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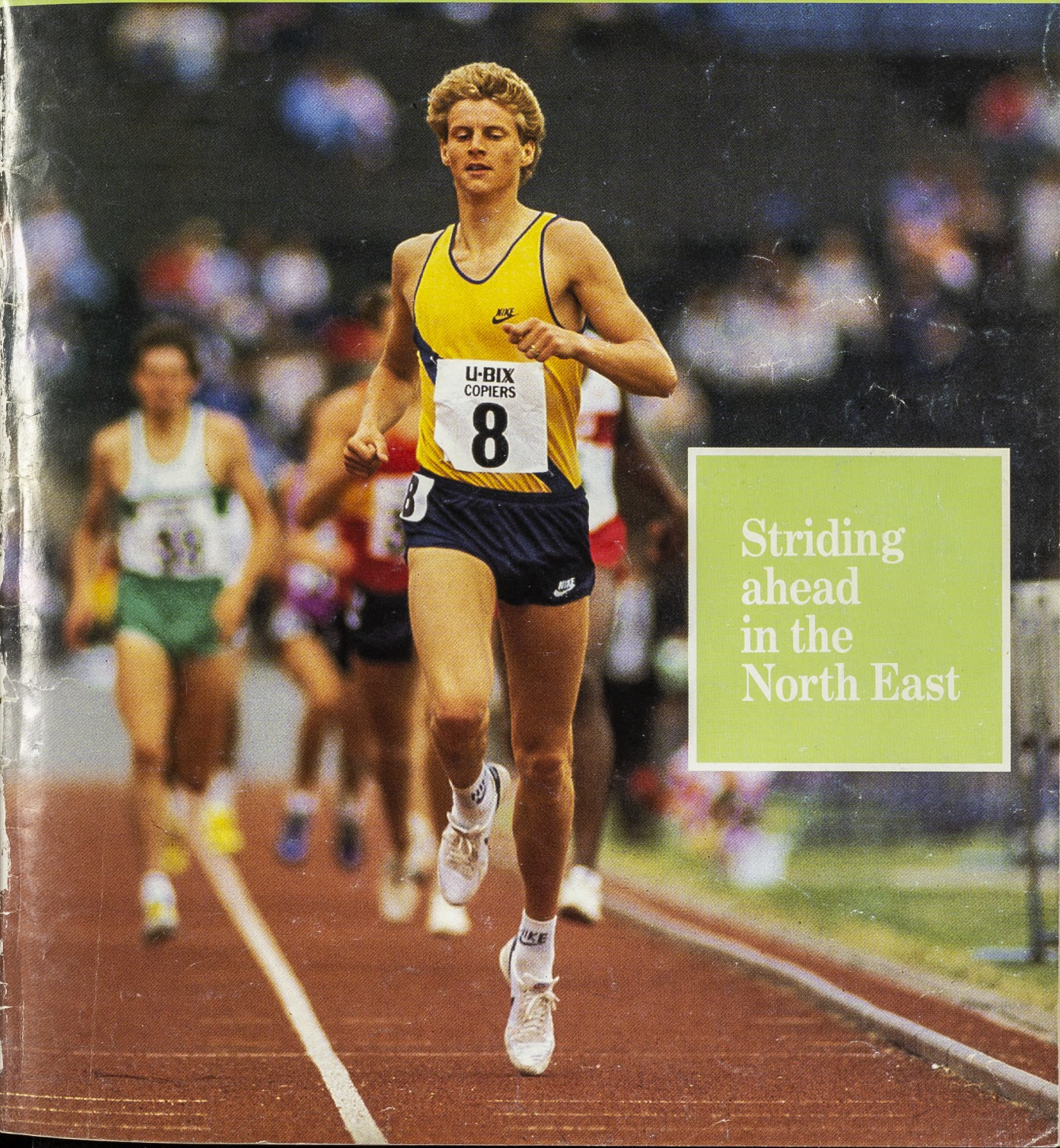
Employment Gazette

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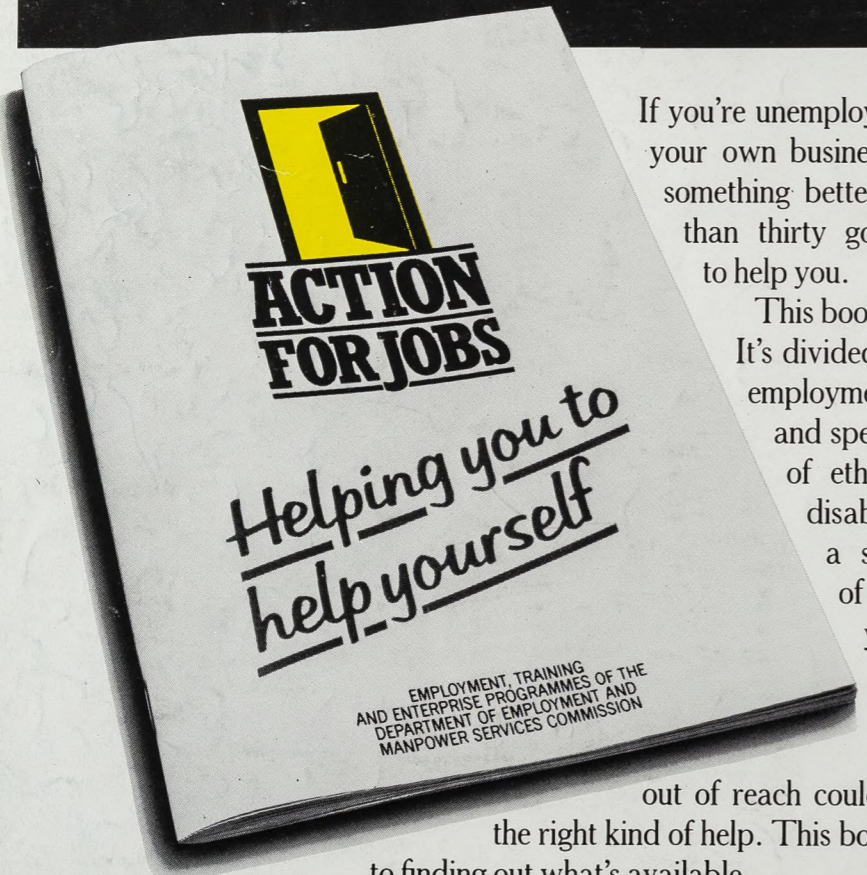
September
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Striding
ahead
in the
North East

More help than you ever imagined



If you're unemployed, thinking of starting your own business, or want to train for something better, there are now more than thirty government programmes to help you.

This booklet is a guide to them. It's divided into sections, covering employment, training, enterprise, and special needs such as those of ethnic minorities and disabled people. It then gives a simple, clear description of each programme, telling you if you are eligible and where to go for more information.

Ambitions you thought out of reach could turn into reality with the right kind of help. This booklet is a good first step to finding out what's available.

From main Post Offices or Jobcentres.



HELPING YOU TO HELP YOURSELF HELPING YOU TO HELP YOURSELF HELPING YOU TO HELP YOURSELF HELPING YOU TO HELP YOURSELF

Employment Gazette



September 1987
Volume 95 No 9 pages 433-484
Department of Employment

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COVER PICTURE
Steve Cram forging ahead in an AAA event symbolises the pace of enterprise in the North East, see page 439.
Photo: Sporting Pictures (UK) Ltd.



Paying in the profits. An article on page 455 describes the working of the new profit related pay scheme.



New information on the education and labour market status of 16-18 year olds appears on page 459.

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Free Department of Employment leaflets

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

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

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

General information

Action for jobs

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

Firm facts notice board kit

A do-it-yourself aid to help you — the employer — to communicate essential information to your employees.

Employment legislation

A series of leaflets giving guidance on current employment legislation.

| | | |
|----|--|-----------------|
| 1 | Written statement of main terms and conditions of employment | PL700 (1st rev) |
| 2 | Procedure for handling redundancies | PL833 |
| 3 | Employee's rights on insolvency of employer | PL718 (4th rev) |
| 4 | Employment rights for the expectant mother | PL710 (1st rev) |
| 5 | Suspension on medical grounds under health and safety regulations | PL705 (1st rev) |
| 6 | Facing redundancy? Time off for job hunting or to arrange training | PL703 |
| 7 | Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982 | PL754 (1st rev) |
| 8 | Itemized pay statement | PL704 |
| 9 | Guarantee payments | PL724 (3rd rev) |
| 10 | Employment rights on the transfer of an undertaking | PL699 (1st rev) |
| 11 | Rules governing continuous employment and a week's pay | PL711 |
| 12 | Time off for public duties | PL702 |
| 13 | Unfairly dismissed? | PL712 (3rd rev) |
| 14 | Rights of notice and reasons for dismissal | PL707 (2nd rev) |
| 15 | Union secret ballots | PL701 (1st rev) |
| 16 | Redundancy payments | PL808 |
| 17 | Limits on payments | PL827 |
| | A guide to the Trade Union Act 1984 | PL752 |

Industrial action and the law.
A brief guide taking account of the employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

The law on unfair dismissal—guidance for small firms PL715

Fair and unfair dismissal—a guide for employers PL714

Individual rights of employees—a guide for employers PL716

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

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

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

Sex discrimination in employment

Collective agreements and sex discrimination

Taking someone on?

A simple leaflet for employers, summarising employment law.

Fact sheets on employment law

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

Facing an unfair dismissal claim?

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

Industrial tribunals

Industrial tribunals procedure—for those concerned in industrial tribunal proceedings ITL1 (1986)

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

Overseas workers

Employment of overseas workers in the UK
Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5

Employment of overseas workers in the UK
Training and work experience schemes OW21(1982)

A guide for workers from abroad
Employment in the UK OW17

Other wages legislation

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

A summary of part 1 of the Wages Act 1986 in six languages PL815

Employment measures

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

New Workers Scheme
A scheme for employers designed to create more employment opportunities for young people. An application form is included PL829

Jobshare
A share opportunity for the unemployed PL825

Equal pay

Equal pay
A guide to the Equal Pay Act 1970 PL743

Equal pay for women—what you should know about it
Information for working women PL739

Race relations

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

Miscellaneous

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

The way across
Details of Government action to develop vocational education and training PL807

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

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

News Brief

Britain's heritage a jobs winner

Jobs in tourism have grown by more than 23 per cent during the last ten years and are increasing at the rate of 50,000 a year. A key to this is recognition of the economic value of Britain's heritage, Employment Secretary, Norman Fowler said while launching *Tourism '87* the annual report from the Department of Employment.

The biggest increases in employment were in Yorkshire and Humberside and North West England with Scotland and Wales also benefiting significantly from the trend. The report shows the industry is now supporting some 1.4 million jobs and earning £15 billion a year.

"Spending by overseas visitors represents something like £100 a year for every man, woman and child in this country," said Mr Fowler. Tourism is thriving in Britain and we are more than holding our own in the face of mounting international competition, but there is no room for complacency," he added.

Mr Fowler remarked that the aim was to give the visitors whether from home or overseas an even better deal.

This means further action in many areas including:

- improving the levels of service offered by far better training, by providing more places on hotel and catering courses and by generally improving awareness of the tourist industry throughout the education system;
- clearing away some of the unnecessary controls, for example by allowing more flexible licensing hours;
- cutting airport queues by seeing if American visitors to Britain can be given



Tower Bridge was the appropriate venue for the launch by Employment Secretary, Norman Fowler of *Tourism '87* which describes the appeal of Britain's heritage. Photo: Jim Stagg.

- immigration clearance before they leave the USA;
- pushing ahead with the new farm diversification scheme to encourage development of tourism in rural areas;
- continuing the improvement of our beaches so that they will meet the required standard by the end of the century;
- enhancing the leisure possibility offered by our inland waterways.

Training gets EC cash boost

Britain is to get an increase in its share of the European Social Fund this year from £280.5 million to £435 million—the money going to almost 1,800 training programmes throughout the United Kingdom. The allocation from the Fund, approved by the European Commission represents 18.8 per cent of the total Fund budget.

Welcoming the news, Employment Minister, John Cope said it would help disadvantaged groups in the workforce and contribute to reducing unemployment.

A total of 1,761 projects will receive a grant from the European Social Fund this year. These range from small training

schemes to integrate disabled people into companies, as well as relatively large programmes designed to train young people in high-tech skills.

Mr Cope commented, "The funding is spread throughout the country on projects large and small. On the Isle of Skye, for example, it will enable young people to be trained in new technology in Scottish Gaelic, and it will help 23 people in Leicestershire with old engineering skills to re-train in robotics and computers. This is an indication of the effectiveness, quality and scale of the training that is now available for those who need it."

Rovers' return

American visitors are coming back to Britain. Figures from the British Tourist Authority show that in May there were 1,350,000 visitors, 20 per cent more than in May last year with 360,000 (61 per cent) more tourists coming from North America.

Tourist spending was up by 13 per cent to a total of £1,915 million during the first five months of 1987. This was matched by the total of overseas visitors, 13 per cent higher at 5,300,000.

Visitors from Western Europe totalled 17 per cent more on last year's figures, but other areas yielded 10 per cent less. Their spending came to £475 million, a 12 per cent increase on May 1986.

BTA Chief Executive, Michael Medlicott commented that the increase in visitors from North America was particularly encouraging. "We look forward to even better results in the peak summer months," he said.

Success? No problem North East bounces back

Shortages of skills, business premises and housing are key problems facing small businesses in Southern England. But such constraints bring out the best in many people determined to succeed in setting up and expanding small firms.

So comments Roger Harris, regional manager, in the Small Firms Service report for 1986-87, which covers seven counties in the south.

"Those who start and run small businesses are full of drive and ambition, with a shrewd eye for a market opportunity. And they're determined to do something about their ideas," points out Mr Harris, whose region is seen as one of the most prosperous in the country.

"There is no shortage of thriving small businesses or of people eager to go it alone, but the region's prosperity has led to shortages of accommodation, growing demand for skilled workers, high rents and strict planning controls. Coping with these and the other problems of new businesses is where our service frequently helps."

Free information

The regional centre in Reading has a database containing an enormous pool of information, available free through Freephone Enterprise. The service—which is run by the Department of Employment—also retains a network of experienced counsellors able to advise on overall activities and plans or on a specialist area—with diversification or expansion being a particularly popular theme. The first three counselling sessions are free, with a modest charge being made for further sessions.

One man helped by the service is Jason Taylor from Portsmouth. Employed by an engineering company, he noticed that small orders were being turned down so he formed Precision Pulleys to fill an obvious gap in the market. He now employs five people and occupies new, larger premises.

Mr Taylor was helped in his enterprise by Small Firms Counsellor, Cyril Towner who advised on costing, quoting, preparation of bank presentations, management systems and marketing.

Further advice

Established businesses can have counselling through the Business Development Service to help them with growth and profitability. Counsellors advise on marketing strategies, production, pricing and profit improvement.

A growing element of the Business Development Service is in supporting export ventures by offering new solutions without interference.

The resilience of people living in the North East was praised by Employment Minister, Patrick Nicholls during a tour of the region.

"The North East was hit harder than most by the recession, but the decline has now been halted and improvements are on the way," he said.

"It is still harder for an unemployed person in the North East to get into work, because there are fewer jobs here than in some parts of the country, but the trend is in the right direction," added Mr Nicholls.

Among the places visited were Vaux Breweries, Sunderland and its 51 YTS trainees, the Beamish Museum which re-

cently won the European Museum of the Year title, the Newcastle Youth Enterprise Centre which helps young people into their own businesses, and the St Thomas Street Stables, converted into small workshops by Community Programme workers sponsored by the Newcastle/Gateshead City Action Team.

Mr Nicholls also visited the Sunderland Job Club where he met two men who were unemployed for three and a half years before joining the Job Club. Now Steve Taylor, 28, works as an administrative assistant at the Sunderland Jobcentre, while Bob Calvert, 27, is to join Nissan.



Employment Minister, Patrick Nicholls gets things started as he prepares to test drive a restored 1920 Armstrong Siddeley car. Experts were helped by Community Programme workers to prepare the car to promote Beamish Museum, Durham.

Live exchange

The main problems facing people wanting to start their own businesses are raising financial backing and finding the right staff.

Having identified the problems, a TV magazine programme *The Business Exchange* is offering practical help through business counsellors during a live phone-in session.

The programme, currently being shown on Channel 4, features successful business people who share experiences and offer advice to newcomers venturing into the world of self-employment.

Focus on help

Job Clubs are featured in current TV commercials which focus on the facilities offered to unemployed people and their effectiveness in helping them back into the labour market.

In just six months Job Clubs have expanded from 300 to 1,000 all over the country.

The new advertising seeks to support jobcentre staff who are the front runners for "selling" Job Clubs to long-term unemployed people.

"We want to let people know how Job Clubs can help them as individuals," said a spokeswoman.

Business boom hits North East

Budding businesses are booming in the North East, according to the 1986-87 Report for the Department of Employment's Small Firms Service.

Figures reveal that the number of inquiries nationally from small businesses seeking professional advice from the Small Firms Service is up on the previous year by over 12 per cent. The biggest leap was a 15 per cent jump in the North East.

The North East's Small Firms Service received almost 20,000 inquiries during the year and held around 4,000 counselling sessions.

The biggest growth in small businesses throughout the region is in the tourism and leisure industry and these are concentrated along the coast and in rural Northumberland.

Gillian Smith, Regional Manager at the Small Firms Centre in Newcastle, said, "Over the last five years the number of people in the region who have started their own business has grown by 25 per cent. The demand is increasing daily and by October we hope to have recruited six more counsellors bringing the total to 30."

The Small Firms Service counsellors offer plain advice based on their own sound business experience. In addition to pre-arranged counselling sessions they also hold informal clinics.

A helping hand

The success rate of small businesses is at least twice the national average if they receive help from an enterprise agency.

This is revealed in an independent survey which reports that five out of six small businesses which had enterprise agency help before October 1985 are still trading, with each of these firms now employing an average of six people.

There are 275 local enterprise agencies throughout the country supported by the private sector in partnership with the public and voluntary sectors.

Enterprise agencies aim to help new and small businesses to develop and to promote growth and employment in local areas by providing free help and advice to people wishing to start up or to expand existing businesses.

Developed with support from Business in the Community, local enterprise agencies have a proven record of extremely low-cost job creation.

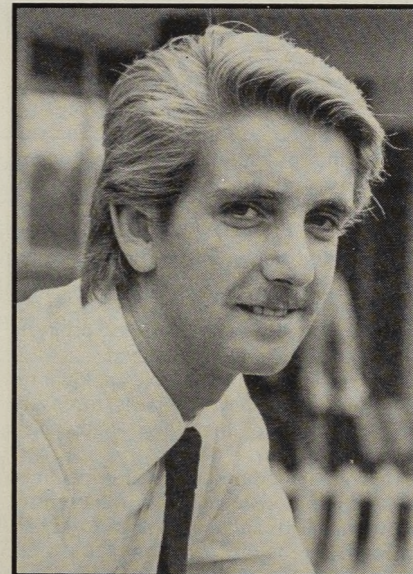
'Owzat for a job?



Paul Pollard's luck was in when he was given the chance to play first class cricket as a YTS trainee.

Facing one of world cricket's most fearsome fast bowlers is not the usual sort of work experience for a YTS trainee.

It happened to 19-year-old Paul Pollard when he was suddenly put in to play for Nottinghamshire and came to bat against Michael Holding, (known as "Whispering Death").



Paul Pollard.

Paul needed all the character-building qualities gained in a year on the Government scheme just to survive against the man who has shattered many fine batsmen, and he coped well, scoring 31 runs off the Derbyshire attack.

Paul was picked up by Trent Bridge after being spotted playing for Notts and England school sides.

He was taken on through YTS when first-class counties accepted the chance to benefit from the programme by taking on part-time staff in 1986.

"Basically, all I did for the year was practise my batting, and play for the Colts side or Notts Second Eleven when the chance came," said Paul. "There were other jobs involving paperwork in the office, which I didn't enjoy much, but at least it gave me a view of things from all angles and it was a tremendous stepping stone when I joined the staff full-time."

The left-handed batsman added: "If I hadn't been offered a place on this scheme, I would have gone to work somewhere else and probably only played cricket at weekends, which would have hampered my chances of making an impression."

Paul's big chance to play for Notts first team for the game against Derbyshire came when his remarkable form (he had hit four centuries in second team cricket) coincided with the first team's plague of injuries.

Photo: T. Bailey Forman Newspapers Ltd., Nottingham.



Llangollen canal is just one of the beautiful waterways popular with holiday makers.

Photo: British Waterways Board.

Waterways on the tourist trail

Britain's 2,000 miles of waterways are to play an important part in its leisure and tourism industry.

Plans outlined in the annual report of the British Waterways Board, include a Bill to restore the Montgomery Canal and through local councils a revival of the Leeds to Liverpool canal.

Restoration work is continuing in the Kennet and Avon canal and the Huddersfield Narrow canal, while development ventures with the private sector include Milton Keynes marina and Leeds Basin.

Target achieved

A £200 million development scheme is planned for Paddington Basin with offices, shops and houses, and a National Waterways Museum is to be created at Gloucester docks.

Homes, a public house and restaurant are to be provided with the development of the Limehouse Basin in London.

The Board has continued to be one of the largest providers of places under the Community Programme with 1,544 young people and adults employed on 58 projects.

It achieved its financial target of breaking even and made a profit of £28,000.

The report and accounts, £5, is available from the British Waterways Board.

Youthful appeal

If young people know what they like, they should know what will attract young people from other countries.

Working on this premise, the English Tourist Board invited school and colleges to produce promotional videos or brochures to appeal to young visitors.

Over 100 teams entered the competition and among the winners were space-age scenes in South Yorkshire, teenage pangs at holiday separation, a creative "dial-a-direction" disc for Colchester, and a brochure in two languages to help students visiting Birmingham. One team even sold advertising space to pay for the printing of their brochure, now used by their local authority as the town's sole tourist literature.

Another prizewinner is a highly professional documentary, and one brochure, aimed at children, included a colouring competition.

First prizewinner among the 4th and 5th forms category was Maltby Comprehensive School, South Yorkshire which won £2,000 with the video *To Boldly Go!* In the category for 6th forms and further education institutes, the first prize was shared between Birmingham's Joseph Chamberlain College and Rednock School, Gloucestershire.

Fairground concern

Employment Minister Patrick Nicholls has expressed concern at safety standards on fairground rides following a spate of accidents this summer.

He said that while recent incidents are under investigation by inspectors from the Health and Safety Executive (HSE), it would be inappropriate to comment on the accidents until investigations are complete.

But he added "It is important to remember that this is a rapidly expanding industry and every year an increasing number of people attend leisure parks and travelling fairs.

"The fairground industry, therefore, has a particular responsibility to ensure that the public is offered rides which have been designed within safe parameters, are properly constructed and well maintained.

"Those using the rides have an equal responsibility to behave properly to ensure both the safety of themselves and others attending the fair."

He commented that the HSE is committed to the enforcement and promotion of safety standards and makes routine inspections of fairgrounds. It has worked closely with the industry to produce a Code of Safe Practice at Fairs.

Printing money

Britain's printing colleges are to benefit from a £4 million investment programme, thought to be one of the largest industry training initiatives supported by the government.

It will go some way to update inadequate facilities at colleges such as Brunel Technical College, Bristol; London College of Printing; Cambridgeshire College of Arts and Technology; Watford College; South Notts College, Nottingham and Matthew Boulton Technical College, Birmingham.

Local authorities and the industry itself has been asked to meet half the funding, with the remainder coming from the Department of Trade and Industry.

Since the launch of the Printing Equipment Educational Trust (PEET) in May, some £80,500 has been raised, but at least £600,000 must be found by the end of October if the industry is to benefit from the DTI funding.



Sunil Vadhera and Abid Nawaz have opened a fitness and health studio in Newcastle with help from PNE.

Photo: PR Consultants Scotland.

Striding ahead in the North East

by John Roberts

Set up in 1980, Project North East (PNE), now has a proven track record in the promotion of self-employment, youth enterprise and the local economic development through support for small firms and associated activities. Many of its initiatives are being followed in other parts of the country and overseas. This article describes its successes in the development of new ideas and some of its aspirations for the future.

- In a converted warehouse in central Newcastle, young people are studying the finer details of marketing their own businesses.
- Across the river Tyne, workmen are starting the ambitious task of transforming a 72,000 sq ft empty factory into the design and marketing centre of the North.

- In Sunderland, the first tenants are moving into the Wearside town's new Enterprise House.
- In North Shields, the latest batch of trainees are learning "office of the future" skills at the North Tyneside Brass Tacks Information Technology Centre.



Photo: Newcastle Chronicle.

David Brannen, 24, who started a printing business with the help of NYEC also won the 1987 Livewire Northern Regional Finals for the best existing business.

These, and many other initiatives, have been started by the dynamic Newcastle-based Project North East. It was started in 1980 by two young men then in their mid-20s, David Grayson and David Irwin, who gave up secure, well-paid jobs with multi-national companies and it aims to develop new ideas for job and business generation in regions like the North East of England. In fact, the aim is two-fold: to develop practical initiatives to help the North East and to produce ideas which can then be replicated elsewhere.

Says one of PNE's co-founder managers, David Grayson: "The North East had a narrow industrial base with a few big employers in industries like steel, ship-building, coal-mining, heavy engineering and basic chemical processes. All were industries in difficulties. We were a branch factory economy with few financial and support services, and small business formation per head was half the UK average. New thinking was needed about where the jobs would come from. We felt that if an idea worked in the North East—it could work elsewhere too!"

David Grayson and David Irwin started with less than £1,000 and most people in the area were sceptical of the Project's survival prospects.

Says John Ward—Regional Director of Barclays Bank and now Chairman of the Community Action Programme on Tyneside: "I thought they were well-meaning but that they would not be able to make a go of it. Their track-record over the past seven years proves me wrong and I am happy to admit it."

That track-record has been achieved in six main areas:

- promotion of self-employment;
- youth enterprise;
- information services;
- skills training;
- local economic development;
- support for Small Firms Agencies.

Make your own job

The North East lacked an entrepreneurial tradition. To tackle this, PNE held a series of well publicised exhibitions in Middlesbrough, Bishop Auckland, North Shields and other towns in the region. David Grayson's

marketing experience from Procter & Gamble came in useful, these 'Make Your Own Job' exhibitions were heavily publicised through door-to-door leaflet drops, poster campaigns and substantial media coverage.

"We were accused", remembers Grayson, "of trying to sell self-employment like soap powder; but it was important to promote the option in a high profile way if the idea was to be taken seriously".

Each exhibition highlighted how to find business ideas, how to develop business skills, find premises and finance. And—importantly—it provided directions for access to sources of business help in the area. Each was backed up by an easy-to-read 'Make Your Own Job' Guide. A mobile version: the Business Bus toured Tyneside during campaigns in 1982 and 1983.

Commercial Break

Simultaneously, PNE persuaded the region's independent TV station: Tyne Tees, to introduce a new type of Commercial Break. This was a business competition aimed at young people which attracted 800 enquiries during 1982-83 with the most promising entries receiving cash awards and follow-up business training.

Livewire

After their success with Commercial Break, PNE took on in 1984 the regional co-ordination of the Shell sponsored Livewire Awards Scheme. Livewire is designed to encourage young people, aged 16 to 25, to think about how they can make their own job—in their own business, as a co-operative or a community project. Entrants are linked up to an adviser and helped to develop a business plan. They are invited to submit their plans which are judged and around £100,000 of awards are given locally and nationally each year.

In 1984, PNE attracted more entrants than any other region. They had similar success in 1985-86. In 1986, PNE were successful in winning the contract from Shell for the national co-ordination of Livewire. 1986-87 saw the consolidation of local co-ordinator and adviser networks and a 10 per cent increase in registrations to 3,350 representing 4,500 young people.

PNE has taken on additional staff to manage Livewire, and hopes to win other similar large-scale commissions.



Photo: Project North East.

PNE co-founder Manager, David Grayson briefs Sir Ralph Halpern of the Burton Group on plans for the Burton sponsored Design Works.

Youth Enterprise

The large number of young people visiting the 'Make Your Own Job' exhibitions and coming through Commercial Break convinced PNE of the value of a special enterprise initiative for young people. They persuaded major companies like Legal & General, Marks & Spencer and British Rail to back the establishment of Britain's first ever Youth Enterprise Centre.

With financial assistance from the Department of Environment, Newcastle City Council and the Manpower Services Commission (MSC), a derelict warehouse in the middle of Newcastle was converted into a 'one-stop-shop' where young people could obtain, all under one roof: business advice and information, enterprise training, workspace, common services, access to finance and marketing support.

