

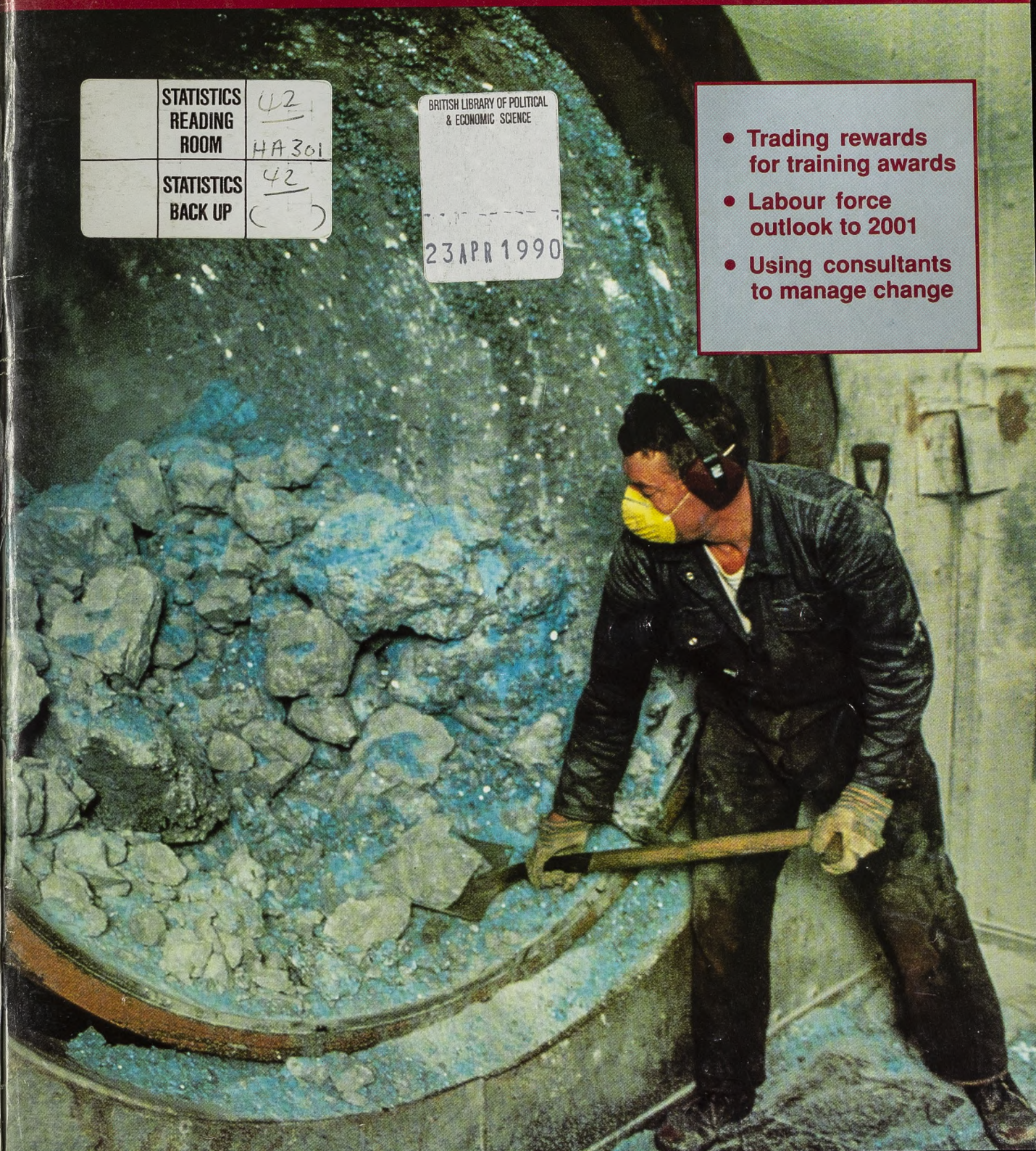
# Employment Gazette

April  
1990

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# Employment Gazette

April 1990

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Department of Employment

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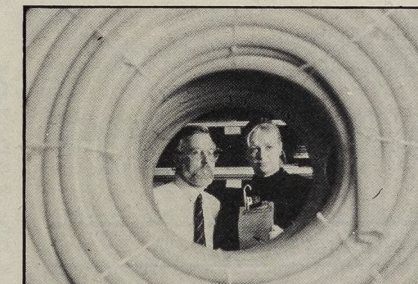
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**COVER PICTURE**  
*Production of titanium granules at Deeside Titanium, one of the National Training Award winners. Details of the NTA scheme and its business benefits are explained in a special feature on p 181.*  
Photo: Magnum.



*Option 3 of the Business Growth Training programme is helping firms use consultants to manage business change. See report on pp171-180.*



*Detailed projections of the civilian labour force right up to the year 2001 are given in an article starting on p 186.*

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# Free Department of Employment leaflets

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

In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **Publications, ID6, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

*Note:* This list does not include the publications of the Training Agency or the Employment Service, nor does it include any priced publications of the Department of Employment.

## General information

### Your guide to our employment, training and enterprise programmes

Details of the extensive range of DE employment and training programmes and business help PL856

## Employment legislation

Written statement of main terms and conditions of employment PL700

Redundancy consultation and notification PL833 (3rd rev)

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

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

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

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

Union membership and non-membership rights PL871

Itemized pay statement PL704 (1st rev)

Guarantee payments PL724 (3rd rev)

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

Rules governing continuous employment and a week's pay PL711

Time off for public duties PL702

Unfairly dismissed? PL712 (5th rev)

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

Union secret ballots PL701 (2nd rev)

Redundancy payments PL808

Limits on payments PL827

Unjustifiable discipline by a trade union PL865

Trade union executive elections PL866

Trade union funds and accounting records PL867

Trade union political funds PL868

### The Employment Act 1988

A guide to its industrial relations and trade union law provisions PL854

A guide to the Employment Act 1989 PL888

A guide to the Trade Union Act 1984 PL752

Industrial action and the law  
A guide for employees and trade union members PL869

Industrial action and the law  
A guide for employers, their customers and suppliers PL870

The law on unfair dismissal—guidance for small firms PL715

Fair and unfair dismissal—a guide for employers PL714

Individual rights of employees—a guide for employers PL716

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

Code of practice—picketing

Code of practice—closed shop agreements and arrangements

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

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

## Health and safety

AIDS and the workplace  
A guide for employers PL893

Alcohol in the workplace  
A guide for employers PL859

Drug misuse and the workplace  
A guide for employers PL880

## Wages legislation

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

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

## Industrial tribunals

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

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

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

## Sex equality

Sex discrimination in employment

Collective agreements and sex discrimination

Equal pay  
A guide to the Equal Pay Act 1970 PL743

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

## Overseas workers

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

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

## Miscellaneous

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

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

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

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

# News Brief

## 'Greater freedom and more flexibility' for Employment Training

"Training and Enterprise Councils will have the flexibility to make Employment Training even more responsive to the training needs of both individuals and employers within local labour markets," says Employment Secretary Michael Howard.

In answer to a Parliamentary question he defined this flexibility as:

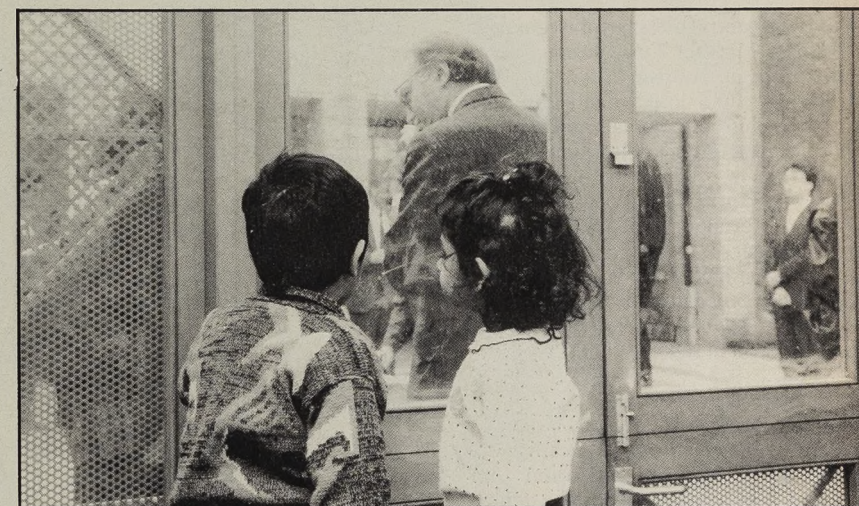
- the freedom to decide arrangements for assessment and guidance for all entrants to the programme;
- the freedom to decide how training should be designed;
- the freedom to determine how training providers are funded;
- the freedom to determine many of the terms and conditions for trainees;
- more freedom in the provision of ET to people unemployed for less than six months; and
- the freedom to enable individuals to train for longer than the existing limit of 12 months (within an agreed budget).

### Benefits

"The new flexibilities will enable TECs to be creative," says Mr Howard, "in designing attractive and effective training options, while building on the experience of Employment Training to date.

"This will make the programme even more attractive to employers and people looking to improve their employment prospects through retraining.

"The funding for TECs will reflect success in helping people into jobs, self-employment, further education or other full-time training. At least 10 per cent of ET funding will be for such positive outcomes achieved by their trainees."



Who could this be? Looking in on the Minister at the Jagonari Centre

Photo: Hilary Brand

## Asian women move in on training

The children at the nursery of the Jagonari Asian Women's Centre were mildly puzzled at the influx of people in suits into their quiet courtyard.

Employment Secretary Michael Howard was visiting the centre in Whitechapel, to meet the leaders of the London East Training and Enterprise Council, and to award them development funding of £195,000—the largest awarded to any TEC so far.

Mr Howard used the opportunity to announce that two more TECs; CEWTEC (Chester, Ellesmere Port and Wirral) and Merseyside had also been awarded development funding, bringing the total to 65. The process of developing TECs is already well ahead of schedule and the first TECs should be operational in the near future.

The London East TEC has already commissioned research into local people's reactions to training schemes, strengthened links between school and industry, begun discussion with local employers and started to explore possibilities for single parents. It plans to be fully operational in the autumn.

The Jagonari Centre (the name is taken from a Bengali poem and means "Women arise") was initiated by a team of Asian women who wanted to provide educational and social resources for other women that would be acceptable to their own cultural background. Part of the premises contains a centre run by Sight and Sound, which offers training in computer and word-processing skills to Asian women, under the Youth and Employment Training schemes.

## Minister wins agreement on European checks

At an informal meeting of European and Social Affairs Ministers in Dublin last month, Employment Secretary Michael Howard secured a commitment from Vasso Papatreou, the European Commissioner responsible for social affairs, to make regular reports to the Council of Ministers on member states' records in implementing Euro-legislation.

"The UK takes its legal responsibilities very seriously. Our record on implementing single market measures is very good. We must make sure that others do likewise" stressed Mr Howard.

"This kind of report will help to ensure that European legislation is effectively and fairly implemented throughout the Community.

"I hope it will also mean that member states are less likely to agree to legislation without first thinking through the obligations which will flow from it."

### Customer-contact Britain just lost for words

If the tourism industry is to continue to grow, the use of foreign languages must be a priority in the training of 'customer-contact' staff.

This is the central message of a campaign by Tourism Minister Lord Strathclyde to mark European Tourism Year. It warns that Britain could lose valuable tourism business because of complacency over the need to speak to foreign visitors in their own languages.

However, Lord Strathclyde stressed that Britain was not alone in its difficulty with other languages. "A recent survey discovered that half of the young people in six out of 12 members states were unable to conduct a conversation in the foreign languages learnt at school.

#### Not alone

"So this country is not in a unique position," said Lord Strathclyde. "Nevertheless, we as a nation are bedevilled by the attitude which consistently blames all other countries in the world for not having the good grace to speak English."

It is not just top company officials who need a command of foreign language—in fact it is those at the front line; receptionists, car park attendants and shop assistants for whom it is most vital. With 50 per cent of our export trade being with non-English-speaking European countries, and £19 billion being generated for the British economy by the tourism industry.

#### Incentives

Lord Strathclyde stressed that "every employer look seriously at what they are doing to encourage the learning of foreign languages." Some companies such as Hertz car-hire offer a salary bonus for staff with language competence.

A report published by the British Tourist Authority as part of the campaign contains many useful and practical suggestions for both industry and those involved in education. "Lost for Words—Foreign Language Skills in the British Tourism Industry" is available from the BTA. Price £15.

#### News releases

News releases, pictures, and new publications for review should be sent to

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London SW1H 9NF

### AIDS and the workplace

A booklet about AIDS and the workplace is being sent to every employer in Britain.

Launching the booklet on March 19, Employment Secretary Michael Howard also announced that the National AIDS Trust is to receive a £50,000 grant from the Department of Employment to set up an employers' initiative. The funding is to help the Trust encourage employers to provide AIDS awareness and training programmes.

Like its predecessor, "AIDS and Employment", published in 1986, the new guide has been issued jointly by the Department of Employment and the Health and Safety Executive. The guide stresses that there are few occupations, even in the health care sector, where there is any significant risk of transmitting HIV—the human immunodeficiency virus which may lead to the development of AIDS.

Employers therefore, should be aware that there is no need to treat workers who are infected with HIV any differently from other workers; nor should they treat those with AIDS differently from any other employee with a life-threatening illness.

Michael Howard pointed out that when difficulties are caused by AIDS they are the same problems which arise in relation to any life-threatening illness—and ones with which managers are already familiar: "People who have the HIV virus can often work productively for years before developing AIDS and even then, they may be able to continue their ordinary work activities when well."

The booklet sets out what employers need to know about AIDS. It emphasizes the importance of respecting the confidentiality of any disclosures made by affected employees and suggests ways in which employers can help by keeping employees informed about general AIDS and HIV issues in advance of any situation arising in the workplace.

A key recommendation is that employers should introduce an AIDS policy; and the booklet includes an example of an AIDS statement from the Health Education Authority showing how a policy could be drawn up.

AIDS and the Workplace is available from ID6, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.

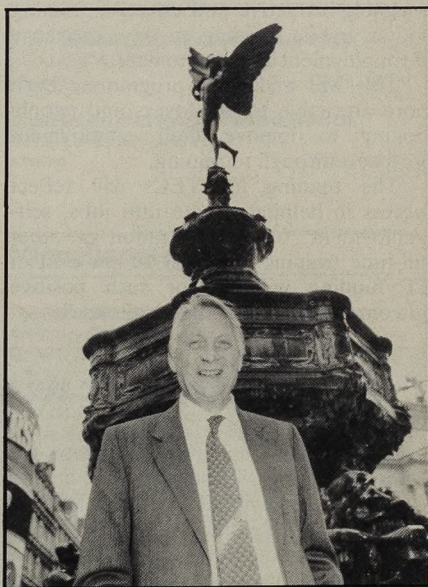
### New tourist board chief takes over

William Davis succeeds Duncan Bluck as chairman of the British Tourist Authority and the English Tourist Board from April 1.

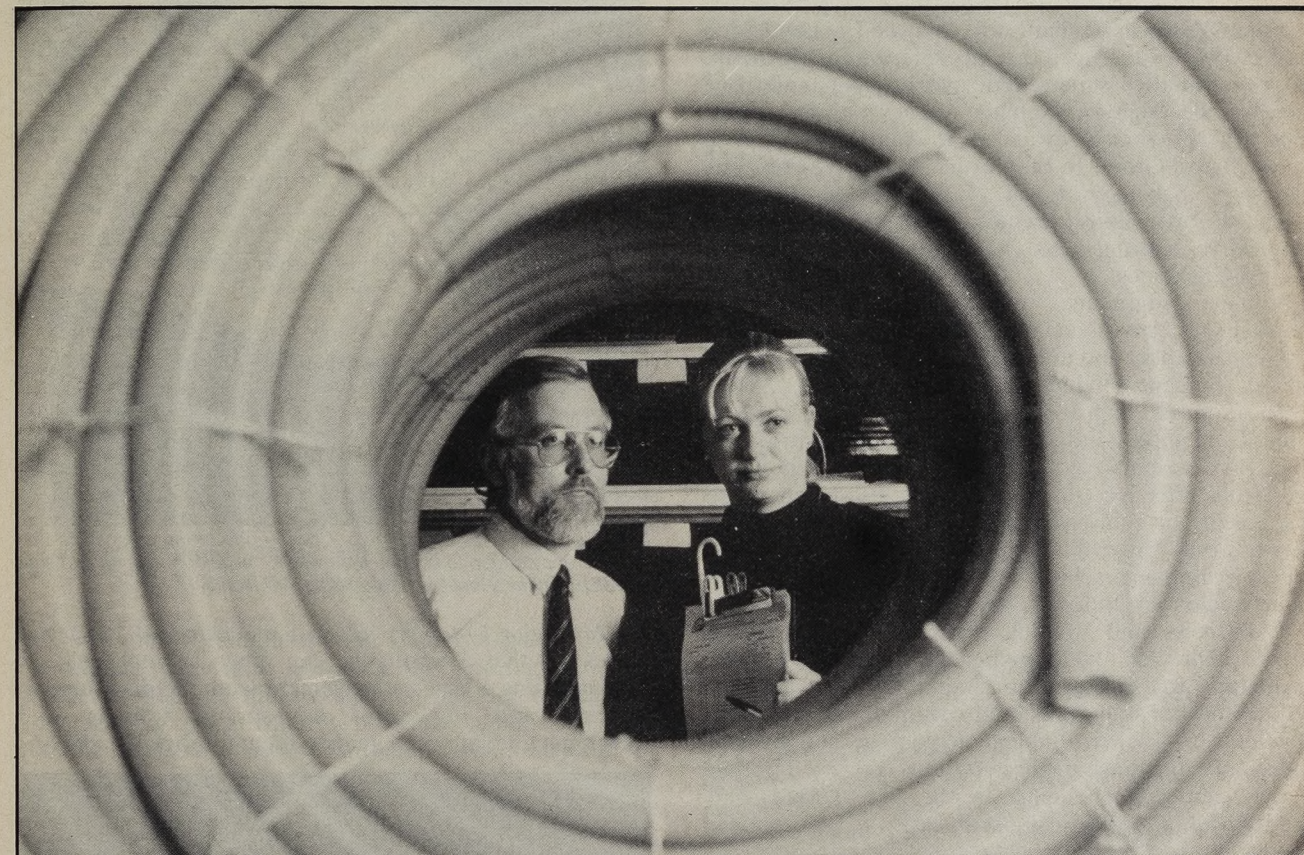
Mr Davis, 57 (pictured) is a distinguished journalist, author and broadcaster with considerable boardroom experience and a long association with tourism.

After a background in national journalism he set up his own publishing company, Headway Publications, and is currently non-executive chairman of Maxwell International Contract Publishing. He will relinquish his directorship of Maxwell International Contract Publishing and Headway Publications when he takes up his new appointment, but he will remain a non-executive director of Thomas Cook and editor of High Life, the British Airways inflight magazine.

The appointed members of BTA and ETB are: John Broome, the Hon Rocco Forte, John Lewis, Sir Colin Marshall, and Countess Spencer; English Tourist Board:



Viscountess Cobham, Sir Basil Feldman, James Hoseason, John Jarvis, Ian Skipper, and Geoffrey Thompson.



Trevor Humphries, managing director of TA Plastics says "I'm a convert to training. I've seen the results."

### Using consultants to manage business change

Results of an evaluation of Business Growth Training (Option 3) projects

by Courtney Smith

Evaluation and Research Branch, Training Agency

This article presents the main findings of a study which was recently conducted to assess the impact of Option 3 of BGT on those companies which participated in the phased introduction of this programme. The phased introduction of Option 3 began in autumn 1988 and involved just over 100 companies.

- Option 3 provides financial assistance to companies facing change to enable them to undertake management development with the help of external consultants.
- Companies used a wide variety of management development and training methods, largely dependent on

their development needs, the challenges addressed by their project, and resources available.

- Many companies introduced management development and training in new areas such as team-building and effective corporate planning.

- The vast majority of companies reported that their projects had already led to positive cultural and structural changes in their organisation, and many reported significant improvements in business performance before their project was completed.
- Option 3 had already begun to change companies' whole outlook on training and staff development.

### The concept of Business Growth Training

Business Growth Training was launched nationally on April 1, 1989 by the Secretary of State for Employment. This new initiative superseded, and brought under one umbrella, the range of Training Agency's grant support which was previously available to companies<sup>1</sup>. These included Local Grants to Employers, Managing Company Expansion Scheme, Local Collaborative Projects, National Priority Skills Schemes, grants to promote open and flexible learning, and a number of Training for Enterprise Schemes.

The new programme was designed to meet three important objectives: (i) to encourage the employer community to plan and undertake systematic training and staff development activities to achieve their business goals, (ii) to promote improvements in the scope, quality, standards, methods, and efficiency of employers' training, and (iii) to raise employers' awareness of the benefits which result from effective training. BGT is also intended to complement and reinforce the Department of Trade and Industry's Enterprise Initiative.

To help companies achieve these benefits, BGT provides support under five Options. These are: *Option 1*—Kits for better business and training plans, *Option 2*—Better business skills for owner-managers, *Option 3*—Using consultants to manage business change, *Option 4*—Tackling your skill needs jointly with other companies, and *Option 5*—How to implement your own innovative training solution. Each of these options offers a different training solution, depending on the size, nature, and circumstances of the particular business<sup>2</sup>.

### Option 3—Using consultants to manage change

Option 3 of BGT is targeted at small to medium-sized<sup>3</sup>, private sector companies which have a management team in place, and which are undergoing significant business change, such as changes in product, market, technology, and organisation. To enable the firm to manage this change successfully, financial assistance is provided by the Training Agency to help its management team carry out a management training and development programme which is strategically linked to the concrete business challenge. The Training Agency will contribute up to 50 per cent of admissible costs (maximum contribution £15,000)<sup>4</sup>.

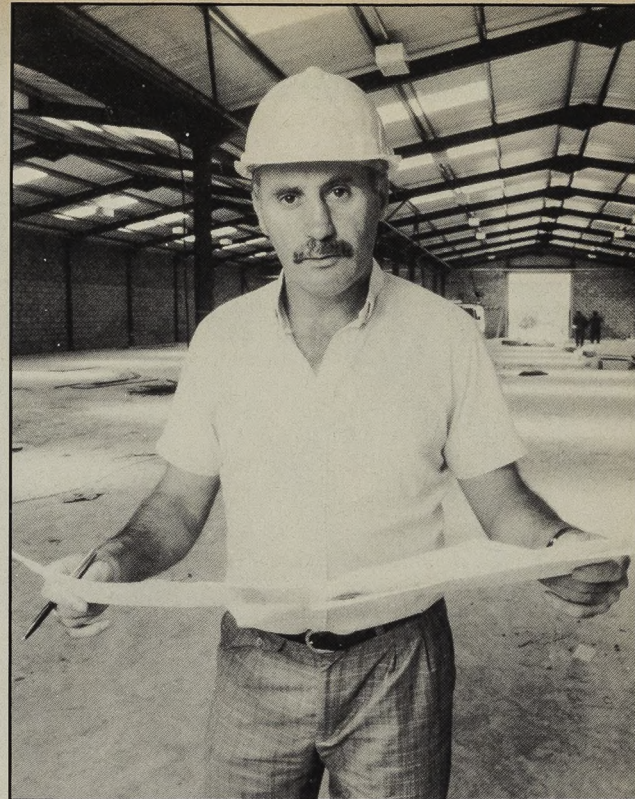
This contribution is intended to assist with the cost of procuring external consultancy and other related training and management development costs, for example the development or purchase of training materials. Experience from previous Training Agency initiatives, most notably,

<sup>1</sup> See R Hillier, "Making training a key factor in business performances", *Employment Gazette*, May 1989, for background information on the rationale for unifying the Training Agency's support to companies.

<sup>2</sup> This article is concerned with Option 3. No attempt will be made to outline and discuss the other four Options. This type of information can be found readily elsewhere. See, for example, R Hillier, *ibid.*, pp 221-222.

<sup>3</sup> This refers to companies which employ up to 500 employees.

<sup>4</sup> Companies in Inner City Target Areas will be entitled to two-thirds of the admissible costs. Projects which include equal opportunities training for ethnic minorities may receive a further contribution of up to £5,000 regardless of their location.



Alan Pinkey of CHK Engineering, Crewe—one of the companies that have already begun to change their whole outlook on training and staff development as a result of participating in Option 3.

the *Managing Company Expansion Scheme (MACE)*, has indicated that consultants can play a vital role in strengthening a firm's management team, helping them to develop and implement appropriate training and development plans, and guiding them through this process



From service industries to industrial manufacturing, BGT has been assisting firms across the whole spectrum of business activities.

of change. MACE has also demonstrated that the outcome of any consultancy intervention in companies will depend critically on the nature of the relationship between the organisation and the consultant, as well as the knowledge, skills, and experience of the latter.

Invariably the 'lead' consultant for an Option 3 project will require 'process' skills as opposed to narrow, specialist skills. A process consultant will encourage the client to express their views, seek to improve the client's ability to diagnose and solve their own problems, encourage them to take ownership of problems, and display sensitivity to the firm's corporate culture.

To facilitate this process effectively a range of competencies are required. These are likely to include listening and counselling, interviewing, problem diagnosis, group dynamics, ability to produce a training needs analysis and a thorough understanding of organisational psychology (see adjacent panel for a fuller list). The following remark from one of the consultants who was interviewed as part of this study highlights the importance of process consultancy for Option 3 projects:

"A training consultant would struggle with this type of project because management training is secondary in a lot of these companies. First, you need to get people to think strategically. You need to change attitudes. You need to identify who the managers are, get them to talk to each other, solve the political problems, and identify the obstacles to progress in the company . . . Once you solve these problems and change attitudes, people will realise what skills they need to do their jobs properly and take the necessary action."

This comment cautions Option 3 clients to guard against consultants who offer a 'quick fix' approach to the problems or opportunities which confront their business.

