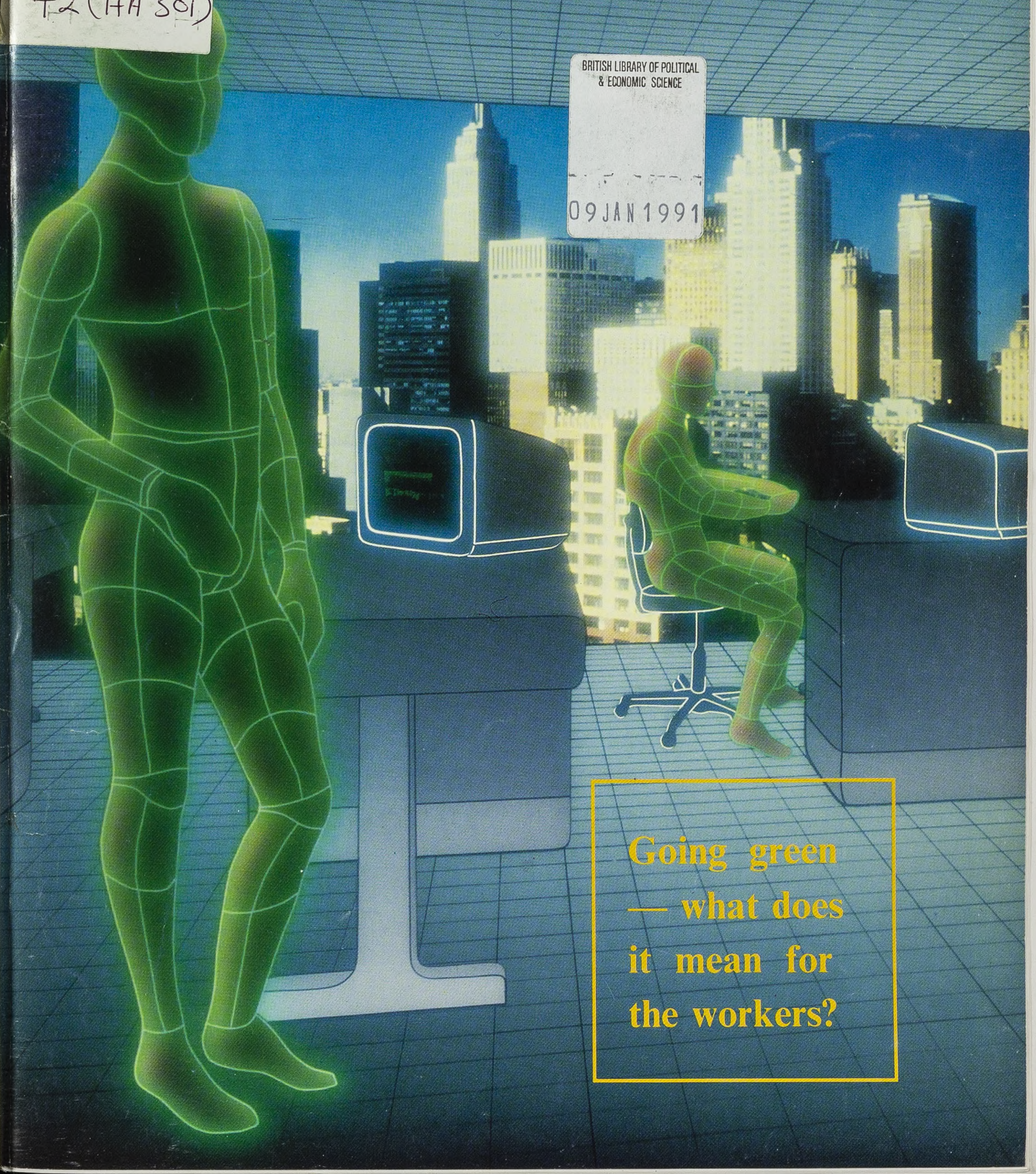
Employment Gazette

January 1991



Going green — what does it mean for the workers?

EMPLOYMENT DEPARTMENT GROUP

Employment Gazette

January 1991

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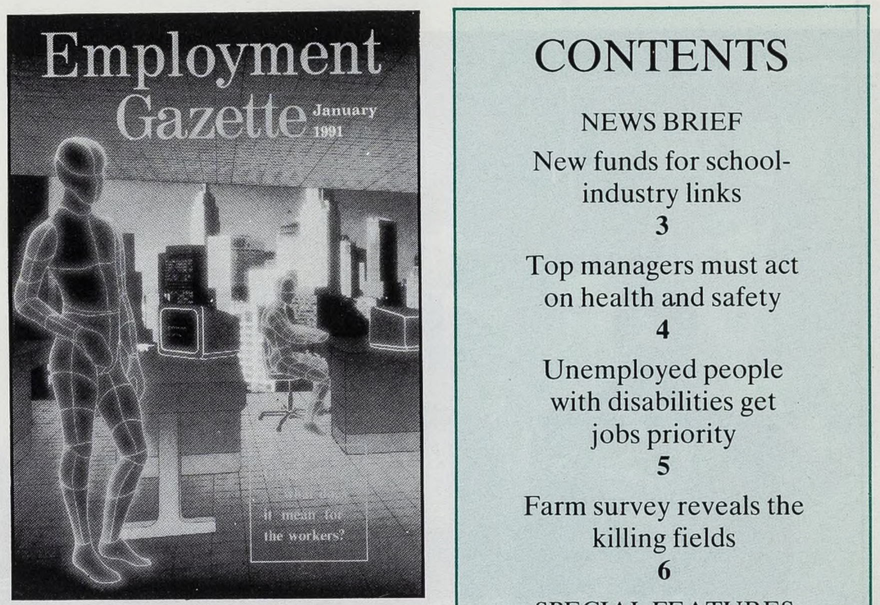
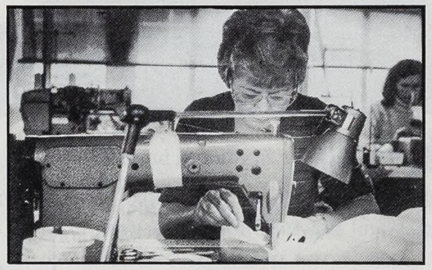
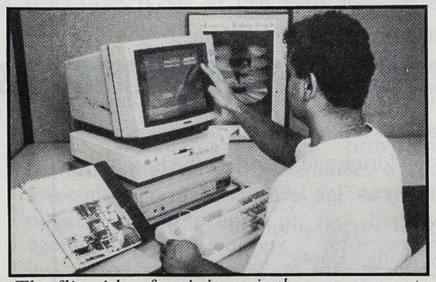


COVER PICTURE

Environmental measures are beginning to affect almost every area of industry and commerce—but what impact are they having on employment, training and manpower issues? A special feature on p 11, investigates.
Picture: Pictor



Targeting mature workers—issues of attracting, recruiting and retaining mature workers are discussed on p 27.



The flip side of training—is there a way out now that the information technology industry is a victim of its own success. See p 33.

CONTENTS

New funds for school-industry links

A nationwide network of school-business partnerships is set to develop this year following the announcement of Government funding.

Employment Secretary Michael Howard has invited the 82 TECs to bid for funds to launch the partnerships in co-operation with local education authorities and other bodies including chambers of commerce.

TECs will be given up to £10,000 during the current financial year to fund a development phase. From April onwards, partnerships will be eligible to receive up to £50,000 and in the second year up to £25,000, by which time matching pound-for-pound funding must be raised from other sources. Proposals for operational funding must be received by the end of July. Partnerships will be expected to be self-financing from their third year onwards.

Activities

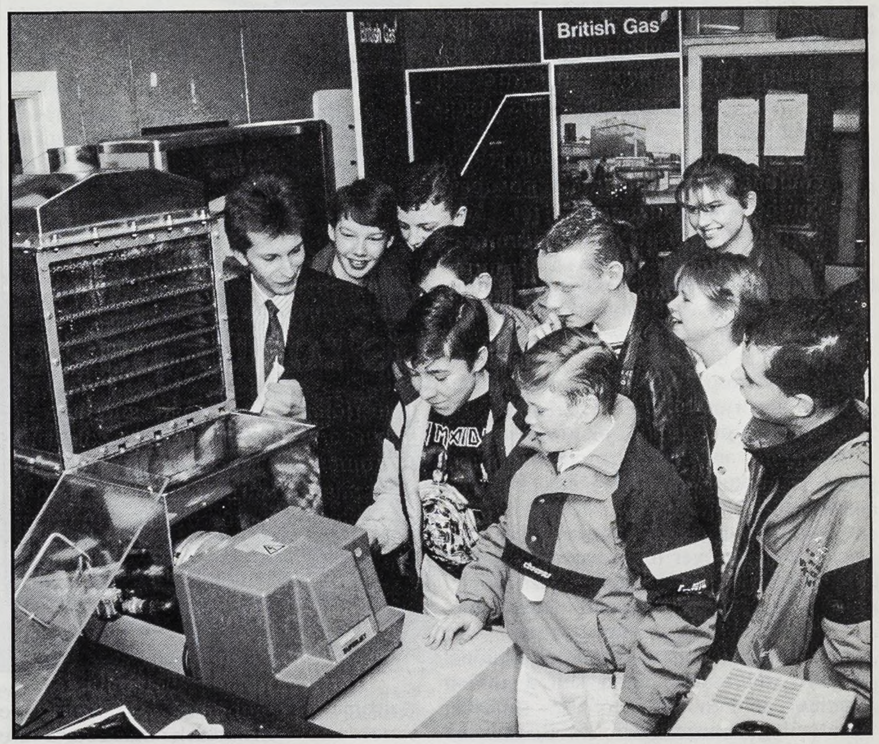
The partnerships will benefit pupils aged from five onwards and the range of activities could include:

- work-experience placements for teachers and students;
- employer involvement on major education and training developments like the National Curriculum and NVQs;
- student, teacher and employee visits and exchanges between schools, colleges and businesses, including 'work-shadowing'; and
- more relevant careers advice from careers teachers and the Careers Service.

One of the expected outcomes will be the achievement of higher staying-on rates in full-time or part-time education by 16-year-olds.

The Employment Department and TECs will work closely with the recently formed Foundation for Education-Business Partnerships, which has set itself the aim of creating effective partnerships in around half the 104 local education authorities in England and Wales by the end of this year (see November *Employment Gazette*, p 529). So far, some 26 partnerships are already up and running as a result of private sector initiatives.

A pamphlet, *The Partnership Primer*, giving advice to business people, educationalists and TECs on how to develop a partnership, is available free from the Employment Department, Room W351, Moorfoot, Sheffield S1 4PQ (tel 0742 593282).



Young people from Napier College, Edinburgh, learning about an energy saving industrial heating process during a visit to British Gas.

* "Well over 5,000 companies of all sizes have established links with schools through their local Compacts but more are needed", says Employment Minister Robert Jackson. During a visit to Newham Compact in East London, he launched a new pamphlet which explains details of the initiative to employers.

Produced jointly by the Employment Department and Business in the Community, *Compacts in Action* is available free from the Compacts Support Unit, Employment Department, Room E317, Moorfoot, Sheffield S1 4PQ.

European Community safeguards on bugs

New European Community safeguards are on the way to protect workers exposed to "biological agents" like bacteria, following an agreement in Brussels.

EC employment ministers have agreed the adoption of a directive protecting employees working in industries like health care and agriculture or in microbiological work in laboratories, from harmful agents including fungi, parasites and viruses.

The safeguards include provisions requiring that employers conduct a risk assessment; replace harmful agents where possible by innocuous or less harmful agents; give workers information, instruction and training on safe practice; and notify "competent authorities" about the use of certain agents.

The directive is likely to be implemented in Great Britain through the provisions of the existing Control of Substances Hazardous to Health (COSHH) Regulations. In addition, the Health and Safety (Dangerous Pathogens) Regulations 1981 will need to be revised. The Health and Safety Commission will be publishing a consultative document next year seeking views on its proposals for implementation.

The UK has until November 26, 1993 to implement the directive.

Top managers 'must act' on health and safety

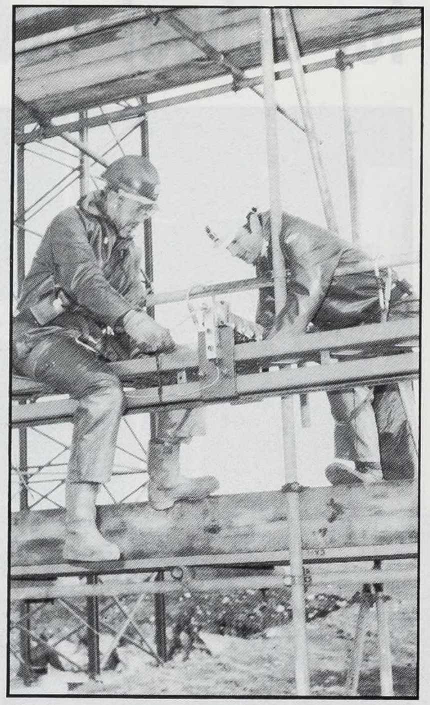
Very much more serious efforts to improve health and safety at work are required from top management as the overall number of accidents remains "depressingly high", Dr John Cullen, chairman of the Health and Safety Commission, has warned.

Managers should introduce health and safety systems in their companies, ensure that staff are trained to implement them, and audit their operation regularly, he said.

The HSC's annual report for 1989–90 showed a mixed picture. Deaths and serious injuries among employees, the self-employed and the public were down overall on the previous year (see table), but the number of less serious injuries causing absence from work for more than three days rose. In addition, major injury rates in the construction industry have risen by 10 per cent over the past two years, and in some other industries—including coal extraction, mineral oil processing, man-made fibres and rubber and plastics processing—fatal and major injury rates are also "high and increasing."

Other areas of concern are the near-doubling over four years in reported fatal injuries to self-employed people, especially in agriculture and construction; and the "considerable room for improvement" in the field of occupational health, where more than half a million people are thought to be suffering continuing damage, such as noise-induced hearing loss.

Dr Cullen welcomed the further increase, from £540 to £725 (excluding some recent heavy penalties) in the average fine imposed on firms found guilty of breaching health and safety laws. Some exceptional fines he said, had "given a clear and welcome signal" to industry of the seriousness with which the courts are starting to view such offences. The recent move by the Home Office to increase the maximum fine available to magistrates courts in dealing with health and safety offences, from £2,000 to £5,000, had been "absolutely essential", he said.



Fatal injuries to self-employed people in construction have nearly doubled in four years.

Health and Safety Executive director-general John Rimington said the Executive had, to an extent, become a "victim of its own success," since the number of complaints investigated by the HSE's field forces had gone up by 50 per cent in the past two years, with the result that they could no longer respond to all public complaints. "We have to make an assessment and respond only to those which are likely to be strongly based," he said. The volume of international work conducted by the HSE also soared during the year—by 75 per cent. India, the Soviet Union and a number of East European countries were among those helped. The HSE also made a big contribution to the formulation of EC workplace health and safety directives.

Copies of the report are being sent, as last year, to the chief executives of Britain's top 500 companies. *HSC Annual Report 1989–90*, HMSO. £10. ISBN 0 11 885587 5.

	1989–90	1988–89
Deaths	623	697
Major injuries	32,364	34,046
'Three-day' injuries	163,493	156,470
Number of HSE inspectors	1,239	1,182
Preventive investigations	169,565	159,550
Enforcement notices issued	12,090	11,546
Successful prosecutions	2,291	2,096

Employment Act 1990

The Employment Department has now published a *Guide to the Act* (PL 907), and updated the series of guidance booklets about aspects of industrial relations and trade union law to take account of the changes made to the law by the Act. The relevant booklets cover matters such as *Industrial Action and the Law* PL 869 (REV1) and PL 870 (REV1), *Union Membership and Non-Membership Rights* PL 871 (REV1), and *Trade Union Executive Elections* PL 866 (REV1).

The Guide, and the booklets, are available, free of charge, from any Employment Service, or ACAS, office.

The main industrial relations and trade union law provisions of the Employment Act 1990 were brought into force on January 1, 1991.

The November 1990 issue of *Employment Gazette* included a special feature describing the provisions of the Act in detail. In brief, the Act's main provisions mean that:

- anyone refused a job on the ground of his or her membership or non-membership of a union has a right of complaint to an industrial tribunal;
- a trade union is responsible in law for a call to take industrial action by any of its officials (for example, a shop steward);
- there is no immunity for organising 'secondary' industrial action, or action in support of an employee dismissed while taking unofficial industrial action;
- any employee taking unofficial industrial action risks being dismissed without the right to claim unfair dismissal;
- certain new requirements apply to the law on trade union industrial action, executive election, and political fund ballots; and
- the Commissioner for the Rights of Trade Union Members may grant assistance in respect of proceedings arising from a breach, or possible breach, of a union's rules about certain matters.

Unemployed people with disabilities get jobs priority

TECs, LECs and the Employment Service will be giving unemployed adults who have disabilities priority access to four main employment and training programmes from April this year.

The schemes concerned are Employment Training (ET), Jobclubs, the Job Interview Guarantee scheme (JIG) and the Enterprise Allowance Scheme (EAS).

At present all 18–24 year olds who have been unemployed for more than six months but less than a year are already guaranteed the offer of a place on ET, Jobclubs and the EAS, as appropriate. Next in terms of priority are all 18–49 year olds who have been unemployed for two years or more. From April, people with disabilities aged between 18 and 60 will be added to this second group, regardless of the length of time they have been unemployed. These arrangements will also apply for the first time to the JIG from April.

The Sara Lee bakery, one of Bridlington's largest employers, has become the first in the town to win a Fit for Work Award. During the past two years the company has expanded rapidly. It has trebled the number of employees with disabilities and built up a strong relationship with them.

Personnel manager Don Cuthbert and company nurse Shirley Weightman are at the forefront of the new management policy towards employees with disabilities.

"Shirley has broadened her role into general activities covering more than nursing and welfare. Because of her own experience in the community and from a personal point of view she provides a pivotal role for us."

The company now employs more than 30 people with both mental and physical disabilities. Some have taken advantage of the equal opportunities policy and received promotion. They include a chargehand with an arm injury and a storeman with an arm disability.

Mrs Weightman said that because they recruited from the local area many employees knew each other, which helped to create a family spirit in the company and helped people with disabilities to integrate.

National Vocational Qualifications—raising the profile

The National Council for Vocational Qualifications has been set a target of making NVQs (National Vocational Qualifications) available for at least 80 per cent of the workforce by 1992.

Following a review of the Council's activities, Employment Secretary Michael Howard has asked it to play a key role in raising the profile of NVQs with employers, providers and individuals, and to ensure that qualifications meet employers' needs.

The Council's funding is to be increased to £3·7m in 1991–92 to enable it to carry out its new, accelerated programme. This year it is expected to spend about £2·6m.

"No-one should be in any doubt about the high priority the Government places on the reform of vocational qualifications," said Mr Howard.

"I look to NVQs to underpin the training and education framework that Britain needs to meet the skill demands of the 1990s."

To date, the NCVQ has established 250 National Vocational Qualifications covering diverse industry sectors. Its ultimate aim is to develop a clear, comprehensive and cost-effective system directly relevant to the needs of employers and individuals.

Welcoming the Employment Secretary's announcement, NCVQ chairman Sir Bryan Nicholson said: "The way forward means establishing a series of reformed qualifications that are applicable to *all* occupations and to *all* levels, from shopfloor to boardroom. And I have a personal commitment to ensuring that NVQs are both used and understood by employers and employees."

Benefit change for unemployed who avoid Restart course

New social security regulations relating to attendance at a Restart course came into effect in December.

Restart courses are an extension of the Restart interview, which reviews the situation of long-term unemployed people and which they are required to attend to continue to receive income support.

Reduced support

The new Regulations mean that, where people unemployed for two years or more are notified of a Restart course but do not attend it in full, their income support will be reduced. This reduction will be a maximum of 40 per cent of their personal benefit for a period not exceeding the length of the one-week course. However, if the unemployed person or someone in the family is pregnant or seriously ill, and the family has less than £200 in savings, the reduction will be 20 per cent.

The Regulations ensure that a reduction will not apply where the unemployed person does not attend the course for one of a number of specified reasons.

These include ill-health, excessive travelling time, caring for someone in the household or dealing with a domestic emergency.

Publication dates 1991

Publication dates of *Employment Gazette* for each month of 1991 are as follows:

January	4	July	4
February	7	August	8
March	7	September	5
April	4	October	3
May	9	November	7
June	6	December	5

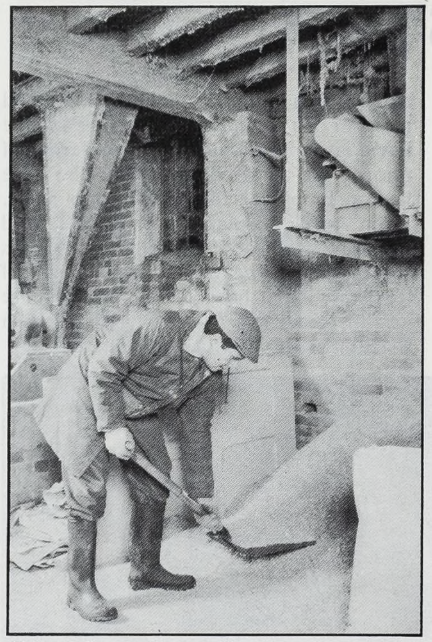
Farm survey reveals the killing fields

The healthy image of an outdoor life working on the land has been called into question by a survey involving over 900 farmers and agricultural workers. Four out of ten reported significant health problems caused by their work.

The survey, 'Occupational Health in Agriculture 1990', is the first of its kind carried out by agricultural inspectors from the Health and Safety Executive. The main problems reported are:

- diseases caught from farm animals, such as ringworm, orf (sheep sores), leptospirosis and brucellosis;
- serious injury resulting from farm accidents (mainly amputated or broken limbs);
- breathing and chest problems from working in dusty conditions—for example, farmers' lung, where 120 cases and ten deaths were reported in 1989; and
- effects from using agricultural chemicals (headache, nausea, sore throat).

The survey showed that one-third of the people interviewed had to take time off work because of their health problems and a similar number had a recurrence of the problem. Inspectors found that while adequate first aid and washing facilities were normally provided, there were few trained first-aiders on farms and there was little health surveillance available.



Potentially dusty conditions: a farm worker shovelling rolled grain.

There was concern too about the lack of appropriate training, instruction and guidance material, said Carl Boswell, the HSE's chief agricultural inspector.

He added that "The agricultural industry and organisations within it must do more to ensure greater awareness of these occupational health problems and the ways to avoid them."

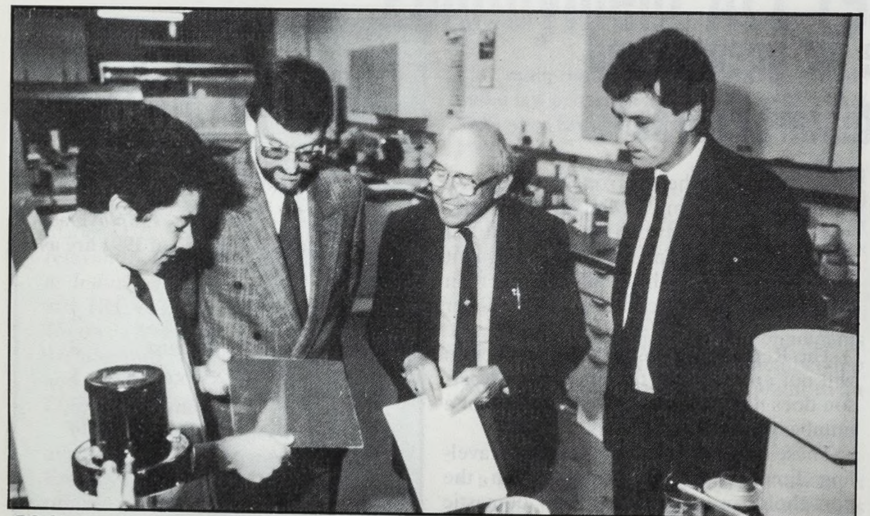
Mr Boswell pointed out that the Health and Safety Commission's Agricultural Industry Advisory Committee has recently produced an agricultural workers' sickness pocket card and a leaflet explaining what health and safety services are available for agriculture. There is also specific guidance on the application of the Control of Substances Hazardous to Health (COSHH) Regulations to the agricultural industry." Publications are available from HSE public enquiry points on 0742 752539 and 071-221 0870.

NTA shows people are the key

The importance of training to Britain was emphasised by Employment Secretary Michael Howard at the recent National Training Awards ceremony.

"The Awards show that people are the key," he said. "They are the only resource able to yield increasing returns time after time, he said."

There 1,217 entries for the National Training Awards in this, its fourth year. Of these entries, 148 were commended by the regional judging panels and 83 organisations were declared winners. Four organisations were selected for special awards. Nissan Motoring Manufacturing Ltd in Tyne and Wear and the Grapevine Hotel in Gloucestershire were awarded the Special Patron's Awards. The Times Award for training to meet the challenges posed by 1992 and the Single European Market went to IC (Languages and Communications Services) Ltd in Birmingham. The Channel Four Business Daily Award was presented to RS Clare and Co in Merseyside.



RS Clare were winners of the Channel Four Business Daily Award.

More sites join safety top-tier

About 250 industrial sites, many of them warehouse and bulk storage depots where dangerous chemicals are stored, are to become subject to more stringent safety requirements.

These will be the main effects of the Second Amendment Regulations to the Control of Industrial Major Accident Hazards (CIMAH) Regulations 1984. The amending regulations were laid before Parliament today by Eric Forth, Parliamentary Under Secretary of State for Employment.

Drawn up by the Health and Safety Commission following consultation with interested groups, the amending regulations implement the second amendment to the European Community's Seveso Directive on major accident hazards. They will come into force on 31 December 1990.

The 250 sites will become subject to the more stringent of the CIMAH requirements (the 'top-tier' requirements) which apply to installations holding listed dangerous substances above specified threshold quantities.

The extra sites and 300 existing ones will have to comply with revised arrangements for public information by December 31, 1991.

Women still the 'poor relations' in training

Among younger workers, men are 50 per cent more likely than women to have had job-related training. Full-time women workers get twice as much training as part-timers and, on Youth Training, girls still become marginalised into traditionally female areas of training and work.

These are some of the initial findings of the Equal Opportunity Commission's review of research and policy on women's training, due to be published in full in Spring 1991. The findings were presented at a national conference, "Training for Women: The Future Imperative", attended by Employment Minister Robert Jackson.

Sex differences

The research found boys are more likely than girls to enter the labour market at 16, and to go into a job which provides training.

In 1987 fewer than a third of 16–18 year olds getting day/block release were girls.

In 1989, almost one in three young men aged 16–19 in full-time employment reported receiving recent job-related training, compared to only one in five women working full-time in the same age-group.

In older age groups, the research concludes that continuing training associated with different occupations, results in women and men receiving different amounts of training. It finds:

- women part-time workers (who are 42 per cent of all women employees) are much less likely to receive training than women full-timers or men;
- training is grade-related. Women's concentration in lower occupational grades means they have less access to training, and such training as they receive is likely to be of shorter duration;
- women are disproportionately concentrated in small establishments, which are less likely than large ones to provide training for their employees; and
- women are more likely than men to receive on-the-job training only, the difference being particularly marked in managerial and sales occupations.

In addition, there is a substantial pool of under-utilised skills among economically inactive women, with nearly one million such women possessing qualifications at A-level or above.

The report adds that unemployed women are only half as likely as employed women to be receiving employment-related training (7 per cent and 15 per cent respectively).

Within Employment Training, the research finds over half of all women participating in ET in 1989–90 were in administrative and clerical occupations and a further fifth were in health, community and personal services. Men on ET had a much broader occupational distribution, constituting over 95 per cent of ET participants in several occupational groups.

Obstacles

The researchers conclude that absence or inaccessibility of guidance on training opportunities is still a hindrance to women who wish to improve their skills—as is the lack of suitable part-time courses.

The cost and poor availability of childcare, together with the costs of training and travel, and—for lone mothers in particular—loss of benefits (unless on Employment Training), compound the difficulties. However, if women eligible for YT and ET are unable to take up this training solely because of lack of childcare provision, TECs are empowered to assist.

At the conference, Employment Minister Robert Jackson pointed out that TECs, with their local perspective, will play a central role in the development of initiatives on childcare.

"TECs are giving much attention to the needs of women for training and for career development. TEC business plans feature much research and collaborative work, which includes training provision for nursery nurses, better careers guidance information for women and the needs of women wishing to progress in to higher level jobs," he said, adding:

"They will also aim their training provision at professional women returners by continuing the higher-level courses in engineering, information technology, business studies and management."

Training Access Points are a further source of training advice which TECs are taking on board. Located in jobcentres and many libraries, access to advice, not just information on training courses.

Assistance to Czechoslovakia

Exchange visits between the UK's Employment Service and Czechoslovakia's Ministry of Labour and Social Affairs have been helping to establish a network of Czechoslovak jobcentres loosely based on the British model. These have been funded through the UK Government's Know How programme.

The jobcentres form part of a package of assistance agreed by Employment Secretary Michael Howard when he met the Czechoslovak Federal Minister, Petr Miller in May. The agreement covers employment services, training, support for the development of small firms and restructuring.

Stage 1 of the Employment Service project took place in August when Ken Pascoe, Northern regional director of the Employment Service (ES) and David Blackburn, head of ES's Jobclub Section, went to Czechoslovakia to study existing arrangements for dealing with unemployment, and made recommendations for future ES help and co-operation with the emerging Czechoslovak employment service.

The ES Northern Region was selected as the focus for British help to Czechoslovakia because of its experience of handling declining coal, steel and shipbuilding industries in the North East. Czechoslovakia has steel plants and heavy manufacturing industries which are expected to undergo major restructuring which may result in substantial unemployment.

The second stage, a visit to North East England by senior officials of Czech, Slovak and Federal Ministries, took place the following month. Among the themes they examined were economic regeneration, dealing with major redundancies, Employment Service programmes, training and the tourism industry. Largely as a result of recommendations made during this visit, the Employment Service was invited to design and deliver a training programme for Czechoslovak jobcentre directors as soon as possible.

Early in November, a team led by Ken Pascoe delivered the first training course in Prague. It was able to demonstrate how the North East—faced with similar problems in the 1980s and aided by substantial inward investment—has switched its economic structure away from declining traditional industries towards a new manufacturing base and expanding service sector. In particular, the team explained the contributions made by the employment and training services toward improving the mobility and skills of the workforce and overcoming the recruitment difficulties faced by incoming employers.

The course was very well received and the ES team was asked to deliver ten more short courses between November 1990 and January 1991.

Petr Miller has since written to Michael Howard praising course tutors' professionalism and adding that "it would be a great pleasure for us to continue our collaborations."

European Human Resources Conference

Special Report

by Brian McGavin Andrew Opie

The European Human Resources Conference, held in London, looked at leadership development in a multinational context. Demographic issues, recruitment and the need to realign organisations to Europe's competitive advantage were other topics under the microscope.

Cultivating leadership—a challenge to the organisation

The essence of leadership, observed Nicholas Georgiades, former director of personnel for British Airways, is a passion for improvement, persistence and a commitment that transcends egocentric ambitions. Keeping promises is also vital.

Given these values, it is possible to communicate a vision. But the method should be through persuasion, not power leverage by virtue of position. Senior executives shouldn't just plan—they must believe!

However, Mr Georgiades cautioned that high flying executives who betray trust, fail to delegate, play politics, are abrasive or unable to adapt to a boss with a different style will fail to become successful leaders. He believed that psychological testing, though sometimes expensive and time consuming, will identify executives who avoid truths which conflict with organisational goals.

Team development strategies

As a multinational employer, American Express identifies the key qualities for managers with leadership potential to be: flexibility, mobility, cross-cultural knowledge, linguistic skills, imagination and an ability to work in multinational teams.

Craig Densell of Amex

Craig Densell, vice-president for human resources, claimed his company embraces strong management values rather than bureaucratic control. It also makes a distinction between the vision inherent in leadership and more task-orientated management.

Amex's management development programme uses a combination of workshops and feedback questionnaires to assist its managers. The questionnaires are scheduled on a 12- to 18-month cycle and are filled in by *both* managers and their staff. The managers' responses are then correlated with their own staff's feedback to see if any points of divergence occur. Densell stressed that the questionnaires are used as aids to management development rather than threats. Each manager is given the results by the personnel department and then has the option of taking the results to his/her line manager to discuss training needs.

Each year, Amex (Europe) looks for 15 recruits from business schools and 15 promising employees from existing staff to coach in leadership skills in a multinational project group. It also has an 18-month global exchange programme available for staff.

The company calculates the cost of running an in-house leadership programme to be half the cost of recruiting comparable skills externally. To reinforce the training aspects, performance bonuses—based on both goal achievement and management skills—are incorporated into the reward structure.

Nick Georgiades added that in British Airways a manager's business performance and human resource development performance are added together to give a final value for the performance bonus.

Southward bound jobs

A widespread migration of knowledge-based jobs from Northern Europe to the Mediterranean is a real possibility, said Martin Lutyens of The Wyatt Company. Reasons for the Southward drift would include the pleasant environment and climate, and the fact that Spain, France and Italy all rank in the top six of ten selected European countries in terms of the living standards enjoyed by top wage earners. Other speakers at the conference agreed that such a migration was likely. Britain, which had the lowest cost of living of the ten countries, ranked fifth behind Switzerland, Germany, France and Spain in the standard of living enjoyed by a typical finance director. Surprisingly, perhaps, Norway and Sweden were at the bottom of this standard-of-living league table.

Special Report

Networking to beat skills shortage

Serious skills shortages are faced by all countries in Western Europe, and more and more firms are using international networking to overcome them, said Geoffrey Morris, director of research at management consultants, Intermatrix.

Already, many US firms are subcontracting their software development to workers in countries as far away as India. The trend, he said, is bound to grow; in Britain, 51,000 more trained IT specialists will be needed by 1995, and seven in ten computer installations blame software delays on staff shortages. In Sweden, two in every three firms complained of skills shortages; and in Germany this figure rose to 81 per cent of a sample of 500 selected companies.

Other responses to the problem will include relocating R and D and manufacturing facilities to where the skills are, working more closely with higher education and schools, and attracting more women into jobs by offering childcare and flexibilities such as homeworking.

East Germans flooding west in 1989. "Migratory pressures will grow," says Morris. Photo: Rex

In a wide-ranging analysis of the implications for HR of demographic trends, Mr Morris said other issues impacting on EC governments and companies in the next decades would include migration, ageing, changing working patterns and productivity.

'Enormous' migratory pressures would build up in view of the fact that in seven Western Europe countries children under 15 made up only 22 per cent of the population, while in the countries of North Africa this rose to 43 per cent. Such migration would place a strain on education systems and give a boost to European nationalist movements. Non-Europeans would continue to take the "demeaning, dirty, routine" jobs in the service industries.

Other migratory pressures would come from the Soviet Union and Eastern Europe.

Pay—"no substitute" for management

Personnel managers too often see performance pay as the key to motivating staff at the expense of other factors, according to Martin Lutyens of compensation consultants, The Wyatt Company.

Instead, HR professionals should start with sound management practice (including regular feedback), treating performance pay and perks like health insurance as supporting elements.

Key factors in achieving motivation were recognition of individual contribution; management of poor performance; and providing staff with feedback.

A 1988 study by Wyatt, covering 3,275 full-time employees in companies with 100 or more employees in the UK, showed the dramatic effect feedback can have on motivation: 84 per cent of staff in companies giving regular feedback said their pay was linked to their performance, compared with only 14 per cent in firms without such feedback. Similarly, 72 per cent of staff in the 'feedback' companies said their annual reviews had improved their performance, compared with 5 per cent in the other firms. Some 63 per cent of employees in 'feedback' firms said their reviews had been fair, against 21 per cent elsewhere.

In addition, all employees—from executives and core workers to part-timers and contractors—should be given a clear idea of the real value of the compensation package they are given, Lutyens said. Too often, items like help with mortgages or a company car soon become taken for granted.

Special Report

Recruiting in Europe

Multinational businesses operating in the European Community should develop a common practice statement when recruiting executives from other member states, said David Kimbell of recruitment consultants, Spencer Stewart.

"A 'return ticket' for a job back with an executive's 'home' company is an important consideration in retaining a talented, mobile workforce," he added, pointing out that skilled candidates, with multi-cultural and multi-lingual experience who would easily fit into differing working environments are difficult to find.

However, efforts have been made by some internationally-based companies to develop such talent. For example, Fiat, has set up a five-year plan to give high-flyer executives career development experience in a number of its European operations.

So far, experience in the Euro-recruitment market, suggests that while it is relatively easy to relocate key staff in different parts of the same country, it is much more difficult to persuade them to locate outside national boundaries.

The problem of dual career households is another barrier. Some Euro-wide recruitment agencies will send career summaries on behalf of a candidate's spouse to contacts in the proposed new working locality, but few companies who wish to recruit foreign personnel are tackling this issue.

Parental leave

Viviane Demeulenaere, director of personnel for the Swift Group in Belgium, pointed out that the Belgian government allows men or women to take up to two years' parental leave from their company, in Belgium or abroad, and pays the non-working partner a monthly allowance of 11,000 Belgian francs. This is on condition an unemployed person is given a work opportunity somewhere in the same company, for the period of absence. Mme Demeulenaere suggested this was a useful aid to inter-European job mobility.

Unwilling

David Kimbell noted that Germans and nationals from the Southern European states tend to be more difficult to motivate when it comes to working abroad. On the other hand, Dutch, British and American citizens seem more receptive to foreign contracts. Kimbell also refuted the suggestion that working in another European Community country for tax reasons had much appeal. The fiscal advantages and disadvantages in most of the countries tend to balance out, he said.

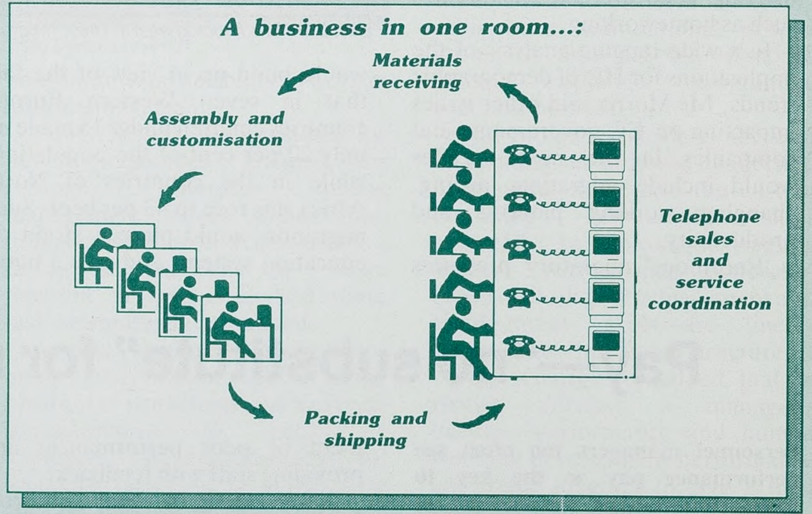
'Business in one room' has competitive edge

Assembling a workforce of uniquely gifted people or producing a different product in no way guarantees a competitive advantage for your company, Craig Mudge, European director of human resources at Motorola, told a seminar.

Equally ineffective is the traditional hierarchical structure of industrial organisations, where, for example, personnel functions like recruitment and communications are handled by separate teams under the director.

The key to gaining a competitive edge, he said, lies in reducing customer complaints arising from poor performance. "Organisation Engineering"—defined as "creating new systems for groups of skilled people to work together"—was HR professionals' most effective contribution.

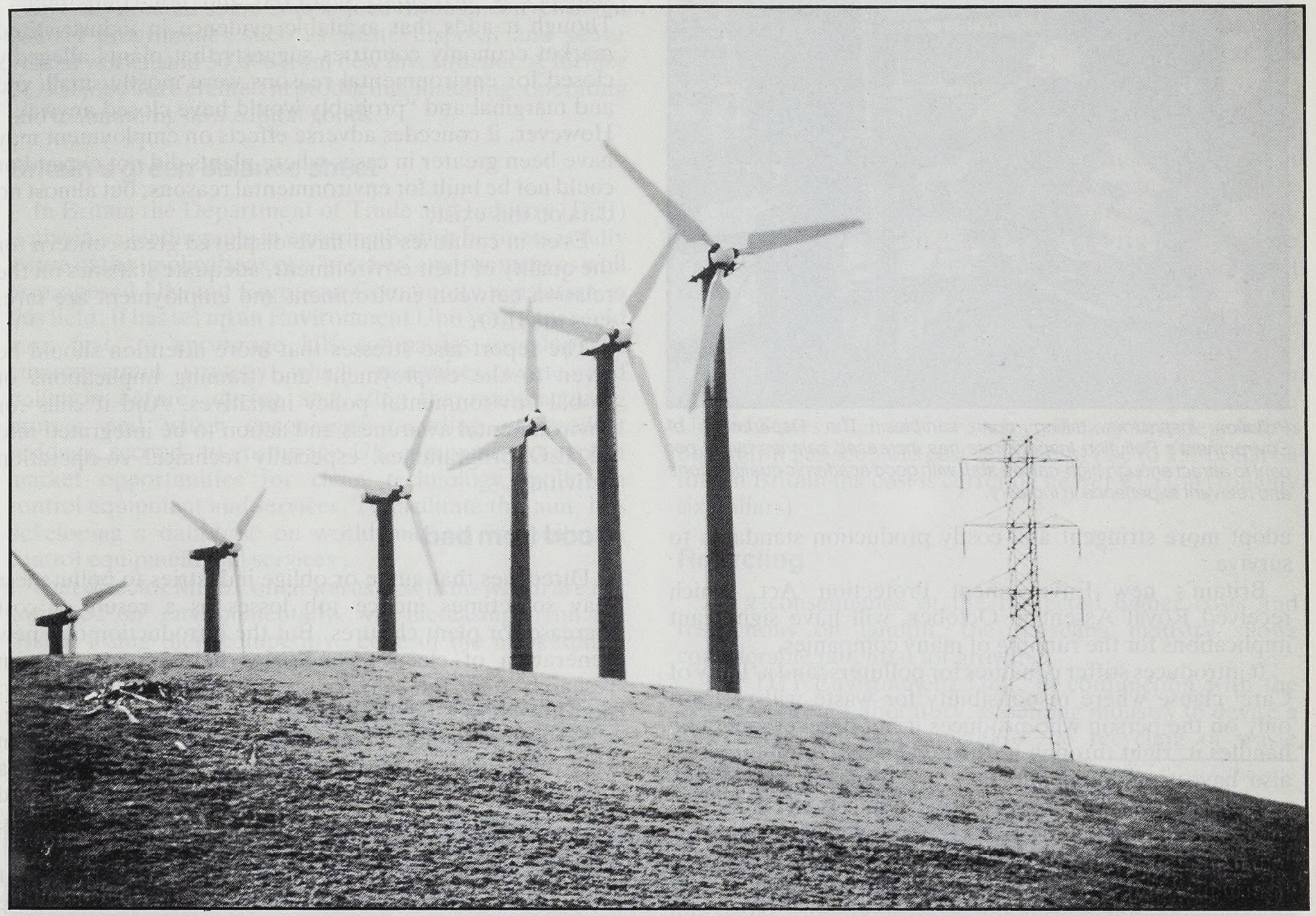
Describing himself as an "organisational guerrilla", Mr Mudge said HR staff would have to develop a deeper understanding of their businesses than ever before. In many firms the application of Organisational engineering would lead to the reality of "business in one room," where the physical isolation of different groups of workers was abolished.



A division of Motorola producing customised radios was able to reduce the time taken to build and install a customer's order from 44 days to just four days. In the new regime, tasks like selling and making the radio and invoicing the customer are brought together and done by the same person. This solution was influenced by the system operated by MacDonalds, described by Mr Mudge as "a brilliant organisation."

A further example of Organisation Engineering in action was a Motorola factory currently being built near Edinburgh where the planned 2,000 staff will be covered by just three basic job descriptions—management, professional and manufacturing associates.

Special Feature



Wind turbines. Photo: Pictor

Going green—but what about the workers?

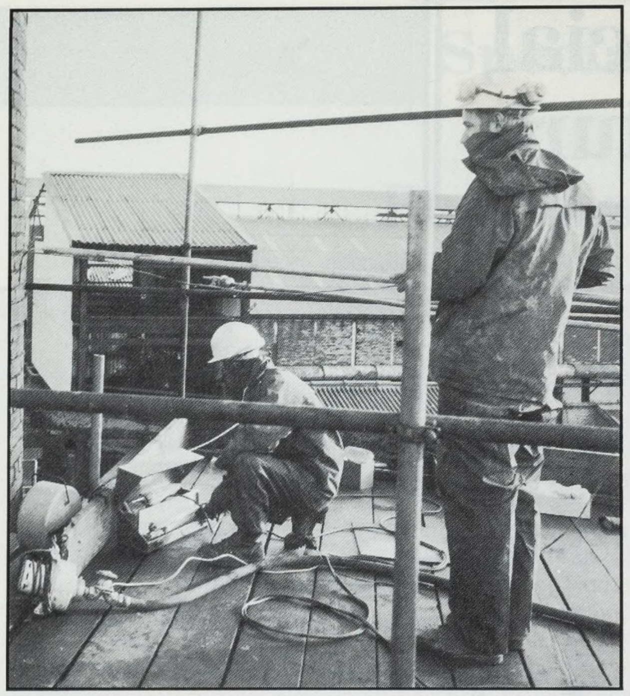
by Brian McGavin

An environmentally friendly Britain may be good for our health but how will it affect our wealth? Are we now heading for a scenario of new job losses or is a greener Britain actually a major opportunity for employment?

If 1990 marked the end of the cold war an equally tenacious threat has surfaced in its place. Governments and the media have woken up to the need to act on behalf of the environment, but will the necessary prescription prove unpleasant for workers?

The implications for industry of stricter environmental standards are immense, but the drive to reduce pollution is also an opportunity to boost jobs and create a demand for new skills in the 1990s. In Britain alone, the environmental management market, already worth £4,100 million, is expected to grow by 8·5 per cent a year in real terms.

On the other hand, the scale of industrial pollution now revealed in Eastern Europe points to a considerable reduction in jobs if the tide of pollution is to be turned. The problem in Western Europe may be less acute, but the driving force of heightened consumer awareness and a tightening legal framework on pollution mean that firms will need not only to re-examine their products but often to



Pollution inspectors taking dust samples. The Department of Environment's Pollution Inspectorate has increased salaries by 26 per cent to attract enough high-calibre staff with good academic qualifications and relevant experience in industry.

adopt more stringent and costly production standards to survive.

Britain's new Environment Protection Act, which received Royal Assent in October, will have significant implications for the running of many companies.

It introduces stiffer penalties for polluters, and a 'Duty of Care' clause where responsibility for waste will rest not only on the person who produces it but on everyone who handles it, right through to final disposal. Companies will also have to demonstrate they are using 'best available techniques not entailing excessive cost' (BATNEEC) to prevent or minimise pollution. Local authorities will henceforward have to make comprehensive plans for waste management and recycling as well as improve public access to environmental information on local pollution levels and sources. This could have considerable public relations implications for environmentally unfriendly companies.

Britain's Environmental Protection Act is a major step forward—particularly for its innovative provisions on integrated pollution control. Other countries have taken a variety of approaches to differing aspects of the problem. The United States, for example, has opted for retroactive liability on pollution incidents and firms are required by law to itemise publicly all their pollutant processes and waste products. With these pressures to ever stricter controls, companies involved in multinational operations which already comply with the highest level of legislation have a competitive advantage in the marketplace when countries tighten their environmental rules, and may quickly overwhelm less prepared companies.

Tough anti-pollution measures may be welcome, but jumping into legislative action could have significant consequences.

A recent conference in Cambridge, on the 'UK Economy and the Green 1990s' predicted that up to "40 per cent of Britain's high energy-consuming industries employing some 1·7 million people could be put at risk if Britain imposed a unilateral 'carbon tax' on these industries ahead of other countries." The effects would be much smaller if imposed internationally.

International action

In his report on *Environment and the World of Work* delivered in June 1990 Michel Hansenne, director-general of the International Labour Organisation, expressed his belief that the ILO has a clear duty to be concerned with environmental issues and their implications for the world of work.

The report finds that much of the crucial data on the relationship between environment and employment statistics is "irregular, scattered and non-comparable." Though it adds that available evidence in industrialised market economy countries suggests that plants allegedly closed for environmental reasons were mostly small, old and marginal and "probably would have closed anyway." However, it concedes adverse effects on employment may have been greater in cases where plants did not expand or could not be built for environmental reasons; but almost no data on this exist.

Even in countries that have displayed great concern for the quality of their environment, adequate statistics on the relation between environment and employment are rare, says the ILO.

The report also stresses that more attention should be given to the employment and training implications of global environmental policy initiatives. And it calls for environmental awareness and action to be integrated into all ILO programmes, especially technical co-operation activities.

Good from bad

Directives that guide or oblige industries to pollute less may sometimes induce job losses as a result of cost increases or plant closures. But the introduction of a new generation of clean technologies helps create jobs in research and the environmental equipment industry: uprating basic environmental infrastructures—sewage, water treatment and waste disposal plants—plus growth in environmental management and administration, call for a variety of new, highly skilled jobs. Clean-up and conservation activities, by nature highly labour-intensive, are again a potentially important source of job creation.

In Poland, despite the generally gloomy predictions for jobs, because of extensive industrial pollution in the Gdansk region there are strong opportunities for service sector development in the tourism industry. A programme aimed at restoring the cleanliness of the Bay of Gdansk is under way and it is hoped employment for seasonal workers will rise by 30 per cent by the year 2000. These initiatives will probably pay off as German and Scandinavian hotel groups want to build along the coast if the anti-pollution plan succeeds.

Macro-economic evidence

A number of retrospective and projective studies based on macro-economic models, have been done in Finland, France and the Netherlands[1] covering different periods of time (and using different assumptions). With one exception (the Netherlands) the impact on employment was found to be positive, although small. In the Netherlands, the growth in employment associated with the operation of pollution-control facilities would still more than offset the job losses resulting from lower output, if no wage compensation for cost-of-living increases were granted. However, if compensation were given for cost-of-living increases, unemployment would rise as firms incurred additional costs.

[1] OECD. *Impact of Environmental Policy on Employment.*

A number of empirical studies carried out in Austria, France, the Federal Republic of Germany, the Netherlands and Sweden[1] suggest the usefulness of environmental measures in achieving short-term employment growth, though they do not deal with positive/negative effects on employment in the longer run.

According to the Swedish study, environmental policies implemented in 1971–74 generated 4,680 direct and 8,826 indirect jobs, adding to total employment. The Netherland's Environmental Technology Production Plan (1980–82) created some 20,000 jobs through conventional control programmes such as waste disposal and sewer system works, and 50,000 from new investments. A further 27,000 jobs were created in producing, installing, operating and maintaining new capital goods.

Britain's green balance sheet

In Britain the Department of Trade and Industry (DTI) is playing a leading role in ensuring British business is fully aware of the implications of a 'greener' environment as well as proposed UK and European Community legislation in this field. It has set up an Environment Unit with a two-fold aim: first, to encourage UK companies to adopt an environmental strategy which minimises waste and pollution before, during and after the manufacturing process and which encourages recycling of product residues; second, to encourage UK companies to exploit market opportunities for clean technology, pollution control equipment and services. To facilitate this aim, it is developing a data-base on world markets for pollution control equipment and services[2].

Unit director Mike Cohen warns that firms which are not 'switched on' environmentally, will increasingly run the risk of losing their competitive edge in the marketplace because:

- their products do not take account of changing legal requirements and customer expectations;
- employees will be more attracted to firms with good environmental records;
- funding from institutions will increasingly pay attention to the environmental performance of firms in which they invest; and
- firms face fines and heavy remedial costs as tighter legal controls are more vigorously enforced.

Cohen believes there are three main areas for rapid employment expansion: companies supplying environmental technology equipment and expertise to meet rising environmental standards; recycling; and waste disposal—where he sees tremendous growth potential. He points out that new European Community legislation will shortly make two-thirds of UK incinerators illegal. A huge investment will be needed, he said.

Water companies also see waste management as a growth sector. Severn-Trent Water recently won a half million pound contract to clean up polluted waterways in India. And some—such as Northumbrian Water—are already expanding their business by setting up subsidiary companies to look for new business opportunities in waste management—sewage sludge disposal, using industrial waste as fuel, is one such area under examination.

Stricter UK legislation on waste disposal will also necessitate increased levels of training competence.

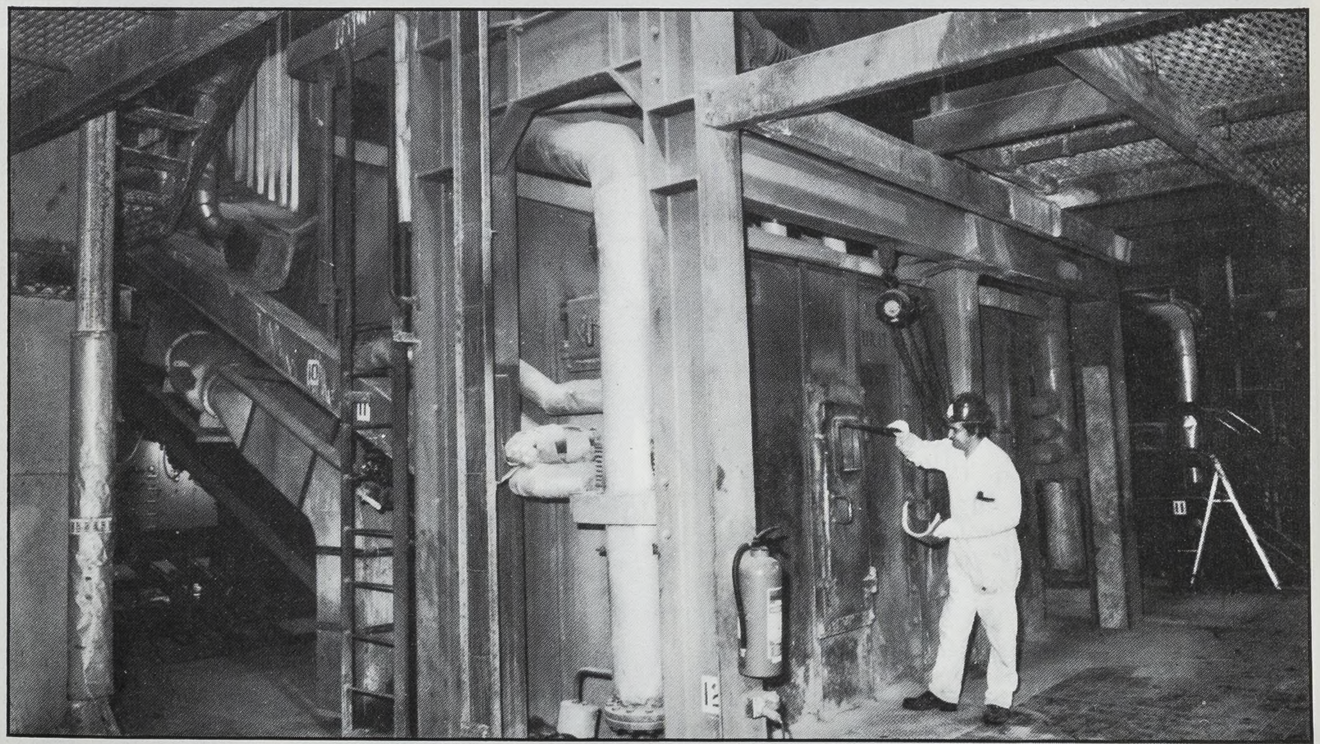
The soaring cost of waste landfills, is another factor set to ensure that waste becomes big business. In parts of the United States, such as New Jersey, already strict legislation on landfill has seen the cost of disposal rise to 150 dollars a ton; in Britain the cost is currently nearer £3 a ton (roughly six dollars).

Recycling

As a consequence of the projected higher costs and restrictions on landfill, the recycling industry shows considerable potential for growth.

The DTI Environment Unit, in conjunction with the Warren Spring Laboratory, is helping industry to devise a long-term strategy to increase the recycling of waste

[1] OECD. *Impact of Environmental Policy on Employment.*
[2] The DTI operates an environmental enquiry point on 0800 585 794.



Waste incinerator. New European Community legislation will soon make two-thirds of UK incinerators illegal—requiring extensive investment to satisfy the stricter standards.

materials. The Laboratory is a specialist centre for environmental technology and engineering as well as for environmental economics.

Table 1 Comparison of UK and West German Pollution Control Industries (PCI), 1988

		UK	FRG
PCI market size	£ million	3,000	8·000
Number of suppliers		950	2,600
Average sales of top 300	£ million	<7·3	15
Export/sales	Per cent	7	17

Source: ECOTEC

According to the unit, the know-how to recycle glass, paper and aluminium exists, though plastics still have some way to go. Aluminium cans could more easily be recycled if made from one metal (as in North America) rather than the metal amalgam used in Britain, says Mike Cohen. At present, the UK recycles around 25 per cent of its consumption of paper and cardboard but this figure could be radically improved.

Pulping waste paper is 50 per cent more efficient than making virgin paper from wood, and when one realises that the UK uses 8·7 million tonnes of paper every year—and each tonne requires about 30 gallons of fuel to manufacture—cost benefits begin to look attractive. Also as only 10·7 per cent of our paper is sourced from home-grown trees, the wood pulp import bill would come down too. "Our recycling efforts overall are still fairly low-key," comments Mike Cohen. "Voluntary agencies have stepped into a vacuum, but a question lies as to whether high-level recycling can be successfully planned purely on voluntary effort. There is certainly scope for greater local authority involvement now the Environment Act is law—with potential employment opportunities."

Already there are encouraging signs. Sheffield, for instance has taken on the task of becoming a 'recycling city'; British Alcan is constructing a plant in Warrington which will feed on recycled cans and the Bristar company (part of British Sugar) is hoping to set up a viable straw pulp into paper processing plant on Humberside. This latter project will be particularly significant, as the new Act bans the burning of straw stubble in fields from late 1992.

A potentially world-beating project is being developed in conjunction with Salford Business School. Some years ago scientists at the University of Manchester Institute of Science and Technology discovered a way of converting up to 70 per cent of typical domestic garbage into oil products. Now a company, 'Manoil', has been formed to test the process on a commercial basis. A successful outcome could have wide-scale implications for 'green' employment opportunities.

Large-scale, sophisticated recycling techniques cost money, but there are potent economic, employment and environmental benefits in the equation.

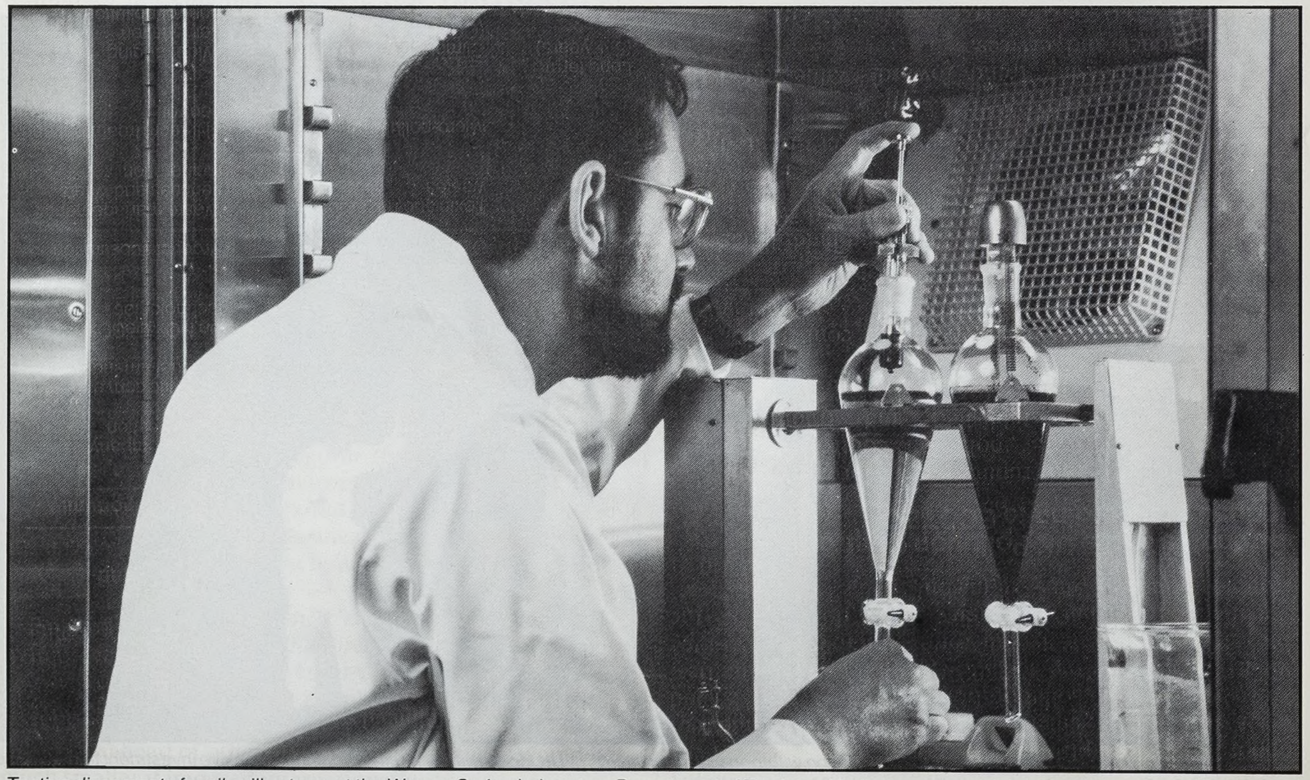
Strategic audit

As part of its strategy to develop market awareness of environmental product opportunities, the DTI commissioned the Birmingham based ECOTEC consultancy to investigate the strengths and weaknesses of the British pollution control industry.

In a detailed report[1] ECOTEC identifies four principal areas where 950 UK firms are active, namely: water pollution control (48 per cent of the firms); air pollution control (27 per cent); waste treatment (18 per cent); and restoration of contaminated sites (7 per cent).

It is estimated the pollution control market in Europe will grow by 4 per cent a year, though the growth rate in the UK could be significantly higher. According to former Environment Secretary Chris Patten, the current UK pollution abatement market is valued at £3 billion for manufacturing industry, with growth of around 9 per cent per annum expected for the next ten years. "I hope that won't be regarded exclusively as a challenge for German and Japanese manufacturers," he added.

[1] *The UK Pollution Control Industry.*



Testing dispersants for oil spills at sea at the Warren Spring Laboratory Department of Trade and Industry research laboratory, Stevenage, Herts.

Strengths of the UK Pollution Control Industry (according to ECOTEC)

- Expertise and reputation in primary and secondary water pollution control supply which use established and traditional technologies.
- Strong in particulate pollution control (for example, coal combustion), employing established reliable technologies.
- Waste handling, stabilisation and landfill has traditionally been seen as a strength with a wide supply capability.
- An emerging proactive and market oriented strategy in newer firms.
- An increasing trend towards value-added products and services.
- Strong product development and application of existing technology.
- The larger and internationally operating companies (20 per cent of the supply base) utilise a range of promotional techniques including exhibitions, advertising and PR. They also conduct structured training in-house and externally.
- A world leader in the application of biotechnology to contaminated soil and groundwater clean up.

ECOTEC concludes that the UK pollution control industry supply base is weak in R and D but relatively strong in management skills. Its marketing and operations activities are generally satisfactory but there are areas where significant improvements could be made.

Performance, it says, has been hampered by lack of product innovation and until recently a lack of regulatory enforcement as a key market determinant. How far Britain can create new employment from producing 'greener' technologies will depend on our ability to exploit our strengths where market opportunities are emerging and, conversely, to address our weaknesses where competition threatens to impact on the UK market.

Under a slightly wider remit, CEST—the Centre for Exploitation of Science and Technology—is engaged in a project to improve UK manufacturing and service industries' performance by focusing their attention on emerging technological developments.

Based in London and Manchester, CEST was established in 1988 by 18 leading UK companies, collectively responsible for over half the UK's R and D expenditure.

CEST believes that while it is easier to define a market for 'bolt-on' green technologies, it is more difficult to identify new ways to manufacture a product through an environmentally 'greener' process. Therefore, successful application in this field will produce greater market opportunities—leapfrogging the competition.

Dr Bob Weelan, chief executive of CEST, commented: "You need close collaboration between scientists and industry to realise the specific exploitable opportunities. Industry has to set its agenda for exploitable science. One scientist told us that UK industry just doesn't take the trouble to find out what's going on!"

Table 2 Example of pollution issues and envisaged market opportunities

Timescale	Pollution issues	Market opportunity
Short term (1–2 years)	Water privatisation	Water company diversification
	Vehicle emissions	Catalytic converters and fuel amendments
	Acid rain	De NOx/DeSOx technologies
Medium term (3–5 years)	Ozone depletion	Product substitution
	Toxic and hazardous wastes	Waste management services and waste incineration
	Micro-pollutants	'Hi-tech' treatment and control
Long term (5 + years)	Climatic change (CO_2 greenhouse effect)	Wide ranging combustion control/pollution abatement

Source: ECOTEC

Weaknesses of the UK Pollution Control Industry (ECOTEC)

- Traditional reliance on established technologies, linked to poor research and product innovation.
- Weakness in *tertiary* (that is final treatment) water pollution control technology design and specification, compared to the UK capability in primary and secondary treatment.
- Weak in gaseous air pollution control technologies, although the position is changing through new licence arrangements.
- Reactive and product-oriented approach of the older firms.
- Low proportion of sales to international markets.
- Low exposure at both home and overseas trade fairs/exhibitions with weak marketing among smaller established firms.
- Expenditure on training (technical, sales and management) is often not known. Where it is available, less than 2 per cent of turnover is spent for more than 70 per cent of the supply base.
- Limited marketing awareness and strategic planning in some 60 per cent of the supply base.
- Less than 30 per cent of the supply base utilise external market research data.
- Few firms (7 per cent) exist in the contaminated site remediation field. Most offer the traditional excavate/dispose technique. Thus, the novel techniques are receiving little commercial attention in the UK.
- Poor financial performance in infancy periods (first two years) of new ventures.
- Limited capability in establishing joint ventures to tackle emerging and growing markets.

As a first stage, CEST is producing a report *Making the Most of the Environment* which examines in detail the scope for 'bolt on' green technology. It will be available early in 1991. They identify common technological themes and key environmental issues.

Technological themes

In order to manage environmental problems effectively, the first step is for more data to be made available. Hence there will be a strong demand for monitoring devices—both by polluters and by those policing them.

Secondly, there is a widespread requirement for the technologies which isolate and immobilise specific substances in a passing stream of liquid or gas. These can utilise a wide range of physical, electrical, chemical or biological effects. Each piece of technology would be evaluated according to its extraction efficiency, reliability, capital and operating costs and environmental impacts.

Thirdly, many of the problems seem to implicate organic chemistry, and in particular chlorinated organics. Whether or not the writing is on the wall for chlorine in the organic chemicals industry, at least a shift towards water-based chemistry is implied. Given the relative lack of expertise that most organic chemists have with aqueous systems (born of long-standing traditions in the way they are taught), the implications of this are significant, says CEST.

Bio-treatment of various types is another technology that regularly features, due to the remarkable diversity of environments in which microbial activity can be sustained—for example, in landfill sites, sewage treatment, and bio-precipitation of heavy metals. CEST predicts that, as much bio-treatment is already well established technology, many of the outstanding technical challenges are likely to be engineering ones, not biological.

Skill shortages

It is not only in the development of 'green' technology that there are employment implications, but also in the management/administration sector. The Association of Metropolitan Authorities predicts that 'policing' new environmental legislation is likely to impose considerable pressures on local authorities, particularly in London and the South-East.

Organising and policing waste disposal standards, air pollution control and anti-litter standards (all part of the Environmental Protection Act) will, it says, require considerable advance planning and additional manpower. In the field of air pollution there is *already* a shortage of qualified and trained staff.

In Germany, legislation stipulates that major polluting firms must appoint an environmental protection officer responsible for pollution control and management. A broad range of skills and expertise is needed, in addition to the promotion and co-ordination of environmental information and training programmes for all staff.

By contrast, in the United Kingdom, pollution control tends to be performed by factory managers who have some environmental training (mostly in chemistry). The Pollution Inspectorate of the Department of Environment is concerned to attract more high-grade inspectors with both good academic qualifications and experience in industry. It has increased salaries by 26 per cent to help achieve this aim.

The Inspectorate is also sponsoring a new Masters Degree in Integrated Pollution Control at University of Manchester Institute of Science and Technology (UMIST), due to begin in April.

However, according to a study by the University of Manchester, excessive reliance on on-the-job training often leads to 'tunnel vision', focusing on procedural steps to satisfy regulatory demands and leaving personnel inadequately prepared to seek out innovative solutions.

Environmental management skills

Clearly, many of the new jobs created in response to environmental goals will call for skilled workers —specialists in environmental protection, lawyers, supervisors and operatives with skills in monitoring waste streams.

But increasing devolution of responsibilities to more junior staff, associated with the spread of Total Quality Management, also suggests that more skills may be needed by operatives—and these skills will often be qualitatively different to current low-skill production work in many of the polluting industries. In Germany, for instance, it is already being proposed that higher level recycling by municipal authorities, coupled with stronger legal constraints, will warrant the training of 'Meister' or supervisor garbage workers.

At an ILO meeting on employment and training implications of environmental policies in Europe, held early last year, the French delegation highlighted the labour market problems that lie ahead by pointing out the lack of forecasts from employers about their skill needs in this field.

In a report[1] for the Employment Department's Skills Unit, released in October, the ECOTEC consultancy found that only the largest UK firms have senior managers and scientists with full-time responsibility for environmental management.

More recently, at their 1990 annual conference, many CBI delegates stressed that 'green' commitment must come right from the top of companies, and environmental management be built into company policy. In America, where companies now have to declare all their pollutant products, chief executives often had no idea of the pollutants their companies were causing.

One thing seems certain: the pressure for environmental improvement will not go away. Businesses which develop a positive, strategic and anticipating response to environmental issues will be the ones best placed to meet those pressures in a cost-effective, competitive way.

Deficiencies

At senior occupational levels, says ECOTEC, three main sets of skills are required:

- to appreciate and understand environmental legislation;
- to assess the environmental impact of the plant and to ensure conformance with environmental standards; and
- to determine optimal technical solutions to the need for environmental management.

The study suggests that there are currently skill deficiencies in each of these areas. It also warns that new environmental legislation and technical change can only mean that requirements for these skills will increase. ECOTEC estimates, that overall, the number of people employed in environmental management in the UK to be 110,000 and rising.

It found little evidence to suggest that industry requires 'environmental specialists' Instead, preference is given to recruiting graduates with basic engineering or science degrees, perhaps combined with some post-graduate multi-disciplinary study of environmental policies and technologies.

However, the study concludes that the capacity to identify and implement optimal technical solutions to problems of environmental management is limited by a lack of both information and training provision. It found:

- a lack of properly targeted and specialised short training courses for managers;
- important gaps in the environmental awareness of senior management in smaller firms;
- a need for more short courses and distance training materials to help employers meet requirements imposed by regulatory agencies; and
- that at postgraduate level, environmental education is well developed and likely to expand further.

Training initiatives

The environmental debate is spurring a number of higher education institutes into developing new inter-disciplinary approaches which bring together research, consultancy and training. Salford University's Environmental Resources Unit is an example, and Hatfield Polytechnic's division of environmental sciences has developed a range of commercial services which can draw up conservation plans, undertake geological surveys and run woodland management courses.

Elsewhere, the Open University has started an environmental studies steering group, which is looking at the possibility of running professional updating courses by tapping into its existing curriculum expertise.

[1] *The Impact of Environmental Mnagement on Skills and Jobs* is available from ECOTEC Research and Consultancy Ltd, Priestley House, 28–34 Albert St, Birmingham B4 7UD. £15. A free summary is available from: Skills Unit, Employment Department, Room W804, Moorfoot, Sheffield (tel 0742 593118).

Key issues

- Greenhouse effect
- Ozone depletion
- Acid rain
- Water quality
- Heavy metals
- Volatile organic compounds and smells
- Persistent organics
- Air quality
- Noise
- Waste management
- Soil contamination and decommissioning of plant
- Major spills and incidents
- Releases from biotechnology

Key questions

- What is the scope of the problem?

  —which pollutants?
  —what sources?
  —likely trends?
- What are the regulatory pressures?

  —UK, EC, World?
  —now, future?
- What are the solutions?

  —now, future?
  —end of pipe,—clean products/processes?

Source: CEST

Table 3 Green opportunities

Problem	Current approach/treatment	Recycling and clean technology alternatives	Size of opportunity (UK)
Noise	• Improved noise barriers	• Designed-in quietness	• Hard to distinguish from better engineering
Waste management	• Better landfill • Incinerators • Chemical treatment • Effluent treatment	• Waste minimisation • Recycling • Separation	• Potentially huge
Contaminated land	• Incineration • Solvent scrubbing • Landfill	• Bio-treatment	• £120 million clean-up market
Major spills and incidents	• Booms, skimmers, dispersants • Water spray systems	• Improved containment • Navigation aids • Warehouse design • Sea traffic control • Motive power, ancillary power reliability	• Oil: £60 million • Chemicals: £20 million
Greenhouse gas emissions	• Landfill gas collection	• Energy conservation • Combined cycle gas • Wind power • Tidal power	Potentially huge • 290×10^{12} Watt hours/year generating capacity • 21 million households • 2·8 million new vehicles/year
Stratospheric ozone depletion	• HCFCs—Old technologies (for refrigeration)	• Recovery, recycling of CFC • Oxygenated solvents	• £88 million current market for ozone depleters
Acid deposition	• FGD; NO_x, HCl removal • Catalytic converters	• Fuel desulphurisation • Low T combustion • Lean burn • Electric traction	• £1·5 billion power station retrofit • 26 million cars
Water quality	• Most technologies well established • Some pesticide opportunities • Adsorption, GAC, membrane, ozone disinfection, ion exchange	• All industrial discharge • Uses for sewage sludge	• 7,000 sewage works in UK: £1·8 billion upgrade forecast • 1,400 water treatment plants (England and Wales) • £100 million/year mineral water

Source: CEST.

Last year the Training Agency launched a pilot programme which set up five 'centres of excellence' for environmental training under the auspices of Employment Training.

These centres, based in Colchester, Rossendale, Sheffield, Cardiff and Edinburgh, aim to enhance the environment by turning unemployed trainees into skilled 'green' workers in the amenity development and recreation sectors. However, wider pollution control issues are not part of the centres' aims.

Transferring skills

An important related issue is the transfer of technology and know-how.

At present, the various European countries are unequally endowed with environmental technology and skills. In the northern European countries—for example, Germany and Sweden—a large and well established environmental industry exists, which is able to supply the necessary anti-pollutant equipment; while in the southern and eastern European countries, industry is relatively poorly endowed in this respect.

Provided the necessary structural funding is forthcoming, there is scope for multi-lateral and bi-lateral technology transfer to make the latest pollution-abatement technology more widely available. European Community budgets are one possible source.

Encouraging 'green' growth

There are already a number of EC initiatives to encourage better environmental practice and technology. Under one of these, firms can apply for state funding for half their project costs—provided they work in collaboration with European partners. This 'Euroenviron' programme has seen a good response from British companies. Currently, the UK has four projects approved, six in an advanced stage, and more than four circulating among other members.

The green boom has also sparked an unprecedented expansion in the environmental consulting business, with the number of consultancies increasing by more than two-thirds in the past two years. However, in an analysis of the industry, Environmental Data Services, London, raises doubts about the industry's capacity to maintain quality, due to shortages of qualified professionals and the high proportion of inexperienced businesses setting up in the field.

The growth has been driven, it says, partly by European Community legislation requiring environmental impact assessments for major development projects, and also in response to public pressure.

The environmental audit

Central to this demand for environmental consultants is the emergence of the environmental audit. This may consist of both 'product' and 'waste' audits.

