.5	10.8	74.9	..	2,911.5	2,952.3	10.6	-65.8	-37.8	246	2,677	63
June 11	2,905.3	10.5	69.4	103.6	2,835.9	2,925.2	10.5	-27.1	-38.2	243	2,601	62
July 9	2,906.5	10.5	63.9	128.9	2,842.5	2,876.2	10.4	-49.0	-47.3	337	2,510	60
Aug 13	2,865.8	10.3	56.1	115.7	2,809.7	2,829.1	10.2	-47.1	-41.1	287	2,522	57
Sept 10	2,870.2	10.3	92.4	..	2,777.8	2,773.3	10.0	-55.8	-50.6	358	2,457	55
Oct 8	2,751.4	9.9	83.2	..	2,668.2	2,712.3	9.8	-61.0	-54.6	311	2,386	54
Nov 12	2,685.6	9.7	69.4	..	2,616.2	2,649.4	9.5	-62.9	-59.9	282	2,353	51
Dec 10§	2,695.8	9.7	63.7	..	2,632.1	2,614.0	9.4	-35.4	-53.1	264	2,382	50

2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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
						Number	Per cent working population†					
1983††	2,987.6	11.5	130.7	..	2,856.8	2,757.8	10.6					
1984	3,038.4	11.5	109.7	..	2,928.7	2,886.1	10.9					
1985	3,149.4	11.7	105.6	..	3,043.9	2,998.3	11.1					
1986	3,161.3	11.7	101.6	..	3,059.6	3,055.0	11.3					
Annual averages												
1985 Dec 12	3,151.6	11.7	97.1	..	3,054.5	3,023.7	11.2	18.4	6.2	293	2,795	64
1986 Jan 9	3,282.0	12.1	99.2	..	3,182.9	3,035.8	11.2	12.1	9.6	308	2,907	65
Feb 6*	3,211.9	11.9	90.3	..	3,121.5	3,043.1	11.2	7.3	12.6	298	2,852	65
Mar 6	3,199.4	11.8	83.1	..	3,116.3	3,084.1	11.4	41.0	20.1	277	2,858	65
Apr 10	3,198.9	11.8	109.8	..	3,089.1	3,072.9	11.3	11.2	19.8	319	2,814	65
May 8	3,146.2	11.6	108.6	..	3,037.5	3,075.9	11.4	3.0	18.4	275	2,806	65
June 12	3,103.5	11.5	105.3	97.8	2,998.2	3,086.7	11.4	10.8	8.3	279	2,759	65
July 10	3,150.2	11.6	99.8	121.8	3,050.4	3,085.8	11.4	-0.9	4.3	369	2,716	66
Aug 14	3,150.1	11.6	90.7	110.5	3,059.4	3,081.7	11.4	-4.1	1.9	309	2,776	65
Sept 11	3,197.9	11.8	136.6	..	3,061.4	3,055.3	11.3	-26.4	-10.5	407	2,724	66
Oct 9	3,106.5	11.5	114.2	..	2,992.3	3,031.3	11.2	-24.0	-18.2	342	2,699	66
Nov 13	3,088.4	11.4	95.5	..	2,992.8	3,015.9	11.1	-15.4	-21.9	314	2,709	65
Dec 11	3,100.4	11.4	86.6	..	3,013.7	2,992.0	11.0	-23.9	-21.1	282	2,751	67
1987 Jan 8	3,166.0	11.7	87.0	..	3,079.0	2,987.1	11.0	-4.9	-14.7	288	2,809	69
Feb 12	3,096.6	11.4	78.0	..	3,018.5	2,939.9	10.9	-47.2	-25.3	283	2,748	66
Mar 12	3,016.5	11.1	70.6	..	2,945.9	2,914.4	10.8	-25.5	-25.9	253	2,698	65
Apr 9	2,979.9	11.0	65.0	..	2,914.9	2,892.2	10.7	-22.2	-31.6	275	2,641	64
May 14	2,860.3	10.6	72.8	..	2,787.5	2,826.2	10.4	-66.0	-37.9	237	2,561	62
June 11	2,779.8	10.3	67.5	100.5	2,712.3	2,799.6	10.3	-26.6	-38.3	234	2,486	60
July 9	2,778.5	10.3	62.2	125.8	2,716.3	2,750.8	10.2	-48.8	-47.1	325	2,395	58
Aug 13	2,738.5	10.1	54.6	112.1	2,683.9	2,704.4	10.0	-46.4	-40.6	278	2,405	55
Sept 10	2,740.2	10.1	89.2	..	2,651.1	2,649.5	9.8	-54.9	-50.0	344	2,343	54
Oct 8	2,626.7	9.7	80.5	..	2,546.2	2,589.7	9.6	-59.8	-53.7	301	2,274	52
Nov 12	2,564.6	9.5	67.2	..	2,497.4	2,528.7	9.3	-61.0	-58.9	274	2,242	49
Dec 10§	2,575.2	9.5	61.8	..	2,513.4	2,494.3	9.2	-34.4	-51.7	256	2,270	49

* Because of a change in the compilation of the unemployment statistics (see *Employment Gazette*, March/April 1986, pages 107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduces the total UK count by 50,000 on average.
 † The latest figures for national and regional seasonally adjusted unemployment are provisional and subject to revision mainly in the following month. The seasonally adjusted series takes account of past discontinuities to be consistent with current coverage.

UNEMPLOYMENT 2.1 UK summary

THOUSAND

UNITED KINGDOM	MALE AND FEMALE											
	UNEMPLOYED				UNEMPLOYED EXCLUDING SCHOOL LEAVERS				UNEMPLOYED BY DURATION			
	Number	Per cent working population†	School leavers included in unemployed	Non-claimant school leavers‡	Actual	Seasonally adjusted		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
						Number	Per cent working population†					
1983††	2,218.6	13.8	77.2	..	2,141.4	2,055.3	12.8					
1984	2,197.4	13.5	65.0	..	2,132.4	2,102.1	13.0					
1985	2,251.7	13.7	62.6	..	2,189.1	2,159.0	13.1					
1986	2,252.5	13.7	59.7	..	2,192.8	2,190.1	13.3					
Annual averages												
1985 Dec 12	2,253.9	13.7	57.8	..	2,196.2	2,172.5	13.2	10.19-1	9.1	41.6	977.5	8.7
1986 Jan 9	2,345.6	14.3	58.7	..	2,287.0	2,180.1	13.3	1,062.1	9.4	42.7	1,019.5	8.6
Feb 6*	2,300.4	14.0	53.5	..	2,246.9	2,181.7	13.3	1,036.2	9.1	38.8	997.4	8.7
Mar 6	2,298.9	14.0	49.1	..	2,249.8	2,217.6	13.5	1,024.9	9.0	35.7	989.2	8.7
Apr 10	2,290.0	13.9	64.8	..	2,225.2	2,203.5	13.4	1,035.0	9.1	47.6	987.4	8.7
May 8	2,251.4	13.7	63.6	..	2,187.9	2,204.5	13.4	1,019.4	9.0	47.3	972.2	8.8
June 12	2,217.5	13.5	61.3	..	2,156.1	2,209.3	13.5	1,011.9	8.9	46.0	965.9	8.8
July 10	2,231.5	13.6	57.8	..	2,173.7	2,206.3	13.4	1,048.1	9.2	43.8	1,004.3	8.9
Aug 14	2,220.0	13.5	53.3	..	2,168.7	2,200.9	13.4	1,058.1	9.3	39.1	1,019.1	8.9
Sept 11	2,251.3	13.7	80.7	..	2,170.6	2,186.9	13.3	1,081.6	9.5	60.0	1,021.6	8.8
Oct 9	2,199.8	13.4	66.9	..	2,132.9	2,171.8	13.2	1,037.4	9.1	50.6	986.8	8.7
Nov 13	2,200.2	13.4	55.9	..	2,144.3	2,166.3	13.2	1,016.6	9.0	42.3	974.3	8.6
Dec 11	2,221.5	13.5	50.6	..	2,170.9	2,152.8	13.1	1,007.6	8.9	38.3	969.3	8.5
1987 Jan 8	2,272.4	13.8	50.8	..	2,221.6	2,146.9	13.1	1,024.8	9.0	38.3	986.5	8.5
Feb 12	2,233.9	13.6	45.5	..	2,188.4	2,122.8	12.9	991.9	8.7	34.4	957.5	8.3
Mar 12	2,181.0	13.3	41.1	..	2,140.0	2,107.9	12.8	962.3	8.5	31.2	931.1	8.2

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS					
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female
								Number	Per cent working population†	Change since previous month	Average change over 3 months ended			Number	Per cent working population†
SOUTH EAST													
1983††	721.1	514.3	206.7	24.4	8.4	10.0	6.0	696.6	667.5	7.8		476.6	190.9
1984	747.5	511.0	236.5	20.1	8.4	9.7	6.5	727.3	711.8	8.0		489.7	222.1
1985	782.4	527.1	255.2	17.0	8.6	9.9	6.9	765.4	748.8	8.3		507.3	241.6
1986	784.7	524.7	260.0	14.6	8.6	9.9	6.8	770.1	768.4	8.4		515.7	252.8
1986 Dec 11	764.6	512.5	252.1	13.3	8.4	9.6	6.6	751.2	745.5	8.2	-7.8	500.8	244.7
1987 Jan 8	774.1	520.0	254.1	12.3	8.5	9.8	6.6	761.7	743.2	8.2	-2.3	497.7	245.5
Feb 12	756.0	511.3	244.7	10.9	8.3	9.6	6.4	745.1	727.1	8.0	-16.1	490.1	237.0
Mar 12	733.6	497.1	236.5	9.7	8.0	9.4	6.2	723.9	716.6	7.8	-10.5	483.3	233.3
Apr 9	721.5	489.1	232.4	8.8	7.9	9.2	6.1	712.6	707.9	7.8	-8.7	477.5	230.4
May 14	690.9	469.3	221.6	9.5	7.6	8.8	5.8	681.4	693.3	7.6	-14.6	469.0	224.3
June 11	669.4	455.4	214.0	8.9	7.3	8.6	5.6	660.5	682.1	7.5	-11.2	462.8	219.3
July 9	670.8	454.0	216.9	8.5	7.3	8.5	5.7	662.4	668.8	7.3	-13.3	455.6	213.2
Aug 13	665.6	447.6	218.1	7.6	7.3	8.4	5.7	658.0	655.0	7.2	-13.8	447.5	207.5
Sept 10	653.3	440.7	212.6	10.4	7.2	8.3	5.6	642.9	640.3	7.0	-14.7	438.8	201.6
Oct 8	624.5	423.4	201.1	10.6	6.8	8.0	5.3	614.0	623.3	6.8	-17.0	427.8	195.5
Nov 12	603.1	410.3	192.8	9.1	6.6	7.7	5.0	594.0	603.9	6.6	-19.4	414.2	189.7
Dec 10§	603.5	411.8	191.7	8.5	6.6	7.8	5.0	595.0	591.3	6.5	-12.6	404.2	187.1
GREATER LONDON (included in South East)													
1983††	359.8	258.7	101.1	12.0	8.7	10.3	6.2	347.8	334.0	8.1		240.7	93.3
1984	380.6	265.4	115.2	10.2	9.0	10.5	6.9	370.4	362.2	8.6		254.2	107.9
1985	402.5	278.4	124.1	8.6	9.4	10.9	7.3	393.8	385.0	9.0		267.9	117.1
1986	407.1	280.9	122.1	7.4	9.5	11.0	7.3	399.7	398.8	9.3		276.3	122.6
1986 Dec 11	398.9	276.1	122.8	7.1	9.3	10.9	7.1	391.8	389.9	9.1	-3.7	270.8	119.1
1987 Jan 8	398.8	276.2	122.6	6.6	9.3	10.9	7.1	392.3	389.3	9.1	-0.6	269.7	119.6
Feb 12	390.7	272.1	118.6	5.9	9.1	10.7	6.9	384.8	381.5	8.9	-7.8	265.7	115.8
Mar 12	383.1	267.8	115.3	5.3	9.0	10.5	6.7	377.7	377.2	8.8	-4.3	263.0	114.2
Apr 9	379.3	265.2	114.1	5.0	8.9	10.4	6.6	374.3	373.6	8.7	-3.6	260.6	113.0
May 14	368.9	258.6	110.3	5.1	8.6	10.2	6.4	363.8	368.7	8.6	-4.9	257.7	111.0
June 11	361.4	254.0	107.4	4.9	8.5	10.0	6.2	356.4	363.3	8.5	-5.4	254.5	108.8
July 9	362.9	253.8	109.1	4.8	8.5	10.0	6.3	358.1	357.8	8.4	-5.5	251.6	106.2
Aug 13	361.2	251.5	109.7	4.4	8.5	9.9	6.4	356.8	351.3	8.2	-6.5	248.0	103.3
Sept 10	355.5	248.1	107.4	5.4	8.3	9.8	6.2	350.1	344.8	8.1	-6.5	244.1	100.7
Oct 8	341.3	239.4	101.9	5.6	8.0	9.4	5.9	335.7	338.3	7.9	-6.5	239.4	98.9
Nov 12	330.7	232.6	98.2	5.1	7.7	9.1	5.7	325.6	331.1	7.8	-7.2	234.2	96.9
Dec 10§	332.2	233.9	98.3	4.9	7.8	9.2	5.7	327.3	326.4	7.6	-4.7	230.6	95.8
EAST ANGLIA													
1983††	77.7	55.0	22.7	2.7	9.0	10.3	6.9	74.9	72.1	8.3		51.0	21.1
1984	77.4	52.0	25.3	2.2	8.6	9.5	7.3	75.2	73.9	8.2		50.1	23.8
1985	81.3	53.2	28.1	2.0	8.7	9.3	7.7	79.3	77.9	8.3		51.3	26.6
1986	83.4	53.9	29.5	1.9	8.7	9.2	7.9	81.5	81.4	8.5		52.8	28.6
1986 Dec 11	81.9	53.3	28.7	1.6	8.5	9.1	7.7	80.4	79.5	8.3	-0.9	51.7	27.6
1987 Jan 8	85.1	55.6	29.5	1.5	8.9	9.5	7.9	83.6	79.7	8.3	0.2	51.9	27.8
Feb 12	83.6	55.2	28.4	1.2	8.7	9.4	7.6	82.4	77.9	8.1	-1.8	51.0	26.9
Mar 12	81.1	53.6	27.5	1.1	8.4	9.1	7.3	80.0	77.2	8.0	-0.7	50.6	26.6
Apr 9	78.9	52.0	26.9	1.0	8.2	8.9	7.2	77.9	76.0	7.9	-1.2	49.8	26.2
May 14	75.1	49.5	25.6	1.2	7.8	8.4	6.8	73.9	74.1	7.7	-1.9	48.8	25.3
June 11	71.3	46.9	24.4	1.1	7.4	8.0	6.5	70.2	73.0	7.6	-1.1	48.1	24.9
July 9	70.0	45.6	24.4	1.0	7.3	7.8	6.5	69.0	71.3	7.4	-1.7	46.9	24.9
Aug 13	68.3	44.2	24.1	0.9	7.1	7.5	6.4	67.4	69.9	7.3	-1.4	46.1	23.8
Sept 10	67.2	43.4	23.8	1.4	7.0	7.4	6.3	65.8	68.1	7.1	-1.8	44.9	23.2
Oct 8	64.2	41.5	22.7	1.4	6.7	7.1	6.1	62.8	65.7	6.8	-2.4	43.2	22.5
Nov 12	62.3	40.3	22.0	1.1	6.5	6.9	5.9	61.2	62.6	6.5	-3.1	41.0	21.6
Dec 10§	63.1	41.1	22.0	1.0	6.6	7.0	5.9	62.1	61.3	6.4	-1.3	39.9	21.4
SOUTH WEST													
1983††	188.4	129.2	59.2	6.2	9.8	11.1	7.7	182.2	172.8	9.0		117.9	54.9
1984	193.7	127.2	65.5	5.0	9.8	10.8	8.3	188.7	184.6	9.3		121.9	62.7
1985	204.9	132.8	72.2	4.6	10.1	11.0	8.7	200.4	196.0	9.7		127.6	68.4
1986	205.7	131.6	74.2	4.2	10.1	10.9	8.8	201.6	201.1	9.8		129.0	72.1
1986 Dec 11	205.2	131.0	74.2	3.7	10.0	10.9	8.8	201.6	195.2	9.6	-2.6	125.1	70.1
1987 Jan 8	209.1	134.1	75.0	3.4	10.2	11.1	8.9	205.6	195.0	9.5	-0.2	124.8	70.2
Feb 12	204.0	131.3	72.7	3.1	10.0	10.9	8.7	201.0	190.6	9.3	-4.4	122.5	68.1
Mar 12	196.5	126.4	70.1	2.7	9.6	10.5	8.3	193.8	188.0	9.2	-2.6	120.7	67.3
Apr 9	191.0	123.1	67.9	2.4	9.3	10.2	8.1	188.5	186.6	9.1	-1.4	119.5	67.1
May 14	178.6	115.6	63.0	2.7	8.7	9.6	7.5	175.9	180.5	8.8	-6.1	116.1	64.4
June 11	169.7	109.7	60.0	2.5	8.3	9.1	7.2	167.2	179.3	8.8	-1.2	115.3	64.0
July 9	170.0	109.2	60.5	2.2	8.3	9.1	7.2	167.5	176.2	8.6	-3.1	113.7	62.5
Aug 13	168.9	107.6	61.3	1.9	8.3	8.9	7.3	167.0	173.1	8.5	-3.1	111.5	61.6
Sept 10	168.2	107.4	60.8	3.1	8.2	8.9	7.2	165.2	167.9	8.2	-5.2	108.8	59.1
Oct 8	163.3	104.6	58.7	3.0	8.0	8.7	7.0	160.3	162.9	8.0	-5.0	105.7	57.2
Nov 12	162.8	104.2	58.6	2.5	8.0	8.7	7.0	160.3	158.7	7.8	-4.2	102.8	55.9
Dec 10§	165.2	106.4	58.8	2.3	8.1	8.8	7.0	162.8	156.6	7.7	-2.1	101.2	55.4

See footnotes to table 2.1.

UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED				PER CENT WORKING POPULATION†			UNEMPLOYED EXCLUDING SCHOOL LEAVERS					
	All	Male	Female	School leavers included in un-employed	All	Male	Female	Actual		Seasonally adjusted		Male	Female
								Number	Per cent working population†	Change since previous month	Average change over 3 months ended			Number	Per cent working population†
WEST MIDLANDS													
1983††	354.7	257.3	97.4	16.0	14.2	16.6	10.2	338.6	328.0	13.1		239.0	89.0
1984	345.4	243.0	102.4	12.8	13.7	15.7	10.6	332.6	329.2	13.1		239.9	95.3
1985	349.7	243.1	106.6	12.1	13.7	15.6	10.7	337.6	334.1	13.0		234.4	99.6
1986	346.7	238.6	108.0	11.7	13.5	15.3	10.6	334.9	334.6	13.0		232.1	102.5
1986 Dec 11	336.5	231.8	104.7	10.4	13.1	14.9	10.3	326.0	326.8	12.7	-4.3	226.5	100.3
1987 Jan 8	341.6	235.9	105.8	9.9	13.3	15.2	10.4	331.8	325.3	12.6	-1.5	225.0	100.3
Feb 12	333.7	231.4	102.4	8.8	12.9	14.9	10.0	324.9	319.2	12.4	-6.1	221.7	97.5
Mar 12	326.0	226.2	99.8	8.1	12.6	14.5	9.8	317.9	315.8	12.3	-3.4	219.6	96.2
Apr 9	320.6	222.5	98.0	7.4	12.4	14.3	9.6	313.2	312.7	12.1	-3.1	217.3	95.4
May 14	310.5	215.5	95.0	8.5	12.0	13.9	9.3	302.1	305.9	11.9	-6.8	212.6	93.3
June 11													

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas* at December 10, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
	† per cent employees and unemployed					† per cent employees and unemployed			
Newark	1,690	860	2,550	10.7	Wolverhampton	14,976	5,981	20,957	14.8
Newbury	905	510	1,415	4.0	Woodbridge and Leiston	679	411	1,090	6.3
Newcastle upon Tyne	40,514	14,426	54,940	14.4	Worcester	3,223	1,649	4,872	7.8
Newmarket	894	656	1,550	6.1	Workington**	2,423	1,278	3,701	13.1
Newquay	1,424	983	2,407	26.8	Worksop	2,658	1,006	3,664	14.3
Newton Abbot	1,633	973	2,606	11.3	Worthing	2,614	1,446	4,060	5.6
Northallerton	564	346	910	5.7	Yeovil	1,707	1,207	2,914	7.0
Northampton	4,653	2,441	7,094	6.5	York	4,757	2,658	7,415	8.8
Northwich	3,242	1,666	4,908	10.5					
Norwich	7,460	3,653	11,113	8.1					
Nottingham	26,758	10,451	37,209	11.0	Wales				
Okehampton	266	173	439	9.2	Aberdare	2,618	802	3,420	19.7
Oldham	6,498	3,065	9,563	12.4	Aberystwyth	861	409	1,270	10.9
Oswestry	847	478	1,325	9.4	Bangor and Caernarfon	3,090	1,209	4,299	16.3
Oxford	5,341	2,636	7,977	4.4	Blenau Gwent and Abergavenny	4,132	1,358	5,490	16.1
					Brecon	412	216	628	8.6
Pendle	2,092	1,103	3,195	10.2	Bridgend	5,139	2,042	7,181	13.8
Penrith	551	438	989	6.9	Cardiff	17,406	6,035	23,441	11.8
Penzance and St. Ives	2,371	1,120	3,491	20.3	Cardigan	1,075	475	1,550	24.0
Peterborough	5,985	2,820	8,805	9.1	Carmarthen	1,099	518	1,617	9.0
Pickering and Helmsley	257	161	418	6.7	Conwy and Colwyn	2,956	1,525	4,481	15.1
Plymouth	10,694	5,600	16,294	12.4	Denbigh	726	411	1,137	11.0
Poole	2,834	1,521	4,355	7.3	Doigellau and Barmouth	428	216	644	13.8
Portsmouth	10,548	4,710	15,258	9.8	Fishguard	414	183	597	20.5
Preston	9,514	4,421	13,935	9.3	Haverfordwest	2,256	906	3,162	16.8
Reading	4,542	2,096	6,638	4.4	Holyhead	2,426	1,113	3,539	20.8
Redruth and Camborne	2,641	1,167	3,808	19.0	Lampeter and Aberaeron	700	292	992	18.0
Retford	1,671	838	2,509	11.3	Llandeilo	253	156	409	12.8
Richmondshire	751	640	1,391	11.5	Llandrindod Wells	519	350	869	11.1
Ripon	380	301	681	7.0	Llanelli	3,396	1,499	4,895	15.2
Rochdale	5,661	2,603	8,264	12.6	Machynlleth	354	235	589	16.2
Rotherham and Mexborough	14,921	5,153	20,074	18.9	Merthyr and Rhymney	6,407	2,131	8,538	16.8
Rugby and Daventry	2,302	1,693	3,995	7.7	Monmouth	346	187	533	15.0
Salisbury	1,505	1,037	2,542	6.1	Neath and Port Talbot	4,502	1,546	6,048	14.4
Scarborough and Filey	2,649	1,308	3,957	12.7	Newport	7,228	2,975	10,203	12.6
Scunthorpe	5,309	2,201	7,510	13.7	Newtown	530	322	852	10.0
Settle	216	158	374	6.6	Pontypool and Cwmbran	3,298	1,495	4,793	12.6
Shaftesbury	573	409	982	6.4	Portyrridd and Rhondda	6,777	2,203	8,980	14.8
Sheffield	28,736	11,614	40,350	14.2	Porthmadoc and Ffestiniog	627	320	947	14.4
Shrewsbury	2,368	1,329	3,697	8.1	Pwllheli	769	377	1,146	24.7
Sittingbourne and Sheerness	2,874	1,650	4,524	11.3	Shotton, Flint and Rhyl	6,864	3,109	9,973	14.4
Skegness	1,852	810	2,662	23.3	South Pembrokeshire	1,982	912	2,894	23.9
Skipton	432	250	682	5.9	Swansea	10,421	3,726	14,147	14.5
Sleaford	581	397	978	8.5	Welshpool	494	295	789	10.7
Slough	5,216	2,705	7,921	4.7	Wrexham	4,237	1,829	6,066	13.1
South Molton	231	145	376	10.6					
South Tyneside	9,841	3,188	13,029	21.9	Scotland				
Southampton	11,110	4,669	15,779	8.6	Aberdeen	8,282	3,739	12,021	7.1
Southeast	15,906	7,822	23,728	9.4	Alloa	2,289	913	3,202	19.0
Spalding and Holbeach	1,103	748	1,851	7.7	Annan	668	363	1,031	12.0
St. Austell	1,849	1,043	2,892	13.4	Arbroath	1,054	558	1,612	19.5
Stafford	3,166	2,007	5,173	7.5	Ayr	4,251	1,810	6,061	14.3
Stamford	731	542	1,273	7.3	Badenoch	401	255	656	18.0
Stockton-on-Tees	9,251	3,328	12,579	16.1	Barff	635	310	945	10.9
Stoke	12,522	6,289	18,811	8.9	Bathgate	5,675	2,367	8,042	16.2
Stroud	1,544	1,041	2,585	7.1	Berwickshire	406	227	633	12.3
Sudbury	725	463	1,188	7.8	Blaigowrie and Pitlochry	906	515	1,421	13.6
Sunderland	23,607	8,130	31,737	17.9	Brechin and Montrose	1,047	610	1,657	13.4
Swindon	4,628	2,568	7,196	7.4	Buckie	350	276	626	15.3
Taunton	1,889	1,042	2,931	7.1	Campbeltown	505	258	763	19.7
Telford and Bridgnorth	6,497	2,996	9,493	14.4	Crief	294	168	462	13.3
Thanet	4,661	2,149	6,810	16.8	Cumnock and Sanquhar	3,253	987	4,240	27.3
Theftord	1,116	687	1,803	7.2	Dumbarton	3,473	1,915	5,388	19.7
Thirsk	272	191	463	11.3	Dumfries	1,406	797	2,203	9.0
Tiverton	533	320	853	7.9	Dundee	9,611	4,367	13,978	14.5
Torbay	4,782	2,543	7,325	17.7	Dunfermline	5,044	2,431	7,475	14.1
Torrington	312	196	508	11.1	Dunoon and Bute	912	583	1,495	19.2
Totnes	476	333	809	10.5	Edinburgh	23,237	9,624	32,861	11.1
Trowbridge and Frome	1,709	1,324	3,033	6.5	Elgin	1,049	678	1,727	11.0
Truro	1,439	803	2,242	9.9	Falkirk	6,319	3,073	9,392	15.4
Tunbridge Wells	2,191	1,223	3,414	3.8	Forfar	707	419	1,126	11.1
Uttoxeter and Ashbourne	481	334	815	6.5	Forres	379	268	647	20.6
Wakefield and Dewsbury	10,331	3,859	14,190	12.3	Fraserburgh	499	251	750	10.6
Walsall	14,830	5,962	20,792	13.1	Galashiels	707	359	1,066	6.9
Wareham and Swanage	427	299	726	7.5	Girvan	566	261	827	26.0
Warmminster	265	234	499	7.8	Glasgow	74,548	27,139	101,687	16.2
Warrington	5,252	2,387	7,639	10.3	Greenock	6,901	2,267	9,168	19.6
Warwick	3,428	2,119	5,547	6.7	Haddington	791	400	1,191	8.8
Watford and Luton	14,234	6,832	21,066	6.4	Hawick	478	232	710	8.5
Wellingborough and Rushden	2,012	1,214	3,226	7.1	Hurly	268	120	388	10.4
Wells	1,016	678	1,694	7.2	Invergordon and Dingwall	2,114	819	2,933	21.6
Weston-super-Mare	2,838	1,608	4,446	11.3	Inverness	3,300	1,496	4,796	11.7
Whitby	842	421	1,263	17.9	Irvine	7,489	3,014	10,503	21.6
Whitchurch and Market Drayton	881	542	1,423	9.8	Islay/Mid Argyll	388	248	636	15.1
Whitehaven	2,015	1,079	3,094	9.3	Keith	407	256	663	14.7
Widnes and Runcorn	6,930	2,605	9,535	17.0	Kelso and Jedburgh	297	159	456	8.9
Wigan and St. Helens	20,615	8,685	29,300	16.2	Kilmarnock	3,612	1,420	5,032	16.2
Winchester and Eastleigh	1,802	979	2,781	3.4	Kirkcaldy	7,305	3,286	10,591	16.2
Windermere	350	287	637	9.0	Lanarkshire	20,494	8,141	28,635	18.0
Wirral and Chester	23,381	9,252	32,633	16.3	Lochaber	840	617	1,457	16.4
Wisbech	1,452	636	2,088	10.9	Lockerbie	328	193	521	12.9
					Newton Stewart	417	234	651	18.8

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status† and in travel-to-work areas* at December 10, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
	† per cent employees and unemployed					† per cent employees and unemployed			
North East Fife	1,125	730	1,855	11.1	Northern Ireland	2,323	1,019	3,342	13.5
Oban	677	480	1,157	13.9	Ballymena	42,409	16,735	59,144	17.0
Orkney Islands	592	279	871	12.9	Belfast	5,399	1,627	7,026	21.8
Peebles	292	141	433	9.3	Coleraine	1,910	659	2,569	30.3
Perth	1,994	932	2,926	10.2	Cookstown	7,820	3,238	11,058	18.3
Peterhead	1,076	569	1,645	13.3	Dungannon	2,857	968	3,825	25.8
Shetland Islands	429	283	712	7.1	Enniskillen	3,268	993	4,261	23.8
Skye and Wester Ross	709	469	1,178	22.7	Londonderry	9,591	2,400	11,991	26.2
Stewartry	502	340	842	10.7	Magherafelt	2,090	751	2,841	27.4
Stirling	2,814	1,444	4,258	12.8	Newry	5,437	1,806	7,243	28.3
Stranraer	892	385	1,277	17.8	Omagh	2,613	936	3,549	21.9
Sumerland	539	305	844	20.0	Strabane	3,052	687	3,739	33.0
Thurso	515	259	774	11.2					
Western Isles	1,553	540	2,093	20.9					
Wick	618	199	817	15.8					

* The number of unemployed as a percentage of the mid-1986 estimates of employees in employment and the unemployed. This is on a different base from the percentage rates given in tables 2.1, 2.2 and 2.3.

† Travel to work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the October 1984 (p 467), March 1985 (p 126) and February 1986 (p 86) issues.

‡ Assisted area status as designated on November 29, 1984. There are no Development Areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.

UNEMPLOYMENT 2.5 Age and duration

THOUSAND

UNITED KINGDOM	Under 25				25-54				55 and over				All ages			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																
1985 July	617.1	265.2	350.9	1,233.1	571.1	295.3	782.4	1,648.8	93.9	65.5	193.6	353.1	1,282.1	626.1	1,326.9	3,235.0
Oct	693.8	193.5	358.0	1,245.2	596.8	278.5	792.6	1,667.9	101.1	61.4	201.2	363.8	1,391.6	533.4	1,351.9	3,276.9
1986 Jan	678.7	218.6	349.6	1,246.9	672.4	295.5	814.5	1,782.4	108.8	62.1	207.5	378.4	1,459.9	576.2	1,371.6	3,407.7
Apr*	572.1	280.3	331.5	1,183.8	626.8	317.0	819.3	1,763.0	104.3	68.1	205.8	37				

2.7 UNEMPLOYMENT Age

UNITED KINGDOM	Under 18	18 to 19	20 to 24	25 to 34	35 to 44	45 to 54	55 to 59	60 and over	All ages
MALE AND FEMALE									
1986 Oct	186.5	301.9	657.1	779.6	494.4	442.0	298.0	77.7	3,237.2
1987 Jan	162.2	297.9	672.6	809.7	515.0	456.1	304.6	79.0	3,297.2
Apr	127.3	270.3	628.3	771.8	495.2	441.3	298.4	74.5	3,107.1
July	116.3	247.6	611.5	711.8	458.2	413.5	280.4	67.1	2,906.5
Oct	134.8	239.6	544.2	667.7	431.4	397.0	275.2	61.4	2,751.4
1986 Oct	Proportion of number unemployed								
	5.8	9.3	20.3	24.1	15.3	13.7	9.2	2.4	100.0
1987 Jan	4.9	9.0	20.4	24.6	15.6	13.8	9.2	2.4	100.0
Apr	4.1	8.7	20.2	24.8	15.9	14.2	9.6	2.4	100.0
July	4.0	8.5	21.0	24.5	15.8	14.2	9.6	2.3	100.0
Oct	4.9	8.7	19.8	24.3	15.7	14.4	10.0	2.2	100.0
MALE									
1986 Oct	106.4	173.0	416.1	522.8	367.3	315.9	221.8	76.6	2,199.8
1987 Jan	92.4	174.4	432.6	553.1	386.3	328.2	227.5	77.9	2,272.4
Apr	72.5	159.7	407.5	531.6	372.1	318.7	223.1	73.0	2,158.2
July	66.6	145.8	390.8	491.2	342.2	297.0	209.1	65.8	2,008.5
Oct	76.8	139.5	351.8	462.7	322.6	284.7	205.2	60.3	1,903.6
1986 Oct	Proportion of number unemployed								
	4.8	7.9	18.9	23.8	16.7	14.4	10.1	3.5	100.0
1987 Jan	4.1	7.7	19.0	24.3	17.0	14.4	10.0	3.4	100.0
Apr	3.4	7.4	18.9	24.6	17.2	14.8	10.3	3.4	100.0
July	3.3	7.3	19.5	24.5	17.0	14.8	10.4	3.3	100.0
Oct	4.0	7.3	18.5	24.3	16.9	15.0	10.8	3.2	100.0
FEMALE									
1986 Oct	80.1	128.9	241.0	256.8	127.1	126.1	76.3	1.1	1,037.4
1987 Jan	69.8	123.5	240.0	256.7	128.7	127.9	77.1	1.1	1,024.8
Apr	54.9	110.6	220.8	240.2	123.1	122.6	75.2	1.4	948.9
July	49.7	101.7	220.7	220.6	116.1	116.5	71.3	1.4	898.0
Oct	58.1	100.1	192.4	205.0	108.8	112.3	70.0	1.1	847.8
1986 Oct	Proportion of number unemployed								
	7.7	12.4	23.2	24.8	12.3	12.2	7.4	0.1	100.0
1987 Jan	6.8	12.1	23.4	25.0	12.6	12.5	7.5	0.1	100.0
Apr	5.8	11.7	23.3	25.3	13.0	12.9	7.9	0.2	100.0
July	5.5	11.3	24.6	24.6	12.9	13.0	7.9	0.2	100.0
Oct	6.9	11.8	22.7	24.2	12.8	13.2	8.3	0.1	100.0

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 2 weeks	Over 2 and up to 4 weeks	Over 4 and up to 8 weeks	Over 8 and up to 13 weeks	Over 13 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All unemployed
MALE AND FEMALE								
1986 Oct	196.3	157.3	302.2	231.9	453.5	555.0	1,341.0	3,237.2
1987 Jan	162.8	134.8	246.5	281.4	559.3	578.0	1,334.4	3,297.2
Apr	165.0	120.3	207.1	232.5	455.5	631.6	1,295.1	3,107.1
July	203.2	135.0	188.8	191.1	405.7	544.4	1,238.3	2,906.5
Oct	170.4	141.8	251.6	202.0	370.2	443.1	1,172.2	2,751.4
1986 Oct	Proportion of number unemployed							
	6.1	4.9	9.3	7.2	14.0	17.1	41.4	100.0
1987 Jan	4.9	4.1	7.5	8.5	17.0	17.5	40.5	100.0
Apr	5.3	3.9	6.7	7.5	14.7	20.3	41.7	100.0
July	7.0	4.6	6.5	6.6	14.0	18.7	42.6	100.0
Oct	6.2	5.2	9.1	7.3	13.5	16.1	42.6	100.0
MALE								
1986 Oct	124.6	97.5	181.4	147.1	282.6	353.2	1,013.5	2,199.8
1987 Jan	100.2	88.6	165.7	186.8	352.0	363.9	1,015.2	2,272.4
Apr	107.0	78.9	135.2	151.0	300.3	397.2	988.7	2,158.2
July	122.0	84.6	120.8	122.0	263.2	349.0	946.8	2,008.5
Oct	109.2	88.8	156.7	129.0	235.0	289.6	895.4	1,903.6
1986 Oct	Proportion of number unemployed							
	5.7	4.4	8.2	6.7	12.8	16.1	46.1	100.0
1987 Jan	4.4	3.9	7.3	8.2	15.5	16.0	44.7	100.0
Apr	5.0	3.7	6.3	7.0	13.9	18.4	45.8	100.0
July	6.1	4.2	6.0	6.1	13.1	17.4	47.1	100.0
Oct	5.7	4.7	8.2	6.8	12.3	15.2	47.0	100.0
FEMALE								
1986 Oct	71.7	59.8	120.8	84.8	170.8	201.9	327.5	1,037.4
1987 Jan	62.6	46.2	80.9	94.6	207.2	214.1	319.3	1,024.8
Apr	58.0	41.4	71.9	81.5	155.3	234.4	306.4	948.9
July	81.1	50.4	68.0	69.1	142.4	195.4	291.4	898.0
Oct	61.2	53.1	94.9	72.9	135.2	153.6	276.9	847.8
1986 Oct	Proportion of number unemployed							
	6.9	5.8	11.6	8.2	16.5	19.5	31.6	100.0
1987 Jan	6.1	4.5	7.9	9.2	20.2	20.9	31.2	100.0
Apr	6.1	4.4	7.6	8.6	16.4	24.7	32.3	100.0
July	9.0	5.6	7.6	7.7	15.9	21.8	32.4	100.0
Oct	7.2	6.3	11.2	8.6	15.9	18.1	32.7	100.0

UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at December 10, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
SOUTH EAST									
per cent employees and unemployed									
Bedfordshire	11,639	5,667	17,306	7.3	West Sussex	7,546	4,420	11,966	4.3
Luton	6,019	2,366	8,385		Adur	732	456	1,188	
Mid Bedfordshire	1,080	885	1,965		Arun	1,739	961	2,700	
North Bedfordshire	2,687	1,400	4,087		Chichester	1,166	663	1,829	
South Bedfordshire	1,853	1,016	2,869		Crawley	943	520	1,463	
Berkshire	10,065	5,024	15,089	4.5	Horsham	778	486	1,264	
Bracknell	1,152	721	1,873		Mid Sussex	911	651	1,562	
Newbury	1,166	673	1,839		Worthing	1,277	683	1,960	
Reading	3,091	1,152	4,243		Greater London	233,948	98,268	332,216	8.6
Slough	2,300	1,072	3,372		Barking and Dagenham	4,307	1,724	6,031	
Windsor and Maidenhead	1,371	733	2,104		Barnet	5,967	2,992	8,959	
Wokingham	985	673	1,658		Bexley	4,050	2,223	6,273	
Buckinghamshire	8,000	4,498	12,498	4.8	Brent	10,827	4,483	15,310	
Aylesbury Vale	1,430	947	2,377		Bromley	5,001	2,406	7,407	
Chiltern	652	385	1,037		Camden	8,961	3,807	12,768	
Milton Keynes	3,687	1,931	5,618		City of London	65	33	98	
South Buckinghamshire	564	299	863		City of Westminster	8,000	3,248	11,248	
Wycombe	1,667	936	2,603		Croydon	6,948	3,292	10,240	
East Sussex	14,755	7,495	22,250	8.3	Ealing	8,143	3,814	11,957	
Brighton	5,399	2,505	7,904		Enfield	5,971	2,733	8,704	
Eastbourne	1,642	835	2,477		Greenwich	8,471	3,708	12,179	
Hastings	2,364	1,021	3,385		Hackney	13,478	4,995	18,473	
Hove	2,227	1,139	3,366		Hammersmith and Fulham	7,769	3,145	10,914	
Lewes	1,118	748	1,866		Haringey	10,607	4,588	15,195	
Rother	980	576	1,556		Harrow	3,324	1,819	5,143	
Wealden	1,025	671	1,696		Havering	4,358	2,116	6,474	
Essex	28,974	15,454	44,428	8.1	Hillingdon	3,481	1,892	5,373	
Basildon	4,050	2,012	6,062		Hounslow	4,622	2,396	7,018	
Braintree	1,506	993	2,499		Islington	10,495	4,223	14,718	
Brentwood	907	450	1,357		Kensington and Chelsea	5,524	2,469	7,993	
Castle Point	1,573	851	2,424		Kingston-upon-Thames	1,909	948	2,857	
Chelmsford	1,768	1,178	2,946		Lambeth	15,701	5,875	21,576	
Colchester	2,637	1,668	4,305		Lewisham	11,153	4,260	15,413	
Epping Forest	1,740	970	2,710		Merton	3,345	1,546	4,891	
Harlow	1,582	926	2,508		Newham	10,609	3,796	14,405	
Maldon	736	436	1,172		Redbridge	4,970	2,368	7,338	
Rochford	980	581	1,561		Richmond-upon-Thames	2,353	1,296	3,649	
Southend-on-Sea	4,150	1,826	5,976		Southwark	13,864	4,873	18,737	
Tendring	3,038	1,453	4,491		Sutton	2,335	1,243	3,578	
Thurrock	3,780	1,781	5,561		Tower Hamlets	11,129	3,114	14,243	
Uttlesford	527	349	876		Waltham Forest	7,154	2,998	10,152	
Hampshire	31,182	15,268	46,450	7.2	Wandsworth	9,057	3,845	12,902	
Basingstoke and Deane	1,515	793	2,308		EAST ANGLIA				
East Hampshire	997	676	1,673		Cambridgeshire	11,575	6,204	17,779	6.2
Eastleigh	1,432	865	2,297		Cambridge	1,903	843	2,746	
Fareham	1,442	977	2,419		East Cambridgeshire	538	423	961	
Gosport	1,704	1,105	2,809		Fenland	1,766	934	2,700	
Hart	567	414	981		Huntingdon	1,619	1,261	2,880	
Havant	3,338	1,336	4,674		Peterborough	4,944	2,083	7,027	
New Forest	2,580	1,263	3,843		South Cambridgeshire	805	660	1,465	
Portsmouth	6,417	2,854	9,271		Norfolk	18,705	9,516	28,221	9.6
Rushmoor	936	703	1,639		Breckland	1,866	1,127		

