

August 1991

Employment Gazette

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②	STATISTICS BACK UP	42 ()

SKILL OLYMPICS

**Flying the flag
in Amsterdam**

Employment Department Free leaflets

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

In cases of difficulty or for bulk supplies, orders should be sent to **Dept IB, ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD.**

Note: This list does not include the publications of the Training, Enterprise and Education Directorate (TEED) or the Employment Service, nor does it include any priced publications of the Employment Department.

General information

Just the job

Details of the extensive range of ED employment and training programmes and business help
EMPL43

Employment legislation

Written statement of main terms and conditions of employment
PL700

Redundancy consultation and notification
PL833 (3rd rev)

Employee's rights on insolvency of employer
PL718 (4th rev)

Employment rights for the expectant mother
PL710 (2nd rev)

Suspension on medical grounds under health and safety regulations
PL705 (2nd rev)

Facing redundancy? Time off for job hunting or to arrange training
PL703

Union membership and non-membership rights
PL871 (Rev 1)

Itemized pay statement
PL704 (1st rev)

Guarantee payments
PL724 (3rd rev)

Employment rights on the transfer of an undertaking
PL699 (2nd rev)

Rules governing continuous employment and a week's pay
PL711

Time off for public duties
PL702

Unfairly dismissed?
PL712 (5th rev)

Rights of notice and reasons for dismissal
PL707 (2nd rev)

Union secret ballots
PL701 (2nd rev)

Redundancy payments
PL808

Limits on payments
PL827

Unjustifiable discipline by a trade union
PL865

Trade union executive elections
PL866 (Rev 1)

Trade union funds and accounting records
PL867 (Rev 1)

Trade union political funds
PL868 (Rev 1)

A guide to the Trade Union Act 1984 PL752

The Employment Act 1988
A guide to its industrial relations and trade union law provisions
PL854

A guide to the Employment Act 1989 PL888

The Employment Act 1990

Industrial action and the law—Employers' version PL869 (Rev 1)

Industrial action and the law—Employers' version PL870 (Rev 1)

Fair and unfair dismissal—a guide for employers PL714

Individual rights of employees—a guide for employers PL716

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

Code of practice—picketing

Code of practice—trade union ballots on industrial action

Taking someone on?
A simple leaflet for employers, summarising employment law

Fact sheets on employment law
A series giving basic details for employers and employees

Health and safety

AIDS and the workplace
A guide for employers
PL893

Alcohol in the workplace
A guide for employers
PL859

Drug misuse and the workplace
A guide for employers
PL880

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

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings ITL1 (1989)

Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974 ITL19 (1983)

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

Sex equality

Sex discrimination in employment

Collective agreements and sex discrimination

Equal pay
A guide to the Equal Pay Act 1970
PL743

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

Overseas workers

Employment of overseas workers in the UK
Employers' guide to the work permit scheme
OW5 (1987)

Employment of overseas workers in the UK
Training and work experience scheme
OW21 (1987)

Miscellaneous

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

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

The United Kingdom in Europe—People, Jobs and Progress
Fact pack on British government concerns about the 'Social Charter'

Career development loans
A scheme offering loans for training or vocational courses. Open to people over 18.



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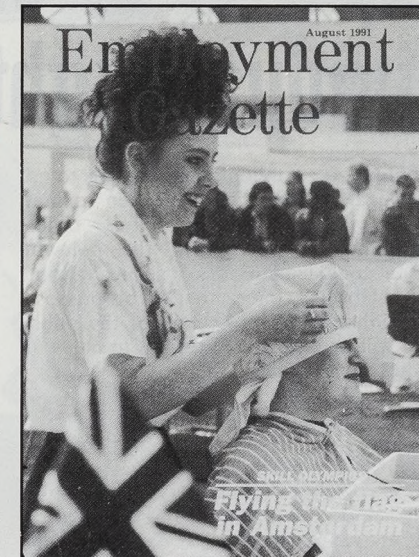
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COVER PICTURE

British competitor Helen McDougall was awarded a diploma of excellence in the International Skill Olympics. Report and pictures on page 430.
Photo: Jacky Chapman

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Green Paper to strengthen individual rights

Measures to strengthen the rights of individuals against abuses of trade union power, and further to modernise employment law and practice have been set out in a Government Green Paper.

Far-reaching proposals include one giving members of the public the right to seek to stop unlawful calls for industrial action affecting public services, and another requiring trade unions to give seven days' notice of a strike or other industrial action.

The Green Paper proposals cover five main areas:

- strikes and other forms of industrial action;
- trade union elections and membership registers;
- rights of trade union members;
- trade union financial management; and
- the legal status of collective agreements.

Launching the Paper, Employment Secretary Michael Howard said: "These proposals are designed to consolidate and build on the improvement in this country's industrial relations over the last 13 years. Their purpose is to ensure that we have an effective and up-to-date framework of law in order to maintain that progress through the 1990s.

"Each of the proposals is carefully designed to meet a clear deficiency in our present arrangements. They are designed to increase the rights of individual members of the public, of individual trade union members and of the community at large."

Summary details of the main proposals are given below:

STRIKES AND OTHER FORMS OF INDUSTRIAL ACTION

Unlawful industrial action affecting public services

Customers of public services within the scope of the Citizen's Charter (covering health, housing, education, transport, employment, social security, the Post Office, taxation, the police and criminal justice) would have the right to bring proceedings to prevent or restrain the unlawful organisation of industrial action affecting any of these services, where the

employer (or a union member) fails to use the legal remedies already open to him. Disobeying or ignoring court orders preventing or restraining the unlawful action could lead to fines or sequestration.

Mr Howard commented: "This proposal will enhance the protection of the public and will be a further deterrent to unlawful industrial action."

Seven days' strike notice

Once a ballot has produced a majority in support of official industrial action, the union concerned would have to give seven days' notice in writing to the employer of any member to be called on to take the action. The notice would be required for each individual period of action where a series of one-day strikes or other intermittent action was planned.



Employers would have to be given details of the ballot result before notice of industrial action was given.

Mr Howard commented: "This requirement will help to protect the general public from the hardship caused by lightning strikes in public services. It will also allow employers to take steps to safeguard jobs and business."

Postal balloting

Where more than 50 union members are entitled to vote, a ballot on industrial action would have to be conducted by fully postal voting.

Independent scrutiny of strike ballots

A ballot conducted by any lawful method would have to be independently scrutinised, with the scrutineer reporting on its conduct within four weeks of the ballot. A person or body eligible to act as an

independent scrutineer for statutory union elections or political fund ballots would scrutinise ballots of more than 50 members, and workplace ballots would be subject to more rigorous scrutiny requirements than at present.

Employers' right to ballot information

Employers with employees entitled to vote in a ballot on industrial action would have to be given notice of intent to hold that ballot, a sample of the voting paper supplied to the union's members, details of the ballot result and (on request) a copy of the independent scrutineer's report.

TRADE UNION ELECTIONS AND MEMBERSHIP REGISTERS

Executive election ballots

To combat fraud and vote-rigging in union elections, union members and candidates would be given a statutory right to inspect their union's complete register of members, rather than just their own entry on the register. This would allow them to spot the inclusion of bogus or duplicated names. Unions would have to allow independent scrutineers access to the registers to check them, and to state how many names are included in their membership registers without any address.

RIGHTS OF UNION MEMBERS

Union membership

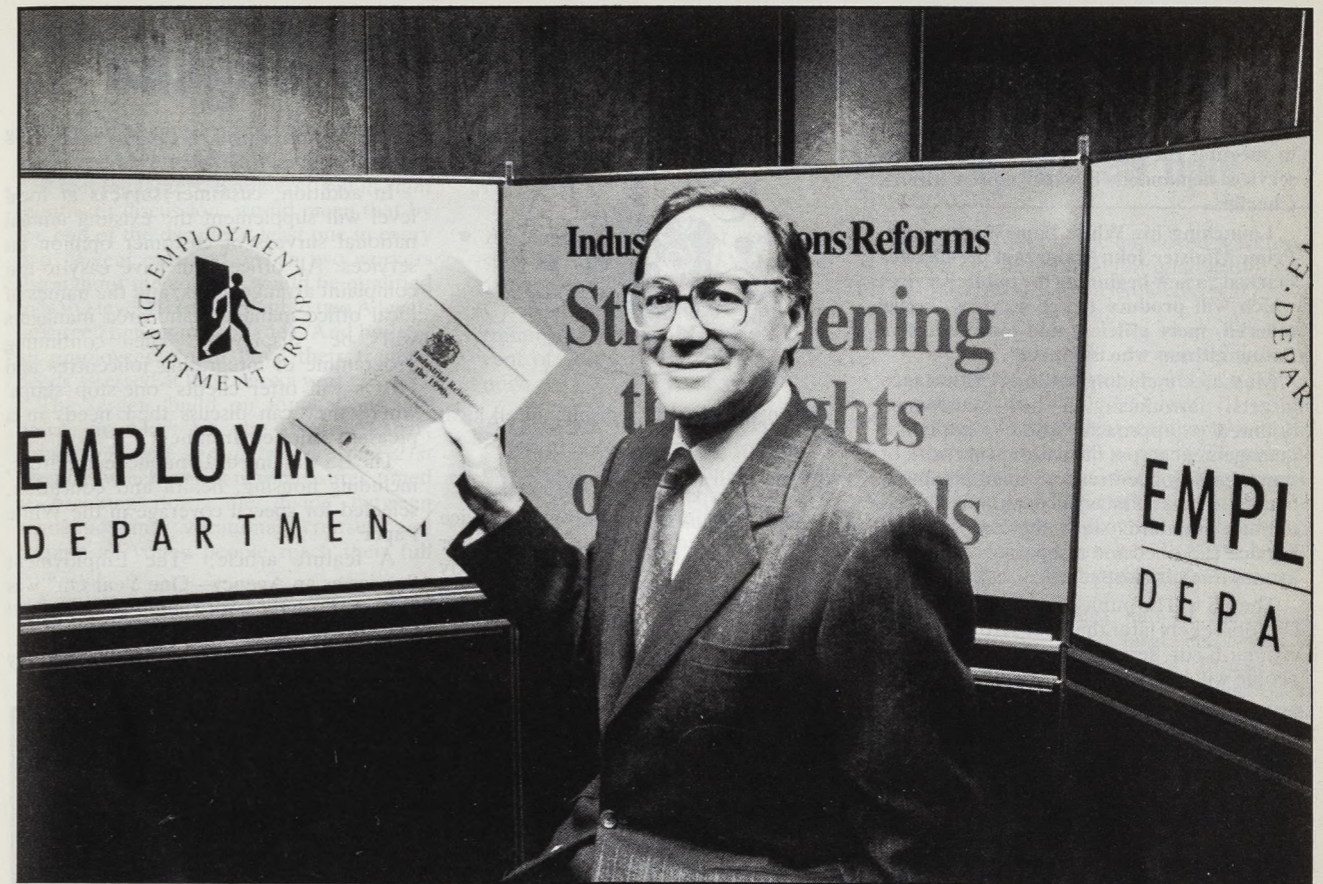
Individuals would be given the right to join the union of their choice where more than one trade union organises employees of similar qualifications and occupations.

Union subscriptions

Union members would have the right to decide whether or not to pay their union subscriptions by 'check-off' (automatic deduction from pay) by making it unlawful for employers to make deductions without the employee's written consent. This written consent would need to be renewed at least once every 12 months.

Ballot on union mergers

Union merger ballots would have to be conducted by postal voting and subject to independent scrutiny, bringing the legal



requirements for these ballots into line with those governing election ballots.

TRADE UNION FINANCIAL MANAGEMENT

Trade union leaders' accountability for union finances will be strengthened by a series of measures:

Powers of the Certification Officer

The independent Certification Officer would be given powers to investigate union finances to obtain any evidence he might need to prosecute the union. There would also be a new investigatory power to mount wider enquiries into the finances of any trade union where there may have been "serious or widespread irregularities" or a breach of its rules.

Financial and other penalties

The maximum fine for certain criminal offences relating to union accounting records, accounts and annual returns to the Certification Officer would be increased to £2,000. Individuals found guilty of such an offence would be debarred from holding or standing for high office within the union for a set period of time. The time limit for legal proceedings relating to these categories of offence would be extended from six months to three years after the offence.

'These proposals are designed to increase the rights of individual members of the public, of individual trade union members and of the community at large'

MICHAEL HOWARD

Written financial summary

A union would also have a legal duty to provide each of its members, each year, with a written summary of its financial affairs, disclosing details of the pay and other remuneration of its leaders.

COLLECTIVE AGREEMENTS

Employers and unions would be encouraged to consider the merits of

making collective agreements legally enforceable, by revising the present presumption in law that such agreements are not binding. Agreements would then be enforceable between unions and employers unless they contained an express provision to the contrary. However, no employer or trade union would be obliged to enter into a legally enforceable agreement unless they wanted to do so.

The proposals are aimed at helping to bring collective agreements in the UK into line with the law and practice in other industrialised countries. The Green Paper says that they could help to secure important improvements to the expression of collective agreements, and encourage foreign investment in Britain.

Consultation

Comments on the issues and proposals contained in the Green Paper are invited, to reach the Employment Department (Industrial Relations Branch B, level 3, Caxton House, Tothill Street, London SW1H 9NF) by October 23, 1991.

Industrial Relations in the 1990s—proposals for further reform of industrial relations and trade union law, Command 1602, is available from HMSO, price £6.60, ISBN 0-010-116022-4.

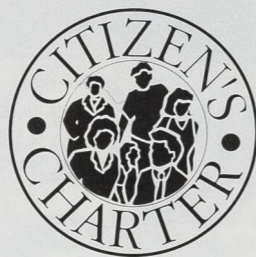
Employment Service meets the Charter

The Employment Service is playing its part in meeting the higher standards of public service demanded by the new Citizen's Charter.

Launching his White Paper last month, Prime Minister John Major said the Charter marked "a new beginning for public services which will produce better services, better tailored, more efficient and more effective for our citizens who use them".

Measures including setting performance targets, introducing a new 'customer-oriented' approach and improved management across the national network of some 1,500 jobcentres and unemployment benefit offices (UBOs) have already helped to raise standards since the Employment Service (ES) became a separate 'executive agency' in April last year.

The ES will be publishing its own Charter for Jobseekers later this year setting out the standards of service which unemployed people will be entitled to expect.



Action will include a display in all local offices of:

- details of all services offered;
- local targets for the level of service offered, covering waiting times for services such as interviews, how quickly the telephone will be answered, and standards for promptness and accuracy in benefit payments;
- information relevant to the local labour

market on progress made in meeting targets.

In addition, customer surveys at local level will supplement the existing annual national surveys of customer opinion on services. All offices will have easy-to-use complaint arrangements, and the names of local office managers and area managers will be displayed. The continuing programme of integrating jobcentres and UBOs will offer clients 'one-stop shops' where they can discuss their needs in a pleasant office environment.

The ES was one of 11 public sector areas, including housing, health and education, selected for special coverage in the White Paper.

A feature article, "The Employment Service as an Agency—One Year On" was published in the April 1991 *Employment Gazette*, pages 205-208.

The Citizen's Charter is published by HMSO, price £8.50, ISBN 0-10-115992-7.



North East Hospitality

In what is believed to be the first visit of its kind, 30 senior officials from Poland, Hungary, Bulgaria, Czechoslovakia and the USSR visited the North East last month on a special fact-finding mission, aimed at learning how to rebuild their decaying economies.

Regional Director Ken Pascoe (centre) and David Blackburn are pictured with visitors Ewa Czechowicz, Anne Bichniewicz and Marta Kicinske.

Photo: Stewart Bonney Agency

Targets set for world-class workforce

by Andrew Opie

The Government is backing ambitious new CBI targets for the skill levels young people and employees across Britain should be achieving by the year 2,000.

If met the targets, hammered out in eight months of discussion, would mean that by the end of the decade at least one in every two 19 year olds and one in two workers throughout the country would be qualified to NVQ level III (equivalent to two A levels or three Highers in Scotland). And by 1997 all employees would have their training needs assessed at least once a year.

The targets build on foundations laid down in May by the White Paper, *Education and Training for the 21st Century*, which set out new measures aimed at breaking down the divide between academic and vocational courses and helping all young people reach their full potential.

Employers are to take the lead in achieving the new targets, with "a pivotal role" also being played by TECs and LECs in stimulating local action and monitoring results. Gauging progress at national level will be the responsibility of the National Training Task Force under its chairman, Sir Brian Wolfson.

Launching the document *World Class Targets*, Sir Bryan Nicholson, CBI Education and Training Policy Committee chairman, said it would "find a significant remaining gap" in the measures already in hand to bridge the skills divide:

"This is an important and perhaps unique document. It is the agreement of 78 organisations to bring about the skills revolution which Britain needs with a real commitment to action."

Milestone

Calling the targets "stretching and ambitious" and "unique in the world today", Employment Secretary Michael Howard added:

"Today's launch is a milestone. I know of no other country with national targets for attainment at all levels of skill; for people of all ages; and which have been set with the active participation of so many involved in education and training.

"We support them as another clear sign of the growing commitment by employers to raising the skills of their employees and young recruits."

Endorsement also came from the 'G10' group of 10 leading TECs. Central England TEC chairman Edward Roberts commented: "It provides us with a clearer vision of where we're heading and will help us provide a focus for all our efforts to build a trained and qualified workforce for the year 2000."

The new targets comprise four goals each for young people and older workers.

For young people, they are that:

- At least 80 per cent of young people should attain NVQ/SVQ level II (equivalent to four GCSEs at grades A to C) in their 'foundation' education or training by 1997—compared with 45 per cent of 18 year-olds reaching this level now.
- All young people who can benefit should be entitled to structured training, work experience or education leading to NVQ/SVQ level III (equivalent to two A levels or three Scottish Highers).



- At least half the 16 to 19 age group should achieve NVQ/SVQ level III or its equivalent, as a basis for further progress, by the year 2,000—compared with less than 30 per cent now.
- All education and training provision should be designed to develop self-reliance, flexibility and broad competence as well as specific skills.

For employees, the targets are that:

- All workers should take part in training and development activities as the norm by 1997. Employers would not necessarily have to arrange training each year, but all employees would have to have their training and development needs assessed and pursued at least once a year. In 1986-87—the last year in which a survey was conducted—48 per cent of employees received training, but the CBI says numbers in training have grown by 85 per cent in the last seven years.

- At least half of the employed workforce should be aiming for qualifications or units towards them within the NVQ/SVQ framework by 1996.

- By the year 2000, 50 per cent of the employed workforce should be qualified at least to NVQ/SVQ level III or the academic equivalent, compared with the current level of 33 per cent. Though the number of qualified young people starting work is rising steadily, the report says more rapid progress is needed since 90 per cent of new jobs to the year 2000 will require graduate qualifications.

- By 1996, at least half of the 12,000 medium-sized and large employers in Britain should qualify as 'Investors in People' under the scheme launched by the Employment Department last year to recognise good training practice by employers. TECs and LECs would be responsible for assessing performance against the standard. Smaller firms, which employ 60 per cent of the total workforce should also aim to win 'Investors in People' status, though the CBI sets no target for the numbers achieving this.

The report says employers must be ready to invest more in training and achieve a more even spread and greater cost-effectiveness.

In all, nearly 80 organisations supporting the initiative have announced their own action plans to help achieve the targets. Supporters include the TUC, the Association of British Chambers of Commerce, the Association of County Councils, organisations representing the worlds for further and higher education and training, and a total of 68 TECs and LECs.

The CBI says it will "press ahead as quickly as possible" through its members to eliminate all jobs for 16 to 18 year-olds which do not provide training leading to nationally recognised qualifications. All CBI member organisations will be urged to recruit and develop young people mainly through the new Training Credits scheme or through employed-status Youth Training. In addition, all CBI members will be urged to become 'Investors in People'.

World class targets: A joint initiative to achieve Britain's skills revolution is available from Publications Sales, CBI Centre Point, 103 New Oxford Street, London WC1A 1DU, price £10.

Employment Action will green the cities

A force of up to 30,000 long-term unemployed people will soon be helping to green inner cities, boost tourism and develop local communities across Britain.

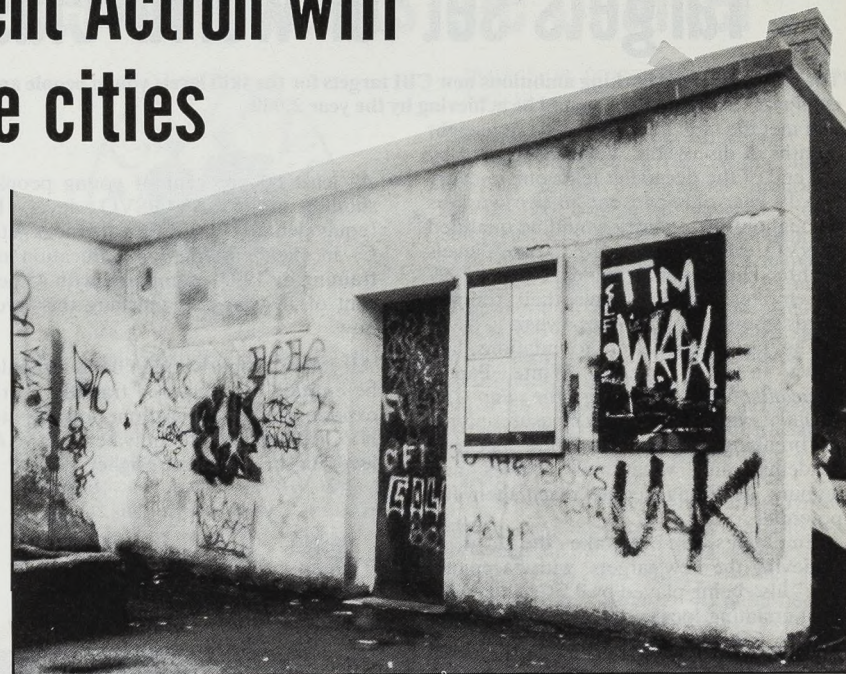
Further details of the *Employment Action* programme, first announced last month, have emerged in the prospectus for the scheme sent to all TECs and LECs by the Employment Department.

Under the scheme, anyone aged 18 to 59 who has been unemployed for six months or more but already has a useful skill—like bricklaying or computer programming—will be able to keep these skills up to date on a community project. Participants will be given time off and help throughout their time on the project to find a permanent job, and will receive an allowance equivalent to their usual benefits, plus £10 and in some cases special allowances like travel costs.

These providing work under the programme will include firms, local authorities and voluntary organisations. Work will range from clearing eyesores, recycling waste, and improving housing estates, to preserving the local heritage, helping with administration and providing home care and companionship.

Projects could be for up to a year but are likely to last six months on average, so that 60,000 people should pass through the scheme in a full year.

All 82 TECs and 30 LECs are expected to



operate the scheme, with the majority of places likely to be filled in the inner cities and in areas of rural deprivation.

The budget for *Employment Action* will be £48 million in 1991-92 and about £182 million in 1992-93, with the first projects likely to be up and running by the beginning of October this year.

Launching the prospectus, Employment Secretary Michael Howard commented: "The potential for benefit to both

unemployed people and to communities is vast; we have already had a very positive response from TECs and from voluntary providers.

"It will take the ideas and energy of all such organisations and from unemployed people themselves to make the most of that potential."

Copies of the *Employment Action* prospectus are available free from Employment Department regional offices.

Employers told, 'Be flexible friends'

Employers across Britain are being urged to offer their staff more flexible working arrangements, like part-time working and job sharing.

A free booklet from the Employment Department, titled *The Best of Both Worlds*, says 'family friendly' policies will help firms retain skilled workers while attracting 'non-traditional' recruits like women returners at a time when the number of school leavers is shrinking fast.

Launching the new guide in London, Employment Secretary Michael Howard said:

"It will be those employers that can offer flexible working arrangements who will have the competitive edge in recruiting and retraining such employees.

"Women, in particular, need

forward-looking policies on the part of employers if they are to organise their lives successfully. Family-friendly policies are a means of enabling any employee—male or female—to balance his or her commitments.

"*The Best of Both Worlds* is not intended to be prescriptive," added Mr Howard. "It illustrates actions already taken by a number of employers and the advantages these have brought to their organisation and their employees.

"Employers themselves are the best judges of what suits their particular circumstances. Each firm is unique. Each product is unique.

"The aim of *The Best of Both Worlds* is to encourage employers who have not already done so to think about the arrangements

they have in place, and consider whether these will enable them to make the most efficient use of all the skills and talents available to them in this decade of change."

The Best of Both Worlds initiative comes as a recent survey of nearly 1,000 employers found that while nearly eight in ten claimed to offer some flexible working, only one in four offered job sharing, 16 per cent extra maternity and paternity leave, 14 per cent term-time working, and 12 per cent career breaks.

However, employers who had embraced flexible working felt very positive about the benefits.

More than 80 per cent expected to extend their job-share schemes, two-thirds their term-time working and 70 per cent career breaks.

UK helps ILO to stimulate enterprise in Eastern Europe

by Matilda Hartwell

The Government demonstrated its continuing interest in international labour affairs at this year's International Labour Conference, held in Geneva in June.

The International Labour Organisation (ILO) is the United Nations Agency which deals with employment and labour issues.

The annual ILO Conference allows member states to agree new labour standards, discuss current employment issues and agree future priorities for action. This year's 78th Session of the Conference was attended by more than 2,000 delegates from 141 ILO Member states.

The Director General of the ILO, M Michel Hansenne, chose the informal sector as the main topic for debate. This is a term often used to describe the self-employed and very small firms, particularly in developing countries, which go mostly unrecorded and unregulated by the authorities and subsist outside the normal framework of employment and tax laws. The debate produced some useful ideas from both developed and developing countries about the importance of deregulation to encourage the growth of legal jobs and businesses.

The Employment Minister attending the Conference was Viscount Ullswater. Contributing to the informal sector debate, he recognised the sector as an important source of job creation. Although there was unquestionably the need for basic employment and tax laws to be observed, regulation should, he suggested, be as light



and non-distortionary as possible since it could drain firms' resources and reduce their capacity to create jobs.

Viscount Ullswater also announced the presentation to the ILO of £80,000 by the Government for help to Eastern Europe. The money will assist small firms and enterprise projects in Czechoslovakia. "We very much hope that this will enable Czechoslovakia to develop a vigorous, enterprising sector with a light but essential regulatory framework and the freedom to move and grow," he said.

The ILO's work in International Standard setting continued with the development of new Conventions and Recommendations. Initial discussions paved the way for the adoption next year of a new Convention and Recommendation

on the protection of workers' claims in the event of the insolvency of their employer.

UK Government delegates ensured that the detail of the proposed Convention was in line with UK legislation. The Conference also adopted a Convention and Recommendation covering working conditions in the hotels and restaurants sector.

There was a general discussion on the employment effects of innovation in agricultural technology. Resolutions were passed for future ILO action on social and employment measures to ease periods of structural adjustment and on equal opportunities for women. The continuation of historic change in Eastern Europe was also illustrated by the accession to the ILO of Albania.

ED spearheads mission to USSR

The first official contact between the Employment Department and the USSR since before the Second World War took place last month when a high level ground-breaking mission arrived in Moscow.

Under the auspices of the UK Government's Know How Fund for the Soviet Union, the mission is seeking to identify areas where the UK can help develop the emerging small business and enterprise sectors of the USSR.

It will pave the way for an official visit to the USSR in the autumn by Employment Secretary Michael Howard, which was agreed at last month's talks between the Prime Minister and President Gorbachev.

The objectives of the mission are:

- to assess the political and economic climate in Moscow, Leningrad and Estonia for the development of small businesses.



Leigh Lewis.

Belgrave Press Bureau

- to identify the possibilities for assistance to the small business sector, and to

investigate what efforts are already being made to help enterprise in the USSR and the Republics.

- to seek to draw up a programme of projects through which the Know How Fund, wherever possible with British private sector involvement, can support small business development.

Following the G7 summit in London last month, at which the UK Government promised practical help towards the development of an enterprise economy within the USSR, the mission represents a first step towards providing well-targeted assistance on the ground.

The mission was led by Leigh Lewis, Director of International and Tourism Division at the Employment Department.

Strategic alliance

A strategic partnership between Government and Training and Enterprise Councils was in evidence in Birmingham last month when eight Ministers including three cabinet ministers joined TEC leaders at a conference which could have a major impact on Britain's future.

Employment Secretary Michael Howard was joined by Home Secretary Kenneth Baker and Trade and Industry Secretary Peter Lilley, demonstrating the importance of the developing TEC movement.

Speaking at the fourth national meeting of the Chairmen of TECs (England and Wales) and local enterprise companies (Scotland), Mr Howard paid tribute to the commitment, dedication and achievements of the TEC movement.

"My vision is of a strategic alliance, in which my Department sets the high level strategy which, in turn, is influenced by the TECs' local strategies."

Mr Howard reasserted his insistence on high standards and set out his priorities. He said, "Everything turns on the calibre and competence of the people involved."

"That goes particularly for board chairmen and for members. But it also applies to TEC staff, and, of course, to all in the Department."

"It is time now to build on your achievements—to plan ahead on the basis of continuity of policy and strategic aims."

"The key priorities for the future are:

- to motivate individuals to invest more in their own development and take responsibility for their future;
- to encourage employers to increase both

the quality and quantity of their investment in people, linked to business success;

- to help shape education and training which allows all of our young people to reach their full potential—raising levels of achievement and staying-on rates and generating a real enthusiasm to learn;
- to improve the help for unemployed people and those with special needs, working together with the Employment Service.
- to work in partnership with providers to open up access to high-quality training and vocational education throughout working life; and
- to translate the spirit of enterprise into action and prosperity.

"TECs are already firmly on the map," added Mr Howard. "And not only geographically—increasingly, people know what TECs are, where they are and what they are doing."

"Through their involvement in initiatives such as Investors in People and Training Credits and their enthusiasm for the recently launched Employment Action, TECs are leading the national thrust to improve training, education and enterprise."

"Since their launch TECs, in partnership with Government, have come a long way. But there is much more work to be done. The task we are engaged in is complex and demanding. Together in partnership we will succeed. For the nation's sake we cannot afford to fail."



TOP MARKS: Louise Hook, 21, from Gateshead, receives an award from Tourism Minister Viscount Ullswater, at Tyneside TEC.

Louise, who uses a wheelchair, suffers from Segways Syndrome—a rare form of dystonia which affects co-ordination and balance. Despite this, she has successfully completed her City and Guilds Certificate in business administration studies, Level 1.

Photo: Stewart Bonney Agency

Gloucestershire

Gloucestershire TEC has been helping the county's firms get together to share information. At a 'Meet your Neighbours' day in Tewkesbury, companies on two trading estates discussed greater cooperation and were given information about training opportunities.

A separate seminar titled 'Models of Good Training Practice' saw ten of the county's companies discuss topics ranging from open learning and induction programmes to management development and NVQs.

Says 'Meet Your Neighbours' co-organiser David Allen: "It's too easy to forget that sometimes the services we need are right under our noses. In many cases local companies could be doing more business together and sharing resources in areas like management training."

North East Wales

Training and Enterprise, the region's TEC, has agreed a four-point plan with local businesses to boost the training of engineers.

The move follows a T&E survey which showed that one in four of the 340 engineering companies in North East Wales were not training their technicians in any way, in spite of widely felt and growing skills shortages. The plan involves:

- an in-depth skills audit to give a clearer picture of the extent and level of existing skills;
- a 'centre of excellence' for engineering

training to be developed in the region;

- action to provide a more flexible career structure, with entry to jobs open up to a wider age-range and training to be linked to NVQs;
- a strategy to help build links between engineering firms and local schools and colleges.

Says T&E Market Research Manager Sue Bentley: "A key point about this plan is that it is being carried out by the industry for the industry, without being imposed by us."

**News releases and pictures should be sent to:
The News Editor, Employment Gazette, Caxton House, Tothill Street, London SW1H 9NF.**

TECs hit the jackpot

TECs are to share more than £12 million in extra funds from the Employment Department as a reward for beating performance targets.

TECs which were operational for six months or more during 1990-91 were eligible for the bonuses, and all 34 of these have earned some extra money.

Bonus points were earned for exceeding targets for the proportion of people with disabilities or from the ethnic minorities on programmes, the number of Youth Trainees achieving vocational

qualifications, and certain other indicators.

Eleven TECs have earned maximum 'dividend' points; these are: Dorset; Wearside; Tyneside; County Durham; Northumberland; Cumbria; South-East Cheshire; Bolton and Bury; Metrotec; Oldham; and North Yorkshire.

Employment Secretary Michael Howard commented: "There can be no more convincing evidence that TECs are fit for the task set them by the Government; to deliver training and enterprise across the range of need in their local area."

Tyneside

More than 1,200 employers have attended a one-day workshop and exhibition on NVQs staged by Tyneside TEC.

Household names like Swan Hunter, British Coal and Securicor were able to take part in seminars and hear presentations explaining what NVQs are and the part played by examination and training boards like City and Guilds, Road Industry Training Board, and Marine and Engineering Training Association.

The exhibition was also open to the public.

West Wales

West Wales TEC has built up a library of more than 800 training videos dealing with everything from BS5750 and Total Quality Management to health and safety, time management and interview techniques.

Local employers can view the videos free of charge and free catalogues are also available. The Preview Centre also offers companies unbiased advice on the suitability of packages for use in HRD and staff training programmes.

For further details, contact West Wales TEC on 0792 460355.

Teesside

Teesside TEC is providing outreach training to residents on a troubled Middlesbrough housing estate as part of a wider regeneration scheme.

The TEC has teamed up with Middlesbrough Borough Council, the Departments of Employment and the Environment and the private sector in a £2 million, 15-month project. A range of taster, basic skills and customised training courses will be on offer to help break down the barriers faced by women returners and unemployed people in finding jobs.

A residential weekend course will be held to build confidence and residents will help to conduct a skills survey, develop a training newsletter and think up community projects. A local college will take over a terraced house on the estate as a training centre and a bus will tour the estate.

Builders Wimpey, who are helping with the refurbishment of the estate, will also provide training opportunities in construction skills for local people.

Says the TEC's Inner City Manager Sharon Swatman: "The whole project is very much demand-led. The residents will be encouraged to have an input into what they feel they need themselves."

At present, the unemployment rate on the Hemlington estate stands at nearly 25 per cent.



Bear-faced success!

What better than a bear to brighten your day in a hospital ward? Michael Anderson, 22 and David Dixon, 23, set out to build a business with their Chumbly Bear soft toys after both being made redundant from sales jobs in 1989. Now their hard work has won them a £500 prize in Sandwell TEC's 'Winners in Sandwell' awards.

Says Michael: "My message to other people who want to start their own business is to go to your local Enterprise Agency to get good help and advice. It's essential!" For David and Michael, success is as sweet as honey...

New-style job centre is springboard to jobs

A unique 'one-stop' recruitment shop is filling more than a hundred jobs a week in London's tourism, leisure, hotel and catering industries—even during the recession.

Called Springboard, the centre brings together under one roof a careers office, an Employment Service jobcentre, and a special training suite.

School leavers, unemployed people and women returners can follow a computerised tour of more than 200 careers, from tour guide to chef, and learn about career progression and the qualifications required. Jobseekers can make direct freefone calls to employers and attend job interviews on site.

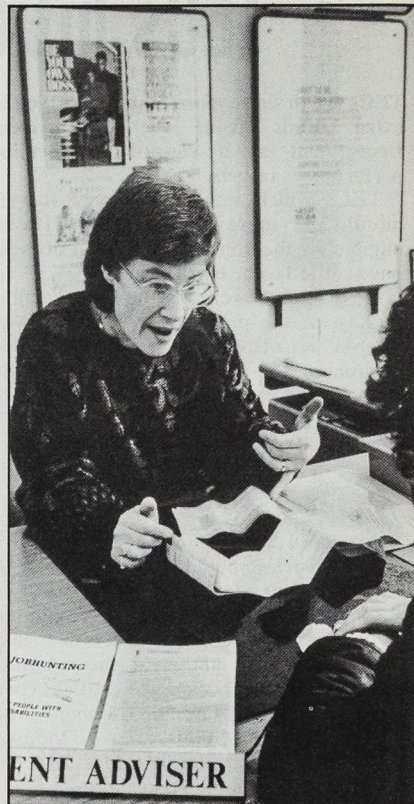
In its first five months to the end of March, Springboard placed 3,000 people in jobs, and logged more than 2,000 enquiries. The jobcentre currently handles more than 200 vacancies a week, filling more than half of them. Springboard's 'Outreach'

operation has also carried the news of job opportunities into schools, careers fairs, and jobcentres.

Springboard chairman Stephen Moss said the centre's success was evidence of the 'enormous progress' the industry could make by working together. The centre draws sponsorship from firms as diverse as Pizza Express and the Dorchester Hotel.

Centre director Peter Evans says he would like to see a total of six such centres in major cities before the end of next year. "We've already had approaches from Birmingham and Edinburgh, and other possibilities are Manchester, Bristol, and another in London," he said.

A copy of Springboard's first annual report is available free from the London Tourism Manpower Project, 8th floor, Great West House, Great West Road, Brentford, Middlesex TW8 9DF, tel 081-862 0841.



Flexible path to management skills

A 'user-friendly' open learning package designed to help busy executives gain a basic management qualification has been launched by the Institute of Personnel Management (IPM).

Course materials including a study guide, interactive workbooks, tapes and video cassettes are backed by a network of 15 local learner support centres. These centres are based mainly in further education colleges and offer students access to a management tutor, answers to questions within 24 hours, and weekend 'schools'.

The package covers the Professional Management Foundation Programme, run by the IPM with other professional bodies, which takes a year of full-time study to complete. The packages will be on offer from this autumn and will cost from £1,500.

Over the next two years IPM will introduce further packages covering the whole range of HRD subjects.

Further information on the package is available from IPM Flexible Learning, Institute of Personnel Management, IPM House, Camp Road, London SW19 4UX, tel 081-946 9100.

Letting the experts take the strain

A list of 23 specialists who can help firms prevent the onset of upper limb disorders (ULDs)—often called repetitive strain injury—in the workplace has been published by the Ergonomics Society.

All but two of the specialists are located in Scotland, the Midlands and the South East, and all are qualified and experienced members of the Society.

Says Ron Graves, chairman of the Society's Occupational Health and Working group: "Work-related ULDs are happening because employers often lack an

awareness of the benefits that good ergonomics practice will bring to their business and their employees."

Work Related Upper Limb Disorders: List of Professional Ergonomists, is available free from the Ergonomics Society, University of Technology, Loughborough, Leicestershire LE11 3TU.

* A free leaflet, *Ergonomics at Work*, was published by the Health and Safety Executive last year and is available free from HSE enquiry points in London and Sheffield.

Accrediting skills—RSA shows the way

A pocket guide to help people count their past skills or on-the-job experience towards a qualification is now available from the Royal Society of Arts (RSA).

Designed for trainers, work-based assessors, tutors and employees themselves, the guide explains 'accreditation of prior learning' (APL), how to set up a prior learning assessment service, and the evidence candidates need to produce. Also given are ideas, advice and case studies to show how assessment works

in practice.

In April the Employment Department launched a £10 million, three-year project to set up expert teams to develop APL in their areas.

The *Pocket Guide to Accreditation of Prior Achievement* is available, price £5.50 (including p&p) from Publications Department, RSA Examinations Board, Westwood Way, Coventry CV4 8HS. Tel 0203 470033. ISBN 1 873787 00 6.

Act now to avoid skills shortages, employers warned

Employers must increase their involvement in higher education and schools now or face growing skills shortages later in the 1990s, warns a report from the Institute of Manpower Studies (IMS).

Demand for graduate scientists and engineers, managers and 'other professionals' is likely to grow by 20 per cent by the year 2001, yet more and more students are choosing instead to study the humanities, social sciences and business studies, it says.

Graduate numbers overall will grow by a further 37 per cent between 1990 and 1993, but output of university graduate engineers will rise by only 9 per cent. The number of engineers and technologists graduating from polytechnics will rise much more—by 43 per cent—but this still well below the 73 per cent rise in humanities graduates.

"The market needs to start adapting now if the supply of graduates is not going to increasingly diverge from the opportunities on offer and the apparent demands of employers," the report warns.

Part of the problem lies in the fact that women make up only some 10 per cent of

newly-graduating engineers, while at school they account for 35 per cent of A and AS level passes in maths and almost a quarter of physics passes.

"If intakes of women to engineering are to be boosted then action is needed at all stages of the education system as well as more broadly within the labour market," the report concludes.

Another danger signal is the absolute fall in the number of school pupils achieving A level passes in maths and physics.

Faced with this trend, the report recommends that employers try to

influence both the intake to, and content of, higher education.

Recruiters should also broaden their selection criteria to include more graduates from polytechnics, more women, more mature students and others from 'non-traditional' backgrounds, since these groups will provide the bulk of the increase in total graduate numbers in the years to come.

The *IMS Graduate Review 1991* is available, price £30, from IMS, Mantell Building, University of Sussex, Falmer, Brighton BN1 9RF.

Jobs flow on where coal was king

More alternative jobs were created with help from Britain's nationalised coal industry last year than were lost through mine closures, says British Coal Enterprise.

The industry's job creation organisation says more than 11,000 former British Coal employees found new jobs, compared with the 10,800 jobs lost. Jobs were created in enterprises as varied as a plant nursery, golf ball manufacture, discount jewellery

retailing and retreading lorry tyres.

BCE has now found jobs for nearly 71,000 people since being set up in 1984.

Czechoslovakia, Australia and Hungary have all expressed an interest in BCE's work.

BCE's Annual Review for 1990-91 is available free from British Coal Enterprise, Edwinstowe House, Mansfield, Notts NG21 9PR, tel 0623 826833.

Kurds rebuild their lives—with help from ET

Hopes of a new life in London away from the strife in their homelands are becoming a reality for hundreds of Iraqi, Iranian and Turkish Kurds.

Thanks to Employment Training, refugees at London's Kingsway College can join one of five short courses offering English for Speakers of Other Languages, communication skills, typing, literacy, numeracy, jobsearch and computing. Refugees reach a level where they can join regular school, vocational or access courses, or go straight into jobs.

Since courses began in September 1989, trainees have gone on to university, offices, hospitals, shops, or welding workshops. Recently five women landed work as medical interpreters.

Says tutor Kerim Yildiz, himself a Kurdish refugee and former Kingsway trainee: "When people arrive they feel like newborn babies; everything seems so different and so strange. Their needs are far greater than those of the average British trainee, yet at the end of their courses they have more trust in themselves and their abilities. We never refuse help, and keep in contact long after the courses are over."



Education Secretary Kenneth Clarke meets Kurdish refugees at Kingsway College with their tutor Kerim Yildiz (centre) and college principal Rosemary Lee (second from right).

Help should only be two calls away

Help and advice for small firms should be no more than two phone calls away, says a report on the enterprise policies of TECs and LECs.

TECs and LECs should develop "a user-friendly and coherent service" out of the existing range of help on offer from sources like the Small Firms Advice Service, local enterprise agencies, chambers of commerce and banks, the report says.

The report, listing the action points agreed at a recent workshop for 270 representatives of TECs, LECs, small firms and academics, says TECs should work with the banks and others to develop advisory packs and services on finance, but should not themselves become direct providers of financial services. They should also provide

easier access to advice on premises and markets.

Owner-managers in Britain should be encouraged to follow the example of those in the USA, Italy and Denmark who have formed networks to co-operate in areas like R&D, purchasing, marketing and HRD. TECs and LECs should also help small companies to link up with larger ones and so share their expertise in management, cost control, training and marketing.

Publishing case studies of local success stories, and setting up business clubs and membership schemes are other useful ways of encouraging enterprises, the report says.

Pilot schemes should be set up to promote so-called 'informal' investment in businesses outside the banking system, where wealthy individuals or institutions

could be introduced to firms through a 'dating agency' type arrangement. Such investment is already commonplace in the USA.

On training, the report says TECs and LECs should map existing services and providers to identify overlaps, highlight the potential for partnership between providers and identify gaps where current provision fails to meet the real needs of businesses.

Survival counselling is an important role for TECs in a time of economic downturn, the report says.

Copies of the workshop report, *Small Firms: Big Future*, are available from Business and Enterprise Branch, Employment Department, Room N715, Moorfoot, Sheffield S1 4PQ, tel 0742 594015.

Engineers make good neighbours

Exactly 1,000 secondary schools in Britain now have trained engineers or technicians on hand to give friendly advice and support—thanks to the Neighbourhood Engineers scheme.

Warren Comprehensive School in Chadwell Heath, Essex recently became the thousandth school to sign up to the scheme, run by the Engineering Council.

The scheme links teams of three or four professional engineers and technicians with their local secondary school to work with teachers to help pupils to a better understanding of engineering and technology.

Funding of £612,000 has been granted to the Council over the next three years to extend Neighbourhood Engineers nationwide. Says the Council's director general, Denis Filer: "We are getting enthusiastic reports from around the country on how the Engineers are helping schools, teachers and their pupils."

"Our target is eventually to have an army of 24,000 Neighbourhood Engineers in all of the country's 6,000 secondary schools."

For further details of the scheme, contact The Engineering Council, 10 Maltravers Street, London WC2R 3ER, tel 071-240 7891.



Compacts storm the inner cities

More than 90,000 inner city youngsters and 9,000 employers are now taking part in the Compact scheme, Employment Minister Robert Jackson announced recently.

A national network of 60 Compacts now links schools with local businesses, which offer pupils a job with training or training leading to a job in return for meeting certain targets on punctuality, attendance and academic achievement.

Since its launch in 1987, the scheme has generated 26,000 job opportunities for

school leavers.

"I could not fail to be impressed by the imagination and flair that characterises so much of the Compacts approach," Mr Jackson told a national Compacts conference in Birmingham.

"The three challenges for Compacts now are:

- to build on your success, particularly on the progress made in post-16 arrangements;

- to embed the Compact approach within the educational system; and

- to develop that approach across the country.

Compacts are now to be extended to all parts of the country, both urban and rural, following an announcement in the White Paper *Education and Training for the 21st Century*, published in May.

Employers views wanted

Employment Minister Eric Forth has urged UK employers to put their views on proposed EC legislation directly to the European Commission.

He said, "The Government will continue to put forward the point of view of UK businesses, but it strengthens our hand enormously if employers and employer organisations make their own representations and encourage their counterparts in other Member States to lobby their own Governments".

Careers study

The National Institute for Careers Education and Counselling and the Policy Studies Institute have been commissioned by the Employment Department Careers Service Branch to carry out a small exploratory study of the economic effects of careers guidance. The project is due to be completed by the end of October 1991.

Executive Jobclubs

More help for professional and managerial job seekers through the Employment Service Jobclub programme was announced by Employment Minister Robert Jackson. "Jobclubs have proved to be particularly effective in helping unemployed executives", said Mr Jackson.

HE market orientation

Mr Jackson also urged the higher education world to become more market-orientated in its approach to learning, speaking at an international conference in Glasgow on Improving University Teaching.

Tourism appointments

Employment Secretary Michael Howard has reappointed Mr John Lewis and appointed Mr Ivor Manley as members of the British Tourist Authority. He has also appointed Mr James Hoseason OBE, Mr Geoffrey Thompson, Mr John Jarvis and Sir Basil Feldman as members of the English Tourist Board.

All these appointments are for a period of two years from 1 July 1991.

Docks research

The Departments of Employment and Transport have commissioned MDS-Transmodal and PIEDA plc to undertake a wide-ranging research project into the effects of the abolition of the Dock Labour Scheme in 1989.



Agricultural deaths

HSE's Chief Agricultural Inspector Carl Boswell has expressed concern over the high level of the number of deaths in the agricultural industry in recent years. (There were 63 people killed in farming accidents throughout Great Britain during 1990-91).

More DELTA funding

Extra EC funding is now available for firms, colleges, trainers and research organisations who want to forge European partnerships to test new applications for learning technologies. Under the DELTA 91 programme, £38 million will be available over the next three years to fund up to 50 per cent of the costs of partnerships.

Project applications must be made by September 16 this year direct to: Commission of the European Communities, DG XIII, Directorate F, DELTA, Rue de la Loi 200, B-1049 Brussels.

For further information, contact Rita Gilfellon, Employment Department, Room 339, Caxton House, Tothill Street, London SE1H 9NF, tel 071-273 5398.

Industrial placements

NHS Training Director Dr Christina Townsend criticised the lack of importance given to industrial placements towards the overall degree and called for a re-assessment.

Giving the keynote address at the Learning from Experience Trust conference in London, Dr Townsend said, "The skills gained by the individual in the workplace are invaluable, which is why I believe that industrial placements should have far greater recognition and weight towards the degree".

Dangerous cargoes

One in five lorries carrying hazardous cargoes was found to have defects during a recent spot check in the North West.

Of 546 vehicles stopped by the Health and Safety Executive (HSE), 114 were found to have defects and 13 of these were serious enough to be considered for prosecution. A further 56 vehicles were immobilised until the faults were rectified.

Defects uncovered included inadequate fire extinguishers, untrained drivers, insecure loads, labelling problems and poor information carried.

Engineers training board

Major employers in the engineering construction industry have accepted invitations from Employment Secretary Michael Howard to take the lead on the reconstituted and re-named Engineering Construction Industry Training Board (ECITB).

Peter McAinsh, chairman of Atlantic Power and Gas Ltd, has agreed to become chairman of the Board. Joining him and the nine employer members on the Board are representatives of the industry's main employer organisations and its client companies. Education and employee interests are also represented.

Special work permit quota

The special quota of work permits for unskilled and semi-skilled workers from the Dependent Territories is being reduced for 1991 and will be phased out over four years, Employment Secretary Michael Howard announced.

Citizens from Dependent Territories will still be covered by the Work Permit Scheme, which allows non-EC nationals to be employed here if they have high level skills that are in short supply, are participating in an intra-Company move or meet other important labour market needs. They will also be eligible for consideration for permits under the Employment Department's Training and Work Experience Scheme.

31st International Skills Olympics

Jason Taylor won an remarkable silver medal in the Men's Hairdressing, capping a successful 31st International Skills Olympics, held in Amsterdam, for the UK team.

More than half the UK's 27 team members won medals or diplomas for excellence. The other silvers went to Chris Eaton of Ham, Surrey, in the jewellery-making, and Harvey Robbins of Oxford, in the automotive products.

Three bronze medals went to: Martin Grech of Salford in the house wiring; Jane Lesley Potter of Leeds in the painting and decorating; and Stephen Gravestock from Livingston in the stonemasonry.

Jason deserves particular attention because he began the week with a hairdressing model, a pair of scissors and chronic food poisoning. It went from bad to worse when he went one snip too far and cut his finger badly:

"I went dizzy," reveals Jason. But, after a timeout, he went from strength to strength and at the end only a German competitor's few extra points separated him from the gold.

What are the Skills Olympics?

The Skill Olympics aim to:

- encourage standards of excellence in industrial and service skills;
- provide an arena in which to compare techniques and training within a competitive framework;
- encourage an international spirit amongst young technicians and craft trainees meeting from countries all over the world.

Competitors are tested to internationally agreed work standards and equipment. Working to strict competitive timetables.

"Quite frankly I couldn't believe it. There was an incredible atmosphere at the presentation ceremony and yes, I'm very pleased."

The event was the largest yet, cramming in more countries, competitors and skills than ever before. From computer aided design to roadbuilding the RAI exhibition hall catered for them all.

Special Report

Adam Luck reports
from Amsterdam



HAIR EXCELLENCY: Employment Minister Robert Jackson meets Helen McDougall who won a Diploma of Excellence in the Women's Hairdressing. Photo: Jacky Chapman

Special Report

31st International
Skills Olympics



PONY EXPRESS: Christopher Eaton, of Ham, is put through his paces en route to winning a silver medal in the jewellery-making competition. His speciality is diamond mounting.

Photo: Jacky Chapman

So large was this aircraft hangar of a building that several B-52 bombers could have taxied around without fear of hitting one another. Although it's not certain they would have generated the same energy in endeavour, noise and heat.

So hot that the competitors drank their way through 5,000 litres of mineral water and that's official. Thirsty work these Olympics!

Whether it was in hairdressing, agricultural mechanics, jewellery-making or painting and decorating the days were long, hard and the competition intense. However the event is not competition for the sake of it. Rather it allows experts and competitors alike to measure national skills against the best in the world.

Roger Savage the UK's expert in the press tool making sees lessons to be learned: "There are quite different styles of approach between the nations and there's no doubt that this event leads to a cross fertilisation of ideas."

Proof lies in the fact that in many skills there is an increasing homogenisation in approaching the task at hand.

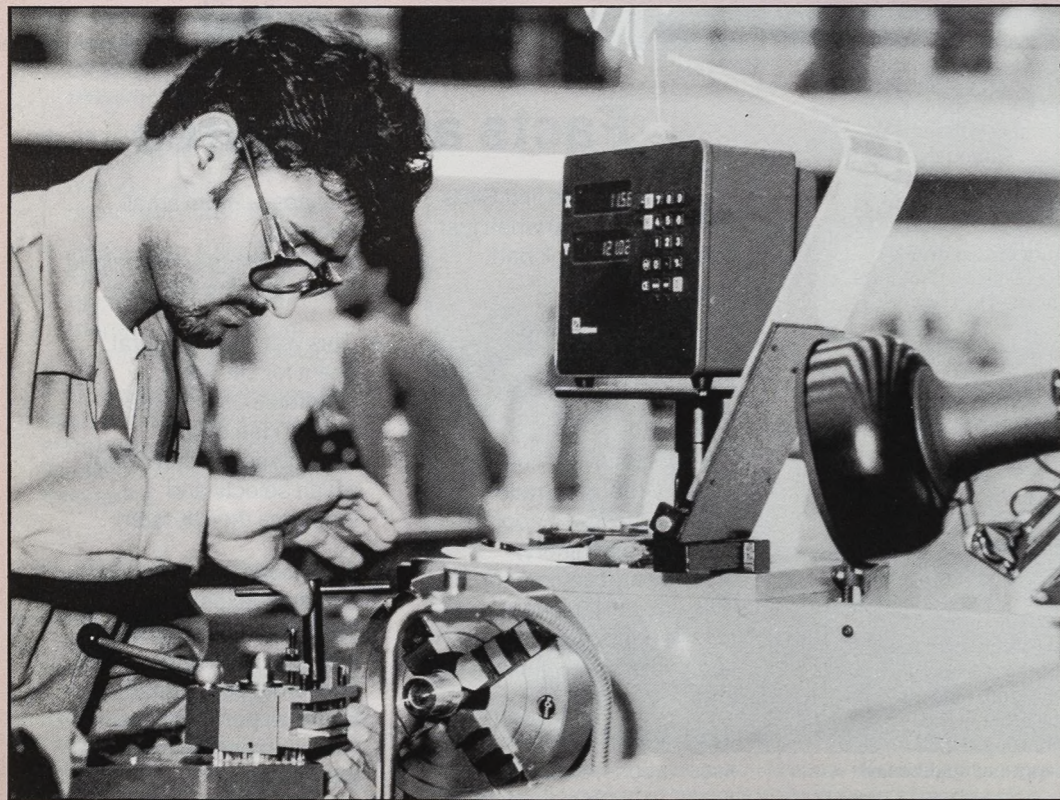
Facts and Figures

- Spain hosted the first Skills Olympics in 1950 when just two countries took part.
- In Amsterdam 434 competitors from 25 nations competed across 34 officially recognised skills.
- This year's event cost £2 million in administration costs alone and a cool £10 million in machinery, material and equipment. This doesn't include the 45 tons of equipment the competitors brought with them.
- Trade unions, professional associations, and private business—from small shops to conglomerates—all helped to sponsor the UK team.
- This was the inaugural event for UK Skills, a charitable organisation, part funded by the Employment Department, which selects and manages the UK team.
- Each country is allowed to nominate experts, who set the competition standards, in 60 per cent of the events they enter competitors for. But no expert is allowed to mark competitors from their own country.

IN SEARCH OF HIS QUARRY: Stephen Gravestock, the lone Scot in the UK's team, from Howden, Livingston, chipped his way to a silver in the stonemasonry. He's also won a £6,000 scholarship to study in Venice. Gritty stuff Stephen.



Photo: Jacky Chapman



TURNING THE CORNER: The concentration shows as Awtar Mall, from Hockley in Birmingham gets to grips with the tricky science of turning. The Pacific Rim countries continued to dominate the engineering competitions.

Photo: Jacky Chapman

Painting the town bronze!

Five years ago ex-YTS trainee Jane Lesley Potter was one of the backroom staff helping to prepare the stage for the National painting and decorating final.

Now in Amsterdam she maintained the UK's proud tradition in the International Skills Olympics painting and decorating competition—since 1966 the UK has won four gold, three bronze and two silver—with a hard earned bronze.

Remarkably Jane is not the first woman to win a medal for the UK in this most male orientated of disciplines.

In her three years at college, studying for her City and Guilds and then advanced craft, she was very conscious of being the only woman in the class.

But it was being the only woman that made her all the more determined to prove herself: "You get put down by some of the lads for being a girl," explains Jane. Finishing consistently at the top of the class only made her classmates more jealous.

This determination has driven her



WELL DONE: Bronze medallist Jane Potter receives her certificate from UK Skills chairman Sir John Cassels. Ever the perfectionist Jane says "I wish I'd tried that little bit harder."

Photo: Jacky Chapman

from success to success and she came to the Skills Olympics having won the ICI Paints Craft competition and the Skill-Build event, where she saw off 600 competitors.

But now she's looking to the future: "I'd like to keep my hand in competition. I enjoy it and who knows maybe I'll tutor a finalist in the Skills Olympics one day!"

Wood patternmaking, which produces models for engineering, is a good example: "Back in 1979 when I was first an expert," explains Dave Lakin, "the Pacific Rim countries were just using hand tools, now they use machines like the Europeans. It is a continual learning process and the standards raise every time."

Skills also inevitably reflect the demands peculiar to each country and a good example here lies in the jewellery. Mike Hambling the UK expert was quick to draw a distinction between East and West:

"The craftsperson rules in Europe because creativity is put at a premium. In the East they stick to a plan because production comes first."

Nonetheless the apprenticeship systems are broadly similar in both East and West. And now the Koreans and Japanese are beginning to match their superb skills with creativity.

The week opened the eyes of silver medallist Chris Eaton: "It's changed my attitude. I was a bit cocksure and shocked to lose. But I've got a lot more respect for their work now."

Both experts and competitors alike were in agreement that the International Skills Olympics is the ideal forum to assess developments across this range of skills.

Jason for one is quick to appreciate the benefits: "I've learnt quite a bit in terms of techniques but I also made

some friends as well."

He's looking forward to visiting his Japanese opponent in particular: "I want to visit her in 1993 when I hope I'll be competing in the World Hairdressing Championships which take place in Tokyo."

Clearly competition is in his blood.

Medals table

Country	No. of medals	Gold	Silver	Bronze
Taiwan	20	8	10	2
Korea	18	13	2	3
Germany	12	3	3	6
Austria	10	6	2	2
Netherlands	8	3	3	2
Japan	8	3	2	3
Switzerland	7	3	3	1
France	6	3	2	1
UK	6	0	3	3
Australia	5	0	2	3
Ireland	3	0	0	3
USA	2	1	0	1
Liechtenstein	2	0	1	1
Brazil	2	0	0	2

Bridge that gap!

We need to bridge the age-old and snobbish gap between academic and the vocational qualifications, says Employment Secretary Michael Howard.

"It won't do any more to think of vocational qualifications as somehow for the less able, somehow second class in standard.

"We insult our young people who want to take the vocational route if we suggest in any way that what they want to do is second rate or that they will be assessed less rigorously than their peers who chose the academic route," said Mr Howard.

"Believe me, the new National Vocational Qualifications are no soft option," he added. "They demand high standards—and so they must."

Speaking at the Education and Training Conference in Birmingham last month, the Employment Secretary set out his vision of a society in which training and education are the norm for everyone.

One of the keys to this, Mr Howard stressed, will be individual choice—for parents, pupils, employers and TECs.

Giving the opening address at the annual conference, Mr Howard welcomed the changes that had put choice at the top of the training agenda and looked forward to increased commitment and investment.

Referring to the co-operation between his own Department and the Department of Education and Science, he said, "Seldom can two Government departments have worked so closely together."

From the recent White Paper, *Education and Training for the 21st Century*, Mr Howard highlighted four "bold and ambitious aims":

- to create as broad a range of choice as possible;
- to encourage people to develop to the best of their ability;
- to dismantle and remove any barriers to opportunity;
- to raise standards.



"It won't do any more to think of vocational qualifications as somehow second class"

Michael Howard



"The individual is the key stakeholder"

Valerie Bayliss.

"These aims," he said, "represent a serious commitment for all of us, to continue to change our nation's attitude to education and training.

"Choice and individual freedom lie at the very heart of our approach to education and training. People must have a degree of choice if they are to be encouraged to make that essential investment in training.

"Our culture is changing to one where education and training are valued and respected. The change has begun but is not yet complete. Together in partnership, employers, TECs, training and education specialists, employees and Government itself, can complete it."

In response to a question about Level 1 NVQ, Mr Howard said, "This is the first step on the ladder for millions of people who have always regarded qualifications as alien."

The Government is convinced that training pays, said Valerie Bayliss, the ED's Director of Educational Programmes, and there will be a continuing process of investment to meet the changing needs of the economy.

She spoke of the 'learning company', which gives a key place to developing the individual. "All companies that have opened up opportunities to the individual have released an enormous potential."

Sometimes, said Mrs Bayliss, a company's human resource plans and its business plans run in parallel "and never the twain shall meet. They need to build a bridge between the two."

The key players, she added, are the Government, employers, TECs, LEAs and the individual, "who is the key stakeholder. What holds the pieces together is the notion of partnership. For example, all TECs have educational representatives on their boards and sub-groups, and there are now 95 Education-Business Partnerships."

Key themes, said Mrs Bayliss, are

that training should be competence-based: some university degrees are actually vocational qualifications; there should be a work-related element in the school and college curriculum (as in TVEI and Enterprise in Higher Education); and learners should be involved in managing their own learning rather than being passive.

Sir Christopher Ball of RSA argued that learning pays. "A worldclass workforce is necessary though not a sufficient condition for economic success," he said.

He had visited Botswana, where education was described as 'chain-breaker and nationmaker'—"there is some truth in that", said Sir Christopher, who also quoted the USA's educational report *America 2000*, which asserts that "the status quo is not an option".

America 2000 says, "We in the USA are still a society that groans at the prospect of going back to school". How like the UK! commented Sir Christopher.

"If you think learning is expensive," he concluded, "you should try ignorance!"

Margaret Maden, Warwickshire's County Education Officer, argued that "a high quality general education is most likely to produce the qualities we will need."

Our young people have the same potential as those in Germany, Japan and the USA, she said, and not all effective models are from abroad.

But on a recent visit to Germany she met 19-year-old Volkswagen trainees studying electronics and one language at above A level standard, while 15 and 16 year olds greeted the suggestion that they might leave school at 16 or 17 with looks of incomprehension.

Ms Maden referred to research showing a clear relationship between staying on at school and achievement. At present, she suggested, "we constructively dismiss a high proportion of young people from the educational system at an early age".

Some senior managers see training as a 'sheep dip', said Julia Davies of Lancaster University. It is a ritual out of which they expect to come cleansed but unchanged, she added.

When a group of senior managers



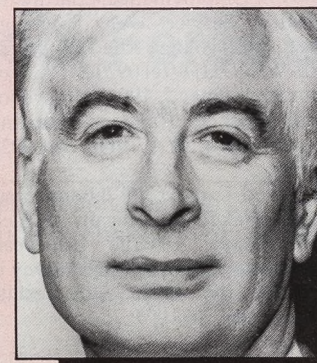
"The grit produces the pearl!"

Julia Davies



"We constructively dismiss young people"

Margaret Maden



"The status quo is not an option"

Sir Christopher Ball

were asked how training could help them in their key tasks, they could not see how it could be relevant.

"Effective training is not necessarily happy training," said Dr Davies, speaking on the importance of evaluating training and management development. "Changing attitudes can be painful."

To say "I enjoyed the training programme but could not use it here", suggests a serious flaw—the training has not been made relevant to the organisational context.

We must look at and measure the added value from training, said Dr Davies. Her own research had found that people developed a greater commitment to the learning process as a result of training. Results included changes in management practices and values and career changes.

"Remember it is the grit which produces the pearl," she concluded. "Some organisations reject the grit, but they are rejecting the pearls at the same time."

Andrea Montgomery of South and East Cheshire TEC spoke on the theme of "Creating Wealth in Cheshire". In the light of research findings the TEC had made a strategic decision to concentrate resources on small to medium sized businesses.

The research had identified a number of common features in high growth firms, including a management team with a wide range of skills and some risk-takers, seeking competitive advantage through quality and innovation rather than through price, and a strong commitment to developing the potential of their staff.

The TEC had decided that an essential part of its strategy was to make contact with as many businesses as possible. It had therefore created a Business Membership Scheme, under which, for an annual outlay of £25, firms were entitled to attend TEC meetings and have a vote on policy, have access to a telephone information service, get a free business adviser and have access to public funds.

Employers were tired of the plethora of organisations, schemes and initials. They wanted a single source of information and advice, which the TEC was now providing.

Labour Market Statistics Users' Group

At last November's Statistics Users' Conference, the idea of a Users' Group was discussed (see 'Labour Market Statistics for the 1990s', March 1991 *Employment Gazette*). Such a group has now been formed, and applications for membership are invited.

The purposes of the group are: to develop and maintain close liaison between users and producers of labour market statistics; to represent the interests of users to the Department of Employment and other official organisations; to promote the exchange of information and expertise between users.

The group will arrange a programme of meetings on topics of interest; publish a regular newsletter; produce a directory of members; and make formal and informal representations to producers of statistics on matters of concern.

October manuals survey to cease

In order to ensure that the needs of users are met in ways which minimise the form filling burden, all regular business surveys conducted by the Government Statistical Service have to be reviewed every five years and Ministers have to approve the reviews' recommendations. These reviews assess the needs of users as well as the costs imposed on businesses.

The Employment Department's October Survey of the Earnings and Hours of Manual Employees (the October Manuals Survey) was reviewed earlier this year. The review's findings were that:

a. the Survey provides information which is of value and of use to government, non-government, and overseas bodies. There was evidence that the burden on employers was generally acceptable.

b. discontinuing the Survey would not leave a significant gap in the Department's range of earnings statistics (because the New Earnings Survey provides much of the same information). Small enhancements of the New Earnings Survey would provide benefits and seem to be better value for money than the October Manuals Survey.

The review thus recommended that the Survey should be discontinued. Ministers have accepted this recommendation.

The Department recognises that there is a need for more frequent detailed information on earnings than is provided by the April New Earnings Survey, the results of which are published in November and December, and acknowledges that the monthly Average Earnings Index cannot fill the gap.