Although a typical Option 3 project would normally last for one year the company can expect some benefits to accrue even before the project is completed<sup>1</sup>. At the very least the project should enable the firm to develop a Plan for Change, provide its management team with a strategy for developing the workforce and—through the range of management training and development activities—enhance the abilities of the firm's managers. This, in turn, is likely to generate improvements (whether directly or indirectly) in business efficiency and general corporate performance. As will be seen from the results presented later in this article, all the companies which have participated in the phased introduction of Option 3 have reported a range of benefits which they attributed to their project, notwithstanding the fact that the majority of the projects were still in progress at the time of the fieldwork for the study.

### Methods of data collection

The results described and analysed in this article are based primarily on a postal survey of all companies which took part in the phased introduction of Option 3<sup>2</sup>. The questionnaire yielded a response rate of 87 per cent (that is 78 from 90 project holders). Supplementary data were also

<sup>1</sup> Project activities are divided into four phases, each of which typically lasts for three months (see panel on p 175).

<sup>2</sup> The phased introduction of Option 3 took place between October 1988 and March 1989, and involved just over 100 companies, hereafter called 'Lead Companies' or 'Lead Projects'. At the time of the fieldwork for this study (that is, the last quarter of 1989), there were 90 such projects in operation. Companies which dropped out of the programme were not included in the study.

<sup>3</sup> The sample for the case studies was chosen purposively to include firms with contrasting size-bands (in terms of number of employees), industrial sector, geographical area and general economic conditions.

### Consultancy skills, knowledge and experience required for Option 3 projects

#### Business knowledge and skills

Creative thinking/entrepreneurship/opportunity seizing:

- Innovative products
- New markets
- Innovative processes
- Customer orientated

Business planning/financial modelling

Acquisitions, mergers and divestments

Negotiating/raising finance

Objective/pragmatic/strategic approach

Commercial flair

Keep up to date

Total quality/attention to detail where appropriate

Performance/profit/productivity minded

"Stickability" when going gets tough

High integrity

#### Management experience

Sales and marketing

Finance and accounts

Information technology

Manufacturing methods/techniques/technology

Management services:

- Production planning/control
- Quality assurance/BS5750
- Industrial engineering
- Computerisation
- Research and development

#### People and process skills

Ability to recognise the need and manage change

Convincing, influential and persuasive

Analytical/diagnostic ability

Quick to recognise key issues/what's getting in the way

Understanding human behaviour—what makes them tick

Managing and getting the best out of people

Negotiating/arbitrating/counselling skills

Job descriptions/target setting/monitoring performance

Organisation development/training needs assessment

Pay/reward options—incentive/profit sharing schemes

Quick/responsive/gets things done through people

Sensitive to what's going on/things going wrong

Ability to design and facilitate training/development

Ability to encourage/coach/nurture/develop others

\* This list was compiled by one of the case study consultants. It is based on his experience from working with Option 3 clients.

obtained from in-depth case studies of eight of the companies in question<sup>3</sup>. The data for the case studies were further supported by research from company documents and project reports, written by both Training Agency Area Office staff and company members. The case studies included tape-recorded, face-to-face interviews with at least one senior manager within each selected company, their lead consultant, and the Area Office staff who are responsible for monitoring their project.

Some of the findings of the study (most notably those relating to project outcomes) are tentative, given that most of the projects were still in progress at the time of the

fieldwork. A full assessment of the benefits and outcomes from the lead projects can only emerge after the projects have run their full course.

## Results of the study

### Industrial classification and workforce

The profile of the companies which responded to the postal survey is shown in *table 1*. Almost five in ten (48 per cent) were engaged in manufacturing activities, 39 per cent were in the service sectors and 4 per cent were in construction. Agriculture, and fishing accounted for a further 3 per cent. With respect to the size of the companies' workforce at the beginning of their projects, the majority (69 per cent) employed under 200 employees. Only 9 per cent employed 400 or more workers.

### Turnover in last financial year

In the financial year preceding their projects, the turnover of the companies varied between £300,000 and £125 million. More than half (57 per cent) had a turnover of under £5 million and only 13 per cent had a turnover of £20 million or more.

### Companies' business planning record

Only 30 of the 78 respondents (38 per cent) had a formal Business Plan at the start of their project. Thirty-six had an informal/unwritten Business Plan and 26 per cent did not have any form of Business Plan. Of the 58 companies which had a Business Plan, less than a quarter (24 per cent) said their plan incorporated a strategy for developing the workforce.

### Companies' management training and development record

More than half of the companies (55 per cent) have never undertaken management training or management development before their involvement in BGT Option 3. Other data obtained from the postal survey reveal that very little off-the-job training for the workforce as a whole had taken place in the financial year before the commencement of their Option 3 project.

The lead companies were also asked whether they would have introduced or improved their own management development in the absence of the Training Agency's intervention. 21 per cent of respondents said no while 74 per cent said they would have introduced (or improved) their own programme, but on a slower timescale or on a smaller and less comprehensive scale. Only 3 per cent said they would have adopted a similar approach to Option 3—in both design and timing.

### Previous involvement with the consultancy market

Project holders were asked whether they had used consultants in the last five years prior to their involvement in Option 3<sup>1</sup>. Just under 3 in 4 (72 per cent) have had some form of consultancy during this period. However of the companies which have previously used consultants, only 14

per cent had used consultants 'very often' (defined as more than three times a year on average), 18 per cent 'fairly often' (that is 2-3 times a year on average) and 64 per cent 'not often' (that is once per year on average or less). The type of consultants which were most commonly used were management consultants (used by 63 per cent of those respondents who have used consultants previously), followed by technical specialists (34 per cent) and training consultants (23 per cent). Advisers from Industrial Training Boards and Management Development Consultants were seldom used<sup>2</sup>.

### Total project costs

The total costs of the projects (in terms of admissible costs<sup>3</sup>) varied between £10,000 and £76,000. The average cost was £29,000. More than 50 per cent of the total costs was borne by the companies. Judging from the companies' pre-Option 3 plans regarding management development, and their training and business planning record over the years, it is clear that the Option 3 initiative has stimulated a great deal of management training and development activities which would not otherwise have taken place.

### How firms chose their lead consultant

Selecting a suitable consultant did not appear to be a problem for the vast majority of project holders. Only six respondents reported problems in this regard, and even then the problems were described by five of them as 'minor'<sup>4</sup>.

**Table 1 Profile of Option 3 participants at commencement of project**

Characteristic	Per cent
<b>Industrial classification</b>	
Agricultural, forestry, and fishing	3
Mineral extraction, metal, mineral and chemical manufacturing	6
Metal goods, engineering, and vehicle industries	6
Other manufacturing industries	36
Construction	4
Distribution, repairs, hotel and catering	9
Transport and communication	9
Banking, finance, insurance, and business services and leasing	9
Other services	12
Not stated	6
<b>Size-band of employees</b>	
16-24	4
25-49	27
50-99	24
100-199	14
200-299	13
300-399	5
Over 400	9
Not stated	4
<b>Turnover in last financial year (£ in million)</b>	
Less than 1	14
1-2.9	33
3-4.9	10
5-9.9	9
10-14.9	5
15-19.9	4
20-24.9	5
Over 24.9	8
Not stated	12
<b>Companies with a business plan at start of their project</b>	
No Business Plan	26
Business Plan, but informal/unwritten only	36
Business Plan, formal/written	38
<b>Companies' management training/development record before Option 3 project</b>	
Have never undertaken management training/development before	55
Have undertaken management training/development before	45
<b>Base</b>	<b>78</b>

## Structure of an Option 3 project and project requirements

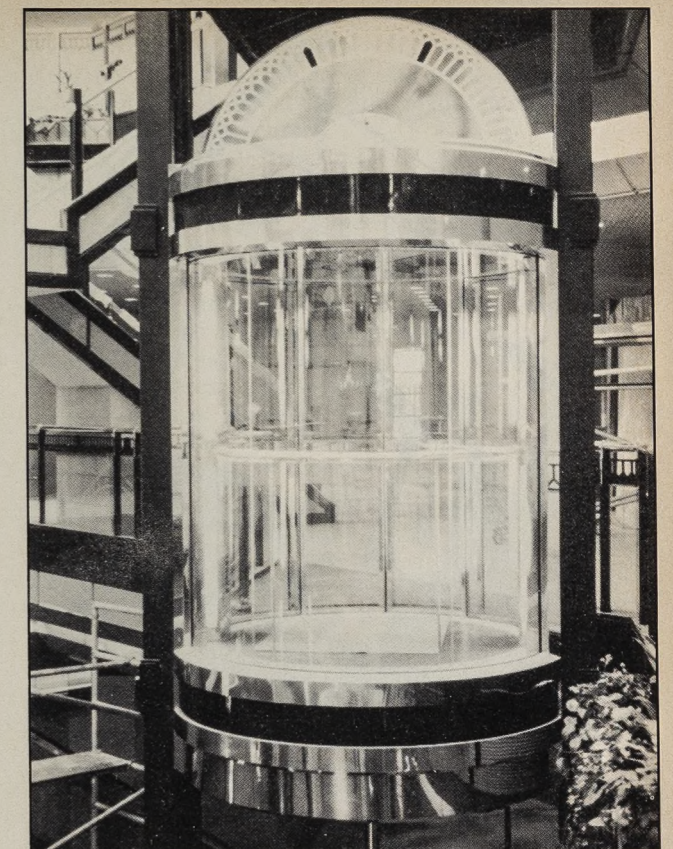
Project activities are divided into four phases, each of which typically lasts for three months. During phase 1, the Lead Consultant is required to help the firm's managers draw up a *Plan for Change*. This is essentially a strategic analysis of the current position of the firm (with major emphasis on its strengths, weaknesses, opportunities, and threats), a statement of its business aims and objectives for the next 3-5 years, the strategy which will be adopted to achieve these aims and objectives, and a summary of the activities planned to implement the objectives. Implementation might include training activities for managers and staff as well as changes in the management structure and system. The *Plan for Change* should also indicate how the firm will evaluate the effects of its training and development programme.

The rest of the project is concerned with the further refining and implementation of the *Plan for Change*. During phases II and III the main emphasis will be on management development, particularly the development of those managers who are responsible for taking the firm's business strategy forward. The training and development programme undertaken should be closely allied to the business needs of the firm. Examples of the type of learning which it may include are: team building, effective communication, and introduction of effective corporate planning.

By the end of phase III, the firm is required to produce a *'People Plan'* that is a strategy for developing either the whole or key sections of the company's workforce. Although there is no set format for the former it is likely to include an analysis of the firm's current skill level, the skills which it will require to achieve its business goals, and the strategy which it will adopt to acquire or develop these skills.

Some management development activities will also be carried out during the final phase of the project. The Lead Consultant will also assist the firm's managers to establish an 'in-house' training capacity to facilitate on-going training and staff development activities after the project ends. The firm is also required to provide the Training Agency with a final report on the project. This report will highlight, among other things, the impact of the project on the company's business performance, the main lessons learnt as a result of the company's involvement in BGT Option 3, and the company's future plans with respect to strategic planning, management development and staff training.

The main factors which companies took into consideration in choosing their Lead Consultant are shown in *table 2*. The table shows that a range of factors were considered. Among the most common were: the consultant's reputation (51 per cent), adaptability and flexibility in responding to the company's need (50 per cent), company's knowledge about the consultant's method of work (42 per cent), consultant's knowledge of the company's industry (36 per cent), consultant's location (32 per cent), and the consultant's knowledge of Option 3 (31 per cent). The fee charged by the consultant was no doubt important, but it did not appear to have been a major consideration in the selection process (see *table 2*).



Fuse Lifts Ltd, Nottingham, one of the Option 3 participants, sees individual workers as investments.

## Objectives assigned to projects by companies

The objectives which project holders assigned to their project are shown in *table 3*. Each project had at least four objectives. The three most commonly cited were: to enhance managerial skills (97 per cent), to improve communication and information handling (81 per cent), and to clarify managerial roles (78 per cent). *Table 3* also reveals that a significant proportion of projects were designed to tackle problems relating to management style (58 per cent), company spirit (53 per cent), and to control and consolidate past growth (36 per cent).

These objectives were often the product of intensive brainstorming sessions between members of the management team and other project participants. They generally emerged from the process of attempting to develop the company's *Plan for Change*. As one managing director put it:

"Although we have been in operation for many years we did not know what business we were in. There was

**Table 2 Factors which influenced companies' selection of their lead consultant**

Factor	Per cent
Situated locally	32
Has good knowledge of our industry	36
Has good reputation	51
Adaptability and flexibility in responding to our needs	50
Rates are very reasonable	13
Have used them before/know them well	42
Consultant's knowledge of BGT Option 3	31
Consultant approached us about Option 3	19
Recommended to us by another employer or another business contact	14
Other	15
<b>Base</b>	<b>78</b>



BTH Industries Ltd, Wakefield, have successfully completed their option BGT 3 project and intend continuing to employ their consultant.

no consensus on what corporate goals we should be pursuing. Neither were we fully aware of our strengths and weaknesses. It was only when we came together to discuss the future of the company that these problems were resolved. Now all our managers have made an outstanding contribution to the identification of the company's objectives and are fully committed to achieving them."

### Training and development methods used

The methods used to facilitate the development of the management team and the organisation were largely dependent on the company's developmental needs, type of challenge addressed by the project, and the resource constraints (including time) of the company. In some cases much of what was required was training in core management and business skills. In other cases the problems were much more complex and required other forms of assistance. As one of the case study consultants noted 'Management training on its own is not going to be enough to create growth. Equal weight needs to be given to organisational structures and systems'<sup>1</sup>.

Table 4 indicates that a wide range of training and developmental methods were used to facilitate project activities. In-house courses designed by the Lead Consultant and problem-solving activities were particularly widespread. Almost eight in ten of the respondents to the postal survey participated in the former while just over six in ten used the latter method.

The methods used suggest that there was an emphasis on designing courses and activities which were specific to the firms' needs rather than adopting off-the-shelf packages. Significantly, 72 per cent of respondents to the survey also

<sup>1</sup> Even when management training and development were needed some ground-clearing work was often required before such activities could begin. For example, factionalism, intra-company conflicts and resistance to project activities (especially when these were held outside normal working hours) had to be resolved.

noted that some of the methods used were new to their company. Some of the training resources which were either bought, hired, or developed as part of the project were also new to the majority of the participating companies.

### Type of learning undertaken

The development programme undertaken also included learning associated with a variety of management and business activities (see table 5). According to data obtained from the postal survey, the five most common areas were effective communication (74 per cent), setting targets and evaluating performance (72 per cent), team building and

Table 3 Objective assigned to projects by participating companies

Objectives	Per cent
Enhance managerial skills	97
Improve communication and information handling	81
Clarify managerial roles	78
Introduce a new style of management	58
Improve industrial relations and company spirit	53
Improve productivity of the workforce	55
Improve the quality of products and/or services	55
Develop new markets/increase market share	45
Clarify departmental functions	46
Control and consolidate past growth	36
Introduce, develop, or manage new technology	29
Introduce a new product/service	14
Other	6
<b>Base</b>	<b>78</b>

Table 4 Type of training and development methods used under Option 3

Method	Per cent
Open and distance learning	19
Correspondence courses	3
In-house courses designed by company trainers	31
In-house courses designed by Lead Consultant	77
In-house courses designed by specialists brought in by Lead Consultant	27
External courses	37
On-the-job coaching by Lead Consultant	41
Other on-the-job coaching	28
Analysis of case studies	15
Project group work/problem-solving activities	62
Seminars and conferences	41
Job-rotation within company	5
Secondment to other companies	0
Other	3
<b>Base</b>	<b>78</b>

Table 5 Type of management training/management development undertaken before and during Option 3

Activity	Per cent	
	Before Option 3	During Option 3
Effective communication	22	74
Effective use of information technology	4	28
Setting up and implementing effective management information systems	3	46
Setting targets and evaluating performance	10	72
Managing industrial relations	4	23
Recruitment and interviewing	6	40
Counselling and coaching skills	3	36
Team building and team leadership	10	69
Effective delegation/leadership style	9	59
Development of new organisational structure	1	45
Introduction of effective corporate planning	0	37
Managing business change	1	35
Management of time, finance, and other resources	12	64
Customer care	8	44
Equal opportunity policies	1	9
Health and safety policies	8	29
Companies with no management training or management development	55	0
<b>Base</b>	<b>78</b>	<b>78</b>

leadership (69 per cent), management of time, finance and other resources (64 per cent), and effective delegation (59 per cent).

A comparison of the type of management training/management development which took place in the companies before and during Option 3 reveals some striking changes. Table 5 shows that Option 3 had led to substantial expansion in the type of training and

Table 6 Cultural and structural changes resulting from companies' participation in Option 3

Area of change	Per cent		
	Total who said "yes"	"no"	Not stated/ too early to say/can't say
Helped to cement the link between training and business goals	88	1	11
Stimulated demand for management training and development	89	1	11
Encouraged the use of new training techniques	80	6	14
Encouraged more training and staff development activities	88	1	13
Reformed management structure	65	23	11
Enhanced managerial skills	88	1	10
Boosted the confidence of managers	84	1	14
Helped managers to cope better with business change	82	1	16
Improved communication internally and/or externally	84	1	14
Encouraged more computerisation	44	46	10
Helped to clarify the role of each member of staff	83	4	13
Introduction of formal job descriptions for staff	59	29	11
Introduction of incentive schemes to encourage greater worker productivity	29	62	10
Improved flexibility and adaptability of the workforce	56	26	19
Improved industrial/employee relations	63	21	16
Improved team work/company spirit	84	3	14
Promotion of equal opportunity policies	29	55	16
<b>Base</b>	<b>78</b>	<b>78</b>	<b>78</b>

Table 7 Business improvements resulting from companies' participation in Option 3

Indicator of business performance	Per cent		
	Total who said "yes"	"no"	Not stated/ too early to say/can't say
Better scheduling of production activities	47	36	18
Better management of stock, finance and other resources	62	18	20
Reduced wastage of raw materials and/or other company resources	48	31	21
Reduced machine downtime	16	59	26
Improved maintenance of plant and machinery	18	59	23
Created investment/greater investment activity within company	36	46	18
Increased mergers and acquisition of other companies	14	69	17
Encouraged development and use of new technology	47	40	13
Encouraged development of new products and/or services	48	36	17
Improved worker productivity	59	19	22
Improved product quality	52	26	22
Better customer care and customer relations	74	9	16
Increased market share	43	24	34
Increased turnover	47	26	27
Created additional jobs	40	46	15
Encouraged efficiency by shedding labour	15	67	20
Reduced staff turnover	38	36	26
Increased skill level required by jobs	57	24	18
Raised profitability of company	49	18	34
Created conditions for subsequent expansion in economic activities	63	13	25
<b>Base</b>	<b>78</b>	<b>78</b>	<b>78</b>

development activities undertaken by project holders. This was particularly marked in the areas of effective communication, team building and leadership, effective delegation/leadership style, and management of time, finance and other resources.

### Slippage in project activities

Almost three in four (71 per cent) respondents to the questionnaire had experienced some time-slippage in project activities. The three primary reasons for slippage were planning problems (that is an under-estimation of the amount of time required for project activities) (48 per cent), difficulties in organising project activities (59 per cent) and unforeseen business developments (57 per cent).

Some form of slippage is almost inevitable given the challenging nature of the development process under Option 3. As one of the case study consultants noted:

"The process unfolds in cycles—each cycle peeling off another skin of the onion, so that what happens in phase 1 is likely to recycle in greater depth and with more challenge and potential pain, further into the project . . . the process may generate profound organisational change—selling off parts of the business, acquisitions, and bringing in new talent from outside."

Although sometimes drastic, such action may be critical not only to the success of the company in the long run but to its very survival. To take the messages on board 'thinking breaks' may also be required within the project. Therefore, in planning an Option 3 project, the client and the consultant should always make a contingency allowance for slippage.

### Firms' assessment of their lead consultant

The lead companies were very satisfied with the type of relationship which developed between themselves and their consultant. When asked to assess their project consultant in a number of key areas (for example consultant's commitment to their project), the following results emerged from the postal survey: 95 per cent said they were satisfied with the consultant's sensitivity to their needs and corporate culture; 95 per cent were satisfied with the consultant's commitment to their project; 94 per cent were satisfied with the consultant's objectivity in approaching problems and opportunities faced by the company; 93 per cent were satisfied with the consultant's knowledge of Option 3; and 90 per cent said they were satisfied with the type of knowledge and expertise which the consultant transferred to their company.

The companies' satisfaction with their consultant was also reflected in the number who said they intend to retain their Lead Consultant to carry out further training and staff development activities once their project is completed. Significantly, only six respondents said they do not intend to retain their Lead Consultant. Fifty per cent replied in the affirmative and 41 per cent were undecided.

The firms' favourable assessment of their Lead Consultant can be interpreted as a measure of the latter's contribution to the development of the firms' management team and their organisation as a whole. At the very least, the consultants had helped them 'to put their house in order', thereby paving the way for business success.

### Cultural and structural changes resulting from Option 3

Project holders were also asked, both in the postal survey and case study interviews, whether their project had

generated benefits in a number of areas (see *tables 6 and 7*). The main impact was felt in the area of cultural and structural changes—all of which are important prerequisites for 'bottom-line' business improvements.

Among the most notable examples are: enhancement of managerial skills (88 per cent)<sup>1</sup>, improvements in communication both internally and externally (84 per cent), improvements in team work/company spirit (84 per cent), enhancement of the confidence of managers (84 per cent), introduction of formal job descriptions for staff (59 per cent), improvements in industrial/employee relations (63 per cent), enhancement of managers' ability to cope with business change (82 per cent) and clarification of staff roles (83 per cent).

### Business changes

Some of these changes had already begun to generate 'hard' business improvements (see *table 7*). For example, 52 per cent of the companies which responded to the questionnaire reported benefits in the area of improved product quality, 59 per cent said that worker productivity had improved, 62 per cent felt the management of stock, finance and other resources had recorded an improvement, and almost three in four (74 per cent) said customer care and relations had improved. Other improvements included increased turnover (47 per cent), development of new products and services (48 per cent) and increased market share (43 per cent).

Very importantly, the majority of respondents to the questionnaire said that their project had created the

<sup>1</sup> For convenience, we have combined 'yes to a small extent', 'yes to a fair extent' and 'yes to a large extent' into a single category, 'yes'. (In collecting this type of data through a postal survey, it was felt that the decomposition of 'yes' into different degrees would yield a more accurate indication of project impact). The data are based entirely on project holders' assessment. In all the case study companies the questionnaire was completed jointly with other project participants.

conditions for subsequent expansion in economic activities. Only 13 per cent responded in the negative to this question. The various cultural and structural changes instituted by the project would help to ensure this outcome.

Supplementary data on these cultural, structural and business changes were also obtained from the case study interviews.

Among the benefits noted by one of these companies were:

- (i) doubling of production capacity;
- (ii) increased employment from 51 to 82;
- (iii) introduction of night shift to cope with growth in customer base and broader spread of products;
- (iv) improved productivity and improved bonus scheme;
- (v) appointment of new staff to introduce BS5750;
- (vi) improvements in manufacturing methods;
- (vii) improved delivery performance;
- (viii) improved recruitment procedures;
- (ix) improved communications, knowledge, understanding and teamwork;
- (x) production of new company Handbook on Health and Safety Policy;
- (xi) strengthening of the company's organisation structure—less reliance on a few people;
- (xii) improved quality control and inspection;
- (xiii) introduction of batch production and team activity on certain product lines to improve efficiency;
- (xiv) tighter credit control;
- (xv) better understanding of other departments and their problems;
- (xvi) better equipped to cope with changes and problems.

Another company reported the following outcomes, all

of which were directly attributable to its Option 3 project: (i) more team spirit due to greater openness from the directors to the rest of the workforce, more regular staff meetings which are 'an open forum for comments and ideas', introduction of social events for all categories of staff and monthly awards to outstanding workers, (ii) greater efficiency due to the reorganisation of the company structure and clarification of staff roles<sup>1</sup>, (iii) better and speedier decision-making and (iv) improved turnover.

The improvements reported by all 78 companies are impressive, especially when viewed in the context of the stage at which the projects were at the time of the fieldwork and the timescale over which project holders expected the main benefits from their project to materialise.

As noted earlier, the majority of the projects were still in progress. Only 24 per cent had either completed or were in the process of completing the final phase. It should also be stressed that most of the participants did not expect the main benefits to result until after their project was completed. Indeed, when asked to indicate the timescale for the *main* benefits from their project more than 70 per cent of respondents said during the first two years after the end of their projects<sup>2</sup>.

### Expected longer-term benefits

Project holders were also asked to indicate what longer-term benefits they were expecting to result from their project. Seventeen of the participating companies (22 per cent) did not reply to the question. However, the 61 (88 per cent) who responded identified at least one expected benefit. Indeed, 80 per cent of them mentioned two benefits, 43 per cent mentioned three, and 15 per cent mentioned benefits in four areas. The type of benefits which they were expecting are shown in *table 8*. These ranged between further management-related benefits and improvements in business performance.

**Table 8 Other benefits (longer term) expected by project holders**

Type of benefit expected	Per cent
Management-related benefits*	66
Improved team working/employee relations	25
Better trained workforce	13
Reduction in staff turnover/greater staff loyalty	8
Greater commitment to training and HRD	18
Improved communication	7
Improved profitability	26
Improved business performance/efficiency	33
Improved staff productivity	8
Improved product/service quality	8
Improved planning	7
Greater business expansion and growth	21
Other	3
<b>Base</b>	<b>61</b>

\* The management-related benefits cited were: (i) a more competent and confident management team, (ii) a more professionally managed company, (iii) a formal management structure, and (iv) improved style of management.

**Table 9 Impact of Option 3 on project holders' attitudes towards training and staff development**

Impact	Per cent
Opened our eyes to the benefits from training	37
Reinforced our commitment to training and HRD	44
Demonstrated the importance of on-going, systematic, business-orientated training	58
Raised awareness of our training needs	14
Encouraged the development of training infrastructure within company	14
Enabled us to develop training which is specific to our needs	5
Other	14
<b>Base</b>	<b>57</b>

### Changes in attitudes towards training and staff development

There was also a lot of evidence (derived from each of the methods of data collection employed in the study) to indicate that the programme was already beginning to promote fundamental attitudinal changes towards training and staff development activities in general.