Since its establishment at the end of 1984, Newcastle Youth Enterprise Centre has worked with more than 1,100 clients of whom 230 have formed their own businesses. To date, around 180 are still in business employing nearly 250 people.

A second centre is now opening in Sunderland with the backing of the Borough Council, the City Action Team¹, the Department of the Environment and Vaux Breweries, as well as other private sector sponsors. It will provide all the same services as Newcastle, but will also house other business advisory services aimed at older people. Thus, it will become a one-stop-shop for all people in Sunderland thinking about starting or expanding their own business.

True to the Project's goal of developing models which can be replicated elsewhere, the Youth Enterprise Centre has attracted widespread interest. There are at least ten other centres now operational around the country. Many more are planned. There has also been substantial interest overseas. The Canadian Government, for example, has recently established a national network of eight Youth Enterprise Centres across Canada.

PNE has organised briefing seminars on the experience of setting up and running a Youth Enterprise Centre and longer training courses for new managers of centres. A detailed manual on the experience of the first eight Youth Enterprise Centres in Britain has recently been published by PNE.

¹The City Action Team operates in the Inner City Partnership area of Newcastle/Gateshead. The team brings together the spending powers of the Department of Environment, the Department of Employment/MSC and the Department of Trade and Industry and works to develop and implement the policies and programmes of those departments in the partnership area.

The team ensures that action is well related to local needs and opportunities and works closely with the local authority and the private and voluntary sectors.



Neil Wilson displaying his origami table and chairs. He was winner of the Youth Enterprise Business competition in 1985.



Emma Osbourne (right), a Newcastle Polytechnic student conducted market research for a retail outlet selling basic fashion for trendy young people. Also depicted are Sue Rabey, manageress and Lisa Pouker, assistant.

"No problems, only opportunities"

"Procter & Gamble taught me", said David Grayson, "that there are no problems, only opportunities". PNE has recently turned two problems facing young people starting in business into opportunities. The problems are finance and marketing. PNE has turned these into opportunities. It has developed its own Northern Youth Venture Fund which is being registered as a charity. This already has over £300,000 available for low interest loans to young businesses. Funding has come from the City Action Team and several major charities, including the Prince's Youth Business Trust, for which PNE is one of the first accredited centres, and the Shell Enterprise Loan Fund, for which PNE was chosen as one of just six Enterprise Agencies around the country.

PNE is now beginning work on group marketing initiatives for young people in business. This has included organising a major exhibition in Newcastle and publishing a directory: 'Buying for Business'.

Information services

PNE's simple guides to starting a business on Tyneside, Durham and Cleveland have been enthusiastically endorsed by small firms agencies and local people, and have gone through several reprints.

A Youth Enterprise Resource Bank is now available in an easy to up-date ring-binder. The information about starting in business has been compiled as a result of several hundred counselling sessions with young people.

This has now also been expanded as BISON: Business Information System On-line. This is a computerised on-line viewdata service aimed principally but not exclusively at young people starting in business, sponsored by ESSO. This provides a range of quizzes, games, business tips and hard information for those thinking of starting in business and their advisers, including information about the Enterprise Allowance Scheme, which provides financial help from MSC in the early stages of the development of a business and other Government schemes. It is accessible, in the same way as Prestel, from a number of locations in the North East including a library, JobCentre, schools, Youth Training Schemes and colleges as well as many local enterprise agencies.

Project North East has also developed a series of training packages. Taken together, these form the 'Youth



Paul McGilloway, a Livewire winner, has started a picture framing business.

Photo: PR Consultants Scotland.

Business Kit' to help young people and those working with them explore the options of self-employment and learn how to develop their own businesses.

Widening the skills base

With help from Levi Strauss, PNE set up one of Britain's first Information Technology Centres: North Tyneside Brass Tacks, to train unemployed school-leavers for jobs in computing and electronics.

"Of the 300 young people who have been through the ITeC, 80 per cent have found jobs or gone on to further full-time education" reports PNE's other co-founder, Tyneside-born David Irwin whose pre-PNE career was in computing and electronics with Dunlop.

Brass Tacks' work is now expanding to provide computer training for managers, and the sale and after-service of computing equipment.

Local economic development

Design works

PNE's biggest initiative to-date is a partnership with the Burton Group, the City Action Team and Gateshead Metropolitan Borough Council. Using Community Programme labour, the Project will convert a 72,000 sq ft warehouse in Gateshead into a centre of excellence to promote the importance of design and marketing to industry and commerce in the North.

Design Works will provide workspace and exhibition

facilities. In addition, there will be a variety of training courses; marketing and brokerage services; and a programme of seminars and other events to highlight the crucial importance of design and marketing.

The first of these is a major design management conference to be held in Newcastle in October in association with Newcastle University.

Assisting other initiatives

In tandem with its own schemes, PNE also assists other initiatives. These have included designing the pilot programme for the Prince of Wales Community Venture which is being tested out on Wearside and in Birmingham. It also works with the Inner City Initiative Task Forces in Middlesbrough and Hartlepool.

"PNE is an Enterprise Agency's agency", says Maureen Howe of Legal & General, which is one of PNE's major sponsors. "But it is like no other enterprise agency I have come across (and I have seen a few). The ultimate aim might be the same—economic regeneration of the area where it is based—but the operation has a totally different feel to it. A global view is constantly borne in mind and projects and activities are generated not only to benefit the North East but to be replicated in other areas as well. All these factors are of major importance when the PNE staff are considering them".

New approaches

A prime aim of PNE is to develop new approaches to business and job creation—and this extends to its own

organisation and methods of work. It can best be described as a local economic development consultancy run by social entrepreneurs which can offer a range of skills from ideas generation to turnkey project management in the business and job creation field.

"PNE initiatives", says Canon Peter Dodd, who chairs the Board of business people and community group representatives which supports the work of Project North East, "involves a close partnership between public, private and voluntary sectors. It is a model which is becoming increasingly common around Britain: matching cash from local and central Government, Europe and the MSC with the expertise, professionalism, commitment and local knowledge of voluntary and community groups on the ground."

Sponsors

Sponsors of Project North East initiatives read like a roll-call of Financial Times top companies. BP, Boots, Burton Group, Esso, IBM, ICI, Legal & General, Marks & Spencer, National Westminster Bank, Procter & Gamble, Shell, Tyne Tees Television and United Biscuits are among the hundred or more major firms which have backed PNE initiatives.

The Project aims to bring business principles to local economic development: significantly the two managers both recently undertook part-time Master of Business Administration courses to enhance their own skills. And they have ruthlessly chased management expertise from sponsoring companies and have negotiated both full-time secondments from companies as well as short-term loan of managers for two to eight weeks.

PNE also emphasises the importance of avoiding duplication; being at the cutting edge of innovation; and adopting a strategic approach to local economic development.

Funding

Formally, PNE is an independent, non-profit-making company recognised by Government as a local enterprise agency and consequently receiving funding from the Regional Enterprise Unit¹. Funding now comes from a variety of other sources including core sponsorship; commissioned work; sponsored projects; MSC Community Programme for 16 staff places; secondments and help in kind; seminars and publications; and consultancy fees.

Changing patterns of work

PNE personnel are quick to shun accusations of small business fanaticism. They do not see self-employment as a panacea. They are, however, enthusiastic evangelists for what they see as radically changing patterns of work. They see life-time employment with one firm or organisation as a thing of the past.

Says David Grayson, "Already, 10 per cent of the American workforce change their careers every year—that means the average American changes his or her career at least four times in the course of a working life."

And he adds a reference to the Project's guru—American Futurologist: Alvin Tofler, who describes these changes as 'The Third Wave' and says, "This will reward people who are quickly adaptive to change; who are flexible, able to work for more than one boss and maybe, even at the same time, to serve as a boss."

"It will pay off for people who are curious, inquisitive,

¹The Regional Enterprise Unit carries out a wide variety of duties on behalf of the Department of Employment, including representing and promoting the interest of small firms, sponsorship and funding local enterprise agencies and developing links with tourist bodies.

eager to find out what is going on and to influence it: it will pay off for people who may not have the skills of a life-long specialist, but rather experience in several different fields and the ability to transfer ideas from one to the other.

"It will reward individuality and entrepreneurialism . . . will favour self-starters, doers, but it will also need creative dreamers . . ."

"It will favour . . . those who are future-oriented over those who live primarily in the past."

Training

That means people will need more opportunities for training and retraining. As Bob Reid—Chairman of Shell (UK) Limited—declared in the 1986 PNE Annual Lecture: "If society is to keep its citizens positive and remain in an evolutionary not a revolutionary mode it must prepare them for interrupted careers and it must prepare them in such a way that they see this positively as an opportunity."

"To achieve this, education should be designed to provide pathways and avenues for further self-development, rather than being aimed at end-points—degrees, diplomas, certificates and so on. These should be milestones along a fascinating road."

Where next

The Project has six immediate targets for the coming year:

- the opening of Design Works;
- establishment of the Sunderland Youth Enterprise Centre;
- a major boost to the Northern Youth Venture Fund;
- making funds available for taking equity stakes and royalty agreements with expanding businesses;
- group marketing; and
- a new high-tech small firms project.

In the longer term, it expects to spend more of its time on the after-care of businesses it has assisted to start up; working with businesses with growth potential to employ a more substantial number of people quickly; and on initiatives to widen the skills base of the region—particularly in the support services like design and marketing.

"It is important to keep what we do in perspective", says David Grayson. "After seven years, the number of jobs we have helped to create can still be wiped out in one day with a major factory closure. The message is that greater self-employment and indigenous local economic development can only be part of the answer: the North East still needs its Nissans."

Nevertheless, as one local industrial journalist commented, "PNE is energetically laying foundations for a new economic structure and, hence, a new way of life—for the beleaguered North East."

Fact Sheets

Fact-sheets on major PNE initiatives are available free of charge from: Project North East, 60 Grainger Street, Newcastle upon Tyne NE1 5JG. Tel: (091) 261 7856.

| Division | Class | Group | Activity | Male | | | Female | | | Male and female |
|-----------------------------------|-----------|-------|---|-------------|------------|-------------|-------------|-------------|--------------|-----------------|
| | | | | Full-time | Part-time | All | Full-time | Part-time | All | |
| GREAT BRITAIN SIC 1980 | | | | | | | | | | |
| | | | Recreational services and other cultural services contd. | | | | | | | |
| | 971 | 9710 | Film production, distribution and exhibition | 11.0 | 1.9 | 13.0 | 7.5 | 7.6 | 15.1 | 28.1 |
| | 974 | 9741 | Radio and television services, theatres, etc | 39.6 | 2.9 | 42.4 | 21.0 | 7.1 | 28.1 | 70.5 |
| | 976 | 9760 | Authors, music composers and other own account artists n.e.s. | 6.2 | 0.8 | 7.0 | 3.4 | 1.2 | 4.6 | 11.6 |
| | 977 | 9770 | Libraries, museums, art galleries, etc | 17.1 | 3.0 | 20.1 | 20.3 | 18.7 | 39.0 | 59.1 |
| | 979 | 9791 | Sport and other recreational services | 111.6 | 34.2 | 145.8 | 48.7 | 83.3 | 132.0 | 277.7 |
| | 98 | | Personal services * | 43.2 | 5.7 | 48.9 | 93.7 | 47.4 | 141.1 | 190.0 |
| | 981 | | Laundries, dyers and dry cleaners | 18.2 | 2.0 | 20.3 | 22.6 | 18.6 | 41.2 | 61.4 |
| | | 9811 | Laundries | 12.7 | 1.2 | 13.9 | 16.0 | 9.8 | 25.8 | 39.7 |
| | | 9812 | Dry cleaning and allied services | 5.5 | 0.9 | 6.4 | 6.6 | 8.7 | 15.4 | 21.7 |
| | 982 | 9820 | Hairdressing and beauty parlours | 10.1 | 1.2 | 11.3 | 65.4 | 24.2 | 89.6 | 100.9 |
| | 989 | 9890 | Personal services n.e.s. | 14.9 | 2.4 | 17.4 | 5.7 | 4.6 | 10.3 | 27.7 |

¹ Because the figures have been rounded independently, rounded totals may differ from the sum of the rounded components.
² Except for agriculture, part-time employees are defined as those working for not more than 30 hours a week.
³ When a change of business activity is notified by an employer the industrial classification in the census is amended accordingly.
* Excludes private domestic service.
† Estimates for agriculture are based on figures provided by the Ministry of Agriculture, Fisheries and Food, the Department of Agriculture and Fisheries for Scotland and the Department of Agriculture in Northern Ireland.
‡ National and local government employees engaged in, for example, building, education and health are included under the industries appropriate to those headings. Members of HM Forces are excluded.

Special Feature



Jaguar shares applications

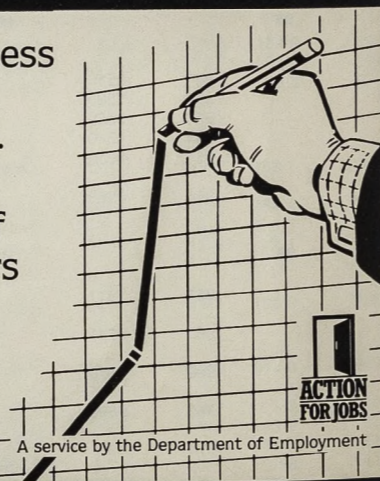
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Profit related pay

a new challenge—and a new opportunity

This article describes the working of the new profit related pay scheme which is operative following the enactment of the Finance (No 2) Act 1987. It gives practical examples related to the different situations of companies.

Throughout the 1980s there has been strong Government support for the financial involvement of employees in the business in which they work. An important milestone was reached this summer however, with the passing of the Finance (No 2) Act, 1987. Employers are now able to apply for registration of Profit Related Pay schemes

with the Inland Revenue, in order to give a valuable new tax relief to their employees.

A profit related pay (PRP) scheme is one in which a part of pay moves up and down with profits so that employees' pay reflects the profit which has been earned by their work. The possibility of giving some new tax relief to employees



Photo: Financial Times

Paying in profits

receiving PRP through a scheme registered by the Inland Revenue had first been raised by the Chancellor of the Exchequer in his Budget speech last year. It was followed a few months later by a Green Paper setting out the advantages that the Government saw both for employees and employers in relating a part of pay to profits. The Green Paper also outlined possible arrangements for an income tax relief based on profit related pay.

This stimulated widespread interest in the whole subject of PRP, with most of those who responded to the Green Paper welcoming the Government's initiative. In his Budget this year the Chancellor announced that he had decided to go ahead and initiate the tax relief, emphasising that two considerable advantages flow from arrangements which relate pay to profits. First, employees will have a more direct personal interest in the success of the business and second there will be a greater degree of pay flexibility in the face of changing business conditions.

"Profit Related Pay is no panacea; but then there are no panaceas," he said. "What it is, is a tool to help British business gradually to overcome one of our biggest national handicaps—the nature and behaviour of our labour market. I am today challenging British management to take advantage of that tool and to make good use of it, for the good of their firm, their workforce and their country."

The Chancellor's proposals for the new tax relief were broadly along the lines suggested in the Green Paper—the principal change being that the proportion of an employee's profit related pay which would be free from income tax would be doubled: a half of PRP will be relieved of income tax up to the point where PRP is the lower of 20 per cent of the employee's total pay or £3,000 a year. For a married man on average earnings getting 20 per cent of his pay as PRP under a registered scheme, the relief could be worth up to as much as 4p off the basic rate of income tax. If only as little as 5 per cent of his pay were profit related, then relief would be worth the same as a penny off the basic rate.

Introducing PRP

Businesses can consider how to introduce a scheme in the light of their own particular circumstances but it would be possible, for instance, for employees to take an increase in pay which would become profit related from the beginning of the next profit year. This might be coupled with a conversion of some existing pay to PRP.

Employees will have a strong incentive to ensure that the performance of the company is maximised; and, of course, the higher the proportion of pay that is profit related, the stronger the incentive will be.

The variation of the PRP element of pay will itself have an effect on profitability. If times are difficult the automatic adjustment in pay may provide an alternative to what could otherwise be the single option of redundancy.

To receive the tax relief, employees would need to be included in a PRP scheme registered by the Inland Revenue on the application of their employer. Employers can apply for registration of a scheme for any profitable business or part of a business, whether incorporated or not, with certain exceptions (mainly employers in or under the control of central or local government). A scheme would have to be registered by the Inland Revenue before the start of the first profit year in respect of which PRP were to be paid, and audited profit figures would have to be produced for the unit covered by the scheme. Subject to these provisos, an employer can choose whatever unit makes sense in the circumstances of his or her particular business. So the employment unit can range from a profitable group, company or firm to a sub-unit of any of these—for instance, one manufacturing plant in a large enterprise.

The rules for the PRP schemes have been kept to a minimum. Employers will be free to design a scheme to meet their own needs provided it has certain basic features. These include requirements that:



Photo: Financial Times

Trading in Jaguar shares opens on the stock exchange floor.

- Schemes must establish a clear relationship between the PRP of the specified employment unit and the audited profits generated by it using a choice of basic approaches which can be adapted in various ways;
- controlling directors must be excluded and part-timers may be excluded—as may new recruits until they have served a minimum period—but at least 80 per cent of the other employees in the employment unit must be covered by the PRP scheme;
- at the outset of the scheme the prospect must be that if profits are unchanged total PRP produced by the above formula will be at least 5 per cent of the employer's estimate of the total pay of participating employees at the starting date of the scheme;
- a scheme must last for at least one year.

A scheme may use one of two methods for determining the PRP pool. The pool may either be equal simply to a fixed percentage of profits for the year or else it may be a pre-determined sum of money which will move in line with year on year changes in profits. The Inland Revenue have prepared some worked examples and these are shown in the box on p 458.

Share ownership

The introduction of tax relief on PRP is the latest in a range of reliefs which have been introduced over the last few years to encourage the financial participation of workers in their businesses. Previously these reliefs aimed to encourage employees to own shares in their companies. Indeed, seven of the last eight Budgets introduced or extended such tax reliefs. An article by Gillian Smith of the Department of Employment Social Science Branch in the September 1986 edition of *Employment Gazette* entitled

"Profit Sharing and Employee Share Ownership in Britain", reported on a survey of share schemes which indicated that employers who operate schemes regard them as being generally successful.

Around 1½ million employees have now benefited under these schemes and the total initial market value of the shares involved rose during 1985–86 from £1.5 to £2 billion. Many employees now have a stake in the company they work for which is bound to promote their involvement and commitment to it and so further its success.

PRP, unlike share schemes, cannot bring a sense of ownership but it can nonetheless aid employees to identify closely with the success of a business—indeed some very successful companies already link an element of pay to the profitability of the enterprise. The concept of such a link is not unique to this country. In Japan, a quarter of an average worker's total pay comes in the form of a bonus which will normally have some link with the profitability of the enterprise.

Share schemes and PRP are not in any way competitors, rather they can play a complementary role. PRP introduced in a company which already has share schemes can reinforce the long-term commitment to the company which share schemes engender. Indeed, since PRP is part of pay and does not depend on the issue of shares, its effect may be stronger and more immediate. Moreover, the Inland Revenue has promised that employers who apply for their scheme to be registered at least three months (but not more than six months) before the start of the profit period covered, will be guaranteed a response before their schemes are due to come into operation.

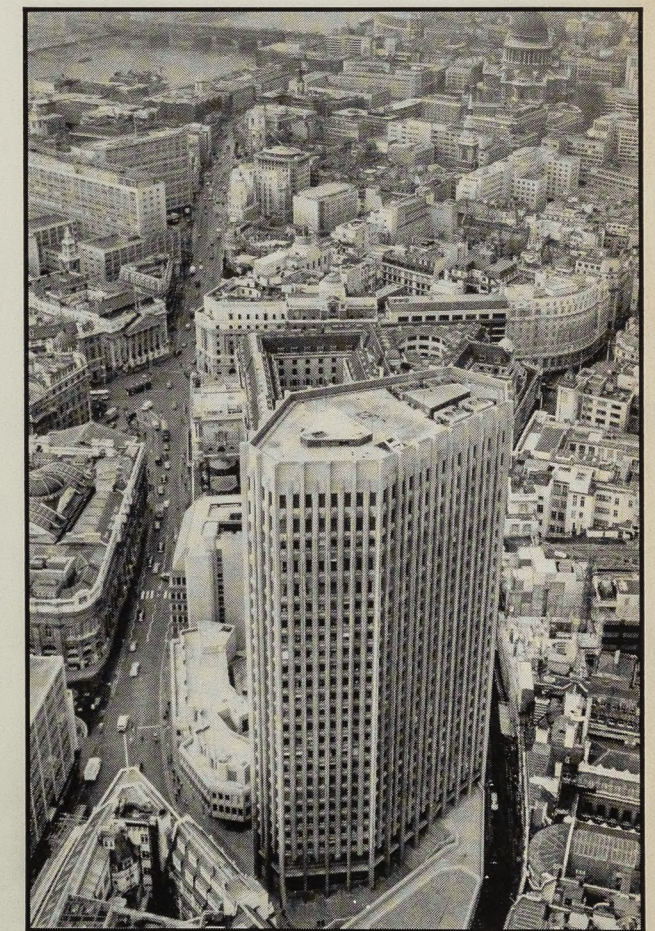


Photo: Financial Times

Square mile of money.

Profit related pay schemes: some worked examples

Common assumptions

Examples of how possible PRP schemes work are based on the following assumptions common to all three of the companies discussed below.

A PRP scheme is registered by the Inland Revenue in October 1987 with the profit year in respect of which PRP is to be paid starting on January 1, 1988;

Audited accounts are produced three months after the end of the profit year;

PRP payments are to be made *pro rata* to wages (the PRP figures in the examples below are the payments to an employee on the average wages for the company of £10,000 a year and are gross of tax).

Company A

In Company A:

100 employees are participating in the scheme throughout, and the annual pay bill is £1 million;

the PRP pool will be calculated as one-fifth of profit (the base year profits figure confirmed that this meets the 5 per cent test);

PRP will be paid in one lump sum when audited profits are available;

profit in 1988 is £250,000.

The PRP for the 1988 profit year is calculated as £50,000 in April 1989 when the audited profit figure of £250,000 for 1988 is available. It is distributed in May 1989 in one payment to employees of £500 each, £250 of which is tax free.

Company B

In Company B:

10,000 employees are participating in the scheme throughout, and the annual pay bill is £100 million;

the PRP pool will be calculated by reference to year on year changes in profits. If profits are the same in 1988 as in 1987 the pool will be £5 million. For every 2 per cent

increase (or decrease) in profits in 1988 the PRP pool will increase (or decrease) by 1 per cent;

PRP will be paid in one lump sum when audited profit figures are available;

profits are: 1987—£20 million. 1988—£24 million.

Profits have increased by 20 per cent, but under the second point illustrated that increase is scaled down to 10 per cent for PRP purposes. The PRP pool for the 1988 profit year is thus calculated as £5.5 million in April 1989, when the audited profit figure for 1988 is available. It is distributed in May 1989 in one payment to employees of £550 each, £275 of which is tax free.

Company C

In Company C:

50 employees are participating in the scheme throughout, and the annual pay bill is £500,000;

the PRP pool will be calculated as one-quarter of profits (the base year profits figure confirmed that this meets the 5 per cent test);

PRP will be paid monthly to employees on an interim basis;

Profits are:

| | Thousands |
|------------------|-----------|
| 1987 | 100 |
| 1988 1st quarter | 28 |
| 2nd quarter | 28 |
| 3rd quarter | 34 |
| 4th quarter | 30 |
| 1988 (year) | 120 |

Interim recalculations of the size of the PRP pool will be made on the basis of management accounts for the first, second and third quarters, and the final determination will be made using audited figures for the whole year.

The initial estimate of the size of the PRP pool is £25,000 (one-quarter of the initial estimated profit figure for 1988 of £100,000). Therefore, PRP is paid at £42 a month (equivalent to an annual rate of £500 a year) for the first three months of 1988.

In April the estimated size of the PRP pool increases to £28,000 (one-quarter of the re-estimated profit figure for 1988 of £112,000, four times the first quarter profits of £28,000). Therefore, PRP is paid out at £50 a month for the next three months giving an average payment of £46 a month over the first six months.

In July the management accounts for the preceding three months show no change in profits compared to the first three months; therefore, the estimate for the size of the PRP pool stays at £28,000. For the following three months PRP is paid at the average of the previous six months, that is at £46 a month.

In October the management accounts show an increase in profits with the average for the first three quarters indicating profits of £120,000 for a full year giving a PRP pool of £30,000. For the following three months PRP is paid at £62 a month giving a total for the year of £600.

The audited profit figures for 1988 show a profit of £120,000, so no subsequent adjustments are necessary.

In practice, employers making payment on an interim basis during the year may wish to do so on a conservative basis to reduce the possibility of an overpayment if the final audited accounts show lower profits than anticipated.



Dealing in company shares.

Photo: Financial Times.

Labour Market Data

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| Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes | Retail Prices Index | Tourism | |
| Sept 17, Thursday | Sept 11, Friday | Oct 7, Wednesday | |
| Oct 15, Thursday | Oct 9, Friday | Nov 4, Wednesday | |
| Nov 12, Thursday | Nov 13, Friday | Dec 2, Wednesday | |
| After 11.30 am on each release date, the main figures are available from the following telephone numbers: | | | |
| Unemployment and vacancies: 01-213 5662 (Ansafone Service) /6572 | Employment and hours: 0928 715 151 ext. 423 (Ansafone Service). | | |
| Retail Prices Index: 0923 228500 ext. 456 (Ansafone Service). | Average Earnings Index: 0923 228500 ext. 408 or 412 | | |
| | Tourism: 01-215 6142 | | |

Trends in labour statistics

Summary

The recent strong rate of growth in the economy has been maintained: preliminary estimates indicate that GDP (output) in the UK was about 3/4 per cent higher in the second quarter of 1987 than in the previous quarter and was 4 per cent above its level of a year earlier.

Output of the production industries in the second quarter 1987 is provisionally estimated to have increased by 1/2 per cent compared with the previous quarter to a level 2 1/2 per cent above the corresponding period a year earlier. Within the total, manufacturing output was 1 1/2 per cent higher than in the previous quarter and 4 1/2 per cent higher than in the same period a year earlier.

The number of employees in employment in manufacturing industry increased for the second successive month in June at the end of the second quarter. Employment was 10,000 higher than in May and also 10,000 higher than in March. Estimates of the employed labour force show that it increased by 105,000 in the first quarter of 1987 contributing to a total increase in the year since March 1986 of 257,000.

Adult unemployment (seasonally adjusted) fell again by 47,600 between June and July continuing the sharp downward trend. The average fall during the past six months was a record 39,500 a month. The series has now fallen for 13 months running and is some 335,000 lower than its peak in June 1986, and it is at its lowest level for over four years. Long-term unemployment fell by 110,000 in the year to July, again a record.

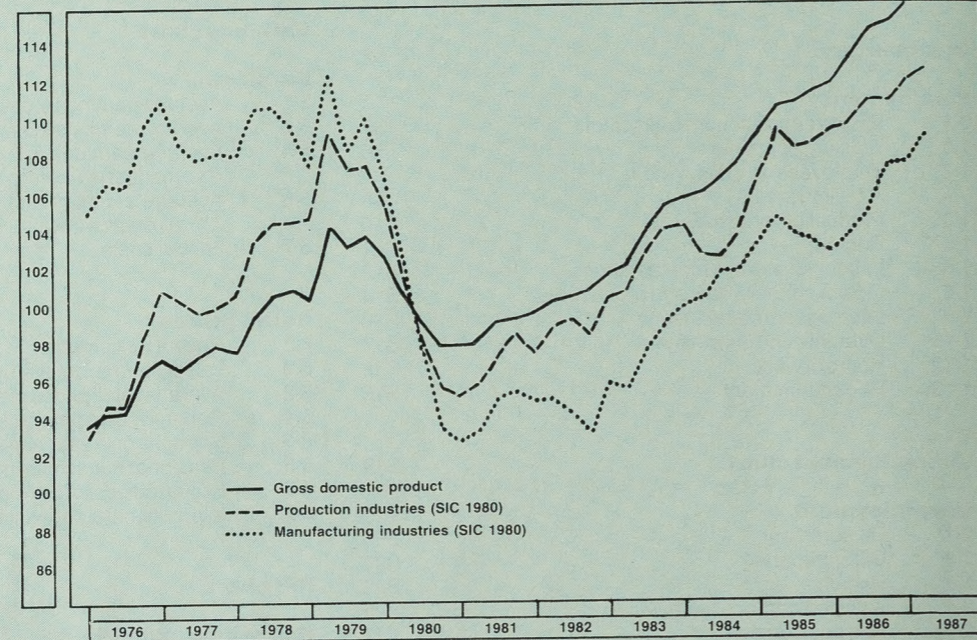
The underlying increase in average weekly earnings in the year to June was 7 3/4 per cent, similar to the increase in the year to May, and a little above the 7 1/2 per cent recorded almost continuously since mid-1984. The June position reflected large overtime and bonus payments.

