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# Employment GAZETTE

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## Employment GAZETTE

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Cover picture: Nurse, circa 1900: Science Photo Library

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night-shift working and sickness absence.

A 3-page update of latest trends plus the most  
recent figures for: employment, unemployment,  
vacancies, industrial disputes, earnings, Labour  
Force Survey, and Government training and  
enterprise programmes.

### Recruitment rethink needed

**EMPLOYERS MUST rethink their approach to graduate recruitment to adapt to changes in the marketplace, says a report from Incomes Data Services (IDS).**

Central graduate intake schemes should be abandoned in favour of recruiting locally, the report urges.

Most companies' recruitment practices have hardly changed over the past decade, despite an explosion in the numbers of graduates emerging onto the job market, the report notes.

While 10 years ago around one in seven young people entered full-time higher education, today the figure is one in three. During the same period the number of part-time students has grown by over 50 per cent.

Large and small employers were finding themselves inundated by applications for each graduate post they offered.

• Copies of the publication *Graduates* (IDS Focus 71) are available from IDS, 193 St John Street, London EC1V 4LS. Tel 071 250 3434.

### Rural jobs report

**PROJECTS WORTH more than £3.3 million were approved last year in rural areas throughout England as part of the Rural Development Commission's employment programme.**

A total of 66 projects worth £3,321,757 went ahead in the three pilot areas comprising the Cotswolds, Marches and Lincolnshire, says the RDC's annual report for 1993-94.

The projects were part of the RDC's Countryside Employment Programme (CEP), launched in 1992 to test innovative ways of meeting training and employment needs in rural areas facing a decline in traditional industries.

The CEP "continued to make a significant impact" on the three pilot areas, says the report.

During 1993-94 the RDC carried out more than 19,000 visits to provide advice to small rural businesses.

• *RDC Annual Report 1993/94* is available free by writing to the Rural Development Commission, Free-post SA 122, 141 Castle Street, Salisbury SP1 3TP or by fax: 0722 432773.

### ME research required

**A NATIONAL TASK Force investigating chronic fatigue syndromes, including ME, has called for more research, public education and an improved service for sufferers in a report of its findings.**

The National Task Force on CFS/PVFS/ME recently completed two years of consultation and research into Chronic Fatigue Syndrome (CFS), Post Viral Fatigue Syndrome (PVFS) and Myalgic Encephalomyelitis (ME).

The Task Force found that many of the estimated 150,000 people affected by ME in the UK encountered a lack of support from doctors. Its recommendations include the need to:

- Clarify the differences between various chronic fatigue syndromes;
- Educate professionals and the public to accept the existence of these diseases;
- Train relevant professionals to identify and manage them;
- Copies of the Task Force report are available from Westcare, 155 Whiteladies Road, Clifton, Bristol BS8 2RF. Tel 0117 923 9341.

### Employment topics reviewed

**THE CONSEQUENCES of dismantling collective bargaining, the abolition of Wages Councils, and Northern Ireland's Fair Employment Laws are among the issues discussed in the latest issue of the Northern Ireland Labour Relations Agency journal.**

Other topics covered in Volume 2, Number 1 of *Review of Employment Topics* are Total Quality customer care and industrial relations in Ireland; tribunal remedies in individual complaints of discrimination; third party intervention in dispute resolution; Perceptions of senior managers in Northern Ireland; redundancy selection criteria in NI industry since the Fair Employment Act 1989 and trade union representation at organisational level in the UK and Ireland.

• *Review of Employment Topics* Volume 2, Number 1, price £10.95, is available from Helen Smyth, *Review of Employment Topics*, Labour Relations Agency, Windsor House, 9-15 Bedford Street, Belfast BT2 7NU.

### Better school-business links

**TWENTY-ONE recommendations aimed at improving links between businesses and schools are set out in a report released by the Confederation of British Industry.**

According to the report, while four-fifths of firms involved intend to continue or extend links in the next three years, only 14 per cent of businesses currently use performance indicators to monitor activity and only 15 per cent of primary schools and a third of secondary schools

include links in their development plans.

The recommendations outlined in the report include:

- Involving all CBI members in links with education;
- Ensuring that all schools have links with business by the year 2000 (50 per cent of primary and more than 90 per cent of secondary schools currently have some form of link);
- Continuing government funding for education-business partnerships and the Teacher Placement Service;
- *Creating a learning community: a CBI review of education business links* is available from CBI Publication Sales, CBI, Centre Point, 103 New Oxford Street, London WC1A 1DU. Price £10 to CBI members, £20 to non-members.

### First aid changes

**PROPOSALS TO help employers gear first-aid provision more closely to their circumstances have been published as a consultative document by the Health and Safety Commission.**

The proposals would involve revision of the HSC's existing Approved Code of Practice (ACoP) and Guidance on the Health and Safety (First-Aid) Regulations 1981.

The suggested changes would:

- simplify the structure and language of the ACoP and Guidance;
- separate the guidance to employers from that to training providers;
- move much of the advice from the ACoP to the Guidance, limiting the ACoP to describing basic first-aid provision and the requirements of European Directives;
- emphasise the responsibility of employers to make an assessment of their own first-aid needs with the help of practical advice in the proposed guidance;
- move to competency-based training.

Comments on the proposals, to be received no later than 28 February 1995, should be forwarded to: Mr John McElwaine, HPD-A1, Health and Safety Executive, 7th Floor South Wing, Rose Court, 2 Southwark Bridge, London SE1 9HS.

• *Proposals for a Revised Approved Code of Practice and Guidance on Health and Safety (First-Aid) Regulations 1981* (ref. CD77), is available free from HSE Books, PO Box 1999, Sudbury, Suffolk CO10 6FS. Tel 0787-881165.

### Small business survey

**EMPLOYMENT IN the small business sector looks set to continue to grow at a healthy rate, with eight in ten employers predicting new jobs over the next five years, according to a survey.**

*The Small Firms Survey: Employment*, conducted by the British Chambers of Commerce, reveals that 49 per cent of small businesses actually increased their workforce during the recession.

During the next five years, 86 per cent of employers said they envisaged taking on extra staff over and above their present level with almost half favouring full-time staff who were already fully trained and qualified for the positions they would fill.

The survey also identified a number of major barriers to job creation, the top three being low demand, wage costs and the skills gap.

• Copies of *Employment* are priced at £60 and are available from the British Chambers of Commerce, 9 Tufton Street, London SW1P 3QB. Tel 071 222 1555.

### Self-employed incomes

**A NEW study of the incomes of self-employed members of the UK workforce has been published by the Institute of Manpower Studies (IMS).**

Prepared as part of the Joseph Rowntree Foundation programme of research on *Income and Wealth*, the study includes a detailed analysis of the income levels of the self-employed and of older people who had been self-employed during their working lives.

The expansion of self-employment, which almost doubled during the 1980s, may have had important implications for the distribution of income in the UK, the study concludes. Self-employed people are three times more likely than employees to fall into the poorest tenth of income distribution, it says.

• *Self-Employment and the Distribution of Income*, price £25, is available from BEBC Ltd, PO Box 1496, Parkstone, Poole, Dorset BH12 3YD. Tel 0202 715555.

### White Paper repriced

**THE EC White Paper *European Social Policy - A way forward for the Union*, setting out the European Community's approach to the next phase of social policy development (see *Employment Gazette*, October 1994, p 339) is now available at the new, lower price of £5.75. The paper is published by HMSO Books, tel 071 873 9090.**

## White Paper - JSA details announced

**FINAL DETAILS of the new Jobseeker's Allowance (JSA) benefit for unemployed people are set out in a White Paper published by the Government last month.**

Unemployment Benefit and Income Support for unemployed people looking for work will be replaced by JSA in April 1996, subject to the passage of necessary legislation.

First announced in the 1993 Budget (*Employment Gazette*, January 1994 p 2), JSA is designed to provide a simpler, more comprehensive service for unemployed people; to achieve better value for money for the taxpayer; and to improve the operation of the labour market.

JSA will place a new emphasis on the jobseeker's responsibility to take effective steps to find work through a Jobseeker's Agreement to be signed by the unemployed person at the start of a claim. Through the Agreement, JSA will aim to provide a more effective range of jobsearch help, advice and encouragement to clients.

• The White Paper, *Jobseeker's Allowance*, is available price £6.75 from HMSO, cmd 2687.

### JSA

- JSA will be a single benefit available via two routes: a contributory or an income-related route.
- Clients who satisfy the National Insurance contribution conditions will qualify for the contributory element of JSA for a maximum of six months, compared with 12 months under existing Unemployment Benefit arrangements. Once the contributory element ends, people who remain unemployed may be eligible to claim income-related JSA or credits.
- People entitled to the contributory element during the six months entitlement period may also receive income-related JSA, if they qualify on the grounds of low income.
- People who are not eligible for JSA based on the contributory element may qualify for an income-related payment.
- JSA will be jointly administered by the Employment Service (ES) and Benefits Agency (BA).

### THE JOBSEEKER'S AGREEMENT

As a condition of receiving JSA, jobseekers will enter into a Jobseeker's Agreement setting out the steps they will take to find work. This will be regularly reviewed when attending the Jobcentre.

### NEW INCENTIVES TO FIND WORK

*Back to Work Bonus*

- JSA will include a new Back to Work Bonus, to be introduced probably late in 1996, aimed at people who may be deterred from seeking work because any earnings above £5 will be deducted from their benefit.

- The Bonus will encourage people back into the workforce with a cash incentive to work part-time as a springboard to full-time employment.
- Unemployed people and their partners who work part-time while claiming JSA or Income Support will be able to build up entitlement to a lump sum (maximum £1,000) based on their part-time earnings. They will keep the first £5 of their earnings in any week, as allowed under the current system, but for every pound of earnings above that level they will also build up entitlement to a credit of 50p. This will be paid in a lump sum when the unemployed person moves into employment of 16 hours or more per week.

### Employment on Trial

- Under JSA, the existing Employment on Trial incentive will be extended. People still unemployed at 13 weeks who try a new job for a limited period and then leave if it is unsuccessful will not be subject to a penalty for leaving voluntarily. At present, Employment on Trial applies only to people who have been unemployed for 26 weeks.

### ADMINISTRATION

- JSA is designed to streamline the service to unemployed people by paying a single, clear and consistent benefit with one set of rules. As far as possible, jobseekers will only need to go to one office to claim the Allowance and to complete one form.
- It will reduce the duplication of effort by BA and ES staff by enabling them to work together on the same benefit, sharing common systems and thus lowering administration costs.

### DIARY DATES

#### Visions of Gold - Compete to Win With a Modern Apprenticeship

23 November, London  
A look at how Modern Apprenticeships can raise the quality of training.  
Tel: 071 753 5222

#### Playcare 2000: An Infrastructure to Support Families at Work

14 November, London  
A major conference to discuss the Employment Department's Out of School Childcare Initiative.  
Tel: 071 247 3009

#### Flexibility '94

14 November, Cambridge  
Exploration of the changes experienced by today's organisations, their impact on people, work and society.  
Tel: 0233 421911

#### Flexible Labour Markets: 'Who Pays for Training?'

25 November, London  
Launch of a new CBI publication and forum for debate on training.  
Tel: 071 379 7400

#### Making Headway: Women in Educational Management

8-10 December, Chester College  
A development programme for women managers in schools, colleges and universities.  
Tel: 01233 460277

#### Work-related Stress: Risk Management Seminar

14 December, Loughborough  
A presentation of current UK and European thinking on the management of work-related stress.  
Tel: 0509 222175

## Government consults on Credits

**THE GOVERNMENT has begun a consultation process on Learning Credits for 16 to 19 year olds with a conference organised jointly with the CBI.**

Staged as part of a commitment to consult made in the May White Paper, *Competitiveness: Helping Business to Win* (*Employment Gazette*, June 1994 pp 174-5), the conference brought together 150 key players in the UK education and training world.

The conference's discussions will inform a consultancy study on practical options for Learning Credits commissioned by the Government from Coopers & Lybrand.

Coopers & Lybrand will now consult with the education and training sectors before creating possible models of operation for the credits. A report on the findings will be presented to Ministers at the end of the year.

Learning Credits are designed to give individuals effective purchasing power to buy their own education and training rather than directing funding through schools, colleges and other training providers.

• Copies of the note of proceedings from the CBI/Government conference are available from Peter Mucklow on 0742 594583.

## UK report on women

CURRENT UK initiatives and future strategies aimed at achieving equality for women are mapped out in a Government report.

Prepared for next year's Fourth United Nations World Conference on Women in consultation with the Equal Opportunities Commission and the Women's National Commission, the *UK National Report on Women* covers progress made since 1985 in areas such as employment, legal rights, social welfare and health.

During the next five years the Government will encourage women's full participation in the workforce at all levels through support for Opportunity 2000 and initiatives such as New Horizons and Fair Play for Women; and for the independent Chwarae Teg (Fair Play) project in Wales.

Other plans outlined in the report include:

- Training and Enterprise Councils to set and monitor the delivery of equal opportunities in training;
- Government support for childcare, as in the Out of School Childcare Grant;
- New national targets for health, including cervical and breast cancer;
- Action to improve the response of the agencies concerned to domestic violence, and the setting up of a Ministerial group on the issue.
- Copies of *UK National Report on Women* and of a summary leaflet are available free from Cambertown Ltd, Goldthorpe Industrial Estate, Goldthorpe, Rotherham S63 9 BL, tel 0709 888688.

## Women closing pay gap

WOMEN'S AVERAGE hourly earnings have increased to their highest level compared with those of men since 1970, although women earn around 20 per cent less, according to new survey results.

First results from the 1994 *New Earnings Survey* (NES) for Great Britain show that women's earnings rose 3.5 per cent in the year to April 1994, compared with an increase of 2.4 per cent for men.

Excluding overtime, women's average hourly earnings were just over 79.5 per cent of men's - the highest percentage recorded since the NES was first carried out in 1970.

In April 1994 average weekly earnings for women were £262, or

72 per cent of the figure for men (£362).

Average earnings of women were lower than those of men because women worked in lower-paid occupations and industries and had a shorter working week.

Women worked on average 4.0 fewer hours per week than men and only 0.9 hours of overtime compared with 3.3 hours worked by men.

Earnings for non-manual employees rose 2.9 per cent during 1993-94 while earnings for manual employees increased by 2.4 per cent.

- An article describing some of the main findings of the Survey will appear in December's *Employment Gazette*.

## Disability and work manual

A STEP-BY-STEP guide to managing disability in the workplace has been published by the Employers' Forum on Disability.

The guide, *Employers' Action File on Disability*, contains practical advice on how to recruit, train, develop and retain disabled employees.

Drawing on the experience of the Forum's 117 member organisations, the guide includes case studies and information regarding legislation, statistics, definitions and resources.

- The *Employers' Action File on Disability* costs £95 for members of the Forum (after an initial, free copy) and £110 for non-members and is available by contacting Sarah Robinson on 071 403 3020 (telephone and minicom) or by writing to: Employers' Forum on Disability, Nutmeg House, 60 Gainsford Street, London SE1 2NY.

## Lifelong Learning Year

STRENGTHENING THE link between education and training and successful integration into society and the labour market will be the focus of a European Year announced for 1996.

Launched by the European Commission, the European Year of Lifelong Learning will target people directly concerned with education and training and its impact on the labour market and society.

The focus of the Year will centre on four themes:

- the importance of lifelong learning in helping people to adjust to technological and social change;
- improving co-operation at all levels between education and training structures and the business world, particularly small and medium-sized enterprises;
- the opportunities afforded by the European area of education and training in the context of mobility of people undergoing training and of workers;
- extending equality of opportunity in access to education and training, particularly between men and women.

In addition to the events it will organise itself, the Commission will support local events staged by institutions such as schools, national and regional authorities.

The Commission expects that activities and initiatives organised for the Year will dovetail with those anticipated from the new EC education and training programmes, SOCRATES and LEONARDO DA VINCI, which will come into their own in 1996, and the EMPLOYMENT and ADAPT initiatives.

- For more information, the European Commission can be contacted at 8 Storey's Gate, London SW1P 3AT. Tel 071 973 1992

## Combating ageism

A BRADFORD-BASED project aimed at finding jobs for older workers is to reduce its age qualification.

The People of Previous Experience (POPE) recruitment service was the focal point of a European conference held last month to combat ageism in the job market.

The POPE project was set up last September by Bradford & District TEC with funding from the Employment Department.

The project's initial target was to place 120 people over the age of 50 in newly created jobs. Eighty people, two-thirds of whom were long-term unemployed, have found employment through POPE.

Other speakers at the conference, from Spain and Norway, discussed their experiences in attempting to open up opportunities for older workers.

The POPE project is now developing European partnerships and preparing a joint bid for European Social Fund support, with a comparable project in Madrid.

- For more information contact Bradford & District TEC on 01274 751333.

## Civil Service equal opportunities panel

A NEW panel has been set up to examine ways of improving the representation of people from ethnic minorities and those with disabilities in the senior Civil Service.

The Advisory Panel on Equal Opportunities will report directly to the head of the Home Civil Service and will meet regularly over the coming months, submitting a report of its findings in spring 1995.

The panel was established following recommendations made in a recent study on career management and succession planning in the Civil Service.

In April 1993 ethnic minority

representation throughout the Civil Service was 5.2 per cent, slightly higher than the national benchmark figure of 4.9 per cent, but at senior levels (grade 7 and above) was only 2.1 per cent.

Statistics for July 1993 show that the representation of registered disabled people was 1.5 per cent - almost double the figure for the public sector in general (0.8 per cent) and the private sector (0.7 per cent). At senior levels, however, people with disabilities accounted for less than 0.3 per cent of staff.

- Career Management and Succession Planning Study is published by HMSO, price £5.95.

## Information pack for the blind

A GUIDEBOOK covering organisations for visually impaired people is now available from the Royal National Institute for the Blind (RNIB).

The *Information Pack on Organisations of Visually Impaired People* is designed to raise awareness of the range of organisations which exist for visually impaired people in the UK.

The pack gives details of general and specific organisations covering employment, leisure and

ethnic minorities. It highlights the aims and background of each organisation and gives contacts for further information.

The information pack is available in print, braille, tape and disk.

- Copies can be obtained from Robert Powell at RNIB on 071 388 1266 ext. 2408.

## Recruitment problems double

RECRUITMENT DIFFICULTIES across Britain as measured by the number of 'hard-to-fill' vacancies nearly doubled in the year to spring 1994, according to a survey for the Employment Department.

Some 11 per cent of employers interviewed for the survey reported such vacancies compared with 6 per cent in 1993, 5 per cent in 1992, 7 per cent in 1991 and 22 per cent in 1990.

The vacancies were in sectors such as nursing and teaching, as well as some blue-collar jobs, particularly in textile manufacturing.

Recruitment activity and employee turnover rose slightly over the year, the survey found.

A total of 63 per cent of employers in the 1994 survey said that they had a training plan, while 55 per cent had a training budget. Half of the establishments surveyed had taken part in ED or TEC initiatives.

The survey, *Skill Needs in Britain 1994*, was based on telephone interviews with 4,000 employers with 25 or more employees across all regions and in almost every industrial sector. A detailed summary of the survey findings will be included in a feature article in December's *Employment Gazette*.

- Copies of the report are available from IFF Research Ltd, 26 Whiskin Street, London EC1R 0BP, price £40.

## Anglo-German understanding needed

ANGLO-GERMAN joint business ventures could be more successful if middle managers in both countries had a better understanding of each other's managerial behaviour, says a report.

*Managing in Britain and Germany*, from the Anglo-German Foundation, identifies the differences in middle management jobs in both countries and managers' perception of their roles.

Thirty German and 30 British middle managers in the brewing, insurance and construction industries were chosen as case studies for the research.

According to the study, German middle managers exhibit a more technical orientation towards their jobs, while their British colleagues stress the general management tasks of

their work. Communication between German middle managers and their subordinates was found to be predominantly task-orientated, while their British counterparts concentrated on motivation, reaching agreement on targets and ensuring general policies were implemented.

Based on these findings, British managers should question whether their emphasis on managing is overdone and whether more involvement in, and knowledge of, operations would make for greater effectiveness, the report says.

- *Managing in Britain and Germany* is available, price £5.00, from Anglo-German Foundation Book Sales, BEBC, 15 Albion Close, Parkstone, Poole, Dorset BH12 3LL. Freephone 0800 262260.

## Half of TECs offer adult guidance

MORE THAN half of the 82 Training and Enterprise Councils now operate a least one 'shop' offering career and training advice for adults and the remaining TECs plan to open shops in the coming year, says a report.

TECs and LECs are now the

major focus of adult career guidance programmes in Britain, the report concludes. TECs are at the forefront in the development of various innovations including the use of freephone numbers and a variety of mobile services.

The cost of running advice and guidance shops was between

£120,000 and £150,000 a year; as a result, 45 per cent of TECs/LECs charge for some guidance services.

- *Adult Guidance and Career Counselling - Volume Two: Mapping TEC/LEC Policy and Provision and Adult Guidance and Career Counselling - Volume One:*

## TVEI helps young people

PARTICIPATION IN the Training and Vocational Education Initiative (TVEI) has improved the GCSE exam results and the job skills of those young people taking part, new research concludes.

The research, conducted for the Employment Department by the National Foundation for Educational Research, tracked more than 10,000 students from their final years in secondary education up to age 19.

It found that young people who had taken part in TVEI were more likely to:

- be positive about their schooling;
- take more responsibility for learning and decision making;
- work well in teams;
- feel more knowledgeable about options to take beyond 16;
- continue to develop personal and job skills after age 16.

Commented Employment Minister James Paice: "Evidence shows that the broad experience TVEI encourages among 14-18 year olds, has influenced young people with moderate GCSE results to continue studying beyond the end of compulsory schooling. This is extremely encouraging."

- Copies of the report, *TVEI and Young People - 16 and beyond*, are available by contacting the Employment Department Public Enquiry Point on 071 273 6969.

**Thames Valley**

THE NUMBER of young people in training in the Thames Valley in 1993-94 was 59 per cent higher than for the previous year, according to figures released by Thames Valley Enterprise.

In the year to March 1994, the number of NVQs achieved was more than double that of the year before, with an increase of 26 per cent in those achieved at Levels 3 and 4.

Some 63 per cent of the young people undertaking training programmes through Thames Valley Enterprise gained employment while training, with 31 per cent taking up positions immediately after the completion of their training.

• More information on the figures is available from Thames Valley Enterprise freephone 0800 775566.

**METROTEC**

A MODEL of a management course run by Wigan & Leigh College will be sent to all TECs after 90 per cent of the course's unemployed students found jobs.

The first 32 students to follow the eight-month Management Development Programme, developed by Melrose Film Productions and South Bank University, included redundant coal mine supervisors, and long-term unemployed people and graduates from the Greater Manchester area.

The course was funded through Training for Work and ED funding for pit closure areas.

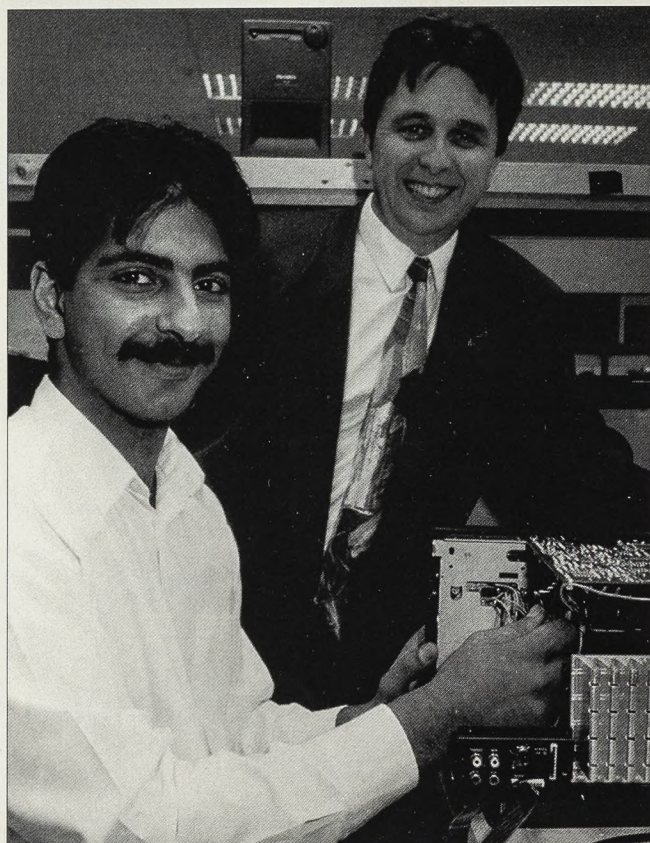
After completing the NVQ level 4 Certificate in Management course, launched in September 1993, 28 of the students from the first two intakes found employment, generally in supervisory management positions, while one is undertaking a diploma programme at university.

More than half the students secured full-time employment with organisations they had been placed with for six months during their course. The remainder found jobs in other areas.

With funding from METROTEC and the Employment Department, Wigan & Leigh College is now preparing for another intake of students.

METROTEC director of business development, Dave Brogan, said the success of the course was partially due to the to companies chosen for work placements.

He said the students and

**LEEDS TEC**

**WIRED FOR SOUND:** successful trainee, Parvez Akbar, pictured with Comet's service training officer, Mark Perrier.

SIX UNEMPLOYED engineers from Leeds are now in full-time jobs thanks to a tailored training programme devised by Leeds TEC and electrical company, Comet.

The scheme was launched after Comet had identified a lack of suitably trained audio engineers in the catchment area of the company's Leeds sales and service headquarters.

With support from Leeds TEC and training provider Midland Oak Skills and Technology, eight candidates were recruited through

companies involved were carefully matched and both parties were very keen.

• Details of the management course can be obtained from Rob Day at Wigan & Leigh College on 0942 501885.

**Devon and Cornwall**

BUSINESSES IN Devon and Cornwall with ideas for innovative training programmes will be eligible for financial assistance of up to £2,000 under a new scheme launched by the Devon & Cornwall

local jobcentres. The candidates, who held a City & Guilds electronic servicing certificate part 2 or equivalent, then underwent an intensive eight-week theoretical and practical training programme at Comet's service headquarters.

Six of the candidates were subsequently offered full-time employment with Comet.

Comet's Service Training Officer, Mark Perrier, said the success of the initiative had resulted in a further 10 candidates being taken on for training.

**Training and Enterprise Council (DCTEC).**

A total of £120,000 has been made available by DCTEC to businesses in the two counties which have developed training ideas but are short of the resources to put them into operation.

Businesses of any size or type in Devon and Cornwall can apply for a bursary which will constitute 50 per cent of the planned training programme, to a maximum contribution of £2,000.

The main criteria for

applicants, according to DCTEC, are that the proposed training programme is innovative and will be of real benefit to the future of the company.

The training bursaries will be awarded by DCTEC's five area boards.

DCTEC area manager, Roger Thomson, said the bursaries were designed as an incentive to businesses to implement training programmes.

"Successful proposals will be those which demonstrate that real business improvement can be anticipated as a result," he said.

Applications for the bursaries will be considered over the next few months with grants to be made next year.

• Further information on the bursaries is available from DCTEC offices.

**Dorset**

A TRAINING guide which gives details of more than 11,000 courses has been launched by Dorset TEC.

On Course is available from bookshops throughout Dorset and provides information on courses at colleges, night schools and commercial training organisations. It also contains details of vocational courses to help people improve their job prospects.

• On Course is priced at £1.95 and is available at WH Smith, John Menzies, Waterstones and other bookstores throughout the county. For more information, contact Nicky Healy on 0202-660026.

**Greater Peterborough**

GREATER PETERBOROUGH TEC has formed a consortium with five agricultural and horticultural training groups which specialise in providing a back-up service to growers and farmers in Peterborough, south Lincolnshire and Fenland.

The main aim of the consortium is to bring together employers and encourage them to share in resources. Key topics at the group's regular meetings

will be the need for skill training courses, safe working practices and new legislation.

• Contact GPtec on 0733 890808 for more details.

# Labour markets in the world economy

*What are the prospects for world employment in the next decade and what part can labour markets play in improving them? This was the main theme of a seminar hosted by the Employment Department in September to mark the seventy-fifth anniversary of the International Labour Organisation.*

*Summarised here are the contributions of speakers covering the global outlook; the Dynamic Economies of East Asia; Central and Eastern Europe; the Developing World; and Western Europe.*

**Keynote address:**

## Worldwide employment – the next decade

Faster economic growth; private sector investment; upgrading of skills: these are some of the requirements for more and better jobs in a world beset by population growth, migratory pressures and increased informalisation of economies, argued JUHANI LONNROTH, Director of Employment at the International Labour Office, Geneva.

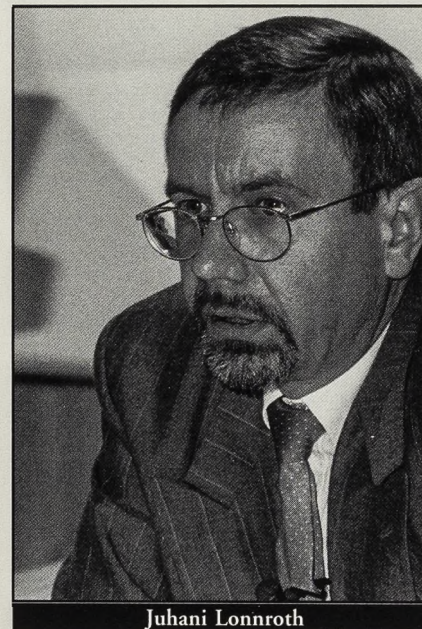
"Globally, the employment outlook for the next decade does not look very bright," warned Juhani Lonnroth.

Future employment levels would be determined by two dynamic forces: the evolution of labour supply and the rate and pattern of output growth (see figures 1 and 2). On the labour supply side, more than one billion new jobs will be needed over the next ten years to eliminate unemployment and under-employment in the world. Some 400 million of these will be required to absorb new jobseekers, while there are currently 120 million jobless in the formal sector.

As regards output growth, the absorption of new jobseekers in the developing world often required an annual increase of more than 5 per cent. "Even if world output returned to the longer term trend of 3 per cent growth per year, it may not be sufficient to match the expected increase in labour supply."

Four main challenges face world labour markets:

- high and persistent unemployment and the emergence of the 'working poor' in industrialised countries;
- informalisation of economies, producing dualism in labour markets and aggravation of the 'insider-outsider' problem;



Juhani Lonnroth

All photographs by John Tyler

workers; and export promotion instead of import substitution policies. In the industrialised world, alternative approaches are emerging. One is to distribute available jobs more evenly, for example by job-sharing and reduced working time. This might allow something approaching full employment at a slightly lower level of income, but risks a decrease in productivity and therefore competitiveness.

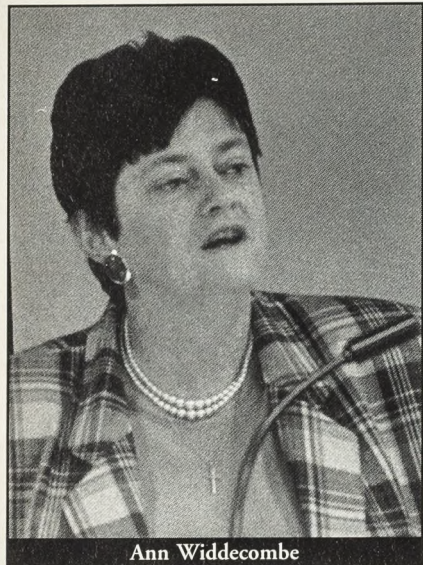
A second approach is to search for a competitive edge in hi-tech, high skill production which would act as a locomotive for the economy and allow those not employed in it to be occupied in 'socially useful' activity.

A third choice is between a low labour cost strategy of trying to claw back some of the jobs lost to the developing world and the high productivity strategy with its focus on the quality of production and labour force. In the case of the low cost strategy, however, differentials between North and South are so big that it is questionable whether developed countries could compete.

Whatever choice was adopted, there was "a fair amount of consensus" on a number of requirements for more and better employment.

These are:

- a decrease in real incomes in those regions which cannot reap the benefits of globalisation; and
  - increased migratory pressures from rural to urban areas and internationally.
- "Not only will these challenges be difficult to meet, but they will have to be met within a new context, characterised by at least three distinct developments: globalisation of the world economy, market liberalisation and the feminisation of labour markets," claimed Mr Lonnroth.
- In tackling these challenges, certain actions were needed. In the *Developing World*, these include curbing population growth; investment in general – especially primary education; agricultural reform and alternative rural employment opportunities; upgrading the informal sector in urban areas and protecting its
- resumption of growth with macroeconomic stability;
  - stimulation of productive, private-sector investment;
  - policies for upgrading skills and the adaptability of the labour force, together with a favourable environment for small and medium-sized enterprises;
  - active labour market policies such as retraining, employment services, information and mobility assistance;
  - re-regulation, not de-regulation, of the labour market;
  - inspiring confidence in the sustainability of policies, good governance and consensus on the direction to take.



Ann Widdecombe

Welcoming Address

**Deregulation: the key to jobs**

A flexible, deregulated labour market with decentralised pay bargaining has been key to Britain's success in creating new jobs, argued Employment Minister ANN WIDDECOMBE in her welcoming address.

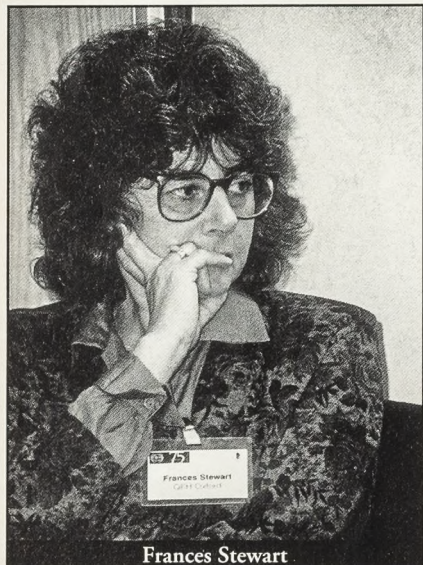
"Private-sector employment growth in continental Europe has been all but zero for the past 20 years. That is the shocking reality of freeing up the labour market," warned Ann Widdecombe.

An efficient labour market is important because it contributes to growth, adds to productivity, and increases access to benefits including career choice, higher wages and suitable hours of work, she argued.

Two prerequisites for an efficient labour market were, first, flexible working and deregulation; and second, industrial relations and pay which reflect market realities. Pay bargaining should be decentralised and pay levels decided between employer and employee without intervention. Pay should be set at the level needed to recruit, retain and motivate staff rather than, for example, being linked automatically to inflation.

Thanks in part to labour market flexibilities, there were now 1.6 million more people in work in the UK than a decade ago. And in contrast to the United States, real wages have risen for all groups in the UK despite a widening of income differences. "Take-home pay for a single production worker in the UK is higher than in any EU country except Luxembourg. I reject any suggestion that a flexible labour market is somehow being 'bought' at the expense of labour standards or quality of life," Miss Widdecombe said.

Unemployment should form the kernel of next year's UN World Social Summit, since without progress in job creation none of the rest of the Summit's social agenda could be delivered.

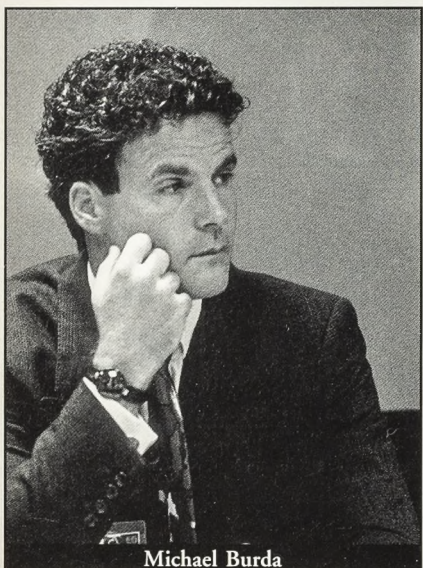


Frances Stewart

East Asia

**The Dynamic Dragons - a modern miracle**

The Dynamic Economies of East Asia - often known as the 'Little Dragons' - achieved rapid economic growth by giving their population basic education and skills combined with an export-oriented industrial and trade strategy and a lot of government intervention in the labour market, explained ADRIAN WOOD of the Institute of Development Studies, University of Sussex.



Michael Burda

In the past few decades the labour markets in Dynamic Economies have seen a rapid expansion of unskilled employment in manufacturing and a compression of wage differentials between the skilled and unskilled, argued Adrian Wood.

The opposite has occurred in the industrialised countries; there, competition from the Little Dragons has reduced the number of jobs available for unskilled workers, so widening wage differentials between the skilled and unskilled.

The future, however, is likely to be different. The Dynamic Economies are facing the problem of jumping from the production of low-priced, labour-intensive goods to higher-priced, more skill-intensive products. This they are doing by expanding the provision of advanced education and training, in opposition to prevailing market incentives, and adjusting their industrial strategy to concentrate on higher value-added goods. This approach has been forced upon them to some extent by the second wave of emerging, cheaper dynamic economies in the region.

The result is that the growth of jobs in manufacturing is now slowing down and wages are rising. This brings with it conflicting pressures on wage differentials - there is less demand for unskilled work but an increased supply of skilled workers.

"Of perhaps greater interest," said Professor Wood, "is what all this means for labour markets in the OECD area." Industrial countries are, on the face of it, likely to experience a contraction in the number of manufacturing jobs requiring intermediate skills and a further widening of wage differentials between skilled and unskilled.

The effect on average wages in industrial countries is less clear but, on balance, there will be a levelling up of wages in Dynamic Economies towards the industrial countries' levels rather than a levelling downwards. This is because the world economy was acquiring new resources such as extra skills, rather than distributing economic rents as a result of greater global competition.

Ajit Singh (Faculty of Economics, Cambridge) felt the success of the Dynamic Economies had as much to do with repressing labour and disciplining capital as with free markets. State intervention in these economies set out to change market incentives: in the labour market the State wanted industrial peace - not a perfect labour market - so that the goal of rapid industrialisation would be met.

The future for the Dynamic Economies depends upon how well the world economy is managed and how rapidly the OECD economies grow. Unlike the 1960s, with full employment and international co-operation, the future is more like a zero-sum game. In exchange for full employment and more rapid growth in the industrial countries, Dr Singh argued, the Dynamic Economies and the South in general should accept fairer labour standards.

Eastern and Central Europe

**Tackling unemployment in Eastern Europe**

"A period of restructuring and reallocation of human capital on a scale rarely if ever seen in capitalist countries," is the reality facing Central

and Eastern Europe, argued MICHAEL BURDA of the Humboldt-Universität in Berlin. New labour market institutions and active measures such as job creation will be needed to tackle the inevitable unemployment.

Unemployment is essential to the restructuring now underway in Eastern Europe and "a sizeable fraction" of the working age population will have to accept a change of industry, occupation, geographic residence or labour force status at some point, argued Michael Burda.

If the countries of the region are to avoid creating a lost generation of long-term unemployed people, policies should provide training and work experience for young people while encouraging early retirement for older workers. The most successful retirement scheme, in the former East Germany, had removed more than 825,000 from the labour force. However, external finance is imperative for the success of such schemes: where finance is not available, creative solutions might be found such as giving older workers part-time jobs as trainers for younger workers or allowing retirees to work in the informal economy.

In tackling unemployment, active labour market measures should be preferred to the passive income support of the unemployed which has become the norm in OECD Europe. One category of measure - including retraining, mobility grants, and re-interview programmes - helps improve the efficiency of the matching process. "The information function of labour offices is quite important in transforming economies, as workers are still learning how to search effectively," Dr Burda said. Some training and re-integration programmes, however, had been less successful.

A second type of active labour market policy - direct job creation - has many detractors, but in the Central and East European context could be justified by sound economic logic. "Even though they may appear simply to 'churn' the unemployed, they actually may help to keep them in contact with the labour market and increase their chances of finding an appropriate match," Dr Burda argued. The successful active labour market policies in the Czech Republic stress both direct and subsidised job creation, which now accounts for 70 per cent of its labour market policy spending. These programmes also target young people, the unskilled and the long-term unemployed.

A "decidedly inferior" alternative, argued Dr Burda, was direct government wage subsidies aimed at maintaining staffing levels. Grants for entrepreneurial start-ups also seemed to play a limited role in job creation.

In designing labour market policies for Central and Eastern Europe, the significance of the 'underground' economy and its interaction with taxation and welfare systems should not be overlooked. "Policies should be designed which neither penalise nor encourage underground activity, but rather which bring it into the light of day. Tax reform will be an important element of such a policy," Dr Burda said.

Richard Jackman (London School of Economics) was not so convinced that high unemployment was a necessary condition of transition in Central and Eastern Europe. Expressing concern at the sharp drop in output and fall in living standards, he said, "The real question is, what is the correct speed of transition?" Experience showed that labour costs had to be kept under control and

that active labour market policies and the social safety net - though necessary - were expensive, yet ineffective if they were not going to distort the whole labour market.

The Developing Countries

**Producing jobs in the Developing World**

"Trade, not aid", is the single most important factor in improving employment prospects in the Developing World. That said, a range of domestic and international policy changes is needed to generate enough productive jobs in these countries, argued FRANCES STEWART of Queen Elizabeth House, Oxford.

By the year 2015, Sub-Saharan Africa will be adding more than three times as many new workers to the world's labour force as the OECD, the former USSR and Eastern Europe combined. This rate of growth, argued Frances Stewart, is just one of the reasons why the prospects for securing enough good jobs in developing countries are so much more unfavourable.

Other reasons include the 'labour surplus' in many countries (roughly defined as workers with zero or low marginal productivity); and slow growth in employment in the formal sector.

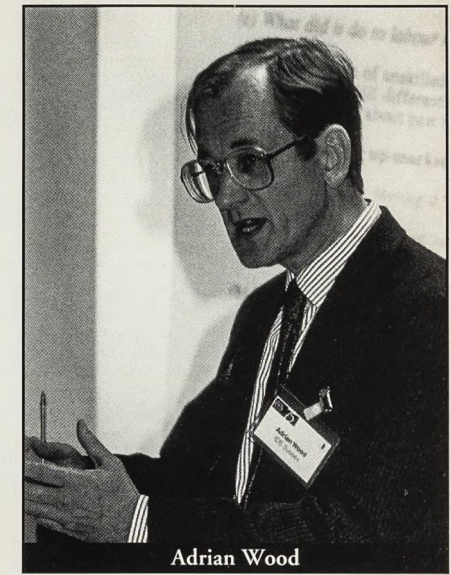
Growth in productive employment in these countries depends, says Dr Stewart, on three types of linkage: those between the international economy and the formal domestic economy; between the formal and the informal sector (small family enterprises with self-employment as the norm); and between agriculture and rural employment outside agriculture.

Developing countries fall into one of three types:

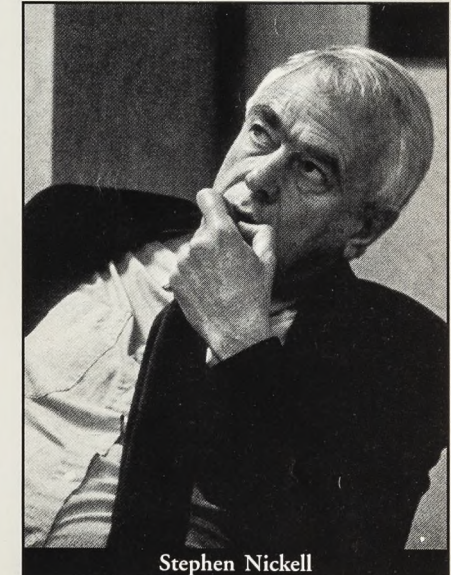
- category A (currently China, Indonesia, Thailand and Malaysia) have seen rapid growth in labour-intensive exports, accompanied by strong agricultural growth and in some cases good formal/informal linkages. Underemployment and unemployment have been steadily reduced.
- category B (including several countries in South Asia and Latin America) are inward-oriented with poor international linkages; formal/informal linkages are also weak so that the informal sector has low productivity, little capital and produces low-quality products.
- category C (mostly African) where formal sector output and employment grows slowly or actually falls, while the informal sector grows quickly in terms of employment but generates very low incomes.

For countries in category B, domestic policy changes should include support for agricultural growth and measures to improve the capacity of rural, non-agricultural supply activities; land reform where land tenure is very unequal; building up of social and economic infrastructure and technology; realistic exchange rates to help exports of manufactures; and labour market de-regulation.

"For category C countries, reversing the



Adrian Wood



Stephen Nickell

downward movement in incomes and employment may require generous treatment of their debt overhang and large inflows of foreign aid, as well as policy reform," Ms Stewart argued.

Especially in these economies, stop-gap measures to prevent increasing desitution should include: public employment schemes providing work at subsistence wages for anyone who needs it; credit schemes for those on low incomes in the informal sector; and income supplements for those on below-subsistence pay. At the international level, aid policies are important for category C countries to build up infrastructure and human capacities; to finance emergency employment schemes; and to support micro-projects which modernise the informal sector.

"However, experience suggests that it is trade, not aid, which has been most vital to successful economies. It follows that an expansionary and open international economy is the most important way in which the OECD economies can help in the achievement of the employment objectives of Developing Countries," Dr Stewart concluded.

Indrajit Coomaraswamy (Commonwealth Secretariat) proposed employment growth through productive use of migrant workers' remittances and marketing initiatives for exports. "Countries probably stand to gain most by seeking to promote foreign investment as a means of generating employment", he said, while warning that the record of export processing zones was not totally favourable. But a key question was whether the international community could "formulate and implement employment-oriented components in their aid programmes".

**Western Europe**

**Work for the unskilled – are job subsidies the answer?**

Unemployment has hit the unskilled hard but, surprisingly, in some OECD countries the long-term rise in unemployment in the past 20 years has affected skilled workers just as much. Job subsidies for the unskilled may not therefore dramatically reduce unemployment overall, but can be justified on social grounds, argued STEPHEN NICKELL of the Institute of Economics and Statistics, Oxford.

Unemployment trends from the early 1970s to the mid or late 1980s, said Stephen Nickell, suggest that in one group of OECD countries (the US, Japan, Norway and Sweden), most of the small overall increase is concentrated on the unskilled. In a second group (Germany, Netherlands, Spain, UK, Australia and Canada), total unemployment has risen substantially, with most of the rise being neutral across skill groups.

In the recession of the early 1990s, all countries except Japan showed big increases in skilled unemployment (often relative to unskilled unemployment), suggesting that this last rise in the jobless total was neutral or even biased towards the higher skill group.

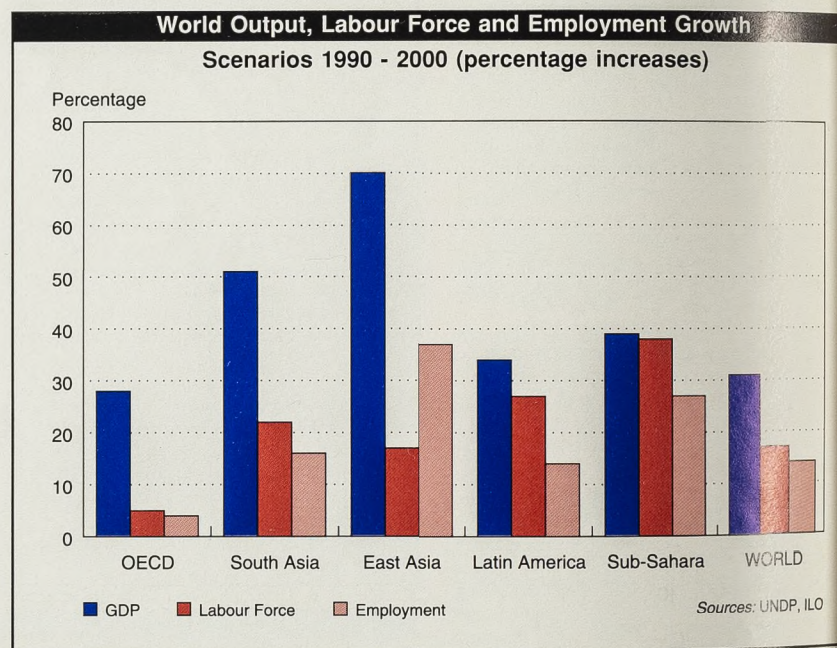
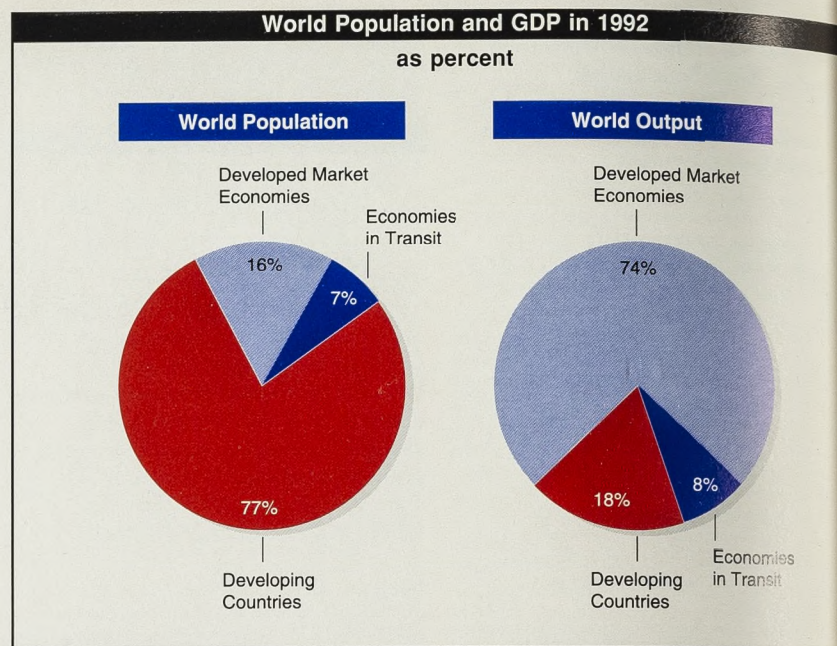
Non-employment rates for the United States and the UK show the same pattern, with the percentage of skilled non-employed rising by a factor of over two-and-a-half from the early 1970s to the late 1980s.

"It remains true that in those countries where unemployment increased substantially in the 1980s, the majority of that increase was neutral across skill groups and could not, therefore, be attributed to the fall in the relative demand for unskilled workers."

But precisely how much of the long-run, post-war rise in unemployment can be accounted for by such a fall? The answer in the case of Britain, Professor Nickell estimates, is around 20 per cent.

Boosting the demand for unskilled labour by cutting payroll taxes or providing job subsidies makes sense, since it raises both living standards and job opportunities in a world where one quarter of prime-age unskilled men are not working (up from only 5 per cent a mere 20 years ago).

But this policy would not make a huge impact on the overall unemployment total, since much of the increase in unemployment is the result of factors which are skill-neutral. Another danger would be to reduce substantially the incentive to acquire skills. "However," concludes Nickell, "the parlous position



of the unskilled in an era of high unemployment is producing a slew of social problems which are becoming one of the most intractable issues facing the Developed world. This makes the overall reduction in unemployment and, thereby, an improvement in the position of the unskilled, a matter of urgency."

Kate Barker (Confederation of British Industry) felt that income differentials were an insufficient incentive for people to acquire skills: more important was the chance of getting a secure job. Even though both the skilled and unskilled were hit by unemployment, skills were important. The CBI was encouraging links between schools and business to give leavers relevant skills and a positive attitude to work. Improving the job prospects of the

unemployed might not, in itself, reduce unemployment levels but should keep people in touch with the labour market and, with luck, reduce the incidence of long-term unemployment.

Bill Callaghan (Trades Union Congress) said the issue was whether OECD economies would grow faster; otherwise, competition in the world economy would be a zero-sum game for the unemployed. A Social Clause in international trade agreements was a moral need as much as an economic one: at the workplace there was a worry about unfair trade. The TUC supports schemes like Investors in People and National Education and Training Targets as well as carefully crafted wage subsidies to get employers to engage the long-term unemployed. These, he stressed, were duties which only the Government could perform.

The Employment Department Group undertakes research to help achieve its aim of supporting economic growth by promoting a competitive, efficient and flexible labour market.

This month, RESEARCH NEWS provides a quarterly update on the progress of projects in the research programme of the Employment Department (ED). The Employment Service (ES) research programme will be published in the December issue of *Employment Gazette*.

Research News complements the annual reports on research of both the ED and the ES, which list all projects funded in the previous year.

Detailed results from particular projects are produced in ED's Research Series and ED's Research and Evaluation Series, in research report form and in academic journals including *Employment Gazette*.

Further information on the projects contained in Research News can be obtained from:  
 Research Strategy Branch,  
 Employment Department, Room W441, Moorfoot, Sheffield S1 4PQ.  
 Tel: 0742 593932

**ED research programme**

- 1 AN INTERNATIONAL OVERVIEW OF EMPLOYMENT POLICIES AND PRACTICES TOWARDS OLDER WORKERS.
- 2 TRAINING FOR WORK: EVALUATION OF JOBSEARCH TRAINING.
- 3 THE US LABOUR MARKET FOR NEW GRADUATES.

**1: An international overview of employment policies and practices towards older workers**

Older workers are increasing in number but their labour force participation rates are declining. This research, undertaken by ECOTEC Research and Consulting, examines the ways in which governments and employers across 22 countries are responding to demographic changes and an increasingly ageing workforce.

Employment practices and policies towards older workers, the framework for their implementation, and their outcomes are examined in European Union and European Free Trade Association countries plus Japan, USA, Canada, Australia and New Zealand.

**Key findings**

- Across different countries there are shared concerns over the impact of demographic change, increasing dependency ratios and the rising cost of supporting an inactive section of the population. This is reflected in trends towards raising retirement ages, making pension entitlements more flexible and developing a range of private provision for support in old age.
- A variety of measures have been introduced to maintain older workers in employment. For example, providing people with the skills and expertise to compete more effectively in the labour market, or encouraging employers to change their employment practices by offering incentives to recruit or retain older workers. Research indicates that these measures have not been sufficient to provide suitable jobs to enable older people to use their skills and experience.
- Legislative protection against age discrimination has taken many forms, including protection under national constitutions and provisions under labour law, as well as specific age-related anti-discrimination legislation.

- Comprehensive age-related legislation has been enacted in the USA, Australia and New Zealand to cover a range of employment practices, including recruitment, promotion and dismissal. Limited legislative protection applies in Canada (in relation to government sector employment and services), France (covering employment advertising) and in Spain.
- Labour force participation rates for older age groups were not found to be significantly higher in those countries with age-related anti-discrimination legislation.
- Research indicates that anti-discrimination legislation has done comparatively little to change employer practices or attitudes, but evidence from the USA shows that legislative protection has meant that the effects of employer restructuring and job losses have been more evenly spread across age groups.

The report has been published in the ED Research Series (No 29) and is available, free, from the Employment Department, Research Strategy Branch, Room W441, Moorfoot, Sheffield S1 4PQ. Ref: 281/93. A feature article on this report is scheduled to appear in the March 1995 issue of *Employment Gazette*.

Ref: 281/93

**2: Training for Work: evaluation of jobsearch training**

Jobsearch training is an important element of Training for Work, the ED programme which provides training and work activities for unemployed adults. It consists of setting job goals, training in identifying vacancies and applying for jobs, and self-presentation/interview skills. A study of providers and participants was undertaken by the Institute of Manpower Studies to see how it was operating in practice.

**Key findings**

- Design and provision of jobsearch training is largely at the discretion of TFW providers, with very little prescription by TECs. Providers estimated that 85 per cent of participants received jobsearch training. However, trainees' responses suggested that for every ten trainees, four received jobsearch training, three did not but were unlikely to have benefited, and three were not offered it but were judged to be likely to have benefited.
- Most providers covered each of the areas of jobsearch training to some extent, although the researchers felt there was too little emphasis on the use of informal channels and speculative approaches. Subsequent interviews with participants showed that these areas offered the greatest scope for improvement. The element of jobsearch training offered to the largest number of trainees was self-presentation training, followed by help with setting job goals and using formal routes for finding vacancies.

- Nearly a quarter of the participants were introduced to a method of jobsearch which they had not known about and nearly two-fifths were trained in the use of a method which they had not previously used.
- When asked how they would develop jobsearch training, half of the providers would have liked to do more intensive jobsearch training, but a third did not wish to make changes. The main constraints on developing jobsearch training were cost and timetabling. Given the weaknesses in provision, the researchers felt the providers should have done more to learn from the Jobclub model and to encourage associate membership of Jobclubs.
- Trainees receiving jobsearch training were more likely to get jobs than those who did not; but the positive effect of jobsearch training was modest. TECs with good job outcome rates have well-developed 'employed status' provision, where direct entry to a job obviates the need for jobsearch training.

A report priced at £30 is available from: Institute of Manpower Studies, Mantell Building, University of Sussex, Falmer, Brighton, BN1 9RF.

Ref: 267/93

### 3: The US labour market for new graduates

To understand the potential longer-term effects of growth in graduate output, the Employment Department commissioned a study on the US labour market for new graduates from the Institute of Manpower Studies.

#### Key findings

- Since 1961 there has been a threefold increase in the number of degrees awarded in the US. Currently over one million Bachelors' degrees are awarded each year.
- This rise has been associated with static real starting salaries for graduates. After increasing steadily throughout the 1960s, real starting salaries for new graduates peaked in 1969. Since then they have fluctuated around a slightly downward trend and in 1990 were 16 per cent lower than they had been in 1969.
- There has also been an increase in the proportion of graduates defined as underutilised (in terms of using their degree) by the US Bureau of Labour Statistics. In 1969, 11 per cent of graduates were described as 'underutilised'; by 1990 this had reached 20 per cent and is predicted to reach 30 per cent by 2005.
- In addition to these longer-term trends, more recent changes in the US graduate labour market have emerged. For example, there has been an increase in the time it takes for many new graduates to secure the kind of work they are looking for. There is also evidence that many first jobs are being offered on a temporary basis, so that employers can assess graduates before adding them to the permanent workforce.
- Employer recruitment practices are becoming more selective. US employers are increasingly looking to recruit graduates with a good academic record and work experience, often gained from previous employment with them via an internship or a co-operative education programme.
- While these trends suggest that the labour market for new graduates has become more difficult in the US, higher education still remains highly valued and college graduates still enjoy a distinct labour market advantage over their less well-educated counterparts.

A report priced at £40 is available from the Institute of Manpower Studies, University of Sussex, Mantell Building, Falmer, Brighton, BN1 9RF.

Ref: 205/93

### NEWLY-COMMISSIONED ED PROJECTS

Work on the following projects has recently begun. Likely reporting and publication details are given where possible.

- Business Start Up Cohort Study - Stage II.** Social and Community Planning Research. Publication spring 1995. Ref: 204/93.
- Involving employees in Total Quality Management.** University of Warwick. Publication spring 1996. Ref: 230/93.
- Bangladeshi young men in the labour market.** University of Warwick. Publication spring 1996. Ref: 233/93.
- Attitudes to lifetime learning: secondary analysis.** Social and Community Planning Research. Publication spring 1995. Ref: 127/94.
- Research into trends in young people entering the labour market.** University of Southampton. Publication summer 1995. Ref: 134/94.
- Evaluation of Investors in People - Sweep 2.** Institute of Manpower Studies. Publication

spring 1995. Ref: 136/94.

**Evaluation of National Training Awards.** PIEDA plc. Publication spring 1995. Ref: 137/94.  
**Cost effectiveness of open flexible learning for employers.** Hilary Temple Associates. Publication autumn 1995. Ref: 139/94.

**Evaluation of TEC use of employer Investment in People funding.** York Consulting. Publication spring 1995. Ref: 140/94.

**Career Development Loans: survey of bank employees and ex trainees.** IFF Research Ltd. Publication winter 1994/95. Ref: 142/94.

**Career Development Loans and the unemployed.** Diagnostics Social and Market Research Ltd. Publication winter 1994/95. Ref: 143/94.

**Monitoring individual commitment: question development.** Social and Community Planning Research. Publication winter 1994/95. Ref: 144/94.

**Evaluation of individual commitment performance related funding.** Institute of Manpower Studies. Publication winter 1994/95. Ref: 146/94.

**TECs and local economic audits.** PIEDA plc. Publication spring 1995. Ref: 149/94.

**Employers' response to 'The Competitive Edge'.** NOP Consumer Market Research Ltd. Publication spring 1995. Ref: 151/94.

**Enterprise in Higher Education graduate follow-up survey.** Benchmark Research Ltd. Publication spring 1997. Ref: 155/94.

**Study of the cost effectiveness of open flexible learning for TECs.** Ernst & Young. Publication spring 1995. Ref: 159/94.

**Policies and practices towards older workers.** ECOTEC Research and Consulting Ltd. Publication summer 1995. Ref: 166/94.

**Employer responses to TEC provision.** Benchmark Research Ltd. Publication spring 1995. Ref: 167/94.

**TECs and their boards.** Leeds Metropolitan University. Publication spring 1995. Ref: 168/94.

**Impact of managed effective learning in schools upon key student outcomes.** Scottish Council for Research in Education. Publication winter 1996/97. Ref: 171/94.

**An analysis of market failure in the development market.** Birkbeck College. Publication spring 1995. Ref: 173/94.

**Good practice guide for local employer networks on disability.** Institute of Manpower Studies. Publication summer 1995. Ref: 183/94.

**Research to identify key features of local development partnerships which lead to successful investment in People.** The Research Partnership. Publication winter 1994/95. Ref: 196/94.

**Career Development Loans: survey of training providers.** NOP Social and Political. Publication winter 1994/95. Ref: 210/94.

**National Vocational Qualification achievement through open flexible learning.** The Open University. Publication autumn 1995. Ref: 211/94.

**Continuing vocational training survey - main survey.** IFF Research Ltd. Publication spring 1995. Ref: 220/94.

### RECENTLY-COMPLETED ED PROJECTS

The following projects have recently been completed. Results should be publicly available from autumn/winter 1994.

**The economic effects of reductions in working hours: the UK engineering industry 1989-1993.** London School of Economics. Ref: 198/92.

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**Employer training policies and human resource utilisation.** Policy Studies Institute. Ref: 142/93.

**Evaluation of Enterprise in Higher Education: thematic study.** Segal Quince Wicksteed. Ref: 153/93.

**Evaluation of strategic education FORA.** Institute of Manpower Studies. Ref: 171/93.

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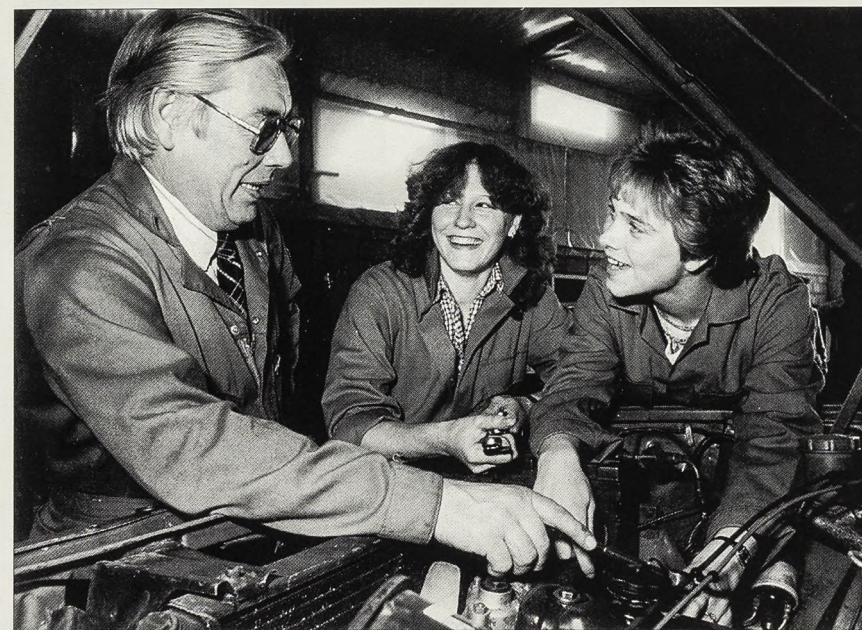
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## Women and training - data from the Labour Force Survey

### Key findings

Data from the winter 1993/94 and spring 1994 Labour Force Surveys shows that:

- The proportion of women employees receiving job-related training in the four weeks prior to the LFS interview has increased from 8 to 15 per cent over the last decade.
- The incidence of training is now slightly higher among women employees (at 15 per cent) than men (14 per cent). Much, though not all, of this gap can be explained by the different occupational mix of men and women.
- In professional, associate professional and technical, managerial and administrative occupations a higher proportion of women than men received training. This can be partly explained by differences in occupational mix. In the other occupational groups women were less likely than men to receive training.
- Among full-time employees, women were more likely (at 18 per cent) than men (at 14 per cent) to have received job-related training.
- Those women employees who were working part-time were less likely to have received job-related training than those working full-time.
- Women employees were less likely than

men to be on training courses that lasted for either short or very long periods of time. However, the average duration of training courses undertaken by men and women were quite similar at 40 and 41 weeks.

- Employers were the primary source of training fees for the majority of both men and women. However, women employees were less likely than men to have had their fees paid by either their employer or a potential employer and more likely to have had them paid by the Government or a local authority or by themselves, their family or a relative.
- Young men were more likely than young women to have received training.
- A significantly lower proportion of young women were qualified to NVQ level 3 or above than young men. This is because young women were much less likely to gain vocational qualifications at Level 3.
- Among the unemployed, women were slightly more likely (at 9 per cent) than men (at 6 per cent) to have received job-related training.
- The incidence of training among women returners to the labour market was lower (at 9 per cent) than among all economically active women (16 per cent).

What proportion of women employees now receives job-related training, and what are the significant factors which affect the receipt of this training?

Using data from the winter 1993/94 and spring 1994 Labour Force Surveys, this article presents information about the extent and nature of training activity undertaken by women, and draws comparisons with men.

By **Chris Gibbins**, Statistical Services Division, Employment Department.

### Introduction

Most of the data for this article comes from the Labour Force Survey (LFS), which has carried questions on training since 1984. This survey provides a primary indicator of the incidence of training, which is defined as any education or training connected with a respondent's present job or a job that they might be able to do in the future. The results are based on the respondents' own assessment of whether or not they have received training and, because of the difficulty individuals have in recalling events over long time periods, the relevant questions ask only about training undertaken in the four weeks prior to the interview.

In addition to job-related training undertaken in the previous four weeks, the LFS counts the number of apprentices and other long-term trainees, the number of people on government training programmes (for example, Youth Training and Training for Work) and the number of people taking part in educational activities. Naturally, there is a substantial overlap between these groups of people.

Unless otherwise stated, figures come from the winter 1993/94 LFS which was carried out between December 1993 and February 1994. Some trend information is also given, including the latest results from the spring (March to May) 1994 survey.

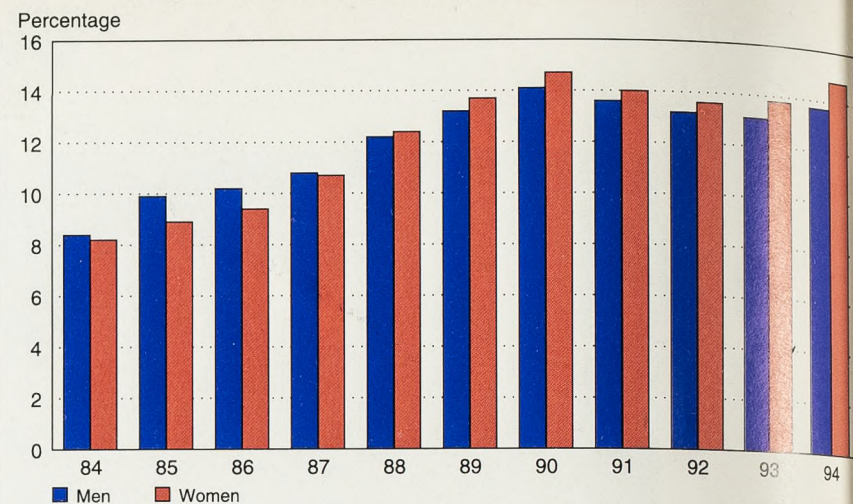
Where appropriate, results from other surveys have been used to supplement those from the LFS, namely, the Employment in Britain study and the Youth Cohort Study. Many of these surveys ask about training received over a longer time period than four weeks.

### Number of women receiving training

In spring 1994, 2.2 million women of working age<sup>1</sup> in Great Britain (13 per cent) received some form of job-related training in the four weeks preceding the survey interview. Of these, 1.7 million (80 per cent) were in employment, 0.1 million (3 per cent) were ILO unemployed and 0.4 million (17 per cent) were economically inactive. This represents 16 per cent of the total number of women in employment, 9 per cent of all unemployed women and 8 per cent of all economically inactive women (table 1).

Seasonally adjusted, 1.5 million women employees of working age in Great Britain (15 per cent) reported receiving job-related training; this is more than twice as many

Figure 1 Trends in the percentage of employees of working age<sup>a</sup> receiving job-related training<sup>b</sup> during the previous four weeks by sex  
Spring of each year (seasonally adjusted) Great Britain



a Working age is defined as men aged 16-64 and women aged 16-59.  
b Job-related training includes both on and off-the-job training.

Source: Labour Force Survey

as in spring 1984, but marginally lower than the level observed in spring 1990 (figure 1).

### Incidence of training

When seasonal factors are taken into account, the proportion of employees of working age who received job-related training in the four weeks prior to the spring 1994 survey was slightly higher among women (15 per cent) than men (14 per cent), a reversal of the situation in 1984.

Given that women are more likely to be in part-time employment and in the lower grades within an occupation (where the incidence of training is generally lower) this finding might seem counter-intuitive.

Much of this gap can be explained, however, by factors such as the occupational distribution and the mix between full-time and part-time employment among men and women. For example, in winter 1993/94, a significantly higher proportion of men than women were employed either as plant and machine operatives or within craft and related occupations (33 per cent compared with 7 per cent) — occupations which are associated with relatively low levels of training provision (table 2).

Within six of the nine major occupational groups, women were less likely than men to have received training. This gap was greatest in craft and related, personal and protective, and sales

Table 2 Employees<sup>a</sup> of working age<sup>b</sup> receiving job-related training<sup>c</sup> during the previous four weeks by occupation

Occupation	Great Britain					
	Men			Women		
	Base 000s	No. 000s	Per cent	Base 000s	No. 000s	Per cent
Total <sup>d</sup>	10,879	1,517	13.9	9,741	1,421	14.6
Managers and administrators	2,063	295	14.3	963	163	17.0
Professional	1,206	285	23.6	863	252	29.2
Associate professional and technical	926	200	21.5	984	275	28.0
Clerical and secretarial	864	123	14.3	2,586	345	13.3
Craft and related	1,984	218	11.0	263	13	5.1
Personal and protective service	798	146	18.3	1,481	186	12.5
Sales	600	95	15.9	1,170	123	10.5
Plant and machine operatives	1,589	101	6.4	457	18	3.9
Other	829	51	6.1	958	42	4.4

a See the technical note at the end of this article.  
b Working age is defined as men aged 16-64 and women aged 16-59.  
c Job-related training includes both on and off-the-job training.  
d Total includes some who did not state their occupation.

Source: Labour Force Survey

Table 1 People of working age<sup>a</sup> receiving job-related training<sup>b</sup> during the previous four weeks, by economic activity<sup>c</sup> and sex

	Great Britain															
	1984				1990				1993				1994			
	Men		Women		Men		Women		Men		Women		Men		Women	
	000s	Per cent	000s	Per cent	000s	Per cent	000s	Per cent	000s	Per cent	000s	Per cent	000s	Per cent	000s	Per cent
Total <sup>d</sup>	1,485	8.6	1,056	6.7	2,042	13.6	2,031	12.5	2,296	12.9	2,062	12.6	2,347	13.2	2,168	13.3
Economically active <sup>d</sup>	1,281	8.4	849	8.2	2,194	14.0	1,776	15.3	1,947	12.8	1,687	14.6	2,013	13.2	1,810	15.6
In employment <sup>d</sup>	1,224	9.1	798	8.7	2,133	14.6	1,720	15.9	1,837	13.8	1,611	15.1	1,907	14.2	1,737	16.2
Employees	1,091	9.6	719	8.5	1,794	15.3	1,539	15.6	1,559	14.3	1,466	15.0	1,632	14.9	1,587	16.2
Self-employed	56	3.0	24	4.2	129	5.1	55	7.1	120	5.4	57	7.9	132	5.8	62	8.4
Government Programme	77	39.5	55	45.6	210	72.5	126	79.2	154	69.5	84	73.1	137	65.5	82	76.3
ILO unemployed	56	3.2	50	4.5	61	5.6	56	7.4	110	5.9	76	8.6	105	6.1	73	8.5
Economically inactive	204	9.6	207	3.8	208	10.2	255	5.5	349	13.6	375	7.9	334	12.8	359	7.5

Source: Labour Force Survey

a Working age is defined as men aged 16-64 and women aged 16-59.  
b Job-related training includes both on and off-the-job training.  
c See the technical note at the end of this article for an explanation of the concepts and definitions used.  
d Figures for 1984 and 1990 include some who did not state their employment status. Figures for 1993 and 1994 include some unpaid family workers.

occupations, where 5 per cent, 13 per cent and 11 per cent of women employees received training respectively, compared with 11 per cent, 18 per cent and 16 per cent of men. This difference is partly accounted for by the fact that the women in these occupational groups were more likely than the men to be in part-time employment, where the incidence of training is generally lower (see the section on 'Factors affecting the receipt of job-related training'). On average, in these occupations, more than one in two women were working part-time compared with less than one in ten men.

On the other hand, in professional, associate professional and technical, and managerial and administrative occupations, women were more likely than men to have received training: 29 per cent, 28 per cent and 17 per cent of the women in these occupational groups received training respectively, compared with 24 per cent, 22 per cent and 14 per cent of the men.

This gap is partly explained by the different occupational mix of men and women within these three broad categories. For example, a higher percentage of women than men were either nurses or teachers (35 per cent compared with 10 per cent); these professions are associated with a relatively high incidence of training. Nevertheless, in calculating what the average incidence of training among women would be if they had the same occupational mix as men, we find that a gap still prevails. This suggests that the difference cannot be accounted for by occupation alone.

The Employment in Britain survey of 1992 asked those people who were in

work and aged between 20 and 60 about the work-related education or training they had received over the past three years. The results of this survey showed that men were slightly more likely than women to have received training over this time.

Possible explanations for the apparent contradiction between the results from the LFS and those from the Employment in Britain survey is that they differ both in the definition of what constitutes training and in the reference period over which it is measured. These surveys provide a measure of the incidence of training among men and women, but it is not possible to draw firm conclusions from this about the volume of training undertaken.

