

Employment Gazette

Volume 101 No 8 Pages 385-436

Employment Gazette is the official journal of the Employment Department, published monthly by Harrington Kilbride plc

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Annual Subscription inc postage £50, (£55 overseas) single issues £4.70 available by cheque (payable to *Employment Gazette*) or by credit card from:

Employment Gazette Subscription and Sales, 1st Floor, Stephenson House, Brunel Centre, Bletchley, Milton Keynes, MK2 2EW.
Tel: 0908 371981

Copies can also be purchased from The House of Commons Bookshop, 12 Bridge Street, London SW1A 2JX
Tel: 071-219 3913

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EQUAL OPPORTUNITIES

Disability video

DON'T PREJUDGE job applications from people with disabilities, says a new video from the Employment Service.

Flying high offers a brief insight into the work experiences, aspirations and concerns of some disabled people, their employers and work colleagues.

A disabled social worker, HGV driver and flying school receptionist are among those who describe their experiences of finding work and coping in the job.

For employers, the key message is to focus on the abilities of the individual disabled person and to understand how they can help disabled employees to do the job.

The video and accompanying booklet are designed for use in disability awareness, equal opportunities or management training sessions or to help focus discussion on particular issues in a company.

• Copies of *Flying High... Encounters with Ability* are available free from Placing, Assessment and Counselling Teams (PACTs) via Jobcentres.

On the Fast Track

THIRTY DISABLED people will be starting management courses this autumn thanks to a new sponsorship scheme.

The 'Fast Track' scheme provides grant aid to enable the successful applicants to work towards the two-year Diploma in Management Studies, which combines study, training and work placements.

Set up by The Spastics Society in collaboration with 25 TECs and major companies such as ICI, Boots and Barclays Bank, Fast Track aims to boost the numbers of disabled people who get to senior management positions in the UK.

• For further information, contact: Fast Track, 16 Fitzroy Square, London W1P 5HQ, tel 071-387 9571.

Friendly to families?

ENTRIES ARE invited by 30 October for the 1994 Working Mothers' Association 'Employer of the Year' award.

This award is open to large and small organisations in both

public and private sectors which can demonstrate a commitment to family-friendly benefits for the employees.

• Entry forms are available from The Working Mothers Association, 77 Holloway Road, London N2 8JZ, tel 071 700 5772 or any branch of Reed Employment.

UNEMPLOYMENT

Fraud clampdown saves £45m

MORE THAN 60,000 people withdrew unemployment benefit claims last year following investigations by Employment Service fraud inspectors, saving the taxpayer £44.7 million.

During 1992-93, 260,000 investigations resulted in 61,129 people withdrawing claims - up by 10,000 on the previous year. Prosecutions were brought against 2,602 individuals and 55 employers, with a further 71 cases pending.

Mini-cab drivers, seasonal workers in the leisure industry and fruit pickers were among the trades targeted last year. Many cases involved 'travelling fraud', where people work in one area of the country while claiming benefits in another.

Special emphasis was put on eradicating fraud by collusive employers, who actively encourage their workforce to claim unemployment benefits illegally.

In total, some 8 per cent of unemployment claims (equivalent to £500m) are thought to be fraudulent.

HEALTH AND SAFETY

Action on asthma

OCCUPATIONAL ASTHMA will be the subject of a campaign to be launched early next year by the Health and Safety Executive.

The campaign will remind employers of the risks, and the measures that should be taken to minimise workplace exposure to a wide range of respiratory sensitisers including isocyanates and grain dust.

HSE will also introduce a package of new measures to secure appropriate compliance with the Control of Substances Hazardous to Health Regulations 1988 (COSHH).

• More information on occupational asthma is given in HSE Guidance Note MS25, *Medical Aspects of Occupational Asthma*, available price £2 from HMSO or booksellers.

JOBSEARCH

Networking works

NETWORKING IS the fastest route back into work for managers following redundancy, claims a new survey.

Of 600 unemployed managers surveyed by career management consultancy Coutts, 36 per cent used networking through friends or colleagues to get back into work.

By comparison, 26 per cent had found employment by responding to adverts; 6 per cent found work through mail shots; while 9 per cent were placed through a recruitment agency.

The survey also showed that a growing number of managers are opting for self-employment, with around 23 per cent deciding to set up their own business or consultancy in 1992.

• For more information, contact Paul Charlesworth, Coutts Career Consultants, on 071-283 1229.

ENTERPRISE

£250,000 loans launched

THE FIRST Government-guaranteed loans of £250,000 have been granted to three small firms in Livingston, Llanelli and Halifax.

Loans of this size, made under the Department of Trade and Industry's Loan Guarantee Scheme, have been available only since July of this year.

The scheme aims to help viable small companies increase production, sales and employment. Details are available from banks and TECs or by calling the DTI Small Firms Branch on 0742 597503.

INDUSTRIAL RELATIONS

Commencement Orders

TWO STATUTORY instruments have been published which bring into force certain provisions of the Trade Union Reform and Employment Rights Act 1993.

The Trade Union Reform and Employment Rights Act 1993 (Commencement No1 Order) - 1993 No 1908 and the Trade Union Ballots and Elections (Independent Scrutineer Qualifications) Order - 1993 No 1909 are both available from HMSO.

New Commissioner

MRS GILL Rowlands has been appointed as the first Commissioner for Protection Against Unlawful Industrial Action.

The Commissioner will be able to grant help to individuals considering or taking legal action against a trade union under the new 'Citizen's Right' created by the Trade Union Reform and Employment Rights Act 1993.

The new right, available from August 30, means that any individual deprived of goods and services because of the unlawful organisation of industrial action will be able to bring proceedings to stop that happening.

Mrs Rowlands is also the present Commissioner for the Rights of Trade Union Members.

• Her office address is Bank Chambers, 2A Rylands Street, Warrington WA1 1EN, tel 0925 414128.

TRAINING

ECITB under review

MINISTERS HAVE announced a review of the effectiveness and funding of the Engineering Construction Industry Training Board.

The review will look at how successful the Board has been in meeting its objectives, including the development of NVQs and SVQs in the industry; securing an adequate supply of skilled labour; and reducing burdens on small firms.

The Employment Department is now seek the views of employer associations and trade unions and will carry out a survey of employers. Recommendations about the future of the Board will be put to the Employment Secretary early next year.

• Views should be sent by 31 October to: Qualifications and ITOs Branch, ED, Room E721, Moorfoot, Sheffield S1 4PQ.

DIARY dates

THE TRADE UNION REFORM & EMPLOYMENT RIGHTS ACT

30 September, London, Brighton

Industrial Society seminars on the new legislation.
Tel: 071-262 2401

INTRODUCTION TO HEALTH AND SAFETY AT WORK

30 September, London

Maintaining health and safety standards - the individual and corporate responsibilities.
Tel: 071-824 8257

EMPLOYMENT LAW

8 October, London

How EC Directives will affect aspects of employment law in the UK.
Tel: 071-824 8257

MCI NATIONAL CONFERENCE

10-12 October, London
Tel: 071-872 9000

INVESTING IN OLDER PEOPLE AT WORK

11-13 October, Birmingham

Symposium for employers, policy makers and health professionals.
Tel: 0730 260868

EMPLOYMENT IN EUROPE

19-21 October, Brussels

First European conference looking at employment policies, practice and prospects.
Tel: 081-332 0044

FLEXIBLE EMPLOYMENT STRATEGIES

21-22 October, London

Conference to assess the changing face of UK employment patterns.
Tel: 0483 37557

INSTITUTE OF PERSONNEL MANAGEMENT ANNUAL CONFERENCE

27-29 October, Harrogate
Tel: 081-946 2570

INSTITUTE FOR SMALL BUSINESS AFFAIRS ANNUAL CONFERENCE

17-19 November, Nottingham
Tel: 0602 418418

Five-point plan targets ageism

EMPLOYERS ARE being urged to adopt a new five-point plan to combat ageism in the workplace.

Employment Minister Ann Widdecombe launched the plan last month following research, published in the August *Employment Gazette*, suggesting that two in five large employers still discriminate against older workers. Some 40 per cent of the organisations surveyed saw older workers as hard to train and 43 per cent gave age as an important consideration when recruiting.

Called 'Getting On', the plan calls on employers to:

- Drop age bars from job advertisements;
- make clear that applications from older workers are

welcome;

- base selection on tests of ability to do a job rather than on educational qualifications;
- offer flexible working arrangements; and
- continue to train staff in their late 50s.

Commented Mrs Widdecombe: "An astounding number of employers are still blissfully ignorant of the skills and commitment older workers offer their businesses. I urge leaders of businesses large and small to act now to follow the new plan."

Miss Widdecombe chairs the Advisory Group on Older Workers, an 11-member body set up earlier this year to advise Employment ministers on age-related issues.



ANN WIDDECOMBE: Many employers are 'blissfully ignorant' about older workers' skills.

Loan scheme helps jobless into work

TWO IN three people who have used a Career Development Loan to pay for vocational training have gone on into paid employment, says a report.

Under the scheme, loans of up to £5,000 are available to pay for up to 80 per cent of fees plus the cost of books and materials, for courses lasting up to a year.

During 1992-93 more than half of all loan applications came from unemployed people wanting to use vocational training as a route back to work. Courses undertaken ranged from air traffic control to radio journalism and tropical public health engineering.

Running alongside the standard loan (worth on average £2,768), several TECs and LECs are now developing local sponsorship schemes, which will support up to two years of training and loans of up to £10,000.

Since the programme started nationally in 1988, nearly 40,000 people have received loans worth over £100 million to help further (or change) their careers.

Over the next three years the Employment Department is expanding CDLs to provide loans

for a further 120,000 people.

- The *Career Development Loan Annual Report for 1992/3* is available free from Pam Dunn, ALC2, Employment Department, Steel House, Tothill Street, London SW1H 9NF. Tel 071-273 5391.
- For further information on CDLs, ring freefone 0800 585505.



"The course taught me extra skills I didn't have," says Mary Edwards, who after being made redundant used her CDL to take a course in recruitment practice. Combined with her previous sales and IT knowledge, she has embarked on a career in computer staff recruitment.

Employment in Europe conference

A MAJOR international conference on employment issues is being staged by the European Commission in Brussels next month.

Employment in Europe, held from October 19-21, will discuss topics ranging from skill shortages, long-term unemployment, small firms and job creation, employment in Central and Eastern Europe, and new jobs in tourism, the arts and leisure.

Delegates will include representatives from national and local government, training and development agencies, trade unions and employers' organisations, and voluntary organisations.

Speakers will include European Commission president Jacques Delors and UK Employment Secretary David Hunt.

The conference fee for the three days is £350.

- For more information and booking forms, contact Gill Stoddart, Conference Manager, Touchstone Exhibitions and Conferences Ltd, 4 Red Lion Street, Richmond, Surrey TW9 1RW, tel 081 332 0044.

Many employers understand the role played by TECs and LECs in upskilling the British workforce. Less well known, however, is the parallel function of the 126 Industry Training Organisations. So how do they work and what do they contribute to the national training debate? Nicola Baker reports.

ITOs INDUSTRY'S VOICE IN TRAINING

IN THE words of the old song, there are Three Steps to Heaven. And in a not too dissimilar way, the success of the Government's national training drive also rests on three key elements.

At national level, the National Council for Education and Training Targets (NACETT) was set up recently to advise the Government on strategic policy objectives for training, vocational education and enterprise development.

At local level the TEC and LEC networks focus on training matters within specific geographical areas.

Complementing these activities at sectoral level are the Industry Training Organisations (ITOs). Their aim is to ensure that each individual industry sector develops a competent workforce for the future.

It is widely believed that by pooling resources and expertise in joint efforts, TECs, LECs and ITOs can best encourage more employers and individuals to take up the national training targets challenge.

There are currently 126 ITOs, representing the training interests of around 85 per cent of employees in the UK. Ranging from The Biscuit, Cake, Chocolate and Confectionery Alliance to the Security Industry Training Organisation Ltd to British Waterways, they cover most industrial, commercial and public sectors.

Run by employers for employers, each ITO serves as the focal point for training matters in its sector, and has three main objectives:

- to monitor future skill requirements and training needs;
- develop and promote occupational standards; and
- encourage employers to increase their training efforts.

In addition, they must secure and maintain the commitment of

senior management within each sector to these goals, and keep employers informed about the latest trends in training techniques and technologies.

In practice, the range of services provided by ITOs varies from sector to sector depending on the requirements of employers.

Most ITOs are independent bodies with official recognition from the Employment Department. They came into being when the statutory Industry Training Boards were wound up in the early 1980s. Of these only three remain, covering engineering construction, building and civil engineering, and agriculture (which is due to be replaced by April 1994).

Most are run by a management committee comprising company senior managers and in some cases representatives from education and trade unions, with a small staff to run day-to-day business.

Funding comes from various sources, including subscriptions from member companies and the sale of training services. An independent survey in 1991 (by The Host Consultancy) showed that the Government provides 14 per cent of their funding, usually for specific project work.

Many ITOs are either based within or have links with employers' associations in the UK or abroad. Representing the ITO network as a whole is the National Council of Industry Training Organisations (NCITO), set up in 1988 to provide a forum to discuss common issues and exchange ideas. It has also drawn up a 12-point Code of Practice, setting the ITOs what it terms 'stretching targets, not easy options'.

For employers, involvement with their ITO is seen to bring various benefits, most notably a collective voice to present their interests to Government, the CBI, the National Council for Vocational Qualifications and other bodies. It also enables them to contribute to the national debate



Peter Morley

on occupational standards and, on a more immediately practical level, the ITO may offer a range of sector-specific training courses or training information and advice.

Having been formed along different lines but with similar aims, there is a growing awareness that TECs and ITOs can realise their common objectives more effectively by working together.

For example, ITOs can benefit from the TECs' knowledge of local labour markets and business communities. Similarly, without ITOs, TECs would miss out on valuable sources of hands-on professional experience of individual sector training and standards.

The challenge now facing ITOs, TECs and LECs, therefore, is to find ways to interact more closely.

- For further information on the ITO network, contact: National Council of Industry Training Organisations, Unit 10, Meadowcourt, 10 Amos Road, Sheffield S9 1BX, tel 0742 619926 or Qualifications and ITO Branch, Employment Department, Room E638, Moorfoot, Sheffield S1 4PQ, tel 0742 594527.

"The challenge now facing us is to develop sectoral training arrangements so that ITOs fulfil their potential, and take their place in the national training infrastructure."

Peter Morley
chairman,
NCITO

'Working with TECs and LECs' was the theme of NCITO's first Good Practice Award, introduced this year. How a joint approach between ITOs, TECs and LECs can benefit both individual companies and sectors is demonstrated by the following top entries.

Showing the way

A COLLABORATION with 21 TECs across the country proved a winning formula for EnTra (the Engineering Training Authority), which took top prize in the 1992 NCITO Good Practice Award.

Working with TECs, training providers and employers, EnTra set up a year-long project to develop a credible national Accreditation of Prior Learning (APL) model.

The aim was to provide a way for people working at all levels of engineering companies to gain credit towards NVQs through evidence of their previous achievement and work experience.

As a result of the input from



← Paul Banks, a maintenance engineer at Smith & Nephew Textiles Ltd, was the first person to achieve an NVQ level 3, using the APL system developed by EnTra.

TECs and others, EnTra was able to pilot an APL system in several different sized engineering firms.

The project proved very attractive to employers and staff, and demonstrated the viability of the APL process for the industry as a whole.

The methodology used has also set a good example for other industries hoping to introduce APL.

Overall, the project was judged to be "making a strategic impact, both on the training system and on the relationship between TECs and ITOs".

Dial T for training

WHEN LINCOLNSHIRE firm McKechnie Plastic Components won a major contract to supply plastic telephone components for BT in July 1991, the first thing they did was to ring the British Polymer Training Association (BPTA) and Lincolnshire TEC.

'How, they asked, should we go about training our staff to fulfil the contract, which requires us to:

- manufacture two million telephones within 18 months;
- introduce specialised new technology;
- develop new manufacturing systems; and
- create 60 new jobs?'

The answer, developed by Lincolnshire TEC and BPTAs, was an intensive programme of customised training for the new recruits and skill upgrading for managers, supervisors and technical staff, leading to achievement of NVQ levels 1, 2 and 3.

On top of this, the TEC and ITO guided McKechnie through a Business Growth Development project. This set targets for company restructuring and the development of a multi-skilled workforce.

By the end of 1992, McKechnie's staff had not only met the production target but also achieved over 300 NVQs. The company also made a commitment to Investors in People.



← Two McKechnie staff producing some of the two million telephones ordered by BT.

SOLOTEC

STIMULATING AND supporting new enterprise ideas is the aim of a new scheme run by South London TEC (SOLOTEC).

Organisations are being invited to bid for funding through 'SOLOTEC Action' to run innovative projects in the area.

The proposals should fall under one of three themes: stimulation of enterprise through projects which help local small to medium-sized firms; promoting lifetime learning through projects focusing on the personal development of people at work; or developing opportunities which help local unemployed people back into work.

While the organisations themselves need not be based in south London, they should have strong links with the local community and beneficiaries of the project must be in the boroughs of Bexley, Bromley, Croydon or Sutton.

For further information, contact SOLOTEC customer services on 081-313 9232.

NORTH YORKSHIRE

SCHOOL LEAVERS who want guidance on what to do next can get information about the options available from a new booklet produced by North Yorkshire TEC.

The booklet, available free from careers service centres in the county, pulls together all the information available on Youth Training in one prospectus.

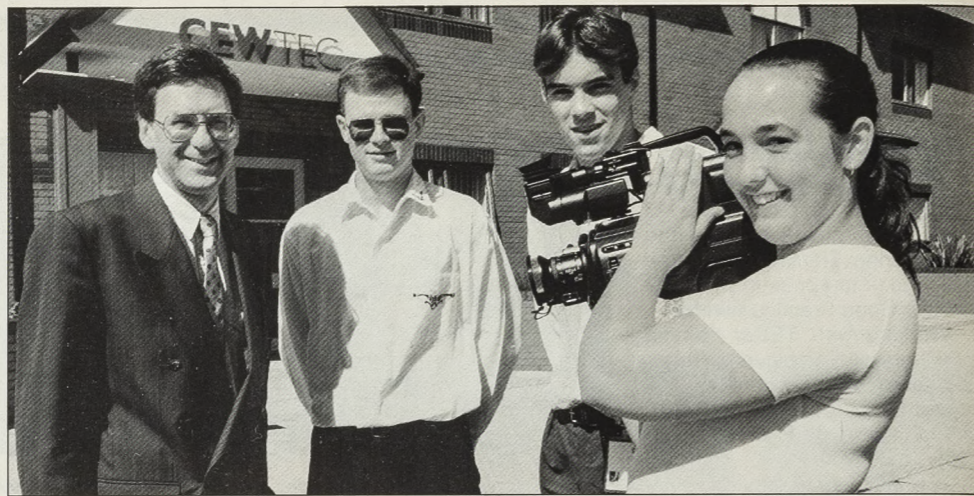
As well as explaining everything young people and their parents may need to know about Youth Training, it also includes a reader-friendly glossary of terms explaining National Vocational Qualifications.

For more information on the *Youth Training Prospectus*, contact Paul Stanley on 0904 691939.

LETEC

BUSINESSES IN East London can now get easy access to comprehensive business information thanks to two new databases set up by London East TEC (LETEC).

The STARS database, available free of charge, details the rules and regulations governing UK business activity



VISION ON: Four youngsters from Merseyside booked their passage to Edinburgh's 'Television and Young People' event last month thanks to sponsorship from CEWTEC (Chester, Ellesmere Port Wirral TEC).

The event, which coincided with the Edinburgh Festival, is designed to bring young

people into close contact with the professionals who make and control television in Britain.

Pictured with CEWTEC's head of research and development, Richard Merritt are (from second left) Stephen Stewart, Andrew Crease and Mareanne Done.

- from taxation and health and safety to import-export regulations. It also highlights key sources of business information and lists over 1,000 relevant addresses.

For a £200 consultation fee, the AIMS database provides information on the various grants and financial support available for business development. It is divided into sector areas, and includes sections on assistance available at regional and local level.

For further information, contact John Southgate on 081-478 6600.

AVON

ALONG A similar line to the LETEC databases, Avon TEC has launched 'Enterprise Explorer' to help local companies through the 'grants maze'.

The Explorer is a computerised directory of the various grants available to firms from European agencies, central and local Government and the TEC itself.

Grants listed include those which help firms pay for property, plant and equipment, R & D, exhibition costs, overseas publicity, training and innovation.

The information is contained on a floppy disk for use on any IBM compatible PC.

For a quarterly fee of £18 plus VAT, users will receive

updated disks every three months.

For further information, contact the Avon Business Helpline on 0800 229999.

MERSEYSIDE

POSITIVE ACTION is the title of a series of courses being run by Merseyside TEC to encourage young people to consider 'non-traditional' career routes.

For example, 15 young women are currently on a 13-week 'Women in Media' course which covers the usually male-dominated skills of film-making, lighting, sound and directing. It includes visits to film studios, radio stations and newspapers, plus work experience.

Future Positive Action courses are planned to include construction skills for women, and nursing and care for men.

For further information, contact Anne-Marie Waring on 051-236 0026.

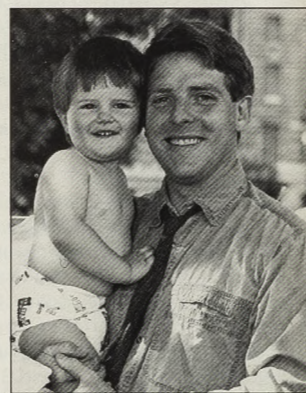
LOCHABER

FIVE FIRMS in the Scottish Highlands - ranging from a hotel to a food firm producing smoked salmon - are currently taking part in a pilot scheme to develop their practical marketing skills.

Sponsored by local enterprise company Lochaber Ltd, the

'Marketing Improvement Programme' gives each company one-to-one consultancy advice to help it draw up a marketing plan. The consultants will then visit the firm up to three times in the next year, to monitor and provide on-going support.

For further information, contact Jackie McKenna on 0397 704326.



THE BOTTOM LINE: Rick Nelson's flourishing nappy laundering company was 'highly commended' in the South Thames Festival Business Awards.

South Thames TEC ran the three-day festival recently to highlight the area's business strengths and development potential and build up partnership links with the local boroughs.

RECENTLY COMPLETED RESEARCH

- 1: Employers' equal opportunity groups
- 2: Employers' manpower and skills practices: results from a major new survey
- 3: TECs and national development
- 4: The use of Local Initiative Funds by TECs
- 5: Older workers in the labour market

Research News is a new quarterly feature providing up-to-date information about the Employment Department's (ED) research programme.

It gives short accounts of the first findings to emerge from recently completed projects and details of relevant publications. Brief details of newly commissioned work are also given.

Research News will complement ED's *Annual Report on Research*, which lists all projects funded in the previous year.

Detailed results from particular projects will continue to be produced in ED's Research Series, in book form and in academic and professional journals including *Employment Gazette*.

Employers' Equal Opportunity Groups

EMPLOYERS' Equal Opportunities Groups (EEOGs) are groups of employers which meet regularly on a self-help and mutual support basis to encourage the promotion and development of equal opportunities in employment.

Recent research by ECOTEC Research & Consulting Ltd concluded that an EEOG is a successful mechanism for supporting the promotion and development of equal opportunities at work.

The extent to which ethnic minorities benefit from the operation of an EEOG depends on the local context, origins and focus of the group, but it is clear that they stand to benefit.

The local context, particularly the relative size of the ethnic minority population and its vociferousness, influenced the priority given to race compared to other equal opportunities issues.

Two modes of operation were found to co-exist within an EEOG. One is a large debating and information-exchange model with a loose framework. The other is a small grouping, set up to make progress on specific issues. The latter appears to have been more successful in stimulating progress on particular equal opportunities issues.

The looser model is more attractive to many employers, particularly in the early stages of an EEOG's development, as it is less formally structured and requires a less intensive input. Employers tend to benefit most from EEOG participation in the early stages of development of their equal opportunities policies, and they appreciated the informality and mutual trust they

offered. A high proportion of senior managers as employer representatives to EEOGs and continuity of membership enhance EEOGs' effectiveness and influence.

EEOGs tend to reach a critical stage in their development once the initial enthusiasm wanes, and a loss of direction can become apparent. Not all EEOGs have survived this critical stage: those that have survived have done so by attracting new members and by developing a clear sense of direction.

Contact: Dennis Brooks, Social Science Research Branch 1, tel 071-273-4890.

Employers' manpower and skills practices

ED has been examining the ways in which employers recruit, train, develop and retain the people and skills necessary to their operations. Interviews for the nationally representative Employers' Manpower and Skills Practices Survey (EMSPS) were conducted by Social and Community Planning Research between late 1990 and mid-1991 among 1,700 workplaces with over 25 employees.

Training: Increases in the amount of training and development per employee over the previous three years were reported in more than three-fifths of workplaces, decreases at only 2 per cent. One in ten workplaces had not done any training during the previous year: many of them simply because they had not taken on any new recruits.

Over half of workplaces employing 'routine, unskilled' and 'operative and assembly' workers had not trained these employees beyond anything given on recruitment. This drops to a third in relation to the more highly skilled groups. On-the-job training is the predominant type of training in the lower skilled jobs, while external off-the-job training becomes important for 'professional' and 'management and administrative' employees.

The main reasons for providing training were to improve quality standards; to meet health and safety and other legislative requirements; and to maintain and update existing skills.

Almost half of the workplaces which had done some training had business and training plans, a quarter just business plans and one in ten just training plans. Business and training plans were not linked in the 12

Continued overleaf

RECENTLY COMPLETED RESEARCH cont'd

per cent of workplaces which had both, and the strength of any links varied greatly among the rest.

Recruitment: Many employers preferred and took on new recruits with previous experience of the type of work involved. Even at the lowest skill levels experience was considered important.

Qualifications were relatively unimportant when recruiting to the less skilled occupations; the demand for them increased with the level of skill, but fell again for managers (a quarter of workplaces did not look for qualifications when recruiting managers compared with 2 per cent for professional employees).

A wide variety of other qualities was sought, frequently of equal or greater importance than qualifications. Interpersonal and communication skills, the ability to get on with others and fit in, reliability and motivation were most commonly mentioned.

Contact: Sally Dench, Social Science Research Branch 3, tel 071-273 4870

TECs and national development

THIS project by Ernst and Young evaluated Training and Enterprise Councils'

participation in ED-sponsored work designed to improve the operation of the UK training market.

It concluded that overall there were net benefits from using TECs as a vehicle for national development work, for both ED and the TECs. The system was found to be helpful in developing TECs' expertise and in facilitating the implementation of new ideas across the TEC movement as a whole. Most of the projects had met their specific objectives (as set out in contracts with ED) and contributed to TEC strategic aims. Projects involving the piloting of national initiatives represented

high added value. In addition the value for money achieved by TEC involvement was judged to have been good. This applied most where TEC or specially recruited staff were used, or where the work was competitively tendered.

The report noted that TECs are in a good position to carry out the relevant work, given their training, enterprise and education brief. Given that TECs will be implementing and managing the projects in the long run, it seems sensible to involve them from the start.

Although the findings were mostly encouraging, the report identified a number of areas where improvements could be made to increase the gains from national development, both to ED and the TECs. A more strategic approach from TECs, including greater links between their own research and national development work, along with greater collaboration on projects, would be beneficial. The costing and budgetary control of projects could also be improved, and the scope existed for TECs to increase private investment, their own contributions and the use of competitive tendering.

The report has been discussed internally, and the lessons have been incorporated in the current national development prospectus.

Contact: Alan Drabble, TEC Research and Evaluation Branch 5, tel 0742 593967.

The use of Local Initiative Funds by TECs

DURING 1992 The Grubb Institute conducted in-depth case studies of eight TECs to assess how far Local Initiative Funds (LIFs) were being used strategically, and whether there were general criteria for judging the effectiveness and added value of LIF projects. The main findings are as follows:

Board directors felt the flexibility provided by LIF was critical in maintaining their motivation to serve on the

TEC boards.

Boards have used LIF in a wide variety of ways. New money has been drawn into areas, sometimes in substantial sums, and often from non-governmental sources. New partners have been found, some of them significant bodies in the area (major companies, chambers of commerce and employer networks).

In the early stages, the availability of LIF was important in giving TECs credibility in their local business communities. Many TECs used a 'scatter-gun' approach at this stage, funding a wide range of projects which had been proposed to them. The effect was to make the TECs' presence felt in the locality.

Subsequently, however, TECs have become more selective in their use of LIF, choosing only those projects which can demonstrate a direct relevance to one of their declared strategic objectives.

The researchers identified four distinct categories of projects which had been supported with LIF:

A
Improving access to education, training and employment (for example, expanding the number of places where Training Access Points are sited);

B
Improving existing practice and provision in education, training and employment (such as training trainers of NVQ assessors in the workplace);

C
Education-business partnerships and links (for example, supporting a scheme for work experience placements for head teachers in industry);

D
Projects designed to change the local culture, especially through cross-boundary collaborations, and to enable the TEC to be a catalyst in bringing about the change (for example, setting up a single labour market

information unit to collect, analyse and communicate sound and meaningful data to support informed judgments and decision making).

LIF was shown to have leveraged in new money ranging from half to twice of the LIF grant.

The pattern of LIF activities undertaken by each TEC reflected its particular understanding of, and relation to, its local area. The study classifies this variety of into four broad types: learning, providing, convincing and venturing.

The actual size of LIF is very small in comparison to the total budget of a TEC, but TEC directors and chief executives all declare that its significance as a lever to the local economy is out of all proportion to its size. However, they consistently say that changes in per capita grants have made it difficult to plan ahead.

A 'popular' report was produced in November 1992, and the substantive report will appear later this year.

Contact: Patrick Vaughan, TEC Research and Evaluation Branch 4, tel 0742 594791.

Older workers in the labour market

A REVIEW of the available evidence on the position of older workers in the labour market was published in the June 1993 issue of *Employment Gazette*. It found that the proportion of economically active older women increased over the five years 1987-92, while that for men declined. Other findings were that most personnel departments do not have specific policies on older workers, and that recruitment, training and promotion of older staff are affected by a range of stereotypes. See *Employment Gazette*, June 1993, pages 237-250.

Contact: Angelika Hibbett, Social Science Research Branch 2, tel 071 273 4871.

PROJECTS RECENTLY COMPLETED

The following projects have recently been completed and further details may be included in future issues of *Research News*. Proposed or actual outputs from the projects are indicated.

Enterprise Allowance/
Business Start-Up: A
survey of TEC
schemes

IFF Research Ltd

Outputs: final report and datatape available soon.

Ref 135/92

The impact of
Japanese firms - a
review of literature

Industrial Relations Services

Outputs: report, *The impact of Japanese firms on working and employment practices in British manufacturing industry* is available from IRS, 18-20 Highbury Place, London London N5 1QP, price £40. Also covered in IRS's *Industrial Relations Review and Report*, July 1993 no. 540, and *Employment Gazette*, August 1993, page 341.

Ref 272/92

Career Development
Loans

Coopers & Lybrand Deloitte

Outputs: report available from Gareth Dent, TEC Research and Evaluation Branch 2, Room E436, Employment Department, Moorfoot, Sheffield S1 4PQ.

Ref 103/93

Awareness and use of
training, educational
and business services
by the rural
population

Reading University

Outputs: report available spring 1994

Ref 130/93

Experimental trialling
of thinking skills at
work

Nigel Blagg Associates

Outputs:

- interim report available from Nigel Blagg Associates, 39 Staplegrove Road, Taunton, Somerset TA1 1DG;
- a 'learning and thinking' brochure which will be circulated widely to training providers, employers and colleges in the near future;

- a conference of TECs and training providers in the North has been held and further conferences are planned.

The training materials will be available shortly from Nigel Blagg Associates.

Ref 413/91

PROJECTS RECENTLY STARTED

Training for Work
funding pilots
evaluation

Coopers & Lybrand Associates

The study aims to inform decisions about a possible future expansion of the Training for Work funding model. It will examine the impact of the model on recruitment to Training for Work and its effectiveness for participants, and the impact on the administrative efficiency and accountability of TECs and providers.

Reports will be produced in summer 1993 and spring 1994. It is proposed that the findings and recommendations will be disseminated thereafter to TECs, and copies will be available from the ED contact. ED contact: Gareth Dent, TEC Research and Evaluation Branch 2, tel 0742 59 3594.

Ref 109/93

Middle managers: their
contribution to
employee involvement

Centre for Organisational Research, London Business School

Managers play a crucial role in the success of change initiatives, especially those intended to increase employees' involvement and harness their commitment to organisational goals and objectives. This literature review examines international trends and comparisons, and assesses the role of junior and middle managers in relation to other critical success factors.

A final report together with classified bibliography will be available later in the year. ED contact: Christine Tillsley, Social Science Research Branch, tel 071 273 5057.

Ref 122/93

Study of existing
evidence of local
economic development
and TECs: Stage I

West Midlands Enterprise Board

Local economic development is defined as local-based activities which encourage growth, better use of human resources and improved quality of life. The project will identify the information needs of policy-makers and use these needs as a basis for a literature review of research carried out on local economic development.

A final report will be produced by late summer, together with a comprehensive bibliography in a database format.

ED contact: Kathy Murphy, TEC Research and Evaluation Branch, tel 0742 593840.

Ref 188/93

Evaluation of TEC
labour market
information
requirements

PIEDA

The project will evaluate how far current arrangements are meeting the needs of TECs, the ED and other government departments. It will look at a range of issues including the purpose, value and costs of gathering labour market information, and the value and validity of aggregated data.

A final report will be produced by late summer. ED contact: Paul Mooney, Economics, Research and Evaluation Branch E1, tel 0742 593074.

Ref 246/93

For more information on any of the reports covered in *Research News*, contact Research Management Branch, Employment Department, Room W441, Moorfoot, Sheffield S1 4PQ, tel 0742 593932.

Employment Gazette

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special FEATURE

Working time and holidays in the EC: how the UK compares

This article uses Labour Force Survey (LFS) data to compare working time in the European Community. It looks at hours worked by employees and non-employees (self-employed and family workers), and considers how regulations and the size of the non-employee group affects the overall distribution of working time in each country.

In addition it looks at United Kingdom LFS data on the number of days individuals usually work each week, and at new (autumn 1992) data on employees' paid annual holiday entitlement.

By Gary Watson, Social Science Research Branch, Employment Department.



Photo: Guy Le Querrec/MAGNUM

Key findings

- Ireland (22 per cent) and Greece (20.4 per cent) have the highest proportions of all people in employment who usually work over 48 hours per week. The UK with 19.5 per cent has the third highest proportion.
- In all EC states except the UK the majority of those working over 48 hours per week are self-employed or family workers. In the UK the reverse applies where 70 per cent are employees.
- In the UK, 6 per cent of employees and 25 per cent of the self-employed usually work seven days a week.
- The average paid annual holiday entitlement for full-time employees in Britain is 24 days. Sixty per cent of full-time employees receive between 20 and 25 days paid annual holiday entitlement. Twenty-four per cent receive more than 25 days and 16 per cent receive fewer than 20 days.
- Ten per cent of all employees receive no paid annual holiday entitlement. The vast majority of this group (over 80 per cent) either work short hours (fewer than 16 per week) and/or have worked for their employer for less than a year.
- Eighty-eight per cent of full-time employees with at least one year's continuous service receive 20 days or more paid annual holiday entitlement. A further 8 per cent receive between 15 and 19 days and four per cent receive fewer than 15 days. One per cent receive no paid holiday entitlement.

PUBLICATION OF the proposed EC Working Time Directive in 1990 provided the catalyst for a renewed and wide-ranging debate over hours of work and labour market regulation in the European Community (EC). Most people interested in employment issues are now familiar with proposals for employees to work a maximum of 48 hours per week, with a statutory minimum paid annual holiday entitlement. Debates and analyses of working time have usually focused on the hours worked by employees only, and not considered other groups such as the self-employed. This has occurred for three main reasons. First, in industrialised countries, the self-employed and family workers have historically made up only a small proportion of all people in employment. Second, these groups are usually excluded from regulations and collective bargaining over working time. Third, most data sources on working time are based on surveys which cover employees only.

However, in any cross-European

Table 1 People in employment in European Community by employment status

	Per cent												
	Germany	France	Italy	Neth	Bel	Luxem	UK	Ireland	Den	Greece	Portugal	Spain	EUR12
All in employment (000s)	29,001	21,874	21,221	6,236	3,625	157	26,783	1,135	2,656	3,719	4,649	12,551	133,607
Employees	89.0	84.3	71.8	88.1	81.1	89.0	86.6	74.9	88.6	52.3	71.2	73.7	81.5
Non-employees	11.0	15.7	28.2	11.9	19.0	11.0	13.4	25.1	11.4	47.7	28.8	26.3	18.4
of which:													
Self-employed	8.9	12.9	24.3	10.0	16.1	9.3	13.4	22.6	9.5	34.8	25.8	20.9	15.7
Family workers	2.0	2.8	4.0	2.0	2.9	1.7	-	2.5	1.9	12.9	3.0	5.4	2.7
Total	100	100	100	100	100	100	100	100	100	100	100	100	100
Full-timers as a proportion of all in employment													
Full-time employees	75.7	74.1	68.3	60.7	70.8	82.3	67.0	68.5	67.0	50.6	68.5	70.5	69.9
Full-time non-employees	9.1	14.0	26.7	7.3	18.2	10.1	11.3	23.3	9.8	45.2	25.6	24.5	16.5
of which:													
Full-time self-employed	8.0	12.1	23.2	6.6	15.6	8.9	11.3	21.7	8.6	33.5	23.1	20.0	14.4
Full-time family workers	1.1	1.9	3.5	0.7	2.6	1.3	-	1.7	1.1	11.7	2.5	4.5	2.1
Part-timers as a proportion of all in employment													
Part-time employees	13.3	10.2	3.4	27.1	10.2	6.3	19.6	6.4	21.6	1.7	2.7	3.2	11.5
Part-time non-employees	1.9	1.7	1.5	4.6	0.7	1.3	2.1	1.7	1.6	2.4	3.2	1.7	2.0
of which:													
Part-time self-employed	0.9	0.8	1.0	3.3	0.4	0.6	2.1	0.9	0.9	1.3	2.7	0.9	1.3
Part-time family workers	0.9	0.9	0.5	1.3	0.3	0.6	-	0.8	0.8	1.2	0.5	0.8	0.7

Source: EUROSTAT 1992

Note: Prior to 1992 the UK LFS did not identify family workers as a distinct employment category.

Table 2 Average total usual weekly hours

	All in employment	All employees	All non-employees	Full-time employees	Full-time self-employed	Average 'normal' hours (FT employees)
Germany	38.2	36.8	49.3	39.9	55.4	38.0
France	38.9	37.5	51.0	39.6	54.9	39.0
Italy	39.8	38.0	44.5	38.6	46.2	39.0
Netherlands	33.0	31.9	41.2	39.0	58.3	38.0
Belgium	38.5	35.8	53.4	38.0	54.6	38.0
Luxembourg	40.1	38.7	51.3	39.9	54.2	40.0
UK	38.9	37.8	46.1	43.7	52.6	38.5
Ireland	42.8	38.6	57.0	40.4	60.5	39.0
Denmark	35.5	34.2	47.2	39.0	54.5	37.0
Greece	43.4	39.5	47.7	40.1	50.3	40.0
Portugal	43.3	41.2	48.9	41.9	52.6	42.0
Spain	41.1	39.7	45.1	40.7	46.7	39.5
EUR 12	39.0	37.4	46.8	40.4	51.0	-

Sources: All in employment, all employees, full-time employees EUROSTAT 1992. All non-employees, EUROSTAT 1990 LFS data, special analysis. Full-time self-employed EUROSTAT 1989. Normal hours, IRS 1991.

comparisons of working time omission of non-employees can be particularly important. In 1990 approximately 25 million people in the EC were either self-employed or family workers — nearly a fifth of all employed people.

The proportion of self-employed and family workers varies considerably between countries. In general, self-employment and family work are strongly affected by the relative size of the agricultural sector, and this is certainly true within the EC.

In those countries where agriculture accounts for a relatively large share of employment such as Greece, Portugal, Ireland, Spain and Italy, there are a relatively high proportion of non-employees. Table 1

shows that nearly half those in employment in Greece are either self-employed or family workers and in Portugal, Italy, Spain and Ireland the proportion is over a quarter. In the UK 13 per cent of workers are non-employees, representing a considerable increase from less than eight per cent in 1979.¹

The size of the non-employee group (and also the relative proportions of full and part-time workers) has a profound effect on the overall picture of working time in each country. As will be shown later, this is particularly true when considering 'long' working hours. Many people believe that the UK has a much higher proportion of workers working long hours than elsewhere in the EC. This article will show that while

this is true for employees, focusing solely on that group distorts the situation of the UK relative to other EC states.

Average usual weekly hours

One way of demonstrating the importance of non-employees in comparisons of working time (and also the split of full/part-time employment), is to look at a simple measure of working time such as average weekly hours.

Table 2 shows that average weekly hours in the UK for *all people in employment* are 38.9 — very close to the EC average of 39.0. In 1990, average weekly hours were higher in six other member states, lower in four and the same in France.

The table also shows that average weekly hours for *all employees* in the UK are similar to the EC average, and again, the UK is towards the middle of the range for this particular group. However, average hours worked by different employment groups, such as the full-time self-employed or full-time employees, vary considerably.

Full-time UK employees work the longest average weekly hours (43.7) of all employees throughout the community. On average, this group works more than three hours above the EC average for full-time employees and over five-and-a-half hours more than their Belgian equivalents.

In contrast, the UK full-time self-employed work the fourth *shortest* hours in the Community.

So, depending on the group considered, the comparative position of the UK can change dramatically. The relatively high proportion of part-timers in the UK (especially employees) lowers average hours

Table 3 Distribution of total usual weekly hours by employment status

	Per cent												
	Germany	France	Italy	Neth	Belgium	Luxem	UK	Ireland	Den	Greece	Portugal	Spain	EUR12
All in employment													
0 - 15	4.6	2.6	1.9	16.0	2.0	1.8	9.4	2.8	9.1	1.2	2.1	1.7	5.0
16 - 30	10.4	11.5	9.2	13.7	13.8	7.0	12.6	9.4	13.1	8.5	6.6	5.6	10.5
31 - 40	70.6	66.2	63.4	61.7	69.8	80.2	35.7	58.0	63.8	47.6	31.7	70.0	58.9
41 - 48	4.2	9.0	14.8	1.3	2.5	3.0	22.8	7.8	4.5	22.3	42.6	10.3	12.7
49 - 60	6.8	7.6	9.2	4.3	8.1	5.3	14.5	12.6	7.6	14.1	13.7	9.9	9.6
Over 60	3.3	3.0	1.5	2.8	3.7	2.6	5.1	9.4	2.0	6.2	3.3	2.5	3.4
Standard deviation	11.7	10.7	9.4	14.7	11.5	9.6	15.2	15.0	12.2	11.7	11.0	8.8	12.2
Employees													
0 - 15	4.2	2.6	1.7	15.1	2.1	1.8	9.6	2.8	9.6	0.9	1.6	1.5	5.0
16 - 30	10.6	11.8	9.8	13.6	15.2	6.9	12.9	9.9	13.3	9.5	6.1	5.0	10.8
31 - 40	76.6	71.8	74.6	68.8	79.2	86.7	37.8	70.8	68.7	70.3	39.3	81.2	65.8
41 - 48	3.9	8.6	10.5	0.9	1.2	2.4	23.8	8.1	3.9	14.6	48.4	7.3	11.5
49 - 60	3.7	4.5	3.0	1.2	1.9	1.7	12.8	6.7	4.0	3.7	3.7	4.1	5.6
Over 60	1.0	0.7	0.4	0.4	0.5	0.5	3.1	1.6	0.6	1.0	1.0	0.9	1.3
Standard deviation	9.3	8.6	7.6	12.2	7.9	7.0	14.0	9.7	10.8	7.7	8.3	6.7	10.3
Non-employees													
0 - 15	8.4	3.0	2.2	22.5	1.9	1.8	8.1	2.6	4.5	1.6	3.6	2.2	4.9
16 - 30	9.4	8.7	7.9	14.8	5.7	7.9	10.6	7.4	11.1	7.4	7.9	7.2	8.7
31 - 40	21.4	18.1	34.2	12.6	18.0	27.9	22.6	15.4	21.6	22.7	11.8	39.0	26.3
41 - 48	6.6	13.1	25.9	4.0	9.7	7.8	16.4	6.9	9.9	30.8	27.6	18.7	18.4
49 - 60	32.0	34.8	25.3	26.5	42.7	34.5	25.1	32.5	38.8	25.6	39.9	26.0	28.6
Over 60	22.2	22.4	4.5	19.5	22.0	20.0	17.1	35.1	14.0	11.9	9.3	6.9	13.1
Standard deviation	20.6	17.1	11.6	24.8	15.9	17.4	19.9	20.0	16.5	13.7	14.6	11.9	16.5

Source: EUROSTAT 1990 LFS data, special analysis

for all people in employment more than in most other EC states. For this reason, average hours are not a particularly useful indicator of differences in hours worked in each country. As will be shown later, the distribution of hours worked can be much more illuminating.

Regulation of employees' working time

In contrast to all other EC states, there has never been a tradition of general regulation of working hours in the UK. As Bob Hepple points out: "Britain has always adopted a *laissez-faire* approach. Apart from the 19th century protection of children, young persons and women, the regulation of working time has been left either to collective bargaining or unilateral employer regulation".²

Of numerous International Labour Organisation (ILO) conventions on working time, introduced over many decades, the UK has ratified only one covering paid educational leave.

In addition to a low level of statutory regulation, the UK has seen a decline in recent years in the influence of collective bargaining. Nowadays only a minority of employees are covered by such arrangements.³ In some countries collective agreements can be very important in regulating working time and in Denmark (where there is also relatively little legal regulation), collective agreements are an important determinant of hours worked by both those directly covered and also other groups of employees. In fact, in Denmark collective agreements are often regarded as if they had a legal force.⁴

The distribution of working hours

As shown in table 3, a deregulatory approach to working time results in the UK having the greatest diversity of hours worked in the EC. As well as the proportions in each hours banding, the table shows the standard deviation of hours worked — a useful statistical measure of dispersion. It measures the extent to which data values are spread around the mean (average) for the whole distribution. In particular, the UK has the widest dispersion of weekly hours worked by employees.

Although not shown in the table, in some countries around half or more of all employees work within a single hour band, for example in Italy 48.3 per cent usually work 40 hours per week, in Ireland 48.6 per cent do so and in Spain the figure is 71 per cent.⁵

The table also shows that in all countries there is a wider dispersion of hours for non-employees (who are not subject to regulation) than for employees.

A number of factors contribute to the pattern of hours worked in each country, and the relative importance of each varies from one country to another. The key factors influencing hours worked are statutory regulation and collective agreements (as mentioned above) and also the tax/benefit regime. This latter factor can be particularly important in relation to part-time employment, and in analysing the distribution of working time it is useful to look at the extent of both 'short' and 'long' hours working.

Short hours jobs

A good example of how the regulatory

and tax/benefit regimes can affect short hours working is the Netherlands, where a large proportion of people in employment work fewer than 16 hours per week. A number of Dutch laws establish employment regulations which only cover those working more than one third of 'normal' working hours.⁶ Relatively large numbers of Dutch employees work in jobs involving only short hours, with 13 per cent working fewer than 12 hours per week (i.e. less than a third of normal hours) compared to an EC average of only 4 per cent.

The greater costs associated with hiring 'normal' employees (or those working more than a third of normal hours) can be seen as offering an incentive for employers to employ short hours workers.

However, the tax/benefit regime is probably a more significant factor contributing to the relatively high incidence of short hours jobs in the Netherlands. The importance of this is recognised in the Organisation for Economic Co-operation and Development's (OECD) 1993 *Economic Survey of Netherlands*, where it is stated: "Part-time work may have been greatly encouraged by a combination of social security and tax considerations, since inactive persons with social benefits can improve their income to up to 87 per cent of the net minimum wage in the case of a single person and 120 per cent in the case of a single earner family by working part time".⁷

In a similar fashion, the UK National Insurance (NI) system provides an incentive for the creation of jobs which pay below the threshold for NI contributions. Most of these jobs will involve working only short hours. If an employee's weekly pay falls

below the Lower Earnings Limit (LEL, currently £56.00 per week) neither the employer nor employee pays NI. Both anecdotal evidence and more systematic studies of this phenomenon indicate that this system of NI payments influences the labour supply and demand for short hours jobs, i.e. jobs which provide earnings below the LEL.⁸

Likewise, the tax system means that for many households it is financially more efficient for an economically inactive partner to work short hours (and pay no or relatively low levels of income tax) than for a main earner to work extra hours, paying tax on all the additional income.

A more detailed analysis of the effect of regulations on part-time employment in several European countries can be found in a recent report from the German research organisation WZB.⁹ Although it can be difficult to assess how much regulations and tax/benefit systems affect the level of short hours working, it is true to say that in particular combinations they can have a significant effect.

In countries such as the Netherlands and the UK where there is a relatively high incidence of short hours working, it is possible therefore to point to certain factors (outlined above) which encourage this type of work. However, it is important to remember that in other countries regulations can operate as a disincentive to such jobs. For example, the low incidence of short hours jobs in France and Belgium can be explained at least in part by the lack of financial incentives in the social security system for employers to expand such work. Also, in both these countries employment legislation operates to reduce the attractiveness of part-time work to an employer. For example, the number of additional hours part-timers can be made to work without an overtime premium is limited to a level below standard hours for full-time employees.¹⁰

Overtime working

Other important regulations affecting employees' working hours in the EC are those which cover overtime working. Although overtime is worked in all EC states, all (except Denmark and the UK) have statutory restrictions on the amount of overtime which can be worked. Typically these are a combination of daily, weekly and annual limits.

There is a high incidence of overtime working in the UK, especially by full-time employees. Obviously overtime levels vary throughout the economic cycle, but in 1991, some 44 per cent of employees usually worked paid and/or unpaid overtime each week, at an average of nearly eight hours.¹¹

In other countries, however, the situation is quite different. In France, for example, overtime is defined as hours worked in excess of the statutory maximum 39 hour week with a maximum annual quota of 130

Table 4 Proportion of all in employment, employees and non-employees who usually work over 48 hours per week

	All in employment	All employees	All non-employees	Maximum hours (employees)*
Germany	10.2	4.7	54.2	48
France	10.6	5.2	57.1	39
Italy	10.7	3.4	29.8	48
Netherlands	7.2	1.6	46.0	48
Belgium	11.9	2.3	64.7	40
Luxembourg	8.0	2.2	54.6	40
UK	19.5	15.9	42.2	-
Ireland	22.0	8.3	67.7	48
Denmark	9.6	4.6	52.8	-
Greece	20.4	4.7	37.6	48
Portugal	16.9	4.7	49.2	48
Spain	12.4	5.0	32.9	40
EUR 12	13.0	6.8	41.7	-

Non EC countries: proportion over 49 hours per week

Japan	40	-	-	-
Australia	17	-	-	-
United States	18	-	-	-

Sources: EUROSTAT 1990 LFS data, special analysis. OECD Employment Outlook, July 1990 p31.

* Normal maximum statutory hours (although some exceptions exist).

hours. In Germany, overtime is defined as hours in excess of the statutory maximum 48 hour week with a limit of two hours a day for up to 30 days a year.¹²

Flexibility over maximum working hours

The general limitations on employees' overtime clearly influence the numbers working 'long' hours. In recent years, however, the trend in many EC countries has been towards less regulation and increased flexibility over maximum daily and weekly hours.¹³ There have, in particular, been widespread moves to lengthen averaging periods for hours worked. In Denmark, where collective agreements are very important in determining working time arrangements, many agreements now include provision for the normal 37 hour week to be averaged over several weeks or months.¹⁴

Most countries have always had a number of exemptions from their working time regulations, and France for example has a system of 'derogations' from normal maximum working hours. A complex set of regulations exists which allow derogations to the principle of the maximum 39 hour week. This makes it possible for some employees to work in excess of the normal maximum 48 hours per week (including overtime).

One type of derogation is the system of 'equivalent hours'. This operates in a number of industries and occupations which experience regular slack periods, such as hairdressing. The system is justified by the reduced effort required from employees during less busy periods, and means that a working week of, say, 45 hours can be considered as equivalent to 39 hours.

Overtime up to a maximum of nine hours per week (normally making a total maximum of 48 hours) only includes hours worked beyond the 'equivalent' hours.¹⁵

In Germany, the maximum 48 hour week can be exceeded so long as average hours over a two-week period do not exceed 48 hours. Although the laws and regulations on maximum hours are often complex, and there are certain ways in which employees can work above the permitted maximum, the findings presented in table 4 are perhaps surprising; namely, that a significant number of employees in every other EC country usually work hours in excess of the relevant statutory limit.

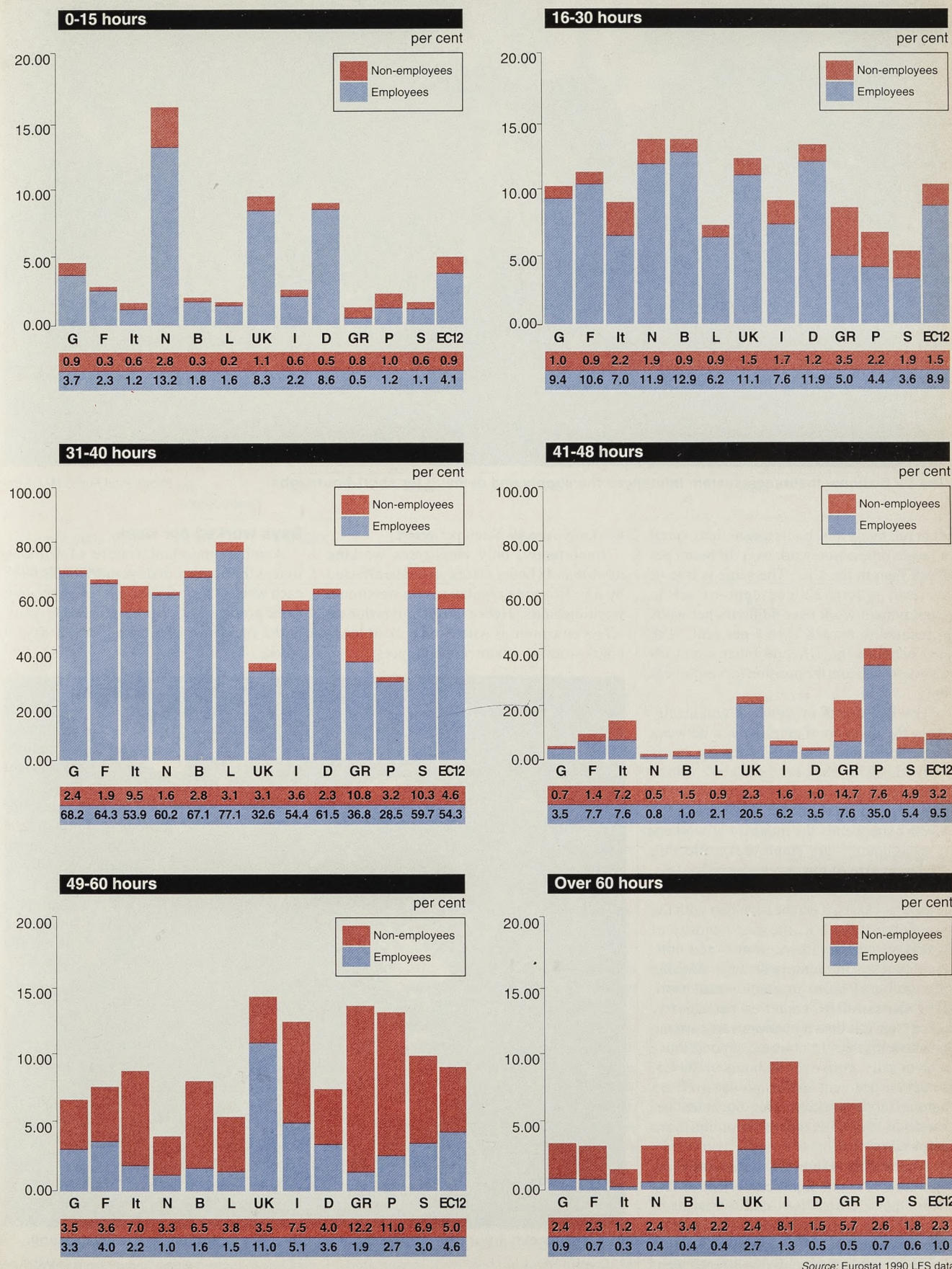
Other non-EC European countries, for example Norway, Sweden, Finland and Austria, also have legislation on maximum employee hours, and these are broadly in line with legislation in most EC states.¹⁶ Although we cannot say for certain, it is likely that the UK is alone in Western Europe in the proportion of employees who usually work more than 48 hours per week.

Employees only or all in employment?

As mentioned earlier, concentrating on employees provides only part of the picture on 'long' hours. One of the most interesting findings presented in table 4 is that the proportion of all in employment who work over 48 hours per week is greater in Greece and Ireland than in the UK.

In Greece, although only 4.7 per cent of employees work more than 48 hours per week, 20.4 per cent of all in employment work this long. The size of the non-employee group (most of whom are self-employed as opposed to family workers) coupled with

Figure 1: Division of total employment between employees and non-employees by weekly hours



Source: Eurostat 1990 LFS data



The UK National Insurance system influences the supply and demand for short-hours jobs.

Photo: Paul Fusco/MAGNUM

their relatively long hours means that overall a larger proportion work over 48 hours per week than in the UK. The same is true of Ireland, where 22 per cent of all in employment work over 48 hours per week compared to the UK's 19.5 per cent. The gap between the UK and other countries also narrows from the position for employees only.

The bar charts in figure 1 graphically show the division of employment between employees and non-employees by hours worked. The bars are 'stacked', which means each portion of a bar represents the proportion of the total for that bar. In the lower hours bands the majority of workers in each country are employees, reflecting the larger size of this group overall.

However, for the '49-60 hours' and 'over 60 hours' charts, it can be seen that with the exception of the UK, the vast majority of workers working these hours are non-employees. In other words, a sizeable proportion of those in employment work long hours in all EC countries, but in nearly all of them it is heavily concentrated among non-employees. In contrast, among those who usually work over 48 hours in the UK some 70 per cent are employees. Even among those working over 60 hours per week in the UK, more than half are employees.

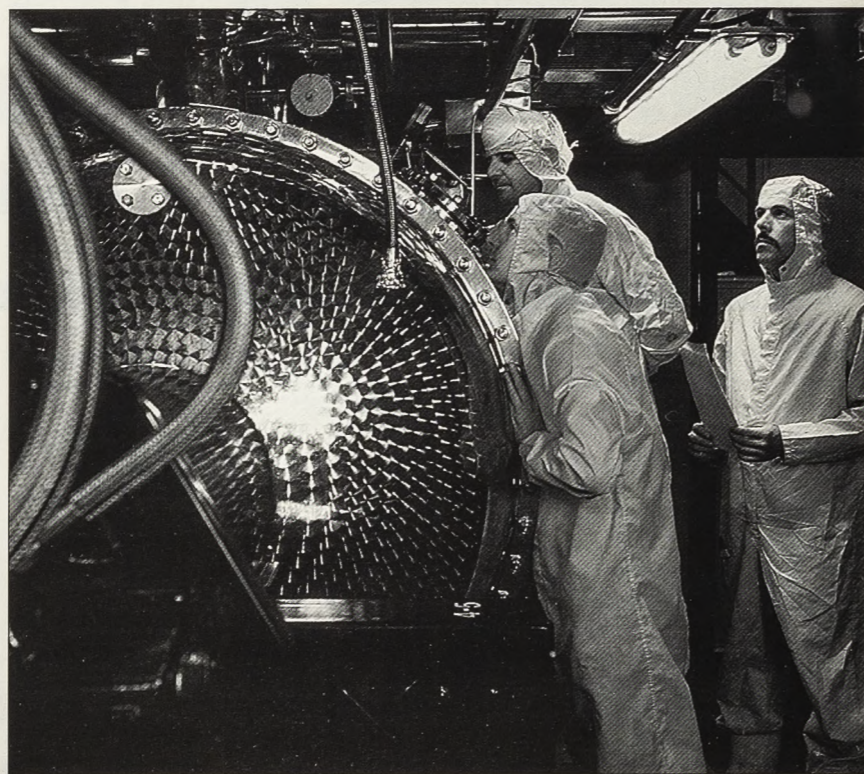
Similar data on non-EC states also show that the UK is not significantly out of line with other industrialised states in terms of 'long' hours working. Table 4 shows that the Japanese have the highest proportion working such hours, with 40 per cent

working over 49 hours per week.

Importantly, only employees working more than 48 hours a week would be affected by any EC-wide regulations on maximum working hours. Hence the disproportionate effect on countries where the bulk of long-hours working is among employees.

Days worked per week

Another important feature of working time is the number of days individuals work each week. Of particular interest in relation to the proposed EC Working Time Directive is the incidence of working seven days a week.



Average weekly hours for all employees in the UK are similar to the EC average.

Photo: Stuart Franklin/MAGNUM

Table 5 Number of days usually worked per week (UK)

	All in employment			Employees			Self-employed		
	All	Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time
Total (000s)	25,546	19,294	5,811	21,897	16,632	5,261	3,212	2,662	550
	Per cent								
Nine-day fortnight	0.6	0.7	0.2	0.6	0.8	*	*	*	*
Four-and-a-half day week	2.8	3.5	0.7	3.1	3.9	0.8	0.8	0.9	*
1 Day per week	2.4	*	9.6	2.3	*	9.4	2.0	*	11.3
2 Days per week	3.3	0.1	13.7	3.4	*	13.7	2.5	*	13.6
3	4.6	0.5	18.1	4.7	0.4	18.1	3.7	0.6	18.5
4	4.5	2.2	11.9	4.6	2.3	11.9	3.4	1.5	12.1
5	61.0	68.5	37.3	64.7	73.0	38.5	37.8	40.2	26.1
6	12.2	14.7	4.2	10.4	12.5	4.0	25.0	28.9	6.2
7	8.6	9.8	4.2	6.1	7.0	3.5	24.7	27.5	11.6
Total	100	100	100	100	100	100	100	100	100

Source: spring 1992 LFS estimates

* denotes cell value below 10,000 (estimate not shown)

Notes:

1. The all in employment total includes employees, self-employed, unpaid family workers and those on employer based training schemes. It does not include those in employment on college based schemes, as this group are not asked questions on working time.
2. Full and part-time status based on self assessment not on hours worked.
3. Full and part-time figures for all in employment refer to employees and self-employed only. Other groups were not asked whether they worked full or part-time.

Table 6 Employees' paid annual holiday entitlement (days)

	Great Britain						
	All employees	Full-time			Part-time		
	All	Male	Female	All	Male	Female	
All employees (000s)	21,353	16,222	10,558	5,664	5,129	622	4,507
	Per cent						
Days holiday							
0	10.1	3.1	3.0	3.2	32.7	59.3	29.1
1 - 9	2.4	0.7	0.6	0.7	8.1	9.7	7.9
10	2.7	1.8	1.9	1.6	5.3	4.4	5.4
11 - 14	2.7	1.5	1.5	1.6	6.6	4.2	6.9
15	6.4	6.4	6.5	6.4	6.2	4.1	6.5
16 - 19	2.3	2.0	2.1	1.9	3.4	*	3.6
20	20.9	23.1	23.2	23.1	13.9	7.2	14.8
21 - 24	13.9	16.0	15.9	16.3	6.9	3.8	7.4
25	18.0	21.4	21.5	21.4	7.1	2.1	7.7
26 - 29	8.2	9.7	10.1	9.0	3.2	*	3.5
30	4.8	5.9	6.7	4.2	1.5	*	1.5
31 - 40	2.9	3.5	3.9	2.8	1.1	*	1.2
41 - 50	0.9	1.0	1.0	1.1	0.7	*	0.8
51+	3.6	3.8	2.2	6.7	3.2	*	3.5
Total	100	100	100	100	100	100	100

Source: autumn 1992 LFS estimates

* Denotes cell size below 10,000 (estimate not shown)

A 1991 Industrial Relations Services report noted that: "All western European countries except the UK have legislation providing for weekly rest breaks".¹⁷ Regulations vary, but typically stipulate at least one full day off per week (often Sunday in principle).

Prior to the spring 1992 LFS, little nationally representative data existed on the issue of days worked per week. The results presented in table 5 show that 8.6 per cent of all people in employment (some 2.2 million people) usually work seven days per week. Among employees, 6.1 per cent usually work seven days per week and a quarter of the self-employed do so.

Working every day each week would be

largely restricted under the Working Time Directive which, for employees, requires a minimum one day's rest per week averaged over two weeks.

Again, given the regulations which exist elsewhere in the EC, it is unlikely that seven-day working by employees is as common in the other 11 member states. However, as with weekly hours of work, it is possible that seven-day working across all people in employment is as high in some other EC countries.¹⁸

Paid annual holiday entitlement

The final key component of employees' working time is annual holiday entitlement (both annual leave and public holidays). Of

the 12 EC states, all but two have generally applicable legislation setting down minimum levels of paid holiday. The exceptions are the UK with none, and Italy, where the constitution and civil code specify a right to holiday but no specific minimum entitlement.¹⁹

The autumn 1992 LFS for the first time asked employees a question about their paid annual leave entitlement (excluding public holidays).²⁰ The data collected refer to days holiday entitlement rather than weeks, and it is therefore necessary to make some assumptions in 'translating' days holiday into weeks.

For full-time employees it is probably legitimate to divide the number of days by

five to give an estimate of weeks paid holiday. The vast majority of full-timers work five days per week, and a large proportion of those usually working six or seven no doubt work the 'extra' days as overtime rather than as part of their basic week. They would therefore need to take only five days leave for a full week off.

The situation for part-timers is more problematic. Given the wide distribution of days worked by part-timers it is not possible to accurately derive weeks holiday from days without corresponding data on the number of days each individual usually works per week.²¹

Table 6 shows that along with the rest of the EC, full-time UK employees typically receive four to five weeks annual leave. On average full-time employees receive 24 days paid annual holiday (men 23 days and women 25 days).

Table 7 Basic usual weekly hours and length of service of employees with no paid annual holiday entitlement

	Great Britain		
	All	Male	Female
All employees (000s)	2,166	672	1,492
	Per cent		
Work less than 8 hours	24.6	17.5	27.8
Work 8 but < 16 hours (< 6 months service)	9.2	7.9	9.8
Work 8 but < 16 hours (6 months but < 1 years service)	4.0	2.8	4.5
Work 8 but < 16 hours (1+ years service)	19.4	11.3	22.9
Work 16+ hours (< 6 months service)	17.7	28.8	12.8
Work 16+ hours (6 months but < 1 years service)	6.0	8.2	5.0
Work 16+ hours (1+ years service)	19.1	23.5	17.2
Total	100	100	100

Note: Figures adjusted for non-response

Source: autumn 1992 LFS estimates.

Table 8 Employees' paid annual holiday entitlement (days) — employees working at least 8 hours basic per week and with one year or more continuous service with employer

	Great Britain						
	All employees working 8+ hours and with 1+ year's service	Full-time			Part-time		
		All	Male	Female	All	Male	Female
All employees (000s)	17,346	13,987	9,163	4,824	3,359	292	3,067
	Per cent						
Days holiday							
0	4.7	1.3	1.3	1.3	18.8	39.1	16.9
1 - 9	1.8	0.4	0.5	0.4	7.6	12.0	7.2
10	2.3	1.4	1.5	1.3	5.9	7.2	5.8
11 - 14	2.5	1.2	1.2	1.2	7.9	6.5	8.0
15	6.3	6.0	6.1	5.9	7.7	6.1	7.8
16 - 19	2.4	1.9	2.0	1.9	4.2	*	4.4
20	21.3	22.3	22.6	21.7	17.3	11.0	17.9
21 - 24	14.9	16.3	16.1	16.7	9.0	6.4	9.2
25	20.4	23.0	22.8	23.4	9.7	*	10.3
26 - 29	9.4	10.6	11.0	10.0	4.4	*	4.6
30	5.5	6.4	7.4	4.6	1.8	*	1.9
31 - 40	3.4	3.9	4.3	3.1	1.5	*	1.6
41 - 50	1.1	1.1	1.1	1.2	0.8	*	0.8
51+	3.9	4.0	2.3	7.2	3.4	*	3.5
Total	100	100	100	100	100	100	100

* Denotes cell size below 10,000 (estimate not shown)

Source: autumn 1992 LFS estimates

However, 3.1 per cent of full-time employees and 32.7 per cent of part-timers receive no paid annual holiday (10.1 per cent of all employees). Around 15 per cent of full-time employees receive less than four weeks holiday and seven per cent less than three weeks.

The vast majority of those receiving no paid holiday either work only a small number of hours each week (fewer than 16) and/or have worked continuously for their employer for less than a year. Table 7 shows that of the 2.2 million employees with no paid annual holiday entitlement, fewer than 20 per cent are employees working 16 or more hours a week with at least one year's continuous service with their employer.

The proposed EC Working Time

Directive allows member states to set 'conditions of entitlement' for annual leave provisions. If we consider the group of employees whose basic usual hours are eight or more and who have a minimum of one year's continuous service with their employer, we see that the proportion of full-timers with no entitlement falls to 1.3 per cent; 4.4 per cent receive less than three weeks and 12.3 per cent less than four weeks entitlement (table 8).

The proportion of part-timers with no leave entitlement who work at least eight hours per week and have at least one year's service is 18.8 per cent - down from the 32.7 per cent for all part-timers.

Unfortunately there are no comparable data on annual holiday entitlements in other

EC states, as a question on holiday entitlement is not a core EUROSTAT question in the LFS. However, information exists about both statutory entitlements and provisions in wide-ranging collective agreements. Most comparisons consider the legal minimum entitlement (see table 9), although in some countries, such as Germany, the vast majority of employees actually receive an entitlement well above the legal minimum.

Although other EC countries generally stipulate a minimum entitlement, in some there is a length-of-service threshold before this comes into force. For example, in Greece there is no statutory entitlement during the first year of service. In Germany, full entitlement starts after six months'



Photo: MAGNUM

Table 9 Statutory annual leave entitlement and public holidays in the EC

	Annual leave (days)	Public holidays
Germany	15	11
France	25	11
Italy	-	11
Netherlands	20	9
Belgium	20	13.5
Luxembourg	25	12
UK	-	8
Ireland	15	9
Denmark	25	10
Greece	20-22	13
Portugal	15-21	13
Spain	25	13

Source: IRS 1991

Note: Some countries' laws are based on a six day week, others on five days. For ease of comparison, entitlement figures have been based on a five day week, where 15 days equals three weeks.

service, and in Luxembourg after three months.²² It is likely that, as in Britain, while the vast majority of employees receive four weeks or more paid annual holiday, a small minority in a number of other EC member states receive either no paid holiday or an entitlement below the 'normal' legal minimum.