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at December 10, 1987

	Male	Female	All	Rate		Male	Female	All	Rate
				†per cent employees and unemployed					†per cent employees and unemployed
Gloucestershire	9,802	5,493	15,295	7.1	Nottinghamshire	37,790	14,352	52,142	11.1
Cheltenham	2,055	1,000	3,055		Ashfield	3,984	1,281	5,265	
Cotswold	750	538	1,288		Bassetlaw	3,932	1,747	5,679	
Forest of Dean	1,603	1,043	2,646		Broxtowe	2,575	1,182	3,757	
Gloucester	2,605	1,116	3,721		Gedling	2,627	1,314	3,941	
Stroud	1,546	1,076	2,622		Mansfield	4,235	1,436	5,671	
Tewkesbury	1,243	720	1,963		Newark	3,375	1,375	4,750	
					Nottingham	15,116	5,000	20,116	
Somerset	8,194	5,262	13,456	8.0	Rushcliffe	1,946	1,017	2,963	
Mendip	1,469	1,055	2,524						
Sedgemoor	2,042	1,233	3,275						
Taunton Deane	1,804	975	2,779						
West Somerset	823	533	1,356						
Yeovil	2,056	1,466	3,522						
Wiltshire	9,141	5,906	15,047	6.8					
Kennet	811	604	1,415						
North Wiltshire	1,586	1,128	2,714						
Salisbury	1,432	994	2,426						
Thamesdown	3,843	2,035	5,878						
West Wiltshire	1,469	1,145	2,614						
WEST MIDLANDS					YORKSHIRE AND HUMBERSIDE				
Hereford and Worcester	14,878	8,560	23,438	9.2	Humberside	34,494	13,879	48,373	13.6
Bromsgrove	2,133	1,236	3,369		Beverley	1,918	1,156	3,074	
Hereford	1,281	757	2,038		Boothferry	1,970	1,047	3,017	
Leominster	734	383	1,117		Cleethorpe	2,677	1,144	3,821	
Malvern Hills	1,697	821	2,518		East Yorkshire	1,938	1,147	3,085	
Redditch	2,048	1,193	3,241		Glanford	1,708	882	2,590	
South Herefordshire	921	590	1,511		Great Grimsby	4,824	1,812	6,436	
Worcester	2,276	1,028	3,304		Holderness	1,141	659	1,800	
Wyche	1,502	851	2,353		Kingston-upon-Hull	15,069	5,096	20,165	
Wyre Forest	2,286	501	2,787		Scunthorpe	3,249	1,136	4,385	
Shropshire	11,221	5,693	16,914	11.2	North Yorkshire	14,471	8,342	22,813	8.7
Bridgnorth	1,042	684	1,726		Craven	706	459	1,165	
North Shropshire	1,000	630	1,630		Hambleton	1,329	815	2,144	
Oswestry	728	405	1,133		Harrogate	2,040	1,272	3,312	
Shrewsbury and Atcham	2,145	1,187	3,332		Richmondshire	766	645	1,411	
South Shropshire	746	411	1,157		Ryedale	1,146	782	1,928	
The Wrekin	5,560	2,376	7,936		Scarborough	3,482	1,707	5,189	
					Selby	1,698	1,145	2,843	
					York	3,324	1,517	4,841	
Staffordshire	27,721	14,606	42,327	9.9	South Yorkshire	65,465	24,559	90,024	16.0
Cannock Chase	2,927	1,590	4,517		Barnsley	11,379	3,798	15,177	
East Staffordshire	2,559	1,287	3,846		Doncaster	15,047	5,739	20,786	
Lichfield	1,946	1,243	3,189		Rotherham	12,381	4,517	16,898	
Newcastle-under-Lyme	2,967	1,530	4,497		Sheffield	26,658	10,505	37,163	
South Staffordshire	2,685	1,480	4,165						
Stafford	2,352	1,443	3,795						
Staffordshire Moorlands	1,551	1,151	2,702						
Stoke-on-Trent	8,079	3,590	11,669		West Yorkshire	71,165	30,121	101,286	11.0
Tamworth	2,655	1,292	3,947		Bradford	17,882	6,940	24,822	
					Calderdale	5,317	2,873	8,190	
					Kirkstede	10,862	5,230	16,092	
					Leeds	24,624	10,337	34,961	
					Wakefield	12,480	4,741	17,221	
Warwickshire	11,111	6,717	17,828	8.8	NORTH WEST				
North Warwickshire	1,594	888	2,482		Cheshire	28,563	13,316	41,879	10.9
Nuneaton and Bedworth	3,734	2,035	5,769		Chester	3,987	1,778	5,765	
Rugby	1,791	1,261	3,052		Congleton	1,175	884	2,059	
Stratford-on-Avon	1,465	1,004	2,469		Crewe and Nantwich	2,607	1,393	4,000	
Warwick	2,527	1,529	4,056		Ellesmere Port and Neston	3,330	1,412	4,742	
					Halton	6,565	2,410	8,975	
					Macclesfield	2,567	1,469	4,036	
					Vale Royal	3,080	1,583	4,663	
					Warrington	5,252	2,387	7,639	
West Midlands	124,704	50,069	174,773	13.2	Lancashire	44,010	19,918	63,928	11.7
Birmingham	54,471	20,804	75,275		Blackburn	5,313	2,029	7,342	
Coventry	14,530	6,240	20,770		Blackpool	7,712	3,293	11,005	
Dudley	10,592	4,855	15,447		Burnley	3,045	1,280	4,325	
Sandwell	14,592	5,771	20,363		Chorley	2,112	1,234	3,346	
Solihull	5,812	3,135	8,947		Fylde	1,371	756	2,127	
Walsall	11,457	4,188	15,645		Hyndburn	1,974	997	2,971	
Wolverhampton	13,250	5,076	18,326		Lancaster	4,642	2,091	6,733	
					Pendle	2,092	1,103	3,195	
					Preston	5,116	1,839	6,955	
					Ribble Valley	506	405	911	
					Rossendale	1,468	706	2,174	
					South Ribble	2,042	1,190	3,232	
					West Lancashire	4,176	1,820	5,996	
					Wyre	2,438	1,175	3,613	
EAST MIDLANDS					Greater Manchester	103,645	43,116	146,761	12.8
Derbyshire	30,022	12,949	42,971	11.0	Bolton	9,925	4,080	14,005	
Amber Valley	2,777	1,197	3,974		Bury	4,536	2,333	6,869	
Bolsover	3,016	1,110	4,126		Manchester	29,357	10,082	39,439	
Chesterfield	4,197	1,714	5,911		Oldham	7,135	3,406	10,541	
Derby	9,169	3,421	12,590		Rochdale	7,488	3,427	10,915	
Erewash	2,921	1,297	4,218		Salford	11,407	4,074	15,481	
High Peak	1,810	1,201	3,011		Stockport	7,438	3,665	11,103	
North East Derbyshire	3,439	1,520	4,959		Tameside	7,585	3,693	11,278	
South Derbyshire	1,644	793	2,437		Trafford	6,583	2,779	9,362	
West Derbyshire	1,049	696	1,745		Wigan	12,191	5,577	17,768	
Leicestershire	20,185	9,997	30,182	7.4	Merseyside	86,924	31,562	118,486	18.8
Blaby	941	690	1,631		Knowsley	12,096	4,124	16,220	
Hinckley and Bosworth	1,541	930	2,471		Liverpool	37,021	12,862	49,883	
Charnwood	2,212	1,362	3,574		St Helens	8,756	3,308	12,064	
Harborough	695	503	1,198		Sefton	12,915	5,166	18,081	
Leicester	11,012	4,366	15,378		Wirral	16,136	6,102	22,238	
Melton	623	508	1,131						
North West Leicestershire	2,175	891	3,066						
Qadby and Wigston	603	448	1,051						
Rutland	383	299	682						
Lincolnshire	15,945	8,267	24,212	11.2	NORTH				
Boston	1,344	666	2,010		Cleveland	33,917	10,965	44,882	18.5
East Lindsey	4,161	1,968	6,129		Hartlepool	5,990	1,775	7,765	
Lincoln	3,793	1,580	5,373		Langbaugh	8,327	2,715	11,042	
North Kesteven	1,485	940	2,425		Middlesbrough	10,349	3,147	13,496	
South Holland	1,135	777	1,912		Stockton-on-Tees	9,251	3,328	12,579	
South Kesteven	2,132	1,325	3,457						
West Lindsey	1,895	1,011	2,906						
Northamptonshire	10,747	6,283	17,030	7.2	Cumbria	11,979	7,063	19,042	9.3
Corby	1,817	948	2,765		Allerdale	2,835	1,598	4,433	
Daventry	768	691	1,459		Barrow-in-Furness	2,055	1,274	3,329	
East Northamptonshire	741	527	1,268		Carlisle	2,782	1,557	4,339	
Kettering	1,263	786	2,049		Copeland	2,115	1,107	3,222	
Northampton	4,218	2,055	6,273		Eden	657	518	1,175	
South Northamptonshire	531	504	1,035		South Lakeland	1,535	1,009	2,544	
Wellingborough	1,409	772	2,181						

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at December 10, 1987

	Male	Female	All	Rate		Male	Female
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2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at December 10, 1987

	Male	Female	All		Male	Female	All				
SOUTH EAST											
Bedfordshire											
Luton South	4,027	1,548	5,575	Epsom and Ewell	925	485	1,410				
Mid Bedfordshire	1,247	958	2,205	Esher	835	349	984				
North Bedfordshire	2,255	1,108	3,363	Guildford	893	385	1,278				
North Luton	2,403	1,072	3,475	Mole Valley	694	364	1,058				
South West Bedfordshire	1,707	981	2,688	North West Surrey	909	574	1,483				
Berkshire											
East Berkshire	1,398	835	2,233	Reigate	798	422	1,220				
Newbury	968	548	1,516	South West Surrey	701	335	1,036				
Reading East	1,871	720	2,591	Spelthorne	950	617	1,567				
Reading West	1,595	661	2,256	Woking	1,070	496	1,566				
Slough	2,300	1,072	3,372	West Sussex							
Windsor and Maidenhead	1,125	619	1,744	Arundel	1,456	828	2,284				
Wokingham	808	569	1,377	Chichester	1,166	663	1,829				
Buckinghamshire											
Aylesbury	1,064	690	1,754	Crawley	1,075	635	1,710				
Beaconsfield	751	425	1,176	Horsham	778	486	1,264				
Buckingham	1,139	655	1,794	Mid Sussex	779	536	1,315				
Chesham and Amersham	648	382	1,030	Shoreham	1,015	589	1,604				
Milton Keynes	3,119	1,675	4,794	Worthing	1,277	683	1,960				
Wycombe	1,279	671	1,950	Greater London							
East Sussex											
Bexhill and Battle	888	512	1,400	Barking	2,180	779	2,959				
Brighton Kempdown	2,756	1,218	3,974	Battersea	3,697	1,468	5,165				
Brighton Pavilion	2,643	1,287	3,930	Beckenham	1,635	707	2,342				
Eastbourne	1,767	892	2,659	Bethnal Green and Stepney	5,842	1,412	7,254				
Hastings and Rye	2,576	1,151	3,727	Bexley Heath	1,111	658	1,769				
Hove	2,227	1,139	3,366	Bow and Popular	5,287	1,702	6,989				
Lewes	1,163	778	1,941	Brent East	4,739	1,815	6,554				
Wealden	735	518	1,253	Brent North	1,895	1,003	2,898				
Essex											
Basildon	3,103	1,446	4,549	Brent South	4,193	1,665	5,858				
Billerica	1,614	979	2,593	Brentford and Isleworth	2,204	1,094	3,298				
Braintree	1,284	863	2,147	Carshalton and Wallington	1,325	702	2,027				
Brentwood and Ongar	1,091	525	1,616	Chelsea	2,495	1,104	3,599				
Castle Point	1,573	851	2,424	Chingford	1,442	666	2,108				
Chelmsford	1,410	882	2,292	Chipping Barnet	1,070	612	1,682				
Epping Forest	1,361	802	2,163	Chislehurst	1,216	618	1,834				
Harlow	1,777	1,019	2,796	Croydon Central	1,835	699	2,534				
Harwich	2,657	1,208	3,865	Croydon North East	2,021	1,011	3,032				
North Colchester	1,924	1,153	3,077	Croydon North West	2,235	1,085	3,320				
Rochford	1,158	764	1,922	Croydon South	857	497	1,354				
Saffron Walden	929	592	1,521	Dagenham	2,127	945	3,072				
South Colchester and Maldon	1,830	1,196	3,026	Dulwich	2,868	1,221	4,089				
Southend East	2,451	957	3,408	Ealing North	2,105	1,030	3,135				
Southend West	1,699	869	2,568	Ealing Acton	2,880	1,240	4,120				
Thurrock	3,113	1,348	4,461	Ealing Southall	3,158	1,544	4,702				
Hampshire											
Aldershot	1,216	912	2,128	Edmonton	2,325	1,042	3,367				
Basingstoke	1,262	639	1,901	Eltham	2,009	880	2,889				
East Hampshire	1,090	738	1,828	Enfield North	2,064	932	2,996				
Eastleigh	2,020	1,131	3,151	Enfield Southgate	1,582	759	2,341				
Fareham	1,591	1,018	2,609	Erith and Crayford	2,067	1,045	3,112				
Gosport	1,825	1,225	3,050	Feltham and Heston	2,418	1,302	3,720				
Havant	2,881	1,159	4,040	Finchley	1,506	834	2,340				
New Forest	1,277	619	1,896	Fulham	3,467	1,649	5,116				
North West Hampshire	991	581	1,572	Greenwich	2,754	1,201	3,955				
Portsmouth North	2,519	1,177	3,696	Hackney North and Stoke Newington	6,418	2,468	8,886				
Portsmouth South	4,355	1,854	6,209	Hackney South and Shoreditch	7,060	2,527	9,587				
Romsey and Waterside	1,768	878	2,646	Hammersmith	4,302	1,468	5,770				
Southampton Itchen	3,950	1,520	5,470	Hampstead and Highgate	3,400	1,659	5,059				
Southampton Test	3,416	1,284	4,700	Harrow East	1,954	1,065	3,019				
Winchester	1,021	533	1,554	Harrow West	1,370	754	2,124				
Hertfordshire											
Broxbourne	1,428	809	2,237	Hayes and Harlington	1,437	775	2,212				
Hertford and Stortford	843	548	1,391	Hendon North	1,699	788	2,487				
Hertsmeire	1,265	701	1,966	Hendon South	1,692	758	2,450				
North Hertfordshire	1,475	872	2,347	Holborn and St Pancras	5,561	2,148	7,709				
South West Hertfordshire	1,091	554	1,645	Hornchurch	1,409	746	2,155				
St Albans	1,157	591	1,748	Hornsey and Wood Green	4,440	2,142	6,582				
Stevenage	1,746	1,018	2,764	Ilford North	1,424	737	2,161				
Watford	1,567	848	2,415	Ilford South	2,455	1,065	3,520				
Welwyn Hatfield	1,219	714	1,933	Islington North	5,926	2,329	8,255				
West Hertfordshire	1,438	868	2,306	Islington South and Finsbury	4,569	1,894	6,463				
Isle of Wight											
Isle of Wight	4,137	2,435	6,572	Kensington	3,029	1,365	4,394				
Kent											
Ashford	1,607	1,026	2,633	Kingston-upon-Thames	1,220	573	1,793				
Canterbury	2,100	1,054	3,154	Lewisham East	2,711	1,031	3,742				
Dartford	1,634	905	2,539	Lewisham West	3,213	1,304	4,517				
Dover	2,313	1,032	3,345	Lewisham Deptford	5,229	1,925	7,154				
Faversham	2,754	1,583	4,337	Leyton	3,386	1,324	4,710				
Folkestone and Hythe	2,634	1,149	3,783	Mitcham and Morden	1,970	892	2,862				
Gillingham	2,038	1,278	3,316	Newham North East	3,555	1,349	4,904				
Gravesend	2,447	1,316	3,763	Newham North West	3,512	1,238	4,750				
Maidstone	1,468	786	2,254	Newham South	3,542	1,209	4,751				
Medway	2,192	1,175	3,367	Norwood	5,149	1,947	7,096				
Mid Kent	1,980	1,159	3,139	Old Bexley and Sidcup	872	520	1,392				
North Thanet	3,061	1,500	4,561	Orpington	1,182	537	1,719				
Sevenoaks	1,105	588	1,693	Peckham	5,787	2,012	7,799				
South Thanet	2,507	1,184	3,691	Putney	2,233	1,031	3,264				
Tonbridge and Malling	1,174	717	1,891	Ravensbourne	968	544	1,512				
Tunbridge Wells	987	538	1,525	Richmond-upon-Thames and Barnes	1,212	729	1,941				
Oxfordshire											
Banbury	1,332	830	2,162	Romford	1,445	690	2,135				
Henley	719	383	1,102	Ruislip-Northwood	728	438	1,166				
Oxford East	1,998	866	2,864	Southwark and Bermondsey	5,209	1,640	6,849				
Oxford West and Abingdon	1,335	605	1,940	Streatham	3,920	1,489	5,409				
Wantage	803	422	1,225	Surbiton	689	375	1,064				
Witney	931	617	1,548	Sutton and Cheam	1,010	541	1,551				
Surrey											
Chertsey and Walton	977	507	1,484	The City of London							
East Surrey	696	405	1,101	and Westminster South	3,155	1,117	4,272				
				Tooting	3,127	1,346	4,473				
				Tottenham	6,167	2,446	8,613				
				Twickenham	1,141	567	1,708				
				Upminster	1,504	680	2,184				
				Uxbridge	1,316	679	1,995				
				Vauxhall	6,632	2,439	9,071				
				Walthamstow	2,326	1,008	3,334				
				Wanstead and Woodford	1,091	566	1,657				
				Westminster North	4,910	2,164	7,074				
				Wimbledon	1,375	654	2,029				
				Woolwich	3,708	1,627	5,335				
EAST ANGLIA											
Cambridgeshire											
Cambridge	1,738	766	2,504								
Huntingdon	1,409	1,095	2,504								
North East Cambridgeshire	2,096	1,162	3,258								
Peterborough	4,512	1,793	6,305								

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at December 10, 1987

	Male	Female	All		Male	Female	All				
South East Cambridgeshire											
South East Cambridgeshire	742	588	1,330	Stafford	2,058	1,190	3,248				
South West Cambridgeshire	1,078	800	1,878	Staffordshire Moorlands	1,551	1,151	2,702				
Norfolk											
Great Yarmouth	4,252	1,931	6,183	Stoke-on-Trent Central	3,151	1,271	4,422				
Mid Norfolk	1,847	957	2,804	Stoke-on-Trent North	2,978	1,377	4,355				
North Norfolk	2,422	1,251	3,673	Stoke-on-Trent South	2,485	1,295	3,780				
North West Norfolk	2,042	970	3,012	Warwickshire							
Norwich South	3,553	1,455	5,008	North Warwickshire	2,766	1,548	4,314				
South Norfolk	1,361	919	2,280	Nuneaton	2,719	1,497	4,216				
South West Norfolk	1,827	1,138	2,965	Rugby and Kenilworth	1,938	1,393	3,331				
Suffolk											
Bury St Edmunds	1,281	959	2,240	Stratford-on-Avon	1,465	1,004	2,469				
Central Suffolk	2,188	1,019	3,207	Warwick and Leamington	2,223	1,275	3,498				
Ipswich	1,332	975	2,307	West Midlands							
South Suffolk	1,248	783	2,031	Aldridge-Brownhills	2,298	1,098	3,396				
Suffolk Coastal	3,358	1,653	5,011	Birmingham Edgbaston	3,299	1,367	4,666				
Waveney				Birmingham Erdington	4,922	1,924	6,846				
SOUTH WEST											
Avon											
Bath	1,932	983	2,915	Birmingham Hall Green	3,515	1,420	4,935				
Bristol East	2,773	1,252	4,025	Birmingham Hodge Hill	4,862	1,793	6,655				
Bristol North West	2,618	1,149	3,767	Birmingham Ladywood	6,131	2,339	8,470				
Bristol South	4,081	1,599	5,680	Birmingham Northfield	5,175	1,989	7,164				
Bristol West	3,916	1,682	5,598	Birmingham Perry Barr	4,885	1,918	6,803				
Kingswood	2,037	1,097	3,134	Birmingham Small Heath	6,957	2,141	9,098				
Northavon	1,477	1,151	2,628	Birmingham Sparkbrook	6,089	1,881	7,970				
Wandsvoke	1,304	947	2,251	Birmingham Yardley	3,007	1,335	4,342				
Weston-Super-Mare	2,459	1,332	3,791	Birmingham Selly Oak	3,803	1,547	5,350				
Woodspring	1,297	963	2,260	Coventry North East	5,040	2,060	7,100				
Cornwall											
Falmouth and Camborne	3,648	1,661	5,309	Coventry North West	2,849	1,351	4,200				
North Cornwall	3,137	2,072	5,209	Coventry South East	4,095	1,539</					

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at December 10, 1987

	Male	Female	All		Male	Female	All
North Yorkshire				Stockport	2,584	1,109	3,693
Harrogate	1,549	859	2,408	Stretford	5,671	2,096	7,767
Richmond	1,939	1,358	3,297	Wigan	4,254	1,743	5,997
Ryedale	1,535	990	2,525	Worsley	3,416	1,508	4,924
Scarborough	3,162	1,546	4,708	Merseyside			
Selby	1,765	1,200	2,965	Birkenhead	6,404	1,900	8,304
Skipton and Ripon	1,197	872	2,069	Bootle	7,095	2,240	9,335
York	3,324	1,517	4,841	Crosby	3,064	1,543	4,607
South Yorkshire				Knowsley North	6,176	1,972	8,148
Barnsley Central	4,034	1,236	5,270	Knowsley South	5,920	2,152	8,072
Barnsley East	3,684	1,195	4,879	Liverpool Broadgreen	5,682	2,147	7,829
Barnsley West and Penistone	3,661	1,367	5,028	Liverpool Garston	5,068	1,771	6,839
Don Valley	4,566	1,737	6,303	Liverpool Mossley Hill	4,880	1,922	6,802
Doncaster Central	5,112	2,032	7,144	Liverpool Riverside	7,821	2,521	10,342
Doncaster North	5,369	1,970	7,339	Liverpool Walton	7,415	2,540	9,955
Rother Valley	3,733	1,546	5,279	Liverpool West Derby	6,155	1,961	8,116
Rotherham	4,452	1,469	5,921	Southport	2,756	1,383	4,139
Sheffield Central	7,043	2,319	9,362	St Helens North	4,031	1,529	5,560
Sheffield Attercliffe	3,820	1,561	5,381	St Helens South	4,725	1,779	6,504
Sheffield Brightside	5,318	1,687	7,005	Wallasey	4,843	1,795	6,638
Sheffield Hallam	2,604	1,431	4,035	Wirral South	2,256	1,163	3,419
Sheffield Heeley	4,569	1,765	6,334	Wirral West	2,633	1,244	3,877
Sheffield Hillsborough	3,304	1,742	5,046				
Wentworth	4,196	1,502	5,698	NORTH			
West Yorkshire				Cleveland			
Batley and Spennings	2,879	1,261	4,140	Hartlepool	5,990	1,775	7,765
Bradford North	4,913	1,628	6,541	Langbaurgh	5,017	1,707	6,724
Bradford South	3,591	1,407	4,998	Middlesbrough	7,001	2,097	9,098
Bradford West	5,456	1,830	7,286	Redcar	5,708	1,713	7,421
Calder Valley	2,081	1,310	3,391	Stockton North	5,663	1,874	7,537
Colne Valley	2,077	1,173	3,250	Stockton South	4,538	1,799	6,337
Dewsbury	2,824	1,331	4,155				
Elmet	2,014	947	2,961	Cumbria			
Halifax	3,236	1,563	4,799	Barrow and Furness	2,364	1,478	3,842
Hemsworth	3,675	1,228	4,903	Carlisle	2,313	1,212	3,525
Huddersfield	3,082	1,465	4,547	Copeland	2,115	1,107	3,222
Keighley	2,157	1,097	3,254	Penrith and the Borders	1,572	1,191	2,763
Leeds Central	4,934	1,752	6,686	Westmorland and Lonsdale	1,294	862	2,156
Leeds East	4,813	1,571	6,384	Workington	2,321	1,213	3,534
Leeds North East	2,708	1,272	3,980				
Leeds North West	2,241	1,108	3,349	Durham			
Leeds West	3,346	1,447	4,793	Bishop Auckland	3,984	1,554	5,538
Morley and Leeds South	2,604	1,056	3,660	City of Durham	2,898	1,172	4,070
Normanton	2,143	1,071	3,214	Darlington	3,663	1,511	5,174
Pontefract and Castleford	3,938	1,423	5,361	Easington	3,973	1,307	5,280
Pudsey	1,495	946	2,441	North Durham	4,042	1,496	5,538
Shipley	1,765	978	2,743	North West Durham	3,625	1,275	4,900
Wakefield	3,193	1,257	4,450	Sedgefield	3,069	1,116	4,185
NORTH WEST				Northumberland			
Cheshire				Berwick-upon-Tweed	2,508	1,073	3,581
City of Chester	3,425	1,422	4,847	Blyth Valley	3,284	1,233	4,517
Congleton	1,255	964	2,219	Hexham	1,163	795	1,958
Crewe and Nantwich	2,527	1,313	3,840	Wansbeck	3,769	1,177	4,946
Eddisbury	2,510	1,195	3,705				
Ellesmere Port and Neston	3,587	1,579	5,166	Tyne and Wear			
Haltwhistle	4,623	1,910	6,533	Blaydon	3,136	1,130	4,266
Macclesfield	1,574	949	2,523	Gateshead East	4,237	1,534	5,771
Tatton	1,868	1,097	2,965	Houghton and Washington	5,173	1,882	7,055
Warrington North	3,599	1,487	5,086	Jarrow	5,010	1,551	6,561
Warrington South	3,595	1,400	4,995	Newcastle upon Tyne Central	3,835	1,458	5,293
				Newcastle upon Tyne East	4,818	1,632	6,450
				Newcastle upon Tyne North	3,906	1,466	5,372
				South Shields	4,831	1,637	6,468
				Sunderland North	7,009	2,079	9,088
				Sunderland South	5,475	2,036	7,511
				Tyne Bridge	6,556	1,825	8,381
				Tynemouth	4,080	1,484	5,564
				Wallsend	4,921	1,868	6,789
Lancashire				WALES			
Blackburn	4,573	1,554	6,127	Clywd			
Blackpool North	3,797	1,499	5,296	Alyn and Deeside	2,232	1,089	3,321
Blackpool South	3,915	1,794	5,709	Clywd North West	3,384	1,529	4,913
Burnley	3,045	1,280	4,325	Clywd South West	2,174	1,040	3,214
Chorley	2,226	1,323	3,549	Delyn	2,744	1,206	3,950
Fylde	1,584	854	2,438	Wrexham	2,578	1,141	3,719
Hyndburn	1,977	997	2,974				
Lancaster	2,024	905	2,929	Dyfed			
Morecambe and Lunesdale	2,789	1,300	4,089	Carmarthen	2,502	1,201	3,703
Pendle	2,092	1,103	3,195	Ceredigion and Pembroke North	2,630	1,186	3,816
Preston	4,516	1,465	5,981	Llanelli	2,731	1,186	3,917
Ribble Valley	893	681	1,574	Pembroke	4,303	1,839	6,142
Rossendale and Darwen	2,208	1,181	3,389				
South Ribble	2,042	1,190	3,232	Gwent			
West Lancashire	4,062	1,731	5,793	Elaenau Gwent	3,310	977	4,287
Wyre	2,267	1,061	3,328	Islwyn	2,293	859	3,152
				Mormouth	1,806	950	2,756
				Newport East	2,836	1,212	4,048
				Newport West	3,225	1,200	4,425
				Torfaen	2,971	1,276	4,247
				Gwynedd			
				Caernarfon	2,505	1,040	3,545
				Conwy	2,495	1,140	3,635
				Meirionnydd nant Conwy	1,301	737	2,038
				Ynys Mon	2,957	1,358	4,315
				Mid Glamorgan			
				Bridgend	2,262	956	3,218
				Caerphilly	3,462	1,089	4,551
				Cynon Valley	2,918	883	3,801
				Merthyr Tydfil and Rhymney	3,406	1,126	4,532
				Ogmore	2,917	837	3,754
				Pontypridd	2,893	1,009	3,902
				Rhondda	3,246	1,054	4,300

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at December 10, 1987

	Male	Female	All		Male	Female	All
Powys				Strathclyde region			
Brecon and Radnor	1,355	765	2,120	Argyll and Bute	2,334	1,443	3,777
Montgomery	1,131	681	1,812	Ayr	3,135	1,369	4,504
				Carrick, Cumnock and Doon Valley	4,578	1,560	6,138
South Glamorgan				Clydebank and Milngavie	3,313	1,104	4,417
Cardiff Central	3,718	1,494	5,212	Clydesdale	3,044	1,379	4,423
Cardiff North	1,498	683	2,181	Cumbernauld and Kilsyth	2,690	1,327	4,017
Cardiff South and Penarth	3,601	1,020	4,621	Cunninghame North	3,456	1,576	5,032
Cardiff West	3,932	1,216	5,148	Cunninghame South	4,052	1,494	5,546
Vale of Glamorgan	2,962	1,331	4,293	Dumbarton	3,473	1,915	5,388
				East Kilbride	2,699	1,540	4,239
West Glamorgan				Eastwood	1,960	1,053	3,013
Aberavon	2,683	799	3,482	Glasgow Cathcart	2,827	1,084	3,911
Gower	1,958	908	2,866	Glasgow Central	5,426	1,829	7,255
Neath	2,542	1,027	3,569	Glasgow Garscadden	4,282	1,203	5,485
Swansea East	3,515	1,115	4,630	Glasgow Govan	4,305	1,329	5,634
Swansea West	3,766	1,238	5,004	Glasgow Hillhead	3,640	1,730	5,370
				Glasgow Maryhill	5,589	1,905	7,494
SCOTLAND				Glasgow Pollock	5,281	1,575	6,856
Borders region				Glasgow Provan	5,913	1,626	7,539
Roxburgh and Berwickshire	1,181	618	1,799	Glasgow Rutherglen	4,457	1,498	5,955
Tweeddale, Ettrick and Lauderdale	999	500	1,499	Glasgow Shettleston	4,685	1,401	6,086
				Glasgow Springburn	5,939	1,886	7,825
Central region				Greenock and Port Glasgow	6,069	1,766	7,835
Clackmannan	2,940	1,272	4,212	Hamilton	4,055	1,625	5,680
Falkirk East	2,562	1,249	3,811	Kilmarnock and Loudoun	3,612	1,420	5,032
Falkirk West	2,348	1,266	3,614	Monklands East	3,941	1,509	5,450
Stirling				Monklands West	3,150	1,369	4,519
				Motherwell North	3,956	1,589	5,545
Dumfries and Galloway region				Motherwell South	3,377	1,194	4,571
Dumfries	2,217	1,225	3,442	Paisley North	3,605	1,490	5,095
Galloway and Upper Nithsdale	2,353	1,216	3,569	Paisley South	3,413	1,374	4,787
				Renfrew West and Inverclyde	2,274	1,133	3,407
Fife region				Strathkelvin and Bearsden	2,120	1,063	3,183
Central Fife	3,555	1,674	5,229				
Dunfermline East	3,118	1,371	4,489	Tayside region			
Dunfermline West	2,287	1,101	3,388	Angus East	2,418	1,421	3,839
Kirkcaldy	3,228	1,400	4,628	Dundee East	4,936	2,068	7,004
North East Fife	1,493	957	2,450	Dundee West	3,910	1,745	5,655
				North Tayside	1,779	1,017	2,796
Grampian region				Perth and Kinross	2,309	1,198	3,507
Aberdeen North	3,072	1,097	4,169				
Aberdeen South	2,488	1,033	3,521	Orkney and Sh			

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1986 Dec 11	917	654	45	123	207	156	121	200	59	89	207	2,124	—	2,124
1987 Jan 8	1,333	793	95	263	378	272	304	490	213	236	425	4,009	—	4,009
Feb 12	745	529	43	120	193	123	99	209	44	85	161	1,822	—	1,822
Mar 12	676	477	42	105	179	115	107	215	49	82	196	1,766	—	1,766
Apr 9	1,061	619	101	233	383	244	263	388	149	190	890	3,902	—	3,902
May 14	752	512	51	121	242	150	191	317	113	125	729	2,791	—	2,791
June 11	1,311	808	98	236	508	295	446	858	326	242	4,322	8,642	2,440	11,082
July 9	22,949	10,015	2,783	6,631	10,941	6,962	12,329	14,940	6,721	8,531	19,435	112,222	7,997	120,219
Aug 13	29,620	14,557	2,792	8,320	12,814	8,114	13,633	18,293	7,192	9,354	19,795	129,927	8,561	138,488
Sept 10	31,640	14,780	3,179	9,082	13,789	9,181	15,335	20,237	8,161	10,321	18,797	139,722	9,494	149,216
Oct 8	5,393	2,737	308	981	1,364	1,003	1,484	2,003	713	1,227	5,821	20,297	2,269	22,566
Nov 12	907	740	19	86	137	81	160	244	72	90	250	2,046	—	2,046
Dec 10	785	663	25	78	139	64	110	202	68	72	195	1,738	—	1,738

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 Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1986 Dec 11	205	70	149	120	738	534	869	769	412	200	2,255	6,251	1,598	7,849
1987 Jan 8	293	93	279	132	791	587	1,100	845	373	231	2,807	7,438	1,489	8,927
Feb 12	513	117	175	179	1,264	1,033	1,573	958	800	299	2,394	9,188	1,792	10,980
Mar 12	404	64	155	114	930	349	1,274	797	1,461	291	1,996	7,771	1,494	9,265
Apr 9	326	73	115	50	734	910	984	1,446	536	147	2,039	7,287	1,338	8,625
May 14	164	82	161	55	585	524	901	1,374	259	108	1,934	6,065	1,205	7,270
June 11	173	122	31	53	720	427	649	366	734	107	1,541	4,801	1,107	5,908
July 9	162	101	78	28	461	133	674	612	840	78	1,556	4,622	1,051	5,673
Aug 13	117	65	10	35	270	258	408	293	154	109	1,359	3,013	838	3,851
Sept 10	119	79	67	28	199	342	299	285	185	83	1,380	2,987	927	3,914
Oct 8	86	46	16	47	201	234	468	215	316	144	1,778	3,505	1,196	4,701
Nov 12	75	40	49	32	172	564	369	284	195	243	1,849	3,832	869	4,701
Dec 10	66	49	39	27	185	262	541	241	187	199	1,598	3,345	967	4,312

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

* Included in South East.

UNEMPLOYMENT

Selected countries

	United Kingdom†	Australia xx	Austria*	Belgium‡	Canada xx	Denmark†	France*	Germany (FR)*	Greece**	Irish Republic**	Italy||	Japan¶	Netherlands*	Norway*	Spain**	Sweden xx	Switzerland*	United States xx	
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED																			
Monthly																			
1986 Dec	3,229	656	202	445	1,180	216	2,689	2,218	139	250	3,277	1,610	705	36.0	2,902	98	24.0	7,461	
1987 Jan	3,297	671	234	462	1,342	271	2,729	2,497	148	255	3,330	1,820	713	41.5	2,972	93	26.6	8,620	
Feb	3,226	700	225	453	1,335	252	2,699	2,488	146	253	3,404	1,850	709	39.7	2,988	94	25.4	8,503	
Mar	3,143	703	205	450	1,397	248	2,679	2,412	136	249	3,348	1,940	692	36.5	2,977	94	23.6	8,124	
Apr	3,107	652	167	442	1,271	232	2,593	2,216	116	251	3,143	1,900	668	31.1	2,946	82	22.5	7,306	
May	2,986	635	141	432	1,177	208	2,522	2,099	100	246	3,218	1,910	653	26.7	2,884	74	21.6	7,318	
June	2,905	604	122	424	1,142	195	2,459	2,097	91	247	3,213	1,760	658	28.8	2,839	74	20.7	7,655	
July	2,906	610	120	438	1,158	187	2,488	2,176	90	249	3,219	1,590	692	29.0	2,821	81	20.3	7,453	
Aug	2,866	602	119	429	1,102	199	2,575	2,165	84	249	3,262	1,660	694	31.7	2,812	108	19.7	7,088	
Sept	2,870	598	126	423	1,030	202	2,674	2,107	..	242	3,326	1,660	687	29.8	2,879	85	..	6,857	
Oct	2,751	585	147	423	1,000	..	2,697	2,093	..	238	3,328	..	638	..	..	76	..	6,845
Nov	2,686	567	..	417	1,024	..	2,670	2,133	..	241	..	..	680	..	..	..	..	6,802
Dec	2,696	..	..	..	1,025	..	..	2,308	..	250	..	..	..	..	..	..	..	6,526
Percentage rate: latest month	9.7	7.3	4.9	15.2	7.9	7.4	10.8	8.2	4.6	19.5	14.5	2.7	13.9	2.2	20.6	1.7	0.7	5.4	
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED																			
Annual averages																			
1984	2,999	642	130	512	1,397	270	2,309	2,265	71	214	2,955	1,613	823	67.1	2,477	136	32.1	8,539	
1985	3,113	597	140	478	1,329	245	2,425	2,305	89	231	2,959	1,566	762	51.6	2,543	124	27.0	8,312	
1986	3,180	611	152	443	1,236	214	2,517	2,223	110	236	3,173	1,667	712	35.9	2,759	98	22.8	8,237	
1987	2,881	..	..	..	1,172	..	..	2,233	..	247	..	..	..	..	..	..	..	7,411
Monthly																			
1986 Dec	3,119	645	175	445	1,215	212	2,574	2,178	..	245	..	1,720	695	33.4	2,849	99	..	7,949	
1987 Jan	3,114	638	176	444	1,255	216	2,613	2,193	..	245	2,724	1,790	691	35.0	2,869	80	..	8,023	
Feb	3,066	632	168	437	1,252	213	2,655	2,188	..	246	..	1,770	691	35.0	2,889	95	..	7,967	
Mar	3,040	651	179	440	1,254	217	2,676	2,225	..	246	..	1,740	693	34.3	2,897	95	..	7,854	
Apr	3,018	641	163	440	1,211	218	2,659	2,226	..	250	2,783	1,800	689	31.5	2,900	90	..	7,500	
May	2,952	634	162	438	1,188	219	2,661	2,219	..	250	..	1,940	684	31.6	2,912	92	..	7,546	
June	2,925	619	161	442	1,175	217	2,645	2,240	..	250	..	1,800	682	32.3	2,920	87	..	7,260	
July	2,876	645	154	441	1,190	217	2,638	2,251	..	250	2,945	1,660	686	30.5	2,926	81	..	7,224	
Aug	2,829	630	158 e	434	1,151	215	2,649	2,247	..	249	..	1,700	681	29.5	2,924	93	..	7,221	
Sept	2,773	596	160	430	1,130	216	2,597	2,252	..	247	..	1,670	681	31.8	..	65	..	7,091	
Oct	2,712	635	166	427	1,111	..	2,572	2,249	..	244	..	..	683	..	..	77	..	7,177
Nov	2,649	619	..	425 e	1,081	..	2,546	2,243	..	245	..	..	682	..	..	..	..	7,090
Dec	2,614	..	..	..	1,070	..	..	2,262	..	246	..	..	..	..	..	..	..	6,978
Percentage rate: latest month	9.4	8.0	5.6	15.5	8.1	7.9	10.4	8.0	..	246	12.4	2.7	14.0	2.1	20.9	1.8	..	5.8	
latest three months change on previous three months	-0.6	-0.2	N/C	-0.4	-0.6	-0.1	-0.3	N/C	..	-0.3	+0.4	-0.3	N/C	+0.1	+0.1	-0.3	..	-0.1	
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)																			
Latest month	Oct	Oct	1985	Oct	Oct	..	Oct	Oct	..	..	1985	Sept	Oct	Aug	May	Oct	1985	Oct
Per cent	9.4	8.1	3.6	10.6	8.4	..	10.5	7.0	..	..	(10.5) (3)	2.8	9.5	1.9	20.1	1.8	0.9	5.9

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 unadjusted series includes school leavers. The seasonally adjusted series excludes school leavers, and also 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 total employees.
 ** Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.
 ‡ 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.
 xx Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.
 e Estimated.
 N/C no change.

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM		INFLOW†											
Month ending	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
	1986 Dec 11	356.6	8.7	347.9	-9.1	235.6	4.9	230.7	-4.5	121.0	50.8	3.8	117.2	-4.7
1987 Jan 8	368.7	13.3	355.4	-8.3	231.5	7.5	224.0	-6.0	137.1	56.1	5.8	131.4	-2.3
Feb 12	398.8	11.6	387.2	+11.8	263.2	6.6	256.6	+19.5	135.7	56.5	5.0	130.6	-7.7
Mar 12	342.1	8.5	333.7	-23.7	221.0	4.9	216.2	-19.1	121.1	53.8	3.6	117.5	-4.6
Apr 9	357.1	7.0	350.1	-3.8	232.6	4.0	228.6	+3.6	124.5	56.8	3.0	121.6	-7.3
May 12	320.8	21.9	298.9	-38.2	204.8	12.9	191.9	-24.1	116.0	49.9	9.1	107.0	-14.1
June 11	315.5	10.2	305.3	-38.3	201.9	5.8	196.0	-22.2	113.7	48.0	4.4	109.3	-16.1
July 9	429.1	10.7	418.4	-35.2	263.3	5.7	257.6	-16.7	165.8	55.2	5.0	160.8	-18.5
Aug 13	384.4	8.0	376.4	-14.8	237.6	4.4	233.2	-8.1	146.8	56.9	3.5	143.2	-6.7
Sept 10	456.6	55.5	401.1	-41.9	281.3	32.2	249.1	-17.7	175.2	54.0	23.2	152.0	-24.3
Oct 8	420.2	25.6	394.6	-40.2	264.9	14.2	250.6	-22.5	155.4	53.9	11.4	144.0	-17.7
Nov 12	375.3	10.8	364.5	-38.5	241.1	6.1	235.0	-24.8	134.2	52.0	4.8	129.4	-13.7
Dec 10	328.6	7.5	321.1	-26.8	217.6	4.3	213.3	-17.4	111.0	44.8	3.2	107.8	-9.4

UNITED KINGDOM		OUTFLOW†											
Month ending	Male and Female				Male				Female				
	All	School leavers‡	Excluding school leavers	Change since previous year††	All	School leavers‡	Excluding school leavers	Change since previous year††	All	Married	School leavers‡	Excluding school leavers	Change since previous year††
	1986 Dec 11	343.2	13.3	329.9	-6.8	212.4	7.4	205.0	-2.3	130.8	50.9	5.9	124.9	-4.4
1987 Jan 8	294.9	8.1	286.9	+61.4	176.4	4.4	172.0	+37.1	118.5	53.9	3.7	114.9	+24.3
Feb 12	460.8	14.5	446.3	+44.1	296.5	8.2	288.4	+32.0	164.2	70.8	6.3	157.9	+12.0
Mar 12	431.4	11.5	419.9	+50.3	278.3	6.5	271.8	+35.8	153.1	64.9	5.0	148.1	+14.5
Apr 9	396.4	8.4	388.0	+6.6	257.3	4.7	252.6	+3.5	139.1	59.3	3.7	135.4	+3.1
May 12	425.4	10.7	414.7	+14.2	272.3	6.2	266.1	+5.7	153.2	67.7	4.6	148.6	+8.4
June 11	403.4	11.7	391.8	+9.3	264.0	6.6	257.5	+8.3	139.4	59.3	5.1	134.3	+1.0
July 9	427.9	12.1	415.7	+16.7	279.0	6.8	272.2	+13.5	148.9	60.5	5.3	143.5	+3.2
Aug 13	419.6	10.1	409.6	+20.9	270.7	5.5	265.2	+16.2	148.9	56.4	4.6	144.4	+4.8
Sept 10	451.8	12.9	438.9	-3.9	277.6	7.4	270.1	+2.9	174.2	67.1	5.6	168.6	-7.0
Oct 8	549.0	30.5	518.5	-2.9	340.9	17.8	323.1	+4.4	208.1	68.4	12.7	195.3	-7.4
Nov 12	432.3	18.4	413.9	+3.8	273.8	10.6	263.3	+9.7	158.5	61.9	7.9	150.6	-6.0
Dec 10	317.5	10.1	307.4	-22.5	203.6	5.8	197.9	-7.1	113.9	42.7	4.3	109.5	-15.4

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.