For example, a person who has attended two one-day training courses is almost twice as likely as someone who undertook one month of continuous training to have received some training in a given four-week reference period (and so be picked up by the LFS). On the other hand they are almost equally likely to have received training in a given three-year period. The results might therefore be reconciled if women undertook shorter spells of training more often. However, there is little evidence to support this hypothesis (see the section on the 'Types of training received').

### Offers of education or training

Results from the LFS show that of those women employees who had not received job-related training in the four weeks prior to the interview, 54 per cent said that at some point they had been offered education or training (either on or off-the-job) by their current employer. This is lower than the corresponding figure for men, 59 per cent.

### Factors affecting the receipt of training

**Age**  
Older employees were less likely than their younger counterparts to have received job-related training. The decrease in the incidence of training with age was less pronounced for women than men: in the case of women, 16-19 year old employees were about twice as likely to have received training as 45-59 year olds; whereas among men they were almost three times as likely.

In the 16-19 year old age group, the incidence of training was significantly higher among men (27 per cent) than women (22 per cent); whereas in each of the remaining age groups, the observed incidence of training was slightly higher among women than men (table 3, figure 2). The training received by 16-19 year olds is examined in more depth in the section on 'Initial education and training into work'.

### Time spent with an employer

The incidence of training tends to decrease with the length of time spent with an employer. This is true for both men and women: 19 per cent of those women employees who had been with their employer for less than six months had received training, compared with only 14 per cent of those who had been with their employer for 20 years or more (table 3, figure 3).

### Full-time and part-time employment

Among full-time employees, a higher proportion of women had received training (18 per cent compared with 14 per cent) (table 3). However, a far higher proportion of women employees were working part-time than men (44 per cent and 6 per cent

Table 3 Employees<sup>a</sup> of working age<sup>b</sup> receiving job-related training<sup>c</sup> during the previous four weeks by age, length of time with current employer and employment status

	Great Britain					
	Men			Women		
	Base 000s	No. 000s	Per cent	Base 000s	No. 000s	Per cent
<b>Total<sup>d</sup></b>	10,879	1,517	13.9	9,741	1,421	14.6
<b>Age</b>						
16-19	537	144	26.9	555	123	22.2
20-24	1,242	228	18.4	1,183	220	18.6
25-29	1,637	263	16.1	1,379	224	16.2
30-39	2,844	423	14.9	2,442	372	15.2
40-49	2,535	307	12.1	2,578	349	13.5
50-59	1,655	131	7.9	1,604	134	8.3
60-64	428	20	4.7	n/a <sup>b</sup>	n/a <sup>b</sup>	n/a <sup>b</sup>
<b>Length of time with current employer</b>						
Less than 3 months	438	77	17.6	451	82	18.2
3 months, less than 6 months	543	94	17.2	622	118	19.0
6 months, less than 1 year	708	108	15.3	758	129	17.0
1 year, less than 2 years	916	145	15.8	1,074	166	15.4
2 years, less than 5 years	2,350	355	15.1	2,563	362	14.1
5 years, less than 10 years	2,069	275	13.3	2,016	253	12.6
10 years, less than 20 years	2,214	272	12.3	1,685	234	13.9
20 years or more	1,622	190	11.7	561	76	13.6
<b>Employment status</b>						
Full-time	10,268	1,419	13.8	5,464	969	17.7
Part-time:						
Total <sup>e</sup>	609	98	16.1	4,275	451	10.6
Student	270	74	27.4	341	99	29.1
Ill or disabled	16	*	*	42	*	*
Could not find full-time job	189	12	6.6	505	55	10.9
Did not want full-time job	133	11	8.3	3,379	294	8.7

\* Less than 10,000 in cell; estimate not shown.  
 a See the technical note at the end of this article.  
 b Working age is defined as men aged 16-64 and women aged 16-59.  
 c Job-related training includes both on and off-the-job training.  
 d Total includes those who did not state the length of time with current employer and those who did not state whether they were working full or part-time.  
 e Total includes those who did not give a reason for working part-time.

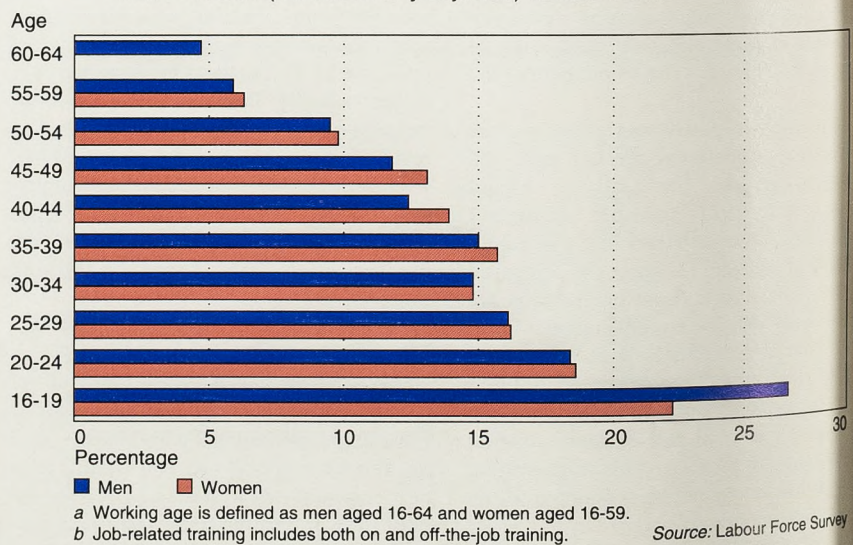
Source: Labour Force Survey

respectively).

Those women who were working part-time were less likely to have received job-related training than those working full-time (11 per cent compared with 18 per cent); whereas the reverse was true for men (16 per cent compared with 14 per cent). This reflects the fact that a high proportion of men who were working part-time did so because they were studying (44 per cent) while the majority of women who were working part-time did so because they did not want a full-time job (79 per cent).

Considerably more of those employees who said they were working part-time because of their studies had received job-related education or training in the four weeks prior to the interview than those working full-time. On the other hand, those working part-time for some other reason (for example, because they were ill or disabled or could not find full-time work) were less likely to have received training than full-time workers. This was true for both men and women.

Figure 2 Employees of working age<sup>a</sup> receiving job-related training<sup>b</sup> during the previous four weeks by sex and age Winter 1993/94 (not seasonally adjusted) Great Britain



a Working age is defined as men aged 16-64 and women aged 16-59.  
 b Job-related training includes both on and off-the-job training.

Source: Labour Force Survey

The incidence of training among those women employees who were working part-time because of their studies was 29 per cent, compared with 18 per cent among those working full-time and only 9 per cent among those working part-time for some other reason. The training undertaken by those women working part-time because of their studies was considerably more likely to have been for a new type of work (74 per cent) and to have been funded by the Government or a local authority (72 per cent) than was the case for those working full-time (16 and 3 per cent) and for those working part-time for some other reason (22 and 5 per cent). This suggests that much of the job-related training reported by those working part-time because of their studies refers not to training undertaken as part of their employment but to the studies themselves. This was also true for men.

#### Occupation and industry

Women employees in professional, associate professional and technical occupations were significantly more likely to have received job-related training than those in other occupations — in particular, plant and machine operatives and those in craft and related occupations (table 2). The proportion of women employees receiving training was highest in the education, public administration, defence, and health sectors of the economy and lowest in manufacturing, the wholesale, retail and motor trades and hotels and restaurants. A roughly similar pattern existed among male employees (table 4).

#### Size of workplace

Women employed in large workplaces were more likely to have received job-related training than those employed in small workplaces: 17 per cent of women who were working in places with 50 or more employees received training, compared with only 10 per cent of those working in places with 10 or fewer employees (table 4).

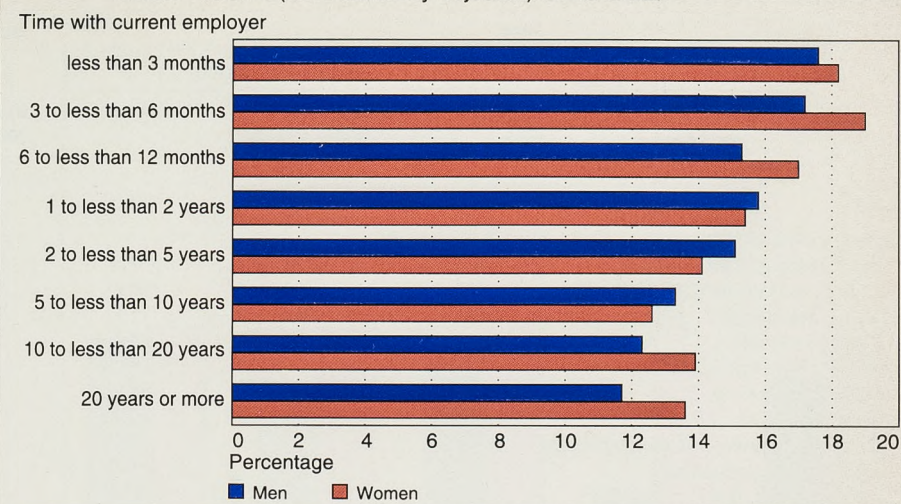
#### Positions held

Women managers and supervisors were more likely than their male counterparts to have received job-related training (19 per cent compared with 15 per cent), whereas men and women without such duties were equally likely to have received training (both 13 per cent) (table 5).

#### Educational status

Among employees qualified to A level standard or above, the incidence of training was considerably higher among women than men (22 per cent compared with 17 per cent). In contrast, among those qualified to below A level standard or without a qualification, the incidence of training was slightly lower among women (9 per cent compared with 10 per cent).

Figure 3 Employees of working age<sup>a</sup> receiving job-related training<sup>b</sup> during the previous four weeks by length of time with current employer and sex Winter 1993/94 (not seasonally adjusted) Great Britain



a Working age is defined as men aged 16-64 and women aged 16-59.  
 b Job-related training includes both on and off-the-job training.

Source: Labour Force Survey

#### Ethnic group

Women employees from ethnic minority groups were marginally more likely to have received training than their white counterparts (16 per cent compared with 15 per cent) (table 5, figure 4).

Nevertheless, there was significant variation in the incidence of training between the different ethnic minority groups: 20 per cent of black women employees received training compared with only 13 per cent of those of Indian, Pakistani or Bangladeshi origin. This disparity can be partly explained by the different occupational mix of these groups. For example, 37 per cent of women employees of Indian, Pakistani or Bangladeshi origin work in craft and related or sales occupations, or as plant and machine operatives, where the incidence of training is low, compared with only 11 per cent of black women employees.

Among employees from ethnic minorities, women were more likely than men to have received job-related training (16 per cent compared with 11 per cent). This was true for black people, those of Indian, Pakistani or Bangladeshi origin and those of mixed or other origin.

#### Types of training

##### Length of training course

Women employees were less likely than men to be on training courses that lasted for either short or very long periods of time (figure 5). Of those women employees receiving job-related training in the four weeks prior to the interview, 46 per cent were on courses lasting less than one month, 32 per cent were on courses lasting for one month but less than three years and 7 per cent were on courses lasting three years or more. The

corresponding figures for men were 52 per cent, 23 per cent and 11 per cent respectively (table 6). The average duration of training courses undertaken by men and women, however, were quite similar, estimated at 41 and 40 weeks respectively.

#### On and off-the-job training

There was little difference between men and women employees in the split between on and off-the-job training: of those women who had received training, 68 per cent had received at least some of it off-the-job and 43 per cent had received some of it on-the-job (figure 6), compared with 70 per cent and 44 per cent for men (table 6).

#### Location

The locations where men and women employees undertook off-the-job training were also quite similar: of those women employees who had received off-the-job training, 37 per cent had done it at their employer's premises and 34 per cent at a university or FE college. The corresponding figures for men were 39 per cent and 29 per cent respectively (table 7).

#### Source of fees

Although the locations were similar, the source of fees for this training differed for men and women. Employers were the primary source of fees for the majority of both men and women, but women employees were less likely than men to have had their fees paid mainly by their employer or a potential employer (60 per cent compared with 74 per cent) and more likely to have had them paid by either the Government or a local authority (13 per cent compared with 8 per cent) or by

Table 4 Employees<sup>a</sup> of working age<sup>b</sup> receiving job-related training<sup>c</sup> during the previous four weeks by industry and size of workplace

	Great Britain					
	Men			Women		
	Base 000s	Receiving training		Base 000s	Receiving training	
	No. 000s	Per cent		No. 000s	Per cent	
<b>Total<sup>d</sup></b>	10,879	1,517	13.9	9,741	1,421	14.6
<b>Industry (SIC 1992<sup>e</sup>)</b>						
Agriculture and fishing (A,B)	151	11	7.3	53	*	.
Energy and Water (C,E)	260	43	16.6	61	11	18.3
Manufacturing (D)	3,165	354	11.2	1,233	105	8.5
Construction (F)	835	91	10.9	141	18	12.5
Distribution, hotels and restaurants (G,H)	1,852	203	11.0	2,229	222	10.0
Transport (I)	1,033	104	10.0	299	41	13.6
Banking, finance and insurance (J,K)	1,344	242	18.0	1,408	210	14.9
Public admin, education and health (L,M,N)	1,751	410	23.4	3,692	730	19.8
Other services (O,P,Q)	451	56	12.3	600	77	12.8
<b>Number of employees at workplace</b>						
1-10	1,690	158	9.4	2,102	217	10.3
11-19	852	111	13.1	998	146	14.6
20-24	393	44	11.2	435	58	13.3
Don't know but under 25	178	20	11.2	113	15	13.3
25-49	1,159	165	14.2	1,205	186	15.5
Don't know but over 24	151	14	9.3	103	15	14.6
50 or more	6,333	994	15.7	4,680	776	16.6

\* Less than 10,000 in cell; estimate not shown.  
 a See the technical note at the end of this article.  
 b Working age is defined as men aged 16-64 and women aged 16-59.  
 c Job-related training includes both on and off-the-job training.  
 d Total includes some who did not adequately describe or did not state the industry in which they worked, those whose workplace was outside the UK and those who did not state the size of their workplace.  
 e From winter 1993/94, Labour Force Survey results by industry have moved to the 1992 Standard Industrial Classification (SIC).  
 Source: Labour Force Survey

Table 5 Employees<sup>a</sup> of working age<sup>b</sup> receiving job-related training<sup>c</sup> during the previous four weeks by managerial status, highest qualification held and ethnic group

	Great Britain					
	Men			Women		
	Base 000s	Receiving training		Base 000s	Receiving training	
	No. 000s	Per cent		No. 000s	Per cent	
<b>Total<sup>d</sup></b>	10,879	1,517	13.9	9,741	1,421	14.6
<b>Managerial status</b>						
Manager	2,506	396	15.8	1,254	265	21.1
Foreman or supervisor	1,389	191	13.8	1,227	215	17.5
Not manager or supervisor	6,976	928	13.3	7,255	941	13.0
<b>Highest qualification held</b>						
Degree or equivalent	1,709	372	21.8	981	264	26.9
Higher ed. below degree level	929	191	20.6	1,136	300	26.4
GCE A level or equivalent	3,614	493	13.6	1,913	330	17.3
GCE O level or equivalent	1,531	257	16.8	2,268	309	13.6
Other qualification	1,528	135	8.8	1,428	130	9.1
No qualification	1,531	68	4.4	1,992	85	4.2
<b>Ethnic group</b>						
White	10,437	1,469	14.1	9,352	1,360	14.5
Non White:						
Total	441	48	10.9	387	60	15.5
Black	124	17	13.8	127	25	20.0
Indian/Pakistani/Bangladeshi	218	19	8.5	172	22	12.8
Mixed/other origin	98	12	12.6	87	13	14.4

a See the technical note at the end of this article.  
 b Working age is defined as men aged 16-64 and women aged 16-59.  
 c Job-related training includes both on and off-the-job training.  
 d Total includes those who did not state their managerial status, highest qualification held or ethnic group.  
 Source: Labour Force Survey

themselves, their family or a relative (18 per cent compared with 11 per cent) (table 7).

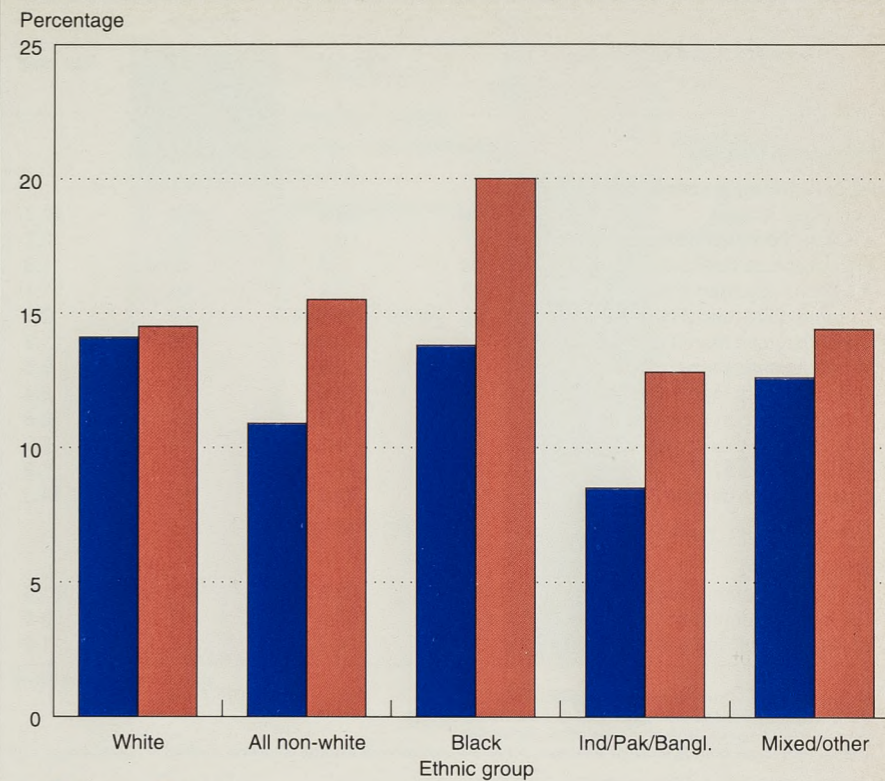
**Young people**  
**Full-time education**

Young women are more likely than young men to stay on in full-time education beyond the minimum school leaving age (figure 7). Department for Education (DFE) statistics for 1993/94 show that in England 76 per cent of 16 year-old women were in full-time education, compared with 70 per cent of men. A similar gap is observed at 17 (62 per cent and 54 per cent respectively). However, at 18 the participation rates are much closer (37 per cent and 36 per cent respectively).

The participation rate in full-time education among 16-18 year olds in England has increased significantly since the mid-1980s (figure 8). This increase has occurred at a similar rate for both young men and women. In 1986/87, only 34 per cent of the young women and 30 per cent of the young men in this age group were in full-time education. By 1993/94, these figures had risen to 58 per cent and 53 per cent respectively. Over this period, the number of 16-18 year olds in full-time education rose from 0.7 million to 0.9 million, even though the total number of 16-18 year olds actually fell from 2.2 million to 1.7 million.

These findings are supported by results from the Youth Cohort Study (YCS) of England and Wales.<sup>3</sup> Over the period 1987-1992, the proportion of 16/17 year olds deciding to stay on in full-time education increased from 45 to 71 per cent for women and from 37 to 61 per cent for men (figure 9). Similarly, over the

Figure 4 Employees of working age<sup>a</sup> receiving job-related training<sup>b</sup> during the previous four weeks by ethnic group and sex  
 Winter 1993/94 (not seasonally adjusted) Great Britain



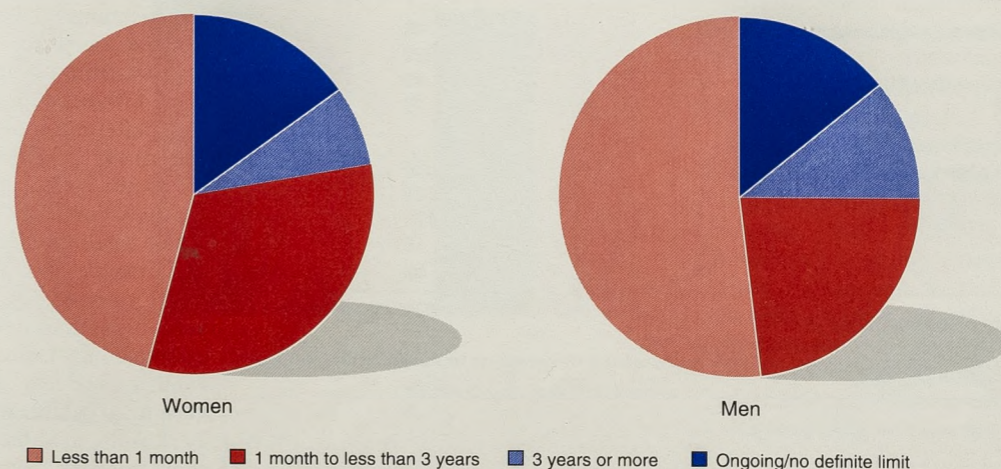
a Working age is defined as men aged 16-64 and women aged 16-59.  
 b Job-related training includes both on and off-the-job training.  
 Source: Labour Force Survey

period 1987-1993, the proportion of 18/19 year olds in full-time education increased from 18 to 35 per cent for women and from 19 to 36 per cent for men (state maintained schools only).<sup>4</sup>

**Vocational courses**

Almost as many young women are now doing advanced vocational courses as young men. DFE statistics show that between 1983/84 and 1993/94, there was

Figure 5 Length of training course by sex  
 Employees of working age<sup>a</sup> receiving job-related training<sup>b</sup> during the previous four weeks  
 Winter 1993/94 (not seasonally adjusted) Great Britain



a Working age is defined as men aged 16-64 and women aged 16-59.  
 b Job-related training includes both on and off-the-job training.  
 Source: Labour Force Survey

Table 6 Employees<sup>a</sup> of working age<sup>b</sup> receiving job-related training<sup>c</sup> during the previous four weeks by length of training course and type of training

	Great Britain			
	Men		Women	
	No. 000s	Per cent	No. 000s	Per cent
<b>All receiving training<sup>d</sup></b>	1,517		1,421	
<b>Length of training course</b>				
Less than 1 week	704	46.4	592	41.7
1 week, less than 2 weeks	47	3.1	29	2.1
2 weeks, less than 3 weeks	23	1.5	18	1.3
3 weeks, less than 1 month	17	1.1	15	1.1
1 month, less than 2 months	23	1.5	30	2.1
2 months, less than 3 months	21	1.4	25	1.8
3 months, less than 6 months	40	2.6	50	3.5
6 months, less than 1 year	85	5.6	119	8.4
1 year, less than 2 years	79	5.2	125	8.8
2 years, less than 3 years	95	6.3	102	7.2
3 years or more	167	11.0	103	7.2
Ongoing or no definite limit	210	13.8	207	14.5
Average length (weeks)	41		40	
<b>Type of training</b>				
On-the-job training only	452	29.8	449	31.6
Off-the-job training only	849	56.0	803	56.5
Both on and off-the-job training	215	14.2	168	11.8

Source: Labour Force Survey

<sup>a</sup> See the technical note at the end of this article.

<sup>b</sup> Working age is defined as men aged 16-64 and women aged 16-59.

<sup>c</sup> Job-related training includes both on and off-the-job training.

<sup>d</sup> Total includes those who did not state the length of their training course or the type of training received.

Table 7 Employees<sup>a</sup> of working age<sup>b</sup> receiving off-the-job training during the previous four weeks by location of training course and primary source of training fees

	Great Britain			
	Men		Women	
	No. 000s	Per cent	No. 000s	Per cent
<b>All receiving off-the-job training<sup>c</sup></b>	1,064		971	
<b>Location of training</b>				
Employer's premises	410	38.6	360	37.1
Another employer's premises	56	5.2	43	4.5
Private training centre	84	7.9	62	6.4
At home				
(OU, Open Tech, correspondence course)	67	6.3	46	4.7
FE college, university	312	29.3	329	33.9
Other educational institution	22	2.1	43	4.4
Other	108	10.2	87	8.9
<b>Primary source of training fees</b>				
Employer or potential employer	783	73.5	584	60.2
Government or local authority	90	8.5	128	13.2
Self, family or relative	117	11.0	179	18.4
Other	15	1.4	16	1.6
No fees	58	5.4	59	6.0

Source: Labour Force Survey

<sup>a</sup> See the technical note at the end of this article.

<sup>b</sup> Working age is defined as men aged 16-64 and women aged 16-59.

<sup>c</sup> Total includes those who did not state the location of their training course and those who did not know or did not state the primary source of their training fees.

a threefold increase in the number of 16-18 year old women on advanced vocational courses in England: from 21,000 (5 per cent of female full-time students) to 75,000 (16 per cent). Among young men, the increase was slightly smaller: from 35,000 (10 per cent) to 77,000 (17 per cent).

### Training

With the trend towards higher staying-on rates in education, it follows that a smaller proportion of young people went into other activities. Results from the YCS show that between 1987 and 1992 the percentage of 16/17 year-old women who were either in a full-time job or on Youth Training (YT) fell from 44 to 20 per cent.<sup>5</sup> Over the same period, the corresponding figure for 16/17 year-old men fell from 55 to 29 per cent.

Among those young people who did have some experience of employment or YT between the ages of 16-19, women were slightly less likely than men to have received training (88 per cent compared with 92 per cent) (table 8). Furthermore, those young women who did get training were less likely to have been involved in training of a more formal, structured nature: only 73 per cent had either been on a recognised apprenticeship or undertaken course-based training at some point during that period, compared with 81 per cent of young men (table 9). Thus, the experience of the remaining 27 per cent of women in this category was confined to on-the-job training only.

Between the ages of 16-19, most young women had participated in either full-time education or in training (80 per cent of those reaching minimum school leaving age in 1987/88). This is lower than the corresponding figure for young men (87 per cent).

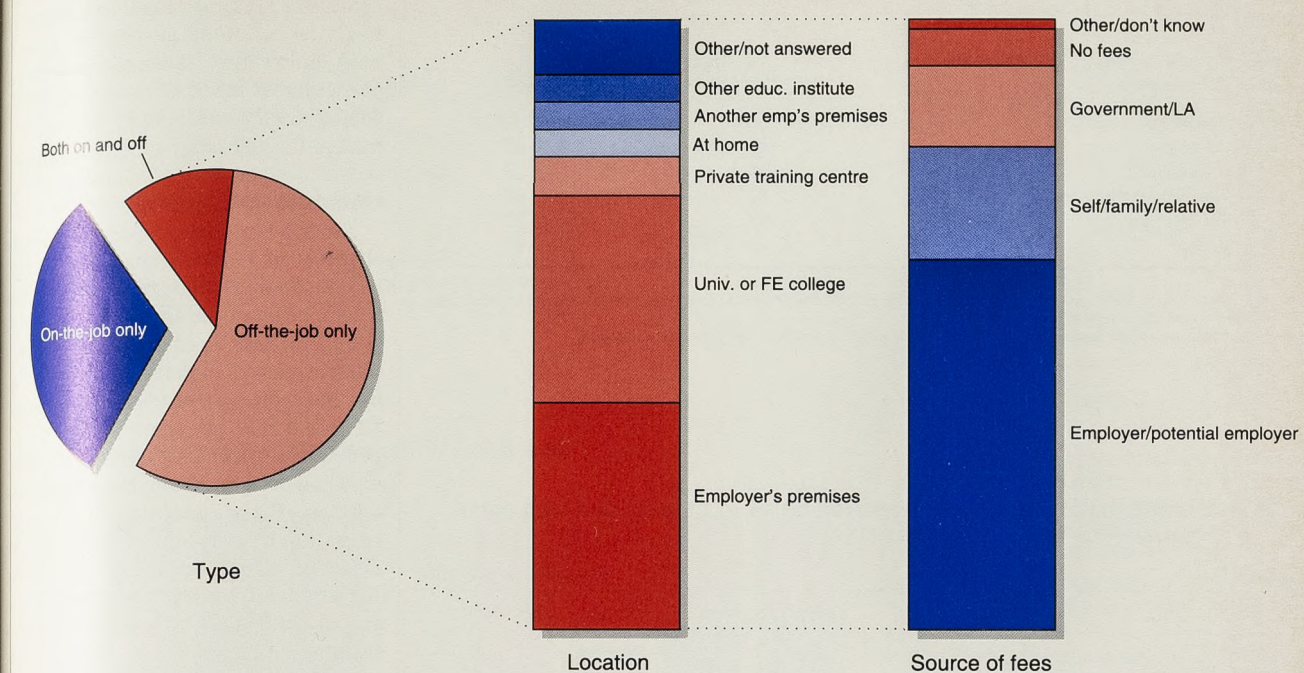
### Qualifications

In NACETT's annual report on progress towards achieving the National Targets for Education and Training, the relatively poor attainment of vocational qualifications by women was reported as a major cause for concern. In winter 1993/94, there was nearly a ten percentage-point difference between men and women in the attainment of Foundation Target 3 and nearly a thirteen percentage-point difference in the attainment of Lifetime Target 3 (table 10).

The reason for these differences is not performance at GCSE and A level, as young women are, on average, better achievers than young men in these examinations. Instead, it is because young women were less likely to have gained vocational qualifications than men at level 3. Results from the Youth Cohort Study show, however, that they were more likely to have gained lower level vocational qualifications.

Findings from a report due to be

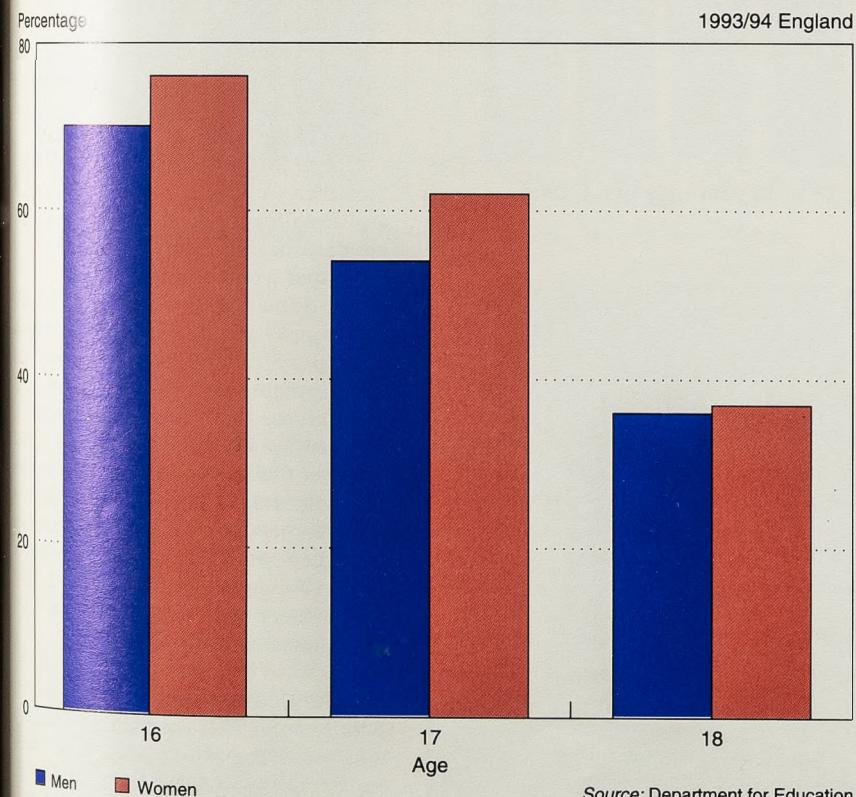
Figure 6 Type and location of training and primary source of training fees  
Women employees of working age<sup>a</sup> receiving job-related training during the previous four weeks  
Winter 1993/94 (not seasonally adjusted) Great Britain



<sup>a</sup> Working age is defined as men aged 16-64 and women aged 16-59.

Source: Labour Force Survey

Figure 7 Participation rates of 16 to 18 year olds in full-time education by age and sex  
1993/94 England



Source: Department for Education

published shortly in the YCS series<sup>6</sup> show that young men and women differed in the types of vocational qualifications obtained. Young women were more likely than young men to have gained an RSA qualification, the majority of which were gained at NVQ level 1 equivalent. On the other hand, young men were more likely to have gained a BTEC or City and Guilds qualification, the majority of which were gained at NVQ level 2 equivalent or above. Where young men and women did gain the same type of qualification, they usually reached similar levels. Most RSA qualifications are in clerical and related subjects, while most City and Guilds qualifications are in craft and related subjects.

Women were less likely than men to be seeking a qualification at age 18/19 (41 per cent compared with 48 per cent). Furthermore, young men and women differed in the type of qualification sought. Among those studying towards a qualification, young women were more likely than young men to be studying towards a higher education qualification (39 per cent compared with 31 per cent) and less likely to be studying towards a vocational qualification only (32 per cent compared with 44 per cent).

### Apprentices

Results from the LFS show that, of the estimated 230,000 apprentices of working

**Table 8 Type of training received by 16 to 19 year olds with some experience of employment or YT**

Cohort 5	England and Wales	
	Men	Women
<b>Base:</b> all those with some experience of employment or YT	2,314	1,984
<b>Type of training</b>	<b>Per cent<sup>a</sup></b>	<b>Per cent<sup>a</sup></b>
Any training	92	88
Apprenticeship	44	23
Course-based training	72	61
On-the-job training	83	77
No training <sup>b</sup>	8	12

Source: Youth Cohort Study

<sup>a</sup> Percentages sum to more than 100 because those young people receiving more than one type of training are counted under each of the relevant categories.

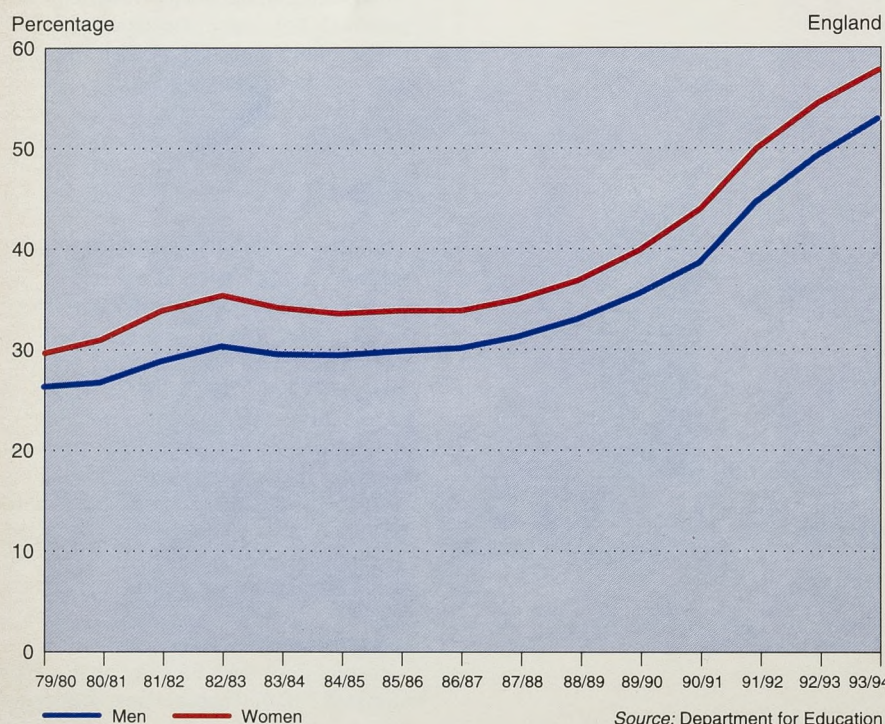
<sup>b</sup> This includes a number of people who participated in either full or part-time education over this period.

**Table 9 Combinations of training received by 16 to 19 year olds with some experience of employment or YT**

Cohort 5	England and Wales	
	Men	Women
<b>Base:</b> all those receiving some training	2,126	1,739
<b>Combinations of training</b>	<b>Per cent</b>	<b>Per cent</b>
Apprenticeship, course-based and on-the-job	42	21
Apprenticeship and course-based	3	3
Apprenticeship and on-the-job	1	2
Apprenticeship only	1	1
Course-based and on-the-job	27	38
Course-based only	6	8
On-the-job only	19	27

Source: Youth Cohort Study

**Figure 8 Trends in the participation rate of 16 to 18 year olds in full-time education by sex**



Source: Department for Education

age in Great Britain in winter 1993/4, only 20 per cent (45,000) were women. Women were most likely to be doing an apprenticeship in hairdressing (44 per cent). Men, on the other hand, were most likely to be doing an apprenticeship in craft and related trades (72 per cent), in particular, as metal workers, maintenance fitters, motor mechanics, carpenters or joiners (29 per cent).

#### Unemployed people

Among the unemployed, women were slightly more likely than men to have received job-related training in the four weeks prior to the interview (9 per cent compared with 6 per cent). The incidence of training was highest among those who had been unemployed for between six and 12 months (11 per cent for women and 8 per cent for men), and lowest among those who had been unemployed for longer than a year (8 per cent and 5 per cent respectively). Although, on average, the duration of unemployment was shorter for women than men, this does not account for the difference in the incidence of training.

Unemployed women were less likely than men to be on courses that lasted for either short or very long periods of time. Of those unemployed women receiving job-related training in the four weeks prior to the interview, 56 per cent were on courses lasting for one month but less than 2 years and 28 per cent were on courses lasting for either less than one month or two years or more. The corresponding figures for unemployed men were 45 per cent and 38 per cent respectively.

Unemployed women were more likely than men to have undertaken training at an FE college, university or some other educational institution (70 per cent compared with 63 per cent).

The primary source of training fees for the majority of both unemployed men and unemployed women was either the Government or a local authority or themselves, their family or a relative. Women were more likely than men, however, to have paid their training fees themselves or to have had them paid by their family or a relative (37 per cent compared with 32 per cent) and less likely to have had their fees paid by the Government or a local authority (41 per cent compared with 48 per cent).

#### Economically inactive people

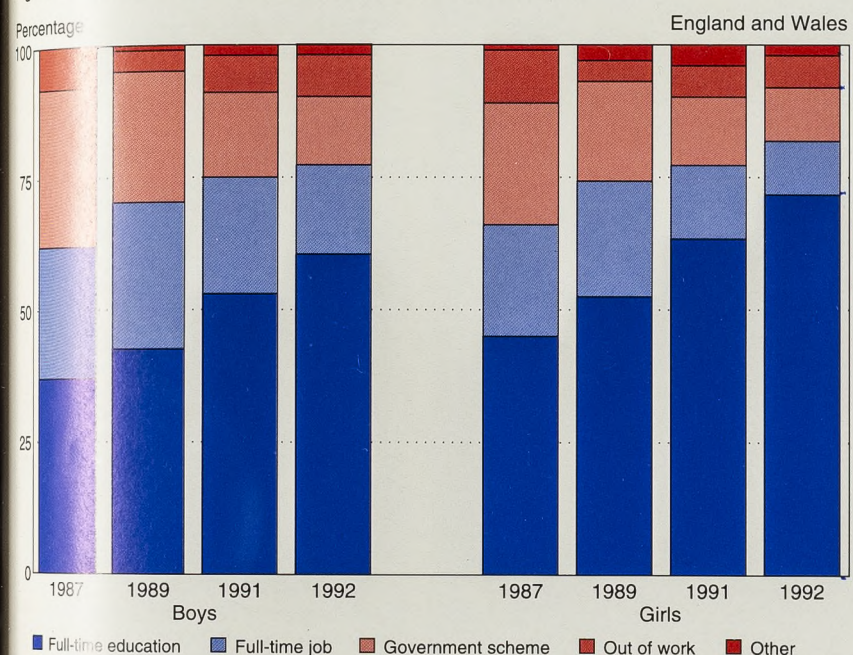
In spring 1994, economically inactive women were most likely to have undertaken job-related training at an FE college, university or some other educational institution (85 per cent) and to have had their training fees paid mainly by the Government or a local authority (66 per cent). This reflects the fact that 79 per cent of economically inactive women

**Table 10 Progress towards the National Targets for Education and Training by sex**

Winter 1993/94 (not seasonally adjusted)	Great Britain	
	Men	Women
<b>Foundation Target 1</b> By 1997, 80 per cent of young people to reach NVQ level II (or its academic equivalent) or above	64.5	63.9
<b>Foundation Target 3</b> By 2000, 50 per cent of young people to reach NVQ level III (or its academic equivalent) or above	43.0	34.9
<b>Lifetime Target 3</b> By 2000, 50 per cent of the workforce to be qualified to at least NVQ level III (or its academic equivalent) or above	44.9	32.4

Source: Labour Force Survey

**Figure 9 Trends in the main activities of 16/17 year olds**



Source: Youth Cohort Study

who had received job-related training were full-time students, even though full-time students represent only 16 per cent of all economically inactive women. The same was true for economically inactive men.

As was the case with the unemployed, economically inactive women were more likely than men to have paid their training fees themselves or to have had them paid by their family or a relative (22 per cent compared with 13 per cent) and less likely to have had their fees paid by the Government or a local authority (66 per cent compared with 79 per cent).

Women were also more likely than men to have been on training courses that lasted for less than two years (37 per cent compared with 27 per cent).

#### Women returners

The competitiveness of British industry depends on the successful reintegration of those women who return to the labour market after a period of time away. Many of these women require training to develop new skills or to refresh old ones.

Among women respondents to the spring 1994 LFS who said that they were economically inactive in spring 1993, the largest group were those who gave domestic commitments, involving looking after the family or home, as their main reason. Just under one-fifth of these women (563,000) had become economically active (i.e. employed or unemployed) by spring 1994. It is this group which can be most closely identified as returners to the labour market.

#### Footnotes

- Working age is defined as men aged 16-64 and women aged 16-59.
- The figures for the percentage receiving some on-the-job training and some off-the-job training add up to more than 100 because a number of people reported receiving both types of training and are therefore included in both counts.
- For detailed information about the methods and coverage of the Youth Cohort Study see Robson (1993).
- The Youth Cohort Study sample is drawn from a schools sampling frame supplied by the Department for Education and the Welsh Office. The samples for Cohorts 1 and 2 were drawn from state-maintained schools only, whereas the samples for subsequent cohorts have been drawn from all schools (that is, state-maintained and independent schools).
- The Youth Cohort Study estimates of the number of people on Youth Training are lower than those obtained from management information. The YCS relies on self-assessment by respondents, many of whom may not always be aware that they are on a government training programme.
- See Payne (1994).

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**The Labour Force Survey**

The Labour Force Survey (LFS) is a quarterly sample survey of around 60,000 households. Between 1984 and 1991, the survey was carried out annually, with results published relating to the March to May quarter. Prior to this the survey was conducted every two years.

The sample design and interviewing for the survey are carried out on behalf of the Employment Department by the Social Survey Division of the Office of Population Censuses and Surveys (OPCS).

The questionnaire covers a wide range of demographic and employment-related information. Questions about economic activity — paid work, job search etc. — are asked of all people aged 16 or over, and relate to a specified reference period (normally a period of one week or four weeks, depending on the topic) immediately prior to the interview.

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.

**Concepts and definitions**

**Economic activity classification**

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), those on government employment or training programmes and unpaid family workers.

**Unemployed** people (based on the internationally recognised ILO measure of unemployment, laid down by the International Labour Organisation and also used by OECD) 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 the 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. This group includes all people aged under 16 together with those who were, for example, looking after a home or retired, and also **discouraged workers** who were not seeking work because they believed there were no jobs available.

**Unpaid family workers**

The category of unpaid family workers

was introduced in spring 1992 in order to bring the employment categories used in the LFS into line with international (ILO) guidelines. Unpaid family workers are people who did unpaid work for their own or a relative's business. In past Labour Force Surveys, such persons would have been included as doing paid work if respondents: (a) had queried whether such work should be included; and (b) if the work was done for themselves or for another related member of the same household.

**Occupation**

The occupation classification used in this article is the Standard Occupation Classification (SOC), which provides a common structure and method of occupational classification for use in Government. It is based entirely on information about the type of work done, as indicated by the job title and job description. It does not require ancillary information on status in employment.

**Job-related training**

The survey identifies people who undertook any education or training in the last four weeks which was connected with their current job or with a job they might be able to do in the future. 'On-the-job' training refers to training which is experienced at the workbench or desk. 'Off-the-job' training refers to training away from the workplace, or at the workplace if it takes place in a separate classroom or training centre.

**Duration of training course**

This includes breaks if on block or day release. 'Ongoing' includes, for example, training which exists as long as the individual holds their current post, and is distinct from the 'Don't know' category.

**Location of training**

The main place of training if more than one is specified.

**Source of training fees**

Up to seven answers can be given. The results in this article are based on the main source of training fees.

**Apprenticeship**

Respondents are left to decide for themselves how they should be classified. However, if clarification is needed interviewers are instructed that apprenticeships normally commence at the age of 16 or 17, are completed by the age of 21 and last for a minimum of three years. They should include indentured apprentices, those registered with a national body, those with an employer's certificate of completion, those recognised by an Industrial Training Board or by a trade union for membership purposes, articled clerks and hairdressers who are undergoing a planned training programme; and exclude people who have been

upgraded through formal or informal training/experience and architectural draughtsmen.

**Government training programmes**

The LFS underestimates the number of people on Youth Training and Training for Work. This is thought to be due to the fact that the LFS relies on self-assessment by respondents (including answers given on behalf of another member of the family who is unavailable for interview). People (or those responding for them) may not always be aware that they are on a government training programme.

**Qualifications**

The qualifications question in the LFS asks for the respondent's three highest qualifications. An algorithm then calculates the respondents highest qualification using the three responses to the qualification question and other information such as whether they have an apprenticeship.

NVQ equivalences are obtained by taking data on the respondents highest qualification and assigning notional NVQ equivalences to each of the 31 qualifications bands. Some qualifications bands are split between two NVQ levels such as those whose highest qualification is GCSE at grades A-C. Those who have five or more GCSEs at grades A-C are regarded as having an equivalent of an NVQ level 3 and those who have fewer than five an equivalent of an NVQ level 2.

**Results based on small samples**

Estimates relating to 10,000 people or fewer (after grossing up) are not shown in this article, since they are based on small samples and therefore likely to be unreliable. This is in line with current practice for all LFS based analyses.

**Percentage distributions**

The percentage distributions quoted in this article are generally based on the population for whom data are available, excluding any respondents who did not answer the relevant questions.

**Further information** about the Labour Force Survey may be obtained from the Employment Department, Statistical Services Division C3, Level 1, Caxton House, Tothill Street, London SW1H 9NF, or from the LFS Helpline, telephone 0171-273 5585 (24 hours). Some data may be available from SSD C3 but customers requiring special tabulations may be referred to the Quantime Bureau Service, LFS service tel 0171 625 7111.

# Mothers in the labour market

The steady growth in the participation of women in the labour force over recent years has been largely fuelled by the increasing return to work of mothers; between 1984 and 1994 the economic activity rate for mothers increased from 55 to 64 per cent, compared with an increase from 66 to 71 per cent for all working age women.

Using data from the winter 1993/94 Labour Force Survey, this article examines in detail the characteristics of mothers' employment, drawing comparisons with those of all women and men of working age.<sup>1</sup>

By **Frances Sly**, Statistical Services Division, Employment Department.

**Key findings**

The winter 1993/94 LFS reveals that:

- 64 per cent of mothers with children under 16 were economically active, up from 55 per cent in spring 1984. In comparison, the increase for all working age women was from 66 to 71 per cent and for all working age men the rate fell from 88 to 85 per cent.
- The greatest increase in labour market participation has been among women with children aged under five, up from 37 per cent in spring 1984 to 52 per cent in winter 1993/94.
- 40 per cent of women of working age had children under 16.
- 44 per cent of employed people of working age were women and one in six were mothers with children under 16.
- Among people of working age, 63 per cent of mothers worked part-time, compared with 44 per cent of all women and 6 per cent of men.
- 92 per cent of mothers working part-time did not want a full-time job, compared with 66 per cent of women without children and 26 per cent of men.
- Among mothers with employed husbands/partners, 68 per cent were also in employment, 4 per cent were unemployed and 28 per cent were economically inactive.
- Where the husband was unemployed, 24 per cent of mothers were in employment, 13 per cent were unemployed and 63 per cent were economically inactive.
- Among mothers with qualifications above A level, 82 per cent were economically active, compared with 65 per cent of those with lower qualifications and 48 per cent of those with no qualification.



Photo: Chris Shelton/MAFCT

**Introduction**

Mothers have experienced a significant increase in employment in recent years. Given that in 1993/94, one in six employed people of working age was a woman with a child under the age of 16 years, this increase has important implications for employers and others in terms of flexible working patterns, training and childcare provision.

Using information from the winter 1993/94 Labour Force Survey (LFS) in Great Britain, this article explores labour market participation by mothers. While the LFS figures have not been seasonally adjusted, the seasonal effects in the winter quarter are not significant for the results presented here.

Throughout this article the term "mothers" is used to describe women

whose youngest dependent child is living at the same address as their mother and is aged under 16. Mothers can be divided into two main groups: mothers in couples (married/cohabiting) and lone mothers.

According to the winter 1993/94 LFS, 40 per cent of women of working age had children under 16, and 17 per cent of these mothers were lone parents.

**Main labour market trends for people of working age**

The latest information on trends in women's participation in the labour market are provided in the box overleaf to set the scene for the analysis of mothers in the labour market.

Cont'd overleaf >

**THIS BOX** updates the information given in the November 1993 *Employment Gazette* article on women in the labour market,<sup>2</sup> providing data for men and women of working age (16-64/59 years)<sup>1</sup> up to spring 1994.

Further tables showing a range of LFS results for men and women aged 16 and over are published in the *LFS Quarterly Bulletin*. Five key tables also appear in the 'Labour Market Statistics' section of *Employment Gazette* each month and further tables giving the main historical series will appear in a future edition. The trends for all those aged 16 and over are virtually identical to those for people of working age, although of course economic activity rates are lower and the numbers in each category are higher for all those aged 16 and over.

The main findings from *table 1* and *figure 1* are:

- Comparing similar points in the economic cycle, women's economic activity rates increased from 63 to 71 per cent between 1979 and 1990, and increased from 66 to 71 per cent between 1984 and 1994; the rates for men decreased from 91 to 88 per cent between 1979 and 1990, and decreased from 88 to 85 per cent between 1984 and 1994.
- Between 1984 and 1994, women's employment rose 16 per cent, compared with no overall change in the level of men's employment.
- Women's employment has decreased less (1 per cent) than that of men (8 per cent) since 1990. This can be explained by the following factors:
  - a higher share of women's employment is part-time (45 per cent) than men's (6 per cent) and part-time employment has risen (see below);
  - the fall in total employment is due to a fall in full-time

employment (see below) and a smaller share of women's employment than men's is full-time;

- women's full-time employment has fallen by a smaller percentage (6 per cent, 346,000) than men's (9 per cent, 1,233,000);

- women's part-time employment is up 7 per cent (295,000) since 1990; part-time employment of men has increased 42 per cent (245,000), but total numbers remain small.

- 80 per cent of women working part-time did not want a full-time job (*table 2*). (The spring 1994 percentage is the same).
- Self-employment has followed broadly similar trends among men and women since 1984 (*figure 1*), although only 7 per cent of women in employment were self-employed in spring 1994 compared with 17 per cent of men.
- 47 per cent of self-employed women worked part-time (compared with 9 per cent of men) and the proportion has grown steadily from 43 per cent in 1990.
- The proportion of women employees who do not consider their job to be permanent has returned to the level prevailing in the mid 1980s (nearly 8 per cent) after a slight drop during 1990-1992. (The proportion of men employees whose jobs were non-permanent fluctuated around 3-4 per cent between 1984 and 1990 but since then has risen to over 5 per cent.)
- The ILO unemployment rate (for persons aged 16 and over) in spring 1994 was 7.2 per cent for women, compared with 11.3 per cent for men. These rates are down from 7.5 per cent and 11.9 per cent respectively in winter 1993/94, and up from 6.4 per cent and 6.8 per cent in 1990 (the rates for those of working age differ only marginally).

### Economic activity rates

According to the winter 1993/94 LFS, 40 per cent of women of working age were mothers with dependent children aged under 16 (*table 3*). Their economic activity rate was 64 per cent, up from 55 per cent in spring 1984 (*figure 2*). This compares with a more modest rise from 66 to 71 per cent for all working age women. In contrast, economic activity rates for working age men fell from 88 to 85 per cent over the same period.

### Age of youngest child

The greatest increase in labour market participation since 1984 has been among women with children aged under 5, up from 37 per cent in spring 1984 to 52 per cent in winter 1993/94.

Economic activity rates increase with the age of the youngest dependent child, as has been shown in previous articles,<sup>2</sup> increasing up to 79 per cent in winter 1993/94 for mothers whose youngest child is aged 11-15.

### Age of mother

*Figure 3* shows how rates of participation by mothers in the labour market also increases according to their age, from 36 per cent for those aged 16-24

to 75 per cent for those aged 40-49 (but falling again for those aged 50-59). This is partly related to the age of the youngest dependent child, but is also likely to be affected by such factors as whether the woman is living with a partner or as a lone parent, and her level of qualifications (see final section of article).

*Figure 3* also shows the economic activity of mothers in couples and lone mothers separately. In winter 1993/94, mothers in couples were more likely to be economically active (67 per cent) than lone mothers (48 per cent). By comparison, the very small number of lone fathers had an economic activity rate of 68 per cent, significantly lower than that of all men and similar to that of mothers in couples.

Although mothers in the 16-24 age group are much more likely to be lone parents than those in older age groups (almost 40 per cent compared with less than 20 per cent for those aged 25 and over), the effect of age of mother is still seen when lone parents are considered separately from mothers in couples. In the 16-24 age group, 42 per cent of mothers in couples were economically active compared with 26 per cent of lone mothers. The gap between the economic activity

rates of lone mothers and mothers in couples narrows with age (and also, although not shown here, with the age of the youngest child).

### Employment rates

*Table 3* shows the percentages of mothers (and male lone parents) who were in employment in winter 1993/94, by age of youngest dependent child.

About half of married/cohabiting mothers and lone fathers, with children under the age of five years, were in employment. A much smaller proportion (one quarter) of lone mothers with small children were working.

Both mothers in couples and lone mothers were increasingly likely to work as the age of youngest child rose, with 76 per cent of the former and 63 per cent of the latter in employment by the time the youngest child was aged 11-15. The employment rate for lone fathers, in contrast, did not rise significantly when their children were older.

### Part-time and temporary jobs

#### Part-time jobs

Sixty-three per cent of mothers in employment in winter 1993/94 worked part-time (*table 4*), compared with 44 per

Table 1 Economic activity: time series, people of working age (16-59/64); spring of each year (not seasonally adjusted)

						Great Britain		
						Percentage change		
	1979 <sup>a</sup>	1984	1990	1993	1994	1979-1990 <sup>f</sup>	1984-1994	1990-1994
	000s	000s	000s	000s	000s			
<b>Women (16-59)</b>								
All	15,347	15,764	16,228	16,317	16,347	6	4	1
Economically active	9,681 <sup>b</sup>	10,421	11,595	11,552	11,570	20	11	-0
Economic activity rate (per cent)	63 <sup>b</sup>	66	71	71	71			
In employment <sup>c</sup>	9,030	9,202	10,835	10,672	10,719	20	16	-1
Full-time <sup>d,e</sup>	5,603	5,221	6,200	5,896	5,854	11	12	-6
Part-time <sup>d,e</sup>	3,426 <sup>f</sup>	3,945	4,475	4,676	4,770	31	21	7
ILO unemployed	n/a <sup>b</sup>	1,219	760	879	852	n/a <sup>b</sup>	-30	12
ILO unemployment rate (per cent)	n/a <sup>b</sup>	12	7	8	7			
Economically inactive	5,666 <sup>b</sup>	5,343	4,633	4,765	4,777	-18	-11	3
<b>Men (16-64)</b>								
All	16,619	17,361	17,694	17,793	17,817	6	3	1
Economically active	15,188 <sup>b</sup>	15,280	15,650	15,236	15,198	3	-1	-3
Economic activity rate (per cent)	91 <sup>b</sup>	88	88	86	85			
In employment <sup>c</sup>	14,438	13,463	14,576	13,344	13,460	1	-0	-8
Full-time <sup>d,e</sup>	14,321	12,987	13,701	12,433	12,468	-4	-4	-9
Part-time <sup>d,e</sup>	117	413	580	733	825	395	100	42
ILO unemployed	n/a <sup>b</sup>	1,817	1,075	1,892	1,737	n/a <sup>b</sup>	-4	62
ILO unemployment rate (per cent)	n/a <sup>b</sup>	12	7	12	11			
Economically inactive	1,431 <sup>b</sup>	2,081	2,044	2,558	2,619	45	26	28

Source: Labour Force Survey  
<sup>a</sup> In 1979 those on government employment or training programmes were not separately identified, but were classified according to their reported economic status (in employment, unemployed, or economically inactive). A different (LFS) definition of unemployment was used in 1979 as opposed to the ILO definition used from 1984 onwards (see *technical note*).  
<sup>b</sup> Using LFS definition of unemployment (see *technical note*) the 1984 estimates for economically active are women: 10,314,000; men: 15,226,000; and for economically inactive women: 5,450,000; men: 2,135,000. Using this definition, estimates of the unemployed are (1979) women: 652,000; men: 749,000; (1984) women: 1,113,000; men: 1,762,000.  
<sup>c</sup> Includes those who did not state whether they worked full or part-time. From 1989, this group included all those on government employment or training programmes and from spring 1992 includes unpaid family workers.  
<sup>d</sup> Includes respondents on government employment or training programmes up to 1988 (but see also footnote a).  
<sup>e</sup> Classification based on respondents' self-assessment.  
<sup>f</sup> The percentage changes are affected by the change in the definition of unemployment; in 1984 the difference between the ILO definition & the LFS definition were (ILO-LFS) (thousands):

	Women	Men
Economically active	+107	+54
Economically inactive	-107	-54
Unemployed	+107	+54

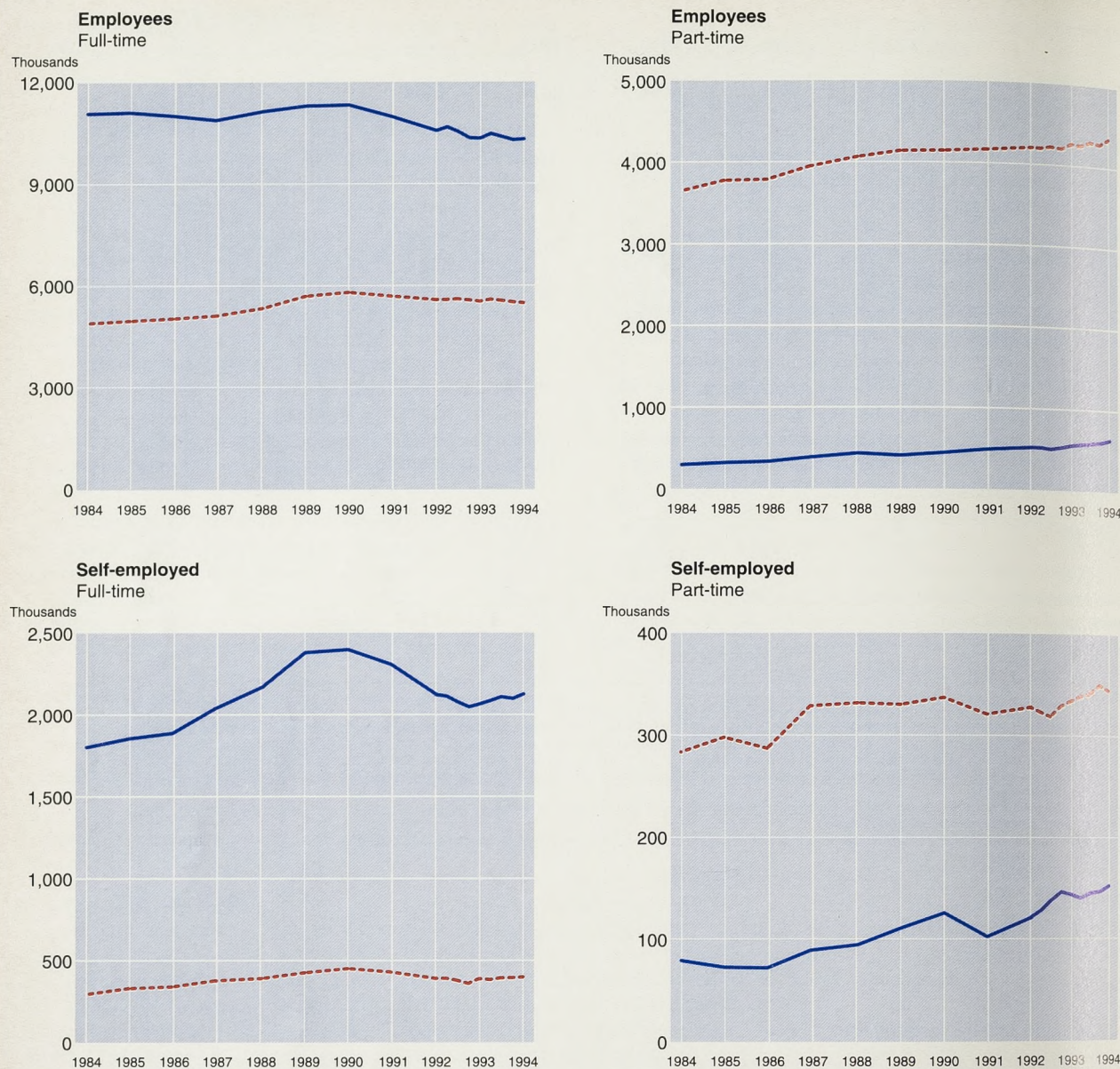
Table 2 Reasons for working part-time<sup>a</sup>: mothers, women without dependent children and men (people of working age); winter 1993/94 (not seasonally adjusted)

	All <sup>b</sup> in part-time employment thousands (= 100 per cent)	Reasons for taking part-time work							
		Student		Ill/disabled		Could not find full-time job		Did not want full-time job	
		Thousands	Per cent	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent
<b>Women 16-59</b>	4,703	358	8	48	1	541	11	3,742	80
With youngest dependent child 0-15	2,464	14	1	11	0	172	7	2,261	92
Without dependent children	2,239	344	15	37	2	368	16	1,481	66
<b>Men 16-64</b>	782	285	36	24	3	258	33	206	26

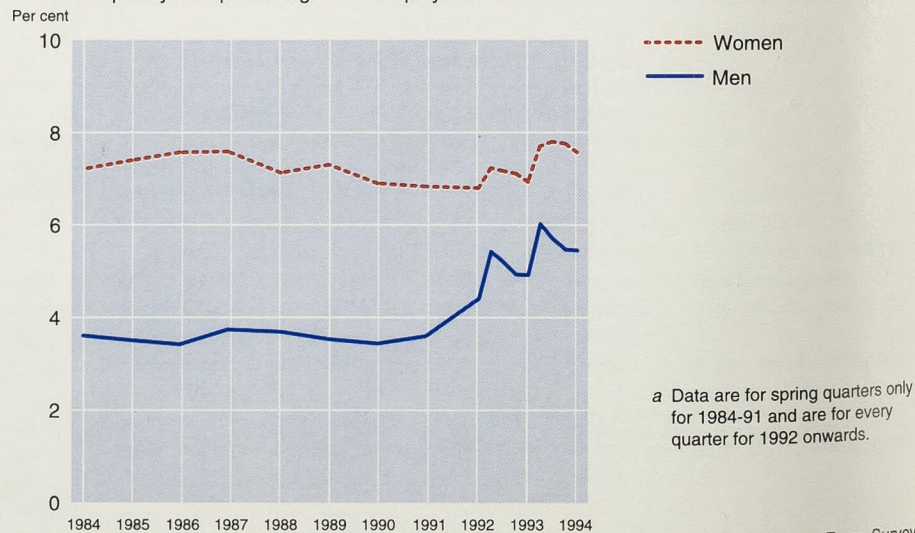
Source: Labour Force Survey  
<sup>a</sup> Less than 10,000 in cell; estimates not shown  
<sup>b</sup> The part-time classification is based on respondents' self-assessment.  
<sup>c</sup> Includes those not stating reasons for working part-time.



Figure 1 Employees and self-employed people of working age, Great Britain, 1984-1994<sup>a</sup> (not seasonally adjusted)



Employees Temporary as a percentage of all employees



<sup>a</sup> Data are for spring quarters only for 1984-91 and are for every quarter for 1992 onwards.

Source: Labour Force Survey

cent of all working age women and 6 per cent of men. Although a lower proportion of lone mothers (39 per cent) than married mothers (62 per cent) were in employment (table 3), a larger proportion of employed lone mothers worked full-time: 57 per cent of lone mothers who were employees or self employed worked part-time

compared with 64 per cent of married mothers (table 4).

Respondents make their own assessment of whether their job is full-time or part-time and hours vary considerably within each category. Bartholomew, Hibbett and Sidaway<sup>3</sup> found that "in 1990, compared with married

mothers, lone mothers in employment were much less likely to work between eight and 23 hours a week, more likely to work full-time... and slightly more likely to work in jobs providing less than eight hours a week." They also found, not surprisingly, that "Generally, weekly working hours increase in line with the age of the youngest dependent child for both lone and married mothers." Mothers' working hours were more recently analysed in last year's article on women in the labour market.<sup>2</sup>

Table 3 Employment rates by family type and age of youngest dependent child, people of working age (16-59/64); winter 1993/94 (not seasonally adjusted)

	Great Britain	
	All (thousands = 100 per cent)	Per cent of population In employment
All men (16-64)	17,814	75
All women (16-59)	16,344	65
All mothers (16-59)	6,522	58
<b>Married or cohabiting couples - Wives</b>		
With youngest dependent child aged		
0-15	5,399	62
0-4	2,601	51
5-10	1,607	70
11-15	1,190	76
<b>Female lone parents</b>		
With youngest dependent child aged		
0-15	1,123	39
0-4	543	25
5-10	359	45
11-15	221	63
<b>Male lone parents</b>		
With youngest dependent child aged		
0-15	140	54
0-4	34	53
5-10	52	49
11-15	54	59

Source: Labour Force Survey

Table 4 Employees and self-employed people working part-time by family type and age of youngest dependent child, people of working age; winter 1993/94 (not seasonally adjusted)

	Great Britain	
	All employees and self-employed (thousands = 100 per cent)	Part-time Per cent
All women (16-59)	10,479	44
All mothers (16-59)	3,843	63
<b>Married or cohabiting couples - Wives</b>		
With youngest dependent child aged		
0-15	3,299	64
0-4	1,291	64
5-10	1,111	70
11-15	898	55
<b>Female lone parents</b>		
With youngest dependent child aged		
0-15	431	57
0-4	131	65
5-10	160	60
11-15	140	47

Source: Labour Force Survey

### Preference

Almost all mothers working part-time did so out of preference (table 2): 92 per cent of those with children who worked part-time did not want a full-time job, compared with 66 per cent of women without children and 26 per cent of men. Although most (7 per cent) of the remainder said they worked part-time because they could not find a full-time job, a small number of mothers worked part-time because they were students, were ill or disabled, or for other reasons.

### Temporary jobs

Table 5 shows that nine per cent of mothers who worked had temporary jobs, compared with seven per cent of women without dependent children and 5 per cent of men.

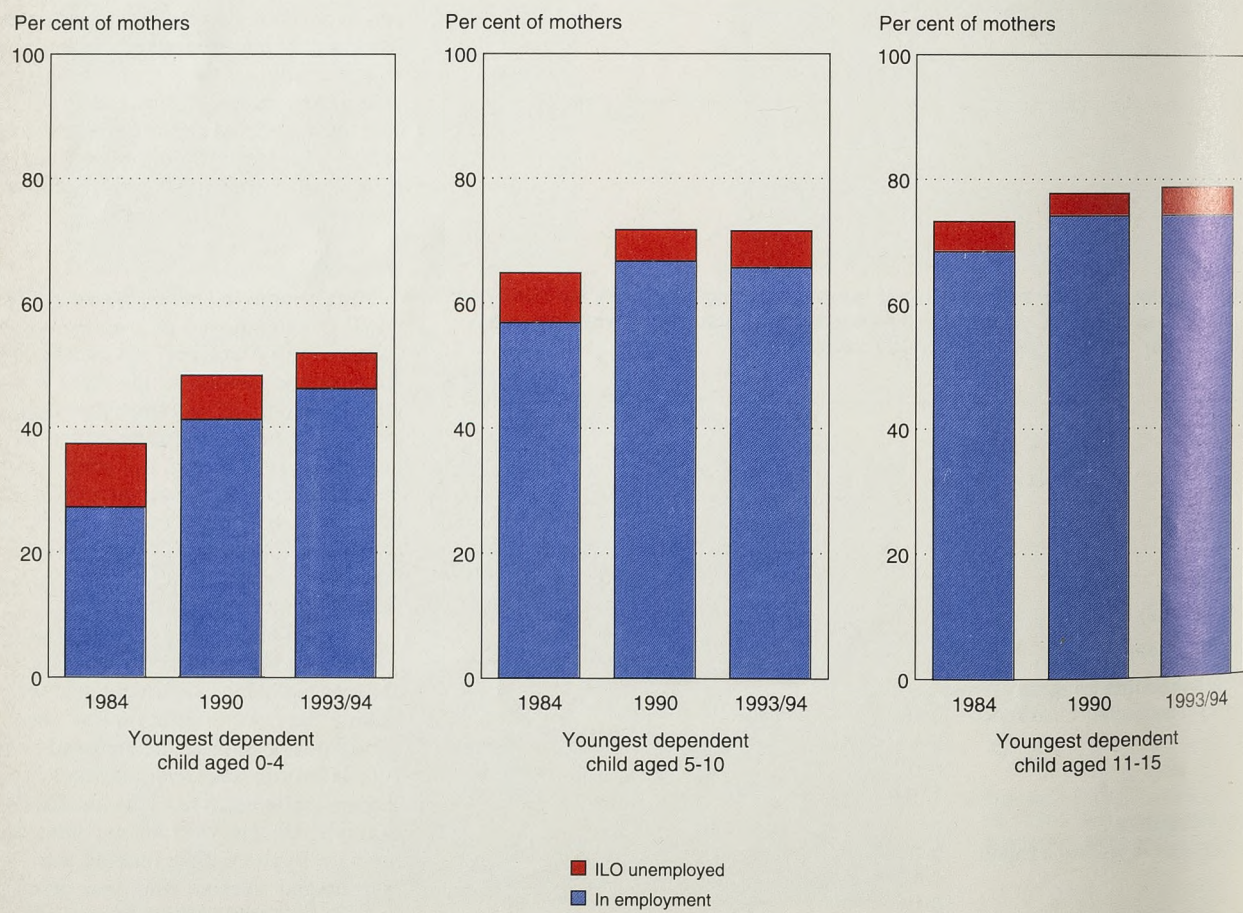
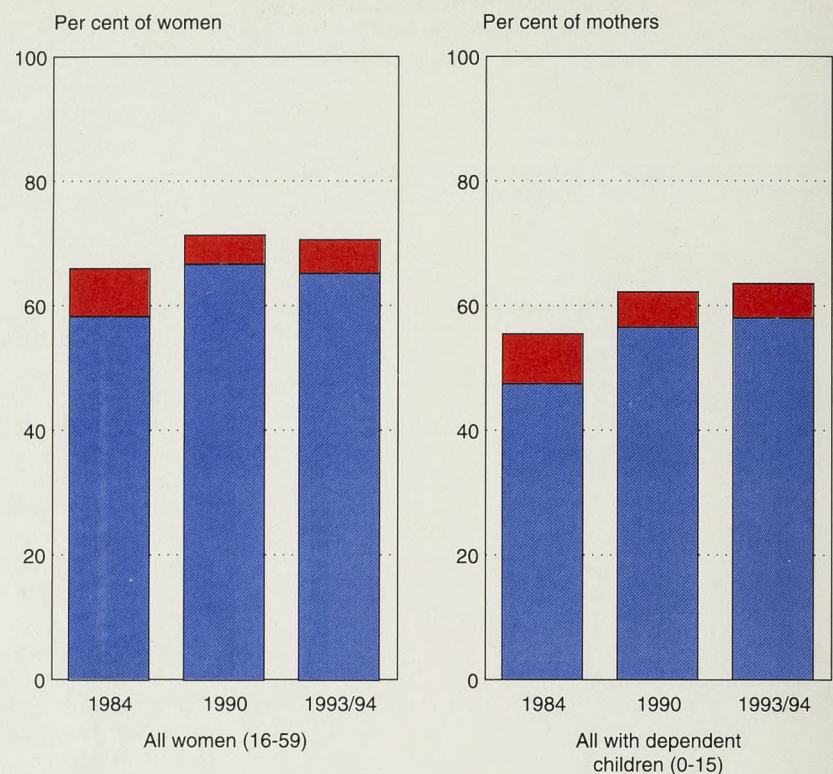
Around 30 per cent of women in temporary jobs preferred non-permanent positions. This proportion did not alter significantly if they had school age children (aged 5-15) but rose to 40 per cent for mothers of children under the age of five. In contrast, only 16 per cent of men in a temporary job preferred it to a permanent job.

### Unemployment

The unemployment rate in winter 1993/94 (ILO unemployed as a percentage of economically active) for mothers in couples was similar to the rates for all mothers and for all working age women at around 7-8 per cent, (compared with 12 per cent for working age men). Lone mothers who were economically active, however, were much more likely to be unemployed, with an ILO unemployment rate of 19 per cent, similar to that of lone fathers (20 per cent) (table 6).

It should be borne in mind that people who would like to work but who had not actively looked for a job in the four weeks before they were interviewed for the survey do not count as unemployed on the ILO definition (see technical note), but as economically inactive. This includes, for example, people who do not think that they are likely to find suitable work (eg discouraged workers who have given up looking for work) or think they will not be able to make childcare arrangements.

Figure 2 Economic activity of mothers by age of youngest dependent child, Great Britain, spring 1984, spring 1990 and winter 1993/94 (not seasonally adjusted)



Source: Labour Force Survey

Table 5 Employment in temporary and permanent jobs by age of youngest dependent child and marital status, employees of working age (16-59/64); winter 1993/94 (not seasonally adjusted)

Whether job permanent or temporary, etc/Reason for taking temporary, etc job	All of working age (16-59/64)	Thousands and per cent, Great Britain								
		Women (16-59)				Men (16-64)				
		All	With youngest dependent child aged:				Without dependent children	Married <sup>a</sup>	Non Married <sup>a</sup>	
		0-15	0-4	5-10	11-15					
All employees <sup>b</sup>	20,620	9,741	3,468	1,332	1,167	970	6,273	7,142	2,599	10,879
of which:										
Permanent job	19,049	8,895	3,120	1,209	1,029	883	5,775	6,591	2,304	10,154
Temporary, seasonal, casual job <sup>c</sup> (thousands)	1,334	746	308	105	126	77	438	470	276	588
(per cent of all)	6.5	7.7	8.9	7.9	10.8	8.0	7.0	6.6	10.6	5.4
Per cent of all in temporary etc job:										
Seasonal work	6	6	5	*	*	*	7	6	8	5
Contract for fixed period, fixed task	55	53	57	44	61	66	50	57	45	57
Agency temping	8	7	6	*	*	*	9	7	8	8
Casual work	21	22	21	27	19	16	23	18	29	19
Not permanent in some other way	11	11	12	13	11	*	11	12	10	11
of which: (per cent)										
Reason for taking temporary, etc job rather than a permanent one:										
Had a contract which included a period of training	6	6	*	*	*	*	8	3	10	7
Could not find a permanent job	44	39	37	34	35	43	40	41	36	51
Did not want a permanent job	24	31	33	40	31	27	29	32	29	16
Other reasons	25	25	27	23	31	27	23	25	25	26

Source: Labour Force Survey

\* Less than 10,000 in cell: estimate not shown.