Finally, public or statutory holidays in the UK are the lowest in the EC at eight days per year.²³ Belgium has the highest with 13.5, with the list progressing down to Ireland and the Netherlands with nine. This also increases average annual hours worked by UK employees relative to their European counterparts. ■

Footnotes

- 1 EUROSTAT 1981, table 23.
- 2 Hepple, Bob 1991, p 20.
- 3 Millward et al 1992, p 92.
- 4 IRS 1993.
- 5 For more detailed figures on employees' hours of work see Watson 1992.
- 6 Blanpain and Kohler 1987, p 33.
- 7 OECD 1993, p 25.
- 8 Disney and Szyszczak 1984.
- 9 Maier 1992.
- 10 Maier 1992, pp 39-42
- 11 Watson 1992, tables 4 and 13.
- 12 IRS 1991, p 67.
- 13 IRS 1991.
- 14 IRS 1993, p 26.
- 15 Blanpain and Kohler 1988, p 179.
- 16 IRS 1991.
- 17 IRS 1991 p 60.
- 18 The number of days usually worked per week is not a 'core' EUROSTAT question asked in each country's Labour Force Survey.
- 19 IRS 1991, pp 22-29.
- 20 This new LFS data provides the first nationally representative British data on employees' paid annual holiday entitlement since the 1987 New Earnings Survey NES. In fact it has certain advantages over the NES whose sampling method results in poor coverage of those with earnings below income tax thresholds — almost entirely part-time employees. Likewise, other data sources on employees' paid holiday entitlement based on collective agreements only cover a proportion of all employees. The LFS in contrast provides a representative sample of all employees, based as it is on a survey of individuals. However, this is not to say there are not some drawbacks to the LFS holiday data compared to employer-based surveys. It provides only one single aggregate measure of paid holiday entitlement excluding public holidays, and does not disaggregate service related leave entitlement, company days or other forms of special leave. The autumn quarter LFS covers Great Britain only, i.e. it excludes Northern Ireland. However the GB survey covers over 97 per cent of UK employees.

- 21 The question on the number of days worked per week was only asked in the spring 1992 quarter, not in the autumn 1992 quarter when the paid holiday entitlement question was asked. Both questions are due for inclusion in autumn 1993.
- 22 IRS 1991, pp 26-27.
- 23 Some bank holidays fall on different dates in Scotland and Northern Ireland from those in England and Wales. The eight day figure is derived from the English and Welsh bank holidays.

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CHANGES IN AVERAGE EARNINGS - 2nd QUARTER 1993

This note sets out the adjustments made to the Average Earnings Index in order to calculate the underlying rate of earnings growth. The adjustments take into account temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes and the influence of public holidays in relation to the survey period. A second table shows the underlying rates of increase in earnings as a quarterly series for the whole economy, manufacturing and services sectors.

The derivation of the underlying rate of increase was described in the November 1989 issue of *Employment Gazette* pp 606 - 612. A longer run of the underlying index on a consistent basis was given in the December 1989 issue of *Employment Gazette*, page 674.

In the second quarter of 1993, the Average Earnings Index for the whole economy showed an increase of 3.7 per cent over the same period a year earlier. This is close to the 3 3/4 per cent underlying increase because the adjustments made in the second quarters of 1992 and 1993 were similar in size and nature.

The whole economy underlying rate of increase has fallen in each quarter since the beginning of 1992. This contrasts with the 1980s, when the underlying rate for the whole economy never fell below 7 1/2 per cent. It is estimated that a lower rate of earnings growth, about 2 per cent per annum, was last achieved in 1967, 21 years before the current series began. In the second quarter of 1993 lower settlements were the main downward influence on earnings growth.

The underlying increase in manufacturing industries was about 5 per cent in the second quarter of 1993. This is unchanged from the previous quarter and remains the lowest rate of growth since the series began in 1980.

In the service industries the underlying rate was about 3 per cent in the second quarter of 1993. As with the whole economy, of which the service sector is the major component, the underlying rate has fallen in each quarter since 1992. The rate for the second quarter of

Table 1 Whole economy average earnings index: 'underlying' series (1988 = 100)

	Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
		Arrears	Timing* etc		
1989 JUL	109.1	-5	.5	109.1	8 3/4
AUG	109.6	-5	.8	109.9	8 3/4
SEP	111.3	-6	.2	110.9	9
OCT	112.6	-1.1	.3	111.8	9 1/4
NOV	112.9	-.4	.3	112.8	9 1/4
DEC	112.9	-.3	1.7	114.3	9 1/4
1990 JAN	114.7	-.3	.3	114.7	9 1/2
FEB	115.4	-.2	.8	116.0	9 1/2
MAR	116.5	-.5	.7	116.7	9 1/2
APR	117.5	-.4	.9	118.0	9 3/4
MAY	118.8	-.8	.2	118.2	9 3/4
JUN	119.9	-.9	-.4	118.6	10
JUL	120.0	-.5	.6	120.1	10 1/4
AUG	121.6	-.8	.1	120.9	10
SEP	122.0	-.3	.3	122.0	10
OCT	122.7	-.3	.3	122.7	9 3/4
NOV	123.5	-.3	.7	123.9	9 3/4
DEC	124.2	-.7	1.8	125.3	9 3/4
1991 JAN	125.2	-.2	.6	125.6	9 1/2
FEB	126.2	-.2	.6	126.6	9 1/4
MAR	126.5	-.1	.8	127.2	9
APR	127.5	-.3	.9	128.1	8 3/4
MAY	128.4	-.4	.1	128.1	8 1/2
JUN	128.5	-.5	.1	128.1	8
JUL	129.1	-.8	1.3	129.6	7 3/4
AUG	131.5	-.7	-.5	130.3	7 3/4
SEP	131.7	-.7	.5	131.5	7 3/4
OCT	132.0	-.5	.6	132.1	7 1/2
NOV	133.0	-.4	.5	133.1	7 1/2
DEC	132.3	-.3	2.5	134.5	7 1/4
1992 JAN	134.0	-.2	.9	134.7	7 1/4
FEB	135.7	-.2	.7	136.2	7 1/2
MAR	137.6	-.2	-.8	136.6	7 1/2
APR	135.5	-.1	1.8	137.2	7
MAY	136.6	-.3	-.1	136.2	6 1/4
JUN	136.3	-.4	.2	136.1	6 1/4
JUL	136.4	-.3	1.1	137.2	6
AUG	138.0	-.5	.3	137.8	5 3/4
SEP	138.2	-.3	.8	138.7	5 1/2
OCT	140.1	-1.1	.0	139.0	5 1/4
NOV	139.0	-.4	1.3	139.9	5
DEC	138.9	-.1	2.0	140.8	4 3/4
1993 JAN	140.1	-.1	1.0	141.0	4 3/4
FEB	141.5	-.1	.8	142.2	4 1/2
MAR	142.1	-.1	.2	142.2	4
APR	140.8	-.1	1.9	142.6	4
MAY	141.6	-.1	-.2	141.3	3 3/4
[JUN]	141.0	-.2	.1	140.9	3 1/2

[] Provisional

* Includes the effect of industrial action

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

1993 is 7 percentage points below than the peak rate of 10 per cent in 1990. The decreases in the service sector are due mainly due to lower pay settlements.

- Articles in this series appear quarterly.

Table 2 Underlying increases in average earnings percentage increases on a year earlier

	Whole economy	Manufacturing	Services
1989 Q3	8 3/4	8 3/4	8 1/2
Q4	9 1/4	8 3/4	9 1/4
1990 Q1	9 1/2	9	9 1/4
Q2	9 3/4	9 1/2	9 3/4
Q3	10	9 1/2	10
Q4	9 3/4	9 1/2	9 3/4
1991 Q1	9 1/4	8 3/4	9
Q2	8 1/4	8 1/2	8
Q3	7 3/4	8	7 1/2
Q4	7 1/2	7 3/4	7 1/4
1992 Q1	7 1/2	8	7 1/4
Q2	6 1/2	6 1/2	6 1/2
Q3	5 3/4	6	5 1/2
Q4	5	5 3/4	4 3/4
1993 Q1	4 1/4	5	4
Q2	3 3/4	5	3

Trends in pay flexibility



Photo: Peter Arkell/IMPACT

The ways in which pay is determined and linked to performance have changed markedly in recent years. This article reviews the available evidence.

By **Mark Beatson**, Economics, Research and Evaluation Division, Employment Department.

Key findings

- During the second half of the 1980s collective bargaining over pay declined in importance. Less than half of all employees now have their pay determined by collective bargaining.
- Within the unionised sector, the main development has been a decline in the number of people covered by multi-employer national agreements. National agreements covering over 1.2 million employees have ended since 1986.
- Public sector employees are far more likely to be covered by collective bargaining than private sector employees.
- Where pay is not determined by collective bargaining, it is usually determined by management at local level.
- The 1980s have also seen a growth in systems linking pay to performance.
- The vast majority of medium to large employers - probably over 75 per cent - make some use of performance-related payment systems.
- Merit pay and financial participation (profit-sharing and employees' share schemes) are the most commonly used forms of performance-related pay, seeing rapid expansion during the 1980s.
- There are differences between occupations. Individual and group-related payment by results are more common for manual employees, whereas merit pay and financial participation are used for non-manual employees.
- Private sector organisations are much more likely to use performance-related pay than public sector ones.

Introduction

WITHOUT FEAR of overstatement, the 1980s can be said to have seen a sea-change in the structure and conduct of industrial relations in Britain. Although, no doubt, a significant proportion of the workforce has always been outside its scope, the traditional British system was one based on collective bargaining between employers and trade unions, with a strong and active union presence at the workplace. The results of the 1990 Workplace Industrial Relations Survey (WIRS) bring the changes into sharp relief: as the survey analysts suggest, "... it is not unreasonable to conclude that the traditional, distinctive 'system' of British industrial relations no longer characterized the economy as a whole".

This article concentrates on one central aspect of industrial relations — pay: and in particular, how it is determined and linked to performance. Two key developments have had a direct impact on the ways in which pay is determined and incentives are structured. One is the tendency towards greater decentralisation of business activities, which has often included a decentralisation of industrial relations arrangements. The other is an increased managerial emphasis on treating each employee as an individual, with a concomitant decline in the role of collective interests and representation.

The impact of decentralisation and individualisation on pay arrangements was identified in last year's White Paper, *People, Jobs and Opportunity*.² This drew attention to the increasing decentralisation of pay bargaining, the trend away from pay bargaining altogether, and to the increasing use of relatively new forms of performance-linked pay systems.

These changes are not just of significance because of their impact on British industrial relations. Pay is a key economic variable, affecting competitiveness as well as employment levels. Changes in pay determination and in payment systems may well have real effects on the flexibility of wages, on their responsiveness to changes in economic conditions, and on productivity and competitiveness more generally.

Sources of data

There is no single source of information that covers the entire workforce, is able to measure changes over time, and provides sufficient detail on the structure of pay determination and payment systems. This article, therefore attempts to synthesise information from a number of sources.

There are two main sources which cover large sections of the workforce and are collected at regular or periodic intervals.

- The New Earnings Survey (NES) collects details from employers on the pay of individual employees. It benefits from a large sample size and a high response rate, and has been conducted every year since 1970. Its main drawbacks for the purposes of this article are its incomplete coverage of part-time employees, and the limited nature of the information available on pay determination and performance-related pay.
- The WIRS series is based on interviews with managers in about 2,000 workplaces and has a high response rate. Surveys have been conducted in 1980, 1984 and 1990. Their focus is on workplace industrial relations institutions, and useful data is collected on pay determination arrangements and on the use of performance-linked payments. The surveys, however, only cover workplaces with 25 or more employees; smaller workplaces, which account for about 30 per cent of all employees, are excluded.

In addition to these two regular surveys, where appropriate the results of other studies are drawn upon.

- A survey of large companies conducted in 1990 by the National Institute for Economic and Social Research (NIESR) which collected retrospective data on changes in pay bargaining arrangements during the 1980s.
- A 1991 survey of employers' payment systems carried out for the Institute of Personnel Management (IPM) and the

National Economic Development Office, (termed the IPM/NEDO survey). This survey went into considerable detail on employers' use of performance-related pay.

- A 1991 study of performance management systems sponsored by the IPM (termed the IPM performance management study) involved a survey of employers. Although not directly focused on pay, the survey did include questions on the ways in which pay was linked to performance.
- The 1992 *Employment in Britain* survey, a representative national survey of over 3,000 employees aged 20 to 60.
- For financial participation only, some supplementary information is available from Inland Revenue records, as well as from the 1991 section 1 survey of companies' reported employee involvement practices.

Further details on the data sources used can be found in the *Technical note*. However, one important point needs to be made about many of the one-off studies based on data from employers: the representativeness of their findings may be questionable, especially the extent to which they can be applied to smaller firms. Hence the results of these one-off studies to supplement the NES and WIRS results (are mainly used).

Pay determination in Britain

An employee's pay can be determined through collective bargaining between an employer (or employers) and trade unions. Alternatively, where there is no collective bargaining, pay is usually determined by management.

Where pay is determined by collective bargaining, there are a number of different

levels at which bargaining can take place: national or regional level multi-employer bargaining, which may cover entire industries; company-level bargaining; and bargaining at plant or establishment level. An employee's pay may be determined by bargaining at more than one of these levels. For example, many national agreements in the private sector typically set only minimum rates of pay and conditions which are frequently augmented by supplementary bargaining at company or plant level.

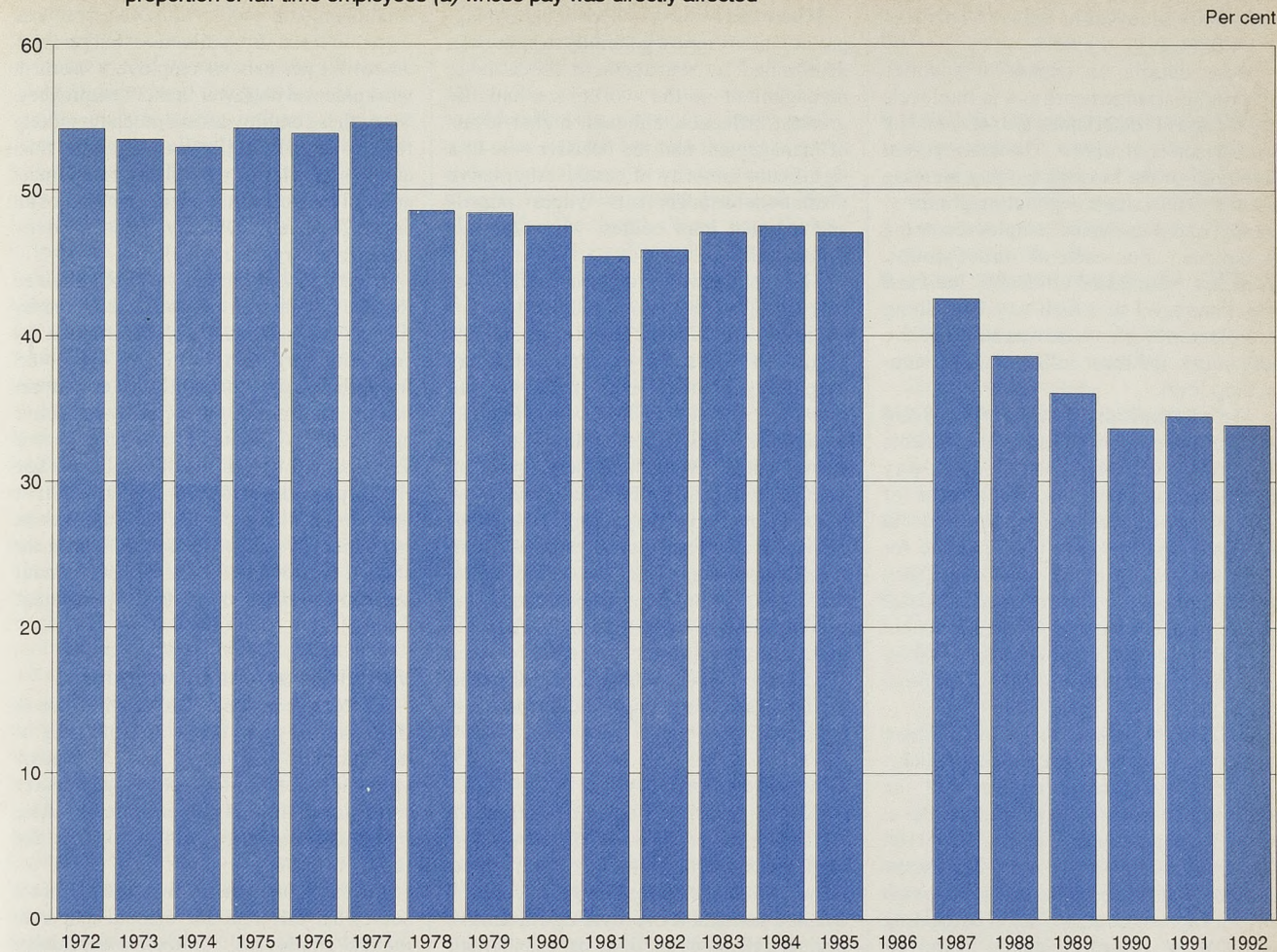
Pay determination arrangements in the absence of collective bargaining lack this degree of institutional structure and hence are less easy to categorise. However, some distinctions can still be made: one is the managerial level at which decisions are effectively made. In addition, there are some institutional arrangements for determining pay which do not involve conventional collective bargaining, such as the independent review bodies which make recommendations to the Government about the pay of certain public sector groups.

Collective bargaining in decline

Every year the NES collects data on the proportion of employees whose pay is directly affected by any of a specified list of collective agreements, covering most significant national agreements in both public and private sectors. *Figure 1* graphs this data for the period since 1972.

It shows that in the early to mid-1970s, the pay of over half of all full-time employees was affected by one of these agreements. This proportion fell below 50 per cent during the late 1970s, but then remained broadly stable until the mid-1980s. The most noticeable feature is the sharp fall in the incidence of these major agreements between 1985 and 1990: the proportion of full-time employees affected by them fell

Figure 1 Coverage of major collective agreements: proportion of full-time employees (a) whose pay was directly affected



a See *Technical note*. 1986 data is not available.

Source: NES

Box 1: The main multi-employer agreements dissolved since 1986

Negotiating body	Employees covered
Banking Joint National Councils	200,000
Bus and coach industry	35,000+
Cinema Exhibitors Association/BETA national agreement	13,000
Cotton textile industry	12,000
Independent television national agreements	12,000
Joint Negotiating Council of Scottish banking industry	16,000
Multiple Food Trade Joint Committee	110,000
National Joint Industrial Council for corn trade	10,000
National newspapers NPA agreement	15,000
Engineering and shipbuilding national agreement	600,000
Electricity supply industry	75,000+
British Steel	40,000
Water industry	50,000
Slaughterhouses and Related Wholesale and Cutting Operations in the Meat Trade Joint Industrial Council	10,000
Total	1.2 million plus

Source: IRS *Employment Trends*, June 1989, supplemented by ED information.

Note: Only agreements where more than 10,000 employees were affected are included in the above list. Employee numbers are in all cases approximate.

from 47 to 34 per cent in this period.

This decline reflects some degree of movement away from multi-employer national agreements. Indeed, the second half of the 1980s saw the dissolution of a number of long-standing national agreements which, between them, covered well over a million employees. The most significant of these are listed in *Box 1*.

The biggest single national agreement to fall into abeyance was that setting pay rates in the engineering industry, which covered around 600,000 employees and affected the pay of more than a million. *Box 1* excludes cases where individual employers have opted out of continuing national agreements, but this type of case also seems to be on the increase. For example, around 40 local authorities, including three county councils, have chosen in recent years to opt out of the national agreement for local government white collar staff.

The data in *figure 1* only cover certain specified national agreements, and therefore provide only a partial picture of the extent of collective bargaining. In 1973, 1978 and 1985, however, a special question was added

to the NES asking whether employees' pay was directly affected by any collective agreements. *Table 1* shows that the proportion of full-time employees whose pay was affected fell from 73 per cent in 1973 to 64 per cent by 1985.

Within this overall decline, the most marked fall was in 'two-tier bargaining' (national agreements supplemented by other, more local arrangements) among manual employees. The proportions of employees covered by a national agreement alone, or by other forms of collective bargaining, remained broadly flat. Pay determination arrangements for non-manual employees were remarkably stable over this period.

It should be noted that these figures refer to employees whose pay was *directly affected* by collective agreements, and that they may over-estimate the proportions of employees *formally covered* by them.

A more comprehensive picture of pay arrangements is available from the WIRS series, and key results from the three surveys are presented in *table 2*.

The definition of union recognition used

in the WIRS series is recognition "... for negotiating pay and conditions for any section of the workforce [in this establishment]". Thus, as defined here, union recognition effectively means that there was collective bargaining over pay and conditions of employment. The top-left panel of *table 2* shows that the percentage of workplaces which recognised unions for collective bargaining rose marginally between 1980 and 1984. However, the survey analysts concluded that "... these [shifts in pay bargaining] arose much more as a result of a structural change in the economy than as a result of change in particular types of workplace".³ By this, they meant that the effects of the early 1980s recession led to a decline in the number of private sector workplaces relative to public sector workplaces (where collective bargaining was at the time almost universal).

Between 1984 and 1990, however, there was a substantial fall in the proportion of establishments recognising unions for collective bargaining, especially for manual employees. The decline was even more substantial if measured in terms of the proportion of employees covered by

collective bargaining (the top-right panel of table 2); this proportion fell from 71 per cent of all employees in 1984 to 54 per cent in 1990.

More details on trends in specific bargaining arrangements and in the levels at which pay is determined are set out in the bottom panels of table 2. The data reported here refer to the most recent pay increase granted to the largest negotiating groups of manual and non-manual employees at the workplace. For each of these groups, managers were asked to identify the most important level at which pay bargaining took place or, where there was no collective bargaining, the most influential decision-making level.

The results are presented in two ways: in terms of the proportions of establishments reporting specific forms of pay determination; and the proportions of employees who were subject to them. In the latter case, data are not available for 1980, and, because of the way in which they were calculated, employee-based estimates appear to over-estimate to a small extent the proportions of employees covered by collective bargaining (see the *Technical note*).

The data in table 2 reveal that, where collective bargaining remained in place, multi-employer bargaining was still the single most influential bargaining level across the economy as a whole. However, the period 1984-90 saw a sharp drop in the prevalence of such arrangements. Although less widespread, company-level bargaining and, to a lesser extent, plant or

establishment-level bargaining held up better.

Where there was no collective bargaining, pay outcomes appear generally to have been determined by management. Local-level management at the workplace had the greatest influence, although higher levels of management had the decisive role in a significant minority of cases. Alternative institutional arrangements - Wages Councils and national joint bodies - were far less influential.

The trend away from multi-employer bargaining within the unionised sector evident in table 2 is borne out by the results of the NIESR study of companies' pay bargaining arrangements, illustrated in figure 2. The survey found that, in those companies which retained a union presence throughout the 1980s, there was a significant shift in the second half of the decade away from national-level bargaining and towards company and, especially, establishment-level bargaining. Thus the survey found that 14 per cent of companies thought that establishment-level bargaining had become more important in their companies between 1985 and 1989, whereas 17 per cent thought national-level bargaining had become less important.

Coverage of employees

This discussion begs one important question, namely: what proportion of employees in Britain now have their pay set through collective bargaining? There is no data source capable of providing a definitive estimate, but some approximate calculations

can be made. The 1990 WIRS found that 54 per cent of employees working in establishments with 25 or more employees were covered by collective bargaining. About 30 per cent of employees work in workplaces with fewer than 25 employees. Since these employees are much less likely to be covered by collective bargaining than employees in larger workplaces,⁴ it is almost certainly the case that fewer than half of all employees had their pay determined by collective bargaining in 1990.

In comparison, the 1984 WIRS showed that 71 per cent of employees covered by the survey had their pay determined by collective bargaining, while the 1985 NES found that 64 per cent of full-time employees had their pay directly affected by collective agreements. This suggests that, in the mid 1980s, about two-thirds of employees had their pay determined by collective bargaining. Hence the decline in the incidence of collective bargaining in the second half of the 1980s appears to have been in the order of 15 to 20 percentage points.⁵

Variations across the workforce

There is considerable variation across the economy in the way that pay is determined. Tables 3 and 4 present establishment and employee-based estimates of how pay determination varied by industry, sector, size of workplace and region in 1990.

Focusing on industry first, the picture is somewhat different for manual and non-manual employees. Collective bargaining for manual employees was common across most industry groupings except distribution, hotels and catering, and repairs, and banking, finance and insurance. In most industries, collective bargaining generally took place at multi-employer level. The main exceptions were manufacturing industry (SIC Divisions 2, 3 and 4), where there was a substantial amount of both company-level and establishment-level bargaining, and transport and communications, where most employees were covered by single-employer collective bargaining.

Where manual employees were not covered by collective bargaining, management at the establishment was generally most influential in settling pay. There were few notable exceptions from this pattern, apart from the relatively strong influence of higher-level management in distribution, hotels and catering, and repairs, and the significant proportion of construction sector employees whose pay was not determined by collective bargaining, but was nevertheless most strongly influenced by a national joint body.

Collective bargaining for non-manual employees was more concentrated, with high coverage rates in a few broad industry groupings: energy and water supply; transport and communication; and other

services. In two of these sectors - energy and water supply, and other services - multi-employer agreements dominated, whereas single-employer bargaining was prevalent in transport and communication. Plant or establishment-level bargaining was rare outside manufacturing industry. Where there was no collective bargaining the pattern was much the same as for manual employees, with management at establishment level generally being most influential.

These variations across industries are to some extent explained by differences in pay determination between private and public sectors. The vast majority of employees in the public sector, and almost as high a proportion of public sector workplaces, were covered by collective bargaining. Comparisons with the 1984 survey indicate some reduction in its incidence, due primarily to changes in the pay arrangements of nurses and teachers, whose pay in 1990 was determined by review bodies. Where there was collective bargaining, this usually took the form of multi-employer bargaining. In the small percentage of workplaces where there was no collective bargaining, it was not local management but higher level management or national joint bodies (such as the pay review bodies) which were most influential.

This is quite clearly a very different institutional pattern from that of the private sector. Collective bargaining there was less widespread, especially for non-manual employees. Bargaining structures were also more decentralised, with a good deal of company, plant or establishment-level bargaining taking place. For non-manual employees, company-level bargaining was the most important form. Where there was no collective bargaining, decisions about pay tended to be taken by local management.

Tables 3 and 4 also demonstrate the link between pay determination and workplace size. There was a clear positive correlation between the incidence of collective bargaining and workplace size in 1990, with an especially steep 'gradient' for manual employees. In establishments with over 500 employees, collective bargaining was very much the norm.

Collective bargaining structures varied by workplace size, with multi-employer bargaining being most common in very large establishments. Single-employer bargaining was also more frequent among relatively large establishments. Plant or establishment-level bargaining tended to be more important in workplaces with between 200 and 1,000 employees than it was elsewhere. Where pay was determined by management, decision-making was more likely to pass up the line to a higher level in smaller workplaces.

Tables 3 and 4 also point to some regional differences. Collective bargaining was most common in Wales, Scotland, the North and the East Midlands. In contrast, manual

employees were considerably less likely than elsewhere to be covered by collective bargaining in the South East outside London, East Anglia, and the South West.

The relative importance of different bargaining levels in some cases differed considerably between regions. For example, there was a relatively high degree of plant and establishment-level bargaining for manual employees in the East and West Midlands, the North West and Wales, whereas multi-employer agreements were especially prevalent for manual employees in Scotland and the North. Similarly, single-employer bargaining was much more important relative to multi-employer bargaining for non-manual employees in the South East than for those in Wales.

Industry mix may well account for a significant proportion of the regional variation. For example, the relatively high incidence of company and establishment-level bargaining in the East and West Midlands probably reflects the relatively high proportion of manufacturing employment in those regions.

Linking pay to performance

Increasing attention has been paid in recent years to the link between pay and performance, be it at individual, group, organisational or company level. This trend was also identified in the *People, Jobs and Opportunity* White Paper, especially the apparent move towards payment systems which reward the performance of the individual employee or strengthen the individual employee's commitment to the success of his or her employer. Strengthening the link between pay and performance has also been a theme of the Citizen's Charter initiative to improve the quality of public services.

This part of the article reviews the available evidence on how far linkages between pay and performance extend across the economy, as well as the form that they take.

Definitions

For the remainder of this article the generic term *performance-related pay* (PRP) is used to describe systems that link an individual's pay or overall financial remuneration to some measure of individual, group or organisational performance. They can also all be regarded as forms of incentive payment, as the most commonly cited rationale for their use is that they give employees an incentive to behave in ways beneficial to the employer and help them to identify more closely with the success of the business.⁶

There are many different forms of PRP, and even seemingly straightforward types of scheme can often differ from workplace to workplace. Nevertheless, some degree of classification is necessary in order to measure the incidence of different kinds of system, even if the labelling adopted is

somewhat arbitrary.

The set of headings used is that developed for the IPM/NEDO survey of employers. PRP schemes were grouped under the following headings:

- **individual payment by results (IPBR)** or piecework, where an individual's earnings are totally or partially based directly on individual performance, usually in terms of the quantity or value of output produced.⁷
- **group payment by results (GPBR)**, where the output or sales-related performance pay is divided between group members according to a pre-determined formula.
- **plant or enterprise-wide bonuses**, in which all employees or production members receive a bonus on the same basis.
- **merit pay**, where the employee receives a level of bonus or basic pay linked to an assessment and appraisal of performance.
- **financial participation**, where the employee receives a reward in terms of cash or an option over shares, the size of which will normally depend on company performance over a fixed period. Both profit-sharing and share option schemes fall under this heading.

This classification takes a broad view of what constitutes PRP. In particular it includes all forms of financial participation since, albeit indirectly, they link individual rewards to company performance. The nature of the link between rewards and individual performance, though, may not be as direct for such forms of payment as it is for some others.

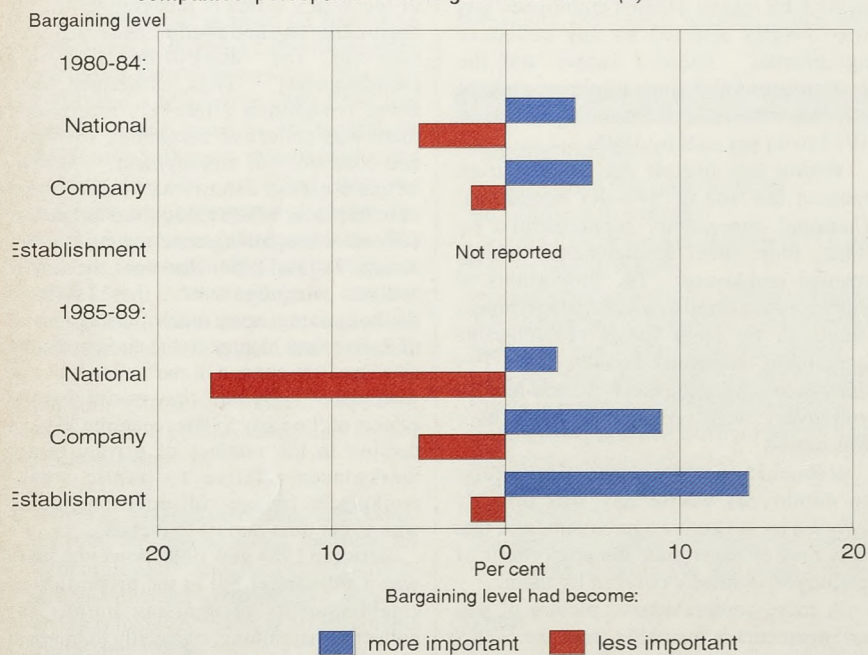
Coverage of employers and employees

How many employers use PRP and how many employees are covered by it?

The data available from the NES on incentive payments is limited. The only performance-related sub-category of total earnings identified in the NES is one called 'individual PBR', consisting of 'piecework, bonuses (including profit-sharing), commission, productivity and other payments'. While many PRP schemes might be expected to be included in this category (most IPBR and GPBR schemes plus many plant/enterprise bonuses and profit-sharing schemes), some clearly will not be. In particular, employers are unlikely to classify merit pay schemes under this heading since merit pay awards are often consolidated into basic pay or are used to determine an individual's position on the pay scale.

Figure 3 plots the proportions of full-time employees whose earnings included some element of incentive pay. Manual employees are more likely to receive incentive payments than non-manuals, and men are more likely to receive them than women.

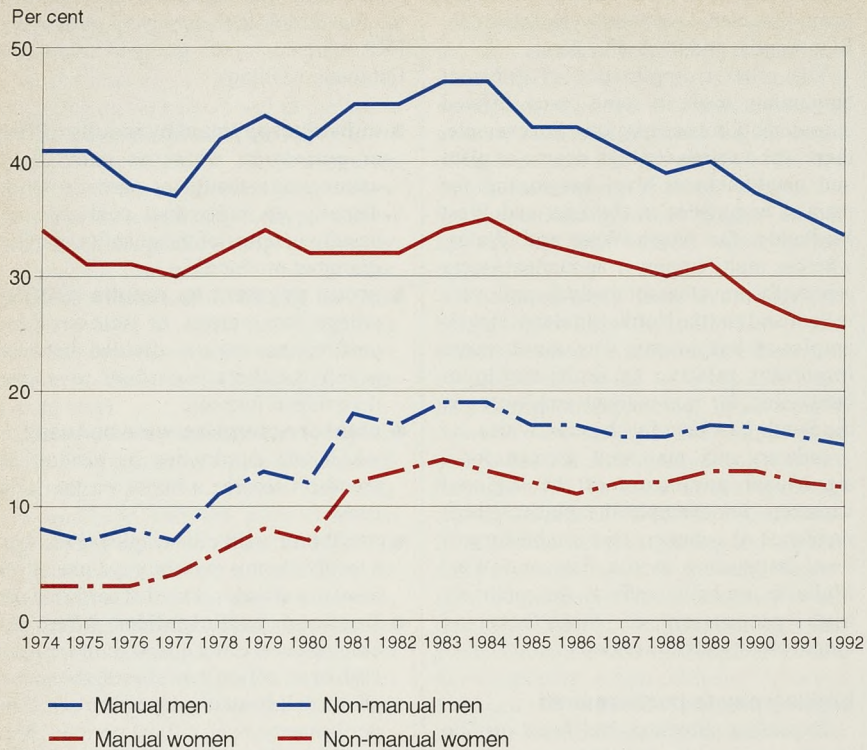
Figure 2 Changes in the importance of different bargaining levels: companies' perceptions of changes in the 1980s (a)



a Based on companies who had retained a union presence throughout the 1980s.

Source: NIESR survey of companies' industrial relations arrangements

Figure 3 Proportion of full-time employees (a) in receipt of incentive payments

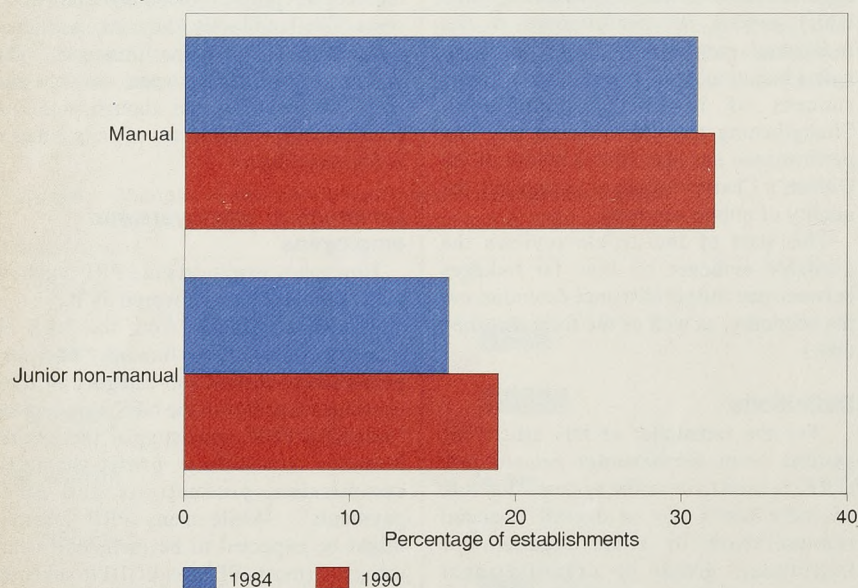


a See Technical note.

Source: NES

Figure 4 Workplaces using payment by results 1984-90

Occupational group



Note: Payment by results refers to pay that varies with output or sales. Excludes establishments with fewer than 5 employees in the relevant occupational group.

Source: 1984 and 1990 Workplace Industrial Relations Surveys

The graph suggests that the incidence of PRP schemes rose during the second half of the 1970s. This may have been due to the existence of incomes policies which allowed exemptions to be made for 'productivity-enhancing' payments above the norm set

by the incomes policy.⁸ On the face of it, the graph suggests that the proportion of manual employees in receipt of incentive payments continued to rise in the first half of the 1980s before falling in the second half, whereas there was an increase for non-

manual employees in the early 1980s that has not since been reversed. The problem is that the NES measure of PRP tends to exclude those types of system - merit pay and financial participation schemes - where growth over the 1980s was most rapid. In contrast, types of scheme which appear to be falling out of favour, such as IPBR, tend to be included in this category. Thus the NES probably understates the growth of PRP.

Turning to the WIRS series, the 1984 and 1990 surveys contain a limited amount of information on payment systems. In both years, managers were asked a general question as to whether there was any payment by results (PBR) for manual and junior non-manual staff. PBR was defined as where payment varies by the amount or value of work done, and not just by the hours worked.

Figure 4 suggests that over the period 1984-90, the percentage of workplaces with PBR for manual staff rose slightly from 31 to 32 per cent. There is not the decline in the incidence of incentive payments for manual employees that is suggested by the NES data. There was a slightly greater increase in the proportion of workplaces using PBR for junior non-manual staff - up from 16 to 19 per cent. As with the NES, though, the wording of the question suggests that financial participation and merit pay schemes may not be reported.

Questions on merit pay were included in the 1990 WIRS. A wider range of occupational groups at the workplace was also covered, but responses were only sought if there were five or more employees in the relevant occupational group. The results, presented in figure 5, suggest that the use of PRP is widespread. Over half (52 per cent) of establishments reported using at least one method of PRP system for at least some of their staff. In 45 per cent of workplaces, IPBR or merit pay was used for at least some staff. IPBR and merit pay were more common than GPBR or plant or enterprise bonuses (17 per cent), with the latter mainly confined to manual employees.

For the trading sector (i.e. industrial and commercial establishments), the whole range of PRP, including financial participation, can be considered. The trading sector was somewhat more likely than workplaces as a whole to use both individual and group-based forms of PRP. In addition, 55 per cent of all establishments in this sector reported using some form of financial participation for at least some employees. If executive share schemes are excluded, the figures are hardly changed.

Taking all forms together, including financial participation, the 1990 WIRS found that 76 per cent of trading sector workplaces used PRP in some form.

In the case of financial participation, some additional comparisons can be drawn with 1984. The proportions of trading sector establishments with cash or share-based

LABOUR MARKET DATA

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LABOUR MARKET commentary

Summary

The workforce in employment in the United Kingdom was 24,882,000 in March 1993. This represents a fall of 61,000 in the first quarter of 1993 and a fall of 744,000 over the year to March 1993.

The number of employees employed in manufacturing industry in Great Britain, at 4,212,000, is estimated to have risen by 16,000 in June 1993. Employment in manufacturing fell by 207,000 over the year to June 1993, compared with a fall of 204,000 in the previous twelve months.

Claimant unemployment in the UK (seasonally adjusted) rose slightly by 200 between June 1993 and July 1993 to 2,912,200. This is the first rise since February 1993. The unemployment level is 1,318,600 higher than in April 1990 when

unemployment reached its last trough. The claimant unemployment rate in July 1993 was 10.4 per cent of the workforce, unchanged from last month.

The underlying rate of increase in average earnings in Great Britain in the year to June was 3 1/2 per cent (provisional estimate), 1/4 percentage point below the May rate. In the three months to June 1993, manufacturing productivity increased by 8.2 per cent. Manufacturing unit wage costs for the three months to June 1993 were down 3.0 per cent on a year earlier.

For the whole economy in the first quarter of 1993, productivity increased by 4.0 per cent and unit wage costs were 1.0 per cent lower than in the first quarter of 1992.

The rate of inflation, as measured by the 12-month

change in the Retail Prices Index, was 1.2 per cent in June, down from 1.3 per cent last month.

It is provisionally estimated that 0.7 million working days were lost through stoppages of work due to labour disputes in the 12 months to June 1993, compared with 0.6 million for the previous 12 months, and an annual average over the 10 year period to June 1992 of 5.6 million days.

Visits by overseas residents to the UK fell by 5 per cent in the three months to May 1993, compared to the previous three months, while visits abroad made by United Kingdom residents fell by 2 per cent.

Economic background

The latest output based estimate for the United Kingdom economy shows that *Gross*

Domestic Product (GDP) in the second quarter of 1993 grew by 0.5 per cent from the previous quarter and by 1.5 per cent compared with a year ago.

Output of the production industries in the three months to June 1993 rose by 0.8 per cent compared with the previous three months, and was 2.8 per cent higher than the same period a year earlier.

Manufacturing output in the three months to June 1993 rose by 1.4 per cent compared to the previous three months, and was 3.1 per cent higher than the same period a year earlier.

In the three months to June 1993 the output of oil and natural gas rose by 0.5 per cent, but other energy and water supply fell by 2.4 per cent, compared with the previous three months. Compared with a year earlier, the output of oil and natural gas rose by 7.2 per cent, but other energy and water supply fell by 3.2 per cent.

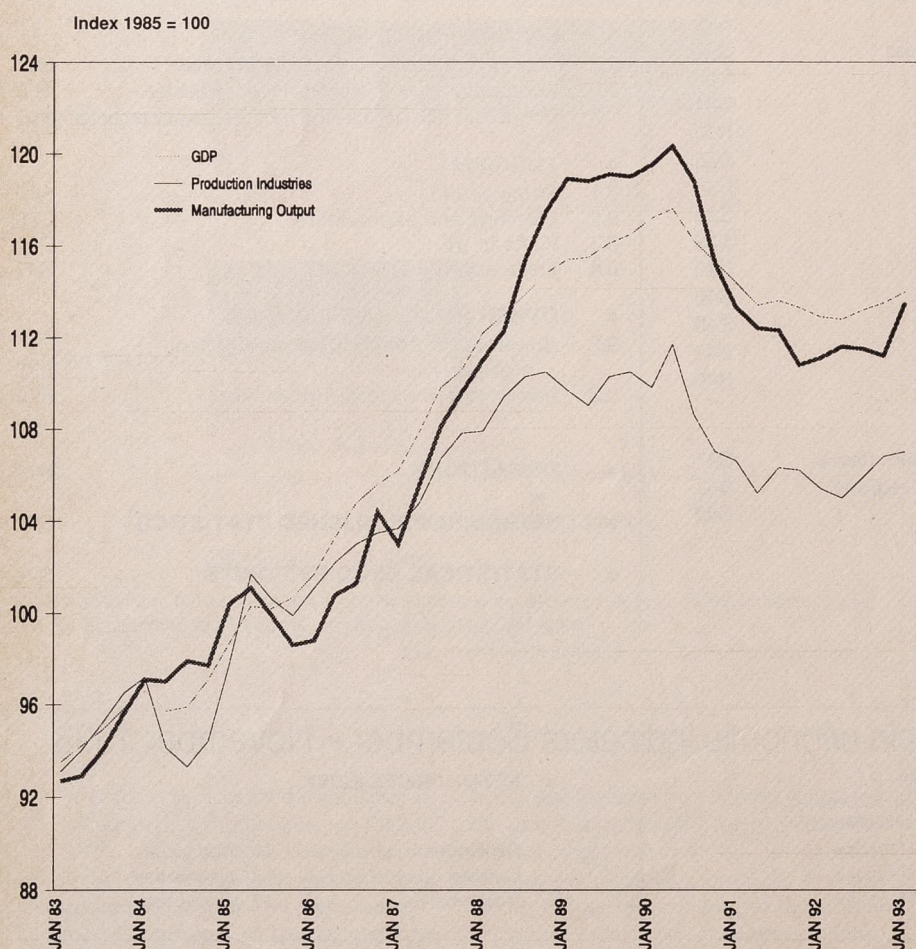
Latest estimates suggest that in the first quarter of 1993 *consumers' expenditure* was £68.2 billion (at 1985 prices and seasonally adjusted), 0.5 per cent higher than the previous quarter and 2.3 per cent higher than the same period a year earlier.

The provisionally estimated June index of the seasonally adjusted volume of *retail sales* is 103.3 (1990=100). This is up by 1.3 per cent from the May 1993 figure. Over the period April to June 1993, the volume of sales was 0.5 per cent higher compared with the previous three months and 3.1 per cent higher than in the same period a year earlier.

New credit advanced to consumers in June 1993 (excluding loans by banks on personal accounts, insurance companies and retailers) was £4.7 billion (seasonally adjusted), compared to £4.2 billion in May. *Total consumer credit* outstanding at the end of June 1993 is estimated to have been £30.1 billion (seasonally adjusted), 0.8 per cent higher than a year earlier.

Fixed investment (capital expenditure, see table 0.1 note 5 for definition) in the first quarter of 1993 at 1985 prices was estimated to have been 0.5 per cent higher than in the previous quarter and 1.8 per cent higher than the same period a year earlier. *Fixed investment by the manufacturing industries*

OUTPUT INDICES: United Kingdom



(including leased assets and seasonally adjusted) for the first quarter of 1993 was estimated to be 3.2 per cent higher than in the previous quarter, but 2.0 per cent lower than a year ago.

The estimate of *stocks and works in progress* in the first quarter of 1993 (at 1985 prices and seasonally adjusted) indicates a fall of £848 million following a fall of £632 million in the previous quarter.

Manufacturers decreased their stocks and work in progress by £946 million following a fall of £725 million in the previous quarter. Wholesalers' stocks rose by £102 million in the first quarter following a rise of £266 million in the previous quarter. Retailers' stocks fell by £125 million following a rise of £200 million in the previous quarter.

The latest figures indicate that *visible trade* with countries outside the EC in June 1993 was in deficit by £0.6 billion, down from £0.8 billion in deficit in May 1993.

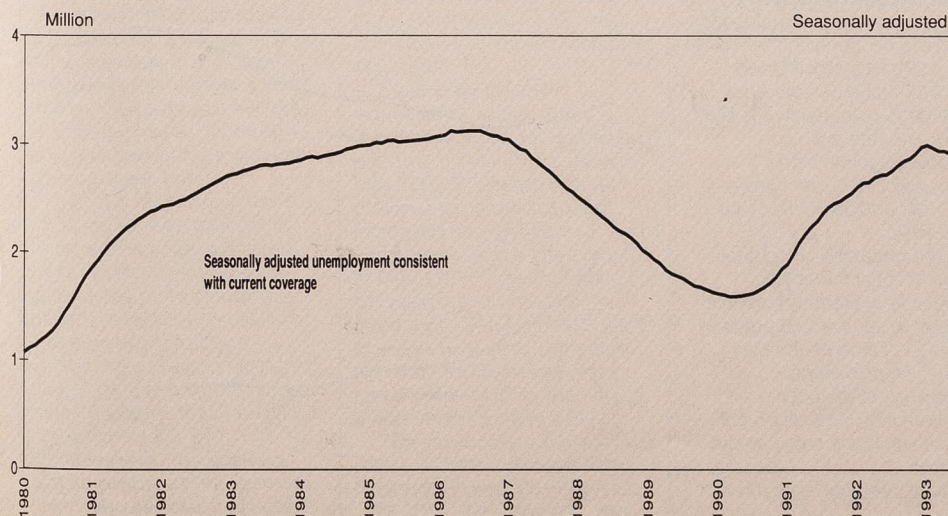
The *volume of exports* with countries outside the EC, excluding oil and erratic items in June 1993 was 6.2 per cent higher than in May 1993. *Import volume*, excluding oil and erratic items, in June 1993 was 2.7 per cent higher than in May 1993.

Sterling's effective *Exchange Rate Index* (ERI) for June 1993 was provisionally estimated to be 79.6 (1985=100), a fall of 0.1 per cent from May 1993.

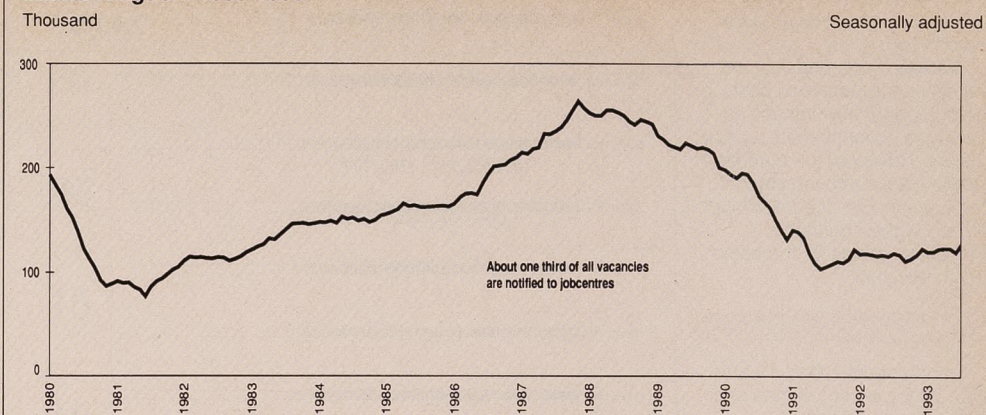
On 26 January 1993, the *base lending rate* reduced by 1 percentage point to 6 per cent, following the previous 1 percentage point reduction on 13 November.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in June 1993 is provisionally estimated to have been £3.9 billion.

CLAIMANT UNEMPLOYMENT: United Kingdom 1980-1993



JOBCENTRE VACANCIES: United Kingdom 1980-1993



Privatisation proceeds were £0.2 billion. PSBR for the first three months of 1993-4 was £13.2 billion, up by 2.5 per cent from the same period last year.

Employment

New figures this month estimate that the number of employees employed in the manufacturing industry in Great Britain rose by 16,000 in June to 4,212,000. This follows a fall of 6,000 in May and rises of 1,000 in April and 5,000 in March. Over the year to June 1993, employment in manufacturing industries fell by 207,000 compared with a fall of 204,000 in the previous year.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 24,882,000 in March 1993. This represents a fall of 744,000 over the year and a fall of 61,000 in the first quarter of 1993. It is now 2,055,000

below the June 1990 peak.

The number of employees in the energy and water supply industries in Great Britain fell by 4,000 in June 1993 to 352,000. This follows a fall of 8,000 in May and a fall of 5,000 in April.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 9.13 million hours per week in June 1993, a fall of 0.66 million hours per week since May. Short-time working by operatives stood at 0.54 million hours per week in June 1993, a rise of 0.28 million hours per week since May.

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 99.0 in June 1993 compared with 100.1 in May.

Unemployment and vacancies

The seasonally adjusted level of claimant unemployment in the

United Kingdom rose slightly by 200 between June and July to 2,912,200. This is the first rise since January 1993 when the last upward trend came to an end. The unemployment level is 1,318,600 (83 per cent) higher than in April 1990 when claimant unemployment reached its last trough. The claimant unemployment rate in July 1993 was 10.4 per cent of the workforce, unchanged since the previous month.

The July rise in seasonally adjusted unemployment compares with falls of 23,100 in May and 4,800 in June. Over the three months to July unemployment has fallen by an average of 9,200 per month. This compares with an average monthly fall of 13,400 over the latest six months.

Between June and July there were falls in the level of seasonally adjusted unemployment in all regions except the North, Wales, Scotland & Northern Ireland which all saw rises in the unemployment level. The largest percentage falls occurred in Yorkshire & Humberside and the North West.

The United Kingdom unemployment rate is 0.6 percentage points higher than 12 months ago and is higher than a year ago in all regions except Northern Ireland where there has been a fall of 0.3 percentage points.

The UK unadjusted total of claimants rose by 64,324 between June and July to 2,929,344 or 10.4 per cent of the workforce, an increase of 0.2 percentage points on the rate for the previous month. The rise in the unadjusted total is larger than the rise in the seasonally adjusted total because seasonal influences tend to increase the unadjusted total between June and July by about 64,000.

The numbers of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) rose

sharply by 7,900 between June and July to stand at 127,600. This is the highest level since March 1991.

Between June and July, on the seasonally adjusted basis, the number of new vacancies notified to Jobcentres increased sharply. However, the number of people placed into jobs by the Employment Service fell, though it is still higher than the equivalent figures for the same month last year.

Labour Force Survey

Among people aged 16 and over, 73.2 per cent of men and 52.8 per cent of women (seasonally adjusted - table 7.1) were economically active in winter 1992. Between 1984 and 1990, economic activity rates for women increased, while those for men showed little change. Since spring 1991, activity rates have been decreasing; there have been falls since autumn 1992 of 0.3 percentage points in the male economic activity rate and no change in the rate for women. Numbers of people in employment (seasonally adjusted - table 7.1) have also fallen in the quarter to winter 1992, by 0.9 per cent for men and 0.2 per cent for women.

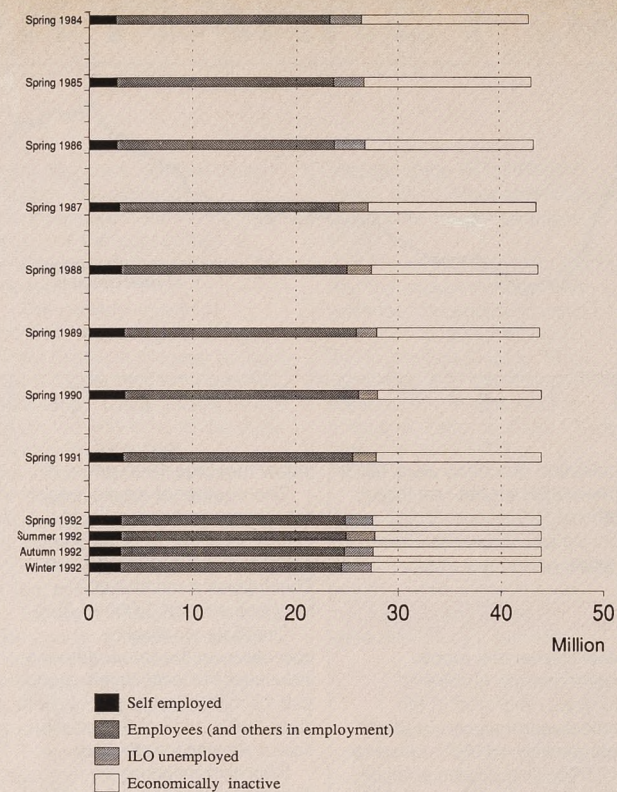
Estimates of employment from the LFS differ from the estimates from surveys of employers published in the *Employment Gazette* because they are based on numbers of people rather than numbers of jobs, and because the coverage of the two series is different. People with two or more jobs are counted only once in the LFS.

Of the 24.7 million people in employment (seasonally adjusted - table 7.1) in winter 1992, 21.2 million were employees, 3.0 million were self-employed, 0.3 million were on employment and training programmes and 0.2 million were unpaid family workers.

The proportions of each age group (see table 7.3) who are in employment increase steadily from the 16-19 age group and reach a peak among people aged 35-49. In contrast, the ILO unemployment rate is at a peak among 16-19 year olds and decreases for older age groups. The proportions economically inactive are, as expected, highest for the youngest and oldest age groups which include, respectively, people still in full-time education and retired people.

Since autumn 1992, there has been a fall in the overall economic activity rate which is more pronounced in the unadjusted figures (tables 7.2 and 7.3). As table 7.3 shows, this is mainly due to a fall in the

ECONOMIC ACTIVITY: Great Britain, population aged 16 and over



activity rate of people aged 16-19. This may be a seasonal effect since the academic year begins in September. The table also shows that there has been a fall since autumn 1992 in the ILO unemployment rate among those aged 16-19, although both are less marked than the reductions between summer and autumn.

Numbers of people in employment (not seasonally adjusted - table 7.3) fell in all age bands since autumn 1992. Since spring 1984, employment numbers have fallen for the 16-19, 20-24 and 50-59/64 age groups and risen for the others.

Average earnings

The underlying rate of increase in average earnings for the whole economy in the year to June 1993 was provisionally estimated to be 3 1/2 per cent, 1/4 percentage point below the May figure. The rate is 6 3/4 percentage points below the peak rate of 10 1/4 per cent in July 1990 and the lowest rate since 1967.

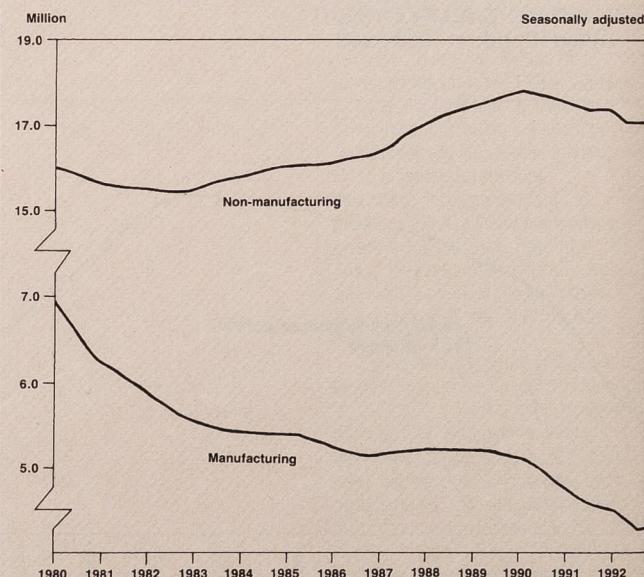
In the production industries, the provisional underlying increase in average earnings in the year to June was 5 per cent. This is the same as the May figure. The provisional underlying increase for manufacturing was also 5 per cent, which is the same as the May rate.

The provisional estimate for

the underlying increase in average earnings in service industries in the year to May was 2 3/4 per cent, 1/4 point below the rate for May. The rate has not been lower since the series began in January 1985.

The actual increase in earnings in the whole economy was 3.4 per cent in the year to June.

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



Productivity and unit wage costs

In the 3 months ending June 1993, manufacturing output was up 3.1 per cent.

Manufacturing productivity in terms of output per head showed a rise of 8.2 per cent for the three months ending June 1993. This is the second largest rise since December 1986. The highest rise was in May 1993.

Wages and salaries per unit of output in manufacturing in the three months to June were down 3.0 per cent on the same period a year earlier. This is the second largest fall since the series began, in 1970. The largest fall was in May 1993. Unit wage cost growth has now declined by over 13 percentage points from the peak of 10.2 per cent in January 1991.

Productivity figures for the whole economy in the first quarter of 1993 show that output per head was 4.0 per cent higher than in the same quarter of 1992. Output, as measured by GDP, rose by 1.0 per cent in the year to the first quarter of 1993 but this was accompanied by a 2.9 per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the first quarter of 1993 showed a fall of 1.0 per cent on the first quarter of 1992. This was 3 percentage points lower than the corresponding rate in the previous quarter, and 11.7 percentage points below the 10.7 per cent peak rate of the third quarter of 1990.

Prices

Between May and June the "all-items" index fell by 0.1 per cent compared with no change at the same time a year ago. The increase over the 12 months to June in the "all-items" retail prices index was 1.2 per cent, down from 1.3 per cent for May and the lowest figure since February 1964. Excluding mortgage interest payments, the latest 12-month rate of price increases was unchanged at 2.8 per cent for June, still the lowest on record since mortgage interest payments were introduced into the index in 1975. In June there was an early start to summer sales for a range of goods, especially clothes, furniture and electrical appliances. In addition, falls in seasonal food prices were sharper than usual for June following erratic fluctuations over recent months. There were, however, increases in motoring costs.

The Tax and Price Index for June showed an increase over the latest 12 months of 1.2 per cent, the same as for May.

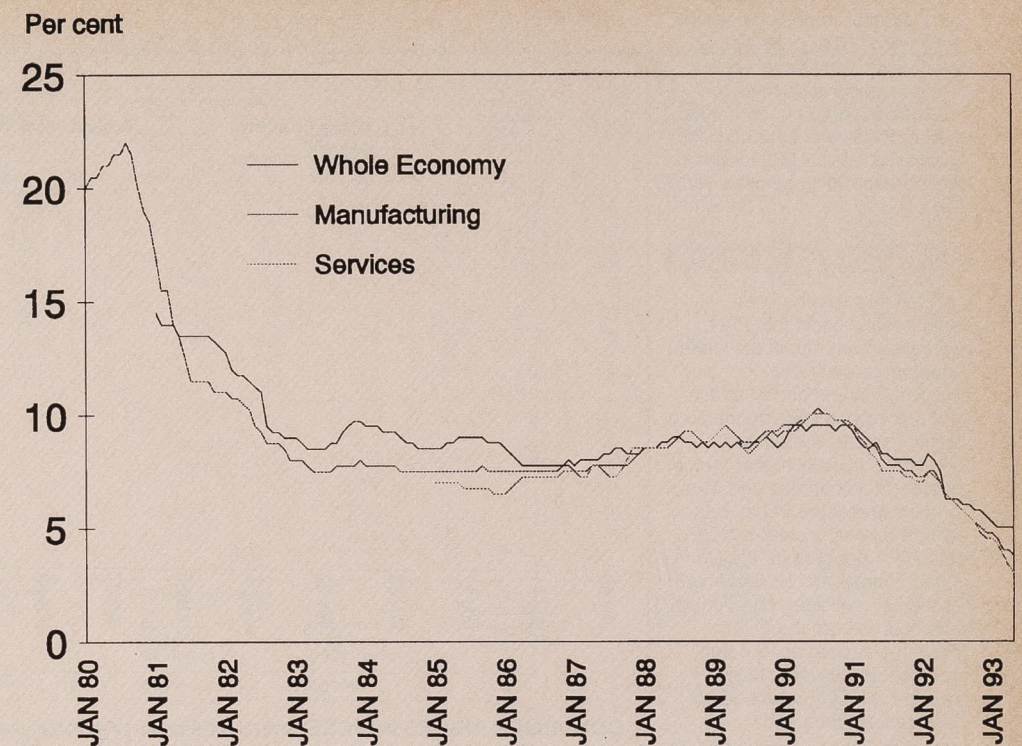
The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 4.0 per cent for June 1993, unchanged from the 4.0 per cent for May. The index of prices of materials and fuels purchased by manufacturing industry increased by 7.8 per cent over the year to June 1993, compared with an increase of 7.5 per cent (revised) to May.

Labour disputes

It is provisionally estimated that 8,000 working days were lost through stoppages of work due to labour disputes in June 1993. The estimate of 8,000 working days lost in June is almost three times lower than the revised May estimate of 25,000, and slightly lower than the corresponding figure for June 1992 (33,000). It also compares with an average of 435,000 for June during the ten-year period 1983 to 1992. Of the 8,000 days lost in June, 55 per cent were lost in the transport services and communication group.

In the 12 months to June 1993 a provisional total of 0.7 million working days were lost, this is slightly higher than the figure for the corresponding period a year ago (0.6 million). It compares with an annual average over the ten year period to June 1992 of 5.6 million days. In the 12 months to June 1993 a provisional total of 201 stoppages were recorded as being in progress; this figure is expected to be revised upwards

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



because of late notifications. The figure compares with 315 stoppages in the 12 months to May 1992 and an annual average over the ten year period to June 1992 of 896 stoppages in progress.

Overseas travel and tourism

In the three months to May 1993 there was a decrease of 5 per cent in the seasonally adjusted number of overseas residents' visits to the UK compared with the previous three months, and a rise of 6 per cent compared with the three months to May 1992. Expenditure by overseas visitors in the three months to May 1993 was broadly unchanged compared with the previous three months and 11 per cent more than in the three months to May 1992.

Seasonally adjusted estimates of visits by UK residents abroad decreased by 2 per cent in the three months to May 1993 compared with the previous three months, and increased by 1 per cent compared with the three months to May 1992. Total spending by UK residents overseas in the three months to May 1993 was broadly unchanged compared with the previous three months and 9 per cent more than in the three months to May 1992.

The seasonally adjusted deficit in the three months to May 1993 was £890 million, £20

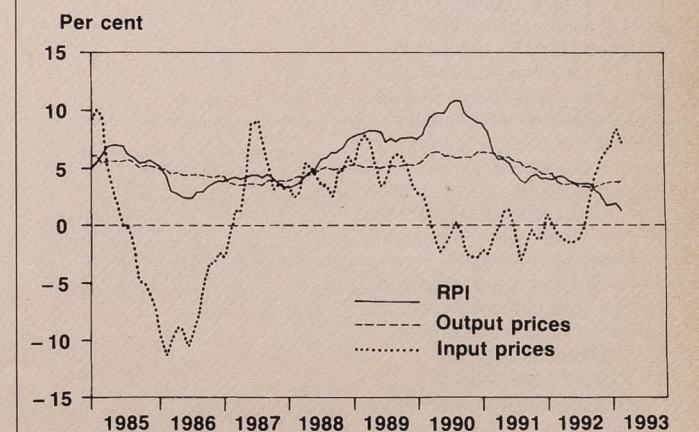
million greater than in the previous three months and £46 million greater than in the three months to May 1992. The deficit for the twelve months to May 1993 was £3.4 billion, compared with £2.9 billion in the previous twelve months.

Comparing the three months to May 1993 with the corresponding period a year earlier (not seasonally adjusted), there was a fall of 5 per cent in visits from North America but rises of 6 per cent, and 7 per cent in visits from Western Europe and the rest of the world respectively. Comparing UK visits abroad, visits to Western Europe were broadly unchanged whilst visits to North America

and the rest of the world fell by 4 per cent and 3 per cent respectively in the three months to May 1993 compared with the three months to May 1992.

In the twelve months ending May 1993, the number of visits to the UK by overseas residents (not seasonally adjusted) rose by 4 per cent, compared with the previous twelve months, to 18,850,000. The number of visits abroad by UK residents also rose by 4 per cent compared with the previous twelve months to 34,050,000. Expenditure by overseas residents in the twelve months to May 1993 rose by 5 per cent compared with the previous twelve months to £8,165 million.

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



Over the same period, expenditure by UK residents going abroad rose by 9 per cent to £11,555 million. As a result, the deficit on the travel account of the balance of payments, for the twelve month period ending in May 1993, was £3,390 million, compared with £2,829 million in the corresponding period a year ago.

International comparisons

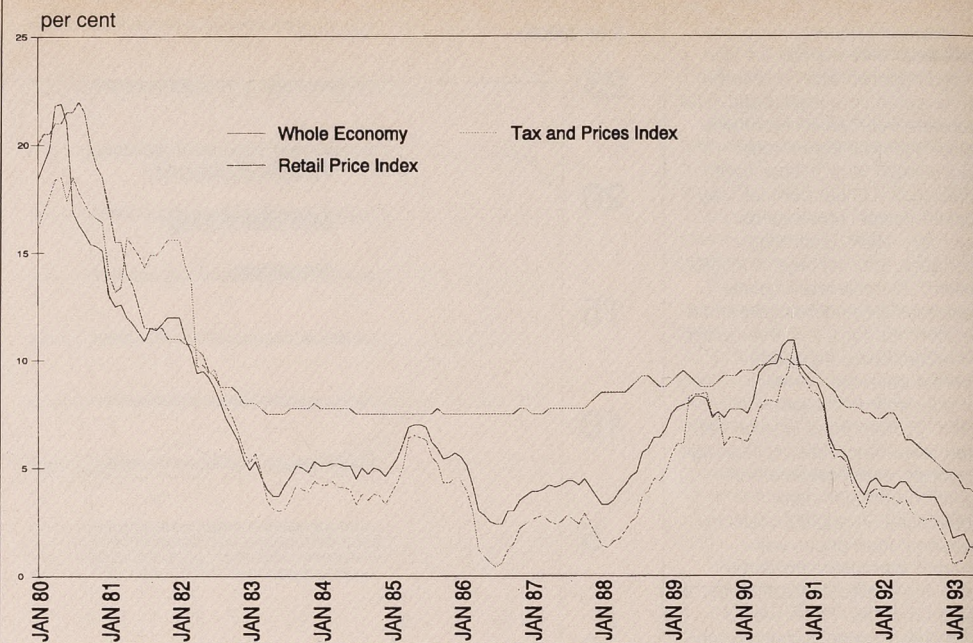
The latest international comparisons show that the unemployment rate in the United Kingdom is lower than in Canada, Finland and Australia, and amongst our EC partners, in Spain, France, Ireland and Denmark. It is still higher than in all other EC countries and also remains above the EC average using the latest available SOEC data (11.4 per cent for the UK in June compared to 10.6 per cent for the EC average). Most up-to-date figures from the OECD show the UK rate at 10.4 per cent compared with a May average for the EC (excluding Denmark, Greece and Luxembourg) of 10.3 per cent.

Although the underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to June at 5 per cent, is at the lowest level since 1967, it still compares unfavourably with the latest figures for other 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 9 of the other 13 countries shown. The latest available OECD estimates of manufacturing productivity show that of the 11 countries (excluding Belgium and Denmark for which figures are not available) only two had faster annual growth than Great Britain, which is 8.7 per cent in the year to three months ending May 1993.

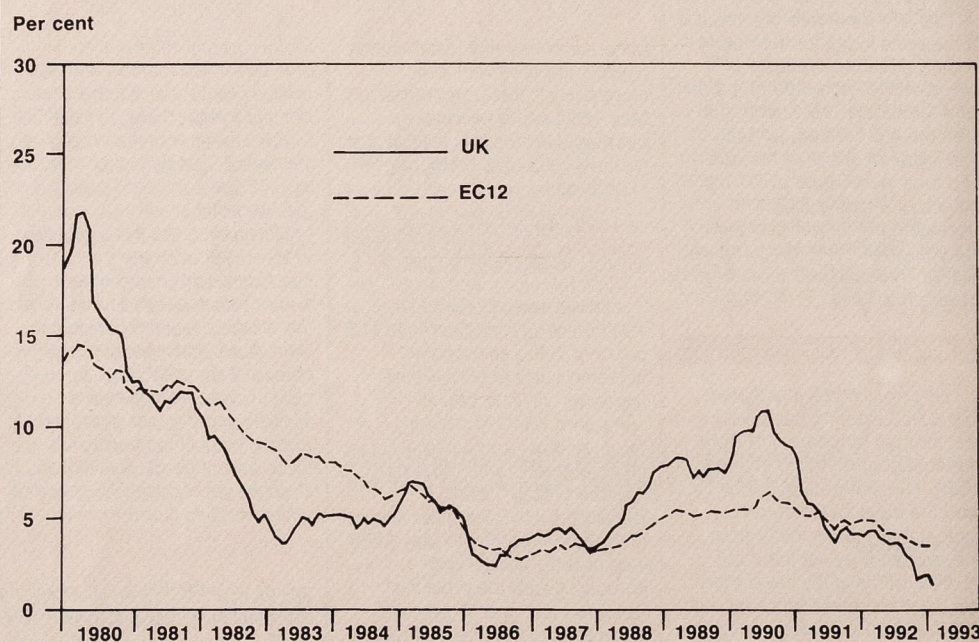
In EC countries there was an average rise in consumer prices of 3.3 per cent (provisional) over the 12 months to May 1993, compared with 1.3 per cent in the UK. Over the same period consumer prices rose in France by 2.0 per cent (provisional) and in West Germany by 4.2 per cent, while outside the EC, consumer prices rose by 3.2 per cent in the United States, 1.8 per cent in Canada and 1.1 per cent (provisional) in Japan.