ICI, for instance, is engaged on a major appraisal of its product range in terms of 'green-appeal' and is now devoting between 10 and 15 per cent of its capital expenditure towards environmentally improved processes and products—examples include water-based paints and resins for cars which reduce the use of organic solvents by 80 per cent.

Audits can also exert a significant influence on the purchasing agenda of major retailers. The Co-op is now auditing all its brand suppliers, using a questionnaire drawn up jointly by the company and ecologist/TV personality David Bellamy. This looks at the environmental impact of products all the way from manufacture, to use and disposal.

British Airways is another major company looking at ways to reduce its environmental impact. The company's annual energy bill at Heathrow and Gatwick alone—for items like electricity, gas, heating oil and water services—is approaching £20 million, or about £50,000 a day.

For two years the airline has been installing a comprehensive, computerised energy management system that monitors the environment in individual offices, hangars and workshops, and automatically regulates these to pre-set levels.

In two years, British Airways calculates that it has saved itself over £2·5 million in energy bills.

The company is also looking at other opportunities to save money and help the environment. For example, in its huge catering organisation, can waste food be recycled as animal feed or fertiliser? And can containers be recycled or re-used?

Clearly the implications of such company auditing, now expanding rapidly, will have a significant effect on new product development, market share and jobs[1].

It is not just the private sector which is taking on board the green theme; local authorities too, spurred by their wider resposibilities under the new Environment Act, are looking at environmental auditing, both directly through their own services and as a facilitator for companies in their area. Ealing, Cardiff, Newcastle and Sheffield are some of the authorities leading the way here.

In the longer-term, civic recycling programmes might borrow from Canada's experience. There local government, local industry and federal government each contributes one-third of capital costs towards specified recycling projects.

Opportunities ahead?

The development of new techniques for environmental management is rapid. In particular, there is an increasing move away from 'end of pipe' pollution control to waste minimisation and recycling techniques. This change is likely to mean that environmental management responsibilities—and by implication, skills—will spread further throughout the workforce and become an integral part of the production process.

Trade unions too have given their support for 'green audits', building on the existing network of health and safety representatives—though the CBI currently has doubts about the proposed level of union involvement in sensitive company areas.

In America, some of the more far-sighted green lobbying groups have been helping to devise ways to work with the market rather than against it.

One group, the Conservation Law Foundation, helped to devise a framework for electricity pricing in Massachusetts that has provided one utility, New England Electric, with an incentive to sell its customers less electricity rather than more. Over the next 20 years the company plans to cut the demand for its product by one-third below the level it would otherwise reach, by investing in a variety of conservation measures on its customers' premises.

The company offers to pay part or all of the cost of insulating buildings or installing high-efficiency lightbulbs and cooling systems. This promotes jobs. Not only is it allowed to pass on (through higher electricity prices for all customers) the cost of making such investments; its rates also guarantee it a proportion of the savings made by the customers.

Adding the cost of conservation into its prices has a further advantage: it helps to offset the depressing effect on conservation of falling real energy prices.

Such market force policies may well be one way forward for the British electricity industry, which could soon be seeking business expansion opportunities in the same way the recently privatised water companies are expanding their pollution control business activities.

In commercial terms, implementation of environmental investment programmes is likely to benefit some countries more than others. Those set to benefit most are countries with an established environmental industry already keyed into export opportunities. On the other hand, countries that have to import the necessary technology and know-how may find that the income and employment effects of environmental improvements are less favourable.

Summary

Experience so far suggests that tougher environmental legislation, combined with market pressure, is a key lever in creating a demand for new services and products, and those companies that can react quickly gain the advantage in export opportunities—green technology often results in high added-value products.

The growing use of environmental audits also promises to exert a powerful influence both on customer demand and on the need for more environmental managers, though in the first place, the audits start by identifying problems and action areas rather than necessarily suggesting solutions.

Pressures on some sectors of industry unable or unwilling to respond to the new environmental realities may well be negative in terms of jobs, but overall, the business, training and employment opportunities are set to multiply. ■

Photo: CWS Ltd

Professor David Bellamy has been signed up by the Co-op to advise its retailing, manufacturing and agricultural businesses on environmental issues.

[1] The DTI produces a number of free guides on environmental audits and waste minimisation.

Useful publications

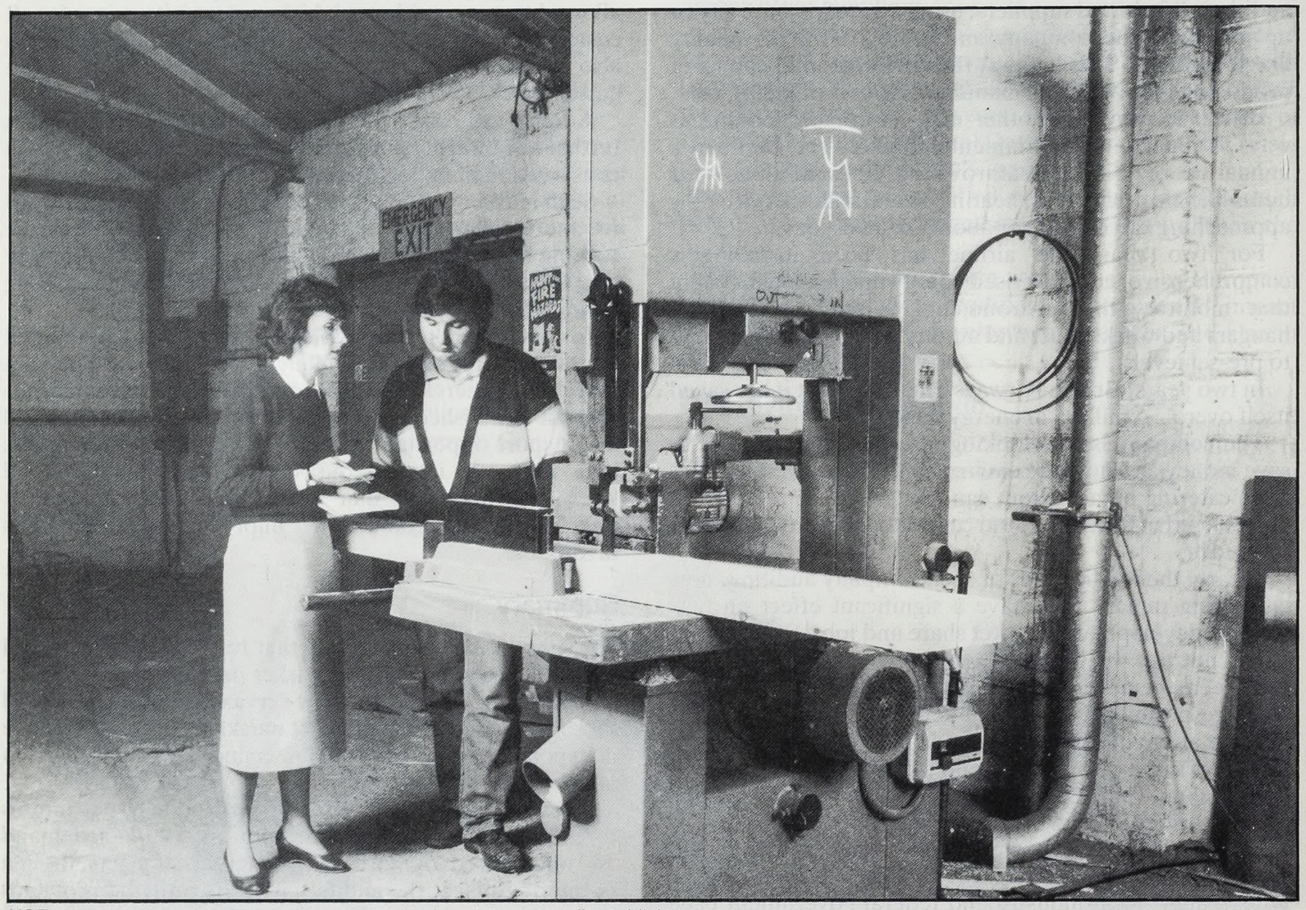
The Industrial Society has published a guide to European Community 'green' policies. The authors spell out regulations to control pollution of water, air, chemicals, waste products and disposal. *Europe and the Environment* is available from the Industrial Society, Quadrant Court, 49 Calthorpe Road, Edgbaston, Birmingham B15 1TH. Price £5. ISBN 0 85290471 1.

Environment Business is published fortnightly by Information for Industry Ltd (tel 081-877 9130).

The Greening of Accountancy: The Profession After Pearce, by R H Gray, is available from The Chartered Association of Certified Accountants, 2 Woodside Place, Glasgow G3 7QF. Price £20.

DTI '*Challenge*' booklet and '*Cutting Your Losses*' also CBI *Business in the Environment* guides.

Special Feature



HSE inspectors have made themselves available for advice at small establishments.

Safety in smaller manufacturing establishments

by Peter Thomas
Statistical Services Unit, Health and Safety Executive

This article shows that employees in manufacturing establishments of under 50 people appear to be some 20 per cent more at risk of major injury than those in medium to large establishments (100–1,000 people) and some 40 per cent more at risk than those in very large establishments.

The Health and Safety Commission has for some years expressed its concern about the safety of employees in small organisations. A recent article[1] suggested that there were two and a half million establishments in the country, 96 per cent of which employed fewer than 20 people but which between them accounted for 36 per cent of total employment.

Statistical evidence suggests that employees in smaller establishments are on average more at risk of major injury

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

than those in larger establishments. This has led to a number of special initiatives by the Health and Safety Executive (HSE) to improve the information on health and safety it provides for small establishments. In 1988 a specially commissioned booklet *Essentials of Health and Safety at Work* was published and in 1989 a video *Safety Matters* was targeted on the small establishments sector.

Other specific initiatives have included the publication of a model safety policy and a leaflet on the essential facts on health and safety law for small businesses and the self-employed. Inspectors have given lectures and made themselves available to give advice at a series of small establishments seminars and centres. Particular industries have also been targeted for advice with, for example, leaflets being prepared specifically for small clothing factories and for small establishments in the print industry. Within the last few months the HSE has issued a further booklet *Safety Pays* aimed at smaller establishments and drawing their attention to the increased risk of serious injury in smaller manufacturing establishments.

The HSE's statisticians have taken the opportunity of the publication of the third year's statistics on injuries reported under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) to re-examine the extent to which size of establishment appears to affect the risk of having an injury, and the factors that may underlie this. This article is an update of one published in 1987[1] which looked at the incidence of major injuries in the manufacturing sector. The 1987 article suggested that the reported major injury incidence rate was higher in manufacturing establishments with fewer than 100 people employed and that the rate fell as the establishment size increased. Similar findings were also contained in a 1971 report[2].

The present article again examines the comparative rates of injuries to employees in the manufacturing sector. While concentrating on the analysis of major injuries, it also examines the differences for over three-day injuries. Data from the Business Statistics Office (BSO) has been used to convert total injury numbers into injury incidence rates, quoted as the number of injuries per 100,000 employees. The 1987 article discussed in some detail the problems of using these two sets of data; and some key points, along with other matters of definition, are summarised in the technical note on p 25.

The results presented in the article are for establishments. With some of these establishments being part of larger businesses (legal units for VAT) and enterprises (groups of businesses under common ownership and control), the analysis, therefore, is not by size of firm. However, BSO statistics (4,5) show that over 85 per cent of people employed in establishments of under 100 workers are in businesses employing fewer than 100 workers, and 75 per cent are in enterprises employing fewer than 100. This suggests that the distinction between establishments, businesses, enterprises and firms may not be significant for the purposes of this analysis.

The key findings from the latest year's figures are that employees in establishments of under 50 people appear to be some 20 per cent more at risk of major injury than those in medium to large establishments (100–1,000 people) and some 40 per cent more at risk than those in very large establishments (over 1,000 people). Equally those in medium-sized establishments appear to be around 20 per cent more at risk of major injury than those in very large establishments. There is some reason to believe that, because of a higher level of under-reporting by smaller establishments, these figures understate the relative risks.

These findings are derived from *table 1* which sets out incidence rates per 100,000 employees for major injuries. The 1988–89 pattern is largely repeated in earlier years, except that the figures for very small establishments (1–19 people) are lower in 1987–88 and lower still in 1986–87, possibly reflecting ignorance among smaller employers of the new reporting arrangements, introduced by RIDDOR from April 1986.

Table 1 Employee major injury rates by size of establishment in manufacturing industry

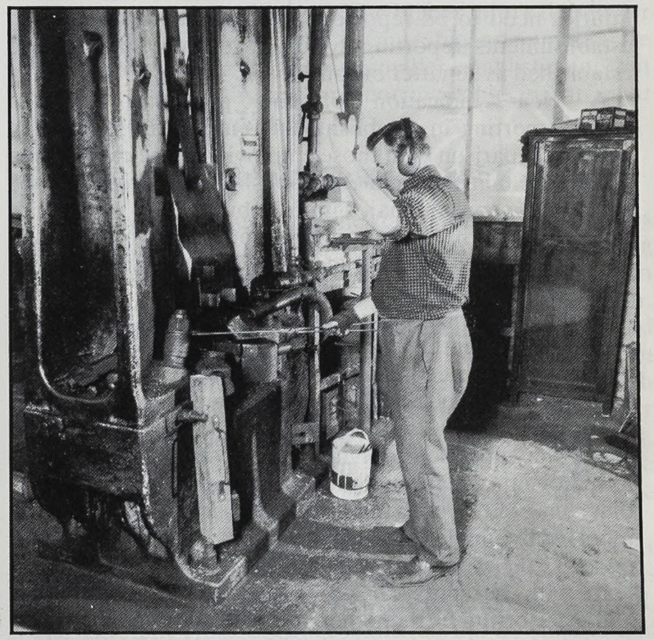
Rates per 100,000 employees

Size of establishment	1986–87	1987–88	1988–89 (p)
1–19	133·0	153·0	163·7
20–49	164·5	165·7	161·1
50–99	144·4	151·2	156·0
100–199	138·4	133·2	139·8
200–499	138·4	135·4	135·4
500–999	134·4	135·8	135·4
1,000+	130·4	109·8	115·1

(p) Provisional.

The differences in the incidence rates between establishments of different employment size are too great to be explained by different proportions of manual workers employed. BSO statistics show that the proportions of employees who are operatives in establishments employing fewer than 100 and in establishments employing 100 to 999 people are very similar at 68·3 per cent and 68·5 per cent respectively. For establishments with 1,000 or more workers the proportion of operatives drops to 63·4 per cent, but in 1988–89 the major injury incidence rate in these establishments was 15 per cent lower than in any other establishment size group.

It should be noted that, while only 6 per cent of manufacturing establishments employ 100 or more workers, they do employ 67 per cent of all manufacturing workers, and 62 per cent of reported major injuries in 1988–89 occur in these larger establishments. Very small manufacturing establishments employing fewer than 20 people, while accounting for just under 80 per cent of all manufacturing establishments, account for only 12 per cent of employment and 14 per cent of injuries.



Over three-day injuries caused by contact with machinery account for over 18 per cent of injuries in smaller establishments.

[1] Health and Safety Statistics 1984–85, *Major injuries by size of manufacturing establishment*, HSE, HMSO, 1987.
[2] *HM Chief Inspector of Factories Report* 1971, HSE, HMSO 1972.

Smaller establishments

For the remainder of this article, a smaller establishment is taken to be one employing fewer than 100 people and a larger establishment one employing 100 or more.

Because of the relatively small number of fatal injuries in any year it is not possible to examine differences in the fatal injury rates in the same detail as for major injuries. However, the comparison of these rates for smaller and larger establishments shows that in 1988–89 the smaller establishments rate, at 2·0 per 100,000 employees, was 40 per cent higher than the rate of 1·4 for larger establishments. The differences were more marked in 1987–88 when the rates were 2·7 and 1·2 respectively. These figures, therefore, tend to confirm the ratios for major injuries.

Table 2 Employee over three-day injury rates by size of establishment in manufacturing industry

Rates per 100,000 employees

Size of establishment	1986–87	1987–88	1988–89 (p)
1–19	472·0	474·2	557·5
20–49	676·7	634·9	688·5
50–99	805·8	803·0	884·6
100–199	967·7	914·4	1,010·3
200–499	1,241·7	1,250·1	1,281·0
500–999	1,302·0	1,324·4	1,481·0
1,000+	1,400·8	1,309·6	1,394·2

(p) Provisional.

Looking at *table 2*, however, a very different pattern appears to exist for other reportable injuries—those not classified as major but involving more than three days off work. The pattern seems to be the reverse of that for major injuries, with the rate of injury generally increasing in proportion to the size of the establishment. While there may be a number of possible explanations, the most likely influence is under-reporting in the smaller establishments. Statistical evidence supports inspectors' belief that under-reporting is generally much more prevalent for over three-day injuries than for the more serious fatal or major injuries. It is reasonable to surmise that this disparity might be greater among smaller establishments where, while the seriousness (and infrequency) of a major injury would self-evidently call for special attention, it might quite simply not occur to those responsible that less serious injuries need to be reported. In larger, better organised establishments reporting systems are more likely to be established as a matter of routine.

A clear indication of the potential level of under-reporting in establishments employing fewer than 100 in comparison with those employing more can be seen in the fact that the smaller establishments account for 38 per cent of reported major injuries but only 21 per cent of reported over three-day injuries. Looked at another way, in 1988–89 for every major injury reported by an establishment employing 100 or more, nearly ten over three-day injuries were reported. For establishments employing fewer than 100, the corresponding ratio was less than five over three-day injuries to every major injury.

If it was assumed that the ratio of over three-day injuries to major injuries was similar for larger and smaller establishments, then applying the large establishment ratio to major injuries in smaller establishments would suggest that some 24,600 over three-day injuries should have been reported by smaller establishments in 1988–89. In fact, just under 11,000 were reported.

It will be possible to examine these issues of under-reporting further when the HSE has the results of a special household-based health and safety survey commissioned as a supplement to the 1990 Labour Force

Table 3 Kind of accident for major injuries to employees in manufacturing by size of establishment 1988–89 (p)

Kind of accident	Distribution per cent		Injury rate per 100,000	
	<100 people	100+ people	<100 people	100+ people
Contact with machinery	29·6	16·9	52·5	22·0
Struck by moving object	13·9	12·7	24·6	16·5
Slip, trip, fall (same level)	12·0	27·2	21·3	35·5
Fall from height	16·4	15·2	26·4	19·9
Handling	6·3	8·6	10·2	11·2
Exposure to harmful substance	4·4	6·1	7·0	8·0
Walk into stationary object	3·0	5·2	2·4	6·8
All major injuries	**2,477**	**4,055**		

(p) Provisional.

Table 4 Nature of major injuries to employees in manufacturing by size of establishment 1988–89 (p)

Nature of injury	Distribution per cent		Injury rate per 100,000	
	<100 people	100+ people	<100 people	100+ people
Amputation	24·3	14·5	39·0	18·9
Fracture—wrist	13·4	22·4	21·5	29·3
Fracture—arm	12·4	13·9	19·8	18·1
Fracture—ankle	9·2	10·6	14·8	13·8
Fracture—leg	7·7	8·3	12·3	10·8
Burn	4·7	5·8	7·5	7·5
All major injuries	**2,477**	**4,055**		

(p) Provisional.

Survey. This survey is expected to provide data in relation to, among other things, under-reporting and size of establishment. The results will not be available until later this year and, in the meantime, we must work on a hypothesis that under-reporting among smaller establishments is more substantial than under-reporting generally.

If this hypothesis about under-reporting is correct not only in relation to over three-day injuries but also, to a lesser extent, to major injuries, then the risk of major injuries faced by those in smaller establishments may actually be higher than suggested by the figures shown in *table 1*. Support for this hypothesis can be gained from *tables 3* and *4* which examine the distribution of major injuries by kind of accident and nature of injury for smaller and larger manufacturing establishments.

Looking first at the figures for 'kind of accident' shown in *table 3*, there are notable differences in two of the categories. Over a quarter of all major injuries in larger establishments resulted from slips, trips and falls on the same level, compared with less than one-eighth in smaller establishments. While this may in part reflect a differing risk of this kind of accident in smaller establishments, it may also suggest that smaller establishments are not diligently reporting this sort of accident.

Nearly three out of ten major injuries in smaller establishments are due to contact with moving machinery, compared with one in six for larger establishments. Since these will almost certainly be regarded as significant injuries due to work activity, irrespective of the size of establishment, the differences in reporting between smaller and larger establishments may be less for this kind of accident. It is possible, moreover, that factors such as poor training, less experienced operators and generally less well-guarded machinery in smaller establishments may be reflected in the much higher injury incidence rate for this kind of accident in smaller establishments (52·5 per 100,000 employees) compared with larger establishments (22·0).

Turning to *table 4*, two 'natures of injury' stand out as being differently distributed between smaller and larger establishments. Just under a quarter of major injuries in smaller establishments result in an amputation (in the vast majority of cases, a finger) compared to less than one-sixth in larger establishments. Many of these will be as a result of the machinery accidents noted above and the severity of the injury may mean that they have a higher likelihood of being reported. The comparative injury rates between smaller (39·0) and larger (18·9) establishments may, once again, accurately reflect an increased risk faced by workers in smaller establishments.

The other category of injury that is notably different is wrist fracture, which accounts for approaching a quarter of all major injuries in larger establishments and just over one-eighth of injuries in smaller ones. Prior to the RIDDO Regulations in April 1986 wrist fracture was not included in the definition of a reportable major injury. It may well be that some establishments, particularly small ones, remain unaware of the need to report such injuries. The same pattern is not, however, apparent for ankle fracture, which was included in the extended definition of a major injury at the same time.

Similar analysis of 'kind of accident' for over three-day injuries shown in *table 5* provides further evidence to suggest under-reporting in smaller establishments. In larger establishments just over 56 per cent of all over three-day injuries are caused by handling accidents, tripping or walking into stationary objects. The figure for smaller establishments is much lower at just over 42 per cent. As these kinds of accident may be regarded as less serious or less associated with work activity, it is possible that smaller establishments are less likely to report them. The over three-day injury incidence rates for these kinds of accidents in smaller establishments are less than half the rates in larger establishments.

Over three-day injuries caused by contact with machinery account for over 18 per cent of injuries in smaller establishments but only just over 9 per cent in larger establishments. However, the injury incidence rate is only 10 per cent higher in smaller than in larger establishments, whereas for major injuries the incidence rate for the same kind of accident is well over double. The lower than expected incidence rate for over three-day injuries when compared to that for major injuries lends weight to the suggestion there is still some under-reporting of accidents resulting from contact with machinery.

Injuries to young people

Another issue raised by this analysis is the risk of injury to young people. In 1988–89 some 16 per cent of major

Table 5 Kind of accident for over three-day injuries to employees in manufacturing by size of establishment 1988–89 (p)

Kind of accident	Distribution per cent		Injury rate per 100,000	
	<100 people	100+ people	<100 people	100+ people
Contact with machinery	18·6	9·3	131·0	120·6
Struck by moving object	20·4	17·8	144·5	230·4
Slip, trip, fall (same level)	10·3	16·9	72·4	219·6
Fall from height	6·7	6·3	47·1	81·6
Handling	25·9	30·7	182·8	398·3
Exposure to harmful substance	4·4	3·7	31·3	48·1
Walk into stationary object	6·1	8·7	43·2	112·2
All over three-day injuries	**10,902**	**40,293**		

(p) Provisional.

Accidents due to handling, tripping or walking into stationary objects account for 42 per cent of all over three-day injuries in smaller establishments.

injuries in smaller establishments were to people aged 19 or under, including six to people under the age of 16. In larger establishments 6 per cent of all major injuries were to people aged 19 or under with none to people under 16. A further 17 per cent of injuries in smaller establishments were to people aged 20 to 24 years, compared with 13 per cent in larger establishments. The higher injury figures for the younger people may be because higher numbers are employed in these age groups in smaller establishments but employment data by age are not available in sufficient detail to test this hypothesis.

Disparities between different industries

Looking more closely at the figures for major injuries and further analysing them by types of manufacturing activity reveal considerable disparities, as illustrated in *table 6*. In some industries, such as metal ore extraction, metal manufacturing and the manufacture of paper and paper products, and printing and publishing, the pattern appears to be quite the reverse of the general position, with the risk of major injury increasing for the larger establishments. However, in others, such as chemicals, man-made fibre production and wooden furniture manufacture, there appears to be an exaggeration of the general position.

These disparities will be the subject of further examination within the HSE, but in the meantime it is possible to speculate that various factors may be involved. The different types of process carried out by smaller and larger establishments in the same industry, the standards of

Table 6 Major injuries and incidence rates, (based on BSO data) to employees, within the manufacturing industries (SIC 80 Divisions 2–4) analysed by size of firm, as reported to HM Factory and Agricultural Inspectorate

SIC 80 Class		1986–87				1987–88				1988–89 (p)			
		Number		Rate*		Number		Rate*		Number		Rate*	
		1–99	100+	1–99	100+	1–99	100+	1–99	100+	1–99	100+	1–99	100+
21/22	Extraction and preparation of metalliferous ores/metal manufacturing	69	447	228·3	373·2	69	338	235·2	272·5	72	422	254·3	342·2
23/24	Extraction of minerals nes; manufacture of non-metallic mineral products	172	212	230·1	169·4	156	223	211·5	177·7	200	232	270·9	194·5
25/26	Chemical industry/production of man-made fibres	132	379	246·7	163·7	128	378	235·5	159·5	121	326	219·7	144·4
31	Manufacture of metal goods nes	306	275	191·3	170·5	337	290	212·1	191·6	336	310	209·3	211·6
32	Mechanical engineering	330	431	136·3	111·3	321	399	130·9	108·3	385	339	158·5	97·2
33	Manufacture of office machinery and data processing equipment	3	20	31·7	54·1	3	18	30·4	50·1	2	13	17·5	39·9
34	Electrical and electronic engineering	62	356	60·4	81·0	92	263	86·3	60·0	60	243	55·2	56·9
35	Manufacture of motor vehicles and parts thereof	38	267	116·2	120·8	62	242	193·1	109·8	54	294	166·9	141·9
36	Manufacture of other transport equipment	60	235	230·9	90·3	54	253	204·3	96·8	40	204	156·1	79·4
37	Instrument engineering	14	17	41·8	35·5	24	27	68·8	54·3	13	25	37·3	49·5
41/42	Food, drink and tobacco manufacturing	293	845	243·0	206·3	263	812	213·7	200·1	284	820	232·2	209·0
43	Textile industry	84	204	122·1	136·2	71	159	106·4	108·7	83	163	122·5	112·9
44	Manufacture of leather and leather goods	17	13	115·1	185·8	17	10	119·9	152·2	11	8	81·3	133·2
45	Footwear and clothing industries	38	81	28·3	48·4	53	78	40·5	46·4	34	70	27·1	42·7
46	Timber and wooden furniture	314	119	268·7	164·0	445	138	388·0	195·3	431	139	369·4	191·0
47	Manufacture of paper and paper products; printing and publishing	140	263	76·1	98·1	120	257	64·3	98·9	159	231	80·9	95·0
48	Processing of rubber and plastics	118	212	169·8	166·5	147	178	200·7	136·2	155	184	204·3	142·2
49	Other manufacturing industries	35	13	69·2	47·0	28	27	54·4	88·4	37	32	67·0	97·5
	All manufacturing industries	**2,225**	**4,389**	**146·1**	**135·2**	**2,390**	**4,090**	**156·4**	**127·3**	**2,477**	**4,055**	**160·4**	**130·4**

(p) Provisional.
* per 100,000 employees.

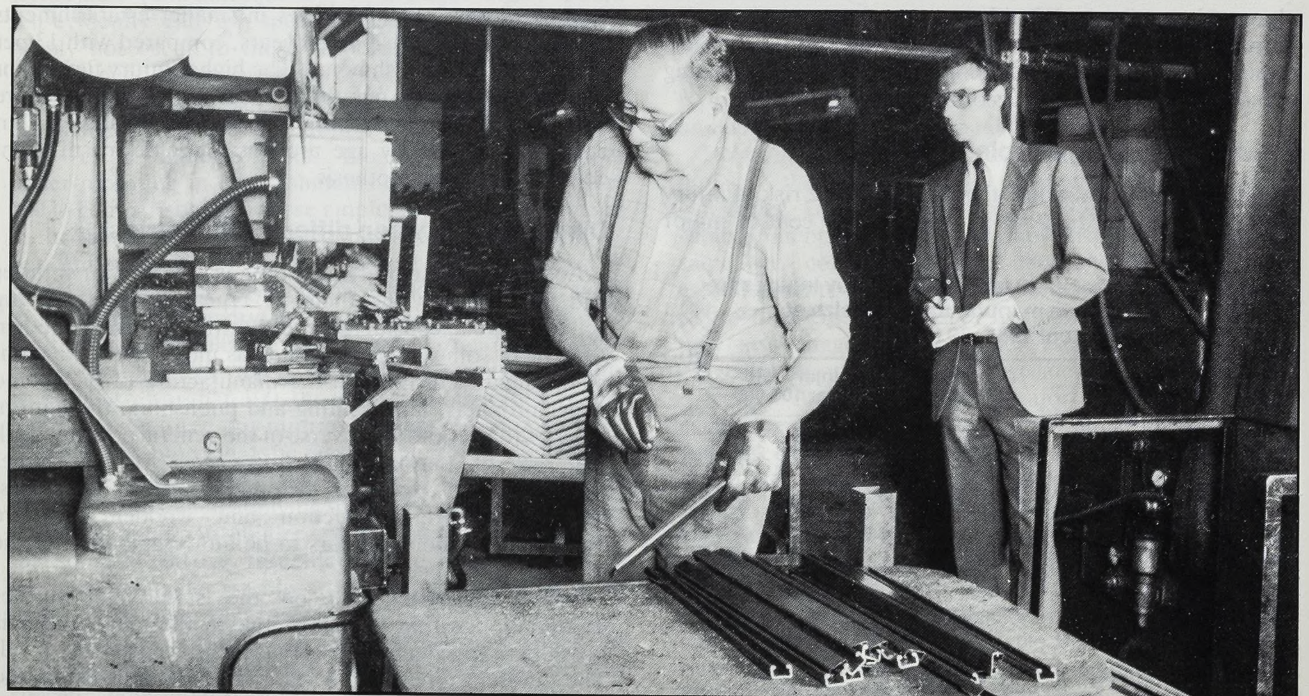
guarding, the safety culture in the industry and attitudes in management may all play a part. The use of indirect labour by larger establishments in some sectors for activities such as tank cleaning, plant repair work and painting may also be a factor, since any injuries will be recorded against the contractor who may well fall within a different industry classification.

Conclusion

Whatever the individual explanations for the disparities noted, one conclusion to be drawn is that the relationship between level of risk and size of establishment is far from being a simple one.

However, analysis of the most recent statistics supports earlier evidence that there is a broadly inverse relationship between size of establishment and the level of risk of major injury.

This relationship will be kept under review as statistics for further years become available and will be examined in more depth within the HSE on the basis of both reported accident figures and of the data to be obtained from the 1990 Labour Force Survey. ■



Statistical evidence suggests that employees in smaller establishments are on average more at risk of major injuries.

Technical note

Injuries to employees are reported to the HSE by employers under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 1985. These Regulations require employers to notify the HSE of any injury that occurs on their premises. Three different classes of injury are recorded: fatal injuries, major injuries (generally amputations, serious fractures and other conditions requiring 24-hour hospitalisation) and any other injury at work that results in an absence from work of over three days.

The injuries reported to the HSE's Field Operations Division are recorded on the HSE's SHIELD system (Safety and Health Information Establishment Linked Database). Other Inspectorates and Agencies record their injury data on separate databases.

Analysis by size of establishment is not straightforward and this report looks only at the manufacturing sector where the information both on numbers of injuries and employees by size of establishment is most readily available. For the agricultural sector, employment levels fluctuate throughout the year and there is some difficulty in classifying workers as employees or self-employed. Moreover, as many agricultural establishments tend to be small, an analysis by size might not be very significant. Similar problems exist for the construction sector, where employment totals on site fluctuate and are often not recorded. Injuries in the energy and service sectors are not all reported to the HSE—other enforcing authorities are involved—and injury data by size of establishment is not fully available.

Only injuries recorded on the SHIELD database are included in the analysis in this article. The vast majority of injuries in the manufacturing sector are reported to the Factory Inspectorate, so the omission of data from the other Inspectorates will not noticeably affect the figures. The 1988–89 analysis is based on provisional statistics for that year.

Injury reports to the HSE do not contain any information on the size of the establishment. This has to be taken from a linked establishment record which gives basic details such as address, Standard Industrial Classification, size etc. The size is input on the initial visit and then amended after subsequent visits by inspectors if the total has altered significantly. However, as the frequency of visits varies substantially, employment in some establishments can change markedly without their HSE establishment records being amended.

Since the HSE database records information for establishments, it is at that level of detail that the statistics must be examined. The data cannot be readily aggregated for a number of establishments in a larger firm.

Simple injury numbers do not allow the hypothesis that workers in small establishments are at a greater risk of injury than workers in large establishments to be tested. Incidence rates are needed, expressed in this analysis as injuries per 100,000 employees.

While it would be possible to use employment data aggregated from the establishment records on the HSE database, the Business Statistics Office provides an alternative, and annually updated source.

The BSO collects, and publishes analyses by employment size for manufacturing local units where the local unit is a factory or plant located at a single site. The manufacturing local unit defined by the BSO corresponds broadly with the definition of an establishment held within HSE records. The genesis of the HSE definition for manufacturing establishments is in the interpretation of the expression 'factory', as used in the Factories Act 1961. This refers to ". . . any premises in which, or within the close or curtilage or precincts of which, persons are employed in manual labour . . ." The BSO also defines a business (a legal unit for VAT), consisting of one or more local units, as the smallest unit which can provide all the information for an economic census, and an enterprise as a group of businesses under common ownership and control. The employment information published by the BSO for each year is based on information collected two years previously and updated for new starts and closures.

The calculation of the injury incidence rates assumes that the injury data and the employment data, from two distinct sources are consistent. Two of the differences in the data sources referred to in the earlier published analysis, namely the use of BSO employment figures for the UK instead of GB and the use of different industrial classifications, have been resolved in this updated analysis.

For the classification of injuries by size of establishment, the information has to be taken from the establishment record as it is not recorded on the injury report form. In some cases the level of employment at an establishment will have changed markedly between when the establishment record was last updated and when the injury happened. Since the majority of the analyses in this article look only at comparisons for establishments employing fewer than and more than 100 people, and 94 per cent of establishments employ fewer than 100 people, the significance of these employment changes should be relatively small.

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Labour Market Data

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Publication dates of main economic indicators 1990—91

Labour Market Statistics: Unemployment, employment, vacancies, earnings hours, unit wage costs, productivity and industrial disputes	**Retail Prices index**
January 17, Thursday	January 18, Friday
February 14, Thursday	February 15, Friday
March 14, Thursday	March 22, Friday

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

Unemployment and vacancies: 071-273 5532.
Retail Prices index: 0923 815281 (Ansafone Service).
Employment and hours: 0928 715151 ext. 2570 (Ansafone Service).
Average Earnings Index: 0923 815208/815214.

Commentary

Trends in labour statistics

Summary

The number of employees employed in manufacturing industry in Great Britain fell by an estimated 16,000 in October 1990 to 5,079,000. This follows a fall of 23,000 in September and 2,000 in August respectively. Over the year to October 1990 employment in manufacturing fell by 67,000, compared with a rise of 2,000 in the previous 12 months.

The workforce in employment in the United Kingdom increased by 184,000 in the second quarter of 1990 to 27,346,000. This continues the upward trend of the past seven years but is considerably less than the increase of 854,000 in the year to June 1989.

Unemployment in the UK (seasonally adjusted) rose by 57,600 between October and November to 1,762,400. This was the eighth consecutive month that unemployment has risen following the continuous fall over 44 months to March 1990. The level is now 155,800 higher than in March when the current upward trend began. The unemployment rate in November increased by 0·2 per cent from the revised rate for October to 6·2 per cent of the workforce.

The underlying rate of increase in average earnings in Great Britain in the year to October 1990 was 10 per cent (provisional estimate). This is unchanged from the (revised) figure for the year to September 1990.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending October 1990 was 1 per cent lower than in the three months ending October 1989. Unit wage costs in manufacturing in the three months to October 1990 were 10 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 9·7 per cent in November 1990, compared with 10·9 per cent for the year to October. The annual rate excluding housing costs fell from 8·2 per cent to 7·8 per cent.

It is provisionally estimated that 2·4 million working days were lost through stoppages of work due to industrial disputes in the 12 months to October 1990. This compares with 3·7 million days lost in the previous 12 months and an annual average over the ten-year period ending October 1989 of 7·2 million days.

Overseas residents made an estimated 1,730,000 visits to the United Kingdom in September 1990, while United Kingdom residents made about 3,760,000 visits abroad.

Economic background

The preliminary output-based estimate of *Gross Domestic Product* (GDP) suggests that the output of the whole economy in the third quarter of 1990 was 1 per cent lower than in the previous quarter, but was ½ per cent higher than in the same quarter of 1989.

Output of the production industries in the three months to October 1990 is provisionally estimated to have fallen by 3½ per cent compared with the previous three months, and was 2 per cent lower than in the same period a year earlier.

Manufacturing output in the three months to October 1990 was 2½ per cent lower than the previous three months and was 1 per cent lower than in the corresponding period a year earlier. Within manufacturing, between the two latest three-month periods, the output of food, drink and tobacco increased by 2 per cent. There were falls of 2 per cent in the output of the chemicals industry, of textiles and clothing and of 'other manufacturing', 4 per cent in the output of engineering and allied industries and 8 per cent in the output of the metals industry. The output of the other minerals was little changed.

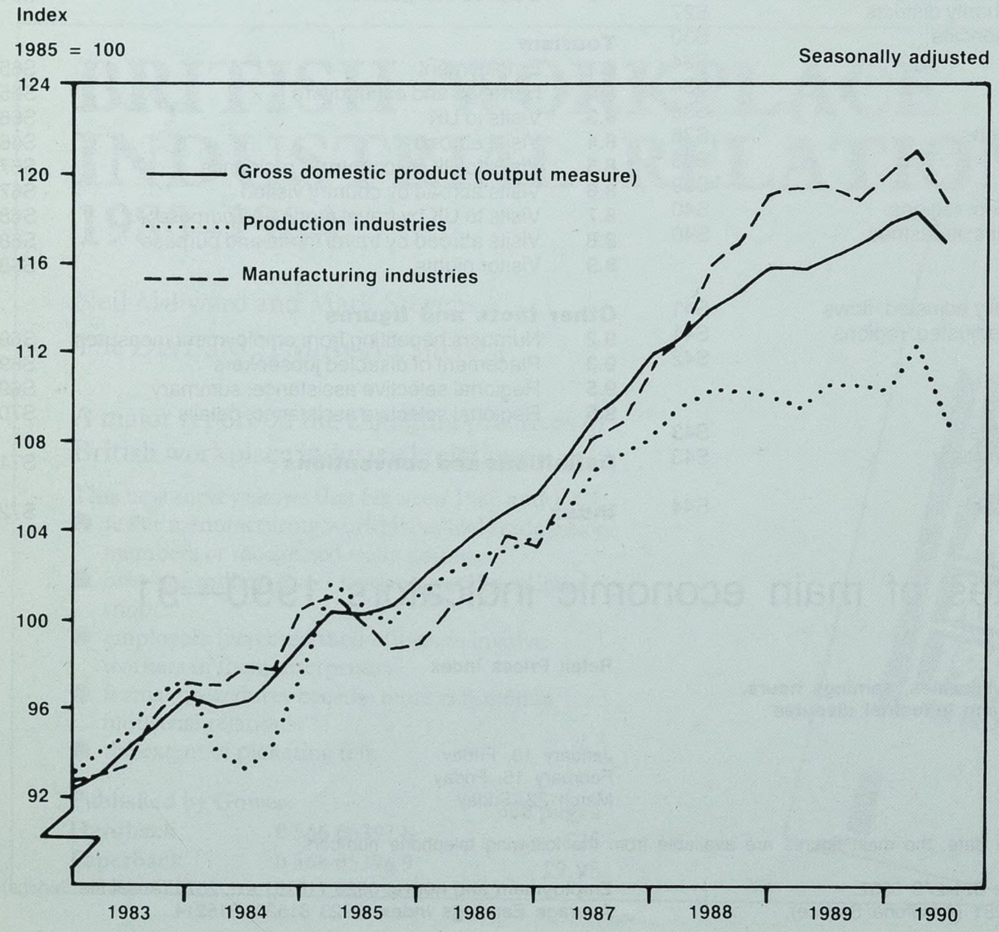
Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the three months to October 1990 output was 2½ per cent lower than in the previous three months and 3½ per cent lower than in the same period of 1989. It was 14 per cent lower than in the second quarter of 1988.

Latest estimates suggest that in the second quarter of 1990 *consumers' expenditure* was £70·0 billion (at 1985 prices and seasonally adjusted), 1 per cent above the level of spending of the previous quarter and 2½ per cent above the same period a year earlier.

The provisional November 1990 estimate of the volume of *retail sales* showed a slight fall from the figure for October and was well below that for September. Over the period September to November 1990, sales were 1 per cent lower than in the previous three months (after seasonal adjustment) and little changed compared with the same period a year earlier.

New *credit advanced to consumers* in October 1990 (excluding loans by banks on personal accounts, by insurance companies and by retailers) was estimated to have been £4·2 billion (seasonally adjusted), compared with £3·8 billion in September and £3·7 billion in August. *Total consumer credit* outstanding at the end of the third quarter of 1990 is estimated to have been £49·5 billion (seasonally adjusted), £1·2 billion more than at the end of the second quarter of 1990.

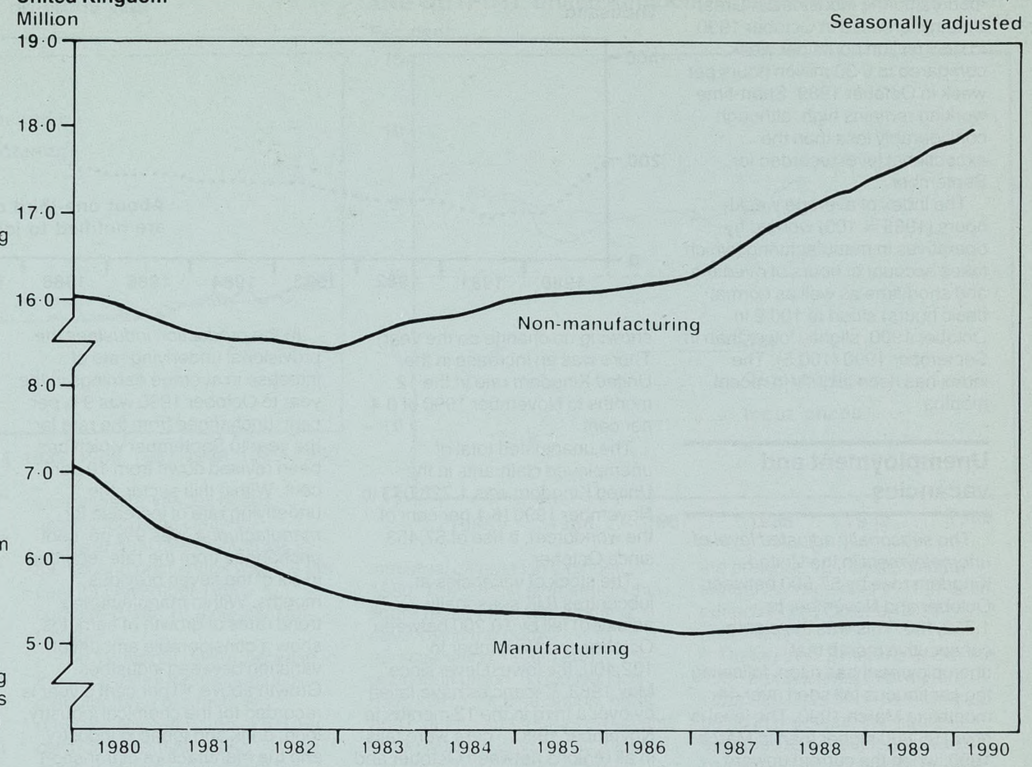
OUTPUT INDICES: United Kingdom



Fixed investment (capital expenditure, see *Table 0·1* note 8 for definition), in the second quarter of 1990 at constant prices, was 3 per cent lower than in the previous quarter and unchanged from the same period a year earlier. The provisional estimate for fixed investment *by the manufacturing industries* (including leased assets and seasonally adjusted) for the third quarter of 1990 indicates a level of manufacturing investment 3 per cent lower than in the previous quarter and almost 7 per cent lower than in the third quarter of 1989.

The provisional estimate of *stockbuilding by manufacturers, wholesalers and retailers* for the third quarter of 1990 (at 1985 prices and seasonally adjusted) indicates a rise of £126 million from the second quarter of 1990. Manufacturers increased their stocks by £141 million following a reduction of £190 million in the previous quarter. Wholesalers' stocks fell by £176 million following a fall of £254 million in the previous quarter while retailers' stocks rose by £161 million following a fall of £60 million.

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



Visible trade in the three months to October 1990 was in deficit by £3·1 billion, compared with £4·9 billion in the previous three months. The surplus on trade in oil was £0·4 billion in the three months to October while the deficit on non-oil trade fell by £1·7 billion to £3·5 billion.

The *volume of exports* in the three months to October 1990 was 1 per cent higher than in the previous three months and 5 per cent higher than a year earlier. *Import volume* in the three months to October was 2½ per cent lower than in the previous three months but ½ per cent higher than a year earlier.

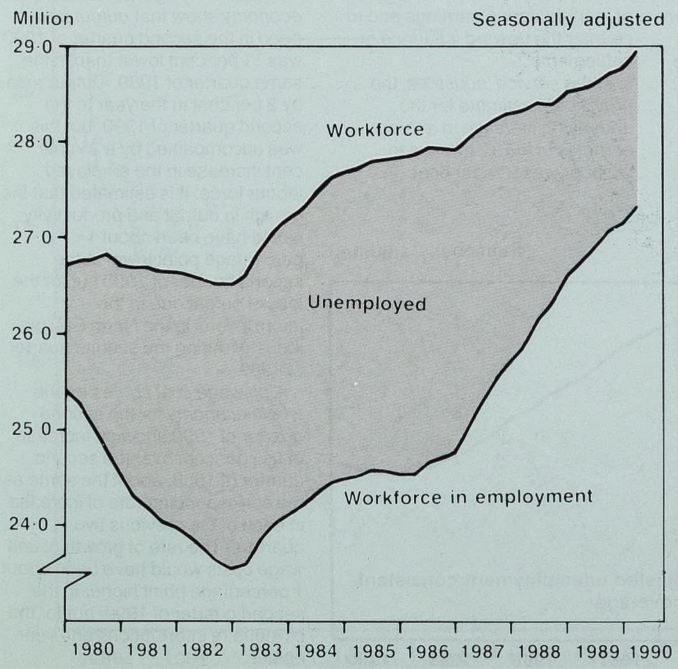
The *current account of the balance of payments* in the third quarter of 1990 was in deficit by £3·5 billion, compared with a deficit of £4·9 billion in the previous quarter. In the three months to October 1990 the current account deficit was estimated to have been £3·1 billion.

On October 8, 1990 the UK joined the Exchange Rate Mechanism (ERM) of the European Monetary System at a central rate of 2·95 deutschemarks. Sterling's effective *Exchange Rate Index* (ERI) for November 1990 was ½ per cent lower than in October at 94·8 (1985 = 100). The currency rose by 1 per cent against the US dollar and by ½ per cent against the Japanese yen but fell by 1½ per cent against the deutschemark. ERI was 7 per cent higher than in November 1989; over the period sterling rose by 1½ per cent against the deutschemark, by 25 per cent against the US dollar and 12 per cent against the yen.

On October 8, 1990 the UK *base lending rate* was reduced to 14 per cent having remained at 15 per cent since October 5, 1989. After falilng to a low of 7½ per cent in May 1988 it had risen from that level to reach 14 per cent by May 24, 1989.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in November 1990 is provisionally estimated to have been £1·3 billion, bringing the total for the first eight months of 1990–91 to £4·5 billion compared with minus £2·9 billion (i.e. a net repayment) in the same period of 1989–90. The PSBR excluding privatisation proceeds (there were none in October) was £6·2 billion in the first eight months of 1990–91, compared with £0·1 billion in the same period of 1989–90.

WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



Employment

New figures are available this month for employees in the production industries in Great Britain in October 1990. The United Kingdom workforce in employment estimate for June 1990 has been revised slightly.

New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 16,000 in October 1990 to 5,079,000. This follows falls of 23,000 in September and 2,000 in August and a rise of 2,000 in July. Over the year to October 1990, employment in manufacturing industries fell by 67,000 compared with a fall of 2,000 in the previous year.

The number of employees in the energy and water supply industries in Great Britain rose by 2,000 in October 1990 to 458,000. There has been no net change in the year to October 1990.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) increased by 184,000 in the second quarter of 1990 and by 579,000 in the year to June 1990 to reach 27,346,000. The annual increase continues the upward trend of the past seven years but is considerably less than the increase fo 854,000 in the year to June 1989.

Overtime working by operatives in manufacturing industries in Great Britain fell to 12·30 million hours per week worked in October 1990. This is 0·77 million hours less than in October 1989. The underlying trend is still broadly stable, having fallen throughout 1989.

The number of hours lost

through short-time working in manufacturing industries in Great Britain increased in October 1990 to 0·55 million hours per week, compared to 0·30 million hours per week in October 1989. Short-time working remains high, although considerably less than the exceptional level recorded for September.

The index of average weekly hours (1985 = 100) worked by operatives in manufacturing (which takes account of hours of overtime and short time as well as normal basic hours) stood at 100·2 in October 1990, slightly lower than in September 1990 (100·5). The index has risen slightly in recent months.

Unemployment and vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom rose by 57,600 between October and November to 1,762,400. This was the eighth consecutive month that unemployment has risen, following the continuous fall seen over 44 months to March 1990. The level is now 155,800 higher than in March 1990, when the current upward trend began. The unemployment rate in November was 6·2 per cent of the workforce, an increase of 0·2 per cent from the rate for October.

Total unemployment increased in all regions between October and November. There was a small fall in female unemployment in Scotland but this was more than offset by an increase in male unemployment. In all other regions unemployment increased among both men and women. All regions experienced the largest monthly increases in unemployment since the current upward trends began. The largest rises in the unemployment rate occurred in the South East including Greater London, the South West and Wales.

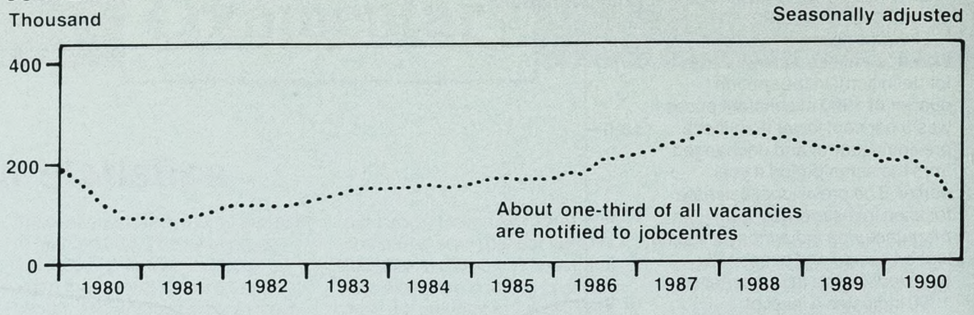
The unemployment rate was higher than a year ago in all regions of the UK except Scotland and Northern Ireland (both down 0·7 percentage points) and the North and North West (both showing no change on the year). There was an increase in the United Kingdom rate in the 12 months to November 1990 of 0·4 per cent.

The unadjusted total of unemployed claimants in the United Kingdom was 1,728,073 in November 1990 (6·1 per cent of the workforce), a rise of 57,453 since October.

The stock of vacancies at jobcentres (UK seasonally adjusted) fell by 10,200 between October and November to 132,400, the lowest level since May 1983. Vacancies have fallen by over a third in the 12 months to November 1990. There were falls in all regions between October and November (with the exception of Greater London, where a small rise was recorded), with the largest falls in the West Midlands, the North West and Scotland.

The number of placings made by jobcentres fell between October and November by 7,300 to 141,900.

JOBCENTRE VACANCIES: United Kingdom



Average earnings

The underlying rate of increase in *average earnings* in the year to October 1990 was 10 per cent (provisional estimate). This is unchanged from the rate for the year to September which has been revised down from 10¼ per cent. The whole economy rate is above that for both production and service industries (see below) because of the influence of construction where earnings are growing at about 12 per cent.

In the *production industries* the provisional underlying rate of increase in average earnings in the year to October 1990 was 9¾ per cent, unchanged from the rate for the year to September which has been revised down from 10 per cent. Within this sector, the underlying rate of increase for *manufacturing*, was 9½ per cent unchanged from the rate recorded in six of the seven previous months. Within manufacturing, trend rates of growth of earnings show a considerable amount of variation between industries. Growth above 10 per cent a year is recorded for the chemical industry, food, drink and tobacco industry, and the manufacture of transport equipment other than motor vehicles. Growth rates close to the 9½ per cent average are found in mechanical, instrument, electrical and electronic engineering, textiles, and in the motor vehicles industry. Below average earnings growth occurs in leather clothing and footwear, metal goods, and rubber, plastics, timber and other manufacturing. Two industry groups, metal manufacture and paper printing and publishing, show earnings growing at a rate of 2 or more percentage points below the average for manufacturing.

Lower overtime working than a year ago continues to exert a downward influence on the growth of manufacturing earnings and to counter the upward influence of settlements.

In the *service industries*, the provisional estimate for the underlying increase in average earnings in the 12 months to October was 9¾ per cent, ¼ percentage point down on the rate of increase in the year to September. Lower bonus payments in October were a contributory factor to this decrease.

Productivity and unit wage costs

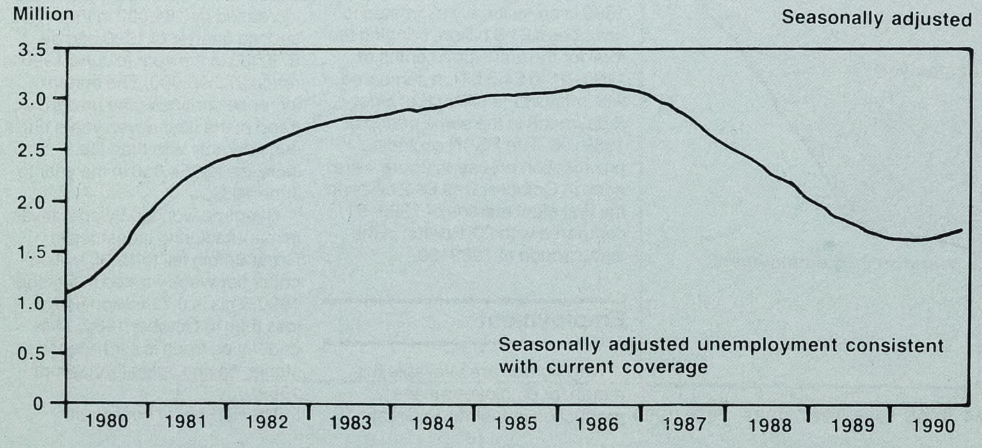
In the three months ending October 1990, *manufacturing output* was 1 per cent below the level for the corresponding period of 1989. With employment levels falling over the last year, *productivity* in output per head terms has declined by less than output. Output per head is now just over ¼ per cent lower than a year ago.

Wages and salaries per unit of output in manufacturing in the three months to October 1990 were 10 per cent higher than in the same period a year earlier. In the year to the latest three-month period the average level of actual earnings in manufacturing (seasonally adjusted) grew by 9½ per cent and the slight fall in productivity caused unit wage costs to rise by more than the increase in earnings. This is the highest rate of unit wage cost growth since June 1981.

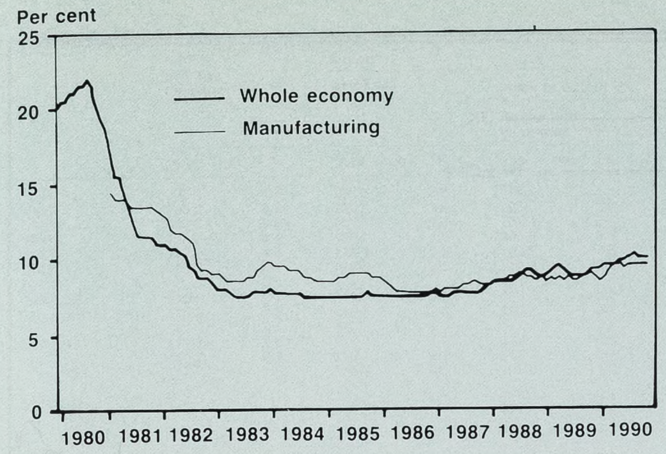
Productivity figures for the *whole economy* show that *output per head* in the second quarter of 1990 was ¼ per cent lower than in the same quarter of 1989. Output rose by 2 per cent in the year to the second quarter of 1990, but this was accompanied by a 2¼ per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been about 1 percentage point lower in the second quarter of 1990 but for the loss of output due to the interruptions in the North Sea oil industry during the second quarter of 1989.

Unit wage cost figures for the *whole economy* for the second quarter of 1990 show an increase of 9¾ per cent over the second quarter of 1989, about the same as the corresponding rate of increase in each of the previous two quarters. The rate of growth of unit wage costs would have been about 1 percentage point higher in the second quarter of 1990, but for the oil industry interruptions one year earlier.

UNEMPLOYMENT: United Kingdom



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



Prices

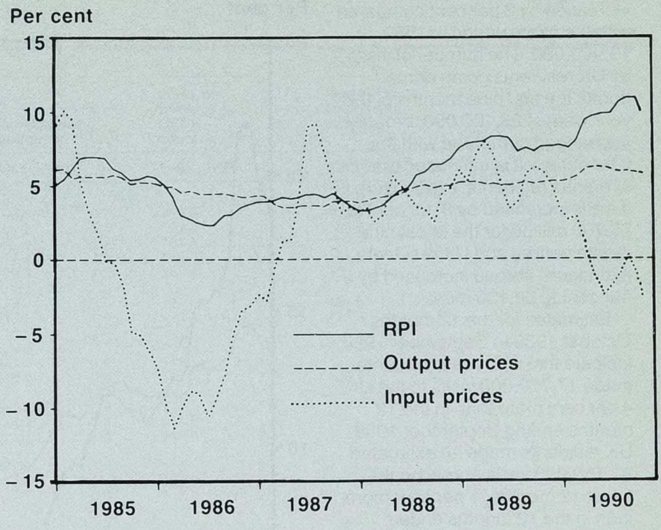
The 12-month rate of increase in the retail prices index for November 1990 was 9·7 per cent, a sharp fall from the 10·9 per cent recorded for October. The fall in the rate is the largest since April 1986 and largely reflects the recent reduction in mortgage interest rates and the rise in November last year which now drops out of the 12-month comparison. The annual rate excluding housing costs also fell, to 7·8 per cent for November from 8·2 per cent.

Between October and November the overall level of prices fell by 0·2 per cent. As well as a fall in mortgage interest rates, the index was affected by sharp reductions in the prices of petrol and heating oil. These reductions were partly offset by price increases for various goods, notably food and clothing.

The annual rate of increase in the tax and price index was 9·4 per cent for November 1990, compared with 10·8 per cent for October.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 5·8 per cent for November 1990, compared with 5·9 per cent for October. The index of prices of materials and fuels purchased by manufacturing industry fell by 2·4 per cent over the year to November.

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



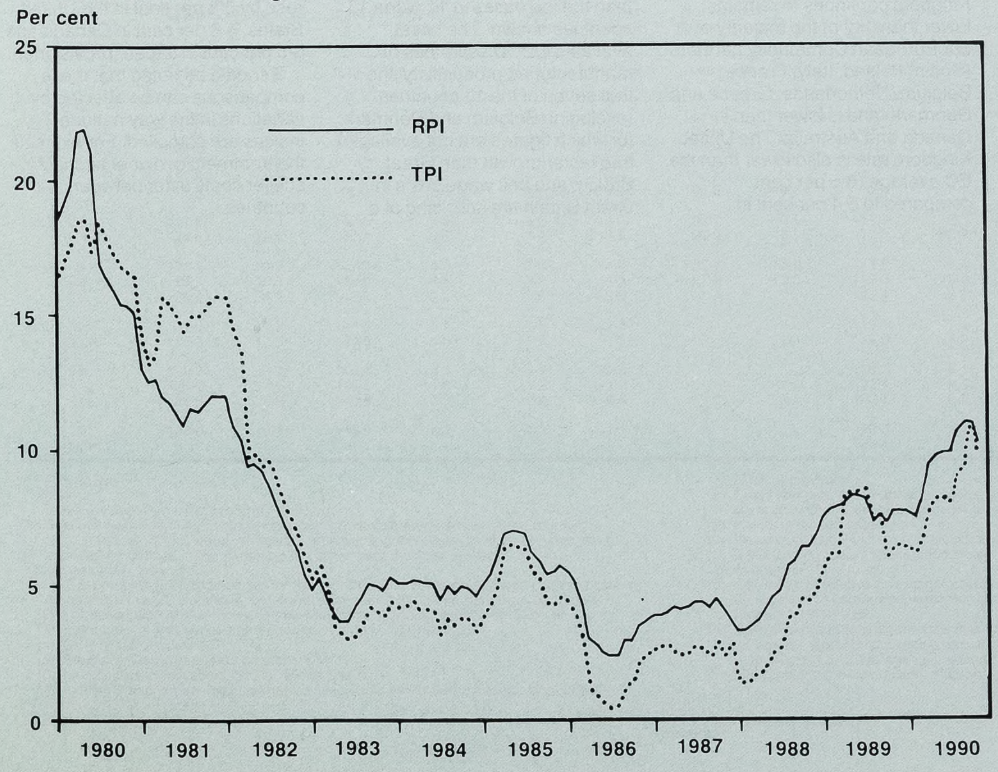
Industrial disputes

It is provisionally estimated that 32,000 *working days* were *lost through stoppages of work due to industrial disputes* in October 1990. The largest elements in this figure relate to 10,000 working days lost in the public administration, health and education group, 6,000 working days lost in the distribution, hotel and catering and repairs group and 5,000 working days lost in the coal industry. The October figure of 32,000 working days lost is one-fifth the corresponding figure for last year which was 162,000 and is equal to the revised September estimate of 32,000. The October 1990 figure compares with an October average for the 1980's of 509,000.

In the 12 months to October 1990 a provisional total of 2·4 million working days were lost compared with 3·7 million days in the previous 12 months and an annual average over the ten-year period ending October 1989 of 7·2 million days.

During the 12 months to October 1990 a *provisional total* of 560 *stoppages* has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 747 stoppages in the 12 months to October 1989 and an annual average in the ten-year period ending October 1989 of 1,161 stoppages in progress.

RPI AND TPI: United Kingdom, increases over previous year



Overseas travel and tourism

It is provisionally estimated that there were 1,730,000 visits to the UK by overseas residents in September 1990, which was 6 per cent higher than in September 1989. Of the total, 1,000,000 visits were made by residents of Western Europe, 350,000 by those from North America and 380,000 by residents from other parts of the world. Visits from Western Europe rose by 12 per cent and those from North America by 1 per cent, while those from the rest of the world fell by 3 per cent.

UK residents made 3,760,000 visits abroad in September 1990, a fall of 3 per cent compared with September 1989. There were falls of 2 per cent and 23 per cent in visits to Western Europe and North America respectively, and a rise of 9 per cent in visits to other parts of the world. The great majority of visits were to Western Europe, some 3,210,000 in all, and there were 250,000 to North America with 300,000 to other parts of the world.

Overseas residents spent an estimated £785 million in the UK in September 1990, while UK residents spent £1,290 million abroad, leading to an estimated deficit of £505 million on the travel account of the balance of payments for the month.

During the first nine months of 1990 overseas visits to the UK increased by 3 per cent compared with the same period in 1989, to 13,990,000. The number of visits by UK residents going abroad during the first nine months of the year was, at 25,100,000, broadly unchanged compared with the year earlier. It is estimated that overseas residents' expenditure in the UK increased by 8 per cent to £5,700 million for the latest nine-month period, and UK residents' exenditure abroad increased by 9 per cent to £8,130 million.

Estimates for the 12 months October 1989 to September 1990 indicate that overseas residents made 17,770,000 visits to the UK, 4 per cent more than in the 12 months ending September 1989. UK residents made an estimated 31,150,000 visits abroad in the latest 12 months, 1 per cent more than in the 12 months ended September 1989.

Overseas residents' expenditure in the UK in the period October 1989 to September 1990 was, at £7,360 million, 9 per cent higher than in the 12 months ending September 1989. In the latest period, UK residents spent £10,005 million abroad, an increase of 9 per cent over the previous 12 months. The resulting estimated deficit for the period on the travel account of the balance of payments was £2,645 million, compared with a deficit of £2,441 million for the previous 12 months.

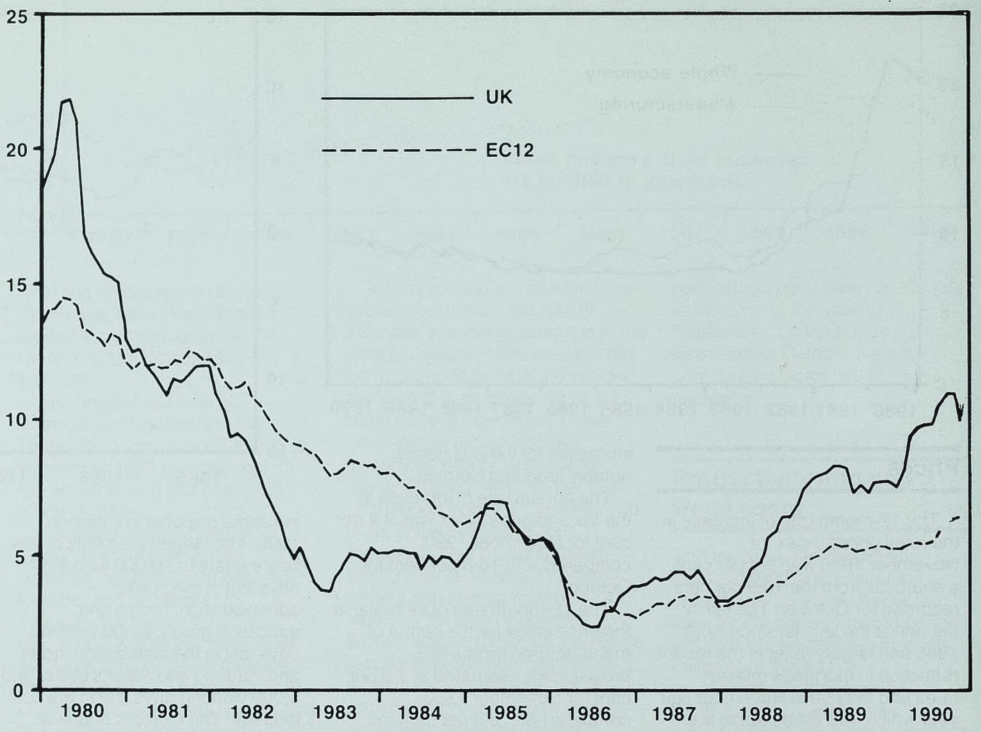
International comparisons

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

Over the longer period from

CONSUMER PRICES INDICES: Increases over previous year

Per cent



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

The latest international comparisons show that the unemployment rate in the United Kingdom continues to remain lower than that of the majority of our European Community partners (Spain, Ireland, Italy, France, Belgium, Netherlands, Greece and Denmark) and is lower than in Canada and Australia. The United Kingdom rate is also lower than the EC average (6·5 per cent compared to 8·4 per cent in October 1990).

The underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to October, at 9½ per cent, compares unfavourably with the latest figures for the OECD countries, which are shown in *table 5·9*. Although precise comparisons are not possible because of differences in definition, the increase in average earnings in Great Britain is higher than the increases in 11 of the 13 countries shown. The latest available OECD estimates of manufacturing productivity show that seven of the 11 countries (excluding Belgium and Denmark for which figures are not available) had faster growth than Great Britain, and unit wage costs in Great Britain are still rising at a higher rate than in most OECD countries.

In the 12 months to October 1990 the provisional average for the rise in retail prices in the EC countries was 6·3 per cent compared with 10·9 per cent in the UK. Over the same period consumer prices increased in France by 3·8 per cent (provisional), and in West Germany by 3·3 per cent, while outside the EC, consumer prices rose by 6·3 per cent in the United States, 4·8 per cent in Canada and 3·5 per cent in Japan (provisional).