<sup>a</sup> Married includes cohabiting.

<sup>b</sup> Includes those who did not state whether their job was permanent or temporary. Percentages are based on totals which exclude the latter.

<sup>c</sup> As described by survey respondents. From spring 1992 the question has been asked in a different way from previous years and this may have resulted in possible differences concerning which category people in certain types of non-permanent job classify themselves.

Table 6 Unemployment rates by family type and age of youngest dependent child, people of working age (16-59/64); winter 1993/94 (not seasonally adjusted)

		Great Britain
		ILO unemployment rate (Per cent)
All men (16-64)		12.0
All women (16-59)		7.7
All mothers (16-59)		8.7
<b>Married or cohabiting couples - Wives</b>		
With youngest dependent child aged	0-15	7.2
	0-4	9.6
	5-10	6.0
	11-15	4.9
<b>Female lone parents</b>		
With youngest dependent child aged	0-15	19.0
	0-4	22.7
	5-10	22.0
	11-15	10.9
<b>Male lone parents</b>		
With youngest dependent child aged	0-15	20.4

Source: Labour Force Survey

### Economic activity of husbands and wives

In 62 per cent of family units, with or without children under 16, where both the husband and wife (including those cohabiting) were present, both adults were in employment in winter 1993/94. Mothers of dependent children are less likely to work, so this percentage falls to 58 per cent for families with at least one child under 16. (Conversely, fathers of families with dependent children are more likely to be in employment than all husbands.)

At the other extreme, there was no-one in employment (ie both parents either unemployed or economically inactive) in only 11 per cent of two-parent families with dependent children under 16. In contrast, 61 per cent of lone mothers and 46 per cent of lone fathers did not work.

### Wives' employment

Table 7 shows the economic activity of wives or female partners according to their husband/partners' economic activity and the age of their children. It reveals that mothers whose husbands were unemployed were less likely to be in employment (24 per cent) than those with employed husbands (68 per cent). These

Table 7 Economic activity of married women by their husbands' economic activity, by age of youngest dependent child, persons of working age (16-59/64); winter 1993/94 (not seasonally adjusted)

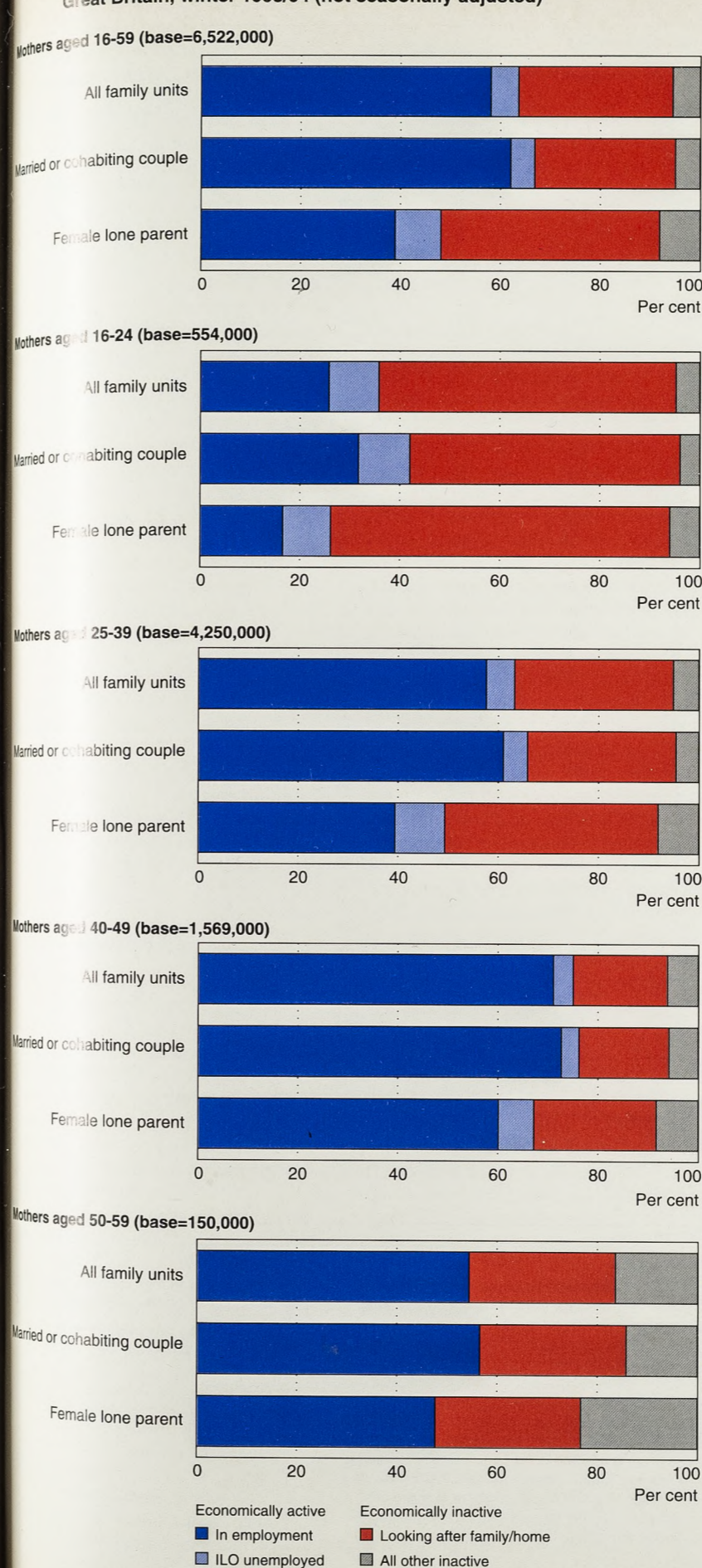
Economic activity of husband/male partner	Economic activity of wife/female partner or female head of family unit							
	All	Economically active					ILO unemployed	Economically inactive
		thousands = 100 per cent)	All <sup>a</sup>	In employment		Part-time <sup>b</sup>		
				Full-time <sup>b</sup>	Part-time <sup>b</sup>			
<b>All couples</b>								
All male partners	11,207	72	68	34	34	4	28	
Economically active	10,067	76	71	36	35	4	24	
In employment	9,209	78	75	38	37	3	22	
Full-time	8,892	79	75	38	37	3	21	
Part-time	293	69	66	33	32	*	31	
ILO unemployed	859	49	35	17	18	14	51	
Economically inactive	1,140	42	40	20	19	3	58	
<b>With youngest dependent child aged 0-15</b>								
All male partners	5,604	67	62	22	40	5	33	
Economically active	5,301	69	64	23	41	5	31	
In employment	4,768	72	68	24	44	4	28	
Full-time	4,650	72	69	24	44	4	28	
Part-time	105	58	54	25	28	*	42	
ILO unemployed	533	37	24	9	15	13	63	
Economically inactive	302	34	29	15	14	4	66	
<b>With youngest dependent child aged 0-4</b>								
All male partners	2,728	56	50	18	33	5	44	
Economically active	2,593	58	52	18	34	5	42	
In employment	2,279	62	57	20	37	4	38	
Full-time	2,217	62	58	20	38	4	38	
Part-time	54	46	43	19	22	*	54	
ILO unemployed	314	28	15	6	9	13	72	
Economically inactive	135	21	18	10	7	*	79	
<b>With youngest dependent child aged 5-10</b>								
All male partners	1,657	75	70	21	49	4	25	
Economically active	1,570	76	72	21	51	4	24	
In employment	1,435	79	75	22	53	4	21	
Full-time	1,402	79	76	22	54	4	21	
Part-time	29	66	60	*	*	*	34	
ILO unemployed	135	46	34	12	21	12	54	
Economically inactive	87	45	40	19	20	*	55	
<b>With youngest dependent child aged 11-15</b>								
All male partners	1,219	80	76	34	42	4	20	
Economically active	1,139	83	79	35	44	4	17	
In employment	1,055	85	82	37	45	3	15	
Full-time	1,031	85	82	37	45	3	15	
Part-time	21	79	77	*	*	*	*	
ILO unemployed	84	55	42	14	28	12	45	
Economically inactive	81	43	38	17	21	*	57	

Source: Labour force Survey

\* Less than 10,000 in cell; estimate not shown.

<sup>a</sup> Includes persons who did not state whether they worked full or part-time (including all those on government schemes) or did not fully report their employment status, and unpaid family workers.  
<sup>b</sup> Includes those who did not state whether they were employees or self-employed. Excludes those on government schemes who were not asked about their full or part-time status. Classification is based on respondents' self assessment.

Figure 3 Economic activity of mothers by age and type of family unit, Great Britain, winter 1993/94 (not seasonally adjusted)



Source: Labour Force Survey

figures compare with an employment rate of 39 per cent for lone mothers with children under 16. While employment rates for all women in couples are higher than those for women with children, the gap between those with employed and unemployed husbands is similar for both groups.

Among married/cohabiting mothers who were in employment, part-time work was equally common for those with unemployed husbands and for those where the husbands were in work (around 63 per cent). Wives whose husbands were economically inactive, however, were just as likely to work full-time as part-time.

#### Wives not in employment

Mothers who were not themselves in employment, and who had unemployed partners, were more likely to actively seek work (13 per cent unemployed against 63 per cent economically inactive) than those whose husbands were in work (4 per cent unemployed against 28 per cent economically inactive).

#### Qualification levels

Women with higher levels of qualification are more likely to be economically active than those with lower qualifications or none. Table 8 shows that in winter 1993/94, mothers with qualifications above A level had an economic activity rate of 82 per cent, compared with 65 per cent for those with lower qualifications and 48 per cent for those with no qualifications.

#### Age of youngest child

A similar pattern is seen in each group according to age of youngest child. For those with children aged 0-4, economic activity rates ranged from 75 per cent for those with higher qualifications down to 30 per cent for those with no qualifications. The differential narrows until for those with 11-15 year olds the rates are 90 per cent, 82 per cent and 66 per cent, higher than the rates for women with no dependent children (who are mainly either younger women who may still be in education, or older women whose economic activity rates are lower — see earlier article).<sup>4</sup>

Furthermore, over the last ten years, the differentials have widened. The effect of qualifications on the relative economic activity rates of married and lone mothers over the period 1981 to 1990 was examined by Bartholomew, Hibbett and Sidaway (1992).<sup>3</sup> They found that lone mothers were less qualified than married mothers and had lower participation rates at each level of qualification. Comparing their results with those in table 8, we find that mothers with higher qualifications are now more likely to be economically active than ten years ago (up from two-thirds in spring 1984 to four-fifths in winter 1993/94), while those with no

Table 8 Economic status by highest qualification level and age of youngest dependent child; women of working age; winter 1993/94 (not seasonally adjusted)

Great Britain

	Level of highest qualification held							
	All <sup>a</sup>		Higher <sup>b</sup>		Other <sup>b</sup>		No qualification	
	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent	Thousands	Per cent
<b>Women 16-59</b>								
<b>All</b>	16,344	100	2,854	100	9,283	100	4,254	100
Economically active	11,557	71	2,432	85	6,758	73	2,418	57
In employment	10,669	65	2,331	82	6,214	67	2,173	51
ILO unemployed	888	5	101	4	543	6	246	6
Economically inactive	4,786	29	422	15	2,526	27	1,836	43
<b>With youngest dependent child aged 0-15</b>	6,522	100	1,141	100	3,834	100	1,576	100
Economically active	4,151	64	936	82	2,482	65	759	48
In employment	3,789	58	899	79	2,249	59	666	42
ILO unemployed	362	6	37	3	233	6	93	6
Economically inactive	2,372	36	206	18	1,352	35	816	52
<b>With youngest dependent child aged 0-4</b>	3,144	100	544	100	1,973	100	631	100
Economically active	1,628	52	405	75	1,035	52	192	30
In employment	1,449	46	386	71	913	46	154	24
ILO unemployed	179	6	20	4	122	6	39	6
Economically inactive	1,516	48	138	25	938	48	439	70
<b>With youngest dependent child aged 5-10</b>	1,967	100	343	100	1,127	100	511	100
Economically active	1,410	72	301	88	842	75	279	55
In employment	1,292	66	292	85	764	68	248	49
ILO unemployed	118	6	*	*	78	7	31	6
Economically inactive	557	28	42	12	285	25	231	45
<b>With youngest dependent child aged 11-15</b>	1,411	100	254	100	734	100	434	100
Economically active	1,113	17	229	90	605	82	288	66
In employment	1,048	16	221	87	572	78	264	61
ILO unemployed	64	1	*	*	33	5	24	5
Economically inactive	299	5	25	10	129	18	146	34
<b>Without dependent children</b>	9,822	100	1,712	100	5,450	100	2,678	100
Economically active	7,407	75	1,496	87	4,276	78	1,659	62
In employment	6,880	70	1,432	84	3,966	73	1,507	56
ILO unemployed	527	5	64	4	310	6	152	6
Economically inactive	2,415	25	216	13	1,174	22	1,019	38
<b>Men 16-64</b>	17,814	100	3,537	100	10,806	100	3,411	100
Economically active	15,195	85	3,260	92	9,353	87	2,536	74
In employment	13,374	75	3,082	87	8,259	76	1,990	58
ILO unemployed	1,821	10	178	5	1,094	10	546	16
Economically inactive	2,619	15	277	8	1,454	13	876	26

Source: Labour Force Survey

\* Less than 10,000 in cell: estimate not shown.

<sup>a</sup> Includes those for whom qualification level was not stated.

<sup>b</sup> Higher qualifications are those above GCE A-level or equivalent, 'other' qualifications are those of GCE A-level or equivalent or lower.

qualifications had a similar economic activity rate (around one-half) in winter 1993/94 compared with spring 1984.

**Further information** about the Labour Force Survey, including more detailed tables on which this article was based, may be obtained from the Employment Department, Statistical Services Division C3, Level 1, Caxton House, Tothill Street, London SW1H 9NF, or from the LFS Helpline, telephone 071-273 5585 (24 hours).

#### Footnotes

- 1 There are almost twice as many women as men over retirement age (60 or 65 respectively). Their economic activity rates are of course much lower than those for people of working age. Since there are effectively no mothers of retirement age who have dependent children under 16 it is more appropriate to compare mothers with other people of working age. Tables showing a range of LFS results for men and women aged 16 and over are published in the *LFS Quarterly Bulletin*. Five key tables appear in the Labour Market Statistics section of *Employment Gazette* each month and further tables giving the main historical series will appear in a future edition.
- 2 'Women in the labour market,' *Employment Gazette*, pp 483-502, November 1993.
- 3 'Lone parents and the labour market,' *Employment Gazette*, pp 559-578, November 1992.
- 4 'Women in the labour market,' *Employment Gazette*, pp 433-459, September 1992.

#### Technical note

##### The Labour Force Survey

The Labour Force Survey (LFS) is a quarterly sample survey of around 60,000 households. Between 1984 and 1991, the survey was carried out annually, with results published relating to the March to May quarter. Prior to this the survey was conducted every two years.

The sample design and interviewing for the survey are carried out on behalf of the Employment Department by the Social Survey Division of the Office of Population Censuses and Surveys (OPCS).

The questionnaire covers a wide range of demographic and employment-related information. Questions about economic activity - paid work, job search etc - are asked of all people aged 16 or over, and relate to a specified reference period (normally a period of one week or four weeks, depending on the topic) immediately prior to the interview.

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.

#### Concepts and definitions

##### Economic activity classification

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), those on government employment or training programmes and unpaid family workers.

**Unemployed** people (based on the internationally recognised ILO measure of unemployment, laid down by the International Labour Organisation and also used by OECD) 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 the 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. This group includes all people aged under 16 together with those who were, for example, looking after a home or retired, and also **discouraged workers** who were not seeking work because they believed there were no jobs available.

##### Unpaid family workers

The category of unpaid family workers was introduced in spring 1992 in order to bring the employment categories used in the LFS into line with international (ILO) guidelines. Unpaid family workers are people who did unpaid work for their own or a relative's business. In past Labour Force Surveys, such persons would have been included as doing paid work if respondents a) had queried whether such work should be included and b) if the work was done for themselves or for another related member of the same household. The autumn 1992 survey included two special questions to enable an assessment to be made of the effect of changing the classification of these people. Using the answers to these questions unpaid family workers who would have been classified as in employment were split into employees and self-employed according to who owns the business in which they do unpaid work. Those who would not have been classified as in employment were split between the ILO unemployed and the economically inactive.

##### Marital status

Respondents are asked whether they are married, living together as a couple, single, widowed, divorced or separated. In this article the simplified classification of married and not married is used; living together (cohabiting) is included with married.

##### Families

- A family unit comprises either:
- a married or cohabiting couple, with or without children; or
  - a lone parent and his or her children, provided they have no children of their own living within the household (but see section below on dependent children); or
  - one person.
- A family unit in the LFS cannot contain more than two generations eg if a grandparent lives with their son or

daughter and grandchildren, the grandparent forms a separate family unit.

In the great majority of cases, lone parent families are headed by mothers or fathers whose marital status was reported as never married, widowed, divorced or legally separated. However, lone parent families include some cases where one partner of a married or co-habiting couple either had been continually absent from the household for at least 6 months at the time of interview (for example in hospital or working overseas), or was no longer resident at the same address. In the survey, such persons are not recorded as members of the household. In the same way, a woman who is married but living on her own with children but who chooses not to report her marital status as separated will nevertheless be regarded as a lone parent.

##### Dependent children

In this article dependent children are taken to be those aged 0-15 years: young people aged 16 or 17 are excluded even where they are living with their parents and are still in full-time education. References to children in this article therefore mean dependent children of the relevant age.

Mothers and fathers in this article include only those parents or guardians with dependent children as defined above, living in the same household, and not those with only older sons or daughters.

##### Results based on small samples

Estimates relating to 10,000 people or fewer (after grossing up) are not shown in this article, since they are based on small samples and therefore likely to be unreliable. This is in line with current practice for all LFS based analyses.

##### Percentage distributions

The percentage distributions quoted in this article are generally based on the population for whom data are available, excluding any respondents who did not answer the relevant questions.

## Quarterly projections of the New Earnings Survey - July 1994

This article presents the results of projecting the April 1994 New Earnings Survey to July 1994.

### Estimated average earnings in July 1994

It is estimated that the average gross weekly earnings of full-time adult employees in July 1994 was £331.0. Tables 1, 2 and 3 show the detailed figures for nine occupation groups (and manual/non-manual), selected industry groups, and standard regions of Great Britain.

Continues facing page >

Table 1 Average gross weekly earnings for full time employees, July 1994

Occupations	Major group	All employees on adult rates		
		Male	Female	All
Managers and administrators	1	517.1	356.0	475.6
Professional occupations	2	494.6	408.8	462.7
Associate professional and technical occupations	3	436.4	331.7	391.4
Clerical and secretarial occupations	4	271.5	228.8	241.5
Craft and related occupations	5	308.8	181.4	298.2
Personal and protective service occupations	6	302.8	199.3	258.6
Sales occupations	7	309.3	203.6	263.3
Plant and machine operatives	8	289.5	196.0	272.6
Other occupations	9	243.1	169.9	229.3
All non-manual occupations		434.5	284.3	365.6
All manual occupations		284.5	184.2	266.4
All occupations	1-9	367.2	266.9	331.0

Table 2 Average gross weekly earnings for full time employees on adult rates, July 1994

Industry	SIC code	Males			Females			Males and females		
		Manual	Non manual	All	Manual	Non manual	All	Manual	Non manual	All
Agriculture, forestry and fishing	0	221.1	337.7	245.1	172.7	225.8	199.2	218.4	310.01	240.1
Energy and water supply industries	1	385.8	546.8	465.7	*	311.7	309.9	393.1	467.6	433.9
Extraction of minerals & ores other than fuels; manufacture of metals, mineral products and chemicals	2	316.7	458.7	373.7	209.7	276.3	253.3	302.8	405.3	349.4
Mechanical engineering	32	302.5	420.1	348.0	193.5	234.7	224.5	296.1	377.7	331.8
Electrical and electronic eng.	34	287.5	436.3	361.5	193.5	257.9	222.4	260.9	394.1	325.3
Metal goods, engineering & vehicles industries	3	303.8	436.8	358.7	198.0	262.0	234.8	289.7	397.8	337.5
Food, drink and tobacco	41-42	295.9	471.3	348.3	205.0	266.1	232.5	272.9	387.7	315.3
Paper products, printing and publ.	47	344.0	472.4	403.7	220.6	313.2	290.8	324.5	408.2	370.9
Other manufacturing industries	4	289.8	437.5	343.4	181.8	271.1	223.5	259.4	375.4	305.3
Construction	50	281.1	420.3	332.9	*	234.7	233.4	280.7	381.1	323.8
Distribution and repairs	61,62,64									
	65,67	245.0	343.7	308.8	172.1	215.9	212.5	236.0	289.0	274.8
Hotels and catering	66	190.0	302.5	229.1	149.1	223.6	178.2	171.5	263.7	205.4
Distribution, hotels and catering, repairs	6	233.3	340.9	298.0	158.1	217.7	206.1	216.8	287.3	264.5
Transport	71-77	298.7	432.2	345.3	286.6	262.1	268.5	297.8	371.0	330.0
Postal services & telecommunications	79	306.8	505.9	378.3	254.9	344.9	326.2	303.1	451.0	368.8
Transport and communication	7	301.5	458.8	356.9	276.4	291.0	287.9	299.6	381.5	343.6
Banking and finance	81	367.2	539.3	533.4	*	293.6	293.1	348.8	406.3	405.0
Business services	83	260.4	513.2	465.5	194.7	293.2	290.4	254.2	411.6	392.4
Banking, finance, insurance, business services and leasing	8	267.7	507.2	467.8	198.5	289.2	287.3	262.0	401.8	387.6
Public administration	91	259.0	396.8	379.9	202.4	273.8	271.4	249.9	342.3	334.3
Education and health services	93,95	239.0	450.9	408.7	166.5	324.2	314.3	210.8	365.7	347.6
Other services	9	245.3	416.9	377.8	173.6	306.2	290.8	218.3	353.0	330.5
All industries and services	0-9	284.5	434.2	367.2	185.0	284.3	266.9	266.4	365.6	331.0

\* Not available

Table 3 Average gross weekly earnings for full time employees, July 1994

Region	Males			Females			Males and females		
	Manual	Non manual	All	Manual	Non manual	All	Manual	Non manual	All
South East	303.2	490.0	425.3	207.9	322.1	307.3	285.6	414.8	380.6
East Anglia	277.2	403.2	339.5	175.4	262.3	246.5	261.1	337.6	307.7
South West	274.7	405.6	348.7	176.4	264.8	250.6	258.0	342.1	313.8
West Midlands	277.9	405.5	340.9	178.4	259.1	241.3	259.1	338.5	306.3
East Midlands	277.0	384.8	329.6	172.6	257.5	235.2	255.7	330.2	298.3
Yorkshire & Humberside	280.7	390.2	337.2	175.6	259.2	243.3	263.9	330.1	303.5
North West	283.2	407.7	348.7	178.7	263.7	248.6	264.9	340.1	312.5
North	282.2	390.6	332.4	175.8	257.2	241.9	266.1	327.5	301.9
England	286.4	439.2	372.2	186.2	287.2	270.0	268.5	370.3	335.5
Scotland	273.1	406.2	340.3	179.9	267.3	249.1	254.1	338.2	305.7
Wales	276.0	380.9	325.4	178.7	262.8	243.9	257.3	324.0	296.2
Great Britain	284.5	434.2	367.2	185.0	284.3	266.9	266.4	365.6	331.0

Table 4 Multipliers used for ratio projections

	Males	Females	All
Manuals	1.0135	1.0170	1.0140
Non-manuals	1.0140	1.0211	1.0170
All	1.0140	1.0205	1.0164

Table 5 Projected April 1994 results compared with actual results

	Males			Females			Males and females		
	Projected	Actual	Percentage difference	Projected	Actual	Percentage difference	Projected	Actual	Percentage difference
Manuals	280.1	280.7	0.2	184.0	181.9	-1.2	262.4	262.7	0.1
Non-manuals	435.0	428.2	-1.6	280.2	278.4	-0.6	363.5	359.5	-1.1
All	366.4	362.1	-1.2	263.7	261.5	-0.8	328.5	325.7	-0.9

For categories not shown in tables 1-3, users can construct their own July 1994 projections by applying the appropriate multiplier from table 4 to the NES estimates for April 1994.

The multipliers are produced by scaling the equivalent 3 x 3 table of annual increases in weekly earnings obtained from the 1993 and 1994 New Earnings Surveys so that the overall increase (which was 2.8 per cent) equals the 1.6 per cent increase in the Average Earnings Index (AEI) between April 1994 and July 1994. The AEI used is an unpublished series which excludes arrears of pay.

Articles in this series appear quarterly in the November, February, May and August Employment Gazette.

### Accuracy of quarterly projections for July 1993 to April 1994

The April 1994 NES results provide a means to check the accuracy of the quarterly projections of the 1993 NES.

The results of the comparisons are shown in table 5.

Using the projected April 1993 average earnings that were published in the August 1994 Employment Gazette, similar percentage differences can be calculated from the categories of tables 1, 2 and 3. The largest percentage difference was for non-manual men which overestimated by 1.6 per cent.

These differences arise because the projections assume the trends in earnings between April 1992 and April

1993 for the categories of table 4 continued throughout the 12 months to April 1994. The results of the 1994 NES showed that the earnings growth for all the categories in table 4 slowed in 1993-94.

On the whole, the projections tended to overestimate the actual earnings in April 1994. This is reflected in the fact that the increase in the Average Earnings Index (which is used to calculate the projections) between April 1993 and April 1994 was higher than the increase in the NES average (3.6 per cent as opposed to 2.8 per cent).



activities; skills, knowledge and understanding are only relevant insofar as they are required for competent performance. Although individuals may require training to achieve an NVQ, they do not have to undergo any particular programme of learning; there are no set NVQ syllabuses or training programmes.

Employers, acting through Lead Bodies, have produced these competence-based Occupational Standards. The employers' involvement is aimed at countering criticism of previous qualifications, namely that they were irrelevant to the needs of industry and needed rationalising because of the qualifications jungle. Awarding Bodies, which can be one and the same organisation as Lead Bodies but are usually separate, develop qualifications based on the competences. If these qualifications meet specified criteria, the NCVQ accredits them as NVQs.

### Nature of the study

The main objective of this IMS study for the Employment Department (ED) was to gather information on early indications of employers':

- current and intended take-up of NVQs and Occupational Standards and the factors affecting these;
- usage of NVQs; and
- perceptions of the costs, benefits and difficulties of implementation.

By assessing the level of NVQ take-up, the ED sought to obtain benchmarks against which future progress can be measured.<sup>3</sup>

The study involved a telephone survey of a representative sample of 1,500 employers, covering over one million employees, and 50 case studies of employing organisations in nine different Lead Body sectors. Most of the field work was conducted between March and June 1993.

### Employers' take-up rates

While it was estimated from the survey data<sup>4</sup> that 51 per cent of Great Britain's employers in the survey had heard of NVQs, only a relatively small number had started using them. For the economy as a whole, approximately five per cent of firms were using NVQs; this rose to six per cent when those using Occupational Standards instead of NVQs, rather than in addition, were included. A further estimated 22 per cent of firms intended or expressed interest in using them and about 72 per cent were not yet interested in either NVQs or Occupational Standards (figure 1).

Take-up varied significantly according to the size of firms, a finding echoed by the CBI's recent report on NVQs.<sup>5</sup> Forty-four per cent of firms in the survey with more than 500 employees were using NVQs compared with 6 per cent of firms

Figure 1 Weighted estimate of employers' current and intended use of NVQs and OSs in Great Britain, 1993

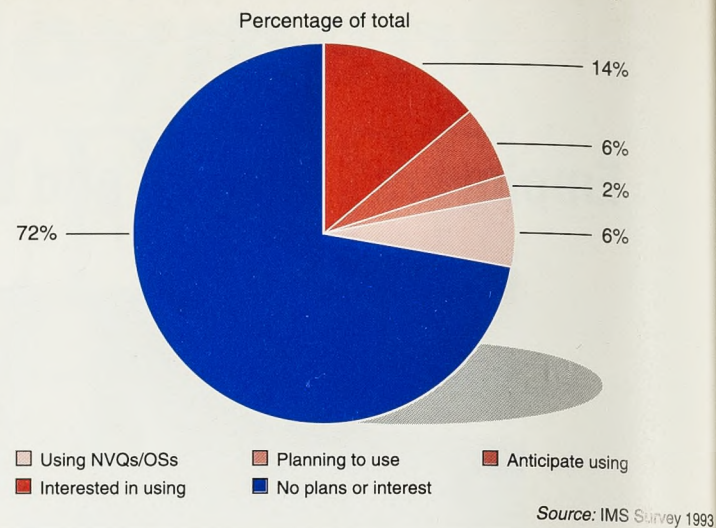
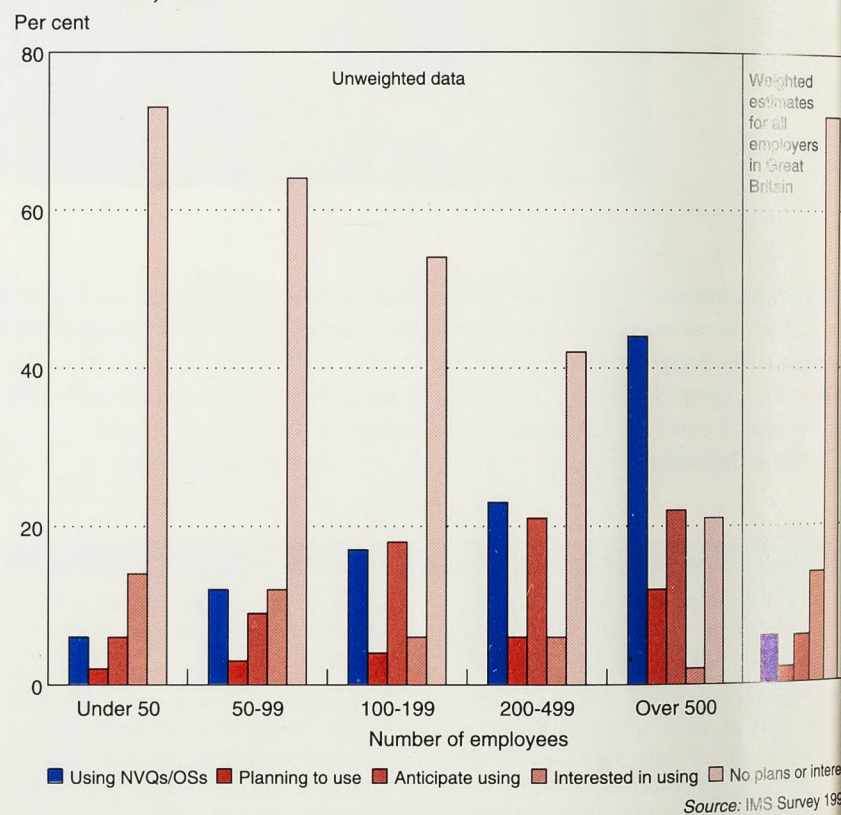


Figure 2 Employers' current and intended use of NVQs and OSs by employer size, 1993



with fewer than 50 employees (figure 2). Take-up also varied by sector and region, but to a much lesser extent.

When take-up was estimated by reference to the number of employees within firms who used NVQs and/or Occupational Standards, approximately 28 per cent of employees were covered. This was because larger firms were more likely to be users. In other words, well

over a quarter of employees in Great Britain worked in firms which were already using NVQs for at least some of their workforce.

### Future take-up

The take-up of NVQs is likely to increase in the future: the projected take-up among large firms surveyed (with more than 500 employees) was 78 per cent and

for small firms (fewer than 50 employees) it was 14 per cent. Despite this projection, however, the user base among very small firms suggests that take-up is likely to remain low among this group of employers for some time yet.

### Usage

The survey showed a similar pattern of usage of NVQs to that recorded nationally by NVQs awarded to date,<sup>6</sup> with NVQs in 'Providing Business Services' being the most widely used. Construction and energy/water were the two industrial sectors (SICs) with the highest proportions of survey respondents using NVQs. Cross-sectoral NVQs were the most widely used, however, especially those relating to business services and engineering.

Employers mainly used NVQs to provide initial training for new recruits but also used them to retrain existing staff and to accredit staff's existing skills. Employers tended to use them in their entirety rather than to select particular units, and the most popular NVQs were at Level 2 (figure 3).

### Levels of employee participation

Employers in the survey identified a total of 28,497 employees and trainees working towards the one NVQ most widely used in their organisation. Of these employees and trainees, 35 per cent had achieved a full NVQ and a further 29 per cent had achieved units.

For the majority of survey organisations which used NVQs, only a small number of employees (fewer than ten) were involved, although a few very large organisations had a much higher number participating.

On average, 29 per cent of those for whom the main NVQ was relevant were working towards that NVQ.

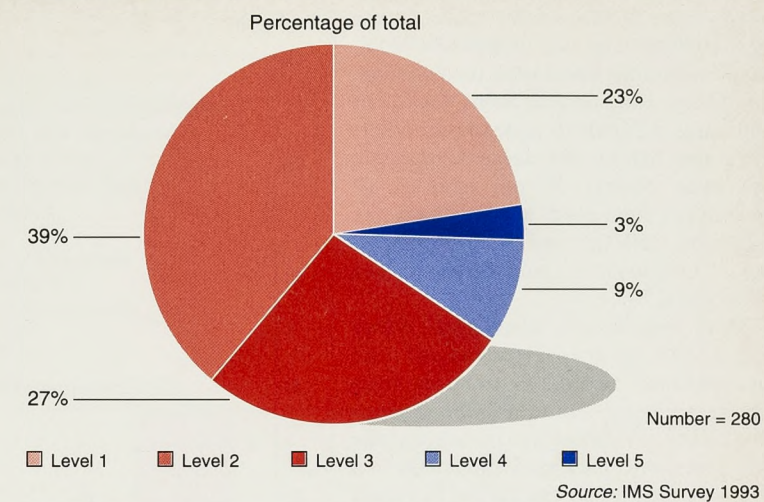
### Factors affecting take-up and usage

Numerous factors were identified which affected employers' take-up and usage of NVQs and Standards. No one factor, however, could be singled out because in reality they acted in conjunction with each other. Accordingly, clusters of factors affecting take-up and usage were identified. Each cluster represented a hurdle that employers had to overcome before facing the next hurdle. Each one included issues which influenced whether or not employers introduced NVQs; they encompassed the factors employers had to think about before embarking on NVQs. In turn, each pointed to the areas which need examination in order to encourage and improve the take-up of NVQs.

### Awareness and understanding

A short-term issue inhibiting the use of NVQs was people's lack of awareness and understanding of NVQs and

Figure 3 NVQs Levels in use (unweighted data)



Occupational Standards, especially those in small companies. Most employers in the survey who had not heard of NVQs were small firms with fewer than 100 employees. It was estimated that employers representing 46 per cent of the workforce were unaware of NVQs; it is expected, however, that with the continued marketing of NVQs more people will become aware of them.<sup>7</sup>

Employers who had sought information and advice about NVQs found it helpful for the most part. About one-third of employers surveyed, however, had a general lack of understanding of NVQs; they had yet to obtain sufficient knowledge to identify the differences between NVQs and previous types of qualifications. Fewer non-users than users appreciated the differences.

What this and other research suggests is that the quality of information is paramount. In particular, employers require advice and information on NVQs that relate to their specific sector and their business needs.

### Appreciation of the relevance of NVQs

There was a group of employers who were aware of NVQs but did not support them in principle or remained unconvinced of their relevance and benefits: nearly 50 per cent of non-users in the survey who had no intention of using NVQs in the future, said they could not see their relevance or necessity—a concern echoed in the CBI's recent report among both users and non-users.

One in five non-users wanted to see the benefits of NVQs before introducing them. Moreover, far fewer non-users than users agreed with positive statements about NVQs: for instance, 57 per cent of non-users, as opposed to 78 per cent of users, agreed with the statement, "NVQs will

raise standards because they reflect the needs of the job".

Also important was the fact that some non-users just did not see the point of training their employees, irrespective of the nature of the qualification.

### Incentives to introduce NVQs

NVQs are not mandatory: there are no statutory incentives for employers to act, and there are no penalties for not acting. As a result, some employers, who supported NVQs in principle, felt under no obligation to introduce them. Indeed, 14 per cent of non-users in the survey said that they would introduce NVQs only if they became a legal requirement.

Where there were obligations, for instance, as a condition of TEC funding for Youth and Employment Trainees, take-up was positively affected: one-third of users in the survey identified YT and ET as a factor influencing their decision to introduce NVQs. As figure 4 shows, employers' involvement in these schemes doubled the likelihood of their using NVQs. This had a knock-on effect on their other training provision and in raising awareness among other employees who were not trainees. Consequently, only 22 per cent of those who were working towards an NVQ were YT or ET participants while the vast majority were employees.

Clearly, NVQs were being used on their own merits and not just because they were a government requirement. Concerns that the initial association of NVQs with YT and ET might negatively affect the image of NVQs appear unjustified.

### Content of NVQs and Occupational Standards

Another obstacle that needs to be overcome is the concern expressed by some employers about the Occupational Standards upon which NVQs are based.

Most employers surveyed were unaware of the concept of Occupational Standards, while some of those interviewed in the case studies, who did understand them, had reservations about their presentation, flexibility, and content. Some found the Standards difficult to understand; others were put off by the terminology and concepts. Nearly 50 per cent of all employers surveyed agreed with the statement, "NVQs need to be simpler so that employers and employees understand."

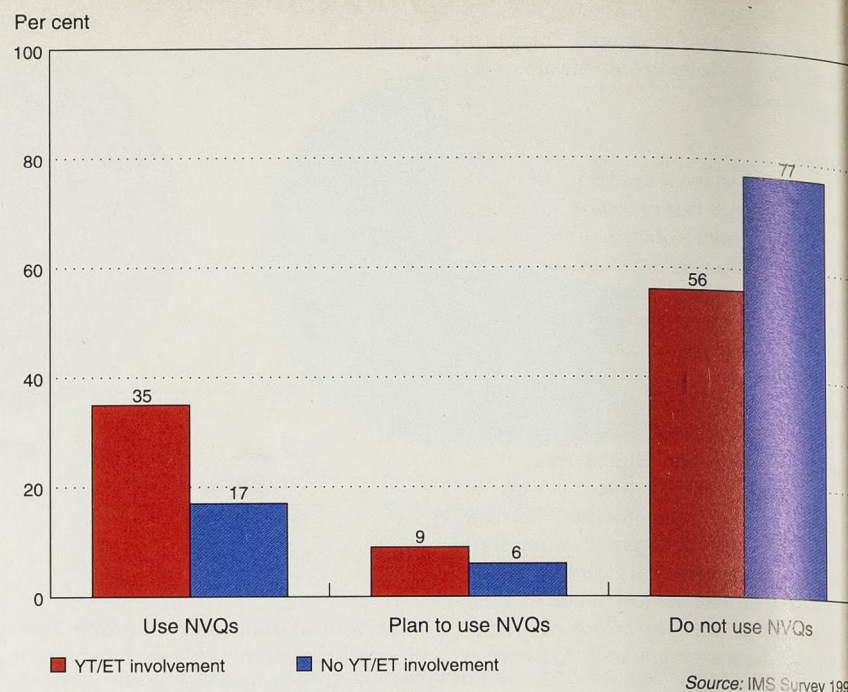
More serious was employers' worry about the appropriateness of the Occupational Standards to meet their business needs. Some wanted greater flexibility in the way in which the Standards were packaged into NVQs—a change called for by the CBI in its recent report but which in turn raises other unresolved issues.<sup>8</sup>

There is now a well-established debate about the nature and content of Occupational Standards and NVQ competences; for example, some educationalists have criticised the Occupational Standards because the underpinning knowledge and theory are not always separately tested but may be inferred.<sup>9</sup> Others have suggested that the competences have been too narrowly defined and will therefore not meet the long-term needs of individuals or industry.<sup>10</sup>

In contrast, our survey showed that employers had mixed opinions as to the extent to which NVQs were too narrow or too broad, and there were little differences in these opinions between users and non-users. The 21 per cent of employers who suggested that they were too narrow thought that they were too occupationally specific and thus too restrictive. The 18 per cent who believed that they were too broad thought they were overly generic and thus not directly related to their needs in the workplace.

Issues remain which may need further addressing; for instance, the difficulty in getting NVQs to meet the needs of individual employers and reflect the requirements of broad occupational competence rather than those related to a specific job, location or organisation. How can NVQs be satisfactory for a wide range of jobs within an occupation and reflect both generic competences like management and administration on the one hand, and those required by a specific role in a particular organisation on the other? Can NVQs meet both the long-term education and training needs of individuals and employers' shorter-term needs for specific skills? There is also the issue of how there can be a nationally recognised and standardised qualification that allows the flexibility that employers desire without sacrificing rigour to flexibility.

Figure 4 Use of NVQs and involvement with Youth Training and/or Employment Training (unweighted data)



Source: IMS Survey 1993

#### Added-value of NVQs

Some employers were quite satisfied with the Occupational Standards underpinning NVQs but were uncertain about NVQ qualifications per se—particularly their added value and credibility. Nearly one-third of non-users in the survey who said they were unlikely to use NVQs in the future reported that they were satisfied with their existing training scheme and/or qualification; they were interested in and committed to training but did not see NVQs as the most appropriate qualification or training vehicle.

Other non-users, although committed to training, did not see any advantage in their employees possessing a qualification. Thus, 29 per cent of non-users in the survey compared with 18 per cent of

users agreed with the statement that, "It is being able to do the job that counts—qualifications are irrelevant." In addition, some believed that NVQs lacked credibility and had yet to gain currency as the accepted standard within their industry.

#### Experience of implementing NVQs

Some employers' experiences of introducing NVQs—in particular, the benefits, costs and difficulties of implementing them—may affect the take-up rates.

#### Benefits

The main factor which persuaded nearly 50 per cent of users to introduce NVQs was staff development and performance: employers believed that NVQs would aid these developments. As table 1 shows,

Table 1 NVQ/SVQ users: perceived main benefits of using NVQ/SVQs (unweighted data)

Benefit	Respondents	Per cent
Improve standards of performance	105	34
Motivation	76	25
Nationally recognised qualifications	57	18
Provides qualifications and recognition skills	41	13
Relevant to job/industry	33	11
Provides assessment of progress	29	9
On-job training/less time away from work	25	8
Structured/practically based training	24	8
Flexible workforce	12	4
None	7	2
Don't know	7	2
Others	62	20
Numbers of respondents 310		

Source: IMS Survey 1993

one-third of all employers who used NVQs identified improved standards of performance as a key benefit of NVQs and a further quarter mentioned staff motivation; one-half were attracted to them because they were nationally recognised qualifications and related to vocational competence-based training. In other words, on the whole these employers across different occupational sectors were satisfied with both the Occupational Standards and the qualification per se. They perceived them as relevant to their needs and were optimistic about the benefits they would reap.

Employers interviewed in the case studies, however, debated the impact of NVQs on work performance and productivity; they recognised the difficulties of accurately measuring these benefits and could not persuasively quantify the immediate, short-term benefits of NVQs to the 'bottom line'. Yet they called on the benefits of NVQs to justify their introduction.

Another positive outcome from the introduction of NVQs was their impact on employers' training provision. NVQs had led to a net increase in the volume of training especially in those sectors which had no pre-existing qualifications; but, any causal relationship needs to be treated with caution. Use of NVQs had helped to structure training provision, identify training needs and focus training in all sectors. Although not always revolutionary, the Occupational Standards were very helpful and provided a valuable baseline for employers.

There was little agreement on NVQs' impact on training quality, the training process and attitudes towards training, as many users were already highly committed to training. NVQs to date had had a limited influence on organisations' human resource management, apart from training.

#### Public funding and the costs

There was very mixed evidence about the extent to which the costs of introducing NVQs act as a deterrent to take-up. Some 28 per cent of users in the survey reported that more financial help would have extended the availability of NVQs to employees; however, only 17 per cent of non-users believed that more financial help would have encouraged them to introduce NVQs. In contrast, over three-quarters of all survey respondents (both users and non-users) agreed with the statement that "the cost of NVQs should be shared between Government and the employers."

Certainly, the availability of public funding for NVQs was a significant factor which influenced users to introduce them. Moreover, it played an important role in helping to explain both the level of take-up in certain sectors and which level of NVQs were being used. For instance, the

Table 2 NVQ/SVQ users: costs met by organisations when using NVQ/SVQs (unweighted data)

Cost	Respondents	Per cent
Time and salary cost for candidates, supervisors and assessors	131	49
Training and materials	104	39
Certification and registration	72	27
Training assessors	49	18
Travel	20	7
Administration/paperwork	20	7
Development costs	4	1
None/none at the moment	23	9
Others	32	12
Don't know	41	15
Numbers of respondents 269		

Source: IMS Survey 1993

Table 3 NVQ/SVQ users who reported difficulties in implementing NVQ/SVQs: nature of difficulty (unweighted data)

Difficulty	Respondents	Per cent
Time to implement, train and assess	38	26
Lack of/unsatisfactory information and guidance	28	19
Overcoming resistance	23	16
Problems understanding	22	15
Cost	18	12
Administration/paperwork	16	11
Bureaucracy/red tape	12	8
Lack of staff to implement	4	3
People not heard of it	5	3
May not last or may change	6	4
NVQ/SVQ level not available	3	2
Carrying out assessment, e.g. inconsistency	6	4
Others	22	15
Numbers of respondents 146		

Source: IMS Survey 1993

introduction of NVQs at Level 2 in sectors like hairdressing could largely be explained by the availability of YT funding and output-related funding, which has been most often pegged at Level 2.

Half the users in the survey identified the main costs as those associated with the time and salaries needed for NVQ candidates, supervisors and assessors. A further one in five specified the costs of training and materials (table 2). Overall the costs of implementing NVQs were associated with:

#### ● Introducing NVQs

For instance, costs incurred in educating their workforce and managers about NVQs and how they were to be implemented.

#### ● Training

Some employers faced costs in developing new training infrastructures and systems; adapting their existing ones; and creating new training courses and materials. Others had experienced an increase in the amount of training they undertook which had cost implications. Not all users, however, incurred additional training expenses or increased their

volume of training. This was because some used NVQs to endorse their existing training provision while others used them to accredit employees' existing skills and competences which required no additional training.

#### ● Assessment

Most employers had had to set up assessment infrastructures and train assessors. They had to absorb the costs of the time involved in assessing candidates and the lost production time of both assessors and candidates. Most had chosen to pay for certification and registration which over one-quarter in the survey identified as a key expenditure when using NVQs (table 2). These costs had led a small proportion of employers to use Occupational Standards rather than NVQs. These employers took the view that these 'qualification' costs were the responsibility of individuals themselves.

Few employers were able to quantify the costs of implementing NVQs in a comprehensive manner. The ED has since commissioned other research to examine the costs in more detail.



Difficulties implementing NVQs

Fifty per cent of all employers who were using NVQs reported difficulties in implementing NVQs and one-quarter reported a lot of difficulties. Table 3 lists the main difficulties they encountered.

Although employers were satisfied with the information they had received when making initial enquiries about NVQs, approximately 50 per cent had faced problems understanding the information and guidance they received when implementing NVQs. About one-quarter also encountered internal resistance to NVQs from line managers and professionals. Some employers, however, were able to overcome this by having champions in their organisation willing to promote NVQs and to win the support of line managers; others surmounted this issue by appointing a person with specific responsibilities for co-ordinating NVQ activities and facilitating their smooth implementation.

Some employers experienced problems in finding the time to train candidates and give them adequate support. Indeed, the most common difficulty users reported in the survey was related to the time required to implement, train and assess (table 3). The most serious hurdles employers had had to tackle in implementing NVQs, however, were associated with assessment. They had encountered practical difficulties with assessors, such as their availability and training. They were sometimes burdened by the assessment process in terms of finding time for assessment, creating assessment opportunities, and in using certain assessment methods.

#### NVQs' fit with business needs

The extent to which NVQs fitted with companies' overall business needs was the final decisive factor affecting whether or not employers adopted NVQs. This, above all, affected firms' readiness to take on NVQs and their willingness to absorb any additional costs and difficulties arising from their introduction. It helped explain why NVQs in particular were considered more appropriate than other qualifications.

NVQs' fit with business needs was usually driven by market pressures rather than peer group, social or moral pressures. It was more likely to be found in those companies which had incorporated NVQs (explicitly or implicitly) into their human resource development strategy, and training strategy in particular. This often manifested itself in terms of a strong training culture and a well-developed training infrastructure.

Organisations with a strong training culture developed in advance of NVQ/SVQs and Occupational Standards were the ones most likely to embrace NVQs. Such employers were found in all sectors

and, with a few exceptions, were large.

#### Conclusions

The research shows that there was a lot of support and enthusiasm for NVQs and Occupational Standards, especially from large firms and committed trainers. But take-up was low in medium-sized and small firms. The reasons for this were numerous. They related to a lack of awareness and understanding of NVQs; questions over the content of NVQs; and concerns over the costs and benefits. Above all, the most decisive factor was whether NVQs fitted with companies' overall business needs and the extent to which companies incorporated NVQs into their human resource development or training strategies. ■

#### Footnotes

- 1 The research covered both National and Scottish Vocational Qualifications, but for ease of exposition we shall refer to them both as National Vocational Qualifications.
- 2 Callender, C; Toye, J; Connor, H; Spilsbury, M: *National and Scottish Vocational Qualifications: Early indications of employers' take-up and use*, Institute of Manpower Studies, Report 259, 1993. A priced publication is available from: BEBC Distribution, PO Box 1496, Parkstone, Poole, Dorset BH12 3YD.
- 3 In spring 1995 take-up will be re-measured.
- 4 See *Technical note*
- 5 *Quality Assessed: The CBI Review of NVQs and SVQs*, CBI, 1994.
- 6 *NVQ Monitor*, NCVQ, 1993.
- 7 The fieldwork took place before the 'Make it your Business' campaign to increase awareness of NVQs.
- 8 Callender, C: 'The Holy Grail of the Perfect NVQ', *Personnel Today*, p 17, 12 July 1994.
- 9 Smithers, A: *All our futures: Britain's education revolution*, Channel Four Television, 1993.
- 10 Steedman, H: *Mathematics In Vocational Youth Training for the Building Trades in Britain, France and Germany*, Discussion Paper No 9, National Institute of Economic and Social Research, 1992; Callender, C: *Will NVQs Work? Evidence from the construction industry*, Institute of Manpower Studies, Report No. 228, 1992.

#### Technical note

Because the sample is biased towards large firms, it was necessary to undertake a weighting exercise in order to make estimates for the economy as a whole. We used information from the study by Bannock and Daly conducted in 1990 (see *Employment Gazette*, May 1990) to obtain estimates of firms of different sizes and their employment distribution.

## 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, and Unemployment Benefit Offices.

#### GENERAL INFORMATION

Just the job  
Details of the extensive range of ED  
employment and training programmes and  
business help. EMPL45

#### EMPLOYMENT LEGISLATION

Written statement of employment  
particulars PL700  
Example form of a written statement of  
employment particulars PL700  
Redundancy consultation and  
notification PL833  
Employee's rights on insolvency of  
employer PL718  
Maternity rights - a guide for employers  
and employees PL958  
Suspension on medical grounds under  
health and safety regulations PL705  
Facing redundancy? Time off for job  
counting or to arrange training PL703  
Union membership and non-membership  
rights PL871  
Itemized pay statement PL704  
Guarantee payments PL724  
Employment rights on the transfer of an  
undertaking PL699  
Rules governing continuous employment  
and a week's pay PL711  
Time off for public duties PL702  
Unfairly dismissed? PL712  
Rights of notice and reasons for  
dismissal PL707  
Redundancy payments PL808  
Limits on payments PL827  
Unjustifiable discipline by a trade union  
PL865  
Trade union executive elections PL866  
Trade union funds and accounting  
records PL867  
Trade union political funds PL868  
The payment of trade union  
subscriptions through the check-off  
PL944  
Industrial Action and the law  
A guide for individuals on their right to  
stop the unlawful organisation of industrial  
action. PL943

Trade Union Reform and Employment  
Rights Act 1993 - a Guide PL945  
Industrial action and the law -  
Employees' version PL869  
Industrial action and the law -  
Employers' version PL870  
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 PL928  
Code of practice - trade union ballots on  
industrial action TUBALACT  
Sunday Trading Act - new employment  
rights for shop workers PL960

#### HEALTH AND SAFETY

AIDS and work -  
A guide for employees PL916  
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

#### INDUSTRIAL TRIBUNALS

Industrial tribunals procedure - for  
those concerned in industrial tribunal  
proceedings ITL1 (1986)  
Application to an industrial tribunal IT1  
Industrial tribunals - appeals concern-  
ing 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

#### WAGES LEGISLATION

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

Queries or bulk order  
should be addressed to:

Cambertown Ltd  
Goldthorpe Industrial Estate  
Goldthorpe  
Rotherham  
S63 9BL

Tel: 0709 888688

#### SEX EQUALITY

Rising to the Challenge  
Realising women's potential in the  
workplace PL940  
Sexual harassment in the Workplace  
A guide for employers PL923  
Sexual harassment in the workplace  
A guide for employees PL924  
Sex discrimination in employment PL887  
Collective agreements and sex  
discrimination PL858  
A guide to the Sex Discrimination Act  
PL858

#### MISCELLANEOUS

Equal Opportunities: Ten Point Plan for  
Employers PL922(Rev)  
Be flexible  
A guide to flexible working PL927  
The best of both worlds  
A guide for employers on the benefits of a  
flexible approach to working arrangements  
DEMPJ074NJ

The Race Relations Employment  
Advisory Service  
A specialist service for employers PL748  
The Employment Agencies Act 1973  
Guidance on the Employment Agencies Act,  
1973 and regulations. Employment agency  
licensing and service standards PL 919  
Quarterly Labour Force Survey  
A guide to the new quarterly LFS: what is  
it, how it works, what it covers and how to  
obtain a copy PP6

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.

# LFS QUARTERLY BULLETIN

AND

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- Second jobs
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- ILO unemployment rates by age & sex
- Economic activity rates by age & sex

- Hours of work
- Ethnic minority groups
- Discouraged workers
- Regional economic activity
- Occupations
- Industry sectors
- Job related training
- Redundancies

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The new LFS Rapid Release (LFSRR) has been introduced to provide early access to key results from each quarter's survey. Just 1 1/2 months after each survey period, it presents the following series.

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- Alternative measures of unemployment
- ILO unemployment rates by age & sex
- Economic activity rates by age & sex
- Industry sectors
- Regional economic activity

Key LFS results for summer (June to August) 1994 will be published in the LFSRR in October. Further issues will then be published in January, April, July and October each year.

The annual subscription to the LFSRR is £30

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## LABOUR FORCE SURVEY

071 273 5585

# HELP-LINE



Prepared by  
the Government  
Statistical Service

## CONTENTS FOR NOVEMBER 1994

- 1 Job-related training by size of workplace
- 2 Employees working flexi-time by region
- 3 Sickness absence by age
- 4 Night shift workers by occupation and industry
- 5 Length of time in temporary jobs

This monthly feature describes some of the recent requests for information from the Employment Department's Labour Force Survey.

Most of the requests have been received by telephone via the ED's LFS Help-Line (071 273 5585).

The LFS covers a sample of about 60,000 households in Great Britain each quarter and is conducted on behalf of the ED by the Office of Population Censuses and Surveys. Questions are asked about employment, self-employment, hours of work, unemploy-

ment, education and training and many other topics including demographic information such as age and ethnic origin.

This feature mainly draws on results from the spring (March 1994 to May 1994) LFS. The main results from the Survey were released in the LFS Quarterly Bulletin on 14 September 1994 and are summarised in tables 7.1, 7.2, 7.3, 7.4 and 7.5 of the Labour Market Data pages of this month's Employment Gazette. Key results for the summer LFS were released in the LFS Rapid Release on 12 October.

## 1 JOB RELATED TRAINING BY SIZE OF WORKPLACE

Many requests for LFS data about training are received from employers on ED's training statistics Help-Line (0742-594027). In spring 1994, 3.2 million employees of working age (1.63 million men and 1.59 million women) (not seasonally adjusted) received job-related training in the four weeks prior to interview.

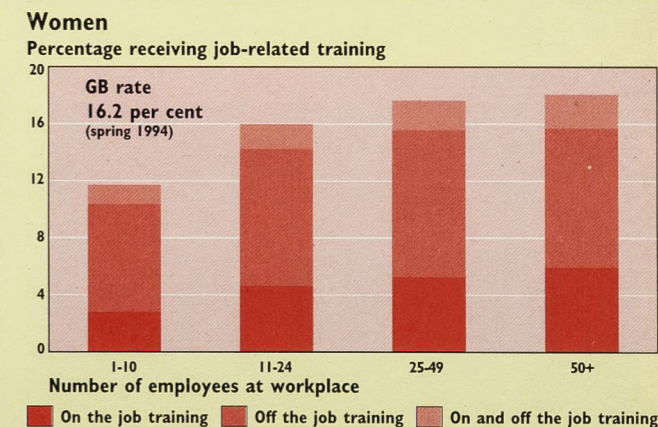
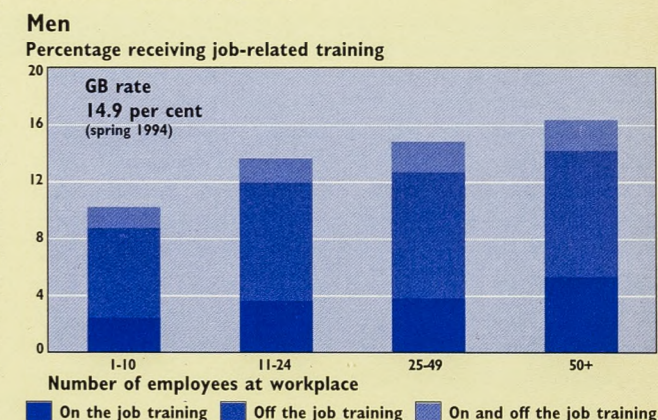
Figure 1 shows how the occurrence of job-related training varies with the size of workplace. The incidence of training among employees in larger workplaces is higher than among employees in smaller workplaces. The charts also show that in spring 1994 women were more likely to receive job-related training than men whatever the size of the workplace.

In addition the charts show the

percentage of employees that receive on and off the job training. "On the job training" means learning by example and practice while actually doing the job. Any training conducted in a classroom or training section, even if on the employer's premises, is off the job training. The proportion of employees receiving on the job training increases with the size of workplace. Some 23 per cent of the employees of working age who worked in workplaces of size 1-10 and who had received job-related training within the last four weeks received on the job training compared to 33 per cent of employees working at workplaces of size 50+.

A full article about Women and Training appears elsewhere in this issue of the Employment Gazette.

Figure 1 Percentage of employees of working age receiving job-related training in the four weeks prior to interview by size of workplace (Great Britain, spring 1994, not seasonally adjusted)



### Size of Workplace in the LFS

In the LFS, the number of employees at workplace refers to the total number of employees at the respondent's workplace, not in the particular section/department nor in the company or enterprise as a whole which may comprise many individual workplaces. People employed by employment agencies who may work during the course of the week at a number of locations are required to refer to the place where they worked the longest hours during the reference week.

Note: Respondents who replied that they did not know how many employees were at their workplace but said that there were fewer than 25 have been included in the 11-24 group. Those who did not know but said that there were over 24 have been included in the 25-49 group.

## 2 EMPLOYEES WORKING FLEXTIME BY REGION

Flexible working hours or flexitime is an arrangement where employees can vary their daily start and finish times as long as they work the total number of hours agreed over a specified period.

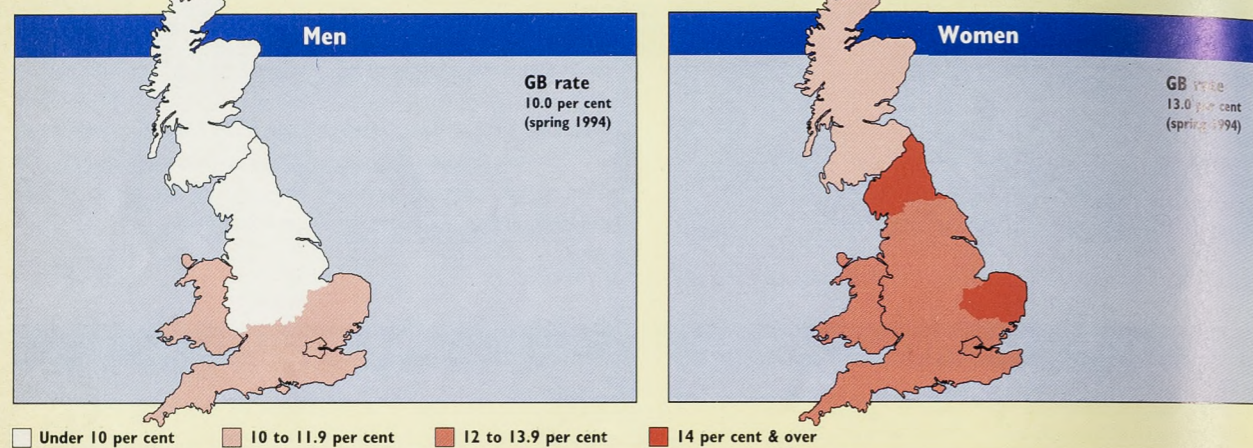
In spring 1994 2.4 million employees in Great Britain (11 per cent) worked flexible working hours; *figure 2* shows regional variations in the extent of this pat-

tern of working. In all regions women are more likely than men to be working flexitime; in the North, for example, 14 per cent of women do this compared with just 9 per cent of men.

A full article entitled *The flexible workforce and patterns of working hours in the UK* appeared in the July 1994 edition of the *Employment Gazette*.

Type of Agreed Working Arrangement	
Each Spring and Autumn employees are asked if their working arrangements are any of the following:	
1 flexitime	5 a nine-day fortnight
2 an annualised hours contract	6 a four-and-a-half day week
3 term-time working	7 none of these
4 job-sharing	8 don't know
Respondents may give up to 3 responses. In this analysis the percentage of employees who said they worked flexitime has been used.	

**Figure 2** Percentage of employees who have flexible working hours (Great Britain, spring 1994, not seasonally adjusted)



## 3 SICKNESS ABSENCE BY AGE

The LFS is a regular source of information about people absent from work. It shows that in spring 1994, 933 thousand employees in Great Britain were absent from work for at least one day in the reference week due to sickness or injury.

*Figure 3* shows the percentage of employees in different age

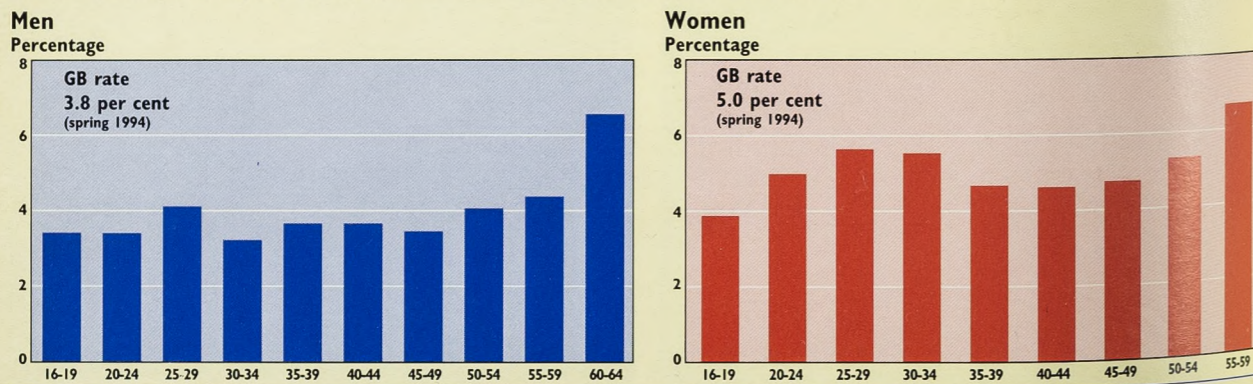
groups absent from work for at least one day in the reference week due to sickness or injury. For people younger than five years below state retirement age, there is relatively little variation in sickness absence rates for different age groups, although women aged 25-34 have higher rates than other age groups. There is a small rise in

sickness absence rates for people approaching retirement age but even then, fewer than seven percent of men aged 60-64, and of women aged 55-59, were absent from work, because of sickness or injury, at any time during the reference week.

Notwithstanding their slightly less favourable average sickness

absence record, older employees offer many advantages to employers. For example, they often have greater skills, reliability, experience and commitment to their employer than younger people. Research also shows that, on average, they stay with an employer longer.

**Figure 3** Percentage of employees of working age absent from work for at least one day in the reference week due to sickness or injury by age (Great Britain, spring 1994, not seasonally adjusted)



## 4 NIGHT SHIFT WORKERS BY OCCUPATION AND INDUSTRY

In spring 1994, four million employees usually or sometimes worked night shifts and some 350,000 always worked night shifts.

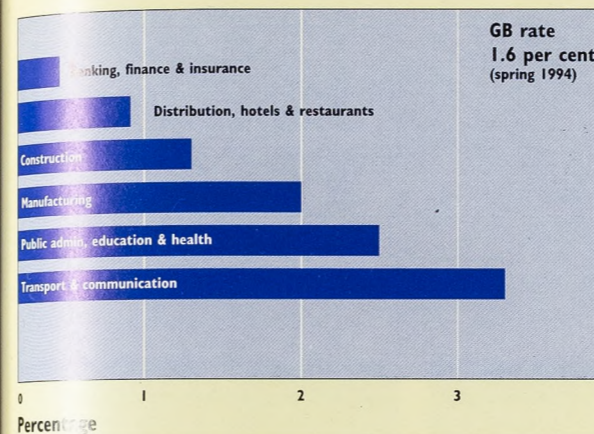
*Figures 4 and 5* show the percentage of employees who

exclusively do night shifts by industry and occupation. Night shifts are most common in the personal and protective occupations and in the transport and communications industry.

The charts also show a high proportion of employees working night shifts in public administration and health occupations and associate professional and technical industries - this is caused

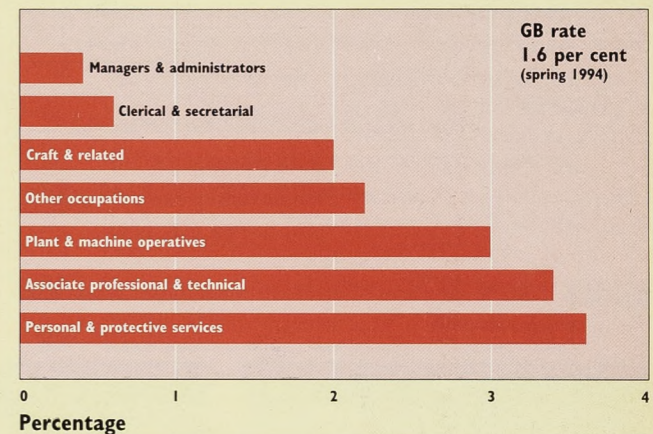
by nurses and doctors and other similar occupations where night cover is required.

**Figure 4** Percentage of employees who always work night shifts by industry (Great Britain, spring 1994, not seasonally adjusted)



Note: Agriculture, fishing, Energy and water and Other services are not shown as fewer than 10,000 employees worked night shifts

**Figure 5** Percentage of employees who always work night shifts by occupation (Great Britain, spring 1994, not seasonally adjusted)



Note: Professional and Selling occupations are not shown as fewer than 10,000 employees worked night shifts

### Type of Shift Pattern

All persons in employment who usually or sometimes do shiftwork are asked the type of shift pattern that they work:

**Three-shift working** - the day is divided into three working periods - morning, afternoon and night. This kind of shiftwork usually, but not always, involves one or more weeks of mornings, followed by one or more weeks of afternoons, followed by one or more weeks of nights.

**Continental shifts** - this is a continuous three-shift system that rotates rapidly eg. three mornings, then two afternoons, then two nights. Usually there is a break between shift changes.

**Two-shift system with "earlies" and "lates"/double day shifts** - this is normally two shifts of eight hours each, eg. 0600-1400 and 1400-2200. Shifts are usually alternated weekly or over longer intervals.

**Sometimes night and sometimes day shifts**

**Split shifts** - these are full shifts divided into two distinct parts with a gap of several hours in between. Used in industries where peak demands are met at different times of the day eg. catering, passenger transport and service industries.

**Morning shifts** - if this is full-time, most commonly 0600-1400. This code is used if the morning shift is the only shift worked or worked part time during the morning.

**Evening or twilight shifts** - if this is full-time, most commonly 1500-2400. Also used for part-time shift 1700-2100 or 1800-2200.

**Night shifts** - if this is full-time, most commonly 1800-0600, and usually continuing after midnight. This code is only used for permanent night work.

**Weekend shifts** - this code is used for work during Fridays, Saturdays, Sundays (0600 1800), when there is no other work.

**Other type of shiftwork** - none of the above.

For this analysis those employees who responded that they worked night shifts have been used.

**5 LENGTH OF TIME IN TEMPORARY JOBS**

The LFS shows that in spring 1994 there were 1.37 million employees in temporary work, representing 6.5 per cent of all employees.

Figure 6 shows the length of time temporary employees have been with their current employer. 47 per cent of women have been with their employer for one year or more compared to only 37 per cent of men. Table 1 expands on this information and looks at the different types of temporary work. As expected, temporary employees in seasonal jobs or those agency temping are more likely to have been with their employer for shorter times than other temporary employees.

Temporary Work						
People responding to the LFS are asked if their job was permanent. If not, they are classified as being in temporary employment and are asked in what way their job was not permanent i.e seasonal work, done under contract, agency temping, casual work or some other reason for not being permanent.						

**Table 1 Length of time employees have been with their employer by type of temporary work (Great Britain, spring 1994, not seasonally adjusted)**

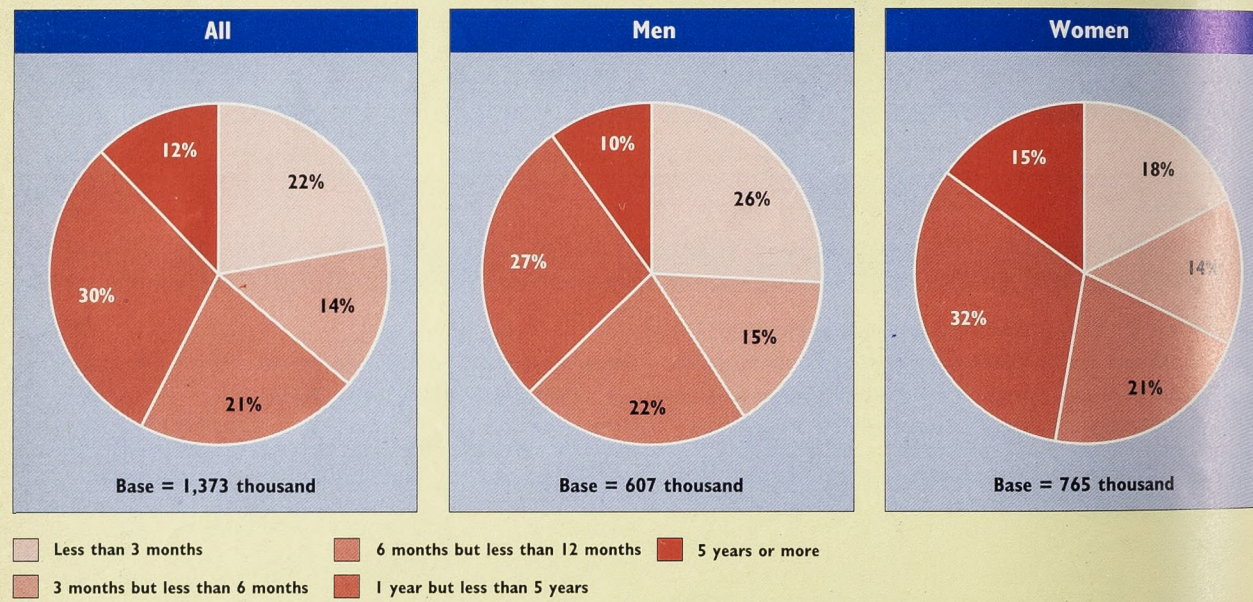
Length of time with employer (per cent)	All types of temporary work	Seasonal work	Contract for fixed period	Agency temping	Casual work	Other
Less than 3 months	22	45	16	41	22	22
3 months but less than 6 months	14	13	13	16	16	15
6 months but less than 12 months	21	17	23	19	21	18
1 year but less than 5 years	30	17	34	19	29	28
5 years or more	12	*	14	*	12	17

Base (thousands):

<b>Employees in temporary jobs</b>	<b>1,373</b>	<b>76</b>	<b>732</b>	<b>110</b>	<b>305</b>	<b>149</b>
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\* Fewer than 10,000, estimate not shown.

**Figure 6 Length of time temporary employees have been with their current employer (Great Britain, spring 1994, not seasonally adjusted)**



**GETTING ACCESS TO THE LFS**

A variety of ways to access LFS data has been designed to meet the needs of the different types of user ranging from those who need very up-to-date key Labour Market figures to those who require more detailed statistics for their own analysis.

The Labour Force Survey Quarterly Bulletin (LFSQB), which is issued in September, December, March and June, is the main LFS publication, featuring results from the new quarter's survey, along with technical notes about methodology and the definitions used.

In addition, a new publication, the Labour Force Survey Rapid Release (LFSRR) makes available key results two months before the

LFSQB is published. Thus the LFSRR published in October featured key results from the summer survey, while the full results will be available in the LFSQB in December.

A full-page advertisement elsewhere in this issue describes the LFSQB and LFSRR. For subscription details telephone 071 273 6110.

**Analysis services**

The full quarter's LFS dataset is released at the same time as the LFSQB.

The Quantime Bureau Service can supply up-to-date LFS data 24 hours a day, seven days a week, or you can get the results for analysis yourself using the Quantime database interrogation package with a standard personal computer.