It is thus proposed to produce and publish quarterly up-datings of some New Earnings Survey information.

The first meeting, to be held in September, will be on available databases, with speakers invited from NOMIS, Quantime, the Central Statistical Office and others to describe what is available. It is hoped that there will be the opportunity for members to interrogate the databases directly.

The second meeting will be on pay and earnings statistics, including a contribution from the Statistical Office of the European Communities.

The annual subscription is £50 (organisations), £20 (individual), £10 (student/unwaged). Those interested in joining should write to: Mike Coombes, Centre for Urban and Regional Development Studies, The University, Newcastle upon Tyne, NE1 7RU. Cheques should be made payable to Labour Market Statistics Users' Group.

Labour costs in 1990

Table 5-7 of the Labour Market data section has been extended in this issue to add 1990 to the estimates of labour costs for the main industry groups. These estimates use the latest information on changes between years in wages and salaries, national insurance contributions, and redundancy payments, as well as the results of the 1988 Labour Costs Survey.

Further details of the make-up of labour costs in these years and the basis of the estimates are available in the September 1990 issue of *Employment Gazette* pp 431-437, and from Employment Department, Statistical Services A1, Exchange House, 60 Exchange Road, Watford, Herts WD1 7HH (tel 0923 815232) or (from September 2, 1991) Grosvenor House Block E, Runcorn Shopping City, Runcorn, WA7 9HF (tel 0928 794589).

Detailed surveys of labour costs are undertaken periodically in each member state of the European Community. The next such survey is scheduled for 1992, with results available early in 1994.

The Department's statisticians also plan to publish 1991 estimates of the earnings of manual workers based on up-dating the results of the 1990 Survey for changes in the average earnings of employees in manufacturing industries.

A note giving details of the Department's plans will be published in the near future.

Diary dates September 1991

THE ECONOMICS OF TRAINING

September 23-24, Cardiff
Conference bringing together researchers from the USA, Sweden, France, the Netherlands and Australia as well as the UK. Themes will include why firms undertake training, the benefits, evaluating results, and the lessons of other countries' approaches. Also open to training practitioners.
Tel 0222 874000.

EMPLOYING PEOPLE IN THE EUROPEAN COMMUNITY

September 20, London
Conference for company personnel directors. Themes range from the changing face of HR in Europe to employment law systems across the EC and the influence of EC legislation. Speakers include Employment Minister Eric Forth.
Tel 071-236 4080.

BUSINESS AND HIGHER EDUCATION

September 23-25, Cambridge
Conference to explore what employers and students want from higher education and how HE can respond to these. Organised by the Careers Research and Advisory Centre (CRAC).
Tel 0223 460277.

SICKNESS AND ABSENCE FROM WORK

September 25-26, London
Course for personnel directors on implementing current legal requirements, implications of recent cases, and how to manage key issues.
Tel 071-490 1713.

WORK EXPERIENCE

September 24-26, Cambridge
One-day conference on current issues such as the impact on work experience of NVQs and the National Curriculum will be followed by a two-day course on practical aspects. Organised by CRAC.
Tel 0223 460277.

Copies of the review report for the October Survey of the Earnings and Hours of Manual Employees are available from:

Mike Janes, Employment Department,
Room 115, Caxton House, Tothill Street,
London SW1H 9NF.
Telephone: 071-273 5534. Fax: 071-273 5112



Most employed people who moved house stayed with the same employer.

Photo: Joanne O'Brien/Format

Labour mobility: evidence from the Labour Force Survey

This article presents information from the Labour Force Survey about labour market mobility, including changes of employment status, employer, occupation and address.

The Labour Force Survey (LFS) provides a very wide range of information each year about the economically active population¹ of Great Britain, covering employment status, industry, occupation, other labour market characteristics and demographic details.

Most LFS analyses concentrate on the situation of people at the time of the survey, but additional results can

also be provided about changes in people's circumstances, based on recall questions about their situation a year ago. Some of these additional results (taken from the 1987

¹ The LFS covers residents in private households. Economically active people are those participating in the labour force, either in employment or as unemployed: see annex. The survey also provides some information about the economically inactive population.

survey) are here publicised and explored in depth for the first time¹.

Principal types of labour mobility

The aspects of labour mobility considered in this article are of three principal types².

- *changes in labour market status*, such as moves into or out of the labour force, self-employment or unemployment;
- *job changes* involving a new employer, industry or occupation;
- *residential moves* (including moves between regions) involving a *change of address*.

Summary of key findings

Some of the key findings presented in this article are set out below. They relate to the mobility of the labour force between spring 1986 and spring 1987, a period when employment rose steadily while (claimant) unemployment³ initially rose slowly and then turned down. The flows identified will not necessarily be typical of those occurring at other stages in the economic cycle or with different labour market policies in operation.

These findings highlight people who changed their status in one way or another between 1986 and 1987: however, such people were greatly outnumbered by others not reporting any change.

- About 8 per cent of the economically active population aged 16 and over in Great Britain in spring 1987 (2.3 million persons) had entered or re-entered the labour force in the preceding year (including those reaching the age of 16); 1.3 million people said they had left the labour force in the same period.
- Some 0.9 million of those who reported that they were unemployed in spring 1986 had entered employment a year later; a similar number of people who were in employment in 1986 had become unemployed a year later.
- There were 0.2 million people who were employees in 1986 who became self-employed in 1987: this was twice the number who changed status in the reverse direction.
- About 10 per cent of persons in employment both in 1986 and 1987 reported a change of employer during the year.
- Nearly 8 per cent of people who were employees both in 1986 and 1987 changed occupation in the course of the year: among these, 0.2 million switched from manual to non-manual jobs and slightly fewer from non-manual to manual occupations.
- Some 2.4 million people in employment both in 1986 and 1987 (11 per cent) reported a change of address during the year, including more than half a million who reported changes of both address and employer during the year. The unemployed were more likely to change address than employed people.
- People moving between regions accounted for just under two per cent of all people who were employed

in both 1986 and 1987, and for almost 15 per cent of those reporting a change of address.

- Residential mobility was greatest for the younger age groups, with 22 per cent of 20–24 year olds and 17 per cent of 25–34 year olds who were in employment both in 1986 and 1987 changing address during the year.
- Among persons of working age employed both in 1986 and 1987, 16 per cent of those holding degrees or equivalent qualifications (in 1987) changed their address over the year compared with 7 per cent of those without formal qualifications.

These key findings are presented in summarised form: additional information is given elsewhere in the article or is available from the contact address in the annex.

Recall data

It is important to note that the information quoted in this article relating to spring 1986 was collected in the 1987 LFS, and, necessarily, was based on respondents' recall of their circumstances a year earlier. Estimates of economic activity and other variables based on such information will differ from corresponding estimates derived directly from the 1986 survey: in particular, the recall data on unemployment for 1986 are based on respondents' self-assessment rather than the ILO definition (see annex).

The potential inaccuracies of recall for respondents, when asked about their situation a year ago, pose severe difficulties of interpretation, so that measures of labour mobility based on such data can be indicative only of broad gross changes. In this article, therefore, figures are quoted in more rounded terms than is usual in studies based on the LFS, and estimates in the supporting tables are shown only where they relate to at least 50,000 people (after grossing up) rather than the usual 10,000.

The forthcoming introduction of the Enhanced Labour Force Survey (see annex) will allow analyses of labour mobility to be made based on evidence collected in the survey at successive periods for the same people. The problems of using recall data will thereby be avoided.

Labour force flows

Changes in the economic activity status of the adult population as a whole between spring 1986 and spring 1987⁴ are summarised in *table 1* and *figure 1*. These basic comparisons provide some useful general measures of

¹ Information on mobility available from other sources is generally less detailed and comprehensive, particularly in a labour market context. The present research is based on final results from the 1987 LFS: a summary of the main findings from that survey appeared in *Employment Gazette*, March 1988, pp 144–158, while a corresponding article with 1990 results was published in April 1991, pp 175–196. Further results from the LFS focused on specific groups and topics have been reported from time to time in other special features in *Employment Gazette*: among these, mobility analyses were included in 'Women in the labour market', December 1990, pp 619–643 (*table 5*) and 'The 1980s—A decade of growth in enterprise', March 1991, pp 109–134 (*tables 21–25*).

² The data analysed in this article do not specify whether the different types of mobility are linked. Thus, an individual respondent in the survey may report changes of both address and employment status during the past year, but it is not recorded whether these events occurred at the same time or were in any way related to each other. Reasons for the mobility are also, in most cases, not identified.

³ The LFS estimates in this article which relate to unemployment (and economic inactivity) in spring 1987 are based on the internationally recognised ILO measure (see annex) and not the monthly claimant count. The estimates which relate to unemployment in spring 1986 are based on respondents' self-assessment and recall: see below and annex.

⁴ See annex for details of the derivation of economic activity status. Information is not available for times during the year between the reference dates.

mobility in the labour force and set the broad context for the more detailed results which follow¹.

Economic activity and inactivity

Table 1 shows that an estimated 27.1 million people were economically active in spring 1987. The great majority of these had also been active a year earlier, but about 8 per cent had entered or re-entered the labour force: 0.4 million were previously under 16 and neither working nor seeking work, and 1.9 million said they had been outside the labour force in 1986.

Evidence from the survey not shown in the table (and involving some imputation) indicates that about a third of this last group (an estimated 0.6 million) were full time students in 1986 who had since found jobs, while another substantial number (an estimated 0.5 million, almost all married women) were looking after the family or home in 1986 but had since taken up employment. Most of the rest were inactive in 1986 but had become unemployed in 1987 (an estimated 0.6 million)².

It is possible to track the principal flows from the other direction as well, starting with people's reported economic activity status in spring 1986, a year before the survey was carried out³, and these flows may also be identified from *table 1*. For example, of the 26.1 million people estimated to be economically active in 1986 (on the basis of their recall a year later), some 5 per cent (1.3 million) were no

longer in the labour force in spring 1987.

The total number of people estimated to be in employment in 1986 was 23.5 million. Among this group 92 per cent (21.8 million) were also in employment in spring 1987, with the remaining 8 per cent evenly split between those who had become unemployed and those who had left the labour force.

Table 2 shows the reasons people in these latter two groups gave for leaving their last job⁴. More than half of those who had moved from being employed in 1986 to unemployed in 1987 quoted involuntary reasons such as redundancy or the termination of a temporary job, whereas among those no longer in the labour force in 1987 a majority had retired or stopped working for personal, family or health reasons.

¹ Most of the later results relate to people who were in employment both at the survey date and a year earlier. This is partly because a greater range of data is available for this (large) group, but also because comparisons between the reference dates are thought to be more robust for them.

² The introduction of Restart interviews for some groups of unemployed people may have contributed to this flow, by stimulating renewed job search activity among claimants who had previously stopped looking for work. The size of this latter group at the time of the survey was assessed in *Employment Gazette*, March 1988, pp 148–158 (especially *table 10*), while the characteristics of Restart clients were more recently discussed in *Employment Gazette*, October 1990, pp 514–517.

³ Information reported here comes from interviews conducted in 1987 and cannot therefore provide a full picture on flows, since people who were not in the survey population in 1987 (because they had died, emigrated, gone into prison or otherwise moved out of private households in Great Britain) are excluded.

⁴ No information is available about the reasons for job changes undertaken by people who were in employment at the time of the survey.

Table 1 Changes of economic status between spring 1986 and spring 1987
Persons aged 16 and over in spring 1987

Economic activity in spring 1986†	Economic activity in spring 1987								Great Britain					
	All persons	In employment			Self-employed	On government employment or training programmes	Unemployed	Economically active	Economically inactive	Thousands and per cent				
		All‡	Employees							Full-time ††	Part-time ††	100	100	100
			100	100											100
All persons‡‡	43,429 100	24,247 100	20,755 100	16,033 100	4,707 100	2,996 100	488 100	2,879 100	27,126 100	16,303 100				
In employment	23,523 54.3	21,751 89.9	18,833 90.9	15,024 93.8	3,081 80.9	2,794 93.4	124 25.6	886 30.9	22,637 83.6	886 5.5				
Employees	20,327 47.0	18,767 77.6	18,460 89.1	14,784 92.3	3,669 78.1	227 7.6	80 16.4	757 26.4	19,524 72.1	803 4.9				
Self-employed	2,765 6.4	2,633 10.9	113 0.5	86 0.5	*	2,517 84.2	*	68 2.4	2,701 10.0	64 0.4				
Employment status not specified§	244 0.6	233 1.0	179 0.9	84 0.5	95 2.0	*	*	*	237 0.9	*				
On government employment or training programmes	187 0.4	118 0.5	81 0.4	70 0.4	*	*	*	58 2.0	176 0.7	*				
Unemployed	2,551 5.9	886 3.7	624 3.0	439 2.7	185 3.9	96 3.2	165 34.1	1,293 45.1	2,179 8.0	373 2.3				
Economically active	26,075 60.2	22,637 93.5	19,457 93.9	15,464 96.6	3,986 84.9	2,890 96.6	290 59.6	2,179 76.0	24,816 91.7	1,259 7.8				
Economically inactive— 16 and over	16,453 38.0	1,304 5.4	1,090 5.3	484 3.0	604 12.9	95 3.2	118 24.4	594 20.7	1,899 7.0	14,554¶ 89.7				
Economically inactive— under 16§§	765 1.8	257 1.1	175 0.8	67 0.4	107 2.3	*	78 16.0	95 3.3	353 1.3	413 2.5				

Source: 1987 LFS estimates (1987 Labour Force Survey) do not coincide with those which can be derived directly from the 1986 Labour Force Survey.

The percentages in this table show the proportions of people in a particular economic activity category in spring 1987 who had been in the various different categories a year earlier: for example, of the 4,707,000 people who were part-time employees in spring 1987 some 2.3 per cent (107,000) were young people who had been under 16 (and economically inactive) the previous year.

* Less than 50,000 in cell: estimate not shown.

† Economic activity in 1986 is based on a single question about situation "a year ago" and is therefore on a different basis to activity in 1987, which is based on more detailed questions about work done, job search, etc in the survey week.

‡ Includes those who were employees or self-employed in 1987 but whose exact employment status was not specified.

§ Includes those not stating whether full-time or part-time employees in 1987.

¶ Classification based on respondents' self-assessment.

‡‡ Numbers shown include those whose economic activity in 1986 was not stated: 136,000 persons in all, including 77,000 who were economically inactive in 1987. Percentages are based on totals which exclude this group.

§ Employees or self-employed in 1986, but whose exact employment status was not specified.

§§ Persons who reached their 16th birthday between spring 1986 and spring 1987, and said they were not working or looking for work in spring 1986. Those who said they were working or seeking work in 1986 are classified as employed or unemployed.

¶ Includes 6,857,000 males aged 70 and over and females aged 65 and over, who were not asked about their economic activity in 1986.



Unemployed people were more likely than those in employment to change their address. Photo: Jacky Chapman/Format.

Flows from unemployment

Among the estimated 2.6 million people unemployed in spring 1986, about half (1.3 million) were still unemployed at the time of the 1987 survey¹: see *table 1*. However, not all of these were continuously unemployed for the whole year, as some will have been in work for a period between the two dates not recorded in the survey. A further 15 per cent (0.4 million) of those reported as unemployed in 1986 were classified as no longer in the labour force a year later.

A substantial number (0.9 million) of those unemployed in 1986 were in employment in the 1987 survey reference week, and *table 1* gives further details of the type of employment they had entered: about half were full-time employees², a fifth part-time employees, a tenth self-employed and the rest participants in government employment or training programmes.

The analysis thus shows that a high proportion of those no longer unemployed in 1987 had found employment rather than becoming economically inactive and leaving the labour force: this is evidence that the labour market was working for many unemployed people. However, the available data cannot be used to identify the destinations of all those who flowed out of unemployment at some time during the year, since respondents were not asked about their status at dates between spring 1986 and spring 1987³.

16 year olds

Among young people who reached the age of 16 during the year before the survey in spring 1987, just over half (0.4 million) were economically inactive at the survey date, including those in full-time education, while a third (0.3 million) were in employment, either as full-time or part-time employees or as participants in government employment or training programmes.

Employee or self-employed status

Table 1 and *figure 2* give details of employment status switches within the principal group of 21.8 million people who were reported to be in employment in both 1986 and 1987.

As might be expected, the great majority of this group (nearly 98 per cent of those responding) did not change their employment status between the two dates⁴. Among the switches revealed, the largest flow involved moves from employee to self-employed status (0.2 million), which were twice as numerous as moves in the reverse direction. The remaining reported switches involved people entering or leaving government employment or training programmes.

Changes of employer, industry and occupation

There is a good deal of job mobility taking place within the main employment status categories. *Table 3* and the following tables illustrate this in terms of change of employer and change of occupation. Later, in *table 8* and subsequently, residential mobility based on change of address is brought in, while at the end (*table 14*) reported changes of both employer and address are considered together.

Changes of employer and industry

Among all people who were in employment both at the time of the survey and a year earlier, some 2.2 million—10

Table 2 Reasons for leaving last job

Reason for leaving last job	Persons in employment in spring 1986 but no longer in work in spring 1987			Great Britain Per cent
	All persons no longer in work	Unemployed	Economically inactive	
All persons† (thousands = 100 per cent)	1,772	886	886	
Redundancy/dismissal	22.9	33.8	12.0	
Temporary job ended	13.4	21.2	*	
Resigned	9.2	11.2	7.2	
Early retirement**	3.6	*	5.9	
Health reasons	9.8	*	14.0	
Retirement	9.1	*	17.1	
Family/personal reasons	19.7	12.5	26.9	
Other stated reasons	12.3	13.2	11.5	

Source: 1987 LFS estimates

* Less than 50,000 in cell: estimate not shown.
† Numbers shown include those whose reason was not stated, but percentages are based on totals which exclude this group.
** Mostly taken when employer was cutting back on staff, but includes early retirement taken under the Job Release Scheme.

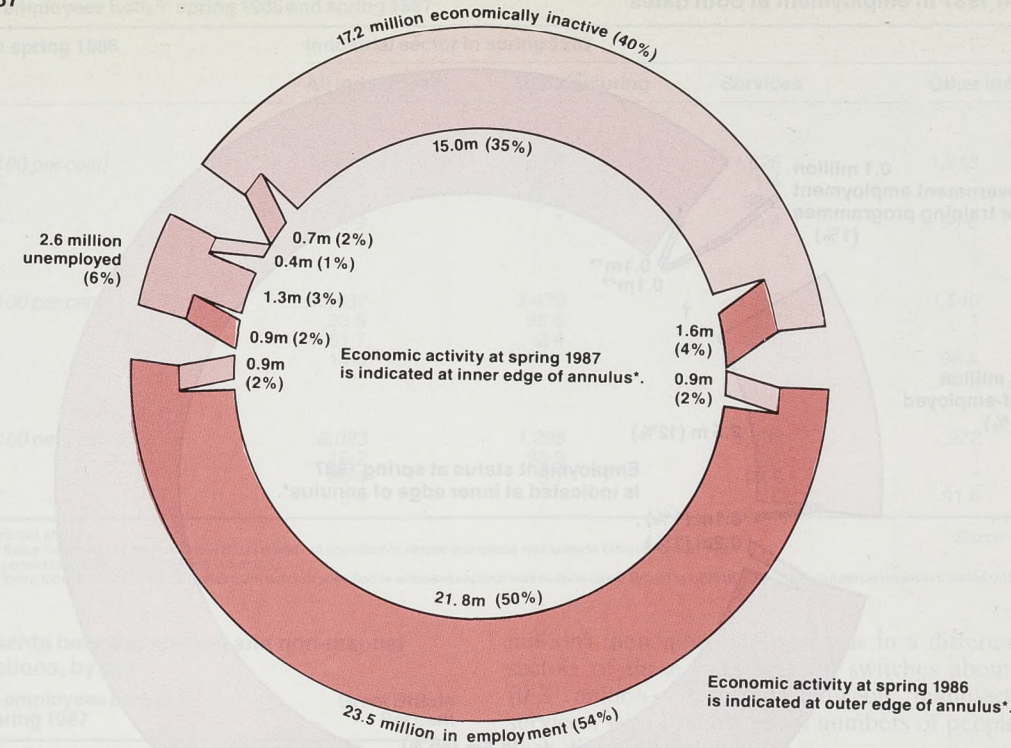
¹ Estimates of unemployment in 1986 are based on respondents' recall and self-assessment: those for 1987 use the ILO definition. According to other Department of Employment statistics there were 1,230,000 unemployed people aged 16 and over in Great Britain who were in the claimant count in April 1987 (roughly the time of the 1987 LFS) having been continuously unemployed for at least a year. Although this figure is based on different definitions, it appears to be broadly consistent with the survey based estimate quoted in the text (1.3 million).

² The classification of employees as full-time or part-time is based on respondents' self-assessment.

³ Some information on destinations is provided by a recent survey commissioned by the Department of Employment and the Department of Social Security. This covered some 3,000 people who flowed out to the claimant count in March or April 1987. Approximately nine months (39 weeks) after becoming unemployed, rather more than half (58 per cent) had left the count. Of these, a high proportion—78 per cent—were in full-time or part-time jobs, 7 per cent were on a government employment or training programme or in full-time education, 5 per cent were looking for work but no longer claiming benefit, 4 per cent were sick and 6 per cent were doing something else. Although on a different basis, these overall findings tend to corroborate those drawn from *table 1*. Results are reported fully in *Survey of Incomes In and Out of Work* (Social and Community Planning Research (SCPR), 1990), copies of which are available from SCPR, 35 Northampton Square, London EC1V 0AX (price £20).

⁴ Some estimates for men and women separately are given later (*table 8*): there was little difference between the proportions of men (97 per cent) and women (98 per cent) reporting an unchanged employment status.

Figure 1 Changes of economic activity between spring 1986 and spring 1987: persons in Great Britain aged 16 and over in 1987



* Persons not reporting their economic activity for spring 1986 (0.1 million out of a total of 43.4 million persons: see footnote to *table 1*) are excluded from the analysis.

Source: 1987 LFS estimates (see also *table 1*)

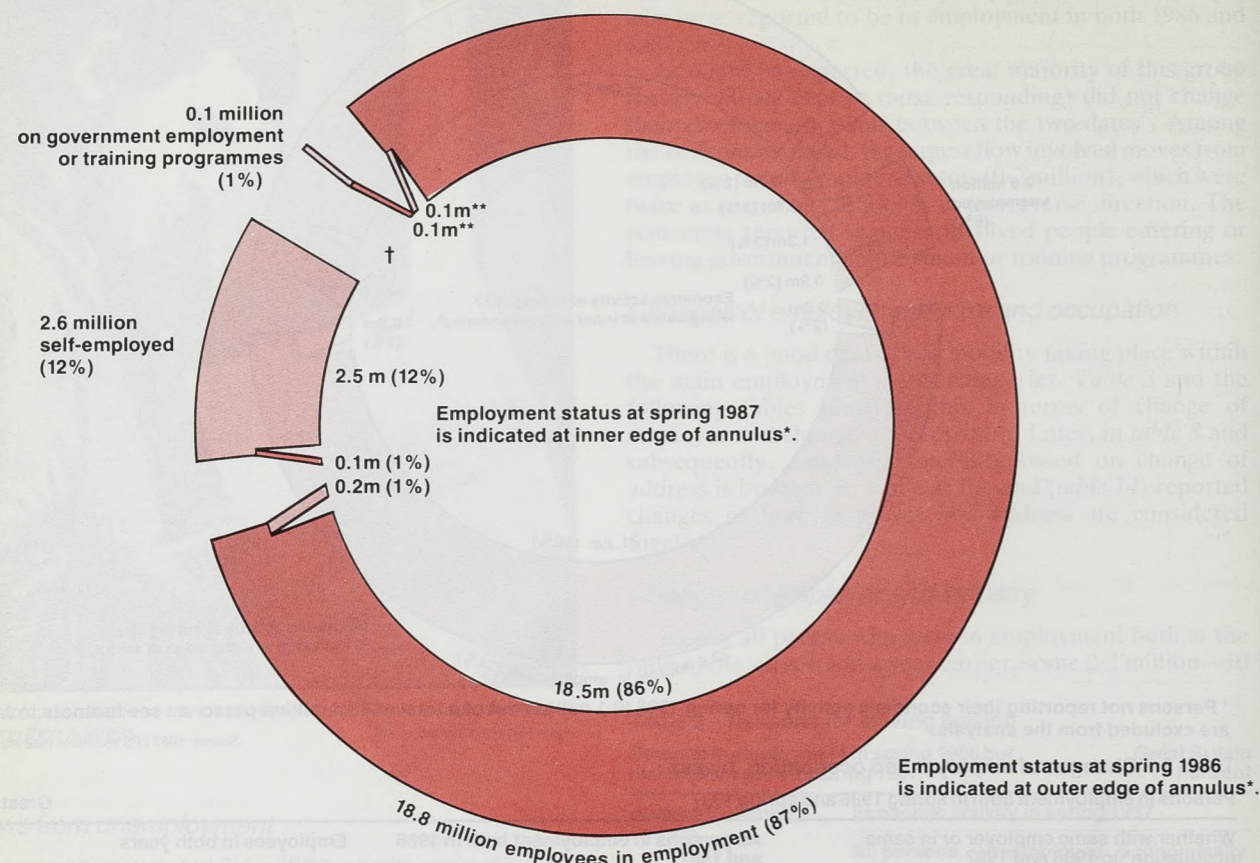
Table 3 Changes of employer and occupation, by sex

Whether with same employer or in same occupation* in 1986 and 1987	All persons in employment both in 1986 and 1987		Employees in both years	
	Thousands	Per cent	Thousands	Per cent
All persons†	21,751	100	18,460	100
Same employer, same occupation	18,736	87.4	16,191	87.7
Same employer, different occupation	414	1.9	397	2.1
Different employer, same occupation	983	4.6	836	4.5
Different employer, different occupation	1,235	5.8	994	5.4
Same employer	19,178	89.5	16,607	90.0
Different employer	2,228	10.4	1,836	10.0
Same occupation	19,740	92.1	17,036	92.3
Different occupation	1,649	7.7	1,391	7.5
Males†	12,847	100	10,437	100
Same employer, same occupation	11,162	88.0	9,230	88.5
Same employer, different occupation	256	2.0	243	2.3
Different employer, same occupation	557	4.4	441	4.2
Different employer, different occupation	670	5.3	500	4.8
Same employer	11,432	90.2	9,482	90.9
Different employer	1,233	9.7	945	9.0
Same occupation	11,732	92.5	9,676	92.7
Different occupation	926	7.3	744	7.1
Females†	8,904	100	8,023	100
Same employer, same occupation	7,574	86.6	6,961	86.8
Same employer, different occupation	158	1.8	153	1.9
Different employer, same occupation	426	4.9	395	4.9
Different employer, different occupation	565	6.5	494	6.2
Same employer	7,747	88.5	7,124	88.8
Different employer	995	11.4	891	11.1
Same occupation	8,008	91.5	7,361	91.8
Different occupation	723	8.3	648	8.1

Source: 1987 LFS estimates

* See text and annex for definition of "same occupation" and for details of the occupational classification used.
† Numbers shown include those for whom full 1986 and 1987 details were not specified for employer (345,000 in all), for occupation (362,000 in all) or for both employer and occupation (383,000 in all). Percentages are based on totals which exclude those in each of these three groups (323,000 in all; 169,000 males, 155,000 females; very few of these being "employees in both years"). See *table 8* for breakdown of persons in employment who were not employees both in spring 1986 and spring 1987 (3,291,000 persons in all).

Figure 2 Changes of employment status between spring 1986 and spring 1987: persons in Great Britain aged 16 and over in 1987 in employment at both dates



* Persons not reporting their employment status for spring 1986 (0.2 million out of a total of 21.8 million persons: see table 1) are excluded from the analysis.

† Certain groups of under 50,000 persons are not shown: see table 1.

** Under 1/2%

Source: 1987 LFS estimates (see also table 1)

per cent—said that the firm they were working for in 1987 was not the same as in 1986 (table 3). These people, who had clearly changed employer at least once during the year, were asked for information about both their former and current employer's sphere of industrial activity, which was coded using the 1980 Standard Industrial Classification (SIC): see annex.

For people who were employees both at the time of the

survey and a year earlier (also identified in table 3) some 1.8 million reported a change of employer, and the industry information they provided is summarised in tables 4 and 5.

Nearly a third (0.6 million) of those who changed employer remained within the same industry 'Activity Heading', which suggests that their new employer was producing similar products or services as their previous one (table 4). At the other extreme, for just over a quarter (0.5

Table 4 Changes of employer and industry, by sex

Persons who were employees both in spring 1986 and spring 1987

Great Britain

Changes of employer and industry* between spring 1986 and spring 1987	All persons		Males		Females	
	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent
	All persons†	18,460	100	10,437	100	8,023	100
With same employer**	16,607	90.0	9,482	90.9	7,124	88.8
With different employer**	1,836	10.0	945	9.0	891	11.1
Same activity heading	568	3.1	326	3.1	242	3.0
Different activity heading, same industry division	347	1.9	142	1.4	205	2.6
Different industry division, same industrial sector‡	408	2.2	168	1.6	240	3.0
Different industrial sector‡	484	2.6	293	2.8	191	2.4

Source: 1987 LFS estimates

* Based on 1980 Standard Industrial Classification: see text and annex.

† Numbers shown include those for whom details of their employer in 1986 were not stated, but percentages are based on totals which exclude this group.

** Includes those for whom industry (in Great Britain) was not specified or whose workplace was outside Great Britain, at either or both dates. There were 68,000 such persons in all, a majority of whom were men with the same employer in 1986 and 1987.

‡ Sectors as shown in table 5.

Table 5 Movements between industrial sectors, by sex

Persons who were employees both in spring 1986 and spring 1987

Great Britain

Per cent

Industrial sector in spring 1986	Industrial sector in spring 1987			
	All industries†	Manufacturing	Services	Other industries**
All persons				
All industries‡ (thousands = 100 per cent)	18,460	4,776	11,826	1,813
Manufacturing	25.9	96.0	1.4	*
Services	64.2	3.3	98.2	*
Other industries**	9.9	*	0.4	95.6
Males				
All industries‡ (thousands = 100 per cent)	10,437	3,479	5,389	1,540
Manufacturing	33.5	96.8	1.7	*
Services	51.7	2.4	97.6	*
Other industries**	14.8	*	*	96.4
Females				
All industries‡ (thousands = 100 per cent)	8,023	1,298	6,438	272
Manufacturing	16.2	93.9	1.1	*
Services	80.4	5.7	98.6	*
Other industries**	3.4	*	*	91.4

* Less than 50,000; estimate not shown.

† Numbers shown include those for whom industry (in Great Britain) was not specified or whose workplace was outside Great Britain in 1987.

** Agriculture, energy and construction (SIC 1980 divisions 0.1 and 5).

‡ Numbers shown include those for whom industry (in Great Britain) was not specified or whose workplace was outside Great Britain in 1986 (81,000 in all), but percentages are based on totals which exclude this group.

Source: 1987 LFS estimates

Table 6 Movements between manual and non-manual occupations, by sex

Persons who were employees both in spring 1986 and spring 1987

Great Britain
Per cent

Occupation in spring 1986*	Occupation in spring 1987*		
	All occupations †	Non-manual occupations	Manual occupations
All persons			
All occupations** (thousands = 100 per cent)	18,460	10,166	8,265
Non-manual occupations	55.0	98.0	1.9
Manual occupations	45.0	2.0	98.1
Males			
All occupations** (thousands = 100 per cent)	10,437	4,825	5,586
Non-manual occupations	46.2	98.0	1.4
Manual occupations	53.8	2.0	98.6
Females			
All occupations** (thousands = 100 per cent)	8,023	5,342	2,679
Non-manual occupations	66.4	98.1	3.1
Manual occupations	33.6	1.9	96.9

* See text and annex for details of classification.

Source: 1987 LFS estimates

† Numbers shown include those for whom full 1987 details of occupation were not stated.

** Numbers shown include those for whom full 1986 details of occupation were not stated (56,000 in all), but percentages are based on totals which exclude this group.

Table 7 Changes of employer and occupation, by age

Persons who were employees both in spring 1986 and spring 1987 Great Britain

Age (in spring 1987)	Whether with same employer or in same occupation in spring 1986 and spring 1987													
	All persons†		With same employer						With different employer					
	All persons**	In same occupation	In different occupation	All persons**	In same occupation	In different occupation	All persons**	In same occupation	In different occupation	All persons**	In same occupation	In different occupation		
	Thou-	Per	Thou-	Thou-	Per	Thou-	Thou-	Per	Thou-	Thou-	Per	Thou-	Thou-	Per
	sands	cent	sands	sands	cent	sands	sands	cent	sands	sands	cent	sands	sands	cent
All persons 16 and over	18,460	100	17,036	1,391	7.5	16,607	16,191	87.7	397	1,836	10.0	836	994	5.4
16-19	912	100	751	158	17.4	705	680	74.6	*	205	22.5	71	134	14.7
20-24	2,492	100	2,143	345	13.8	2,064	1,972	79.2	89	426	17.1	170	256	10.3
25-49	10,937	100	10,142	774	7.1	9,878	9,616	88.0	250	1,048	9.6	520	523	4.8
50 and over	4,119	100	4,000	114	2.8	3,960	3,924	95.3	*	157	3.8	75	81	2.0

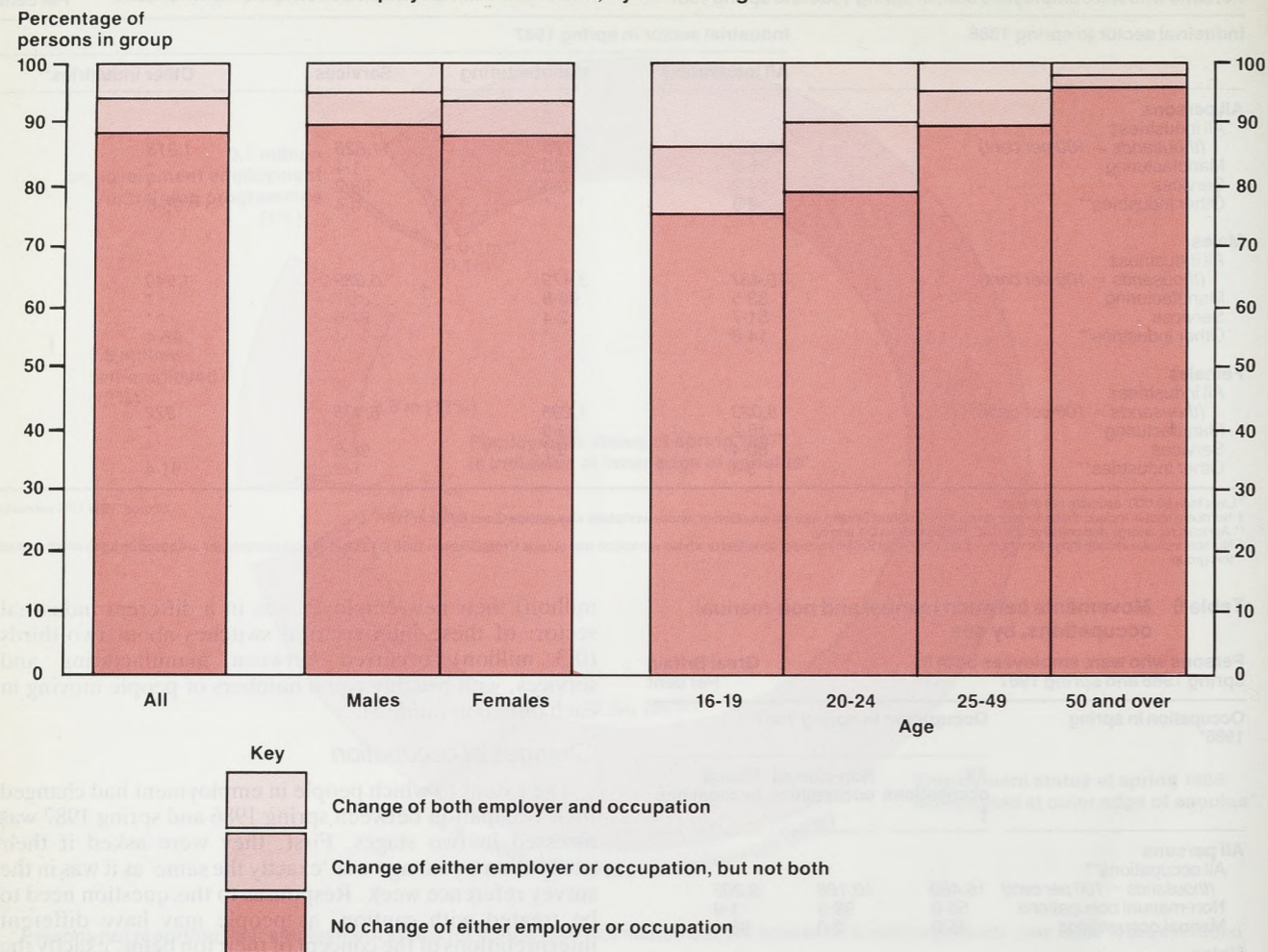
* Less than 50,000 in cell: estimate not shown.

† Numbers shown include those for whom details of their employer in 1986 were not stated, but percentages (where given) are based on totals which exclude this group.

** Numbers shown include those for whom full 1986 and 1987 details of occupation were not stated but percentages (where given) are based on totals which exclude this group. See also first footnote to table 3.

Source: 1987 LFS estimates

Figure 3 Changes of employer and occupation between spring 1986 and spring 1987: persons in Great Britain aged 16 and over in 1987 who were employees at both dates, by sex and age



Source: 1987 LFS estimates (see also tables 3 and 7)

many cases the jobs were coded to the same 'occupational unit group' at both dates, indicating that the tasks performed were substantially unchanged. In the tables and figures which present occupation data these cases are combined with those where current occupation was 'exactly the same' as a year ago¹. On this basis, table 3 shows that nearly 8 per cent of people who were in employment both in 1986 and 1987 were found to have changed their occupation during the year: among employees alone the percentage was similar.

Table 6 shows the extent of switches between manual and non-manual occupations among people who were employees in both 1986 and 1987. Between the two dates, 0.2 million people changed from manual to non-manual occupations, while nearly as many moved in the opposite direction. Women formed a slight majority in each of these groups, while the total numbers involved (nearly 0.4 million) accounted for over a quarter of all employees with an occupational change.

Age

The proportion of people changing jobs varies significantly by age, as shown in table 7 and figure 3, with those in the youngest age groups much more likely to change their job than older people. Thus, nearly a quarter

of 16-19 year olds who were employees in both 1986 and 1987 had changed employer during the year, and more than a sixth had a different occupation. In contrast, only 4 per cent of those aged 50 and over had changed employer and just 3 per cent had a new occupation. More than a third of all employees changing occupation during the year were under 25.

Table 7 and figure 3 also show the proportions of employees who remained in the same occupation with the same employer between 1986 and 1987. The patterns reflect the higher mobility of the younger age groups discussed above: 95 per cent of employees aged 50 and over changed neither their employer nor their occupation during the 12 months, compared with only 75 per cent of 16-19 year olds.

¹ This combined grouping is taken as having the 'same' occupation. Conversely, people with a 'changed' or 'different' occupation are those whose current occupation was coded to a different unit group heading from that of a year before. For people who were employees at the two dates and who had changed their employer, over 70 per cent said their occupation with their new employer was not exactly the same as in their old job, but about a quarter of these were coded to the same unit group heading. The proportion who said their occupation had changed was much lower among those who were still with the same employer, just 4 per cent, but about two-fifths of these also described their previous occupation in a way which made it indistinguishable (at the unit group level) from their current job.

Changes also involving employment status switches

Among those who switched from employee to self-employed status, or vice versa, during the year (0.3 million: table 8), 60 per cent said they had also changed their occupation, and 86 per cent were no longer working for the same firm (not shown in tables).

The overwhelming majority of the 2.5 million people who were self-employed in both 1986 and 1987 said that the type of work they did had not changed: 99 per cent stayed in the same occupation, while 97 per cent remained in both the same occupation and firm (not shown in tables).

Residential and regional moves

The types of job change described so far may or may not coincide with a residential move, and the remaining analyses deal with important facets of mobility which involve changes of address.

All survey respondents were asked whether their address was the same as a year earlier, and if not, the previous address was noted¹. This information can be used to compare the mobility of different groups between different regions of the country. However, the information does not permit analyses of other more specific measures of residential mobility, such as moves between travel to work areas or beyond particular distances, or of the reasons for moves.

Changes of address

Table 8 shows the proportion of people active in the labour market who had moved house within the last year, how this varies according to economic status and whether or not there had been a change in employment status.

Overall, about 11 per cent of people in employment at both reference dates had moved to a different address between spring 1986 and spring 1987 (2.4 million). Among groups with a change in employment status, however, the proportions moving were much higher, up to 24 per cent.

Table 8 also shows that the unemployed (in 1986) were on average more likely than those in employment to report an address change, with those who had found employment in spring 1987 being, in turn, more likely to have moved house (16 per cent) than those remaining out of work (14 per cent). Further, people unemployed in 1987 but previously working were another group who frequently moved house (24 per cent).

Table 9 and figure 4 summarise the residential and regional mobility analyses² for respondents who were in

¹ See annex for note on confidentiality of addresses. The information collected does not identify people who may have moved away and returned to the same address during the year. Respondents of working age were also asked if they had moved at any time within the last 12 months for reasons connected with their job or to look for work, although the resulting data are not analysed here.

² The analyses shown are based on standard regions (or countries) of residence a year before the survey. Results based on regions of residence at the time of the survey are mostly very similar: see footnote to table 9 for those which are most distinct.



Over a third of those employees who changed their occupation were under 25.

Photo: Joanne O'Brien/Format.

employment in both 1986 and 1987¹. The proportions moving house varied somewhat between regions, with greatest residential mobility recorded in East Anglia and least in Wales.

Changes of region

Nearly 85 per cent of the changes of address within Great Britain did not involve a change of region, although the full import of the results can be difficult to gauge since a move between regions does not necessarily involve a greater distance than one within the same region, and to some

extent, differences in regional size affect the results.

The data in *table 9* can be used to illustrate the variation across Great Britain in the proportion of persons in employment who reported a move within the same region. On this measure, the most regionally stable areas were Scotland and the North West while the most volatile groups were people from Greater London and East Anglia.

¹ The regional breakdown is based on a total of 2.3 million people who changed their address in Great Britain during the year. A footnote to *table 9* explains the difference between this total and that of all people in employment with a change of address (2.4 million, as also shown in *table 8*).

Table 8 Changes of employment status and address

Employment status in spring 1986 and spring 1987	Great Britain				
	All persons		Males		Females
	All residents	Those who changed address between spring 1986 and spring 1987			
	Thousands†	Thousands	Per cent of all residents	Thousands	Thousands
All persons economically active both in 1986 and 1987	24,816	2,968	12.0	14,930	9,886
All persons in employment in both years**	21,751	2,429	11.2	12,847	8,904
Employees in both years	18,460	2,075	11.3	10,437	8,023
Self-employed in both years	2,517	229	9.2	1,926	590
Self-employed in 1986, employees in 1987	113	*	*	73	*
Employees in 1986, self-employed in 1987	227	50	22.1	168	59
Those involved in government employment or training programme participation‡	201	*	*	130	70
Others††	233	*	*	112	121
Unemployed in both years‡‡	1,293	184	14.3	964	329
Unemployed in 1986, in employment in 1987‡‡	886	145	16.5	568	318
In employment in 1986, unemployed in 1987	886	209	23.8	552	334

* Less than 50,000 in cell: estimate not shown. Source: 1987 LFS estimates
 † Numbers shown include persons for whom 1986 and 1987 address details were not fully specified (129,000 in all, including 112,000 in employment both in 1986 and 1987: of the latter, 94,000 were employees in both years), but the percentages are based on totals which exclude this group.
 ** See *table 14* for an analysis which distinguishes address changes within Great Britain.
 ‡ Excluding those on programmes in 1987, but whose employment status in 1986 was not fully specified. Of the 201,000 individuals shown, 81,000 were programme participants in 1986 and employees in 1987 and 80,000 were employees in 1986 and programme participants in 1987: most of the rest were programme participants in both years and there were smaller groups self-employed at one date and programme participants at the other.
 †† Those whose employment status in 1986 was not fully specified: see also *table 1*.
 ‡‡ See *table 10* for an analysis (for the two referenced groups combined) which distinguishes address changes within Great Britain.

Table 9 Residential and regional mobility, by region or aggregated region of residence

Region or aggregated region of residence in spring 1986*	All residents	Those who changed address between spring 1986 and spring 1987		Those who moved within same region† or aggregated region**
	Thousands	Thousands	Per cent of all residents	Per cent of all who changed address
North	1,131	110	9.7	80.6
Yorkshire and Humberside	1,870	206	11.0	84.5
East Midlands	1,553	147	9.5	85.5
East Anglia	807	101	12.6	81.1
Greater London	2,716	319	11.7	77.0
Rest of South East	4,445	530	11.9	86.4
South West	1,820	213	11.7	84.5
West Midlands	1,989	172	8.6	84.8
North West	2,353	227	9.7	89.6
Wales	938	74	7.9	83.9
Scotland	1,856	168	9.1	89.9
Scotland and North	2,987	278	9.3	86.9
Yorkshire and Humberside, and North West	4,224	433	10.3	88.5
East Midlands and East Anglia	2,360	249	10.5	85.8
South East	7,161	849	11.9	91.6
South West	1,820	213	11.7	84.5
West Midlands and Wales	2,927	246	8.4	87.7
Great Britain	21,478	2,268	10.6	..††
Other‡	273	161		
All persons‡	21,751	2,429		

Source: 1987 LFS estimates
 * A similar analysis based on region of residence in the later year (1987) rather than the earlier (1986) produces the following entries for Greater London and Rest of South East corresponding to those in the four columns here: Greater London 2,688,000; 290,000; 10.8 per cent and 84.6 per cent, and Rest of South East 4,477,000; 563,000; 12.6 per cent and 81.4 per cent. Likewise, entries corresponding to those shown for the South East are 7,165,000; 853,000; 11.9 per cent and 91.1 per cent.
 † A total of 351,000 persons moved between regions in Great Britain, including 73,000 from Greater London to other regions (of which 51,000 moved to the Rest of the South East) and 72,000 from the Rest of the South East to other regions: other regional flows accounted for less than 50,000 persons each.
 ** A total of 256,000 persons moved between aggregated regions in Great Britain, including 71,000 from the South East to other aggregated regions and 50,000 from Yorkshire and Humberside and the North West to other aggregated regions: other regional flows accounted for less than 50,000 persons each. These flows exclude moves between regions which have been combined.
 ‡ Includes respondents whose region of residence (in Great Britain) in spring 1987 was known but who in spring 1986 were living outside Great Britain (84,000), or in a Great Britain region not specified (189,000). All of these except 112,000 of the latter group changed address: the address status of the remaining 112,000 is not known.
 †† For the regional analysis, this entry is 84.5 per cent, but with the aggregated regions it is 88.7 per cent.

The numbers of employed people who moved from one region to another between spring 1986 and spring 1987 (0.4 million: see footnote to *table 9*) comprised just under 2 per cent of all those in employment at both reference dates. If moves between Greater London and the rest of the South East are excluded, the figure falls by a fifth. These flows are appreciable in terms of numbers of individuals moving, but expressed in proportional terms the overall level of inter-regional mobility (and by inference of longer-range geographical mobility) among people in employment is quite low.

Higher rates of mobility are found among the unemployed, and among certain groups of people in employment such as the young, the highly qualified and those reporting a change of employer, as illustrated by the remaining analyses¹. Such mobility (both within and between regions) is an important ingredient in enabling the labour market to adapt successfully to changing economic circumstances, nationally if not always locally.

The unemployed

Table 10 analyses residential mobility for people reported as unemployed in 1986 and economically active in 1987. Fifteen per cent of this group moved house between the two dates; 11 per cent of people in employment.

As a note to the table explains, sample sizes are too small to permit an analysis of regional mobility for the unemployed. However, their greater residential mobility (seen also in *table 8*) can be taken as an indication that appreciable numbers of unemployed people are prepared to seek out and take up employment opportunities outside their own local areas².

Age

Residential mobility varies considerably with age, as shown by *tables 11* and *12* and *figure 5*. With the exception of the youngest age group (16–19 year olds), it falls sharply with age.

Residential mobility for 16–34 year olds was much greater than for employed people as a whole: nearly 18 per cent of the younger group reported a change of address between 1986 and 1987 (*table 11*) compared with 11 per cent overall (and just 6 per cent for people aged 35 and over). In addition, *table 12* shows that the proportion of people in employment in both 1986 and 1987 who moved during the year was highest for 20–24 year olds (22 per

Table 10 Residential mobility of the unemployed, by aggregated region of residence

Aggregated region† of residence in spring 1986	Persons unemployed in spring 1986 and economically active in spring 1987		
	All residents	Those who changed address** between spring 1986 and spring 1987	
	Thousands	Thousands	Per cent of all residents
Scotland and North	413	52	12.7
Yorkshire and Humberside, and North West	531	79	14.8
East Midlands and East Anglia	200	*	*
South East	471	70	14.9
South West	134	*	*
West Midlands and Wales	402	54	13.4
Great Britain	2,151	313	14.5
All persons‡	2,179	329	

Source: 1987 LFS estimates
 * Less than 50,000 in cell: estimate not shown.
 † Sample sizes are too small to support this analysis of residential mobility without the aggregation of regions.
 ** In this table, the numbers of persons who moved between regions are too small to be shown: the total for Great Britain was less than 50,000 even before the aggregation of regions.
 ‡ Includes respondents whose region of residence (in Great Britain) in spring 1987 was known but who in spring 1986 were living outside Great Britain, or in a Great Britain region not specified.

cent—twice the overall average) and for 25–34 year olds (17 per cent).

In contrast to the pattern for residential mobility, the variations by age in the pattern of regional mobility for those moving house were comparatively small (*table 12*). In numerical terms, the most regionally mobile people were the 25–34 year olds, accounting for over two-fifths of all moves between regions.

Moves within and between regions among people up to age 34 are analysed in *table 11* and its footnotes³. The under 35s account for two-thirds of all inter-regional moves, and a slightly higher proportion of moves as a whole.

Qualifications

Table 13 shows how residential and regional mobility is related to the level of people's qualifications. The analysis is based on persons of working age⁴ in employment in both spring 1986 and 1987.

The highest rate of residential mobility shown is that for people with the highest qualifications—degrees or equivalent—16 per cent of whom moved house within the year, against the overall average of 11 per cent. However, more striking is the contrast between those holding any formal qualification and those with none: 13 per cent of people with any qualifications changed address within the year, compared with only 7 per cent of those without. Rates of residential mobility were broadly similar (in the 12–14 per cent range) for people holding qualifications across a wide spectrum below degree level or equivalent: see *fig 5*.

The regional mobility data in *table 13* show that as well as being more likely to move house, people holding degrees or equivalent qualifications were much more likely to cross regional boundaries when they did. Among graduates more than a quarter of all moves involved a change of region, whereas the overall figure was just under a sixth⁵.

Changes of employer and address

Table 14 brings together and further develops some of the earlier results on changes of employer (*table 3*) and residential and regional moves (*table 9*). The basic finding (illustrated also in *figure 5*) is that a change of address is much more common among people who reported a change of employer: thus, 22 per cent of this group moved house during the year against 9 per cent of those staying with the same employer. However, in numerical terms most changes of address (and most inter-regional moves) were by people who stayed with the same employer, although it cannot be determined from these data how many of the moves reflected job relocations, staff postings or changes in commuting patterns.

¹ In *tables 10* and *11* (relating to the unemployed and to 16–34 year olds) most regions are shown aggregated, since without this the small sample sizes occurring in the analyses would result in few reliable estimates being available: corresponding aggregated figures are also included in *table 9*, to enable comparisons to be made with the employed population as a whole. On this basis, the total number of people recorded as moving between regions falls from 0.4 million to 0.3 million: most of the flows involve movements to or from the South East (see footnotes to *table 9*).

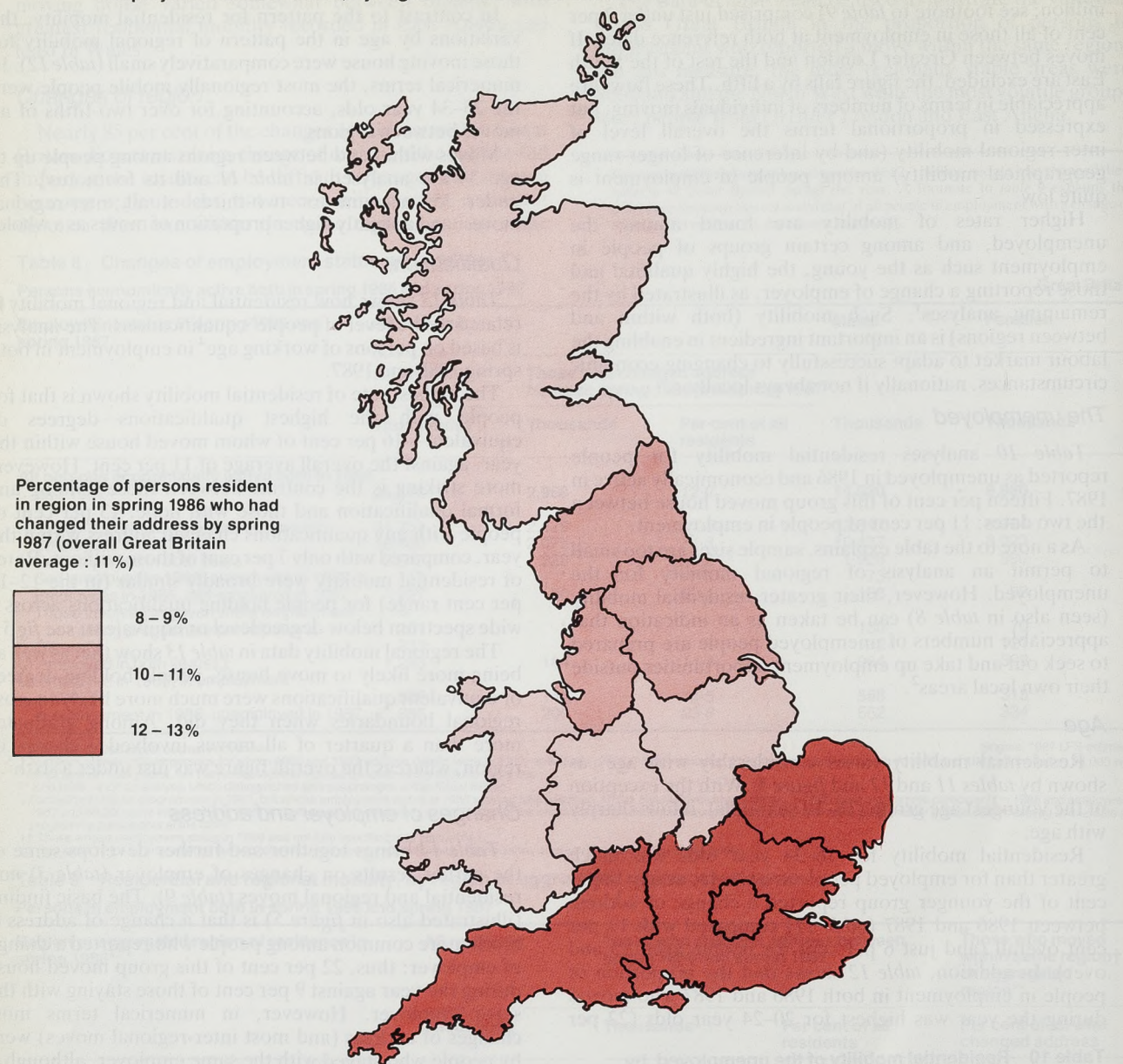
² Housing market factors could be at least as important as labour market considerations in determining the mobility (both between regions and within regions) of the unemployed and the employed populations with, for example, financial pressures prompting many unemployed people to move into cheaper accommodation. Discussion of such issues is beyond the scope of this study.

³ The younger age groups from *table 12* are taken together, since the limited samples underlying the results for each separate group would lead to many missing entries in *table 11*, even with regions aggregated.

⁴ Data on formal qualifications held (in 1987) were not collected from people over state retirement age.

⁵ The numbers moving house between regions can be related directly to total numbers in employment: on this measure, graduates are again the most mobile group, with 4 per cent moving between regions between spring 1986 and spring 1987. For people with GCE A-level or O-level qualifications (or equivalents) the corresponding figures are around 2 per cent, just above the overall average for all qualification levels (including none).

Figure 4 Changes of address between spring 1986 and spring 1987 : persons in Great Britain aged 16 and over in 1987 in employment at both dates, by region* of residence in 1986



* The standard regions and countries of Great Britain shown are as listed in table 9. Source : 1987 LFS estimates (see also table 9)

Table 11 Residential and regional mobility of 16-34 year olds, by aggregated region of residence

Persons aged 16-34 (in spring 1987) in employment both in spring 1986 and spring 1987

Aggregated region of residence in spring 1986	All residents	Those who changed address between spring 1986 and spring 1987		Those who moved within same aggregated region*
	Thousands	Thousands	Per cent of all residents	Per cent of all who changed address
Scotland and North Yorkshire and Humberside, and North West	1,236	189	15.3	87.2
East Midlands and East Anglia	1,716	285	16.6	87.0
South East	957	165	17.2	86.7
South West	2,977	604	20.3	93.1
West Midlands and Wales	734	138	18.9	82.0
	1,177	172	14.6	88.0
Great Britain	8,796	1,552	17.6	89.0
Other†	157	110		
All persons‡	8,953	1,662		

* In this table, a total of 170,000 persons moved between aggregated regions in Great Britain: flows from particular aggregated regions accounted for less than 50,000 persons each. The total number of moves between regions (before aggregation) is 239,000, including those between regions combined in the aggregation. Corresponding figures for persons aged 16 and over are quoted in footnotes to table 9.
 † Includes respondents whose region of residence (in Great Britain) in spring 1987 was known but who in spring 1986 were living outside Great Britain (54,000), or in a GB region not specified (102,000).
 ‡ Includes persons for whom information on employer changes is incomplete.

Table 12 Residential and regional mobility, by age

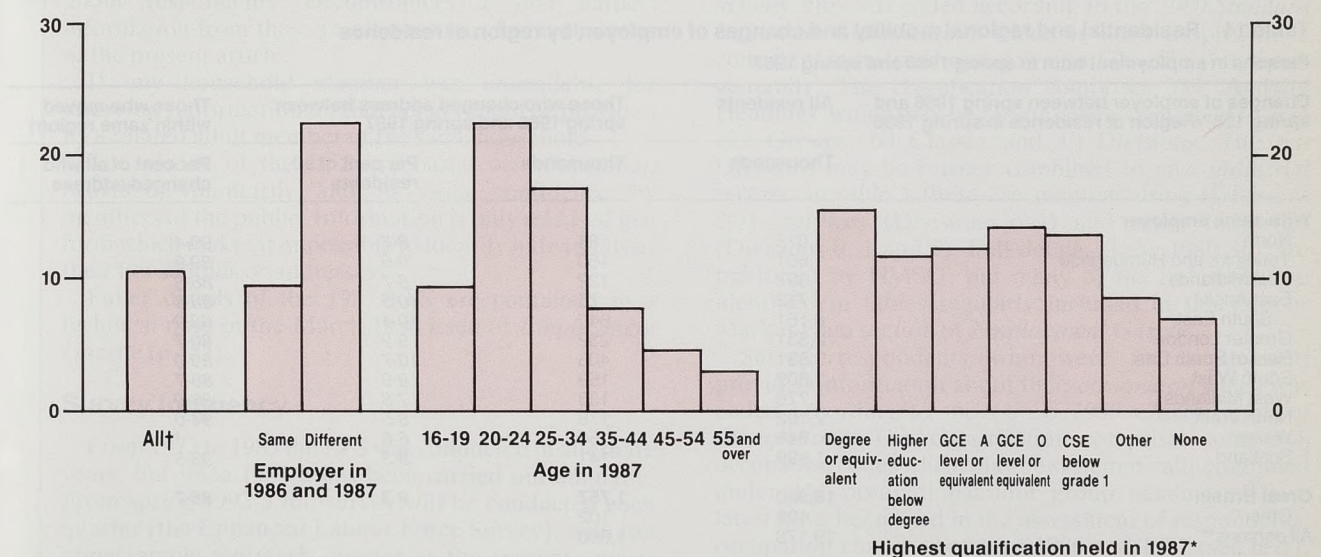
Persons in employment both in spring 1986 and spring 1987

Age (in spring 1987)	Great Britain						
	All residents	Those who changed address between spring 1986 and spring 1987		Those who moved within same region		Those who moved between regions	
	Thousands	Thousands	Per cent of all residents	Thousands	Per cent of all who changed address	Thousands	Per cent of all who changed address
16-19	1,117	106	9.5	97	91.9	*	*
20-24	2,683	596	22.2	514	86.4	81	13.6
25-34	4,996	850	17.0	701	82.5	149	17.5
35-44	5,487	425	7.7	355	83.6	70	16.4
45-54	4,250	205	4.8	175	85.6	*	*
55 and over	2,945	87	2.9	74	85.0	*	*
16 and over†	21,478	2,268	10.6	1,918	84.5	351	15.5
Other**	273	161					
All persons**	21,751	2,429					

* Less than 50,000 in cell: estimate not shown.
 † Persons resident in specified regions of Great Britain both in 1986 and 1987, as included in the Great Britain totals in table 9.
 ** See corresponding footnote to table 9. Source: 1987 LFS estimates

Figure 5 Changes of address between spring 1986 and spring 1987 : persons in Great Britain aged 16 and over in 1987 in employment at both dates, by changes of employer, age and highest qualification held*

Percentage of persons in group with change of address between 1986 and 1987



*Results by highest qualification relate to persons of working age (16-64/59 years): the overall percentage for all persons of working age (including those with qualifications not stated) is 11%.

†Includes persons for whom information on employer changes is incomplete.

Source: 1987 LFS estimates (see also tables 12, 13 and 14)

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Table 13 Residential and regional mobility, by highest qualification held

Highest qualification held (in spring 1987)	All residents of working age†		Those who changed address between spring 1986 and spring 1987		Those who moved within same region		Those who moved between regions	
	Thousands	Thousands	Per cent of all residents	Thousands	Per cent of all who changed address	Thousands	Per cent of all who changed address	
Degree or equivalent	2,015	315	15.6	231	73.4	84	26.6	
Higher education below degree level	1,414	164	11.6	131	80.3	*	*	
GCE A level or equivalent	5,349	631	11.8	535	84.7	96	15.3	
GCE O level or equivalent	3,447	471	13.7	401	85.2	70	14.8	
CSE below grade 1	924	124	13.4	112	90.1	*	*	
Other qualifications	1,233	102	8.3	86	83.6	*	*	
No qualification	6,241	421	6.7	386	91.9	*	*	
All qualification levels**	20,871	2,253	10.8	1,905	84.5	348	15.5	
Other‡	270	160						
All persons‡	21,141	2,414						

* Less than 50,000 in cell: estimate not shown.
 † Males aged 16-64 and females aged 16-59.
 ** Persons of working age resident in specified regions of Great Britain both in 1986 and 1987. Includes those for whom highest qualification level was not stated (249,000 in all). For details of qualification levels, see *Employment Gazette*, October 1988, p 563.
 ‡ See corresponding footnote to table 9: the figures quoted there are marginally higher than apply for this table.

Source: 1987 LFS estimates

Table 14 Residential and regional mobility and changes of employer, by region of residence

Changes of employer between spring 1986 and spring 1987/Region of residence in spring 1986	All residents		Those who changed address between spring 1986 and spring 1987		Those who moved within same region†	
	Thousands	Thousands	Per cent of all residents	Thousands	Per cent of all who changed address	Per cent of all who changed address
With same employer						
North	1,018	88	8.7		90.4	
Yorkshire and Humberside	1,661	160	9.6		89.9	
East Midlands	1,397	122	8.7		88.9	
East Anglia	712	75	10.5		88.0	
South East	6,161	640	10.4		93.9	
Greater London	2,331	232	9.9		80.7	
Rest of South East	3,831	408	10.7		89.0	
South West	1,609	159	9.9		88.7	
West Midlands	1,776	138	7.8		88.0	
North West	2,102	178	8.5		94.0	
Wales	845	56	6.6			
Scotland	1,699	141	8.3		93.5	
Great Britain	18,980	1,757	9.3		88.7	
Other**	198	102				
All persons**	19,178	1,860				
With different employer						
North	89	*	*		*	
Yorkshire and Humberside	174	*	*		*	
East Midlands	137	*	*		*	
East Anglia	83	*	*		*	
South East	896	199	22.3		84.2	
Greater London	344	84	24.4		66.9	
Rest of South East	551	115	20.9		77.2	
South West	183	51	27.6		*	
West Midlands	181	*	*		*	
North West	206	*	*		*	
Wales	79	*	*		*	
Scotland	132	*	*		*	
Great Britain	2,159	474	22.0		69.2	
Other**	69	57				
All persons**	2,228	531				
All employer status combinations‡						
Great Britain††	21,478	2,268	10.6		84.5	
Other**	273	161				
All persons**	21,751	2,429				

* Less than 50,000 in cell: estimate not shown.
 † A total of 351,000 persons moved between regions in Great Britain: see footnote to table 9. Of these, 198,000 remained with the same employer and 146,000 had a change of employer (the remainder were persons whose employer details were not fully stated), with flows from particular regions accounting for less than 50,000 persons each.
 ** Includes respondents whose region of residence (in Great Britain) in spring 1987 was known but who in spring 1986 were living outside Great Britain or in a Great Britain region not specified. Numbers in this group are given, for all employer status combinations, in the corresponding footnote to table 9.
 ‡ Includes those persons whose employer details were not fully stated (345,000 in all).
 †† A regional analysis is given in table 9.

Source: 1987 LFS estimates

Annex

The Labour Force Survey (LFS)

The LFS estimates in this article are based on interviews with members of about 60,000 private households throughout Great Britain during March, April and May 1987 (about one in every 350 private households).

The sample design and field work for the survey was carried out for the Department of Employment by the Social Survey Division of the Office of Population Censuses and Surveys (OPCS).

The questionnaire covered household size and structure, accommodation details, basic demographic characteristics such as age and sex and, for people aged 16 and over, details of economic activity. The latter was established by asking about paid work, job search and so on, during a specified reference period, normally one or four weeks (depending on topic) immediately prior to the interview. In addition, some questions were asked about respondents' circumstances a year earlier: information from these recall questions forms the basis of the present article.

If any household member was unavailable for interview, information for that person could be provided by a related adult member of the same household.