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

BACKGROUND ECONOMIC INDICATORS* 0·1

Seasonally adjusted

UNITED KINGDOM

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

	Expenditure: Consumer expenditure 1985 prices		Retail sales volume[1]		Fixed investment[8]: All industries 1985 prices		Fixed investment[8]: Manufacturing industries 1985 prices[6,9]		General government consumption at 1985 prices		Stock changes 1985 prices[10]	Base lending rates † [11]	Effective exchange rate † [1,12]	
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%
1984	210·5	1·6	95·5	3·6	42·5	..	8·9	18·7	73·9	1·0	1·08	9·5–9·75	100·6	–4·5
1985	217·9	3·5	100·0	4·7	45·5	7·1	10·3	15·1	73·9	—	0·82	12	100·0	–0·6
1986	231·7	6·3	105·3	5·3	45·6	0·2	9·7	–6·0	75·3	1·9	0·75	11	91·5	–8·5
1987	244·0	5·3	111·5	5·9	50·3	10·3	10·2	5·5	76·2	1·2	1·17	11	90·1	–1·5
1988	261·6	7·2	119·2	6·9	58·4	16·1	11·4	11·6	76·6	0·5	4·18	10·25–10·5	95·5	6·0
1989	271·7	3·9	121·8	2·2	62·8	7·5	12·4	9·2	77·2	0·8	2·66	13·75–14	92·6	–3·0
1989 Q3	68·0	3·0	121·6	1·2	15·8	7·5	3·2	8·0	19·4	2·6	1·14	14	91·7	–3·7
Q4	68·6	2·8	122·4	1·0	15·7	2·6	3·1	13·1	19·5	1·6	1·25	15	88·1	–8·9
1990 Q1	69·1	2·8	123·1	1·5	16·2	5·9	3·3	11·1	19·4	1·6	0·01	15	88·1	–9·3
Q2	69·8	2·8	123·7	1·7	15·7	–0·6	3·0	–5·3	19·9	3·6	0·15	15	88·6	–5·4
Q3	..	..	122·9	1·1	..	..	2·9	..	..	..	..	15	94·2	2·7
1990 May	..	..	124·5	1·3	..	..	..	..	..	..	..	15	88·0	–8·2
June	..	..	123·0	1·7	..	..	..	..	..	..	..	15	90·4	–5·4
July	..	..	124·0	1·7	..	..	..	..	..	..	..	15	93·5	–2·2
Aug	..	..	122·0	1·4	..	..	..	..	..	..	..	15	95·3	1·5
Sep	..	..	122·7	1·1	..	..	..	..	..	..	..	15	93·8	2·7
Oct	..	..	121·3	—	..	..	..	..	..	..	..	14	94·8	4·1
Nov	..	..	120·7P	–0·3	..	..	..	..	..	..	..	14	94·2	5·2

	Visible trade: Export volume[1]		Import volume[1]		Balance of payments: Visible balance	Current balance	Competitiveness: Normal unit labour costs[13]		Prices: Tax and price index†[1,14]		Producer prices index†[1,6,14]: Materials and fuels		Home sales	
	1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	%
1984	94·7	8·1	96·9	11·4	–5·3	1·8	102·0	–4·9	91·3	3·9	..	..	95·0	..
1985	100·0	5·6	100·0	3·2	–3·3	2·8	100·0	–2·0	96·1	5·3	100·0	..	100·0	5·3
1986	104·2	4·2	107·4	7·4	–9·5	0·0	93·0	–7·0	97·9	1·9	92·4	–7·6	104·3	4·3
1987	109·7	5·3	115·3r	7·4	–11·2	–4·3r	92·4	–0·6	100·4	2·6	95·3	3·1	103·3	–1·0
1988	111·8	1·9	131·0	13·6	–21·1	–15·3	100·8	9·1	103·3	2·9	98·4	3·2	113·2	9·6
1989	117·3	4·9	140·9	7·6	–23·8	–19·6	100·5	–0·3	110·6	7·1	104·0	5·7	119·0	5·1
1989 Q3	117·6r	3·3	142·5r	5·5	–6·6	–6·2r	99·7	–0·5	111·6	7·8	103·1	4·4	119·7	5·1
Q4	124·6	12·6	138·1	0·7	–4·4	–3·9	96·9	–5·5	112·5	6·2	105·8	5·7	121·2	5·2
1990 Q1	125·1	10·5	147·6	4·3	–5·8	–4·5	97·7	–5·8	114·8	6·4	105·7	2·8	123·1	5·4
Q2	127·7	12·3	148·0	4·5	–5·2	–4·9	97·9	–3·5	119·2	8·0	103·5	–0·9	125·7	6·3
Q3	123·4	4·9	142·8	0·2	–3·8	–3·5	..	..	121·4	8·8	102·3	–0·7	126·9	5·9
1990 May	129·6	11·8	147·8	6·4	–1·5	–1·5	..	..	119·4	7·5	103·6	0·8	125·8	6·0
June	126·3	12·3	144·9	4·5	–1·6	–1·6	..	..	119·9	8·0	102·1	–0·9	126·1	6·3
July	119·2	8·4	145·6	3·1	–1·8	–1·8	..	..	120·0	8·1	101·1R	–1·7	126·4	6·2
Aug	124·7	7·0	142·2	1·8	–1·2	–1·2	..	..	121·4	8·4	101·9	–1·6	126·9	6·1
Sep	126·3	4·9	140·5	0·2	–0·8	–0·8	..	..	122·7	8·8	104·1R	–0·7	127·2R	5·9
Oct	126·9	5·1	145·2	0·3	–1·1	–1·1	..	..	123·8	9·7	103·4P	–0·4	127·9P	5·9
Nov	..	..	..	..	..	..	..	..	123·4	9·9	103·2P	–0·9	128·2P	5·9

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

1·1 EMPLOYMENT
Workforce *

THOUSAND

Quarter	Employees in employment † Male All	Male Part-time	Female All	Female Part-time	All	Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ‡‡	Workforce *
UNITED KINGDOM										
Unadjusted for seasonal variation										
1988 June	11,974		10,302		22,276	2,986	316	343	25,920	28,260
Sept	12,050		10,421		22,471	3,049	315	369	26,204	28,515
Dec	11,992		10,605		22,597	3,113	313	408	26,431	28,477 §
1989 Mar	11,956		10,628		22,584	3,176	312	448	26,519	28,479 §
June	11,975		10,776		22,751	3,240	308	462	26,761	28,504 §
Sept	12,032		10,876		22,907	3,275	308	468	26,958	28,661 §
Dec	12,016		11,073		23,089	3,310	306	450	27,156	28,795 §
1990 Mar	11,932		11,054		22,986	3,345	306	436	27,073	28,718 §
June	11,990 R		11,240		23,230 R	3,380	303	424	27,338 R	28,894 R§
UNITED KINGDOM										
Adjusted for seasonal variation										
1988 June	11,977		10,292		22,269	2,986	316	343	25,913	28,338
Sept	12,000		10,437		22,437	3,049	315	369	26,170	28,425
Dec	11,978		10,540		22,518	3,113	313	408	26,353	28,396
1989 Mar	12,000		10,680		22,680	3,176	312	448	26,615	28,538
June	11,981		10,776		22,757	3,240	308	462	26,767	28,580
Sept	11,979		10,887		22,866	3,275	308	468	26,917	28,612
Dec	12,011		11,012		23,023	3,310	306	450	27,090	28,726
1990 Mar	11,974		11,101		23,075	3,345	306	436	27,162	28,768
June	11,996 R		11,243 R		23,238 R	3,380	303	424	27,346 R	28,966 R
GREAT BRITAIN										
Unadjusted for seasonal variation										
1988 June	11,702	919	10,057	4,232	21,760	2,926	316	335	25,336	27,561
Sept	11,778	889	10,174	4,218	21,952	2,990	315	359	25,616	27,812
Dec	11,719	903	10,353	4,346	22,073	3,054	313	398	25,837	27,776 §
1989 Mar	11,685	901	10,378	4,345	22,063	3,118	312	438	25,930	27,782 §
June	11,703	916	10,525	4,395	22,227	3,182	308	452	26,169	27,808 §
Sept	11,759	889	10,624	4,388	22,383	3,217	308	456	26,364	27,960 §
Dec	11,743	935	10,817	4,530	22,560	3,252	306	438	26,557	28,097 §
1990 Mar	11,660	906	10,801	4,506	22,461	3,287	306	423	26,477	28,025 §
June	11,719 R	950	10,987	4,614 R	22,705 R	3,322	303	412	26,742 R	28,203 R§
GREAT BRITAIN										
Adjusted for seasonal variation										
1988 June	11,706		10,047		21,752	2,926	316	335	25,328	27,636
Sept	11,728		10,190		21,918	2,990	315	359	25,582	27,722
Dec	11,706		10,291		21,997	3,054	313	398	25,761	27,695
1989 Mar	11,728		10,430		22,158	3,118	312	438	26,025	27,839
June	11,709		10,524		22,233	3,182	308	452	26,174	27,881
Sept	11,707		10,634		22,341	3,217	308	456	26,322	27,913
Dec	11,739		10,758		22,497	3,252	306	438	26,493	28,029
1990 Mar	11,701		10,847		22,549	3,287	306	423	26,565	28,072
June	11,724 R		10,989 R		22,713 R	3,322	303	412	26,750 R	28,273 R

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

EMPLOYMENT 1·2
Workforce*

THOUSAND

GREAT BRITAIN SIC 1980 Divisions or classes	All industries and services (0-9) All employees	Seasonally adjusted	Manufacturing industries (2-4) All employees	Seasonally adjusted	Production industries (1-4) All employees	Seasonally adjusted	Production and construction industries (1-5) All employees	Seasonally adjusted
1972 June	21,650	21,648	7,621	7,621	8,371	8,371	9,565	9,565
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	9,665	9,665
1974 June	22,297	22,296	7,722	7,722	8,429	8,429	9,652	9,652
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	9,276	9,276
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	9,033	9,033
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	9,048	9,048
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	9,006	9,007
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	9,020	9,022
1980 June	22,458	22,432	6,801	6,808	7,517	7,524	8,723	8,727
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639
1987 June	21,080	21,070	5,049	5,064	5,548	5,563	6,531	6,547
1988 June	21,760	21,752	5,116	5,131	5,595	5,610	6,613	6,628
Dec	22,073	21,997	5,188	5,163	5,665	5,641	6,682	6,660
1989 Jan			5,150	5,164	5,627	5,641		
Feb			5,142	5,165	5,617	5,640		
Mar	22,063	22,158	5,142	5,168	5,612	5,638	6,639	6,665
Apr			5,123	5,159	5,592	5,628		
May			5,120	5,150	5,587	5,617		
June	22,227	22,233	5,129	5,152	5,593	5,615	6,629	6,649
July			5,150	5,142	5,611	5,603		
Aug			5,178	5,159	5,638	5,620		
Sept	22,383	22,341	5,187	5,154	5,644	5,611	6,675	6,641
Oct			5,177	5,146	5,634	5,604		
Nov			5,175	5,144	5,633	5,603		
Dec	22,560	22,497	5,167	5,144	5,626	5,602	6,653	6,632
1990 Jan			5,134	5,148	5,593	5,607		
Feb			5,112	5,134	5,570	5,592		
Mar	22,461	22,549	5,096	5,121	5,552	5,577	6,575	6,601
Apr			5,077	5,113	5,536	5,572		
May			5,077	5,107	5,535	5,566		
June	22,705 R	22,713 R	5,095	5,118	5,550	5,573	6,580	6,600
July			5,128	5,121	5,586 R	5,578 R		
Aug			5,137	5,119	5,596 R	5,578		
Sep			5,129	5,096	5,584 R	5,551 R		
Oct P			5,110	5,079	5,568	5,537		

GREAT BRITAIN SIC 1980 Divisions or classes	Service industries (6-9) All employees	Seasonally adjusted	Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)
1972 June	11,667	11,667	416	383	367	788	428	1,057	992
1973 June	12,096	12,096	421	368	355	790	429	1,048	1,008
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043
1975 June	12,545	12,545	388	356	361	753	432	1,050	972
1976 June	12,624	12,624	382	350	361	716	424	1,020	925
1977 June	12,698	12,698	378	352	356	729	431	1,019	939
1978 June	12,895	12,859	373	357	349	707	434	1,032	941
1979 June	13,260	13,222	359	354	357	694	436	1,033	954
1980 June	13,384	13,345	352	355	361	642	420	1,005	938
1981 June	13,142	13,102	343	344	356	544	383	901	862
1982 June	13,117	13,078	338	328	343	507	367	844	815
1983 June	13,169	13,130	330	311	328	462	345	768	788
1984 June	13,503	13,465	320	289	319	445	343	750	786
1985 June	13,769	13,731	321	273	309	430	339	756	780
1986 June	13,954	13,918	310	234	302	392	328	741	755
1987 June	14,247	14,213	302	203	297	365	320	737	740
1988 June	14,853	14,823	294	183	297	358	320	759	742
Dec	15,095	15,041	296	180	297	358	323	782	749
1989 Jan				180	297	355	322	780	744
Feb				179	297	353	321	786	743
Mar	15,140	15,198	284	176	295	352	321	788	742
Apr				173	295	349	321	787	736
May				172	295	348	321	788	734
June	15,319	15,296	280	168	295	346	322	790	735
July				166	294	345	324	796	741
Aug				164	296	343	326	801	741
Sept	15,404	15,416	303	160	297	342	325	807	741
Oct				161	297	338	324	808	738
Nov				161	297	337	325	809	736
Dec	15,629	15,585	279	161	298	334	324	813	736
1990 Jan				161	298	330	321	809	731
Feb				162	297	324	320	809	730
Mar	15,615	15,666	271	160	297	324	318	808	727
Apr				161 R	297	320	317	809	722
May				161	297	317	316	807	720
June	15,848 R	15,827 R	277	157	297	315	318	809	723
July				159 R	298	315	321	815	729
Aug				159 R	300	315	322	814	729
Sep				156	299 R	312	319	819	730
Oct P				158	300	311	317	815	725

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

1·2 EMPLOYMENT
Workforce*

THOUSAND

GREAT BRITAIN SIC 1980 Divisions or classes	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods n.e.s. (31)	Food, drink and tobacco (41/42)	Textiles, leather, footwear and clothing (43-45)	Timber, wooden furniture, rubber, plastics, etc (46)	Paper products, printing and publishing (47 48-49)	Construction (50)	Wholesale distribution and repairs (61-63 67)
1972 June	491	403	544	759	986	617	558	1,193	991
1973 June	512	397	556	758	975	646	554	1,269	1,030
1974 June	498	401	560	769	946	647	576	1,223	1,032
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	505	713	800	591	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	495	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	547	472	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	266	233	334	551	550	525	478	1,018	1,173
Dec	269	226	337	564	547	543	490	1,017	1,196
1989 Jan	267	225	334	554	541	541	488		
Feb	268	223	333	549	541	539	486		
Mar	268	222	336	548	536	540	489	1,026	1,201
Apr	269	221	335	546	532	538	490		
May	268	220	336	549	528	537	491		
June	268	219	336	553	529	540	492	1,036	1,203
July	268	219	339	555	526	543	495		
Aug	269	220	338	563	531	548	499		
Sept	269	221	337	565	531	550	499	1,032	1,207
Oct	268	220	337	562	530	550	501		
Nov	266	221	336	566	530	549	501		
Dec	266	220	335	561	528	550	501	1,027	1,210
1990 Jan	267	220	334	552	526	546	497		
Feb	267	220	331	550	521	543	496		
Mar	266	221	327	548	520	542	496	1,023	1,199
Apr	262	221	324	546	519	540	496		
May	263	221	327	548	518	542	497		
June	265	221	325	555	517	549	497	1,030 P	1,214
July	267	222	326	563	519	552	500		
Aug	267	221	326	568	519	553	505		
Sep	270	219	327	568	514	549	502		1,212
Oct P	270	218	325	568	514	545	502		

GREAT BRITAIN SIC 1980 Divisions or calsses	Retail distribution (64/65)	Hotels and catering (66)	Transport (71-77)	Postal services and telecommunications (79)	Banking, finance, insurance (81-85)	Public administration etc † (91-92)	Education (93)	Medical and other health services, veterinary services (95)	Other services ** (94 96-98)
1972 June	1,987	729	1,073	435	1,345	1,787	1,328	980	1,012
1973 June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974 June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975 June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976 June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977 June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,169
1978 June	2,063	882	1,038	407	1,546	1,943	1,568	1,172	1,206
1979 June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988 June	2,116	1,065	878	428	2,444	1,969	1,698	1,390 P	1,693
Dec	2,260	1,045	887	435	2,552	1,942	1,730	1,413 P	1,633
1989 Jan									
Feb									
Mar	2,208	1,040	890	437	2,599	1,943	1,755	1,426 P	1,640
Apr									
May									
June	2,208	1,105	895	442	2,642	1,961	1,740	1,437 P	1,686
July									
Aug									
Sept	2,224	1,116	893	445	2,712	1,980	1,674	1,448 P	1,706
Oct									
Nov									
Dec	2,308	1,091	894	443	2,739	2,006	1,783	1,460 P	1,696
1990 Jan									
Feb									
Mar	2,240	1,076	889	439	2,773	2,013	1,801	1,472 P	1,712
Apr									
May									
June	2,245	1,141	887	441	2,813	2,043 R	1,794 R	1,483 P	1,787
July									
Aug									
Sep	2,256	1,159							1,803
Oct P									

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

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

THOUSAND

GREAT BRITAIN SIC 1980	Division, class or group or AH	Oct 1989 R Males	Oct 1989 R Females	Oct 1989 R All	Aug 1990 Males	Aug 1990 Females	Aug 1990 All	Sept 1990 Males	Sept 1990 Females	Sept 1990 All	Oct 1990 P Males	Oct 1990 P Females	Oct 1990 P All
Production industries	1–4	3,948·8	1,685·6	5,634·3	3,903·1R	1,693·3R	5,596·4R	3,893·8R	1,690·4R	5,584·3R	3,882·8	1,684·7	5,567·5
Manufacturing industries	2–4	3,576·6	1,600·1	5,176·7	3,533·0	1,604·4	5,137·4	3,526·4	1,602·5	5,128·9	3,513·6	1,596·2	5,109·8
Energy and water supply	1	372·2	85·5	457·7	370·1R	88·9R	459·1R	367·4R	87·9R	455·4R	369·2	88·6	457·7
Coal extraction and solid fuels	111	87·0	4·4	91·3	80·3R	3·5	83·8R	79·7	3·4	83·1	79·2	3·4	82·6
Electricity	161	112·8	31·1	143·9	111·4R	32·0R	143·3R	111·3	32·0	143·3	111·3	32·1	143·4
Gas	162	58·0	23·3	81·3	57·8R	24·3R	82·1R	58·2R	24·5R	82·6R	58·1	24·5	82·5
Other mineral and ore extraction, etc	2	503·3	158·6	661·9	479·7	156·5	636·2	475·6	155·6	631·2	473·3	155·3	628·6
Metal manufacturing and extraction of metal ores and minerals	21–23	133·1	20·1	153·2	120·0	18·8	138·8	118·4	19·0	137·4	117·3	18·9	136·2
Non-metallic mineral products	24	141·1	43·9	185·0	133·3	42·4	175·7	132·8	42·2	175·0	132·8	42·2	175·0
Chemical industry/man-made fibres	25/26	229·0	94·6	323·7	226·4	95·2	321·6	224·4	94·5	318·9	223·2	94·2	317·4
Basic industrial chemicals	251	95·1	21·2	116·3	92·6	21·9	114·4	91·9	21·5	113·5	91·2	21·5	112·7
Other chemical products and preparations	255–259/260	134·0	73·5	207·4	133·8	73·3	207·2	132·5	72·9	205·4	132·0	72·7	204·7
Metal goods, engineering and vehicles	3	1,849·1	522·2	2,371·3	1,834·0	523·4	2,357·5	1,839·9	524·2	2,364·1	1,830·9	522·1	2,353·0
Metal goods nes	31	262·3	74·4	336·7	253·7	71·8	325·5	254·9	72·0	326·9	252·6	72·1	324·7
Mechanical engineering	32	672·0	136·2	808·2	674·5	139·8	814·3	677·0	141·7	818·6	673·3	141·3	814·5
Industrial plant and steelwork	320	102·2	13·5	115·7	106·7	14·0	120·8	108·0	14·3	122·3	108·7	14·5	123·3
Mining and construction machinery etc	325	65·8	10·4	76·1	64·7	10·5	75·2	64·9	10·6	75·5	64·3	10·5	74·8
Other machinery and mechanical equipment	321–324/326–329	504·1	112·4	616·4	503·0	115·3	618·3	504·1	116·8	620·8	500·2	116·3	616·5
Office machinery and data processing equipment	33	57·0	27·8	84·8	56·6	28·8	85·4	57·1	29·1	86·2	57·2	29·2	86·3
Electrical and electronic engineering	34	361·4	190·4	551·8	354·4	190·6	545·1	355·1	190·0	545·1	353·1	189·1	542·2
Wires, cables, batteries and other electrical equipment	341/342/343	142·2	60·2	202·4	140·9	60·2	201·2	142·0	60·5	202·5	141·7	60·9	202·6
Telecommunication equipment	344	107·9	51·9	159·8	103·6	49·8	153·3	102·9	49·3	152·2	102·6	48·4	150·9
Other electronic and electrical equipment	345–348	111·2	78·3	189·5	109·9	80·7	190·6	110·1	80·3	190·4	108·8	79·8	188·7
Motor vehicles and parts	35	237·9	30·5	268·3	237·7	29·2	266·9	240·7	29·1	269·9	241·4	29·0	270·4
Other transport equipment	36	193·6	26·6	220·2	193·8	27·5	221·3	191·6	27·4	219·0	191·1	27·2	218·3
Shipbuilding and repairing	361	38·1	4·2	42·3	35·6	4·2	39·8	32·6	3·9	36·5	32·1	3·8	36·0
Aerospace and other transport equipment	362–365	155·4	22·4	177·8	158·2	23·3	181·5	159·0	23·4	182·5	158·9	23·4	182·3
Instrument engineering	37	65·0	36·3	101·3	63·4	35·6	99·0	63·5	34·9	98·4	62·3	34·3	96·5
Other manufacturing industries	4	1,224·2	919·3	2,143·5	1,219·2	924·5	2,143·7	1,210·9	922·7	2,133·6	1,209·5	918·7	2,128·2
Food, drink and tobacco	41/42	320·5	241·8	562·3	321·2	246·4	567·6	320·0	248·3	568·3	322·5	245·2	567·7
Meat and meat products, organic oils and fats	411/412	55·4	38·9	94·3	57·5	41·3	98·8	57·3	41·4	98·7	57·5	40·9	98·4
All other food and drink manufacture	413–423	199·9	176·5	376·4	200·9	178·9	379·8	200·8	180·5	381·3	203·1	178·2	381·3
Alcoholic, soft drink and tobacco manufacture	424–429	65·2	26·4	91·6	62·8	26·2	89·0	62·0	26·4	88·3	61·9	26·1	88·0
Textiles	43	116·7	100·5	217·2	111·2	94·8	206·0	110·6	93·2	203·8	110·7	95·4	206·1
Footwear and clothing	45	78·7	214·4	293·1	79·3	213·7	293·0	78·7	212·3	291·0	77·4	211·4	288·8
Timber and wooden furniture	46	194·2	52·7	247·0	192·3	55·7	248·0	190·5	55·3	245·8	190·0	54·5	244·5
Paper, printing and publishing	47	313·2	187·7	500·9	315·4	189·4	504·8	311·9	190·4	502·4	311·5	190·2	501·7
Pulp, paper, board and derived products	471–472	98·3	44·6	142·9	99·6	43·9	143·5	97·7	43·2	140·9	98·0	43·4	141·4
Printing and publishing	475	214·9	143·2	358·1	215·8	145·5	361·3	214·2	147·3	361·4	213·5	146·7	360·3
Rubber and plastics	48	151·1	70·7	221·8	149·8	71·0	220·9	150·2	70·3	220·5	149·3	70·7	220·0
Other manufacturing	49	39·1	42·4	81·5	39·4	44·6	84·0	38·7	43·9	82·7	37·7	42·8	80·5

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

1·4 EMPLOYMENT
Employees in employment*: September 1990

THOUSAND

GREAT BRITAIN / SIC 1980	Division Class or Group	Sept 1989					June 1990			Sept 1990				
		Male		Female		All	Male	Female	All	Male		Female		All
		All	Part-time	All	Part-time					All	Part-time	All	Part-time	
All industries and services ‡	0–9	11,758·5R	888·5	10,624·0R	4,388·4	22,382·5R	11,718·5R	10,986·9R	22,705·4R					
Agriculture, forestry and fishing	0	219·7	29·4	83·5	28·8	303·1	198·8	78·4	277·3					
Production and construction industries	1–5	4,864·2	76·3	1,811·2	397·0	6,675·3	4,776·5R	1,803·4R	6,579·9R					
Production industries	1–4	3,960·4	59·2	1,683·3	345·1	5,643·7	3,876·8R	1,672·9R	5,549·7R	3,893·8	62·4	1,690·4	353·8	5,584·3
of which, manufacturing industries	2–4	3,588·1	58·3	1,598·8	330·2	5,186·9	3,509·7R	1,585·6R	5,095·3	3,526·4	61·6	1,602·5	337·4	5,128·9
Service industries ‡	6–9	6,674·7R	782·8	8,729·4R	3,962·6	15,404·1R	6,743·1R	9,105·1R	15,848·3R					
Agriculture, forestry and fishing	0	219·7	29·4	83·5	28·8	303·1	198·8	78·4	277·3					
Agriculture and horticulture	01	206·6	28·6	79·4	27·7	286·0	186·1	74·1	260·2					
Energy and water supply	1	372·3	0·8	84·5	14·9	456·8	367·1R	87·3R	454·4R	367·4	0·8	87·9	16·3	455·4
Coal extraction and solid fuels	111	88·0	0·1	4·4	2·0	92·4	82·0	3·5	85·5	79·7	0·1	3·4	2·1	83·1
Electricity	161	113·0	0·2	30·7	6·2	143·7	111·4R	31·8R	143·2R	111·3	0·2	32·0	6·5	143·3
Gas	162	58·4	0·1	23·3	4·3	81·7	57·5	23·8	81·3	58·2	0·1	24·5	5·1	82·6
Other mineral and ore extraction, etc	2	507·9	5·3	158·9	23·7	666·8	478·8	154·4	633·2	475·6	5·4	155·6	23·8	631·2
Metal manufacturing and extraction of metal ores and minerals	21–23	134·9	..	20·5	3·4	155·4	121·1	19·1	140·1	118·4	..	19·0	3·6	137·4
Non-metallic mineral products	24	143·0	1·8	43·8	7·1	186·8	133·1	42·2	175·3	132·8	1·9	42·2	7·1	175·0
Chemical industry/man-made fibres	25/26	230·0	1·3	94·7	13·2	324·6	224·6	93·1	317·7	224·4	1·0	94·5	13·1	318·9
Basic industrial chemicals	251	95·6	..	21·3	3·0	116·9	92·8	21·4	114·2	91·9	..	21·5	3·2	113·5
Other chemical products and preparations	255–259/60	134·4	1·3	73·3	10·1	207·7	131·8	71·7	203·6	132·5	1·0	72·9	9·9	205·4
Metal goods, engineering, vehicles	3	1,852·3	19·2	522·5	87·5	2,374·8	1,824·4	519·4	2,343·8	1,839·9	19·5	524·2	89·9	2,364·1
Metal goods nes	31	262·3	3·9	74·6	15·7	336·9	253·5	71·5	325·0	254·9	3·9	72·0	16·1	326·9
Hand tools and finished metal goods including doors and windows	314/316	147·4	..	47·0	10·2	194·4	142·5	43·9	186·4	144·3	..	44·3	10·5	188·6
Other metal goods	311–313	114·9	..	27·6	5·5	142·5	111·0	27·7	138·6	110·6	..	27·7	5·5	138·3
Mechanical engineering	32	670·7	7·4	136·7	28·4	807·4	670·2	139·1	809·3	677·0	7·4	141·7	28·2	818·6
Industrial plant and steelwork	320	100·1	..	13·4	2·8	113·4	104·7	14·2	118·9	108·0	..	14·3	2·5	122·3
Machinery for agriculture, metal working, textile, food and printing, etc industries	321–324/327	145·1	..	31·1	8·5	176·2	142·8	30·2	173·0	144·0	..	31·1	7·4	175·1
Mining and construction machinery, etc	325	65·7	..	10·3	1·8	76·1	63·9	10·5	74·4	64·9	..	10·6	2·0	75·5
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/329	343·8	..	76·7	14·5	420·5	344·1	78·9	423·0	345·9	..	80·4	15·7	426·2
Office machinery and data processing equipment	33	57·4	..	27·8	2·2	85·2	56·1	28·6	84·7	57·1	..	29·1	2·0	86·2
Electrical and electronic engineering	34	363·5	..	190·1	28·4	553·6	350·3	188·7	538·9	355·1	..	190·0	31·3	545·1
Wires, cables, batteries and other electrical equipment	341/342/343	142·3	..	60·0	11·2	202·3	139·8	60·0	199·8	142·0	..	60·5	12·1	202·5
Telecommunication equipment	344	108·7	..	51·3	5·7	160·0	103·6	50·1	153·7	102·9	..	49·3	5·4	152·2
Other electronic and electrical equipment	345–348	112·4	..	78·8	11·3	191·2	106·9	78·5	185·4	110·1	..	80·3	13·7	190·4
Motor vehicles and parts	35	239·0	..	30·2	3·8	269·2	236·8	28·7	265·5R	240·7	..	29·1	3·2	269·9
Motor vehicles and their engines and bodies, trailers, caravans	351/352	152·9	..	12·3	1·5	165·2	155·0	12·1	167·1	159·0	..	12·6	1·3	171·7
Motor vehicle parts	353	86·1	..	17·9	2·3	104·0	81·8R	16·6	98·4R	81·7	..	16·5	1·9	98·2
Other transport equipment	36	193·8	..	26·7	2·3	220·5	194·1R	26·9	221·0R	191·6	..	27·4	2·4	219·0
Shipbuilding and repairing	361	38·5	..	4·3	1·1	42·8	37·0R	4·2	41·2R	32·6	..	3·9	1·1	36·5
Aerospace and other transport equipment	362–365	155·3	..	22·5	1·3	177·7	157·1R	22·8	179·8R	159·0	..	23·4	1·3	182·5
Instrument engineering	37	65·6	1·1	36·4	6·8	102·0	63·6	35·9	99·5R	63·5	1·1	34·9	6·8	98·4
Other manufacturing industries	4	1,227·9	33·9	917·4	218·9	2,145·3	1,206·4R	911·9	2,118·3R	1,210·9	36·7	922·7	223·7	2,133·6
Food, drink and tobacco	41/42	322·4	13·2	242·1	96·7	564·5	315·6R	239·4	555·1R	320·0	15·1	248·3	99·1	568·3
Meat and meat products, organic oils and fats	411/412	56·2	..	39·8	11·9	96·0	56·1R	41·5	97·6	57·3	..	41·4	11·5	98·7
Bread, biscuits and flour confectionery	419	72·9	..	79·5	50·0	152·4	72·4	78·3	150·7R	74·5	..	81·7	51·4	156·1
Alcoholic, soft drink and tobacco manufacture	424–429	66·1	..	26·7	3·9	92·8	62·7R	26·0	88·6R	62·0	..	26·4	3·9	88·3
All other food and drink manufacture	413–418/420–423	127·2	..	96·0	30·9	223·2	124·5	93·7	218·1R	126·3	..	98·8	32·3	225·1
Textiles	43	117·5	1·9	100·5	17·1	218·0	112·1R	94·7	206·8R	110·6	1·6	93·2	16·3	203·8
Footwear and clothing	45	79·5	..	213·9	26·5	293·4	78·6R	212·1	290·7R	78·7	..	212·3	26·5	291·0
Clothing, hats, gloves and fur goods	453/456	39·8	..	161·0	20·0	200·8	38·9R	158·4	197·3R	38·2	..	157·7	20·3	195·9
Timber and wooden furniture	46	193·9	2·8	53·0	13·3	246·8	190·4R	54·6	244·9R	190·5	2·6	55·3	14·9	245·8
Paper, printing and publishing	47	312·6	8·1	186·3	35·5	498·9	309·2R	187·8	497·0R	311·9	9·3	190·4	37·0	502·4
Pulp, paper, board and derived products	471/472	98·2	..	44·5	7·4	142·7	97·4	43·4	140·7R	97·7	..	43·2	6·6	140·9
Printing and publishing	475	214·3	..	141·9	28·1	356·2	211·9R	144·5	356·3	214·2	..	147·3	30·5	361·4
Rubber and plastics	48	151·5	2·2	70·5	16·3	222·0	150·7R	69·8	220·4R	150·2	2·2	70·3	16·0	220·5
Other manufacturing	49	39·5	1·8	42·2	11·8	81·7	39·1R	44·6	83·7R	38·7	2·1	43·9	11·7	82·7
Construction	5	903·7	17·1	127·9	51·8	1,031·6	899·8P	130·4P	1,030·2P					
Distribution, hotels, catering, repairs	6	2,042·2	325·3	2,504·0	1,393·9	4,546·2	2,029·8	2,570·1	4,599·8	2,041·1	337·2	2,586·0	1,432·0	4,627·1
Wholesale distribution	61	624·9	14·9	314·4	93·4	939·3	622·1	323·6	945·7	620·7	16·9	326·8	97·6	947·5
Agriculture and textile raw materials fuels, ores, metals, etc	611/612	87·1	..	37·3	8·9	124·5	86·3	36·3	122·6	85·8	..	39·0	9·7	124·8
Timber and building materials	613	110·2	..	32·6	10·0	142·8	109·8	32·8	142·6	110·1	..	32·5	9·9	142·6
Machinery, industrial equipment, vehicles and parts	614	129·9	..	52·7	12·7	182·5	129·2	54·1	183·3	128·0	..	53·8	12·0	181·7
Food, drink and tobacco	617	154·4	8·2	83·8	30·6	238·2	154·2	88·2	242·4	154·8	8·6	87·7	32·8	242·5
Other wholesale distribution	615/616/618/619	143·2	6·7	108·1	31·2	251·3	142·5	112·2	254·8	142·1	8·3	113·9	33·2	255·9
Retail distribution	64/65	817·9	135·7	1,405·6	787·2	2,223·5	807·9	1,437·4	2,245·3	816·4	140·1	1,439·5	800·0	2,255·9
Food	641	212·5	55·6	409·6	271·4	622·1	214·0	423·8	637·7	210·4	58·1	420·1	278·7	630·5
Confectionery, tobacco, etc	642	20·9	9·9	85·3	61·4	106·2	17·5	85·4	102·9	17·3	9·9	85·6	62·5	102·9
Dispensing and other chemists	643	20·4	5·1	103·8	57·5	124·2	20·3	109·9	130·2	20·7	4·8	108·2	61·4	128·9
Clothing, footwear and leather goods	645/646	50·7	..	204·8	117·1	255·5	46·9	199·8	246·6	46·3	..	197·6	109·5	243·9
Household goods, hardware, ironmongery	648	120·3	..	118·7	53·7	239·0	123·3	121·3	244·6	126·7	..	124·6	57·2	251·2
Motor vehicles and parts, filling stations	651/652	191·8	..	79·1	26·3	270·9	189·1	83·0	272·0	190·5	..	83·2	27·8	273·8
Other retail distribution	653–656	182·3	..	391·8	195·3	574·1	178·2	400·9	579·1	185·7	..	406·4	198·4	592·1
Hotels and catering	66	394·0	153·4	721·6	489·7	1,115·6	398·9	741·8	1,140·7	402·9	157·4	755·8	509·6	1,158·8
Restaurants, snack bars, cafes, etc	661	103·5	36·6	169·7	110·5	273·1	105·9	178·6	284·5	107·7	37·9	181·8	115·9	289·5
Public houses and bars	662	92·1	50·3	190·7	160·3	282·9	94·1	194·2	288·3	94·2	50·1	197·9	165·8	292·1
Night clubs and licensed clubs	663	55·2	35·3	89·1	75·6	144·3	54·2	90·5	144·8	55·3	36·9	92·7	77·9	148·0
Canteens and messes	664	34·8	..	92·1	51·0	127·0	35·0	94·6	129·5	36·7	..	96·8	54·8	133·5
Hotel trade	665	93·3	23·6	156·6	81·4	249·9	94·2	158·7	253·0	91·6	23·6	159·3	84·1	250·9
Repair of consumer goods and vehicles	67	171·5	8·0	44·0	19·1	215·5	166·7	48·0	214·7	167·2	8·6	44·2	20·1	211·4
Motor vehicles	671	155·0	..	37·1	16·3	192·1	151·0	41·1	192·0	151·3	..	37·6	17·5	188·9
Transport and communication	7	1,013·2R	27·9	324·3R	73·8	1,337·5R	996·9R	331·8R	1,328·6R					
Railways	71	122·6R	0·2	8·5R	0·7	131·1R	123·7	8·3	132·1					
Other inland transport	72	323·9	13·6	56·0	20·1	379·8	309·2	53·4	362·6	303·6	15·0	53·8	20·1	357·4
Scheduled road passenger transport	721	122·8	..	19·2	5·2	142·0	115·9	18·5	134·4	112·9	..	18·3	5·4	131·2
Other including road haulage	722–726	201·0	..	36·8	14·9	237·8	193·3	34·9	228·2	190·7	..	35·5	14·7	226·2
Sea transport	74	29·8	0·2	6·5	0·4	36·3	29·7	6·7	36·3					
Air transport	75	40·1R	0·4	31·7R	6·1	71·8R	41·5	34·6	76·1					
Supporting services to transport	76	75·1R	0·2	18·2R	2·6	93·2R	75·4	20·2	95·6					
Miscellaneous transport and storage	77	92·6	..	87·8	18·1	180·4	92·5	91·9	184·4	95·0	..	95·7	20·9	190·7
Postal services and telecommunications	79	329·2	8·2	115·6	25·8	444·8	324·8R	116·7R	441·5R					
Postal services	7901	161·0	7·5	41·4	16·1	202·4	159·2	42·2	201·4					
Telecommunications	7902	168·1	0·7	74·2	9·7	242·4	165·7R	74·4R	240·1R					
Banking, finance and insurance, etc	8	1,297·5	61·2	1,414·8	328·6	2,712·3	1,337·3	1,475·7	2,813·0					
Banking and finance	81	248·9	6·6	416·6	73·4	665·5	249·0	431·9	680·9					
Banking and bill discounting	814	192·5	1·6	304·5	49·0	497·1	190·1	313·8	503·9					
Other financial institutions	815	56·3	..	112·1	24·5	168·4	58·9	118·1	177·0	58·5	..	121·2	27·0	179·7
Insurance, except social security	82	137·3	..	134·7	19·8	272·1	137·2	140·2	277·4	138·4	..	143·7	20·9	282·2
Business services	83	759·8	43·4	751·4	187·4	1,511·2	792·6	782·3	1,574·9	795·1	40·8	784·1	191·6	1,579·1
Professional business services	831–837	431·1	5·8	452·1	61·6	883·2	450·1	468·7	918·8	452·7	5·8	475·5	115·0	928·3
Other business services	838/839	328·7	..	299·3	76·9	628·0	342·5	313·7	656·1	342·3	..	308·5	76·6	650·9
Renting of movables	84	82·9	0·6	37·0	10·4	120·0	84·3	38·9	123·1	84·7	0·6	40·1	10·8	124·8
Owning and dealing in real estate	85	68·6	..	75·0	37·6	143·6	74·3	82·3	156·6	71·9	..	82·8	39·7	154·7
Other services	9	2,321·8R	368·4	4,486·4R	2,166·3	6,808·2R	2,379·2R	4,727·6R	7,106·8R					
Public administration and defence †	91	784·6R	91·5	824·9R	265·9	1,609·5R	792·4R	867·1R	1,659·5R					
National government nes/social security **	9111/9190	225·1	29·9	350·8	73·4	575·9	218·1P	365·6P	583·6P					
Local government services nes	9112	234·0R	43·8	344·3R	166·3	578·3R	246·3R	367·3R	613·6R					
Justice, police, fire services	912–914	241·3	16·8	90·5	21·9	331·8	243·2	93·8	337·0					
National defence	915	84·2	1·0	39·4	4·3	123·6	84·9	40·4	125·3					
Sanitary services	92	140·1	42·9	230·8	201·7	370·8	146·0	237·4	383·4					
Education	93	517·2	100·4	1,156·5R	640·4	1,673·8R	544·9R	1,249·1R	1,794·0R					
Research and development	94	74·4	1·4	37·5	5·8	111·9	74·6	39·0	113·6	74·4	1·6	39·7	6·4	114·1
Medical and other health services	95	283·0P	42·6P	1,165·5P	531·9P	1,448·5P	287·1P	1,195·5P	1,482·6P					
Other services	96	222·4	26·4	642·8	329·6	865·2	230·0	689·5	919·5	234·3	28·1	694·4	350·9	928·7
Social welfare, etc	9611	115·8	..	542·1	291·7	657·9	116·0	578·5	694·5	119·8	..	589·8	313·6	709·6
Recreational and cultural services	97	255·7	56·3	269·7	141·2	525·4	261·2	284·6	545·8	260·3	60·7	284·4	151·2	544·7
Personal services ‡	98	44·4	7·0	158·8	49·7	203·1	43·0	165·5	208·4	44·3	7·0	171·4	52·2	215·7

Note: Figures for certain industries are not shown separately but they are included in class and division totals. In addition, estimation considerations prevent the publication of part-time male figures for some of the industries shown, but they are included in class and division totals.
* See footnotes to *table 1·1*.
† Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities analysed by type of service, are published in *table 1·7* on a quarterly basis.
‡ Domestic servants are excluded.

1·7 EMPLOYMENT
Manpower in the local authorities

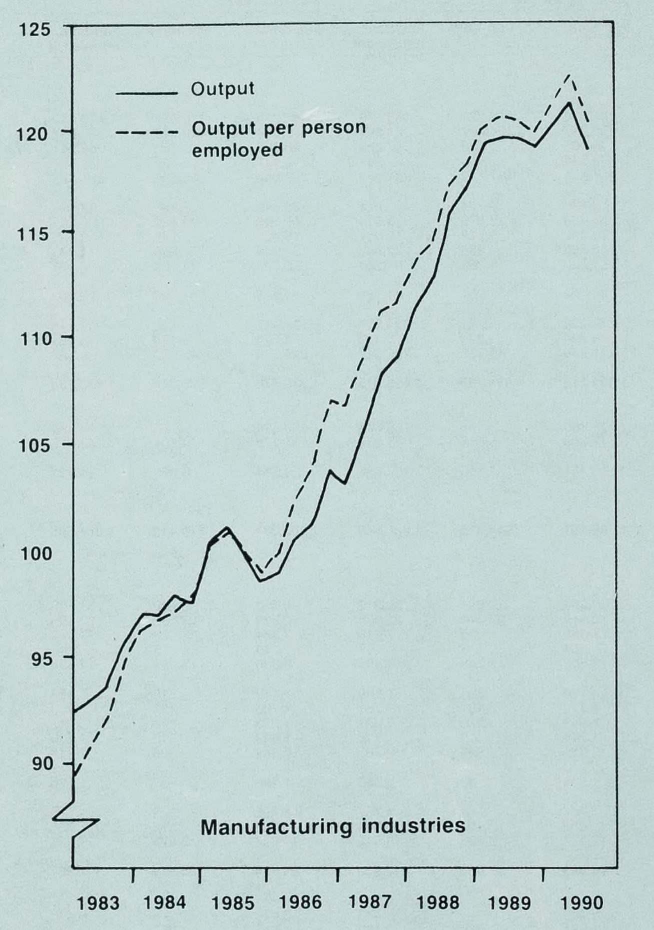
	Dec 16, 1989 P			Mar 9, 1990 P R			June 8, 1990 P		
	Full-time	Part-time	Full-time equivalent *	Full-time	Part-time	Full-time equivalent *	Full-time	Part-time	Full-time equivalent *
TABLE A England *(continued)*									
Education									
-Lecturers and teachers	441,771	185,870	481,277	441,906	190,154	485,000	438,302	182,053	480,505
-Others	158,256	469,591	364,344	158,875	472,138	366,253	159,731	466,822	365,049
Construction	95,757	747	96,108	95,047	731	95,393	93,384	744	93,738
Transport	2,426	71	2,458	2,415	78	2,451	2,411	73	2,444
Social services	152,943	188,399	233,967	154,747	187,403	235,502	155,330	186,956	236,037
Public libraries and museums	23,632	19,525	33,468	23,762	19,516	33,615	23,699	19,586	33,598
Recreation, parks and baths	62,170	27,705	74,412	61,386	27,972	73,763	63,831	30,148	77,201
Environmental health	18,390	1,557	19,098	18,437	1,586	19,163	18,372	1,614	19,115
Refuse collection and disposal	30,974	299	31,109	29,935	395	30,109	29,683	447	29,879
Housing	56,777	14,078	63,146	57,571	13,857	63,865	58,060	14,108	64,492
Town and country planning	21,790	1,316	22,480	22,012	1,349	22,720	22,103	1,428	22,854
Fire service									
-Regular	34,336	3	34,338	34,513	13	34,520	34,447	16	34,455
-Others†	4,939	2,161	5,894	4,925	2,134	5,869	5,118	2,076	6,038
Miscellaneous services	217,104	46,321	238,028	219,466	46,060	240,357	221,993	47,769	243,714
All above	**1,321,265**	**957,643**	**1,700,127**	**1,324,997**	**963,386**	**1,708,580**	**1,326,464**	**953,840**	**1,709,119**
Police service									
-Police (all ranks)	119,605	—	119,605	120,316	—	120,316	120,221	—	120,221
-Others**	43,984	6,108	46,620	43,817	5,851	46,342	44,296	6,109	46,933
Probation, magistrates' courts and agency staff	20,893	7,275	24,470	21,209	7,378	24,847	20,692	7,047	24,187
All (excluding special employment and training measures)	**1,505,747**	**971,026**	**1,890,822**	**1,510,339**	**976,615**	**1,900,085**	**1,511,673**	**966,996**	**1,900,460**
TABLE B Wales *(continued)*									
Education									
-Lecturers and teachers	30,457	7,780	32,005	30,511	8,295	32,208	30,338	8,274	32,032
-Others	10,645	29,911	23,412	10,427	30,261	23,350	10,464	27,735	22,313
Construction	7,416	42	7,435	7,395	38	7,412	7,334	41	7,353
Transport	38	1	39	38	2	39	39	1	40
Social services	9,533	13,159	15,068	9,756	13,165	15,298	9,673	13,275	15,262
Public libraries and museums	1,131	791	1,526	1,139	805	1,542	1,151	809	1,559
Recreation, parks and baths	4,304	2,320	5,302	4,269	2,418	5,313	4,657	2,648	5,796
Environmental health	1,235	217	1,326	1,250	222	1,343	1,278	218	1,369
Refuse collection and disposal	1,619	14	1,625	1,596	12	1,601	1,583	13	1,589
Housing	2,540	606	2,816	2,555	587	2,823	2,563	612	2,842
Town and country planning	1,465	62	1,496	1,493	64	1,525	1,513	66	1,547
Fire service									
-Regular	1,781	—	1,781	1,784	—	1,784	1,802	—	1,802
-Others†	280	144	341	285	141	345	287	124	340
Miscellaneous services	17,002	3,331	18,437	17,188	3,314	18,620	17,538	3,410	19,012
All above	**89,446**	**58,378**	**112,609**	**89,686**	**59,324**	**113,203**	**90,220**	**57,226**	**112,856**
Police service									
-Police (all ranks)	6,514	—	6,514	6,546	—	6,546	6,543	—	6,543
-Others**	1,984	370	2,144	1,707	302	1,837	2,056	384	2,222
Probation, magistrates' courts and agency staff	1,143	293	1,281	1,171	290	1,307	1,171	307	1,316
All (excluding special employment and training measures)	**99,087**	**59,041**	**122,548**	**99,110**	**59,916**	**122,893**	**99,990**	**57,917**	**122,937**
TABLE C Scotland ‡ *(continued)*									
Education									
-Lecturers and teachers††	58,014	7,470	61,002	57,834	7,713	60,919	56,725	7,462	59,710
-Others*	20,556	22,608	31,747	19,270	21,970	30,176	18,327	22,584	29,547
Construction	14,921	44	14,942	13,855	33	13,872	13,977	59	14,008
Transport	695	41	716	697	42	719	710	37	729
Social services	22,352	27,479	35,363	22,795	27,385	35,784	22,999	27,702	36,164
Public libraries and museums	3,367	1,735	4,298	3,445	1,696	4,360	3,481	1,728	4,412
Recreation, leisure and tourism	10,846	2,928	12,257	10,804	2,714	12,100	12,359	3,117	13,844
Environmental health	2,165	459	2,381	2,165	506	2,403	2,066	536	2,318
Cleansing	8,447	237	8,558	8,279	192	8,369	8,337	225	8,441
Housing	6,796	522	7,067	6,964	520	7,231	7,033	563	7,322
Physical planning	1,876	57	1,909	1,880	118	1,948	1,910	141	1,989
Fire service									
-Regular	4,636	30	4,650	4,669	3	4,671	4,611	5	4,614
-Others†	398	113	452	443	132	505	453	151	524
Miscellaneous services	40,183	21,312	50,118	42,322	22,116	52,605	43,337	22,186	53,664
All above	**195,252**	**85,035**	**235,460**	**195,422**	**85,140**	**235,662**	**196,325**	**86,496**	**237,286**
Police service									
-Police (all ranks)	13,678	—	13,678	13,720	2	13,721	13,718	2	13,719
-Others**	3,565	2,651	4,796	3,562	2,666	4,800	3,497	2,536	4,677
Administration of District Courts	135	14	143	131	20	142	140	22	152
All (excluding special employment and training measures)	**212,630**	**87,700**	**254,077**	**212,835**	**87,828**	**254,325**	**213,680**	**89,056**	**255,834**

	Mar 11, 1989 R			June 10, 1989 R			Sept 16, 1989 P		
	Full-time	Part-time	Full-time equivalent *	Full-time	Part-time	Full-time equivalent *	Full-time	Part-time	Full-time equivalent *
TABLE A England									
Education									
-Lecturers and teachers	464,132	187,570	504,314	447,826	168,221	485,879	441,219	116,027	473,042
-Others	172,008	477,972	381,252	158,277	464,897	361,961	156,814	449,343	353,657
Construction	98,583	732	98,922	96,905	703	97,230	96,200	730	96,541
Transport	2,538	74	2,570	2,544	86	2,581	2,541	82	2,577
Social services	150,858	186,786	230,950	151,651	187,117	231,977	152,056	185,890	231,873
Public libraries and museums	23,610	19,640	33,435	23,630	19,774	33,527	23,640	19,638	33,505
Recreation, parks and baths	62,161	27,050	74,059	65,439	28,679	78,074	65,626	28,650	78,262
Environmental health	18,276	1,447	18,925	18,372	1,529	19,057	18,400	1,539	19,095
Refuse collection and disposal	33,662	293	33,790	32,856	286	32,983	31,604	298	31,735
Housing	54,738	14,216	61,110	54,920	14,088	61,251	56,026	14,183	62,421
Town and country planning	21,107	1,107	21,687	21,106	1,201	21,735	21,528	1,284	22,201
Fire service									
-Regular	34,315	—	34,315	34,328	1	34,329	34,417	1	34,418
-Others†	4,726	2,255	5,708	4,724	2,277	5,719	4,824	2,198	5,789
Miscellaneous services	211,628	45,151	231,862	211,640	45,938	232,312	214,575	45,181	235,123
All above	**1,352,342**	**964,293**	**1,732,899**	**1,324,218**	**934,797**	**1,698,615**	**1,319,470**	**865,344**	**1,680,239**
Police service									
-Police (all ranks)	119,139	—	119,139	118,868	—	118,868	119,598	—	119,598
-Others**	42,657	5,911	45,208	42,870	5,855	45,397	43,179	6,104	45,813
Probation, magistrates' courts and agency staff	20,264	7,122	23,761	20,151	7,163	23,668	20,584	6,965	24,015
All (excluding special employment and training measures)	**1,534,402**	**977,326**	**1,921,007**	**1,506,107**	**947,815**	**1,886,548**	**1,502,831**	**878,413**	**1,869,665**
TABLE B Wales									
Education									
-Lecturers and teachers	30,641	8,052	32,237	30,660	7,648	32,212	30,303	5,680	31,620
-Others	10,582	29,664	23,223	10,519	29,178	22,938	10,529	28,586	22,690
Construction	7,374	29	7,386	7,399	26	7,410	7,384	38	7,401
Transport	42	—	42	54	5	57	40	15	48
Social services	9,466	12,722	14,810	9,602	12,748	14,954	9,388	13,041	14,875
Public libraries and museums	1,145	834	1,557	1,100	823	1,509	1,149	815	1,555
Recreation, parks and baths	4,228	2,218	5,181	4,712	2,491	5,781	4,700	2,421	5,740
Environmental health	1,237	228	1,332	1,245	220	1,337	1,253	209	1,341
Refuse collection and disposal	1,745	9	1,749	1,714	9	1,718	1,693	13	1,699
Housing	2,454	592	2,724	2,515	599	2,788	2,544	606	2,818
Town and country planning	1,460	52	1,486	1,519	53	1,545	1,496	61	1,526
Fire service									
-Regular	1,785	—	1,785	1,787	—	1,787	1,796	—	1,796
-Others†	276	151	340	282	157	349	285	155	350
Miscellaneous services	16,811	3,332	18,236	17,077	3,425	18,548	17,074	3,379	18,528
All above	**89,246**	**57,883**	**112,088**	**90,185**	**57,382**	**112,933**	**89,634**	**55,019**	**111,987**
Police service									
-Police (all ranks)	6,481	—	6,481	6,443	—	6,443	6,476	—	6,476
-Others**	1,927	355	2,080	1,981	361	2,137	1,963	367	2,121
Probation, magistrates' courts and agency staff	1,100	298	1,240	1,111	289	1,248	1,125	284	1,259
All (excluding special employment and training measures)	**98,754**	**58,536**	**121,889**	**99,720**	**58,032**	**122,761**	**99,198**	**55,670**	**121,843**
TABLE C Scotland ‡									
Education									
-Lecturers and teachers††	56,970	6,885	59,724	56,917	6,740	59,613	57,091	6,922	59,860
-Others*	22,404	41,212	42,092	22,320	41,091	41,967	21,896	28,825	35,912
Construction	14,361	65	14,393	15,138	56	15,165	14,903	61	14,933
Transport	652	41	674	675	46	699	692	43	714
Social services	21,707	27,328	34,636	21,784	27,704	34,888	22,229	27,883	35,419
Public libraries and museums	3,305	1,735	4,228	3,329	1,781	4,279	3,422	1,732	4,349
Recreation, leisure and tourism	11,049	2,714	12,358	12,235	3,045	13,693	12,102	3,079	13,581
Environmental health	2,198	472	2,419	2,180	529	2,427	2,250	524	2,496
Cleansing	8,657	182	8,742	8,811	236	8,921	8,770	254	8,889
Housing	6,639	538	6,913	6,642	473	6,882	6,698	500	6,956
Physical planning	1,820	83	1,867	1,815	48	1,842	1,844	121	1,912
Fire service									
-Regular	4,583	—	4,583	4,605	—	4,605	4,587	—	4,587
-Others†	478	188	565	485	177	568	474	167	552
Miscellaneous services	38,180	3,476	39,872	37,570	4,091	39,557	38,962	13,343	45,213
All above	**193,003**	**84,919**	**233,066**	**194,506**	**86,017**	**235,106**	**195,920**	**83,454**	**235,373**
Police service									
-Police (all ranks)	13,561	—	13,561	13,561	—	13,561	13,581	—	13,581
-Others**	3,485	2,619	4,701	3,551	2,644	4,779	3,552	2,653	4,781
Administration of District Courts	129	15	137	134	15	142	131	16	139
All (excluding special employment and training measures)	**210,178**	**87,553**	**251,465**	**211,752**	**88,676**	**253,588**	**213,184**	**86,123**	**253,874**

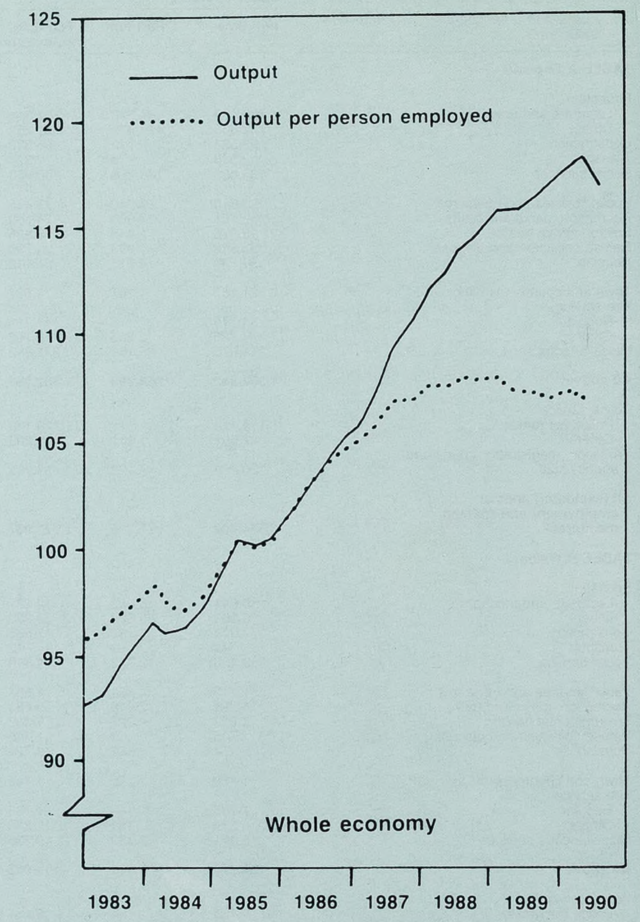
Notes: * Based on the following factors to convert part-time employees to approximate full-time equivalent: teachers and lecturers in further education, 0·11; teachers in primary and secondary education and all other non-manual employees, 0·53; manual employees 0·41.
† The large reduction in the Education Service in England reflects the transfer of Polytechnic and Higher Education Institutions from the local government sector (estimated at approximately 39,000 full-time equivalents in June 1989).
** Includes administrative, clerical and cleaning staff.
‡ Includes civilian employees of police forces, traffic wardens and police cadets.
†† The responsibilities of local authorities in Scotland differ somewhat from those in England and Wales: for example, they discharge responsibilities for water management which fall to Regional Water Authorities in England and Wales.
‡‡ Based on the following factors to convert part-time employees to approximate full-time equivalents: lecturers and teachers 0·40; non-manual staff excluding Police, Teachers and Firemen 0·59; (0·58) manual employees 0·45.
§ Includes only those part-time staff employed in vocation FE.

1·8 EMPLOYMENT
Manpower in the local authorities

(1985 = 100) Seasonally adjusted



(1985 = 100) Seasonally adjusted



Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

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

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

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

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Opera-tives (Thou)	Percent-age of all opera-tives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working over-time	Actual (million)	Season-ally adjusted	Opera-tives (Thou)	Hours lost (Thou)	Opera-tives (Thou)	Hours lost (Thou)	Hours lost: Average per operative working part of the week	Opera-tives (Thou)	Percent-age of all opera-tives	Hours lost: Actual (Thou)	Season-ally adjusted	Average per opera-tive on short-time
1985	1,329	34·0	9·0	11·98		4	165	24	241	10·2	28	0·7	416		15·1
1986	1,304	34·2	9·0	11·72		5	192	29	293	10·1	34	0·9	485		14·4
1987	1,350	36·0	9·4	12·63		4	149	20	199	10·0	24	0·6	348		14·6
1988	1,413	37·9	9·5	13·42		3	101	15	143	9·8	17	0·5	244		14·4
1989	1,392	37·6	9·6	13·38		3	119	19	183	9·6	22	0·6	302		13·7
week ended															
1988 Sep 10	1,385	36·9	9·6	13·28	13·36	2	97	10	86	8·8	12	0·3	183	231	15·1
Oct 15	1,509	40·3	9·7	14·68	13·92	3	138	13	110	8·8	16	0·4	248	259	15·5
Nov 12	1,525	40·7	9·8	14·87	13·87	3	126	13	125	9·8	16	0·4	251	230	15·7
Dec 10	1,515	40·5	9·9	14·98	14·04	2	95	13	119	9·4	15	0·4	214	252	14·2
1989 Jan 14	1,375	37·0	9·4	12·91	13·83	2	88	19	205	10·7	21	0·6	293	234	13·7
Feb 11	1,439	38·9	9·4	13·51	13·75	3	133	23	228	10·0	26	0·7	360	288	13·8
Mar 11	1,391	37·6	9·5	13·26	13·49	3	104	25	258	10·3	28	0·7	362	311	13·1
Apr 15	1,400	38·1	9·5	13·30	13·60	3	135	24	250	10·3	28	0·7	384	335	14·0
May 13	1,405	38·3	9·5	13·47	13·54	3	135	23	230	10·2	26	0·7	365	353	14·1
June 10	1,367	37·1	9·6	13·17	13·41	2	94	15	134	9·2	17	0·5	228	295	13·5
July 15	1,347	36·5	9·8	13·17	13·28	4	145	14	117	8·7	17	0·5	262	264	15·3
Aug 19	1,319	35·6	9·8	12·92	13·69	2	79	12	102	8·7	14	0·4	181	231	13·3
Sept 16	1,395	37·5	9·7	13·54	13·53	3	136	16	158	9·9	19	0·5	294	411	15·2
Oct 14	1,445	38·9	9·7	13·97	13·07	3	100	18	165	9·0	21	0·6	266	296	12·7
Nov 11	1,442	38·9	9·7	13·93	12·87	4	148	18	162	8·9	22	0·6	310	303	14·2
Dec 16	1,375	37·2	9·8	13·43	12·50	3	135	21	187	8·9	24	0·7	321	377	13·2
1990 Jan 12	1,281	34·9	9·1	11·71	12·61	4	158	24	205	8·6	28	0·8	363	316	13·0
Feb 9	1,335	34·6	9·3	12·39	12·64	11	449	32	316	10·0	43	1·2	764	582	7·8
Mar 9	1,321	36·3	9·4	12·40	12·68	6	238	28	255	9·2	34	0·9	493	411	14·7
Apr 6	1,330	36·7	9·5	12·59	12·83	4	139	27	272	10·1	30	0·8	411	355	13·6
May 4	1,329	36·7	9·3	12·35	12·49	6	225	16	148	9·1	22	0·6	373	339	17·1
June 8	1,350	37·1	9·4	12·67	12·95	4	143	14	127	9·4	17	0·5	269	332	15·8
July 13	1,324	36·3	9·5	12·56	12·69	5	207	15	138	9·2	20	0·5	345	345	17·0
Aug 17	1,276	34·9	9·7	12·32	13·07	8	305	12	104	8·8	19	0·5	409	523	21·1
Sept 14	1,328	38·1 P	9·7	12·90	12·89	14	557	11	91	8·1	25	0·7	648	920	25·7
Oct 12 P	1,370	39·4	9·7	13·24	12·30	9	349	14	138	9·7	23	0·7	488	545	21·2

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

Seasonally Adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu-facturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manu-facturing industries	Metal goods, engineering and shipbuilding	Motor vehicles and other transport equipment	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42	21-49	31-34, 37 Group 361	35, 36 except Group 361	43-45	41, 42
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	96·6	95·4	96·5	99·0	97·6	99·7	99·6	100·0	99·1	99·6
1987	96·1	96·3	96·2	98·7	97·4	100·5	100·4	101·1	100·2	99·6
1988	97·6	101·1	95·6	97·4	97·6	101·1	100·8	101·8	99·2	99·6
1989	96·9	98·1	94·4	93·3	97·1	100·1	100·3	102·4	98·6	98·6
Week ended										
1988 Oct 15	97·9					101·2				
Nov 12	98·0					101·1				
Dec 10	98·1	102·6	96·6	96·3	97·7	101·2	101·6	103·6	99·0	99·3
1989 Jan 14	97·3					100·6				
Feb 11	97·3					100·4				
Mar 11	97·2	99·8	95·1	94·8	96·9	100·2	100·4	102·7	98·7	98·5
Apr 15	97·1					100·4				
May 13	96·8					100·2				
June 10	96·7	98·0	93·9	93·3	97·0	100·1	100·2	101·9	98·7	98·8
July 15	96·9					100·1				
Aug 19	97·4					100·3				
Sept 16	96·8	97·8	95·8	93·0	97·0	100·1	100·2	103·6	98·6	98·4
Oct 14	96·5					99·9				
Nov 11	96·3					99·7				
Dec 16	96·0	96·6	92·9	91·9	97·4	99·5	100·4	101·3	98·3	98·5
1990 Jan 13	96·4					100·1				
Feb 10	95·4					99·9				
Mar 10	95·9	94·1	93·3	91·1	96·8	100·0	100·4	101·9	98·0	97·7
Apr 14	95·9					100·2				
May 12	95·4					99·8				
June 9	95·8	92·2	93·1	90·8	98·0	100·0	100·6	102·0	98·3	98·4
July 14	96·2R					100·0R				
Aug 11	96·4R					100·3R				
Sept 8	91·8R	91·4	95·5	89·8	96·6	100·5R	100·1	103·4	98·6	96·8
Oct 13 P	91·1					100·2				

2·1 UNEMPLOYMENT
UK Summary

UNEMPLOYMENT
UK Summary 2·1

THOUSAND

	MALE AND FEMALE									MALE				FEMALE				
	UNEMPLOYED		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION			UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED
	Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number
1986*)	3,289·1	11·8	3,097·9	11·1						2,252·5	13·7	2,139·0	13·1	1,036·6	9·1	959·0	8·4	
1987) Annual	2,953·4	10·6	2,806·5	10·0						2,045·8	12·5	1,955·3	12·0	907·6	7·8	851·2	7·3	
1988**) averages	2,370·4	8·4	2,274·9	8·1						1,650·5	10·1	1,588·1	9·7	719·9	6·1	686·8	5·8	
1989)	1,798·7	6·3	1,784·4	6·3						1,290·8	7·9	1,277·4	7·8	507·9	4·2	507·0	4·2	
1988 Nov 10	2,066·9	7·3	2,083·5	7·4	−49·5	−39·1	224	1,805	37	1,576·5	8·9	1,462·1	8·9	612·2	5·1	621·4	5·2	254·9
Dec 8	2,046·5	7·2	2,021·7	7·2	−61·8	−49·9	212	1,797	37	1,594·4	8·9	1,421·4	8·7	595·1	5·0	600·3	5·0	249·9
1989 Jan 12	2,074·3	7·3	1,981·6	7·0	−40·1	−50·5	215	1,822	37	1,484·2	9·0	1,395·2	8·6	601·1	4·9	586·4	4·8	248·7
Feb 9	2,018·2	7·1	1,937·3	6·8	−44·3	−48·7	221	1,763	35	1,454·8	8·8	1,366·3	8·4	583·3	4·8	571·0	4·7	239·5
Mar 9	1,960·2	6·9	1,903·2	6·7	−34·1	−39·5	200	1,726	34	1,451·5	8·6	1,346·7	8·3	560·9	4·6	556·5	4·6	229·3
Apr 13	1,883·6	6·6	1,846·8	6·5	−56·4	−44·9	189	1,663	32	1,473·2	8·3	1,312·5	8·1	532·8	4·4	534·3	4·4	216·9
May 11	1,802·5	6·3	1,819·0	6·4	−27·8	−39·4	174	1,598	30	1,434·9	8·0	1,295·0	7·9	505·5	4·1	524·0	4·3	204·7
June 8	1,743·1	6·1	1,791·2	6·3	−27·8	−37·3	170	1,544	29	1,399·4	7·7	1,279·6	7·9	486·6	4·0	511·6	4·2	195·7
July 13	1,771·4	6·2	1,766·2	6·2	−25·0	−26·9	248	1,495	28	1,350·8	7·7	1,265·7	7·8	509·8	4·2	500·5	4·1	196·1
Aug 10	1,741·1	6·1	1,725·0	6·1	−41·2	−31·3	214	1,501	27	1,297·1	7·6	1,243·1	7·6	502·7	4·1	481·9	3·9	193·3
Sept 14 ‡	1,702·9	6·0	1,684·7	5·9	−40·3	−35·5	222	1,455	26	1,256·6	7·5	1,218·6	7·5	484·1	4·0	466·1	3·8	183·0
Oct 12 ‡	1,635·8	5·7	1,670·4	5·9	−14·3	−31·9	214	1,397	25	1,261·6	7·2	1,211·2	7·4	454·5	3·7	459·2	3·8	172·9
Nov 9 ‡	1,612·4	5·7	1,651·1	5·8	−19·3	−24·6	209	1,379	24	1,238·4	7·2	1,200·0	7·4	439·7	3·6	451·1	3·7	165·0
Dec 14 ‡	1,639·0	5·8	1,636·1	5·7	−15·0	−16·2	207	1,407	25	1,218·8	7·4	1,194·7	7·3	434·2	3·6	441·4	3·6	162·5
1990 Jan 11 ‡	1,687·0	5·9	1,615·8	5·7	−20·3	−18·2	214	1,448	25	1,181·3	7·6	1,181·7	7·3	447·7	3·7	434·1	3·6	164·2
Feb 8 ‡	1,675·7	5·9	1,614·0	5·7	−1·8	−12·4	227	1,425	24	1,172·7	7·6	1,182·4	7·3	443·5	3·6	431·6	3·5	160·2
Mar 8	1,646·6	5·8	1,606·6	5·6	−7·4	−9·8	206	1,416	24	1,204·8	7·4	1,177·9	7·2	433·1	3·5	428·7	3·5	155·8
Apr 12	1,626·3	5·7	1,607·0	5·6	0·4	−2·9	216	1,387	24	1,239·3	7·4	1,177·2	7·2	428·1	3·5	429·8	3·5	154·8
May 10	1,578·5	5·5	1,610·9	5·7	3·9	−1·0	182	1,373	24	1,232·2	7·2	1,184·0	7·3	408·5	3·3	426·9	3·5	146·1
June 14	1,555·6	5·5	1,618·4	5·7	7·5	3·9	190	1,342	23	1,213·5	7·1	1,193·5	7·3	400·2	3·3	424·9	3·5	141·9
July 12	1,623·6	5·7	1,632·1	5·7	13·7	8·4	261	1,340	23	1,198·2	7·3	1,210·4	7·4	431·5	3·5	421·7	3·5	146·1
Aug 9	1,657·8	5·8	1,655·3	5·8	23·2	14·8	236	1,398	23	1,170·0	7·4	1,230·2	7·5	446·0	3·7	425·1	3·5	150·5
Sept 13	1,673·9	5·9	1,670·5	5·9	15·2	17·4	247	1,403	24	1,155·4	7·6	1,246·6	7·6	439·7	3·6	423·9	3·5	145·0
Oct 11	1,670·6	5·9	1,704·8	6·0	34·3	24·2	257	1,390	24	1,244·4	7·6	1,273·8	7·8	426·2	3·5	431·0	3·5	143·1
Nov 8 P	1,728·1	6·1	1,762·4	6·2	57·6	35·7	268	1,435	25	1,295·8	8·0	1,320·7	8·1	432·3	3·5	441·7	3·6	144·6

2·2 UNEMPLOYMENT
GB Summary

UNEMPLOYMENT
GB Summary 2·2

1986*)	3,161·3	11·7	2,975·3	11·0						2,159·6	13·5	2,049·4	12·8	1,001·7	9·0	925·9	8·3	
1987) Annual	2,826·9	10·4	2,684·4	9·8						1,953·8	12·3	1,866·1	11·7	873·1	7·7	818·4	7·2	
1988**) averages	2,254·7	8·2	2,161·7	7·8						1,566·1	9·8	1,505·4	9·4	688·6	5·9	656·3	5·7	
1989)	1,693·0	6·1	1,678·8	6·0						1,213·1	7·6	1,199·8	7·6	479·9	4·0	479·1	4·0	
1988 Nov 10	1,958·0	7·1	1,972·8	7·2	−49·6	−38·5	217	1,705	36	1,492·5	8·6	1,381·4	8·7	582·6	5·0	591·4	5·1	242·1
Dec 8	1,938·5	7·0	1,912·5	6·9	−60·3	−49·1	206	1,697	36	1,511·0	8·6	1,341·5	8·4	566·6	4·9	571·0	4·9	237·7
1989 Jan 12	1,963·2	7·1	1,871·7	6·7	−40·8	−50·2	207	1,721	36	1,404·1	8·8	1,315·0	8·3	571·8	4·8	556·7	4·7	236·1
Feb 9	1,908·1	6·9	1,827·7	6·6	−44·0	−48·4	213	1,662	34	1,375·3	8·5	1,286·5	8·1	554·2	4·6	541·2	4·5	226·9
Mar 9	1,851·9	6·7	1,794·2	6·5	−33·5	−39·4	193	1,626	32	1,371·9	8·3	1,267·2	8·0	532·4	4·5	527·0	4·4	217·0
Apr 13	1,776·0	6·4	1,738·8	6·3	−55·4	−44·3	182	1,563	31	1,391·4	8·0	1,233·5	7·8	504·5	4·2	505·3	4·2	204·7
May 11	1,697·1	6·1	1,711·9	6·2	−26·9	−38·6	168	1,501	29	1,353·9	7·7	1,216·5	7·7	477·9	4·0	495·4	4·2	192·7
June 8	1,638·9	5·9	1,685·3	6·1	−26·6	−36·3	163	1,448	27	1,319·5	7·4	1,201·7	7·6	459·2	3·9	483·6	4·1	184·1
July 13	1,663·6	6·0	1,660·4	6·0	−24·9	−26·1	237	1,399	27	1,271·4	7·5	1,187·9	7·5	480·0	4·0	472·5	4·0	183·5
Aug 10	1,634·1	5·9	1,620·4	5·8	−40·0	−30·5	206	1,402	26	1,219·2	7·3	1,166·0	7·3	473·0	4·0	454·4	3·8	180·7
Sept 14 ‡	1,596·8	5·7	1,581·7	5·7	−38·7	−34·5	212	1,360	25	1,179·7	7·2	1,142·4	7·2	455·1	3·8	439·3	3·7	171·3
Oct 12 ‡	1,534·0	5·5	1,568·1	5·6	−13·6	−30·8	206	1,304	24	1,183·6	7·0	1,135·5	7·1	427·4	3·6	432·6	3·6	161·7
Nov 9 ‡	1,513·2	5·4	1,549·9	5·6	−18·2	−23·5	202	1,288	23	1,161·0	6·9	1,124·9	7·1	414·2	3·5	425·0	3·6	154·4
Dec 14 ‡	1,539·9	5·6	1,535·7	5·5	−14·2	−15·3	200	1,316	23	1,141·7	7·1	1,120·0	7·1	409·5	3·4	415·7	3·5	152·3
1990 Jan 11 ‡	1,586·6	5·7	1,516·6	5·5	−19·1	−17·2	206	1,357	24	1,106·5	7·3	1,107·7	7·0	422·9	3·5	408·9	3·4	154·2
Feb 8 ‡	1,576·8	5·7	1,515·3	5·4	−1·3	−11·5	219	1,335	23	1,099·0	7·3	1,108·6	7·0	419·3	3·5	406·7	3·4	150·5
Mar 8	1,549·0	5·6	1,508·1	5·4	−7·2	−9·2	199	1,326	23	1,130·4	7·2	1,104·2	7·0	409·4	3·4	403·9	3·4	146·4
Apr 12	1,528·7	5·5	1,509·0	5·4	0·9	−2·5	208	1,298	23	1,163·7	7·1	1,103·8	6·9	404·2	3·4	405·2	3·4	145·2
May 10	1,482·5	5·3	1,513·2	5·4	4·2	−0·7	176	1,284	23	1,157·5	6·9	1,110·6	7·0	385·3	3·2	402·6	3·4	136·9
June 14	1,460·6	5·3	1,521·5	5·5	8·3	4·5	184	1,255	22	1,139·6	6·8	1,120·5	7·1	377·1	3·2	401·0	3·4	132·9
July 12	1,524·1	5·5	1,535·2	5·5	13·7	8·7	251	1,251	22	1,124·5	7·0	1,137·3	7·2	405·8	3·4	397·9	3·3	136·0
Aug 9	1,559·6	5·6	1,559·5	5·6	24·3	15·4	229	1,308	22	1,097·1	7·2	1,157·8	7·3	420·5	3·5	401·7	3·4	140·5
Sept 13	1,575·5	5·7	1,575·0	5·7	15·5	17·8	237	1,316	22	1,083·5	7·3	1,174·3	7·4	414·5	3·5	400·7	3·4	135·8
Oct 11 (Oct 11 P)	1,575·9	5·7	1,609·4	5·8	34·4	24·7	248	1,305	23	1,173·0	7·4	1,201·4	7·6	402·9	3·4	408·0	3·4	134·4
Nov 8 P	1,633·8	5·9	1,666·3	6·0	56·9	35·6	260	1,350	24	1,224·2	7·7	1,247·8	7·9	409·6	3·4	418·5	3·5	136·2

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1989 for 1989 and 1990 figures and at the corresponding mid-year for earlier years.
** Unadjusted figures are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduced the UK unadjusted total by about 90,000 on average, with most of this effect having taken place over the two months to October 1988.

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.
†† The seasonally adjusted series taken account of past discontiniuties to be consistent with the current coverage of the count (see p 608 of the December 1990 issue of the *Employment Gazette* for the list of discontiniuties taken into account). To maintain a consistent assesment, the seasonally adjusted series relates only to claiments aged 18 and over and has been recently revised to take account of the changes in the conditions of the Redundant Mineworkers Payment Scheme, effective from July 1989. See also note ‡.
‡ The unadjusted unemployment figures between September 1989 and March 1990 are affected by the change in the conditions of the Redundant Mineworkers Payment Scheme. An estimated 15,500 men left the count as a result of this change.