For further details about the QUANTIME BUREAU SERVICE, telephone 071-625 7111.

NOMIS now offers a range of LFS data at national and local area level.

For more information contact: 091-374 2468/2490.

For research users, the ESRC Data Archive holds all LFS datasets.

For more information telephone 0206 872570.

**LFS Helpline**  
For further information about the LFS, telephone the LFS HELPLINE on 071-273 5585.

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November ..... 16 Wednesday  
December ..... 14 Wednesday  
January 1995 ..... 18 Wednesday

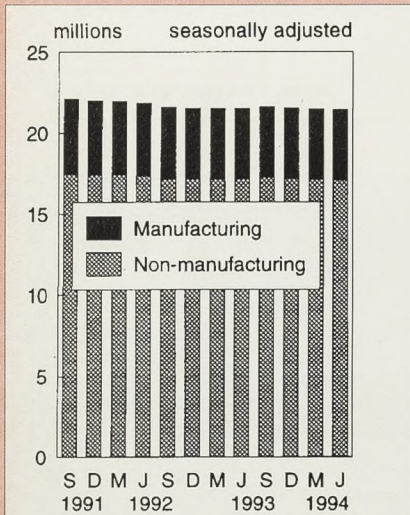
# LABOUR MARKET *update*

## Economic background

Table 0.1

- **Gross Domestic Product (GDP)** in the second quarter of 1994 was 1.1 per cent higher than the previous quarter and 3.8 per cent higher than a year earlier.
- **Excluding oil and gas GDP** in the second quarter of 1994 was 1.0 per cent higher than the previous quarter and 3.2 per cent higher than a year earlier.
- **Retail Sales volumes** in the three months to August were 0.6 per cent higher than in the previous three months and 3.3 per cent higher than a year earlier.
- **Manufacturing output** in the three months to August was 0.8 per cent higher than in the previous three months and 4.2 per cent higher than a year earlier.
- **Construction output** in the second quarter of 1994 was 0.9 per cent higher than the previous quarter and 3.8 per cent higher than a year earlier.
- **Investment** in the second quarter of 1994 was 0.7 per cent lower than the previous quarter but 5.4 per cent higher than a year earlier.
- **Government consumption** in the second quarter of 1994 was 1.2 per cent higher than the previous quarter and 1.7 per cent higher than a year earlier.
- **The balance of visible trade** in the three months to July was in deficit by £2.45 billion. This compares to a deficit of £2.70 billion in the previous three months and £3.48 billion a year earlier.
- **Excluding oil and erratics export volumes** in the three months to July were 1 1/2 per cent higher than the previous three months and 10 per cent higher than a year earlier.
- **Excluding oil and erratics import volumes** in the three months to July fell by 1 1/2 per cent over the previous three months but were 4 1/2 per cent higher than a year earlier.

Figure 1: Manufacturing and non-manufacturing employees in employment: UK



## Employment

Figure 1. Tables 1.1 to 1.12, except 1.8

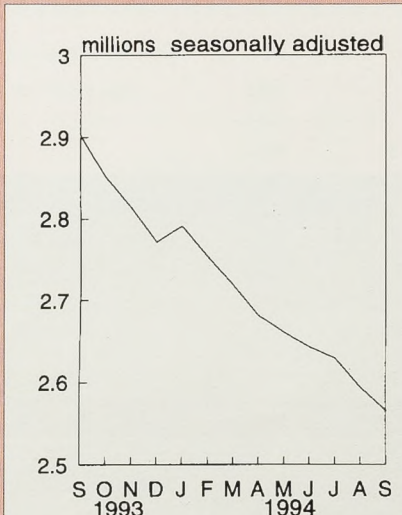
- Manufacturing employment in Great Britain rose by 9,000 in August following a rise of 1,000 in July and a fall of 9,000 in June. (Table 1.2)
- Overtime worked by operatives rose slightly in August to 8.7 million hours per week. (Table 1.11)
- Hours lost through short-time working rose to 0.29 million hours per week in August, following a smaller fall in the previous month, but the level remains low. (Table 1.11)
- The average hours index for manufacturing operatives in Great Britain fell by 0.1 million in August to 97.8 (1985=100). (Table 1.12)
- In the quarter to June 1994 the workforce in employment in the UK fell by 35,000. This fall was mainly among females and entirely in full-time jobs, with part-time working increasing. This follows a larger fall of 85,000 in March. (Table 1.1)
- June's quarterly fall was made up of falls in employees (52,000), HM Forces (5,000) and participants on work-related government training schemes (19,000), while the self-employed rose by 41,000. (Table 1.1)
- Service sector employees in Great Britain fell by 30,000 in the quarter to June. Over the year, employment in the service industries rose by 36,000. (Table 1.2)

## Claimant unemployment

Figure 2. Tables 2.1-2.20, except 2.18

- UK seasonally adjusted level of claimant unemployment fell by 28,000 in September to 2,566,000. This is the eighth consecutive monthly fall. (Table 2.1)
- Unemployment level 973,600 (61 per cent) higher than in April 1990 when claimant unemployment reached its last trough, but 405,700 (14 per cent) lower than in December 1992 when unemployment last reached a peak. (Table 2.1)

Figure 2: Claimant unemployment consistent with current coverage: UK



- The seasonally adjusted rate of claimant unemployment, at 9.1 per cent of the workforce, was down 0.1 percentage points on the previous month. Lowest rate since December 1991. (Table 2.1)
- United Kingdom unemployment rate is 1.2 percentage points lower than 12 months ago and, over the year, has fallen in every region for both men and women. (Tables 2.1 & 2.3)
- Between August and September 1994 the total level of seasonally adjusted claimant unemployment fell in all regions. The largest percentage falls occurred in Scotland, Wales and the West Midlands. Unemployment fell amongst both men and women. (Table 2.3)
- The UK unadjusted total of claimants fell by 57,879 from the previous month to 2,580,388 or 9.2 per cent of the workforce, a fall of 0.2 percentage points on the rate for the previous month. (Table 2.1)

## Jobcentre Vacancies

Figure 3. Tables 3.1-3.3

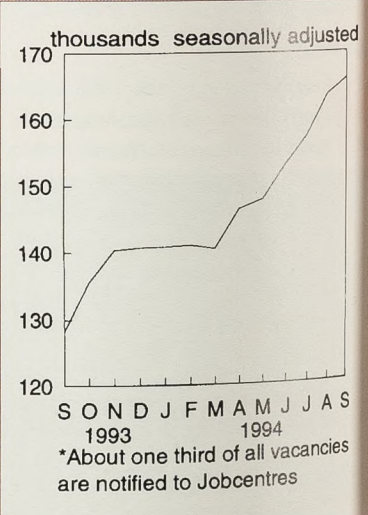
- The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) increased, by 2,400, to stand at 165,900, the highest level for four years. (Table 3.1)
- The seasonally adjusted number of new vacancies notified to Jobcentres fell by 8,400 to 217,000. (Table 3.1)
- The seasonally adjusted number of people placed into jobs by the Employment Service also fell, by 5,800, to 165,600. (Table 3.1)

## Labour disputes

Figure 4. Tables 4.1, 4.2

- It is provisionally estimated that 38,000 working days were lost due to stoppages of work in August 1994. This compares with 29,000 in July 1994 and 19,000 in August 1993.

Figure 3: Unfilled Jobcentre vacancies\*: UK



The number of working days lost in the twelve months to August 1994 is provisionally estimated to be 0.4 million, equivalent to 18 days lost per 1,000 employees. This is the lowest September to August figure on record (since 1920).

The latest estimate is approximately half the figures for the corresponding period a year ago (0.7 million) and two thirds the annual total for 1993 (0.6 million).

Of the 0.4 million days lost in the latest twelve month period, 49 per cent (186,000) were lost in the public administration and sanitary services group.

A provisional total of 17 stoppages were recorded as being in progress in August 1994. The twelve months to August total (181) is the lowest September to August figure on record. Data on stoppages in progress were first recorded in 1920.

## Average earnings

Figure 5. Tables 5.1, 5.3

- Underlying rate of increase in average earnings for the whole economy in the year to August 1994 was provisionally estimated to be 3 3/4 per cent. This is the same as the July figure. (Table 5.1)
- The September to November 1993 rate of 3 per cent was the lowest since 1967.
- Actual increase in whole economy average earnings 3.8 per cent. (Table 5.1)
- In the manufacturing industries the increase was 4 1/4 per cent. This is the same as the July figure which has been revised up 1/4 per cent. (Table 5.1)
- The November 1993 manufacturing rate of 4 per cent was the lowest since 1967.
- The production industries increase was 4 1/4 per cent. This is the same as the July figure which has been revised up 1/4 per cent. (Table 5.1)
- This is the lowest production industries rate since 1967.
- In the service industries the increase was 3 1/2 per cent. This is the same as the July figure. (Table 5.1)

## Productivity and unit wage costs

Figure 6. Tables 6.1-6.5

- Manufacturing output rose by 4.2 per cent in the three months ending August 1994, compared with a year earlier. (Table 1.8)
- Manufacturing productivity in terms of output per head rose 5.3 per cent in the three months ending August 1994. (Table 1.8)
- Manufacturing unit wage costs fell 0.8 per cent in the three months ending August 1994. (Table 5.8)
- Whole economy output per head was 3.8 per cent higher in the second quarter of 1994, compared with a year earlier. (Table 1.8)
- Whole economy unit wage costs fell 0.3 per cent in the second quarter of 1994, compared with a year earlier. (Table 5.8)

## Prices

Figure 7. Tables 6.1-6.5

- The increase over the 12 months to September in the "all items" RPI was 2.2 per cent, down from 2.4 per cent for August. (Table 6.1)
- Between August and September the "all-items" index rose by 0.2 per cent, compared to a rise of 0.4 per cent in September 1993. (Table 6.1)
- The index in September reflects further price recoveries following summer sales for clothing, footwear and for household goods and increase in charges for leisure services. However, food and petrol prices both fell. (Table 6.2)
- Excluding mortgage interest payments, the latest 12-month rate of price increases was 2.0 per cent for September, down from 2.3 per cent in August. This is now the lowest 12-month rate on record for this series which began in 1975. (Table 6.2)
- The Tax and Price Index for September showed an increase over the latest 12 months of 2.6 per cent, down from 2.8 per cent in August.

Figure 4: Working days lost and stoppages due to labour disputes: UK

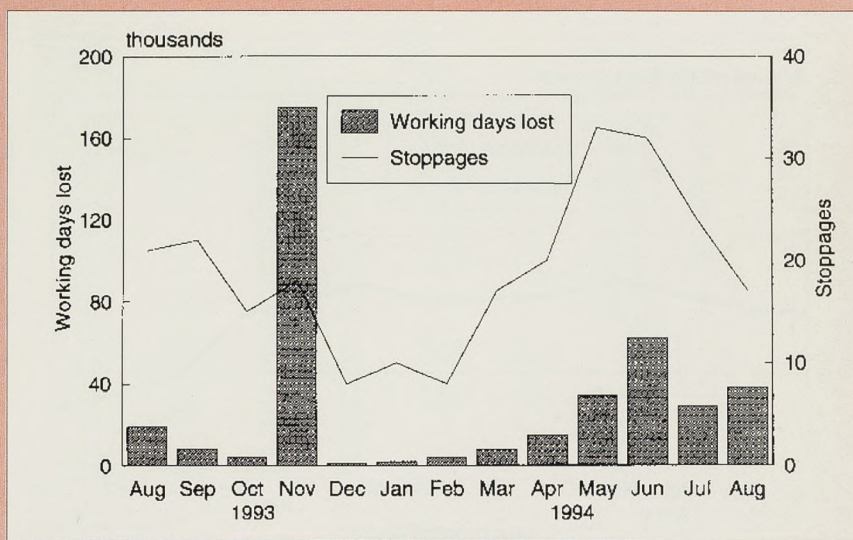
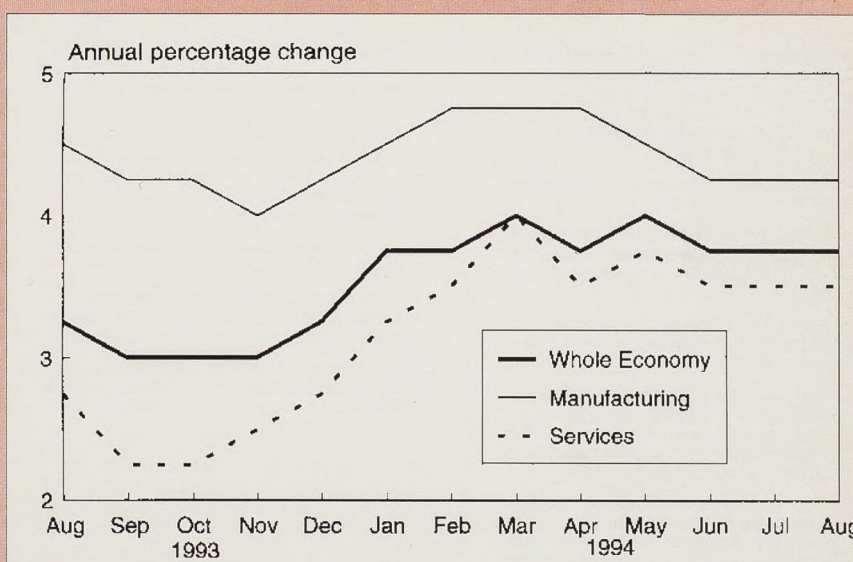


Figure 5: Underlying average earnings index: GB



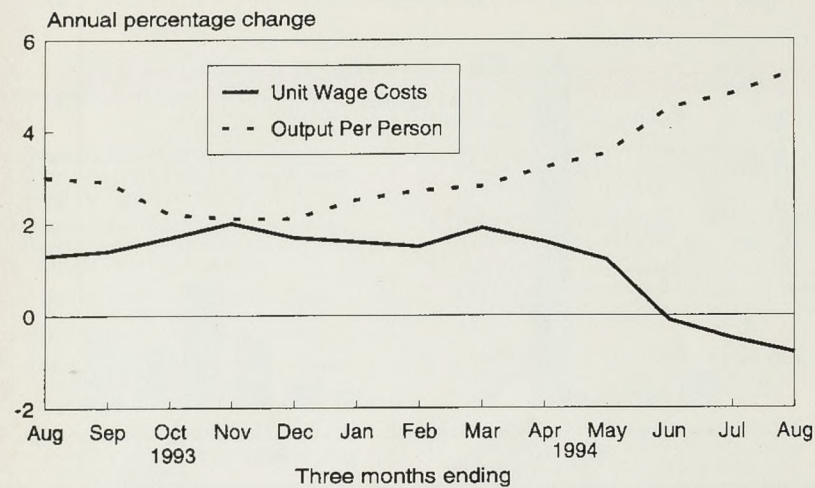
## Labour Force Survey (LFS)

Figure 8. Tables 7.1-7.3

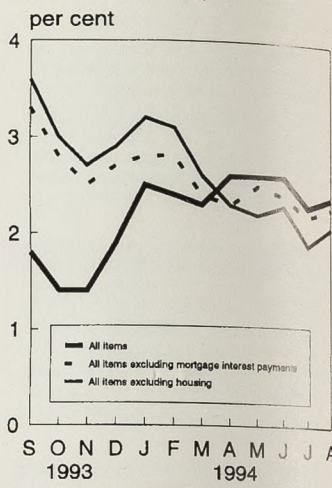
- Key LFS rapid release results, published on 12 October showed that the number of people in employment at summer 1994 rose by 65,000 to 25.1 million (seasonally adjusted) compared with spring 1994. This measure differs from the figures given in the employment section, which are numbers of jobs. (Table 7.1)

- The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 2.4 per cent for September 1994, up from 2.3 per cent (provisional) for August. The index of prices of materials and fuels purchased by manufacturing industry provisionally increased by 5.7 per cent over the year to September 1994, compared with a provisional increase of 3.9 per cent (provisional) to August.
- The number of employees rose by 52,000 to 21.4 million (seasonally adjusted) and self-employment rose by 40,000 to 3.2 million. There was a fall of 30,000 people on Government employment and training schemes to 0.29 million and the number of unpaid family workers was unchanged at 0.14 million. (Table 7.1)
- The numbers in full-time employment (employed and self-employed only) increased by 67,000 to 18.6 million (seasonally adjusted) whilst the numbers in part-time employment rose by 24,000 to 6.0 million.
- 2.6 million people (seasonally adjusted) were unemployed on the ILO definition, a fall of 14,000 since spring 1994. (Table 7.1)
- ILO unemployment (seasonally adjusted) rose by 9,000 for males and fell by 23,000 for females. (Table 7.1)
- The rise in male unemployment was primarily caused by a decrease of 30,000 in the numbers of males economically inactive. Over the same period female economic inactivity rose by 2,000.

**Figure 6:**  
Manufacturing unit wage costs and output per person: UK



**Figure 7:**  
RPI, annual percentage change: UK



**Training**

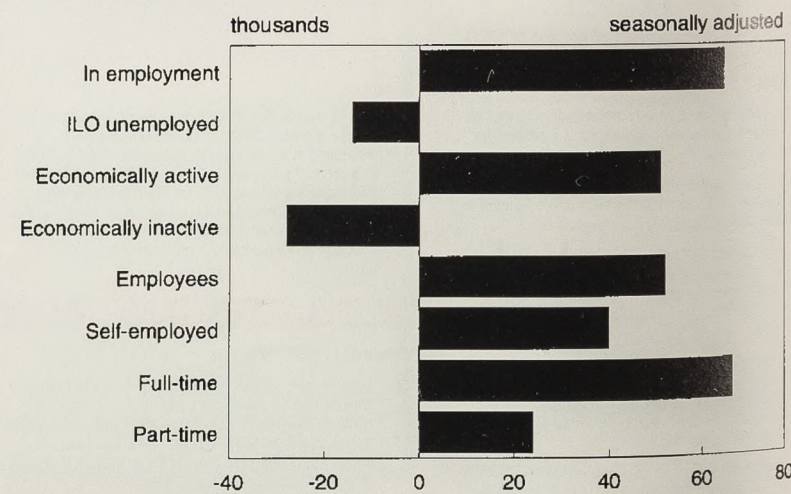
Tables 8.1-8.10

- Seasonally adjusted, 14.2 per cent of employees (3.0 million) had received job-related training in the four weeks prior to LFS interview during spring 1994. This represents the fourth consecutive rise and is almost as high as the pre-recessional peak of 14.4 per cent recorded in spring 1990.
- Unadjusted, the number of employees receiving training was 3.2 million (14.2 per cent).
- The proportion of employers providing off-the-job training for their employees increased in the last 12 months, from 40 per cent in 1993 to 42 per cent in 1994. (*Skill Needs in Britain*)
- The average number of training days provided per employee trained increased from 4.5 per cent in 1993, to 6.4 per cent in 1994.
- The number participating in Training for Work (TFW) fell between June and July 1994 but this is consistent with a seasonal fall seen at the same time last year. The number of participants is 8 per cent fewer than the number participating in July 1993. (*Table 8.1*)
- The proportion of leavers from TFW who were in a job 6 months after leaving were broadly similar to the equivalent figure for Employment Training leavers a year earlier. The proportion gaining a qualification in the latest month was lower than a year earlier, but too much should not be read into a single figure. The current trend in both proportions is more or less flat. (*Table 8.3*)
- The number of Youth Training (YT) participants increased between June and July 1994 but this is consistent with a seasonal increase seen at the same time last year. The number of participants was 1 per cent lower than in July 1993. (*Table 8.1*)
- The proportions of YT leavers in a job 6 months after leaving were slightly higher than at the same time a year earlier. (*Table 8.4*)
- The proportions of YT leavers gaining a qualification while on the programme have generally been higher in the latest months than in the equivalent months a year earlier. (*Table 8.4*)
- The number of people on the Business Start-Up Scheme fell between June and July 1994 but this is consistent with a seasonal fall seen at the same time last year. The number of participants was 10 per cent lower than in July 1993. (*Table 8.1*)

**International comparisons**

- New available international figures relating to the year ending June 1994 show civilian employment falling in France and western Germany but rising in the UK, the USA, Canada and Japan. (*Table 1.9*)
- The internationally comparable ILO unemployment rate for the UK (using OECD figures) is lower than in Finland, Canada, and Australia, and amongst our EU partners, in Spain, Ireland, France, Italy, Belgium and the Netherlands. (*Table 2.18*)
- The UK ILO unemployment rate is still higher than in all the remaining EU countries. (*Table 2.18*)
- The UK rate is below the EU average using the latest available SOEC data (9.1 per cent for the UK in August 1994 compared to 10.7 per cent for the EU average).
- The unemployment rate is also below the EU average using the latest available figures from the OECD (9.3 per cent for the UK in August 1994 compared with a July 1994 average for the EU - excluding Denmark, Greece and Luxembourg - of 11.5 per cent). (*Table 2.18*)
- Manufacturing average earnings increase higher than in 10 OECD countries. (*Table 5.9*)
- Manufacturing productivity growing faster than in 4 OECD countries shown in *table 5.9* (excluding Belgium and Denmark).
- In EU countries there was an average rise in consumer prices of 3.1 per cent (provisional) over the 12 months to August 1994, compared with 2.4 per cent in the UK. Over the same period consumer prices rose in France by 1.7 per cent (provisional) and in West Germany by 3.0 per cent.
- Outside the EU, consumer prices rose by 2.9 per cent in the United States and by 0.2 per cent in Canada. However, consumer prices fell by 0.1 per cent (provisional) in Japan.

**Figure 8:**  
Changes in economic activity between spring 1994 and summer 1994: GB



	Output						Income							
	GDP		Index of output UK		Index of production OECD countries <sup>1</sup>		Real personal disposable income		Gross trading profits of companies <sup>4</sup>					
	1990=100	£ billion	1990=100	%	1990=100	%	1990=100	%	1990=100	%				
1988	97.3	465.7	4.9	98.2	4.8	95.9	7.0	110.5	5.3	93.6	6.0	62.2	19.1	
1989	99.4	476.2	2.3	100.3	2.1	100.2	4.5	114.1	3.3	98.2	4.9	67.1	7.9	
1990	100.0	478.9	0.6	100.0	-0.3	100.0	-0.2	115.8	1.5	100.0	1.8	67.3	0.3	
1991	97.9	468.9	-2.1	96.1	-3.9	94.6	-5.4	115.2	-0.5	100.1	0.1	67.3	-	
1992	97.4	466.6	-0.5	95.9	-0.2	94.0	-0.6	114.6	-0.5	102.8	2.7	67.2	-0.1	
1993	99.4	475.9	2.0	97.9	2.1	95.3	1.4	114.5	-0.1	104.7	1.8	76.0	13.1	
1993 Q2	98.8	118.3	1.8	97.1	2.1	95.1	1.3	114.0	-0.9	104.6	1.5	18.3	7.8	
1993 Q3	99.7	119.4	2.2	98.3	2.3	95.2	1.2	114.7	0.1	104.5	0.8	19.3	11.4	
1993 Q4	100.6	120.4	2.6	99.7	2.9	95.7	1.6	115.1	1.2	105.4	1.6	20.7	20.9	
1994 Q1	101.5	121.5	3.1	100.7	4.2	97.2	2.3	116.6	2.2	105.1	0.6	21.2	19.4	
1994 Q2	102.6	122.9	3.8	102.8	5.9	98.7	3.8	116.6	2.2	103.3	-1.2	21.5	17.3	
1994 Mar	..	..	..	101.0	4.0	97.4	2.3	116.5	2.1	..	..	..	..	
Apr	..	..	..	102.4	4.8	98.4	2.7	118.2	2.8	..	..	..	..	
May	..	..	..	102.9	5.3	98.9	3.0	118.3	3.3	..	..	..	..	
Jun	..	..	..	102.9	5.8	98.7	3.8	..	..	..	..	..	..	
Jul	..	..	..	103.0	5.3	99.2	3.9	..	..	..	..	..	..	
Aug	..	..	..	102.9	5.1	98.9	4.2	..	..	..	..	..	..	
	Expenditure		Retail sales volumes <sup>1</sup>		Fixed investments <sup>5</sup>		General government consumption at 1990 prices		Stock changes 1990 prices <sup>7</sup>		Base lending rates <sup>8</sup>		Effective exchange rate <sup>1,9</sup>	
	Consumer expenditure 1990 prices	£ billion	%	All industries 1990 prices <sup>6</sup>	£ billion	%	Manufacturing industries 1990 prices <sup>3,6</sup>	£ billion	%	£ billion	%	1985=100	%	
1988	334.6	7.5	97.3	73.4	13.7	13.8	9.5	108.6	0.7	5.09	13.00	95.5	6.0	
1989	345.4	3.2	99.3	82.0	11.7	15.0	8.2	110.1	1.4	2.70	15.00	92.6	-3.0	
1990	347.5	0.6	100.0	81.9	-0.1	14.2	-5.1	112.9	2.5	-1.80	14.00	91.3	-1.4	
1991	339.9	-2.2	98.9	75.4	-7.9	12.8	-10.0	115.8	2.6	-4.63	10.50	91.7	0.4	
1992	339.9	-	99.5	74.4	-1.3	11.6	-9.5	115.8	-	-1.70	7.00	88.4	-3.6	
1993	348.7	2.6	103.0	73.6	-1.1	11.0	-5.2	116.5	0.6	0.19	5.50	80.2	-9.3	
1993 Q2	86.6	2.3	102.4	71.9	-4.5	2.7	-7.5	29.1	-0.3	0.42	6.00	80.2	-13.1	
1993 Q3	87.5	2.7	103.5	73.2	-0.8	2.7	-5.6	29.2	2.1	-0.27	6.00	81.0	-10.9	
1993 Q4	88.4	3.1	104.3	73.6	-	2.7	-5.1	29.3	1.6	0.18	5.50	81.0	1.5	
1994 Q1	88.7	3.0	105.4	73.6	-	2.7	-4.5	29.3	1.1	0.11	5.25	81.3	3.6	
1994 Q2	88.8	2.6	106.3	73.6	4.5	2.8	1.5	29.6	1.7	0.32	5.25	80.0	-0.2	
1994 Mar	..	..	105.7	73.6	..	..	..	..	..	..	5.25	80.5	3.6	
Apr	..	..	106.2	73.6	..	..	..	..	..	..	5.25	80.0	2.5	
May	..	..	106.2	73.6	..	..	..	..	..	..	5.25	79.9	0.5	
Jun	..	..	106.4	73.6	..	..	..	..	..	..	5.25	80.1	-0.2	
Jul	..	..	107.0	73.6	..	..	..	..	..	..	5.25	79.1	-0.9	
Aug	..	..	106.6	73.6	..	..	..	..	..	..	5.25	79.0	-1.5	
Sep	..	..	..	73.6	..	..	..	..	..	..	5.75	79.4	-2.2	
	Visible trade		Balance of payments		Prices									
	Export volume <sup>1</sup>	Import volume <sup>1</sup>	Visible balance	Current balance	Tax and price index <sup>1,10</sup>	Producer price index <sup>1,3,10</sup>								
	1990=100	%	1990=100	%	Jan 1987=100	%								
1988	89.0	..	92.4	..	103.3	2.9								
1989	94.2	5.8	99.9	8.1	110.6	7.1								
1990	100.0	6.2	100.0	0.1	119.7	8.2								
1991	101.2	1.2	94.7	-5.3	126.2	5.4								
1992	103.7	2.5	100.9	6.5	129.8	2.8								
1993	107.0	3.2	104.7	3.8	131.4	1.3								
1993 Q2	105.3	1.3	102.3	0.9	131.6	1.2								
1993 Q3	107.1	4.0	104.2	2.4	132.1	1.7								
1993 Q4	108.3	2.3	107.5	3.9	132.6	1.6								
1994 Q1	113.1	5.5	109.4	4.6	132.8	2.5								
1994 Q2	116.7	10.8	107.7	5.3	135.6	3.1								
1994 Mar	113.0	5.6	108.1	4.0	132.9	2.4								
Apr	113.0	6.6	110.9	4.7	133.4	2.5								
May	118.2	9.2	108.6	5.6	135.3	2.7								
Jun	113.5	10.3	108.5	7.1	135.8	2.8								
Jul	118.3	10.9	106.0	5.6	135.8	3.0								
Aug	117.2	9.8	106.9	4.0	135.1	3.0								
Sep	..	..	..	..	135.8	3.0								

1 Provisional  
2 Revised  
3 Series revised from indicated entry onwards.  
4 Data values from which percentage changes are calculated may have been rounded.  
5 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.  
6 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 Production industries: SIC divisions 1 to 4.  
3 Manufacturing industries: SIC divisions 2 to 4.  
4 Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.  
5 Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.  
6 Including leased assets.  
7 Value of physical increase in stocks and work in progress.  
8 Base lending rate of the London clearing banks on the last Friday of the period shown.  
9 Average of daily rates.  
10 Annual and quarterly figures are average of monthly indices.

# 1.1 EMPLOYMENT Workforce \*

	Employees in employment				Self-employed persons (with or without employees) **	HM Forces #	Work-related government training programmes ++	Workforce in employment ##	
	Male		Female					All	Workforce #
	All	Part-time +	All	Part-time +					
<b>UNITED KINGDOM</b>									
<b>Unadjusted for seasonal variation</b>									
1990 Sep	12,043		10,829		22,873	3,508	303	27,096	28,770
1990 Dec	11,884		10,891		22,775	3,469	300	26,963	28,813
1991 Mar	11,642		10,727		22,369	3,431	298	26,504	28,646
1991 Jun	11,530		10,731		22,262	3,393	297	26,305	28,546
1991 Sep	11,447	1,015	10,664	4,739	22,112	3,347	297	26,094	28,544
1991 Dec	11,343		10,709		22,053	3,301	295	26,002	28,554
1992 Mar	11,228		10,675		21,902	3,254	293	25,813	28,521
1992 Jun	11,211		10,695		21,906	3,208	290	25,728	28,406
1992 Sep	11,042		10,508		21,550	3,211	284	25,360	28,208
1992 Dec	10,969	1,140	10,585	4,830	21,554	3,167	280	25,355	28,338
1993 Mar	10,904		10,529		21,433	3,122	275	25,182	28,179
1993 Jun	10,928		10,626		21,554	3,178	271	25,314	28,179
1993 Sep	10,950		10,630		21,580	3,183	267	25,336	28,248
1993 Dec	10,877	1,154	10,692	4,944	21,569	3,232	258	25,390	28,172
1994 Mar	10,785 R	1,142	10,599	4,888 R	21,384 R	3,230	254	25,206	27,983
1994 Jun R	10,815	1,165	10,639	4,931	21,454	3,282	250	25,304	27,890
<b>UNITED KINGDOM</b>									
<b>Adjusted for seasonal variation</b>									
1990 Sep	12,005		10,856		22,862	3,498	303	27,075	28,750
1990 Dec	11,878		10,841		22,719	3,459	300	26,897	28,747
1991 Mar	11,682		10,767		22,449	3,421	298	26,574	28,666
1991 Jun	11,514		10,706		22,220	3,383	297	26,254	28,554
1991 Sep	11,419	1,049	10,693	4,799	22,112	3,336	297	26,084	28,536
1991 Dec	11,341		10,670		22,011	3,290	295	25,950	28,498
1992 Mar	11,265		10,707		21,972	3,243	293	25,872	28,524
1992 Jun	11,186		10,664		21,851	3,196	290	25,661	28,393
1992 Sep	11,022		10,538		21,560	3,228	284	25,387	28,228
1992 Dec	10,970	1,119	10,552	4,793	21,523	3,168	280	25,324	28,296
1993 Mar	10,940	1,109	10,556	4,797	21,496	3,116	275	25,240	28,173
1993 Jun	10,899		10,594		21,493	3,166	271	25,241	28,156
1993 Sep	10,933	1,171	10,660	4,895	21,593	3,200	267	25,366	28,268
1993 Dec	10,878	1,132	10,653	4,904	21,531	3,232	258	25,352	28,123
1994 Mar	10,821	1,146 R	10,628	4,898 R	21,449	3,225	254	25,267 R	27,986
1994 Jun R	10,786	1,147	10,611	4,909	21,397	3,266	250	25,232	27,875
<b>GREAT BRITAIN</b>									
<b>Unadjusted for seasonal variation</b>									
1990 Sep	11,762	973	10,567	4,604	22,330	3,432	303	26,462	28,037
1990 Dec	11,603	1,036	10,624	4,728	22,226	3,394	300	26,322	28,077
1991 Mar	11,363	1,043	10,462	4,657	21,825	3,355	298	25,868	27,912
1991 Jun	11,253	1,049	10,467	4,703	21,719	3,316	297	25,666	27,808
1991 Sep	11,170	981	10,399	4,632	21,569	3,270	297	25,454	27,801
1991 Dec	11,067	1,043	10,439	4,731	21,506	3,224	295	25,360	27,811
1992 Mar	10,953	1,033	10,407	4,699	21,360	3,178	293	25,176	27,779
1992 Jun	10,936	1,070	10,427	4,725	21,363	3,132	290	25,091	27,665
1992 Sep	10,767	1,035	10,239	4,603	21,006	3,135	284	24,722	27,459
1992 Dec	10,695	1,105	10,314	4,717	21,010	3,091	280	24,717	27,595
1993 Mar	10,631	1,072	10,258	4,677	20,889	3,046	275	24,546	27,437
1993 Jun	10,654	1,084	10,356	4,739	21,011	3,103	271	24,680	27,442
1993 Sep	10,674	1,099	10,358	4,724	21,033	3,109	267	24,696	27,500
1993 Dec	10,600	1,116	10,417	4,826	21,017	3,157	258	24,745	27,428
1994 Mar	10,509	1,104	10,325	4,771	20,834	3,155	254	24,564	27,243
1994 Jun R	10,538	1,126	10,364	4,814	20,902	3,208	250	24,662	27,151
<b>GREAT BRITAIN</b>									
<b>Adjusted for seasonal variation</b>									
1990 Sep	11,725	1,003	10,593	4,665	22,318	3,422	303	26,440	28,021
1990 Dec	11,598	1,021	10,576	4,681	22,174	3,383	300	26,259	28,014
1991 Mar	11,403	1,042	10,501	4,671	21,904	3,345	298	25,937	27,932
1991 Jun	11,236	1,032	10,441	4,674	21,677	3,306	297	25,613	27,815
1991 Sep	11,142	1,016	10,427	4,693	21,569	3,260	297	25,445	27,796
1991 Dec	11,065	1,024	10,402	4,690	21,467	3,213	295	25,311	27,757
1992 Mar	10,990	1,034	10,438	4,708	21,428	3,166	293	25,233	27,782
1992 Jun	10,911	1,052	10,395	4,698	21,307	3,120	290	25,023	27,650
1992 Sep	10,747	1,071	10,269	4,662	21,016	3,152	284	24,749	27,483
1992 Dec	10,697	1,083	10,284	4,679	20,981	3,092	280	24,689	27,555
1993 Mar	10,666	1,073	10,285	4,684	20,952	3,040	275	24,602	27,431
1993 Jun	10,625	1,066	10,323	4,716	20,948	3,092	271	24,605	27,417
1993 Sep	10,658	1,134	10,387	4,781	21,046	3,126	267	24,725	27,523
1993 Dec	10,602	1,093	10,379	4,787	20,981	3,158	258	24,710	27,381
1994 Mar	10,545 R	1,107	10,354	4,781	20,899	3,151	254	24,624	27,244
1994 Jun R	10,509	1,108	10,335	4,791	20,844	3,192	250	24,588	27,134

Note: Definitions of terms used will be found at the end of the section.  
 \* Workforce in employment plus claimant unemployed. For the claimant unemployment series see tables 2.1 and 2.2 and their footnotes.  
 # HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.  
 \*\* Estimates of the self-employed are based on the results of the Labour Force Survey. The Northern Ireland estimates are not seasonally adjusted.  
 ++ Includes all participants on government training and employment programmes who are receiving some work experience on their placement but who do not have a contract of employment (those with a contract are included in the employees in employment series). 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 Employment Gazette, p S6, August 1988.  
 + Estimates of part-time employees in the United Kingdom are only available on a quarterly basis since December 1992. The Northern Ireland component is not seasonally adjusted.

# EMPLOYMENT 1.2 Employees in employment in Great Britain \*

GREAT BRITAIN	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)*				
	SIC 1980 Divisions of classes	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted		
										THOUSAND	
										THOUSAND	THOUSAND
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			
1990 June	22,380	22,353	4,994	5,014	5,434	5,456	6,494	6,516			
1991 June	21,719	21,677	4,599	4,614	5,029	5,046	5,994	6,011			
1992 Mar	21,360	21,428	4,428	4,455	4,834	4,861	5,738	5,770			
1992 Apr		4,402	4,435	4,804	4,837						
1992 May		4,395	4,426	4,792	4,825						
1992 June	21,363	21,307	4,412	4,419	4,806	4,815	5,692	5,702			
1992 July		4,394	4,380	4,788	4,775						
1992 Aug		4,373	4,345	4,766	4,737						
1992 Sep	21,006	21,016	4,364	4,326	4,755	4,716	5,625	5,581			
1992 Oct		4,332	4,304	4,721	4,691						
1992 Nov		4,308	4,282	4,692	4,666						
1992 Dec	21,010	20,981	4,274	4,267	4,653	4,645	5,502	5,492			
1993 Jan		4,245	4,269	4,622	4,644						
1993 Feb		4,238	4,265	4,611	4,636						
1993 Mar	20,889	20,952	4,243	4,270	4,611	4,637	5,442	5,474			
1993 Apr		4,235	4,265	4,596	4,627						
1993 May		4,234	4,263	4,587	4,618						
1993 June	21,011	20,948	4,269	4,270	4,615	4,617	5,427	5,431			
1993 July		4,294	4,277	4,639	4,623						
1993 Aug		4,302	4,273	4,644	4,615						
1993 Sep	21,033	21,046	4,293	4,257	4,630	4,592	5,425	5,383			
1993 Oct		4,300	4,273	4,636	4,607						
1993 Nov		4,300	4,277	4,633	4,609						
1993 Dec	21,017	20,981	4,256	4,253	4,583	4,579	5,363	5,359			
1994 Jan		4,229	4,256	4,555	4,579						
1994 Feb		4,231	4,253	4,554	4,574						
1994 Mar	20,834	20,899	4,216	4,241	4,533	4,557	5,300	5,328			
1994 Apr		4,215	4,243	4,530	4,557						
1994 May		4,217	4,237	4,527	4,549						
1994 June	20,902	20,844	4,227	4,229	4,534	4,537	5,298 R	5,303 R			
1994 July P	..	..									

# 1.2 EMPLOYMENT

## Employees in employment in Great Britain

SEASONALLY ADJUSTED										
Great Britain		Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather and footwear 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)	(46,48-49)	(47)	(50)*	(61-63,67)	(THOUSAND)
1981 June	361	349	410	664	614	500	510	1,100	1,112	
1982 June	315	337	385	638	577	473	495	1,038	1,113	
1983 June	296	318	344	599	548	469	481	1,017	1,125	
1984 June	278	290	332	582	547	472	477	1,013	1,157	
1985 June	271	277	328	576	550	476	480	995	1,150	
1986 June	263	264	319	557	555	488	469	964	1,135	
1987 June	257	245	322	553	544	499	476	982	1,139	
1988 June	268	232	334	544	547	519	479	1,019	1,169	
1989 June	262	228	334	532	515	533	488	1,055	1,207	
1990 June	246	243	315	527	478	541	483	1,060	1,199	
1991 June	222	221	283	530	415	484	463	965	1,132	
1992 Mar	225	202	269	503	417	473	451	909	1,115	
Apr	224	200	268	504	417	465	446			
May	224	199	267	504	416	462	446			
June	226	195	270	502	414	465	453	888	1,095	
July	228	192	269	502	404	458	455			
Aug	225	190	264	501	403	455	452			
Sep	223	188	259	501	411	456	450	865	1,066	
Oct	216	187	261	500	404	457	451			
Nov	212	185	259	499	404	457	446			
Dec	209	184	258	497	406	455	446	847	1,068	
1993 Jan	203	184	257	498	409	457	447			
Feb	205	183	257	494	409	458	450	837	1,067	
Mar	208	182	258	494	416	459	451			
Apr	206	181	259	490	416	461	450			
May	203	180	260	484	419	464	449			
June	202	180	260	488	425	465	447	814	1,082	
July	199	179	260	491	429	474	448			
Aug	193	178	260	488	430	475	449			
Sep	196	175	260	484	434	465	454	791	1,092	
Oct	198	180	261	491	435	460	452			
Nov	199	180	262	493	437	463	455			
Dec	200	175	262	490	436	466	449	779	1,080	
1994 Jan	200	174	263	487	434	468	453			
Feb	202	173	262	485	433	470	455			
Mar	202	172	263	473	435	474	450	771	1,080	
Apr	199	169	265	481	430	471	460			
May	198	169	266	479	428	470	459			
June	196	169	265	479	428	471	459	765 R	1,083	
July P	194	167	268	483	430	468	460			
Aug P	192	167	268	486	426	472	462			

SEASONALLY ADJUSTED										
GREAT BRITAIN		Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking finance, insurance and business services	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)*	(THOUSAND)
1981 June	2,069	891	973	429	1,706	1,842	1,552	1,251	1,274	
1982 June	2,001	920	1,766	427	1,824	1,824	1,534	1,262	1,295	
1983 June	1,982	911	1,846	424	1,861	1,861	1,526	1,251	1,302	
1984 June	2,032	960	1,880	424	1,942	1,942	1,535	1,254	1,384	
1985 June	2,062	980	1,884	419	2,041	1,864	1,547	1,303	1,465	
1986 June	2,079	995	1,871	412	2,140	1,871	1,581	1,313	1,526	
1987 June	2,083	1,000	1,911	413	2,253	1,911	1,631	1,337	1,594	
1988 June	2,159	1,078	1,922	430	2,431	1,922	1,680	1,389	1,698	
1989 June	2,260	1,169	2,595	438	2,595	1,963	1,711	1,418	1,698	
1990 June	2,325	1,225	2,689	436	2,689	1,932	1,726	1,450	1,640	
1991 June	2,315	1,198	2,628	428	2,628	1,948	1,702	1,493	1,654	
1992 Mar	2,323	1,164	2,597	894	416	1,800	1,842	1,536	1,703	
Apr										
May										
June	2,309	1,176	2,604	884	409	1,793	1,832	1,554	1,694	
July										
Aug										
Sep	2,255	1,170	2,589	869	383	1,810	1,808	1,550	1,675	
Oct										
Nov										
Dec	2,250	1,181	2,608	872	380	1,819	1,803	1,554	1,698	
1993 Jan										
Feb										
Mar	2,248	1,174	2,632	866	379	1,785	1,822	1,547	1,700	
Apr										
May										
June	2,255	1,161	2,656	867	372	1,792	1,830	1,544	1,711	
July										
Aug										
Sep	2,272	1,194	2,689	866	370	1,808	1,830	1,553	1,730	
Oct										
Nov										
Dec	2,285	1,184	2,700	857	366	1,784	1,818	1,560	1,739	
1994 Jan										
Feb										
Mar	2,282	1,168	2,672	849	362	1,767	1,821	1,575	1,752	
Apr										
May										
June	2,290	1,172	2,660	848	360	1,752	1,830 R	1,570	1,734	
July										
Aug										

Note: Estimates for groups of industry classes are now seasonally adjusted from June 1981 for quarterly data and from September 1984 for monthly data. For unadjusted figures, please see Tables 1.3 and 1.4.  
 \* 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.  
 † A discontinuity has been introduced for this category due to improvements in the classification of some local authority employees in the 1991 Census of Employment. To assist with interpretation of the series, two figures are available for September 1991; the first figure is consistent with all figures prior to September 1991, the second is consistent with all figures after that date. Please see the article in *Employment Gazette*, pp 117-126, April 1993 for further details.  
 \*\* Excludes private domestic service.

# EMPLOYMENT 1.3

## Employees in employment: industry: production industries

GREAT BRITAIN		Aug 1993 R			June 1994			July 1994 P			Aug 1994 P		
SIC 1980	Division, class or group or AH	Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,274.1	1,369.9	4,644.0	3,197.0	1,337.0	4,534.0	3,212.2	1,338.9	4,551.2	3,227.2	1,344.6	4,571.8
Manufacturing industries	2-4	3,007.0	1,294.7	4,301.8	2,960.7	1,266.6	4,227.3	2,977.1	1,268.3	4,245.4	2,991.7	1,275.0	4,266.7
Energy and water supply	1	267.1	75.2	342.3	236.2	70.4	306.7	235.2	70.6	305.7	235.5	69.6	305.1
Coal extraction and solid fuels	111	31.9	2.4	34.3	15.8	1.7	17.6	15.4	1.6	17.0	15.2	1.6	16.8
Extraction of mineral oil and natural gas/mineral oil processing	13/14	51.6	10.4	62.0	48.7	9.4	58.1	48.3	10.1	58.4	49.2	9.5	58.7
Electricity	161	84.4	26.4	110.8	78.9	25.4	104.3	78.7	25.4	104.0	78.5	25.3	103.8
Gas	162	50.5	21.1	71.6	46.1	19.6	65.7	46.3	19.5	65.8	45.6	19.1	64.7
Water supply industry	17	36.4	12.0	48.3	35.1	11.5	46.6	35.0	11.3	46.3	35.5	11.4	46.9
Metal manufacturing and chemicals	2	451.0	150.8	601.8	425.4	144.1	569.5	427.7	144.6	572.2	426.1	143.7	569.8
Extraction of metal ores and minerals	21/23	22.5	4.2	26.7	20.8	4.6	25.4	21.1	4.4	25.5	21.0	3.8	24.9
Metal manufacture	22	106.8	16.2	123.0	98.9	14.3	113.1	98.5	14.9	113.4	98.1	14.7	112.8
Non-metallic mineral products	24	109.6	36.3	145.9	113.8	35.4	149.2	112.9	35.1	148.1	112.4	35.3	147.6
Chemical industry/man-made fibres	25/26	212.2	94.1	306.3	192.0	89.8	281.8	195.1	90.2	285.3	194.5	89.9	284.5
Metal goods, engineering and vehicles	3	1,453.9	392.9	1,846.8	1,441.1	382.9	1,824.0	1,445.3	381.4	1,826.7	1,451.8	384.0	1,835.8
Metal goods news	31	204.7	56.1	260.8	209.9	55.5	265.4	213.0	55.5	268.5	212.9	55.9	268.9
Mechanical engineering	32	511.3	102.7	613.9	493.1	95.0	588.1	501.2	95.2	596.4	503.8	95.7	599.5
Office machinery and data processing equipment	33	43.8	16.9	60.7	44.9	17.3	62.2	45.1	17.3	62.4	45.1	17.5	62.5
Electrical and electronic engineering	34	306.7	146.4	453.0	311.0	143.7	454.7	309.1	143.2	452.4	315.6	142.9	458.5
Wires, cables and basic electrical equipment	341/342	84.2	32.4	116.6	85.4	31.8	117.3	83.5	32.1	115.6	88.5	31.0	119.5
Electrical equip. for industrial use	343	34.5	17.4	51.9	36.9	17.2	54.1	36.8	17.2	54.0	36.6	17.0	53.6
Telecommunications equipment	344	88.2	37.7	125.9	85.8	35.4	121.2	86.9	36.4	123.3	87.3	36.0	123.3
Other electronic equipment	345	58.3	38.3	96.6	60.0	39.4	99.4	59.0	38.1	97.1	60.1	39.3	99.4
Lighting/Appliances/Installation	346-348	41.4	20.6	62.0	42.9	19.8	62.7	43.0	19.4	62.4	43.0	19.7	62.7
Motor vehicles and parts	35	174.3	21.4	195.7	175.3	22.0	197.3	174.1	21.6	195.7	172.3	21.4	193.7
Other transport equipment	36	155.4	21.9	177.3	149.7	19.4	169.1	146.8	19.8	166.6	146.2	19.7	165.9
Instrument engineering	37	57.8	27.6	85.4	57.1	30.1	87.2	56.0	28.7	84.7	55.9	30.8	86.7
Other manufacturing industries	4	1,102.1	751.0	1,853.1	1,094.2	739.6	1,833.8	1,104.1	742.4	1,846.5	1,113.8	747.3	1,861.1
Food, drink and tobacco	41/42	298.0	193.7	491.7	287.7	186.9	474.6	292.9	191.1	483.9	297.9	192.8	490.7
Food	411-423	240.0	171.6	411.5	236.9	165.6	402.6	240.1	169.3	409.4	244.1	170.4	414.5
Alcoholic, soft drink and tobacco manufacture	424-429	58.0	22.1	80.1	50.8	21.3	72.1	52.8	21.8	74.6	53.8	22.4	76.2
Textiles	43	90.4	77.0	167.4	92.9	75.8	168.7	93.5	74.1	167.6	93.6	74.4	168.0
Leather and leather goods	44	8.8	5.9	14.7	9.6	7.0	16.						



# 1.4 EMPLOYMENT

## Employees in employment: June 1994

GREAT BRITAIN	Division Class or Group	June 1993					March 1994			June 1994					THOUSAND
		Male		Female		All	Male	Female	All	Male		Female		All	
		All	Part-time	All	Part-time	All				Part-time	All	Part-time			
All industries and services #	0-9	10,654.5	1,083.6	10,356.2	4,738.8	21,010.7	10,508.8R	10,325.4R	20,834.2R	10,537.7R	1,125.9R	10,364.2R	4,813.5R	20,901.9R	
Agriculture, forestry and fishing	0	186.4	28.2	70.3	26.0	256.7	182.9R	53.9R	236.8R	181.7R	29.0R	65.1R	24.9R	246.8R	
Production and construction industries	1-5	3,931.0	72.0	1,495.7	338.8	5,426.7	3,822.1	1,478.2	5,300.3	3,823.8R	70.5	1,474.4	335.5	5,298.2R	
Production industries of which, manufacturing industries	1-4	3,256.4	57.8	1,358.3	281.7	4,614.7	3,191.7	1,340.8	4,532.5	3,197.0	56.4	1,337.0	278.4	4,534.0	
Service industries #	6-9	6,537.0	983.3	8,790.3	4,374.0	15,327.3	6,503.9	8,793.2	15,297.1	6,532.1R	1,026.4R	8,824.7R	4,453.1R	15,356.8R	
Agriculture and horticulture	01	174.7	27.8	67.7	25.0	242.3	171.1R	51.3R	222.5R	170.0R	28.5R	62.5R	23.9	232.5R	
Energy and water supply	1	269.8	1.5	75.4	14.6	345.2	244.6	71.9	316.5	236.2	1.6	70.4	13.9	306.7	
Coal extraction and solid fuels	111	33.4	0.2	2.5	0.4	35.9	19.5	1.9	21.4	15.8	0.2	1.7	0.4	17.6	
Extraction of mineral oil and natural gas/mineral oil processing	13/14	52.1	0.2	10.5	0.8	62.6	47.9	9.7	57.7	48.7	0.3	9.4	0.8	58.1	
Electricity	161	86.1	0.6	26.6	5.8	112.8	82.4	25.7	108.1	78.9	0.5	25.4	5.5	104.3	
Gas	162	50.0	0.4	21.1	5.4	71.1	46.9	20.5	67.4	46.1	0.4	19.6	5.0	65.7	
Water supply industry	17	35.8	0.1	11.7	1.7	47.5	35.9	11.3	47.3	35.1	0.2	11.5	1.8	46.6	
Other mineral and ore extraction, etc	2	448.7	3.1	148.8	20.8	597.5	433.0	148.8	581.8	425.4	3.0	144.1	19.7	569.5	
Extraction of metal ores and minerals	21/23	22.1	0.3	4.0	1.6	26.1	21.0	4.5	25.5	20.8	0.3	4.6	1.3	25.4	
Metal manufacture	22	106.6	0.7	16.1	2.4	122.7	100.8	14.2	115.0	98.9	0.6	14.3	1.9	113.1	
Non-metallic mineral products	24	110.7	0.8	35.9	5.3	146.6	110.5	36.2	146.7	113.8	1.2	35.4	5.5	149.2	
Chemical industry/man-made fibres	25/26	209.4	1.3	92.8	11.4	302.2	200.6	93.9	294.5	192.0	0.9	89.8	11.1	281.8	
Metal goods, engineering, vehicles	3	1,455.4	18.9	392.6	71.9	1,848.0	1,436.7	380.5	1,817.1	1,441.1	18.1	382.9	70.0	1,824.0	
Metal goods nes	31	204.4	3.3	56.1	14.3	260.5	207.0	54.5	261.5	209.9	3.5	55.5	14.1	265.4	
Mechanical engineering	32	504.9	6.5	100.0	24.0	604.9	490.7	95.1	585.8	493.1	5.8	95.0	20.3	588.1	
Office machinery and data processing equipment	33	44.4	0.3	18.4	2.0	62.8	44.5	18.1	62.6	44.9	0.5	17.3	1.9	62.2	
Electrical and electronic engineering	34	310.6	5.3	145.8	20.8	456.3	306.2	143.6	449.7	311.0	4.5	143.7	21.7	454.7	
Wires, cables, batteries and other electrical equipment	341/342	84.7	1.7	31.1	4.1	115.8	81.9	32.5	114.4	85.4	0.7	31.8	4.2	117.3	
Industrial electrical equipment	343	36.9	0.6	17.5	2.5	54.4	36.1	16.7	52.8	36.9	0.6	17.2	2.9	54.1	
Telecommunications equipment	344	89.0	1.0	38.0	4.6	127.0	86.1	36.0	122.0	85.8	0.8	35.4	4.1	121.2	
Other electronic equipment	345	59.6	1.6	38.7	5.9	98.3	60.1	38.9	99.0	60.0	1.7	39.4	7.1	99.4	
Lighting/Appliances/Installation	346-348	40.3	0.4	20.5	3.7	60.8	42.0	19.4	61.5	42.9	0.7	19.8	3.5	62.7	
Motor vehicles and parts	35	178.5	1.0	23.8	2.9	202.4	178.3	22.2	200.5	175.3	1.5	22.0	2.7	197.3	
Other transport equipment	36	157.8	0.7	21.8	2.2	179.6	154.2	19.6	173.8	149.7	0.7	19.4	2.1	169.1	
Instrument engineering	37	54.8	1.7	26.7	5.6	81.5	55.7	27.4	83.2	57.1	1.6	30.1	7.3	87.2	
Other manufacturing industries	4	1,082.5	34.4	741.4	174.5	1,823.9	1,077.5	739.7	1,817.2	1,094.2	33.6	739.6	174.8	1,833.8	
Food, drink and tobacco	41/42	292.5	9.8	192.8	66.7	485.3	281.0	184.2	465.2	287.7	10.4	186.9	62.1	474.6	
Food	411-423	233.2	9.1	170.4	64.3	403.6	232.1	164.3	396.5	236.9	9.8	165.6	59.9	402.6	
Alcoholic, soft drink and tobacco manufacture	424-429	59.2	0.8	22.5	2.4	81.7	48.9	19.9	68.7	50.8	0.6	21.3	2.3	72.1	
Textiles	43	92.0	2.4	76.3	15.1	168.2	93.0	76.3	169.3	92.9	2.5	75.8	14.5	168.7	
Leather and leather goods	44	9.0	0.3	6.1	1.6	15.1	9.9	6.7	16.6	9.6	0.3	7.0	1.7	16.6	
Footwear and clothing	45	68.8	3.9	175.2	21.1	244.0	72.9	177.4	250.3	70.8	3.8	172.6	21.7	243.4	
Footwear	451	16.8	0.4	17.0	1.2	33.8	16.3	16.5	32.9	16.7	0.4	16.5	1.1	33.2	
Clothing, hats, gloves and fur goods	453/456	35.6	2.7	139.4	17.3	175.0	40.6	141.6	182.2	38.0	2.7	136.7	18.2	174.7	
Household textiles	455	16.4	0.8	18.8	2.6	35.2	16.0	19.2	35.2	16.2	0.7	19.3	2.4	35.5	
Timber and wooden furniture	46	164.7	3.1	43.4	11.8	208.1	163.0	41.6	204.6	164.2	2.5	41.8	11.1	206.0	
Timber industries	461-466	69.7	1.1	15.5	4.0	85.2	68.2	14.5	82.7	69.5	0.9	15.2	4.3	84.7	
Wooden furniture	467	95.1	2.1	27.9	7.9	122.9	94.7	27.2	121.9	94.7	1.6	26.6	6.8	121.3	
Paper, printing and publishing	47	277.3	10.6	168.8	36.9	446.1	276.3	173.1	449.4	282.4	9.8	175.5	41.0	457.9	
Pulp, paper, board and derived products	471-472	82.3	1.0	35.6	6.1	117.9	81.2	33.8	115.1	84.9	1.2	35.4	5.9	120.3	
Printing and publishing	475	195.0	9.6	133.2	30.9	328.2	195.1	139.3	334.4	197.5	8.6	140.1	35.1	337.6	
Rubber and plastics	48	144.7	2.4	51.5	13.2	196.2	147.6	50.6	198.2	151.7	3.0	50.1	13.7	201.9	
Other manufacturing industries	49	33.4	1.9	27.4	8.0	60.8	33.9	29.7	63.5	34.8	1.4	29.9	8.9	64.7	
Construction	5	674.7	14.2	137.4	57.1	812.0	630.4	137.4	767.7	626.9P	14.2P	137.4P	57.1P	764.2P	
Distribution, hotels, catering, repairs	6	2,045.8	426.9	2,466.6	1,511.4	4,512.4	2,033.6	2,438.2	4,471.7	2,071.9	459.1	2,490.5	1,562.3	4,562.4	
Wholesale distribution	61	576.0	30.3	270.3	79.6	846.3	574.6	270.2	844.9	576.4	32.5	271.3	82.4	847.7	
Agriculture and textile raw materials, fuels, ores, metals, etc	611/612	74.9	2.5	29.1	7.8	104.0	76.1	30.4	106.5	73.7	2.6	28.9	8.7	102.5	
Timber and building materials	613	88.2	2.5	24.5	7.4	112.7	89.7	23.9	113.6	87.9	2.3	23.4	7.0	111.4	
Motor vehicles, parts and accessories	6148	32.0	1.0	12.7	3.6	44.8	29.7	12.9	42.7	31.0	1.0	13.0	3.6	44.0	
Other machinery, industrial and transport equipment	6149	96.3	3.1	41.2	9.1	137.5	98.8	42.7	141.5	100.5	3.0	43.4	9.4	143.8	
Household goods/clothing	615/616	59.9	3.0	38.7	10.5	98.6	58.8	36.8	95.6	57.6	3.4	36.1	10.3	93.7	
Food, drink and tobacco	617	149.3	10.8	68.8	25.0	218.0	146.3	69.1	215.5	149.3	12.5	69.3	26.8	218.7	
Pharmaceutical and other goods	618/619	75.4	7.4	55.2	16.2	130.6	75.2	54.3	129.5	76.5	7.7	57.2	16.7	133.6	

# EMPLOYMENT 1.4

## Employees in employment: June 1994

GREAT BRITAIN	Division Class or Group	June 1993					March 1994			June 1994					THOUSAND
		Male		Female		All	Male	Female	All	Male		Female		All	
		All	Part-time	All	Part-time	All				Part-time	All	Part-time			
Dealing in scrap and waste materials	62	13.3	0.9	2.6	1.0	16.0	13.9	2.4	16.3	13.9	0.9	2.4	1.0	16.3	
Commission agents	63	21.8	1.2	14.7	3.7	36.5	22.4	15.3	37.8	23.0	1.0	16.4	4.4	39.4	
Retail distribution	64/65	852.9	204.8	1,384.8	883.7	2,237.7	863.7	1,399.8	2,263.5	870.8	230.0	1,404.0	921.5	2,274.8	
Food	641	235.6	89.1	451.7	339.1	687.3	236.7	457.7	694.3	243.2	99.8	461.8	357.0	705.1	
Confectionery, tobacco, etc	642	31.3	16.3	85.0	63.5	118.3	31.3	85.2	116.5	32.0	18.0	85.1	65.8	117.0	
Dispensing and other chemists	643	19.8	6.7	105.2	64.4	125.0	20.6	105.2	125.8	19.7	6.6	106.6	65.3	126.4	
Clothing, footwear and leather goods	645/646	44.5	12.5	184.4	120.6	228.9	45.0	177.4	222.4	45.2	14.7	174.7	115.3	219.9	
Retail household textiles/goods	647/648	136.2	20.3	126.0	67.8	262.3	135.2	126.3	261.4	130.6	22.4	121.7	68.0	252.3	
Motor vehicles and parts, filling stations	651/652	195.7	19.9	77.6	30.1	273.3	197.0	77.4	274.4	196.9	19.8	78.4	30.4	275.3	
Other retail distribution	653-656	189.7	40.0	354.9	198.2	544.7	198.0	370.6	568.6	203.3	48.8	375.6	219.7	578.9	
Hotels and catering	66	436.2	182.5	757.7	528.3	1,194.0	416.4	713.6	1,130.0	444.5	187.0	760.1	537.9	1,204.6	
Restaurants, snack bars, cafes, etc	661	117.0	40.7	174.6	117.2	291.6	115.9	171.1							

# 1.5 EMPLOYMENT

## Employees in employment by region\*

Standard region	Male		Female		Total	Production and construction industries	Production industries	Manufacturing industries	Service industries	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing	Metal goods, engineering & vehicles industries
	All	Part-time	All	Part-time									
South East	3,492	382	3,381	1,425 R	6,873	1,310	1,088	1,002	5,517	46	86	117	459
1994 Mar	3,488	391 R	3,383	1,429 R	6,871	1,305 R	1,084	1,000	5,515 R	51	84	114	457
1994 Jun	3,488	391 R	3,383	1,429 R	6,871	1,305 R	1,084	1,000	5,515 R	51	84	114	457
Greater London (Included in South East)	1,625	162	1,473	502	3,098	463	368	332	2,634	1	37	26	112
1994 Mar	1,620 R	163	1,469	499	3,088 R	457	363	328	2,631 R	1	35	26	110
1994 Jun	1,620 R	163	1,469	499	3,088 R	457	363	328	2,631 R	1	35	26	110
East Anglia	398	44	383	191	781	197	171	158	560	24 R	13	14	65
1994 Mar	399	43	390	197	788 R	201	175	162	564	24	13	14	65
1994 Jun	399	43	390	197	788 R	201	175	162	564	24	13	14	65
South West	835	105	832	415	1,667	374	322	300	1,259	34	22	30	146
1994 Mar	843	105	850	426	1,693	374	322	301	1,283	36	21	31	145
1994 Jun	843	105	850	426	1,693	374	322	301	1,283	36	21	31	145
West Midlands	1,008	92	945	438	1,953	649	578	556	1,282	22	23	83	309
1994 Mar	1,006	90	942	442	1,948	643	572	550	1,282	23	22	81	307
1994 Jun	1,006	90	942	442	1,948	643	572	550	1,282	23	22	81	307
East Midlands	744	76	750	358	1,494 R	508	459	438	962	23	21	49	156
1994 Mar	754	81	750	362	1,504	512 R	462	443	970 R	23	20	49	158
1994 Jun	754	81	750	362	1,504	512 R	462	443	970 R	23	20	49	158
Yorkshire and Humberside	907	91	907	461	1,814	531	457	427	1,261	22	30	78	141
1994 Mar	911	95	910	465	1,821 R	532	458	430	1,268 R	21	28	77	144
1994 Jun	911	95	910	465	1,821 R	532	458	430	1,268 R	21	28	77	144
North West	1,138	114	1,145	548	2,283	635	553	522	1,634	14	31	81	212
1994 Mar	1,129	112	1,141	547	2,270	629	548	517	1,626	15	30	76	212
1994 Jun	1,129	112	1,141	547	2,270	629	548	517	1,626	15	30	76	212
North	546	58	532	262	1,078	323	271	247	744	10	24	48	97
1994 Mar	552	60	532	260	1,084	324	272	249	750	10	23	47	97
1994 Jun	552	60	532	260	1,084	324	272	249	750	10	23	47	97
Wales	475	49	471	229	946	271	235	217	658	17	17	46	84
1994 Mar	483 R	52	471	236	960 R	275	238	222	668	18	17	46	87
1994 Jun	483 R	52	471	236	960 R	275	238	222	668	18	17	46	87
Scotland	965	93	981	445	1,946	501	399	349	1,420	25	50	36	148
1994 Mar	972	96	990	449	1,962	505	403	354	1,431	26	49	35	153
1994 Jun	972	96	990	449	1,962	505	403	354	1,431	26	49	35	153
Great Britain	10,509	1,104	10,325	4,771	20,834	5,300	4,533	4,216	15,297	237 R	316	592	1,817
1994 Mar	10,538 R	1,126 R	10,364 R	4,814 R	20,902	5,298 R	4,534	4,227	15,357 R	247	307	570	1,824
1994 Jun	10,538 R	1,126 R	10,364 R	4,814 R	20,902	5,298 R	4,534	4,227	15,357 R	247	307	570	1,824
Northern Ireland	276	38	274	117	549	128	106	100	403	19	6	10	29
1994 Mar	277	39	275	118	552	128	107	101	404	19	6	10	29
1994 Jun	277	39	275	118	552	128	107	101	404	19	6	10	29
United Kingdom	10,785 R	1,142	10,599	4,888 R	21,384 R	5,428	4,639	4,316	15,700	256	323	592	1,846
1994 Mar	10,815	1,165	10,639	4,931	21,454	5,427	4,641	4,328	15,761	266	313	580	1,853
1994 Jun	10,815	1,165	10,639	4,931	21,454	5,427	4,641	4,328	15,761	266	313	580	1,853

Standard region	Hotels & catering	Transport & communication	Railways	Air transport	Other transport, supporting services to transport	Postal services & telecommunications	Banking, finance, insurance & business services	Banking and finance	Business services	Professional & technical services, advertising & business services	Other services	Public admin, national defence & social security
South East	333	494	55	55	230	154	1,250	266	770	476	2,311	439 R
1994 Mar	348	499	54	55	236	154	1,252	262	771	483	2,291	433
1994 Jun	348	499	54	55	236	154	1,252	262	771	483	2,291	433
Greater London (Included in South East)	150	273	34	36	113	90	708	168	436	251	1,035	232 R
1994 Mar	155	279 R	36	36	118	90	708	165	437	256	1,024	227
1994 Jun	155	279 R	36	36	118	90	708	165	437	256	1,024	227
East Anglia	43	49	3	1	28	18	87	10	52	31	251	43 R
1994 Mar	45	48	3	1	27	18	87	10	53	32	248	44
1994 Jun	45	48	3	1	27	18	87	10	53	32	248	44
South West	113	78	6	1	40	32	211	49	116	59	567	120
1994 Mar	129	77	6	1	39	32	217	49	121	64	568	122
1994 Jun	129	77	6	1	39	32	217	49	121	64	568	122
West Midlands	99	91	7	1	55	28	193	35	117	74	589	102
1994 Mar	102	90	7	2	54	28	194	34	119	74	587	101
1994 Jun	102	90	7	2	54	28	194	34	119	74	587	101
East Midlands	73	68	5	..	45	17	126	28	77	46	455	77 R
1994 Mar	78	68	5	..	45	17	125	27	77	47	453	77
1994 Jun	78	68	5	..	45	17	125	27	77	47	453	77
Yorkshire and Humberside	108	92	9	..	59	23	184	42	103	61	586	100 R
1994 Mar	115	94 R	10	..	60	23	179	43	97	53	586	99
1994 Jun	115	94 R	10	..	60	23	179	43	97	53	586	99
North West	123	130	14	2	78	35	244	47	144	87	760	153 R
1994 Mar	124	129	14	2	77	35	235	47	136	77	759	150
1994 Jun	124	129	14	2	77	35	235	47	136	77	759	150
North	62	51	4	2	33	12	90	20	45	27	384	79 R
1994 Mar	65	53	5	2	35	12	91	20	46	27	381	78
1994 Jun	65	53	5	2	35	12	91	20	46	27	381	78
Wales	61	44	4	1	25	14	80	16	42	24	344	76 R
1994 Mar	69	45	4	1	25	14	81	16	44	25	343	75
1994 Jun	69	45	4	1	25	14	81	16	44	25	343	75
Scotland	116	109	11	4	66	29	202	42	105	59	703	139 R
1994 Mar	129	107	11	4	63	29	204	42	106	58	704	138
1994 Jun	129	107	11	4	63	29	204	42	106	58	704	138
Great Britain	1,130	1,207	119	67	660	361	2,668	555	1,571	943	6,951	1,328 R
1994 Mar	1,205	1,210	119	68	662	361	2,666	549	1,567	941	6,919	1,317
1994 Jun	1,205	1,210	119	68	662	361	2,666	549	1,567	941	6,919	1,317
Northern Ireland	23	21	1	1	12	8	40	9	20	1	236	56
1994 Mar	23	21	1	1	12	7	41	9	21	1	237	55
1994 Jun	23	21	1	1	12	7	41	9	21	1	237	55
United Kingdom	1,153	1,228	120	68	672	368	2,708	564	1,591	941	7,187	1,384 R
1994 Mar	1,228	1,231	120	68	674	368	2,707	558	1,588	941	7,155 R	1,372
1994 Jun	1,228	1,231	120	68	674	368	2,707	558	1,588	941	7,155 R	1,372

\* See footnotes to table 1.1.