The results of the LFS are based on information provided voluntarily and in strict confidence by members of the public. Information is only released in a form which makes it impossible to identify individuals or their households or addresses.

Fuller details of the 1987 LFS are contained in a technical note in the March 1988 issue of *Employment Gazette* (p 157).

Survey frequency

From 1973 to 1983 the LFS was conducted in alternate years, but since 1984 it has been carried out annually. From spring 1992 a full survey will be conducted each quarter (the Enhanced Labour Force Survey), with the same sample size each quarter as the present annual survey. In addition to giving more frequent and timely results, the design of the survey—with an 80 per cent overlap between the samples interviewed in successive quarters—will provide direct, and hence more reliable, data on mobility without recourse to recall information.

Concepts and definitions

People in employment are those aged 16 and over who did some paid work in the reference week (whether as an employee or self-employed), those who had a job that they were temporarily away from (on holiday, for example) and those on government employment and training programmes. In 1987 these programmes included the Youth Training Scheme, Community Industry, the Community Programme and the Voluntary Projects Programme, together with training courses under the Job Training Scheme, Training for Enterprise and the Wider Opportunities Training Programme which involved some paid work in the

reference week. Unemployed people (at the time of the survey in 1987, based on the internationally recognised ILO measure of unemployment) are those aged 16 and over without a paid job who said they were available to start work in the next two weeks and who either had looked for work at some time during the four weeks prior to interview or were waiting to start a job they had already obtained. The economically active population, or labour force, comprises people in employment together with unemployed people. The economically inactive population comprises people who are neither in employment nor unemployed. Information about the data on the highest qualifications held by survey respondents in spring 1987 is contained in a technical note in the October 1988 issue of *Employment Gazette* (p 563). These data on qualifications are for people of working age, males aged 16-64 and females aged 16-59.

Survey respondents who were employees provided information about their employer's sphere of industrial activity: this was coded according to the 1980 Standard Industrial Classification which is used to provide a consistent industrial breakdown for UK official statistics generally. The classification comprises 334 'Activity Headings' which may be progressively combined to give 222 Groups, 60 Classes and 10 Divisions. The ten Divisions may be further combined to give industrial sectors: in table 5 these are manufacturing (Divisions 2-4), services (Divisions 6-9) and other industries (Divisions 0, 1 and 5). Full details of the 1980 SIC are published by HMSO, but many of the industries are identified in tables regularly included in the Labour Market Data section of *Employment Gazette*.

Survey respondents who were in employment provided information about their occupation which was coded according to the OPCS 1980 Classification of Occupations. This classification comprises some 548 occupation codes which may be systematically combined under 161 occupational unit group headings. These latter have been used in the assessment of respondents' occupation changes between 1986 and 1987 (see text), and may be further combined to give 16 occupational Orders or 6 broad occupational groups. The broad groupings are still further aggregated in table 6 to show manual and non-manual occupations. Full details of the classification are published by HMSO.

The standard regions (in England) and countries (Wales and Scotland), listed in tables 9 and 14 and shown on the map in figure 4, are based on boundaries as constituted after the April 1974 reorganisation of English local government, with Greater London distinguished from the rest of the South East. The same breakdown is commonly used as a basis for the regional analysis of official statistics. In tables 10 and 11 (and part of table 9) many of the regions are aggregated, to enable more results based on adequate samples to be shown.

Survey respondents were asked whether their address was the same as a year earlier, and if not, the previous address was noted. However, the survey provides only limited additional information about changes of

Annex (continued)

address. Although the interviews conducted by the OPCS collected details of people's addresses both in spring 1986 and spring 1987, the data made available to the Department of Employment (and others) for analysis are coded to preserve confidentiality. From the coded data it is possible to identify the standard region (or country) of residence, and moves within a region can thus be distinguished from those between regions.

As noted in the text (and also below), estimates in this article are based on recall data which are subject to greater uncertainty than most collected in the LFS. In recognition of this uncertainty, estimates are not shown in the tables and figures where they are based on *small samples* corresponding to less than 50,000 people in a cell after grossing up (rather than the usual 10,000).

The various *percentage distributions* shown in the present article are calculated, unless otherwise indicated, after excluding those (usually small) groups of respondents for whom information on the relevant topic was not stated.

Information for spring 1986 and spring 1987

The analyses of labour market change or mobility are based on certain items of information which were collected from respondents at the time of the survey, both in respect of their current situation (spring 1987) and their situation a year earlier (spring 1986). These items of information cover economic status, employment status, employer, occupation and industry, and also whether there was a change of address, or region of residence. All other items of data cited relate

to spring 1987. The information for spring 1987 is based on the usual conventions and definitions (see above), but that for spring 1986 is, on the other hand, based on respondents' recall and on self-assessment. It is therefore subject to people's memory and their own interpretation of their situation a year before, and likely to be on a somewhat different basis from the information for spring 1987, somewhat less reliable and subject to a greater degree of uncertainty and non-response. The more important reservations associated with making comparisons of the data for 1986 and 1987 are highlighted at appropriate points in this article, in both the commentary and the tables and in the supporting footnotes: in particular, estimates for 1986 presented in this article will differ from corresponding figures derived directly from the 1986 LFS, while the unemployment estimates for that date are based on respondents' self-assessment rather than the ILO definition. Estimates based on samples of less than 50,000 people (after grossing up) are not quoted, and the text refers to figures in more rounded terms than is usual in articles based on LFS data.

Contact for further information

Further information about the analyses presented in this article is available on request from Statistical Services Division C3, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF (tel: 071-273 5588).



Graduates were more likely than other employed people to move from one region to another.

Photo: Brenda Prince/Format.

Labour Market Data

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Publication dates of main economic indicators Aug–Oct 1991

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

August 15, Thursday
September 12, Thursday
October 17, Thursday

Retail Prices Index

August 16, Friday
September 13, Friday
October 11, Friday

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

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

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

Commentary

Labour market commentary

Summary

The workforce in employment in the United Kingdom was 26,394,000 in March 1991. This represents a fall of 253,000 in the first quarter of 1991 and a fall of 495,000 since June 1990 when the current downward trend began.

The number of employees employed in manufacturing industry in Great Britain, at 4,810,000, is estimated to have fallen by 46,000 in May 1991. Employment in manufacturing fell by 257,000 over the year to May 1991, compared with a fall of 36,000 in the previous 12 months.

Unemployment in the UK (seasonally adjusted) rose by 59,700 between May and June 1991 to 2,301,000. This was the fifteenth consecutive month that unemployment has risen following the continuous fall over 44 months to March 1990. The level is now 694,000 higher than in March 1990 when the current upward trend began, and unemployment is now

at its highest level since May 1988 (2,343,800). The unemployment rate in June 1991 was 8.1 per cent of the workforce, an increase of 0.2 percentage points from the rate for May.

The underlying rate of increase in average earnings in Great Britain in the year to May 1991 was 8½ per cent (provisional estimate). This is the fifth consecutive monthly fall of a ¼ percentage point and average earnings are now ¾ per cent lower than July 1990 peak.

Output for the manufacturing sector in the three months ending May 1991 was 6½ per cent lower than in the three months ending May 1990. Unit wage costs in manufacturing in the three months to May 1991 were 11¼ per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 5.8 per cent in June 1991, the same as that for the year to May 1991.

It is provisionally estimated that

0.8 million working days were lost through stoppages of work due to industrial disputes in the 12 months to May 1991. This compares with 5.1 million days lost in the previous 12 months and an annual average over the ten year period ending May 1990 of 6.3 million days.

Overseas residents made an estimated 1,260,000 visits to the United Kingdom in April 1991, while United Kingdom residents made about 2,800,000 visits abroad.

Economic background

The latest estimates for the United Kingdom economy show that *Gross Domestic Product* (GDP) in the first quarter of 1991 was ½ per cent lower than in the previous quarter, and was 2½ per cent lower than in the same quarter of 1990.

Output of the production

industries in the three months to May 1991 decreased by 1 per cent compared with the previous three months, and was 5½ per cent lower than in the same period a year earlier.

Manufacturing output in the three months to May 1991 was 1 per cent lower than in the previous three months and 6½ per cent lower than in the same period a year earlier. Within manufacturing, between the two latest three-month periods, there were falls of 4 per cent in the output of textiles and clothing, 2 per cent in the output of engineering and allied industries, 1 per cent in the metals industry and 'other manufacturing'. The output of food, drink and tobacco and 'other minerals' was almost unchanged and the chemicals industry increased by 2 per cent.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the three months to May 1991 output was 1 per cent lower than in the previous three months and 2 per cent lower than in the same period a year earlier.

Latest estimates suggest that in the first quarter of 1991 *consumers' expenditure* was £67.8 billion (at 1985 prices and seasonally adjusted), ½ per cent above the level of spending of the previous quarter but ½ per cent lower than the same period a year earlier.

The provisional June 1991 estimate of the volume of *retail sales* showed a rise from the figures for May and April. Over the period April 1991 to June 1991, sales were 1 per cent lower than in the previous three months (after seasonal adjustment) and 2 per cent lower than in the same period a year earlier.

New credit advanced to consumers in May 1991 (excluding loans by banks on personal accounts, by insurance companies and by retailers) was estimated to have been £4.0 billion (seasonally adjusted), compared with £4.3 billion in April and £3.8 billion in March 1991. *Total consumer credit* outstanding at the end of the first quarter of 1991 is estimated to have been £51.5 billion (seasonally adjusted), £0.8 billion less than at the end of the fourth quarter of 1990.

Fixed investment (capital expenditure, see table 0-1 note 8 for definition), in the first quarter of 1991 at constant prices, was estimated to have been 3 per cent

lower than in the previous quarter and 10 per cent lower than the same period a year earlier. *Fixed investment by the manufacturing industries* (including leased assets and seasonally adjusted) for the first quarter of 1991 was 6 per cent lower than in the previous quarter and over 16 per cent lower than in the first quarter of 1990.

The provisional estimate of *stockbuilding by manufacturers, wholesalers and retailers* in the first quarter of 1991 (at 1985 prices and seasonally adjusted) indicates a fall of £600 million following a fall of £500 million in the previous quarter. *Manufacturers* reduced their stocks by £433 million following a fall of £1,317 million in the previous quarter. *Wholesalers' stocks* fell by £188 million in the first quarter following a fall of £199 million in the previous quarter. *Retailers' stocks* by 189 million following an increase of £81 million in the previous quarter.

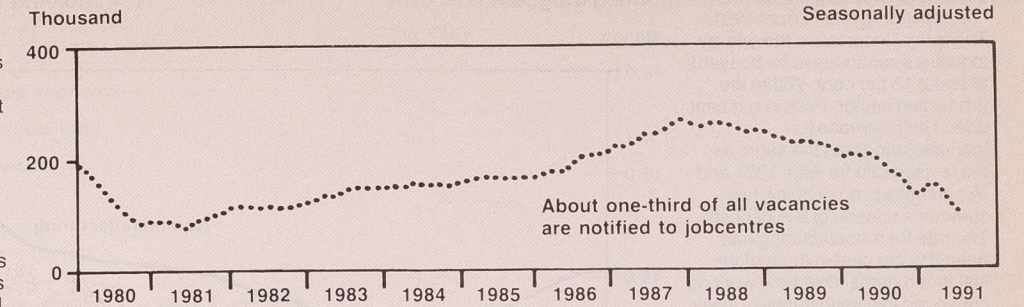
Visible trade in the three months to June 1991 was in deficit by £2.1 billion, compared with £2.8 billion in the previous three months. The surplus on trade in oil was £0.2 billion in the three months to June while the deficit on non-oil trade fell by £0.7 billion to £2.4 billion.

The *volume of exports* in the three months to June 1991 was 2½ per cent higher than in the previous three months and ½ per cent higher than a year earlier. *Import volume* in the three months to June 1991 was 1 per cent higher than in the previous three months but 5 per cent lower than a year earlier.

The *current account of the balance of payments* in the three months to June 1991 was estimated to have been in deficit by £0.9 billion, compared with a deficit of £2.6 billion in the previous three months.

Sterling's effective Exchange Rate Index (ERI) for June 1991 was 90.2 (1985=100) 1½ per cent lower than May 1991. The currency fell by 4½ per cent against the US dollar, by 3 per cent against the Japanese yen, and by 1 per cent against the deutschemark. ERI has changed little on June 1990; over the period sterling rose by 2 per cent against the deutschemark, but fell by 3½

JOBCENTRE VACANCIES: United Kingdom



per cent against the US dollar and by 12 per cent against the Japanese yen.

On July 12, 1991 the UK *base lending rate* was reduced from 11.5 per cent to 11 per cent which follows the ½ per cent reduction announced on May 24.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in June 1991 is provisionally estimated to have been £1.4 billion. Privatisation proceeds were £1.1 billion in June 1991. The PSBR excluding privatisation proceeds was £9.2 billion in the first three months of 1991-92, compared with £5.8 billion in the same period last year.

Employment

New figures are available this month for the United Kingdom workforce in employment for March 1991 and for employees in the production industries in Great Britain in May 1991.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 26,394,000 in March 1991. This represents a fall of 434,000 in the year of which 253,000 occurred in the final quarter. It is now 495,000 lower than in June 1990 when the current downward trend began.

New figures this month estimate that the number of employees employed in manufacturing

industry in Great Britain fell by 46,000 in May 1991 to 4,810,000. This follows falls of 16,000 in April, 45,000 in March and 32,000 in February 1991. Over the year to May 1991, employment in manufacturing industries fell by 257,000 compared with a fall of 36,000 in the previous year.

The number of employees in the energy and water supply industries in Great Britain rose by 2,000 in May 1991 to 440,000. This follows falls of 4,000 in March and 2,000 in April 1991.

Overtime working by operatives in manufacturing industries in Great Britain fell to 10.16 million hours per week worked in May 1991. In recent months there has been some levelling in the sharp downward trend.

The number of hours lost through short-time working in manufacturing industries in Great Britain fell in May 1991 to 1.02 million hours per week but the level still remains very high.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) rose slightly to 99.1 in May 1991 compared with 98.7 in April 1991.

Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom increased by 59,700

between May and June 1991 to 2,301,000. This was the fifteenth consecutive month that unemployment has risen, but was the smallest monthly increase since January 1991. The level is now 694,000 higher than in March 1990 when the current upward trend began, and unemployment is now at its highest level since May 1988 (2,343,800). The unemployment rate in June 1991 was 8.1 per cent of the workforce, an increase of 0.2 percentage points from the rate for May.

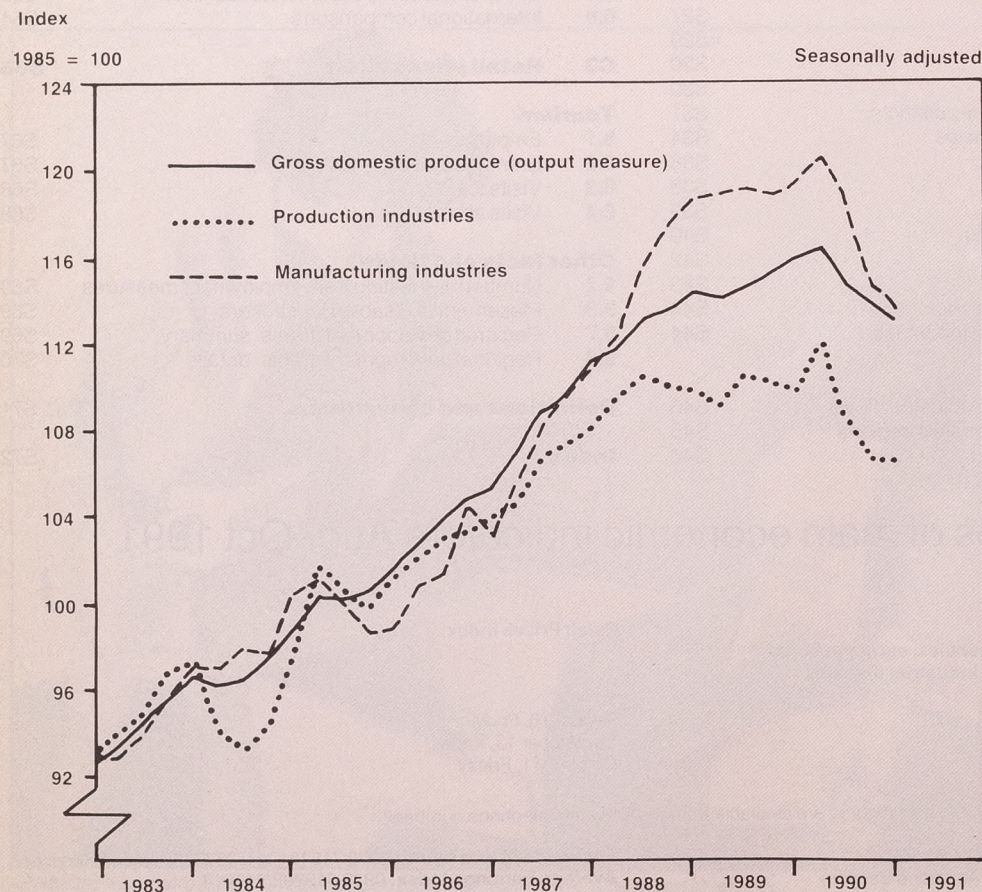
Total unemployment increased among both men and women in all regions of the UK between May and June 1991. The rises in June were smaller than those seen in recent months in all regions.

The unemployment rate is higher than a year ago in all regions of the UK. There has been an increase in the United Kingdom rate in the 12 months to June 1991 of 2.4 percentage points.

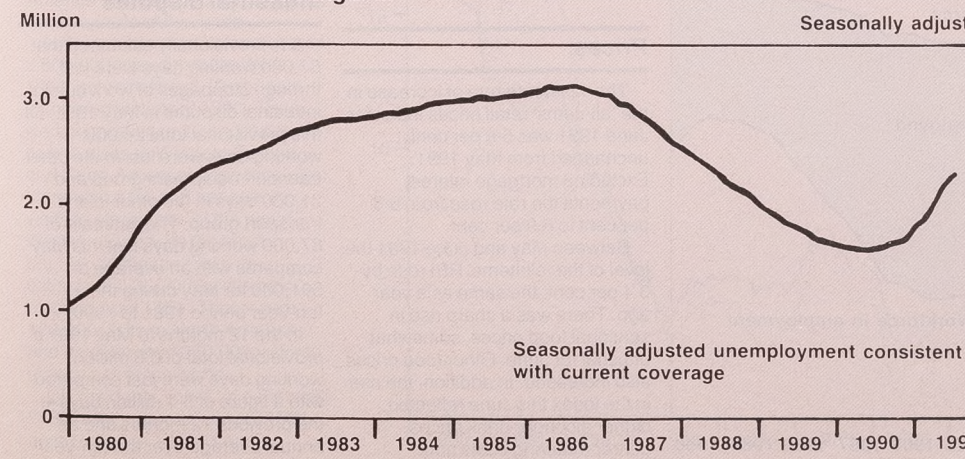
The UK unadjusted total of claimants increased by 27,229 between May and June 1991 to 2,241,013 or 7.9 per cent of the workforce, an increase of 0.1 percentage points from the rate for May 1991.

The number of vacancies remaining unfilled at jobcentres (UK seasonally adjusted) fell by 8,000 between May and June 1991 to 102,600, the lowest level since November 1981 (102,500). The fall this month was mainly concentrated in the South East (including Greater London) and the South West.

OUTPUT INDICES: United Kingdom



UNEMPLOYMENT: United Kingdom



Average earnings

The underlying rate of increase in average earnings in the year to May 1991 was provisionally estimated to be 8½ per cent, ¼ percentage point lower than the rate for April 1991. This fifth successive monthly decline of ¼ percentage point in the underlying rate of growth means that since December 1990 the rate has fallen faster than at any time since the summer of 1982. The underlying rate is now 1¾ percentage points below the peak rate of 10¼ per cent recorded in July 1990.

In the production industries the provisional underlying increase in average earnings in the year to

May 1991 was 9¾ per cent, ¼ percentage point up on the corresponding rate in April 1991. The rate of increase in the energy industries continues to be buoyant at about 13 per cent. Within the production sector, the 8¾ per cent underlying increase for manufacturing was the same as the revised rate for April 1991 and ¾ percentage point below last summer's plateau of 9½ per cent. The rate for manufacturing has been 8¾ per cent in three of the last four months. Overtime working continued to be substantially lower than a year earlier, but the sharp decline in the spring now shows signs of levelling off.

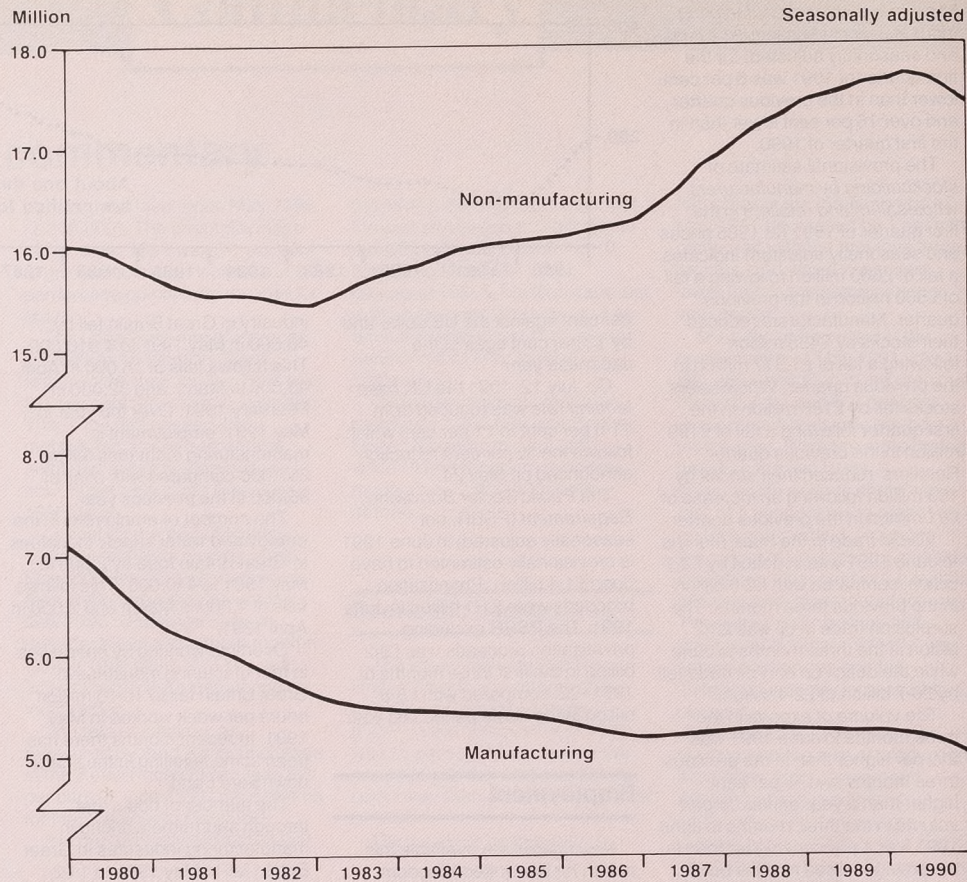
The provisional estimate for the underlying increase in average earnings in service industries in the year to May 1991 is 8 per cent, ¼ percentage point below the rate in April 1991 (which has been revised down from 8½ to 8¼ per cent). The rate is 2 percentage points below the 10 per cent peak of last summer, and was last lower than 8 per cent in September 1987. Major bonus payments in May 1991 were only about half the level of a year earlier, and settlements paid in May were mainly lower than in May 1990.

Productivity and unit wage costs

For the three months ending May 1991, manufacturing output was 6½ per cent below the level for the corresponding period of 1990. With employment levels falling by 4¼ per cent over the last year, productivity in output per head terms showed a fall of nearly 2½ per cent, the largest rate of decline since March 1981. However, productivity in the three months to May was 1 per cent higher than in the previous three months.

Wages and salaries per unit of

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



output in manufacturing in the three months to May 1991 were 11¼ per cent higher than in the same period a year earlier. This compares with 11½ per cent recorded for four of the previous five months. The 11¼ per cent increase resulted from the 8½ per cent increase in average earnings (in seasonally adjusted terms) and the 2½ per cent fall in productivity. Productivity figures for the whole economy in the first quarter of

1991 show that output per head was nearly 1 per cent lower than in the same quarter of 1990. Output fell by 2¼ per cent in the year to the first quarter of 1991 but this was accompanied by a 1½ per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the first quarter of 1991 showed an increase of 10 per cent on the first quarter of 1990. This was ½ percentage point lower than the rate in the previous quarter, and 1 percentage point below the 11 per cent peak rate of the third quarter of 1990.

continuing phased increases for electricity and gas. In contrast there was a further fall in mortgage interest rates.

The annual rate of increase in the tax and price index out for the output of manufactured products is provisionally estimated at 5.7 per cent for June 1991, down from the 6.0 per cent recorded for May. The index of prices of materials and fuels purchased by manufacturing industry rose by 1.2 per cent over the year to June 1991, compared with a 12-month fall of 0.4 per cent for May.

Industrial disputes

It is provisionally estimated that 87,000 working days were lost through stoppages of work due to industrial disputes in May 1991. Of this provisional total 24,000 working days were lost in the other transport equipment group and 21,000 days in the other inland transport group. The estimate of 87,000 working days lost this May compares with an average of 501,000 for May during the ten-year period 1981 to 1990.

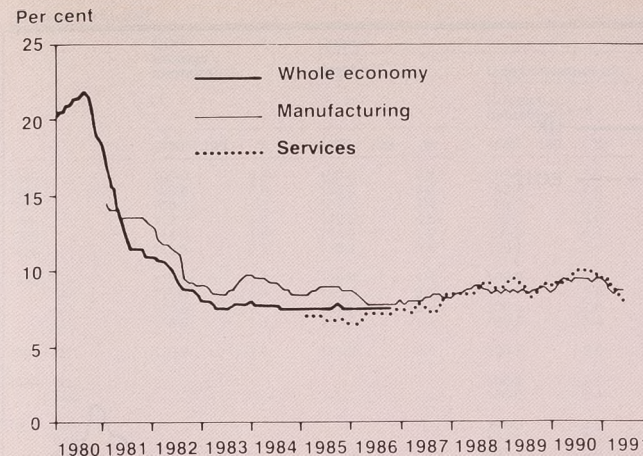
In the 12 months to May 1991 a provisional total of 0.8 million working days were lost compared with a figure of 5.1 million days in the previous 12 months and an annual average over the ten-year

Prices

The 12-month rate of increase in the 'all-items' retail prices index for June 1991 was 5.8 per cent, unchanged from May 1991. Excluding mortgage interest payments the rate rose from 6.6 per cent to 6.9 per cent.

Between May and June 1991 the level of the 'all-items' RPI rose by 0.4 per cent, the same as a year ago. There was a sharp rise in seasonal food prices, somewhat unusual for June. Other food prices also increased. In addition, the rise in the index this June reflected higher alcoholic drink prices, dearer motoring costs and

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



After 1986 the whole economy rate closely follows that for services; it has been omitted from this chart to maintain clarity, but is shown in full on Chart C2.

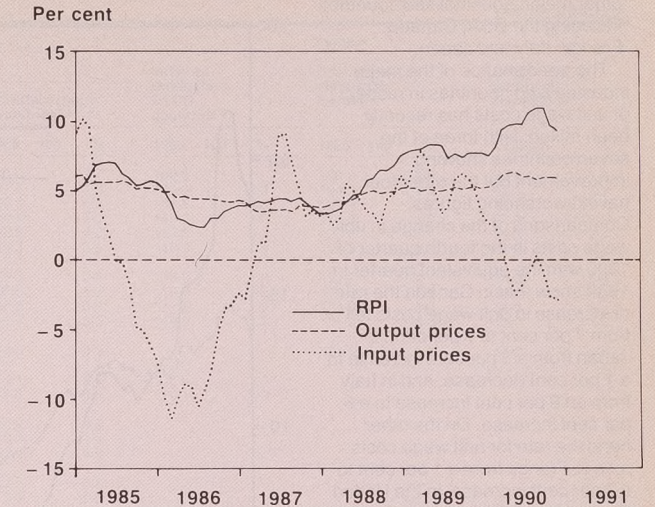
period ending May 1990 of 6.3 million days. The 0.8 million days lost in the 12 months to May 1991 is the lowest 12-month total since the year to April 1942.

During the 12 months to May 1991 a provisional total of 483 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 674 stoppages in the 12 months to May 1990 and an annual average in the ten-year period ending May 1990 of 1,101 stoppages in progress.

compared to April 1990, while overseas residents spent an estimated £460 million in the UK, a decrease of 14 per cent compared to April 1990. This resulted in a balance of payments' deficit on the travel account of £325 million for April 1991.

During the first four months of 1991 overseas visitors to the UK decreased by 15 per cent compared with the same period of 1990, to 4,040,000. The number of visits by UK residents going abroad during the first four months of 1991, at 8,060,000, was 3 per cent higher when compared with the same period a year earlier. Overseas residents' expenditure in the UK decreased by 20 per cent to £1,540 million, while UK resident's

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



expenditure abroad increased by 5 per cent compared with the previous year, to £2,505 million.

In the 12 months ending April 1991, the number of visits to the UK by overseas residents fell by 1 per cent, to 17,220,000. The number of visits abroad by UK residents remained virtually unchanged compared with the previous 12 months, at 31,250,000. Expenditure by overseas residents in the 12 months to April 1991 rose by 2 per cent compared with the previous 12 months to £7,350 million. Over the same period, expenditure by UK residents going abroad rose by 4 per cent to £9,935 million. As a result, the deficit on the travel account of the balance of

payments for the 12-month period ending in April 1991 was £2,585 million, an increase of 11 per cent compared with the previous 12 months.

International comparisons

The latest international comparisons show that the unemployment rate in the United Kingdom remains lower than that for a number of our European Community partners (France, Italy, Spain, and Ireland) and it is also lower than in Canada and Australia.

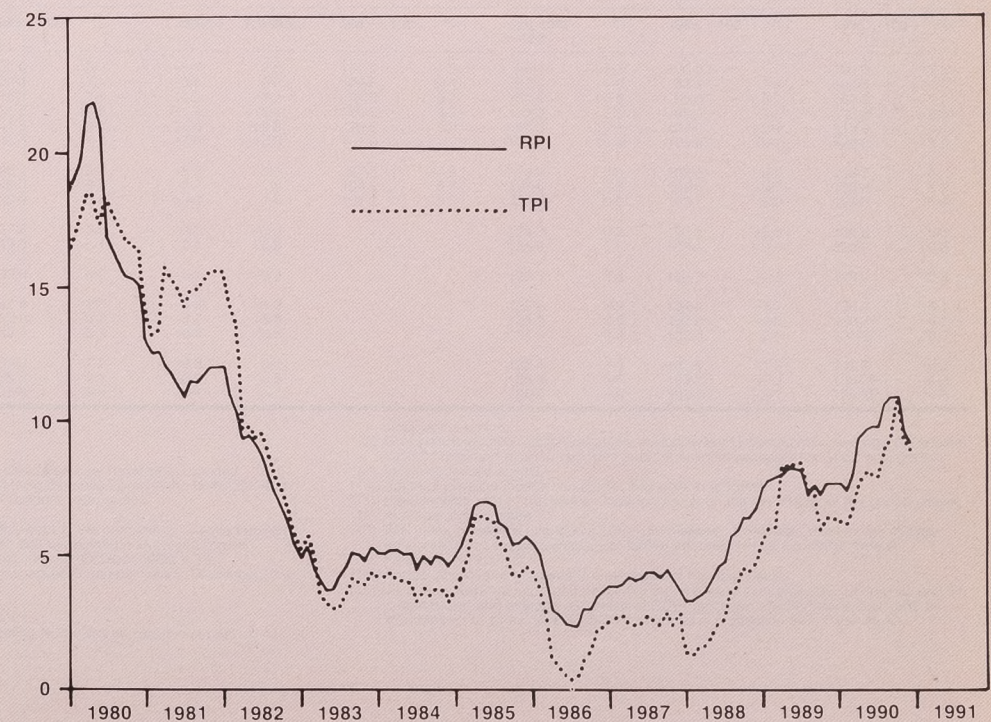
Overseas travel and tourism

It is provisionally estimated that there were 1,260,000 visits to the UK by overseas residents in April 1991, which was 11 per cent lower than the figure for April 1990. There were falls of 11 per cent in visits from Western Europe, 19 per cent in visits from North America, and 7 per cent in visits from other parts of the world. Of the total number of visits, 870,000 were by residents of Western Europe, 190,000 by residents of North America and 200,000, by residents of other parts of the world.

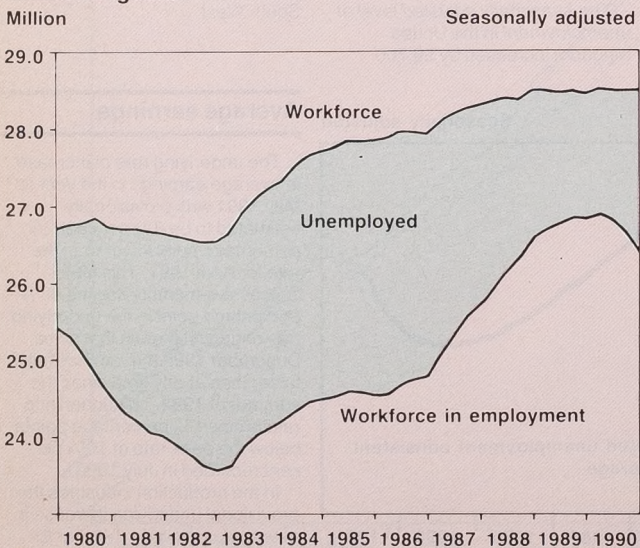
UK residents made an estimated 2,800,000 trips abroad in April 1991, an increase of 10 per cent compared with April 1990. There were increases of 12 and 6 per cent in visits to Western Europe and North America respectively but there was a fall of 3 per cent in visits to other parts of the world. Western Europe is the most popular destination with an estimated 2,360,000 visits being made in April 1991. There were 180,000 visits to North America and an estimated 260,000 visits to other parts of the world.

UK residents spent an estimated £785 million abroad in April 1991, an increase of 13 per cent

RPI AND TPI: United Kingdom, increases over previous year



WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom

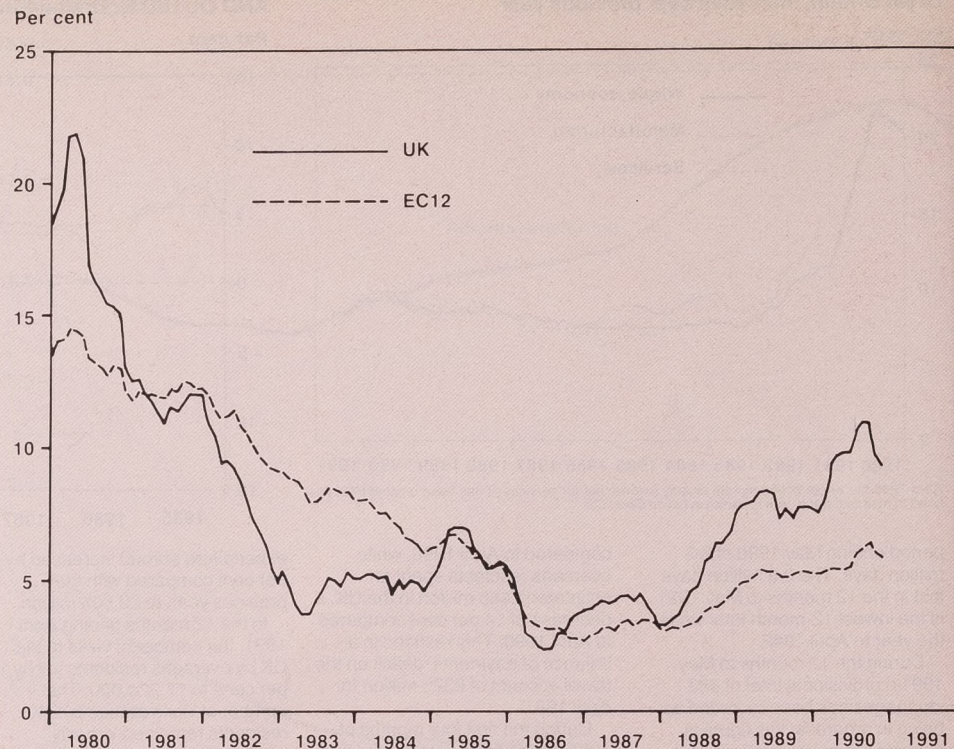


There have also been recent rises in unemployment in most other major industrialised countries including the USA, Canada, France, Italy and Japan.

The performance of the major industrialised countries in respect of unit wage costs has recently been mixed, with three of the seven countries showing improvement but the other four having worsening figures. Comparisons of the change in unit wage costs in the fourth quarter of 1990 with the equivalent quarter in 1989 show that in Canada the rate of increase in unit wage costs fell from 7 per cent to 5 per cent, in Japan from a 2 per cent increase to a 1 per cent decrease, and in Italy from an 8 per cent increase to a 6 per cent increase. On the other hand the rate for unit wage costs rose in France from a 1 per cent to a 3 per cent increase, in the United States from no change to a 1 per cent increase, and in Germany from a 1 per cent to a 2 per cent increase. Productivity growth in the United Kingdom declined over this period while earnings growth continued leading to a rise in the rate of increase of unit wage costs from 7 per cent in the fourth quarter of 1989 to 11 per cent in the fourth quarter of 1990, remaining at 11 per cent in the first quarter of 1991.

In EC countries there was a provisional average rise in consumer prices of 4.9 per cent over the 12 months to May 1991, compared with 5.8 per cent in the

CONSUMER PRICES INDICES: Increases over previous year



UK. Over the same period consumer prices rose in France by 3.3 per cent (provisional) and in West Germany by 3.0 per cent, while outside the EC, consumer

prices rose by 5.0 per cent in the United States, 6.2 per cent in Canada and 3.2 per cent in Japan (provisional).

It should be noted that these

comparisons can be affected by variations in the way national indices are compiled. In particular the treatment of housing costs differs between countries.

BACKGROUND ECONOMIC INDICATORS* 0.1

Seasonally adjusted

UNITED KINGDOM

	GDP average measure ^{2,15}		Output GDP ^{3,4,15}				Index of output UK		Index of production OECD countries ¹		Income		Real personal disposable income		Gross trading profits of companies ⁷	
	1985 = 100 %		1985 = 100 %		1985 = 100 %		1985 = 100 %		1985 = 100 %		1985 = 100 %		£ billion %			
		%		%		%		%		%		%		%		%
1985	100.0	3.8	100.0	3.4	100.0	5.5	100.0	2.7	100.0	1.0	100.0	2.7	36.4	31.9		
1986	103.6	3.6	103.2	3.2	102.4	2.4	101.3	1.3	101.0	1.0	104.5	4.5	42.1	15.7		
1987	108.1	4.3	107.7	4.4	105.7r	3.2	106.6	5.2	104.8	3.8	107.8	3.2	48.7	15.7		
1988	112.7r	4.3	112.5r	4.5	109.5	3.6	114.1r	7.0	110.7	5.6	114.3r	6.0	57.9r	18.9		
1989	114.7	1.8	114.6	1.9	109.9	0.4	118.9	4.2	114.8	3.7	120.8	5.7	59.3	2.4		
1990	115.3	0.5	115.3	0.6	109.2	-0.6	118.3	-0.5	116.9	1.8	126.8	5.0	57.8	-2.5		
1990 Q1	116.0r	1.2	116.0	1.4	109.8	0.2	119.3	0.5	115.8	1.8	122.7r	4.1	14.3r	-8.9		
Q2	116.5	2.0	116.4	2.1	111.9	2.6	120.5	1.3	116.7	1.8	122.8	1.9	14.9	-		
Q3	114.8	-	114.8	0.2	108.5	-1.8	118.8	-0.5	117.9	2.5	124.0	3.3	14.9	-2.8		
Q4	113.9	-1.3	113.9	-1.1	106.6	-3.4	114.7	-3.5	116.9	1.3	125.2	3.6	13.7	-3.5		
1991 Q1	113.2	-2.4	113.2	-2.4	106.5	-3.0	113.5	-4.9	...	...	124.5	1.5	13.5	-5.6
1990 Nov	106.2	-2.7	114.1	-2.4	116.8	2.1	
Dec	105.6	-3.4	114.3	-3.5	116.1	1.3	
1991 Jan	105.3	-3.9	114.2	-3.9	
Feb	107.1	-3.4	113.0	-4.4	
Mar	107.1	-3.0	113.2	-4.9	
Apr	104.2	-4.1	112.7	-5.8	
May	103.7	-5.4	112.3	-6.5	
Jun	
Jul	
Aug	
Sep	
Oct	
Nov	
Dec	
1991 Q1	
Q2	
Q3	
Q4	
1990 Q2	69.0r	1.8	121.3	1.3	16.1r	2.5	2.7r	-	20.0r	4.7	-0.41r	15	88.6	-5.3		
Q3	68.1	0.7	120.3	0.5	15.4	-0.6	2.6	-3.7	19.8	1.0	0.02	15	94.2	2.7		
Q4	67.5	-0.9	119.1	-1.2	15.2	-3.2	2.5	-10.7	19.7	1.5	-0.49	14	94.1	6.8		
1991 Q1	67.8	-0.7	120.1	-0.6	14.9	-9.1	2.4	-14.3	19.6	0.5	-0.58	13	93.8	6.5		
Q2	...	...	119.0	-1.9	...	...	...	...	...	...	...	13	91.4	3.2
1991 Jan	...	...	118.6	-1.3	...	...	...	...	...	...	...	14	94.1	7.4
Feb	...	...	118.5	-1.8	...	...	...	...	...	...	...	13	94.3	6.7
Mar	...	...	122.8	-0.6	...	...	...	...	...	...	...	12.5	92.9	6.5
Apr	...	...	118.8	-1.0	...	...	...	...	...	...	...	12	92.3	6.0
May	...	...	118.2	-1.2	...	...	...	...	...	...	...	11.5	91.7P	5.6
Jun	...	...	119.7P	-1.9	...	...	...	...	...	...	...	11.5	90.2P	3.2
Jul	...	...	...	...	...	...	...	...	...	...	...	11.0	...	...
Aug	
Sep	
Oct	
Nov	
Dec	
1990 Q2	126.6	11.3	146.4	3.4	-5.3	-5.1	97.8	-2.9	119.2	8.0	103.5	-0.9	125.7	6.3		
Q3	123.7	5.2	142.0	-0.4	-3.7	-1.9	104.6	5.7	121.4	8.8	102.4	-0.7	126.8	5.9		
Q4	125.8	1.6	138.9	-0.6	-3.0	-1.6	104.2	8.3	123.5	9.8	103.7	-2.0	128.3	5.9		
1991 Q1	124.2	-0.5	137.9	-5.9	-2.8	-2.6	...	...	124.3	8.3	103.1	-2.5	130.8	6.3
Q2	127.0	0.3	139.0	-5.1	-2.1	-0.9	...	...	125.9	5.6	103.4	-0.1	133.2	6.0
1990 Dec	124.3	1.0	133.6	0.6	-0.9	-0.4	...	...	123.3	9.8	104.7	-2.0	128.7	5.9
1991 Jan	120.2	-1.4	141.5	-2.3	-1.3	-1.2	...	...	123.6	8.9	104.4	-2.7	130.2	6.1
Feb	125.8	-2.4	132.8	-3.8	-0.7	-0.6	...	...	124.3	8.6	102.3	-2.6	130.7	6.2
Mar	126.7	-0.5	139.4	-5.9	-0.8	-0.8	...	...	124.9	8.3	102.4	-2.6	131.6	6.3
Apr	124.8	0.2	139.9	-7.2	-0.8	-0.4	...	...	125.4	7.4	103.6	-1.9	132.9	6.2
May	...	...	138.3	-7.1	-0.9	-0.5	...	...	125.8	6.5	103.2P	-1.3	133.3P	6.2
Jun	...	...	138.8	-5.4	-0.4	-	...	...	126.5	5.6	103.3P	-0.1	133.3P	6.0

P=Provisional

R=Revised

r=Series revised from indicated entry onwards.

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

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

† Not seasonally adjusted.

- (1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.
- (2) For description of this measure see *Economic Trends*, October 1988, p 79.
- (3) New adjusted series. For details of the adjustments see *Economic Trends*, December 1990.
- (4) GDP at factor cost.
- (5) Production industries: SIC divisions 1 to 4.
- (6) Manufacturing industries: SIC divisions 2 to 4.
- (7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.

stock appreciation.

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

(9) Including leased assets.

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

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

(12) Average of daily rates.

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

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

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

1.1 EMPLOYMENT Workforce *

Quarter	Employees in employment †				Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ††	Workforce *
	Male		Female						
	All	Part-time	All	Part-time					
UNITED KINGDOM									
Unadjusted for seasonal variation									
1989 Mar	11,948		10,599		3,190	312	448	26,496	28,457 \$
June	11,992		10,668		3,253	308	462	26,684	28,427 \$
Sept	12,074		10,689		3,264	308	468	26,802	28,505 \$
Dec	12,080		10,807		3,274	306	450	26,917	28,556 \$
1990 Mar	12,015		10,701		3,284	306	436	26,743 R	28,388 \$ R
June	12,050		10,806		3,298	303	424	26,881	28,437 \$ R
Sept	12,069 R		10,756 R		3,298	303	413	26,840 R	28,514 \$ R
Dec	11,906 R		10,789 R		3,298	300	427	26,721 R	28,572 \$ R
1991 Mar	11,677		10,611		3,298	298	426	26,311	28,453 \$
UNITED KINGDOM									
Adjusted for seasonal variation									
1989 Mar	11,995		10,640		3,190	312	448	26,584	28,490
June	11,999		10,671		3,253	308	462	26,693	28,486
Sept	12,022		10,706		3,264	308	468	26,767	28,454
Dec	12,066		10,748		3,274	306	450	26,844	28,482
1990 Mar	12,061		10,741 R		3,284	306	436	26,828	28,436
June	12,057		10,807		3,298	303	424	26,890 R	28,510 R
Sept	12,019		10,776 R		3,298	303	413	26,810 R	28,483 R
Dec	11,892 R		10,730 R		3,298	300	427	26,648 R	28,493 R
1991 Mar	11,723		10,649		3,298	298	426	26,394	28,488
GREAT BRITAIN									
Unadjusted for seasonal variation									
1989 Mar	11,675	904	10,348	4,458	22,024	312	438	25,891	27,743 \$
Jun	11,718	923	10,416	4,494	22,134	308	452	26,076	27,714 \$
Sep	11,798	921	10,436	4,474	22,234	308	456	26,190	27,787 \$
Dec	11,804	972	10,550	4,604	22,354	306	438	26,301 R	27,841 \$ R
1990 Mar	11,742	938	10,447 R	4,560 R	22,188	306	423	26,130 R	27,677 \$
Jun	11,776 R	984	10,550	4,647	22,326 R	303	412	26,263	27,724 \$ R
Sep	11,794 R	955	10,500 R	4,573 R	22,294 R	303	398	26,217 R	27,792 \$ R
Dec	11,631 R	969 R	10,529 R	4,663 R	22,160 R	300	411	26,094 R	27,849 \$ R
1991 Mar	11,407	969	10,354	4,575	21,760	298	410	25,690	27,734 \$
GREAT BRITAIN									
Adjusted for seasonal variation									
1989 Mar	11,722	912	10,388	4,469	22,110	312	438	25,977	27,774
June	11,725	911	10,417	4,481	22,143	308	452	26,084	27,771
Sept	11,747	937	10,452	4,521	22,199	308	456	26,155	27,739
Dec	11,791	959	10,493	4,558	22,284	306	438	26,230	27,768
1990 Mar	11,787	948	10,485	4,570	22,272	306	423	26,214 R	27,723
June	11,783 R	971	10,551	4,635 R	22,334 R	303	412	26,271 R	27,794 R
Sept	11,744	973 R	10,519 R	4,621	22,264 R	303	398	26,187 R	27,763 R
Dec	11,617 R	955 R	10,472 R	4,618 R	22,089 R	300	411	26,023 R	27,771 R
1991 Mar	11,451	980	10,392	4,585	21,843	298	410	25,773	27,768

Definitions of terms used will be found at the end of the section.
 * Workforce in employment plus claimant unemployed.
 † Estimates of employees in employment for periods after September 1989 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (See the article on page 175 of the April 1991 issue of the *Employment Gazette*). For all dates, individuals with two jobs as employees of different employers are counted twice.
 ** Estimates of the self-employed up to mid-1990 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1990. The figures for June 1990 are carried forward for later dates pending the results of the 1991 Labour Force Survey. A detailed description of the derivation of the estimates is given in the article on page 197 of the April 1991 issue of *Employment Gazette*.
 ‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 †† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.
 ‡‡ Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page S6 of the August 1988 issue of *Employment Gazette*.
 § The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see tables 2.1 and 2.2 and their footnotes.

EMPLOYMENT 1.2 Employees in employment in Great Britain* THOUSAND

GREAT BRITAIN	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)		
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	
	SIC 1980 Divisions or classes		SIC 1980 Divisions or classes		SIC 1980 Divisions or classes		SIC 1980 Divisions or classes		
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665	
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652	
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276	
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033	
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048	
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007	
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022	
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727	
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907	
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087	
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936	
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848	
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	
1987 June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550	
1988 June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606	
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613	
July			5,103	5,096	5,557	5,549			
Aug			5,133	5,110	5,585	5,562			
Sept	22,234	22,199	5,144	5,109	5,591	5,557	6,657	6,621	
Oct			5,131	5,100	5,580	5,549			
Nov			5,131	5,101	5,581	5,550			
Dec	22,354	22,284	5,123	5,098	5,572	5,547	6,639	6,616	
1990 Jan			5,083	5,096	5,533	5,546			
Feb			5,063	5,086	5,535	5,535			
Mar	22,188	22,272	5,055	5,081	5,502	5,528	6,569	6,596	
Apr			5,032	5,072	5,480	5,520			
May			5,033	5,067	5,479	5,514			
June	22,326 R	22,334 R	5,046	5,068	5,489	5,511	6,550	6,569	
July			5,073	5,065	5,519	5,511			
Aug			5,077	5,053	5,524	5,499			
Sep	22,294 R	22,264 R	5,075	5,041	5,518	5,484	6,571	6,536	
Oct			5,058	5,028	5,504	5,473			
Nov			5,037	5,007	5,482	5,452			
Dec	22,160 R	22,089 R	4,994	4,969	5,437	5,412	6,464 R	6,442 R	
1991 Jan			4,936	4,949	5,381	5,394			
Feb			4,895	4,917	5,339	5,361			
Mar	21,760	21,843	4,846	4,872	5,286	5,312 R	6,275	6,302	
Apr			4,815 R	4,856 R	5,254 R	5,294 R			
May			4,775	4,810	5,216	5,250			
GREAT BRITAIN									
Service industries (6-9)									
All employees		Seasonally adjusted	Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)
SIC 1980 Divisions or classes									
1973 June	12,096	12,096	421	368	355	790	429	1,048	1,008
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043
1975 June	12,545	12,545	388	356	361	753	432	1,050	972
1976 June	12,624	12,624	382	350	361	716	424	1,020	925
1977 June	12,698	12,698	378	352	356	729	431	1,019	939
1978 June	12,895	12,859	373	357	349	707	434	1,032	941
1979 June	13,260	13,222	359	354	357	694	436	1,033	954
1980 June	13,384	13,345	352	355	361	642	420	1,005	938
1981 June	13,142	13,102	343	344	356	544	383	901	862
1982 June	13,117	13,078	338	328	343	507	367	844	815
1983 June	13,169	13,130	330	311	328	462	345	768	788
1984 June	13,503	13,465	320	289	319	445	343	750	780
1985 June	13,769	13,731	321	273	309	430	339	756	786
1986 June	13,954	13,918	310	234	302	392	328	741	755
1987 June	14,247	14,220	302	203	297	365	320	737	740
1988 June	14,860	14,841	293	182	296	356	324	757	737
1989 June	15,261	15,242	280	167	290	372	329	763	733
July				166	288	381	332	761	740
Aug				164	288	389	334	758	743
Sept	15,273	15,294	304	160	288	399	333	757	745
Oct				161	287	398	331	757	742
Nov				162	288	399	332	757	740
Dec	15,436	15,387 R	280	161	288	398	332	761	740
1990 Jan				163	288	396	328	755	735
Feb				163	287	392	326	753	735
Mar	15,347 R	15,393 R	273	160	286	396	326	749	734
Apr				161	286	393	324	747	729
May				161	286	392	323	745	725
June	15,497	15,478 R	279	157	286	392	326	744	728
July									

1.2 EMPLOYMENT

Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc	Paper products, printing and publishing	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46)	(47-48-49)	(50)	(61-63 67)
1973 June	512	397	556	758	975	646	554	1,269	1,030
1974 June	498	401	560	769	946	647	576	1,223	1,032
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	505	713	800	591	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	495	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	547	472	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	268	232	333	541	546	517	478	1,021	1,168
1989 June	262	228	333	530	514	531	487	1,056	1,206
July	258	231	335	532	508	537	489		
Aug	257	236	333	538	510	545	491		
Sept	253	240	331	538	508	549	490	1,066	1,223
Oct	252	240	331	535	507	548	491		
Nov	249	242	330	539	506	548	490		
Dec	248	243	329	533	502	547	490	1,067	1,229
1990 Jan	248	243	328	522	499	544	485		
Feb	248	244	323	520	497	542	483		
Mar	246	247	320	515	494	542	485	1,067	1,221
Apr	242	248	319	515	494	541	482		
May	243	248	321	517	492	544	483		
June	245	248	319	520	491	549	484	1,061	1,229
July	246	249	319	532	491	550	486		
Aug	246	249	318	536	490	550	488		
Sep	249	247	320	533	487	547	487	1,053	1,228
Oct	249	247	320	535	488	544	485		
Nov	245	247	319	535	487	543	483		
Dec	242	248	314	527	482	543	481	1,027 R	1,218
1991 Jan	239	247	310	520	475	527	476		
Feb	235	245	305	515	474	524	473		
Mar	233 R	244	300	511	468	517	467 R	989 P	1,202 R
Apr	230 R	243 R	297	510 R	462	518 R	464		
May	227	239	293	512	456	514	462		

GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc †	Education	Medical and other health services, veterinary services	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)	(71-77)	(79)	(81-85)	(91-92)	(93)	(95)	(94 96-98)
1973 June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974 June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975 June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976 June	2,025	849	1,015	422	1,472	1,581	1,581	1,141	1,161
1977 June	2,052	862	1,020	411	1,495	1,568	1,568	1,150	1,169
1978 June	2,063	882	1,038	407	1,546	1,943	1,562	1,172	1,206
1979 June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	975	1,036	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,262	1,489
1986 June	2,054	1,026	867	412	2,136	1,869	1,592	1,269	1,553
1987 June	2,057	1,028	852	413	2,250	1,910	1,641	1,312	1,620
1988 June	2,132	1,105	870	430	2,428	1,924	1,691	1,388	1,723
1989 June	2,234	1,198	902	438	2,594	1,870	1,721	1,418	1,680
July									
Aug									
Sept	2,242	1,221	922	432	2,650	1,886	1,651	1,412	1,633
Oct									
Nov									
Dec	2,329	1,204	928	429	2,662	1,886	1,752	1,415	1,601
1990 Jan									
Feb									
Mar	2,249	1,184	930	423	2,684	1,870	1,763	1,417	1,604
Apr									
May									
June	2,248	1,252	927	426	2,699	1,887	1,745	1,419 R	1,666
July									
Aug									
Sep	2,252	1,264	934 R	424	2,698	1,894	1,652	1,420 R	1,660
Oct									
Nov									
Dec	2,310	1,219	927	416 R	2,647 R	1,890 R	1,738	1,424 R	1,639
1991 Jan									
Feb									
Mar	2,217 R	1,166 R	909	410	2,625	1,903	1,741	1,421	1,631
Apr									
May									

† These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities, analysed according to type of service, are published quarterly in table 1.7.
 ** Excludes private domestic service.

EMPLOYMENT 1.3

Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN	Division, class or group or AH	May 1990 R	Mar 1991	Apr 1991 R	May 1991 P								
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,905.0	1,574.3	5,479.3	3,770.1R	1,515.9R	5,285.9R	3,751.3	1,502.8	5,254.1	3,723.4	1,492.3	5,215.6
Manufacturing industries	2-4	3,538.3	1,494.3	5,032.6	3,410.2R	1,435.4	4,845.6R	3,392.6	1,422.6	4,815.3	3,363.5	1,411.7	4,775.2
Energy and water supply	1	366.7	80.1	446.7	359.8R	80.5R	440.3R	358.7	80.1	438.8	359.9	80.6	440.4
Coal extraction and solid fuels	111	87.8	4.3	92.2	79.4	3.9	83.3R	78.9	4.1	83.0	78.6	4.1	82.7
Electricity	161	109.2	30.0	139.2	109.1	30.1	139.2	105.9	29.0	134.9	106.8	29.2	136.0
Gas	162	53.6	21.8	75.3	54.2	22.6	76.8	54.2	22.5	76.7	54.2	22.5	76.7
Other mineral and ore extraction, etc	2	547.2	167.6	714.7	525.3R	164.5	689.9R	519.3	162.6	681.9	516.4	162.5	679.0
Metal manufacturing and extraction of metal ores and minerals	21-23	169.7	22.2	191.9	161.3	21.1	182.4	159.5	21.1	180.6	157.8	21.2	178.9
Non-metallic mineral products	24	155.1	44.7	199.8	146.6	42.9	189.4R	144.2	42.5	186.7	144.3	42.3	186.6
Chemical industry/man-made fibres	25/26	222.4	100.6	323.0	217.5	90.3	308.0	215.6	99.0	314.6	214.4	99.0	313.4
Basic industrial chemicals	251	93.7	21.5	115.2	90.3	20.9	111.3	89.9	20.8	110.7	88.9	20.9	109.9
Other chemical products and preparations	255-259/260	128.7	79.2	207.8	127.2	79.6	206.7	125.7	78.1	203.9	125.4	78.1	203.6
Metal goods, engineering and vehicles	3	1,799.3	482.6	2,281.8	1,732.9	460.3	2,193.2	1,720.8	458.6	2,179.4	1,700.9	451.5	2,152.4
Metal goods nes	31	251.1	69.8	320.9	235.0	65.0	300.0	232.3	64.7	297.0	230.3	63.1	293.4
Mechanical engineering	32	625.3	119.9	745.2	603.2	113.4	716.6R	599.8	115.0	714.8	599.3	111.8	702.1
Industrial plant and steelwork	320	91.1	11.7	102.7	91.7	11.2	102.9	90.9	11.0	101.9	91.0	11.0	102.0
Mining and construction machinery etc	325	67.4	9.9	77.3	63.2	9.4	72.6	62.9	9.3	72.2	62.6	9.4	72.0
Other machinery and mechanical equipment	321-324/326-329	466.7	98.4	565.1	448.3	92.8	541.1	446.0	94.7	540.7	436.7	91.5	528.2
Office machinery and data processing equipment	33	56.8	24.3	81.0	55.6	22.7	78.4	55.6	22.6	78.1	54.7	23.3	78.0
Electrical and electronic engineering	34	372.4	180.9	553.3	360.5R	173.0	533.6	357.8	171.5	529.3	356.6	169.7	526.2
Wires, cables, batteries and other electrical equipment	341/342/343	140.5	55.4	195.9	136.8	54.2	191.1	137.1	54.6	191.6	135.0	53.0	188.0
Telecommunication equipment	344	109.0	50.9	159.9	103.3	48.8	152.1	101.7	47.5	149.2	102.6	47.9	150.5
Other electronic and electrical equipment	345-348	122.9	74.7	197.6	120.4	70.0	190.4R	119.1	69.4	188.4	118.9	68.8	187.7
Motor vehicles and parts	35	212.7	29.9	242.7	203.1R	29.4	232.5	201.8	28.5	230.3	199.1	28.0	227.1
Other transport equipment	36	219.8	28.1	247.9	215.7R	28.2	243.9	215.0	27.9	242.9	211.9	27.2	239.1
Shipbuilding and repairing	361	48.9	4.5	53.4	46.0	4.4	50.4	45.8	4.3	50.1	44.6	4.1	48.7
Aerospace and other transport equipment	362-365	170.9	23.7	194.6	169.7R	23.8	193.5	169.2	23.6	192.8	167.3	23.1	190.4
Instrument engineering	37	61.1	29.7	90.8	59.7	28.6	88.3	58.5	28.5	87.0	57.9	28.5	86.4
Other manufacturing industries	4	1,191.9	844.2	2,036.0	1,152.0R	810.5	1,962.6	1,152.5	801.5	1,954.0	1,146.2	797.6	1,943.8
Food, drink and tobacco	41/42	298.0	218.8	516.7	296.0R	214.6	510.6R	295.7	214.7	510.3	296.8	215.0	511.8
Meat and meat products, organic oils and fats	411/412	55.2	39.6	94.8	55.7	37.3	93.1	55.6	36.3	91.8	55.3	36.1	91.5
All other food and drink manufacture	413-423	184.6	154.5	339.1	182.6	152.9	335.5	181.9	153.3	335.2	183.1	153.6	336.8
Alcoholic, soft drink and tobacco manufacture	424-429	58.2	24.7	82.9	57.6	24.4	82.0	58.2	25.1	83.3	58.4	25.2	83.6
Textiles	43	103.1	91.1	194.2	97.2	85.4	182.6	97.9	85.4	18			