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1986*)	784·7	524·7	260·0	8·7	10·0	6·8	750·2	8·3			505·2	245·0
1987) Annual	680·5	460·8	219·7	7·4	8·7	5·7	657·9	7·2			448·3	209·7
1988**) averages	508·6	346·8	161·8	5·5	6·5	4·1	495·8	5·3			339·8	156·0
1989)	367·4	259·6	107·8	3·9	4·8	2·6	366·9	3·9			259·3	107·6
1989 Nov 9	332·7	239·0	93·7	3·5	4·5	2·3	342·8	3·6	–0·5	–3·2	246·6	96·2
Dec 14	342·9	249·3	93·6	3·6	4·7	2·3	342·3	3·6	–0·5	–1·0	247·7	94·6
1990 Jan 11	348·7	254·5	94·2	3·7	4·8	2·3	339·4	3·6	–2·9	–1·3	246·2	93·2
Feb 8	349·9	255·5	94·4	3·7	4·8	2·3	339·5	3·6	0·1	–1·1	246·7	92·8
Mar 8	346·5	252·9	93·6	3·7	4·7	2·3	339·3	3·6	–0·2	–1·0	246·1	93·2
Apr 12	349·1	254·4	94·6	3·7	4·8	2·3	345·8	3·6	6·5	2·1	250·8	95·0
May 10	342·4	251·2	91·2	3·6	4·7	2·2	349·4	3·7	3·6	3·3	254·4	95·0
June 14	341·9	252·0	90·0	3·6	4·7	2·2	354·4	3·7	5·0	5·0	259·3	95·1
July 12	359·3	262·5	96·8	3·8	4·9	2·3	359·7	3·8	5·3	4·6	264·7	95·0
Aug 9	376·7	273·2	103·5	4·0	5·1	2·5	372·3	3·9	12·6	7·6	274·2	98·1
Sept 13	387·2	282·7	104·6	4·1	5·3	2·5	383·8	4·0	11·5	9·7	283·3	100·5
Oct 11	394·7	290·3	104·4	4·2	5·4	2·5	399·1	4·2	15·3	13·1	294·8	104·3
Nov 8 P	414·1	306·6	107·5	4·4	5·7	2·6	422·8	4·5	23·7	16·8	313·4	109·4
GREATER LONDON (included in South East)												
1986*)	407·1	280·9	126·1	9·5	11·1	7·3	391·3	9·2			272·0	119·4
1987) Annual	363·8	254·4	109·4	8·5	10·1	6·2	353·0	8·2			248·3	104·7
1988**) averages	291·9	205·1	86·7	6·7	8·1	4·8	285·3	6·6			201·5	83·8
1989)	218·2	156·5	61·8	5·0	6·3	3·3	218·0	5·0			156·4	61·7
1989 Nov 9	198·1	143·2	54·9	4·5	5·7	2·9	203·3	4·6	–0·4	–2·3	147·2	56·1
Dec 14	200·8	146·1	54·7	4·6	5·8	2·9	201·4	4·6	–1·9	–1·5	146·2	55·2
1990 Jan 11	199·5	145·8	53·7	4·5	5·8	2·8	199·4	4·5	–2·0	–1·4	144·9	54·5
Feb 8	199·5	145·8	53·7	4·5	5·8	2·8	198·4	4·5	–1·0	–1·6	144·6	53·8
Mar 8	198·2	145·0	53·3	4·5	5·8	2·8	196·5	4·5	–1·9	–1·6	142·7	53·8
Apr 12	201·2	146·7	54·4	4·6	5·9	2·9	200·2	4·6	3·7	0·3	145·4	54·8
May 10	198·5	145·6	52·9	4·5	5·8	2·8	201·1	4·6	0·9	0·9	146·5	54·6
June 14	199·3	146·6	52·7	4·5	5·9	2·8	203·1	4·6	2·0	2·2	148·4	54·7
July 12	207·3	151·2	56·2	4·7	6·0	3·0	205·9	4·7	2·8	1·9	151·2	54·7
Aug 9	216·1	156·3	59·8	4·9	6·2	3·2	211·3	4·8	5·4	3·4	154·8	56·5
Sept 13	221·5	160·7	60·8	5·0	6·4	3·2	216·6	4·9	5·3	4·4	158·8	57·8
Oct 11	222·7	162·4	60·3	5·1	6·5	3·2	223·5	5·1	6·9	5·9	163·7	59·8
Nov 8 P	229·2	167·8	61·4	5·2	6·7	3·3	233·6	5·3	10·1	7·4	171·3	62·3
EAST ANGLIA												
1986*)	83·4	53·9	29·5	9·0	9·8	8·0	78·8	8·5			51·4	27·4
1987) Annual	72·5	47·4	25·1	7·7	8·6	6·3	69·4	7·3			45·8	23·6
1988**) averages	52·0	33·6	18·5	5·4	6·0	4·6	50·4	5·2			32·7	17·7
1989)	35·2	24·0	11·2	3·6	4·3	2·7	35·2	3·6			24·0	11·2
1989 Nov 9	31·7	22·4	9·3	3·2	4·0	2·3	33·5	3·4	0·1	–0·1	23·7	9·8
Dec 14	33·7	24·4	9·3	3·4	4·3	2·3	33·5	3·4	—	0·1	24·0	9·5
1990 Jan 11	36·0	25·9	10·0	3·7	4·6	2·4	33·1	3·4	–0·4	–0·1	23·9	9·2
Feb 8	36·9	26·7	10·2	3·8	4·7	2·5	33·8	3·5	0·7	0·1	24·2	9·6
Mar 8	37·0	26·8	10·1	3·8	4·7	2·5	34·5	3·5	0·7	0·3	24·8	9·7
Apr 12	36·7	26·5	10·1	3·8	4·7	2·5	35·0	3·6	0·5	0·6	25·2	9·8
May 10	35·7	25·8	9·8	3·7	4·6	2·4	35·6	3·6	0·6	0·6	25·7	9·9
June 14	33·9	24·6	9·2	3·5	4·4	2·2	35·8	3·7	0·2	0·4	25·9	9·9
July 12	35·3	25·5	9·8	3·6	4·5	2·4	36·6	3·7	0·8	0·5	26·6	10·0
Aug 9	36·6	26·3	10·3	3·7	4·7	2·5	37·7	3·9	1·1	0·7	27·4	10·3
Sept 13	37·2	26·9	10·3	3·8	4·8	2·5	38·6	4·0	0·9	0·9	28·2	10·4
Oct 11	38·3	27·9	10·5	3·9	4·9	2·5	40·4	4·1	1·8	1·3	29·6	10·8
Nov 8 P	41·1	30·2	10·9	4·2	5·3	2·7	42·5	4·4	2·1	1·6	31·2	11·3
SOUTH WEST												
1986*)	205·7	131·6	74·2	9·9	10·8	8·6	195·8	9·5			126·1	69·7
1987) Annual	178·9	115·0	63·9	8·5	9·4	7·2	172·3	8·1			111·4	60·9
1988**) averages	137·6	88·5	49·1	6·4	7·2	5·4	133·7	6·2			86·5	47·3
1989)	98·1	66·1	31·9	4·5	5·4	3·4	98·0	4·5			66·1	31·9
1989 Nov 9	88·8	61·2	27·5	4·1	5·0	2·9	88·8	4·1	–1·5	–1·9	61·8	27·0
Dec 14	92·5	65·1	27·4	4·2	5·3	2·9	88·7	4·1	–0·1	–1·0	62·4	26·3
1990 Jan 11	96·8	68·3	28·5	4·4	5·6	3·0	88·0	4·0	–0·7	–0·8	62·2	25·8
Feb 8	96·7	68·1	28·6	4·4	5·6	3·0	88·9	4·1	0·9	—	62·7	26·2
Mar 8	95·1	67·1	28·1	4·4	5·5	2·9	90·0	4·1	1·1	0·4	63·4	26·6
Apr 12	91·3	64·6	26·7	4·2	5·3	2·8	90·1	4·1	0·1	0·7	63·2	26·9
May 10	87·5	62·4	25·2	4·0	5·1	2·6	91·6	4·2	1·5	0·9	64·5	27·1
June 14	85·1	61·3	23·9	3·9	5·0	2·5	93·6	4·3	2·0	1·2	66·4	27·2
July 12	90·3	64·6	25·7	4·1	5·3	2·7	95·6	4·4	2·0	1·8	68·4	27·2
Aug 9	94·9	67·6	27·2	4·4	5·5	2·9	98·0	4·5	2·4	2·1	70·5	27·5
Sept 13	97·4	70·2	27·2	4·5	5·7	2·9	99·7	4·6	1·7	2·0	72·4	27·3
Oct 11	101·0	73·3	27·7	4·6	6·0	2·9	103·2	4·7	3·5	2·5	75·2	28·0
Nov 8 P	109·4	79·9	29·5	5·0	6·5	3·1	109·2	5·0	6·0	3·7	80·3	28·9

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

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
	All	Male	Female	All	Male	Female	Number	Per cent work force†	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1986*)	346·7	236·8	108·0	13·6	15·4	10·6	327·6	12·9			228·0	99·6
1987) Annual	305·9	211·1	94·8	12·0	13·8	9·2	292·0	11·4			203·4	88·6
1988**) averages	238·0	163·0	75·0	9·2	10·7	7·1	229·7	8·9			158·3	71·4
1989)	168·5	118·8	49·7	6·6	8·0	4·6	167·9	6·6			118·3	49·6
1989 Nov 9 ‡	149·8	107·1	42·7	5·9	7·2	4·0	154·4	6·0	–0·7	–1·7	110·3	44·1
Dec 14 ‡	151·6	109·8	41·8	5·9	7·4	3·9	152·9	6·0	–1·5	–0·7	109·9	43·0
1990 Jan 11 ‡	156·5	113·4	43·1	6·1	7·6	4·0	151·1	5·9	–1·8	–1·3	108·8	42·3
Feb 8 ‡	155·2	112·6	42·6	6·1	7·6	4·0	150·9	5·9	–0·2	–1·2	108·8	42·1
Mar 8	151·0	109·7	41·3	5·9	7·4	3·9	148·9	5·8	–2·0	–1·3	107·6	41·3
Apr 12	148·7	108·2	40·5	5·8	7·3	3·8	148·7	5·8	–0·2	–0·8	107·7	41·0
May 10	145·3	106·3	39·0	5·7	7·2	3·6	149·3	5·8	0·6	–0·5	108·5	40·8
June 14	144·0	105·6	38·4	5·6	7·1	3·6	149·2	5·8	–0·1	0·1	108·7	40·5
July 12	150·0	108·9	41·1	5·9	7·3	3·8	149·5	5·8	0·3	0·3	109·4	40·1
Aug 9	153·5	111·0	42·5	6·0	7·5	4·0	151·3	5·9	1·8	0·7	111·0	40·3
Sept 13	154·9	112·6	42·3	6·1	7·6	4·0	151·3	5·9	—	0·7	111·5	39·8
Oct 11	152·2	111·9	40·2	5·9	7·5	3·8	154·3	6·0	3·0	1·6	113·9	40·4
Nov 8 P	155·6	115·4	40·2	6·1	7·8	3·7	159·8	6·2	5·5	2·8	118·5	41·3
EAST MIDLANDS												
1986*)	202·8	136·0	66·8	10·7	12·1	8·6	189·1	10·0			127·2	61·9
1987) Annual	183·9	125·2	54·4	9·6	11·2	6·9	171·6	9·0			116·4	55·2
1988**) averages	147·8	101·9	45·9	7·7	9·1	5·7	137·4	7·1			93·5	43·9
1989)	108·9	77·2	31·7	5·6	6·9	3·8	104·7	5·4			73·1	31·6
1989 Nov 9 ‡	93·2	66·7	26·5	4·8	6·0	3·2	97·3	5·0	–0·4	–1·0	69·4	27·9
Dec 14 ‡	95·5	69·2	26·3	4·9	6·2	3·2	96·3	5·0	–1·0	–0·6	69·0	27·3
1990 Jan 11 ‡	99·5	71·9	27·6	5·1	6·4	3·3	94·7	4·9	–1·6	–1·0	67·9	26·8
Feb 8 ‡	100·5	72·6	27·9	5·2	6·5	3·4	95·5	4·9	0·8	–0·6	68·4	27·1
Mar 8	98·8	71·6	27·2	5·1	6·4	3·3	95·0	4·9	–0·5	–0·4	68·3	26·7
Apr 12	97·4	70·2	27·1	5·0	6·3	3·3	94·6	4·9	–0·4	–0·1	67·7	26·9
May 10	93·8	67·9	25·9	4·8	6·1	3·1	95·2	4·9	0·6	–0·1	68·5	26·7
June 14	92·2	67·0	25·2	4·7	6·0	3·1	96·1	4·9	0·9	0·4	69·5	26·6
July 12	96·9	69·7	27·2	5·0	6·2	3·3	97·4	5·0	1·3	0·9	71·0	26·4
Aug 9	99·9	71·6	28·3	5·1	6·4	3·4	99·9	5·1	2·5	1·6	73·1	26·8
Sept 13	100·0	72·2	27·8	5·1	6·4	3·4	100·8	5·2	0·9	1·6	74·0	26·8
Oct 11	99·5	72·6	26·9	5·1	6·5	3·3	103·0	5·3	2·2	1·9	75·6	27·4
Nov 8 P	103·0	75·9	27·1	5·3	6·8	3·3	106·5	5·5	3·5	2·2	78·2	28·3
YORKSHIRE AND HUMBERSIDE												
1986*)	315·9	220·1	95·8	13·5	15·8	10·1	291·7	12·5			205·2	86·5
1987) Annual	286·0	201·2	84·8	12·2	14·6	8·7	266·4	11·3			188·3	78·1
1988**) averages	234·9	165·8	69·1	10·0	12·2	7·0	221·0	9·4			155·8	65·2
1989)	178·8	129·7	49·1	7·7	9·7	4·9	175·2	7·5			126·2	49·0
1989 Nov 9 ‡	159·9	117·7	42·2	6·9	8·8	4·2	163·4	7·0	–1·9	–2·2	119·7	43·7
Dec 14 ‡	162·3	120·6	41·7	7·0	9·0	4·2	162·2	7·0	–1·2	–1·4	119·4	42·8
1990 Jan 11 ‡	167·3	124·1	43·2	7·2	9·3	4·3	159·9	6·9	–2·3	–1·8	117·9	42·0
Feb 8 ‡	165·5	122·9	42·7	7·1	9·2	4·3	159·5	6·9	–0·4	–1·3	117·8	41·7
Mar 8	161·4	120·2	41·3	6·9	9·0	4·1	157·5	6·8	–2·0	–1·6	116·7	40·8
Apr 12	158·7	118·0	40·7	6·8	8·9	4·1	156·7	6·7	–0·8	–1·1	115·8	40·9
May 10	153·4	114·5	39·0	6·6	8·6	3·9	156·2	6·7	–0·5	–1·1	115·7	40·5
June 14	150·7	112·5	38·2	6·5	8·4	3·8	156·5	6·7	0·3	–0·3	116·4	40·1
July 12	157·2	116·4	40·8	6·8	8·7	4·1	158·0	6·8	1·5	0·4	118·4	39·6
Aug 9	159·5	117·5	42·0	6·9	8·8	4·2	159·6	6·9	1·6	1·1	119·8	39·8
Sept 13	161·1	120·0	41·1	6·9	9·0	4·1	160·5	6·9	0·9	1·3	121·1	39·4
Oct 11	160·3	121·1	39·3	6·9	9·1	3·9	164·2	7·1	3·7	2·1	124·2	40·0
Nov 8 P	165·0	125·7	39·3	7·1	9·4	4·0	168·4	7·2	4·2	2·9	127·7	40·7
NORTH WEST												
1986*)	448·3	313·2	135·1	14·6	17·5	10·6	422·3	13·7			297·8	124·5
1987) Annual	403·3	284·3	118·6	13·1	15·9	9·2	383·7	12·5			272·4	111·3
1988**) averages	333·0	235·9	97·1	10·8	13·2	7·4	320·7	10·4			228·3	92·4
1989)	262·6	191·6	71·0	8·4	10·8	5·3	261·9	8·4			191·0	70·9
1989 Nov 9 ‡	234·8	173·3	61·4	7·5	9·8	4·6	241·3	7·7	–4·1	–4·3	177·9	63·4
Dec 14 ‡	236·6	176·4	60·2	7·6	10·0	4·5	238·1	7·6	–3·2	–3·1	176·3	61·8
1990 Jan 11 ‡	243·2	180·8	62·4	7·8	10·2	4·7	234·6	7·5	–3·5	–3·6	174·2	60·4
Feb 8 ‡	240·7	179·6	61·0	7·7	10·1	4·6	233·8	7·5	–0·8	–2·5	174·1	59·7
Mar 8	237·5	177·8	59·8	7·6	10·0	4·5	232·8	7·5	–1·0	–1·8	173·4	59·4
Apr 12	234·1	175·1	59·0	7·5	9·9	4·4	231·4	7·4	–1·4	–1·1	172·3	59·1
May 10	227·6	171·2	56·4	7·3	9·7	4·2	230·9	7·4	–0·5	–1·0	172·3	58·6
June 14	223·0	167·9	55·1	7·2	9·5	4·1	230·4	7·4	–0·5	–0·8	172·3	58·1
July 12	231·0	172·3	58·7	7·4	9·7	4·4	230·7	7·4	0·3	–0·2	173·4	57·3
Aug 9	233·1	173·4	59·7	7·5	9·8	4·5	231·7	7·4	1·0	0·3	174·8	56·9
Sept 13	234·8	175·3	59·5	7·5	9·9	4·4	232·7	7·5	1·0	0·8	176·0	56·7
Oct 11	230·4	173·9	56·4	7·4	9·8	4·2	236·1	7·6	3·4	1·8	178·7	57·4
Nov 8 P	235·5	179·0	56·5	7·6	10·1	4·2	241·3	7·7	5·2	3·2	183·2	58·1

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

2·3 UNEMPLOYMENT
Regions

THOUSAND

		NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED R					
		All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH													
1986*	)	234·9	167·3	67·6	16·4	19·6	11·7	219·9	15·3			157·9	61·9
1987	) Annual	213·1	155·1	58·0	14·9	18·4	9·9	201·3	14·1			147·1	54·2
1988**	) averages	179·4	130·7	48·7	12·5	15·5	8·2	171·0	11·9			124·6	46·4
1989	)	141·9	105·7	36·2	10·0	12·9	6·1	140·0	9·9			103·9	36·2
1989	Nov 9 ‡	124·9	93·9	31·0	8·8	11·4	5·3	127·3	9·0	–3·0	–2·8	95·5	31·8
	Dec 14 ‡	124·7	94·4	30·3	8·8	11·5	5·1	125·0	8·8	–2·3	–2·2	93·9	31·1
1990	Jan 11 ‡	129·1	97·2	31·9	9·1	11·8	5·4	123·3	8·7	–1·7	–2·3	92·4	30·9
	Feb 8 ‡	126·8	95·4	31·3	9·0	11·6	5·3	122·2	8·7	–1·1	–1·7	91·8	30·4
	Mar 8	124·9	94·3	30·5	8·8	11·5	5·2	121·2	8·6	–1·0	–1·3	91·2	30·0
	Apr 12	122·3	92·6	29·7	8·7	11·3	5·0	119·7	8·5	–1·5	–1·2	90·1	29·6
	May 10	119·1	90·7	28·3	8·4	11·0	4·8	120·2	8·5	0·5	–0·7	90·9	29·3
	June 14	116·8	89·2	27·6	8·3	10·9	4·7	120·2	8·5	—	–0·3	91·2	29·0
	July 12	119·4	90·4	29·0	8·5	11·0	4·9	121·1	8·6	0·9	0·5	92·4	28·7
	Aug 9	120·0	90·4	29·6	8·5	11·0	5·0	122·2	8·7	1·1	0·7	93·3	28·9
	Sept 13	122·0	92·2	29·8	8·6	11·2	5·1	122·6	8·7	0·4	0·8	94·2	28·4
	Oct 11	120·6	92·3	28·3	8·5	11·2	4·8	123·7	8·8	1·1	0·9	95·1	28·6
	Nov 8 P	124·5	96·0	28·6	8·8	11·7	4·8	126·8	9·0	3·1	1·5	97·6	29·2
WALES													
1986*	)	179·0	126·1	52·9	14·4	16·6	10·9	168·3	13·5			119·5	48·8
1987	) Annual	157·0	111·8	45·2	12·7	15·2	9·0	148·1	12·0			105·9	42·2
1988**	) averages	130·0	92·9	37·1	10·3	12·6	7·1	123·9	9·9			88·6	35·4
1989	)	97·0	70·9	26·2	7·4	9·2	4·9	96·1	7·3			69·9	26·1
1989	Nov 9 ‡	85·7	63·8	21·9	6·6	8·3	4·1	86·6	6·6	–1·5	–1·8	64·3	22·3
	Dec 14 ‡	87·2	65·6	21·6	6·7	8·5	4·0	85·8	6·6	–0·8	–1·4	64·1	21·7
1990	Jan 11 ‡	90·3	67·7	22·6	6·9	8·8	4·2	84·7	6·5	–1·1	–1·1	63·3	21·4
	Feb 8 ‡	88·9	66·7	22·1	6·8	8·7	4·1	84·4	6·5	–0·3	–0·7	63·3	21·1
	Mar 8	86·6	65·4	21·3	6·6	8·5	4·0	83·9	6·4	–0·5	–0·6	63·1	20·8
	Apr 12	84·6	63·9	20·7	6·5	8·3	3·9	83·1	6·4	–0·8	–0·5	62·4	20·7
	May 10	81·2	61·9	19·3	6·2	8·0	3·6	83·4	6·4	0·3	–0·3	63·0	20·4
	June 14	79·1	60·7	18·4	6·1	7·9	3·4	84·3	6·4	0·9	0·1	64·0	20·3
	July 12	83·2	63·1	20·1	6·4	8·2	3·8	85·5	6·5	1·2	0·8	65·3	20·2
	Aug 9	84·6	63·7	20·9	6·5	8·3	3·9	86·6	6·6	1·1	1·1	66·2	20·4
	Sept 13	85·9	65·2	20·7	6·6	8·5	3·9	86·0	6·6	–0·6	0·6	66·2	19·8
	Oct 11	86·0	66·2	19·9	6·6	8·6	3·7	87·5	6·7	1·5	0·7	67·3	20·2
	Nov 8 P	89·9	69·6	20·3	6·9	9·0	3·8	90·6	6·9	3·1	1·3	70·0	20·6
SCOTLAND													
1986*	)	359·8	248·1	111·8	14·5	16·9	11·0	331·7	13·3			231·1	15·7
1987	) Annual	345·8	241·9	103·8	14·0	16·7	10·1	321·8	13·0			227·3	15·7
1988**	) averages	293·6	207·2	86·4	11·8	14·3	8·3	278·2	11·2			197·5	13·7
1989	)	234·7	169·5	65·2	9·4	11·8	6·1	233·2	9·3			168·2	11·7
1989	Nov 9 ‡	211·7	153·8	57·9	8·4	10·7	5·4	214·8	8·6	–4·4	–4·6	155·8	59·0
	Dec 14 ‡	212·9	155·5	57·3	8·5	10·8	5·3	211·2	8·4	–3·6	–4·1	153·5	57·7
1990	Jan 11 ‡	219·2	159·9	59·3	8·7	11·1	5·5	207·9	8·3	–3·3	–3·8	151·1	56·8
	Feb 8 ‡	215·7	157·3	58·4	8·6	11·0	5·4	207·0	8·2	–0·9	–2·6	150·8	56·2
	Mar 8	210·1	153·8	56·3	8·4	10·7	5·2	205·0	8·2	–2·0	–2·1	149·6	55·4
	Apr 12	205·9	151·0	54·9	8·2	10·5	5·1	203·8	8·1	–1·2	–1·4	148·5	55·3
	May 10	196·5	145·2	51·3	7·8	10·1	4·8	201·4	8·0	–2·4	–1·9	147·1	54·3
	June 14	193·8	142·7	51·1	7·7	9·9	4·8	201·1	8·0	–0·3	–1·3	147·0	54·1
	July 12	201·4	145·1	56·3	8·0	10·1	5·2	201·5	8·0	0·4	–0·8	147·9	53·6
	Aug 9	200·9	144·5	56·5	8·0	10·1	5·3	200·4	8·0	–1·1	–0·3	147·6	52·8
	Sept 13	195·1	143·9	51·2	7·8	10·0	4·8	199·2	7·9	–1·2	–0·6	147·6	51·6
	Oct 11	193·0	143·5	49·4	7·7	10·0	4·6	197·9	7·9	–1·3	–1·2	146·9	51·0
	Nov 8 P	195·7	145·9	49·7	7·8	10·2	4·6	198·5	7·9	0·6	–0·6	147·8	50·7
NORTHERN IRELAND													
1986*	)	127·8	92·9	34·9	18·1	21·7	12·5	122·6	17·4			89·6	33·0
1987	) Annual	126·5	92·0	34·5	17·8	21·5	12·3	122·1	17·2			89·2	32·9
1988**	) averages	115·7	84·3	31·3	16·4	20·0	11·0	113·2	16·0			82·7	30·5
1989	)	105·7	77·7	28·0	15·1	18·8	9·8	105·6	15·1			77·6	27·9
1989	Nov 9 ‡	99·2	73·7	25·5	14·2	17·8	9·0	101·2	14·7	–1·1	–1·1	75·1	26·1
	Dec 14 ‡	99·1	74·4	24·7	14·2	18·0	8·7	100·4	14·5	–0·8	–0·9	74·7	25·7
1990	Jan 11 ‡	100·4	75·6	24·8	14·4	18·3	8·7	99·2	14·4	–1·2	–1·0	74·0	25·2
	Feb 8 ‡	98·9	74·7	24·2	14·2	18·1	8·5	98·7	14·2	–0·5	–0·8	73·8	24·9
	Mar 8	97·6	73·9	23·7	14·0	17·9	8·3	98·5	14·1	–0·2	–0·6	73·7	24·8
	Apr 12	97·7	73·7	23·9	14·0	17·8	8·4	98·0	14·1	–0·5	–0·4	73·4	24·6
	May 10	96·1	72·9	23·2	13·8	17·6	8·1	97·7	14·0	–0·3	–0·3	73·4	24·3
	June 14	95·1	71·9	23·2	13·6	17·4	8·1	96·9	14·0	–0·8	–0·5	73·0	23·9
	July 12	99·5	73·8	25·7	14·3	17·8	9·0	96·9	13·9	—	–0·4	73·1	23·8
	Aug 9	98·2	72·6	25·5	14·1	17·6	9·0	95·8	13·9	–1·1	–0·6	72·4	23·4
	Sept 13	98·4	73·2	25·3	14·1	17·7	8·9	95·5	13·7	–0·3	–0·5	72·3	23·2
	Oct 11	94·8	71·5	23·3	13·6	17·3	8·2	95·4	13·7	–0·1	–0·5	72·4	23·0
	Nov 8 P	94·3	71·6	22·7	13·5	17·3	8·0	96·1	13·8	0·7	0·1	72·9	23·2

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

UNEMPLOYMENT 2·4
Area statistics

Unemployment in regions by assisted area status * and in travel-to-work areas † at November 8, 1990

	Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce
ASSISTED REGIONS ‡					
South West					
Development Areas	6,302	2,331	8,633	14·1	. .
Intermediate Areas	11,801	4,319	16,120	9·1	. .
Unassisted	61,789	22,815	84,604	5·4	. .
All	**79,892**	**29,465**	**109,357**	**6·0**	**5·0**
West Midlands					
Intermediate Areas	93,347	31,905	125,252	8·0	. .
Unassisted	22,077	8,269	30,346	4·7	. .
All	**115,424**	**40,174**	**155,598**	**7·0**	**6·1**
East Midlands					
Development Areas	1,192	493	1,685	6·0	. .
Intermediate Areas	2,233	995	3,228	6·2	. .
Unassisted	72,429	25,645	98,074	6·2	. .
All	**75,854**	**27,133**	**102,987**	**6·2**	**5·3**
Yorkshire and Humberside					
Development Areas	13,396	3,962	17,358	11·1	. .
Intermediate Areas	64,726	19,248	83,974	9·7	. .
Unassisted	47,625	16,072	63,697	6·6	. .
All	**125,747**	**39,282**	**165,029**	**8·3**	**7·1**
North West					
Development Areas	80,214	24,863	105,077	12·0	. .
Intermediate Areas	54,848	17,021	71,869	7·7	. .
Unassisted	43,968	14,605	58,573	6·6	. .
All	**179,030**	**56,489**	**235,519**	**8·7**	**7·6**
North					
Development Areas	78,003	22,020	100,023	11·6	. .
Intermediate Areas	10,502	3,284	13,786	8·6	. .
Unassisted	7,455	3,251	10,706	5·0	. .
All	**95,960**	**28,555**	**124,515**	**10·1**	**8·8**
Wales					
Development Areas	26,683	7,424	34,107	9·1	. .
Intermediate Areas	37,441	10,737	48,178	8·4	. .
Unassisted	5,467	2,171	7,638	6·2	. .
All	**69,591**	**20,332**	**89,923**	**8·4**	**6·9**
Scotland					
Development Areas	89,841	27,831	117,672	11·1	. .
Intermediate Areas	23,117	9,351	32,468	10·4	. .
Unassisted	32,984	12,555	45,539	5·6	. .
All	**145,942**	**49,737**	**195,679**	**8·9**	**7·8**
UNASSISTED REGIONS					
South East	**306,570**	**107,492**	**414,062**	**5·1**	**4·4**
East Anglia	**30,165**	**10,921**	**41,086**	**5·1**	**4·2**
GREAT BRITAIN					
Development Areas	295,631	88,924	384,555	11·2	. .
Intermediate Areas	298,015	96,860	394,875	8·5	. .
Unassisted	630,529	223,796	854,325	5·4	. .
All	**1,224,175**	**409,580**	**1,633,755**	**6·8**	**5·9**
Northern Ireland	**71,603**	**22,715**	**94,318**	**15·2**	**13·5**
United Kingdom	**1,295,778**	**432,295**	**1,728,073**	**7·1**	**6·1**
TRAVEL-TO-WORK AREAS *					
England					
Accrington and Rossendale	2,148	741	2,889	5·8	**4·9**
Alfreton and Ashfield	2,937	859	3,796	6·0	**5·3**
Alnwick and Amble	752	312	1,064	9·9	**7·8**
Andover	576	251	827	2·6	**2·3**
Ashford	1,280	447	1,727	5·3	**4·4**
Aylesbury and Wycombe	3,873	1,268	5,141	3·0	**2·5**
Banbury	974	393	1,367	5·1	**4·2**
Barnsley (I)	6,129	1,813	7,942	10·9	**9·3**
Barnstaple and Ilfracombe	1,530	579	2,109	8·3	**6·4**
Barrow-in-Furness	1,675	701	2,376	5·5	**4·8**
Basingstoke and Alton	1,645	485	2,130	2·7	**2·4**
Bath	2,288	834	3,122	4·6	**4·0**
Beccles and Halesworth	554	238	792	5·1	**3·8**
Bedford	2,458	773	3,231	4·1	**3·6**
Berwick-on-Tweed	350	148	498	5·1	**4·2**
Bicester	399	190	589	3·2	**2·6**
Bideford	621	251	872	9·5	**7·2**
Birmingham (I)	44,285	14,721	59,006	8·3	**7·4**
Bishop Auckland (D)	3,187	976	4,163	10·4	**8·8**
Blackburn	4,077	1,115	5,192	7·8	**6·7**
Blackpool	6,085	1,769	7,854	7·2	**5·7**
Blandford	214	117	331	3·5	**2·7**
Bodmin and Liskeard (I)	1,397	654	2,051	8·8	**6·5**
Bolton and Bury	10,529	3,507	14,036	8·1	**6·8**
Boston	1,080	407	1,487	6·4	**5·1**
Bournemouth	4,454	1,331	5,785	5·6	**4·6**
Bradford (I)	13,334	3,676	17,010	8·2	**7·2**
Bridgwater	1,678	660	2,338	7·5	**6·2**
Bridlington and Driffield	1,355	470	1,825	9·2	**7·2**
Bridport	346	160	506	6·3	**4·6**
Brighton	7,927	2,632	10,559	6·5	**5·4**
Bristol	13,695	5,125	18,820	5·7	**5·1**
Bude (I)	453	221	674	11·5	**7·8**
Burnley	2,040	606	2,646	6·3	**5·5**
Burton-on-Trent	2,533	830	3,363	5·5	**4·8**

	Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce
Bury St Edmunds	745	333	1,078	3·1	**2·6**
Buxton	658	308	966	4·5	**3·5**
Calderdale	4,245	1,508	5,753	7·3	**6·3**
Cambridge	3,065	1,123	4,188	3·0	**2·5**
Canterbury	2,093	646	2,739	5·7	**4·7**
Carlisle	1,865	740	2,605	4·9	**4·2**
Castleford and Pontefract	3,245	934	4,179	8·1	**7·1**
Chard	304	153	457	4·5	**3·7**
Chelmsford and Braintree	3,167	1,290	4,457	4·1	**3·5**
Cheltenham	2,147	727	2,874	3·7	**3·3**
Chesterfield	4,438	1,541	5,979	8·2	**7·1**
Chichester	1,550	471	2,021	3·3	**2·7**
Chippenham	791	375	1,166	4·0	**3·2**
Cinderford and Ross-on-Wye (I)	1,078	438	1,516	6·4	**5·1**
Cirencester	327	130	457	3·5	**2·9**
Clacton	1,617	509	2,126	11·8	**8·7**
Clitheroe	174	106	280	2·8	**2·2**
Colchester	2,761	1,088	3,849	5·0	**4·2**
Corby (D)	1,126	458	1,584	5·8	**5·2**
Coventry and Hinckley (I)	12,030	4,686	16,716	7·2	**6·3**
Crawley	2,968	994	3,962	1·9	**1·7**
Crewe	2,027	876	2,903	5·8	**5·1**
Cromer and North Walsham	904	258	1,162	6·5	**4·8**
Darlington (I)	2,940	987	3,927	8·1	**6·9**
Dartmouth and Kingsbridge	365	179	544	7·5	**4·8**
Derby	6,564	2,225	8,789	5·7	**5·0**
Devizes	381	191	572	4·2	**3·6**
Diss	410	215	625	4·6	**3·4**
Doncaster (I)	8,353	2,636	10,989	11·4	**9·6**
Dorchester and Weymouth	1,708	643	2,351	6·0	**5·1**
Dover and Deal	1,804	555	2,359	5·6	**4·7**
Dudley and Sandwell (I)	14,829	5,047	19,876	7·8	**6·9**
Durham (I)	3,690	1,169	4,859	7·6	**6·7**
Eastbourne	2,041	699	2,740	5·0	**4·0**
Evesham	650	308	958	3·5	**2·6**
Exeter	3,181	1,040	4,221	4·6	**3·9**
Fakenham	464	203	667	6·1	**4·4**
Falmouth (D)	989	311	1,300	11·0	**8·8**
Folkestone	1,913	517	2,430	7·7	**6·3**
Gainsborough (I)	835	314	1,149	9·1	**7·6**
Gloucester	2,414	759	3,173	4·4	**3·9**
Goole and Selby	1,501	507	2,008	7·2	**6·0**
Gosport and Fareham	2,086	768	2,854	5·5	**4·7**
Grantham	844	320	1,164	5·0	**4·2**
Great Yarmouth	2,852	1,071	3,923	10·0	**8·0**
Grimsby (I)	5,783	1,468	7,251	9·6	**8·3**
Guildford and Aldershot	3,817	1,356	5,173	2·8	**2·3**
Harrogate	887	371	1,258	3·1	**2·6**
Hartlepool (D)	4,088	1,000	5,088	15·3	**13·0**
Harwich	438	174	612	7·8	**6·6**
Hastings	2,893	882	3,775	7·6	**5·9**
Haverhill	386	194	580	4·7	**3·8**
Heathrow	17,985	6,931	24,916	3·6	**3·1**
Helston (D)	590	289	879	15·5	**10·4**
Hereford and Leominster	1,629	671	2,300	5·3	**4·1**
Hertford and Harlow	6,256	2,489	8,745	3·9	**3·4**
Hexham	478	272	750	5·2	**3·9**
Hitchin and Letchworth	1,844	680	2,524	4·4	**3·7**
Honiton and Axminster	596	228	824	4·9	**3·6**
Horncastle and Market Rasen	564	267	831	7·8	**5·6**
Huddersfield	4,537	1,771	6,308	6·9	**5·9**
Hull (I)	13,315	4,231	17,546	9·8	**8·5**
Huntingdon and St Neots	1,348	622	1,970	4·5	**3·7**
Ipswich	3,335	1,089	4,424	4·3	**3·7**
Isle of Wight	3,185	1,239	4,424	9·6	**7·6**
Keighley	1,530	539	2,069	6·9	**5·7**
Kendal	346	158	504	2·4	**1·9**
Keswick	87	51	138	5·2	**3·3**
Kettering and Market Harborough	1,081	424	1,505	3·9	**3·3**
Kidderminster (I)	1,650	670	2,320	5·9	**4·9**
King's Lynn and Hunstanton	1,888	694	2,582	6·5	**5·3**
Lancaster and Morecambe	2,856	1,028	3,884	8·6	**7·0**
Launceston	318	155	473	7·2	**4·8**
Leeds	16,781	5,047	21,828	6·8	**6·0**
Leek	295	114	409	3·1	**2·5**
Leicester	10,421	3,821	14,242	5·5	**4·8**
Lincoln	3,805	1,396	5,201	8·0	**6·8**
Liverpool (D)	47,631	14,227	61,858	13·9	**12·2**
London	156,569	56,856	213,425	6·1	**5·4**
Loughborough and Coalville	1,791	723	2,514	4·1	**3·6**
Louth and Mablethorpe	1,098	420	1,518	12·2	**9·1**
Lowestoft	1,629	713	2,342	7·8	**6·5**
Ludlow	477	196	673	5·5	**3·9**
Macclesfield	1,489	589	2,078	3·6	**3·0**
Malton	168	88	256	3·4	**2·7**
Malvern and Ledbury	736	242	978	4·9	**3·7**
Manchester (I)	45,343	13,823	59,166	7·8	**6·9**
Mansfield	4,107	1,315	5,422	9·0	**7·8**
Matlock	520	230	750	3·7	**3·1**
Medway and Maidstone	8,799	3,009	11,808	5·6	**4·8**

2·4 UNEMPLOYMENT
Area statistics

Unemployment in regions by assisted area status * and in travel-to-work areas † at November 8, 1990

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Melton Mowbray	580	201	781	3·8	3·1
Middlesbrough (D)	12,367	3,256	15,623	12·8	11·2
Milton Keynes	2,673	882	3,555	4·1	3·6
Minehead	507	199	706	7·5	5·7
Morpeth and Ashington (I)	3,882	1,136	5,018	10·2	8·9
Newark	1,104	386	1,490	6·7	5·4
Newbury	894	260	1,154	2·7	2·3
Newcastle upon Tyne (D)	28,231	8,015	36,246	10·0	9·0
Newmarket	737	336	1,073	4·2	3·4
Newquay (D)	949	466	1,415	17·0	12·7
Newton Abbot	1,051	384	1,435	6·3	5·0
Northallerton	317	175	492	3·1	2·5
Northampton	3,161	1,148	4,309	3·7	3·2
Northwich	1,899	730	2,629	5·5	4·6
Norwich	5,220	1,632	6,852	5·0	4·2
Nottingham	18,533	5,902	24,435	7·6	6·6
Okehampton	202	76	278	5·6	4·0
Oldham	5,085	1,765	6,850	8·0	6·9
Oswestry	491	255	746	5·8	4·4
Oxford	4,322	1,413	5,735	3·1	2·7
Pendle	1,313	395	1,708	5·4	4·5
Penrith	286	150	436	3·1	2·3
Penzance and St Ives (D)	1,632	676	2,308	14·8	10·6
Peterborough	4,219	1,293	5,512	6·0	5·2
Pickering and Helmsley	137	108	245	3·8	2·6
Plymouth (I)	9,087	3,114	12,201	9·3	8·2
Poole	2,353	690	3,043	4·8	4·1
Portsmouth	7,294	2,263	9,557	6·3	5·4
Preston	6,505	2,118	8,623	5·6	4·9
Reading	3,486	992	4,478	2·9	2·5
Redruth and Camborne (D)	2,142	589	2,731	13·8	10·9
Retford	1,021	440	1,461	7·4	6·1
Richmondshire	375	260	635	5·5	4·1
Ripon	262	133	395	4·0	3·0
Rochdale	4,241	1,438	5,679	8·9	7·6
Rotherham and Mexborough (D)	9,431	2,793	12,224	13·0	11·3
Rugby and Daventry	1,414	663	2,077	4·1	3·5
Salisbury	1,287	493	1,780	4·3	3·6
Scarborough and Filey	1,843	650	2,493	8·1	6·5
Scunthorpe (D)	3,221	914	4,135	7·9	6·6
Settle	117	70	187	3·5	2·3
Shaftesbury	440	177	617	4·3	3·1
Sheffield (I)	18,744	5,806	24,550	9·8	8·6
Shrewsbury	1,394	544	1,938	4·6	3·7
Sittingbourne and Sheerness	2,297	801	3,098	8·1	6·8
Skegness	1,232	513	1,745	16·4	12·4
Skipton	282	99	381	3·8	2·9
Sleaford	386	176	562	5·1	4·0
Slough	4,131	1,664	5,795	3·3	2·9
South Molton	162	75	237	6·0	3·7
South Tyneside (D)	6,967	1,776	8,743	17·3	15·0
Southampton	7,916	2,203	10,119	5·5	4·8
Southend	11,708	3,700	15,408	6·3	5·2
Spalding and Holbeach	637	325	962	4·0	3·2
St Austell	1,387	567	1,954	9·2	7·1
Stafford	1,922	652	2,574	3·8	3·2
Stamford	475	211	686	4·2	3·3
Stockton-on-Tees (D)	6,205	1,869	8,074	11·6	10·3
Stoke	7,551	2,706	10,257	5·3	4·6
Stroud	1,260	554	1,814	4·6	3·8
Sudbury	610	217	827	5·6	4·1
Sunderland (D)	15,237	4,377	19,614	12·2	10·7
Swindon	3,254	1,133	4,387	4·2	3·7
Taunton	1,540	501	2,041	4·8	4·0
Telford and Bridgnorth (I)	2,919	1,035	3,954	6·2	5·2
Thanet	3,169	928	4,097	11·3	8·8
Thetford	899	366	1,265	6·0	4·9
Thirsk	156	93	249	5·2	3·9
Tiverton	404	162	566	5·5	4·2
Torbay	3,053	1,007	4,060	9·2	7·1
Torrington	221	94	315	6·4	4·4
Totnes	366	158	524	7·4	5·3
Trowbridge and Frome	1,510	631	2,141	4·6	3·9
Truro	1,118	419	1,537	6·3	5·2
Tunbridge Wells	1,796	604	2,400	2·5	2·0
Uttoxeter and Ashbourne	334	142	476	4·2	3·4
Wakefield and Dewsbury	6,853	2,086	8,939	7·8	6·8
Walsall (I)	8,656	2,864	11,520	7·9	6·8
Wareham and Swanage	283	108	391	4·1	3·2
Warminster	270	135	405	6·1	4·9
Warrington	3,237	1,085	4,322	5·5	4·9
Warwick	1,954	789	2,743	3·4	2·9
Watford and Luton	9,955	3,055	13,010	3·9	3·4
Wellingborough and Rushden	1,409	548	1,957	4·0	3·4
Wells	761	332	1,093	4·8	3·8
Weston-super-Mare	1,901	704	2,605	6·7	5·4
Whitby (D)	632	203	835	11·5	8·1
Whitchurch and Market Drayton	475	223	698	4·7	3·5
Whitehaven	1,488	655	2,143	6·2	5·5
Widnes and Runcorn (D)	4,118	1,268	5,386	9·7	8·6
Wigan and St Helens (D)	12,814	4,501	17,315	10·2	8·8
Winchester and Eastleigh	1,400	450	1,850	2·2	1·9
Windermere	121	61	182	2·4	1·8
Wirral and Chester (D)	15,651	4,867	20,518	10·0	8·7
Wisbech	920	339	1,259	8·3	6·2
Wolverhampton (I)	9,220	3,065	12,285	9·4	8·2
Woodbridge and Leiston	459	186	645	3·5	2·7
Worcester	2,166	736	2,902	4·6	4·0
Workington (D)	1,899	838	2,737	9·2	7·8
Worksop	1,504	555	2,059	8·0	7·1
Worthing	2,155	547	2,702	3·6	2·9
Yeovil	1,358	619	1,977	4·7	3·9
York	3,064	1,180	4,244	4·8	4·1
Wales					
Aberdare (D)	1,898	414	2,312	13·0	10·6
Aberystwyth	502	200	702	6·0	4·6
Bangor and Caernarfon (I)	2,193	769	2,962	11·4	9·1
Blaenau, Gwent and Abergavenny (D)	2,710	640	3,350	10·1	8·3
Brecon	257	101	358	4·7	3·2
Bridgend (I)	3,587	1,144	4,731	8·7	7·3
Cardiff (I)	12,533	3,204	15,737	7·7	6·8
Cardigan (D)	456	180	636	10·6	5·8
Carmarthen	636	248	884	4·5	3·4
Conwy and Colwyn	1,948	697	2,645	7·7	6·0
Denbigh	421	155	576	5·6	3·8
Dolgellau and Barmouth	292	130	422	9·8	6·7
Fishguard (I)	209	67	276	7·8	4·7
Haverfordwest (I)	1,380	486	1,866	10·2	7·7
Holyhead (D)	1,719	639	2,358	13·6	10·5
Lampeter and Aberaeron (D)	360	126	486	9·1	5·5
Llandeilo	133	77	210	5·5	3·3
Llandrindod Wells	288	161	449	6·0	3·7
Llanelli (I)	2,321	734	3,055	10·0	8·1
Machynlleth	184	107	291	10·3	5·9
Merthyr and Rhymney (D)	4,664	1,063	5,727	10·9	9·3
Monmouth	217	74	291	7·3	4·9
Neath and Port Talbot (D)	2,525	626	3,151	8·2	7·1
Newport (I)	4,911	1,426	6,337	7·8	6·8
Newtown	377	126	503	5·2	3·7
Pontypool and Cwmbran (I)	2,348	708	3,056	7·2	6·3
Pontypridd and Rhondda (D)	4,835	1,117	5,952	9·2	7·9
Porthmadoc and Ffestiniog (I)	405	200	605	10·0	7·3
Pwllheli (I)	551	209	760	14·9	9·6
Shotton, Flint and Rhyl (D)	3,527	1,301	4,828	6·3	5·2
South Pembrokeshire (D)	1,210	474	1,684	13·2	9·3
Swansea (I)	7,003	1,790	8,793	8·7	7·4
Welshpool	212	95	307	4·1	2·7
Wrexham (D)	2,779	844	3,623	7·0	5·8
Scotland					
Aberdeen	3,615	1,379	4,994	2·9	2·6
Alloa (I)	1,570	538	2,108	12·8	10·9
Annan	371	179	550	6·1	5·0
Arbroath (D)	697	324	1,021	10·6	8·6
Ayr (I)	2,692	994	3,686	8·5	7·3
Badenoch (I)	192	128	320	8·6	6·4
Banff	308	127	435	4·4	3·3
Bathgate (D)	3,584	1,152	4,736	9·9	8·9
Berwickshire	224	101	325	5·7	4·2
Blairgowrie and Pitlochry	476	225	701	6·5	4·9
Brechin and Montrose	593	315	908	6·8	5·4
Buckie	158	97	255	5·5	4·5
Campbeltown (I)	271	110	381	11·0	7·7
Crieff	145	71	216	5·8	4·4
Cumnock and Sanquhar (D)	1,903	582	2,485	18·9	15·3
Dumbarton (D)	2,429	807	3,236	12·0	10·4
Dumfries	965	444	1,409	5·8	5·0
Dundee (D)	6,280	2,366	8,646	9·1	8·1
Dunfermline (I)	3,415	1,131	4,546	9·4	8·2
Dunoon and Bute (I)	698	292	990	12·4	8·8
Edinburgh	14,907	4,755	19,662	6·5	5·8
Elgin	624	399	1,023	6·4	5·4
Falkirk (I)	4,162	1,770	5,932	10·0	8·8
Forfar	404	216	620	6·7	5·4
Forres (I)	201	141	342	11·2	8·7
Fraserburgh	326	115	441	5·7	4·4
Galashiels	449	174	623	3·7	3·2
Girvan (I)	362	167	529	16·8	12·5
Glasgow (D)	49,993	14,965	64,958	10·8	9·7
Greenock (D)	4,109	1,188	5,297	14·2	12·4
Haddington	567	254	821	6·1	5·2
Hawick	330	101	431	5·2	4·4
Huntly	120	67	187	5·6	4·2
Invergordon and Dingwall (I)	1,099	417	1,516	12·7	10·7
Inverness	1,761	700	2,461	6·6	5·6
Irvine (D)	4,689	1,590	6,279	12·6	10·9
Islay/Mid Argyll	244	145	389	9·1	7·2
Keith	177	68	245	5·2	4·0
Kelso and Jedburgh	156	68	224	4·1	3·2
Kilmarnock (D)	2,614	875	3,489	11·3	9·7
Kirkcaldy (I)	4,406	1,706	6,112	10·1	8·9
Lanarkshire (D)	13,543	3,982	17,525	11·9	10·2
Lochaber (I)	509	321	830	10·0	8·2
Lockerbie	147	90	237	5·9	4·4
Newton Stewart (I)	277	161	438	15·3	9·9
North East Fife	713	340	1,053	6·1	5·0
Oban	349	238	587	7·8	5·8
Orkney Islands	283	152	435	6·3	4·5
Peebles	245	95	340	7·6	6·1
Perth	1,271	450	1,721	5·8	5·0
Peterhead	577	253	830	7·1	5·6
Shetland Islands	227	111	338	3·3	2·7
Skye and Wester Ross (I)	460	278	738	12·3	9·2
Stewartry (I)	352	193	545	7·4	5·3
Stirling	1,832	636	2,468	7·4	6·4
Stranraer (I)	570	253	823	11·2	8·7
Sutherland (I)	390	242	632	16·2	12·7
Thurso	420	190	610	8·7	7·3
Western Isles (I)	1,065	369	1,434	13·4	10·3
Wick (I)	426	140	566	11·9	9·4
Northern Ireland					
Ballymena	1,748	702	2,450	10·5	9·0
Belfast	34,232	11,655	45,887	13·2	12·0
Coleraine	4,289	1,329	5,618	17·6	15·0
Cookstown	1,510	528	2,038	23·8	19·5
Craigavon	5,882	2,114	7,996	13·4	11·7
Dungannon	2,240	661	2,901	18·3	15·3
Enniskillen	2,568	676	3,244	18·3	14·6
Londonderry	8,260	1,815	10,075	21·7	19·6
Magherafelt	1,593	577	2,170	18·0	14·9
Newry	4,567	1,351	5,918	22·0	18·5
Omagh	2,132	711	2,843	17·4	14·4
Strabane	2,582	596	3,178	28·3	23·5

(I) Intermediate Area
(D) Development Area
* Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted.
† Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the November 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
** Unemployment rates are calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) and as a percentage of estimates of employees in employment and the unemployed only.

UNEMPLOYMENT 2·5
Age and duration

THOUSAND

UNITED KINGDOM		18-24				25-49				50 and over				All ages *			
		Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All
MALE AND FEMALE																	
1988	Oct	346·7	108·6	151·0	606·3	405·0	186·0	446·4	1,037·4	115·3	64·0	287·6	466·9	873·0	360·4	885·5	2,118·9
1989	Jan	352·8	106·3	136·7	595·7	440·7	173·0	416·8	1,030·5	118·0	58·6	267·6	444·2	914·1	338·8	821·4	2,074·3
	Apr	294·9	116·3	119·2	530·4	396·4	171·4	378·4	946·2	101·3	57·2	246·4	404·9	794·1	345·4	744·1	1,883·6
	July	309·7	103·6	106·7	520·1	374·2	163·9	346·0	884·1	91·6	52·2	221·7	365·5	776·9	319·9	674·6	1,771·4
	Oct	288·3	81·8	96·2	466·3	363·7	147·9	318·1	829·7	93·4	45·9	199·1	338·3	746·9	275·7	613·3	1,635·8
1990	Jan	313·2	83·8	91·1	488·1	420·1	144·7	301·7	866·4	103·5	42·6	184·8	330·8	838·3	271·1	577·6	1,687·0
	Apr	288·7	92·0	84·5	465·2	413·6	147·9	283·0	844·4	99·3	43·7	172·3	315·3	802·9	283·7	539·7	1,626·3
	July	317·7	88·4	81·6	487·7	411·6	152·1	273·5	837·2	95·2	43·1	158·6	296·9	826·2	283·7	513·6	1,623·6
	Oct	332·2	83·6	81·0	496·8	436·6	161·1	272·1	869·9	102·6	44·7	154·5	301·8	873·4	289·5	507·7	1,670·6
MALE																	
1988	Oct	214·8	67·8	102·8	385·5	262·1	116·0	363·8	741·8	88·2	48·6	215·4	352·3	568·5	233·4	682·3	1,484·2
1989	Jan	226·0	67·9	94·7	388·6	297·5	108·7	339·0	745·2	90·9	44·6	201·7	337·1	615·9	221·7	635·6	1,473·2
	Apr	192·7	75·6	83·6	351·8	271·8	111·6	307·3	690·7	77·6	43·4	186·1	307·1	542·9	230·8	577·1	1,350·8
	July	194·6	69·0	75·6	339·2	253·7	110·2	281·1	645·1	69·3	39·8	167·4	276·4	518·4	219·1	524·1	1,261·6
	Oct	184·5	56·0	69·5	309·9	254·1	102·3	259·6	616·0	71·6	34·9	148·1	254·6	511·0	193·2	477·2	1,181·3
1990	Jan	207·1	57·4	67·3	331·8	304·9	102·9	248·4	656·2	80·2	32·6	137·6	250·4	593·0	192·9	453·3	1,239·3
	Apr	192·5	62·7	62·9	318·2	299·6	107·2	234·2	641·0	76·3	33·5	128·4	238·2	569·2	203·5	425·5	1,198·2
	July	206·3	61·6	60·7	328·6	297·2	113·1	227·4	637·7	72·9	33·2	118·7	224·8	577·4	207·9	406·8	1,192·1
	Oct	220·5	59·5	60·9	340·9	322·7	121·6	227·3	671·7	80·1	34·6	116·1	230·8	624·4	215·8	404·3	1,244·4
FEMALE																	
1988	Oct	131·9	40·8	48·2	220·8	142·9	70·0	82·7	295·6	27·1	15·4	72·2	114·7	304·5	127·0	203·2	634·6
1989	Jan	126·8	38·3	42·0	207·1	143·2	64·3	77·8	285·3	27·1	14·0	65·9	107·1	298·3	117·0	185·9	601·1
	Apr	102·3	40·7	35·6	178·6	124·6	59·9	71·1	255·5	23·6	13·8	60·4	97·8	251·1	114·6	167·1	532·8
	July	115·1	34·6	31·2	180·9	120·4	53·7	64·9	239·1	22·3	12·5	54·3	89·1	258·5	100·8	150·4	509·8
	Oct	103·8	25·8	26·7	156·4	109·6	45·6	58·5	213·7	21·8	11·0	50·9	83·7	235·9	82·4	136·2	454·5
1990	Jan	106·0	26·3	23·9	156·2	115·2	41·8	53·3	210·2	23·3	10·1	47·1	80·5	245·3	78·2	124·3	447·7
	Apr	96·1	29·3	21·6	147·0	114·0	40·6	48·8	203·4	23·0	10·2	43·8	77·1	233·7	80·2	114·2	428·1
	July	111·4	26·8	20·9	159·1	114·4	39·0	46·1	199·5	22·3	9·9	39·9	72·0	248·9	75·8	106·8	431·5
	Oct	111·8	24·0	20·2	156·0	113·8	39·5	44·8	198·2	22·4	10·1	38·4	71·0	249·0	73·7	103·5	426·2

See footnotes to *table 2·1* and *2·2*.
* Including some aged under 18.

2·7 UNEMPLOYMENT
Age

THOUSAND

UNITED KINGDOM	All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE									
1989 Oct	1,634·3	133·0	333·3	260·9	318·0	250·8	308·1	30·2	1,635·8
1990 Jan	1,685·4	138·2	349·9	276·4	332·3	257·7	300·7	30·1	1,687·0
Apr	1,624·8	131·0	334·2	268·4	323·8	252·2	286·7	28·5	1,626·3
July	1,621·7	130·8	356·8	268·8	322·0	246·4	269·5	27·4	1,623·6
Oct	1,668·5	144·1	352·8	279·5	335·2	255·1	272·9	29·0	1,670·6
MALE									
1989 Oct	1,180·5	81·0	229·0	187·2	245·9	182·8	225·0	29·7	1,181·3
1990 Jan	1,238·4	85·8	246·0	203·5	262·1	190·5	220·7	29·6	1,239·3
Apr	1,197·4	81·4	236·8	199·1	255·9	186·0	210·2	28·0	1,198·2
July	1,191·1	81·0	247·6	200·9	254·9	181·9	198·0	26·9	1,192·1
Oct	1,243·4	89·3	251·6	211·7	268·8	191·1	202·3	28·6	1,244·4
FEMALE									
1989 Oct	453·8	52·1	104·3	73·7	72·1	68·0	83·1	0·5	454·5
1990 Jan	447·0	52·4	103·8	72·9	70·2	67·2	80·0	0·5	447·7
Apr	427·5	49·5	97·5	69·3	67·9	66·2	76·5	0·6	428·1
July	430·6	49·8	109·3	68·0	67·1	64·5	71·5	0·5	431·5
Oct	425·2	54·8	101·2	67·8	66·4	64·0	70·6	0·4	426·2

* Including some aged under 18.

2·8 UNEMPLOYMENT
Duration

UNITED KINGDOM	Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE								Thousand
1989 Oct	214·2	532·7	275·7	215·4	96·8	301·1	1,635·8	613·3
1990 Jan	213·8	624·5	271·1	210·7	90·9	276·0	1,687·0	577·6
Apr	216·0	586·9	283·7	200·5	86·0	253·2	1,626·3	539·7
July	260·7	565·5	283·7	197·8	80·9	234·9	1,623·6	513·6
Oct	256·9	616·5	289·5	202·6	80·4	224·7	1,670·6	507·7
Proportion of number unemployed								Per cent
1989 Oct	13·1	32·6	16·9	13·2	5·9	18·4	100·0	37·5
1990 Jan	12·7	37·0	16·1	12·5	5·4	16·4	100·0	34·2
Apr	13·3	36·1	17·4	12·3	5·3	15·6	100·0	33·2
July	16·1	34·8	17·5	12·2	5·0	14·5	100·0	31·6
Oct	15·4	36·9	17·3	12·1	4·8	13·5	100·0	30·4
MALE								Thousand
1989 Oct	146·5	364·4	193·2	160·5	74·5	242·2	1,181·3	477·2
1990 Jan	143·9	449·2	192·9	160·4	70·4	222·6	1,239·3	453·3
Apr	148·3	420·9	203·5	154·5	67·1	203·9	1,198·2	425·5
July	171·1	406·2	207·9	153·6	63·3	189·9	1,192·1	406·8
Oct	181·9	442·5	215·8	158·9	63·5	181·9	1,244·4	404·3
Proportion of number unemployed								Per cent
1989 Oct	12·4	30·8	16·4	13·6	6·3	20·5	100·0	40·4
1990 Jan	11·6	36·2	15·6	12·9	5·7	18·0	100·0	36·6
Apr	12·4	35·1	17·0	12·9	5·6	17·0	100·0	35·5
July	14·4	34·1	17·4	12·9	5·3	15·9	100·0	34·1
Oct	14·6	35·6	17·3	12·8	5·1	14·6	100·0	32·5
FEMALE								Thousand
1989 Oct	67·7	168·2	82·4	54·9	22·3	58·9	454·5	136·2
1990 Jan	70·0	175·3	78·2	50·3	20·5	53·4	447·7	124·3
Apr	67·7	166·0	80·2	46·0	18·9	49·3	428·1	114·2
July	89·6	159·3	75·8	44·2	17·6	45·0	431·5	106·8
Oct	75·0	174·0	73·7	43·8	16·8	42·9	426·2	103·5
Proportion of number unemployed								Per cent
1989 Oct	14·9	37·0	18·1	12·1	4·9	13·0	100·0	30·0
1990 Jan	15·6	39·2	17·5	11·2	4·6	11·9	100·0	27·8
Apr	15·8	38·8	18·7	10·7	4·4	11·5	100·0	26·7
July	20·8	36·9	17·6	10·2	4·1	10·4	100·0	24·8
Oct	17·6	40·8	17·3	10·3	4·0	10·1	100·0	24·3

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

UNEMPLOYMENT 2·9
Area statistics

Unemployment in counties and local authority districts at November 8, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Bedfordshire	**8,308**	**2,604**	**10,912**	4·7	4·1
Luton	3,919	1,112	5,031		
Mid Bedfordshire	923	376	1,299		
North Bedfordshire	2,247	677	2,924		
South Bedfordshire	1,219	439	1,658		
Berkshire	**8,057**	**2,744**	**10,801**	3·1	2·7
Bracknell	1,006	393	1,399		
Newbury	1,155	335	1,490		
Reading	2,108	507	2,615		
Slough	1,800	766	2,566		
Windsor and Maidenhead	1,037	392	1,429		
Wokingham	951	351	1,302		
Buckinghamshire	**6,616**	**2,181**	**8,797**	3·4	2·9
Aylesbury Vale	1,520	544	2,064		
Chiltern	545	177	722		
Milton Keynes	2,385	765	3,150		
South Buckinghamshire	430	167	597		
Wycombe	1,736	528	2,264		
East Sussex	**12,476**	**4,108**	**16,584**	6·6	5·2
Brighton	4,367	1,417	5,784		
Eastbourne	1,400	446	1,846		
Hastings	2,053	553	2,606		
Hove	1,849	653	2,502		
Lewes	1,049	365	1,414		
Rother	880	342	1,222		
Wealden	878	332	1,210		
Essex	**22,827**	**8,015**	**30,842**	5·7	4·7
Basildon	2,876	976	3,852		
Braintree	1,451	593	2,044		
Brentwood	698	245	943		
Castle Point	1,158	418	1,576		
Chelmsford	1,723	700	2,423		
Colchester	2,128	836	2,964		
Epping Forest	1,375	553	1,928		
Harlow	1,444	541	1,985		
Maldon	636	248	884		
Rochford	829	292	1,121		
Southend-on-Sea	3,241	921	4,162		
Tendring	2,338	803	3,141		
Thurrock	2,464	679	3,143		
Uttlesford	466	210	676		
Greater London	**167,841**	**61,378**	**229,219**	5·9	5·2
Barking and Dagenham	3,003	909	3,912		
Barnet	4,205	1,806	6,011		
Bexley	3,202	1,277	4,479		
Brent	7,054	2,664	9,718		
Bromley	3,627	1,449	5,076		
Camden	5,517	2,220	7,737		
City of London	47	23	70		
City of Westminster	3,819	1,541	5,360		
Croydon	5,328	1,972	7,300		
Ealing	5,758	2,273	8,031		
Enfield	5,113	1,868	6,981		
Greenwich	6,567	2,150	8,717		
Hackney	9,978	3,415	13,393		
Hammersmith and Fulham	5,223	1,936	7,159		
Haringey	9,017	3,374	12,391		
Harrow	2,133	873	3,006		
Havering	2,833	984	3,817		
Hillingdon	2,562	855	3,417		
Hounslow	3,249	1,364	4,613		
Islington	7,399	2,916	10,315		
Kensington and Chelsea	2,877	1,331	4,208		
Kingston-upon-Thames	1,378	559	1,937		
Lambeth	10,949	4,053	15,002		
Lewisham	8,368	3,035	11,403		
Merton	2,623	995	3,618		
Newham	8,724	2,737	11,461		
Redbridge	3,515	1,449	4,964		
Richmond-upon-Thames	1,710	773	2,483		
Southwark	9,555	3,097	12,652		
Sutton	1,990	663	2,653		
Tower Hamlets	7,971	2,149	10,120		
Waltham Forest	5,906	2,126	8,032		
Wandsworth	6,641	2,542	9,183		
Hampshire	**22,890**	**7,152**	**30,042**	4·6	4·0
Basingstoke and Deane	1,458	449	1,907		
East Hampshire	824	301	1,125		
Eastleigh	1,139	374	1,513		
Fareham	1,004	371	1,375		
Gosport	1,224	453	1,677		
Hart	541	199	740		
Havant	2,390	636	3,026		
New Forest	1,922	583	2,505		
Portsmouth	4,349	1,403	5,752		
Rushmoor	866	358	1,224		
Southampton	5,511	1,469	6,980		
Test Valley	836	297	1,133		
Winchester	826	259	1,085		
Hertfordshire	**10,785**	**3,842**	**14,627**	3·4	2·9
Broxbourne	1,174	539	1,713		
Dacorum	1,298	369	1,667		
East Hertfordshire	900	368	1,268		
Hertsmere	962	354	1,316		
North Hertfordshire	1,450	510	1,960		
St Albans	927	322	1,249		
Stevenage	1,215	428	1,643		
Three Rivers	673	214	887		
Watford	1,108	316	1,424		
Welwyn Hatfield	1,078	422	1,500		
Isle of Wight	**3,185**	**1,239**	**4,424**	9·5	7·6
Medina	1,765	629	2,394		
South Wight	1,420	610	2,030		
Kent	**24,426**	**7,971**	**32,397**	5·7	4·8
Ashford	1,325	456	1,781		
Canterbury	2,093	646	2,739		
Dartford	1,139	392	1,531		
Dover	1,804	555	2,359		
Gillingham	1,588	568	2,156		
Gravesham	1,822	615	2,437		
Maidstone	1,406	488	1,894		
Rochester-upon-Medway	2,996	1,038	4,034		
Sevenoaks	1,017	396	1,413		
Shepway	1,913	517	2,430		
Swale	2,297	801	3,098		
Thanet	3,169	928	4,097		
Tonbridge and Malling	1,020	327	1,347		
Tunbridge Wells	837	244	1,081		
Oxfordshire	**5,867**	**2,051**	**7,918**	3·2	2·7
Cherwell	1,258	517	1,775		
Oxford	1,987	554	2,541		
South Oxfordshire	1,055	375	1,430		
Vale of White Horse	904	335	1,239		
West Oxfordshire	663	270	933		
Surrey	**7,045**	**2,363**	**9,408**	·	·
Elmbridge	772	318	1,090		
Epsom and Ewell	506	157	663		
Guildford	1,005	285	1,290		
Mole Valley	452	145	597		
Reigate and Banstead	837	282	1,119		
Runnymede	517	150	667		
Spelthorne	653	253	906		
Surrey Heath	525	177	702		
Tandridge	457	165	622		
Waverley	689	255	944		
Woking	632	176	808		
West Sussex	**6,247**	**1,844**	**8,091**	2·7	2·3
Adur	642	165	807		
Arun	1,432	382	1,814		
Chichester	860	290	1,150		
Crawley	766	265	1,031		
Horsham	749	251	1,000		
Mid Sussex	727	234	961		
Worthing	1,071	257	1,328		
EAST ANGLIA					
Cambridgeshire	**8,994**	**3,135**	**12,129**	4·4	3·7
Cambridge	1,583	517	2,100		
East Cambridgeshire	536	194	730		
Fenland	1,293	480	1,773		
Huntingdon	1,428	658	2,086		
Peterborough	3,367	950	4,317		
South Cambridgeshire	787	336	1,123		
Norfolk	**12,973**	**4,567**	**17,540**	6·3	5·0
Breckland	1,387	569	1,956		
Broadland	931	377	1,308		
Great Yarmouth	2,668	998	3,666		
North Norfolk	1,206	373	1,579		
Norwich	3,557	1,023	4,580		
South Norfolk	1,039	437	1,476		
West Norfolk	2,185	790	2,975		
Suffolk	**8,198**	**3,219**	**11,417**	4·5	3·8
Babergh	847	322	1,169		
Forest Heath	489	241	730		
Ipswich	2,239	624	2,863		
Mid Suffolk	658	325	983		
St Edmundsbury	1,052	490	1,542		
Suffolk Coastal	942	368	1,310		
Waveney	1,971	849	2,820		
SOUTH WEST					
Avon	**17,780**	**6,624**	**24,404**	5·6	4·9
Bath	1,698	585	2,283		
Bristol	10,586	3,656	14,242		
Kingswood	991	410	1,401		
Northavon	1,373	738	2,111		
Wansdyke	765	335	1,100		
Woodspring	2,367	900	3,267		
Cornwall	**11,587**	**4,554**	**16,141**	11·0	8·4
Caradon	1,369	604	1,973		
Carrick	2,006	689	2,695		
Isles of Scilly	20	19	39		
Kerrier	2,551	835	3,386		
North Cornwall	1,438	650	2,088		
Penwith	1,949	775	2,724		
Restormel	2,254	982	3,236		
Devon	**20,266**	**7,157**	**27,423**	7·3	5·9
East Devon	1,258	462	1,720		
Exeter	1,965	593	2,558		
Mid Devon	705	302	1,007		
North Devon	1,720	664	2,384		
Plymouth	7,662	2,526	10,188		
South Hams	998	470	1,468		
Teignbridge	1,449	506	1,955		
Torbay	2,985	978	3,963		
Torridge	885	382	1,267		
West Devon	639	274	913		

Unemployment in counties and local authority districts at November 8, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Dorset	**9,465**	**3,108**	**12,573**	5·3	4·4
Bournemouth	3,375	975	4,350		
Christchurch	424	123	547		
East Dorset	634	249	883		
North Dorset	389	175	564		
Poole	2,040	563	2,603		
Purbeck	405	157	562		
West Dorset	856	367	1,223		
Weymouth and Portland	1,342	499	1,841		
Gloucestershire	**7,157**	**2,580**	**9,737**	4·3	3·7
Cheltenham	1,575	474	2,049		
Cotswold	575	263	838		
Forest of Dean	962	382	1,344		
Gloucester	1,984	555	2,539		
Stroud	1,270	548	1,818		
Tewkesbury	791	358	1,149		
Somerset	**6,759**	**2,688**	**9,447**	5·5	4·5
Mendip	1,267	508	1,775		
Sedgemoor	1,768	707	2,475		
Taunton Deane	1,477	477	1,954		
West Somerset	569	220	789		
Yeovil	1,678	776	2,454		
Wiltshire	**6,878**	**2,754**	**9,632**	4·2	3·6
Kennet	625	291	916		
North Wiltshire	1,050	510	1,560		
Salisbury	1,238	491	1,729		
Thamesdown	2,719	895	3,614		
West Wiltshire	1,246	567	1,813		
WEST MIDLANDS					
Hereford and Worcester	**9,194**	**3,581**	**12,775**	5·2	4·2
Bromsgrove	1,159	479	1,638		
Hereford	947	389	1,336		
Leominster	426	174	600		
Malvern Hills	927	333	1,260		
Redditch	1,127	443	1,570		
South Herefordshire	525	229	754		
Worcester	1,584	504	2,088		
Wychavon	954	402	1,356		
Wyre Forest	1,545	628	2,173		
Shropshire	**5,686**	**2,194**	**7,880**	5·5	4·4
Bridgnorth	528	233	761		
North Shropshire	535	252	787		
Oswestry	451	224	675		
Shrewsbury and Atcham	1,248	474	1,722		
South Shropshire	474	185	659		
The Wrekin	2,450	826	3,276		
Staffordshire	**16,459**	**6,236**	**22,695**	5·7	4·9
Cannock Chase	1,575	599	2,174		
East Staffordshire	1,677	594	2,271		
Lichfield	1,135	534	1,669		
Newcastle-under-Lyme	1,791	743	2,534		
South Staffordshire	1,475	651	2,126		
Stafford	1,426	497	1,923		
Staffordshire Moorlands	1,020	432	1,452		
Stoke-on-Trent	4,785	1,519	6,304		
Tamworth	1,575	667	2,242		
Warwickshire	**6,243**	**2,700**	**8,943**	4·6	3·9
North Warwickshire	850	382	1,232		
Nuneaton and Bedworth	2,012	859	2,871		
Rugby	1,102	513	1,615		
Stratford-on-Avon	815	391	1,206		
Warwick	1,464	555	2,019		
West Midlands	**77,842**	**25,463**	**103,305**	8·4	7·5
Birmingham	35,455	10,925	46,380		
Coventry	8,940	3,235	12,175		
Dudley	5,944	2,100	8,044		
Sandwell	9,000	2,972	11,972		
Solihull	3,361	1,479	4,840		
Walsall	6,919	2,123	9,042		
Wolverhampton	8,223	2,629	10,852		
EAST MIDLANDS					
Derbyshire	**18,096**	**6,525**	**24,621**	6·5	5·6
Amber Valley	1,649	709	2,358		
Bolsover	1,724	580	2,304		
Chesterfield	2,642	895	3,537		
Derby	5,550	1,777	7,327		
Derbyshire Dales	722	316	1,038		
Erewash	1,819	660	2,479		
High Peak	1,137	522	1,659		
North East Derbyshire	1,988	748	2,736		
South Derbyshire	865	318	1,183		
Leicestershire	**14,044**	**5,306**	**19,350**	4·9	4·3
Blaby	710	336	1,046		
Charnwood	1,521	726	2,247		
Harborough	451	203	654		
Hinckley and Bosworth	813	512	1,325		
Leicester	8,282	2,718	11,000		
Melton	443	150	593		
North West Leicestershire	1,115	365	1,480		
Oadby and Wigston	462	197	659		
Rutland	247	99	346		
Lincolnshire	**11,169**	**4,453**	**15,622**	7·4	6·0
Boston	1,008	381	1,389		
East Lindsey	2,910	1,210	4,120		
Lincoln	2,922	955	3,877		
North Kesteven	992	477	1,469		
South Holland	665	342	1,007		
South Kesteven	1,319	521	1,840		
West Lindsey	1,353	567	1,920		
Northamptonshire	**7,217**	**2,815**	**10,032**	4·1	3·5
Corby	1,068	420	1,488		
Daventry	468	259	727		
East Northamptonshire	563	231	794		
Kettering	922	354	1,276		
Northampton	2,817	991	3,808		
South Northamptonshire	480	218	698		
Wellingborough	899	342	1,241		
Nottinghamshire	**25,328**	**8,034**	**33,362**	7·5	6·6
Ashfield	2,560	729	3,289		
Bassetlaw	2,390	953	3,343		
Broxtowe	1,572	584	2,156		
Gedling	1,815	717	2,532		
Mansfield	2,679	861	3,540		
Newark	1,972	663	2,635		
Nottingham	10,964	3,022	13,986		
Rushcliffe	1,376	505	1,881		
YORKSHIRE AND HUMBERSIDE					
Humberside	**24,556**	**7,334**	**31,890**	9·4	8·0
Beverley	1,356	665	2,021		
Boothferry	1,272	414	1,686		
Cleethorpes	1,916	546	2,462		
East Yorkshire	1,489	539	2,028		
Glanford	1,125	422	1,547		
Great Grimsby	3,579	801	4,380		
Holderness	873	369	1,242		
Kingston-upon-Hull	11,035	3,172	14,207		
Scunthorpe	1,911	406	2,317		
North Yorkshire	**9,147**	**3,784**	**12,931**	4·9	3·9
Craven	436	186	622		
Hambleton	739	421	1,160		
Harrogate	1,210	524	1,734		
Richmondshire	385	268	653		
Ryedale	693	417	1,110		
Scarborough	2,459	839	3,298		
Selby	1,027	445	1,472		
York	2,198	684	2,882		
South Yorkshire	**41,835**	**12,724**	**54,559**	10·9	9·4
Barnsley	6,891	1,988	8,879		
Doncaster	9,477	2,906	12,383		
Rotherham	8,014	2,529	10,543		
Sheffield	17,453	5,301	22,754		
West Yorkshire	**50,209**	**15,440**	**65,649**	7·4	6·4
Bradford	13,060	3,640	16,700		
Calderdale	4,245	1,508	5,753		
Kirklees	8,022	2,765	10,787		
Leeds	17,219	5,202	22,421		
Wakefield	7,663	2,325	9,988		
NORTH WEST					
Cheshire	**17,595**	**6,199**	**23,794**	6·0	5·2
Chester	2,322	769	3,091		
Congleton	975	446	1,421		
Crewe and Nantwich	1,813	789	2,602		
Ellesmere Port and Neston	1,926	624	2,550		
Halton	3,916	1,171	5,087		
Macclesfield	1,605	616	2,221		
Vale Royal	1,801	699	2,500		
Warrington	3,237	1,085	4,322		
Greater Manchester	**71,402**	**22,688**	**94,090**	8·1	7·1
Bolton	6,740	2,120	8,860		
Bury	2,806	1,113	3,919		
Manchester	20,985	5,826	26,811		
Oldham	5,558	1,945	7,503		
Rochdale	5,494	1,842	7,336		
Salford	7,776	2,068	9,844		
Stockport	4,849	1,679	6,528		
Tameside	5,043	1,856	6,899		
Trafford	4,609	1,506	6,115		
Wigan	7,542	2,733	10,275		
Lancashire	**27,945**	**8,896**	**36,841**	6·7	5·6
Blackburn	3,926	1,040	4,966		
Blackpool	4,129	1,180	5,309		
Burnley	2,026	595	2,621		
Chorley	1,374	637	2,011		
Fylde	623	195	818		
Hyndburn	1,236	425	1,661		
Lancaster	2,872	1,034	3,906		
Pendle	1,313	395	1,708		
Preston	3,688	929	4,617		
Ribble Valley	314	194	508		
Rossendale	1,104	402	1,506		
South Ribble	1,333	513	1,846		
West Lancashire	2,555	909	3,464		
Wyre	1,452	448	1,900		
Merseyside	**62,088**	**18,706**	**80,794**	13·7	12·0
Knowsley	8,818	2,433	11,251		
Liverpool	27,095	7,970	35,065		
Sefton	9,206	2,913	12,119		
St Helens	5,533	1,879	7,412		
Wirral	11,436	3,511	14,947		
NORTH					
Cleveland	**22,256**	**5,962**	**28,218**	12·9	11·4
Hartlepool	3,862	924	4,786		
Langbaurgh	5,308	1,422	6,730		

Unemployment in counties and local authority districts at November 8, 1990

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Middlesbrough	6,881	1,747	8,628		
Stockton-on-Tees	6,205	1,869	8,074		
Cumbria	**7,813**	**3,398**	**11,211**	5·4	4·6
Allerdale	2,037	923	2,960		
Barrow-In-Furness	1,461	615	2,076		
Carlisle	1,709	667	2,376		
Copeland	1,580	686	2,266		
Eden	343	204	547		
South Lakeland	683	303	986		
Durham	**15,580**	**4,842**	**20,422**	9·4	8·1
Chester-le-Street	1,205	451	1,656		
Darlington	2,705	883	3,588		
Derwentside	2,661	725	3,386		
Durham	2,019	677	2,696		
Easington	2,528	707	3,235		
Sedgefield	2,063	696	2,759		
Teesdale	365	165	530		
Wear Valley	2,034	538	2,572		
Northumberland	**6,686**	**2,319**	**9,005**	8·8	7·4
Alnwick	607	263	870		
Berwick-upon-Tweed	408	173	581		
Blyth Valley	2,202	682	2,884		
Castle Morpeth	834	295	1,129		
Tynedale	697	333	1,030		
Wansbeck	1,938	573	2,511		
Tyne and Wear	**43,625**	**12,034**	**55,659**	11·3	10·2
Gateshead	7,201	1,987	9,188		
Newcastle upon Tyne	11,716	3,256	14,972		
North Tyneside	6,036	1,737	7,773		
South Tyneside	6,967	1,776	8,743		
Sunderland	11,705	3,278	14,983		
WALES					
Clwyd	**7,527**	**2,574**	**10,101**	6·7	5·4
Alyn and Deeside	1,088	413	1,501		
Colwyn	1,020	361	1,381		
Delyn	962	364	1,326		
Glyndwr	560	218	778		
Rhuddlan	1,384	474	1,858		
Wrexham Maelor	2,513	744	3,257		
Dyfed	**7,290**	**2,624**	**9,914**	8·9	6·5
Carmarthen	863	308	1,171		
Ceredigion	1,079	412	1,491		
Dinefwr	728	269	997		
Llanelli	1,722	556	2,278		
Preseli	1,688	605	2,293		
South Pembrokeshire	1,210	474	1,684		
Gwent	**11,008**	**3,060**	**14,068**	8·2	7·0
Blaenau Gwent	2,233	495	2,728		
Islwyn	1,343	397	1,740		
Monmouth	1,168	409	1,577		
Newport	3,997	1,091	5,088		
Torfaen	2,267	668	2,935		
Gwynedd	**6,442**	**2,448**	**8,890**	10·9	8·3
Aberconwy	1,148	423	1,571		
Arfon	1,800	608	2,408		
Dwyfor	748	304	1,052		
Meirionnydd	666	327	993		
Ynys Mon - Isle of Anglesey	2,080	786	2,866		
Mid Glamorgan	**15,343**	**3,725**	**19,068**	10·2	8·7
Cynon Valley	2,128	473	2,601		
Merthyr Tydfil	1,974	479	2,453		
Ogwr	3,238	982	4,220		
Rhondda	2,489	543	3,032		
Rhymney Valley	3,280	699	3,979		
Taff-Ely	2,234	549	2,783		
Powys	**1,485**	**591**	**2,076**	5·4	3·6
Brecknock	604	208	812		
Montgomery	639	250	889		
Radnor	242	133	375		
South Glamorgan	**11,298**	**2,982**	**14,280**	7·4	6·5
Cardiff	8,696	2,220	10,916		
Vale of Glamorgan	2,602	762	3,364		
West Glamorgan	**9,198**	**2,328**	**11,526**	8·5	7·3
Afan	1,076	232	1,308		
Lliw Valley	1,265	320	1,585		
Neath	1,449	394	1,843		
Swansea	5,408	1,382	6,790		
SCOTLAND					
Borders Region	**1,404**	**539**	**1,943**	4·8	3·9
Berwick	224	101	325		
Ettrick and Lauderdale	449	174	623		
Roxburgh	486	169	655		
Tweedale	245	95	340		
Central Region	**7,356**	**2,859**	**10,215**	9·8	8·5
Clackmannan	1,458	503	1,961		
Falkirk	4,017	1,693	5,710		
Stirling	1,881	663	2,544		
Dumfries and Galloway Region	**2,859**	**1,396**	**4,255**	7·5	6·0
Annandale and Eskdale	518	269	787		
Nithsdale	1,142	520	1,662		
Stewartry	352	193	545		
Wigtown	847	414	1,261		
Fife Region	**8,658**	**3,251**	**11,909**	9·4	8·1
Dunfermline	3,404	1,107	4,511		
Kirkcaldy	4,362	1,684	6,046		
North East Fife	892	460	1,352		
Grampian Region	**6,168**	**2,699**	**8,867**	3·7	3·2
Banff and Buchan	1,211	495	1,706		
City of Aberdeen	3,225	1,132	4,357		
Gordon	311	185	496		
Kincardine and Deeside	261	182	443		
Moray	1,160	705	1,865		
Highlands Region	**5,257**	**2,416**	**7,673**	9·3	7·6
Badenoch and Strathspey	192	128	320		
Caithness	807	324	1,131		
Inverness	1,429	532	1,961		
Lochaber	509	321	830		
Nairn	165	101	266		
Ross and Cromarty	1,371	574	1,945		
Skye and Lochalsh	355	188	543		
Sutherland	429	248	677		
Lothian Region	**19,203**	**6,238**	**25,441**	7·0	6·2
City of Edinburgh	11,839	3,730	15,569		
East Lothian	1,814	636	2,450		
Midlothian	1,821	643	2,464		
West Lothian	3,729	1,229	4,958		
Strathclyde Region	**83,670**	**25,832**	**109,502**	11·3	9·9
Argyll and Bute	1,456	723	2,179		
Bearsden and Milngavie	469	235	704		
City of Glasgow	36,081	10,008	46,089		
Clydebank	1,852	537	2,389		
Clydesdale	1,353	518	1,871		
Cumbernauld and Kilsyth	1,625	639	2,264		
Cumnock and Doon Valley	1,906	543	2,449		
Cunninghame	4,704	1,633	6,337		
Dumbarton	2,429	807	3,236		
East Kilbride	1,648	748	2,396		
Eastwood	680	350	1,030		
Hamilton	3,448	983	4,431		
Inverclyde	3,994	1,103	5,097		
Kilmarnock and Loudoun	2,614	875	3,489		
Kyle and Carrick	2,874	1,124	3,998		
Monklands	3,754	1,063	4,817		
Motherwell	4,988	1,418	6,406		
Renfrew	6,085	1,938	8,023		
Strathkelvin	1,710	587	2,297		
Tayside Region	**9,792**	**3,875**	**13,667**	8·0	6·9
Angus	1,802	891	2,693		
City of Dundee	6,023	2,206	8,229		
Perth and Kinross	1,967	778	2,745		
Orkney Islands	**283**	**152**	**435**	6·3	4·5
Shetland Islands	**227**	**111**	**338**	3·3	2·7
Western Isles	**1,065**	**369**	**1,434**	13·4	10·3
NORTHERN IRELAND					
Antrim	1,556	564	2,120		
Ards	1,764	701	2,465		
Armagh	2,057	705	2,762		
Ballymena	1,748	702	2,450		
Ballymoney	1,136	323	1,459		
Banbridge	919	418	1,337		
Belfast	18,211	5,111	23,322		
Carrickfergus	988	393	1,381		
Castlereagh	1,516	694	2,210		
Coleraine	2,282	794	3,076		
Cookstown	1,510	528	2,038		
Craigavon	2,906	991	3,897		
Derry	6,616	1,383	7,999		
Down	1,884	772	2,656		
Dungannon	2,240	661	2,901		
Fermanagh	2,568	676	3,244		
Larne	1,155	341	1,496		
Limavady	1,644	432	2,076		
Lisburn	3,305	1,229	4,534		
Magherafelt	1,593	577	2,170		
Moyle	871	212	1,083		
Newry and Mourne	4,567	1,351	5,918		
Newtownabbey	2,314	973	3,287		
North Down	1,539	877	2,416		
Omagh	2,132	711	2,843		
Strabane	2,582	596	3,178		

* Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets. An unemployment rate is not given for Surrey or local authority districts since these do not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.
† Unemployment rates are calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self- employed, HM Forces and participants on work-related government training programmes) and as a percentage of estimates of employees in employment and the unemployed only.