Drawing from the postal survey, 89 per cent of respondents reported that their project had stimulated the demand for management training and development, 88 per cent said it had helped to cement the link between training and business goals, 88 per cent said it had encouraged more training and staff development activities, and 80 per cent felt their project had encouraged the use of new training techniques (see *table 6*).

Another important outcome was the move towards attempting to measure and evaluate the effects of their training and staff development programme. A variety of monitoring mechanisms were employed to facilitate this somewhat difficult exercise. Among the most common ones were regular monitoring against set performance indicators and measurable targets, regular meetings to review progress, and evaluation of specific job tasks carried out by project participants.

The questionnaire also asked project holders directly whether participation in BGT Option 3 had influenced their attitude towards training and staff development. Significantly, the majority of the respondents (73 per cent) noted that their involvement in Option 3 had influenced their attitude.

Using an open-ended question those who replied in the affirmative were also asked to state *how* Option 3 had influenced their attitudes towards training and staff development. Up to three aspects of their response were coded. The results are shown in *table 9*.

The influence of Option 3 on the participating companies can best be seen by citing some of the remarks made by respondents:

"We have realised that the training and development of our employees at *all* levels is vital to the future profitability of the company. We have recruited a training officer to ensure that other on-going development is managed."

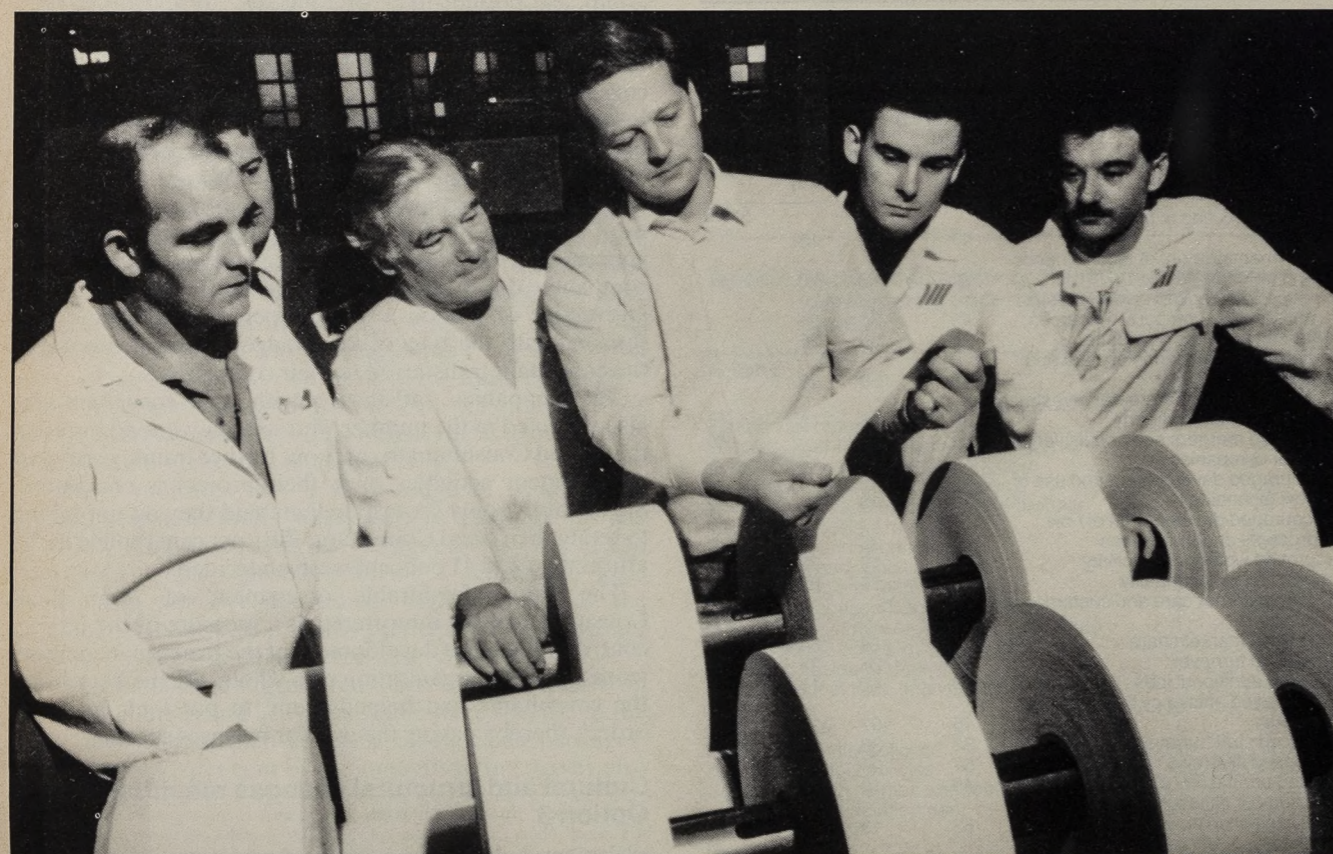
"Because of the low ebb of the state of the company, although training was recognised as an obvious course of action, we felt the cost to be prohibitive, and the value of the training underestimated. It can now be seen, particularly with the support of the scheme, that the cost of the training represents good value for money."

"We have identified that the company's success depends on the development of its workforce at all levels. We have identified that we can improve industrial relations by showing a willingness to train and develop 'shop floor' workers whose spirits have been lifted as a result of the project. We have identified training requirements for all workers. Managers too have recognised their own shortcomings."

"By creating a co-ordinated Business Plan the need for training and staff development has become self-evident. The appointment of a training officer and the formulation of a training policy shows our commitment."

<sup>1</sup> At the start of the project, the organisation structure was described as 'woolly with cross-over reporting lines'.

<sup>2</sup> This time horizon is in keeping with expectations. The payback from most investment in training seldom materialises in the short-term.



Smith and McLaurin compete and win against their competitors by capitalising on one of their biggest assets—their employees.



A training needs analysis of our staff has identified the training gap and the training plan for the forthcoming year is nearly complete."

The appointment of training officers, establishment of training centres, and provision of training budgets and other infrastructural changes in the training sphere are significant. They clearly demonstrate the intention of a number of the companies to carry out regular, on-going training. As noted earlier, a large proportion of project holders were also planning to retain their Lead Consultant to carry out further staff development activities once their project is completed.

### Project holders' assessment of Option 3

The postal survey also asked project holders to assess the programme in a number of key areas. The results are summarised in *table 10*. The table shows that the respondents rated Option 3 highly. This was particularly marked in the case of assistance received from area office staff and methodology of the project. Sixty per cent of respondents were 'very satisfied' and 33 per cent were 'fairly satisfied' with the help they received from the Training Agency area office staff, while 47 per cent were 'very satisfied' and 38 per cent 'fairly satisfied' with the methodology of the programme. Significantly, more than six in ten respondents expressed a reasonable degree of satisfaction with the category 'business outcomes from project'. Twenty-nine per cent replied 'very satisfied', 33 per cent 'fairly satisfied', 3 per cent 'not satisfied', and 27 per cent 'can't say'.

A fuller account of project holders' assessment of BGT Option 3 can be gained from the views which they volunteered on the questionnaire about the main strengths and weaknesses of the programme. When asked whether they had any comments to make in this regard 44 (56 per cent) of the respondents to the survey stated their views, often in great detail. Comments were generally favourable.

A sample of the remarks made by respondents is reproduced below to provide further insights into the companies' assessment of Option 3. The remarks are reproduced in their original form:

"While there are many grant schemes available we consider Option 3 to be the most positive scheme for small companies. It should be promoted throughout industry."

"With the right consultant it can only enhance the growth of the company."

"This is an excellent programme which can provide valuable help to chief executives of small and medium-sized companies. It should stimulate continued training and improvement in all aspects of company operations. I do feel that the projects should be available over a period of 2-3 years to obtain working benefits."

"It has made expensive training practical for smaller companies. However, having provided incentive and lifeline it is removed after one year. Perhaps longer periods should be considered with financial support."

"BGT provides a disciplined and measured approach senior management commitment, financial backing, and a rounded structure linking business aims to staff development."

"It has pushed us into an essential management development programme which will equip us for the

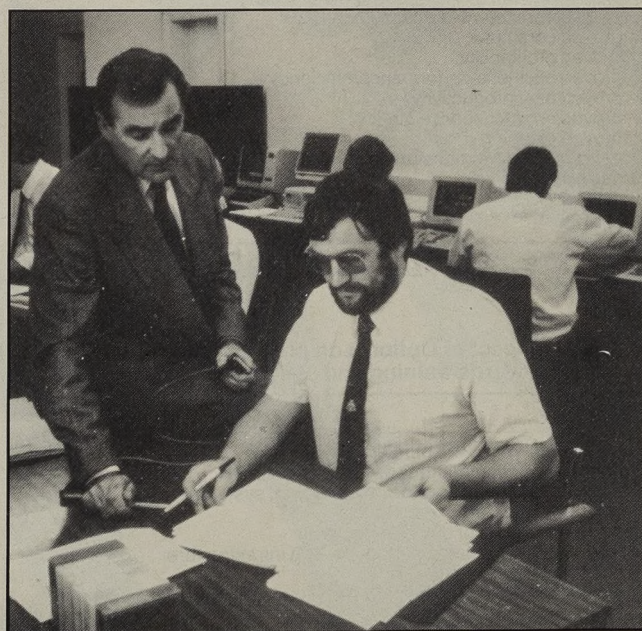
**Table 10 Respondents' assessment of different aspects of BGT Option 3**

Aspect of programme	Very satisfied	Fairly satisfied	Not satisfied	Can't say	Per cent Not stated/ too early to say
Project methodology (that is use of problem/opportunity approach)	47	38	0	8	6
Structure of project	36	50	8	1	5
Eligibility criteria	37	51	1	3	8
Terms and conditions of contract	38	50	6	0	5
Duration of project and timetable for project activities	24	44	24	3	5
Amount of funding received from TA	27	56	9	4	4
Assistance received from TA area office staff	60	33	0	1	5
Business outcomes from project	29	33	3	27	7
<b>Base</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>	<b>78</b>

future and help ensure we continue to be competitive, particularly with 1992 looming large."

### Conclusion

Option 3 of Business Growth Training provides small and medium-sized companies with a planned, structured and robust approach to the training and development of their managers and workforce. The methodology of the programme and its underlying philosophy has now been proved. The evidence reveals that Option 3 is well-tailored to meet the concrete needs of companies which are undergoing business change. It enables them to tackle, manage and take advantage of this change—thereby making their business more efficient, competitive and successful. All the companies which hosted projects under the phased introduction of Option 3 have already begun to realise these benefits even though more than 80 per cent of these projects were still in progress at the time of the fieldwork for this study. ■



SCL Group say that Option 3 will help them to develop human resources to meet the challenge of business growth.

## Special Feature



To ensure high quality training Michelin started by developing a first class team of instructors.

Photo: Magnum

## National Training Awards—1990

From their inception the National Training Awards caught the attention and the imagination of British business. The number of entries received in the first year exceeded expectations and the figure has increased in subsequent years.

Training has never been so high on the public agenda. The importance of properly trained, well motivated people to competitive success is increasingly recognised. That need will increase in the 1990s with the completion of the Single European Market, growing global competition, and decreasing numbers of young people reaching working age making the training and development of adult workers all the more important.

Training is thus a vital ingredient in business success. The ability of winners to use the National Training Award logo on recruitment and general advertising is seen as a major advantage in an ever more competitive recruitment market. The Bradford and Bingley Building Society, for

example, received a record number of applications for management trainees following an advertisement bearing the Awards logo.

### Background to the competition

The National Training Awards are designed to encourage and reward exceptionally effective training, and to focus attention on the relationship between investment in training and improved business performance. The competition was launched in Great Britain in 1987 by the then Manpower Services Commission and is now administered by the Training Agency. Attracting well over 1,000 entries a year, the number of Awards has increased from 60 in 1987 to 80 in subsequent years. Since 1988 the National Training Awards have also extended to Northern Ireland, where they are supported by the Department of Economic Development.

Awards are determined by independent judging panels

on which experienced employers play the lead role, supported by training specialists. To date the patron has been a leading industrialist. The Awards have the full support of major employer organisations—the CBI, Association of British Chambers of Commerce, Institute of Directors, British Junior Chamber, as well as other organisations such as the Institute of Personnel Management, Institute of Training and Development, and the TUC.

The competition has been supported since 1988 by Channel 4's 'Business Daily' programme which has provided both television coverage and a special award, and by the *Times* newspaper which has supported a special award for training designed to meet the challenges of the Single European Market.

In the first three years, 220 organisations won a National Training Award. They range from the country's largest employer to individual training providers; from heavy industry to cake decorators; from all parts of the UK—from Thurso to Plymouth—and from both public and private sectors.

### Training with results

All the organisations that won an Award last year were able to demonstrate that their training had led to direct benefits such as profit growth, revenue increase and cost savings. Accolade Business Systems Ltd, for example, set up a computer training programme to help with the precision marketing of a new company in a mature market and this helped them achieve a rise in order values of over 40 per cent and nearly double their gross profit. BOC Distribution Services achieved savings worth £100,000 per annum and a 10 per cent increase in productivity as a result of their 'Managing Tomorrow' training programme which was geared to achieving cost savings with no loss of quality.

Effective training helped both Fox Wire Ltd and Hepworth and Grandage achieve significant improvements in their export business; and James River Photographic Papers halved their customer 'returns' as a result of their 'Total Quality Management' programme.

The benefits of effective training demonstrated by National Training Award winners are many and varied but all show improvements on their companies 'bottom line'.

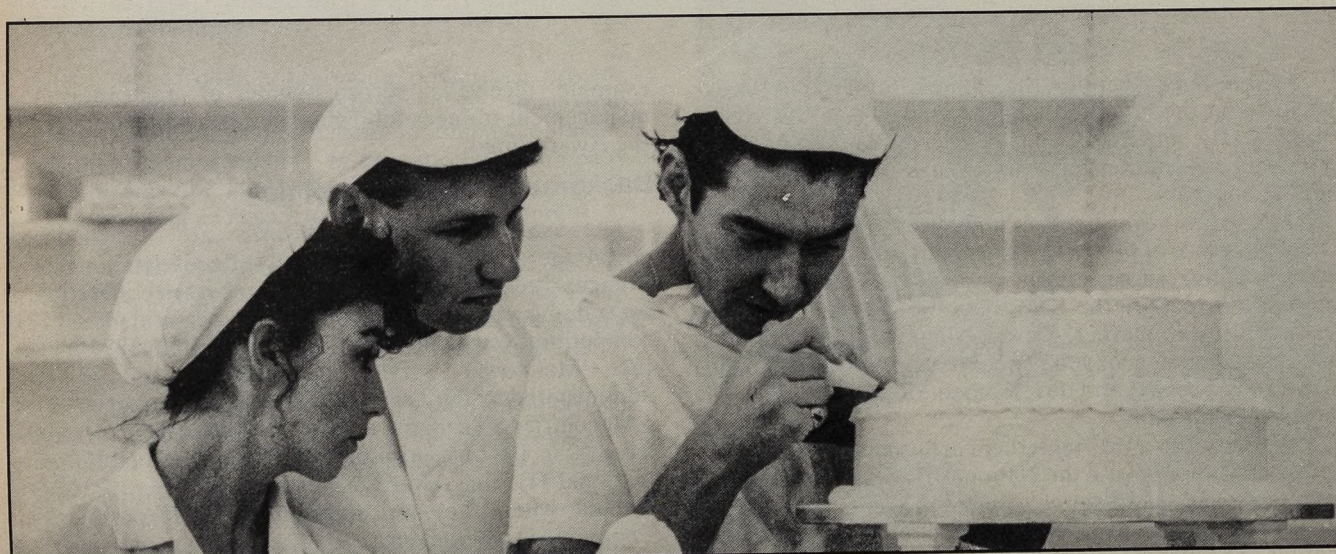
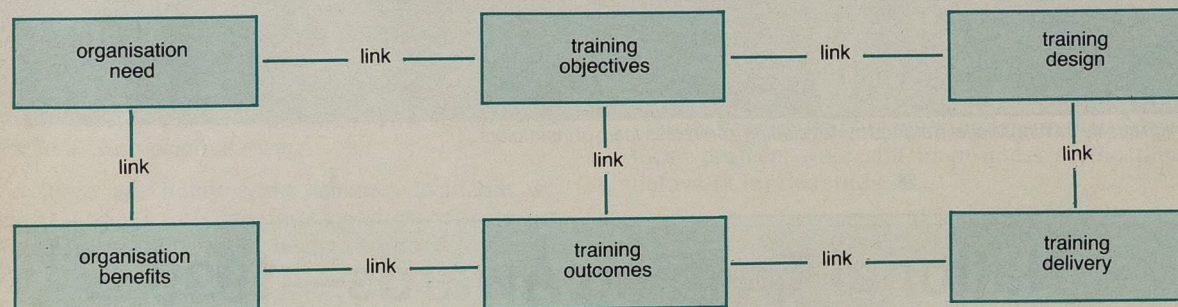
By investing in training, the entrants to the National Training Awards have already benefited in a business sense, but there are also obvious benefits attached to winning an Award. Apart from the award trophy itself winning companies are also given a commemorative plaque and the use of the Award logo on letterheads and promotional material. They also receive extensive local and national media coverage.

### 1990 categories

Entries for the National Training Awards can be made in any of three categories: *Category 1* is for training organised by employers for any or all of their workforce. (This might be a specific piece of training or an entry describing the organisations overall approach to training). *Category 2* is for training designed and delivered by training providers (including educational establishments). *Category 3* is for innovation and/or developments in training methods and/or media.

### Key elements and links

Entrants for all three categories will be expected to demonstrate exceptionally effective training developments and practice. The entries are expected to show that training has taken place within a systematic framework. The key elements and links are:



Training has become a major consideration in the further development of David's Cakes of Distinction.

Photo: Magnum

### IBM

IBM, like many other organisations, faces the problem of how to train an expanding number of widely dispersed users (both customers and staff) while constrained by a limited number of instructors with scarce skills.

IBM has developed the Education TeleVision Network (ETVN) as a way of overcoming these difficulties. ETVN makes use of video conferencing techniques to enable the lecturer to address many students at a distance. The key feature of the system is that it incorporates two-way full motion video which enables the instructor to have both wide-angle and close-up views of the students. It is also possible for the instructor to see the students' computer screens to monitor their progress and to transmit multiple choice questions to the 'class'.

IBM's own staff and external clients (such as Rolls Royce) have welcomed the availability of the ETVN system. It makes teaching geographically more accessible while getting away from the impersonality of satellite TV instruction. It saves on travelling time and gives the instructor enormous flexibility in addressing the students.



IBM has developed Education TeleVision Network as a way of providing training to an expanding number of users. Photo: Magnum

### St Peter's Enterprises

Most of the trainees who join the youth training programme based at St Peter's Enterprises possess few, if any academic qualifications.

Yet if they are to improve their employment prospects they need, among other things, to develop their numeracy and communication skills. St Peter's set out to deliver a flexible foundation programme for those who require remedial education.

St Peter's manages 130 youth training places and offers training in Care, Catering, Clerical, Printing, Retail, and Woodwork. In order to develop trainees' basic skills it uses the syllabuses of the City and Guilds qualifications in Numeracy and Communications as guidelines for its course. 'Relevance' and 'flexibility' are

the key concepts within the training which all takes place 'under one roof' so as to improve the integration between the various elements. Roleplay, videowork, and games are all used as well as traditional teaching methods.

The examination results of the St Peter's trainees have been remarkably good. For example, of the 45 who entered the City and Guilds numeracy exam in June 1988 14 achieved distinctions, 18 gained credits, and there were 10 pass grades. A similar set of results was achieved in the communications exam. Overall the trainee's achievements are 35 per cent higher than would have been predicted from their level of attainment at entry.



St Peter's Enterprises Ltd provides a flexible foundation programme for those who require remedial education.

Photo: Magnum

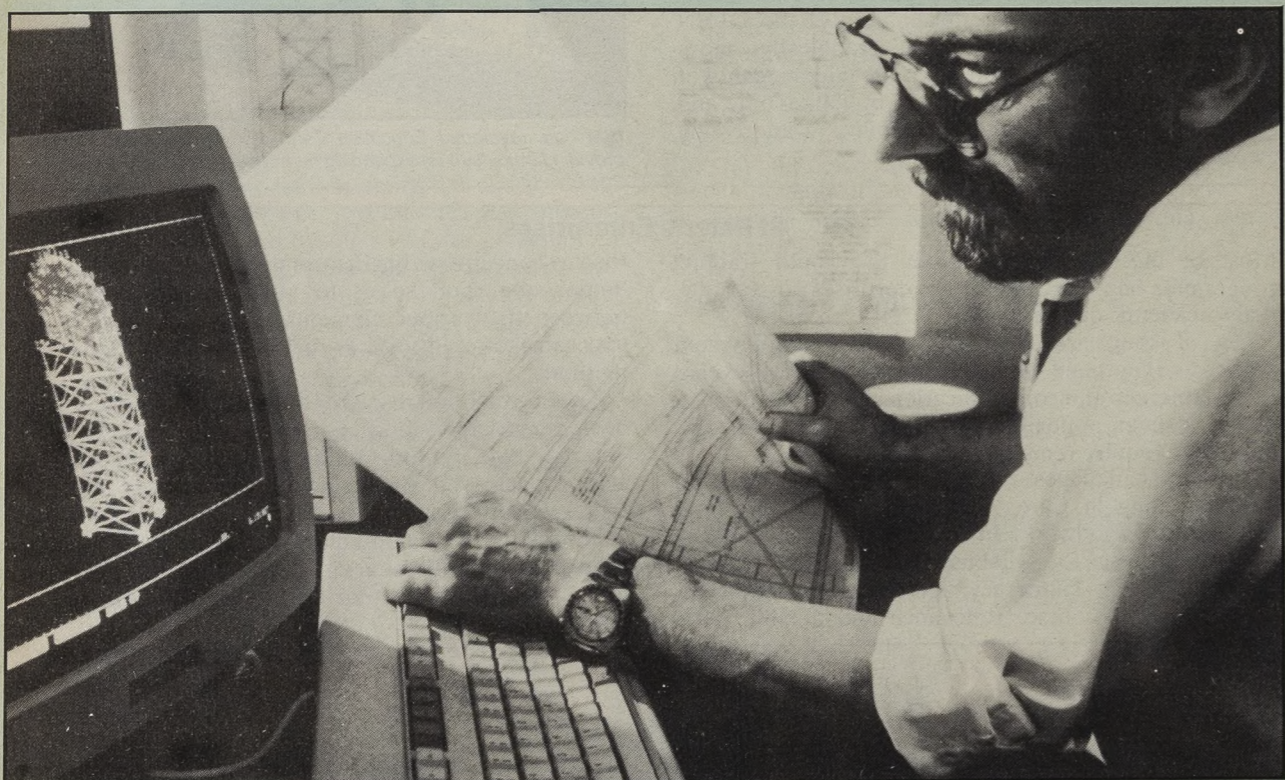
### Marshall Botting Associates

One of the smaller companies to win an Award in 1989 was Marshall Botting Associates. As a small structural and civil engineering consultancy faced with a shortage of skilled staff, Marshall Botting had to maximise the effectiveness of all its team. To do this it invested in computer facilities and a selection of application software. With the help of a Local Consultancy Grant from the Training Agency it then underwent a complete Training Needs Analysis which highlighted the necessity for updating, upgrading, and broadening the skills and expertise of the workforce.

A training manager was appointed on a part-time basis to plan and monitor training in two fields—computer skills and management. A Local Training Grant enabled Marshall Botting to hire a

specialist training provider and over a four-month period, at fortnightly intervals, all 12 staff, working in pairs, were trained in the use of the software. In between lessons staff practised their skills and reached a high level of competence. Meanwhile the management training was conducted through the medium of computer-based training.

Now that it has mastered the software skills, Marshall Botting is able to perform in-house work which it used to sub-contract. This has had an immediate benefit for the profit-margins. Meanwhile the quality of presentations by the company has improved significantly and more work has been attracted. And as a result of the management training a greater feeling of commitment and team spirit has been nurtured.



Now that it has mastered the software skills Marshall Botting is able to perform in-house work which it used to sub-contract.

Photo: Magnum

The Awards are open to all organisations based in the UK, irrespective of size, sector of industry, and whether in the public or private sector. The only restriction is that the training example submitted must have been undertaken in the UK. Smaller organisations are particularly encouraged to enter since it is not the scale or cost of the training programme which will be judged, but the contribution which training has made to improved business performance.

### Judging

The judging arrangements in 1990 will, as in previous years, be based on a system of progressive evaluation. A panel of assessors will consider all the entries and make recommendations to the Regional Judging Panels which will adjudicate on category one and two entries, and to a Specialist Panel for category three.

The competition's reward structure has recently been

widened, and in 1990 Regional and Specialist Panels will again confer commendations on those entries which they consider demonstrate particularly effective training. The Regional and Specialist Judging Panels will draw up lists of nominations they wish to commend to the national panel.

The National Judging Panel will then consider the commended entries and from among them will select the final 80 winners.

### How to enter

The 1990 National Training Awards Competition opened on March 27 and completed entry forms must reach the National Training Awards Office by Friday, May 25. Entry forms together with guidance notes are available from the National Training Awards Office, Room W823, Moorfoot, Sheffield S1 4PQ or by calling, free of charge, 0800 590926. ■

# They think they know how to run business better than the Government.



(So does the Government.)

For this country to succeed in the nineties, it needs a more skilled and adaptable workforce.

Anybody in business will tell you that.

They'll also tell you not to pin your hopes on politicians to do the job.

Oddly enough, that's a sentiment the Government is the first to agree with.

That's why it launched Training and Enterprise Councils – to give business men and women greater authority and spending power to promote economic growth in their own communities.