† The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

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

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

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

UNEMPLOYMENT

Flows by age; standardised**; not seasonally adjusted,
computerised records only

INFLOW

OUTFLOW

THOUSAND

Great Britain Month ending	Age group																			
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages	Under 18	18-19	20-24	25-29	30-34	35-44	45-54§	55-59§	60 and over§	All ages
MALE																				
1986 Dec 11	16.9	24.1	54.4	32.8	22.8	35.3	24.5	10.8	7.6	229.3	15.1	22.1	47.1	26.3	17.9	28.4	18.4	7.3	7.9	190.5
1987 Jan 8	18.0	22.3	51.2	31.3	21.7	34.2	25.5	12.2	8.5	225.0	9.7	15.2	35.6	21.3	14.5	22.8	15.1	6.1	7.1	147.5
Feb 12	18.8	26.9	60.3	37.9	25.9	39.8	27.0	11.6	7.9	256.0	18.0	26.7	62.4	38.6	26.8	41.6	25.8	9.8	10.4	260.2
Mar 12	14.9	23.0	50.8	30.7	21.1	32.9	24.0	10.5	7.1	215.2	15.7	26.2	59.4	36.2	25.3	39.0	25.2	9.6	9.9	246.5
Apr 9	13.4	22.5	52.0	31.7	22.0	34.6	28.0	13.1	8.6	226.0	12.5	24.0	54.2	33.1	23.4	36.3	23.7	9.6	9.5	226.3
May 14	20.8	20.2	44.9	27.6	19.0	28.8	20.5	9.7	6.9	198.4	13.2	24.8	58.0	35.4	24.1	37.6	24.6	10.4	9.7	237.8
June 11	14.6	22.0	47.8	28.1	18.7	28.2	19.8	9.4	6.7	195.3	13.1	24.8	57.5	35.7	24.4	37.8	24.4	9.9	9.4	237.0
July 9	15.3	30.6	83.3	33.9	21.4	31.4	21.7	10.7	7.5	255.9	13.8	27.3	62.1	36.3	24.7	38.1	24.4	9.7	9.3	245.6
Aug 13	14.4	27.8	65.3	33.2	21.2	30.9	21.5	10.3	6.9	231.6	12.4	26.0	64.7	35.1	23.2	35.4	23.0	9.2	9.1	238.0
Sept 10	42.9	40.6	62.0	33.1	21.4	31.4	22.5	11.3	6.8	272.1	15.6	28.2	69.8	36.4	23.4	35.1	22.4	9.1	8.7	248.6
Oct 8	21.0	26.3	50.9	28.4	17.8	26.5	18.8	9.2	6.3	205.2	21.8	35.2	65.2	32.6	21.6	31.4	19.3	7.9	7.5	242.5
Nov 12	17.8	26.1	58.2	34.3	22.3	34.1	23.6	11.1	7.1	234.6	19.6	27.0	59.7	35.2	23.2	35.2	22.7	9.2	9.1	241.0
Dec 10	14.9	22.3	51.3	32.1	21.4	32.1	21.7	9.9	6.3	211.9	12.3	19.6	44.3	26.6	17.6	27.7	18.5	7.7	7.3	181.5
FEMALE																				
1986 Dec 11	12.5	16.9	31.4	19.1	10.5	14.8	9.8	3.3	—	117.4	11.9	18.3	33.5	19.4	10.8	13.9	8.4	2.6	0.1	119.0
1987 Jan 8	14.6	18.1	35.2	20.2	12.0	17.9	10.9	3.6	—	132.5	7.9	13.3	27.5	18.6	10.9	14.3	8.0	2.7	0.1	103.4
Feb 12	14.1	18.6	35.0	21.2	12.1	16.4	10.4	3.3	—	131.0	13.6	20.1	39.5	25.7	15.0	18.7	11.1	3.4	0.1	147.2
Mar 12	10.6	15.2	30.5	19.3	11.3	16.3	10.4	3.2	—	116.9	11.7	19.1	37.6	23.8	13.7	17.9	10.9	3.2	0.1	138.0
Apr 9	9.7	14.7	31.2	20.6	12.0	17.2	11.4	3.7	—	120.4	9.3	17.3	34.5	21.8	12.4	16.0	9.7	3.1	0.1	124.2
May 14	14.7	13.3	27.5	18.1	10.5	15.1	9.6	3.0	—	111.8	10.0	18.5	37.4	24.3	14.1	18.7	11.2	3.6	0.1	137.9
June 11	10.5	14.7	29.0	17.7	10.1	14.4	9.4	3.1	—	108.9	10.0	17.3	34.7	22.0	12.6	16.6	10.4	3.4	0.1	127.0
July 9	11.8	23.6	58.9	21.2	12.0	17.7	10.4	3.5	—	159.1	10.4	19.7	37.5	22.9	12.8	16.1	9.9	3.3	0.1	132.7
Aug 13	10.7	20.2	44.4	21.4	12.2	18.6	11.1	3.6	—	142.1	9.6	19.3	42.1	21.8	12.0	15.6	9.6	3.2	0.1	133.1
Sept 10	31.2	33.3	39.1	20.4	11.9	17.2	10.7	4.0	—	167.8	11.4	21.4	49.9	24.1	14.5	21.1	12.2	3.6	0.1	158.4
Oct 8	16.5	20.3	31.8	17.0	9.3	13.2	8.6	2.9	—	119.6	16.0	28.0	43.6	21.0	12.0	16.7	9.6	2.9	0.1	149.8
Nov 12	13.7	18.3	35.3	20.3	11.1	16.3	11.1	3.8	—	129.9	14.6	21.5	39.2	22.5	12.8	17.7	10.9	3.4	0.1	142.8
Dec 10	11.0	14.3	28.6	17.3	9.7	14.2	9.4	3.1	—	107.6	9.3	15.0	28.9	16.6	9.2	12.5	8.2	2.5	0.1	102.5
Changes on a year earlier																				
MALE																				
1986 Dec 11	-2.4	-1.0	+0.9	+0.1	-0.2	-0.7	-0.7	-0.3	-0.6	-4.8	-2.7	-2.3	-1.1	+0.4	+0.4	+1.8	+1.4	+0.4	-0.5	-2.2
1987 Jan 8	-1.8	-0.7	+1.1	+0.6	-0.3	-1.0	-2.2	-0.6	-1.7	-6.5	+1.0	+1.7	+6.5	+4.6	+2.9	+4.6	+3.1	+1.0	+0.9	+26.5
Feb 12	-2.5	+0.1	+6.1	+4.7	+3.1	+4.8	+2.8	+0.6	-1.1	+18.5	-0.6	+0.2	+7.6	+6.4	+4.4	+7.7	+4.2	+1.6	+0.3	+31.9
Mar 12	-2.5	-2.2	-2.2	-2.8	-2.4	-3.7	-0.9	-1.0	-1.6	-19.2	+0.1	+0.7	+6.9	+5.1	+4.2	+6.1	+4.4	+1.6	+0.7	—
Apr 9	-18.4	-0.4	+2.2	+1.3	+0.8	+1.0	+2.5	-0.8	-2.3	-14.0	-0.1	-1.8	-0.5	+1.0	+1.1	+1.7	+1.9	+0.9	—	+3.4
May 14	-2.1	-2.6	-3.7	-2.4	-1.9	-3.7	-3.2	-1.9	-2.0	-23.5	-4.1	-2.4	+1.5	+2.1	+1.1	+1.7	+2.0	+1.2	+0.2	+2.9
June 11	-8.1	-3.5	-3.4	-1.9	-1.8	-3.7	-2.5	-1.0	-1.7	-27.5	-4.4	-2.5	+1.4	+3.0	+1.6	+2.4	+2.2	+1.1	—	+4.9
July 9	-8.6	-2.5	-4.4	-0.2	-0.9	-1.5	-1.6	-1.1	-2.2	-22.8	-6.3	-2.1	+2.8	+2.9	+2.0	+3.4	+2.4	+1.4	+0.3	+6.7
Aug 13	-6.4	-0.6	+1.9	-0.5	-0.4	-1.9	-1.9	-1.0	-2.4	-12.2	-4.4	-0.5	+3.5	+3.4	+1.9	+3.0	+2.2	+1.2	+0.2	+10.3
Sept 10	-19.0	-6.8	-0.6	+0.7	-0.4	-1.5	-1.9	-1.2	-2.4	-33.1	-10.9	-2.3	+1.0	+2.1	+0.7	+3.8	+1.2	+0.8	-0.7	-7.3
Oct 8	-7.1	-8.1	-16.3	-8.7	-6.5	-10.5	-7.6	-4.2	-4.2	-73.0	-12.9	-13.3	-13.6	-5.2	-3.0	-5.3	-3.1	-0.7	-2.1	-59.2
Nov 12	-3.0	-1.8	-3.0	-2.2	-2.7	-4.3	-3.6	-2.3	-2.6	-25.4	-3.3	-1.1	+1.0	+2.6	+0.9	+1.6	+1.6	+0.8	-0.5	+3.7
Dec 10	-2.0	-1.8	-3.1	-0.7	-1.4	-3.2	-2.8	-0.9	-1.3	-17.4	-2.8	-2.5	-2.8	+0.3	-0.3	-0.7	+0.1	+0.4	-0.6	-9.0
FEMALE																				
1986 Dec 11	-1.6	-1.5	-1.0	-0.7	-0.3	-0.1	+0.1	+0.2	-0.2	-4.8	-2.0	-2.1	-1.7	-0.1	—	+0.7	+0.6	+0.2	—	-4.1
1987 Jan 8	-1.7	-1.4	-0.9	-0.3	-0.2	-0.6	-0.4	+0.1	—	+3.3	+0.9	+1.4	+4.6	+4.6	+2.6	+3.4	+1.8	+0.8	—	+20.2
Feb 12	-2.6	-1.9	-1.2	-1.4	-0.6	-0.5	-0.1	+0.2	—	-4.7	-0.6	-0.6	+2.2	+3.0	+2.3	+2.7	+1.9	+0.7	—	+11.5
Mar 12	-2.0	-1.3	-1.2	-1.0	-0.2	+0.1	—	+0.1	—	-5.5	-0.3	-0.5	+2.7	+3.0	+2.1	+2.6	+2.2	+0.6	—	—
Apr 9	-14.0	-1.9	-1.7	-0.6	-0.6	-0.6	-0.2	-0.3	—	-20.0	-0.7	-1.3	-0.1	+1.2	+0.9	+1.1	+0.8	+0.4	—	+2.4
May 14	-2.3	-2.4	-4.2	-2.7	-1.1	-0.7	-0.5	-0.5	—	-14.5	-2.8	-0.9	+0.8	+2.3	+1.6	+2.1	+1.8	+0.7	—	+5.6
June 11	-6.6	-3.7	-4.2	-2.5	-1.2	-1.6	-0.9	-0.3	—	-21.0	-3.7	-2.3	-0.6	+0.6	+0.6	+1.0	+1.3	+0.6	—	+2.5
July 9	-7.5	-3.3	-6.6	-2.6	-1.1	-1.4	-1.0	-0.3	—	-23.8	-5.5	-1.8	-0.1	+1.7	+1.0	+1.3	+1.4	+0.7	—	-1.4
Aug 13	-4.0	-1.0	-0.4	-1.2	-1.0	-0.7	-0.6	-0.3	—	-9.3	-3.8	-1.0	+0.9	+1.3	+0.7	+1.4	+1.0	+0.6	—	+1.0
Sept 10	-15.5	-9.1	-3.8	-3.0	-1.9	-1.8	-0.8	-0.7	—	-36.6	-7.9	-2.9	-1.9	-0.5	-0.5	-0.3	+0.8	—	—	+2.9
Oct 8	-5.2	-6.3	-13.5	-7.8	-4.2	-5.2	-3.2	-1.4	—	-46.8	-10.1	-12.2	-11.5	-5.0	-3.3	-3.2	-1.3	-0.3	—	-46.9
Nov 12	-1.9	-1.7	-3.6	-2.7	-1.4	-1.6	-0.8	-0.3	—	-14.1	-2.9	-2.2	-2.3	-1.4	-1.0	-0.3	+0.7	+0.2	—	-8.9
Dec 10	-1.5	-2.6	-2.8	-1.8	-0.8	-0.6	-0.4	-0.2	—	-9.8	-2.6	-3.3	-4.6	-2.8	-1.6	-0.2	-0.1	—	—	-16.5

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

2.21 UNEMPLOYMENT Likelihood* of becoming unemployed and ceasing to be unemployed by age and sex

GREAT BRITAIN										
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE										
Unemployment rates§ (per cent)										
October 1986	23.5	21.9	18.0	13.7	11.7	9.5	10.8	17.2	7.7	13.2
October 1987	16.8	17.5	15.1	12.2	10.2	8.3	9.7	15.9	6.0	11.3
Likelihood of becoming unemployed†										
July 1986-October 1986	24.5	14.4	8.8	5.0	3.7	2.8	2.6	2.9	3.0	5.1
July 1987-October 1987	18.4	13.3	8.7	5.0	3.5	2.6	2.4	2.2	4.7	4.7
Change	-6.1	-1.1	-0.1	—	-0.2	-0.2	-0.2	-0.3	-0.8	-0.4
Likelihood of ceasing to be unemployed‡										
July 1986-October 1986	79.4	63.7	51.3	40.9	34.9	32.2	25.0	20.7	43.5	40.2
July 1987-October 1987	80.9	73.2	61.8	48.9	42.4	38.2	29.2	21.8	52.4	46.0
Change	+1.5	+9.5	+10.5	+8.0	+7.5	+6.0	+4.2	+1.1	+8.5	+5.8
FEMALE										
Unemployment rates§ (per cent)										
October 1986	18.8	19.1	13.9	12.4	7.9	4.6	5.8	6.2		9.0
October 1987	13.6	14.7	11.1	9.8	6.3	3.9	5.1	5.7		7.3
Likelihood of becoming unemployed†										
July 1986-October 1986	19.4	13.6	8.0	5.5	3.6	2.1	1.7	1.1		4.7
July 1987-October 1987	14.5	12.0	7.5	4.9	3.2	2.0	1.5	0.9		4.1
Change	-4.9	-1.6	-0.5	-0.6	-0.4	-0.1	-0.2	-0.2		-0.6
Likelihood of ceasing to be unemployed‡										
July 1986-October 1986	79.4	69.3	61.9	49.9	49.8	49.9	30.0	17.1		52.5
July 1987-October 1987	79.4	79.1	74.8	61.6	60.8	58.4	35.0	20.0		60.4
Change	—	+9.8	+12.5	+11.7	+11.0	+8.5	+5.0	+2.9		+7.9
MALE AND FEMALE										
Unemployment rates§ (per cent)										
October 1986	21.2	20.6	16.2	13.2	10.3	7.4	8.6	10.6		11.5
October 1987	15.3	16.2	13.4	11.2	8.8	6.4	7.7	9.5		9.7
Likelihood of becoming unemployed†										
July 1986-October 1986	22.0	14.0	8.4	5.2	3.7	2.5	2.2	2.2		4.9
July 1987-October 1986	18.5	12.7	8.2	4.9	3.4	2.3	2.0	1.9		4.5
Change	-5.5	-1.3	-0.2	-0.3	-0.3	-0.2	-0.2	-0.3		-0.4
Likelihood of ceasing to be unemployed‡										
July 1986-October 1986	79.4	66.1	55.2	44.1	39.2	368.8	26.4	24.6		44.1
July 1987-October 1987	80.2	75.6	66.4	53.2	47.5	43.3	30.8	27.1		50.5
Change	0.8	+9.5	+11.2	+9.1	+8.3	+6.5	+4.4	+2.5		+6.4

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

2.22 UNEMPLOYMENT Median* duration of unemployment by age and sex (weeks)

GREAT BRITAIN										
	Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE										
Completed spells (computerised records only)										
July 1986-October 1986	4.8	10.1	11.0	14.7	15.9	15.3	13.6	14.4	22.2	11.7
July 1987-October 1987	3.8	9.5	11.0	16.9	18.6	18.6	16.9	17.5	29.9	12.6
Change	-1.0	-0.6	—	+2.2	+2.7	+3.3	+3.3	+3.1	+7.7	+0.9
Uncompleted spells (all records)										
October 1986	8.0	20.8	30.1	45.8	55.5	64.1	73.8	90.7	27.9	43.9
October 1987	6.2	17.9	25.4	42.1	55.4	67.8	81.2	102.9	31.5	44.7
Change	-1.8	-2.9	-4.7	-3.7	-0.1	+3.7	+7.4	+12.2	+3.6	+0.8
FEMALE										
Completed spells (computerised records only)										
July 1986-October 1986	5.1	7.9	9.9	19.0	16.6	11.0	11.7	12.7	39.8	10.3
July 1987-October 1987	3.9	7.8	9.6	19.8	17.9	11.6	13.9	18.2	43.2	10.7
Change	-1.2	-0.1	-0.3	+0.8	+1.3	+0.6	+2.2	+5.5	+3.4	+0.4
Uncompleted spells (all records)										
October 1986	7.4	19.7	23.5	25.3	26.2	30.6	55.8	94.5	185.7	27.2
October 1987	6.0	16.8	21.6	24.0	25.8	31.2	60.2	109.2	205.9	26.9
Change	-1.4	-2.9	-1.9	-1.3	-0.4	+0.6	+4.4	+14.7	+20.2	-0.3
MALE AND FEMALE										
Completed spells (computerised records only)										
July 1986-October 1986	4.9	9.1	10.5	16.3	16.2	13.1	12.8	13.9	22.4	11.2
July 1987-October 1987	3.8	8.7	10.4	18.0	18.3	15.7	16.0	17.7	30.1	11.9
Change	-1.1	-0.4	-0.1	+1.7	+2.1	+2.6	+3.2	+3.8	+7.7	+0.7
Uncompleted spells (all records)										
October 1986	7.8	20.3	26.7	35.1	42.0	50.8	67.0	91.7	28.4	37.0
October 1987	6.1	17.5	23.9	33.3	41.7	53.4	73.8	104.3	32.1	37.4
Change	-1.7	-2.8	-2.8	-1.8	-0.3	+2.6	+6.8	+12.6	+3.7	+0.4

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

UNEMPLOYMENT Likelihood* of becoming unemployed and ceasing to be unemployed by region and sex 2.23

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
MALE												
Unemployment rates (per cent)												
October 1986	9.6	10.9	8.7	10.6	15.1	11.5	15.4	17.5	18.9	16.4	17.0	13.2
October 1987	8.0	9.4	7.1	8.7	12.6	10.1	13.4	15.2	17.0	14.2	15.7	11.3
Likelihood of becoming unemployed†												
July 1986-October 1986	4.3	4.4	4.6	5.2	4.7	4.5	5.8	5.8	6.7	6.3	6.4	5.1
July 1987-October 1987	3.8	4.0	3.8	4.7	4.3	4.1	5.3	5.6	6.5	6.0	6.0	4.7
Change	-0.5	-0.4	-0.8	-0.5	-0.4	-0.4	-0.5	-0.2	-0.2	-0.3	-0.4	-0.4
Likelihood of ceasing to be unemployed‡												
July 1986-October 1986	46.2	40.4	52.3	49.6	32.3	40.8	38.9	35.4	36.7	40.0	36.7	40.2
July 1987-October 1987	53.5	47.3	60.5	57.1	39.0	45.9	43.9	41.1	41.2	44.1	41.7	46.0
Change	+7.3	+6.9	+8.2	+7.5	+6.7	+5.1	+5.0	+5.7	+4.5	+4.1	+5.0	+5.8
FEMALE												
Unemployment rates (per cent)												
October 1986	6.8	7.3	7.8	8.9	10.7	8.7	10.2	10.6	11.4	11.4	11.0	9.0
October 1987	5.3	5.9	6.1	7.0	8.8	7.0	8.5	8.9	9.6	9.2	9.6	7.3
Likelihood of becoming unemployed†												
July 1986-October 1986	3.9	4.0	4.4	5.1	4.7	4.5	5.1	5.1	5.4	6.5	5.4	4.7
July 1987-October 1987	3.2	3.3	3.9	4.4	4.2	4.0	4.7	4.7	5.1	5.7	4.9	4.1
Change	-0.7	-0.7	-0.5	-0.7	-0.5	-0.5	-0.4	-0.4	-0.3	-0.8	-0.5	-0.6
Likelihood of ceasing to be unemployed‡												
July 1986-October 1986	57.0	54.3	57.3	55.6	44.2	52.4	51.6	49.7	49.5	55.6	51.2	52.5
July 1987-October 1987	66.1	61.2	68.5	65.0	51.2	61.7	58.9	57.4	55.0	63.9	57.4	60.4
Change	+9.1	+6.9	+11.2	+9.4	+7.0	+9.3	+7.3	+7.7	+5.5	+8.3	+6.2	+7.9
MALE AND FEMALE												
Unemployment rates												
October 1986	8.4	9.4	8.3	9.9	13.3	10.4	13.3	14.6	15.9	14.5	14.5	11.5
October 1987	6.8	8.0	6.7	8.0	11.1	8.9	11.4	12.6	14.0	12.3	13.2	9.7
Likelihood of becoming unemployed†												
July 1986-October 1986	4.1	4.1	4.4	5.2	4.7	4.5	5.5	5.5	6.2	6.4	6.0	4.9
July 1987-October 1987	3.6	3.7	3.8	4.6	4.2	4.0	5.0	5.2	5.9	5.9	5.6	4.5
Change	-0.5	-0.4	-0.6	-0.6	-0.5	-0.5	-0.5	-0.3	-0.3	-0.5	-0.4	-0.4
Likelihood of ceasing to be unemployed‡												
July 1986-October 1986	49.8	44.7	54.1	51.8	36.0	44.7	42.8	39.7	40.5	44.7	41.3	44.1
July 1987-October 1987	57.6	51.5	63.3	59.9	42.8	51.0	48.4	45.9	45.0	49.8	46.5	50.5
Change	+7.8	+6.8	+9.2	+8.1	+6.8	+6.3	+5.6	+6.2	+4.5	+5.1	+5.2	+6.4

* See footnote to table 2-21.
† See footnote to table 2-21.
‡ See footnote to table 2-21.
** Included in the South East.
§ See footnote to table 2-1 and 2-2.
Note: See note to table 2-21

Median* duration of unemployment by region and sex 2.24

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain
MALE												
Completed spells (computerised records only)												
October 1986-July 1986	10.5	12.0	10.1	9.7	13.8	11.6	11.8	13.9	12.8	13.6	12.0	11.7
October 1987-July 1987	10.8	12.3	10.7	9.9	17.0	12.6	13.1	15.2	14.1	14.0	15.0	12.6
Change	-0.3	+0.3	+0.6	+0.2	+3.2	+1.0	+1.3	+1.3	+1.3	+0.4	+3.0	+0.9
Uncompleted spells (all records)												
October 1986	36.4	39.3	34.3	32.1	56.1	45.0	45.9	52.3	53.0	46.0	42.7	43.9
October 1987	37.7	41.5	36.4	32.4	57.9	44.5	50.6	51.9	49.5	40.6	43.8	44.7
Change	+1.3	+2.2	+2.1	+0.3	+1.8	-0.5	+4.7	-0.4	-3.5	-5.4	+1.1	+0.8
FEMALE												
Completed spells (computerised records only)												
July 1986-October 1986	9.1	9.7	10.1	9.4	11.9	10.4	10.9	11.3	12.2	10.2	10.5	10.3
July 1987-October 1987	9.7	10.6	9.8	9.5	12.8	11.3	11.2	11.3	11.0	10.2	11.0	10.7
Change	+0.6	+0.9	-0.3	+0.1	+0.9	+0.9	+0.3	—	-1.2	—	+0.5	+0.4
Uncompleted spells (all records)												
October 1986	25.0	26.3	24.3	23.7	32.3	26.6	28.5	30.2	31.5	25.4	27.0	27.2
October 1987	25.5	27.6	23.6	23.7	32.0	26.7	27.3	29.2	28.5	23.8	27.4	26.9
Change	+0.5	+1.3	-0.7	—	-0.3	+0.1	-1.2	-1.0	-3.0	-1.6	+0.4	-0.3
MALE AND FEMALE												
Completed spells (computerised records only)												
July 1986-October 1986	9.9	11.1	10.1	9.6	12.8	11.2	11.5	12.6	12.6	12.1	11.4	11.2
July 1987-October 1987	10.4	11.6	10.3	9.8	15.3	12.1	12.4	13.0	12.7	12.2	12.9	11.9
Change												

3.1 VACANCIES UK vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)

UNITED KINGDOM	THOUSAND									
	Unfilled vacancies			INFLOW		OUTFLOW		of which PLACINGS		
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level
1982 } Annual averages	113.9			166.0		165.0		127.7		
1983	137.3			181.7		179.5		137.0		
1984	150.2			193.9		193.7		149.8		
1985	162.1			201.6		200.5		154.6		
1986	188.8			212.4		208.3		157.4		
1985 Dec 6	164.0	-2.4	0.3	203.1	0.1	205.4	0.8	158.9	0.5	
1986 Jan 3	164.3	0.3	-0.9	184.5	-7.3	185.3	-6.6	143.3	-5.1	
Feb 7	168.9	4.6	-0.8	206.0	0.7	207.7	0.9	158.1	0.0	
Mar 7	172.9	4.0	3.0	203.5	0.1	200.6	-1.6	154.3	1.5	
Apr 4	173.9	1.0	3.2	206.9	7.5	206.5	7.1	155.6	4.1	
May 2	171.7	-2.2	0.9	210.3	0.9	208.9	1.0	159.9	0.6	
June 6	185.0	13.3	4.0	208.1	1.5	195.1	-1.8	149.4	-1.6	
July 4	193.4	8.4	6.5	217.9	3.7	208.5	0.7	157.1	0.5	
Aug 8	200.5	7.1	9.6	219.2	3.0	210.9	0.7	157.9	-0.7	
Sept 5	202.0	1.5	5.7	222.3	4.7	215.6	6.8	160.5	3.7	
Oct 3	209.5	7.1	5.4	220.9	1.0	217.8	3.1	162.4	1.8	
Nov 7	212.5	3.0	4.0	225.4	2.1	220.8	3.3	164.5	2.2	
Dec 5	210.6	-1.9	2.9	222.4	0.0	224.0	2.8	165.6	1.7	
1987 Jan 9	212.0	1.4	0.8	218.9	-0.7	217.0	-0.3	161.2	-0.4	
Feb 6	207.0	-5.0	-1.8	209.2	-5.4	213.9	-2.3	159.0	-1.8	
Mar 6	214.2	7.2	1.2	232.0	3.2	227.9	1.3	168.0	0.8	
Apr 3	217.7	3.5	1.9	230.2	3.8	225.0	2.7	162.4	0.4	
May 8	230.5	12.8	7.8	213.3	-1.4	202.3	-3.9	147.6	-3.8	
June 5	233.7	3.2	6.5	229.9	-0.7	223.5	-1.5	162.5	-1.8	
July 3	235.2	1.5	5.8	220.0	-3.4	217.9	-2.4	154.3	-2.7	
Aug 7	236.9	1.7	2.1	222.7	3.1	218.5	5.4	154.8	2.4	
Sept 4	246.6	9.7	4.3	228.8	-0.4	215.9	-2.5	154.5	-2.7	
Oct 2	261.4	14.8	8.7	235.9	5.3	224.2	2.1	158.0	1.2	
Nov 6	268.2	6.8	10.4	237.5	4.9	230.9	4.1	159.7	1.6	
Dec 4	256.6	-11.6	3.3	236.1	2.4	247.9	10.7	169.5	5.0	

Notes: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about 1/3 of all vacancies are notified to jobcentres, and about 1/4 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 4 1/3 week month.

3.2 VACANCIES Regions: vacancies at jobcentres: seasonally adjusted (excluding Community Programme vacancies)

	THOUSAND													
	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
1985 Dec 6	60.6	25.5	5.5	17.2	13.1	9.3	9.3	16.6	8.0	8.5	14.1	162.3	1.7	164.0
1986 Jan 3	60.5	25.2	5.6	16.8	13.2	9.5	9.3	16.7	8.1	8.5	14.2	162.6	1.8	164.4
Feb 7	63.1	26.2	5.6	17.7	13.5	9.7	9.2	17.6	8.5	8.3	14.7	167.2	2.0	169.2
Mar 7	63.9	27.1	5.6	18.2	13.8	9.7	9.3	17.1	8.6	8.7	15.6	171.2	2.0	173.2
Apr 4	64.6	27.0	5.6	18.2	13.6	9.8	9.6	17.2	8.6	8.3	15.7	171.2	2.1	173.3
May 2	64.0	27.3	5.4	17.1	14.0	9.6	10.4	17.4	8.9	8.7	16.0	170.3	2.0	172.3
June 6	67.8	28.0	6.0	18.7	15.0	10.0	11.3	18.9	9.2	9.3	16.9	183.3	2.0	185.2
July 4	71.6	29.9	6.4	18.7	15.9	10.5	11.6	19.6	9.8	9.7	17.4	191.4	2.0	193.4
Aug 8	75.0	32.0	6.5	18.5	16.9	10.9	12.3	20.1	10.6	10.1	17.3	198.4	2.1	200.5
Sept 5	76.3	32.5	6.6	18.5	16.6	10.9	12.5	20.0	10.8	10.5	17.0	200.3	2.0	202.4
Oct 3	79.8	34.1	7.1	18.5	17.5	11.3	13.5	20.9	11.5	10.8	16.6	206.0	2.1	208.1
Nov 7	81.8	35.2	6.8	18.7	17.4	11.3	13.8	21.4	11.7	10.3	17.0	210.5	2.1	212.6
Dec 5	81.6	35.5	7.1	18.1	17.4	10.7	13.3	21.5	11.4	10.4	16.9	208.6	2.0	210.6
1987 Jan 9	81.9	36.1	6.8	18.1	17.6	10.8	13.7	21.8	11.4	10.4	17.2	210.1	2.1	212.1
Feb 6	79.6	35.4	6.9	18.0	18.1	10.9	14.1	21.2	11.1	10.6	17.3	205.2	2.1	207.3
Mar 6	81.7	35.5	7.3	18.6	17.9	10.6	14.8	22.0	10.0	10.1	17.6	212.6	2.0	214.6
Apr 3	82.7	35.3	7.4	19.3	18.4	11.6	14.9	22.7	11.5	9.7	17.2	215.1	2.1	217.1
May 8	87.1	35.7	7.9	21.5	20.6	12.8	15.9	24.3	11.7	10.5	18.1	229.2	2.0	231.2
June 5	87.5	35.8	7.9	20.4	20.9	12.6	15.6	24.6	12.1	11.8	18.2	232.0	2.0	234.0
July 3	89.5	36.9	8.0	19.4	21.5	12.4	15.1	25.2	12.3	11.0	18.3	233.2	2.0	235.2
Aug 7	89.9	36.3	8.1	19.4	21.5	12.5	15.7	25.4	12.3	11.2	18.7	234.9	2.0	236.9
Sept 4	93.9	38.5	8.3	19.9	22.8	13.1	16.3	25.8	12.4	11.5	19.6	244.5	2.1	246.6
Oct 2	101.6	41.9	8.9	21.1	24.6	13.3	17.1	26.7	12.9	12.4	20.7	259.2	2.2	261.4
Nov 6	108.3	44.0	9.1	20.4	25.2	12.9	17.1	26.3	12.9	12.1	21.4	265.7	2.5	268.2
Dec 4	104.0	41.5	8.8	19.9	24.3	12.6	16.5	23.5	12.2	11.1	20.8	253.6	3.0	256.6

† Community Programme Vacancies are excluded from the Seasonally Adjusted vacancies except in Northern Ireland.

‡ included in South East.

* The seasonal adjustments to the vacancies are revised this month.

VACANCIES 3.3 Regions: vacancies at jobcentres and careers offices

THOUSAND

	South East	Greater London†	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland†	United Kingdom
	Vacancies at Jobcentres: total (including Community Programme vacancies)													
1983	52.9	22.9	5.3	13.6	11.5	8.7	10.5	15.3	7.5	7.8	17.1	150.2	1.2	151.4
1984 } Annual averages	62.5	27.5	5.8	14.8	12.5	8.8	10.3	16.6	8.2	8.2	16.5	164.1	1.5	165.6
1985	65.6	28.2	6.3	17.8	14.5	9.8	10.7	18.1	9.7	9.3	17.0	178.7	1.6	180.3
1986	75.6	32.4	6.8	21.1	18.6	11.6	14.1	22.6	13.4	12.2	19.8	216.0	2.0	218.0
1986 Dec 5	81.3	36.0	7.1	18.4	20.4	11.2	15.1	23.1	14.4	12.3	18.2	221.6	1.7	223.3
1987 Jan 9	78.7	35.8	6.6	17.4	19.6	10.9	15.4	23.1	14.1	12.1	18.5	216.4	1.8	218.1
Feb 6	76.2	35.1	6.6	18.2	20.0	11.0	15.3	22.4	13.5	12.2	18.6	214.1	2.0	216.0
Mar 6	79.7	35.4	7.4	20.2	19.7	11.4	16.3	23.7	13.6	12.1	19.8	224.1	2.0	226.1
Apr 3	84.2	36.4	7.9	22.7	20.9	12.9	16.7	25.5	14.7	12.0	20.2	237.9	2.2	240.0
May 8	93.2	38.4	8.7	25.7	23.5	14.4	18.6	28.4	14.9	13.0	22.7	263.3	2.1	265.4
June 5	97.2	39.9	9.1	25.7	24.7	14.6	19.2	29.2	15.8	15.1	23.1	273.6	2.2	275.8
July 3	97.2	39.6	9.0	23.6	25.5	13.9	18.3	29.3	16.1	14.1	23.1	270.1	2.1	272.3
Aug 7	95.2	37.8	9.0	22.8	25.5	13.9	18.5	29.0	16.4	14.1	23.4	267.7	2.1	269.9
Sept 4	106.1	43.4	9.6	24.3	28.5	15.5	20.3	30.9	17.9	14.9	25.0	293.1	2.1	295.2
Oct 2	115.6	48.7	10.2	24.8	31.1	16.0	21.5	32.0	17.8	15.6	25.4	309.9	2.2	312.2
Nov 6	116.0	48.3	9.8	22.7	30.7	15.0	21.6	30.1	17.4	14.5	24.6	301.3	2.3	303.6
Dec 4	104.2	42.2	8.8	20.0	28.0	13.3	18.6	25.0	15.6	13.2	22.0	268.6	2.7	271.4
Community Programme vacancies††														
1983	2.1	0.8	0.2	0.9	1.9	0.7	1.8	2.0	1.7	0.9	1.7	14.0	..	14.0
1984 } Annual averages	3.0	1.5	0.3	1.2	1.8	0.7	2.0	2.1	1.6	0.9	1.7	15.4	0.3	15.7
1985	3.3	1.6	0.5	1.7	2.3	0.8	2.0	2.0	1.9	1.3	2.4	18.2	0.4	18.6
1986	4.8	2.4	0.6	3.0	3.2	1.3	2.8	3.6	3.6	2.8	3.6	29.2	0.6	29.9
1986 Dec 5	4.8	2.6	0.7	2.8	3.7	1.3	2.6	3.1	3.8	2.8	3.2	28.6	0.4	29.0
1987 Jan 9	4.8	2.5	0.7	2.9	3.6	1.4	2.7	3.4	3.8	2.7	3.9	29.6	0.4	30.1
Feb 6	4.7	2.4	0.6	2.8	3.2	1.2	2.5	3.1	3.5	2.4	3.4	27.4	0.5	27.9
Mar 6	4.1	2.1	0.6	2.5	2.9	1.2	2.3	2.8	3.1	2.2	3.1	25.0	0.4	25.4
Apr 3	3.7	1.9	0.6	2.4	3.0	1.2	2.2	2.8	3.2	2.0	3.0	24.0		

4.1 INDUSTRIAL DISPUTES

Stoppages of work*

Stoppages: November 1987

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	60	68,300	106,000
of which, stoppages:			
Beginning in month	53	56,600†	94,000
Continuing from earlier months	7	11,700‡	12,000

† Includes 53,500 directly involved.
‡ Includes 11,500 involved for the first time in the month.

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

Stoppages: cause

United Kingdom	Stoppages in progress			
	November 1987		12 months to November 1987	
	Stoppages	Workers directly involved	Stoppages	Workers directly involved
Pay-wage-rates and earnings levels	15	32,900	312	594,100
-extra-wage and fringe benefits	2	4,800	25	33,700
Duration and pattern of hours worked	2	1,100	43	11,900
Redundancy questions	4	9,800	54	61,300
Trade union matters	1	100	22	4,600
Working conditions and supervision	11	1,500	143	27,900
Manning and work allocation	17	14,000	218	62,900
Dismissal and other disciplinary measures	8	1,100	93	45,900
All causes	60	65,200	910	842,300

4.2 Stoppages of work*: summary

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services (All other orders)
SIC 1968											
1976	2,016	2,034	666†	668†	3,284	78	1,977	65	570	132	461
1977	2,703	2,737	1,159	1,166	10,142	97	6,133	264	297	301	3,050
1978	2,471	2,498	1,001	1,041	9,405	201	5,985	179	416	360	2,264
1979	2,080	2,125	4,586	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											
1982	1,528	1,538	2,101†	2,103†	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573†	574†	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
1985	887	903	791	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
1985 Nov	65	93	68	202	228	3	52	3	1	12	159
1985 Dec	48	72	28	186	220	1	28	3	—	29	158
1986 Jan	75	96	41	183	217	6	44	3	2	10	151
1986 Feb	83	116	42	188	248	6	60	3	3	11	165
1986 Mar	69	91	40	66	184	16	88	2	3	22	52
1986 Apr	112	128	57	62	145	21	68	5	14	17	21
1986 May	78	99	40	49	288	12	225	7	1	26	17
1986 June	97	116	45	64	170	5	102	1	—	21	41
1986 July	82	100	18	22	67	3	32	3	—	6	15
1986 Aug	77	92	26	28	67	4	38	3	1	6	15
1986 Sept	90	102	57	67	154	11	110	—	—	6	26
1986 Oct	128	148	41	48	167	19	74	—	7	39	27
1986 Nov	89	107	88	117	167	16	28	10	1	18	43
1986 Dec	73	91	43	50	97	16	23	—	1	7	50
1987 Jan	98	110	167	170	889	9	55	3	—	787	35
1987 Feb	102	123	44	144	928	24	59	17	5	778	45
1987 Mar	99	115	209	215	250	20	54	3	1	8	164
1987 Apr	107	126	150	326	28	49	4	1	10	234	10
1987 May	72	86	85	123	218	29	29	—	2	157	15
1987 June	76	96	46	166	340	13	20	4	1	9	293
1987 July	62	81	35	72	187	39	22	8	6	57	55
1987 Aug	46	59	14	20	38	—	18	1	1	10	8
1987 Sept	49	67	13	16	48	5	24	8	1	2	9
1987 Oct	53	67	19	21	68	5	38	1	1	2	22
1987 Nov	53	60	68	61	106	6	64	1	—	4	30

* See page of "Definitions and Conventions" for notes on coverage. Figures for 1987 are provisional.
† Figures exclude workers becoming involved after the end of the year in which the stoppages began.

Stoppages—industry

United Kingdom	12 months to Nov 1987			12 months to Nov 1986		
	Stoppages in progress	Workers involved	Working days lost	Stoppages in progress	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	272	89,800	178,000	321	80,300	128,000
Coke, mineral oil and natural gas	—	—	—	—	—	—
Electricity, gas, other energy and water	5	1,500	9,000	10	2,200	6,000
Metal processing and manufacture	6	1,900	7,000	9	4,800	137,000
Mineral processing and manufacture	8	1,800	13,000	20	7,100	27,000
Chemicals and man-made fibres	6	1,200	2,000	11	1,900	17,000
Metal goods not elsewhere specified	13	3,200	29,000	26	4,300	24,000
Engineering	77	38,000	201,000	95	25,200	224,000
Motor vehicles	79	85,600	142,000	71	57,900	117,000
Other transport equipment	26	35,200	75,000	44	64,900	398,000
Food, drink and tobacco	26	7,300	32,000	28	8,200	40,000
Textiles	5	1,900	18,000	9	6,800	16,000
Footwear and clothing	22	4,900	32,000	16	6,200	26,000
Timber and wooden furniture	2	200	1,000	5	500	2,000
Paper, printing and publishing	13	1,700	18,000	14	8,200	56,000
Other manufacturing industries	14	1,600	6,000	18	2,000	10,000
Construction	25	3,900	19,000	25	7,600	33,000
Distribution, hotels and catering, repairs and communication	10	700	3,000	15	2,600	11,000
Transport services and communication	148	187,300	1,684,000	110	67,900	198,000
Supporting and miscellaneous transport services	21	2,800	8,000	29	2,400	13,000
Banking, finance, insurance, business services and leasing	6	1,800	2,000	7	1,500	5,000
Public administration, education and health services	111	394,100	974,000	164	315,700	551,000
Other services	20	8,700	43,000	13	2,500	6,000
All industries and services	910	875,300	3,494,000	1,052	660,600	2,044,000

§ 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.