The rate of inflation in July, as measured by the 12 month change in the retail prices index, rose to 4.4 per cent from the 4.2 per cent recorded in June.

During the 12 months to June 1987 a provisional total of 3.6 million working days were lost through stoppages of work due to industrial action. This compares with 2.5 million days lost in the 12 months to June 1986, and an

OUTPUT INDICES

Seasonally adjusted (1980 = 100)



annual average of 11.1 million days over the ten years to June 1986.

The number of overseas visitors to the United Kingdom in the three months to May 1987 was 17 per cent higher than a year earlier. The number of visits abroad by UK residents was 6 per cent more than a year earlier. The travel account of the balance of payments showed a deficit of £130 million in the latest three months, compared with a deficit of £159 million a year earlier.

Economic background

The level of activity in the economy has continued to rise strongly. Preliminary estimates indicate that *Gross Domestic Product (Output)* grew by about 3/4 per cent in the second quarter of 1987 and was about 4 per cent above its level of a year earlier.

Output of the production industries in the second quarter 1987 is provisionally estimated to have been 1/2 per cent higher than in the previous quarter, and to have increased by 2 1/2 per cent over the corresponding period a year earlier. *Manufacturing output* in the latest quarter was 1 1/2 per cent higher than in the previous quarter, and 4 1/2 per cent more

than in the corresponding period a year ago. Within manufacturing, there were above average increases over the quarter in the metals industry, and other minerals. Engineering and allied industries showed below average growth. Output of the energy sector in the latest quarter was 2 per cent lower than in the previous quarter and 3 per cent lower than in the same period a year earlier. This reflects unusually large numbers of closures in June for maintenance in the North Sea oil-fields.

On the preliminary estimate *consumers' expenditure* rose by 1 1/2 per cent in the second quarter of 1987 to £41.2 billion in 1980 prices, compared with the previous quarter, and was about 3 1/2 per cent higher than a year earlier. Most categories of goods and services increased during the second quarter. The volume of *retail sales* grew in July, on the provisional estimate, and in the three months to July 1987 was 1 per cent above that of the previous three months. The level of sales was 5 1/2 per cent higher than in the corresponding period a year earlier.

Capital expenditure by the manufacturing industries, construction, distribution and the financial sector on the preliminary estimate, rose by 4 per cent in the second quarter of 1987 and was

almost 10 per cent higher than in the second quarter of 1986. Within the total, expenditure by manufacturing industry rose by 11 1/2 per cent between the first and second quarters of 1987 to a level 8 1/2 per cent higher than a year earlier.

Stocks held by UK manufacturers and distributors, on the provisional estimate and at 1980 prices, rose by about £325 million in the second quarter of 1987. Within the total, stocks held by manufacturers increased by around £80 million. There was a rise in wholesalers' stocks of around £10 million in the second quarter of 1987 while retailers' stocks rose by around £235 million.

The Public Sector Borrowing Requirement (not seasonally adjusted) in July is provisionally estimated to have resulted in a net repayment of debt of £0.4 billion. In the first four months of the financial year 1987-88 a net £0.7 billion was borrowed compared with £1.9 billion in the same period last year. So far this year receipts from privatisation have amounted to £2.9 billion—rather higher than in the same period last year.

Sterling's effective exchange rate in July was little changed at an average of 72.8. Sterling fell 1 1/4 per cent against the dollar, rose by 1/2 per cent against the Deutsche mark and 1/4 per cent against other

EMS currencies. The index was 1 1/2 per cent lower than in the same month a year earlier, reflecting an overall fall over this period against European currencies while sterling rose by about 6 3/4 per cent against the dollar and 1 per cent against the Japanese yen. In the week ending August 6 sterling's effective exchange rate was 72.1, 1/2 per cent lower than the previous week. *UK base rates* remained at 9 per cent in July, but rose to 10 per cent on August 6.

The current account of the *balance of payments* was estimated to have been in deficit by £0.6 billion in the second quarter 1987 compared with a surplus in the previous quarter of £0.7 billion. *Visible trade* was in deficit in the second quarter 1987 by £2.4 billion following a £1.1 billion deficit in the previous quarter. Within the total, the surplus on trade in oil fell £0.1 billion to £1.0 billion while the deficit on non-oil trade increased by £1.2 billion to £3.5 billion. In the second quarter 1987 the *volume of exports* fell by 3 per cent, to a volume 3 1/2 per cent higher than a year earlier. The *volume of imports* rose by 5 1/2 per cent in the latest quarter, and was 9 per cent higher than a year earlier. In recent months the underlying volume of non-oil imports is tentatively estimated to have been flat, slightly below the peak of the last quarter of 1986.

Employment

The number of *employees in employment in manufacturing industries in Great Britain* is estimated to have increased by 10,000 in June 1987. The estimated increase in the second quarter was also 10,000; this compares with decreases of 31,000 in the first quarter of 1987 and 54,000 in the second quarter of 1986.

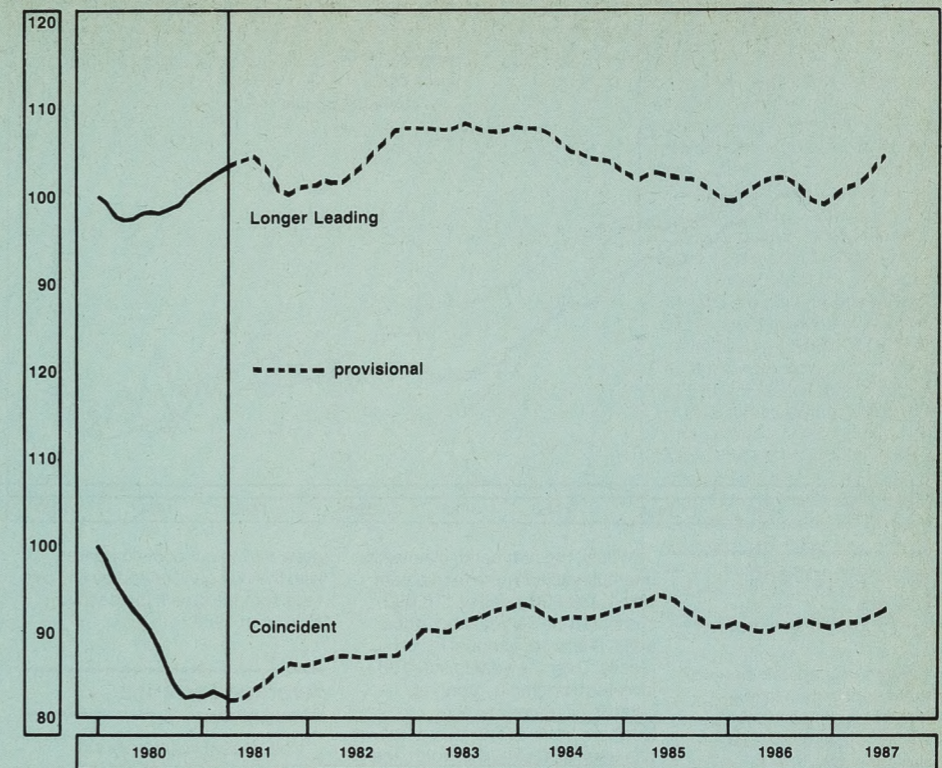
The manufacturing employee series can move erratically and it is not yet certain that the increase in the second quarter will prove to be more than a temporary fluctuation within a continuing gradual downward trend.

Whole economy estimates in Great Britain remain the same as published in August except for a marginal revision to some March 1987 figures to take account of additional data now available. *The employed labour force*—which includes the self-employed and HM Forces—in Great Britain increased by 257,000 in the year ending March 1987 and by 1,224,000 between March 1983, when the upward trend first began, and March 1987.

Overtime working by operatives in manufacturing industries was 12.80 million hours a week in June and the average for the second

CYCLICAL INDICATORS: Composite indices of indicator groups

January 1980 = 100



quarter was 12.55 million hours a week. After fluctuating around 11.5 to 12 million hours a week through 1986, overtime working has increased in recent months and is now a little above the peak level of some 12 million hours a week, maintained through much of 1985.

Short time working resulted in the loss of 0.28 million hours a

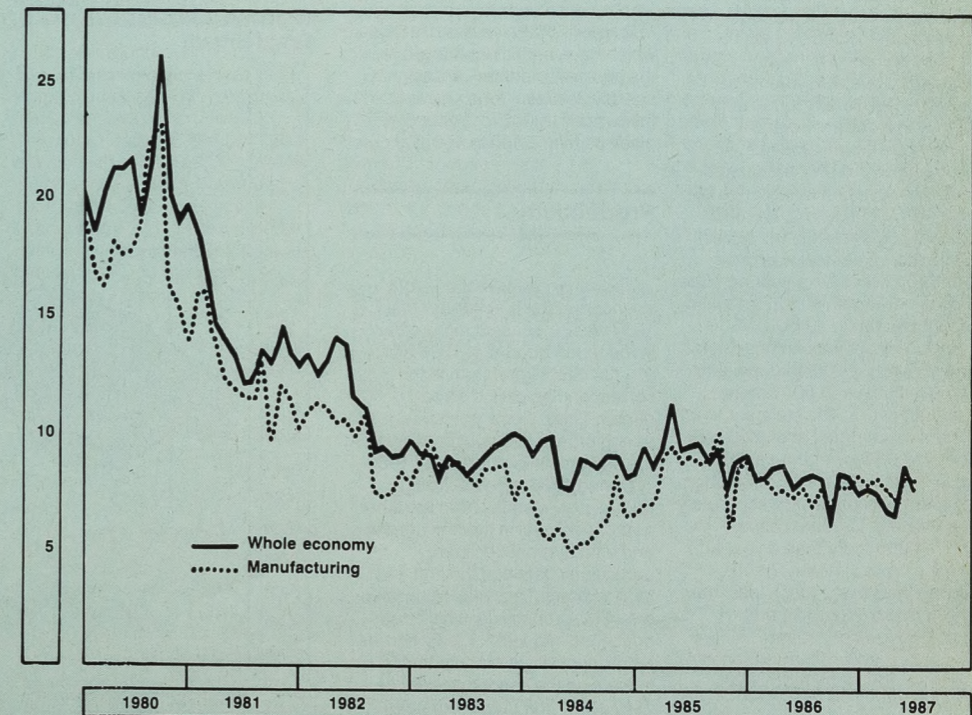
week in manufacturing industries in June 1987 which made an average of 0.37 million hours per week lost for the second quarter of 1987. This compares with averages of 0.46 million hours per week lost in the previous quarter and 0.51 million hours per week lost in the second quarter of 1986.

The index of average weekly

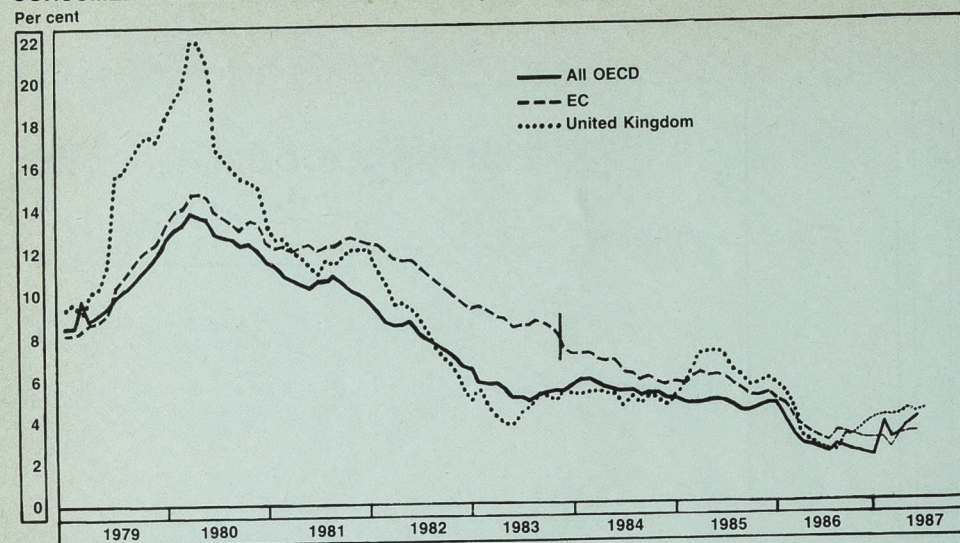
hours worked by operatives in manufacturing industries (which takes account of hours of overtime and short time as well as normal basic hours) was estimated at 103.6 in June 1987, which gave an average of 103.4 for the second quarter. This compares with 102.9 for the previous quarter and 102.8 for the second quarter of 1986.

AVERAGE EARNINGS INDEX: Increases over previous year

Percent



CONSUMER PRICES INDICES: Increases over previous year



Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom (excluding school leavers) fell again, by 47,600, between June and July, to 2,877,000 (10.4 per cent), the lowest total since May 1983. Unemployment has now fallen for 13 consecutive months, by 335,000 since the peak last June.

In the six months since January, there has been a record fall of over 39,500 a month on average—23,500 a month among men and 16,000 a month among women. The current trend appears to be close to the six-month average decline.

Over the 12 months to July the adult unemployment rate for the UK has fallen by 1.2 percentage points, with the largest fall (1.8 percentage points) in Wales. Over this period unemployment has fallen in all regions though only slightly in Northern Ireland.

The total of unemployed claimants in the UK (unadjusted including school-leavers) rose by over 1,000 in July to 2,906,000, some 10.5 per cent of the working population. The total was over 373,000 lower than a year ago, the biggest 12-month fall since similar records began in 1948.

In July, there was an unadjusted rise of nearly 7,000 among adults and a fall of over 5,000 among school-leavers. The claimant school-leaver total, at 64,000 was some 38,000 lower than a year ago. There were also 129,000 non-claimant school-leavers separately registered at Careers Offices, some 4,000 more than a year ago. The increase of nearly 7,000 among adults was much less than the increase of over 54,000 expected from seasonal influences, and so the seasonally adjusted adult total fell by over 47,000.

In July, the number of claimants unemployed for more than a year was 1,238,000, a fall of 110,000 compared with a year ago, once again the largest annual fall on record. Over the year to July 1987 long-term unemployment has fallen in all regions except Northern Ireland. The fastest fall has been in Wales, the North, the West Midlands and the South West. Unemployment has continued to fall among claimants of all durations, except for those unemployed for over five years.

The number of claimants aged under 25 has fallen particularly sharply by 51,000 in the quarter to in July, and was 202,000 lower than a year earlier.

The stock of unfilled vacancies at Jobcentres (seasonally adjusted and excluding Community Programme vacancies) increased by 1,600 in the July to 234,900—22 per cent higher than a year ago. Inflows of vacancies and placings, which have been fluctuating over the past few months, fell back sharply between June and July. Inflows fell 15,000 to 216,000 and placings fell 12,800 to 150,700.

Productivity

Output per head in the whole economy in the first quarter of 1987 was 1/2 per cent higher than in the fourth quarter of 1986 and 3/4 per cent higher than in the corresponding period a year earlier. This reflects particularly strong growth in output between the first and third quarters of 1986.

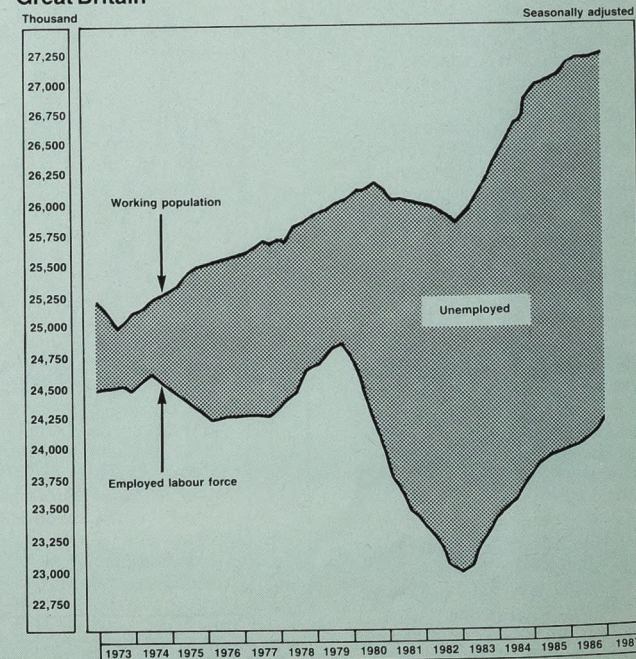
During 1986 manufacturing output grew steadily from its rather depressed level in the first quarter and employment declined, particularly between the first and third quarters. Thus resulted in faster growth in productivity which has continued into 1987. Latest figures for productivity in manufacturing industry in the second quarter of 1987 show that output per head

grew by 1 1/2 per cent compared with the first quarter and by 6 1/2 per cent compared with the second quarter of 1986.

Average earnings

The underlying increase in average weekly earnings in the year to June was 7 3/4 per cent, similar to the increase in the year to May. The continuing high rate of underlying increase reflects not only the level of activity in the economy but also includes the effects of the teachers' and nurses' settlements. The underlying increase includes pay settlements from both the current and previous pay rounds; by June about two-thirds of employees had received pay settlements in the current round.

WORKING POPULATION AND EMPLOYED LABOUR FORCE: Great Britain



In production industries, the underlying increase in average weekly earnings in the year to June was about 8 per cent, similar to the increase in the year to May. Within this sector, the underlying increase in the manufacturing industries was about 8 per cent in the year to June, again similar to the increase in the year to May. In the service industries, the underlying increase in the year to June was 7 3/4 per cent, the same as in May.

The actual increase for the whole economy in the year to June, 7.7 per cent, was similar to the underlying increase. Back pay in June was below its level in June last year, depressing the actual increase by about 1/2 per cent but this effect was offset because some bonuses paid in June 1987 were paid at other times last year.

In the quarter ending June, wages and salaries per unit of output in manufacturing industries were 1.3 per cent higher than a year earlier, with an increase in actual earnings of 7.8 per cent being largely offset by a rise in output of 6.5 per cent. The reduced growth in unit wage costs over the past year reflects a significant improvement in productivity.

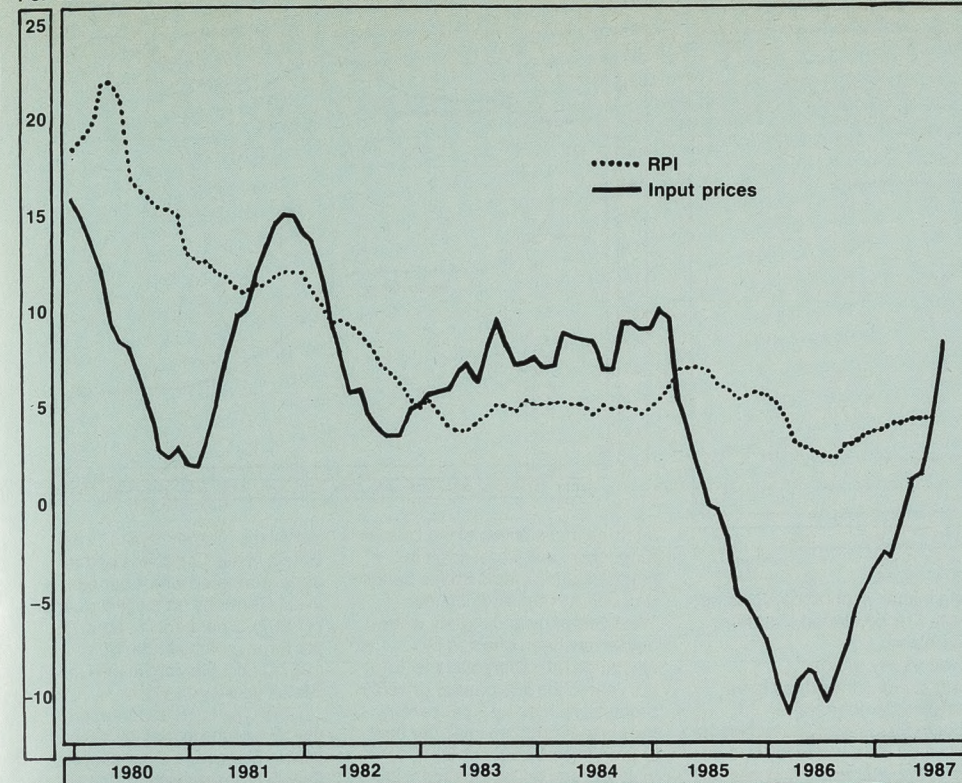
Retail prices

The annual rate of inflation, as measured by the 12-month change in the retail prices index, rose to 4.4 per cent in July compared with the 4.2 per cent recorded for June.

The overall level of prices fell by 0.1 per cent in July, less than the decrease of 0.3 per cent recorded for the same period last year (when petrol prices fell by 3p a gallon on average). There were seasonal falls in the prices of many fresh

RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' INPUT PRICES:

Increases over previous year



foods and sale price reductions for clothing and footwear. Prices for motor vehicles and insurance were higher.

The annual change in the prices index for home sales of manufactured products was 3.6 per cent in July, much the same as in the previous four months. Prices have moved differently in different sectors. The annual rate of increase for the food, drink and tobacco industries was 4.0 per cent in February and 2.0 per cent in July whereas the rate for the other sectors was 4.2 per cent in February and 4.6 per cent in July.

Prices for materials and fuels purchased by manufacturing industry were 8.3 per cent higher in July than a year ago. This was the fourth month in succession that these prices have increased above the previous year's levels, following a period of nearly two years when the 12 month change

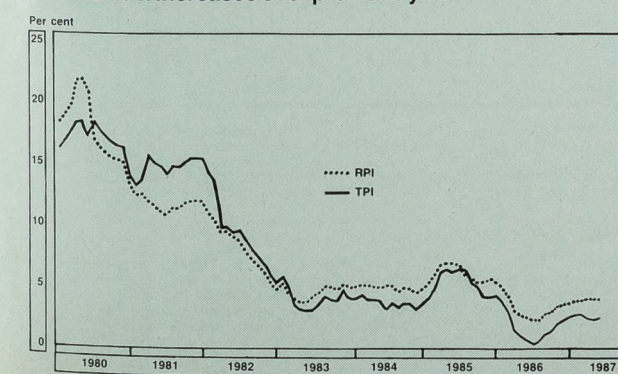
in prices was negative. Firmer petrol prices have been important in this changed position.

The tax and prices index increased by 2.8 per cent in the year to June compared with 2.5 per cent recorded for April. Between June and July the TPI fell by 0.1 per cent.

Industrial disputes

It is provisionally estimated that 317,000 working days were lost through stoppages of work due to industrial disputes in June 1987. This compares with 204,000 (also provisional) in May 1987, 170,000 in June 1986 and an average of 605,000 for June during the ten-year period 1977 to 1986. Of the days lost in June, nearly 80 per cent were due to a stoppage in public administration which

RPI AND TPI: Increases over previous year

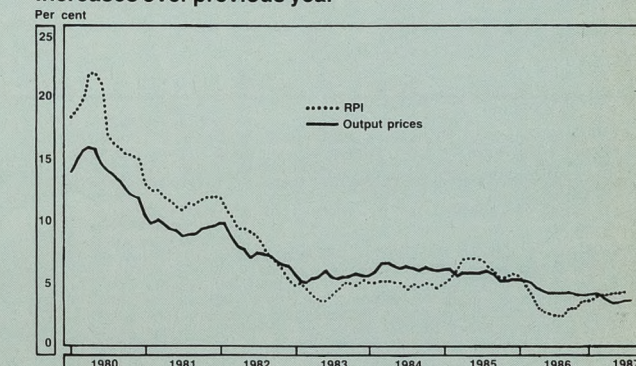


accounted for 249,000 lost days.

A provisional total of 3.6 million working days were lost during the 12 months to June 1987. This compares with 2.5 million days lost in the 12 months to June 1986 and an annual average over the ten-year period to June 1986 of 11.1 million days. The figure for the 12 months ended June 1987 was only slightly above the figure for the years ended April and May 1987, and was the highest since the 12 months to January 1986 when 4.5 million days were lost.

During the 12 months to June 1987, a provisional total of 1,028 stoppages have been recorded as being in progress. This compares with 977 stoppages in the 12 months to June 1986 and with the ten-year average to June 1986 of 1,647 stoppages in progress.

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



Overseas travel and tourism

In May 1987 there were 1,350,000 visits to the UK by overseas residents, 20 per cent more than in the same month a year earlier. UK residents made 2,180,000 visits abroad, 2 per cent more than in May 1986.

Earnings from overseas visitors were 12 per cent higher than a year earlier whilst UK residents spent 9 per cent more abroad, leading to a balance of payments travel account deficit of £65 million for the month, compared with a £73 million deficit a year earlier.

Provisional estimates for the three months March to May 1987, show that 3.6 million visits were made to the UK, 17 per cent more than in the same period in 1986. UK residents made 5.7 million visits abroad, 6 per cent more than a year earlier.

Over the same period expenditure by overseas visitors contributed £1,230 million to the balance of payments, 11 per cent more than a year earlier. UK residents spent £1,360 million abroad, an increase of 8 per cent over the previous year.

International comparisons

The latest OECD Economic Outlook (June 1987) forecasts that employment will grow by 1 per cent in the United Kingdom in both this year and next. This is twice as fast as in Japan and the European Community, but slower than the expected growth in the United States and Canada. In the OECD area as a whole there is expected to be a slowing in the rate of employment growth in 1987 after last year's 1.4 per cent increase.