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

RPI AND TPI: United Kingdom, increases over previous year



CONSUMER PRICES INDICES: Increases over previous year



BACKGROUND ECONOMIC INDICATORS *

0.1
UNITED KINGDOM

Seasonally adjusted

	Output				Income															
	GDP		GDP 1985 prices		Index of output UK		Index of production OECD countries ¹		Real personal disposable income		Gross trading profits of companies ⁴									
	1985=100	£ billion	%	1985=100	%	1985=100	%	1985=100	%	£ billion	%									
1987	108.6	334.4	4.6	105.7	3.2	106.6	5.2	104.9	3.6	107.8	3.6	53.8	17.1							
1988	113.5	349.4	4.5	109.5	3.6	114.1	7.0	110.4	5.2	114.2	5.9	63.9	18.8							
1989	115.8	356.7	2.1	109.9	0.4	119.0	4.3	113.9	3.1	119.4	4.6	67.7	5.9							
1990	116.6	359.0	0.6	109.3	-0.5	118.4	-0.5	115.5	1.4	122.4	2.5	70.6	4.3							
1991	113.7	350.1	-2.5	106.1	-2.9	112.2	-5.2	114.9	-0.5	121.5	-0.7	71.3	1.1							
1992	113.1	348.3	-0.5	105.8	-0.3	111.4	-0.7	114.3	-0.5	124.3	2.3	71.7	0.5							
1992 Q2	112.8	86.9	-0.5	105.0	-0.2	111.6	-0.7	114.5	-0.2	123.9	1.9	17.9	1.5							
Q3	113.2	87.1	-0.3	105.9	-0.4	111.5	-0.7	114.3	-0.7	125.5	3.5	18.5	2.2							
Q4	113.5	87.4	0.2	106.8	0.6	111.2	0.4	113.5	-1.1	125.0	3.0	18.3	-1.8							
1993 Q1	114.0	87.7	0.9	107.0	1.5	113.5	2.2	113.9	-0.9	124.3	1.1	18.5	8.8							
Q2	114.5P	..	..	107.9r	2.8	115.1	3.1	..	..	..	..	..	..	
1992 Dec	..	..	..	106.5	0.7	111.1	0.4	112.7	-1.1	..	..	..	..			
1993 Jan	..	..	..	106.4	0.9	112.7	0.9	113.0	-1.4	..	..	..	..			
Feb	..	..	..	107.9	1.2	114.0	1.6	114.1	-1.2	..	..	..	..			
Mar	..	..	..	106.8	1.5	113.8	2.2	114.6R	-0.9	..	..	..	..			
Apr	..	..	..	106.6	1.3	114.8r	2.2	113.4	-0.8	..	..	..	..			
May	..	..	..	108.7	2.1	116.5	3.0	..	..	..	..	..	..	
Jun	..	..	..	108.1	2.7	114.1	3.1	..	..	..	..	..	..	
Jul	..	..	..	..	..	..	..	..	..	..	..	..	..
Expenditure	Consumer expenditure 1985 prices				Retail sales volumes ¹		Fixed investments ⁵		General government consumption at 1985 prices		Stock changes 1985 prices ⁷		Base lending rates ⁸		Effective exchange rate ⁹					
	£ billion	%	1990=100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985=100	%						
1987	245.8	5.5	..	..	51.0	11.2	10.0	6.6	76.0	1.2	1.16	8.5	90.1	-1.5						
1988	264.1	7.4	97.3	..	58.3	14.2	11.2	11.4	76.5	0.6	4.01	13.0	95.5	6.0						
1989	272.9	3.3	99.3	2.1	65.1	11.8	12.4	10.7	77.2	0.9	2.66	15.0	92.6	-3.0						
1990	274.7	0.7	100.0	0.7	64.5	-0.9	11.8	-5.1	79.7	3.2	-1.11	14.0	91.3	-1.4						
1991	269.2	-2.0	98.9	-1.1	59.4	-0.9	10.7	-9.4	82.2	3.2	-3.40	10.5	91.7	0.4						
1992	269.3	..	99.5	0.6	59.6	0.3	10.3	-3.0	82.2	..	-1.29	7.0	88.4	-3.6						
1992 Q2	67.3	0.1	99.4	..	14.9	0.8	2.6	-3.4	20.9	0.6	-0.57	10.0	92.3	1.0						
Q3	67.5	0.6	99.6	..	14.7	0.2	2.6	-1.2	20.4	-1.6	-0.05	9.0	90.9	0.2						
Q4	67.9	1.3	100.3	..	15.1	2.8	2.7	0.5	20.3	-1.0	-0.63	7.0	79.8	-12.2						
1993 Q1	68.2	2.3	102.0R	3.4	15.2	1.8	2.6	2.0	20.1	-2.6	-0.85	6.0	78.5	-13.4						
Q2	..	..	102.5	3.1	..	..	..	..	..	..	..	6.0	80.2	-13.1						
1993 Jan	..	..	101.7	..	..	..	..	..	..	..	..	6.0	80.6	-12.4						
Feb	..	..	102.0	2.3	..	..	..	..	..	..	..	6.0	78.8	-12.9						
Mar	..	..	102.2r	3.3	..	..	..	..	..	..	..	6.0	78.2	-13.4						
Apr	..	..	102.1	3.2	..	..	..	..	..	..	..	6.0	80.5	-13.5						
May	..	..	102.0	3.1	..	..	..	..	..	..	..	6.0	80.4	-12.8						
Jun	..	..	103.3	3.1	..	..	..	..	..	..	..	6.0	79.6	-13.1						
Jul	..	..	..	..	..	..	..	..	..	..	..	6.0	81.3P	-13.3						
Visible trade	Export volume ¹				Import volume ¹				Balance of payments				Prices							
	1985=100		%		1985=100		%		Visible balance		Current balance		Tax and price index ¹⁰		Producer price index ^{1,3,10}		Home sales			
	1985=100	%	1985=100	%	£ billion	£ billion			Jan 1987=100		%		1985=100		%		1985=100		%	
1987	109.7	5.3	115.3	7.4	-11.2	-4.3	100.4	2.6	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	111.6	1.7	130.1	12.8	-21.5	-15.5	103.3	2.9	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3	103.3
1989	116.6	4.5	140.5	8.0	-24.7	-20.4	110.6	7.1	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6	110.6
1990	124.2	6.5	142.1	1.1	-18.8	-17.0	119.7	8.2	119.7	119.7	119.7	119.7	119.7	119.7	119.7	119.7	119.7	119.7	119.7	119.7
1991	126.3	1.7	138.1	-2.8	-10.3	-6.2	126.2	5.4	126.2	126.2	126.2	126.2	126.2	126.2	126.2	126.2	126.2	126.2	126.2	126.2
1992	129.8	2.8	146.3	5.9	-13.8	-11.5	129.8	2.8	129.8	129.8	129.8	129.8	129.8	129.8	129.8	129.8	129.8	129.8	129.8	129.8
1992 Q2	129.2	2.4	147.4	7.5	-3.1	-3.0	130.0	3.3	130.0	130.0	130.0	130.0	130.0	130.0	130.0	130.0	130.0	130.0	130.0	130.0
Q3	130.5	1.4	148.5	5.8	-3.3	-2.3	129.9	2.6	129.9	129.9	129.9	129.9	129.9	129.9	129.9	129.9	129.9	129.9	129.9	129.9
Q4	133.0	4.3	146.8	5.5	-4.4	-3.9	130.5	2.0	130.5	130.5	130.5	130.5	130.5	130.5	130.5	130.5	130.5	130.5	130.5	130.5
1993 Q1	134.8	6.6	149.9	5.0	-4.5	-4.0	129.5	0.6	129.5	129.5	129.5	129.5	129.5	129.5	129.5	129.5	129.5	129.5	129.5	129.5
Q2	..	..	..	..	..	..	131.6	1.2	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6	131.6
1993 Jan	..	..	..	..	..	..	128.7	1.3	128.7	128.7	128.7	128.7	128.7	128.7	128.7	128.7	128.7	128.7	128.7	128.7
Feb	..	..	..	..	..	..	129.6	0.9	129.6	129.6	129.6	129.6	129.6	129.6	129.6	129.6	129.6	129.6	129.6	129.6
Mar	..	..	..	..	..	..	130.2	0.6	130.2	130.2	130.2	130.2	130.2	130.2	130.2	130.2	130.2	130.2	130.2	130.2
Apr	..	..	..	..	..	..	131.3	0.9	131.3	131.3	131.3	131.3	131.3	131.3	131.3	131.3	131.3	131.3	131.3	131.3
May	..	..	..	..	..	..	131.8	1.1	131.8	131.8	131.8	131.8	131.8	131.8	131.8	131.8	131.8	131.8	131.8	131.8
Jun	..	..	..	..	..	..	131.7	1.2	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7	131.7
Jul	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

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 Production industries: SIC divisions 1 to 4.

3 Manufacturing industries: SIC divisions 2 to 4.

4 Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.

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

6 Including leased assets.

7 Value of physical increase in stocks and work in progress.

8 Base lending rate of the London clearing banks on the last Friday of the period shown.

9 Average of daily rates.

10 Annual and quarterly figures are average of monthly indices.

1.1 EMPLOYMENT Workforce*

		Employees in employment				Self-employed persons (with or without employees)**	HM Forces#	Work-related government training programme ++	Workforce in employment##	Workforce* THOUSAND	
		Male		Female							All
		All	Part-time +	All	Part-time +						
UNITED KINGDOM											
Unadjusted for seasonal variation											
1991	Mar	11,642		10,727		22,369	3,181	298	26,254	28,396 §	
	Jun	11,530		10,731		22,262	3,143	297	26,055	28,296 §	
	Sep	11,447	1,015	10,664	4,738	22,112	3,104	297	25,851	28,302 §	
	Dec	11,343		10,693		22,036	3,066	295	25,752	28,303 §	
1992	Mar	11,226		10,640		21,867	3,028	293	25,551	28,259 §	
	Jun	11,206		10,642		21,848	2,989	290	25,461	28,139 §	
	Sep	11,031	1,184	10,436	4,824	21,467	2,977	284	25,050	27,897 §	
	Dec	10,930		10,497		21,426	2,936	280	25,011	27,995 §	
1993	Mar	10,844	1,154	10,418	4,782	21,262	2,914	275	24,810	27,807 §	
UNITED KINGDOM											
Adjusted for seasonal variation											
1991	Mar	11,685		10,766		22,450	3,181	298	26,336	28,426	
	Jun	11,535		10,715		22,251	3,143	297	26,044	28,338	
	Sep	11,409	1,049	10,696	4,803	22,105	3,104	297	25,845	28,296	
	Dec	11,325		10,642		21,967	3,066	295	25,682	28,232	
1992	Mar	11,267		10,675		21,941	3,028	293	25,626	28,274	
	Jun	11,211		10,624		21,835	2,989	290	25,448	28,170	
	Sep	10,936	1,166	10,472	4,779	21,469	2,977	284	25,051	27,892	
	Dec	10,911		10,447		21,358	2,936	280	24,943	27,916	
1993	Mar	10,883	1,147	10,450	4,794	21,333	2,914	275	24,882	27,823	
GREAT BRITAIN											
Unadjusted for seasonal variation											
1991	Mar	11,363	1,043	10,462	4,657	21,825	3,105	298	25,618	27,662 §	
	Jun	11,253	1,049	10,467	4,703	21,719	3,066	297	25,416	27,558 §	
	Sep	11,170	1,056	10,399	4,632	21,569	3,028	297	25,212	27,559 §	
	Dec	11,066		10,423	4,730	21,490	2,989	295	25,110	27,560 §	
1992	Mar	10,952	1,054	10,372	4,697	21,324	2,951	293	24,914	27,517 §	
	Jun	10,931	1,098	10,374	4,722	21,306	2,913	290	24,824	27,398 §	
	Sep	10,756	1,071	10,168	4,597	20,924	2,901	284	24,412	27,149 §	
	Dec	10,656	1,149	10,226	4,711	20,882	2,861	280	24,374	27,252 §	
1993	Mar	10,572	1,119	10,147	4,669	20,719	2,838	275	24,175	27,066 §	
GREAT BRITAIN											
Adjusted for seasonal variation											
1991	Mar	11,405	1,039	10,500	4,669	21,905	3,105	298	25,698	27,690	
	Jun	11,257	1,029	10,450	4,672	21,707	3,066	297	25,403	27,597	
	Sep	11,132	1,015	10,431	4,696	21,563	3,028	297	25,206	27,556	
	Dec	11,049	1,037	10,375	4,686	21,423	2,989	295	25,044	27,491	
1992	Mar	10,991	1,048	10,406	4,709	21,397	2,951	293	24,987	27,530	
	Jun	10,935	1,078	10,355	4,690	21,291	2,913	290	24,810	27,426	
	Sep	10,722	1,106	10,204	4,664	20,926	2,901	284	24,414	27,147	
	Dec	10,638	1,130	10,179	4,666	20,817	2,861	280	24,309	27,174	
1993	Mar	10,610	1,112	10,179	4,681	20,789	2,838	275	24,245	27,080	

Definitions of terms used will be found at the end of the section.

* Workforce in employment plus claimant unemployed.

HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.

** Estimates of the self-employed are based on the 1981 Census of Population and the results of the Labour Force Surveys. The estimates are not seasonally adjusted.

++ Includes all participants on government training and employment programmes who are receiving some work experience on their placement but who do not have a contract of employment (those with a contract are included in the employees in employment series). The numbers are not subject to seasonal adjustment.

Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page S6 of *Employment Gazette*, August 1988.

§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes to the unemployment statistics. The seasonal adjustment 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 table 2.1 and 2.2 and their footnotes.

+ Estimates of part-time employees in the United Kingdom are only available on a quarterly basis since December 1992. The Northern Ireland component is not seasonally adjusted.

EMPLOYMENT 1.2 Employees in employment in Great Britain*

		All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)*		
		All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	
GREAT BRITAIN										
SIC 1980 Divisions of classes										
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	9,007	9,007	
1979	June	22,538	22,611	7,107	7,113	7,819	7,825	9,022	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	20,320	20,310	5,254	5,269	5,836	5,851	6,833	6,848	
1986	June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	
1987	June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550	
1988	June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606	
1989	June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613	
1990	June	22,380	22,373	4,994	5,018	5,434	5,461	6,494	6,519	
1991	June	21,719	21,707	4,599	4,623	5,029	5,054	5,994	6,017	
1991	Sep	21,569	21,563	4,574	4,538	4,999	4,963	5,938	5,898	
	Sep	21,569	21,563	4,574	4,538	4,999	4,963	5,969	5,929	
	Oct			4,542	4,511	4,965	4,932			
	Nov	21,490	21,423	4,529	4,492	4,947	4,909	5,860	5,835	
	Dec			4,512	4,485	4,926	4,899			
1992	Jan			4,447	4,455	4,859	4,866			
	Feb			4,429	4,452	4,838	4,858			
	Mar	21,324	21,397	4,417	4,444	4,824	4,851	5,728	5,760	
	Apr			4,389	4,428	4,792	4,832			
	May			4,380	4,418	4,779	4,817	5,678	5,701	
	June	21,306	21,291	4,396	4,419	4,791	4,815			
	July			4,376	4,374	4,771	4,769			
	Aug			4,353	4,330	4,747	4,723			
	Sep	20,924	20,926	4,342	4,309	4,735	4,701	5,605	5,568	
	Oct			4,298	4,266	4,689	4,656			
	Nov			4,282	4,225	4,648	4,610			
	Dec	20,882	20,817	4,217	4,190	4,597	4,571	5,447	5,421	
1993	Jan			4,184	4,193	4,563	4,570			
	Feb			4,173	4,197	4,548	4,571	5,370	5,402	
	Mar	20,719	20,789	4,175	4,201	4,544	4,571			
	Apr R			4,163	4,202	4,526	4,566			
	May R			4,158	4,196	4,513	4,552			
	June			4,190	4,212	4,540	4,564			
GREAT BRITAIN										
SIC 1980 Divisions of classes										
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	788	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	736	780
1986	June	13,954	13,918	310	234	302	392	328	741	755
1987	June	14,247	14,220	302	203	297	365	320	737	740
1988	June	14,860	14,841	293	182	296	356	324	757	737
1989	June	15,261	15,242	280	167	290	372	329	763	733
1990	June	15,609	15,573	277	157	284	365	325	741	716
1991	June	15,457	15,417	268	150	280	337	307	679	664
1991	Sep	15,341	15,395	290	148	278	334	311	676	657
	Sep	15,310	15,364	290	148	278	334	311	676	657
	Oct			147	147	275	328	313	668	654
	Nov			144	144	274	324	313	668	655
	Dec	15,366	15,320	263	141	273	326	312	671	651
1992	Jan			139	139	274	320	309	659	640
	Feb	</								

1.2 EMPLOYMENT Employees in employment in Great Britain

THOUSAND

Great Britain	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber plastics etc	Paper products printing and publishing	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)*	(61-63,67)
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	505	713	800	591	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	495	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	547	472	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	268	232	333	541	546	517	478	1,021	1,168
1989 June	262	228	333	530	514	531	487	1,056	1,206
1990 June	246	243	313	524	477	540	481	1,060	1,198
1991 June	222	220	282	528	414	483	461	965	1,131
1991 Sep	224	215	279	524	413	482	459	940	1,123
Sep	224	215	279	524	413	482	459	971	1,123
Oct	229	207	276	514	416	483	455		
Nov	231	204	274	510	413	479	457		
Dec	226	206	274	504	414	470	457	934	1,122
1992 Jan	231	197	272	496	407	458	457		
Feb	228	201	270	490	411	456	450	904	1,112
Mar	227	203	266	489	411	459	450		
Apr	226	200	264	488	409	454	443		
May	225	198	263	491	406	452	444		
June	232	193	268	489	407	456	453	888	1,087
July	235	190	267	492	394	453	456		
Aug	234	188	262	492	393	451	455		
Sep	232	187	259	494	399	449	455	871	1,056
Oct	225	184	258	492	392	449	454		
Nov	222	181	256	489	390	445	447		
Dec	217	179	253	480	389	436	445	850	1,058
1993 Jan	212	179	251	475	387	433	443		
Feb	213	179	251	467	389	430	447		
Mar	217	179	250	465	393	428	447	826 P	1,054
Apr	216	176	251	459 R	390 R	432 R	444		
May	212	176	252	456	390	436	443		
June	215	174	253	459	401	438	443		

GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance, business services and leasing	Public administration etc +	Education	Medical and other health services, veterinary services	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)*	(71-77)	(79)	(81-85)*	(91-92)*	(93)*	(95)	(94,96-98)*
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	1,447	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	1,979	831	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	1,935	859	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	930	1,069	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	1,075	426	1,771	1,825	1,541	1,258	1,305
1983 June	1,964	949	1,069	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	1,075	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	1,089	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	1,087	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	1,082	413	2,250	1,910	1,641	1,337	1,620
1988 June	2,132	1,105	1,070	430	2,428	1,924	1,691	1,398	1,723
1989 June	2,234	1,198	1,092	438	2,534	1,870	1,721	1,418	1,880
1990 June	2,301	1,257	1,094	437	2,701	1,942	1,735	1,450	1,864
1991 June	2,294	1,232	899	429	2,633	1,960	1,710	1,491	1,677
1991 Sep	2,311	1,222	895	429	2,623	1,957	1,595	1,510	1,676
Sep	2,311	1,198	895	429	2,614	1,807	1,737	1,510	1,686
Oct									
Nov									
Dec	2,364	1,131	891	421	2,595	1,807	1,846	1,524	1,665
1992 Jan									
Feb									
Mar	2,303	1,125	899	414	2,579	1,815	1,871	1,537	1,686
Apr									
May									
June	2,287	1,205	893	405	2,583	1,811	1,836	1,552	1,710
July									
Aug									
Sep	2,232	1,183	885	377	2,553	1,808	1,726	1,549	1,673
Oct									
Nov									
Dec	2,298	1,150	887	372	2,550	1,812	1,836	1,559	1,669
1993 Jan									
Feb									
Mar	2,219	1,126	890	371	2,566	1,806	1,838	1,566	1,674
Apr									
May									
June									

+ 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.
* A discontinuity has been introduced for this category due to improvements in the classification of some local authority employees in the 1991 Census of Employment. To assist with interpretation of the series, two figures have been produced for September 1991; the first figure is consistent with all figures prior to September 1991, the second is consistent with all figures after that date. Please see the article on pages 117-126 of the April 1993 *Employment Gazette* for further details.
** Excludes private domestic service.

EMPLOYMENT 1.3 Employees in employment: industry: production industries

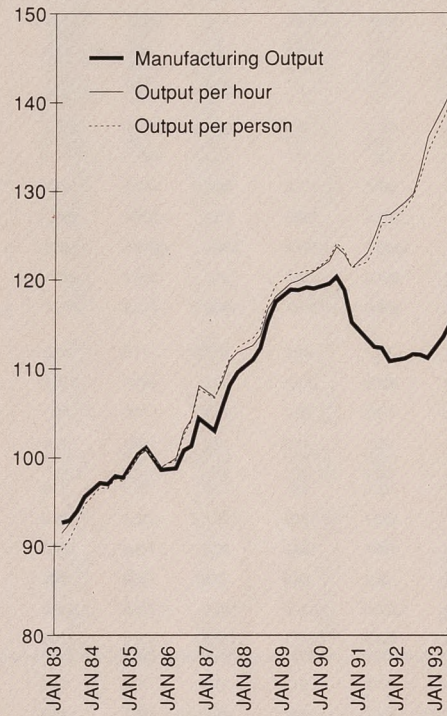
THOUSAND

GREAT BRITAIN	Division, class or group or AH	June 1992 R			Apr 1993 R			May 1993 R			June 1993		
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,411.6	1,379.1	4,790.7	3,223.9	1,302.3	4,526.2	3,212.9	1,300.4	4,513.3	3,228.4	1,311.5	4,540.0
Manufacturing industries	2-4	3,095.7	1,300.5	4,396.2	2,938.4	1,224.9	4,163.3	2,934.4	1,223.3	4,157.7	2,954.3	1,235.4	4,189.7
Energy and water supply	1	316.0	78.6	394.5	285.5	77.4	362.9	278.5	77.1	355.6	274.1	76.1	350.2
Coal extraction and solid fuels	111	59.3	3.3	62.6	41.0	2.6	43.7	35.2	2.6	37.8	33.4	2.5	35.9
Mineral oil processing	14	14.0	3.4	17.3	13.4	3.0	16.4	13.2	2.9	16.2	13.4	2.9	16.4
Electricity	161	94.8	26.6	121.4	87.0	26.8	113.8	86.8	26.8	113.6	86.1	26.6	112.8
Gas	182	53.9	21.9	75.7	52.3	21.7	74.0	52.1	21.6	73.6	50.1	21.1	71.1
Water supply industry	17	39.1	12.2	51.3	37.4	12.2	49.5	36.9	12.1	49.0	36.9	11.9	48.7
Metal manufacturing and chemicals	2	469.4	154.3	623.7	439.0	145.4	584.4	439.2	145.2	584.4	442.2	145.5	587.7
Extraction of metal ores and minerals	21/23	22.3	3.5	25.8	19.8	3.2	23.0	19.7	3.1	22.8	20.0	3.1	23.1
Metal manufacture	22	114.8	16.5	131.2	106.7	15.3	122.1	106.7	15.3	122.1	107.8	15.5	123.2
Non-metallic mineral products	24	123.3	38.6	161.8	112.0	35.8	147.8	112.3	35.8	148.1	113.2	35.6	148.8
Chemical industry/man-made fibres	25/26	209.0	95.7	304.8	200.4	91.1	291.5	200.5	90.9	291.4	201.2	91.4	292.6
Metal goods, engineering and vehicles	3	1,556.7	411.4	1,968.1	1,469.3	384.1	1,853.4	1,464.2	384.1	1,848.4	1,473.3	387.5	1,860.8
Metal goods nes	31	211.5	56.4	267.9	198.0	53.3	251.3	198.4	53.3	251.7	200.1	53.2	253.2
Mechanical engineering	32	544.1	104.7	648.7	511.4	100.6	612.0	510.7	100.8	611.5	513.7	100.1	613.8
Office machinery and data processing equipment	33	46.9	20.0	67.0	45.3	17.4	62.7	44.2	16.8	61.0	45.8	18.4	64.2
Electrical and electronic engineering	34	321.8	149.5	471.3	311.8	140.0	451.8	311.8	140.1	451.9	316.7	141.9	458.6
Wires, cables and basic electrical equipment	341/342	92.8	31.1	123.9	88.3	29.7	118.0	88.7	29.3	118.0	89.0	30.4	119.4
Electrical equip. for industrial use and batteries and accumulators	343	42.2	20.3	62.5	44.6	18.5	63.1	44.9	18.5	63.4	48.2	18.4	66.6
Telecommunications equipment	344	87.1	39.4	126.5	82.7	37.2	119.9	82.2	37.3	119.5	82.9	37.3	120.2
Other electronic equipment	345	58.6	36.9	95.6	57.2	34.9	92.1	57.1	35.1	92.2	58.0	35.3	93.3
Lighting/Appliances/Installation	346-348	41.0	21.7	62.7	39.0	19.8	58.8	38.9	19.9	58.8	38.6	20.4	59.0
Motor vehicles and parts	35	204.7	27.0	231.7	190.6	25.1	215.7	187.0	25.4	212.4	188.6	26.3	214.9
Other transport equipment	36	170.8	22.5	193.3	156.2	20.2	176.4	155.9	20.1	176.0	154.0	19.9	173.9
Instrument engineering	37	57.0	31.3	88.3	56.1	27.3	83.4	56.3	27.6	83.9	54.6	27.6	82.2
Other manufacturing industries	4	1,069.6	734.8	1,804.4	1,030.1	695.4	1,725.5	1,031.0	694.0	1,725.0	1,038.8	702.5	1,741.2
Food, drink and tobacco	41/42	290.7	197.9	488.6	274.4	184.9	459.2	273.1	182.8	455.9	274.5	184.8	459.2
Food	411-423	231.1	175.5	406.6	219.9	163.3	383.2	218.7	161.5	380.2	219.7	163.4	383.1
Alcoholic, soft drink and tobacco manufacture	424-429	59.6	22.4	82.0	54.4	21.6	76.0	54.4	21.4	75.8	54.8	21.3	76.1
Textiles	43	92.5	78.9	171.4	88.7	76.7	165.5	88.7	76.9	165.7	89.9	77.2	167.1
Leather and leather goods	44	9.1	6.8	15.9	8.9	5.9	14.9	9.0	5.9	14.9	9.2	5.8	15.0
Footwear and clothing	45	64.8	154.6	219.3	61.6	148.4	209.9	61.4	148.4	209.8	64.5	154.2	218.7
Footwear	451	16.0	16.5	32.6									

1.8 EMPLOYMENT Indices of output, employment and productivity

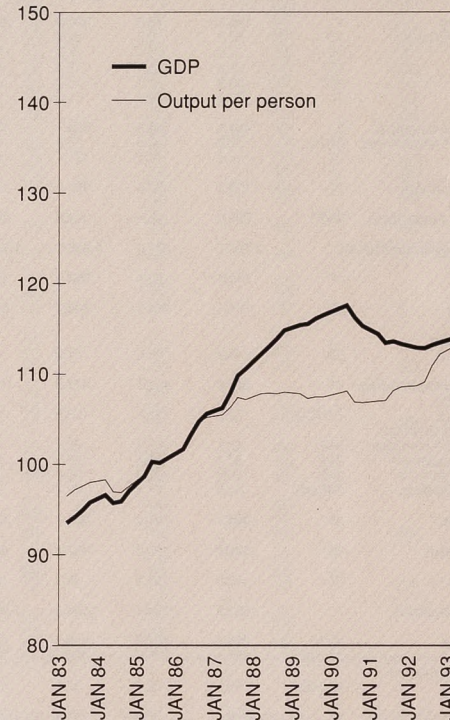
Manufacturing Industries

Index 1985=100



Whole Economy

Index 1985=100



Seasonally adjusted (1985=100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1-4			Manufacturing industries Divisions 2-4		
	Output*	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.9	100.1	103.7	102.4	97.3	105.3	101.3	97.9	103.5
1987	108.6	101.9	106.6	105.7	96.1	110.1	106.6	97.0	109.8
1988	113.5	105.2	107.9	109.5	96.7	113.2	114.1	98.2	116.2
1989	115.9	107.8	107.5	109.9	96.6	113.8	119.0	98.4	120.9
1990	116.6	108.5	107.4	109.3	94.6	115.6	118.4	96.5	122.8
1991	113.7	105.5	107.7	106.1	88.6	119.7	112.2	90.1	124.6
1992	113.1	102.6	110.2	105.8	83.7	126.4	111.4	85.1	130.9
1985 Q4	100.9	100.1	100.8	99.9	99.4	100.5	98.6	99.7	99.0
1986 Q1	101.7	100.0	101.7	101.1	98.7	102.5	98.8	99.1	99.7
1986 Q2	103.3	100.0	103.3	102.2	97.6	104.7	100.8	98.2	102.6
1986 Q3	104.8	100.1	104.7	103.0	96.8	106.4	101.3	97.3	104.1
1986 Q4	105.6	100.4	105.2	103.5	96.2	107.5	104.4	97.0	107.7
1987 Q1	106.2	100.7	105.5	103.7	95.8	108.3	103.0	96.5	106.7
1987 Q2	107.9	101.5	106.3	104.8	95.9	109.2	105.6	96.8	109.1
1987 Q3	109.8	102.3	107.4	106.7	96.2	111.0	108.1	97.2	111.2
1987 Q4	110.6	103.2	107.2	107.8	96.4	111.9	109.6	97.5	112.4
1988 Q1	112.2	104.1	107.8	107.9	96.6	111.8	111.0	97.9	113.4
1988 Q2	113.0	104.8	107.9	109.4	96.7	113.2	112.3	98.1	114.5
1988 Q3	113.9	105.7	107.8	110.3	96.7	114.0	115.4	98.3	117.4
1988 Q4	114.8	106.3	108.0	110.5	96.9	114.0	117.5	98.4	119.4
1989 Q1	115.4	107.1	107.8	109.7	96.9	113.2	118.9	98.6	120.6
1989 Q2	115.5	107.6	107.3	109.0	96.7	112.7	118.8	98.5	120.7
1989 Q3	116.1	108.0	107.5	110.3	96.5	114.3	119.1	98.5	121.0
1989 Q4	116.5	108.4	107.5	110.5	96.2	114.9	119.0	98.2	121.2
1990 Q1	117.2	108.6	107.9	109.8	95.7	114.8	119.5	97.6	122.4
1990 Q2	117.6	108.8	108.1	111.7	95.2	117.4	120.3	97.0	124.1
1990 Q3	116.2	108.7	106.9	108.6	94.4	115.0	118.8	96.4	123.3
1990 Q4	115.3	108.0	106.8	107.0	93.1	115.0	115.2	94.9	121.3
1991 Q1	114.4	106.9	107.0	106.6	91.1	117.0	113.3	92.9	122.0
1991 Q2	113.4	105.9	107.1	105.2	89.3	117.9	112.4	90.8	123.7
1991 Q3	113.6	105.1	108.2	106.3	87.6	121.2	112.3	88.9	126.4
1991 Q4	113.3	104.3	108.6	106.2	86.4	122.9	110.8	87.7	126.4
1992 Q1	112.9	103.9	108.7	105.4	85.5	123.3	111.1	86.8	128.0
1992 Q2	112.8	103.4	109.1	105.0	84.8	123.8	111.6	86.2	129.4
1992 Q3	113.2	102.1	110.9	105.9	83.3	127.0	111.5	84.7	131.6
1992 Q4	113.5	101.2	112.2	106.8	81.3	131.4	111.2	82.8	134.4
1993 Q1	114.0	100.8	113.1	107.0	80.5	132.9	113.5	82.1	138.2
1993 Q2	..	..	..	107.9	80.4	134.1	115.1	82.2	140.0

* Gross domestic product for whole economy.
+ 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 issue of *Employment Gazette*.

EMPLOYMENT 1.11 Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (000s)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week stood off for whole or part of week							
			Average per operative working over-time	Actual (million)	Seasonally adjusted	Operatives (000s)	Hours lost (000s)	Operatives (000s)	Hours lost (000s)	Average per operative working part of the week	Operatives (000s)	Percentage of all operatives	Hours lost (000s)	Seasonally adjusted	Average per operative on short-time
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		14.4
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	302		13.7
1990	1,322	37.7	9.4	12.44		7	263	15	132	9.0	22	0.6	395		19.6
1991	1,055	34.6	9.1	9.63		8	323	52	478	9.3	60	2.0	800		13.6
1992	1,019	35.5	9.3	9.51		5	211	40	386	9.5	46	1.5	596		12.9
week ended															
1991 July 12	1,082	35.7	9.3	10.12	10.09	6	211	47	414	8.7	52	1.7	624	785	11.9
Aug 16	999	33.0	9.3	9.34	9.67	12	445	42	378	9.0	53	1.8	622	909	15.3
Sep 13	1,024	34.2	9.3	9.49	9.11	8	321	46	402	8.7	54	1.8	723	793	13.3
Oct 11	1,108	37.3	9.4	10.46	9.43	3	113	44	368	8.4	47	1.6	480	640	10.2
Nov 15	1,110	37.4	9.2	10.25	9.30	5	193	41	396	9.6	46	1.6	589	674	12.8
Dec 13	1,074	36.4	9.5	10.22	9.41	7	275	34	346	10.3	41	1.4	621	693	15.2
1992 Jan 10	957	32.9	8.9	8.55	9.63	14	553	47	423	9.0	61	2.1	977	927	16.0
Feb 14	1,065	36.7	8.9	9.51	9.86	2	70	60	593	9.9	62	2.1	664	552	10.7
Mar 13	998	34.5	9.1	9.12	9.65	7	275	59	541	9.2	66	2.3	816	550	12.4
Apr 10	1,066	37.1	9.2	9.80	10.19	5	196	48	481	10.0	53	1.9	677	521	12.7
May 15	1,111	38.7	9.6	10.71	11.01	3	101	30	268	8.8	33	1.1	369	346	11.2
June 12	1,016	35.3	9.3	9.48	9.73	5	181	33	305	9.2	38	1.3	485	622	12.9
July 10	1,053	36.7	9.5	10.01	9.97	2	78	24	250	10.6	26	0.9	328	423	12.8
Aug 14	973	34.1	9.3	9.09	9.36	3	123	27	265	10.0	30	1.0	388	427	13.1
Sep 11	977	34.3	9.7	9.46	9.09	5	194	34	294	8.8	39	1.4	487	530	12.6
Oct 9	1,028	36.3	9.4	9.69	8.67	4	137	35	311	9.0	38	1.3	448	610	11.7
Nov 13	1,045	35.2	9.2	9.66	8.73	5	178	38	370	9.7	43	1.4	647	747	12.8
Dec 18	943	33.8	9.6	9.03	8.25	12	444	52	526	10.1	64	2.3	970	1,075	15.3
1993 Jan 15	905	32.9	9.2	8.37	9.45	6	241	55	483	8.9	61	2.2	724	690	11.9
Feb 12	928	33.8	9.5	8.83	9.18	10	375	55	537	9.9	64	2.3	912	763	14.2
Mar 12	923	33.6	9.3	8.56	9.11	4	156	46	421	9.2	50	1.8	586	390	11.8
Apr 16 R	878	32.0	9.0	7.94	8.32	3	105	26	198	7.7	28	1.0	303	231	10.6
May 14 R	1,002	36.7	9.4	9.47	9.79	3	115	23	160	7.0	26	1.0	276	259	10.6
Jun 11	955	34.7	9.3	8.89	9.13	3	133	26	284	11.0	29	1.1	417	535	14.2
SIC 1980															
Week ended 11 June 1993															
Extraction of metal ores & minerals (21/23)	9.0	55.7	12.7	0.11											
Metal Manufacturing (22)	30.6	36.8	10.3	0.32		0.1	2.2	0.4	3.6	8.3	0.5	0.6	5.8		11.9
Non-metallic mineral products (24)	44.2	40.9	9.7	0.43		0.1	3.3	0.9	10.9	12.3	1.0	0.9	14.2		14.6
Chemical industry/Man-made fibres (25/26)	45.7	30.5	9.2	0.42			0.1	0.2	1.6	7.9	0.2	0.1	1.7		8.5
Metal goods nes (31)	75.2	39.6	8.6	0.65		0.2	9.2	2.2	22.6	10.4	2.4	1.3	31.7		13.2
Mechanical engineering (32)	171.8	45.0	8.9	1.53		0.7	26.1	4.8	51.9	10.9	5.5	1.4	78.0		14.3
Office machinery & data processing equipment (33)	7.4	33.4	10.4	0.08											
Electrical and electronic engineering (34)	87.0	32.8	10.1	0.88			0.7	1.1	17.0	16.2	1.1	0.4	17.7		16.6
Wires, cables, batteries & other electrical equipment (341/342)	28.6	38.5	11.5	0.33			0.2	0.4	6.2	16.1	0.4	0.5	6.4		16.5
Industrial electrical equipment (343)	13.9	36.7	9.4	0.13											
Telecommunication equipment (344)	15.5	27.2	8.7	0.13				0.4	10.0			0.1	0.4		10.0
Other electronic equipment (345)	15.8	28.3	8.1	0.13				0.4	8.1	19.4	0.4	0.7	8.1		19.4
Lighting/appliances/installation (346-348)	13.2	33.0	11.6	0.15			0.5	0.2	2.4	11.2	0.2	0.6	2.9		12.6
Motor vehicles (35)	46.7	30.0	9.1	0.42				0.8	5.2	6.9	0.8	0.5	5.2		6.9
Other transport equipment (36)	40.4	39.0	9.6	0.39			1.0	0.1	2.1	18.7	0.1	0.1	3.1		22.5
Instrument engineering (37)	13.3	27.2	7.7	0.10					0.7	16.0		0.1	0.7		16.0
Food, drink and tobacco (41/42)	127.5	36.8	9.5	1.22		0.3	9.9	1.0	8.5	8.6	1.2	0.4	18.4		14.7
Food (411-423)	109.4	36.8	9.6	1.05		0.3	9.9	1.0	8.2	8.4	1.2	0.4	18.1		14.7
Alcoholic, soft drink & tobacco manu. (424-429)	18.1	37.2	9.1	0.16					0.3	21.4			0.3		21.4
Textile industry (43)	41.9	32.9	9.7	0.40		0.3	10.9	2.3	24.9	10.7	2.6	2.1	35.8		13.7
Leather goods (44)	3.5	28.7	7.4	0.03			0.5	0.2	1.5	9.1	0.2	1.5	2.0		11.1
Footwear & clothing (45)	25.0	14.4	6.6	0.17		0.6	22.7	6.2	59.1	9.5	6.8	3.9	81.8		12.0
Footwear (451)	4.9	20.3	5.1	0.02				2.0	12.9	6.4	2.0	8.3	12.9		6.4
Clothing, hats, gloves & fur															

1.12 EMPLOYMENT

Hours of work-operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manu- facturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1988	97.7	100.7	91.4	97.4	97.4	101.2	101.4	103.3	99.5	101.5
1989	97.1	98.8	90.9	90.2	95.0	101.0	100.6	104.2	98.7	101.3
1990	90.3	88.6	90.0	79.4	91.3	100.6	100.4	105.0	98.3	100.8
1991	78.4	75.3	76.9	68.3	88.1	99.3	98.2	102.0	97.4	100.0
1992	73.3	70.6	70.5	65.3	82.4	99.5	98.5	99.9	98.3	101.3
Week ended										
1991 June 14	78.2	75.2	78.3	67.9	88.8	99.3	97.9	103.5	97.1	99.0
July 12	77.6					99.9				
Aug 16	76.8					99.5				
Sep 13	76.0	73.9	73.2	67.5	87.7	99.1	98.3	99.0	97.7	100.5
Oct 11	75.7					99.5				
Nov 15	75.3					99.3				
Dec 13	75.2	73.9	74.4	67.7	84.2	99.4	99.0	101.7	98.4	99.6
1992 Jan 10	74.6					99.5				
Feb 14	75.0					99.8				
Mar 13	74.7	71.7	73.2	67.4	83.6	99.5	98.6	100.4	98.4	100.3
Apr 10	74.8					100.0				
May 15	75.3					101.1				
Jun 12	74.3	71.7	72.8	66.9	83.1	99.6	98.6	100.6	98.6	101.5
Jul 10	73.8					100.0				
Aug 14	73.0					99.3				
Sep 11	72.4	70.3	71.4	64.6	82.6	99.1	98.3	100.1	98.2	102.1
Oct 9	71.3					98.8				
Nov 13	70.7					98.8				
Dec 18	69.5	68.5	64.6	62.4	80.4	98.2	98.6	98.7	98.0	101.5
1993 Jan 15	70.3					99.3				
Feb 12	70.2					99.2				
Mar 12	70.6	67.5	66.5	63.9	79.7	99.2	98.6	98.8	99.1	102.1
Apr 16	70.2					98.5				
May 14	70.9					100.1				
Jun 11	70.6	68.0	65.7	64.8	78.4	99.0	98.6	99.5	99.1	103.5

1.13 EMPLOYMENT

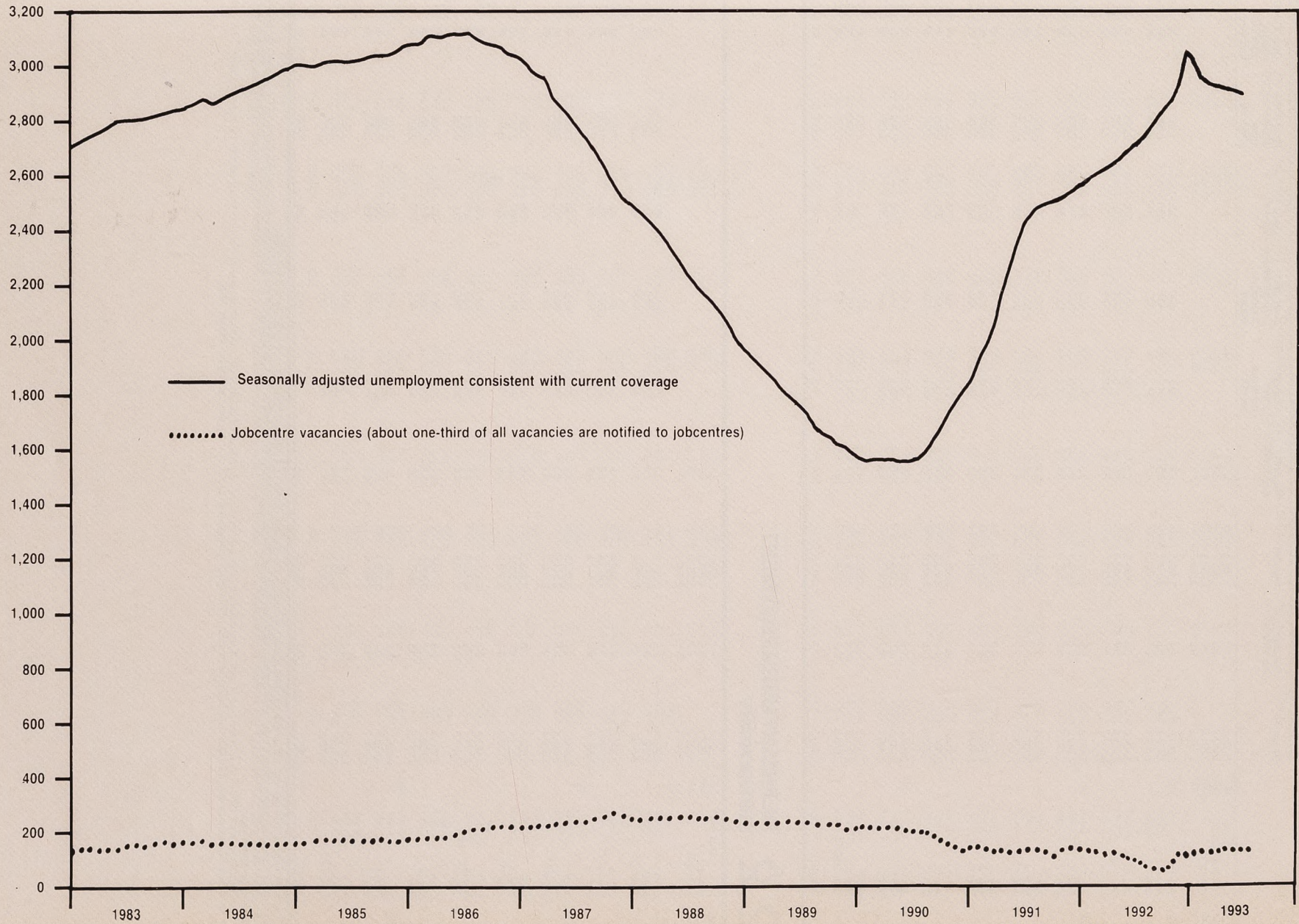
Overtime and short-time Operatives in manufacturing industries in June 1993 : regions

Week ended June 11 1993	Overtime				Short-time								
	Operatives (Thou)	Percent age of all operatives	Hours of overtime worked		Stood off for whole week		Working part of week			Stood off for whole week or part of week			
			Average per operative working overtime (Thou)	Operatives (Thou)	Hours lost (Thou)	Opera- tives (Thou)	Hours lost		Hours lost		Average per operative on short time		
							Operatives (Thou)	Percent- age of all opera- tives	Operatives (Thou)	Percent- age of all opera- tives			
Analysis by region													
South East	197.1	33.8	9.9	1,943.9	0.7	30.2	5.6	69.3	12.4	6.3	1.1	99.5	15.8
Greater London *	48.1	25.3	11.2	537.1	0.1	5.6	2.8	33.3	12.0	2.9	1.5	38.9	13.4
East Anglia	46.9	43.6	9.8	458.2	..	..	1.3	22.9	17.7	1.3	1.2	22.9	17.7
South West	69.4	35.9	8.7	607.3	0.3	10.9	0.4	2.4	6.2	0.7	0.3	13.3	20.0
West Midlands	135.8	36.7	8.8	1,199.3	0.3	13.0	3.9	43.3	11.1	4.2	1.2	56.3	13.3
East Midlands	95.9	32.7	9.3	887.7	0.2	7.1	4.1	35.2	8.5	4.3	1.5	42.3	9.8
Yorkshire and Humberside	115.4	37.2	9.4	1,085.8	0.2	9.0	4.0	47.8	12.0	4.2	1.4	56.8	13.5
North West	119.9	36.1	9.2	1,105.4	0.9	33.9	2.1	27.4	13.0	3.0	0.9	61.3	20.6
North	55.1	32.1	9.8	539.8	0.2	8.5	3.2	21.6	6.8	3.4	2.0	30.1	8.8
Wales	43.8	28.8	8.6	378.4	0.3	10.7	0.8	7.2	8.6	1.1	0.7	17.9	16.0
Scotland	76.0	31.1	9.0	685.0	0.2	9.5	0.6	7.3	13.1	0.8	0.3	16.8	20.8

* Included in the South East

Thousand

Seasonally adjusted



2.1 CLAIMANT UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		UNEMPLOYED								
		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
1989	Annual averages	1,798.7	6.3	1,784.4	6.3					
1990		1,664.4	5.8	1,662.7	5.8					
1991		2,291.9	8.1	2,287.4	8.1					
1992		2,778.6	9.9	2,766.5	9.8					
1991	July 11	2,367.5	8.4	2,362.1	8.3	68.2	66.9	363	1,967	38
	Aug 8	2,435.1	8.6	2,416.8	8.5	54.7	63.0	310	2,086	40
	Sept 12	2,450.7	8.7	2,451.3	8.7	34.5	52.5	303	2,106	41
	Oct 10	2,426.0	8.6	2,484.8	8.8	33.5	40.9	310	2,075	42
	Nov 14	2,471.8	8.7	2,526.3	8.9	41.5	36.5	303	2,125	43
	Dec 12	2,551.7	9.0	2,550.1	9.0	23.8	32.9	296	2,211	44
1992	Jan 9	2,673.9	9.5	2,611.3	9.3	61.2	42.2	297	2,330	47
	Feb 13	2,710.5	9.6	2,645.8	9.4	34.5	39.8	310	2,354	47
	Mar 12	2,707.5	9.6	2,647.9	9.4	2.1	32.6	282	2,379	47
	Apr 9	2,736.5	9.7	2,689.8	9.6	41.9	26.2	302	2,387	47
	May 14	2,707.9	9.6	2,712.0	9.7	22.2	22.1	254	2,407	48
	June 11	2,678.2	9.5	2,722.5	9.7	10.5	24.9	258	2,373	47
	July 9	2,774.0	9.9	2,758.3	9.8	35.8	22.8	369	2,359	46
	Aug 13	2,845.5	10.1	2,815.7	10.0	57.4	34.6	324	2,476	45
	Sept 10	2,847.4	10.1	2,841.0	10.1	25.3	39.5	315	2,488	45
	Oct 8	2,814.4	10.0	2,868.1	10.2	27.1	36.6	345	2,425	44
	Nov 12	2,864.1	10.2	2,912.8	10.4	44.7	32.4	331	2,488	45
	Dec 17	2,983.3	10.6	2,972.4	10.6	59.6	43.8	309	2,627	47
1993	Jan 14	3,062.1	10.9	2,992.3	10.6	19.9	41.4	314	2,700	48
	Feb 11	3,042.6	10.8	2,966.8	10.6	-25.5	18.0	296	2,700	47
	Mar 11	2,996.7	10.7	2,941.0	10.5	-25.8	-10.5	269	2,681	46
	Apr 8	3,000.5	10.7	2,939.9	10.5	-1.1	-17.5	301	2,653	46
	May 13	2,916.6	10.4	2,916.8	10.4	-23.1	-16.7	257	2,613	46
	June 10 R	2,865.0	10.2	2,912.0	10.4	-4.8	-9.7	248	2,572	45
	July 8 P	2,929.3	10.4	2,912.2	10.4	0.2	9.2	360	2,526	44

2.2 CLAIMANT UNEMPLOYMENT GB Summary

1989	Annual averages	1,693.0	6.1	1,678.8	6.1					
1990		1,567.3	5.6	1,565.5	5.6					
1991		2,191.5	8.0	2,187.0	7.9					
1992		2,672.4	9.8	2,660.4	9.7					
1991	July 11	2,263.9	8.2	2,261.3	8.2	67.3	66.4	351	1,876	37
	Aug 8	2,330.7	8.5	2,315.1	8.4	53.8	62.3	302	1,990	39
	Sept 12	2,346.3	8.5	2,349.5	8.5	34.4	51.8	294	2,013	40
	Oct 10	2,324.5	8.4	2,382.4	8.6	32.9	40.4	301	1,983	41
	Nov 14	2,371.0	8.6	2,423.4	8.8	41.0	36.1	296	2,033	42
	Dec 12	2,450.5	8.9	2,447.1	8.9	23.7	32.5	290	2,117	43
1992	Jan 9	2,569.1	9.4	2,507.5	9.2	60.4	41.7	290	2,234	46
	Feb 13	2,606.6	9.5	2,541.8	9.3	34.3	39.5	303	2,258	46
	Mar 12	2,603.4	9.5	2,543.2	9.3	1.4	32.0	275	2,283	46
	Apr 9	2,632.1	9.6	2,585.3	9.5	42.1	25.9	295	2,291	46
	May 14	2,604.1	9.5	2,606.8	9.5	21.5	21.7	247	2,310	46
	June 11	2,573.9	9.4	2,616.5	9.6	9.7	24.4	250	2,278	46
	July 9	2,663.8	9.7	2,651.2	9.7	34.7	22.0	357	2,262	45
	Aug 13	2,734.1	10.0	2,707.3	9.9	56.1	33.5	316	2,374	44
	Sept 10	2,737.0	10.0	2,733.2	10.0	25.9	38.9	305	2,388	44
	Oct 8	2,708.0	9.9	2,760.6	10.1	27.4	36.5	337	2,328	43
	Nov 12	2,759.4	10.1	2,805.8	10.3	45.2	32.8	325	2,391	44
	Dec 17	2,877.9	10.5	2,865.3	10.5	59.5	44.0	303	2,529	46
1993	Jan 14	2,954.1	10.8	2,885.1	10.5	19.8	41.5	307	2,601	47
	Feb 11	2,935.4	10.7	2,859.4	10.5	-25.7	17.8	289	2,600	46
	Mar 11	2,890.7	10.6	2,834.5	10.4	-24.9	-10.3	263	2,583	45
	Apr 8	2,895.2	10.6	2,834.3	10.4	-0.2	-16.9	295	2,555	45
	May 13	2,813.7	10.3	2,812.3	10.3	-22.0	-15.7	251	2,517	45
	June 10 R	2,762.2	10.1	2,807.3	10.3	-5.0	-9.1	241	2,477	44
	July 8 P	2,821.1	10.3	2,807.3	10.3	-	-9.0	349	2,430	42

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

CLAIMANT UNEMPLOYMENT UK Summary 2.1

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED #		MARRIED			
		UNEMPLOYED		UNEMPLOYED							
		Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	
1989	Annual averages	1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2		1989
1990		1,232.3	7.6	1,231.3	7.6	394.9	3.2	431.4	3.5		1990
1991		1,737.1	10.7	1,734.6	10.8	554.9	4.6	552.8	4.6		1991
1992		2,126.0	13.3	2,119.3	13.3	652.6	5.4	647.2	5.3		1992
1991	July 11	1,782.4	11.1	1,792.0	11.1	585.2	4.8	570.1	4.7	189.8	1991
	Aug 8	1,823.0	11.3	1,831.4	11.4	612.2	5.0	585.4	4.8	199.5	1991
	Sept 12	1,843.4	11.4	1,861.3	11.5	607.2	5.0	590.0	4.8	194.9	1991
	Oct 10	1,839.7	11.4	1,889.7	11.7	586.2	4.8	595.1	4.9	192.4	1991
	Nov 14	1,885.7	11.7	1,925.7	11.9	586.1	4.8	600.6	4.9	192.6	1991
	Dec 12	1,957.4	12.1	1,946.6	12.1	594.3	4.9	603.5	5.0	197.1	1991
1992	Jan 9	2,045.4	12.8	1,994.6	12.5	628.5	5.2	616.7	5.1	208.9	1992
	Feb 13	2,074.5	13.0	2,022.0	12.6	636.0	5.2	623.8	5.1	210.5	1992
	Mar 12	2,075.1	13.0	2,026.3	12.7	632.4	5.2	621.6	5.1	210.5	1992
	Apr 9	2,100.1	13.1	2,061.1	12.9	636.5	5.3	628.7	5.2	214.2	1992
	May 14	2,085.1	13.0	2,080.7	13.0	622.8	5.1	631.3	5.2	210.4	1992
	June 11	2,061.2	12.9	2,088.3	13.1	617.0	5.1	634.2	5.2	207.7	1992
	July 9	2,108.7	13.2	2,112.5	13.2	665.3	5.5	645.8	5.3	215.0	1992
	Aug 13	2,149.4	13.4	2,151.2	13.5	696.1	5.7	664.5	5.5	224.9	1992
	Sept 10	2,160.9	13.5	2,175.2	13.6	686.5	5.7	665.8	5.5	218.8	1992
	Oct 8	2,151.9	13.5	2,199.6	13.8	662.5	5.5	668.5	5.5	215.4	1992
	Nov 12	2,199.7	13.8	2,236.5	14.0	664.4	5.5	676.3	5.6	216.9	1992
	Dec 17	2,299.7	14.4	2,283.0	14.3	683.7	5.6	689.4	5.7	224.7	1992
1993	Jan 14	2,353.8	14.7	2,299.0	14.4	708.2	5.8	693.3	5.7	232.6	1993
	Feb 11	2,335.9	14.6	2,277.0	14.2	706.7	5.8	689.8	5.7	230.8	1993
	Mar 11	2,303.2	14.4	2,259.3	14.1	693.5	5.7	681.7	5.6	226.7	1993
	Apr 8	2,304.2	14.4	2,256.1	14.1	696.3	5.7	683.8	5.6	231.0	1993
	May 13	2,248.4	14.1	2,241.4	14.0	668.1	5.5	675.4	5.6	219.3	1993
	June 10 R	2,209.2	13.8	2,238.0	14.0	655.8	5.4	674.0	5.6	213.7	1993
	July 8 P	2,231.1	14.0	2,235.2	14.0	698.2	5.8	677.0	5.6	218.4	1993

CLAIMANT UNEMPLOYMENT GB Summary 2.2

1989	Annual averages	1,159.1	7.3	1,158.1	7.3	408.2	3.4	407.4	3.4		1989
1990		1,660.4	10.5	1,658.9	10.6	531.1	4.5	529.1	4.5		1990
1991		2,044.6	13.2	2,037.9	13.1	627.8	5.3	622.5	5.3		1991
1992		2,704.8	16.9	2,715.1	16.9	882.2	7.1	877.9	7.1		1992
1991	July 11	1,744.9	11.1	1,753.8	11.2	585.8	4.7	561.3	4.7	180.3	1991
	Aug 8	1,764.9	11.3	1,783.5	11.4	581.3	4.9	566.0	4.8	186.0	1991
	Sept 12	1,762.6	11.2	1,811.4	11.5	562.0	4.7	571.0	4.8	183.8	1991
	Oct 10	1,808.2	11.5	1,846.7	11.8	562.8	4.7	576.7	4.9	184.3	1991
	Nov 14	1,879.0	12.0	1							

2.3 CLAIMANT UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Percent workforce	Change since previous month	Average change over 3 months ended	Male	Female
SOUTHEAST												
1989)	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990) Annual	372.4	273.3	99.2	4.0	5.2	2.5	372.1	4.0			273.1	99.0
1991) averages	638.8	477.9	160.9	6.9	9.2	4.1	637.8	7.0			477.4	160.4
1992)	854.1	645.4	208.7	9.4	12.5	5.3	851.2	9.3			643.8	207.3
1992 July 9	850.9	642.4	208.6	9.3	12.5	5.3	847.3	9.3	13.8	9.9	641.8	205.5
Aug 13	881.9	660.3	221.6	9.7	12.8	5.6	871.5	9.6	24.2	14.4	657.8	213.7
Sept 10	887.9	665.1	222.7	9.7	12.9	5.6	885.2	9.7	13.7	17.2	668.3	216.9
Oct 8	885.9	667.2	218.7	9.7	12.9	5.5	899.2	9.9	14.0	17.3	680.0	219.2
Nov 12	903.4	682.6	220.8	9.9	13.2	5.6	918.0	10.1	18.8	15.5	694.5	223.5
Dec 17	943.3	715.3	228.0	10.3	13.9	5.8	940.5	10.3	22.5	18.4	711.8	228.7
1993 Jan 14	960.7	727.5	233.2	10.5	14.1	5.9	951.4	10.4	10.9	17.4	719.7	231.7
Feb 11	961.3	726.9	234.4	10.5	14.1	5.9	945.0	10.4	-6.4	9.0	713.8	231.2
Mar 11	952.0	719.9	232.1	10.4	14.0	5.9	939.6	10.3	-5.4	-0.3	710.3	229.3
Apr 8	957.0	722.5	234.5	10.5	14.0	5.9	938.1	10.3	-1.5	-4.4	708.1	230.0
May 13	934.4	707.2	227.2	10.3	13.7	5.7	931.5	10.2	-6.6	-4.5	703.4	228.1
June 10 R	919.4	695.7	223.7	10.1	13.5	5.7	928.6	10.2	-2.9	-3.7	700.4	228.2
July 8 P	930.7	698.7	232.0	10.2	13.5	5.9	928.4	10.2	-0.2	-3.2	699.2	229.2
GREATER LONDON (included in South East)												
1989)	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990) Annual	211.8	154.7	57.1	5.0	6.4	3.2	211.6	5.0			154.7	57.0
1991) averages	332.1	244.3	87.8	8.2	10.4	5.1	331.7	8.1			244.1	87.6
1992)	430.3	320.1	110.2	10.6	13.6	6.5	429.2	10.6			319.6	109.6
1992 July 9	432.4	321.7	110.6	10.7	13.7	6.5	428.2	10.6	6.1	4.9	319.4	108.8
Aug 13	446.5	329.6	116.8	11.0	14.0	6.8	438.5	10.8	10.3	6.4	326.3	112.2
Sept 10	449.7	332.0	117.7	11.1	14.1	6.9	444.6	11.0	6.1	7.5	330.6	114.0
Oct 8	447.6	332.1	115.5	11.0	14.1	6.8	451.2	11.1	6.6	7.7	336.0	115.2
Nov 12	452.3	336.2	116.1	11.2	14.3	6.8	458.8	11.3	7.6	6.8	341.5	117.3
Dec 17	469.3	349.7	119.6	11.6	14.9	7.0	468.4	11.6	9.6	7.9	348.7	119.7
1993 Jan 14	471.0	350.8	120.1	11.6	14.9	7.0	471.6	11.6	3.2	6.8	350.9	120.7
Feb 11	473.5	352.5	121.0	11.7	15.0	7.1	471.6	11.6	—	4.3	350.8	120.8
Mar 11	473.4	352.6	120.7	11.7	15.0	7.1	470.8	11.6	-0.8	0.8	350.6	120.2
Apr 8	478.2	355.8	122.4	11.8	15.2	7.2	472.0	11.6	1.2	0.1	351.0	121.0
May 13	471.5	351.5	120.0	11.6	15.0	7.0	470.6	11.6	-1.4	-0.3	349.9	120.7
June 10 R	468.4	349.1	119.3	11.6	14.9	7.0	470.4	11.6	-0.2	-0.1	349.4	121.0
July 8 P	473.5	350.6	122.9	11.7	14.9	7.2	470.2	11.6	-0.2	-0.6	348.9	121.3
EAST ANGLIA												
1989)	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990) Annual	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1991) averages	59.1	44.2	15.0	5.8	7.5	3.5	59.0	5.9			44.1	14.9
1992)	77.7	58.3	19.4	7.8	10.1	4.6	77.3	7.8			58.1	19.2
1992 July 9	76.2	56.8	19.4	7.7	9.9	4.6	77.1	7.7	1.5	0.9	57.8	19.3
Aug 13	78.6	58.2	20.4	7.9	10.1	4.9	79.3	8.0	2.2	1.4	59.2	20.1
Sept 10	78.9	58.6	20.3	7.9	10.2	4.8	80.6	8.1	1.3	1.7	60.3	20.3
Oct 8	78.7	58.9	19.9	7.9	10.2	4.7	81.6	8.2	1.0	1.5	61.3	20.3
Nov 12	81.4	61.3	20.1	8.2	10.6	4.8	83.3	8.4	1.7	1.3	62.8	20.5
Dec 17	86.0	65.1	20.9	8.6	11.3	5.0	85.6	8.6	2.3	1.7	64.6	21.0
1993 Jan 14	90.0	67.9	22.1	9.0	11.8	5.3	86.9	8.7	1.3	1.8	65.6	21.3
Feb 11	90.0	67.8	22.2	9.0	11.8	5.3	85.7	8.6	-1.2	0.8	64.5	21.2
Mar 11	89.0	67.2	21.8	8.9	11.7	5.2	85.0	8.5	-0.7	-0.2	64.1	20.9
Apr 8	88.5	66.7	21.8	8.9	11.6	5.2	85.1	8.5	0.1	-0.6	64.1	21.0
May 13	85.1	64.2	20.9	8.5	11.1	5.0	83.9	8.4	-1.2	-0.6	63.3	20.6
June 10 R	82.4	62.3	20.0	8.3	10.8	4.8	84.2	8.5	0.3	-0.3	63.5	20.7
July 8 P	83.2	62.3	20.9	8.4	10.8	5.0	84.1	8.4	-0.1	-0.3	63.4	20.7
SOUTHWEST												
1989)	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990) Annual	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.7	27.5
1991) averages	161.2	101.1	40.1	7.1	9.4	4.1	160.8	7.1			101.0	39.9
1992)	208.9	158.7	50.2	9.4	12.7	5.2	207.9	9.4			158.1	49.7
1992 July 9	205.1	155.8	49.3	9.3	12.5	5.1	208.1	9.4	4.0	2.3	158.4	49.7
Aug 13	212.3	160.2	52.2	9.6	12.9	5.4	213.4	9.6	5.3	3.4	162.0	51.4
Sept 10	213.8	161.6	52.2	9.6	13.0	5.4	216.1	9.7	2.7	4.0	164.2	51.9
Oct 8	212.2	161.0	51.2	9.6	12.9	5.3	217.1	9.8	1.0	3.0	165.2	51.9
Nov 12	219.3	166.4	52.9	9.9	13.4	5.4	221.3	10.0	4.2	2.6	168.4	52.9
Dec 17	229.6	174.7	55.0	10.4	14.0	5.7	225.4	10.2	4.1	3.1	171.4	54.0
1993 Jan 14	236.6	179.5	57.1	10.7	14.4	5.9	227.0	10.2	1.6	3.3	172.7	54.3
Feb 11	234.1	177.0	57.1	10.6	14.2	5.9	223.9	10.1	-3.1	0.9	169.9	54.0
Mar 11	229.0	173.3	55.7	10.3	13.9	5.7	221.8	10.0	-2.1	-1.2	168.5	53.3
Apr 8	226.8	172.2	54.7	10.2	13.8	5.6	221.3	10.0	-0.5	-1.9	167.8	53.5
May 13	216.7	165.0	51.7	9.8	13.2	5.3	218.4	9.9	-2.9	-1.8	165.6	52.8
June 10 R	210.1	160.2	49.8	9.5	12.9	5.1	217.4	9.8	-1.0	-1.5	164.9	52.5
July 8 P	213.6	161.5	52.2	9.6	13.0	5.4	216.8	9.8	-0.6	-1.5	164.2	52.6

See footnotes to tables 2.1 and 2.2.