Average earnings index: all employees; Main industrial sectors 5.1

GREAT BRITAIN	Whole economy (Divisions 0-9)				Manufacturing industries (Revised definition) (Divisions 2-4)				Production industries (Revised definition) (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual	Seasonally adjusted	% change over previous 12 months	underlying†	Actual	Seasonally adjusted	% change over previous 12 months	underlying†	Actual	Seasonally adjusted	% change over previous 12 months	underlying†	Actual	Seasonally adjusted	% change over previous 12 months	underlying†
SIC 1980																
1980	111.4				109.1				109.4				113.0			
1981	125.8				123.6				124.1				127.8			
1982	137.6				137.4				138.2				138.9			
1983	149.2				149.7				150.0				151.1			
1984	158.3				162.8				158.5				160.7			
1985	171.7				177.6				176.2				171.4			
1986	185.3				191.2				190.8				184.6			
1982 Jan	131.2	132.8	10.9	11	131.1	132.0	13.3	123/4	131.6	132.6	13.0	13	133.0	134.6	10.2	
1982 Feb	132.8	134.3	11.3	103/4	131.8	132.8	12.4	12	133.7	134.7	13.5	123/4	133.9	134.7	10.5	
1982 Mar	134.6	134.7	11.0	103/4	134.4	134.4	13.0	113/4	135.2	134.6	12.7	12	135.6	136.2	10.7	
1982 April	134.5	135.4	10.4	101/2	134.8	136.0	14.1	113/4	135.2	136.1	13.7	113/4	135.4	136.5	8.8	
1982 May	136.5	136.7	10.6	101/4	137.5	136.5	13.8	111/2	137.8	136.9	13.6	111/4	137.2	137.6	9.0	
1982 June	138.3	137.0	9.8	91/2	138.8	136.7	11.5	111/4	139.6	137.6	11.4	11	139.0	138.8	9.5	
1982 July	140.7	139.5	10.9	91/4	139.2	137.8	11.0	11	140.1	138.5	11.0	11	142.9	141.6	11.1	
1982 Aug	138.8	138.6	7.5	83/4	137.6	138.4	9.1	91/2	138.4	139.3	9.4	91/2	140.7	139.7	6.6	
1982 Sept	138.7	138.9	7.3	83/4	137.9	139.3	9.3	91/4	138.7	140.2	9.6	91/2	139.9	139.1	6.3	
1982 Oct	139.6	139.8	7.4	83/4	140.0	140.9	8.9	91/4	139.9	141.1	8.6	91/2	140.9	141.2	6.9	
1982 Nov	142.4	141.7	8.3	81/2	142.5	141.6	9.0	9	143.7	142.8	9.8	91/4	143.4	143.8	8.0	
1982 Dec	143.6	142.0	7.8	8	143.2	142.7	9.6	9	144.0	143.8	10.2	9	145.2	143.1	7.0	
1983 Jan	142.6	144.5	8.8	8	142.9	144.0	9.1	9	143.5	144.6	9.0	83/4	144.8	146.4	8.8	
1983 Feb	145.4	147.2	9.6	8	143.7	144.8	9.0	83/4	144.1	145.2	7.8	83/4	149.3	150.1	11.4	
1983 Mar	146.1	146.3	8.6	73/4	145.1	145.0	7.9	81/2	145.9	145.3	7.9	81/2	148.6	149.1	9.5	
1983 April	146.0	147.0	8.6	71/2	146.7	148.1	8.9	81/2	147.4	148.5	9.1	81/2	147.2	148.3		

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing**	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31,37)	(41-42)	(43)
JAN 1980 = 100														
1980	117.7	106.1	104.4	116.2	**	109.1	109.8	106.9	109.0	111.4	111.4	103.7	109.0	107.3
1981	131.8	118.6	119.8	133.5	125.0	121.6	124.8	117.3	123.4	111.4	124.0	116.8	123.9	120.2
1982	144.2	131.1	135.8	147.8	137.3	136.8	138.9	130.6	139.2	125.3	137.3	129.3	136.7	131.8
1983	157.5	134.7	147.8	159.2	150.7	148.5	152.0	142.3	152.9	138.6	143.2	140.3	149.6	143.5
1984	169.6	137.7	162.5	170.4	167.1	159.5	164.9	156.1	167.1	149.0	157.4	151.9	160.9	154.4
1985	184.4	135.3	178.6	182.7	181.6	172.4	179.1	172.3	182.3	168.9	170.9	164.1	174.9	169.6
1986	194.6	166.8	195.6	195.4	193.4	185.7	193.2	184.3	196.9	183.6	184.4	176.2	190.1	181.9
1985 Nov	182.9	159.3	185.5	188.4	177.1	176.6	195.3	180.1	186.3	175.6	173.3	171.6	182.6	174.5
1985 Dec	184.5	157.8	190.0	184.9	192.0	182.0	190.1	179.7	189.6	173.2	178.6	169.7	186.7	174.5
1986 Jan	179.5	172.0	185.1	185.4	188.3	176.3	183.4	177.7	189.5	172.5	179.7	169.7	185.0	177.2
1986 Feb	177.9	166.4	187.3	189.7	179.9	177.0	184.2	180.8	189.7	176.5	178.2	170.6	183.3	176.7
1986 Mar	179.4	170.1	188.2	189.3	184.5	178.8	186.2	182.5	192.7	185.9	181.1	173.8	183.0	179.5
1986 April	183.2	164.7	188.1	189.5	202.6	182.5	186.1	184.1	199.5	178.0	179.8	172.1	187.3	177.2
1986 May	186.0	159.6	199.7	191.1	185.9	183.3	189.4	182.3	193.6	182.2	178.6	175.8	188.7	180.0
1986 June	193.2	159.4	195.4	191.5	191.5	191.5	192.8	184.1	199.7	190.6	184.7	176.2	192.9	184.1
1986 July	197.3	160.7	194.8	204.7	205.6	186.6	192.3	187.1	196.9	184.4	182.1	176.9	189.9	183.5
1986 Aug	213.4	161.7	194.2	207.2	189.8	185.5	192.4	183.0	195.8	182.6	188.8	176.2	186.6	181.0
1986 Sept	218.0	168.8	197.3	198.1	189.7	190.5	193.1	183.9	196.6	183.2	183.9	177.4	191.1	182.8
1986 Oct	213.7	171.0	194.5	199.2	207.9	188.7	196.6	185.6	199.9	183.2	186.1	178.2	191.0	183.7
1986 Nov	198.0	172.6	219.3	199.6	190.9	191.0	211.6	189.0	202.2	189.7	194.9	184.7	199.9	189.0
1986 Dec	195.7	174.2	203.1	199.1	203.9	197.2	210.6	191.4	207.2	194.6	194.5	182.5	202.1	187.6
1987 Jan	188.9	174.6	203.7	207.8	205.4	190.2	198.4	189.1	204.0	189.8	193.2	181.1	201.5	188.5
1987 Feb	188.3	175.7	203.7	203.2	196.2	192.6	200.7	192.0	204.6	194.7	193.4	184.6	195.3	192.3
1987 Mar	189.5	178.5	205.3	202.3	196.9	195.5	198.9	193.4	208.6	196.6	201.7	185.5	195.9	194.8
1987 April	199.1	185.1	209.9	201.4	220.2	195.8	203.7	192.0	213.5	194.7	191.6	184.9	202.5	188.0
1987 May	196.7	172.7	220.2	203.0	205.8	196.5	205.8	193.6	210.9	198.3	191.6	187.1	205.8	193.7
1987 June	206.0	178.0	214.0	202.8	204.8	205.4	208.8	198.6	217.5	208.6	197.0	191.4	204.7	200.5
1987 July	210.2	177.0	223.1	211.9	234.4	205.0	212.9	200.7	216.7	201.8	196.3	192.1	205.1	201.8
1987 Aug	218.0	178.6	212.5	226.4	201.4	201.2	209.6	198.8	214.7	197.4	195.6	190.9	203.2	197.6
1987 Sept	229.0	177.9	209.3	216.1	208.2	205.2	199.4	199.4	216.6	199.8	197.9	193.7	207.0	199.0
1987 Oct	225.5	181.8	210.9	215.4	236.0	203.8	210.3	201.0	218.1	201.8	197.9	194.4	205.7	200.3
1987 [Nov]	..	183.5	239.6	218.5	208.8	207.2	230.9	205.2	221.7	201.8	200.9	201.0	210.0	204.7

* England and Wales only.

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

EARNINGS 5.3

Average earnings index: all employees: by industry

(not seasonally adjusted)

Leather, footwear and clothing	Timber and wooden furniture	Paper products printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance and insurance	Public administration	Education and health services	Other services ‡	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77, 79)	(81-82, 84pt.)	(91-92pt.)	(93, 95)	(97pt.-98pt.)	(99pt.)	SIC 1980 CLASS
JAN 1980 = 100													
107.6	105.9	110.4	107.6	111.5	107.2	108.0	108.4	112.7	114.2	123.8	113.3	111.4	JAN 1980 = 100
121.4	115.2	128.2	121.1	125.8	120.3	120.5	120.6	128.9	129.6	140.8	128.0	125.8	1980
134.1	126.9	142.8	134.0	137.6	132.6	127.6	132.2	144.6	140.0	147.9	143.7	137.6	1981
145.2	139.9	156.6	144.0	148.0	143.6	137.9	144.3	157.5	149.5	163.6	156.0	149.2	1982
155.6	150.2	170.1	157.1	156.7	153.9	148.0	154.1	170.4	159.3	170.3	169.4	158.3	1983
168.4	161.0	184.8	169.7	169.5	165.2	157.2	166.2	184.8	169.0	178.3	182.3	171.7	1984
180.8	172.3	198.6	183.0	182.9	176.7	168.7	177.0	203.5	178.5	196.3	196.7	185.3	1985
171.6	165.8	192.5	175.7	176.4	167.7	159.6	177.5	185.5	173.1	177.3	186.4	176.8	1985 Nov
177.1	159.4	190.8	176.1	178.4	175.0	171.0	171.3	210.0	173.7	183.6	191.8	180.0	1985 Dec
175.8	169.7	189.6	176.7	173.7	170.1	158.4	170.4	189.2	172.4	179.5	191.6	176.9	1986 Jan
176.8	169.3	190.8	177.6	174.7	171.8	159.8	170.7	193.7	174.7	180.4	190.2	177.9	1986 Feb
179.9	161.0	194.4	178.3	180.9	173.0	159.9	172.8	210.6	175.7	197.4	187.2	182.4	1986 Mar
180.1	167.1	196.4	180.3	179.8	179.5	163.6	174.2	193.3	174.9	203.6	189.4	184.0	1986 April
177.8	165.7	197.8	180.2	178.7	174.3	169.4	177.2	202.4	175.3	189.5	194.5	182.3	1986 May
181.8	167.0	202.6	186.5	185.3	176.5	170.1	175.8	201.2	182.2	194.7	195.1	185.7	1986 June
180.9	171.4	199.8	186.4	186.5	176.8	167.7	178.5	203.0	185.3	199.4	203.2	188.3	1986 July
179.3	180.3	197.0	181.3	179.3	176.3	174.2	179.6	202.0	177.0	206.1	201.8	187.2	1986 Aug
182.3	195.4	201.5	183.5	185.4	178.1	170.7	178.5	198.3	178.2	199.8	199.8	186.8	1986 Sept
182.5	172.3	202.8	184.3	185.7	177.5	171.1	178.5	203.0	185.3	199.4	203.2	188.3	1986 Oct
183.9	179.0	204.8	189.3	190.9	179.8	172.9	182.2	222.6	182.0	197.5	205.7	193.4	1986 Nov
188.7	169.8	205.9	192.1	193.6	187.1	186.8	184.9	217.7	183.8	196.1	208.0	193.4	1986 Dec
187.1	184.8	205.2	189.9	186.6	183.3	171.8	177.0	210.3	184.2	196.0	206.3	190.4	1987 Jan
188.6	188.3	208.4	190.5	189.4	181.4	173.3	179.2	209.5	184.3	199.9	202.8	191.2	1987 Feb
193.2	174.6	210.5	195.6	196.6	185.4	176.2	187.7	231.1	186.0	197.4	201.7	194.5	1987 Mar
186.5	175.9	211.0	191.2	194.4	192.8	182.8	191.9	217.6	185.5	197.2	205.8	196.0	1987 April
192.1	184.2	213.4	198.0	192.9	187.8	182.4	190.9	221.5	186.6	217.7	208.2	198.1	1987 May
193.6	188.0	217.3	199.7	199.4	189.9	179.8	191.2	235.4	188.4	206.9	206.2	200.0	1987 June
195.3	184.8	215.6	201.1	200.2	189.2	176.8	195.2	221.7	195.7	222.1	215.1	203.1	1987 July
191.4	189.7	215.3	196.2	196.0	189.9	181.0	189.4	219.0	191.2	226.9	207.8	201.6	1987 Aug
193.2	190.9	219.8	198.1	199.4	192.0	180.8	189.9	222.8	193.9	211.1	213.8	201.4	1987 Sept
193.8	207.0	218.2	199.4	200.4	189.6	184.2	194.9	228.0	195.4	214.2	213.0	203.4	1987 Oct
195.9	199.5	221.0	207.8	204.2	193.4	191.0	201.8	247.6	196.2	213.3	216.5	206.9	1987 [Nov]

† Excluding sea transport.

‡ Excluding private domestic and personal services. Revised

5.5 EARNINGS

Index of average earnings: non-manual workers

Full-time adults*

Great Britain	Manufacturing Industries								
April of each year	Weights	1980	1981	1982	1983†	1984†	1985†	1986†	1987†
Men	689	404.0	451.4	506.2	547.3	604.5	657.5	724.7	776.8
Women	311	494.1	559.5	625.3	681.4	743.9	807.2	869.4	947.0
Men and women	1,000	418.7							

5.6 EARNINGS AND HOURS

Average weekly and hourly earnings and hours: manual and non-manual employees

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours		Weekly earnings (£)		Hours			
	excluding those whose pay was affected by absence		excluding those whose pay was affected by absence		excluding those whose pay was affected by absence		excluding those whose pay was affected by absence			
	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		
April of each year										
FULL-TIME MEN†										
Manual occupations										
1981	119.3	124.7	43.5	286.0	279.8	118.4	121.9	44.2	275.3	269.1
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0
1984	141.0	145.5	43.6	333.0	325.5	138.4	141.6	43.8	322.7	315.2
1985	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1
1986	167.5	172.6	44.6	386.8	373.8	159.8	163.6	44.5	368.0	356.8
1987	178.4	183.4	44.5	411.6	398.5	170.9	174.4	44.5	392.6	380.8
Non-manual occupations										
1981	159.6	161.8	38.8	411.9	411.5	161.2	163.1	38.4	419.1	419.7
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3
1983†	178.5	179.8	38.9	453.4	452.5	193.7	194.9	38.4	503.4	502.9
1984	193.2	194.6	39.1	491.6	491.0	190.6	191.8	38.4	494.8	494.2
1985	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2
1986	211.7	213.5	39.3	537.8	537.1	207.3	209.0	38.5	537.4	536.4
1987	230.7	232.0	39.3	582.0	580.7	223.5	225.0	38.6	574.7	573.2
All occupations										
1981	131.3	137.1	42.0	323.5	320.8	136.5	140.5	41.7	332.0	331.2
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6
1983†	147.9	151.8	42.3	354.2	351.4	163.8	167.5	41.5	399.1	398.0
1984	156.6	163.3	42.2	383.0	380.0	161.1	164.7	41.4	392.6	391.2
1985	156.4	161.2	42.2	378.1	375.0	161.1	164.7	41.4	392.6	391.2
1986	171.2	176.8	42.8	409.9	406.2	174.3	178.8	41.7	423.0	421.4
1987	187.2	192.6	42.9	444.3	438.6	187.9	192.4	41.9	452.5	449.9
1988	202.3	207.8	42.9	479.1	474.0	203.4	207.5	41.8	488.9	486.6
1989	217.0	222.3	43.0	511.0	506.5	219.4	224.0	41.9	527.3	526.2
FULL-TIME WOMEN†										
Manual occupations										
1981	72.5	76.3	39.6	192.8	191.4	72.1	74.5	39.4	189.8	188.2
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7
1983†	79.6	82.6	39.6	208.9	206.6	85.6	87.9	39.3	224.3	222.0
1984	86.7	90.4	39.7	227.3	224.9	85.8	88.1	39.3	224.9	222.6
1985	86.7	90.4	39.7	227.3	225.3	85.8	88.1	39.3	224.9	222.6
1986	91.9	96.0	39.9	240.9	238.1	90.8	93.5	39.4	238.0	235.1
1987	100.1	104.5	40.0	261.7	257.3	98.2	101.3	39.5	256.9	252.9
1988	107.0	111.6	40.0	278.9	274.6	104.5	107.5	39.5	273.0	269.2
1989	113.8	119.6	40.3	297.2	291.9	111.4	115.3	39.7	292.0	287.4
Non-manual occupations										
1981	86.4	87.3	37.1	234.2	233.4	95.6	96.7	36.5	259.7	259.2
1982*	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2
1983†	97.0	97.4	37.2	259.8	258.5	114.2	115.1	36.5	310.0	309.0
1984	105.5	106.2	37.2	283.3	281.9	115.1	116.1	36.5	312.9	311.9
1985	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9
1986	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1
1987	125.5	126.8	37.4	336.5	334.7	132.4	133.8	36.6	359.1	357.6
1988	135.8	136.7	37.4	363.2	361.2	144.3	145.7	36.7	390.6	388.8
1989	147.7	149.1	37.5	391.6	389.4	155.4	157.2	36.8	418.0	415.9
All occupations										
1981	78.1	81.5	38.4	211.6	210.6	89.3	91.4	37.2	241.8	241.2
1982*	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.1	263.1	262.1
1983†	86.8	89.4	38.5	231.4	229.7	106.9	108.8	37.2	288.5	287.5
1984	94.5	97.6	38.6	251.8	251.0	107.6	109.5	37.2	290.6	289.5
1985	94.7	97.9	38.6	252.7	251.0	107.6	109.5	37.2	290.6	289.5
1986	101.7	105.5	38.8	270.9	268.8	114.9	117.2	37.2	310.3	309.1
1987	110.6	114.7	38.8	294.4	291.5	123.9	126.4	37.3	334.0	332.4
1988	119.2	123.2	38.8	316.1	313.3	134.7	137.2	37.3	362.5	360.7
1989	128.2	133.4	39.0	339.2	335.9	144.9	148.1	37.5	388.4	386.2
FULL-TIME ADULTS										
(a) MEN, 21 years and over AND WOMEN, 18 years and over										
All occupations										
1981	118.6	124.3	41.2	299.0	295.6	121.6	124.9	40.3	305.1	303.2
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1
1983†	133.3	137.2	41.4	327.2	323.1	145.4	148.3	40.0	365.1	362.5
1984	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5
(b) MALES AND FEMALES, 18 years and over										
All occupations										
1981	116.8	122.5	41.2	294.7	291.2	119.8	123.1	40.3	300.4	298.4
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7
1983†	131.2	135.2	41.4	322.3	318.2	143.2	146.1	40.1	359.5	356.8
1984	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8
(c) MALES AND FEMALES on adult rates										
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7
1985	169.2	174.7	41.9	411.8	404.8	167.4	171.0	40.4	416.8	412.7
1986	183.1	188.6	41.9	444.4	437.7	181.2	184.7	40.4	450.8	446.8
1987	196.0	202.0	42.0	474.1	467.6	194.9	198.9	40.4	484.7	481.1

Notes: New Earnings Survey estimates.

*Results for manufacturing industries for 1981 and the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification (SIC). Results for manufacturing industries for 1983 to 1987 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.

†Results for 1981-82 inclusive and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1987 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

Labour costs		Manu-	Mining and	Construction	Energy (excl.	Index of	Whole
		facturing	quarrying		coal) and water supply**	production industries§§	economy
							Pence per hour
	1975	161.68	249.36	156.95	217.22	166.76	
	1978	244.54	365.12	222.46	324.00	249.14	
	1981	394.34	603.34	357.43	595.10	405.57	
	1984	509.80	..	475.64	811.41	..	
	1985	554.2	..	511.2	860.6	..	
Percentage shares of labour costs *							Per cent
Wages and salaries	1978	84.3	76.2	86.8	78.2	83.9	
	1981	82.1	73.3	85.0	75.8	81.6	
	1984	84.0	..	86.0	77.7	..	
	1985	84.7	..	86.6	78.6	..	
of which Holiday, sickness, injury and maternity pay	1978	9.2	9.3	6.8	11.2	9.0	
	1981	10.0	8.7	7.8	11.5	9.7	
	1984	10.5	..	8.0	11.5	..	
	1985	10.6	..	8.0	11.5	..	
Statutory National Insurance contributions	1978	8.5	6.7	9.1	6.9	8.4	
	1981	9.0	7.0	9.9	7.0	8.9	
	1984	7.4	..	7.7	5.5	..	
	1985	6.7	..	7.2	5.1	..	
Private social welfare payments	1978	4.8	9.4	2.3	12.2	5.1	
	1981	5.2	10.1	2.8	13.1	5.6	
	1984	5.3	..	4.1	12.1	..	
	1985	5.3	..	4.1	12.2	..	
Payments in kind, subsidised services, training (excluding wages and salaries element) and other labour costs ‡	1978	2.3	7.7	1.9	2.6	2.6	
	1981	3.7	9.6	2.3	4.1	3.9	
	1984	3.3	..	2.2	4.7	..	
	1985	3.3	..	2.1	4.1	..	
SIC 1980							
Labour costs per unit of output §			% change over a year earlier				% change over a year earlier
1980 = 100							
	1980	100.0	22.8	100.0	100.0	100.0	22.9
	1981	110.5	10.5	106.9	108.4	110.1	11.0
	1982	112.6	2.0	105.9	109.2	111.3	4.2
	1983	111.5	-1.0	99.8	107.0	110.0	-3.5
	1984	113.2	1.6	82.2	107.4	113.8	3.2
	1985	117.0	3.4	94.8	111.4	115.4	3.9
	1986	121.6	3.9	92.5	114.3	118.9	4.7
	1984 Q2	..	..	..	..	..	2.3
	Q3	..	..	..	..	..	3.5
	Q4	..	..	..	..	..	4.4
	1985 Q1	..	..	..	..	..	3.8
	Q2	..	..	..	..	..	3.3
	Q3	..	..	..	..	..	4.8
	Q4	..	..	..	..	..	3.8
	1986 Q1	..	..		

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

EARNINGS

5.6

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(5)	(8) (10)
Indices 1980 = 100																	
Annual averages																	
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	81.9	87	82	..	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	86.8	92	89	..	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	93.0	96	91	..	91.9	95.1	92
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100.0	100
1981	113.3	106.2	110	112	109.5	112.3	105	127	116	123.1	105.6	103	110	122.6	110.5	105.1	110
1982	126.0	112.7	117	125	120.4	131.9	110	170	133	144.1	110.7	110	121	142.0	119.2	111.6	117
1983	137.4	117.8	122	130	128.3	146.7	114	203	149	172.3	115.0	113	132	163.4	128.6	119.2	121
1984	149.3	123.7	128	136	134.4	158.0	117	256	164	192.0	120.3	114	143	162.5	140.9	..	126
1985	162.9	131.2	133	142	141.0	167.1	122	307	176	212.9	125.1	120	154	200.7	151.5	..	131
1986	175.4	137.0	136	146	147.7	174.0	126	346	188	223.1	128.0	122	170	222.7	162.7	..	134
Quarterly averages																	
1986 Q3	176.2	137.4	134	145	148.3	174.3	128	347	189	224.0	127.7	122	173	222.3	161.9	..	134
Q4	181.0	138.3	139	149	151.0	175.5	129	359	192	227.4	128.7	123	177	227.9	165.3	..	135
1987 Q1	184.0	138.4	135	149	154.9	176.7	129	371	..	231.2	130.7	123	189	235.5	170.2 R	..	135
Q2	186.9	140.8	137	148	162.3	178.3	131	377	..	236.5	130.4	123	195	239.5	174.2 R	..	136
Q3	191.1	..	..	149	162.7	179.6	133	..	..	238.8	131.2	123	..	..	172.4	..	136
1987 Apr	187.4	140.5	..	149	161.4	178.3	131	..	..	233.9	130.6	123	..	..	174.4 R	..	136
May	185.6	137.7	..	149	161.8	..	..	..	..	237.6	130.3	123	..	..	174.8 R	..	136
June	187.8	144.0	137	146	163.6	..	..	..	..	237.9	130.3	123	..	..	173.3 R	..	136
July	190.4	143.6	..	148	164.6	179.6	133	..	..	238.7	128.2	123	..	..	172.7	..	136
Aug	190.0	137.2	..	149	160.1	..	..	..	..	238.8	131.8	123	..	..	171.6	..	136
Sept	192.8	..	..	151	163.5	..	..	..	..	238.8	133.5	124	..	..	173.0	..	138
Oct	194.8	..	..	..	..	..	..	..	..	..	134.1	..	..	..	..	..	137
Increases on a year earlier																	
Annual averages																	
1977	10	9	9	11	10	13	7	21	15	28	9	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	6	5	8	..	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	7	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	7	4	10	..	9	5	9
1981	13	6	10	12	9	12	5	27	16	24	6	3	10	20	11	5	9
1982	11	6	11	12	10	17	5	33	15	17	5	7	10	15	8	6	7
1983	9	5	4	4	7	11	3	19	12	20	4	3	9	15	8	7	4
1984	9	5	5	5	5	8	3	26	10	11	4	1	11	12	10	8	4
1985	9	6	4	4	5	7	4	20	7	11	4	5	8	10	8	..	4
1986	8	4	2	3	5	4	3	13	7	5	2	2	10	11	..	..	2
Quarterly averages																	
1986 Q3	7	5	2	3	4	4	4	14	7	4	2	1	12	15	7	..	2
Q4	8	3	1	3	5	4	4	11	6	4	2	2	12	10	8	..	2
1987 Q1	8	2	-1	3	8	3	4	10	..	5	2	2	18	5	6 R	..	1
Q2	8	3	1	2	10	3	5	11	..	7	2	1	17	11	7 R	..	2
Q3	8	..	..	3	10	3	4	..	..	7	3	1	..	..	6	..	1
Monthly																	
1987 Apr	7	2	..	3	11	3	5	..	..	7	2	1	..	..	8 R	..	2
May	8	1	..	3	9	..	..	..	..	6	2	1	..	..	6 R	..	2
June	8	5	1	2	11	..	..	..	..	7	1	1	..	..	7	..	2
July	9	4	..	2	9	3	4	..	..	7	2	1	..	..	7	..	1
Aug	8	2	..	3	9	..	..	..	..	7	2	1	..	..	6	..	2
Sept	8	..	..	3	11	..	..	..	..	6	3	1	..	..	6	..	3
Oct	8	..	..	..	..	..	..	..	..	..	4	..	..	..	..	..	2

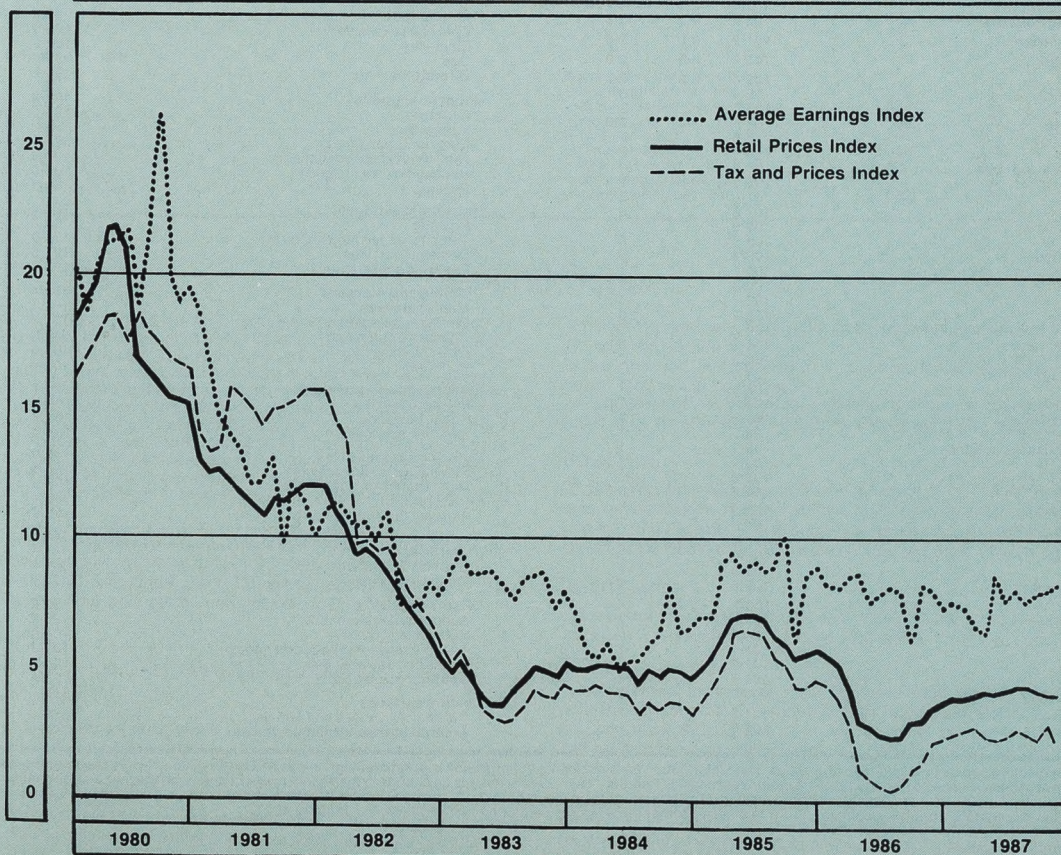
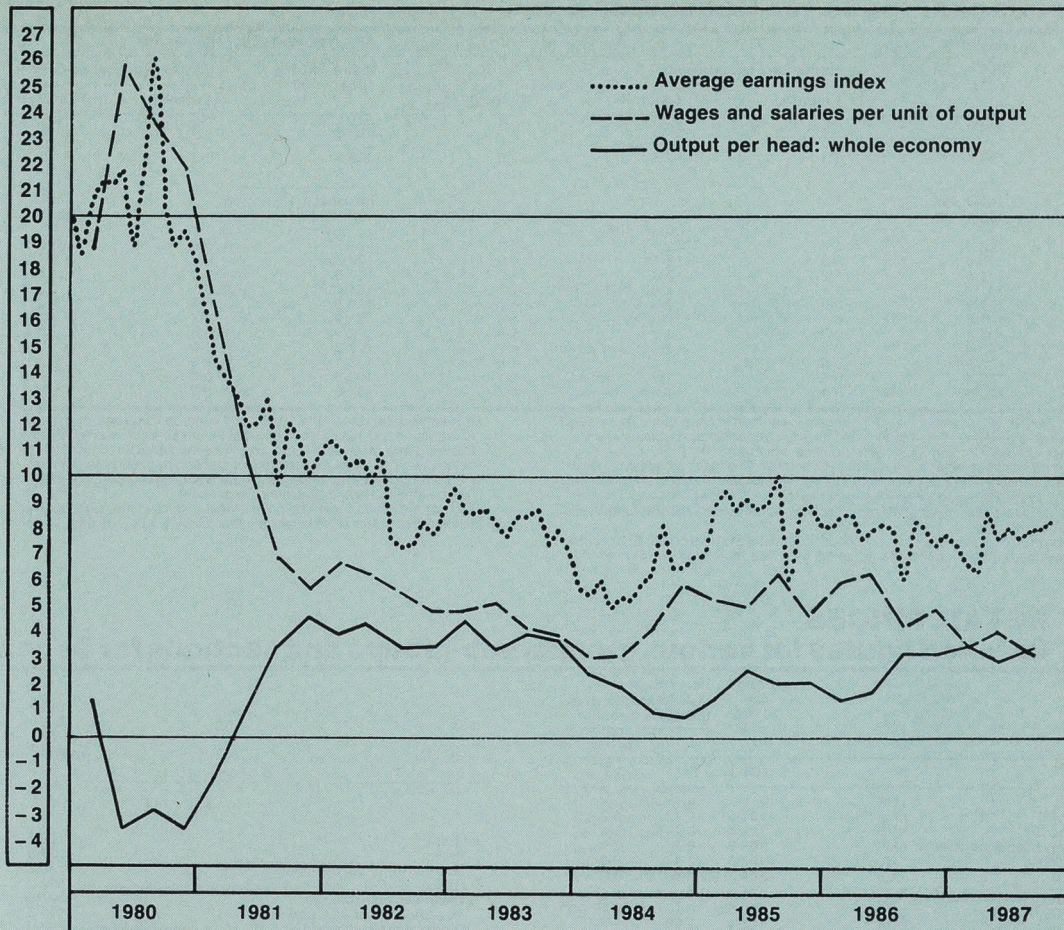
Source: OECD—Main Economic Indicators.

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

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

Percentage changes on a year earlier

C2



6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink
						All	Seasonal food	Non- seasonal food		
Weights	1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70
	1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82
	1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81
	1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83
	1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85
	1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77
	1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
	1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
	1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77
	1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78
	1984	1,000	799	966.1-968.7	102 Feb-Nov	201	31.3-33.9	167.1-169.8	36	75
					87 Dec-Jan					
	1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75
	1986	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82
					60 Dec-Jan					

Annual averages		1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
		108.5	109.3	108.8	108.4	108.4	106.1	103.0	106.9	108.2	109.7	109.7	109.7	109.7
		134.8	135.3	156.4	156.5	156.5	156.5	159.9	177.7	156.8	157.3	157.3	157.3	157.3
		157.1	156.4	156.5	156.5	156.5	156.5	159.9	177.7	156.8	157.3	157.3	157.3	157.3
		182.0	179.7	181.5	208.1	208.1	208.1	208.1	208.1	208.1	208.1	208.1	208.1	208.1
		197.1	195.2	197.8	227.3	227.3	227.3	227.3	227.3	227.3	227.3	227.3	227.3	227.3
		223.5	222.2	224.1	246.7	246.7	246.7	246.7	246.7	246.7	246.7	246.7	246.7	246.7
		263.7	265.9	265.3	307.9	307.9	307.9	307.9	307.9	307.9	307.9	307.9	307.9	307.9
		295.0	299.8	296.9	368.0	368.0	368.0	368.0	368.0	368.0	368.0	368.0	368.0	368.0
		320.4	326.2	322.0	417.6	417.6	417.6	417.6	417.6	417.6	417.6	417.6	417.6	417.6
		335.1	342.4	337.1	440.9	440.9	440.9	440.9	440.9	440.9	440.9	440.9	440.9	440.9
		351.8	358.9	353.1	454.9	454.9	454.9	454.9	454.9	454.9	454.9	454.9	454.9	454.9
		373.2	383.2	375.4	478.9	478.9	478.9	478.9	478.9	478.9	478.9	478.9	478.9	478.9
		385.9	396.4	387.9	496.6	496.6	496.6	496.6	496.6	496.6	496.6	496.6	496.6	496.6
	1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2	118.2	118.2	118.2	118.2
	1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	146.2	149.0	149.0	149.0	149.0
	1977 Jan 18	172.4	169.3	170.9	198.7	183.1	214.8	177.1	172.3	173.7	173.7	173.7	173.7	173.7
	1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9	188.9	188.9	188.9	188.9
	1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9	198.9	198.9	198.9	198.9
	1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4	241.4	241.4	241.4	241.4
	1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7	277.7	277.7	277.7	277.7
	1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8	321.8	321.8	321.8	321.8
	1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7	353.7	353.7	353.7	353.7
	1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1	376.1	376.1	376.1	376.1
	1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9	397.9	397.9	397.9	397.9
	1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8	423.8	423.8	423.8	423.8
	Feb 11	381.1	391.4	383.3	489.5	343.6	328.2	346.9	428.9	425.9	425.9	425.9	425.9	425.9
	Mar 11	381.6	391.5	383.4	489.5	345.2	337.5	347.3	429.9	426.5	426.5	426.5	426.5	426.5
	Apr 15	385.3	395.6	387.0	497.8	347.4	343.7	348.7	434.3	427.6	427.6	427.6	427.6	427.6
	May 13	386.0	395.8	387.3	495.9	349.4	356.8	349.4	436.2	428.8	428.8	428.8	428.8	428.8
	June 10	385.8	395.3	387.0	496.8	351.4	361.8	350.3	439.3	429.4	429.4	429.4	429.4	429.4
	July 15	384.7	394.9	386.8	498.3	347.4	332.2	350.7	440.4	431.0	431.0	431.0	431.0	431.0
	Aug 12	385.9	396.1	387.9	499.8	348.6	336.5	351.4	442.6	432.5	432.5	432.5	432.5	432.5
	Sept 16	387.8	398.5	390.0	500.5	348.3	331.7	351.8	445.3	434.6	434.6	434.6	434.6	434.6
	Oct 14	388.4	399.6	390.9	500.4	347.6	324.9	352.2	447.8	436.6	436.6	436.6	436.6	436.6
	Nov 11	391.7	403.7	394.3	500.7	347.5	322.8	352.4	449.5	436.0	436.0	436.0	436.0	436.0
	Dec 9	393.0	404.7	395.3	499.7	349.8	333.3	353.4	452.9	434.6	434.6	434.6	434.6	434.6
	1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7	440.7	440.7	440.7	440.7

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food	All items except housing	Nationalised industries	Consumer durables	Food*			Catering	Alcoholic drink
								All	Seasonal	Non- seasonal food		
Weights	1987	1,000	833	974	843	57	139	167	26	141	46	76
1987 Annual averages		101.9	102.0	101.9	101.6	100.9	101.2	101.1	101.6	101.0	102.8	101.7
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
Feb 10		100.4	100.4	100.3	100.4	100.0	100.3	100.7	103.2	100.2	100.4	100.3
Mar 10		100.6	100.6	100.6	100.6	100.0	100.8	100.7	103.0	100.3	100.8	100.6
Apr 14		101.8	101.8	101.6	101.2	100.8	101.0	101.6	107.4	100.5	101.4	100.8
May 12		101.9	101.8	101.6	101.6	100.7	101.2	102.2	110.6	100.7	101.8	101.2
June 9		101.9	101.9	101.8	101.6	100.7	101.1	101.6	105.2	100.9	102.3	101.4
July 14		101.8	102.1	101.9	101.4	100.9	99.9	100.4	97.0	101.0	102.9	101.7
Aug 11		102.1	102.4	102.2	101.7	101.3	100.3	100.7	98.6	101.0	103.6	102.1
Sept 8		102.4	102.8	102.6	102.1	101.4	101.7	100.4	95.7	101.2	104.3	102.8
Oct 13		102.9	103.3	103.1	102.6	101.5	102.2	101.1	96.8	101.8	104.7	103.5
Nov 10		103.4	103.8	103.6	103.0	101.9	102.9	101.6	98.8	102.1	105.3	103.3
Dec 8		103.3	103.5	103.3	103.2	101.9	103.2	102.4	102.4	102.4	105.8	103.1

6.4 RETAIL PRICES

General index of retail prices

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel- laneous goods	Transport and vehicles	Services
43	124	52	64	91	63	135	54
46	108	53	70	89	71	149	52
46	112	56	75	84	74	140	57
46	112	58	63	82	71	139	54
48	113	60	64	80	70	140	56
44	120	59	64	82	69	143	59
40	124	59	69	84	74	151	62
36	135	62	65	81	75	152	66
41	144	62	64	77	72	154	65
39	137	69	64	74	75	159	63
36	149	65	69	70	76	158	65
37	153	65	65	75	77	156	62
40	153	62	63	75	81	157	58

Annual averages		1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
		115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	106.8	106.8	106.8	106.8	106.8
		147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	135.5	135.5	135.5	135.5	135.5
		171.3	143.2	182.4	144.2	139.4	161.3							

6.5 RETAIL PRICES

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

PER CENT

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 13	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	13.4	11.6	17.1
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	6.5	10.4	12.6
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	8.0	7.1	3.7
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	1.8	4.7	4.8	3.9
1984 Jan 10	5.1	6.0	7.0	6.3	5.9	9.9	0.5	2.6	-0.3	7.1	2.4	5.4
1985 Jan 15	5.0	3.4	6.2	5.8	12.7	8.8	3.9	2.1	3.3	6.5	3.6	6.3
1986 Jan 14	5.5	3.2	6.2	6.5	7.4	11.4	4.0	2.9	3.6	3.5	0.9	4.3
1986 Dec 9	3.7	3.1	6.9	3.4	10.7	8.5	-0.4	0.0	2.8	2.5	1.7	4.0
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0

	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1987 Feb 10	3.9	3.8	6.5	3.8	9.5	8.2	-0.2	1.3	3.5	2.6	3.9	2.7	5.9	-0.6	3.4
Mar 10	4.0	3.3	6.6	3.9	8.9	8.2	-0.4	1.6	3.4	2.1	4.2	4.3	6.0	-0.4	3.4
Apr 14	4.2	3.6	6.2	3.9	3.6	9.1	-0.2	1.8	4.0	2.5	3.7	5.7	3.5	0.6	2.6
May 12	4.1	3.4	6.1	4.0	1.2	7.8	-0.2	1.7	4.3	2.3	3.9	7.3	4.5	1.3	1.7
June 9	4.2	2.3	5.9	4.1	0.7	10.2	-0.2	1.8	4.3	2.3	4.0	6.4	4.3	1.5	1.9
July 14	4.4	2.3	6.3	4.0	0.7	10.3	-0.7	2.3	4.6	0.9	4.0	8.1	4.6	1.8	2.1
Aug 11	4.4	2.3	6.5	4.0	0.4	10.1	-0.9	2.7	4.9	0.3	4.0	8.4	4.5	1.8	1.9
Sept 8	4.2	2.1	6.5	4.2	0.5	9.9	-1.6	3.0	5.3	1.5	3.0	6.8	4.4	2.6	2.1
Oct 13	4.5	3.0	6.3	4.5	1.0	10.2	-2.1	3.0	5.5	1.3	3.4	7.1	4.8	3.3	3.3
Nov 10	4.1	3.6	6.5	4.4	1.2	6.7	-1.7	3.2	4.9	1.5	4.4	6.5	5.2	3.6	3.8
Dec 8	3.7	3.7	6.2	4.5	1.2	4.2	-1.6	3.3	4.8	1.9	3.9	5.8	5.1	3.6	3.6

Notes: See notes under table 6.3.