Over the next two years, both the population of working age and participation rates in the OECD area are expected to rise, though at a slower rate than in recent years. As a result the labour force is expected to grow at a similar rate to employment and so the OECD

1.12 EMPLOYMENT

Hours of work—Operatives: manufacturing industries

Seasonally adjusted
1980 AVERAGE = 100

| GREAT BRITAIN | INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES* | | | | | INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE | | | | |
|---------------------|---|--|---|--|---------------------------|--|--|---|--|----------------------------|
| | All manu- facturing industries | Metal goods, engineering and shipbuilding 31-34, 37, Group 361 | Motor vehicles and other transport equipment 35, 36 except Group 361 | Textiles, leather, footwear, clothing | Food drink, tobacco | All manu- facturing industries | Metal goods, engineering and shipbuilding 31-34, 37, Group 361 | Motor vehicles and other transport equipment 35, 36 except Group 361 | Textiles, leather, footwear, clothing | Food, drink, tobacco |
| SIC 1980 classes | 21-49 | | | 43-45 | 41, 42 | 21-49 | | | 43-45 | 41, 42 |
| 1980 | 100.1 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1981 | 89.0 | 89.2 | 86.8 | 89.5 | 89.3 | 98.7 | 98.8 | 98.8 | 101.5 | 99.0 |
| 1982 | 84.6 | 85.0 | 80.1 | 84.8 | 89.6 | 100.5 | 100.9 | 100.9 | 103.9 | 99.5 |
| 1983 | 82.6 | 82.5 | 77.3 | 85.1 | 87.4 | 101.5 | 102.0 | 103.2 | 105.6 | 100.2 |
| 1984 | 83.4 | 84.3 | 73.6 | 87.0 | 84.3 | 102.7 | 103.5 | 104.5 | 105.8 | 100.3 |
| 1985 | 82.8 | 82.9 | 74.6 | 86.4 | 83.3 | 103.2 | 104.9 | 105.5 | 105.6 | 100.5 |
| 1986 | 80.1 | 78.7 | 68.5 | 85.2 | 82.8 | 102.9 | 103.8 | 104.0 | 104.5 | 100.1 |
| Week ended | | | | | | | | | | |
| 1985 Mar 16 | 83.1 | 83.7 | 74.1 | 85.8 | 83.3 | 103.2 | 104.6 | 105.9 | 105.3 | 100.5 |
| Apr 13 | 82.0 | | | | | 102.3 | | | | |
| May 18 | 83.1 | | | | | 103.4 | | | | |
| June 15 | 83.1 | 83.3 | 75.1 | 86.0 | 83.3 | 103.5 | 105.2 | 106.1 | 105.4 | 100.7 |
| July 13 | 82.8 | | | | | 103.3 | | | | |
| Aug 17 | 82.5 | | | | | 103.1 | | | | |
| Sept 14 | 82.8 | 82.0 | 74.8 | 86.6 | 82.5 | 103.4 | 104.4 | 104.3 | 105.6 | 100.1 |
| Oct 12 | 82.6 | | | | | 103.4 | | | | |
| Nov 16 | 82.3 | | | | | 103.4 | | | | |
| Dec 14 | 82.5 | 82.4 | 74.3 | 87.1 | 84.2 | 103.6 | 105.5 | 105.6 | 105.9 | 100.8 |
| 1986 Jan 11 | 82.0 | | | | | 103.4 | | | | |
| Feb 8 | 81.5 | | | | | 103.2 | | | | |
| Mar 8 | 81.2 | 80.0 | 72.0 | 86.4 | 84.9 | 103.2 | 104.3 | 104.8 | 105.0 | 100.4 |
| Apr 12 | 80.8 | | | | | 103.0 | | | | |
| May 17 | 80.2 | | | | | 102.8 | | | | |
| June 14 | 79.8 | 78.4 | 69.1 | 85.8 | 83.5 | 102.7 | 103.6 | 103.4 | 104.4 | 99.8 |
| July 12 | 79.6 | | | | | 102.8 | | | | |
| Aug 16 | 79.4 | | | | | 102.8 | | | | |
| Sept 13 | 79.3 | 78.3 | 66.8 | 84.1 | 81.1 | 102.8 | 103.4 | 103.7 | 104.1 | 99.9 |
| Oct 11 | 79.0 | | | | | 102.8 | | | | |
| Nov 15 | 79.3 | | | | | 103.0 | | | | |
| Dec 13 | 79.2 | 78.0 | 65.9 | 84.4 | 81.5 R | 102.9 | 103.9 | 103.9 | 104.5 | 100.1 |
| 1987 Jan 10 | 78.1 | | | | | 102.2 | | | | |
| Feb 14 | 79.1 | | | | | 103.2 | | | | |
| Mar 14 | 79.2 | 77.1 | 65.7 | 83.9 | 82.6 | 103.4 | 104.1 | 104.8 | 104.9 | 99.7 |
| Apr 11 | 79.0 | | | | | 103.4 | | | | |
| May 16 | 79.0 R | | | | | 103.3 R | | | | |
| Jun 13 | 79.6 | 77.4 | 65.3 | 84.5 | 81.5 | 103.6 | 104.2 | 104.8 | 105.1 | 99.8 |

1.13 EMPLOYMENT

Overtime and Short-time

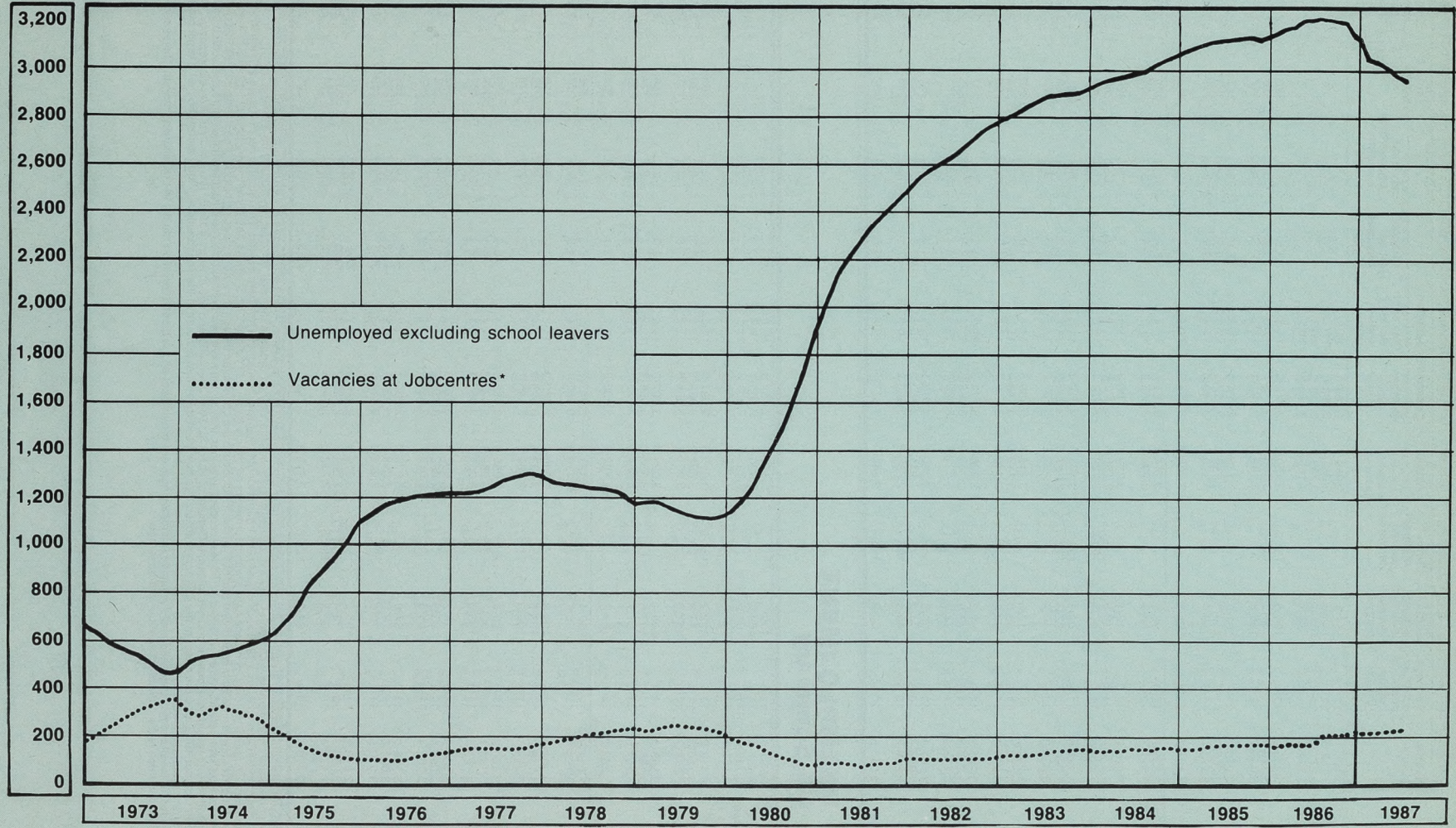
Operatives in manufacturing industries in June 1987: Regions

| Week ended June 13, 1987 | OVERTIME | | | | SHORT-TIME | | | | | | | | |
|-----------------------------|----------------------|---|--|---------------------------------------|-----------------------------|-------------------------|----------------------|------------|--|--|---|----------------------|--|
| | Operatives (Thou) | Percent- age of all opera- tives | Average per opera- tive working over- time | Hours of overtime worked (Thou) | Stood off for whole week | | Working part of week | | | Stood off for whole or part of week | | | |
| | | | | | Operatives (Thou) | Hours lost (Thou) | Operatives (Thou) | Hours lost | | Operatives (Thou) | Percent- age of all opera- tives | Hours lost (Thou) | Average per opera- tive on short- time |
| | | | | | | | | (Thou) | Average per opera- tive working part of the week | | | | |
| Analysis by region | | | | | | | | | | | | | |
| South East | 359.4 | 39.9 | 9.7 | 3,484.2 | — | 1.2 | 0.4 | 4.6 | 11.5 | 0.4 | — | 5.9 | 14.8 |
| Greater London * | 143.2 | 44.3 | 10.4 | 1,494.7 | | | | | | | | | |
| East Anglia | 49.1 | 36.0 | 9.1 | 444.8 | 0.6 | 22.3 | 1.3 | 9.9 | 7.8 | 1.8 | 1.3 | 32.2 | 17.6 |
| South West | 110.2 | 42.1 | 8.7 | 963.5 | 0.2 | 6.8 | 1.9 | 16.1 | 8.5 | 2.1 | 0.8 | 22.9 | 11.1 |
| West Midlands | 206.5 | 38.0 | 8.9 | 1,839.4 | 1.0 | 40.8 | 0.8 | 8.7 | 10.4 | 1.9 | 0.3 | 49.5 | 26.7 |
| East Midlands | 130.9 | 35.5 | 9.1 | 1,188.6 | 0.1 | 3.2 | 4.0 | 38.7 | 9.7 | 4.1 | 1.1 | 41.9 | 10.2 |
| Yorkshire and Humberside | 143.7 | 37.9 | 9.8 | 1,413.8 | 0.2 | 6.3 | 1.3 | 10.4 | 8.0 | 1.5 | 0.4 | 16.7 | 11.5 |
| North West | 172.4 | 35.2 | 9.1 | 1,564.7 | 0.1 | 3.8 | 1.7 | 14.8 | 8.9 | 1.7 | 0.4 | 18.5 | 10.6 |
| Wales | 70.3 | 33.9 | 9.6 | 674.5 | 0.1 | 4.0 | 0.6 | 7.3 | 11.7 | 0.7 | 0.4 | 11.3 | 15.5 |
| Scotland | 50.9 | 31.7 | 9.2 | 466.8 | — | 0.2 | 0.1 | 1.2 | 13.1 | 0.1 | 0.1 | 1.4 | 14.4 |
| Scotland | 102.8 | 33.8 | 9.0 | 928.3 | 1.0 | 40.8 | 1.9 | 20.7 | 10.6 | 3.0 | 1.0 | 61.5 | 20.8 |

* Included in South East.

Three-month moving average: seasonally adjusted

Thousand



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

UNEMPLOYMENT Age and duration: July 9, 1987 Regions

Table with columns for Duration of unemployment in weeks, Sex (Male/Female), and Region (South East, Greater London, East Anglia, South West, West Midlands, East Midlands, Northern Ireland, Wales, Scotland, North West, North, Yorkshire and Humberside). Rows show counts for various duration categories like '2 or less', 'Over 2 and up to 4', etc.

* Included in South East

Table with columns for GREAT BRITAIN, Duration of unemployment in weeks, Age groups (Under 17, 17, 18, 19, 20-24, 25-29, 30-34, 35-39, 40-44, 45-49, 50-54, 55-59, 60 and over), and Total. Rows show counts for various duration categories like 'One or less', 'Over 1 and up to 2', etc.

Note: The duration figures have been affected by industrial action in 1981 and consequential emergency computer procedures. In October 1982 it was estimated that this caused an increase in the numbers in the 39 to 52 weeks category by about 40,000 and an increase of about 10,000 in 52 to 65 weeks category...

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at July 9, 1987

Table with columns: County/District, Male, Female, All, Rate, % per cent employees and unemployed. Rows include Gloucestershire, Somerset, Wiltshire, WEST MIDLANDS, Shropshire, Staffordshire, Warwickshire, EAST MIDLANDS, Derbyshire, Leicestershire, Lincolnshire, Northamptonshire.

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at July 9, 1987

Table with columns: County/District, Male, Female, All, Rate, % per cent employees and unemployed. Rows include Durham, Northumberland, Tyne and Wear, WALES, Clwyd, Dyfed, Gwent, Gwynedd, Mid-Glamorgan, Powys, South Glamorgan, West Glamorgan, SCOTLAND, Borders region, Central region.

* The number of unemployed as a percentage of the sum of mid-1986 estimates of employees in employment and the unemployed. This is on different bases from the percentage rates given in tables 2-1, 2-2 and 2-3...

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

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

| UNITED KINGDOM Month ending | | INFLOW† | | | | | | | | | | | | |
|--------------------------------|---------|-----------------|-----------------|--------------------------|------------------------------|-------|-----------------|--------------------------|------------------------------|--------|---------|-----------------|--------------------------|------------------------------|
| | | Male and Female | | | | Male | | | | Female | | | | |
| | | All | School leavers‡ | Excluding school leavers | Change since previous year†† | All | School leavers‡ | Excluding school leavers | Change since previous year†† | All | Married | School leavers‡ | Excluding school leavers | Change since previous year†† |
| 1986 | July 11 | 476.1 | 22.5 | 453.6 | +25.9 | 286.3 | 12.1 | 274.3 | +13.2 | 189.7 | 62.4 | 10.4 | 179.3 | +12.7 |
| | Aug 14 | 406.3 | 15.1 | 391.2 | +2.3 | 250.2 | 8.9 | 241.3 | +1.3 | 156.1 | 62.9 | 6.1 | 149.9 | +0.9 |
| | Sep 11 | 528.9 | 85.9 | 443.0 | +17.4 | 315.8 | 49.0 | 266.8 | +8.9 | 213.1 | 64.8 | 36.8 | 176.3 | +8.7 |
| | Oct 9 | 459.5 | 24.7 | 434.8 | +7.0 | 286.9 | 13.8 | 273.1 | +4.9 | 172.7 | 65.1 | 10.9 | 161.7 | +2.1 |
| | Nov 13 | 415.2 | 12.3 | 402.9 | +14.2 | 266.8 | 6.9 | 259.8 | +12.1 | 148.4 | 61.0 | 5.4 | 143.1 | +2.1 |
| | Dec 11 | 356.6 | 8.7 | 347.9 | -9.1 | 235.6 | 4.9 | 230.7 | -4.5 | 121.0 | 50.8 | 3.8 | 117.2 | -4.7 |
| 1987 | Jan 8 | 368.7 | 13.3 | 355.4 | -8.3 | 231.5 | 7.5 | 224.0 | -6.0 | 137.1 | 56.1 | 5.8 | 131.4 | -2.3 |
| | Feb 12 | 398.8 | 11.6 | 387.2 | +11.8 | 263.2 | 6.6 | 256.6 | +19.5 | 135.7 | 56.5 | 5.0 | 130.6 | -7.7 |
| | Mar 12 | 342.1 | 8.5 | 333.7 | -23.7 | 221.0 | 4.9 | 216.2 | -19.1 | 121.1 | 53.8 | 3.6 | 117.5 | -4.6 |
| | Apr 9 | 357.1 | 7.0 | 350.1 | -3.8 | 232.6 | 4.0 | 228.6 | +3.6 | 124.5 | 56.8 | 3.0 | 121.6 | -7.3 |
| | May 12 | 320.8 | 21.9 | 298.9 | -38.2 | 204.8 | 12.9 | 191.9 | -24.1 | 116.0 | 49.9 | 9.1 | 107.0 | -14.1 |
| | June 11 | 315.5 | 10.2 | 305.3 | -38.3 | 201.9 | 5.8 | 196.0 | -22.2 | 113.7 | 48.0 | 4.4 | 109.3 | -16.1 |
| | July 9 | 429.1 | 10.7 | 418.4 | +27.2 | 263.3 | 5.7 | 257.6 | -16.7 | 165.8 | 55.2 | 5.0 | 160.8 | -18.5 |
| UNITED KINGDOM Month ending | | OUTFLOW‡ | | | | | | | | | | | | |
| | | Male and Female | | | | Male | | | | Female | | | | |
| | | All | School leavers‡ | Excluding school leavers | Change since previous year†† | All | School leavers‡ | Excluding school leavers | Change since previous year†† | All | Married | School leavers‡ | Excluding school leavers | Change since previous year†† |
| 1986 | July 11 | 421.6 | 22.6 | 399.0 | +28.9 | 271.2 | 12.5 | 258.7 | +16.9 | 150.5 | 57.2 | 10.2 | 140.3 | +12.0 |
| | Aug 14 | 405.8 | 17.2 | 388.7 | +3.9 | 258.4 | 9.4 | 249.0 | +1.4 | 147.4 | 53.6 | 7.8 | 139.6 | +2.4 |
| | Sep 11 | 471.7 | 28.9 | 442.8 | +57.6 | 284.0 | 16.8 | 267.2 | +30.0 | 187.7 | 69.6 | 12.1 | 175.6 | +27.6 |
| | Oct 9 | 563.2 | 41.8 | 521.4 | +35.8 | 342.6 | 24.0 | 318.7 | +23.0 | 220.6 | 70.4 | 17.9 | 202.7 | +12.8 |
| | Nov 13 | 432.9 | 22.8 | 410.1 | +16.2 | 266.5 | 13.0 | 253.6 | +9.1 | 166.4 | 65.8 | 9.8 | 156.6 | +7.3 |
| | Dec 11 | 343.2 | 13.3 | 329.9 | -6.8 | 212.4 | 7.4 | 205.0 | -2.3 | 130.8 | 50.9 | 5.9 | 124.9 | -4.4 |
| 1987 | Jan 8 | 294.9 | 8.1 | 286.9 | +61.4 | 176.4 | 4.4 | 172.0 | +37.1 | 118.5 | 53.9 | 3.7 | 114.9 | +24.3 |
| | Feb 12 | 460.8 | 14.5 | 446.3 | +44.1 | 296.5 | 8.2 | 288.4 | +32.0 | 164.2 | 70.8 | 6.3 | 157.9 | +12.0 |
| | Mar 12 | 431.4 | 11.5 | 419.9 | +50.3 | 278.3 | 6.5 | 271.8 | +35.8 | 153.1 | 64.9 | 5.0 | 148.1 | +14.5 |
| | Apr 9 | 396.4 | 8.4 | 388.0 | +6.6 | 257.3 | 4.7 | 252.6 | +3.5 | 139.1 | 59.3 | 3.7 | 135.4 | +3.1 |
| | May 12 | 425.4 | 10.7 | 414.7 | +14.2 | 272.3 | 6.2 | 266.1 | +5.7 | 153.2 | 67.7 | 4.6 | 148.6 | +8.4 |
| | June 11 | 403.4 | 11.7 | 391.8 | +19.3 | 264.0 | 6.6 | 257.5 | +8.3 | 139.4 | 59.3 | 5.1 | 134.3 | +1.0 |
| | July 9 | 427.9 | 12.1 | 415.7 | +16.7 | 279.0 | 6.8 | 272.2 | +13.5 | 148.9 | 60.5 | 5.3 | 143.5 | +3.2 |

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five week periods between count dates; the figures in the table are converted to a standard 4½ week month.

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

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

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

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

5.3 EARNINGS
Average earnings index: all employees: by industry

Table with 13 columns for industries and 13 rows for years (1980-1986). Includes SIC 1980 CLASS and a note that JAN 1980 = 100.

* England and Wales only.
** Because of a dispute in the steel industry, insufficient information is available to enable reliable indices for 'metal processing and manufacturing' to be calculated for 1980...

5.4 EARNINGS AND HOURS
Average earnings and hours: manual employees: by industry†

Table with 11 columns for industries and 11 rows for years (1983-1986). Includes 'MALE (full-time on adult rates)' and 'FEMALE (full-time on adult rates)' sections.

† For more detailed results see article in this edition of Employment Gazette. Articles for previous years can be found in February past editions of Employment Gazette.

EARNINGS 5.3
Average earnings index: all employees: by industry

Table with 13 columns for industries and 13 rows for years (1980-1986). Includes SIC 1980 CLASS and a note that JAN 1980 = 100.

† Excluding sea transport.
‡ Excluding private domestic and personal services.

EARNINGS AND HOURS 5.4
Average earnings and hours: manual employees: by industry†

Table with 10 columns for industries and 10 rows for years (1983-1986). Includes 'All industries covered' and various earnings and hours data.

† Except sea transport.

6.5 RETAIL PRICES

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

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

| UNITED KINGDOM | All items | Food | Catering | Alcoholic drink | Tobacco | Housing | Fuel and light | Household goods | Household services | Clothing and footwear | Personal goods and services | Motoring expenditure | Fares and other travel costs | Leisure goods | Leisure services |
|----------------|-----------|------|----------|-----------------|---------|---------|----------------|-----------------|--------------------|-----------------------|-----------------------------|----------------------|------------------------------|---------------|------------------|
| | | | | | | | | | | | | | | | |
| Mar 10 | 4 | 3 | 7 | 4 | 9 | 8 | 0 | 2 | 3 | 2 | 4 | 4 | 6 | 0 | 3 |
| Apr 14 | 4 | 4 | 6 | 4 | 4 | 9 | 0 | 2 | 4 | 3 | 4 | 6 | 4 | 1 | 3 |
| May 12 | 4 | 3 | 6 | 4 | 1 | 8 | 0 | 2 | 4 | 2 | 4 | 7 | 4 | 1 | 2 |
| June 9 | 4 | 2 | 6 | 4 | 1 | 10 | 0 | 2 | 4 | 2 | 4 | 6 | 4 | 1 | 2 |
| July 14 | 4 | 2 | 6 | 4 | 1 | 10 | -1 | 2 | 5 | 1 | 4 | 8 | 5 | 2 | 2 |

Notes: See notes under table 6.3.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

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

Note: The indices for January 1987 are shown to enable calculations to be made involving periods which span the new reference date—see General Notes below table 6.3.

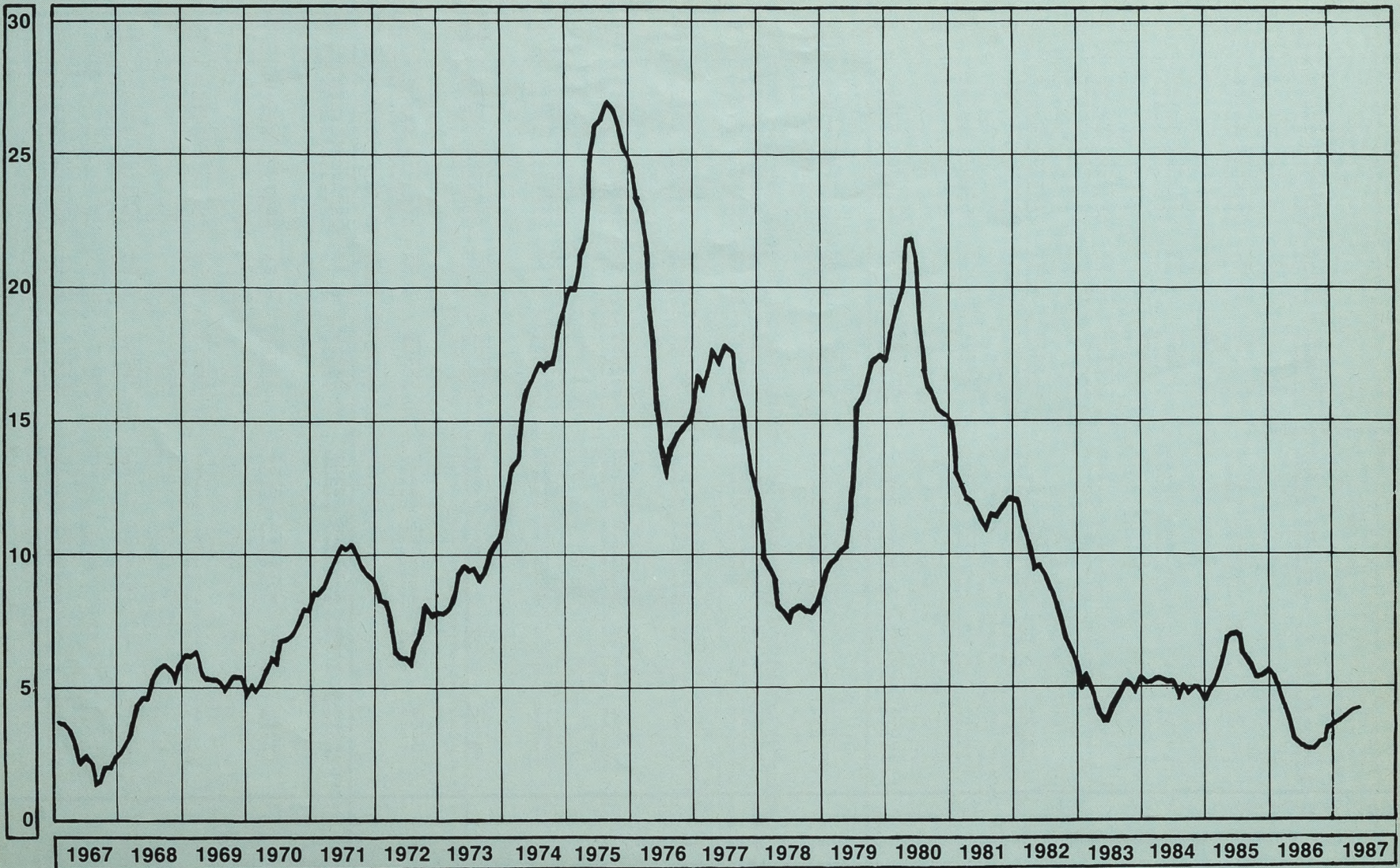
6.7 RETAIL PRICES

Group indices: annual averages

| UNITED KINGDOM | All items (excluding housing) | Food | Alcoholic drink | Tobacco | Fuel and light | Durable household goods | Clothing and footwear | Transport and vehicles | Miscellaneous goods | Services | Meals bought and consumed outside the home |
|--|-------------------------------|-------|-----------------|---------|----------------|-------------------------|-----------------------|------------------------|---------------------|----------|--|
| | | | | | | | | | | | |
| 1982 | 321.7 | 291.5 | 341.6 | 414.1 | 430.6 | 248.2 | 211.6 | 398.8 | 370.8 | 305.5 | 336.3 |
| 1983 | 336.2 | 300.7 | 366.7 | 441.6 | 462.3 | 255.3 | 215.3 | 422.3 | 393.9 | 311.5 | 358.2 |
| 1984 | 352.9 | 320.2 | 386.6 | 489.8 | 479.2 | 263.0 | 215.5 | 438.3 | 417.3 | 321.3 | 384.3 |
| 1985 | 370.1 | 330.7 | 410.2 | 533.3 | 502.4 | 274.3 | 223.4 | 458.6 | 451.6 | 343.1 | 406.8 |
| 1986 | 382.0 | 340.1 | 428.4 | 587.2 | 510.4 | 281.3 | 231.0 | 472.1 | 468.4 | 357.0 | 432.7 |
| INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS | | | | | | | | | | | |
| 1982 | 318.8 | 287.8 | 350.7 | 413.1 | 430.5 | 249.4 | 219.9 | 369.6 | 362.3 | 314.1 | 336.3 |
| 1983 | 333.3 | 296.7 | 377.3 | 440.6 | 461.2 | 257.4 | 223.8 | 393.1 | 383.9 | 320.6 | 358.2 |
| 1984 | 350.4 | 315.6 | 399.9 | 489.5 | 479.2 | 264.3 | 223.9 | 407.0 | 405.8 | 331.1 | 384.3 |
| 1985 | 367.6 | 325.1 | 425.5 | 531.6 | 503.1 | 275.8 | 232.4 | 429.9 | 438.1 | 353.8 | 406.7 |
| 1986 | 379.2 | 334.6 | 445.3 | 584.4 | 511.3 | 281.2 | 239.5 | 428.5 | 456.0 | 368.4 | 432.9 |
| GENERAL INDEX OF RETAIL PRICES | | | | | | | | | | | |
| 1982 | 314.3 | 299.3 | 341.0 | 413.3 | 433.3 | 243.8 | 210.5 | 343.5 | 325.8 | 331.6 | 341.7 |
| 1983 | 329.8 | 308.8 | 366.5 | 440.9 | 465.4 | 250.4 | 214.8 | 366.3 | 345.6 | 342.9 | 364.0 |
| 1984 | 343.9 | 326.1 | 387.7 | 489.0 | 479.8 | 256.7 | 214.6 | 374.7 | 364.7 | 357.3 | 390.8 |
| 1985 | 360.7 | 336.3 | 412.1 | 532.5 | 499.3 | 263.9 | 222.9 | 392.5 | 392.2 | 381.3 | 413.3 |
| 1986 | 371.5 | 347.3 | 430.6 | 584.9 | 506.0 | 266.7 | 229.2 | 390.1 | 409.2 | 400.5 | 439.5 |

Note: The General Index covers the goods and services purchased by all households, apart from those in the top 4 per cent of the income distribution and pensioner households deriving at least three-quarters of their total income from state benefits.