TECs were only launched in March 1989. Today, over 60 are well under way, covering more than half the country.

And what everybody thought

would take at least 2 years to achieve has already taken place.

That's a good sign. Because over the next decade we will need an imaginative and informed response to skills training.

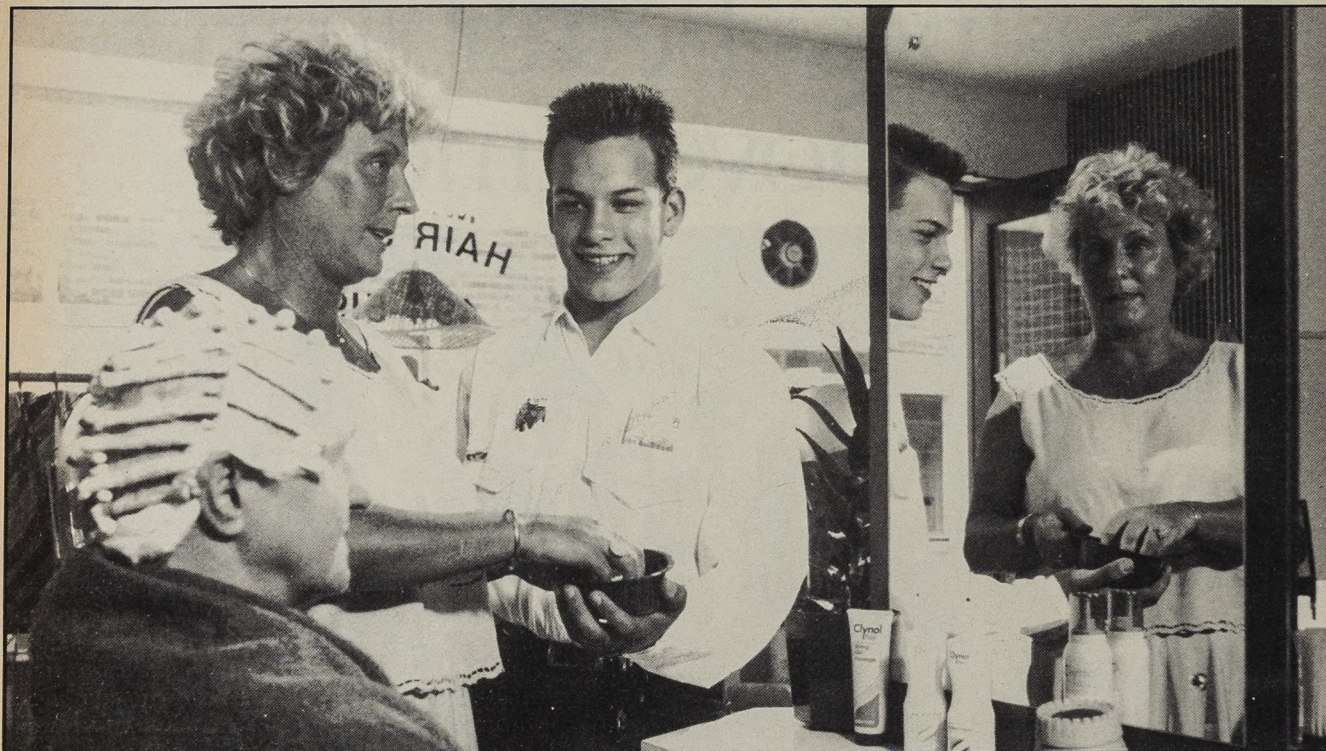
And the people who will make that happen don't sit in Government; they sit on TECs.

### THE TECs SO FAR

South East Milton Keynes, Hertfordshire, Essex, Hampshire, Isle of Wight, Thames Valley, Heart of England (Oxfordshire), Kent. London Aztec (Kingston/Merton/Wandsworth), London East, South London. South West Avon, Devon/Cornwall, Dorset, Somerset, Gloucestershire. West Midlands Birmingham, Walsall, Staffordshire, Dudley, Wolverhampton, Coventry/Warwickshire, Sandwell, Centec (Central England). Northern Teesside, Tyneside, Wearside, County Durham, Northumberland. East Midlands and Eastern Central & South Cambridgeshire, North Nottinghamshire, Norfolk/Waveney, Suffolk, Greater Peterborough, Northamptonshire, North Derbyshire, Southern Derbyshire. Yorkshire and Humberside Sheffield, Calderdale/Kirklees, North Yorkshire, Rotherham, Leeds, Barnsley/Doncaster, Wakefield, Bradford and District. North West Manchester, Cumbria, East Lancashire, Rochdale, Oldham, South and East Cheshire, Wigan, Stockport/High Peak, Bolton/Bury, St. Helens, Centec (Chester/Ellesmere Port/Wirral), Lawtec (Lancashire Area West), Merseyside. Wales Mid Glamorgan, South Glamorgan, North East Wales, West Wales, North West Wales, Gwent, Powys. As at 20/3/90



# Special Feature



By the year 2001 there will be a projected fall of 1.1 million in the labour force aged under 25.

## Labour force outlook to 2001

by Alan Spence

Statistical Services Division, Employment Department

This article presents projections of the civilian labour force in Great Britain up to the year 2001. They incorporate preliminary information available from the 1989 Labour Force Survey and new (1988-based) population projections. Trends in the population and economic activity rates are explained, and the new projections are compared with those published previously.

- Between mid-1988 and mid-1989, the civilian labour force in Great Britain is estimated to have risen by almost half a million, to stand at 28 million. This is greater than previously projected, mainly because the improved employment situation drew people into the labour force.
- In the year 2001 the labour force is projected, on the basis of various assumptions set out in this article, to be 0.8 million higher than its mid-1989 level. The projected rise in the current year (to mid-1990) is only 0.15 million.
- Almost all (more than 90 per cent) of the projected increase is among women, who are expected to make up 45 per cent of the labour force by 2001.
- There is a projected rise of 1.9 million people aged 25–54, more than offsetting the fall of 1.1 million in the labour force aged under 25; the numbers aged 55 and over are projected to be little changed.
- Projections by the Government Actuary's Department

(GAD) suggest that the population of working age will increase by only 0.6 million between 1988 and 2001, compared with a rise of 2.4 million in the previous 13 years.

- Civilian activity rates (the proportions of the population in or seeking work) are projected broadly to continue their trends of recent years—for most age groups, women's rates are expected to rise and men's to fall slightly.

The civilian labour force comprises people aged 16 or over who are either in civilian employment or identified by censuses and surveys as looking for work and available to start (whether or not they claim benefits as unemployed). The economic activity rate for a given age group is defined as the proportion of the population in that age group which is in the labour force. (For details of definitions, please see technical note on p 198.

Measurement of the labour force and activity rates is based mainly on the Labour Force Survey (LFS). The figures for 1989 given in this article are estimates using the preliminary results of the 1989 LFS, reported in detail in the article on pp199–212 of this issue of *Employment Gazette*. The estimates for 1988 have been revised to take into account final LFS results, population estimates and updated information on student numbers. Therefore all the figures for 1988 onwards presented here supersede those previously published<sup>1</sup>.

The figures for 1990 onwards are projections, and like all projections they are based on assumptions. These involve factors affecting both the future size of the population in different age groups and the future level of activity rates. For the population, assumptions about future patterns of migration are especially important.

<sup>1</sup>Labour force outlook to the year 2000", *Employment Gazette*, April 1989, pp 159–172.  
<sup>2</sup>Labour Force Outlook for Great Britain", *Employment Gazette*, May 1987, pp 253–263.

For activity rates, the main explanatory factors, about which assumptions have to be made, are the pressure of demand for labour and the overall structure of the labour market. The pressure of demand, as on previous occasions, is assumed to remain broadly stable: the conventional working assumption is that the level of claimant unemployment in Great Britain remains constant at its January 1990 level of 1.5 million (seasonally adjusted series consistent with the current coverage).

Economic and social factors affecting the structure of the labour market—for example, the split between full- and part-time jobs, and the availability of opportunities for early retirement—are assumed to continue to develop in much the same way as they have in the past.

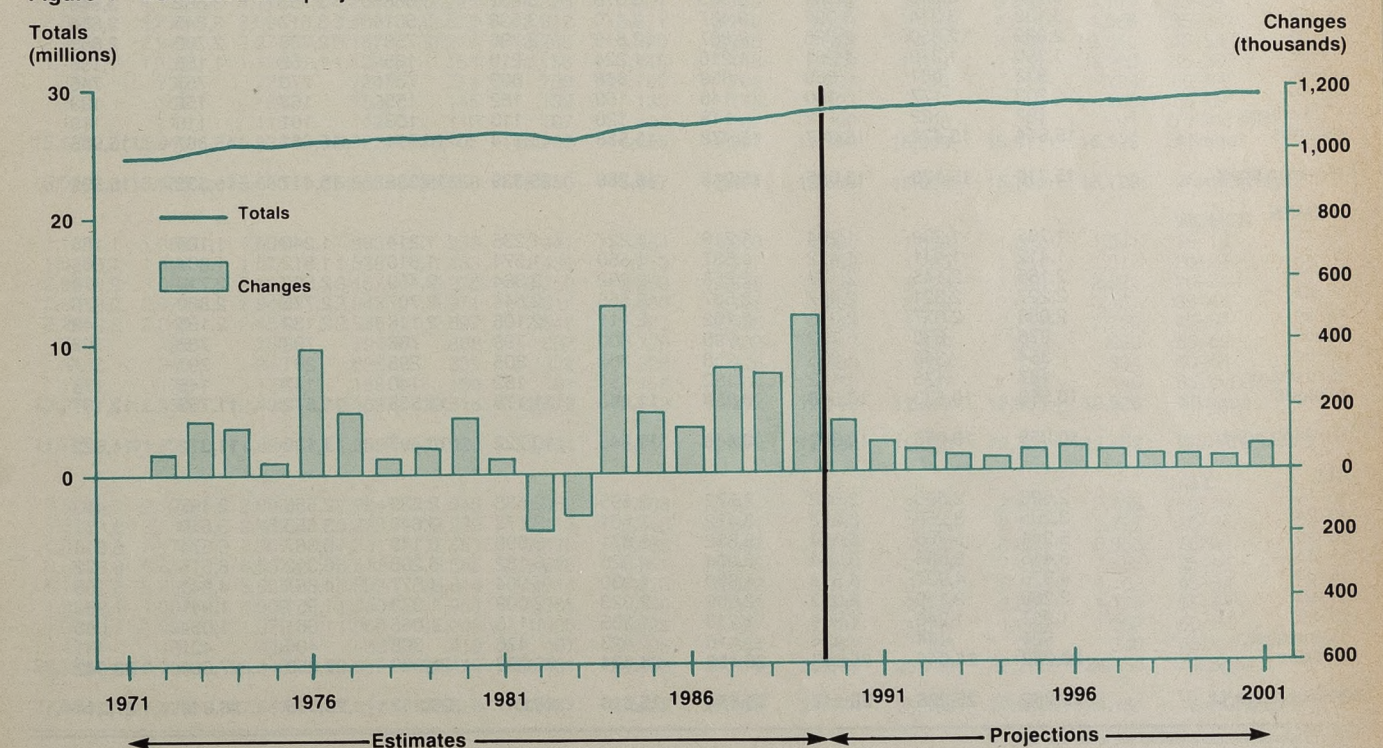
Sensitivity analyses can be produced illustrating the likely effects on the civilian labour force of departing from some of these assumptions. In particular, it is estimated that for every 100,000 reduction in the number of claimants unemployed, some 50,000 people are encouraged to join (or rejoin) the labour force.

### Civilian labour force composition and trends

The course of the civilian labour force from 1971 to 1989, along with projections up to 2001, is illustrated in figure 1, while table 1 gives the detailed figures since 1981 for men and women and for individual age groups. (Figures for 1971–80 remain as previously published<sup>2</sup>.)

There is a minor change of definition in 1984. The definition currently used follows the guidelines of the International Labour Organisation (ILO) and is used by the Organisation for Economic Co-operation and Development (OECD) to calculate standardised unemployment rates: it is referred to as the 'ILO' definition. It was first used for estimates published in 1988 and for the projections published last year. Estimates on this basis are only available from 1984, and for earlier years the slightly different 'GB Labour Force' definition is used. The difference between the two measures is small, as can

Figure 1 Estimates and projections of the civilian labour force\*, Great Britain



\*ILO definition from 1984.  
 GB labour force definition up to 1984.

be seen by comparing the two sets of figures for 1984 in table 1. The two definitions are described in the technical note on p 198.

The past couple of decades have seen the size of the labour force increasing each year, except in 1982 and 1983. The increases have been dominated by growth in the female labour force: of the nearly 3 million growth in the civilian labour force since 1971 (after allowing approximately for the change of definition), some 90 per cent has been among women.

In the future, the labour force is projected to grow continuously until the end of the century: at an annual rate much slower than in the recent past, but comparable with some years during the 1970s. The composition of the projected labour force growth is very distinctive. Nearly all of it is in the female labour force, and it is made possible by rapid growth in the prime-age labour force at the same time as a decline in the number of young people entering the labour market.

It must be stressed that the projected slowdown in the rate of growth in the labour force, and also its pronounced concentration among women, is dependent on the assumption of a broadly stable pressure of demand in the labour market during the 1990s. This assumption effectively means that the projections abstract from the ups and downs of the economic cycle. If the situation in the labour market shows improvements similar to those of recent years, then much more rapid growth would be expected—including growth in the male labour force.

## Population and activity rate effects

To understand these patterns of labour force change, it is helpful to break them down into two components: 'population effects', or the changes which would occur if activity rates stayed the same and only the size and age distribution of the population changed; and 'activity rate effects', due to changes in the proportion of the population (in each age group) which is in the labour force.

Figure 2 shows recent and projected changes in the civilian labour force for men and women separately, distinguishing the population and activity rate effects each year. In every single year—in the past and the projected future—the overall changes in the labour force are more positive (or less negative) for women than for men.

The population effects are nearly always positive for both women and men. They rose during the 1970s to reach a peak around 1983, after which they are estimated and projected to fall for a decade or so, before rising slightly again. This fall corresponds to the demographic decline of falling numbers of young people, which will be discussed further below.

Activity rate effects are typically larger, and much more variable from year to year. It is movements in them, rather than in population effects, which explain both the fall in the labour force which occurred (even for women) between 1981 and 1983, and the large rises in 1983–84 and 1988–89. In most years they are positive for women but negative for men—in several years to such an extent as to outweigh the

population effect and give falls in the male labour force (this is projected to happen in the period 1991–94, for instance).

Just as there is a logical division between population effects and activity rate effects, so the way the labour force projections are actually constructed falls into two parts: projection of the population in different age/sex categories (nine for men, eight for women), and projection of the activity rates. These are now considered in turn.

## Population projections

Projections of the population of Great Britain are made by the Government Actuary's Department (GAD) in consultation with the Office of Population Censuses and Surveys (OPCS) and the General Register Office for Scotland (GRO(S)). Mid 1988-based projections were published in October 1989<sup>1</sup>. They are reproduced along with estimates up to 1988 in table 2.

The 1988-based population projections were produced by revising the 1987-based projections (described in last year's labour force projections article) to take account of recent data about fertility, mortality and migration, while leaving unchanged the long-term assumptions in regard to each of these. As a result, the 1988-based projections differ only slightly from the 1987-based.

From the point of view of the labour force projections, it is the population of 'working age' which is most relevant:

<sup>1</sup>The projections for England and Wales were published in Office of Population Censuses and Surveys Monitor PP2 89/2.

above minimum school-leaving age (16) and below state retirement age (60 for women and 65 for men). The new population projections show the population of working age in Great Britain increasing slightly from 34.2 million in 1988 to 34.3 million in 1990, remaining between 34.3 and 34.4 million during the first half of the 1990s, and rising slowly to 34.8 million by 2001.

It should be borne in mind, incidentally, that although the population of working age is a useful summary measure of the number of people who could be economically active, it is not strictly speaking a maximum: the civilian labour force in 1989 included more than 0.8 million people above state retirement age.

## Composition of the population in 2001

The size and age distribution of the population vary over time due to changes in three factors: fertility, mortality and migration. In fact, it is variations in the number of births which have been the driving force behind most of the peaks and troughs in the British population this century.

One way of seeing this is to examine a snapshot for a particular year showing the distribution of the population by age and also (which amounts to the same thing) by year of birth. Figure 3 does this for the projected population in 2001. With the exception of the first 12 years or so—people who have not yet been born—and the upper end of the age range, this distribution can be described with a fair degree of certainty.

It seems clear that the age distribution of the population

Table 1 Estimates and projections of the civilian labour force in Great Britain

	GB Labour Force definitions* Estimates				ILO definitions* Estimates					
	1981	1982	1983	1984	1984	1985	1986	1987	1988	1989
<b>MEN</b>										
16-19	1,363	1,352	1,328	1,356	1,367	1,353	1,325	1,315	1,313	1,247
20-24	1,793	1,816	1,855	1,935	1,941	1,999	2,030	2,041	2,012	2,005
25-34	3,753	3,620	3,551	3,573	3,578	3,632	3,688	3,785	3,862	3,948
35-44	3,189	3,314	3,397	3,467	3,470	3,538	3,581	3,617	3,646	3,656
45-54	2,889	2,850	2,825	2,807	2,819	2,798	2,759	2,736	2,786	2,855
55-59	1,390	1,319	1,261	1,216	1,224	1,210	1,185	1,152	1,156	1,136
60-64	932	901	869	859	868	809	767	770	757	746
65-69	202	177	150	146	150	162	155	163	156	193
70 and over	132	122	112	118	120	113	103	101	119	119
All ages	15,644	15,472	15,347	15,478	15,538	15,614	15,594	15,681	15,807	15,905
Working age†	15,310	15,173	15,085	15,215	15,268	15,339	15,336	15,417	15,532	15,592
<b>WOMEN</b>										
16-19	1,265	1,239	1,204	1,216	1,227	1,235	1,214	1,240	1,184	1,166
20-24	1,412	1,441	1,472	1,537	1,560	1,574	1,610	1,612	1,607	1,665
25-34	2,188	2,145	2,133	2,258	2,292	2,364	2,459	2,582	2,712	2,870
35-44	2,227	2,321	2,387	2,537	2,555	2,644	2,707	2,775	2,869	2,876
45-54	2,088	2,077	2,073	2,102	2,111	2,106	2,118	2,132	2,155	2,248
55-59	876	830	792	790	800	788	798	785	797	797
60-64	354	345	335	358	367	305	298	291	297	337
65 and over	187	175	162	152	154	152	140	142	146	178
All ages	10,598	10,573	10,560	10,950	11,066	11,179	11,335	11,572	11,755	12,137
Working age‡	10,056	10,053	10,062	10,440	10,545	10,722	10,897	11,139	11,312	11,622
<b>ALL</b>										
16-19	2,628	2,590	2,532	2,572	2,595	2,588	2,539	2,556	2,497	2,413
20-24	3,205	3,258	3,327	3,472	3,501	3,573	3,640	3,653	3,619	3,671
25-34	5,941	5,765	5,684	5,832	5,871	5,996	6,148	6,367	6,574	6,818
35-44	5,416	5,636	5,784	6,004	6,025	6,182	6,288	6,392	6,515	6,532
45-54	4,978	4,927	4,898	4,909	4,930	4,904	4,877	4,867	4,941	5,103
55-59	2,266	2,149	2,053	2,006	2,023	2,009	1,973	1,951	1,941	1,933
60-64	1,287	1,246	1,204	1,218	1,235	1,115	1,065	1,061	1,054	1,083
65 and over	521	474	424	416	423	426	398	406	421	491
All ages	26,242	26,045	25,907	26,428	26,604	26,793	26,929	27,253	27,561	28,042
Working age††	25,366	25,226	25,147	25,654	25,813	26,061	26,232	26,555	26,844	27,214

\* For details of definitions please see technical note.  
† Men aged 16 to 64 years.  
‡ Women aged 16 to 59 years.

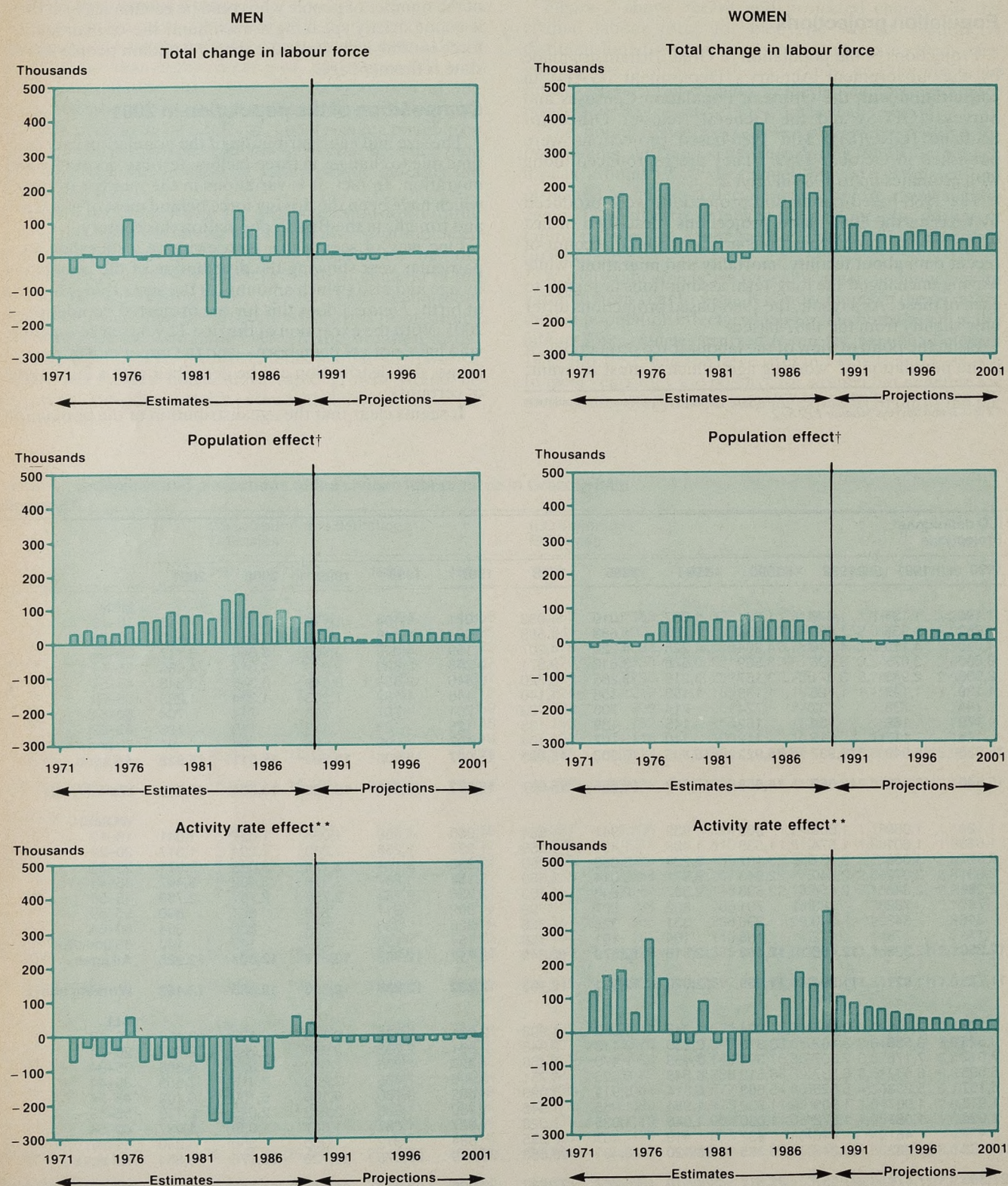
	ILO definitions* Projections											Thousands	
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000		2001
<b>MEN</b>													
16-19	1,199	1,134	1,079	1,031	1,007	1,010	1,033	1,071	1,104	1,112	1,107	1,117	16-19
20-24	1,963	1,935	1,888	1,834	1,756	1,683	1,588	1,504	1,446	1,438	1,453	1,479	20-24
25-34	4,040	4,110	4,170	4,204	4,225	4,220	4,207	4,159	4,079	3,965	3,840	3,717	25-34
35-44	3,665	3,675	3,596	3,569	3,578	3,612	3,671	3,748	3,829	3,918	4,014	4,086	35-44
45-54	2,900	2,943	3,071	3,157	3,218	3,265	3,320	3,346	3,353	3,349	3,343	3,343	45-54
55-59	1,129	1,125	1,126	1,139	1,153	1,158	1,146	1,148	1,169	1,203	1,234	1,283	55-59
60-64	744	738	732	724	714	708	703	701	707	713	714	704	60-64
65-69	179	168	159	152	145	139	133	128	123	117	113	108	65-69
70 and over	119	117	115	112	110	107	104	102	99	96	94	91	70 and over
All ages	15,938	15,943	15,937	15,922	15,905	15,902	15,905	15,907	15,908	15,909	15,911	15,929	All ages
Working age†	15,640	15,658	15,663	15,658	15,650	15,656	15,667	15,677	15,686	15,696	15,704	15,729	Working age†
<b>WOMEN</b>													
16-19	1,121	1,059	1,006	963	939	941	964	1,000	1,030	1,038	1,032	1,041	16-19
20-24	1,613	1,601	1,574	1,538	1,483	1,431	1,359	1,297	1,258	1,260	1,284	1,317	20-24
25-34	2,977	3,066	3,137	3,187	3,228	3,250	3,259	3,238	3,194	3,124	3,048	2,971	25-34
35-44	2,931	2,972	2,940	2,943	2,971	3,014	3,080	3,158	3,237	3,318	3,402	3,467	35-44
45-54	2,296	2,340	2,454	2,536	2,597	2,648	2,703	2,736	2,753	2,757	2,757	2,759	45-54
55-59	787	782	783	791	802	807	799	802	817	839	861	896	55-59
60-64	346	343	340	336	331	328	326	326	330	334	336	334	60-64
65 and over	179	175	172	168	164	161	158	154	150	147	143	140	65 and over
All ages	12,250	12,339	12,406	12,463	12,516	12,579	12,649	12,712	12,768	12,817	12,865	12,926	All ages
Working age††	11,725	11,821	11,894	11,959	12,020	12,091	12,165	12,232	12,288	12,336	12,385	12,452	Working age††
<b>ALL</b>													
16-19	2,320	2,193	2,085	1,994	1,946	1,952	1,998	2,071	2,134	2,149	2,139	2,158	16-19
20-24	3,576	3,536	3,462	3,373	3,239	3,113	2,948	2,801	2,703	2,698	2,738	2,797	20-24
25-34	7,017	7,175	7,307	7,391	7,453	7,470	7,466	7,397	7,273	7,089	6,888	6,688	25-34
35-44	6,595	6,647	6,537	6,512	6,548	6,626	6,751	6,906	7,065	7,236	7,416	7,553	35-44
45-54	5,197	5,283	5,525	5,693	5,814	5,914	6,023	6,082	6,105	6,106	6,100	6,102	45-54
55-59	1,916	1,907	1,909	1,930	1,954	1,965	1,946	1,950	1,986	2,042	2,095	2,179	55-59
60-64	1,090	1,081	1,072	1,060	1,046	1,035	1,028	1,027	1,037	1,047	1,050	1,037	60-64
65 and over	477	461	446	432	419	407	395	384	372	360	350	340	65 and over
All ages	28,188	28,282	28,343	28,385	28,420	28,481	28,553	28,619	28,675	28,726	28,776	28,854	All ages
Working age††	27,365	27,478	27,557	27,617	27,670	27,747	27,832	27,909	27,974	28,032	28,090	28,181	Working age††

at the beginning of the twenty-first century will be very much shaped by the three 'baby booms' of the twentieth. The first two of these occurred with the return of the troops after the two World Wars, and were preceded by dips in the number of births during the war years themselves: babies were born which, but for the wars, would have been born one or more years earlier. People born in the first baby

boom reached retirement age during the 1980s, thus contributing to the slowdown in the rate of growth of the population of working age. Those born in the second baby boom will be nearing retirement age at the turn of the century.