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		100.3	101.3	101.1		100.3	101.5	101.7		

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 6.3

6.7 RETAIL PRICES

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Transport and vehicles	Miscellaneous goods	Services	Meals bought and consumed outside the home
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS											
1982	321.7	291.5	341.6	414.1	430.6	248.2	211.6	398.8	370.8	305.5	336.3
1983	336.2	300.7	366.7	441.6	462.3	255.3	215.3	422.3	393.9	311.5	358.2
1984	352.9	320.2	386.6	489.8	479.2	263.0	215.5	438.3	417.3	321.3	384.3
1985	370.1	330.7	410.2	533.3	502.4	274.3	223.4	458.6	451.6	343.1	406.8
1986	382.0	340.1	428.4	587.2	510.4	281.3	231.0	472.1	468.4	357.0	432.7
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS											
1982	318.8	287.8	350.7	413.1	430.5	249.4	219.9	369.6	362.3	314.1	336.3
1983	333.3	296.7	377.3	440.6	461.2	257.4	223.8	393.1	383.9	320.6	358.2
1984	350.4	315.6	399.9	488.5	479.2	264.3	223.9	407.0	405.8	331.1	384.3
1985	367.6	325.1	425.5	531.6	503.1	275.8	232.4	429.9	438.1	353.8	406.7
1986	379.2	334.6	445.3	584.4	511.3	281.2	239.5	426.5	456.0	368.4	432.9
GENERAL INDEX OF RETAIL PRICES											
1982	314.3	299.3	341.0	413.3	433.3	243.8	210.5	343.5	325.8	331.6	341.7
1983	329.8	308.8	366.5	440.9	465.4	250.4	214.8	366.3	345.6	342.9	364.0
1984	343.9	326.1	387.7	489.0	478.8	256.7	214.6	374.7	364.7	357.3	390.8
1985	360.7	336.3	412.1	532.9	499.3	263.9	222.9	392.5	392.2	381.3	413.3
1986	371.5	347.3	430.6	584.9	506.0	266.7	229.2	390.1	409.2	400.5	439.5

Note: 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.

RETAIL PRICES

Selected countries: consumer prices indices

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD (1)	
																			Indices 1980 = 100	
Annual averages																				
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	64.1	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.1	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.3	
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.3	126.1	131.7	
1985	141.5	148.8	126.9	140.5	143.1	146	158.0	121.0	255.8	178.5	190.3	114.4	122.7	154	178.0	154	123.3	130.5	137.6	
1986	146.3	162.4	129.0	142.3	149.0	152	162.2	120.7	314.7	185.2	201.4	114.9	122.9	165	193.7	160	124.2	133.1	141.1	
1987	152.4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Quarterly averages																				
1987 Q1	150.1	172.0	129.4	143.5	152.7	155	165.5	120.7	345.9	189.6	207.2	113.7	121.5	176	201.0	165	125.7	135.5	143.5	
Q2	152.4	174.6	130.5	144.5	154.8	157	166.9	121.1	365.5	190.8	209.6	115.1	122.1	178	202.3	165	125.7	137.3	146.0	
Q3	152.7	177.5	132.2	145.3	156.6	159	167.9	121.1	367.1	191.8	211.8	114.7 R	122.3	181	204.9	168	126.0	138.8	146.5	
Q4	154.4	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Monthly																				
1987 June	152.4	...	131.4	144.6	155.4	158	167.2	121.3	371.0	...	210.5	115.0	122.0	179	202.3	165	125.7	137.8	145.7	
July	152.3	...	132.0	145.1	156.6	158	167.6	121.3	365.5	...	210.9	114.2	121.9	180	204.4	167	125.8	138.1	145.9	
Aug	152.7	177.5	132.7	145.6	156.7	158	168.0	121.2	363.8	191.8	211.6	114.4 R	122.3	180	204.2	168	126.3	138.9	146.5 R	
Sept	153.2	...	131.9	145.3	156.7	159	168.1	120.9	371.9 R	...	212.9	115.5 R	122.7	183	206.1	169	126.0	139.5	147.2 R	
Oct	153.9	...	131.6	145.2 R	157.2	160	168.5	121.1	383.5 R	...	214.2	115.5 R	123.3	183	207.3 R	170	126.5	139.9	147.6	
Nov	154.7	...	131.2	144.7	157.9	160	168.7	121.1	386.1	192.0	215.0	114.9	123.2	184	207.0	171	127.0	140.0	147.7	
Dec	154.5	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Increases on a year earlier																				
Annual averages																				
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.1	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
1984	5.0	4.0	5.7	6.3	4.3	6.3	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.1	
1985	6.1	6.7	3.3	4.9	4.0	4.7	5.8	2.2	19.3	5.4	9.2	2.1	2.3	5.5	8.8	7.7	3.4	3.5	4.5	
1986	3.4	9.1	1.7	1.3	4.1	3.6	2.7	-0.2	23.0	3.8	5.8	0.4	0.2	7.1	8.8	3.9	0.7	2.0	2.6	
1987	4.2	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Quarterly averages																				
1987 Q1	3.9	9.4	0.3	1.1	4.1	5.0	3.2	-0.5	16.4	3.4	4.1	-1.3	-1.2	10.0	6.1	3.8	0.9	2.2	2.3	
Q2	4.2	9.3	1.4	1.6	4.6	3.3	3.4	0.1	17.8	2.8	4.2	-0.2	-1.0	9.2	5.6	3.4 R	1.0	3.8	3.9	
Q3	4.3	8.3	...	2.1	4.5	3.9	3.4	0.6	16.0	3.2	4.9 R	0.1 R	0.2	7.9	4.6	4.7	1.8	4.2	3.7	
Q4	4.1	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Monthly																				
1987 June	4.2	...	...	1.7	4.8	3.4	3.3	0.2	18.1	...	4.6	-0.3	-1.1	10.1	5.7	3.5	0.9	3.8	3.4
July	4.4	...	...	2.4	4.7	4.1	3.4	0.7	16.9	...	4.7	-0.4	-0.9	8.8	4.9	3.3	1.2	3.7	3.4
Aug	4.4	8.3	2.6	2.3	4.5	3.9	3.5	0.8	16.4	3.2	4.8	0.1 R	0.2	7.8	4.6	4.9	1.9	4.3	3.9	
Sept	4.2	...	1.9	1.7	4.5	3.6	3.2	0.4	14.6 R	...	5.2	0.5 R	0.2	7.8	4.4	5.0	1.6	4.3	3.9	
Oct	4.5	...	1.8	1.7	4.3	3.9	3.2	0.9	15.3	...	5.3	0.4 R	0.1	7.5	4.6	5.1	1.9	4.5	3.9	
Nov	4.1	...	1.7	1.5	4.2	4.0	3.2	1.0 R	15.3	3.2	5.2	0.4	-0.1	7.5	4.7	5.4	2.1	4.5	3.9	
Dec	3.7	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...

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

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

7.1 HOUSEHOLD SPENDING All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household					Average weekly expenditure per person				
	At current prices					At constant prices				
	Actual		Seasonally adjusted		Index (1975=100)	Actual		Seasonally adjusted		Index (1975=100)
	£	Percentage increase on a year earlier	£	Percentage increase on a year earlier		£	Percentage increase on a year earlier	£	Percentage increase on a year earlier	
Annual averages										
1983	141.03	6.4	103.3	—	53.06	8.0	109.4	1.4		
1984	151.92	7.7	106.4	3.0	57.96	9.2	114.3	4.5		
1985	162.50	6.5	108.3	1.7	62.60	8.0	117.3	2.7		
1986	185.02	13.9	118.6	9.5	72.47	15.8	130.6	11.3		
Quarterly averages										
1984 Q1	140.15	5.7	145.5	103.6	1.1	53.19	7.9	55.3	110.8	3.2
Q2	156.90	13.0	155.1	109.3	7.2	60.86	15.8	59.7	118.3	9.2
Q3	147.49	3.9	148.4	103.7	-0.2	55.99	4.9	56.7	111.4	1.0
Q4	163.48	8.7	158.4	109.2	4.0	62.02	10.8	60.2	116.8	4.6
1985 Q1	152.69	8.4	158.6	107.8	4.1	58.68	9.8	61.0	116.6	5.2
Q2	161.57	2.4	159.7	106.8	-2.3	62.89	2.7	61.4	115.5	-2.4
Q3	164.07	11.0	165.3	109.6	5.7	62.74	12.1	63.8	118.8	6.7
Q4	172.01	4.8	166.5	109.0	-0.2	66.18	6.2	64.4	118.5	1.5
1986 Q1	169.36	10.9	175.8	114.3	6.0	67.10	14.3	69.6	127.2	9.1
Q2	180.75	11.9	178.5	115.4	8.0	72.62	15.5	70.7	128.4	11.2
Q3	188.60	15.0	190.5	122.0	11.3	72.24	15.1	73.7	132.5	11.5
Q4	200.80	16.7	194.1	122.8	12.6	77.55	17.2	75.5	134.2	13.3
1987 Q1	190.20	12.3	197.3	123.6	8.2	74.0	10.2	76.5	134.8	6.0

Source: Family Expenditure Survey — For a brief note on the Survey, the availability of reports and discussion of response rates see *Employment Gazette*, December 1987 (pp 592-599).

7.2 HOUSEHOLD SPENDING Composition of expenditure

£ per week per household

UNITED KINGDOM	ALL ITEMS	Housing*		Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	Durable household goods	Other goods
		Gross	Net							
		Annual averages								
1983	141.03	25.34	22.43	9.22	29.56	6.91	4.21	10.00	10.26	10.81
1984	151.92	27.41	24.06	9.42	31.43	7.25	4.37	11.10	11.57	11.89
1985	162.50	30.18	26.63	9.95	32.70	7.95	4.42	11.92	12.59	12.59
1986	185.02	34.05	30.27	10.44	35.64	8.41	4.56	14.41	14.65	14.41
Quarterly averages										
1984 Q1	140.15	26.12	22.72	10.20	30.25	6.21	4.08	8.55	11.12	10.26
Q2	156.90	29.79	26.37	10.28	31.38	6.94	4.26	11.31	10.38	10.86
Q3	147.49	26.74	23.39	8.77	31.05	7.16	4.40	9.93	10.25	11.45
Q4	163.48	27.52	23.92	8.38	33.10	8.75	4.74	14.65	14.55	15.02
1985 Q1	152.69	28.41	24.96	10.66	31.92	6.92	4.37	9.64	11.76	10.96
Q2	161.57	30.72	26.99	10.77	32.10	7.87	4.28	11.70	10.71	11.50
Q3	164.07	31.22	27.99	9.23	32.58	7.77	4.55	11.31	10.35	12.18
Q4	172.01	30.43	26.64	9.15	34.25	9.28	4.49	15.16	13.67	15.80
1986 Q1	169.36	31.99	28.40	11.13	33.55	7.02	4.09	10.39	14.45	12.44
Q2	180.75	32.41	28.70	11.63	34.83	7.95	4.59	13.07	13.05	13.11
Q3	188.60	36.09	32.24	9.62	36.24	8.79	4.66	14.39	14.66	13.49
Q4	200.80	35.68	31.72	9.42	37.86	9.85	4.90	19.62	16.36	18.45
1987 Q1	190.22	33.75	29.78	11.38	35.92	8.51	4.82	12.02	..	..
Standard error** per cent										
1987 Q1	2.0	2.1	2.5	1.4	1.5	3.5	3.4	3.9	..	..
Percentage increase in expenditure on a year earlier										
1983	6.4	8.7	7.1	10.5	4.9	12.7	9.3	3.2	6.3	7.4
1984	7.7	8.2	7.3	2.2	6.3	4.9	3.8	10.9	12.7	10.0
1985	6.5	7.4	7.6	5.7	4.0	9.6	1.3	7.4	0.3	5.9
1986	13.9	12.8	13.7	4.9	9.0	5.8	3.2	20.9	26.2	14.5
1985 Q1	8.4	6.0	6.3	4.5	5.5	11.4	7.1	12.7	5.4	6.8
Q2	2.4	—	-0.8	4.8	2.3	13.4	0.5	3.4	3.2	5.9
Q3	11.0	16.8	18.1	5.2	4.9	8.5	3.4	13.9	1.0	6.3
Q4	4.8	7.7	8.2	9.2	3.5	6.0	-5.3	3.5	-6.0	5.2
1986 Q1	10.9	12.6	13.8	4.4	5.1	1.5	-6.4	7.8	22.9	13.5
Q2	11.9	5.5	6.3	8.0	8.5	1.0	7.2	11.7	21.9	14.0
Q3	15.0	15.6	15.2	4.2	11.2	13.1	2.4	27.2	41.6	10.7
Q4	16.7	17.3	19.1	3.0	10.5	6.1	9.1	29.4	19.7	16.8
1987 Q1	12.3	5.5	4.9	2.2	7.1	21.2	17.8	15.7	..	..
Percentage of total expenditure										
1983	100	18.8	16.8	6.5	20.7	4.8	3.0	7.0	7.2	7.6
1984	100	18.8	16.8	6.2	20.7	4.8	2.9	7.3	7.6	7.8
1985	100	18.4	16.1	6.1	20.1	4.9	2.7	7.3	7.2	7.8
1986	100	18.4	16.4	5.6	19.3	4.5	2.5	7.8	7.9	7.8

Source: Family Expenditure Survey.

* Housing figures are given in terms of gross expenditure (ie: before deducting all allowances, benefits and rebates) and net expenditure. The net figure is included in the "all items" figure of household expenditure.

** For notes on standard errors see *Employment Gazette*, March 1983, p 122 or annex A of the 1986 FES Report.

HOUSEHOLD SPENDING 7.2 Composition of expenditure

£ per week per household

Transport† and vehicles	Services†	Household† goods	Household† services	Personal† goods and services	Motoring† expenditure	Fares† and other travel goods	Leisure† goods	Leisure† services	Miscellaneous	UNITED KINGDOM
Annual averages										
1983	20.96	16.09								0.58
1984	22.77	17.41								0.64
1985	24.56	19.48	14.31	8.58	6.67	22.80	4.77	9.09	14.30	0.68
1986	27.57	23.89								0.75
Quarterly averages										
1984 Q1	21.05	15.08								0.63
Q2	22.13	22.53								0.47
Q3	23.62	16.91								0.55
Q4	24.38	15.07								0.92
1985 Q1	22.70	18.27								0.52
Q2	24.03	21.14								0.49
Q3	26.13	21.17								0.92
Q4	25.40	17.39								0.80
1986 Q1	25.64	21.58	14.28	7.34	5.56	21.96	3.68	8.01	13.30	0.67
Q2	26.76	26.49	13.01	10.59	6.26	21.57	5.18	8.03	14.79	0.58
Q3	28.55	25.18	13.93	7.88	6.56	23.02	5.54	8.65	15.03	0.92
Q4	29.31	22.35	15.99	7.63	8.23	24.60	4.71	11.60	13.13	0.95
1987 Q1	..	..	15.10	8.04	6.52	25.68	5.43	9.27	16.82	0.93
Standard error** per cent										
1987 Q1	..	..	5.7	5.2	5.0	3.9	7.5	6.1	9.0	22.7
Percentage increase in expenditure on a year earlier										
1983	5.9	4.7								8.3
1984	8.7	8.2								11.5
1985	7.9	11.9								6.1
1986	12.3	22.6								10.3
1985 Q1	7.8	21.2								-17.5
Q2	8.6	-6.2								4.3
Q3	10.6	25.2								67.9
Q4	4.2	15.4								-13.8
1986 Q1	13.0	18.1								28.9
Q2	11.4	25.3								18.4
Q3	9.3	18.9								-10.9
Q4	15.4	28.5								18.8
1987 Q1	..	..	5.6	9.5	17.3	16.9	47.5	15.7	26.5	38.8
Percentage of total expenditure										
1983	14.7	11.3								0.4
1984	15.0	11.5								0.4
1985	15.1	12.0	7.7	4.6	3.6	12.3	2.6	4.9	7.7	0.4
1986	14.9	12.9								0.4

† The component/service groupings used to categorise FES expenditure have been revised to align with the categories recommended for the Retail Prices Index (RPI) by the RPI Advisory Committee. The 11 commodity groups have been extended to 14. The composition of the "housing", "fuel, light and power", "food", "alcoholic drink", "tobacco", "clothing and footwear" and "miscellaneous" groups are unchanged. The new "motoring expenditure" and "fares and other travel costs" groups together correspond to the old "transport and vehicles" group. The new groups of "household goods", "household services", "personal goods and services", "leisure goods" and "leisure services" involve extensive re-arrangement of some component items but this has no effect on the all expenditure group total. Figures on both the old and revised basis are available for 1986. The old basis figures are shown in italics.

8.1 TOURISM Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotel trade 665	Other tourist, etc accommodation 667	Libraries, museums art galleries, etc 977	Sports and other recreational services 979
Self employed *							
1981	48.1	51.7	1.6	32.6	3.8	0.6	19.7
Employees in employment †							
1982 March	180.6	225.0	137.3	219.5		309.4	
June	194.1	236.0	138.5	267.4		336.8	
September	194.9	234.0	134.7	268.2		327.0	
December	184.3	230.8	134.8	209.6		309.2	
1983 March	174.0	226.7	131.3	203.2		307.0	
June	197.7	237.1	133.0	262.2		312.8	
September	203.6	245.3	135.3	265.3		334.9	
December	200.3	243.8	138.3	211.0		314.1	
1984 March	200.5	239.5	136.6	202.1		311.2	
June	213.1	251.7	137.6	265.7		333.6	
September	216.2	259.8	137.0	262.0		330.1	
December	209.3	259.8	139.5	228.9		315.3	
1985 March	207.1	258.3	138.0	226.8		320.6	
June	222.2	271.5	142.4	276.3		379.0	
September	225.4	266.1	142.9	280.5		372.3	
December	219.9	267.0	145.7	244.4		335.8	
1986 March	214.2	260.1	142.5	242.1		334.0	
June	228.0	271.7	144.5	288.7		385.0	
September	226.3	277.8	145.7	289.2		378.3	
December	223.6	278.4	147.2	255.7		349.7	
1987 March	222.0	273.6	147.3	247.0		349.3	
June	238.1	281.2	146.6	293.2		396.8	
September	238.9	283.5	150.3	299.2		389.2	
Change September 1987 on September 1986 Absolute (thousands)	+12.6	+5.7	+4.6	+10.0		+10.9	
Percentage	+5.6	+2.1	+3.1	+3.5		+2.9	

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

1981	145
1983	142
1984R	169
1985	170
1986	185

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

8.2 TOURISM Overseas travel and tourism: earnings and expenditure

£ million at current prices

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1980	2,961		2,738		+223	
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986 P	5,435		6,070		-635	
Percentage change 1986/1985	—		+25			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1986 P 1st quarter	912	1,334	896	1,372	+16	-38
2nd quarter	1,250	1,295	1,456	1,513	-206	-218
3rd quarter	2,055	1,368	2,539	1,632	-484	-264
4th quarter	1,218	1,438	1,179	1,553	+39	-115
1987 P 1st quarter R	1,013	1,473	1,081	1,647	-68	-174
2nd quarter R	1,503	1,549	1,818	1,861	-315	-312
3rd quarter (e) R	2,385	1,590	2,920	1,844	-535	-254
1986 P January	332	441	259	412	+73	+29
February	264	451	237	435	+27	+16
March	316	442	399	525	-83	-83
April	364	427	367	463	-3	-36
May	424	440	497	560	-73	-120
June	463	428	593	490	-130	-62
July	633	440	695	526	-62	-86
August	778	456	968	569	-190	-113
September	644	472	877	537	-233	-65
October	451	419	578	504	-127	-85
November	418	522	371	583	+47	-61
December	350	497	230	466	+120	+31
1987 P January R	411	549	356	554	+55	-5
February R	265	453	316	569	-51	-116
March R	336	471	408	524	-72	-53
April R	416	490	485	602	-69	-112
May R	478	497	611	673	-133	-176
June R	608	562	721	586	-113	-24
July (e)	750	523	825	612	-75	-89
August (e) R	930	547	1,105	638	-175	-91
September (e) R	705	520	990	594	-285	-74
October (e)	600	558	745	635	-145	-77

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

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

TOURISM 8.3 THOUSAND

	All areas Actual	Seasonally adjusted	North America	Western Europe	Other areas
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,570	2,782
1986 P	13,844		2,843	8,302	2,699
1986 1st quarter P	2,560	3,761	525	1,536	499
2nd quarter P	3,312	3,058	672	2,017	623
3rd quarter P	5,054	3,335	1,071	2,933	1,050
4th quarter P	2,917	3,690	575	1,815	526
1987 1st quarter P	2,620	3,887	502	1,632	486
2nd quarter P	4,101	3,855	938	2,528	635
3rd quarter (e)	5,760	3,885	1,390	3,250	1,120
1986 P January	920	1,263	179	523	218
February	726	1,300	133	459	134
March	914	1,198	214	553	147
April	1,025	985	185	689	151
May	1,123	1,093	224	677	222
June	1,164	980	263	651	250
July	1,677	1,079	319	1,023	385
August	2,043	1,162	431	1,229	383
September	1,334	1,094	321	681	332
October	1,188	1,219	241	738	209
November	905	1,217	163	573	169
December	823	1,255	171	504	148
1987 P January	1,031	1,440	174	640	216
February	672	1,226	127	410	135
March	917	1,221	200	582	135
April	1,337	1,310	191	978	168
May	1,321	1,311	343	771	207
June	1,443	1,234	404	779	260
July (e)	1,930	1,266	460	1,140	330
August (e)	2,250	1,301	520	1,320	410
September (e)	1,580	1,318	410	790	380
October (e)	1,430	1,494	370	790	270

Notes: See table 8.2.

Visits abroad by UK residents

TOURISM 8.4 THOUSAND

	All areas Actual	Seasonally adjusted	North America	Western Europe	Other areas
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,667
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 P	25,181		1,167	22,110	1,905
1986 1st quarter P	3,734	6,172	159	3,020	556
2nd quarter P	6,410	6,015	269	5,701	440
3rd quarter P	10,026	6,480	437	9,147	442
4th quarter P	5,011	6,514	301	4,242	467
1987 1st quarter P	4,237	7,058	254	3,400	584
2nd quarter P	7,447	7,009	347	6,568	532
3rd quarter (e)	10,310	6,637	680	9,100	530
1986 P January	1,137	1,976	69	866	202
February	1,012	2,030	48	809	155
March	1,586	2,166	42	1,345	199
April	1,623	1,736	85	1,339	199
May	2,139	2,222	71	1,948	120
June	2,647	2,057	113	2,414	120
July	2,896	2,192	114	2,680	102
August	3,777	2,156	194	3,407	176
September	3,353	2,132	129	3,060	164
October	2,475	2,191	137	2,187	151
November	1,475	2,281	104	1,169	201
December	1,062	2,042	60	886	116
1987 P January	1,305	2,254	120	975	209
February	1,291	2,582	53	1,086	152
March	1,642	2,222	81	1,339	222
April	2,110	2,249	104	1,759	247
May	2,436	2,517	130	2,164	142
June	2,902	2,243	114	2,646	142
July (e)	3,030	2,282	140	2,790	100
August (e)	3,920	2,234	300	3,390	230
September (e)	3,360	2,121	240	2,920	200
October (e)	2,420	2,127	260	1,980	180

Notes: See table 8.2.

9.1 OTHER FACTS AND FIGURES YTS entrants: regions

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants* April 1987-March 1988	42,442	22,109	27,587	46,183	42,448	39,849	55,982	23,632	21,417	43,502	365,151
Entrants to training† April-December 1987	32,422	15,594	23,350	37,197	36,732	33,510	47,288	21,600	17,389	27,646	292,728
Total in training† December 31, 1987	46,324	22,053	33,698	51,856	50,847	47,550	66,050	30,544	24,852	43,704	417,478

* Planned entrants are based on assumptions about the number of 16 and 17 year olds to enter the labour market in 1987-88, the proportion likely to find employment outside YTS, the proportion who would be without work or would enter YTS while in employment, and the number leaving further education or employment part way through their first year and thus requiring the balance of a year's training on YTS.
† YTS entrants and those already in training include some young people on existing one-year YTS places as well as those on two-year YTS places.

9.2 OTHER FACTS AND FIGURES Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	Dec	Nov	Dec	Nov	Dec	Nov
Community Industry	8,000	8,000	1,714	1,707	885	904
Community Programme	221,000 P	222,000	30,000 P	30,443	19,500 P	19,613
Enterprise Allowance Scheme	96,000	96,000	8,924	8,443	5,944	6,598
Job Release Scheme	19,000	20,000	1,485	1,501	703	718
Jobshare	870	873	40	39	80	79
Jobstart Allowance	4,000*	4,000†	461*	500†	331*	373†
New Workers Scheme	19,000	20,000	1,972	2,074	1,915	1,925
Restart interviews (cumulative total)	1,486,238**	1,273,046††	185,726**	158,930††	86,218**	74,115††

* Number benefiting as at 30 November.
† Number benefiting as at 30 October.
** April 10 to November 30.
†† April 10 to October 30.
P Provisional.

9.3 OTHER FACTS AND FIGURES Jobseekers with disabilities: registrations and placement into employment

Registered† for employment at jobcentres, December 4, 1987	55,479
Employment registrations† taken at jobcentres, November 9 to December 4, 1987	7,104
Placed into employment by jobcentre advisory service, November 9 to December 4, 1987*	2,907

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

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

GREAT BRITAIN	Disabled people*							
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1986 Oct	24.8	21.7	49.3	38.1	4.3	3.9	2.5	2.0
1987 Jan	22.2	19.5	43.6	33.2	3.9	3.4	2.2	1.7
Apr	22.9	20.0	46.3	35.5	4.1	3.6	2.5	1.9
July	25.5	22.2	52.6	41.0	4.4	3.8	2.9	2.3
Oct	23.6	20.1	49.7	37.4	4.4	3.8	2.7	2.1

* Includes registered disabled people and those who, although eligible, choose not to register.
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 21, 1987, the latest date for which figures are available, 383,500 people were registered under the Acts.

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Employees in employment plus HM forces and the self-employed.

EMPLOYEES IN EMPLOYMENT

A count of civilian jobs, both main and secondary, 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.

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.

Conventions

The following standard symbols are used:
 ... not available
 — nil or negligible (less than half the final digit shown)
 [] provisional
 — break in series

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

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 1-4 inclusive.
 SIC 1968, Orders II-XXI.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

THE SELF-EMPLOYED

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed as defined above.

R revised
 e estimated
 MLH Minimum List Heading of the SIC 1968
 n.e.s. not elsewhere specified
 SIC UK Standard Industrial Classification, 1968 or 1980 edition
 EC European Community

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

Regularly published statistics

Employment and working population	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Working population: GB and UK				Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series	M (Q)	Feb 88:	1-1	<i>Manufacturing and certain other industries</i>			
Labour force estimates, projections		May 87:	253	Summary (Oct)	B (A)	Feb 88:	5-6
Employees in employment				Detailed results	A	Mar 87:	6-7
<i>Industry: GB</i>				<i>Manufacturing</i>			
All industries: by Division class or group	Q	Feb 88:	1-4	International comparisons	M	Feb 88:	5-6
: time series, by order group	M	Feb 88:	1-2	<i>Aerospace</i>	A	Aug 86:	34-35
Manufacturing: by Division class or group	M	Feb 88:	1-3	<i>Agriculture</i>	A	Mar 87:	15-16
<i>Occupation</i>				<i>Coal mining</i>	A	Mar 87:	15-16
Administrative, technical and clerical in manufacturing	A	Dec 87:	1-10	Average earnings: non-manual employees	B (A)	Feb 88:	5-6
Local authorities manpower	Q	July 87:	1-7	Basic wage rates: manual workers			
<i>Region: GB</i>				Wage rates and hours (index)	D	Apr 84:	5-6
Sector: numbers and indices,	Q	Feb 88:	1-5	Normal weekly hours	A	Mar 87:	15-16
Self-employed: by region		Jan 87:	56	Holiday entitlements	A	Mar 87:	15-16
: by industry		May 86:	164	Overtime and short-time: manufacturing			
Census of Employment: Sept 1984				Latest figures: industry	M	Feb 88:	1-11
GB and regions by industry		Jan 87:	31	Region: summary	Q	Dec 87:	1-12
UK by industry		Sept 87:	444	Hours of work: manufacturing	M	Feb 88:	1-12
International comparisons		Feb 88:	1-9				
Apprentices and trainees by industry:				Output per head			
<i>Manufacturing industries</i>	A	July 87:	1-14	Output per head: quarterly and annual indices	M (Q)	Feb 88:	1-13
Apprentices and trainees by region:				Wages and salaries per unit of output			
<i>Manufacturing industries</i>	A	July 87:	1-15	Manufacturing index, time series	M	Feb 88:	5-6
Employment measures	M	Feb 88:	9-2	Quarterly and annual indices	M	Feb 88:	5-6
Registered disabled in the public sector	A	Feb 88:	65				
Labour turnover in manufacturing	Q	Dec 87:	1-6	Labour costs			
Trade union membership	A	Feb 87:	84	Survey results 1984	Triennial	June 86:	21-22
				Per unit of output	M	Feb 88:	5-6
Unemployment and vacancies				Retail prices			
Unemployment				General index (RPI)			
Summary: UK	M	Feb 88:	2-1	Latest figures: detailed indices	M	Feb 88:	6-7
GB	M	Feb 88:	2-2	percentage changes	M	Feb 88:	6-7
Age and duration: UK	M (Q)	Feb 88:	2-5	Recent movements and the index excluding seasonal foods	M	Feb 88:	6-7
Broad category: UK	M	Feb 88:	2-1	Main components: time series and weights			
Broad category: GB	M	Feb 88:	2-2	Changes on a year earlier: time series	M	Feb 88:	6-7
Detailed category: GB, UK	Q	Dec 87:	2-6	Annual summary	A	Mar 87:	18-19
Region: summary	Q	Dec 87:	2-6	Revision of weights	A	Apr 87:	18-19
Age time series UK	M (Q)	Feb 88:	2-7	<i>Pensioner household indices</i>			
: estimated rates	Q	Dec 87:	2-15	All items excluding housing	M (Q)	Feb 88:	6-7
Duration: time series UK	M (Q)	Feb 88:	2-8	Group indices: annual averages	M (A)	Feb 88:	16-17
Region and area				Revision of weights	A	May 86:	16-17
Time series summary: by region	M	Feb 88:	2-3	<i>Food prices</i>	M	Feb 88:	26-27
: assisted areas, travel-to-work areas	M	Feb 88:	2-4	London weighting: cost indices	D	May 82:	6-7
: counties, local areas (formerly table 2-4)	M	Feb 88:	2-9	<i>International comparisons</i>	M	Feb 88:	6-7
: Parliamentary constituencies	M	Feb 88:	2-10	Household spending			
Age and duration: summary	Q	Dec 87:	2-6	All expenditure: per household	Q	Feb 88:	7-8
Flows:				: per person	Q	Feb 88:	7-8
GB, time series	D	May 84:	2-19	Composition of expenditure			
UK, time series	M	Feb 88:	2-19	: quarterly summary	Q	Feb 88:	7-8
GB, Age time series	M	Feb 88:	2-20	: in detail	Q (A)	Dec 87:	7-8
GB, Regions and duration	Q	Feb 88:	2-23/24/26	Household characteristics	Q (A)	Dec 87:	7-8
GB, Age and duration	Q	Feb 88:	2-21/22/25				
Students: by region	M	Feb 88:	2-13	Industrial disputes: stoppages of work			
Disabled jobseekers: GB	M	Feb 88:	9-3/4	Summary: latest figures	M	Feb 88:	4-5
International comparisons	M	Feb 88:	2-18	: time series	M	Feb 88:	4-5
Ethnic origin		Jan 87:	18	Latest year and annual series	A	Aug 86:	32-33
Temporarily stopped: UK				Industry			
Latest figures: by region	M	Feb 88:	2-14	<i>Monthly: Broad sector: time series</i>	M	Feb 88:	4-5
Vacancies				Annual Detailed	A	Sept 87:	46-47
UK unfilled, inflow outflow and placings seasonally adjusted	M	Feb 88:	3-1	Prominent stoppages	A	Sept 87:	46-47
Region unfilled excluding Community Programme seasonally adjusted	M	Feb 88:	3-2	Main causes of stoppage			
Region unfilled unadjusted	M	Feb 88:	3-3	Cumulative	M	Feb 88:	4-5
Vacancies (previous definition)				Latest year for main industries	A	Sept 87:	47-48
Industry UK	(Q)	Sept 85:	3-3	Size of stoppages	A	Sept 87:	47-48
Occupation by broad sector and unit groups: UK	(Q)	Sept 85:	3-4	Days lost per 1,000 employees in recent years by industry	A	Sept 87:	47-48
Occupation region summary	(Q)	Sept 85:	3-6	International comparisons	A	Nov 87:	50-51
Redundancies				Tourism			
Confirmed: GB latest month	M	Feb 88:	2-30	Employment in tourism: industries GB	M	Feb 88:	8-9
Regions	M	Feb 88:	2-30	Overseas travel: earnings and expenditure	M	Feb 88:	8-9
Industries	M	Feb 88:	2-31	Overseas travel: visits to the UK by overseas residents	M	Feb 88:	8-9
Detailed analysis	A	Dec 86:	500	Visits abroad by UK residents	M	Feb 88:	8-9
Advance notifications	Q (M)	Nov 87:	573	Overseas travel and tourism: visits to the UK by country of residence	Q	Jan 88:	8-9
Payments: GB latest quarter	Q	July 86:	284	: visits abroad by country visited	Q	Jan 88:	8-9
Industry	A	Dec 86:	500	: visits to the UK by mode of travel and purpose of visit	Q	Jan 88:	8-9
Earnings and hours				: visits abroad by mode of travel and purpose of visit	Q	Jan 88:	8-9
Average earnings				: visitor nights	Q	Jan 88:	8-9
Whole economy (new series) index				YTS			
Main industrial sectors	M	Feb 88:	5-1	YTS entrants: regions	M	Feb 88:	9-10
Industry	M	Feb 88:	5-3				
Underlying trend	Q (M)	Dec 87:	630				
New Earnings Survey (April estimates)							
Latest key results	A	Nov 87:	567				
Time series	M (A)	Feb 88:	5-6				

Notes: * Frequency of publication, frequency of compilation shown in brackets (if different).

A Annual. Q Quarterly. M Monthly. B Bi-monthly. D Discontinued

Special Feature



Professional grades in education—a college office: how they fared, see charts 1 and 2.

Trends in the distribution of earnings, 1973 to 1986

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This article considers the trends within the average earnings figures from the New Earnings Survey¹. Figures are presented for the average earnings of full-time adult male and female employees, and measures for the distribution of earnings.

- Real earnings grew between 1973 and 1986 by on average one-fifth for males and two-fifths for females.
- The overall earnings distribution narrowed over the period between 1973 and 1979, during which time many higher paid occupations experienced a fall in their real earnings.

- The overall distribution has widened significantly since 1979.
- The evidence presented from individual occupations suggests that good and poor fortune is spread across

¹ The results discussed in this article are part of a fuller analysis of the trends in the distribution of earnings which is contained in a forthcoming Department of Employment Research Paper. The Research Paper also contains the data from which the measures constructed here have been calculated.

**Table 1 Average gross weekly adult earnings—full-timers, excluding those whose pay was affected by absence
Analysis by main groupings**

	Real earnings in 1986 prices (consistent series)													
	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
Males														
All occupations	172.3	170.3	178.5	177.2	165.2	173.5	179.3	180.9	182.2	183.1	190.9	197.0	198.3	207.5
Manual	157.1	156.1	164.0	161.1	150.7	157.6	165.0	162.7	158.5	159.0	164.1	168.2	168.6	174.4
Non-manual	198.0	194.4	201.0	201.5	187.0	196.2	200.0	205.4	211.6	212.2	222.3	230.3	231.9	244.9
Females														
All occupations	97.2	98.3	112.4	116.7	109.7	112.4	114.1	117.2	121.3	120.1	126.9	129.1	130.3	137.2
Manual	82.6	85.9	96.1	99.1	93.6	98.0	99.5	100.7	98.5	96.8	102.1	103.0	104.4	107.5
Non-manual	104.2	104.8	119.3	123.5	116.0	118.0	119.8	123.2	128.6	127.5	134.5	137.0	137.9	145.7

Note: Since 1984 the standard published figures are for males and females on adult rates. Up to 1983 figures were presented for males aged 21 and over, and females aged 18 and over. In 1983 itself figures are available for both definitions, and these have been used to calculate a consistent series across the change in convention.

occupations throughout the distribution. In particular, occupations towards the bottom of the distribution have not in general been the ones to experience falls in real earnings since 1979.

- There is some evidence that the change in the distribution was partly due to a change in the composition of employment, in particular, a growth of employment towards the top of the distribution.
- Whereas it is clear, therefore, that the distribution has widened since 1979, it is not clear that the experience of specific groups at lower positions within the distribution has been radically different from groups at higher positions.

These are the main findings which emerge from the study of the trends within the average earnings figures, which are gross, and therefore before tax and excluding any benefit an individual may receive.

Table 1 shows the average earnings for adult male and female, manual and non-manual employees between 1973 and 1986, presented in consistent 1986 prices, by taking account of the movement in the Retail Prices Index over the period and by adjusting for the effect of a definition change in 1983 (see note to table 1). Table 2 shows the percentage year-on-year increases. The figures suggest that average real earnings increased by around one-fifth for all males, and around two-fifths for all females. One of the explanations for the higher increase for females is likely to have been the effect of the Equal Pay Acts. For both sexes, it appears that the real increase for manuals was lower than for non-manuals.

Dispersion of earnings

A common measure of the dispersion of the distribution, which may change as a result of such differences in earnings movements, is the ratio of the highest decile point in the distribution to the lowest decile point¹. Although the mea-

¹ Decile points divide the distribution into ten groups containing an equal number of individuals. The lowest decile point therefore marks the point on the distribution with one-tenth of individuals below it and nine-tenths above, and vice versa for the highest decile point.

² See note to table 1.

Table 2 Year-on-year and over period changes in real earnings

	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81
	Males							
All occupations	-1.2	4.8	-0.8	-6.8	5.0	3.4	0.8	0.7
Manual	-0.6	5.1	-1.8	-6.5	4.6	4.7	-1.4	-2.6
Non-manual	-1.8	3.4	0.3	-7.2	4.9	1.9	2.7	3.0
Females								
All occupations	1.1	14.3	3.8	-6.0	2.4	1.5	2.7	3.5
Manual	4.0	11.9	3.1	-5.5	4.7	1.5	1.2	-2.2
Non-manual	0.5	13.9	3.6	-6.1	1.8	1.4	2.9	4.4

See footnote to table 1.

Table 3 Highest decile point as a proportion of the lowest decile point

	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
	Males													
All occupations	2.42	2.35	2.35	2.36	2.31	2.36	2.38	2.45	2.56	2.61	2.65	2.78	2.82	2.88
Manuals	2.16	2.10	2.09	2.07	2.05	2.10	2.17	2.18	2.16	2.23	2.24	2.35	2.36	2.41
Non-manuals	2.80	2.27	2.66	2.68	2.59	2.61	2.57	2.68	2.71	2.78	2.82	2.97	2.99	3.08
Females														
All occupations	2.44	2.35	2.44	2.51	2.36	2.34	2.28	2.36	2.54	2.52	2.53	2.51	2.50	2.61
Manual	2.08	2.07	2.07	2.07	1.96	1.99	2.00	2.04	2.06	2.08	2.11	2.11	2.17	2.16
Non-manual	2.59	2.43	2.58	2.65	2.43	2.39	2.31	2.38	2.56	2.50	2.49	2.49	2.49	2.58

Note: The decile points are for full-timers not affected by absence, and are taken from the published NES tables. For 1973-83 they refer to males aged 21 and over and females 18 and over, and for 1984-86 to males and females on adult rates.

Table 4 Average gross weekly adult earnings—full-time men, excluding those whose pay was affected by absence

Occupational groups	Real earnings index in 1986 prices (consistent series) ¹													
	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986
II Professional, management and administration	243.4	241.1	237.2	235.0	221.0	232.0	231.6	247.3	249.2	253.9	267.1	277.2	278.5	298.2
III Professional, education and health	211.9	206.4	220.7	228.1	207.6	207.9	202.5	205.3	235.7	222.9	227.9	229.3	229.9	242.2
IV Literary, artistic and sport	205.9	198.4	201.6	202.2	180.9	196.9	201.8	214.9	220.1	219.9	235.9	246.8	244.7	261.7
V Professional in science, engineering and technology	209.8	202.7	214.2	215.3	200.0	207.7	212.6	216.1	220.8	221.0	230.8	238.2	236.5	248.6
VI Managerial (exc. general management)	206.8	198.3	201.0	200.8	187.7	197.8	204.7	214.0	213.7	212.1	225.2	233.6	236.1	246.8
VII Clerical	142.9	145.3	151.3	152.4	139.8	142.8	146.5	148.8	153.2	153.0	160.3	163.0	164.3	171.0
VIII Selling	153.9	151.4	155.8	154.5	148.0	156.4	163.7	160.9	159.0	159.6	169.1	176.9	179.1	186.3
IX Security and protective services	175.7	169.5	184.8	183.6	167.0	174.0	187.1	199.7	200.8	203.6	220.1	226.2	228.6	228.4
X Catering, cleaning and other personal services	123.6	125.1	136.9	133.3	123.8	128.6	130.6	135.6	132.4	129.3	136.0	136.7	136.6	142.0
XI Farming and fishing	117.1	127.9	124.6	124.9	116.5	122.6	121.7	128.0	122.6	122.5	125.8	127.0	126.2	129.5
XII Materials processing (exc. metal and electrical)	155.3	155.9	157.6	159.2	149.1	155.6	165.2	161.9	159.6	158.9	164.4	170.8	169.0	177.0
XIII Making and repairing (exc. metal and electrical)	166.9	161.3	161.6	158.5	149.4	156.3	165.6	159.7	158.1	161.4	164.5	170.7	173.0	177.2
XIV Processing, making and repairing (metal and electrical)	171.2	167.7	176.2	173.5	162.1	170.4	179.1	174.9	169.9	170.6	176.8	182.5	184.1	191.6
XV Painting and assembling, etc	157.1	153.3	158.6	159.2	148.4	155.8	162.1	156.9	151.9	152.6	157.2	163.0	163.5	167.4
XVI Construction and mining	159.8	163.1	173.7	164.7	153.0	161.5	167.6	165.0	164.7	164.3	166.5	169.8	165.4	172.6
XVII Transport, materials moving and storing	154.9	152.5	163.7	159.8	149.8	157.6	165.8	162.2	156.8	158.4	163.4	167.0	167.7	172.4
XVIII Miscellaneous	140.5	140.0	150.9	152.4	138.3	142.7	149.4	150.9	151.3	153.1	157.5	155.1	154.5	160.0

¹ See note to Table 1.

remain associated with such points. If the distribution widens, but the mobility of all individuals within it increases, it is not obvious whether individuals are on balance better off or worse off as a result.