Per cent



9.1 OTHER FACTS AND FIGURES YTS entrants: regions

| Provisional figures | South East | London | South West | West Midlands | East Midlands and Eastern | Yorkshire and Humberside | North West | Northern | Wales | Scotland | Great Britain |
|--|------------|--------|------------|---------------|---------------------------|--------------------------|------------|----------|--------|----------|---------------|
| Planned entrants* April 1987-March 1988 | 4,442 | 22,109 | 27,587 | 46,183 | 42,448 | 39,849 | 55,982 | 23,632 | 21,417 | 43,502 | 365,151 |
| Entrants to training† April-June 1987 | 6,952 | 2,377 | 5,971 | 8,429 | 10,603 | 8,346 | 11,659 | 5,685 | 3,483 | 6,912 | 70,417 |
| Total in training† June 30, 1987 | 35,796 | 17,719 | 27,181 | 43,627 | 41,923 | 38,184 | 53,662 | 26,067 | 20,585 | 39,355 | 344,099 |

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

† YTS entrants and those already in training include some young people on existing one-year YTS places as well as those on two-year YTS places.

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

| Measure | Great Britain | | Scotland | | Wales | |
|--|---------------|---------|----------|--------|--------|--------|
| | July | June | July | June | July | June |
| Community Industry Programme | 8,000 | 8,000 | 1,681 | 1,705 | 907 | 887 |
| Enterprise Allowance Scheme | 230,000 | 232,000 | 29,828 | 29,921 | 20,768 | 21,192 |
| Job Release Scheme | 93,000 | 90,000 | 8,816 | 8,614 | 5,756 | 5,714 |
| Jobshare | 21,000 | 22,000 | 1,641 | 1,668 | 809 | 828 |
| Jobstart Allowance | 640 | 597 | 45 | 42 | 34 | 48 |
| New Workers Scheme | 6,000 | 7,000 | 757 | 680 | 574 | 524 |
| Restart Interviews | 18,000 | 24,000 | 2,127 | 2,427 | 1,544 | 1,868 |
| (cumulative total April 10 to June 26, 1987) | 409,436 | 228,852 | 53,916 | 31,786 | 25,362 | 13,960 |

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

Registered† for employment at jobcentres, July 3, 1987
Employment registrations† taken at jobcentres, June 8 to July 3, 1987
Placed into employment by jobcentre advisory service, June 8 to July 3, 1987*

57,984
6,733
3,047

* For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.

† Not including placings through displayed vacancies or onto the Community Programme.

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

| GREAT BRITAIN | Disabled people* | | | | | | | |
|---------------|----------------------------------|--------------------|-----------------------|--------------------|---|--------------------|-----------------------|--------------------|
| | Suitable for ordinary employment | | | | Unlikely to obtain employment except under sheltered conditions | | | |
| | Registered disabled | Of whom unemployed | Unregistered disabled | Of whom unemployed | Registered disabled | Of whom unemployed | Unregistered disabled | Of whom unemployed |
| 1986 Apr | 25.8 | 22.5 | 47.0 | 37.2 | 4.4 | 3.9 | 2.5 | 2.0 |
| July | 27.8 | 24.2 | 51.8 | 41.8 | 4.9 | 4.4 | 3.1 | 2.5 |
| Oct | 24.8 | 21.7 | 49.3 | 38.1 | 4.3 | 3.9 | 2.5 | 2.0 |
| 1987 Jan | 22.2 | 19.5 | 43.6 | 33.2 | 3.9 | 3.4 | 2.2 | 1.7 |
| Apr | 22.9 | 20.0 | 46.3 | 35.5 | 4.1 | 3.6 | 2.5 | 1.9 |

* Includes registered disabled people and those who, although eligible, choose not to register.

Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 21, 1986, the latest date for which figures are available, 389,273 people were registered under the Acts.

DEFINITIONS

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

BASIC WEEKLY WAGE RATES

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

EARNINGS

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

EMPLOYED LABOUR FORCE

Employees in employment plus HM forces and self-employed.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

HOUSEHOLD SPENDING

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

INDEX OF PRODUCTION INDUSTRIES (SIC 1968)

Orders II-XXI: Manufacturing industries plus mining and quarrying, construction, gas, electricity and water.

INDUSTRIAL DISPUTES

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

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

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

Conventions

The following standard symbols are used:

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

NORMAL WEEKLY HOURS

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

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES (SIC 1980)

Divisions 1 to 4 inclusive, i.e. excluding construction.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

Those working on their own account whether or not they have any employees.

SERVICE INDUSTRIES

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

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

UNEMPLOYED SCHOOL LEAVERS

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKING POPULATION

Employed labour force plus the unemployed.

R revised

e estimated

MLH Minimum List Heading of the SIC 1968

n.e.s. not elsewhere specified

SIC UK Standard Industrial Classification, 1968 or 1980 edition

EC European Community

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

Regularly published statistics

| Employment and working population | Frequency | Latest issue | Table number or page | Earnings and hours (cont.) | Frequency | Latest issue | Table number or page |
|---|-----------|--------------|----------------------|---|-----------|--------------|----------------------|
| Working population: GB and UK | | | | Average weekly and hourly earnings and hours worked (manual workers) | | | |
| Quarterly series | M (Q) | Sept 87: | 1-1 | Manufacturing and certain other industries | | | |
| Labour force estimates, projections | | Aug 86: | 317 | Summary (Oct) | B (A) | Sept 87: | 5-4 |
| Employees in employment | | | | Detailed results | A | Mar 87: | 65 |
| Industry: GB | | | | Manufacturing | | | |
| All industries: by Division class or group | Q | Aug 87: | 1-4 | International comparisons | M | Aug 87: | 5-9 |
| : time series, by order group | M | Sept 87: | 1-2 | Aerospace | A | Aug 86: | 340 |
| Manufacturing: by Division class or group | M | Sept 87: | 1-3 | Agriculture | A | Mar 87: | |
| Occupation | | | | Coal mining | A | Mar 87: | |
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Notes: * Frequency of publication, frequency of compilation shown in brackets (if different).

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

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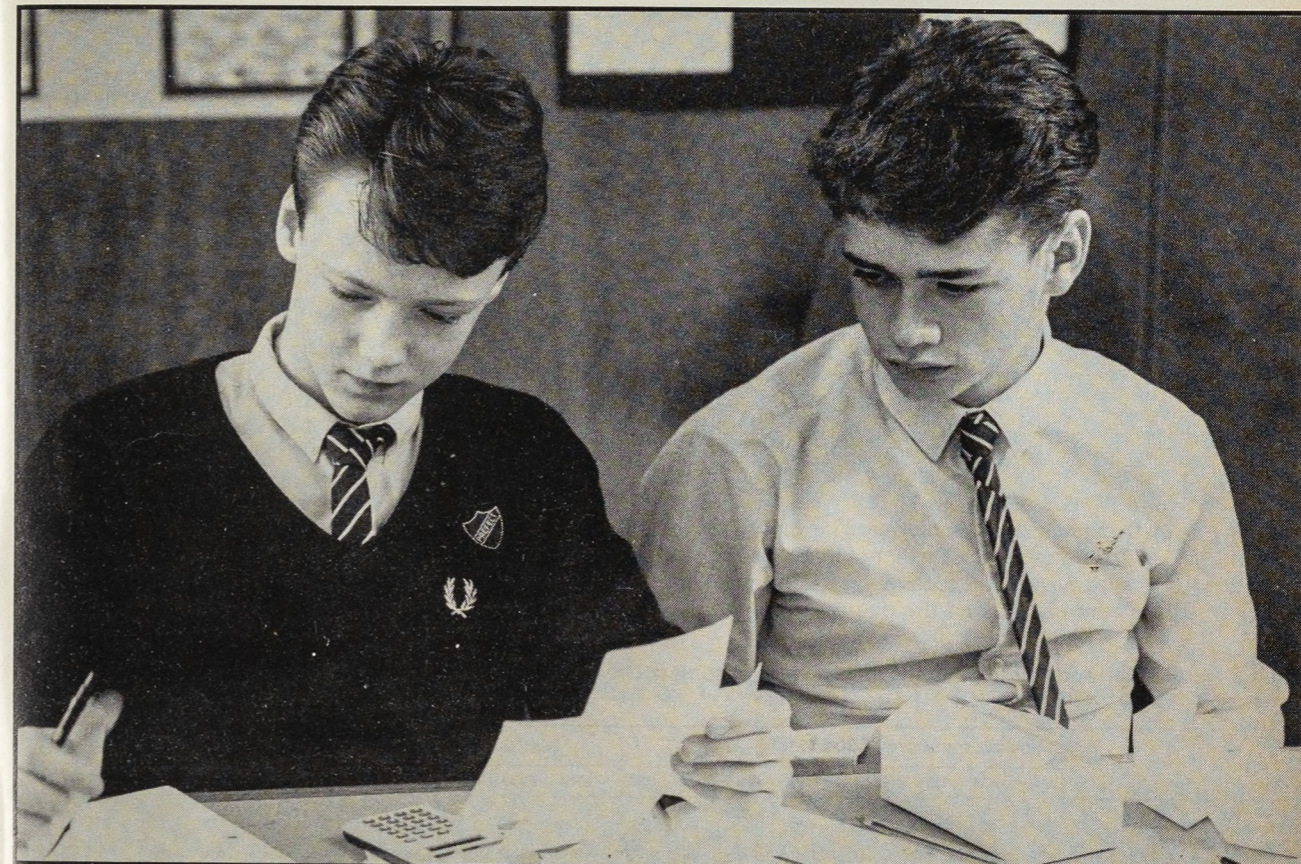


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Education and labour market status of young people

This article presents and briefly analyses information on the education and labour market status of 16, 17 and 18 year olds in Great Britain. Estimates are shown for each year since 1974, the first year when young people could not leave school until reaching the age of 16, and are given for both young men and young women.

During the period from 1974 the overall population of 16-18 year olds was on a rising trend until it peaked at 2.8 million in January 1983, when the numbers (and proportion) in full-time education also peaked (896,000 or 32 per cent of the age group).

These numbers in full-time education rose steadily from 585,000 in January 1974 to the 1983 peak, thereafter

dropping to 811,000 in January 1987. Expressed as a proportion of the population in the age group, the growth in full-time education from 26 per cent in 1974 to the peak in 1983 was less steady, and the subsequent slight fall was less steep since the total population of 16-18 year olds also diminished.

The proportion of 16-18 year olds on training schemes

unemployment at 90,000 (11 per cent) was the smallest of the groups identified.

The 'other' category—mainly those in employment—accounted for one in six 16 year olds in January 1987. In the late 1970s this group included a majority of the age group, but since then it has contracted as other categories have expanded, particularly full-time education and YTS.

The overall population of 16 year olds in January 1987 was 842,000, a reduction of some 90,000 from the peak numbers of 1981 and 1982.

17 year olds

Compared with 16 year olds, more 17 year olds are in employment (or the other smaller groups included in the 'other' category) and fewer are in education or on YTS. As for 16 years olds, the proportion of 17 year old females in full-time education (35 per cent in 1987) is greater than for males (29 per cent).

After following a rising trend, the proportion of 17 year olds in full-time education has stabilised since 1983 at around 31 per cent. In January 1987 360,000 of the age



Secondary school English class

Photo: Crown copyright



Young trainees learn computer techniques

group (42 per cent) were in full-time education or on YTS, with an increase in the latter following the provision of second-year continuation places.

The largest group of 17 year olds in 1987, the 'other (mainly in employment)' category, accounted for 381,000 or some 44 per cent of the total, this proportion having fluctuated between 44 and 49 per cent since 1982 after being over 60 per cent until 1980. In the earlier years the greater numbers in this category mirrored the smaller numbers then in full-time education.

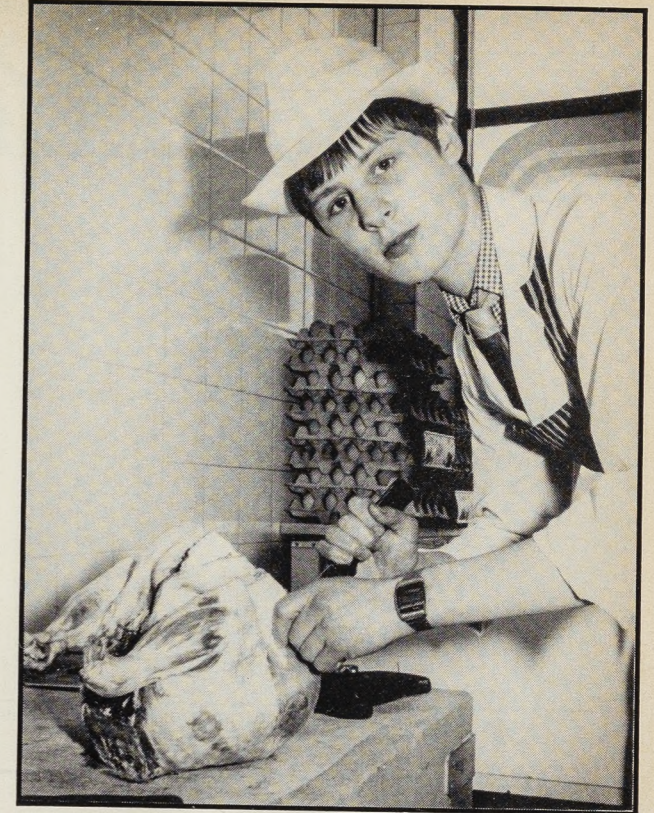
In 1987, some 14 per cent of 17 year olds were unemployed, the total of 117,000 at that date being some 29 per cent lower than the peak 1983 figure.

18 year olds

In January 1987, 155,000 18 year olds (18 per cent) were in full-time education, a considerable increase on the 1974 estimate of 115,000 (15 per cent) and the 1975 figure of 106,000 (13 per cent).

The number of unemployed 18 year olds peaked in 1983 at 180,000 (19 per cent) and has since reduced to 142,000 (16 per cent) in 1987.

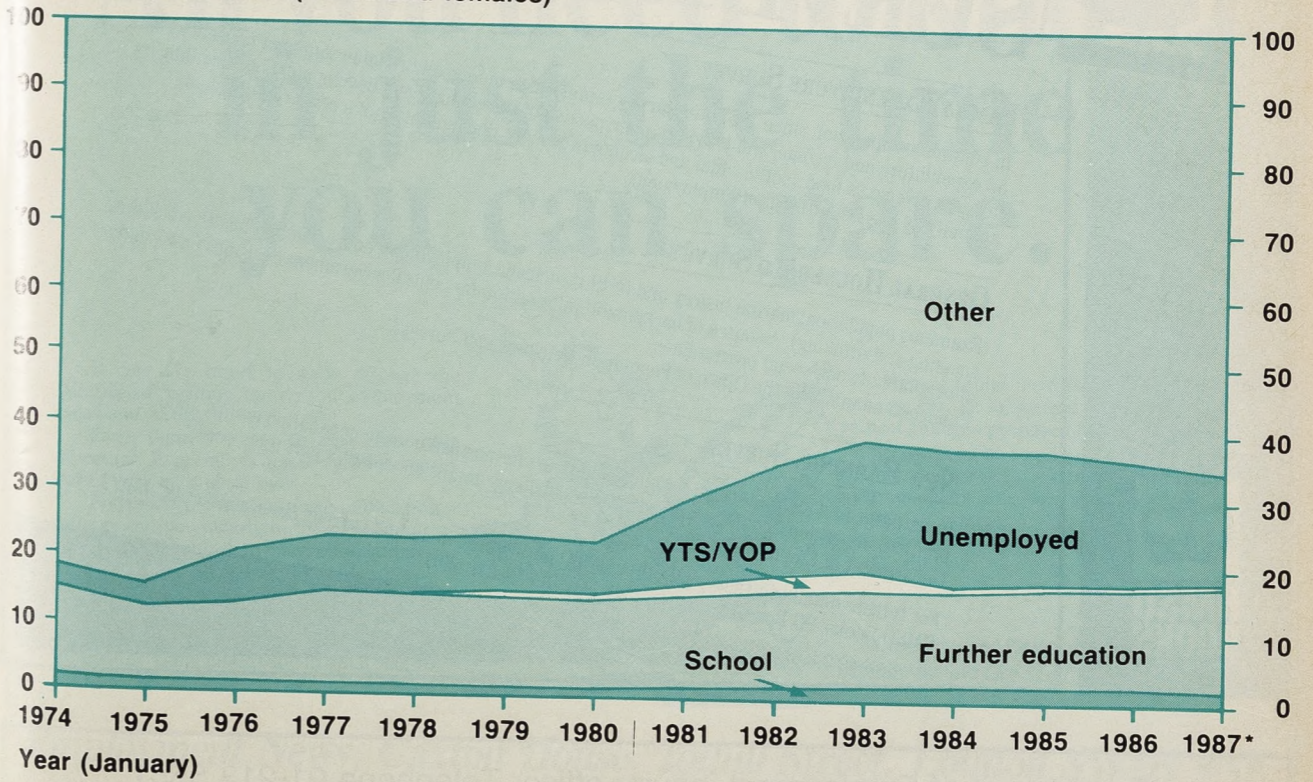
YTS has had little impact for 18 year olds and the 'other mainly in employment' category is much the biggest group—despite having become smaller since 1974 with the increasing numbers in full-time education or unemployed. This group accounted for 66 per cent of these young people in January 1987 (63 per cent of males, 68 per cent of females).



Nottingham butcher, Darren Shaw, is a former YTS trainee who was taken on full-time by Greater Nottingham Co-operative Society after completing his course.

Chart 3 Education and labour market status of 18-year-olds in Great Britain, 1974-87

Per cent of population (males and females)



* provisional

Table 2 Education and labour market status of young people in Great Britain, 1974-87: males

| | Estimated numbers (thousands) | | | | | | | | | | | | | | Percentages of age group | | | |
|---|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------------------|--------------------------|------|------|-------------------|
| | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 ¹ | 1974 | 1983 | 1986 | 1987 ¹ |
| 16 year olds² | | | | | | | | | | | | | | | | | | |
| Total population | 404 | 412 | 420 | 432 | 446 | 456 | 466 | 478 | 479 | 468 | 463 | 448 | 441 | 432 | 100 | 100 | 100 | 100 |
| In full-time education: | | | | | | | | | | | | | | | | | | |
| School ³ | 107 | 112 | 119 | 122 | 121 | 123 | 126 | 132 | 143 | 142 | 135 | 132 | 132 | 128 | 26.5 | 30.3 | 29.9 | 29.6 |
| Further education ⁴ | 29 | 37 | 43 | 43 | 45 | 46 | 49 | 52 | 58 | 63 | 48 | 48 | 50 | 50 | 7.2 | 13.5 | 10.9 | 11.6 |
| All | 136 | 149 | 162 | 165 | 166 | 169 | 174 | 184 | 201 | 205 | 183 | 180 | 180 | 178 | 33.7 | 43.8 | 40.8 | 41.2 |
| On YTS ⁵ | — | — | — | — | — | 29 | 27 | 49 | 68 | 92 | 127 | 132 | 136 | 132 | — | 19.7 | 30.8 | 30.6 |
| Unemployed ⁶ | 17 | 13 | 31 | 34 | 36 | 30 | 29 | 56 | 66 | 65 | 61 | 61 | 57 | 51 | 4.2 | 13.9 | 12.9 | 11.8 |
| Other (mainly in employment) ⁷ | 251 | 250 | 227 | 233 | 244 | 228 | 236 | 190 | 144 | 107 | 92 | 74 | 68 | 71 | 62.1 | 22.9 | 15.4 | 16.4 |
| 17 year olds² | | | | | | | | | | | | | | | | | | |
| Total population | 393 | 400 | 410 | 418 | 430 | 445 | 456 | 467 | 481 | 485 | 472 | 461 | 446 | 439 | 100 | 100 | 100 | 100 |
| In full-time education: | | | | | | | | | | | | | | | | | | |
| School ³ | 71 | 70 | 73 | 77 | 77 | 78 | 80 | 83 | 88 | 91 | 88 | 85 | 82 | 81 | 18.1 | 18.8 | 18.4 | 18.5 |
| Further education ⁴ | 31 | 30 | 33 | 36 | 37 | 37 | 32 | 34 | 40 | 45 | 43 | 44 | 45 | 46 | 7.9 | 9.3 | 10.1 | 10.5 |
| All | 102 | 100 | 106 | 113 | 114 | 115 | 112 | 117 | 129 | 137 | 131 | 129 | 127 | 127 | 26.0 | 28.2 | 28.5 | 28.9 |
| On YTS ⁵ | — | — | — | — | — | 6 | 10 | 19 | 26 | 35 | 27 | 22 | 20 | 51 | — | 7.2 | 4.5 | 11.6 |
| Unemployed ⁶ | 14 | 17 | 39 | 42 | 44 | 38 | 37 | 71 | 87 | 94 | 91 | 87 | 81 | 67 | 3.6 | 19.4 | 18.2 | 15.3 |
| Other (mainly in employment) ⁷ | 277 | 282 | 264 | 264 | 272 | 286 | 297 | 260 | 239 | 220 | 223 | 218 | 193 | 193 | 70.5 | 45.4 | 48.9 | 44.0 |
| 18 year olds² | | | | | | | | | | | | | | | | | | |
| Total population | 383 | 389 | 400 | 411 | 418 | 430 | 446 | 457 | 468 | 481 | 482 | 466 | 460 | 447 | 100 | 100 | 100 | 100 |
| In full-time education: | | | | | | | | | | | | | | | | | | |
| School ³ | 8 | 9 | 9 | 9 | 9 | 9 | 9 | 10 | 12 | 12 | 13 | 12 | 12 | 12 | 2.1 | 2.5 | 2.6 | 2.7 |
| Further education ⁴ | 50 | 48 | 51 | 57 | 56 | 60 | 60 | 62 | 67 | 70 | 70 | 69 | 68 | 69 | 13.1 | 14.6 | 14.8 | 15.4 |
| All | 58 | 56 | 60 | 66 | 65 | 69 | 69 | 73 | 78 | 83 | 83 | 81 | 80 | 80 | 15.1 | 17.3 | 17.4 | 17.9 |
| On YTS ⁵ | — | — | — | — | — | 4 | 4 | 8 | 11 | 14 | 2 | 2 | 1 | 1 | — | 2.9 | 0.2 | 0.2 |
| Unemployed ⁶ | 14 | 17 | 36 | 36 | 37 | 36 | 36 | 66 | 88 | 105 | 109 | 104 | 96 | 82 | 3.7 | 21.8 | 20.9 | 18.3 |
| Other (mainly in employment) ⁷ | 311 | 316 | 304 | 309 | 315 | 322 | 337 | 310 | 291 | 279 | 288 | 278 | 283 | 283 | 81.2 | 58.0 | 61.5 | 63.3 |
| 16-18 year olds² | | | | | | | | | | | | | | | | | | |
| Total population ⁸ | 1,180 | 1,201 | 1,230 | 1,261 | 1,295 | 1,331 | 1,368 | 1,401 | 1,427 | 1,434 | 1,417 | 1,374 | 1,347 | 1,318 | 100 | 100 | 100 | 100 |
| In full-time education: | | | | | | | | | | | | | | | | | | |
| School ³ | 186 | 191 | 200 | 209 | 208 | 210 | 215 | 225 | 243 | 245 | 235 | 229 | 226 | 221 | 15.8 | 17.1 | 16.8 | 16.8 |
| Further education ⁴ | 110 | 114 | 128 | 135 | 138 | 142 | 140 | 148 | 165 | 178 | 162 | 161 | 161 | 165 | 9.3 | 12.4 | 12.0 | 12.5 |
| All | 296 | 305 | 328 | 343 | 346 | 352 | 355 | 373 | 408 | 423 | 397 | 390 | 388 | 386 | 25.1 | 29.5 | 28.8 | 29.3 |
| On YTS ⁵ | — | — | — | — | — | 39 | 41 | 76 | 105 | 141 | 156 | 156 | 157 | 184 | — | 9.8 | 11.7 | 14.0 |
| Unemployed ⁶ | 45 | 47 | 106 | 111 | 117 | 104 | 101 | 193 | 241 | 264 | 261 | 253 | 234 | 200 | 3.8 | 18.4 | 17.4 | 15.2 |
| Other (mainly in employment) ⁷ | 839 | 848 | 795 | 806 | 831 | 836 | 871 | 759 | 673 | 606 | 602 | 576 | 569 | 547 | 71.1 | 42.3 | 42.2 | 41.5 |

Source: DES estimates, based on DES, DE, MSC, WO, SED, OPCS and GAD source material. For footnotes and note on rounding, see table 1.

Table 3 Education and labour market status of young people in Great Britain, 1974-87: females

January each year

| | Estimated numbers (thousands) | | | | | | | | | | | | | | Percentages of age group | | | |
|---|-------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------------------|--------------------------|------|------|-------------------|
| | 1974 | 1975 | 1976 | 1977 | 1978 | 1979 | 1980 | 1981 | 1982 | 1983 | 1984 | 1985 | 1986 | 1987 ¹ | 1974 | 1983 | 1986 | 1987 ¹ |
| 16 year olds² | | | | | | | | | | | | | | | | | | |
| Total population | 382 | 392 | 401 | 413 | 428 | 437 | 443 | 453 | 453 | 442 | 435 | 424 | 419 | 410 | 100 | 100 | 100 | 100 |
| In full-time education: | | | | | | | | | | | | | | | | | | |
| School ³ | 102 | 105 | 113 | 119 | 119 | 125 | 132 | 139 | 151 | 150 | 142 | 137 | 135 | 130 | 26.7 | 33.9 | 32.2 | 31.7 |
| Further education ⁴ | 39 | 46 | 56 | 58 | 64 | 67 | 70 | 78 | 88 | 88 | 79 | 76 | 74 | 74 | 10.2 | 19.9 | 18.1 | 18.0 |
| All | 141 | 151 | 169 | 177 | 183 | 192 | 202 | 217 | 239 | 239 | 220 | 213 | 211 | 205 | 36.9 | 54.1 | 50.4 | 50.0 |
| On YTS ⁵ | 10 | 10 | 28 | 34 | 38 | 30 | 29 | 49 | 61 | 78 | 95 | 102 | 100 | 96 | — | 17.6 | 23.9 | 23.4 |
| Unemployed ⁶ | — | — | — | — | — | — | — | — | — | — | — | — | — | — | — | — | — | — |
| Other (mainly in employment) ⁷ | 231 | 231 | 205 | 202 | 207 | 186 | 187 | 139 | 98 | 71 | 71 | 63 | 65 | 70 | 60.5 | 16.1 | 15.5 | 17.1 |
| 17 year olds² | | | | | | | | | | | | | | | | | | |
| Total population | 371 | 381 | 393 | 402 | 413 | 429 | 438 | 445 | 455 | 456 | 445 | 436 | 424 | 419 | 100 | 100 | 100 | 100 |
| In full-time education: | | | | | | | | | | | | | | | | | | |
| School ³ | 60 | 63 | 66 | 70 | 70 | 71 | 75 | 79 | 86 | 89 | 87 | 82 | 79 | 79 | 16.2 | 19.5 | 18.6 | 18.9 |
| Further education ⁴ | 31 | 33 | 40 | 45 | 49 | 50 | 51 | 54 | 63 | 70 | 68 | 66 | 66 | 66 | 8.4 | 15.4 | 15.6 | 15.8 |
| All | 91 | 96 | 106 | 115 | 119 | 121 | 125 | 133 | 149 | 159 | 155 | 149 | 146 | 145 | 24.5 | 34.9 | 34.4 | 34.6 |
| On YTS ⁵ | — | — | — | — | — | 6 | 10 | 18 | 23 | 30 | 24 | 17 | 16 | 37 | — | 6.6 | 3.8 | 8.8 |
| Unemployed ⁶ | 6 | 11 | 29 | 36 | 41 | 34 | 34 | 56 | 66 | 70 | 68 | 63 | 59 | 50 | 1.6 | 15.4 | 13.9 | 11.9 |
| Other (mainly in employment) ⁷ | 274 | 274 | 258 | 251 | 254 | 268 | 269 | 238 | 177 | 197 | 199 | 207 | 203 | 188 | 73.9 | 43.2 | 47.9 | 44.9 |
| 18 year olds² | | | | | | | | | | | | | | | | | | |
| Total population | 362 | 373 | 383 | 394 | 404 | 415 | 431 | 440 | 447 | 456 | 457 | 445 | 435 | 426 | 100 | 100 | 100 | 100 |
| In full-time education: | | | | | | | | | | | | | | | | | | |
| School ³ | 7 | 4 | 4 | 4 | 5 | 5 | 6 | 6 | 8 | 9 | 9 | 9 | 10 | 9 | 1.9 | 2.0 | 2.3 | 2.1 |
| Further education ⁴ | 50 | 35 | 40 | 52 | 51 | 52 | 53 | 56 | 61 | 65 | 67 | 66 | 66 | 66 | 13.8 | 14.3 | 15.2 | 15.5 |
| All | 57 | 39 | 44 | 56 | 56 | 57 | 59 | 63 | 69 | 74 | 77 | 76 | 75 | 75 | 15.7 | 16.2 | 17.2 | 17.6 |
| On YTS ⁵ | — | — | — | — | — | 4 | 4 | 7 | 9 | 12 | 2 | 2 | 1 | 1 | — | 2.6 | 0.2 | 0.2 |
| Unemployed ⁶ | 6 | 8 | 23 | 29 | 32 | 31 | 31 | 50 | 64 | 74 | 80 | 75 | 69 | 60 | 1.7 | 16.2 | 15.9 | 14.1 |
| Other (mainly in employment) ⁷ | 299 | 326 | 316 | 310 | 315 | 323 | 337 | 320 | 306 | 295 | 298 | 292 | 289 | 290 | 82.6 | 64.7 | 66.4 | 68.1 |
| 16-18 year olds² | | | | | | | | | | | | | | | | | | |
| Total population ⁸ | 1,115 | 1,146 | 1,177 | 1,209 | 1,245 | 1,281 | 1,312 | 1,338 | 1,355 | 1,354 | 1,337 | 1,304 | 1,278 | 1,255 | 100 | 100 | 100 | 100 |
| In full-time education: | | | | | | | | | | | | | | | | | | |
| School ³ | 169 | 172 | 183 | 193 | 194 | 202 | 212 | 225 | 245 | 248 | 238 | 228 | 224 | 218 | 15.2 | 18.3 | 17.5 | 17.4 |
| Further education ⁴ | 120 | 114 | 136 | 156 | 164 | 169 | 173 | 188 | 211 | 224 | 214 | 208 | 208 | 206 | 10.8 | 16.5 | 16.3 | 16.4 |
| All | 289 | 286 | 318 | 349 | 358 | 371 | 385 | 413 | 457 | 471 | 452 | 437 | 431 | 425 | 25.9 | 34.8 | 33.7 | 33.9 |
| On YTS ⁵ | — | — | — | — | — | 39 | 39 | 72 | 93 | 120 | 121 | 117 | 134 | — | — | 8.9 | 9.2 | 10.7 |
| Unemployed ⁶ | 22 | 29 | 79 | 98 | 111 | 94 | 94 | 155 | 185 | 199 | 196 | 185 | 171 | 149 | 2.0 | 14.7 | 13.4 | 11.9 |
| Other (mainly in employment) ⁷ | 804 | 831 | 779 | 762 | 776 | 777 | 793 | 697 | 620 | 563 | 567 | 562 | 558 | 548 | 72.1 | 41.6 | 43.7 | 43.7 |

Source: DES estimates, based on DES, DE, MSC, WO, SED, OPCS and GAD source material. For footnotes and note on rounding, see table 1.