1.4 EMPLOYMENT

Employees in employment*: March 1991

THOUSAND

GREAT BRITAIN	Division Class or Group	THOUSAND													
		Mar 1990			Dec 1990			Mar 1991							
		Male	Female	All	Male	Female	All	Male	Female	All	Part-time ††	Female	All		
SIC 1980		All	Part-time ††	All	Part-time	All	Male	Female	All	Male	Female	All	Part-time ††	Female	All
All industries and services ‡	0-9	11,741.6	948.4	10,446.6R	4,559.6R	22,188.3R	11,631.4R	10,528.8R	22,160.2R	11,406.5	980.3	10,353.6	4,575.2	21,760.2	
Agriculture, forestry and fishing	0	203.6	26.4R	69.2	24.2	272.8	195.7	72.7	268.4	196.1P	27.1P	64.4P	24.4P	260.4P	
Production and construction industries	1-5	4,853.0	66.8R	1,715.8	366.7	6,568.9	4,753.3R	1,710.9	6,464.2R	4,619.5	65.7	1,655.9	357.3	6,275.4	
Production industries of which, manufacturing industries	1-4	3,925.7	53.8R	1,575.8	309.9	5,501.5	3,865.9	1,570.9	5,436.7	3,770.1R	52.7R	1,515.9R	300.4R	5,285.9R	
Service industries ‡	6-9	6,685.0R	845.2R	8,661.6R	4,168.7R	15,346.6R	6,682.4R	8,745.2R	15,427.6R	6,591.0	876.3	8,633.4	4,193.5	15,224.4	
Agriculture, forestry and fishing	0	203.6	26.4R	69.2	24.2	272.8	195.7	72.7	268.4	196.1P	27.1P	64.4P	24.4P	260.4P	
Agriculture and horticulture	01	188.3	25.9	66.0	23.1	254.3	180.4	69.6	250.0	180.8P	26.6P	61.2P	23.3P	242.0P	
Energy and water supply	1	367.6	0.9R	79.3	14.8	446.9	362.7	80.1	442.9	359.8R	1.1R	80.5R	15.5R	440.3R	
Coal extraction and solid fuels	111	89.9	0.2	4.3	1.4	94.2	82.2	4.0	86.2	79.4R	0.2	3.9	1.2	83.3R	
Electricity	161	108.8	0.3R	29.9	6.6	138.7	109.6	30.1	139.8	109.1	0.4R	30.1	6.6	139.2	
Gas	162	53.9	0.1	21.7	4.7	75.6	54.3	22.6	76.9	54.2	0.1	22.6	5.2R	76.8	
Other mineral and ore extraction, etc	2	551.2	3.8R	170.7	27.2	721.9	538.6	170.6	709.2	525.3R	3.9R	164.5	24.3	689.9R	
Metal manufacturing and extraction of metal ores and minerals	21-23	172.4	..	22.8	3.4	195.2	165.1	22.3	187.3R	161.3	..	21.1	3.3	182.4	
Non-metallic mineral products	24	154.6	1.6R	45.7	8.2	200.3	151.9	44.8	196.7	146.6	1.3R	42.9	6.9	189.4R	
Chemical industry/man-made fibres	25/26	224.2	0.3R	102.2	15.7	326.4	221.6	103.5	325.1	217.5	0.4R	100.5	14.2	318.0	
Basic industrial chemicals	251	94.1	..	21.4	3.6	115.4	91.9	21.4	113.2	90.3	..	20.9	2.8	111.3	
Other chemical products and preparations	255-259/60	130.1	0.3R	80.8	12.1	210.9	129.7	82.1	211.9	127.2	0.4R	79.6	11.4	206.7	
Metal goods, engineering, vehicles	3	1,810.9	18.5R	485.8	80.1	2,296.8	1,780.8	479.2	2,260.0	1,732.9	18.2R	460.3	78.4	2,193.2	
Metal goods nes	31	250.8	3.6	69.3	15.0	320.1	245.3	68.6	313.9	235.0	3.2R	65.0	14.4	300.0	
Hand tools and finished metal goods including doors and windows	314/316	139.2	..	44.3	9.9	183.5	137.5	44.2	181.7	131.7	..	41.3	9.3	173.0	
Other metal goods	311-313	111.6	..	24.9	5.1	136.5	107.9	24.3	132.2	103.3	..	23.7	5.1	127.0	
Mechanical engineering	32	629.3	7.4R	119.8	25.4	749.1	618.8	117.6	736.3	603.2	7.2R	113.4	24.6R	716.6R	
Industrial plant and steelwork	320	92.8	..	12.2	3.4	104.9	92.7	11.9	104.6	91.7	..	11.2	3.3	102.9	
Machinery for agriculture, metal working, textile, food and printing, etc industries	321-324/327	134.2	..	25.7	5.8	159.9	133.2	26.1	159.3	128.6	..	24.6	5.0	153.2	
Mining and construction machinery, etc	325	67.9	..	9.9	1.9	77.8	65.4	9.5	74.9	63.2	..	9.4	1.8	72.6	
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/329	315.5	..	68.1	13.8	383.6	309.3	66.3	375.6	301.8	..	64.3	13.8	366.2	
Office machinery and data processing equipment	33	57.5	..	24.2	1.8	81.7	56.6	23.6	80.2	55.6	..	22.7	1.3	78.4	
Electrical and electronic engineering	34	376.9	..	183.8	26.0	560.8	369.8	181.2	551.0	360.5R	..	173.0	26.8	533.6	
Wires, cables, batteries and other electrical equipment	341/342/343	142.0	..	56.2	9.5	198.2	139.3	56.0	195.3	136.8	..	54.2	10.4	191.1	
Telecommunication equipment	344	109.0	..	51.9	5.3	160.8	106.0	50.2	156.2	103.3	..	48.8	5.2	152.1	
Other electronic and electrical equipment	345-348	125.9	..	75.8	11.2	201.7	124.4	75.0	199.4	120.4	..	70.0	11.2	190.4R	
Motor vehicles and parts	35	215.6	..	30.8	2.8	246.4	211.4	30.5	241.9	203.1R	..	29.4	2.6	232.5	
Motor vehicles and their engines and bodies, trailers, caravans	351/352	140.3	..	13.0	1.4	153.3	138.6	13.3	151.9	133.4	..	12.6	1.1	146.0R	
Motor vehicle parts	353	75.3	..	17.8	1.4	93.2	72.8	17.2	90.0	69.7	..	16.9	1.5	86.6	
Other transport equipment	36	219.0	..	28.0	2.6	247.0	219.4	28.7	248.0R	215.7R	..	28.2	2.8	243.9	
Shipbuilding and repairing	361	48.3	..	4.2	1.0	52.5	46.7	4.4	51.1	46.0	..	4.4	1.3	50.4	
Aerospace and other transport equipment	362-365	170.7	..	23.8	1.5	194.4	172.6R	24.3	197.0	169.7R	..	23.8	1.5	193.5	
Instrument engineering	37	61.8	1.3R	30.0	6.5	91.8	59.5	29.1	88.6	59.7	1.6R	28.6	5.9	88.3	
Other manufacturing industries	4	1,196.0	30.7R	840.0	187.7	2,036.0	1,183.8	840.9	2,024.7	1,152.0R	29.5R	810.5	182.2	1,962.6	
Food, drink and tobacco	41/42	297.9	9.3R	216.9	74.5	514.8	303.1	224.2	527.3	296.0R	9.8R	214.6	68.8R	510.6R	
Meat and meat products, organic oils and fats	411/412	54.8	..	39.1	10.5	93.9	57.5	39.4	96.9	55.7	..	37.3	8.2	93.1	
Bread, biscuits and flour confectionery	419	57.4	..	61.0	31.2	118.4	58.0	63.6	121.6	57.7	..	61.1	30.9R	118.8R	
Alcoholic, soft drink and tobacco manufacture	424-429	58.5	..	25.2	3.4	83.7	58.9	25.0	83.9	57.6	..	24.4	3.0	82.0	
All other food and drink manufacture	413-418/420-423	127.3	..	91.5	29.3	218.8	128.8	96.1	224.9	124.9	..	91.8	26.7	216.7	
Textiles	43	103.3	1.7	91.3	15.6	194.6	100.0	88.2	188.2	97.2	1.5R	85.4	14.5	182.6	
Footwear and clothing	45	79.6	..	200.7	27.2	280.3	78.2	196.6	274.8	75.3	..	192.5	27.9	267.7	
Clothing, hats, gloves and fur goods	453/456	39.5	..	152.3	20.5	191.9	38.2	147.6	185.8	36.3	..	144.7	20.9	181.0	
Timber and wooden furniture	46	197.9	3.1R	48.7	12.3	246.6	191.8	48.5	240.3	185.6R	2.9R	46.9	12.9	232.6	
Paper, printing and publishing	47	306.9	9.1R	177.7	37.4	484.6	303.2	177.9	481.1	296.2	9.0R	171.3	38.1	467.5	
Pulp, paper, board and derived products	471/472	96.1	..	42.5	7.6	138.6	94.4	41.4	135.8	92.6	..	39.4	6.5	131.9	
Printing and publishing	475	210.8	..	135.2	29.8	346.0	208.8	136.6	345.3	203.6	..	131.9R	31.5	335.6	
Rubber and plastics	48	158.4	2.5R	59.7	12.5	218.1	156.8	60.4	217.2	152.0	2.1R	57.4	11.9	209.3R	
Other manufacturing	49	41.4	1.2R	36.2	5.8	77.6	40.6	36.6	77.1	40.1	1.2R	34.5	6.2	74.6	
Construction	5	927.3	13.0R	140.0	56.8	1,067.3	887.4R	140.0	1,027.4R	849.4P	13.0P	140.0P	56.9P	989.4P	
Distribution, hotels, catering, repairs	6	2,123.6	384.5R	2,531.4	1,483.7	4,654.9	2,144.8R	2,601.9	4,746.8	2,085.2R	373.9R	2,499.6R	1,474.7R	4,584.8R	
Wholesale distribution	61	636.4	13.0R	309.0	89.0	945.4	631.5	314.7	946.2	626.1R	13.8R	306.7R	89.4	932.9R	
Agriculture and textile raw materials	611/612	87.2	..	31.9	8.0	119.1	86.8	32.6	119.4	85.1R	..	32.4	8.5	117.5R	
Fuels, ores, metals, etc	613	104.3	..	31.0	9.0	135.3	98.3	30.1	128.4	95.5R	..	28.8R	9.1	124.4R	
Machinery, industrial equipment, vehicles and parts	614	143.7	..	57.1	13.3	200.8	142.9	57.8	200.7	141.6R	..	55.8	12.1	197.4R	
Food, drink and tobacco	617	155.5	7.0R	79.0	27.2	234.5	158.9	82.6	241.5	162.1R	7.1R	82.2R	29.1	244.3R	
Other wholesale distribution	615/616/618/619	145.7	6.0R	110.0	31.5	255.7	144.5	111.7	256.2	141.8R	6.8R	107.5R	30.6	249.3R	

EMPLOYMENT 1.4

Employees in employment*: March 1991

THOUSAND

GREAT BRITAIN	Division Class or Group	THOUSAND													
		Mar 1990			Dec 1990			Mar 1991							
		Male	Female	All	Male	Female	All	Male	Female	All	Part-time ††	Female	All		
SIC 1980		All	Part-time ††	All	Part-time	All	Male	Female	All	Male	Female	All	Part-time ††	Female	All
Retail distribution	64/65	849.2	173.2R	1,400.0	839.4	2,249.2	867.8	1,442.3	2,310.1	838.4R	168.7R	1,378.9R	832.8R	2,217.3R	
Food	641	238.2	76.1R	434.8	307.2	673.1	237.7	437.9	675.7	232.2R	71.8R	429.0R	302.0R	661.2R	
Confectionery, tobacco, etc	642	26.8	13.1R	80.5	61.2	107.3	28.1	82.9	111.1	28.5R	13.7R	81.1R	63.8R	109.6R	
Dispensing and other chemists	643	18.0	5.4R	109.6	64.4	127.6	18.7	110.4	129.1	17.4	5.2R	107.5R	64.9R	124.9R	
Clothing, footwear and leather goods	645/646	42.3	..	191.5	113.6	233.8	45.1	193.9	239.1	41.6R	..	185.7R	109.9R	227.3R	
Household goods, hardware, ironmongery	648	124.9	..	112.6	6										

1.5 EMPLOYMENT

Employees in employment by region*

THOUSAND

Standard region	Male		Female		Total	Index Sept 1989 = 100	Production and construction industries	Index Sept 1989 = 100	Production industries	Index Sept 1989 = 100	Manufacturing industries	Index Sept 1989 = 100	Service industries	Index Sept 1989 = 100
	All	Part-time	All	Part-time										
SIC 1980							1-5		1-4		2-4		6-9	
South East														
1989 Dec	4,006		3,642		7,648	100.7	1,714	99.1	1,395	99.0	1,295	98.9	5,876	101.2
1990 Mar	3,983		3,609		7,592	99.9	1,695	98.0	1,377	97.8	1,278	97.6	5,841	100.6
June	3,993		3,645		7,638	100.5	1,690	97.7	1,375	97.6	1,275	97.4	5,889	101.5
Sept	3,979 R		3,618		7,596 R	100.0	1,687	97.6	1,374	97.6	1,274	97.4	5,845 R	100.7 R
Dec	3,931 R		3,629 R		7,560 R	99.5 R	1,662 R	96.1 R	1,356	96.3	1,256	95.9	5,845 R	100.7 R
1991 Mar	3,852		3,570		7,422	97.7	1,614	93.4	1,320	93.7	1,219	93.2	5,757	99.2
Greater London (Included in South East)														
1989 Dec	1,872		1,630		3,503	100.6	607	98.1	477	98.0	434	97.8	2,894	101.1
1990 Mar	1,861		1,620		3,480	100.0	601	97.1	472	97.1	430	96.9	2,878	100.6
June	1,869		1,629		3,498	100.5	603	97.4	475	97.5	433	97.4	2,894	101.1
Sept	1,844 R		1,615 R		3,459	99.3	601	97.1	474	97.4	431	97.2	2,857	99.8
Dec	1,826 R		1,620 R		3,445 R	99.0 R	595 R	96.1 R	471	96.8	428	96.5	2,849 R	99.6 R
1991 Mar	1,786		1,592		3,378	97.0	577	93.2	457	94.0	415	93.5	2,800	97.9
East Anglia														
1989 Dec	434		369		803	100.3	233	100.3	196	100.3	184	100.2	538	100.6
1990 Mar	432		368		800	99.9	230	98.8	193	98.5	181	98.2	540	101.0
June	434		378		813	101.5	230	98.9	193	98.8	182	98.8	552	103.2
Sept	438		375		812 R	101.5 R	234	100.6	197	100.9	186	100.9	546	102.1 R
Dec	432		373		805	100.6	232	99.7 R	196	100.4	185	100.3	543	101.6
1991 Mar	425		365		790	98.6	223	96.0	189	96.6	177	96.3	537	100.5
South West														
1989 Dec	918		836		1,754	100.0	482	100.4	406	100.5	378	100.4	1,233	100.2
1990 Mar	919		837		1,756	100.1	479	99.7	402	99.6	374	99.4	1,238	100.6
June	921		850		1,771	101.0	478	99.6	402	99.6	374	99.4	1,253	101.8
Sept	928 R		841 R		1,769 R	100.8 R	479	99.8	403	100.0	375	99.8	1,247 R	101.3 R
Dec	904 R		832		1,736 R	98.9 R	470 R	97.9 R	396	98.2	368	97.8	1,226	99.7
1991 Mar	892		823		1,715	97.8	463	96.4	391	97.0	363	96.5	1,214	98.7
West Midlands														
1989 Dec	1,154		960		2,115	100.6	818	99.7	723	99.6	688	99.6	1,272	101.5
1990 Mar	1,151		940		2,091	99.5	806	98.2	711	98.0	677	97.9	1,260	100.6
June	1,150		947		2,097	99.8	804	97.9	709	97.7	675	97.6	1,269 R	101.3
Sept	1,153 R		949 R		2,102 R	100.0 R	804	98.0	711	97.9	676	97.9	1,271 R	101.4 R
Dec	1,139 R		947		2,086 R	99.3	791 R	96.3 R	699	96.4	665	96.2	1,272	101.5 R
1991 Mar	1,107		924		2,031	96.7	757	92.2	669	92.2	635	91.9	1,251	99.9
East Midlands														
1989 Dec	839		735		1,574	100.0	610	99.4	541	99.3	491	99.3	938	100.7
1990 Mar	833		726		1,559	99.1	603	98.3	534	98.0	485	98.2	930	99.9
June	834		734		1,567	99.6	601	98.0	532	97.7	485	98.1	941	101.0
Sept	842 R		728		1,570 R	99.7 R	604	98.5	536	98.3	489	98.9	938 R	100.7 R
Dec	827 R		742 R		1,568 R	99.7 R	598 R	97.4 R	531	97.5	484	98.0	945 R	101.4 R
1991 Mar	806		729		1,535	97.5	579	94.4	515	94.4	469	95.0	931	100.0
Yorkshire and Humberside														
1989 Dec	1,015		912		1,927	101.2	660	100.1	559	99.9	503	99.9	1,243	102.1
1990 Mar	1,011		903		1,914	100.5	657	99.5	555	99.2	500	99.2	1,234	101.3
June	1,018		911		1,929	101.3	656	99.4	554	99.1	499	99.2	1,251 R	102.7 R
Sept	1,016 R		905 R		1,920 R	100.9 R	660	100.0	559	100.0	506	100.5	1,236 R	101.4 R
Dec	1,001 R		912		1,913 R	100.5	645 R	97.7 R	547	97.7	493	97.9	1,245	102.2
1991 Mar	981		893		1,874	98.4	624	94.6	530	94.7	477	94.8	1,227	100.7
North West														
1989 Dec	1,287		1,158		2,445	100.5	818	99.7	703	99.7	659	99.7	1,612	101.0
1990 Mar	1,269		1,143		2,412	99.2	808	98.5	693	98.3	649	98.2	1,590	99.7
June	1,275		1,151		2,426	99.2	805	98.2	691	98.0	647	97.9	1,606	100.7
Sept	1,280 R		1,152 R		2,432 R	100.0 R	806	98.2	692	98.2	648	98.1	1,610 R	100.9 R
Dec	1,263 R		1,147 R		2,411 R	99.1 R	790 R	96.4 R	680	96.4	636	96.2	1,605 R	100.6 R
1991 Mar	1,240		1,133		2,373	97.6	773	94.2	666	94.5	622	94.2	1,585	99.4
North														
1989 Dec	599		531		1,130	101.2	390	100.2	319	100.1	281	100.2	728	102.1
1990 Mar	597		525		1,122	100.5	386	99.2	314	98.7	277	98.6	724	101.5
June	591		524		1,115 R	99.9	382	98.1	310	97.5	273	97.4	722	101.2
Sept	596		524		1,120 R	100.3 R	384	98.8	313	98.5	276	98.5	723 R	101.4 R
Dec	587 R		531		1,118 R	100.2 R	376 R	96.6 R	307	96.4	270	96.2	731	102.5
1991 Mar	578		523		1,101	98.6	368	94.5	302	94.7	265	94.5	722	101.2
Wales														
1989 Dec	517		469		986	99.9	317	100.1	270	100.1	242	99.9	647	99.8 R
1990 Mar	516		466		982	99.6	313	98.8	265	98.4	238	98.1	650	100.2
June	525 R		467		993	100.6 R	312	98.3	264	98.0	238	98.3	661 R	102.1
Sept	520		467 R		987 R	100.0 R	313	98.9	266	98.8	240	99.0	652 R	100.6 R
Dec	511 R		470 R		981 R	99.4 R	309	97.3 R	263	97.4	236	97.6	652 R	100.6 R
1991 Mar	501		459		960	97.3	299	94.4	255	94.6	229	94.4	641	99.0
Scotland														
1989 Dec	1,033		939		1,972	100.2	595	100.2	461	100.3	402	100.0	1,349	100.3
1990 Mar	1,027		929		1,956	99.4	591	99.5	457	99.3	397	98.7	1,337	99.5
June	1,031		942		1,973	100.3	591	99.5	458	99.5	398	98.9	1,353	100.6
Sept	1,040 R		943		1,982 R	100.7 R	597	100.5 R	465	101.0 R	405	100.6	1,356 R	100.8 R
Dec	1,034		946 R		1,979 R	100.6	591 R	99.5 R	462	100.4 R	401	99.7	1,361	101.3 R
1991 Mar	1,021		936		1,957	99.4	573	96.5	449	97.7	388	96.5	1,355	100.8
Great Britain														
1989 Dec	11,804		10,550		22,354	100.5	6,639	99.7	5,572	99.7	5,123	99.6	15,436	101.1
1990 Mar	11,742		10,447 R		22,188	99.8	6,569	98.7	5,502	98.4	5,055	98.3	15,347 R	100.5
June	11,776 R		10,550		22,326 R	100.4	6,550	98.4	5,489	98.2	5,046	98.1	15,497	101.5
Sept	11,794 R		10,500 R		22,294 R	100.3	6,571	98.7	5,518 R	98.7	5,075	98.7	15,425 R	101.0 R
Dec	11,631 R		10,529 R		22,160 R	99.7	6,464 R	97.1 R	5,437	97.2	4,994	97.1	15,428 R	101.0 R
1991 Mar	11,407		10,354		21,760	97.9	6,275	94.3	5,286	94.5	4,846	94.2	15,224	99.7

* See footnotes to table 1.1.

EMPLOYMENT 1.5

Employees in employment by region

1.8 EMPLOYMENT

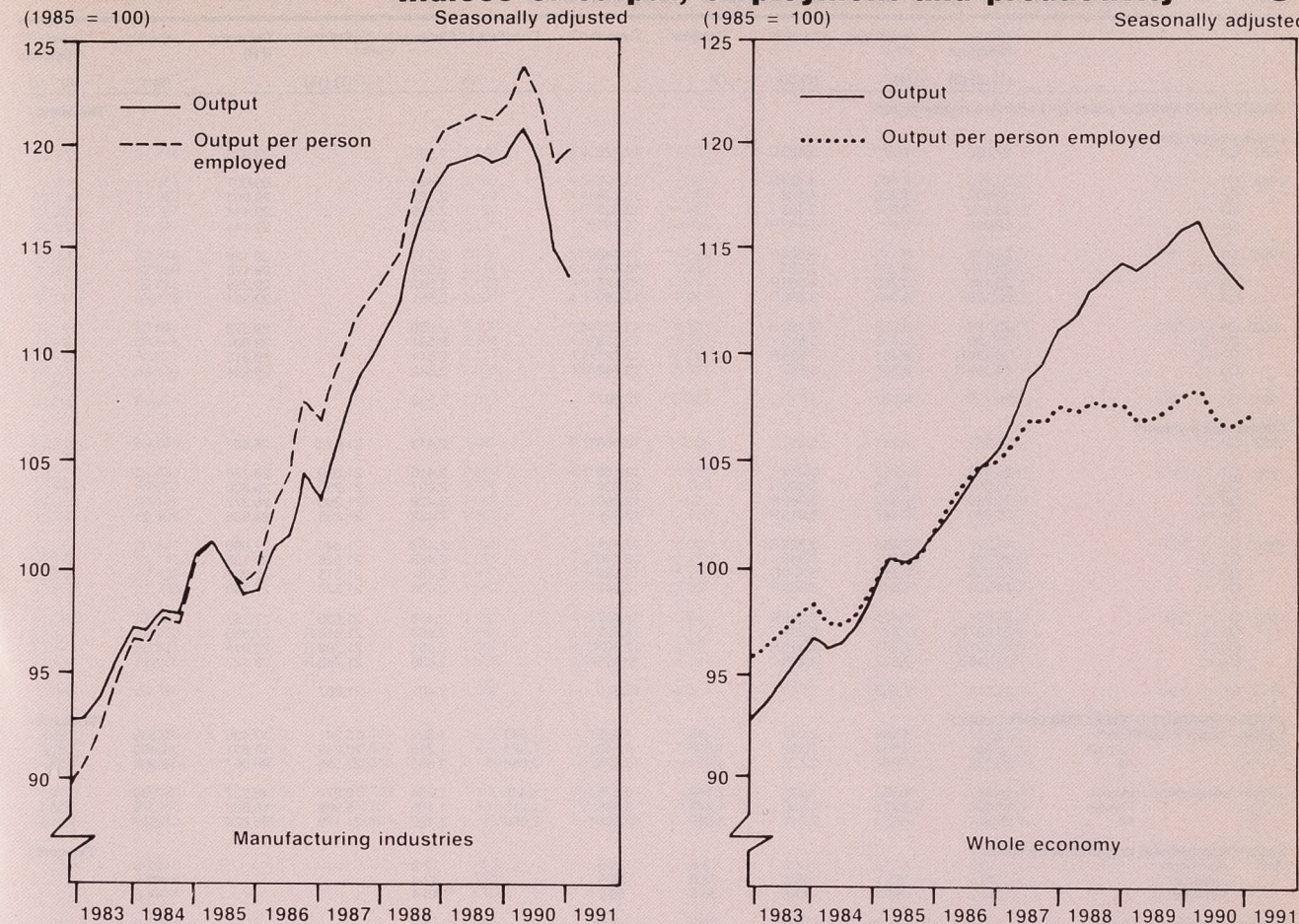
Indices of output **, employment and output per person employed

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 and 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 †											
1984	96.5	94.8	97.4	92.9	100.4	96.7	96.5	96.1	98.4	99.6	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.4	102.4	101.3	100.3	101.3	101.8	100.2	100.8	104.5	104.7	
1987	108.2	105.7	106.6	106.6	106.8	109.0	103.7	103.7	115.0	110.7	
1988	113.1	109.5	114.1	122.3	117.3	114.2	112.3	104.7	126.6	120.7	
1989	115.5	109.9	118.9	124.7	120.1	119.4	119.9	105.6	132.3	125.8	
1990	116.5	109.2	118.3	121.3	113.4	118.2	119.6	106.1	133.2	127.1	
1986 Q1	101.6	101.1	98.8	96.8	97.3	99.8	97.7	99.8	101.3	100.1	
1986 Q2	102.9	102.2	100.8	99.8	101.1	101.3	99.8	100.1	103.1	104.7	
1986 Q3	104.1	103.0	101.3	98.9	102.6	102.1	99.8	101.1	105.1	105.9	
1986 Q4	105.1	103.5	104.4	105.7	104.4	103.9	103.5	101.5	108.6	108.1	
1987 Q1	105.8	103.7	103.0	103.1	101.0	105.9	99.8	102.4	101.9	110.0	
1987 Q2	107.3	104.8	105.6	107.8	106.1	106.8	102.6	103.0	114.1	107.6	
1987 Q3	109.4	106.7	108.1	110.3	109.6	111.0	105.3	103.3	116.6	111.1	
1987 Q4	110.2	107.8	109.6	113.1	110.4	112.2	106.9	103.8	119.2	114.8	
1988 Q1	111.9	107.9	110.9	118.5	116.9	111.1	108.0	103.6	122.3	121.7	
1988 Q2	112.5	109.5	112.4	120.7	115.0	112.5	110.8	105.7	123.8	119.8	
1988 Q3	113.8	110.3	115.5	124.2	116.6	116.2	113.6	105.7	129.4	119.3	
1988 Q4	114.4	110.4	117.4	125.8	120.7	117.0	117.0	104.9	131.0	122.2	
1989 Q1	115.3	109.6	118.7	130.7	121.9	118.7	118.9	104.6	132.4	127.2	
1989 Q2	114.9	109.1	118.9	122.1	122.2	118.3	119.7	105.8	132.6	126.3	
1989 Q3	115.6	110.5	119.2	122.6	119.8	120.4	121.1	105.6	131.4	124.1	
1989 Q4	116.3	110.4	118.9	123.3	116.4	120.1	120.0	106.1	132.7	125.5	
1990 Q1	117.1	109.8	119.3	120.0	115.5	120.3	120.5	105.4	134.5	130.3	
1990 Q2	117.6	111.9	120.5	125.7	114.7	119.5	122.9	105.9	135.2	128.3	
1990 Q3	116.0	108.5	118.6	124.0	113.3	118.3	119.7	107.1	133.7	126.4	
1990 Q4	115.2	106.6	114.7	115.6	110.0	114.7	115.2	106.2	129.3	123.5	
1991 Q1	114.5	106.5	113.5	109.5	103.6	114.6	114.9	105.9	127.1	120.3	
Employed labour force **											
1984	98.9	100.8	100.5	105.9	101.7	101.3	100.7	101.2	98.4	100.6	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	100.1	97.3	97.9	89.1	94.0	97.1	97.5	97.4	100.7	99.6	
1987	101.9	96.1	97.0	82.3	90.2	94.8	96.2	96.5	103.3	104.4	
1988	105.2	96.7	98.2	77.7	90.5	96.2	97.6	95.9	106.3	110.8	
1989	107.8	96.7	98.5	83.0	93.8	97.7	97.6	94.1	109.4	120.0	
1990	108.4	95.5	97.4	89.5	94.9	96.9	96.0	92.6	109.9	120.9	
1986 Q1	100.0	98.7	99.1	92.6	96.6	98.5	98.9	98.5	100.5	99.1	
1986 Q2	100.0	97.6	98.2	89.9	94.7	97.3	97.7	97.5	100.8	99.0	
1986 Q3	100.1	96.8	97.3	87.9	92.6	96.6	96.9	96.8	100.6	99.5	
1986 Q4	100.4	96.2	97.0	86.1	92.1	95.9	96.4	96.8	101.6	100.6	
1987 Q1	100.7	95.8	96.5	83.7	91.2	95.1	95.8	96.2	102.0	102.0	
1987 Q2	101.5	95.9	96.8	82.2	90.1	94.7	95.9	96.5	102.7	103.4	
1987 Q3	102.3	96.2	97.2	82.0	89.7	94.6	96.4	96.6	103.7	105.2	
1987 Q4	103.2	96.4	97.5	81.3	90.0	95.0	96.9	96.8	104.6	106.8	
1988 Q1	104.1	96.6	97.9	79.6	90.1	95.4	97.2	96.3	100.3	108.5	
1988 Q2	104.8	96.7	98.1	77.7	90.6	95.7	97.4	95.6	100.4	109.6	
1988 Q3	105.7	96.7	98.3	77.2	90.5	96.5	97.7	95.6	106.7	111.3	
1988 Q4	106.3	96.9	98.4	76.6	90.8	97.3	98.1	96.0	108.0	113.8	
1989 Q1	107.1	96.9	98.6	74.6	90.5	97.5	98.3	95.2	108.4	116.5	
1989 Q2	107.6	96.7	98.5	79.2	92.6	97.5	97.7	94.1	108.8	119.9	
1989 Q3	108.0	96.6	98.5	87.5	95.3	97.8	97.2	93.7	110.0	120.5	
1989 Q4	108.3	96.4	98.3	90.6	96.7	98.2	97.1	93.6	110.6	121.9	
1990 Q1	108.4	96.1	98.1	90.5	96.2	97.4	96.7	92.9	110.2	121.9	
1990 Q2	108.6	95.9	97.7	95.2	96.8	96.1	96.1	92.3	110.2	121.4	
1990 Q3	108.6	95.5	97.4	89.5	94.3	96.8	96.0	90.8	110.0	120.8	
1990 Q4	108.0	94.6	96.5	88.1	93.9	96.5	95.2	92.8	109.9	119.7	
1991 Q1	107.0	93.1	94.9	85.6	91.9	95.1	93.2	92.2	106.8	117.4	
Output per person employed †											
1984	97.6	94.0	97.0	87.6	98.6	95.5	95.9	97.4	99.9	99.0	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.3	105.3	103.5	112.6	107.8	104.9	102.8	103.5	103.8	105.2	
1987	106.1	110.1	109.8	131.8	118.3	114.9	107.7	107.0	111.3	106.1	
1988	107.5	113.2	116.2	157.2	129.5	118.7	115.1	109.2	119.1	109.0	
1989	107.2	113.7	120.8	151.2	128.1	122.1	122.9	112.1	120.9	104.9	
1990	107.4	114.3	121.4	135.3	119.4	122.0	124.6	114.6	121.2	105.1	
1986 Q1	101.6	102.5	99.7	104.4	100.7	101.3	98.8	100.6	98.8	101.0	
1986 Q2	102.9	104.7	102.6	110.9	106.7	104.1	102.1	102.6	100.7	105.7	
1986 Q3	104.0	106.4	104.1	112.3	110.6	105.8	103.0	104.3	104.4	106.4	
1986 Q4	104.7	107.5	107.7	122.7	113.3	108.4	107.3	106.4	106.9	106.4	
1987 Q1	105.0	108.3	106.7	123.1	110.7	111.4	104.2	106.5	103.4	107.8	
1987 Q2	105.7	109.2	109.1	117.8	112.8	107.0	106.7	104.7	104.0	104.0	
1987 Q3	106.9	111.0	111.2	134.4	122.2	117.4	109.2	105.7	112.4	105.6	
1987 Q4	106.8	111.9	112.4	138.9	122.7	118.1	110.3	107.7	114.0	105.6	
1988 Q1	107.5	111.7	113.3	148.8	129.7	116.5	111.1	107.5	103.1	116.5	
1988 Q2	107.3	113.3	114.6	155.2	126.8	117.5	113.8	109.5	100.4	117.2	
1988 Q3	107.7	114.0	117.5	160.6	128.8	120.5	116.2	110.5	102.3	107.2	
1988 Q4	107.6	113.9	119.3	164.1	132.9	120.3	119.2	109.4	102.2	107.4	
1989 Q1	107.6	113.1	120.5	174.9	134.6	121.8	120.9	109.9	101.5	122.1	
1989 Q2	106.8	112.8	120.8	153.9	131.9	121.3	122.6	112.5	103.0	121.8	
1989 Q3	107.0	114.4	121.1	139.9	125.6	123.1	124.6	112.8	103.1	119.5	
1989 Q4	107.4	114.5	120.9	136.0	120.3	122.3	123.6	113.4	103.8	120.0	
1990 Q1	108.0	114.2	121.6	132.5	120.1	123.5	124.6	113.5	106.5	122.1	
1990 Q2	108.3	116.7	123.4	139.4	120.4	123.5	127.9	114.7	106.3	122.7	
1990 Q3	106.8	113.6	121.7	138.4	120.1	122.3	124.6	115.8	104.3	121.5	
1990 Q4	106.6	112.7	118.8	131.1	117.1	118.8	121.1	114.4	102.2	118.6	
1991 Q1	107.0	114.4	119.5	127.8	112.7	120.6	123.4	114.9	101.7	118.9	

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

EMPLOYMENT 1.8

Indices of output, employment and productivity (1985 = 100) Seasonally adjusted



Source: Central Statistical Office

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output †	Employed labour force *	Output per person employed	Output	Employed labour force *	Output per person employed	Output	Employed labour force *	Output per person employed
1984	96.5	98.9	97.6	94.8	100.8	94.0	97.4	100.5	97.0
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	100.1	103.3	102.4	97.3	105.3	101.3	97.9	103.5
1987	108.2	101.9	106.1	105.7	96.1	110.1	106.6	97.0	109.8
1988	113.1	105.2	107.5	109.5	96.7	113			

1.9 EMPLOYMENT

Selected countries: national definitions

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	Finland	France	Germany (FR)	Greece	Irish Republic	
	(1) (2) (3)	(4)	(2) (5)	(3)				(7) (11)		(6)	(8)	
QUARTERLY FIGURES: seasonally adjusted unless stated												
Thousand												
Civilian labour force												
1987 Q4	27,936	7,772	3,435 R	..	13,125	..	2,539	..	28,923	..	..
1988 Q1	27,976	7,845	3,434 R	..	13,196	..	2,539	..	29,007	..	..
Q2	28,032	7,908	3,418	..	13,239	..	2,527	..	29,063	..	..
Q3	28,072	7,956	3,423	..	13,308	..	2,539	..	29,114	..	..
Q4	28,056	8,021	3,443 R	..	13,361	..	2,538	..	29,141	..	..
1989 Q1	28,178	8,119	3,420 R	..	13,442	..	2,547	..	29,156	..	..
Q2	28,178	8,207	3,457	..	13,466	..	2,558	..	29,176	..	..
Q3	28,146	8,263	3,460 R	..	13,525	..	2,542	..	29,256	..	..
Q4	28,176	8,343	3,460 R	..	13,580	..	2,551	..	29,394	..	..
1990 Q1	28,130	8,353	3,492 R	..	13,627	..	2,550	..	29,672	..	..
Q2	28,206	8,425	3,513	..	13,638	..	2,551	..	29,801	..	..
Q3	28,180 R	8,481	3,534 R	..	13,721	..	2,541	..	29,915	..	..
Q4	28,193 R	8,505	3,567	..	13,744	..	2,542	..	29,944	..	..
1991 Q1	28,190	8,501	..	..	13,697	..	2,536	..	..	..	..
Civilian employment												
1987 Q4	25,257	7,161	3,311	..	12,053	..	2,413	21,026	26,682	..	..
1988 Q1	25,410	7,262	3,316	..	12,165	..	2,415	21,090	26,776	..	..
Q2	25,607	7,318	3,300 R	..	12,230	..	2,407	21,250	26,800	..	..
Q3	25,836	7,397	3,300 R	..	12,260	..	2,429	21,263	26,872	..	..
Q4	26,030	7,487	3,315 R	..	12,326	..	2,432	21,255	26,935	..	..
1989 Q1	26,272	7,585	3,328 R	..	12,427	..	2,453	21,346	27,096	..	..
Q2	26,386	7,691	3,340	..	12,446	..	2,468	21,526	27,135	..	..
Q3	26,459	7,775	3,359 R	..	12,521	..	2,451	21,515	27,237	..	..
Q4	26,538	7,847	3,339 R	..	12,547	..	2,468	21,523	27,360	..	..
1990 Q1	26,522	7,825	3,398 R	..	12,597	..	2,478	21,630	27,767	..	..
Q2	26,587 R	7,877	3,391	..	12,623	..	2,463	21,816 R	27,886	..	..
Q3	26,507 R	7,864	3,415 R	..	12,601	..	2,451	21,798 R	28,016	..	..
Q4	26,348 R	7,827	3,445	..	12,493	..	2,439	21,768 R	28,127	..	..
1991 Q1	26,096	7,755	..	..	12,310	..	2,401	21,807	..	..	..
LATEST ANNUAL FIGURES: 1988 unless stated												
Thousand												
Civilian labour force: Male	16,127	4,688	2,041	2,336	7,422	1,544	1,322	13,341	17,436	2,500	897	
Female	11,904	3,204	1,392	1,698	5,853	1,324	1,215	10,249	11,631	1,460	400	
All	28,032	7,892	3,433	4,034	13,275	2,868	2,536	23,590	29,067	3,960	1,297	
Civilian employment: Male	14,447	4,382	1,975	2,169	6,876	1,445	1,254	12,277	16,237	2,380	728	
Female	11,160	2,971	1,336	1,443	5,368	1,215	1,166	8,902	10,588	1,278	350	
All	25,607	7,353	3,311	3,610	12,245	2,660	2,420	21,179	26,825	3,657	1,078	
Civilian employment: proportions by sector												
Male: Agriculture	3.3	7.0	7.3	3.6	5.9	..	12.2	..	..	22.6	..	
Industry	40.5	35.1	48.9	38.0	34.9	..	42.4	..	..	32.8	..	
Services	56.2	58.0	43.8	58.3	59.2	..	45.4	..	..	44.6	..	
Female: Agriculture	1.0	4.2	9.4	1.7	2.8	..	7.2	..	..	34.0	..	
Industry	17.1	13.6	21.1	13.7	13.6	..	17.9	..	..	16.8	..	
Services	82.2	82.3	69.5	84.7	83.6	..	74.9	..	..	49.1	..	
All: Agriculture	2.3	5.8	8.1	2.8	4.5	5.8	9.8	6.8	4.0	26.6	15.4	
Industry	30.1	26.4	37.4	28.3	25.6	27.2	30.6	30.3	39.8	27.2	27.8	
Services	67.5	67.8	54.5	68.9	69.9	67.1	59.6	62.9	56.1	46.2	56.9	

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

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

EMPLOYMENT 1.9

Selected countries: national definitions

Italy	Japan	Luxembourg	Netherlands	Norway	Portugal	Spain	Sweden	Switzerland	United States	
(9)	(5)		(10)	(5)			(5)	(2) (5)		
QUARTERLY FIGURES: seasonally adjusted unless stated										
Thousand										
Civilian labour force										
1987 Q4	23,462	61,244	..	..	2,148	4,473	14,532	4,444	3,473	120,610
1988 Q1	23,675	61,361	..	..	2,149	4,568	14,590	4,454	3,485	121,025
Q2	23,746	61,569	..	..	2,144	4,498	14,638	4,467	3,499	121,275
Q3	23,680	61,727	..	..	2,160	4,545	14,667	4,473	3,505	121,914
Q4	23,655	61,897	..	..	2,141	4,562	14,623	4,488	3,512	122,464
1989 Q1	23,639	62,243	..	..	2,130	4,582	14,705	4,501	3,523	123,251
Q2	23,660	62,569	..	..	2,128	4,613	14,783	4,524	3,516	123,700
Q3	23,717	62,823	..	..	2,120	4,614	14,854	4,530	3,547	124,019
Q4	23,752	63,126	..	..	2,101	4,628	14,948	4,554	3,559	124,432
1990 Q1	23,748	63,544	..	..	2,100	4,620	14,991	4,579	3,578	124,647
Q2	23,754	63,649	..	..	2,106	4,677	15,023	4,562	3,562	124,839
Q3	23,730	63,871	..	..	2,117 R	4,627	15,077	4,582	3,590	124,795
Q4	23,744	64,340	..	..	2,093	4,852	15,064	4,588	3,608	124,924
1991 Q1	24,008	64,804	..	..	2,077	..	15,001	4,592	3,607	125,013
Civilian employment										
1987 Q4	20,546	59,584	..	..	2,099	4,194	11,605	4,368	3,451	113,569
1988 Q1	20,779	59,730	..	..	2,100	4,296	11,684	4,380	3,464	114,111
Q2	20,851	60,052	..	..	2,076	4,217	11,730	4,391	3,478	114,607
Q3	20,843	60,165	..	..	2,088	4,296	11,787	4,398	3,483	115,212
Q4	20,784	60,408	..	..	2,050	4,317	11,919	4,423	3,490	115,972
1989 Q1	20,751	60,801	..	..	2,025	4,349	12,053	4,439	3,504	116,837
Q2	20,772	61,141	..	..	2,021	4,370	12,220	4,460	3,497	117,185
Q3	20,831	61,432	..	..	2,017	4,370	12,355	4,474	3,529	117,465
Q4	20,973	61,735	..	..	1,993	4,416	12,409	4,493	3,541	117,832
1990 Q1	21,065	62,227	..	..	1,981	4,392	12,529	4,516	3,561	118,085
Q2	21,175	62,303	..	..	1,991	4,469	12,579	4,502	3,543	118,201
Q3	21,121	62,511	..	..	2,009 R	4,398	12,652	4,508	3,567	117,818
Q4	21,131	62,955	..	..	1,988	4,633	12,622	4,504	3,578	117,564
1991 Q1	21,342	63,490	..	..	1,962	..	12,630	4,490	3,578	116,865
LATEST ANNUAL FIGURES: 1988 unless stated										
Thousand										
Civilian labour force: Male	14,990	36,930	115.0	4,004	1,175	2,591	9,576	2,324	2,187	66,927
Female	8,832	24,730	61.6	2,539	974	1,952	5,059	2,147	1,315	54,742
All	23,822	61,660	176.6	6,543	2,148	4,543	14,633	4,471	3,503	121,669
Civilian employment: Male	13,750	36,020	113.5	3,713	1,139	2,485	8,109	2,287	2,176	63,273
Female	7,187	24,080	60.6	2,221	941	1,796	3,671	2,112	1,305	51,696
All	20,937	60,110	174.1	5,934	2,079	4,280	11,780	4,399	3,481	114,968
Civilian employment: proportions by sector										
Male: Agriculture	9.8	6.9	..	..	8.3	..	15.4	5.5	6.5	4.1
Industry	37.5	38.6	..	..	38.3	..	39.6	43.4	44.0	36.1
Services	52.7	54.4	..	..	53.5	..	45.0	51.2	49.5	59.7
Female: Agriculture	9.9	9.4	..	..	4.1	..	12.3	2.0	4.5	1.4
Industry	22.7	27.5	..	..	12.0	..	16.8	14.4	20.1	15.7
Services	67.4	63.2	..	..	83.8	..	70.9	83.6	75.3	82.9
All: Agriculture	9.8	7.9	3.4	4.8	6.4	20.7	14.4	3.8	5.7	2.9
Industry	32.4	34.1	31.6	26.4	26.4	35.1	32.5	29.5	35.0	26.9
Services	57.7	58.0	65.0	68.8	67.1	44.2	53.1	66.7	59.2	70.2

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN		OVERTIME				SHORT-TIME										
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week					
			Average per operative working over-time	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Seasonally adjusted	Average per operative on short-time	
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	-9	485		14.4	
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	-6	348		14.6	
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	-5	244		14.4	
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	-6	303		13.7	
1990	1,346	37.5	9.5	12.75		6	227	20	180	8.9	26	-7	407		15.7	
Week ended																
1989	Apr	1,400	38.1	9.5	13.30	13.62	3	135	24	250	10.3	28	-7	384	335	14.0
	May	1,405	38.3	9.5	13.47	13.55	3	135	23	230	10.2	26	-7	365	353	14.1
	Jun	1,367	37.1	9.6	13.17	13.38	2	94	15	134	9.2	17	-5	228	295	13.5
	Jul	1,347	36.5	9.8	13.17	13.31	4	145	14	117	8.7	17	-5	262	279	15.3
	Aug	1,319	35.6	9.8	12.92	13.66	2	79	12	102	8.7	14	-4	181	223	13.3
	Sep	1,367	37.5	9.7	13.71	13.53	3	137	16	160	9.9	20	-5	298	362	15.2
	Oct	1,465	39.0	9.7	14.19	13.30	2	96	19	168	8.8	21	-6	263	298	12.3
	Nov	1,456	38.8	9.6	14.04	13.10	4	150	19	164	8.8	22	-6	314	314	14.0
	Dec	1,391	37.1	9.8	13.66	12.77	3	137	21	185	8.6	25	-7	322	367	12.9
1990	Jan	1,291	34.8	9.2	11.89	12.85	3	130	25	208	8.5	28	-7	338	293	12.1
	Feb	1,363	36.9	9.3	12.72	12.94	4	145	28	257	9.1	32	-9	402	318	12.6
	Mar	1,336	36.2	9.4	12.57	12.80	6	246	28	254	9.1	34	-9	500	396	14.7
	Apr	1,349	36.8	9.5	12.80	13.12	3	134	26	233	9.1	29	-8	366	319	12.7
	May	1,343	36.6	9.3	12.53	12.63	4	172	17	150	9.1	21	-6	323	306	15.5
	Jun	1,358	36.8	9.4	12.76	13.00	4	142	13	125	9.3	17	-5	268	344	15.7
	Jul	1,340	38.3	9.5	12.77	12.92	5	194	13	118	8.7	18	-5	311	330	17.0
	Aug	1,285	36.7	9.6	12.37	13.09	7	297	11	102	8.9	19	-5	399	493	21.1
	Sep	1,363	38.9	9.7	13.26	13.07	14	558	11	91	8.2	25	-7	649	779	25.9
	Oct	1,399	40.0	9.6	13.46	12.52	7	266	16	149	9.3	23	-6	415	471	18.3
	Nov	1,393	40.0	9.3	12.99	12.05	6	233	26	231	8.7	32	-9	463	469	14.3
	Dec	1,338	38.8	9.6	12.86	11.97	5	205	29	248	8.7	34	-1.0	454	515	13.5
1991	Jan	1,140	33.5	9.1	10.35	11.28	9	373	37	371	9.9	47	-1.4	744	651	15.9
	Feb	1,108	32.8	8.8	9.80	10.03	8	331	65	611	9.3	74	-2.2	942	741	12.8
	Mar	1,110	33.2	9.1	10.11	10.36	9	354	105	931	8.9	113	-3.4	1,285	1,015	11.3
	Apr	1,104	33.2	8.9	9.86	10.18	9	341	101	955	9.5	109	-3.3	1,296	1,131	11.8
	May	1,105	33.6	9.1	10.04	10.16	10	409	76	672	8.9	86	-2.6	1,081	1,023	12.6

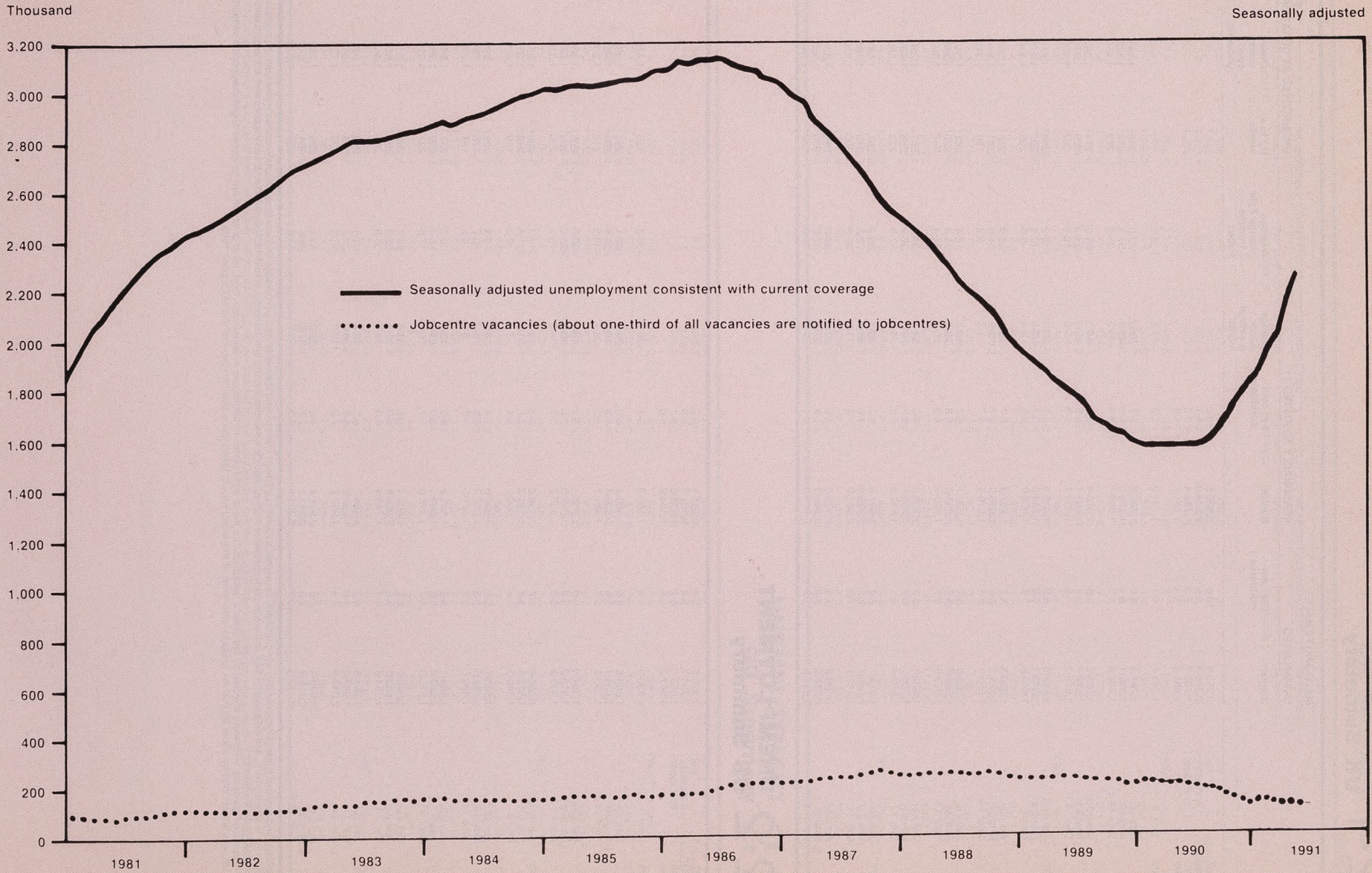
1.12 EMPLOYMENT

Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN		INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
SIC 1980 classes	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	
											21-49	43-45	41, 42	21-49	43-45	41, 42
1986	96.6	95.4	96.5	99.0	97.6	99.7	99.6	100.0	99.1	99.6	
1987	96.1	96.0	96.1	98.4	97.2	100.5	100.5	101.1	99.9	99.6	
1988	97.2	98.6	93.7	97.0	97.0	101.1	101.2	102.0	99.3	101.0	
1989	96.3	96.9	92.9	90.2	94.8	100.5	100.6	102.6	98.6	100.5	
1990	93.8	90.5	95.9	83.0	89.9	100.5	100.6	102.7	98.1	100.2	
Week ended											
1989	May 13	96.2				100.6					
	June 10	96.0	96.8	92.1	90.8	95.2	100.5	100.5	102.1	98.9	100.7
	July 15	95.8									
	Aug 19	96.5									
	Sept 16	96.7	96.9	93.5	89.0	94.3	100.4	100.4	104.0	98.3	100.0
	Oct 14	96.1									
	Nov 11	95.9									
	Dec 16	95.7	95.6	92.3	87.2	93.3	100.7	100.7	101.4	98.3	100.4
1990	Jan 13	96.0									
	Feb 10	96.0									
	Mar 10	95.6	93.1	93.8	85.1	91.1	100.4	100.7	102.0	97.9	99.9
	Apr 14	95.7									
	May 12	95.1									
	June 9	95.2	90.9	94.5	84.2	90.7	100.5	100.3	102.0	98.2	100.5
	July 14	95.2									
	Aug 11	91.7	90.2	99.2	82.4	89.0	100.7	100.6	103.4	98.4	100.0
	Sept 8	91.7									
	Oct 13	90.8									
	Nov 10	89.7									
	Dec 8	88.8	87.6	96.2	80.4	88.7	100.4	100.7	103.2	98.0	100.5
1991	Jan 12	87.4									
	Feb 9	85.7R									
	Mar 9	84.5	81.5	90.4	76.1	88.0R	98.8R	98.1R	99.4R	95.9R	101.0
	Apr 13	83.8R									
	May 11	82.8									

Seasonally adjusted



2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED ††			UNEMPLOYED BY DURATION			
		UNEMPLOYED		SEASONALLY ADJUSTED ††			UNEMPLOYED BY DURATION			
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1987	Annual averages	2,953.4	10.6	2,806.5	10.0					
1988**		2,370.4	8.4	2,274.9	8.1					
1989		1,798.7	6.3	1,784.4	6.3					
1990		1,664.5	5.9	1,661.7	5.8					
1989	June 8	1,743.1	6.1	1,791.2	6.3	-27.8	-37.3	170	1,544	29
	July 13	1,771.4	6.2	1,766.2	6.2	-25.0	-26.9	248	1,495	28
	Aug 10	1,741.1	6.1	1,725.0	6.1	-41.2	-31.3	212	1,502	27
	Sept 14 †	1,702.9	6.0	1,684.7	5.9	-40.3	-35.5	222	1,455	26
	Oct 12 †	1,635.8	5.8	1,670.4	5.9	-14.3	-31.9	214	1,397	25
	Nov 9 †	1,612.4	5.7	1,651.1	5.8	-19.3	-24.6	209	1,379	24
	Dec 14 †	1,639.0	5.8	1,636.1	5.8	-15.0	-16.2	207	1,407	25
1990	Jan 11 †	1,687.0	5.9	1,615.8	5.7	-20.3	-18.2	214	1,448	25
	Feb 8 †	1,675.7	5.9	1,614.0	5.7	-1.8	-12.4	227	1,425	24
	Mar 8	1,646.6	5.8	1,606.6	5.6	-7.4	-9.8	206	1,416	24
	Apr 12	1,626.3	5.7	1,607.0	5.7	0.4	-2.9	216	1,387	24
	May 10	1,578.5	5.6	1,610.9	5.7	3.9	-1.0	181	1,374	24
	June 14	1,555.6	5.5	1,618.4	5.7	7.5	3.9	190	1,342	23
	July 12	1,623.6	5.7	1,632.1	5.7	13.7	8.4	261	1,340	23
	Aug 9	1,657.8	5.8	1,655.3	5.8	23.2	14.8	236	1,398	23
	Sept 13	1,673.9	5.9	1,670.5	5.9	15.2	17.4	247	1,403	24
	Oct 11	1,670.6	5.9	1,704.8	6.0	34.3	24.2	257	1,390	24
	Nov 8	1,728.1	6.1	1,763.1	6.2	58.3	35.9	268	1,435	25
	Dec 13	1,850.4	6.5	1,842.3	6.5	79.2	57.3	273	1,550	27
1991	Jan 10	1,959.7	6.9	1,891.6	6.7	49.3	62.3	267	1,664	29
	Feb 7	2,045.4	7.2	1,979.8	7.0	88.2	72.2	313	1,703	30
	Mar 14	2,142.1	7.5	2,091.0	7.4	111.2	82.9	300	1,810	32
	Apr 11	2,198.5	7.7	2,173.6	7.6	82.6	94.0	292	1,873	34
	May 9	2,213.8	7.8	2,241.3	7.9	67.7	87.2	270	1,908	35
	June 13 P	2,241.0	7.9	2,301.0	8.1	59.7	70.0	262	1,942	37

2.2 UNEMPLOYMENT GB Summary

		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1987	Annual averages	2,826.9	10.4	2,684.4	9.8					
1988**		2,254.7	8.2	2,161.7	7.9					
1989		1,693.0	6.1	1,678.8	6.1					
1990		1,567.3	5.6	1,564.6	5.6					
1989	June 8	1,638.9	5.9	1,685.3	6.1	-26.6	-36.3	163	1,448	27
	July 13	1,663.6	6.0	1,660.4	6.0	-24.9	-26.1	237	1,399	27
	Aug 10	1,634.1	5.9	1,620.4	5.8	-40.0	-30.5	206	1,402	26
	Sept 14 †	1,596.8	5.7	1,581.7	5.7	-38.7	-34.5	212	1,360	25
	Oct 12 †	1,534.0	5.5	1,568.1	5.7	-13.6	-30.8	206	1,304	24
	Nov 9 †	1,513.2	5.4	1,549.9	5.6	-18.2	-23.5	202	1,288	23
	Dec 14 †	1,539.9	5.6	1,535.7	5.5	-14.2	-15.3	200	1,316	23
1990	Jan 11 †	1,586.6	5.7	1,516.6	5.5	-19.1	-17.2	206	1,357	24
	Feb 8 †	1,576.8	5.7	1,515.3	5.5	-1.3	-11.5	219	1,335	23
	Mar 8	1,549.0	5.6	1,508.1	5.4	-7.2	-9.2	199	1,326	23
	Apr 12	1,528.7	5.5	1,509.0	5.4	0.9	-2.5	208	1,298	23
	May 10	1,482.5	5.3	1,513.2	5.5	4.2	-0.7	176	1,284	23
	June 14	1,460.6	5.3	1,521.5	5.5	8.3	4.5	184	1,255	22
	July 12	1,524.1	5.5	1,535.2	5.5	13.7	8.7	251	1,251	22
	Aug 9	1,559.6	5.6	1,559.5	5.6	24.3	15.4	229	1,308	22
	Sept 13	1,575.5	5.7	1,575.0	5.7	15.5	17.8	237	1,316	22
	Oct 11	1,575.9	5.7	1,609.4	5.8	34.4	24.7	248	1,305	23
	Nov 8	1,633.8	5.9	1,666.8	6.0	57.4	35.8	260	1,350	24
	Dec 13	1,754.8	6.3	1,745.4	6.3	78.6	56.8	266	1,463	26
1991	Jan 10	1,861.5	6.7	1,794.2	6.5	48.8	61.6	259	1,574	28
	Feb 7	1,947.6	7.0	1,882.2	6.8	88.0	71.8	306	1,612	29
	Mar 14	2,043.9	7.4	1,992.2	7.2	110.0	82.3	293	1,720	31
	Apr 11	2,099.4	7.6	2,074.4	7.5	82.2	93.4	285	1,782	33
	May 9	2,115.8	7.6	2,141.9	7.7	67.5	86.6	264	1,818	34
	June 13 P	2,142.8	7.7	2,201.1	7.9	59.2	69.6	255	1,852	36

† National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related Government training programmes) at mid-1990 for 1990 and 1991 figures and at the corresponding mid-year estimates for earlier years.
 ** Unadjusted figures for 1988 were affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduced the UK unadjusted total by about 90,000 on average, with most of this effect having taken place over the two months to October 1988.

UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED ††		MARRIED	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1987	Annual averages	2,045.8	12.5	1,955.3	12.0	907.6	7.8	851.2	7.3
1988**		1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8
1989		1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2
1990		1,232.3	7.6	1,230.3	7.6	432.2	3.6	431.4	3.5
1989	June 8	1,256.6	7.7	1,279.6	7.8	486.6	4.0	511.6	4.2
	July 13	1,261.6	7.7	1,265.7	7.8	509.8	4.2	500.5	4.1
	Aug 10	1,238.4	7.6	1,243.1	7.6	502.7	4.2	481.9	4.0
	Sept 14 †	1,218.8	7.5	1,218.6	7.5	484.1	4.0	466.1	3.9
	Oct 12 †	1,181.3	7.2	1,211.2	7.4	454.5	3.8	459.2	3.8
	Nov 9 †	1,172.7	7.2	1,200.0	7.4	439.7	3.6	451.1	3.7
	Dec 14 †	1,204.8	7.4	1,194.7	7.3	434.2	3.6	441.4	3.6
1990	Jan 11 †	1,239.3	7.6	1,181.7	7.3	447.7	3.7	434.1	3.6
	Feb 8 †	1,232.2	7.6	1,182.4	7.3	443.5	3.6	431.6	3.5
	Mar 8	1,213.5	7.5	1,177.9	7.2	433.1	3.6	428.7	3.5
	Apr 12	1,198.2	7.4	1,177.2	7.2	428.1	3.5	429.8	3.5
	May 10	1,170.0	7.2	1,184.0	7.3	408.5	3.4	426.9	3.5
	June 14	1,155.4	7.1	1,193.5	7.3	400.2	3.3	424.9	3.5
	July 12	1,192.1	7.3	1,210.4	7.4	431.5	3.5	421.7	3.5
	Aug 9	1,211.8	7.5	1,230.2	7.6	446.0	3.7	425.1	3.5
	Sept 13	1,234.2	7.6	1,246.6	7.7	439.7	3.6	423.9	3.5
	Oct 11	1,244.4	7.7	1,273.8	7.8	426.2	3.5	431.0	3.5
	Nov 8	1,295.8	8.0	1,320.1	8.1	432.3	3.6	443.0	3.6
	Dec 13	1,400.6	8.6	1,385.8	8.5	449.8	3.7	456.5	3.7
1991	Jan 10	1,480.8	9.1	1,425.6	8.8	479.0	3.9	466.0	3.8
	Feb 7	1,547.8	9.5	1,495.6	9.2	497.6	4.1	484.2	4.0
	Mar 14	1,623.8	10.0	1,581.2	9.7	518.2	4.3	509.8	4.2
	Apr 11	1,668.2	10.3	1,644.8	10.1	530.2	4.4	528.8	4.3
	May 9	1,684.7	10.4	1,697.4	10.4	529.0	4.3	543.9	4.5
	June 13 P	1,707.7	10.5	1,745.2	10.7	533.4	4.4	555.8	4.6

UNEMPLOYMENT 2.2 GB Summary

		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1987	Annual averages	1,953.8	12.3	1,866.1	11.7	873.1	7.7	818.4	7.2
1988**		1,566.1	9.8	1,505.4	9.4	688.6	6.0	656.3	5.7
1989		1,213.1	7.6	1,199.8	7.5	479.9	4.1	479.1	4.1
1990		1,159.1	7.3	1,157.1	7.3	408.2	3.4	407.5	3.4
1989	June 8	1,179.7	7.4	1,201.7	7.6	459.2	3.9	483.6	4.1
	July 13	1,183.6	7.4	1,187.9	7.5	480.0	4.1	472.5	4.0
	Aug 10	1,161.0	7.3	1,166.0	7.3	473.0	4.0	454.4	3.8
	Sept 14 †	1,141.7	7.2	1,142.4	7.2	455.1	3.9	439.3	3.7
	Oct 12 †	1,106.5	7.0	1,135.5	7.1	427.4	3.6	432.6	3.7
	Nov 9 †	1,099.0	6.9	1,124.9	7.1	414.2	3.5	425.0	3.6
	Dec 14 †	1,130.4	7.1	1,120.0	7.0	409.5	3.5	415.7	3.5
1990	Jan 11 †	1,163.7	7.3	1,107.7	7.0	422.9	3.6	408.9	3.4
	Feb 8 †	1,157.5	7.3	1,108.6	7.0	419.3	3.5	406.7	3.4
	Mar 8	1,139.6	7.2	1,104.2	7.0	409.4	3.4	403.9	3.4

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1987	680.5	460.8	219.7	7.4	8.7	5.7	657.9	7.2			448.3	209.7
1988**	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.4			339.8	156.0
1989	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			272.8	99.0
1990 June 14	341.9	252.0	90.0	3.7	4.8	2.2	354.4	3.8	5.0	5.0	259.3	95.1
July 12	359.3	262.5	96.8	3.9	5.0	2.4	359.7	3.9	5.3	4.6	264.7	95.0
Aug 9	376.7	273.2	103.5	4.0	5.2	2.6	372.3	4.0	12.6	7.6	274.2	98.1
Sept 13	387.2	282.7	104.6	4.2	5.4	2.6	383.8	4.1	11.5	9.8	283.3	100.5
Oct 11	394.7	290.3	104.4	4.2	5.5	2.6	399.1	4.3	15.3	13.1	294.8	104.3
Nov 8	414.1	306.6	107.5	4.4	5.8	2.7	422.6	4.5	23.5	16.8	312.8	109.8
Dec 13	458.7	343.3	115.4	4.9	6.5	2.9	456.7	4.9	34.1	24.3	340.6	116.1
1991 Jan 10	487.1	365.0	122.1	5.2	6.9	3.0	478.3	5.1	21.6	26.4	357.2	121.1
Feb 7	526.1	394.4	131.7	5.6	7.5	3.3	514.8	5.5	36.5	30.7	385.1	129.7
Mar 14	573.2	428.5	144.7	6.2	8.1	3.6	561.8	6.0	47.0	35.0	418.8	143.0
Apr 11	595.6	445.4	150.2	6.4	8.4	3.7	589.5	6.3	27.7	37.1	440.1	149.4
May 9	608.5	456.3	152.2	6.5	8.6	3.8	613.8	6.6	24.3	33.0	458.8	155.0
June 13 P	627.6	471.9	155.7	6.7	8.9	3.9	638.9	6.9	25.1	25.7	478.4	160.5
GREATER LONDON (included in South East)												
1987	363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7
1988**	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8
1989	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.0			154.5	57.0
1990 June 14	199.3	146.6	52.7	4.7	6.1	2.9	203.1	4.8	2.0	2.2	148.4	54.7
July 12	207.3	151.2	56.2	4.9	6.2	3.1	205.9	4.9	2.8	1.9	151.2	54.7
Aug 9	216.1	156.3	59.8	5.1	6.5	3.3	211.3	5.0	5.4	3.4	154.8	56.5
Sept 13	221.5	160.7	60.8	5.3	6.6	3.4	216.6	5.1	5.3	4.5	158.8	57.8
Oct 11	222.7	162.4	60.3	5.3	6.7	3.4	223.5	5.3	6.9	5.9	163.7	59.8
Nov 8	229.2	167.8	61.4	5.4	6.9	3.4	233.6	5.6	10.1	7.4	171.1	62.5
Dec 13	248.3	182.8	65.6	5.9	7.6	3.7	247.7	5.9	14.1	10.4	181.8	65.9
1991 Jan 10	257.1	189.4	67.6	6.1	7.8	3.8	257.4	6.1	9.7	11.3	189.1	68.3
Feb 7	274.1	201.8	72.3	6.5	8.3	4.0	272.5	6.5	15.1	13.0	200.2	72.3
Mar 14	296.4	217.9	78.5	7.0	9.0	4.4	292.8	7.0	20.3	15.0	214.5	78.3
Apr 11	309.3	227.2	82.0	7.4	9.4	4.6	307.5	7.3	14.7	16.7	225.5	82.0
May 9	317.7	234.2	83.5	7.6	9.7	4.7	320.1	7.6	12.6	15.9	235.1	85.0
June 13 P	329.5	243.5	86.0	7.8	10.1	4.8	333.2	7.9	13.1	13.5	245.2	88.0
EAST ANGLIA												
1987	72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.6
1988**	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1990 June 14	33.9	24.6	9.2	3.3	4.2	2.1	35.8	3.5	0.2	0.4	25.9	9.9
July 12	35.3	25.5	9.8	3.5	4.4	2.3	36.6	3.6	0.8	0.5	26.6	10.0
Aug 9	36.6	26.3	10.3	3.6	4.5	2.4	37.7	3.7	1.1	0.7	27.4	10.3
Sept 13	37.2	26.9	10.3	3.7	4.6	2.4	38.6	3.8	0.9	0.9	28.2	10.4
Oct 11	38.3	27.9	10.5	3.8	4.8	2.4	40.4	4.0	1.8	1.3	29.6	10.8
Nov 8	41.1	30.2	10.9	4.1	5.2	2.5	42.6	4.2	2.2	1.6	31.3	11.3
Dec 13	45.4	33.9	11.5	4.5	5.8	2.7	45.0	4.4	2.4	2.1	33.4	11.6
1991 Jan 10	49.4	36.8	12.6	4.9	6.3	2.9	46.9	4.6	1.9	2.2	34.9	12.0
Feb 7	53.5	40.0	13.5	5.3	6.9	3.1	50.4	5.0	3.5	2.6	37.5	12.9
Mar 14	56.4	42.1	14.2	5.6	7.3	3.3	53.5	5.3	3.1	2.8	39.9	13.6
Apr 11	57.2	42.8	14.5	5.7	7.4	3.4	55.5	5.5	2.0	2.9	41.4	14.1
May 9	58.0	43.4	14.6	5.7	7.5	3.4	57.7	5.7	2.2	2.4	43.1	14.6
June 13 P	57.1	43.0	14.2	5.6	7.4	3.3	59.0	5.8	1.3	1.8	44.2	14.8
SOUTH WEST												
1987	178.9	115.0	63.9	8.5	9.4	7.2	172.3	8.1			111.4	60.9
1988**	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.7	27.5
1990 June 14	85.1	61.3	23.9	3.8	4.9	2.5	93.6	4.2	2.0	1.2	66.4	27.2
July 12	90.3	64.6	25.7	4.1	5.1	2.7	95.6	4.3	2.0	1.8	68.4	27.2
Aug 9	94.9	67.6	27.2	4.3	5.4	2.8	98.0	4.4	2.4	2.1	70.5	27.5
Sept 13	97.4	70.2	27.2	4.4	5.6	2.8	99.7	4.5	1.7	2.0	72.4	27.3
Oct 11	101.0	73.3	27.7	4.5	5.8	2.9	103.2	4.6	3.5	2.5	75.2	28.0
Nov 8	109.4	79.9	29.5	4.9	6.4	3.0	109.3	4.9	6.1	3.8	80.2	29.1
Dec 13	122.6	90.7	31.9	5.5	7.2	3.3	118.4	5.3	9.1	6.2	87.5	30.9
1991 Jan 10	133.3	98.7	34.6	6.0	7.9	3.6	124.8	5.6	6.4	7.2	92.7	32.1
Feb 7	142.7	106.0	36.7	6.4	8.4	3.8	134.5	6.1	9.7	8.4	100.4	34.1
Mar 14	150.2	112.4	37.9	6.8	8.9	3.9	144.0	6.5	9.5	8.5	108.0	36.0
Apr 11	152.0	114.5	37.5	6.8	9.1	3.9	150.1	6.8	6.1	8.4	112.7	37.4
May 9	151.8	114.8	37.0	6.8	9.1	3.8	155.3	7.0	5.2	6.9	116.7	38.6
June 13 P	153.1	116.1	37.0	6.9	9.2	3.8	160.6	7.2	5.3	5.5	120.8	39.8

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Regions 2.3

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1987	305.9	211.1	94.8	12.0	13.8	9.2	292.0	11.4			203.4	88.6
1988**	238.0	163.0	75.0	9.2	10.7	7.1	229.7	8.9			158.3	71.4
1989	168.5	118.8	49.7	6.6	7.9	4.7	167.9	6.6			118.3	49.6
1990	152.7	111.7	41.1	5.9	7.4	3.8	152.6	6.0			111.5	41.1
1990 June 14	144.0	105.6	38.4	5.6	7.0	3.6	149.2	5.8	-0.1	0.1	108.7	40.5
July 12	150.0	108.9	41.1	5.8	7.2	3.8	149.5	5.8	0.3	0.3	109.4	40.1
Aug 9	153.5	111.0	42.5	5.9	7.3	4.0	151.3	5.8	1.8	0.7	111.0	40.3
Sept 13	154.9	112.6	42.3	6.0	7.4	3.9	151.3	5.8	—	0.7	111.5	39.8
Oct 11	152.2	111.9	40.2	5.9	7.4	3.7	154.3	6.0	3.0	1.6	113.9	40.4
Nov 8	155.6	115.4	40.2	6.0	7.6	3.7	159.6	6.2	5.3	2.8	118.2	41.4
Dec 13	166.0	124.3	41.7	6.4	8.2	3.9	166.5	6.4	6.9	5.1	124.8	42.7
1991 Jan 10	177.1	132.5	44.5	6.8	8.8	4.1	171.8	6.6	5.3	5.8	128.0	45.8
Feb 7	186.7	140.1	46.6	7.2	9.2	4.3	181.8	7.0	10.0	7.4	136.0	45.8
Mar 14	198.9	150.0	49.0	7.7	9.9	4.6	195.8	7.6	14.0	9.8	147.3	48.5
Apr 11	207.2	156.4	50.8	8.0	10.3	4.7	206.5	8.0	10.7	11.6	155.6	50.9
May 9	210.9	160.2	50.7	8.1	10.6	4.7	214.2	8.3	7.7	10.8	161.9	52.3
June 13 P	216.0	164.1	51.9	8.3	10.8	4.8	220.7	8.5	6.5	8.3	167.0	53.7
EAST MIDLANDS												
1987	183.9	125.2	58.7	9.6	11.2	7.4	171.6	9.0			116.4	55.2
1988**	147.8	101.9	45.9	7.7	9.1	5.7	137.4	7.1			93.5	43.9
1989	108.9											

2.7 UNEMPLOYMENT Age

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE										
1990	Apr	1,624.8	131.0	334.2	268.4	323.8	252.2	286.7	28.5	1,626.3
	July	1,621.7	130.8	356.8	268.8	322.0	246.4	269.5	27.4	1,623.6
	Oct	1,668.5	144.1	352.8	279.5	335.2	255.1	272.9	29.0	1,670.6
1991	Jan	1,957.0	166.4	420.0	335.1	400.5	302.2	297.9	34.9	1,959.7
	Apr	2,195.4	185.4	473.7	379.7	456.0	341.3	318.5	40.8	2,198.5
MALE										
1990	Apr	1,197.4	81.4	236.8	199.1	255.9	186.0	210.2	28.0	1,198.2
	July	1,191.1	81.0	247.6	200.9	254.9	181.9	198.0	26.9	1,192.1
	Oct	1,243.4	89.3	251.6	211.7	268.8	191.1	202.3	28.6	1,244.4
1991	Jan	1,479.4	106.0	304.4	257.2	324.4	229.2	223.8	34.5	1,480.8
	Apr	1,666.6	119.6	345.4	292.8	369.4	258.5	240.7	40.2	1,668.2
FEMALE										
1990	Apr	427.5	49.5	97.5	69.3	67.9	66.2	76.5	0.6	428.1
	July	430.6	49.8	109.3	68.0	67.1	64.5	71.5	0.5	431.5
	Oct	425.2	54.8	101.2	67.8	66.4	64.0	70.6	0.4	426.2
1991	Jan	477.7	60.4	115.6	77.9	76.1	73.0	74.1	0.5	479.0
	Apr	528.8	65.8	128.3	87.0	86.6	82.8	77.8	0.6	530.2

* Including some aged under 18.