CLAIMANT UNEMPLOYMENT Regions 2.3

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Percent workforce	Change since previous month	Average change over 3 months ended	Male	Female
WESTMIDLANDS												
1989)	168.5	118.8	49.7	6.7	8.1	4.7	167.9	6.6			118.3	49.6
1990) Annual	152.7	111.7	41.1	6.0	7.6	3.9	152.7	5.8			111.6	41.0
1991) averages	218.7	165.1	53.6	8.6	11.2	5.1	218.4	8.5			164.9	53.5
1992)	270.5	206.3	64.1	10.6	13.8	6.0	269.7	10.6			205.9	63.8
1992 July 9	270.8	205.3	65.5	10.6	13.8	6.2	267.9	10.5	2.6	1.9	204.4	63.5
Aug 13	278.0	209.4	68.7	10.9	14.1	6.5	274.1	10.7	6.2	3.1	208.3	65.8
Sept 10	278.5	210.4	68.1	10.9	14.1	6.4	275.5	10.8	1.4	3.4	210.3	65.2
Oct 8	274.2	209.1	65.1	10.7	14.0	6.1	279.1	10.9	3.6	3.7	213.5	65.6
Nov 12	277.7	213.0	64.7	10.9	14.3	6.1	283.9	11.1	4.8	3.3	217.6	66.3
Dec 17	288.3	222.1	66.3	11.3	14.9	6.2	290.2	11.4	6.3	4.9	222.6	67.6
1993 Jan 14	295.5	227.1	68.4	11.6	15.2	6.4	291.8	11.4	1.6	4.2	224.1	67.7
Feb 11	294.2	225.7	68.5	11.5	15.1	6.4	289.2	11.3	-2.6	1.8	221.8	67.4
Mar 11	290.5	223.3	67.2	11.4	15.0	6.3	286.3	11.2	-2.9	-1.3	219.7	66.6
Apr 8	290.7	223.1	67.6	11.4	15.0	6.4	286.1	11.2	-0.2	-1.9	219.3	66.8
May 13	282.9	217.8	65.0	11.1	14.6	6.1	282.6	11.1	-3.5	-2.2	216.7	65.9
June 10 R	278.5	214.4	64.1	10.9	14.4	6.0	281.7	11.0	-0.9	-1.5	216.1	65.6
July 8 P	284.2	216.4	67.8	11.1	14.5	6.4	281.2	11.0	-0.5	-1.6	215.6	65.6
EASTMIDLANDS												
1989)	108.9	77.2	31.7	5.5	6.9	3.8						

2.3 CLAIMANT UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1989)	141.9	105.7	36.2	10.2	13.3	6.1	140.0	9.9			103.9	36.2
1990) Annual	122.9	93.4	29.5	8.9	11.7	5.0	122.7	8.7			93.3	29.4
1991) averages	143.7	111.1	32.6	10.4	14.0	5.5	143.4	10.3			110.9	32.5
1992)	157.8	123.9	34.0	11.3	15.6	5.7	157.1	11.3			123.5	33.7
1992 July 9	155.6	121.3	34.3	11.2	15.3	5.7	155.8	11.2	1.5	0.8	122.4	33.4
Aug 13	157.4	122.1	35.4	11.3	15.3	5.9	157.9	11.3	2.1	1.4	123.9	34.0
Sept 10	159.3	124.1	35.1	11.4	15.6	5.9	159.0	11.4	1.1	1.6	125.4	33.6
Oct 8	157.6	124.0	33.6	11.3	15.6	5.6	160.8	11.5	1.8	1.7	126.9	33.9
Nov 12	162.4	128.7	33.7	11.7	16.2	5.6	164.1	11.8	3.3	2.1	129.8	34.3
Dec 17	169.2	134.9	34.2	12.1	17.0	5.7	168.6	12.1	4.5	3.2	133.7	34.9
1993 Jan 14	174.0	138.1	35.9	12.5	17.4	6.0	168.1	12.1	-0.5	2.4	133.4	34.7
Feb 11	173.0	137.3	35.7	12.4	17.3	6.0	168.3	12.1	0.2	1.3	133.7	34.6
Mar 11	169.8	135.1	34.7	12.2	17.0	5.8	166.6	12.0	-1.7	-0.7	132.6	34.0
Apr 8	171.7	136.8	34.9	12.3	17.2	5.8	168.0	12.1	1.4	—	133.8	34.2
May 13	168.3	135.2	33.2	12.1	17.0	5.6	168.2	12.1	0.2	—	134.7	33.5
June 10 R	167.2	134.3	32.9	12.0	16.9	5.5	170.0	12.2	1.8	1.1	136.2	33.8
July 8 P	170.2	135.3	35.0	12.2	17.0	5.9	170.5	12.2	0.5	0.8	136.5	34.0
WALES												
1989)	97.0	70.9	26.2	7.5	9.4	4.8	96.0	7.3			69.9	26.1
1990) Annual	86.3	65.7	20.6	6.6	8.7	3.8	86.2	6.7			65.6	20.6
1991) averages	113.2	88.6	24.6	8.7	11.7	4.5	113.0	8.9			88.5	24.5
1992)	127.2	100.2	27.0	10.0	13.7	5.0	126.7	10.0			99.9	26.8
1992 July 9	125.2	97.9	27.3	9.9	13.4	5.1	125.9	9.9	1.3	0.8	99.1	26.8
Aug 13	128.4	99.9	28.5	10.1	13.7	5.3	128.4	10.1	2.5	1.4	101.1	27.3
Sept 10	129.3	101.1	28.3	10.2	13.8	5.3	129.5	10.2	1.1	1.6	102.1	27.4
Oct 8	127.2	100.5	26.7	10.0	13.8	5.0	130.0	10.2	0.5	1.4	102.8	27.2
Nov 12	129.4	102.5	26.9	10.2	14.0	5.0	131.0	10.3	1.0	0.9	103.7	27.3
Dec 17	134.9	107.2	27.8	10.6	14.7	5.2	133.4	10.5	2.4	1.3	105.6	27.8
1993 Jan 14	139.4	110.0	29.4	11.0	15.0	5.5	134.0	10.6	0.6	1.3	106.0	28.0
Feb 11	136.9	107.9	29.0	10.8	14.8	5.4	132.1	10.4	-1.9	0.4	104.3	27.8
Mar 11	133.6	105.4	28.2	10.5	14.4	5.2	130.5	10.3	-1.6	-1.0	103.0	27.5
Apr 8	132.6	104.7	27.8	10.4	14.3	5.2	130.2	10.3	-0.3	-1.3	102.9	27.3
May 13	128.6	102.1	26.5	10.1	14.0	4.9	129.8	10.2	-0.4	-0.8	102.6	27.2
June 10 R	126.0	100.2	25.8	9.9	13.7	4.8	130.3	10.3	0.5	-0.1	103.0	27.3
July 8 P	130.9	102.1	28.8	10.3	14.0	5.3	131.2	10.3	0.9	0.3	103.3	27.9
SCOTLAND												
1989)	234.7	169.5	65.2	9.3	11.7	6.1	233.2	9.3			168.1	65.0
1990) Annual	202.5	148.7	53.8	8.0	10.3	5.0	202.1	8.1			148.5	53.6
1991) averages	220.2	165.5	54.7	8.7	11.5	5.1	219.3	8.6			165.0	54.3
1992)	241.0	183.8	57.3	9.5	12.8	5.2	238.8	9.4			182.5	56.3
1992 July 9	246.2	183.8	62.4	9.7	12.8	5.7	240.5	9.5	4.6	2.2	183.0	57.5
Aug 13	249.1	186.6	62.5	9.8	13.0	5.7	243.4	9.6	2.9	2.8	186.4	57.0
Sept 10	240.9	184.2	56.7	9.5	12.8	5.1	242.6	9.6	-0.8	2.2	186.2	56.4
Oct 8	239.9	184.7	55.2	9.5	12.9	5.0	244.3	9.6	1.7	1.3	187.8	56.5
Nov 12	242.9	187.5	55.4	9.6	13.1	5.0	246.0	9.7	1.7	0.9	189.4	56.6
Dec 17	251.8	195.1	56.7	9.9	13.6	5.1	249.4	9.8	3.4	2.3	192.3	57.1
1993 Jan 14	260.8	201.3	59.5	10.3	14.0	5.4	249.5	9.8	0.1	1.7	192.5	57.0
Feb 11	257.1	197.5	59.6	10.1	13.8	5.4	247.6	9.8	-2.1	0.5	190.7	56.9
Mar 11	250.7	193.0	57.7	9.9	13.5	5.2	244.5	9.6	-3.1	-1.6	188.4	56.1
Apr 8	250.1	192.2	57.9	9.9	13.4	5.2	244.9	9.7	0.4	-1.5	188.4	56.5
May 13	243.7	188.6	55.1	9.6	13.2	5.0	244.3	9.6	-0.6	-1.1	189.5	55.8
June 10 R	240.8	186.4	54.3	9.5	13.0	4.9	244.5	9.6	0.2	—	189.0	55.5
July 8 P	254.2	191.8	62.4	10.0	13.4	5.7	246.6	9.7	2.1	0.6	190.2	56.4
NORTHERN IRELAND												
1989)	105.7	77.7	28.0	14.5	18.1	9.3	105.6	14.6			77.6	27.9
1990) Annual	97.2	73.2	24.0	13.3	17.0	8.0	97.2	13.3			73.2	24.0
1991) averages	100.4	76.7	23.8	13.7	17.8	7.9	100.4	13.4			76.7	23.8
1992)	106.1	81.4	24.8	14.2	18.5	8.0	106.1	14.2			81.3	24.8
1992 July 9	110.1	82.6	27.5	14.7	18.7	8.9	107.1	14.3	1.1	0.9	81.8	25.3
Aug 13	111.4	83.3	28.1	14.9	18.9	9.1	108.4	14.5	1.3	1.1	82.6	25.8
Sept 10	110.4	83.3	27.1	14.7	18.9	8.8	107.8	14.4	-0.6	0.6	82.7	25.1
Oct 8	106.4	81.3	25.2	14.2	18.4	8.1	107.5	14.3	-0.3	0.1	82.6	24.9
Nov 12	104.7	80.5	24.2	14.0	18.3	7.8	107.0	14.3	-0.5	-0.5	82.1	24.9
Dec 17	105.4	81.6	23.8	14.1	18.5	7.7	107.1	14.3	0.1	-0.2	82.2	24.9
1993 Jan 14	108.0	83.3	24.7	14.4	18.9	8.0	107.2	14.3	0.1	-0.1	82.1	25.1
Feb 11	107.2	82.7	24.5	14.3	18.8	7.9	107.4	14.3	0.2	0.2	82.1	25.3
Mar 11	106.0	82.0	24.0	14.1	18.6	7.8	106.5	14.2	-0.9	-0.2	81.5	25.0
Apr 8	105.3	81.3	24.1	14.1	18.4	7.8	105.6	14.1	-0.9	-0.5	80.8	24.8
May 13	102.8	79.7	23.1	13.7	18.1	7.5	104.5	13.9	-1.1	-1.0	80.2	24.3
June 10 R	102.9	79.3	23.5	13.7	18.0	7.6	104.7	14.0	0.2	-0.6	80.4	24.3
July 8 P	108.3	81.5	26.8	14.4	18.5	8.7	104.9	14.0	0.2	-0.2	80.6	24.3

See footnotes to tables 2.1 and 2.2.

CLAIMANT UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status * and in travel-to-work areas + at July 8 1993

	Male		Female		All		Rate #		Male	Female	All		Rates #	
	per cent employees and unem-ployed	per cent workforce	per cent employees and unem-ployed	per cent workforce	per cent employees and unem-ployed	per cent workforce	per cent employees and unem-ployed	per cent workforce						
ASSISTED REGIONS														
South West														
Development Areas	8,995	2,768	11,763	16.9	...	Bournemouth	10,864	3,233	14,097	13.6	11.4			
Intermediate Areas	19,289	6,366	25,655	14.2	...	Bradford (I)	20,069	5,567	25,636	11.9	10.6			
Unassisted	133,182	43,038	176,220	10.6	...	Bridgwater	2,981	920	3,901	12.8	10.7			
All	161,466	52,172	213,638	11.2	9.6	Bridlington and Driffield	2,111	728	2,839	14.1	11.3			
						Brixport	754	273	1,027	11.3	8.6			
						Brighton	18,537	5,996	24,533	15.3	12.9			
						Bristol	28,897	9,218	38,115	11.2	10.1			
						Bude (I)	803	256	1,059	15.8	11.4			
						Burnley	3,127	843	3,970	10.0	8.8			
						Burton-on-Trent	5,092	1,734	6,826	11.2	9.9			
West Midlands														
Development Areas	169,399	51,960	221,359	14.0	...	Bury St Edmunds	1,785	664	2,449	7.3	6.3			
Intermediate Areas	47,001	15,799	62,800	9.7	...	Buxton	1,329	472	1,801	8.3	6.6			
Unassisted	216,400	67,759	284,159	12.8	11.1	Calderdale	6,602	2,168	8,770	10.6	9.3			
						Cambridge	7,298	2,673	9,971	7.2	6.2			
						Canterbury	4,309	1,215	5,524	11.2	9.5			
East Midlands														
Development Areas	2,583	944	3,527	9.8	...	Carlisle	3,090	1,048	4,138	7.9	6.8			
Intermediate Areas	4,197	1,567	5,764	11.2	...	Castleford and Pontefract	4,946	1,292	6,238	11.7	10.5			
Unassisted	133,186	41,340	174,526	10.9	...	Chard	651	225	876	9.3	7.7			
All	139,966	43,851	183,817	10.8	9.6	Chelmsford and Braintree	8,143	2,784	10,927	10.2	8.7			
						Cheltenham	5,166	1,695	6,861	9.3	8.2			

2.4 CLAIMANT UNEMPLOYMENT

Area statistics

Unemployment in regions by assisted area status * and in travel-to-work areas + at July 8 1993

	Male				Female				All			
	Male	Female	All	Rate #	Male	Female	All	Rate #	Male	Female	All	Rate #
			per cent employees and unemployed	per cent workforce			per cent employees and unemployed	per cent workforce			per cent employees and unemployed	per cent workforce
Loughborough and Coalville	3,911	1,348	5,259	8.0	7.2	Wareham and Swanage	794	265	1,059	9.8	8.1	
Leath and Mablethorpe	1,305	381	1,686	12.5	9.8	Warminster	582	252	834	13.1	10.7	
Lowestoft	3,069	928	3,997	13.1	11.2	Warrington	5,287	1,621	6,908	8.2	7.5	
Ludlow	915	336	1,251	11.0	7.7	Warwick	4,805	1,722	6,527	8.0	6.8	
Macclesfield	2,665	1,001	3,666	6.1	5.1	Watford and Luton	26,632	8,337	34,969	10.7	9.4	
Malton	312	127	439	5.3	4.4	Wellingborough and Rushden	3,553	1,210	4,763	10.0	8.6	
Malvern and Ledbury	1,661	549	2,210	10.1	7.9	Wells	2,105	775	2,880	11.6	9.5	
Manchester (I)	65,525	18,364	83,889	11.7	10.5	Weston-super-Mare	4,200	1,416	5,616	13.9	11.6	
Mansfield	7,132	1,643	8,775	15.4	13.7	Whitby (D)	773	218	991	13.8	9.9	
Matlock	810	303	1,113	6.6	5.4	Whitchurch and Market Drayton	1,045	418	1,463	10.1	7.5	
Medway and Maidstone	21,869	6,623	28,492	13.0	11.3	Whitehaven	3,123	927	4,050	12.7	11.4	
Melton Mowbray	1,297	496	1,793	8.0	6.7	Widnes and Runcorn (D)	6,079	1,657	7,736	12.9	11.9	
Middlesbrough (D)	17,203	3,869	21,072	17.2	15.4	Wigan and St Helens (D)	18,022	5,420	23,442	14.3	12.6	
Milton Keynes	7,708	2,511	10,219	10.0	9.1	Winchester and Eastleigh	3,745	1,148	4,893	6.0	5.3	
Minehead	800	245	1,045	12.6	9.6	Windermere	293	98	391	4.8	3.6	
Morpeth and Ashington (I)	5,525	1,472	6,997	15.5	13.6	Wirral and Chester (D)	21,418	6,308	27,726	13.8	12.3	
Newark	2,043	702	2,745	11.5	9.7	Wisbech	1,745	596	2,341	14.0	11.1	
Newbury	2,423	875	3,298	7.6	6.6	Wolverhampton (I)	15,483	4,681	20,164	15.5	13.8	
Newcastle upon Tyne (D)	37,714	9,901	47,615	13.3	12.0	Woodbridge and Leiston	1,259	467	1,726	7.0	5.8	
Newmarket	1,789	734	2,523	9.4	7.8	Worcester	4,498	1,453	5,951	9.4	8.2	
Newquay (D)	1,223	369	1,592	14.3	11.4	Workington (D)	3,209	945	4,154	15.5	12.9	
Newton Abbot	2,218	697	2,915	11.0	9.1	Workshop	2,366	622	2,988	12.5	11.3	
Northallerton	663	283	946	5.2	4.4	Worthing	6,410	1,695	8,105	10.7	8.9	
Northampton	8,053	2,696	10,749	9.6	8.5	Yeovil	2,932	1,108	4,040	9.4	7.9	
Northwich	3,472	1,255	4,727	9.0	7.8	York	5,493	1,892	7,385	7.5	6.6	
Norwich	10,713	3,479	14,192	9.8	8.5							
Nottingham	31,766	9,566	41,332	12.8	11.4	Wales						
Okehampton	518	165	683	13.9	10.0	Aberdare (D)	2,592	634	3,226	20.1	16.9	
Oldham (I)	7,843	2,368	10,211	13.5	11.7	Aberystwyth	714	339	1,053	9.7	7.5	
Oswestry	1,159	490	1,649	12.4	9.9	Bangor and Caernarfon (I)	3,052	1,039	4,091	14.2	11.8	
Oxford	10,251	3,497	13,748	7.4	6.5	Blaenau Gwent	3,815	966	4,781	14.7	12.3	
Penrith	2,471	783	3,254	10.1	8.6	Brecon	483	187	670	8.4	5.9	
Penzance and St Ives (D)	2,169	738	2,907	15.9	12.3	Bridgend (I)	5,286	1,618	6,904	12.8	11.0	
Peterborough	9,054	2,689	11,743	11.6	10.3	Cardiff (I)	18,518	4,862	23,380	11.5	10.2	
Pickering and Helmsley	327	138	465	6.0	4.5	Cardigan (D)	827	279	1,106	15.1	9.2	
Plymouth (I)	14,333	4,708	19,041	14.0	12.4	Cardarvan	909	300	1,209	6.6	4.9	
Poole	5,714	1,629	7,343	11.0	9.4	Conwy and Colwyn	2,904	910	3,814	11.8	9.2	
Portsmouth	15,343	4,393	19,736	12.5	11.0	Denbigh	632	299	931	10.5	7.1	
Preston	10,836	3,306	14,142	9.2	8.1	Dolgellau and Barmouth	387	134	521	11.3	8.3	
Reading	9,710	2,868	12,578	8.1	7.2	Fishguard (I)	362	116	478	12.8	8.1	
Redruth and Camborne (D)	3,066	918	3,984	19.0	15.7	Haverfordwest (I)	2,115	572	2,687	14.8	11.6	
Retford	1,858	576	2,434	11.9	10.2	Holyhead (D)	2,381	792	3,173	18.9	14.9	
Richmondshire	674	344	1,018	7.5	5.9	Lampeter and Aberaeron (D)	503	217	720	12.0	7.8	
Ripon	563	258	821	8.7	6.5	Llandello	285	108	393	11.0	6.6	
Rochdale (I)	6,445	1,867	8,312	14.2	12.2	Llandrindod Wells	627	277	904	10.0	6.7	
Rotherham						Llanelli (I)	3,190	875	4,065	13.5	11.3	
and Mexborough (D)	13,012	3,190	16,202	16.6	14.8	Machynlleth	320	105	425	10.6	7.3	
Rugby and Daventry	3,625	1,491	5,116	9.4	8.1	Merthyr and Rhymney (D)	6,229	1,357	7,586	16.4	14.1	
Saisbury	2,764	999	3,763	8.3	7.2	Monmouth	406	150	556	13.5	9.3	
Scarborough and Filey	2,593	861	3,454	10.5	8.7	Neath and Port Talbot (D)	3,684	801	4,485	11.3	10.1	
Scunthorpe (D)	4,786	1,438	6,224	10.3	9.0	Newport (I)	7,633	2,324	9,957	12.0	10.7	
Settle	264	105	369	5.8	4.1	Newtown	475	177	652	6.6	4.8	
Shaftesbury	998	386	1,384	9.1	6.9	Pontypool and Cwmbran (I)	3,669	1,066	4,735	12.2	10.7	
Sheffield (I)	27,876	7,979	35,855	13.7	12.2	Pontypridd and Rhondda (D)	6,601	1,588	8,189	13.2	11.5	
Shrewsbury	2,784	964	3,748	8.1	6.8	Porthmadoc and Ffestiniog (I)	579	217	796	11.9	9.2	
Sittingbourne and Sheerness	5,056	1,463	6,519	16.5	14.3	Fwllheil (I)	543	185	728	12.4	8.7	
Skegness	1,020	283	1,303	11.3	9.0	Shotton, Flint and Rhyl (D)	6,058	1,861	7,919	9.9	8.3	
Skipton	607	218	825	7.5	5.9	South Pembrokeshire (D)	1,793	461	2,254	16.9	12.6	
Sleaford	716	267	983	8.3	6.8	Swansea (I)	9,718	2,421	12,139	12.3	10.6	
Slough	11,597	3,843	15,440	8.6	7.6	Welshpool	412	182	594	7.6	5.2	
South Molton	424	149	573	12.1	8.4	Wrexham (D)	4,369	1,339	5,708	11.5	9.7	
South Tyneside (D)	8,902	2,172	11,074	22.0	19.5							
Southampton	16,357	4,213	20,570	11.1	9.9	Scotland						
Southend	28,756	9,073	37,829	15.2	12.9	Aberdeen	5,952	2,147	8,099	4.0	3.7	
Spalding and Holbeach	1,379	566	1,945	8.5	6.7	Alloa (I)	1,948	681	2,629	16.0	14.0	
St Austell	2,283	745	3,028	11.1	10.5	Annan	593	244	837	9.1	7.5	
Stafford	4,077	1,354	5,431	8.8	7.6	Arbroath (D)	1,043	397	1,440	15.1	12.4	
Stamford	1,039	428	1,467	8.6	7.1	Ayr (I)	3,654	1,380	5,034	10.3	9.0	
Stockton-on-Tees (D)	9,037	2,282	11,319	14.2	13.1	Badenoch (I)	320	106	426	10.8	8.4	
Stoke	15,343	4,582	19,925	10.6	9.4	Banff	446	185	631	6.7	5.1	
Stroud	3,098	1,173	4,271	11.1	9.2	Bathgate (D)	4,608	1,297	5,905	11.4	10.4	
Sudbury	1,588	609	2,197	13.5	10.5	Berwickshire	418	177	595	10.6	7.8	
Sunderland (D)	19,760	4,841	24,601	15.4	13.9	Blairstown and Pitlochry	677	287	964	8.6	6.7	
Swindon	6,998	2,371	9,369	8.3	7.5	Brechin and Montrose	987	450	1,437	7.7	7.8	
Taunton	3,049	876	3,925	8.5	7.2	Buckie	308	121	429	10.7	8.7	
Telford and Bridgnorth (I)	6,145	2,057	8,202	10.4	9.1	Campbeltown (I)	392	130	522	14.5	10.4	
Thanet	6,200	1,602	7,802	20.0	16.3	Crieff	254	107	361	8.7	6.9	
Thetford	1,889	703	2,592	11.6	9.7	Cummock and Sanquhar (D)	2,258	616	2,874	22.7	18.7	
Thirsk	260	119	379	5.8	4.7	Dumbarton (D)	3,034	1,078	4,112	12.9	11.6	
Tiverton	882	283	1,165	10.2	8.3	Dumfries	1,500	559	2,059	8.0	6.9	
Torbay	5,465	1,437	6,902	15.0	12.0	Dumfries (D)	8,104	2,981	11,085	12.8	11.5	
Torrington	632	234	866	18.1	14.2	Dumfries (I)	4,906	1,595	6,501	12.9	11.5	
Totnes	846	293	1,139	14.2	10.8	Dunoon and Bute (I)	982	346	1,328	15.4	11.3	
Trowbridge and Frome	3,525	1,173	4,698	9.5	8.3	Edinburgh	20,919	6,474	27,393	8.9	8.0	
Truro	1,931	593	2,524	9.7	8.1	Elgin	1,005	527	1,532	9.0	7.8	
Tunbridge Wells	5,650	1,726	7,376	7.7	6.4	Falkirk (I)	5,621	1,772	7,393	12.0	10.8	
Uttoxeter and Ashbourne	802	343	1,145	8.7	7.3	Forfar	561	303	864	9.5	7.8	
Wakefield and Dewsbury	10,303	2,886	13,189	12.0	10.7	Forres (I)	469	200	669	22.9	17.9	
Walsall (I)	16,241	4,760	21,001	14.7	13.0							

CLAIMANT UNEMPLOYMENT

Area statistics

2.4

Unemployment in regions by assisted area status * and in travel-to-work areas + at July 8 1993

	Male				Female				All			
	Male	Female	All	Rate #	Male	Female	All	Rate #	Male	Female	All	Rate #
			per cent employees and unemployed	per cent workforce			per cent employees and unemployed	per cent workforce			per cent employees and unemployed	per cent workforce
Fraserburgh	360	190	550	8.2	6.4	Peterhead	664	257	921	6.9	5.8	
Galashiels	647	242	889	5.6	4.7	Shetland Islands	312	108	420	3.9	3.2	
Girvan (I)	435	163	598	16.3	12.7	Skye and Wester Ross (I)	5					

2.6 UNEMPLOYMENT Age and duration: July 8 1993 Regions

Duration of unemployment in weeks	Male				Female				Male				Female			
	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*	18-24	25-49	50 and over	All ages*
SOUTH EAST																
2 or less	15,629	18,978	4,911	39,816	10,972	8,789	1,630	21,683	6,027	5,729	1,309	13,186	4,013	2,412	368	6,898
Over 2 and up to 4	9,543	14,668	3,550	28,075	5,715	6,041	1,126	13,108	3,094	4,217	939	8,388	1,606	1,441	235	3,376
Over 4	12,472	25,393	6,782	45,088	6,809	9,872	2,051	19,124	4,010	6,377	1,660	12,249	1,798	2,114	430	4,474
8	12,287	27,996	8,025	48,683	6,630	10,931	2,556	20,445	4,023	6,980	1,927	13,078	1,708	2,306	518	4,640
13	27,321	62,940	20,293	111,074	13,978	23,649	5,941	44,016	8,614	15,037	4,770	28,614	3,643	4,809	1,211	9,798
26	37,277	87,391	26,726	151,674	16,630	28,595	7,545	53,002	12,068	19,952	5,783	37,890	4,578	5,663	1,413	11,730
52	31,035	94,600	24,126	149,811	10,670	19,509	6,747	36,957	9,738	20,162	4,822	34,738	2,756	3,590	1,234	7,590
104	12,300	53,760	12,469	78,529	3,174	8,133	3,020	14,327	4,058	13,222	2,757	20,037	884	1,720	647	3,251
156	2,518	16,866	4,165	23,549	639	2,556	1,101	4,296	1,262	5,384	1,237	7,883	243	666	305	1,214
208	464	5,278	1,801	7,543	137	875	526	1,538	427	2,653	713	3,793	84	342	232	658
260	284	8,616	5,956	14,856	92	1,433	1,945	3,470	232	4,962	3,907	9,101	56	708	1,195	1,959
Over All	161,130	416,486	118,804	698,698	75,446	120,383	34,188	231,966	53,553	104,675	29,824	188,957	21,369	25,771	7,788	55,588
YORKSHIRE AND HUMBERSIDE																
2 or less	6,494	8,726	1,800	17,114	4,803	4,356	705	9,984	7,290	7,118	1,828	16,445	4,961	3,044	501	8,653
Over 2 and up to 4	4,507	7,252	1,482	13,349	2,882	3,200	690	6,690	4,325	5,253	1,066	10,845	2,410	1,818	333	4,702
Over 4	6,037	12,670	2,771	21,648	3,483	5,278	1,016	9,938	5,578	8,741	2,053	16,669	2,524	2,740	630	6,125
8	5,985	14,122	3,310	23,542	3,436	5,789	1,261	10,626	5,581	9,109	2,258	17,203	2,347	2,885	648	6,063
13	13,700	32,325	8,638	54,858	7,400	12,363	2,887	22,860	11,822	20,713	5,678	38,544	4,951	6,134	1,537	12,850
26	17,683	43,625	11,042	72,463	8,874	14,945	3,569	27,514	16,243	26,238	6,754	49,368	6,241	7,039	1,686	15,059
52	15,736	50,076	11,184	77,019	6,106	11,422	3,373	20,919	13,557	28,341	5,948	47,867	3,978	5,081	1,588	10,659
104	6,595	29,332	6,112	42,039	1,974	5,059	1,594	8,627	5,657	17,247	3,166	26,070	1,264	2,002	716	3,982
156	1,451	9,702	2,231	13,384	406	1,591	596	2,593	1,790	7,082	1,377	10,249	355	509	391	1,655
208	312	3,436	1,144	4,892	92	566	314	972	680	3,677	880	5,237	121	437	262	820
260	204	6,276	3,839	10,319	65	859	1,108	2,133	383	8,411	5,357	14,151	85	922	1,492	2,499
Over All	78,704	217,542	53,553	350,627	39,522	65,528	16,943	122,856	72,906	141,930	36,365	252,648	29,237	33,011	9,785	73,067
GREAT LONDON (included in South East)																
2 or less	6,494	8,726	1,800	17,114	4,803	4,356	705	9,984	7,290	7,118	1,828	16,445	4,961	3,044	501	8,653
Over 2 and up to 4	4,507	7,252	1,482	13,349	2,882	3,200	690	6,690	4,325	5,253	1,066	10,845	2,410	1,818	333	4,702
Over 4	6,037	12,670	2,771	21,648	3,483	5,278	1,016	9,938	5,578	8,741	2,053	16,669	2,524	2,740	630	6,125
8	5,985	14,122	3,310	23,542	3,436	5,789	1,261	10,626	5,581	9,109	2,258	17,203	2,347	2,885	648	6,063
13	13,700	32,325	8,638	54,858	7,400	12,363	2,887	22,860	11,822	20,713	5,678	38,544	4,951	6,134	1,537	12,850
26	17,683	43,625	11,042	72,463	8,874	14,945	3,569	27,514	16,243	26,238	6,754	49,368	6,241	7,039	1,686	15,059
52	15,736	50,076	11,184	77,019	6,106	11,422	3,373	20,919	13,557	28,341	5,948	47,867	3,978	5,081	1,588	10,659
104	6,595	29,332	6,112	42,039	1,974	5,059	1,594	8,627	5,657	17,247	3,166	26,070	1,264	2,002	716	3,982
156	1,451	9,702	2,231	13,384	406	1,591	596	2,593	1,790	7,082	1,377	10,249	355	509	391	1,655
208	312	3,436	1,144	4,892	92	566	314	972	680	3,677	880	5,237	121	437	262	820
260	204	6,276	3,839	10,319	65	859	1,108	2,133	383	8,411	5,357	14,151	85	922	1,492	2,499
Over All	78,704	217,542	53,553	350,627	39,522	65,528	16,943	122,856	72,906	141,930	36,365	252,648	29,237	33,011	9,785	73,067
EAST ANGLIA																
2 or less	1,853	1,963	544	4,405	1,208	856	181	2,289	3,653	4,305	1,076	9,133	2,426	1,396	260	4,145
Over 2 and up to 4	1,088	1,376	388	2,896	631	537	110	1,309	2,062	2,960	617	5,730	1,027	897	164	2,152
Over 4	1,353	2,467	747	4,629	716	896	205	1,867	3,025	5,332	1,309	9,780	1,279	1,421	263	3,052
8	1,240	2,367	852	4,519	636	945	217	1,847	2,810	5,627	1,412	9,963	1,089	1,407	284	2,874
13	2,621	5,417	2,138	10,259	1,387	2,041	558	4,056	6,232	11,361	3,182	20,891	2,288	3,018	738	6,154
26	3,871	7,296	2,772	13,970	1,608	2,422	670	4,741	8,463	14,681	3,821	27,007	2,868	3,593	773	7,266
52	2,825	6,898	2,218	11,945	888	1,429	587	2,966	6,635	14,113	3,136	23,886	1,691	2,387	759	4,842
104	1,056	3,779	1,031	5,866	242	537	253	1,032	2,633	8,942	1,632	13,207	529	1,054	391	1,974
156	218	1,373	404	1,995	45	248	97	390	866	3,861	833	5,590	160	456	205	821
208	52	424	159	635	11	60	51	122	307	1,881	719	2,907	37	210	179	426
260	32	624	544	1,200	8	127	191	326	147	4,000	3,012	7,159	31	416	820	1,267
Over All	16,209	33,984	11,797	62,319	7,377	10,098	3,120	20,885	36,863	77,063	20,749	135,253	13,426	16,255	4,836	34,973
SCOTLAND																
2 or less	5,559	5,189	1,338	12,189	3,895	2,361	416	6,766	5,622	6,927	1,327	14,115	4,436	4,978	897	10,505
Over 2 and up to 4	3,607	3,914	1,045	8,670	2,208	1,540	293	4,118	4,390	5,365	931	10,953	2,566	2,047	257	5,055
Over 4	3,987	6,334	1,781	12,242	2,065	2,307	523	5,010	4,936	7,833	1,663	14,856	2,343	2,629	475	5,794
8	3,970	6,818	2,179	13,085	1,821	2,365	647	4,937	4,427	7,637	1,943	14,366	1,841	2,456	520	5,075
13	9,214	16,669	6,103	32,156	4,267	5,775	1,668	11,844	8,914	15,872	4,040	29,238	3,682	5,295	1,193	10,491
26	13,105	22,998	7,657	43,820	5,493	7,529	1,959	15,032	10,960	20,226	4,885	36,260	4,025	5,535	1,273	10,948
52	12,026	26,445	7,201	45,679	3,863	5,203	1,899	10,969	8,785	19,979	4,369	33,167	2,523	3,783	1,307	7,654
104	5,367	16,878	3,963	26,208	1,304	2,366	947	4,617	3,317	11,540	2,326	17,183	760	1,594	629	2,963
156	1,399	6,266	1,381	9,046	320	869	416	1,605	1,085	4,403	1,147	6,635	219	647	323	1,189
208	396	2,385	687	3,468	83	335	226	644	444	2,517	846	3,807	82	313	254	649
260	228	5,157	4,452	9,837	86	812	1,319	2,217	261	5,820	5,121	11,202	54	725	1,355	2,134
Over All	58,858	119,053	37,787	216,400	25,405	31,462	10,313	67,759	53,141	108,119	28,598	191,782	22,531	30,002	8,483	62,417
WEST MIDLANDS																
2 or less	4,312	4,142	986	9,535	3,109	1,813	273	5,271	1,999	1,299	275	2,980	1,281	1,487	252	3,028
Over 2 and up to 4	2,032	2,845	753	5,738	1,193	1,061	201	2,531	1,731	1,285	217	3,239	1,444	652	85	2,191
Over 4	2,698	4,862	1,284	8,987	1											

2.7 CLAIMANT 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									
1992 July	2,761.0	221.1	602.2	475.1	593.4	439.8	377.8	51.6	2,774.0
1992 Oct	2,800.1	229.7	590.0	481.6	605.7	452.0	390.7	50.5	2,814.4
1993 Jan	3,046.3	237.8	633.1	527.0	669.3	499.7	425.2	54.3	3,062.1
1993 Apr	2,983.0	221.8	602.7	512.8	662.4	496.9	433.0	53.4	3,000.5
1993 July	2,911.4	216.3	614.6	495.9	642.8	478.9	414.7	48.3	2,929.3
MALE									
1992 July	2,101.6	142.1	434.2	369.7	482.0	335.2	287.2	51.2	2,108.7
1992 Oct	2,144.0	146.1	431.6	376.3	494.6	346.8	298.6	50.0	2,151.9
1993 Jan	2,344.9	152.8	465.2	413.2	548.8	384.8	326.2	53.8	2,353.8
1993 Apr	2,294.3	143.4	443.6	401.8	541.2	380.8	330.7	52.9	2,304.2
1993 July	2,221.1	138.8	441.8	387.4	524.2	365.9	315.2	47.8	2,231.1
FEMALE									
1992 July	659.4	79.0	168.0	105.4	111.4	104.6	90.6	0.5	665.3
1992 Oct	656.2	83.5	158.4	105.2	111.1	105.2	92.2	0.5	662.5
1993 Jan	701.4	85.0	167.9	113.8	120.5	114.9	98.9	0.4	708.2
1993 Apr	688.7	78.5	159.1	111.0	121.2	116.1	102.3	0.5	696.3
1993 July	690.3	77.5	172.8	108.6	118.6	113.0	99.5	0.5	698.2

* Including some aged under 18.

2.8 CLAIMANT 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
1992 July	369.2	913.4	586.1	538.3	156.4	210.5	2,774.0	905.3
1992 Oct	345.4	947.7	565.7	553.7	184.8	217.1	2,814.4	955.6
1993 Jan	314.1	1,126.6	591.0	573.6	226.2	230.5	3,062.1	1,030.3
1993 Apr	301.3	993.6	630.5	569.3	260.3	245.4	3,000.5	1,075.1
1993 July	360.0	881.6	606.6	543.6	279.4	258.2	2,929.3	1,081.2
	Proportion of number unemployed							Percent
1992 July	13.3	32.9	21.1	19.4	5.6	7.6	100.0	32.6
1992 Oct	12.3	33.7	20.1	19.7	6.6	7.7	100.0	34.0
1993 Jan	10.3	36.8	19.3	18.7	7.4	7.5	100.0	33.6
1993 Apr	10.0	33.1	21.0	19.0	8.2	8.2	100.0	35.8
1993 July	12.3	30.1	20.7	18.6	9.5	8.8	100.0	36.9
MALE								Thousand
1992 July	243.8	669.0	448.1	442.5	131.2	174.1	2,108.7	747.8
1992 Oct	243.5	683.1	434.9	454.0	156.0	180.3	2,151.9	790.4
1993 Jan	216.8	832.1	449.2	470.1	193.1	192.6	2,353.8	855.9
1993 Apr	212.5	725.8	473.3	464.2	222.8	205.8	2,304.2	892.7
1993 July	237.1	640.7	456.7	440.6	238.5	217.6	2,231.1	896.7
	Proportion of number unemployed							Percent
1992 July	11.6	31.7	21.2	21.0	6.2	8.3	100.0	35.5
1992 Oct	11.3	31.7	20.2	21.1	7.3	8.4	100.0	36.7
1993 Jan	9.2	35.3	19.1	20.0	8.2	8.2	100.0	36.4
1993 Apr	9.2	31.5	20.5	20.1	9.7	8.9	100.0	38.7
1993 July	10.6	28.7	20.5	19.7	10.7	9.8	100.0	40.2
FEMALE								Thousand
1992 July	125.4	244.4	138.0	95.9	25.2	36.4	665.3	157.4
1992 Oct	102.0	264.6	130.7	99.7	28.8	36.7	662.5	165.2
1993 Jan	97.4	294.6	141.9	103.5	33.1	37.9	708.2	174.4
1993 Apr	88.9	267.8	157.2	105.1	37.5	39.7	696.3	182.3
1993 July	122.9	240.9	149.9	103.0	40.9	40.6	698.2	184.5
	Proportion of number unemployed							Percent
1992 July	18.8	36.7	20.8	14.4	3.8	5.5	100.0	26.2
1992 Oct	15.4	39.9	19.7	15.0	4.3	5.5	100.0	24.9
1993 Jan	13.7	41.6	20.0	14.6	4.7	5.3	100.0	24.6
1993 Apr	12.8	38.5	22.6	15.1	5.4	5.7	100.0	26.2
1993 July	17.6	34.5	21.5	14.8	5.9	5.8	100.0	26.4

CLAIMANT UNEMPLOYMENT Area statistics 2.9

Unemployment in counties and local authority districts at July 8 1993

	Male	Female	All	Rate +		Male	Female	All	Rate +	
				Percent employees and unemployed	Percent workforce				Percent employees and unemployed	Percent workforce
SOUTHEAST										
Bedfordshire	19,793	6,329	26,122	11.6	10.2	Three Rivers	2,166	661	2,827	
Luton	8,282	2,384	10,676			Watford	3,317	1,041	4,358	
Mid Bedfordshire	2,861	1,038	3,899			Welwyn Hatfield	2,700	976	3,676	
North Bedfordshire	5,089	1,696	6,785			Isle of Wight	5,047	1,427	6,474	13.8
South Bedfordshire	3,551	1,211	4,762			Medina	2,979	863	3,842	
						South Wight	2,068	564	2,632	
Berkshire	22,208	7,065	29,273	8.2	7.2	Kent	57,278	16,292	73,570	12.5
Bracknell	2,638	872	3,510			Ashford	3,031	778	3,809	
Newbury	3,360	1,178	4,538			Canterbury	4,309	1,215	5,524	
Reading	5,428	1,418	6,846			Dartford	2,929	925	3,854	
Slough	4,881	1,569	6,450			Dover	4,293	1,052	5,345	
Windsor and Maidenhead	3,178	1,079	4,257			Gillingham	3,967	1,248	5,215	
Wokingham	2,723	949	3,672			Gravesham	4,302	1,242	5,544	
						Maidstone	4,051	1,269	5,320	
Buckinghamshire	18,438	6,102	24,540	8.8	7.7	Rochester-upon-Medway	6,888	2,066	8,954	
Aylesbury Vale	3,957	1,414	5,371			Sevenoaks	2,886	911	3,797	
Chiltern	1,891	609	2,500			Shepway	4,020	910	4,930	
Milton Keynes	6,797	2,176	8,973			Swale	5,056	1,463	6,519	
South Buckinghamshire	1,395	490	1,885			Thanet	6,200	1,602	7,802	
Wycombe	4,398	1,413	5,811			Tonbridge and Malling	2,821	863	3,684	
						Tunbridge Wells	2,525	748	3,273	
East Sussex	28,627	8,981	37,608	14.6	11.9	Oxfordshire	14,408	4,966	19,374	7.8
Brighton	9,302	3,057	12,359			Cherwell	3,074	1,130	4,204	
Eastbourne	2,905	844	3,749			Oxford	4,099	1,323	5,422	
Hastings	4,277	1,162	5,439			South Oxfordshire	3,054	952	4,006	
Hove	4,185	1,485	5,670			Vale of White Horse	2,307	797	3,104	
Lewes	2,862	860	3,722			West Oxfordshire	1,874	764	2,638	
Rother	2,375	714	3,089							
Wealden	2,721	859	3,580			Surrey	23,710	7,951	31,661	
						Elmbridge	2,639	950	3,589	
Essex	55,907	18,292	74,199	13.4	11.3	Epsom and Ewell	1,479	503	1,982	
Basildon	6,915	2,234	9,149			Guildford	3,092	982	4,074	
Braintree	3,884	1,292	5,176			Mole Valley	1,727	573	2,300	
Brentwood	1,767	644	2,411			Reigate and Banstead	2,664	852	3,516	
Castle Point	3,341	1,059	4,400			Runnymede	1,764	610	2,374	
Chelmsford	4,314	1,521	5,835			Spelthorne	2,406	859	3,265	
Colchester	4,901	1,702	6,603			Surrey Heath	1,741	583	2,324	
Epping Forest	3,890	1,394	5,284			Tandridge	1,627	541	2,168	
Harlow	3,345	1,219	4,564			Waverley	2,469	867	3,336	
Maldon	1,780	589	2,369			Woking	2,102	611	2,713	
Rochford	2,369	814	3,183							
Southern-on-Sea	7,581	2,304	9,885			West Sussex	19,608	5,572	25,180	8.8
Tendring	4,754	1,296	6,050			Adur	1,894	511	2,405	
Thurrock	5,358	1,610	6,968			Arun	4,066	1,039	5,105	
Uttlesford	1,608	614	2,222			Chichester	2,689	753	3,442	
						Crawley	2,377	795	3,172	
Greater London	350,627	122,856	473,483	13.1	11.7	Horsham	2,587	807	3,394	
Barking and Dagenham	7,291	2,095	9,386			Mid Sussex	2,811	876	3,687	
Barnet	10,239	4,154	14,393			Worthing	3,184	791	3,975	
Bexley	7,851	2,714	10,565							
Brent	16,681	5,863	22,544			EAST ANGLIA				
Bromley	9,009	3,095	12,104			Cambridgeshire	19,963	6,795	26,758	9.4
Camden	10,796	4,601	15,397			Cambridge	3,221	1,123	4,344	
City of London	105	67	172			East Cambridgeshire	1,302	541	1,843	
City of Westminster	8,586	3,506	12,092			Fenland	2,706	1,003	3,709	
Croydon	13,641	4,356	17,997			Huntingdon	3,641	1,408	5,049	
Ealing	12,946	4,679	17,625			Peterborough	6,830	1,911	8,741	
Enfield	12,196	4,131	16,327			South Cambridgeshire	2,263	809	3,072	
Greenwich	12,355	4,057	16,412							
Hackney										

2.9 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at July 8 1993

	Male	Female	All	Rate +	Percent employees and unemployed	Percent workforce
South Hams	2,098	788	2,886			
Teignbridge	3,165	965	4,130			
Torbay	5,277	1,370	6,647			
Torridge	2,122	692	2,814			
West Devon	1,380	461	1,841			
Dorset	21,957	6,728	28,685	11.7	9.8	
Bournemouth	7,974	2,365	10,339			
Christchurch	1,261	374	1,635			
East Dorset	1,779	550	2,329			
North Dorset	863	349	1,212			
Poole	4,849	1,342	6,191			
Purbeck	1,083	385	1,468			
West Dorset	1,892	694	2,586			
Weymouth and Portland	2,256	669	2,925			
Gloucestershire	16,491	5,460	21,951	10.0	8.7	
Cheltenham	1,088	4,623	5,711			
Cotswold	1,601	565	2,166			
Forest of Dean	2,024	731	2,755			
Gloucester	4,031	1,146	5,177			
Stroud	3,148	1,172	4,320			
Tewkesbury	2,152	758	2,910			
Somerset	13,914	4,665	18,579	10.6	8.8	
Mendip	3,166	1,141	4,307			
Sedgemoor	3,237	1,004	4,241			
South Somerset	3,653	1,384	5,037			
Taunton Deane	2,895	824	3,719			
West Somerset	963	312	1,275			
Wiltshire	15,595	5,515	21,110	8.6	7.6	
Kenet	1,613	662	2,275			
North Wiltshire	2,964	1,145	4,109			
Salisbury	2,658	941	3,599			
Thamesdown	5,422	1,743	7,165			
West Wiltshire	2,938	1,024	3,962			
WEST MIDLANDS						
Hereford and Worcester	20,623	7,212	27,835	10.6	8.9	
Bromsgrove	2,738	991	3,729			
Hereford	1,864	683	2,547			
Leominster	1,015	371	1,386			
Malvern Hills	2,210	770	2,980			
Redditch	2,840	996	3,836			
South Herefordshire	1,188	514	1,702			
Worcester	3,174	947	4,121			
Wyche	2,384	896	3,280			
Wyre Forest	3,210	1,045	4,255			
Shropshire	11,866	4,163	16,029	9.9	8.4	
Bridgnorth	1,221	485	1,706			
North Shropshire	1,193	464	1,657			
Oswestry	1,023	435	1,458			
Shrewsbury and Atcham	2,495	858	3,353			
South Shropshire	874	308	1,182			
The Wrekin	5,060	1,613	6,673			
Staffordshire	33,780	10,938	44,718	11.2	9.8	
Cannock Chase	3,237	1,116	4,353			
East Staffordshire	3,317	1,070	4,387			
Lichfield	2,565	954	3,519			
Newcastle-under-Lyme	3,704	1,215	4,919			
South Staffordshire	3,251	1,161	4,412			
Stafford	3,116	1,066	4,182			
Staffordshire Moorlands	1,932	732	2,664			
Stoke-on-Trent	9,647	2,609	12,256			
Tamworth	2,951	1,015	3,966			
Warwickshire	14,995	5,412	20,407	10.1	8.7	
North Warwickshire	1,972	667	2,639			
Nuneaton and Bedworth	4,809	1,508	6,317			
Rugby	2,612	1,092	3,704			
Stratford-on-Avon	2,382	944	3,326			
Warwick	3,420	1,201	4,621			
West Midlands	135,136	40,034	175,170	14.3	12.9	
Birmingham	59,117	17,166	76,283			
Coventry	15,466	4,644	20,110			
Dudley	11,909	3,816	15,725			
Sandwell	15,898	4,657	20,555			
Solihull	6,995	2,430	9,425			
Walsall	12,328	3,399	15,727			
Wolverhampton	13,423	3,922	17,345			
EAST MIDLANDS						
Derbyshire	32,914	9,864	42,778	11.2	9.8	
Amber Valley	2,734	923	3,657			
Bolsover	3,328	725	4,053			
Chesterfield	4,416	1,176	5,592			
Derby	9,819	2,890	12,709			
Derbyshire Dales	1,515	632	2,147			
Erewash	3,620	1,163	4,783			
High Peak	2,250	761	3,011			
North East Derbyshire	3,483	988	4,471			
South Derbyshire	1,749	606	2,355			
Leicestershire	28,822	9,572	38,394	9.7	8.6	
Blaby	1,813	785	2,598			
Charnwood	3,586	1,340	4,926			
Harborough	1,398	543	1,941			
Hinckley and Bosworth	2,384	821	3,205			
Leicester	15,080	4,437	19,517			
Melton	1,025	368	1,393			
North West Leicestershire	2,087	668	2,755			
Oadby and Wigston	910	285	1,195			
Rutland	539	225	764			
Lincolnshire	16,925	5,684	22,609	10.4	8.7	
Boston	1,546	533	2,079			
East Lindsey	3,302	1,046	4,348			
Lincoln	4,159	1,155	5,314			
North Kesteven	1,776	674	2,450			
South Holland	1,447	583	2,030			
South Kesteven	2,597	882	3,479			
West Lindsey	2,098	811	2,909			
Northamptonshire	18,087	6,313	24,400	9.8	8.6	
Corby	2,272	835	3,107			
Daventry	1,497	652	2,149			
East Northamptonshire	1,561	560	2,121			
Kettering	2,177	703	2,880			
Northampton	6,939	2,297	9,236			
South Northamptonshire	1,430	544	1,974			
Wellingborough	2,211	722	2,933			
Nottinghamshire	43,218	12,418	55,636	12.8	11.4	
Ashfield	4,512	1,140	5,652			
Bassetlaw	3,929	1,173	5,102			
Broxtowe	3,251	1,117	4,368			
Gedling	3,334	1,147	4,481			
Mansfield	4,471	1,070	5,541			
Newark	3,671	1,104	4,775			
Nottingham	17,239	4,677	21,916			
Rushcliffe	2,811	990	3,801			
YORKSHIRE AND HUMBERSIDE						
Humberside	35,417	10,413	45,830	12.4	10.9	
Beverley	2,475	1,012	3,487			
Boothferry	1,932	632	2,564			
Cleethorpes	2,497	745	3,242			
East Yorkshire	2,448	905	3,353			
Glanford	1,782	624	2,406			
Great Grimsby	4,604	1,095	5,699			
Holderness	1,567	465	2,032			
Kingston-upon-Hull	15,500	4,235	19,735			
Scunthorpe	2,612	670	3,282			
North Yorkshire	16,451	5,984	22,435	7.9	6.5	
Craven	948	353	1,301			
Hambleton	1,495	643	2,138			
Harrogate	2,860	1,095	3,955			
Richmondshire	684	350	1,034			
Ryedale	1,453	568	2,021			
Scarborough	3,325	1,059	4,384			
Selby	2,114	829	2,943			
York	3,572	1,087	4,659			
South Yorkshire	59,450	16,107	75,557	14.7	13.1	
Barnsley	9,201	2,388	11,589			
Doncaster	13,317	3,586	16,903			
Rotherham	11,300	2,891	14,191			
Sheffield	25,632	7,242	32,874			
West Yorkshire	77,639	23,084	100,723	11.1	9.8	
Bradford	19,491	5,484	24,975			
Calderdale	2,602	870	3,472			
Kirkstoes	12,735	3,981	16,716			
Leeds	27,281	8,208	35,489			
Wakefield	11,530	3,243	14,773			
NORTH WEST						
Cheshire	29,229	9,401	38,630	9.4	8.4	
Chester	3,643	1,165	4,808			
Congleton	1,948	824	2,772			
Crews and Nantwich	3,546	1,242	4,788			
Ellesmere Port and Neston	2,817	788	3,605			
Halton	5,643	1,511	7,154			
Macclesfield	3,089	1,132	4,221			
Vale Royal	3,256	1,118	4,374			
Warrington	5,287	1,621	6,908			
Greater Manchester	104,632	29,862	134,494	12.2	10.8	
Bolton	10,016	2,671	12,687			
Bury	5,057	1,763	6,820			
Manchester	28,222	7,454	35,676			
Oldham	8,591	2,823	11,414			
Rochdale	8,302	2,418	10,720			
Salford	10,497	2,607	13,104			
Stockport	8,108	2,367	10,475			
Tameside	7,909	2,415	10,324			
Trafford	7,117	2,202	9,319			
Wigan	10,813	3,342	14,155			
Lancashire	43,517	12,605	56,122	10.0	8.6	
Blackburn	5,670	1,390	7,060			
Blackpool	5,599	1,375	6,974			
Burnley	3,095	894	3,989			
Chorley	2,682	911	3,593			
Fylde	1,128	370	1,498			
Hyndburn	2,345	693	3,038			
Lancaster	4,437	1,443	5,880			
Pendle	2,471	763	3,234			

2.10 CLAIMANT UNEMPLOYMENT

Area statistics

Unemployment in Parliamentary constituencies at July 8 1993

	Male	Female	All		Male	Female	All
SOUTHEAST				Kensington	4,091	1,905	5,996
Bedfordshire				Kingston-upon-Thames	2,359	808	3,167
Luton South	5,338	1,434	6,772	Lewisham East	4,178	1,356	5,534
Mid Bedfordshire	3,182	1,128	4,310	Lewisham West	5,066	1,745	6,811
North Bedfordshire	3,999	1,316	5,315	Lewisham Deptford	6,659	2,307	8,966
North Luton	3,866	1,250	5,116	Layton	5,551	1,754	7,305
South West Bedfordshire	3,408	1,201	4,609	Mitcham and Morden	4,282	1,241	5,523
Berkshire				Newham North East	5,788	1,626	7,414
East Berkshire	3,224	1,074	4,298	Newham North West	4,936	1,524	6,460
Newbury	2,696	968	3,664	Newham South	5,043	1,360	6,403
Reading East	3,475	960	4,435	Norwood	6,378	2,228	8,606
Reading West	3,103	815	3,918	Old Bexley and Sidcup	1,740	685	2,425
Slough	4,881	1,569	6,450	Orpington	1,970	699	2,669
Windsor and Maidenhead	2,592	877	3,469	Peckham	6,555	2,155	8,710
Wokingham	2,237	802	3,039	Putney	3,231	1,347	4,578
Buckinghamshire				Ravensbourne	1,896	646	2,542
Aylesbury	2,836	994	3,830	Richmond-upon-Thames and Barnes	2,217	988	3,205
Beaconsfield	1,972	673	2,645	Romford	2,593	837	3,430
Buckingham	1,586	601	2,187	Ruislip-Northwood	1,753	652	2,405
Chesham and Amersham	1,851	603	2,454	Southwark and Bermondsey	5,887	1,844	7,731
Milton Keynes N.E. CC	2,978	1,007	3,985	Streatham	5,624	2,037	7,661
Milton Keynes S.W. BC	3,819	1,169	4,988	Surbiton	1,775	620	2,395
Wycombe	3,396	1,055	4,451	Sutton and Cheam	2,398	855	3,253
East Sussex				Tooting	5,216	1,944	7,160
Bexhill and Battle	2,145	626	2,771	Tottenham	9,555	3,071	12,626
Brighton Kempston	4,652	1,393	6,045	Twickenham	2,398	973	3,371
Brighton Pavilion	4,650	1,664	6,314	Upminster	2,783	833	3,616
Eastbourne	3,113	919	4,032	Uxbridge	2,617	932	3,549
Hastings and Rye	4,745	1,313	6,058	Vauxhall	7,693	2,614	10,307
Hove	4,185	1,485	5,670	Walthamstow	4,287	1,370	5,657
Lewes	2,947	889	3,836	Wanstead and Woodford	2,268	917	3,185
Wealden	2,190	692	2,882	Westminster North	5,402	2,214	7,616
Essex				Wimbledon	2,613	992	3,605
Basildon	4,769	1,479	6,248	Woolwich	5,307	1,641	6,948
Billerica	3,372	1,150	4,522	Hampshire			
Braintree	3,400	1,135	4,535	Aldershot	3,302	1,184	4,486
Brentwood and Ongar	2,179	759	2,938	Basingstoke	3,272	1,137	4,409
Castle Point	3,341	1,059	4,400	East Hampshire	2,914	933	3,847
Chelmsford	3,241	1,144	4,385	Eastleigh	3,717	1,087	4,804
Epping Forest	3,010	1,031	4,041	Fareham	2,627	856	3,483
Harlow	3,813	1,407	5,220	Gosport	2,822	1,006	3,828
Harwich	4,045	1,066	5,111	Havant	4,146	1,111	5,257
North Colchester	3,449	1,196	4,645	New Forest	2,273	681	2,954
Rochford	3,031	1,028	4,059	North West Hampshire	2,207	770	2,977
Saffron Walden	2,503	934	3,437	Portsmouth North	3,803	1,045	4,848
South Colchester and Maldon	3,941	1,325	5,266	Portsmouth South	5,752	1,709	7,461
Southend East	4,267	1,282	5,549	Romsey and Waterside	2,878	757	3,635
Southend West	3,414	1,022	4,436	Southampton Itchen	5,096	1,262	6,358
Thurrock	4,132	1,215	5,347	Southampton Test	4,872	1,196	6,068
Greater London				Winchester	2,370	746	3,116
Barking	3,695	1,014	4,709	Hertfordshire			
Battersea	5,290	1,925	7,215	Broxbourne	3,380	1,298	4,678
Beckenham	3,104	1,059	4,163	Hertford and Stortford	2,532	969	3,501
Bethnal Green and Stepney	6,618	1,715	8,333	Hertsmere	2,876	981	3,857
Bexleyheath	2,362	813	3,175	North Hertfordshire	3,424	1,183	4,607
Blow and Poplar	6,802	1,859	8,661	South West Hertfordshire	2,606	873	3,479
Brent East	6,369	2,163	8,532	St Albans	2,546	833	3,379
Brent North	3,766	1,489	5,255	Stevenage	3,791	1,311	5,102
Brent South	6,546	2,211	8,757	Watford	3,890	1,238	5,128
Brentford and Isleworth	3,795	1,483	5,278	Welwyn Hatfield	2,746	982	3,728
Carshalton and Wallington	3,215	925	4,140	West Hertfordshire	3,205	965	4,170
Chelsea	2,540	1,316	3,856	Isle of Wight			
Chingford	2,772	924	3,696	Isle of Wight	5,047	1,427	6,474
Chipping Barnet	2,318	882	3,200	Kent			
Chislehurst	2,039	691	2,730	Ashford	3,031	778	3,809
City of London				Canterbury	3,158	903	4,061
and Westminster South	3,289	1,359	4,648	Dartford	3,486	1,115	4,601
Croydon Central	3,425	931	4,356	Dover	3,959	959	4,918
Croydon North East	3,957	1,317	5,274	Faversham	4,837	1,409	6,246
Croydon North West	4,121	1,362	5,483	Folkestone and Hythe	4,020	910	4,930
Croydon South	2,138	746	2,884	Gillingham	4,052	1,276	5,328
Dagenham	3,596	1,081	4,677	Gravesend	4,302	1,242	5,544
Dulwich	4,192	1,595	5,787	Maldstone	3,122	950	4,072
Ealing North	4,106	1,345	5,451	Medway	3,919	1,256	5,175
Ealing Acton	3,969	1,546	5,515	Mid Kent	3,898	1,129	5,027
Ealing Southall	4,871	1,788	6,659	North Thanet	4,366	1,151	5,517
Edmonton	4,815	1,606	6,421	Sevenoaks	2,329	721	3,050
Eltham	3,314	1,010	4,324	South Thanet	3,453	882	4,335
Enfield North	4,340	1,363	5,703	Tonbridge and Malling	2,821	863	3,684
Enfield Southgate	3,041	1,162	4,203	Tunbridge Wells	2,525	748	3,273
Erith and Crayford	3,749	1,216	4,965	Oxfordshire			
Feltham and Heston	4,675	1,640	6,315	Banbury	2,805	1,043	3,848
Finchley	2,529	1,132	3,661	Henley	1,747	585	2,332
Fulham	4,067	1,705	5,772	Oxford East	3,523	973	4,496
Greenwich	3,734	1,406	5,140	Oxford West and Abingdon	2,090	838	2,928
Hackney North and Stoke Newington	7,904	2,652	10,556	Wantage	2,100	676	2,776
Hackney South and Shoreditch	8,167	2,619	10,786	Witney	2,143	851	2,994
Hammersmith	5,054	1,934	6,988	Surrey			
Hampstead and Highgate	4,361	2,172	6,533	Chertsey and Walton	2,394	803	3,197
Harrow East	3,713	1,439	5,152	East Surrey	1,627	541	2,168
Harrow West	2,812	1,156	3,968	Epsom and Ewell	1,384	657	2,041
Hayes and Harlington	3,021	1,055	4,076	Esher	1,629	608	2,237
Hendon North	2,732	1,071	3,803	Guildford	2,555	800	3,355
Hendon South	2,660	1,069	3,729	Mole Valley	1,825	610	2,435
Holborn and St Pancras	6,435	2,429	8,864	North West Surrey	2,452	854	3,306
Hornchurch	2,619	860	3,479	Reigate	2,159	698	2,857
Hornsey and Wood Green	6,585	2,843	9,428	South West Surrey	2,063	743	2,806
Ilford North	2,650	976	3,626	Spelthorne	2,406	859	3,265
Ilford South	4,029	1,280	5,309	Woking	2,616	778	3,394
Islington North	6,999	2,660	9,659				
Islington South and Finsbury	5,558	2,136	7,694				

CLAIMANT UNEMPLOYMENT 2.10

Area statistics

Unemployment in Parliamentary constituencies at July 8 1993

	Male	Female	All		Male	Female	All
West Sussex				Leominster	2,227	846	3,073
Arundel	3,449	859	4,308	Mid Worcestershire	3,773	1,343	5,116
Chichester	2,689	753	3,442	South Worcestershire	2,471	858	3,329
Crawley	2,880	963	3,843	Worcester	3,436	1,044	4,480
Horsham	2,587	807	3,394	Wyre Forest	3,210	1,045	4,255
Mid Sussex	2,308	708	3,016	Shropshire			
Shoreham	2,511	691	3,202	Ludlow	2,095	733	2,828
Worthing	3,184	791	3,975	North Shropshire	2,584	1,030	3,614
EAST ANGLIA				Shrewsbury and Atcham	2,495	858	3,353
Cambridgeshire				The Wrekin	4,692	1,482	6,174
Cambridge	2,940	1,024	3,964	Staffordshire			
Huntingdon	2,941	1,116	4,057	Burton	3,317	1,070	4,387
North East Cambridgeshire	3,396	1,242	4,638	Cannoek and Burntwood	3,344	1,184	4,528
Peterborough	6,072	1,656	7,728	Mid Staffordshire	2,669	933	3,602
South East Cambridgeshire	1,916	789	2,705	Newcastle-under-Lyme	2,784	875	3,659
South West Cambridgeshire	2,698	968	3,666	South East Staffordshire	3,498	1,274	4,772
Norfolk				South Staffordshire	3,251	1,161	4,412
Great Yarmouth	3,810	1,123	4,933	Stafford	2,632	851	3,483
Mid Norfolk	2,405	901	3,306	Staffordshire Moorlands	1,932	732	2,664
North Norfolk	2,425	747	3,172	Stoke-on-Trent Central	3,704	1,018	4,722
North West Norfolk	3,006	991	3,997	Stoke-on-Trent North	3,552	965	4,517
Norwich North	2,973	897	3,870	Stoke-on-Trent South	3,097	855	3,952
Norwich South	4,341	1,312	5,653	Warwickshire			
South Norfolk	2,496	967	3,463	North Warwickshire	3,300	1,135	4,435
South West Norfolk	2,977	1,161	4,138	Nuneaton	3,471	1,141	4,612
Suffolk				Rugby and Kenilworth	2,861	1,155	4,016
Bury St Edmunds	2,723	1,066	3,789	Stratford-on-Avon	2,382	944	3,326
Central Suffolk	2,622	903	3,525	Warwick and Leamington	2,981	1,037	4,018
Ipswich	3,379	901	4,280	West Midlands			
South Suffolk	3,090	1,087	4,177	Aldridge-Brownhills	2,799	961	3,760
Suffolk Coastal	2,405	859	3,264	Birmingham Edgbaston	3,625	1,343	4,968
Waveney	3,704	1,175	4,879	Birmingham Erdington	5,174	1,511	6,685
SOUTH WEST				Birmingham Hall Green	5,322	1,234	6,556
Avon				Birmingham Hodge Hill	5,099	1,326	6,425
Bath	3,574	1,337	4,911	Birmingham Ladywood	6,708	1,910	8,618
Bristol East	4,424	1,325	5,749	Birmingham Northfield	5,487	1,479	6,966
Bristol North West	4,221	1,172					

2.10 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at July 8 1993

	Male	Female	All		Male	Female	All
Nottinghamshire				Littleborough and Saddleworth	2,398	888	3,286
Ashted	3,983	979	4,962	Makerfield	2,889	989	3,878
Bassettlaw	3,490	966	4,456	Manchester Central	7,062	1,636	8,698
Broxtowe	2,655	931	3,586	Manchester Blackley	4,448	1,026	5,474
Gedling	2,798	976	3,774	Manchester Gorton	4,770	1,341	6,111
Mansfield	3,849	938	4,787	Manchester Withington	4,717	1,561	6,278
Newark	3,002	1,006	4,008	Manchester Wythenshawe	4,210	987	5,197
Nottingham East	7,060	2,069	9,129	Oldham Central and Royton	4,105	1,109	5,214
Nottingham North	5,264	1,251	6,515	Oldham West	2,943	904	3,847
Nottingham South	4,915	1,357	6,272	Rochdale	4,039	1,115	5,154
Rushcliffe	2,811	990	3,801	Salford East	4,813	1,104	5,917
Sherwood	3,391	955	4,346	Stalybridge and Hyde	3,456	1,042	4,498
				Stockport	2,542	734	3,276
YORKSHIRE AND HUMBERSIDE				Stretford	5,321	1,540	6,861
Humberside				Wigan	3,864	1,172	5,036
Beverley	2,263	908	3,171	Worsley	3,305	965	4,290
Booth Ferry	2,600	960	3,560				
Bridlington	3,559	1,176	4,735	Lancashire			
Brigg and Cleethorpes	3,593	1,117	4,710	Blackburn	4,636	1,032	5,668
Clanford and Scunthorpe	3,298	922	4,220	Blackpool North	2,911	720	3,631
Great Grimsby	4,604	1,095	5,699	Blackpool South	2,682	655	3,337
Kingston-upon-Hull East	4,756	1,285	6,041	Burnley	3,095	834	3,929
Kingston-upon-Hull North	5,720	1,505	7,225	Chorley	2,816	972	3,788
Kingston-upon-Hull West	5,024	1,445	6,469	Fylde	1,394	444	1,838
				Hyndburn	2,345	693	3,038
North Yorkshire				Lancaster	2,160	805	2,965
Harrogate	2,122	758	2,880	Morecambe and Lunesdale	2,505	737	3,242
Richmond	1,991	690	2,681	Pendle	2,471	763	3,234
Ryedale	1,787	729	2,516	Preston	4,409	1,105	5,514
Scarborough	3,072	977	4,049	Ribble Valley	1,237	489	1,726
Selby	2,221	853	3,074	Rossendale and Darwen	2,599	812	3,411
Skipton and Ripon	1,686	690	2,376	South Ribble	2,678	855	3,533
York	3,572	1,087	4,659	West Lancashire	3,600	1,168	4,768
				Wyre	1,979	521	2,500
South Yorkshire							
Barnsley Central	3,318	819	4,137	Merseyside			
Barnsley East	2,993	705	3,698	Birkenhead	5,620	1,437	7,057
Barnsley West and Penistone	2,890	864	3,754	Boothferry	6,255	1,453	7,708
Don Valley	3,979	1,079	5,058	Crosby	3,292	1,148	4,440
Doncaster Central	4,665	1,277	5,942	Knowsley North	4,570	1,144	5,714
Doncaster North	4,675	1,230	5,905	Knowsley South	5,048	1,298	6,346
Rother Valley	3,514	1,021	4,535	Liverpool Broadgreen	5,159	1,452	6,611
Rotherham	4,010	957	4,967	Liverpool Garston	4,076	1,150	5,226
Sheffield Central	6,326	1,658	7,984	Liverpool Mossley Hill	4,301	1,464	5,765
Sheffield Attercliffe	3,647	991	4,638	Liverpool Riverside	5,824	1,657	7,481
Sheffield Brightside	5,038	1,125	6,163	Liverpool Walton	6,150	1,565	7,715
Sheffield Hallam	2,748	1,112	3,860	Liverpool West Derby	5,087	1,295	6,382
Sheffield Heeley	4,440	1,271	5,711	Southport	2,828	952	3,780
Sheffield Hillsborough	3,433	1,085	4,518	St Helens North	3,525	1,130	4,655
Wentworth	3,776	913	4,689	St Helens South	4,112	1,097	5,209
				Wallasey	4,647	1,347	5,994
West Yorkshire				Wirral South	2,277	759	3,036
Batley and Spen	3,302	953	4,255	Wirral West	2,499	861	3,360
Bradford North	4,967	1,266	6,233				
Bradford South	3,898	1,047	4,945	NORTH			
Bradford West	5,799	1,514	7,313	Cleveland			
Calder Valley	2,680	962	3,642	Hartlepool	5,658	1,263	6,921
Colne Valley	2,585	856	3,440	Langbaugh	4,831	1,140	5,971
Dewsbury	3,251	939	4,190	Middlesbrough	6,021	1,330	7,351
Elmet	2,255	888	3,143	Redcar	5,038	1,073	6,111
Halifax	3,922	1,206	5,128	Stockton North	5,389	1,224	6,613
Hemsworth	3,154	806	3,960	Stockton South	4,592	1,253	5,845
Huddersfield	3,597	1,194	4,791				
Keighley	2,561	894	3,455	Cumbria			
Leeds Central	5,448	1,475	6,923	Barrow and Furness	3,609	974	4,583
Leeds East	4,802	1,107	5,909	Carlisle	2,342	732	3,074
Leeds North East	3,018	1,064	4,082	Copeland	3,271	966	4,237
Leeds North West	2,568	954	3,522	Furness and the Border	1,625	642	2,267
Leeds West	3,731	1,106	4,837	Westmorland	1,333	449	1,782
Morley and Leeds South	2,916	904	3,820	Workington	2,952	871	3,823
Normanton	2,411	810	3,221				
Pontefract and Castleford	3,324	825	4,149	Durham			
Pudsey	1,983	744	2,727	Bishop Auckland	3,264	823	4,087
Shipley	2,266	763	3,029	City of Durham	2,672	887	3,559
Wakefield	3,201	968	4,169	Darlington	3,820	963	4,783
				Easington	3,203	713	3,916
NORTH WEST				North Durham	3,491	891	4,372
Cheshire				North West Durham	3,112	817	3,929
City of Chester	3,003	889	3,892	Sedgefield	2,510	627	3,137
Clegton	2,075	874	2,949				
Crewe and Nantwich	3,419	1,192	4,611	Northumberland			
Eddisbury	2,639	941	3,580	Berwick-upon-Tweed	1,994	639	2,633
Ellesmere Port and Neston	3,092	899	3,991	Blyth Valley	3,306	883	4,189
Halton	4,486	1,242	5,728	Hexham	1,376	584	1,960
Macclesfield	1,894	701	2,595	Wansbeck	3,189	873	4,062
Tatton	2,177	773	2,950				
Warrington North	3,366	981	4,347	Tyne and Wear			
Warrington South	3,078	909	3,987	Blaydon	3,174	784	3,958
				Gateshead East	3,875	991	4,866
Greater Manchester				Houghton and Washington	4,400	1,088	5,488
Altrincham and Sale	2,132	761	2,893	Jarrow	4,225	1,020	5,245
Ashton-under-Lyne	2,904	875	3,779	Newcastle upon Tyne Central	3,701	1,231	4,932
Bolton North East	3,190	819	4,009	Newcastle upon Tyne East	4,589	1,251	5,840
Bolton South East	3,956	951	4,907	Newcastle upon Tyne North	3,660	966	4,626
Bolton West	2,870	901	3,771	South Shields	4,677	1,152	5,829
Bury North	2,501	811	3,312	Sunderland North	5,453	1,248	6,701
Bury South	2,556	962	3,508	Sunderland South	4,750	1,244	5,994
Cheadle	1,651	625	2,276	Tyne Bridge	5,689	1,229	6,918
Davyhulme	2,679	804	3,483	Tynemouth	3,748	961	4,709
Deighton and Reddish	3,473	930	4,403	Wallsend	4,714	1,201	5,915
Eccles	3,239	705	4,034				
Hazel Grove	1,992	598	2,590	WALES			
Heywood and Middleton	3,408	1,025	4,433	Clwyd			
Leigh	3,200	904	4,104	Alyn and Deeside	2,375	815	3,190

CLAIMANT UNEMPLOYMENT Area statistics 2.10

Unemployment in Parliamentary constituencies at July 8 1993

	Male	Female	All		Male	Female	All
Clwyd North West	2,872	854	3,726	Highlands Region			
Clwyd South West	2,083	710	2,793	Caithness and Sutherland	1,510	441	1,951
Delyn	2,340	684	3,024	Inverness, Nairn and Lochaber	3,919	1,132	5,051
Wrexham	2,718	867	3,585	Ross, Cromarty and Skye	3,106	881	3,987
Dyfed				Lothian Region			
Cardarthen	2,233	761	2,994	East Lothian	2,668	791	3,459
Ceredigion and Pembroke North	2,081	818	2,899	Edinburgh Central	3,154	1,248	4,402
Llanelli	2,581	686	3,267	Edinburgh East	2,588	717	3,305
Pembroke	3,960	1,049	5,009	Edinburgh Leith	3,896	1,081	4,977
				Edinburgh Pentlands	2,278	655	2,933
Gwent				Edinburgh South	2,681	832	3,513
Blaenau Gwent	2,889	663	3,552	Edinburgh West	1,710	474	2,184
Islwyn	2,004	543	2,547	Linlithgow	2,596	702	3,298
Monmouth	2,078	760	2,838	Livingston	2,595	842	3,437
Newport East	2,921	929	3,850	Mid Lothian	2,447	753	3,200
Newport West	3,570	1,004	4,574				
Torfaen	3,290	908	4,198	Strathclyde Region			
				Argyll and Bute	2,016	718	2,734
Gwynedd				Ayr	2,815	1,086	3,901
Caernarfon	2,101	698	2,799	Carrick Cumnock and Doon Valley	3,287	986	4,273
Conwy	2,567	800	3,367	Clydebank and Milngavie	2,855	854	3,709
Meirionnydd Nant Conwy	1,210	420	1,630	Clydesdale	2,852	853	3,705
Ynys Mon	2,932	991	3,923	Cumbernauld and Kilsyth	2,270	798	3,068
				Cunningham North	2,968	1,005	3,973
Mid Glamorgan				Cunningham South	3,319	1,067	4,386
Bridgend	2,515	730	3,245	Dumbarton	3,034	1,078	4,112
Caerphilly	3,564	810	4,374	East Kilbride	2,787	1,117	3,904
Cynon Valley	2,942	709	3,651	Eastwood	2,088	842	2,930
Merthyr Tydfil and Rhymney	3,380	690	4,070	Glasgow Cathcart	2,166	738	2,904
Ogmore	2,659	696	3,355	Glasgow Central	4,089	1,185	5,274
Pontypridd	2,800	842	3,642	Glasgow Garscadden	3,249	812	4,061
Rhondda	3,166	641	3,807	Glasgow Govan	3,206	931	4,137
				Glasgow Hillhead	3,414	1,540	4,954
Powys				Glasgow Maryhill	4,435	1,400	5,835
Brecon and Radnor	1,542	580	2,122	Glasgow Pollock	3,762	977	4,739
Montgomery	1,014	401	1,415	Glasgow Provan	4,005	932	4,937
				Glasgow Rutherglen	3,388	968	4,356
South Glamorgan				Glasgow Shettleston	3,824	964	4,788
Cardiff Central	3,978	1,297	5,				

2.13 CLAIMANT 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														
1992 July 9	765	411	51	154	297	112	245	202	107	136	158	2,227	—	2,227
Aug 13	878	486	48	153	280	117	240	213	111	129	155	2,324	—	2,324
Sept 10	800	466	43	136	285	112	229	207	125	127	104	2,168	—	2,168
Oct 8	628	419	23	81	163	64	210	101	46	58	65	1,439	—	1,439
Nov 12	668	475	43	71	155	59	153	82	40	50	58	1,379	—	1,379
Dec 17	718	513	24	84	147	58	99	85	38	52	64	1,369	—	1,369
1993 Jan 14	732	527	25	92	145	56	106	92	40	63	69	1,420	—	1,420
Feb 11	718	506	26	81	148	57	105	105	39	59	76	1,414	—	1,414
Mar 11	698	493	26	79	139	60	104	126	41	52	73	1,398	—	1,398
Apr 8	758	547	24	87	143	53	100	118	57	53	88	1,481	—	1,481
May 13	736	489	21	74	138	48	99	111	43	55	81	1,406	—	1,406
June 10	721	493	30	80	177	55	106	114	52	57	84	1,476	—	1,476
July 8	988	595	44	165	211	117	206	209	83	110	133	2,266	—	2,266

Note: Students claiming benefit during a vacation are not included in the totals of the unemployed. From September 1990 the vast majority of students have no longer been entitled to claim unemployment related benefits, via Unemployment Benefit Offices, during their vacations.
* Included in South East.