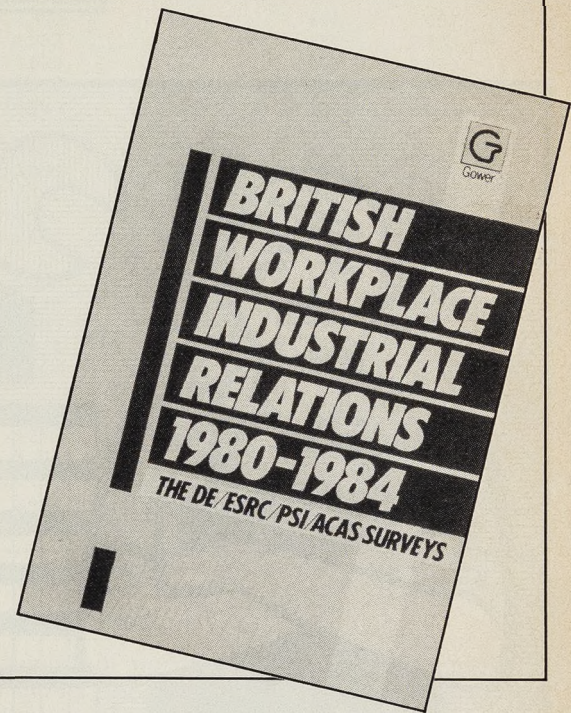
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Industrial stoppages in 1986

A total of 1.9 million working days were lost in 1986 through stoppages of work arising from industrial disputes in the United Kingdom. This was the lowest figure since 1963 when 1.8 million working days were lost. This annual article looks at the coverage of the statistics, the figures for recent years, and for 1986 presents detailed analyses by industry, region, cause and size of dispute.

There were 1.9 million working days lost through stoppages of work caused by industrial disputes in 1986 in the United Kingdom. This compares with 6.4 million in 1985 and an annual average of 11.1 million for the ten years 1976-85. The largest dispute in 1986 in terms of working days lost was the nationwide strikes by teachers, 0.31 million (16 per cent) of the total. Fifty-four stoppages involved the loss of 5,000 or more working days, accounting for 71 per cent of the total working days lost in 1986. Stoppages over pay issues accounted for the highest

proportion (59 per cent) of working days lost.

There were 1,074 stoppages recorded as in progress in 1986, compared with 903 in 1985 and a ten-year average of 1,693 for the period 1976-85. Just over two-thirds of stoppages lasted less than four working days.

This article presents the final figures for 1986. A brief commentary on more recent figures (which are given in tables 4.1 and 4.2 in the Labour Market Data section) can be found in the section Labour Market Data Commentary (see pp S2-6).

Coverage of the statistics

Information about stoppages of work arising from industrial disputes is collected on a voluntary basis, through the Department of Employment's local unemployment benefit office network and other sources, including centralised returns from certain nationalised industries, public bodies and large firms, from press reports and, in the case of some larger stoppages, from the employers or trade unions involved.

There are difficulties in ensuring complete recording of stoppages, in particular of short disputes lasting only a day or so, or involving only a few workers. Primarily because of these difficulties, stoppages involving fewer than ten workers, and those lasting less than one day, are excluded from the statistics except where the aggregate number of working days lost exceeds 100.

This restriction bears most heavily on those industries which are prone to small stoppages and has much more effect on the estimates of the number of stoppages than on the figures of working days lost. This can be seen in table 7 where recorded stoppages lasting not more than one day accounted for 49 per cent of all stoppages, but for less than 9 per cent of all the working days lost. The number of working days lost is, therefore, a more comprehensive indicator as well as being a better measure of the impact of industrial disputes than the simple number of stoppages.

A more detailed description of the coverage of the statistics appears in the *Technical Note* at the end of this article on p 477.

Working days lost

The number of working days recorded as being lost as a result of industrial stoppages in 1986, is shown in table 1, together with the corresponding figures for 1985. The table follows the format of previous annual articles by giving separate details for the effects of stoppages in progress in the year as well as those for stoppages which began in the year.

Stoppages which began in 1985 and continued into 1986 accounted for 0.3 million of the working days lost, and when added to the 1.6 million days lost through stoppages beginning in the year, resulted in a total of 1.9 million working days lost through stoppages of work in progress during 1986. This total compares with 6.4 million in 1985, 27.1 million in 1984, and a ten-year average for 1976-85 of 11.1 million days lost. The remainder of this article concentrates on the year's 'in progress' figures.

Table 1 Stoppages, workers involved and working days lost in 1985 and 1986

| | United Kingdom | |
|--|----------------|-----------|
| | 1986 | 1985 |
| Stoppages | | |
| in progress in year | 1,074 | 903 |
| beginning in year | 1,053 | 887 |
| Workers involved in stoppages | | |
| in progress in year | 720,200 | 791,300 |
| of which, directly involved | 707,600 | 751,300 |
| indirectly involved | 12,600 | 40,000 |
| beginning in year | 519,800 | 620,900 |
| of which, directly involved | 507,200 | 588,500 |
| indirectly involved | 12,500 | 32,300 |
| Working days lost through stoppages | | |
| in progress in year* | 1,920,000 | 6,402,000 |
| beginning in year † | 1,590,000 | 2,035,000 |

* Stoppages which began in 1985 and continued into 1986 accounted for 330,000 of the days lost in 1986, of which 301,000 occurred in the first two months of 1986. Stoppages which began in 1984 accounted for 4,367,000 of the days lost in 1985.
 † In addition, stoppages beginning in 1986 and continuing into 1987 resulted in a loss of 27,000 days in 1987.

Table 2 Stoppages in progress 1966-86 United Kingdom

| Year | Working days lost (thousands) | Working days lost per 1,000 employees* | Workers involved (thousands) | Stoppages |
|------|-------------------------------|--|------------------------------|-----------|
| 1966 | 2,398 | 103 | 544 | 1,951 |
| 1967 | 2,787 | 122 | 734 | 2,133 |
| 1968 | 4,690 | 207 | 2,258 | 2,390 |
| 1969 | 6,846 | 303 | 1,665 | 3,146 |
| 1970 | 10,980 | 489 | 1,801 | 3,943 |
| 1971 | 13,551 | 613 | 1,178 | 2,263 |
| 1972 | 23,909 | 1,081 | 1,734 | 2,530 |
| 1973 | 7,197 | 318 | 1,528 | 2,902 |
| 1974 | 14,750 | 647 | 1,626 | 2,946 |
| 1975 | 6,012 | 265 | 809 | 2,332 |
| 1976 | 3,284 | 146 | 668 | 2,034 |
| 1977 | 10,142 | 449 | 1,166 | 2,737 |
| 1978 | 9,405 | 413 | 1,041 | 2,498 |
| 1979 | 29,474 | 1,274 | 4,608 | 2,125 |
| 1980 | 11,964 | 521 | 834 | 1,348 |
| 1981 | 4,266 | 195 | 1,513 | 1,344 |
| 1982 | 5,313 | 249 | 2,103 | 1,538 |
| 1983 | 3,754 | 179 | 574 | 1,364 |
| 1984 | 27,135 | 1,280 | 1,464 | 1,221 |
| 1985 | 6,402 | 298 | 791 | 903 |
| 1986 | 1,920 | 89 | 720 | 1,074 |

* Based on the latest available mid-year (June) estimates of employees in employment.

Workers involved

The number of workers involved in all stoppages in progress during 1986 was 0.72 million. This compares with 0.79 million in 1985, 1.46 million in 1984 and an annual average of 1.45 million during the ten-year period 1976-85.

Number of stoppages

The number of stoppages recorded as being in progress in 1986 was 1,074 compared with 903 in 1985, 1,221 in 1984 and an annual average of 1,693 over the ten-year period of 1976-85. With the exception of the figure for 1985, the total of 1,074 stoppages in progress in 1986 was the lowest figure for any year since 1940, when 925 stoppages were recorded. However, because of the difficulties in ensuring complete recording of in-scope stoppages, comparisons over time must be interpreted with caution.

Review 1966-86

Time series of the recorded number of stoppages due to industrial disputes, the number of workers involved, working days lost and working days lost per 1,000 employees in employment, since 1966 are given in table 2. The figure of 1.9 million days lost in 1986 was the lowest figure in the 20-year period, for which the average was 10.2 million. The last time the calendar year figure for days lost was lower than in 1986 was in 1963 when 1.8 million days were recorded as lost.

The table shows that 89 working days were lost per 1,000 employees in 1986, and this too was the lowest figure in the 20-year series back to 1966. However, it does not follow that the trend of this incidence rate coincides with the pattern for working days lost. For example, 27.1 million working days were lost in 1984, a figure clearly lower than the total of 29.5 million for 1979, but the impact of strikes in both years was broadly similar in terms of working days lost per 1,000 employees.

The high figures of working days lost for 1979 and 1984 were heavily influenced by a large stoppage. The largest disputes in recent years are as follows:

- **1979**—a strike by **engineering workers** accounted for 16.0 million (54 per cent) of the total of 29.5 million working days lost in that year;
- **1980**—the **national steel strike** accounted for 8.8 million (74 per cent) of the total of 12.0 million working days lost;
- **1984**—the days lost as a result of the **miners' strike** in protest over pit closures accounted for 22.4 million (83 per cent) of the total of 27.1 million working days lost;
- **1985**—the continuation of the **miners' strike** accounted for 4.0 million (63 per cent) of the 6.4 million days lost.

The examples above show that it is important to consider the size of major stoppages in each period when making comparisons between individual years.

The effect is also illustrated by *chart A*, which presents annual figures for total working days lost in 1966-86 divided between those for individual stoppages which

involved a loss of 500,000 working days or more, and smaller stoppages.

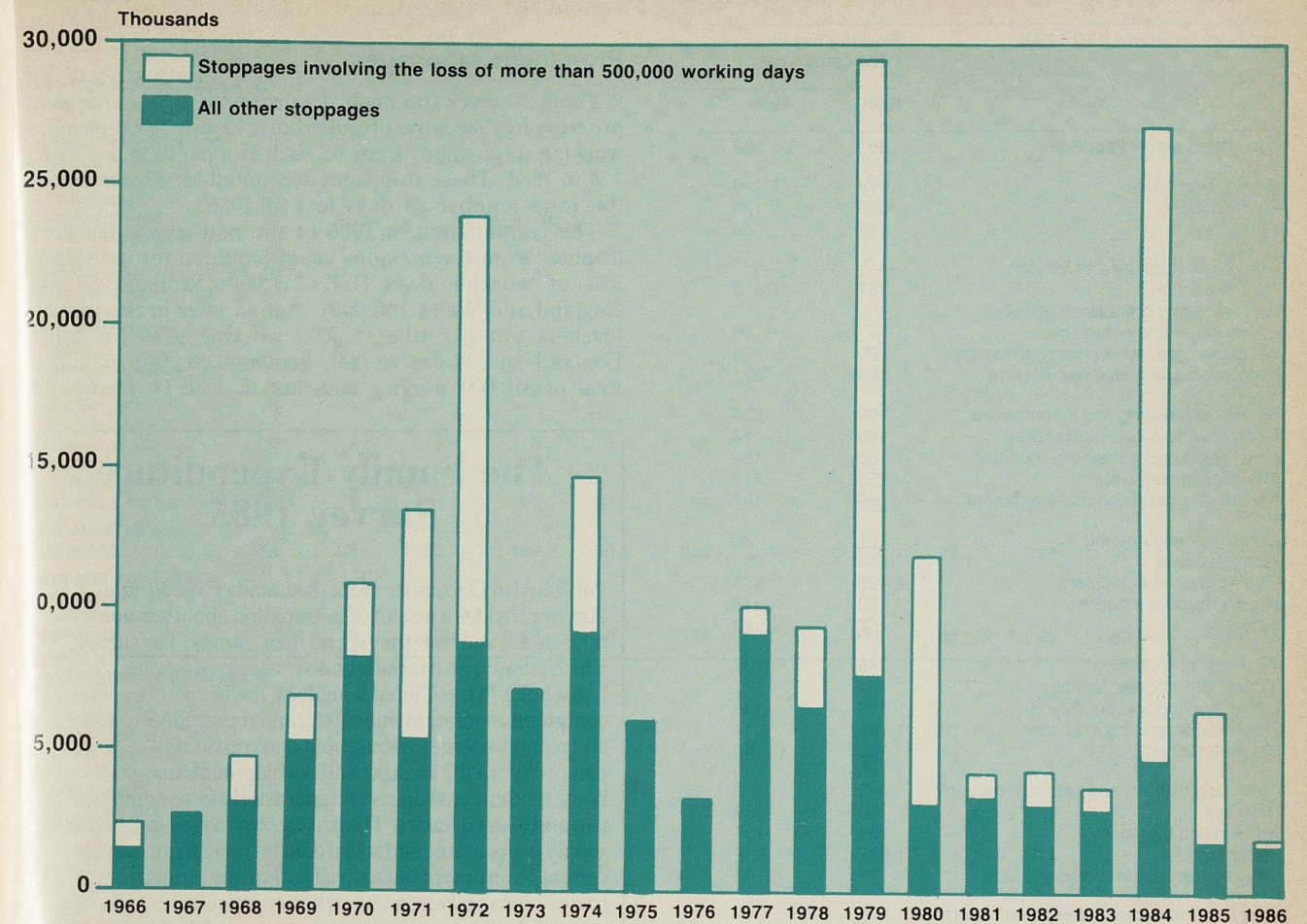
The chart shows that peak years are associated with very large stoppages. The three peak years for days lost during the 21-year span were, in descending order, 1979, 1984 and 1972. If the stoppages involving a loss of more than 500,000 working days are discounted, then only 1972 would have been in the top three. The respective order would have been fifth, eleventh and third.

Stoppages by industry

Table 3 analyses stoppages in progress in 1986 by 30 industry groups (based on the 1980 Standard Industrial Classification). The industry group 'public administration, sanitary services and education' experienced the largest number of working days lost (449,000) followed by 'other transport equipment' (411,000) and then 'mechanical engineering' (184,000).

However, this comparison of the aggregate figures of working days lost does not allow for the considerable variation in numbers employed in the different industries. A more useful comparison can be gained from incidence rates which take industry size into account by expressing the numbers of days lost per 1,000 employees in each

Chart A Working days lost due to stoppages through industrial disputes



industry. Such incidence rates for 1985 and 1986 are given in *table 4*.

On this basis, in 1986 sea transport recorded the highest rate of working days lost per 1,000 employees (1,601—or an average of one and a half days for each employee). This was closely followed by the industry group 'other transport equipment' (1,423) and third ranked was the coal extraction industry (767).

'Public administration, sanitary services and education', which was highest in terms of working days lost, was ranked tenth using the incidence rate as a basis for comparison.

It should be noted that these comparisons between industries may also be affected by other factors than the overall size of the industry. For example, industry groups with large firms—as opposed to those with a greater proportion of small firms—are more likely to have disputes included in the statistics; it is also more likely that workers indirectly affected by these disputes will be counted as well as those directly involved. In addition, better arrangements exist for the reporting of industrial stoppages for some industries than for others.

Regional analysis

A breakdown of industrial stoppages in 1986 by region and by 11 broad industry groups is given in *table 5*. Incidence rates calculated as the number of working days lost per 1,000 employees are also given for each region in respect of the total for all industries and services.

In interpreting the figures it is important to bear in mind that industrial composition of the region is an important factor influencing the scale of industrial disputes it experiences. The regions recording the lowest incidence rates were East Anglia, South West, East Midlands, South East and Northern Ireland. The highest incidence rates were recorded in the North, North West, Scotland and Yorkshire and Humberside.

Causes of stoppage

A breakdown of stoppages of work by the principal cause and broad industry group is set out in *table 6*. The picture is rather different from 1985, when the figures were dominated by the miners' strike. Stoppages over pay accounted for the highest proportion of working days lost (59 per cent, compared with 25 per cent in 1985). Disputes over redundancy were responsible for the second highest proportion of days lost (15 per cent; 67 per cent in 1985), followed by manning and work allocation (13 per cent; 2 per cent in 1985).

Disputes over pay were also the most common cause for a stoppage of work, accounting for 38 per cent of the total number of stoppages in 1986, compared with 40 per cent in 1985, followed by manning and work allocation issues (22 per cent; 18 per cent in 1985) and working conditions (14 per cent; 10 per cent in 1985).

Duration and size of stoppage

Tables 7, 8 and 9 show recorded stoppages in progress

Table 3 Stoppages in progress in 1986 by industry

| United Kingdom | | | | |
|--|---------------|-------------------------------|------------------------------|--------------|
| Industry group (SIC 1980) | Class | Working days lost (thousands) | Workers involved (thousands) | Stoppages |
| All Industries and services | | 1,920 | 720.2 | 1,074 |
| <i>Energy and Water (Div 1)</i> | | 149 | 88.6 | 361 |
| <i>Manufacturing (Divs 2 to 4)</i> | | 1,069 | 194.5 | 346 |
| <i>Services (Divs 6 to 9)</i> | | 670 | 429.3 | 342 |
| Agriculture, forestry and fishing | 01-03 | — | — | — |
| Coal extraction | 11 | 143 | 86.5 | 351 |
| Extraction and processing of coke, mineral oil and natural gas | 12-14 | — | — | — |
| Electricity, gas, other energy and water | 15-17 | 6 | 2.2 | 10 |
| Metal processing and manufacture | 21, 22 | 126 | 4.4 | 8 |
| Mineral processing and manufacture | 23, 24 | 23 | 6.8 | 18 |
| Chemicals and man-made fibres | 25, 26 | 17 | 1.9 | 11 |
| Metal goods not elsewhere specified | 31 | 26 | 4.1 | 25 |
| Mechanical engineering | 32 | 184 | 17.0 | 60 |
| Electrical engineering and equipment | 33, 34 | 25 | 6.8 | 28 |
| Instrument engineering | 37 | 16 | 1.0 | 5 |
| Motor vehicles | 35 | 108 | 55.7 | 63 |
| Other transport equipment | 36 | 411 | 66.8 | 46 |
| Food, drink and tobacco | 41, 42 | 30 | 6.7 | 28 |
| Textiles | 43 | 14 | 6.6 | 7 |
| Footwear and clothing | 45 | 24 | 6.1 | 15 |
| Timber and wooden furniture | 46 | 1 | 0.4 | 4 |
| Paper, printing and publishing | 47 | 56 | 8.2 | 13 |
| Other manufacturing industries | 44, 48 and 49 | 10 | 2.1 | 18 |
| Construction | 50 | 33 | 7.7 | 26 |
| Distribution, hotels and catering, repairs | 61-67 | 12 | 2.9 | 17 |
| Railways | 71 | — | 0.1 | 5 |
| Other inland transport | 72 | 60 | 35.7 | 54 |
| Sea transport | 74 | 45 | 7.7 | 11 |
| Other transport and communication | 75, 79 | 71 | 25.7 | 45 |
| Supporting and miscellaneous transport services | 76, 77 | 14 | 2.6 | 30 |
| Banking, finance, insurance, business services and leasing | 81-85 | 5 | 1.2 | 6 |
| Public administration, sanitary services and education | 91-94 | 449 | 348.1 | 132 |
| Medical and health services | 95 | 11 | 3.8 | 35 |
| Other services | 96-99 | 3 | 1.5 | 11 |

Notes: (1) The figures for working days lost and workers have been rounded and consequently the sums of constituent items may not agree precisely with the totals.
(2) Some stoppages involved workers in more than one of the above industry groups, but have each been counted as only one stoppage in the totals for all industries and services.
— Means nil or negligible (less than half the final digit shown).

Table 6 Stoppages in progress in 1986 by principal cause and broad industry group

United Kingdom

| Industry (SIC 1980) | Pay | | | Duration and pattern of hours worked | Redundancy questions | Trade union matters | Working conditions and supervision | Manning and work allocation | Dismissal and other disciplinary measures | All causes |
|--|--------------|--------------------------------|--------------------------------|--------------------------------------|----------------------|---------------------|------------------------------------|-----------------------------|---|--------------|
| | All | of which | | | | | | | | |
| | | Wage rates and earnings levels | Extra wage and fringe benefits | | | | | | | |
| Working days lost (thousands) | | | | | | | | | | |
| Extraction and processing of coal, coke, mineral oil and natural gas | 73 | 73 | — | 5 | — | 5 | 21 | 21 | 17 | 143 |
| Metal processing and manufacture | 36 | 36 | — | — | 89 | — | — | 1 | — | 126 |
| Metal goods not elsewhere specified | 17 | 17 | — | 1 | 1 | — | 3 | 2 | 1 | 26 |
| Engineering | 111 | 109 | 2 | 8 | 4 | 14 | 1 | 82 | 4 | 225 |
| Motor vehicles | 64 | 48 | 16 | 1 | 3 | 7 | 4 | 14 | 14 | 108 |
| Other transport equipment | 320 | 320 | — | 12 | 66 | 1 | 6 | 5 | 2 | 411 |
| Textiles, footwear and clothing | 28 | 28 | — | 1 | 3 | 5 | — | — | — | 38 |
| All other manufacturing industries | 41 | 41 | 1 | 7 | 56 | 4 | — | 25 | 3 | 136 |
| Construction | 16 | 16 | — | — | 6 | 1 | 2 | 7 | — | 33 |
| Transport and communication | 44 | 39 | 5 | 14 | 40 | 2 | 9 | 53 | 27 | 190 |
| All other non-manufacturing industries and services | 376 | 372 | 5 | 2 | 23 | 17 | 21 | 30 | 16 | 486 |
| All industries and services | 1,128 | 1,098 | 29 | 51 | 291 | 58 | 67 | 240 | 85 | 1,920 |
| Workers involved (thousands) | | | | | | | | | | |
| Extraction and processing of coal, coke, mineral oil and natural gas | 40 | 40 | — | 5 | — | 2 | 12 | 14 | 12 | 86 |
| Metal processing and manufacture | 2 | 2 | — | — | 2 | — | — | — | — | 4 |
| Metal goods not elsewhere specified | 2 | 2 | — | 1 | — | — | 1 | — | — | 4 |
| Engineering | 17 | 15 | 2 | 1 | 1 | 1 | 1 | 3 | 1 | 25 |
| Motor vehicles | 20 | 10 | 10 | 3 | 7 | 6 | 4 | 9 | 7 | 56 |
| Other transport equipment | 22 | 22 | — | 1 | 36 | — | 2 | 4 | 2 | 67 |
| Textiles, footwear and clothing | 11 | 11 | — | — | — | — | — | — | 1 | 13 |
| All other manufacturing industries | 12 | 11 | 1 | 2 | 7 | 1 | — | 4 | 1 | 26 |
| Construction | 4 | 4 | — | — | 2 | — | 1 | 1 | — | 8 |
| Transport and communication | 19 | 17 | 3 | 2 | 10 | 12 | 4 | 16 | 9 | 72 |
| All other non-manufacturing industries and services | 290 | 287 | 2 | 1 | 12 | 27 | 4 | 21 | 5 | 360 |
| All industries and services | 438 | 421 | 18 | 16 | 79 | 50 | 29 | 73 | 36 | 720 |
| Stoppages | | | | | | | | | | |
| Extraction and processing of coal, coke, mineral oil and natural gas | 113 | 111 | 2 | 19 | — | 12 | 75 | 109 | 23 | 351 |
| Metal processing and manufacture | 4 | 4 | — | — | 1 | — | 1 | 2 | — | 8 |
| Metal goods not elsewhere specified | 17 | 17 | — | 2 | 2 | — | 1 | 2 | 1 | 25 |
| Engineering | 55 | 51 | 4 | 5 | 8 | 6 | 2 | 8 | 9 | 93 |
| Motor vehicles | 15 | 14 | 1 | 4 | 6 | 7 | 5 | 17 | 9 | 63 |
| Other transport equipment | 12 | 12 | — | 1 | 10 | 3 | 5 | 10 | 5 | 46 |
| Textiles, footwear and clothing | 12 | 12 | — | 1 | 2 | 2 | 1 | 1 | 3 | 22 |
| All other manufacturing industries | 50 | 47 | 3 | 5 | 10 | 7 | 1 | 12 | 7 | 92 |
| Construction | 9 | 7 | 2 | — | 7 | 1 | 4 | 3 | 2 | 26 |
| Transport and communication | 43 | 34 | 9 | 9 | 17 | 3 | 17 | 34 | 22 | 145 |
| All other non-manufacturing industries and services | 74 | 68 | 6 | 6 | 35 | 5 | 33 | 33 | 23 | 209 |
| All industries and services | 403 | 377 | 26 | 52 | 96 | 43 | 145 | 231 | 104 | 1,074 |

Notes: (1) The figures for working days lost and workers involved have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
(2) The number of stoppages for the industry groups shown do not sum to the total for all industries and services as some stoppages which affect more than the broad industry groups, have been counted once only in the total for all industries and services.
(3) This table gives figures for stoppages in progress and is not strictly comparable with the "beginning" in figures published in the corresponding table for the annual articles covering 1984 and previous years.
— Means nil or negligible (less than half the final digit shown).