Analysis of the changing distribution—changes by occupation

Detailed data from the New Earnings Survey allow an examination of the relative fortunes of specific occupations. The employment patterns and earnings trends for women over the period have been heavily influenced by both the Equal Pay Acts and the increasing rate of female labour force participation. A full analysis of the implications of such large structural change is beyond the scope of this article, so the detailed analysis concentrates on the trends within the distribution of male earnings.

The New Earnings Survey codes the occupational descriptions on the survey forms into over 450 specific occupations, which are in turn placed into 18 broad occupational groups, of which data are available in general for 17 occupations¹. Table 4 shows the gross weekly earnings for males in each of the 17 occupational groups in consistent 1986 prices. Table 5 reports the year-on-year changes in real earnings, and the change over 1973-79, 1979-86 and 1973-86.

The tables show that all occupational groups received an increase in real earnings over the whole period from 1973-86. The previously identified trends in the earnings distribution are, however, interestingly reflected in the relative movements in real earnings across the occupational

¹ See note to table 5.

Table 2 (cont'd)

1981-82	1982-83	1983-84	1984-85	1985-86	1973-79	1979-86	1973-86
0.5	4.2	3.2	0.6	4.7	4.1	15.7	20.4
0.3	3.2	2.5	0.2	3.4	5.0	5.7	11.0
0.3	4.7	3.6	0.7	5.6	1.0	22.4	23.7
-1.0	5.7	1.8	0.9	5.3	17.3	20.3	41.1
-1.7	5.5	0.9	1.3	3.0	20.5	8.0	30.2
-0.9	5.5	1.8	0.7	5.7	14.9	21.7	39.8

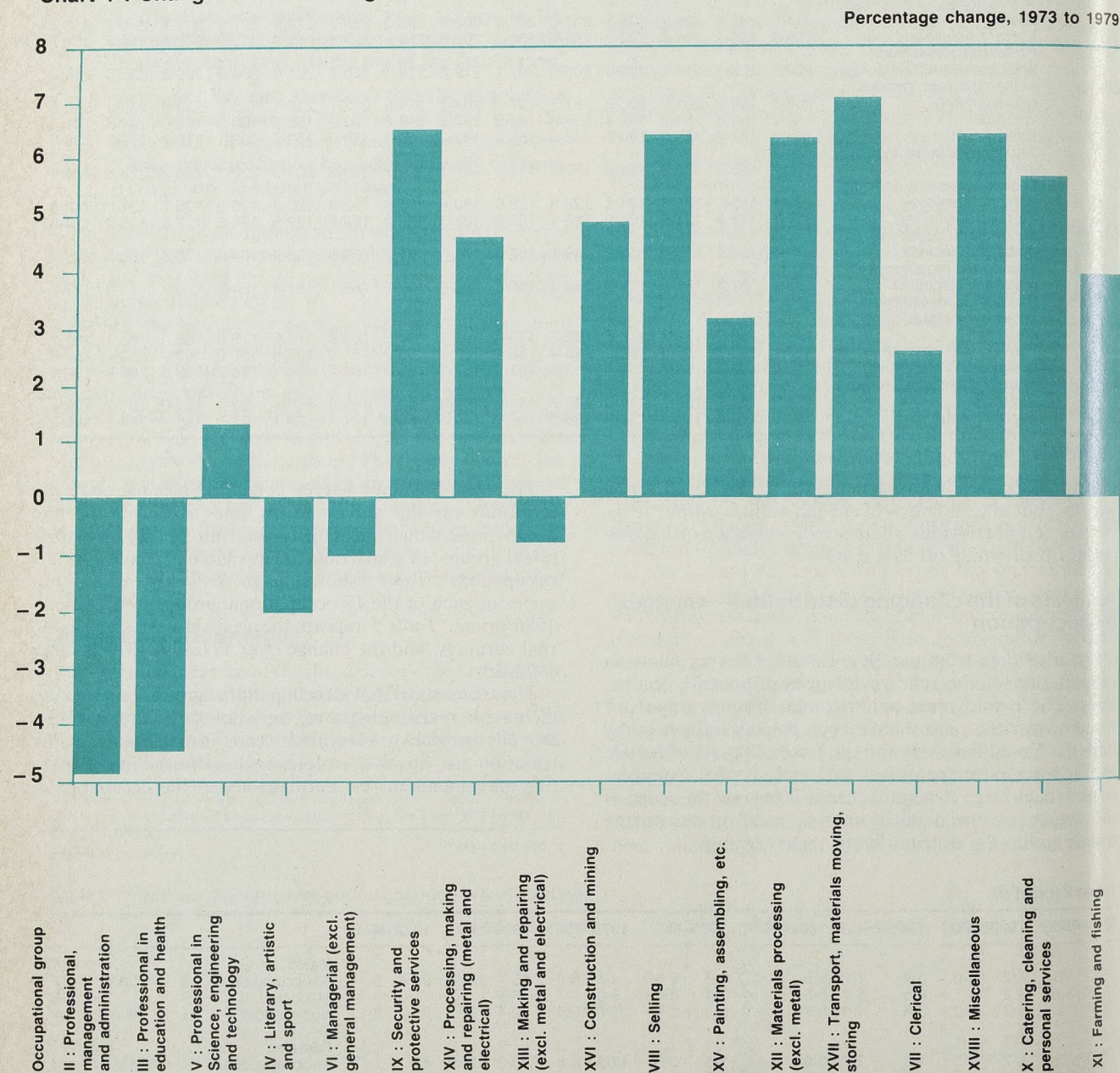
See footnote to table 1.

Table 5 Year-on-year and over period changes in real earnings, for males

Occupational groups	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80	1980-81
II Professional in management and administration	-1.0	-1.6	-0.9	-6.0	5.0	-0.2	6.8	0.7
III Professional in education and health	-2.6	6.9	3.4	-9.0	0.2	-2.6	1.4	14.8
IV Literary, artistic and sport	-3.7	1.6	0.3	-10.5	8.8	2.5	6.5	2.4
V Professional in science, engineering and technology	-3.4	5.7	0.5	-7.1	3.8	2.4	1.6	2.2
VI Managerial (exc. general management)	-4.1	1.3	-0.1	-6.5	5.3	3.5	4.5	-0.1
VII Clerical	-1.7	4.2	0.7	-8.3	2.2	2.6	1.6	3.0
VIII Selling	-1.6	2.9	-0.8	-4.2	5.7	4.7	-1.7	-1.2
IX Security and protective services	-3.5	9.0	-0.6	-9.1	4.2	7.5	6.7	0.6
X Catering, cleaning and other personal services	1.2	9.5	-2.6	-7.2	3.9	1.5	3.8	-2.4
XI Farming and fishing	9.2	-2.6	0.2	-6.7	5.3	-0.7	5.2	-4.2
XII Materials processing (exc. metal and electrical)	0.3	1.1	1.0	-6.3	4.4	6.1	-2.0	-1.4
XIII Making and repairing (exc. metal and electrical)	-3.4	0.1	-1.9	-5.7	4.6	6.0	-3.6	-0.9
XIV Processing, making and repairing (metal and electrical)	-2.1	5.1	-1.5	-6.6	5.1	5.2	-2.4	-2.8
XV Painting and assembling etc	-2.5	3.5	0.3	-6.8	5.0	4.1	-3.2	-3.2
XVI Construction and mining	2.0	6.5	-5.2	-7.1	5.5	3.8	-1.5	-0.2
XVII Transport, materials moving and storing	-1.6	7.4	-2.4	-6.3	5.2	5.2	-2.2	-3.3
XVIII Miscellaneous	-0.3	7.8	1.0	-9.3	3.1	4.8	1.0	0.3

Note: Occupations are classified in the New Earnings Survey into 18 occupational categories. However one of the groups, General Management, is too small to meet the requirements for publication in each year.

Chart 1 : Change in real earnings for men, 1973 to 1979.

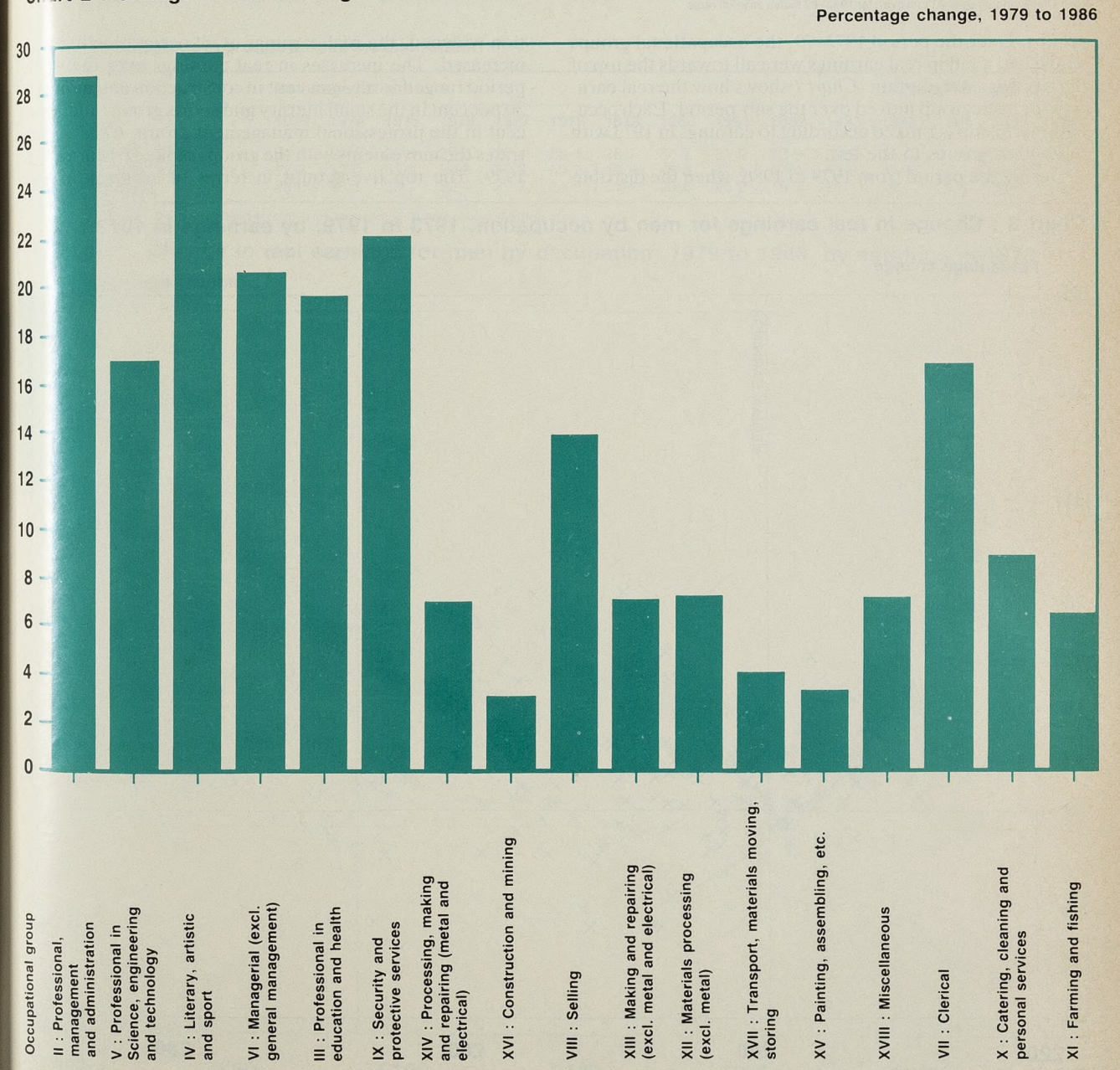


Note: Occupational groups are ranked by their earnings in 1973, with the highest to the left and the lowest to the right.

Table 5 Year-on-year and over period changes in real earnings, for males (cont'd)

Occupational groups	1981-82	1982-83	1983-84	1984-85	1985-86	1973-79	1979-86	1973-86
II Professional in management and administration	1.9	5.2	3.8	0.5	7.1	-4.8	28.7	22.5
III Professional in education and health	-5.4	2.3	0.6	0.3	5.3	-4.4	19.6	14.3
IV Literary, artistic and sport	-0.1	7.3	4.6	-0.8	6.9	-2.0	29.7	27.1
V Professional in science, engineering and technology	0.1	4.5	3.2	-0.7	5.1	1.3	16.9	18.5
VI Managerial (exc. general management)	-0.7	6.2	3.7	1.1	4.5	-1.0	20.6	19.3
VII Clerical	-0.2	4.8	1.7	0.8	4.1	2.6	16.7	19.7
VIII Selling	0.0	5.9	4.7	1.2	4.0	6.4	13.8	21.1
IX Security and protective services	-1.4	8.1	2.8	1.0	-0.1	6.5	22.1	30.0
X Catering, cleaning and other personal services	-2.0	5.2	0.5	-0.1	3.9	5.7	8.7	14.9
XI Farming and fishing	0.0	2.7	0.9	-0.6	2.6	4.0	6.4	10.6
XII Materials processing (exc. metal and electrical)	-0.1	3.5	3.9	-1.0	4.7	6.3	7.2	13.9
XIII Making and repairing (exc. metal and electrical)	2.1	1.9	3.7	1.4	2.4	-0.8	7.0	6.2
XIV Processing, making and repairing (metal and electrical)	0.1	3.7	3.2	0.9	4.0	4.6	7.0	11.9
XV Painting and assembling etc	0.5	3.0	3.6	0.4	2.4	3.2	3.2	6.5
XVI Construction and mining	-0.2	1.4	2.0	-2.6	4.4	4.9	3.0	8.0
XVII Transport, materials moving and storing	1.0	3.2	2.2	0.4	2.8	7.1	4.0	11.3
XVIII Miscellaneous	1.4	2.9	-1.5	-0.4	3.6	6.4	7.1	13.9

Chart 2 : Change in real earnings for men, 1979 to 1986.



Note: Occupational groups are ranked by their earnings in 1979, with the highest to the left and the lowest to the right.

Table 6 New Earnings Survey sample numbers by occupational group, full-timers, including all who received some pay whether affected by absence or not

Occupational groups	Percentage in each group						
	Males aged 21 and over						
	1973	1974	1975	1976	1977	1978	1979
II Professional in management and administration	5.2	5.4	5.7	6.0	6.0	6.5	6.5
III Professional in education and health	4.0	3.6	4.6	4.9	5.0	5.1	5.2
IV Literary, artistic and sport	0.7	0.6	0.6	0.8	0.7	0.8	0.7
V Professional in science, engineering and technology	6.6	6.7	6.7	6.9	6.9	7.4	7.4
VI Managerial (exc. general management)	5.6	5.8	6.1	6.1	6.5	6.3	6.6
VII Clerical	9.2	9.5	9.5	8.9	8.9	8.9	8.5
VIII Selling	4.2	4.2	3.7	3.8	3.8	3.7	3.6
IX Security and protective services	2.0	1.8	2.2	2.2	2.3	2.4	2.3
X Catering, cleaning and other personal services	3.7	3.4	3.6	3.7	3.7	3.8	3.7
XI Farming and fishing	1.8	1.7	2.0	2.1	2.0	2.0	2.0
XII Materials processing (exc. metal and electrical)	3.9	3.8	3.8	3.8	3.8	3.8	3.9
XIII Making and repairing (exc. metal and electrical)	5.5	5.6	5.2	5.1	5.2	5.1	4.9
XIV Processing, making and repairing (exc. metal and electrical)	20.6	21.0	20.6	20.2	20.6	20.2	20.2
XV Painting and assembling etc	5.0	5.1	5.0	4.9	5.1	5.0	5.0
XVI Construction and mining	6.2	5.7	5.7	5.5	5.4	5.2	5.1
XVII Transport, materials moving and storing	12.5	12.6	12.3	12.4	12.1	12.1	12.2
XVIII Miscellaneous	3.4	3.4	2.6	2.4	2.0	1.8	2.1

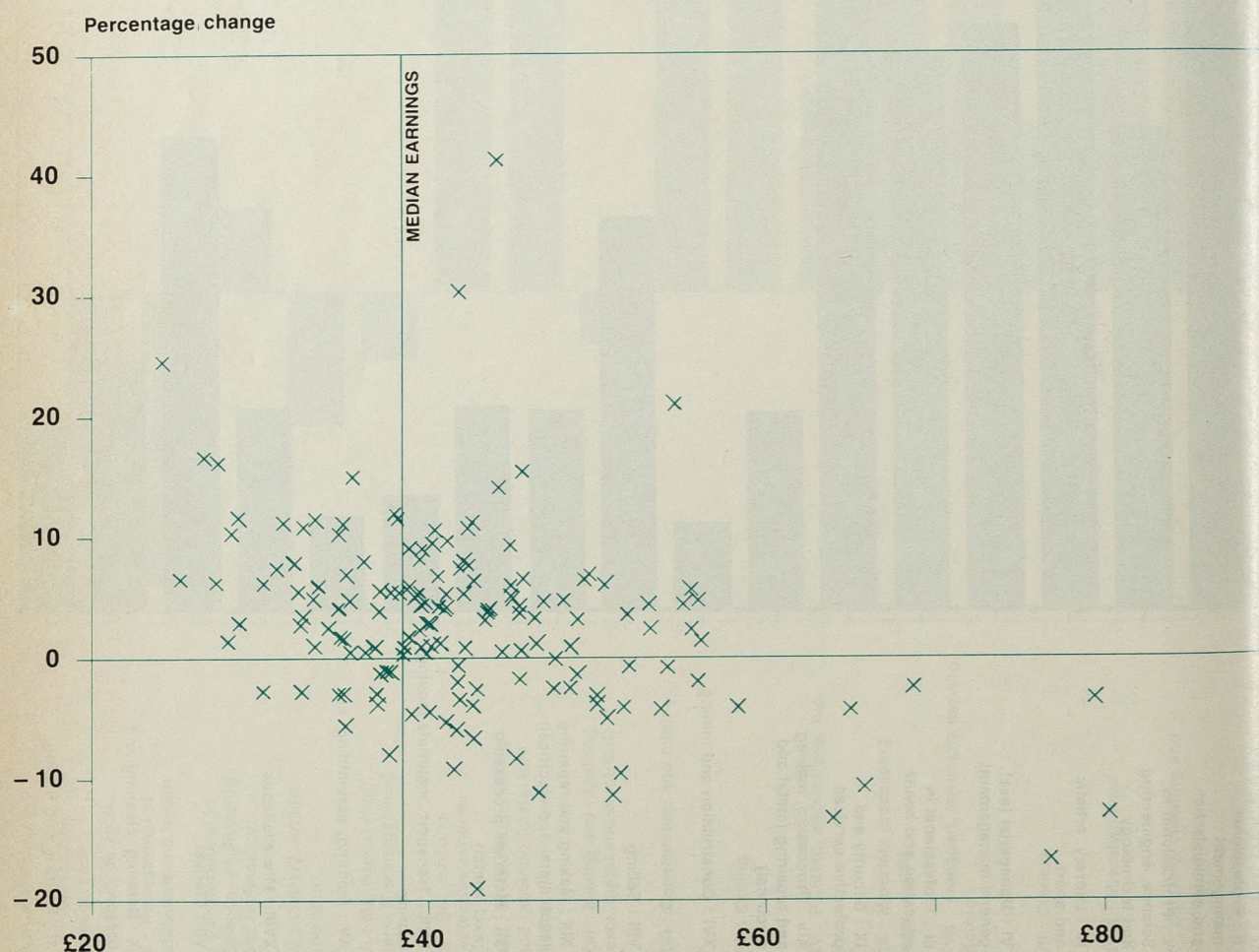
For 1973-83 males aged 21 and over; for 1983-87 males on adult rates.

groups. Over the period 1973-79, the occupational groups which had a fall in real earnings were all towards the top of the earnings distribution. *Chart 1* shows how the real earnings for each group moved over the sub-period. Each occupational group is ranked according to earnings in 1973 with the higher groups to the left.

During the period from 1979 to 1986, when the distribu-

tion widened, the real earnings of all occupational groups increased. The increases in real earnings over the whole period ranged from 3 per cent in construction and mining to 30 per cent in the small literary and sports group, and 29 per cent in the professional management group. *Chart 2* illustrates the movements with the groups ranked by earnings in 1979. The top five groups in terms of earnings in 1979.

Chart 3 : Change in real earnings for men by occupation, 1973 to 1979, by earnings in 1973



Average gross weekly earnings in 1973, males aged 21 and over, excluding those whose pay was affected by absence.

Table 6 New Earnings Survey sample numbers by occupational group, full-timers, including all who received some pay whether affected by absence or not (cont'd)

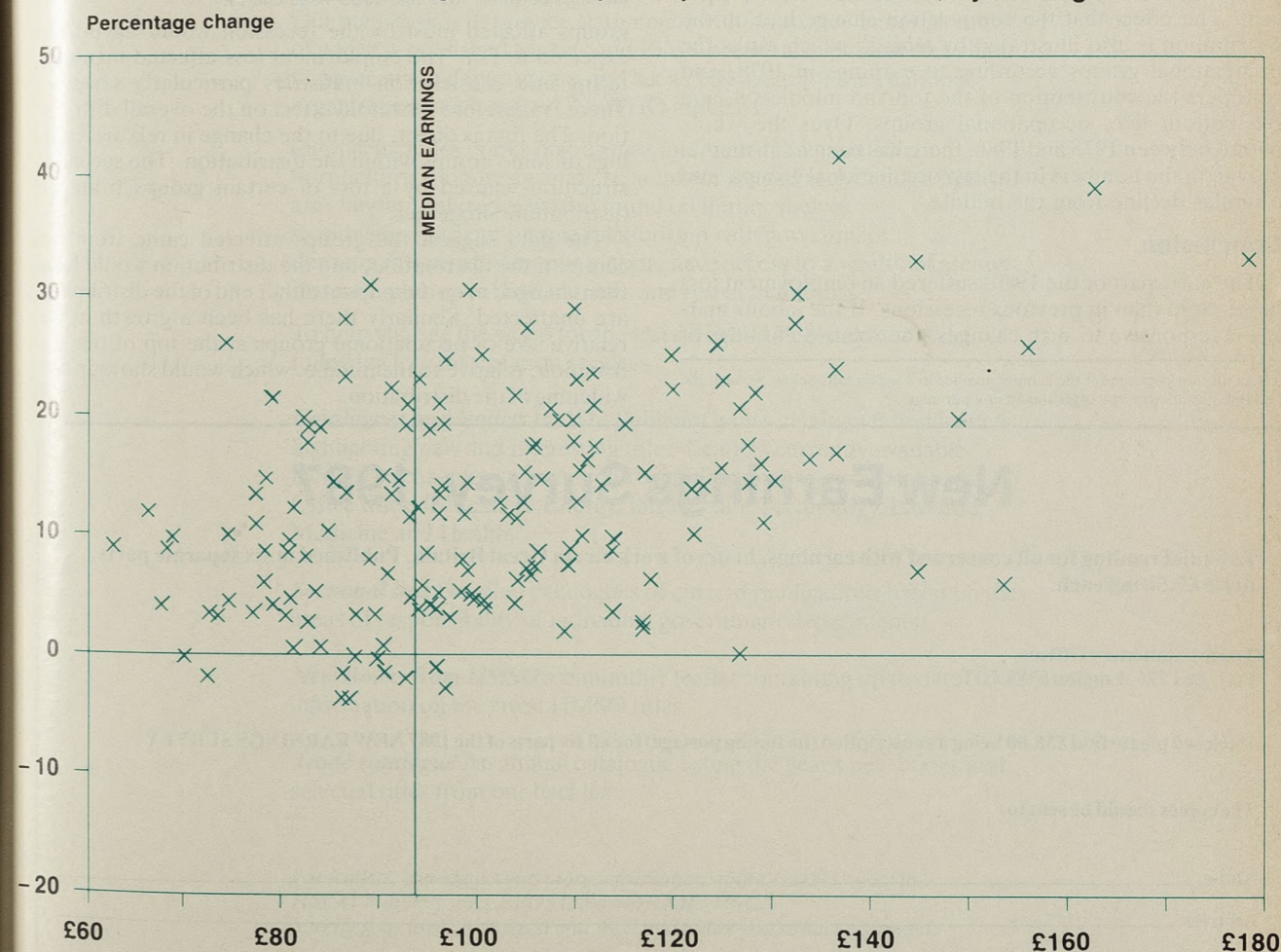
Occupational groups	Percentage in each group							
	Males aged 21 and over			Males on adult rates				
	1980	1981	1982	1983	1984	1985	1986	
II Professional in management and administration	6.7	7.1	7.7	7.5	7.2	7.3	7.4	7.7
III Professional in education and health	5.3	5.4	5.7	5.8	5.6	5.7	5.8	5.8
IV Literary, artistic and sport	0.8	0.8	0.9	0.9	0.9	0.9	0.9	0.9
V Professional in science, engineering and technology	7.9	8.2	8.3	8.4	8.2	8.2	8.4	8.4
VI Managerial (exc. general management)	7.9	7.9	7.8	7.4	7.2	6.9	6.8	6.8
VII Clerical	8.3	8.5	8.1	8.5	8.8	9.0	9.1	9.2
VIII Selling	3.8	4.0	4.0	4.2	4.4	4.4	4.4	4.5
IX Security and protective services	2.4	2.5	2.5	2.8	2.7	2.8	2.8	2.8
X Catering, cleaning and other personal services	3.7	3.7	3.8	3.9	4.0	4.0	4.1	4.1
XI Farming and fishing	1.9	2.0	2.1	2.1	2.1	2.1	2.1	2.1
XII Materials processing (exc. metal and electrical)	3.9	3.5	3.4	3.3	3.4	3.4	3.4	3.5
XIII Making and repairing (exc. metal and electrical)	4.7	4.8	4.8	4.8	5.0	5.0	5.0	5.0
XIV Processing, making and repairing (metal and electrical)	19.1	19.1	18.7	18.3	18.3	18.1	18.0	17.7
XV Painting and assembling etc	4.9	4.4	4.2	4.1	4.1	4.1	4.1	4.2
XVI Construction and mining	5.0	5.0	4.9	4.8	4.9	4.8	4.5	4.2
XVII Transport, materials moving and storing	11.5	11.4	11.5	11.5	11.4	11.3	11.2	11.1
XVIII Miscellaneous	1.8	1.6	1.6	1.6	1.6	1.9	2.0	1.9

Table 7 Percentage in groups across the distribution

	Males aged 21 and over										Males on adult rates				
	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1983 ¹	1984	1985	1986
Top six groups	24.0	23.9	26.0	27.0	27.4	28.4	28.7	30.7	31.9	32.9	32.9	31.9	31.8	32.1	32.4
Middle six groups	52.8	53.0	51.3	50.9	50.9	50.2	49.9	48.8	47.8	47.0	47.0	47.5	47.1	46.5	46.1
Bottom five groups	23.2	23.1	22.7	22.1	21.7	21.5	21.4	20.5	20.2	19.7	20.1	20.7	21.1	21.4	21.5

¹Occupational groups have been ranked according to earnings in 1979, then placed into three groups.

Chart 4 : Change in real earnings for men by occupation, 1979 to 1986, by earnings in 1979



Average gross weekly earnings in 1979, males aged 21 and over, excluding those whose pay was affected by absence.

received the highest increases over the period 1979-86.

More detailed analysis of how the trends in the overall earnings distribution affected different groups can be performed by considering the fortunes of specific occupations within the 17 groups. For each of the occupations for which data are available¹, chart 3 plots the change in real earnings between 1973 and 1979 against actual earnings in 1973, and chart 4 plots the real earnings change between 1979 and 1986 against actual earnings in 1979. The median earnings level has been drawn on both graphs for guidance. The graphs are simply designed to illustrate the scatter of earnings growth with respect to earnings level, rather than summarise the underlying data, which are available in the forthcoming Research Paper referred to in the footnote on p 75.

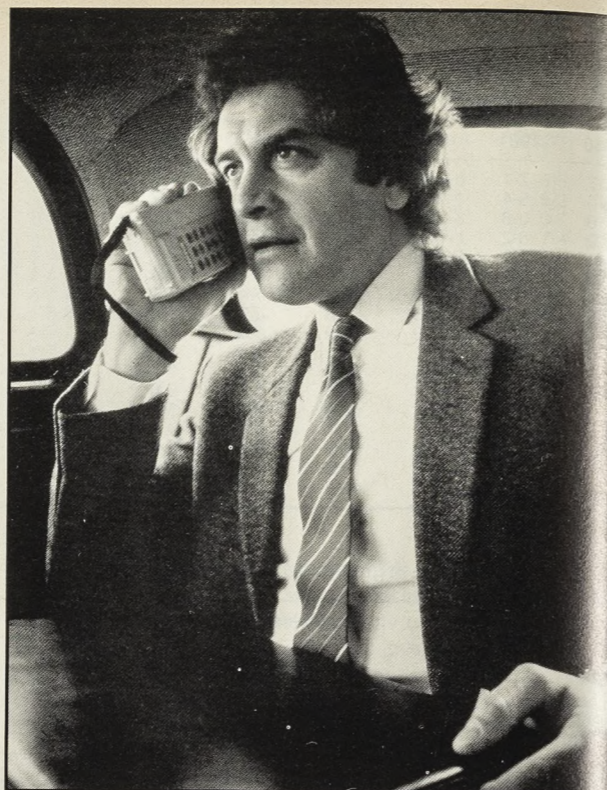
The data suggest that the occupations experiencing relatively good and relatively poor fortune are not necessarily concentrated at the top or bottom of the distribution in either sub-period despite the distribution first narrowing, then widening. Indeed over the period 1979-86, the occupations which did least well are concentrated at the middle of the distribution.

Table 6 examines the evidence for a structural change in the distribution caused by employment changes. It records the percentage contribution each occupational group made to the sample numbers for the 17 groups as a whole. Since 1979, the processing and related group, which includes many skilled manual manufacturing occupations fell from 19.8 per cent of the total to 17.7 per cent. Other groups gained rapidly, especially the professional managerial group which moved from 6.5 per cent of the total to 8.3 per cent. The effect that the composition change had on the distribution is also illustrated by table 7, which ranks the occupational groups according to earnings in 1979, and considers the contribution of the top and middle six, and the bottom five, occupational groups. Over the whole period between 1973 and 1986, there has been a substantial growth in the numbers in the top occupational groups, and a similar decline from the middle.

Conclusion

The early part of the 1980s suffered an employment loss more rapid than in previous recessions. If the labour market is responsive to such changes, the relative earnings of

¹ Data are not published if the sample number in a group falls below 50, or if the estimated standard error is greater than 4 per cent.



Professional groups registered some of the largest increases in real earnings between 1979 and 1986—see chart 2.

groups affected most by the recession would have been expected to fall. The employment loss affected manufacturing and construction industries particularly severely. There is therefore a twofold effect on the overall distribution. The first is direct, due to the change in relative earnings of some groups within the distribution. The second is structural, caused by a loss of certain groups from the distribution altogether.

The data suggest the groups affected came from the centre of the distribution, and the distribution would have then changed even if groups at either end of the distribution are unaffected. Similarly there has been a growth in the relative size of occupational groups at the top of the distribution, relative to the middle, which would show up as a widening of the distribution.

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Hotel room service.

Photo: ETB

Careers and training in tourism and leisure

by Hilary Metcalf
Institute of Manpower Studies

The Institute of Manpower Studies recently completed a study of the employment structure of the tourism and leisure industry and this article summarises the main findings relating to careers and training in the industry.¹

Individuals' careers usually entail movement up a hierarchy of jobs within one or a small number of companies, with employees acquiring skills through experience and training on their way up. However, this type of career pattern is not possible in all organisations or

occupations. Where organisations are small, or occupations specialised, careers may entail greater movement between employers. This has implications for the extent to which employers may be willing to provide training, since employers, who can offer only limited career prospects, tend to find that, as their employees gain skills, they leave for promotion elsewhere.

¹ Hilary Metcalf, "Employment Structures in Tourism and Leisure". IMS Report no 143, Institute of Manpower Studies, 1987.

Employment in the tourism and leisure industry is split between organisations of all sizes. Many very small organisations, which are unable to offer long-term careers, coexist with medium and very large companies. Thus, the provision of training in the industry tends to be varied and career patterns complex.

Promotion

The overall picture from the survey is one of extensive job movement between companies, but, usually, without promotion, (see tables 4 and 5). Managers and professionals¹ are the only group for whom careers could have been common, since promotion was reported by many establishments for recruits and leavers. In addition, this was the only group for whom careers within companies appeared to be a well established feature of the employment structure. For all other occupational groups, not only was promotion reported as common by a minority of establishments only but movement out of employment entirely was not uncommon.

The promotional pattern for managers and professionals suggests that careers are of two kinds: careers within one organisation and careers spanning many organisations—with relatively little cross-over between the two. Careers within companies are more common in branches of large organisations and in hotels and restaurants, while cross-company managerial and professional careers appear to be more common in independent establishments. Large organisations provide more promotional opportunities for people already employed, and they are also slightly more likely than independents to promote on recruitment and see their employees move on to more senior positions elsewhere.

Table 1 Characteristics of the tourist attraction case studies

Type of tourist attraction		Number of permanent employees	Location
Exhibition and cultural centre	Independent subsidiary	300	London
Museum	Independent subsidiary	250	London
Combination	Independent	150	South West
Stately home	Independent	150	North
Combination	Independent subsidiary	100	South East
Stately home	Independent subsidiary	75	Midlands
Zoo	Independent	75	South West
Cinema complex	Subsidiary	25	Midlands
Funfair and amusements	Independent	25	North
Safari park	Independent	15	North

Source: IMS case studies.

This does not indicate that employees are entirely locked into cross-company or within-company careers, as recruitment into large companies without promotion is possible. However, it does show that employees in large organisations are at an advantage in gaining promotion. For managers and professionals in establishments which do not offer internal careers, the evidence suggests that employees might still receive a few promotional steps within an organisation, but that their subsequent employer might not be within a tourism and leisure organisation but with one outside the industry entirely.

¹ Employees were analysed in six broad occupational groups: managers and professionals, office and counter staff, food preparers, food service, general operators, and others.

The survey

The IMS study was based on a survey of 400 establishments and case studies of ten major companies and ten tourist attractions with which interviews were held. The survey was conducted in four areas of the country, (Bradford, the Cotswolds, Torbay and York), chosen to reflect a diversity of types of tourism and leisure areas, but the interviewed organisations covered all parts of the country. A brief description of the companies and tourist attractions is given in tables 1 and 2. It should be noted that, as the survey for such a diverse industry¹ was small and the response to the survey was 45 per cent, the results are only indicative. The survey, which reflects the nature of the industry, included both independent establishments and branches of larger organisations, and the size of each establishment tended to be small, (see table 3.)

Evidence was gathered on whether employees' job moves entailed promotion, and whether one job led to another, higher status job, thus forming a step on a career path.

¹ The sectoral coverage of the study was wide and included, for example, hotels, guest houses, restaurants, cafeterias, travel agents, tour operators, tourist attractions, amusement arcades, bingo halls, theatres, cinemas, galleries, museums. Other parts of the travel sector were excluded, as were all publicly owned establishments.

Thus, management and professional careers might not only be cross-company but also be cross-industry.

For other occupations, the proportion of establishments which promote staff is not high, although office and counter staff fare best, especially in hotels. Promotion opportunities are usually open to internal and external candidates, although in branches of companies and in hotels, promotion opportunities for office, counter and food preparation staff are commonly restricted to internal candidates. Otherwise cross-company promotion is the norm. As for managers and professional staff, the survey indicates that the promotion path within each company is short and that careers tend to consist of a series of cross-company moves, with few or no internal promotions within each company.

Career paths

The survey set out to examine which jobs could form part of a career path. It showed that careers existed in managerial and professional employment and, to some

Table 2 Characteristics of the case study companies

Business		Permanent employees	Number of branches
Travel agent	Independent subsidiary	5,000-10,000	400-500
Tour operator	Division of travel group	500-1,000	na
Fast food	Part of division	3,000-5,000	100-200
Catering	Subsidiary	1,000-2,000	na
Cinemas	Subsidiary	3,000-5,000	100-200
Hotel	Part of hotel chain, itself part of conglomerate	500-1,000	na
Hotel chain	Division of leisure company	over 10,000	200-300
Public houses	Division of brewing company	over 10,000	1,500-2,000
Leisure operator	Independent	3,000-5,000	under 100
Leisure operator	Independent	5,000-10,000	—

Source: IMS case studies.
na not applicable, not a branch structure.
— not known.

extent, in food preparation and office and counter occupations, particularly in branches of larger organisations and in the hotel trade. The evidence from the 20 case study companies enabled career paths to be examined in detail. The case studies identified career paths in managerial, professional, food preparation and clerical occupations. These varied among case studies organisations, particularly between the companies and the tourist attractions. Most of the case study companies were large and were composed of numerous branches, which were able to offer internal careers. In contrast, the largest tourist attraction had 300 employees and, although a few were part of larger organisations, all were operated independently for employment purposes. Thus, the potential for internal careers was limited in tourist attractions.

Management careers

The managerial career paths were usually formal and strongly delineated. They were of the following types:

- *Cross-company careers.* Promotion within a company was limited, but each job may provide a stepping stone to more senior posts in other companies (figure 1).
- *Company careers.* Internal promotion was the norm and most senior positions were filled by employees who had started at the bottom (figure 2).
- *Company management careers.* Typically, trainee managers were recruited at branch level and progression took place throughout the organisation. Careers were therefore similar to company careers, but with direct entry into management rather than the promotion of branch staff (figure 3).
- *Branch management careers.* These offered careers which were usually contained within the branch. They were distinct from company management careers in that promotion above unit manager was rare and places in regional and head offices were filled from elsewhere (figure 4).
- *Head office management careers.* This form may be a concomitant of Branch Management Careers or may provide the only form of management career within a company (figure 5).

Effect of organisation structure

The types of management careers available within each organisation varied according to the organisation's size, structure and business. The organisations consisting of single independent establishments tended to offer little in the way of internal careers. Half of the tourist attractions recruited experienced managers only, who were rarely given any training and who moved to other companies to gain promotion. Of the remaining single establishment organisations (or those operated as independent establishments), a few had a small number of promotion

opportunities, limited by the small number of vacancies occurring. Thus, careers in management existed in slightly over half of the independent establishments examined, but these careers entailed, first, employees gaining management experience elsewhere and, second, cross-company careers.

Figure 1 : Cross-company careers

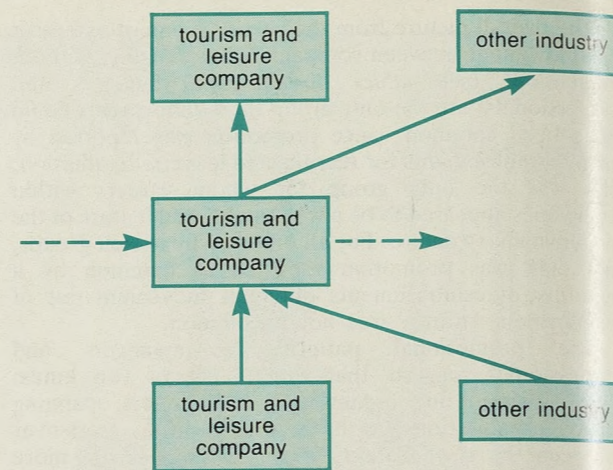


Figure 2: Company careers

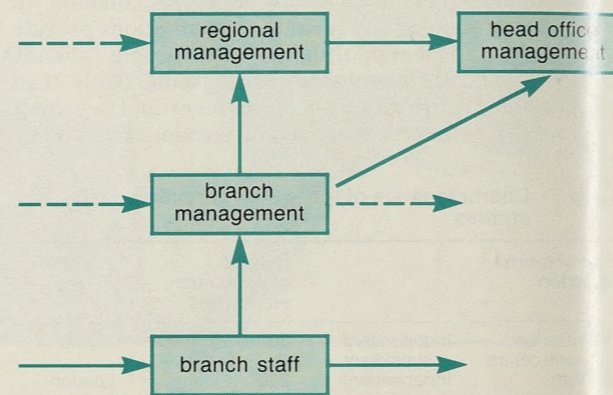
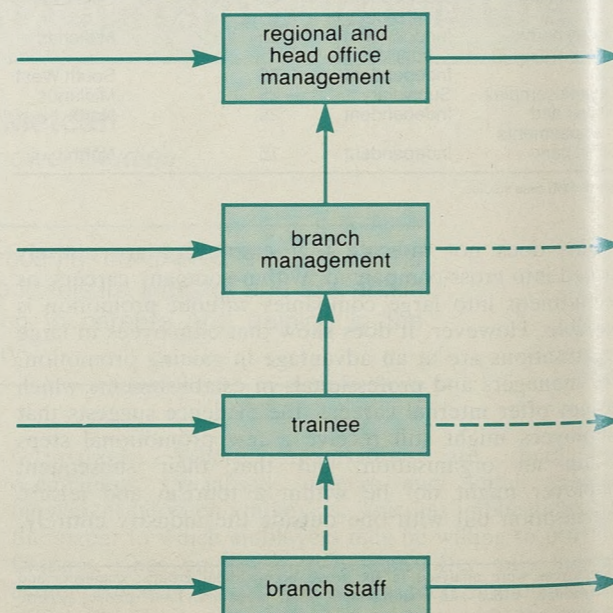


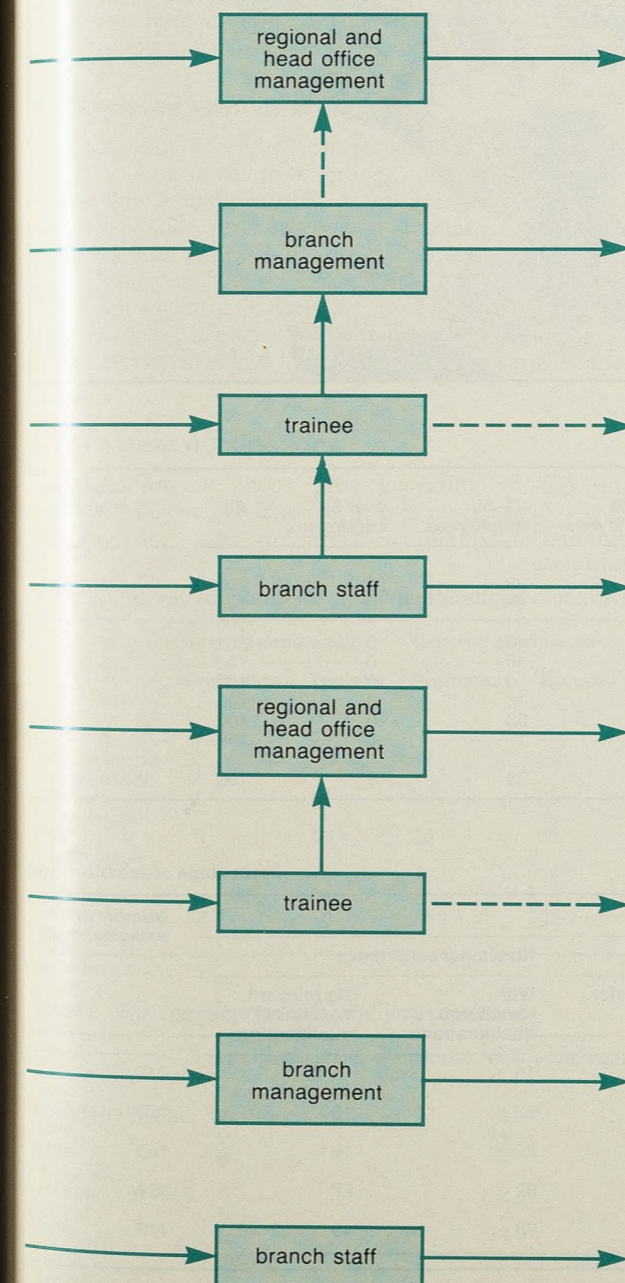
Figure 3 : Company management careers



The multi-branch organisations had more diverse career patterns, partly because of the nature and organisation of their business. The types of initial qualifications demanded of recruits depended on the normal career patterns within the company. Organisations recruiting trainee managers at the branch level tended to take less qualified recruits, particularly if the career potential was restricted to branch management. Higher qualifications or greater experience was demanded of recruits to regional or head office management training schemes or to branch schemes expected to provide an entry to regional and head offices.