# EMPLOYMENT 1.5

## Employees in employment by region\*

Standard region	Manufacture of metal goods & machinery	Electrical & electronic engineering	Other manufacturing industries	Food drink & tobacco manufacture	Timber & wooden furniture, paper, printing publishing	Construction	Distribution, hotels, catering	Wholesale distribution (except scrap)	Retail distribution	Food retailing	Other retail distribution	Standard region
South East	181	155	426	80	232	222 P	1,461	275	766	227	539	South East
1994 Mar	189	153	429	81	234	221 P	1,474	276	761	226	535	1994 Mar
1994 Jun	189	153	429	81	234	221 P	1,474	276	761	226	535	1994 Jun
Greater London (Included in South East)	47	42	193</									

# 1.8 EMPLOYMENT

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

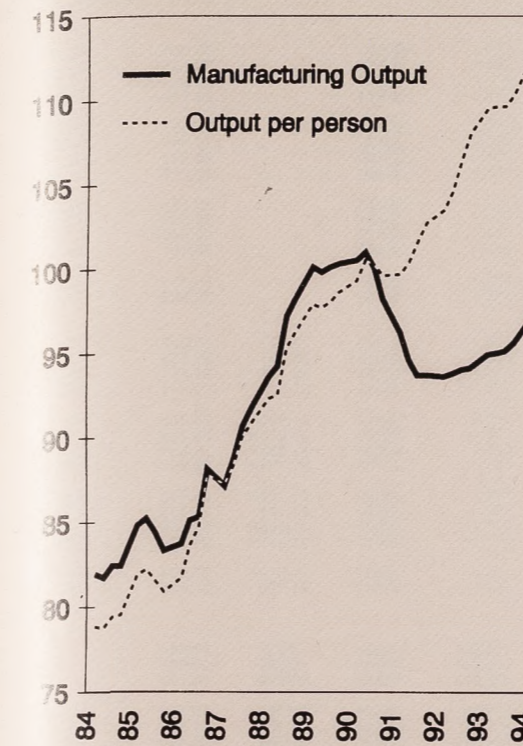
Section	Whole economy	Total production industries	Manufacturing Industries							Other manufacturing	Construction
			Total manufacturing	Food, drink and tobacco	Textiles, footwear, clothing and leather	Solid fuels and nuclear fuels; oil refining	Chemicals and man-made fibres	Basic metals and metal products	Engineering and related industries		
	C,D,E	D	DA	DB,DC	DF	DG	DJ	DK,DL,DM	DD,DE,DI,DM	F	
<b>Output *</b>											
1986	88.6	90.1	85.6	93.6	104.4	105.2	84.1	86.4	82.2	80.3	
1987	92.7	93.7	89.6	96.5	107.7	96.5	90.9	91.7	84.5	87.3	
1988	97.3	98.2	95.9	98.3	106.1	99.3	95.6	100.8	92.0	95.9	
1989	99.4	100.3	100.2	98.7	102.5	103.0	100.3	102.8	99.8	99.6	
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1991	97.9	96.1	94.6	99.6	89.8	106.8	90.1	92.8	90.7	92.7	
1992	97.4	95.9	94.0	100.9	89.6	110.7	104.8	86.4	90.7	92.4	
1993	99.4	97.9	95.3	101.2	89.8	112.8	107.4	86.1	91.6	95.0	
1990 Q1	100.4	100.3	100.6	100.1	102.8	100.4	101.4	101.1	99.7	101.0	
1990 Q2	100.7	101.6	101.1	99.4	101.3	97.4	101.0	103.0	101.3	101.0	
1990 Q3	99.8	99.8	100.1	100.3	98.6	101.3	99.7	99.8	100.5	100.0	
1990 Q4	99.1	98.3	98.3	100.1	97.3	100.9	97.9	96.0	98.5	97.7	
1991 Q1	98.4	97.2	96.3	100.3	92.0	108.6	100.4	91.8	96.0	93.9	
1991 Q2	98.0	95.9	94.7	100.0	90.4	101.9	101.2	89.9	93.3	92.1	
1991 Q3	97.6	95.3	93.8	99.0	88.9	107.1	103.7	98.7	90.8	92.1	
1991 Q4	97.7	95.9	93.8	99.1	87.8	109.5	104.9	88.8	91.1	91.8	
1992 Q1	97.0	95.4	93.7	100.3	88.4	109.0	104.1	87.3	90.5	92.2	
1992 Q2	97.1	95.1	93.9	102.1	88.7	114.6	104.1	87.5	89.7	92.5	
1992 Q3	97.6	96.1	94.1	101.4	90.4	111.4	104.1	86.9	90.4	92.8	
1992 Q4	98.0	96.9	94.2	99.9	91.0	107.7	107.0	84.1	91.9	92.1	
1993 Q1	98.4	96.6	95.0	102.0	89.2	110.5	107.4	86.8	91.3	94.0	
1993 Q2	98.8	97.1	95.1	100.8	89.5	110.9	106.3	86.5	91.8	94.6	
1993 Q3	99.7	98.3	95.2	100.8	90.4	112.5	107.3	85.2	91.5	95.3	
1993 Q4	100.6	99.7	95.7	101.2	90.1	117.4	108.4	85.6	91.5	96.2	
1994 Q1	101.5	100.7	97.2	101.7	91.2	106.2	110.6	84.5	94.5	98.1	
1994 Q2	102.6	102.8	98.7	102.8	91.2	120.8	113.0	85.2	95.7	98.9	
<b>Employed labour force +</b>											
1986	92.0	102.5	101.3	103.4	113.6	111.8	99.5	101.6	102.4	93.9	
1987	93.8	101.2	100.5	103.0	112.9	113.6	97.6	99.1	100.8	86.7	
1988	96.9	102.0	101.8	102.6	113.7	114.3	99.2	99.8	101.9	92.1	
1989	99.3	102.0	102.1	101.0	108.5	108.5	101.0	101.6	101.9	93.9	
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1991	97.3	93.7	93.5	100.5	90.4	97.0	95.7	90.2	92.5	93.9	
1992	94.8	88.8	88.9	96.4	88.6	95.2	95.2	84.3	86.4	89.9	
1993	93.7	86.0	86.7	94.3	91.2	90.0	93.4	81.9	81.8	88.9	
1990 Q1	100.1	101.1	101.2	99.4	103.0	101.1	100.9	102.3	101.1	101.3	
1990 Q2	100.2	100.5	100.4	99.3	101.1	100.0	100.5	101.0	100.6	101.1	
1990 Q3	100.1	99.8	99.8	100.1	99.3	99.8	100.1	99.4	100.0	99.7	
1990 Q4	99.6	98.6	98.5	101.2	96.7	99.1	98.5	97.3	98.3	98.4	
1991 Q1	98.6	96.6	96.4	102.0	93.3	98.2	96.5	94.3	95.9	96.5	
1991 Q2	97.5	94.4	94.2	102.0	90.3	97.3	95.3	91.1	93.2	94.4	
1991 Q3	96.8	92.4	92.2	100.2	88.9	96.5	95.1	88.6	91.1	92.9	
1991 Q4	96.2	91.4	91.3	97.9	88.9	95.8	95.8	87.0	90.0	91.9	
1992 Q1	95.8	90.5	90.4	97.0	89.5	96.0	96.1	86.1	88.7	91.3	
1992 Q2	95.3	89.6	89.6	96.7	89.4	96.0	95.7	85.9	87.4	90.7	
1992 Q3	94.4	88.2	88.3	96.4	88.2	95.2	94.8	83.4	85.8	89.4	
1992 Q4	93.8	87.0	87.1	95.6	87.2	93.5	93.9	81.8	83.7	88.3	
1993 Q1	93.5	86.4	86.7	95.3	88.4	90.9	93.7	81.8	82.6	88.5	
1993 Q2	93.5	86.0	86.6	94.4	90.9	90.5	93.9	82.4	82.4	88.9	
1993 Q3	93.9	85.9	86.8	93.6	92.4	89.9	93.5	82.3	81.6	89.3	
1993 Q4	93.9	85.7	86.7	94.0	93.2	88.5	92.4	81.1	80.6	89.0	
1994 Q1	93.6	85.2	86.3	92.4	93.7	87.6	91.7	80.9	80.5	89.9	
1994 Q2	93.5	84.8	86.1	91.9	92.8	86.4	88.9	81.2	80.6	90.7	
<b>Output per person employed #</b>											
1986	96.3	88.0	84.6	90.5	91.9	94.1	84.6	85.0	80.3	85.5	
1987	98.9	92.6	89.2	93.6	95.3	84.9	93.2	92.6	83.8	91.6	
1988	100.4	96.2	94.2	95.8	93.3	86.8	96.4	101.0	90.3	98.1	
1989	100.1	98.3	98.1	97.8	94.5	95.2	99.3	101.2	98.0	97.8	
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1991	100.7	102.6	101.2	99.1	99.3	110.2	107.2	99.9	100.3	98.7	
1992	102.8	108.0	105.8	104.6	101.2	116.3	110.2	102.6	103.7	102.8	
1993	106.1	113.9	109.8	107.3	98.5	125.5	115.0	105.1	111.9	106.9	
1990 Q1	100.3	99.1	99.4	100.6	99.8	99.3	100.4	98.9	98.6	99.7	
1990 Q2	100.5	101.1	100.6	100.1	100.2	97.4	100.5	102.0	100.7	100.7	
1990 Q3	99.7	100.0	100.3	99.3	99.3	101.6	99.7	100.4	100.2	100.6	
1990 Q4	99.5	99.8	99.7	99.0	100.7	101.7	99.4	98.7	100.1	99.4	
1991 Q1	99.8	100.7	99.8	98.3	98.6	110.5	104.0	97.4	100.1	97.4	
1991 Q2	100.5	101.5	100.5	98.0	100.0	104.8	106.2	98.7	100.1	98.4	
1991 Q3	100.8	103.1	101.7	98.8	99.9	111.0	109.1	101.3	99.7	99.1	
1991 Q4	101.5	104.9	102.8	101.3	98.7	114.3	109.6	102.1	101.3	99.9	
1992 Q1	101.2	105.4	103.6	103.4	98.8	113.5	108.3	101.4	102.1	101.0	
1992 Q2	101.9	106.2	104.7	105.6	99.3	119.4	108.7	101.9	102.6	102.7	
1992 Q3	103.3	108.9	106.6	105.2	102.6	117.0	109.8	104.2	105.4	104.7	
1992 Q4	104.5	111.4	108.1	104.4	104.4	115.2	113.9	102.8	109.9	106.2	
1993 Q1	105.3	111.8	109.6	107.0	100.9	121.5	114.7	106.2	110.5	106.1	
1993 Q2	105.7	112.8	109.7	106.8	98.6	122.5	113.2	105.0	111.4	106.5	
1993 Q3	106.2	114.4	109.7	107.7	97.9	125.2	114.7	103.5	112.2	106.7	
1993 Q4	107.1	116.4	110.4	107.7	96.7	132.6	117.2	105.6	113.6	108.1	
1994 Q1	108.4	118.2	112.7	110.0	97.3	121.2	120.7	104.5	117.5	109.2	
1994 Q2	109.8	121.2	114.6	111.9	98.3	139.7	127.1	104.9	118.7	109.0	

# Industries are grouped according to the Standard Industrial Classification 1992. The indexes have been rebased from 1985=100 to 1990=100, in common with other economic series. Figures on a 1985=100 basis were last published in *Employment Gazette*, August 1993.

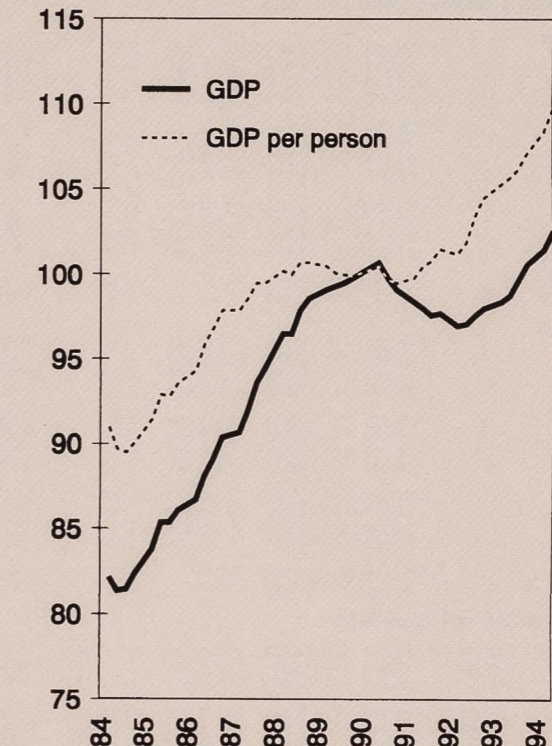
# EMPLOYMENT 1.8

## Indices of output, employment and productivity

Index 1990=100



Index 1990=100



Seasonally adjusted (1990=100)

UNITED KINGDOM SIC 1992	Whole economy			Production industries Sections C,D,E			Manufacturing industries Section D		
	Output *	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed
1986	88.6	92.0	96.3	90.1	102.5	88.0	85.6	101.3	84.6
1987	92.7	93.8	98.9	93.7	101.2	92.6	89.6	100.5	89.2
1988	97.3	96.9	100.4	98.2	102.0	96.2	95.9	101.8	94.2
1989	99.4	99.3	100.1	100.3	102.0	98.3	100.2	102.1	98.1
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991	97.9	97.3	100.7	96.1	93.7	102.6	94.6	93.5	101.2
1992	97.4	94.8	102.8	95.9	88.8	108.0	94.0	88.9	105.8
1993	99.4	93.7	106.1	97.9	86.0	113.9	95.3	86.7	109.8
1987 Q1	90.7	92.6	97.9	92.0	100.7	91.3	87.2	99.9	87.3
1987 Q2	92.0	93.3	98.6	92.9	101.1	92.0	88.8	100.4	88.4
1987 Q3	93.6	94.1	99.5	94.5	101.4	93.2	90.7	100.7	90.1
1987 Q4	94.5	95.0	99.5	95.4	101.6	93.9	91.8	101.1	90.9
1988 Q1	96.0	95.8	100.2	96.5	101.9	94.7	93.7	101.5	92.4
1988 Q2	97.9	96.5	100.0	97.2	102.0	9			

# 1.9 EMPLOYMENT

## Selected countries: national definitions

# EMPLOYMENT 1.9

## Selected countries: national definitions

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	Finland	France	Germany (FR)	Greece	Irish Republic	
	(1,2,3)	(4) R	(2,5)	(3)	(12)			(7,11)		(13)	(8)	
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>												
<b>Civilian labour force</b>												
1991	28,368	8,465	3,583	..	13,717	..	2,530	..	30,060	..	..	Thousand
Q1	28,257	8,475	3,586	..	13,767	..	2,528	..	30,155	..	..	
Q2	28,239	8,479	3,595	..	13,781	..	2,516	..	30,237	..	..	
Q3	28,203	8,475	3,625	..	13,761	..	2,514	..	30,330	..	..	
Q4	..	..	..	..	..	..	..	..	..	..	..	
1992	28,230	8,541	3,645	..	13,741	..	2,503	..	30,437	..	..	
Q1	28,103	8,511	3,675	..	13,758	..	2,489	..	30,483	..	..	
Q2	27,944	8,567	3,692	..	13,814	..	2,488	..	30,538	..	..	
Q3	28,016	8,518	3,688	..	13,872	..	2,486	..	30,519	..	..	
Q4	..	..	..	..	..	..	..	..	..	..	..	
1993	27,898R	8,532	3,680	..	13,868	..	2,478	..	30,521	..	..	
Q1	27,885R	8,547	3,732	..	13,948	..	2,464	..	30,506	..	..	
Q2	28,001	8,589	3,737	..	13,977	..	2,479	..	30,545	..	..	
Q3	27,864R	8,698	3,746	..	13,989	..	2,480	..	30,531	..	..	
Q4	..	..	..	..	..	..	..	..	..	..	..	
1994	27,731R	8,707	..	..	14,023	..	2,477	..	30,539	..	..	
Q1	27,625	8,703	..	..	14,077	..	2,462	..	30,522	..	..	
Q2	..	..	..	..	..	..	..	..	..	..	..	
<b>Civilian employment</b>												
1991	26,276	7,739	3,466	..	12,321	..	2,399	22,077	28,397	..	..	Thousand
Q1	25,957	7,673	3,462	..	12,348	..	2,352	22,211	28,484	..	..	
Q2	25,787	7,652	3,465	..	12,350	..	2,307	22,198	28,524	..	..	
Q3	25,655	7,607	3,491	..	12,340	..	2,260	22,018	28,649	..	..	
Q4	..	..	..	..	..	..	..	..	..	..	..	
1992	25,578	7,632	3,528	..	12,274	..	2,219	21,996R	28,752	..	..	
Q1	25,372	7,603	3,540	..	12,207	..	2,180	22,076R	28,720	..	..	
Q2	25,103	7,641	3,557	..	12,218	..	2,146	22,062R	28,681	..	..	
Q3	25,044	7,575	3,547	..	12,272	..	2,108	21,794R	28,595	..	..	
Q4	..	..	..	..	..	..	..	..	..	..	..	
1993	24,965R	7,569	3,534	..	12,335	..	2,063	21,704R	28,440	..	..	
Q1	24,970R	7,620	3,567	..	12,366	..	2,030	21,747	28,293	..	..	
Q2	25,099	7,636	3,576	..	12,396	..	2,021	21,698R	28,200	..	..	
Q3	25,094R	7,746	3,585	..	12,438	..	2,011	21,497R	28,094	..	..	
Q4	..	..	..	..	..	..	..	..	..	..	..	
1994	25,012R	7,783	..	..	12,479	..	1,997	21,519R	27,994	..	..	
Q1	24,982	7,848	..	..	12,574	..	2,003	21,730	27,937	..	..	
Q2	..	..	..	..	..	..	..	..	..	..	..	
<b>LATEST ANNUAL FIGURES: 1991 unless stated</b>												
Civilian labour force:	Male 16,056	4,939	2,126	2,366	7,569	1,531	1,320	13,432	17,614	..	893	Thousand
	Female 12,200	3,551	1,481	1,760	6,188	1,346	1,203	10,647	12,608	..	429	
	All 28,257	8,490	3,607	4,127	13,757	2,878	2,523	24,079	30,222	..	1,321	
Civilian employment:	Male 14,313	4,444	2,055	2,207	6,751	1,402	1,196	12,429	16,716	..	736	Thousand
	Female 11,644	3,225	1,427	1,528	5,589	1,210	1,134	9,353	11,817	..	377	
	All 25,957	7,669	3,482	3,735	12,340	2,612	2,330	21,782	28,533	..	1,113	
<b>Civilian employment: proportions by sector</b>												
Male:	Agriculture 3.3	6.5	..	3.3	5.9	..	10.5	..	3.2	..	..	Per cent
	Industry 38.8	32.1	..	38.5	32.4	..	41.6	..	50.0	..	..	
	Services 57.9	61.5	..	58.3	61.7	..	47.8	..	46.8	..	..	
Female:	Agriculture 1.2	3.7	..	1.8	2.8	..	6.3	..	3.5	..	..	Per cent
	Industry 14.8	12.2	..	13.1	11.9	..	16.2	..	24.0	..	..	
	Services 84.0	84.2	..	85.2	85.3	..	77.4	..	72.5	..	..	
All:	Agriculture 2.3	5.3	7.4	2.6	4.5	5.7	8.5	5.8	3.4	..	13.8	Per cent
	Industry 28.0	23.7	36.9	28.1	23.1	27.7	29.3	29.5	39.2	..	28.9	
	Services 69.6	71.0	55.8	69.3	72.4	66.7	62.2	64.8	57.4	..	57.3	

	Italy	Japan	Luxembourg	Netherlands	Norway	Portugal	Spain	Sweden	Switzerland	United States	
	(6)	(5)		(10)				(5)	(2)(5)		
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>											
<b>Civilian labour force</b>											
1991	24,081	64,650	..	..	2,088	4,777	15,031	4,588	3,603	125,023	1991 Q1
Q1	24,083	64,927	..	..	2,076	4,848	15,042	4,569	3,597	125,424	Q2
Q2	24,022	65,205	..	..	2,099	4,779	15,112	4,543	3,608	125,219	Q3
Q3	24,056	65,337	..	..	2,095	4,808	15,111	4,511	3,605	125,579	Q4
Q4	..	..	..	..	..	..	..	..	..	..	..
1992	24,084	65,767	..	..	2,090	4,529	15,112	4,492	3,599	126,301	1992 Q1
Q1	24,282	65,575	..	..	2,093	4,494	15,170	4,497	3,587	127,074	Q2
Q2	23,903	65,665	..	..	2,102	4,502	15,149	4,456	3,560	127,334	Q3
Q3	24,036	66,112	..	..	2,095	4,463	15,168	4,415	3,569	127,230	Q4
Q4	..	..	..	..	..	..	..	..	..	..	..
1993	22,785	65,967	..	..	2,088	4,514	15,201	4,296	3,540	127,355	1993 Q1
Q1	22,575	66,036	..	..	2,096	4,477	15,285	4,338	3,565	127,890	Q2
Q2	22,486	66,176	..	..	2,101	4,451	15,365	4,398	3,556	128,181	Q3
Q3	22,472	66,455	..	..	2,103	4,440	15,381	4,248	3,566	128,713	Q4
Q4	..	..	..	..	..	..	..	..	..	..	..
1994	22,373	66,528	..	..	2,097	4,539	15,426	4,187	3,520	130,674	1994 Q1
Q1	22,446	66,534	..	..	2,122	4,521	15,558	4,266	3,475	130,590	Q2
Q2	..	..	..	..	..	..	..	..	..	..	..
<b>Civilian employment</b>											
1991	21,364	63,317	..	..	1,976	4,581	12,642	4,491	3,571	116,876	1991 Q1
Q1	21,435	63,570	..	..	1,966	4,659	12,622	4,458	3,559	116,978	Q2
Q2	21,420	63,797	..	..	1,979	4,575	12,598	4,408	3,559	116,795	Q3
Q3	21,421	63,995	..	..	1,970	4,607	12,570	4,364	3,548	116,827	Q4
Q4	..	..	..	..	..	..	..	..	..	..	..
1992	21,349	64,393	..	..	1,967	4,358	12,523	4,316	3,523	117,101	1992 Q1
Q1	21,604	64,200	..	..	1,966	4,301	12,452	4,287	3,500	117,567	Q2
Q2	21,215	64,238	..	..	1,975	4,313	12,317	4,221	3,456	117,761	Q3
Q3	20,917	64,597	..	..	1,968	4,266	12,146	4,179	3,440	117,951	Q4
Q4	..	..	..	..	..	..	..	..	..	..	..
1993	20,629	64,434	..	..	1,961	4,297	11,941	3,983	3,388	118,394	1993 Q1
Q1	20,256	64,412	..	..	1,965	4,227	11,856	3,987	3,403	118,984	Q2
Q2	20,121	64,529	..	..	1,973	4,197	11,782	3,991	3,379	119,543	Q3
Q3	19,975	64,655	..	..	1,981	4,171	11,725	3,894	3,383	120,311	Q4
Q4	..	..	..	..	..	..	..	..	..	..	..
1994	19,666	64,625	..	..	1,983	4,241	11,669	3,840	3,337	122,089	1994 Q1
Q1	19,683	64,639	..	..	1,998	4,205	11,761	3,939	3,305	122,547	Q2
Q2	..	..	..	..	..	..	..	..	..	..	..
<b>LATEST ANNUAL FIGURES: 1991 unless stated</b>											
Civilian labour force:	Male 14,988	..	105.3	4,153	1,127	2,678	9,666	..	2,222	68,411	Civilian labour force: Male
	Female 9,075	..	59.0	2,780	962	2,127	5,408	..	1,380	56,893	Female
	All 24,063	..	164.3	6,934	2,089	4,805	15,074	..	3,602	125,303	All
Civilian employment:	Male 13,846	67,760	104.1	3,928	1,059	2,603	8,473	2,299	2,198	63,593	Civilian employment: Male
	Female 11,564	65,920	57.8	2,516	913	2,004	4,135	2,132	1,363	53,284	Female
	All 25,410	63,690	161.9	6,444	1,973	4,607	12,608	4,430	3,560	116,877	All
<b>Civilian employment: proportions by sector</b>											
Male:	Agriculture 8.4	6.0	..	..	8.1</						

# 1.11 EMPLOYMENT

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives working overtime (000)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (000)	Hours lost (000)	Operatives (000)	Hours lost (000)	Average per operative working part of the week	Operatives (000)	Percentage of all operatives	Hours lost		
													Actual (000)	Seasonally adjusted	Average per operative on short-time
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	302		
1990	1,322	37.7	9.4	12.44		7	263	15	132	9.0	22	0.6	395		13.7
1991	1,055	34.6	9.1	9.63		8	323	52	478	9.3	60	2.0	800		19.6
1992	998	34.6	9.5	9.46		6	215	41	382	9.4	46	1.5	597		13.6
1993	938	32.7	9.7	9.09		4	138	27	242	8.6	31	0.7	381		12.8
1993	938	32.7	9.7	9.09		4	138	27	242	8.6	31	0.7	381		12.2
<b>Week ended</b>															
1992 Sep 11	950	33.1	9.9	9.38	9.16	5	189	33	288	8.8	38	1.3	478	579	12.7
Oct 9	1,004	35.1	9.6	9.65	8.95	4	134	34	307	9.0	37	1.3	440	572	11.8
Nov 13	994	34.9	9.6	9.59	9.11	7	266	47	372	7.9	54	1.9	638	622	11.8
Dec 18	916	32.3	9.8	8.99	8.45	11	440	51	521	10.2	63	2.2	961	922	15.3
1993 Jan 15	879	31.1	9.5	8.33	9.20	6	240	54	482	8.9	60	2.1	722	570	12.0
Feb 12	898	31.8	9.8	8.77	9.09	10	370	54	532	9.9	63	2.2	903	566	14.3
Mar 12	892	31.4	9.5	8.51	9.13	4	151	45	415	9.3	49	1.7	576	434	11.9
Apr 16	844	29.8	9.3	7.89	8.13	3	100	25	192	7.8	27	1.0	292	232	10.7
May 14	967	34.0	9.7	9.42	9.26	3	110	22	154	7.0	25	0.9	264	359	10.6
Jun 11	918	32.0	9.6	8.84	9.02	3	127	25	278	11.2	28	1.0	405	487	14.4
Jul 9	1,036	35.8	10.0	10.33	9.86	1	20	24	152	6.5	24	0.8	172	291	7.1
Aug 13	886	30.5	10.1	8.98	9.15	1	30	15	130	8.6	16	0.6	160	226	10.1
Sep 10	948	32.6	9.8	9.27	9.11	3	111	12	74	6.4	15	0.5	184	234	12.7
Oct 15	1,012	34.7	9.6	9.73	9.13	4	157	13	125	9.5	17	0.6	283	350	16.3
Nov 12	977	33.5	9.5	9.32	8.98	5	171	22	202	9.3	26	0.9	373	341	14.3
Dec 10	1,001	34.7	9.6	9.65	9.18	2	73	18	169	9.2	20	0.7	242	225	11.9
1994 Jan 14	920	32.1	9.2	8.46	9.30	4	151	19	152	8.2	23	0.8	303	245	13.5
Feb 11	939	32.7	9.2	8.65	9.22	5	175	24	251	10.7	28	1.0	426	255	15.1
Mar 11	993	34.7	9.5	9.40	9.72	3	94	22	199	9.2	24	0.9	292	230	12.1
Apr 15	942	33.0	9.5	8.93	9.25	3	115	15	152	10.0	18	0.6	267	228	14.7
May 13	932	32.6	9.6	8.91	8.65	2	77	13	115	9.1	15	0.5	192	246	13.1
Jun 10	971	33.9	9.6	9.29	9.39	3	113	11	97	8.9	14	0.5	210	240	15.1
Jul 15 P	943	32.8	9.8	9.22	8.71	2	68	5	52	9.9	7	0.2	120	195	17.1
Aug 12 P	887	30.7	9.7	8.58	8.72	2	75	9	120	12.9	11	0.4	194	290	17.3

# EMPLOYMENT 1.14

## Employment in tourism-related industries in Great Britain

THOUSAND

	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
	661	662	663	665, 667		
Self-employed * 1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment	245.3	274.3	139.3	240.9	352.7	1252.4
1988 Mar	265.1	289.3	140.5	281.2	373.5	1349.7
Jun	265.9	304.5	139.5	287.3	374.3	1371.6
Sep	269.9	313.1	144.9	251.7	346.3	1325.8
Dec	268.4	316.4	139.9	259.1	343.2	1327.0
1989 Mar	290.1	326.2	140.4	301.0	373.3	1431.0
Jun	285.3	329.1	143.3	310.6	378.0	1456.4
Sep	297.0	338.2	143.9	280.4	342.6	1402.2
Dec	285.7	329.4	139.8	278.2	345.5	1388.7
1990 Mar	308.5	343.0	140.8	318.1	393.1	1503.6
Jun	313.5	343.7	142.9	322.4	390.7	1513.2
Sep	306.3	338.4	147.7	293.8	363.4	1449.6
Dec	291.2	322.6	142.7	286.0	358.9	1401.3
1991 Mar	300.8	331.0	141.8	313.8	395.4	1485.8
Jun	287.7	338.6	141.0	313.1	402.4	1482.8
Sep	287.9	320.9	140.4	271.2	380.6	1401.0
Dec	283.4	315.3	138.7	270.9	382.5	1390.6
1992 Mar	305.7	334.6	139.4	309.8	407.8	1497.3
Jun	298.1	329.1	137.9	304.9	399.8	1469.8
Sep	294.8	329.1	137.3	271.3	379.8	1412.2
Dec	296.3	315.1	137.2	266.4	380.0	1394.9
1993 Mar	298.4	322.8	136.6	306.0	407.3	1471.3
Jun	307.6	347.3	137.2	308.8	413.5	1514.3
Sep	304.1	335.0	136.7	267.0	393.7	1436.4
Dec	293.4	322.8	136.6	266.4	380.0	1394.9
CHANGES: Dec 1993-1992	9.3	5.9	-6	-4.3	13.9	24.2
Percentage	3.1	1.8	-4	-1.6	3.6	1.7

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

1981	163	1986	211	1991	183	1996
1982	N/A	1987	200	1992	178	1997
1983	159	1988	204	1993	196	1998
1984	187	1989	191	1994		1999
1985	190	1990	190	1995		2000

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

# 1.12 EMPLOYMENT

## Hours of work-operatives in: manufacturing industries

Seasonally adjusted  
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49	31-34, 37	35, 36	43-45	41, 42	21-49	31-34, 37	35, 36	43-45	41, 42
1989	97.1	98.4	90.3	90.3	95.5	101.0	100.7	104.2	98.7	101.2
1990	90.3	88.6	90.0	79.4	91.3	100.6	100.4	105.0	98.3	100.8
1991	78.4	75.2	76.9	68.5	88.3	99.3	98.2	102.0	97.4	99.9
1992	73.9	69.8	69.5	67.3	84.0	99.5	98.3	100.2	98.0	99.9
1993 R	72.9	67.8	63.3	69.6	81.3	98.4	97.9	99.4	98.6	99.7
<b>Week ended</b>										
1992 Sep 11	73.2	68.8	70.7	66.8	84.1	99.5	97.9	100.5	97.7	100.0
Oct 9	72.5					99.0				
Nov 13	72.2					99.1				
Dec 18	71.4	67.5	63.4	65.8	82.4	98.2	97.6	98.8	97.5	99.1
1993 Jan 15	72.1					98.7				
Feb 12	72.1					98.8				
Mar 12 R	72.1	67.5	64.9	67.5	81.9	98.3	97.7	99.3	97.9	98.8
Apr 16 R	71.9					97.6				
May 14 R	72.6					98.5				
Jun 11 R	72.7	67.8	63.6	69.2	81.1	98.1	97.8	99.7	98.2	99.4
Jul 9 R	73.4					98.8				
Aug 13 R	73.1					98.2				
Sep 10 R	73.4	68.0	62.4	70.6	80.9	98.4	98.0	99.0	98.9	100.2
Oct 15 R	73.5					98.4				
Nov 12 R	73.6					98.1				
Dec 10 R	73.7	67.7	62.4	71.2	81.4	98.5	98.3	99.7	99.2	100.4
1994 Jan 14 R	73.8					98.5				
Feb 11 R	74.0					98.3				
Mar 11 R	74.3	68.6	62.2	71.2	79.4	99.1	99.1	100.3	99.6	100.8
Apr 15 R	74.3					98.4				
May 13 R	74.0					97.9				
Jun 10 R	74.5	68.6	60.3	69.5	79.4	98.6	98.8	99.4	99.3	100.5
Jul 15 RP	73.9					97.9				
Aug 12 P	74.2					97.8				

## 2.1 CLAIMANT 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
1990	) Annual averages	1,664.4	5.8	1,660.8	5.8					
1991		2,291.9	8.0	2,286.1	8.0					
1992		2,778.6	9.8	2,765.0	9.7					
1993		2,919.2	10.4	2,900.6	10.3					
1992	Sept 10	2,847.4	10.0	2,840.6	10.0	28.0	36.3	315	2,488	45
	Oct 8	2,814.4	9.9	2,871.7	10.1	31.1	35.5	345	2,425	44
	Nov 12	2,864.1	10.1	2,908.4	10.2	36.7	31.9	331	2,488	45
	Dec 17	2,983.3	10.5	2,971.7	10.5	63.3	43.7	309	2,627	47
1993	Jan 14	3,062.1	10.9	2,962.6	10.5	-9.1	30.3	314	2,700	48
	Feb 11	3,042.6	10.8	2,959.0	10.5	-3.6	16.9	296	2,700	47
	Mar 11	2,996.7	10.6	2,933.7	10.4	-25.3	-12.7	269	2,681	46
	Apr 8	3,000.5	10.6	2,941.9	10.4	8.2	-6.9	301	2,653	46
	May 13	2,916.6	10.4	2,919.7	10.4	-22.2	-13.1	257	2,613	46
	June 10	2,865.0	10.2	2,915.1	10.3	-4.6	-6.2	248	2,572	45
	July 8	2,929.3	10.4	2,917.2	10.4	2.1	-8.2	360	2,526	44
	Aug 12	2,960.0	10.5	2,921.5	10.4	4.3	0.6	309	2,609	42
	Sept 9	2,912.1	10.3	2,902.0	10.3	-19.5	-4.4	290	2,581	41
	Oct 14	2,793.6	9.9	2,850.9	10.1	-51.1	-22.1	305	2,450	39
	Nov 11	2,769.4	9.8	2,812.9	10.0	-38.0	-36.2	284	2,447	38
	Dec 9	2,782.7	9.9	2,770.8	9.8	-42.1	-43.7	272	2,473	36
1994	Jan 13	2,887.1	10.2	2,790.6	9.9	19.8	19.8	283	2,565	39
	Feb 10	2,841.4	10.1	2,752.9	9.8	-37.7	-20.0	272	2,532	37
	Mar 10	2,777.5	9.9	2,719.3	9.7	-33.6	-17.2	246	2,496	35
	Apr 14	2,734.4	9.7	2,681.5	9.5	-37.8	-36.4	266	2,435	35
	May 12	2,652.6	9.4	2,661.1	9.4	-20.4	-30.6	233	2,387	35
	June 9	2,585.6	9.2	2,643.3	9.4	-17.8	-25.3	224	2,331	35
	July 14	2,643.1	9.4	2,630.1	9.3	-13.2	-17.1	349	2,265	35
	Aug 11 R	2,638.3	9.4	2,594.0	9.2	-36.1	-22.4	276	2,335	35
	Sept 8 P	2,580.4	9.2	2,566.0	9.1	-28.0	-25.8	261	2,294	26

## 2.2 CLAIMANT UNEMPLOYMENT GB Summary

1990	) Annual averages	1,567.3	5.6	1,565.5	5.6					
1991		2,191.5	7.9	2,187.0	7.9					
1992		2,672.4	9.7	2,660.3	9.6					
1993		2,814.1	10.3	2,796.9	10.2					
1992	Sept 10	2,737.0	9.9	2,734.5	9.9	28.4	35.9	305	2,388	44
	Oct 8	2,708.0	9.8	2,765.6	10.0	31.1	35.3	337	2,328	43
	Nov 12	2,759.4	10.0	2,802.9	10.1	37.3	32.3	325	2,391	44
	Dec 17	2,877.9	10.4	2,865.8	10.4	62.9	43.8	303	2,529	46
1993	Jan 14	2,954.1	10.8	2,857.0	10.4	-8.8	30.5	307	2,601	47
	Feb 11	2,935.4	10.7	2,853.3	10.4	-3.7	16.8	289	2,600	46
	Mar 11	2,890.7	10.5	2,828.7	10.3	-24.6	-12.4	263	2,583	45
	Apr 8	2,895.2	10.6	2,837.6	10.3	8.9	-6.5	295	2,555	45
	May 13	2,813.7	10.3	2,816.3	10.3	-21.3	-12.3	251	2,517	45
	June 10	2,762.2	10.1	2,811.5	10.2	-4.8	-5.7	241	2,477	44
	July 8	2,821.1	10.3	2,813.2	10.3	1.7	-8.1	349	2,430	42
	Aug 12	2,850.6	10.4	2,816.7	10.3	3.5	.1	302	2,508	41
	Sept 9	2,804.1	10.2	2,798.1	10.2	-18.6	-4.5	282	2,482	40
	Oct 14	2,690.8	9.8	2,748.5	10.0	-49.6	-21.6	297	2,356	38
	Nov 11	2,668.7	9.7	2,711.5	9.9	-37.0	-35.1	277	2,354	37
	Dec 9	2,682.7	9.8	2,670.7	9.7	-40.8	-42.5	266	2,380	37
1994	Jan 13	2,786.9	10.2	2,691.0	9.8	20.3	-19.2	276	2,473	38
	Feb 10	2,741.8	10.0	2,653.5	9.7	-37.5	-19.3	266	2,440	36
	Mar 10	2,678.9	9.8	2,620.3	9.6	-33.2	-16.8	240	2,404	34
	Apr 14	2,636.1	9.6	2,582.5	9.4	-37.8	-36.2	266	2,344	32
	May 12	2,556.9	9.3	2,563.1	9.3	-19.4	-30.1	228	2,298	32
	June 9	2,489.4	9.1	2,545.1	9.3	-18.0	-25.1	216	2,244	30
	July 14	2,541.8	9.3	2,532.1	9.2	-13.0	-16.8	340	2,175	28
	Aug 11 R	2,537.2	9.2	2,497.1	9.1	-35.0	-22.0	270	2,241	26
	Sept 8 P	2,481.4	9.0	2,470.2	9.0	-26.9	-25.0	253	2,203	25

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.  
R Revised.

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-1993 for 1993 and 1994 figures and at the corresponding mid-year estimates for earlier years. Workforce-based denominators have been revised back to 1971 at national and regional level to incorporate revisions to the employees in employment and self-employed components of the workforce in employment series. Fuller details are given in the article "Revised estimates of the workforce in employment in Great Britain" in the May 1994 issue of the *Employment Gazette*.

## CLAIMANT UNEMPLOYMENT UK Summary

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED #		UNEMPLOYED		SEASONALLY ADJUSTED #		MARRIED	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED		SEASONALLY ADJUSTED #		MARRIED	
		Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	
1990	) Annual averages	1,232.3	7.5	1,230.4	7.5	433.2	3.5	430.4	3.5	552.1	4.5	552.1	1990
1991		1,737.1	10.7	1,734.0	10.6	554.9	4.5	552.1	4.5	646.5	5.3	646.5	1991
1992		2,126.0	13.2	2,118.6	13.1	652.6	5.3	646.5	5.3	674.9	5.5	674.9	1992
1993		2,236.1	14.0	2,225.7	14.0	683.1	5.6	674.9	5.5				1993
1992	Sept 10	2,160.9	13.4	2,176.8	13.5	686.5	5.6	663.8	5.4	218.8		218.8	1992
	Oct 8	2,151.9	13.3	2,202.7	13.6	662.5	5.4	669.0	5.5	215.4		215.4	Oct 8
	Nov 12	2,199.7	13.6	2,233.5	13.8	664.4	5.4	674.9	5.5	216.9		216.9	Nov 12
	Dec 17	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6	224.7		224.7	Dec 17
1993	Jan 14	2,353.8	14.8	2,275.3	14.3	708.2	5.8	687.3	5.6	232.6		232.6	1993
	Feb 11	2,335.9	14.6	2,271.3	14.2	706.7	5.8	687.7	5.6	230.8		230.8	Jan 14
	Mar 11	2,303.2	14.4	2,252.9	14.1	693.5	5.7	680.8	5.6	226.7		226.7	Feb 11
	Apr 8	2,304.2	14.4	2,257.7	14.2	696.3	5.7	684.2	5.6	231.0		231.0	Mar 11
	May 13	2,248.4	14.1	2,243.3	14.1	668.1	5.5	676.4	5.5	219.3		219.3	Apr 8
	June 10	2,209.2	13.8	2,239.9	14.0	655.8	5.4	675.2	5.5	213.7		213.7	May 13
	July 8	2,231.1	14.0	2,238.2	14.0	698.2	5.7	679.0	5.6	218.4		218.4	June 10
	Aug 12	2,234.4	14.0	2,235.3	14.0	725.6	5.9	686.2	5.6	225.4		225.4	July 8
	Sept 9	2,207.2	13.8	2,221.5	13.9	704.9	5.8	680.5	5.6	214.1		214.1	Aug 12
	Oct 14	2,135.5	13.4	2,186.6	13.7	658.1	5.4	664.3	5.4	201.5		201.5	Sept 9
	Nov 11	2,124.1	13.3	2,157.3	13.5	645.3	5.3	655.6	5.4	196.7		196.7	Oct 14
	Dec 9	2,146.0	13.4	2,129.5	13.3	636.7	5.2	641.3	5.2	194.0		194.0	Nov 11
1994	Jan 13	2,223.0	13.9	2,146.4	13.5	664.0	5.4	644.2	5.3	200.5		200.5	1994
	Feb 10	2,184.3	13.7	2,114.8	13.3	657.1	5.4	638.1	5.2	195.9		195.9	Jan 13
	Mar 10	2,136.5	13.4	2,088.6	13.1	641.1	5.2	630.7	5.2	190.1		190.1	Feb 10
	Apr 14	2,101.3	13.2	2,057.9	12.9	633.1	5.2	623.6	5.1	188.9		188.9	Mar 10
	May 12	2,042.1	12.8	2,039.8	12.8	610.5	5.0	621.3	5.1	179.9		179.9	Apr 14
	June 9	1,988.8	12.5	2,023.5	12.7	596.8	4.9	619.8	5.1	173.6		173.6	May 12
	July 14	1,998.0	12.5	2,005.7	12.6	645.1	5.3	624.4	5.1	177.0		177.0	June 9
	Aug 11 R	1,979.1	12.4	1,978.4	12.4	659.1	5.4	615.6	5.0	182.7		182.7	July 14
	Sept 8 P	1,947.3	12.2	1,959.2	12.3	633.1	5.2	606.8	5.0	169.6		169.6	Aug 11 R

## CLAIMANT UNEMPLOYMENT GB Summary

1990	) Annual averages	1,159.1	7.2	1,158.1	7.2	408.2	3.4	407.4	3.4	529.1	4.5	529.1	1990
1991		1,660.4	10.5	1,658.0	10.5	531.1	4.5	529.1	4.5	622.5	5.3	622.5	1991
1992		2,044.6	13.0	2,037.9	13.0	627.8	5.3	622.5	5.3	651.2	5.5	651.2	1992
1993													

# 2.3 CLAIMANT UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					THOUSAND	
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female	
<b>SOUTH EAST</b>													
1990 )	372.4	273.3	99.2	3.9	5.1	2.4	372.0	3.9			273.0	99.0	
1991 ) Annual	638.8	477.9	160.9	6.9	9.0	4.0	637.7	6.9			477.3	160.4	
1992 ) averages	854.1	645.4	208.7	9.3	12.4	5.2	851.0	9.2			643.8	207.3	
1993 )	929.9	700.3	229.6	10.2	13.6	5.9	925.6	10.2			698.0	227.6	
1993 Sept 9	931.6	693.8	237.8	10.3	13.5	6.1	928.6	10.2	-3.4	-0.5	697.9	230.7	
Oct 14	897.6	673.0	224.6	9.9	13.1	5.7	912.6	10.1	-16.0	-6.1	687.4	225.2	
Nov 11	886.1	666.9	219.2	9.8	12.9	5.6	899.5	9.9	-13.1	-10.8	678.1	221.4	
Dec 9	885.7	670.7	215.0	9.8	13.0	5.5	882.2	9.7	-17.3	-15.5	666.8	215.4	
1994 Jan 13	905.0	685.4	219.6	10.0	13.3	5.6	887.1	9.8	4.9	-8.5	670.9	216.2	
Feb 10	893.9	676.1	217.8	9.9	13.1	5.6	872.7	9.6	-14.4	-8.9	659.2	213.5	
Mar 10	875.1	661.9	213.2	9.6	12.8	5.4	860.2	9.5	-12.5	-7.3	649.6	210.6	
Apr 14	862.3	651.2	211.1	9.5	12.6	5.4	845.8	9.3	-14.4	-13.8	638.1	207.7	
May 12	838.7	634.1	204.6	9.2	12.3	5.2	838.5	9.2	-11.4	-7.3	631.7	206.8	
June 9	818.0	618.1	199.9	9.0	12.0	5.1	831.5	9.2	-7.0	-9.6	625.5	206.0	
July 14	824.1	615.0	209.1	9.1	11.9	5.3	824.8	9.1	-6.7	-7.0	618.1	206.7	
Aug 11 R	823.7	609.8	213.8	9.1	11.8	5.5	811.9	8.9	-12.9	-8.9	608.7	203.2	
Sept 8 P	809.6	600.6	209.1	8.9	11.7	5.3	804.1	8.9	-7.8	-9.1	603.4	200.7	
<b>GREATER LONDON (included in South East)</b>													
1990 )	211.8	154.7	57.1	5.0	6.3	3.2	211.6	5.0			154.6	57.0	
1991 ) Annual	332.1	244.3	87.8	8.1	10.3	5.0	331.7	8.0			244.1	87.6	
1992 ) averages	430.3	320.1	110.2	10.5	13.6	6.4	429.2	10.5			319.6	109.6	
1993 )	469.6	348.6	121.0	11.6	14.9	7.1	467.9	11.6			347.8	120.2	
1993 Sept 9	476.2	350.3	125.8	11.8	15.0	7.4	470.6	11.7	-0.9	0.0	349.0	121.6	
Oct 14	461.2	341.3	120.0	11.4	14.6	7.1	465.0	11.5	-5.6	-1.9	345.5	119.5	
Nov 11	454.8	337.8	117.1	11.3	14.4	6.9	460.4	11.4	-4.6	-3.7	342.5	119.9	
Dec 9	454.2	338.8	115.4	11.3	14.5	6.8	453.5	11.2	-6.9	-5.7	338.2	115.3	
1994 Jan 13	457.8	341.8	116.0	11.3	14.6	6.8	455.6	11.3	2.1	-3.1	339.7	115.9	
Feb 10	454.9	339.2	115.6	11.3	14.5	6.8	451.3	11.2	-4.3	-3.0	336.2	115.1	
Mar 10	450.0	335.9	114.1	11.1	14.4	6.7	447.0	11.1	-4.3	-2.2	333.2	113.8	
Apr 14	446.5	333.2	113.3	11.1	14.2	6.7	440.9	10.9	-6.1	-4.9	328.6	112.3	
May 12	438.2	327.3	111.0	10.9	14.0	6.5	437.6	10.8	-3.3	-4.6	325.7	111.9	
June 9	431.5	322.1	109.4	10.7	13.8	6.4	434.7	10.8	-2.9	-4.1	323.1	111.6	
July 14	435.1	321.6	113.5	10.8	13.7	6.7	432.1	10.7	-2.6	-2.9	320.3	111.8	
Aug 11 R	436.0	320.0	116.1	10.8	13.7	6.8	427.2	10.6	-4.9	-3.5	316.8	110.4	
Sept 8 P	431.8	317.4	114.4	10.7	13.6	6.7	425.1	10.5	-2.1	-3.2	315.4	109.7	
<b>EAST ANGLIA</b>													
1990 )	37.5	27.3	10.2	3.7	4.7	2.3	37.4	3.7			27.2	10.2	
1991 ) Annual	59.1	44.2	15.0	5.9	7.6	3.5	58.9	5.8			44.0	14.9	
1992 ) averages	77.7	58.3	19.4	7.6	9.9	4.5	77.3	7.6			58.1	19.2	
1993 )	84.0	63.1	20.9	8.2	10.7	4.7	83.4	8.1			62.8	20.7	
1993 Sept 9	81.6	60.6	20.9	7.9	10.3	4.7	83.2	8.1	-0.9	-0.3	62.4	20.8	
Oct 14	78.4	58.6	19.8	7.6	10.0	4.5	81.7	7.9	-1.5	-0.8	61.4	20.3	
Nov 11	78.2	58.5	19.8	7.6	9.9	4.5	80.2	7.8	-1.5	-1.3	60.1	20.1	
Dec 9	79.0	59.4	19.5	7.7	10.1	4.4	78.3	7.6	-1.9	-1.6	58.7	19.6	
1994 Jan 13	83.9	63.2	20.7	8.1	10.7	4.7	80.1	7.8	1.8	-0.5	60.3	19.8	
Feb 10	82.7	62.2	20.5	8.0	10.6	4.6	78.2	7.6	-1.9	-0.7	58.7	19.5	
Mar 10	80.8	60.8	20.0	7.8	10.3	4.5	76.8	7.5	-1.4	-0.5	57.6	19.2	
Apr 14	78.8	59.1	19.6	7.6	10.0	4.4	75.5	7.3	-1.3	-1.5	56.6	18.9	
May 12	75.4	56.6	18.8	7.3	9.6	4.3	74.7	7.3	-0.8	-1.2	55.9	18.8	
June 9	72.3	54.1	18.2	7.0	9.2	4.1	74.4	7.2	-0.3	-0.8	55.4	19.0	
July 14	72.7	53.8	18.9	7.1	9.1	4.3	73.9	7.2	-0.5	-0.5	55.0	18.9	
Aug 11 R	72.5	53.1	19.4	7.0	9.0	4.4	73.0	7.1	-0.9	-0.6	54.3	18.7	
Sept 8 P	70.7	52.1	18.6	6.9	8.9	4.2	72.3	7.0	-0.7	-0.7	53.9	18.4	
<b>SOUTH WEST</b>													
1990 )	97.3	69.8	27.5	4.3	5.4	2.8	97.2	4.3			69.7	27.4	
1991 ) Annual	161.2	121.1	40.1	6.9	9.1	4.1	160.7	6.9			120.9	39.9	
1992 ) averages	208.9	158.7	50.2	9.2	12.4	5.2	207.8	9.2			158.1	49.7	
1993 )	217.8	164.6	53.2	9.5	12.7	5.5	216.4	9.5			163.8	52.6	
1993 Sept 9	213.0	159.5	53.5	9.3	12.3	5.5	215.1	9.4	-1.7	-0.9	162.2	52.9	
Oct 14	205.5	154.5	51.0	9.0	12.0	5.3	211.0	9.2	-4.1	-2.1	159.2	51.8	
Nov 11	204.9	154.1	50.9	9.0	11.9	5.2	206.8	9.1	-4.2	-3.3	155.9	50.9	
Dec 9	207.2	156.7	50.5	9.1	12.1	5.2	202.7	8.9	-4.1	-4.1	153.2	49.5	
1994 Jan 13	217.1	163.7	53.4	9.5	12.7	5.4	205.2	9.0	2.5	-1.9	155.1	50.1	
Feb 10	212.8	160.2	52.6	9.3	12.4	5.3	201.5	8.8	-3.7	-1.8	152.2	49.3	
Mar 10	205.9	155.3	50.6	9.0	12.0	5.1	198.7	8.7	-2.8	-1.3	150.2	48.5	
Apr 14	199.6	151.1	48.5	8.7	11.7	4.9	194.8	8.5	-3.9	-3.5	147.1	47.7	
May 12	192.1	145.6	46.5	8.4	11.3	4.7	194.3	8.5	-0.5	-2.4	146.4	47.9	
June 9	184.9	140.3	44.6	8.1	10.9	4.5	193.1	8.5	-1.2	-1.9	145.3	47.8	
July 14	187.2	140.1	47.2	8.2	10.8	4.8	190.9	8.4	-2.2	-1.3	143.2	47.7	
Aug 11 R	187.3	138.7	48.6	8.2	10.7	4.9	188.0	8.2	-2.9	-2.1	140.7	47.3	
Sept 8 P	184.2	136.5	47.7	8.1	10.6	4.8	185.7	8.1	-2.3	-2.5	138.9	46.8	

See footnotes to tables 2.1 and 2.2.

# CLAIMANT UNEMPLOYMENT Regions 2.3

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					THOUSAND	
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female	
<b>WEST MIDLANDS</b>													
1990 )	152.7	111.7	41.1	5.7	7.2	3.7	152.6	5.7			111.6	41.0	
1991 ) Annual	218.7	165.1	53.6	8.4	10.9	4.9	218.3	8.4			164.9	53.5	
1992 ) averages	270.5	206.3	64.1	10.4	13.6	5.9	269.6	10.3			205.9	63.7	
1993 )	281.9	215.6	66.3	10.9	14.6	6.1	280.6	10.9			214.9	65.8	
1993 Sept 9	282.8	213.8	69.0	11.0	14.4	6.3	280.0	10.9	-2.4	-0.7	214.0	66.0	
Oct 14	268.8	204.6	64.2	10.4	13.8	5.9	274.3	10.7	-5.7	-2.6	209.6	64.7	
Nov 11	263.7	201.3	62.4	10.2	13.6	5.7	269.6	10.5	-4.7	-4.3	205.6	64.0	
Dec 9	263.6	202.3	61.2	10.2	13.7	5.6	264.8	10.3	-4.8	-5.1	202.5	62.3	
1994 Jan 13	271.5	208.2	63.3	10.5	14.1	5.8	264.0	10.3	-0.8	-3.4	201.9	62.1	
Feb 10	267.2	204.5	62.7	10.4	13.8	5.7	260.5	10.1	-3.5	-3.0	199.2	61.3	
Mar 10	260.7	199.5	61.2	10.1	13.5	5.6	256.0	9.9	-4.5	-2.9	195.5	60.5	
Apr 14	256.0	195.2	60.9	9.9	13.2	5.6	251.9	9.8	-4.1	-4.0	191.7	60.2	
May 12	247.8	188.9	58.8	9.6	12.8	5.4	248.5	9.6	-3.4	-4.0	188.6	59.9	
June 9	242.0	184.5	57.4	9.4	12.5	5.2	246.4	9.6	-2.1	-3.2	187.0	59.4	
July 14	247.7	186.0	61.7	9.6	12.6	5.6	245.5	9.5	-0.9	-2.1	185.8	59.7	
Aug 11 R	248.0	184.7	63.3	9.6	12.5	5.8	242.4	9.4	-3.1	-2.0	183.5	58.9	
Sept 8 P	242.5	181.2	61.3	9.4	12.2	5.6	239.2	9.3	-3.2	-2.4	181.2	58.0	
<b>EAST MIDLANDS</b>													
1990 )	99.4	72.2	27.2	5.1	6.5	3.3	99.2	5.1			72.1	27.1	
1991 ) Annual	142.1</												

# 2.3 CLAIMANT UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #				THOUSAND	
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
<b>NORTH</b>												
1990 )	122.9	93.4	29.5	8.7	11.5	4.9	122.7	8.7			93.3	29.4
1991 ) Annual	143.7	111.1	32.6	10.3	13.9	5.4	143.3	10.2			110.9	32.5
1992 ) averages	157.8	123.9	34.0	11.1	15.3	5.6	157.0	11.1			123.4	33.6
1993 )	169.3	134.9	34.6	12.0	16.7	5.7	168.3	11.9			134.3	34.0
1993 Sept 9	170.7	134.9	35.8	12.1	16.7	5.9	170.4	12.1	-0.8	0.1	136.1	34.3
Oct 14	164.8	131.6	33.2	11.7	16.3	5.5	168.3	11.9	-2.1	-0.7	134.7	33.6
Nov 11	165.1	132.2	32.9	11.7	16.3	5.5	166.5	11.8	-1.8	-1.6	133.1	33.4
Dec 9	166.0	133.7	32.3	11.8	16.5	5.4	165.0	11.7	-1.5	-1.8	132.2	32.8
1994 Jan 13	173.6	139.3	34.4	12.3	17.2	5.7	166.7	11.8	1.7	-0.5	133.8	32.9
Feb 10	169.6	135.8	33.8	12.0	16.8	5.6	164.3	11.6	-2.4	-0.7	131.7	32.6
Mar 10	165.8	132.9	33.0	11.7	16.4	5.5	162.9	11.5	-1.4	-0.7	130.4	32.5
Apr 14	164.2	131.6	32.6	11.6	16.3	5.4	160.9	11.4	-2.0	-1.9	128.9	32.0
May 12	160.0	128.5	31.4	11.3	15.9	5.2	160.3	11.3	-0.6	-1.3	128.2	32.1
June 9	156.4	125.5	30.9	11.1	15.5	5.1	159.4	11.3	-0.9	-1.2	127.3	32.1
July 14	159.7	126.2	33.5	11.3	15.6	5.5	159.5	11.3	0.1	-0.5	127.0	32.5
Aug 11 R	158.9	124.7	34.2	11.2	15.4	5.7	158.3	11.2	-1.2	-0.7	126.2	32.1
Sept 8 P	157.7	124.5	33.2	11.2	15.4	5.5	157.2	11.1	-1.1	-0.7	125.6	31.6
<b>WALES</b>												
1990 )	86.3	65.7	20.6	6.8	8.9	3.8	86.2	6.7			65.6	20.6
1991 ) Annual	113.2	88.6	24.6	9.0	12.2	4.6	112.9	9.0			88.5	24.4
1992 ) averages	127.2	100.2	27.0	10.0	13.7	5.0	126.6	9.9			99.9	26.7
1993 )	131.1	103.2	28.0	10.4	14.4	5.1	130.4	10.3			102.7	27.6
1993 Sept 9	131.6	102.0	29.5	10.4	14.2	5.4	131.3	10.4	-1.0	0.3	102.9	28.4
Oct 14	126.0	99.0	27.0	10.0	13.8	4.9	128.9	10.2	-2.4	-0.9	101.3	27.6
Nov 11	126.7	99.9	26.8	10.0	13.9	4.9	127.7	10.1	-1.2	-1.5	100.6	27.1
Dec 9	128.3	101.6	26.7	10.2	14.2	4.9	126.4	10.0	-1.3	-1.6	99.9	26.5
1994 Jan 13	134.6	106.0	28.6	10.6	14.8	5.2	127.4	10.1	1.0	-0.5	100.4	27.0
Feb 10	131.5	103.5	28.0	10.4	14.4	5.1	126.4	10.0	-1.0	-0.4	99.6	26.8
Mar 10	127.8	100.7	27.1	10.1	14.0	5.0	125.2	9.9	-1.2	-0.4	98.5	26.7
Apr 14	125.0	98.2	26.8	9.9	13.7	4.9	123.3	9.8	-1.9	-1.4	96.8	26.5
May 12	120.6	95.1	25.5	9.5	13.3	4.7	122.2	9.7	-1.1	-1.4	95.9	26.5
June 9	116.8	92.0	24.8	9.2	12.8	4.5	121.5	9.6	-0.7	-1.2	95.0	26.5
July 14	120.9	93.1	27.8	9.6	13.0	5.1	121.1	9.6	-0.4	-0.7	94.2	26.9
Aug 11 R	120.8	92.2	28.7	9.6	12.9	5.2	119.5	9.5	-1.6	-0.9	92.8	26.7
Sept 8 P	118.4	90.7	27.8	9.4	12.6	5.1	117.8	9.3	-1.7	-1.2	91.3	26.5
<b>SCOTLAND</b>												
1990 )	202.5	148.7	53.8	8.2	10.6	5.0	202.0	8.2			148.5	53.6
1991 ) Annual	220.2	165.5	54.7	8.8	11.7	5.0	219.3	8.8			165.0	54.3
1992 ) averages	241.0	183.8	57.3	9.6	13.0	5.2	238.8	9.5			182.5	56.3
1993 )	246.4	189.5	56.9	9.9	13.7	5.1	243.3	9.7			187.7	55.7
1993 Sept 9	241.2	185.2	56.0	9.7	13.4	5.0	242.7	9.7	-3.2	-0.6	187.1	55.6
Oct 14	234.0	181.1	52.9	9.4	13.1	4.7	238.7	9.6	-4.0	-2.6	184.2	54.5
Nov 11	234.2	181.7	52.5	9.4	13.2	4.7	236.7	9.5	-2.0	-3.1	182.9	53.8
Dec 9	236.5	184.1	52.4	9.5	13.3	4.7	234.7	9.4	-2.0	-2.7	181.6	53.1
1994 Jan 13	251.0	194.6	56.4	10.1	14.1	5.0	238.4	9.5	3.7	-0.1	184.6	53.8
Feb 10	246.5	190.5	56.0	9.9	13.8	5.0	236.8	9.5	-1.6	0.0	183.3	53.5
Mar 10	240.1	185.9	54.2	9.6	13.5	4.9	234.7	9.4	-2.1	0.0	182.0	52.7
Apr 14	237.6	184.2	53.4	9.5	13.3	4.8	233.4	9.3	-1.3	-1.7	181.3	52.1
May 12	231.1	180.0	51.1	9.3	13.0	4.6	232.3	9.3	-1.1	-1.5	180.4	51.9
June 9	226.3	176.4	49.9	9.1	12.8	4.5	230.8	9.2	-1.5	-1.3	179.4	51.4
July 14	241.2	181.9	59.3	9.7	13.2	5.3	232.2	9.3	1.4	-0.4	179.4	52.8
Aug 11 R	238.8	179.8	59.0	9.6	13.0	5.3	229.4	9.2	-2.8	-1.0	177.2	52.2
Sept 8 P	223.7	172.6	51.2	9.0	12.5	4.6	225.6	9.0	-3.8	-1.7	174.7	50.9
<b>NORTHERN IRELAND</b>												
1990 )	97.2	73.2	24.0	13.3	17.0	8.0	95.3	13.0			72.2	23.1
1991 ) Annual	100.4	76.7	23.8	13.4	17.4	7.7	99.1	13.2			76.1	23.0
1992 ) averages	106.1	81.4	24.8	14.1	18.5	7.9	104.7	13.9			80.7	24.0
1993 )	105.1	80.7	24.4	14.1	18.6	7.8	103.7	13.9			80.1	23.6
1993 Sept 9	108.0	81.6	26.4	14.5	18.8	8.5	103.9	13.9	-0.9	0.1	80.2	23.7
Oct 14	102.8	78.9	23.9	13.8	18.2	7.7	102.4	13.7	-1.5	-0.5	79.4	23.0
Nov 11	100.8	78.0	22.8	13.5	18.0	7.3	101.4	13.6	-1.0	-1.1	78.7	22.7
Dec 9	99.9	77.9	22.1	13.4	17.9	7.1	100.1	13.4	-1.3	-1.3	77.8	22.3
1994 Jan 13	100.2	78.6	21.6	13.4	18.1	6.9	99.6	13.3	-0.5	-0.9	77.6	22.0
Feb 10	99.6	78.2	21.4	13.3	18.0	6.9	99.4	13.3	-0.2	-0.7	77.4	22.0
Mar 10	98.6	77.4	21.2	13.2	17.8	6.8	99.0	13.3	-0.4	-0.4	76.9	22.1
Apr 14	98.4	77.0	21.4	13.2	17.7	6.9	99.0	13.3	0.0	-0.2	76.8	22.2
May 12	95.7	75.1	20.7	12.8	17.3	6.6	98.0	13.1	-1.0	-0.5	76.0	22.0
June 9	96.2	74.6	21.6	12.9	17.2	6.9	98.2	13.2	0.2	-0.3	75.9	22.3
July 14	101.3	76.2	25.2	13.6	17.5	8.1	98.0	13.1	-0.2	-0.3	75.4	22.6
Aug 11 R	101.1	75.8	25.3	13.5	17.5	8.1	96.9	13.0	-1.1	-0.4	74.7	22.2
Sept 8 P	98.9	75.3	23.7	13.3	17.3	7.6	95.8	12.8	-1.1	-0.8	74.1	21.7

See footnotes to tables 2.1 and 2.2.

# CLAIMANT UNEMPLOYMENT Area statistics 2.4

Unemployment by Travel-to-Work Areas\* as at September 8 1994

TRAVEL-TO-WORK AREAS *	Male			Female			All		Rate #		Male		Female		All		Rates #	
	Male	Female	All	Male	Female	All	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	Male	Female	All	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	Male	Female	All
England	2,729	737	3,466	4,880	1,285	6,165	7.3	6.1	10.2	9.2	13,627	5,155	18,782	8.5	7.4	11,175	7.9	5.8
Accrington and Rossendale	4,880	1,285	6,165	1,106	336	1,442	11.9	9.4	5.6	4.9	3,778	1,462	5,240	8.9	7.6	1,017	3.73	5.6
Alton and Ashfield	1,189	607	1,796	2,418	674	3,092	9.0	7.5	11.2	11.9	1,017	373	1,390	7.7	5.6	1,229	10.2	7.7
Andover	8,439	2,855	11,294	1,853	777	2,630	9.2	7.8	14.1	12.3	6,361	2,343	8,704	9.9	8.5	16,913	5,334	22,247
Aylesbury and Wycombe	7,754	2,012	9,766	2,256	696	2,952	10.1	8.0	12.1	10.4	2,677	1,085	3,762	7.3	6.3	5,786	1,880	7,666
Barnbury	3,738	940	4,678	3,567	1,318	4,885	5.8	5.2	32.0	32.0	4,313	1,315	5,628	12.2	9.9	4,313	1,315	5,628
Barnstaple and Ilfracombe	4,348	1,770	6,118	1,024	455	1,479	9.2	7.0	8.8	7.5	2,210	806	3,016	10.6	8.9	2,210	806	3,016
Barnstaple and Ilfracombe	4,849	1,706	6,555	4,849	1,706	6,555	9.1	8.0	9.2	7.0	1,07	49	156	4.6	3.0	1,07	49	156
Barnstaple and Ilfracombe	530	189	719	530	189	719	7.3	6.0	7.3	6.0	2,137	809	2,946	7.3	6.4	3,022	1,064	4,086
Barnstaple and Ilfracombe	863	377	1,240	1,169	357	1,526	14.5	11.4	7.2	5.8	3,902	1,064	4,966	10.5	8.8	3,902	1,064	4,966
Barnstaple and Ilfracombe	1,169	357	1,526	66,924	22,005	88,929	12.1	10.9	14.5	11.4	2,901	940	3,841	9.2	7.6	2,901	940	3,841
Barnstaple and Ilfracombe	3,845	984	4,829															



# 2.4 CLAIMANT UNEMPLOYMENT

## Area statistics

Unemployment by Travel-to-Work Areas\* as at September 8 1994

	Male	Female	All	Rate #		Male	Female	All	Rate #		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
<b>Scotland</b>											
South Tyneside	7,994	1,937	9,931	19.3	17.0	Aberdeen	6,655	2,262	8,917	4.5	4.2
Southampton	13,226	3,861	17,087	9.4	8.3	Alloa	1,921	558	2,479	15.0	13.3
Southend	23,251	7,843	31,094	12.7	10.6	Annan	418	166	584	6.4	5.4
Spalding & Holbeach	1,172	487	1,659	7.2	5.6	Arbroath	1,037	346	1,383	14.5	12.2
St Austell	2,098	715	2,813	12.1	9.4	Ayr	3,298	1,105	4,403	9.0	8.0
Stafford	3,559	1,317	4,876	7.9	6.7	Badenoch	295	92	387	9.8	7.6
Stamford	839	401	1,240	7.3	5.9	Banff	467	195	662	7.0	5.5
Stockton-on-Tees	8,495	2,189	10,684	13.5	12.3	Bathgate	4,044	1,119	5,163	10.1	9.3
Stoke	11,755	3,760	15,515	8.4	7.3	Berwickshire	348	123	471	8.3	6.4
Stroud	2,481	983	3,464	9.0	7.2	Blairgowrie and Pitlochry	619	247	866	7.7	6.1
Sudbury	1,168	462	1,630	9.8	7.6	Brechin and Montrose	995	405	1,400	9.5	7.8
Sunderland	18,132	4,544	22,676	14.3	12.8	Buckie	331	101	432	10.6	9.0
Swindon	5,589	2,063	7,652	6.1	5.1	Campbeltown	379	123	502	13.9	10.2
Taunton	2,665	904	3,569	7.6	6.3	Crieff	259	86	345	8.3	6.7
Telford & Bridgnorth	5,168	1,826	6,994	8.9	7.8	Cumnock and Sanquhar	2,044	496	2,540	20.2	16.9
Thanet	5,460	1,456	6,916	17.7	14.2	Dumbarton	2,902	898	3,800	11.9	10.7
Thetford	1,392	538	1,930	8.5	7.1	Dumfries	1,508	498	2,006	7.8	6.9
Thirsk	242	131	373	5.6	4.6	Dundee	7,452	2,292	9,744	11.3	10.3
Tiverton	642	248	890	7.8	6.1	Dunfermline	4,726	1,439	6,165	12.2	11.0
Torbay	4,900	1,441	6,341	13.6	10.5	Dunoon and Bute	922	298	1,220	14.1	10.6
Torrington	470	177	647	12.8	8.6	Edinburgh	18,498	5,642	24,140	7.9	7.2
Totnes	627	253	880	10.7	7.8	Elgin	932	505	1,437	8.4	7.4
Trowbridge & Frome	2,746	1,072	3,818	7.7	6.5	Falkirk	4,957	1,495	6,452	10.6	9.6
Truro	1,588	540	2,128	8.1	6.6	Forfar	483	266	749	8.3	6.9
Tunbridge Wells	4,673	1,552	6,225	6.7	5.4	Forres	420	167	587	19.0	15.4
Uttoxeter & Ashbourne	486	221	707	5.3	4.4	Fraserburgh	414	139	553	8.3	6.6
Wakefield & Dewsbury	9,552	2,744	12,296	11.2	10.0	Galashiels	580	239	819	5.1	4.4
Walsall	13,428	4,207	17,635	12.5	10.9	Girvan	466	163	629	17.3	13.8
Wareham & Swanage	665	230	895	8.2	6.5	Glasgow	52,061	14,393	66,454	11.3	10.3
Warminster	458	220	678	10.5	8.3	Greenock	3,580	761	4,341	11.3	10.1
Warrington	4,525	1,485	6,010	7.2	6.6	Haddington	827	268	1,095	8.9	7.5
Warwick	3,856	1,526	5,382	6.5	5.5	Hawick	344	121	465	5.7	5.0
Watford & Luton	20,958	6,873	27,831	8.7	7.6	Huntly	215	98	313	9.3	7.2
Wellingborough & Rushden	2,922	1,071	3,993	8.4	7.2	Invergordon and Dingwall	1,685	409	2,094	13.4	11.9
Wells	1,692	691	2,383	9.6	7.6	Inverness	3,032	795	3,827	9.0	7.9
Weston-super-Mare	3,727	1,337	5,064	12.4	10.0	Irvine	5,428	1,696	7,124	13.7	12.3
Whitby	751	233	984	13.6	9.8	Islay/Mid Argyll	338	109	447	10.0	8.2
Whitchurch & Market Drayton	838	390	1,228	8.3	6.1	Keith	275	113	388	6.9	5.8
Whitehaven	2,910	823	3,733	11.9	10.5	Kelso and Jedburgh	198	89	287	5.2	4.3
Widnes & Runcorn	5,547	1,618	7,165	12.1	11.1	Kilmarnock	2,974	1,021	3,995	12.7	11.2
Wigan & St Helens	15,334	4,929	20,263	12.5	10.9	Kirkcaldy	6,473	1,928	8,401	14.3	12.7
Winchester & Eastleigh	2,691	905	3,596	4.5	3.9	Lanarkshire	15,090	3,581	18,671	13.3	11.7
Windermer	257	85	342	4.2	3.1	Lochaber	540	191	731	8.9	7.5
Wirral & Chester	19,587	6,077	25,664	12.8	11.3	Lockerbie	232	114	346	9.7	7.2
Wisbech	1,460	536	1,996	11.7	9.2	Newton Stewart	400	158	558	20.9	14.1
Wolverhampton	13,063	4,322	17,385	13.4	11.9	North East Fife	1,108	423	1,531	8.6	7.3
Woodbridge & Leiston	1,178	445	1,623	6.5	5.4	Oban	392	163	555	6.6	5.2
Worcester	3,504	1,353	4,857	7.6	6.6	Orkney Islands	308	142	450	6.2	4.6
Workington	3,022	938	3,960	14.6	12.0	Peebles	251	83	334	7.4	6.1
Worksop	2,594	658	3,252	13.7	12.4	Perth	1,697	623	2,320	7.4	6.6
Worthing	5,177	1,533	6,710	9.0	7.4	Peterhead	836	266	1,102	8.3	7.1
Yeovil	2,389	960	3,349	7.9	6.4	Shetland Islands	249	117	366	3.4	2.9
York	5,263	1,988	7,251	7.4	6.5	Skye and Wester Ross	497	163	660	9.7	7.7
<b>Wales</b>											
Aberdare	2,288	591	2,879	17.7	15.2	Stewartry	495	179	674	9.8	7.2
Aberystwyth	677	295	972	8.7	7.0	Stirling	2,135	724	2,859	8.1	7.1
Bangor & Caernarfon	2,818	928	3,746	12.7	10.8	Stranraer	751	247	998	13.4	11.0
Blaenau Gwent & Abergavenn	3,324	968	4,292	12.7	11.0	Sutherland	459	134	593	14.0	10.8
Brecon	485	207	692	8.5	6.3	Thurso	611	147	758	11.2	9.5
Bridgend	4,448	1,380	5,828	10.6	9.3	Western Isles	1,207	303	1,510	13.4	11.1
Cardiff	17,199	4,818	22,017	10.5	9.5	Wick					
Cardigan	691	265	956	12.9	8.4	<b>Northern Ireland</b>					
Cardiff	929	330	1,259	6.7	5.2	Ballymena	1,832	754	2,586	10.3	8.6
Conwy & Colwyn	2,676	859	3,535	10.7	8.6	Belfast	36,820	12,274	49,094	13.5	12.0
Denbigh	659	278	937	9.6	6.9	Coleraine	4,446	1,378	5,824	17.4	14.8
Dolgellau & Barmouth	357	135	492	10.2	7.8	Cookstown	1,468	508	1,976	21.5	17.7
Fishguard	342	109	451	11.8	7.9	Craigavon	5,899	2,011	7,910	12.9	11.0
Haverfordwest	1,872	548	2,420	13.1	10.6	Dungannon	2,310	748	3,058	18.4	15.3
Holyhead	2,157	712	2,869	16.9	13.8	Enniskillen	2,815	796	3,611	19.2	15.4
Lampeter & Aberaeron	510	200	710	11.5	7.9	Londonderry	8,369	1,886	10,255	20.9	18.3
Llandeilo	219	109	328	8.9	5.8	Magherafelt	1,681	600	2,281	17.0	14.4
Llandrindod Wells	541	252	793	8.5	6.0	Newry	4,899	1,382	6,281	22.1	18.5
Llanelli	2,696	941	3,637	12.0	10.3	Omagh	2,346	776	3,122	18.1	14.8
Machynlleth	285	91	376	9.1	6.5	Strabane	2,391	557	2,948	25.5	21.2
Merthyr & Rhymney	5,377	1,411	6,788	14.5	12.8						
Monmouth	351	135	486	11.4	8.3						
Neath & Port Talbot	3,300	898	4,198	10.4	9.4						
Newport	6,901	2,355	9,256	10.9	9.9						
Newtown	364	132	496	5.0	3.8						
Pontypool & Cwmbran	3,187	932	4,119	10.5	9.3						
Pontypridd & Rhondda	5,579	1,465	7,044	11.2	9.9						
Porthmadoc & Ffestiniog	529	208	737	10.9	8.7						
Pwllheli	495	187	682	11.4	8.4						
Shotton, Flint & Rhyl	5,301	1,698	6,999	8.6	7.4						
South Pembrokeshire	1,447	471	1,918	14.0	10.9						
Swansea	8,690	2,457	11,147	11.1	9.7						
Welshpool	377	173	550	6.9	5.0						
Wrexham	3,601	1,245	4,846	9.6	8.3						

\* Travel-to-Work Areas (TTWAs) are defined in the supplement to the September 1984 *Employment Gazette*, with slight amendments as given in the October 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.  
 # Unemployment rates are calculated as a percentage of the estimated total workforce (the sum of employees in employment, unemployment claimants, self-employed, HM Forces and participants on work-related Government training programmes) and as a percentage of estimates of employees in employment and the unemployed only.  
 Data on claimant unemployment for Assisted Areas, which were redefined on 1 August 1993, are available from the Employment Department's NOMIS database. Unemployment rates are available only for those Assisted Areas which map precisely to Travel-to-Work Areas. All the TTWA rates shown are calculated using mid-1993 based denominators.