Table 7 Stoppages in progress in 1986 by duration in working days

United Kingdom

| Working days | Stoppages in progress in 1986 | Per cent of all stoppages | Workers involved (thousands) | Per cent of all workers | Working days lost (thousands) | Per cent of all working days lost | |
|----------------------|-------------------------------|---------------------------|------------------------------|-------------------------|-------------------------------|-----------------------------------|--------------|
| | | | | | | | Over |
| — | 1 | 52.2 | 48.6 | 211 | 29.3 | 170 | 8.9 |
| 1 | 2 | 12.1 | 11.3 | 59 | 8.2 | 82 | 4.3 |
| 2 | 3 | 8.3 | 7.7 | 25 | 3.4 | 56 | 2.9 |
| 3 | 4 | 4.9 | 4.6 | 17 | 2.4 | 47 | 2.5 |
| 4 | 5 | 6.1 | 5.7 | 57 | 8.0 | 113 | 5.9 |
| 5 | 10 | 10.8 | 10.1 | 47 | 6.5 | 197 | 10.2 |
| 10 | 15 | 4.9 | 4.6 | 19 | 2.7 | 191 | 10.0 |
| 15 | 20 | 1.6 | 1.5 | 5 | 0.6 | 72 | 3.7 |
| 20 | 30 | 2.3 | 2.1 | 58 | 8.0 | 95 | 5.0 |
| 30 | 50 | 1.8 | 1.7 | 17 | 2.3 | 282 | 14.7 |
| 50 | — | 2.4 | 2.2 | 206 | 28.5 | 613 | 31.9 |
| All stoppages | | 1,074 | 100.0 | 720 | 100.0 | 1,920 | 100.0 |

Notes: (1) The figures for workers involved and days lost have been rounded and consequently the sum of the constituent items may not agree precisely with the totals.
(2) This table, which gives the figures for stoppages in progress, is not strictly comparable with the "beginning in" figures published in the corresponding table in the 1984 and previous annual articles.
(3) Classification by size is based on the full duration of stoppages, but the figures for days lost include only those days lost in 1986.

Table 8 Stoppages in progress in 1986 by number of working days lost

United Kingdom

| | Stoppages in progress in 1986 | Per cent of all stoppages | Workers involved (thousands) | Per cent of all workers | Working days lost (thousands) | Per cent of all working days lost |
|-------------------------|-------------------------------|---------------------------|------------------------------|-------------------------|-------------------------------|-----------------------------------|
| Under 250 days | 567 | 52.8 | 49 | 6.8 | 48 | 2.5 |
| 250 and under 500 | 144 | 13.4 | 48 | 6.7 | 50 | 2.6 |
| 500 and under 1,000 | 130 | 12.1 | 53 | 7.4 | 89 | 4.6 |
| 1,000 and under 5,000 | 179 | 16.7 | 131 | 18.3 | 369 | 19.2 |
| 5,000 and under 25,000 | 40 | 3.7 | 144 | 20.1 | 381 | 19.8 |
| 25,000 and under 50,000 | 8 | 0.7 | 94 | 13.0 | 258 | 13.5 |
| 50,000 days and over | 6 | 0.6 | 200 | 27.7 | 726 | 37.8 |
| All stoppages | 1,074 | 100.0 | 720 | 100.0 | 1,920 | 100.0 |

Notes: See footnotes to table 7.

Table 9 Stoppages in progress in 1986 by total number of workers involved

United Kingdom

| | Stoppages in progress in 1986 | Per cent of all stoppages | Workers involved (thousands) | Per cent of all workers | Working days lost (thousands) | Per cent of all working days lost |
|-------------------------|-------------------------------|---------------------------|------------------------------|-------------------------|-------------------------------|-----------------------------------|
| Under 25 workers | 178 | 16.6 | 3 | 0.4 | 12 | 0.6 |
| 25 and under 50 | 169 | 15.7 | 6 | 0.8 | 32 | 1.7 |
| 50 and under 100 | 163 | 15.2 | 11 | 1.6 | 51 | 2.6 |
| 100 and under 250 | 224 | 20.9 | 36 | 5.1 | 156 | 8.1 |
| 250 and under 500 | 137 | 12.8 | 47 | 6.6 | 143 | 7.4 |
| 500 and under 1,000 | 118 | 11.0 | 79 | 10.9 | 301 | 15.7 |
| 1,000 and under 2,500 | 50 | 4.7 | 79 | 10.9 | 376 | 19.6 |
| 2,500 and under 5,000 | 15 | 1.4 | 48 | 6.7 | 85 | 4.4 |
| 5,000 and under 10,000 | 11 | 1.0 | 80 | 11.1 | 397 | 20.7 |
| 10,000 workers and over | 9 | 0.8 | 331 | 45.9 | 368 | 19.1 |
| All stoppages | 1,074 | 100.0 | 720 | 100.0 | 1,920 | 100.0 |

Notes: See footnotes (1) and (2) to table 7.

Table 10 Stoppages in 1986 resulting in a loss of 5,000 or more working days

| Industry and county | Date when stoppage | | Numbers of workers involved | | Number of working days lost in 1986* | Type of worker involved | | Cause or object |
|---|--------------------|----------|-----------------------------|------------|--------------------------------------|---|---|---|
| | Began | Ended | Directly | Indirectly | | Directly | Indirectly | |
| Coal extraction | | | | | | | | |
| South Yorkshire | 10.3.86 | 14.3.86 | 2,110 | | 6,100 | Miners | | Over bonus and work allocation system |
| South Yorkshire | 19.5.86 | 23.5.86 | 1,350 | | 5,800 | Miners | | Over dismissal for irresponsible behaviour |
| Durham | 22.9.86 | 19.11.86 | 8,270 | | 8,300 | Miners | | Over backdating of pay rise and refusal to re-instate sacked miners |
| Metal processing and manufacturing | | | | | | | | |
| South Yorkshire | 14.10.85 | 31.1.86 | 1,600 | | 35,200 (Total days lost 70,400) | Process, maintenance, forgemen, drivers and others | | For a pay rise and protection of terms and conditions of employment |
| Lanarkshire | 16.2.86 | 13.4.86 | 2,250 | 130 | 91,200 | Production operatives, supervisory staff and others | Drivers, canteen workers, cleaners and electricians | Over fear of redundancy |
| Chemicals and man-made fibres | | | | | | | | |
| Norfolk | 19.9.86 | 3.10.86 | 490 | | 5,400 | Process and maintenance workers | | For a pay rise |
| Mechanical engineering | | | | | | | | |
| West Yorkshire | 24.2.86 | 19.5.86 | 140 | 760 | 7,400 | Draughtsmen and foundry workers | Foundry workers | For withdrawal of night shift |
| Essex | 2.6.86 | 17.10.86 | 790 | | 49,900 | Production, supervisory, technical and clerical staff | | For improved pay award |
| South Yorkshire | 1.7.86 | 22.7.86 | 570 | | 9,100 | Machine operators, maintenance workers and packers | | For improved pay offer |
| West Midlands | 8.8.86 | 29.10.86 | 880 | 1,200 | 78,200 | Maintenance workers, storekeepers and inspectors | Machinists, fitters and assemblers | Over proposed transfer to production work |
| Electrical engineering | | | | | | | | |
| Greater Manchester | 7.10.86 | 16.10.86 | 1,000 | | 7,100 | Assembly workers | | In support of pay claim |
| Lancashire | 7.11.86 | 17.12.86 | 640 | | 6,300 | Production workers | | In support of pay claim |
| Motor vehicles | | | | | | | | |
| Merseyside | 3.2.86 | 21.2.86 | 1,740 | | 21,700 | Pain, trim and assembly workers | | Claim for upgrading |
| West Midlands | 19.2.86 | 9.4.86 | 520 | | 17,400 | Machinists | | In support of pay claim |
| West Yorkshire | 24.2.86 | 1.4.86 | 280 | | 7,000 | Plant operators | | Over unspecified disciplinary action |
| South Yorkshire | 21.5.86 | 4.6.86 | 620 | | 6,000 | Forgemen, machinists, electricians and furnace workers | | Over training of supervisors to operate machines |
| Bedfordshire, Cheshire and Hampshire | 29.8.86 | 14.11.86 | 10,620 | | 16,500 | Production, maintenance, technical and clerical workers | | For improved pension benefits |
| Instrument engineering | | | | | | | | |
| Greater London | 16.9.86 | 5.2.87 | 280 | | 9,900 (Total days lost 13,200) | Sheet metal, leather, wood and other workers | | Over the dismissal of four union officials |

Table 10 Stoppages in 1986 resulting in a loss of 5,000 or more working days (cont'd)

| Industry and county | Date when stoppage | | Numbers of workers involved | | Number of working days lost in 1986* | Type of worker involved | | Cause or object |
|---|--------------------|----------|-----------------------------|------------|--------------------------------------|---|-----------------------------------|--|
| | Began | Ended | Directly | Indirectly | | Directly | Indirectly | |
| Other transport equipment | | | | | | | | |
| Tyne and Wear | 7.4.86 | 11.4.86 | 2,880 | | 11,600 | Welders, platers, shipwrights, and drillers | | For improved pay offer |
| Lancashire | 28.4.86 | 20.6.86 | 6,370 | | 209,700 | Manual workers and inspectors | | For improved pay offer |
| Cumbria | 12.5.86 | 2.6.86 | 6,800 | | 89,500 | Boilermakers, coppersmiths and sheet-metal workers | | For improved pay offer |
| Cleveland, Tyne and Wear and Strathclyde | 21.5.86 | 21.5.86 | 6,920 | 60 | 7,000 | Platers, welders, plumbers, joiners and other workers | Apprentices | Over proposed closures and redundancies |
| Devonshire and Wiltshire | 29.8.86 | 26.9.86 | 16,950 | | 16,900 | Management, supervisory and manual workers | | Over proposed privatisation |
| Hampshire | 5.9.86 | 2.10.86 | 2,030 | | 39,000 | All ship repair trades and clerical workers | | In protest over compulsory redundancies |
| Tyne and Wear | 4.12.86 | 13.1.87 | 820 | | 12,000 (Total days lost 17,700) | Welders, electricians and plumbers | | Over the allocation of overtime and the use of contractors during redundancy |
| Food, drink and tobacco | | | | | | | | |
| Lancashire | 18.9.86 | 10.10.86 | 830 | 150 | 8,200 | Transport and warehouse staff | Production workers | Over the employment of casual workers |
| Textiles | | | | | | | | |
| West Yorkshire | 21.5.86 | 21.5.86 | 5,420 | 90 | 5,500 | Spinners and weavers | Spinners and weavers | For a pay rise |
| Footwear and clothing | | | | | | | | |
| Tyne and Wear | 17.9.85 | 21.3.86 | 100 | | 5,300 (Total days lost 13,700) | Machinists and despatch workers | | Over union recognition and dismissal of workers |
| Cleveland, Durham and Tyne and Wear | 27.10.86 | 8.12.86 | 3,550 | 400 | 9,900 | Machinists and pressers | Machinists, pressers and cleaners | In protest over pay offer |
| Paper, printing and publishing | | | | | | | | |
| Greater London | 24.1.86 | 29.1.86 | 5,500 | | 12,500 | Print workers | | Over feared redundancies |
| Strathclyde | 24.2.86 | 1.4.86 | 730 | | 9,800 | Journalists and printers | | Over proposed redundancies |
| Avon | 7.4.86 | 4.10.86 | 240 | | 25,200 | Print workers | | In protest against redundancy plan |
| Construction | | | | | | | | |
| Lancashire | 21.4.86 | 24.4.86 | 3,000 | | 12,000 | Electricians, mechanical fitters and joiners | | Over the level of bonus payments |
| Cumbria | 1.10.86 | 17.10.86 | 760 | | 7,300 | Riggers | | In protest at work being allocated to another group of workers |
| Distribution, hotels and catering, repairs | | | | | | | | |
| Fermanagh | 19.9.86 | 3.10.86 | 570 | | 6,200 | Sales assistants | | Against reduction in pay following new grading structure |

Table 10 Stoppages in 1986 resulting in a loss of 5,000 or more working days (cont'd)

| Industry and county | Date when stoppage | | Numbers of workers involved | | Number of working days lost in 1986* | Type of worker involved | | Cause or object |
|--|--------------------|----------|-----------------------------|------------|--------------------------------------|---|----------------------|---|
| | Began | Ended | Directly | Indirectly | | Directly | Indirectly | |
| Other inland transport | | | | | | | | |
| Various areas in England and Scotland | 13.3.86 | 17.3.86 | 6,380 | | 12,400 | Drivers, conductors and garage staff | | Over the break up of national pay agreement |
| Antrim | 15.5.86 | 27.6.86 | 1,110 | | 5,400 | Drivers, conductors and garage staff | | For a pay increase |
| West Midlands | 25.10.86 | 8.11.86 | 400 | | 5,200 | Drivers | | Over new rostering arrangement |
| Sea transport | | | | | | | | |
| Suffolk | 7.3.86 | 19.5.86 | 640 | | 9,100 | Ratings and officers | | Over manning and work allocation |
| Various areas in United Kingdom | 1.10.86 | 12.11.86 | 2,710 | 150 | 25,200 | Ratings and officers | Ratings and officers | In protest against redundancies |
| Other transport and communications | | | | | | | | |
| South Glamorgan, Gwent and Gloucestershire | 21.4.86 | 28.4.86 | 2,160 | | 9,100 | Postmen, cleaners and caterers | | Over dismissal following non-delivery of letters |
| Various areas in England | 28.5.86 | 4.6.86 | 9,520 | | 30,600 | Postmen, clerical staff and cleaners | | Over new work schedules |
| Public administration and education | | | | | | | | |
| Various areas in Scotland | 5.12.84 | 13.3.86 | 41,000 | | 89,100 | Teachers | | For an independent pay review |
| Various areas in England, Wales and Northern Ireland | 26.2.85 | 7.3.86 | 167,720 | | 167,800 | Teachers | | For an improved pay offer |
| Various areas in England | 12.11.85 | 16.6.86 | 11,840 | | 12,300 | Clerical staff | | For the recruitment of extra staff |
| Tyne and Wear | 15.1.86 | 15.1.86 | 9,900 | | 9,900 | Lecturers, librarians, research and computer staff | | For improved pay and conditions |
| Greater London | 3.4.86 | 3.4.86 | 8,000 | | 8,000 | Council workers | | Over feared redundancy |
| Merseyside | 2.6.86 | 13.6.86 | 1,400 | | 14,000 | Building and maintenance workers | | Over feared reduction in bonus payments |
| Various areas in Great Britain | 20.6.86 | 24.6.86 | 20,480 | | 9,900 | Civil servants | | Against disciplinary action for being member of union |
| Greater London | 18.9.86 | 19.12.86 | 860 | | 14,100 | Housing department clerical staff | | For the provision of safety screens |
| Humberside | 29.9.86 | 24.10.86 | 410 | | 6,000 | Refuse sweepers, labourers, drivers and bus drivers | | Over the dismissal of a colleague for misconduct |
| Various areas in England, Wales and Northern Ireland | 30.10.86 | 10.12.86 | 50,460 | | 26,900 | Teachers | | For an improved pay offer |
| Greater London | 5.11.86 | 16.12.86 | 2,730 | | 6,900 | Civil servants | | For additional staff |
| Various areas in Scotland | 4.12.86 | 4.12.86 | 26,440 | | 26,400 | Teachers | | In protest at pay and conditions offer |

* All the days lost over the full duration of the stoppage, in the case of disputes which began before or ended after 1986, are shown in brackets.

Technical note

Definition of stoppages

The statistics relate to stoppages of work in the United Kingdom due to industrial disputes between employers and workers, or between workers and other workers, connected with terms and conditions of employment.

Disputes which do not result in a stoppage of work, for example *work-to-rules* and *go-slows* are not included in the statistics, as their effects are not quantifiable to any degree of certainty. Stoppages involving *fewer than ten workers* or *lasting less than one day* are excluded from statistics unless the total number of working days lost in the dispute is greater than 100.

Stoppages over issues not directly linked to *terms and conditions* are excluded from the statistics though in most years this is not significant. For example, in 1985 only two stoppages (one a sympathy stoppage in the media industry, which was judged to be political, the other by workers in the coal-mining industry in protest at prison sentences imposed on their colleagues) were excluded from the statistics and in total amounted to less than 1,000 lost working days. In 1986 only one stoppage (a protest in the coal industry against the visit of an MP) was excluded from the figures and again the total working days lost amounted to less than 1,000.

The statistics include *lock-outs* (that is, where the employer prevents his employees from working by locking the place of work) and *unlawful strikes*. However, no distinction is made between a 'strike' and 'lock-out' or between 'lawful' and 'unlawful' stoppages principally because of the practical difficulty in determining the category a particular stoppage falls into. It was for similar reasons that a distinction between *official* and *unofficial* disputes was no longer made after 1981.

Working days lost

In measuring the number of working days lost, account is taken only of the time lost in the *basic working week*. Overtime work is not included, and neither is weekend working where it is not regular practice. Where an establishment is open every day, and operates two or more four or five-day shifts, the statistics will record the number of working days lost for each shift. In recording the number of days lost, allowance is made for public and known annual holidays, such as factory fortnights, occurring within the strike's duration. Allowance is not normally made for absence from work for such reasons as sickness and unauthorised leave, unless this information is readily available. Where strikes last less than the basic working day, the hours lost are converted to full-day equivalents, as are days lost by part-time workers.

Disputes where an employer dismisses his employees and replaces them with another workforce can present particular difficulties as the statistics cannot assume that working days are being lost by the sacked workers *ad infinitum*. In such cases the statistics measure the number of days lost in terms of the size of the replacement workforce; for example, where an employer initially recruits 100 workers and wishes to build

up to a total workforce of 300, the number of working days lost on day one will be recorded as 200 and will then be progressively reduced on subsequent days, eventually to zero when the new workforce target of 300 has been achieved.

Number of stoppages

There are difficulties in ensuring complete recording of stoppages, in particular for short disputes lasting only a day or so or involving only a few workers. Because of this recording difficulty and the cut-off applied in the recording process, the number of working days lost is considered to be a better indicator of the impact of industrial disputes than the simple number of recorded stoppages. This point is more fully explained in the main text of the article.

Workers involved

The figures for workers involved relate to people both *directly and indirectly involved* at the establishments where the disputes occurred, with part-timers included as whole units. Workers indirectly involved are those who are not themselves parties to the dispute but are unable to work as a result of the dispute. The figures for the indirectly affected exclude workers laid off at other sites than where the dispute occurred; for example, due to shortage of materials, or temporary lack of demand. This is partly because of the difficulty in deciding to what extent a particular firm's production problems are due to the effects of a strike elsewhere or some other cause. Workers involved in more than one stoppage during the year will be included in the statistics for each stoppage in which they participated.

The statistics attempt to record the numbers of all workers involved at any time in the stoppage. For example, if in a three day strike there were 200 workers involved on the first day; 300 on the second day, of whom 100 were involved for the first time; and 200 on the third day, of whom 50 were involved for the first time, then the number of workers involved at any one time in the dispute is 350—the sum of all those involved on the first day, and those joining for the first time on the subsequent days. However, the number of workers joining industrial action for the first time during a dispute cannot always be easily ascertained and in such cases the statistics record the highest number involved at any one time (300 in the above example). Taking another example, where there are 200 workers recorded as being involved in a stoppage on each of days one, two and three, it may be necessary to assume that a total of 200 workers were involved, although it is possible, although unlikely, that as many as 600 workers could have been involved. For this reason, the number of workers involved in a dispute may be under-recorded. However, the estimate of the number of working days lost will, of course, be unaffected by this consideration.

EMPLOYMENT ADVICE AND INFORMATION

Department of Employment leaflets are listed on page 434
Inquiry office:
Telephone 01-213 5551

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



Department of Employment Ministers

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

Safety at work

Bob Cryer (Bradford South) asked the Secretary of State for Employment, whether there are any provisions under negotiation with the European Economic Community regarding health and safety at work which will affect the provisions of Section 14 of the Factories Act 1961; and if he will make a statement.

John Lee: The European Commission are preparing a proposal for a Directive to harmonise the laws of the Member States relating to the safety of machines. The proposal is not yet in its final form and so negotiations at Council of Ministers level have not yet begun. The Government are being advised on the health and safety aspects of the proposal by the Health and Safety Commission. When the European Commission have completed their proposal it will be published in the Official Journal of the European Communities and will be available for consideration by the appropriate Select Committee of this House in the usual way.

It does not seem likely that the European Commission's proposal will have a bearing on Section 14 of the Factories Act, but this remains to be seen.

(July 24)

Disabled employees

John Hannam (Exeter) asked the Secretary of State for Employment, if he will consider increasing the resources available to the Sheltered Placements Scheme; and if he will indicate how many additional places will be made available before March 31, 1988.

John Lee: The sheltered placement scheme is set to increase by around 1,200 places in 1987-88, an expansion of over 40 per cent in a single year. I have no plans to increase the resource available for the scheme during the remainder of this financial year.

(July 23)



Norman Fowler

Training in construction

Stuart Holland (Lambeth Vauxhall) asked the Secretary of State for Employment, what information he has as to what share of the workforce in the United Kingdom construction industry was trained at employers' cost and for what training period by private contractors.

John Cope: This information is not currently available. As part of a study of funding of vocational education and training in Britain, the Manpower Services Commission is undertaking a survey of employers' training activities. The survey will examine costs and volumes of training across all major sectors including the construction industry. The results of the survey are expected to be available in 1988. The annual report of the Construction Industry Training Board provides financial data on training activity involving the Board.

(July 20)

Discrimination faced by ethnic minority groups in employment

Bernie Grant (Tottenham) asked the Secretary of State for Employment, what plans he has to tackle the severe discrimination faced by black people and minority ethnic groups in employment; and if he will make a statement.

Patrick Nicholls: The Government is firmly committed to the elimination of all unlawful discrimination and to the promotion of equal opportunities in employment for all workers regardless of race.

To this end the Department of Employment's Race Relations Employment Advisory Service gives help and guidance to employers on issues concerned with the equality of treatment for all workers both as regards to access to work and progress within employment. In recent years the service has been advising on the provisions of the Commission for Racial Equality's code of practice on the elimination of discrimination in employment.

The policy is also pursued through the Manpower Services Commission which seeks to ensure equal access for people of different races to all its public employment and training services and also supports language training to improve the employment prospects of members of ethnic minorities.

In addition the Department is playing a full part in implementing the Government's policy of ensuring equal opportunity in the Civil Service for people from the ethnic minorities, both at the recruitment stage and in their subsequent careers.

The reduction and elimination of racial discrimination in employment requires not only action by government but also the support of employers, trade unions and the community in general.

(July 21)

Noise at work

Bob Cryer (Bradford South) asked the Secretary of State for Employment, what progress is being made in producing regulations on the subject of noise at work; and if he will make a statement.

John Cope: The Health and Safety Commission intend to publish consultative proposals within the next six months for regulations on this subject to be made under the Health and Safety at Work etc Act 1974.

(July 24)

YTS

Michael Brown (Brigg and Cleethorpes) asked the Secretary of State for Employment, if he now has final figures for the number of entrants to YTS in 1985-86; and if he will make a statement.

John Cope: The Manpower Services Commission has released figures today which show that there were 406,332 starts to YTS in 1985-86.

Cumulative figures at the end of each month were:

| | |
|-----------------------|----------------|
| 1985 | |
| April | 14,729 |
| May | 27,265 |
| June | 89,424 |
| July | 171,648 |
| August | 228,072 |
| September | 324,677 |
| October | 348,609 |
| November | 363,611 |
| December | 371,024 |
| 1986 | |
| January | 387,213 |
| February | 396,372 |
| March | 406,332 |
| Total for year | 406,332 |

The figures given above represent the actual number of scheme "starts" including second and subsequent starts where trainees have transferred between schemes. We estimate that the number of individuals entering YTS is some 10 per cent lower than the figures for starts in the table.

These figures differ from those published during 1985-86 because they include notifications of starts which had not been received by the time that the monthly statistics were announced.

(July 23)

Robert Hicks (South East Cornwall) asked the Secretary of State for Employment, whether he has any proposals to alleviate the situation of individuals who, having completed their two-year YTS, are unable to find permanent work; and if he will make a statement.

John Cope: The Manpower Services Commission carries out a survey of all trainees three months after they leave the scheme. The latest figures show 75 per cent in jobs or further education or training and 22 per cent without work; many of those who are unemployed at the three-month point may in addition find a job at a later point.

In addition young people can benefit from a range of other opportunities available after they leave YTS, such as the New Workers Scheme and the Enterprise Allowance Scheme. In particular, the New Workers Scheme helps young people aged 18 to 20 who might otherwise be out of work, into full-time permanent jobs by offering employers an incentive to recruit young people.

(July 21)

John McAllion (Dundee East) asked the Secretary of State for Employment, if he has any plans to increase financial support for apprenticeship training in Scotland and the rest of the United Kingdom.

John Cope: The Government already makes available substantial resources to support apprenticeship training as a part of YTS and has no plans to change this. The Government has already made available more money than ever before for the training of young people through YTS, amounting to around £1,100 million in 1987-88. The introduction of YTS, and its extension to a two-year scheme in April 1986, has increased the opportunities for all 16 and 17 year old school leavers to benefit from the sort of structured programme of training and work experience which was previously available only to those undertaking apprenticeships.

(July 21)



John Cope

Andrew Mitchell (Gedling) asked the Secretary of State for Employment, what measures he is taking to ensure that YTS training is of high quality.

John Cope: We are working with the Manpower Services Commission to build up the quality of training on YTS so that every trainee will be working towards a recognised vocational qualification from an appropriate examining body. From April 1988 all YTS providers will have to meet the stringent standards laid down for approved training organisations. And the training standards advisory service now provides quality audits of YTS schemes.

(July 21)

Health and safety notices

Bob Cryer (Bradford South) asked the Secretary of State for Employment, what is the number of: (a) improvement and (b) prohibition notices issued under the Health and Safety at Work etc Act 1974 and the number of prosecutions for breach of the Act and associated regulations by the Health and Safety Commission for each year from 1975 to 1986.

John Cope: The table below shows the available information for 1975 to 1985. Data for 1986 are not yet available.

| Year | Improvement notices* | Prohibition notices* | Prosecutions (cases heard)† |
|------|----------------------|----------------------|-----------------------------|
| 1975 | 5,149 | 2,450 | 1,588 |
| 1976 | 7,499 | 2,534 | 1,327 |
| 1977 | 9,253 | 3,130 | 1,623 |
| 1978 | 12,217 | 3,434 | 1,671 |
| 1979 | 13,517 | 3,674 | 1,373 |
| 1980 | 12,625 | 3,238 | 1,443 |
| 1981 | 12,321 | 3,185 | 1,260 |
| 1982 | 13,034 | 3,266 | 1,427 |
| 1983 | 12,268 | 3,805 | 1,366 |
| 1984 | 12,237 | 3,737 | 1,269 |
| 1985 | 11,052 | 3,479 | 1,286 |

* All improvements and prohibition notices, including those issued by Local Authorities.
 † Prosecutions taken by enforcing authorities, excluding those taken by Local Authorities.

(July 24)

Inner city funding

Simon Hughes (Southwark and Bermondsey) asked the Secretary of State for Employment, what contribution his Department will make to Her Majesty's Government strategy towards inner city areas.

John Cope: Our Department and the Manpower Services Commission contribute an estimated £240 million towards employment, training and enterprise programmes in inner city partnership areas and the 16 task force areas. The inner cities already have a high priority for those programmes and will continue to do so.

(July 21)

Small firms

Henry Bellingham (Kings Lynn) asked the Secretary of State for Employment, if he will make a statement on his responsibilities for small firms.

John Cope: Our Department is responsible for encouraging the growing contribution of small firms to the economy and especially to employment, and ensuring that it receives proper recognition within government. Since 1980 the number of businesses has increased at the rate of 500 per week with a net increase of 29,000 in 1986 alone according to VAT statistics, and small firms created 1 million extra jobs between 1982 and 1984. We aim to build on this success.

(July 21)



John Lee

Employment in manufacturing industry

Andrew Hunter (Basingstoke) asked the Secretary of State for Employment, how the number of jobs lost in manufacturing industry from 1979 to 1987 compares with losses from 1969 to 1977.

John Lee: There are no figures for job losses and job gains.

Between June 1979 and March 1987 the size of the civilian employed labour force in manufacturing industry in Great Britain decreased by 1,960,000.

Between June 1971 and June 1977, (there are no comparable estimates prior to 1971), there was a decrease of 705,000.

Some of the recent decrease in the number of employees in employment in manufacturing will be the result of re-classification of jobs such as industrial cleaning, catering, computer services and road haulage, previously done by manufacturers' own employees and now done by sub-contractors.

This developing feature of our economy has the effect of exaggerating the extent of the move from manufacturing to service sector employment.

The Civilian Employed Labour Force is the sum of employees in employment and the self-employed.

(July 21)

Tourism

Ian Taylor (Esher) asked the Secretary of State for Employment, what information he has as to how many regional tourist boards: (a) have or (b) propose to set up commercial member groups.

John Lee: Of the 12 regional tourist Boards in England, seven have formed commercial members groups. They are Cumbria, North West, Yorkshire and Humberside, East Midlands, East Anglia, West Country and South East. I understand that there are no plans at present to set up similar formal groups in any of the other regional boards, although all the regional boards already have a substantial number of commercial members.