2·10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at November 8, 1990

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	2,571	718	3,289
Mid Bedfordshire	1,061	415	1,476
North Bedfordshire	1,905	547	2,452
North Luton	1,596	514	2,110
South West Bedfordshire	1,175	410	1,585
Berkshire			
East Berkshire	1,209	461	1,670
Newbury	967	281	1,248
Reading East	1,412	356	1,768
Reading West	1,038	246	1,284
Slough	1,800	766	2,566
Windsor and Maidenhead	834	324	1,158
Wokingham	797	310	1,107
Buckinghamshire			
Aylesbury	1,199	402	1,601
Beaconsfield	613	232	845
Buckingham	870	308	1,178
Chesham and Amersham	549	167	716
Milton Keynes	2,044	676	2,720
Wycombe	1,341	396	1,737
East Sussex			
Bexhill and Battle	773	281	1,054
Brighton Kemptown	2,279	640	2,919
Brighton Pavilion	2,088	777	2,865
Eastbourne	1,493	484	1,977
Hastings and Rye	2,251	649	2,900
Hove	1,849	653	2,502
Lewes	1,072	382	1,454
Wealden	671	242	913
Essex			
Basildon	2,152	701	2,853
Billericay	1,223	411	1,634
Braintree	1,292	527	1,819
Brentwood and Ongar	852	293	1,145
Castle Point	1,158	418	1,576
Chelmsford	1,366	543	1,909
Epping Forest	1,061	432	1,493
Harlow	1,604	614	2,218
Harwich	2,055	683	2,738
North Colchester	1,510	577	2,087
Rochford	1,016	366	1,382
Saffron Walden	795	359	1,154
South Colchester and Maldon	1,537	627	2,164
Southend East	1,915	550	2,465
Southend West	1,326	371	1,697
Thurrock	1,965	543	2,508
Greater London			
Barking	1,609	443	2,052
Battersea	2,768	1,008	3,776
Beckenham	1,347	547	1,894
Bethnal Green and Stepney	3,997	990	4,987
Bexleyheath	963	386	1,349
Bow and Poplar	3,974	1,159	5,133
Brent East	2,734	968	3,702
Brent North	1,391	609	2,000
Brent South	2,929	1,087	4,016
Brentford and Isleworth	1,479	685	2,164
Carshalton and Wallington	1,176	358	1,534
Chelsea	1,033	503	1,536
Chingford	1,107	433	1,540
Chipping Barnet	804	357	1,161
Chislehurst	803	323	1,126
City of London and Westminster South	1,441	553	1,994
Croydon Central	1,407	411	1,818
Croydon North East	1,521	632	2,153
Croydon North West	1,705	667	2,372
Croydon South	695	262	957
Dagenham	1,394	466	1,860
Dulwich	2,175	835	3,010
Ealing North	1,627	592	2,219
Ealing Acton	1,955	786	2,741
Ealing Southall	2,176	895	3,071
Edmonton	2,049	743	2,792
Eltham	1,595	480	2,075
Enfield North	1,762	632	2,394
Enfield Southgate	1,302	493	1,795
Erith and Crayford	1,635	642	2,277
Feltham and Heston	1,770	679	2,449
Finchley	1,126	557	1,683
Fulham	2,134	870	3,004
Greenwich	2,035	713	2,748
Hackney North and Stoke Newington	4,795	1,669	6,464
Hackney South and Shoreditch	5,183	1,746	6,929
Hammersmith	3,089	1,066	4,155
Hampstead and Highgate	2,172	969	3,141
Harrow East	1,312	539	1,851
Harrow West	821	334	1,155
Hayes and Harlington	940	324	1,264
Hendon North	1,229	451	1,680
Hendon South	1,046	441	1,487
Holborn and St Pancras	3,345	1,251	4,596
Hornchurch	944	324	1,268
Hornsey and Wood Green	3,589	1,565	5,154
Ilford North	1,040	449	1,489
Ilford South	1,633	606	2,239
Islington North	3,987	1,581	5,568
Islington South and Finsbury	3,412	1,335	4,747
Kensington	1,844	828	2,672
Kingston-upon-Thames	834	318	1,152
Lewisham East	2,075	772	2,847
Lewisham West	2,514	950	3,464
Lewisham Deptford	3,779	1,313	5,092
Leyton	2,779	980	3,759
Mitcham and Morden	1,611	549	2,160
Newham North East	3,084	1,008	4,092
Newham North West	2,778	879	3,657
Newham South	2,862	850	3,712
Norwood	3,514	1,364	4,878
Old Bexley and Sidcup	604	249	853
Orpington	836	293	1,129
Peckham	3,794	1,255	5,049
Putney	1,482	558	2,040
Ravensbourne	641	286	927
Richmond-upon-Thames and Barnes	885	442	1,327
Romford	960	325	1,285
Ruislip-Northwood	583	235	818
Southwark and Bermondsey	3,586	1,007	4,593
Streatham	2,832	1,164	3,996
Surbiton	544	241	785
Sutton and Cheam	814	305	1,119
Tooting	2,391	976	3,367
Tottenham	5,428	1,809	7,237
Twickenham	825	331	1,156
Upminster	929	335	1,264
Uxbridge	1,039	296	1,335
Vauxhall	4,603	1,525	6,128
Walthamstow	2,020	713	2,733
Wanstead and Woodford	842	394	1,236
Westminster North	2,425	1,011	3,436
Wimbledon	1,012	446	1,458
Woolwich	2,937	957	3,894
Hampshire			
Aldershot	1,147	452	1,599
Basingstoke	1,275	363	1,638
East Hampshire	894	352	1,246
Eastleigh	1,605	479	2,084
Fareham	1,076	386	1,462
Gosport	1,319	504	1,823
Havant	2,082	540	2,622
New Forest	956	256	1,212
North West Hampshire	677	275	952
Portsmouth North	1,757	530	2,287
Portsmouth South	2,900	969	3,869
Romsey and Waterside	1,308	435	1,743
Southampton Itchen	2,709	719	3,428
Southampton Test	2,336	645	2,981
Winchester	849	247	1,096
Hertfordshire			
Broxbourne	1,269	578	1,847
Hertford and Stortford	756	297	1,053
Hertsmere	1,024	375	1,399
North Hertfordshire	1,397	483	1,880
South West Hertfordshire	788	247	1,035
St Albans	748	250	998
Stevenage	1,355	496	1,851
Watford	1,268	382	1,650
Welwyn Hatfield	1,077	427	1,504
West Hertfordshire	1,103	307	1,410
Isle of Wight			
Isle of Wight	3,185	1,239	4,424
Kent			
Ashford	1,325	456	1,781
Canterbury	1,560	500	2,060
Dartford	1,345	470	1,815
Dover	1,691	508	2,199
Faversham	2,196	775	2,971
Folkestone and Hythe	1,913	517	2,430
Gillingham	1,621	576	2,197
Gravesham	1,822	615	2,437
Maidstone	1,108	381	1,489
Medway	1,700	606	2,306
Mid Kent	1,594	539	2,133
North Thanet	2,182	657	2,839
Sevenoaks	811	318	1,129
South Thanet	1,701	482	2,183
Tonbridge and Malling	1,020	327	1,347
Tunbridge Wells	837	244	1,081
Oxfordshire			
Banbury	1,180	496	1,676
Henley	582	215	797
Oxford East	1,628	450	2,078
Oxford West and Abingdon	1,044	312	1,356
Wantage	692	287	979
Witney	741	291	1,032
Surrey			
Chertsey and Walton	678	242	920
East Surrey	457	165	622
Epsom and Ewell	661	209	870
Esher	489	188	677
Guildford	792	238	1,030
Mole Valley	478	151	629
North West Surrey	734	243	977
Reigate	682	230	912
South West Surrey	584	212	796
Spelthorne	653	253	906
Woking	837	232	1,069
West Sussex			
Arundel	1,231	323	1,554
Chichester	860	290	1,150
Crawley	885	307	1,192
Horsham	749	251	1,000
Mid Sussex	608	192	800
Shoreham	843	224	1,067
Worthing	1,071	257	1,328
EAST ANGLIA			
Cambridgeshire			
Cambridge	1,463	479	1,942
Huntingdon	1,170	523	1,693
North East Cambridgeshire	1,569	576	2,145
Peterborough	3,062	811	3,873
South East Cambridgeshire	714	289	1,003
South West Cambridgeshire	1,016	457	1,473
Norfolk			
Great Yarmouth	2,668	998	3,666
Mid Norfolk	1,011	394	1,405
North Norfolk	1,206	373	1,579
North West Norfolk	1,805	594	2,399
Norwich North	1,465	426	1,891
Norwich South	2,451	726	3,177
South Norfolk	1,039	437	1,476
South West Norfolk	1,328	619	1,947
Suffolk			
Bury St Edmunds	1,152	537	1,689
Central Suffolk	1,117	444	1,561
Ipswich	1,780	505	2,285
South Suffolk	1,236	516	1,752
Suffolk Coastal	942	368	1,310
Waveney	1,971	849	2,820
SOUTH WEST			
Avon			
Bath	1,698	585	2,283
Bristol East	2,030	741	2,771
Bristol North West	2,096	643	2,739
Bristol South	3,171	1,033	4,204
Bristol West	2,826	1,074	3,900
Kingswood	1,304	491	1,795
Northavon	1,147	645	1,792
Wansdyke	983	435	1,418
Weston-super-Mare	1,630	573	2,203
Woodspring	895	404	1,299
Cornwall			
Falmouth and Camborne	2,850	804	3,654
North Cornwall	2,317	1,072	3,389
South East Cornwall	1,702	748	2,450
St Ives	2,614	1,103	3,717
Truro	2,104	827	2,931
Devon			
Exeter	1,965	593	2,558
Honiton	1,086	391	1,477
North Devon	1,771	688	2,459
Plymouth Devonport	2,917	835	3,752
Plymouth Drake	2,959	975	3,934
Plymouth Sutton	1,786	716	2,502
South Hams	1,597	673	2,270
Teignbridge	1,314	457	1,771
Tiverton	975	408	1,383
Torbay	2,372	765	3,137
Torridge and West Devon	1,524	656	2,180
Dorset			
Bournemouth East	2,053	613	2,666
Bournemouth West	1,760	460	2,220
Christchurch	792	252	1,044
North Dorset	766	342	1,108
Poole	1,602	465	2,067
South Dorset	1,652	620	2,272
West Dorset	840	356	1,196
Gloucestershire			
Cheltenham	1,679	522	2,201
Cirencester and Tewkesbury	943	406	1,349
Gloucester	2,018	571	2,589
Stroud	1,303	572	1,875
West Gloucestershire	1,214	509	1,723
Somerset			
Bridgwater	1,784	700	2,484
Somerton and Frome	1,089	444	1,533
Taunton	1,523	494	2,017
Wells	1,162	495	1,657
Yeovil	1,201	555	1,756
Wiltshire			
Devizes	1,080	469	1,549
North Wiltshire	1,050	510	1,560
Salisbury	1,199	470	1,669
Swindon	2,264	717	2,981
Westbury	1,285	588	1,873
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	1,159	479	1,638
Hereford	1,335	572	1,907
Leominster	923	359	1,282
Mid Worcestershire	1,563	618	2,181
South Worcestershire	972	380	1,352
Worcester	1,697	545	2,242
Wyre Forest	1,545	628	2,173
Shropshire			
Ludlow	1,002	418	1,420
North Shropshire	1,116	537	1,653
Shrewsbury and Atcham	1,248	474	1,722
The Wrekin	2,320	765	3,085
Staffordshire			
Burton	1,677	594	2,271
Cannock and Burntwood	1,484	640	2,124
Mid Staffordshire	1,285	493	1,778
Newcastle-under-Lyme	1,398	536	1,934
South East Staffordshire	1,826	794	2,620
South Staffordshire	1,475	651	2,126
Stafford	1,214	410	1,624
Staffordshire Moorlands	1,020	432	1,452
Stoke-on-Trent Central	1,948	619	2,567
Stoke-on-Trent North	1,616	563	2,179
Stoke-on-Trent South	1,516	504	2,020
Warwickshire			
North Warwickshire	1,461	669	2,130
Nuneaton	1,481	619	2,100
Rugby and Kenilworth	1,183	548	1,731
Stratford-on-Avon	815	391	1,206
Warwick and Leamington	1,303	473	1,776
West Midlands			
Aldridge-Brownhills	1,361	532	1,893
Birmingham Edgbaston	2,144	758	2,902
Birmingham Erdington	3,168	904	4,072
Birmingham Hall Green	2,140	758	2,898
Birmingham Hodge Hill	2,954	874	3,828
Birmingham Ladywood	4,302	1,263	5,565
Birmingham Northfield	3,210	1,016	4,226
Birmingham Perry Barr	3,346	1,024	4,370
Birmingham Small Heath	4,746	1,268	6,014
Birmingham Sparkbrook	4,131	1,029	5,160
Birmingham Yardley	1,763	633	2,396
Birmingham Selly Oak	2,542	924	3,466
Coventry North East	3,216	1,100	4,316
Coventry North West	1,695	720	2,415
Coventry South East	2,484	781	3,265
Coventry South West	1,545	634	2,179
Dudley East	2,715	842	3,557
Dudley West	1,859	730	2,589
Halesowen and Stourbridge	1,370	528	1,898
Meriden	2,386	929	3,315
Solihull	975	550	1,525
Sutton Coldfield	1,009	474	1,483
Walsall North	2,847	748	3,595
Walsall South	2,711	843	3,554
Warley East	2,167	792	2,959
Warley West	1,890	645	2,535
West Bromwich East	2,270	769	3,039
West Bromwich West	2,673	766	3,439
Wolverhampton North East	3,353	938	4,291
Wolverhampton South East	2,574	789	3,363
Wolverhampton South West	2,296	902	3,198
EAST MIDLANDS			
Derbyshire			
Amber Valley	1,434	608	2,042
Bolsover	2,011	697	2,708
Chesterfield	2,345	787	3,132
Derby North	2,006	635	2,641
Derby South	3,098	940	4,038
Erewash	1,755	638	2,393
High Peak	1,206	543	1,749
North East Derbyshire	1,998	739	2,737
South Derbyshire	1,311	520	1,831
West Derbyshire	932	418	1,350
Leicestershire			
Blaby	875	405	1,280
Bosworth	891	550	1,441
Harborough	748	331	1,079
Leicester East	2,198	811	3,009
Leicester South	2,847	959	3,806
Leicester West	3,237	948	4,185
Loughborough	1,082	498	1,580
North West Leicestershire	1,231	416	1,647
Rutland and Melton	935	388	1,323
Lincolnshire			
East Lindsey	2,687	1,091	3,778
Gainsborough and Horncastle	1,576	686	2,262
Grantham	1,462	620	2,082
Holland with Boston	1,368	542	1,910
Lincoln	3,215	1,085	4,300
Stamford and Spalding	861	429	1,290
Northamptonshire			
Corby	1,341	536	1,877
Daventry	729	372	1,101
Kettering	989	392	1,381
Northampton North	1,535	533	2,068
Northampton South	1,434	525	1,959
Wellingborough	1,189	457	1,646
Nottinghamshire			
Ashfield	2,212	582	2,794
Bassetlaw	2,124	805	2,929
Broxtowe	1,265	492	1,757
Gedling	1,540	618	2,158
Mansfield	2,330	760	3,090
Newark	1,668	609	2,277
Nottingham East	4,606	1,346	5,952
Nottingham North	3,413	827	4,240
Nottingham South	2,945	849	3,794
Rushcliffe	1,376	505	1,881
Sherwood	1,849	641	2,490
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,279	624	1,903
Booth Ferry	1,543	561	2,104
Bridlington	2,168	802	2,970
Brigg and Cleethorpes	2,597	821	3,418
Glanford and Scunthorpe	2,355	553	2,908
Great Grimsby	3,579	801	4,380
Kingston-upon-Hull East	3,454	980	4,434
Kingston-upon-Hull North	3,930	1,088	5,018
Kingston-upon-Hull West	3,651	1,104	4,755
North Yorkshire			
Harrogate	874	365	1,239
Richmond	1,041	630	1,671
Ryedale	940	550	1,490
Scarborough	2,246	747	2,993
Selby	1,076	463	1,539
Skipton and Ripon	772	345	1,117
York	2,198	684	2,882

UNEMPLOYMENT Area statistics 2·10

Unemployment in Parliamentary constituencies at November 8, 1990

Unemployment in Parliamentary constituencies at November 8, 1990

	Male	Female	All
South Yorkshire			
Barnsley Central	2,573	661	3,234
Barnsley East	2,289	572	2,861
Barnsley West and Penistone	2,029	755	2,784
Don Valley	2,689	860	3,549
Doncaster Central	3,261	1,110	4,371
Doncaster North	3,527	936	4,463
Rother Valley	2,244	826	3,070
Rotherham	3,047	870	3,917
Sheffield Central	4,638	1,253	5,891
Sheffield Attercliffe	2,376	732	3,108
Sheffield Brightside	3,561	856	4,417
Sheffield Hallam	1,680	735	2,415
Sheffield Heeley	3,125	908	4,033
Sheffield Hillsborough	2,073	817	2,890
Wentworth	2,723	833	3,556
West Yorkshire			
Batley and Spen	2,024	584	2,608
Bradford North	3,627	945	4,572
Bradford South	2,592	719	3,311
Bradford West	4,031	1,011	5,042
Calder Valley	1,581	653	2,234
Colne Valley	1,544	662	2,206
Dewsbury	1,997	672	2,669
Elmet	1,202	406	1,608
Halifax	2,664	855	3,519
Hemsworth	2,063	606	2,669
Huddersfield	2,457	847	3,304
Keighley	1,591	557	2,148
Leeds Central	3,873	964	4,837
Leeds East	3,302	779	4,081
Leeds North East	1,909	663	2,572
Leeds North West	1,405	537	1,942
Leeds West	2,375	752	3,127
Morley and Leeds South	1,776	539	2,315
Normanton	1,367	497	1,864
Pontefract and Castleford	2,325	654	2,979
Pudsey	1,080	434	1,514
Shipley	1,219	408	1,627
Wakefield	2,205	696	2,901
NORTH WEST			
Cheshire			
City of Chester	1,994	582	2,576
Congleton	1,035	491	1,526
Crewe and Nantwich	1,753	744	2,497
Eddisbury	1,517	626	2,143
Ellesmere Port and Neston	2,071	712	2,783
Halton	3,066	961	4,027
Macclesfield	1,027	426	1,453
Tatton	1,045	362	1,407
Warrington North	2,239	698	2,937
Warrington South	1,848	597	2,445
Greater Manchester			
Altrincham and Sale	1,089	444	1,533
Ashton-under-Lyne	1,896	611	2,507
Bolton North East	2,168	654	2,822
Bolton South East	2,665	806	3,471
Bolton West	1,907	660	2,567
Bury North	1,295	459	1,754
Bury South	1,511	654	2,165
Cheadle	860	382	1,242
Davyhulme	1,753	589	2,342
Denton and Reddish	2,327	816	3,143
Eccles	2,281	667	2,948
Hazel Grove	1,027	414	1,441
Heywood and Middleton	2,304	810	3,114
Leigh	2,307	739	3,046
Littleborough and Saddleworth	1,313	605	1,918
Makerfield	1,886	872	2,758
Manchester Central	5,841	1,358	7,199
Manchester Blackley	3,196	912	4,108
Manchester Gorton	3,273	982	4,255
Manchester Withington	3,123	1,088	4,211
Manchester Wythenshawe	3,254	748	4,002
Oldham Central and Royton	2,808	872	3,680
Oldham West	1,859	655	2,514
Rochdale	2,768	845	3,613
Salford East	3,811	884	4,695
Stalybridge and Hyde	2,227	806	3,033
Stockport	1,555	506	2,061
Stretford	4,065	1,211	5,276
Wigan	2,757	917	3,674
Worsley	2,276	722	2,998
Lancashire			
Blackburn	3,336	801	4,137
Blackpool North	2,095	535	2,630
Blackpool South	2,034	645	2,679
Burnley	2,026	595	2,621
Chorley	1,466	680	2,146
Fylde	777	245	1,022
Hyndburn	1,236	425	1,661
Lancaster	1,231	448	1,679
Morecambe and Lunesdale	1,732	635	2,367
Pendle	1,313	395	1,708
Preston	3,289	768	4,057
Ribble Valley	559	305	864
Rossendale and Darwen	1,694	641	2,335
South Ribble	1,333	513	1,846
West Lancashire	2,463	866	3,329
Wyre	1,361	399	1,760
Merseyside			
Birkenhead	4,885	1,208	6,093
Bootle	5,225	1,300	6,525
Crosby	2,198	930	3,128
Knowsley North	4,526	1,200	5,726
Knowsley South	4,292	1,233	5,525
Liverpool Broadgreen	4,218	1,385	5,603
Liverpool Garston	3,661	1,023	4,684
Liverpool Mossley Hill	3,671	1,253	4,924
Liverpool Riverside	5,653	1,549	7,202
Liverpool Walton	5,320	1,561	6,881
Liverpool West Derby	4,572	1,199	5,771
Southport	1,783	683	2,466
St Helens North	2,513	840	3,353
St Helens South	3,020	1,039	4,059
Wallasey	3,309	1,033	4,342
Wirral South	1,479	625	2,104
Wirral West	1,763	645	2,408
NORTH			
Cleveland			
Hartlepool	3,862	924	4,786
Langbaurgh	3,185	936	4,121
Middlesbrough	4,736	1,131	5,867
Redcar	3,672	914	4,586
Stockton North	3,691	1,025	4,716
Stockton South	3,110	1,032	4,142
Cumbria			
Barrow and Furness	1,646	690	2,336
Carlisle	1,407	530	1,937
Copeland	1,580	686	2,266
Penrith and the Border	898	493	1,391
Westmorland	522	244	766
Workington	1,760	755	2,515
Durham			
Bishop Auckland	2,256	735	2,991
City of Durham	2,019	677	2,696
Darlington	2,543	829	3,372
Easington	2,227	619	2,846
North Durham	2,492	803	3,295
North West Durham	2,362	642	3,004
Sedgefield	1,681	537	2,218
Northumberland			
Berwick-upon-Tweed	1,340	529	1,869
Blyth Valley	2,202	682	2,884
Hexham	842	419	1,261
Wansbeck	2,302	689	2,991
Tyne and Wear			
Blaydon	2,174	647	2,821
Gateshead East	2,936	840	3,776
Houghton and Washington	3,041	976	4,017
Jarrow	3,357	807	4,164
Newcastle upon Tyne Central	2,695	903	3,598
Newcastle upon Tyne East	3,466	931	4,397
Newcastle upon Tyne North	2,742	778	3,520
South Shields	3,610	969	4,579
Sunderland North	4,927	1,223	6,150
Sunderland South	3,737	1,079	4,816
Tyne Bridge	4,904	1,144	6,048
Tynemouth	2,695	773	3,468
Wallsend	3,341	964	4,305
WALES			
Clwyd			
Alyn and Deeside	1,186	438	1,624
Clwyd North West	2,029	679	2,708
Clwyd South West	1,236	417	1,653
Delyn	1,247	481	1,728
Wrexham	1,829	559	2,388
Dyfed			
Carmarthen	1,432	535	1,967
Ceredigion and Pembroke North	1,364	522	1,886
Llanelli	1,881	598	2,479
Pembroke	2,613	969	3,582
Gwent			
Blaenau Gwent	2,171	468	2,639
Islwyn	1,343	397	1,740
Monmouth	1,122	418	1,540
Newport East	2,049	537	2,586
Newport West	2,162	627	2,789
Torfaen	2,161	613	2,774
Gwynedd			
Caernarfon	1,837	662	2,499
Conwy	1,715	603	2,318
Meirionnydd Nant Conwy	810	397	1,207
Ynys Mon	2,080	786	2,866
Mid Glamorgan			
Bridgend	1,621	564	2,185
Caerphilly	2,607	582	3,189
Cynon Valley	2,128	473	2,601
Merthyr Tydfil and Rhymney	2,647	596	3,243
Ogmore	1,947	485	2,432
Pontypridd	1,904	482	2,386
Rhondda	2,489	543	3,032
Powys			
Brecon and Radnor	846	.341	1,187
Montgomery	639	250	889
South Glamorgan			
Cardiff Central	2,660	812	3,472
Cardiff North	1,137	344	1,481
Cardiff South and Penarth	2,511	514	3,025
Cardiff West	2,850	693	3,543
Vale of Glamorgan	2,140	619	2,759
West Glamorgan			
Aberavon	1,424	317	1,741
Gower	1,302	418	1,720
Neath	1,579	406	1,985
Swansea East	2,399	518	2,917
Swansea West	2,494	669	3,163

Unemployment in Parliamentary constituencies at November 8, 1990

	Male	Female	All
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	710	270	980
Tweeddale, Ettrick and Lauderdale	694	269	963
Central Region			
Clackmannan	1,973	686	2,659
Falkirk East	2,052	840	2,892
Falkirk West	1,773	764	2,537
Stirling	1,558	569	2,127
Dumfries and Galloway Region			
Dumfries	1,367	638	2,005
Galloway and Upper Nithsdale	1,492	758	2,250
Fife Region			
Central Fife	2,129	862	2,991
Dunfermline East	1,996	658	2,654
Dunfermline West	1,624	517	2,141
Kirkcaldy	2,017	754	2,771
North East Fife	892	460	1,352
Grampian Region			
Aberdeen North	1,665	474	2,139
Aberdeen South	1,163	470	1,633
Banff and Buchan	1,211	495	1,706
Gordon	413	248	661
Kincardine and Deeside	556	307	863
Moray	1,160	705	1,865
Highlands Region			
Caithness and Sutherland	1,236	572	1,808
Inverness, Nairn and Lochaber	2,165	1,004	3,169
Ross, Cromarty and Skye	1,856	840	2,696
Lothian Region			
East Lothian	1,814	636	2,450
Edinburgh Central	2,172	798	2,970
Edinburgh East	2,067	556	2,623
Edinburgh Leith	3,030	855	3,885
Edinburgh Pentlands	1,499	474	1,973
Edinburgh South	1,768	569	2,337
Edinburgh West	1,049	345	1,394
Linlithgow	2,123	670	2,793
Livingston	1,860	692	2,552
Mid Lothian	1,821	643	2,464
Strathclyde Region			
Argyll and Bute	1,456	723	2,179
Ayr	2,059	732	2,791
Carrick Cumnock and Doon Valley	2,721	935	3,656
Clydebank and Milngavie	2,085	642	2,727
Clydesdale	2,088	707	2,795
Cumbernauld and Kilsyth	1,625	639	2,264
Cunninghame North	2,218	837	3,055
Cunninghame South	2,486	796	3,282
Dumbarton	2,429	807	3,236
East Kilbride	1,648	748	2,396
Eastwood	1,425	569	1,994
Glasgow Cathcart	1,942	556	2,498
Glasgow Central	3,759	994	4,753
Glasgow Garscadden	3,011	734	3,745
Glasgow Govan	3,038	841	3,879
Glasgow Hillhead	2,330	984	3,314
Glasgow Maryhill	3,856	1,149	5,005
Glasgow Pollock	3,521	916	4,437
Glasgow Provan	3,986	954	4,940
Glasgow Rutherglen	3,089	856	3,945
Glasgow Shettleston	3,425	890	4,315
Glasgow Springburn	4,124	1,134	5,258
Greenock and Port Glasgow	3,636	902	4,538
Hamilton	2,713	794	3,507
Kilmarnock and Loudoun	2,614	875	3,489
Monklands East	2,422	708	3,130
Monklands West	1,926	549	2,475
Motherwell North	2,596	737	3,333
Motherwell South	2,392	681	3,073
Paisley North	2,302	704	3,006
Paisley South	2,127	659	2,786
Renfrew West and Inverclyde	1,269	557	1,826
Strathkelvin and Bearsden	1,352	523	1,875
Tayside Region			
Angus East	1,552	747	2,299
Dundee East	3,170	1,082	4,252
Dundee West	2,660	1,029	3,689
North Tayside	989	483	1,472
Perth and Kinross	1,421	534	1,955
Orkney and Shetland Islands	510	263	773
Western Isles	1,065	369	1,434
NORTHERN IRELAND			
Belfast East	2,739	1,082	3,821
Belfast North	5,073	1,399	6,472
Belfast South	3,276	1,266	4,542
Belfast West	7,394	1,476	8,870
East Antrim	3,197	1,113	4,310
East Londonderry	5,205	1,680	6,885
Fermanagh and South Tyroné	4,808	1,337	6,145
Foyle	7,920	1,678	9,598
Lagan Valley	3,376	1,272	4,648
Mid-Ulster	5,234	1,663	6,897
Newry and Armagh	5,172	1,488	6,660
North Antrim	3,755	1,237	4,992
North Down	2,239	1,146	3,385
South Antrim	2,816	1,158	3,974
South Down	3,726	1,484	5,210
Strangford	2,238	971	3,209
Upper Bann	3,435	1,265	4,700

2·13 UNEMPLOYMENT
Students: regions

		South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE															
1989	Nov 9	604	472	24	70	189	111	117	280	68	72	226	1,761	—	1,761
	Dec 14	499	407	23	47	138	80	88	188	62	46	163	1,334	—	1,334
1990	Jan 11	366	300	16	30	96	54	85	139	37	47	119	989	—	989
	Feb 8	319	250	22	26	74	37	68	126	34	38	88	832	—	832
	Mar 8	327	252	28	26	70	40	71	118	35	37	80	832	—	832
	Apr 12	338	248	24	38	77	68	89	146	64	62	160	1,066	—	1,066
	May 10	363	283	17	32	73	59	70	141	55	65	147	1,022	—	1,022
	June 14	596	453	33	85	285	157	245	479	226	163	2,610	4,879	1,506	6,385
	July 12	9,713	5,203	1,259	3,174	6,832	4,265	8,000	10,939	5,066	5,887	11,531	66,666	6,532	73,198
	Aug 9	13,415	7,695	1,312	3,819	7,509	5,128	8,333	12,303	5,084	5,853	11,745	74,501	7,109	81,610
	Sept 13	11,897	6,961	1,162	3,373	6,950	4,749	7,552	11,328	4,915	5,600	9,710	67,236	7,274	74,510
	Oct 11	2,107	1,508	108	308	680	371	636	981	293	444	899	6,827	—	6,827
	Nov 8	786	616	29	85	163	37	85	164	38	117	144	1,648	—	1,648

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From November 1986 most students have only been eligible for benefit in the summer vacation.
*Included in South East.

2·14 UNEMPLOYMENT
Temporarily stopped: regions

		South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE															
1989	Nov 9	79	46	11	12	195	453	303	282	196	159	956	2,646	724	3,370
	Dec 14	110	44	36	22	417	1,540	516	352	106	117	1,235	4,451	694	5,145
1990	Jan 11	80	61	69	27	484	1,672	523	232	139	126	2,088	5,440	847	6,287
	Feb 8	173	90	58	20	524	167	860	265	173	154	2,066	4,460	1,408	5,868
	Mar 8	148	81	52	32	391	487	439	297	163	192	1,979	4,180	1,287	5,467
	Apr 12	107	71	43	50	551	508	566	176	128	186	1,287	3,602	944	4,546
	May 10	79	47	36	34	540	252	217	135	91	159	930	2,473	710	3,183
	June 14	88	52	13	9	72	30	195	165	67	78	734	1,451	461	1,912
	July 12	100	54	6	14	193	677	203	129	76	91	802	2,291	467	2,758
	Aug 9	91	56	88	17	125	106	162	150	78	65	593	1,475	334	1,809
	Sept 13	104	57	18	11	176	89	188	213	72	92	494	1,457	438	1,895
	Oct 11	54	27	12	12	205	86	209	208	136	83	1,083	2,088	408	2,496
	Nov 8	69	39	17	13	246	75	349	212	165	118	792	2,056	502	2,558

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

UNEMPLOYMENT 2·15
Rates by age

PER CENT

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

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

2·18 UNEMPLOYMENT
Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark §	Finland ††	France §	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1989 Nov	1,612	447	161	347	985	260	84	2,578	1,950	124
Dec	1,639	502	189	353	1,005	259	83	2,586	2,052	147
1990 Jan	1,687	550	212	362	1,164	293	90	2,601	2,191	164
Feb	1,676	594	200	357	1,131	289	88	2,552	2,153	163
Mar	1,647	549	164	352	1,104	286	79	2,519	2,013	151
Apr	1,626	534	156	343	1,043	274	95	2,431	1,915	133
May	1,579	551	142	335	1,040	255	86	2,367	1,823	109
June	1,556	542	131	332	975	250	87	2,354	1,808	115
July	1,624	569	134	352	1,076	247	81	2,410	1,864	115
Aug	1,657	587	139	..	1,115	265	..	2,486	1,813	116
Sep	1,673	628	..	..	1,061	..	..	2,554	1,728	116
Oct	1,670	..	..	..	1,121	..	..	2,589	1,687	120
Nov	1,728	..	..	..	..	..	..	..	1,685	..
Percentage rate: latest month	6·1	7·3	4·4	12·5	8·2	9·4	3·2	9·2	6·4	3·1
latest month: change on a year ago	+0·4	+1·3	+0·6	–0·9	+1·5	+0·3	N/C	–0·5	–1·2	+0·8
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,223	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
Monthly										
1989 Nov	1,651	496	155	354	1,041	262	88	2,522	2,019	123
Dec	1,636	495	152	351	1,047	259	83	2,504	1,987	122
1990 Jan	1,616	514	148	348	1,065	256	77	2,492	1,956	125
Feb	1,614	542	146	345	1,049	256	84	2,494	1,931	128
Mar	1,607	510	136	343	975	257	76	2,504	1,902	128
Apr	1,607	520	154	342	987	259	96	2,481	1,926	128
May	1,611	546	168	341	1,036	263	74	2,480	1,919	123
June	1,618	562	176	344	1,024	267	87	2,512	1,917	134
July	1,632	592	180	350	1,070	273	88	2,508	1,902	135
Aug	1,655	620	186	..	1,140	277	91	2,489	1,873	..
Sep	1,671	634	..	..	1,150	..	..	2,500	1,837	..
Oct	1,702	..	..	..	1,210	..	..	2,522	1,800	..
Nov	1,762	..	..	..	..	..	..	..	1,747	..
Percentage rate: latest month	6·2	7·4	6·1	12·4	8·8	9·9	3·5	8·9	6·7	3·5
latest three months: change on previous three months	+0·3	+0·7	+0·9	+0·1	+0·9	+0·5	+0·2	N/C	–0·4	+0·1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Oct	Oct	..	Oct	Oct	..	Sep	Sep	Sep	..
Per cent	6·5	7·6	..	8·1	8·7	..	3·5	8·9	5·0	..

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

THOUSAND

Irish Republic **	Italy ‡‡	Japan††	Luxembourg †	Netherlands §	Norway §	Portugal †	Spain**	Sweden §§	Switzerland §	United States §§	
											NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED
											Monthly
222	3,911	1,330	2·3	365	80	309	2,423	59	14·4	6,495	1989 Nov
231	3,905	1,220	2·4	373	88	309	2,427	58	15·4	6,300	Dec
235	3,925	1,410	2·5	368	102	318	2,444	73	16·5	7,256	1990 Jan
232	3,950	1,420	2·2	370	98	323	2,442	63	16·1	7,134	Feb
223	3,960	1,410	2·1	354	94	322	2,412	60	15·2	6,697	Mar
221	4,181	1,410	1·9	343	92	318	2,379	51	14·6	6,457	Apr
215	3,968	1,360	1·9	340	85	308	2,231	57	13·9	6,363	May
222	3,980	1,320	1·8	335	95	299	2,295	49	13·6	6,702	June
226	3,995	1,260	1·8	343	105	299	2,262	73	14·0	6,945	July
227	3,985	1,300	1·8	343	104	296	2,274	74	14·4	6,837	Aug
221	4,035	..	1·9	..	..	295	2,300	80	14·9	6,330	Sep
..	..	..	..	..	..	..	..	..	..	6,722	Oct
..	..	..	..	..	..	..	..	..	..	..	Nov
17·1	17·5	2·0	1·2	5·0	4·8	6·5	16·1	1·8	0·5	5·3	**Percentage rate:** latest month
–0·2	+0·5	–0·2	–0·2	–0·8	+0·7	N/C	–0·8	+0·3	N/C	+0·3	latest month: change on a year ago
											NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED
											Annual averages
231	2,959	1,566	..	762	52	..	2,643	124	27·0	8,312	1985
236	3,173	1,667	..	712	36	..	2,759	98	22·8	8,237	1986
247	3,294	1,731	..	686	32	319	2,924	84	..	7,410	1987
242	3,848	1,552	..	..	50	304	2,869	..	19·6	6,692	1988
											Monthly
227	4,043	1,410	2·3	..	84	312	2,392	60	14·5	6,590	1989 Nov
226	4,021	1,350	2·2	..	86	308	2,373	62	14·3	6,658	Dec
226	3,877	1,380	2·2	..	85	305	2,348	60	13·9	6,535	1990 Jan
226	4,034	1,360	2·0	..	85	308	2,344	63	14·3	6,594	Feb
219	3,865	1,260	2·0	..	86	311	2,331	59	14·4	6,495	Mar
222	3,927	1,310	1·9	..	93	315	2,328	57	14·3	6,770	Apr
220	3,969	1,310	2·1	..	98	312	2,331	69	14·3	6,653	May
224	4,033	1,380	2·0	..	104	311	2,331	62	14·7	6,447	June
227	4,047	1,330	2·0	..	111	314	2,325	76	15·2	6,814	July
226	..	1,300	..	..	102	314	2,343	61	15·9	7,003	Aug
226	..	..	..	..	..	..	..	69	16·5	7,073	Sep
..	..	..	..	..	..	..	..	80	..	..	Oct
..	..	..	..	..	..	..	..	..	..	..	Nov
17·5	17·6	2·1	1·3	..	4·7	7·0	16·3	1·7	0·6	5·6	**Percentage rate:** latest month
+0·3	+0·3	+0·1	N/C	..	+0·6	+0·1	N/C	+0·1	+0·1	+0·3	latest three months: change on previous three months
											OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)
Oct	Jul	Sep	..	Sep	Aug	May	May	Oct	..	Oct	Latest month
14·7	9·9	2·2	..	7·4	5·0	4·2	15·9	1·7	..	5·6	Per cent

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

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

THOUSAND

UNITED KINGDOM Month ending		INFLOW † Male and Female: All	Male and Female: Change since previous year	Male: All	Male: Change since previous year	Female: All	Female: Change since previous year	Female: Married
1989	Nov 9	273·8	−24·0	188·8	−7·3	84·9	−16·7	30·6
	Dec 14	255·3	−14·6	182·1	−3·0	73·2	−11·6	26·6
1990	Jan 11	270·0	+0·5	180·3	+4·8	89·7	−4·3	33·1
	Feb 8	294·0	+4·0	201·7	+9·4	92·3	−5·4	33·8
	Mar 8	271·4	+7·4	187·4	+8·6	84·0	−1·2	31·5
	Apr 12	269·8	+22·4	184·8	+19·2	85·0	+3·2	32·9
	May 10	236·1	+5·3	165·2	+7·9	70·9	−2·6	26·8
	June 14	246·9	+21·9	172·6	+19·6	74·4	+2·3	27·1
	July 12	328·9	+35·1	216·1	+28·4	112·8	+6·7	32·8
	Aug 9	304·3	+27·5	202·8	+22·5	101·5	+5·0	33·3
	Sept 13	311·3	+30·1	211·6	+26·9	99·7	+3·1	31·5
	Oct 11	330·6	+49·4	231·6	+41·1	99·0	+8·3	32·6
	Nov 8	339·7	+66·0	241·7	+52·9	98·0	+13·1	33·7

UNITED KINGDOM Month ending		OUTFLOW † Male and Female: All	Male and Female: Change since previous year	Male: All	Male: Change since previous year	Female: All	Female: Change since previous year	Female: Married
1989	Nov 9	299·2	−54·9	198·2	−29·8	100·9	−25·0	39·2
	Dec 14	232·3	−59·7	154·3	−34·3	78·0	−25·4	28·7
1990	Jan 11	217·9	−27·5	142·8	−13·8	75·1	−13·7	31·3
	Feb 8	306·3	−44·5	209·4	−24·4	96·9	−20·1	38·1
	Mar 8	302·9	−23·8	207·6	−9·7	95·3	−14·2	36·3
	Apr 12	287·4	−26·5	198·1	−9·7	89·3	−16·8	33·8
	May 10	287·9	−30·7	195·7	−19·8	92·2	−11·0	36·3
	June 14	266·8	−22·6	185·3	−11·6	81·5	−11·0	30·7
	July 12	255·3	−14·0	176·3	−7·0	79·0	−7·1	28·2
	Aug 9	267·3	−42·3	181·5	−23·9	85·8	−18·4	28·5
	Sept 13	297·3	−17·0	192·1	−9·5	105·2	−7·5	36·3
	Oct 11	334·2	−19·6	220·5	−10·5	113·7	−9·0	34·6
	Nov 8	277·5	−21·7	186·1	−12·1	91·4	−9·6	32·0

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.
† The flows in this table are not on quite the same basis as those in *table 2·20*. While *table 2·20* relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.
See also footnote ‡ to *table 2.1*

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

THOUSAND

INFLOW Month ending		Age group: Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1990	June 14	1·1	19·1	40·9	29·3	19·5	27·5	19·1	7·4	3·9	167·7
	July 12	1·3	24·4	64·0	34·6	22·0	30·5	20·5	8·2	4·3	209·7
	Aug 9	1·3	23·4	54·3	33·4	21·8	30·0	20·5	8·3	4·2	197·3
	Sept 13	1·3	29·3	51·9	34·0	22·4	31·5	21·7	8·4	4·2	204·6
	Oct 11	1·3	26·9	55·6	38·9	25·3	36·1	25·0	10·0	5·5	224·6
	Nov 8	1·2	25·5	56·8	10·7	27·6	39·4	27·5	10·6	5·8	235·2
FEMALE											
1990	June 14	0·8	11·6	19·4	11·9	6·6	10·6	8·2	2·4	—	71·5
	July 12	1·0	17·7	39·8	15·3	8·1	13·5	9·4	2·7	—	107·5
	Aug 9	1·0	16·3	31·1	14·8	8·1	13·7	10·1	2·8	—	97·8
	Sept 13	1·0	21·4	26·0	14·2	7·8	12·6	9·1	2·5	—	94·7
	Oct 11	1·0	18·0	26·9	15·1	8·2	12·9	9·9	2·9	—	94·9
	Nov 8	1·0	16·1	26·4	15·4	8·5	13·4	10·5	3·2	—	94·4
Changes on a year earlier											
MALE											
1990	June 14	0·4	1·7	4·5	4·4	2·9	3·7	2·2	0·3	—	20·2
	July 12	0·6	2·1	6·5	5·5	4·1	5·4	3·4	0·9	0·3	28·7
	Aug 9	0·6	1·1	5·7	4·9	3·9	4·2	1·9	0·5	−0·1	22·6
	Sept 13	0·5	2·3	5·7	5·8	4·0	5·0	2·1	0·8	0·3	26·5
	Oct 11	0·7	3·7	8·5	8·4	5·6	7·8	4·4	1·2	0·5	40·6
	Nov 8	0·6	4·3	11·2	9·4	7·3	9·8	6·4	2·0	0·5	52·3
FEMALE											
1990	June 14	0·3	0·7	0·5	0·2	0·1	0·3	0·7	0·2	—	3·0
	July 12	0·4	1·5	2·2	0·7	0·4	1·0	0·8	0·1	—	7·0
	Aug 9	0·4	1·0	2·1	0·6	—	0·4	0·6	—	—	5·1
	Sept 13	0·4	1·3	−0·1	0·6	0·1	0·7	0·3	−0·2	—	3·1
	Oct 11	0·5	1·4	1·5	1·3	0·8	1·6	1·3	0·2	—	8·6
	Nov 8	0·5	2·4	3·0	1·8	1·3	2·1	1·5	0·4	—	13·1

OUTFLOW Month ending		Age group: Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1990	June 14	0·4	16·9	42·0	29·9	20·0	28·9	19·5	7·4	4·5	169·5
	July 12	0·4	16·2	40·6	27·7	18·6	26·9	18·3	6·9	4·3	159·8
	Aug 9	0·5	16·5	45·0	28·4	18·8	26·2	17·6	6·6	4·2	163·7
	Sept 13	0·5	19·0	49·2	30·6	20·0	27·8	18·2	6·7	4·2	176·1
	Oct 11	0·5	25·7	55·6	33·6	21·8	30·5	19·9	7·3	4·6	199·6
	Nov 8	0·5	18·0	43·1	29·6	19·4	28·3	19·2	7·0	4·5	169·5
FEMALE											
1990	June 14	0·3	11·0	20·8	13·2	7·1	10·9	8·6	2·7	0·1	74·6
	July 12	—	11·0	20·9	12·4	6·8	9·8	7·8	2·3	0·1	71·5
	Aug 9	0·4	12·0	25·8	12·5	6·7	10·1	7·6	2·2	0·1	77·4
	Sept 13	0·5	14·1	31·0	15·0	8·4	14·2	10·0	2·7	0·1	96·0
	Oct 11	0·5	20·1	32·1	15·8	8·6	13·3	9·4	2·7	0·1	102·6
	Nov 8	0·4	14·0	24·8	13·5	7·5	11·6	9·0	2·5	0·1	83·5
Changes on a year earlier											
MALE											
1990	June 14	−0·1	—	−2·4	−0·1	—	−1·5	−0·7	−0·6	−0·8	−6·2
	July 12	—	−0·1	−1·6	−0·1	−0·1	−0·9	−0·3	−0·1	−0·6	−3·8
	Aug 9	−0·1	−2·3	−6·8	−3·1	−1·5	−2·9	−1·5	−0·5	−0·9	−19·6
	Sept 13	−0·1	−0·2	−1·3	0·4	0·2	−0·5	−0·4	−0·3	−0·7	−2·8
	Oct 11	—		−2·0	0·1	0·6	−0·2	−0·3	−0·3	−0·8	−2·9
	Nov 8	0·1	−0·2	−1·8	−0·6	−0·5	−1·4	−1·0	−0·9	−0·8	−7·2
FEMALE											
1990	June 14	−0·1	−0·3	−2·7	−1·8	−1·4	−1·5	−0·6	−0·2	—	−8·6
	July 12	—	−0·1	−1·8	−1·3	−0·7	−1·2	−0·3	−0·1	—	−5·4
	Aug 9	−0·1	−1·8	−5·1	−3·4	−1·9	−2·0	−1·2	−0·4	—	−15·8
	Sept 13	—	—	−2·1	−1·6	−1·0	−1·3	−0·5	−0·1	—	−6·6
	Oct 11	0·1	0·4	−3·4	−1·5	−1·1	−1·2	−0·8	−0·2	—	−7·8
	Nov 8	0·1	0·1	−1·7	−2·1	−1·2	−1·5	−0·8	−0·3	—	−7·6

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.
† The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

2·30 CONFIRMED REDUNDANCIES †
Regions

	South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1987	19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1989 Q3	4,081	1,213	2,238	445	3,028	2,507	4,781	3,911	2,152	23,143	4,923	7,234	35,300
Q4	3,381	664	837	155	3,077	1,877	4,516	4,480	3,490	21,813	1,452	3,978	27,243
1990 Q1	2,861	462	916	2,101	3,149	1,627	3,533	4,839	2,480	21,506	1,846	3,243	26,595
Q2	4,671	359	644	2,393	3,495	1,944	2,553	4,498	2,154	22,352	2,056	1,944	26,352
Q3	2,668	647	1,328	4,944	4,685	1,442	4,856	5,850	2,004	27,777	1,181	1,486	30,444
1989 Nov	591	90	79	23	631	627	1,888	1,052	821	5,712	234	1,062	7,008
Dec	2,027	351	430	95	1,785	877	2,002	1,987	1,622	10,825	956	1,450	13,231
1990 Jan	988	130	309	626	827	231	1,230	1,457	686	6,354	262	336	6,952
Feb	602	158	241	876	861	560	1,179	1,820	796	6,935	655	1,428	9,018
Mar	1,271	174	366	599	1,461	836	1,124	1,562	998	8,217	929	1,479	10,625
Apr	731	35	193	312	326	180	114	959	501	3,316	551	847	4,714
May	3,304	217	382	1,248	464	946	1,137	1,945	1,284	10,710	688	491	11,889
June	636	107	69	833	2,705	818	1,302	1,594	369	8,326	817	606	9,749
July	997	251	619	1,217	1,932	302	1,858	1,615	815	9,355	481	554	10,390
Aug	1,083	344	238	1,398	995	495	1,963	2,082	604	8,858	358	326	9,542
Sept	588	52	471	2,329	1,758	645	1,035	2,153	585	9,564	342	606	10,512
Oct*	724	63	544	1,361	1,413	370	819	1,632	782	7,645	400	747	8,792
Nov*	1,023	307	576	1,178	951	1,455	579	2,197	225	8,184	302	427	8,913

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

2·31 CONFIRMED REDUNDANCIES †
Industry

GREAT BRITAIN SIC 1980	Division	Class	1988	1989 R	1989 Q3	Q4	1990 Q1	Q2	Q3	1990 Sept	Oct *	Nov *
Agriculture, forestry and fishing	0		**169**	**129**	**2**	**51**	**51**	**25**	**102**	**0**	**21**	**0**
Coal extraction and coke		11–12	10,933	15,372	6,369	668	75	1,184	998	400	226	47
Mineral oil and natural gas		13–14	203	265	66	30	40	153	81	0	0	0
Electricity, gas, other energy and water		15–17	527	532	210	49	140	73	131	90	62	19
Energy and water supply industries	1		**11,663**	**16,169**	**6,645**	**747**	**255**	**1,410**	**1,210**	**490**	**288**	**66**
Extraction of other minerals and ores		21,23	314	304	86	182	19	27	310	225	54	0
Metal manufacture		22	1,649	2,618	1,137	806	942	275	1,243	314	217	326
Manufacture of non-metallic products		24	1,501	1,823	400	851	732	762	394	210	184	417
Chemicals and man-made fibres		25–26	1,941	1,884	372	555	366	365	550	135	181	319
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		**5,405**	**6,629**	**1,995**	**2,394**	**2,059**	**1,429**	**2,497**	**884**	**636**	**1,062**
Manufacture of metal goods		31	2,043	2,565	846	723	628	498	1,547	880	521	90
Mechanical engineering		32	16,127	8,935	2,009	2,892	2,652	1,385	2,502	1,220	1,031	516
Manufacture of office machinery and data processing equipment		33	410	1,656	352	37	3	0	227	93	143	131
Electrical and electronic engineering		34	6,800	8,963	2,209	2,920	2,263	2,282	2,515	1,170	596	1,127
Manufacture of motor vehicles		35	1,517	2,362	482	876	649	678	706	129	232	370
Manufacture of other transport equipment		36	5,200	3,766	458	118	606	368	174	98	252	293
Instrument engineering		37	505	1,113	275	280	281	98	365	242	12	77
Metal goods, engineering and vehicles industries	3		**32,602**	**29,360**	**6,631**	**7,846**	**7,082**	**5,309**	**8,036**	**3,832**	**2,787**	**2,604**
Food, drink and tobacco		41–42	10,639	7,446	2,546	1,400	2,200	2,305	1,892	316	301	497
Textiles		43	4,859	7,267	1,356	2,738	2,089	2,068	1,743	577	194	158
Leather, footwear and clothing		44–45	3,969	5,179	996	1,343	1,588	1,890	1,636	305	610	810
Timber and furniture		46	1,610	2,061	778	557	1,353	1,259	753	234	198	128
Paper, printing and publishing		47	3,983	3,518	740	704	949	479	1,397	700	306	942
Other manufacturing		48–49	2,533	2,950	622	1,154	970	789	950	267	372	444
Other manufacturing industries	4		**27,593**	**28,421**	**7,038**	**7,896**	**9,149**	**8,790**	**8,371**	**2,399**	**1,981**	**2,979**
Construction	5		**7,784**	**6,812**	**1,025**	**2,450**	**1,090**	**2,502**	**2,221**	**820**	**846**	**605**
Wholesale distribution		61–63	3,378	3,100	897	591	818	564	842	226	308	337
Retail distribution		64–65	6,324	4,149	1,019	1,142	1,452	1,092	992	293	275	99
Hotel and catering		66	1,234	977	262	314	95	528	129	19	61	37
Repair of consumer goods and vehicles		67	84	594	258	75	0	4	217	130	111	33
Distribution, hotels and catering, repairs	6		**11,020**	**8,820**	**2,436**	**2,122**	**2,365**	**2,188**	**2,180**	**668**	**755**	**506**
Transport		71–77	4,841	4,313	1,028	711	1,255	622	963	338	250	286
Telecommunications		79	197	69	21	0	20	0	276	105	104	32
Transport and communication	7		**5,038**	**4,382**	**1,049**	**711**	**1,275**	**622**	**1,239**	**443**	**354**	**318**
Insurance, banking, finance and business services	8		**1,151**	**2,109**	**542**	**718**	**783**	**389**	**536**	**196**	**243**	**188**
Public administration and defence		91–94	3,782	8,859	5,763	889	1,802	3,382	3,380	615	293	501
Medical and other health services		95	773	2,295	598	1,032	533	126	411	43	302	43
Other services nes		96–99,00	950	2,781	1,576	387	151	180	261	122	286	41
Other services	9		**5,505**	**13,935**	**7,937**	**2,308**	**2,486**	**3,688**	**4,052**	**780**	**881**	**585**
All production industries	1–4		**77,263**	**80,579**	**22,309**	**18,883**	**18,545**	**16,938**	**20,114**	**7,605**	**5,692**	**6,711**
All manufacturing industries	2–4		**65,600**	**64,410**	**15,664**	**18,136**	**18,290**	**15,528**	**18,904**	**7,115**	**5,404**	**6,645**
All service industries	6–9		**22,714**	**29,246**	**11,964**	**5,859**	**6,909**	**6,887**	**8,007**	**2,087**	**2,233**	**1,597**
ALL INDUSTRIES AND SERVICES	0–9		**107,930**	**116,766**	**35,300**	**27,243**	**26,595**	**26,352**	**30,444**	**10,512**	**8,792**	**8,913**

* Provisional figures as at December 1, 1990; final figures are expected to be higher than this. The total for Great Britain is projected to be about 11,000 in October.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the September edition of *Employment Gazette* (p 450-454).

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

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES Level	Change since previous month	Average change over 3 months ended	INFLOW Level	Average change over 3 months ended	OUTFLOW Level	Average change over 3 months ended	of which PLACINGS Level	Average change over 3 months ended
1985)	162·1			201·6		200·5		154·6	
1986) Annual	188·8			212·2		208·3		157·4	
1987) averages	237·5			226·4		222·3		159·5	
1988)	248·6			231·2		232·7		159·1	
1989)	219·5			226·0		229·2		158·4	
1988 Nov	239·9	–3·5	–1·5	231·5	·9	236·9	·7	160·3	·6
Dec	240·0	·1	–·4	231·6	1·7	231·8	1·0	157·6	·6
1989 Jan	232·2	–7·8	–3·7	227·5	–·6	234·0	1·8	160·5	1·9
Feb	231·0	–1·2	–3·0	230·7	–·3	234·5	–·8	162·4	·7
Mar	227·1	–3·9	–4·3	227·2	–1·5	231·9	·0	160·4	·9
Apr	223·2	–3·9	–3·0	222·8	–1·6	226·2	–2·6	156·5	–1·3
May	219·2	–4·0	–3·9	222·0	–2·9	225·8	–2·9	156·0	–2·1
June	224·0	4·8	–1·0	232·1	1·6	225·6	–2·1	157·5	–1·0
July	221·7	–2·3	–·5	229·6	2·3	229·1	1·0	158·2	·6
Aug	218·6	–3·1	–·2	228·3	2·1	231·4	1·9	160·0	1·3
Sept	218·4	–·2	–1·9	228·4	–1·2	230·9	1·8	159·1	·5
Oct	213·1	–5·3	–2·9	227·8	–·6	234·1	1·7	160·2	·7
Nov	207·8	–5·3	–3·6	221·4	–2·3	228·8	–·9	158·3	–·6
Dec	197·9	–9·9	–6·8	214·7	–4·6	217·5	–4·5	152·0	–2·4
1990 Jan	200·7	2·8	–4·1	210·4	–5·8	209·0	–8·4	145·8	–4·8
Feb	199·9	–·8	–2·6	220·0	–·5	223·2	–1·9	156·1	–·7
Mar	198·2	–1·7	·1	215·2	·2	217·5	·0	152·4	·1
Apr	199·9	1·7	–·3	217·9	2·5	219·3	3·4	152·3	2·2
May	195·3	–4·6	–1·5	216·7	–1·1	218·6	–1·5	151·7	–1·5
June	185·4	–9·9	–4·3	200·3	–5·0	210·1	–2·5	145·7	–2·2
July	172·4	–13·0	–9·2	197·4	–6·8	210·9	–2·8	149·0	–1·1
Aug	167·8	–4·6	–9·2	196·4	–6·8	201·3	–5·8	144·0	–2·6
Sept	159·2	–8·6	–8·7	196·9	–1·1	206·5	–1·2	147·9	·7
Oct	142·6	–16·6	–9·9	186·5	–3·6	205·5	–1·8	149·2	0·1
Nov	132·4	–10·2	–11·8	181·3	–5·0	194·2	–2·4	141·9	–0·7

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

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

THOUSAND

	South East	*Greater London* †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1988 Nov	86·2	28·1	9·9	19·9	24·4	14·1	15·1	24·4	11·2	12·4	19·6	237·0	2·9	239·9
Dec	83·7	27·9	9·6	20·4	24·6	14·2	15·1	24·9	11·6	12·8	20·1	237·0	3·0	240·0
1989 Jan	80·3	26·7	9·5	20·0	23·0	14·0	14·6	23·8	11·4	12·7	20·0	229·1	3·1	232·2
Feb	79·3	26·6	9·2	20·0	22·4	13·5	14·5	24·3	10·9	13·2	20·2	227·5	3·5	231·0
Mar	76·9	25·8	9·0	19·8	22·4	13·1	14·0	23·9	10·8	13·5	20·2	223·6	3·5	227·1
Apr	75·4	25·2	8·8	18·5	22·2	12·9	13·6	23·7	10·7	13·5	20·4	219·7	3·5	223·2
May	72·2	24·1	8·2	19·0	21·2	13·1	13·3	23·6	10·9	13·7	20·6	215·7	3·5	219·2
June	73·3	24·1	8·5	19·3	20·7	12·8	13·7	24·6	11·2	14·2	22·0	220·4	3·6	224·0
July	72·5	24·3	8·1	18·7	20·2	12·9	13·3	24·7	10·9	14·4	22·0	217·9	3·8	221·7
Aug	70·2	23·7	8·1	18·3	19·9	12·9	13·3	24·7	10·7	14·5	22·1	214·7	3·9	218·6
Sept	69·4	22·7	8·1	17·8	20·1	12·7	12·9	25·7	10·5	14·4	22·5	214·2	4·3	218·4
Oct	66·0	20·6	7·9	17·3	18·8	12·6	12·7	25·6	10·3	14·5	23·1	208·7	4·3	213·1
Nov	64·1	20·3	7·5	17·0	18·1	12·3	12·2	24·5	9·9	13·9	24·3	203·7	4·1	207·8
Dec	61·1	19·4	7·2	16·3	16·7	12·0	11·7	23·4	9·7	12·8	23·1	194·0	3·8	197·9
1990 Jan	61·6	19·4	7·2	16·4	17·4	12·0	12·1	23·8	10·5	12·8	22·8	196·7	4·0	200·7
Feb	61·6	20·1	7·1	15·8	16·9	12·0	12·2	23·8	11·8	12·6	22·3	195·9	4·0	199·9
Mar	61·1	20·1	6·7	15·3	16·7	11·6	12·6	23·0	12·1	12·7	22·3	194·1	4·1	198·2
Apr	58·8	18·8	6·6	16·3	17·1	11·1	13·1	23·2	12·6	13·5	23·0	195·4	4·5	199·9
May	55·9	17·8	6·4	15·5	17·0	10·9	13·0	22·5	12·9	13·6	22·7	190·4	5·0	195·3
June	50·1	15·8	6·0	14·9	16·1	10·8	12·6	21·4	12·5	13·2	22·4	180·2	5·3	185·4
July	45·4	14·9	4·6	13·6	14·9	10·5	12·0	20·2	11·8	12·5	22·2	167·6	4·7	172·4
Aug	43·2	14·1	4·7	13·3	14·4	10·2	11·7	20·3	10·9	12·0	22·4	163·0	4·8	167·8
Sept	39·0	12·5	4·3	12·9	13·3	10·2	11·6	19·5	9·6	11·8	22·4	154·5	4·7	159·2
Oct	31·6	7·5	3·7	11·2	11·2	9·2	10·3	19·4	8·6	10·9	21·9	138·0	4·7	142·6
Nov	31·6	8·0	3·4	10·5	10·0	8·6	9·7	17·8	8·0	10·0	18·4	128·0	4·5	132·4

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

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

THOUSAND

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1985)	62·3	26·6	5·8	16·1	12·2	9·0	8·7	16·0	7·8	8·0	14·6	160·5	1·2	161·7
1986) Annual	70·8	30·0	6·2	18·1	15·4	10·3	11·3	19·0	9·8	9·5	16·3	186·8	1·4	188·1
1987) averages	90·7	37·7	8·0	19·7	21·1	12·2	15·6	24·2	12·0	11·0	18·8	233·2	1·6	234·9
1988)	95·1	32·2	9·7	20·4	24·1	13·8	15·5	23·9	11·4	12·1	20·0	245·9	2·0	247·8
1989)	71·7	23·6	8·3	18·5	20·5	12·9	13·3	24·4	10·7	13·8	21·7	215·8	2·6	218·4
1989 Nov	69·5	23·5	7·8	16·9	20·6	13·1	13·4	26·4	10·4	13·9	25·3	217·5	3·1	220·6
Dec	56·9	19·2	6·4	13·4	16·2	11·0	10·8	21·5	9·1	11·3	21·9	178·3	2·7	181·1
1990 Jan	52·8	17·4	6·0	12·5	16·0	10·5	10·6	20·5	9·0	11·1	19·8	168·8	2·6	171·4
Feb	52·2	17·7	5·8	12·3	15·4	10·5	10·6	20·5	10·5	10·9	19·2	167·9	2·8	170·7
Mar	52·9	17·5	5·8	13·4	14·7	10·6	11·4	20·7	11·1	11·3	20·5	172·4	2·9	175·2
Apr	55·8	17·6	6·4	17·3	16·1	11·0	12·5	22·6	12·5	13·1	22·9	190·1	3·5	193·6
May	57·7	17·7	6·7	18·2	16·6	11·3	13·0	23·5	13·1	14·5	23·6	198·1	3·8	201·8
June	56·5	17·0	6·8	18·7	16·2	11·6	13·4	23·2	13·3	14·9	23·8	198·4	4·1	202·4
July	47·7	14·1	5·4	15·3	14·7	10·5	11·9	20·2	12·3	13·6	23·3	174·9	4·8	179·7
Aug	42·9	12·4	4·8	13·4	13·4	10·1	11·7	20·3	11·0	12·6	23·2	163·3	3·4	166·6
Sept	45·5	13·9	5·3	14·5	15·2	11·5	13·2	22·7	10·7	13·1	24·5	176·0	3·6	179·6
Oct	43·4	13·1	4·8	12·7	14·7	11·0	12·6	23·1	9·9	12·1	24·0	168·4	3·5	171·9
Nov	37·1	11·2	3·8	10·3	12·6	9·5	10·9	19·9	8·5	10·1	19·4	142·1	3·3	145·4
Vacancies at careers offices														
1985)	6·0	3·2	0·4	0·7	1·2	0·6	0·7	0·7	0·3	0·2	0·3	10·8	0·7	11·5
1986) Annual	7·6	4·4	0·4	0·7	1·2	0·7	0·7	0·8	0·3	0·2	0·3	12·8	0·6	13·4
1987) averages	11·8	7·0	0·5	1·2	1·4	0·9	0·9	1·0	0·4	0·3	0·4	18·7	0·8	19·5
1988)	16·0	8·1	0·9	1·6	1·8	1·3	1·1	1·3	0·4	0·3	0·5	25·2	1·0	26·3
1989)	14·4	7·5	1·0	1·6	2·7	1·5	1·2	1·4	0·5	0·4	0·8	25·5	1·3	26·8
1989 Nov	11·5	5·8	0·9	1·3	3·2	1·3	1·1	1·4	0·5	0·3	0·9	22·3	1·5	23·8
Dec	10·4	5·7	0·5	1·1	2·2	1·1	0·9	1·2	0·4	0·2	1·1	19·1	1·3	20·4
1990 Jan	9·9	5·6	0·5	0·9	2·0	1·0	0·9	1·3	0·4	0·2	1·1	18·2	1·2	19·4
Feb	9·6	5·4	0·5	1·0	2·0	1·1	0·9	1·4	0·3	0·2	1·0	18·0	1·1	19·1
Mar	9·5	5·0	0·5	1·1	2·1	1·0	1·2	1·3	0·4	0·2	1·2	18·5	1·1	19·6
Apr	9·7	4·9	0·8	1·3	2·7	1·2	1·3	1·7	0·5	0·3	1·5	20·9	0·6	21·4
May	11·2	5·0	0·9	1·3	2·9	1·2	1·7	1·9	0·5	0·3	1·3	23·2	0·5	23·7
June	13·9	7·3	1·1	1·3	3·8	1·6	1·6	1·9	0·6	0·3	1·4	27·6	0·5	28·1
July	12·6	6·7	0·9	1·3	2·6	1·3	1·3	1·7	0·5	0·3	1·2	23·6	0·4	24·0
Aug	10·9	5·8	0·8	1·3	2·2	1·1	1·2	1·5	0·5	0·3	1·1	20·9	0·4	21·3
Sept	8·4	4·4	0·6	1·1	2·2	1·0	1·2	1·7	0·6	0·3	1·1	18·2	0·5	18·6
Oct	6·9	3·8	0·5	0·9	1·8	0·7	1·0	1·6	0·5	0·3	0·9	15·0	0·5	15·4
Nov	5·8	3·2	0·3	0·7	1·4	0·6	0·7	1·2	0·4	0·2	0·9	12·2	0·4	12·6

Note: About one-third of all vacancies nationally are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. Because of possible duplication and also due to a difference between the timing of the two counts, the two series should not be added together.
* Included in South East.
† Excluding vacancies on government programmes. See note to *table 3·1*.

INDUSTRIAL DISPUTES 4·1
Stoppages of work

Stoppages in progress: industry

United Kingdom	12 months to October 1989			12 months to October 1990		
SIC 1980	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	158	29,300	55,000	96	17,400	59,000
Coke, mineral oil and natural gas	2	200	2,000	2	10,600	32,000
Electricity, gas, other energy and water	4	9,300	17,000	5	1,400	5,000
Metal processing and manufacture	13	2,700	14,000	6	700	15,000
Mineral processing and manufacture	11	1,200	5,000	7	1,800	9,000
Chemicals and man-made fibres	3	800	1,000	5	600	1000
Metal goods nes	17	2,700	20,000	16	1,800	22,000
Engineering	56	25,200	143,000	52	13,700	142,000
Motor vehicles	61	49,500	85,000	49	34,900	552,000
Other transport equipment	22	28,800	56,000	18	14,200	567,000
Food, drink and tobacco	13	2,600	25,000	14	6,100	71,000
Textiles	11	2,000	9,000	3	200	2,000
Footwear and clothing	12	2,400	12,000	7	1,700	20,000
Timber and wooden furniture	7	1,100	4,000	3	200	1,000
Paper, printing and publishing	13	2,300	31,000	7	900	6,000
Other manufacturing industries	13	2,500	7,000	7	1,300	15,000
Construction	39	19,000	122,000	12	2,200	13,000
Distribution, hotels and catering, repairs	17	4,200	12,000	8	1,800	9,000
Transport services and communication	62	103,200	507,000	92	60,200	152,000
Supporting and misc. transport services	16	19,300	134,000	4	1,900	15,000
Banking, finance, insurance, business services and leasing	7	2,300	2,000	2	1000	1000
Public administration, education and health services	186	531,900	2,304,000	144	64,000	660,000
Other services	10	13,000	144,000	8	1,200	21,000
All industries and services	**747**	855,600	**3,712,000**	**560**	** 239,700	**2,392,000**

* Less than 500 working days lost.
† Less than 50 workers involved.
** Some stoppages which affected more than one industry group have been counted under each of the industries but only once in the total for all industries and services.

Stoppages: October 1990

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	45	10,100	32,000
of which, stoppages:			
Beginning in month	32	9,200*	16,000
Continuing from earlier months	13	900	16,000

* Includes 10,700 directly involved.