The third baby boom, in the first half of the 1960s, was much greater in extent and did not have such an obvious

Figure 2 Components of change in the civilian labour force\*, Great Britain



\*ILO definition from 1984, GB labour force definition up to 1984.

† The change in the labour force that would have occurred had the activity rate in each age group remained at its value in the initial year.

\*\* The residual change - that is, total change less the population effect.

explanation. It coincided with the peak childbearing period of the generation born about 1935, a generation which had exceptionally large families. The following generation, born around 1940, also happened to be going through their peak child-bearing period at the same time (when they were aged 20-24).

The subsequent 'baby bust', or demographic trough, can be put down partly to the latter cohort bearing relatively few children in the following five years. It was accentuated by the fact that generations born after 1945 have not only had smaller families, but they have been born to mothers on average at a later age. In other words, not only have subsequent generations had fewer children, but they have deferred having them to a whole year or more later than would have been the case in earlier years.

It is people born during this demographic trough who are currently reaching school-leaving age: the 'demographic time bomb' which is the main reason for the far slower rate of increase in the population of working age now than in the late 1970s and early 1980s. Although the number of births began rising again in the late 1970s, so that the number of new entrants to the population of working age will stop falling in the early 1990s, figure 3 shows that even by 2001 there are projected to be far fewer people in their 20s than in their 30s.

### Activity rate projections

Projections of civilian activity rates, or the proportions of the population of different age/sex categories which are in the civilian labour force, are produced by the Employment Department. They are designed to allow for some of the economic, demographic and social factors that influence activity rates.

There are three stages to this work. First, 'models' are developed which attempt to explain past movements in activity rates in terms of some of these factors—for example, they may suggest that a fall of x thousand in the number unemployed will, other things being equal, cause a rise of y per cent in the activity rate for a given age group.

The second stage involves making assumptions as to the

<sup>1</sup>'Labour Force Outlook to 1995', *Employment Gazette*, March 1988, pp 117-129 (see especially the technical note on p 129).

<sup>2</sup>A note setting out the models used for projecting the activity rates in the current article is available from: Employment Department, EPB4, Level 4, Caxton House, Tothill Street, London SW1H 9NF.

future paths of these explanatory factors. Third, applying the models to these future values yields projections for the activity rates themselves, and these are subjected to plausibility checks and any necessary adjustments made.

The models currently used to project activity rates are based on the models developed for the 1987-based projections, which were described in the article presenting those<sup>1,2</sup>. They make use of three types of explanatory factors:

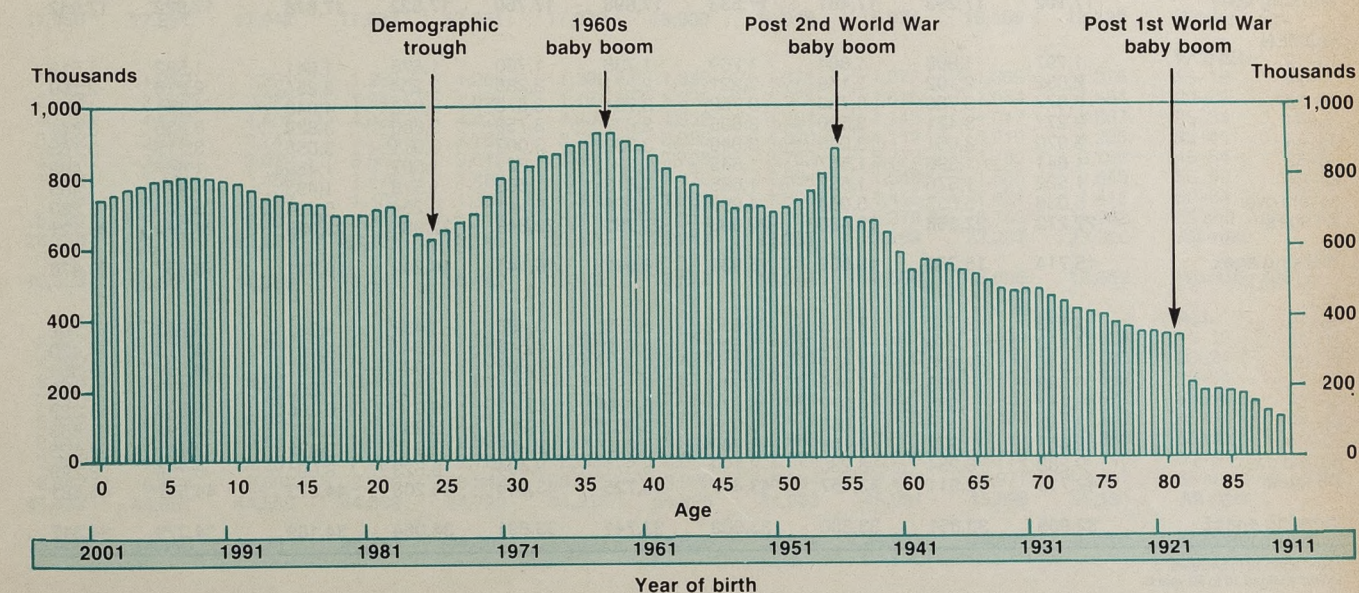
- The level of claimant unemployment (representing the pressure of demand in the labour market) appears in all but two of the male and all but one of the female activity rate models.
- The number of children aged under five (per woman in the relevant age groups) appears in the models for three of the female age groups, of which one also features the number of children aged 5-9.
- Time trends (representing a combination of factors which cannot adequately be measured directly) appear in all the female models and all but three of the male.

The assumptions made about the future paths of these are broadly the same as for previous rounds of projections:

- The number of claimants unemployed (Great Britain, seasonally adjusted) is conventionally assumed to remain constant, in this case at its January 1990 level of 1.5 million. (This is a stylised assumption only: the Employment Department does not forecast employment or unemployment.)
- The numbers of children aged 0-4 and 5-9 per woman are projected into the future using the fertility assumptions produced by OPCS (these underlie the 1988-based population projections discussed above).
- Other relevant economic and social factors are assumed to change in the same way as in the past (for example, a factor may have shown a rising trend but at a rate declining over time).

The results of the civilian activity rate projections from 1990, along with estimates for earlier years, are given in table 3, and summarised for three broad age groups in figure 4. It is these activity rates which are multiplied by the

Figure 3 Projected population in the year 2001, Great Britain



population figures in table 2 to give the civilian labour force estimates and projections in table 1 and figure 1.

### Activity rate movements by age and sex

The most striking characteristic of the graphs for all the age groups shown in figure 4 is the narrowing of the gap between male and female activity rates—a past trend which is projected to continue into the future. This reflects a number of economic and social factors, such as the increased availability of part-time work and childcare facilities, and changes in social attitudes which have meant that women born later in the century have tended to have a greater underlying attachment to the labour force.

The other feature common to all three age groups is the fall in activity rates between 1981 and 1983, which can be mainly explained by the then high levels of unemployment discouraging people from entering or remaining in the labour market. The rises in activity rates since then (for all age groups other than the over-55s) can be largely put down to the recent improvements in the labour market situation—on top of the trend increases in female activity rates.

In the first year of the projection period, the assumed fall in unemployment of 200,000 (the difference between the mid-1989 and January 1990 levels) is projected to increase activity rates further, but beyond that the assumption of constant unemployment means that this factor has no further effect on the projections.

Each of the broad age groups also has some interesting characteristics of its own. For the under-25s, activity rates

are projected separately for students and others. Students' activity rates have shown sharply rising trends—as more of them take part-time jobs—which are projected to continue, though more slowly. For young men, these are roughly balanced by downward trends in non-students' activity rates.

For women aged 25–54, the rate of increase slows down by the end of the projection period. This is partly because the number of children aged under ten, per woman, is expected to rise during the 1990s, and partly reflects the plausibility checks mentioned above: the upward trends in female activity rates in some age groups have been moderated somewhat to ensure that they do not reach unrealistic levels by the end of the projection period.

Finally, activity rates for men aged 55 and over have fallen dramatically over the past 20 years, reflecting widespread moves to early retirement. This falling trend has shown some signs of abating in the last few years, and is projected to continue at a much slower rate in the future.

### Alternative assumptions

These labour force projections, like any projections, rest on a particular set of assumptions which are almost certain to be proved incorrect to some extent. Therefore it is of interest to assess the implications for the future size of the labour force of departing from them. In other words, how sensitive are the projections to variations in the assumptions on which they are based?

To answer this question, it is again useful to consider separately the population projections and the activity rate

projections. For the former, it can easily be seen that variants in terms of higher or lower fertility or mortality are likely to make relatively little difference to the size of the labour force in the projection period. This is because varying fertility will only affect the numbers of people below school-leaving age by the end of the century, while varying mortality will probably mainly affect those above state retirement age.

The other factor underlying the population projections—and by far the most variable—is the net effect of international immigration and emigration. An illustration of the possible effects of variation in this is provided by considering the migration assumption used in the 1985-based population projections (this was also the 'variant' assumption provided in GAD's 1987-based population projections)—that long-term net emigration from the United Kingdom would be 17,000 per year, rather than zero. By the end of the century this would imply a population of working age some 200,000 lower, and a civilian labour force some 150,000 lower, than in the principal projections.

Moreover, it is possible that the operation of the Single European Market from 1992, as well as potential developments in parts of the world such as Eastern Europe and in Hong Kong, will mean that changes in migration patterns will have even more important implications for the labour force in the future.

For the activity rate projections, the effect of different assumptions can be estimated directly, by feeding in alternative paths for the explanatory factors appearing in

the projection models. In particular, table 4 presents variant labour force projections for cases where actual claimant unemployment (as an indicator of the pressure of demand in the labour market) departs from the stylised assumption of 1.5 million, for each year of the projection period.

The rule of thumb calculated in the last two rounds of projections has been that a fall of 100,000 in the number of claimant unemployed would be expected to raise the labour force by 50,000. The estimated effects this year are very similar: 32,000 for the female labour force and 16,000 for the male labour force for each 100,000 rise or fall in claimant unemployment.

If the number of children per woman diverges from its assumed path, this will be expected to affect the size of the female labour force in age groups between 20 and 45 years; these effects can be estimated in the same way as the effects of unemployment. Calculations for the 1987-based labour force projections suggested that plausible variations in the number of births could raise or lower the number of women in the labour force in the 1990s by up to 150,000.

The third set of factors which are thought to explain movements in activity rates enters the models indirectly through time trends, and so the sensitivity of the labour force projections to variations in their assumed future paths cannot be measured. This is not to say that such variations will be unimportant: future changes in individuals' and employers' attitudes or government policy—for example, on age of retirement, childcare provision or student support—could quite possibly mean

Table 2 Estimates and projections of the resident population of Great Britain aged 16 and over

	Estimates								Projections	
	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990
<b>MEN</b>										
16–19	1,882	1,905	1,907	1,861	1,824	1,785	1,759	1,721	1,661	1,590
20–24	2,107	2,147	2,206	2,285	2,341	2,359	2,364	2,337	2,301	2,251
25–34	3,933	3,826	3,793	3,818	3,866	3,935	4,025	4,113	4,211	4,315
35–44	3,322	3,462	3,559	3,640	3,705	3,778	3,820	3,838	3,844	3,848
45–54	3,047	3,033	3,033	3,031	3,029	3,005	3,008	3,051	3,113	3,164
55–59	1,555	1,520	1,499	1,483	1,472	1,462	1,452	1,439	1,424	1,414
60–64	1,345	1,401	1,464	1,515	1,462	1,426	1,395	1,379	1,367	1,360
65–69	1,233	1,193	1,128	1,073	1,124	1,172	1,225	1,282	1,327	1,280
70 and over	2,020	2,059	2,098	2,138	2,170	2,181	2,194	2,175	2,164	2,238
<b>All ages</b>	<b>20,444</b>	<b>20,545</b>	<b>20,687</b>	<b>20,844</b>	<b>20,992</b>	<b>21,103</b>	<b>21,241</b>	<b>21,335</b>	<b>21,413</b>	<b>21,460</b>
<b>Working age†</b>	<b>17,192</b>	<b>17,293</b>	<b>17,461</b>	<b>17,633</b>	<b>17,698</b>	<b>17,750</b>	<b>17,822</b>	<b>17,878</b>	<b>17,922</b>	<b>17,942</b>
<b>WOMEN</b>										
16–19	1,797	1,808	1,804	1,769	1,736	1,700	1,678	1,641	1,582	1,513
20–24	2,052	2,102	2,159	2,221	2,271	2,289	2,284	2,254	2,218	2,169
25–34	3,877	3,780	3,739	3,752	3,794	3,872	3,962	4,048	4,141	4,239
35–44	3,277	3,421	3,526	3,605	3,677	3,752	3,800	3,824	3,835	3,841
45–54	3,070	3,051	3,045	3,040	3,030	3,007	3,011	3,055	3,115	3,165
55–59	1,641	1,596	1,567	1,545	1,534	1,521	1,507	1,489	1,467	1,449
60–64	1,522	1,576	1,637	1,685	1,613	1,560	1,519	1,493	1,474	1,465
65 and over	5,036	5,032	5,004	4,987	5,078	5,141	5,204	5,234	5,263	5,280
<b>All ages</b>	<b>22,272</b>	<b>22,366</b>	<b>22,480</b>	<b>22,603</b>	<b>22,733</b>	<b>22,843</b>	<b>22,965</b>	<b>23,038</b>	<b>23,094</b>	<b>23,121</b>
<b>Working age††</b>	<b>15,714</b>	<b>15,759</b>	<b>15,839</b>	<b>15,931</b>	<b>16,042</b>	<b>16,141</b>	<b>16,242</b>	<b>16,311</b>	<b>16,357</b>	<b>16,376</b>
<b>ALL</b>										
16–19	3,679	3,712	3,710	3,630	3,559	3,486	3,437	3,361	3,243	3,102
20–24	4,159	4,249	4,365	4,505	4,612	4,648	4,647	4,591	4,519	4,420
25–34	7,810	7,606	7,532	7,570	7,661	7,807	7,987	8,161	8,352	8,554
35–44	6,599	6,883	7,085	7,244	7,382	7,530	7,620	7,663	7,679	7,690
45–54	6,117	6,085	6,077	6,071	6,059	6,012	6,019	6,106	6,228	6,329
55–59	3,196	3,116	3,066	3,028	3,007	2,983	2,959	2,928	2,891	2,863
60–64	2,867	2,977	3,101	3,200	3,075	2,986	2,914	2,872	2,841	2,825
65 and over	9,288	8,284	8,230	8,199	8,371	8,494	8,623	8,691	8,754	8,799
<b>All ages</b>	<b>42,716</b>	<b>42,911</b>	<b>43,167</b>	<b>43,447</b>	<b>43,725</b>	<b>43,946</b>	<b>44,206</b>	<b>44,373</b>	<b>44,507</b>	<b>44,581</b>
<b>Working age†††</b>	<b>32,905</b>	<b>33,051</b>	<b>33,300</b>	<b>33,563</b>	<b>33,741</b>	<b>33,891</b>	<b>34,064</b>	<b>34,189</b>	<b>34,279</b>	<b>34,317</b>

† Men aged 16 to 64 years.  
†† Women aged 16 to 59 years.

	Projections											
	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	
<b>MEN</b>												
16–19	1,501	1,425	1,361	1,328	1,335	1,367	1,411	1,445	1,450	1,440	1,448	16–19
20–24	2,221	2,169	2,107	2,022	1,939	1,838	1,749	1,690	1,685	1,705	1,735	20–24
25–34	4,393	4,461	4,501	4,527	4,536	4,515	4,467	4,385	4,265	4,135	4,005	25–34
35–44	3,859	3,777	3,748	3,757	3,793	3,855	3,936	4,021	4,114	4,215	4,291	35–44
45–54	3,215	3,362	3,462	3,534	3,593	3,659	3,694	3,708	3,710	3,710	3,716	45–54
55–59	1,408	1,411	1,427	1,444	1,451	1,435	1,438	1,465	1,506	1,546	1,607	55–59
60–64	1,353	1,347	1,337	1,324	1,316	1,311	1,313	1,328	1,343	1,350	1,336	60–64
65–69	1,250	1,228	1,216	1,207	1,203	1,199	1,196	1,187	1,176	1,170	1,167	65–69
70 and over	2,297	2,342	2,373	2,402	2,430	2,457	2,481	2,499	2,518	2,539	2,559	70 and over
<b>All ages</b>	<b>21,497</b>	<b>21,521</b>	<b>21,531</b>	<b>21,544</b>	<b>21,584</b>	<b>21,636</b>	<b>21,684</b>	<b>21,727</b>	<b>21,769</b>	<b>21,809</b>	<b>21,865</b>	<b>All ages</b>
<b>Working age†</b>	<b>17,950</b>	<b>17,951</b>	<b>17,942</b>	<b>17,934</b>	<b>17,951</b>	<b>17,979</b>	<b>18,008</b>	<b>18,040</b>	<b>18,074</b>	<b>18,100</b>	<b>18,139</b>	<b>Working age†</b>
<b>WOMEN</b>												
16–19	1,426	1,353	1,291	1,259	1,264	1,295	1,339	1,371	1,377	1,369	1,376	16–19
20–24	2,138	2,089	2,027	1,944	1,864	1,764	1,678	1,621	1,615	1,634	1,664	20–24
25–34	4,315	4,372	4,406	4,428	4,424	4,407	4,352	4,264	4,146	4,017	3,887	25–34
35–44	3,852	3,775	3,747	3,755	3,788	3,852	3,935	4,020	4,112	4,210	4,286	35–44
45–54	3,217	3,365	3,472	3,550	3,618	3,692	3,738	3,763	3,773	3,780	3,790	45–54
55–59	1,440	1,441	1,456	1,476	1,485	1,472	1,476	1,504	1,545	1,585	1,649	55–59
60–64	1,453	1,441	1,424	1,403	1,387	1,379	1,381	1,396	1,415	1,424	1,412	60–64
65 and over	5,296	5,304	5,307	5,310	5,316	5,318	5,313	5,297	5,279	5,268	5,262	65 and over
<b>All ages</b>	<b>23,136</b>	<b>23,140</b>	<b>23,129</b>	<b>23,124</b>	<b>23,145</b>	<b>23,179</b>	<b>23,211</b>	<b>23,237</b>	<b>23,263</b>	<b>23,287</b>	<b>23,326</b>	<b>All ages</b>
<b>Working age††</b>	<b>16,388</b>	<b>16,395</b>	<b>16,399</b>	<b>16,411</b>	<b>16,442</b>	<b>16,482</b>	<b>16,518</b>	<b>16,544</b>	<b>16,568</b>	<b>16,595</b>	<b>16,652</b>	<b>Working age††</b>
<b>ALL</b>												
16–19	2,927	2,778	2,652	2,586	2,598	2,663	2,750	2,816	2,827	2,809	2,824	16–19
20–24	4,360	4,257	4,134	3,966	3,803	3,602	3,427	3,311	3,300	3,339	3,399	20–24
25–34	8,708	8,833	8,907	8,954	8,949	8,922	8,819	8,649	8,411	8,152	7,892	25–34
35–44	7,710	7,552	7,494	7,512	7,581	7,706	7,870	8,041	8,227	8,425	8,577	35–44
45–54	6,432	6,727	6,934	7,084	7,211	7,351	7,432	7,471	7,483	7,490	7,507	45–54
55–59	2,848	2,852	2,883	2,919	2,935	2,907	2,915	2,968	3,051	3,131	3,256	55–59
60–64	2,806	2,788	2,761	2,727	2,702	2,689	2,693	2,724	2,758	2,774	2,748	60–64
65 and over	8,842	8,874	8,896	8,920	8,949	8,975	8,989	8,984	8,974	8,977	8,987	65 and over
<b>All ages</b>	<b>44,633</b>	<b>44,661</b>	<b>44,660</b>	<b>44,668</b>	<b>44,729</b>	<b>44,815</b>	<b>44,895</b>	<b>44,963</b>	<b>45,031</b>	<b>45,096</b>	<b>45,191</b>	<b>All ages</b>
<b>Working age†††</b>	<b>34,338</b>	<b>34,346</b>	<b>34,341</b>	<b>34,345</b>	<b>34,393</b>	<b>34,461</b>	<b>34,526</b>	<b>34,584</b>	<b>34,643</b>	<b>34,695</b>	<b>34,791</b>	<b>Working age†††</b>

that the assumption of the continuation of past trends, made by these projections, is not borne out by events.

### Comparison with previous projections

The figures presented in this article comprise new estimates for 1989 and new projections for 1990-2001. These can be compared with the labour force projections for 1989-2000 published last year. First, the 1988-based projection of the change between 1988 and 1989 can be assessed against the new estimate; and second, the subsequent paths to the end of the century of the two sets of projections can be compared. In both cases, the new population figures are little different from those used last year, so any revisions to the labour force figures are largely due to new activity rate estimates and projections.

The estimated 1988-89 growth in the labour force, at 481,000, is almost half as large again as the published projection of 330,000. There are two parts to this difference of 150,000:

- The final estimate for mid-1988 is some 50,000 lower than the preliminary estimate published last year.
- The preliminary estimate for mid-1989 is around 100,000 higher than the published projection.

The latter difference can be almost entirely explained by the effect of changes in the pressure of demand, as indicated by the level of unemployment. The working assumption made for last year's projections was that the

number of claimant unemployed in June 1989 would be 1.9 million (the January 1989 level); in fact, it had fallen to 1.7 million. Using the sensitivity analyses presented in last year's article, this 200,000 extra fall in unemployment would be expected to attract 100,000 extra people into the labour force. (In addition, there were some revisions to the population and student figures which happened to offset each other.)

So after allowing for the estimated effects of falling unemployment, last year's projection of the 1989 labour force turned out very close overall to the estimate. There are larger differences in the figures for particular age/sex categories: for example, the 1988-89 rise in the labour force was higher than projected for women and for people aged 65 and over.

Beyond 1989, the new projections give a rather greater rise than the old—especially between 1989 and 1990, for which they assume a fall in unemployment of 200,000 (which has already occurred between June 1989 and January 1990) rather than the constant demand embodied in last year's projections. The cumulative effect of this 1989-90 revision, smaller annual revisions up to the end of the century, and the 100,000 in 1989, is to make the overall labour force in the year 2000 just over 150,000 higher than from the 1988-based projections.

Of particular importance in interpreting current movements in the labour market is the projected labour force rise in the first year of the projection period—that is between mid-1989 and mid-1990. At 146,000, this is much smaller than in recent years. The reasons are a combination

of population and activity rate effects: the population of working age is projected to grow by only 38,000 (compared with 90,000 in 1988-89 and 125,000 in 1987-88), while the projected rise in activity rates is not boosted by falling unemployment to the same extent as in the last two sets of

projections (the 200,000 assumed fall in unemployment compares with 300,000 in each of these). This year may be the one when the effects of the 'demographic time bomb' begin to be felt in earnest. ■



The labour force is projected to grow continuously until the end of the century.