(July 21)

Protective clothing

Teddy Taylor (Southend East) asked the Secretary of State for Employment, what steps he is taking to promote safety at work by encouraging the wearing of protective clothing and footwear; and if he will make a statement.

Patrick Nicholls: In promoting safety at work, the Health and Safety Commission and Executive, in general, give priority to the control of hazards at source. Where this cannot be achieved, the use of protective clothing and footwear may be required in regulations, a considerable number of which have been introduced. Their use is also promoted, where appropriate, in approved codes of practice and an extensive range of advisory publications of the Health and Safety Executive.

(July 21)

Women in full- and part-time employment

Sydney Chapman (Chipping Barnet) asked the Secretary of State for Employment, what is his estimate of the increase in the number of women seeking: (a) full-time and (b) part-time employment outside the home, in the last five years and ten years, respectively.

John Lee: The available information, which is from the Labour Force Survey conducted in spring 1981 and spring 1986, shows that the number of women unemployed and seeking work in Great Britain rose by 176,000 between these two dates. Details of the type of work sought are shown below:

Change in numbers of women unemployed and seeking work between Spring 1981 and Spring 1986, Great Britain

| | |
|---|-----------|
| Seeking work as full-time employees | - 73,000 |
| Seeking work as part-time employees | + 157,000 |
| Seeking work as employees with no preference between full and part-time | + 71,000 |
| Seeking work as self-employed* | + 21,000 |

* People seeking self-employment were not asked whether they sought full-time or part-time work.

Comparable figures showing the change over the ten years to spring 1986 are not available.

(July 21)

Restart programme

John Browne (Winchester) asked the Secretary of State for Employment, if he will make a statement on the Restart programme.

John Lee: By May 29 nearly two million long-term unemployed people had been interviewed under the Restart programme.

The Government's intention is that an interview will be offered at six-monthly intervals to everyone who has been unemployed for more than six months.

Since the programme began a positive offer of help to get back to work has been made to nine out of ten of the unemployed people who have been interviewed.

(July 21)

Factory inspection

Bob Cryer (Bradford South) asked the Secretary of State for Employment, what was the number of factory inspectors employed in 1979, 1983, 1985, 1986 and 1987; and if he will make a statement.

Patrick Nicholls: The numbers of factory inspectors employed by the Health and Safety Executive are as follows.

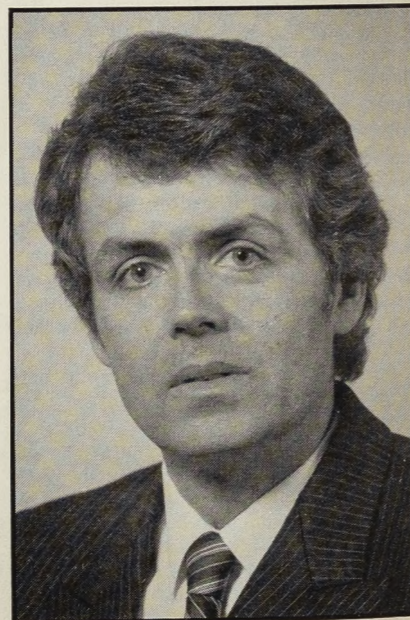
Factory inspectors

| | General | Specialist | Total |
|------|---------|------------|-------|
| 1979 | 741 | 210 | 951 |
| 1983 | 648 | 197 | 845 |
| 1985 | 645 | 198 | 843 |
| 1986 | 622* | 202* | 824 |
| 1987 | 609* | 214* | 823 |

* Before April 1986 some inspectors now classed as specialists were categorised as general inspectors.

Recruits from a recent competition for general factory inspectors will shortly be joining the inspectorate.

(July 21)



Patrick Nicholls

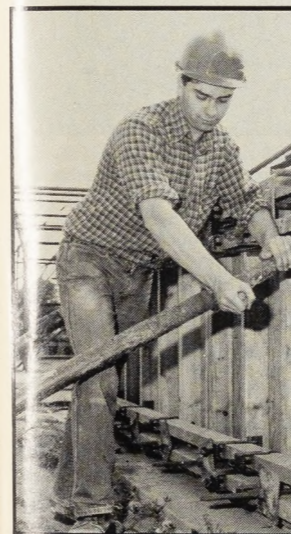
Topics

Karl goes continental

A young construction trainee from Leicester has won a year's training course in France.

Seventeen year-old Karl Barrow beat other first year trainees at the Construction Industry Training Board's Civil Engineering College in Norfolk to win the top award—the 1987 Leslie Kemp European Tarmac Prize, donated by Tarmac Construction Ltd.

As a result, he will spend a year at France's leading residential school for the civil engineering industry, Ecole d'Apprentissages des Travaux Publics, at Egletons, near Clermont Ferrand, doing a course in formwork.



Karl Barrow at work on the YTS scheme.

Karl had no interest in construction until, out of mild curiosity, he went along with a school classmate who was taking the CITB's selection test for the Youth Training Scheme and decided to have a go himself, as he puts it, "I wanted to see what was involved". He did so well that the CITB adviser running the test suggested he apply for a course at the training college. His year there was sponsored by Sir Robert McAlpine and Sons Ltd.

Alan Foster, training manager for McAlpines, says he hopes Karl will progress to a trainee supervisor post after his year abroad. "We are all delighted at Karl's success," he said, "I have no doubt that he will benefit enormously from the experience." □



Proving that where there's muck there's brass, Ivor Johnson displays part of the evidence.

Where there's muck . . .

A 57-year-old Tyneside man hopes to prove that where there's muck there's brass by turning pigeon droppings into high quality garden fertiliser.

Ivor Johnson, a former civil engineering foreman from Highfield, Tyne and Wear, was unemployed for seven years until he read in an encyclopedia that pigeon droppings are equal to the finest Peruvian guano as garden fertiliser. Living in the north-east, he was assured of a ready supply of this raw material, and decided it would be a good business opportunity.

In order to learn how to run a business, he went on a course at the Newcastle College of Arts and Technology and got good advice from Entrust, the Tyne and Wear Enterprise Agency.

Calor Gas loaned Mr Johnson the £1,000 he needed to qualify for help from the Manpower Services Commission's Enterprise Allowance Scheme, which provides £40 a week for a year for unemployed people starting their own businesses.

A few weeks ago Mr Johnson set up his business, Guano Natural Fertilisers, in a former stables near his home. Three-hundred pigeon-fanciers have agreed to supply him with their birds' droppings.

Mr Johnson will be selling the fertiliser through garden centres, gardening clubs, small holdings and mail order. He is hoping to get a Regional Development Grant from the Department of Trade and Industry, and then he will take on his son, who is also unemployed. □

On the road to YTS

The Manpower Services Commission's YTS Certification Board (YCB) has approved vocational qualifications for YTS trainees in the road transport industry as suitable.

Approval includes the Road Transport Industry Training Board's (RTITB) Certificates of Achievement in the following occupational activities: light and heavy vehicle maintenance and servicing, parts distribution, vehicle body repairs, vehicle body building, road haulage and furniture removing.

The YTS aims to provide a foundation of broadly based

vocational training and education. When combined with work experience, this offers the opportunity for trainees to gain a recognised qualification.

The RTITB's training scheme provides a base from which trainees can obtain these qualifications since their training programme can be tailored to suit the particular needs of both employer and employee.

Other national qualifications and certificates for the road transport industry also recognised by the YCB include courses offered by the City and Guilds of London Institute, the Department of Transport and the National Joint Council. □

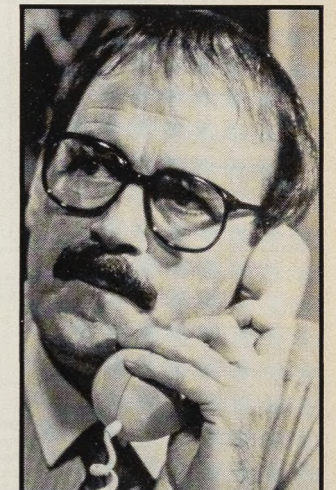
Calling all switched-on telephonists

Companies who think their switchboard operator is the tops should make sure that they don't miss out on the chance to win a holiday for two in the Caribbean.

The holiday is the first prize in the Switchboard Operator of the Year competition, which is being run by Mitel Telecom, a telephone switchboard company, Select Appointments, a group of employment agencies, and training film producers Video Arts.

The aim of the award, is to draw attention to the importance of the switchboard operator's role.

Since the first point of contact for both existing and potential customers is very often the switchboard, the telephonist can be vital to a company's success.



John Cleese. Richard Laver Publicity

The judges are looking for competent yet friendly operators—men or women—who have the ability to react quickly, remain polite at all times and who understand fully their company's structure and products.

The companies employing the finalists will win a prize too. They will each receive a copy of Video Arts' training film, *Telephone Behaviour—The Power and the Perils*, in which John Cleese presents a rogues gallery of characters with one common problem—the inability to behave well on the telephone.

The closing date for the competition is September 30, 1987. Phone (0345) 078767 for an application form. □

On the waterfront

Watersite 2000, an international congress on waterfront development is to be held in Bristol next April.

Taking waterside development in cities and large towns as its theme, the three-day congress will focus on overcoming practical constraints in the rejuvenation of former dockland areas for leisure and pleasure.

For further information and bookings contact Peter Arbury, Cunard Crusader World Travel, Friary House, 15 Colston Street, Bristol BS1 5AP. □

Top jobs up

Demand for executives in the UK has remained high in the first half of 1987 according to the MSL Index which monitors advertised demand of senior management, professional and technical staff.

Opportunities in finance and accounting are currently 13 per cent above the 1986 level and 34 per cent ahead of 1984.

Top appointments in research development and design, on the other hand, have fallen and are 24 per cent down on last year.

The figures are derived from an analysis of top jobs in industry and commerce advertised in the national press. □

Wake me up at five!

Office workers are being bored to death by their office environment and their jobs.

That's the finding of the Reed Employment Office Environment Survey, carried out by Neilsen Consumer Research.

The areas investigated by the survey were: job satisfaction, the popularity of the word processor, the condition of office furniture, office decor and surroundings, noise, stress and office refreshments.

Face to face interviews were carried out with 500 secretaries and keyboard operators in eight areas throughout the UK. Over half liked nothing at all about their office environment, the biggest complaint being that it was dreary and boring, closely followed by tatty, scruffy and dirty. Only two per cent said their office furniture was well-designed.

Chris Kelly estimates that almost 25 per cent of a working day is lost because staff are bored. Tedious, menial and repetitive were the main reasons given by the 14 per cent of those questioned in the survey who did not enjoy their day at work at all. The 18 to 24 age group were most unhappy, which suggests that with a few years of experience behind them companies are failing to develop their skills. Sixteen and 17 year olds were the most satisfied group—as many as 94 per cent are



happy with their job—obviously, Reed concludes, they haven't had time to get bored.

Bosses emerged with far from glowing references. Most of those interviewed thought their boss could easily make their day more pleasant. One office worker, asked about her boss, said, "I've been there two years and he still doesn't know my name."

The only bright spot in the report is that respondents are finding that

word processors make their lives more interesting.

Reed will be direct mailing 700 of its clients with copies of the survey, and urging them to take its findings seriously.

The company recommend people ask to see the office in which they will be working before they accept a job. "People ought to insist," says Chris Kelly. "They have a right to. If they are happy, then they will work better." □

Changes in average earnings—2nd quarter 1987

This note describes the factors affecting average earnings in the second quarter of 1987.

The table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes and the incidence of public holidays in relation to the survey period.

The derived underlying index was described in the April 1981 edition of *Employment Gazette*, page 193. These notes now appear quarterly.

For the second quarter of 1987, average weekly earnings showed an actual increase of 7.6 per cent over the same period a year earlier which is slightly below the underlying increase. Back pay in this quarter was lower than in the same quarter of 1986 which depressed the actual increase by about ¼ per cent.

On the other hand, changes in the timing of pay settlements inflated the actual increase by between

0 and ¼ per cent, largely due to the earlier settlement this year for nurses and doctors. However, this was partly offset by the effect of the Easter holiday on average earnings in the April survey for weekly paid employees, which did not occur last year.

The underlying increase over the latest twelve months increased to 7¾ per cent in the second quarter as overtime payments increased. It is estimated that overtime payments added between ½ per cent and ¾ per cent to the increase in average earnings in the whole economy with the effect for manufacturing industry being over ¾ per cent. These contributions are ¼ per cent or more greater than for the first quarter.

The net effect of new settlements in the whole economy seems to have been small in the second quarter—the effect of pay settlements which were generally below last year's levels being offset by higher settlements for some employees for example, teachers and nurses. The ½ per cent rise in the underlying increase for service industries

reflects these higher settlements together with increased economic activity. In manufacturing and production industries the

underlying increases remained unchanged at 8 per cent as the effect of lower pay settlements offset the increases in overtime payments. □

Whole economy average earnings index: 'underlying' series

| | Seasonally adjusted index | Further adjustments (index points) | | Underlying index | Underlying increase (per cent) over latest 12 months |
|----------|---------------------------|------------------------------------|------------|------------------|--|
| | | Arrears | Timing etc | | |
| 1986 Jan | 179.1 | -0.4 | -0.4 | 178.3 | 7½ |
| Feb | 180.0 | -0.5 | +0.3 | 179.8 | 7½ |
| Mar | 182.6 | -2.1 | -0.1 | 180.4 | 7½ |
| Apr | 185.3 | -2.6 | -0.8 | 181.9 | 7½ |
| May | 182.6 | -0.8 | +1.9 | 183.7 | 7½ |
| June | 183.9 | -1.7 | +0.4 | 182.6 | 7½ |
| July | 186.3 | -0.7 | -0.9 | 184.7 | 7½ |
| Aug | 187.0 | -1.4 | +0.2 | 185.8 | 7½ |
| Sept | 187.1 | -0.7 | +0.6 | 187.0 | 7½ |
| Oct | 188.7 | -0.9 | +0.4 | 188.2 | 7½ |
| Nov | 190.2 | -0.5 | -0.4 | 189.3 | 7¾ |
| Dec | 191.3 | -0.4 | +0.6 | 191.5 | 7¾ |
| 1987 Jan | 192.8 | -0.4 | -0.7 | 191.7 | 7½ |
| Feb | 193.4 | -0.6 | +0.7 | 193.5 | 7½ |
| Mar | 194.8 | -0.7 | — | 194.1 | 7½ |
| Apr | 197.2 | -0.9 | -0.2 | 196.1 | 7¾ |
| May | 198.4 | -2.2 | +1.9 | 198.1 | 7¾ |
| [June] | 198.0 | -0.8 | -0.3 | 196.9 | 7¾ |

() Provisional. * Includes the effect of industrial action. Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.

Chemical reactions

A recent survey has shown that a direct link exists between changes in the workplace and the problems of stress, decreased job satisfaction and low moral among managers in the chemical industry.

Researchers from Cranfield School of Management's Human Resource Research Centre surveyed 177 managers from eight chemical companies in England.

The survey highlights the importance of consultation before and during the periods when changes take place.

Poor communications and lack of consultation were found to lead to increased feelings of ambiguity and resentment among managers.

Managers who were in agreement

with the changes reported that job satisfaction had increased as a result. While managers opposed to change were found to have decreased job satisfaction.

A large proportion of managers also expressed concern about the public image of the chemical industry due to the growth of environmental lobbies such as Greenpeace and Friends of the Earth.

The survey's main message is that changes without communication and consultation can have negative effects. Organisations should plan for change with these factors in mind so that changes are received more readily with co-operation rather than resistance. □



Baa Baa! Fiona Lindsay from Ross-shire a recent regional award winner with Livewire. Her business idea is a sheep scanning service.

Livewire launch

Livewire, the UK-wide annual scheme to promote self employment for people aged 16 to 25 is to be launched later this month.

Backed by Shell (UK) Ltd—the major sponsors—and a host of smaller companies, the scheme aims to prove that creating your own job is not just a pipe dream.

Entrants to the scheme are matched to a suitable advisor who will guide them through the production of a business plan based on their idea. The idea can be for a

new start up or the development of an established enterprise.

Completed business plans are then entered into an annual award scheme which presents cash and other forms of assistance to the most promising entries.

This year the scheme organisers expect over 4,000 initial entries.

Companies or individuals interested in sponsorship or further information should contact David Budge, Livewire, Pegasus House, 375 West George Street, Glasgow G2 4LW. □

Acorns to oaks

Small towns in rural England may from early next year qualify for special help to stimulate environmental improvements and economic regeneration.

This is the proposal from a joint initiative by the Civic Trust and the Development Commission for Rural England.

Help will come in the form of feasibility studies which will identify potential improvements aimed at stimulating economic growth.

Welcoming the joint initiative, Lord Vinson, chairman of the Development Commission, said: "Improvements to the environment

are an essential ingredient in the economic and social revitalisation of rural towns."

Towns targeted are those with serious environmental problems and high unemployment—but identified as having the potential to attract investment from the private sector.

To be eligible, towns will need to be within the 28 rural development areas which cover most of the needy rural areas across the country.

Rural Development Committees will be putting towns forward for consideration by the end of October. □



Jonathan Gore with some of the Morris Minors he is renovating under the Enterprise Allowance Scheme.

Morrisman's minor miracles

Jonathan Gore's loving restoration and repair of Morris Minors is fast earning him a reputation—and a living.

He has used his enthusiasm and skills learned through the YTS and launched a new career under the Enterprise Allowance Scheme.

Since he started his business in January, 18-year-old Jonathan has built up a remarkable collection of the cars with a cult status.

Although it is 17 years since the last of the 1.6 million Morris Minors was made, old 'Minor' favourites such as the Traveller, Convertible and Pick-up are still sought by aficionados throughout Europe.

Jonathan has already broken into the export market since attending Morris Minor rallies in Denmark, Holland, Germany and Sweden. And in the autumn he is planning to return to Holland for a further sales drive. □

Guide to workplace balloting

Ballots are now an important part of the industrial scene. The numbers held have increased dramatically in the last few years in response to new statutory requirements.

The complexity of requirements for different kinds of ballots can be confusing. To help clarify them, the Institute of Personnel Management has published *A Guide on Workplace Balloting*.

Aimed at managers, it tells them what they must do, can do and should do in a range of circumstances.

The *Guide* begins by outlining the different kinds of ballots, the rules and regulations covering them and the issues they raise for employers in Britain.

It then looks at the trade union viewpoint, joint union/management considerations, and management policy and practice. The *Guide* concludes with advice on particular problems identified from case material on 40 recent ballots, summarised in an appendix.

A Guide on Workplace Balloting will help managers develop their own positive policy on workplace balloting, which can only be good for relationships with their employees in this new era of industrial relations. □

A Guide on Workplace Balloting compiled by Theon Wilkinson. Published by the Institute of Personnel Management, price £7.50. ISBN 0 85292 381 3.

REVIEWS

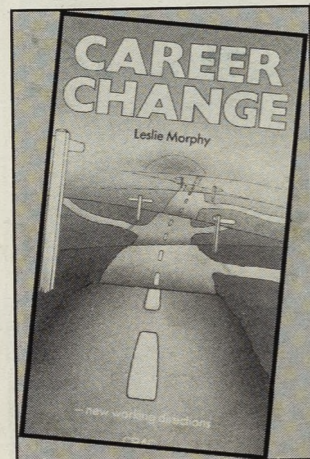
Changing direction

Constant change is here to stay. That's the message behind *Career Change*, a recent Careers Research and Advisory Centre (CRAC) publication.

With the advancement of new technology, says author Leslie Morphy, 40 years of uninterrupted full-time employment is no longer the norm of working life. More and more people, from shopfloor to management, will have to change careers to stay in work. Others may choose change for themselves.

Career Change discusses these issues, and looks at the ways in which employment patterns are changing. It then gives sound, practical advice on responding positively to change. The reader is encouraged to take a broad-minded approach, and to identify his or her skills and talents, not just from experience of paid employment, but from all areas of life. A flow-chart, made up of penetrating questions, helps the reader assess his or her particular situation.

The book goes on to look at the options available, and how to make choices between them. It gives advice on where to go for help, information on education and training, and examines alternatives



to full-time employment and self-employment. It also gives helpful hints for the more mature job-seeker on looking for employment.

With its realistic, yet positive, practical approach, *Career Change* should help anyone faced with the necessity or choice to ride the winds of change successfully. □

Career Change by Leslie Morphy. Published for CRAC by Hobsons Publishing Plc, price £4.25. ISBN 0 86021 824 4.

Creating a committed workforce

"Throughout the developed nations of the world, there is nothing less than a revolution taking place in the way work is organised and managed... People are being trusted. People are being listened to."

That's the view of Peter Martin and John Nicholls, authors of *Creating A Committed Workforce*, a new book from The Institute of Personnel Management.

Using 14 case studies from a cross-section of industry and commerce, they look at British firms who have achieved dramatic improvements in productivity by building commitment among their employees, and throw out a challenge to the rest.

The book begins by laying out a general model for creating employee commitment. Each of the nine facets of this is then discussed in subsequent chapters, and exemplified by a case study from a particular firm. Aspects covered include making sure your workforce is informed, that it shares the company's success, has a sense of pride and trust, and has confidence in the management's authority, dedication and competence.

The authors went behind the scenes and talked to employees at all levels in Jaguar, British Steel, Burton, Schweppes and other companies. The resulting case studies not only make fascinating reading for the general reader, but contain a wealth of information and valuable material which will be of interest to management specialists, and of course to firms wanting tips on how to improve employee commitment.

The book looks at what sort of leadership is most likely to inspire employees. The authors point to the revolution in Japanese and American management practice and conclude that they are laying the foundations for a resurgence of our industry and commerce. They realistically assess the British approach to management, and conclude there is still much room for improvement.

The only criticism that could be made of *Creating A Committed Workforce* is that its acceptance of the Japanese model of management is uncritical. Surely the less desirable aspects of that style have all the hallmarks of the authoritarian approach for which the authors slate British managers. □

Creating A Committed Workforce, by Peter Martin and John Nicholls. Published by The Institute of Personnel Management, price £9.95. ISBN 0 85292 379 1.

Into the lion's den

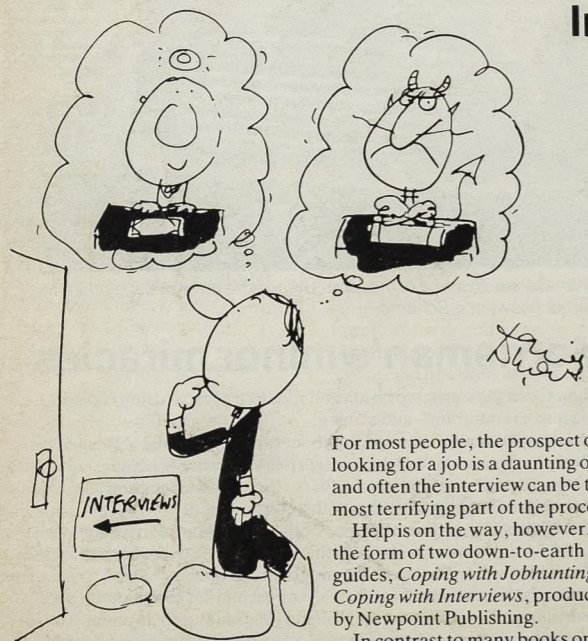
subject, *Coping with Jobhunting* is blissfully brief, yet packed with good advice. Although it is aimed particularly at graduates, it is also useful for anyone trying to break into the job market.

Author Chris Phillips believes that, self-analysis is vital if the right candidate is to find the right job.

He begins with a chapter on determining your skills and matching them with personal values and realistic aspirations. He then goes on to cover where to look, applications, CV's and interviews.

This last hurdle is the focus of *Coping with Interviews*. Full of useful advice, the book gives tips on preparing for interviews, and on how to cope with whatever you may encounter on the other side of the door. □

Coping with Jobhunting by Chris Phillips. Price £3.50. ISBN 0 86263 165 3. *Coping with Interviews* by Martin Higham. Price £4.95. ISBN 0 86263 108 4. Both published by The Newpoint Publishing Company Limited.



For most people, the prospect of looking for a job is a daunting one, and often the interview can be the most terrifying part of the process.

Help is on the way, however, in the form of two down-to-earth guides, *Coping with Jobhunting* and *Coping with Interviews*, produced by Newpoint Publishing.

In contrast to many books on the

If you want to be more successful, then you've got to train for it.



In time, and in money. We can't help you find the time. But we may be able to help you find the money.*

What's your future worth?

Career Development Loans are designed to help people who seek vocational training to pay for it.

The government has asked certain banks to view applications for these loans more favourably than they would ordinary loans.

In addition, the government will pay the interest on the loan for the duration of the course and for up to three months afterwards.

After that, it's up to the trainee to re-pay the original loan, plus any further interest, in instalments.

To obtain comprehensive details, telephone FREEPHONE CAREER DEVELOPMENT for an information pack. Or order one from your local job centre.

Alternatively, for a written quotation of terms and repayments, phone Barclays Bank 01-248 9155, Ext. 3247; The Clydesdale Bank 0224 638929; or The Co-operative Bank 061 832 3456.

It's up to you.

Get into training.

Career Development Loans.

*A Department of Employment pilot scheme for people living in or intending to train in Aberdeen, Bristol and Bath, Greater Manchester or Reading and Slough.



DE Research papers

The Department of Employment carries out a considerable programme of research, both internally and through external commissions with academic researchers and research institutes, on employment and industrial relations issues. The results of much of this research are published in the Department's Research Papers Series. Some titles are listed below.

No 60: Home-based work in Britain: a report on the 1981 National Homeworking Survey and the DE research programme on homework

Catherine Hakim, Department of Employment

The report covers *inter alia*: the occupational, industrial and regional distribution of the home-based workforce; personal and domestic characteristics of workers and their spouses; previous work experience; eligibility for employment protection rights and attitudes to protective legislation; labour turnover; occupational downgrading and under-employment; earnings; accidents and health problems; organisation/control and attitudes towards home-based work; and trade union membership. National estimates are presented for each key topic. Includes 200 tables and ten diagrams.

No 56: New technology and industrial relations: a review of the literature

Paul Williams, London Business School

This paper attempts to assess available literature's contribution to our understanding of the industrial relations consequences and implications of new microelectronics technology. It defines industrial relations as being concerned with the overall process of job regulation, including arrangements for collective bargaining, joint consultation and employee relations, and takes a broad view of the sort of research findings which might be relevant to its analysis.

No 58: Job evaluation and equal pay

Abby Ghobadian and Michael White, Policy Studies Institute

Based on a sample of 109 establishments using evaluation schemes drawn from the 1980 Workplace Industrial Relations Survey, the study covered 152 job evaluated payment schemes, all of which had both male and female employees. The Report examines those aspects of job evaluation which might be expected to have a beneficial influence upon the equalisation of pay for work of equal value and relates them to the pay actually received by men and women within each scheme.

No 61: Youth unemployment: social and psychological perspectives

Michael Banks and Phillip Ullah, Social and Applied Psychology Unit, University of Sheffield

Following a study in 1982-83 of over 1,000 unemployed 17-18 year olds in 11 urban areas, this paper reports on the effects that periods of unemployment soon after leaving school have on individual well-being and on orientations to work. It covers both Afro-Caribbean and white ethnic groups, and includes findings relating to job search behaviour, personality and withdrawal into subcultures.

No 59: The changing structure of youth labour markets

K Roberts, Sally Dench and Deborah Richardson, Department of Sociology, University of Liverpool

This paper reports the results of a major study of the ways the youth labour market is changing under the impact of YTS and other developments, and of how young people who had left school were affected by these changes. It was conducted in Chelmsford, Walsall and Liverpool. The study reports a demand for young people with qualifications but a collapse in demand for those without. Although apprenticeships were in decline there was no general collapse in youth training. New technology was helping not hindering young people's chances of jobs.

No 57: Part-time employment in Great Britain: an analysis using establishment data

David Blanchflower, University of Surrey, and Bernard Corry, QMC, University of London

Despite considerable work on why individuals choose to work part-time, relatively little is known about employers' reasons for choosing part-time rather than full-time workers. This paper uses data from the 1980 Workplace Industrial Relations Survey to examine part-time working according to establishments' size, industrial and market sector, and their industrial relations and workforce characteristics. It provides some idea of the types of employer using part-time workers, and where possible, their reasons for doing so.

Research papers can be obtained free from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 01-213 4662). Papers will be sent as soon as they are available.