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

Stoppages in progress: cause

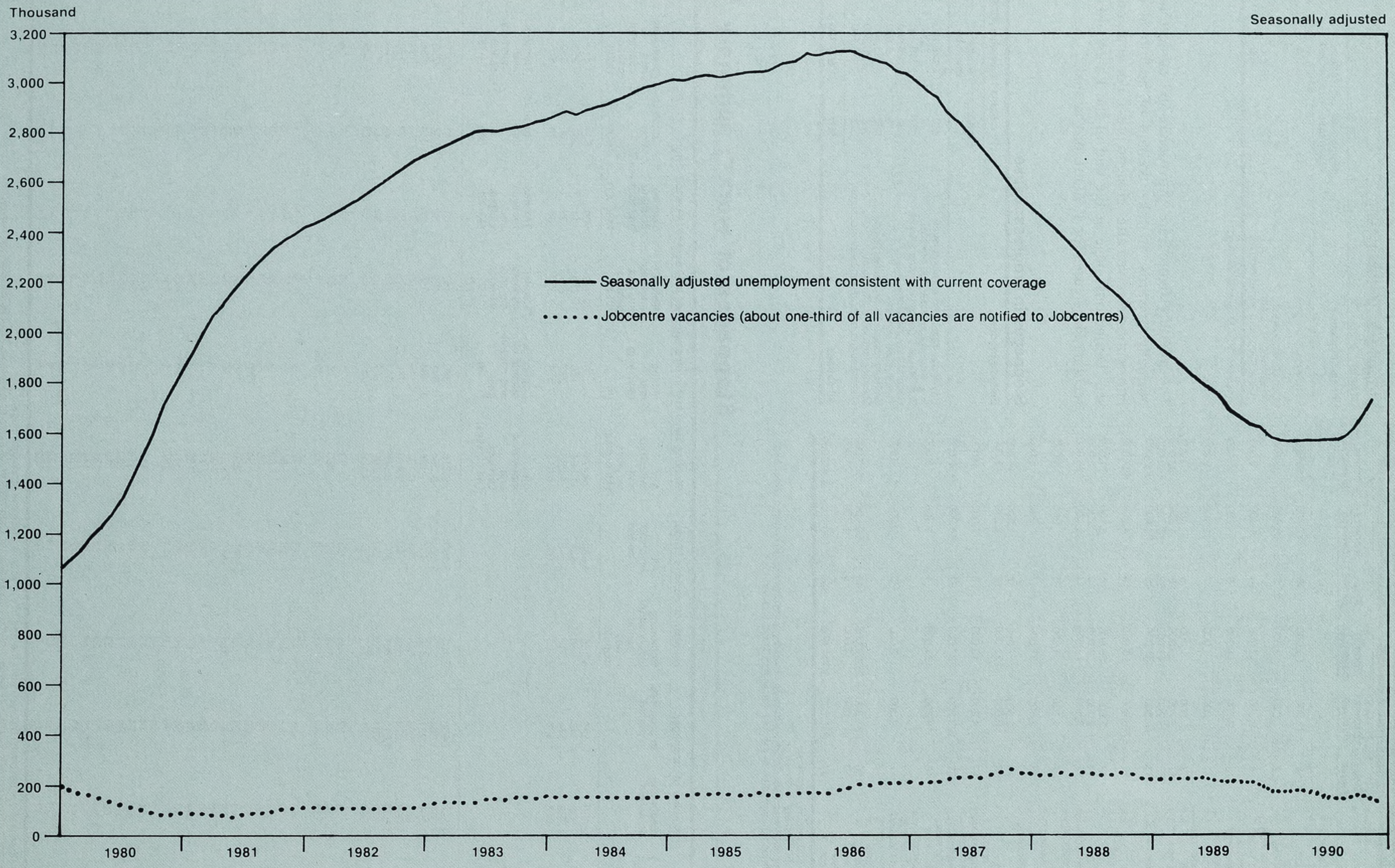
United Kingdom	12 months to October 1990		
	Stoppages	Workers involved	Working days lost
Pay–wage-rates and earnings levels	180	128,100	1,288,000
–extra-wage and fringe benefits	7	1,200	4,000
Duration and pattern of hours worked	33	19,400	780,000
Redundancy questions	35	8,400	20,000
Trade union matters	16	4,600	32,000
Working conditions and supervision	72	25,600	59,000
Manning and work allocation	145	38,700	168,000
Dismissal and other disciplinary measures	72	13,500	42,000
All causes	**560**	**239,700**	**2,392,000**

Stoppages of work**: summary 4·2

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
SIC 1968	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services
1979	2,080	2,125	4,586	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
SIC 1980					All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22, 31-37)	Textiles, footwear and clothing (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
1982	1,528	1,538	2,101*	2,103*	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573*	574*	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1986	1,053	1,074	538	720	1,920	143	895	38	33	190	622
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1989	693	701	727	727	4,128	52	655	16	128	625	2,652
1988 Oct	73	82	26	33	53	1	26	—	1	6	19
Nov	70	85	134	152	183	5	27	4	—	21	126
Dec	33	49	12	18	38	9	6	1	—	15	6
1989 Jan	53	61	13	13	42	4	9	1	1	17	11
Feb	75	92	26	29	64	2	16	5	6	16	19
Mar	63	75	26	27	80	4	36	—	6	—	34
Apr	56	74	37	46	106	6	29	—	22	20	29
May	83	100	32	55	184	2	76	5	15	38	48
Jun	65	93	76	105	259	6	21	2	20	154	57
Jul	58	89	389	479	2,424	10	22	2	29	339	2,022
Aug	58	67	6	23	99	4	22	1	—	15	58
Sep	69	78	26	26	71	4	16	—	14	5	32
Oct	49	61	61	68	162	3	38	—	9	2	110
Nov	43	55	26	45	341	8	228	—	5	8	92
Dec	21	36	8	51	297	1	143	—	—	12	141
1990 Jan	44	54	45	58	443	1	273	1	—	3	165
Feb	62	74	24	46	514	5	346	2	—	8	153
Mar	64	89	17	47	230	13	104	16	4	26	68
Apr	52	70	53	56	110	4	56	1	1	7	41
May	50	74	23	28	131	2	77	—	—	25	26
Jun	54	65	19	31	149	4	45	1	1	60	38
Jul	51	63	14	17	52	9	9	1	—	13	21
Aug	42	56	23	24	61	36	5	1	1	2	17
Sep	33	51	12	13	32	4	8	—	—	1	18
Oct	32	45	9	10	32	5	6	—	—	3	19

* Figures exclude workers becoming involved after the end of the year in which the stoppages began.
** See 'Definitions and Conventions' page at the end of the Labour Market Data section for notes on coverage. Figures for 1989 are provisional.

C1 UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1980–90



Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)				Manufacturing industries (Divisions 2-4)				Production industries (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
			Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months	
1988=100				Underlying*				Underlying*				Underlying*				Underlying*
1988) Annual	100·0				100·0				100·0				100·0			
1989) averages	109·1				108·7				109·1				108·9			
1988 Jan	95·4	96·5			95·8	96·2			95·8	96·1			95·4	96·6		
Feb	95·5	96·9			95·6	96·3			95·3	95·9			96·0	97·1		
Mar	98·3	98·2			98·0	97·9			97·8	97·6			98·6	98·6		
Apr	97·8	97·9			98·8	99·1			98·9	99·0			97·3	97·6		
May	98·4	98·5			99·3	99·2			99·5	99·9			98·0	98·3		
June	99·8	99·2			100·6	99·3			100·4	99·2			99·6	99·8		
July	101·3	100·2			101·1	100·0			101·3	100·2			101·3	100·0		
Aug	100·3	100·1			99·5	100·4			99·9	100·6			100·5	99·7		
Sept	100·9	101·1			100·2	101·2			100·5	101·4			100·6	100·5		
Oct	101·7	102·2			101·8	102·2			101·9	102·6			101·2	101·7		
Nov	103·7	103·3			103·6	103·1			103·7	103·1			103·6	103·7		
Dec	106·9	105·8			105·5	104·6			105·3	104·6			107·9	106·3		
1989 Jan	104·2	105·4	9·2	9	104·2	104·7	8·8	8 ¾	104·2	104·6	8·8	8 ¾	104·2	105·5	9·2	9
Feb	104·6	106·1	9·5	9 ¼	105·0	105·8	9·9	8 ½	104·9	105·6	10·1	8 ¾	104·4	105·6	8·8	9 ¼
Mar	107·3	107·3	9·3	9 ½	105·7	105·6	7·9	8 ¾	106·0	105·8	8·4	8 ¾	107·8	107·8	9·3	9 ½
Apr	107·3	107·4	9·7	9 ¼	107·8	108·2	9·2	8 ½	107·9	108·0	9·1	8 ¾	107·1	107·3	9·9	9 ¼
May	107·5	107·6	9·2	9	108·0	107·9	8·8	8 ¾	108·1	108·5	8·6	8 ¾	107·2	107·5	9·4	9
June	109·1	108·4	9·3	8 ¾	109·4	108·0	8·8	8 ½	109·6	108·2	9·1	8 ¾	108·5	108·7	8·9	8 ½
July	110·3	109·1	8·9	8 ¾	110·3	109·2	9·2	8 ½	110·8	109·5	9·3	9	109·7	108·4	8·4	8 ¼
Aug	109·1	108·9	8·8	8 ¾	108·3	109·3	8·9	8 ¾	109·2	110·0	9·3	9 ¼	108·7	107·8	8·1	8 ½
Sept	110·7	110·9	9·7	9	109·5	110·5	9·2	8 ¾	109·8	110·8	9·3	9	110·4	110·3	9·8	8 ¾
Oct	111·7	112·2	9·8	9 ¼	110·6	111·0	8·6	9	111·0	111·8	9·0	9 ¼	111·6	112·2	10·3	9
Nov	113·2	112·8	9·2	9 ¼	112·2	111·6	8·2	8 ¾	112·9	112·2	8·8	9	112·7	112·7	8·7	9 ¼
Dec	114·7	113·5	7·3	9 ¼	113·8	112·9	7·9	8 ½	114·3	113·5	8·5	9	114·3	112·7	6·0	9
1990 Jan	113·8	115·1	9·2	9 ½	112·7	113·2	8·1	8 ¾	113·2	113·6	8·6	9 ¼	113·9	115·2	9·2	9 ¼
Feb	114·0	115·6	9·0	9 ½	113·9	114·7	8·4	9 ¼	114·3	115·0	8·9	9 ½	113·7	115·0	8·9	9 ¼
Mar	117·4	117·3	9·3	9 ½	116·8	116·8	10·6	9 ½	117·0	116·8	10·4	9 ¾	117·2	117·2	8·7	9 ¼
Apr	117·3	117·4	9·3	9 ¾	117·2	117·6	8·7	9 ½	117·4	117·6	8·9	9 ¾	116·9	117·2	9·2	9 ½
May	118·5	118·7	10·3	9 ¾	117·9	117·9	9·3	9 ¼	118·2	118·6	9·3	9 ¾R	118·6	118·9	10·6	9 ¾
June	120·5	119·8	10·5	10	120·1	118·6	9·8	9 ½	120·7	119·3	10·3	9 ¾	119·8	120·1	10·5	10
July	121·2	119·9	9·9	10 ¼	120·8	119·6	9·5	9 ½	121·3	119·9	9·5	10	120·5	119·1	9·9	10
Aug	120·9	120·7	10·8	10	118·8	119·9	9·7	9 ½	119·7	120·6	9·6	9 ¾	121·1	120·2	11·5	10
Sept	121·3	121·5	9·6	10	120·2	121·4	9·9	9 ½	121·0	122·1	10·2	9 ¾	120·6	120·5	9·2	10
Oct P	121·8	122·3	9·0	10	120·9	121·4	9·4	9 ½	121·7	122·5	9·6	9 ¾	120·8	121·4	8·2	9 ¾

5·3 EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agri-culture and forestry *	Coal and coke	Mineral oil and natural gas	Elec-tricity gas, other energy and water supply	Metal process-ing and manu-facturing	Mineral extrac-tion and manu-facturing	Chemi-cals and man-made fibres	Mech-anical engin-eering	Elec-trical, elec-tronic and in-strument engin-eering	Motor vehicles and parts	Other trans-port equip-ment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34, 37)	(35)	(36)	(31)	(41,42)
1988) Annual	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1989) averages	108·0	113·3	110·3	109·8	107·2	109·4	109·0	109·8	109·5	109·9	112·7	107·9	109·3
1988 Jan	90·1	94·3	97·3	95·3	97·3	95·6	94·5	95·8	96·5	93·6	98·6	96·2	96·4
Feb	89·2	86·0	95·2	94·7	91·1	96·8	95·7	97·3	97·1	83·7	98·9	96·8	95·0
Mar	91·8	97·1	96·0	94·9	91·6	97·9	95·3	98·3	99·5	101·7	100·3	96·9	95·6
April	95·5	104·4	97·0	98·4	107·1	98·2	98·2	98·7	98·3	98·6	98·9	98·6	99·3
May	95·2	98·5	100·5	101·2	93·8	99·8	98·7	99·3	99·0	100·4	99·0	99·8	100·5
June	97·9	97·8	96·2	100·3	97·7	100·6	100·9	99·3	100·2	105·2	94·9	100·2	101·3
July	100·8	103·4	101·1	102·8	111·2	100·5	98·4	100·9	100·2	104·0	97·0	101·7	100·1
Aug	109·4	101·8	100·0	103·7	101·3	99·0	99·2	99·3	99·5	100·7	95·4	99·3	98·8
Sept	114·2	103·7	99·0	101·6	96·4	101·0	99·0	99·9	100·4	100·2	100·6	100·8	100·2
Oct	116·3	104·8	101·4	102·4	111·5	101·4	99·8	101·8	101·6	100·5	102·0	101·4	101·6
Nov	98·6	104·5	109·1	102·7	97·0	102·6	108·2	104·0	102·6	105·5	103·9	105·6	104·6
Dec	101·3	103·8	107·6	101·6	104·5	106·6	111·9	105·6	105·1	106·2	110·8	102·6	106·8
1989 Jan	96·4	106·7	106·6	100·7	107·9	104·8	102·5	104·9	105·0	105·2	108·1	104·6	104·2
Feb	95·2	107·2	104·0	101·8	99·8	106·6	104·8	106·8	105·5	107·1	108·2	105·9	102·7
Mar	98·5	111·0	104·0	106·6	99·6	105·5	103·7	107·1	107·2	109·3	112·2	103·9	104·9
Apr	102·1	112·3	105·9	105·4	116·3	107·3	107·0	108·4	108·3	106·8	111·7	106·5	111·6
May	103·6	109·5	110·4	107·3	102·6	110·6	108·1	108·9	107·8	109·4	111·5	107·4	109·6
June	103·2	110·6	107·3	109·8	102·2	111·2	108·8	110·6	109·7	110·8	116·1	107·7	108·7
July	110·5	112·5	114·7	114·7	121·7	109·9	107·3	110·6	110·5	111·8	114·4	110·1	110·6
Aug	119·5	115·6	111·0	118·3	101·2	108·7	109·6	109·1	109·6	107·8	111·3	107·5	108·9
Sept	126·3	115·1	110·0	110·9	103·0	111·1	108·5	110·2	110·7	108·7	112·9	109·2	110·2
Oct	120·4	117·2	110·1	113·0	118·6	110·8	109·6	111·6	112·0	110·1	114·3	109·5	110·9
Nov	111·6	122·2	120·5	114·9	104·2	112·6	117·5	113·2	113·5	112·2	115·5	111·3	113·4
Dec	108·3	119·6	118·9	114·4	109·6	114·2	120·8	115·6	113·6	119·4	115·7	110·8	115·9
1990 Jan	104·3	124·7	123·1	112·6	111·5	112·6	115·7	114·4	113·5	109·3	115·3	112·7	112·7
Feb	103·8	124·5	118·2	113·3	104·9	114·4	117·2	116·2	115·4	109·4	118·1	113·3	114·1
Mar	108·1	124·5	120·4	114·8	107·9	115·7	117·7	118·9	118·4	122·8	123·8	115·5	115·4
Apr	110·8	124·2	121·6	116·3	121·2	117·9	120·2	116·9	116·2	122·0	121·7	116·1	120·5
May	110·6	121·7	123·3	118·7	109·4	119·3	120·9	118·4	117·9	118·4	125·3	117·0	122·3
June	122·6	123·1	125·3	126·5	119·8	121·4	123·4	119·9	119·2	122·3	127·7	118·8	123·9
July	124·9	122·5	130·7	124·3	131·8	121·8	121·9	121·5	119·9	121·3	127·3	119·0	124·3
Aug	133·3	125·9	129·2	127·2	112·6	118·3	122·7	118·2	119·0	119·4	127·3	118·0	122·2
Sept	139·3	125·9	130·8	125·8	114·7	119·6	122·0	120·0	121·2	119·1	127·3	118·9	123·7
Oct P	..	128·3	130·9	127·0	122·1	120·6	122·3	120·9	122·4	122·7	128·0	118·9	123·0

* England and Wales only.
Note: Figures for years 1985–89 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.

EARNINGS 5·3
Average earnings index: all employees: by industry (not seasonally adjusted)

Textiles	Leather, footwear and clothing		Paper products, printing and publishing	Rubber, plastics, timber and other manu-facturing	Con-struction	Distri-bution and repairs	Hotels and catering	Transport and communi-cation ‡	Banking, finance insurance and business services	Public adminis-tration	Education and health services	Other services ††	Whole economy	
(43)	(44,45)		(47)	(46,48, 49)	(50)	(61,62, 64,65, 67)	(66)	(71,72, 75–77,79)	(81–82, 83pt.– 84pt.)	(91–92pt.)	(93,95)	(92pt. 94,96pt. 97,98pt.)		SIC 1980 CLASS
100·0	100·0		100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1988) annual
107·4	107·1		106·1	107·7	111·8	108·6	107·6	107·6	109·9	108·8	108·6	111·3	109·1	1989) averages
96·2	97·0		94·9	95·0	93·4	95·6	96·0	97·3	95·7	95·2	93·0	97·8	95·4	1988 jan
96·3	97·5		95·5	96·5	93·9	96·1	95·1	96·6	96·8	97·2	93·5	95·9	95·5	feb
98·7	100·0		98·0	98·5	98·7	100·1	97·0	97·8	100·0	98·3	97·1	96·3	98·3	mar
98·6	100·6		97·7	96·7	96·7	98·2	97·6	99·3	98·7	96·6	94·1	96·8	97·8	april
98·9	100·1		99·7	99·7	96·9	99·2	99·1	98·9	98·8	97·9	94·5	99·0	98·4	may
101·7	101·6		102·2	101·5	100·4	100·5	99·8	98·7	100·3	98·6	99·0	100·6	99·8	june
102·6	101·0		101·3	102·5	101·7	99·7	100·2	100·4	100·9	101·6	103·6	102·2	101·3	july
99·8	100·6		101·3	100·2	99·0	99·9	99·7	100·2	99·6	100·2	102·8	100·2	100·3	aug
100·6	99·3		102·1	101·1	102·1	101·0	100·5	102·2	98·6	100·5	101·1	101·4	100·9	sept
101·3	100·2		102·4	101·9	103·4	101·2	102·4	102·3	98·6	103·4	100·8	100·9	101·7	oct
103·5	101·0		102·6	102·5	106·1	102·1	103·1	103·2	106·1	105·9	101·8	101·9	103·7	nov
101·6	101·5		102·4	104·1	107·8	106·3	109·9	102·8	106·0	104·3	118·7	106·6	106·9	dec
102·4	104·0		101·6	102·9	104·7	104·7	103·7	102·7	105·0	104·7	102·8	107·8	104·2	1989 jan
103·1	104·7		101·6	107·2	106·0	105·0	103·6	103·0	105·1	105·9	102·7	104·7	104·6	feb
102·0	106·6		103·5	105·0	111·2	109·5	106·5	103·8	114·7	106·2	103·2	106·8	107·3	mar
104·7	105·3		104·9	104·9	108·3	109·4	104·6	106·7	108·3	106·0	104·4	107·7	107·3	april
107·2	107·1		105·8	106·7	108·6	107·6	106·2	106·0	107·3	106·6	107·8	107·6	107·5	may
110·6	108·4		107·7	109·5	112·8	109·2	106·8	105·8	108·5	106·9	110·3	112·2	109·1	june
109·6	108·8		107·2	109·1	112·3	108·1	106·6	109·1	111·5	106·8	111·7	114·2	110·3	july
107·8	106·2		106·8	107·6	109·3	107·5	107·5	107·2	108·0	106·3	113·8	110·5	109·1	aug
108·7	107·8		108·8	109·4	114·0	110·1	108·0	107·6	107·5	110·7	114·6	114·1	110·7	sept
109·3	108·5		107·7	108·2	113·9	108·4	108·9	117·1	109·5	114·6	110·8	114·4	111·7	oct
112·7	109·0		108·3	110·4	119·0	109·1	111·1	111·9	115·6	115·9	110·6	116·7	113·2	nov
110·6	109·2		109·3	111·2	121·5	114·3	117·6	110·6	118·1	115·1	110·2	118·6	114·7	dec
111·7	112·3		108·6	111·9	118·0	111·7	112·2	114·7	116·2	114·7	111·7	117·7	113·8	1990 jan
112·1	112·5		108·7	115·7	117·7	112·8	111·6	112·1	115·4	116·5	110·3	118·6	114·0	feb
115·0	113·8		111·4	116·3	123·2	117·6	114·1	114·2	124·3	116·6	111·7	118·5	117·4	mar
114·1	113·3		111·5	115·0	122·5	117·1	115·4	115·6	119·4	115·7	113·8**	124·0	117·3	apr
117·5	116·1		112·1	115·7	121·6	117·0	119·3	116·3	120·3	118·2	120·2**	119·3	118·5	may
119·9	116·4		114·3	118·0	126·1	117·7	118·9	120·7	121·7	121·0	118·0**	122·0	120·5	june
118·9	116·9		114·5	118·3	126·8	117·7	118·2	120·9	122·8	120·8	119·9**	125·4	121·2	july
118·4	115·1		114·7	116·4	123·2	117·5	120·1	117·8	119·5	124·4	125·4**	124·9	120·9	aug
120·0	116·8		116·5	119·3	125·1	118·4	120·0	118·6	119·5	123·4	122·0**	124·2	121·3	sept
119·4	116·5		115·7	118·8	127·3	117·5	119·7	119·6	120·5	126·3	120·6**	123·4	121·8	oct p

‡ excluding sea transport.
†† excluding private domestic and personal services.
** index figure remains provisional. full information relating to staff formerly employed by the inner london education authority is not yet available.

5·4 EARNINGS AND HOURS
Average earnings and hours: manual employees: by industry †

UNITED KINGDOM October SIC 1980 Class	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
MALE (full-time on adult rates)										
Weekly earnings										£
1983	156·30	152·57	162·13	139·45	137·78	146·96	146·82	137·93	148·17	120·66
1984	168·84	162·96	173·63	152·37	145·73	159·01	159·05	148·45	161·86	128·59
1985	180·15	172·96	187·19	167·86	160·26	170·94	174·76	156·56	173·18	140·50
1986	198·21	184·98	201·37	176·15	167·36	184·09	186·36	168·16	186·47	148·48
1987	219·89	198·94	215·84	192·92	179·27	210·58	197·89	184·19	197·82	162·93
1988	238·17	216·29	234·67	212·22	196·04	226·97	213·22	197·33	211·36	170·37
1989	253·44	229·61	255·71	229·02	217·18	247·11	231·45	212·40	229·59	181·36
Hours worked										
1983	41·7	45·1	42·8	41·7	41·9	41·0	41·1	42·4	45·2	43·9
1984	42·2	45·1	43·0	42·4	41·9	41·3	41·6	42·8	45·3	44·0
1985	41·9	45·3	42·7	43·0	42·3	40·4	42·1	42·9	45·1	44·2
1986	41·8	45·1	42·9	42·3	41·8	40·2	41·8	42·8	44·9	43·7
1987	42·8	45·3	43·3	43·6	42·6	41·8	42·3	43·6	45·0	44·5
1988	42·8	45·4	43·4	44·2	42·7	42·3	43·3	43·6	45·1	43·4
1989	42·7	45·0	43·6	43·8	43·3	42·3	42·8	43·3	45·0	42·8
Hourly earnings										Pence
1983	374·7	338·6	379·1	334·3	328·5	358·0	357·6	325·3	327·5	274·7
1984	400·3	361·4	403·5	359·3	347·9	395·1	382·4	347·0	356·9	292·2
1985	429·6	382·2	438·5	390·6	379·2	422·8	414·8	364·9	383·7	317·9
1986	473·6	410·5	469·1	416·1	400·6	457·8	445·9	392·6	415·7	340·0
1987	513·7	439·3	498·3	442·1	420·8	503·5	467·9	422·8	439·2	366·3
1988	556·2	476·4	541·3	479·7	459·5	536·8	492·6	452·7	468·3	392·7
1989	594·0	509·8	586·1	523·4	501·3	584·0	541·3	490·5	509·9	424·1
FEMALE (full-time on adult rates)										
Weekly earnings										£
1983	92·82	92·40	101·21	97·96	97·18	109·56	101·72	94·00	99·58	77·56
1984	103·02	99·79	110·09	106·16	102·51	117·14	110·70	99·41	106·35	82·97
1985	111·45	106·43	118·44	118·10	109·74	126·39	126·63	105·55	114·20	89·52
1986	113·84	112·92	130·58	125·38	117·27	140·86	127·86	115·19	123·21	94·47
1987	124·44	121·14	137·88	131·67	127·08	155·14	138·76	123·99	130·64	102·13
1988	137·36	131·60	147·87	147·78	139·18	174·17	151·51	133·24	144·28	110·05
1989	144·26	139·90	164·11	159·79	148·50	197·97	166·95	145·28	156·58	117·87
Hours worked										
1983	38·5	38·4	38·2	38·7	38·1	38·5	37·7	38·3	39·1	38·1
1984	38·8	38·5	38·5	38·5	38·3	38·5	38·3	37·9	38·8	38·4
1985	38·5	38·4	38·5	39·0	38·6	38·1	38·2	38·1	38·7	37·9
1986	38·9	38·1	39·1	38·8	38·9	38·0	38·9	38·7	39·0	37·6
1987	39·0	38·8	39·1	39·4	39·0	39·0	39·4	39·3	38·7	37·8
1988	39·4	38·8	39·8	40·0	39·6	40·8	39·6	39·4	39·7	37·8
1989	39·6	38·8	40·0	39·7	39·5	40·5	39·0	39·0	40·1	37·4
Hourly earnings										Pence
1983	240·8	240·7	264·7	253·1	254·8	284·7	269·8	245·7	254·9	203·7
1984	265·4	259·0	286·1	275·6	267·9	304·6	288·9	262·4	274·2	215·8
1985	289·2	277·0	308·0	302·9	284·3	331·6	331·2	277·3	295·0	235·9
1986	293·0	296·1	333·9	323·0	301·5	370·9	328·3	297·3	316·1	251·4
1987	319·2	312·4	352·5	334·4	326·0	397·9	352·3	315·8	337·7	270·1
1988	348·8	339·0	371·5	369·6	351·5	427·4	383·0	338·5	363·5	291·0
1989	364·2	360·6	410·6	402·6	375·6	489·0	427·7	372·5	390·0	315·3
ALL (full-time on adult rates)										
Weekly earnings										£
1983	154·05	145·59	149·79	136·85	122·74	144·12	144·76	128·18	134·32	102·01
1984	166·50	155·58	161·37	149·78	129·34	156·22	156·85	137·66	146·47	108·56
1985	177·90	165·23	174·30	165·16	142·68	167·87	172·71	145·58	156·17	118·15
1986	195·68	175·69	187·43	173·36	148·97	181·07	183·24	157·31	168·55	124·66
1987	216·75	189·58	201·11	189·24	159·36	206·97	195·23	172·10	178·69	135·89
1988	234·83	205·75	217·86	207·98	174·46	223·16	210·12	184·24	192·27	143·59
1989	250·12	218·09	237·12	224·52	190·97	243·88	228·53	197·81	209·25	153·67
Hours worked										
1983	41·6	44·3	41·8	41·5	40·5	40·9	40·9	41·5	43·5	41·4
1984	42·1	44·3	42·2	42·2	40·5	41·1	41·4	41·7	43·5	41·6
1985	41·8	44·5	41·9	42·8	41·0	40·3	42·0	41·9	43·3	41·5
1986	41·8	44·2	42·2	42·1	40·7	40·1	41·6	42·0	43·2	41·0
1987	42·7	44·5	42·5	43·4	41·2	41·6	42·2	42·7	43·2	41·5
1988	42·7	44·6	42·7	44·0	41·5	42·2	43·1	42·7	43·6	40·9
1989	42·6	44·2	42·9	43·5	41·9	42·2	42·6	42·4	43·7	40·4
Hourly earnings										Pence
1983	370·3	328·8	357·9	329·6	302·8	352·8	353·9	309·0	308·9	246·4
1984	395·9	351·0	382·8	355·1	319·3	380·1	378·5	330·1	336·5	261·2
1985	425·4	371·6	416·0	386·2	348·1	416·9	411·6	347·8	360·8	285·0
1986	468·6	397·8	444·4	411·4	365·8	452·0	440·0	374·6	390·2	304·2
1987	507·8	426·0	473·0	436·2	386·5	497·1	463·1	403·1	413·3	327·4
1988	549·9	461·5	510·6	473·1	420·4	529·1	487·5	431·2	441·2	351·0
1989	587·5	493·0	552·9	516·2	456·0	578·0	536·6	466·9	479·2	380·2

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

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

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

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

EARNING AND HOURS 5·4
Average earnings and hours: manual employees: by industry †

SIC 1980 Class	Leather, footwear and clothing (44–45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	All manufacturing industries (21–49)	Electricity, gas, other energy and water supply (15–17)	Construction (50)	Transport and communication * (71–72, 75–77,79)	All industries covered
MALE (full-time on adult rates)									
Weekly earnings									£
1983	113·94	133·35	184·22	140·51	146·19	169·13	139·99	162·43	**148·63**
1984	119·69	139·92	198·43	151·41	157·50	179·77	147·80	173·32	**159·30**
1985	129·72	154·00	214·42	162·57	170·58	193·34	160·37	..	..
1986	134·81	163·40	235·17	177·70	182·25	208·70	171·25	...	..
1987	142·55	174·76	253·77	190·88	197·92	222·22	180·62	..	..
1988	153·01	186·54	269·67	207·04	213·59	237·16	200·01	..	..
1989	166·76	193·08	284·81	219·21	229·87	262·63	220·12	..	..
Hours worked									
1983	42·0	43·0	42·1	43·1	42·5	40·8	43·6	46·5	**43·3**
1984	41·8	42·9	42·5	43·3	42·8	40·7	43·3	46·7	**43·4**
1985	42·0	44·1	42·4	43·4	43·0	41·1	44·0	..	..
1986	41·7	43·6	42·1	43·4	42·7	41·3	44·0	..	..
1987	42·0	44·4	43·0	43·7	43·5	41·4	44·1	..	..
1988	41·5	43·8	42·9	43·7	43·6	41·7	44·6	..	..
1989	41·4	42·4	42·9	43·3	43·4	41·9	45·2	..	..
Hourly earnings									Pence
1983	271·6	309·8	437·7	325·9	343·6	415·0	321·2	349·5	**343·5**
1984	286·5	326·3	467·1	349·7	367·7	441·5	341·4	371·2	**366·7**
1985	309·0	348·9	506·1	374·5	397·1	470·0	364·8	..	..
1986	323·6	374·7	558·6	409·6	426·8	504·9	389·3	..	..
1987	339·7	393·9	590·7	436·3	455·1	536·3	409·4	..	..
1988	368·4	425·4	628·1	473·6	489·6	568·1	448·3	..	..
1989	403·1	455·7	663·6	506·8	529·6	627·1	487·4	..	..
FEMALE (full-time on adult rates)									
Weekly earnings									£
1983	73·60	97·36	112·07	87·52	90·32	112·46	77·98	118·08	**91·26**
1984	78·58	102·63	119·71	92·48	96·30	126·00	87·81	126·69	**97·34**
1985	85·22	113·18	129·16	98·23	103·21	124·17	95·86	..	..
1986	89·55	121·09	139·81	107·39	110·48	157·49	98·55	..	..
1987	96·51	128·43	152·00	113·63	118·79	163·79	104·68	..	..
1988	102·63	137·79	163·55	123·37	128·82	183·91	107·21	..	..
1989	112·31	145·85	179·34	129·52	139·93	188·28	123·40	..	..
Hours worked									
1983	37·1	38·4	38·6	38·6	38·1	36·1	39·2	40·8	**38·2**
1984	37·0	38·4	38·8	38·6	38·1	37·5	38·8	41·5	**38·2**
1985	37·1	38·7	38·5	38·6	38·1	36·9	38·3	..	..
1986	36·8	38·4	38·7	38·5	38·1	39·4	37·8	..	..
1987	37·2	39·1	39·2	38·7	38·4	38·6	38·0	..	..
1988	37·0	39·2	39·5	39·3	38·7	39·4	38·4	..	..
1989	36·9	38·1	39·8	38·4	38·6	38·8	39·7	..	..
Hourly earnings									Pence
1983	198·6	253·7	290·6	226·6	237·2	311·4	199·0	289·4	**239·1**
1984	212·6	267·2	308·3	239·8	252·9	336·1	226·6	305·4	**254·9**
1985	229·9	292·4	335·9	254·5	271·0	336·4	250·4	..	..
1986	243·3	315·5	361·3	278·8	289·7	399·4	260·8	..	..
1987	259·8	328·3	387·7	293·7	309·5	424·7	275·8	..	..
1988	277·7	351·9	414·3	313·7	332·8	466·8	279·5	..	..
1989	304·3	383·1	451·0	337·1	362·1	484·8	310·7	..	..
ALL (full-time on adult rates)									
Weekly earnings									£
1983	82·96	129·37	170·39	127·29	132·98	168·43	139·80	160·58	**138·74**
1984	88·13	136·00	182·49	136·87	143·09	179·22	147·59	171·39	**148·69**
1985	95·10	149·83	198·21	145·72	155·04	192·65	160·11	181·06	**160·39**
1986	99·31	159·09	215·74	161·91	164·74	208·03	170·99	193·47	**171·02**
1987	106·78	170·20	233·61	171·85	178·54	221·48	180·30	206·73	**184·10**
1988	113·66	181·70	247·94	187·21	192·55	236·44	199·61	218·52	**198·57**
1989	124·62	188·29	262·12	196·60	207·53	261·48	219·74	233·30	**214·47**
Hours worked									
1983	38·2	42·5	41·4	42·0	41·5	40·7	43·6	46·2	**42·4**
1984	38·1	42·4	41·7	42·1	41·7	40·7	43·3	46·5	**42·5**
1985	38·2	43·6	41·6	42·2	41·8	41·1	43·9	46·4	**42·8**
1986	37·9	43·1	41·4	42·3	41·6	41·3	44·0	47·0	**42·7**
1987	38·2	43·8	42·2	42·5	42·2	41·4	44·1	47·0	**43·1**
1988	38·0	43·4	42·2	42·7	42·4	41·7	44·6	48·3	**43·5**
1989	37·9	41·9	42·2	42·0	42·2	41·8	45·1	48·0	**43·4**
Hourly earnings									Pence
1983	217·2	304·2	411·4	303·1	320·5	413·9	320·9	347·3	**327·3**
1984	231·4	320·7	437·2	324·9	343·0	440·5	341·0	368·7	**349·5**
1985	249·2	343·8	476·2	345·7	370·6	468·9	364·4	390·0	**374·7**
1986	262·4	369·4	521·0	382·9	396·1	503·6	388·8	411·3	**400·6**
1987	279·3	388·2	553·3	404·4	422·7	535·0	409·0	439·5	**426·7**
1988	299·4	418·8	587·2	438·7	454·1	566·8	447·7	452·5	**456·3**
1989	328·7	449·0	620·6	467·7	491·6	625·0	486·7	485·9	**493·9**

* Except sea transport.

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

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

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

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

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

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

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

UNITED KINGDOM SIC 1980 1985 = 100			Manufacturing		Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	
				Per cent change from a year earlier						Per cent change from a year earlier
	1980		80·1	22·3	102·2	86·0	81·4	85·0	76·1	22·7
	1981		87·5	9·3	107·1	91·7	92·3	91·8	83·4	9·6
	1982		91·2	4·2	107·0	93·8	90·3	93·4	87·4	4·8
	1983		91·7	0·5	101·0	92·4	91·7	92·3	90·5	3·5
	1984		94·5	3·1	87·0	95·7	95·7	95·7	94·8	4·8
	1985		100·0	5·8	100·0	100·0	100·0	100·0	100·0	5·5
	1986		104·0	4·0	99·6	103·8	103·4	103·7	105·6	5·6
	1987		105·9	1·8	101·1	107·0	110·8	107·1	110·6	4·7
	1988		109·0	2·9	109·3	111·4	118·1	112·3	118·2	6·9
	1989		114·5	5·0	130·6	120·7	137·0	..	129·1	9·2
	1985	Q1	96·9	5·1	..	..	..	..	97·8	6·3
		Q2	98·3	5·1	..	..	..	..	98·5	4·8
		Q3	101·0	6·2	..	..	..	..	101·3	6·0
		Q4	103·8	6·6	..	..	..	..	102·4	4·9
	1986	Q1	104·7	8·0	..	..	..	..	103·8	6·1
		Q2	104·1	5·9	..	..	..	..	105·3	6·9
		Q3	103·8	2·8	..	..	..	..	106·1	4·7
		Q4	103·4	--4	..	..	..	..	107·1	4·6
	1987	Q1	105·5	0·8	..	..	..	..	108·1	4·1
		Q2	105·2	1·1	..	..	..	..	110·0	4·5
		Q3	105·2	1·3	..	..	..	..	111·1	4·7
		Q4	107·6	4·1	..	..	..	..	113·3	5·8
	1988	Q1	107·6	2·0	..	..	..	..	114·7	6·1
		Q2	109·4	4·0	..	..	..	..	117·0	6·4
		Q3	108·3	2·9	..	..	..	..	119·1	7·2
		Q4	110·6	2·8	..	..	..	..	121·9	7·6
	1989	Q1	111·0	3·2	..	..	..	..	124·2	8·3
		Q2	113·5	3·7	..	..	..	..	127·9	9·3
		Q3	115·3	6·5	..	..	..	..	130·4	9·5
		Q4	118·3	7·0	..	..	..	..	133·8	9·8
	1990	Q1	120·0	8·1	..	..	..	..	136·1	9·6
		Q2	121·7	7·2	..	..	..	..	140·5	9·8
		Q3	126·3	9·5	..	..	..	..	..	..
	1989	Jan	109·9	4·1	..	..	..	..	..	..
		Feb	111·2	2·1	..	..	..	..	..	..
		Mar	111·7	3·0	..	..	..	..	..	..
		Apr	112·8	2·3	..	..	..	..	..	..
		May	113·4	4·1	..	..	..	..	..	..
		June	114·4	5·1	..	..	..	..	..	..
		July	114·5	6·0	..	..	..	..	..	..
		Aug	114·9	5·6	..	..	..	..	..	..
		Sept	116·5	7·7	..	..	..	..	..	..
		Oct	117·3	7·3	..	..	..	..	..	..
		Nov	118·8	7·2	..	..	..	..	..	..
		Dec	118·6	6·3	..	..	..	..	..	..
	1990	Jan	118·8	8·1	..	..	..	..	..	..
		Feb	120·7	8·5	..	..	..	..	..	..
		Mar	120·4	7·8	..	..	..	..	..	..
		Apr	120·7	7·0	..	..	..	..	..	..
		May	121·1	6·8	..	..	..	..	..	..
		June	123·3	7·8	..	..	..	..	..	..
		July	124·5	8·7	..	..	..	..	..	..
		Aug	126·1	9·7	..	..	..	..	..	..
		Sept	128·4	10·2	..	..	..	..	..	..
		Oct	129·2	10·1	..	..	..	..	..	..
Three months ending:	1989	Jan	110·8	3·3	..	..	..	..	..	..
		Feb	110·9	2·9	..	..	..	..	..	..
		Mar	111·0	3·2	..	..	..	..	..	..
		Apr	111·9	2·5	..	..	..	..	..	..
		May	112·6	3·1	..	..	..	..	..	..
		June	113·5	3·7	..	..	..	..	..	..
		July	114·1	5·1	..	..	..	..	..	..
		Aug	114·6	5·6	..	..	..	..	..	..
		Sept	115·3	6·5	..	..	..	..	..	..
		Oct	116·2	6·9	..	..	..	..	..	..
		Nov	117·5	7·4	..	..	..	..	..	..
		Dec	118·3	7·0	..	..	..	..	..	..
	1990	Jan	118·7	7·2	..	..	..	..	..	..
		Feb	119·4	7·6	..	..	..	..	..	..
		Mar	120·0	8·1	..	..	..	..	..	..
		Apr	120·6	7·8	..	..	..	..	..	..
		May	120·7	7·2	..	..	..	..	..	..
		June	121·7	7·2	..	..	..	..	..	..
		July	123·0	7·8	..	..	..	..	..	..
		Aug	124·6	8·8	..	..	..	..	..	..
		Sept	128·3	9·5	..	..	..	..	..	..
		Oct	127·9	10·0	..	..	..	..	..	..

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

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

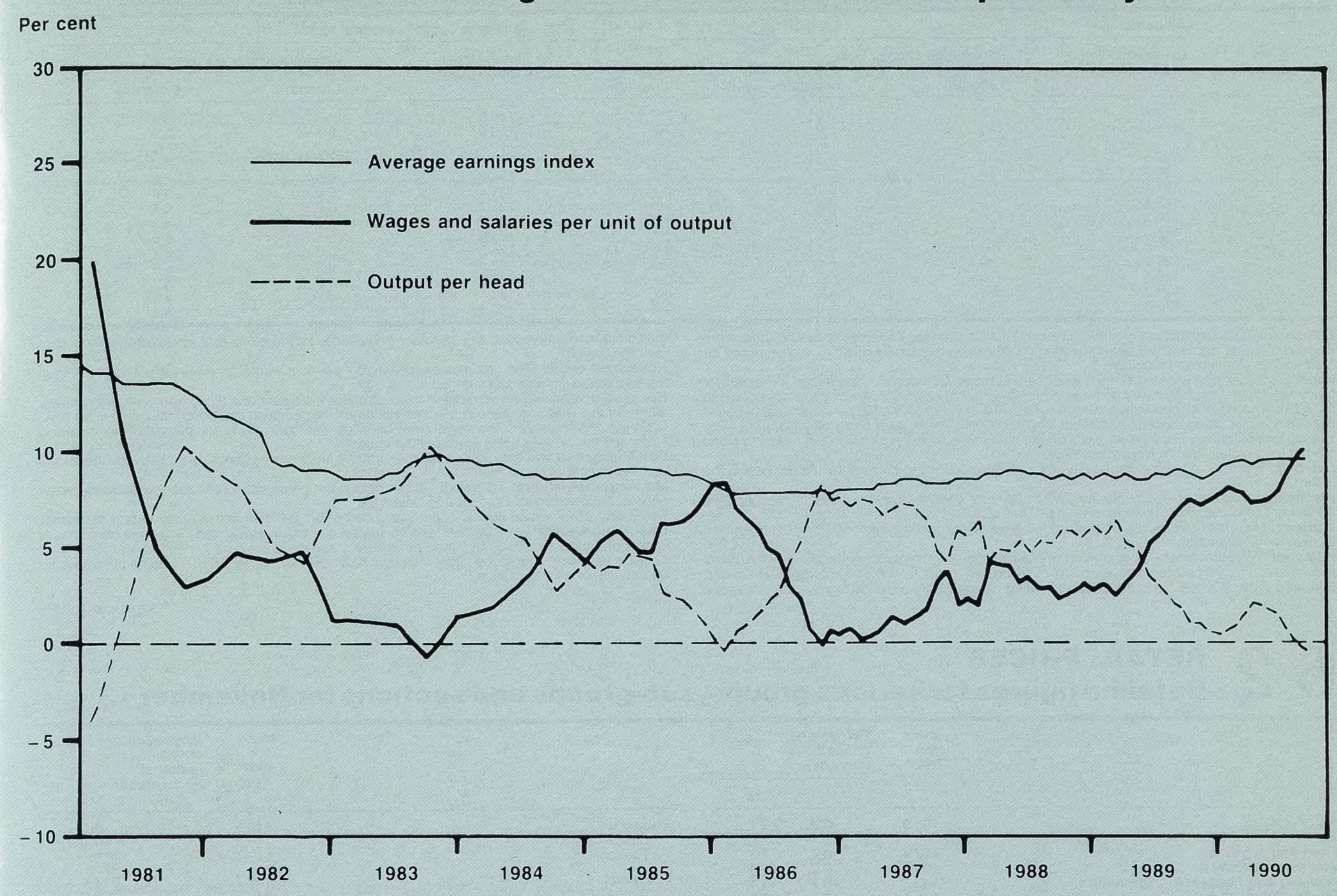
THOUSAND

	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Nether-lands	Spain	Sweden	United States
	(1) (2)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(2) (8) (9)	(6) (8)	(8) (10)
													Indices 1985 = 100	
Annual averages														
1980	61·5	75	70	70·9	59·8	82	33	56	47·0	..	83	..	66·0	76
1981	69·6	83	79	77·7	67·2	86	41	65	57·8	..	86	..	72·9	84
1982	77·4	88	88	85·4	78·9	90	55	74	67·7	..	92	..	78·7	89
1983	84·4	92	92	91·0	87·8	93	66	83	80·9	..	94	..	84·9	92
1984	91·7	96	96	95·3	94·6	96	83	92	90·2	97·0	95	90·9	93·0	96
1985	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100·0	100·0	100
1986	107·7	102	103	104·8	104·3	104	113	107	104·8	101·6	102	110·9	107·4	102
1987	116·3	104	106	114·5	107·6	108	124	113	111·5	103·2	103	119·3	114·3	104
1988	126·1	105	111	122·0	111·0	113	146	118	118·3	107·7	104	127·0	123·4	107
1989	137·2	111	117	128·2	115·3	117	..	124	125·6	113·5	106	138·6	135·7	110
Quarterly averages														
1989 Q1	133·0	109	115	125·2	112·8	114	167	120	122·4	111·5	105	135·1	131·6	109
Q2	136·3	110	116	128·5	114·3	117	173	121	124·7	113·1	106	135·6	135·5	109
Q3	138·4	110	117	128·6	115·2	118	176	123	126·5	114·1	106	138·5	136·5	110
Q4	141·1	116	120	130·3	116·4	119	..	124	128·5	115·4	106	144·3	139·2	111
1990 Q1	145·0	113	121	131·0	117·7	120	..	..	131·4	116·5	107	148·3	144·4	112
Q2	149·0	116	123	134·1	119·4	121	..	..	133·5	120·8	109	..	149·6	113
Q3	151·8	..	..	..	120·6	..	..	..	..	117·8	110	..	..	114
Monthly														
1989 Jun	136·3	110	116	128·3	..	..	..	121	125·8	114·6	106	..	135·1	109
July	137·8	..	116	130·6	115·2	118	..	..	126·3	113·1	106	..	137·3	110
Aug	137·9	..	117	126·6	..	..	..	..	126·5	115·6	106	..	135·1	110
Sept	139·5	110	118	128·7	..	..	..	123	126·8	113·5	106	..	137·3	111
Oct	140·1	..	119	129·5	116·4	119	..	..	126·8	113·4	106	..	138·3	110
Nov	140·8	..	120	129·7	..	..	..	..	129·1	115·3	106	..	138·5	111
Dec	142·5	116	120	131·8	..	..	..	124	129·7	117·5	106	..	140·9	112
1990 Jan	142·9	..	121	131·3	117·7	120	..	..	131·3	119·4	107	..	140·5	111
Feb	144·8	..	121	130·3	..	..	..	..	131·4	114·6	107	..	145·7	112
Mar	147·4	113	122	131·5	..	..	..	..	131·5	115·5	107	..	146·9	113
Apr	148·4	..	122	133·4	119·4	121	..	..	131·5	116·8	109	..	149·7	113
May	148·8	..	123	134·1	..	..	..	..	134·4	117·9	109	..	149·3	113
Jun	149·7	116	123	134·7	..	..	..	..	134·8	127·7	109	..	149·9	114
Jul	150·9	..	123	136·4	120·6	..	..	..	135·7	117·4	110	..	149·9	114
Aug	151·3	..	123	..	..	..	..	..	135·7	117·1	110	..	146·7	113
Sep	153·2	..	..	..	..	..	..	..	..	118·9	110	..	..	115
Oct	153·2	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier														
Annual averages														
1980	18	9	9	11	15	6	27	22	22	..	4	..	9	9
1981	13	11	13	10	12	5	24	16	23	..	4	..	10	11
1982	11	6	11	10	17	5	34	14	17	..	7	..	8	6
1983	9	5	5	7	11	3	20	12	19	..	2	..	8	3
1984	9	4	4	5	8	3	26	11	11	..	1	..	10	4
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	4
1986	8	2	3	5	4	4	13	7	5	2	2	11	7	2
1987	8	2	3	9	3	4	10	6	6	2	1	8	6	2
1988	8	1	5	7	3	5	18	4	6	4	1	6	8	3
1989	9	6	5	5	4	4	-100	5	6	5	2	9	10	3
Quarterly averages														
1989 Q1	9	6	6	6	3	4	20	4	6	5	1	10	10	3
Q2	9	6	5	5	4	4	20	5	6	6	2	8	9	3
Q3	9	5	5	4	4	4	21	5	6	6	1	8	10	3
Q4	8	6	6	4	4	4	..	5	7	5	1	10	10	3
1990 Q1	9	4	5	5	4	5	..	..	7	4	2	10	10	3
Q2	9	5	6	4	4	3	..	..	7	7	3	..	10	4
Q3	10	..	..	..	5	..	..	..	..	3	4	..	..	4
Monthly														
1989 June	9	5	5	5	..	..	..	5	6	6	2	..	10	3
July	9	..	5	4	4	4	..	..	6	7	1	..	10	3
Aug	9	..	6	4	..	..	..	..	6	5	1	..	11	4
Sep	9	5	5	4	..	..	..	5	6	5	1	..	11	4
Oct	9	..	5	4	4	4	..	..	6	4	1	..	10	3
Nov	8	..	6	4	..	..	..	..	7	5	1	..	10	3
Dec	8	6	7	4	..	..	..	5	7	7	1	..	10	3
1990 Jan	8	..	5	5	4	5	..	..	8	6	2	..	10	2
Feb	8	..	5	4	..	..	..	..	8	4	2	..	10	3
Mar	11	4	6	5	..	..	..	..	7	4	2	..	9	4
Apr	9	..	5	4	4	3	..	..	7	4	3	..	11	4
May	9	..	6	4	..	..	..	..	7	5	3	..	9	4
Jun	10	5	6	5	..	..	..	..	7	11	3	...	11	5
Jul	10	..	6	4	5	..	..	..	7	4	4	..	9	4
Aug	10	..	5	..	..	..	..	..	7	1	4	..	9	3
Sep	10	..	..	..	..	..	..	..	..	5	4	..	..	4
Oct	9	..	..	..	..	..	..	..	..	..	..	..	..	..

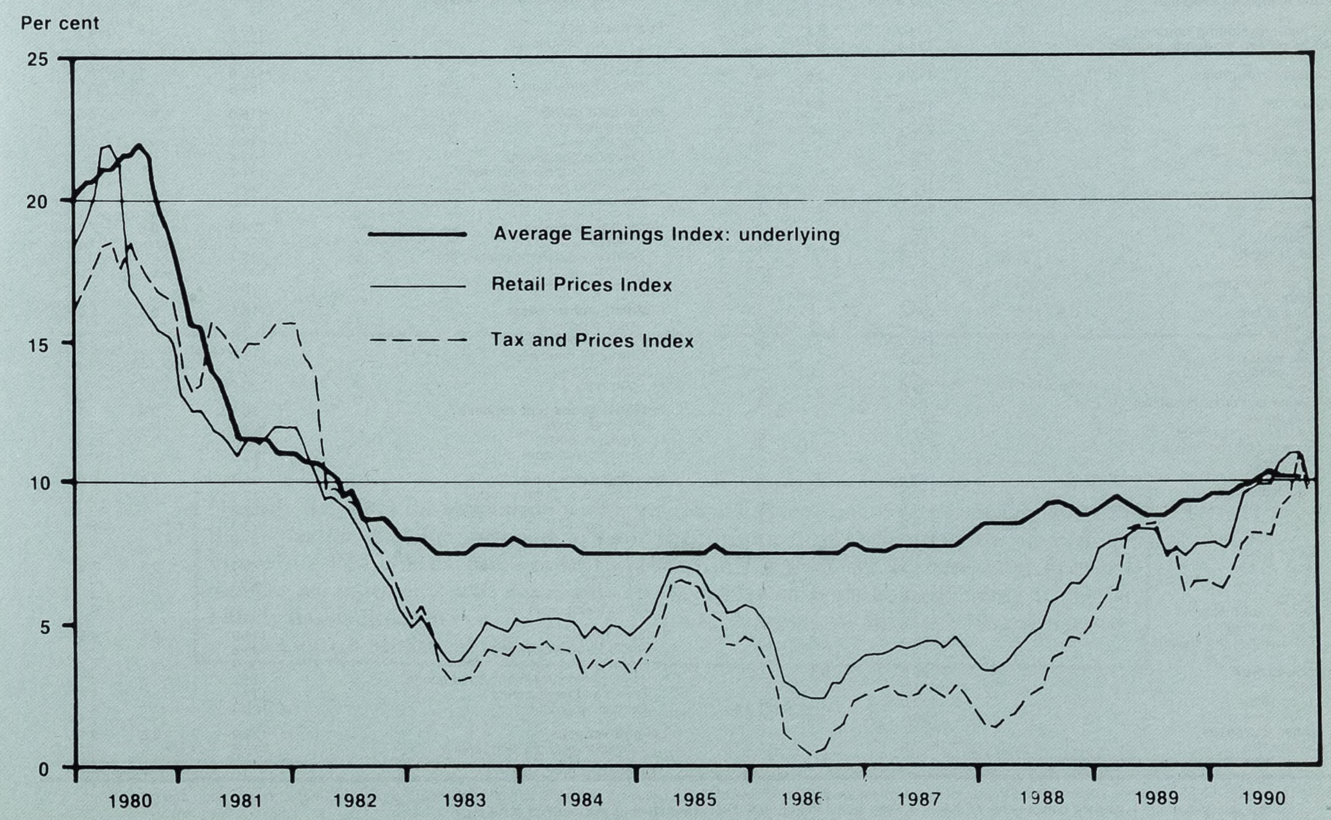
Source: OECD–Main Economic Indicators.

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

Earnings and output per head: manufacturing industries—increases over previous year



Earnings and prices: whole economy—increases over previous year



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

(*Source:* Central Statistical Office)

		All items				All items except seasonal foods		
		Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over	
			1 month	6 months	12 months		1 month	6 months
1989	Nov	118·5	0·9	3·0	7·7	118·9	0·8	3·3
	Dec	118·8	0·3	2·9	7·7	119·0	0·1	2·9
1990	Jan	119·5	0·6	3·5	7·7	119·6	0·5	3·2
	Feb	120·2	0·6	3·8	7·5	120·3	0·6	3·5
	Mar	121·4	1·0	4·1	8·1	121·4	0·9	3·8
	Apr	125·1	3·0	6·5	9·4	125·1	3·0	6·1
	May	126·2	0·9	6·5	9·7	126·3	1·0	6·2
	June	126·7	0·4	6·6	9·8	126·9	0·5	6·6
	July	126·8	0·1	6·1	9·8	127·3	0·3	6·4
	Aug	128·1	1·0	6·6	10·6	128·5	0·9	6·8
	Sept	129·3	0·9	6·5	10·9	129·8	1·0	6·9
	Oct	130·3	0·8	4·2	10·9	130·7	0·7	4·5
	Nov	130·0	–0·2	3·0	9·7	130·4	–0·2	3·2

Between the October and November there was a fall in mortgage interest rates and there were decreases in the prices of petrol and heating oil. These were partially offset by higher prices for food and for clothing and footwear.

Food: Seasonal food prices rose by 2·4 per cent between October and November. Increases for fresh vegetables, fresh fruit and home-killed lamb were only partially offset by falls for eggs and fresh fish. The index for non-seasonal food rose by 0·4 per cent during the period, mainly because of price rises for bread, biscuits and cakes and shop milk. These were partly offset by price falls, notably for soft drinks. For food as a whole, the index rose by 0·7 per cent in the month to stand 6·9 per cent higher than in November 1989.

Catering: There were price increases throughout the group. Its index rose by 0·6 per cent in the month.

Alcoholic drinks: Increased pub prices, particularly for beer, were partly offset by discounts on off-sales. The group as a whole rose by a 0·1 per cent.

Tobacco: Manufacturers increases pushed the group index up by a further 0·3 per cent between October and November.

Housing: The decrease of 1·3 per cent in the index for this group was mainly the result of the recent reductions in mortgage interest rates, many of which took effect from the beginning of November.

Fuel and light: A sharp fall in the price of heating oil was partly offset by higher coal prices and the first phase of therecentrisein gas prices. The index for the group as a whole fell by 0·9 per cent over the month.

Household goods: The group index rose by 0·7 per cent overall as more new stocks arrived in the shops and Autumn sales ended.

Household services: An increase in the cost of domestic services, along with the further phased effects of this year's increase in telephone charges, helped push the group index up 0·6 per cent.

Clothing and footwear: The month's rise of 0·9 per cent reflects the end of most of the remaining sales and the arrival of new stocks in the shops.

Personal goods and services: Price rises, mainly for chemists goods, meant that the index rose by 0·4 per cent over the month.

Motoring expenditure: The fall of 1·6 per cent in the group index reflected the decrease in the price of petrol between October and November.

Fares and other travel costs: There was a rise of 0·1 per cent in this group during the month.

Leisure goods: Between October and November the group index rose by 0·6 per cent, mainly because of price increases for some newspapers and periodicals.

Leisure services: The group index rose by 0·6 per cent over the month, reflecting price rises for entertainment and recreation.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for November 13

	Index Jan 1987 =100	Percentage change over (months) 1	12
ALL ITEMS	**130·0**	**–0·2**	**9·7**
Food and catering	**123·4**	**0·7**	**7·5**
Alcohol and tobacco	**124·6**	**0·2**	**10·2**
Housing and household expenditure	**143·8**	**–0·7**	**13·1**
Personal expenditure	**121·1**	**0·7**	**5·9**
Travel and leisure	**123·7**	**–0·7**	**8·0**
All items excluding seasonal food	**130·4**	**–0·2**	**9·7**
All items excluding food	**131·7**	**–0·4**	**10·2**
Seasonal food	**114·5**	**2·4**	**7·8**
Food excluding seasonal	**122·4**	**0·4**	**6·6**
All items excluding housing	**122·7**	**0·1**	**7·8**
All items exc mortgage interest	**125·9**	**0·1**	**9·2**
Consumer durables	**113·8**	**0·5**	**4·1**
Food	**121·3**	**0·7**	**6·9**
Bread	124·1		8
Cereals	125·8		7
Biscuits and cakes	124·7		9
Beef	123·6		1
Lamb	108·9		3
of which, home-killed lamb	106·3		4
Pork	123·1		–1
Bacon	128·7		3
Poultry	118·5		9
Other meat	121·3		8
Fish	123·5		14
of which, fresh fish	137·5		23
Butter	120·7		–3
Oil and fats	120·0		9
Cheese	119·4		1
Eggs	110·6		–2
Milk fresh	128·3		7
Milk products	130·0		7
Tea	139·9		22
Coffee and other hot drinks	89·9		–8
Soft drinks	137·7		11
Sugar and preserves	132·3		9
Sweets and chocolates	109·7		4
Potatoes	114·2		1
of which, unprocessed potatoes	103·4		–9
Vegetables	118·5		7
of which, other fresh vegetables	114·5		8
Fruit	116·9		15
of which, fresh fruit	117·7		17
Other foods	122·9		9
Catering	**130·8**	**0·6**	**9·5**
Restaurant meals	131·2		9
Canteen meals	130·9		11
Take-aways and snacks	130·2		10
Alcoholic drink	**128·3**	**0·1**	**11·2**
Beer	131·5		11
on sales	132·9		12
off sales	120·9		8
Wines and spirits	123·6		11
on sales	127·9		11
off sales	120·6		11
Tobacco	**116·9**	**0·3**	**8·1**
Cigarettes	117·2		8
Tobacco	115·4		8
Housing	**169·7**	**–1·3**	**17·9**
Rent	141·3		13
Mortgage interest payments	215·4		16
Rates and community charges	171·8		34
Water and other payments	148·3		14
Repairs and maintenance charges	126·7		9
Do-it yourself materials	126·3		9
Dwelling insurance & ground rent	176·8		2
Fuel and Light	**120·8**	**–0·9**	**10·1**
Coal and solid fuels	110·9		6
Electricity	126·2		9
Gas	112·9		8
Oil and other fuels	154·6		43
Household goods	**118·0**	**0·7**	**5·5**
Furniture	120·0		7
Furnishings	119·1		5
Electrical appliances	107·4		2
Other household equipment	121·7		7
Household consumables	127·8		8
Pet care	111·0		6
Household services	**124·0**	**0·6**	**7·7**
Postage	125·2		11
Telephones, telemessages, etc	113·7		8
Domestic services	133·8		12
Fees and subcriptions	128·5		5
Clothing and footwear	**118·6**	**0·9**	**5·0**
Men's outerwear	118·4		5
Women's outerwear	114·3		3
Children's outerwear	119·7		4
Other clothing	123·3		7
Footwear	120·7		7
Personal goods and services	**126·1**	**0·4**	**8·1**
Personal articles	109·3		3
Chemists' goods	129·9		10
Personal services	138·9		10
Motoring expenditure	**125·4**	**–1·6**	**9·0**
Purchase of motor vehicles	119·3		3
Maintenance of motor vehicles	132·4		12
Petrol and oil	128·8		19
Vehicles tax and insurance	131·6		6
Fares and other travel costs	**126·1**	**0·1**	**7·8**
Rail fares	129·7		10
Bus and coach fares	127·6		4
Other travel costs	122·0		9
Leisure goods	**114·9**	**0·6**	**4·5**
Audio-visual equipment	89·6		–1
Records and tapes	102·4		4
Toys, photographic and sport goods	115·3		4
Books and newspapers	137·4		9
Gardening products	125·4		6
Leisure services	**129·2**	**0·6**	**9·1**
Television licences and rentals	110·5		5
Entertainment and other recreation	141·2		11

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

6·3 RETAIL PRICES
Average retail prices of selected items

Average retail prices on November 13 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

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

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

Average prices on November 13, 1990

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
Beef: home-killed			
Best beef mince	331	155	128–199
Topside	274	266	234–308
Brisket (without bone)	261	188	150–212
Rump steak *	322	364	292–399
Stewing steak	318	173	138–220
Lamb: home-killed			
Loin (with bone)	323	226	170–308
Shoulder (with bone)	304	116	89–148
Leg (with bone)	289	202	168–248
Lamb: imported (frozen)			
Loin (with bone)	218	187	155–219
Shoulder (with bone)	196	100	89–119
Leg (with bone)	210	171	149–197
Pork: home-killed			
Leg (foot off)	265	143	105–198
Belly *	294	109	88–128
Loin (with bone)	280	169	148–199
Shoulder (with bone)	258	151	110–189
Bacon			
Streaky *	277	136	115–166
Gammon *	275	218	172–269
Back, vacuum packed	181	219	170–279
Back, not vacuum packed	218	204	175–226
Ham (not shoulder), per 4oz	308	79	59– 98
Sausages			
Pork	339	101	79–129
Beef	237	100	79–119
Pork luncheon meat, 12oz can	186	56	53– 69
Corned beef, 12oz can	198	101	92–113
Chicken: roasting, oven ready			
Frozen, oven ready	233	78	63–105
Fresh or chilled 3lb,	274	101	85–159
Fresh and smoked fish			
Cod fillets	248	282	220–356
Haddock fillets	233	296	239–345
Mackerel, whole	204	99	70–125
Kippers, with bone	248	109	90–140
Canned (red) salmon, half size can	190	158	135–185
Bread			
White loaf, sliced, 800g	324	51	45– 68
White loaf, unwrapped, 800g	270	66	61– 72
White loaf, unsliced, 400g	298	43	40– 47
Brown loaf, sliced, small	286	45	42– 48
Brown loaf, unsliced, 800g	247	69	61– 75
Flour			
Self raising, per 1·5kg	196	56	49– 64
Butter			
Home produced, per 250g	293	61	54– 72
New Zealand, per 250g	280	59	56– 63
Danish, per 250g	279	71	69– 75
Margarine			
Soft 500g tub	298	39	31– 76
Low fat spread	555	49	39– 59
Lard, per 250g	267	17	16– 25
Cheese			
Cheddar type	305	149	129–198
Eggs			
Size 2 (65–70g), per dozen	258	121	108–138
Size 4 (55–60g), per dozen	214	96	74–120
Milk			
Pasteurised, per pint	324	32	27– 32
Skimmed, per pint	293	31	26– 31
Tea			
loose, per 125g	303	56	43– 69
Tea bags, per 250g	310	132	92–149
Coffee			
Pure, instant, per 100g	618	128	92–169
Ground (filter fine), per 8oz	284	141	109–209
Sugar			
Granulated, per kg	315	64	63– 67
Fresh vegetables			
Potatoes, old loose			
White	267	13	9– 17
Red	127	13	10– 16
Potatoes, new loose	0	0	0
Tomatoes	328	59	49– 69
Cabbage, greens	291	34	20– 52
Cabbage, hearted	306	28	18– 39
Cauliflower, each	320	60	45– 69
Brussels sprouts	282	37	25– 49
Carrots	337	25	18– 32
Onions	341	26	15– 36
Mushrooms, per 4oz	330	32	25– 35
Cucumber, each	331	73	62– 85
Lettuce - iceberg	309	82	60– 94
Fresh fruit			
Apples, cooking	317	44	30– 52
Apples, dessert	328	44	35– 52
Pears, dessert	316	51	39– 59
Oranges, each	306	20	12– 25
Bananas	329	50	39– 56
Grapes	299	96	59–145
Items other than food			
Draught bitter, per pint	686	114	98–126
Draught lager, per pint	704	127	111–140
Whisky per nip	697	86	76– 97
Gin, per nip	699	86	76– 97
Cigarettes 20 king size filter	3,991	169	139–180
Coal, per 50kg	347	602	492–729
Smokeless fuel per 50kg	420	816	670–970
4–star petrol, per litre	649	49	47– 49
Unleaded petrol ord. per litre	622	45	44– 47

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

On July 31, 1989 the responsibility for the Retail Prices Index was transferred from the Department of Employment to the Central Statistical Office. For the immediate future the RPI will continue to be published in *Employment Gazette* as at present. Similar arrangements will also apply to the tables on household spending from the Family Expenditure Survey (*tables 7.1, 7.2* and 7.3), responsibility for which also passes to the Central Statistical Office.

6·4 RETAIL PRICES
General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food: All	Food: Seasonal food †	Food: Non-seasonal food	Meals bought and consumed outside the home	Alcoholic drink
Weights 1974	1,000	747	951·2–925·5	80	253	47·5–48·8	204·2–205·5	51	70
1975	1,000	768	961·9–966·3	77	232	33·7–38·1	193·9–198·3	48	82
1976	1,000	772	958·0–960·8	90	228	39·2–42·0	186·0–188·8	47	81
1977	1,000	753	953·3–955·8	91	247	44·2–46·7	200·3–202·8	45	83
1978	1,000	767	966·5–969·6	96	233	30·4–33·5	199·5–202·6	51	85
1979	1,000	768	964·0–966·6	93	232	33·4–36·0	196·0–198·6	51	77
1980	1,000	786	966·8–969·6	93	214	30·4–33·2	180·9–183·6	41	82
1981	1,000	793	969·2–971·9	104	207	28·1–30·8	176·2–178·9	42	79
1982	1,000	794	965·7–967·6	99	206	32·4–34·3	171·7–173·6	38	77
1983	1,000	797	971·5–974·1	109	203	25·9–28·5	174·5–177·1	39	78
1984	1,000	799	966·1–968·7	102 Feb–Nov 87 Dec–Jan	201	31·3–33·9	167·1–169·8	36	75
1985	1,000	810	970·3–973·2	86	190	26·8–29·7	160·3–163·2	45	75
1986	1,000	815	973·3–976·0	83 Feb–Nov 60 Dec–Jan	185	24·0–26·7	158·3–161·0	44	82
1974)	108·5	109·3	108·4	108·4	106·1	103·0	106·9	108·2	109·7
1975)	134·8	135·3	135·1	147·5	133·3	129·8	134·3	132·4	135·2
1976)	157·1	156·4	156·5	185·4	159·9	177·7	156·8	157·3	159·3
1977)	182·0	179·7	181·5	208·1	190·3	197·0	189·1	185·7	183·4
1978)	197·1	195·2	197·8	227·3	203·8	180·1	208·4	207·8	196·0
1979) Annual	223·5	222·2	224·1	246·7	228·3	211·1	231·7	239·9	217·1
1980) averages	263·7	265·9	265·3	307·9	255·9	224·5	262·0	290·0	261·8
1981)	295·0	299·8	296·9	368·0	277·5	244·7	283·9	318·0	306·1
1982)	320·4	326·2	322·0	417·6	299·3	276·9	303·5	341·7	341·4
1983)	335·1	342·4	337·1	440·9	308·8	282·8	313·8	364·0	366·5
1984)	351·8	358·9	353·1	454·9	326·1	319·0	327·8	390·8	387·7
1985)	373·2	383·2	375·4	478·9	336·3	314·1	340·9	413·3	412·1
1986)	385·9	396·4	387·9	496·6	347·3	336·0	350·0	439·5	430·6
1975 Jan 14	119·9	120·4	120·5	119·9	118·3	106·6	121·1	118·7	118·2
1976 Jan 13	147·9	147·9	147·6	172·8	148·3	158·6	146·6	146·2	149·0
1977 Jan 18	172·4	169·3	170·9	198·7	183·1	214·8	177·1	172·3	173·7
1978 Jan 17	189·5	187·6	190·2	220·1	196·1	173·9	200·4	199·5	188·9
1979 Jan 16	207·2	204·3	207·3	234·5	217·5	207·6	219·5	218·7	198·9
1980 Jan 15	245·3	245·5	246·2	274·7	244·8	223·6	248·9	267·8	241·4
1981 Jan 13	277·3	280·3	279·3	348·9	266·7	225·8	274·7	307·5	277·7
1982 Jan 12	310·6	314·6	311·5	387·0	296·1	287·6	297·5	329·7	321·8
1983 Jan 11	325·9	332·6	328·5	441·4	301·8	256·8	310·3	353·7	353·7
1984 Jan 10	342·6	348·9	343·5	445·8	319·8	321·3	319·8	378·5	376·1
1985 Jan 15	359·8	367·8	361·8	465·9	330·6	306·9	335·6	401·8	397·9
1986 Jan 14	379·7	390·2	381·9	489·7	341·1	322·8	344·9	426·7	423·8
1987 Jan 13	394·5	405·6	396·4	502·1	354·0	347·3	355·9	454·8	440·7

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	Nationalised industries **	Consumer durables	Food: All	Food: Seasonal †	Food: Non-seasonal † food	Catering	Alcoholic drink
Weights 1987	1,000	833	974	843	956	57	139	167	26	141	46	76
1988	1,000	837	975	840	958	54	141	163	25	138	50	78
1989	1,000	846	977	825	940	46	135	154	23	131	49	83
1990	1,000	842	976	815	925	—	132	158	24	134	47	77
1987 Annual averages	101·9	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7
1988	106·9	107·3	107·0	105·8	106·6	106·7	103·7	104·6	102·4	105·0	109·6	106·9
1989	115·2	116·1	115·5	111·5	112·9	—	107·2	110·5	105·0	111·6	116·5	112·9
1987 Jan 13	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1988 Jan 12	103·3	103·4	103·3	103·2	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7
1988 Nov 15	110·0	110·9	110·3	107·8	108·7	109·3	105·7	105·7	98·8	107·0	112·1	109·1
Dec 13	110·3	111·0	110·5	108·0	108·9	109·3	105·9	106·5	101·5	107·4	112·4	108·9
1989 Jan 17	111·0	111·7	111·2	108·5	109·4	110·9	104·5	107·4	103·2	108·2	113·1	109·9
Feb 14	111·8	112·5	111·9	109·0	109·9	110·9	105·3	107·7	103·4	108·5	113·5	110·5
Mar 14	112·3	113·0	112·4	109·4	110·4	110·9	105·8	108·3	104·8	108·9	114·1	110·9
Apr 18	114·3	115·2	114·4	110·6	112·2	114·2	107·0	109·6	108·0	109·9	115·0	111·5
May 16	115·0	115·9	115·1	111·3	112·9	114·7	107·5	110·3	109·9	110·4	115·6	111·9
June 13	115·4	116·3	115·6	111·6	113·2	115·9	107·6	110·7	109·3	111·0	116·2	112·2
July 18	115·5	116·6	115·9	111·6	113·2	116·5	106·5	110·1	100·6	111·9	116·8	112·9
Aug 15	115·8	116·9	116·2	111·8	113·4	116·8	106·7	110·6	100·8	112·3	117·4	114·0
Sept 12	116·6	117·6	117·0	112·5	114·1	116·9	107·9	111·3	100·7	113·2	118·0	114·7
Oct 17	117·5	118·5	117·9	113·3	114·9	117·2	108·8	112·4	101·5	114·4	118·9	115·5
Nov 14	118·5	119·5	118·9	113·8	115·3	117·4	109·3	113·5	106·2	114·8	119·5	115·4
Dec 12	118·8	119·7	119·0	114·0	115·5	—	109·5	114·5	111·1	115·1	120·1	115·5
1990 Jan 16	119·5	120·2	119·6	114·6	116·1	—	108·0	116·0	116·3	116·0	121·2	116·3
Feb 13	120·2	120·9	120·3	115·3	116·7	—	109·1	117·0	118·7	116·7	121·8	117·1
Mar 13	121·4	122·1	121·4	115·9	117·3	—	109·9	117·7	119·6	117·3	122·4	117·8
Apr 10	125·1	126·3	125·1	117·6	121·1	—	111·0	118·8	123·4	118·0	123·9	121·5
May 15	126·2	127·4	126·3	118·8	122·1	—	111·6	120·1	123·6	119·4	125·0	123·8
June 12	126·7	128·0	126·9	119·1	122·5	—	111·5	120·0	118·3	120·3	125·9	124·3
July 17	126·8	128·4	127·3	119·1	122·6	—	109·7	118·8	108·1	120·7	127·1	125·8
Aug 14	128·1	129·6	128·5	120·3	123·7	—	110·7	120·0	112·2	121·4	127·7	126·7
Sept 11	129·3	131·1	129·8	121·6	124·9	—	112·5	120·3	111·5	121·8	129·1	127·4
Oct 16	130·3	132·2	130·7	122·6	125·8	—	113·2	120·4	111·8	121·9	130·0	128·2
Nov 13	130·0	131·7	130·4	122·7	125·9	—	113·8	121·3	114·5	122·4	130·8	128·3

† For the February, March and April 1988 indices the weights for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about their relative shares of household expenditure.
** The Nationalised Industries index is no longer published from December 1989, see also General Notes under *table 6·7*.