2.14 CLAIMANT 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														
1992 July 9	121	53	27	117	1,193	765	639	480	173	134	935	4,584	965	5,549
Aug 13	209	76	45	105	1,293	748	682	452	149	243	684	4,610	884	5,494
Sept 10	86	36	23	65	797	327	755	410	191	86	1,136	3,876	868	4,744
Oct 8	95	41	67	86	1,693	747	725	520	178	129	906	5,146	954	6,100
Nov 12	129	47	79	127	1,266	775	996	519	238	315	1,157	5,601	638	6,239
Dec 17	122	62	91	119	1,334	221	1,400	499	303	255	1,944	6,288	287	6,575
1993 Jan 14	143	55	85	5	2,512	252	1,243	647	381	469	3,087	8,824	765	9,589
Feb 11	162	74	164	221	2,346	456	1,271	1,012	515	491	1,337	7,975	567	8,542
Mar 11	177	86	90	153	2,086	853	1,192	711	383	392	1,302	7,339	738	8,077
Apr 8	189	89	98	152	1,652	434	986	689	273	267	1,424	6,164	684	6,848
May 13	151	75	65	83	1,620	417	805	577	188	220	1,210	5,336	633	5,969
June 10	211	120	48	70	1,609	151	835	798	196	116	1,409	5,443	649	6,092
July 8	141	79	52	131	850	113	727	480	106	108	1,071	3,779	487	4,266

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

CLAIMANT UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE								
1990 July	9.8	8.9	6.9	5.0	4.0	6.6	2.0	5.7
Oct	9.8	9.5	6.9	5.0	3.9	6.2	1.9	5.7
1991 Jan	10.8	9.4	7.2	5.2	4.0	6.3	2.0	5.9
Apr	13.6	11.6	8.6	6.1	4.7	7.0	2.4	6.9
July	15.1	13.1	9.7	7.0	5.3	7.5	2.8	7.8
Oct	16.3	14.8	10.4	7.4	5.6	7.7	3.1	8.4
1992 Jan	17.8	15.8	11.9	8.7	6.6	8.6	3.7	9.4
Apr	19.6	16.2	12.1	8.9	6.7	8.9	3.8	9.7
July	19.9	17.1	12.1	8.9	6.7	8.8	3.6	9.9
Oct	20.6	16.7	12.3	9.1	6.9	9.1	3.5	10.0
1993 Jan	21.3	18.0	13.4	10.1	7.6	9.9	3.8	10.9
Apr	19.9	17.1	13.1	10.0	7.6	10.1	3.7	10.7
July	19.4	17.4	12.7	9.7	7.3	9.7	3.4	10.4
MALE								
1990 July	11.2	11.8	8.8	6.8	5.2	7.9	2.8	7.3
Oct	12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.1
1991 Jan	14.7	14.5	11.2	8.7	6.6	9.0	3.6	8.0
Apr	18.7	17.0	12.7	9.7	7.3	9.9	4.2	10.3
July	20.0	18.8	13.5	10.4	7.8	10.1	4.6	11.1
Oct	20.6	18.7	14.0	10.8	8.1	10.5	5.0	11.4
1992 Jan	22.0	20.6	15.7	12.2	9.2	11.5	5.6	12.7
Apr	23.7	21.5	16.1	12.4	9.4	12.0	5.7	13.1
July	23.8	22.1	16.0	12.5	9.4	11.9	5.4	13.2
Oct	24.4	22.0	16.3	12.8	9.8	12.4	5.3	13.5
1993 Jan	25.5	23.7	17.9	14.2	10.8	13.5	5.7	14.7
Apr	24.0	22.6	17.4	14.0	10.7	13.7	5.6	14.4
July	23.2	22.5	16.8	13.5	10.3	13.0	5.1	14.0
FEMALE								
1990 July	8.1	6.6	4.3	2.4	2.3	3.9	.1	3.5
Oct	8.9	6.1	4.3	2.4	2.2	3.8	.1	3.3
1991 Jan	9.8	7.0	4.9	2.8	2.5	4.0	.1	3.5
Apr	11.2	8.1	5.5	3.1	2.8	4.3	.1	4.4
July	12.3	9.7	6.0	3.4	3.0	4.4	0.1	4.8
Oct	13.1	9.1	6.0	3.5	3.1	4.5	0.1	4.0
1992 Jan	13.3	9.6	6.5	3.8	3.4	4.8	0.1	4.3
Apr	14.8	9.6	6.4	3.9	3.5	4.8	.1	5.3
July	15.3	10.8	6.5	4.0	3.5	4.8	.1	5.5
Oct	16.2	10.2	6.5	4.0	3.5	4.9	.1	5.5
1993 Jan	16.5	10.8	7.1	4.4	3.9	5.3	.1	5.8
Apr	15.2	10.2	6.9	4.4	3.9	5.5	.1	5.7
July	15.0	11.1	6.7	4.3	3.8	5.3	.1	5.8

* 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-1991 for 1991 and at the corresponding mid-year for earlier years. These rates are consistent with the unadjusted rates in table 2.1.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.18 UNEMPLOYMENT Selected countries

THOUSAND

	EC average	Major 7	United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	Germany # (FR)	
OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)												
1989	9.0	5.7	7.2	6.1	..	8.0	7.5	..	3.4	9.4	5.6	
1990	8.4	5.6	6.8	6.9	..	7.2	8.1	..	3.4	8.9	4.9	
1991	8.7	6.3	8.7	9.5	..	7.1	10.2	..	7.5	9.4	4.4	
1992	9.5	6.9	9.9	10.7	..	7.8	11.2	..	13.0	10.2	4.8	
1992												
June	9.3	6.9	9.8	10.9	..	7.8	11.5	..	13.1	10.2	4.7	
July	9.4	6.9	10.0	10.9	..	7.9	11.5	..	13.4	10.3	4.8	
Aug	9.5	6.9	10.1	10.9	..	7.9	11.5	..	13.8	10.2	4.8	
Sep	9.5	6.9	10.2	10.7	..	8.0	11.3	..	13.3	10.5	4.9	
Oct	9.6	6.8	10.2	11.2	..	8.1	11.3	..	14.3	10.6	5.0	
Nov	9.7	6.9	10.4	11.2	..	8.3	11.4	..	15.1	10.7	5.1	
Dec	9.9	6.9	10.6	11.2	..	8.3	11.4	..	15.1	10.9	5.2	
1993												
Jan	10.1	6.8	10.7	10.8	..	8.4	11.0	..	15.7	10.9	5.4	
Feb	10.2	6.8	10.6	10.9	..	8.6	10.8	..	17.0	11.0	5.5	
Mar	10.2	6.8	10.5	10.7	..	8.7	11.0	..	16.9	11.2	5.7	
Apr	10.3	6.9	10.5	10.7	..	8.8	11.3	..	17.1	11.4	5.8	
May	10.3	6.9	10.4	10.7	..	8.9	11.3	..	17.0	11.5	5.9	
June	..	..	10.4	11.0	..	9.0	11.3	..	..	..	..
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED												
1988			2,275	575	159	459	1,031	238	129	2,564	2,234	
1989			1,784	509	150	419	1,018	259	104	2,533	2,029	
1990			1,663	500	169	403	1,110	267	106	2,506	1,876	
1991			2,287	823	186	429	1,418	291	233	2,709	1,685	
1992												
July			2,758	960	195	474	1,606	314	391	2,911	1,824	
Aug			2,816	948	196	478	1,607	316	401	2,881	1,843	
Sep			2,841	932	202	482	1,567	316	409	2,911	1,870	
Oct			2,868	973	203	486	1,561	316	416	2,942	1,919	
Nov			2,913	971	202	491	1,561	321	421	2,971	1,956	
Dec			2,972	974	210	497	1,593	326	426	2,989	1,989	
1993												
Jan			2,953	954	208	506	1,528	334	432	2,993	2,066	
Feb			2,957	956	213	519	1,500	336	443	3,024	2,113	
Mar			2,941	941	217	526	1,537	336	454	3,066	2,171	
Apr			2,940	914	225	532	1,514	344	464	3,112	2,207	
May			2,917	925	..	539	1,539	..	470	3,141	2,232	
June			2,912	966	..	546	1,600	..	..	..	2,264
July			2,912	..	..	..	..	..	..	..	2,259
% rate:latest month	10.4	11.1	6.9	13.0	11.6	12.3	18.9	11.5	8.1	..	..
latest 3 months:change on previous 3 months	..	-0.1	-0.2	+0.3	+0.5	+0.4	+0.4	+1.2	+0.5	+0.2	..	
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED												
1992												
July			2,774	926	153	488	1,615	290	389	2,829	1,828	
Aug			2,846	906	157	506	1,590	310	377	2,896	1,822	
Sep			2,847	926	165	502	1,434	306	385	2,969	1,784	
Oct			2,814	903	189	501	1,433	312	404	3,009	1,830	
Nov			2,864	895	213	501	1,591	317	420	3,028	1,885	
Dec			2,983	989	251	515	1,540	326	461	3,076	2,026	
1993												
Jan			3,062	1,018	274	521	1,618	369	460	3,113	2,258	
Feb			3,043	1,053	288	520	1,591	361	465	3,098	2,288	
Mar			2,957	999	239	512	1,696	359	469	3,078	2,223	
Apr			3,001	931	223	509	1,552	357	470	3,037	2,197	
May			2,917	933	201	505	1,548	..	475	2,994	2,148	
June			2,865	923	..	511	1,553	..	..	..	2,166
July			2,929	..	..	..	..	..	..	..	2,326
% rate:latest month	..	10.4	10.6	6.2	12.1	11.0	12.7	18.7	N/A	8.3	..	
latest month:change on a year ago	..	..	+0.5	N/C	+1.0	+1.8	N/C	+1.3	+5.2	N/A	+1.6

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

UNEMPLOYMENT Selected countries 2.18

THOUSAND

	Greece +	Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##
OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)												
1989	..	14.7	..	2.3	..	8.3	4.9	5.0	16.9	1.4	..	5.2
1990	..	13.4	..	2.1	..	7.5	5.2	4.6	15.9	1.5	..	5.4
1991	..	14.9	..	2.1	..	7.0	5.5	4.1	16.0	2.7	..	6.6
1992	..	16.1	..	2.2	..	6.8	5.9	4.1	18.1	4.8	..	7.3
1992												
June	..	16.1	..	2.1	..	6.2	..	..	..	..	..	7.6
July	..	16.4	10.1	2.2	..	6.1	..	..	..	..	..	7.5
Aug	..	16.5	..	2.2	..	6.4	5.9	4.1	18.4	5.3	..	7.5
Sep	..	16.6	..	2.2	..	6.7	..	..	..	4.9	..	7.4
Oct	..	16.5	9.3	2.3	..	7.2	..	..	..	5.1	..	7.3
Nov	..	16.7	..	2.3	..	7.2	6.0	4.2	19.5	5.3	..	7.2
Dec	..	16.7	..	2.4	..	7.4	..	..	..	5.5	..	7.2
1993												
Jan	..	16.8	9.1	2.3	..	7.8	..	..	..	7.4	..	7.9
Feb	..	16.8	..	2.3	..	8.2	5.9	4.8	21.1	7.3	..	6.9
Mar	..	16.8	..	2.3	..	8.0	..	..	..	7.1	..	6.9
Apr	..	16.8	..	2.3	..	8.0	..	..	..	7.5	..	6.8
May	..	16.9	..	2.5	..	8.0	..	..	..	9.0	..	6.8
June	..	16.8	..	..	..	..	..	..	..	..	..	6.9
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED												
1988	109	241	2,885	1,550	2.5	433	50	306	2,858	72	19.5	6,696
1989	118	232	2,865	1,420	2.3	390	84	312	2,550	61	15.1	6,523
1990	140	225	2,656	1,340	2.1	346	93	307	2,350	69	16.0	6,890
1991	173	254	2,653	1,360	2.3	319	101	293	2,286	122	35.0	8,446
1992												
July	185	289	2,685	1,410	2.7	281	126	318	2,220	..	86.5	9,760
Aug	187	289	..	1,450	2.8	287	113	325	2,203	..	93.2	9,624
Sep	188	291	..	1,440	2.9	303	113	329	2,232	..	102.0	9,550
Oct	195	290	3,201	1,460	2.9	316	115	331	2,266	..	105.9	9,379
Nov	178	292	..	1,530	2.9	313	113	335	2,289	..	108.0	9,301
Dec	178	292	..	1,580	2.9	306	119	339	2,309	..	108.6	9,280
1993												
Jan	174	295	2,130	1,500	2.9	327	115	343	2,356	..	110.5	9,013
Feb	179	294	..	1,540	3.0	347	114	348	2,393	..	116.7	8,876
Mar	176	293	..	1,530	3.3	360	117	352	2,465	..	124.7	8,864
Apr	174	295	..	1,490	3.2	363	123	350	2,480	..	133.3	8,925
May	170	296	..	1,660	3.2	372	119	345	2,518	..	143.0	..
June	171	294	..	1,650	3.3	..	..	344	..	..	..	..
July	..	295	..	..	..	..	..	..	..	..	..	..
% rate:latest month	N/A	N/A	9.2	2.5	N/A	5.2	5.6	N/A	16.6	N/A	4.3	7.0
latest 3 months:change on previous 3 months	N/A	N/A	-4.0	+0.1	N/A	+0.6	+0.1	N/A	+0.9	N/A	+0.4	-0.2
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED												
1992												
July	164	291	2,667	1,340	2.5	274	130	310	2,143	267	80.2	9,845
Aug	161	293	..	1,440	2.6	288	122	315	2,134	282	84.4	9,390
Sep	159	287	..	1,470	2.9	307	106	319	2,195	249	90.8	9,090
Oct	183	282	3,194	1,450	2.9	324	103	325	2,272	247	96.9	8,600
Nov	183	286	..	1,460	3.0	323	106					

2.19 CLAIMANT UNEMPLOYMENT Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM		INFLOW +							
Month Ending		Male and Female		Male		Female		Married	
		All	Change since previous year	All	Change since previous year	All	Change since previous year		
1992	July 9	448.0	+6.1	296.2	+2.7	151.8	+3.4	42.3	
	Aug 13	408.0	+22.2	275.2	+16.2	132.8	+6.1	43.4	
	Sept 10	387.9	+15.6	264.6	+12.4	123.4	+3.2	39.7	
	Oct 8	431.5	+44.3	301.3	+30.6	130.2	+13.7	41.3	
	Nov 12	408.9	+34.1	291.0	+24.7	118.0	+9.4	41.2	
	Dec 17	365.4	+12.0	266.3	+7.9	99.1	+4.1	34.7	
	1993	Jan 14	390.7	+28.5	267.5	+18.0	123.2	+10.5	44.4
		Feb 11	370.1	-19.5	258.3	-16.3	111.9	-3.1	38.9
		Mar 11	338.0	-14.3	239.0	-10.3	99.0	-4.0	36.0
		Apr 8	364.8	-1.6	256.8	-4.8	108.0	+3.2	41.6
May 13		313.1	-9.7	222.7	-6.2	90.4	-3.5	32.2	
June 10		313.0	-9.4	221.5	-5.3	91.4	-4.2	31.4	
July 8		438.0	-10.0	289.2	-7.1	148.8	-3.0	39.3	
UNITED KINGDOM		OUTFLOW +							
Month Ending		Male and Female		Male		Female		Married	
			All	Change since previous year	All	Change since previous year	All		Change since previous year
1992	July 9	344.3	+39.4	244.7	+32.1	99.5	+7.3	34.5	
	Aug 13	346.0	+33.5	240.0	+24.9	106.1	+8.6	34.8	
	Sept 10	385.9	+27.0	252.1	+17.7	133.8	+9.4	46.3	
	Oct 8	467.2	+53.3	311.1	+36.3	156.2	+16.9	44.9	
	Nov 12	365.9	+30.8	249.6	+23.2	116.3	+7.6	40.0	
	Dec 17	262.0	-4.8	179.6	-1.2	82.4	-3.6	27.9	
	1993	Jan 14	305.4	+75.6	208.8	+54.6	96.6	+21.0	35.8
		Feb 11	391.2	+33.3	277.7	+28.3	113.6	+5.1	40.9
		Mar 11	387.8	+32.1	274.5	+25.8	113.3	+6.3	40.5
		Apr 8	360.7	+25.7	255.7	+21.1	105.1	+4.6	36.9
May 13		385.8	+38.2	271.0	+29.1	114.8	+9.0	42.3	
June 10		368.8	+14.2	264.1	+11.4	104.7	-2.8	37.5	
July 8		368.3	+24.1	265.4	+20.6	103.0	+3.4	34.2	

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.
+ The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows.

LFS Help-Line

CONTENTS FOR SEPTEMBER 1993

Employment in the construction industry by region

Economic activity of head of family by number of children

**Older and younger workers
Women managers**

The Employment Department's Labour Force Survey (LFS) covers a sample of about 60,000 households in Great Britain each quarter and is conducted on behalf of the Department by the Social Survey Division of the Office of Population Censuses and Surveys. This monthly feature describes

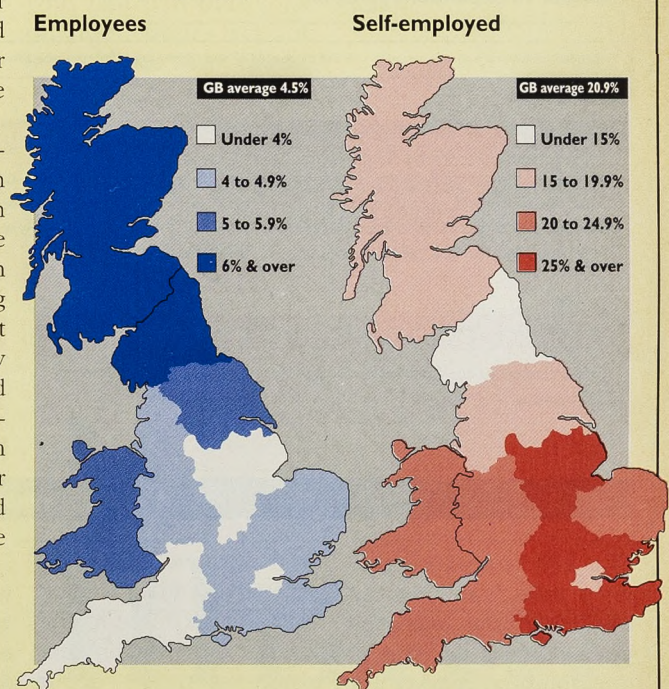
some of the requests for LFS data which are dealt with each month by the Employment Department's Statistical Services Division. Brief details are given of the information requested, the types of organisations requesting the data and the way they are used. Most of the requests have been

received via the LFS Help-Line, which gives advice on sources of labour force information and provides some LFS data to the general public. Other requests have been received by Quantime Ltd which provides LFS data on a bureau basis. This feature draws on results from the winter (December 1992 to

February 1993) LFS. Key results from the Survey were released in the LFS Quarterly Bulletin on 17 June 1993 and are summarised in tables 7.1, 7.2 and 7.3 of the "Labour Market Data" pages of this month's *Employment Gazette*.

Employment in the construction industry by region

Figure 1 Percentage of employees and self-employed working in the construction industry by region (Great Britain, winter 1992/93, not seasonally adjusted)



LFS Help-Line enquiries concerning different industries are some of the most often requested. The construction industry includes a strong element of self-employment (39 per cent) which compares with an average of 12 per cent for all industries.

Figure 1 shows the percentage of employees and self-employed working in the construction industry in winter 1992/3 and highlights the regional variations. Of a total of 21.1 million employees, in Great Britain 950,000 (4.5 per cent) worked in the construction industry. In

comparison, of a total of 3.0 million self-employed people, 636,000 (20.9 per cent) worked in the industry.

The nature of employment in the construction industry varies between regions. At one end of the scale, in winter 1992/93 in the South East (excluding London) 49 per cent working in the industry were self-employed and 49 per cent were employees. This contrasts with the North where 77 per cent were employees and only 21 per cent were self-employed.

Economic activity rate of head of household by number of children

Since all members of each household included in the LFS sample are interviewed, the survey can be used to look at the employment status of households as a whole.

There has been interest recently in the link between number of children and economic activity and unemployment. Figures 2 and 3 below show the ILO unemployment

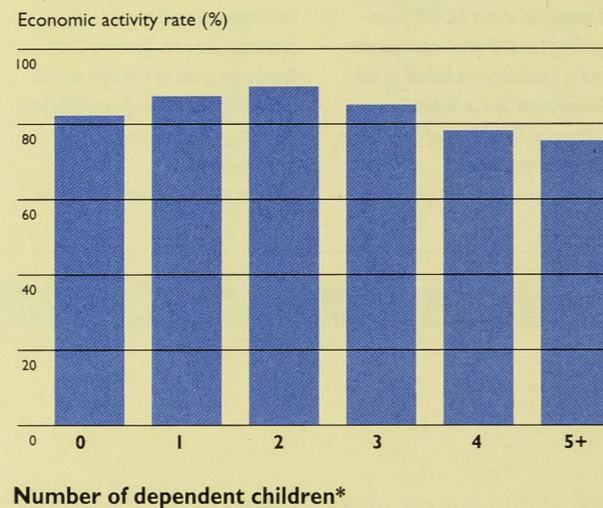
rate and the economic activity rates for heads of households of working age (16-59/64) by the number of dependent children* in the household. The lowest ILO

unemployment rate and highest economic activity rate was for heads of households with 2 dependent children* in the household.

Figure 2 ILO unemployment rate of head of household of working age by the number of dependent children* (Great Britain, winter 1992/93, not seasonally adjusted)



Figure 3 Economic activity rate of head of household of working age by the number of dependent children* (Great Britain, winter 1992/93, not seasonally adjusted)



* Dependent children are all those aged 0-16 and those aged 17 and 18 who are in full-time education.

HEAD OF HOUSEHOLD IN THE LFS

The head of household is defined as the member of the household who was, in order of precedence, the husband of the person or the person who either owned the household's accommodation or was legally responsible for the rent or had the responsibility for the occupation of the accommodation. If the accommodation was jointly owned or rented by a man or a woman, the man was taken as the head of household; if it was jointly owned or rented by people of the same sex, the head of household was defined to be the elder.

ILO UNEMPLOYMENT RATE

The percentage of economically active people who are unemployed on the ILO measure.

ECONOMIC ACTIVITY RATE

The percentage of people aged 16 and over who are in employment or ILO unemployed.

Older and younger workers

The LFS Help-Line receives calls from financial marketing firms interested in identifying the size of the potential market for products aimed at older people.

Figure 4 shows economic activity rates for

men and women aged over 50 according to their age. As expected, the greatest decreases in economic activity occur when men and women reach the retirement ages of 65 and 60 respectively.

Figure 5 shows the per-

centages of men and women in employment who work part-time for each age between 50 and 65. There is a clear upward trend in the percentages for women at ages 60 and over, and a sharp increase for men aged 65.

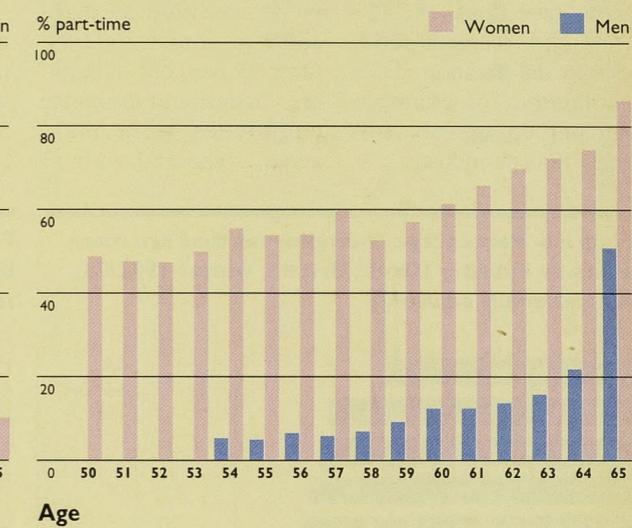
Further characteristics of older workers are given in the June 1993 *Employment Gazette* in a special feature "Older workers - an overview of recent research" which outlines results from the spring 1992 LFS.

Figure 4 Economic activity rates of older men and women by their age (Great Britain, winter 1992/93, not seasonally adjusted)



Age

Figure 5 Percentage of older men and women employees and self-employed working part-time* by age (Great Britain, winter 1992/93, not seasonally adjusted)



Age

a The definition of part-time is based on the respondent's own assessment, not on the hours usually worked.

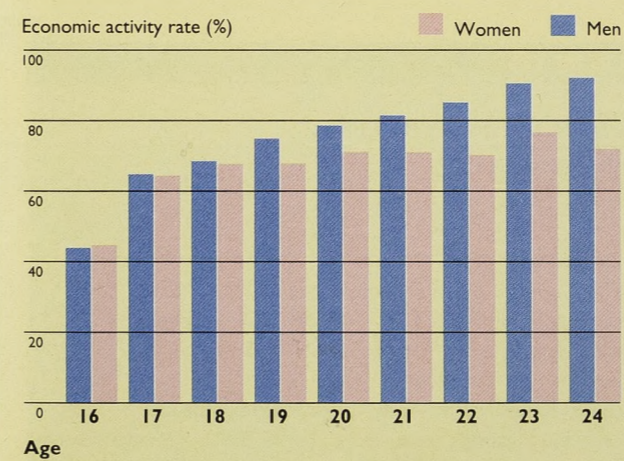
The LFS also provides information about young people in the labour market, from the age of 16. Figures 6 and 7 show economic activity rates and the percentage of employees and self-employed working part-time

for people aged 16 to 24. In contrast to figures 4 and 5 dealing with older workers, figure 6 clearly shows that the economic activity rate for young people increases with age, as they leave full-time education.

Figure 7 shows that many of the 16 to 18 year olds who work do so part-time. A large proportion of these part-time workers were students who had part-time jobs outside their school hours. Once their educa-

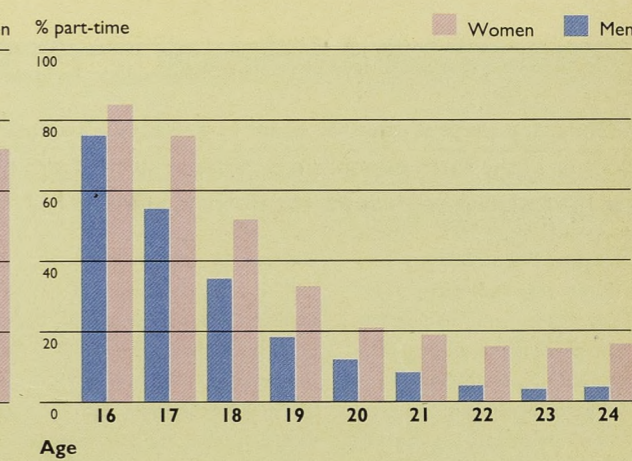
tion is completed, almost all young men work full-time, while more young women are either inactive or combine part-time work with raising a family.

Figure 6 Economic activity rates of younger men and women by their age (Great Britain, winter 1992/93, not seasonally adjusted)



Age

Figure 7 Percentage of younger men and women employees and self-employed working part-time* by age (Great Britain, winter 1992/93, not seasonally adjusted)



Age

a The definition of part-time is based on the respondent's own assessment, not on the hours usually worked.

Women managers

Every quarter a question is asked in the LFS about employees' managerial status (see box). The LFS Help-Line receives requests for information about managers, for example the percentage of managers in each industry.

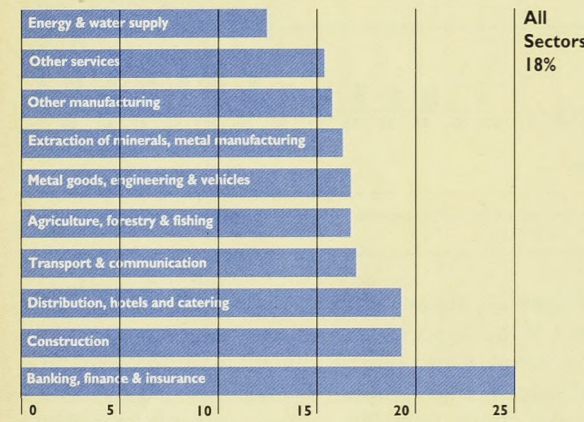
Figure 8 shows the percentage of employees in each industry sector who were classified as managers in winter 1992/93. Over 25 per cent of banking, finance and insurance employees were managers, compared with 13

per cent in the energy and water supply industry.

The percentages of managers in each industry that were women are shown in figure 9. Over 52 per cent of the managers in the 'other ser-

vices' industry were women (this division includes education, public administration and medical and other health services) compared with 13 per cent in the construction industry.

Figure 8 Percentage of employees that are managers by industry (Great Britain, winter 1992/93, not seasonally adjusted)



Percentage

Industries are coded according to the Standard Industrial Classification

DEFINITION OF MANAGERS IN THE LFS

Organisational hierarchies tend to vary a great deal and to allow maximum comparability, LFS respondents are asked to allocate themselves to one of only three broad groups. The groups are composed of "managers" (who manage employees directly or through supervisors and who have a general responsibility for policy or long-term planning); "foremen and supervisors" (who have day to day control over a group of workers whom they supervise directly and who sometimes do some of the work they supervise); and people who are "not managers, supervisors or foremen".

Getting access to the LFS

There are several ways for users to get access to data from the quarterly LFS either in the form of published tables or in the form of anonymised individual data records for their own analysis.

Labour Force Survey Quarterly Bulletin
Key results from the quarterly LFS are first published in the LFS Quarterly Bulletin (LFSQB) which is issued on a subscription basis, by the Employment Department in September, December, March

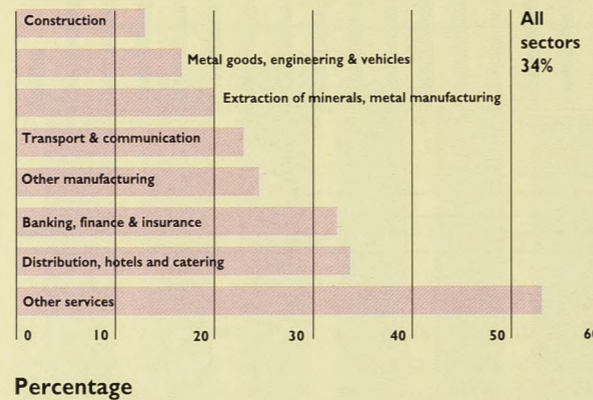
and June. In addition, the LFSQB provides detailed technical notes about the concepts, definitions and methodology used in the LFS. The advertisement elsewhere in this issue describes the Bulletin and provides a subscription form.

Quantime Bureau Service
The Quantime Bureau Service can supply up-to-date LFS data 24 hours a day, 7 days a week, or you can get the results for analysis yourself using the Quanvert database interrogation package with a standard personal computer.

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

LFS Help-Line
For further information about the LFS, telephone LFS HELP-LINE 071-273 5585.

Figure 9 Percentage of managers that are women by industry (Great Britain, winter 1992/93, not seasonally adjusted)



Percentage

Note: The number of women managers in the agriculture and energy & water supply industries was less than 10,000 so estimates are not shown.

CLAIMANT UNEMPLOYMENT 2.20
Flows by age (GB); standardised * ; not seasonally adjusted computerised claims only THOUSAND

INFLOW Month Ending		Age group									All ages	
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over		
MALE 1993	Feb 11	3.9	23.6	53.5	43.2	31.3	43.8	34.5	12.4	6.3	252.5	
	Mar 11	3.4	20.7	48.0	39.4	29.1	41.4	33.3	12.3	6.1	233.8	
	Apr 8	3.2	19.9	48.6	40.3	30.3	44.6	39.7	17.0	8.4	252.1	
	May 13	3.4	18.7	44.1	36.6	27.2	38.6	31.9	11.6	5.5	217.7	
	June 10	3.3	19.2	45.7	36.6	26.9	37.2	30.2	11.4	5.0	215.4	
	July 8	3.5	28.7	82.8	44.5	30.6	41.0	32.9	12.3	5.4	281.7	
	FEMALE 1993	Feb 11	3.0	16.2	27.5	18.0	10.7	15.9	13.8	3.8	—	108.9
Mar 11		2.5	13.2	23.6	15.8	9.5	14.9	13.4	3.7	—	96.6	
Apr 8		2.5	12.5	23.9	16.6	10.6	17.5	16.7	5.0	—	106.3	
May 13		2.6	11.6	21.1	14.5	8.9	13.4	12.4	3.6	—	88.0	
June 10		2.5	11.9	22.0	14.3	8.5	13.2	12.3	3.4	—	88.0	
July 8		2.7	21.0	52.0	19.7	11.2	17.4	14.6	4.1	—	142.7	
Changes on a year earlier MALE 1993		Feb 11	0.5	-2.7	-6.6	-3.8	-1.9	-2.7	1.5	-0.2	-0.1	-16.1
	Mar 11	0.6	-2.1	-4.5	-2.7	-1.3	-1.3	1.8	0.5	-0.1	-9.1	
	Apr 8	1.0	-2.9	-4.4	-3.0	-0.9	-0.1	3.6	2.2	0.6	-3.8	
	May 13	1.0	-1.6	-2.4	-1.9	-0.5	-0.9	1.4	0.0	-0.6	-5.5	
	June 10	0.8	-2.2	-2.4	-0.8	-0.2	-0.9	-0.9	0.2	-0.8	-5.4	
	July 8	0.7	-2.9	-1.1	-1.8	-0.9	-1.6	1.1	0.3	-0.6	-7.0	
	FEMALE 1993	Feb 11	0.6	-1.5	-2.0	-0.7	-0.1	-0.6	0.9	0.3	—	-3.1
Mar 11		0.4	-1.0	-1.5	-0.9	-0.5	-0.9	0.7	0.3	—	-3.4	
Apr 8		0.6	-1.3	-0.9	-0.2	0.2	0.8	2.9	1.1	—	3.2	
May 13		0.8	-0.7	-0.7	-1.0	-0.3	-1.4	0.0	-0.2	-0.2	-3.1	
June 10		0.4	-1.7	-0.7	-0.7	-0.3	-1.1	0.4	-0.1	0.0	-4.2	
July 8		0.4	-2.3	-0.2	-0.8	-0.3	-0.6	0.7	0.4	—	-2.7	
OUTFLOW Month Ending		MALE 1993	Feb 11	2.2	17.2	54.7	43.9	32.6	45.3	34.7	12.7	8.9	252.4
	Mar 11		2.2	17.7	54.9	44.2	32.4	44.8	34.1	12.6	8.3	251.2
	Apr 8	2.1	16.2	51.1	40.0	29.7	40.8	32.1	13.0	8.1	233.1	
	May 13	2.3	16.8	52.6	41.4	30.6	43.1	34.5	15.6	8.7	245.6	
	June 10	2.2	16.8	52.0	41.2	30.2	42.5	33.5	13.6	8.1	240.0	
	July 8	2.2	16.9	54.3	41.9	30.9	42.6	32.8	12.9	7.9	242.3	
	FEMALE 1993	Feb 11	1.9	12.7	28.1	18.1	10.7	15.3	12.9	3.6	0.1	103.4
Mar 11		1.7	12.9	28.3	17.6	10.5	15.6	13.6	3.9	0.1	104.3	
Apr 8		1.6	12.2	26.1	16.4	9.6	13.9	12.3	3.8	0.1	96.0	
May 13		1.9	12.3	26.8	17.4	10.4	16.2	14.6	4.9	0.1	104.7	
June 10		1.8	11.5	25.1	16.0	9.8	14.3	13.0	4.1	0.2	95.8	
July 8		1.8	11.4	26.1	15.8	9.5	13.6	11.7	3.6	0.2	93.6	
Changes on a year earlier MALE 1993		Feb 11	1.0	-0.1	3.0	3.1	3.9	5.0	6.2	2.1	1.1	25.3
	Mar 11	0.9	-0.1	3.1	3.3	3.5	4.1	5.1	2.1	0.8	23.0	
	Apr 8	1.0	-0.1	2.4	1.9	3.0	3.3	4.5	1.9	0.6	18.3	
	May 13	1.0	0.0	3.0	3.3	3.6	5.1	5.9	3.5	0.9	26.3	
	June 10	0.7	-1.0	-1.7	-0.5	1.0	2.0	3.4	1.8	0.0	8.1	
	July 8	0.6	-0.3	2.1	2.3	3.0	4.2	3.8	2.1	0.0	17.7	
	FEMALE 1993	Feb 11	0.8	-0.5	0.5	0.5	0.9	0.3	1.4	0.3	—	4.1
Mar 11		0.7	-0.3	1.0	0.8	0.6	0.8	1.7	0.5	—	5.7	
Apr 8		0.6	-0.2	0.4	0.2	0.3	0.1	1.4	0.4	—	3.2	
May 13		0.6	0.8	0.2	1.0	0.9	1.2	2.2	1.0	—	8.0	
June 10		0.5	-0.4	-0.3	-0.1	0.4	-0.2	1.0	0.6	—	1.5	
July 8		0.5	-0.6	0.3	0.3	0.3	0.5	1.1	0.5	—	2.8	

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

2.32 REDUNDANCIES IN GREAT BRITAIN

THOUSANDS

	All	1989	1990	1991	1992	1992	1992	1992
		Spring	Spring	Spring	Spring	Summer	Autumn	Winter
Now in employment (found new job since redundancy)	All	48	63	98	79	66	87	62
Not in employment	All	94	117	290	243	212	223	283
All people	All	142	181	388	322	278	310	344
	Men	94	118	268	217	185	207	238
	Women	48	64	121	105	92	103	106

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

2.33 REDUNDANCIES BY REGION

	Great Britain	Northern	Yorkshire and Humberside	East Midlands	East Anglia	South East	South East excluding Greater London	Greater London	South West	West Midlands	North West	Wales	Scotland
Redundancies (Thousands)													
All													
Spring 1991	388	21	30	32	12	126	74	53	26	44	43	27	28
Spring 1992	322	19	31	32	15	101	64	37	25	32	32	17	19
Summer 1992	278	13	25	15	12	96	58	38	18	25	35	12	27
Autumn 1992	310	20	27	19	12	99	63	36	24	30	29	15	34
Winter 1992	344	20	27	27	10	107	64	43	29	34	45	19	25
Redundancy rates (Redundancies per 1,000 employees)													
All													
Spring 1991	17.8	18.4	15.5	19.4	14.1	17.8	16.5	20.0	14.7	21.2	17.7	26.3	14.4
Spring 1992	15.1	16.6	16.2	19.9	17.8	14.8	14.8	14.7	14.3	16.1	13.6	16.6	9.7
Summer 1992	13.0	11.5	13.1	9.4	15.0	14.0	13.3	15.3	10.1	12.4	14.9	12.1	13.7
Autumn 1992	14.4	17.9	14.2	11.9	14.8	14.5	14.6	14.3	13.4	15.2	12.1	15.2	17.0
Winter 1992	16.1	18.1	14.2	16.6	12.1	15.7	14.9	17.0	16.5	17.4	18.9	19.7	13.0

2.34 REDUNDANCIES BY AGE

Years	16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (Thousands)						
Spring 1991		99	101	78	57	388
Spring 1992		72	80	65	61	322
Summer 1992		69	65	52	51	278
Autumn 1992		71	81	55	61	310
Winter 1992		78	87	69	68	344
Redundancy rates (Redundancies per 1,000 employees)						
Spring 1991		23.5	17.8	15.0	13.8	17.8
Spring 1992		18.6	14.2	12.8	14.3	15.1
Summer 1992		17.9	11.5	10.3	11.8	13.0
Autumn 1992		17.8	14.3	10.9	14.1	14.4
Winter 1992		27.6	15.3	13.6	15.5	16.1

2.35 REDUNDANCIES BY INDUSTRY

SIC	Agriculture	Energy and water supply	Mineral extraction	Metal goods etc	Other manufacturing	Construction	Hotels, distribution	Transport, communication	Financial services	Other services
Redundancies (Thousands)										
Spring 1991 All	20	67	60	52	72	22	45	37
Spring 1992 All	..	16	15	46	45	41	75	21	34	25
Summer 1992 All	14	43	40	33	62	15	29	31
Autumn 1992 All	..	10	12	54	39	38	65	19	39	32
Winter 1992 All	..	10	15	64	48	42	70	20	41	29
Redundancy rates (Redundancies per 1,000 employees)										
Spring 1991 All	25.7	28.3	29.7	46.3	16.4	15.3	18.1	5.7
Spring 1992 All	..	32.3	21.9	19.6	24.2	39.9	17.7	15.4	14.6	3.9
Summer 1992 All	19.4	18.5	21.4	32.0	14.5	11.1	12.3	4.6
Autumn 1992 All	..	20.0	16.9	23.0	21.1	37.5	15.4	13.7	16.1	4.6
Winter 1992 All	..	20.7	21.4	27.8	26.1	42.5	16.6	14.6	17.0	4.2

2.36 REDUNDANCIES BY OCCUPATION

SOC	Managers and administrators	Professional	Associate professional and technical	Clerical and secretarial	Craft and related	Personal and protective services	Sales	Plant and machine operatives	Other
Redundancies (Thousands)									
Spring 1991	35	16	25	55	93	21	30	71	41
Spring 1992	36	13	20	53	69	16	27	48	33
Summer 1992	35	14	19	43	55	19	23	40	29
Autumn 1992	38	15	19	48	60	17	25	51	35
Winter 1992	38	16	18	53	74	19	28	60	36
Redundancy rates (Redundancies per 1,000 employees)									
Spring 1991	12.8	7.6	13.1	14.2	33.1	9.8	16.6	30.1	19.8
Spring 1992	12.4	6.2	10.9	14.5	27.7	6.9	14.9	22.6	16.8
Summer 1992	11.8	6.4	10.0	11.6	21.9	8.2	12.5	18.5	14.8
Autumn 1992	12.9	6.9	9.9	13.1	24.0	7.2	14.1	23.8	17.1
Winter 1992	12.9	7.4	9.5	14.7	30.7	8.0R	15.6R	27.8R	18.3R

VACANCIES 3.1

UK vacancies at jobcentres *: seasonally adjusted

THOUSAND

UNITED KINGDOM	UNFILLED VACANCIES (R)			INFLOW (R)		OUTFLOW (R)		of which PLACINGS (R)	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1988)	248.6			231.2		232.8		159.0	
1989) Annual	219.5			226.1		229.2		158.3	
1990) averages	173.6			201.2		207.4		146.8	
1991)	117.9			171.3		172.5		126.6	
1992)	117.1			169.0		168.8		124.2	
1991 July	105.7	2.1	-4.5	166.1	-5.1	164.0	-11.1	123.3	-7.0
Aug	108.3	2.6	-0.3	168.8	-3.8	165.2	-10.7	122.2	-7.3
Sept	110.9	2.6	2.4	169.4	2.0	166.7	-0.9	122.2	-1.0
Oct	109.8	-1.1	1.4	168.0	0.6	167.9	1.3	122.4	-0.3
Nov	113.2	3.4	1.6	166.6	-0.7	160.1	-1.7	116.8	-1.8
Dec	122.2	9.0	3.8	170.0	0.2	162.6	-1.4	118.1	-1.4
1992 Jan	117.9	-4.3	2.7	166.7	-0.4	171.5	1.2	126.3	1.3
Feb	118.4	0.5	1.7	167.1	0.2	166.1	2.0	120.0	1.1
Mar	117.6	-0.8	-1.5	170.8	0.3	170.4	2.6	122.9	1.6
Apr	116.6	-1.0	-0.4	163.0	-1.2	168.0	-1.2	117.5	-2.9
May	117.1	0.5	-0.4	162.1	-1.7	168.4	0.8	117.7	-0.8
June	116.1	-1.0	-0.5	176.1	1.8	176.2	1.9	129.0	2.0
July	119.0	2.9	0.8	172.7	3.2	170.3	0.8	125.6	2.7
Aug	117.1	-1.9	0.0	165.2	1.0	165.0	-1.1	121.6	1.3
Sept	111.5	-5.6	-1.5	166.0	-3.4	168.3	-2.6	125.8	-1.1
Oct	113.5	2.0	-1.8	171.1	-0.5	165.9	-1.5	126.6	0.3
Nov	117.3	3.8	0.1	168.3	1.0	161.5	-1.2	123.6	0.7
Dec	123.4	6.1	4.0	178.5	4.2	173.9	1.9	133.5	2.6
1993 Jan	120.3	-3.1	2.3	178.8	2.6	180.9	5.0	135.9	3.1
Feb	120.5	0.2	1.1	176.6	2.8	174.6	4.4	132.5	3.0
Mar	123.2	2.7	-0.1	180.5	0.7	176.1	0.7	130.5	-1.0
Apr	123.5	0.3	1.1	174.3	-1.5	179.1	-0.6	127.8	-2.7
May	123.6	0.1	1.0	173.7	-1.0	180.0	1.8	128.5	-1.3
June	119.7	-3.9	-1.2	183.9	1.1	187.1	3.7	140.2	3.2
July	127.6	7.9	1.4	189.5	5.1	181.9	9	137.2	3.1

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/3 week month.

* Excluding vacancies on Government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are available back to 1980. For further details, see *Employment Gazette*, October 1985, page 143.

(R) Vacancy figures for United Kingdom, Great Britain and all regions were revised in May 1993. A software fault affected unadjusted unfilled vacancies, inflows and outflows between May 1992 and March 1993, with consequent amendments back to January 1989 in the seasonally adjusted series.

VACANCIES 3.2

Regions: vacancies remaining unfilled at jobcentres *: seasonally adjusted (R)

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
1991 July	26.2	7.7	2.9	8.4	7.3	6.3	7.1	14.6	5.4	6.8	16.6	101.6	4.1	105.7
Aug	27.9	7.9	2.9	8.8	7.3	6.6	7.2	14.5	5.7	6.9	16.2	104.2	4.1	108.3
Sept	28.8	7.8	3.0	9.0	7.2	6.9	7.1	14.7	6.1	7.1	16.8	106.7	4.2	110.9
Oct	27.7	6.9	3.1	9.5	6.9	7.0	7.2	13.8	6.3	7.3	17.2	106.0	3.8	109.8
Nov	28.7	7.3	3.3	9.7	6.8	7.0	7.4	14.4	6.8	8.0	17.4	109.4	3.8	113.2
Dec	32.1	8.4	3.7	10.1	8.1	7.4	8.0	15.6	6.7	8.7	17.6	118.0	4.2	122.2
1992 Jan	31.4	8.8	3.6	9.5	7.5	7.0	7.7	14.8	6.4	8.1	18.0	113.9	4.0	117.9
Feb	31.5	8.5	3.7	9.4	7.7	7.2	7.9	14.4	6.2	8.2	18.2	114.4	4.0	118.4
Mar	30.9	8.1	3.5	9.1	7.9	7.7	7.7	14.3	5.9	8.4	18.0	113.3	4.3	117.6
Apr	29.8	8.0	3.4	8.5	7.9	7.4	7.6	14.3	5.6	8.7	19.3	112.5	4.1	116.6
May	28.4	8.0	3.6	8.7	7.8	7.4	7.7	14.7	6.0	8.9	19.8	113.0	4.1	117.1
June	28.2	8.0	3.3	8.4	7.8	7.7	7.8	14.8	6.0	8.6	19.5	112.1	4.0	116.1
July	29.7	8.4	3.6	9.0	7.7	7.8	8.2	15						

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

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 +														
1987	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
1988 } Annual	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	3.7	219.5
1989 } averages	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	4.5	173.6
1990	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	4.1	117.9
1991	29.2	8.3	3.5	9.0	7.6	7.3	7.9	14.9	6.0	8.5	18.9	112.8	4.3	117.1
1992														
July	31.7	8.3	3.9	9.8	7.7	7.9	8.3	14.9	6.8	9.5	19.1	119.5	4.2	123.7
Aug	29.2	7.8	3.7	9.2	7.5	7.5	7.7	15.0	6.3	8.9	18.7	113.5	4.3	117.8
Sept	31.4	9.1	4.1	9.9	8.5	8.0	8.8	16.7	6.3	9.1	20.0	122.6	4.6	127.3
Oct	33.1	10.4	4.0	9.4	9.0	8.5	10.0	18.3	6.3	8.9	21.0	128.6	5.0	133.5
Nov	29.4	9.3	3.5	8.0	8.3	7.7	8.8	16.3	5.6	8.2	20.7	116.4	4.6	121.0
Dec	25.1	8.2	3.0	6.5	6.9	6.7	7.3	14.0	4.8	7.4	18.0	99.6	4.1	103.7
1993														
Jan	23.3	7.8	2.8	5.9	6.4	6.2	7.1	12.5	4.8	7.2	15.9	92.1	4.4	96.5
Feb	24.6	8.0	3.0	6.7	6.6	6.9	7.6	13.0	4.8	7.6	17.2	98.0	4.6	102.5
Mar	27.4	9.0	3.7	8.2	7.7	7.6	8.6	14.1	5.3	8.6	18.5	109.6	4.4	114.0
Apr	21.2	9.9	4.1	9.9	8.2	8.6	9.4	15.3	5.9	9.5	18.9	120.7	4.4	124.1
May	32.8	10.0	4.3	10.8	8.9	8.8	10.3	16.0	6.3	10.3	19.0	127.6	3.8	131.5
June	33.4	10.2	4.6	11.2	9.4	9.2	10.9	16.0	6.5	10.6	19.0	130.9	4.2	135.0
July	32.4	9.9	4.5	10.4	9.3	9.2	10.3	15.4	6.4	10.3	18.2	126.4	4.2	130.6
Vacancies at careers offices														
1987	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
1988 } Annual	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 } averages	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.8	0.6	17.6
1990	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1991	2.7	1.6	0.3	0.4	1.2	0.3	0.4	0.5	0.3	0.1	0.5	6.7	0.3	7.0
1992														
July	4.8	3.0	0.4	0.5	1.4	0.4	0.5	0.6	0.3	0.1	0.7	9.7	0.3	10.1
Aug	3.3	1.8	0.3	0.5	1.4	0.4	0.5	0.6	0.3	0.1	0.5	7.8	0.3	8.1
Sept	3.2	1.7	0.3	0.4	1.4	0.4	0.5	0.7	0.3	0.1	0.5	7.7	0.4	8.1
Oct	2.2	1.3	0.2	0.4	0.7	0.4	0.4	0.5	0.3	0.1	0.6	5.8	0.4	6.2
Nov	2.1	1.3	0.2	0.3	0.5	0.2	0.3	0.4	0.2	0.0	0.5	4.8	0.4	5.2
Dec	1.8	1.2	0.1	0.3	0.5	0.2	0.3	0.3	0.2	0.0	0.4	4.1	0.4	4.5
1993														
Jan	2.1	1.4	0.1	0.6	0.5	0.1	0.3	0.3	0.2	0.0	0.3	4.6	0.4	5.0
Feb	2.2	1.4	0.1	0.7	0.6	0.2	0.3	0.3	0.2	0.1	0.3	4.9	0.4	5.4
Mar	2.5	1.6	0.2	0.7	0.7	0.2	0.3	0.4	0.3	0.1	0.5	5.8	0.5	6.3
Apr	2.5	1.5	0.2	0.5	0.7	0.3	0.4	0.4	0.3	0.1	0.5	5.8	0.5	6.4
May	2.4	1.4	0.3	0.5	0.9	0.4	0.4	0.6	0.3	0.1	0.5	6.4	0.6	7.0
June	3.7	2.2	0.4	0.5	0.9	0.5	0.6	0.6	0.4	0.1	0.6	8.3	0.7	8.9
July	5.1	3.6	0.4	0.6	0.9	0.5	0.5	0.6	0.3	0.1	0.6	9.7	0.7	10.4

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.
(R) See footnote to table 3.1.

INDUSTRIAL DISPUTES 4.1 Stoppages of work

Stoppages in progress: industry

SIC 1980	12 months to June 1992			12 months to June 1993		
	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
United Kingdom						
Agriculture, forestry and fishing	-	-	-	1	100	#
Coal extraction	25	6,800	25,000	5	13,500	26,000
Coke, mineral oil and natural gas	-	-	-	-	-	-
Electricity, gas, other energy and water	4	2,900	7,000	5	5,800	23,000
Metal processing and manufacture	4	700	6,000	2	300	3,000
Mineral processing and manufacture	3	200	#	3	500	1,000
Chemicals and man-made fibres	1	100	#	-	-	-
Metal goods nes	12	1,800	13,000	4	500	3,000
Engineering	40	17,000	89,000	13	2,800	34,000
Motor vehicles	15	6,100	7,000	10	12,700	15,000
Other transport equipment	10	11,000	15,000	5	3,600	34,000
Food, drink and tobacco	5	10,600	23,000	5	400	1,000
Textiles	2	200	#	2	-	-
Footwear and clothing	3	900	2,000	1	100	#
Timber and wooden furniture	1	-	#	1	-	#
Paper, printing and publishing	9	1,000	6,000	5	800	3,000
Other manufacturing industries	4	200	5,000	4	700	10,000
Construction	14	3,200	13,000	8	2,900	3,000
Distribution, hotels and catering, repairs and communication	4	400	3,000	2	200	#
Transport services	17	6,400	22,000	25	70,400	147,000
Supporting and misc. transport services	-	-	-	2	500	1,000
Banking, finance, insurance, business services and leasing	4	5,100	6,000	1	6,500	7,000
Public administration and sanitary services	81	44,300	205,000	66	53,400	288,000
Education, research and development	31	11,600	48,000	20	52,100	81,000
Health services	6	400	#	6	1,600	1,000
Other services	21	9,000	69,000	6	3,500	21,000
All industries and services	315*	139,900	563,000	201*	232,800	702,000

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

Stoppages: June 1993

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	17	6,000	8,000
of which, stoppages:			
Beginning in month	9	3,400*	4,000
Continuing from earlier months	8	2,600**	4,000

* ALL directly involved
** includes 100 involved for the first time in the month

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see *Definitions* page at the end of the Labour Market Data section. The figures for 1993 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to June 1993		
	Stoppages	Workers involved	Working days lost
Pay: wage-rates and earnings levels	68	55,800	225,000
extra-wage and fringe benefits	7	2,100	4,000
Duration and pattern of hours worked	8	14,200	31,000
Redundancy questions	50	142,300	323,000
Trade union matters	10	1,900	7,000
Working conditions and supervision	16	7,600	23,000
Manning and work allocation	24	6,300	83,000
Dismissal and other disciplinary measures	18	2,600	5,000
All causes	201	232,800	702,000

Prominent stoppages in quarter ending June 30 1993

Industry and location	Date when stoppage		Number of workers involved +		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
Public admin and sanitary services						
Strathclyde	01.12.92	01.04.93	400	-	400	Over feared or alleged reductions in earnings (Total days lost 40,000)
Engineering						
Tayside	29.01.93	cont'g	200	-	5,000	Over duration or pattern of hours (Total days lost 16,000)
Transport services and communication						
Various areas S. East	04.02.93	26.06.93	4,800	200	17,000	Over pay increases arising out of changes in job content (Total days lost 33,000)
Coal extraction						
Various areas in UK	02.04.93	16.04.93	12,600	-	25,000	Privatisation and feared redundancies
Transport services and communication						
Various areas in UK	02.04.93	16.04.93	56,800	-	102,000	Privatisation and feared redundancies
Education, research and development						
Various areas England and Wales	20.05.93	20.05.93	11,000	-	11,000	Over duration or pattern of hours

+ The figures shown are the highest number of workers involved during the quarter.

4.2 INDUSTRIAL DISPUTES * Stoppages of work: summary

United Kingdom	Number of stoppages		Number of workers (000s)		Working days lost in all stoppages in progress in period (000s)	
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involvement in period	All industries and services	All manufacturing industries
1986	1,053	1,074	538	720	1,920	1,069
1987	1,004	1,016	884	887	3,546	595
1988	770	781	759	790	3,702	1,639
1989	693	701	727	727	4,128	751
1990	620	630	285	298	1,903	1,072
1991	357	369	175	176	761	222
1992	240	253	142	148	528	93
1991	Jun	30	50	7	11	53
	Jul	37	57	10	12	14
	Aug	28	46	10	12	13
	Sep	29	40	11	13	34
	Oct	27	42	17	21	25
	Nov	18	38	12	15	5
	Dec	15	29	15	17	14
1992	Jan	22	35	17	22	14
	Feb	23	37	5	7	10
	Mar	40	40	11	12	4
	Apr	21	35	7	9	10
	May	13	24	10	11	9
	Jun	33	41	11	13	13
	Jul	22	39	12	15	11
	Aug	20	29	17	19	5
	Sep	15	26	14	27	7
	Oct	14	20	10	11	4
	Nov	17	24	25	28	4
	Dec	11	22	2	4	2
1993	Jan	14	21	9	11	3
	Feb	19	26	20	22	31
	Mar	21	30	23	29	23
	Apr	14	20	7	8	9
	May	8	16	15	21	3
	Jun	9	17	3	6	3

Working days lost in all stoppages in progress in period by industry

United Kingdom	Coal, coke, mineral oil and natural gas	Metal manufacture and metal goods n.e.s.	Engineering	Motor vehicles	Other transport equipment	Textiles, footwear and clothing	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries and services (01-03, 15-17, 61-67, 81-85, 91-99 and 00)
	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43,45)	(23-26,41, 42,44,46-49)	(50)	(71-79)	(80-90)
1986	143	152	225	108	411	38	136	33	190	486
1987	217	36	197	158	67	50	88	22	1,705	1,007
1988	222	47	76	530	803	90	93	17	1,490	335
1989	52	37	204	134	279	16	80	128	625	2573
1990	94	31	92	490	340	24	95	14	177	545
1991	29	21	111	4	44	1	40	14	60	436
1992	8	13	47	8	8	1	16	10	13	404
1991	Jun	-	3	23	1	5	-	1	4	16
	Jul	1	3	9	1	-	-	1	13	28
	Aug	12	2	2	-	-	-	-	-	38
	Sep	1	2	27	-	-	-	4	-	39
	Oct	4	1	17	-	-	-	-	-	54
	Nov	-	-	2	-	-	-	-	-	40
	Dec	-	1	2	-	-	-	-	-	21
1992	Jan	1	1	10	-	2	-	-	1	40
	Feb	1	-	6	1	3	-	-	-	12
	Mar	4	-	2	-	-	1	4	-	24
	Apr	-	-	7	1	-	-	-	-	11
	May	-	-	1	2	-	-	1	7	12
	Jun	-	7	4	1	-	-	3	-	18
	Jul	-	4	3	-	-	-	-	1	25
	Aug	-	-	4	-	-	-	1	-	48
	Sep	-	-	3	-	-	-	3	-	64
	Oct	-	-	3	-	-	-	1	-	40
	Nov	-	-	3	-	-	-	-	1	61
	Dec	-	-	1	-	-	-	-	2	49
1993	Jan	-	2	-	-	-	-	-	-	43
	Feb	1	-	6	1	-	-	-	-	38
	Mar	-	-	5	7	-	-	1	16	31
	Apr	24	-	3	4	-	-	-	114	5
	May	-	-	1	-	-	-	-	7	15
	Jun	-	-	1	-	-	-	-	5	-

* See Definitions page at the end of Labour Market Data section for notes of coverage. The figures for 1993 are provisional.

Average earnings index: all employees: main industrial sectors EARNINGS 5.1

GREAT BRITAIN SIC=1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1988=100								
1988	100.0		100.0		100.0		100.0	
1989	109.1		108.7		109.1		108.9	
1990	119.7		118.9		119.4		119.4	
1991	129.3		128.7		128.5		128.5	
1992	137.2		137.2		138.3		136.2	
1988	Jan	95.4	96.1	95.8	96.6	95.8	96.5	95.4
	Feb	95.5	96.7	95.6	96.3	95.3	96.0	96.0
	Mar	98.3	97.5	98.0	97.7	97.8	97.8	98.6
	Apr	97.8	97.9	98.8	98.0	98.9	98.2	97.3
	May	98.4	98.6	99.3	98.9	99.5	99.2	98.0
	June	99.8	99.3	100.6	99.5	100.4	99.5	99.6
	July	101.3	100.2	101.1	99.9	101.3	100.1	101.3
	Aug	100.3	100.9	99.5	100.9	99.9	100.9	100.5
	Sept	100.9	101.5	100.2	101.3	100.5	101.5	100.6
	Oct	101.7	102.6	101.8	102.6	101.9	102.7	101.2
	Nov	103.7	103.5	103.6	103.5	103.7	103.4	103.6
	Dec	106.9	105.2	105.5	104.4	105.3	104.3	107.9
1989	Jan	104.2	105.0	9.3	9	104.2	105.1	8.8
	Feb	104.6	105.9	9.5	9 1/4	105.0	105.8	9.9
	Mar	107.3	106.5	9.2	9 1/2	105.7	105.4	7.9
	Apr	107.3	107.4	9.7	9 1/4	107.8	106.9	9.1
	May	107.5	107.7	9.2	9	108.0	107.6	8.8
	June	109.1	108.4	9.2	8 3/4	109.4	108.2	8.7
	July	110.3	109.1	8.9	8 1/2	110.3	109.1	9.2
	Aug	109.1	109.6	8.6	8 1/4	108.3	109.8	8.8
	Sept	110.7	111.3	9.7	9	109.5	110.7	9.3
	Oct	111.7	112.6	9.7	9 1/4	110.6	111.5	8.7
	Nov	113.2	112.9	9.1	9 1/4	112.2	112.1	8.3
	Dec	114.7	112.9	7.3	9 1/4	113.8	112.7	8.0
1990	Jan	113.8	114.7	9.2	9 1/2	112.7	113.6	8.1
	Feb	114.0	115.4	9.0	9 1/2	113.9	114.7	8.4
	Mar	117.4	116.5	9.4	9 1/2	116.8	116.5	10.5
	Apr	117.3	117.5	9.4	9 3/4	117.2	116.2	8.7
	May	118.5	118.8	10.3	9 3/4	117.9	117.5	9.2
	June	120.5	119.9	10.6	10	120.1	118.8	9.8
	July	121.2	120.0	10.0	10 1/4	120.8	119.5	9.5
	Aug	120.9	121.6	10.9	10	118.8	120.5	9.7
	Sept	121.3	122.0	9.6	10	120.2	121.6	9.8
	Oct	121.7	122.7	9.0	9 3/4	120.8	121.7	9.1
	Nov	123.8	123.5	9.4	9 3/4	123.0	122.9	9.6
	Dec	126.3	124.2	10.0	9 3/4	125.1	123.8	9.8
1991	Jan	124.3	125.2	9.2	9 1/2	123.4	124.4	9.5
	Feb	124.7	126.2	9.4	9 1/4	124.3	125.1	9.1
	Mar	127.5	126.5	8.6	9	126.1	125.8	8.0
	Apr	127.4	127.5	8.5	8 3/4	128.0	126.9	9.2
	May	128.1	128.4	8.1	8 1/2	127.3	127.3	8.3
	June	129.2	128.5	7.2	8	129.7	128.3	8.0
	July	130.5	129.1	7.6	7 3/4	130.0	128.5	7.5
	Aug	130.8	131.5	8.1	7 3/4	128.7	130.6	8.4
	Sept	130.8	131.7	8.0	7 3/4	129.2	130.6	7.4
	Oct	130.9	132.0	7.6	7 1/2	130.8	131.8	8.3
	Nov	133.3	133.0	7.7	7 1/2	132.6	132.4	7.7
	Dec	134.5	132.3	6.5	7 1/4	134.1	132.7	7.2
1992	Jan	133.0	134.0	7.0	7 1/4	132.7	133.8	7.6
	Feb	134.0	135.7	7.5	7 1/2	134.0	134.9	7.8
	Mar	138.6	137.6	8.8	7 1/2	139.1	138.8	10.3
	Apr	135.3	135.5	6.3	7	134.4	133.3	5.0
	May	136.3	136.6	6.4	6 1/4	136.6	136.1	6.9
	June	137.1	136.3	6.1	6 1/4	137.3	135.8	5.8
	July	137.8	136.4	5.7	6	138.1	136.6	6.3
	Aug	137.3	138.0	4.9	5 3/4	137.1	138.1	6.5
	Sept	137.3	138.2	4.9	5 1/2	136.6	138.1	5.7
	Oct	138.9	140.1	6.1	5 1/4	139.0	140.1	6.3
	Nov	139.4	139.0	4.5	5	140.0	139.8	5.6
	Dec	141.2	138.9	5.0	4 3/4	141.3	139.8	5.4
1993	Jan	139.0	140.1	4.6	4 3/4	139.3	140.5	5.0
	Feb	139.8	141.5	4.3	4 1/2	140.8	141.7	5.0
	Mar	143.2	142.1	3.3	4	145.0	144.6	4.2
	Apr	140.7	140.8	3.9	4	141.6	140.4	5.3
	May	141.3	141.6	3.7	3 3/4	143.1	142.6	4.8
	June	141.8	141.0	3.4	3 1/2	143.7	142.2	4.7

Note: * For a note on the underlying rate of change see Statistical Update, Employment Gazette, September 1993, page 404.
 (1) The seasonal adjustment factors currently used are based on data up to April 1991.
 (2) Figures for years 1984-89 on a 1985=100 basis were published in Employment Gazette, October 1989; the 1985=100 series was discontinued after July 1989.

NOTE: THESE INDEX FIGURES WILL BE REBASED TO 1990=100 IN THE OCTOBER EMPLOYMENT GAZETTE.