# CLAIMANT UNEMPLOYMENT 2.9

## Area statistics

Unemployment in counties and local authority districts as at September 8 1994

	Male	Female	All	Rate +		Male	Female	All	Rate +		
				Per cent employees and unemployed	Per cent workforce				Per cent employees and unemployed	Per cent workforce	
<b>SOUTH EAST</b>											
Bedfordshire	16,122	5,438	21,560	9.8	8.5	Three Rivers	1,645	493	2,138		
Luton	7,012	2,081	9,093			Watford	2,372	826	3,198		
Mid Bedfordshire	2,156	907	3,063			Welwyn Hatfield	2,121	711	2,832		
North Bedfordshire	4,273	1,476	5,749			<b>Isle of Wight</b>					
South Bedfordshire	2,681	974	3,655			Medina	4,313	1,315	5,628	12.2	9.9
<b>Berkshire</b>											
Bracknell	2,116	660	2,776	6.8	5.9	South Wight	1,764	527	2,291		
Newbury	2,445	863	3,308			<b>Kent</b>					
Reading	4,800	1,306	6,106			Ashford	2,511	703	3,214		
Slough	4,090	1,290	5,380			Canterbury	3,999	1,148	5,147		
Windsor and Maidenhead	2,503	916	3,419			Dartford	2,475	752	3,227		
Wokingham	2,099	746	2,845			Dover	3,931	1,046	4,977		
<b>Buckinghamshire</b>											
Aylesbury Vale	3,133	1,098	4,231	7.2	6.1	Gillingham	3,289	1,196	4,		

# 2.9 CLAIMANT UNEMPLOYMENT

## Area statistics

Unemployment in counties and local authority districts as at September 8 1994

	Male	Female	All	Rate +		Male	Female	All	Rate +		
										Per cent employees and unem-ployed	Per cent workforce and unem-ployed
South Hams	1,767	708	2,475		North West Leicestershire	1,982	663	2,645			
Teignbridge	2,669	935	3,604		Oadby and Wigston	890	375	1,265			
Torbay	4,758	1,388	6,146		Rutland	440	203	643			
Torridge	1,761	579	2,340								
West Devon	1,107	412	1,519		<b>Lincolnshire</b>	<b>15,130</b>	<b>5,634</b>	<b>20,764</b>	9.5	7.8	
<b>Dorset</b>	<b>18,476</b>	<b>5,857</b>	<b>24,333</b>	9.9	Boston	1,414	502	1,916			
Bournemouth	6,944	2,027	8,971		East Lindsey	2,943	1,009	3,952			
Christchurch	1,060	333	1,393		Lincoln	3,757	1,168	4,925			
East Dorset	1,334	492	1,826		North Kesteven	1,651	736	2,387			
North Dorset	670	258	928		South Holland	1,210	504	1,714			
Poole	3,865	1,176	5,041		South Kesteven	2,101	891	2,992			
Purbeck	880	329	1,209		West Lindsey	2,054	824	2,878			
West Dorset	1,627	603	2,230		<b>Northamptonshire</b>	<b>14,471</b>	<b>5,471</b>	<b>19,942</b>	8.0	7.0	
Weymouth and Portland	2,096	639	2,735		Corby	1,860	669	2,529			
					Daventry	1,095	506	1,601			
<b>Gloucestershire</b>	<b>14,215</b>	<b>5,039</b>	<b>19,254</b>	8.8	East Northamptonshire	1,226	509	1,735			
Cheltenham	3,145	1,052	4,197		Kettering	1,832	673	2,505			
Cotswold	1,241	544	1,785		Northampton	5,501	1,991	7,492			
Forest of Dean	1,846	718	2,564		South Northamptonshire	1,113	476	1,589			
Gloucester	3,630	1,033	4,663		Wellingborough	1,844	647	2,491			
Stroud	2,538	980	3,518		<b>Nottinghamshire</b>	<b>40,030</b>	<b>11,789</b>	<b>51,819</b>	12.0	10.6	
Tewkesbury	1,815	712	2,527		Ashfield	4,242	1,106	5,348			
					Bassetlaw	4,058	1,238	5,296			
<b>Somerset</b>	<b>11,796</b>	<b>4,362</b>	<b>16,158</b>	9.2	Broxtowe	2,720	1,008	3,728			
Mendip	2,469	997	3,466		Gedling	3,041	1,035	4,076			
Sedgemoor	2,885	995	3,880		Mansfield	4,201	1,071	5,272			
South Somerset	3,001	1,237	4,238		Newark	3,501	1,014	4,515			
Taunton Deane	2,551	846	3,397		Nottingham	15,747	4,369	20,116			
West Somerset	890	287	1,177		Rushcliffe	2,520	948	3,468			
					<b>YORKSHIRE AND HUMBERSIDE</b>						
<b>Wiltshire</b>	<b>12,449</b>	<b>4,998</b>	<b>17,447</b>	7.2	<b>Humber-side</b>	<b>31,627</b>	<b>9,919</b>	<b>41,546</b>	11.3	9.9	
Kennet	1,288	615	1,903		Beverley	2,189	961	3,150			
North Wiltshire	2,376	1,052	3,428		Boothferry	1,824	721	2,545			
Salisbury	2,093	837	2,930		Cleethorpes	2,321	711	3,032			
Thamesdown	4,380	1,547	5,927		East Yorkshire	2,336	862	3,198			
West Wiltshire	2,312	947	3,259		Glanford	1,657	598	2,255			
					Great Grimsby	4,224	1,044	5,268			
<b>WEST MIDLANDS</b>					Holderness	1,260	490	1,750			
<b>Hereford and Worcester</b>	<b>16,987</b>	<b>6,528</b>	<b>23,515</b>	8.9	Kingston-upon-Hull	13,374	3,821	17,195			
Bromsgrove	2,195	859	3,054		Scunthorpe	2,442	711	3,153			
Hereford	1,603	605	2,208		<b>North Yorkshire</b>	<b>15,087</b>	<b>6,098</b>	<b>21,185</b>	7.4	6.1	
Leominster	813	335	1,148		Craven	869	369	1,238			
Malvern Hills	1,876	736	2,612		Hambleton	1,392	674	2,066			
Redditch	2,267	881	3,148		Harrogate	2,403	1,131	3,534			
South Herefordshire	1,051	429	1,480		Richmondshire	576	411	987			
Worcester	2,456	881	3,337		Ryedale	1,347	582	1,929			
Wychevon	1,885	812	2,697		Scarborough	3,072	1,016	4,088			
Wyre Forest	2,841	990	3,831		Selby	1,980	827	2,807			
					York	3,448	1,088	4,536			
<b>Shropshire</b>	<b>10,071</b>	<b>3,810</b>	<b>13,881</b>	8.6	<b>South Yorkshire</b>	<b>54,833</b>	<b>15,535</b>	<b>70,368</b>	13.8	12.2	
Bridgnorth	1,041	486	1,527		Barnsley	8,693	2,226	10,919			
North Shropshire	1,037	444	1,481		Doncaster	12,910	3,561	16,471			
Oswestry	875	373	1,248		Rotherham	10,588	2,812	13,400			
Shrewsbury and Atcham	2,142	804	2,946		Sheffield	22,642	6,936	29,578			
South Shropshire	765	318	1,083		<b>West Yorkshire</b>	<b>68,510</b>	<b>21,476</b>	<b>89,986</b>	9.9	8.8	
The Wrekin	4,241	1,405	5,646		Bradford	17,269	5,091	22,360			
					Calderdale	5,758	2,040	7,798			
<b>Staffordshire</b>	<b>26,905</b>	<b>9,484</b>	<b>36,389</b>	9.2	Kirkstiles	11,126	3,763	14,889			
Cannock Chase	2,762	948	3,710		Leds	23,815	7,549	31,364			
East Staffordshire	2,677	945	3,622		Wakefield	10,542	3,033	13,575			
Lichfield	2,022	820	2,842		<b>NORTH WEST</b>						
Newcastle-under-Lyme	2,843	984	3,827		<b>Cheshire</b>	<b>25,226</b>	<b>8,687</b>	<b>33,913</b>	8.3	7.3	
South Staffordshire	2,642	1,068	3,710		Chester	3,234	1,123	4,357			
Stafford	2,703	1,012	3,715		Congleton	1,464	667	2,131			
Staffordshire Moorlands	1,488	613	2,101		Crewe and Nantwich	2,925	1,162	4,087			
Stoke-on-Trent	7,471	2,174	9,645		Ellesmere Port and Neston	2,498	776	3,274			
Tamworth	2,297	920	3,217		Halton	5,169	1,473	6,642			
					Macclesfield	2,701	1,007	3,708			
<b>Warwickshire</b>	<b>11,707</b>	<b>4,714</b>	<b>16,421</b>	8.2	Vale Royal	2,710	994	3,704			
North Warwickshire	1,410	584	1,994		Warrington	4,525	1,485	6,010			
Nuneaton and Bedworth	3,631	1,347	4,978		<b>Greater Manchester</b>	<b>89,564</b>	<b>26,859</b>	<b>116,423</b>	10.6	9.3	
Rugby	2,042	901	2,943		Bolton	7,986	2,222	10,208			
Stratford-on-Avon	1,864	823	2,687		Bury	4,055	1,475	5,530			
Warwick	2,760	1,059	3,819		Manchester	25,257	7,113	32,370			
					Oldham	7,490	2,248	9,738			
<b>West Midlands</b>	<b>115,491</b>	<b>36,776</b>	<b>152,267</b>	12.4	Rochdale	7,061	2,139	9,200			
Birmingham	51,711	16,081	67,792		Salford	8,823	2,349	11,172			
Coventry	12,498	4,023	16,521		Stockport	6,823	2,177	9,000			
Dudley	10,191	3,592	13,783		Tameside	6,726	2,110	8,836			
Sandwell	13,727	4,253	17,980		Trafford	6,278	2,136	8,414			
Solihull	5,713	2,103	7,816		Wigan	9,065	2,890	11,955			
Walsall	10,258	3,085	13,343		<b>Lancashire</b>	<b>36,502</b>	<b>10,875</b>	<b>47,377</b>	8.5	7.2	
Wolverhampton	11,393	3,639	15,032		Blackburn	4,650	1,116	5,766			
					Blackpool	4,998	1,222	6,220			
<b>EAST MIDLANDS</b>					Burnley	2,352	593	2,945			
<b>Derbyshire</b>	<b>30,469</b>	<b>9,396</b>	<b>39,865</b>	10.4	Chorley	2,081	795	2,876			
Amber Valley	2,683	985	3,668		Fylde	931	328	1,259			
Bolsover	3,094	681	3,775		Hyndburn	1,687	454	2,141			
Chesterfield	4,171	1,179	5,350		Lancaster	3,917	1,372	5,289			
Derby	9,692	2,842	12,534		Pendle	2,098	622	2,720			
Derbyshire Dales	1,086	465	1,551		Preston	4,625	1,360	5,985			
Erewash	3,097	978	4,075		Ribble Valley	552	206	758			
High Peak	1,909	691	2,600		Rossendale	1,268	358	1,626			
North East Derbyshire	3,141	1,041	4,182		South Ribble	2,063	758	2,821			
South Derbyshire	1,596	534	2,130		West Lancashire	3,296	1,125	4,421			
					Wyre	1,984	566	2,550			
<b>Leicestershire</b>	<b>24,529</b>	<b>8,990</b>	<b>33,519</b>	8.5							
Blaby	1,571	664	2,235								
Charnwood	3,162	1,338	4,500								
Harborough	944	406	1,350								
Hinckley and Bosworth	1,770	852	2,622								
Leicester	13,058	4,154	17,212								
Melton	712	335	1,047								

# CLAIMANT UNEMPLOYMENT 2.9

## Area statistics

Unemployment in counties and local authority districts as at September 8 1994

	Male	Female	All	Rate +		Male	Female	All	Rate +		
										Per cent employees and unem-ployed	Per cent workforce and unem-ployed
<b>Worcestershire</b>	<b>67,923</b>	<b>19,891</b>	<b>87,814</b>	15.6	13.9						
Knowsley	8,472	2,202	10,674								
Liverpool	27,926	7,900	35,826		<b>SCOTLAND</b>						
Sefton	11,008	3,421	14,429		<b>Borders Region</b>	<b>1,721</b>	<b>655</b>	<b>2,376</b>	6.0	4.9	

# 2.10 CLAIMANT UNEMPLOYMENT

## Area statistics

Unemployment in Parliamentary constituencies as at September 8 1994

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>				Kensington	2,052	743	2,795
<b>Bedfordshire</b>				Kingston-upon-Thames	3,932	1,275	5,207
Luton South	4,556	1,236	5,792	Lewisham East	4,689	1,608	6,297
Mid Bedfordshire	2,446	984	3,430	Lewisham West	6,167	2,271	8,438
North Bedfordshire	3,411	1,178	4,589	Lewisham Deptford	5,368	1,825	7,193
North Luton	3,112	1,056	4,168	Leyton	3,767	1,204	4,971
South West Bedfordshire	2,597	984	3,581	Mitcham and Morden	5,473	1,461	6,934
<b>Berkshire</b>				Newham North East	4,854	1,513	6,367
East Berkshire	2,585	838	3,423	Newham North West	4,571	1,391	5,962
Newbury	1,943	672	2,615	Newham South	6,175	2,226	8,401
Reading East	2,969	879	3,848	Norwood	1,499	594	2,093
Reading West	2,677	754	3,431	Old Bexley and Sidcup	1,709	537	2,246
Slough	4,090	1,290	5,380	Orpington	6,162	2,078	8,240
Windsor and Maidenhead	2,034	738	2,772	Peckham	2,935	1,147	4,082
Wokingham	1,755	610	2,365	Putney	1,719	569	2,288
<b>Buckinghamshire</b>				Ravensbourne	1,808	792	2,600
Aylesbury	2,332	845	3,177	Richmond-upon-Thames and Barnes	1,995	635	2,630
Beaconsfield	1,501	482	1,983	Romford	1,476	575	2,051
Buckingham	1,256	475	1,731	Ruislip-Northwood	5,816	1,983	7,801
Chesham and Amersham	1,479	516	1,995	Southwark and Bermondsey	5,483	2,095	7,578
Milton Keynes N.E. CC	2,421	855	3,276	Streatham	1,536	555	2,091
Milton Keynes S.W. BC	3,069	994	4,063	Subitton	1,918	670	2,588
Wycombe	2,699	812	3,511	Sutton and Cheam	4,729	1,833	6,562
<b>East Sussex</b>				Tooting	9,176	3,069	12,245
Bexhill and Battle	1,855	585	2,440	Tottenham	2,007	807	2,814
Brighton Kempdown	4,504	1,395	5,899	Twickenham	2,169	700	2,869
Brighton Pavilion	4,282	1,653	5,935	Upminster	2,044	709	2,753
Eastbourne	2,563	760	3,323	Uxbridge	7,080	2,470	9,550
Hastings and Rye	4,246	1,217	5,463	Vauxhall	3,983	1,274	5,257
Hove	3,907	1,455	5,362	Walthamstow	2,087	802	2,889
Lewes	2,395	750	3,145	Wanstead and Woodford	4,981	1,620	6,601
Wealden	1,683	600	2,283	Westminster North	2,260	984	3,244
<b>Essex</b>				Wimbledon	4,578	1,570	6,148
Basildon	3,897	1,323	5,220	Woolwich			
Billerica	2,390	923	3,313	<b>Hampshire</b>			
Braintree	2,712	1,096	3,808	Aldershot	2,346	857	3,203
Brentwood and Ongar	1,726	616	2,342	Basingstoke	2,597	932	3,529
Castle Point	2,545	802	3,347	East Hampshire	2,118	810	2,928
Chelmsford	2,570	985	3,555	Eastleigh	2,451	754	3,205
Epping Forest	2,440	942	3,382	Fareham	2,066	771	2,837
Harlow	3,005	1,115	4,120	Gosport	2,171	851	3,022
Harwich	3,567	956	4,523	Havant	3,246	982	4,228
North Colchester	2,988	1,073	4,061	New Forest	1,968	635	2,603
Rochford	2,230	880	3,110	North West Hampshire	1,576	666	2,242
Saffron Walden	1,883	793	2,676	Portsmouth North	3,079	973	4,052
South Colchester and Maldon	3,283	1,187	4,470	Portsmouth South	4,888	1,479	6,367
Southend East	3,849	1,243	5,092	Romsey and Waterside	2,097	780	2,877
Southend West	3,043	982	4,025	Southampton Itchen	4,299	1,184	5,483
Thurrock	3,412	1,039	4,451	Southampton Test	3,958	1,007	4,965
<b>Greater London</b>				Winchester	1,979	685	2,664
Barking	3,037	894	3,931	<b>Hertfordshire</b>			
Battersea	4,745	1,773	6,518	Broxbourne	2,806	1,155	3,961
Beckenham	2,822	1,019	3,841	Hertford and Stortford	2,082	860	2,942
Bethnal Green and Stepney	6,434	1,704	8,138	Hertsmer	2,255	804	3,059
Bexleyheath	1,948	728	2,676	North Hertfordshire	2,769	992	3,761
Box and Poplar	6,341	1,752	8,093	South West Hertfordshire	1,964	618	2,582
Brent East	5,932	2,226	8,158	St Albans	1,982	701	2,683
Brent North	3,378	1,391	4,769	Stevenage	3,021	1,066	4,087
Brent South	6,020	2,132	8,152	Watford	2,808	993	3,801
Brentford and Isleworth	3,321	1,294	4,615	Welwyn Hatfield	2,152	724	2,876
Carshalton and Wallington	2,587	797	3,384	West Hertfordshire	2,544	817	3,361
Chelsea	2,445	1,264	3,709	<b>Isle of Wight</b>			
Chingford	2,375	905	3,280	Isle of Wight	4,313	1,315	5,628
Chipping Barnet	1,974	785	2,759	<b>Kent</b>			
Chislehurst	1,790	643	2,433	Ashford	2,511	703	3,214
City of London				Canterbury	2,926	868	3,794
and Westminster South	3,055	1,228	4,283	Dartford	2,922	902	3,824
Croydon Central	2,898	866	3,764	Dover	3,639	943	4,582
Croydon North East	3,696	1,289	4,985	Faversham	4,213	1,272	5,485
Croydon North West	3,739	1,251	4,990	Folkestone and Hythe	3,857	1,014	4,871
Croydon South	1,869	723	2,592	Gillingham	3,363	1,222	4,585
Dagenham	2,961	848	3,809	Gravesham	3,628	1,127	4,755
Dulwich	3,884	1,466	5,350	Maidstone	2,542	834	3,376
Ealing North	3,558	1,190	4,748	Medway	3,068	1,049	4,117
Ealing Acton	3,554	1,446	5,000	Mid Kent	3,215	1,007	4,222
Ealing Southall	4,276	1,498	5,774	North Thanet	4,044	1,080	5,124
Edmonton	4,277	1,471	5,748	Savernoaks	1,928	656	2,584
Eilham	2,823	939	3,762	South Thanet	2,888	785	3,673
Enfield North	3,563	1,204	4,767	Tonbridge and Malling	2,199	789	2,988
Enfield Southgate	2,801	1,086	3,887	Tunbridge Wells	2,133	658	2,791
Erith and Crayford	3,120	1,065	4,185	<b>Oxfordshire</b>			
Feltham and Heston	4,008	1,361	5,369	Banbury	2,296	946	3,242
Finchley	2,424	1,112	3,536	Henley	1,403	546	1,949
Fulham	3,594	1,607	5,201	Oxford East	3,022	1,026	4,048
Greenwich	3,257	1,235	4,492	Oxford West and Abingdon	1,663	612	2,275
Hackney North and Stoke Newington	7,652	2,837	10,489	Wantage	1,439	520	1,959
Hackney South and Shoreditch	7,947	2,596	10,543	Witney	1,378	606	1,984
Hammersmith	4,670	1,763	6,433	<b>Surrey</b>			
Hampstead and Highgate	4,008	2,058	6,066	Chertsey and Walton	1,895	653	2,548
Harrow East	3,202	1,266	4,468	East Surrey	1,351	443	1,794
Harrow West	2,400	943	3,343	Epsom and Ewell	1,560	568	2,128
Hayes and Harlington	2,586	824	3,410	Esher	1,302	512	1,814
Hendon North	2,416	949	3,365	Guildford	1,837	725	2,562
Hendon South	2,452	982	3,434	Mole Valley	1,294	484	1,778
Holborn and St Pancras	6,063	2,279	8,342	North West Surrey	1,887	670	2,557
Hornchurch	2,094	662	2,756	Reigate	1,785	641	2,426
Hornsey and Wood Green	6,264	2,690	8,954	South West Surrey	1,494	609	2,103
Ilford North	2,278	819	3,097	Spelthorne	1,914	714	2,628
Ilford South	3,540	1,188	4,728	Woking	1,872	581	2,453
Islington North	6,453	2,577	9,030				
Islington South and Finsbury	5,234	2,088	7,322				

# CLAIMANT UNEMPLOYMENT 2.10

## Area statistics

Unemployment in Parliamentary constituencies as at September 8 1994

	Male	Female	All		Male	Female	All
<b>West Sussex</b>				Leominster	1,826	786	2,612
Arundel	2,680	782	3,462	Mid Worcestershire	3,023	1,205	4,228
Chichester	1,966	630	2,596	South Worcestershire	2,032	788	2,820
Crawley	2,432	854	3,286	Worcester	2,662	966	3,628
Horsham	1,886	686	2,572	Wyre Forest	2,841	990	3,831
Mid Sussex	1,771	612	2,383	<b>Shropshire</b>			
Shoreham	1,969	613	2,582	Ludlow	1,806	784	2,590
Worthing	2,577	788	3,365	North Shropshire	2,174	933	3,107
<b>EAST ANGLIA</b>				Shrewsbury and Atcham	2,142	804	2,946
<b>Cambridgeshire</b>				The Wrekin	3,949	1,289	5,238
Cambridge	2,623	989	3,612	<b>Staffordshire</b>			
Huntingdon	2,282	917	3,149	Burton	2,677	945	3,622
North East Cambridgeshire	2,666	1,117	3,783	Canock and Burntwood	2,673	969	3,642
Peterborough	4,902	1,414	6,316	Mid Staffordshire	2,189	817	3,006
South East Cambridgeshire	1,537	676	2,213	Newcastle-under-Lyme	2,171	749	2,920
South West Cambridgeshire	2,132	890	3,022	South East Staffordshire	2,787	1,169	3,956
<b>Norfolk</b>				Stafford	2,642	1,068	3,710
Great Yarmouth	3,596	1,084	4,680	Stafford Moorlands	2,294	820	3,114
Mid Norfolk	1,996	796	2,792	Stoke-on-Trent Central	1,488	613	2,101
North Norfolk	1,953	676	2,629	Stoke-on-Trent North	2,974	848	3,822
North West Norfolk	2,705	830	3,535	Stoke-on-Trent South	2,695	802	3,497
Norwich North	2,545	826	3,371	<b>Warwickshire</b>			
Norwich South	3,776	1,151	4,927	North Warwickshire	2,444	993	3,437
South Norfolk	1,960	894	2,854	Nuneaton	2,781	1,033	3,814
South West Norfolk	2,229	878	3,107	Rugby and Kenilworth	2,222	974	3,196
<b>Suffolk</b>				Stratford-on-Avon	1,864	823	2,687
Bury St Edmunds	2,156	892	3,048	Warwick and Leamington	2,396	891	3,287
Central Suffolk	2,001	791	2,792	<b>West Midlands</b>			
Ipswich	2,900	807	3,707	Aldridge-Brownhills	2,210	838	3,048
South Suffolk	2,378	934	3,312	Birmingham Edgbaston	3,507	1,248	4,755
Suffolk Coastal	2,204	840	3,044	Birmingham Erdington	4,347	1,283	5,630
Waveney	3,609	1,212	4,821	Birmingham Hall Green	3,495	1,235	4,730
<b>SOUTH WEST</b>				Birmingham Hodge Hill	4,347	1,162	5,509
<b>Avon</b>				Birmingham Ladywood	6,033	1,744	7,777
Bath	3,114	1,267	4,381	Birmingham Northfield	4,728	1,506	6,234
Bristol East	3,796	1,211	5,007	Birmingham Perry Barr	4,748	1,458	6,206
Bristol North West	3,527	1,098	4,625	Birmingham Small Heath	6,168	1,520	7,688
Bristol South	4,843	1,529	6,372				

# 2.10 CLAIMANT UNEMPLOYMENT

## Area statistics

Unemployment in Parliamentary constituencies as at September 8 1994

	Male	Female	All		Male	Female	All
<b>Nottinghamshire</b>				<b>Littleborough and Saddleworth</b>	2,039	762	2,801
Ashfield	3,573	939	4,512	Makerfield	2,499	887	3,386
Bassettlaw	3,670	1,027	4,697	Manchester Central	6,079	1,486	7,565
Broxtowe	2,288	853	3,141	Manchester Blackley	3,827	972	4,799
Gedling	2,541	884	3,425	Manchester Gorton	4,322	1,205	5,527
Mansfield	3,629	929	4,558	Manchester Withington	4,467	1,597	6,064
Newark	2,683	974	3,657	Manchester Wythenshawe	3,740	931	4,671
Nottingham East	6,591	1,962	8,553	Oldham Central and Royton	3,629	968	4,597
Nottingham North	4,773	1,105	5,878	Oldham West	2,515	762	3,277
Nottingham South	4,383	1,302	5,685	Rochdale	3,437	997	4,434
Rushcliffe	2,520	948	3,468	Salford East	4,197	1,072	5,269
Sherwood	3,379	866	4,245	Stalybridge and Hyde	2,902	909	3,811
				Stockport	2,138	691	2,829
				Stretford	4,870	1,567	6,437
				Wigan	3,256	1,033	4,289
				Worsley	2,719	813	3,532
<b>YORKSHIRE AND HUMBERSIDE</b>				<b>Lancashire</b>			
<b>Humberside</b>				Blackburn	3,769	816	4,585
Beverley	2,020	868	2,888	Blackpool North	2,634	640	3,274
Booth Ferry	2,429	1,046	3,475	Blackpool South	2,364	582	2,946
Bridlington	3,160	1,120	4,280	Burnley	2,352	593	2,945
Brigg and Cleethorpes	3,333	1,049	4,382	Chorley	2,198	861	3,059
Glanford and Scunthorpe	3,087	971	4,058	Fylde	1,185	337	1,522
Great Grimsby	4,224	1,044	5,268	Hyndburn	1,687	454	2,141
Kingston-upon-Hull East	4,076	1,066	5,142	Lancaster	1,916	723	2,639
Kingston-upon-Hull North	4,874	1,410	6,284	Morecambe and Lunesdale	2,188	728	2,916
Kingston-upon-Hull West	4,424	1,345	5,769	Pendle	2,098	622	2,720
				Preston	3,903	1,104	5,007
<b>North Yorkshire</b>				Ribble Valley	1,020	403	1,423
Harrogate	1,800	794	2,594	Rossendale and Darwen	2,149	658	2,807
Richmond	1,817	982	2,799	South Ribble	2,063	758	2,821
Ryedale	1,633	754	2,387	West Lancashire	3,179	1,059	4,238
Scarborough	2,843	918	3,761	Wyre	1,797	487	2,284
Selby	2,074	856	2,930				
Skipton and Ripon	1,472	706	2,178	<b>Merseyside</b>			
York	3,448	1,088	4,536	Birkenhead	5,217	1,365	6,582
				Bootle	5,499	1,401	6,900
<b>South Yorkshire</b>				Crosby	2,923	1,091	4,014
Barnsley Central	3,030	778	3,808	Knowsley North	4,051	1,042	5,093
Barnsley East	2,922	699	3,621	Knowsley South	5,746	1,160	6,906
Barnsley West and Penistone	2,741	749	3,490	Liverpool Broadgreen	4,421	1,363	5,784
Don Valley	3,806	1,088	4,894	Liverpool Garston	4,709	1,065	5,774
Doncaster Central	4,507	1,239	5,746	Liverpool Mossley Hill	5,072	1,347	6,419
Doncaster North	4,597	1,234	5,831	Liverpool Riverside	4,036	1,347	5,383
Rother Valley	3,316	997	4,313	Liverpool West Derby	5,448	1,525	6,973
Rotherham	3,789	909	4,698	Liverpool Walton	5,659	1,430	7,089
Sheffield Central	5,670	1,592	7,262	Liverpool West Derby	4,537	1,170	5,707
Sheffield Attercliffe	3,156	942	4,098	Southport	2,586	929	3,515
Sheffield Brightside	4,425	1,057	5,482	St Helens North	3,130	1,041	4,171
Sheffield Hallam	2,432	1,104	3,536	St Helens South	3,468	1,105	4,573
Sheffield Heeley	3,933	1,152	5,085	Wallasey	4,239	1,240	5,479
Sheffield Hillsborough	3,026	1,089	4,115	Wirral South	2,130	781	2,911
Wentworth	3,483	906	4,389	Wirral West	2,333	836	3,169
				<b>NORTH</b>			
<b>West Yorkshire</b>				<b>Cleveland</b>			
Batley and Spen	2,790	919	3,709	Hartlepool	4,869	1,098	5,967
Bradford North	4,475	1,189	5,664	Langbaugh	4,473	1,179	5,652
Bradford South	3,321	988	4,309	Middlesbrough	5,738	1,264	7,002
Bradford West	5,216	1,402	6,618	Redcar	4,723	1,084	5,807
Calder Valley	2,336	919	3,255	Stockton North	4,919	1,182	6,101
Colne Valley	2,245	879	3,124	Stockton South	4,410	1,221	5,631
Dewsbury	2,879	879	3,758				
Elmet	2,020	674	2,694	<b>Cumbria</b>			
Halifax	3,422	1,121	4,543	Barrow and Furness	3,675	902	4,577
Hemsworth	2,993	721	3,714	Carlisle	2,078	649	2,727
Huddersfield	3,212	1,086	4,298	Copeland	3,831	864	4,695
Keighley	2,281	841	3,122	Fenrith and the Border	1,504	634	2,138
Leeds Central	4,760	1,305	6,065	Westmorland	1,162	466	1,628
Leeds East	4,194	1,092	5,286	Workington	2,766	856	3,622
Leeds North East	2,802	1,029	3,831				
Leeds North West	2,244	890	3,134	<b>Durham</b>			
Leeds West	3,267	999	4,266	Bishop Auckland	2,849	709	3,558
Morley and Leeds South	2,388	792	3,180	City of Durham	2,431	743	3,174
Normanton	2,148	762	2,910	Darlington	3,345	908	4,253
Pontefract and Castleford	2,901	735	3,636	Easington	2,790	595	3,385
Pudsey	1,702	648	2,350	North Durham	3,296	841	4,137
Shipley	1,976	671	2,647	North West Durham	2,715	777	3,492
Wakefield	2,938	935	3,873	Sedgefield	2,047	599	2,646
				<b>Northumberland</b>			
<b>NORTH WEST</b>				Berwick-upon-Tweed	2,047	638	2,685
<b>Cheshire</b>				Blyth Valley	3,064	840	3,904
City of Chester	2,689	882	3,571	Hexham	1,322	614	1,936
Congleton	1,565	723	2,288	Wansbeck	3,478	899	4,377
Crewe and Nantwich	2,824	1,106	3,930				
Eddisbury	2,117	829	2,946	<b>Tyne and Wear</b>			
Ellesmere Port and Neston	2,745	875	3,620	Blaydon	2,873	797	3,670
Halton	4,106	1,198	5,304	Gateshead East	3,504	901	4,405
Macclesfield	1,693	647	2,340	Houghton and Washington	4,027	1,140	5,167
Tatton	1,899	667	2,566	Jarrow	3,828	829	4,657
Warrington North	2,844	868	3,712	Newcastle upon Tyne Central	3,422	1,164	4,586
Warrington South	2,744	892	3,636	Newcastle upon Tyne East	4,168	1,161	5,329
				Newcastle upon Tyne North	3,339	882	4,221
<b>Greater Manchester</b>				South Shields	4,166	1,108	5,274
Altrincham and Sale	1,792	716	2,508	Sunderland North	4,974	1,092	6,066
Ashton-under-Lyne	2,577	773	3,350	Sunderland South	4,435	1,164	5,599
Bolton North East	2,627	677	3,304	Tyne Bridge	5,242	1,101	6,343
Bolton South East	3,095	841	3,936	Tynemouth	3,487	1,108	4,595
Bolton West	2,264	704	2,968	Wallsend	4,331	1,170	5,501
Bury North	1,988	673	2,661				
Bury South	2,067	802	2,869				
Cheadle	1,466	570	2,036				
Davyhulme	2,438	773	3,211				
Denton and Reddish	2,815	801	3,616				
Eccles	2,593	679	3,272				
Hazel Grove	1,651	543	2,194				
Heywood and Middleton	2,931	898	3,829				
Leigh	2,624	755	3,379				

# CLAIMANT UNEMPLOYMENT 2.10

## Area statistics

Unemployment in Parliamentary constituencies as at September 8 1994

	Male	Female	All		Male	Female	All
<b>MALES</b>				<b>Highlands Region</b>			
<b>Wales</b>				Caitness and Sutherland	1,602	408	2,010
Alyn and Deeside	2,024	694	2,718	Inverness, Nairn and Lochaber	3,434	942	4,376
Cardiff North West	2,571	800	3,371	Ross, Cromarty and Skye	2,615	708	3,323
Cardiff South West	1,863	704	2,567				
Delyn	2,020	639	2,659	<b>Lothian Region</b>			
Wrexham	2,222	780	3,002	East Lothian	2,340	676	3,016
				Edinburgh Central	2,888	1,100	3,988
<b>England</b>				Edinburgh East	2,209	569	2,778
Cardiff Central	1,989	747	2,736	Edinburgh Leith	3,525	1,030	4,555
Ceredigion and Pembroke North	1,928	767	2,695	Edinburgh Pentlands	1,995	591	2,586
Llanelli	2,208	768	2,976	Edinburgh South	2,282	783	3,065
Pembroke	3,371	1,033	4,404	Edinburgh West	1,554	424	1,978
				Linlithgow	2,275	624	2,899
<b>Scotland</b>				Livingston	2,333	707	3,040
Blaenau Gwent	2,511	657	3,168	Mid Lothian	2,178	610	2,788
Islwyn	1,731	633	2,364				
Monmouth	1,814	734	2,548	<b>Strathclyde Region</b>			
Newport East	2,794	923	3,717	Argyll and Bute	1,926	636	2,562
Newport West	3,119	1,015	4,134	Ayr	2,562	897	3,459
Torfaen	2,867	772	3,639	Carrick Cumnock and Doon Valley	2,965	771	3,736
				Clydebank and Milingavie	2,659	668	3,327
<b>Wales</b>				Clydesdale	2,487	691	3,178
Caernarfon	1,968	639	2,607	Cumbernauld and Kilsyth	1,858	562	2,420
Conwy	2,375	752	3,127	Cunninghame North	2,595	807	3,402
Meirionnydd Nant Conwy	1,135	407	1,542	Cunninghame South	2,831	911	3,742
Ynys Môn	2,603	895	3,498	Dumfries	2,902	898	3,800
				East Kilbride	2,445	840	3,285
<b>England</b>				Eastwood	1,764	666	2,430
Mid Glamorgan	2,102	682	2,784	Glasgow Cathcart	1,838	536	2,374
Cardiff Central	3,117	832	3,949	Glasgow Central	3,693	970	4,663
Cardiff North	2,589	662	3,251	Glasgow Garscadden	2,955	655	3,610
Cardiff South and Penarth	2,917	671	3,588	Glasgow Govan	2,682	716	3,398
Cardiff West	2,160	551	2,711	Glasgow Hillhead	3,072	1,220	4,292
Ogmore	2,533	764	3,297	Glasgow Maryhill	3,835	1,113	4,948
Pontypridd	2,545	602	3,147	Glasgow Pollock	3,238	784	4,022
Rhondda	2,545	602	3,147	Glasgow Provan	3,375	679	4,054
				Glasgow Rutherglen	2,887	669	3,556

# 2.18 UNEMPLOYMENT Selected countries

		EC average	Major 7 nations (G7)	United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	Germany # (FR)
<b>OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)</b>												
1990		8.4	5.6	6.8	6.9	..	7.2	8.1	..	3.4	8.9	4.8
1991		8.7	6.3	8.8	9.5	..	7.2	10.2	..	7.5	9.4	4.2
1992		9.5	6.9	9.9	10.7	..	8.0	11.2	..	13.0	10.4	4.6
1993		10.7	6.9	10.3	10.8	..	9.6	11.1	..	17.7	11.7	5.8
1993	Aug	10.9	7.0	10.4	11.0	..	9.4	11.2	..	18.1	11.7	5.9
	Sep	11.0	7.0	10.3	10.8	..	9.5	11.1	..	18.5	11.8	6.1
	Oct	11.0	7.0	10.2	11.0	..	9.6	11.1	..	18.5	12.0	6.2
	Nov	11.1	6.9	10.0	10.9	..	10.1	10.9	..	18.1	12.4	6.3
	Dec	11.2	6.9	9.9	10.5	..	10.1	11.1	..	18.9	12.4	6.3
1994	Jan	11.4	7.1	10.0	10.4	..	10.2	11.3	..	19.6	12.5	6.4
	Feb	11.5	7.1	9.9	10.4	..	10.2	11.0	..	19.3	12.5	6.5
	Mar	11.5	7.1	9.8	10.2	..	10.2	10.5	..	19.3	12.6	6.5
	Apr	11.6	7.1	9.6	10.1	..	10.2	10.9	..	18.9	12.6	6.6
	May	11.6	6.9	9.5	9.7	..	10.3	10.7	..	18.4	12.7	6.6
	June	11.5	6.9	9.5	9.8	..	10.3	10.3	..	18.4	12.6	6.6
	July	11.5	6.9	9.5	9.4	..	10.2	10.1	..	19.0	12.6	6.5
	Aug	..	..	9.3	9.4	..	10.3	10.3	..	..	..	..
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>												
1990			1,661	590	166	403	1,109	269	106	2,505	1,876	
1991			2,286	823	185	429	1,417	294	234	2,709	1,687	
1992			2,765	935	193	472	1,556	315	362	2,911	1,822	
1993			2,901	949	224	550	1,561	344	483	3,171	2,314	
1993	Sep		2,902	947	227	571	1,565	349	509	3,242	2,396	
	Oct		2,851	964	223	578	1,555	347	507	3,283	2,454	
	Nov		2,813	958	222	580	1,532	348	504	3,286	2,487	
	Dec		2,771	922	226	580	1,568	349	500	3,290	2,523	
1994	Jan		2,791	918	210	583	1,592	351	497	3,307	2,492	
	Feb		2,753	914	219	586	1,559	353	496	3,312	2,549	
	Mar		2,719	903	213	587	1,482	354	496	3,321	2,570	
	Apr		2,682	875	222	588	1,547	355	498	3,326	2,584	
	May		2,661	852	218	589	1,511	347	500	3,347	2,591	
	June		2,643	878	218	589	1,452	344	502	3,334	2,587	
	July		2,630	834	217	588	1,431	..	504	3,323	2,569	
	Aug		2,594	832	..	591	1,457	..	504	..	2,574	
	Sep		2,566	..	..	..	..	..	..	..	2,569	
	% rate:latest month		9.1	9.5	6.6	13.9	10.3	12.3	20.3	12.6	9.3	
	Latest 3 months:change on previous 3 months		-0.2	-0.4	-0.1	N/C	-0.5	-0.1	+0.2	+0.1	N/C	
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>												
1993	Sep		2,912	932	191	594	1,425	339	490	3,300	2,288	
	Oct		2,794	902	211	586	1,422	340	498	3,368	2,359	
	Nov		2,769	894	233	586	1,482	342	499	3,362	2,408	
	Dec		2,783	942	269	592	1,518	347	537	3,389	2,514	
1994	Jan		2,889	980	286	594	1,671	386	531	3,426	2,736	
	Feb		2,841	1,007	272	586	1,630	379	524	3,387	2,742	
	Mar		2,778	949	229	572	1,607	379	507	3,327	2,640	
	Apr		2,734	883	220	563	1,584	369	489	3,260	2,590	
	May		2,653	850	194	555	1,515	340	477	3,204	2,506	
	June		2,586	839	176	554	1,397	327	500	3,169	2,478	
	July		2,643	804	174	601	1,463	..	511	3,241	2,570	
	Aug		2,638	798	..	622	1,460	..	484	..	2,531	
	Sep		2,580	..	..	..	..	..	..	..	2,453	
	% rate:latest month		9.2	9.2	5.2	14.7	10.0	11.7	19.1	12.2	8.8	
	Latest month:change on a year ago		-1.1	-1.5	-0.4	+0.7	-1.0	N/C	-0.4	+0.7	-0.5	

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.  
 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

		Greece +	Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##
<b>OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)</b>													
1990		..	13.4	10.3	2.1	..	7.5	5.2	4.6	15.9	1.5	..	5.4
1991		..	14.7	9.9	2.1	..	7.0	5.5	4.1	16.0	2.7	..	6.6
1992		..	15.5	10.5	2.2	..	6.7	5.9	4.1	18.1	4.8	..	7.3
1993		..	15.8	10.2	2.5	..	8.3	6.0	5.5	22.4	8.2	..	6.7
1993	Aug	..	15.7	..	2.5	..	8.4	6.1	5.6	23.0	9.4	..	6.7
	Sep	..	15.7	..	2.6	..	8.7	..	..	..	8.7	..	6.6
	Oct	..	15.8	10.7	2.7	..	8.9	..	..	..	8.5	..	6.6
	Nov	..	15.7	..	2.7	..	9.0	5.7	5.9	23.4	8.4	..	6.4
	Dec	..	15.9	..	2.8	..	9.6	..	..	..	8.0	..	6.3
1994	Jan	..	15.5	11.7	2.7	..	9.9	..	..	..	8.8	..	6.6
	Feb	..	15.5	..	2.9	..	10.3	5.4	6.6	23.9	8.3	..	6.4
	Mar	..	15.4	..	2.8	..	10.0	..	..	..	7.8	..	6.5
	Apr	..	15.2	12.5	2.8	..	9.6	..	..	..	7.1	..	6.4
	May	..	15.2	..	2.8	..	9.2	5.8	7.1	24.1	7.1	..	6.0
	June	..	15.0	..	2.9	..	9.3	..	..	..	8.5	..	5.9
	July	..	15.0	..	3.0	..	9.4	..	..	..	8.8	..	6.1
	Aug	..	14.9	..	..	..	..	..	..	..	8.8	..	6.1
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>													
1990		140	225	2,751	1,340	2.1	346	93	307	2,349	..	16.0	6,874
1991		173	254	2,653	1,360	2.3	319	101	293	2,289	..	35.1	8,426
1992		185	283	2,799	1,420	2.5	303	114	317	2,260	..	82.4	9,384
1993		174	294	2,363	1,656	3.7	399	118	350	2,539	..	164.6	8,727
1993	Sep	174	293	..	1,690	3.9	441	118	349	2,587	..	190.9	8,540
	Oct	166	294	2,573	1,780	3.9	452	117	354	2,820	..	187.0	8,639
	Nov	176	293	..	1,820	4.1	458	116	357	2,838	..	184.4	8,330
	Dec	177	296	..	1,870	4.2	478	114	363	2,645	..	176.0	8,237
1994	Jan	171	290	2,443	1,820	4.5	486	114	373	2,699	..	167.7	8,696
	Feb	175	289	..	1,910	4.7	506	111	379	2,691	..	169.8	8,518
	Mar	173	288	..	1,900	4.7	495	115	384	2,688	..	170.3	8,543
	Apr	174	285	2,672	1,890	4.7	495	110	391	2,696	..	170.4	8,408
	May	179	283	..	1,910	4.5	482	112	398	2,705	..	173.5	7,902
	June	180	280	..	1,830	4.5	484	116	400	2,703	..	177.1	7,817
	July	185	280	..	1,960	4.4	482	114	399	..	..	176.5	8,005
	Aug	185	278	..	..	4.6	..	..	398	..	..	..	8,023
	Sep	..	280	..	..	..	..	..	..	..	..	..	..
	% rate:latest month	N/A	N/A	11.8	3.0	N/A	7.5	5.3	N/A	17.5	..	4.7	6.1
	Latest 3 months:change on previous 3 months	N/A	N/A	+0.9	+0.	N/A	-0.2	+0.1	N/A	+0.1	..	-0.1	-0.2
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>													
1993	Sep	147	290	..	1,720	3.9	438	109	335	2,532	376	172.1	8,128
	Oct	157	286	2,567	1,760	4.0	448	105	346	2,628	363	173.5	8,101
	Nov	185	287	..	1,760	4.3	453	105	356	2,680	357	180.3	7,890
	Dec	205	297	..	1,750	4.3	480	112	365	2,706	339	184.4	7,764
1994	Jan	205	297	2,524	1,840	4.8	495	126	387	2,770	371	188.2	9,492
	Feb	210	294	..	1,940	4.9	520	119	396	2,775	350	187.4	9,262
	Mar	198	291	..	2,080	4.7	500	116	399	2,761	340	182.1	8,874
	Apr												

# 2.19 CLAIMANT UNEMPLOYMENT

Flows: standardised, not seasonally adjusted \*

UNITED KINGDOM		THOUSAND						
Month ending	INFLOW +							
	Male and Female		Male		Female		Married	
	All	Change since previous year	All	Change since previous year	All	Change since previous year		
1993 Sept 9	361.4	-26.6	244.4	-20.2	117.0	-6.4	34.6	
Oct 14	384.8	-46.8	268.9	-32.4	115.9	-14.3	33.4	
Nov 11	358.2	-50.7	253.3	-37.7	105.0	-13.0	33.8	
Dec 9	331.6	-33.8	243.6	-22.7	88.0	-11.1	27.7	
1994 Jan 13	348.4	-42.3	243.7	-23.8	104.7	-18.5	34.3	
Feb 10	340.7	-29.5	238.4	-19.8	102.2	-9.6	31.5	
Mar 10	312.0	-26.0	221.3	-17.7	90.7	-8.3	29.8	
Apr 14	321.3	-43.6	225.0	-31.8	96.2	-11.8	33.6	
May 12	293.1	-20.0	209.0	-13.7	84.0	-6.4	26.7	
June 9	282.5	-30.5	198.9	-22.7	83.6	-7.8	26.1	
July 14	401.8	-36.2	262.4	-26.8	139.5	-9.4	32.8	
Aug 11	348.8	-46.8	229.5	-32.4	119.4	-14.4	35.6	
Sept 8	328.0	-33.4	222.0	-22.4	106.0	-11.0	28.8	

UNITED KINGDOM		THOUSAND						
Month ending	OUTFLOW +							
	Male and Female		Male		Female		Married	
	All	Change since previous year	All	Change since previous year	All	Change since previous year		
1993 Sept 9	413.2	+27.2	273.8	+21.7	139.4	+5.6	46.8	
Oct 14	487.5	+20.3	331.1	+20.0	156.4	+0.3	44.3	
Nov 11	384.4	+18.5	265.6	+16.0	118.8	+2.5	39.1	
Dec 9	317.2	+55.2	219.8	+40.2	97.4	+15.0	30.6	
1994 Jan 13	256.0	-49.4	176.0	-32.8	80.0	-16.5	28.1	
Feb 10	392.5	+1.3	281.6	+3.9	110.9	-2.7	36.4	
Mar 10	381.2	-6.6	273.2	-1.3	108.1	-5.2	36.1	
Apr 14	358.6	-2.1	255.5	-0.2	103.1	-2.0	34.7	
May 12	381.7	-4.1	273.2	+2.2	108.5	-6.3	36.4	
June 9	355.1	-13.7	256.7	-7.4	98.4	-6.3	32.9	
July 14	352.0	-16.4	254.4	-11.0	97.6	-5.4	29.8	
Aug 11	354.1	-15.0	249.9	-9.2	104.2	-5.8	29.4	
Sept 8	390.7	-22.5	256.4	-17.3	134.2	-5.2	42.9	

\* 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.

# CLAIMANT UNEMPLOYMENT 2.20

Flows by age (GB): standardised: \* not seasonally adjusted: computerised claims only THOUSAND

Month ending	Age group	THOUSAND									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
1994 Males	Apr 14	3.9	17.2	42.9	35.7	27.5	39.2	34.6	13.5	5.5	220.1
	May 12	4.0	16.9	41.4	34.3	26.9	36.5	29.7	10.6	4.2	204.6
	June 9	3.7	17.2	40.9	32.4	24.6	33.6	27.2	9.9	3.9	193.5
	July 14	4.1	25.7	77.2	40.8	28.8	37.3	28.4	10.0	3.7	256.1
	Aug 11	4.3	22.8	56.6	36.9	26.6	35.7	27.9	9.9	3.9	224.6
Sept 8	4.1	24.9	50.4	35.0	25.6	35.1	27.6	9.8	3.7	216.2	
1994 Females	Apr 14	2.8	10.9	20.8	14.5	9.5	15.3	15.0	4.4	0.0	93.3
	May 12	2.9	10.5	19.3	13.4	8.3	12.4	11.7	3.2	0.0	81.9
	June 9	2.7	10.4	19.6	12.6	7.8	12.0	11.7	3.3	0.0	80.1
	July 14	3.1	18.6	50.1	18.3	10.4	15.7	14.0	3.6	0.0	133.8
	Aug 11	3.3	15.7	33.6	16.3	10.1	17.2	15.8	4.1	0.0	116.3
Sept 8	3.0	17.9	27.5	14.9	9.0	13.7	12.5	3.5	0.0	102.2	
Changes on a year earlier											
1994 Males	Apr 14	0.7	-2.6	-5.7	-4.7	-2.8	-5.4	-5.1	-3.5	-2.8	-32.0
	May 12	0.6	-1.8	-2.7	-2.3	-0.4	-2.0	-2.2	-1.0	-1.3	-13.1
	June 9	0.5	-2.0	-4.8	-4.2	-2.3	-3.6	-3.0	-1.5	-1.1	-22.0
	July 14	0.6	-3.0	-5.5	-3.7	-1.8	-3.7	-4.5	-2.3	-1.6	-25.6
	Aug 11	0.5	-3.9	-10.5	-5.1	-2.7	-3.7	-3.5	-1.7	-1.1	-31.6
Sept 8	0.6	-3.0	-5.5	-3.6	-2.1	-2.7	-3.4	-1.3	-1.1	-21.9	
1994 Females	Apr 14	0.3	-1.6	-3.1	-2.1	-1.0	-2.2	-1.7	-0.6	0.0	-12.0
	May 12	0.3	-1.0	-1.7	-1.1	-0.6	-1.0	-0.7	-0.4	0.0	-6.1
	June 9	0.3	-1.5	-2.4	-1.7	-0.6	-1.1	-0.6	-0.2	0.0	-7.9
	July 14	0.4	-2.4	-1.9	-1.4	-0.8	-1.6	-0.6	-0.5	0.0	-8.8
	Aug 11	0.4	-3.2	-7.0	-2.4	-0.9	-0.6	-0.1	0.0	0.0	-13.7
Sept 8	0.4	-3.1	-3.0	-1.8	-0.9	-1.3	-0.7	-0.2	0.0	-10.6	

Month ending	Age group	THOUSAND									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	All ages
1994 Males	Apr 14	2.5	16.0	50.3	40.8	31.4	43.3	34.6	15.6	7.6	242.0
	May 12	2.6	17.4	53.8	43.0	32.8	45.1	36.4	17.9	8.1	257.0
	June 9	2.6	16.6	50.9	41.1	31.8	43.0	34.6	15.3	7.5	243.3
	July 14	2.6	16.9	53.6	41.3	31.5	42.7	34.0	13.7	6.8	243.0
	Aug 11	2.7	17.2	56.6	40.0	30.3	41.0	32.2	13.1	6.4	239.7
Sept 8	2.9	19.2	59.9	41.5	30.9	41.5	31.9	12.6	5.9	246.5	
1994 Females	Apr 14	2.0	11.2	24.9	15.7	9.8	14.6	14.0	4.8	0.2	97.2
	May 12	2.1	11.6	25.9	16.4	10.4	15.4	14.7	5.4	0.3	102.2
	June 9	2.0	10.6	23.3	14.8	9.6	14.0	13.4	4.9	0.3	92.9
	July 14	2.1	10.8	25.5	15.0	9.2	12.9	12.5	4.2	0.2	92.5
	Aug 11	2.2	11.8	30.9	15.3	9.3	13.2	12.5	4.1	0.2	99.4
Sept 8	2.5	13.5	37.8	18.8	11.5	19.3	17.8	5.2	0.3	126.6	
Changes on a year earlier											
1994 Males	Apr 14	0.3	-0.2	-0.7	0.8	1.7	2.5	2.5	2.6	-0.5	8.9
	May 12	0.3	0.6	1.2	1.6	2.1	1.9	1.8	2.4	-0.6	11.4
	June 9	0.4	-0.1	-1.0	-0.2	1.6	0.5	1.1	1.7	-0.6	3.4
	July 14	0.4	0.1	-0.7	-0.6	0.5	0.1	1.2	0.8	-1.1	0.7
	Aug 11	0.4	0.6	1.0	-0.3	0.7	0.5	0.9	0.8	-1.1	3.7
Sept 8	0.3	0.1	-2.0	-1.6	-0.2	-0.2	-0.4	0.5	-1.0	-4.4	
1994 Females	Apr 14	0.3	-1.0	-1.2	-0.7	0.2	0.7	1.7	1.0	0.1	1.2
	May 12	0.2	-0.8	-0.9	-1.0	0.0	-0.8	0.2	0.5	0.1	-2.5
	June 9	0.2	-0.9	-1.8	-1.2	-0.2	-0.3	0.4	0.7	0.1	-2.9
	July 14	0.2	-0.6	-0.6	-0.7	-0.2	-0.7	0.8	0.6	0.1	-1.1
	Aug 11	0.3	-0.6	0.0	-0.7	-0.4	-0.3	0.7	0.4	0.0	-0.5
Sept 8	0.2	-0.6	-0.5	-0.9	-0.3	-0.4	1.5	0.5	0.1	-0.4	

Flows 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.

## 2.32 REDUNDANCIES IN GREAT BRITAIN

		THOUSANDS											
		1989 Spring	1990 Spring	1991 Spring	1992 Spring	1992 Summer	1992 Autumn	1992 Winter	1993 Spring	1993 Summer	1993 Autumn	1993 Winter	1994 Spring
Now in employment	All (found new job since redundancy)	48	63	98	79	66	87	62	58	55	44	61	49
Not in employment	All	94	117	290	243	212	223	283	204	183	161	165	155
All people	All	142	181	388	322	278	310	344	262	237	205	226	205
	Men	94	118	268	217	185	207	238	169	162	139	148	141
	Women	48	64	121	105	92	103	106	93	75	66	78	63

Note: Figures are based on estimates from the the Labour Force Survey, and show the numbers of people who were made redundant in the three months prior to their interview. They differ from the estimates previously published in tables 2.30 and 2.31, which were based on statutory reports from employers.

## 2.33 REDUNDANCIES BY REGION

	Great Britain	Northern	Yorkshire and Humberside	East Midlands	East Anglia	South East	South East excluding Greater London	Greater London	South West	West Midlands	North West	Wales	Scotland
Redundancies (thousands)													
All	262	18	25	23	*	77	48	29	22	27	28	11	22
Spring 1993	237	16	23	19	*	76	44	32	19	22	24	16	16
Summer 1993	205	15	17	13	*	69	41	28	13	20	17	12	21
Autumn 1993	226	14	22	18	12	61	36	25	20	21	26	12	21
Winter 1993	205	14	21	16	*	63	40	23	15	21	20	10	18
Spring 1994													
Redundancy rates (redundancies per 1,000 employees)													
All	12.4	16.5	13.0	13.9	*	11.3	11.2	11.4	12.5	13.9	12.3	11.4	11.5
Spring 1993	11.2	14.1	12.2	11.8	*	11.1	10.2	12.6	10.9	11.2	10.6	15.6	8.4
Summer 1993	9.6	13.7	9.1	8.2	*	10.1	9.5	11.2	7.0	10.3	7.3	12.0	10.8
Autumn 1993	10.6	12.7	11.4	10.9	14.2	8.9	8.2	10.2	11.5	10.4	11.0	11.8	10.7
Winter 1993	9.7	13.0	10.8	10.0	*	9.3	9.3	9.3	8.7	10.5	8.7	10.6	9.4

\* Less than 10,000 in cell: estimate not shown.

## 2.34 REDUNDANCIES BY AGE

Ages	16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (thousands)						
Spring 1993		61	64	51	46	39
Summer 1993		49	65	44	45	34
Autumn 1993		47	46	40	43	29
Winter 1993		49	61	40	45	32
Spring 1994		38	51	45	44	26
Redundancy rates (redundancies per 1,000 employees)						
Spring 1993		16.6	11.4	10.1	10.5	16.5
Summer 1993		13.5	11.3	8.8	10.3	14.3
Autumn 1993		12.5	7.9	8.0	9.7	12.3
Winter 1993		13.4	10.4	8.0	10.1	13.2
Spring 1994		10.8	8.8	9.1	9.7	10.9

## 2.35 REDUNDANCIES BY INDUSTRY

SIC 1992 #	Agriculture & fishing (A,B)	Energy and water (C,E)	Manufacturing (D)	Construction (F)	Distribution, hotels & restaurants (G,H)	Transport (I)	Banking, finance & insurance (J,K)	Public admin, education & health (L,M,N)	Other services (O,P,Q)
Redundancies (thousands)									
Spring 1993 All	*	*	95	24	62	23	22	16	12
Summer 1993 All	*	16	70	26	50	12	31	15	*
Autumn 1993 All	*	*	66	26	40	10	26	21	*
Winter 1993 All	*	*	70	31	40	16	35	12	*
Spring 1994 All	*	*	65	20	40	17	29	15	*
Redundancy rates (redundancies per 1,000 employees)									
Spring 1993 All	*	*	19.7	25.3	15.1	16.2	8.1	2.9	12.0
Summer 1993 All	*	38.6	14.6	28.1	12.3	8.8	11.6	2.8	*
Autumn 1993 All	*	*	13.6	26.7	9.6	6.7	9.7	3.7	*
Winter 1993 All	*	*	14.8	32.4	9.6	11.1	13.0	2.2	*
Spring 1994 All	*	*	14.6	20.6	9.5	12.6	10.2	2.7	*

Note: Table 2.35 assumes that people do not change industry when starting employment after having been made redundant.  
\* Less than 10,000 in cell: estimate not shown.

# From Winter 1993, LFS results by industry have moved to the 1992 Standard Industrial Classification (SIC).

## 2.36 REDUNDANCIES BY OCCUPATION

SOC	Managers and administrators	Professional	Associate professional and technical	Clerical and secretarial	Craft and related	Personal and protective services	Sales	Plant and machine operatives	Other
Redundancies (thousands)									
Spring 1993	26	13	17	36	49	15	28	49	28
Summer 1993	30	11	16	37	49	16	17	32	28
Autumn 1993	27	11	*	29	46	14	14	24	27
Winter 1993	24	13	13	33	55	*	17	33	18
Spring 1994	30	10	11	28	41	13	19	34	
Redundancy rates (redundancies per 1,000 employees)									
Spring 1993	8.6	6.1	9.0	10.1	20.7	6.6	15.3	23.2	14.8
Summer 1993	10.0	5.0	8.1	10.4	21.3	7.0	9.7	15.3	14.2
Autumn 1993	9.0	5.5	*	8.0	19.4	5.7	7.9	11.3	13.8
Winter 1993	7.9	6.0	6.9	9.1	23.9	9.1	9.1	15.6	13.5
Spring 1994	9.9	4.5	5.7	7.7	18.1	5.7	10.2	16.2	9.2

Note: Table 2.36 assumes that people do not change occupation when starting employment after having been made redundant.

## VACANCIES 3.1

UK vacancies at jobcentres\* seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1980	173.6			201.2		207.4		147.0	
1981	117.9			171.3		172.5		126.6	
1982	117.1			169.0		168.8		124.2	
1983	127.9			185.6		183.7		138.2	
Annual averages									
1992 Sept	112.5	-5.3	-1.9	166.5	-3.2	169.6	-1.4	125.6	-0.5
Oct	114.5	2.0	-1.5	172.2	0.2	168.7	-0.5	127.4	0.8
Nov	117.0	2.5	-0.3	167.9	0.8	163.2	-0.5	122.9	0.7
Dec	119.0	2.0	2.2	176.4	3.3	173.3	1.2	131.9	2.1
1993 Jan	119.6	0.6	1.7	179.1	2.3	179.5	3.6	134.0	2.2
Feb	120.0	0.4	1.0	176.3	2.8	174.3	3.7	131.6	2.9
Mar	123.1	3.1	1.4	180.2	1.3	175.7	0.8	129.9	-0.7
Apr	123.7	0.6	1.4	175.6	-1.2	179.1	-0.1	132.3	-0.6
May	124.1	0.4	1.4	175.1	-0.4	178.8	1.5	132.4	0.3
June	122.5	-1.6	-0.2	183.8	1.2	184.1	2.8	137.7	2.6
July	127.5	5.0	1.3	188.7	4.4	182.0	1.0	136.9	1.5
Aug	128.7	1.2	1.5	186.3	3.7	183.6	1.6	138.3	2.0
Sept	128.2	-0.5	1.9	190.3	2.2	188.1	1.3	143.4	1.9
Oct	135.6	7.4	2.7	190.9	0.7	184.2	0.7	140.0	1.0
Nov	140.4	4.8	3.9	199.3	4.3	195.2	3.9	150.4	4.0
Dec	140.8	0.4	4.2	201.1	3.6	199.6	3.8	150.9	2.5
1994 Jan	140.9	0.1	1.8	196.6	1.9	196.8	4.2	148.1	2.7
Feb	141.1	0.2	0.2	200.4	0.4	198.9	1.2	150.7	0.1
Mar	141.5	0.4	0.2	195.7	-1.8	195.8	-1.3	148.0	-1.0
Apr	146.4	4.9	1.8	199.6	1.0	200.0	1.1	153.8	1.9
May	147.8	1.4	2.2	201.2	0.3	201.2	0.8	155.6	1.6
June	153.0	5.2	3.8	209.7	4.7	203.8	2.7	161.4	4.5
July	157.3	4.3	3.6	207.9	2.8	201.4	0.5	157.7	1.3
Aug	163.5	6.2	5.2	225.4	8.1	218.1	5.6	171.4	5.3
Sept	165.9	2.4	4.3	217.0	2.4	212.8	3.0	165.6	1.4

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/3 week month.  
\* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are available back to 1980. For further details, see *Employment Gazette*, p 143, October 1985.  
# The latest national and regional seasonally adjusted vacancy figures are provisional and subject to revision, mainly in the following month.  
R Revised

## VACANCIES 3.2

Regions: vacancies remaining unfiled at jobcentres\* seasonally adjusted

THOUSAND

	South East	Greater London +	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1992 Sept	27.2	8.0	3.5	8.8	7.0	6.9	7.7	14.5	5.7	8.3	18.4	108.1	4.4	112.5
Oct	27.6	8.4	3.4	8.7	7.0	6.9	8.1	15.2	5.7	8.3	18.9	109.8	4.7	114.5
Nov	28.1	8.6	3.5	8.8	7.4	7.1	8.2	15.2	5.7	8.5	19.8	112.3	4.7	117.0
Dec	29.1	9.1	3.6	8.9	7.7	7.4	8.4	15.3	5.8	8.8	19.3	114.5	4.5	119.0
1993 Jan	29.8	9.3	3.7	8.6	7.7	7.6	8.6	14.8	5.9	8.8	19.3	114.7	4.9	119.6
Feb	29.9	9.4	3.7	8.7	7.9	7.9	8.9	14.8	5.6	8.7	19.4	115.4	4.6	120.0
Mar	30.1	9.6	4.0	8.6	8.6	8.3	9.3	15.2	5.7	9.1	19.4	118.5	4.6	123.1
Apr	31.0	9.7	4.0	8.7	8.7	8.8	9.7	15.4	5.7	9.1	18.1	119.2	4.5	123.7
May	30.6	9.4	3.9	8.7	8.8	8.6	9.9	15.7	5.8	9.3	17.9	119.3	4.8	124.1
June	29.6	9.6	3.9	8.9	8.7	8.6	10.0	15.4	5.6	9.2	17.5	117.5	5.0	122.5
July	30.6	10.0	4.2	9.6	9.2	9.0	10.2	15.8	5.9	9.6	18.1	122.1	5.4	127.5
Aug	30.7	10.2	4.3	10.2	9.1	8.8	10.2	15.5	6.1	9.9	18.5	123.3	5.4	128.7
Sept	30.5	10.0	4.3	10.3	8.8	8.6	10.1	15.4	6.5					

# 3.3 VACANCIES

## Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Vacancies at Jobcentres: total +</b>														
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
1991 ) Annual	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.6
1992 ) averages	29.2	8.3	3.5	9.0	7.6	7.3	7.9	14.9	6.0	8.5	18.9	112.8	3.2	116.0
1993 )	31.4	10.0	4.2	9.6	8.9	8.8	9.9	15.7	6.1	9.6	18.5	122.7	4.0	126.6
1993 Sept	34.4	10.9	4.9	11.4	10.1	9.6	11.1	17.4	6.9	10.8	19.9	136.5	4.3	140.8
Oct	38.4	12.5	5.4	11.7	11.0	10.8	12.3	19.2	7.5	11.3	20.1	147.7	4.9	152.6
Nov	35.8	11.7	5.0	10.4	10.5	10.2	11.6	18.1	6.8	10.4	19.7	138.4	4.7	143.0
Dec	31.9	10.5	4.2	9.0	9.3	8.8	9.6	15.9	5.5	9.1	17.6	120.9	4.3	125.2
1994 Jan	29.7	9.9	3.7	8.4	8.9	8.1	9.1	15.3	5.4	8.8	15.8	113.1	4.0	117.1
Feb	30.9	10.2	4.2	9.6	9.4	8.3	9.4	16.3	5.7	9.2	16.3	119.4	4.2	123.6
Mar	32.3	10.8	4.6	10.8	10.2	9.1	10.1	17.1	6.0	10.0	17.5	126.8	4.2	131.0
Apr	36.4	11.5	5.4	12.6	11.2	10.3	11.2	18.2	6.7	11.2	19.1	142.3	4.7	146.9
May	38.0	11.9	5.7	13.3	12.1	10.6	11.5	18.8	6.8	11.5	20.5	148.8	4.9	153.7
June	41.5	12.9	6.0	14.3	12.5	11.2	13.0	19.7	7.1	12.0	21.5	158.6	5.0	163.7
July	42.8	13.2	5.9	13.5	12.2	10.8	11.8	18.8	6.9	11.6	20.2	154.5	5.0	159.6
Aug	44.2	13.4	5.7	13.4	12.6	10.7	12.3	19.0	6.8	11.5	20.9	157.1	5.0	162.1
Sept	47.8	14.4	6.0	14.3	13.9	11.4	13.2	21.0	7.7	12.3	22.7	170.3	5.5	175.8
<b>Vacancies at careers offices</b>														
1990 )	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.9	0.6	19.4
1991 ) Annual	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1992 ) averages	2.7	1.6	0.3	0.4	1.2	0.3	0.4	0.5	0.3	0.1	0.5	6.7	0.3	7.0
1993 )	2.8	1.7	0.3	0.5	0.8	0.3	0.4	0.5	0.3	0.1	0.5	6.6	0.6	7.2
1993 Sept	2.8	1.5	0.3	0.5	0.9	0.5	0.6	0.6	0.3	0.1	0.6	7.3	0.7	8.0
Oct	2.9	1.6	0.3	0.5	1.2	0.4	0.5	0.5	0.3	0.1	0.5	7.2	0.7	7.9
Nov	2.4	1.3	0.2	0.5	1.0	0.4	0.4	0.5	0.2	0.1	0.4	6.1	0.7	6.8
Dec	2.4	1.4	0.2	0.3	0.9	0.3	0.3	0.4	0.2	0.1	0.4	5.5	0.6	6.1
1994 Jan	2.7	1.8	0.2	0.3	0.9	0.3	0.3	0.4	0.1	0.1	0.5	5.6	0.5	6.2
Feb	2.7	1.6	0.2	0.4	0.9	0.3	0.3	0.4	0.1	0.1	0.4	5.8	0.6	6.4
Mar	3.1	1.8	0.2	0.4	1.0	0.3	0.4	0.5	0.2	0.1	0.5	6.7	0.6	7.3
Apr	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
May	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
June	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
July	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.7	7.5
Aug	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.7	7.5
Sept	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.7	0.8	7.5

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.

# The method of compiling vacancies in Great Britain changed in March 1994. From April 1994, the GB element of Careers Office figures refer to the last week day of the previous month, however, until the new system is fully developed, the latest Careers Office data will be for 31 March 1994 (April figures).

# INDUSTRIAL DISPUTES 4.1

## Stoppages of work

### Stoppages in progress: industry

United Kingdom	12 months to August 1993			12 months to August 1994		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
<b>1990</b>						
Agriculture, forestry and fishing	1	100	#	-	-	-
Coal extraction	4	14,000	27,000	1	+	#
Coke, mineral oil and natural gas	-	-	-	-	-	-
Electricity, gas, other energy and water	4	5,400	21,000	-	-	-
Metal processing and manufacture	5	400	1,000	5	800	3,000
Mineral processing and manufacture	5	800	2,000	3	700	2,000
Chemicals and man-made fibres	-	-	-	-	-	-
Metal goods	4	600	2,000	4	600	3,000
Engineering	14	4,700	40,000	19	6,600	17,000
Motor vehicles	11	12,400	14,000	8	5,600	3,000
Other transport equipment	6	3,900	34,000	6	2,200	16,000
Food, drink and tobacco	5	900	1,000	4	2,300	8,000
Textiles	3	200	1,000	2	1,000	1,000
Footwear and clothing	2	200	#	4	800	1,000
Timber and wooden furniture	2	200	3,000	1	300	4,000
Paper, printing and publishing	6	500	4,000	3	200	1,000
Other manufacturing industries	3	700	10,000	1	+	#
Construction	5	1,800	2,000	5	800	5,000
Distribution, hotels and catering, repairs	2	400	1,000	8	1,100	1,000
Transport services and communication	29	71,800	161,000	40	16,100	64,000
Supporting and misc. transport services	2	100	#	2	400	1,000
Banking, finance, insurance, business services and leasing	2	6,600	7,000	2	2,800	5,000
Public administration and sanitary services	79	93,800	289,000	45	173,800	186,000
Education, research and development	21	51,000	66,000	11	22,100	33,000
Health services	5	900	3,000	1	100	#
Other services	3	300	9,000	7	12,100	25,000
<b>All industries and services</b>	<b>223*</b>	<b>271,700</b>	<b>698,000</b>	<b>181*</b>	<b>250,500</b>	<b>380,000</b>

\* 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: August 1994			
United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	17	13,900	38,000
of which, stoppages:			
Beginning in month	12	9,700*	16,000
Continuing from earlier months	5	4,200**	22,000

\* includes All directly involved

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see *Definitions* page at the end of the *Labour Market Data* section. The figures for 1994 are provisional.

### Stoppages in progress: cause

United Kingdom	12 months to August 1994		
	Stoppages	Workers involved	Working days lost
Pay: wage-rates and earnings levels	59	40,000 ~	139,000
extra wage and fringe benefits	18	3,000 ~	3,000
Duration and pattern of hours worked	10	4,600 ~	7,000
Redundancy questions	37	171,700 ~	175,000
Trade union matters	6	700 ~	1,000
Working conditions and supervision	5	2,300 ~	2,000
Manning and work allocation	26	23,300 ~	40,000
Dismissal and other disciplinary measures	20	5,000 ~	13,000
<b>All causes</b>	<b>181</b>	<b>250,500 ~</b>	<b>380,000</b>

# INDUSTRIAL DISPUTES 4.2

## Stoppages of work: \* summary

United Kingdom	Number of stoppages:		Number of workers (000)		Working days lost in all stoppages in progress in period (000)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22,31-37)	Textiles, clothing and footwear (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
<b>1987</b>	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
<b>1988</b>	770	781	759	790	3,702	222	1,456	90	17	1,490	428
<b>1989</b>	693	701	727	727	4,128	52	1,655	16	128	625	2,652
<b>1990</b>	620	630	285	298	1,903	94	953	24	14	177	641
<b>1991</b>	357	369	175	176	761	29	181	1	14	60	476
<b>1992</b>	240	253	142	148	528	8	60	1	10	12	437
<b>1993</b>	203	211	383	385	649	27	96	2	1	160	364
<b>1992 Aug</b>	20	29	17	19	54	-	4	-	1	1	48
<b>Sep</b>	15	26	14	27	70	-	4	-	-	-	66
<b>Oct</b>	14	20	10	11	47	-	3	-	1	-	43
<b>Nov</b>	17	24	25	28	65	-	3	-	5	-	62
<b>Dec</b>	11	22	2	4	53	-	1	-	-	2	50
<b>1993 Jan</b>	20	28	12	14	49	-	2	-	-	-	46
<b>Feb</b>	19	27	20	22	71	1	30	-	-	1	39
<b>Mar</b>	27	37	27	33	74	-	22	-	1	16	34
<b>Apr</b>	21	27	80	87	154	25	7	-	-	115	7
<b>May</b>	20	29	18	25	30	-	3	-	-	8	19
<b>Jun</b>	18	32	5	9	15	-	6	1	-	5	3
<b>Jul</b>	15	24	42	43	50	-	9	-	-	1	39
<b>Aug</b>	15	21	3	3	19	-	1	-	-	12	6
<b>Sep</b>	16	22	3	4	8	-	5	-	-	1	2
<b>Oct</b>	12	15	2	3	4	-	2	-	-	1	1
<b>Nov</b>	14	18	170	170	175	-	9	-	-	-	166
<b>Dec</b>	6	8	1	1	1	-	-	-	-	-	1
<b>1994 Jan</b>	8	10	2	2	2	-	1	-	-	-	1
<b>Feb</b>	6	8	3	3	4	-	1	-	-	-	3
<b>Mar</b>	14	17	5	8	8	-	1	-	-	2	5
<b>Apr</b>	17	20	4	5	15	-	3	-	-	9	3
<b>May</b>	26	33	18	19	34	-	4	1	-	2	26
<b>Jun</b>	25	32	25	38	62	-	6	-	4	17	35
<b>Jul</b>	19	24	7	13	29	-	5	-	-	16	8
<b>Aug</b>	12	17	10	14	38	-	6	-	-	18	13

See *Definitions* page at the end of the *Labour Market Data* section for notes on coverage. Figures for 1994 are provisional.