RETAIL PRICES
General index of retail prices 6·4

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel-laneous goods	Transport and vehicles	Services	
43	124	52	64	91	63	135	54	1974 Weights
46	108	53	70	89	71	149	52	1975
46	112	56	75	84	74	140	57	1976
46	112	58	63	82	71	139	54	1977
48	113	60	64	80	70	140	56	1978
44	120	59	64	82	69	143	59	1979
40	124	59	69	84	74	151	62	1980
36	135	62	65	81	75	152	66	1981
41	144	62	64	77	72	154	65	1982
39	137	69	64	74	75	159	63	1983
36	149	65	69	70	76	158	65	1984
37	153	65	65	75	77	156	62	1985
40	153	62	63	75	81	157	58	1986
115·9	105·8	110·7	107·9	109·4	111·2	111·0	106·8	(1974
147·7	125·5	147·4	131·2	125·7	138·6	143·9	135·5	(1975
171·3	143·2	182·4	144·2	139·4	161·3	166·0	159·5	(1976
209·7	161·8	211·3	166·8	157·4	188·3	190·3	173·3	(1977
226·2	173·4	227·5	182·1	171·0	206·7	207·2	192·0	(1978
247·6	208·9	250·5	201·9	187·2	236·4	243·1	213·9	(1979
290·1	269·5	313·2	226·3	205·4	276·9	288·7	262·7	Annual (1980
358·2	318·2	380·0	237·2	208·3	300·7	322·6	300·8	averages (1981
413·3	358·3	433·3	243·8	210·5	325·8	343·5	331·6	(1982
440·9	367·1	465·4	250·4	214·8	345·6	366·3	342·9	(1983
489·0	400·7	478·8	256·7	214·6	364·7	374·7	357·3	(1984
532·5	452·3	499·3	263·9	222·9	392·2	392·5	381·3	(1985
584·9	478·1	506·0	266·7	229·2	409·2	390·1	400·5	(1986
124·0	110·3	124·9	118·3	118·6	125·2	130·3	115·8	Jan 14 1975
162·6	134·8	168·7	140·8	131·5	152·3	157·0	154·0	Jan 13 1976
193·2	154·1	198·8	157·0	148·5	176·2	178·9	166·8	Jan 18 1977
222·8	164·3	219·9	175·2	163·6	198·6	198·7	186·6	Jan 17 1978
231·5	190·3	233·1	187·3	176·1	216·4	218·5	202·0	Jan 16 1979
269·7	237·4	277·1	216·1	197·1	258·8	268·4	246·9	Jan 15 1980
296·6	285·0	355·7	231·0	207·5	293·4	299·5	289·2	Jan 13 1981
392·1	350·0	401·9	239·5	207·1	312·5	330·5	325·6	Jan 12 1982
426·2	348·1	467·0	245·8	210·9	337·4	353·9	337·6	Jan 11 1983
450·8	382·6	469·3	252·3	210·4	353·3	370·8	350·6	Jan 10 1984
508·1	416·4	487·5	257·7	217·4	378·4	379·6	369·7	Jan 15 1985
545·7	463·7	507·0	265·2	225·2	402·9	393·1	393·1	Jan 14 1986
602·9	502·4	506·1	265·6	230·8	413·0	399·7	408·8	Jan 13 1987

Tobacco	Housing	Fuel and light	Household goods *	Household services *	Clothing and footwear	Personal goods and services *	Motoring expendi-ture *	Fares and other travel *	Leisure goods *	Leisure services *	
38	157	61	73	44	74	38	127	22	47	30	1987 Weights
36	160	55	74	41	72	37	132	23	50	29	1988
36	175	54	71	41	73	37	128	23	47	29	1989
34	185	50	71	40	69	39	131	21	48	30	1990
100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6	Annual averages 1987
103·4	112·5	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1	1988
106·4	135·3	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1	1989
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	Jan 13 1987
101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6	Jan 12 1988
105·1	122·1	103·9	107·9	108·7	107·6	108·8	110·1	109·5	104·9	111·6	Nov 15 1988
105·2	122·5	104·1	107·9	108·8	107·9	109·1	109·8	109·6	105·0	111·7	Dec 13
105·6	124·6	104·2	107·5	110·3	105·9	110·4	110·6	112·9	105·1	112·1	Jan 17 1989
105·7	127·0	104·2	108·3	110·8	107·2	110·9	111·0	113·2	105·5	122·2	Feb 14
105·8	127·7	104·3	108·9	110·9	107·7	111·1	111·8	113·3	105·7	112·3	Mar 14
105·8	134·0	105·4	109·5	111·7	109·8	113·1	114·2	113·4	106·0	113·5	Apr 18
105·8	134·7	106·4	109·9	111·8	110·5	113·7	115·2	114·6	107·2	114·3	May 16
105·9	135·5	107·6	110·1	111·8	110·6	114·0	115·5	115·6	107·4	114·5	June 13
105·8	136·6	108·4	110·0	112·2	108·6	114·9	115·4	115·9	107·6	115·2	July 18
105·8	137·4	108·7	110·5	112·2	108·7	115·3	114·6	116·1	107·6	115·6	Aug 15
106·4	138·2	109·0	110·9	113·2	111·0	115·6	115·1	116·3	107·8	117·2	Sept 12
107·7	139·6	109·4	115·5	114·2	112·3	116·3	115·4	116·6	108·7	117·4	Oct 17
108·1	143·9	109·7	111·8	115·1	113·0	116·7	115·0	117·0	109·9	118·4	Nov 14
108·2	144·8	110·0	112·2	115·2	113·2	117·3	114·0	117·1	110·0	118·4	Dec 12
108·3	145·8	110·6	112·0	116·3	110·8	118·6	115·0	117·5	110·1	119·6	Jan 16 1990
108·4	146·7	109·9	112·8	116·7	112·4	119·4	115·4	121·4	110·5	119·9	Feb 13
108·4	151·0	110·1	113·9	116·8	113·3	120·2	116·0	121·5	111·0	120·0	Mar 13
112·4	165·4	111·7	114·5	117·1	115·0	121·1	118·8	121·8	111·5	122·8	Apr 10
114·8	166·7	114·3	115·1	117·9	115·6	121·7	119·4	122·4	112·2	123·4	May 15
115·0	167·6	116·0	115·5	118·4	115·3	122·0	119·9	123·8	112·3	124·1	June 12
115·0	169·0	116·7	114·7	119·3	112·5	122·8	120·7	124·2	112·1	124·4	July 17
115·1	170·1	118·6	115·7	119·5	113·8	123·9	123·5	124·8	112·5	124·8	Aug 14
115·2	171·0	119·5	116·7	121·7	116·4	124·9	126·3	125·0	112·9	127·7	Sept 11
116·5	172·0	121·9	117·2	123·2	117·6	125·6	127·5	126·0	114·2	128·4	Oct 16
116·9	169·7	120·8	118·0	124·0	118·6	126·1	125·4	126·1	114·9	129·2	Nov 13

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

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

(*Source:* Central Statistical Office)

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

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

Notes: See notes under *table 6·7*.

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

UNITED KINGDOM	One–person pensioner households				Two–person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101·1	105·2	108·6	114·2	101·1	105·8	108·7	114·1	101·5	107·5	110·7	116·1
1975	121·3	134·3	139·2	145·0	121·0	134·0	139·1	144·4	123·5	134·5	140·7	145·7
1976	152·3	158·3	161·4	171·3	151·5	157·3	160·5	170·2	151·4	156·6	160·4	168·0
1977	179·0	186·9	191·1	194·2	178·9	186·3	189·4	192·3	176·8	184·2	187·6	190·8
1978	197·5	202·5	205·1	207·1	195·8	200·9	203·6	205·9	194·6	199·3	202·4	205·3
1979	214·9	220·6	231·9	239·8	213·4	219·3	231·1	238·5	211·3	217·7	233·1	239·8
1980	250·7	262·1	268·9	275·0	248·9	260·5	266·4	271·8	249·6	261·6	267·1	271·8
1981	283·2	292·1	297·2	304·5	280·3	290·3	295·6	303·0	279·3	289·8	295·0	300·5
1982	314·2	322·4	323·0	327·4	311·8	319·4	319·8	324·1	305·9	314·7	316·3	320·2
1983	331·1	334·3	337·0	342·3	327·5	331·5	334·4	339·7	323·2	328·7	332·0	335·4
1984	346·7	353·6	353·8	357·5	343·8	351·4	351·3	355·1	337·5	344·3	345·3	348·5
1985	363·2	371·4	371·3	374·5	360·7	369·0	368·7	371·8	353·0	361·8	362·6	365·3
1986	378·4	382·8	382·6	384·3	375·4	379·6	379·9	382·0	367·4	371·0	372·2	375·3
1987 January	386·5				384·2				377·8			
JAN 13, 1987 = 100												
1987	100·3	101·2	100·9	102·0	100·3	101·3	101·1	102·3	100·3	101·5	101·7	102·9
1988	102·8	104·6	105·3	106·6	103·1	104·8	105·5	106·8	103·6	105·5	106·4	107·7
1989	108·0	110·0	111·0	113·2	108·2	110·4	111·3	113·4	109·0	111·2	112·0	113·7
1990	115·3	118·1	119·9		115·4	118·3	120·2		115·2	118·5	120·3	

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

RETAIL PRICES 6·7
Group indices: annual averages

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

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

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

GENERAL NOTES—RETAIL PRICES

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

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

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

Calculations

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

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

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

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

Structure

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

Definitions

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

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

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

6·8 RETAIL PRICES
Selected countries

(Source: Central Statistical Office)

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·4	103·5	101·3	103·6	99·9	123·0	108·8	102·7	103·8	105·8	100·3
1987	107·7	106·9	102·9	107·8	100·1	143·2	114·5	105·9	107·1	110·9	100·2
1988	113·0	110·7	104·1	112·7	101·4	162·5	120·0	108·7	109·4	116·5	101·7
1989	121·8	116·4	107·3	118·1	104·2	184·9	128·2	112·5	113·9	123·8	105·1
Monthly											
1989 Nov	125·3	118·5	108·4	120·2	104·9	196·3	131·5	114·0	115·6	126·5	106·6
Dec	125·6	118·9	108·8	120·2	105·2	199·9	132·0	114·1	..	127·0	106·7
1990 Jan	126·3	119·6	109·2	119·5	105·8	201·3	133·2	114·4	..	128·2	107·5
Feb	127·1	120·2	109·4	119·7	106·2	201·4	134·0	114·6	116·7	129·2	107·6
Mar	128·3	120·8	109·7	120·2	106·3	209·0	134·5	115·0	..	129·7	107·6
Apr	132·3	121·8	110·2	120·2	106·5	212·6	134·9	115·4	..	130·2	108·1
May	133·4	122·3	110·2	121·1	106·7	218·9	134·9	115·7	117·1	130·6	108·3
June	133·9	122·7	110·3	120·8	106·8	223·8	135·3	115·9	..	131·2	108·3
July	134·1	123·0	110·7	120·4	106·8	223·2	137·0	116·2	..	131·6	108·5
Aug	135·4	123·7R	111·3	121·7	107·1	224·5	137·7	116·9	118·0	132·5	109·0
Sep	136·7	124·6P	112·4	122·7R	107·5	232·3	139·2	117·5	..	133·2R	109·7
Oct	137·8	125·5P	113·1	122·9P	108·2	237·9	140·5	118·1P	..	134·3	110·8
Nov	137·4	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											
Annual averages											**Per cent**
1985	6·1	6·1	4·9	4·7	2·2	19·3	7·8	5·9	5·4	9·2	4·1
1986	3·4	3·6	1·3	3·6	–0·3	23·0	8·8	2·7	3·8	5·8	0·3
1987	4·2	3·3	1·6	4·1	0·3	16·4	5·2	3·1	3·2	4·8	–0·1
1988	4·9	3·6	1·2	4·5	1·2	13·5	4·8	2·6	2·1	5·0	1·5
1989	7·8	5·1	3·1	4·8	2·8	13·8	6·8	3·5	4·1	6·3	3·3
Monthly											
1989 Nov	7·7	5·3	3·6	4·8	3·0	14·0	7·4	3·7	4·6	6·1	3·8
Dec	7·7	5·3	3·6	4·8	3·0	14·8	6·9	3·6	..	6·3	3·9
1990 Jan	7·7	5·2	3·6	3·7	2·7	15·9	6·8	3·4	..	6·6	4·0
Feb	7·5	5·3	3·4	3·2	2·7	16·5	7·3	3·4	4·2	6·5	3·8
Mar	8·1	5·3	3·4	3·0	2·7	17·8	7·0	3·4	..	6·3	3·5
Apr	9·4	5·4	3·2	2·4	2·3	17·9	7·0	3·2	..	6·2	3·6
May	9·7	5·4	3·1	2·4	2·3	21·0	6·8	3·0	3·5	6·0	3·4
June	9·8	5·4	3·0	2·5	2·3	21·7	6·6R	3·0	..	6·1	3·1
July	9·8	5·5	3·0	2·1	2·4	21·6	6·2	3·0	..	6·2	3·0
Aug	10·6	5·9	3·3	2·6	2·8	21·9	6·5	3·5	2·9	6·7	3·3
Sep	10·9	6·1P	3·7	3·1R	3·1R	21·8	6·4R	3·8	..	6·7R	3·7
Oct	10·9	6·3P	4·3	2·7P	3·3	22·3	7·1	3·8P	..	6·8P	4·2
Nov	9·7	..	..	..	..	..	..	..	..	..	..

Source: Eurostat

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

RETAIL PRICES 6·8
Selected countries

Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	
										Annual averages
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985
100·2	111·7	101·9	100·6	100·8	101·7	107·2	104·2	103·6	104·1	1986
99·8	122·2	105·7	100·7	102·2	103·1	116·5	108·6	107·1	108·7	1987
100·6	133·9	110·0	101·4	104·2	105·1	124·3	114·9	112·6	113·1	1988
101·7	150·8	115·3	103·7	107·4	107·8	130·0	122·3	120·0	118·7	1989
										Monthly
102·6	156·3	117·1	104·5	109·4	108·1	131·6	125·0	122·3	120·8	1989 Nov
102·6	158·0	117·3	104·6	110·2	108·5	131·5	125·4	123·0	120·7	Dec
102·4	160·7	118·5	104·8	110·8	109·2	132·5	129·4	124·8	121·8	1990 Jan
102·8	164·4	119·0	105·1	111·2	110·0	133·0	130·0	125·3	122·5	Feb
103·2	165·4	119·7	105·5	111·6	110·1	134·5	133·6	125·7	122·9	Mar
103·7	167·4	119·9	106·3	111·8	110·4	134·5	133·5	126·4	123·0	Apr
103·8	169·2	120·1	107·1	112·3	110·5	134·8	134·2	127·0	123·6	May
103·7	169·8	120·8	106·5	112·5	110·8	135·2	134·1	127·3	124·1	June
104·0	171·0	121·3	106·4	112·6	112·2	135·4	135·4	127·5	124·7	July
104·4	173·1	122·4	106·9	113·8	112·8	135·2	136·3	128·1	124·8	Aug
105·3R	175·1	123·4	107·9R	114·3R	112·6	136·5	137·9	128·8	125·2	Sep
105·6	177·0	124·1	109·3	115·0	112·6	137·6	138·8	129·2	126·2	Oct
..	..	..	..	..	..	..	..	..	..	Nov
										Increases on a year earlier
Per cent										**Annual averages**
2·3	19·6	3·5	2·0	3·4	3·3	5·5	7·4	6·3	4·2	1985
0·2	11·8	1·9	0·6	0·8	1·7	7·2	4·2	3·6	4·2	1986
–0·4	9·3	3·7	0·1	1·4	1·4	8·7	4·2	3·7	4·4	1987
0·8	9·6	4·1	0·7	2·0	1·9	6·7	5·8	4·9	4·0	1988
1·1	12·6	4·8	2·3	3·1	2·6	4·6	6·4	6·6	5·0	1989
										Monthly
1·2	11·7	4·7	2·3	4·5	2·5	4·3	6·5	6·8	5·2	1989 Nov
1·3	11·6	4·6	2·6	5·0	2·9	4·2	6·6	6·6	5·1	Dec
2·0	12·1	5·2	3·0	5·0	2·9	4·2	8·7	7·6	5·5	1990 Jan
2·1	13·1	5·3	3·6	4·9	3·1	4·3	8·6	7·5	5·4	Feb
2·1	12·8	5·2	3·5	5·0	3·1	4·5	11·2	6·6	5·3	Mar
2·1	12·9	4·7	2·5	4·7	3·1	4·0	10·0	6·1	5·0	Apr
2·2	14·0	4·4	2·7	5·0	3·0	3·9	10·2	6·3	4·5	May
2·2	13·6	4·7	2·2	5·0	2·9	3·6	9·7	5·6	4·3	June
2·3	13·3	4·8	2·3	5·3	3·0	3·6	10·8	5·8	4·1	July
2·4	12·7	5·6	2·9	6·1	3·2	3·8	11·1	6·2	4·2	Aug
2·7R	13·7	6·2	3·0R	6·1	3·7	3·9	11·5	5·7R	4·3	Sep
2·9	14·4	6·3	3·5	6·4	3·7	4·6	11·3	5·6	4·8	Oct
..	..	..	..	..	..	..	..	..	..	Nov

7·1 HOUSEHOLD SPENDING
All expenditure: per household and per person

UNITED KINGDOM	Average weekly expenditure per household					Average weekly expenditure per person				
	At current prices			At constant prices		At current prices			At constant prices	
	Actual		Seasonally adjusted	Seasonally adjusted		Actual		Seasonally adjusted	Seasonally adjusted	
	£	Percentage increase on a year earlier	£	Index (1980=100)	Percentage increase on a year earlier	£	Percentage increase on a year earlier	£	Index (1980=100)	Percentage increase on a year earlier
Annual averages										
1986	178·10	9·6		108·8	5·5	69·74	11·4		115·7	7·2
1987	188·62	5·9		111·1	2·0	74·47	6·8		119·0	2·9
1988	204·41	8·4		114·9	3·5	81·24	9·1		123·9	4·2
1989	224·32	9·7		120·6	5·0	89·41	10·1		130·5	5·3
Quarterly averages										
1987 Q1	178·70	7·4	185·2	110·4	3·2	69·52	5·4	72·4	117·1	1·5
Q2	191·34	9·2	190·3	112·8	5·6	74·25	5·5	73·2	117·8	2·0
Q3*	179·97	–0·1	182·5	107·1	–3·8	72·23	4·7	73·5	117·1	0·8
Q4	204·73	7·7	196·2	113·9	–3·4	82·22	11·9	78·7	123·9	7·3
1988 Q1	188·32	5·4	194·8	111·8	1·3	73·03	5·1	76·1	118·5	1·1
Q2	200·89	5·0	200·4	113·4	0·5	81·30	9·5	80·5	123·7	5·0
Q3	209·78	16·6	212·8	118·8	10·8	83·00	14·9	84·3	127·7	9·1
Q4	218·81	6·9	209·2	115·7	1·6	88·01	7·1	84·9	125·9	1·6
1989 Q1	210·46	11·8	217·9	119·7	7·1	82·79	13·4	86·5	128·9	8·8
Q2	220·32	9·7	219·7	118·8	4·7	88·40	8·7	87·6	128·6	4·0
Q3	223·32	6·5	226·9	121·2	2·1	89·81	8·2	91·3	132·4	3·7
Q4	243·36	11·2	232·2	122·9	6·2	96·80	10·0	92·0	132·1	4·9

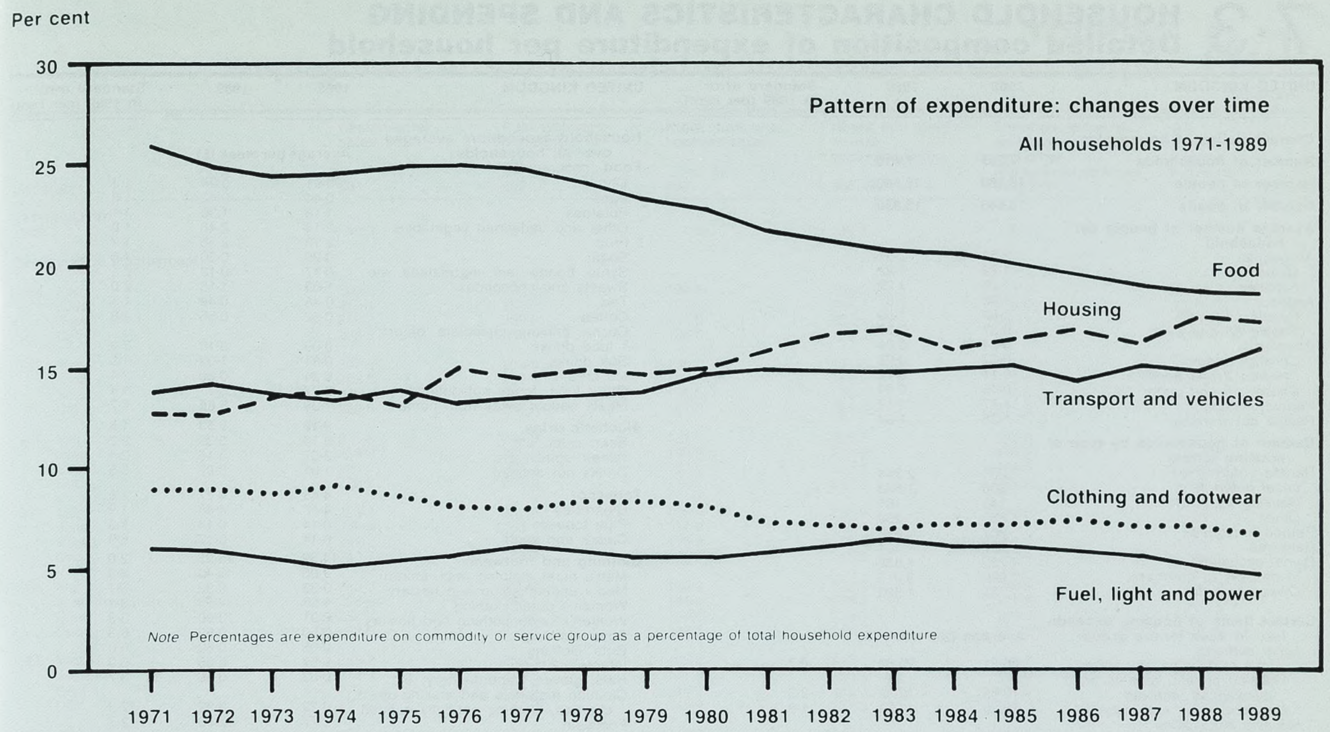
Source: Family Expenditure Survey—For a brief note on the Survey see the article on p 71 of *Employment Gazette*, February 1990.
* A note in Topics in *Employment Gazette*, April 1989 (p 211) and the article on p 249 of *Employment Gazette*, May 1989, discuss the annual results for 1987 and those for Quarter 3 of 1987.

7·2 HOUSEHOLD SPENDING
Composition of expenditure

£ per week per household

UNITED KINGDOM	ALL ITEMS	Housing* Gross	Housing* Net	Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	*Durable† household goods*	*Other† goods*
Annual averages										
1986	178·10	33·70	29·92	10·43	34·97	8·21	4·55	13·46	*13·83*	*13·87*
1987	188·62	34·35	30·42	10·55	35·79	8·70	4·67	13·32	..	..
1988	204·41	39·10	35·81	10·48	38·28	9·19	4·45	14·52	..	..
1989	224·32	42·17	38·44	10·58	41·67	9·53	4·77	15·25	..	..
Quarterly averages										
1987 Q1	178·70	33·21	29·23	11·38	34·88	8·19	4·81	10·73	..	..
Q2	191·34	35·48	31·59	12·04	36·40	8·83	4·72	12·84	..	..
Q3‡	179·97	33·91	29·87	9·54	35·22	8·29	4·60	12·51	..	..
Q4	204·73	34·81	31·01	9·15	36·70	9·52	4·55	17·33	..	..
1988 Q1	188·32	36·93	33·29	11·21	37·49	8·53	4·38	11·88	..	..
Q2	200·89	37·53	34·20	11·25	37·90	9·00	4·44	13·56	..	..
Q3	209·78	42·32	39·05	9·69	38·09	8·58	4·49	14·08	..	..
Q4	218·81	39·60	36·69	9·75	39·65	10·67	4·49	18·60	..	..
1989 Q1	210·46	39·75	35·85	11·56	39·97	8·16	4·71	12·77	..	..
Q2	220·32	42·97	39·39	11·42	40·94	9·16	4·67	14·63	..	..
Q3	223·32	43·00	39·22	9·72	41·40	9·70	4·66	13·84	..	..
Q4	243·36	42·99	39·37	9·65	44·40	11·11	5·05	19·78	..	..
Standard error per cent**										
1989 Q4	1·8	2·4	2·7	1·6	1·5	3·4	3·4	3·5	..	..
Percentage increase in expenditure on a year earlier										
1986	9·6	11·7	12·4	4·8	6·9	3·3	2·9	12·9	*19·1*	*10·2*
1987	5·9	1·9	1·7	1·2	2·3	6·0	2·6	–1·0	..	..
1988	8·4	13·8	17·7	–0·7	7·0	5·6	–4·7	9·0	..	..
1989	9·7	7·9	7·3	1·0	8·9	3·7	7·2	5·0	..	..
1987 Q1	7·4	4·0	3·1	2·4	5·1	17·5	17·6	4·3	..	..
Q2	9·2	9·8	10·5	3·4	6·5	14·1	3·1	1·9	..	..
Q3‡	–0·1	–5·2	–6·3	–0·7	–0·4	–2·7	–1·1	–7·3	..	..
Q4	7·7	0·1	0·6	–2·8	–1·1	–0·5	–7·0	–0·6	..	..
1988 Q1	5·4	11·2	13·9	–1·5	7·5	4·2	–8·9	10·7	..	..
Q2	5·0	5·8	8·3	6·6	4·1	1·9	–5·9	5·6	..	..
Q3	16·6	24·8	30·7	1·6	8·2	3·5	–2·4	12·6	..	..
Q4	6·9	13·8	18·3	6·6	8·0	12·1	–1·3	7·3	..	..
1989 Q1	11·8	7·6	7·7	3·1	6·6	–4·3	7·5	7·5	..	..
Q2	9·7	14·5	15·2	1·5	8·0	1·8	5·2	7·9	..	..
Q3	6·5	1·6	0·4	0·3	8·7	13·1	3·8	–1·7	..	..
Q4	11·2	8·6	7·3	–1·0	12·0	4·1	12·5	6·3	..	..
Percentage of total expenditure										
1986	100		16·8	5·9	19·6	4·6	2·5	7·6	*7·8*	*7·8*
1987‡	100		16·1	5·6	19·0	4·6	2·5	7·1	..	..
1988	100		17·5	5·1	18·7	4·5	2·2	7·1	..	..
1989	100		17·1	4·7	18·6	4·2	2·1	6·8	..	..

Source: Family Expenditure Survey.
* Housing figures are given in terms of gross expenditure (ie: before deducting all allowances, benefits and rebates) and net expenditure. The net figure is included in the "all items" figure of household expenditure.
** For notes on standard errors see *Employment Gazette*, March 1983, p 122 or annex A of the FES Report 1989.
‡ See * footnote to *table 7·1*.



HOUSEHOLD SPENDING
Composition of expenditure 7·2

£ per week per household

Transport† and vehicles	*Services†*	Household† goods	Household† services	Personal† goods and services	Motoring† expenditure	Fares† and other travel costs	Leisure† goods	Leisure† services	Mis-cellaneous	UNITED KINGDOM
										Annual averages
25·43	*22·67*	13·67	8·50	6·48	21·22	4·21	8·54	13·18	0·74	1986
..	..	13·48	8·23	7·02	23·80	4·60	9·03	18·11	0·88	1987
..	..	15·01	9·80	8·13	25·31	4·88	9·65	18·13	0·78	1988
..	..	19·17	9·73	8·48	30·42	5·35	10·97	19·02	0·93	1989
										Quarterly averages
..	..	14·15	7·81	6·02	23·05	4·46	8·49	14·59	0·91	1987 Q1
..	..	12·22	7·91	6·46	24·55	4·80	8·64	19·61	0·73	Q2
..	..	12·61	7·85	6·38	22·93	4·63	7·91	16·97	0·66	Q3‡
..	..	14·95	9·38	9·27	24·68	4·52	11·11	21·35	1·21	Q4
..	..	13·99	8·59	6·88	23·24	4·72	8·78	14·50	0·84	1988 Q1
..	..	15·12	9·38	6·87	25·73	4·51	8·87	19·40	0·67	Q2
..	..	14·89	10·70	7·66	27·88	5·53	8·97	19·52	0·67	Q3
..	..	16·06	10·54	11·14	24·38	4·75	11·99	19·16	0·95	Q4
..	..	19·40	9·02	7·70	29·50	4·90	9·76	16.43	0·72	1989 Q1
..	..	18·96	8·71	7·34	28·87	5·20	9·37	20.77	0·90	Q2
..	..	17·29	10·61	7·99	31·53	5·92	9·41	21·16	0·88	Q3
..	..	21·00	10·59	10·89	31·77	5·37	15·33	17.81	1·22	Q4
										Standard error per cent**
..	..	4·0	6·0	3·5	6·1	7·3	5·4	8·5	10·3	1989 Q4
										Percentage increase in expenditure on a year earlier
3·5	*16·4*								8·8	1986
..	..	–1·4	–3·2	8·3	12·2	9·3	5·7	37·4	18·9	1987
..	..	11·4	19·1	15·8	6·3	6·1	6·9	0·1	–11·4	1988
..	..	27·7	–0·7	4·3	20·2	9·6	13·7	4·9	19·2	1989
..	..	0·5	7·0	9·7	9·2	27·4	7·5	17·6	36·4	1987 Q1
..	..	–2·8	–24·9	3·7	22·8	4·6	12·2	43·5	30·4	Q2
..	..	–3·6	–2·9	1·8	9·1	–2·5	–0·3	15·4	–18·5	Q3‡
..	..	0·3	15·8	17·6	8·7	13·3	5·2	77·9	30·1	Q4
..	..	–1·1	10·0	14·3	0·8	5·8	3·4	–0·6	7·7	1988 Q1
..	..	23·7	18·6	6·3	4·8	–6·1	2·7	–1·1	–8·8	Q2
..	..	17·9	36·3	20·1	21·6	19·4	13·4	15·0	1·5	Q3
..	..	7·4	12·4	20·2	–1·2	5·1	7·9	–10·3	–21·5	Q4
..	..	38·7	5·0	11·9	26·9	3·8	11·2	13·3	–14·3	1989 Q1
..	..	25·4	–7·1	6·8	12·2	15·3	5·3	7·1	34·3	Q2
..	..	16·1	–0·8	4·3	13·1	7·1	4·9	8·4	31·3	Q3
..	..	30·8	0·5	–2·2	30·3	13·1	27·9	–7·0	30·5	Q4
										Percentage of total expenditure
14·3	*12·7*	7·7	4·8	3·6	11·9	2·4	4·8	7·4	0·4	1986
..	..	7·1	4·4	3·7	12·6	2·4	4·8	9·6	0·5	1987‡
..	..	7·3	4·8	4·0	12·4	2·4	4·7	8·9	0·4	1988
..	..	8·5	4·3	3·8	13·6	2·4	4·9	8·5	0·4	1989

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

7·3 HOUSEHOLD CHARACTERISTICS AND SPENDING
Detailed composition of expenditure per household

UNITED KINGDOM	1988	1989	Standard error* in 1989 (per cent)
Characteristics of households			
Number of households	**7,265**	**7,410**	
Number of people	**18,280**	**18,590**	
Number of adults	**13,640**	**13,850**	
Average number of people per household			
All people	2·52	2·51	
Males	1·23	1·22	
Females	1·29	1·29	
Adults	1·88	1·87	
People under 65	1·50	1·50	
People 65 and over	0·37	0·37	
Children	0·64	0·64	
Children under 2	0·07	0·08	
Children 2 and under 5	0·11	0·12	
Children 5 and under 18	0·45	0·44	
People working	1·17	1·17	
People not working	1·35	1·34	
Number of households by type of housing tenure			
Rented unfurnished	2,201	2,244	
Local authority	1,806	1,833	
Housing association	145	161	
Other	250	250	
Rented furnished	207	226	
Rent-free	127	104	
Owner-occupied	4,730	4,836	
In process of purchase	2,999	3,013	
Owned outright	1,731	1,823	
Certain items of housing expenditure in each tenure group†	**Average per week (£)**		
Local authority			
Gross rent, rates and water	25·81	29·62	0·7
Housing benefit, rebates and allowances received	−10·62	−12·32	−2·3
Net rent, rates and water	15·20	17·31	1·8
Housing association			
Gross rent, rates and water	29·58	19·31	2·6
Housing benefit, etc	−11·37	−11·96	−8·6
Net rent, rates and water	18·21	19·31	5·7
Other rented unfurnished			
Gross rent, rates and water	29·81	29·66	4·5
Housing benefit, etc	−6·43	−6·00	10·7
Net rent, rates and water	23·38	23·66	6·3
Rented furnished			
Gross rent, rates and water	42·31	46·83	4·9
Housing benefit, etc	−6·45	−6·17	15·5
Net rent, rates and water	35·86	40·65	5·9
Rent-free			
Gross rates and water together with the weekly equivalent of the rateable value	26·06	29·47	
Rateable value (weekly equivalent) included in preceding payment (imputed rent)	22·62	25·80	9·0
Housing benefit, etc	−0·03	−0·07	74·8
Net rates, water charges and imputed rent	26·03	29·40	8·0
In process of purchase			
Gross rates, water, insurance of structure, imputed rent	37·90	39·84	
Imputed rent included in preceding payment	24·10	25·12	0·8
Housing benefit, etc	−0·02	−0·04	20·1
Net rates, water charges and imputed rent	37·87	39·79	0·8
Owned outright			
Gross rates, water, insurance of structure, imputed rent	35·01	37·62	
Imputed rent included in preceding payment	23·02	24·33	1·2
Housing benefit, etc	−0·03	−0·04	24·8
Net rates, water charges and imputed rent	34·98	37·58	1·2
Household expenditure averaged over all households			
Housing†	**35·81**	**38·44**	**2·7**
Gross rent, rates, etc (as defined in the preceding section)	33·68	36·30	0·6
Housing benefit, etc	−3·29	−3·73	2·8
Net rent, rates and water	30·39	32·57	0·7
Repairs, maintenance and decorations	5·42	5·87	17·1
Fuel, light and power	**10·48**	**10·58**	**0·8**
Gas	4·15	4·09	1·1
Electricity	4·93	5·27	0·9
Coal and coke	0·82	0·72	6·7
Fuel oil and other fuel and light	0·58	0·50	5·9
Food	**38·28**	**41·67**	**0·7**
Bread, rolls, etc	1·65	1·71	0·8
Flour	0·10	0·10	4·5
Biscuits, cakes, etc	1·85	1·94	1·2
Breakfast and other cereals	0·74	0·85	1·7
Beef and veal	1·86	1·93	1·7
Mutton and lamb	0·64	0·68	2·7
Pork	0·66	0·68	2·5
Bacon and ham (uncooked)	0·74	0·79	1·6
Ham, cooked (including canned)	0·36	0·40	2·0
Poultry, other and undefined meat	2·92	3·03	1·1
Fish	1·02	1·18	1·8
Fish and chips	0·42	0·44	2·6
Butter	0·35	0·35	2·1
Margarine	0·21	0·21	1·9
Lard, cooking fats and other fat	0·29	0·33	1·8
Milk, fresh	2·20	2·02	1·3
Milk products including cream	0·62	1·07	1·7

UNITED KINGDOM	1988	1989	Standard error* in 1989 (per cent)
Household expenditure averaged over all households	**Average per week (£)**		
Food *(continued)*			
Cheese	0·91	0·94	1·3
Eggs	0·44	0·42	1·3
Potatoes	1·18	1·30	1·1
Other and undefined vegetables	2·14	2·46	1·0
Fruit	2·12	2·36	1·2
Sugar	0·29	0·30	1·6
Syrup, honey, jam, marmalade, etc	0·17	0·18	2·1
Sweets and chocolates	1·03	1·15	2·0
Tea	0·46	0·48	1·4
Coffee	0·52	0·55	1·8
Cocoa, drinking chocolate, other food drinks	0·09	0·10	7·3
Soft drinks	0·81	1·02	1·5
Ice cream	0·24	0·30	2·4
Other food, foods not defined	3·27	3·71	1·4
Meals bought away from home	7·98	8·68	1·7
Alcoholic drink	**9·19**	**9·53**	**1·8**
Beer, cider, etc	5·10	5·39	2·2
Wines, spirits, etc	3·07	3·16	2·4
Drinks not defined	1·01	0·97	5·5
Tobacco	**4·45**	**4·77**	**1·9**
Cigarettes	4·16	4·46	1·9
Pipe tobacco	0·14	0·14	7·3
Cigars and snuff	0·14	0·17	8·9
Clothing and footwear	**14·52**	**15·25**	**2·0**
Men's outer clothing (incl. shirts)	2·95	3·40	3·9
Men's underclothing and hosiery	0·33	0·32	5·1
Women's outer clothing	4·88	4·93	3·1
Women's underclothing and hosiery	0·91	0·90	3·3
Boys' clothing	0·60	0·59	6·3
Girls' clothing	0·65	0·69	6·0
Infants' clothing	0·57	0·65	5·0
Hats, gloves, haberdashery, etc	0·63	0·56	3·7
Clothing materials and making-up charges, clothing not fully defined	0·22	0·32	12·3
Footwear	2·77	2·90	2·7
Household goods	**15·01**	**19·17**	**2·2**
Furniture	2·85	5·06	4·4
Floor coverings	1·41	2·31	5·0
Soft furnishings and household textiles	1·15	1·35	6·7
Gas and electric appliances, including repairs	3·06	3·40	6·2
China, glass, cutlery, hardware, ironmongery, non-gas/electric appliances, etc	1·90	1·99	3·9
Stationery and paper goods	1.24	1.36	2·4
Toilet paper	0·42	0·48	1·5
Matches, soap, cleaning materials, etc	1·34	1·52	1·2
Animals and pets	1·64	1·69	4·4
Household services	**9·80**	**9·73**	**3·6**
Insurance of contents of dwelling	0·92	1·02	1·8
Postage, telephone, telemessages	3·65	3·76	1·1
Domestic help, etc	1·21	1·35	10·3
Footwear and other repairs not allocated elsewhere	0·35	0·34	8·9
Laundry, cleaning and dyeing	0·27	0·27	5·5
Subscriptions, fees, etc	3·40	2·98	8·5
Personal goods and services	**8·13**	**8·48**	**2·1**
Leather, travel goods, jewellery, watches and fancy goods	2.28	2·15	5·3
Medicines and surgical goods	1·17	1·31	2·3
Toilet requisites, cosmetics, etc, excluding toilet paper	2·08	2·25	1·9
Hairdressing, beauty treatment, etc	1·46	1·56	2·4
Medical, dental, nursing fees and spectacles	1·14	1·22	7·8
Motoring expenditure	**25·31**	**30·42**	**3·1**
Net purchases of motor vehicles, spares and accessories	12·20	16·07	5·4
Maintenance and running of motor vehicles	13·10	14·34	1·6
Fares and other travel costs	**4·88**	**5·35**	**4·3**
Purchase and maintenance of other vehicles and boats	0·40	0·70	20·3
Rail fares	1·04	0·92	5·3
Bus and coach fares	1·19	1·33	2·9
Air fares	0·67	0·66	21·0
Other travel and transport	1·57	1·75	4·4
Leisure goods	**9·65**	**10·97**	**2·7**
Television, video and audio equipment, including repairs but not rental	3·37	3·87	5·7
Sports goods	0·42	0·62	19·4
Books, newspapers, periodicals and magazines	3·06	3·31	1·6
Toys and hobbies	0·99	1·07	5·0
Optical and photographic goods, excluding spectacles	0·69	0·88	8·0
Seeds, plants, flowers, horticultural goods	1·12	1·22	3·7
Leisure services	**18·13**	**19·02**	**4·0**
Cinema admissions	0·12	0·16	5·9
Theatres, sporting events and other entertainments excluding betting	1·97	2·09	3·1
Television and video rental, television licences	1·98	2·02	1·2
Educational and training expenses	2·73	2·75	9·1
Hotel and holiday expenses	7·12	7·76	7·4
Miscellaneous services	4·22	4·25	9·2
Miscellaneous	**0·78**	**0·93**	**5·8**
Total average household† expenditure	**204·41**	**224·32**	**1·0**

* For notes on standard errors see *Employment Gazette,* March 1983, p 122 or Annex A of the 1989 FES report.
† See notes to *table 7·2* on the Housing Benefit Scheme.

Source: Family Expenditure Survey

TOURISM 8·1
Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotels and other tourist accommodation 665, 667	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism -related industries
Self-employed *						
1981	48·0	51·7	1·6	36·4	18·4	156·1
Employees in employment						
1984 Mar	200·5	239·5	136·6	202·1	311·2	1,089·9
June	213·1	251·7	137·6	265·7	333·6	1,201·7
Sept	216·2	259·8	137·0	262·0	330·1	1,205·1
Dec	209·5	258·1	138·6	226·3	313·3	1,145·8
1985 Mar	207·5	254·8	136·2	221·6	316·6	1,136·7
June	222·8	266·4	139·7	268·5	373·0	1,270·4
Sept	226·1	259·3	139·3	270·1	364·3	1,259·2
Dec	220·8	258·5	141·2	231·4	325·8	1,177·8
1986 Mar	215·3	249·9	137·1	226·5	322·0	1,150·8
June	229·2	259·8	138·2	270·5	370·9	1,268·6
Sept	227·7	264·3	138·5	268·4	362·0	1,260·9
Dec	225·2	263·4	139·2	232·3	331·2	1,191·2
1987 Mar	223·8	257·0	138·4	220·9	328·5	1,168·6
June	240·4	263·1	136·9	265·4	375·1	1,280·9
Sept	242·2	264·1	139·9	270·1	367·0	1,283·3
Dec	243·7	266·7	143·6	243·5	350·9	1,248·4
1988 Mar	240·9	258·8	139·9	236·9	357·8	1,234·3
June	258·6	266·1	141·4	275·2	381·3	1,322·6
Sept	257·2	273·6	140·6	279·3	384·7	1,335·4
Dec	258·9	274·4	146·3	241·7	359·2	1,280·5
1989 Mar	255·2	269·9	141·6	247·1	358·7	1,272·6
June	272·4	279·8	141·8	283·9	393·6	1,371·5
Sept	273·1	282·9	144·3	288·3	401·2	1,389·8
Dec	271·2	287·0	145·9	257·3	369·0	1,330·2
1990 Mar	270·1	278·2	142·8	254·9	372·2	1,318·2
June	284·5	288·3	144·8	293·6	418·6	1,429·7
Change June 1990 on June 1989						
Absolute (thousands)	+12·1	+8·5	+3·0	+9·7	+24·9	+58·2
Percentage	+4·4	+3·0	+2·1	+3·4	+6·3	+4·2

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

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

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

TOURISM 8·2
Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)
1981	2,970	3,272	−302
1982	3,188	3,640	−452
1983	4,003	4,090	−87
1984	4,614	4,663	−49
1985	5,442	4,871	+571
1986	5,553	6,083	−530
1987	6,260	7,280	−1,020
1988	6,184	8,216	−2,032
1989 R	6,945	9,357	−2,412
Percentage change 1989/1988	+12	+14	

	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1989 R Q1	1,183	1,715	1,583	2,364	−400	−649
Q2	1,567	1,671	2,212	2,259	−645	−588
Q3	2,537	1,700	3,693	2,273	−1,156	−573
Q4	1,658	1,859	1,869	2,461	−211	−602
1990 P Q1	1,396	2,081	1,707	2,568	−311	−487
Q2 R	1,883	1,989	2,541	2,555	−658	−566
Q3 (e)	2,575	1,768	3,830	2,445	−1255	−6[illegible]7
1989 R Jan	410	531	484	748	−74	−217
Feb	303	554	524	871	−221	−317
Mar	470	630	575	745	−105	−115
Apr	456	548	622	750	−166	−202
May	506	557	664	743	−158	−186
June	605	566	926	766	−321	−200
July	873	582	1028	726	−155	−144
Aug	909	559	1361	779	−452	−220
Sept	755	559	1304	768	−549	−209
Oct	635	577	937	791	−302	−214
Nov	469	602	505	796	−36	−194
Dec	554	680	427	874	127	−194
1990 P Jan	498	645	587	916	−89	−271
Feb	406	750	488	819	−82	−69
Mar	492	686	632	833	−140	−147
Apr R	544	633	700	841	−156	−208
May R	626	717	734	842	−108	−125
June R	713	639	1107	872	−394	−233
July R (e)	860	603	1115	852	−255	−249
Aug (e)	930	574	1425	835	−495	−261
Sept (e)	785	591	1290	758	−505	−167

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

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

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1977		12,281		2,377	7,770	2,134
1978		12,646		2,475	7,865	2,306
1979		12,486		2,196	7,873	2,417
1980		12,421		2,082	7,910	2,429
1981		11,452		2,105	7,055	2,291
1982		11,636		2,135	7,082	2,418
1983		12,464		2,836	7,164	2,464
1984		13,644		3,330	7,551	2,763
1985		14,449		3,797	7,870	2,782
1986		13,897		2,843	8,355	2,699
1987		15,566		3,394	9,317	2,855
1988		15,799		3,272	9,669	2,859
1989 R		17,338		3,481	10,689	3,168
1989 R	Q1	3,336	4,429	546	2,199	592
	Q2	4,264	4,236	984	2,579	701
	Q3	5,962	4,165	1,227	3,534	1,201
	Q4	3,776	4,508	724	2,377	675
1990 P	Q1	3,413	4,819	605	2,121	688
	Q2 R	4,650	4,474	1,097	2,695	859
	Q3 (e)	6,090	4,353	1,250	3,550	1,290
1989 R	Jan	1,132	1,440	189	710	233
	Feb	869	1,427	139	561	169
	Mar	1,335	1,562	218	927	191
	Apr	1,302	1,409	209	916	177
	May	1,388	1,434	328	603	257
	June	1,574	1,393	448	860	267
	July	2,071	1,406	460	1,241	370
	Aug	2,258	1,365	419	1,398	440
	Sept	1,633	1,394	347	896	390
	Oct	1,448	1,446	311	849	288
	Nov	1,183	1,521	221	743	219
	Dec	1,145	1,541	191	785	169
1990 P	Jan	1,215	1,565	223	720	273
	Feb	995	1,646	149	660	186
	Mar	1,203	1,608	233	740	230
	Apr R	1,450	1,420	234	1,001	215
	May R	1,518	1,563	386	820	312
	June R	1,682	1,491	477	873	332
	July (e)	2,130	1,496	440	1,270	420
	Aug (e)	2,230	1,389	460	1,280	490
	Sept (e)	1,730	1,468	350	1,000	380

Notes: See table 8·2.

8·4 TOURISM
Visits abroad by UK residents

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1977		11,525		619	9,866	1,040
1978		13,443		782	11,517	1,144
1979		15,466		1,087	12,959	1,420
1980		17,507		1,382	14,455	1,670
1981		19,046		1,514	15,862	1,671
1982		20,611		1,299	17,625	1,687
1983		20,994		1,023	18,229	1,743
1984		22,072		919	19,371	1,781
1985		21,610		914	18,944	1,752
1986		24,949		1,167	21,877	1,905
1987		27,447		1,559	23,678	2,210
1988		28,828		1,823	24,519	2,486
1989 R		31,030		2,218	26,128	2,684
1989 R	Q1	5,404	8,167	327	4,316	761
	Q2	7,951	7,642	563	6,747	642
	Q3	11,622	7,522	815	10,097	710
	Q4	6,053	7,699	512	4,969	571
1990 P	Q1	5,376	8,507	371	4,174	830
	Q2 R	8,355	7,930	626	7,027	702
	Q3 (e)	11,360	7,428	710	9,760	890
1989 R	Jan	1,724	2,759	127	1,321	276
	Feb	1,627	2,783	84	1,311	232
	Mar	2,053	2,625	116	1,685	254
	Apr	2,211	2,515	155	1,785	271
	May	2,478	2,570	177	2,131	170
	June	3,262	2,557	232	2,831	200
	July	3,353	2,429	206	2,967	180
	Aug	4,391	2,586	283	3,853	256
	Sept	3,878	2,507	326	3,277	275
	Oct	3,008	2,558	261	2,526	219
	Nov	1,647	2,439	136	1,330	181
	Dec	1,398	2,702	115	1,112	171
1990 P	Jan	1,845	3,068	124	1,398	323
	Feb	1,565	2,694	101	1,259	205
	Mar	1,966	2,745	146	1,518	302
	Apr R	2,577	2,734	170	2,140	267
	May R	2,508	2,617	191	2,080	237
	June R	3,270	2,579	265	2,807	198
	July (e)	3,360	2,521	200	2,870	290
	Aug (e)	4,240	2,498	260	3,680	300
	Sept (e)	3,760	2,409	250	3,210	300

Notes: See table 8·2.

TOURISM 8·5
Overseas travel and tourism: visits to the UK by country of residence

THOUSAND

	1987	1988	1989 R	1989 R				1990 P			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total all countries	**15,566**	**15,799**	**17,338**	**3,336**	**4,264**	**5.962**	**3,776**	**3,413**	**4,650**		
North America											
USA	2,800	2,620	2,842	445	803	982	613	507	877		
Canada	594	651	639	101	181	245	112	97	220		
Total	**3,394**	**3,272**	**3,481**	**546**	**984**	**1,227**	**724**	**605**	**1,097**		
European Community											
Belgium/Luxembourg	491	586	618	133	143	192	149	111	133		
France	2,008	1,969	2,261	539	616	677	429	501	601		
Federal Republic of Germany	1,644	1,830	2,027	409	532	655	431	314	527		
Italy	683	661	708	122	103	333	150	127	127		
Netherlands	855	881	940	190	223	305	223	194	229		
Denmark	242	248	259	57	64	71	67	49	54		
Greece	130	122	128	30	26	40	32	31	31		
Spain	456	509	622	106	111	223	181	121	114		
Portugal	67	88	95	25	21	25	24	20	18		
Irish Republic	1,154	1,252	1,302	257	302	461	282	318	421		
Total	**7,731**	**8,148**	**8,960**	**1,866**	**2,141**	**2,983**	**1,970**	**1,786**	**2,256**		
Other Western Europe											
Austria	127	117	148	26	28	70	25	25	40		
Switzerland	403	420	424	89	121	119	95	96	115		
Norway	296	281	287	46	62	98	81	46	69		
Sweden	417	382	481	96	117	142	126	80	115		
Finland	116	114	166	26	53	56	31	20	44		
Others	227	207	222	50	56	66	49	68	56		
Total	**1,586**	**1,521**	**1,728**	**333**	**437**	**551**	**407**	**335**	**439**		
Other countries											
Middle East	526	475	457	79	89	200	89	103	92		
North Africa	100	78	93	19	17	41	16	19	18		
South Africa	157	153	145	27	30	53	35	38	46		
Eastern Europe	101	123	165	20	38	70	36	49	43		
Japan	297	388	505	138	91	163	113	160	124		
Australia	508	482	535	98	129	207	101	101	175		
New Zealand	122	129	123	20	22	54	27	18	33		
Latin America	160	154	179	34	32	67	46	31	42		
Rest of World	884	877	966	157	253	346	212	169	286		
Total	**2,855**	**2,859**	**3,168**	**592**	**701**	**1,201**	**675**	**688**	**859**		

Notes: See table 8·2.

TOURISM 8·6
Overseas travel and tourism: visits abroad by country visited

THOUSAND

	1987	1988	1989 R	1989 R				1990 P			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
Total all countries	**27,447**	**28,828**	**31,030**	**5,404**	**7,951**	**11,622**	**6,053**	**5,376**	**8,355**		
North America											
USA	1,245	1,486	1,879	297	481	640	461	333	558		
Canada	314	337	339	30	82	176	52	39	68		
Total	**1,559**	**1,823**	**2,218**	**327**	**563**	**815**	**512**	**371**	**626**		
European Community											
Belgium/Luxembourg	642	757	831	180	204	230	217	231	236		
France	5,321	5,032	6,480	1,234	1,622	2,385	1,238	1,059	1,838		
Federal Republic of Germany	1,397	1,329	1,672	323	382	545	422	341	426		
Italy	1,188	1,036	1,300	216	303	560	221	208	326		
Netherlands	940	1,060	1,125	218	360	311	235	214	366		
Denmark	152	131	163	21	55	61	26	30	52		
Greece	1,843	1,715	1,635	24	466	878	267	24	481		
Spain	6,559	6,828	6,202	776	1,735	2,487	1,203	778	1,352		
Portugal	903	1,108	1,006	126	290	386	204	102	323		
Irish Republic	1,545	1,823	2,010	363	459	729	460	432	612		
Total	**20,489**	**20,820**	**22,424**	**3,482**	**5,877**	**8,572**	**4,494**	**3,419**	**6,010**		
Other Western Europe											
Yugoslavia	644	652	554	27	115	366	46	20	183		
Austria	624	762	696	330	112	189	65	281	227		
Switzerland	540	564	609	204	133	188	84	167	128		
Norway/Sweden/Finland	307	363	339	47	94	128	70	67	79		
Gibraltar/Malta/Cyprus	863	859	1,101	210	303	415	173	194	301		
Others	211	499	405	16	113	240	37	26	99		
Total	**3,189**	**3,699**	**3,704**	**834**	**870**	**1,525**	**475**	**755**	**1,017**		
Other countries											
Middle East	201	203	226	59	58	58	51	70	78		
North Africa	380	375	387	101	103	101	82	75	85		
Eastern Europe	225	300	323	76	60	118	69	76	78		
Australia/New Zealand	203	236	249	95	71	42	41	112	69		
Commonwealth Caribbean	188	209	276	53	54	109	59	65	54		
Rest of World including Cruise	1,013	1,163	1,223	377	296	282	269	432	338		
Total	**2,210**	**2,486**	**2,684**	**761**	**642**	**710**	**571**	**830**	**702**		

Notes: See table 8·2.

8·7 TOURISM
Overseas travel and tourism: visits to the UK by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,661	4,803	5,818	2,566	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,666	3,014	2,880	1,890
1986	13,897	8,851	5,046	5,919	3,286	2,946	1,746
1987	15,566	10,335	5,231	6,828	3,564	3,179	1,996
1988	15,799	10,967	4,832	6,655	4,096	3,178	1,870
1989 R	17,338	11,829	5,509	7,286	4,363	3,497	2,193
Percentage change 1989/1988	+10	+8	+14	+9	+7	+10	+17
1989 R Q1	3,336	2,299	1,037	1,272	960	734	371
Q2	4,264	2,783	1,481	1,823	1,157	789	495
Q3	5,962	3,884	2,077	2,834	1,072	1,170	886
Q4	3,776	2,862	913	1,357	1,175	804	441
1990 P Q1 R	3,413	2,660	753	1,193	1,105	768	347
Q2	4,650	3,190	1,461	2,151	1,157	896	446

Notes: See *table 8·2*.

8·8 TOURISM
Overseas travel and tourism: visits abroad by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	13,443	8,416	5,028	8,439	2,261	1,970	774
1979	15,466	9,760	5,706	9,827	2,542	2,166	931
1980	17,507	10,748	6,759	11,666	2,690	2,317	834
1981	19,046	11,374	7,672	13,131	2,740	2,378	797
1982	20,611	12,031	8,580	14,224	2,768	2,529	1,090
1983	20,994	12,361	8,634	14,568	2,886	2,559	982
1984	22,072	13,934	8,137	15,246	3,155	2,689	982
1985	21,610	13,732	7,878	14,898	3,188	2,628	896
1986	24,949	16,380	8,569	17,896	3,249	2,774	1,029
1987	27,447	19,369	8,077	19,703	3,639	3,051	1,054
1988	28,828	21,026	7,802	20,700	3,957	3,182	990
1989 R	31,030	21,925	9,105	21,847	4,505	3,485	1,193
Percentage change 1989/1988	+8	+4	+17	+6	+14	+10	+20
1989 R Q1	5,404	4,007	1,397	3,443	990	768	204
Q2	7,951	5,698	2,253	5,602	1,243	831	275
Q3	11,622	7,845	3,777	9,129	1,019	1,154	320
Q4	6,053	4,375	1,678	3,673	1,253	732	394
1990 P Q1 R	5,376	4,127	1,248	3,149	1,108	892	226
Q2	8,355	5,719	2,636	5,722	1,313	989	331

Notes: See *table 8·2*.

8·9 TOURISM
Visitor nights

MILLION NIGHTS

	Overseas visitors to the UK	UK residents going abroad		Overseas visitors to the UK	UK residents going abroad
1978	149·1	176·4	1988 Q1	28·7	54·2
1979	154·6	205·0	Q2	39·7	90·1
1980	146·0	227·7	Q3	70·3	156·6
1981	135·4	251·1	Q4	34·2	66·0
1982	136·3	261·7			
1983	145·0	264·4	1989 Q1 R	31·5	64·6
1984	154·5	277·5	Q2 R	38·5	95·4
1985	167·0	270·0	Q3 R	79·1	163·4
1986	158·2	310·2	Q4 R	37·4	66·8
1987	178·2	347·3			
1988	172·9	366·9	1990 Q1 PR	32·6	64·6
1989 R	186·5	390·2	Q2 P	44·4	94·3
Percentage change 1989/1988	+7·9	+6·4			

Notes: See *table 8·2*.

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

Measure	Great Britain		Scotland		Wales	
	November	October	November	October	November	October
Enterprise Allowance Scheme	59,393	60,712	5,679	5,776	4,056	4,080
Job Release Scheme	2,028	2,164	100	105	88	92
Jobshare	108	105	14	14	5	5
Jobstart Allowance	1,796 *	2,018 †	275 *	331 †	181 *	213 †
Restart interviews **						

Note: Community industry figures which were formerly provided in *Table 9.2* are no longer being published as they now form part of Youth Training.
* Live cases as at November 30, 1990.
† Live cases as at October 26, 1990.
** Restart interview figures are now collected on a quarterly basis. The next set of figures will be available for the quarter to the ending December 1990.

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

Placed into employment by jobcentre advisory service, October 6 1990 to November 2 1990 †	2,886
Registered as disabled on April 17, 1990 ‡	355,591

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

OTHER FACTS AND FIGURES 9·5
Regional Selective Assistance: July–Sept 1990 *

	North East	North West	Yorkshire and Humberside	West Midlands	East Midlands	South West	England	Scotland	Wales	Great Britain
Number of offers	38	79	24	65	8	11	225	42	30	297
Value of offers (£)	4,618,000	15,354,000	927,000	1,855,000	547,000	372,000	23,673,000	35,911,000	2,515,000	62,099,000

Note: Inquiries should be directed to the Department of Trade and Industry, tel 071-215 2601.
* Date of first payment.

OTHER FACTS AND FIGURES 9·6
Regional Selective Assistance: Offers of £75,000 or more: Apr–June 1990 *

Region and company	Travel-to-work area	Assistance offered (£)	Project category †	SIC 1980 description
WALES				
John Williams Foundries Ltd	Cardiff	100,000	B	Ferrous metal foundries

Footnotes: See *table 9.6* on the following page.
Data in the above table are additions to the information published in *table 9·6* in the October issue of *Employment Gazette*.

9·6 OTHER FACTS AND FIGURES
Regional Selective Assistance: Offers of £75,000 or more: July–Sept 1990*

Region and company	Travel-to-work area	Assistance offered (£)	Project category †	SIC 1980 description
SCOTLAND				
A L Ellsworth Ltd	Glasgow	75,000	A	Cocoa, chocolate and sugar confection
California Cake and Cookie Ltd	Glasgow	95,000	A	Bread and flour confectionery
Coilcraft UK Ltd	Glasgow	130,000	A	Non-active components for electrical equipment
Compaq Computer Manufacturing Ltd	Greenock	4,800,000	A	Electronic data processing equipment
Conner Peripherals Inc	Irvine	20,000,000	A	Electronic data processing equipment
Crusader Insurance plc	Greenock	3,300,000	A	Insurance, excluding comp social security
Dunbar Decorations Ltd	Bathgate	93,000	B	Other paper and board products
Dunlop Textiles Ltd	Dunfermline	240,000	A	Work clothing and mens and boys jeans
Eaton Hydraulics Ltd	Kirkcaldy	1,300,000	B	Compressors and fluid power equipment
John Fleming and Co Ltd	Falkirk	180,000	A	Wholesale distribution of building materials
Joinery and Timber Creations	Dundee	140,000	A	Builders carpentry and joinery
Kolfor Plant Ltd	Dundee	120,000	A	Hiring out construction machinery
M and M Press (Glasgow) Ltd	Glasgow	260,000	A	Other printing and publishing
Marshalls Mono Ltd	Falkirk	205,000	A	Other building products
Quality Biotech Ltd	Glasgow	80,000	A	Professional and tech services nes
Reed Packaging Ltd	Glasgow	400,000	A	Other printing and publishing
Scottish Foam Ltd	Glasgow	450,000	A	Plastics products nes
Seamac Ltd	Dunfermline	80,000	A	Agriculture machinery
Stewart-Buchanan Gauges Ltd	Glasgow	90,000	A	Industrial valves
Tom Brand (Electrical) Ltd	Greenock	87,000	A	Repair of other consumer goods
U G Closures and Plastics Ltd	Stirling	550,000	B	Plastics packaging products
United Biscuits (UK) Ltd	Bathgate	2,000,000	A	Biscuits and crispbread
Whyte and Edward Diecasting Ltd	Glasgow	90,000	A	Other industrial and commercial machinery
William Sharp (Galston) Ltd	Kilmarnock	93,000	A	Hosiery and other weft knitted goods
Xcell Foam	Dundee	450,000	A	Other rubber products
Total		**35,308,000**		
WALES				
Brother Industries (UK) Ltd	Wrexham	250,000	A	Office Machinery
Clarkson Fabrics Ltd	Cardiff	550,000	A	Weaving cotton, silk, man-made fibres
Computerised Business Systems Ltd	Cardiff	90,000	A	Computer services
Elite Optics Ltd	Pontypridd and Rhondda	80,000	B	Photo and cinematographic equipment
Eurofoil Ltd	Pontypool and Cwmbran	90,000	A	Non-ferrous metal foundries
Gillet Exhaust Manufacturing Ltd	Blaenau Gwent Abergavenny	360,000	A	Motor vehicle parts
Interprise Ltd	Neath and Port Talbot	100,000	A	Pharmaceutical products
M C Sheet Metal Ltd	Merther and Rhymney	100,000	A	Forging, pressing and stamping
Maritime Dynamics Ltd	Pontypridd and Rhondda	140,000	A	Computer services
Otford Group Ltd	Merther and Rhymney	100,000	A	Plastics products nes
Pontrilas Group Packaging Ltd	Llanelli	100,000	A	Iron and steel industry
Total		**1,960,000**		
NORTH EAST				
Artix Ltd	Sunderland	615,000	A	Motor vehicles and their engines
Cascade (UK) Ltd	Newcastle Upon Tyne	400,000	A	Compressors and fluid power equipment
Cookson Laminox Ltd	Sunderland	250,000	A	Inorganic chemicals except industrial gases
Cummins Engine Co Ltd	Darlington	75,000	B	Motor vehicle parts
Cummins Engine Co Ltd	Darlington	140,000	A	Int comb engns (excluding road and agriculture vehicles)
Gift Wrap Ltd	Sunderland	85,000	A	Other paper and board products
Grove Coles Ltd	Sunderland	850,000	A	Mechanical lifting and handling equipment
Millicom Information Service Ltd	Darlington	450,000	A	Telecommunications
Muskaan Ltd	Middlesbrough	90,000	A	Production of food
Valeo Neiman Ltd	Morpeth and Ashington	400,000	A	Motor vehicle parts
WGR (Steels) Ltd	Middlesbrough	75,000	A	Finished metal products nes
Whessoe Systems and Controls Ltd	Bishop Auckland	480,000	B	Electric instruments and control systems
Total		**3,910,000**		
NORTH WEST				
BHW (Components) Ltd	Wigan and St Helens	200,000	A	Aerospace equipment manufacturing and repair
Brush Strokes (Cumbria) Ltd	Workington	75,000	A	Other manufacturing nes
CBS Batteries Ltd	Liverpool	240,000	A	Batteries and accumulators
Erlson Engineers Ltd	Wigan and St Helens	90,000	A	Mechanical and marine engineering nes
Fourways Manufacturing Ltd	Manchester	90,000	B	Bread and flour confectionery
Grandmet Restaurants Ltd, T/A Oakland Fast Foods Ltd	Bolton and Bury	500,000	A	Bread and flour confectionery
Hall Glass (Blackburn) Ltd	Blackburn	90,000	A	Building completion work
Hayton Builders Ltd	Workington	80,000	A	General construction and demolition work
Kearns-Richards (1990) Ltd	Manchester	380,000	A	Engineers small tools
Lakeland Fellmongers Ltd	Workington	90,000	A	Tanning, dressing and fellmongery
Manchester Cabins Ltd	Manchester	270,000	A	Fabricated constructional steelwork
Mas Electronics Ltd	Workington	1,700,000	B	Non-active components for electrical equipment
New Plan Furniture Ltd	Liverpool	650,000	A	Wooden and upholstered furniture
Northern Conveyors Ltd	Wigan and St Helens	150,000	A	Mechanical and marine engineering nes
Pharmaserve Ltd	Manchester	85,000	A	Pharmaceutical products
Rosco Clothing Ltd	Wigan and St Helens	90,000	A	Female light outerwear, lingerie etc
Sigmatex (UK) Ltd	Widnes and Runcorn	90,000	A	Hosiery and other weft knitted goods
Silentnight Holdings plc	Workington	85,000	A	Wooden and upholstered furniture
Vauxhall Motors Ltd	Wirral and Chester	8,000,000	B	Motor vehicles and their engines
Total		**12,955,000**		
YORKSHIRE AND HUMBERSIDE				
Bonar Rotaform Ltd	Sheffield	82,000	A	Plastics products nes
Delworth Ltd	Scunthorpe	75,000	A	Boilers and process plant fabrications
Kashmir Crown Bakeries and Sweets	Bradford	80,000	A	Cocoa, chocolate and sugar confectionary
Orion Chemicals Ltd	Rotherham and Mexborough	75,000	A	Wholesale distribution of fuels, ores etc
Richard Dunston (Hessle) Ltd	Hull	100,000	B	Shipbuilding and repairing
Woodside (Pre-cast) Concrete Ltd	Scunthorpe	75,000	A	Other building products
Total		**487,000**		
WEST MIDLANDS				
G S Print (West Midlands) Ltd	Birmingham	90,000	A	Other printing and publishing
Marasawa Telford Ltd	Telford and Bridgnorth	300,000	A	Finished metal products nes
Norfran Products Ltd	Telford and Bridgnorth	80,000	B	Non-ferrous metal foundries
Pulsafe Safety Products Ltd	Birmingham	180,000	A	Spectacles and unmounted lenses
Wynn Electronics Ltd	Telford and Bridgnorth	90,000	A	Non-active components for electrical equipment
Total		**740,000**		
EAST MIDLANDS				
Sias Foods (UK) Ltd	Corby	450,000	A	Preparation of milk and milk products
Total		**450,000**		
SOUTH WEST				
DMI Ltd	Cinderford and Ross-on-Wye	120,000	A	Mechanical lifting and handling equipment
Total		**120,000**		

Note: Inquiries regarding the published information should be addressed to:
English cases–Department of Trade and Industry, Room 324, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 071-215 2601);
Scottish cases–Industry Department for Scotland, 1E/1A Branch 2, Room 110, Magnet House, Glasgow G2 7BT (tel 041-242 5624);
Welsh cases–Welsh Office Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).
* Date of first payment. See footnote to *table 9·5*.
† A = Employment created, B = Employment safeguarded.

DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

MANUFACTURING INDUSTRIES
SIC 1980 Divisions 2 to 4.

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

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

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

PRODUCTION INDUSTRIES
SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

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

SERVICE INDUSTRIES
SIC 1980 Divisions 6 to 9.

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

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

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

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

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

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

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

WORKFORCE
Workforce in employment plus the unemployed as defined above.

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

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

Conventions
The following standard symbols are used:

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

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

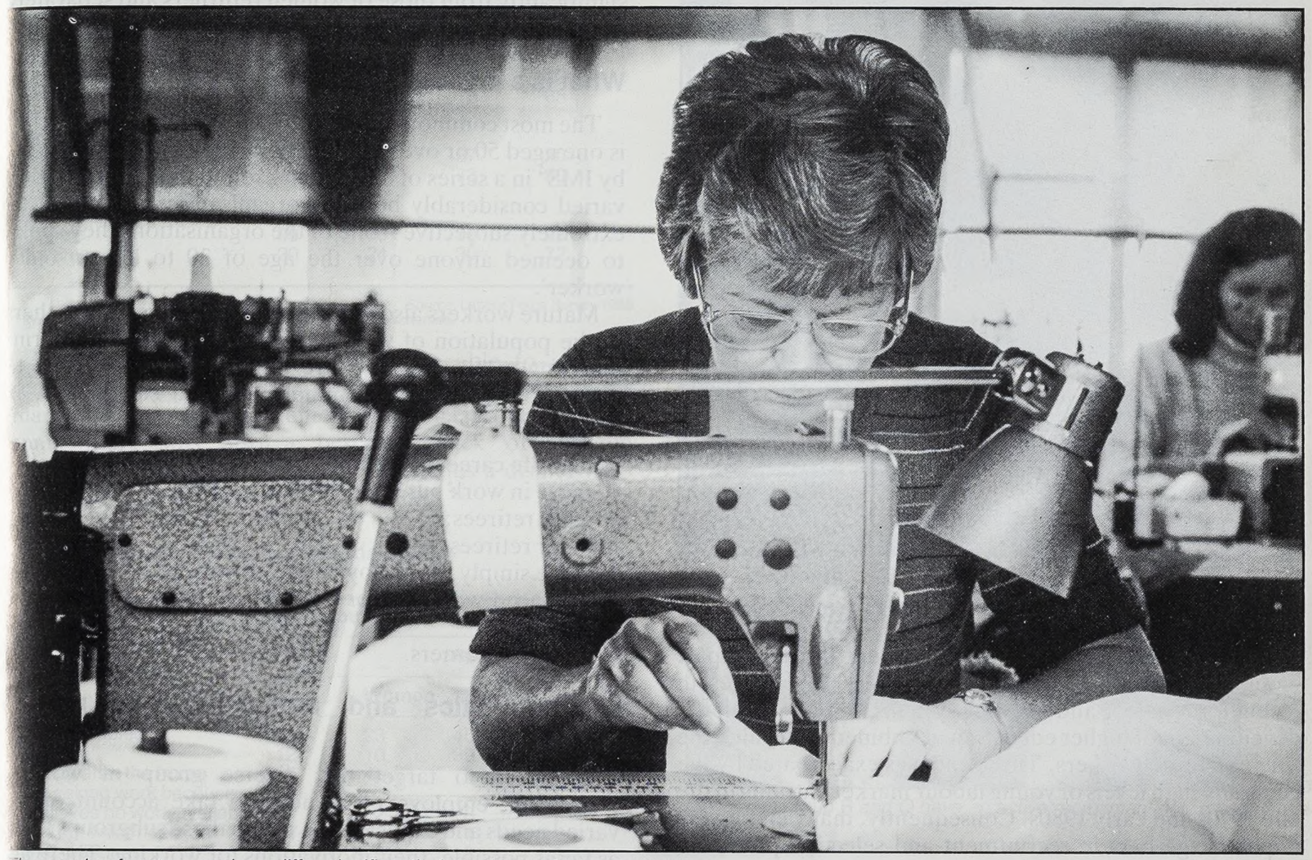
Regularly published statistics

Employment and workforce	Frequency*	Latest issue	Table number or page
Workforce: UK and GB			
Quarterly series	M (Q)	Jan 91:	1·1
Labour force estimates, projections		Apr 90:	186
Employees in employment			
Industry: GB			
All industries: by division, class or group	Q	Jan 91:	1·4
: time series, by order group	M	Jan 91:	1·2
Manufacturing: by division, class or group	M	Jan 91:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 90:	1·10
Local authorities manpower	Q	Jan 91:	1·7
Region: GB			
Sector: numbers and indices,	Q	Nov 90:	1·5
Self-employed: by region		Apr 90:	224
: by industry		Apr 90:	222
Census of Employment			
UK and regions by industry (Sept 1987)		Oct 89:	540
GB and regions by industry (Sept 1987)		Nov 89:	624
International comparisons	Q	Nov 90:	1·9
Apprentices and trainees			
Manufacturing industries: by industry	A	Dec 89:	1·14
by region:	A	Dec 89:	1·15
Employment measures	M	Jan 91:	9·2
Registered disabled in the public sector	A	Feb 90:	79
Labour turnover in manufacturing	D	Apr 90:	1·6
Trade union membership	A	May 90:	259
Unemployment and vacancies			
Unemployment			
Summary: UK	M	Jan 91:	2·1
: GB	M	Jan 91:	2·2
Age and duration: UK	M (Q)	Jan 91:	2·5
Broad category: UK	M	Jan 91:	2·1
Broad category: GB	M	Jan 91:	2·2
Detailed category: UK and GB	Q	Dec 90:	2·6
Region: summary	Q	Dec 90:	2·6
Age: time series UK	M (Q)	Jan 91:	2·7
: estimated rates	M	Jan 91:	2·15
Duration: time series UK	M (Q)	Jan 91:	2·8
Region and area			
Time series summary: by region	M	Jan 91:	2·3
: assisted areas, travel-to-work areas	M	Jan 91:	2·4
: counties, local areas	M	Jan 91:	2·9
: parliamentary constituencies	M	Jan 91:	2·10
Age and duration: summary	Q	Dec 90:	2·6
Flows			
UK, time series	M	Jan 91:	2·19
GB, time series	D	May 84:	2·19
Age time series	M	Jan 91:	2·20
Regions and duration	D	Oct 88:	2·23/24/26
Age and duration	D	Oct 88:	2·21/22/25
Students: by region	M	Jan 91:	2·13
Disabled jobseekers: GB	M	Jan 91:	9·3
International comparisons	M	Jan 91:	2·18
Ethnic origin		Mar 90:	125
Temporarily stopped			
Latest figures: by UK region	M	Jan 91:	2·14
Vacancies			
Unfilled, inflow, outflow and placings seasonally adjusted	M	Jan 91:	3·1
Unfilled seasonally adjusted by region	M	Jan 91:	3·2
Unfilled unadjusted by region	M	Jan 91:	3·3
Redundancies			
Confirmed: GB time series	M	Jan 91:	2·30
Regions	M	Jan 91:	2·30
Industries	M	Jan 91:	2·31
Advance notifications	S (M)	May 90:	287
Payments: GB latest quarter	D	July 86:	284
Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Jan 91:	5·1
Industries	M	Jan 91:	5·3
Underlying trend	Q (M)	Dec 90:	654
New Earnings Survey (April estimates)			
Latest key results	A	Nov 90:	571
Time series	M (A)	Jan 91:	5·6
Average weekly and horly earnings and hours worked [manual workers]			
Manufacturing and certain other industries			
Summary (Oct)	B(A)	Jan 91:	5·4
Detailed results	A	May 90:	244
Holiday entitlements	A	Apr 90:	222

Earnings and hours *(cont.)*	Frequency*	Latest issue	Table number or page
Average earnings: non-manual employees	M (A)	Jan 91:	5·5
Manufacturing			
International comparisons	M	Jan 91:	5·9
Agriculture	A	May 90:	253
Coal-mining	A	May 90:	253
Overtime and short-time: manufacturing			
Latest figures: industry	M	Jan 91:	1·11
Regions: summary	Q	Dec 90:	1·13
Hours of work: manufacturing	M	Jan 91:	1·12
Output per head			
Output per head: quarterly and annual indices	M (Q)	Jan 91:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Jan 91:	5·8
Quarterly and annual indices	Q	Jan 91:	5·8
Labour costs			
Survey results 1988	Quadrennial	Sept 90:	431
Per unit of output	Q	Dec 90:	5·7
Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Jan 91:	6·2
: percentage changes	M	Jan 91:	6·2
Recent movements and the index excluding seasonal foods	M	Jan 91:	6·1
Main components: time series and weights	M	Jan 91:	6·4
Changes on a year earlier: time series	M	Jan 91:	6·5
Annual summary	A	May 89:	242
Revision of weights	A	Apr 89:	197
Pensioner household indices			
All items excluding housing	M (Q)	Jan 91:	6·6
Group indices: annual averages	M (A)	Jan 91:	6·7
Revision of weights	A	July 89:	387
Food prices	M	Jan 91:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	Jan 91:	6·8
Household spending			
All expenditure: per household	Q	Jan 91:	7·1
: per person	Q	Jan 91:	7·1
Composition of expenditure			
Quarterly summary	Q	Jan 91:	7·2
In detail	Q (A)	Jan 91:	7·3
Household characteristics	Q (A)	Jan 91:	7·3
Industrial disputes: stoppages of work			
Summary: latest figures	M	Jan 91:	4·1
: time series	M	Jan 91:	4·2
Latest year and annual series	A	July 89:	349
Industry			
Monthly: Broad sector: time series	M	Jan 91:	4·1
Annual: Detailed	A	July 90:	337
: Prominent stoppages	A	July 90:	344
Main causes of stoppage			
Cumulative	M	Jan 91:	4·1
Latest year for main industries	A	July 90:	341
Size of stoppages	A	July 90:	342
Days lost per 1,000 employees in recent years by industry	A	July 90:	339
International comparisons	A	Dec 90:	609
Tourism			
Employment in tourism: by industry			
Time series GB	M	Jan 91:	8·1
Overseas travel: earnings and expenditure	M	Jan 91:	8·2
Overseas travel: visits to the UK by overseas residents	M	Jan 91:	8·3
Visits abroad by UK residents	M	Jan 91:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Jan 91:	8·5
Visits abroad by country visited	Q	Jan 91:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	Jan 91:	8·7
Visits abroad by mode of travel and purpose of visit	Q	Jan 91:	8·8
Visitor nights	Q	Jan 91:	8·9
YTS			
Entrants: regions	M	Oct 90:	9·1
Regional aid			
Selective Assistance by region	Q	Jan 91:	9·5
Selective Assistance by region and company	Q	Jan 91:	9·6
Development Grants by region	Q	Nov 90:	9·7
Development Grants by region and company	Q	Nov 90:	9·8

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

Special Feature



The needs of mature workers differ significantly from those of women returners.