The companies with simpler, more standardised services, for example, the fast food chain and the cinema chain, tended to offer branch management careers. Young recruits were brought in as trainee managers, with business, catering or general educational qualifications. Training was usually 'on the job' only and turnover was high. Career progression was only possible by moving to

Figure 4 : Branch management careers



other organisations and was often pursued in retailing as well as other leisure establishments. Exceptions existed. For example, one of the leisure companies with fairly standardised work in the branches provided company management careers, recruiting people in their 20s with work experience as trainee managers into the branches. They provided training with a view to promoting managers into regional and head office positions.

The organisations in which greater skills were required at the branch level, tended to provide company management careers. They recruited trainee branch managers, provided training and then promoted managers from the branches to regional and head offices. The initial attributes required of recruits varied with the business. The hotel chain required a national diploma or degree in hotel management, whereas the leisure companies required general work experience rather than qualifications.

Types of management career

The types of company management careers were varied. The hotel in the sample had standard company management careers, with employees tending to remain within the company. Few outsiders were recruited at higher levels and employees had extensive promotion opportunities.

In contrast, one of the leisure companies organised each establishment as a fairly independent profit centre, so that branch managers were, effectively, running their own businesses. Regional and national structures were small and, despite a policy of internal promotions, the opportunity for promotion was limited. Thus, while the opportunity for internal promotion existed, most trainee managers would reach positions no higher than branch manager.

Company careers, that is, where management positions are filled by internal promotion from the non-management level, were rare. Only one company, a travel agency, filled most management positions in this way, but some opportunities for general staff to be promoted into management existed in the hotels and the leisure chains. In the travel agency, staff with management potential were identified and given appropriate training. Most staff could reach branch management level, but progress beyond was limited because of the small ratio of more senior posts to branch manager posts. In the hotels, qualified chefs and qualified receptionists did reach management positions, although, generally, chefs chose to remain in craft work rather than move into hotel management. For chefs and receptionists, who were promoted, progress beyond departmental management into general management was rare. The leisure companies took up to 25 per cent of management trainees from non-management employees, but the opportunity of movement into management was very varied between different parts of the business.

Where careers did not span the branch and regional or head offices, organisations had to fill central offices positions from elsewhere. In general, the career pattern in these cases was cross-company, that is, experienced managers were recruited, who tended to move to other companies for further promotion.

Only one exception to this pattern was found: the public house chain. Here management trainees were recruited, with business studies degrees, hotel and catering qualifications or with general employment experience, and received one year's training. Promotion then took place both within the public house division and to other divisions of the company.

Key to figures 1 to 5

- = main recruitment, promotion and wastage paths
- - - = minor recruitment, promotion and wastage paths



Photo: ETB

Table 3 Characteristics of the survey respondents

	Firms with:					All	Total firms in sample
	0-5 employees	6-10 employees	11-20 employees	21-50 employees	over 50 employees		
	Percentage of establishments in industrial group						
Hotels	14	8	18	39	22	100	51
Restaurants	25	16	31	28	0	100	32
Leisure facilities	41	21	14	21	3	100	29
Other accommodation	33	8	17	42	0	100	12
Museums and art galleries	47	13	0	40	0	100	15
Travel agents and guides	46	36	18	0	0	100	11
Nightclubs and public houses	27	9	36	18	9	100	11
Cinemas and theatres	0	0	67	33	0	100	3
Shops	33	33	17	17	0	100	6
All industries	28	15	20	29	8	100	170

Table 4 Survey respondents: main methods of filling vacancies

	Percentage of establishments						Number of establishments
	Internal candidates		External candidates		No similar experience		
	Promotion	Transfer	Promotion	Transfer	With vocational qualifications	No relevant vocational qualifications	
Managerial and professional	50	26	24	58	16	5	117
Office and counter staff	24	20	25	64	22	16	122
Food preparation	22	14	28	69	26	19	103
Food service	19	15	26	68	32	27	107
General operators	8	8	22	62	28	40	119

Source: IMS Survey.

In summary, a few major points may be made about management careers in the tourism and leisure industry:

- companies with standardised branch products such as fast food chains tended to give unit managers little responsibility and hence had lower recruitment standards and experienced higher turnover;
- longer career paths were found for trainees recruited into branches where responsibilities were greater, or where they were recruited direct into head and regional offices;
- recruitment in most of the multi-branch organisations was mainly at the trainee level and careers were substantially closed, except for internal candidates. Cross-company career patterns on the other hand were the norm in about half of the tourist attractions;
- turnover was often high, with leavers usually going to other service industries, including retailing, although hotel managers usually found employment elsewhere in the hotel sector;
- few people moved to self-employment except for managers in the leisure facilities companies.

Professional specialist careers

Professional specialist careers tended to be cross-company, both in the multi-branch companies and in the independent establishments. A few organisations trained specialists and recruited new graduates. But most recruited their professional specialists fully-trained with varying degrees of experience. Once recruited, internal promotion was usually available, but specialists tended to move to other companies for promotion. Careers spanned all industries, although there was a bias towards service industries.

Other career occupations

In addition to those jobs providing a step into management careers, careers in other occupations were identified for food preparers in quality restaurants,

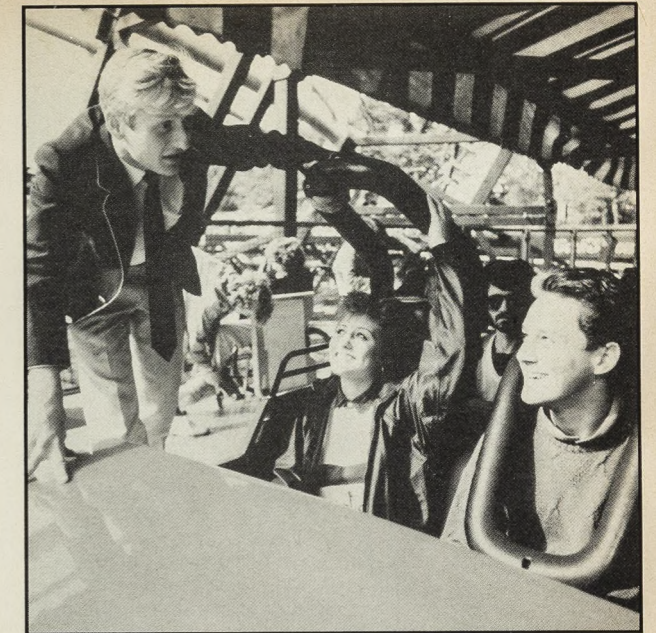


Photo: ETB

including hotels. Two career patterns, company careers and cross-company careers, were found.

The hotel chain recruited at low levels only, either YTS trainees or newly qualified City and Guilds holders, and promoted people throughout the chef hierarchy. The independent hotel and the caterer recruited at all levels, providing promotion opportunities, but expect employees to move elsewhere for promotion.

Very few career jobs were identified in other occupations. Most jobs were characterised by young recruits, no promotion and high turnover. And leavers went into a variety of unskilled jobs, particularly in retailing.

Clerical and secretarial employees were somewhat distinct and appeared to be attached to their occupation and not the industry, moving to similar work in any industry.

Table 5 Survey respondents: main destinations of leavers

	Percentage of establishments								Number of establishments	
	Internal candidates		External candidates				Other			
	Promotion	Transfer	Promotion	Transfer	End of season	Job search	Dismissal, personal, training	Unknown		
Managerial and professional	31	15	49	25	2	5	6	5	8	110
Office and counter staff	19	16	35	36	21	22	11	7	7	111
Food preparation	9	10	30	36	28	25	14	8	6	99
Food service	4	14	20	36	32	33	20	10	9	104
General operators	2	9	13	35	36	30	18	19	10	108

Source: IMS Survey.

Table 6 Survey respondents' training provision

	Percentage of establishments					All occupations
	Managerial and professional	Office and counter	Food preparation	Food service	General operators	
Training for an ERQ	12	6	26	10	3	28
YTS	0	11	19	5	11	28
Other	29	22	22	28	15	41
Training for an ERQ	5	2	9	2	—*	3
YTS	0	2	4	1	1	2
Other	15	12	12	13	10	12

* less than 0.5 per cent.
Source: IMS Survey.

Case studies: the large hotel

The luxury hotel in the IMS study, catering mainly to business customers, employed about 500 people. Nearly all employees were full-time permanent employees, apart from about 40 casuals working in banqueting. In career terms, the hotel was fairly typical of large, good quality independent hotels. The career paths and employee qualifications were similar to those in chains, except that independent companies tended to offer cross-company careers and provide less training.

The hotel encouraged all its staff to train for external qualifications, by arranging work schedules to suit college courses and paying course fees. The courses did not have to be relevant to the employee's current post, but to a hotel career in general. At the time of the interview, about 10 per cent of employees were undergoing external training.

Because of the hotel's size—which was small in career terms—employees were recruited at all levels and, possibly after some internal promotion, were expected to move for further promotion. Thus, turnover was high—28 per cent—at all levels, even for management. Clearly defined careers existed within food preparation, front of house (reception), food service and for managers. Other jobs, such as portering and kitchen work, required no experience of qualifications and offered little promotion prospects.

Food preparation

Recruits at the lowest level had to have the first two City and Guilds qualifications and thereafter were promoted on the basis of their experience. Most would reach *chef de partie* (departmental chef), although this might be with another hotel or restaurant. Recruitment at higher levels depended on experience, which was judged both by the type of establishment where the applicant had worked and who had been its head chef. Career moves out of cooking were rare, although chefs sometimes moved into management or became self-employed.

Front of house

There were two streams of receptionist. The careers prospects of qualified people encompassed management, but unqualified people, could only climb the receptionists' ladder. Reception work provided the greatest opportunity to work their way up into management and about 10 per cent of qualified receptionists achieved managerial positions. Relevant qualifications, usually gained before entry, were either the OND or HND.

Food service

Employees were recruited for their experience and they did not acquire qualifications. However, some achieved departmental manager positions, but this applied to fewer than 10 per cent.

Management

Recruits at the lowest levels of the management career path, that is, senior operator or junior supervisory, were expected to have completed an hotel and catering degree course. At the supervisory level and above, recruits were judged by their experience alone. Qualifications were irrelevant, while the type of hotel in which experience had been gained was important. Departmental heads were required to have worked in hotels of a similar standard, while general managers also needed chain experience.



Hotel reception.

Photo: ETB

Training for externally recognised qualifications

Training for externally recognised qualifications (ERQs) is often the most useful form of training for employees whose careers span more than one employer. Some 28 per cent of employers had employees receiving training for an ERQ (see table 6). However, the number of trainees in each establishment was small, averaging one or two employees per occupation, and the total number of employees undergoing training for an ERQ was only 3 per cent overall.

ERQ training was concentrated in a few occupations and sectors. Some 9 per cent of food preparation staff and 5 per cent of managerial and professional staff received ERQ training, but very few general operators received any such training. Hotels and museums and galleries were the businesses in which ERQ training was concentrated: 50 per cent of hotels and 36 per cent of museums and galleries had at least one ERQ trainee.

Branches of larger companies were twice as likely as independent establishments to have ERQ trainees. The difference was least marked in the sectors with most ERQ trainees, hotels and museums and galleries. In all other sectors at least four times as many branch establishments as independent establishments had ERQ trainees. Branch establishments were much more likely to train managers, professionals and office and counter staff: 22 per cent of branch establishments trained these two groups compared with 5 per cent and 2 per cent, respectively, of independents.

The evidence from the case studies suggested that ERQ training in tourist attractions, that is, most independent small to medium sized businesses, was on an *ad hoc* basis, being dependent upon an individual employee's aspirations and the short-term needs of the business. ERQ training in the larger companies was more formalised and more extensive. Despite usually recruiting fully-trained professional specialist staff, five organisations gave time-off and paid fees for employees to sit professional exams. At lower levels, training for the Certificate of Travel Agency Competence (CoTAC), BTec and City and Guilds qualifications was found in the travel agency, tour operator and hotels in the survey. In most companies this form of training was optional and was available to the employees if requested, although a few companies expected their trainee managers to gain external qualifications.

YTS

Some 41 per cent of establishments had YTS trainees, although few establishments had more than one trainee in each occupation (see table 6). Trainees were concentrated on food preparation and in hotels and travel agencies. The interview evidence showed that these sectors were likely to give training for ERQs, either for COTAC or City and Guilds qualifications.

No trainees were found in nightclubs, pubs, cinemas, theatres or tourist shops. Most of these types of business would have encountered some problems with YTS trainees due to the laws governing young people serving alcohol and their hours of work.

The survey showed that about twice as many branches of companies as independent establishments took on YTS trainees. This was supported by the case study evidence. In both, the attractions and the multi-branch companies were often receiving training for ERQs, generally City and Guilds.

Other in-house training schemes

About one-quarter of survey establishments had employees on other in-house training schemes, giving training to a total of about 12 per cent of staff, as shown in table 6. Marginally more managers and professionals and marginally fewer general operators received training than other groups. Training for managers and professionals was undertaken in all sectors, apart from cinemas and theatres. Office and counter staff were also trained in all sectors, except for cinemas and theatres. The highest percentage of establishments providing training were hotels, nightclubs, public houses and shops. Food preparation and service training was concentrated in three sectors: hotels, restaurants and leisure facilities, and a high percentage of the first two provided training. As with YTS, in-house training schemes were much more common

Case study: the fast food chain

The fast-food chain had about 4,000 employees in over 150 branches. Each restaurant employed a manager, an assistant manager, a chef, kitchen porter, cleaner and waiting staff. The head office was small, employing only about 150 staff.

Careers were limited, restricted to short promotion paths within restaurant management.

Most general staff recruits were under 21 years old, and were without qualifications. All recruits received basic training covering, for example, health and safety, hygiene and customer service. Turnover was high, with leavers going into a variety of low level jobs. A small proportion were promoted on to the management training scheme.

Management recruitment was restricted to trainees. About one-quarter of trainees were promoted from staff posts, one-quarter recruited with supervisory experience, for example, in other fast-food chains or retailing, and a half had further education qualifications in business or catering (BTec, HND) or a degree and some restaurant experience.

After completing a three-month training programme, trainees were promoted to assistant manager. If mobile, they could expect to become a manager in about two years. Further internal promotion was very rare, as head office posts were usually filled externally.

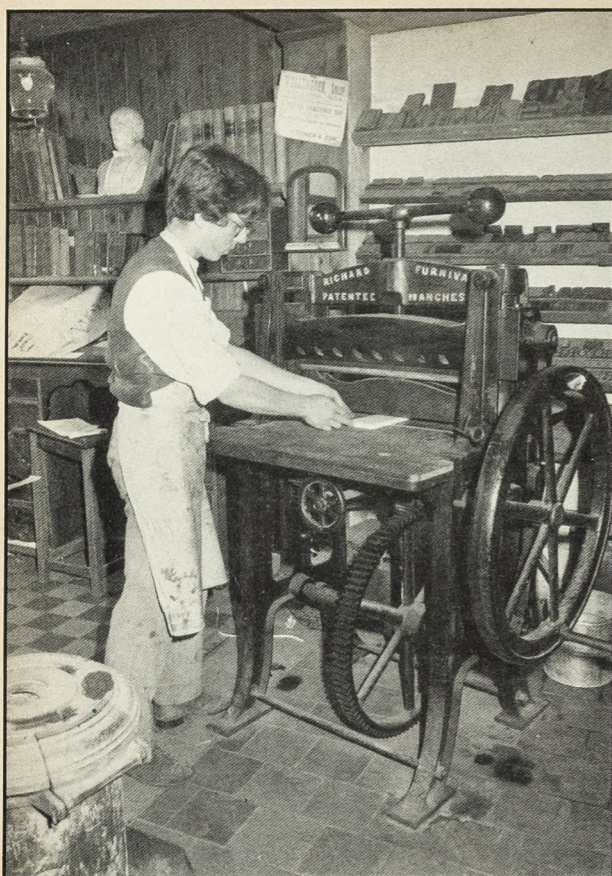
Turnover at management level was about 25 per cent, with retailing or other fast-food companies a common destination.

Head office specialists and managers were recruited ready trained and experienced, usually from other service industries. On leaving, they would generally move to other posts within the service sector.



Organising the dining room.

Photo: ETB



Ironbridge Gorge Museum—the printer's shop.

Photo: BTA

in subsidiaries and branches than in independent establishments. About three times as many large organisations provided training in each occupation.

The case study evidence suggested that much of the training reported in the survey may have been basic induction training. Induction training was given to low-level grades in all occupational categories, often in health and safety or customer relations only, or in basic job techniques, including hygiene for staff handling food. More extensive skill training was given on-the-job to amusement park engineers, operators and projectionists and on- and off-the-job training to office staff in tour operator skills. Training for managers and professionals, other than for trainees, was found in very few organisations and ranged from a minimum of two days a year off-the-job training to training tailored to individuals identified for promotion.

The future

Careers in the tourism and leisure industry appear to be restricted, in the main, to managers and professionals and to qualified chefs, with little opportunity for lower grade staff to work their way up. This is surprising, as the sector is commonly believed to promote from the bottom up. However, limited evidence from the study suggests that traditional patterns are changing and that the industry is becoming more professionalised.

This has meant a shift in the filling of management posts towards recruiting young, qualified (and more highly qualified) trainees and away from internal promotion from the lower grades. The extent of employers' training provision for management trainees has also increased. The case studies suggested that these tendencies would

Case study: the travel agent

The travel agent in the study was a large employer, with over 5,000 permanent employees in more than 400 branches throughout the country. Most employees worked part-time while a significant number of casual, and some seasonal, employees were taken on during the year. The structure of the company was a broad based pyramid, with most employees based in the branches and far fewer posts in regional and head offices.

A typical branch consisted of manager, assistant manager, chief cashier, two other cashiers and four counter clerks.

Virtually all recruitment was at the counter clerk and cashier level. Most counter clerk recruits were either young and inexperienced, and had entered on a YTS scheme or with BTEC qualifications in travel, or were older with experience in a travel agency.

In addition, there was a very small graduate entry scheme, which provided accelerated training and promotion to branch manager.

Experienced cashiers were also recruited, frequently having gained their experience in a bank.

Once employed, all employees received training, both on and off-the-job and they could study for CoTAC and British Airways ticketing qualifications—although only a small proportion of employees tended to gain these qualifications. All YTS trainees followed a CoTAC course. Although the company regarded the CoTAC as providing wider training than was necessary, employees following external examination courses were assisted by payment of their fees and were given a book allowance.

Turnover was lower than average for the tourism sector

and was mostly concentrated among new and unqualified counter clerk entrants. Promotion prospects to branch manager, for those that stayed, were good. Most people who wanted to achieve this grade were able to do so. Thereafter, the normal promotion paths were to assistant regional manager and thence to regional manager or to non-specialist head office posts.

However, the small proportion of regional and head office managers in relation to branch managers meant that promotion was more difficult, even though nearly all posts were filled internally.

People on the graduate training scheme fared no better in this regard and were no more likely to reach regional and head office management posts than were the less qualified. Chief cashiers, branch managers and assistant regional managers could also move into specialist regional posts, such as auditing, marketing, and personnel.

The company provided or assisted with appropriate training, including training employees for appropriate qualifications.

Head office specialist posts, for example, in marketing, financial services, accounting and personnel, tended to be filled by experienced people from other industries. The type of experience preferred, varied by specialism, for example, marketing specialists tended to come from other fast-moving consumer industries, while the preferred experience for financial specialists was in non-branded commodities.

Specialists tended to pursue their careers in the company for a period and then seek promotion elsewhere, moving to jobs in any sector.



Car hire at the airport.

Photo: ETB

continue, improving the careers of the qualified and reducing the opportunities for the unqualified. Hence, the demand for pre-employment training for managers is likely to grow, especially for business and tourism management qualifications.

The evidence on other training suggests that, although the level of provision is low, it is increasing slightly. The main areas of growth are in service standards (customer care), in the provision of YTS places and in the number of employees training for externally recognised qualifications. The latter is particularly important in providing the conditions for improving careers within the industry. These changes are likely to continue, although very slowly. However, the structure of the industry inhibits the greater provision of training. Training for most employees is basic and appears likely to remain so, as small employers are reluctant to fund training, from which they would not reap the benefits. Thus, without co-ordinated effort, the growth in training provision, of a transferable nature, seems most likely to occur mainly in the large companies. ■

Case study: a leisure company

The leisure company employed about 6,000 people in a variety of businesses, for example, discos, sports centres and restaurants. Each unit was run as an individual profit centre and so unit managers were effectively running their own businesses. The regional and head office structures were small, resulting in proportionately few posts above unit manager.

The majority of non-management jobs required neither experience nor qualifications, the only exception were chefs, who were expected to have City and Guilds qualifications or experience. Training, other than in basic areas, such as customer care, only took place for catering trainees, who received help to pass City and Guilds. Some internal promotion was possible, mainly to supervisory posts, while a small number of staff were promoted on to the management training scheme. However, most employees moved on to other employment and turnover was very high.

Management recruits into units entered either as trainees or directly as assistant managers. Trainees tended to be in their early 20s, holding qualifications from CSEs to MSCs, with some experience in the leisure business. Direct recruits were expected to have had two years similar experience. Trainees received six months formal, mainly off-the-job, training before becoming assistant managers. Managers did not train for any external qualifications as the company was not aware of any that were appropriate. Promotion upwards was almost guaranteed, with assistant managers reaching unit manager in two to four years. Most regional and head office management posts were filled by internal promotion, but, as the number of posts were small, promotion above unit manager was rare. Unit managers tended to become burned out in their 40s and moved into similar posts with other employers, set up their own businesses, or moved into other industries. Turnover of trainees and assistant managers was about 25 per cent—many were poached by similar organisations or moved to retailing.

Within the head office, specialists were recruited, preferably already trained and experienced, but also as trainees. This group was given the relevant professional training. Such specialists gained promotion by moving to specialist jobs with other employers in all industries.

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Case Study

Harmonisation of terms and conditions of employment

In 1985 Hall Brothers (Whitefield) Ltd began a programme to harmonise its employees' terms and conditions. The extent of the benefits to the company were not fully appreciated when the programme was being planned—indeed, much of it proved to be a series of opportunities presented and opportunities taken.

This case study describes the planning, the implementation and the effects of what, in the end, turned out to be a major leap forward in attitudes and working practices.

Halls is based in Radcliffe in North Manchester and manufactures and markets a range of confectionery. The company dates back to 1893 when two brothers, Norman and Thomas Hall, began a small business, initially making jam, then soap and then, using the boiling process, went into confectionery. Their confectionery quickly gained local popularity, but the key to their success came in the late 1920s when they transferred an ancient cough and cold remedy of menthol and eucalyptus into a boiled sweet, christened Halls Menthololypus. The product is now the world's best selling cough drop and, indeed, the world's leading sugar confectionery product, with annual sales of over \$200 million.

The business remained a family firm until it became a public company in 1953. The family still maintained close involvement until 1964 when the firm was acquired by Warner Lambert, a multi-national health care company based in Morris Plains, New Jersey.

The 'family firm influence' still guides attitudes within the company today and there is a fairly close working relationship, with a considerable number of long-serving employees. The average length of service is 13 years.

Just under 500 people are employed at Hall's Radcliffe site. Of

these, about 350 are directly engaged in manufacturing.

The company operates on a continuous process for 24 hours a day on a five-day week. The day-shifts operate on an alternating week basis of 6am-2pm and 2pm-10pm, with a permanent night-shift of 10pm-6am. All production, quality control, engineering and supervisory staff are identified on a shift basis so the plant operates almost as if there were three companies sharing the same premises.

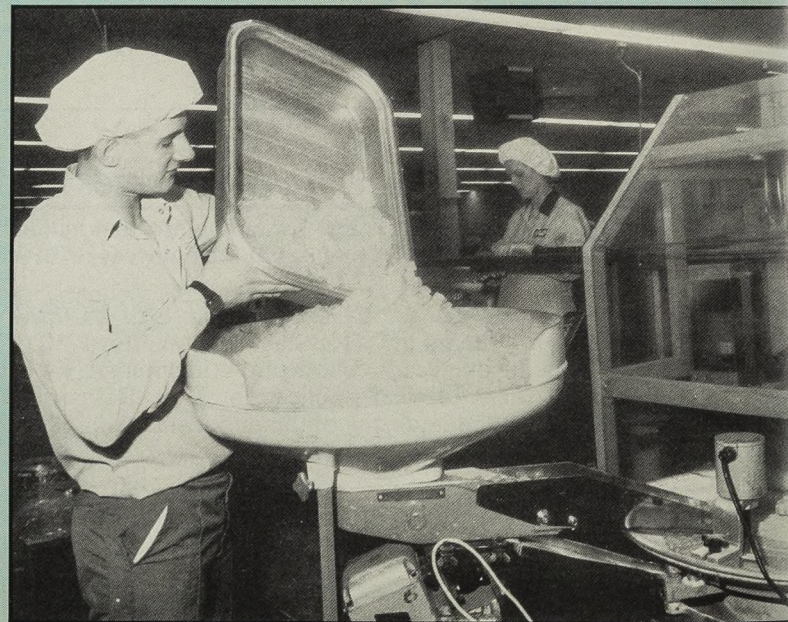
About three-quarters of the staff are covered by a joint bargaining arrangement with the GMBATU, the AEU and the EETPU, through a joint negotiating committee

(JNC) of shop stewards.

Two year agreement

In March 1985 Halls concluded a two-year pay agreement with the JNC. There were two very significant clauses within this agreement. The first was a move to cashless pay and provided that the conditions of employment of all new employees would include payment by direct credit transfer on a monthly frequency; and that there would be immediate implementation of an action programme of direct credit monthly payments for all existing employees in accordance with an agreed timetable.

The second clause related to equal opportunities, especially in regard to equal opportunities for women, and said that there would be meaningful discussion on the grading structure, with particular reference to the lower grades and with a view to resolution within the period of the agreement.



Halls Menthololypus cough drops.

Photo: Manchester News Service

This article is based on a speech about cashless pay and equal opportunities for women, given by Gareth Roberts, personnel manager of Hall Bros/Warner Lambert, to the IPM national conference.

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'Bubblicious' bubblegum about to be put into an extender Photo: Manchester News Service

Cashless pay

Management had three main objectives in wishing to achieve a cashless pay system:

- elimination of risk,
- facilitation of change,
- cost reduction.

The risk to be eliminated was the obvious risk of payroll robbery. The weekly payrolls, in 1985, were over £30,000 and on certain holiday periods or bonus payment occasions the amount could be doubled or trebled. Alarmed at the general increase in crime and nearby armed robberies on supermarkets (for lesser amounts), the company felt that it could not continue the cash system for much longer without the inevitability of an incident.

It was also recognised that differences between blue-collar and white-collar groups would be perpetuated for as long as significant pay structure/system differences existed. It was believed that the anachronism of people queuing for 'cash hand-outs' did not rest easily

with the Warner-Lambert commitment to treat employees with dignity and respect. At this stage, however, the company perceived 'attitude' changes as a long-term investment and little realised how great an impact would be made by the change.

Cost benefits were expected to accrue from the non-handling of cash (for which a security company was being paid), elimination of insurance, labour savings and interest lost (since the company was debited when the cheque was raised, which was a few days—every week—before the employee was paid). Many other potential savings were also identified and the company will be reviewing these at the anniversary of cashless pay implementation.

Problems

In planning the strategy for implementation, management was aware of three main areas of difficulty (as identified in the Incomes Data Services report on cashless pay).

First, there were the legal con-

straints (which have now been superseded by the Wages Act). As the JNC had agreed to go down this route and as management had decided that, in order to get full benefit, the system would need to apply to everybody, Halls decided to take a stern approach to any individuals who failed to abide by the commitment given on their behalf by the trade unions. It would cause anybody wishing to pursue their case to pursue it through the proper legal channels.

However, Hall's management determined that it would not simply adopt a hard approach but would set about actively 'selling' the idea to all employees and gain their commitment to it. This was a point the JNC had also urged upon the company.

The second problem identified by IDS was that of practical difficulties. These difficulties were probably the hardest to deal with. A considerable amount of time before, during and after the switch to cashless pay was spent in examining payroll systems and indeed this was a much broader, more comprehensive review than that necessitated by cashless pay.

The changes required to ensure that payroll numbers were correct, bank account numbers, building society bank account sub-branches, and so forth, were all very difficult, particularly since the company attempted, in the early days, to pay direct credit payments on a weekly frequency and found it was not able to process these as quickly as cash payments.

The change meant the involvement of managers from the personnel, payroll and computer departments as well as line departments.

There was no one big problem; it was more a cumulative effect of so many minor changes and considerations—each of them time-consuming but vital.

The third difficulty identified by the IDS report, and that with which Halls was most concerned, was the question of attitudes. IDS looked at attitudes not only among workers who may be suspicious of banks and prefer payment in the traditional way but also among management,

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unions and the banks themselves, which sometimes find it difficult to make the necessary adjustments. Halls fully expected problems of attitudes with staff but did not really believe that the attitude of the banks could be a problem. It soon found that several banks were far from enthusiastic about the idea.

One bank said that it was not interested in pursuing accounts for all employees, leaving the company with the dilemma of insistence upon payment into a banking system to which some employees would not have access.

In the end, however, Halls was fortunate in making contact with the central marketing department of Lloyds Bank which, without charge, sent senior staff to help in the planning of the exercise, provided sound, realistic advice, posters and other publicity material and assisted in the 'training' of employees.

Implementation

The agreement to move to cashless pay was struck in March 1985. In November of that year the first monthly cashless payment was made.

The process was monitored throughout by a joint working party of line managers, personnel department staff, the JNC and—seconded as necessary—payroll and computer staff.

The first stage was the application of weekly direct credit payments to temporary employees on a pilot basis but so many significant problems arose that the company abandoned the pilot programme and concentrated on the total introduction of direct credit payments on a monthly basis. The aim was to move everyone in one go onto monthly direct credit payment.

The earlier experience with banks and building societies reinforced the need for close liaison with the various financial institutions with a view to developing good systems and also determining what kind of benefit could be achieved for the workforce. Halls had decided against having any form of bank or cash dispenser on site (it was

unlikely to have been economically viable in any case) because it did not radically change views and did not reduce the risks.

Recognising the move of various banks and building societies to more flexible hours and the increasing use of cash cards, the company sought to obtain preferential terms—free banking and instant cash cards—for its employees.

This was at a time when only a few of the banks offered free banking and at first was not easy. Once the banks had been placed in competition with each other, however, concessions were obtained and this was seen by employees as a benefit to them.

The greatest difficulty in regard to cash cards was that a number of employees were legally minors. That is to say, they were under 18 and, initially at least, the banks were not prepared to provide a facility for them.

Employee communication

All employees were given, in advance, a newsletter to explain the reasons for the change and the benefit which would accrue. Simultaneously a strong poster campaign was launched. The opportunity was also taken to review certain features of payment including, for example, the methods of holiday payment and shift payment—and the JNC was consulted on all these matters and employees balloted. This heightened participation in, and commitment to, the exercise.

A one-hour presentation was held for all employees (in small groups scheduled over all three shifts over a number of days) at which Lloyds Bank demonstrated the advantages—and discussed disadvantages—of having a bank/building society account and being paid by monthly direct credit. The personnel department also advised on the advantages and logistics of the implementation.

At the end of the session, employees were given an information pack detailing locations of banks and building societies (and cash dispensers), the concession available to them, the consent form

(to meet legal requirements) and literature from the banks, BACS and building societies.

A few days later 20 banks and building societies were invited to come on-site, and enjoyed a speedy account-opening session—many of them were happy for a member of the personnel department to provide the necessary reference in the form of a stamp. The 'exhibition' lasted from 10am to 11pm so that all three shifts were covered; it also served to heighten employees' awareness of the effort being made on their behalf by the company.

In hindsight, the company would have had fewer banks available. There were some embarrassing moments, particularly for one bank which only had one customer throughout the period, but the exercise was nevertheless very fruitful and it was well received by the employees.

Reaction

The entire exercise, with the conversion of over 350 employees from weekly cash to monthly direct credit, had taken less than eight months. The success of the exercise was perhaps measured by the fact that not a single employee resisted the change, while many of them requested that the implementation date be brought forward.

In 1986 ACAS undertook an employee attitude survey on the company's behalf, covering communications generally. Many people cited the introduction of cashless pay as having been a model of what good communications should be.

The most significant discovery of the whole exercise was that a considerable number of employees now believed that the barriers had been removed and that they had achieved almost instant 'staff status'—but, as described below (under "Salary scales"), this was far from the end of the story.

Equal opportunities

A comprehensive programme was developed to remedy a perceived problem of equal opportunities for female

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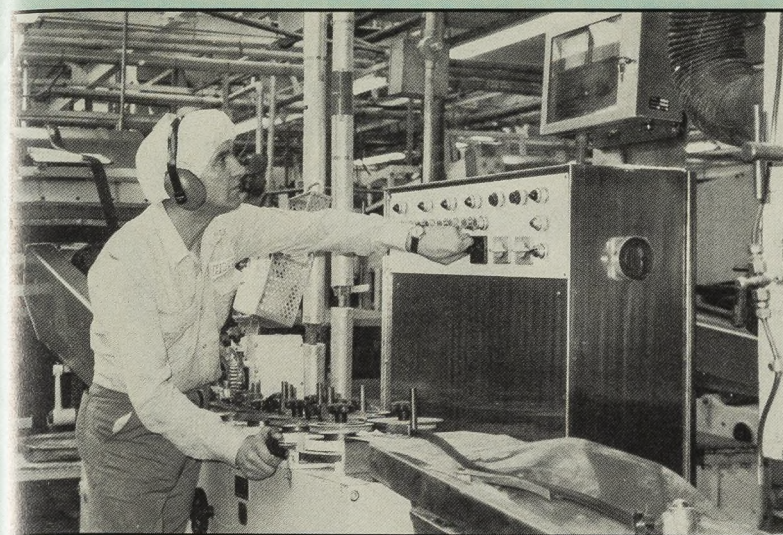


Photo: Manchester News Service
Before it's ready for slicing, the product—in rope form—has to pass through a series of slicing rollers.

employees. Although 70 per cent of those working in production grades were women, fewer than 5 per cent were in the top three grades, whereas the bottom grade was exclusively female. Furthermore the differential appeared to be skewed so as to advantage men in high grades and disadvantage women in low grades.

At no time in the company's history had there been deliberate discrimination against female employees. A man in a 'man's' job tended to be succeeded by a man; a woman in a 'woman's' job tended to be succeeded by a woman. Even though the company never advertised for men or women and never gave the cues, somehow the thing seemed to be self-regulating.

When a 'female' job vacancy arose, external recruitment began. When a 'male' job vacancy arose, external recruitment began. No-one looked (and indeed no-one asked for) internal promotion from 'female' jobs to 'male' jobs.

The new programme was developed in conjunction with the trade unions, using the same joint working party approach as had been used for the introduction of cashless pay. However, this working party took a lot longer than the cashless pay exercise because it was not clear at the outset what the end result would be.

It started by examining whether

there was a problem and, having identified it, what could be done about it.

There was already a great willingness to try to change things—and indeed the line managers had already encouraged a significant number of women to be trained up in some of the higher graded men's jobs, more to prove to the women that they could do the job rather than prove anything to the men.

Finally the working party agreed on an equal opportunities programme that was fairly comprehensive. It featured an 'affirmative action programme' to encourage the promotion of women and this was linked to recruitment control.

The programme restricted external recruitment to the lowest grade only, and all recruitment to higher jobs was to be on a promotion basis (given that there were people who wanted to apply and were able to do the job). At the same time, an effort was made to create a better balance of the sexes in these lower grade jobs.

Women were also encouraged to train and apply for promotion to higher grades (though in each case actual promotion was based on the suitability of candidates for the job).

Because there is considerable stability of employment in the company (labour turnover is around 4 per cent) the process will

take many years to have full impact, particularly since the highest grades are less numerous and turnover there is lowest (it tends to be linked to retirement). However, since the introduction of the affirmative action programme the majority of the vacancies arising in the top two grades have been filled by women. And in the lowest grade, over 30 men have been employed in traditionally 'female' jobs, which has been equally effective in breaking down the barriers of discrimination. In all cases, selection for jobs was on personal merit.

Restructuring of grades

There were five grades within the old structure, forming a pyramid with approximate numbers as follows:

Grade 1 (highest)	12
Grade 2	25
Grade 3	30
Grade 4	26
Grade 5	260

The opportunity was taken to restructure this system in order to meet more closely the requirements for a career path, to improve flexibility and recognise the role of temporary labour in job stability, and to create some of the higher graded jobs in traditionally female areas.

The revised structure consisted of four grades, forming a pyramid with approximate numbers as follows:

Grade 1 (highest)	12
Grade 2	34
Grade 3	63
Grade 4	249

The new structure sought to examine jobs, redefine some, reappraise their values, and create new opportunities which would allow promotion and transferability of skills to enhance flexibility of labour and the value of the skill.

The effect was to give a smoother distribution of grades and clearly defined career paths with real opportunities for promotion. This provided a surge of interest in performance; and harnessed to this was the incorporation of a training role (among other duties) within newly created

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jobs, which raised the status of training, increased the amount and the quality of training support and linked in to a new initiative on structured training throughout the production area (see "New training initiative" below).

The aim of the new structure was to encourage flexibility and movement across departments and shifts which were in danger of becoming too parochial. One measure adopted for the selection of 30 new senior operatives was an interdepartmental selection panel to review supervisors' recommendations for promotion. The exercise not only improved the selection process but also gave managers the opportunity to work as a team across departmental boundaries.

The final selection of senior operatives brought with it a 40 per cent movement across departments/shifts and a clear demonstration of flexibility and open career opportunities based on merit.

Salary scales

An unexpected and very welcome consequence of the introduction of cashless pay (see above) was the perception of many people that 'staff status' had been achieved and that the barriers of 'them and us' had been removed. This was, however, only partly true. 'Staff status', or salary terms, throughout British industry signifies, by and large, an incremental salary scale rewarding, perhaps, service or performance or both.

The group of people who had been moved onto cashless pay were now paid by the same method, with the same frequency and on the same date as white-collar staff but they differed in that there was a single rate for each grade. This meant that somebody with two weeks experience was paid the same as someone with 20 years experience.

Conscious too that there was also a distorted differential between the highest and lowest grades within the group, the company introduced a set of salary scales for each of the grades. This recognised that the



An appraisal interview.

Photo: Manchester News Service

scales for the highest grades started at a lower point than the current rate, thereby pulling back the distorted differential while extending to a point near to current rates so as not to adversely affect incumbents.

The salary scales provided an enhanced payment for longer serving employees, and reinforced skill and performance by linking progression to an annual appraisal system (a feature already in existence for all white-collar groups).

New training initiative

The salary scales were marked at their start-point by a 'core skill' which needed to be achieved before the employee could proceed further along the scale. It was recognised that this would provide an opportunity for upgrading skills, while ensuring that those at the highest grades possessed the skill to perform all work within their own areas as well as those below.

It was also recognised that in order to increase flexibility it should be possible to identify 'generic' skill requirements for a grade level (as opposed to specific skills for a particular job). These may, for example, be diagnostic skills, report writing, fork-lift truck driving, planning, principles of quality control, and so forth.

Each 'core skill' comprises the

'generic' skill(s) appropriate to the grade level together with a number of 'job' skills appropriate to the specific job or range of jobs being performed.

Over 60 employees have undertaken a four-day train-the-trainer programme. Part of the training requires them to develop a training module for use in their area; and these training modules are then combined in departmental training programmes.

Appraisal

Throughout Warner Lambert, the Performance Management System (PMS) is adopted for all salaried groups. This scheme adopts a balance of objectives—or goals—with day-to-day standards of job performance.

The goals look at the quantum leaps within performance, the quantum changes to achieve business goals. The performance standards look towards incremental changes, towards the consolidation of the day-to-day work.

Performance is measured annually against the *goals and standards*. It was decided to adapt the PMS approach to the new blue-collar scheme, but concentrating on *performance standards* since, by the nature of the job, there were not many people who had performance goals. (Possibly, in the future, quality circles may help to fill that

particular gap.)

The *performance standards* attempt to identify the key elements of the job and express in clear, unambiguous detail the level of accomplishment required so that performance can be assessed objectively. They are not rigid job descriptions, as that might cause people to introduce demarcation unwittingly.

They are, rather, a quantifiable, objective statement of the standard to be achieved in any particular job.

For example, accounts clerks would not be described as having to process invoices, but instead one of their performance standards would be to process for payment "X" number of invoices against accuracy factor of "Y" per cent within a period of "Z". This allows the manager to take an objective, measurable view of performance while, simultaneously, providing job-holders with greater control of their jobs because they have a greater degree of certainty of what is required. By eliminating 'role ambiguity', the company believes productivity has improved and it has found it fairly straightforward to apply the same principles to blue-collar staff.