5.3 EARNINGS

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

GREAT BRITAIN SIC 1980	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply (15-17)	Metal processing and manufacturing (21,22)	Mineral extraction and manufacturing (23,24)	Chemicals and man-made fibres (25,26)	Mechanical engineering (32)	Electrical, electronic and instrument engineering (33,34,37)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods n.e.s. (31)	Food, drink and tobacco (41,42)
1988=100	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988 } Annual averages	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 } Annual averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1990 } Annual averages	120.0	125.0	126.7	121.6	115.5	119.1	122.6	119.3	119.3	119.5	125.6	117.5	121.7
1991 } Annual averages	132.1	141.9	140.4	134.2	122.8	125.9	134.0	130.2	129.5	129.1	136.2	124.7	134.6
1992 } Annual averages	136.6	154.8	147.1	142.8	129.4	131.9	142.4	139.5	138.2	140.0	143.1	134.0	144.5
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
1988 Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
1988 May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
1988 Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
1988 Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
1988 Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
1988 Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
1989 Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	108.0	108.9
1989 Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
1989 Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
1989 Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
1989 Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
1990 Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
1990 Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.3	115.4
1990 Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
1990 May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
1990 June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
1990 July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
1990 Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
1990 Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
1990 Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
1990 Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
1990 Dec	120.1	123.7	135.8	125.4	117.7	124.8	136.9	124.7	124.7	125.0	132.8	120.6	130.9
1991 Jan	118.7	137.8	139.6	125.7	123.2	122.3	126.3	124.2	123.6	124.5	135.0	119.9	127.0
1991 Feb	122.0	141.0	131.5	127.8	114.9	121.9	129.7	126.6	125.3	124.8	132.4	121.8	128.4
1991 Mar	120.9	142.7	136.0	126.4	116.9	122.2	135.4	127.8	127.3	124.9	135.7	122.0	131.3
1991 Apr	129.9	139.3	140.0	127.8	127.2	123.7	129.9	129.1	127.1	139.4	139.2	122.6	135.5
1991 May	126.4	140.6	140.8	140.9	119.5	125.8	130.7	129.2	129.4	126.7	123.9	126.7	135.9
1991 June	127.1	142.2	141.7	129.0	119.8	128.0	131.6	131.6	132.1	131.2	135.5	124.4	135.5
1991 July	134.4	139.7	145.1	133.4	128.6	127.5	132.4	131.0	131.0	131.3	136.0	127.4	134.5
1991 Aug	160.4	141.5	140.8	140.8	125.9	126.5	134.6	130.5	129.3	124.9	136.2	124.3	134.3
1991 Sept	147.6	140.7	140.4	146.1	120.8	127.2	135.5	130.6	129.6	127.0	135.3	126.7	134.7
1991 Oct	137.6	141.8	141.1	136.2	130.1	127.3	136.8	132.6	131.7	129.1	139.8	125.9	135.0
1991 Nov	130.4	152.7	141.1	139.1	121.8	128.5	140.6	134.5	133.0	131.5	139.0	128.0	141.3
1991 Dec	129.7	142.8	146.5	137.6	125.2	130.2	144.5	135.1	134.6	134.3	137.6	129.4	141.5
1992 Jan	126.6	156.2	142.1	136.5	130.1	128.0	138.7	134.7	134.6	133.8	139.4	129.2	137.8
1992 Feb	121.4	155.7	143.4	137.1	124.2	129.3	138.9	136.0	134.9	137.8	140.3	130.6	139.6
1992 Mar	128.1	158.9	155.8	137.7	126.2	130.4	150.4	140.5	140.1	141.5	144.0	134.5	149.7
1992 Apr	137.1	161.3	142.8	142.4	134.5	130.0	138.9	135.8	135.9	137.6	140.3	132.3	140.6
1992 May	139.6	153.4	144.2	144.3	126.3	131.7	139.4	136.4	138.2	152.0	140.5	133.3	143.3
1992 June	138.3	149.5	147.7	143.6	126.9	133.6	140.7	138.8	139.0	144.1	142.1	135.0	143.7
1992 July	140.7	155.4	147.6	143.7	139.7	132.7	141.3	140.8	139.0	142.8	141.5	136.0	142.9
1992 Aug	148.9	151.5	146.4	141.9	124.8	133.5	141.6	139.1	137.3	138.2	146.7	134.9	142.9
1992 Sept	151.6	151.6	145.6	142.8	125.4	132.7	140.0	138.7	137.5	136.4	143.0	135.2	143.7
1992 Oct	143.0	146.9	146.3	150.1	140.3	133.0	141.4	146.4	138.4	137.0	146.6	134.4	144.5
1992 Nov	136.0	157.9	148.8	147.0	125.4	133.8	147.1	142.4	140.5	138.4	146.8	137.7	153.5
1992 Dec	128.4	159.0	154.1	146.3	129.3	134.6	150.9	143.8	142.6	140.9	146.3	135.9	151.4
1993 Jan	131.7	159.5	147.7	145.3	140.9	133.8	146.4	143.6	140.5	137.6	143.8	133.9	146.5
1993 Feb	130.8	158.9	147.1	146.0	127.1	136.2	146.1	145.0	142.0	140.7	146.4	134.5	150.8
1993 Mar	135.7	159.5	158.8	147.0	129.0	136.5	159.9	148.6	146.3	142.7	152.5	137.9	157.2
1993 Apr	137.3	165.0	151.1	148.0	137.2	136.5	145.4	144.4	143.2	139.6	148.8	139.6	150.0
1993 May	137.7	163.0	149.2	149.4	131.6	137.3	145.8	145.1	147.2	142.5	147.3	140.4	153.2
1993 June P	142.1	165.3	150.0	146.5	128.8	139.9	148.0	147.3	146.1	146.5	148.5	139.6	150.6

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

NOTE: THESE INDEX FIGURES WILL BE REBASED TO 1990=100 IN THE OCTOBER EMPLOYMENT GAZETTE.

EARNINGS 5.3

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

Textiles	Leather, footwear and clothing	Paper products printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication	Banking, finance and insurance services	Public administration	Education and health services	Other services #	Whole economy	GREAT BRITAIN SIC 1980
(43)	(44,45)	(47)	(46,48,49)	(50)	(61,62, 64,65,67)	(66)	(71,72, 75-77,						

5.4 EARNINGS AND HOURS

Average earnings and hours of full-time manual employees by industry

Employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manu- facture of metals, mine- ral products/ chemicals	Mechanical engineering	Electrical/ electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manu- facturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
MEN												
Weekly earnings												
1985	124.4	193.6	182.3	171.6	162.0	171.5	173.2	204.0	169.0	156.8	138.1	115.6
1986	131.4	213.2	191.5	182.6	176.5	182.7	184.3	216.4	180.3	167.2	146.8	126.0
1987	135.1	228.4	205.3	191.6	188.7	194.4	194.8	231.9	193.1	180.5	156.7	128.8
1988	154.2	252.8	221.3	211.8	201.2	212.2	209.2	247.9	208.0	195.8	169.0	142.4
1989	162.0	270.7	242.7	232.9	221.2	232.3	225.1	263.7	212.2	214.2	184.9	154.3
1990	179.5	298.7	262.0	252.7	239.4	252.0	247.7	276.8	241.2	245.7	200.0	165.7
1991	178.1	302.8	262.4	254.8	243.1	254.0	248.5	280.5	242.2	240.4	204.2	165.0
1992	192.5	334.1	273.1	261.4	250.7	263.2	269.2	294.1	254.2	257.1	217.0	174.4
1992	203.1	360.0	292.7	279.3	270.2	282.2	280.7	311.2	270.2	274.7	227.3	184.4
Hours worked												
1985	47.0	41.3	44.8	45.3	43.5	44.5	46.2	43.1	44.6	44.4	43.7	42.9
1986	45.2	42.0	44.9	45.0	44.1	44.3	45.9	43.3	44.7	44.4	43.7	42.8
1987	44.6	42.5	45.2	44.8	44.2	44.4	45.8	43.6	44.8	44.6	44.0	43.7
1988	46.8	42.8	45.2	44.1	44.5	45.2	46.1	44.2	45.3	45.4	43.9	42.9
1989	46.7	43.3	45.4	46.6	45.2	45.7	46.2	43.9	45.2	46.0	44.0	42.4
1990	47.5	43.5	45.0	46.2	45.0	45.4	46.6	43.6	45.0	46.0	44.0	42.6
1991	47.6	43.5	45.0	46.3	44.9	45.5	46.5	43.7	45.1	46.0	44.3	42.5
1992	47.8	43.8	44.0	44.0	43.3	43.3	46.2	42.7	44.1	45.4	43.8	41.9
1992	47.0	43.6	44.1	44.9	43.1	43.7	46.0	42.6	44.3	45.1	43.6	41.8
Hourly earnings												
1985	2.65	4.66	4.06	3.79	3.72	3.85	3.74	4.73	3.79	3.52	3.16	2.70
1986	2.89	5.02	4.27	4.05	4.01	4.12	4.03	4.97	4.03	3.75	3.36	2.94
1987	3.00	5.34	4.54	4.28	4.27	4.38	4.26	5.24	4.28	4.04	3.56	3.03
1988	3.27	5.88	4.89	4.60	4.52	4.70	4.51	5.54	4.56	4.30	3.85	3.29
1989	3.45	6.17	5.24	4.99	4.90	5.08	4.86	5.97	4.90	4.64	4.20	3.64
1990	3.77	6.77	5.80	5.46	5.32	5.53	5.31	6.32	5.34	5.31	4.55	3.86
1991	3.73	6.83	5.81	5.50	5.41	5.58	5.33	6.41	5.36	5.31	4.62	3.83
1992	4.02	7.50	6.19	5.95	5.80	6.08	5.84	6.82	5.74	5.63	4.97	4.13
1992	4.36	8.22	6.61	6.24	6.27	6.45	6.09	7.28	6.08	6.05	5.24	4.37
WOMEN												
Weekly earnings												
1985	105.0	..	110.9	111.9	108.1	110.9	111.0	118.8	100.0	..	96.4	83.2
1986	103.1	..	117.4	116.7	113.7	117.1	118.0	130.0	107.5	..	146.6	90.3
1987	111.8	..	124.2	127.5	124.3	127.6	127.6	136.2	114.4	..	106.3	96.2
1988	109.0	..	133.3	131.6	132.6	136.0	134.2	148.5	122.8	..	113.1	105.0
1989	118.7	..	147.3	141.7	143.6	146.1	146.1	161.8	132.7	..	125.4	115.4
1990	134.3	..	164.9	159.9	155.2	159.0	164.6	175.7	147.4	..	135.0	124.5
1991	132.2	..	165.6	158.8	154.2	158.3	162.9	182.9	147.7	..	135.0	124.5
1992	142.1	..	176.3	166.8	162.4	167.2	176.8	185.1	157.2	..	148.8	135.0
1992	152.6	..	190.1	180.0	175.4	181.2	191.3	193.8	168.4	..	153.1	137.7
Hours worked												
1985	43.3	..	39.9	40.4	40.1	40.4	41.0	39.2	39.8	..	39.3	38.4
1986	41.7	..	39.9	41.0	40.0	40.4	40.5	40.0	39.8	..	39.4	38.2
1987	41.7	..	40.0	41.1	40.6	40.8	41.0	39.6	40.0	..	39.4	38.9
1988	40.8	..	40.3	41.4	40.9	41.1	39.9	40.2	..	..	39.5	38.7
1989	40.9	..	40.3	41.1	40.9	41.0	41.5	40.2	40.2	..	39.8	39.2
1990	41.1	..	40.7	41.5	40.7	40.9	41.6	40.3	40.3	..	39.5	39.0
1991	41.2	..	40.9	41.6	40.8	41.0	41.6	40.2	40.3	..	39.6	39.0
1992	42.3	..	40.3	39.8	40.0	39.9	41.5	39.8	40.0	..	40.0	39.1
1992	40.9	..	40.3	40.7	40.3	40.3	41.7	39.7	40.2	..	39.6	39.1
Hourly earnings												
1985	2.49	..	2.78	2.77	2.69	2.75	2.72	3.03	2.52	..	2.45	2.18
1986	2.50	..	2.94	2.87	2.85	2.90	2.92	3.23	2.70	..	2.55	2.39
1987	2.69	..	3.11	3.10	3.06	3.12	3.12	3.44	2.87	..	2.70	2.55
1988	2.69	..	3.31	3.18	3.24	3.30	3.26	3.72	3.05	..	2.88	2.75
1989	2.94	..	3.65	3.45	3.51	3.57	3.53	4.02	3.30	..	3.14	2.97
1990	3.33	..	4.06	3.85	3.81	3.89	3.96	4.36	3.66	..	3.37	3.26
1991	3.29	..	4.06	3.82	3.78	3.86	3.91	4.55	3.67	..	3.42	3.20
1992	3.39	..	4.38	4.19	4.06	4.18	4.27	4.65	3.93	..	3.72	3.50
1992	3.77	..	4.71	4.44	4.36	4.50	4.59	4.88	4.19	..	3.87	3.59
ALL												
Weekly earnings												
1985	123.0	192.4	173.3	168.1	146.2	163.5	158.6	189.4	148.3	156.5	133.3	99.9
1986	129.4	211.5	182.0	178.5	157.5	173.9	169.2	201.6	159.3	166.7	140.9	108.9
1987	133.4	227.1	195.4	187.5	169.9	185.4	179.1	215.1	170.3	180.2	150.3	113.1
1988	149.7	251.5	210.1	207.3	180.9	201.8	190.8	231.3	182.9	195.2	162.2	124.9
1989	158.0	268.9	231.8	227.1	196.8	220.2	213.7	246.4	195.4	230.7	177.9	135.0
1990	175.6	296.6	250.4	247.0	213.8	239.2	227.0	258.7	214.2	244.9	192.4	145.7
1991	174.4	300.6	250.3	248.8	216.3	240.7	245.2	261.9	214.2	245.8	194.2	144.2
1992	187.6	331.5	260.9	255.4	224.5	250.3	244.2	272.6	225.0	256.6	207.8	155.5
1992	198.7	357.6	280.1	273.6	242.4	268.3	258.1	289.4	240.4	274.0	218.1	162.3
Hours worked												
1985	46.7	41.2	44.2	45.0	42.5	44.0	45.0	42.4	43.2	44.4	43.2	40.7
1986	44.9	42.0	44.2	44.7	42.8	43.8	44.6	42.7	43.3	44.4	43.2	40.6
1987	44.3	42.4	44.5	44.6	43.2	43.9	44.6	42.9	43.4	44.6	43.4	41.4
1988	46.2	42.7	44.6	45.8	43.4	44.6	44.9	43.4	43.8	45.3	43.4	40.9
1989	46.2	43.2	44.8	46.3	43.8	45.1	43.2	43.2	43.7	46.0	43.5	40.8
1990	46.9	43.4	44.5	45.9	43.7	44.8	45.3	43.0	43.7	45.9	43.5	40.7
1991	47.0	43.4	44.5	46.0	43.7	44.9	45.2	43.0	43.6	46.0	43.7	40.7
1992	47.3	43.7	43.6	43.7	42.3	42.8	44.9	42.1	42.9	45.3	43.3	40.5
1992	46.5	43.5	43.7	44.6	42.2	43.3	44.8	42.1	43.0	45.0	43.1	40.5
Hourly earnings												
1985	2.64	4.64	3.92	3.74	3.44	3.72	3.52	4.46	3.43	3.52	3.08	2.45
1986	2.86	4.98	4.11	3.99	3.68	3.97	3.79	4.69	3.67	3.75	3.27	2.69
1987	2.98	5.31	4.38	4.21	3.93	4.22	4.01	4.93	3.90	4.04	3.46	2.81
1988	3.22	5.85	4.70	4.53	4.16	4.52	4.22	5.26	4.15	4.30	3.74	3.04
1989	3.41	6.14	5.16	4.91	4.50	4.89	4.56	5.66	4.45	4.64	4.08	3.31
1990	3.73	6.73	5.61	5.37	4.89	5.33	4.99	5.99	4.88	5.29	4.43	3.56
1991	3.70	6.79	5.61	5.41	4.95	5.36	4.99	6.07	4.89	5.30	4.48	3.51
1992	3.97	7.46	5.97	5.85	5.31	5.84	5.43	6.41	5.22	5.63	4.81	3.83
1992	4.32	8.18	6.39	6.14	5.73	6.20	5.72	6.84	5.56	6.04	5.09	4.01

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

EARNINGS AND HOURS 5.4

Average earnings and hours of full-time manual employees by industry

Employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering; repairs	Transport	Postal services telecommuni- cations	Transport and communi- cation	Banking/ finance	Business services	Banking, finance, insurance, business services/ leasing	Public administra- tion	Education/ health services	Other services	Manufact- uring industries	Service industries	All industries and services
6	71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9
135.0	180.2	178.0	179.4	215.8	154.0	160.7	139.8	135.6	138.9	172.6	152.9	163.6
143.8	190.1	192.4	190.9	230.5	163.9	169.6	148.3	144.9	148.2	183.4	162.9	174.4
152.4	202.0	206.9	203.6	233.2	167.4	175.3	156.8	153.2	154.8	195.9	172.0	185.5
164.5	215.2	212.5	214.3	260.6	176.6	188.4	174.0	163.8	168.2	212.3	184.0	200.6
180.4	229.1	233.3	230.7	278.0	207.8	208.2	182.8	177.3	181.5	230.6	200.5	217.8

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

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manufacturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
MEN												
Weekly earnings												
1985	..	261.9	242.2	223.9	223.4	228.5	240.5	240.7	232.5	208.4	187.4	177.1
1986	195.2	288.2	266.7	246.5	245.0	251.4	260.0	275.5	257.2	273.7	204.3	189.2
1987	..	314.8	289.5	256.9	261.6	269.5	279.5	287.7	272.1	243.9	223.2	200.9
1988	243.7	338.7	312.2	292.3	282.2	296.6	300.4	326.6	300.9	274.0	247.7	223.9
1989	250.8	370.4	338.6	321.1	315.4	331.0	333.8	350.6	328.4	312.6	273.7	246.8
1990	290.8	410.8	364.8	351.8	345.2	361.6	371.0	384.7	368.2	346.8	300.2	272.2
1991	273.6	404.3	350.5	336.4	330.9	350.9	352.2	379.4	349.9	342.6	284.2	256.1
1992	302.9	451.4	387.6	366.5	368.4	379.4	380.9	404.2	374.5	368.2	302.7	274.6
1992	307.7	486.1	416.6	387.9	392.7	400.0	417.7	433.0	401.5	390.0	319.4	300.2
Hours worked												
1985	..	38.4	38.6	39.7	40.1	39.9	38.6	37.8	38.7	39.8	39.8	42.0
1986	42.6	38.9	38.5	40.0	40.0	39.9	38.6	37.9	38.7	39.8	39.9	41.6
1987	..	38.5	38.6	39.9	39.9	39.9	38.7	37.9	38.7	39.9	40.0	42.4
1988	41.5	38.5	38.6	39.9	39.9	39.9	38.7	37.9	38.7	39.8	40.1	42.2
1989	..	38.8	38.7	40.2	40.0	40.0	38.5	38.0	38.7	39.8	40.3	41.0
1990	..	39.2	39.3	40.2	39.7	40.2	38.5	38.1	38.8	40.3	40.1	43.0
1991	41.7	39.3	39.5	40.6	40.0	40.5	40.0	38.4	38.6	40.2	40.4	42.6
1992	42.5	39.1	39.0	39.8	39.6	39.7	39.7	38.2	39.3	40.0	40.5	42.4
1992	..	39.1	38.9	40.0	39.6	39.7	39.6	38.6	39.5	40.3	40.2	43.0
Hourly earnings												
1985	..	6.79	6.19	5.54	5.49	5.67	6.29	6.19	5.91	5.15	4.56	4.30
1986	4.27	7.36	6.86	6.08	6.07	6.23	6.74	7.07	6.50	5.59	5.00	4.61
1987	..	8.13	7.38	6.35	6.49	6.68	7.09	7.30	6.83	6.07	5.41	4.74
1988	5.16	8.70	7.86	6.75	6.97	7.21	7.69	7.49	6.83	5.98	5.13	4.62
1989	..	9.50	8.66	7.26	7.76	8.08	8.52	8.83	8.24	6.63	5.82	5.13
1990	..	10.35	9.54	8.54	8.89	9.41	9.86	9.14	8.54	7.20	6.58	5.98
1991	6.16	10.16	8.87	8.17	8.27	8.54	8.54	9.33	8.44	6.72	5.98	5.13
1992	6.77	11.40	9.85	9.06	9.13	9.46	9.40	10.05	9.14	7.13	6.70	5.91
1992	..	12.36	10.64	9.46	9.72	9.92	10.52	10.48	9.76	7.69	6.91	5.91
WOMEN												
Weekly earnings												
1985	..	150.0	131.7	112.2	123.7	122.8	130.1	141.0	129.0	111.9	103.7	109.0
1986	..	161.6	139.9	126.0	134.5	134.5	139.5	153.2	137.6	122.3	112.8	117.8
1987	..	171.3	154.4	132.9	145.1	144.9	150.7	169.0	151.2	134.2	122.9	127.8
1988	151.7	187.7	170.0	142.1	162.3	159.6	170.6	185.2	164.2	152.4	136.6	148.3
1989	..	205.9	190.6	164.9	172.7	181.5	176.7	203.2	180.8	167.8	150.7	156.7
1990	176.4	228.7	210.2	178.9	192.7	197.9	197.6	230.3	204.3	183.9	163.5	174.2
1991	173.3	228.6	209.4	179.0	191.8	197.4	197.6	227.2	201.4	179.9	163.5	174.2
1992	195.7	258.7	231.4	197.7	216.2	219.3	215.7	247.6	216.2	196.2	182.2	184.6
1992	220.8	278.2	251.3	211.9	226.6	233.5	232.0	263.9	236.3	206.9	193.7	202.7
Hours worked												
1985	..	37.4	37.2	37.9	38.0	37.9	37.1	36.3	36.9	37.3	38.1	38.5
1986	..	37.7	37.2	37.5	37.9	37.9	37.1	36.5	36.9	37.5	38.2	39.3
1987	..	37.6	37.6	37.6	38.3	38.0	37.0	36.5	37.0	37.2	38.2	39.3
1988	37.4	37.5	37.5	37.9	38.3	38.1	37.3	36.6	37.2	37.3	38.3	39.2
1989	..	37.6	37.4	38.2	38.2	38.2	37.4	36.6	37.2	37.4	38.4	39.9
1990	..	37.8	37.5	37.7	38.2	38.0	37.3	36.5	37.2	37.3	38.3	39.3
1991	38.7	37.9	37.4	37.8	38.2	38.1	37.7	36.6	37.4	37.3	38.3	39.5
1992	..	37.8	37.5	37.6	38.2	38.0	37.6	36.6	37.4	37.5	38.5	39.1
1992	..	37.8	37.5	37.7	38.0	38.0	37.7	36.7	37.4	37.5	38.3	39.6
Hourly earnings												
1985	..	4.01	3.54	2.94	3.23	3.22	3.49	3.85	3.46	2.97	2.69	2.77
1986	..	4.30	3.73	3.32	3.53	3.54	3.73	4.16	3.69	3.18	2.93	3.03
1987	..	4.56	4.11	3.47	3.78	3.79	4.05	4.49	3.96	3.46	3.19	3.17
1988	3.97	4.98	4.52	3.74	4.21	4.16	4.52	4.97	4.35	3.97	3.54	3.60
1989	..	5.47	5.11	4.26	4.53	4.71	4.72	5.45	4.79	4.45	3.90	3.84
1990	..	6.04	5.50	4.66	4.95	5.14	5.28	6.15	5.40	4.24	4.35	4.35
1991	5.09	6.03	5.48	4.66	4.92	5.13	5.23	6.06	5.29	4.78	4.23	4.29
1992	..	6.86	6.19	5.22	5.59	5.75	5.73	6.66	5.83	5.20	4.68	4.89
1992	..	7.34	6.67	5.58	5.95	6.13	6.12	7.05	6.22	5.46	5.01	5.21
ALL												
Weekly earnings												
1985	..	229.8	210.4	198.1	198.2	202.9	202.7	203.0	194.8	188.1	147.5	148.7
1986	175.6	251.5	230.1	219.6	217.0	223.3	219.1	228.7	214.1	208.0	160.8	160.0
1987	195.7	272.2	250.3	227.5	232.5	239.6	235.8	243.2	227.4	235.1	175.1	168.9
1988	218.0	293.1	270.1	255.4	252.9	263.3	258.5	272.8	250.8	246.7	195.6	191.2
1989	228.2	321.1	292.7	284.6	279.4	294.9	290.5	295.4	271.6	258.8	215.4	203.8
1990	261.4	356.7	314.9	312.9	305.5	321.6	307.6	326.0	305.5	309.1	235.6	226.1
1991	249.5	352.5	310.1	306.1	299.4	314.6	298.8	319.4	296.3	307.2	231.1	216.4
1992	277.8	392.0	340.8	329.0	328.3	341.5	324.6	341.4	318.7	329.6	249.9	229.3
1992	287.9	420.3	369.0	347.9	350.3	360.6	353.2	368.6	342.1	350.7	264.1	250.6
Hours worked												
1985	..	38.1	38.2	39.2	39.6	39.4	38.1	37.2	38.0	39.3	38.9	40.2
1986	40.8	38.6	38.1	39.4	39.5	39.4	38.1	37.3	38.0	39.3	39.0	40.5
1987	..	38.2	38.3	39.4	39.5	39.4	38.1	37.3	38.1	39.3	39.1	40.9
1988	40.1	38.2	38.4	39.4	39.6	39.5	38.1	37.4	38.1	39.2	39.2	40.6
1989	39.7	38.4	38.3	39.7	39.5	39.7	38.1	37.5	38.1	39.6	39.2	41.4
1990	39.8	38.8	38.3	39.6	39.3	39.6	38.1	37.3	38.1	39.5	39.1	40.8
1991	40.8	38.9	38.8	39.9	39.5	39.9	39.1	37.7	38.8	39.5	39.4	40.9
1992	41.0	38.6	38.5	39.3	39.2	39.3	38.9	37.5	38.6	39.4	39.6	40.5
1992	41.5	38.7	38.5	39.4	39.1	39.3	38.9	37.8	38.7	39.6	39.3	41.0
Hourly earnings												
1985	..	5.97	5.42	4.93	4.93	5.08	5.31	5.28	4.98	4.69	3.63	3.52
1986	3.90	6.45	5.94	5.47	5.44	5.60	5.68	5.93	5.44	5.09	3.98	3.87
1987	..	7.05	6.42	5.66	5.82	5.99	6.01	6.22	5.74	5.56	4.31	4.00
1988	4.77	7.56	6.86	6.30	6.30	6.55	6.61	6.87	6.28	6.17	4.79	4.34
1989	5.31	8.28	7.54	6.93	6.94	7.28	7.03	7.42	6.86	6.96	5.28	4.82
1990	6.11	9.04	8.09	7.67	7.64	7.99	7.79	8.24	7.62	7.68	5.73	5.35
1991	5.74	8.95	7.86	7.43	7.43	7.75	7.35	8.00	7.26	7.63	5.59	5.09
1992	6.44	10.00	8.74	8.22	8.20	8.59	8.10	8.64	7.91	8.22	6.02	5.70
1992	6.43	10.77	9.48	8.58	8.75	9.02	8.91	9.13	8.44	8.69	6.48	5.96

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

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

5.6 EARNINGS AND HOURS

Average earnings and hours of full-time employees by industry

Employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN SIC 1980	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manu- facture of metals, mine- ral products/ chemicals	Mechanical engineering	Electrical/ electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manu- facturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	3	34	3	41-42	47	4	50	61,62,64,65,67	66
MEN												
Weekly earnings												
1985	132.7	218.4	201.7	188.7	191.0	192.3	193.5	218.8	188.1	169.6	163.7	136.6
1986	138.8	240.3	216.8	203.5	209.6	207.5	206.6	240.3	203.3	183.8	176.6	148.3
1987	145.1	261.5	233.6	213.2	223.4	222.0	219.9	254.2	216.5	191.9	191.9	153.3
1988	167.0	286.0	251.6	238.1	240.3	243.1	237.7	279.8	236.3	218.1	210.6	169.9
1989	174.5	312.1	273.5	262.3	265.8	268.3	256.7	299.0	254.4	242.9	232.3	184.9
1990	195.7	345.8	295.4	287.0	289.2	292.9	284.0	324.5	280.3	277.3	253.6	200.2
1991	214.2	385.4	316.3	302.1	311.5	311.6	308.2	344.2	297.7	291.7	271.7	212.5
1992	225.0	416.6	340.1	320.7	332.0	331.2	327.6	367.6	318.3	315.6	285.7	227.1
Hours worked												
1985	46.7	40.2	42.9	43.5	42.0	42.9	44.1	41.1	43.0	43.3	41.8	42.7
1986	45.0	40.9	42.8	43.4	42.2	42.8	43.9	41.3	43.0	43.3	41.8	42.5
1987	44.3	41.0	43.0	43.3	42.2	42.8	43.8	41.4	43.2	43.4	42.0	43.3
1988	46.3	41.2	43.2	44.2	42.4	43.3	43.9	41.9	43.4	44.0	42.0	42.7
1989	46.2	41.4	43.3	44.6	42.7	43.8	44.2	41.7	43.4	44.5	42.1	42.6
1990	46.7	41.7	43.1	44.2	42.5	43.6	44.5	41.5	43.3	44.4	42.0	42.5
1991	47.0	41.8	42.2	42.4	41.4	41.8	44.1	40.8	42.5	43.7	41.8	42.1
1992	46.3	41.6	42.2	43.1	41.3	42.1	44.0	40.9	42.7	43.5	41.5	42.1
Hourly earnings												
1985	2.73	5.39	4.66	4.28	4.50	4.45	4.36	5.24	4.31	3.86	3.82	3.09
1986	2.98	5.80	5.02	4.63	4.94	4.81	4.67	5.72	4.64	4.16	4.14	3.40
1987	3.14	6.33	5.37	4.88	5.25	5.14	4.95	5.95	4.91	4.52	4.45	3.50
1988	3.45	6.88	5.75	5.31	5.61	5.55	5.33	6.42	5.29	4.89	4.86	3.74
1989	3.63	7.46	6.26	5.77	6.14	6.06	5.70	6.97	5.73	5.38	5.37	4.24
1990	4.04	8.17	6.79	6.37	6.73	6.65	6.24	7.52	6.27	6.12	5.82	4.53
1991	4.40	9.09	7.43	7.02	7.42	7.38	6.88	8.11	6.82	6.60	6.25	4.91
1992	4.73	9.97	7.98	7.30	7.90	7.76	7.34	8.57	7.22	7.09	6.70	5.12
WOMEN												
Weekly earnings												
1985	109.2	148.3	122.9	112.1	114.7	117.4	119.1	133.6	110.6	110.8	102.8	90.5
1986	106.7	158.5	130.4	123.0	122.5	126.5	126.6	145.5	118.8	121.7	111.2	98.4
1987	122.3	169.6	142.3	131.3	133.1	137.0	137.2	157.6	128.3	134.8	120.9	105.7
1988	124.9	186.2	155.0	139.2	145.0	148.7	148.8	173.3	138.4	151.0	133.7	118.2
1989	135.5	203.5	174.2	157.7	155.2	164.9	159.3	190.7	151.5	166.7	147.8	128.4
1990	150.5	226.0	193.3	173.2	170.7	180.3	178.4	213.5	170.5	178.5	160.5	142.4
1991	164.3	255.4	211.7	189.3	188.0	197.8	193.4	228.5	184.6	195.5	178.7	155.0
1992	184.1	275.3	229.5	203.9	198.8	211.6	209.6	242.8	198.3	205.7	189.8	163.9
Hours worked												
1985	41.5	37.5	38.4	38.6	39.2	39.0	39.4	37.3	38.8	37.4	38.2	38.4
1986	39.9	37.8	38.4	38.7	39.1	39.0	39.1	37.6	38.3	37.7	38.3	38.5
1987	40.1	37.6	38.6	38.8	39.6	39.3	39.4	37.6	38.9	37.6	38.3	39.0
1988	39.6	37.7	38.6	38.9	39.8	39.5	39.6	37.7	39.1	37.4	38.5	38.8
1989	39.8	37.7	38.5	39.1	39.8	39.5	39.8	37.8	39.1	37.6	38.5	39.4
1990	40.0	37.9	38.7	38.9	39.7	39.3	39.9	37.8	39.1	37.6	38.4	39.2
1991	40.9	37.8	38.5	38.2	39.1	38.8	39.9	37.6	38.9	37.6	38.5	39.1
1992	39.9	37.8	38.5	38.5	39.2	39.0	40.0	37.6	39.0	37.7	38.4	39.3
Hourly earnings												
1985	2.62	3.95	3.20	2.89	2.91	3.00	3.02	3.56	2.84	2.95	2.66	2.34
1986	2.67	4.20	3.38	3.16	3.12	3.23	3.23	3.83	3.05	3.16	2.88	2.57
1987	3.05	4.51	3.68	3.35	3.35	3.47	3.47	4.09	3.25	3.46	3.13	2.73
1988	3.13	4.93	4.00	3.57	3.63	3.75	3.72	4.53	3.51	3.93	3.45	3.00
1989	3.40	5.40	4.52	4.00	3.90	4.15	4.00	4.97	3.84	4.41	4.11	3.22
1990	3.75	5.96	4.92	4.39	4.25	4.54	4.46	5.54	4.30	4.70	4.14	3.56
1991	4.03	6.76	5.50	4.92	4.76	5.07	4.84	5.99	4.71	5.16	4.58	4.02
1992	4.43	7.26	5.92	5.27	5.06	5.41	5.22	6.32	5.02	5.41	4.90	4.21
ALL												
Weekly earnings												
1985	130.5	208.8	187.1	179.3	170.1	179.1	173.4	195.9	163.3	165.8	142.5	115.2
1986	135.7	229.1	200.4	193.6	185.3	193.3	185.6	214.5	177.0	179.5	153.7	125.5
1987	142.7	248.1	216.6	202.6	198.9	207.0	197.7	228.2	188.7	194.1	166.5	130.9
1988	161.6	271.1	233.1	225.4	214.4	226.2	213.6	250.8	205.2	212.6	183.9	146.3
1989	169.7	295.0	254.8	248.8	234.2	249.7	229.0	268.0	220.8	236.3	202.5	157.2
1990	190.5	326.8	275.2	272.8	256.1	272.6	253.6	291.6	245.1	268.5	220.9	171.2
1991	207.9	363.2	295.3	287.3	276.9	291.1	274.1	308.9	261.6	285.7	238.5	184.4
1992	220.0	391.4	318.6	305.5	295.4	309.5	293.6	331.5	280.1	305.5	251.7	196.4
Hours worked												
1985	46.2	39.8	42.0	42.9	41.2	42.2	42.8	40.0	41.6	43.0	40.5	40.5
1986	44.5	40.5	42.0	42.9	41.3	42.1	42.6	40.2	41.7	42.9	40.6	40.6
1987	43.9	40.5	42.2	42.7	41.5	42.2	42.6	40.4	41.8	43.0	40.6	41.2
1988	45.4	40.6	42.3	43.5	41.7	42.6	42.7	40.7	42.0	43.4	40.7	40.8
1989	45.4	40.8	42.4	43.9	41.9	43.0	42.9	40.5	41.9	43.9	40.8	40.9
1990	46.0	41.1	42.2	43.6	41.7	42.8	41.7	40.4	41.9	43.8	40.7	40.7
1991	46.2	41.1	41.4	41.9	40.7	41.3	42.8	39.8	41.3	43.2	40.6	40.5
1992	45.5	40.9	41.5	42.5	40.7	41.5	42.7	39.9	41.5	43.0	40.3	40.7
Hourly earnings												
1985	2.72	5.20	4.41	4.13	4.08	4.21	4.02	4.81	3.86	3.81	3.42	2.73
1986	2.96	5.59	4.73	4.47	4.45	4.55	4.32	5.22	4.16	4.10	3.70	3.02
1987	3.13	6.08	5.08	4.70	4.76	4.87	4.57	5.47	4.41	4.46	3.99	3.15
1988	3.41	6.61	5.43	5.11	5.09	5.25	4.90	5.92	4.75	4.82	4.38	3.39
1989	3.61	7.15	5.96	5.57	5.52	5.74	5.24	6.43	5.14	5.31	4.82	3.74
1990	4.01	7.84	6.45	6.15	6.06	6.29	5.74	6.96	5.66	6.02	5.24	4.03
1991	4.35	8.72	7.06	6.77	6.70	6.98	6.29	7.48	6.15	6.49	5.66	4.46
1992	4.69	9.51	7.60	7.06	7.12	7.35	6.74	7.94	6.54	6.96	6.07	4.67

5.6 EARNINGS AND HOURS

Average earnings and hours of full-time employees by industry

Employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering; repairs	Transport	Postal services telecommuni- cations	Transport and communi- cation	Banking/ finance	Business services	Banking, finance, insurance, business services/ leasing	Public administra- tion	Education/ health services	Other services	Manufact- uring industries	Service industries	All industries and services
6	71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9
Weekly earnings												
1985	161.2	195.7	203.4	198.5	259.7	234.2	201.3	200.9	195.3	192.6	194.5	192.3
1986	174.0	207.6	217.3	211.2	285.2	257.0	214.3	219.2	210.1	207.8	209.5	207.5
1987	188.1	222.9	234.1	228.9	311.9	288.8	228.5	235.5	224.1	222.3	227.6	224.0
1988	206.1	238.5	246.9	241.4	358.3	324.4	320.1	252.3	247.0	242.3	250.6	245.8
1989	227.8	259.8	265.6	262.0	382.6	358.1	350.9	274.0	269.2	264.6	275.2	269.5
1990	247.8	281.1	281.3	281.2	433.0	397.2	390.5	299.8	308.1	298.2	300.9	295.6
1991	264.3	302.6	303.0	302.7	454.5	418.5	412.8	328.3	344.3	327.3	325.7	318.9
1992	278.5	320.0	335.0	325.4	489.9	437.8	436.4	347.6	381.0	328.3	346.6	340.1
Hours worked												
1985	41.8	46.4	43.6	45.3	36.9	38.7	40.1	36.9	39.1	42.9	41.0	41.9
1986	41.9	46.4	43.5	45.3	36.8	38.7	39.9	36.9	39.1	42.9	40.9	41.8
1987	42.1	46.5	43.5	45.4	36.8	38.8	39.8	36.9	39.2	43.0	40.9	41.9
1988	42.1	47.2	42.9	45.6	36.9	38.8	39.7	37.0	39.1	43.3	40.9	42.1
1989	42.1	47.6	42.5	45.5	36.7	39.5	38.8	37.1	39.2	43.6	41.0	42.3
1990	42.0	47.2	4									

5.7 LABOUR COSTS

All employees: main industrial sectors and selected industries

GREAT BRITAIN	SIC 1980	Total labour costs* (pence per hour)	Percentage shares of labour costs*						All other labour costs*
			Total wages and salaries	National insurance	Redundancy payments	Voluntary social welfare payments	Subsidised services		
Manufacturing	1975	161.68	88.1	6.5	0.6	3.9	1.1	-0.2	
	1978	244.54	84.3	8.5	0.5	4.8	1.3	0.6	
	1981	394.34	82.1	9.0	2.1	5.2	1.3	0.3	
	1984	509.80	84.0	7.4	1.3	5.3	1.3	0.7	
	1985	555.90	84.4	6.9	1.5	5.1	1.2	0.8	
	1986	597.20	84.2	6.8	2.2	4.7	1.2	0.8	
	1987	641.20	84.8	6.9	1.8	4.5	1.2	0.8	
	1988	692.35	85.2	7.0	1.6	4.2	1.1	0.9	
	1989	751.50	85.3	7.1	1.4	4.2	1.1	0.9	
	1990	827.00	84.8	7.0	2.0	4.2	1.1	0.9	
	1991	910.00	83.4	6.9	3.6	4.2	1.1	0.9	
	1992	960.68	84.2	6.9	2.6	4.1	1.1	1.1	
Energy (excl. coal) and water supply**	1975	217.22	82.9	6.0	0.6	8.5	1.2	0.8	
	1978	324.00	78.2	6.9	0.4	12.2	1.3	1.0	
	1981	595.10	75.8	7.0	1.9	13.1	1.3	0.9	
	1984	811.41	77.7	5.5	1.9	12.1	1.8	1.1	
	1985	847.50	78.4	5.5	2.6	10.7	1.7	1.1	
	1986	919.90	75.8	5.3	7.1	9.1	1.6	1.1	
	1987	924.80	79.5	5.6	3.8	8.3	1.6	1.2	
	1988	937.89	81.9	6.2	1.6	7.4	1.7	1.3	
	1989	1,029.20	82.0	6.2	1.5	7.4	1.7	1.2	
	1990	1,147.50	81.9	6.2	1.5	7.4	1.7	1.3	
	1991	1,322.40	78.5	6.0	5.6	7.1	1.6	1.2	
	1992	1,362.00	80.9	6.2	2.7	7.3	1.6	1.3	
Construction	1975	156.95	90.2	6.3	0.2	1.7	0.7	0.9	
	1978	222.46	86.8	9.1	0.2	2.3	0.8	0.8	
	1981	357.43	85.0	9.9	0.6	2.8	0.8	0.9	
	1984	475.64	86.0	7.7	0.6	4.1	0.6	1.1	
	1985	504.70	86.4	7.7	0.5	3.8	0.6	1.0	
	1986	535.90	86.5	7.6	0.7	3.5	0.6	1.0	
	1987	566.70	87.1	7.6	0.5	3.3	0.6	0.9	
	1988	616.86	87.6	7.6	0.4	3.0	0.6	0.9	
	1989	688.90	87.7	7.6	0.3	3.0	0.6	0.8	
	1990	769.70	87.5	7.6	0.5	3.0	0.6	0.8	
	1991	830.20	87.6	7.2	0.7	3.0	0.6	0.8	
	1992	870.29	87.4	7.6	0.6	3.0	0.6	0.8	
Distribution	1974	96.54	87.9	6.3	0.2	2.9	1.3	1.4	
	1978	192.32	85.1	8.6	0.2	4.3	1.2	0.6	
	1981	310.76	83.8	9.2	0.5	4.7	1.1	0.7	
	1984	423.07	83.8	7.2	0.3	6.9	1.2	0.6	
	1985	444.90	84.7	6.9	0.5	6.2	1.2	0.6	
	1986	483.50	85.2	6.8	0.7	5.4	1.2	0.7	
	1987	483.10	86.0	6.7	0.7	4.7	1.2	0.7	
	1988	511.32	86.8	6.8	0.6	3.9	1.2	0.7	
	1989	554.80	86.9	6.8	0.4	3.9	1.2	0.8	
	1990	599.10	86.9	6.9	0.4	3.9	1.2	0.7	
	1991	638.40	86.7	6.8	0.7	3.9	1.2	0.7	
	1992	662.94	86.8	6.8	0.6	3.9	1.2	0.7	
Banking, finance and insurance	1974	180.86	73.5	4.3	0.2	15.8	2.0	4.2	
	1978	345.65	72.3	6.3	0.1	15.1	5.2	1.0	
	1981	581.58	70.3	6.5	0.4	14.7	7.2	0.9	
	1984	729.71	73.1	5.3	0.5	13.8	6.2	1.1	
	1985	788.78	73.7	5.3	0.9	12.6	6.2	1.3	
	1986	864.86	74.4	5.4	1.2	11.4	6.2	1.4	
	1987	944.27	75.8	5.6	0.7	10.2	6.2	1.5	
	1988	1,011.49	77.1	5.7	0.6	8.8	6.2	1.6	
	1989	1,117.50	76.7	5.7	0.9	8.8	6.2	1.8	
	1990	1,198.90	77.1	5.7	0.5	8.8	6.2	1.7	
	1991	1,303.50	75.8	5.6	2.2	8.7	6.1	1.6	
	1992	1,334.21	76.2	5.6	1.7	8.7	6.1	1.7	

* Source: Employment Department. See report on labour cost surveys in the September 1990 issue of *Employment Gazette*, pp 431-437.
 + Employers' liability insurance, benefits in kind, training (excluding wages and salaries element) less government contributions (high government contributions in 1975 produced a negative figure for manufacturing).
 ** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.

UNIT WAGE COSTS* 5.8

All employees: index for main industrial sectors

UNITED KINGDOM		Manufacturing	Per cent change from a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy	Per cent change from a year earlier
1981	87.5	9.3	106.6	91.2	91.9	91.8	82.3	9.4	
1982	91.3	4.4	106.5	93.4	89.9	93.4	86.6	5.2	
1983	91.7	0.4	100.4	91.9	91.2	92.3	89.6	3.5	
1984	94.5	3.1	86.8	95.4	95.5	95.7	94.9	5.9	
1985	100.0	5.8	100.0	100.0	100.0	100.0	100.0	5.4	
1986	104.0	4.0	99.1	103.2	103.6	103.7	104.6	4.6	
1987	105.9	1.8	100.3	106.2	108.1	107.1	109.3	4.5	
1988	108.6	2.5	103.2	110.3	117.1	112.3	117.1	7.1	
1989	113.5	4.5	128.4	119.9	131.2	..	128.2	9.5	
1990	122.3	7.8	139.0	130.7	142.9	..	141.1	10.1	
1991	130.3	6.5	142.7	134.9	153.6	..	151.7	7.5	
1992	132.3	1.5	137.5	136.3	150.9	..	157.9	4.1	
1986	Q4	103.1	-0.7	..	..	..	..	105.8	3.6
1987	Q1	105.8	0.9	..	..	..	..	106.9	3.2
	Q2	105.4	1.3	..	..	..	..	108.4	3.8
	Q3	105.5	1.4	..	..	..	..	109.6	4.8
	Q4	106.9	3.7	..	..	..	..	112.3	6.1
1988	Q1	107.8	1.9	..	..	..	..	113.8	6.5
	Q2	108.9	3.3	..	..	..	..	115.6	6.6
	Q3	108.2	2.6	..	..	..	..	118.1	7.8
	Q4	109.4	2.3	..	..	..	..	121.1	7.8
1989	Q1	110.3	2.3	..	..	..	..	123.9	8.9
	Q2	112.5	3.3	..	..	..	..	126.9	9.8
	Q3	114.6	5.9	..	..	..	..	129.4	9.6
	Q4	116.7	6.7	..	..	..	..	132.7	9.6
1990	Q1	118.5	7.4	..	..	..	..	135.7	9.5
	Q2	119.5	6.2	..	..	..	..	139.2	9.7
	Q3	123.4	7.7	..	..	..	..	143.3	10.7
	Q4	127.7	9.4	..	..	..	..	146.1	10.1
1991	Q1	129.3	9.1	..	..	..	..	149.0	9.8
	Q2	130.1	8.9	..	..	..	..	151.3	8.7
	Q3	129.7	5.1	..	..	..	..	152.4	6.4
	Q4	132.1	3.4	..	..	..	..	154.2	5.5
1992	Q1	133.9	3.6	..	..	..	..	159.4	7.0
	Q2	131.7	1.2	..	..	..	..	158.1	4.5
	Q3	132.2	1.9	..	..	..	..	156.6	2.8
	Q4	131.3	-0.6	..	..	..	..	157.3	2.0
1993	Q1	129.9	-3.0	..	..	..	..	157.8	-1.0
	Q2	127.7	-3.0	..	..	..	..	..	..
1991	Jun	129.8	6.3	..	..	..	..	..	..
	Jul	127.8	4.2	..	..	..	..	..	..
	Aug	130.8	5.2	..	..	..	..	..	..
	Sep	130.5	3.2	..	..	..	..	..	..
	Oct	132.2	3.6	..	..	..	..	..	..
	Nov	131.9	1.3	..	..	..	..	..	..
	Dec	132.1	1.9	..	..	..	..	..	..
1992	Jan	133.2	4.0	..	..	..	..	..	..
	Feb	132.4	1.6	..	..	..	..	..	..
	Mar	136.0	4.9	..	..	..	..	..	..
	Apr	129.9	-0.5	..	..	..	..	..	..
	May	133.0	2.4	..	..	..	..	..	..
	Jun	132.1	1.8	..	..	..	..	..	..
	Jul	131.6	3.0	..	..	..	..	..	..
	Aug	133.2	1.8	..	..	..	..	..	..
	Sep	132.0	1.1	..	..	..	..	..	..
	Oct	132.3	0.1	..	..	..	..	..	..
	Nov	131.4	-0.4	..	..	..	..	..	..
	Dec	130.3	-1.4	..	..	..	..	..	..
1993	Jan	129.2	-3.0	..	..	..	..	..	..
	Feb	128.8	-2.7	..	..	..	..	..	..
	Mar	131.7	3.2	..	..	..	..	..	..
	Apr	126.8	-2.4	..	..	..	..	..	..
	May	126.8	-4.7	..	..	..	..	..	..
	Jun	129.5	-2.0	..	..	..	..	..	..
Three months ending:	1991	Jun	130.1	8.9	..	..	..	..	..
	Jul	129.2	6.3	..	..	..	..	..	..
	Aug	129.5	5.3	..	..	..	..	..	..
	Sep	129.7	5.1	..	..	..	..	..	..
	Oct	131.2	4.0	..	..	..	..	..	..
	Nov	131.5	2.7	..	..	..	..	..	..
	Dec	132.1	3.4	..	..	..	..	..	..
1992	Jan	132.4	2.4	..	..	..	..	..	..
	Feb	132.6	2.5	..	..	..	..	..	..
	Mar	133.9	3.6	..	..	..	..	..	..
	Apr	132.8	2.0	..	..	..

5.9 EARNINGS

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

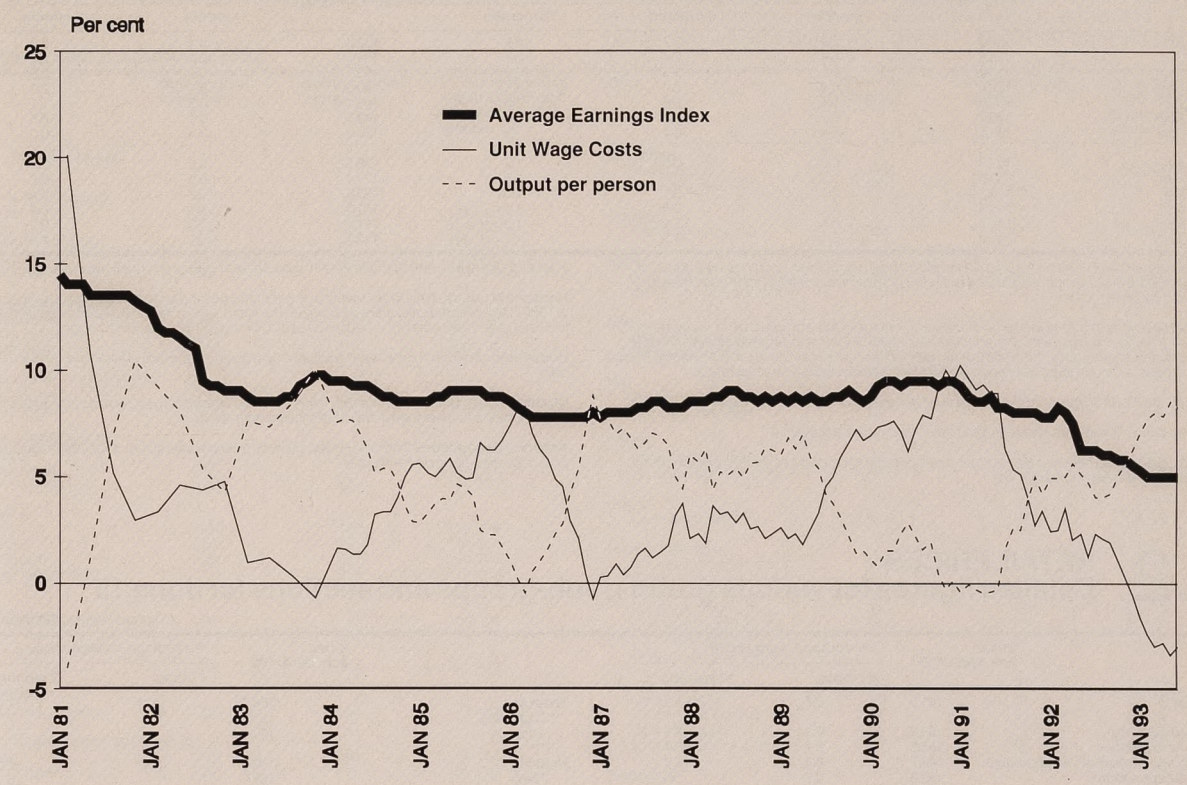
	Great Britain (1,2)	Belgium (7,8)	Canada (8)	Denmark (6,8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2,5)	Netherlands (4)	Spain (2,8,9)	Sweden (6,8)	United States (8,10)
Annual averages														
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104
1988	125.2	105	110	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	116	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	122	133.8	119.9	123	210	131	134.7	120.1	109	148.2	148.5	114
1991	162.4	122	128	139.8	125.1	130	246	138	147.9	124.3	113	160.3	155.4	117
1992	173.1	128	133	144.4	129.6	...	...	...	155.9	125.6	118	172.6	162.6	120
Quarterly averages														
1991 Q1	157.9	119	127	136.1	123.2	126	230	133	142.0	121.5	111	155.0	152.7	116
1991 Q2	160.9	120	128	140.9	124.4	132	241	135	146.7	125.9	113	158.7	155.1	117
1991 Q3	163.9	121	128	140.7	125.8	133	251	136	150.3	123.0	114	161.2	155.8	118
1991 Q4	167.0	127	130	141.6	126.7	134	261	138	152.5	124.6	114	165.6	158.2	119
1992 Q1	171.4	124	132	141.1	127.6	...	271	139	155.0	124.4	116	167.3	158.3	119
1992 Q2	170.5	128	133	145.3	129.1	...	275	142	155.5	128.2	118	171.4	163.5	120
1992 Q3	174.0	127	132	145.2	130.2	...	...	...	156.0	123.6	119	173.7	163.6	120
1992 Q4	176.6	131	134	146.1	131.2	...	...	...	156.9	125.2	119	177.5	164.9	121
1993 Q1	179.6	128	136	145.1	131.9	...	...	...	159.3	123.8	120	...	165.6	122
1993 Q2	178.8	...	...	...	...	...	...	...	...	...	...	...	...	...
Monthly														
1991 Jun	161.9	120	130	140.9	...	...	...	135	148.7	132.8	113	...	154.9	117
1991 Jul	162.2	...	127	143.6	125.8	133	...	...	149.9	120.8	114	...	156.1	118
1991 Aug	164.8	...	127	138.6	...	...	...	...	150.6	124.2	114	...	154.7	117
1991 Sep	164.8	121	129	139.8	...	...	...	136	150.6	122.6	114	...	156.5	118
1991 Oct	166.3	...	129	140.7	126.7	134	...	...	150.6	123.3	114	...	156.3	118
1991 Nov	167.1	...	130	140.8	...	...	...	...	153.5	124.8	114	...	157.3	119
1991 Dec	167.5	127	131	143.4	...	...	...	138	153.5	128.4	114	...	160.9	119
1992 Jan	168.9	...	131	140.7	127.6	...	...	...	155.0	126.7	115	...	158.7	118
1992 Feb	170.2	...	132	140.5	...	...	...	...	155.0	123.9	116	...	158.1	119
1992 Mar	175.2	124	133	142.1	...	...	...	139	155.1	123.9	116	...	158.1	119
1992 Apr	168.2	...	133	144.7	129.1	...	...	...	155.3	123.7	118	...	162.2	120
1992 May	171.8	...	133	144.8	...	...	...	...	155.4	123.9	118	...	164.0	120
1992 Jun	171.4	128	132	146.4	...	...	...	142	155.7	137.1	118	...	164.4	120
1992 Jul	172.4	...	131	148.0	130.2	...	...	...	155.9	123.9	119	...	165.6	120
1992 Aug	175.5	...	132	143.4	...	...	...	...	155.9	121.8	119	...	162.0	120
1992 Sep	174.3	127	133	144.3	...	...	...	...	156.2	125.0	119	...	163.2	121
1992 Oct	176.8	...	134	145.2	131.2	...	...	...	156.8	125.4	119	...	163.8	121
1992 Nov	176.4	...	134	144.8	...	...	...	...	156.8	125.7	119	...	164.4	121
1992 Dec	176.4	131	136	148.4	...	...	...	...	157.2	124.4	119	...	166.6	122
1993 Jan	177.3	...	136	145.2	131.9	...	...	...	159.3	120.7	120	...	166.6	122
1993 Feb	178.8	...	137	145.2	...	...	...	...	159.3	125.6	120	...	165.2	122
1993 Mar	182.5	128	136	145.0	...	...	...	...	159.3	125.2	120	...	165.2	122
1993 Apr	177.2	...	136	...	132.5	...	...	...	159.3	126.3	121	...	168.0	123
1993 May	180.0	...	...	...	...	...	...	...	159.4	126.7	122	...	...	123
1993 Jun	179.5	...	...	...	...	...	...	...	...	...	...	...	...	...
Increases on a year earlier														
Annual averages														
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	1	1	8	6	2
1988	9	1	4	7	3	5	18	4	6	5	1	6	8	3
1989	9	6	5	5	4	4	21	5	6	6	2	7	10	3
1990	9	5	5	5	5	5	19	6	7	5	3	9	9	3
1991	8	5	5	4	4	6	17	5	10	3	4	8	5	3
1992	7	5	4	3	4	...	...	...	5	1	4	8	5	3
Quarterly averages														
1991 Q1	9	5	7	4	5	6	14	6	8	4	4	7	6	4
1991 Q2	10	3	5	5	4	6	16	5	10	4	3	9	4	4
1991 Q3	8	5	5	5	4	6	19	5	11	4	4	8	4	4
1991 Q4	8	6	4	4	4	6	17	5	11	3	5	9	5	3
1992 Q1	9	4	4	4	4	...	18	5	9	2	5	8	4	3
1992 Q2	6	7	4	3	4	...	14	5	6	2	4	8	5	3
1992 Q3	6	5	3	3	3	...	...	...	4	0	4	8	4	3
1992 Q4	6	3	3	3	4	...	...	...	3	0	4	7	4	3
1993 Q1	5	3	3	3	3	...	...	...	3	0	3	...	5	3
1993 Q2	5	...	...	...	...	...	...	...	...	...	...	...	...	...
Monthly														
1991 Jun	8	3	6	5	...	...	...	5	10	5	4	...	3	3
1991 Jul	8	...	5	5	4	6	...	...	10	2	4	...	4	4
1991 Aug	8	...	5	5	...	...	...	...	11	7	4	...	4	4
1991 Sep	7	5	6	4	4	...	...	...	11	3	5	...	4	4
1991 Oct	8	...	6	4	4	6	...	...	11	3	5	...	4	4
1991 Nov	8	...	5	4	...	...	...	...	11	3	5	...	4	4
1991 Dec	7	6	3	4	...	...	...	...	10	4	5	...	5	3
1992 Jan	8	...	2	3	4	...	...	...	9	5	4	...	5	3
1992 Feb	8	...	4	4	...	...	...	...	9	2	5	...	4	3
1992 Mar	10	4	2	4	...	...	...	...	9	2	5	...	3	3
1992 Apr	5	...	2	3	4	...	...	...	9	2	5	...	5	3
1992 May	7	...	2	2	...	...	...	...	5	1	4	...	5	3
1992 Jun	6	7	2	4	...	...	...	...	5	3	3	...	6	3
1992 Jul	6	...	3	3	3	...	...	...	4	4	4	...	4	3
1992 Aug	7	...	4	3	...	...	...	...	4	3	4	...	4	3
1992 Sep	6	5	3	3	...	...	...	...	4	2	4	...	5	3
1992 Oct	6	...	4	3	4	...	...	...	4	1	4	...	5	3
1992 Nov	6	...	3	3	...	...	...	...	2	1	4	...	4	3
1992 Dec	5	3	4	3	...	...	...	...	2	3	4	...	4	3
1993 Jan	5	...	4	3	3	...	...	...	3	5	4	...	5	3
1993 Feb	5	...	4	3	...	...	...	...	3	1	3	...	4	3
1993 Mar	4	3	2	2	...	...	...	...	3	1	3	...	4	3
1993 Apr	5	...	2	...	3	...	...	...	3	2	3	...	4	3
1993 May	5	...	...	...	...	...	...	...	3	2	3	...	...	3
1993 Jun	5	...	...	...	...	...	...	...	...	...	...	...	...	3

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.

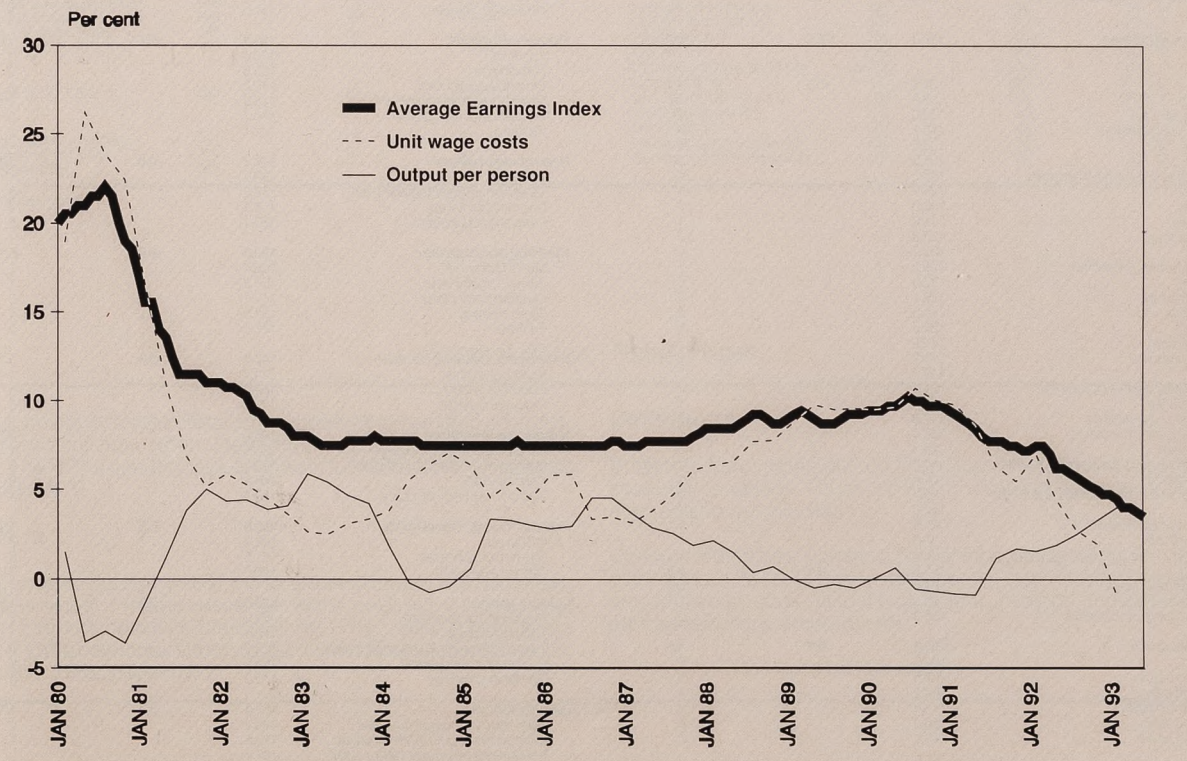
6 Including mining.
 7 Including mining and transport.
 8 Hourly earnings.
 9 All industries.
 10 Production workers.

EARNINGS C2

Earnings and output per head: manufacturing - increases over previous year



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



6.1 RETAIL PRICES

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

(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
1992	Jun	139.3	0.0	2.7	3.9	139.9	0.1	2.9
	Jul	138.8	-0.4	2.4	3.7	139.6	-0.2	2.7
	Aug	138.9	0.1	1.9	3.6	139.7	0.1	2.3
	Sep	139.4	0.4	2.0	3.6	140.3	0.4	2.4
	Oct	139.9	0.4	0.8	3.6	140.7	0.3	1.1
	Nov	139.7	-0.1	0.3	3.0	140.5	-0.1	0.6
	Dec	139.2	-0.4	-0.1	2.6	139.9	-0.4	0.0
1993	Jan	137.9	-0.9	-0.6	1.7	138.6	-0.9	-0.7
	Feb	138.8	0.7	-0.1	1.8	139.4	0.6	-0.2
	Mar	139.3	0.4	-0.1	1.9	139.8	0.3	-0.4
	Apr	140.6	-0.1	0.5	1.3	141.3	1.1	0.4
	May	141.1	0.4	1.0	1.3	141.6	0.2	0.8
	Jun	141.0	-0.1	1.3	1.2	141.7	0.1	1.3

Between May and June food prices fell, particularly for fresh vegetables, and price reductions for clothing and household goods reflected an early start to the summer sales. There were, however, increases in motoring costs.

Food: Between May and June food prices fell overall, reflecting a sharp reduction in seasonal food prices of 4.6 per cent, the largest June reduction since 1987. Most fresh vegetables were cheaper. Amongst non-seasonal foods, there were price rises for beef, processed meat, milk and some sweets and chocolates, although there were special offers for ice cream and some other foods.

Catering: The rise of 0.5 per cent was due to price increases for restaurant and take-away meals.

Alcoholic Drink: The rise in June reflected higher beer prices in the pubs.

Housing: An increase between May and June was principally caused by a small continuing rise in the average outstanding mortgage debt.

Fuel and Light: The month's fall in this index reflected the recent reductions in electricity charges.

Household goods: A fall in the month of 0.6 per cent was the largest for June since records began in 1956. This reflected sale offers on a range of furniture, furnishings and electrical appliances. The increase over 12 months of 1.0 per cent was also the lowest since records began.

Household services: There were reductions during June in the cost of local 'cheap rate' telephone calls.

Clothing and footwear: The monthly fall in the index was the largest recorded for June since 1952 and reflected an earlier than usual start to the summer sales.

Motoring Expenditure: The rise between May and June was mainly the result of increases in the price of second-hand cars and petrol.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for June 15

(Source: Central Statistical Office)

	Index Jan 1987=100	Percentage change over		Index Jan 1987=100	Percentage change over	
		1 month	12 months		1 month	12 months
		ALL ITEMS	141.0		-0.1	1.2	141.0	0.1	7.3
Food and catering	136.8	-0.3	2.8	136.8	0.1	7.3
Alcohol and tobacco	155.5	0.1	5.4	155.5	0.1	7.3
Housing and household expenditure	140.7	-0.2	-3.0	140.7	0.2	-6.6
Personal expenditure	129.6	-0.7	1.5	129.6	-0.7	1.5
Travel and leisure	143.0	0.6	3.8	143.0	0.6	3.8
All items excluding seasonal food	141.7	0.1	1.3	141.7	0.1	1.3
All items excluding food	142.9	0.1	1.1	142.9	0.1	1.1
Seasonal food	112.6	-4.6	-4.1	112.6	-4.6	-4.1
Food excluding seasonal	134.7	0.1	2.8	134.7	0.1	2.8
All items excluding housing	138.9	-0.1	2.9	138.9	-0.1	2.9
All items exc mortgage interest	141.0	0.0	2.8	141.0	0.0	2.8
Consumer durables	116.3	-0.9	-0.1	116.3	-0.9	-0.1
Food	131.4	-0.6	1.9	131.4	-0.6	1.9
Bread	139.4	3.1	1.1	139.4	3.1	1.1
Cereals	139.0	0	3	139.0	0	3
Biscuits and cakes	140.7	4	4	140.7	4	4
Beef	138.6	11	11	138.6	11	11
Lamb	136.3	18	18	136.3	18	18
of which, home-killed lamb	145.0	24	24	145.0	24	24
Pork	124.7	-4	-4	124.7	-4	-4
Bacon	138.9	0	0	138.9	0	0
Poultry	111.2	1	1	111.2	1	1
Other meat	125.8	2	2	125.8	2	2
Fish	123.2	-1	-1	123.2	-1	-1
of which, fresh fish	126.2	8	8	126.2	8	8
Butter	137.3	0	0	137.3	0	0
Oil and fats	129.1	0	0	129.1	0	0
Cheese	144.3	8	8	144.3	8	8
Eggs	122.6	8	8	122.6	8	8
Milk fresh	141.9	3	3	141.9	3	3
Milk products	143.2	3	3	143.2	3	3
Tea	149.3	-1	-1	149.3	-1	-1
Coffee and other hot drinks	91.5	0	0	91.5	0	0
Soft drinks	157.4	1	1	157.4	1	1
Sugar and preserves	147.6	8	8	147.6	8	8
Sweets and chocolates	128.4	5	5	128.4	5	5
Potatoes	120.3	-2	-2	120.3	-2	-2
of which, unprocessed potatoes	101.1	-2	-2	101.1	-2	-2
Vegetables	107.4	-5	-5	107.4	-5	-5
of which, other fresh vegetables	96.7	-9	-9	96.7	-9	-9
Fruit	122.6	-7	-7	122.6	-7	-7
of which, fresh fruit	121.5	-9	-9	121.5	-9	-9
Other foods	136.3	1	1	136.3	1	1
Catering	155.8	0.5	5.3	155.8	0.5	5.3
Restaurant meals	154.8	5	5	154.8	5	5
Canteen meals	160.5	7	7	160.5	7	7
Take-aways and snacks	155.3	5	5	155.3	5	5
Alcoholic drink	155.1	0.2	4.5	155.1	0.2	4.5
Beer	160.3	6	6	160.3	6	6
on sales	162.5	6	6	162.5	6	6
off sales	144.2	4	4	144.2	4	4
Wines and spirits	147.8	3	3	147.8	3	3
on sales	155.5	4	4	155.5	4	4
off sales	142.4	3	3	142.4	3	3
Tobacco	156.7	0.1	7.3	156.7	0.1	7.3
Cigarettes	157.8	7	7	157.8	7	7
Tobacco	149.1	7	7	149.1	7	7
Housing	150.4	0.2	-6.6	150.4	0.2	-6.6
Rent	182.0	8	8	182.0	8	8
Mortgage interest payments	142.2	-23	-23	142.2	-23	-23
Rates, community charge and council tax	124.5	-9	-9	124.5	-9	-9
Water and other payments	207.7	8	8	207.7	8	8
Repairs and maintenance charges	147.1	2	2	147.1	2	2
Do-it-yourself materials	142.8	4	4	142.8	4	4
Dwelling insurance & ground rent	198.3	4	4	198.3	4	4
Fuel and Light	125.7	-0.4	-2.0	125.7	-0.4	-2.0
Coal and solid fuels	112.9	1	1	112.9	1	1
Electricity	140.4	-1	-1	140.4	-1	-1
Gas	113.3	-5	-5	113.3	-5	-5
Oil and other fuels	111.0	8	8	111.0	8	8
Household goods	128.1	-0.6	1.0	128.1	-0.6	1.0
Furniture	128.6	1	1	128.6	1	1
Furnishings	123.6	0	0	123.6	0	0
Electrical appliances	112.2	0	0	112.2	0	0
Other household equipment	133.5	1	1	133.5	1	1
Household consumables	146.7	2	2	146.7	2	2
Pet care	122.1	2	2	122.1	2	2
Household services	140.7	-0.8	3.0	140.7	-0.8	3.0
Postage	139.7	1	1	139.7	1	1
Telephones, telemessages, etc	119.3	-1	-1	119.3	-1	-1
Domestic services	156.4	4	4	156.4	4	4
Fees and subscriptions	153.1	5	5	153.1	5	5
Clothing and footwear	120.2	-0.9	-0.1	120.2	-0.9	-0.1
Men's outerwear	120.4	-1	-1	120.4	-1	-1
Women's outerwear	108.8	-1	-1	108.8	-1	-1
Children's outerwear	117.1	-3	-3	117.1	-3	-3
Other clothing	137.9	2	2	137.9	2	2
Footwear	126.1	2	2	126.1	2	2
Personal goods and services	147.3	-0.3	3.7	147.3	-0.3	3.7
Personal articles	114.7	1	1	114.7	1	1
Chemists goods	152.3	4	4	152.3	4	4
Personal services	179.2	6	6	179.2	6	6
Motoring expenditure	146.9	1.1	4.7	146.9	1.1	4.7
Purchase of motor vehicles	130.2	-1	-1	130.2	-1	-1
Maintenance of motor vehicles	162.7	6	6	162.7	6	6
Petrol and oil	146.2	9	9	146.2	9	9
Vehicles tax and insurance	190.7	14	14	190.7	14	14
Fares and other travel costs	152.6	0.2	5.2	152.6	0.2	5.2
Rail fares	161.9	7	7	161.9	7	7
Bus and coach fares	161.6	5	5	161.6	5	5
Other travel costs	140.0	5	5	140.0	5	5
Leisure goods	122.8	-0.3	1.6	122.8	-0.3	1.6
Audio-visual equipment	81.9	-2	-2	81.9	-2	-2
Tapes and discs	113.4	1	1	113.4	1	1
Toys, photographic and sport goods	122.0	0	0	122.0	0	0
Books and newspapers	158.9	4	4	158.9	4	4
Gardening products	140.9	4	4	140.9	4	4
Leisure services	156.4	0.2	4.1	156.4	0.2	4.1
Television licences and rentals	120.2	-1	-1	120.2	-1	-1
Entertainment and other recreation	179.6	7	7	179.6	7	7
Foreign holidays (Jan 1993 = 100)*	101.1			101.1		

Note: Indices are given to one decimal place to provide as much information as is available although accuracy is reduced at lower levels of aggregation. For this reason, annual percentage changes for individual sections are given rounded to the nearest whole number.