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Caxton House  
Tothill St  
London SW1H 9NF  
Tel: 071 273 6105/5130

## 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	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		Per cent change over previous 12 months						
			Under-lying *	Under-lying *	Under-lying *	Under-lying *	Under-lying *										
1990=100																	
1988 ) Annual	83.5				84.1			83.8				83.8					
1989 ) Annual	91.1				91.4			91.4				91.2					
1990 ) averages	100.0	100.0			100.0	100.0		100.0	100.0			100.0	100.0				
1991 )	108.0				108.2			108.6				107.7					
1992 )	114.6				115.3			115.8				114.1					
1993 )	118.5				120.5			121.0				117.5					
1990 Jan	95.0	95.8	9.2	9½	94.7	95.5	8.0	8½	94.8	95.5	8.6	9¼	95.4	96.3	9.3	9¼	
Feb	95.2	96.4	9.0	9½	95.8	96.4	8.3	9¼	95.7	96.4	8.8	9½	95.2	96.4	8.8	9¼	
Mar	98.0	97.3	9.4	9½	98.2	98.0	10.6	9½	98.0	98.0	10.4	9¾	98.1	97.0	8.7	9¼	
Apr	98.0	98.1	9.4	9¾	98.5	97.7	8.7	9½	98.3	97.6	8.8	9¾	97.9	98.2	9.1	9½	
May	99.0	99.2	10.3	9¾	99.1	98.8	9.2	9¼	98.9	98.7	9.3	9¾	99.3	99.5	10.7	9¾	
June	100.7	100.1	10.6	10	101.0	99.9	9.8	9½	101.1	100.2	10.2	9¾	100.4	100.0	10.4	10	
July	101.3	100.2	10.0	10¼	101.6	100.4	9.5	9½	101.5	100.4	9.5	10	101.0	100.1	9.9	10	
Aug	101.0	101.5	10.9	10	99.9	101.3	9.8	9½	100.2	101.2	9.5	9¾	101.4	101.8	11.5	10	
Sept	101.3	101.9	9.6	10	101.1	102.2	9.8	9½	101.3	102.3	10.1	9¾	101.0	101.8	9.2	10	
Oct	101.7	102.5	9.0	9¾	101.6	102.4	9.3	9¼	101.8	102.5	9.5	9¾	101.3	102.4	8.2	9¾	
Nov	103.4	103.1	9.3	9¾	103.4	103.3	9.7	9½	103.5	103.2	9.6	9¾	103.0	102.9	9.2	9¾	
Dec	105.5	103.8	10.1	9¾	105.1	104.0	9.7	9½	104.9	103.9	9.6	9¾	105.8	103.6	10.4	9½	
1991 Jan	103.8	104.6	9.2	9½	103.7	104.6	9.5	9¼	104.0	104.9	9.8	9½	103.7	104.7	8.7	9½	
Feb	104.1	105.4	9.3	9¼	104.5	105.2	9.1	8¾	104.8	105.6	9.5	9	103.7	105.0	8.9	9	
Mar	106.5	105.7	8.6	9	106.1	105.8	8.0	8½	106.2	106.2	8.4	9	106.9	105.6	8.9	8¾	
Apr	106.4	106.5	8.6	8¾	107.6	106.7	9.2	8½	107.6	107.0	9.6	9	105.6	105.9	7.8	8¼	
May	107.0	107.2	8.1	8½	107.4	107.0	8.3	8¾	108.2	107.9	9.3	9	106.5	106.7	7.2	8	
June	107.9	107.3	7.2	8	109.0	107.8	7.9	8¼	109.1	108.1	7.9	8¾	107.1	106.7	6.7	7½	
July	109.0	107.8	7.6	7¾	109.3	108.1	7.7	8¼	109.5	108.3	7.9	8½	108.5	107.6	7.5	7½	
Aug	109.2	109.8	8.2	7¾	108.2	109.8	8.4	8	109.0	110.0	8.7	8¼	109.2	109.6	7.7	7½	
Sept	109.3	110.0	7.9	7¾	108.6	109.8	7.4	8	109.6	110.6	8.1	8½	109.0	109.8	7.9	7½	
Oct	109.3	110.2	7.5	7½	110.0	110.8	8.2	8	110.3	111.0	8.3	8½	108.8	110.0	7.4	7¼	
Nov	111.4	111.0	7.7	7½	111.5	111.3	7.7	8	112.0	111.7	8.2	8¼	111.2	111.0	7.9	7¼	
Dec	112.3	110.5	6.5	7¼	112.7	111.6	7.3	7¾	112.9	111.9	7.7	8	111.9	109.5	5.7	7	
1992 Jan	111.1	111.9	7.0	7¼	111.6	112.5	7.6	7¾	112.1	113.0	7.7	7¾	110.8	111.8	6.8	7	
Feb	111.9	113.3	7.5	7½	112.6	113.4	7.8	8¼	113.1	113.9	7.9	8¼	111.7	113.0	7.6	7½	
Mar	115.8	114.9	8.7	7½	117.0	116.7	10.3	8	117.2	117.2	10.4	8	115.3	113.9	7.9	7¼	
Apr	113.0	113.1	6.2	7	113.0	112.1	5.1	7½	113.8	113.1	5.7	7½	112.8	113.1	6.8	7	
May	113.9	114.1	6.4	6¼	114.8	114.4	6.9	6¼	115.3	115.0	6.6	6½	113.4	113.6	6.5	6½	
June	114.5	113.8	6.1	6¼	115.4	114.2	5.9	6¼	115.8	114.8	6.2	6½	113.8	113.4	6.3	6¼	
July	115.1	113.9	5.7	6	116.1	114.8	6.2	6¼	116.6	115.2	6.4	6½	114.5	113.5	5.5	6	
Aug	114.6	115.3	5.0	5¾	115.3	116.9	6.5	6	115.6	116.7	6.1	6¼	114.3	114.7	4.7	5¾	
Sept	114.7	115.4	4.9	5½	114.9	116.1	5.7	6	115.3	116.4	5.2	6	114.3	115.2	4.9	5½	
Oct	116.0	117.0	6.2	5¼	116.9	117.8	6.3	5¾	117.3	118.1	6.4	5¾	115.4	116.7	6.1	5¼	
Nov	116.4	116.1	4.6	5	117.7	117.6	5.7	5¾	118.2	117.9	5.6	5¾	115.8	115.6	4.1	4¾	
Dec	117.9	116.0	5.0	4¾	118.8	117.5	5.3	5½	119.2	118.2	5.6	5½	117.4	114.9	4.9	4½	
1993 Jan	116.1	117.0	4.6	4¾	117.1	118.1	5.0	5¼	117.6	118.6	5.0	5¼	115.6	116.7	4.4	4½	
Feb	116.7	118.2	4.3	4½	118.3	119.2	5.1	5	117.6	119.6	5.0	5	116.1	117.5	4.0	4¼	
Mar	119.6	118.7	3.3	4	121.9	121.6	4.2	5	122.1	122.2	4.3	5	118.5	117.1	2.8	3¾	
Apr	117.5	117.6	4.0	4	119.0	118.0	5.3	5	119.7	118.9	5.1	5	116.5	116.8	3.3	3¼	
May	118.0	118.3	3.7	3¾	120.3	119.9	4.8	5	120.8	120.4	4.7	5	116.9	117.0	3.0	3	
June	118.5	117.8	3.5	3¾	121.0	119.6	4.7	5	121.3	120.2	4.7	5	117.0	116.5	2.7	2¾	
July	119.5	118.3	3.9	3½	121.9	120.5	5.0	4¾	122.4	121.0	5.0	4¾	118.3	117.3	3.3	2¾	
Aug	118.2	118.9	3.1	3¼	119.5	121.1	3.6	4½	119.9	121.0	3.7	4½	117.3	117.7	2.6	2¾	
Sept	118.0	118.8	2.9	3	120.1	121.4	4.6	4¼	120.6	121.7	4.6	4½	116.8	117.7	2.2	2¼	
Oct	118.4	119.4	2.1	3	121.3	122.3	3.8	4¼	121.7	122.6	3.8	4¼	116.9	118.2	1.3	2¼	
Nov	120.0	119.7	3.1	3	122.4	122.3	4.0	4	123.1	122.7	4.1	4¼	118.7	118.5	2.5	2½	
Dec	121.6	119.6	3.1	3¼	123.6	122.3	4.1	4¼	124.1	123.0	4.1	4¼	120.8	118.3	3.0	2¾	
1994 Jan	120.3	121.2	3.6	3¾	122.7	123.7	4.7	4½	123.3	124.2	4.7	4½	119.2	120.3	3.1	3¼	
Feb	122.0	123.5	4.5	3¾	123.5	124.4	4.4	4¾	123.9	124.8	4.3	4¾	121.7	123.2	4.9	3½	
Mar	124.9	124.0	4.5	4	128.4	128.1	5.3	4¾	128.4	128.4	5.1	4¾	123.6	122.1	4.3	4	
Apr	121.6	121.8	3.6	3¾	124.6	123.5	4.7	4¾	125.1	124.3	4.5	4¾	120.3	120.6	3.3	3½	
May	123.5	123.8	4.6	4	125.5	125.0	4.3	4½	129.3	128.9	7.1	4½	121.0	121.2	3.6	3¾	
June	123.0	122.3	3.8	3¾	126.2	124.8	4.3	4¼	126.4	125.3	4.2	4¼	121.3	120.9	3.8	3½	
July	124.0	122.8	3.8	3¾	127.0	125.6	4.2	4¼	127.3	125.8	4.0	4¼	122.5	121.5	3.6	3½	
Aug P	122.7	123.3	3.7	3¾	124.9	126.7	4.6	4¼	125.4	126.7	4.7	4¼	121.1	121.5	3.2	3½	

Notes:

1 The seasonal adjustment factors currently used are based on data up to April 1991.  
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.  
3 The index has been rebased from 1988=100 to 1990=100, in common with other economic

# 5.3 EARNINGS

## Average earnings index: all employees: by industry (unadjusted)

GREAT BRITAIN SIC 1980	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply (15-17)	Metal processing and manufacturing (21,22)	Mineral extraction and manufacturing (23,24)	Chemicals and man-made fibres (25,26)	Mechanical engineering (32)	Electrical, electronic and instrument engineering (33,34,37)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods (31)	Food, drink and tobacco (41,42)
1990=100	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988 } Annual	83.4	80.0	79.0	82.2	86.6	84.0	81.6	83.8	83.7	83.7	79.6	85.1	82.2
1989 } averages	90.0	90.6	87.0	90.3	92.8	91.9	88.9	92.0	91.7	92.0	89.7	91.8	89.8
1990 } 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
1991 } averages	110.1	113.5	110.8	110.4	106.3	105.8	109.3	109.1	108.6	108.0	108.5	106.1	110.6
1992 } Annual	113.8	123.8	116.1	117.5	112.0	110.8	116.2	116.9	115.9	117.2	114.0	114.0	118.7
1993 } averages	117.7	131.2	119.6	122.2	116.9	115.9	121.2	122.7	121.7	119.5	118.8	118.6	125.0
1989 Jan	80.3	85.4	84.1	82.8	93.4	88.0	83.6	87.9	88.0	88.0	86.1	89.0	85.6
1989 Feb	79.3	85.8	82.1	83.7	86.4	89.5	85.5	89.5	88.4	89.6	86.1	90.1	84.4
1989 Mar	82.1	88.8	82.1	87.7	86.2	88.6	84.6	89.8	89.9	91.5	89.3	88.4	86.2
1989 Apr	85.1	89.8	83.6	86.7	100.7	90.1	87.3	90.9	90.8	89.4	88.9	90.6	91.7
1989 May	86.3	87.6	87.1	88.2	88.8	92.9	88.2	91.3	90.4	91.5	88.8	91.4	90.1
1989 June	86.0	88.5	84.7	90.3	88.5	93.4	88.7	92.7	92.0	92.7	92.4	91.7	89.3
1989 July	92.1	90.0	90.5	94.3	105.4	92.3	87.5	92.7	93.6	93.6	91.1	93.7	90.9
1989 Aug	99.6	92.5	87.6	97.3	87.6	91.3	89.4	91.5	91.9	90.2	88.6	91.5	89.5
1989 Sept	105.3	92.1	86.8	91.2	89.2	93.3	88.5	92.4	92.8	91.0	89.9	92.9	90.6
1989 Oct	100.3	93.8	86.9	92.9	102.7	93.0	89.4	93.5	93.9	92.1	91.0	93.2	91.1
1989 Nov	93.0	97.8	95.1	94.5	90.2	94.5	95.8	94.9	95.1	93.9	92.0	94.7	93.2
1989 Dec	90.3	95.7	93.8	94.1	94.9	95.9	98.5	96.9	95.2	99.9	92.1	94.3	95.2
1990 Jan	86.9	99.8	97.2	92.6	96.5	94.5	94.4	95.9	95.2	91.5	91.8	95.9	92.6
1990 Feb	86.5	99.6	93.3	93.2	90.8	96.1	95.6	97.4	96.8	91.6	94.1	96.4	93.8
1990 Mar	90.1	99.6	95.0	94.5	93.4	97.2	96.0	99.6	99.3	102.7	98.6	98.3	94.8
1990 Apr	92.3	99.3	96.0	95.7	104.9	99.0	98.1	98.0	97.4	102.0	96.9	98.8	99.0
1990 May	92.2	97.4	97.3	97.7	94.7	100.2	98.6	99.2	98.9	99.0	99.8	99.6	100.5
1990 June	102.2	98.5	98.9	104.1	103.7	101.9	100.6	100.5	100.0	102.3	101.7	101.1	101.8
1990 July	104.1	98.0	103.2	102.3	114.0	102.3	99.5	101.8	100.5	101.5	101.4	101.2	102.2
1990 Aug	111.1	100.7	102.0	104.6	97.4	99.3	100.1	99.1	99.8	99.9	101.4	100.4	100.4
1990 Sept	116.0	100.7	103.2	103.5	99.2	100.5	99.5	100.5	101.7	99.6	101.4	101.2	101.7
1990 Oct	113.3	102.6	102.9	104.4	105.6	101.2	99.8	101.1	102.4	101.6	101.9	101.2	101.0
1990 Nov	105.4	104.8	103.7	104.3	97.8	102.9	106.2	102.5	103.5	103.7	105.2	103.3	104.6
1990 Dec	100.0	98.9	107.2	103.2	101.9	104.8	111.7	104.5	104.6	104.6	105.8	102.6	107.6
1991 Jan	98.9	110.2	110.2	103.4	106.6	102.8	103.0	104.1	103.6	104.2	107.5	102.0	104.4
1991 Feb	101.7	112.8	103.8	105.1	99.4	102.4	105.8	106.1	105.1	104.4	105.5	103.6	105.5
1991 Mar	100.7	114.2	107.4	104.0	101.2	102.6	110.4	107.1	106.7	104.5	108.1	103.8	107.9
1991 Apr	108.2	111.5	110.5	105.1	110.1	103.9	105.9	108.1	106.6	116.6	110.9	104.3	111.4
1991 May	105.3	112.5	111.2	115.9	103.4	105.7	106.6	108.3	108.5	106.0	103.6	105.5	111.7
1991 June	105.9	113.8	111.8	106.1	103.7	107.5	107.4	110.2	110.8	109.7	107.9	105.9	111.4
1991 July	112.0	111.8	114.5	109.8	111.3	107.1	108.0	109.8	109.8	108.3	108.3	108.4	110.6
1991 Aug	133.6	113.2	111.1	115.8	108.9	106.2	109.8	109.3	108.4	104.5	108.5	105.8	110.4
1991 Sept	123.0	112.5	110.8	120.2	104.6	106.8	110.5	109.4	108.7	106.2	107.7	107.8	110.7
1991 Oct	114.7	113.4	112.1	112.6	106.9	111.5	111.1	111.1	110.5	108.0	111.4	107.1	111.0
1991 Nov	108.7	122.2	111.3	114.4	105.4	108.0	114.7	112.7	111.5	110.0	110.7	108.9	116.1
1991 Dec	108.1	114.2	115.7	113.2	108.4	109.3	117.8	113.2	112.9	112.3	109.6	110.1	116.3
1992 Jan	105.5	125.0	112.2	112.3	112.6	107.5	113.1	112.8	112.9	111.9	111.0	109.9	113.3
1992 Feb	101.2	124.5	113.2	112.8	107.5	108.6	113.3	114.0	113.1	115.2	111.7	111.1	114.7
1992 Mar	106.7	127.1	123.0	113.3	109.2	109.5	122.6	117.8	117.5	118.4	114.7	114.4	123.0
1992 Apr	114.2	129.0	112.7	117.2	116.4	109.1	113.3	113.8	113.9	115.1	111.8	112.6	115.6
1992 May	116.3	122.7	113.8	118.8	109.3	110.6	113.7	114.3	115.9	127.2	111.9	113.4	117.8
1992 June	115.2	119.6	118.1	118.1	109.8	112.2	114.8	116.3	116.6	120.5	113.2	114.8	118.1
1992 July	117.2	124.3	116.5	118.2	120.9	111.5	115.3	118.0	116.6	119.5	112.7	115.7	117.4
1992 Aug	124.0	121.2	115.6	116.7	108.0	112.1	115.5	116.6	115.1	115.6	113.9	114.8	117.5
1992 Sept	126.3	121.3	114.9	117.5	108.5	111.4	114.2	116.2	115.3	114.1	113.9	115.1	118.1
1992 Oct	119.1	117.5	115.5	123.5	121.4	111.7	115.3	122.7	116.0	114.6	116.8	114.3	118.8
1992 Nov	113.3	126.3	117.5	120.9	108.5	112.4	120.0	119.4	117.8	115.8	117.0	115.9	126.1
1992 Dec	107.0	127.2	121.6	120.4	111.9	113.0	123.1	120.5	119.6	117.9	116.5	115.6	124.5
1993 Jan	109.7	127.6	116.6	119.5	121.9	112.4	119.4	120.3	117.8	115.1	114.6	113.9	120.4
1993 Feb	108.9	127.2	116.1	120.1	110.0	114.4	119.2	121.5	119.1	117.7	116.6	114.5	123.9
1993 Mar	113.0	127.6	125.3	121.0	111.6	114.6	130.4	124.5	122.7	119.3	121.4	117.3	129.2
1993 Apr	114.4	132.0	119.3	121.8	118.7	114.6	118.6	121.0	120.1	116.8	118.5	118.8	123.3
1993 May	114.7	130.4	117.8	122.9	113.9	115.3	118.9	121.5	123.4	119.2	117.3	119.4	125.9
1993 June	118.6	132.2	118.3	120.5	113.2	117.5	120.9	123.5	122.2	122.5	118.4	119.3	123.7
1993 July	124.1	132.7	122.4	124.1	130.5	116.6	120.2	124.0	122.8	122.2	121.9	120.3	123.9
1993 Aug	134.7	126.8	118.9	121.9	110.1	116.1	118.5	121.1	120.9	119.0	118.5	118.5	123.5
1993 Sep	126.0	130.9	118.4	121.6	113.9	116.0	118.6	122.6	120.5	118.0	119.2	119.5	123.2
1993 Oct	121.2	133.0	119.0	122.9	127.4	115.6	119.2	123.6	122.5	119.8	119.9	120.0	123.6
1993 Nov	117.8	135.7	119.4	126.4	113.3	116.3	124.4	124.9	123.7	120.7	120.1	120.7	129.0
1993 Dec	108.7	138.6	123.7	124.0	118.3	120.9	126.5	124.4	124.1	123.2	118.9	121.0	130.3
1994 Jan	112.6	139.5	121.4	123.2	124.6	117.4	123.2	125.2	124.2	122.9	120.0	121.3	126.0
1994 Feb	112.5	134.5	123.6	123.8	114.7	118.6	124.1	126.7	124.6	124.7	119.9	124.2	126.2
1994 Mar	121.6	136.6	127.6	123.9	117.8	120.6	134.4	130.3	130.1	130.0	123.0	126.6	137.4
1994 Apr	117.1	137.0	129.7	124.7	128.8	120.5	123.1	127.7	124.9	126.4	122.4	124.3	127.8
1994 May	119.4	240.2	124.5	126.0	117.7	121.5	123.0	128.3	127.1	129.3	120.5	127.3	129.6
1994 June	121.3	137.3	123.0	124.5	116.9	122.7	126.4	127.1	127.9	132.0	122.0	128.0	129.3
1994 July	127.7	140.1	124.1	125.2	142.6	123.5	123.8	127.9	128.0	131.1	123.6	128.3	129.9
1994 Aug P	140.4	129.6	123.3	130.5	119.8	119.8	122.0	126.2	126.8	126.6	123.3	126.4	129.7

Note: Figures for the years 1985 to 1989 on a 1985=100 basis were published in *Employment Gazette* in October 1989; the 1985=100 series was discontinued after July 1989. The index has been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1988=100 basis were last published in *Employment Gazette* in September 1993.

\* England and Wales only.

# 5.4 EARNINGS AND HOURS

Average earnings and hours of full-time manual employees by industry employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/electronic engineering	Metal goods, electronic and vehicles industries	Food, drink engineering	Paper and tobacco printing and publishing	Other manu- products, industries	Construction facturing	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
<b>MEN</b>												
<b>Weekly earnings</b>												
1987	135.1	228.4	205.3	191.6	188.7	194.4	194.8	231.9	193.1	180.5	156.7	128.8
1988	154.2	252.8	221.3	211.8	201.2	212.2	209.2	247.9	208.0	195.8	169.0	142.4
1989	162.0	270.7	242.7	232.9	221.2	232.3	225.1	263.7	222.1	214.2	184.9	154.3
1990	178.1	298.7	262.0	252.7	239.4	252.0	247.7	276.8	241.2	245.7	200.0	165.7
1991	192.5	334.1	273.1	261.4	243.1	254.0	248.5	280.5	242.2	245.9	204.4	165.0
1992	203.1	360.0	292.7	279.3	270.2	282.2	280.7	311.2	270.2	274.7	227.3	174.4
1993	211.7	369.0	302.9	289.4	276.9	289.6	289.6	319.9	278.9	290.7	235.0	184.4
1994	219.2	380.7	312.5	298.5	283.7	299.8	292.0	339.4	286.0	277.4	241.7	187.5
<b>Hours worked</b>												
1987	44.6	42.5	45.2	44.8	44.2	44.4	45.8	43.6	44.8	44.6	44.0	43.7
1988	46.8	42.8	45.2	46.1	44.5	45.2	46.1	44.2	45.3	45.4	43.9	42.9
1989	46.7	43.3	45.4	46.6	45.2	45.7	46.2	43.9	45.2	46.0	44.0	42.4
1990	47.5	43.5	45.0	46.2	45.0	45.4	46.6	43.6	45.0	46.0	44.0	42.6
1991	47.6	43.5	45.0	46.3	44.9	45.5	46.5	43.7	45.1	46.0	44.3	42.5
1992	47.8	43.8	44.0	44.0	43.3	43.3	46.2	42.7	44.1	45.4	43.8	41.9
1993	47.0	43.6	44.1	44.9	43.1	43.7	46.0	42.6	44.3	44.2	43.6	41.9
1994	46.8	43.0	44.2	44.3	43.0	43.3	45.4	42.9	44.2	44.7	43.8	41.9
1994	47.0	43.2	44.4	44.6	43.3	43.8	45.6	43.1	44.4	45.1	44.1	42.2
<b>Hourly earnings</b>												
1987	3.00	5.34	4.54	4.28	4.27	4.38	4.26	5.24	4.28	4.04	3.56	3.03
1988	3.27	5.88	4.89	4.60	4.52	4.70	4.51	5.54	4.56	4.30	3.85	3.29
1989	3.45	6.17	5.34	4.99	4.90	5.08	4.86	5.97	4.90	4.64	4.20	3.64
1990	3.77	6.77	5.80	5.46	5.32	5.53	5.31	6.32	5.34	5.31	4.55	3.86
1991	3.73	6.83	5.81	5.50	5.41	5.58	5.33	6.41	5.36	5.31	4.62	3.83
1992	4.02	7.50	6.19	5.95	5.80	6.08	5.84	6.82	5.74	5.63	4.97	4.13
1993	4.36	8.22	6.61	6.24	6.27	6.45	6.09	7.28	6.08	6.05	5.24	4.37
1994	4.54	8.54	6.81	6.53	6.40	6.68	6.41	7.40	6.29	6.12	5.39	4.44
1994	4.71	8.82	7.01	6.67	6.55	6.85	6.40	7.89	6.42	6.13	5.47	4.58
<b>WOMEN</b>												
<b>Weekly earnings</b>												
1987	111.8	124.2	127.5	124.3	127.6	127.6	127.6	136.2	114.4	106.3	96.2	96.2
1988	109.0	133.3	131.6	132.6	136.0	136.0	134.2	148.5	113.1	113.1	105.0	105.0
1989	118.7	147.3	141.7	143.6	146.1	146.1	146.1	161.8	132.7	132.7	115.4	115.4
1990	134.3	164.9	159.9	155.2	159.0	159.0	164.6	175.7	147.4	147.4	126.2	126.2
1991	132.2	165.6	158.8	154.2	158.3	158.3	162.9	182.9	147.7	147.7	135.0	135.0
1992	142.1	176.3	166.8	162.4	167.2	167.2	176.8	185.1	157.2	157.2	148.8	148.8
1993	152.6	190.1	180.0	175.4	181.2	181.2	191.3	193.8	168.4	168.4	153.1	153.1
1994	157.6	198.0	185.5	180.5	187.4	187.4	201.8	210.7	177.3	177.3	164.3	164.3
1994	169.8	206.2	190.3	190.3	194.7	194.7	201.6	216.9	178.8	178.8	169.2	169.2
<b>Hours worked</b>												
1987	41.7	40.0	41.1	40.6	40.8	40.8	39.6	40.0	39.4	39.4	38.9	38.9
1988	40.8	40.3	41.4	40.9	41.1	41.1	39.9	40.2	39.5	39.5	38.7	38.7
1989	40.9	40.3	41.1	40.9	41.0	41.0	40.2	40.2	39.8	39.8	39.2	39.2
1990	41.1	40.7	41.5	40.7	40.9	40.9	41.6	40.3	39.5	39.5	39.0	39.0
1991	41.2	40.9	41.6	40.8	41.0	41.0	41.6	40.2	39.6	39.6	39.0	39.0
1992	42.3	40.3	39.8	40.0	39.9	39.9	41.5	39.8	40.0	40.0	39.1	39.1
1993	40.9	40.3	40.7	40.3	40.3	40.3	41.7	39.7	39.6	39.6	39.1	39.1
1994	42.2	40.4	40.3	40.4	40.4	40.4	41.6	40.5	40.3	40.3	38.7	38.7
1994	42.1	41.0	40.6	41.0	40.9	40.9	41.9	40.2	40.5	40.5	40.4	39.0
<b>Hourly earnings</b>												
1987	2.69	3.11	3.10	3.06	3.12	3.12	3.44	2.87	2.70	2.70	2.55	2.55
1988	2.69	3.31	3.18	3.24	3.30	3.30	3.72	3.05	2.88	2.88	2.75	2.75
1989	2.94	3.65	3.45	3.51	3.57	3.57	4.02	3.30	3.14	3.14	2.97	2.97
1990	3.33	4.06	3.85	3.81	3.89	3.89	4.36	3.30	3.17	3.17	3.02	3.02
1991	3.29	4.06	3.82	3.78	3.86	3.86	3.91	3.67	3.42	3.42	3.20	3.20
1992	3.39	4.38	4.19	4.06	4.27	4.27	4.65	3.93	3.72	3.72	3.50	3.50
1993	3.77	4.71	4.44	4.36	4.50	4.50	4.88	4.19	3.87	3.87	3.59	3.59
1994	3.75	4.90	4.60	4.48	4.64	4.64	4.84	4.40	4.08	4.08	3.67	3.67
1994	4.06	5.04	4.70	4.66	4.78	4.78	4.83	5.36	4.42	4.42	3.81	3.81
<b>ALL</b>												
<b>Weekly earnings</b>												
1987	133.4	227.1	195.4	187.5	169.9	185.4	179.1	215.1	170.3	180.2	150.3	113.1
1988	149.7	251.5	210.1	207.3	180.9	201.8	190.8	231.3	182.9	195.2	162.2	124.9
1989	158.0	268.9	231.8	227.1	196.8	220.2	206.1	246.4	195.4	213.7	177.9	135.0
1990	175.6	296.6	250.4	247.0	213.8	239.2	227.0	258.7	214.2	244.9	192.4	145.7
1991	174.4	300.6	250.3	248.8	216.3	240.7	226.8	261.9	214.2	245.2	192.4	144.2
1992	187.6	331.5	260.9	255.4	224.5	250.3	244.2	272.6	225.0	256.6	207.8	155.5
1993	198.7	351.5	280.1	273.6	242.4	268.3	258.1	289.4	240.4	277.7	218.1	162.3
1994	207.0	366.7	289.7	283.4	250.0	276.1	267.3	301.3	250.0	273.7	226.5	164.5
1994	215.4	378.7	298.6	292.0	257.3	285.7	269.1	320.0	255.8	276.8	232.7	169.1
<b>Hours worked</b>												
1987	44.3	42.4	44.5	44.6	43.2	43.9	44.6	42.9	43.4	44.6	43.4	41.4
1988	46.2	42.7	44.6	45.8	43.4	44.6	44.9	43.4	43.8	45.3	43.4	40.9
1989	46.2	43.2	44.8	46.3	43.8	45.1	45.1	43.2	43.7	46.0	43.5	40.8
1990	46.9	43.4	44.5	45.9	43.7	44.8	45.3	43.0	43.7	45.9	43.5	40.7
1991	47.0	43.4	44.5	46.0	43.7	44.9	45.2	43.0	43.6	46.0	43.7	40.5
1992	47.3	43.7	44.6	43.7	42.3	42.8	44.9	42.1	42.9	45.3	43.3	40.5
1993	46.5	43.5	43.7	44.6	42.2	42.3	44.8	42.1	43.0	45.0	43.1	40.3
1994	46.4	42.9	43.7	44.1	42.3	42.9	44.4	42.4	43.1	44.7	43.4	40.3
1994	46.6	43.1	43.9	44.4	42.6	43.4	44.6	42.7	43.3	45.0	43.6	40.7
<b>Hourly earnings</b>												
1987	2.98	5.31	4.38	4.21	3.93	4.22	4.01	4.93	3.90	4.04	3.46	2.81
1988	3.22	5.85	4.70	4.53	4.16	4.52	4.22	5.26	4.15	4.30	3.74	3.04
1989	3.41	6.14	5.16	4.91	4.50	4.89	4.56	5.66	4.45	4.64	4.08	3.31
1990	3.73	6.73	5.61	5.37	4.89	5.33	4.99	5.99	4.88	5.29	4.43	3.56
1991	3.70	6.79	5.61	5.41	4.95	5.36	4.99	6.07	4.89	5.30	4.48	3.51
1992	3.97	7.46	5.97	5.85	5.31	5.84	5.43	6.41	5.22	5.63	4.81	4.01
1993	4.32	8.18	6.39	6.14	5.73	6.20	5.72	6.84	5.56	6.04	5.09	4.09
1994	4.47	8.51	6.58	6.42	5.88	6.43	6.02	7.02	5.77	6.11	5.24	4.24
1994	4.66	8.79	6.76	6.57	6.04	6.59	6.01	7.51	5.89	6.12	5.32	4.24

# EARNINGS AND HOURS 5.4

Average earnings and hours of full-time manual employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering; repairs	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9	
<b>MEN</b>												
<b>Weekly earnings</b>												

# 5.5 EARNINGS AND HOURS

Average earnings and hours of full-timenon-manual employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manufacturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
<b>MEN</b>												
<b>Weekly earnings</b>												
1987	..	314.8	289.5	256.9	261.6	269.5	279.5	287.7	272.1	243.9	223.2	200.9
1988	243.7	338.7	312.2	292.3	282.2	296.6	300.4	328.6	300.9	274.0	247.7	223.9
1989	250.8	370.4	338.6	321.1	315.4	331.0	333.8	350.6	312.6	312.6	273.7	248.8
1990	290.8	410.8	364.8	351.8	343.2	361.6	371.0	394.7	368.2	346.8	300.2	272.2
1991	273.6	404.3	353.5	340.5	336.4	350.9	352.2	379.4	349.9	343.8	284.2	256.1
1992	302.9	451.4	387.6	366.5	368.4	379.4	380.9	404.2	374.5	368.2	302.7	274.6
1993	308.7	486.1	416.6	387.9	392.7	400.0	417.7	433.0	401.5	390.0	319.4	300.2
1994	314.0	499.9	440.9	405.2	412.2	420.0	459.5	453.8	427.5	401.0	330.2	307.2
1994	333.0	539.2	452.3	414.3	430.3	430.8	446.0	465.9	431.4	414.5	338.9	298.3
<b>Hours worked</b>												
1987	..	38.5	38.6	39.9	39.9	39.9	38.7	37.9	38.7	39.9	40.0	42.4
1988	41.5	38.5	38.8	39.9	40.0	40.0	38.5	38.0	38.7	39.8	40.1	42.2
1989	..	38.8	38.7	40.2	39.9	40.2	38.5	38.1	38.8	40.3	40.1	43.0
1990	..	39.2	38.8	40.2	39.7	40.2	38.6	38.0	38.8	40.2	40.0	42.3
1991	41.7	39.3	39.5	40.6	40.0	40.5	40.0	38.4	39.6	40.3	40.4	42.6
1992	..	39.1	39.0	39.8	39.6	39.7	39.7	38.2	39.3	40.0	40.5	42.4
1993	42.5	39.1	38.9	40.0	39.6	39.7	39.6	38.6	39.5	40.3	40.2	43.0
1994	41.1	38.7	39.0	40.0	39.5	39.6	39.6	38.2	39.4	40.0	40.5	42.3
1994	42.8	38.8	39.2	40.2	39.6	39.8	40.1	38.5	40.0	40.3	40.7	42.6
<b>Hourly earnings</b>												
1987	..	8.13	7.38	6.35	6.49	6.68	7.09	7.30	6.83	6.07	5.41	4.74
1988	5.16	8.70	7.86	7.15	6.97	7.31	7.68	8.19	7.49	6.83	5.98	5.13
1989	..	9.50	8.66	7.76	7.74	8.08	8.52	8.83	8.24	7.73	6.63	5.58
1990	..	10.32	9.35	8.54	8.54	8.89	9.41	9.86	9.14	8.54	7.20	6.02
1991	6.16	10.16	8.87	8.17	8.27	8.54	8.54	9.33	8.44	8.46	6.72	5.98
1992	..	11.40	9.85	9.06	9.13	9.46	9.40	10.05	9.14	9.12	7.13	6.70
1993	6.77	12.36	10.64	9.46	9.72	9.92	10.52	10.48	9.76	9.61	7.69	6.91
1994	7.57	12.78	11.03	9.90	10.28	10.46	11.32	11.22	10.45	9.92	7.91	7.25
1994	7.88	13.68	11.24	10.17	10.81	10.77	11.20	11.83	10.57	10.05	8.04	7.19
<b>WOMEN</b>												
<b>Weekly earnings</b>												
1987	..	171.3	154.4	132.9	145.1	144.9	150.7	169.0	151.2	134.2	122.9	127.8
1988	151.7	187.7	170.0	142.1	162.3	159.6	170.6	185.2	164.2	152.4	136.6	130.3
1989	..	205.9	190.6	164.9	172.7	181.5	176.7	203.2	180.8	167.8	150.7	148.7
1990	176.4	228.7	210.2	178.9	192.7	197.9	197.6	230.3	204.3	180.4	163.9	150.5
1991	173.3	228.6	209.4	179.0	191.8	197.4	197.6	227.2	201.4	179.9	163.5	147.2
1992	195.7	258.7	231.4	197.7	216.2	219.3	215.7	247.6	220.2	196.2	182.2	164.6
1993	220.8	278.2	251.3	211.9	226.6	233.5	232.0	263.9	236.3	206.9	193.7	202.7
1994	211.8	293.4	269.8	223.4	235.5	243.5	258.5	284.5	255.4	216.8	204.4	215.2
1994	221.1	305.3	270.6	229.9	252.6	256.6	260.6	306.7	265.5	229.9	212.3	219.0
<b>Hours worked</b>												
1987	..	37.6	37.6	37.8	38.3	38.0	37.0	36.5	37.0	37.2	38.2	39.3
1988	37.4	37.6	37.5	37.9	38.3	38.1	37.3	36.6	37.2	37.3	38.3	39.2
1989	..	37.6	37.4	38.2	38.2	38.2	37.4	36.6	37.2	37.4	38.4	39.9
1990	..	37.8	37.5	37.7	38.2	38.0	37.3	36.5	37.2	37.3	38.3	39.6
1991	38.7	37.9	37.4	38.2	38.2	38.1	37.7	36.6	37.4	38.3	39.3	39.5
1992	..	37.8	37.6	38.2	38.2	38.0	37.6	36.6	37.4	37.5	38.5	39.1
1993	38.4	37.8	37.5	37.7	38.0	38.0	37.7	36.7	37.4	37.5	38.3	39.6
1994	39.0	37.7	37.5	37.8	38.2	38.0	37.4	36.8	37.4	37.4	38.4	39.7
1994	39.0	37.8	37.4	38.2	38.2	38.1	37.7	36.8	37.6	37.7	38.6	40.2
<b>Hourly earnings</b>												
1987	..	4.56	4.11	3.47	3.78	3.79	4.05	4.49	3.96	3.46	3.19	3.17
1988	3.97	4.99	4.52	3.74	4.21	4.16	4.52	4.97	4.35	3.97	3.54	3.60
1989	..	5.47	5.11	4.26	4.53	4.71	4.72	5.45	4.79	4.45	3.90	3.84
1990	..	6.04	5.50	4.66	4.95	5.14	5.28	6.15	5.40	4.78	4.24	4.35
1991	5.09	6.03	5.48	4.66	4.92	5.13	5.23	6.06	5.29	4.78	4.23	4.29
1992	..	6.86	6.19	5.22	5.59	5.75	5.73	6.66	5.83	5.20	4.68	4.89
1993	5.38	7.34	6.67	5.58	6.12	6.12	7.05	6.22	5.46	5.01	4.51	4.61
1994	5.60	7.76	7.15	5.76	6.17	6.39	6.84	7.68	6.74	5.80	5.30	5.46
1994	5.60	8.16	7.26	5.94	6.57	6.72	6.88	8.26	7.00	6.05	5.47	5.51
<b>ALL</b>												
<b>Weekly earnings</b>												
1987	195.7	272.2	250.3	227.5	232.5	239.6	235.8	243.2	227.4	222.3	175.1	168.9
1988	218.0	293.1	270.1	255.4	252.9	263.3	258.5	272.8	250.8	246.7	195.6	191.2
1989	228.2	321.1	292.7	284.6	279.4	294.9	275.4	290.5	271.6	278.3	215.4	203.8
1990	261.4	356.7	314.9	312.9	305.5	321.6	307.6	326.0	305.5	309.1	235.6	226.1
1991	249.5	352.5	310.1	306.1	299.4	314.6	298.8	319.4	296.3	307.2	231.1	216.4
1992	277.8	392.0	340.8	329.0	328.3	341.5	324.6	341.4	318.7	329.6	229.3	220.6
1993	287.9	420.3	369.0	347.9	350.3	360.6	353.2	368.6	342.1	350.7	264.1	260.2
1994	290.0	431.3	390.2	363.8	368.6	379.5	390.5	385.6	363.6	359.9	276.0	260.2
1994	304.9	459.8	398.5	371.4	387.5	391.2	381.2	401.4	369.1	374.7	284.2	259.3
<b>Hours worked</b>												
1987	..	38.2	38.3	39.4	39.5	39.4	38.1	37.3	38.1	39.3	39.1	40.9
1988	40.1	38.2	38.4	39.4	39.6	39.5	38.1	37.4	38.1	39.2	39.2	40.6
1989	39.7	38.4	38.3	39.7	39.5	39.7	38.1	37.5	38.1	39.6	39.2	41.4
1990	39.8	38.8	38.3	39.6	39.3	39.6	38.1	37.3	38.1	39.5	39.1	40.8
1991	40.8	38.9	38.8	39.9	39.5	39.9	39.1	37.7	38.8	39.5	39.4	40.9
1992	41.0	38.6	38.5	39.3	39.2	39.3	38.9	37.5	38.6	39.4	39.6	40.5
1993	41.5	38.7	38.5	39.4	39.1	39.3	38.9	37.8	38.7	39.6	39.3	40.8
1994	40.3	38.3	38.5	39.5	39.1	39.2	38.8	37.7	38.6	39.4	39.5	40.8
1994	41.6	38.5	38.7	39.7	39.2	39.4	39.3	37.8	39.1	39.7	39.8	41.3
<b>Hourly earnings</b>												
1987	..	7.05	6.42	5.66	5.82	5.99	6.01	6.22	5.74	5.56	4.31	4.00
1988	4.77	7.56	6.86	6.30	6.30	6.55	6.61	6.87	6.28	6.17	4.79	4.34
1989	5.31	8.28	7.54	6.39	6.34	6.94	7.28	7.42	6.86	6.96	5.28	4.82
1990	6.11	9.04	8.09	6.67	7.64	7.99	7.79	8.24	7.62	7.68	5.73	5.35
1991	5.74	8.95	7.86	7.43	7.43	7.75	7.35	8.00	7.26	7.63	5.59	5.09
1992	6.44	10.00	8.74	8.22	8.20	8.59	8.10	8.64	7.91	8.22	6.02	5.70
1993	6.43	10.77	9.48	8.58	8.75	9.02	8.91	9.13	8.44	8.69	6.48	5.96
1994	6.99	11.12	9.88	8.98	9.27	9.53	9.75	9.75	9.05	8.99	6.76	6.27
1994	7.22	11.85	10.06	9.21	9.81	9.86	9.68	10.38	9.22	9.20	6.92	6.30

Note: Results for each year up to and including 1989 together with the first row of figures for 1990 are based on the Key list of Occupations for Statistical Purposes (KOS). Results for 1991 onwards together with the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See technical Note in Employment Gazette, page 610, November 1991. "..." denotes information not available.

# EARNINGS AND HOURS 5.5

Average earnings and hours of full-timenon-manual employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering; repairs	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9	
<b>£</b>												
222.6	273.7	281.9	277.0	316.9	305.3	302.0	244.2	260.9	251.8	273.7	261.9	265.9
246.6	295.6	309.5	301.1	364.6	344.0	340.8	265.9	291.1	276.9	300.5	291.0	294.1
272.9	334.1	331.2	332.9	388.6	380.3	374.8	287.5	315.8	299.8	331.5	319.3	323.6
286.8	359.6	345.8	353.9	439.3	422.9	415.2	315.0	340.1	326.5	364.1	349.9	354.9
282.7	342.7	344.6	343.4	439.5	428.6	417.7	312.2	338.4	323.2	351.0	342.6	346.4
300.5	373.5	381.6	376.5									

# 5.6

## EARNINGS AND HOURS Average earnings and hours of full-time employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manufacturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
<b>MEN</b>												
<b>Weekly earnings</b>												
1987	145.1	261.5	233.6	213.2	223.4	222.0	219.9	254.2	216.5	198.6	191.9	153.3
1988	167.0	286.0	251.6	238.1	240.3	243.1	237.7	279.8	236.3	218.1	210.6	189.9
1989	174.5	312.1	273.5	262.3	265.8	268.3	256.7	299.0	254.4	242.9	232.3	184.9
1990	195.7	345.8	295.4	287.0	289.2	292.9	284.0	324.5	280.3	277.3	253.6	200.2
1991	214.2	385.4	316.3	302.1	311.5	311.6	308.2	344.2	298.7	294.9	271.7	212.5
1992	225.0	416.6	340.1	320.7	332.0	331.2	327.6	367.6	318.3	315.6	285.7	227.1
1993	233.2	430.7	357.6	335.0	345.4	344.2	347.9	387.6	333.5	320.5	295.7	229.1
1994	241.7	459.3	368.5	343.2	356.5	353.7	343.5	398.1	338.6	328.3	303.7	225.9
<b>Hours worked</b>												
1987	44.3	41.0	43.0	43.3	42.2	42.8	43.8	41.4	43.2	43.4	42.0	43.3
1988	46.3	41.2	43.2	44.2	42.4	43.3	43.9	41.9	43.4	44.0	42.0	42.7
1989	46.2	41.4	43.3	44.6	42.7	43.8	44.2	41.7	43.4	44.5	42.1	42.6
1990	46.7	41.7	43.1	44.2	42.5	43.6	44.5	41.5	43.3	44.4	42.0	42.5
1991	47.0	41.8	42.2	42.4	41.4	41.8	44.1	40.8	42.5	43.7	41.8	42.1
1992	46.3	41.6	42.2	43.1	41.3	42.1	44.0	40.9	42.7	43.5	41.5	42.1
1993	45.9	40.9	42.1	42.7	41.3	41.8	43.5	40.8	42.5	43.1	41.7	42.0
1994	46.4	41.0	42.4	43.0	41.5	42.2	43.9	41.1	42.9	43.4	41.0	42.3
<b>Hourly earnings</b>												
1987	3.14	6.33	5.37	4.88	5.25	5.14	4.95	5.95	4.91	4.52	4.45	3.50
1988	3.45	6.88	5.75	5.31	5.61	5.55	5.33	6.42	5.29	4.89	4.86	3.74
1989	3.63	7.46	6.26	5.77	6.14	6.06	5.70	6.97	5.73	5.38	5.37	4.53
1990	4.04	8.17	6.79	6.37	6.65	6.24	6.24	7.52	6.27	6.12	5.82	4.24
1991	4.40	9.09	7.43	7.02	7.42	7.38	6.88	8.11	6.82	6.60	6.25	4.91
1992	4.73	9.97	7.98	7.30	7.90	7.76	7.34	8.57	7.22	7.09	6.70	5.12
1993	4.97	10.44	8.34	7.71	8.25	8.14	7.84	8.98	7.61	7.29	6.90	5.23
1994	5.15	11.10	8.54	7.88	8.54	8.33	7.77	9.54	7.73	7.37	7.02	5.40
<b>WOMEN</b>												
<b>Weekly earnings</b>												
1987	122.3	169.6	142.3	131.3	133.1	137.0	137.2	157.6	128.3	134.8	120.9	105.7
1988	124.9	186.2	155.0	139.2	145.0	148.7	148.8	173.3	138.4	151.0	133.7	118.2
1989	135.5	203.5	174.2	157.7	155.2	164.9	159.3	190.7	151.5	166.7	147.8	128.4
1990	150.5	226.0	193.3	173.2	170.7	180.3	178.4	213.5	170.5	178.5	160.5	142.4
1991	164.3	254.4	211.7	189.3	188.0	197.8	198.4	228.5	184.6	195.5	178.7	153.0
1992	184.1	275.3	229.5	203.9	198.8	211.6	209.6	242.8	198.3	205.7	189.8	163.9
1993	182.5	291.1	245.2	214.2	206.0	220.2	227.1	265.2	219.1	215.9	200.7	169.0
1994	195.2	303.7	248.2	220.0	217.9	230.1	227.8	285.0	219.0	228.7	208.2	174.6
<b>Hours worked</b>												
1987	40.1	37.6	38.6	38.8	39.6	39.3	39.4	37.6	38.9	37.6	38.3	39.0
1988	39.6	37.7	38.6	38.9	39.8	39.5	39.6	37.7	39.1	37.4	38.5	38.8
1989	39.8	37.7	38.5	39.1	39.8	39.5	39.8	37.8	39.1	37.6	38.5	39.4
1990	40.0	37.9	38.7	38.9	39.7	39.3	39.9	37.8	39.1	37.6	38.4	39.2
1991	40.9	37.8	38.5	38.2	39.1	38.8	39.9	37.6	38.7	38.5	38.6	39.1
1992	39.9	37.8	38.5	38.5	39.2	39.0	40.0	37.6	39.0	37.7	38.4	39.3
1993	40.6	37.7	38.5	38.4	39.4	39.0	39.8	37.8	39.0	37.5	38.6	39.0
1994	40.6	37.8	38.7	38.8	39.7	39.3	40.1	37.6	39.2	37.9	38.8	39.5
<b>Hourly earnings</b>												
1987	3.05	4.51	3.68	3.35	3.35	3.47	3.47	4.09	3.25	3.46	3.13	2.73
1988	3.13	4.93	4.00	3.57	3.63	3.75	3.72	4.53	3.51	3.93	3.45	3.00
1989	3.40	5.40	4.52	4.00	3.90	4.15	4.00	4.97	3.84	4.41	3.81	3.22
1990	3.75	5.96	4.92	4.39	4.25	4.54	4.46	5.54	4.30	4.70	4.14	3.56
1991	4.03	6.76	5.50	4.92	4.76	5.07	4.84	5.99	4.71	5.16	4.58	4.02
1992	4.43	7.26	5.92	5.27	5.06	5.41	5.22	6.32	5.02	5.41	4.90	4.21
1993	4.40	7.70	6.33	5.45	5.23	5.62	5.64	6.95	5.41	5.75	5.18	4.32
1994	4.77	8.12	6.43	5.60	5.47	5.84	5.65	7.50	5.54	6.00	5.34	4.47
<b>ALL</b>												
<b>Weekly earnings</b>												
1987	142.7	248.1	216.6	202.6	198.9	207.0	197.7	228.2	188.7	194.1	166.5	130.9
1988	161.6	271.1	233.1	225.4	214.4	226.2	213.6	250.8	205.2	212.6	183.9	146.3
1989	169.7	295.0	254.8	248.8	234.2	249.7	229.0	268.0	220.8	236.3	202.5	157.2
1990	190.5	326.8	275.2	272.8	256.1	272.6	253.6	291.6	245.1	268.5	220.9	171.2
1991	207.9	363.2	295.3	287.3	276.9	291.1	274.1	308.9	261.6	285.7	238.5	184.4
1992	220.0	391.4	318.6	305.5	295.4	309.5	293.6	331.5	280.1	305.5	251.7	196.4
1993	226.9	403.3	334.8	318.9	308.7	322.4	313.2	347.1	295.1	310.2	262.7	200.1
1994	236.2	426.9	343.8	326.5	320.1	332.1	310.2	364.9	300.4	318.6	270.4	202.1
<b>Hours worked</b>												
1987	43.9	40.5	42.2	42.7	41.5	42.2	42.6	40.4	41.8	43.0	40.6	41.2
1988	45.4	40.6	42.3	43.5	41.7	42.6	42.7	40.7	42.0	43.4	40.7	40.8
1989	45.4	40.8	42.4	43.9	41.9	43.0	42.9	40.5	41.9	43.9	40.8	40.9
1990	46.0	41.1	42.2	43.6	41.7	42.8	43.1	40.4	41.9	43.8	40.7	40.7
1991	46.2	41.1	41.4	41.9	40.7	41.3	42.8	39.8	41.3	43.2	40.6	40.5
1992	45.5	40.9	41.5	42.5	40.7	41.5	42.7	39.9	41.5	43.0	40.3	40.7
1993	45.2	40.3	41.4	42.1	40.8	41.3	42.4	39.9	41.4	42.6	40.6	40.5
1994	45.7	40.4	41.6	42.4	41.0	41.7	42.8	40.0	41.7	42.9	40.8	40.9
<b>Hourly earnings</b>												
1987	3.13	6.08	5.08	4.70	4.76	4.87	4.57	5.47	4.41	4.46	3.99	3.15
1988	3.41	6.61	5.43	5.11	5.09	5.25	4.90	5.92	4.75	4.82	4.38	3.39
1989	3.61	7.15	5.96	5.57	5.52	5.74	5.24	6.43	5.14	5.31	4.82	3.74
1990	4.01	7.84	6.45	6.15	6.06	6.29	5.74	6.96	5.66	6.02	5.24	4.46
1991	4.35	8.72	7.06	6.77	6.70	6.98	6.29	7.48	6.15	6.49	5.66	4.67
1992	4.69	9.51	7.60	7.06	7.12	7.35	6.74	7.94	6.54	6.96	6.07	4.79
1993	4.91	9.93	7.95	7.44	7.47	7.72	7.22	8.39	6.93	7.16	6.31	4.96
1994	5.11	10.52	8.13	7.60	7.75	7.91	7.17	8.97	7.06	7.26	6.45	4.96

# 5.6

## EARNINGS AND HOURS Average earnings and hours of full-time employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering/repairs	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
6	71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9
<b>MEN</b>												
<b>Weekly earnings</b>												
1987	168.1	222.9	234.1	226.9	311.9	288.8	284.5	228.5	235.5	224.1	222.3	227.6
1988	206.1	238.5	246.9	241.4	358.3	324.4	320.1	252.3	262.5	247.0	242.3	250.6
1989	227.8	259.8	265.6	262.0	382.6	358.1	350.9	274.0	284.8	269.2	264.6	275.2
1990	247.8	281.1	281.3	281.2	433.0	397.2	390.5	299.8	308.1	293.4	289.2	295.6
1991	264.3	302.6	303.0	302.7	454.5	418.5	412.8	328.3	344.3	327.3	308.1	325.7
1992	278.5	320.0	335.0	325.4	489.9	437.8	436.4	347.6	381.0	349.9	328.3	346.6
1993	287.1	337.9	344.4	340.2	509.7	451.8	449.9	373.7	394.4	366.8	342.7	361.3
1994	293.9	340.5	373.1	352.0	526.0	459.1	461.3	374.6	403.1	372.6	350.9	369.3
<b>Hours worked</b>												
1987	42.1	46.5	43.5	45.4	36.8	38.8	38.2	39.8	37.3	39.2	43.0	40.9
1988	42.1	47.2	42.9	44.0	36.9	38.8	38.4	39.7	37.0	39.1	43.3	40.9
1989	42.1	47.6	42.5	45.5	36.7	39.5	38.8	39.6	37.1	39.2	43.6	41.0
1990	42.0	47.2	42.6	44.4	36.7	39.5	38.8	39.5	36.9	39.1	43.4	40.9
1991	41.8	46.5	41.7	44.7	36.5	39.7	38.7	39.1	36.7	38.7	42.1	40.6
1992	41.6	46.3	42.6	44.9	36.5	39.5	38.6	39.2	36.7	38.7	42.3	40.6
1993	41.8	46.4										

# 5.8 UNIT WAGE COSTS \*

All employees: index for main industrial sectors

UNITED KINGDOM	Manufacturing	Per cent change from a year earlier	Energy and water supply	Production industries	Construction	Whole economy	
						Per cent change from a year earlier	Per cent change from a year earlier
SIC 1992 1990=100							
1980	64.5	22.9	72.4	62.7	54.4	53.5	21.9
1981	70.6	9.5	79.4	66.3	62.2	58.6	9.5
1982	73.9	4.7	83.6	68.4	60.9	61.6	5.1
1983	74.6	.9	80.8	67.9	61.8	63.7	3.4
1984	77.1	3.4	100.4	67.1	64.5	67.6	6.1
1985	81.5	5.7	87.0	73.5	67.8	71.2	5.3
1986	84.8	4.0	77.0	74.1	70.6	74.3	4.4
1987	85.9	2.5	76.6	77.5	72.0	77.7	4.6
1988	89.2	2.6	86.6	81.2	77.8	83.0	6.8
1989	93.2	4.5	97.6	93.8	90.6	91.0	9.6
1990	100.0	7.3	100.0	100.0	100.0	100.0	9.9
1991	107.0	7.0	102.5	100.9	107.0	107.3	7.3
1992	109.1	2.0	106.3	102.8	107.3	111.7	4.1
1993	109.7	.5	101.8	100.0	103.9	112.3	.5
1989 Q1	90.5	2.7	..	..	..	87.6	8.6
1989 Q2	92.9	3.2	..	..	..	89.9	9.3
1989 Q3	94.0	6.1	..	..	..	92.1	10.3
1989 Q4	95.4	5.7	..	..	..	94.4	10.3
1990 Q1	97.2	7.4	..	..	..	96.5	10.1
1990 Q2	98.6	6.1	..	..	..	98.7	9.8
1990 Q3	100.9	7.4	..	..	..	101.6	10.4
1990 Q4	103.4	8.4	..	..	..	103.2	9.3
1991 Q1	105.3	8.4	..	..	..	105.3	9.2
1991 Q2	107.4	8.9	..	..	..	106.5	7.9
1991 Q3	107.2	6.3	..	..	..	108.1	6.4
1991 Q4	108.2	4.7	..	..	..	109.1	5.7
1992 Q1	110.2	4.6	..	..	..	111.4	5.8
1992 Q2	108.5	1.0	..	..	..	112.1	5.2
1992 Q3	108.8	1.5	..	..	..	111.4	3.1
1992 Q4	108.8	.5	..	..	..	112.0	2.7
1993 Q1	109.2	-9	..	..	..	112.2	.7
1993 Q2	108.7	.2	..	..	..	112.1	.0
1993 Q3	110.3	1.4	..	..	..	112.1	.6
1993 Q4	110.7	1.7	..	..	..	112.7	.6
1994 Q1	111.3	1.9	..	..	..	113.6	1.3
1994 Q2	108.6	-1	..	..	..	111.8	-3
1992 Aug	109.6	1.6	..	..	..	..	..
1992 Sep	108.3	.6	..	..	..	..	..
1992 Oct	108.9	.4	..	..	..	..	..
1992 Nov	108.8	1.2	..	..	..	..	..
1992 Dec	108.7	.0	..	..	..	..	..
1993 Jan	108.3	-1.4	..	..	..	..	..
1993 Feb	108.3	-7	..	..	..	..	..
1993 Mar	107.9	-7	..	..	..	..	..
1993 Apr	107.6	-7	..	..	..	..	..
1993 May	108.3	-2.0	..	..	..	..	..
1993 Jun	110.1	1.9	..	..	..	..	..
1993 Jul	109.7	1.1	..	..	..	..	..
1993 Aug	110.8	1.1	..	..	..	..	..
1993 Sep	110.5	2.1	..	..	..	..	..
1993 Oct	111.0	1.9	..	..	..	..	..
1993 Nov	111.0	2.0	..	..	..	..	..
1993 Dec	110.1	1.3	..	..	..	..	..
1994 Jan	110.1	1.6	..	..	..	..	..
1994 Feb	110.2	1.7	..	..	..	..	..
1994 Mar	113.5	2.4	..	..	..	..	..
1994 Apr	108.2	.6	..	..	..	..	..
1994 May	109.0	.6	..	..	..	..	..
1994 Jun	108.6	-1.4	..	..	..	..	..
1994 Jul	108.8	-.8	..	..	..	..	..
1994 Aug	110.5	-3	..	..	..	..	..
Three months ending:							
1992 Aug	108.7	2.0	..	..	..	..	..
1992 Sep	108.8	1.5	..	..	..	..	..
1992 Oct	108.9	.9	..	..	..	..	..
1992 Nov	108.7	.7	..	..	..	..	..
1992 Dec	108.8	.5	..	..	..	..	..
1993 Jan	108.6	-1	..	..	..	..	..
1993 Feb	108.5	-7	..	..	..	..	..
1993 Mar	109.2	-9	..	..	..	..	..
1993 Apr	108.9	-2	..	..	..	..	..
1993 May	108.9	-7	..	..	..	..	..
1993 Jun	108.7	.2	..	..	..	..	..
1993 Jul	109.4	.3	..	..	..	..	..
1993 Aug	110.2	1.3	..	..	..	..	..
1993 Sep	110.3	1.4	..	..	..	..	..
1993 Oct	110.7	1.7	..	..	..	..	..
1993 Nov	110.8	2.0	..	..	..	..	..
1993 Dec	110.7	1.7	..	..	..	..	..
1994 Jan	110.4	1.6	..	..	..	..	..
1994 Feb	110.1	1.5	..	..	..	..	..
1994 Mar	111.3	1.9	..	..	..	..	..
1994 Apr	110.6	1.6	..	..	..	..	..
1994 May	110.2	1.2	..	..	..	..	..
1994 Jun	108.6	-1	..	..	..	..	..
1994 Jul	108.8	-5	..	..	..	..	..
1994 Aug	109.3	-8	..	..	..	..	..

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. The indices have been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1985=100 basis were last published in *Employment Gazette*, September 1993.

# EARNINGS 5.9

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

	Great Britain (1,2)	Belgium (7,8)	Canada (8)	Denmark (6,8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2,5)	Netherlands (4)	Spain (2,8,9)	Sweden (6,8)	United States (8,10)
Annual averages														
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	126.2	105	110	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	116	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	122	133.8	119.9	123	210	131	134.7	120.1	109	148.2	148.5	114
1991	162.4	122	128	139.8	125.1	130	246	138	147.9	124.3	113	160.3	155.4	117
1992	173.1	128	132	144.4	129.6	138	279	145	155.9	125.3	118	172.3	162.6	120
1993	180.8	131	135	148.0	133.0	146	309	..	161.2	125.8	122	184.4	167.7	123
Quarterly averages														
1992 Q2	170.5	128	132	145.3	129.1	136	275	142	155.5	128.2	118	171.4	163.5	120
1992 Q3	174.0	127	132	145.2	130.2	141	282	142	156.0	123.6	119	173.7	163.6	120
1992 Q4	176.6	131	133	146.1	131.2	141	289	145	156.9	125.2	119	177.5	164.9	121
1993 Q1	179.6	128	135	145.1	131.9	142	295	147	159.3	123.8	120	179.5	165.6	122
1993 Q2	178.9	130	135	147.9	132.5	146	303	150	160.3	129.7	122	183.1	169.1	123
1993 Q3	181.6	131	134	148.7	133.2	147	311	..	162.4	124.7	122	185.5	167.6	123
1993 Q4	183.5	133	135	150.1	134.1	148	326	..	162.9	125.9	123	188.8	169.6	125
1994 Q1	188.0	131	138	..	134.6	149	..	..	166.1	128.1	124	..	171.4	126
1994 Q2	186.7	..	137	..	..	..	..	..	166.8	132.6	..	..	174.9	126
Monthly														
1992 Jul	172.4	..	131	148.0	130.2	141	..	..	155.9	123.9	119	..	165.6	120
1992 Aug	175.5	..	132	143.4	..	..	..	..	155.9	121.8	119	..	162.0	120
1992 Sep	174.3	127	133	144.3	..	..	..	142	156.2	125.0	119	..	163.2	121
1992 Oct	176.8	..	133	145.2	131.2	141	..	..	156.8	125.4	119	..	163.8	121
1992 Nov	176.4	..	133	144.8	..	..	..	..	156.8	125.7	119	..	164.4	121
1992 Dec	176.4	131	135	148.4	..	..	..	145	157.2	124.4	119	..	166.6	122
1993 Jan	177.3	..	135	145.2	131.9	141	..	..	159.3	120.7	120	..	166.6	122
1993 Feb	178.8	..	136	145.2	..	..	..	..	159.3	125.6	120	..	165.2	122
1993 Mar	182.5	128	135	145.0	..	..	..	147	159.3	125.2	120	..	165.2	122
1993 Apr	177.2	..	136	146.6	132.5	142	..	..	159.3	126.3	122	..	168.0	123
1993 May	180.0	..	134	147.9	..	..	..	..	159.4	126.8	122	..	169.4	123
1993 Jun	179.5	130	134	149.3	..	..	..	150	162.1	135.8	122	..	167.0	123
1993 Jul	180.8													

## 6.1 RETAIL PRICES

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

	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
1993 Sep	141.9	0.4	1.9	1.8	142.8	0.5	2.1
Oct	141.8	-0.1	0.9	1.4	142.7	-0.1	1.0
Nov	141.6	-0.1	0.4	1.4	142.5	-0.1	0.8
Dec	141.9	0.2	0.6	1.9	142.8	0.2	0.8
1994 Jan	141.3	-0.4	0.4	2.5	142.1	-0.5	0.4
Feb	142.1	0.6	0.6	2.4	142.9	0.6	0.6
Mar	142.5	0.3	0.4	2.3	143.2	0.2	0.3
Apr	144.2	1.2	1.7	2.6	144.9	1.2	1.5
May	144.7	0.3	2.2	2.6	145.2	0.1	1.9
Jun	144.7	0.0	2.0	2.6	145.3	-0.1	1.8
Jul	144.0	-0.5	1.9	2.3	144.6	0.5	1.8
Aug	144.7	0.5	1.8	2.4	145.3	0.5	1.7
Sep	145.0	0.2	1.8	2.2	145.7	0.3	1.7

Between August and September there were further price rises for clothing and household goods following the earlier reductions in summer sales. Also, charges for various leisure activities increased during the month. However, food prices and motoring costs fell over the month.

**Food:** Between August and September seasonal food prices fell by 3.6 per cent, with reductions for potatoes and most fresh fruit. There was also a fall in non-seasonal food prices of 0.4 per cent. Beef, poultry and processed foods were cheaper and there were offers for biscuits and cakes. There were though, further price increases for coffee and bacon was dearer as well.

**Catering:** The increase in the index for this group was mainly a result of higher charges for school meals for the autumn term.

**Housing:** The increase between August and September mainly reflected a continuing rise in the average outstanding mortgage debt.

**Household goods:** There were further price recoveries from the summer sales in September, particularly for furniture and furnishings. There were though some sales continuing for electrical appliances and offers on household consumables.

**Clothing and footwear:** Between August and September, there were further price increases across the whole range of clothing and footwear, but especially for women's clothing.

**Motoring expenditure:** A reduction in the price of petrol (averaging between 1-2p per gallon) was the main factor contributing to the fall in this index.

**Leisure services:** The monthly rise reflected higher charges for evening classes and other recreational activities. Holidays abroad were also dearer.

## 6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for September 13

	Index Jan 1987=100		Percentage change over			Index Jan 1987=100		Percentage change over	
	Index Jan 1987=100	Percentage change over	1 month	12 months		Index Jan 1987=100	Percentage change over		
							1 month	12 months	
<b>ALL ITEMS</b>	145.0	0.2	2.2		<b>Tobacco</b>	168.5	0.0	0.0	
<b>Food and catering</b>	138.5	-0.6	1.3		Cigarettes	169.7			
<b>Alcohol and tobacco</b>	162.4	0.2	3.2		Tobacco	160.6			
<b>Housing and household expenditure</b>	145.6	0.2	2.9		<b>Housing</b>	157.3	0.2	0.9	
<b>Personal expenditure</b>	133.7	1.9	1.7		Rent	191.7			
<b>Travel and leisure</b>	146.3	0.1	1.7		Rates, community charge and council tax	127.8			
<b>All items excluding seasonal food</b>	145.7	0.3	2.0		Water and other payments	222.6			
<b>All items excluding food</b>	147.6	0.4	2.4		Repairs and maintenance charges	152.0			
<b>Seasonal food</b>	116.4	-3.6	7.5		Do-it yourself materials	144.0			
<b>Food excluding seasonal</b>	134.2	-0.4	-0.6		Dwelling insurance & ground rent	197.9			
<b>All items excluding housing</b>	142.3	0.2	1.8		<b>Fuel and Light</b>	134.2	0.0	0.9	
<b>All items exc mortgage interest</b>	144.7	0.2	2.0		Coal and solid fuels	126.2			
<b>Consumer durables</b>	116.3	1.7	-0.6		Electricity	148.6			
<b>Food</b>	131.6	-0.8	0.5		Gas	122.4			
Bread	136.2				Oil and other fuels	113.2			
Cereals	137.6				<b>Household goods</b>	129.0	0.5	0.2	
Biscuits and cakes	144.0				Furniture	129.3			
Beef	129.7				Furnishings	126.6			
Lamb	122.5				Electrical appliances	107.6			
of which, home-killed lamb	121.7				Other household equipment	134.8			
Pork	120.4				Household consumables	145.7			
Bacon	134.8				Pet care	131.6			
Poultry	106.5				<b>Household services</b>	142.5	0.1	-0.2	
Other meat	122.3				Postage	145.6			
Fish	121.7				Telephones, telemessages, etc	113.5			
of which, fresh fish	129.9				Domestic services	163.7			
Butter	134.8				Fees and subscriptions	159.3			
Oil and fats	130.3				<b>Clothing and footwear</b>	122.2	3.0	0.0	
Cheese	143.6				Men's outerwear	121.9			
Eggs	128.6				Women's outerwear	110.2			
Milk fresh	145.1				Children's outerwear	121.0			
Milk products	137.1				Other clothing	141.8			
Tea	147.5				Footwear	126.7			
Coffee and other hot drinks	116.0				<b>Personal goods and services</b>	155.2	0.1	4.2	
Soft drinks	155.3				Personal articles	123.2			
Sugar and preserves	141.1				Chemists goods	158.2			
Sweets and chocolates	134.5				Personal services	190.1			
Potatoes	150.0				<b>Motoring expenditure</b>	150.4	-0.2	1.8	
of which, unprocessed potatoes	171.8				Purchase of motor vehicles	131.6			
Vegetables	107.3				Maintenance of motor vehicles	167.0			
of which, other fresh vegetables	98.3				Petrol and oil	151.8			
Fruit	116.8				Vehicles tax and insurance	196.6			
of which, fresh fruit	113.6				<b>Fares and other travel costs</b>	156.0	-0.1	2.2	
Other foods	135.3				Rail fares	169.5			
<b>Catering</b>	163.4	0.4	3.9		Bus and coach fares	166.0			
Restaurant meals	161.5				Other travel costs	140.6			
Canteen meals	171.3				<b>Leisure goods</b>	121.2	0.2	-1.0	
Take-aways and snacks	162.9				Audio-visual equipment	75.5			
<b>Alcoholic drink</b>	159.7	0.3	2.0		Tapes and discs	115.6			
Beer	166.4				Toys, photographic and sport goods	121.2			
on sales	170.5				Books and newspapers	159.9			
off sales	140.1				Gardening products	140.4			
Wines and spirits	150.5				<b>Leisure services</b>	163.9	0.7	3.2	
on sales	161.7				Television licences and rentals	118.5			
off sales	143.2				Entertainment and other recreation	197.3			
					Foreign Holidays (Jan 1993 = 100)*	103.8			
					UK Holidays (Jan 1994 = 100)#	101.4			

Note: Indices are given to one decimal place to provide as much information as is available although accuracy is reduced at lower levels of aggregation. For this reason, annual percentage changes for individual sections are given rounded to the nearest whole number. \* Foreign holidays were introduced into the RPI, within the leisure services component with effect from February 1993. # UK holidays were introduced into the RPI, within the leisure services component with effect from February 1994.

Source: Central Statistical Office

## RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on September 13 for a number of important items derived from prices collected by the Central Statistical Office for the purpose of the General Index of Retail Prices in more than 180 areas in the United Kingdom are given below.

### Average prices on September 13 1994

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
<b>FOOD ITEMS</b>			
<b>Beef: home-killed, per lb</b>			
Best beef mince	682	153	109- 218
Topside	643	276	199- 320
Brisket (without bone)	491	210	187- 244
Rump steak	676	377	324- 450
Stewing steak	662	196	148- 278
<b>Lamb: home-killed, per lb</b>			
Loin (with bone)	660	289	229- 349
Shoulder (with bone)	631	134	99- 199
Leg (with bone)	600	229	195- 250
<b>Lamb: imported (frozen), per lb</b>			
Loin (with bone)	266	216	164- 298
Leg (with bone)	267	183	169- 199
<b>Pork: home-killed, per lb</b>			
Leg (foot off)	518	143	99- 184
Loin (with bone)	655	171	149- 218
Shoulder (with bone)	563	131	95- 188
<b>Bacon, per lb</b>			
Streaky	500	146	119- 199
Gammon	508	234	179- 296
Back, Danish	462	223	169- 299
Back, home produced	442	210	169- 269
<b>Ham</b>			
Ham (not shoulder), per 4oz	530	71	55- 99
<b>Sausages, per lb</b>			
Pork	546	116	85- 139
<b>Canned meats</b>			
Corned beef, 12oz can	327	89	69- 105
<b>Chicken: roasting, oven ready, per lb</b>			
Frozen	306	72	62- 82
Fresh or chilled	664	91	64- 105
<b>Fresh and smoked fish, per lb</b>			
Cod fillets	533	266	199- 320
Rainbow trout	520	224	155- 399
<b>Canned fish</b>			
Red salmon, half size can	333	118	99- 139
<b>Bread</b>			
White loaf, sliced, 800g	364	51	35- 78
White loaf, unwrapped, 800g	347	74	59- 85
Brown loaf, sliced, 400g	354	52	37- 59
Brown loaf, unsliced, 800g	341	77	59- 87
<b>Flour</b>			
Self raising, per 1.5kg	324	57	37- 72
<b>Butter</b>			
Home produced, per 250g	318	68	63- 79
New Zealand, per 250g	316	65	63- 65
Danish, per 250g	310	76	73- 79

Or Scottish equivalent.

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.

### General Notes - Retail Prices

The responsibility for the Retail Prices Index was transferred in July 1989 from the Employment Department to the Central Statistical Office. The RPI is now being published in full in the CSO's *Business Monitor MM23*.

### Structure

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

### Definitions

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

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

# 6.4 RETAIL PRICES

## General index of retail prices

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	National- ised industries**	Consumer durables	Food			Catering	Alcoholic drink
								All	Seasonal +	Non- seasonal + food		
1987 Weights	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	78
1990	1,000	842	976	815	925	—	132	158	24	134	47	83
1991	1,000	849	976	808	924	—	128	151	24	127	47	77
1992	1,000	848	978	828	936	—	127	152	22	130	47	77
1993	1,000	856	979	836	952	—	127	144	21	123	45	80
1994	1,000	858	980	842	956	—	127	142	20	122	45	78
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	102.4	105.0	109.6	106.9
1989	115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5	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
1991	133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3	139.1	139.2
1992	138.5	140.5	139.1	134.3	136.4	—	115.5	128.3	114.7	130.6	147.9	148.1
1993	140.7	142.6	141.4	138.4	140.5	—	115.9	130.6	111.4	134.0	155.6	154.7
1987 Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	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	108.2	107.5	113.1	109.9
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
1991 Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	121.6	132.2	129.7
1992 Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	144.3	143.9
1992 Sep 8	139.4	141.8	140.3	134.9	137.3	—	116.0	127.1	104.0	131.1	149.6	150.1
Oct 13	139.9	142.3	140.7	135.5	137.8	—	116.8	127.4	106.5	131.1	151.7	151.0
Nov 10	139.7	142.1	140.5	135.6	137.9	—	116.8	127.3	106.3	130.9	150.7	150.7
Dec 8	139.2	141.3	139.9	135.7	138.1	—	117.1	128.4	110.6	131.5	151.2	150.0
1993 Jan 12	137.9	139.7	138.6	135.0	137.4	—	112.8	128.8	112.2	131.7	151.7	151.0
Feb 9	138.8	140.5	139.4	136.0	138.3	—	114.5	130.2	114.6	132.9	152.2	151.7
Mar 16	139.3	140.8	139.8	137.0	139.2	—	115.9	131.3	116.3	133.9	153.0	152.4
Apr 20	140.6	142.5	141.3	138.4	140.6	—	117.0	130.8	113.0	134.0	154.4	154.4
May 18	141.1	142.8	141.6	139.0	141.0	—	117.3	132.2	118.0	134.6	155.1	154.8
Jun 15	141.0	142.9	141.7	138.9	141.0	—	116.3	131.4	112.6	134.7	155.8	155.1
Jul 20	140.7	142.6	141.5	138.5	140.6	—	113.3	131.3	109.4	135.3	156.4	155.7
Aug 17	141.3	143.2	142.1	139.1	141.2	—	114.8	131.5	110.8	135.2	156.7	156.0
Sep 14	141.9	144.1	142.8	139.8	141.8	—	117.0	130.9	108.3	135.0	157.3	156.5
Oct 19	141.8	144.1	142.7	139.6	141.7	—	116.9	130.0	106.2	134.3	157.9	156.9
Nov 16	141.6	144.0	142.5	139.3	141.4	—	117.4	129.1	105.7	133.4	158.3	156.1
Dec 14	141.9	144.3	142.8	139.7	141.8	—	117.6	129.4	109.7	133.0	158.8	155.6
1994 Jan 18	141.3	143.5	142.1	139.3	141.3	—	113.0	130.0	110.3	133.5	159.1	156.9
Feb 15	142.1	144.3	142.9	140.2	142.2	—	114.8	130.8	112.6	134.0	159.5	157.3
Mar 15	142.5	144.7	143.2	140.6	142.6	—	116.2	131.6	115.1	134.4	160.0	157.2
Apr 19	144.2	146.5	144.9	141.6	143.9	—	116.0	131.9	115.3	134.8	160.8	157.6
May 17	144.7	146.9	145.2	142.1	144.5	—	116.2	133.2	123.2	134.8	161.3	157.8
Jun 14	144.7	147.0	145.3	142.1	144.4	—	115.9	133.1	122.6	134.8	161.7	158.5
Jul 19	144.0	146.2	144.6	141.2	143.7	—	112.3	132.3	119.5	134.4	162.2	159.1
Aug 16	144.7	147.0	145.3	142.0	144.4	—	114.4	132.7	120.8	134.7	162.8	159.3
Sep 13	145.0	147.6	145.7	142.3	144.7	—	116.3	131.6	116.4	134.2	163.4	159.7

Source: Central Statistical Office

+ For the February, March and April 1988 indices the weights used 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 the relative shares of household expenditure.  
 \*\* The Nationalised Industries index is no longer published from December 1989, see also General Notes under table 6.3.