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									
1990	Apr	216.0	586.9	283.7	200.5	86.0	253.2	1,626.3	539.7
	July	260.7	565.5	283.7	197.8	80.9	234.9	1,623.6	513.6
	Oct	256.9	616.5	289.5	202.6	80.4	224.7	1,670.6	507.7
1991	Jan	266.9	834.6	333.4	221.6	83.9	219.3	1,959.7	524.8
	Apr	291.8	939.7	411.9	253.7	87.9	213.5	2,198.5	555.1
Proportion of number unemployed									
1990	Apr	13.3	36.1	17.4	12.3	5.3	15.6	100.0	33.2
	July	16.1	34.8	17.5	12.2	5.0	14.5	100.0	31.6
	Oct	15.4	36.9	17.3	12.1	4.8	13.5	100.0	30.4
1991	Jan	13.6	42.6	17.0	11.3	4.3	11.2	100.0	26.8
	Apr	13.3	42.7	18.7	11.5	4.0	9.7	100.0	25.2
MALE									
1990	Apr	148.3	420.9	203.5	154.5	67.1	203.9	1,198.2	425.5
	July	171.1	406.2	207.9	153.6	63.3	189.9	1,192.1	406.8
	Oct	181.9	442.5	215.8	158.9	63.5	181.9	1,244.4	404.3
1991	Jan	186.0	623.6	250.3	175.8	67.3	177.9	1,480.8	421.0
	Apr	206.9	700.5	313.2	202.7	71.3	173.5	1,668.2	447.6
Proportion of number unemployed									
1990	Apr	12.4	35.1	17.0	12.9	5.6	17.0	100.0	35.5
	July	14.4	34.1	17.4	12.9	5.3	15.9	100.0	34.1
	Oct	14.6	35.6	17.3	12.8	5.1	14.6	100.0	32.5
1991	Jan	12.6	42.1	16.9	11.9	4.5	12.0	100.0	28.4
	Apr	12.4	42.0	18.8	12.2	4.3	10.4	100.0	26.8
FEMALE									
1990	Apr	67.7	166.0	80.2	46.0	18.9	49.3	428.1	114.2
	July	89.6	159.3	75.8	44.2	17.6	45.0	431.5	106.8
	Oct	75.0	174.0	73.7	43.8	16.8	42.9	426.2	103.5
1991	Jan	80.9	211.0	83.1	45.8	16.6	41.4	479.0	103.8
	Apr	84.9	239.2	98.7	51.0	16.6	40.0	530.2	107.5
Proportion of number unemployed									
1990	Apr	15.8	38.8	18.7	10.7	4.4	11.5	100.0	26.7
	July	20.8	36.9	17.6	10.2	4.1	10.4	100.0	24.8
	Oct	17.6	40.8	17.3	10.3	4.0	10.1	100.0	24.3
1991	Jan	16.9	44.1	17.4	9.6	3.5	8.6	100.0	21.7
	Apr	16.0	45.1	18.6	9.6	3.1	7.5	100.0	20.3

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at June 13, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
Bedfordshire	13,682	4,021	17,703	7.7	6.7	Isle of Wight	3,431	1,009	4,440	9.7	7.7
Luton	6,222	1,669	7,891			Medina	2,057	600	2,657		
Mid Bedfordshire	1,709	627	2,336			South Wight	1,374	409	1,783		
North Bedfordshire	3,344	996	4,340			Kent	37,766	11,249	49,015	8.6	7.1
South Bedfordshire	2,407	729	3,136			Ashford	2,037	602	2,639		
Berkshire	14,079	4,362	18,441	5.2	4.5	Canterbury	2,924	840	3,764		
Bracknell	1,775	570	2,345			Dartford	1,798	542	2,340		
Newbury	2,152	666	2,818			Dover	2,322	670	2,992		
Reading	3,620	848	4,468			Gillingham	2,779	884	3,663		
Slough	2,934	1,047	3,981			Gravesham	2,988	897	3,885		
Windsor and Maidenhead	1,839	638	2,477			Maldstone	2,543	826	3,369		
Wokingham	1,759	593	2,352			Rochester-upon-Medway	4,831	1,417	6,248		
Buckinghamshire	12,402	3,857	16,259	6.1	5.1	Sevenoaks	1,758	563	2,321		
Aylesbury Vale	2,795	993	3,788			Shepway	2,656	653	3,309		
Chiltern	1,170	375	1,545			Swale	3,476	1,106	4,582		
Milton Keynes	4,700	1,364	6,064			Thanet	4,216	1,206	5,422		
South Buckinghamshire	750	264	1,014			Tonbridge and Malling	1,813	582	2,395		
Wycombe	2,987	861	3,848			Tunbridge Wells	1,625	461	2,086		
East Sussex	18,639	5,615	24,254	9.8	7.7	Oxfordshire	10,480	3,126	13,606	5.4	4.6
Brighton	6,191	1,864	8,055			Cherwell	2,291	798	3,089		
Eastbourne	2,013	569	2,582			Oxford	3,075	778	3,853		
Hastings	2,931	765	3,696			South Oxfordshire	2,165	552	2,717		
Hove	2,760	953	3,713			Vale of White Horse	1,630	509	2,139		
Lewes	1,693	513	2,206			West Oxfordshire	1,319	489	1,808		
Rother	1,448	439	1,887			Surrey	13,490	4,292	17,782		
Wealden	1,603	512	2,115			Elmbridge	1,475	510	1,985		
Essex	36,641	11,805	48,446	8.9	7.3	Epsom and Ewell	869	256	1,125		
Basildon	4,680	1,469	6,149			Guildford	1,711	506	2,217		
Braintree	2,578	891	3,469			Mole Valley	947	276	1,223		
Brentwood	1,124	380	1,504			Reigate and Banstead	1,620	512	2,132		
Castle Point	2,032	644	2,676			Runnymede	1,041	325	1,366		
Chelmsford	2,765	1,011	3,776			Spelthorne	1,397	488	1,885		
Colchester	3,250	1,226	4,476			Surrey Heath	1,013	335	1,348		
Epping Forest	2,290	846	3,136			Tandridge	894	314	1,208		
Harlow	2,369	850	3,219			Waverley	1,401	433	1,834		
Maldon	1,118	343	1,461			Woking	1,122	337	1,459		
Rochford	1,402	488	1,890			West Sussex	11,692	3,441	15,133	5.1	4.3
Southend-on-Sea	4,955	1,336	6,291			Adur	1,165	319	1,484		
Tendring	3,331	911	4,242			Arun	2,339	587	2,926		
Thurrock	3,857	1,101	4,958			Chichester	1,426	385	1,811		
Uttlesford	890	309	1,199			Crawley	1,641	621	2,262		
Greater London	243,546	85,978	329,524	8.9	7.8	Horsham	1,574	541	2,115		
Barking and Dagenham	4,940	1,396	6,336			Mid Sussex	1,549	495	2,044		
Barnet	6,724	2,832	9,556			Worthing	1,998	493	2,491		
Bexley	5,312	1,877	7,189			EAST ANGLIA					
Brent	10,502	3,870	14,372			Cambridgeshire	13,958	4,629	18,587	6.5	5.6
Bromley	5,852	2,161	8,013			Cambridge	2,234	723	2,957		
Camden	7,519	2,898	10,417			East Cambridgeshire	915	332	1,247		
City of London	71	33	104			Fenland	1,994	681	2,675		
City of Westminster	5,552	2,341	7,893			Huntingdon	2,410	930	3,340		
Croydon	8,581	2,870	11,451			Peterborough	5,067	1,488	6,555		
Ealing	8,868	3,314	12,182			South Cambridgeshire	1,338	475	1,813		
Enfield	7,927	2,760	10,687			Norfolk	16,893	5,369	22,262	7.6	6.2
Greenwich	9,209	2,935	12,144			Breckland	2,223	794	3,017		
Hackney	12,684	4,311	16,995			Broadland	1,337	503	1,840		
Hammersmith and Fulham	6,960	2,688	9,648			Great Yarmouth	2,764	935	3,699		
Haringey	12,106	4,464	16,570			North Norfolk	1,626	485	2,111		
Harrow	3,790	1,501	5,291			Norwich	4,502	1,132	5,634		
Havering	5,121	1,577	6,698								

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at June 13, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce
Dorset	15,957	4,534	20,491	8.6	7.1	South Kesteven	1,836	653	2,489		
Bournemouth	5,544	1,493	7,037			West Lindsey	1,654	682	2,336		
Christchurch	723	210	933			Northamptonshire	12,797	4,382	17,179	6.9	5.9
East Dorset	1,231	398	1,629			Corby	1,941	650	2,591		
North Dorset	700	266	966			Daventry	896	398	1,294		
Poole	3,730	949	4,679			East Northamptonshire	1,044	392	1,436		
Purbeck	822	221	1,043			Kettering	1,716	583	2,299		
West Dorset	1,378	456	1,834			Northampton	4,804	1,456	6,260		
Weymouth and Portland	1,829	541	2,370			South Northamptonshire	887	339	1,226		
Gloucestershire	11,112	3,418	14,530	6.3	5.4	Wellingborough	1,509	564	2,073		
Cheltenham	2,448	648	3,096			Nottinghamshire	32,849	9,468	42,317	9.7	8.5
Cotswold	1,017	351	1,368			Ashfield	3,433	898	4,331		
Forest of Dean	1,449	483	1,932			Bassetlaw	2,924	1,022	3,946		
Gloucester	2,781	719	3,500			Broxtowe	2,377	825	3,202		
Stroud	2,066	750	2,816			Gedling	2,409	843	3,252		
Tewkesbury	1,351	467	1,818			Mansfield	3,394	867	4,261		
Somerset	9,924	3,440	13,364	7.5	6.1	Newark	2,543	764	3,307		
Mendip	2,129	777	2,906			Nottingham	13,864	3,612	17,476		
Sedgemoor	2,336	794	3,130			Rushcliffe	1,905	637	2,542		
Taunton Deane	2,136	670	2,806			YORKSHIRE AND HUMBERSIDE					
West Somerset	595	162	757			Humberside	30,086	8,707	38,793	10.5	9.1
Yeovil	2,728	1,037	3,765			Beverley	1,832	742	2,574		
Wiltshire	11,600	4,113	15,713	6.7	5.8	Boothferry	1,437	462	1,899		
Kennet	1,101	415	1,516			Cleethorpes	2,236	618	2,854		
North Wiltshire	1,868	799	2,667			East Yorkshire	1,744	588	2,332		
Salisbury	1,902	630	2,532			Glanford	1,458	576	2,034		
Thamesdown	4,706	1,505	6,211			Great Grimsby	4,205	1,036	5,241		
West Wiltshire	2,023	764	2,787			Holderness	1,164	434	1,598		
WEST MIDLANDS						Kingston-upon-Hull	13,581	3,607	17,188		
Hereford and Worcester	14,442	4,894	19,336	7.7	6.3	Scunthorpe	2,429	644	3,073		
Bromsgrove	1,831	634	2,465			North Yorkshire	11,172	4,137	15,309	5.5	4.4
Hereford	1,363	521	1,884			Craven	606	268	874		
Leominster	591	234	825			Hambledon	987	405	1,392		
Makern Hills	1,442	442	1,884			Harrogate	1,764	655	2,419		
Redditch	1,908	721	2,629			Richmondshire	443	318	761		
South Herefordshire	825	285	1,110			Ryedale	862	380	1,242		
Worcester	2,252	614	2,866			Scarborough	2,490	786	3,276		
Wychevon	1,635	577	2,212			Selby	1,313	550	1,863		
Wyre Forest	2,495	866	3,361			York	2,707	775	3,482		
Shropshire	8,625	3,020	11,645	7.6	6.2	South Yorkshire	51,330	14,580	65,910	12.8	11.2
Bridgnorth	798	325	1,123			Barnsley	8,461	2,429	10,890		
North Shropshire	786	309	1,095			Doncaster	11,506	3,358	14,864		
Oswestry	649	266	915			Rotherham	9,783	2,875	12,658		
Shrewsbury and Atcham	1,723	588	2,311			Sheffield	21,580	5,918	27,498		
South Shropshire	689	227	916			West Yorkshire	64,372	19,022	83,394	9.1	8.0
The Wrekin	3,980	1,305	5,285			Bradford	16,469	4,522	20,991		
Staffordshire	24,947	8,638	33,585	8.1	7.0	Calderdale	5,714	1,890	7,604		
Canock Chase	2,551	889	3,440			Kirkstiles	10,250	3,181	13,431		
East Staffordshire	2,415	898	3,313			Leeds	22,349	6,381	28,730		
Lichfield	1,912	735	2,647			Wakefield	9,590	3,048	12,638		
Newcastle-under-Lyme	2,784	1,038	3,822			NORTH WEST					
South Staffordshire	2,298	848	3,146			Cheshire	23,239	7,422	30,661	7.6	6.6
Stafford	2,030	695	2,725			Chester	2,897	903	3,800		
Staffordshire Moorlands	1,466	551	2,017			Congleton	1,366	601	1,967		
Stoke-on-Trent	7,219	2,154	9,373			Crewe and Nantwich	2,602	891	3,493		
Tamworth	2,272	830	3,102			Ellesmere Port and Neston	2,369	710	3,079		
Warwickshire	10,005	3,680	13,685	6.8	5.7	Halton	4,872	1,297	6,169		
North Warwickshire	1,322	463	1,785			Macclesfield	2,138	788	2,926		
Nuneaton and Bedworth	3,242	1,135	4,377			Vale Royal	2,436	849	3,285		
Rugby	1,695	682	2,377			Warrington	4,559	1,383	5,942		
Stratford-on-Avon	1,430	564	1,994			Greater Manchester	88,781	26,076	114,857	10.2	9.0
Warwick	2,316	836	3,152			Bolton	8,366	2,395	10,761		
West Midlands	106,050	31,703	137,753	11.3	10.0	Bury	3,970	1,309	5,279		
Birmingham	46,648	13,312	59,960			Manchester	24,115	6,176	30,291		
Coventry	11,906	3,717	15,623			Oldham	7,129	2,353	9,482		
Dudley	9,308	2,907	12,215			Rochdale	7,250	2,130	9,380		
Sandwell	12,519	3,900	16,419			Salford	9,465	2,298	11,763		
Solihull	5,125	1,749	6,874			Stockport	6,354	2,008	8,362		
Walsall	9,697	2,866	12,563			Tameside	6,780	2,138	8,918		
Wolverhampton	10,847	3,252	14,099			Trafford	5,731	1,760	7,491		
EAST MIDLANDS						Wigan	9,621	3,509	13,130		
Derbyshire	24,255	8,267	32,522	8.7	7.5	Lancashire	35,134	10,577	45,711	8.3	7.0
Amber Valley	2,326	908	3,234			Blackburn	4,861	1,259	6,120		
Bolsover	2,117	687	2,804			Blackpool	4,692	1,194	5,886		
Chesterfield	3,272	1,026	4,298			Burnley	2,699	825	3,524		
Derby	7,484	2,256	9,740			Chorley	1,936	737	2,673		
Derbyshire Dales	929	373	1,302			Fylde	765	235	1,000		
Erewash	2,620	929	3,549			Hyndburn	1,880	610	2,490		
High Peak	1,660	687	2,347			Lancaster	3,220	1,106	4,326		
North East Derbyshire	2,589	880	3,469			Pendle	1,985	623	2,608		
South Derbyshire	1,258	521	1,779			Preston	4,413	1,057	5,470		
Leicestershire	21,366	7,031	28,397	7.4	6.4	Ribble Valley	491	236	727		
Blaby	1,268	503	1,771			Rossendale	1,489	456	1,945		
Charnwood	2,426	989	3,415			South Ribble	1,820	600	2,420		
Harborough	933	295	1,228			West Lancashire	3,115	1,118	4,233		
Hinckley and Bosworth	1,531	600	2,131			Wyre	1,768	521	2,289		
Leicester	11,746	3,411	15,157			Merseyside	70,183	19,476	89,659	15.8	13.9
Melton	644	242	886			Knowsley	9,789	2,431	12,220		
North West Leicestershire	1,666	517	2,183			Liverpool	29,707	8,184	37,891		
Oadby and Wigston	796	314	1,110			Sefton	10,625	3,021	13,646		
Rutland	356	160	516			St Helens	6,644	1,989	8,633		
Lincolnshire	13,371	4,714	18,085	8.4	6.8	Wirral	13,418	3,851	17,269		
Boston	1,266	434	1,700			NORTH					
East Lindsey	2,901	989	3,890			Cleveland	24,568	6,410	30,978	13.6	12.1
Lincoln	3,353	1,002	4,355			Hartlepool	4,267	970	5,237		
North Kesteven	1,288	546	1,834			Langbaugh	5,833	1,554	7,387		
South Holland	1,073	408	1,481								

Unemployment in counties and local authority districts at June 13, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †	per cent employees and unemployed	per cent workforce
Middlesbrough	7,485	1,936	9,421			Central Region	8,167	2,889	11,056	10.3	9.0
Stockton-on-Tees	6,983	1,950	8,933			Clackmannan	1,550	530	2,080		
Cumbria	10,140	3,769	13,909	6.4	5.5	Falkirk	4,603	1,648	6,251		
Allerdale	2,402	980	3,382			Stirling	2,014	711	2,725		
Barrow-in-Furness	2,011	741	2,752			Dumfries and Galloway Region	3,394	1,450	4,844	8.6	6.9
Carlisle	2,301	817	3,118			Annandale and Eskdale	591	309	900		
Copeland	2,002	687	2,689			Nithsdale	1,450	598	2,048		
Eden	459	179	638			Stewartry	350	152	502		
South Lakeland	965	365	1,330			Wigtown	1,003	391	1,394		
Durham	18,860	5,666	24,526	11.6	10.0	Fife Region	10,410	3,776	14,186	11.4	9.9
Chester-le-Street	1,503	498	2,001								

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at June 13, 1991

	Male	Female	All		Male	Female	All
SOUTH EAST							
Bedfordshire				Newham North West	3,692	1,187	4,879
Luton South	1,759	547	2,306	Newham South	3,895	1,063	4,958
Mid Bedfordshire	1,865	684	2,549	Norwood	4,777	1,728	6,505
North Bedfordshire	2,762	787	3,549	Old Bexley and Sidcup	1,096	413	1,509
North Luton	2,758	826	3,584	Orpington	1,365	472	1,838
South West Bedfordshire	2,288	693	2,981	Peckham	4,902	1,593	6,495
Berkshire				Putney	2,232	863	3,095
East Berkshire	2,080	681	2,761	Ravensbourne	1,138	441	1,579
Newbury	1,759	547	2,306	Richmond-upon-Thames and Barnes	1,460	658	2,118
Reading East	2,432	597	3,029	Romford	1,676	483	2,159
Reading West	1,903	473	2,376	Ruislip-Northwood	1,031	393	1,424
Slough	2,934	1,047	3,981	Southwark and Bermondsey	4,954	1,404	6,358
Windsor and Maidenhead	1,534	527	2,061	Streatham	3,909	1,430	5,339
Wokingham	1,457	490	1,947	Surbiton	915	332	1,247
Buckinghamshire				Sutton and Cheam	1,431	499	1,930
Aylesbury	2,172	780	2,952	Tooting	3,532	1,383	4,915
Beaconsfield	1,092	362	1,454	Tottenham	7,290	2,352	9,642
Buckingham	1,618	537	2,155	Twickenham	1,414	565	1,979
Chesham and Amersham	1,169	362	1,531	Upminster	1,789	574	2,363
Milton Keynes	4,095	1,181	5,276	Uxbridge	1,783	590	2,373
Wycombe	2,256	615	2,871	Vauxhall	6,030	2,005	8,035
East Sussex				Walthamstow	2,974	976	3,950
Bexhill and Battle	1,309	369	1,678	Weststead and Woodford	1,352	579	1,931
Brighton Kempdown	3,194	842	4,036	Westminster North	3,530	1,516	5,046
Brighton Pavilion	2,997	1,022	4,019	Wimbledon	1,635	678	2,313
Eastbourne	2,170	625	2,795	Woolwich	4,008	1,244	5,252
Hastings and Rye	3,228	877	4,105	Hampshire			
Hove	2,760	953	3,713	Aldershot	1,982	738	2,720
Lewes	1,736	533	2,269	Basingstoke	2,232	645	2,877
Wealden	1,245	394	1,639	East Hampshire	1,595	490	2,085
Essex				Eastleigh	2,608	703	3,311
Basildon	3,409	1,047	4,456	Fareham	1,873	587	2,460
Billerica	2,002	670	2,672	Gosport	2,079	792	2,871
Braintree	2,203	799	3,002	Havant	3,172	712	3,884
Brentwood and Ongar	1,388	453	1,841	New Forest	1,493	392	1,885
Castle Point	2,032	644	2,676	North West Hampshire	4,498	1,577	6,075
Chelmsford	2,111	751	2,862	Portsmouth North	2,888	743	3,631
Epping Forest	1,760	676	2,436	Portsmouth South	4,229	1,245	5,474
Harlow	2,635	947	3,582	Romsey and Waterside	2,044	598	2,642
Harwich	2,897	769	3,666	Southampton Itchen	3,818	898	4,716
North Colchester	2,227	795	3,022	Southampton Test	3,446	831	4,277
Rochford	1,777	621	2,398	Winchester	1,465	403	1,868
Saffron Walden	1,544	528	2,072	Hertfordshire			
South Colchester and Maldon	2,575	916	3,491	Broxbourne	2,198	944	3,142
Southend East	2,789	787	3,576	Hertford and Stortford	1,558	606	2,164
Southend West	2,166	549	2,715	Hertsmere	1,869	607	2,476
Thurrock	3,126	853	3,979	North Hertfordshire	2,287	773	3,060
Greater London				South West Hertfordshire	1,500	451	1,951
Barking	2,506	683	3,189	St Albans	1,497	507	2,004
Battersea	3,800	1,388	5,188	Stevenage	2,613	845	3,458
Beckenham	2,013	747	2,760	Watford	2,104	680	2,784
Bethnal Green and Stepney	5,246	1,259	6,505	Welwyn Hatfield	1,932	615	2,547
Bexleyheath	1,633	585	2,218	West Hertfordshire	2,122	646	2,768
Bow and Poplar	5,256	1,451	6,707	Isle of Wight			
Brent East	4,156	1,424	5,580	Isle of Wight	3,431	1,009	4,440
Brent North	2,084	903	2,987	Kent			
Brent South	4,262	1,543	5,805	Ashford	2,037	602	2,639
Brentford and Isleworth	2,317	964	3,281	Canterbury	2,149	628	2,777
Carshalton and Wallington	1,974	622	2,596	Dartford	2,122	650	2,772
Chelsea	1,450	754	2,204	Dover	2,149	615	2,764
Chingford	1,778	698	2,476	Faversham	3,350	1,068	4,418
Chipping Barnet	1,503	644	2,147	Folkestone and Hythe	2,656	653	3,309
Chislehurst	1,335	501	1,836	Gillingham	2,822	896	3,718
City of London				Gravesend	2,988	897	3,885
and Westminster South	2,093	858	2,951	Maidstone	1,974	634	2,608
Croydon Central	2,134	600	2,734	Medway	2,804	832	3,636
Croydon North East	2,502	909	3,411	Mid Kent	2,596	777	3,373
Croydon North West	2,694	948	3,642	North Thanet	2,954	831	3,785
Croydon South	1,251	413	1,664	Sevenoaks	1,434	455	1,889
Dagenham	2,434	713	3,147	South Thanet	2,293	668	2,961
Dulwich	3,013	1,094	4,107	Tonbridge and Malling	1,813	582	2,395
Ealing Acton	2,625	910	3,535	Tunbridge Wells	1,625	461	2,086
Ealing Southall	2,763	1,116	3,879	Oxfordshire			
Edmonton	3,102	1,008	4,110	Banbury	2,100	771	2,871
Eltham	2,357	708	3,065	Henley	1,175	311	1,486
Enfield North	2,862	974	3,836	Oxford East	2,686	638	3,324
Enfield Southgate	1,963	778	2,741	Oxford West and Abingdon	1,613	450	2,063
Erith and Crayford	2,583	879	3,462	Wantage	1,396	440	1,836
Feltham and Heston	2,965	1,146	4,111	Witney	1,510	516	2,026
Finchley	1,867	863	2,730	Surrey			
Fulham	2,932	1,252	4,184	Chertsey and Walton	1,320	436	1,756
Greenwich	2,844	983	3,827	East Surrey	894	314	1,208
Hackney North and Stoke Newington	6,050	2,126	8,176	Epsom and Ewell	1,169	330	1,499
Hackney South and Shoreditch	6,634	2,185	8,819	Esher	891	296	1,187
Hammersmith	4,028	1,416	5,444	Guildford	1,382	386	1,768
Hampstead and Highgate	3,031	1,378	4,409	Mole Valley	1,003	292	1,295
Harrow East	2,240	885	3,125	North West Surrey	1,470	478	1,948
Harrow West	1,550	616	2,166	Reigate	1,320	438	1,758
Hayes and Harlington	1,934	642	2,576	South West Surrey	1,198	381	1,579
Hendon North	1,735	674	2,409	Spelthorne	1,397	488	1,885
Hendon South	1,619	651	2,270	Woking	1,446	453	1,899
Holborn and St Pancras	4,488	1,520	6,008	West Sussex			
Hornchurch	1,656	520	2,176	Arundel	2,018	595	2,613
Hornsey and Wood Green	4,816	2,112	6,928	Chichester	1,426	385	1,811
Iford North	1,701	656	2,357	Crawley	1,920	730	2,650
Iford South	2,610	908	3,518	Horsham	1,574	541	2,115
Islington North	5,143	1,944	7,087	Mid Sussex	1,270	386	1,656
Islington South and Finsbury	4,348	1,620	5,968	Shoreham	1,486	401	1,887
Kensington	2,503	1,102	3,605	Worthing	1,998	493	2,491
Kingston-upon-Thames	1,387	491	1,878	EAST ANGLIA			
Lewisham East	3,002	1,024	4,026	Cambridgeshire			
Lewisham West	3,786	1,370	5,156	Cambridge	2,049	654	2,703
Lewisham Deptford	4,884	1,678	6,562	Huntingdon	2,036	767	2,803
Leyton	3,944	1,331	5,275	North East Cambridgeshire	2,443	860	3,303
Mitcham and Morden	2,605	873	3,478	Peterborough	4,558	1,258	5,816
Newham North East	4,264	1,229	5,493				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at June 13, 1991

	Male	Female	All		Male	Female	All
South East Cambridgeshire	1,214	456	1,670	Warwickshire			
South West Cambridgeshire	1,658	634	2,292	North Warwickshire	2,269	833	3,102
Norfolk				Nuneaton	2,422	822	3,244
Great Yarmouth	2,764	935	3,699	Rugby and Kenilworth	1,825	738	2,563
Mid Norfolk	1,501	559	2,060	Stratford-on-Avon	1,430	564	1,994
North Norfolk	1,626	485	2,111	Warwick and Leamington	2,059	723	2,782
North West Norfolk	2,381	712	3,093	West Midlands			
Norwich North	1,945	547	2,492	Aldridge-Brownhills	2,055	746	2,801
Norwich South	3,080	780	3,860	Birmingham Edgbaston	2,786	897	3,683
South Norfolk	1,455	560	2,015	Birmingham Erdington	4,345	1,243	5,588
South West Norfolk	2,141	791	2,932	Birmingham Hall Green	3,084	938	4,022
Suffolk				Birmingham Hodge Hill	4,053	1,104	5,157
Bury St Edmunds	1,893	734	2,627	Birmingham Ladywood	5,407	1,537	6,944
Central Suffolk	1,724	631	2,355	Birmingham Northfield	4,182	1,182	5,364
Ipswich	2,646	728	3,374	Birmingham Perry Barr	4,425	1,302	5,727
South Suffolk	2,018	698	2,716	Birmingham Small Heath	5,915	1,470	7,385
Suffolk Coastal	1,431	469	1,900	Birmingham Sparkbrook	5,083	1,178	6,261
Waveney	2,389	914	3,303	Birmingham Yardley	2,447	783	3,230
SOUTH WEST				Birmingham Selly Oak	3,339	1,079	4,418
Avon				Coventry North East	4,199	1,294	5,493
Bath	2,463	840	3,303	Coventry North West	2,332	818	3,150
Bristol East	3,236	989	4,225	Coventry South East	3,226	923	4,149
Bristol North West	3,080	877	3,957	Coventry South West	2,149	682	2,831
Bristol South	4,396	1,235	5,631	Dudley East	3,983	1,135	5,118
Bristol West	3,892	1,427	5,319	Dudley West	3,023	978	4,001
Kingswood	2,429	836	3,265	Halesowen and Stourbridge	2,302	794	3,096
Northavon	1,958	800	2,758	Meriden	3,498	1,103	4,601
Wansdyke	1,668	575	2,243	Sutton Coldfield	1,627	646	2,273
Weston-super-Mare	2,435	752	3,187	Walsall North	1,582	599	2,181
Woodspring	1,535	625	2,160	Walsall South	3,957	1,068	5,025
Cornwall				Warley East	3,685	1,052	4,737
Falmouth and Camborne	3,422	944	4,366	Warley West	2,986	957	3,943
North Cornwall	2,507	792	3,299	West Bromwich East	2,782	90	

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at June 13, 1991

	Male	Female	All		Male	Female	All
South Yorkshire				Liverpool Mossley Hill	4,011	1,271	5,282
Barnsley Central	3,073	824	3,897	Liverpool Riverside	5,954	1,612	7,566
Barnsley East	2,842	750	3,592	Liverpool Walton	5,864	1,539	7,403
Barnsley West and Penistone	2,546	855	3,401	Liverpool West Derby	5,028	1,305	6,333
Don Valley	3,403	1,041	4,444	Southport	2,109	738	2,847
Doncaster Central	3,987	1,197	5,184	St Helens North	3,040	948	3,988
Doncaster North	4,116	1,120	5,236	St Helens South	3,604	1,041	4,645
Rother Valley	2,865	853	3,818	Wallasey	3,935	1,148	5,083
Rotherham	3,711	1,002	4,713	Wirral South	1,805	658	2,463
Sheffield Central	5,486	1,421	6,907	Wirral West	2,026	702	2,728
Sheffield Attercliffe	3,139	823	3,962				
Sheffield Brightside	4,382	1,021	5,403	NORTH			
Sheffield Hallam	1,988	751	2,739	Cleveland			
Sheffield Heeley	3,938	1,048	4,986	Hartlepool	4,267	970	5,237
Sheffield Hillsborough	2,647	854	3,501	Langbaugh	3,495	1,068	4,563
Wentworth	3,207	920	4,127	Middlesbrough	5,184	1,264	6,448
				Redcar	4,001	966	4,967
West Yorkshire				Stockton North	4,191	1,073	5,264
Batley and Spen	2,679	739	3,418	Stockton South	3,430	1,069	4,499
Bradford North	4,469	1,135	5,604				
Bradford South	3,271	906	4,177	Cumbria			
Bradford West	4,956	1,225	6,181	Barrow and Furness	2,271	841	3,112
Calder Valley	2,216	837	3,053	Carlisle	1,916	653	2,569
Colne Valley	1,992	744	2,736	Copeland	2,002	687	2,689
Dewsbury	2,542	790	3,332	Penrith and the Border	1,187	517	1,704
Elmet	1,640	539	2,179	Westmorland	738	284	1,022
Halifax	3,498	1,053	4,551	Workington	2,026	787	2,813
Hemsworth	2,627	842	3,469				
Huddersfield	3,037	908	3,945	Durham			
Keighley	2,020	695	2,715	Bishop Auckland	2,866	824	3,690
Leeds Central	4,817	1,184	6,001	City of Durham	2,296	775	3,071
Leeds East	4,112	935	5,047	Darlington	3,159	1,003	4,162
Leeds North East	2,415	785	3,200	Easington	2,682	633	3,315
Leeds North West	1,854	641	2,495	North Durham	3,003	906	3,909
Leeds West	3,149	909	4,058	North West Durham	2,788	793	3,581
Morley and Leeds South	2,390	726	3,116	Sedgefield	2,066	732	2,798
Normanton	1,797	692	2,489				
Pontefract and Castleford	2,775	837	3,612	Northumberland			
Pudsey	1,558	500	2,058	Berwick-upon-Tweed	1,576	535	2,111
Shipley	1,753	561	2,314	Blyth Valley	2,556	800	3,356
Wakefield	2,805	839	3,644	Hexham	1,005	424	1,429
				Wansbeck	2,495	809	3,304
NORTH WEST							
Cheshire				Tyne and Wear			
City of Chester	2,447	699	3,146	Blaydon	2,507	723	3,230
Congleton	1,464	641	2,105	Gateshead East	3,222	1,029	4,251
Crewe and Nantwich	2,504	851	3,355	Houghton and Washington	3,706	1,117	4,823
Ecclebury	1,974	755	2,729	Jarrow	3,440	973	4,413
Ellesmere Port and Neston	2,575	783	3,358	Newcastle upon Tyne Central	2,977	985	3,962
Halton	3,802	1,058	4,860	Newcastle upon Tyne East	3,724	1,001	4,725
Macclesfield	1,345	525	1,870	Newcastle upon Tyne North	4,067	864	4,931
Tatton	1,499	488	1,987	South Shields	3,562	1,137	4,699
Warrington North	3,026	885	3,911	Sunderland North	5,404	1,316	6,720
Warrington South	2,603	737	3,340	Sunderland South	4,265	1,178	5,443
				Tyne Bridge	5,381	1,210	6,591
Greater Manchester				Tynemouth	2,864	827	3,691
Altrincham and Sale	1,464	528	1,992	Wallsend	3,629	1,061	4,690
Ashton-under-Lyne	2,523	777	3,300				
Bolton North East	2,614	716	3,330	WALES			
Bolton South East	3,421	946	4,367	Clwyd			
Bolton West	2,331	733	3,064	Alyn and Deeside	1,701	599	2,300
Bury North	1,916	535	2,451	Clwyd North West	2,338	653	2,991
Bury South	2,054	774	2,828	Clwyd South West	1,553	539	2,092
Cheadle	1,075	422	1,497	Delyn	1,713	518	2,231
Davyhulme	2,152	641	2,793	Wrexham	2,320	707	3,027
Denton and Reddish	3,054	978	4,032				
Eccles	2,899	737	3,636	Dyfed			
Hazel Grove	1,464	472	1,936	Cardmarthen	1,867	622	2,489
Heywood and Middleton	3,029	896	3,925	Ceredigion and Pembroke North	1,677	571	2,248
Leigh	2,933	940	3,873	Llanelli	2,327	690	3,017
Littleborough and Saddleworth	1,845	711	2,556	Pembroke	3,165	849	4,014
Makerfield	2,500	1,071	3,571				
Manchester Central	6,653	1,472	8,125	Gwent			
Manchester Blackley	3,867	981	4,848	Blaenau Gwent	2,630	535	3,165
Manchester Gorton	3,855	1,024	4,879	Islwyn	1,774	414	2,188
Manchester Withington	3,575	1,116	4,691	Monmouth	1,538	504	2,042
Manchester Wythenshawe	3,672	827	4,499	Newport East	2,639	718	3,357
Oldham Central and Royton	3,425	1,033	4,458	Newport West	2,720	719	3,439
Oldham West	2,490	845	3,335	Torfaen	2,944	799	3,743
Rochdale	3,590	998	4,588				
Salford East	4,365	939	5,304	Gwynedd			
Stalybridge and Hyde	3,008	874	3,882	Caernarfon	1,827	519	2,346
Stockport	2,010	623	2,633	Conwy	1,806	544	2,350
Stretford	4,608	1,347	5,955	Meirionnydd Nant Conwy	942	324	1,266
Wigan	3,501	1,227	4,728	Ynys Mon	2,351	859	3,210
Worsley	2,888	893	3,781				
				Mid Glamorgan			
Lancashire				Bridgend	2,169	770	2,939
Blackburn	4,028	945	4,973	Caerphilly	3,304	699	4,003
Blackpool North	2,377	597	2,974	Cynon Valley	2,701	555	3,256
Blackpool South	2,315	597	2,912	Merthyr Tydfil and Rhymney	3,169	893	4,062
Burnley	2,699	825	3,524	Ogmore	2,502	626	3,128
Chorley	2,038	794	2,832	Pontypridd	2,465	619	3,084
Fylde	967	298	1,265	Rhondda	3,257	754	4,011
Hyndburn	1,880	610	2,490				
Lancaster	1,508	564	2,072	Powys			
Morecambe and Lunesdale	1,845	594	2,439	Brecon and Radnor	1,066	383	1,449
Pendle	1,985	623	2,608	Montgomery	900	319	1,219
Preston	3,892	863	4,755				
Ribble Valley	810	367	1,177	South Glamorgan			
Rossendale and Darwen	2,322	770	3,092	Cardiff Central	3,286	876	4,162
South Ribble	1,820	600	2,420	Cardiff North	1,474	411	1,885
West Lancashire	3,013	1,061	4,074	Cardiff South and Penarth	3,182	629	3,811
Wyre	1,635	469	2,104	Cardiff West	3,477	746	4,223
				Vale of Glamorgan	2,521	662	3,183
Merseyside							
Birkenhead	5,652	1,343	6,995	West Glamorgan			
Boothferry	5,915	1,355	7,270	Aberavon	1,800	404	2,204
Crosby	2,601	928	3,529	Gower	1,620	484	2,104
Knowsley North	4,969	1,158	6,127	Neath	1,989	490	2,479
Knowsley South	4,820	1,273	6,093	Swansea East	2,818	616	3,434
Liverpool Broadgreen	4,699	1,376	6,075	Swansea West	3,057	775	3,832
Liverpool Garston	4,151	1,081	5,232				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at June 13, 1991

	Male	Female	All		Male	Female	All
SCOTLAND				Dumbarton	2,558	859	3,417
Borders Region				East Kilbride	2,221	851	3,072
Roxburgh and Berwickshire	911	340	1,251	Eastwood	1,511	606	2,117
Tweeddale, Ettrick and Lauderdale	852	357	1,209	Glasgow Cathcart	2,023	573	2,596
				Glasgow Central	3,879	1,036	4,915
Central Region				Glasgow Garscadden	3,140	733	3,873
Clackmannan	2,069	730	2,799	Glasgow Govan	3,172	862	4,034
Falkirk East	2,273	814	3,087	Glasgow Hillhead	2,636	1,080	3,716
Falkirk West	2,128	731	2,859	Glasgow Maryhill	4,196	1,196	5,392
Stirling	1,697	614	2,311	Glasgow Pollock	3,634	921	4,555
				Glasgow Provan	4,335	1,008	5,343
Dumfries and Galloway Region				Glasgow Rutherglen	3,357	892	4,249
Dumfries	1,680	714	2,394	Glasgow Shettleston	3,735	962	4,697
Galloway and Upper Nithsdale	1,714	736	2,450	Glasgow Springburn	4,424	1,203	5,627
				Greenock and Port Glasgow	3,794	947	4,741
Fife Region				Hamilton	3,141	848	3,989
Central Fife	2,705	1,014	3,719	Kilmarnock and Loudoun	3,117	1,020	4,137
Dunfermline East	2,291	724	3,015	Monklands East	2,804	766	3,570
Dunfermline West	1,915	624	2,539	Monklands West	2,168	598	2,766
Kirkcaldy	2,447	887	3,334	Motherwell North	3,258	846	4,104
North East Fife	1,052	527	1,579	Motherwell South	2,762	762	3,524
				Paisley North	2,568	774	3,342
Grampian Region				Paisley South	2,456	721	3,177
Aberdeen North	1,854	574	2,428	Renfrew West and Inverclyde	1,465	566	2,031
Aberdeen South	1,356	491	1,847	Strathkelvin and Bearsden	1,539	596	2,135
Banff and Buchan	1,173	579	1,752				
Gordon	414	186	600	Tayside Region			
Kincardine and Deeside	632	384	1,016	Angus East	1,834	855	2,689
Maray	1,370	851	2,221	Dundee East	3,462	1,178	4,640
				Dundee West	3,145	1,138	4,283
Highlands Region				North Tayside	1,079	528	1,607
Gairloch and Sutherland	1,186	434	1,620	Perth and Kinross	1,736		

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														
1990 June 14	596	453	33	85	285	157	245	479	226	163	2,610	4,879	1,506	6,385
July 12	9,713	5,203	1,259	3,174	6,832	4,265	8,000	10,939	5,066	5,887	11,531	66,666	6,532	73,198
Aug 9	13,415	7,695	1,312	3,819	7,509	5,128	8,333	12,303	5,084	5,853	11,745	74,501	7,109	81,610
Sept 13	11,897	6,961	1,162	3,373	6,950	4,749	7,552	11,328	4,915	5,600	9,710	67,236	7,274	74,510
Oct 11	2,107	1,508	108	308	680	371	636	981	293	444	899	6,827	—	6,827
Nov 8	786	616	29	85	163	37	85	164	38	117	144	1,648	—	1,648
Dec 13	670	526	24	76	139	44	72	152	31	84	110	1,402	—	1,402
1991 Jan 10	619	472	19	63	141	46	62	158	33	78	111	1,330	—	1,330
Feb 7	598	449	23	62	139	49	58	147	35	76	110	1,297	—	1,297
Mar 14	611	434	22	67	144	51	63	152	38	71	110	1,329	—	1,329
Apr 11	367	256	9	30	87	17	19	50	6	33	36	654	—	654
May 9	376	270	7	33	61	17	32	56	13	25	37	657	—	657
June 13	274	205	12	31	84	23	29	65	19	36	118	691	—	691

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From September 1990 the vast majority of students have no longer been entitled to claim unemployment-related benefits, via Unemployment Benefit Offices, during their vacations.
*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														
1990 June 14	88	52	13	9	72	30	195	165	67	78	734	1,451	461	1,912
July 12	100	54	6	14	193	677	203	129	76	91	802	2,291	467	2,758
Aug 9	91	56	88	17	125	106	162	150	78	65	593	1,475	334	1,809
Sept 13	104	57	18	11	176	89	188	213	72	92	494	1,457	438	1,895
Oct 11	54	27	12	12	205	86	209	208	136	83	1,083	2,088	408	2,496
Nov 8	69	39	17	13	246	75	349	212	165	118	792	2,056	502	2,558
Dec 13	76	32	20	39	379	205	1,140	214	171	140	1,007	3,391	478	3,869
1991 Jan 10	119	39	22	98	686	319	943	1,182	275	281	1,446	5,371	1,578	6,949
Feb 7	279	89	42	94	1,316	292	923	669	248	247	1,657	5,767	1,382	7,149
Mar 14	287	134	68	59	6,694	647	1,035	1,256	250	456	1,688	12,440	1,946	14,386
Apr 11	227	119	35	57	2,393	449	1,130	1,493	160	500	1,999	8,443	1,645	10,088
May 9	175	131	33	47	1,981	399	872	780	130	259	1,106	5,782	1,344	7,126
June 13	325	224	35	38	2,097	291	633	514	133	141	876	5,083	1,045	6,128

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

UNEMPLOYMENT 2.15 Rates by age

PER CENT

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
MALE AND FEMALE								
1988 Apr	14.3	12.7	10.3	7.4	6.1	10.6	3.8	9.0
July	13.0	12.3	9.4	6.7	5.5	9.8	3.4	8.2
Oct	12.6	11.0	8.9	6.3	5.2	9.6	3.3	7.5
1989 Jan	12.0	11.0	8.5	6.2	5.0	9.2	2.9	7.3
Apr	10.5	9.9	7.8	5.7	4.6	8.4	2.5	6.6
July	9.8	9.9	7.4	5.3	4.3	7.6	2.2	6.2
Oct	9.5	8.6	6.9	5.0	4.0	7.1	2.1	5.7
1990 Jan	9.8	9.0	7.3	5.2	4.1	6.9	2.1	5.9
Apr	9.3	8.6	7.1	5.0	4.1	6.6	1.9	5.7
July	9.3	9.2	7.1	5.0	4.0	6.2	1.9	5.7
Oct	10.3	9.1	7.4	5.2	4.1	6.3	2.0	5.9
1991 Jan	11.9	10.8	8.9	6.2	4.9	6.8	2.4	6.9
Apr	13.2	12.2	10.0	7.1	5.5	7.3	2.8	7.7
MALE								
1988 Apr	15.7	14.7	11.5	9.4	7.9	13.2	5.3	10.8
July	14.2	14.0	10.4	8.5	7.1	12.3	4.8	9.8
Oct	13.8	12.7	9.9	8.0	6.7	12.0	4.7	9.1
1989 Jan	13.8	13.2	9.9	8.0	6.5	11.8	4.3	9.0
Apr	12.2	12.1	9.3	7.4	6.0	10.8	3.7	8.3
July	11.3	11.8	8.8	6.9	5.6	9.7	3.3	7.7
Oct	10.9	10.6	8.4	6.6	5.3	9.0	3.0	7.2
1990 Jan	11.6	11.3	9.1	7.0	5.6	8.8	3.0	7.6
Apr	11.0	10.9	8.9	6.9	5.4	8.4	2.9	7.4
July	10.9	11.4	9.0	6.8	5.3	7.9	2.7	7.3
Oct	12.0	11.6	9.5	7.2	5.6	8.1	2.9	7.6
1991 Jan	14.3	14.0	11.5	8.7	6.7	8.9	3.5	9.1
Apr	16.1	15.9	13.1	9.9	7.5	9.6	4.1	10.2
FEMALE								
1988 Apr	12.6	10.2	8.5	4.6	3.8	6.8	0.3	6.5
July	11.5	10.2	7.8	4.2	3.6	6.4	0.2	6.1
Oct	11.2	8.8	7.3	3.9	3.3	6.3	0.2	5.3
1989 Jan	10.0	8.2	6.5	3.6	3.1	5.8	0.2	4.9
Apr	8.5	7.1	5.7	3.2	2.9	5.3	0.2	4.4
July	8.1	7.5	5.3	3.0	2.7	4.8	0.2	4.2
Oct	7.9	6.1	4.8	2.7	2.4	4.5	0.1	3.7
1990 Jan	7.9	6.1	4.7	2.6	2.4	4.3	0.1	3.7
Apr	7.5	5.7	4.5	2.5	2.4	4.1	0.1	3.5
July	7.5	6.4	4.4	2.5	2.3	3.9	0.1	3.5
Oct	8.3	5.9	4.4	2.5	2.3	3.8	0.1	3.5
1991 Jan	9.1	6.8	5.1	2.8	2.6	4.0	0.1	3.9
Apr	9.9	7.5	5.6	3.2	3.0	4.2	0.1	4.3

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to tables 2.1 and 2.2.
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1989 for 1989, 1990 and 1991 figures and at the corresponding mid-year for earlier years. These rates have not yet been revised to take account of the results of the 1989 Census of Employment and 1990 Labour Force Survey, and hence are not consistent with the rates (not seasonally adjusted) shown in table 2.1.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.18 UNEMPLOYMENT

Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark §	Finland ††	France §	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1990 June	1,556	542	131	332	975	250	86	2,354	1,808	115
July	1,624	569	134	352	1,076	247	87	2,410	1,864	115
Aug	1,657	587	139	353	1,115	265	81	2,486	1,813	116
Sep	1,674	628	144	344	1,061	262	82	2,555	1,728	120
Oct	1,670	607	164	345	1,121	268	90	2,589	1,687	143
Nov	1,728	630	188	346	1,217	268	102	2,583	1,685	169
Dec	1,850	705	216	356	1,262	273	107	2,616	1,784	185
1991 Jan	1,960	768	236	369	1,455	309	137	2,647	1,879	187
Feb	2,045	812	236	..	1,515	305	150	2,643	1,869	193
Mar	2,142	825	202	..	1,592	308	152	2,621	1,731	194
Apr	2,198	856	186	..	1,443	..	..	2,571	1,652	179
May	2,214	..	164	..	1,412	..	..	2,551	1,604	158
June	2,241	..	..	..	..	..	..	1,753	..	..
Percentage rate: latest month	7.9	9.9	5.2	12.9	10.2	11.0	6.1	9.1	5.9	4.1
latest month: change on a year ago	+2.4	+3.6	+0.5	+0.1	+2.6	+0.8	+2.9	+0.7	-1.0	+1.3
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1986	3,098	612	152	443	1,215	214	181	2,515	2,222	108
1987	2,807	629	165	435	1,150	217	130	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	115	2,563	2,234	109
1989	1,784	509	150	364	1,018	260	89	2,532	2,030	118
Monthly										
1990 June	1,618	562	178	344	1,024	267	87	2,512	1,917	134
July	1,632	592	180	350	1,070	273	88	2,508	1,902	135
Aug	1,655	614	184	355	1,140	277	89	2,489	1,872	142
Sep	1,671	631	181	351	1,150	275	89	2,500	1,837	148
Oct	1,705	652	180	349	1,210	275	92	2,516	1,798	161
Nov	1,763	697	180	353	1,246	273	104	2,528	1,738	166
Dec	1,842	690	176	354	1,281	272	105	2,532	1,719	160
1991 Jan	1,892	712	171	355	1,321	271	114	2,542	1,676	152
Feb	1,980	738	181	..	1,399	274	143	2,587	1,676	158
Mar	2,091	777	175	..	1,442	278	..	2,603	1,658	171
Apr	2,174	844	186	..	1,398	..	..	2,637	1,665	174
May	2,241	..	189	..	1,413	..	..	2,689	1,682	174
June	2,301	..	..	..	..	..	..	1,682	..	..
Percentage rate: latest month	8.1	9.9	5.9	12.3	10.3	9.9	5.5	9.5	6.3	4.5
latest three months: change on previous three months	+0.9	+1.1	+0.2	N/C	+0.6	+0.1	+1.0	+0.3	-0.1	+0.4
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	May	May	..	May	May	..	Apr	Apr	Apr	..
Per cent	9.2	9.4	..	8.6	10.2	..	6.6	9.4	4.4	..

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

UNEMPLOYMENT 2.18

Selected countries

THOUSAND

	Irish Republic**	Italy ††	Japan††	Luxembourg †	Netherlands §	Norway §	Portugal †	Spain**	Sweden §§	Switzerland §	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1990 June	222	3,980	1,320	1.8	335	95	299	2,295	49	13.6	6,702
July	226	3,995	1,260	1.8	343	105	299	2,262	73	14.0	6,945
Aug	227	3,985	1,300	1.8	343	104	296	2,274	74	14.4	6,837
Sep	221	4,035	1,380	1.9	346	87	295	2,300	81	14.9	6,330
Oct	218	4,060	1,390	2.2	331	83	300	2,345	80	16.5	6,722
Nov	223	4,070	1,260	2.3	330	80	304	2,348	88	19.6	7,211
Dec	233	4,090	1,190	2.3	338	89	304	2,351	82	22.6	7,343
1991 Jan	241	4,110	1,330	2.5	345	103	308	2,359	104	25.9	8,595
Feb	243	4,150	1,360	2.2	346	100	307	2,362	106	27.7	8,919
Mar	247	4,170	1,540	2.1	330	97	301	2,341	102	28.9	8,804
Apr	248	4,193	1,450	2.1	..	..	298	2,309	97	30.2	8,049
May	..	4,188	..	2.2	..	..	289	2,255	..	..	8,233
June	..	..	..	..	..	..	..	..	..	..	8,774
Percentage rate: latest month	19.0	18.2	2.1	1.4	4.7	4.4	6.4	15.7	2.1	1.1	6.9
latest month: change on a year ago	+2.0	+1.0	-0.1	+0.2	-0.4	+0.1	-0.4	-0.6	+1.0	+0.6	+1.6
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1986	236	3,180	1,669	2.3	..	35.9	368	2,759	117	22.7	8,243
1987	247	3,317	1,730	2.7	..	32.4	319	2,924	84	21.9	7,410
1988	241	3,833	1,552	2.5	..	49.9	306	2,858	72	19.4	6,696
1989	232	3,951	1,417	2.3	..	83.0	312	2,550	62	15.0	6,523
Monthly											
1990 June	224	4,059	1,380	2.0	..	104	311	2,331	62	14.7	6,447
July	227	4,131	1,330	2.0	..	111	314	2,325	76	15.2	6,814
Aug	226	4,068	1,300	2.0	..	102	314	2,343	61	15.9	7,015
Sep	226	4,094	1,400	1.9	..	93	312	2,347	69	16.5	7,087
Oct	226	4,100	1,440	2.1	..	89	311	2,346	80	17.8	7,142
Nov	227	4,087	1,340	2.2	..	84	307	2,321	89	19.7	7,337
Dec	228	4,157	1,320	2.1	..	87	303	2,312	88	21.0	7,600
1991 Jan	232	4,082	1,300	2.2	..	86	296	2,288	92	21.8	7,715
Feb	237	4,056	1,290	2.0	..	87	291	2,291	105	24.6	8,158
Mar	243	4,070	1,400	2.0	..	89	289	2,287	102	27.4	8,572
Apr	249	4,120	1,360	2.2	..	94	292	2,282	103	29.7	8,274
May	..	4,157	..	2.3	..	..	291	2,275	..	..	8,640
June	..	..	..	..	..	..	..	..	..	..	8,745
Percentage rate: latest month	19.1	18.0	2.1	1.5	..	4.5	6.4	15.9	2.2	1.1	7.0
latest three months: change on previous three months	+1.0	+0.1	+0.1	N/C	..	+0.2	-0.1	-0.1	+0.3	+0.2	+0.4
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	May	May	..	..	..	..	..	..	..	..	..
Per cent	15.5	10.0	2.1	..	7.2	5.3	4.5	15.6	2.3	..	6.8

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

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM		INFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1990	June 14	246.9	+21.9	172.6	+19.6	74.4	+2.3	27.1
	July 12	328.9	+35.1	216.1	+28.4	112.8	+6.7	32.8
	Aug 9	304.3	+27.5	202.8	+22.5	101.5	+5.0	33.3
	Sept 13	311.3	+30.1	211.6	+26.9	99.7	+3.1	31.5
	Oct 11	330.6	+49.4	231.6	+41.1	99.0	+8.3	32.6
	Nov 8	339.7	+66.0	241.7	+52.9	98.0	+13.1	33.7
	Dec 13	328.4	+73.1	240.7	+58.6	87.7	+14.5	30.6
1991	Jan 10	327.3	+57.3	226.4	+46.1	101.0	+11.2	35.9
	Feb 7	387.7	+93.7	274.8	+73.1	113.0	+20.7	39.2
	Mar 14	378.1	+106.7	269.9	+82.5	108.2	+24.3	39.2
	Apr 11	359.2	+89.4	252.3	+67.5	106.9	+21.9	40.3
	May 9	334.7	+98.6	237.6	+72.4	97.2	+26.2	36.2
	June 13	326.3	+79.4	231.2	+58.7	95.1	+20.8	33.1

UNITED KINGDOM		OUTFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1990	June 14	266.8	-22.6	185.3	-11.6	81.5	-11.0	30.7
	July 12	255.3	-14.0	176.3	-7.0	79.0	-7.1	28.2
	Aug 9	267.3	-42.3	181.5	-23.9	85.8	-18.4	28.5
	Sept 13	297.3	-17.0	192.1	-9.5	105.2	-7.5	36.3
	Oct 11	334.2	-19.6	220.5	-10.5	113.7	-9.0	34.6
	Nov 8	277.5	-21.7	186.1	-12.1	91.4	-9.6	32.0
	Dec 13	222.4	-9.9	149.9	-4.5	72.5	-5.4	24.5
1991	Jan 10	208.8	-9.1	139.5	-3.3	69.3	-5.7	26.2
	Feb 7	295.0	-11.3	202.2	-7.2	92.8	-4.1	34.2
	Mar 14	294.3	-8.7	203.9	-3.7	90.4	-5.0	32.9
	Apr 11	298.1	+10.8	204.2	+6.1	93.9	+4.6	34.3
	May 9	318.1	+30.2	219.7	+24.0	98.5	+6.3	33.6
	June 13	302.7	+36.0	211.4	+26.1	91.4	+9.9	30.7

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. 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.

UNEMPLOYMENT 2.20

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

THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1990	Jan 10	1.1	21.9	50.7	38.4	26.1	38.2	27.6	10.7	5.9	220.5
	Feb 7	1.6	28.6	63.6	48.1	32.4	45.7	31.4	11.6	6.2	269.2
	Mar 14	1.7	27.4	61.5	46.8	32.4	45.7	30.7	11.4	6.3	263.9
	Apr 11	1.8	23.6	54.7	43.0	25.4	42.9	31.3	12.7	7.3	246.7
	May 9	1.9	22.7	51.8	40.9	27.9	40.6	28.5	11.3	6.5	232.2
	June 13	2.0	22.8	51.5	39.4	27.0	38.8	26.9	10.7	6.0	225.2
FEMALE											
1990	Jan 10	0.8	15.5	27.5	16.2	9.1	14.7	10.9	3.0	—	97.7
	Feb 7	1.2	18.6	30.7	18.5	10.2	16.1	11.7	3.2	—	110.1
	Mar 14	1.3	16.7	28.4	17.7	9.6	15.9	11.9	3.2	—	105.2
	Apr 11	1.3	14.7	26.5	17.4	10.1	16.9	13.2	3.7	—	103.8
	May 9	1.3	13.7	24.4	16.4	9.3	15.0	11.3	3.1	—	94.4
	June 13	1.4	14.0	24.4	15.3	8.9	14.2	10.6	3.0	—	91.8
Changes on a year earlier											
MALE											
1990	Jan 10	0.6	2.4	7.8	8.7	6.5	9.5	7.6	2.2	1.0	46.2
	Feb 7	1.0	5.3	14.8	14.1	10.0	13.5	9.8	3.3	1.9	73.7
	Mar 14	0.9	6.6	17.7	15.0	11.3	15.4	9.9	3.5	2.2	82.5
	Apr 11	0.7	3.9	12.1	12.3	9.0	13.1	10.2	4.0	2.6	67.8
	May 9	1.0	5.1	13.4	13.1	9.5	13.7	10.1	3.8	2.7	72.3
	June 13	1.0	3.7	10.7	10.1	7.6	11.3	7.8	3.3	2.1	57.5
FEMALE											
1990	Jan 10	0.3	1.4	3.1	2.1	1.4	2.1	1.3	0.1	—	11.9
	Feb 7	0.6	3.0	6.1	3.5	2.1	3.1	2.3	0.6	—	21.4
	Mar 14	0.7	3.4	6.7	4.4	2.5	3.7	2.5	0.6	—	24.5
	Apr 11	0.5	1.9	5.2	4.0	2.5	4.2	3.2	0.7	—	22.2
	May 9	0.6	2.9	6.2	4.8	2.8	4.7	3.3	0.8	—	26.2
	June 13	0.6	2.3	5.1	3.4	2.3	3.6	2.4	0.6	—	20.3

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1990	Jan 10	0.5	12.0	30.3	22.0	14.5	21.2	14.7	5.7	3.7	124.5
	Feb 7	0.6	16.7	44.1	32.8	22.5	32.0	21.9	7.9	5.3	183.7
	Mar 14	0.5	16.8	43.9	33.4	23.0	32.6	22.3	8.0	5.2	185.8
	Apr 11	0.5	16.9	44.7	33.2	22.4	32.0	22.5	8.9	5.6	186.5
	May 9	0.6	17.5	46.9	35.1	23.5	34.0	24.0	9.7	6.0	197.4
	June 13	0.7	17.1	46.4	34.5	23.2	33.6	23.6	9.0	5.9	193.9
FEMALE											
1990	Jan 10	0.4	8.8	17.3	10.9	6.2	9.4	7.0	2.2	0.1	62.4
	Feb 7	0.6	12.3	24.0	14.9	8.2	12.5	9.2	2.6	0.1	84.4
	Mar 14	0.5	12.3	23.6	14.5	7.9	12.1	9.1	2.7	0.1	82.7
	Apr 11	0.5	12.6	24.7	15.0	8.3	12.6	9.6	2.9	0.1	86.3
	May 9	0.6	12.8	25.3	15.5	8.5	13.3	9.9	2.9	0.1	88.9
	June 13	0.6	11.9	24.0	14.8	8.2	12.5	9.6	2.8	0.1	84.4
Changes on a year earlier											
MALE											
1990	Jan 10	—	-0.3	-0.8	0.1	0.1	-0.3	-0.1	-0.2	-0.3	-1.8
	Feb 7	0.1	-1.7	-2.2	-0.6	—	-0.9	0.5	-0.1	—	-4.9
	Mar 14	—	-2.4	-3.2	-0.2	-0.4	-0.1	-0.9	-0.2	-0.2	-3.9
	Apr 11	0.1	-0.8	0.7	1.8	1.4	1.5	1.7	0.8	0.6	7.6
	May 9	0.2	0.2	4.1	5.1	3.4	4.3	3.3	1.3	1.1	23.1
	June 13	0.3	0.1	4.4	4.6	3.3	4.7	4.1	1.6	1.3	24.3
FEMALE											
1990	Jan 10	0.1	—	-0.9	-1.2	-0.5	-0.9	-0.7	-0.1	—	-4.3
	Feb 7	0.1	-0.4	-0.9	-0.8	-0.5	-0.4	-0.3	-0.1	—	-3.2
	Mar 14	—	-0.7	-0.9	-1.0	-0.6	-0.8	-0.6	-0.1	—	-4.5
	Apr 11	0.1	0.4	1.9	1.0	0.7	0.8	0.6	0.2	—	5.7
	May 9	0.2	0.7	3.0	1.3	0.4	0.5	0.2	-0.2	—	6.1
	June 13	0.2	0.9	3.2	1.6	1.0	1.7	1.0	0.1	—	9.8

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
 † The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	York-shire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1990	14,408	1,999	5,250	16,694	23,428	11,279	16,674	27,652	12,527	127,912	10,444	17,669	156,025
1990 Q1	3,077	462	1,076	3,324	5,313	1,901	3,533	5,810	3,852	26,886	2,096	5,216	35,198
Q2	4,728	359	842	2,584	5,341	2,508	2,677	6,404	2,697	27,781	2,988	4,343	35,112
Q3	3,338	660	1,384	5,260	5,529	2,194	4,870	6,673	2,423	31,671	1,940	3,198	36,809
Q4	3,265	518	1,948	5,526	7,245	4,676	5,594	8,765	3,555	40,574	3,420	4,912	48,906
1991 Q1	5,476	2,222	1,361	5,020	6,691	3,738	8,127	8,436	1,805	40,654	3,220	3,975	47,849
1990 June	636	107	106	842	3,141	1,076	1,332	1,991	437	9,561	1,247	1,222	12,030
July	1,360	264	626	1,257	2,570	455	1,866	1,844	869	10,847	720	1,275	12,842
Aug	1,312	344	248	1,525	1,064	710	1,969	2,348	792	9,968	508	846	11,322
Sept	666	52	510	2,478	1,895	1,029	1,035	2,481	762	10,856	712	1,077	12,645
Oct P	879	63	649	1,473	1,941	803	1,652	2,267	1,291	10,955	1,202	1,460	13,617
Nov P	1,341	307	615	1,802	2,029	2,287	2,528	3,252	1,228	15,082	1,178	1,761	18,021
Dec P	1,045	148	684	2,251	3,275	1,586	1,414	3,246	1,036	14,537	1,040	1,691	17,268
1991 Jan P	1,091	113	251	1,068	2,568	874	1,513	1,903	904	10,172	541	845	11,558
Feb P	1,052	65	612	863	2,736	1,377	2,376	3,195	562	12,773	615	1,235	14,623
Mar P	3,333	2,044	498	3,089	1,387	1,487	4,238	3,338	369	17,709	2,064	1,895	21,668
Apr PR	1,902	421	770	1,019	672	1,869	2,052	2,686	953	11,923	1,037	1,012	13,972
May*	1,654	422	226	436	525	1,356	1,521	2,818	1,455	9,991	614	675	11,280
June*	1,467	710	269	511	103	779	735	1,990	663	6,517	657	310	7,484

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

2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1989	1990 P	1990 Q1	Q2	Q3	Q4 P	1991 Q1 P	1991 Apr PR	May*	Jun*
Agriculture, forestry and fishing	0		129	379	51	25	242	61	0	0	0	0
Coal extraction and coke		11-12	15,372	3,677	161	1,225	1,133	1,158	1,910	179	184	400
Mineral oil and natural gas		13-14	265	481	79	158	94	150	255	3	3	3
Electricity, gas, other energy and water		15-17	532	584	221	118	143	102	264	63	29	29
Energy and water supply industries	1		16,169	4,742	461	1,501	1,370	1,410	2,429	245	216	432
Extraction of other minerals and ores		21,23	304	691	45	56	310	280	400	40	55	13
Metal manufacture		22	2,618	7,614	2,086	762	1,776	2,990	1,779	379	611	335
Manufacture of non-metallic products		24	1,823	4,315	1,261	997	434	1,623	1,545	378	197	90
Chemicals and man-made fibres		25-26	1,884	2,746	496	479	645	1,126	773	256	204	110
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		6,629	15,366	3,888	2,294	3,165	6,019	4,497	1,053	1,067	548
Manufacture of metal goods		31	2,565	4,565	1,176	1,149	681	1,559	958	660	185	60
Mechanical engineering		32	8,935	13,233	3,014	2,458	2,946	4,815	4,442	1,183	637	673
Manufacture of office machinery and data processing equipment		33	1,656	748	41	69	281	357	180	57	0	0
Electrical and electronic engineering		34	8,963	13,681	3,137	3,063	2,915	4,566	4,211	1,400	1,062	760
Manufacture of motor vehicles		35	2,362	4,750	1,322	1,005	925	1,498	1,913	973	331	548
Manufacture of other transport equipment		36	3,766	5,135	1,526	482	1,236	1,891	1,601	512	609	665
Instrument engineering		37	1,113	1,122	281	126	392	323	217	0	26	30
Metal goods, engineering and vehicles industries	3		29,360	43,234	10,497	8,352	9,376	15,009	13,522	4,785	2,850	2736
Food, drink and tobacco		41-42	7,446	10,207	2,585	2,829	2,172	2,621	2,383	705	450	297
Textiles		43	7,267	8,542	2,470	2,461	1,967	1,644	1,409	644	445	60
Leather, footwear and clothing		44-45	5,179	9,289	1,759	2,745	1,890	2,905	3,483	845	1,025	157
Timber and furniture		46	2,061	4,953	1,405	1,354	1,034	1,160	1,430	210	247	72
Paper, printing and publishing		47	3,518	5,670	1,066	855	1,555	2,194	1,935	676	603	267
Other manufacturing		48-49	2,950	6,047	1,075	1,171	1,362	2,439	1,847	590	481	177
Other manufacturing industries	4		28,421	44,708	10,360	11,415	9,970	12,963	12,487	3,670	3,251	1030
Construction	5		6,812	10,349	1,457	2,989	2,561	3,342	1,816	883	946	601
Wholesale distribution		61-63	3,100	3,708	938	950	888	932	859	202	164	102
Retail distribution		64-65	4,149	5,620	1,669	1,403	1,106	1,442	1,806	349	286	161
Hotel and catering		66	977	1,065	148	558	139	220	702	172	55	42
Repair of consumer goods and vehicles		67	594	409	0	4	217	188	205	39	56	3
Distribution, hotels and catering, repairs	6		8,820	10,802	2,755	2,915	2,350	2,782	3,572	762	561	308
Transport		71-77	4,313	5,166	1,772	939	1,150	1,305	1,974	798	503	374
Telecommunications		79	69	989	29	0	409	551	608	131	197	139
Transport and communication	7		4,382	6,155	1,801	939	1,559	1,856	2,582	929	700	513
Insurance, banking, finance and business services	8		2,109	4,055	907	463	1,272	1,413	1,744	696	736	368
Public administration and defence		91-94	8,859	12,703	1,953	3,821	4,168	2,761	4,301	765	322	899
Medical and other health services		95	2,295	1,910	898	129	435	447	379	2	308	0
Other services nes		96-99,00	2,781	1,622	170	269	340	843	520	182	323	49
Other services	9		13,935	16,235	3,021	4,219	4,944	4,051	5,200	949	953	948
All production industries	1-4		80,579	108,050	25,206	23,562	23,881	35,401	32,935	9,753	7,384	4746
All manufacturing industries	2-4		64,410	103,308	24,745	22,061	22,511	33,991	30,506	9,508	7,168	4314
All service industries	6-9		29,246	37,247	8,484	8,536	10,125	10,102	13,098	3,336	2,950	2137
ALL INDUSTRIES AND SERVICES	0-9		116,766	156,025	35,198	35,112	36,809	48,906	47,849	13,972	11,280	7484

Data on redundancies from 1990 Labour Force Survey are given in a special feature in this edition of Employment Gazette.
* Provisional figures as at July 1, 1991; final figures are expected to be higher than this. The total for Great Britain is projected to be about 14,500 in June.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the September 1990 edition of Employment Gazette (p 450-454).