Table 3 Estimates and projections of civilian activity rates in Great Britain

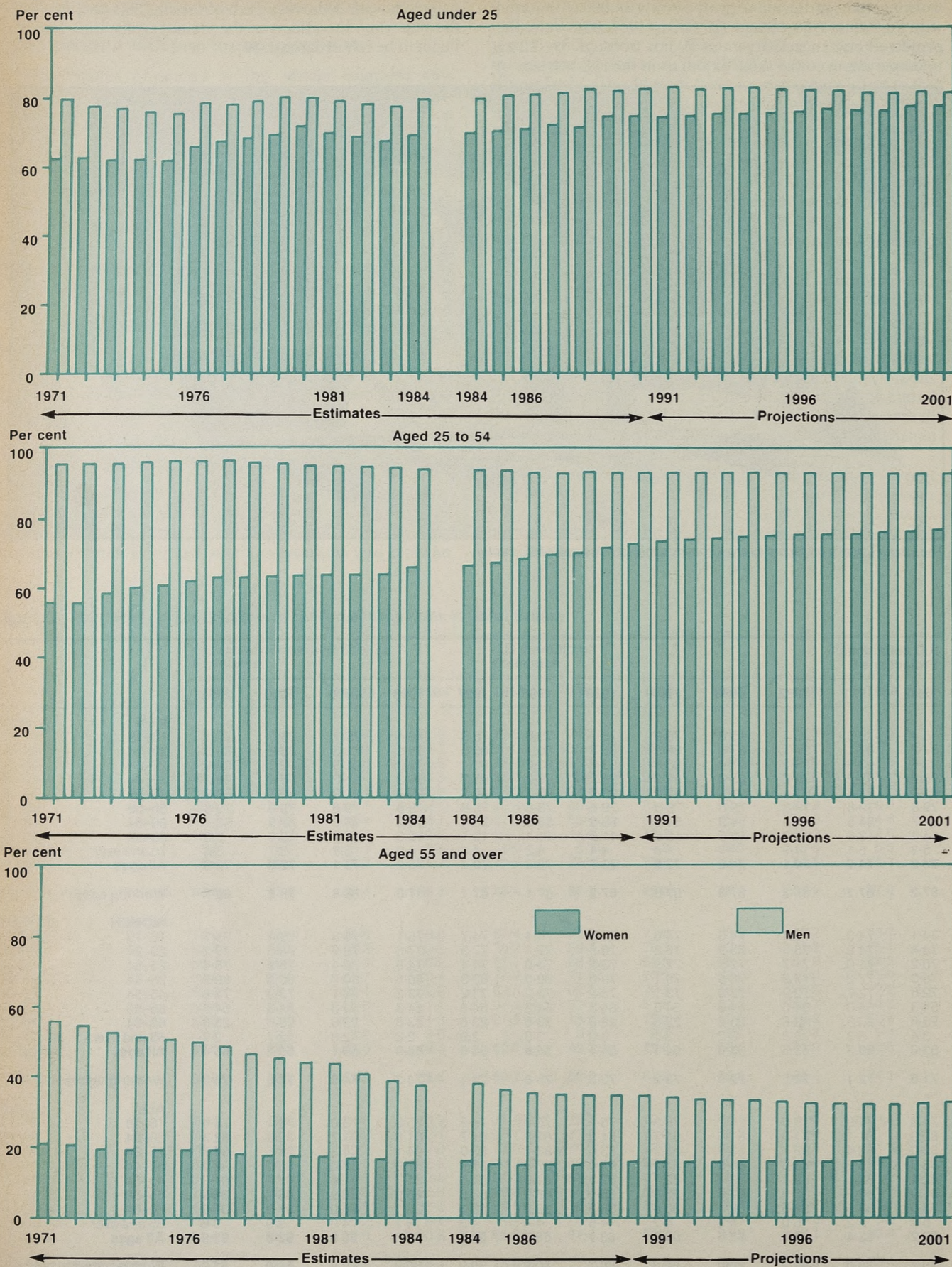
	GB Labour Force definitions* Estimates				ILO definitions* Estimates					
	1981	1982	1983	1984	1984	1985	1986	1987	1988	1989
<b>MEN</b>										
16-19	72.4	71.0	69.6	72.9	73.5	74.2	74.2	74.8	76.3	75.0
20-24	85.1	84.6	84.1	84.7	85.0	85.4	86.0	86.3	86.1	87.1
25-34	95.4	94.6	93.6	93.6	93.7	93.9	93.7	94.0	93.9	93.8
35-44	96.0	95.8	95.4	95.3	95.4	95.5	94.8	94.7	95.0	95.1
45-54	94.8	94.0	93.1	92.6	93.0	92.4	91.8	91.0	91.3	91.7
55-59	89.4	86.8	84.1	82.1	82.5	82.2	81.1	79.4	80.3	79.8
60-64	69.3	64.3	59.4	56.7	57.3	55.4	53.8	55.2	54.9	54.6
65-69	16.3	14.8	13.3	13.6	14.0	14.4	13.2	13.3	12.2	14.6
70 and over	6.5	5.9	5.3	5.5	5.6	5.2	4.7	4.6	5.5	5.5
<b>All ages</b>	<b>76.5</b>	<b>75.3</b>	<b>74.2</b>	<b>74.3</b>	<b>74.5</b>	<b>74.4</b>	<b>73.9</b>	<b>73.8</b>	<b>74.1</b>	<b>74.3</b>
<b>Working age†</b>	<b>89.1</b>	<b>87.7</b>	<b>86.4</b>	<b>86.3</b>	<b>86.6</b>	<b>86.7</b>	<b>86.4</b>	<b>86.5</b>	<b>86.9</b>	<b>87.0</b>
<b>WOMEN</b>										
16-19	70.4	68.5	66.8	68.8	69.4	71.2	71.4	73.9	72.2	73.7
20-24	68.8	68.6	68.2	69.2	70.2	69.3	70.3	70.6	71.3	75.1
25-34	56.4	56.8	57.0	60.2	61.1	62.3	63.5	65.2	67.0	69.3
35-44	68.0	67.9	67.7	70.4	70.9	71.9	72.1	73.0	75.0	75.0
45-54	68.0	68.1	68.1	69.2	69.5	69.5	70.5	70.8	70.6	72.2
55-59	53.4	52.0	50.6	51.1	51.8	52.1	51.8	53.0	52.7	54.3
60-64	23.3	21.9	20.5	21.3	21.8	18.9	19.1	19.2	19.9	22.9
65 and over	3.7	3.5	3.2	3.0	3.1	3.0	2.7	2.7	2.8	3.4
<b>All ages</b>	<b>47.6</b>	<b>47.3</b>	<b>47.0</b>	<b>48.4</b>	<b>49.0</b>	<b>49.2</b>	<b>49.6</b>	<b>50.4</b>	<b>51.0</b>	<b>52.6</b>
<b>Working age‡</b>	<b>64.0</b>	<b>63.8</b>	<b>63.5</b>	<b>65.5</b>	<b>66.2</b>	<b>66.8</b>	<b>67.5</b>	<b>68.6</b>	<b>69.4</b>	<b>71.1</b>
<b>ALL</b>										
16-19	71.4	69.8	68.3	70.9	71.5	72.7	72.8	74.4	74.3	74.4
20-24	77.1	76.7	76.2	77.1	77.7	77.5	78.3	78.6	78.8	81.2
25-34	76.1	75.8	75.5	77.0	77.6	78.3	78.8	79.7	80.5	81.6
35-44	82.1	81.9	81.6	82.9	83.2	83.7	83.5	83.9	85.0	85.1
45-54	81.4	81.0	80.6	80.9	81.2	80.9	81.1	80.9	80.9	81.9
55-59	70.9	68.9	67.0	66.3	66.8	66.8	66.1	65.9	66.3	66.9
60-64	44.9	41.9	38.8	38.0	38.6	36.2	35.7	36.4	36.7	38.1
65 and over	6.3	5.7	5.2	5.1	5.2	5.1	4.7	4.7	4.8	5.6
<b>All ages</b>	<b>61.4</b>	<b>60.7</b>	<b>60.0</b>	<b>60.8</b>	<b>61.2</b>	<b>61.3</b>	<b>61.3</b>	<b>61.6</b>	<b>62.1</b>	<b>63.0</b>
<b>Working age††</b>	<b>77.1</b>	<b>76.3</b>	<b>75.5</b>	<b>76.4</b>	<b>76.9</b>	<b>77.2</b>	<b>77.4</b>	<b>78.0</b>	<b>78.5</b>	<b>79.4</b>

\* For details of definitions please see technical note.  
† Men aged 16 to 64 years.  
‡ Women aged 16 to 59 years.

	ILO definitions* Projections												Per cent
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001	
<b>MEN</b>													
16-19	75.4	75.5	75.7	75.8	75.9	75.7	75.6	75.9	76.4	76.7	76.8	77.1	16-19
20-24	87.2	87.1	87.1	87.0	86.9	86.8	86.4	86.0	85.5	85.3	85.2	85.3	20-24
25-34	93.6	93.6	93.5	93.4	93.3	93.3	93.2	93.1	93.0	92.9	92.9	92.8	25-34
35-44	95.2	95.2	95.2	95.2	95.2	95.2	95.2	95.2	95.2	95.2	95.2	95.2	35-44
45-54	91.7	91.5	91.4	91.2	91.0	90.9	90.7	90.6	90.4	90.3	90.1	89.9	45-54
55-59	79.8	79.8	79.8	79.8	79.8	79.8	79.8	79.8	79.8	79.8	79.8	79.8	55-59
60-64	54.7	54.5	54.3	54.2	54.0	53.8	53.6	53.4	53.2	53.0	52.9	52.7	60-64
65-69	14.0	13.5	13.0	12.5	12.0	11.6	11.1	10.7	10.3	10.0	9.6	9.3	65-69
70 and over	5.3	5.1	4.9	4.7	4.6	4.4	4.2	4.1	4.0	3.8	3.7	3.6	70 and over
<b>All ages</b>	<b>74.3</b>	<b>74.2</b>	<b>74.1</b>	<b>74.0</b>	<b>73.8</b>	<b>73.7</b>	<b>73.5</b>	<b>73.4</b>	<b>73.2</b>	<b>73.1</b>	<b>73.0</b>	<b>72.9</b>	<b>All ages</b>
<b>Working age†</b>	<b>87.2</b>	<b>87.2</b>	<b>87.3</b>	<b>87.3</b>	<b>87.3</b>	<b>87.2</b>	<b>87.1</b>	<b>87.1</b>	<b>87.0</b>	<b>86.8</b>	<b>86.8</b>	<b>86.7</b>	<b>Working age†</b>
<b>WOMEN</b>													
16-19	74.1	74.3	74.4	74.6	74.6	74.5	74.4	74.7	75.1	75.3	75.4	75.7	16-19
20-24	74.4	74.9	75.3	75.9	76.3	76.8	77.1	77.3	77.6	78.0	78.6	79.2	20-24
25-34	70.2	71.0	71.7	72.3	72.9	73.5	74.0	74.4	74.9	75.4	75.9	76.4	25-34
35-44	76.3	77.2	77.9	78.6	79.1	79.6	80.0	80.3	80.5	80.7	80.8	80.9	35-44
45-54	72.5	72.7	72.9	73.0	73.1	73.2	73.2	73.2	73.2	73.1	72.9	72.8	45-54
55-59	54.3	54.3	54.3	54.3	54.3	54.3	54.3	54.3	54.3	54.3	54.3	54.3	55-59
60-64	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	23.6	60-64
65 and over	3.4	3.3	3.2	3.2	3.1	3.0	3.0	2.9	2.8	2.8	2.7	2.7	65 and over
<b>All ages</b>	<b>53.0</b>	<b>53.3</b>	<b>53.6</b>	<b>53.9</b>	<b>54.1</b>	<b>54.4</b>	<b>54.6</b>	<b>54.8</b>	<b>54.9</b>	<b>55.1</b>	<b>55.2</b>	<b>55.4</b>	<b>All ages</b>
<b>Working age‡</b>	<b>71.6</b>	<b>72.1</b>	<b>72.5</b>	<b>72.9</b>	<b>73.2</b>	<b>73.5</b>	<b>73.8</b>	<b>74.1</b>	<b>74.3</b>	<b>74.5</b>	<b>74.6</b>	<b>74.8</b>	<b>Working age‡</b>
<b>ALL</b>													
16-19	74.8	74.9	75.0	75.2	75.3	75.1	75.0	75.3	75.8	76.0	76.1	76.4	16-19
20-24	80.9	81.1	81.3	81.6	81.7	81.9	81.8	81.7	81.6	81.7	82.0	82.3	20-24
25-34	82.0	82.4	82.7	83.0	83.2	83.5	83.7	83.9	84.1	84.3	84.5	84.7	25-34
35-44	85.8	86.2	86.6	86.9	87.2	87.4	87.6	87.7	87.9	88.0	88.0	88.1	35-44
45-54	82.1	82.1	82.1	82.1	82.1	82.0	81.9	81.8	81.7	81.6	81.4	81.3	45-54
55-59	66.9	66.9	66.9	67.0	66.9	66.9	66.9	66.9	66.9	66.9	66.9	66.9	55-59
60-64	38.6	38.5	38.5	38.4	38.4	38.3	38.2	38.1	38.1	38.0	37.9	37.8	60-64
65 and over	5.4	5.2	5.0	4.9	4.7	4.5	4.4	4.3	4.1	4.0	3.9	3.8	65 and over
<b>All ages</b>	<b>63.2</b>	<b>63.4</b>	<b>63.5</b>	<b>63.6</b>	<b>63.6</b>	<b>63.7</b>	<b>63.7</b>	<b>63.7</b>	<b>63.8</b>	<b>63.8</b>	<b>63.8</b>	<b>63.9</b>	<b>All ages</b>
<b>Working age†</b>	<b>79.7</b>	<b>80.0</b>	<b>80.2</b>	<b>80.4</b>	<b>80.6</b>	<b>80.7</b>	<b>80.8</b>	<b>90.9</b>	<b>80.9</b>	<b>80.9</b>	<b>81.0</b>	<b>81.0</b>	<b>Working age†</b>



Figure 4 Civilian activity rates\*: by age, Great Britain



\*ILO definition from 1984.  
 † GB labour force definition up to 1984.

Table 4 Effects of different unemployment assumptions on projections of the civilian labour force (ILO definitions) in Great Britain: all ages 16 and over

	Thousands											
	(ILO definitions)											
	1990	1991	1992	1993	1994	1995	1996	1997	1998	1999	2000	2001
<b>Male civilian labour force (1989 estimate = 15,905) with unemployment* at</b>												
2.0 million	15,858	15,863	15,857	15,842	15,825	15,822	15,825	15,827	15,828	15,829	15,831	15,849
1.9 million	15,874	15,879	15,873	15,858	15,841	15,838	15,841	15,843	15,844	15,845	15,847	15,865
1.8 million	15,890	15,895	15,889	15,874	15,857	15,854	15,857	15,859	15,860	15,861	15,863	15,881
1.7 million	15,906	15,911	15,905	15,890	15,873	15,870	15,873	15,875	15,876	15,877	15,879	15,897
1.6 million	15,922	15,927	15,921	15,906	15,889	15,886	15,889	15,891	15,892	15,893	15,895	15,913
1.5 million†	15,938	15,943	15,937	15,922	15,905	15,902	15,905	15,907	15,908	15,909	15,911	15,929
1.4 million	15,954	15,959	15,953	15,938	15,921	15,918	15,921	15,923	15,924	15,925	15,927	15,945
1.3 million	15,970	15,975	15,969	15,954	15,937	15,934	15,937	15,939	15,940	15,941	15,943	15,961
1.2 million	15,986	15,991	15,985	15,970	15,953	15,950	15,953	15,955	15,956	15,957	15,959	15,977
1.1 million	16,002	16,007	16,001	15,986	15,969	15,966	15,969	15,971	15,972	15,973	15,975	15,993
1.0 million	16,018	16,023	16,017	16,002	15,985	15,982	15,985	15,987	15,988	15,989	15,991	16,009
<b>Female civilian labour force (1989 estimate = 12,137) with unemployment* at</b>												
2.0 million	12,090	12,179	12,246	12,303	12,356	12,419	12,489	12,552	12,608	12,657	12,705	12,766
1.9 million	12,122	12,211	12,278	12,335	12,388	12,451	12,521	12,584	12,640	12,689	12,737	12,798
1.8 million	12,154	12,243	12,310	12,367	12,420	12,483	12,553	12,616	12,672	12,721	12,769	12,830
1.7 million	12,186	12,275	12,342	12,399	12,452	12,515	12,585	12,648	12,704	12,753	12,801	12,862
1.6 million	12,218	12,307	12,374	12,431	12,484	12,547	12,617	12,680	12,736	12,785	12,833	12,894
1.5 million†	12,250	12,339	12,406	12,463	12,516	12,579	12,649	12,712	12,768	12,817	12,865	12,926
1.4 million	12,282	12,371	12,438	12,495	12,548	12,611	12,681	12,744	12,800	12,849	12,897	12,958
1.3 million	12,314	12,403	12,470	12,527	12,580	12,643	12,713	12,776	12,832	12,881	12,929	12,990
1.2 million	12,346	12,435	12,502	12,559	12,612	12,675	12,745	12,808	12,864	12,913	12,961	13,022
1.1 million	12,378	12,467	12,534	12,591	12,644	12,707	12,777	12,840	12,896	12,945	12,993	13,054
1.0 million	12,410	12,499	12,566	12,623	12,676	12,739	12,809	12,872	12,928	12,977	13,025	13,086
<b>Total civilian labour force (1989 estimate = 28,042) with unemployment* at</b>												
2.0 million	27,948	28,042	28,103	28,145	28,180	28,241	28,313	28,379	28,435	28,486	28,536	28,614
1.9 million	27,996	28,090	28,151	28,193	28,228	28,289	28,361	28,427	28,483	28,534	28,584	28,662
1.8 million	28,044	28,138	28,199	28,241	28,276	28,337	28,409	28,475	28,531	28,582	28,632	28,710
1.7 million	28,092	28,186	28,247	28,289	28,324	28,385	28,457	28,523	28,579	28,630	28,680	28,758
1.6 million	28,140	28,234	28,295	28,337	28,372	28,433	28,505	28,571	28,627	28,678	28,728	28,806
1.5 million†	28,188	28,282	28,343	28,385	28,420	28,481	28,553	28,619	28,675	28,726	28,776	28,854
1.4 million	28,236	28,330	28,391	28,433	28,468	28,529	28,601	28,667	28,723	28,774	28,824	28,902
1.3 million	28,284	28,378	28,439	28,481	28,516	28,577	28,649	28,715	28,771	28,822	28,872	28,950
1.2 million	28,332	28,426	28,487	28,529	28,564	28,625	28,697	28,763	28,819	28,870	28,920	28,998
1.1 million	28,380	28,474	28,535	28,577	28,612	28,673	28,745	28,811	28,867	28,918	28,968	29,046
1.0 million	28,428	28,522	28,583	28,625	28,660	28,721	28,793	28,859	28,915	28,966	29,016	29,094

\*Great Britain claimant unemployed, consistent with current coverage.  
 † As shown in table 1.



Activity rates for men aged 55 and over have fallen dramatically.

## Technical note

### Definitions

The *civilian labour force* includes people aged 16 or over who are either in *employment* (whether as an employee, self-employed or on work-related government employment and training programmes, but excluding those in the Armed Forces) or unemployed.

The *ILO* definition of unemployment, used in this article, refers to people without a job who were available to start work within two weeks and had either looked for work in the previous four weeks or were waiting to start a job they had already obtained. Estimates on this basis are not available before 1984, as the Labour Force Survey did not then collect information on job search over a four-week period. (Previous articles have referred to this as the 'ILO/OECD' definition.)

The former *GB Labour Force* definition of unemployment, used in labour force estimates and projections articles published before last year and in this article for the 1971-84 estimates, counts people not in employment who were seeking work in a reference week (or prevented from seeking work by temporary sickness or holiday, or waiting for the results of a job application, or waiting to start a job they had already obtained), whether or not they were available to start (except students not able to start because they had to complete their education).

The *civilian activity rate* in a given age/sex category is the civilian labour force expressed as a percentage of the population in that category. Fuller details of these definitions are given in the technical note to the article on pp 199-212 presenting the preliminary Labour Force Survey results for 1989. It should be noted that the civilian activity rates in the present article differ from the economic activity rates quoted in the preliminary results article because of their exclusion of Armed Forces, inclusion of people not in private households, and different treatment of students.

### Measurement

Estimates of civilian activity rates are derived principally from household surveys and population censuses. Estimates on ILO definitions are derived from the 1984-89 Labour Force Surveys, supplemented by data from the 1981 and 1971 Censuses of Population on the economic activity of those not in private households, from the Ministry of Defence on the numbers in HM Forces and from the Department of Education and Science on the numbers of students in full-time education.

For earlier years, *estimates on GB Labour Force definitions* are based on data from the 1971 Census of Population and the 1975, 1977, 1979, 1981, 1983 and 1984 Labour Force Surveys, supplemented in the same ways, with activity rates for intervening years derived by interpolation.

For the purpose of *modelling* activity rates, the series of age/sex specific rates have been extended back to 1961. During the past year an Employment Department-sponsored research project by the Institute for Employment Research at the University of Warwick has examined the derivation of these series and concluded that, subject to a few minor revisions, they are the best that could be produced with the available data.

*Estimates of the civilian labour force* at the end of June each year are produced by combining the activity rate estimates with mid-year estimates of the resident population of Great Britain produced by the Office of Population Censuses and Surveys and the General Register Office for Scotland.

All the estimate presented in this article are subject to *sampling and other errors*, and although the labour force figures are shown in the article to the nearest thousand, they should not necessarily be treated as accurate to this degree.



The overall changes in the labour force, as a result of population and activity rate effects, are more positive for women than for men.

# Labour Market Data

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## Publication dates of main economic indicators 1990

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

April 12, Thursday  
May 17, Thursday  
June 14, Thursday

Retail Prices Index

April 12, Thursday  
May 11, Friday  
June 15, Friday

Tourism

May 2, Wednesday  
June 6, Wednesday  
July 4, Wednesday

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

Unemployment and vacancies: 01-273 5532.  
Retail Prices Index: 0923 815281 (Ansafo Service).  
Tourism: 01-273 5507

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

## Trends in labour statistics

### Summary

The workforce in employment in the United Kingdom is estimated to have increased by 200,000 in the third quarter of 1989 contributing to an overall increase of 786,000 in the year to September 1989. This continues the upward trend of the past six years although the increase in the year to September 1989 is lower than that of 835,000 in the year to September 1988.

The number of employees employed in manufacturing industry in Great Britain is estimated to have fallen by 11,000 in January 1990. Over the year to January 1990 the number of employees in manufacturing fell by 39,000 compared with a rise of 60,000 in the previous 12 months.

Unemployment in the UK (seasonally adjusted) fell by 2,000 between January and February to reach 1,610,100, the lowest level for over nine years. Unemployment rate fell to 5.6 per cent of the workforce. Unemployment has now fallen by 1.523 million over 43 consecutive months since the peak in July 1986. This month's fall adds weight to indications that the downward trend has slowed.

The underlying rate of increase in average earnings in Great Britain for the whole economy in the year to January 1990 was 9¼ per cent (provisional estimate). This is unchanged from the corresponding rate of increase for each of the previous three months.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending January 1990 was 2 per cent higher than in the three months ending January 1989. Unit wage costs in manufacturing in the three months to January 1989 were over 6 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 7.5 per cent for February, compared with 7.7 per cent in January.

It is provisionally estimated that 4.5 million working days were lost through stoppages of work due to industrial disputes in the 12 months to January 1990. This compares with 3.6 million days lost in the previous 12 months and an annual average over the ten-year period ending January 1989 of 9.5 million days.

Overseas residents made an estimated 1,110,000 visits to the United Kingdom in December 1989, while United Kingdom residents made about 1,460,000 visits abroad.

### Economic background

The latest estimates of *Gross Domestic Product* (GDP) suggest that output of the whole economy in the fourth quarter of 1989 was ½ per cent higher than in the third quarter. The estimates also indicate total output growth of 2½ per cent between the fourth quarters of 1988 and 1989.

Output of the production industries in the three months to January 1990 is provisionally estimated to have fallen by ½ per cent compared with the previous three months and was 1 per cent higher than in the corresponding period a year earlier.

Manufacturing output in the three months to January 1990 was little changed compared with the previous three months but was 2 per cent higher than in the corresponding period a year earlier. Within manufacturing, between the two latest three month periods, there were increases of 4 per cent in the output of textiles and clothing and 2 per cent in the

output of the chemicals industry. The output of the engineering and allied industries fell by 1 per cent, the output of the metals industry by 2 per cent and the output of "other minerals" by 4 per cent. The output of food, drink and tobacco and of "other manufacturing" showed little change.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the three months to January 1990, total output was 1½ per cent lower than in both the previous three months and the same period a year earlier.

Revised estimates suggested that in the fourth quarter of 1989 consumers' expenditure was £68.1 billion (at 1985 prices and seasonally adjusted), 1½ per cent above the level of spending in the third quarter of 1989 and 2½ per cent above the same period in 1988.

The provisional February 1990 estimate of the volume of retail sales showed a rise over the level for January. Over the period

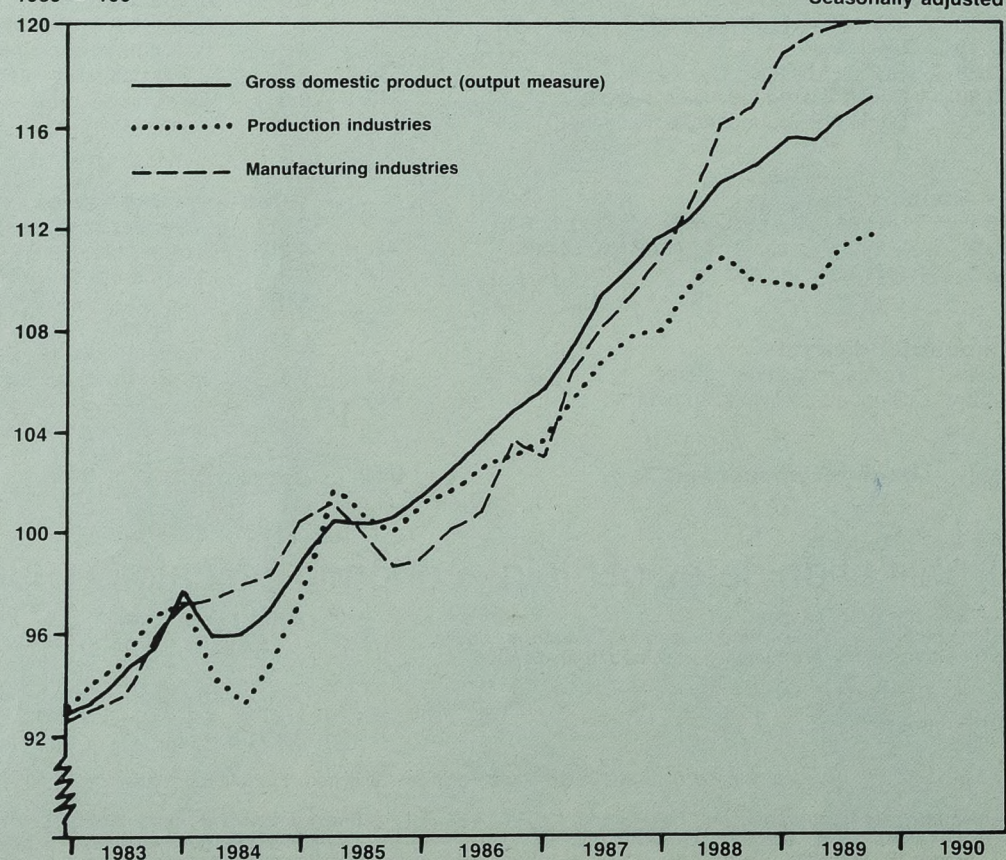
December 1989 to February 1990, sales were 1¼ per cent higher than in the previous three months (after seasonal adjustment) and 2 per cent higher than in the same period a year earlier.