# RETAIL PRICES 6.4

## General index of retail prices

Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi- ture	Fares and other travel	Leisure goods	Leisure services	1987 Weights
38	157	61	73	44	74	38	127	22	47	30	1987
36	160	55	74	41	72	37	132	23	50	29	1988
36	175	54	71	41	73	37	128	23	47	29	1989
34	185	50	71	40	69	39	131	21	48	30	1990
32	192	46	70	45	63	38	141	20	48	30	1991
35	172	47	77	48	59	40	143	20	47	32	1992
35	164	46	79	47	58	39	136	21	46	62	1993
35	158	45	76	47	58	37	142	20	48	71	1994
100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	1987 Annual averages
103.4	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1	1988
106.4	135.3	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1	1989
113.6	163.7	115.9	115.4	119.8	115.0	122.7	120.9	123.4	112.4	124.5	1990
129.9	160.8	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8	1991
144.2	159.6	127.8	126.5	137.0	118.8	142.2	138.7	143.9	120.8	150.0	1992
156.4	151.0	126.2	128.0	141.9	119.8	147.9	144.7	151.4	122.5	156.7	1993
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1987 Jan 13
101.4	103.9	98.3	103.3	105.0	101.1	104.3	105.1	105.1	102.8	103.6	1988 Jan 12
105.6	124.6	104.2	107.5	110.3	105.9	110.4	110.6	112.9	105.1	112.1	1989 Jan 17
108.3	145.8	110.6	112.0	116.3	110.8	118.6	115.0	117.5	110.1	119.6	1990 Jan 16
118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991 Jan 15
137.4	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992 Jan 14
145.9	162.1	127.5	127.1	137.7	120.0	143.9	139.3	145.2	121.0	153.7	1992 Sep 8
145.9	162.3	127.7	127.3	138.0	121.6	144.2	140.3	145.7	121.2	153.4	Oct 13
147.1	160.4	127.8	127.9	138.5	121.1	144.6	140.3	146.1	121.6	153.0	Nov 10
149.5	156.3	127.4	128.8	138.1	120.5	144.3	139.7	145.7	121.6	153.1	Dec 8
150.0	151.6	127.1	125.8	139.8	114.9	144.7	137.9	148.6	121.3	153.6	1993 Jan 12
150.0	152.0	127.1	126.7	140.5	117.0	145.5	139.2	149.2	122.4	153.9	Feb 9
150.0	149.5	127.3	127.9	141.2	119.2	146.3	140.6	149.5	122.5	154.2	Mar 16
155.7	150.0	127.0	128.7	142.2	120.9	147.5	144.7	150.4	122.8	155.8	Apr 20
156.6	150.1	126.2	128.9	141.8	121.3	147.8	145.3	152.3	123.2	156.1	May 18
156.7	150.4	125.7	128.1	140.7	120.2	147.3	146.9	152.6	122.8	156.4	Jun 15
156.8	150.6	125.4	126.5	142.2	116.0	147.8	147.2	152.0	121.7	156.7	Jul 20
158.5	151.0	125.4	128.0	142.6	117.7	148.7	147.4	152.3	122.4	157.2	Aug 17
159.5	151.3	125.7	128.8	142.8	122.2	149.0	147.8	152.6	122.4	158.8	Sep 14
159.7	151.5	125.9	128.4	143.0	122.6	149.2	147.2	152.5	122.7	158.9	Oct 19
159.8	151.7	125.8	129.0	143.4	122.8	150.6	145.2	152.4	123.1	159.4	Nov 16
163.0	151.9	125.6	129.7	142.9	122.5	149.9	146.7	152.3	123.1	159.6	Dec 14
166.5	150.2	125.4	126.1	142.4	116.2	149.5	147.5	154.0	122.3	160.1	1994 Jan 18
167.1	150.4	124.9	126.1	142.8	119.3	152.9	148.4	154.3	122.6	160.3	Feb 15
167.1	150.6	124.5	128.5	141.9	121.0	150.9	149.2	154.7	122.8	160.5	Mar 15
167.7	156.2	134.3	128.0	142.2	121.3	151.5	149.8	154.7	122.6	161.8	Apr 19
168.4	156.4	133.8	128.5	142.3	121.4	154.6	150.4	155.2	122.7	162.2	May 17
168.5	156.6	133.7	128.5	142.4	121.1	152.4	150.4	155.8	122.4	162.5	Jun 14
169.5	156.8	133.9	126.3	142.3	116.0	152.4	150.0	155.6	120.7	162.6	Jul 19
169.5	157.0	134.2	128.3	142.3	118.6	155.1	150.7	156.2	120.9	162.8	Aug 16
168.5	157.3	134.2	129.0	142.5	122.2	155.2	150.4	156.0	121.2	163.9	Sep 13

Note: The structures of the published components of the index were recast in February 1987. (See General Notes under table 6.3).



# 6.8 RETAIL PRICES Selected countries

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
<b>Annual averages</b>											
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	
1988	113.0	110.7	104.1	112.7	101.4	162.6	120.0	108.7	109.4	116.5	100.2
1989	121.8	116.3	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8	101.7
1990	133.3	122.9	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8	105.1
1991	141.1	129.0	114.6	124.1	110.7	265.9	145.0	120.0	121.3	140.2	109.0
1992	146.4	134.6	117.3	126.7	115.1	308.1	153.5	123.0	125.1	147.5	112.4
1993	148.7	139.1	120.6	128.3	119.8	352.6	160.6	125.6	126.9	153.8	115.9
											120.1
<b>Monthly</b>											
1993 Jul	148.8	139.3	120.9	128.2	120.2	348.3	160.5	125.7	127.3	154.3	120.2
Aug	149.4	139.6	121.4	128.4	120.2	349.8	161.5	125.7	127.3	154.6	120.6
Sep	149.4	140.0	121.2	128.8	120.3	358.5	162.4	126.1	127.3	154.9	120.7
Oct	149.9	140.4	121.4	129.2	120.6	365.4	163.0	126.4	127.7	155.8	121.1
Nov	149.7	140.6	121.5	129.4	120.9	368.3	163.3	126.5	127.7	156.3	121.5
Dec	150.0	140.8	121.7	129.1	121.1	371.9	164.0	126.4	127.7	156.4	121.6
1994 Jan	149.4	141.3	122.2	129.2	122.2	369.3	165.6	126.6	128.5	157.4	121.6
Feb	150.3	141.8	122.6	129.6	122.6	370.1	165.7	126.9	128.5	157.9	121.6
Mar	150.7	142.3	122.6	129.8	122.8	381.0	166.2	127.2	128.5	158.4	121.9
Apr	152.5	142.9	122.8	130.3	123.1	386.8	166.9	127.5	129.5	159.7	122.0
May	153.0	143.3	123.2	130.9	123.4	389.9	167.3	127.8	129.5	159.3	122.3
June	153.0	143.5P	123.4	131.0	123.6	393.7	167.4	127.8	129.5	159.6P	122.4
July	152.2	143.5P	124.2	130.8	123.7	387.3	168.0	127.8	130.5	160.1P	122.8
Aug	153.0	143.9P	124.4	131.3	123.8	388.5	169.2	127.8P	130.5	160.4P	123.0
<b>Increases on a year earlier</b>											
<b>Annual averages</b>											
1987	4.2	3.3	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3	3.3
1990	9.5	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
1991	5.9	5.0	3.2	2.4	3.5	19.5	6.0	3.0	3.1	6.4	3.1
1992	3.7	4.3	2.4	2.1	4.0	15.9	5.9	2.5	3.1	5.2	3.1
1993	1.6	3.3	2.8	1.3	4.1	14.4	4.6	2.1	1.4	4.3	3.6
<b>Monthly</b>											
1993 Jul	1.4	3.5	2.6	1.2	4.3	15.7	4.9	2.1	..	4.6	3.5
Aug	1.7	3.5	3.2	1.2	4.2	14.6	4.6	2.2	1.3	4.5	3.7
Sep	1.8	3.4	2.8	1.2	4.0	12.8	4.3	2.3	..	4.5	3.7
Oct	1.4	3.3	2.7	1.5	3.9	12.3	4.6	2.2	..	4.6	3.5
Nov	1.4	3.2	2.5	1.5	3.6	12.3	4.8	2.2	1.5	4.3	3.5
Dec	1.9	3.4	2.7	1.5	3.7	12.1	4.9	2.1	..	4.3	3.6
1994 Jan	2.5	3.4	2.4	1.8	3.5	11.1	5.0	1.9	..	4.4	2.6
Feb	2.4	3.3	2.5	1.8	3.4	11.0	5.0	1.8	1.7	4.3	2.6
Mar	2.3	3.2	2.3	1.7	3.2	10.2	5.0	1.5	..	4.3	2.3
Apr	2.6	3.2	2.4	2.0	3.1	10.4	4.9	1.7	..	4.1	2.1
May	2.6	3.2	2.6	1.9	3.0	11.0	4.9	1.7	2.7	4.0	2.1
June	2.6	3.2P	2.8	2.1	3.0	10.9	4.7	1.8	..	3.7P	2.1
July	2.3	3.0P	2.7	2.0	2.9	11.2	4.7	1.7	..	3.8P	2.2
Aug	2.4	3.1P	2.4	2.2	3.0	11.1	4.8	1.7P	2.5	3.8P	2.0

Source: Central Statistical Office/Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.  
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupier's shelter costs varies, reflecting both differences in housing markets and methodologies.

# RETAIL PRICES 6.8 Selected countries

1985=100	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
<b>Annual averages</b>										
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.7	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	151.0	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.3	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4
1991	108.4	189.5	126.6	110.4	119.8	115.0	140.0	147.8	132.6	131.4
1992	112.5	206.7	130.5	112.3	124.6	119.7	143.3	151.1	136.0	133.4
1993	114.9	220.0	134.3	113.8	128.7	124.0	146.5	158.2	139.7	135.8
<b>Monthly</b>										
1993 Jul	115.0	220.6	134.3	114.1	128.7	125.2	146.8	157.3	139.7	135.9
Aug	115.5	221.5	134.6	114.4	129.3	125.6	146.4	158.2	139.4	136.0
Sep	116.0	222.2	134.9	114.5	129.2	124.7	147.1	159.0	139.7	136.1
Oct	116.0	223.5	135.5	114.4	129.3	124.6	147.2	159.5	139.9	136.3
Nov	116.0	225.0	135.6	113.8	129.2	124.7	147.1	159.5	139.7	137.0
Dec	115.5	225.6	135.6	113.9	129.3	124.9	147.0	158.9	139.6	136.7
1994 Jan	115.9	227.4	136.0	114.0	129.5	125.8	146.6	159.4	139.3	136.7
Feb	116.5	228.8	136.4	114.0	130.0	126.6	147.2	159.9	139.8	135.7
Mar	117.3	229.3	136.8	114.5	130.0	127.0	148.0	160.5	140.1	135.5
Apr	117.5	230.6	137.1	114.8	130.1	126.9	148.1	161.2	140.3	135.6
May	117.5	231.1	137.2	114.9	129.3	127.1	148.2	161.5	140.4	135.3
June	117.3	231.5	137.6	114.4	129.5	127.4	148.5	161.5	141.8	135.6
July	117.7	231.9	138.0	113.9	129.5	128.7	148.8	161.6	141.9	136.2
Aug	118.2	232.2	138.6	114.3P	130.0	129.5	148.8	161.6	142.1	136.3
<b>Increases on a year earlier</b>										
<b>Annual averages</b>										
1987	-0.4	9.4	3.7	0.1	1.4	1.4	8.7	4.2	3.4	4.4
1988	0.9	9.6	4.1	0.7	2.0	1.9	6.7	5.8	5.1	4.0
1989	1.1	12.8	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.6	13.2	5.4	3.1	5.4	3.2	4.2	10.5	6.1	4.8
1991	3.9	10.9	4.2	3.3	5.8	3.3	3.4	9.4	4.2	5.6
1992	3.8	9.1	3.1	1.7	4.0	4.1	2.4	2.2	2.6	1.5
1993	2.1	6.4	2.9	1.3	3.3	3.6	2.2	4.7	2.7	1.8
<b>Monthly</b>										
1993 Jul	2.5	5.7	2.8	1.9	3.4	3.5	2.2	4.6	2.1	1.6
Aug	3.0	5.6	2.8	1.9	3.6	3.4	2.2	5.2	2.1	1.7
Sep	2.8	5.9	2.7	1.5	3.4	3.4	2.2	4.2	1.7	1.9
Oct	2.8	6.3	2.8	1.3	3.3	3.5	2.0	4.3	1.6	1.9
Nov	2.8	6.6	2.7	.9	2.3	3.5	1.9	4.8	1.4	1.9
Dec	2.6	6.4	2.7	1.0	2.5	3.5	1.8	4.0	1.6	1.7
1994 Jan	3.0	6.3	2.5	1.2	2.1	3.1	1.3	1.7	.2	1.3
Feb	3.0	6.1	2.5	1.1	1.8	3.1	1.4	1.8	.3	.2
Mar	2.9	6.0	2.5	1.3	1.3	3.1	1.0	1.7	.4	.2
Apr	2.8	6.0	2.4	.8	1.0	3.0	.9	1.7	.2	.2
May	2.8	5.7	2.3	.8	.4	3.0	.9	2.1	.2	.2
June	3.0	5.6	2.5	.6	.5	2.9	1.1	2.5	1.3	.0
July	2.7	5.1	2.8	-.2	.6	2.8	1.4	2.7	1.6	.2
Aug	2.6	4.8	2.9	-.1P	.5	3.2	1.6	2.6	1.9	.2

Source: Central Statistical Office/Eurostat

# 7.1 LABOUR FORCE SURVEY

## Economic activity<sup>+</sup>, seasonally adjusted §§

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers **	All ++				
<b>ALL</b>									
Spring 1979	22,600	1,769	-	-	24,369	1,466 X	25,836 X	15,310 X	41,146
Spring 1981	21,574	2,191	-	-	23,765	2,521 X	26,286 X	15,654 X	41,940
Spring 1983	20,446	2,292	366	-	23,138	2,891 X	25,994 X	16,399 X	42,394
Spring 1984	20,613	2,608	325	-	23,547	2,954 X	26,501 X	16,174 X	42,675
Spring 1985	20,613	2,608	325	-	23,547	3,132	26,678	15,997	42,675
Spring 1986	20,772	2,704	408	-	23,884	3,005	26,889	16,063	42,952
Spring 1987	20,836	2,716	410	-	23,962	3,004	26,966	16,180	43,148
Spring 1988	20,879	2,986	503	-	24,368	2,913	27,281	16,148	43,429
Spring 1989	21,529	3,131	535	-	25,195	2,409	27,604	15,996	43,500
Spring 1990	22,157	3,414	493	-	26,064	2,010	28,074	15,671	43,745
Spring 1991	22,354	3,461	457	-	26,272	1,900	28,172	15,674	43,846
Spring 1992	21,973	3,306	413	-	25,692	2,334	28,026	15,878	43,903
Spring 1993	21,489	3,120	359	179	25,147	2,681	27,828	16,226	44,054
Summer 1992	21,351	3,152	342	176	25,021	2,756	27,777	16,302	44,079
Autumn 1992	21,288	3,092	340	179	24,900	2,818	27,719	16,381	44,099
Winter 1992	21,244	3,040	320	154	24,757	2,909	27,666	16,424	44,099
Spring 1993	21,275	3,092	325	148	24,849	2,838	27,687	16,458	44,145
Summer 1993	21,228	3,126	318	153	24,825	2,854	27,679	16,489	44,168
Autumn 1993	21,271	3,158	327	143	24,899	2,809	27,708	16,502	44,210
Winter 1993	21,295	3,151	321	139	24,906	2,729	27,635	16,581	44,216
Spring 1994	21,334	3,192	316	144	24,986	2,650	27,635	16,570	44,206
Summer 1994 P	21,386	3,232	288	144	25,051	2,636	27,687	16,542	44,229
<b>Changes</b>									
Spring 94 - Summer 94	52	40	-28	*	65	-14	51	-28	23
Per cent	.2	1.3	-8.7	*	.3	-5	.2	-2	.1
<b>MEN</b>									
Spring 1979	13,381	1,449	-	-	14,830	787 X	15,617 X	4,067 X	19,684
Spring 1981	12,427	1,753	-	-	14,180	1,583 X	15,763 X	4,324 X	20,087
Spring 1983	11,672	1,759	221	-	13,651	1,838 X	15,490 X	4,842 X	20,332
Spring 1984	11,607	1,986	203	-	13,797	1,801 X	15,598 X	4,892 X	20,489
Spring 1985	11,607	1,986	203	-	13,797	1,862	15,658	4,831	20,489
Spring 1986	11,634	2,036	262	-	13,933	1,810	15,743	4,894	20,837
Spring 1987	11,546	2,053	280	-	13,880	1,807	15,687	5,061	20,748
Spring 1988	11,451	2,241	326	-	14,019	1,737	15,756	5,130	20,886
Spring 1989	11,771	2,364	340	-	14,475	1,416	15,890	5,089	20,980
Spring 1990	11,908	2,613	314	-	14,835	1,164	15,999	5,066	21,065
Spring 1991	11,987	2,634	297	-	14,918	1,106	16,024	5,109	21,133
Spring 1992	11,999	2,519	251	-	14,465	1,450	15,915	5,254	21,168
Summer 1992	11,237	2,356	224	53	13,948	1,802	15,750	5,505	21,255
Autumn 1992	11,160	2,313	224	53	13,870	1,847	15,717	5,551	21,288
Winter 1992	11,090	2,292	205	46	13,632	1,961	15,593	5,634	21,319
Spring 1993	11,082	2,309	219	41	13,650	1,922	15,572	5,689	21,333
Summer 1993	11,057	2,323	210	46	13,637	1,903	15,540	5,793	21,357
Autumn 1993	11,077	2,343	224	42	13,685	1,861	15,546	5,810	21,381
Winter 1993	11,092	2,343	220	37	13,692	1,812	15,504	5,860	21,381
Spring 1994	11,106	2,390	207	47	13,750	1,764	15,514	5,851	21,381
Summer 1994 P	11,139	2,412	188	49	13,787	1,773	15,560	5,821	21,381
<b>Changes</b>									
Spring 94 - Summer 94	32	22	-19	*	37	*	46	-30	16
Per cent	.3	.9	-9.3	*	.3	*	.3	-5	.1
<b>WOMEN</b>									
Spring 1979	9,220	319	-	-	9,539	679 X	10,218 X	11,243 X	21,462
Spring 1981	9,147	438	-	-	9,585	937 X	10,522 X	11,330 X	21,852
Spring 1983	8,774	533	145	-	9,452	1,053 X	10,505 X	11,557 X	22,062
Spring 1984	9,006	622	122	-	9,750	1,153 X	10,903 X	11,283 X	22,186
Spring 1985	9,138	667	146	-	9,951	1,195	11,146	11,169	22,315
Spring 1986	9,290	663	130	-	10,082	1,197	11,279	11,119	22,398
Spring 1987	9,428	744	177	-	10,349	1,176	11,525	11,018	22,543
Spring 1988	9,758	767	195	-	10,720	993	11,713	10,907	22,620
Spring 1989	10,249	801	179	-	11,229	846	12,075	10,605	22,800
Spring 1990	10,367	827	161	-	11,354	794	12,149	10,565	22,713
Spring 1991	10,278	788	161	-	11,227	884	12,111	10,624	22,735
Spring 1992	10,190	760	123	126	11,199	879	12,078	10,721	22,799
Summer 1992	10,114	795	118	124	11,151	910	12,061	10,750	22,811
Autumn 1992	10,129	779	117	124	11,149	922	12,071	10,746	22,817
Winter 1992	10,154	748	114	108	11,125	949	12,073	10,735	22,808
Spring 1993	10,192	782	116	108	11,199	916	12,115	10,711	22,826
Summer 1993	10,171	802	108	107	11,188	951	12,139	10,696	22,835
Autumn 1993	10,194	815	104	101	11,213	948	12,162	10,692	22,853
Winter 1993	10,203	808	101	102	11,214	917	12,130	10,721	22,851
Spring 1994	10,228	802	109	96	11,235	886	12,121	10,719	22,840
Summer 1994 P	10,248	820	101	95	11,263	863	12,127	10,721	22,848
<b>Changes</b>									
Spring 94 - Summer 94	20	18	*	*	28	-23	*	*	*
Per cent	.2	2.3	*	*	.3	-2.5	*	*	*

\* Less than 10,000 in cell: estimate not shown.  
 + Since 1984 the definitions used in the Labour Force Survey (LFS) have been fully in line with international recommendations. For details see "The quarterly Labour Force Survey: a new dimension to labour market statistics", *Employment Gazette*, October 1992, pp 483-490.  
 # People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.  
 § Those on employment and training programmes have been classified as in employment since spring 1983. Some of those on government training and enterprise programmes may consider themselves to be employees or self-employed and so appear in other categories. Full information on those on government training and enterprise programmes is in table 9.1.  
 X The Labour Force (LF) definition of unemployment and inactivity applies for these years. LF unemployment is based on a one week job search period, rather than four weeks with the ILO definition.  
 \*\* Unpaid family workers have been classified as in employment since spring 1992.  
 ++ Includes those who did not state whether they were employees or self-employed.  
 §§ Last revised March 1994 (*Employment Gazette*, April 1994).

# LABOUR FORCE SURVEY

## Economic activity<sup>+</sup>, not seasonally adjusted 7.2

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers**	All ++				
<b>ALL</b>									
Spring 1979	22,432	1,778	-	-	24,210	1,428 X	25,638 X	15,507 X	41,146
Spring 1981	21,405	2,201	-	-	23,606	2,483 X	26,089 X	15,851 X	41,940
Spring 1983	20,288	2,301	355	-	22,944	2,853 X	25,797 X	16,596 X	42,394
Spring 1984	20,454	2,618	315	-	23,387	2,916 X	26,304 X	16,371 X	42,675
Spring 1985	20,454	2,618	315	-	23,387	3,094	26,481	16,194	42,675
Spring 1986	20,629	2,714	396	-	23,739	2,968	26,708	16,244	42,952
Spring 1987	20,727	2,727	396	-	23,829	2,969	26,798	16,347	43,146
Spring 1988	20,762	2,997	488	-	24,247	2,879	27,126	16,303	43,429
Spring 1989	21,422	3,143	520	-	25,085	2,376	27,461	16,138	43,600
Spring 1990	22,055	3,426	481	-	25,952	1,978	27,941	15,904	43,745
Spring 1991	22,254	3,472	448	-	26,175	1,869	28,044	15,802	43,846
Spring 1992	21,876	3,318	408	-	25,601	2,302	27,903	16,000	43,903
Spring 1993	21,396	3,131	357	179	25,064	2,649	27,713	16,342	44,054
Summer 1992	21,485	3,135	330	176	25,127	2,797	27,923	16,156	44,079
Autumn 1992	21,353	3,091	344	179	24,967	2,801	27,768	16,331	44,099
Winter 1992	21,129	3,046	326	154	24,655	2,920	27,575	16,515	44,090
Spring 1993	21,185	3,103	337	148	24,773	2,804	27,577	16,568	44,145
Summer 1993	21,378	3,109	310	153	24,950	2,894	27,844	16,324	44,168
Autumn 1993	21,329	3,157	327	143	24,956	2,792	27,748	16,462	44,210
Winter 1993	21,174	3,155	325	139	24,793	2,737	27,530	16,686	44,216
Spring 1994	21,273	3,208	317	144	24,942	2,615	27,556	16,649	44,206
Summer 1994 P	21,556	3,216	276	144	25,192	2,678	27,870	16,359	44,229
<b>Changes</b>									
Spring 1994 - Summer 1994	283	*	-41	*	250	64	314	-290	23
Per cent	1.3	*	-13.0	*	1.0	2.4	1.1	-1.7	.1
<b>MEN</b>									
Spring 1979	13,302	1,442	-	-	14,743	763 X	15,507 X	4,177 X	19,684
Spring 1981	12,348	1,745	-	-	14,093	1,560 X	15,653 X	4,434 X	20,087
Spring 1983	11,607	1,751	212	-	1				

# 7.3 LABOUR FORCE SURVEY

## Economic activity\* by age

GREAT BRITAIN	SEASONALLY ADJUSTED			NOT SEASONALLY ADJUSTED							THOUSAND
	All aged 16 and over			Age groups							
	All	Men	Women	All	16-19	20-24	25-34	35-49	50-64 (Men) 50-59 (Women)	65 & over (M) 60 & over (W)	
<b>In employment*</b>											
Spring 1984	23,547	13,797	9,750	23,387	1,917	2,937	5,155	7,879	4,777	722	
Spring 1985	23,884	13,933	9,951	23,739	1,976	3,075	5,280	8,053	4,684	722	
Spring 1986	23,962	13,880	10,082	23,828	1,927	3,086	5,412	8,166	4,598	672	
Spring 1987	24,368	14,019	10,349	24,247	1,985	3,186	5,624	8,262	4,545	640	
Spring 1988	25,195	14,475	10,720	25,085	2,072	3,227	5,973	8,570	4,575	644	
Spring 1989	26,064	14,835	11,229	25,962	2,081	3,350	6,311	8,785	4,669	644	
Spring 1990	26,272	14,918	11,354	26,175	1,917	3,264	6,563	8,950	4,717	764	
Spring 1991	25,692	14,465	11,227	25,601	1,707	3,022	6,537	8,958	4,617	761	
Spring 1992	25,147	13,948	11,199	25,064	1,505	2,826	6,471	8,932	4,535	794	
Summer 1992	25,021	13,870	11,151	24,977	1,444	2,858	6,489	8,927	4,518	788	
Autumn 1992	24,900	13,751	11,149	24,967	1,441	2,812	6,501	8,975	4,477	760	
Winter 1992	24,757	13,632	11,125	24,655	1,370	2,720	6,454	8,909	4,464	737	
Spring 1993	24,849	13,650	11,199	24,773	1,307	2,702	6,557	8,983	4,468	757	
Summer 1993	24,825	13,637	11,188	24,950	1,387	2,753	6,597	8,992	4,469	751	
Autumn 1993	24,899	13,685	11,213	24,956	1,351	2,695	6,632	9,021	4,499	751	
Winter 1993	24,906	13,692	11,214	24,793	1,313	2,613	6,608	9,010	4,499	751	
Spring 1994	24,986	13,750	11,235	24,942	1,284	2,591	6,666	9,068	4,570	751	
Summer 1994 P	25,051	13,787	11,263	25,192	1,381	2,632	6,735	9,062	4,628	754	
<b>ILO unemployed*</b>											
Spring 1984	3,132	1,862	1,270	3,094	541	632	726	691	447	58	
Spring 1985	3,005	1,810	1,195	2,968	484	592	730	702	411	49	
Spring 1986	3,004	1,807	1,197	2,990	495	607	754	680	406	46	
Spring 1987	2,913	1,737	1,175	2,879	434	523	762	682	407	42	
Spring 1988	2,409	1,416	993	2,376	437	621	621	551	401	42	
Spring 1989	2,010	1,164	846	1,978	239	352	530	455	349	50	
Spring 1990	1,900	1,106	794	1,869	250	325	501	444	314	42	
Spring 1991	2,334	1,450	884	2,302	298	439	620	553	352	35	
Spring 1992	2,681	1,802	879	2,649	296	494	684	414	301	31	
Summer 1992	2,756	1,847	910	2,797	420	537	733	668	411	28	
Autumn 1992	2,818	1,896	922	2,801	351	523	758	692	447	31	
Winter 1992	2,909	1,961	949	2,920	322	541	793	752	484	28	
Spring 1993	2,838	1,922	916	2,804	310	528	754	709	471	33	
Summer 1993	2,854	1,903	951	2,894	418	562	741	709	441	23	
Autumn 1993	2,809	1,861	948	2,792	342	519	741	704	456	31	
Winter 1993	2,729	1,812	917	2,737	305	482	741	703	478	27	
Spring 1994	2,650	1,764	886	2,615	297	454	717	668	452	26	
Summer 1994 P	2,636	1,773	863	2,678	400	511	684	641	419	24	
<b>Economically inactive</b>											
Spring 1984	15,997	4,831	11,166	16,194	1,090	833	1,600	1,666	2,235	570	
Spring 1985	16,063	4,894	11,169	16,244	1,018	841	1,560	1,636	2,260	630	
Spring 1986	16,180	5,061	11,119	16,347	971	854	1,552	1,664	2,273	634	
Spring 1987	16,148	5,130	11,018	16,303	931	832	1,510	1,666	2,241	622	
Spring 1988	15,996	5,089	10,907	16,138	881	822	1,477	1,584	2,232	622	
Spring 1989	15,671	5,066	10,605	15,804	840	717	1,425	1,570	2,176	622	
Spring 1990	15,674	5,109	10,565	15,802	859	727	1,417	1,519	2,156	625	
Spring 1991	15,878	5,254	10,624	16,000	854	798	1,470	1,557	2,165	625	
Spring 1992	16,226	5,505	10,721	16,342	1,011	899	1,534	1,555	2,194	648	
Summer 1992	16,302	5,551	10,750	16,156	809	804	1,545	1,610	2,218	648	
Autumn 1992	16,381	5,634	10,746	16,331	854	827	1,553	1,564	2,245	648	
Winter 1992	16,424	5,689	10,735	16,515	1,021	872	1,524	1,592	2,239	648	
Spring 1993	16,458	5,747	10,711	16,568	1,073	872	1,520	1,606	2,251	648	
Summer 1993	16,489	5,793	10,696	16,324	858	758	1,514	1,626	2,299	648	
Autumn 1993	16,502	5,810	10,692	16,462	956	822	1,497	1,624	2,286	648	
Winter 1993	16,581	5,860	10,721	16,686	1,013	904	1,539	1,658	2,290	648	
Spring 1994	16,570	5,851	10,719	16,649	1,034	913	1,521	1,657	2,272	648	
Summer 1994 P	16,542	5,821	10,721	16,359	818	777	1,501	1,715	2,276	648	
<b>Economic activity rate + per cent</b>											
Spring 1984	62.5	76.4	49.7	62.1	69.3	81.1	78.6	83.7	70.0	8.2	
Spring 1985	62.6	76.3	49.9	62.2	70.7	81.3	79.4	84.3	69.3	7.5	
Spring 1986	62.5	75.6	50.4	62.1	71.4	81.2	79.9	84.2	68.8	7.1	
Spring 1987	62.8	75.4	51.1	62.5	72.2	81.7	80.9	84.3	69.0	7.0	
Spring 1988	63.3	75.7	51.8	63.0	73.1	81.7	81.7	85.2	69.0	7.3	
Spring 1989	64.2	75.9	53.2	63.9	73.4	83.8	82.8	85.5	69.8	8.3	
Spring 1990	64.3	75.8	53.5	64.0	71.6	83.2	83.3	86.1	70.0	8.1	
Spring 1991	63.8	75.2	53.3	63.6	70.1	81.3	83.0	85.9	69.6	8.0	
Spring 1992	63.2	74.1	53.0	62.9	64.0	78.7	82.4	86.1	69.3	8.3	
Summer 1992	63.0	73.9	52.9	63.3	70.9	80.9	82.4	85.6	69.0	8.2	
Autumn 1992	62.9	73.5	52.9	63.0	65.2	80.1	82.6	86.1	68.7	7.9	
Winter 1992	62.7	73.3	52.9	62.5	62.3	78.9	82.4	85.8	68.8	7.7	
Spring 1993	62.7	73.0	53.1	62.5	60.1	78.7	82.8	85.8	68.7	7.9	
Summer 1993	62.7	72.8	53.2	63.0	67.8	81.4	82.9	85.6	68.1	7.7	
Autumn 1993	62.7	72.8	53.2	62.8	63.9	79.6	83.1	85.7	68.4	7.8	
Winter 1993	62.5	72.6	53.1	62.3	61.5	77.4	82.7	85.4	68.5	7.7	
Spring 1994	62.5	72.6	53.1	62.3	60.5	76.9	82.9	85.5	68.9	7.9	
Summer 1994 P	62.6	72.8	53.1	63.0	68.5	80.2	83.2	85.0	68.9	7.7	
<b>ILO unemployment rate # per cent</b>											
Spring 1984	11.7	11.9	11.5	11.7	22.0	17.7	12.3	8.1	8.6	7.4	
Spring 1985	11.2	11.5	10.7	11.1	19.7	16.2	12.2	8.0	8.1	6.8	
Spring 1986	11.1	11.5	10.6	11.1	20.4	16.4	12.2	7.7	8.1	6.7	
Spring 1987	10.7	11.0	10.2	10.6	17.9	14.1	11.9	7.6	8.8	6.2	
Spring 1988	8.7	8.9	8.5	8.7	13.6	11.9	9.4	6.0	8.1	5.6	
Spring 1989	7.2	7.3	7.0	7.1	10.3	9.5	7.8	4.9	7.0	6.3	
Spring 1990	6.7	6.9	6.5	6.7	11.5	9.1	7.1	4.7	6.2	4.3	
Spring 1991	8.3	9.1	7.3	8.3	14.9	12.7	8.7	5.8	7.1	5.0	
Spring 1992	9.6	11.4	7.3	9.6	16.4	14.9	10.1	7.1	8.4	3.8	
Summer 1992	9.9	11.7	7.5	10.0	21.3	15.8	10.1	7.0	8.3	3.5	
Autumn 1992	10.2	12.1	7.6	10.1	19.6	15.7	10.4	7.2	9.1	3.7	
Winter 1992	10.5	12.6	7.9	10.6	19.0	16.6	10.9	7.8	9.8	3.9	
Spring 1993	10.3	12.3	7.6	10.2	19.2	16.3	10.3	7.3	9.5	3.0	
Summer 1993	10.3	12.3	7.8	10.4	23.1	17.0	10.1	7.3	9.0	3.0	
Autumn 1993	10.1	12.0	7.8	10.1	20.2	16.1	10.0	7.2	9.2	3.9	
Winter 1993	9.9	11.7	7.6	9.9	18.8	15.6	10.1	7.2	9.6	3.4	
Spring 1994	9.6	11.4	7.3	9.5	18.8	14.9	9.7	6.9	9.0	3.3	
Summer 1994 P	9.5	11.4	7.1	9.6	22.4	16.3	9.2	6.6	8.3	3.1	

\* See corresponding notes to table 7.1  
 + The economic activity rate is the percentage of people aged 16 and over who are economically active.  
 # The ILO unemployment rate is the percentage of economically active people who are unemployed on the ILO measure.

# LABOUR FORCE SURVEY

## Full-time and part-time workers

GREAT BRITAIN	All Full-time +\$			All Part-time in main job +\$			All persons with second job #			THOUSAND
	Total	Men	Women	Total	Men	Women	Total	Men	Women	
<b>All - Seasonally adjusted</b>										
Spring 1984	18,379	13,038	5,341	4,842	555	4,287	698	377	321	
Spring 1985	18,524	13,107	5,417	4,952	564	4,388	778	381	381	
Spring 1986	18,512	13,033	5,479	5,040	567	4,474	813	407	406	
Spring 1987	18,634	13,049	5,585	5,231	643	4,589	834	390	444	
Spring 1988	19,261	13,425	5,836	5,969	710	4,689	941	418	482	
Spring 1989	20,050	13,803	6,247	6,341	718	4,833	1,074	501	572	
Spring 1990	20,209	13,849	6,360	6,505	772	4,833	1,074	501	572	
Spring 1991	19,655	13,429	6,226	6,224	784	4,840	1,074	501	572	
Spring 1992	18,917	12,830	6,087	5,689	827	4,862	1,074	501	572	
Summer 1992	18,803	12,757	6,047	5,596	835	4,861	1,074	501	572	
Aut										

# 7.5 LABOUR FORCE SURVEY

## Alternative measures of unemployment

THOUSAND

	ILO unemployment measure			Claimant unemployment measure +							
	Not seasonally adjusted			Seasonally adjusted			Not seasonally adjusted				
	Claimants	Not claimants	Total	Total	Difference	Total #	Not ILO unemployed				
							ILO unemployed	Economically inactive	In employment	Total	
<b>ALL</b>											
Spring 1984	2,220	873	3,094	3,132	-358	2,774	2,991	2,220	596	175	771
Spring 1985	2,132	836	2,968	3,005	-94	2,911	3,139	2,132	893	113	1,006
Spring 1986	2,160	809	2,969	3,004	-11	2,993	3,181	2,160	828	193	1,021
Spring 1987	2,042	837	2,879	2,913	-113	2,799	2,952	2,042	728	183	911
Spring 1988	1,602	774	2,376	2,409	-139	2,270	2,401	1,602	614	185	799
Spring 1989	1,132	847	1,979	2,010	-268	1,741	1,775	1,132	432	212	644
Spring 1990	1,013	856	1,869	1,900	-400	1,501	1,520	1,013	314	193	507
Spring 1991	1,417	885	2,302	2,334	-270	2,063	2,086	1,417	409	260	669
Spring 1992	1,760	889	2,649	2,681	-99	2,681	2,681	1,760	535	319	853
Summer 1992	1,791	1,005	2,797	2,756	-92	2,756	2,735	1,791	588	278	866
Autumn 1992	1,823	978	2,801	2,818	-51	2,768	2,735	1,823	564	348	912
Winter 1992/3	1,929	991	2,920	2,909	-51	2,859	2,922	1,929	629	364	993
Spring 1993	1,856	948	2,804	2,838	-11	2,828	2,867	1,856	624	306	930
Summer 1993	1,816	1,078	2,894	2,854	-40	2,814	2,811	1,816	665	330	1,010
Autumn 1993	1,755	1,037	2,792	2,809	-57	2,753	2,721	1,755	610	356	966
Winter 1993/4	1,745	991	2,737	2,729	-57	2,672	2,737	1,745	633	359	992
Spring 1994	1,651	964	2,615	2,650	-61	2,589	2,624	1,651	607	367	973
Summer 1994 P			2,678	2,636	111	2,525	2,523				
<b>Changes</b>											
Spr94-Sum94											
Spr93-Spr94	-205	16	-190	-188		-63	-239	-243	-205	-17	-20
<b>MEN</b>											
Spring 1984	1,605	233	1,838	1,862	-95	1,956	2,094	1,605	376	114	489
Spring 1985	1,556	232	1,788	1,810	-216	2,026	2,173	1,556	503	113	616
Spring 1986	1,560	226	1,786	1,807	-260	2,067	2,188	1,560	511	118	629
Spring 1987	1,466	251	1,717	1,737	-207	1,943	2,047	1,466	462	119	581
Spring 1988	1,142	256	1,398	1,416	-160	1,575	1,667	1,142	402	124	526
Spring 1989	826	321	1,148	1,164	-70	1,234	1,270	826	301	143	444
Spring 1990	762	328	1,090	1,106	7	1,099	1,120	762	216	143	358
Spring 1991	1,093	341	1,434	1,450	-110	1,560	1,583	1,093	289	201	490
Spring 1992	1,398	388	1,786	1,802	-176	1,977	2,006	1,398	376	233	609
Summer 1992	1,413	454	1,867	1,847	-194	2,040	2,024	1,413	409	202	612
Autumn 1992	1,440	433	1,873	1,896	-227	2,123	2,089	1,440	387	263	650
Winter 1992/3	1,526	455	1,981	1,961	-235	2,195	2,247	1,526	449	273	701
Spring 1993	1,470	434	1,904	1,922	-249	2,171	2,204	1,470	439	295	734
Summer 1993	1,422	501	1,923	1,903	-255	2,158	2,144	1,422	474	248	722
Autumn 1993	1,364	474	1,838	1,861	-248	2,109	2,076	1,364	440	273	712
Winter 1993/4	1,376	457	1,833	1,812	-241	2,053	2,106	1,376	456	273	729
Spring 1994	1,311	436	1,747	1,764	-222	1,986	2,017	1,311	417	289	706
Summer 1994 P			1,795	1,773	-155	1,927	1,913				
<b>Changes</b>											
Spr94-Sum94											
Spr93-Spr94	-159		-157	-158		-58	-185	-187	-159	-22	-6
<b>WOMEN</b>											
Spring 1984	616	640	1,256	1,270	453	817	897	616	220	61	291
Spring 1985	576	604	1,180	1,195	309	885	966	576	390	0	390
Spring 1986	600	582	1,182	1,197	271	926	993	600	318	76	393
Spring 1987	575	586	1,161	1,176	320	856	905	575	266	64	339
Spring 1988	460	518	978	993	299	734	460	213	61	60	273
Spring 1989	305	525	831	846	338	508	505	305	131	50	200
Spring 1990	251	527	779	794	393	402	400	251	98	50	148
Spring 1991	324	544	868	884	380	504	503	324	120	59	179
Spring 1992	362	501	863	879	275	604	607	362	159	86	245
Summer 1992	378	551	930	910	286	624	633	378	179	75	254
Autumn 1992	383	545	928	922	277	645	646	383	178	85	263
Winter 1992/3	403	536	939	949	285	664	675	403	181	91	272
Spring 1993	386	514	900	916	259	657	662	386	185	91	276
Summer 1993	395	577	971	951	295	656	667	395	190	82	273
Autumn 1993	391	563	954	948	305	644	645	391	170	83	273
Winter 1993/4	370	534	904	917	298	619	631	370	177	84	261
Spring 1994	340	527	867	866	283	603	607	340	190	77	267
Summer 1994 P			883	863	265	598	610				
<b>Changes</b>											
Spr94-Sum94											
Spr93-Spr94	-46	13	-33	-30		-54	-55	-46	5	-14	-9

\* Less than 10,000 in cell: estimate not shown.  
 + The figures are derived with reference to both the claimant count and the LFS results; the total is controlled to the actual claimant count. For a full description of the method, see the technical note to the article "Measures of unemployment: the claimant count and the LFS compared" in the October 1993 issue of the *Employment Gazette*.  
 # The claimant count figures shown are the averages of the published figures for the months of each LFS quarter.

# GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

## Number of people participating in the programmes

# 8.1

THOUSAND

Period ending+	Employment Action	Employment Training	Youth Training (including Youth Credits)			Business Start-Up Scheme			
	Great Britain	Great Britain	Great Britain			Great Britain			
	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1992 Apr	17.6	139.8				280.3			40.8
May	19.8	130.3				276.1			40.7
Jun	21.4	127.2				276.9			42.5
Jul	23.3	120.0				279.1			42.7
Aug	24.6	113.4				277.9			42.0
Sep	25.8	112.6				276.1			41.8
Oct	28.1	122.2				285.0			41.2
Nov	29.7	129.1				288.6			40.3
Dec	30.6	129.4				291.3			39.3
1993 Jan	31.5	128.5				293.7			38.3
Feb	33.2	134.1				289.9			38.2
Mar	33.4	134.7				282.1			37.3
<b>Training For Work</b>									
1993 Apr	133.5	15.6	149.0	240.5	34.1	274.6	31.6	4.0	35.5
May	131.0	15.2	146.2	238.1	33.0	271.2	31.0	4.0	35.0
Jun	128.6	14.5	143.1	237.2	33.9	271.1	31.1	3.9	35.0
Jul	122.6	13.9	136.6	245.6	33.9	279.5	31.0	3.8	34.9
Aug	119.0	13.7	132.7	246.5	33.5	280.0	30.9	3.8	34.7
Sep	119.3	13.9	133.1	244.5	33.5	278.1	30.9	3.7	34.5
Oct	130.2	14.0	144.2	255.0	33.7	288.7	30.9	3.7	34.6
Nov	133.7	14.1	147.8	257.7	33.7	291.4	31.2	3.6	34.8
Dec	134.4	14.1	148.5	259.0	33.1	292.1	29.9	3.5	33.3
1994 Jan	134.9	14.4	149.2	260.2	34.1	294.3	29.5	3.5	33.0
Feb	138.9	15.0	153.9	258.5	34.1	292.6	30.9	3.3	34.2
Mar	133.1	14.7	147.8	250.2	33.4	283.6	31.0	3.5	34.4
Apr	124.5	14.2	138.7	242.4	32.5	274.9	30.7	3.2	33.9
May	121.9	14.1	135.9	238.2	31.5	269.7	30.7	3.2	33.9
Jun	118.5	13.9	132.4	234.5	31.8	266.3	29.4	3.2	32.6
Jul	112.5	13.4	125.9	244.7	31.6	276.3	28.4	3.1	31.5

Because of the different ways in which the programmes are administered in England, Wales and Scotland, the Scotland figures, provided by the Scottish Office are shown separately. See *Employment Gazette*, pp57-8, December 1993 for more detail.

# GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

## Number of starts on the programmes

# 8.2

THOUSAND

Period ending+	Employment Action	Employment Training	Youth Training (including Youth Credits)			Business Start-Up Scheme			
	Great Britain	Great Britain	Great Britain			Great Britain			
	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain	England and Wales	Scotland*	Great Britain
1992 26 Apr	4.3	18.2				11.9			4.0
24 May	4.7	21.4				12.0			3.7
21 Jun	4.4	18.6				26.7			3.3
19 Jul	4.6	20.8				37.0			3.3
16 Aug	4.5	19.2				27.2			3.1
13 Sep	4.6	21.6				33.6			2.8
11 Oct	5.6	33.3	</						

# 8.3 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Enterprise Training leavers

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving TFW/ET##	In a job*	In a positive outcome*	Unemployed §	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	39	42	52	44	39	21
Jul 90-Sep 91	(Apr 90-Mar 91)	34	37	56	48	47	29
Oct 91-Sep 92	(Apr 91-Mar 92)	31	37	56	55	51	34
Oct 92-Sep 93	(Apr 92-Mar 93)	35	41	52	60	55	39
1992 Jan	(Jul 91)	29	37	55	58	53	38
Feb	(Aug 91)	30	37	54	59	51	37
Mar	(Sep 91)	29	39	53	58	54	38
Apr	(Oct 91)	30	34	58	53	47	31
May	(Nov 91)	32	36	57	53	49	31
Jun	(Dec 91)	34	37	55	60	49	33
Jul	(Jan 92)	32	35	57	55	51	34
Aug	(Feb 92)	33	37	55	54	48	32
Sep	(Mar 92)	33	38	54	56	50	34
Oct	(Apr 92)	35	41	52	59	49	33
Nov	(May 92)	36	42	51	57	53	37
Dec	(Jun 92)	38	46	47	61	57	42
1993 Jan	(Jul 92)	35	43	49	63	57	42
Feb	(Aug 92)	33	39	53	59	54	38
Mar	(Sep 92)	32	42	50	60	56	41
Apr	(Oct 92)	34	39	54	58	52	36
May	(Nov 92)	35	38	55	57	54	36
Jun	(Dec 92)	36	39	53	66	54	39
Jul	(Jan 93)	35	38	54	58	55	38
Aug	(Feb 93)	36	40	53	60	54	38
Sep	(Mar 93)	34	39	53	66	59	45
Oct	(Apr 93)	34	41	49	61	54	38
Nov	(May 93)	36	42	48	60	53	36
Dec	(Jun 93)	33	41	50	61	58	43
1994 Jan	(Jul 93)	33	42	48	68	61	46
Feb	(Aug 93)	35	42	49	61	57	40
Mar	(Sep 93)	35	45	48	56	56	37
Apr	(Oct 93)	36	42	52	55	50	35
May	(Nov 93)	36	39	57	55	56	37
Jun	(Dec 93)	40	44	48	62	51	34
Jul	(Jan 94)	34	38	52	41	44	22
Current and previous year to date							
Oct 92-Jul 93	(Apr 92-Jan 93)	35	41	52	60	54	39
Oct 93-Jul 94	(Apr 93-Jan 94)	35	42	50	60	55	38

\* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.

+ According to respondents' own classification.

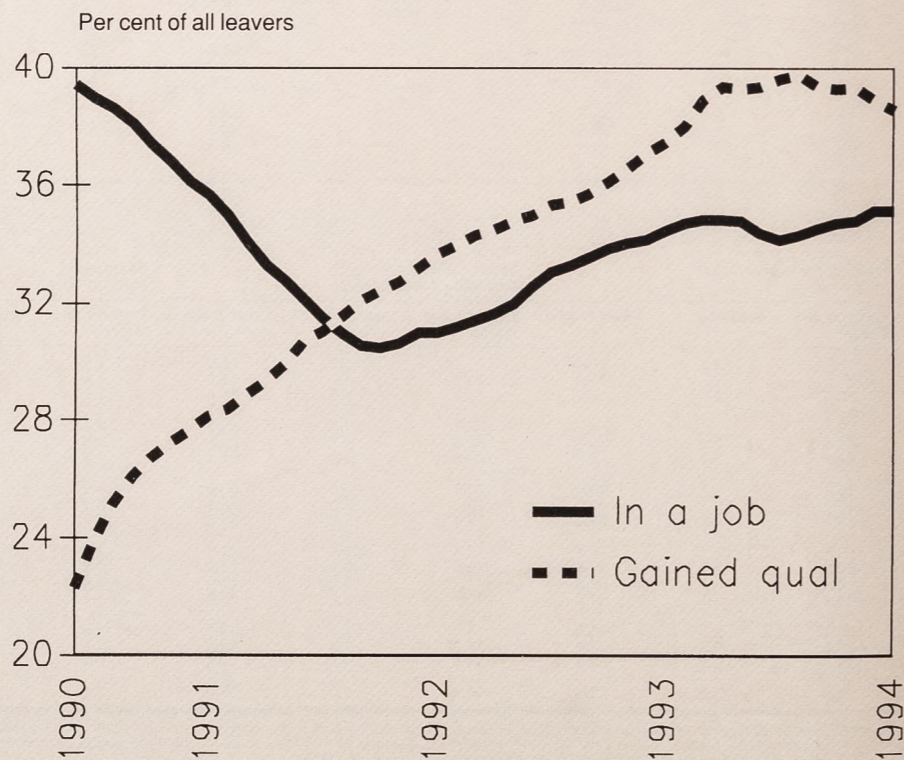
# In a positive outcome = In a job, full-time education or other government training.

§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".

\*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

## Training For Work (TFW) superseded Employment Training (ET) and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

### ET leavers in jobs gaining qualifications — smoothed



# 8.4 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving YT	In a job*	In a positive outcome*	Unemployed §	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	61	77	20	22	41	29
Jul 88-Jun 89	(Apr 88-Mar 89)	69	84	13	34	52	42
Jul 89-Jun 90	(Apr 89-Mar 90)	68	82	14	37	56	45
Jul 90-Sep 91	(Apr 90-Mar 91)	58	74	20	36	55	51
Jul 91-Sep 92	(Apr 91-Mar 92)	52	67	25	42	59	51
Oct 92-Sep 93	(Apr 92-Mar 93)	50	67	28	41	62	48
1992 Jan	(Jul 91)	55	71	22	54	64	62
Feb	(Aug 91)	55	73	19	50	65	56
Mar	(Sep 91)	54	75	18	50	61	53
Apr	(Oct 91)	44	61	30	26	52	36
May	(Nov 91)	44	60	32	23	50	35
Jun	(Dec 91)	47	61	31	29	54	38
Jul	(Jan 92)	44	57	36	22	54	37
Aug	(Feb 92)	41	56	37	21	55	37
Sep	(Mar 92)	49	64	30	36	57	41
Oct	(Apr 92)	45	59	34	32	57	41
Nov	(May 92)	48	62	33	38	62	47
Dec	(Jun 92)	59	71	24	61	70	61
1993 Jan	(Jul 92)	56	72	23	56	69	58
Feb	(Aug 92)	47	71	23	47	64	52
Mar	(Sep 92)	47	73	22	44	61	48
Apr	(Oct 92)	44	63	31	30	55	37
May	(Nov 92)	44	60	34	28	56	36
Jun	(Dec 92)	46	59	35	36	57	40
Jul	(Jan 93)	45	59	35	32	57	38
Aug	(Feb 93)	45	60	34	30	57	38
Sep	(Mar 93)	55	68	27	44	63	49
Oct	(Apr 93)	47	62	32	33	60	43
Nov	(May 93)	48	63	32	36	64	48
Dec	(Jun 93)	59	71	24	57	72	61
1994 Jan	(Jul 93)	54	70	25	52	70	58
Feb	(Aug 93)	53	72	22	49	67	54
Mar	(Sep 93)	50	75	19	48	64	49
Apr	(Oct 93)	53	69	26	37	58	39
May	(Nov 93)	52	65	29	34	60	39
Jun	(Dec 93)	51	63	32	42	62	44
Jul	(Jan 94)	51	63	30	36	60	41
Current and previous year to date							
Oct 92-Jul 93	(Apr 92-Jan 93)	50	67	27	44	62	49
Oct 93-Jul 94	(Apr 93-Jan 94)	52	69	25	45	65	50

\* Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving.

For further details, see pp S7-8 of the December 1993 *Employment Gazette*.

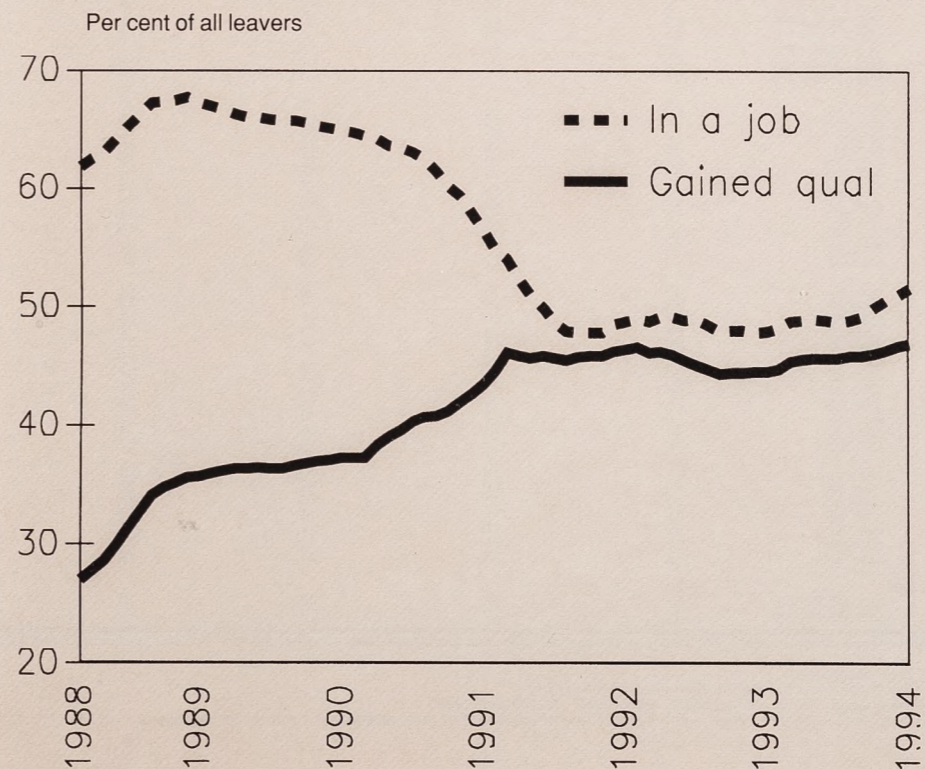
+ According to respondents' own classification.

# In a positive outcome = In a job, full-time education or other government training.

§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".

\*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

### YT leavers in jobs gaining qualifications — smoothed



## 8.5 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Employment Training## leavers who completed\*\* their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving TFW/ET##	In a job+	In a positive outcome#	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	43	45	48	46	34
Jul 90-Sep 91	(Apr 90-Mar 91)	38	41	52	54	44
Oct 91-Sep 92	(Apr 91-Mar 92)	35	41	51	56	48
Oct 92-Sep 93	(Apr 92-Mar 93)	38	44	49	60	53
1992 Jan	(Jul 91)	33	42	50	58	51
Feb	(Aug 91)	34	42	50	57	49
Mar	(Sep 91)	32	42	50	61	52
Apr	(Oct 91)	35	38	53	53	45
May	(Nov 91)	38	41	52	54	46
Jun	(Dec 91)	38	41	51	53	45
Jul	(Jan 92)	35	38	54	57	48
Aug	(Feb 92)	38	42	51	54	47
Sep	(Mar 92)	37	43	50	55	48
Oct	(Apr 92)	39	45	47	52	45
Nov	(May 92)	40	46	46	58	51
Dec	(Jun 92)	37	46	47	63	56
1993 Jan	(Jul 92)	35	44	48	63	56
Feb	(Aug 92)	37	43	49	59	52
Mar	(Sep 92)	36	46	46	64	57
Apr	(Oct 92)	39	44	49	57	51
May	(Nov 92)	40	43	50	59	53
Jun	(Dec 92)	39	42	50	58	51
Jul	(Jan 93)	38	41	60	60	53
Aug	(Feb 93)	39	43	51	60	54
Sep	(Mar 93)	37	41	51	64	58
Oct	(Apr 93)	36	43	48	60	51
Nov	(May 93)	39	46	46	57	49
Dec	(Jun 93)	35	45	47	66	57
1994 Jan	(Jul 93)	36	47	44	67	58
Feb	(Aug 93)	39	46	46	62	54
Mar	(Sep 93)	39	49	45	63	53
Apr	(Oct 93)	40	45	48	54	51
May	(Nov 93)	42	45	48	62	56
Jun	(Dec 93)	43	46	46	53	47
Jul	(Jan 94)	43	46	46	46	40
Current and previous year to date						
Oct 92-Jul 93	(Apr 92-Jan 93)	38	44	48	60	53
Oct 93-Jul 94	(Apr 93-Jan 94)	38	46	46	61	53

\* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving.  
+ According to respondents' own classification.  
# In a positive outcome = In a job, full-time education or other government training.  
§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".  
\*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"  
### Training For Work superseded Employment Training and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

## 8.6 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers who completed\*\* their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving YT	In a job	In a positive outcome#	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	73	80	18	63	53
Jul 88-Jun 89	(Apr 88-Mar 89)	83	88	10	73	66
Jul 89-Jun 90	(Apr 89-Mar 90)	84	89	9	75	68
Jul 90-Sep 91	(Apr 90-Mar 91)	75	83	14	71	72
Oct 91-Sep 92	(Apr 91-Mar 92)	69	77	17	74	73
Oct 92-Sep 93	(Apr 92-Mar 93)	67	76	20	76	72
1992 Jan	(Jul 91)	70	78	16	76	78
Feb	(Aug 91)	72	80	14	79	77
Mar	(Sep 91)	72	83	12	75	74
Apr	(Oct 91)	62	69	24	69	64
May	(Nov 91)	64	72	22	68	64
Jun	(Dec 91)	67	74	20	71	65
Jul	(Jan 92)	63	69	26	68	62
Aug	(Feb 92)	59	68	27	69	65
Sep	(Mar 92)	66	75	19	66	61
Oct	(Apr 92)	58	67	27	65	59
Nov	(May 92)	64	71	25	72	66
Dec	(Jun 92)	70	77	19	80	76
1993 Jan	(Jul 92)	69	79	18	81	76
Feb	(Aug 92)	69	79	17	81	77
Mar	(Sep 92)	67	80	16	78	75
Apr	(Oct 92)	64	74	23	71	65
May	(Nov 92)	63	72	24	71	63
Jun	(Dec 92)	63	69	26	69	63
Jul	(Jan 93)	63	72	24	68	62
Aug	(Feb 93)	64	72	23	68	62
Sep	(Mar 93)	71	79	18	74	71
Oct	(Apr 93)	56	69	26	67	63
Nov	(May 93)	61	71	26	74	69
Dec	(Jun 93)	71	79	17	80	76
1994 Jan	(Jul 93)	67	78	19	82	78
Feb	(Aug 93)	68	80	16	81	77
Mar	(Sep 93)	67	81	16	78	72
Apr	(Oct 93)	69	78	19	72	65
May	(Nov 93)	69	76	21	67	60
Jun	(Dec 93)	67	75	21	70	64
Jul	(Jan 94)	66	73	21	70	65
Current and previous year to date						
Oct 92-Jul 93	(Apr 92-Jan 93)	67	76	20	77	72
Oct 93-Jul 94	(Apr 93-Jan 94)	67	77	19	77	72

\* Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving.  
+ According to respondents' own classification.  
# In a positive outcome = In a job, full-time education or other government training.  
§ Those whose response to the question, "What are you mainly doing now?" was, "unemployed".  
\*\* Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

## OTHER FACTS AND FIGURES A.1 Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, 6 August 1994 - 2 September 1994 +  
Registered as disabled on 18 April 1994 #

5,458  
374,182

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

## OTHER FACTS AND FIGURES A.4 Regional Development Grants: April-June 1994

	East Midlands	North East	North West	South West	Yorkshire and Humberside	England	Scotland	Wales	Great Britain
Original Scheme	0	0	0	0	0	0	316,396	0	316,396
Revised Scheme	0	9,000	0	208,890	0	217,890	0	0	217,890

## OTHER FACTS AND FIGURES A.5 Regional Development Grants of over £25,000 (original scheme) and over £100,000 (revised scheme): April-June 1994 \*

Region and company	Area+	Value (£)	Region and company	Area+	Value (£)
ORIGINAL SCHEME			REVISED SCHEME		
SCOTLAND			SOUTH WEST		
National Semiconductor	Greenock	316,396	Pall Europe Ltd	Newquay	208,890
Total		316,396	Total		208,890

\* 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.

Note:  
Enquiries 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 071-215 2597).  
Scottish cases - Scottish Office Industry Department, IE/1A Branch 3, Room 313, Magnet House, Glasgow G2 7BT (041-242 5678).  
Welsh cases - Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).

## DEFINITIONS

### CLAIMANT UNEMPLOYED

People claiming benefit, i.e. 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.)

### 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.

### ECONOMICALLY ACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are in employment (as employees, self employed, on government employment and training programmes, or from 1992, as unpaid family workers) together with those who are ILO unemployed.

### ECONOMICALLY INACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are neither in employment nor ILO unemployed; this group includes people who are, for example, retired or looking after their home/family.

### 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, i.e. 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.

### ILO UNEMPLOYED

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people without a paid job in the reference week who were available to start work in the next fortnight and who either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

### 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

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

less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included. There are difficulties in ensuring complete recording of stoppages, in particular those near the margins of the definitions; for example, short disputes lasting only a day or so. Any under-recording would particularly bear on those industries most affected by such stoppages, and would affect the total number of stoppages much more than the number of working days lost.

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

### NORMAL WEEKLY HOURS

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

### OVERTIME

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

## CONVENTIONS

*The following standard symbols are used:*

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

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

### 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.

### 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.

### 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 claimant 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.

## REGULARLY PUBLISHED statistics

	Frequency	Latest issue	Table number or page		Frequency	Latest issue	Table number or page
<b>BACKGROUND ECONOMIC INDICATORS</b>	M	Nov 94	0.1	<b>LABOUR COSTS</b>			
Workforce: UK and GB				Survey results 1988	Quadrennial	Dec 90	431
Quarterly series	M(Q)	Nov 94	1.1	Annual update	A	Aug 93	381
Labour force estimates, projections		Apr 93	139	<b>RETAIL PRICES</b>			
Employees in employment industry: GB				General index (RPI)			
All industries : by division, class or group	Q	Nov 94	1.4	Latest figures: detailed indices	M	Nov 94	6.2
: time series, by order group	M	Nov 94	1.2	: percentage changes	M	Nov 94	6.2
Manufacturing: by division, class or group	M	Nov 94	1.3	Recent movements and the index excluding seasonal foods	M	Nov 94	6.1
Administrative, technical and clerical in manufacturing	A	Dec 92	1.10	Main components: time series and weights	M	Nov 94	6.4
Local authorities manpower	D	Jan 94	1.7	Changes on a year earlier: time series	M	Nov 94	6.5
Employees in employment by region and sector	B(Q)	Nov 94	1.5	Food prices	M	Nov 94	6.3
Census of Employment				International comparisons	M	Nov 94	6.8
UK and regions by industry (Sept 1991)		Apr 93	117	<b>LABOUR FORCE SURVEY</b>			
GB and regions by industry (Sept 1991)		Apr 93	117	Economic activity: seasonally adjusted	M	Nov 94	7.1
International comparisons	Q	Nov 94	1.9	Economic activity: not seasonally adjusted	M	Nov 94	7.2
Registered disabled in the public sector	A	Feb 93	61	Economic activity by age: not seasonally adjusted	M	Nov 94	7.3
Trade union membership	A	Jun 94	189	Full-time and part-time workers	M	Nov 94	7.4
Tourism-related industries in Great Britain	Q	Nov 94	1.14	Alternative measures of unemployment	M	Nov 94	7.5
<b>CLAIMANT UNEMPLOYMENT AND VACANCIES</b>				<b>INDUSTRIAL DISPUTES: STOPPAGES OF WORK</b>			
Claimant unemployment				Summary: latest figures	M	Nov 94	4.1
Summary: UK	M	Nov 94	2.1	: time series	M	Nov 94	4.2
: GB	M(Q)	Nov 94	2.2	Latest year and annual series	A	Jun 94	199
Age and duration: UK	M(Q)	Sep 94	2.5	Industry			
Broad category: UK	M	Nov 94	2.1	Monthly: broad sector time series	M	Nov 94	4.1
Detailed category: UK and GB	Q	Nov 94	2.2	Annual: detailed	A	Jun 94	199
Region: summary	Q	Sep 94	2.6	: prominent stoppages	A	Jun 94	199
Age: time series UK	M(Q)	Sep 94	2.7	Main causes of stoppage			
: estimated rates	M(Q)	Sep 94	2.15	Cumulative	M	Nov 94	4.1
Duration: time series UK	M(Q)	Sep 94	2.8	Latest year for main industries	A	Jun 94	199
Region and area				Size of stoppages	A	Jun 94	199
Time series summary: by region	M	Nov 94	2.3	Days lost per 1,000 employees in recent years by industry	A	Jun 94	199
: assisted areas, travel-to work areas	M	Nov 94	2.4	International comparisons	A	Dec 93	545
: counties, local areas	M	Nov 94	2.9	<b>TRAINING AND ENTERPRISE PROGRAMMES</b>			
: parliamentary constituencies	M	Nov 94	2.10	Participants in the programmes	M	Nov 94	8.1
Age and duration: summary	Q	Jun 94	2.6	New starts on the programmes	M	Nov 94	8.2
Flows				Destinations and qualifications			
UK, time series	M	Nov 94	2.19	TFW/ET leavers	M	Nov 94	8.3
Age time series	M	Nov 94	2.20	YT leavers	M	Nov 94	8.4
Students: by region	D	Mar 93	2.13	TFW/ET leavers completing agreed training	M	Nov 94	8.5
Disabled jobseekers: GB	M	Nov 94	A1	YT leavers completing agreed training	M	Nov 94	8.6
International comparisons	M	Nov 94	2.18	Characteristics of TFW/ET starts for England and Wales	Q	Oct 94	8.7
Ethnic origin		May 94	147	Characteristics of young people leaving YT for England and Wales	Q	Oct 94	8.8
Temporarily stopped				Destinations and qualifications of TFW/ET by their characteristics for England and Wales	Q	Oct 94	8.9
Latest figures: by UK region	D	Nov 93	2.14	Destinations and qualifications of YT leavers by their characteristics for England and Wales	Q	Oct 94	8.10
Vacancies				<b>DISABLED JOBSEEKERS</b>			
Unfilled, inflow, outflow and placements seasonally adjusted	M	Nov 94	3.1	Registrations and placements into employment	M	Nov 94	A1
Unfilled seasonally adjusted by region	M	Nov 94	3.2	<b>REGIONAL AID</b>			
Unfilled unadjusted by region	M	Nov 94	3.3	Selective Assistance by region	Q	Oct 94	A2
<b>REDUNDANCIES</b>				Selective Assistance by region and company	Q	Oct 94	A3
In Great Britain	M	Nov 94	2.32	Development Grants by region	Q	Nov 94	A4
by region	M	Nov 94	2.33	Development Grants by region and company	Q	Nov 94	A5
by age	M	Nov 94	2.34				
by industry	M	Nov 94	2.35				
by occupation	M	Nov 94	2.36				
<b>EARNINGS AND HOURS</b>							
Average earnings (index)							
Whole economy							
Main industrial sectors	M	Nov 94	5.1				
Industries	M	Nov 94	5.3				
Underlying trends	Q	Nov 94	358				
Levels of earnings and hours for main industrial sectors and industries							
Manual employees	Q(A)	Nov 94	5.4				
Non manual employees	Q(A)	Nov 94	5.5				
All employees	Q(A)	Nov 94	5.6				
Quarterly estimates of levels	Q(A)	Nov 94	298				
International comparisons (index)							
Manufacturing	M	Nov 94	5.9				
Overtime and short-time: manufacturing							
Latest figures: industry	M	Nov 94	1.11				
Regions: summary	Q	Sep 94	1.13				
Hours of work: manufacturing	M	Nov 94	1.12				
<b>OUTPUT PER HEAD</b>							
Output per head: quarterly and annual indices	M(Q)	Nov 94	1.8				
Wages and salaries per unit of output							
Manufacturing index, time series	M	Nov 94	5.8				
Quarterly and annual indices	M	Nov 94	5.8				

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

## STATISTICAL ENQUIRY *points*

For the convenience of *Employment Gazette* readers who require additional statistical information or advice, a selection of Employment Department enquiry telephone numbers is given below.

### GENERAL ENQUIRIES

The latest published Employment Department statistics are available from the public enquiry office

071 273 6969

Press enquiries

071 273 4961

### FOR STATISTICAL INFORMATION ON:

Employment 0928 792563

Employment census 0928 792690

Employment Training and Youth Training 0742 594027

Industrial disputes 0928 792825

Labour Force Survey; labour force projections 071 273 5585

Monthly Average Earnings Index 0928 794847

New Earnings Survey (annual): levels of earnings and hours worked for groups of workers (males and females, industries, occupations, part-time and full-time); distribution of earnings; composition of earnings; hours worked

0928 794903/4

Redundancies 071 273 5530

Retail Prices Index (Central Statistical Office)

Ansafone service 071 217 4905  
Enquiries 071 217 4310

Skills surveys and research into skills shortages 0742 594216

Small firms (DTI) 0742 597538

Trade union membership 0928 792825

Trade unions (density only) 071 273 4882

Travel-to-Work Areas (TTWAs), composition and review of 071 273 5530

Unemployment (claimant count) 071 273 5532

Unit wage costs, productivity, international comparisons of earnings and labour costs 071 273 5535

Vacancies notified to Jobcentres 071 273 5532

Vocational qualifications 0742 594216

Wage rates, basic hours 071 273 5571

Workforce training 0742 593488

Youth Cohort Study 0742 594215

Sources of labour market statistics 071 273 5525

### FOR ADVICE ON:

Labour market analysis and research related to qualifications, skills and training

0742 594027

### FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

NOMIS (the National On-line Manpower Information System) 091 374 2468/2490

Quantime Ltd (on-line and other access to Labour Force Survey data) 071 625 7111

Skills and Enterprise Network 0742 594075

### STATFAX SERVICE FOR LABOUR MARKET STATISTICS

CSO STATFAX gives anyone with a fax machine instant access to the latest Labour Market statistics. The first two pages of the latest monthly LMS National Press Notice are available within moments of the official release time of 9.30am.

The number to ring is 0336 416036. Calls for the service are charged at 36p per minute cheap rate and at 48p per minute at all other times. Contact CSO on 071 270 6363 if you have any problems.



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# RESEARCH PUBLICATIONS

The Employment Department carries out a considerable programme of research on employment, training and industrial relations issues. The results of much of this research are published in the ED Research Series (RES), the Youth Cohort Series (YCS) and other research publications. Recent reports are listed below: four-page Research Briefs, providing summaries of each report are also available.

## **RES 34: The Economic Effects of Reductions in Working Hours: The UK Engineering Industry 1989-1993**

R RICHARDSON AND M RUBIN, DEPARTMENT OF INDUSTRIAL RELATIONS AND CENTRE FOR ECONOMIC PERFORMANCE, LONDON SCHOOL OF ECONOMICS

The authors examine the economic effects of the Confederation of Shipbuilding and Engineering Unions' shorter working week campaign of 1989-91. They used case studies to see how hours reductions affected the firms' productivity, use of overtime and employment. They conclude that productivity improvements were brought forward by the negotiated off-setting provisions but that these did not affect the extent of the improvements, and that - although some off-sets were genuine - pay was no lower than it would have been without the hours' reduction. As the effect on overtime was negligible, any short-run employment gains (eg, from increased staff retention) could not be sustained in the long-term unless cost savings were found and hourly wages were not increased.

## **RES 35: Participation and Progress in the Labour Market: Key issues for women**

L SPENCER AND S TAYLOR, SOCIAL AND COMMUNITY PLANNING RESEARCH

This project investigated women's perceptions of the factors affecting their participation and progress in the labour market. A total of 77 women took part in nine group discussions and seven follow-up in-depth interviews. The group discussions were conducted in five areas of the country and covered a broad cross section of women aged 16-60. Topics addressed included career aspirations, attitudes to education and training and the role and importance of paid employment in respondents' lives.

## **RES 36: Acting Positively: Positive action under the Race Relations Act 1976**

C WELSH, J KNOX AND M BRETT, CAPITA MANAGEMENT CONSULTANCY

This reports the findings of a study of the uses employers and training bodies made of Sections 35, 37 & 38 of the Race Relations Act 1976. The study comprised a telephone interview survey of all known positive action 'providers', followed by ten short case studies. The report shows that while the results attributed to positive action have been modest, its potential for promoting equality of opportunity is considerable. A generally favourable picture emerged.

## **RES 37: The Impact of the Posted Workers' Directive on Company Practice in the United Kingdom**

M GOLD, NATIONAL INSTITUTE OF ECONOMIC AND SOCIAL RESEARCH

The proposed Directive on posted workers aims to regulate the terms and conditions of certain employees posted to another Member State under their contract of employment. The forms of posting covered are: sub-contracting; placings by temporary employment businesses; and intra-company postings to branches or subsidiary organisations. It would require companies to ensure that these employees are covered by terms and conditions at least as favourable as those applying to 'host' country employees in the same job. The aim of this research, which was based on a survey of 21 organisations, was to analyse the potential impact of the Directive on UK company practice with regard to intra-company postings. The research found that the number of these postings from the UK to other Member States is extremely small and that those employees posted abroad held higher grade jobs whose terms and conditions tended to exceed the minimum requirements.

## **RES 38: Thematic Evaluation of Enterprise in Higher Education Initiative (EHEI)**

C BIGGS, R BRIGHTON, P MINNITT, R POW AND W WICKSTEED, SEGAL QUINCE WICKSTEED LTD

EHEI aims to assist higher education institutes in developing more 'enterprising' graduates. The term 'enterprise' broadly equates to linking the curriculum more closely with the world of work. This study, commissioned from Segal Quince Wicksteed Limited, evaluated the effectiveness of Enterprise in Higher Education, (EHE), within Higher Education Institutions. The study found that as a result of EHE funding enterprise projects were brought forward in time, operated on a larger scale than would otherwise have been the case and the quality of enterprise activities were enhanced.

## **YCS 30: An Assessment of Alternative Weighting Strategies**

P LYNN, S PURDON, B HEDGES AND I MCALEESE, SOCIAL AND COMMUNITY PLANNING RESEARCH

A special methodological report reviewing the methods used to weight the data collected by the England and Wales Youth Cohort Study that discusses the effects of weighting and non-response on survey estimates. The report investigates whether the traditional method of weighting data remains effective, and finds that it is very successful. For the small residual biases that remained, methods of improving the strategy even further were developed and tested. Cohort 5 data on the ESRC data archive incorporates the new weightings and these will be incorporated into all standard YCS reports from Cohort 6 onwards.

Research publications can be obtained free from: Employment Department, Research Strategy Branch, room W441, Moorfoot, Sheffield S1 4PQ, tel 0742 593932.