VACANCIES 3.1 UK vacancies at jobcentres*: seasonally adjusted

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which		PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1986	188.8			212.2		208.3			157.4		
1987	235.4			226.4		222.3			159.5		
1988	248.6			231.2		232.7			159.1		
1989	219.5			226.0		229.2			158.4		
1990	173.5			201.1		207.3			147.0		
1989 May	219.2	-4.0	-3.9	222.0	-2.9	225.8	-2.9		156.0	-2.1	
June	224.0	4.8	-1.0	232.1	1.6	225.6	-2.1		157.5	-1.0	
July	221.7	-2.3	-0.5	229.6	2.3	229.1	1.0		158.2	0.6	
Aug	218.6	-3.1	-0.2	218.6	-0.2	231.4	1.9		160.0	1.3	
Sept	218.4	-0.2	-1.9	228.4	-1.2	230.9	1.8		159.1	0.5	
Oct	213.1	-5.3	-2.9	227.8	-0.6	234.1	1.7		160.2	0.7	
Nov	207.8	-5.3	-3.6	221.4	-2.3	228.8	-0.9		158.3	-0.6	
Dec	197.9	-9.9	-6.8	214.7	-4.6	217.5	-4.5		152.0	-2.4	
1990 Jan	200.7	2.8	-4.1	210.4	-5.8	209.0	-8.4		145.8	-4.8	
Feb	199.9	-0.8	-2.6	220.0	-0.5	223.2	-1.9		156.1	-0.7	
Mar	198.2	-1.7	0.1	215.2	0.2	217.5	0.0		152.4	0.1	
Apr	199.9	1.7	-0.3	217.9	2.5	219.3	3.4		152.3	2.2	
May	195.3	-4.6	-1.5	216.7	-1.1	218.6	-1.5		151.7	-1.5	
June	185.4	-9.9	-4.3	200.3	-5.0	210.1	-2.5		145.7	-2.2	
July	172.4	-13.0	-9.2	197.4	-6.8	210.9	-2.8		149.0	-1.1	
Aug	167.8	-4.6	-9.2	196.4	-6.8	201.3	-5.8		144.0	-2.6	
Sept	159.2	-8.6	-8.7								

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

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1986) Annual	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987) Annual	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988) averages	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989)	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990)	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1990 May	57.7	17.7	6.7	18.2	16.6	11.3	13.0	23.5	13.1	14.5	23.6	198.1	3.8	201.8
June	56.5	17.0	6.8	18.7	16.2	11.6	13.4	23.2	13.3	14.9	23.8	198.4	4.1	202.4
July	47.7	14.1	5.4	15.3	14.7	10.5	11.9	20.2	12.3	13.6	23.3	174.9	4.8	179.7
Aug	42.9	12.4	4.8	13.4	13.4	10.1	11.7	20.3	11.0	12.6	23.2	163.3	3.4	166.6
Sept	45.5	13.9	5.3	14.5	15.2	11.5	13.2	22.7	10.7	13.1	24.5	176.0	3.6	179.6
Oct	43.4	13.1	4.8	12.7	14.7	11.0	12.6	23.1	9.9	12.1	24.0	168.4	3.5	171.9
Nov	37.1	11.2	3.8	10.3	12.6	9.5	10.9	19.9	8.5	10.1	19.4	142.1	3.3	145.4
Dec	27.1	8.4	2.9	8.0	9.4	7.6	8.1	15.5	6.6	8.5	15.2	108.9	3.0	111.9
1991 Jan	25.4	7.6	2.8	9.0	9.8	7.4	8.6	16.8	7.3	9.0	15.6	111.6	2.9	114.5
Feb	25.3	7.7	2.7	10.2	8.7	6.9	7.8	17.1	7.1	9.1	19.8	114.5	3.1	117.6
Mar	26.9	8.5	2.9	11.1	8.3	6.3	7.6	16.7	7.1	8.8	21.8	117.5	2.9	120.4
Apr	27.4	8.7	3.4	11.3	7.6	6.8	7.7	16.5	7.1	8.7	19.4	116.0	3.0	119.0
May	28.6	8.7	3.2	11.2	7.7	7.0	8.1	15.5	6.5	8.0	18.5	114.3	3.2	117.5
Vacancies at careers offices														
1986) Annual	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987) Annual	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988) averages	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989)	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990)														
1990 May	11.2	5.0	0.9	1.3	2.9	1.2	1.7	1.9	0.5	0.3	1.3	23.2	0.5	23.7
June	13.9	7.3	1.1	1.3	3.8	1.6	1.6	1.9	0.6	0.3	1.4	27.6	0.5	28.1
July	12.6	6.7	0.9	1.3	2.6	1.3	1.3	1.7	0.5	0.3	1.2	23.6	0.4	24.0
Aug	10.9	5.8	0.8	1.3	2.2	1.1	1.2	1.5	0.5	0.3	1.1	20.9	0.4	21.3
Sept	8.4	4.4	0.6	1.1	2.2	1.0	1.2	1.7	0.6	0.3	1.1	18.2	0.5	18.6
Oct	6.9	3.8	0.5	0.9	1.8	0.7	1.0	1.6	0.5	0.3	0.9	15.0	0.5	15.4
Nov	5.8	3.2	0.3	0.7	1.4	0.6	0.7	1.2	0.4	0.2	0.9	12.2	0.4	12.6
Dec	3.9	2.0	0.2	0.5	1.4	0.4	0.6	0.9	0.3	0.1	0.6	9.1	0.3	9.4
1991 Jan	3.9	2.1	0.3	0.4	1.4	0.4	0.5	0.9	0.3	0.1	0.7	8.9	0.3	9.2
Feb	4.2	2.7	0.2	0.6	1.5	0.4	0.6	0.8	0.3	0.1	0.6	9.3	0.3	9.6
Mar	3.4	1.9	0.3	0.6	1.6	0.4	0.7	0.8	0.2	0.1	0.6	8.9	0.3	9.1
Apr	3.2	1.7	0.4	0.5	1.5	0.4	0.7	0.9	0.3	0.1	0.7	8.8	0.3	9.1
May	3.7	2.0	0.5	0.6	1.5	0.5	0.8	1.1	0.3	0.2	0.8	9.9	0.3	10.2

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

* Included in South East.

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

INDUSTRIAL DISPUTES 4.1 Stoppages of work

Stoppages in progress: industry

United Kingdom	12 months to May 1990			12 months to May 1991		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	-	-	-	2	100	†
Coal extraction	119	24,700	59,000	60	9,200	45,000
Coke, mineral oil and natural gas	1	200	1,000	4	16,600	35,000
Electricity, gas, other energy and water	4	8,700	10,000	2	1,000	4,000
Metal processing and manufacture	10	1,500	21,000	3	600	2,000
Mineral processing and manufacture	9	1,800	6,000	6	1,400	13,000
Chemicals and man-made fibres	2	300	†	5	400	1,000
Metal goods nes	19	2,800	25,000	8	900	12,000
Engineering	60	18,600	176,000	34	8,400	53,000
Motor vehicles	57	61,100	538,000	26	24,400	48,000
Other transport equipment	18	18,600	585,000	14	10,100	43,000
Food, drink and tobacco	12	5,700	39,000	10	4,800	38,000
Textiles	5	1,300	3,000	2	100	1,000
Footwear and clothing	9	1,900	24,000	4	900	1,000
Timber and wooden furniture	5	600	2,000	-	-	-
Paper, printing and publishing	11	2,500	33,000	2	300	2,000
Other manufacturing industries	10	1,800	16,000	6	1,300	5,000
Construction	30	16,500	84,000	14	7,300	16,000
Distribution, hotels and catering, repairs	10	2,500	7,000	6	1,900	15,000
Transport services and communication	95	138,300	463,000	97	34,200	149,000
Supporting and misc. transport services	9	12,900	140,000	2	500	1,000
Banking, finance, insurance, business services and leasing	3	1,500	2,000	2	1,000	1,000
Public administration, education and health services	174	449,200	2,747,000	163	90,000	291,000
Other services	9	12,000	110,000	12	1,300	11,000
All industries and services	674 **	785,200	5,089,000	483 **	216,500	788,000

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

† Less than 50 workers involved.

‡ Less than 500 working days lost.

Stoppages: May 1991

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	38	15,900	87,000
of which, stoppages:			
Beginning in month	27	13,500*	53,000
Continuing from earlier months	11	2,400**	34,000

* Includes all directly involved.

** Includes 800 involved for the first time.

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

Stoppages in progress: cause

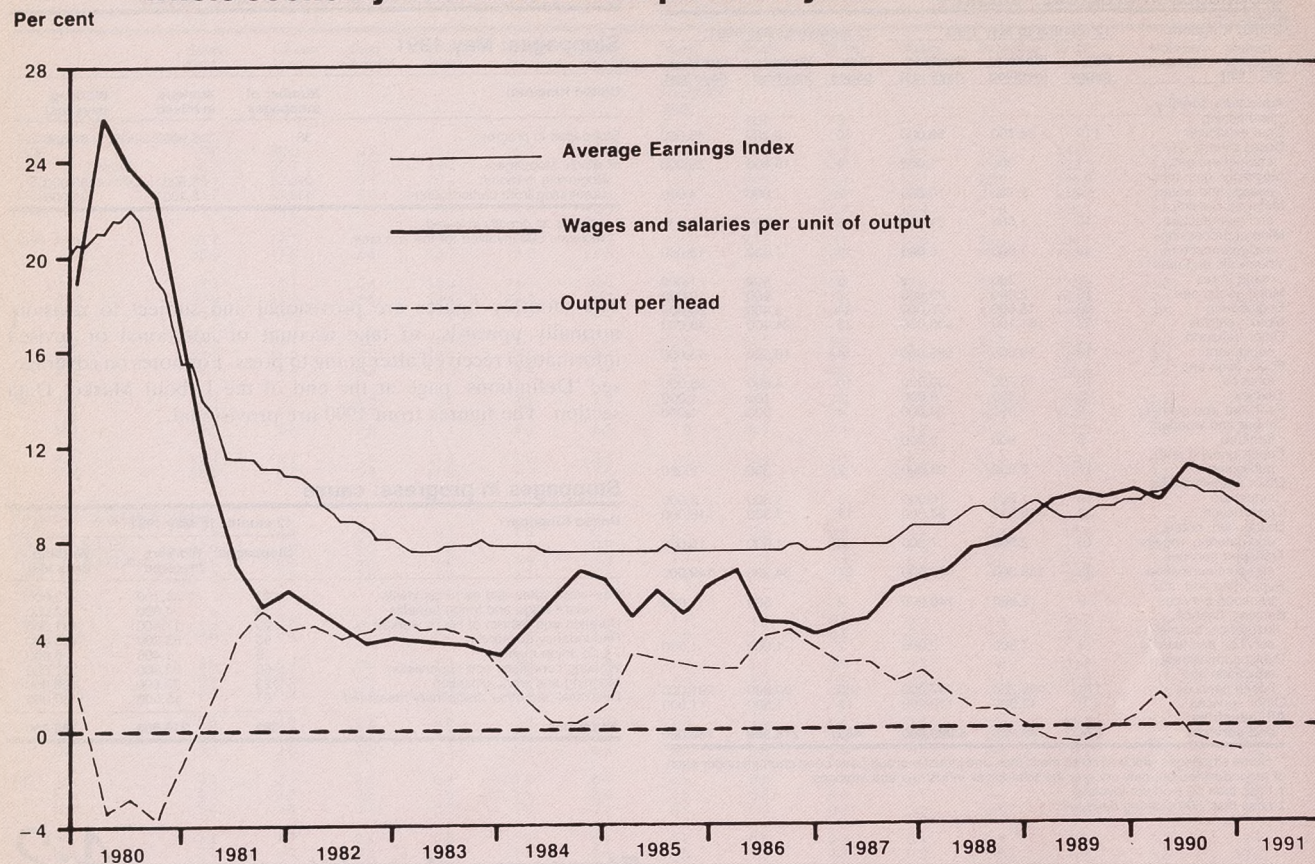
United Kingdom	12 months to May 1991		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	123	51,100	273,000
-extra-wage and fringe benefits	18	4,300	12,000
Duration and pattern of hours worked	20	17,400	131,000
Redundancy questions	63	63,900	163,000
Trade union matters	9	1,400	5,000
Working conditions and supervision	60	32,800	57,000
Manning and work allocation	123	30,600	96,000
Dismissal and other disciplinary measures	67	15,000	50,000
All causes	483	216,500	788,000

Stoppages of work**: summary 4.2

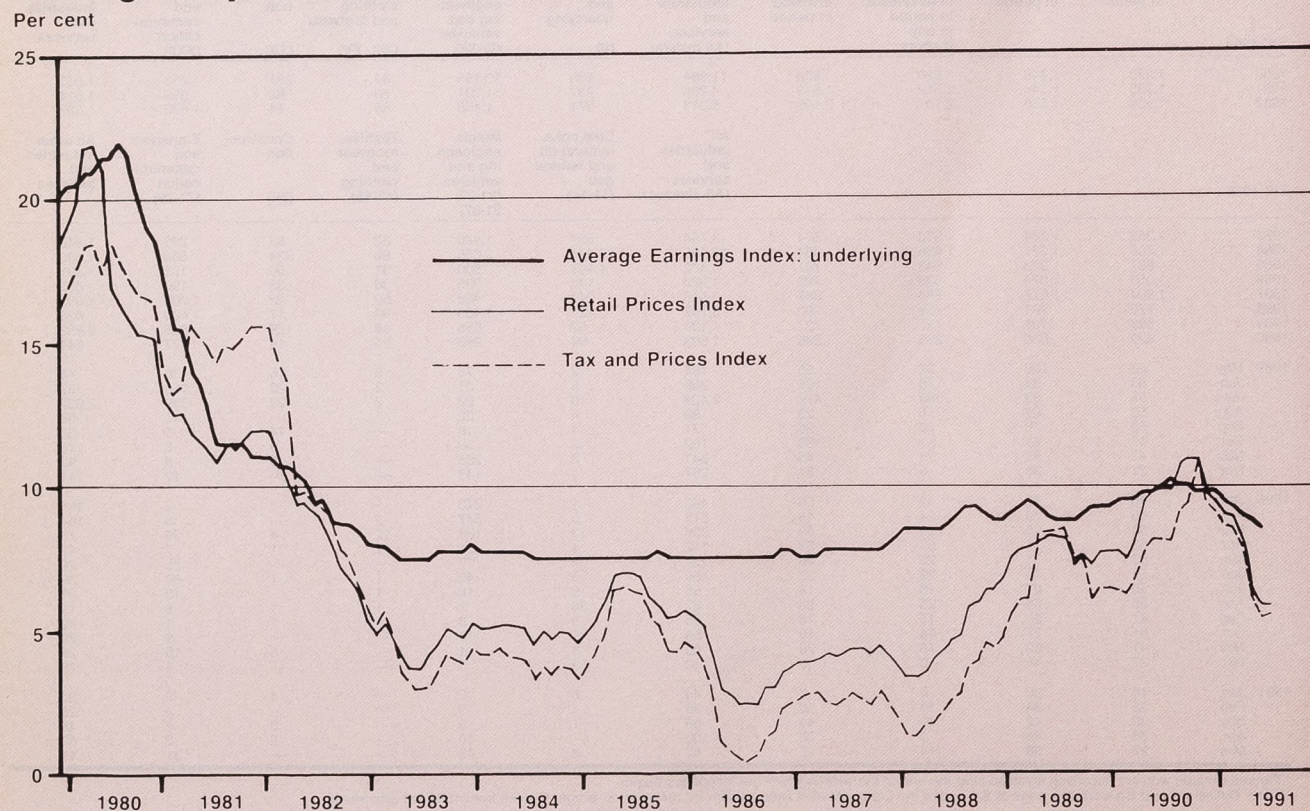
United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services
SIC 1968											
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											
1983	1,352	1,364	573	574	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1986	1,053	1,074	538	720	1,920	143	895	38	33	190	622
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1989	693	701	727	727	4,128	52	655	16	128	625	2,652
1990	620	630	285	298	1,903	94	953	24	14	177	641
1989 May	83	100	32	55	184	2	76	5	15	38	48
Jun	65	93	76	105	259	6	21	2	20	154	57
Jul	58	89	389	479	2,424	10	22	2	29	339	2,022
Aug	58	67	6	23	99	4	22	1	-	15	58
Sep	69	78	26	26	71	4	16	-	14	5	32
Oct	49	61	61	68	162	3	38	-	9	2	110
Nov	43	55	26	45	341	8	228	-	5	8	92
Dec	21	36	8	51	297	1	143	-	-	12	141
1990 Jan	45	55	45	58	443	1	273	1	-	3	165
Feb	66	78	24	46	515	5	347	2	-	8	154
Mar	66	95	19	49	236	13	104	17	4	26	73
Apr	53	71	53	57	112	4	56	1	1	7	42
May	53	71	23	28	131	2	77	-	-	25	26
Jun	57	73	20	32	150	5	45	1	1	60	38
Jul	55	67	19	55	57	9	10	1	-	13	21
Aug	55	69	25	26	67	36	5	1	-	6	19
Sep	41	59	15								

C2 EARNINGS

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



Earnings and prices: whole economy—increases over previous year



Average earnings index: all employees: main industrial sectors 5.1

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)									
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted								
	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months									
1988=100		Underlying*		Underlying*		Underlying*		Underlying*								
1988) Annual	100.0			100.0		100.0		100.0								
1989) averages	109.1			108.7		109.1		108.9								
1990)	119.7			118.9		119.4		119.4								
1988 Jan	95.4	96.5		95.8	96.2	95.8	96.1	95.4	96.6							
Feb	95.5	96.9		95.6	96.3	95.3	95.9	96.0	97.1							
Mar	98.3	98.2		98.0	97.9	97.8	97.6	98.6	98.6							
Apr	97.8	97.9		98.8	99.1	98.9	99.0	97.3	97.6							
May	98.4	98.5		99.3	99.2	99.5	99.9	98.0	98.3							
June	99.8	99.2		100.6	99.3	100.4	99.2	99.6	99.8							
July	101.3	100.2		101.1	100.0	101.3	100.2	101.3	100.0							
Aug	100.3	100.1		99.5	100.4	99.9	100.6	100.5	99.7							
Sept	100.9	101.1		100.2	101.2	100.5	101.4	100.6	100.5							
Oct	101.7	102.2		101.8	102.2	101.9	102.6	101.2	101.7							
Nov	103.7	103.3		103.6	103.1	103.7	103.1	103.6	103.7							
Dec	106.9	105.8		105.5	104.6	105.3	104.6	107.9	106.3							
1989 Jan	104.2	105.4	9.2	9	104.2	104.7	8.8	8 3/4	104.2	105.5	9.2	9				
Feb	104.6	106.1	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.9	105.6	10.1	8 3/4	104.4	105.6	8.8	9 1/2
Mar	107.3	107.3	9.3	9 1/2	105.7	105.6	7.9	8 3/4	106.0	105.8	8.4	8 3/4	107.8	107.8	9.3	9 1/2
Apr	107.3	107.4	9.7	9 1/4	107.8	108.2	9.2	8 1/2	107.9	108.0	9.1	8 3/4	107.1	107.3	9.9	9 1/4
May	107.5	107.6	9.2	9	108.0	107.9	8.8	8 3/4	108.1	108.5	8.6	8 3/4	107.2	107.5	9.4	9
June	109.1	108.4	9.3	8 3/4	109.4	108.0	8.8	8 1/2	109.6	108.2	9.1	8 3/4	108.5	108.7	8.9	8 1/2
July	110.3	109.1	8.9	8 3/4	110.3	109.2	9.2	8 1/2	110.8	109.5	9.3	9	109.7	108.4	8.4	8 1/4
Aug	109.1	108.9	8.8	8 3/4	108.3	109.3	8.9	8 3/4	109.2	110.0	9.3	9 1/4	108.7	107.8	8.1	8 1/2
Sept	110.7	110.9	9.7	9	109.5	110.5	9.2	8 3/4	109.8	110.8	9.3	9	110.4	110.3	9.8	8 3/4
Oct	111.7	112.2	9.8	9 1/4	110.6	111.0	8.6	9	111.0	111.8	9.0	9 1/4	111.6	112.2	10.3	9
Nov	113.2	112.8	9.2	9 1/4	112.2	111.6	8.2	8 3/4	112.9	112.2	8.8	9	112.7	112.7	8.7	9 1/4
Dec	114.7	113.5	7.3	9 1/4	113.8	112.9	7.9	8 1/2	114.3	113.5	8.5	9	114.3	112.7	6.0	9
1990 Jan	113.8	115.1	9.2	9 1/2	112.7	113.2	8.1	8 3/4	113.2	113.6	8.6	9 1/4	113.9	115.2	9.2	9 1/4
Feb	114.0	115.6	9.0	9 1/2	113.9	114.7	8.4	9 1/4	114.3	115.0	8.9	9 1/2	113.7	115.0	8.9	9 1/4
Mar	117.4	117.3	9.3	9 1/2	116.8	116.8	10.6	9 1/2	117.0	116.8	10.4	9 3/4	117.2	117.2	8.7	9 1/4
Apr	117.3	117.4	9.3	9 3/4	117.2	117.6	8.7	9 1/2	117.4	117.6	8.9	9 3/4	116.9	117.2	9.2	9 1/2
May	118.5	118.7	10.3	9 3/4	117.9	117.9	9.3	9 1/4	118.2	118.6	9.3	9 3/4	118.6	118.9	10.6	9 3/4
June	120.5	119.8	10.5	10	120.1	118.6	9.8	9 1/2	120.7	119.3	10.3	9 3/4	119.8	120.1	10.5	10
July	121.2	119.9	9.9	10 1/4	120.8	119.6	9.5	9 1/2	121.3	119.9	9.5	10	120.5	119.1	9.9	10
Aug	120.9	120.7	10.8	10	118.8	119.9	9.7	9 1/2	119.7	120.6	9.6	9 3/4	121.1	120.2	11.5	10
Sept	121.3	121.5	9.6	10	120.2	121.4	9.9	9 1/2	121.0	122.1	10.2	9 3/4	120.6	120.5	9.2	10
Oct	121.7	122.3	9.0	9 3/4	120.8	121.2	9.2	9 1/4	121.6	122.4	9.5	9 3/4	120.9	121.5	8.3	9 3/4
Nov	123.8	123.3	9.3	9 3/4	123.0	122.4	9.7	9 1/2	123.7	122.9	9.5	9 3/4	123.0	123.1	9.2	9 3/4
Dec	126.3	125.0	10.1	9 3/4	125.1	124.1	9.9	9 1/2	125.2	124.4	9.6	9 3/4	126.3	124.5	10.5	9 1/2
1991 Jan	124.3	125.7	9.2	9 1/2	123.4	123.9	9.5	9 1/4	124.3	124.7	9.8	9 1/2	123.8	125.3	8.8	9 1/2
Feb	124.7	126.4	9.3	9 1/4	124.3	125.2	9.2	8 3/4	125.2	126.0	9.6	9	123.8	125.2	8.9	9
Mar	127.5	127.5	8.7	9	126.1	126.0	7.9	8 1/2	126.8	126.6	8.4	9	127.6	127.6	8.9	8 3/4
Apr	127.4	127.5	8.6	8 3/4	128.0	128.5	9.3	8 3/4R	128.6	128.8	9.5	9	126.1	126.4	7.8	8 1/4R
May P	128.1	128.2	8.0	8 1/2	127.9	127.8	8.4	8 3/4	129.4	129.9	9.5	9 1/4	127.0	127.4	7.1	8

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.
(2) Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.
* For a note on the underlying rate of change see News Brief, page 364, in the June 1991 *Employment Gazette*.

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agri-culture and forestry	Coal and coke	Mineral oil and natural gas	Electricity gas, and other energy and water supply	Metal process-ing and manu-facturing	Mineral extrac-tion and manu-facturing	Chemicals and man-made fibres	Mechanical engin-eering	Electrical, elec-tronic and instru-ment engin-eering	Motor vehicles and parts	Other trans- port equip-ment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34, 37)	(35)	(36)	(31)	(41,42)
1988) Annual	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1989) averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1990)	120.0	125.0	126.7	121.6	115.5	119.1	122.6	119.3	119.3	119.5	125.6	117.5	121.7
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
1988 Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
1988 May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
1988 Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
1988 Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
1988 Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
1988 Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
1989 Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	107.4	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
1989 Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
1989 Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
1989 Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
1989 Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
1990 Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
1990 Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
1990 Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
1990 May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
1990 June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
1990 July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
1990 Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
1990 Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
1990 Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
1990 Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
1990 Dec	120.1	123.7	135.8	125.4	117.7	124.8	136.9	124.7	124.7	125.0	132.8	120.6	130.9
1991 Jan	118.7	137.8	139.6	125.7	123.2	122.3	126.3	124.2	123.6	124.5	135.0	119.9	127.0
1991 Feb	122.0	141.0	131.5	127.8	114.9	121.9	129.7	126.6	125.3	124.8	132.4	121.8	128.4
1991 Mar	120.9	142.7	136.0	126.4	116.9	122.2	135.4	127.8	127.3	124.9	135.7	122.0	131.3
1991 Apr	129.9	139.3	140.0	127.8	127.2	123.7	129.9	129.1	127.1	139.4	139.2	122.6	135.5
1991 May P	140.6	140.6	140.8	140.9	119.5	125.9	131.2	129.7	129.3	126.7	133.6	124.0	135.7

* England and Wales only.
 Note: Figures for the years 1985 to 1989 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.

EARNINGS 5.3

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

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Con-struction	Distri-bution and repairs	Hotels and catering	Transport and communi-cation †	Banking, finance insurance and business services	Public adminis-tration	Education and health services	Other services ††	Whole economy	SIC 1980 CLASS
(43)	(44,45)	(47)	(46,48, 49)	(50)	(61,62, 64,65, 67)	(66)	(71,72, 75-77,79)	(81-82, 83pt.-84pt.)	(91-92pt.)	(93,95)	(92pt. 94,96pt. 97,98pt.)		
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1988) Annual
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	109.9	108.8	108.6	111.3	109.1	1989) averages
117.6	115.8	113.5	117.5	124.6	117.3	118.4	118.8	121.2	120.7	118.0	122.9	119.7	1990)
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	95.4	1988 Jan
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	95.5	1988 Feb
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	98.3	1988 Mar
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	97.8	1988 Apr
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.8	97.9	94.5	99.0	98.4	1988 May
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	99.8	1988 June
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	101.3	1988 July
99.8	100.6	101.3	100.2	99.0	99.9	100.7	100.2	99.6	100.2	102.8	100.2	100.3	1988 Aug
100.6	99.3	102.1	101.1	102.1	101.0	99.5	102.2	98.6	100.5	101.1	101.4	100.9	1988 Sept
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	101.7	1988 Oct
103.5	101.0	102.6	102.5	106.1	102.1	103.1	103.2	106.1	105.9	101.8	101.9	103.7	1988 Nov
101.6	101.5	102.4	104.1	107.8	106.3	109.9	102.8	106.0	104.3	118.7	106.6	106.9	1988 Dec
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	104.2	1989 Jan
103.1	104.7	101.6	107.2	106.0	105.0	103.6	103.0	105.1	105.9	102.7	104.7	104.6	1989 Feb
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	107.3	1989 Mar
104.7	105.3	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	107.3	1989 Apr
107.2	107.1	105.8	106.7	108.6	107.6	106.2	107.3	106.6	106.6	107.8	107.6	107.5	1989 May
110.6	108.4	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	109.1	1989 June
109.6	108.8	107.2	109.1	112.3	108.1	106.6	109.1	111.5	106.8	111.7	114.2	110.3	1989 July
107.8	106.2	106.8	107.6	109.3	107.5	107.5	107.2	108.0	106.3	113.8	110.5	109.1	1989 Aug
108.7	107.8	108.8	109.4	114.0	110.1	108.0	107.6	107.5	110.7	114.6	114.1	110.7	1989 Sept
109.3	108.5	107.7	108.2	113.9	108.4	108.9	117.1	109.5	114.6	110.8	114.4	111.7	1989 Oct
112.7	109.0	108.3	110.4	119.0	109.1	111.1	111.9	115.6	115.9	110.6	116.7	113.2	1989 Nov
110.6	109.2	109.3	111.2	121.5	114.3	117.6	110.6	118.1	115.1	110.2	118.6	114.7	1989 Dec
111.7	112.3	108.6											

5.4 EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry †

UNITED KINGDOM October SIC 1980 Class	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36	170.37
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59	181.36
1990	265.23	248.83	279.94	245.92	228.76	263.70	262.23	228.41	251.04	196.51
Hours worked										
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.6	43.6	43.6	45.0	44.5
1988	42.8	45.4	43.4	44.2	42.7	42.3	43.3	43.6	45.1	43.4
1989	42.7	45.0	43.6	43.8	43.3	42.3	42.8	43.3	45.0	42.8
1990	41.6	44.1	43.0	42.8	41.4	41.2	42.6	43.0	44.7	42.5
Hourly earnings										
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	292.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	445.9	432.6	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3	392.7
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9	424.1
1990	638.2	563.7	651.7	574.6	552.1	639.8	616.3	531.6	561.7	462.7
FEMALE (full-time on adult rates)										
Weekly earnings										
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
1988	137.36	131.60	147.87	147.78	139.18	174.17	151.51	133.24	144.28	110.05
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58	117.87
1990	152.48	152.88	177.25	171.79	162.56	207.23	177.75	155.76	167.98	128.36
Hours worked										
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.4	39.3	38.7	37.8
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7	37.8
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1	37.4
1990	39.2	38.1	39.2	38.8	39.5	39.1	38.2	39.2	39.0	37.0
Hourly earnings										
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	277.3	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	316.1	316.1	254.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	338.5	363.5	291.0
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	372.5	390.0	315.3
1990	389.4	401.7	452.7	443.3	411.9	529.7	465.6	397.6	430.3	346.5
ALL (full-time on adult rates)										
Weekly earnings										
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	108.56
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17	118.15
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	157.31	168.55	124.66
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27	143.59
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.53	197.81	209.25	153.67
1990	261.78	236.72	260.62	241.39	205.28	259.82	258.80	212.59	227.61	167.59
Hours worked										
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3	41.5
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
1988	42.7	44.6	42.7	44.0	41.5	42.2	43.1	42.7	43.6	40.9
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7	40.4
1990	41.5	43.4	42.2	42.6	40.7	41.1	42.4	42.1	43.1	40.2
Hourly earnings										
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2	351.0
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2	380.2
1990	631.0	545.7	617.0	567.3	503.9	632.6	610.8	504.5	528.1	417.2

† More detailed results were published in an article in the April 1991 issue of the Employment Gazette. Previous articles can be found in the May 1990, April 1989, April 1988, March 1987 issues and in February issues for earlier years.

5.5 EARNINGS

Index of average earnings: non-manual workers

GREAT BRITAIN April of each year	Manufacturing industries									
	Weights	1983	1984	1985	1986	1987	1988	1989	1990	
FULL-TIME ADULTS*										
Men	699	547.3	604.5	657.5	724.7	776.8	854.3	939.4	1032.0	
Women	311	681.4	743.9	807.2	869.4	947.0	1,039.4	1,162.5	1,287.5	
Men and women	1,000	569.3	627.3	682.0	748.4	804.6	883.7	975.9	1,073.8	

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

EARNING AND HOURS 5.4

Average earnings and hours: manual employees: by industry †

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication (71-72, 75-77,79)	All Industries covered (SIC 1980 Class)
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	£ 159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	...	...
134.81	163.40	235.17	177.70	182.25	206.70	171.25	...	...
142.55	174.76	253.77	190.58	197.92	222.22	180.62	...	...
153.01	186.54	269.67	207.04	213.59	237.16	200.01	...	...
166.76	193.08	284.81	219.21	229.87	262.63	220.12	...	...
180.71	208.11	301.03	235.83	247.15	295.57	239.46	...	...
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	42.7	41.3	44.0	...	...
41.7	43.6	42.1	43.4	43.7	41.4	44.1	...	...
42.0	44.4	43.0	43.7	43.5	41.4	44.6	...	...
41.5	43.3	42.9	43.7	43.4	41.9	45.2	...	...
41.4	42.4	41.7	42.4	42.6	42.0	44.9	...	...
41.5	42.5	41.7	42.4	42.6	42.0	44.9	...	...
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	pence 366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	...	...
323.6	374.7	558.6	409.6	426.8	504.9	389.3	...	...
339.7	393.9	590.7	436.3	455.1	536.3	409.4	...	...
368.4	425.4	628.1	473.6	489.6	568.1	448.3	...	...
403.1	455.7	663.6	506.8	529.6	627.1	487.4	...	...
435.5	489.5	721.4	556.0	580.0	704.3	533.1	...	...
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	£ 97.34
85.22	113.18	129.15	98.23	103.21	124.17	95.86	...	...
89.55	121.09	139.81	107.39	110.48	157.49	98.55	...	...
95.51	128.43	152.00	113.63	118.79	163.79	104.68	...	...
102.63	137.79	163.55	123.37	128.82	183.91	107.21	...	...
112.31	145.85	179.34	129.52</					

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (£)	Weekly earnings (£)		Hours	Hourly earnings (£)		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	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										
ADULTS										
Manual occupations										
1983	130.0	135.0	42.9	3.14	3.07	129.5	132.7	43.1	3.08	3.00
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	203.2	203.2	44.4	4.59	4.44
1990	223.3	231.1	44.3	5.20	5.00	216.2	221.2	44.3	5.01	4.84
Non-manual occupations										
1983	167.1	168.5	38.5	4.30	4.28	157.7	159.1	37.5	4.16	4.14
1984	184.1	186.1	38.7	4.73	4.71	170.5	172.2	37.6	4.49	4.47
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
1990	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49
All occupations										
1983	142.2	147.0	41.4	3.52	3.47	144.5	147.4	40.1	3.63	3.60
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34
MEN										
Manual occupations										
1983	141.0	145.5	43.6	3.33	3.26	138.4	141.6	43.8	3.23	3.15
1984	153.6	158.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
1990	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09
Non-manual occupations										
1983	191.4	192.9	39.1	4.87	4.87	190.6	191.8	38.4	4.95	4.94
1984	211.7	213.5	39.3	5.38	5.37	207.3	209.0	38.5	5.37	5.36
1985	230.7	232.0	39.3	5.82	5.81	225.5	225.0	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24
1990	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02
All occupations										
1983	156.4	161.2	42.2	3.78	3.75	161.1	164.7	41.4	3.93	3.91
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29
1990	282.2	289.2	43.4	6.55	6.50	290.2	295.6	42.2	6.88	6.89
WOMEN										
Manual occupations										
1983	86.7	90.4	39.7	2.28	2.25	85.8	88.1	39.3	2.25	2.23
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
1990	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66
Non-manual occupations										
1983	106.2	107.0	37.2	2.85	2.84	115.1	116.1	36.5	3.13	3.12
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20
1990	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73
All occupations										
1983	94.7	97.9	38.6	2.53	2.51	107.6	109.5	37.2	2.91	2.90
1984	101.7	105.5	38.8	2.71	2.69	114.9	117.2	37.2	3.10	3.09
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28

Note: New EarningsSurvey estimates.

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

All employees: main industrial sectors and selected industries

GREAT BRITAIN	SIC 1980	Total labour costs (pence per hour)	Percentage shares of labour costs*					
			Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services	All other labour costs †
Manufacturing	1975	161.68	88.1	6.5	0.6	3.9	1.1	-0.2
	1978	244.54	84.3	8.5	0.5	4.8	1.3	0.6
	1981	394.34	82.1	9.0	2.1	5.2	1.3	0.3
	1984	509.80	84.0	7.4	1.3	5.3	1.3	0.7
	1985	555.90	84.4	6.9	1.6	5.1	1.2	0.8
	1986	597.20	84.2	6.8	2.2	4.7	1.2	0.8
	1987	641.20	84.8	6.9	1.8	4.5	1.2	0.8
	1988	692.35	85.2	7.0	1.6	4.2	1.1	0.9
	1989	751.40	85.3	7.0	1.4	4.2	1.2	0.9
Energy (excl. coal) and water supply**	1975	217.22	82.9	6.0	0.6	8.5	1.2	0.8
	1978	324.00	78.2	6.9	0.4	12.2	1.3	1.0
	1981	595.10	75.8	7.0	1.9	13.1	1.3	0.9
	1984	811.41	77.7	5.5	1.9	12.1	1.8	1.1
	1985	847.50	78.4	5.5	2.6	10.7	1.7	1.1
	1986	919.90	75.8	5.3	7.1	9.1	1.6	1.1
	1987	924.80	79.5	5.6	3.8	8.3	1.6	1.2
	1988	937.89	81.9	6.2	1.6	7.4	1.7	1.3
	1989	1,028.60	82.0	6.2	1.5	7.4	1.7	1.2
Construction	1975	156.95	90.2	6.3	0.2	1.7	0.7	0.9
	1978	222.46	86.8	9.1	0.2	2.3	0.8	0.8
	1981	357.43	85.0	9.9	0.6	2.8	0.8	0.9
	1984	475.64	86.0	7.7	0.6	4.1	0.6	1.1
	1985	504.70	86.4	7.7	0.5	3.8	0.6	1.0
	1986	535.90	86.5	7.6	0.7	3.5	0.6	1.0
	1987	566.70	87.1	7.6	0.5	3.3	0.6	0.9
	1988	616.86	87.6	7.6	0.4	3.0	0.6	0.9
	1989	688.70	87.7	7.6	0.3	3.0	0.6	0.8
Distribution	1974	96.54	87.9	6.3	0.2	2.9	1.3	1.4
	1978	192.32	85.1	8.6	0.2	4.3	1.2	0.6
	1981	310.76	83.8	9.2	0.5	4.7	1.1	0.7
	1984	423.07	83.8	7.2	0.3	6.9	1.2	0.6
	1985	444.90	84.7					

5.8 UNIT WAGE COSTS*

All employees: index for main industrial sectors

UNITED KINGDOM SIC 1980	Manufacturing		Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	
		Per cent change from a year earlier						Per cent change from a year earlier
1985 = 100								
1980	80.1	22.3	100.0	85.8	80.9	85.0	76.1	22.7
1981	87.5	9.3	106.3	91.7	92.3	91.8	83.4	9.6
1982	91.2	4.2	106.4	93.8	90.3	93.4	87.4	4.8
1983	91.7	0.5	100.5	92.3	91.7	92.3	90.7	3.8
1984	94.5	3.1	86.8	95.7	95.8	95.7	94.9	4.6
1985	100.0	5.8	100.0	100.0	100.0	100.0	100.0	5.4
1986	104.0	4.0	100.0	103.7	103.4	103.7	105.4	5.4
1987	105.9	1.8	101.7	107.0	110.9	107.1	110.4	4.7
1988	108.6	2.5	110.1	110.9	118.5	112.3	118.2	7.1
1989	113.6	4.6	130.5	120.2	139.3	129.4	129.4	9.5
1990	123.7	8.9	144.4	132.3	154.2	142.7	142.7	10.3
1985 Q1	96.9	5.0	..	..	..	..	97.8	6.2
Q2	98.3	5.1	..	..	..	..	98.5	4.7
Q3	101.0	6.5	..	..	..	..	101.3	5.9
Q4	103.8	6.6	..	..	..	..	102.4	4.8
1986 Q1	104.9	8.3	..	..	..	..	103.8	6.1
Q2	104.0	5.8	..	..	..	..	105.1	6.7
Q3	104.0	3.0	..	..	..	..	105.8	4.4
Q4	103.1	-7	..	..	..	..	106.9	4.4
1987 Q1	105.8	-9	..	..	..	..	107.9	3.9
Q2	105.4	1.3	..	..	..	..	109.7	4.4
Q3	105.5	1.4	..	..	..	..	110.7	4.6
Q4	106.9	3.7	..	..	..	..	113.2	5.9
1988 Q1	107.8	1.9	..	..	..	..	114.7	6.3
Q2	109.3	3.7	..	..	..	..	117.0	6.7
Q3	108.0	2.4	..	..	..	..	119.1	7.6
Q4	109.2	2.2	..	..	..	..	122.1	7.9
1989 Q1	110.4	2.4	..	..	..	..	124.7	8.7
Q2	112.9	3.3	..	..	..	..	128.2	9.6
Q3	114.3	5.8	..	..	..	..	130.9	9.8
Q4	116.7	6.9	..	..	..	..	133.9	9.7
1990 Q1	119.2	8.0	..	..	..	..	137.0	9.9
Q2	120.7	6.9	..	..	..	..	140.4	9.5
Q3	124.7	9.1	..	..	..	..	145.2	11.0
Q4	130.1	11.5	..	..	..	..	148.1	10.6
1991 Q1	132.0	10.7	..	..	..	..	150.6	10.0
1989 Jan	109.1	3.4	..	..	..	..	..	..
Feb	109.8	1.3	..	..	..	..	..	..
Mar	110.7	2.4	..	..	..	..	..	..
Apr	112.5	2.1	..	..	..	..	..	..
May	112.9	3.9	..	..	..	..	..	..
June	113.3	4.5	..	..	..	..	..	..
July	113.4	5.5	..	..	..	..	..	..
Aug	113.7	5.4	..	..	..	..	..	..
Sept	115.7	7.6	..	..	..	..	..	..
Oct	116.3	7.3	..	..	..	..	..	..
Nov	117.3	7.1	..	..	..	..	..	..
Dec	117.6	5.9	..	..	..	..	..	..
1990 Jan	118.3	8.4	..	..	..	..	..	..
Feb	119.2	8.6	..	..	..	..	..	..
Mar	119.6	8.0	..	..	..	..	..	..
Apr	120.2	6.8	..	..	..	..	..	..
May	120.4	6.6	..	..	..	..	..	..
June	121.8	7.5	..	..	..	..	..	..
July	123.3	8.7	..	..	..	..	..	..
Aug	124.5	9.5	..	..	..	..	..	..
Sept	127.1	9.9	..	..	..	..	..	..
Oct	128.3	10.3	..	..	..	..	..	..
Nov	131.0	11.7	..	..	..	..	..	..
Dec	131.2	11.6	..	..	..	..	..	..
1991 Jan	130.9	10.7	..	..	..	..	..	..
Feb	133.0	11.6	..	..	..	..	..	..
Mar	132.1	10.5	..	..	..	..	..	..
Apr	134.8	12.1	..	..	..	..	..	..
Three months ending:								
1989 Jan	109.9	2.6	..	..	..	..	..	..
Feb	110.0	2.3	..	..	..	..	..	..
Mar	109.9	2.4	..	..	..	..	..	..
Apr	111.0	1.9	..	..	..	..	..	..
May	112.0	2.8	..	..	..	..	..	..
June	112.9	3.4	..	..	..	..	..	..
July	113.2	4.6	..	..	..	..	..	..
Aug	113.5	5.1	..	..	..	..	..	..
Sept	114.3	6.1	..	..	..	..	..	..
Oct	115.2	6.8	..	..	..	..	..	..
Nov	116.4	7.3	..	..	..	..	..	..
Dec	117.0	6.7	..	..	..	..	..	..
1990 Jan	117.7	7.2	..	..	..	..	..	..
Feb	118.4	7.6	..	..	..	..	..	..
Mar	119.0	8.3	..	..	..	..	..	..
Apr	119.7	7.8	..	..	..	..	..	..
May	120.1	7.2	..	..	..	..	..	..
June	120.8	7.0	..	..	..	..	..	..
July	121.8	7.6	..	..	..	..	..	..
Aug	123.2	8.6	..	..	..	..	..	..
Sept	125.0	9.4	..	..	..	..	..	..
Oct	126.6	9.9	..	..	..	..	..	..
Nov	128.8	10.6	..	..	..	..	..	..
Dec	130.2	11.3	..	..	..	..	..	..
1991 Jan	131.0	11.3	..	..	..	..	..	..
Feb	131.7	11.3	..	..	..	..	..	..
Mar	132.0	10.9	..	..	..	..	..	..
Apr	133.3	11.4	..	..	..	..	..	..

Source: Central Statistical Office.

Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output.

* Wages and salaries per unit of output.

5.9 EARNINGS

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

	THOUSAND																			
	Great Britain		Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States					
	(1)	(2)	(7)	(8)	(6)	(8)	(4)	(8)	(8)	(4)	(2)	(5)	(4)	(2)	(8)	(9)	(6)	(8)	(8)	(10)
Annual averages																				Indices 1985 = 100
1980	61.5	75	70	70.9	59.8	82	33	56	47.0	..	83	..	66.0	76						
1981	69.6	83	79	77.7	67.2	86	41	65	57.8	..	86	..	72.9	84						
1982	77.4	88	88	85.4	78.9	90	55	74	67.7	..	92	..	78.7	89						
1983	84.4	92	92	91.0	87.8	93	66	83	80.9	..	94	..	84.9	92						
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96						
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100						
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102						
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104						
1988	126.1	105	111	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107						
1989	137.2	111	117	128.2	114.7	117	176	124	125.6	114.0	106	138.6	135.7	110						
1990	150.1	123	123	133.8	119.9	123	..	..	134.7	120.1	109	..	148.5	114				
Quarterly averages																				
1989 Q1	133.0	109	115	125.2	112.8	114	167	120	122.4	111.5	105	135.1	131.6	109						
Q2	136.3	110	116	128.5	114.3	117	173	121	124.8	113.1	106	135.6	135.5	109						
Q3	138.4	110	117	128.6	115.2	118	176	123	126.6	114.1	106	138.5	136.5	110						
Q4	141.1	116	120	130.3	116.4	119	189	124	128.6	115.4	106	144.3	139.2	111						
1990 Q1	145.0	113	121	131.0	117.7	120	201	125	131.4	116.5	107	148.3	144.4	112						
Q2	149.0	116	123	134.1	119.4	121	..	128	133.6	120.8	109	148.1	149.6	113						
Q3	151.8	..	123	134.3	120.8	125	..	..	135.8	117.7	110	150.4	149.1	114				
Q4	154.7	..	126	135.9	121.9	126	..	..	137.9	121.6	109	..	150.9	115				
1991 Q1	157.8	..	..	..	..	..	..	..	..	..	110	..	..	116
Monthly																				
1989 Sept	139.5	110	118	128.7	..	..	..	123	126.8	113.5	106	..	137.3	111			
Oct	140.1	..	119	129.5	116.4	119	..	..	126.8	113.4	106	..	138.3	110				
Nov	140.8	..	120	129.7	..	..	..	..	129.1	115.3	106	..	138.5	111		
Dec	142.5	116	120	131.8	..	..	..	124	129.8	117.5	106	..	140.9	112			
1990 Jan	142.9	..	121	131.3	117.7	120	..	..	131.3	119.4	107	..	140.5	111				
Feb	144.8	..	121	130.3	..	..	..	..	131.4	114.6	107	..	145.7	112		
Mar	14																			

6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

	All items				All items except seasonal foods			
	Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1990								
June	126.7	0.4	6.6	9.8	126.9	0.5	6.6	6.6
July	126.8	0.1	6.1	9.8	127.3	0.3	6.4	6.4
Aug	128.1	1.0	6.6	10.6	128.5	0.9	6.8	6.8
Sept	129.3	0.9	6.5	10.9	129.8	1.0	6.9	6.9
Oct	130.3	0.8	4.2	10.9	130.7	0.7	4.5	4.5
Nov	130.0	-0.2	3.0	9.7	130.4	-0.2	3.2	3.2
Dec	129.9	-0.1	2.5	9.3	130.2	-0.2	2.6	2.6
1991								
Jan	130.2	0.2	2.7	9.0	130.4	0.2	2.4	2.4
Feb	130.9	0.5	2.2	8.9	131.1	0.5	2.0	2.0
Mar	131.4	0.4	1.6	8.2	131.6	0.4	1.4	1.4
Apr	133.1	1.3	2.1	6.4	133.3	1.3	2.0	2.0
May	133.5	0.3	2.7	5.8	133.8	0.4	2.6	2.6
June	134.1	0.4	3.2	5.8	134.3	0.4	3.1	3.1

The rise in the index between May and June reflected higher prices for food and alcoholic drinks, dearer motoring costs and a further phase of the recent increase in electricity charges. There was a fall in mortgage interest rates.

Food: Among seasonal foods, fresh fruit and potatoes were dearer, whereas there were falls in the prices of home-killed lamb and eggs. The index for seasonal food as a whole rose by 2.9 per cent. The index for non-seasonal food rose by 0.7 per cent and reflected higher prices for poultry, pork, tea, cheese, potato products, bread, biscuits and cakes and soft drinks. The index for all food rose by 1.0 per cent between May and June.

Catering: There were price increases throughout the group. Its index rose by 0.6 per cent over the month.

Alcoholic drinks: There were price increases across this group. The group index was 0.6 per cent higher than last month.

Tobacco: The group index increased by 0.1 per cent.

Housing: Housing costs fell by 0.4 per cent in the month mainly as a result of further reductions in mortgage interest rates. There were also some increases, notably for DIY materials.

Fuel and light: Further phased effects of the recent rises in electricity and gas prices caused the

index for the group as a whole to rise by 1.8 per cent between May and June.

Household goods: Increases for some household consumables and equipment were partly offset by sales on electrical appliances. The group index rose by 0.3 per cent over the month.

Household services: The index for this group remained unchanged from May.

Clothing and footwear: The group index rose by 0.2 per cent. There were some price increases but there were also some reductions for summer clothing.

Personal goods and services: Prices rose across this group, causing the index to rise by 0.5 per cent between May and June.

Motoring expenditure: The rise of 0.5 per cent for this group mainly reflected a rise in the prices of second-hand cars.

Fares and other travel costs: Increases in taxi fares helped push up the index by 1.2 per cent during the month.

Leisure goods: The group index fell by 0.3 per cent due mainly to sales on audio visual equipment and special price reductions for some magazines.

Leisure services: Some higher charges for entertainment and recreation helped push the group index up by 0.4 per cent between May and June.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for June 11

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)		
		1	12		1	12	
		ALL ITEMS	134.1		0.4	5.8	133.3	0.1	15.9
Food and catering	129.8	0.9	7.0	134.0	1.6	16	
Alcohol and tobacco	138.4	0.4	14.1	128.6	14		
Housing and household expenditure	141.7	0.1	0.7	Housing	158.9	-0.4	-5.2
Personal expenditure	124.6	0.3	6.0	Rent	156.1	14	
Travel and leisure	129.4	0.4	8.6	Mortgage interest payments	200.3	-6	
All items excluding seasonal food	134.3	0.4	5.8	Rates and community charges	120.8	-30	
All items excluding food	135.5	0.3	5.9	Water and other payments	174.1	17	
Seasonal food	126.0	2.9	6.5	Repairs and maintenance charges	136.3	11	
Food excluding seasonal	127.1	0.7	5.7	Do-it-yourself materials	137.5	13	
All items excluding housing	129.3	0.6	8.6	Dwelling insurance & ground rent	190.2	9	
All items exc mortgage interest	130.9	0.5	6.9	Fuel and Light	125.7	1.8	8.4
Consumer durables	116.1	0.1	4.1	Coal and solid fuels	106.0	6	
Food	126.9	1.0	5.8	Electricity	136.8	10	
Bread	131.0	9		Gas	118.7	6	
Cereals	131.6	6		Oil and other fuels	114.1	13	
Biscuits and cakes	130.1	9		Household goods	123.6	0.3	7.0
Beef	126.0	2		Furniture	123.6	6	
Lamb	112.8	-5		Furnishings	123.3	5	
of which, home-killed lamb	113.9	-5		Electrical appliances	111.6	5	
Pork	130.8	1		Repairs and maintenance charges	129.1	8	
Bacon	128.4	0		Household consumables	136.0	9	
Poultry	117.2	0		Pet care	118.0	9	
Other meat	123.5	7		Household services	129.0	0.0	9.0
Fish	126.0	7		Postage	125.2	11	
of which, fresh fish	138.9	9		Telephones, telemessages, etc	117.4	11	
Butter	119.4	-2		Domestic services	142.9	12	
Oil and fats	123.7	6		Fees and subscriptions	133.8	6	
Cheese	122.4	2		Clothing and footwear	120.0	0.2	4.1
Eggs	107.7	-8		Men's outerwear	122.0	5	
Milk fresh	132.4	9		Women's outerwear	111.8	1	
Milk products	133.6	6		Children's outerwear	119.8	2	
Tea	150.0	13		Other clothing	128.8	8	
Coffee and other hot drinks	90.8	0		Footwear	123.7	6	
Soft drinks	143.8	5		Personal goods and services	133.5	0.5	9.4
Sugar and preserves	137.3	10		Personal articles	112.0	4	
Sweets and chocolates	116.4	7		Chemists' goods	138.2	11	
Potatoes	126.9	8		Personal services	151.3	14	
of which, unprocessed potatoes	120.8	4		Motoring expenditure	130.5	0.5	8.8
Vegetables	122.6	10		Purchase of motor vehicles	123.5	5	
of which, other fresh vegetables	118.9	13		Maintenance of motor vehicles	141.8	11	
Fruit	138.9	8		Petrol and oil	132.2	14	
of which, fresh fruit	143.4	8		Vehicles tax and insurance	139.1	10	
Other foods	129.9	8		Fares and other travel costs	136.5	1.2	10.3
Catering	139.9	0.6	11.1	Rail fares	141.2	10	
Restaurant meals	139.9	10		Bus and coach fares	145.3	15	
Canteen meals	140.9	12		Other travel costs	126.9	7	
Take-aways and snacks	139.6	12		Leisure goods	117.8	-0.3	4.9
Alcoholic drink	140.9	0.6	13.4	Audio-visual equipment	88.3	-1	
Beer	143.6	14		Records and tapes	107.3	7	
on sales	144.7	14		Toys, photographic and sport goods	119.0	4	
off sales	134.6	12		Books and newspapers	140.3	8	
Wines and spirits	137.1	13		Gardening products	133.5	8	
on sales	141.2	13		Leisure services	139.0	0.4	12.0
off sales	134.2	13		Television licences and rentals	118.6	8	
				Entertainment and other recreation	152.2	14	

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

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on June 11 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below. It is only possible to calculate a meaningful average price for

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

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

Average prices on June 11, 1991

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef: home-killed				Soft 500g tub	343	45	34-82
Best beef mince	387	162	108-199	Low fat spread	353	45	39-48
Topside	378	283	258-319	Other fats			
Brisket (without bone)	317	192	169-218	Lard, per 250g	361	18	15-20
Rump steak *	394	378	320-405	Cheese			
Stewing steak	390	172	118-208	Cheddar type	360	158	136-196
Lamb: home-killed				Eggs			
Loin (with bone)	364	253	198-299	Size 2 (65-70g), per dozen	319	114	108-132
Shoulder (with bone)	357	119	98-160	Size 4 (55-60g), per dozen	270	96	88-120
Leg (with bone)	345	182	148-250	Milk			
Lamb: imported (frozen)				Pasteurised, per pint	396	32	28-33
Loin (with bone)	281	183	149-210	Skimmed, per pint	366	32	27-32
Leg (with bone)	272	169	139-197	Tea			
Pork: home-killed				loose, per 125g	367	60	46-75
Leg (foot off)	322	147	109-196	Tea bags, per 250g	374	154	78-159
Belly *	361	119	90-144	Coffee			
Loin (with bone)	386	210	159-208	Pure, instant, per 100g	762	130	95-159
Shoulder (with bone)	321	152	128-179	Ground (filter fine), per 8oz	356	133	89-209
Bacon				Sugar			
Streaky *	348	130	112-156	Granulated, per kg	387	66	64-69
Gammon *	334	241	178-265	Fresh vegetables			
Back, vacuum packed	280	222	149-259	Potatoes, old loose			
Back, not vacuum packed	339	197	159-219	White	215	19	10-29
Ham				Red	110	18	12-22
Ham (not shoulder), per 4oz	360	76	62-89	Potatoes, new loose	355	22	19-30
Sausages				Tomatoes	391	62	52-70
Pork	384	109	89-134	Cabbage, greens	349	39	25-55
Beef	286	103	82-119	Cabbage, hearted	321	35	28-56
Canned meats				Cauliflower, each	358	69	50-79
Pork luncheon meat, 12oz can	226	55	45-64	Brussels sprouts	0	0	0
Corned beef, 12oz can	231	101	89-109	Carrots	395	37	32-45
Chicken: roasting, oven ready				Onions	394	36	20-49
Frozen, oven ready	322	74	59-95	Mushrooms, per 4oz	398	32	25-36
Fresh or chilled 3lb,	364	109	79-159	Cucumber, each	395	61	49-70
Fresh and smoked fish				Lettuce - iceberg	382	65	49-79
Cod fillets	300	283	240-325	Fresh fruit			
Mackerel, whole	258	102	78-139	Apples, cooking	371	52	38-59
Kippers, with bone	303	116	98-189	Apples, dessert	374	46	39-54
Canned fish				Pears, dessert	316	57	45-69
Red salmon, half size	232	142	127-165	Oranges, each	373	19	12-25
Bread				Bananas	397	56	48-59
White loaf, sliced, 800g	379	54	47-70	Grapes	324	143	100-199
White loaf, unwrapped, 800g	336	68	59-77	Items other than food			
White loaf, unsliced, 400g	366	46	42-50	Draught bitter, per pint	734	124	108-140
Brown loaf, sliced, small	366	48	45-51	Draught lager, per pint	750	138	120-152
Brown loaf, unsliced, 800g	328	73	65-79	Whisky per nip	754	97	85-110
Flour				Gin, per nip	755	97	85-110
Self raising, per 1.5kg	237	63	57-68	Cigarettes 20 king size filter	4,604	191	162-202
Butter				Coal, per 50kg	388	571	450-700
Home produced, per 250g	357	61	54-72	Smokeless fuel per 50kg	450	788	650-946
New Zealand, per 250g	338	57	56-60	4-star petrol, per litre	583	50	48-51
Danish, per 250g	329	70	69-75	Deriv per litre	522	44	43-45
				Unleaded petrol ord. per litre	588	46	45-48
				Super unleaded petrol, per litre	276	49	47-50

† Per lb unless otherwise stated.
Or Scottish equivalent.