The result was that people became aware of the wider role of their jobs. For example, the role of wrapping and packing operatives is not simply to wrap sweets. Rather, their job is to process a planned

quantity within a planned time, but to meet the quality standards laid down within their department, to maintain standards of hygiene and housekeeping around their machine, to co-operate with other departments and their supervisors in gaining departmental efficiencies and to have due regard for their own health and safety.

This was the opportunity to show people that they were responsible for the wider aspects of their job, not for them to say: "Well, the supervisor's there to make sure I work safely. The cleaner is over there to sweep up after me and the QA department is there to check my work and find the faults."

Face-to-face

All appraisals are undertaken on a face-to-face basis, annually, and involve the criteria of:

- job knowledge
- job performance
- health and safety
- hygiene and housekeeping
- timekeeping and attendance
- co-operation.

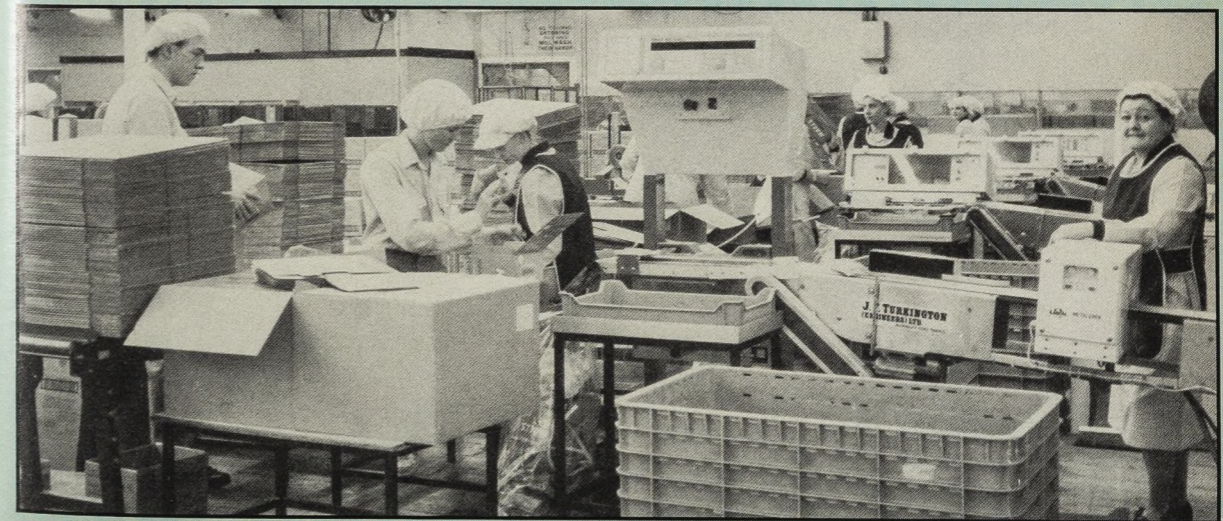
Each of the criteria has a specific explanation of the *standard* which is printed on the appraisal form, together with an explanation of the ratings. Each employee, therefore, has a complete record of his or her performance appraisal.

These appraisals are undertaken

by the employee's supervisor following prior agreement with the supervisor's manager, so that all relevant data is analysed and discussed and so as to ensure that there is consistency across shifts and across departments.

This may not seem a particularly major innovation for those used to dealing with white-collar employees but the thought of a blue-collar employee sitting down to discuss performance alone with the supervisor, without a shop steward present, is a fairly significant step forward. But it has been approached by blue-collar employees free from the inhibitions normally demonstrated by white-collar employees, and the majority of people involved have been appreciative of the efforts that have been made and the direction taken.

The system also allows the supervisors the opportunity to comment when people are in the formative stages of bad behaviour. So the supervisor, through the appraisal, is able to say: "Well, your absenteeism hasn't been such that we are going to warn you but it isn't as good as it has been. It is a cause for concern." Now that may not necessarily bring down the overall rating and, therefore, there is no punitive measure involved and so there are none of the conflicts normally associated with a disciplinary situation. Nevertheless, the supervisor is able to make the



Men and women at work in packaging department.

Photo: Manchester News Service

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employee aware that problems with his or her behaviour have been noticed.

It is generally recognised that in the past a considerable amount of time was spent by supervisors, managers and the personnel department in dealing with a minority of poor performers, while good performers received little attention. The new scheme ensures that the time is taken to recognise the good performers and provide positive feedback so that their contribution does not pass without comment.

Clocking-in

One of the least contentious, but probably the most significant differences between blue-collar and white-collar staff was the clocking-

in system. It was believed, however, that an attendance control system was an essential measure and would become increasingly important in the effective use of human resources in the JIT/MRP II system being adopted by the company.

The existing system however, was old and restricted in its ability to deal with the complicated shift patterns and the increasing flexibility of labour. Furthermore, the company is pursuing a programme of annual flexible working hours, which increases the need for sophisticated time recording.

Halls is, therefore, moving to an automated time-recording system, using 'credit card' badge recorders. To ensure harmonisation, the

scheme will be extended to white-collar staff also, replacing an ineffective paperwork system of recording absence for that group.

The 'credit cards' use an optical reading device for time recording but also have a magnetic encoded strip for use in purchasing vended drinks, cafeteria meals and goods from the company shop on a cashless basis, with the values being debited electronically against pay on the computer payroll. The system also provides security identification and security access.

Additionally, the automated time-recording system will provide opportunities to integrate time recording, payroll, personnel and line department databases and systems and reduced duplication and clerical effort. It is likely,



End of the line.

Photo: Manchester News Service

Case Study

however, to be most effective in further raising the dignity of employees and its attraction to the company is in providing a modern outlook to work practices.

Annual flexible working hours

One of the remaining concerns of the trade unions on site is that of pay fluctuation. There is a perception that white-collar staff receive a regular, fairly fixed monthly salary while the blue-collar staff receive a monthly salary which can vary with the elements of productivity bonus, shift payments and overtime. Although the first two were easy to 'iron out' into consistent values, the overtime payments were not capable of being re-determined.

There was also concern about pay fluctuation on the part of management; this was that peaks and troughs in production demand should be met without unnecessary fluctuations in wage costs and without under-utilisation of human resources.

The joint working party approach was, therefore, resurrected to examine ways in which annual/flexible working hours can be introduced to satisfy mutual objectives. The project is likely to reach fruition later this year.

Holiday and sickness payments

Annual leave entitlements for white-collar and blue-collar staff had been harmonised within the company for a number of years but the sickness payment schemes were not harmonised and were less favourable for blue-collar than white-collar groups. While it was accepted that there was a discrepancy, it was also recognised that absenteeism in the blue-collar group was three to four times higher than in the white-collar group.

Management discussed the matter with the trade unions and quite openly said that it was an embarrassment that in all the moves to harmonisation there were still different sick pay schemes but that it was out of the question from a cost point of view to extend the higher quality white-collar sickness payment

scheme with current levels of blue-collar absenteeism. To do so would run the risk that, with a greater 'entitlement', absenteeism levels would increase and so run counter to all the company's efforts at improving productivity.

The trade unions, which had long held very firm views on absenteeism, perhaps much stricter than most managers, responded very positively.

It was agreed, therefore, to discard the existing system of 'guidelines'—which were in danger of being misconstrued as 'entitlement'—and replace it with a flexible system linked to tighter control.

Under the new scheme a small joint panel of shop stewards and line managers meet on a monthly basis and review all cases of absence in the previous month to determine whether payment should or should not be made and whether any disciplinary action should be taken.

The company is now satisfied that absenteeism is under firm control and that the norm for absenteeism is the white-collar level not the blue-collar one. As a consequence, it has increased the sickness payment scheme to allow the joint panel to provide up to 26 weeks payment for all staff (there is an insured scheme for long-term disability beyond 26 weeks).

Overview

The harmonisation programme emerged as a sequence of opportunities rather than a planned programme. It is, therefore, a continuing aspect of the relationship between the company and all its employees.

There still remain areas which require attention but all employees now receive monthly salaries by direct credit transfer, a salary scale with progression linked to performance, an annual performance appraisal, a training and development plan, common holiday entitlements and sickness payment schemes, the same pension scheme and benefits, the same cafeteria and the same time-recording system.

In going down the route Halls has followed, others should be warned that it isn't all sweetness and light to persuade people that artificial bar-

riers ought to be removed.

In British industry the person on the shop floor with bonuses, a shift allowance and overtime earnings may receive far more pay than a more academically successful person in the office. So what makes the person in the office want to continue with that sort of work?

The answer is a perception of status.

When a firm moves down a harmonisation route, it removes any status differential. Now Halls has not begun to suffer any reaction from its white-collar employees but in many places the differential between blue-collar employees is a very significant and very sensitive area and has to be remembered that, in trying to harmonise, very often it means white-collar employees taking the rough as well as blue-collar employees taking the smooth, and this can result in conflict.

Second, there is conflict of a different sort: the market rates. Any harmonisation programme is essentially trying to move to a single status environment. Yet when competing for jobs (particularly in managerial areas), companies are competing in a marketplace which regards it as common to provide, for example, private medical insurance, stock options, company cars and a range of other perks which seems to be increasing rather than diminishing.

It would be out of the question from a cost point of view to extend the provision of company cars or private medical schemes to all employees. Yet if they are taken away from the higher employees—indeed, even if they are replaced with a cash value—many firms would cease to be competitive. People have become accustomed to expect these benefits.

Fortunately at Halls there has always been a good relationship and attitude between management and employees and there is little doubt that the harmonisation process has strengthened that relationship—in so doing, efficiency has been improved and a firm control retained by the company, working with, rather than against, trade unions to achieve common goals with mutual benefits. ■

A selection of Parliamentary questions put to Department of Employment ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.



Department of Employment Ministers

Secretary of State: **Norman Fowler**
 Minister of State: **John Cope**
 Parliamentary Under-Secretaries of State:
John Lee and Patrick Nicholls

Policy changes

Ron Leighton (Newham North East) asked the Secretary of State for Employment if he will list the major changes of policy announced by him since June.

Norman Fowler: The following is a list of some of the major policy announcements made in the last six months.

On June 30, I wrote to the chairman of the MSC to explain the changes I had decided to make to programmes run by the MSC, to consult the Commission on the proposed transfer of some functions from the MSC to the Department of Employment and to inform the MSC of certain changes I intended to make to its composition. Following consideration of the Commission's response on July 23, I informed the chairman of the MSC on July 31 of my intention to go ahead with the transfer of functions from the MSC to the Department of Employment. I announced the creation of The Employment Service on October 23.

The Employment Bill was published on October 23.

My hon friend the Minister of State announced on October 29 his intention, as soon as legislative time is available, to increase the age limit up to which women can receive a statutory redundancy payment from 60 to 65 years.

On November 13, following observations made by the National Audit Office and the Public Accounts Committee, I announced a review of the Skills Training Agency.

In a statement on November 18 I announced the establishment from September 1988 of a unified training programme for unemployed adults by bringing together the Community Programme, the Job Training Scheme and a number of other training programmes for adults.

(December 18)



Norman Fowler

On December 2, I gave details of the appointment of Lloyds Merchant Bank Ltd to act as my advisers and report to me early in the new year about options for transferring Professional and Executive Recruitment out of the public sector.

In a joint announcement on December 9, I invited all major higher education institutions to apply for MSC funding in order to bring enterprise to the centre of their activities.

On December 10, I issued a Consultative Document entitled *Restrictions on the Employment of Young People and the Removal of Sex Discrimination in Legislation*.

On December 14, I announced new procedures for ensuring that claimants to unemployment benefits are available for work.

(December 15)

Enterprise Allowance Scheme

Anthony Coombs (Wyre Forest) asked the Secretary of State for Employment what contribution the Enterprise Allowance Scheme has made to the falls in unemployment and increases of self-employed since its inception; and if he will make a statement.

John Cope: Since the Enterprise Allowance Scheme began in 1982, over 300,000 unemployed people have been helped to start their own business. During that period the number of self-employed people has risen from 2.2 million to 2.7 million. The scheme has contributed substantially both to the fall in unemployment and the increase in self-employment.

(December 4)

Small businesses

Derek Conway (Shrewsbury and Aicham) asked the Secretary of State for Employment how many small businesses are currently trading in the United Kingdom; and if he will make a statement.

John Cope: The best estimate available of the number of small businesses currently trading in the United Kingdom is from VAT information. At the end of 1986 there were an estimated 1,468,000 businesses registered for VAT, 96 per cent of which are thought to be small under the definitions laid down by the Bolton Committee. At the same time there were an estimated 2,677,700 self-employed people in the United Kingdom, many of whom were not registered for VAT.

More significant is the fact that during the seven years 1980 to 1986 the number of businesses registered for VAT in the United Kingdom increased by 13.9 per cent, which represents an average net increase of around 500 firms per week. Regional estimates for 1980 to 1985 show that the number of firms registered for VAT increased in every region and country of the United Kingdom.

Such figures reflect the efforts this government has made to promote a more vigorous enterprise culture and the various measures it has taken to stimulate the development of new businesses and self-employment.

YTS

Keith Vaz (Leicester East) asked the Secretary of State for Employment how many young people currently on the YTS have employed status.

John Cope: Manpower Services Commission records show that at the end of September 1987 there were 46,900 young people on YTS with contracts of employment. This represents 11 per cent of the total number of young people on YTS. The Government hopes that still more employers will place their young employees on YTS for the quality training which the scheme provides.

(December 15)

Down Primarolo (Bristol) asked the Secretary of State for Employment on what basis the transitional allowance has been calculated for the YTS.

John Cope: The proposed YTS Bridging Allowance is designed to provide short-term payments for young people who have to wait for a few weeks for a YTS place after leaving a job or a previous YTS place. The allowance will be paid for a maximum of eight weeks, during which time the offer of a YTS place will be made. The allowance will be set initially at £15 per week, more than twice the level of child benefit.

(December 15)

Berry Sheerman (Huddersfield) asked the Secretary of State for Employment what has been the percentage of young people who have failed to complete the Youth Training Scheme since the introduction of two-year YTS.

John Cope: Some 765,400 young people started YTS schemes between April 1986 and October 1987. Of this number, 326,200 young people had left their scheme more than four weeks before their expected completion date. This represents 43 per cent of those who have started the two-year YTS. Of those who left YTS early, 66 per cent left to go into a job or onto another YTS scheme.

(December 15)

Clare Short (Birmingham Ladywood) asked the Secretary of State for Employment how many YTS trainees left the scheme to enrol on another scheme run by a different employer or a different managing agent in the current year.

John Cope: The Manpower Services Commission's latest follow-up survey of all young people who have left a YTS scheme during the period April 1986 to May 1987 shows that in Great Britain 11 per cent of leavers were enrolled on another YTS scheme at the time of the surveys.

(December 8)



John Cope

Clare Short (Birmingham Ladywood) asked the Secretary of State for Employment what is (a) the total number and (b) the percentage of YTS sponsors who contract out their training, at the latest available date and at equivalent dates for each year since the scheme started.

John Cope: The surveys of YTS providers conducted in June–August 1984 and January–February 1986 provide estimates of the numbers of schemes in which any or all of the off-the-job training is contracted out and of the proportions they represent of all YTS schemes. This information is set out below.

Schemes with off-the-job training contracted out

	1984 survey	1986 survey
Some or all contracted out	4,100 (71%)	4,100 (74%)
All contracted out	1,400 (24%)	1,300 (24%)

(December 4)

Marjorie Mowlam (Redcar) asked the Secretary of State for Employment how many places are currently available for males and females on YTS schemes; how many are estimated to be available to meet demand for YTS in summer 1988; and if he will break these figures down by local authority and region.

John Cope: On October 31, 1987 there were approximately 540,000 available YTS places open to young people of either sex, of which 431,000 were filled. No local or regional breakdown for 1988 is yet available but the Government has provided

additional resources for YTS to enable a further 27,000 places to be made available nationally.

(December 18)

Irvine Patnick (Sheffield, Hallam) asked the Secretary of State for Employment if he will make a statement on the two-year YTS.

John Cope: At the end of October 1987 there were some 431,000 young people receiving high quality training on YTS schemes, the highest figure ever for the programme. The latest information on those young people leaving YTS between April 1986 and June 1987 shows that 74 per cent were going into work or further education and training.

This is welcome news as is the fact that many employers are placing their young employees on YTS for the training which the scheme provides.

(December 15)

Effect on count

Michael Meacher (Oldham West) asked the Secretary of State for Employment what are the latest estimated percentage register effects on the unemployment count of each of the following measures: (i) the Community Programme, (ii) the Enterprise Allowance Scheme, (iii) the Job Release Scheme and Job Splitting Scheme, (iv) the new Job Training Scheme, (v) the Young Workers Scheme and (vi) Community Industry.

John Cope: The effect on the unemployment count of employment measures cannot be calculated precisely. The people engaged in (ii), (iii) and (v) in the question are all engaged in ordinary work in the mainstream of the economy and have left the unemployment count in the same way as other unemployed people who find a job. The Community Programme (i) also provides real work for long-term unemployed people.

Taking account of this and other factors the best estimates we have of the percentage effect of the employment measures listed is as follows:

Employment measure	Estimated effect on unemployment count (per cent of those on schemes)
Community Programme	93
Enterprise Allowance Scheme	32
Job Release Scheme	88
Jobshare ¹	95
New Workers Scheme ²	28
Community Industry	97

¹ The Job Splitting Scheme was relaunched as Jobshare on April 1, 1987.
² The New Workers Scheme replaced the Young Workers Scheme in April 1986.

The Job Training Scheme is a training programme and not an employment measure.

(December 4)

Job Release Scheme

Peter Pike (Burnley) asked the Secretary of State for Employment how many people he estimates will have retired under the Job Release Scheme in 1987.

John Lee: From January to November 1987 inclusive, 10,155 people have retired under the Job Release Scheme.

(December 14)



John Lee

Tourism

Ian Twinn (Edmonton) asked the Secretary of State for Employment what information he has on Britain's position in the world in terms of international tourism earnings.

John Lee: In 1986 the United Kingdom's earnings from international tourism were about 6 per cent of the total world tourism earnings and 11 per cent of Europe's tourism earnings. Compared with other individual countries the United Kingdom's earnings from tourism were the fourth highest in Europe and the fifth highest of OECD countries.

(December 15)

Adam Ingram (East Kilbride) asked the Secretary of State for Employment what has been the increase in tourism industry jobs between 1979 and 1987; and what percentage of these jobs are part-time.

John Lee: The number of employees in employment in the industries most directly related to tourism increased by 200,000, or 17 per cent, between June 1979 and June 1987 to a level of 1.4 million. Of these 1.4 million jobs, approximately 54 per cent are part-time. All of these figures exclude the self-employed in tourism-related industries for whom comparable estimates are not available.

(December 15)

Work permits

David Heathcoat-Amory (Wells) asked the Secretary of State for Employment whether a decision has yet been made to continue after the current year the special annual quota of work permits for workers from the Dependent Territories whose level of skill is below that required by the general work permit scheme.

John Lee: Yes. It has been decided that the Quota for 1988 will be 200—the same as this year. Within the figure of 200 no more than 150 permits will be allowed for any one territory.

(December 16)

Disabled quota

John Hannam (Exeter) asked the Secretary of State for Employment what percentage of employers were meeting the quota established by the Disabled Persons (Employment) Act 1944 in: (a) June 1979, (b) June 1983 and (c) June 1987; and what is the most recent figure.

John Lee: The percentage of employers within the Scheme meeting their quota obligation in (a) June 1979 was 35.3 per cent, (b) June 1983 31.4 per cent and (c) June 1987 27.3 per cent. June 1987 is the latest date when figures are available. A particular difficulty for employers is that only registered disabled people count towards the quota and the number of people choosing to register as disabled has declined over the years to the extent that the 3 per cent cannot now be met overall.

(December 2)

Long-term unemployment

Tim Devlin (Stockton South) asked the Secretary of State for Employment what regional variations there are in the rate of reduction of long-term unemployment.

John Lee: The table shows the number of unemployed claimants who have been unemployed for over one year at October 9, 1986 and at October 8, 1987, together with the change over the year, expressed numerically and as a percentage.

Claimants unemployed for over one year

Region	Oct 1986	Oct 1987	Change	Percentage change
South East	283,303	242,732	-40,571	-14.3
East Anglia	28,223	23,584	-4,639	-16.4
South West	68,843	57,563	-11,280	-16.4
West Midlands	161,417	136,272	-25,145	-15.6
East Midlands	80,917	69,755	-11,162	-13.8
Yorkshire and Humberside	130,122	118,711	-11,411	-8.8
North West	199,305	172,359	-26,946	-13.5
Northern	105,188	90,520	-14,668	-13.9
Wales	73,043	59,671	-13,372	-18.3
Scotland	146,394	136,185	-10,209	-7.0
Northern Ireland	64,251	64,884	633	1.0
United Kingdom	1,341,006	1,172,236	-168,770	-12.6

(December 15)

Vacancies

Anthony Coombs (Wyre Forest) asked the Secretary of State for Employment what are the latest trends in the number of vacancies reported to jobcentres.

John Lee: The number of new vacancies notified to jobcentres in the United Kingdom increased by 7 per cent over the past 12 months to reach 235,900 in the month ending October, the highest figure since the current series began in 1980.

(December 15)

Jobclubs

Thomas Sackville (Bolton West) asked the Secretary of State for Employment how many Jobclubs are now in operation.

John Lee: By December 10, 1987 there were 1,133 Jobclubs in operation.

(December 15)

London visitors

Michael Colvin (Romsey and Waterside) asked the Secretary of State for Employment what information he has regarding the number of domestic visitors to London in 1986.

John Lee: I understand that English Tourist Board figures show that London attracted some 13 million domestic visitors in 1986.

(December 15)

Hotel classification

Barry Field (Isle of Wight) asked the Secretary of State for Employment, how many establishments in: (a) England, (b) Wales, (c) Scotland and (d) Northern Ireland are in the hotel classification scheme.

John Lee: I understand that the number of establishments classified under the national tourist boards' voluntary Crown Classification Schemes are: in England 8,700, in Scotland 2,388 and in Wales 2,502. In Northern Ireland, where registration with the Tourist Board is compulsory, the figure is 1,066.

(December 15)

Union members' rights

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment how many of the responses to the Green Paper Trade Unions and their Members were in favour of the proposal that there should be a right for all union members not to be expelled or otherwise disciplined for refusing or failing to take industrial action.

Patrick Nicholls: 16 of the 67 comments received on the Green Paper proposal were in favour of giving trade union members protection against disciplinary action for refusing or failing to strike or take other industrial action.

(December 1)

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment how many of the responses to the Green Paper Trade Unions and their Members were in favour of the proposal that there should be a statutory provision made for members of a union to be entitled to inspect the current accounting records of that union and to be accompanied by a professional adviser.

Patrick Nicholls: Of 48 comments on the proposal to give trade union members and their professional advisors a statutory right of access to their union's accounts, 32 were in favour.

(December 1)

Gavin Strang (Edinburgh East) asked the Secretary of State for Employment how many of the responses to the Green Paper Trade Unions and their Members were in favour of the proposal that the provisions of the Trade Union Act 1984 should be extended to the election of all general secretaries, presidents and members of the union principal executive committees.

Patrick Nicholls: 24 of the 67 comments received on the Green Paper proposal were in favour of extending the statutory election requirements to cover all members of trade union principal executive committees, general secretaries and presidents.

(December 1)

Health and Safety Executive

Dennis Skinner (Bolsover) asked the Secretary of State for Employment what recent representations he has received regarding the Health and Safety Executive manpower cuts; and if he will make a statement.

Patrick Nicholls: I have received a number of representations on the subject of resources for the Health and Safety Commission and Executive. For 1988-89 it is planned that their total expenditure will increase by £6.7 million compared to the previous White Paper provision for that year. This will allow the number of inspectors to be increased by 60 above present levels.

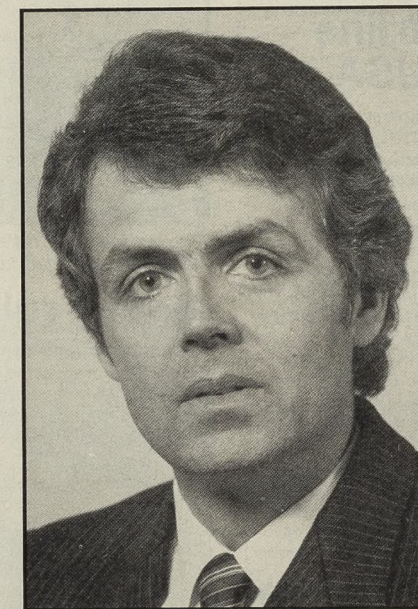
(December 15)

Dock Labour Scheme

Chris Butler (Warrington South) asked the Secretary of State for Employment what is his estimate of the number of people employed in national dock labour scheme ports; and what information he has as to what proportion this constitutes of the total number employed in all ports.

Patrick Nicholls: The forthcoming report on manpower in the UK ports industry, soon to be published jointly by the British Ports Association and the National Association of Port Employers, will show that, of around 40,000 people employed in UK ports on March 20, 1987, about 28,000 (70 per cent) worked in Scheme ports.

(December 10)



Patrick Nicholls

Apprentices

David Hinchcliffe (Wakefield) asked the Secretary of State for Employment what was the level of industrial apprentices taken on in 1979 as compared with 1987.

Patrick Nicholls: Information from the Youth Cohort Study indicates that nearly 80,000 young people in England and Wales who reached minimum school-leaving age in the academic year 1984-85 were undertaking an apprenticeship in spring 1986. This is an underestimate as some of the young people in the survey were unsure of their apprenticeship status and none of these have been included. In addition some other young people will have been taken on as apprentices when older. Corresponding information for spring 1987 is not yet available. Information from the New Entrants to Employment Survey indicates that just over 90,000 young people in England and Wales who reached minimum school-leaving age in the academic year 1978-79 had by the end of 1979 entered an apprenticeship in their first employment.

(December 15)

Passive smoking

Alan Glyn (Windsor and Maidenhead) asked the Secretary of State for Employment if he will introduce legislation to protect employees in their places of work against the consequences of passive smoking; and if he will make a statement.

Patrick Nicholls: The Government is awaiting the fourth report of the Independent Scientific Committee on Smoking and Health, which is expected about the end of the year. I understand that the report will cover the health risks associated with passive smoking, on which the Committee made an interim statement earlier this year. We shall then be able to consider any further action that may be needed on smoking in the workplace. We are continuing to encourage employers to limit the exposure of non-smokers to tobacco smoke at work on a voluntary basis, for example by workplace agreements to limit smoking to particular areas or to segregate smokers and non-smokers.

(December 10)

Employment protection

Allen McKay (Barnsley West and Penistone) asked the Secretary of State for Employment what evidence he has of the effect of employment rights for part-time workers on the economic conditions for the creation of part-time jobs.

Patrick Nicholls: Evidence from a number of surveys indicates that some employers are reluctant to recruit additional staff because of the employment protection legislation. Although the proportions are small, they represent a significant number of employers and missed employment opportunities.

(December 7)

Allen McKay (Barnsley West and Penistone) asked the Secretary of State for Employment if he will estimate the number of part-time workers who currently qualify for employment rights but who would be excluded from these if the proposals in the White Paper Building Businesses Not Barriers are implemented; and how many of these would be women.

Patrick Nicholls: It is not our intention to take away employment protection rights from those who currently qualify for them. Estimates of the numbers excluded in the future depend on factors such as the state of the labour market at the time. However, the latest figures available indicate that in March 1986, 313,300 people were in jobs in the categories which would be affected by the proposal to increase the part-time hours thresholds in employment protection legislation. Of these some 93 per cent were jobs occupied by women.

(December 7)

Asbestos—less is better

New regulations on the control of asbestos at work will come into force on March 1, 1988.

They will apply to everyone at risk from work with asbestos and will extend statutory protection to all those who encounter asbestos at work or who may be affected by work activities involving its use.

Key features of the regulations are that work with asbestos must first be assessed by the employer to determine the nature and degree of exposure, and steps must be taken to prevent or reduce risks.

Employers will have a duty to prevent or reduce exposure to the lowest reasonable level.

Control limits have also been given statutory backing and tightened by the introduction of a new ten minute short-term control limit. And if an action level is liable to be exceeded, the following additional requirements come into operation: notification of the work to the HSE; designation of 'asbestos areas'; and medical surveillance of workers, with health records kept.

An approved code of practice on the Regulations will be published by March 1988, together with a revised version of an existing code—*Working with Asbestos Insulation*

and *Asbestos Coating*. These codes will provide practical guidance on how to comply with the new Regulations. □

Control of Asbestos at Work Regulations 1987, SI 1987 No 2155 is available from HMSO or booksellers. Price £2.20. ISBN 0 11 078 155.

HSE on line to the USA

Americans can now get easier access to HSELINE, the Health and Safety Executive's public database, following a link-up with an American computer system.

HSELINE contains details of all Health and Safety Commission and Executive publications and also covers a wide range of international journals, standards, monographs, conferences, legislation and translations published since 1977.

A new 'page guide' has also been published to help UK users gain quicker access to the HSE Prestel service.

Further information on these services can be obtained from the HSE on Sheffield, tel 0742 752539; London, 01-221 0416 and Bootle, 051-951 4381. □

NEWS RELEASES AND PICTURES

from your organisation should be addressed to

The Editor
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01-273 5001



Nice and easy: a JTS trainee fills a shelf, helped by her supervisor at Habitat—Kings Road, London.

Safety rules for JTS trainees

In order to ensure that people on the Job Training Scheme (JTS), will be subject to the full range of employees' statutory health and safety protection, the Health and Safety Commission has published proposals for new Regulations.

The Regulations—an extension of the Health and Safety (Youth Training Scheme) Regulations 1983—would be made under Section 52(2) of the Health and Safety at Work Act 1974, and would provide for the definition of 'work' and 'at work' to be extended to meet the purposes of the Act.

During periods spent by trainees on employers' premises or at certain MSC establishments, they would in future be covered by the full range of protection available to

employees under the Act.

As well as JTS, the Regulations would cover certain other training schemes administered under Section 2(1) of the Employment and Training Act 1973. These include: Wider Opportunities Programmes; arrangements for employment rehabilitation, and for trainee assessment; certain Access to Information Technology courses; and certain Training for Enterprise courses.

With Ministers' agreement, the HSC is taking forward consultations on these Regulations in parallel with the Employment Bill, currently before Parliament. This is in expectation that any Regulations would be made before the Act is passed. □

Facts in colour

The reformed Social Security System has been explained simply, clearly and colourfully in a series of new fact sheets.

The new reforms follow the most fundamental review of Social Security since the war, and are being implemented under the Social Security Act, which received Royal Assent in July 1986.

There are five fact sheets available—on income support, family credit, the social fund, housing benefit and widow's benefits. They are being sent to local authorities and social security offices. Copies can also be obtained from, Social Security Fact Sheets, 20-24 Lonsdale Road, London NW6 6RD. □

Open for learning

The first Open Learning Centre in Scottish industry which uses instruction by interactive video, has been set up by Govan Shipbuilders Ltd in Glasgow.

The centre is part of a £5 million investment in a permanent training programme for the entire workforce.

Use of the interactive video allows trainees to dictate the direction and content of training and ensures that trainees concentrate on the course without distraction.

A feature of the centre is that it also allows training at home by using two 'luggable' personal computers which are compatible with the centre's equipment. □

The long big deal

A study of long-term pay deals, which evaluates their advantages, disadvantages and future prospects, has been published by the Confederation of British Industry.

The study finds that long-term pay deals enjoy a clear advantage over those running for the traditional annual period. Among the advantages are:

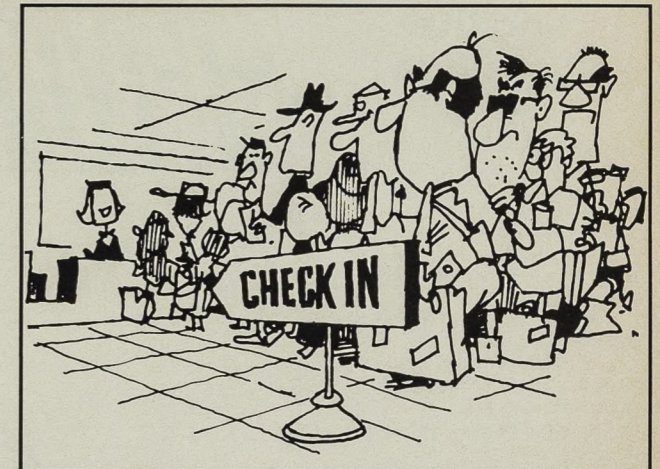
- improved ability to meet changing and growing customer demand by improving working practices;
- basis for firmer pricing and product policy;
- greater sense of security for employees about their future earnings and employment; and
- better platform for manpower planning and training.

One striking feature of the study

was the improved scope for the taking of measures to enhance productivity and efficiency. In such areas as the removal of restrictive practices and introduction of more flexible working, long-term agreements were found to be over five times as likely to include changes than shorter term agreements. A similar picture emerged in the case of agreements incorporating the introduction of new technology.

The study also includes a section comparing pay increases awarded under long-term agreements with those for all kinds of agreements, as monitored by the CBI Pay Databank Survey. □

Long-term Agreements: A CBI Survey, is available from the Publications Sales Department, CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU (tel 01-379 7400). Price CBI members £10, non-members £15.



That great British institution—the queue.

Training for tourism

A training manual for participants in Britain's tourism based Community Programme has been published by the English Tourist Board.

Launched last year by the ETB, the Department of Employment and the Manpower Services Commission, the programme provides work for long-term unemployed people in developing and improving facilities for tourists.

The manual is intended as a training resource for managers of all types of tourism-related community projects, supervisors and anyone involved in running short induction courses.

Information is provided for four 90-minute training sessions. These give a basic grounding in the importance and nature of the tourism industry and the personal skills needed when dealing with members of the public. □ *Tourism and the Community Programme: Induction Training Manual* available from Department D, ETB, 4 Bromells Road, London SW4 0BJ. Price £10.

Turn it down!

Proposals designed to prevent deafness caused by noise at work have been published in a consultative document by the Health and Safety Commission.

The proposals are that where noise exposure reaches 85dB(A) employers must have hazard areas assessed by a competent person, provide workers with information and ear protection.

When the exposure reaches 90dB(A), employers would have to take further action, including noise reduction and ensure that ear protectors are used. Machine makers and suppliers would have to provide information on the noise emission of products likely to cause workers to be exposed to noise over 85dB(A).

Announcing the proposals, Dr John Cullen, chairman of the HSC, said: "Noisy industries are responsible for one of the most worrying occupational health problems we face. We estimate some 1.7 million workers in this country are exposed to noise levels which have the potential to cause permanent hearing loss, as well as contributing to other problems such as fatigue, errors and absenteeism."



When finalised, the regulations will carry into effect a European Community Directive which sets a common basic standard for all Member States. They must be in force by January 1, 1990. To achieve this deadline the HSC require comments on the document by June 30, 1988. □

Prevention of Damage to Hearing from Noise at Work—Draft Proposals for Regulations and Guidance is available from HMSO. Price £3. ISBN 0 11 883495 9.

Accident statistics — erratum

On page 17 of the special feature *Occupational accident statistics 1981-85* published in the January 1988 edition of *Employment Gazette*, the second sentence in the last paragraph should have read: "Possible reasons for manufacturing are given in the section headed 'Other sources of information' on page 19." □



Food glorious food: enjoying the delights of canteen cooking. Photo: Jim Stagg.

Cooking up courses

With some 15,000 cases of food poisoning reported annually—it is vital that employees handling food receive adequate training.

To help, the Skills Training Agency, has cooked up a fresh approach to learning by offering to send its mobile training service anywhere in the country where employees handling food need to learn the basics.

By offering a 'courses on wheels' service, the STA hopes companies and organisations will be able to avoid the worry of having to send staff away for training. Instead, the training can take place locally, even in the organisation's own kitchen if required.

Commenting on the STA course, marketing manager, Larry Freeman, said: "There are many people employed in handling food who do not know enough about aspects of hygiene such as bacteriology, food storage and preservation, and legislation. There is also the problem of adverse publicity that can be associated with an outbreak of food poisoning.

"Clearly it is in the best interest of employers and customers that people should be properly educated and prepared. Our new training package will, I'm sure, go a long way towards helping to improve matters," he said. □

Ending the daily trudge

Undergoing the daily trudge through commuterland to reach a stuffy high-rise office where the phone never stops ringing is becoming a distant nightmare for an increasing number of people.

Instead, work for the lucky few now begins at home after a leisurely breakfast.

The new breed of office worker is now a 'telecommuter'—someone able to communicate electronically with the office from home rather than commuting to it.

The Telecommuters, by Francis Kinsman, examines 'remote working' and the experience of four organisations: the Department of Trade and Industry in conjunction with IT World, F International, ICL and Rank Xerox—all of whom successfully operate 'home-working' systems.

The technical, social, economic and organisational aspects of teleworking are discussed—with an emphasis on management.

The book concludes with a practical checklist of issues to guide managers in organisations which are considering adopting teleworking and ending the daily trudge for the lucky few. □

The Telecommuters by Francis Kinsman. Published by John Wiley and Sons. Price £19.95. ISBN 0 471 91789 3.

What's cooking?

A new *Business Monitor* on catering and allied trades, which includes information on hotels, pubs, clubs and restaurants has been published by HMSO on behalf of the Business Statistics Office (BSO).

The *Monitor* contains results from the BSO's catering inquiries for 1985, including comparable data back to 1980.

The inquiry collects data on turnover, stocks and capital expenditure, together with additional industry-specific data such as the number of letting bedrooms in the catering inquiry.

The catering *Monitor*, also includes:

- analysis by VAT trade codes and three-digit group of the 1980 standard industrial classification from 1980 to 1985; and
- analysis of catering sales and purchases data, together with gross margins for 1982.

Business Monitor: Catering and Allied Trades, SDA28, available from HMSO. Price £6.95. ISBN 0 11 514495 1.

REVIEWS

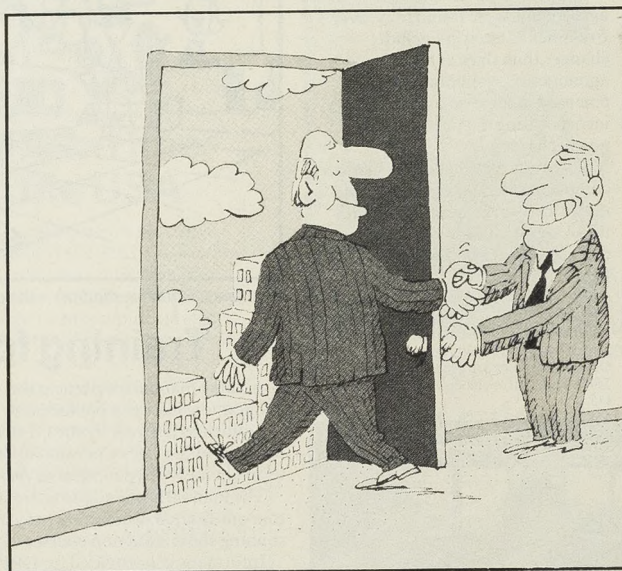


Illustration from 'The Secrets of Successful Hiring and Firing'.

Say hello and wave goodbye

Two of the more difficult but essential aspects of business life are recruitment and dismissal.

When you have sifted through a pile of job applications and selected candidates for interview—how certain are you of picking the right person?

Equally, how can you be sure that your dismissals will not result in an embarrassing and costly appearance at an industrial tribunal?

For a quick guide to putting the punch into hiring and taking the sting out of firing—you could try *The Secrets of Successful Hiring and*

Firing by Clive Goodworth.

Using a humorous approach, the author first takes the reader through the recruitment process; getting to grips with the job description, designing an application form, advertisements and interview techniques are all put under the spotlight.

The second half of the book tackles firing including dismissing the 'baddies' and the 'failures', redundancy, dismissal hiccups and treading the tribunal trail. □

The Secrets of Successful Hiring and Firing by Clive Goodworth. Published by Heinemann. Price £12.95. ISBN 0 434 90678 6.

AIDS—a need for care

People generally respect honesty. Anyone who deliberately plays down the risks of caring for people with AIDS is unlikely to be believed, since accidents involving carers can and do happen.

In a factual, easily read and incisive book, *The Truth About AIDS*, Dr Patrick Dixon brings together the relevant facts about the AIDS virus and refers to research conducted in many parts of the world.

Dr Dixon is attached to a terminal care team at University

College Hospital in London. He believes that the AIDS issue needs to be taken out of the domain of sex disease clinics and put into the terminal care area. He is concerned to mobilise carers, the churches and others to help AIDS sufferers die at home and to provoke the medical profession and hospitals into a much wider practical response. □

The Truth about AIDS, by Dr Patrick Dixon. Published by Kingsway Publications. Price £4.95. ISBN 0 86065 588 1.

A year in the life

When people quote such statistics as—the blood transfusion service collects over two million donations of blood per year, Northern Ireland has 160 historic monuments or that there are some 1,250 cinema screens in Britain—there is a good chance they have been reading, *Britain 1988: An Official Handbook*.

The 39th edition of this successful handbook has just been published. Prepared by the Central Office of Information on behalf of the Commonwealth Office, the book has become an established reference work which is sold worldwide.

Britain 1988 describes hundreds of features in the life of the country.

Topics covered, range from the monarchy, manufacturing and money through to social security, shipping and sport. Each section is presented clearly and succinctly.

The workings of Government and major institutions are also included.

Whether it is used as a reference tool or just a bedside book for dipping into, *Britain 1988* fits comfortably into either category.

Finally, next time someone asks you what has 2,000 or so museums and galleries open to the public, 10,400 licensed off-course betting shops and 1,000 mosques and Muslim prayer centres—you will know the answer—Britain in 1988. □

Britain 1988: An Official Handbook (39th edition). Published by HMSO. Price £12.95. ISBN 0 11 701272 6.

Family Expenditure Survey 1986

The *Family Expenditure Survey* for 1986 provides detailed statistics of expenditure, income and household characteristics for 11,000 private households in the UK.

The survey, which has been in continuous operation since 1957, provides a perspective of the changes in spending patterns on items such as food, clothes, fuel and alcohol over three decades.

Tables and charts are used to present the data. Selected data is also analysed by region.

Summary results of the survey were published in the December, 1987 edition of *Employment Gazette* (pp 592 to 599). □

The Family Expenditure Survey 1986. Published by HMSO. Price £15.90.