New credit advanced to consumers in January 1990 (excluding loans by banks on personal accounts, by insurance companies and by retailers) was estimated to have been £4.0 billion (seasonally adjusted), compared with £3.4 billion in December 1989 and £3.8 billion in November. This was largely due to increased use of credit cards. Total consumer credit outstanding at the end of the fourth quarter of 1989 is estimated to have been £46.9 billion (seasonally adjusted), £0.8 billion more than at the end of the third quarter.

Latest fourth quarter of 1989 estimates show that total fixed investment (capital expenditure), at 1985 prices and seasonally adjusted, was about ½ per cent lower than the third quarter but over 1½ per cent higher than a year earlier. Fixed investment by

OUTPUT INDICES: United Kingdom  
Index

1985 = 100



the manufacturing industries (including leased assets) for the fourth quarter of 1989 indicates a level of manufacturing investment 5 per cent lower than in the third quarter but 6 per cent higher than in the fourth quarter of 1988.

A fourth quarter of 1989 estimate of stockbuilding (1985 prices and seasonally adjusted) indicates a fall of £642 million on the third quarter. Manufacturers reduced their stocks by £258 million following an increase of £299 million in the previous quarter. Wholesalers' stocks fell by £34 million following a rise of £63 million in the previous quarter while retailers' stocks fell by £20 million following a third quarter fall of £13 million. Stocks in the energy and water supply industry rose by £72 million in the fourth quarter following a rise of £105 million in the previous quarter.

The current account of the balance of payments in the three months to January 1990 is estimated to have been in deficit by £4.1 billion, compared with a £5.7 billion deficit in the previous quarter.

Visible trade in the three months to January 1990 was in deficit by £4.7 billion, compared with £6.0 billion in the previous three months. The surplus on trade in oil was £0.6 billion in the three months to January while the deficit on non-oil trade fell by £1.3 billion to £5.3 billion.

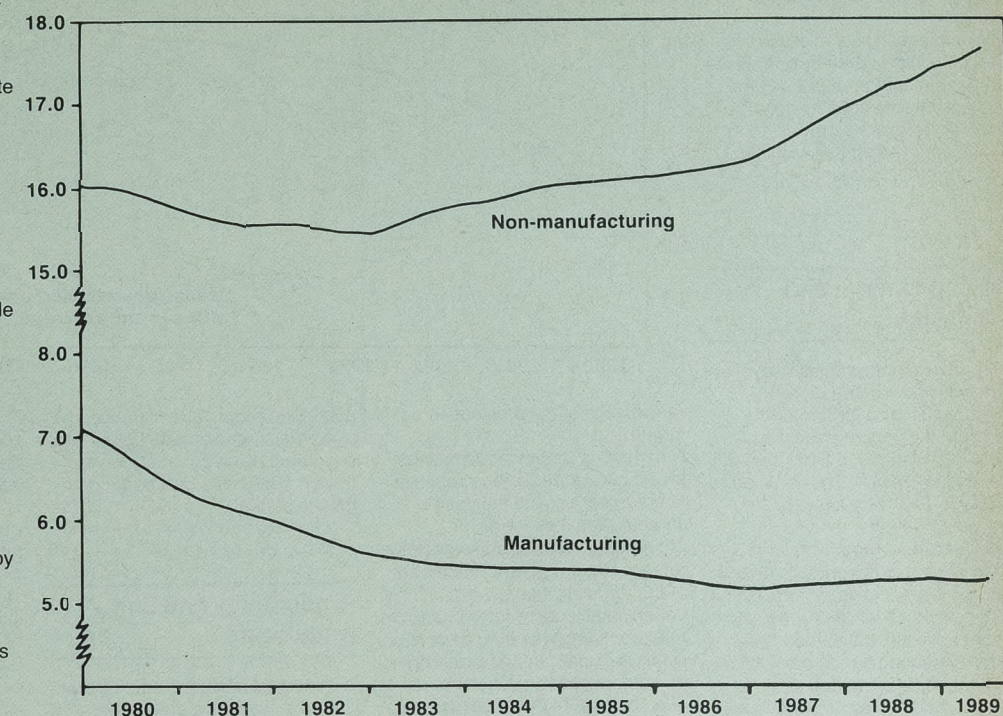
(Late update: in the three months to February 1990 there was an estimated current account deficit of £4.6 billion including a visible trade deficit of £4.3 billion).

The volume of exports in the three months to January 1990 was 5 per cent higher than in the previous three months and 11 per cent higher than a year earlier. Import volume in the three months

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT:

United Kingdom  
Million

Seasonally adjusted



to January was little changed on the level in the previous three months and 3 per cent higher than a year earlier.

Sterling's effective Exchange Rate Index (ERI) for February 1990 rose by 2 per cent to 89.6 (1985=100). The currency rose by 3 per cent against the Japanese Yen, by 2½ per cent against the \$US and by 2 per cent against the Deutschmark. ERI was 8 per cent lower than in February 1989; over the period sterling fell by 12 per cent against the Deutschmark

and by 3 per cent against the \$US, but rose by 10 per cent against the Yen.

The UK base lending rate increased by 1 percentage point to 15 per cent on October 5, 1989. After falling to a trough of 7½ per cent in May 1988 it had risen from that level to reach 14 per cent by May 24, 1989.

The Public Sector Borrowing Requirement (PSBR, not seasonally adjusted) in February 1990 is provisionally estimated to have been minus £1.0 billion (i.e. a net repayment), bringing the total for the first 11 months of 1989-90 to minus £9.6 billion. In the first 11 months of 1988-89 the PSBR was minus £16.7 billion. Net privatisation proceeds were close to zero in February. The PSBR excluding privatisation proceeds is provisionally estimated to have been minus £6.1 billion in the first 11 months of 1989-90, compared with minus £10.7 billion in the first 11 months of 1988-89.

### Employment

New figures are available this month for employees in manufacturing and energy and water supply industries in January 1990 in Great Britain. There are also revisions to the estimates of employees in employment and self-employed from Spring 1988 onwards incorporating new information derived from the 1989 Labour Force Survey.

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

industry in Great Britain fell by 11,000 in January 1990. Over the year to January, the number of employees in manufacturing industry fell by 39,000 compared with a rise of 60,000 in the previous 12 months.

The workforce in employment in the United Kingdom (which comprises employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) is estimated to have increased by 200,000 in the third quarter of 1989. This continues the upward trend of the past six years. The increase of 786,000 in the year to September 1989 is, however, lower than that of 835,000 in the year to September 1988.

The number of employees in the energy and water supply industries in January 1990 remained the same as that for December 1989, at 458,000. Over the year to January 1990, the number of employees in these industries fell by 19,000, despite a small increase of 2,000 in the last four months.

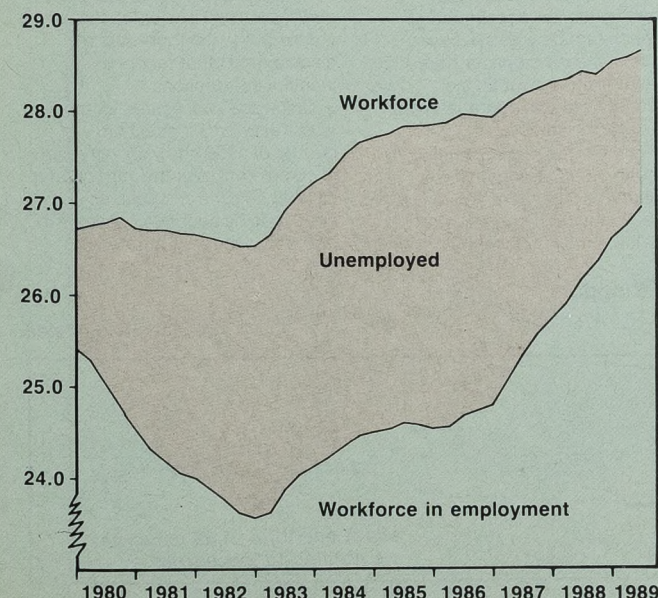
Overtime working by operatives in manufacturing industries in Great Britain rose slightly in January 1990, to 12.7 million hours, compared with 12.5 million in December 1989 and 12.9 million in November 1989, and is 1.2 million hours (8.5 per cent) less than in January 1989.

The number of hours lost through short-time working in manufacturing industries in Great Britain fell to 0.27 million hours per week in January 1990, compared with 0.39 million hours per week

WORKFORCE AND WORKFORCE IN EMPLOYMENT:  
United Kingdom

Million

Seasonally adjusted



lost in December 1989 and 0.30 million in November 1989. Monthly figures can be erratic but the underlying trend shows some increase.

A revised index of average weekly hours worked by operatives in manufacturing (table 1-12) will be published as soon as possible and will incorporate new employment estimates resulting from the 1989 Labour Force Survey.

### Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom fell by a further 2,000 between January and February 1990 to 1.610,000, 5.6 per cent of the total workforce. The continuous fall since July 1986 has now reached 1,523,800 over 43 consecutive months. Unemployment is now at its lowest level for over nine years.

This month's fall adds weight to earlier indications that the downward trend has slowed, in line with a slowing down in the economy. The level of United Kingdom male unemployment remained unchanged over the month.

Between January and February, unemployment amongst men and women rose in the South East excluding Greater London, East Anglia, the South West and East Midlands. Male unemployment showed no change over the month in the West Midlands and the North West. The falls in unemployment in the northern regions were smaller than they have been in recent months.

Recent changes to the Redundant Mineworkers Payments Scheme continue to affect the figures. It is estimated, however, that fewer than 200 mineworkers left the count between January and February; about 15,500 have left the count since August.

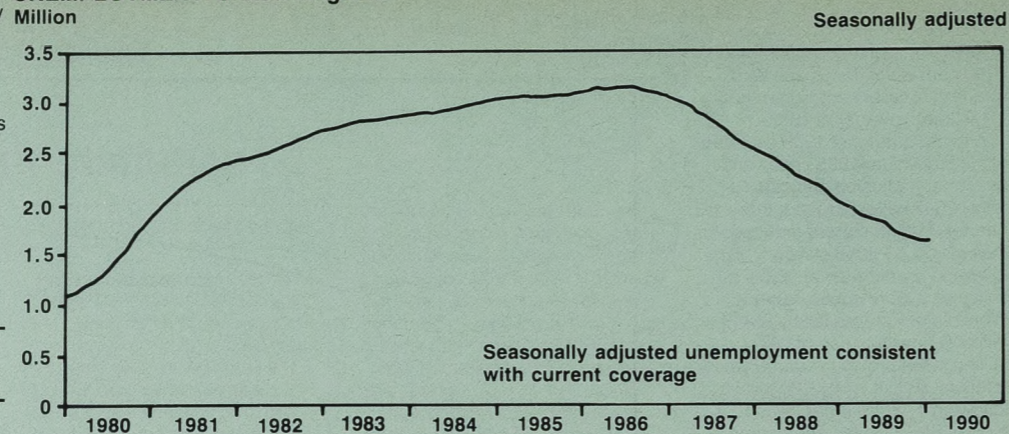
The unadjusted total of unemployed claimants in the UK was 1,675,721 in February (5.9 per cent of the workforce), a decrease of 11,324 since January.

The stock of vacancies at jobcentres (UK seasonally adjusted) fell to 198,700 in the month to February, continuing the generally downward trend in vacancies seen since late 1987. Recorded placings by jobcentres fell to 158,600, an increase of 15,100 on January.

### Average earnings

The underlying rate of increase in average earnings in the year to January 1990 was 9.4 per cent (provisional estimate). This is unchanged from the corresponding

### UNEMPLOYMENT: United Kingdom



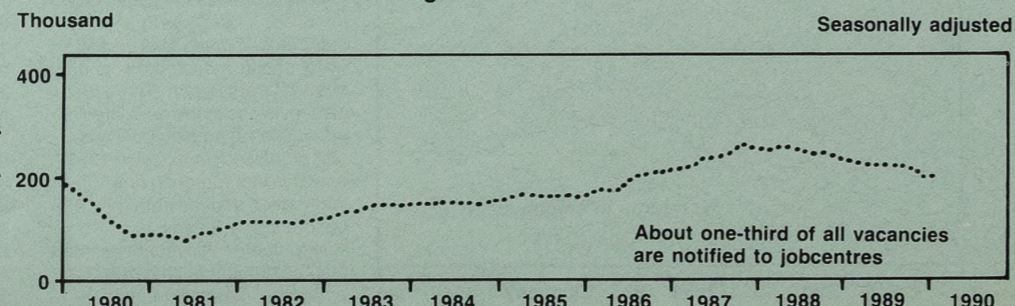
rate in each of the previous three months.

In the production industries the provisional underlying increase in average earnings in the year to January was 9 per cent, unchanged from the corresponding rates in November and December 1989. Within this sector the underlying increase for manufacturing was 8 1/2 per cent which is 1/4 percentage point below the rate recorded in December. The annual rate of increase in average earnings for manufacturing has been in the 8 1/2 to 9 per cent band in each month since January 1988, but over this two-year period the estimated contribution of overtime working to the rate of increase in manufacturing earnings has reduced from about +3/4 per cent to -1/2 per cent (i.e.: average overtime earnings have fallen over the period). The other component of the production industries, the energy and water supply industries, recorded earnings growth at an annual rate of about 12 per cent in January.

In the service industries the provisional estimate for the underlying increase in average earnings in the year to January was 9 1/4 per cent. This is an increase of 1/4 percentage point from the revised December figure but equal to the corresponding November 1989 rate. A substantial bonus paid to some Post Office employees contributed to the rise to 9 1/4 per cent in January.

The number of January settlements that have been paid to employees appears to be lower than in recent years. The

### JOBCENTRE VACANCIES: United Kingdom



continued downward influence of overtime combined with bonus payments being generally lower than in 1989 have kept earnings growth steady.

### Productivity and unit wage costs

The revisions to the employment figures in the light of the results of the 1989 Labour Force Survey, described earlier, have in turn brought about some changes to the measured rate of productivity growth and through that the measurement of unit wage costs. As the growth rate of manufacturing employment over the last 12 months has been faster than previously estimated, the effect on manufacturing productivity has been a reduction in the annual growth rate of about 1/2-3/4 of a percentage point, with a corresponding increase in manufacturing unit wage cost growth of about the same amount. In the whole economy figures the downward revision to productivity growth is even more marked, at about 1 percentage point. However, the unit wage cost growth rates for recent quarters have changed by less because some of the revisions had already been anticipated within the national accounts aggregates that make up the statistic.

For the three months ending January 1990, manufacturing output was 2 per cent above the level for the corresponding period of 1989. With employment levels

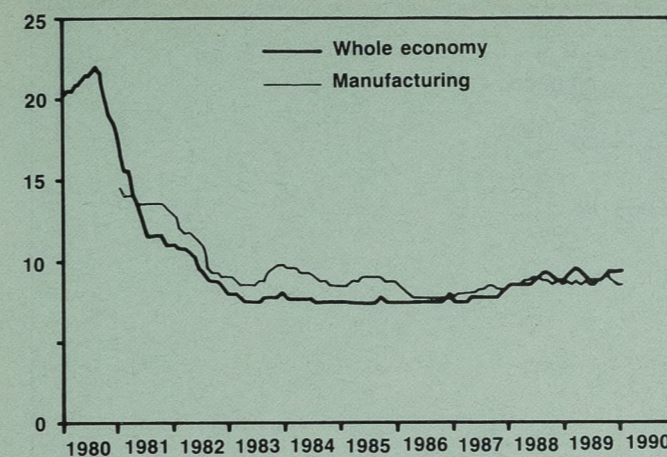
falling only marginally over the last year, productivity in output per head terms is growing at about the same rate as output at 2 per cent.

Wages and salaries per unit of output in manufacturing in the three months to January 1990 were 6 per cent higher than in the same period a year earlier. For the latest period the average level of actual earnings in manufacturing (seasonally adjusted) grew by 8 per cent but this was offset by the increase in productivity of 2 per cent. Because of factors such as disputes in the engineering industry, the rise in manufacturing earnings in January was below the underlying trend rate of increase. This also kept unit wage cost growth below trend which is now assessed to be 6 1/2 per cent per annum.

Productivity figures for the whole economy show that output per head in the third quarter of 1989 was 1/2 per cent lower than in the same quarter of 1988. Output rose by just over 2 per cent in the year to the third quarter of 1989, but this was accompanied by a 2 1/2 per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been about 1/2 percentage point higher in the third quarter of 1989 but for the loss of output due to the Piper Alpha disaster and other recent oil industry interruptions.

Unit wage cost figures for the whole economy for the third quarter of 1989 show an increase of 10 per cent over the third quarter of 1988. Wages and salaries per head rose by about 9 1/2 per cent in the year to the third quarter of

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



1989, to which must be added the 1/2 per cent decrease in whole economy productivity. The rate of growth of unit wage costs would have been about 1/2 percentage point lower in the third quarter of 1989, but for the recent oil industry interruptions.

### Prices

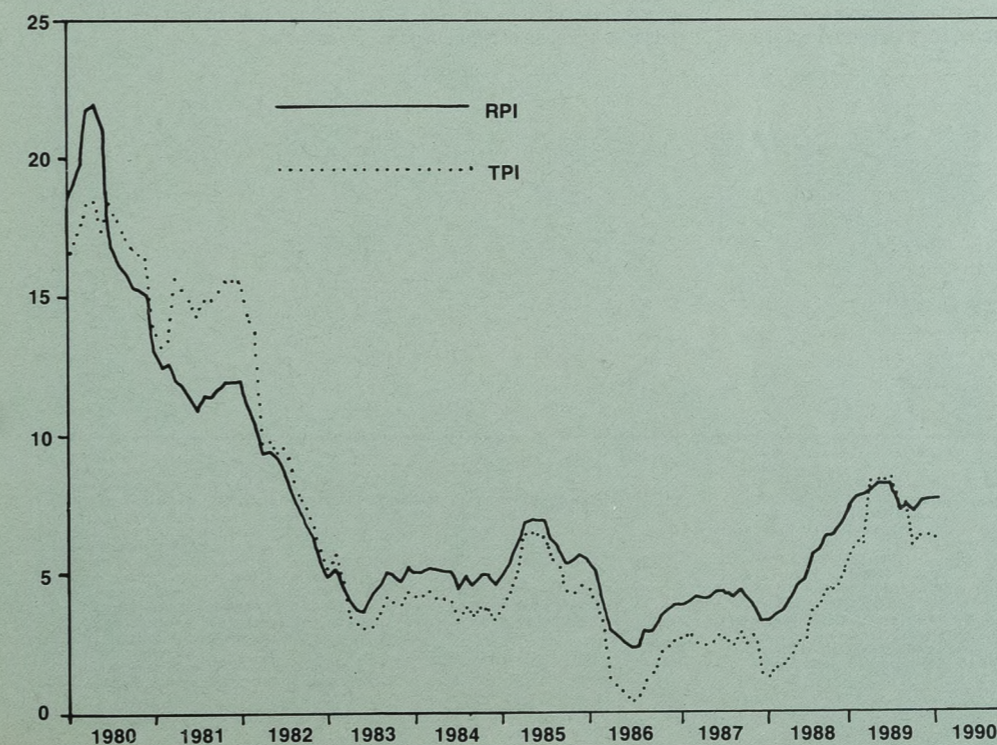
The 12-month rate of increase in the Retail Price Index (RPI) fell to 7.5 per cent in February 1990, from 7.7 per cent recorded for the previous three months. Excluding mortgage interest payments the annual rate rose slightly from 6.1 per cent to 6.2 per cent, the highest

level since February 1983.

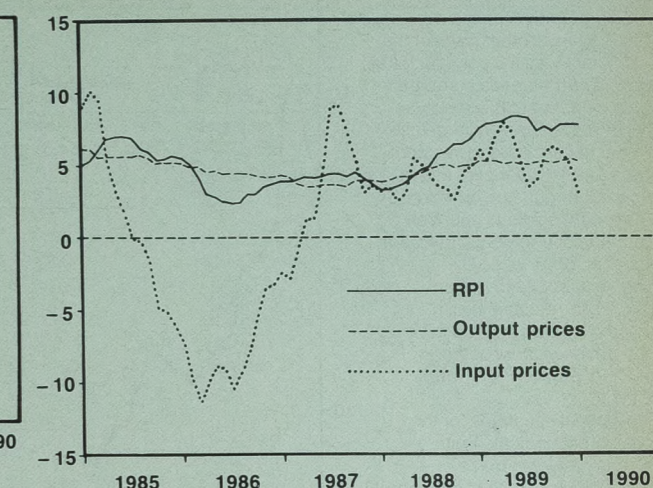
Between January and February, the overall level of prices increased by 0.6 per cent. This compares with a rise of 0.7 per cent for February 1989 when an increase in mortgage interest rates added some 0.2 per cent to the RPI. The rise in the Index between January and February reflected further sharp rises for food, dearer rail fares and a continuing rise in the average mortgage debt. There were also increases for clothing and footwear, alcoholic drinks and household goods, in part reflecting the end of some seasonal sales reductions.

The annual rate of increase in the Tax and Price Index (TPI) fell to 6.2 per cent in February, from January's 6.3 per cent.

### RPI AND TPI: United Kingdom, increases over previous year Per cent



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



The 12-month rate of increase in the Index for the output of manufactured products provisionally estimated at 5.4 per cent for February 1990, has been little changed since the beginning of 1989. The annual rate of increase in prices for material and fuels purchased by manufacturing industry fell to 2.7 per cent in February 1990 from 3.4 per cent in January.

### Industrial disputes

It is provisionally estimated that 375,000 working days were lost through stoppages of work due to

industrial disputes in January 1990. The largest elements in this figure relate to 132,000 working days lost in engineering; 129,000 in medical and health services and 99,000 in the motor industry. The January figure of 375,000 working days lost compares with 308,000 days lost in December 1989, 42,000 in January 1989 and an average of 774,000 for January during the ten-year period 1980 to 1989.

In the 12 months to January 1990 a provisional total of 4.5 million working days were lost. This compares with 3.6 million days in the previous 12 months and an annual average over the ten-year period ending January 1989 of 9.5 million days.

Included in the figure for the latest 12-month period are 2.0 million days lost in the NALGO dispute.

During the 12 months to January 1990 a provisional total of 651 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 795 stoppages in the 12 months to January 1989 and an annual average in the ten-year period ending January 1989 of 1,280 stoppages in progress.

### Overseas travel and tourism

It is provisionally estimated that overseas residents made 1,110,000 visits to the UK in December 1989, 9 per cent more than in December 1988. This total was made up of 750,000 visits by residents of Western Europe, 190,000 by North American residents and 170,000 by residents of other parts of the world.

In the same month an estimated 1,460,000 visits abroad were made

by UK residents, 19 per cent more than during December 1988. The majority of these visits, 1,170,000, were to Western Europe, with 110,000 to North America and 480,000 visits to other parts of the world. There was a 6 per cent fall in visits to North America compared with December 1988, which was partly offset by the very large rise of 24 per cent in visits to Western Europe and a 12 per cent rise in visits to other parts of the world.

Overseas residents spent an estimated £550 million in the UK in December 1989, while UK residents spent £445 million abroad. This resulted in an estimated surplus of £105 million on the *travel account of the balance of payments* for the month.

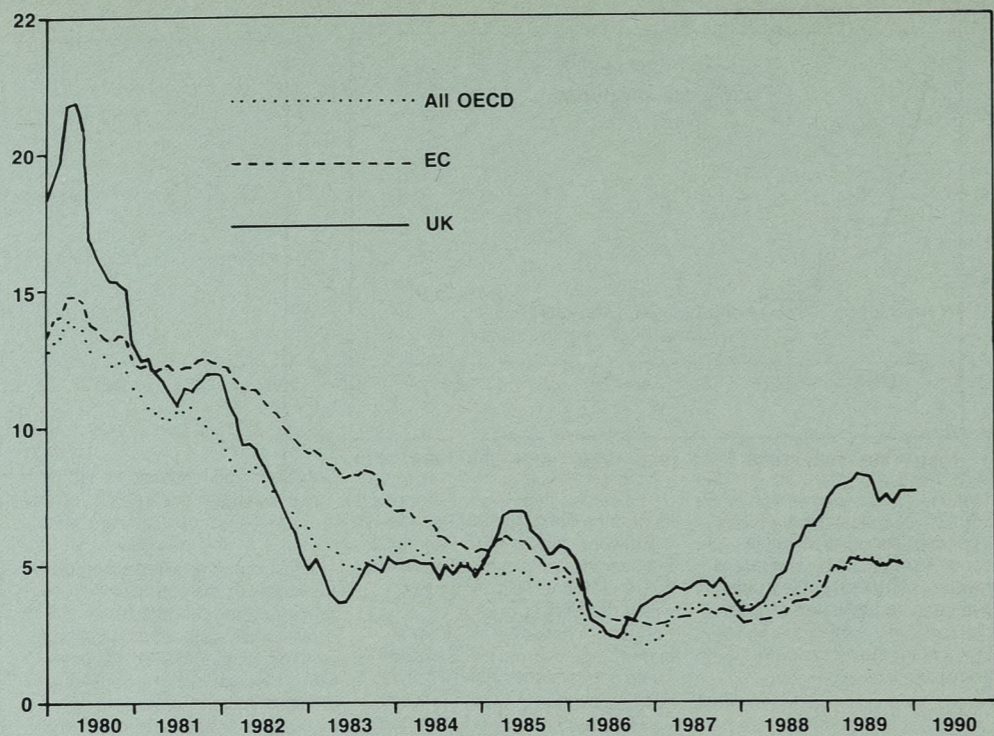
Provisional estimates for the whole of 1989 indicate that overseas residents made 17,150,000 visits to the UK, 9 per cent more than in 1988. UK residents made an estimated 31,080,000 visits abroad in 1989, 8 per cent more than the previous year.