On July 31, 1989

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink
						All	Seasonal †	Non-seasonal †		
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					
1974		108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7
1975		134.8	135.3	135.1	147.5	133.3	129.8	134.3	132.4	135.2
1976		157.1	156.4	156.5	159.9	159.9	177.7	156.8	157.3	159.3
1977		182.0	179.7	181.5	208.1	190.3	197.0	189.1	185.7	183.4
1978		197.1	195.2	197.8	227.3	203.8	180.1	208.4	207.8	196.0
1979		223.5	222.2	224.1	228.3	228.3	211.1	231.7	239.9	217.1
1980		263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8
1981		295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1
1982		320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4
1983		335.1	342.4	337.1	440.9	308.8	282.8	313.8	364.0	366.5
1984		351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7
1985		373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1
1986		385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6
1975 Jan 14		119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2
1976 Jan 13		147.9	147.9	147.6	172.8	148.3	158.6	146.6	146.2	149.0
1977 Jan 18		172.4	169.3	170.9	183.1	172.3	171.7	171.1	172.3	173.7
1978 Jan 17		189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9
1979 Jan 16		207.2	204.3	207.3	217.5	207.6	219.5	218.7	218.7	198.9
1980 Jan 15		245.3	245.5	246.2	246.2	244.8	223.6	248.9	267.9	241.4
1981 Jan 13		277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7
1982 Jan 12		310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8
1983 Jan 11		325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7
1984 Jan 10		342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1
1985 Jan 15		359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9
1986 Jan 14		379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8
1987 Jan 13		394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries **	Consumer durables	Food			Catering	Alcoholic drink
									All	Seasonal †	Non-seasonal †		
Weights	1987	1,000	833	974	843	956	57	139	167	26	141	46	76
	1988	1,000	837	975	840	958	54	141	163	25	138	50	78
	1989	1,000	846	977	825	940	46	135	154	23	131	49	83
	1990	1,000	842	976	825	925	—	132	158	24	134	47	77
	1991	1,000	849	976	808	924	—	128	151	24	127	47	77
1987	Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	105.0	105.0	109.6	106.9
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	111.6	116.5	112.9	112.9
1990		126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
1987 Jan 13		100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988 Jan 12		103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	103.7
1989 Jan 17		111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
1989 June 13		115.4	116.3	115.6	111.6	113.2	115.9	107.6	110.7	109.3	111.0	116.2	112.2
July 18		115.5	116.6	115.9	111.6	113.2	116.5	106.5	110.1	100.6	111.9	116.8	112.9
Aug 15		115.8	116.9	116.2	111.8	113.4	116.8	106.7	110.6	100.8	112.3	117.4	114.0
Sept 12		116.6	117.6	117.0	112.5	114.1	116.9	107.9	111.3	100.7	113.2	118.0	114.7
Oct 17		117.5	118.5	117.9	113.3	114.9	117.2	108.8	112.4	101.5	114.4	118.9	115.5
Nov 14		118.5	119.5	118.9	113.8	115.3	117.4	109.3	113.5	106.2	114.8	119.5	115.4
Dec 12		118.8	119.7	119.0	114.0	115.5	—	109.5	114.5	115.1	120.1	120.1	115.5
1990 Jan 16		119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
Feb 13		120.2	120.9	120.3	115.3	116.7	—	109.1	117.0	118.7	116.7	121.8	117.1
Mar 13		121.4	122.1	121.4	115.9	117.3	—	109.9	117.7	119.6	117.3	122.4	117.8
Apr 10		125.1	126.3	125.1	117.6	121.1	—	111.0	118.8	123.4	118.0	123.9	121.5
May 15		126.2	127.4	126.3	118.8	122.1	—	111.6	120.1	123.6	119.4	125.0	123.8
June 12		126.7	128.0	126.9	119.1	122.5	—	111.5	120.0	118.3	120.3	125.9	124.3
July 17		126.8	128.4	127.3	119.1	122.6	—	109.7	118.8	108.1	120.7	127.1	125.8
Aug 14		128.1	129.6	128.5	120.3	123.7	—	110.7	120.0	112.2	121.4	127.7	126.7
Sept 11		129.3	131.1	129.8	121.6	124.9	—	112.5	120.3	111.5	121.8	129.1	127.4
Oct 16		130.3	132.2	130.7	122.6	125.8	—	113.2	120.4	112.2	121.9	130.0	128.2
Nov 13		130.0	131.7	130.4	122.7	125.9	—	113.8	121.3	114.5	122.4	130.8	128.3
Dec 11		129.9	131.4	130.2	122.6	125.9	—	114.1	122.1	119.2	122.6	131.4	128.6
1991 Jan 15		130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7
Feb 12		130.9	132.2	131.1	123.5	126.7	—	111.8	124.4	125.9	124.0	132.8	130.9
Mar 12		131.4	132.8	131.6	123.9	127.2	—	113.0	124.4	124.4	124.4	133.3	131.5
Apr 16		133.1	134.5	133.3	127.6	129.3	—	115.2	125.9	125.6	125.8	137.9	139.3
May 14		133.5	135.1	133.8	128.5	130.2	—	116.0	125.6	126.2	126.2	139.1	140.1
Jun 11		134.1	135.5	134.3	129.3	130.9	—	116.1	126.9	126.0	127.1	139.9	140.9

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

RETAIL PRICES 6.4

General index of retail prices

(Source: Central Statistical Office)

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

6.5 RETAIL PRICES

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

(Source: Central Statistical Office)

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

UNITED KINGDOM	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1989 June 13	8.3	5.6	6.1	5.1	2.2	23.4	5.1	4.3	5.3	5.0	6.9	6.7	8.1	3.1	5.6
July 18	8.2	5.9	6.5	5.4	2.3	24.0	4.6	3.9	4.8	5.1	7.3	5.7	7.4	3.1	6.4
Aug 15	7.3	5.9	6.3	5.8	2.1	18.7	5.1	3.8	4.5	5.2	7.3	4.7	6.9	2.8	6.5
Sept 12	7.6	6.2	6.2	5.8	2.6	18.6	5.2	3.5	5.0	5.9	7.2	4.9	6.9	3.2	6.0
Oct 17	7.3	7.1	6.4	5.9	3.4	15.7	5.5	3.6	5.5	5.1	7.6	4.7	6.8	3.5	6.2
Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1
Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
Feb 13	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.2	4.7	6.9
Mar 13	8.1	8.7	7.3	6.2	2.5	18.2	5.6	4.6	5.3	5.2	8.2	3.8	7.2	5.0	6.9
Apr 10	9.4	8.4	7.7	9.0	6.2	23.4	6.0	4.6	4.8	4.7	7.1	4.0	7.4	5.2	8.2
May 15	9.7	8.9	8.1	10.6	8.5	23.8	7.4	4.7	5.5	4.6	7.0	3.6	6.8	4.7	8.0
June 12	9.8	8.4	8.3	10.8	8.6	23.7	7.8	4.9	5.9	4.2	7.0	3.8	7.1	4.6	8.4
July 17	9.8	7.9	8.8	11.4	8.7	23.7	7.7	4.3	6.3	3.6	6.9	4.6	7.2	4.2	8.0
Aug 14	10.6	8.5	8.8	11.1	8.8	23.8	9.1	4.7	6.5	4.7	7.5	7.8	7.5	4.6	8.0
Sept 11	10.9	8.1	9.4	11.1	8.3	23.7	9.6	5.2	7.5	4.9	8.0	9.7	7.5	4.7	9.0
Oct 13	10.9	7.1	9.3	11.0	8.2	23.2	11.4	5.1	7.9	4.7	8.0	10.5	8.1	5.1	9.4
Nov 13	9.7	6.9	9.5	11.2	8.1	17.9	10.1	5.5	7.7	5.0	8.1	9.0	7.8	4.5	9.1
Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991 Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
Feb 12	8.9	6.3	9.0	11.8	9.1	16.8	10.6	4.8	7.6	2.5	7.5	6.4	8.9	4.7	9.1
Mar 12	8.2	5.7	8.9	11.6	9.2	14.0	9.2	4.9	8.0	3.1	7.3	6.6	9.2	3.9	9.0
Apr 16	6.4	6.0	11.3	14.7	17.5	-2.2	8.6	6.2	9.7	3.7	8.9	7.8	9.7	5.1	12.2
May 14	5.8	4.6	11.3	13.2	16.0	-4.3	8.0	7.0	9.4	3.6	9.2	8.8	10.2	5.3	12.2
Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0

Notes: See notes under table 6.7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6
1991	123.8				123.7				123.4			

Note: The indices for January 1987 are shown to enable calculations to be made involving periods which span the new reference date—see General Notes below table 6.7.

RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services		
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS													
JAN 15, 1974 = 100													
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5		
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3		
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1		
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0		
1987 January	386.5	344.6	448.5	438.4	605.5	510.5		231.7					
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS													
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6		
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1		
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8		
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4		
1987 January	384.2	338.8	448.8	456.0	602.3	512.2		240.5					
GENERAL INDEX OF RETAIL PRICES													
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9		
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3		
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3		
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5		
1987 January	377.8	354.0	454.8	440.7	602.9	506.1		230.8					
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS													
JAN 13, 1987 = 100													
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	102.8	103.5	100.4
1988	104.8	104.6	109.7	106.4	103.5	109.1	106.2	104.5	104.5	107.9	108.7	109.3	103.3
1989	110.6	110.8	116.7	111.9	106.5	106.8	110.9	109.1	109.3	119.3	115.1	114.9	106.1
1990	118.9	120.0	126.4	122.3	113.8	116.2	116.5	116.4	115.3	129.4	124.1	124.8	111.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS													
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.6	106.1	103.8	104.5	108.8	107.4	108.7	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	116.3	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.1	112.1
GENERAL INDEX OF RETAIL PRICES													
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6
1988	105.8	104.6	109.6	106.9	103.4	101.6	105.9	106.8	104.4	106.8	108.1		

6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.5	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	105.1
1990	133.3	123.0	111.0	121.2	107.0	222.6	136.8	116.3	117.6	131.8	109.0
Monthly											
1990 June	133.9	122.7	110.3	120.8	106.8	223.8	135.3	115.9	..	131.2	108.3
July	134.1	123.0	110.7	120.4	106.8	223.2	137.0	116.2	..	131.6	108.5
Aug	135.4	123.7	111.3	121.7	107.1	224.5	137.7	116.9	118.0	132.5	109.0
Sep	136.7	124.6	112.4	122.7	107.5	232.3	139.2	117.5	..	133.2	109.7
Oct	137.8	125.5	113.1	122.9	108.2	237.9	140.5	118.2	..	134.3	110.8
Nov	137.4	125.6	112.7	122.8	108.0	241.3	140.2	118.0	118.7	135.1	111.4
Dec	137.3	125.7	112.6	122.5	108.1	245.4	140.5	117.9	..	135.4	111.3
1991 Jan	137.6	126.4R	113.4	122.5	108.8	244.9	142.2	118.4	..	136.3	111.2
Feb	138.4	126.8P	113.8	122.8	109.1	245.3	142.0	118.6	119.6	137.5P	111.4
Mar	138.9	127.1P	113.3	123.0	109.0	249.7	142.5	118.7	..	137.9P	111.6
Apr	140.7	127.9P	113.4	123.3	109.5	258.3	142.8	119.1R	..	138.5P	111.2
May	141.1	128.3P	113.8	124.1	109.9	259.3	143.2	119.5P	120.6	139.0P	111.7
Jun	141.6	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											
Annual averages											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.8	6.8	3.5	4.1	6.3	3.3
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
Monthly											
1990 June	9.8	5.4	3.0	2.5	2.3	21.7	6.6	3.0	..	6.1	3.1
July	9.8	5.5	3.0	2.1	2.4	21.6	6.2	3.0	..	6.2	3.0
Aug	10.6	5.9	3.3	2.6	2.8	21.9	6.5	3.5	2.8	6.7	3.3
Sep	10.9	6.1	3.7	3.1	3.1	21.8	6.4	3.8	..	6.7	3.7
Oct	10.9	6.3	4.3	2.7	3.3	22.3	7.0	3.9	..	6.8	4.2
Nov	9.7	5.9	4.0	2.2	3.0	22.9	6.7	3.5	2.7	6.8	4.5
Dec	9.3	5.7	3.5	1.9	2.8	22.8	6.5	3.4	..	6.6	4.4
1991 Jan	9.0	5.7R	3.9	2.5	2.8	21.7	6.8R	3.5	..	6.3	3.0
Feb	8.9	5.5P	4.0	2.6	2.7	21.8	6.0R	3.5	2.5R	6.4P	3.2
Mar	8.2	5.3P	3.3	2.4R	2.5	19.5	5.9	3.2	..	6.3P	3.5
Apr	6.4	5.0P	2.9	2.6	2.8	21.5	5.9	3.2R	..	6.4P	2.9
May	5.8	4.9P	3.2	2.5	3.0	18.4	6.2	3.3P	3.1	6.4P	3.2
Jun	5.8	..	..	..	..	..	..	..	..	..	..

Source: Eurostat

1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.

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

RETAIL PRICES 6.8 Selected countries

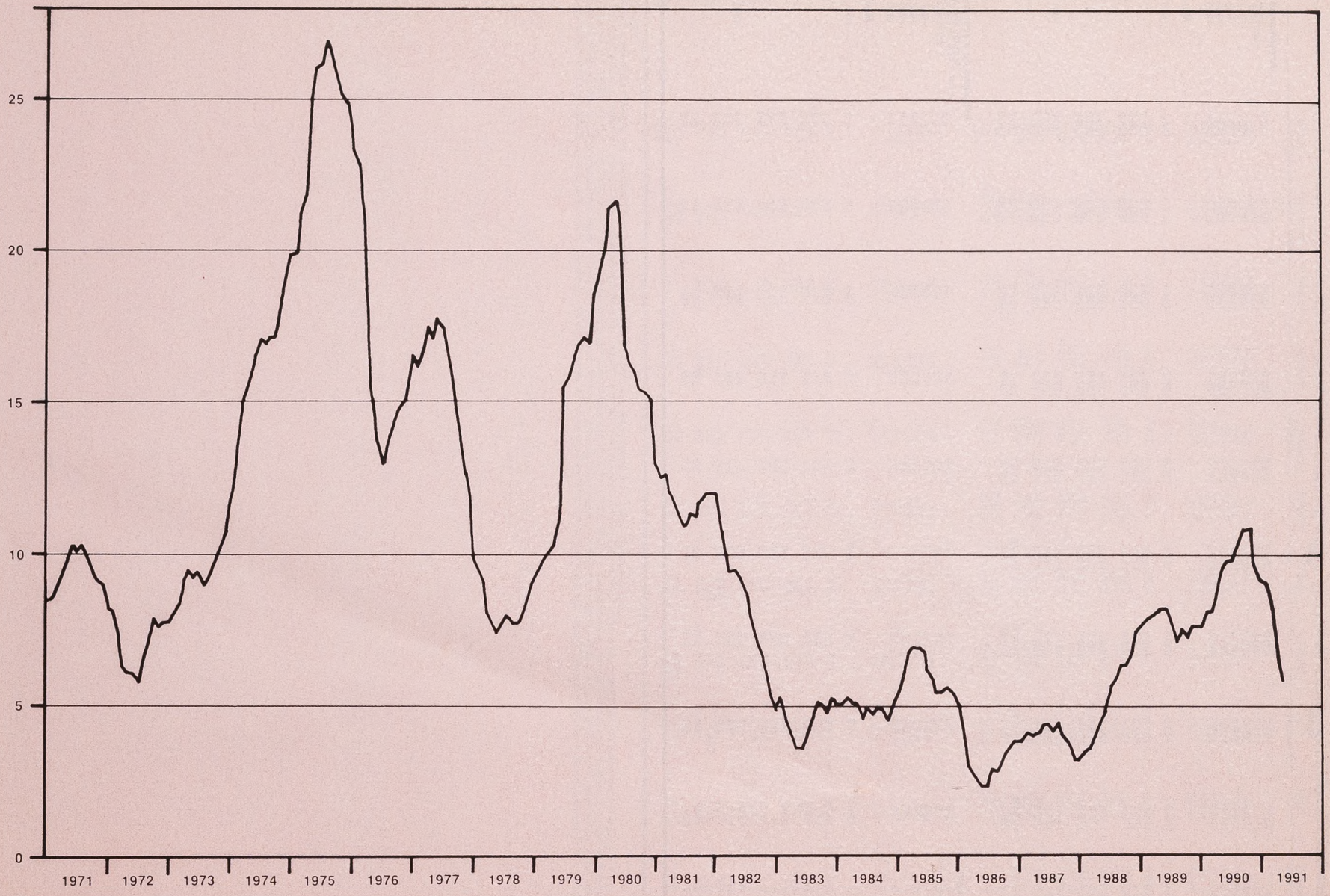
	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
Annual averages										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.6	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.2	170.9	121.5	107.0	113.2	111.3	135.4	135.1	127.3	124.4
Monthly										
1990 June	103.7	169.8	120.8	106.5	112.5	110.8	135.2	134.1	127.3	124.1
July	104.0	171.0	121.3	106.4	112.6	112.2	135.4	135.4	127.5	124.7
Aug	104.4	173.1	122.4	106.9	113.8	112.8	135.2	136.3	128.1	124.8
Sep	105.3	175.1	123.4	107.9	114.3	112.6	136.5	137.9	128.8	125.2
Oct	105.6	177.0	124.1	109.3	115.0	112.7	137.6	138.8	129.2	126.2
Nov	105.6	178.2	124.4	108.9	116.0	112.3	137.6	139.3	129.1	126.9
Dec	105.4	179.6	124.4	108.8	116.0	112.3	137.2	139.1	129.0	126.8
1991 Jan	106.0R	181.4	125.2	109.5	117.0	112.9	137.8	142.4	130.9	130.2
Feb	106.1R	184.6	125.4	109.2	118.1	113.7	138.3	146.3	131.6	130.2
Mar	106.8R	185.6R	125.5	109.7R	118.1	114.0	139.3	146.9	131.7	130.7
Apr	107.2R	187.1R	125.7R	110.2R	118.4R	114.1	139.7	147.6	132.2	130.7
May	107.4	189.5	126.1	110.5P	119.4	114.2	139.9	147.8	132.8	131.3
Jun	..	..	..	..	..	..	..	..	..	..
Per cent										
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0
1989	1.1	12.6	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.5	13.3	5.4	3.2	5.4	3.2	4.2	10.5	6.1	4.8
Monthly										
1990 June	2.2	13.6	4.7	2.2	5.0	2.9	3.6	9.7	5.6	4.3
July	2.3	13.3	4.8	2.3	5.3	3.0	3.6	10.8	5.8	4.1
Aug	2.4	12.7	5.6	2.9	6.1	3.2	3.8	11.1	6.2	4.2
Sep	2.7	13.7	6.2	3.0	6.0	3.7	3.9	11.5	5.7	4.3
Oct	2.9	14.4	6.3	3.5	6.4	3.7	4.6	11.3	5.6	4.8
Nov	2.9	14.1	6.3	4.2	6.0	3.9	4.5	11.4	5.6	5.0
Dec	2.7	13.7	6.1	3.8	5.3	3.5	4.4	10.9	4.9	5.0
1991 Jan	3.4R	12.9	5.7	4.5	5.5	3.4	4.0	10.0	4.9	6.8
Feb	3.1R	12.3	5.3	3.9	6.2	3.3	4.0	12.6	5.0	6.2
Mar	3.4R	12.2	4.9	4.0	5.8	3.5	3.5	9.9	4.8	6.3
Apr	3.3R	11.8	4.9	3.7R	5.8	3.3	3.8	10.7R	4.6	6.3
May	3.4	12.0	5.0	3.2P	6.3	3.3	3.8	10.1	4.6	6.2
Jun	..	..	..	..	..	..	..	..	..	..



RETAIL PRICES INDEX
Increases over previous year

Per cent

S66
AUGUST 1991
EMPLOYMENT GAZETTE



TOURISM 8.1

Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism -related industries
Self-employed *	661	662	663	665, 667		
1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment						
1985 Mar	207.5	254.8	136.2	221.6	316.6	1,136.7
June	222.8	266.4	139.7	268.5	373.0	1,270.4
Sept	226.1	259.3	139.3	270.1	364.3	1,259.2
Dec	220.8	258.5	141.2	231.4	325.8	1,177.8
1986 Mar	215.3	249.9	137.1	226.5	322.0	1,150.8
June	229.2	259.8	138.2	270.5	370.9	1,268.6
Sept	227.7	264.3	138.5	268.4	362.0	1,260.9
Dec	225.2	263.4	139.2	232.3	331.2	1,191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1,168.6
June	240.4	263.1	136.9	265.4	375.1	1,280.9
Sept	242.2	264.1	139.9	270.1	367.0	1,283.3
Dec	245.9	274.5	143.3	245.5	348.6	1,257.8
1988 Mar	245.3	274.3	139.3	240.9	353.3	1,253.0
June	265.1	289.3	140.5	281.2	374.6	1,350.8
Sept	265.9	304.5	139.5	287.3	375.7	1,372.9
Dec	269.9	313.1	144.9	251.7	347.9	1,327.4
1989 Mar	268.4	316.4	139.9	259.1	345.2	1,328.9
June	290.1	326.2	140.4	301.0	375.8	1,433.4
Sept	295.3	329.1	143.3	310.6	378.9	1,457.3
Dec	296.6	336.3	144.5	282.1	338.1	1,397.3
1990 Mar	294.1	326.3	140.9	278.8	340.1	1,380.2
June	306.0	338.8	142.3	317.6	390.2	1,494.9
Sept	310.1	338.3	144.9	320.8	383.7	1,497.8
Dec	301.6	333.3	150.0	285.6	349.1	1,419.6
Change Dec 1990 on Dec 1989						
Absolute (thousands)	+5.3	-3.0	+5.5	+3.5	+11.0	+22.3
Percentage	+1.8	-0.9	+3.8	+1.2	+3.2	+1.6

* Based on Census of Population.

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

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

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

TOURISM 8.2

Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK		UK residents abroad		Balance	
	(a)		(b)		(a) less (b)	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987	6,260		7,280		-1,020	
1988	6,184		8,216		-2,032	
1989	6,945		9,357		-2,412	
1990 (e)	7,725		9,825		-2,100	
Percentage change 1990/1989	+11		+5			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1990 P Q1	1,380	2,034	1,696	2,530	-316	-496
Q2	1,862	1,940	2,526	2,512	-664	-572
Q3	2,825	1,916	3,747	2,378	-922	-462
Q4 (e)	1,660	1,837	1,855	2,404	-195	-567
1991 P Q1 (e)	1,080	1,565	1,720	2,494	-640	-929
1990 P Jan	491	632	583	904	-92	-272
Feb	402	730	485	807	-83	-77
Mar	487	672	628	819	-141	-147
Apr	538	624	696	830	-158	-206
May	619	686	730	825	-111	-139
June	705	630	1,100	857	-395	-227
July	943	648	1,091	829	-148	-181
Aug	1,021	623	1,394	810	-373	-187
Sept	861	645	950	739	-401	-94
Oct (e)	650	599	505	800	-300	-201
Nov (e)	510	644	505	811	+5	-167
Dec (e)	500	594	400	793	+100	-199
1991 P Jan (e)	395	534	555	838	-160	-304
Feb (e)	275	510	490	821	-215	-311
Mar (e)	410	521	675	835	-265	-314

(e) Rounded to the nearest £5 million.

For further details see Business Monitors MQ6 and MA6 *Overseas Travel and Tourism*, available from HMSO.

Source: International Passenger Survey.

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

	THOUSAND				
	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	12,646		2,475	7,865	2,306
1979	12,486		2,195	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989	17,338		3,481	10,689	3,168
1990 (e)	17,950		3,720	10,600	3,640
1990 P Q1	3,353	4,708	605	2,060	688
Q2	4,573	4,366	1,097	2,618	859
Q3	6,376	4,516	1,325	3,740	1,311
Q4 (e)	3,650	4,362	690	2,180	780
1991 P Q1 (e)	2,780	3,702	410	1,850	520
1990 P Jan	1,195	1,531	223	699	273
Feb	976	1,598	149	641	186
Mar	1,182	1,579	233	719	215
Apr	1,422	1,377	234	973	230
May	1,495	1,522	386	797	312
June	1,656	1,467	477	849	332
July	2,231	1,548	466	1,338	427
Aug	2,334	1,445	488	1,349	498
Sept	1,811	1,523	371	1,054	386
Oct (e)	1,450	1,470	330	800	320
Nov (e)	1,140	1,461	200	700	240
Dec (e)	1,060	1,431	160	680	220
1991 P Jan (e)	1,000	1,271	180	590	230
Feb (e)	770	1,243	90	550	130
Mar (e)	1,010	1,188	140	710	160

Notes: See table 8.2.

8.4 TOURISM Visits abroad by UK residents

	THOUSAND				
	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,362	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989	31,030		2,218	26,128	2,684
1990 (e)	31,040		2,250	25,810	2,980
1990 P Q1	5,300	8,253	371	4,098	830
Q2	8,258	7,738	626	6,930	702
Q3	11,550	7,555	782	9,915	853
Q4 (e)	5,930	7,492	470	4,870	590
1991 P Q1 (e)	5,260	7,694	360	4,230	670
1990 P Jan	1,820	2,996	124	1,373	323
Feb	1,542	2,591	101	1,236	205
Mar	1,938	2,666	146	1,490	302
Apr	2,547	2,673	170	2,110	267
May	2,480	2,552	191	2,052	237
June	3,231	2,513	265	2,768	198
July	3,414	2,545	220	2,916	278
Aug	4,312	2,525	286	3,738	288
Sept	3,824	2,485	275	3,261	288
Oct (e)	2,960	2,561	250	2,480	230
Nov (e)	1,810	2,588	110	1,500	200
Dec (e)	1,160	2,343	110	890	160
1991 P Jan (e)	1,740	2,654	130	1,340	270
Feb (e)	1,470	2,502	90	1,210	170
Mar (e)	2,050	2,538	140	1,680	230

Notes: See table 8.2.

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

Measure	Great Britain		Scotland		Wales	
	May	June	May	June	May	June
	Enterprise Allowance Scheme †		50,314		3,401		3,040
Job Release Scheme	1,290	1,157	59	55	66	62
Jobshare	148	132	17	13	2	4
Jobstart Allowance	514*	460 †	68*	59 †	43*	35 †
Restart interviews		**		**		**

Note: Community industry figures which were formerly provided in Table 9.2 are no longer being published as they now form part of Youth Training.

* Live cases as at April 22, 1991. Figures are for people receiving £40 allowance.

† Live cases as at June 28, 1990.

** Restart interview figures are now collected on a quarterly basis. The next set of figures will be available for the quarter to the end of the September.

‡ EAS excluded those starting up in the Highlands and Islands of Scotland.

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

Placed into employment by jobcentre advisory service, May 4 1991 to June 7 1991 †	3,146
Registered as disabled on April 17, 1991 ‡	368,276

† Not including placements through displayed vacancies.

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

OTHER FACTS AND FIGURES 9.7 Regional Development Grants: Jan-Mar 1991

	North East	North West	Yorkshire and Humberside	East Midlands	South West	Scotland	Wales	Great Britain
Original scheme	3,385,000	564,000	0	0	70,000	2,452,000	220,000	6,691,000
Revised scheme	9,939,000	8,283,000	495,000	328,000	238,000	5,101,000	4,356,000	28,740,000

Note: For inquiries about these figures, see footnote to table 9.8.

9.8 OTHER FACTS AND FIGURES

Regional Development Grants of over £25,000 (original scheme) and over £100,000 (revised scheme): Jan-Mar 1991*

Region and company	Area †	Value (£)	Region and company	Area †	Value (£)
ORIGINAL SCHEME					
Scotland					
BCC Ltd	East Kilbride	66,000	Phrell General PLC	Aberdare	120,000
National Semiconductor (UK) Ltd	Greenock	716,000	Ready Roasted Chickens Ltd	Aberdare	350,000
SEH Europe Ltd	Livingston	372,000	Sun Valley Poultry Ltd	Blaenau Gwent Abergavenny	437,000
Harper Collins Publisher Ltd	Springburn	272,000	Orion Electric (UK) Ltd	Neath & Port Talbot	384,000
Digital Equipment (Scotland) Ltd	Ayr	1,025,000	Greggs PLC	Pontypridd & Rhondda	130,000
Total		2,451,000	British Aerospace PLC	Shotton Flint & Rhyl	917,000
Wales					
Spadel Ltd	Garnant	194,000	Deeside Furniture Ltd	Shotton Flint & Rhyl	144,000
Total		194,000	Graphoprint (Clwyd) Ltd	Shotton Flint & Rhyl	123,000
North East					
Blue Circle Industries Plc	Crook	107,000	Humbercyde Industrial Finance Ltd	Shotton Flint & Rhyl	135,000
The Boots Co Plc	Cramlington	54,000	Pacplas Ltd	Shotton Flint & Rhyl	167,000
NEI Reyrolle Ltd	Jarrow/Hebburn	44,000	TSUDA Plastic Industry Co Ltd	Wrexham	240,000
Spillers Milling Ltd	Newcastle	175,000	Total		3,147,000
Edward Thompson (Printers) Ltd	Sunderland	191,000	North East		
Natwest Leasing Manufacturers Ltd	Sunderland	2,330,000	Sanyo Electric Manuf (UK) Ltd	Bishop Auckland	192,000
Natwest Premier Leasing Ltd	Sunderland	178,000	Tallent Eng Ltd	Bishop Auckland	149,808
Tambola House Ltd	Sunderland	32,000	Alexandre of England 1988 Ltd	Hartlepool	153,000
Sunderland Paper Mill Ltd	Sunderland	142,000	Swilynn Magnetic Industries Ltd	Hartlepool	579,000
Iggesund Paperboard (Workington) Ltd	Workington	43,000	THC Fabricators (UK) Ltd	Hartlepool	165,000
Total		3,296,000	Imperial Chemical Industries PLC	Middlesbrough	442,980
North West					
Beoco Ltd	Bootle	101,000	George Blair PLC	Newcastle Upon Tyne	144,689
Consolidated-Bathurst Inc	Ellesmere Port	352,000	Mitsumi UK Ltd	South Tyneside	210,000
Carrs Flour Mills Ltd	Maryport	60,000	Nissan Motor Manuf (UK) Ltd	Sunderland	5,155,191
Valor Newhome Ltd	Prescot	34,000	NSK-AKS Precision Ball Europe Ltd	Sunderland	530,000
Total		547,000	Rolls-Royce PLC	Sunderland	222,108
South West					
Plymouth City Council	Plymouth	68,000	Shield Packaging Ltd	Sunderland	100,000
Total		68,000	Total		8,043,776
REVISED SCHEME					
Scotland					
Digital Equipment Scotland Ltd	Bathgate	560,000	North West		
MIMTEC Ltd	Bathgate	213,000	GEC Plessey Telecommunications Ltd	Liverpool	1,139,888
United Biscuits (UK) Ltd	Bathgate	415,000	Girobank PLC	Liverpool	792,008
Loch Lomond Distillery Co Ltd	Dumbarton	136,000	Liverpool Tanning Co Ltd	Liverpool	138,363
DMC Telecom UK Ltd	Glasgow	196,000	News International Newspapers Ltd	Liverpool	3,610,000
Ferry Pickering (Scotland) Ltd	Glasgow	185,000	Sanko Gossei UK Ltd	Liverpool	160,371
JVC Manuf UK Ltd	Glasgow	617,000	Chloride Silent Power Ltd	Widnes & Runcorn	153,207
Royal Ordnance PLC	Greenock	137,000	Sterpak Ltd	Widnes & Runcorn	436,828
Seagate Microelectronics Ltd	Irvine	132,000	Ingersoll-Rand Co Ltd	Wigan & St Helens	162,900
D B Marshall (Newbridge) Ltd	Lanarkshire	236,000	Skelmersdale Packaging Ltd	Wigan & St Helens	123,100
Lamberton Robotics Ltd	Lanarkshire	105,000	Marks & Spencer Financial Services	Wirral & Chester	120,000
Total		2,932,000	Premier Brands UK Ltd	Wirral & Chester	146,524
Wales					
North West					
Yorkshire and Humberside					
South West					
Scunthorpe and Humberside					

Note: Inquiries regarding the published information should be addressed to:
 English cases—Department of Trade and Industry, Bay 417/9, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 01-215 2595).
 Scottish cases—Scottish Office Industry Department IE/1A Branch 3, Room 305, Magnet House, Glasgow G2 7BT (tel 041-248 5803/5698).
 Welsh cases—Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).
 * Companies listed here may have received one or more payments.
 † Employment Office Area for the original scheme, travel-to-work area for the revised scheme.

DEFINITIONS

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

EARNINGS

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

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

Conventions

The following standard symbols are used:

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKFORCE

Workforce in employment plus the unemployed as defined above.

WORKFORCE IN EMPLOYMENT

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

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

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

Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce: UK and GB	M (Q)	Aug 91:	1-1	Average earnings: non-manual employees	M (A)	Aug 91:	5-5
Quarterly series		May 91:	269	Manufacturing	M	Aug 91:	5-9
Labour force estimates, projections				International comparisons	A	May 90:	253
Employees in employment				Agriculture	A	May 90:	253
Industry: GB	Q	Aug 91:	1-4	Coal-mining	A	May 90:	253
All industries: by division, class or group	M	Aug 91:	1-2	Overtime and short-time: manufacturing	M	Aug 91:	1-11
: time series, by order group	M	Aug 91:	1-3	Latest figures: industry	Q	June 91:	1-13
Manufacturing: by division, class or group	M	Aug 91:	1-3	Regions: summary	M	Aug 91:	1-12
Hours of work: manufacturing							
Occupation				Output per head			
Administrative, technical and clerical in manufacturing	A	Dec 90:	1-10	Output per head: quarterly and annual indices	M (Q)	Aug 91:	1-8
Local authorities manpower	Q	July 91:	1-7	Wages and salaries per unit of output	M	Aug 91:	5-8
Region: GB				Manufacturing index, time series	Q	Aug 91:	5-8
Sector: numbers and indices	Q	Aug 91:	1-5	Quarterly and annual indices			
Self-employed: by region	M	Apr 90:	224				
: by industry	M	Apr 90:	222	Labour costs			
Census of Employment				Survey results 1988	Quadrennial	Sept 90:	431
UK and regions by industry (Sept 1989)		Apr 91:	209	Per unit of output	Q	Aug 91:	5-7
GB and regions by industry (Sept 1989)		May 91:	308				
International comparisons	Q	Aug 91:	1-9	Retail prices			
Apprentices and trainees				General index (RPI)			
Manufacturing industries: by industry	A	Aug 91:	1-14	Latest figures: detailed indices	M	Aug 91:	6-2
: by region	A	Aug 91:	1-15	: percentage changes	M	Aug 91:	6-2
Employment measures	M	July 91:	9-2	Recent movements and the index	M	Aug 91:	6-1
Registered disabled in the public sector	A	Feb 91:	81	excluding seasonal foods	M	Aug 91:	6-4
Labour turnover in manufacturing	D	Apr 90:	1-6	Main components: time series and weights	M	Aug 91:	6-5
Trade union membership	A	June 91:	337	Changes on a year earlier: time series	M	Aug 91:	242
				Annual summary	A	May 89:	197
				Revision of weights	A	Apr 89:	197
				Pensioner household indices			
Unemployment and vacancies				All items excluding housing	M (Q)	Aug 91:	6-6
Unemployment				Group indices: annual averages	M (A)	Aug 91:	6-7
Summary: UK	M	Aug 91:	2-1	Revision of weights	A	June 91:	6-3
: GB	M	Aug 91:	2-2	Food prices	M	Aug 91:	267
Age and duration: UK	M (Q)	Aug 91:	2-5	London weighting: cost indices	D	May 82:	267
Broad category: UK	M	Aug 91:	2-1	International comparisons	M	Aug 91:	6-8
Broad category: GB	M	Aug 91:	2-2				
Detailed category: UK and GB	Q	June 91:	2-6	Household spending			
Region: summary	Q	June 91:	2-6	All expenditure: per household	Q	Jan 91:	7-1
Age: time series UK	M (Q)	Aug 91:	2-7	: per person	Q	Jan 91:	7-1
: estimated rates	M	Aug 91:	2-15	Composition of expenditure			
Duration: time series UK	M (Q)	Aug 91:	2-8	Quarterly summary	Q	Jan 91:	7-2
Region and area				In detail	Q (A)	Jan 91:	7-3
Time series summary: by region	M	Aug 91:	2-3	Household characteristics	Q (A)	Jan 91:	7-3
: assisted areas, travel-to-work areas	M	Aug 91:	2-4				
: counties, local areas	M	Aug 91:	2-9	Industrial disputes: stoppages of work			
: parliamentary constituencies	M	Aug 91:	2-10	Summary: latest figures	M	Aug 91:	4-1
Age and duration: summary	Q	June 91:	2-6	: time series	M	Aug 91:	4-2
Flows				Latest year and annual series	A	July 89:	349
UK, time series	M	Aug 91:	2-19	Industry			
GB, time series	D	May 84:	2-19	Monthly: Broad sector: time series	M	Aug 91:	4-1
Age time series	M	Aug 91:	2-20	Annual: Detailed	A	July 90:	337
Regions and duration	D	Oct 88:	2, 23/24/26	: Prominent stoppages	A	July 90:	344
Age and duration	D	Oct 88:	2, 21/22/25	Main causes of stoppage			
Students: by region	M	Aug 91:	2-13	Cumulative	M	Aug 91:	4-1
Disabled jobseekers: GB	M	July 91:	9-3	Latest year for main industries	A	July 90:	341
International comparisons	M	Aug 91:	2-18	Size of stoppages	A	July 90:	342
Ethnic origin	M	Mar 90:	125	Days lost per 1,000 employees in recent years by industry	A	July 90:	339
				International comparisons	A	Dec 90:	609
Temporarily stopped				Tourism			
Latest figures: by UK region	M	Aug 91:	2-14	Employment in tourism: by industry			
Vacancies				Time series GB	M	Aug 91:	8-1
Unfilled, inflow, outflow and placings seasonally adjusted	M	Aug 91:	3-1	Overseas travel: earnings and expenditure	M	Aug 91:	8-2
Unfilled seasonally adjusted by region	M	Aug 91:	3-2	Overseas travel: visits to the UK by overseas residents	M	Aug 91:	8-3
Unfilled unadjusted by region	M	Aug 91:	3-3	Visits abroad by UK residents	M	Aug 91:	8-4
				Overseas travel and tourism			
Redundancies				Visits to the UK by country of residence	Q	Aug 91:	8-5
Confirmed: GB time series	M	Aug 91:	2-30	Visits abroad by country visited	Q	Aug 91:	8-6
Regions	M	Aug 91:	2-30	Visits to the UK by mode of travel and purpose of visit	Q	July 91:	8-7
Industries	M	Aug 91:	2-31	Visits abroad by mode of travel and purpose of visit	Q	July 91:	8-9
Advance notifications	S (M)	Feb 91:	287	Visitor nights	Q	July 91:	8-9
Payments: GB latest quarter	D	July 86:	284				
				YTS			
Earnings and hours				Entrants: regions	D	Oct 90:	9-1
Average earnings							
Whole economy (New series) index				Regional aid			
Main industrial sectors	M	Aug 91:	5-1	Selective Assistance by region	Q	July 91:	9-5
Industries	M	Aug 91:	5-3	Selective Assistance by region and company	Q	July 91:	9-6
Underlying trend	Q (M)	July 91:	364	Development Grants by region	Q	Aug 91:	9-7
New Earnings Survey (April estimates)	A	Nov 90:	571	Development Grants by region and company	Q	Aug 91:	9-8
Latest key results							
Time series	M (A)	Aug 91:	5-6				
Average weekly and hourly earnings and hours worked (Manual workers)							
Manufacturing and certain other industries							
Summary (Oct)	B (A)	Aug 91:	5-4				
Detailed results	A	Apr 91:	227				
Holiday entitlements	A	Apr 90:	222				

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

Special Feature

Payment systems: a look at current practice

by Bernard Casey and Jane Lakey, and Hilary Cooper and John Elliott
Policy Studies Institute
Employment Market Research Unit

This article presents the results of a recent study into the use of various forms of payment system in two contrasting labour markets.

In late spring 1990 a study was carried out by the Policy Studies Institute (PSI) to investigate current practices in the utilisation of various payment systems, and changes in practice in the two years since early 1988. The work was commissioned by the Employment Market Research Unit (EMRU) of the Employment Department, whose interest lay in assessing both the extent of, and the reasons for, developments towards greater flexibility in pay arrangements which appeared to have been taking place over the last few years¹.

Empirical work for the study was carried out in Reading and Leicester. These two labour markets were chosen for their contrasting features—in particular, Reading was seen as more 'modern' with respect to its industrial structure and industrial relations systems; Leicester as more 'traditional'.

The study was especially concerned with 'flexible' payment systems, defined as systems which link remuneration to performance, output, productivity, profits or labour market conditions. It aimed to examine the extent and recent growth of these systems, and to assess the extent to which they could be monitored by earnings inquiries such as the Employment Department's New Earnings Survey (NES).

The research was undertaken in two parts. In order to gain familiarity with employers' practices and to understand the terminology used, a series of 20 interviews was conducted with personnel managers and other managers responsible for personnel matters. Then, to gain a broader picture of developments, a questionnaire was sent to over 300 employing organisations, of which just over one-half responded.

The labour market in Leicester and Reading

The contrast between the Leicester and Reading labour markets is illustrated in table 1. Fewer than one in five of the Reading labour force is employed in manufacturing, compared with two in five in Leicester. Against this, three-quarters of the Reading labour force works in the service sector, compared with just over half of the Leicester labour force.



Two in five organisations employing sales staff offered them individual commission bonuses.
Photo: Universal Pictorial Press

¹ The full report will appear as a Departmental Research Paper in due course.

Table 1 Distribution of employment by industry in Leicester, Reading and Britain 1987

SIC (80)	Column percentage		
	Leicester	Reading	Great Britain
0 Agriculture etc	0.6	0.6	1.5
1 Energy and water	1.6	1.3	2.3
2 Minerals and chemicals	1.6	2.0	3.2
3 Metals and engineering	11.5	8.4	10.9
—32 mechanical engineering	6.1	2.2	3.5
—33 office and d.p. equipment	0.1	1.4	0.4
—34 electrical engineering	3.1	2.6	2.6
4 Other manufacturing	24.2	5.9	9.8
—43-45 textiles, leather, clothing	16.5	0.5	2.6
5 Construction	3.6	4.8	4.7
6 Distribution, HORECA, repairs	18.7	26.4	20.0
7 Transport and communications	4.2	6.0	6.0
8 Insurance, banks and business services	7.0	15.1	10.9
9 Other services	27.1	29.5	30.5
—91-94 public administration	15.1	16.3	17.0
All industries	100.0	100.0	100.0

Source: DE (1987 Census of Employment, 1984 TTWAs).

Unemployment rates in the two areas are also very different. In spring 1990 Reading's unemployment rate was below 2 per cent, almost the lowest in the country. The rate in Leicester was below the national average, but at just over 5 per cent was somewhat higher than in Reading. For every unfilled vacancy registered at jobcentres in Reading there were two people unemployed but in Leicester there were nearly 12 unemployed for every registered vacancy. Both towns had experienced a considerable fall in unemployment in the five years preceding the study—the drop had, however, been greater in Reading than in Leicester.

A further difference between the two labour markets relates to their degree of unionisation. According to PSI's postal survey, just over half of employing organisations in Leicester, but only just over one-third in Reading, had at least some employees who were union members.

The survey

The postal survey of employers was conducted over the period mid-April to mid-May 1990, using a two-part questionnaire. The first part sought to collect information about the employer's organisation.

The second part of the questionnaire sought to collect information about the pay of a randomly selected member of the workforce in a similar way to the New Earnings Survey (NES). Its principal objective was to test the ability of employers to provide detailed information about the nature of incentive payments and the components of pay increases. The survey was innovative in so far as it asked not only about the presence or otherwise of different payment systems but also about which groups of employees were covered by them.

The achieved response rate was 52 per cent, representing 164 employers. There was no significant difference in response rates between Reading and Leicester. Overall, about 60 per cent of larger organisations responded compared to about 45 per cent of medium-sized and small organisations.

There are a number of possible explanations for the response rate not being higher. First, some organisations may have regarded the information sought as confidential. Second, the survey was addressed to very small as well as medium and larger organisations. Small organisations typically exhibit lower response rates to postal surveys than

larger organisations. Third, the questionnaire was quite elaborate, in part because of the attempt to identify which employees were covered by various payment systems. Despite these factors, a sufficient number of replies was received to be able to undertake meaningful statistical analysis. In addition, there was no indication from tests that the responses were distorted by the substantial rate of non-response.

Methods of pay determination

In order to set the context for the study of payment systems, the survey sought first of all to examine methods used by organisations to determine pay. Respondents were asked whether their organisation determined pay on the basis of national or company level collective agreements, and whether pay for any group of employees was decided by management alone. The survey found that:

- with its more heavily service-oriented economy and tighter labour market, together with a lower level of unionisation, Reading showed a greater use of individualised forms of wage setting than did Leicester;
- management determined the pay of some employees on the basis of individual performance in 73 per cent of Reading organisations but only 51 per cent of Leicester organisations; and
- fewer than 25 per cent of Reading organisations were party to national agreements on pay compared with 43 per cent of organisations from Leicester.

Varieties of payment systems

The main part of the study involved an investigation of organisations' use of flexible payment systems. Two of the systems investigated were restricted to particular groups:

- variations in the starting pay of individual employees, which applied only to new recruits; and
- local and regional allowance schemes, which applied only to firms in the Reading area.

Four broad types of incentive-based system had potentially much wider application to groups of employees and organisations. Two of them were based on individual performance and two on collective performance:

- use of management's assessment of performance to determine the level of an individual's basic pay, frequently referred to as 'merit pay';
- bonus schemes reflecting the performance of an individual, including piecework, payment by results systems, and commission bonuses based on sales, all of which were clearly discernible from basic pay, unlike merit payments which were usually integrated into basic pay;
- collective bonus schemes based on output or productivity, with a distinction drawn between those relating to a group, section, or department and those relating to the whole organisation;
- collective bonus schemes based on profits, with a distinction made between profit-sharing schemes and employee share plans;

The key findings of this part of the survey are set out in tables 2, 3 & 4 and summarised in the following text².

² The basic unit of analysis in the study is the employing organisation. Thus, the proportions shown in tables 2 to 5 all relate to employers. Responses to some of the basic questions in the survey were, however, re-analysed to give results in terms of proportions of employees; the analysis indicates that the proportions shown in tables 2 to 5 would probably be not much different on this basis.

Table 2 Payment systems

Broad type of payment system	Percentage of organisations where:	All	By size (number of employees)		By sector		
			<100	100+	Manufacture + construction	Market services	Public services
Flexible starting pay	Starting pay varied to take account of labour market conditions	65	65	69	65	64	82
	Starting pay varied to take account of qualifications or experience	88	85	91	89	87	91
Local and regional allowance schemes	Local or regional allowance paid	15	1*	26*	7*	21*	36*
Performance-related merit pay	All or part of some individuals' basic pay depends on management's assessment of their performance	81	79	84	86*	83*	36*
Individual bonuses	Individual bonuses used	57	53	63	56	57	73
Collective bonuses	Group, section, or department bonuses used	20	14	25	22	16	27
	Bonuses based on output, sales or value-added of organisation used	21	14*	27*	26	18	0
Collective incentives	Profit-sharing scheme operated	29	28	34	34	29	0
	Employee share plan operated	18	5*	31*	16	25	0

Note: Due to exclusion of cases where no answer was given or of cases in the public sector, the proportions for the 'all organisations' column are not always weighted averages of subsequent columns. * Relationship is significant at 0.05 level.

Table 3 Importance of various forms of pay system for different occupational groups

Broad type of payment system	Percentage of organisations employing particular categories of employee where:	Category of employee								
		1	2	3	4	5	6	7	8	9
Performance related merit pay	Performance assessment determines all or part of their pay	73	76	65	65	37	30	67	35	32
Individual bonuses	Individual bonus schemes apply to those employees	25	17	23	15	33	7	40	40	26
Collective bonuses	Group bonus schemes apply to these employees	8	8	8	8	15	15	13	18	16
Collective incentives	Profit-sharing schemes apply to these employees	29	19	20	19	12	7	21	18	12
	Employee share plans are operated for these employees (Base)	19 (146)	24 (103)	24 (108)	19 (146)	15 (98)	22 (45)	21 (104)	21 (93)	16 (93)

Categories of employee: 1 = managers/administrators; 2 = professional; 3 = technician/lower professional; 4 = clerical/secretarial; 5 = craft; 6 = personal and protective services; 7 = sales staff; 8 = plant/machine operators; 9 = other employees.

Flexible starting pay: Varying the levels of pay offered to new employees produces differences in basic pay between individuals, but it does not mean pay contains a discernible incentive element. Nine out of ten organisations varied starting pay to take account of either the individual's qualifications or experience, or of labour market conditions. Employers from Reading (95 per cent) were more likely than those from Leicester (83 per cent) to take account of qualifications and experience. Two-thirds of organisations varied starting pay to take account of labour market competition.

Local and regional allowance schemes: Nearly a quarter of organisations from the Reading area made use of local or regional allowances. Such allowances are used by employers to supplement pay in areas where the labour market is tight or where the cost of living is relatively high, and they usually consist of a fixed sum, discernible from basic pay, paid to employees working in a particular location. Such allowances were used most often by public sector organisations and companies from the market services sector. They were less common among

Table 4 Proportion of organisations* operating profit-sharing schemes or employee share plans, by demand for products/services

	Column percentages	
	Increasing demand for products/services	Decreasing or stable demand for products/services
Operate either profit sharing, or employee share plan, or both	56	39
Operate neither of these	44	61

* Excluding those in the non-trading public sector. Source: PSI Payment Systems Survey

manufacturing companies. Small companies were unlikely to operate a formalised local allowance scheme; there was only one such scheme existing in an organisation with fewer than 100 employees.

Performance-related merit pay: Relating pay to management's assessment of individual performance is a method of varying the pay of individuals according to

perceptions of their merit or worth. The system enables managers to apply discretion in deciding the criteria which will determine an individual's pay. In the more formalised performance appraisal schemes operated by larger organisations, criteria are likely to be explicitly defined, but in small organisations pay may well be determined by the manager's subjective assessment of each employee. Performance-related payments are frequently integrated into basic pay and are thus difficult to disaggregate for research purposes. However, in some cases, the performance element of a salary increase was expressed as a separate percentage of the previous year's salary.

Management assessment of individual performance determined all or part of basic pay for some employees in four out of five organisations surveyed. In two-fifths of these, management assessment determined a 'large part' of the individual's pay increase. The use of management assessment was consistently high in both Reading and in Leicester in manufacturing and in market services, although somewhat lower in the public sector.

Personal appraisal is a system traditionally associated with non-manual 'salary earners' rather than manual 'wage earners'. This association was apparent in our survey: more than two-thirds of organisations used performance assessment to determine the pay of non-manual employees, whereas only one-third used it for manual employees. Three-quarters of organisations related the pay of managers and professionals to assessment of their performance.

Individual bonuses: As defined by the survey, these can cover a diversity of payment systems including piecework, payment by results, output and target-based bonuses, and commission bonuses based on sales. The common factor is that these bonuses are all based on the performance of individual workers, as opposed to collectivities, and that they are all discernible from basic pay.

A distinction was made in the survey between bonus schemes which paid a fixed sum on attainment of a particular level of output or sales, and schemes where the

payment varied according to the precise level of output or sales. The former type of incentive, sometimes called a 'threshold bonus', is similar to basic pay in the sense that employees expect to obtain it for a reasonable amount of work. The latter type of incentive is more flexible and more sensitive to the individual's level of performance.

Three-fifths of organisations had established systems of individual bonus payments. In two-fifths of these, the bonus consisted of a fixed amount paid to each worker on attainment of a particular level of performance, the other three-fifths using a system of variable bonus payments. Two in five organisations employing semi-skilled manual workers operated some kind of individual bonus scheme (including piecework) for this group, and a similar proportion of organisations employing sales staff offered them individual commission bonuses. One-third of organisations used individual bonus schemes to motivate skilled manual workers. Less than a quarter of organisations provided individual bonus schemes for their non-manual workers, with the exception of sales staff.

Collective bonuses based on output or productivity: This type of collective incentive scheme was used by about one-third of organisations. The survey distinguished between collective bonuses based on the performance of a group, section, or department, and those based on the output, sales, or value-added of the whole organisation.

Group and organisation bonuses have a long association with manufacturing industry, where they provide the flexibility to respond to fluctuating workloads on production facilities. The survey found no significant difference between the prevalence of these types of bonus in manufacturing and in service industries. However, group bonuses were approximately twice as likely to apply to manual workers as they were to non-manual workers, suggesting that some association still prevails. It is likely that the lack of difference between manufacturing and service industries reflects the inclusion of commission bonuses based on sales. Sales staff were almost as likely as manual workers to be covered by group bonus schemes.



Profit-related incentives were more likely in large organisations.

Photo: Universal Pictorial Press

One-fifth of organisations operated group, section, or department bonus schemes and a similar proportion operated schemes based on the output, sales or value-added of the whole organisation. Both types of bonus were more common in larger organisations. As with individual bonus schemes, a distinction was made between those cases where a bonus was paid once a threshold was passed and those where the bonus was more sensitive to the level of performance. One in five group bonuses and one in ten organisation bonuses consisted of a fixed amount paid on achievement of a certain level of output or sales.

Collective incentives based on profits: This type of payment system was used by slightly more than a third of organisations. The survey distinguished between profit-sharing schemes and employee share plans.

The implementation of profit-sharing schemes and employee share plans has been encouraged during the 1980s and these schemes might thus be expected to have become increasingly popular among employers. Profit-sharing schemes were operated by just under a third of organisations in the survey. In about a third of these, the amount paid was a matter for management discretion, in another third it was a fixed percentage of profits, and in the remainder it was calculated according to some other method. Slightly fewer than one-fifth of organisations operated employee share plans. One in ten of these allocated shares in a fixed relation to profits and four in ten allocated them at the discretion of management. The rest used another, non-specified, means of calculation.

Both types of profit-related incentive were more likely to be operated by large organisations. They were also more likely to be found in the more 'dynamic' organisations, experiencing increasing demand for their products and services (table 4). In contrast to the output-related collective bonus schemes described above, coverage was similar across occupational groups, with the exception that profit-sharing schemes were more frequently offered to managers.

Simultaneous usage of different payment systems

Most organisations used a combination of different types of payment systems: 94 per cent used one or more of the four broad types of incentive system, 67 per cent used two or more, 36 per cent used three or more and 8 per cent used all four. Where two or more systems were used simultaneously, merit pay was usually included as part of the 'package'.

The role of collective bargaining

The survey found that, overall, in about a half of organisations the pay of at least some employees was determined by a collective bargain. In two-thirds of these organisations the pay settlement for some employees was based on a national or in a few cases, a district collective agreement; in one-half of them it was based on an agreement made at the level of the organisation itself. In about one-fifth of those organisations where pay was subject to collective bargaining, settlements at the level both of the organisation and of the industry of which it was a part affected pay levels. Such two-tiered bargaining was more common in larger organisations, those from the production sector and from the Leicester area. In such cases, the level of settlement in individual organisations was found to mirror closely the national agreement.

Flexible payment systems co-existed with collective bargaining over wages. Organisations which recognised collective agreements were more likely to apply collective

Table 5 Changes in payment systems

Percentage of organisations where:	All	By size (number of employees)		By sector	
		<100	100+	Manu- facture + con- struction	Market services
Linking of pay to performance assessment has increased in importance	37	35	43	36	42
Linking of pay to performance assessment has decreased in importance	0	0	0	0	0
Use of individual bonuses has increased in importance	18	22	20	15	24
Use of individual bonuses has decreased in importance	4	0	8	9	0
Use of collective bonuses has increased in importance	6	2	12	6	7
Use of collective bonuses has decreased in importance	4	6	5	8	4
Use of local allowances has increased in importance	6	2	12	0	13
Use of local allowances has decreased in importance	2	0	4	3	2

Source: PSI Payment Systems Survey. Note: Due to exclusion of cases where no answer was given or of cases in the public sector, the proportions for the 'all organisations' column are not always weighted averages of subsequent columns.

flexible payment systems, especially local allowances and employee share plans. In contrast, organisations where pay was decided by management alone were more likely to apply individualised systems, such as the use of performance assessment to determine an individual's basic pay and variation of starting pay between individuals.

Recent changes in payment systems

Although the survey of employers was primarily aimed at providing a snapshot of payment practices, it also included questions comparing present with past practices. This enabled some assessment of whether particular forms of payment system had become more or less important over time. Looking first at the methods used for settling pay, employers were asked whether any had become more or less important in the two years preceding the survey (1988 and 1989). The survey did not indicate a significant degree of devolution of collective bargaining from national or district to local level over that period. However, what it did show was that a considerable proportion of employers—as many as 21 per cent—felt that management decision had become more important in pay setting.

Turning to aspects of payment systems which might have increased or decreased in importance in the past two years, a clear pattern stands out. Table 5 suggests that an individualisation of payments has indeed occurred. One in five organisations was making greater use of bonuses based upon individual performance and two in five were linking

pay more closely to an assessment of each individual's own performance. By contrast, only a few organisations claimed that the use of flexible payment systems that were targeted on the totality of their workforce, or on pre-determined groups within that, had grown.

In many instances this increased individualisation of pay will apply primarily to basic pay, rather than additional bonuses. Hence, the most regular source of information on incentive payments—the Department's New Earnings Survey—may not reflect this development, since its question on incentive payments is not designed to cover merit-related basic pay.

New Earnings Survey

An important objective of PSI's study was to see what sort of additional information on the variety of different flexible payment systems could be collected in an earnings inquiry such as the New Earnings Survey (NES). The current NES asks for details of 'incentive payments' and aggregates under this heading 'piecework, bonuses (including profit sharing), commission, productivity and other payments'. Merit-related basic pay would not normally be categorised as an incentive payment of this kind.

The second section of the PSI questionnaire was designed to replicate the New Earnings Survey by asking about the pay of a randomly selected individual in the workforce. All respondents who stated that this individual was paid some form of incentive payment (the standard NES question) were then asked to go further and to categorise the incentive payment, and to state its amount.

The necessary information on the type and amount of the incentive payment normally appeared in a disaggregated form on employers' pay records—where more than one incentive system was operative the data had to be summed up to allow it to be entered in the standard NES schedule. This particular question proved remarkably successful, with a 93 per cent response rate, and did not appear particularly burdensome to respondents, which suggests that it might be technically possible to include this kind of additional question in a future NES.

An attempt to obtain from respondents details of the composition of basic pay was less successful. The NES does not strictly measure basic pay, but defines a residual category including 'all other payments not shown above'. This category, in addition to standard basic pay, includes 'London and other area allowances, standby and on-call allowances'. The PSI questionnaire sought to ascertain what part of basic pay comprised an increase over a previous period's pay that could be attributed to management's assessment of the individual's performance.

Such merit payments, which can legitimately be regarded as giving employers enhanced flexibility, are not normally categorised as incentive payments and thus would not be identified in the question on incentive pay. It is, however, also unusual for them to be separately identifiable in pay records, since they are normally directly integrated into basic pay.

The questionnaire revealed 31 cases where the respondent felt there had been a merit increase paid to the individual, but in only half of these was he or she able to state this as a specific amount. In some of these cases it was not a sum of money which was recorded but a percentage increase.

The research team concluded that a reformulation of the New Earnings Survey, could only go a part of the way towards improving the information available on the incidence and importance of flexible payments systems. It should in general be possible for employers to distinguish

between the various types of bonuses that are included in the NES question on incentive payments. Employers were also likely to be able to identify whether or not the pay of an individual employee included merit payments. In many cases, however, they would be unable to identify merit pay separately from basic pay, because merit payments were made within, rather than as supplements outside, basic pay structures.

The role of flexible pay

In the case studies that were carried out prior to the survey, employers were asked what the guiding considerations had been in determining their approach to pay over the last two years. Two themes recurred. First, almost all made reference to the need to contain costs in order to maintain and improve profitability and to ensure they remained competitive in the product market. Second, almost all spoke of a need to remain competitive in the labour market, and of the difficulties of recruiting, motivating and retaining the right employees.

Flexible payment systems can contribute to the achievement of both of these objectives, but it was the second of these upon which there was greatest insistence, and it was certain types of flexible pay—individual incentive and merit payments—which were especially seen as contributing to its realisation. Both provided opportunities for selective wage increases for key staff that would otherwise not have been possible.

The impression gained overall was that the aim of employers in introducing or extending flexible payment systems was less to establish a direct and measurable link between output or productivity and remuneration, such as is implied by more traditional payments by results schemes, and more to provide recognition for valued employees. Higher output or productivity was assumed to flow from the accordance of this recognition.

Conclusion

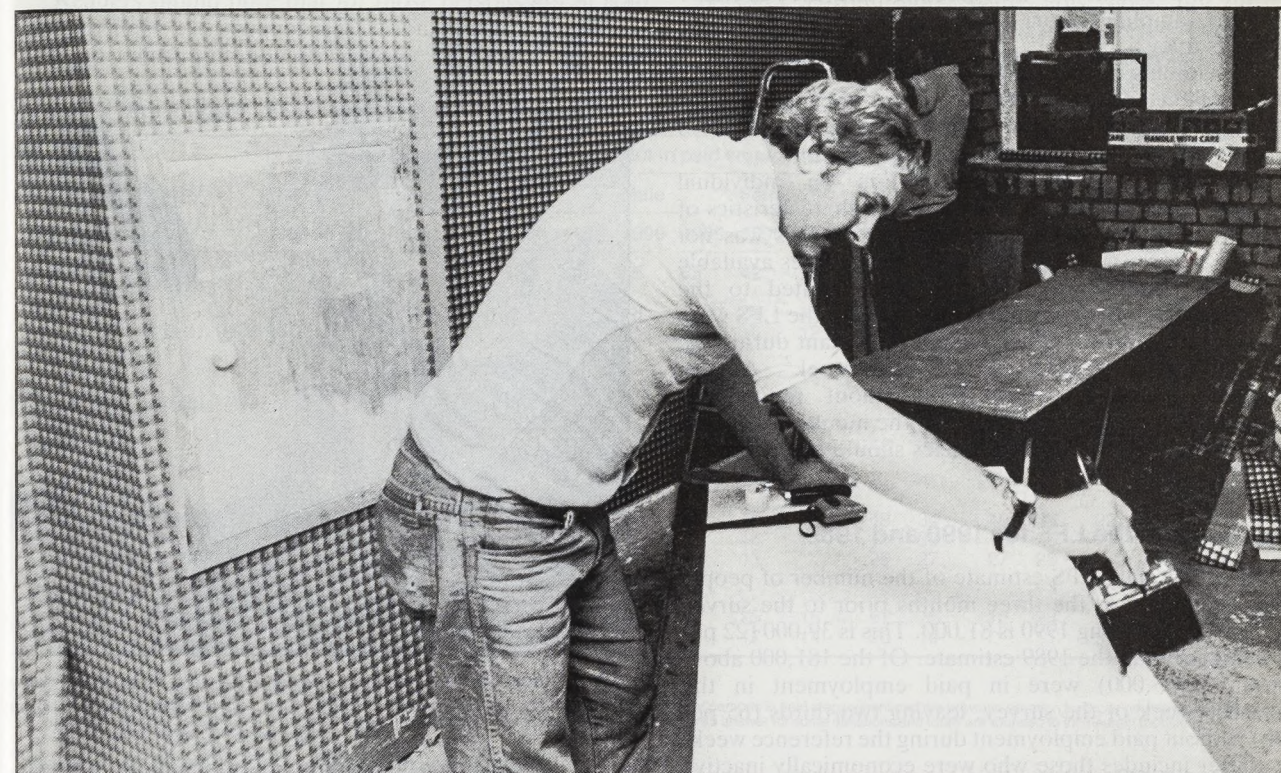
The PSI survey differentiated between various types of flexible payments system. Two types applied only to certain employees and organisations—variations in starting pay and local allowances—and four types had wider applicability—merit pay (the tying of pay to individual performance), bonus schemes, collective bonus schemes based on output or productivity and collective bonus schemes based on profits.

The use of flexible payment systems was widespread: over 80 per cent of the organisations sampled related all or part of the remuneration of some employees to performance, and over half used individual bonuses. Collective bonuses were also in use in many organisations. Most organisations used a combination of flexible payment systems.

There was evidence that the tendency to link pay to an individual's performance had increased in some organisations in the last two years. To the extent that this change applies to basic pay, it will be difficult to trace the growth in incentive payments through surveys such as the NES, because respondents had difficulty in breaking down basic pay into 'merit' and 'other' components. There was, however, evidence that respondents could discriminate well between types of incentive payments which were not part of basic pay.

Employers stressed that the main use of flexible pay was to support the recruitment, retention and motivation of employees most fitted for posts, although the desire to maintain and improve profitability was also a guiding factor. ■

Special Feature



Redundant foundry worker turned paperhanger.

Photo: Jenny Mathews/Format.

Redundancies in Great Britain

Preliminary results from the 1990 Labour Force Survey

by Derek Bird

Statistical Services Division, Employment Department

This article presents information on statistics on redundancies in Great Britain estimated from the 1990 Labour Force Survey and compares them with the 1989 results.

- There were 181,000 redundancies in spring 1990, which is 8.1 redundancies per 1,000 employees.
- Men were 50 per cent more likely to be made redundant than women in spring 1990.
- Service sector workers were half as likely to be made redundant than other workers, despite a 40 per cent increase in their redundancy rate in the year following the 1989 survey.
- Persons in manual employment were twice as likely to be made redundant as non-manual workers.
- One-third of redundancies occurred in the South East, but workers were more likely to be made redundant in Yorkshire and Humberside, Wales and the East Midlands regions.

The 1990 Labour Force Survey

Preliminary estimates of redundancies in spring 1990 are now available from the 1990 Labour Force Survey (LFS). This is the second time that redundancies data have been available from the LFS. The LFS allows a more comprehensive analysis of redundancies than the two administrative sources of redundancy data¹ although the LFS data are subject to two possible sources of error. These arise because the results are based on self-assessment, thus there is a possibility of misreporting, and they are also liable to sampling error, since they are derived from a sample survey.

The sampling error on some of the detailed analyses may be quite large and care needs to be taken when interpreting the results, particularly since this is only the second set of data on redundancies from this source.

Since the LFS yields information on individual respondents it enables us to look at the characteristics of persons who have been made redundant. This was not possible before the 1989 LFS, since the analyses available from the administrative sources were limited to the industry or region involved. Respondents to the LFS were asked whether they had been made redundant during the three months preceding the reference week². As this included redundancy with and without redundancy payments and made no reference to the numbers involved in the redundancy, all redundancies should be covered in the LFS estimates.

Results from the LFS for 1990 and 1989

The preliminary LFS estimate of the number of people made redundant in the three months prior to the survey taking place in spring 1990 is 81,000. This is 39,000 (22 per cent) higher than the 1989 estimate. Of the 181,000 about one-third (63,000) were in paid employment in the reference week of the survey, leaving two-thirds (65 per cent) without paid employment during the reference week. The latter includes those who were economically inactive as well as the unemployed. These proportions are very similar to the estimates from the 1989 LFS, indicating that there was little change in the proportion of persons able to find paid employment after being made redundant. It is worth remembering that for any particular respondent, their redundancy will have occurred at any time between one day and three months prior to their interview, consequently the data should not be taken to imply that persons who have been made redundant have to wait three months before securing paid work.

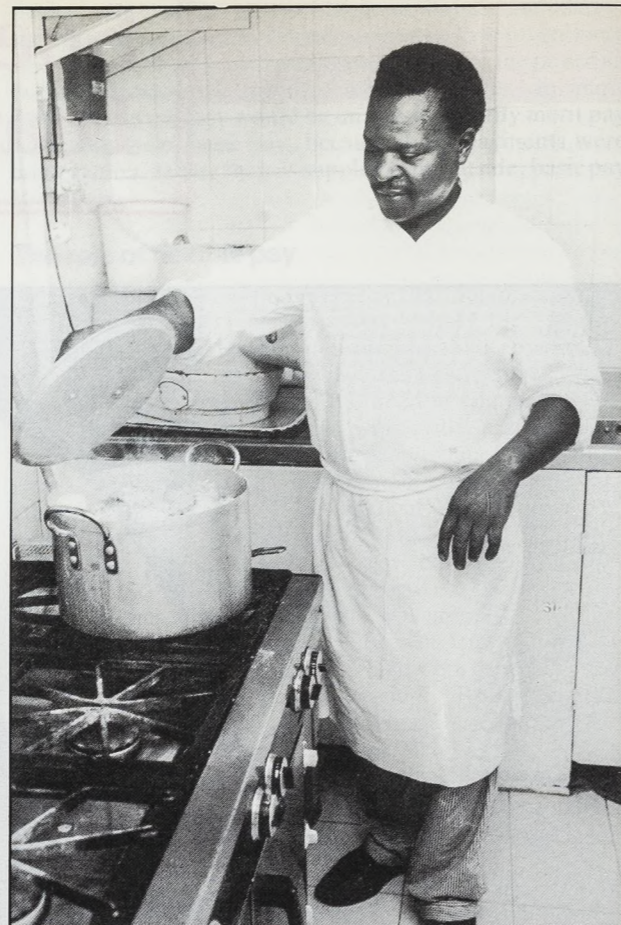
Redundancy rates take into account relative numbers of employees and therefore provide a more useful insight into the incidence of redundancies between different regions and industries etc. The overall redundancy rate revealed by the survey was 8.1 per 1,000 employees, which is almost two persons per 1,000 employees higher than in 1989. However, there are some marked variations within the 1990 estimate.