Targeting mature workers

by Dorothy Berry-Lound
The HOST Consultancy

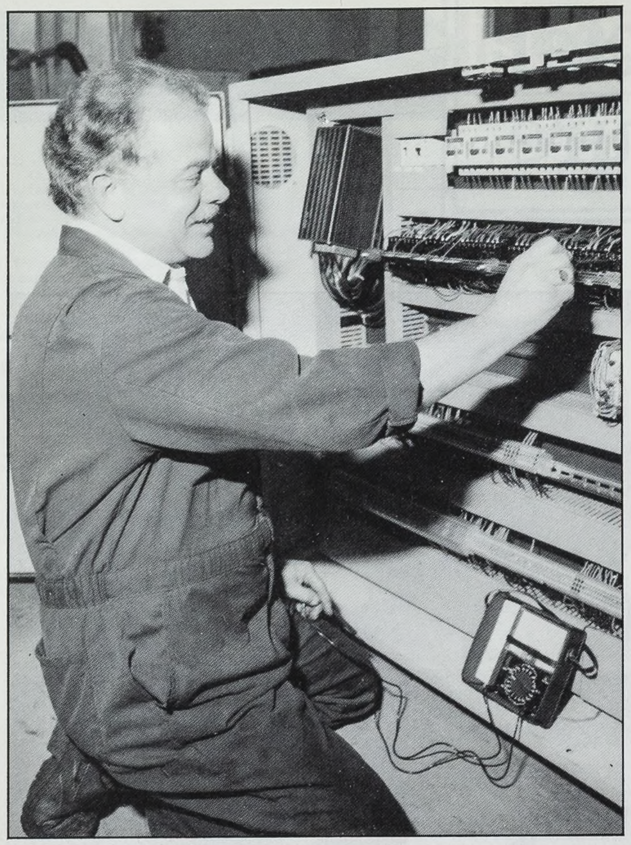
This article looks at some of the issues employers are likely to need to consider when attracting and recruiting mature workers; some issues of retention are also briefly covered. It draws on research by The HOST Consultancy[1] and experience in the United States, where research and practical evidence is more extensive.

As we enter the 1990s, a few enlightened employers in the UK have begun to look at ways in which they could attract mature workers[2] by targeting their recruitment (and also their retention) strategies more effectively. Many of these employers are in the service sector and have combined initiatives to curb or eliminate age discrimination in targeted recruitment.

Some of these organisations recognise that indirect and

[1] In particular, Berry-Lound D J, Battersby, D. *Alternative Recruitment in Tourism and Leisure, Case Study Report* NEDC Tourism and Leisure Industries Sector Group. This report will be published in association with an Action Pack for employers. Further details are available from Elaine Fenn at NEDO, 071-217 4061. Also working paper to HM Treasury.

[2] For the purpose of research in this area HOST has adopted the statistically 'traditional' view of mature workers in the UK being aged 50+.



A survey of 930 press job advertisements found that 88·5 per cent specified an age limit of 40 or less.

direct age discrimination were evident in their past employment practices. Since the mid-1960s, changes in technology, career and working systems, together with the development of higher education, combined to devalue the role of mature workers. This trend was exacerbated by the generally high levels of young labour market entrants in the late 1970s and early 1980s. Consequently, many employers imposed age bars in recruitment and selection practices. Two years ago, a survey of 930 press job advertisements found that 88·5 per cent specified an age limit of 40 or less?[1]

The need for change

During the early '80s in particular the pressure was on early retirement, so why should employers now bother targeting older workers?

The simple answer is that the prospects for the 1990s are very different: the fall in the number of young people between 1987 and 1995 is well chronicled[2] but less well reported is the slow rate of increase in numbers from the 'trough' until the year 2000. There will still be 14 per cent fewer young people available for work nationally in the year 2000 than at the beginning of the 1990s. By 2010 many parts of the country will still have fewer young people coming on to the labour market than currently. Despite the current slowdown of the economy, the so-called 'demographic timebomb' has not fizzled out; the issues it raises have merely moved temporarily into the background and are likely to remain with us for at least the next decade.

Much of the emphasis has been on women returners as the main alternative recruitment source. However, HOST research[3] has shown little difference in the numbers of employers taking initiatives towards attracting women returners (28 per cent) and mature workers (26 per cent) as recruitment sources (*figure 1*).

Nevertheless, the needs of mature workers differ significantly from those of women returners and separately tailored initiatives are required.

What is a 'mature' worker

The most commonly used definition of a 'mature' worker is one aged 50 or over, but opinions vary. Recent research by IMS[4] in a series of case studies found that the definition varied considerably between organisations and could be extremely subjective—one of the organisations they spoke to deemed anyone over the age of 30 to be an 'older worker'.

Mature workers also tend to be more diverse than others in the population of working age, and some of the firms targeting mature recruits are now finding it valuable to differentiate between nominally defined sub-groups, in particular:

- mid-life career changers;
- those in work but under-utilised;
- early retirees;
- older retirees;
- those simply unemployed or discouraged;
- displaced workers (for example, those with redundant skills);
- mature returners.

Characteristics and motivations of mature workers

In order to target this diverse group of workers effectively, employers will need to take account of the varied needs and expectations within these subgroups, and, as far as possible, their motivations for working. There are some nine million people in Great Britain aged between 50 and 64 years and of these six in ten are in, or seeking, employment[5].

While research by the Employment Department[6] suggests that the industrial and occupational structure of employment in this age group is broadly similar to that for younger age groups, *table 1* — based on the Labour Force Survey — shows some differences in working patterns for the over 50s. In particular, part-time work appears more important for women over 50 and men in their 60s.

Figure 1 Widening recruitment sources —percentage of employers taking initiatives to attract women returners

Source: HOST Survey 1989

Table 1 Full and part-time employment* in GB 1989

Per cent

	Age group			
	16–49	50–59	60–64	65
Males				
Full-time	97	97	90	32
Part-time	3	3	10	68
Females				
Full-time	60	48	27	20
Part-time	40	52	73	80
Males and females				
Full-time	80	76	70	28
Part-time	20	24	30	72

Source: Labour Force Survey 1989

* Excludes those on Government employment and training schemes.

The Labour Force Survey was also able to identify reasons for mature workers 'opting out' of the labour market. Sickness or disablement played a large part but for some there was also a perceived lack of suitable employment or access to it, which acted as a disincentive (*table 2*).

Table 2 Reasons for economic inactivity

Per cent

	Age group			
	50-59		60-64	
	Men	Women	Men	Women
Sick or disabled	68	23	45	10
Retired	12	10	39	57
Looking after the home	5	41	2	7
Not seeking work because believes no work available	7	2	8	2
Does not want/need job	4	18	4	12
Other reasons	5	5	3	3

Source: Labour Force Survey, 1989

Men over the age of 50 account for nearly 25 per cent of the long-term unemployed. Research by the Employment Department has shown that those over the age of 50 are less likely to become unemployed than those under 35 but when unemployed they spend much longer out of work.

Evidence of the influences upon and motivations of people taking early retirement suggests that this may be a significant potential recruitment pool if employment packages are sufficiently flexible to attract them. A survey[1] of 1,200 people taking early retirement found just over one-third reported their intention to return to work, with 37· 9 per cent of these saying they would be looking for full-time jobs.

74 per cent of those questioned had taken voluntary early retirement, many with the expectation of being able to find work to boost their pension income. Most were prepared to accept lower level positions with less money and some had intended to start their own business. The results suggested that marital status was only a partial influence on intentions to return to work. Men with younger wives (and therefore often young families) were more likely to return, as were those with other financial dependants—for example, aged parents.

Table 3, taken from the same research, shows a comparison between intention to return and actual outcome and shows that those intending to return full-time had been most successful at finding work. However, about one-third who had preferred a part-time commitment (and half of those who had been unsure) were not successful.

DIY stores group B and Q have an active recruitment policy targeted at the over 50s.

Table 3 Return to work—intention and outcomes compared

Per cent

Outcomes	Intentions to return to work				
Main employment type	Yes		Unsure	No	All replies
	Full-time	Part-time			
Own business	9·4	9·6	3·3	1·6	5·3
Full-time job(s)	74·8	22·6	12·2	2·9	21·4
Part-time job(s)	2·0	25·9	17·1	4·7	11·0
Freelance	1·0	4·2	6·6	4·2	3·6
Paid odd jobs	1·5	6·0	8·3	6·4	5·3
None at all	11·4	31·6	52·5	80·1	53·4
All	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**

Source: McGoldrick and Cooper, *Early Retirement 1988*

Changing jobs

Mature employees may have a number of different reasons for changing jobs. The UK research base in this area is limited but the American Association of Retired Persons investigated the viewpoints of older workers in

[1] MSL survey of advertisements for vacancies taken from *The Sunday Times*, *Daily Telegraph*, *Financial Times*, *Guardian*, *Marketing Week* and various engineering publications.
[2] For example, see NEDO/TA *Young People and the Labour Market*, autumn 1988.
[3] Survey research conducted by HOST for the NEDO/TA report *Defusing the Demographic Time Bomb*.
[4] Metcalf, H, Thompson, M, *Older Workers* IMS 1990.
[5] Parsons, Dr D J, *Older Workers, Ageism and Labour Force Change: A Challenge for Employment Policy?* Conference paper, September 1989.
[6] Department of Employment, *Employment Patterns for the Over 50s*, minutes of evidence to House of Commons Employment Select Committee 1989 (second report) London, HMSO.

[1]McGoldrick, A E, Cooper, C L, *Early Retirement*, Gower 1988

1986. Non-wage factors were found to be particularly important (*table 4*). For the purpose of their research they took the age definition as 40+ together with a sample of those aged 63+.

Table 4 What workers would look for if changing jobs* (percentage of 40+ workers rating them a 'major' consideration in a potential job change)

Per cent

	Total	
	40+	63+
Chance to be of service	69	70
Type of employer	68	68
Working conditions	67	63
Fringe benefits	67	61
Pay	66	67
Chance for personally rewarding job	66	52
Type of workplace	57	59
Co-workers	53	53
Supervisor	50	48
Chance to do something new	48	40
Chance for promotion, greater responsibility	48	31
Chance to learn a skill	47	36

Source: *Work and Retirement*, AARP, 1986.

* A nationwide survey of 1,300 workers aged 40 and older plus a subsample of 300 workers 63 and older.

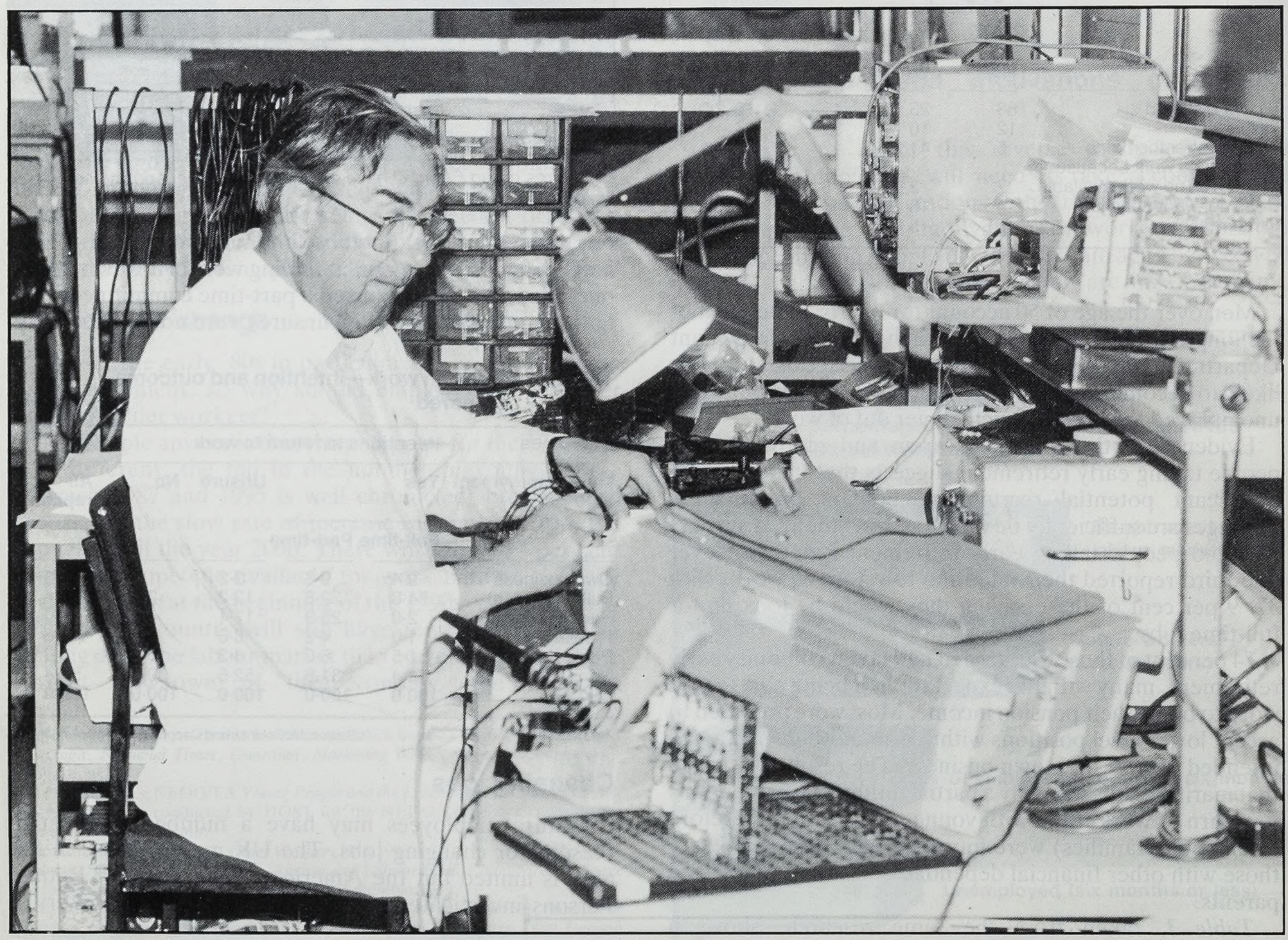
Retention

Flexible working systems (for example part-time careers, flexible working contracts and career breaks) and flexible retirement practices head the list of requirements for retaining mature workers. Phased retirement—that is gradually decreasing working hours or downscaling responsibility through job redesign—might be one way of encouraging mature employees to remain in employment, while employment past retirement on short-term flexible or part-time contracts is becoming less uncommon.

Training to develop latent skills and talents is also important. Much has been made in the past of so-called 'technophobia' and resistance to change but HOST's research has shown this can be reduced by training. In many cases, only a few days' refresher training is required— and for some even less. Work in the United States has long established that cognitive abilities do not decline proportionately with age but the rate of learning among mature workers faced with new skill or knowledge needs is slower. This does not suggest that mature workers are a poor training investment; only that to optimise its effectiveness, different training techniques or mechanisms may be required—open learning and self-paced techniques have already proved effective for mature workers among some of the more innovative employers in the UK, for example in retailing.

International comparative research evidence on the training needs and effectiveness of mature recruits is very limited. A research programme in the UK, to be conducted by the Social and Applied Psychology Unit at the University of Sheffield and funded by ESRC/MRC, will provide some new information but more 'best practice' evidence within organisations is urgently needed to overcome outdated and obstructive attitudes among too many managers in industry and commerce.

The ageing population and increasing trend towards longevity also has implications for employers—the number of dependent elderly relatives is projected to increase from 695,000 in 1986 to 1,146,000 in 2001. These may become critical issues in the effective engagement of those in their 50s and 60s. For instance, employers will need to adapt to changing social and family needs. In particular, the main emphasis of community or domestic care for those over 70 will fall on many of those mature workers whom innovative employers are seeking to attract or retain.



The most commonly used definition of a 'mature' worker is one aged 50 or over. Photo: Paul Murphy

The issues of 'eldercare' and employers' options for assisting with these caring responsibilities were discussed in *Work and the Family—Carer Friendly Employment Practices* published in January 1990.[1] At the time of the publication few employers had begun to recognise the importance of eldercare as an issue for the 1990s. Recent research for NEDO[2] had identified one British employer, Granada Studio Tours, which cites 'granny care' as a more pressing issue than childcare. Others will increasingly find this to be the case in their local labour market situations.

Employer initiatives

In the USA, a common theme to the successful targeting of mature workers is the identification of this group's special needs and the subsequent tailoring of schemes to meet those needs.

Days Inns Hotels has introduced a highly successful programme to recruit and promote mature workers. The initial recruitment drive brought such good results that in March 1988 the company organised a senior citizens' jobs fair, prepared primarily by older workers employed in its reservations centre in Atlanta. 50 mature workers have been employed through the senior recruitment programme and several have earned promotion into other departments. It offers mature workers on-the-job training, a flexible work schedule, promotion opportunities, discounts at hotels and incentive prizes. One notable scheme is the development of a scholarship programme for the children and grandchildren of mature workers.

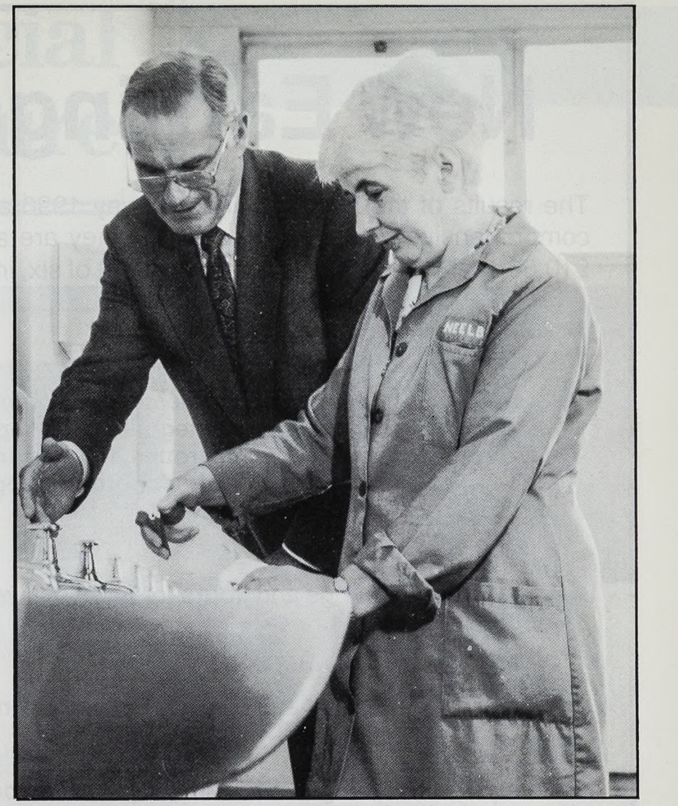
In the UK, Tesco—operating probably one of the best known and most extensive schemes—introduced a targeted recruitment campaign, entitled 'Life begins at 55'. (See *Employment Gazette*, January 1990). Between November 1988 and June 1989 it recruited over 1,500 people in their 50s and 60s and the scheme has drastically cut vacancy levels. Similarly the McDonalds' programme 'Over 50 but not over the hill' is aimed at overcoming the fear among mature workers that employers will be reluctant to offer them employment.

DIY stores group B and Q is another company with an active recruitment policy targeted at the over 50s.

In the last year the number employed in this age group by the company has gone up by 50 per cent.

Some employers are starting to widen their age criteria but Thorpe Park, a leisure centre in Surrey, has gone further. By emphasising an open age, hours-to-suit policy (with a minimum of four hours per week) it attracted 2,500 people from a cross-section of the local community. One new recruit was aged 77 and wanted to work as many hours as possible in the summer so that he and his wife could spend the winter in Australia.

Another septuagenarian, employed by Montagu Ventures at Beaulieu, is employed as a 'coach driver's information assistant' working a three/four-day week on a rota system.



Part-time work appears more important for women over 50 and men in their 60s.

British Airways has recognised the need to allow for phased retirement, endeavouring to retain skills at least on a part-time basis. It is planning a 'winding down contract' which would allow staff to transfer to a lower paid, less stressful position for a short period prior to retirement (with adjustments made to their pension contributions to maintain pension expectations derived from their previous salary). In addition, a small number of ex-employees are offered consultancy contracts to ensure skills and knowledge can still be tapped.

Employees who retire early from IBM are being offered 90 days' work per year at 40 per cent of their final salary in each of the two years after retirement. This follows the establishment of Skillbase (40 per cent owned by IBM) which aims to utilise the skills and talents of former IBM employers.

Targeting for the future

Experience (particularly in the USA) shows that there is considerable scope for raising the contribution made by mature workers in the labour force. In employment policy terms, effective targeting needs to take into account recruitment marketing, working systems, training, compensation and benefits, pensions and related issues.[3]

All these issues need to be addressed if employers are to succeed in developing mature workers as a recruitment source. Some of them will require drastic long-term restructuring of organisations' human resource policies. ■

[1] Berry-Lound, D J, *Work and the Family—Carer-Friendly Employment Practices*, IPM 1990.

[2] Berry-Lound, D J, Battersby, D, *op cit*.

[3] See also Berry-Lound, D J, *Tuning into Tomorrow's Workforce*, Gower 1991 (forthcoming)

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The flip side of training

by Alan Bellinger[1]

International marketing manager, Applied Learning

The information technology industry has become a victim of its own success. As British business becomes ever more dependent on the industry, the number of technical students has declined. There are not enough skilled technicians to cope. Is there a way out?

It used to be said that Information Technology would introduce an unparalleled age of leisure as businesses required people to work shorter hours to run them. The truth has turned out to be an ironic reversal of that vision because of the success of the technology.

What has happened, at precisely the moment that British business has achieved its greatest dependency on information technology, is that there are too few information technicians with the requisite skills.

Industry is already feeling the pinch and can see no immediate solution. After all, universities report that the

[1] The views expressed in this article are the author's own and not necessarily those of the Department of Employment. Applied Learning supplies computer and distance learning courseware and consultancy.

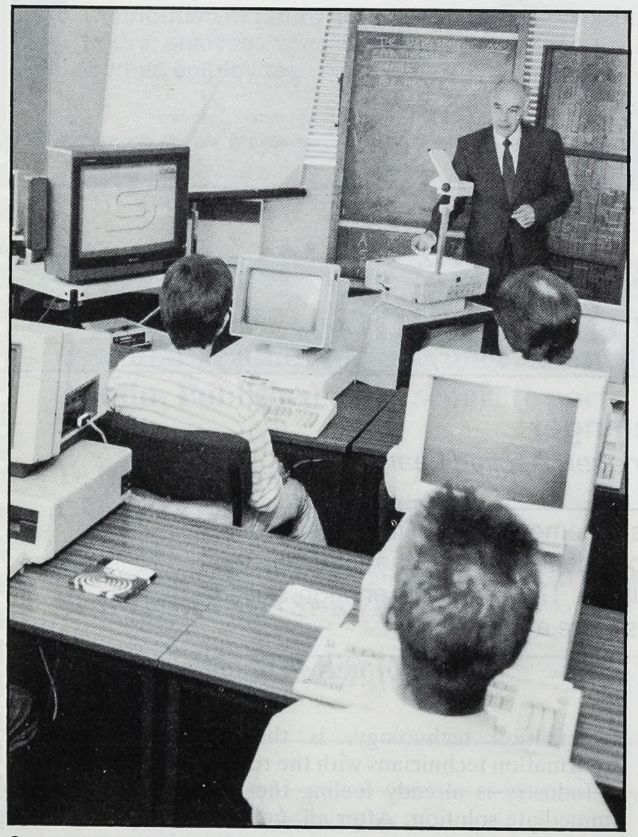
number of technical students is declining. The problem is made worse by the transient technician, who only works until a better offer comes along.

Part of the techno-drain comes from the rapid increase in new applications. Every day we read of new systems being installed which are intended to have a major impact on the way companies carry out their business. National Westminster Bank, for example, has recently announced a £15·6 million upgrade to its national network of branch computers to "enable the existing range of services to be expanded in line with their business objectives." On the same day Savacentre, part of the Sainsbury group, announced a £3·5 million investment in scanning systems for its seven UK hypermarkets.

Or how about the new competitive edge system from American Airlines? Called SabreVision, it links SABRE (the Travel Information Network) to a network of personal computers, CD-ROM, videodisc and ticket printers to provide a travel system through which consumers can see a video film of their holiday destination, obtain price alternatives and purchase tickets.

Qualified staff

Investment on this scale means a huge demand for staff who are sufficiently qualified to design, implement, operate and support systems which are central to the operation of the enterprise. The Norwich Union's requirements for such staff will exceed the output of all the schools in East Anglia in the 1990s—hence its decision to construct a new processing centre in Sheffield. The problem is even more acute in the United States—one theory quite prevalent in the industry suggests that if current trends continue then, by the year 2010 (at the latest), the entire population of the USA will have to be employed as programmers.



Computer-based training on health and safety issues at British Steel—one of the National Training Award winners for 1990.

Photo: Margaret Robinson

That's an absurdity, of course. But the harsh truth remains that fewer and fewer people are qualified for these technical positions.

The end of the baby boom means that fewer students are passing through the education system, and national training programmes, such as Youth Training and Employment Training, are not designed to produce masses of potential IT technicians.

The skills shortage goes way beyond teaching spreadsheet or even database technology to classrooms of bored school leavers. Many of the organisations which have managed to harness information technology are experiencing rapid growth or are operating in highly competitive environments. The problem is that these companies are finding it increasingly challenging to retain their high performers—their companies' most valuable assets. The issue is: how do we keep them performing above the norm and how do we maintain their high job satisfaction to prevent them from leaving to achieve their potential elsewhere?

Traditionally the strategy was simple: reward them with financial incentives. Unfortunately, in a world in which pressure on margins continues to grow, throwing money at the problem is often impractical. Furthermore, there is a tendency to leave high performers alone (so that the manager can focus on the problematic areas and give them more to do (because managers know they will be able to handle it). Both strategies fail to meet the expectations and personal satisfaction goals of the high performers.

Instead, we need to find ways to meet their motivational and personal needs and, at the same time identify strategies that will provide the trained staff necessary to develop and support the systems of the future.

Match-making

The solution? Well, some companies are employing a drastically different perspective on this problem. Accepting that the skills shortage is a fact of life (rather than a momentary blip), they are adapting to it and gaining a valuable competitive edge. The thinking goes like this: training has traditionally been a case of matching skills against requirements, but that is no longer an automatic option, given the problems outlined above. Besides, a normal skills requirement analysis only matches the structure of your organisation that you enjoy or plan to enjoy. The nature of change within the business markets is such that you can no longer be certain of the direction or position—or even existence—of your company in the short to medium term, let alone the longer term.

So what can you do? The answer has such a simplicity and strength that it makes fundamental business sense: don't just match skills against requirements—turn that on its head and start to match requirements to skills.

If managers view (as they should) their staff as the most important resource they possess, then they can increase the value of that resource by liberating it. Instead of creating the right person for the job, the existing talents of the management should be developed to lead the company or organisation into new areas, whatever they might be. There are dangers there, of course. There are difficulties too. And there are bound to be cultural pressures not to cut loose from the norm. But making training into an entrepreneurial weapon is the key way of reintroducing dynamism into an organisation, relearning the energy and enthusiasm of a start-up and then utilising the resources and the marketing expertise of the established organisation.

That's not a widespread realisation yet. British industry ınd commerce seem always to be surprisingly complacent ıbout their future. In a recent Peat Marwick survey on the skills shortage, for instance, the key issues identified by managers were: the need to learn a foreign language, flexible working hours and assistance with child care. Of much less importance was homeworking, attracting people back to work and job sharing. And nowhere was the problem of developing management skills even discussed. In other words, training is seen as a way of enabling people to undertake existing jobs more easily. Not more effectively. Not more imaginatively. Just easily.

But if British businesses are to remain competitive, employers must tackle this business crisis. One obvious way to solve the problem is aggressive training and human resource development. Employees who are continuously trained so that they grow in human resource terms know that they will be able to excel both at their jobs and probably advance in the company. And the traditional role of training can also ensure that personnel can be trained to fill any jobs that suddenly become vacant. Key is the realisation that a firm training programme is in place.

As Sir John Harvey-Jones said at the conclusion of his television series *Troubleshooter*, "I was amazed at how little regard was paid to the process of management and how little background of management skills there was in most of the businesses I visited. I am lucky enough to have come from backgrounds where even the best was not considered good enough, and there was continual, relentless pressure to improve your professionalism. Both the Royal Navy, where I received my initial schooling, and ICI, where I was taught most of what I know about industrial management, believed that the primary responsibility of senior managers was to train, develop and help their subordinates."

Unfortunately, too much training is of the self-help, *ad hoc* variety, depending too much on individuals to read the correct journals and to volunteer for suitable courses. Instead companies should pay more than lip service to a well designed, co-ordinated training facility that seeks to change attitudes as much as it sets out to teach specific skills.

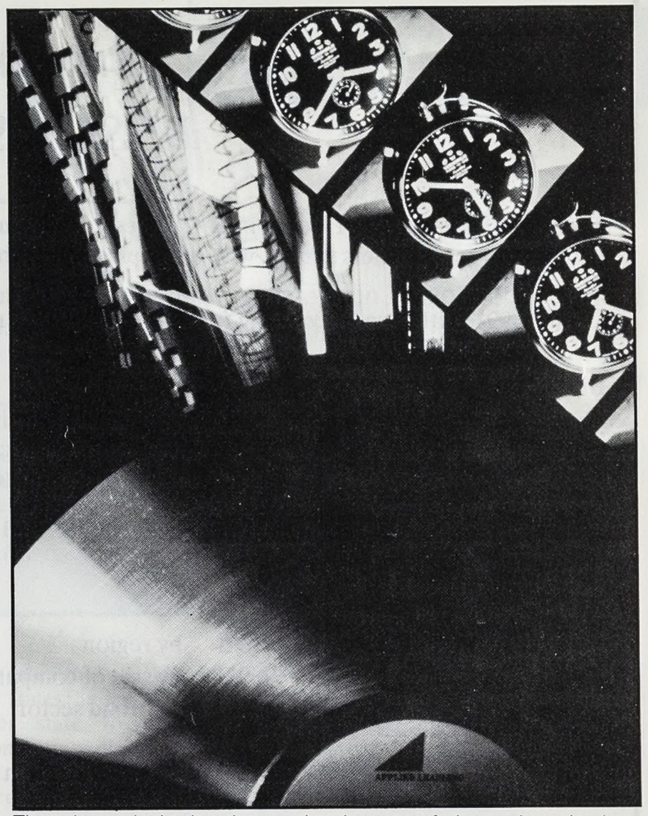
Technology of training

That brings us neatly to the whole question of using technology in training. In their simplest forms there are four styles of technology-based training courses: Computer-Based Training (CBT), linear video, interactive video and CD-ROM.

CBT is courseware which resides on a computer—PC or mainframe. The trainee is led through a series of question and answer routines, the sophistication of which are limited only by the person developing the training programme. However, the effectiveness of the training can be limited because of the poor graphics capabilities of most mainframe terminals and low-cost PCs.

Linear video, on the other hand, has excellent graphics capabilities because it uses video filming techniques. This is a very useful method for teaching conceptual information but it has little application where interactive training is required.

Interactive video combines these two technologies by giving the PC the power to retrieve video sequences from the interactive disc. This broadens the scope considerably. New courseware emulates many of the one-on-one training techniques and it reacts to the individual learning style of the student. No longer does everyone have to follow the same course but the system will adapt to each individual's prior knowledge and learning ability.



There is no doubt that the accelerating rate of change in technology means there is less time in which to learn.

Finally there is CD-ROM technology, which employs many of the interactive video techniques, but uses disks similar to the domestic CD rather than the larger videodiscs. Not only is this a cheaper and more compact solution but it can be exceptionally productive in developing the student's understanding and proficiency.

This is not to say that chalk and talk is dead. Many trainers fear the intrusion of technology into the classroom but there is ample evidence to show these Luddites that a combination of technology-based training and conventional training techniques offers the most effective solution. This is as true for teaching facts to technicians as it is for implementing change throughout the organisation.

Learning centres

A number of organisations who are committed to training as an integral part of the corporate culture have set up Learning Centres. The concept is to create a facility which has courseware (conventional courses or technology-based courses) available to help all levels of staff to assimilate new technology. This might be as simple as the technology room at Lloyd's of London where they provide introductory courses for underwriters, brokers and Corporation staff. Or it could be as sophisticated as the British Airways £3 million, 17-classroom training centre at Hounslow. Here they hold regular briefing sessions using keynote speakers, they provide open learning using courses drawn from Applied Learning's 3,000 courses delivered on interactive video or CBT, as well as offering live training in the fully equipped classrooms.

There is no doubt that the accelerating rate of change in technology means there is less time in which to learn. Much of today's knowledge will be made obsolete by the end of the century. As a result, staff need to be trained, retrained and trained again. That's a challenge, but it's made easier by an understanding that training can liberate the organisation rather than enforce it. ■

Questions in QA Parliament

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

Department of Employment Ministers
Secretary of State: **Michael Howard**
Parliamentary Under Secretaries of State:
Robert Jackson, Eric Forth and Viscount Ullswater

Labour and Social Affairs Council

Patrick Thompson (Norwich North) asked the Secretary of State if he will make a statement on the outcome of the Labour and Social Affairs Council meeting held in Brussels on November 26.

Michael Howard: The government welcomes the result of this Council.

The Council formally adopted the health and safety directive on biological agents, and reached a common position on a directive to control the use of asbestos at the workplace. A decision on an action programme in favour of the elderly was agreed as was a resolution on the comparability of vocational training qualifications.

There was a lengthy discussion of the directives concerning part-time and temporary work, as proposed by the European Commission under its social action programme. A clear majority of member states had significant difficulties with the substance of the proposals; and they also agreed that Article 100A of the Treaty, as proposed by the Commission, was an inappropriate treaty base and that directives of this kind required unanimity in the Council.

A large majority of the delegations agreed with the United Kingdom that rapid progress could now be made towards agreeing the proposed directive on the health and safety of temporary workers.

There was also discussion of regulations concerned with the free movement of labour and social security entitlements for migrant workers. Some of the other member states had difficulties with the current draft texts.

The Council was given a progress report by the Presidency on the social action programme as a whole, and the Commission gave a report on immigration and the Community.

The Commissioner for Social Affairs introduced her report on implementation of existing EC social legislation throughout the Community. It indicates that the UK leads all other member states; indeed, we are the only member state to have implemented all the Community directives in the social affairs field.

Overall, the United Kingdom was pleased to be able to agree to a number of sensible, well-prepared proposals in the areas of health and safety at work, training and improvements to the labour market. The government will continue to oppose vigorously any EC legislation which would damage either job prospects in the United Kingdom and the rest of the Community or the competitiveness of our industries.

This Social Affairs Council was a further example of how the rest of the Community often shares the views of the United Kingdom when they address specific proposals for legislation or action.

December 6

Michael Howard

Women returnees

Michael Stern (Bristol North West) asked the Secretary of State for Employment how many approved training places are taken up by women returnees to work in the latest available 12 months.

Michael Howard: It is estimated that about 3 per cent of all entrants to Employment Training are women returners.

November 13

Enterprise agencies

Harry Greenway (Ealing North) asked the Secretary of State for Employment how many enterprise agencies have been established since 1979; how many were established in the period 1974 to 1979; how many jobs are estimated to have been generated in each case; at what cost to public funds; and if he will make a statement.

Eric Forth: The first enterprise agencies were established in 1978. At present we know of 324 operating in England.

Information on the number of jobs estimated to have been created by these agencies is not collected centrally by my department.

Since April 1986 Government funding of local enterprise agencies in England has been primarily through my department's Local Enterprise Agency Grant and Project Schemes. To date over £10 million has been paid to more than 200 agencies through these schemes.

November 13

Henry Bellingham (North West Norfolk) asked the Secretary of State for Employment how many local enterprise agencies are currently operating; and if he will make a statement of their progress to date.

Eric Forth: We know of 419 local enterprise agencies operating in the United Kingdom. Of these, 406 are approved by my department under the statutory provisions which allow for tax relief on donations to them.

Many local enterprise agencies have now developed close working relationships with Training and Enterprise Councils, bringing positive benefits to themselves, the TECs and to local small businesses.

November 13

Training and Enterprise Councils

Barry Sheerman (Huddersfield) asked the Secretary of State for Employment how many of the Training and Enterprise Council chief executives designated or appointed have been recruited from: (a) outside the civil service and (b) outside the Training Agency.

Robert Jackson: Sixty-four of the 82 Training and Enterprise Councils have appointed or designated a chief executive to date. Of these, 25 were recruited from outside both the civil service and the Employment Department.

November 27

Ian McCartney (Makerfield) asked the Secretary of State for Employment how many of the members of Training and Enterprise Councils represent: (a) employers, (b) trades unions and (c) others; if he will classify in broad terms the categories from which members under (c) are drawn; what information is held on the political affiliation of members of Training and Enterprise Councils; and whether any members are nominated by political groupings.

Robert Jackson: The information requested on board members is set out below and refers to the 41 operational Training and Enterprise Councils (TECs). The role of TECs is to engage employers more fully in the training process. It is not their function to represent sectional interests in their local community. Board members are, therefore, appointed as individuals in their own right.

The number of board members drawn from the various sectors is as follows:

Employers	378
Trade unions	29
Other	137

The 'other' category can be broken down into:

Local authority	50
Education	59
Voluntary organisation	20
Employer association	8

Information is not kept on the political affiliation of TEC members. Board members are not drawn from political groupings.

November 27

Administration costs

Tim Devlin (Stockton South) asked the Secretary of State for Employment whether the administrative costs of his department rose by more or less than the retail price index in the last financial year.

Robert Jackson: The gross administrative costs of my department rose by 5·2 per cent in the last financial year, considerably less than the retail price index which rose by 9·4 per cent over the same period.

December 5

Co-operative employment

Alun Michael (Cardiff South and Penarth) asked the Secretary of State for Employment what fresh initiatives he plans to take to encourage the development of co-operative and mutual forms of employment and ownership.

Eric Forth: I announced today that as part of my department's general policy to promote small firms, funding has been made available to provide short-term pump-priming support for projects submitted by the co-operative sector.

This will be available over the next two financial years specifically for good quality innovative projects to promote co-operatives, or develop business training, advice and other strategies to improve the business performance and competitiveness of co-operatives.

November 13

European Social Fund

John Battle (Leeds West) asked the Secretary of State for Employment when he expects to announce details of ESF Funding arrangements.

Eric Forth: My department indicated in May this year the amounts of money likely to be available to the main groups of organisations involved in the European Social Fund in 1990.

The European Commission gave its approval for our operational programmes only in August this year. Since then some 2,500 applications have been submitted, of which over 1,500 were received by my department at the end of September. The vast majority had to be returned for revision because of errors.

My department is doing everything possible to expedite the process. Some payments have already been made and it is hoped to complete the process by the end of January.

December 5

Henry McLeish (Fife Central) asked the Secretary of State for Employment when the United Kingdom's tranche of European Social Fund money was given to his Department; and if he will make a statement.

Eric Forth: My department received most of the first advance money for the 1990 programmes supported by the European Social Fund in October 1990.

This money is being paid out to organisations once they have submitted correct applications to my department.

A very real effort has been made to expedite the processing of applications this year. Employment Department officials have been working overtime in the evenings and at weekends, and extra staff have been recruited to help out.

November 27

Youth training allowances

Dave Nellist (Coventry South East) asked the Secretary of State for Employment if he will produce a table to show the changes in the level of YOP/YTS allowance since April 1978, giving: (a) the date of the change, (b) the level of the allowance and (c) the value of the allowance at November 1990 prices; and what the allowance would now be if it had kept pace with average earnings since April 1978.

Robert Jackson: The table below shows the changes in the minimum allowances paid to trainees on Youth Opportunities Programme/Youth Training Scheme since 1978, expressed in cash terms at October 1990 prices, the latest month for which information is available.

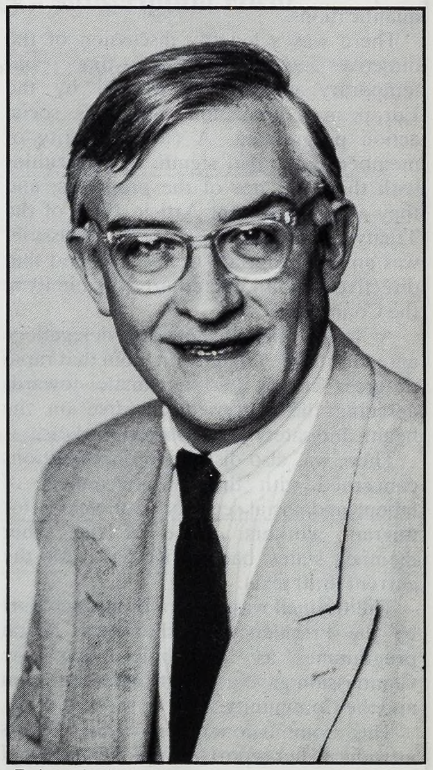
If the minimum YT allowance had increased with average earnings since April 1978, it would have been £62.35 in September 1990, the latest month for which average earnings information is available.

Figures quoted are minimum levels. A considerable number of YT trainees receive higher allowances or wages.

Date of change	Cash value	At constant October 1990 prices[1]
Lower level		
April 1978	£19.50	£51.50
November 1978	£20.55	£52.16
November 1979	£23.50	£50.82
January 1982	£25.00	£41.37
September 1984	£26.25	£37.96
September 1985	£27.30	£37.27
April 1987	£28.50	£36.48
July 1988	£29.50	£36.02
Higher level		
April 1986	£35.00	£46.69

[1] Estimated using the movement in the Retail Prices Index.

November 27



Robert Jackson

Fine dust

Win Griffiths (Bridgend) asked the Secretary of State for Employment if he will commission research on the health effects of fine dust particulates from industrial and extractive industries and as to any relationship between the presence of certain types of dust in the atmosphere and the incidence of asthma.

Eric Forth: The Health and Safety Executive (HSE) has conducted extensive research and commissioned a number of extra-mural studies into the effects of dusts which may cause respiratory sensitisation in a range of industries. There are two current extra-mural research studies funded by HSE at the Institute of Occupational Medicine (IOM) in Edinburgh. One examines the relationship between exposure to dust and silica by workers in the Scottish hard rock quarry industry and a number of respiratory diseases, the other is looking at the effects of dust and airborne quartz in the British heavy clay industry.

There have been a considerable number of studies researching the causes of respiratory diseases. In particular an HSE sponsored study, The Surveillance of Work-Related and Occupational Respiratory Disease (SWORD) is collating information on occupationally related respiratory problems; this study is intended to provide a greater understanding of the causes of a number of respiratory diseases including occupational asthma. In addition HSE has commissioned a research project on occupational asthma which is intended to assess the likelihood of sensitisation to some of the agents typically found in industrial environments.

November 27

Industrial tribunals

Tony Blair (Sedgefield) asked the Secretary of State for Employment if part-time chairmen of industrial tribunals have been stopped from hearing cases; what is the current waiting time for a hearing date; and towhat extent the waiting time has changed in recent months.

Eric Forth: Restrictions on the use of part-time chairmen were lifted on November 9. Information on recent waiting times is not yet available.

November 19

Tony Blair (Sedgefield) asked the Secretary of State for Employment how much further funding has been received by the industrial tribunals; and what plans he has to review the amount further in the rest of the financial year.

Eric Forth: The budget of the Industrial Tribunals (England and Wales) has been increased by £750,000.This will enable the tribunals to operate normally for the rest of the financial year.

November 19

Eric Forth

Greville Janner (Leicester West) asked the Secretary of State for Employment how many cases were dealt with by industrial tribunals in the years 1986, 1987, 1988 and 1989 and in the six months of 1990; and how many he estimates will be heard by industrial tribunals in the last six months.

Eric Forth: The number of cases in which tribunals promulgated decisions for the years 1986 to 1989 and for the first 6 months of 1990 is as follows:

12 months ended March 31 1987	39,404
12 months ended March 31 1988	34,233
12 months ended March 31 1989	29,317
12 months ended March 31 1990	31,913
6 months ended September 30 1990	17,304

It is not our practice to give estimates of the number of cases to be heard by the industrial tribunals.

November 30

Health and Safety Executive

Andrew F Bennett (Denton and Reddish) asked the Secretary of State for Employment if he will indicate how far complaints to the Health and Safety Executive have increased over the last five years; and how much money the Field Operations Division has received in each of the last five years.

Eric Forth: Information about the number of complaints received by the Health and Safety Executive (HSE) is only available for the last four years. A comparison of the number of complaints received in the period April 1, 1986–March 31, 1987 and April 1, 1989–March 31, 1990 indicates an increase of over 80 per cent. HSE's Field Operations Division was only established on April 2, 1990 with a budget of £50·5 million for 1990/91.

December 3

Pig farming

Simon Hughes (Southwark and Bermondsey) asked the Secretary of State for Employment what estimate he has of the number of workers in the intensive pig farming business who suffer from chest complaints; and if he will make a statement.

Eric Forth: Studies by the Health and Safety Executive (HSE) and others suggest that workers in intensive pig rearing houses have a higher prevalence of a range of respiratory symptoms than the general population. HSE is currently analysing the available data and I will write to the hon member once I can give a more definitive reply.

November 12

Training expenditure

Harry Greenway (Ealing North) asked the Secretary of State for Employment how much has been spent on training in the past year; what were the figures in 1975 and 1978 in real and money terms; and if he will make a statement.

Robert Jackson: Records are kept on the basis of the standard financial year for government expenditure, which runs from April 1 to March 31.

The total expenditure on training by the Employment Department Group Training, Enterprise and Education Directorate (and its predecessors the Training Agency, Training Commission and the Manpower Services Commission) in 1975–76, 1978–79 and 1989–90 at cash and constant (1990–91) prices is shown below.

	£ million	
	Cash prices	Constant (1990–91) prices
1975–76	171·7	620·2
1978–79	377·3	954·3
1989–90	2,658·8	2,871·5

Figures are shown at cash and constant (estimated) 1990–91 prices calculated by use of the GDP Deflator Index from the Chancellor's Autumn Statement.

December 5

New business registrations

Michael Grylls (North West Surrey) asked the Secretary of State for Employment if he will state the latest weekly figures for net new business registrations.

Eric Forth: During 1989, the latest period for which figures have been published by my department, the number of businesses registered for VAT increased by nearly 1,700 a week on average. Early indications from data collected by HM Customs and Excise is that there continues to be a substantial surplus of registrations over deregistrations.

December 6

Funding for work-related further education

John Bowis (Battersea) asked the Secretary of State for Employment what is the amount allocated by his department to Training and Enterprise Councils for work-related further education for the coming year and the current year; what was the equivalent for each of the past five years; what steps he has taken to ensure that in future this money will be ring-fenced; and whether such ring-fencing will continue for the foreseeable future.

Robert Jackson: As announced, Training and Enterprise Councils will assume responsibility from April 1, 1991 for payment of funds under my department's Work Related Further Education Programme. £105 million will be allocated to TECs for this in 1991–92. This money is earmarked for the Local Education Authority further education service. In 1991–92 each LEA will receive the same amount of WRFE money as it would have done if my department had continued to operate the arrangements.

The total expenditure year by year on the Work Related Further Education Programme by the Employment Department is as follows:

	£m
1986–87	110
1987–88	106
1988–89	110
1989–90	102
1990–91	103

Arrangements for the funding of WRFE in future years will be the subject of agreement between the Secretary of State for Education and Science, the Secretary of State for Wales and myself.

November 29

Workers with disabilities—action on quotas

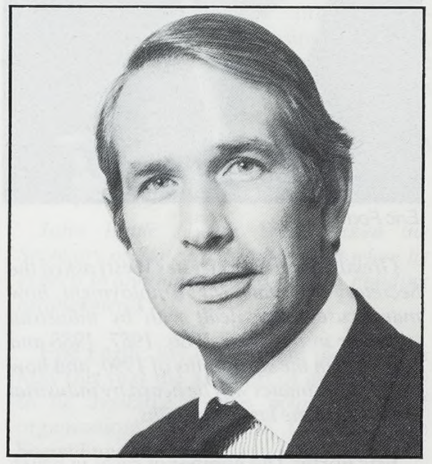
Gwyneth Dunwoody (Crewe and Nantwich) asked the Secretary of State for Employment what is being done to ensure that the 3 per cent quota for the employment of disabled people is being met.

Robert Jackson: A number of specific steps are taken by the Employment Service which include:

- an annual postal enquiry, into the extent to which employers within the scope of the Scheme (those with 20 or more workers) are employing registered disabled people;
- employers revealed by the enquiry to be employing less than the 3 per cent quota are informed of their duties and obligations under the Scheme, including the need to obtain permits before engaging other than registered disabled people;
- authorised officers conduct a continuing programme of inspections of the record which employers who are within scope of the Scheme are obliged to keep;
- wide distribution of the booklet Disabled Persons (Employment) Acts 1944 and 1958. *Employers obligations: Notes for Guidance*, and of the Employment Service's *Code of Good Practice on the Employment of Disabled People*.

However the main thrust of the department's efforts in this area is through Disablement Resettlement Officers in actively helping the resettlement of people with disabilities; and by Disablement Advisory Service teams in promoting constructive employment policies towards people with disabilities.

November 21



Viscount Ullswater

Wage inspectors

Tony Banks (Newham North West) asked the Secretary of State for Employment how many wages inspectors are now in post; and how many were in post in 1979.

Eric Forth: In 1979 there were 158 Wages Inspectors. The greatly simplified Wages Orders resulting from the Wages Act 1986 allowed the then complement of 120 inspectors to be adjusted to the present total of 71. There are currently 70 inspectors in post.

November 13

Technical and Vocational Education Initiative

Derek Fatchett (Leeds Central) asked the Secretary of State for Employment when he expects local education authorities to be told their financial allocations for 1991–92 for the Technical and Vocational Education Initiative; and if he will make a statement.

Robert Jackson: My officials are now confirming the TVEI finances available in 1991–92 with each local education authority.

The Government is fully committed to TVEI. £900 million is available to extend the initiative to all 14–18 year olds in maintained schools and colleges. 103 education authorities are now in the extension phase of TVEI. I am very pleased with the progress that has been made.

November 27

Personal training plans

Sir John Farr (Harborough) asked the Secretary of State for Employment if he will make it his intention to provide all youth trainees, by negotiation, with personal training plans specifying the intended level of achievement, not necessarily in NVQ terms but related to their own ability and aspirations and the needs of their actual or possible employment, and capable of change if the trainee, managing agent and employer agree it is necessary.

Robert Jackson: I am currently reviewing the approach to ET and YT personal training plans with a view to introducing common procedure and terminology. We shall retain the principle of variation by agreement between trainee and training provider, and we shall as a minimum require an NVQ or equivalent objective to be clearly stated. Training providers will be free, as now, to include other aspirations. All training plans will be based on assessment of individual needs.

December 3

Crown premises

William Ross (East Londonderry) asked the Secretary of State for Employment whether the Health and Safety at Work etc. Act 1974 applies to Crown premises; and if it is enforceable against such premises.

Eric Forth: The Health and Safety at Work etc. Act 1974 is enforceable against persons not premises. The Act does apply to the Crown, but it cannot be enforced against the Crown in the Courts or by the use of enforcement notices. In practice, the Health and Safety Executive have agreed with the Crown to seek compliance with health and safety standards through a system of Crown Notices. These notices either require the Crown to make improvements within a specified time limit (Crown Improvement Notice) or stop work immediately (Crown Prohibition Notice).

November 21

Employment Training

Peter Hardy (Wentworth) asked the Secretary of State for Employment what proportion of those who have completed courses under the Employment Training scheme have entered full-time employment; and what average cost of training this represents as a per capita share of the total costs of the scheme.

Robert Jackson: Of those trainees who left Employment Training between July 1989 and June 1990 after completing their agreed training 26 per cent went into full-time employment. Of all trainees who left Employment Training 40 per cent achieved a positive outcome, which includes full- and part-time employment, self-employment and further training or education. The training cost per ET trainee leaving for a positive outcome is estimated to be £3,500.

November 27

'Glass ceiling' stops women's rise

Vomen managers are being prevented from getting to the very top positions in their organisations by a "glass ceiling," says Angela Rumbold, Minister with responsibility for women's affairs.

The ceiling means that women can see where they want to go, but find it impossible to progress through the final barrier," Mrs Rumbold told a conference in Vienna.

Women managers too often face a stark choice—job or family—as a result of the very long hours and masculine work patterns common in top management.

"Very few women managers aged 20–40 have children—less than 20 per cent, compared with 0 per cent of women in that age group nationally. Of those with children, the most successful are those who returned to management after a career break." Nearly all the women interviewed in three recent surveys saw motherhood as a barrier to their career.

"Until management at the very top of organisations acts decisively to change this ethos, they will fail to have access to the best range of talent," the Minister warned.

But helping both sexes combine a stable family life with a satisfying career did not mean putting a creche in every factory and office. Employers could also provide nurseries in off-site premises or by working with other employers, voluntary bodies or local authorities.

And women must be realistic in their expectations of what Government and businesses can deliver on childcare provision and flexible working: "All societies have to live with the services they can afford." □

- Mrs Rumbold's message is borne out by a pamphlet from the National Economic Development Office. Employers too often "fish for managerial talent in only half the available pool," it says.

Managers are expected to be "continuously employed, work long hours, aim to reach senior management by 40 and be geographically mobile". The result?—only 1 per cent of top managers and 4 per cent of senior and middle managers are women. The implications are serious, given the likely need for no less than 700,000 managers of all types by the year 2000.

Employers can adopt one of two strategies to redress the balance: leave jobs as they are but introduce flexibilities like workplace nurseries, open access to management training and revising recruitment procedures; or—and much more likely to succeed—radically rethink company attitudes to management careers. The latter approach would produce a new "photofit picture" for tomorrow's manager, in which gender is an irrelevance and ability and potential are the only criteria which matter, the pamphlet says. □

Women Managers: The Untapped Resource. Published by Kogan Page in association with the National Economic Development Office. Price £8.99. ISBN 0 7494 0416 7.

Women managers face "stark choice," says Rumbold.

Soluble advice

Advice on how to avoid health risks from exposure to solvents at work has been published by the Health and Safety Executive. Called *Solvents and You*, the leaflet is aimed mainly at employees although some employers may also find its advice useful.

The leaflet lists some of the more commonly used solvents and emphasises the wide range of industries in which solvents are used. It explains how they can be absorbed into the body and some of their potential effects on health, ranging from immediate to long-term effects.

Guidance is also given on what employees should do if they think their health has been affected. □

Solvents and You is available free from HSE Public Enquiry Points: Baynards House, 1 Chepstow Place, London W2 4TF (tel 071-221 0870) Broad Lane, Sheffield S3 7HO, (tel 0742 752539) St Hugh's House, Stanley Precinct, Bootle, Merseyside L20 3QY (tel 051-951 4381).

Tourism excellence—with a warning

England's tourism industry has to get its act together to provide quality at all levels, said English Tourist Board chairman William Davis, speaking at the ETB's 'England for Excellence' awards ceremony in London.

While acknowledging England had some of the finest attractions and facilities in the world, Mr Davis warned: "Some people in our industry have yet to come to terms with the reality of the 1990s—that customers have become more discerning, that they demand higher standards than in the past, and will go elsewhere if we fail to live up to their expectations. It's up to the industry to get its act together."

Lord Forte, chairman of Trusthouse Forte, received the highest accolade in English tourism—ETB's 'England for Excellence' Long Term Contribution to Tourism award.

From managing a family catering concern at the age of 21, Lord Forte has built a business empire, making his company the largest hotel, catering and leisure group in Britain. He was also a founder of what is now the London Tourist Board.

London's waxwork Rock Circus won an 'England for Excellence' award for marketing.

Mr Davis said the ETB intended to give a lead on issues which it believed the industry should be tackling. It had, therefore, introduced a new 'Green' award, reflecting ETB's concern that the industry should be seen to be playing its part in conserving and enhancing the environment, and a 'Tourism for All' award to encourage initiatives to cater for disabled and disadvantaged people.

Center Parcs, of Newark, won the 'Green' award, for its attention to project detail in protecting the environment. Dobwalls Family Adventure Park, near Liskeard, Cornwall, received the 'Tourism for All' award for its access to people with disabilities.

Mr Davis stressed: "Excellence is about striving to be the best, at whatever level of the market one works in. Excellence is not simply a matter of spending a lot of money on good facilities." □

Banks rate low with small firms

Banks' relationships with small businesses are examined in *A Strategy for Change*, produced by the Forum of Private Business after surveying more than 4,000 firms in the sector.

It reveals major dissatisfaction with banks by small firms, and scant competition by the banks to win their custom. Bank charges were claimed to be too high and secretive, interest rates unrelated to business performance and collateral levels too high—91 per cent of respondents to the survey had noticed no improvement in collateral levels over the previous 12 months.

The Forum's report sets out its own suggestions for change which, it says, will also increase the profitability of the banks, as well as boosting the economy by making it easier for small firms to grow.

Specific suggestions include banks invoicing for the cost of their services, so that the firm can tell how many times it has used the bank and what the service has cost; improving the flow of financial information back from the small business to the bank in return for reduced collateral requirements; and eliminating the practice of arbitrarily reducing the overdraft loan for firms the bank wishes to 'punish', replacing it with an increase in the interest rate. All these measures, claims the Forum, would lead to greater trust and improved confidence on both sides. □

A Strategy for Change is available free of charge from the Forum of Private Business, Ruskin Chambers, Drury Lane, Knutsford, Cheshire WA16 6HA.

Job encouragement for disabled

A Disability Working Allowance, which will make it easier for around 50,000 people with disabilities to take up jobs, is being proposed under the Disability Benefits Bill, which was first published in November 1990.

This will mean that many people with disabilities will now be able to choose to work (even for as little as 16 hours a week) without risking a drop in their income.

Those who find, at any point in their first two years on the new Disability Working Allowance, that they are not capable of work, will then be able to go back to the incapacity benefit they were getting before. In this case, they will not be required to serve the usual qualifying period. □

Radiation

Revised advice for use following nuclear accidents or radiological emergencies has been published by the National Radiological Protection Board. New emergency reference levels of radiation dose for three of the early countermeasures, sheltering, evacuation and the distribution of stable iodine tablets, have also been published. □

'Board Statement on Emergency Reference Levels', *Documents of the NRPB*, vol 1, no 4, 1990 HMSO. Price £5. ISBN 0 85951 329 7.

An ABC guide to NVQs

Still confused about NVQs? A new jargon-free guide from the National Council for Vocational Qualifications should put you straight.

The booklet tells employers, employees, and trainees exactly what National Vocational Qualifications are and how they work. Topics explained include the NVQ Framework, the NCVQ Database and the National Record (of an individual's plans and achievements in education, training and work).

This booklet, called *A Brief Guide*, and another, *NVQ Framework—Progress to Date* (which lists some 250 NVQs now accredited) are available free from the NCVQ, 222 Euston Road, London NW1 2BZ.

The NCVQ has also published its annual report for the year ended March 31, 1990. It says the Council made 'significant progress' during the year in spreading knowledge of its work to both opinion formers and the general public. Price £5.50, available from the NCVQ. □

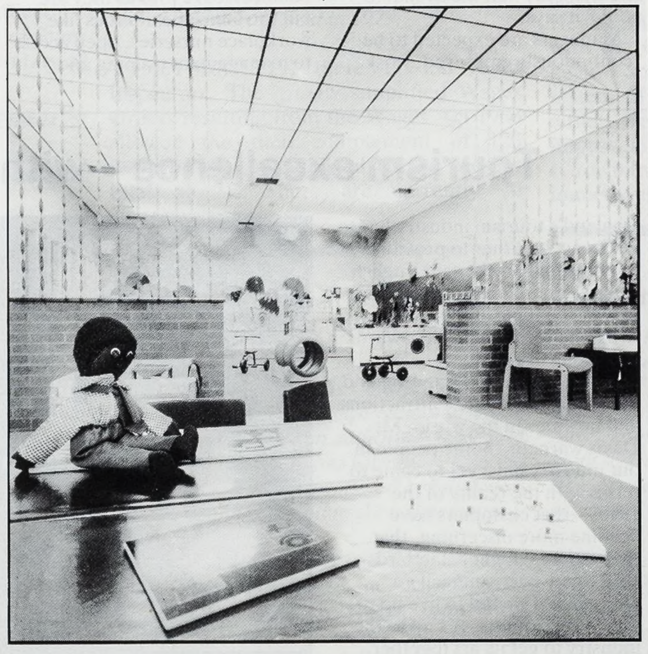
Dealing with dismissal

The decision to sack someone is rarely taken lightly and most people with responsibility for discipline or dismissal consider it an unpleasant duty.

Now a City law firm, Titmuss Sainer and Webb, has prepared a guide which outlines the implications for employers of an unfair dismissal claim and what an industrial tribunal will be seeking to establish in any claim. It also includes a good practice checklist on the various stages of the dismissal process.

Acceptable reasons for dismissing an employee may differ depending on various industrial and commercial situations. What does not change is the basic right of most employees not to be unfairly dismissed. Whatever the economic conditions, a duty to act fairly in dismissal is imposed on all employers by statute.

Complimentary copies of the guide are available for senior executives, company secretaries, personnel directors or line managers with responsibility for discipline or dismissal. Contact Linda Phelan on 071-583 5353 □.



The first interdepartmental nursery, providing facilities for the children of Civil Service staff employed at Bootle, the base for a number of government departments. The Civil Service takes pride in being an equal opportunities employer and the departments involved in the project (the Health and Safety Executive, Home Office, Inland Revenue, Customs and Excise and Department of Social Security) fully support the Equal Opportunities Commission's policies. The nursery, a former telephone exchange, caters for 40 children and was provided at a cost of nearly £150,000.

Toolkit for change

A 360-page 'toolkit' of advice for managers on how to deal with upheavals in the work place has been published by Ford UK and the Industrial Society.

Distilled from Ford's experience of introducing change at its plants throughout Europe, the manual lists more than 50 activities and techniques to manage events like relocations, redundancies, and the introduction of new working practices.

Techniques covered include brainstorming sessions, role-play exercises, opinion surveys, use of visual aids, workshops and conferences, and a range of communication games.

The manual's author, Industrial Society consultant Marguerite Dawson, says giving staff responsibility is vital when changes are being brought in: "The 'you're not paid to think' attitude on the part of supervisors and managers is dehumanising," she comments. □

Opportunities for Change is available, price £75, from The Industrial Society on 021-454 6769.

Enterprising TEC cuts cost of training

A joint venture between Dorset Training and Enterprise Council, a group of local companies and Weymouth College has enabled businesses in West Dorset to benefit from the sophistication of interactive video training techniques for a fraction of the true cost.

Companies wishing to benefit from this form of training, pay an annual membership fee of £2,000 to join the Interactive Video Training Consortium. This gives them access to a maximum of 40 training sessions a year, if they need an experienced trainer from Weymouth College to run the course. Alternatively if they do not need external trainer support, up to 80 training sessions can be provided. Training takes place either at Weymouth College or on company premises.

A management group, made up of one representative from each company, meets regularly to exchange information on a formal basis, consider decisions for further purchases, and generally determine the development pattern the consortium should follow. □

'Une Rue Francaise' in full swing. Schoolchildren in Washington, County Durham getting to grips with all things French in a novel way of teaching French language and culture. The idea grew from the Technical and Vocational Education Initiative supported by the Employment Department.

Helping hand to unravel database

More help, in the shape of a self study/open learning pack, is now available to new users of The National Online Manpower Information System (NOMIS).

The NOMIS database, holds national statistics about employment, unemployment and demography.

One of the largest new groups of NOMIS users are the Training and Enterprise Councils (TECs).

The *Introduction to NOMIS open learning programme* guides the reader through basic NOMIS functions, while the *Using NOMIS with TFS self study pack* is specifically designed for new users in TECs, guiding readers through access to NOMIS via their TFS computer facility.

Both are available, free, from the Employment Department, (SSD E5, Room W815, Moorfoot, Sheffield S1 4PQ).

Further information about direct access to NOMIS is available from Dave Murdoch at the Employment Department address above, (tel 0742 594086). □

Household spending

The Family Expenditure Survey provides detailed information on the expenditure of households in the United Kingdom. The latest in the series of annual reports, containing survey results for 1989 has now been published for the Central Statistical Office (CSO).

Estimates from the survey show that average weekly household expenditure rose 10 per cent between 1988 and 1989 to £224, with the average weekly expenditure per person showing a similar increase, rising from £81 in 1988 to £89 in 1989. The 1989 survey was based on a sample 7,410 households. The average number of people per household was 2·51 (1.87 adults and 0·64 children).

Quarterly estimates for the main commodity/service groups of household expenditure are shown in *table 7·2* of the Labour Market Data section (pages S62. Estimates of total household expenditure adjusted for seasonal variation and at constant and current prices are shown in *table 7·1* (page S62). These provide an indication of trends in the amount of goods and services purchased.

A more detailed analysis of expenditure for the annual data for 1988 and 1989 is shown in *table 7·3* (page S64).

Summary tables of results for 1989 (which for earlier years appeared in *Employment Gazette* articles) are now published in the *CSO Business Bulletin* issue 89/90, price £2 from The Librarian, Central Statistical Office, Government Buildings, Cardiff Road, Newport, Gwent NP9 1XG. □

The Family Expenditure Survey 1989 is available from HMSO bookshops and through booksellers. Price £18 net. ISBN 0 11 620448 6.

Diary dates

- *Women Returners exhibition* and conference at the Barbican Centre, London. January 24–26. Aimed at potential women returners and employers, giving both sides an opportunity to meet and mingle. Further details from The Sales Manager 'Women Returners', World Trade Promotions Ltd, 19–21 High Street, Sutton, Surrey SM1 1NF, (tel 081-642 7688).
- *Women's training in Europe—who leads the way*. Will be held in London on February 20. Based on an independent survey undertaken on employment practices in Europe this workshop will present detailed information on the way women are targeted, trained and developed in five major European countries. Contact Rowena Palser, Women and Training, Hewmar House, 120 London Road, Gloucester GL1 3PL (tel 0452 309330).
- *Introduction to Employment law*. At Stakis Country Court Hotel Bromsgrave on February 18–21. Described as practical and participative this residential course is designed for those who have recently acquired personnel responsibilities. £954.50 per person (incl VAT). Details from Croner Conferences and Training, Croner House, London Road, Kingston upon Thames, Surrey KT2 6SR (tel 081-547 3333).
- *Quality for tourism*. Claims to be the first European conference on skills and qualifications for the tourism industry. Taking place March 7 and 8 at Queen Elizabeth II conference centre in London. Registration information from Lynn Brook or Gill Stoddart, Touchstone Exhibitions and Conferences, Clifton House, 83–89 Uxbridge Road, Ealing, London W5 5TA (tel 081-840 3888).
- *1991 Labour Market Evaluation and Research Conference*. April 15–17 at University of Leicester. For further details please write to Aled Williams, Employment Department, Skills Unit, Room W827, Moorfoot, Sheffield S1 4PQ.
- *Creating IT employment patterns for the year 2000*. A two-day conference organised by the Women into Information Technology Foundation, February 27 and 28 at the Connaught Rooms, London. Details from Ellen Neighbour (tel 0252 528329).
- *Continuing Education and Training in the Engineering Business*. Conference arranged by CRAC in association with the Engineering Council on March 19 at City Conference Centre, London. £143.75 including VAT.

Details from CRAC Conference office, Shereton House, Castle Park, Cambridge CB5 0AX (tel 0223 460277).

Vital statistics on training

Need to know the facts and figures on training in Britain?

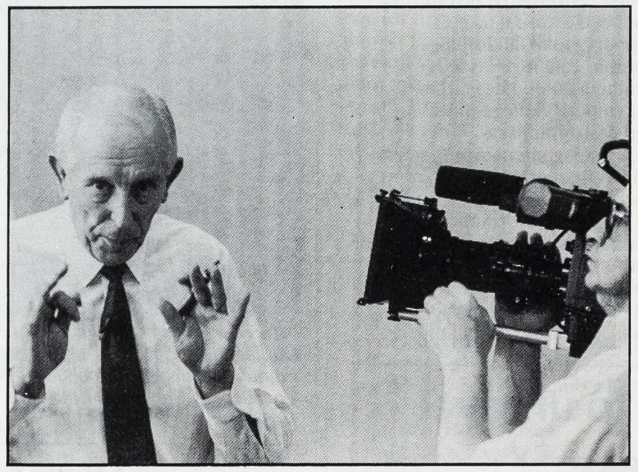
Look no further than a new reference volume from the Employment Department and the Government Statistical Service.

Training Statistics 1990 brings together in a single, accessible source a range of training-related data which till now have been scattered among many different annual reports, journals, survey reports and other sources like the Labour Force Survey.

The report contains a wealth of statistical tables and charts divided into five main sections. These are: Training Activity—Inputs, Financing of Training; Training Activity—Outputs, International Comparisons; and Sources of Statistics on Training.☐

Training Statistics 1990. Published by HMSO. Price £10.50 ISBN 0 11 361319 9.

REVIEWS



Shooting in progress for Your Word is Your Bond.

First-ever IPM videos

Recruitment, performance management and contracts of employment are the subjects of the first-ever set of videos from the Institute of Personnel Management (IPM).

Let's Hang On discusses recruitment and retention policies in the '90's and how to deal with the effects of the 'demographic timebomb'.

Moving Targets sets out a simple policy for improving quality, output and delivery and discusses performance-related pay and managing high achievers.

Your Word is Your Bond explains in detail the elements of a contract of employment and discusses aspects like employers' duties, employees' rights and how to change the terms.

The documentary-style videos last between 20 and 30 minutes and are available for hire or purchase at prices ranging from £460 to £520 each or £1,200 the set. Details from the IPM, IPM House, Camp Road, London SW19 4UX, tel 081-946 9106. ☐

Narrow-minded employers miss out

Many employers still stick to traditional recruitment methods, thereby excluding good potential employees and possibly unwittingly discriminating against them. It also means that often the best person is not always appointed for the job.

So says *More choice, better workforce*, a publication from the Employment Development Division of Southwark Council. In just under 100 pages the book invites employers to take what would be a totally new approach to recruitment for many of them.

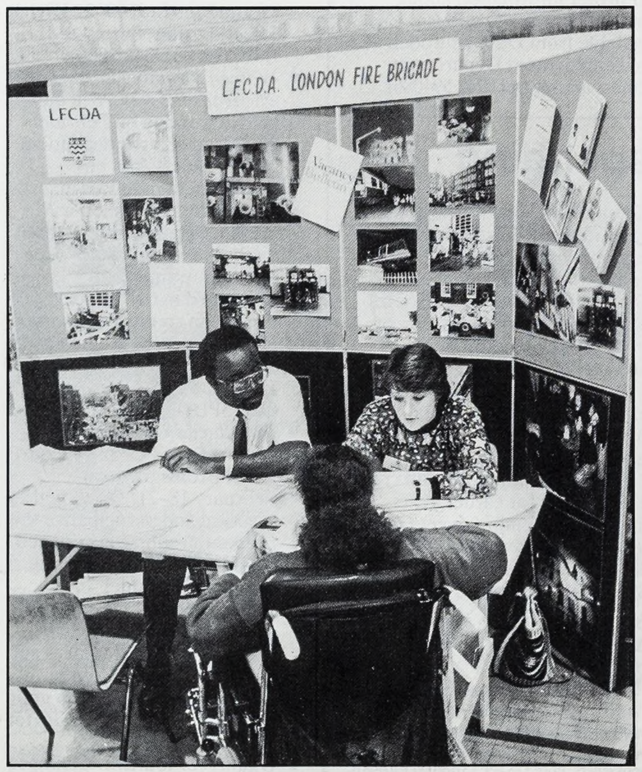
This innovative approach is presented in six pithy chapters aimed at showing employers straightforward and efficient ways of solving staff shortages and how to avoid a narrow view of the labour market.

Broad areas covered are conditions of employment, childcare, training and staff development, new ways of recruiting, employing people with disabilities and equal opportunities.

Perhaps the most interesting aspect of the book are the various relevant case studies which follow each section. For example the section on Community Mailings is followed by a case study of how London Fire and Defence Authority used this approach to select disabled staff and the benefits this method had for both sides.

Another useful feature of the book are the contacts and references listed. Although a certain number of these are, naturally of a local, London, interest many will be of use nationwide. ☐

More choice, better workforce edited by Linda Highton and Kamila Zahno, Southwark Council, Southwark Town Hall, Peckham Road, London SE5 0UB, £15.



Advice for the board

A practical guide for directors who are interested in their own self-development is the subject of a collaborative publication between the Institute of Directors and the Employment Department.

Previous research for the Employment Department found that directors had particular difficulties with their own development. Limited time tended to preclude formal training.

As a result, the guide's authors, Professor Alan Mumford, Peter Honey and Graham Robinson spent time with 21 directors from organisations, discussing recent significant work and what they had learnt from it. The discussions generated a volume of detail now summarised in the guide. The guide aims to help directors structure and optimise the learning opportunities that occur in their everyday experience. ☐

The *Directors Development Guidebook* is published for the Department of Employment and the IOD by Director Publications Ltd, Mountbarrow House, Elizabeth Street, London, SW1W 9RB.. Price £7.95.

Printed in the United Kingdom for Her Majesty's Stationery Office

RESEARCH PAPERS

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

No 72: Long-term Unemployment: JUVOS analysis

Anne Green and David Owen, University of Wales, Cardiff

A study of the geographical distribution of long-term unemployment across different types of local labour markets and its concentration in certain types of neighbourhoods within these local labour market areas. It looks at how the composition and nature of long-term unemployment varies depending on local labour market conditions. The paper also discusses the individual characteristics of those who were long-term unemployed in the mid-1980s. The analysis is based both on unemployed claimant statistics (JUVOS) and data from the Labour Force Survey.

No 73: Ethnic Minorities and the Careers Service: an investigation into processes of assessment and placement

Malcolm Cross, John Wrench and Sue Barnett, Centre for Research in Ethnic Relations, University of Warwick

This paper reports the findings of a research project which explored Careers Officers' assessments of the abilities of young Afro-Caribbean and South Asian clients, and compares these assessments with those made of indigenous white clients with similar levels of attainment. Subsequent placements are also reported. The report concludes with a series of recommendations of Careers Service good practice.

No 74: An Evaluation of the Loan Guarantee Scheme

National Economic Research Associates (Nera)

In exchange for a small premium, the LGS provides a government guarantee to banks on loans to potentially viable small firms who would not otherwise receive debt finance on commercial terms.

This study, based on a detailed analysis of 125 cases where small firms had used the LGS, assesses the extent to which the scheme generated additional finance and economic activity for small firms. It also examines the economic principles which underpin the LGS and the possible effects of the scheme on the conduct of lenders.

No 75: An analysis of women's employment patterns in the UK, France and the USA: the value of survey based comparisons.

Angela Dale, City University and Judith Glover, University of Surrey

International comparisons on employment-related topics have long been a prime concern of bodies such as the OECD and the EC. This paper explores the extent to which it is possible to make viable international comparisons using the French and British Labour Force Surveys and the US General Social Survey. Using data mainly from the 1980s, it provides a comprehensive description of the similarities and differences in patterns of women's labour force participation in these three countries.

No 76: Ethnic Minorities and Employment Practice: a study of six organisations

Nick Jewson, David Mason, Sue Waters and Janet Harvey, Ethnic Minority Employment Research Group, University of Leicester

This study explores present-day employment patterns and practices in respect of ethnic minorities in six large organisations which had previously been researched in the late 1960s and early 1970s. It shows that in a context of management devolution and a drift away from formal procedures, equal opportunities issues did not figure prominently, and are difficult for top management to promote. The report concludes by charting a clear way forward for organisations, with specific recommendations for implementing effective equal opportunities policies.

No 77: The Employment of People with Disabilities: Research Into the Policies and Practices of Employers

Judy Morrell, IFF Research Ltd

This survey of 1,000 employers reviewed employers' views on employing disabled people, the Disablement Advisory Service, and 'Quota' (all but the smallest employers should employ 3 per cent registered disabled). Despite expressing positive views towards people with disabilities, employers described most jobs in their establishments as unsuitable though many 'vital abilities' would not stand objective analysis.

Research papers can be obtained free from: Department of Employment, Research Administration, Steel House, 11 Tothill Street, London SW1H 9NF (telephone 071-273) 4883. Papers will be sent as soon as they are available.

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