* Foreign holidays were introduced into the RPI, within the leisure services component with effect from February 1993.

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on June 15 for a number of important items derived from prices collected by the Central Statistical Office for the purpose of the General Index of Retail Prices in more than 180 areas in the United Kingdom are given below.

It is only possible to calculate a meaningful average price for fairly standard items; that is, those which do not vary between retail outlets. The averages given are subject to uncertainty, an indication of which is given in the ranges within which at least four-fifths of the recorded prices fell, given in the final column below.

Average prices on June 15 1993

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef: home-killed, per lb				Soft 500g tub	320	46	34-85
Best beef mince	655	173	139-229	Low fat spread, 250g	320	49	44-55
Topside	659	298	275-339	Cheese			
Brisket (without bone)	504	214	188-249	Cheddar type, per lb	320	188	165-225
Rump steak *	650	390	299-440	Eggs			
Stewing steak	639	217	189-292	Size 2 (65-70g), per dozen	294	131	99-146
Lamb: home-killed, per lb				Size 4 (55-60g), per dozen	263	112	95-140
Loin (with bone)	646	361	240-438	Milk			
Shoulder (with bone)	634	158	129-190	Pasteurised, per pint	347	34	27-31
Leg (with bone)	618	250	200-299	Skimmed, per pint	344	34	26-30
Lamb: imported (frozen), per lb				Tea			
Loin (with bone)	281	200	157-285	Loose, per 125g	322	64	46-81
Leg (with bone)	276	181	174-199	Tea bags, per 250g	323	123	75-158
Pork: home-killed, per lb				Coffee			
Leg (foot off)	543	141	99-198	Pure, instant, per 100g	653	124	65-155
Loin (with bone)	656	179	164-199	Ground (filter fine), per 8oz	316	142	89-209
Shoulder (with bone)	568	149	119-185	Sugar			
Bacon, per lb				Granulated, per kg	331	70	63-73
Streaky *	484	147	129-179	Fresh vegetables			
Gammon *	502	243	180-296	Potatoes, old loose, per lb	467		

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food +	All items except housing	All items except mortgage interest	National- ised industries**	Consumer durables	Food	Catering		Alcoholic drink	
									All	Seasonal +	Non- seasonal +		
										food	food		
1987	Weights	1,000	833	974	843	956	57	139	167	26	141	46	76
1988		1,000	837	975	840	958	54	141	163	25	138	50	78
1989		1,000	846	977	825	940	46	135	154	23	131	49	83
1990		1,000	842	976	815	925	—	132	158	24	134	47	77
1991		1,000	849	976	808	924	—	128	151	24	127	47	77
1992		1,000	848	978	828	936	—	127	152	22	130	47	80
1993		1,000	856	979	836	952	—	127	144	21	123	45	78
1987	Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5	112.9
1990		126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4	123.8
1991		133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3	139.1	139.2
1992		138.5	140.5	139.1	134.3	136.4	—	115.5	128.3	114.7	130.6	147.9	148.1
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	103.4	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	103.7
1989	Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2	116.3
1991	Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2	129.7
1991	Jun 11	134.1	135.5	134.3	129.3	130.9	—	116.1	126.9	126.0	127.1	139.9	140.9
	Jul 16	133.8	135.4	134.2	129.2	130.9	—	113.2	125.3	117.3	126.8	140.7	142.0
	Aug 13	134.1	135.6	134.4	129.8	131.4	—	113.9	126.4	121.6	127.3	141.2	142.6
	Sep 10	134.6	136.4	135.2	130.4	132.0	—	116.2	125.4	114.9	127.4	142.0	143.2
	Oct 15	135.1	136.9	135.6	131.1	132.7	—	116.9	125.6	116.1	127.4	142.6	143.6
	Nov 12	135.6	137.3	135.9	131.7	133.1	—	117.3	126.8	121.3	127.8	143.2	143.4
	Dec 10	135.7	137.4	136.0	131.8	133.2	—	117.6	127.2	122.7	128.0	143.7	142.9
1992	Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	144.3	143.9
	Feb 11	136.3	137.8	136.6	132.3	133.8	—	114.4	129.1	126.0	129.7	144.8	144.6
	Mar 10	136.7	138.2	137.0	133.0	134.5	—	115.7	129.4	124.8	130.2	145.3	145.2
	Apr 14	138.8	140.7	139.2	134.4	136.7	—	116.2	128.9	122.4	130.1	146.3	147.1
	May 12	139.3	141.2	139.7	134.9	137.1	—	116.4	129.5	120.9	131.0	147.2	147.9
	Jun 9	139.3	141.3	139.9	135.0	137.2	—	116.4	129.0	117.4	131.0	147.9	148.4
	Jul 14	139.8	141.1	139.6	134.3	136.7	—	113.1	127.2	105.8	130.9	148.3	149.2
	Aug 11	138.9	141.2	139.7	134.4	136.9	—	113.5	127.5	107.0	131.1	148.8	149.6
	Sep 8	139.4	141.8	140.3	134.9	137.3	—	116.0	127.1	104.0	131.1	149.6	150.1
	Oct 13	139.9	142.3	140.7	135.5	137.8	—	116.8	127.4	106.5	131.1	150.2	150.9
	Nov 10	139.7	142.1	140.5	135.6	137.9	—	116.8	127.3	106.3	130.9	150.7	150.7
	Dec 8	139.2	141.3	139.9	135.7	138.1	—	117.1	128.4	110.6	131.5	151.2	150.0
1993	Jan 12	137.9	139.7	138.6	135.0	137.4	—	112.8	128.8	112.2	131.7	151.7	151.0
	Feb 9	138.8	140.5	139.4	136.0	138.3	—	114.5	130.2	114.6	132.9	152.2	151.7
	Mar 16	139.3	140.8	139.8	137.0	139.2	—	115.9	131.3	116.3	133.9	153.0	152.4
	Apr 20	140.6	142.5	141.3	138.4	140.6	—	117.0	130.8	113.0	134.0	154.4	154.4
	May 18	141.1	142.8	141.6	139.0	141.0	—	117.3	132.2	118.0	134.6	155.1	154.8
	Jun 15	141.0	142.9	141.7	138.9	141.0	—	116.3	131.4	112.6	134.7	155.8	155.1

+ For the February, March and April 1988 indices the weights used for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about the relative shares of household expenditure.
** The Nationalised Industries index is no longer published from December 1989, see also General Notes under table 6.3.

NOTE: NO UPDATE OF RPI TABLES IN THIS ISSUE

The Retail Prices Index (RPI) for July 1993 was not scheduled for release until after the tables were prepared for the *Employment Gazette*.

The July data do however appear in the Central Statistical Office Business Monitor MM23 for July, which is available from the HMSO. For general enquiries about the July index please telephone the CSO on 071 217 4310/4311.

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expendi- ture	Fares and other travel	Leisure goods	Leisure services	1987	Weights
38	157	61	73	44	74	38	127	22	47	30	1987	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	
32	192	46	70	45	63	38	141	20	48	30	1991	
36	172	47	77	48	59	40	143	20	47	32	1992	
35	164	46	79	47	58	39	136	21	46	32	1993	
100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	1987	Annual averages
103.4	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1	1988	
106.4	135.3	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1	1989	
113.6	163.7	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5	1990	
129.9	160.8	125.1	125.0	129.5	118.5	133.4	129.9	135.5	117.7	138.8	1991	
144.2	159.6	127.8	126.5	137.0	118.8	142.2	138.7	143.9	120.8	150.0	1992	
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1987	Jan 13
101.4	103.9	98.3	103.3	105.0	101.1	104.3	105.1	105.1	102.8	103.6	1988	Jan 12
105.6	124.6	104.2	107.5	110.3	105.9	110.4	110.6	112.9	105.1	112.1	1989	Jan 17
108.3	145.8	110.6	112.0	116.3	110.8	118.6	115.0	117.5	110.1	119.6	1990	Jan 16
118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991	Jan 15
133.3	158.9	125.7	123.6	129.0	120.0	133.5	130.5	136.5	117.8	139.0	1991	Jun 11
133.3	157.2	127.2	122.4	130.2	115.6	135.3	132.2	136.7	118.0	139.7		Jul 16
133.2	156.1	127.6	123.8	130.2	115.8	135.9	132.5	137.2	118.2	140.1		Aug 13
133.2	156.0	128.0	124.8	131.0	120.1	136.1	132.9	137.4	118.2	144.5		Sep 10
133.3	154.8	128.0	124.8	132.6	121.5	137.0	134.5	137.8	119.1	144.6		Oct 15
135.6	155.0	128.3	125.4	133.3	121.8	137.1	134.7	138.3	119.5	144.5		Nov 12
137.0	155.5	128.0	126.1	133.0	121.9	136.9	134.3	138.1	119.8	144.6		Dec 10
137.4	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992	Jan 14
137.5	156.5	129.7	125.0	135.3	117.2	139.2	135.0	141.4	119.9	145.6		Feb 11
137.5	155.1	127.6	126.3	135.5	118.9	139.9	136.4	141.8	120.4	145.8		Mar 10
145.7	161.1	127.8	126.4	136.6	120.0	141.3	139.1	142.6	120.8	149.6		Apr 14
146.1	161.4	128.2	126.9	136.6	120.0	141.8	140.0	142.9	121.1	150.0		May 12
146.1	161.1	128.3	126.8	136.6	120.3	142.0	140.3	145.0	120.9	150.2		Jun 9
146.0	161.5	128.4	125.1	138.1	115.5	143.1	140.3	144.9	120.7	150.2		Jul 14
145.9	161.8	127.8	126.0	137.9	115.4	143.2	140.0	145.0	120.9	150.4		Aug 11
145.9	162.1	127.5	127.1	137.7	120.0	143.9	139.3	145.2	121.0	153.7		Sep 8
145.9	162.3	127.7	127.3	138.0	121.6	144.2	140.3	145.7	121.2	153.4		Oct 13
147.1	160.4	127.8	127.9	138.5								

6.5 RETAIL PRICES

General index of retail prices: percentage changes on a year earlier

(Source: Central Statistical Office)

UNITED KINGDOM		All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988	Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1988	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
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
1991	Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
1991	Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0
	Jul 16	5.5	5.5	10.7	12.9	15.9	-7.0	9.0	6.7	9.1	2.8	10.2	9.5	10.1	5.3	12.3
	Aug 13	4.7	5.3	10.6	12.5	15.7	-8.2	7.6	7.0	9.0	1.8	9.7	7.3	9.9	5.1	12.3
	Sep 10	4.1	4.2	10.0	12.4	15.6	-8.8	7.1	6.9	7.6	3.2	9.0	5.2	9.9	4.7	13.2
	Oct 15	3.7	4.3	9.7	12.0	14.4	-10.0	5.0	6.5	7.6	3.3	9.1	5.5	9.4	4.3	12.6
	Nov 12	4.3	4.5	9.5	11.8	16.0	-8.7	6.2	6.3	7.5	2.7	8.7	7.4	9.7	4.0	11.8
	Dec 10	4.5	4.2	9.4	11.1	16.5	-8.3	6.2	6.4	7.3	2.8	8.5	9.2	9.4	4.1	11.6
1992	Jan 14	4.1	4.5	9.2	10.9	16.2	-8.6	5.0	6.2	7.8	1.3	8.8	9.1	7.7	3.8	11.3
	Feb 11	4.1	3.8	9.0	10.5	16.2	-8.7	5.1	5.8	7.7	1.7	8.4	9.9	7.0	3.6	11.3
	Mar 10	4.0	4.0	9.0	10.4	16.1	-9.9	6.2	5.7	7.5	1.8	8.4	10.4	6.9	4.4	11.5
	Apr 14	4.3	2.4	6.1	5.6	10.3	-0.4	5.4	3.9	6.3	0.6	7.1	8.6	6.7	3.1	8.6
	May 12	4.3	3.1	5.8	5.6	9.7	1.1	3.8	3.0	5.9	0.2	6.7	7.8	5.9	2.5	8.4
	Jun 9	3.9	1.7	5.7	5.1	9.6	1.4	2.1	2.6	5.9	0.2	6.4	7.5	6.2	2.6	8.1
	Jul 14	3.7	1.5	5.4	5.1	9.5	2.7	0.9	2.2	6.1	-0.1	5.8	6.1	6.0	2.3	7.5
	Aug 11	3.6	0.9	5.4	4.9	9.5	3.7	0.2	1.8	5.9	-0.3	5.4	5.7	5.7	2.3	7.4
	Sep 8	3.6	1.4	5.4	4.8	9.5	3.9	-0.4	1.8	5.1	-0.1	5.7	4.8	5.7	2.4	6.4
	Oct 13	3.6	1.4	5.3	5.1	9.5	4.8	-0.2	2.0	4.1	0.1	5.3	4.3	5.7	1.8	6.1
	Nov 10	3.0	0.4	5.2	5.1	8.5	3.5	-0.4	2.0	3.9	-0.6	5.5	4.2	5.6	1.8	5.9
	Dec 8	2.6	0.9	5.2	5.0	9.1	0.5	-0.5	2.1	3.8	-1.1	5.4	4.0	5.5	1.5	5.9
1993	Jan 12	1.7	0.3	5.1	4.9	9.2	-2.8	-0.5	1.5	3.3	-0.7	4.6	2.9	5.5	1.7	5.6
	Feb 9	1.8	0.9	5.1	4.9	9.1	-2.9	-0.5	1.4	3.8	-0.2	4.5	3.1	5.5	2.1	5.7
	Mar 16	1.9	1.5	5.3	5.0	9.1	-3.6	-0.2	1.3	4.2	0.3	4.6	3.1	5.4	1.7	5.8
	Apr 20	1.3	1.5	5.5	5.0	6.9	-6.9	-0.6	1.8	4.1	0.8	4.4	4.0	5.5	1.7	4.1
	May 18	1.3	2.1	5.4	4.7	7.2	-7.0	-1.6	1.6	3.8	1.1	4.2	3.8	6.6	1.7	4.1
	Jun 15	1.2	1.9	5.3	4.5	7.3	-6.6	-2.0	1.0	3.0	-0.1	3.7	4.7	5.2	1.6	4.1

Notes: See notes under table 6.3.

6.6 RETAIL PRICES

Indices for pensioner households: all items (except housing)

(Source: Central Statistical Office)

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
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6
1991	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5
1992	130.8	132.2	131.6	132.6	131.5	133.2	132.6	133.7	132.3	134.8	134.5	135.6
1993	133.6	135.0			134.7	136.8			136.0	138.8		

RETAIL PRICES

Group indices: annual averages

(Source: Central Statistical Office)

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 expenditure	Fares and other travel costs	Leisure goods	Leisure services
January 1987=100														
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	111.3	113.4	109.0	111.2	112.0	113.7	100.4
1988	104.8	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6	103.3
1989	110.6	123.8	127.4	128.5	129.9	123.7	128.0	128.9	130.4	123.4	128.5	129.8	131.5	106.1
1990	118.9	130.8	126.4	122.3	113.8	131.5	116.5	116.4	115.3	132.3	124.1	121.7	124.8	111.2
1991	127.4	126.1	139.2	137.4	130.2	124.5	123.9	126.7	119.7	143.6	135.0	134.3	134.2	119.2
1992	131.8	128.0	148.0	146.0	144.5	126.9	128.2	133.5	121.2	153.3	146.3	143.2	140.8	122.9
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
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.1	124.6	112.1
1991	127.8	126.2	138.9	138.5	129.9	124.7	123.2	125.0	120.5	140.4	133.2	135.7	133.6	120.6
1992	132.7	128.2	147.6	147.3	144.2	127.5	127.3	132.1	122.0	150.2	144.5	144.7	140.0	124.9
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
1990	119.2	119.4	126.4	123.8	113.6	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5
1991	128.3	125.6	139.1	139.2	129.9	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8
1992	134.3	128.3	147.9	148.1	144.2	127.8	126.5	137.0	118.9	142.2	138.7	143.9	120.8	150.0

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.

FUTURE PUBLICATION OF RPI

The responsibility for the RPI was transferred in July 1989 from ED to the CSO. The RPI is now being published in the CSO's *Business Monitor* series. Monitor MM23 includes the index in full detail, with articles, graphs and charts.

We intend to continue publishing some RPI information in the *Employment Gazette*, that is existing tables 6.1 - 6.4, 6.8 and the short general notes. As we have suggested in each of the last two issues, tables 6.5 - 6.7 will not be published after this month's edition.

We hope this will continue to meet the needs of readers for summary RPI information, including international comparisons. However, before we make any changes we would like your views on the future publication of the RPI in *Employment Gazette*. Please send all comments by 10 September 1993 to:

Russell Green
Statistical Services Division B4
Employment Department
Level 1
Caxton House
Tothill Street
London SW1H 9NF

6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxemburg
Annual averages											
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	162.6	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.3	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8	105.1
1990	133.3	122.9	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8	109.0
1991	141.1	129.0	114.6	124.1	110.7	265.9	145.0	120.0	121.3	140.2	112.4
1992	146.4	134.6	117.3	126.7	115.1	308.1	153.5	123.0	125.1	147.4	115.9
Monthly											
1992	May	147.3	134.5	117.0	127.3	115.0	301.6	123.2	124.9	147.0	115.7
	Jun	147.3	134.6	117.3	127.3	115.2	306.7	123.2	..	147.4	115.9
	Jul	146.7	134.6	117.9	126.7	115.2	301.0	123.1	..	147.6	116.2
	Aug	146.8	134.9	117.7	126.8	115.4	305.2	123.0	125.6	148.0	116.3
	Sep	147.4	135.5	117.9	127.3	115.7	317.7	123.3	..	148.4	116.4
	Oct	147.9	136.0	118.1	127.2	116.1	325.4	123.7	..	148.1	117.0
	Nov	147.7	136.3	118.5	127.5	116.7	328.0	123.8	125.8	150.1	117.4
	Dec	147.2	136.3	118.5	127.2	116.8	331.7	123.8	..	150.4	117.4
1993	Jan	145.8	136.8P	119.3	127.0	118.1	332.5	124.3	..	150.9P	118.5
	Feb	146.7	137.3P	119.6	127.3	118.6	335.5	124.7	126.4	151.6P	118.9
	Mar	147.3	137.9P	119.8	127.6	119.0	345.9	125.3	..	151.8P	119.2
	Apr	148.6	138.5P	119.9	127.7	119.4	350.4	125.4	..	152.5P	119.5
	May	149.2	138.9P	120.1	128.5	119.8	351.2	125.7P	126.1	153.2P	119.7
	Jun	149.1	..	..	..	..	..	..	..	..	..
Increases on a year earlier											
Annual averages											
1986	3.4	3.5	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	0.2	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.8	3.7	4.1	6.3	3.3
1990	9.5	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
1991	5.9	5.0	3.2	2.4	3.5	19.5	6.0	3.0	3.1	6.4	3.1
1992	3.7	4.3	2.4	2.1	4.0	15.9	5.9	2.5	3.1	5.1	3.1
Monthly											
1992	May	4.3	4.7	2.8	2.5	4.6	15.8	2.8	3.6	5.5	3.6
	Jun	3.9	4.4	2.6	2.3	4.3	15.1	2.6	..	5.4	3.6
	Jul	3.7	3.9	2.6	2.2	3.3	13.6	2.2	..	5.2	3.3
	Aug	3.6	4.0	2.1	2.1	3.5	15.3	2.0	2.8	5.1	3.1
	Sep	3.6	4.0	2.3	2.0	3.6	15.3	2.1	..	4.8	3.0
	Oct	3.6	3.9	2.2	1.6	3.7	15.9	1.9	..	4.7	3.2
	Nov	3.0	3.7	2.2	1.4	3.7	15.0	1.6	2.4	4.8	2.9
	Dec	2.6	3.6	2.4	1.5	3.7	14.3	1.9	..	4.7	2.9
1993	Jan	1.7	3.6P	2.8	1.5	4.4	14.5	2.1	..	4.4P	3.5
	Feb	1.8	3.5P	2.8	1.3	4.2	14.5	2.1	1.9	4.4P	3.8
	Mar	1.9	3.4P	2.9	1.1	4.2	16.4	2.2	..	4.2P	3.7
	Apr	1.3	3.4P	2.9	1.1	4.3	16.2	2.1	..	4.3P	3.8
	May	1.3	3.3P	2.7	1.0	4.2	16.4	2.0P	0.9	4.2P	3.5
	Jun	1.2	..	..	..	..	..	..	..	..	..

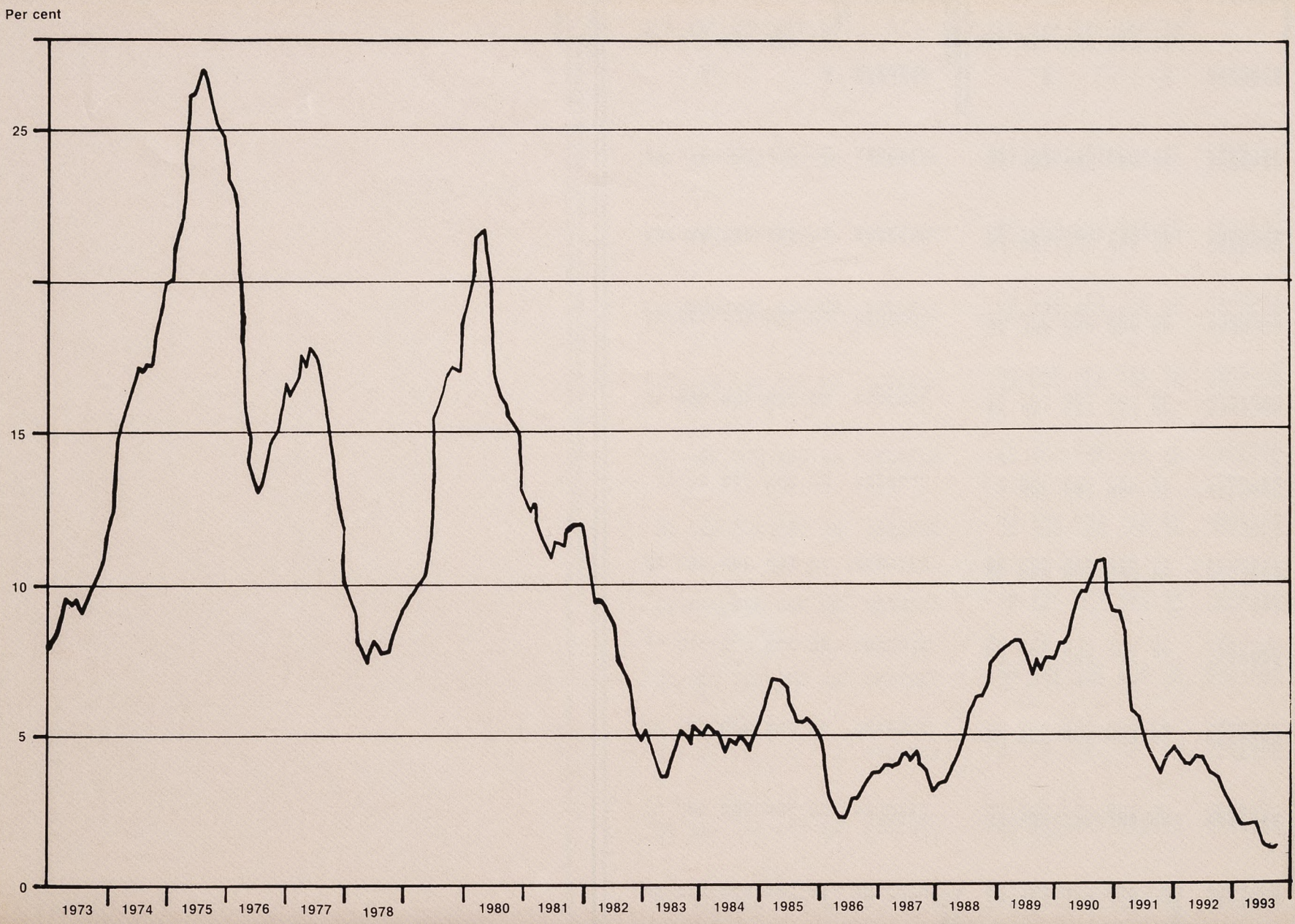
Source: Eurostat
 Notes: 1. Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.
 2. The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupier's shelter costs varies, reflecting both differences in housing markets and methodologies.

RETAIL PRICES 6.8 Selected countries

(Source: Central Statistical Office)

1985=100	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
Annual averages										
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.7	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	151.0	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.3	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4
1991	108.4	189.5	126.6	110.4	119.8	115.0	140.0	147.8	132.6	131.4
1992	112.5	206.7	130.5	112.3	124.6	119.7	143.3	151.1	136.0	133.4
Monthly										
1992	May	112.0	206.9	129.9	112.9	119.1	143.3	150.9	136.6	133.1
	Jun	111.8	207.7	130.4	112.8	119.5	143.6	150.6	137.2	133.4
	Jul	112.4	208.7	130.7	112.0	120.9	143.7	150.4	136.8	133.7
	Aug	113.3	209.7	131.0	112.3	121.4	143.3	150.5	135.5	133.6
	Sep	113.9	209.9	131.4	112.8	120.6	144.0	152.6	137.4	133.6
	Oct	114.1	210.5	131.9	112.9	120.4	144.3	152.9	137.8	133.8
	Nov	114.2	211.3	132.0	112.7	120.5	144.3	152.2	137.9	134.4
	Dec	113.8	212.1	132.0	112.7	120.6	144.3	152.8	137.5	134.4
1993	Jan	113.2	214.0	132.6	112.6	122.0	144.7	156.7	138.9	135.0
	Feb	113.6	215.7	133.1	112.7	122.8	145.1	157.1	139.4	135.4
	Mar	114.1	216.4	133.5	113.0	123.3	146.4	157.9	139.5	135.3
	Apr	114.6	217.5	133.9	113.8	123.3	146.8	158.5	140.1	135.3
	May	114.5	218.6	134.1	114.2P	128.9	146.0	158.1	140.2	135.6
	Jun	..	..	..	..	..	..	..	..	..
Increases on a year earlier										
Annual averages										
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.1
1987	-0.4	9.4	3.7	0.1	1.4	1.4	8.7	4.2	3.4	4.4
1988	0.9	9.6	4.1	0.7	2.0	1.9	6.7	5.8	5.1	4.0
1989	1.1	12.8	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.6	13.2	5.4	3.1	5.4	3.2	10.5	6.1	4.8	4.8
1991	3.9	10.9	4.2	3.3	5.8	3.3	3.4	9.4	4.2	5.6
1992	3.8	9.1	3.1	1.7	4.0	4.1	2.4	2.2	2.6	1.5
Monthly										
1992	May	4.3	9.8	3.0	2.0	4.2	4.3	2.4	2.1	2.4
	Jun	4.0	9.6	3.1	2.3	4.2	4.0	2.5	2.0	2.7
	Jul	3.1	9.6	3.2	1.7	3.8	4.0	2.5	1.9	2.6
	Aug	3.6	9.3	3.1	1.7	3.5	3.8	2.3	2.0	2.3
	Sep	3.5	9.3	3.0	2.0	3.5	3.9	2.0	2.4	2.6
	Oct	3.3	8.9	3.2	1.1	3.5	4.0	2.2	2.2	2.7
	Nov	3.2	8.7	3.0	1.2	3.3	3.9	2.2	1.2	2.8
	Dec	2.9	8.5	2.9	1.2	3.4	4.2	2.2	1.8	2.1
1993	Jan	2.6	8.5	3.3	1.2	3.5	4.1	2.5	4.7	2.8
	Feb	2.6	8.0	3.2	1.4	3.4	3.7	2.6	4.9	2.9
	Mar	2.4	7.3	3.1	1.2	3.7	3.9	2.5	4.9	2.7
	Apr	2.4	6.2	3.2	1.9	3.8	3.9	2.6	5.1	2.6
	May	2.2	5.7	3.2	1.1P	3.6	2.5	4.8	2.6	1.8
	Jun	..	..	..	..	..	..	..	..	..

C3 RETAIL PRICES INDEX
Increases over previous year



LABOUR FORCE SURVEY

Economic activity +, seasonally adjusted §§

7.1

THOUSAND

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers**	All ++				
ALL									
Spring 1979	22,576	1,788	-	-	24,364	1,440 X	25,804 X	15,346 X	41,150
Spring 1981	21,550	2,211	-	-	23,760	2,494 X	26,254 X	15,690 X	41,944
Spring 1983	20,420	2,310	368	-	23,098	2,865 X	25,963 X	16,435 X	42,398
Spring 1984	20,587	2,627	328	-	23,542	2,928 X	26,470 X	16,210 X	42,680
Spring 1984	20,587	2,627	328	-	23,542	3,105	26,647	16,033	42,680
Spring 1985	20,758	2,723	408	-	23,889	2,980	26,869	16,085	42,954
Spring 1986	20,827	2,739	410	-	23,976	2,981	26,957	16,191	43,148
Spring 1987	20,878	3,009	502	-	24,389	2,890	27,279	16,151	43,430
Spring 1988	21,535	3,154	534	-	25,222	2,385	27,607	15,993	43,600
Spring 1989	22,171	3,433	495	-	26,099	1,983	28,082	15,663	43,745
Spring 1990	22,379	3,477	462	-	26,318	1,871	28,189	15,658	43,847
Spring 1991	22,008	3,323	420	-	25,751	2,301	28,051	15,854	43,905
Spring 1992	21,524	3,138	369	179	25,209	2,649	27,858	16,199	44,057
Summer 1992	21,387	3,136	348	176	25,048	2,758	27,806	16,263	44,069
Autumn 1992	21,262	3,078	331	179	24,850	2,837	27,687	16,408	44,096
Winter 1992	21,183	3,046	312	154	24,694	2,931	27,625	16,461	44,086
Estimated changes									
Autumn 1992 - Winter 1992	-79	-32	-19	*	-156	94	-62	53	-10
Percent	-0.4	-1.0	-5.8	*	-0.6	3.3	-0.2	0.3	0.0
MALE									
Spring 1979	13,380	1,444	-	-	14,824	774 X	15,598 X	4,087 X	19,685
Spring 1981	12,426	1,748	-	-	14,174	1,570 X	15,744 X	4,344 X	20,088
Spring 1983	11,671	1,753	221	-	13,645	1,825 X	15,470 X	4,862 X	20,332
Spring 1984	11,607	1,980	203	-	13,790	1,788 X	15,578 X	4,912 X	20,490
Spring 1984	11,607	1,980	203	-	13,790	1,848	15,639	4,851	20,490
Spring 1985	11,639	2,032	260	-	13,931	1,798	15,730	4,908	20,637
Spring 1986	11,554	2,055	278	-	13,886	1,796	15,682	5,066	20,748
Spring 1987	11,462	2,246	324	-	14,032	1,724	15,756	5,130	20,886
Spring 1988	11,783	2,372	338	-	14,492	1,401	15,893	5,087	20,980
Spring 1989	11,924	2,620	314	-	14,858	1,146	16,004	5,061	21,065
Spring 1990	12,063	2,641	300	-	14,946	1,085	16,031	5,103	21,134
Spring 1991	11,716	2,527	257	-	14,500	1,424	15,924	5,247	21,170
Spring 1992	11,318	2,368	245	53	13,983	1,775	15,758	5,499	21,257
Summer 1992	11,260	2,351	230	53	13,894	1,850	15,743	5,522	21,265
Autumn 1992	11,152	2,300	216	55	13,722	1,915	15,637	5,639	21,277
Winter 1992	11,055	2,294	199	46	13,594	1,982	15,575	5,705	21,281
Estimated changes									
Autumn 1992 - Winter 1992	-96	*	-17	*	-128	67	-62	66	*
Percent	-0.9	*	-7.8	*	-0.9	3.5	-0.4	1.2	*
EMALE									
Spring 1979	9,197	344	-	-	9,541	666 X	10,207 X	11,259 X	21,466
Spring 1981	9,123	463	-	-	9,586	924 X	10,510 X	11,346 X	21,856
Spring 1983	8,749	557	147	-	9,453	1,040 X	10,493 X	11,573 X	22,066
Spring 1984	8,980	647	125	-	9,751	1,140 X	10,891 X	11,298 X	22,190
Spring 1984	8,980	647	125	-	9,751	1,257	11,008	11,181	22,190
Spring 1985	9,119	691	148	-	9,958	1,181	11,139	11,177	22,317
Spring 1986	9,273	694	132	-	10,099	1,186	11,275	11,125	22,400
Spring 1987	9,416	763	178	-	10,357	1,166	11,523	11,021	22,544
Spring 1988	9,752	782	196	-	10,730	984	11,714	10,906	22,620
Spring 1989	10,247	813	181	-	11,241	836	12,077	10,902	22,680
Spring 1990	10,373	836	163	-	11,372	785	12,158	10,556	22,713
Spring 1991	10,291	797	163	-	11,251	877	12,128	10,607	22,735
Spring 1992	10,206	770	124	126	11,226	874	12,100	10,701	22,801
Summer 1992	10,127	785	119	124	11,154	909	12,063	10,741	22,804
Autumn 1992	10,111	778	115	124	11,128	922	12,050	10,769	22,819
Winter 1992	10,128	752	113	108	11,101	949	12,050	10,755	22,805
Estimated changes									
Autumn 1992 - Winter 1992	17	-26	*	-16	-28	27	*	-13	-13
Percent	0.2	-3.3	*	-13.2	-0.2	3.0	*	-0.1	-0.1

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

Since 1984 the definitions used in the Labour Force Survey (LFS) have been fully in line with international recommendations. For details see 'The quarterly Labour Force Survey: a new dimension to labour market statistics', *Employment Gazette*, October 1992, pp 483-490.

People in full-time education who also did some paid work in the reference week have been classified as in employment since spring 1983.

Those on employment and training programmes have been classified as in employment since spring 1983.

The Labour Force (LF) definition of unemployment and inactivity applies for these years. LF unemployment is based on a one week job search period, rather than four weeks with the ILO definition.

* Unpaid family workers have been classified as in employment since spring 1992.

+ Includes those who did not state whether they were employees or self-employed.

§ The seasonally adjusted estimates may be subject to revision as more quarterly data becomes available.

7.2 LABOUR FORCE SURVEY

Economic activity+, not seasonally adjusted

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers**	All ++				
ALL									
Spring 1979	22,432	1,778	-	-	24,210	1,428 X	25,638 X	15,507 X	41,146
Spring 1981	21,405	2,201	-	-	23,606	2,483 X	26,089 X	15,851 X	41,940
Spring 1983	20,288	2,301	355	-	22,944	2,853 X	25,797 X	16,596 X	42,394
Spring 1984	20,454	2,618	315	-	23,387	2,916 X	26,304 X	16,371 X	42,675
Spring 1985	20,454	2,518	315	-	23,387	3,094	26,481	16,194	42,675
Spring 1986	20,629	2,714	336	-	23,739	2,969	26,708	16,347	42,952
Spring 1987	20,762	2,997	488	-	24,247	2,879	27,126	16,303	43,429
Spring 1988	21,422	3,143	520	-	25,085	2,376	27,461	16,138	43,600
Spring 1989	22,055	3,426	481	-	25,962	1,978	27,941	15,804	43,745
Spring 1990	22,254	3,472	448	-	26,175	1,869	28,044	15,802	43,846
Spring 1991	21,876	3,318	408	-	25,601	2,302	27,903	16,000	43,903
Spring 1992	21,396	3,131	357	179	25,064	2,649	27,713	16,342	44,054
Summer 1992	21,485	3,135	330	176	25,127	2,797	27,923	16,156	44,079
Autumn 1992	21,353	3,091	344	179	24,967	2,801	27,768	16,331	44,099
Winter 1992	21,129	3,046	326	154	24,655	2,920	27,575	16,515	44,090
Estimated changes									
Summer 1992 - Autumn 1992	-223	-45	-19	*	-312	*	-193	184	*
Percent	-1.0	-1.4	-5.4	*	-1.3	*	-0.7	1.1	*
MALE									
Spring 1979	13,302	1,442	-	-	14,743	763 X	15,507 X	4,177 X	19,684
Spring 1981	12,348	1,745	-	-	14,093	1,560 X	15,653 X	4,434 X	20,087
Spring 1983	11,601	1,751	212	-	13,565	1,815 X	15,379 X	4,952 X	20,332
Spring 1984	11,537	1,978	195	-	13,710	1,777 X	15,494 X	5,002 X	20,489
Spring 1985	11,537	1,978	195	-	13,710	1,838	15,548	4,942	20,489
Spring 1986	11,572	2,029	252	-	13,853	1,788	15,642	4,996	20,637
Spring 1987	11,491	2,047	268	-	13,806	1,786	15,592	5,155	20,748
Spring 1988	11,403	2,235	313	-	13,951	1,717	15,669	5,217	20,886
Spring 1989	11,728	2,358	327	-	14,413	1,398	15,811	5,168	20,980
Spring 1990	11,866	2,608	303	-	14,777	1,148	15,924	5,141	21,065
Spring 1991	11,943	2,628	289	-	14,860	1,091	15,950	5,183	21,133
Spring 1992	11,647	2,512	248	-	14,407	1,434	15,841	5,327	21,168
Spring 1992	11,248	2,353	236	53	13,890	1,785	15,676	5,579	21,255
Summer 1992	11,341	2,352	221	53	13,966	1,867	15,833	5,435	21,268
Autumn 1992	11,182	2,321	222	55	13,779	1,873	15,652	5,630	21,282
Winter 1992	11,012	2,295	207	46	13,560	1,981	15,541	5,741	21,282
Estimated changes									
Summer 1992 - Autumn 1992	-169	-26	-15	*	-220	*	-112	112	*
Percent	-1.5	-1.1	-6.7	*	-1.6	*	-0.7	2.0	*
FEMALE									
Spring 1979	9,130	337	-	-	9,467	665 X	10,132 X	11,330 X	21,462
Spring 1981	9,057	455	-	-	9,512	923 X	10,435 X	11,417 X	21,852
Spring 1983	8,687	550	143	-	9,379	1,039 X	10,418 X	11,644 X	22,062
Spring 1984	8,918	639	120	-	9,678	1,139 X	10,816 X	11,369 X	22,186
Spring 1985	8,918	639	120	-	9,678	1,256	10,933	11,253	22,186
Spring 1986	9,057	685	144	-	9,886	1,180	11,066	11,249	22,315
Spring 1987	9,215	680	128	-	10,023	1,182	11,205	11,192	22,398
Spring 1988	9,358	762	175	-	10,296	1,161	11,457	11,086	22,543
Spring 1989	9,694	785	193	-	10,672	978	11,650	10,970	22,620
Spring 1990	10,189	819	178	-	11,186	831	12,016	10,664	22,680
Spring 1991	10,311	845	159	-	11,315	779	12,094	10,620	22,713
Spring 1992	10,229	806	160	-	11,194	868	12,062	10,673	22,735
Spring 1992	10,148	778	121	126	11,174	863	12,037	10,762	22,799
Summer 1992	10,144	783	109	124	11,160	930	12,090	10,721	22,811
Autumn 1992	10,171	770	122	124	11,188	928	12,116	10,701	22,817
Winter 1992	10,117	751	119	108	11,095	939	12,034	10,774	22,808
Estimated changes									
Summer 1992 - Autumn 1992	-54	-18	*	*	-93	11	-81	72	*
Percent	-0.5	-2.4	*	*	-0.8	1.2	-0.7	0.7	*

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

+ Since 1984 the definitions used in the Labour Force Survey (LFS) have been fully in line with international recommendations. For details see 'The quarterly Labour Force Survey: a new dimension to labour market statistics', *Employment Gazette*, October 1992, pp 483-490.

People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.

§ Those on employment and training programmes have been classified as in employment since spring 1983.

X The Labour Force (LF) definition of unemployment and inactivity applies for these years. LF unemployment is based on a one week job search period, rather than four weeks with the ILO definition.

** Unpaid family workers have been classified as in employment since spring 1992.

++ Includes those who did not state whether they were employees or self-employed.

LABOUR FORCE SURVEY

Economic activity* by age, not seasonally adjusted

GREAT BRITAIN	All aged 16 and over			Age groups					
	All	Male	Female	16-19	20-24	25-34	35-49	50-64 (Male) 50-59 (Female)	65 and over (Male) 60 and over (Female)
in employment*									
Spring 1984	23,387	13,710	9,678	1,917	2,937	5,155	7,879	4,777	722
Spring 1985	23,739	13,853	9,886	1,976	3,075	5,280	8,053	4,684	672
Spring 1986	23,828	13,806	10,023	1,927	3,086	5,412	8,166	4,598	640
Spring 1987	24,247	13,951	10,296	1,985	3,186	5,624	8,262	4,545	644
Spring 1988	25,085	14,413	10,672	2,072	3,227	5,973	8,570	4,575	668
Spring 1989	25,962	14,777	11,186	2,081	3,350	6,311	8,785	4,669	765
Spring 1990	26,175	14,860	11,315	1,917	3,264	6,563	8,950	4,717	764
Spring 1991	25,601	14,407	11,194	1,707	3,022	6,537	8,958	4,617	761
Spring 1992	25,064	13,890	11,174	1,505	2,826	6,471	8,932	4,535	794
Summer 1992	25,127	13,966	11,160	1,548	2,858	6,489	8,927	4,518	788
Autumn 1992	24,967	13,779	11,188	1,441	2,812	6,501	8,975	4,477	760
Winter 1992	24,655	13,560	11,095	1,370	2,720	6,454	8,909	4,464	737
ILO unemployed*									
Spring 1984	3,094	1,838	1,256	541	632	726	691	447	58
Spring 1985	2,968	1,788	1,180	484	592	730	702	411	49
Spring 1986	2,990	1,800	1,190	495	607	754	682	406	46
Spring 1987	2,879	1,717	1,161	434	523	762	680	437	42
Spring 1988	2,376	1,398	978	326	437	621	551	401	40
Spring 1989	1,978	1,148	831	239	352	530	455	349	52
Spring 1990	1,869	1,091	779	250	325	501	444	314	35
Spring 1991	2,302	1,434	868	298	439	620	553	352	40
Spring 1992	2,649	1,785	863	296	494	729	684	414	31
Summer 1992	2,797	1,867	930	420	537	733	668	411	28
Autumn 1992	2,801	1,873	928	351	523	758	692	447	31
Winter 1992	2,920	1,981	939	322	541	793	752	484	28
Economically inactive									
Spring 1984	16,194	4,942	11,253	1,090	833	1,600	1,666	2,235	8,770
Spring 1985	16,244	4,996	11,249	1,018	841	1,560	1,636	2,260	8,930
Spring 1986	16,347	5,155	11,192	971	854	1,552	1,664	2,273	9,034
Spring 1987	16,303	5,217	11,086	931	832	1,510	1,666	2,241	9,122
Spring 1988	16,138	5,168	10,970	881	822	1,477	1,584	2,232	9,142
Spring 1989	15,804	5,141	10,664	840	717	1,425	1,570	2,176	9,076
Spring 1990	15,802	5,183	10,620	859	727	1,417	1,519	2,156	9,125
Spring 1991	16,000	5,327	10,673	854	798	1,470	1,557	2,165	9,156
Spring 1992	16,342	5,579	10,762	1,011	899	1,534	1,555	2,194	9,148
Summer 1992	16,156	5,435	10,721	809	804	1,545	1,610	2,218	9,170
Autumn 1992	16,331	5,630	10,701	864	827	1,524	1,564	2,245	9,217
Winter 1992	16,515	5,741	10,774	1,021	872	1,553	1,592	2,239	9,236
Economic activity rate +	percent								
Spring 1984	62.1	75.9	49.3	69.3	81.1	78.6	83.7	70.0	8.2
Spring 1985	62.2	75.8	49.6	70.7	81.3	79.4	84.3	69.3	7.5
Spring 1986	62.1	75.2	50.0	71.4	81.2	79.9	84.2	68.8	7.1
Spring 1987	62.5	75.0	50.8	72.2	81.7	80.9	84.3	69.0	7.0
Spring 1988	63.0	75.4	51.5	73.1	81.7	81.7	85.2	69.0	7.2
Spring 1989	63.9	75.6	53.0	73.4	83.8	82.8	85.5	69.8	8.3
Spring 1990	64.0	75.5	53.2	71.6	83.2	83.3	86.1	70.0	

8.1 TOURISM

Employment in tourism-related industries in Great Britain

THOUSAND

	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services 977, 979	All
	661	662	663	665, 667		
Self-employed*						
1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment						
1988 Mar	245.3	274.3	139.3	240.9	352.7	1252.4
June	265.1	289.3	140.5	281.2	373.5	1349.7
Sept	265.9	304.5	139.5	287.3	374.3	1371.6
Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989 Mar	268.4	316.4	139.9	259.1	343.2	1327.0
June	290.1	326.2	140.4	301.0	373.3	1431.0
Sept	295.3	329.1	143.3	310.6	378.0	1456.4
Dec	297.0	338.2	143.9	280.4	342.6	1402.2
1990 Mar	295.7	329.4	139.8	278.2	345.5	1388.7
June	308.5	343.0	140.8	318.1	393.1	1503.6
Sept	313.5	343.7	142.9	322.4	390.7	1513.2
Dec	306.3	338.4	147.7	293.8	363.4	1449.6
1991 Mar	291.2	322.6	142.7	286.0	358.9	1401.3
June	300.8	331.0	141.8	313.8	398.4	1485.8
Sept	287.7	338.6	141.0	313.1	402.4	1482.8
Dec	287.9	320.9	140.4	271.2	380.6	1401.0
1992 Mar	283.4	315.3	138.7	270.9	382.5	1390.6
June	305.7	334.6	139.4	309.8	407.8	1497.3
Sept	298.1	329.1	137.9	304.9	398.8	1469.8
Dec	294.8	329.1	137.3	271.3	379.8	1412.2
1993 Mar	296.3	315.1	137.2	266.4	380.0	1394.9
CHANGES: Mar 1993-1993						
no.(thousands)	12.9	-2	-1.5	-4.5	-2.5	4.3
Percentage	4.6	-1	-1.1	-1.7	-6	.3

* Based on Census of Population.

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

1981	163	1986	211	1990	190
1983	159	1987	200	1991	183
1984	187	1988	204		
1985	190	1989	191		

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

8.2 TOURISM

Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
1984	4,614		4,663		-49	
1985	5,442		4,871		571	
1986	5,553		6,083		-530	
1987	6,260		7,290		-1,020	
1988	6,184		8,216		-2,032	
1989	6,945		9,357		-2,412	
1990 R	7,748		9,886		-2,138	
1991 R	7,386		9,951		-2,565	
1992 R	7,896		11,243		-3,347	
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1991 R Q1	1147	1687	1599	2276	-452	-589
Q2	1742	1822	2412	2496	-670	-674
Q3	2690	1843	3859	2507	-1169	-664
Q4	1808	2035	2081	2672	-273	-638
1992 R Q1	1983	2021	1981	2818	-998	-797
Q2	1932	1992	2779	2803	-846	-810
Q3	2804	1912	4207	2698	-1403	-786
Q4	1777	1971	2277	2924	-500	-953
1993 Q1 (e)R	1540	2294	2150	3085	-610	-791
1992 R Jan	508	679	669	944	-161	-265
Feb	378	670	598	940	-220	-270
Mar	497	672	714	934	-217	-262
Apr	605	681	835	938	-230	-257
May	658	676	912	1002	-254	-326
Jun	669	635	1031	863	-362	-228
Jul	908	625	1210	897	-272	-272
Aug	1063	639	1581	905	-518	-266
Sep	833	647	1416	896	-582	-249
Oct	655	612	1120	916	-465	-303
Nov	538	653	652	978	-117	-325
Dec	587	706	505	1030	82	-324
1993 Jan (e)R	510	678	725	1034	-215	-356
Feb (e)R	455	856	660	1050	-205	-194
Mar (e)R	575	760	765	1001	-190	-241
Apr (e)R	660	757	925	1064	-265	-307
May (e)	715	730	965	1074	-250	-344

(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

TOURISM 8.3

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

THOUSAND

	All areas	North America	Western Europe	Other areas	
	Actual	Seasonally adjusted			
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989	17,338		3,481	10,689	3,168
1990 R	18,013		3,685	10,748	3,580
1991 R	17,125		2,867	11,128	3,131
1992 R	18,535		3,377	11,745	3,413
1991 R Q1	2,837	3,890	402	1,892	542
Q2	4,298	4,240	769	2,820	708
Q3	6,012	4,357	1,024	3,814	1,174
Q4	3,978	4,638	672	2,601	706
1992 R Q1	3,345	4,662	633	2,062	650
Q2	4,897	4,697	903	3,229	766
Q3	6,189	4,425	1,158	3,767	1,264
Q4	4,104	4,751	683	2,688	733
1993 Q1 (e)R	3,580	5,175	580	2,310	690
1992 R Jan	1,200	1,543	229	715	256
Feb	966	1,568	164	621	181
Mar	1,179	1,550	240	725	213
Apr	1,648	1,569	213	1,221	214
May	1,594	1,563	335	1,004	255
Jun	1,655	1,574	355	1,004	296
Jul	2,038	1,394	403	1,252	382
Aug	2,430	1,538	403	1,560	467
Sep	1,721	1,493	352	955	414
Oct	1,483	1,464	321	869	293
Nov	1,235	1,502	176	839	220
Dec	1,385	1,785	186	979	220
1993 Jan (e)R	1,160	1,495	220	670	270
Feb (e)R	1,140	1,947	150	790	200
Mar (e)R	1,280	1,733	210	850	220
Apr (e)R	1,640	1,543	220	1,190	230
May (e)	1,680	1,660	320	1,080	280

Notes: See table 8.2.

TOURISM 8.4

Visits abroad by UK residents

THOUSAND

	All areas	North America	Western Europe	Other areas	
	Actual	Seasonally adjusted			
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	31,030		2,218	26,128	2,684
1990 R	31,150		2,325	25,850	2,975
1991 R	30,808		2,370	25,550	2,888
1992 R	33,836		2,813	27,675	3,347
1991 R Q1	5,150	7,400	374	4,100	676
Q2	7,915	7,550	604	6,640	671
Q3	11,358	7,712	797	9,708	853
Q4	6,386	8,148	585	5,102	689
1992 R Q1	6,070	8,667	492	4,740	839
Q2	9,004	8,454	681	7,526	796
Q3	12,062	8,159	899	10,211	953
Q4	6,699	8,555	741	5,198	760
1993 Q1 (e)R	6,540	9,547	480	5,170	890
1992 R Jan	1,879	2,789	186	1,388	305
Feb	1,801	2,884	131	1,408	261
Mar	2,391	2,995	175	1,944	272
Apr	2,912	2,985	162	2,427	323
May	2,993	2,968	227	2,535	231
Jun	3,099	2,501	292	2,564	242
Jul	3,646	2,781	217	3,180	248
Aug	4,479	2,646	316	3,790	373
Sep	3,937	2,733	366	3,240	331
Oct	3,146	2,686	406	2,452	288
Nov	2,076	2,966	155	1,667	253
Dec	1,477	3,002	179	1,079	219
1993 Jan (e)R	2,010	2,922	180	1,450	380
Feb (e)R	1,980	3,348	140	1,620	220
Mar (e)R	2,550	3,277	160	2,100	290
Apr (e)R	2,730	2,827	230	2,200	300
May (e)	2,920	2,961	150	2,560	210

Notes: See table 8.2.

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

Measure	England
Business Start-Up Scheme as at 20 June 1993	29,000

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

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

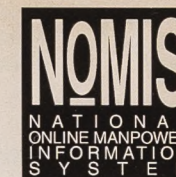
Placed into employment by jobcentre advisory service, 5 June 1993 - 2 July 1993 +	4,454
Registered as disabled on 19 April 1993 #	371,734

+ 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.



NOMIS

NATIONAL ONLINE MANPOWER INFORMATION SYSTEM



NOMIS is an *online database* run by Durham University under contract to the Employment Department. Through it, you can access *official government statistics* down to the smallest available geographical area, which may be unpublished elsewhere, covering:

Employment:

- Census of Employment
- quarterly estimates and projections

Unemployment, eg:

- stocks
- age and duration

Jobcentre Vacancies and Placings, eg:

- stocks
- breakdown by industry and occupation

VAT Registrations and Deregistrations

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- estimates and projections
- migrations
- births and deaths

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NOMIS
Unit 3P
Mountjoy Research Centre
University of Durham
Durham DH1 3SW

Tel: 091 374 2468/2490

Employment Department
SSD B3
Level 1
Caxton House
Tothill St
London SW1H 9NF
Tel: 071 273 6105/5130

DEFINITIONS

CLAIMANT UNEMPLOYED

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

EARNINGS

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

ECONOMICALLY ACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are in employment (as employees, self employed, on government employment and training programmes, or from 1992, as unpaid family workers) together with those who are ILO unemployed.

ECONOMICALLY INACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are neither in employment nor ILO unemployed; this group includes people who are, for example, retired or looking after their home/family.

EMPLOYEES IN EMPLOYMENT

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

FULL-TIME WORKERS

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

GENERAL INDEX OF RETAIL PRICES

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

HM FORCES

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

ILO UNEMPLOYED

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people without a paid job in the reference week who were available to start work in the next fortnight and who either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

INDUSTRIAL DISPUTES

Statistics of stoppages of work due to industrial disputes in the United Kingdom relate only to disputes connected with terms and conditions of employment. Stoppages involving fewer than 10 workers or lasting

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

less than one day are excluded except where the aggregate of working days lost exceeded 100.

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

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

OVERTIME

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

CONVENTIONS

The following standard symbols are used:

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

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC 1980 Divisions 1 to 4.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX

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

TEMPORARILY STOPPED

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKFORCE

Workforce in employment plus the claimant unemployed as defined above.

WORKFORCE IN EMPLOYMENT

Employees in employment, self-employed, HM Forces and participants on work-related Government training programmes.

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

REGULARLY PUBLISHED statistics

	Frequency	Latest issue	Table number or page		Frequency	Latest issue	Table number or page
● Employment and workforce							
Workforce: UK and GB							
Quarterly series	M(Q)	Sep 93	1.1				
Labour force estimates, projections		Mar 91	100				
Employees in employment							
Industry: GB							
All industries: by division, class or group	Q	Aug 93	1.4				
: time series, by order group	M	Sep 93	1.2				
Manufacturing: by division, class or group	M	Sep 93	1.3				
Occupation							
Administrative, technical and clerical in manufacturing	A	Dec 92	1.10				
Local authorities manpower	Q	Jul 93	1.7				
Region: GB							
Sector: numbers and indices	Q	Aug 93	1.5				
Self-employed: by region	Q	Apr 90	224				
: by industry		Apr 90	222				
Census of Employment							
UK and regions by industry (Sept 1989)		Apr 93	117				
GB and regions by industry (Sept 1989)		Apr 93	117				
International comparisons	Q	Aug 93	1.9				
Apprentices and trainees							
Manufacturing industries: by industry	D	Aug 89	1.14				
: by region	D	Aug 89	1.15				
Employment measures	M	May 93	9.2				
Registered disabled in the public sector	A	Feb 93	61				
Labour turnover in manufacturing	D	Mar 90	1.6				
Trade union membership	A	May 93	189				
● Claimant unemployment and vacancies							
Claimant unemployment							
Summary: UK	M	Sep 93	2.1				
: GB	M	Sep 93	2.2				
Age and duration: UK	M(Q)	Sep 93	2.5				
Broad category: UK	M	Apr 93	2.1				
Detailed category: UK and GB	Q	Apr 93	2.2				
Region: summary	Q	Sep 93	2.6				
Age: time series UK	M(Q)	Sep 93	2.7				
: estimated rates	M(Q)	Sep 93	2.15				
Duration: time series UK	M(Q)	Sep 93	2.8				
Region and area							
Time series summary: by region	M	Sep 93	2.3				
: assisted areas, travel-to work areas	M	Sep 93	2.4				
: counties, local areas	M	Sep 93	2.9				
: parliamentary constituencies	M	Sep 93	2.10				
Age and duration: summary	Q	Mar 93	2.6				
Flows							
UK, time series	M	Sep 93	2.19				
GB, time series	D	May 84	2.19				
Age time series	M	Sep 93	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	Sep 93	2.13				
Disabled jobseekers: GB	M	May 93	9.3				
International comparisons	M	Sep 93	2.18				
Ethnic origin		Feb 93	25				
Temporarily stopped							
Latest figures: by UK region	M	Sep 93	2.14				
Vacancies							
Unfilled, inflow, outflow and placements seasonally adjusted	M	Sep 93	3.1				
Unfilled seasonally adjusted by region	M	Sep 93	3.2				
Unfilled unadjusted by region	M	Sep 93	3.3				
● Redundancies							
Confirmed: GB time series	D	Sep 92	2.30				
Regions	D	Sep 92	2.30				
Industries	D	Sep 92	2.31				
In Great Britain	M	Sep 93	2.32				
by region	M	Sep 93	2.33				
by age	M	Sep 93	2.34				
by industry	M	Sep 93	2.35				
by occupation	M	Sep 93	2.36				
Advance notifications	S(M)	Feb 91	48				
Payments: GB latest quarter	D	Jul 86	284				
● Earnings and hours							
Average earnings							
Whole economy (New series) index	M	Sep 93	5.1				
Main industrial sectors	M	Sep 93	5.3				
Industries	Q(M)	Jul 91	364				
Underlying trend	A	Nov 90	571				
New Earnings Survey (April estimates)							
Latest key results							
Time series	M(A)	Sep 93	5.6				
Average weekly and hourly earnings and hours worked [Manual workers]							
Manufacturing and certain other industries							
Summary (Oct)	B(A)	Sep 93	5.4				
Detailed results	A	Feb 93	23				
Holiday entitlements	A	Apr 90	222				
Average earnings: non-manual employees	M	Sep 93	5.5				
Manufacturing							
International comparisons	M	Sep 93	5.9				
Agriculture	A	May 90	253				
Coal-mining	A	May 90	253				
Overtime and short-time: manufacturing							
Latest figures: industry	M	Sep 93	1.11				
Regions: summary	Q	Sep 92	1.13				
Hours of work: manufacturing	M	Sep 93	1.12				
● Output per head							
Output per head: quarterly and annual indices	M(Q)	Sep 93	1.8				
Wages and salaries per unit of output							
Manufacturing index, time series	M	Sep 93	5.8				
Quarterly and annual indices	M	Sep 93	5.8				
● Labour costs							
Survey results 1988	Quadrennial						
Per unit of output	Q	Dec 90	431				
		Sep 93	5.7				
● Retail prices							
General index (RPI)							
Latest figures: detailed indices	M	Sep 93	6.2				
: percentage changes	M	Sep 93	6.2				
Recent movements and the index excluding seasonal foods	M	Sep 93	6.1				
Main components: time series and weights	M	Sep 93	6.4				
Changes on a year earlier: time series	M	Sep 93	6.5				
Annual summary	A	May 89	242				
Revision of weights	A	Apr 89	197				
Pensioner household indices							
All items excluding housing	M(Q)	Sep 93	6.6				
Group indices: annual averages	M(A)	Sep 93	6.7				
Revision of weights	A	Jun 91	351				
Food prices	M	Sep 93	6.3				
London weighting: cost indices	D	May 82	267				
International comparisons	M	Sep 93	6.8				
● Labour Force Survey							
Economic activity: seasonally adjusted	M	Sep 93	7.1				
Economic activity: not seasonally adjusted	M	Sep 93	7.2				
Economic activity by age: not seasonally adjusted	M	Sep 93	7.3				
● Industrial disputes: stoppages of work							
Summary: latest figures	M	Sep 93	4.1				
: time series	M	Sep 93	4.2				
Latest year and annual series	A	May 92	235				
Industry							
Monthly: broad sector time series	M	Sep 93	4.1				
Annual: detailed	A	May 93	197				
: prominent stoppages	A	May 93	197				
Main causes of stoppage							
Cumulative	M	Sep 93	4.1				
Latest year for main industries	A	May 92	243				
Size of stoppages	A	May 92	246				
Days lost per 1,000 employees in recent years by industry	A	May 92	241				
International comparisons	A	Dec 92	653				
● Tourism							
Employment in tourism: by industry							
Time series GB	M	Sep 93	8.1				

STATISTICAL ENQUIRY *points*

For the convenience of *Employment Gazette* readers who require additional statistical information or advice, a selection of Employment Department enquiry telephone numbers are listed below.

GENERAL ENQUIRIES

The latest published Employment Department statistics are available from the Public Enquiry Office **071-273 6969**

Press Enquiries **071-273 4961**

FOR STATISTICAL INFORMATION ON:

Employment **0928 792563**

Employment census **0928 792690**

Employment Training and Youth Training **0742 594027**

Industrial disputes **0928 792825**

Labour Force Survey; labour force projections **071-273 5585**

Monthly Average Earnings Index **0928 794847**

New Earnings Survey (annual): levels of earnings and hours worked for groups of workers (males and females, industries, occupations, part-time and full-time); distribution of earnings; composition of earnings; hours worked **0928 794903/4**

Redundancies **071-273 5530**

Retail Prices Index (Central Statistical Office)
Ansafo service **0923 800511**
Enquiries **0923 800002**

Skills surveys and research into skills shortages **0742 594216**

Small firms; self employment **0742 597538**

Tourism
overseas and domestic, including day visits; tourism income and expenditure; tourism employment; International Passenger Survey **071-273 5507**

Trade union membership **0928 792825**

Travel-to-Work Areas (TTWAs), composition and review of **071-273 5530**

Unemployment (claimant count) **071-273 5532**

Unit wage costs, productivity, international comparisons of earnings and labour costs **071-273 5535**

Vacancies notified to Jobcentres **071-273 5532**

Vocational qualifications **0742 594216**

Wage rates, basic hours **071-273 5571**

Workforce training **0742 593489**

Youth Cohort Study **0742 594027**

FOR ADVICE ON:

Sources of labour market statistics **071-273 5532**

Labour market analysis and research related to qualifications, skills and training **0742 594027**

FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

NOMIS (the National On-line Manpower Information System) **091-374 2468/2490**

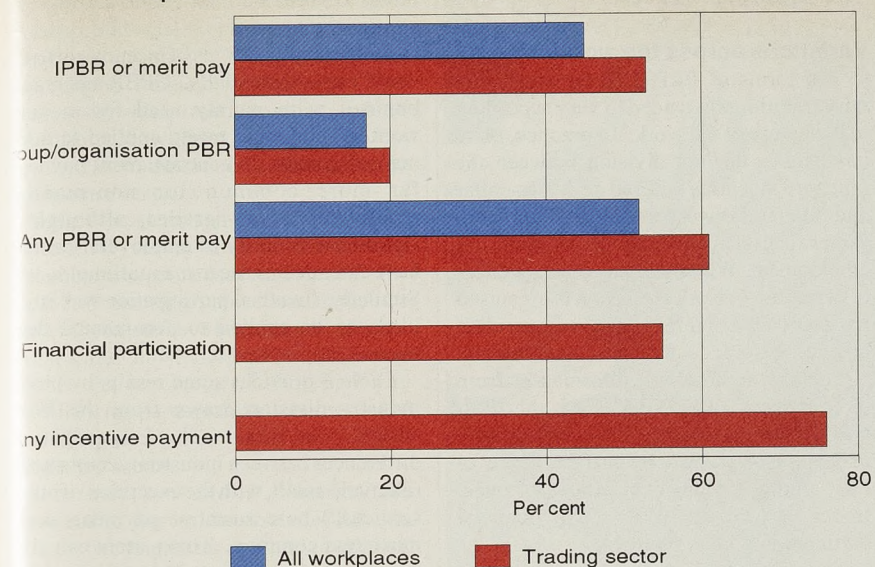
Quantime Ltd (on-line and other access to Labour Force Survey data) **071-625 7111**

Skills and Enterprise Network **0742 594075**

STATFAX SERVICE FOR LABOUR MARKET STATISTICS

CSO STATFAX gives anyone with a fax machine instant access to the latest Labour Market statistics. The first two pages of the latest monthly LMS National Press Notice are available within moments of the official release time of 11.30am. The number to ring is **0336 416036**. Calls for the service are charged at 36p per minute cheap rate and at 48p per minute at all other times. Contact CSO on 071-270 6363 if you have any problems.

Figure 5 Workplaces using performance related pay 1990
Proportion of establishments making use of performance related pay



Source: 1990 Workplace Industrial Relations Survey

profit-sharing schemes rose from 18 per cent in 1984 to 43 per cent by 1990. Over the same period, the proportion with some form of employee share ownership scheme rose from 23 to 32 per cent.

The results of the 1991 IPM/NEDO survey broadly support the WIRS findings. The survey found widespread use of PRP among the medium-to-large organisations which formed the bulk of respondents. Only 14 per cent of the organisations surveyed said that they did not make any use of PRP. Such schemes were commonly used alongside fixed time rates, and employers often used more than one form of PRP within their organisation.

Figure 6 summarises results for each type of PRP. It suggests there are clear differences in the types of system applied to manual and non-manual employees.

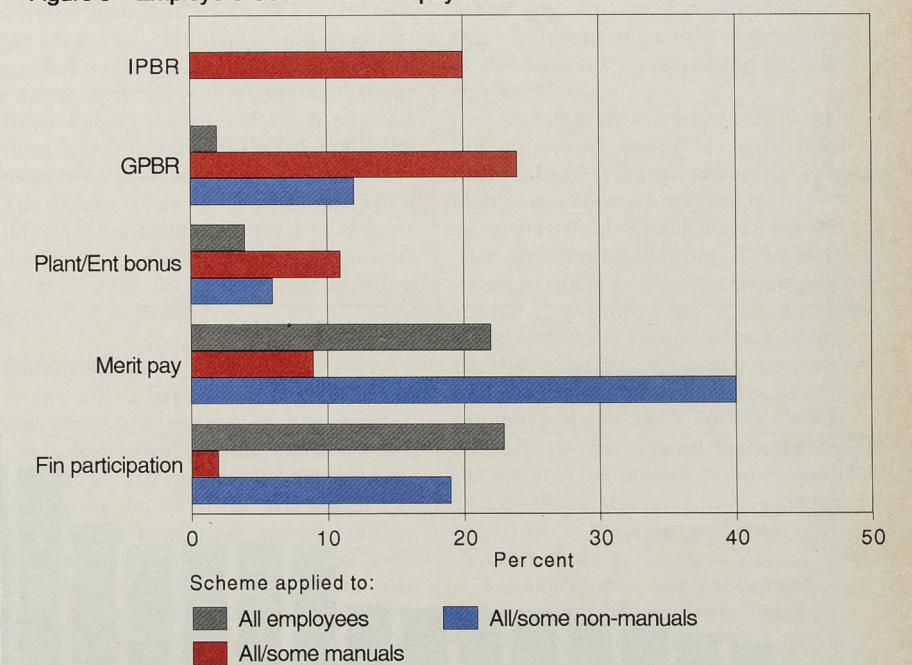
A quarter of organisations had IPBR for at least some of their manual employees. The survey also revealed that many had group incentive schemes. Some 24 per cent had GPBR schemes for at least some manual employees, and 15 per cent had plant or enterprise bonuses for manual workers. However, it was rare for this type of scheme to be applied to the whole workforce in an organisation.

Figure 6 shows that the most common forms of PRP were merit pay and financial participation, both in terms of their use by organisations and their spread across the workforce. Two fifths of the organisations surveyed used merit pay for at least some non-manual employees, with a further 22 per cent having extended its use to all employees. Similarly, 19 per cent used some form of financial participation scheme for non-manual employees, while a further 23 per cent had extended it to all their employees.

The survey also collected some

information on trends through retrospective questions on organisations' activity over the ten years preceding the survey (1981-91). This information suggested that IPBR schemes had fallen out of favour during the 1980s, with a quarter of all schemes extant at the beginning of the decade being withdrawn during the decade. In contrast, the 1980s saw strong growth in merit pay and financial participation schemes. Although the majority of merit pay schemes were over ten years old at the time of the survey, a rush of new schemes were recorded

Figure 6 Employers' use of incentive payments



Note: All/some manual and all/some non-manuals refer to cases where a performance related payment is made to that group only. The incidence of IPBR for non-manuals and all employees is not reported.

Source: 1991 IPM/NEDO survey

schemes first became eligible for tax relief in 1979, and the number of approved schemes has grown steadily. Profit-related pay schemes first became eligible for tax relief in 1987 and, as figure 7 shows, a growing number of employees now participate in these schemes. By the first quarter of 1993 the number of employees covered was almost 1.2 million. The existence of the statutory incentives introduced by the Government over the past 14 years is likely to have encouraged, at least to some extent, the take-up of such schemes and their impact should not be overlooked.

In addition, the 1991 Section 1 survey of company accounts, which assessed the extent of reported employee involvement among companies with more than 250 employees, contains some information on financial participation. The definition used appears to have been broad-based, covering 'incentive and bonus payments' (including profit-related pay) as well as employee share schemes. The results, however, support other data sources in confirming that financial participation schemes are widespread. In 1991, 77 per cent of

companies surveyed reported having such schemes. This was a sharp increase on the 1988 figure of 53 per cent.

Variations across the workforce

The forms of PRP used by employers have traditionally tended to vary according to the nature of the work. In practice, there has been a distinct division between the kinds of incentive offered to white-collar and blue-collar workers, reflecting a more general distinction in conditions of employment. While, in many cases, changes in the nature of work and how it is organised have tended to blur these distinctions, clear differences in incentive structures remain.

Table 5 summarises information from three surveys - the 1990 WIRS, the IPM/NEDO survey, and the IPM performance management study - on the incidence of PRP among various occupational groups. In the case of the WIRS data, financial participation is not included.

The data reveal some quite clear occupational patterns. In very broad terms, the likelihood of receiving PRP increased with skill level for manual employees, and increased with occupational or managerial

status among non-manual employees. Thus senior managers and executives were more likely to receive PRP than clerical or administrative staff.

Furthermore, the type of incentive offered could vary substantially. GPBR and group bonuses were mainly used for manual workers, and were rarely applied to non-manual groups. In contrast, merit pay was far more common for non-manual employees of all grades, although a significant minority of employers seem to have extended its use to manual employees. Similarly, financial participation was more likely to be applied to non-manual than manual employees.