Industrial analysis

If we look at the broad industrial categories of the spring 1990 LFS redundancy estimates, we find that the service

¹ For details on the two administrative sources of redundancy data readers should refer to the article on redundancies that appeared in the September 1990 edition of *Employment Gazette*. This gave comparisons between all three sources and examined the limitations of each.

² See the technical note at the end of this article for more information on the LFS methodology, particularly on the definition of reference week.



Service sector workers were half as likely to be made redundant as other workers.

Photo: Ulrike Preuss/Formart

sector had the highest number of redundancies (83,000) with manufacturing industries having the next largest number (69,000). There were 28,000 redundancies in the remaining industries, which is similar to the 1989 total of 23,000. *Table 1* shows that there was a shift in the total number of redundancies towards the service sector when we compare 1990 with 1989. It should be noted that there will inevitably be higher numbers of redundancies in some sectors simply because of the employment levels in them. It is for this reason we analyse redundancies relative to the number of employees in the sectors. *Table 2* shows that the redundancy rate for both the manufacturing and other industries is more than double the rate in the service sector (12.8 and 14.0 per 1,000 employees compared with 5.6 respectively). The female redundancy rate for manufacturing was marginally higher than that for males whereas the opposite was true in the service sector. The highest redundancy rate is estimated to be 15.7 per 1,000 males in the other industry sector, which includes the construction and energy sectors. Thus, despite the 40 per cent increase in the redundancy rate in the service sector in the year since the spring 1989 LFS, which compares with a 22 per cent increase in manufacturing and an 11 per cent increase in other industries, the service sector is still much less affected by redundancies than the rest of the economy, and particularly compared with the construction and energy sectors.

The industry data also show that the proportion of persons who had been made redundant and were without paid employment at the time of the survey, was broadly similar across all industry groups; 64 per cent in the service

sector compared with 67 per cent in manufacturing and 68 per cent in other industries. This is a different position to that in spring 1989 when the respective proportions were 59 per cent in services (lower than in 1990), 68 per cent in manufacturing (virtually the same) and 80 per cent in other industries (substantially higher). Thus, the data suggest that, although the redundancy rate was higher in all sectors in 1990, a smaller percentage of persons in the other industry sector remained without paid employment in 1990 than in 1989.

Readers should note that for those persons not in paid employment, classification is according to the respondent's last job, which is most likely to be the one from which they

were made redundant. For persons in paid employment, the industry group is classified according to the industry at the time of the survey. It is possible that some of the respondents worked in other industries before their redundancy and had found new work in a different sector.

Occupational and employment analyses

As with the industrial analysis the occupational classification of those in paid employment is based on a person's current job, while for those not in paid employment it is based on their previous job. On the basis of this classification, in the three months prior to the 1990

Table 1 Preliminary LFS estimates of redundancies in Great Britain

(Thousands)	In paid employment						Not in paid employment						All persons					
	Male		Female		All		Male		Female		All		Male		Female		All	
	1990	1989	1990	1989	1990	1989	1990	1989	1990	1989	1990	1989	1990	1989	1990	1989	1990	1989
Great Britain	42	29	21	19	63	48	75	65	42	29	118	94	118	94	63	48	181	142
Industry (SIC)																		
Service (6-9)	17	11	13	13	30	24	28	20	25	15	53	35	44	31	38	28	83	59
Manufacturing (2-4)	16	13	**	**	23	18	31	27	16	12	46	39	47	40	23	17	69	57
Other (0,1,5)	**	**	**	**	**	**	18	18	**	**	19	20	26	22	**	**	28	25
Occupational status																		
Manual	29	21	10	**	38	30	53	47	18	16	71	64	82	69	28	25	110	94
Non-manual	13	**	11	10	23	18	23	17	24	13	48	30	36	24	35	23	71	48
Age																		
16-29 years	15	10	**	**	21	19	34	23	15	11	49	34	49	33	22	20	70	53
30-49 years	18	14	11	**	29	21	25	21	16	11	41	33	43	36	27	18	70	54
50 years and over	**	**	**	**	13	**	17	20	11	**	29	27	27	25	14	10	41	35
Work pattern (self assessed)																		
Full-time	38	28	10	13	47	41	72	60	25	15	97	75	110	88	35	28	144	115
Part-time	**	**	10	**	14	**	**	**	17	14	20	19	**	**	37	20	34	26

Notes:

¹ Source: 1989 and preliminary 1990 LFS estimates.

² Estimates for occupational status, industry group and work pattern are based on the current situation for persons in paid employment and the previous situation for those not in paid employment.

³ Individual totals do not always sum to the overall total. This is because some respondents failed to give an answer for some questions and totals are rounded to the nearest thousand.

⁴ ** Sample size too small for a reliable estimate.

Table 2 Redundancy rates per 1,000 employees

	1990			1989		
	All persons	Male	Female	All persons	Male	Female
Great Britain	8.1	9.9	6.2	6.4	7.9	4.7
Industry (SIC)						
Service (6-9)	5.6	6.9	4.6	4.0	4.9	3.4
Manufacturing (2-4)	12.8	12.2	14.3	10.5	10.4	10.8
Other (0,1,5)	14.0	15.7	**	12.6	13.2	**
Occupational status						
Manual	11.7	13.4	8.6	9.7	10.9	7.4
Non-manual	5.6	6.2	5.0	3.9	4.4	3.4
Region						
Northern	**	**	**	8.3	**	**
Yorkshire and Humberside	10.4	14.0	**	7.5	9.4	**
East Midlands	10.3	12.8	**	7.0	**	**
East Anglia	**	**	**	**	**	**
South East	8.5	9.9	6.8	5.6	6.5	4.5
South East (Excluding Greater London)	7.9	9.4	6.1	5.4	6.7	**
Greater London	9.4	10.8	7.9	5.8	**	**
South West	6.0	**	**	6.8	10.1	**
West Midlands	8.1	9.6	**	**	**	**
North West	7.4	9.7	**	8.2	9.5	**
Wales	10.4	**	**	**	**	**
Scotland	6.1	**	**	7.2	9.3	**
Age						
16-29 years	9.2	12.1	6.1	6.9	8.2	5.5
30-49 years	7.0	8.0	5.8	5.5	6.8	4.0
50 years and over	9.1	10.6	7.2	7.7	9.7	5.1
Work pattern (self assessed)						
Full-time	8.4	9.7	6.0	6.8	7.7	4.9
Part-time	6.7	**	6.2	5.2	**	4.5

Notes: The denominators for these rates are based on estimates of employees from the respective Labour Force Surveys. See notes to table 1.

survey 50 per cent more manual workers were made redundant than non-manual workers, 110,000 compared with 71,000 respectively. However, this ratio is much lower than in spring 1989 when there were twice as many manual workers made redundant than non-manual workers, 94,000 compared with 48,000. This is due to the number of manual redundancies increasing by 17 per cent but non-manual redundancies showing a 48 per cent increase. However, reference to the redundancy rates shows that in spring 1990 manual workers were twice as likely to be made redundant than non-manual workers (11.7 per 1,000 employees compared with 5.6 respectively). There was a small difference between the rates for male and female non-manual workers, 6.2 and 5.0 per 1,000 workers respectively, but a substantial one between those for manual workers, with males much more likely to be made redundant than females, 13.4 redundancies per 1,000 workers for men compared with 8.6 for women. Comparison of these rates between 1990 and 1989 shows that there has been little change in the relative rates of redundancies for both types of workers. There was little difference in the percentage of each classification that were without paid employment at the time of the survey, 65 per cent of manual workers compared with 68 per cent of non-manual workers. Part-time workers were less likely to be made redundant than full-time workers, although it should be noted that there are similar classification difficulties here as there are with the industrial analyses—for example, persons made redundant from full-time jobs but now in part-time paid employment will have their redundancy classified according to their current position that is, part-time. On this basis, proportionately fewer part-time workers were without paid employment in 1990 than full-time workers (59 per cent compared with 67 per cent).

Sex analysis

It is estimated from the 1990 LFS that, as in 1989, there were almost twice as many men made redundant than there were women (118,000 compared with 63,000), these data are reflected in the redundancy rates for men and women. The overall redundancy rate for males, at 9.9 per 1,000 employees, was 50 per cent higher in 1990 than that for women of 6.2 per 1,000 employees. There have been broadly similar increases in the redundancy rates for both sexes when we compare results from the 1990 LFS with the 1989 LFS. In 1990 there was little difference between the sexes in the proportions that were in paid employment

following their redundancy (34 per cent men and 37 per cent women) which would suggest that sex is not a factor in finding paid employment following redundancy (assuming that men and women have the same tendency to look for work following redundancy).

Age analysis

There were fewer persons in the older age bracket made redundant in spring 1990 than in the other age categories, 41,000 in the 50 years and over age group compared with 70,000 in each of the 16-29 and 30-49 years age groups. The age specific redundancy rates show that the 30-49 age band has the lowest rate, at 7.0 per 1,000 employees, with the rate for the other two age bands very similar, 9.2 and 9.1 for the 16-29 and 50 years and over age groups. Perhaps surprisingly, persons in the 16-29 age group were equally as likely to be without paid employment during the reference week as the 50 years and over group. 70 per cent of the 16-29 year group and 71 per cent of the 50 years and over group were without paid employment, compared with 59 per cent in the other age group. This indicates that it has become increasingly difficult for younger persons to find employment following redundancy when compared with the 1989 LFS results. In spring 1989 64 per cent of the 16-29 year old age group were without paid employment following redundancy. It is possible that the low number of reported redundancies in the oldest age bracket is a reflection of the tendency for employers to offer early retirement schemes to older workers as a substitute to redundancies. This would reduce the number of older workers being made formally redundant.

Regional analysis

The region with by far the highest number of redundancies was the South East (61,000), where a third of all redundancies took place (table 3). It is interesting to note that there were marginally fewer redundancies in four of the regions when we compare 1989 with 1990, but that these were offset by some large increases in others. For the regions where it is possible to calculate redundancy rates (for some, the sample size is too small to produce reliable estimates) Yorkshire and Humberside, Wales and the East Midlands were the areas worst affected by redundancies, with a rate of 10.4, 10.4 and 10.3 per 1,000 employees respectively. The lowest redundancy rate was recorded in the South West area where there were 6.0 redundancies per 1,000 employees. This is a different distribution of redundancies to 1989 when the South East had the lowest

Table 3 Preliminary LFS estimates of redundancies in Great Britain by region

(Thousands)	In paid employment		Not in paid employment		All persons					
	All		All		Male		Female		All	
	1990	1989	1990	1989	1990	1989	1990	1989	1990	1989
Region										
Northern	**	**	**	**	**	**	**	**	**	10
Yorkshire and Humberside	**	**	15	**	14	10	**	**	20	14
East Midlands	**	**	10	**	11	**	**	**	17	12
East Anglia	**	**	**	**	**	**	**	**	**	**
South East	24	16	37	24	38	25	23	15	61	40
South East (Excluding Greater London)	15	11	21	13	23	16	13	**	35	25
Greater London	**	**	17	11	16	**	10	**	26	16
South West	**	**	**	**	**	10	**	**	11	12
West Midlands	**	**	11	**	11	**	**	**	17	**
North West	**	**	11	13	13	12	**	**	18	20
Wales	**	**	**	**	**	**	**	**	11	**
Scotland	**	**	**	10	**	10	**	**	12	14

Notes: See notes to table 1.

redundancy rate and Northern and the North West the highest.

Conclusions

The Labour Force Survey data presented enable a fuller and more detailed examination of redundancies than was possible when only administrative sources were available. We have seen that the GB redundancy rate in the three months prior to the 1990 survey increased to 8.1 per 1,000 employees from the 1989 rate of 6.4 per 1,000 employees; between 1989 and 1990 redundancies rose faster in the services sector and for non-manual occupations; however, persons from manufacturing and other industries and in manual occupations remain much more likely to be made redundant; men were 50 per cent more likely to face redundancy than women; of all persons that had been made redundant, about one-third were in paid employment at the time of the survey.



Men were 50 per cent more likely to be made redundant than women in spring 1990.

Photo: Raissa Page/Format.

Technical note

The 1990 Labour Force Survey estimates in this article are based on the results of interviews with individuals during spring of 1990. The respondents were asked questions regarding redundancy during a specific reference period. This related to the three months prior to their survey reference week that is the week preceding their interview. This is the 'reference week' of the LFS. Individuals were also asked about their economic activity during their 'reference week'. Since the survey took place over the months of March, April and May in 1990, this means that we are counting redundancies in a variable three month period beginning December 1989 and ending March 1990.

The results presented are based on self-assessments by the respondents. The sample results are then weighted and grossed to give a distribution that equates to the known population resident in private households in Great Britain in spring 1990. As with all sample surveys, the results are subject to sampling error. It is technically possible for the LFS estimate to be slightly understating the actual level of redundancies. This arises because some individuals may have found paid employment after their redundancy but left that job for some reason other than redundancy before the survey. Similarly, it is possible that the results overstate the true level because some respondents incorrectly claim to have been made redundant in the reference period.

The relevant parts of the questions used to obtain the LFS estimates of the number of redundancies presented in this article were as follows:

For persons in paid employment in the reference week;

Have you left any paid job within the last three months?

If so;

In that job were you working as an employee?

If so;

Did you leave because the employer was:
closing down?
cutting back on staff?

If so;

From that job did you take:
redundancy with payment?
redundancy without payment?

For persons not in paid employment in the reference week (who left their last job less than three months ago);

Did you leave your last job because your employer was:

closing down? (Go to i)
cutting back on staff? (Go to i)
some other reason? (Go to ii)

i) If so;

On leaving that job did you take:
redundancy with payment?
none of these? (Go to ii)

ii) If so;

Could you tell me why you left that job?
you were made redundant?

Further details on the methodology and preliminary results of the 1990 Labour Force Survey were presented in an article in the April 1990 edition of *Employment Gazette*, pages 175-193.

Special Feature



Four-day working helps Karen Harris (centre) of the Air Component Company to combine work and family commitments.

Flexibility pays

By Mike Rose and Nicola Baker

A new booklet, published this month by the Employment Department, shows how both employers and employees can benefit from a flexible approach to working arrangements.

“With the younger element of the workforce a shrinking resource, companies with the foresight to offer flexible working patterns will have the pick of the emerging labour pool.” This view, expressed by a senior manager at Boots the Chemist, is increasingly being echoed by a wide range of UK employers.

Companies are recognising the need to develop

day-to-day working arrangements which allow both men and women to achieve a satisfactory balance between work and domestic responsibilities. In other words, to give them the best of both worlds.

In order to promote these ideas to more companies, the Employment Department has produced a new information booklet, called *The Best of Both Worlds*. The aim is to

encourage employers to think about their present working arrangements, and consider whether these will enable them to make the most efficient use of all the skills and talents available in the future.

The booklet highlights a variety of workable options (including part-time working, job sharing, teleworking, flexible working hours, childcare and career breaks) as well as reminding employers to make sure that their equal opportunities policies on paper are being translated into action.

Recruitment—casting the net wider

Many firms now realise that they need to experiment with a wider range of recruitment techniques to ensure they reach all potential applicants and to demonstrate their equal commitment to employing women and men.

Such a commitment means assuring potential job applicants that active steps have been taken to eliminate discriminatory practices in areas such as pay and promotion prospects. It also means establishing the right image of a family-friendly working environment, particularly when attracting people who are returning to the labour market after several years away.

Most people suffer a loss of confidence if they are away from a working environment for a while. Many women who have spent time bringing up a family suffer doubts not only about whether they should go back to work but also about whether they have the ability to do so.

Employers can help to convince would-be ‘women returners’ that the skills they have gained bringing up a family (budgeting, time management and managing people—to name but a few) can be highly applicable in the workplace.

Moreover, many returners go into jobs well below the level of their qualifications and experience. Employers need to convince potential recruits as well as existing staff that they do not regard time away from work or part-time working as obstacles to promotion, and that the management ladder is open equally to men and women.

Recruitment literature speaks volumes about a company’s attitudes. In both advertising and recruitment literature, it is important to convey an attitude which is open and encouraging towards both women and men. For example, including positive female role models in recruitment advertising may draw women’s attention to opportunities they might not previously have considered.

It is also important to ensure that women have the same opportunity to see job advertisements as men. One way is to place advertisements in magazines aimed at a female readership. Rolls-Royce, for instance, advertises jobs in *The Woman Engineer* as well as in journals with a more general circulation.

Building up a company’s image as an organisation that takes women seriously can also be helped by involving women employees in the recruitment process as interviewers, and as company representatives at job fairs and public events. For example, some firms run Returners’ Days, where female staff talk to women about their experiences of returning to work and offer advice to would-be applicants. Some jobcentres have also held similar events.

The same method can be used to encourage women to enter management or the traditional male enclaves of science and technology. For instance, Rolls Royce runs an engineering ‘taster’ course for girls at school. The company has operated schools liaison units for many years in order to raise awareness among both girls and boys of the opportunities in engineering.

Employers in such traditionally male-dominated industries could explore the possibility of providing women-only training. Single sex induction courses, for instance, can often dispel doubts or lack of confidence right at the outset of a woman’s career.¹

Flexibility pays

Two 1990 surveys reveal the importance of flexible working. A survey of nearly 100 companies conducted by Industrial Relations Services, entitled *Effective Ways of Recruiting and Retaining Women Workers* rated the introduction of flexible working patterns as the most effective step that employers could take to attract women staff. And a survey by the British Computer Society showed that over half of women technicians and professional staff in this sector had the option of flexible working arrangements.

Everyone has domestic responsibilities outside their working life. Young children, elderly parents, or relatives with disabilities may all need looking after to a greater or lesser extent. Some employees may be studying for extra qualifications in their own time. It is not always convenient for people to work the same number of hours five days a week. Therefore, flexible working arrangements can be the best solution.

Flexible working hours

Being flexible about working hours can be a simple way of attracting staff. Every firm has its own arrangements: some schemes stipulate the period to be worked and the period when time may be taken off or made up; others allow time to be earned which can be saved up over a longer period to be used during school holidays, for example.

Term-time only working can be used to help both part- and full-time staff. Women or men who need to be at home during school breaks work only during term time. Cover for their absence can be provided by retired staff, or other part-time workers.

The DIY retailers, B&Q, use this scheme very successfully. Employees can work for 40 weeks annually but receive monthly pay cheques that spread their salary over 12 months. This helps employees with their cash flow—and simplifies the company’s payments and procedures.

The use of personal computers, faxes and other information technology makes *teleworking from home* an attractive and highly feasible option for both staff and employers. It means that employees are saved the time and expense of travelling daily to work and it saves the employer certain overheads.

ICL, which develops and markets information systems, has operated a homeworking system, using predominantly female staff, for over 20 years. All employee benefits are available to home ‘teleworkers’.

Part-time working is probably the most common way parents can combine having a job with looking after a family. Some employers have now redesigned shift systems to make a much wider range of part-time opportunities available. An example is Triumph International (a lingerie manufacturer in Swindon) which offers shifts timed to be

¹ It should be noted that recruitment policies and treatment of employees must generally not be discriminatory in favour of either sex. In some circumstances, however, taking so-called ‘positive action’ to promote equality of opportunity (eg women-only training for women starting jobs where their sex is under-represented) is permitted. Further information and advice in this area can be obtained from the Equal Opportunities Commission, Overseas House, Quay Street, Manchester M3 3HN, tel 061-833 9244.

especially suitable for working mothers.

Traditionally, employers have used part-time workers mainly to provide cover at peak times. However, many employers are now recognising that part-time working arrangements can operate effectively in a wide range of different jobs and at all levels in an organisation. Jobs can range from clerical and secretarial levels to those at the professional, specialist and top managerial levels.

Job sharing

A variant of part-time working, *job sharing* can also work at all levels of an organisation. Quite simply, two people share one job. They may each work part of the day, part of the week or alternate weeks depending on their and their employers' circumstances.

Communication between the two people is of paramount importance. For example, Boots the Chemist encourages its sharers, where possible, to work together for at least one full day a month. Boots has 30 job-sharing partnerships at managerial level.

Says David Kissman, Boots Personnel Director, "We believe that job sharing is essential if you genuinely want to get and keep women in managerial and supervisory level jobs. They can progress their careers and fulfil commitments outside work." He also points out that it means that the company can often achieve cover for six days—a useful benefit for retailers.

Maternity leave

In addition to any legal rights a woman may have in relation to pregnancy and childbirth, employers are free to

offer additional maternity leave or benefits. For example, as part of a wider strategy to attract and retain high quality employees, Shell UK offers benefits well above the legal minimum.

Women employees get six months' maternity pay, and the whole period of maternity leave is counted as pensionable service. To qualify, women must have worked at Shell for at least two years. More than 80 per cent of women who take maternity leave from Shell return to the company afterwards.

Paternity leave is gaining credibility with British employers, and more companies are allowing men to take a number of days' leave when their child is born.

Career breaks

Employers can also provide schemes to allow both men and women employees to take periods of time off work so they can pursue other interests or fulfil other responsibilities. Such 'career breaks' are a good way of attracting new recruits and retaining existing staff.

The most common reason for taking such a break is to look after children. It may be just for a few weeks, perhaps to care for a child who is ill, or it may be for several years to look after a child until they start school. Other people may need to take a career break so that they can take care of elderly or disabled relatives. Some may wish to take extended leave for other purposes such as studying.

Career breaks involve an understanding on both sides that the employee will return at the end of an agreed period to the same or a similar job. Career breaks are generally unpaid and can be for varying periods, often as long as five years.

Maintaining contact during the break is important and most schemes have built-in *keeping in touch* requirements. These can include training, receiving newsletters and sometimes short periods of paid work.

The BBC has a comprehensive career breaks package. Under its arrangements for keeping in touch, staff are expected to make themselves available for work for at least two weeks a year, normally to cover others' sickness or holiday absence, and to attend appropriate training and refresher courses.

Lloyds Bank requires its employees on career breaks to do ten days' work or training per year. ICI nominates a manager to keep in touch with employees on career breaks; employees also receive the company newspaper and publications, have access to updating courses, and must be available for two weeks' paid work a year.

For employees who want to take a career break without making a full commitment to return to work, Rolls Royce provides employees with the option of being placed on a special reserve list for up to five years during which time they are entitled to training and career counselling and special consideration for any vacancies.

Childcare schemes

Help with childcare can be an important consideration for parents who are returning to work or who are faced with a choice of employment. Employers can subsidise childcare in a number of different ways. They may, for example, help with the costs of childminders or nurseries, or out-of-school care and holiday playschemes.

Because childcare does not end abruptly when children reach school age, employers may wish to set up after-school

and/or holiday playschemes for their staff's children aged 5 and over.

They can do this in partnership with others or can sponsor community creches or similar projects. Often, school buildings are made available for community activities, and so employers can liaise with the local education authority to organise after-school playschemes on these premises.

Another way employers can help employees with children is to compile an information pack listing local childcare facilities and contacts, so that parents can choose the most suitable childcare arrangements themselves. Employers can obtain this information from the local social services department or the local authority.

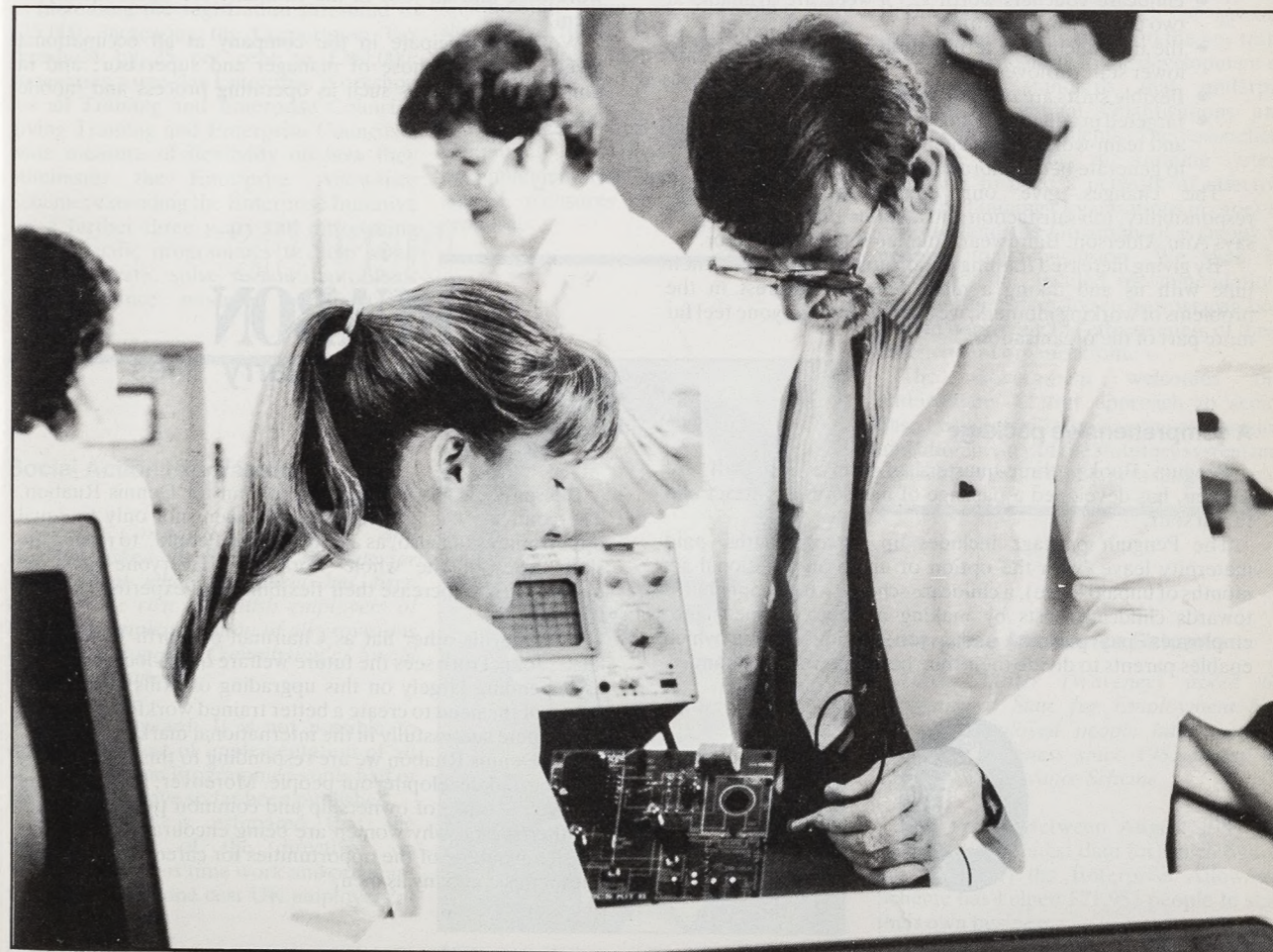
Childcare Links pools all available information on local childcare from local authorities, voluntary services, parents and businesses, and makes this available as a computerised database. The information service is available free of charge to parents, and employers can use it to help plan their childcare assistance.

The Department of Health is funding similar information services in Sheffield, Reading and Bristol. The Daycare Trust plans further Childcare Links throughout the country, and offers guidance on how to set up a childcare database. For further information, contact Daycare Trust, Wesley House, 4 Wild Court, London WC2B 5AU, tel 071-405 5617.

The Best of Both Worlds: A Guide for Employers booklet is available free of charge from Employment Department, ISCO 5, The Paddock, Frizinghall, Bradford BD9 4HD.



Crèche for staff at Leicester City Council.



Women-only training is one option employers in male-dominated industries can explore.

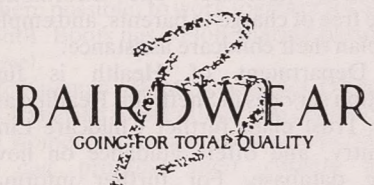
Case Studies

Textiles training

Bairdwear of Bridgwater, a textiles company in Somerset, has to replace 200 machinists a year to maintain its 750-strong workforce.

Ninety-five per cent of its staff are women. Most work until a major family bill has been paid and then leave. Few stay more than a year, and only a quarter more than five years.

Aware of the falling number of school leavers coming onto the labour market, Bairdwear has developed an attractive job package which marries well with modern manufacturing techniques.



The company used to recruit according to the peaks and troughs of production. Now it tries to fit in with the needs of its employees. Changes include:

- upgrading the status of skilled machinists: NVQ certificates are awarded after 12 weeks' training, with incentives offered for extra training;
- childcare vouchers worth £25 a week are available at two of the firm's factories;
- the introduction of termination interviews in a bid to lower staff turnover;
- flexible shifts are offered to encourage staff to stay;
- targeted production bonuses are paid three times a year and team-working has been introduced, both designed to generate better morale and reduce absenteeism.

"The changes give our employees more variety, responsibility, job satisfaction and a better guaranteed wage," says Ann Alderson, Bairdwear's human relations director.

"By giving increased training opportunities throughout their time with us and taking a more personal interest in the problems of working mothers, we are making everyone feel far more part of the organisation."

A comprehensive package

Penguin Books, three-quarters of whose 850 staff are women, has developed a package of measures to attract and retain staff.

The Penguin package includes up to six months' paid maternity leave (with the option of up to an additional six months of unpaid leave), a childcare scheme which contributes towards childcare costs by making a direct payment into employees' pay packets, and a job sharing scheme which enables parents to divide their time between work and family.



Diana Hickman, a children's fiction editor, benefits from Penguin's comprehensive approach. She returned after six months' maternity leave and now works three days a week on the company job sharing scheme while enjoying subsidised childcare arrangements.

The company estimates that eight out of ten women employees who leave to have babies return, which more than compensates for the extra costs of the package.

Penguin Books also operates a holiday playschool scheme for working parents and offers paternity leave to fathers. Andrew Franklin, a Penguin board director, was able to take two weeks' paternity leave after the birth of each of his two children.

He is convinced of the importance not just of paternity leave but of a family-friendly policy in general: "Employers have got to realise that the people who work for them *must* put their family and children first."

An equal opportunities approach

Dennis Ruabon is the UK's largest producer of quarry tiles. It survives in a competitive international market by maintaining a high standard of design and quality.

The key to this, says managing director John Troth, has been the company's investment in its own people. "Quality is essential to competitive success and people are essential to quality. Both need continuous improvement.

"That is why we are continuously reassessing the training needs of all our staff. Women account for 30 per cent of our workforce and all jobs in the company are open equally to them."

Women participate in the company at all occupational levels, including those of manager and supervisor, and in non-traditional areas such as operating process and mobile equipment.

**DENNIS
RUABON**
Welsh Quarry Tiles

Recruitment has not been a problem for Dennis Ruabon. The company has proved its commitment not only to equal opportunities but also, as an 'Investor in People', to raising the skills level of the whole workforce. Everyone gets the opportunity to increase their flexibility and expertise through training.

Wearing his other hat as Chairman of North East Wales TEC, John Troth sees the future welfare of the local economy as depending largely on this upgrading of skills. He is very aware of the need to create a better trained workforce in order to compete successfully in the international market.

"At Dennis Ruabon we are responding to this challenge by training and developing our people. Moreover, it is important to foster a sense of ownership and common purpose. That's another reason why women are being encouraged to take as much advantage of the opportunities for career development within this company as men."

Questions in

QA

Parliament

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



Department of Employment Ministers
Secretary of State: **Michael Howard**
Parliamentary Under Secretaries of State:
**Robert Jackson, Eric Forth and
Viscount Ullswater**

Industry Training Organisations

Simon Burns (Chelmsford) asked the Secretary of State for Employment what progress has been made in the work of Industry Training Organisations; and if he will make a statement.

Robert Jackson: The White Paper 'Employment for the 1990s' (Cmd 540) set out the roles that were expected of Industry Training Organisations (ITOs) in the national training framework. It also announced that there was to be a review of progress in each industry sector.

The results of this independent review are now available. I am arranging for a copy to be placed in the Library. The findings generally improved since the last review in 1987. There was evidence of greater commitment within sectors to the key tasks of ITOs, particularly to the development of occupational standards that underpin National Vocational Qualifications and their Scottish equivalents. The researchers took the view that the training system continues to need a network of effective Industry Training Organisations in order to operate, and the Government is happy to endorse that conclusion. We shall be examining the detailed recommendations made in the report to see how we can best help in improving the effectiveness of these independent organisations.

The Government welcomes this endorsement of our approach to sector based training of removing the compulsion and bureaucracy of the statutory system and replacing it with voluntary arrangements.

(July 8)

Enterprise Allowance Scheme

David Porter (Waveney) asked the Secretary of State for Employment how many unemployed people have founded their own business since 1983 under the Enterprise Allowance Scheme.

Eric Forth: Between August 1983 and May 1991 (the latest date for which figures are available) the Enterprise Allowance Scheme has helped 571,953 people to start their own business.

(July 9)

Small companies

Robin Squire (Hornchurch) asked the Secretary of State for Employment if he will detail the main measures assisting small companies which have been announced in the last 12 months.

Eric Forth: The main measures have included a number of VAT easements such as increasing the registration threshold to £35,000; increasing the Corporation Tax threshold by 25 per cent to £250,000; sponsoring a one-day Enterprise Workshop for all Training and Enterprise Councils; giving Training and Enterprise Councils a wide measure of flexibility on how they administer the Enterprise Allowance Scheme; extending the Enterprise Initiative for a further three years and introducing three specific programmes to help small firms innovate, solve technical problems and introduce modern manufacturing systems.

(July 5)

Social Action Programme

Derek Conway (Shrewsbury and Atcham) asked the Secretary of State for Employment what assessment has been made of the cost to British employers of immediate implementation of all provisions of the European Commission's Social Action Programme.

Michael Howard: It is not possible to estimate the cost of implementation of all the Social Action Programme as only half of the proposals have so far been published.

However, it is estimated that the implementation of the directives on working time, part time work and pregnant women would alone cost UK employers at least £3.5 billion.

(July 9)



Michael Howard

Employment action travel

Tony Worthington (Clydebank and Milngavie) asked the Secretary of State for Employment, whether travel costs for individuals who participate in Employment Action will be reimbursed.

Robert Jackson: Training and Enterprise Councils (TECs) and local enterprise companies (LECs) will have the discretion to offer travel costs to participants on Employment Action. The arrangements will be similar to those that apply for Employment Training.

(July 16)

Young people

Martin Brandon-Bravo (Nottingham South) asked the Secretary of State for Employment how many government training places for young people were available in (a) 1978-79 and (b) the last year for which he has figures.

Robert Jackson: In 1978-79 there were on average about 7,000 young people receiving training in YOP compared with over 300,000 now in YT.

(July 9)

Jobclubs

James Wallace (Orkney and Shetland) asked the Secretary of State for Employment if he has any plans to reduce the requirement that people who are eligible to join a Jobclub have to have been out of work for six months or more unless they are disabled or have been on employment training; and if he will make a statement.

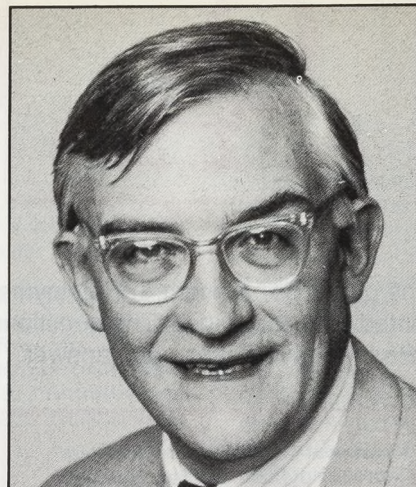
Robert Jackson: Jobclubs are aimed at long term unemployed people and others at a disadvantage in the labour market and I have no plans to alter existing eligibility requirements.

In addition to the categories referred to by the hon Member, eligibility rules have been relaxed to facilitate access for:

- ex-offenders, who can count time spent in custody as unemployment;
- ex-regular members of HM Forces;
- people leaving Youth Training without a job to go to.

As part of a new package of measures to help unemployed people which I announced on March 20, the Employment Service will shortly be launching a new programme of short jobsearch seminars. These will be available to people who have been out of work for 13 weeks or more. The seminars will include guidance on where and how to look for work, based on materials used in Jobclubs.

(June 19)



Robert Jackson

Debt payments

Gareth Wardell (Gower) asked the Secretary of State for Employment if he will introduce legislation to require all registered companies in Britain meet their debts within six weeks of those debts being invoiced.

Eric Forth: No. The existing legal framework already provides avenues to pursue commercial debt. Rather than add to the burden of legislation, much can be achieved to speed up payments by the education of both suppliers and providers. To this end, the Government will be launching, later this year, a revision of the booklet for suppliers, *Prompt Payments Please*, and a new booklet aimed at larger purchasing organisations.

(June 25)

Ethnic monitoring

Martin Redmond (Don Valley) asked the Secretary of State for Employment, if he will bring forward proposals for legislation to make ethnic record keeping and monitoring obligatory by employers; and if he will make a statement.

Robert Jackson: The Government fully supports the practice of ethnic monitoring in employment but believes that the voluntary approach is the best way forward in this area. Ethnic monitoring makes good business sense by helping employers to assess whether their personnel practices and procedures are providing equality of opportunity for all, irrespective of race.

The Commission for Racial Equality's Code of Practice on employment which recommends ethnic monitoring by employers recognises that the need for detailed information, and the methods of collecting it, will vary according to the circumstances of individual establishments. It must therefore be for individual employers to adopt the method of monitoring that is best suited to their needs and circumstances.

(June 28)

Employment Action

Ron Leighton (Newham North East) asked the Secretary of State for Employment if he will give a detailed description of Employment Action, including how, apart from remuneration, it will differ from the old Community Programme; and what work it will undertake.

Robert Jackson: Employment Action is a significant new initiative which will offer unemployed people the chance to keep their skills up to date by work experience on projects of value to the local community. It will provide work experience for 60,000 unemployed people in a full year. It will be targeted on people who have been unemployed for six months or more, including particularly those living in our inner cities.

Employment Action will differ from the Community Programme in three very significant ways. First, help for individuals in finding jobs will be an integral part of the programme. Secondly, the opportunities it provides will be full-time. Thirdly, TECs and local enterprise companies in Scotland, will take the lead in organising the programme locally and in determining which projects of genuine local benefit will be supported.

The exact nature of the work carried out under Employment Action will be decided by the TECs and local enterprise companies with regard to the needs of the local community and of unemployed people.

(June 28)

Labour and Social Affairs Council

William Powell (Corby) asked the Secretary of State for Employment what was the outcome of the meeting of the Labour and Social Affairs Council held in Luxembourg on 25th and 26th June; and if he will make a statement.

Michael Howard: The Council had a useful and productive meeting.

On the first day, the Council formally adopted its common position on the directive concerned with the health and safety of temporary workers and a directive to control the use of asbestos in the workplace.

Agreement was reached on an amendment to a regulation on social security arrangements for migrant workers; on a decision relating to the PETRA programme concerning vocational training exchanges for young people; on a directive concerning the provision of medical assistance on board ships; and on a decision on the European Year of Health and Safety.

Agreement in principle was also reached on a proposed directive on proof of employment relationships. Formal adoption was not possible since the European Parliament had failed to deliver its opinion in time for the Council.

A regulation to bring forward by one year to December 31, 1991 the full free

movement of workers between Spain and Portugal and the rest of the Community was also adopted.

There was a protracted discussion, in which divergent views were expressed by a large number of member states, on one article of the proposed directive on the protection of pregnant women at work, but no agreement was reached. Almost all member states continue to have serious concerns on many aspects of the substance of this proposal.

Contrary to a number of inaccurate newspaper and broadcast reports, there was no discussion of the proposed directive on working time.

On the second day dealing with youth affairs, when my noble friend Viscount Ullswater represented the UK, the Council agreed a decision on the Youth for Europe programme and a resolution on priority action in the field of youth.

Overall, the outcome of the proceedings demonstrated once again that the UK is far from isolated on even those proposals under the Social Action Programme which cause us the most difficulty. Many member states are now experiencing difficulties and are working to keep important and sensitive areas of employment and social policy within the bounds of national law and practice. It is to be hoped that the Commission will take heed of these developments and concentrate its efforts on bringing forward proposals which will increase employment and reduce burdens on business.

The meeting also showed that the present Treaty is perfectly adequate to enable sensible progress to be made in those areas where the Community has a proper role.

To date the Council has reached a decision on eight of the 19 Social Action Programme measures so far submitted by the Commission.

(July 4)

Repealed regulations

Teresa Gorman (Billericay) asked the Secretary of State for Employment how many regulations made by him or his predecessors have been repealed in each of the past three years; and if he will make a statement.

Robert Jackson: The information is not available in the form requested and could only be obtained at disproportionate cost. My Department is responsible for repealing and replacing several regulations each year concerning matters such as fee levels and compensation limits as well as looking at unnecessarily burdensome or outdated legislation.

We are firmly committed to reducing the burdens on business, which is reflected in my Department's aim of supporting economic growth by promoting a competitive, efficient and flexible labour market. We have made great progress in this area. In 1989 for example we abolished the National Dock Labour Scheme, thereby eliminating restrictive working practices in

the docks. The Employment Act 1989 removed a number of unnecessary measures which served as constraints on employment, in particular inappropriate barriers to the employment of women and young people. The Employment Act 1990 outlawed the pre-entry closed shop.

The Health and Safety Executive continues to replace over-detailed and inflexible health and safety legislation with more modern and comprehensive provisions. A prime example is the Control of Substances Hazardous to Health (COSHH) Regulations 1988 which replaced some 350 individual regulations with an up-to-date framework of regulation for the protection of employee health.

All new legislative proposals, including those from the European Commission, will continue to be assessed for their impact on business and we shall ensure that burdens on business are minimised where possible.

(June 19)



Eric Forth

Disability manifesto

Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment what is his policy towards the recommendations of the Disability Manifesto: An Agenda for the 1990's, a copy of which has been sent to him, which relate to his Department; and if he will make a statement.

Robert Jackson: The Department is committed to giving people with disabilities the opportunity to participate fully in training and employment. We therefore provide a wide range of specialist schemes and services to help them gain and keep employment and develop within it. People with disabilities also have access to the full range of non-specialist employment and training services, which will include the new work experience programme my rt hon and learned Friend announced recently, Employment Action. In many cases access to non-specialist provision allows for reduced eligibility or length of stay rules and special help for people with disabilities.

We are already giving careful consideration to ways of improving the effectiveness of this provision for people

with disabilities. Last year the Department issued two consultative documents which considered all the employment and training services we provide for people with disabilities and put forward many proposals for improvement. We received responses from a wide range of organisations and individuals, including almost all of the organisations that produced the Disability Manifesto. Responses are still being considered on some issues, but we have announced our first decisions. These concerned: improvements in the specialist services provided by the Employment Service and to our local and national advisory machinery. We will announce other decisions as soon as they are reached, including any changes to the legislative framework.

My rt hon and learned friend also launched the new symbol that is currently being successfully promoted by the Employment Service to encourage and help employers to commit themselves publicly on a voluntary basis to good policies and practices in employing people with disabilities.

In addition, from April this year we have given unemployed people with disabilities priority access to four of our main employment and training programmes. They are now one of the key groups for entry onto Employment Training, the Enterprise Allowance Scheme, Jobclubs and the Job Interview Guarantee. Training and Enterprise Councils and the Employment Service will ensure that people with disabilities who are unemployed will be given this priority recognition. My rt hon and learned Friend has written to TEC chairmen about this new priority and special guidance has been issued about people with special training needs, including people with disabilities, so as to help TECs plan and implement their strategies for taking action. The increased priority will help strengthen the opportunity for people with disabilities to participate in the labour market.

(July 3)

Men aged 60-65

George Foulkes (Carrick, Cumnock and Doon Valley) asked the Secretary of State for Employment, how many, and what percentage of men age 60, 61, 62, 63, 64 and 65 years are not in regular employment.

Robert Jackson: Estimates from the 1990 Labour Force Survey are shown in the following table;

Men not in employment		Great Britain
Age	Numbers (thousands)	Per cent
60	111	40.7
61	123	46.2
62	124	48.4
63	154	55.1
64	169	62.6
65	210	82.0

(July 10)

Racial discrimination

David Trimble (*Upper Bann*) asked the Secretary of State for Employment, if he will make a statement on racial discrimination in employment.

Robert Jackson: The Government is resolutely opposed to racial discrimination and sees fair treatment between citizens regardless of race as fundamental to a healthy and balanced society. Racial discrimination is morally wrong. Moreover, in employment it makes bad business sense by potentially excluding the best person for the job.

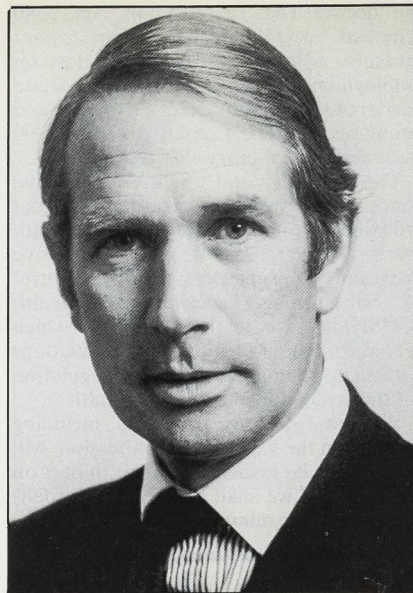
Progress has been made in eliminating racial discrimination. In the period from 1984 the unemployment rates for ethnic minorities came down faster than those for white people. There is also evidence that ethnic minority people have moved into higher level occupations over the past 20 years, and there has been a steady increase in the number of ethnic minority people taking up the challenge and opportunities of self-employment.

However, more remains to be done to achieve equal opportunities in employment for these groups.

The Race Relations Act 1976, which applies to Great Britain, provides the legislative framework for the elimination of racial discrimination. The Commission for Racial Equality works to this end and has published a Code of Practice in employment.

The Department—through the Employment Service and Training and Enterprise Councils—seeks to ensure equality of opportunity, irrespective of race, in all its programmes and services. In addition the Department's Race Relations Employment Advisory Service provides advice and guidance to employers on the introduction and implementation of policies and practices aimed at eliminating racial discrimination in employment.

(July 4)



Viscount Ullswater

Public opinion surveys

Frank Dobson (*Holborn and St Pancras*) asked the Secretary of State for Employment if he will list the public opinion surveys carried out by his Department since his Answer of 17th December, Official Report, column 83.

Robert Jackson: The Department's various research branches do not commission public opinion surveys as such. However, they do carry out research projects on a variety of employment-related issues which involve surveys of individuals. I list below those research studies, commissioned or partly funded by the Employment Department Group (ED, Employment Service, and Health and Safety Executive), which have involved surveys of individuals carried out since December 17, 1990.

- The British Social Attitudes Survey

- Changes in Young People's Career Aspirations in the Late 1980s and Early 1990s
- Claimants Who Experience Repeat Spells of Unemployment
- Cohort Study of Claimants in Leicester
- Employment and Handicap Follow-up
- Literacy Issues in Recruitment and Selection for Unskilled Jobs
- National Child Development Study—5th Stage
- Region-Urban Unemployment in Manchester and Liverpool
- Scottish Young People's Survey
- Study of the Effects of Noise in the Workplace
- Unemployment and Labour Market Flexibility
- Youth Cohort Study—England and Wales

(July 11)

Enterprise Agencies

Harry Greenway (*Ealing North*) asked the Secretary of State for Employment how many enterprise agencies there are; how many there were in 1989; what was the cost to the public funds in each case; and if he will make a statement.

Eric Forth: I know of 421 local enterprise agencies operating in the United Kingdom. Of these 408 are approved by my department under the statutory provisions which allow for tax relief on donations to them. In 1989 the total number of approved agencies was 396.

Government Funding of local enterprise agencies in England has been primarily through my Department's Local Enterprise Agency Grant and Project Schemes (LEAGS and LEAPS). During 1989-90 total funding under LEAGS and LEAPS was £1,879,562 and during 1990/91 (the final year of the schemes) it was £1,932,714.

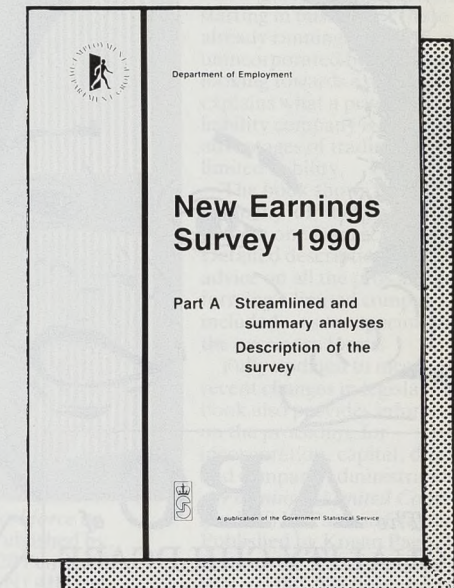
(July 3)

New Earnings Survey 1990

The results of the New Earnings Survey 1990 are being published in six separate parts, forming a comprehensive report on the survey. They are available from Her Majesty's Stationery Office, price £10.00 each net. Subscriptions for the set of six, including postage, £57.50.

The contents of the six parts are:

- **Part A**
Streamlined analyses giving selected results for full-time employees in particular wage negotiation groups, industries, occupations, age groups, regions and sub-regions; summary analyses for broad categories of employees; description of survey.
- **Part B**
Analyses of earnings and hours for particular wage negotiation groups.
- **Part C**
Analyses of earnings and hours for particular industries.
- **Part D**
Analyses of earnings and hours for particular occupations.
- **Part E**
Analyses of earnings and hours by region and county, and by age group.
- **Part F**
Distribution of hours; joint distributions of earnings and hours; analyses of earnings and hours for part-time women employees.



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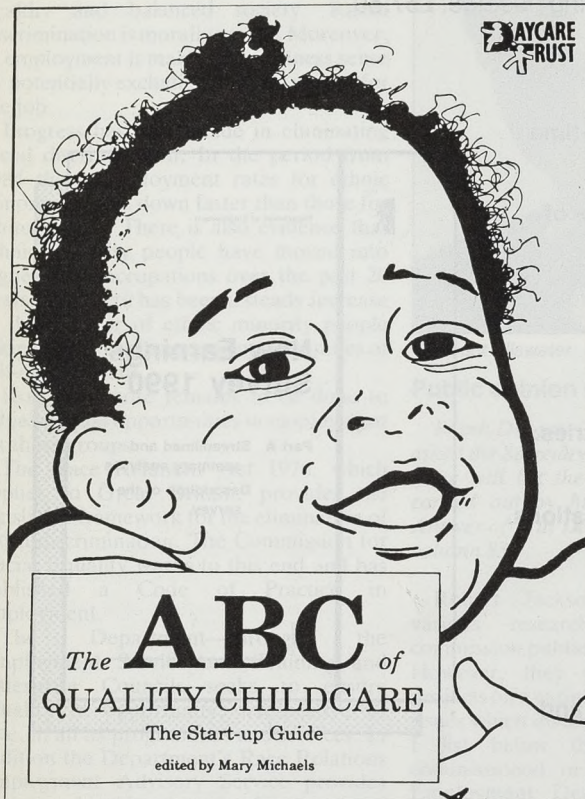
Address _____

BOOKS AND VIDEOS FOR REVIEW

from your organisation should be addressed to

The Review Editor, Employment Gazette
Department of Employment, Caxton House, Tothill Street, London SW1H 9NF

C is for childcare



Every child needs a stimulating social and educational environment in the company of other children. Every parent needs childcare provision so that they are able to undertake paid work or training. These requirements may seem simple in theory but can prove very difficult in practice. On the one hand, with the decline of the extended family, there may be no relatives nearby to lend a hand with babysitting. On the other, childminders and privately-run nurseries can be prohibitively expensive for people on average wages.

The solution, says charity The Daycare Trust, is for parents to act in partnership with employers, central and local government, trade unions and training institutions to create new, affordable creches and nurseries.

Such partnerships, says the

Trust, have proved to be the most successful way of achieving results. Moreover, increased childcare places have obvious benefits both for parents and for employers. Figures show that encouraging women to stay at work after maternity leave results in enormous savings in terms of training, recruitment and management costs.

Information on how to go about setting up daycare centres is available in a new guide, *ABC of Quality Childcare: The Start-Up Guide*. It provides advice on all aspects of daycentres, including the legal requirements and costs involved, good practice, and the sort of equipment that is necessary.

ABC of Quality Childcare: The Start-Up Guide edited by Mary Michaels. Published by The Daycare Trust, Wesley House, 4 Wild Court, London WC2B 5AU, tel 071-405 5617. Price £10.

News releases and pictures should be sent to:
The News Editor, Employment Gazette, Caxton House, Tothill Street, London SW1H 9NF.

Safety first, second and third

Ian is an apprentice electrician on his first day at work on a building site. He soon discovers that there are potential hazards and dangers lurking everywhere. He narrowly avoids being knocked down by a dumper truck, he is wearing trainers but not his hard hat, he misunderstands instructions on how to lay electricity cables.

These are just some of the incidents involving the hapless Ian depicted in a new training video, *Safety First, Second and Third*. Produced by the Electrical Contractors' Association, it is designed to be shown both to

newcomers to the industry and as a reminder on safety codes for more experienced staff. It demonstrates that safety on-site is a matter of concern for all staff and highlights the importance of safe systems of work.

The video comes with a guide for newcomers and supervisor/teacher discussion notes.

Safety First, Second and Third. The Electrical Contractors' Association, ESCA House, 34 Palace Court, London W2 4HY, tel 071-229 1266. Price £10.99 incl p & p.

New approaches to adult training

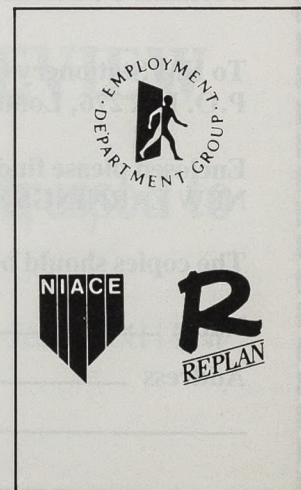
Today, while almost every sector of the economy requires progressively higher levels of skill, the corresponding number of jobs needing unskilled labour is falling. Consequently, there are thousands of people who need help in gaining new skills. One important way of solving this problem is through the provision of adult learning. This is increasingly being seen as a key to raising people's value in the labour market and to improving the country's economic competitiveness.

The challenge now facing adult educators and trainers is to support the development of training which responds to local labour market needs. This is likely to require an increasingly coordinated and coherent approach towards the human resource development of those who are employed, unemployed and underemployed across a wide range of sectors.

These ideas are discussed in a new report, *New Approaches to Adult Training*. It presents the findings of a study commissioned jointly by the National Institute of Adult Continuing Education (NIACE) and the Employment Department, which examined and reported on good practice in current adult training, including Employment Training programmes.

It focuses on staff development and training; initial assessment and action planning; the planning and delivery of training; accreditation; and evaluation, and should prove useful reading for TEC executives and training providers.

New Approaches to Adult Training. Published by NIACE REPLAN Publications, 14 Millstone Lane, Leicester LE1 5JN, tel 0533 517755.



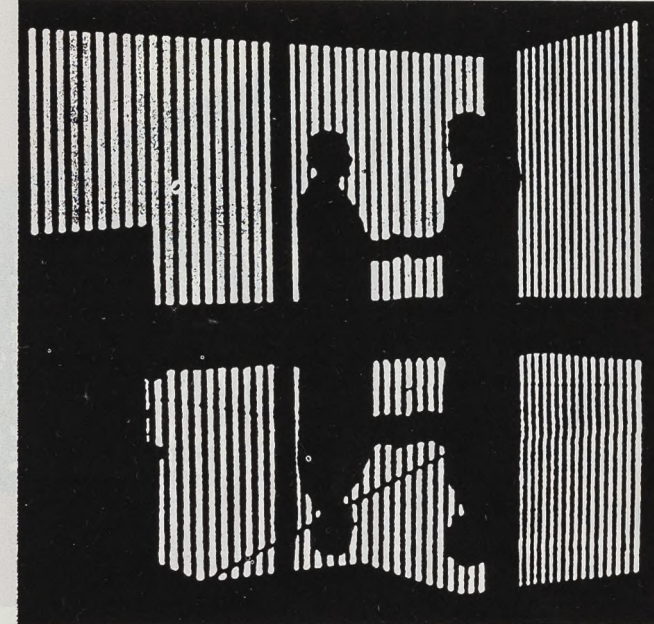
Keeping the best

The idea of someone staying with one company for most if not all of their working life is no longer considered the norm. Most people tend to move from company to company in order to widen their experience and develop their careers. Their gain can obviously be a loss to their former companies.

Keeping the Best is a practical handbook which describes the steps employers and human resource managers need to take to prevent this 'brain drain' and so build up a competitive workforce.

Management, says the book, is the most important strategic function for the 1990s. In order to keep good staff, managers must follow three principles: a company's most valuable assets are its staff; a manager's success is wholly dependent upon his/her ability to empower others to achieve business objectives; and success comes from managers and workers sharing a common goal.

The book explains in detail a number of techniques for retaining good staff such as



motivation, job enrichment, delegation, training, and providing a 'listening' management.

Keeping the Best: Building a

Competitive Workforce by Martin Yate. Published by Kogan Page, 120 Pentonville Road, London N1 9JN, tel 071-278 0433. Price £12.95 pbk.

Expand by being limited

Forming a Limited Company is a useful guide for people either starting in business or those already running a small unincorporated business who are looking towards expansion. It explains what a private limited liability company is and the advantages of trading with limited liability.

The book shows how to buy a company 'off the shelf' and how to form one from scratch. Detailed descriptions and expert advice on all the pros and cons of forming a limited company are included—as are specimens of all the necessary forms.

Fully updated to incorporate recent changes in legislation, the book also provides information on the procedure for incorporation, capital, directors and company administration.

Forming a Limited Company (2nd ed) by Patricia Clayton. Published by Kogan Page, 120 Pentonville Road, London N1 9JN, tel 071-278 0433. Price £9.99 p & p.

How not to work 9 to 5

The traditional pattern of working 9 to 5, five days a week, 48 weeks a year no longer suits a large proportion of the working population. Many people prefer different working arrangements because they have children or relatives to look after, or because they want to pursue outside interests such as courses of study.

Flexible working hours, job sharing, teleworking, and career breaks are just some of the options employers are increasingly making available so that staff can balance their work and home responsibilities.

The employees benefit by having greater freedom to organise their working lives to suit their needs. For employers, problems of extra administration needed to maintain the system are outweighed by benefits such as reduced absenteeism and the ability to match hours to peaks and troughs in the workload.

Information about the various schemes is provided in *Flexibility and Choice*, a new resource guide produced by the Local Government Management Board. It is designed to stimulate

thinking about new work patterns, and to trigger action by encouraging authorities to review their current practices.

- The guide includes:
- an explanation of why new work patterns are needed;
 - detailed descriptions of the schemes available, including reference to relevant employment legislation;
 - practical advice on introducing schemes;
 - case studies of authorities operating the schemes; and
 - a list of useful organisations and addresses.

Although aimed primarily at local authority personnel officers, it should prove equally useful for managers in both the private and public sectors.

Flexibility and Choice: New Work Patterns for the Nineties (ringbound). Available from the Publications Section, Local Government Management Board, Arndale House, The Arndale Centre, Luton LU1 2TS. Price £25 for local authorities in England and Wales; £32.50 for registered charities; £50 for others.

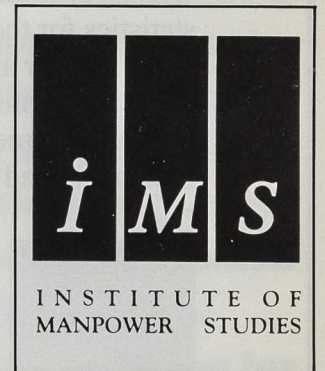
Graduate update

The IMS Graduate Review 1991 focuses on the changing composition of the supply of graduates and how this will influence the extent to which the needs of the labour market and graduates' aspirations are satisfied. It examines the age, sex, schooling and ethnic backgrounds of entrants to degree courses. It also incorporates detailed data about the 12,000 full-time and sandwich HND students who graduate each year from polytechnics and colleges and who are an often neglected part of the graduate labour market.

The report updates the map of graduate output and destinations, and contrasts the UK's lower output of technological (most notably, engineering) graduates with that of our major industrial competitors.

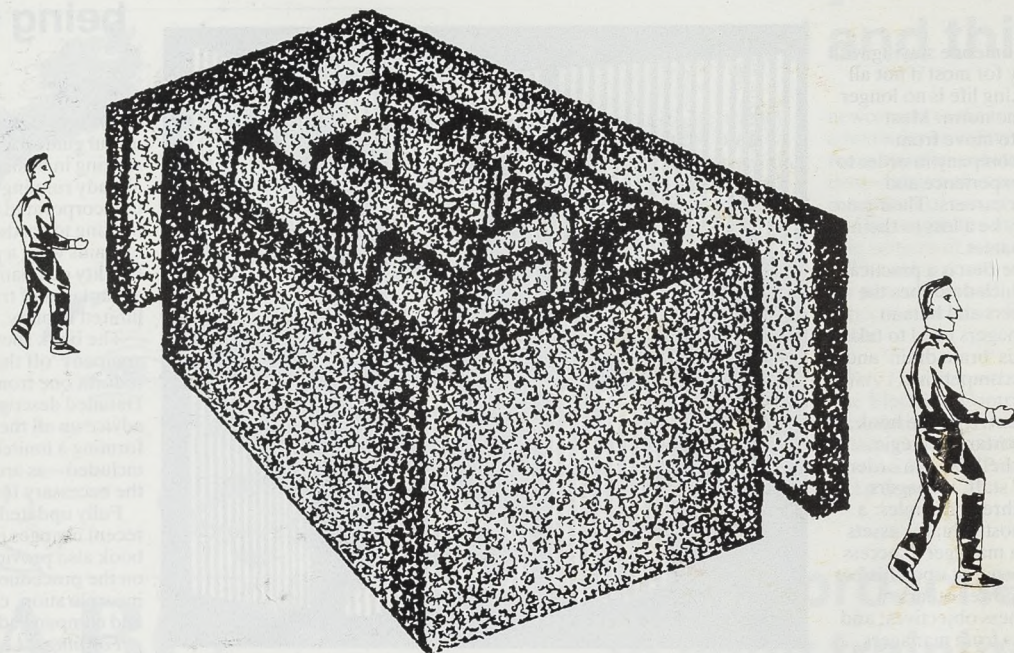
Research for the Review is conducted under the IMS Cooperative Research Programme in which IMS staff collaborate with senior executives of 22 employing organisations to agree and

implement a wide-ranging programme of research to meet the practical needs of management.



The IMS Graduate Review 1991: IMS Report No 206 by Richard Pearson, Geoffrey Pike and Sara Holly. Published by Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton, Sussex BN1 9RF, tel 0273 686751. Price £30 (IMS subscribers £20) plus £1.75 p & p.

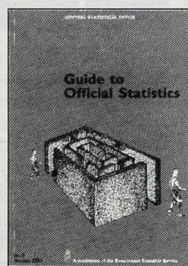
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Re your "Investing in Plant" memo sir.
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RESEARCH PAPERS

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some recent titles are listed below.

No 77: The Employment of People with Disabilities: Research into the Policies and Practices of Employers

Judy Morrell, IFF Research Ltd

This survey of 1,000 employers reviewed employers' views on employing disabled people, the Disablement Advisory Service, and 'Quota' (all but the smallest employers should employ 3 per cent registered disabled.) Despite expressing positive views towards people with disabilities, employers described most jobs in their establishments as unsuitable though many 'vital abilities' would not stand objective analysis.

No 78: The Early Careers of 1980 Graduates: earnings, earnings differentials and postgraduate study

Peter Dolton, University of Bristol, Gerry Makepeace, University of Hull, G.D. Inchley, University of Bristol.

Using the Survey of 1980 Graduates and Diplomates, the authors consider how the earnings of graduates are determined. The paper examines the influence on earnings of: sex, race, institution of study, sector of employment, type of work and occupation type. Earnings differentials by sex, race and institution of study are computed and earnings by degree subject and occupation over time are examined in detail. Finally it investigates the pattern and impact of postgraduate study amongst the individuals in the sample.

No 80: Motivation Unemployment and Employment Department programmes

Michael H. Banks, J. Bryn Davies, MRC/ESRC, Social and Applied Psychology Unit, Department of Psychology, University of Sheffield.

This paper is a review of academic literature on the unemployed and their psychological motivation. The paper is split into two parts, the first considers the available evidence on the psychological motivation of the unemployed, especially the long-term unemployed (LTU), their attitudes to work, money and training and their methods of job search.

The second section is about attitudes towards programmes for the unemployed and the reasons for participation/non-participation. This section looks at awareness of programmes amongst the unemployed and their attitudes towards them, as well as the process of referral to schemes and the reasons for non-completion.

No 81: The use of Cohort study data for estimating the education and labour market status (ELMS) of young people

David Raffe and Peter Burnhill, Centre for Educational Sociology, University of Edinburgh

The research undertaken explored the possibility of using survey data from the Youth Cohort Studies in England and Wales and from the Scottish Young People's Survey in the preparation of the ELMS estimates, in order to extend their range and improve their reliability. The ELMS series is regularly published in the Department of Employment *Gazette*, most recently in the December 1990 issue.

The research report is primarily a methodological study which compares data (mainly for 1987) from the various sources used and evolves a strategy for the development of the ELMS series.

No 82: The Bristol labour market

Geoff Griffin, Simon Wood and Jackie Knight, Employment Department

Parallel surveys of employers and the unemployed were carried out in Bristol in October 1989. This report considers the results from both studies in an attempt to identify barriers which restrict the functioning of the local labour market. About 1,300 employers were interviewed by telephone using a structured questionnaire; they were asked about vacancies, recruitment methods and characteristics of recent recruits. Over 1,200 unemployed people were interviewed at Benefit Offices after 'signing on'; amongst the information they provided were details of personal characteristics, such as qualifications and previous experience, and of job search/requirements.

Research papers can be obtained free from: Department of Employment, Research Management, Room E417, Moorfoot, Sheffield S1 4PQ (telephone 0742 593932). Papers will be sent as soon as they are available.

ISBN 0-11-728934-



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