Table 6 provides some results by broad industry division drawn from the 1990 WIRS. At this level of aggregation differences between industrial sectors were relatively small, with the exception of other services, where incentive payments were much less common. This pattern can also be seen if we restrict our attention to the trading sector.

There were some differences between industries in the forms of PRP used. Thus, whereas in most industries the emphasis

appeared to be on individual incentives (IPBR and merit pay), more establishments used group or organisational forms of PBR in energy and water supply and in mineral extraction. Similarly, and perhaps not surprisingly, financial participation was particularly widespread in banking, finance and insurance, whereas it was much less prevalent in transport and communication and in other services.

Table 7 presents some results from the IPM/NEDO survey at a much broader manufacturing/services sectoral level.⁹ The use of PRP among organisations in the two sectors appears to have been broadly similar. Perhaps the most noticeable difference between the two sectors is that merit pay and financial participation schemes were more likely to cover the entire workforce in the service sector.

Both tables 6 and 7 illustrate the considerable gap in the use of PRP that exists between private and public sectors. Table 6 shows that, in 1990, private sector workplaces were almost twice as likely as public sector ones to use individual or group incentive payments. The IPM/NEDO survey, however, suggests that certain forms of PRP, such as IPBR and GPBR, were more likely to be found in public sector organisations. In contrast, merit pay schemes were significantly less widespread in the public sector.

These public/private sector differences go some way towards explaining why other services had a lower proportion of establishments using PRP than other industrial sectors, as this industry grouping includes much of the public sector. However, even private industries within the other services sector (cleaning, personal services, recreation and leisure, hairdressing etc.) were less likely than other private sector industries to use PRP.

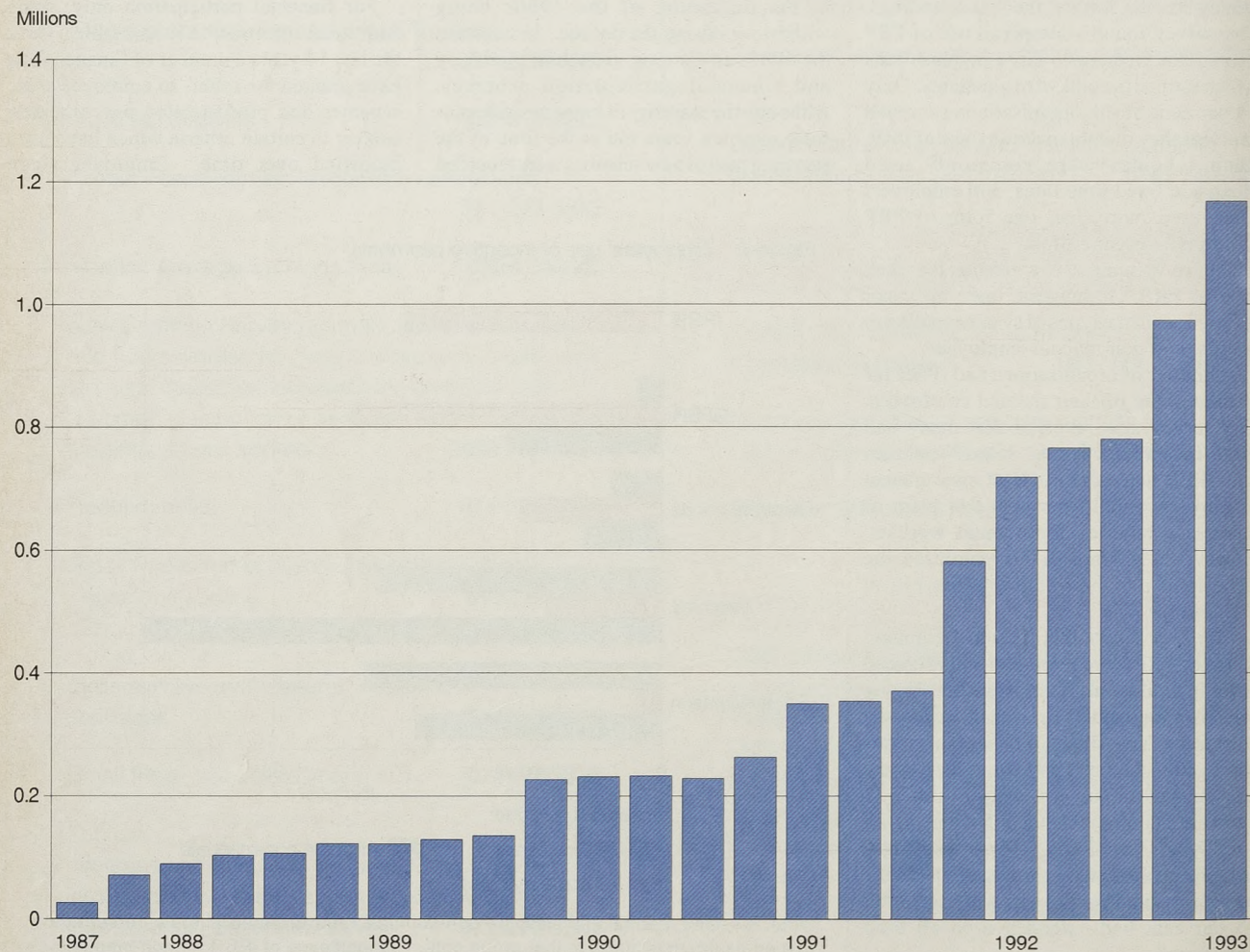
Table 6 suggests a positive relationship between the use of PRP and workplace size, especially regarding the use of individual incentives (IPBR and merit pay). Interestingly, the size 'gradient' is not as steep for financial participation in workplaces with more than 100 employees.

Finally, table 6 also presents a regional analysis. Across establishments as a whole, the incidence of PRP excluding financial participation was highest in Greater London, the South East outside London, and the North West, and lowest in East Anglia. The regional pattern is changed, though, when the non-commercial sector is excluded. On this basis, individual and group-based incentive schemes were most popular in the East Midlands, where three-quarters of workplaces made some use of them, and lowest in the North, where the figure was just over two fifths. When financial participation schemes are included, the East Midlands still outstripped Greater London, the South East outside London and the South West. Wales and East Anglia were the regions where PRP was least common,



Photo: MAGNUM

Figure 7 Employees covered by Inland Revenue-approved profit-related pay schemes



Source: Inland Revenue

mainly due to financial participation schemes being relatively scarce.

These results indicate no easily explicable regional pattern to the use of PRP, such as a North-South distinction, or a correlation between their incidence and regional unemployment rates. This is itself of interest, as it has been suggested that one factor behind the rise of merit pay and financial participation in the late 1980s was relatively tight labour market conditions.¹⁰ The data provides no obvious support for this hypothesis, although it may be the case that labour market factors would show up more closely for specific occupational groups or localities.

Conclusions

This article has reviewed trends in two important aspects of pay: the way in which pay is determined, and the way in which it is linked to performance. In both cases, the incomplete nature of the data means that hard and fast conclusions are not feasible. Nevertheless, it is quite clear that there have been substantive changes to both aspects, particularly during the second half of the 1980s.

There has been a sizeable reduction in the proportion of employees and workplaces where pay is determined by collective bargaining. Where such bargaining has

remained, multi-employer collective agreements are still the single most widespread form of bargaining, but their relative dominance has declined. If we focus just on the private sector or manufacturing industry, company and establishment-level bargaining also play a significant role.

There appears to be some trend within the unionised sector towards greater decentralisation of pay bargaining. Where there is no collective bargaining, it is most commonly local-level management that is decisive in determining pay. Some of these trends are not new. There was some decline in the prevalence of both national agreements and collective bargaining during the 1970s, and the process of fragmentation of Britain's pay determination structures arguably dates back to the 1950s.¹¹ However, even set against this background, the extent of the changes in the second half of the 1980s seems to have signalled a qualitative shift in patterns of pay determination.

Turning to pay and performance, the following conclusions can be drawn.

First, performance related payment systems are now very widely used in one form or another by employers. The evidence suggests that a substantial majority of medium and large employers make some

use of PRP: WIRS, the IPM/NEDO survey, the IPM performance management study, and the 1991 Section 1 survey all suggest the proportion could be 75 per cent or more.

Second, the most commonly applied forms of PRP are merit pay, financial participation and IPBR. Somewhere between a half and three quarters of medium to large organisations probably make some use of merit pay, while over a half of organisations in the private sector probably have some form of financial participation.

Third, in terms of coverage of employees, there are major gaps in available data sources. Twenty per cent of full-time employees were recorded as receiving incentive payments in the 1992 NES, but this is almost certainly an underestimate. The *Employment in Britain* survey suggests the proportion is a third or more.¹²

Finally, turning to trends, the available data suggests that the 1980s have seen a rapid expansion of merit pay and financial participation, partially offset by a decline in the incidence of IPBR (piecework) schemes. The NES charts the relative decline of IPBR among manual employees, although a significant proportion of the workforce are still covered by such arrangements. The second half of the 1980s saw the introduction of many new merit pay and financial participation schemes, together with the extension of existing forms of PRP to more employees.

Other forms of PRP appear not to have gained ground. It therefore seems probable that the expansion of merit pay and financial participation have more than offset the decline in IPBR, with the 1980s seeing a net increase in the proportions of employers using, and employees in receipt of, PRP.

This article has also documented the differences that exist across the economy in patterns of pay determination and PRP structures. Perhaps the most significant differences exist across size of workplace and between public and private sectors. Larger workplaces are more likely to have collective bargaining and PRP than smaller ones. Public sector workplaces are far more likely to have collective bargaining and less likely to use PRP than the private sector.

Even so, changes are continuing to take place in the public sector to develop performance pay regimes in areas such as the Civil Service and education. Greater pay flexibility is also being encouraged in other ways, such as the facility to delegate pay determination to individual departments and executive agencies within central government, and to NHS trusts and grant maintained schools. Organisations in the public trading sector are also increasingly introducing incentive pay arrangements, and the Citizen's Charter underlines the Government's commitment to such changes. ■

Footnotes

- 1 Millward, Stevens, Smart and Hawes (1992), page 350.
- 2 *People, Jobs and Opportunity*. Cmnd 1810, HMSO, London 1992. See chapter 4, Rewards and Incentives.
- 3 Millward and Stevens (1986), page 225.
- 4 The *British Social Attitudes Survey*, a regular survey of adults aged 18 and over, asks employees if there is a union at their workplace recognised by management for negotiations over pay and conditions of employment - not necessarily one they are able to join. The 1990 survey found that 68 per cent of employees in workplaces with 25 or more employees had a recognised trade union at the workplace, compared with a figure of 38 per cent for workplaces with fewer than 25 employees.
- 5 Brown (1993), using a variety of sources including WIRS and the NES, estimates the proportion of employees covered by collective bargaining to have been 47 per cent in 1990, compared with 64 per cent in 1984. This compares with estimates for earlier years of 72 per cent in 1973 and 65 per cent in 1968.
- 6 There may, of course, be a number of other objectives underlying any individual employer's use of PRP systems. Cannell and Wood (1992) give examples of a wider set of managerial objectives around which payment systems may be designed: to aid recruitment and retention; to change organisational culture and foster employee commitment; to place greater emphasis on quality, teamworking, flexibility and skill acquisition. Increasing productivity through encouraging employees to work harder, however, is often still seen as the primary rationale for PRP.
- 7 The survey also identified one other form of incentive payment which is essentially a variant of IPBR. This was measured day work, where pay is usually fixed at a higher rate than for a time-rate worker on the understanding that the employee maintains a specific level of performance. Cannell and Wood (1992) do not report separate analyses for measured day work, but its use appears to have been confined to the public sector, where some employers (especially local authorities) used it for their manual employees.
- 8 Bowey et al's (1982) research into incentive payment schemes introduced during the late 1970s suggested that, in a significant minority of cases, one of the objectives of the payment system was to provide employees with pay increases above those set by the incomes policy.
- 9 It is not clear from Cannell and Wood (1992) precisely what definitions of manufacturing and services were used, and in particular where the energy and water supply and construction industries were placed.
- 10 See Cannell and Wood (1992) and Casey, Lakey and White (1992).
- 11 Brown and Walsh (1991). See bibliography.
- 12 For example, a study of payment systems in Reading and Leicester in 1990 found that managerial assessment of performance was a factor in deciding the pay rise of 42 per cent of employees. See Casey, Lakey and White (1992).

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Table 1 Full-time employees whose pay is affected by a collective agreement

	Great Britain, per cent		
	1973	1978	1985
All full-time employees^a			
Pay is affected by:			
Any collective agreement	73	70	64
of which:			
National agreement plus supplementary agreement	22	20	13
National agreement only	41	39	40
Company, district or lower level agreement	10	11	11
No collective agreement	27	30	36
Full-time manual employees^a			
Pay is affected by:			
Any collective agreement	81	77	69
of which:			
National agreement plus supplementary agreement	31	29	19
National agreement only	40	36	37
Company, district or lower level agreement	10	13	14
No collective agreement	19	23	31
Full-time non-manual employees^a			
Pay is affected by:			
Any collective agreement	62	63	60
of which:			
National agreement plus supplementary agreement	10	11	8
National agreement only	43	43	43
Company, district or lower level agreement	9	8	8
No collective agreement	38	37	40

Source: New Earnings Survey

^a Full-time employees whose pay was not affected by absence. 1973 and 1978 estimates are for males aged 18 and over and females aged 21 and over. 1985 estimates are for employees on adult rates.

Table 2 Pay determination arrangements for manual and non-manual employees in 1980, 1984 and 1990

England, Scotland and Wales, 1990

	Establishment-based analysis: per cent of establishments covered by the relevant arrangements						Employee-based analysis: per cent of employees covered by the relevant arrangements					
	Manual employees ^a			Non-manual employees ^a			Manual employees ^{a,b}		Non-manual employees ^{a,b}		All employees	
	1980	1984	1990	1980	1984	1990	1984	1990	1984	1990	1984	1990
Union recognition for collective bargaining over pay:												
Union recognised	55	62	48	47	54	43				71	54	
Union not recognised	45	38	52	53	46	57				29	46	
Unweighted base	1,899	1,853	1,831	2,034	2,010	2,058						
Weighted base	1,823	1,749	1,697	1,987	1,995	1,992						
Basis for most recent pay increase:												
Result of collective bargaining	55	62	48	47	54	43	79	65	72	63	75	64
Most important level ^c :												
Multi-employer	32	40	26	29	36	24	43	30	49	37	46	34
Single employer, multi-plant	12	13	13	11	13	15	19	18	15	19	17	19
Plant/establishment	9	7	6	4	4	3	16	15	8	5	12	10
Other answer	1	1	2	2	1	1	1	1	*	2	*	1
Not result of collective bargaining	44	38	52	53	46	57	21	35	27	37	24	36
Locus of decision about increase ^c :												
Management at this establishment		20	31		30	37	11	21	18	25	15	23
Management at higher level		11	15		15	17	6	11	8	10	7	10
National joint body		5	4		2	5	3	2	1	3	2	3
Wages Council		3	2		1	*	2	1	1	*	1	1
Unweighted base	1,899	1,853	1,831	2,034	2,010	2,058						
Weighted base	1,823	1,749	1,697	1,988	1,985	1,992						
Percentage of employees covered in the survey ^d							47.6	44.4	52.4	55.6		

Source: Workplace Industrial Relations Survey.

- a The information collected refers to pay determination arrangements for the largest manual and largest non-manual negotiating groups at the establishment.
b See the *Technical note* for details on how these are derived.
c Respondents could choose more than one option, so percentages may sum to more than the total percentage for establishments with no collective bargaining. The very small number of respondents who did not state the locus of decision are not reported in the table.
d The percentages of employees covered by the survey who were manual and non-manual employees respectively, indicates fewer than 0.5 per cent.

Column and row percentages do not always add up to 100 owing to the rounding of decimal points.

Table 3 Establishment-based estimates of pay determination arrangements in 1990 by industry establishment size

Per cent of establishments

	All	Broad industry division (with SIC code)								
		1 Energy & water supply	2 Mineral extraction etc.	3 Metal goods, engineering, vehicles	4 Other manufac- turing	5 Construction	6 Distribution, hotels, catering etc	7 Transport & commun- ication	8 Banking, finance & insurance	9 Other services
Manual employees^a										
Result of collective bargaining	48	92	65	38	45	47	27	74	27	62
Most important level ^a :										
Multi-employer	26	66	23	2	26	43	10	26	8	45
Single employer, multi-plant	13	25	17	6	6	2	15	40	18	11
Plant/establishment	6	*	19	26	13	2	3	9	-	1
Other answer	2	-	4	4	*	*	-	-	1	5
Not result of collective bargaining	52	8	35	62	55	53	73	26	73	38
Locus of decision about increase ^b :										
Management at this establishment	31	4	29	52	42	33	41	18	55	14
Management at higher level	15	1	*	11	9	9	31	6	15	14
National joint body	4	2	6	-	5	13	1	-	2	7
Wages Council	2	-	-	-	3	1	2	3	1	1
Unweighted base	1,831	50	98	279	246	68	280	144	108	558
Weighted base	1,697	19	55	166	197	89	381	119	115	555
Non-manual employees^a										
Result of collective bargaining	43	96	24	19	28	21	16	58	43	70
Most important level ^a :										
Multi-employer	24	73	6	1	13	20	6	17	4	54
Single employer, multi-plant	15	20	7	5	6	-	9	38	39	11
Plant/establishment	3	3	9	12	7	1	1	2	-	1
Other answer	1	-	2	1	2	-	*	1	*	3
Not result of collective bargaining	57	4	76	81	72	79	84	42	57	30
Locus of decision about increase ^b :										
Management at this establishment	37	4	45	69	55	61	47	34	45	13
Management at higher level	17	1	31	14	16	11	39	6	16	6
National joint body	5	-	-	-	3	7	*	-	-	10
Wages Council	*	-	-	-	-	-	*	3	-	1
Unweighted base	2,058	53	100	284	253	72	309	155	204	628
Weighted base	1,992	21	56	167	203	90	416	128	259	651

The information collected refers to pay determination arrangements for the largest manual and largest non-manual negotiating groups at the establishment. Respondents could choose more than one option, so percentages may sum to more than the total percentage for establishments with no collective bargaining. The very small number of respondents who did not state the locus of decision are not reported in the table.
* indicates fewer than 0.5 per cent.
- indicates zero.

Column and row percentages may not always add up to 100 owing to the rounding of decimal places.

Table 2 Pay determination

	Great Britain											
	Region											
	Greater London	South East excluding London	East Anglia	South West	West Midlands	East Midlands	Yorks & Humber -side	North West	North	Wales	Scotland	Weighted base
Manual employees												
Result of collective bargaining	49	36	30	44	49	54	47	49	55	62	62	748
Most important level ^a												
Multi-employer	24	19	17	18	16	39	28	23	36	34	44	418
Single employer, multi-plant	17	13	9	20	18	7	11	11	10	12	13	200
Plant/establishment	4	4	2	5	13	8	4	13	5	13	3	107
Other answer	3	1	2	1	2	-	3	3	4	2	3	23
Not result of collective bargaining	51	64	70	56	51	46	53	51	45	38	38	950
Locus of decision about increase ^b												
Management at this establishment	36	36	35	31	33	21	37	29	20	28	26	235
Management at higher level	12	21	22	20	15	21	15	13	16	10	6	288
National joint body	2	7	1	9	*	2	7	5	4	1	3	84
Wages Council	1	*	9	1	-	3	2	2	1	-	3	28
Unweighted base	253	313	73	139	165	118	166	216	105	84	199	1,831
Weighted base	206	312	78	135	132	102	169	196	98	83	188	1,697
Non-manual employees^a												
Result of collective bargaining	41	36	41	48	39	57	36	36	44	46	57	724
Most important level ^a												
Multi-employer	21	17	26	20	18	34	26	15	27	35	43	412
Single employer, multi-plant	17	17	12	22	13	17	7	14	13	6	12	256
Plant/establishment	2	1	3	3	5	3	1	7	2	2	2	36
Other answer	*	1	-	3	4	2	2	*	2	2	-	20
Not result of collective bargaining	59	64	59	52	61	43	64	64	56	54	43	1,268
Locus of decision about increase ^b												
Management at this establishment	43	38	31	31	41	21	47	40	31	34	36	781
Management at higher level	14	21	7	25	16	16	23	18	20	14	6	381
National joint body	3	8	16	2	3	6	3	3	6	1	*	101
Wages Council	1	*	4	-	-	-	-	1	-	1	*	8
Unweighted base	326	358	78	154	177	129	183	236	114	90	213	2,058
Weighted base	286	370	80	168	150	120	189	219	117	95	197	1,992

Source: 1990 Workplace Industrial Relations Survey

Table 3 cont'd

	Great Britain									
	Broad sectoral classification		Establishment size (numbers of employees at the workplace)							
	Private Sector	Public Sector	25-49	50-99	100-199	200-499	500-999	1,000-1,999	2,000 plus	
Manual employees^a										
Result of collective bargaining	36	78	40	47	59	73	86	85	91	
Most important level ^a										
Multi-employer	13	58	27	21	28	29	43	50	57	
Single employer, multi-plant	13	14	9	17	16	24	19	19	20	
Plant/establishment	9	*	3	5	11	18	21	14	12	
Other answer	1	5	1	4	4	2	3	2	2	
Not result of collective bargaining	64	22	60	53	41	27	14	15	9	
Locus of decision about increase ^b										
Management at this establishment	44	1	37	30	25	15	9	8	7	
Management at higher level	17	11	17	18	13	7	3	3	-	
National joint body	3	7	5	4	1	5	3	1	2	
Wages Council	2	*	2	1	1	*	*	-	-	
Unweighted base	1,270	561	276	304	315	323	249	249	115	
Weighted base	1,197	500	868	436	221	122	33	12	5	
Non-manual employees^a										
Result of collective bargaining	25	84	37	40	48	68	79	80	91	
Most important level ^a										
Multi-employer	6	67	23	21	27	30	43	51	57	
Single employer, multi-plant	15	13	12	17	13	24	20	18	21	
Plant/establishment	4	*	1	2	6	10	15	11	11	
Other answer	1	3	1	1	2	4	2	*	2	
Not result of collective bargaining	75	16	63	60	52	32	21	20	9	
Locus of decision about increase ^b										
Management at this establishment	53	*	42	37	32	21	15	13	7	
Management at higher level	22	5	17	20	18	9	4	6	1	
National joint body	1	11	5	4	2	2	2	1	2	
Wages Council	1	-	*	1	1	-	*	-	-	
Unweighted base	1,428	630	348	353	367	350	262	258	120	
Weighted base	1,403	590	1,052	500	253	135	34	12	5	

Source: 1990 Workplace Industrial Relations Survey

Table 4 Employee-based estimates of pay determination arrangements in 1990 by industry, sector, establishment size, and region

Per cent of employees										
All	Broad industry division (with SIC code)									
	1 Energy & water supply	2 Mineral extraction etc.	3 Metal goods, engineering, vehicles	4 Other manufact- uring	5 Construc- tion	6 Distribution, hotels, catering etc	7 Transport & commu- nication	8 Banking, finance & insurance	9 Other services	
Employee analysis^a										
Manual employees										
Result of collective bargaining	65	89	85	64	71	60	38	89	24	74
Most important level ^b :										
Multi-employer	30	69	20	2	33	54	10	24	12	61
Single employer, multi-plant	18	18	30	14	13	4	23	55	11	9
Plant/establishment	15	2	33	45	23	1	4	11	-	2
Other answer	1	-	2	2	1	*	*	*	1	2
Not result of collective bargaining	35	11	15	36	29	40	62	11	76	26
Locus of decision about increase ^c :										
Management at this establishment	21	9	10	32	23	18	28	6	62	14
Management at higher level	11	2	2	5	5	7	34	3	16	6
National joint body	2	*	2	-	2	16	1	-	*	3
Wages Council	1	-	-	1	1	2	1	3	3	1
Percentage of employees covered by the survey ^d	2.2	5.1	15.9	17.9	6.1	18.1	9.5	2.5	22.7	
Non-manual employees										
Result of collective bargaining	63	84	53	51	46	27	24	76	43	85
Most important level ^b :										
Multi-employer	37	62	3	1	15	26	6	7	5	70
Single employer, multi-plant	19	18	26	15	13	-	16	61	38	12
Plant/establishment	5	3	18	33	15	1	2	8	-	1
Other answer	2	-	6	2	4	-	1	*	*	2
Not result of collective bargaining	37	16	47	49	54	73	76	24	57	15
Locus of decision about increase ^c :										
Management at this establishment	25	7	34	41	43	53	45	22	49	6
Management at higher level	10	9	16	12	8	11	32	3	12	3
National joint body	3	-	-	-	2	9	*	-	-	6
Wages Council	*	-	-	-	-	-	*	-	-	*
Percentage of employees covered by the survey ^d	1.8	2.9	7.5	6.2	2.1	12.4	4.5	16.5	46.1	

a See the *Technical note* for details on how these are derived.
b The information collected refers to pay determination arrangements for the largest manual and largest non-manual negotiating groups at the establishment.
c Respondents could choose more than one option, so percentages may sum to more than the total percentage for establishments with no collective bargaining. The very small number of respondents who did not state the locus of decision are not reported in the table.
d The percentages of manual and non-manual employees covered by the survey who were employed in different industries, sectors, sizes of workplace, and regions (row percentages).
* indicates fewer than 0.5 per cent.
- indicates zero.

Column and row percentages do not always add to 100 owing to the rounding of decimal points.

Table 4 cont'd

Great Britain										
Broad sectoral classification		Establishment size (numbers of employees at the workplace)								
Private Sector	Public Sector	25-49	50-99	100-199	200-499	500-999	1,000-1,999	2,000 plus		
56	93	43	46	63	77	89	88	96	Manual employees	
16	72	30	21	31	25	39	42	46	Result of collective bargaining	
19	17	8	16	17	26	20	24	29	Most important level ^b :	
20	1	4	6	15	25	28	21	21	Multi-employer	
1	2	1	2	1	1	2	1	*	Single employer, multi-plant	
44	7	57	54	37	23	11	12	4	Plant/establishment	
29	*	37	32	23	13	7	9	3	Other answer	
13	3	15	18	11	9	4	3	-	Not result of collective bargaining	
2	3	5	3	*	3	1	*	1	Locus of decision about increase ^c :	
1	*	3	2	1	*	*	-	-	Management at this establishment	
									Management at higher level	
									National joint body	
									Wages Council	
74.8	25.2	20.4	17.3	18.0	20.4	11.4	6.9	5.7	Percentage of employees covered by the survey ^d	
41	91	42	48	54	73	79	84	86	Non-manual employees	
6	76	21	26	33	38	47	61	57	Result of collective bargaining	
25	12	18	20	15	25	21	15	19	Most important level ^b :	
9	*	1	1	4	8	10	8	7	Multi-employer	
1	2	2	1	2	2	1	*	3	Single employer, multi-plant	
59	9	58	52	46	27	21	16	14	Plant/establishment	
44	1	38	34	32	21	16	9	10	Other answer	
16	2	16	14	15	5	3	6	2	Not result of collective bargaining	
1	6	6	5	1	2	2	1	2	Locus of decision about increase ^c :	
*	-	*	*	1	-	*	-	-	Management at this establishment	
									Management at higher level	
									National joint body	
									Wages Council	
56.0	44.0	17.4	16.7	16.3	19.5	11.7	9.4	8.9	Percentage of employees covered by the survey ^d	

Source: 1990 Workplace Industrial Relations Survey

Table 4 cont'd

	Great Britain										
	Region										
	Greater London	South East excluding London	East Anglia	South West	West Midlands	East Midlands	Yorks & Humber -side	North West	North	Wales	Scotland
Employee analysis^a											
Manual employees											
Result of collective bargaining	58	57	50	63	68	67	71	67	71	79	73
Most important level ^b :											
Multi-employer	23	29	20	25	25	33	37	22	43	39	40
Single employer, multi-plant	23	17	14	22	17	10	23	21	10	18	20
Plant/establishment	11	10	14	16	23	24	10	22	18	19	12
Other answer	1	1	1	1	2	-	1	2	1	3	1
Not result of collective bargaining	42	43	50	37	32	33	29	33	29	21	27
Locus of decision about increase ^c :											
Management at this establishment	28	24	32	23	24	20	23	17	13	13	17
Management at higher level	14	14	12	13	8	13	9	8	10	6	7
National joint body	*	3	1	4	*	1	2	5	3	2	2
Wages Council	*	1	4	1	-	2	1	2	1	-	2
Percentage of employees covered by the survey ^d	10.2	17.0	4.0	7.1	9.5	7.0	10.0	11.8	6.9	4.7	11.7
Non-manual employees											
Result of collective bargaining	46	56	67	66	62	75	71	64	77	78	77
Most important level ^b :											
Multi-employer	21	29	39	41	31	47	51	29	52	61	56
Single employer, multi-plant	22	22	23	20	17	15	13	27	16	9	16
Plant/establishment	3	4	6	5	11	8	4	8	4	4	4
Other answer	1	1	-	1	3	5	3	*	4	4	-
Not result of collective bargaining	54	44	33	34	38	25	29	36	23	22	23
Locus of decision about increase ^c :											
Management at this establishment	42	30	18	24	26	16	20	19	11	15	16
Management at higher level	10	13	3	11	10	7	9	10	10	4	7
National joint body	2	4	9	1	1	3	3	7	3	*	*
Wages Council	*	*	*	-	-	-	-	*	-	2	*
Percentage of employees covered by the survey ^d	17.7	20.1	3.9	8.0	6.7	5.6	8.4	11.0	5.5	4.5	8.7

Source: 1990 Workplace Industrial Relations Survey

Table 5 Performance related pay by occupational group

Per cent of establishments/organisations using specified forms of performance related pay for at least some of the occupational group in question

Occupational group	Category of performance related pay							
	IPBR or merit pay	GBPR or plant/enterprise bonus	Any incentive pay	IPBR	GPBR	Plant/enterprise bonus	Merit pay	Financial participation
a The 1990 WIRS^{ab}								
Unskilled manual	19	13	28					
Semi-skilled manual	28	21	34					
Skilled manual	34	19	47					
Clerical/admin/secretarial	34	7	38					
Supervisors	37	7	42					
Junior technical/professional	36	7	40					
Senior technical/professional	37	7	40					
Middle/senior managers	46	11	51					
b The 1991 IPM/NEDO survey^c								
Process/craft/ancillary	21	23	12	21	21	21	21	21
Clerical/admin/secretarial	^d	3	6	46	28	28	28	28
Managerial and professional	^d	8	6	59	35	35	35	35
Directors and executives	^d	5	5	51	43	43	43	43
c The 1991 IPM performance management study^c								
Manual	24	27	7	10	18	7	10	7
Non-managerial white collar	20	11	31	22	22	8	22	8
Other managers	28	9	44	22	28	12	22	12
Senior managers	36	6	54	20	41	36	20	36

Source: 1990 Workplace Industrial Relations Survey

- a Percentages of establishments.
b Occupational groups with less than five employees at the establishment are excluded.
c Percentages of organisations.
d Not reported.

Column and row percentages may add up to more than 100 owing to the rounding of decimal places.

Table 6 Performance related pay in 1990 by industry, sector, establishment size, and region

Percentage of establishments that use the specified form of performance related pay for at least one occupational group^a within the workplace

Form of performance related pay	Broad industry division (with SIC code)									
	All	1 Energy & water supply	2 Mineral extraction etc.	3 Metal goods, engineering, vehicles	4 Other manufacturing	5 Construction	6 Distribution, hotels, catering etc	7 Transport & communication	8 Banking, finance & insurance	9 Other services
All establishments										
Individual PBR or merit pay	45	33	43	51	57	45	58	42	65	25
Group/establishment or organisational PBR	17	47	46	35	18	30	17	21	12	7
Any PBR or merit pay	52	65	69	67	64	62	63	57	68	27
Unweighted base	2,041	53	99	283	251	70	306	155	201	633
Weighted base	1,970	21	56	167	203	89	413	128	256	425
Trading sector establishments only										
Individual PBR or merit pay	53	34	43	51	57	47	58	42	66	22
Group/establishment or organisational PBR	20	48	46	35	18	23	17	21	12	11
Any PBR or merit pay	61	66	69	67	64	56	63	57	69	26
Financial participation ^b	55	46	52	52	41	44	69	36	73	27
Financial participation (excluding executive share schemes) ^c	53	43	50	48	38	44	68	36	71	27
All performance related pay	76	68	81	81	75	70	85	65	83	40
All performance related pay (excluding executive share schemes) ^c	75	68	79	80	74	70	85	65	83	40
Weighted base	1,432	21	56	167	203	75	413	123	249	623

^a Questions about performance related pay were only asked of occupational groups with five or more employees at the workplace.
^b Includes profit-related payments, deferred profit-sharing schemes, SAYE share option schemes, discretionary or executive share option schemes, and other types of share option schemes.
^c Excluding discretionary or executive share option schemes.
 Column and row percentages do not always add to 100 owing to the rounding of decimal points.

Table 6 cont'd

Great Britain

Broad sectoral classification	Establishment size (numbers of employees at the workplace)								
	Private sector	Public sector	25-49	50-99	100-199	200-499	500-999	1,000-1,999	2,000 plus
All establishments									
Individual PBR or merit pay	53	26	38	46	60	63	66	77	86
Group/establishment or organisational PBR	19	10	15	13	23	26	36	24	36
Any PBR or merit pay	61	31	46	51	66	70	75	80	91
Unweighted base	1,414	627	346	347	364	347	261	256	120
Weighted base	1,386	584	1,044	489	252	134	34	12	5
Trading sector establishments only									
Individual PBR or merit pay	53	26	46	53	64	71	77	87	93
Group/establishment or organisational PBR	19	46	19	15	25	31	34	29	32
Any PBR or merit pay	61	61	57	58	71	78	82	88	93
Financial participation ^b	56	3	48	59	65	71	61	71	78
Financial participation (excluding executive share schemes) ^c	55	3	47	56	60	69	59	69	76
All performance related pay	76	61	70	77	86	91	91	94	98
All performance related pay (excluding executive share schemes) ^c	76	61	70	76	84	91	91	94	98
Weighted base	1,386	46	742	376	187	99	19	6	2

Source: Workplace Industrial Relations Survey

Table 6 cont'd

	Region											Weighted base
	Greater London	South East excluding London	East Anglia	South West	West Midlands	East Midlands	Yorks & Humber side	North West	North	Wales	Scotland	
All establishments												
Individual PBR or merit pay	52	53	36	35	41	46	37	45	36	37	52	890
Group/establishment or organisational PBR	13	14	9	21	26	18	12	22	12	19	19	326
Any PBR or merit pay	58	58	39	47	53	51	41	57	38	42	58	1,026
Unweighted base	322	357	78	151	176	129	180	234	109	90	215	2,041
Weighted base	281	369	81	164	147	120	185	217	111	95	201	1,970
Trading sector establishments only												
Individual PBR or merit pay	57	58	47	44	49	68	46	47	38	49	60	753
Group/establishment or organisational PBR	17	17	15	28	34	27	14	22	15	27	17	288
Any PBR or merit pay	65	65	52	60	65	75	51	58	42	56	66	871
Financial participation ^a	61	62	38	64	44	71	55	50	52	32	47	784
Financial participation (excluding executive share schemes) ^c	58	60	36	64	42	67	53	48	51	32	46	760
All performance related pay	80	82	63	80	72	91	74	72	65	60	73	1,080
All performance related pay (excluding executive share schemes) ^c	79	82	61	80	72	90	74	71	65	60	73	1,080
Weighted base	221	277	48	112	107	76	135	181	80	63	131	1,432

Source: 1990 Workplace Industrial Relations Survey

Table 7 Performance related pay in 1991 by sector

	Per cent of organisation				
	IPBR	GPBR	Plant/enterprise bonus	Merit pay	Financial participation
Manufacturing					
Applied to:					
All employees	^a	1	6	13	26
All/some manual employees only	23	21	14	8	4
All/some non-manual employees only	^a	12	8	47	28
Services					
Applied to:					
All employees	^a	2	3	30	36 ^c
All/some manual employees only	21	26	7	9	1 ^c
All/some non-manual employees only	^a	13	5	33	19 ^c
Private sector					
Applied to:					
All employees	^a	2	5	28	30
All/some manual employees only	16	15	10	9	3
All/some non-manual employees only	^a	15	7	40	24
Public sector					
Applied to:					
All employees	^a	-	-	3	^d
All/some manual employees only	39	54	15	9	^d
All/some non-manual employees only	^a	1	4	40	^d

^a Not reported.
^b Excluding public administration and health.
^c Not applicable.
^d indicates zero.

Source: 1991 IPM/NEDO survey

Column and row percentages may not always add up to 100 owing to the rounding of decimal points.

Technical note

New Earnings Survey (NES)

The NES is conducted by the Employment Department, and is the most comprehensive source of information on earnings in Britain. The survey takes place in April of each year, and has been conducted annually since 1970.

The NES is a survey of employers, but collects data on the earnings of individual employees. Employers are asked to fill in the survey form for specified individuals who have been chosen on the basis of their National Insurance number. The survey is designed so that the sample of employees is random and nationally representative. Combined with the large sample size and a high response rate, this means that the earnings of individuals can be analysed in some detail.

There is one gap in the NES's coverage: employees earning less than the threshold for paying income tax are not automatically included in the survey. In practice this means that NES results for part-time employees and young people may not be fully representative. This does not affect any of the results in this article, which refer solely to full-time employees whose pay in the survey period was not affected by absence.

There are two minor discontinuities in the data. One is that the NES data up to and including 1983 refer to male full-time employees aged 21 and over, and female full-time employees aged 18 and over, whereas, from 1984 onwards, the data refer to all full-time employees on adult rates. The second discontinuity arises from a change in occupational classification in 1990. This second discontinuity only affects estimates for manual and non-manual employees; estimates reported for all full-time employees are unaffected. Although they have not been corrected for, the effects of both these discontinuities on the data presented will be very small. The qualitative significance of all the results is unchanged.

Further details on the general design of the NES, along with the questionnaire, can be found in *part A* of the annual survey report.

The data on collective agreements used in this article comes from two questions. The first is asked on an annual basis, and asks employers if the pay of the employee is 'directly affected' by any of a long list of collective agreements or Wages Council orders. The complete list in any single year can be found in *part A* of the annual survey

report. The second question, asked in 1973, 1978 and 1985, refers to all collective agreements and not just the ones on the specified list.

Workplace Industrial Relations Survey (WIRS)

This survey series is sponsored jointly by the Employment Department, the Policy Studies Institute, the Economic and Social Research Council, and the Advisory, Conciliation and Arbitration Service. Surveys were carried out in 1980, 1984 and 1990.

WIRS is a nationally representative survey of all establishments (workplaces) with 25 or more employees, with the sampling frame drawn from the Census of Employment. The survey covers England, Scotland and Wales and the whole economy, with the exception of agriculture, forestry, and fishing and deep coal mining. Around 2,000 establishments are interviewed in each survey, and the response rate has been consistently high (83 per cent in 1990).

The survey consists of a main questionnaire administered to the most senior manager at the establishment responsible for personnel or industrial relations issues. All the data used in this article were collected from management respondents. In addition, interviews are held with employee representatives and, sometimes, other managers at the workplace. Further information on the survey in general and the terms and definitions used in this article is contained in *Millward, Stevens, Smart and Hawes (1992)*.

Information on union recognition (for collective bargaining over pay and conditions) was collected for each of a number of negotiating groups at the workplace. In addition, for the largest manual and non-manual negotiating groups, additional questions were asked about the basis on which the most recent pay increase had taken place. This is the information collected in *tables 2, 3 and 4*.

The article presents this data in two ways: through estimates of the *proportions of establishments* with specific forms of pay determination; and estimates of the *proportions of employees* whose pay was determined by specific arrangements.

The employee-based estimates (the bottom panel of *table 2 and table 4*) are approximate, since they essentially assume that the pay determination arrangements for the largest manual and non-manual negotiating group at the

workplace apply to all manual and non-manual employees at that workplace. In practice, this means that these employee-based estimates overstate to some extent the actual incidence of collective bargaining among employees. The employee-based estimates of union recognition for collective bargaining (the top-right panel of *table 2*), however, are not calculated in this way and do not overstate the incidence of collective bargaining.

In addition, the 1990 questionnaire was redesigned to take account of the possibility of unions having both manual and non-manual members, entailing a further complication with respect to these results. Where there were recognised unions with non-manual and manual members, but where none of the manual members belonged to a negotiating group that consisted of predominantly manual unions, their pay was determined within a predominantly non-manual group of unions. In such cases, whenever possible, the data about bargaining levels for the largest non-manual negotiating group has been imputed and applied to the manual employees covered by these unions. The same procedure was carried out for non-manual employees in a similar situation.

The data on incentive pay in 1984 and 1990 used in *figure 4* is comparable. The data only relates, though, to payment by results for manual and non-manual staff, this being defined as where payment varies by the amount or value of work done, and not just by the hours worked. The 1990 survey collected data on use of a wider set of PRP and for a wider set of occupational groups (provided there were five or more employees in the occupational group present at the establishment). This data is used in *figure 5 and tables 5 and 6*.

NIESR survey of companies' industrial relations practices

This survey was undertaken by NIESR in 1990, and results were reported in *Gregg and Yates (1991)*. Its objective was to collect retrospective data for the 1980s on industrial relations arrangements from a sample of predominantly large companies.

Only 558 replies were received from the 2,400 companies to which the questionnaire was sent, a response rate of 23 per cent. In addition, production industries were over-represented in the

Continued overleaf ►

achieved sample. The substantial non-response means that caution must be attached to the survey findings.

IPM/NEDO survey of payment systems

This was a one-off postal survey of employers conducted by the Institute of Personnel Management (IPM) and the National Economic Development Office (NEDO), and reported in *Cannell and Wood* (1992).

The survey was a study of organisations across the UK. There are some methodological difficulties with this survey. The study aimed to survey a representative sample of employers; the effective response rate, however, was only 39 per cent. Furthermore, there are some noticeable differences in response rates between groups: public sector organisations, the financial services industry and medium-sized organisations (1,000 to 5,000 employees) were over-represented, while smaller organisations and some parts of the service sector were under-represented. Thus the degree to which the survey results reflect the overall population is questionable. They are best taken as reflecting the views of larger employers.

IPM survey of performance management systems

The IPM also sponsored a study of performance management systems in 1991 which, although not directly focused on incentive pay, does contain

relevant material. The results are presented in IPM (1992). Part of the study design was a survey of employers carried out by the Institute for Manpower Studies. The survey was designed to measure the steps taken by employers to manage performance within their organisations; since one commonly perceived characteristic of performance management systems is that there is a performance-pay link, the survey asked employers about PRP.

The sample of employers was drawn from various sources, including a sub-sample of 'high-performing' companies, selected on the basis of their profitability over the previous five years. Public as well as private sectors were included. The survey was administered postally, and achieved a usable response rate of 46 per cent. The survey respondents, however, were not representative of employers as a whole: certain sectors (retail and transport) were under-represented, while the public sector was over-represented; furthermore, only a fifth of responses came from organisations with fewer than 500 employees. Altogether responses accounted for 4.3 million employees, a fifth of the workforce. The results, however, should only be seen as representative of large organisations; they are unlikely to be representative of either employers as a whole or of the workforce as a whole.

The survey used the generic term 'performance-related pay' to refer to six categories of incentive pay:

- individual bonuses;
- team bonuses;
- appraisal-related performance pay;
- merit pay (no link to formal appraisal);
- profit-sharing (including company bonuses);
- share option schemes.

Clearly, these definitions do not correspond with the classification set out above, although the third and fourth would be considered as merit pay, while the last two would include all financial participation schemes. However, all PRP systems ought to have been caught by one or other of these categories.

Employment in Britain survey

This was a nationally representative sample survey of 3,855 people aged 20 to 60, conducted between May and September 1992 in people's own homes. The response rate was 72 per cent. First findings of the results for employees are presented in *Gallie and White* (1993).

1991 Section 1 survey

Under Section 1 of the Employment Act 1982, companies with more than 250 employees are required to state in their annual reports what action they have taken to promote employee involvement. The 1991 Section 1 survey was a random sample of 377 company reports, and measured the extent of various employee involvement practices. Further details can be found in *Hibbett* (1991).

Estimating Britain's ethnic minority populations using the Labour Force Survey

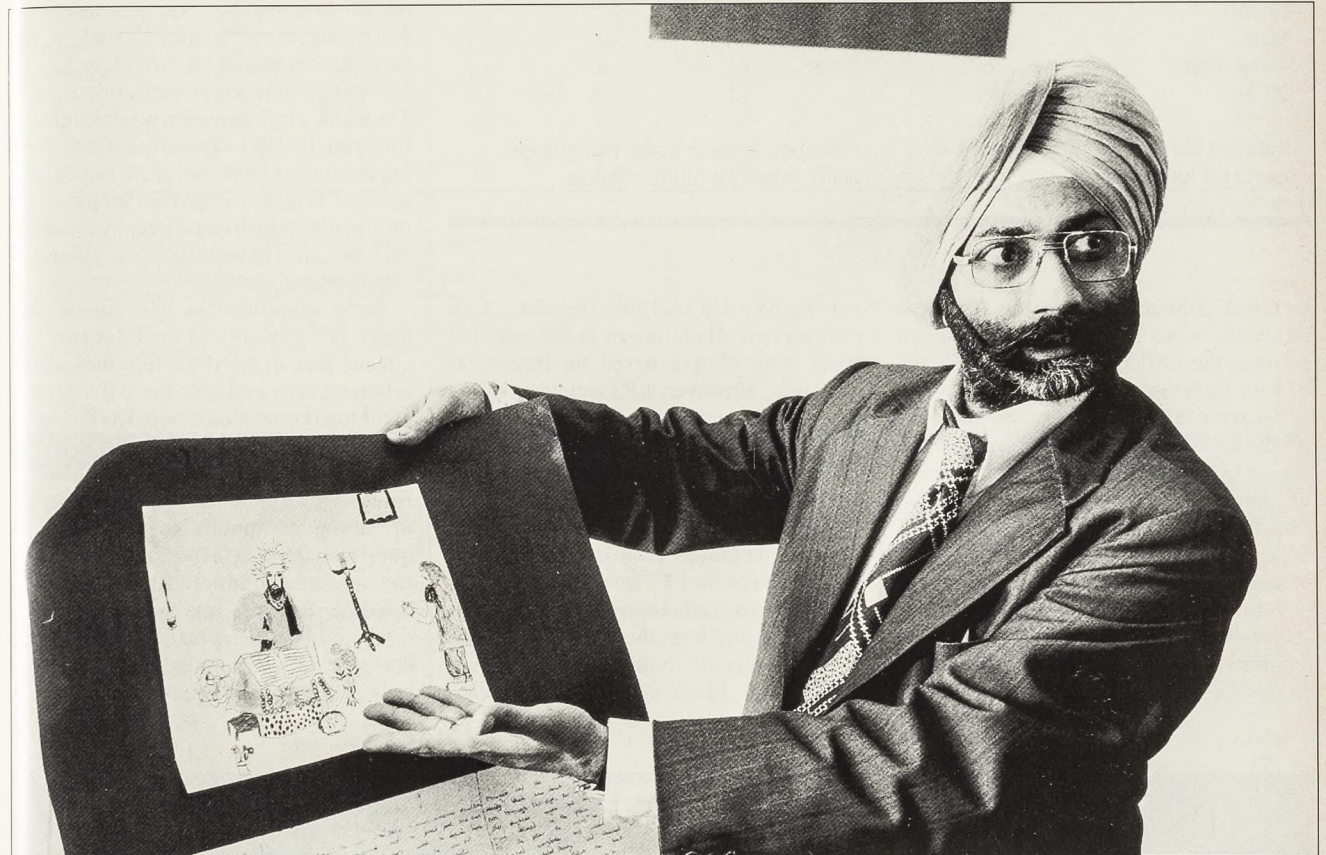


Photo: Chris Steele-Perkins/MAGNUM

The Employment Department's Labour Force Survey (LFS) is the most reliable source of ethnic origin information between population censuses. This article shows how the LFS estimates have been improved in recent years.

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

Key findings

- Since spring 1992, the LFS has provided quarterly estimates of ethnic groups which are broadly in line with the 1991 Census of Population estimates.
- These estimates are more reliable than those from the previous annual LFS as a result of:
 - using the Census question on ethnic origin;
 - improving the LFS sample design; and
 - introducing computer-assisted interviewing, which led to a dramatic fall in the level of non-response for the ethnic origin question.

THE LABOUR Force Survey is a sample survey of some 60,000 households containing about 150,000 people in Great Britain. Up to 1991, the LFS was carried out each spring during March to May (biennially from 1973 to 1983). Since 1979 it has included a question on ethnic origin (see box 1).

The 1991 Census of Population was the first to include a question on this topic (see box 1). Until the 1991 Census results became available, therefore, the LFS was the most reliable direct source of ethnic origin information at national and regional level. It is also the most reliable source of up-to-date ethnic origin information between censuses.

An article in the summer 1993 *Population Trends* suggested that the pre-1992 LFS estimates of the ethnic minority population

Box 1 The ethnic origin questions in the LFS and 1991 Census of Population

LFS up to 1991

To which of these groups do you consider... belongs?

White
West Indian or Guyanese
Indian
Pakistani
Bangladeshi
Chinese
African
Arab
Mixed origin
Other

Those in the last two groups were asked for further details.

LFS from 1992 (equivalent to 1991 Census question)

To which of these groups do you consider... belongs?

White
Black—Caribbean
Black—African
Black—other
Indian
Pakistani
Bangladeshi
Chinese
Other*

* Respondents in these two groups were asked for further details.

in Great Britain were too low.¹ These criticisms were based on a comparison between the 1991 Census and the average of the LFS estimates for 1989-1991.

As with all sample surveys, the LFS results are subject to sampling error. In the annual LFS, before 1992, part of the sample of addresses was selected using a clustered design (for further details see box 2 and the *Labour Force Survey Reports*²). This increases the sampling errors, particularly of estimates of population characteristics such as minority ethnic groups, which are themselves highly clustered and form a relatively small proportion of the total

population. Up to 1991, therefore, LFS estimates of ethnic origin at sub-national level were always based on three-year averages. However, LFS estimates of the total population in ethnic minority groups in Great Britain in any single year are sufficiently reliable to use and have been published in the *LFS Reports*.

Table 1 shows the total population in the main ethnic groups estimated by the 1991 Census and by the LFS from 1989 onwards. Comparisons of ethnic origin statistics from the Census and from the 1991 LFS are not exact because of timing and definitional differences. Black people (West Indian,

Caribbean and African) were slightly under-represented in the 1991 LFS compared with the 1991 Census. Overall, non-white groups were estimated to be 5.2 per cent of the population compared with 5.5 per cent in the 1991 Census. The 1991 LFS estimate is closer to the Census estimate than the LFS average for 1989-1991 which was 4.9 per cent.

Enhanced LFS

From 1992 the LFS has been enhanced and quarterly results are produced based on an unclustered (simple random) sample of 60,000 households. All first interviews (each household is interviewed in five successive quarters) are carried out face-to-face using computer-assisted interviewing. The ethnic origin question was brought into line with the 1991 Census question. These improvements (summarised in box 2), have resulted in much improved ethnic origin information which is sufficiently reliable to be used on a quarterly basis, subject to sample size limitations.

Some improvement in response, and hence in the quality of the estimates, was already seen in the 1991 LFS: then, ethnic origin was not available for half a per cent of the total population covered by the survey (after grossing), compared with around one per cent in 1989 and 1990 (see table 2). However, with the introduction of the use of laptop computers to replace paper questionnaires in 1992, the number of respondents who do not answer this question fell dramatically to less than 0.05 per cent.

To illustrate the extent of actual non-response, in the winter 1992-93 quarter only 19 respondents out of 150,000



Photo: MAGNUM

Table 1 Comparison of ethnic origin results from the 1991 Census with the Labour Force Survey (spring 1989-91, spring, summer, autumn, winter, 1992-93)

Ethnic group	Per cent of total population	Great Britain Per cent							
		Census 1991	LFS Av 1989-91	LFS Sp 1989	LFS Sp 1990	LFS Sp 1991	LFS Sp 1992	LFS Su 1992	LFS Au 1992	LFS Wi 1992-93
White	94.5	94.2	94.1	94.3	94.3	94.2	94.2	94.2	94.2
Other groups	5.5	4.9	4.6	4.8	5.2	5.8	5.8	5.8	5.8
Black ^a	1.6	1.1	1.2	1.0	1.1	1.6	1.6	1.5	1.5
Indian	1.5	1.4	1.4	1.4	1.5	1.7	1.7	1.7	1.7
Pakistani	0.9	0.9	0.8	0.9	1.0	0.9	0.9	1.0	1.0
Bangladeshi	0.3	0.2	0.2	0.2	0.3	0.3	0.4	0.3	0.4
Chinese	0.3	0.2	0.2	0.2	0.3	0.3	0.3	0.3	0.2
Other ^b	0.9	1.0	0.8	1.0	1.0	1.0	0.9	0.9	0.9
Not stated	n/a	0.9	1.2	0.9	0.5	-	-	-	-

Source: 1991 Census & Labour Force Survey

^a 1991 Census categories: Black Caribbean, Black African, Black other.
1989-91 LFS categories: West Indian or Guyanese, African.
From spring 1992 LFS categories: Black Caribbean, Black African, Black other.
^b 1991 Census categories: Other Asian, Other other (non Asian).
1989-91 LFS categories: Arab, Mixed Origin, Other.
From spring 1992 LFS categories: Other Asian, Other other (non Asian).
^c Not applicable (not stated answers in the Census are imputed).
^d Less than 0.05 per cent.

Box 2

LFS 1992²

- Annual survey in March-May
- 15,000 two-stage clustered sample in GB plus 44,000 by: simple random sampling in London, the metropolitan counties and larger districts; clustered elsewhere in GB
- Interviews: face-to-face or by telephone
- Answers recorded on paper questionnaires and manually entered on computer some time later
- Ethnic origin question predated 1991 Census

LFS from March 1992³

- Quarterly survey
- Whole GB sample is unclustered
- All first interviews (at which ethnic origin is established) are face-to-face (except in northern Scotland)
- Computer-assisted interviewing — answers put into lap-top computer during interview
- Ethnic origin question in line with that used in the 1991 Census

interviewed gave no answer to the ethnic origin question. This compared with almost 1,000 in spring 1991 and some 1,500-2,000 in earlier surveys.

Table 1 shows that from spring 1992 the quarterly LFS has consistently produced estimates of non-white ethnic groups in total which are close to, but a little higher than, those from the 1991 Census. The estimates for each of the main ethnic minority groups are very similar to those found by the Census.

No information is yet available on the accuracy of the 1991 Census figures, although it is known that there was a greater

degree of under-enumeration than in previous Censuses. The results of the quality check from the Census Validation Survey, available later this year, will give some indication of the accuracy of the Census figures.

Further information

Table 1 of the LFS Help-Line feature in the July *Employment Gazette* showed statistics of ethnic origin in the labour force from the winter 1992-93 LFS. From the September 1993 issue, the *LFS Quarterly Bulletin*⁴ will include a similar table. A longer article on ethnic minority groups in

Table 2 Non-response to the ethnic origin question

LFS date	Great Britain	
	Grossed number of non-responses (000s)	Per cent
Spring 1989	683	1.2
Spring 1990	499	0.9
Spring 1991	303	0.5
Spring 1992	17	0.03
Summer 1992	11	0.02
Autumn 1992	8	0.01
Winter 1992-3	7	0.01
Spring 1993	13	0.02

the labour market is in preparation for publication early in 1994.

Further information about the LFS, including references to previous articles on ethnic minority groups and on analyses of ethnic origin and other topics, is available from Statistical Services Division C3, Employment Department, Caxton House, Tothill Street, London SW1H 9NF, or by telephoning the LFS Help-Line: 071-273 5585. ■

Footnotes

- 1 Owen, C: 'Using the Labour Force Survey to estimate Britain's ethnic minority populations'. *Population Trends* 72. HMSO, 1993.
- 2 *Labour Force Survey 1990 and 1991: Series LFS no. 9*. HMSO, 1992.
- 3 For details of the survey procedures used for the quarterly LFS, see *Employment Gazette*, October 1992, pp 483-488.
- 4 *LFS Quarterly Bulletin*. Published by the Employment Department (for further information see page LFS 4 in this issue).



Labour Force Survey Quarterly Bulletin

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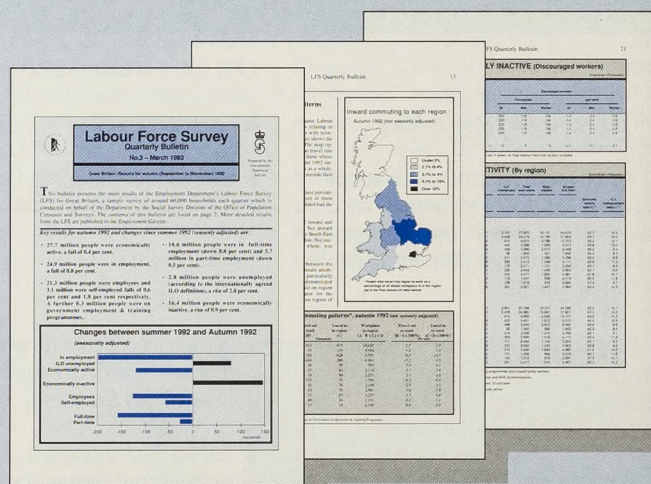


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- Hours of work
- Job related training
- Redundancies
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To: Chris Randall, SSD C2, Employment Department, Level 1, Caxton House, Tothill Street, London, SW1H 9NF (Tel no. 071 273 6110)

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LFSQBA

PARLIAMENTARY questions



A selection of Parliamentary Questions put to Employment Department Ministers.

They are arranged by subject matter. The date on which they were answered is given at the end of each PQ.



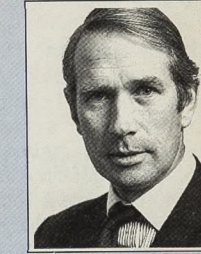
David Hunt
Secretary of State



Michael Forsyth
Minister of State



Ann Widdecombe
Parliamentary Under
Secretary of State



Viscount Ullswater
Parliamentary Under
Secretary of State

Employment Department Ministers

APPRENTICESHIPS

Ron Leighton (Newham North East) asked the Secretary of State for Employment what is the Department doing to recapture the strength of the old apprenticeship system.

(July 16)

Ann Widdecombe: The Government is keen to promote and encourage the growth of modern apprenticeships offering high quality training, open to young men and women equally and leading to National Vocational Qualifications which employers value. The Government already supports some apprenticeships and similar training arrangements through Youth Credits and Youth Training. All concerned need to be clear that work based training and vocational qualifications deserve equal esteem alongside other education and training options open to young people.

(July 16)

Barry Jones (Alyn and Deeside) asked the Secretary of State for Employment what consultations he proposes with (a) the TUC and (b) employers to consider ways of stimulating the growth in the number of apprenticeships in British industry.

Ann Widdecombe: Interest in a modern, revitalised apprenticeship system features prominently in discussions I have with representatives of both employers and employees. All concerned need to be clear

that work based training and vocational qualifications deserve equal esteem alongside other education and training options open to young people.

Barry Jones (Alyn and Deeside) asked the Secretary of State for Employment what plans he has to provide more apprenticeships; and if he will make a statement.

Ann Widdecombe: In National Vocational Qualifications we now have an employer-led framework of qualifications which young people can achieve through work based training, building on the best of our apprenticeship traditions. These training arrangements and qualifications have much to contribute towards improving economic competitiveness and equipping young people for rewarding careers.

INDUSTRIAL DEAFNESS

Barry Sheerman (Huddersfield) asked the Secretary of State for Employment what steps he is taking to help women who suffer from industrial deafness to claim compensation from their employers.

Michael Forsyth: The Employers Liability (Compulsory Insurance) Act 1969

already requires employers to take out insurance to cover claims for compensation from employees who are injured, or who develop an industrial disease, as a result of their employers negligence. We have no plans to extend this legislation.

(July 21)

Barry Sheerman (Huddersfield) asked the Secretary of State for Employment what assessment he has made of the extent of change of the prevalence of the problem of industrial deafness in the past ten years.

Michael Forsyth: The most reliable indicator of the change in the incidence of industrial deafness is best drawn from the numbers of workers claiming Industrial Injuries Disablement Benefit, administered by the Department of Social Security, as shown in the following table:

Year	Number of cases
1986-87*	1202
1987-88	1251
1988-89	1170
1989-90	1128
1990-91	1041
1991-92	972 (provisional)

* Figures from before 1986 are not comparable as they were compiled on a different basis.

(July 21)

WORK-RELATED DISEASES

Mike Watson (Glasgow Central) asked the Secretary of State for Employment how many recorded cases there were of the diseases mesothelioma, asbestosis and bilateral diffuse pleural thickening in each year since 1988 in England and Wales; and within each figure, what percentage was female.

Michael Forsyth: The information is not available in the form requested. Such information as is available from the Department of Social Security is contained in the following table: see right.

(July 21)

MESOTHELIOMA ASBESTOSIS BILATERAL DIFFUSE PLEURAL THICKENING

	Total	Female	Total	Female	Total	Female percent
1988	406	n/a	160	n/a	109	n/a
1989	386	n/a	193	n/a	104	n/a
1990	409	3	216	3	124	0
1991	461	4	262	2	127	0
1992	474	3	258	3	129	2

a The information is based on claims for industrial injuries
b Disablement Benefit subsequently referred to a Medical Boarding Centre situated in England or Wales.
c The percentage figure for females is not available for 1988 and 1989.

OCCUPATIONAL FATALITIES

Dawn Primarolo (Bristol South) asked the Secretary of State for Employment if he will list the ten most frequent occupationally-related causes of death for the latest available period.

Michael Forsyth: The most frequent causes of recorded occupationally-related mortality in 1991 and/or 1992 were: mesothelioma; accidental trauma; pneumoconiosis; asbestosis; accidental poisoning and gassing; lung cancer due to asbestos; byssinosis; other cancers; and allergic alveolitis (including farmers lung). There were only occasional deaths recorded from other causes.

(July 22)

SPECIAL EQUIPMENT

Alfred Morris (Manchester Wythenshawe) asked the Secretary of State for Employment what is the average cost of equipment given under the special aids to employment schemes (a) for all recipients and (b) for blind workers.

Michael Forsyth: The average cost of equipment supplied under the Special Aids to Employment scheme is (a) £906 for all recipients and (b) £1,373 for blind workers.

(July 23)

Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment what assessment he has made of the extent to which employers take account of the cost of special equipment in deciding whether to employ (a) blind workers or (b) people with other disabilities.

Michael Forsyth: An assessment of the extent to which employers take account of the cost of special equipment was published in the consultative document *Evaluation of Special Schemes for people with disabilities: Summary Paper*, in November 1990. The paper provided details of employer responses to a question which asked whether they would have taken or kept their disabled employees on, without help from the special schemes for people with disabilities. The question was asked in relation to all disabled people, regardless of disability although one third were classified as totally blind. The following table shows employer responses with reference to the Special Aids to Employment scheme:

Would you have taken/kept him/her on without help from the scheme?

Response	per cent
Definitely	75
Possibly	16
Base	175

(July 23)

PEOPLE WITH DISABILITIES

Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment what is the percentage level of employment of (a) blind people and (b) all disabled people.

Michael Forsyth: The Labour Force Survey (LFS) asks people of working age if they currently have any health problem or disability which limits the kind of paid work they can do. Estimates based on answers to this question will include people with short-term health problems and disabilities as well as those registered as disabled.

LFS estimates for winter 1992-93, not seasonally adjusted, show that in Great Britain 38.2 per cent of working age people with such health problems and disabilities were in employment. Of those who reported their main health problem was with difficulty in seeing, 45.2 per cent were in employment.

(July 23)

YOUTH TRAINING

Frank Dobson (Holborn and St Pancras) asked the Secretary of State for Employment, further to his answer of July 8, *Official Report*, column 263, how many participants in total were on Youth Training (YT) in January (a) 1991, (b) 1992 and (c) 1993.

Ann Widdecombe: Information about the number on YT in January 1991 is not available but the March 1991 figure was 314,000. In January 1992 and January 1993 there were 303,000 and 293,000 people respectively on YT in Great Britain.

(July 16)

Lynne Jones (Birmingham, Selly Oak) asked the Secretary of State for Employment what information he has received in the last 12 months on the supply and demand of YT places in each Training and Enterprise Council (TEC) area; and what has been made public.

Ann Widdecombe: Information on the availability of YT places is not collected nationally. Information on the total demand for YT places is also not collected but the number of young people who are registered with Careers Services in England, who are covered by the YT Guarantee has been collected since August last year. Information on the number of these young people who have been waiting for a YT place for eight or more weeks in March and April has been released in response to previous questions in the House. Updated information is provided in the following table: see right.

Sources: (see table, right)

- Information from Careers Service Management return (Supplement) 11 March 1993.
- Information from Careers Service Management return (Supplement) 8 April 1993.
- Information from Careers Service Management return (Supplement) 13 May 1993.
- Information from Careers Service Management return (Supplement) 10 June 1993.

(July 19)

YOUNG PEOPLE WAITING FOR EIGHT OR MORE WEEKS FOR A PLACE ON YT: 1993

TEC	March (1)	April (2)	May (3)	June (4)
Avon	88	117	9	6
AZTEC	156	95	65	41
Barnsley 36 & Doncaster	35	69	91	
Bedfordshire	115	164	71	48
Birmingham	110	131	21	38
Bolton & Bury	41	19	0	0
Bradford	15	18	8	9
Calderdale & Kirklees	18	15	28	30
CAMBSTEC	69	54	55	21
Central England	14	19	15	23
Central London	136	152	71	42
CEWTEC	18	12	9	13
CILNTEC	143	109	108	73
County Durham	62	71	61	70
Coventry & Warwicks	79	86	88	87
Cumbria	33	6	12	33
Devon & Cornwall	66	71	56	27
Dorset	23	15	12	12
Dudley	2	1	2	1
ELTEC	19	29	25	14
Essex	373	329	195	199
Gloucester	28	11	5	1
Greater Nottingham	32	35	18	9
Greater Peterborough	23	17	22	21
Hampshire	207	304	251	63
RAWTEC	19	30	9	7
Heart of England	15	24	20	19
Hertfordshire	107	164	108	107
Humberside	47	36	25	30
Isle of Wight	37	28	37	29
Kent	338	183	134	103
LAWTEC	40	28	23	17
Leeds	37	26	32	32
Leicestershire	27	31	22	19
LETEC	439	380	310	233
Lincolnshire	19	39	19	19
Manchester	106	93	58	61
Merseyside	42	47	55	25
METROTEC	21	6	12	0
Milton Keynes & N Bucks	32	42	35	43
Norfolk/Waveney	4	31	27	49
NORMIDTEC	13	9	14	8
North Derbyshire	42	39	19	9
North London	66	79	59	74
North Nottinghamshire	91	55	37	22
North West London	111	107	82	99
North Yorkshire	79	59	49	42
Northamptonshire	62	39	5	27
Northumberland	47	58	62	66
Oldham	36	48	28	6
QUALITEC	20	16	25	17
Rochdale	18	15	6	8
Rotherham	4	9	3	2
Sandwell	10	20	28	28
S & E Cheshire	0	0	1	0
Sheffield	156	147	277	46
Shropshire	19	24	13	16
SOLOTEC	206	194	76	37
Somerset	97	114	103	125
South Derbyshire	25	29	28	8
South Thames	476	451	339	67
Staffordshire	4	6	7	6
Stockport & High Peak	16	19	12	9
Suffolk	13	13	14	10
Surrey	94	99	28	13
Sussex	66	86	60	59
Teesside	45	56	65	100
Thames Valley				
Enterprise	185	198	205	228
Tyneside	60	59	56	54
Wakefield	18	18	16	13
Walsall	3	12	6	5
Wearside	0	0	0	0
West London	36	48	29	19
Wiltshire	68	68	47	41
Wolverhampton	2	6	3	5

Table 1

Youth Training Scheme/Youth Training Great Britain starts: April 1988 to March 1993

April 1988 to March 1989	407,200
April 1989 to March 1990	383,800
April 1990 to March 1991	347,800
April 1991 to March 1992	293,000
April 1992 to March 1993	286,600

Source: SPECTRUM, TEC Operating Agreement (Annex J), Scottish & Welsh Management Information

Includes Youth Credits. 1992/93 information is provisional.

Table 2

Youth Training Scheme/Youth Training percentage gaining a qualification

all leavers Great Britain: April 1988 to September 1992

	per cent
April 1988 to March 1989	41
April 1989 to March 1990	43
April 1990 to March 1991	38
April 1991 to March 1992	33
April 1992 to September 1992	35

Source: YT Follow-up Survey.

Includes Youth Credits. April 1991 to September 1992 information is provisional.

YOUTH TRAINING

Ron Leighton (Newham North East) asked the Secretary of State for Employment what was the total number of young people who entered YT in each of the last five years; and what were in each year the qualifications they received.

Ann Widdecombe: Information on the number of starts on YT is given in table 1 (see left). Information on qualifications gained while on YT is collected when a young person leaves the programme. The percentage of leavers with a qualification is given in table 2.

(July 20)

ASBESTOSIS

Tom Cox (Tooting) asked the Secretary of State for Employment what information he has on the number of court actions against companies operating in the United Kingdom for infringements of the existing anti-asbestos legislation in each of the last five years; and if he will make a statement.

Michael Forsyth: The Health and Safety Executive is committed to ensuring that all work with asbestos is carried out safely and

(July 21)

EUROPEAN COMMISSION

Don Foster (Bath) asked the Secretary of State for Employment what part he plans to play in the proposed European Commission Into Full Employment.

Michael Forsyth: I assume that the hon. Member is referring to the Commission's Communication on a Community-wide framework for employment. The Social Affairs Council which I attended on June 1 1993 welcomed the Communication as a valuable contribution to the process of seeking solutions to unemployment, while recognising that the primary responsibility for employment policies lies with the member states. The UK awaits specific proposals from the European Commission.

(July 19)

Asbestos (Licensing) Regulations 1983 Years from 1 April Informations

Year	laid	Convictions
1987-88	32	27
1988-89	14	13
1989-90	14	7
1990-91	7	7
1991-92	8	7

Control of Asbestos at Work Regulations 1987 (came into force March 1988)

1988-89	21	21
1989-90	63	58
1990-91	57	48
1991-92	48	40

Asbestos Regulations 1969 (Revoked on 1 March 1988)

1987-88	14	8
1988-89	4	3

Asbestos (Prohibitions) (Amendment) Regulations 1988

1989-90	1	Nil
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Figures relate to Great Britain. The Secretary of State for Northern Ireland is responsible for the Northern Ireland asbestos regulations.

No other prosecutions were brought under these Regulations.

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