Overseas residents' expenditure in the UK in 1989 rose by 11 per cent compared with the previous year, to an estimated £6,850 million. UK residents spent an estimated £9,380 million abroad, an increase of 14 per cent. As a result, the deficit on the travel account of the balance of payments for 1989 increased to £2,530 million compared with £2,035 million in 1988.

### International comparisons

The latest international comparisons of *unemployment* show that the unemployment rate

**CONSUMER PRICES INDICES: Increases over previous year**  
Per cent



in the UK remains lower than that of the majority of our European Community partners (France, Italy, Belgium, the Netherlands, Denmark, Spain, Greece, and Ireland) and is also lower than in Canada. Over the last two years the unemployment rate in the UK has fallen faster than in any other major industrialised country. Taking the average for the latest available three-month period compared with the previous three months the unemployment rate has remained stable in France, Japan, Portugal and Australia; in

some countries, for example Denmark, Italy, United States and Luxembourg, the rate has increased. The UK unemployment rate is about two thirds the EC average.

The underlying increase in *average earnings for manufacturing industry* in Great Britain in the 12 months to January 1990, at 8½ per cent compares unfavourably with the latest figures for the OECD countries which are shown in *table 5.9*. Although precise comparisons are not possible because of differences in

definition, the increase in average earnings in Great Britain is higher than the increase in 12 of the 15 countries shown (excluding Switzerland for which recent figures are not yet available). The latest available OECD estimates of manufacturing productivity show that 8 of the 14 countries (excluding Belgium and Denmark for which figures are not available) had higher annual growth than Great Britain. Growth in unit wage costs in Great Britain has been greater than in most OECD countries.

## BACKGROUND ECONOMIC INDICATORS\* 0.1

UNITED KINGDOM

Seasonally adjusted															
	GDP average measure <sup>2,15</sup>		Output GDP <sup>3,4,15</sup>						Income						
			1985 = 100		1985 = 100		Index of output UK		Index of production OECD countries		Real personal disposable income		Gross trading profits of companies <sup>7</sup>		
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%	
1984	96.2	1.7	96.6	2.8	94.9		97.6				97.1		27.5		
1985	100.0	4.0	100.0	3.5	100.0	5.4	100.0	2.5	100.0		100.0	3.0	36.7	33.5	
1986	103.3	3.3	103.0r	3.0	102.1	2.1	100.9	0.9	101.2		104.0	4.0	42.1r	14.7	
1987	107.9r	4.5	108.0	4.9	105.8	3.6	106.6	5.6	104.4	3.2	107.4	3.3	47.8	13.5	
1988	112.8	4.5	113.0	4.6	109.6	3.6	114.1r	7.0	110.5	5.8	113.1R	5.3	58.1	21.5	
1989	115.4	2.3	116.0	2.7	110.4R	0.7	119.6	4.8			118.5	4.8	61.5	5.9	
1988 Q4	114.0r	3.5	114.3r	3.6	109.9	2.0	116.6r	6.7	112.6	5.1	115.8r	5.3	16.1r	25.8	
1989 Q1	114.9	3.0	115.4	3.4	109.7	1.7	118.9	7.1	113.5	4.8	117.0	4.7	15.9	16.9	
Q2	114.7	2.3	115.3	2.7	109.5	-0.2	119.5	5.9	114.5	4.6	117.7	5.7	15.9	18.7	
Q3	115.5	1.7	116.2	2.1	111.0r	0.2	119.9	3.3	115.2	3.4	119.2	5.0	14.7	-1.3	
Q4	116.3	2.0	117.0	2.4	111.6	1.5	120.2	3.1			120.3	3.9	15.1	-6.2	
1989 July					110.1r	-1.1	119.8r	4.8	114.9	4.0					
Aug					111.8	-0.3	120.5	4.3	115.7	4.0					
Sept					111.1	0.2	119.4	3.3	115.1	3.4					
Oct					112.0	1.0	120.6	3.3	115.1	3.2					
Nov					112.0	1.1	120.3	2.9	115.7	2.9					
Dec					110.9	1.5	119.8	3.1							
1990 Jan					110.1	1.0	119.5	1.9							
Expenditure															
	Consumer expenditure 1985 prices		Retail sales volume <sup>1</sup>		Fixed investment <sup>8</sup>				General government consumption at 1985 prices		Stock changes 1985 prices <sup>10</sup>		Base lending rates † 11	Effective exchange rate † 1,12	
			1985 = 100		£ billion		1985 = 100		£ billion		£ billion			1985 = 100	
	1985 = 100	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%		%	
1984	209.2	1.8	95.5	3.6	42.5	10.6	8.9	18.3	73.9	1.0	1.11		9.5-9.75	100.6	-4.5
1985	217.0	3.7	100.0	4.7	45.5	7.0	10.3	15.0	73.9		0.62		12	100.0	-0.6
1986	229.4r	5.7	105.3	5.3	45.7	0.4	9.7	-5.4	75.3	1.9	0.75r		11	91.5	-8.5
1987	243.1	6.0	111.5	5.9	49.9	9.2	10.1	3.6	76.1	1.1	1.18		11	90.1	-1.5
1988	260.2	7.0	119.2	6.9	56.8	13.8	11.3	12.4	76.4	0.4	3.92		10.25-10.5	95.5	6.0
1989	270.0	3.8	121.7	2.1	61.0	7.4	11.9R	5.3	76.8	0.5	3.22		13.75-14	92.6	-3.0
1988 Q4	66.5r	5.9	121.0	5.9	15.0r	11.9	2.8r	3.7	19.2r		1.85r		12.5-12.75	96.7	4.3
1989 Q1	67.0	4.7	121.3	3.7	15.1	13.5	2.8		19.1	-0.5	1.83		13	97.1	3.9
Q2	67.6	5.3	121.9r	2.7	15.2	8.6	3.1	6.9	19.1		0.94		13.5-13.75	93.6	-3.1
Q3	67.3	2.9	121.6	1.2	15.4	-0.6	3.1	6.9	19.3	2.1	1.09		14	91.7	-3.7
Q4	68.1	2.4	122.3	1.1	15.3	2.0	2.9	3.6	19.3	0.5	-0.64		15	88.1	-8.9
1989 Aug			121.5r	0.9									14	91.6	-3.9
Sep			122.2	1.2									14	91.3	-3.7
Oct			121.8	1.2									15	89.7	-4.8
Nov			121.6	1.2									15	87.9	-6.4
Dec			123.2	1.1									15	86.5	-9.0
1994 Jan			122.1	1.6									15	87.9	-10.3
Feb			125.0	2.2									15	89.6	-9.8
Visible trade **															
	Export volume <sup>1</sup>		Import volume <sup>1</sup>		Visible balance		Current balance		Normal unit labour costs <sup>13</sup>		Tax and price index **† 14		Producer prices index† 6,14		
			1985 = 100		£ billion		£ billion		1985 = 100		Jan 1987 = 100		Materials and fuels		
	1985 = 100	%	1985 = 100	%	£ billion	%	£ billion	%	1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	
1984	94.7	8.1	96.9	11.4	-5.2	1.9	99.2	-2.8	91.3	3.9			95.0		
1985	100.0	5.6	100.0	3.2	-3.1	3.2	100.0	0.8	96.1	5.3			100.0	5.3	
1986	104.0	4.0	107.1	7.1	-9.4	0.0	95.1	-4.9	97.9	1.9			92.4	4.3	
1987	109.2r	5.0	114.5r	6.9	-10.9	-4.4r	97.2	2.2	100.4	2.6			95.3	1.0	
1988	110.9	1.6	129.8	13.4	-20.8	-15.0	108.7	11.8	103.3	2.9			98.4	9.6	
1989	117.0	5.5	139.9	7.8	-23.1R	-20.9P			110.6	7.1			104.0	5.1	
1988 Q4	109.7r	-0.2	135.5r	13.0	-6.3r	-5.5	111.8	9.6	105.9	4.5			100.1	4.9	
1989 Q1	112.8	5.0	140.5	15.8	-6.0	-4.6	114.3	8.9	107.9	6.0			102.8	5.2	
Q2	113.5	-0.1	140.2	9.4	-6.3	-4.9r	111.6	1.8	110.4	8.3			104.4	5.0	
Q3	117.2	3.9	141.0	5.1	-6.4	-6.3			111.6	7.8			103.1	5.1	
Q4	124.4	13.4	138.0	1.8	-4.4	-5.1P			112.5	6.2			105.8	5.2	
1989 Aug	114.5r	2.1	141.2r	5.2	-2.4r	-2.2r			111.4	8.1			102.7	5.0	
Sep	121.5	3.9	143.3	5.1	-2.0	-1.8			112.2	7.8			103.8	5.1	
Oct	122.8	6.9	139.4	5.4	-1.7	-1.7			111.7	7.0			104.1	5.1	
Nov	121.9	10.1	140.4	4.4	-1.8	-1.4P			112.8	6.7			105.7	5.1	
Dec	126.4	13.4	134.2	1.8	-0.9	-0.8P			113.1	6.2			107.7	5.2	
1990 Jan	125.7	11.4	151.0	3.0	-2.0	-1.9P			113.9	6.4			107.5P	5.3	
Feb									113.9	6.1			104.7P	5.3	

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.  
\*\* February trade and TPI figures were available too late to be included in this table but have been mentioned in labour market commentary.  
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.  
(2) For description of this measure see *Economic Trends*, October 1988, p 79.  
(3) For details of this series see *Economic Trends*, July 1984, p 72.  
(4) GDP at factor cost.  
(5) Production industries: SIC divisions 1 to 4.  
(6) Manufacturing industries: SIC divisions 2 to 4.

(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.  
(8) Gross domestic fixed capital formation, excluding fixed investment in dwellings, the transfer costs of land and existing buildings and the national accounts statistical adjustment.  
(9) Including leased assets.  
(10) Value of physical increase in stocks and work in progress.  
(11) Base lending rate of the London clearing banks on the last Friday of the period shown.  
(12) Average of daily rates.  
(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.  
(14) Annual and quarterly figures are averages of monthly indices.  
(15) UK energy sector output (and hence the index of output for production industries and the output-based and average estimate of GDP) has been affected since July 1988 by interruptions to oil extraction, starting with loss of production from Piper Alpha.





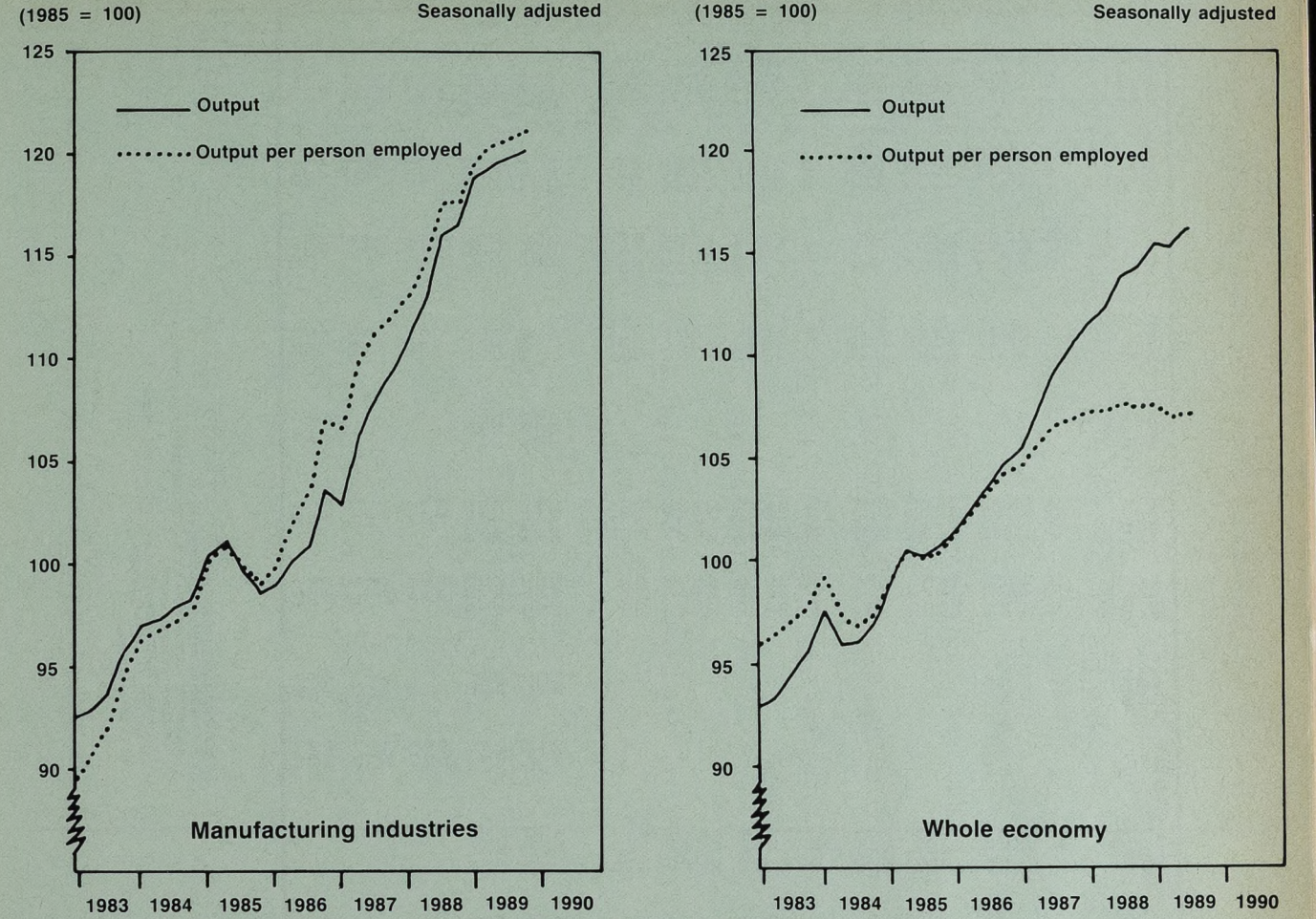




# 1.7 EMPLOYMENT Manpower in the local authorities

Service	[Mar 11, 1989]			[June 10, 1989]			[Sept 16, 1989]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
<b>TABLE A England (continued) (c)</b>									
Education—Lecturers and teachers	463,905	188,002	504,134	448,023	167,736	486,023	441,867	115,213	473,600
—Others	172,001	477,972	381,245	158,025	464,953	361,730	157,273	449,595	354,233
Construction	98,419	732	98,758	96,711	698	97,034	96,100	722	96,437
Transport	2,538	74	2,570	2,534	86	2,571	2,541	82	2,577
Social Services	150,986	186,683	231,024	151,589	187,248	231,923	152,415	185,906	232,218
Public libraries and museums	23,610	19,640	33,435	23,628	19,798	33,532	23,645	19,637	33,510
Recreation, parks and baths	62,147	27,042	74,041	65,397	28,654	78,022	65,586	28,579	78,192
Environmental health	18,270	1,447	18,919	18,377	1,529	19,062	18,396	1,535	19,090
Refuse collection and disposal	33,432	288	33,558	286	32,982	31,603	296	31,733	31,733
Housing	54,848	14,216	61,220	54,934	14,071	61,258	56,036	14,206	62,441
Town and country planning	21,115	1,107	21,695	21,071	1,207	21,703	21,521	1,289	22,197
Fire Service—Regular	34,314	1	34,315	34,330	1	34,330	34,417	1	34,418
—Others (a)	4,726	2,255	5,708	4,733	2,271	5,725	4,824	2,198	5,789
Miscellaneous services	211,927	45,141	232,157	212,050	45,959	232,734	214,670	45,278	235,138
<b>All above</b>	<b>1,352,238</b>	<b>964,600</b>	<b>1,732,779</b>	<b>1,324,257</b>	<b>934,486</b>	<b>1,698,629</b>	<b>1,320,894</b>	<b>864,537</b>	<b>1,681,573</b>
Police service—Police (all ranks)	119,139	—	119,139	118,868	—	118,868	119,598	—	119,598
—Others (b)	42,657	5,911	45,208	42,870	5,855	45,397	43,179	6,104	45,813
Probation, magistrates' courts and agency staff	20,264	7,122	23,761	20,180	7,130	23,681	20,608	6,973	24,043
<b>All (excluding special employment and training measures)</b>	<b>1,534,298</b>	<b>977,633</b>	<b>1,920,887</b>	<b>1,506,175</b>	<b>947,471</b>	<b>1,886,575</b>	<b>1,504,279</b>	<b>877,614</b>	<b>1,871,027</b>
<b>TABLE B Wales (continued) (c)</b>									
Education—Lecturers and teachers	30,641	8,052	32,237	30,660	7,648	32,212	30,303	5,680	31,620
—Others	10,582	29,664	23,223	10,519	29,178	22,938	10,529	28,586	22,690
Construction	7,374	29	7,398	7,398	26	7,410	7,339	38	7,356
Transport	42	42	42	54	5	57	40	15	48
Social Services	9,466	12,722	14,810	9,602	12,748	14,954	9,388	13,041	14,875
Public libraries and museums	1,145	834	1,557	1,100	823	1,509	1,149	813	1,554
Recreation, parks and baths	4,228	2,218	5,181	4,712	2,491	5,781	4,679	2,422	5,720
Environmental health	1,237	228	1,322	1,220	1,337	1,255	1,209	1,343	1,255
Refuse collection and disposal	1,745	9	1,749	1,714	9	1,718	1,685	13	1,691
Housing	2,454	592	2,724	2,515	599	2,788	2,535	586	2,801
Town and country planning	1,460	52	1,486	1,519	53	1,545	1,494	61	1,524
Fire Service—Regular	1,785	—	1,785	1,787	—	1,787	1,796	—	1,796
—Others (a)	276	151	340	282	157	349	285	155	350
Miscellaneous services	16,769	3,330	18,193	17,035	3,423	18,505	17,067	3,400	18,528
<b>All above</b>	<b>89,204</b>	<b>57,881</b>	<b>112,045</b>	<b>90,143</b>	<b>57,380</b>	<b>112,890</b>	<b>89,544</b>	<b>55,019</b>	<b>111,896</b>
Police service—Police (all ranks)	6,481	—	6,481	6,443	—	6,476	6,476	—	6,476
—Others (b)	1,927	355	2,080	1,981	361	2,137	1,963	367	2,121
Probation, magistrates' courts and agency staff	1,100	298	1,240	1,111	289	1,248	1,125	284	1,259
<b>All (excluding special employment and training measures)</b>	<b>98,712</b>	<b>58,534</b>	<b>121,846</b>	<b>99,678</b>	<b>58,030</b>	<b>122,718</b>	<b>99,108</b>	<b>55,670</b>	<b>121,752</b>
<b>TABLE C Scotland (e) (f) (continued)</b>									
Education—Lecturers and teachers (d)	56,970	6,885	59,724	56,917	6,740	59,613	57,091	6,922	59,860
—Others (c)	22,404	41,212	42,092	22,320	41,091	41,967	21,896	28,825	35,912
Construction	14,361	65	14,393	15,138	56	15,165	14,903	61	14,933
Transport	652	41	674	675	46	699	692	43	714
Social Services	21,707	27,328	34,636	21,784	27,704	34,888	22,229	27,883	35,419
Public Libraries and Museums	3,305	1,735	4,228	3,329	1,781	4,279	3,422	1,732	4,349
Recreation, leisure and tourism	11,049	2,714	12,358	12,235	3,045	13,693	12,102	3,079	13,581
Environmental health	2,198	472	2,419	2,180	529	2,427	2,250	524	2,496
Cleansing	8,657	182	8,742	8,811	236	8,921	8,770	254	8,889
Housing	6,639	538	6,913	6,642	473	6,882	6,698	500	6,956
Physical planning	1,820	83	1,867	1,815	48	1,842	1,844	121	1,912
Fire Service—Regular	4,583	—	4,583	4,605	—	4,605	4,587	—	4,587
—Others (a)	478	188	565	485	177	568	474	167	552
Miscellaneous services	38,180	3,476	39,872	37,570	4,091	39,557	38,962	13,343	45,213
<b>All above</b>	<b>193,003</b>	<b>84,919</b>	<b>233,066</b>	<b>194,506</b>	<b>86,017</b>	<b>235,106</b>	<b>195,920</b>	<b>83,454</b>	<b>235,373</b>
Police Service—Police (all ranks)	13,561	—	13,561	13,561	—	13,561	13,581	—	13,581
—Others (b)	3,485	2,619	4,701	3,551	2,644	4,779	3,552	2,653	4,781
Administration of District Courts	129	15	137	134	15	142	131	16	139
<b>All (excluding special employment and training measures)</b>	<b>210,178</b>	<b>87,553</b>	<b>251,465</b>	<b>211,752</b>	<b>88,676</b>	<b>253,588</b>	<b>213,184</b>	<b>86,123</b>	<b>253,874</b>

# 1.8 EMPLOYMENT Indices of output, employment and productivity



Source: Central Statistical Office

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output ‡	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**
1983	94.0	97.2	96.7	94.7	102.8	92.1	93.7	102.1	91.8
1984	96.6	98.9	97.6	94.9	100.8	94.1	97.6	100.5	97.1
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.0 R	100.1	102.9 R	102.1	97.3	105.0	100.9	97.9	103.1
1987	108.0	101.9	106.0	105.8	96.0	110.2	106.6	97.0	109.9
1988	113.0 R	105.3 R	107.4 R	109.6	97.1 R	112.8 R	114.1 R	98.7 R	115.7 R
1989				110.4 R	97.4 R	113.4 R	119.6 R	99.4 R	120.4 R
1983 Q1	92.9	96.9	95.9	93.0	104.2	89.2	92.5	103.4	89.5
1983 Q2	93.4	96.9	96.4	94.0	103.1	91.2	93.0	102.3	90.8
1983 Q3	94.4	97.3	97.0	94.9	102.2	92.9	93.6	101.5	92.2
1983 Q4	95.5	97.8	97.7	96.7	101.6	95.2	95.7	100.9	94.8
1984 Q1	97.6	98.3	99.2	97.2	101.1	96.1	97.0	100.6	96.4
1984 Q2	95.9	98.7	97.2	94.3	100.9	93.5	97.3	100.5	96.8
1984 Q3	95.9	99.1	96.8	93.2	100.7	92.6	97.9	100.7	97.2
1984 Q4	96.9	99.5	97.4	94.9	100.6	94.4	98.3	100.4	97.9
1985 Q1	98.8	99.8	99.0	97.7	100.4	97.3	100.4	100.3	100.3 R
1985 Q2	100.5	100.0	100.5	101.8	100.2	101.6	101.3	100.1	100.9 R
1985 Q3	100.2	100.1	100.1	100.6	99.9	100.6	99.8	99.9	99.9 R
1985 Q4	100.6	100.1	100.5	99.9	99.4	100.5	98.6	99.7	99.0 R
1986 Q1	101.4 R	100.0	101.4 R	101.1	98.6	102.5	98.9	99.1	99.8
1986 Q2	102.4 R	100.0	102.4 R	101.8	97.6	104.3 R	100.1	98.2	101.9
1986 Q3	103.6 R	100.1	103.5 R	102.6	96.8	106.1	100.8	97.3 R	103.6
1986 Q4	104.7	100.4	104.3	103.0	96.2	107.0	103.6	97.0	106.9
1987 Q1	105.5 R	100.7	104.7 R	103.6	95.7	108.2	102.9	96.5	106.6
1987 Q2	107.2	101.4	105.7 R	105.3	95.8	109.8	106.3	96.8	109.9
1987 Q3	109.1	102.3	106.6	106.7	96.1	110.9	108.0	97.2	111.2
1987 Q4	110.3 R	103.2	106.9 R	107.7	96.4	111.6 R	109.3	97.6	112.0
1988 Q1	111.6	104.1	107.2	107.9	96.8	111.5	111.0	98.2	113.1
1988 Q2	112.3 R	104.8 R	107.2	109.7	97.0 R	113.2	112.8	98.4	114.6 R
1988 Q3	113.8 R	105.7 R	107.6 R	110.8	97.2 R	113.9 R	116.1	98.9 R	117.5 R
1988 Q4	114.3 R	106.4 R	107.4 R	109.9	97.6 R	112.6 R	116.6 R	99.2 R	117.6 R
1989 Q1	115.4 R	107.2 R	107.6 R	109.7	97.7 R	112.2 R	118.9	99.5 R	119.5 R
1989 Q2	115.3 R	107.8 R	107.0 R	109.5	97.4 R	112.3 R	119.5	99.2 R	120.4 R
1989 Q3	116.2 R	108.5 R*	107.1 R	111.0 R	97.3 R	114.0 R	119.9 R	99.3 R	120.7 R
1989 Q4				111.6 R	97.2 R	114.8 R	120.2 R	99.3 R	121.1 R

\* 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*.  
 ‡ Gross domestic product for whole economy.

# EMPLOYMENT

## Selected countries: national definitions

1.6

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (8)(12)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain	Sweden (5)	Switzerland (2)(5)(6)	United States
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>																		
Thousand																		
<b>Civilian labour force</b>																		
1986 Q4	27,624	7,633 R	3,394	..	12,790	..	..	27,560	..	..	23,433	60,310	..	2,112	13,899	4,387	3,438	118,548
1987 Q1	27,599	7,668 R	3,418	..	12,902	..	..	27,618	..	..	23,414	60,507	..	2,126	14,034	4,412	3,457 R	119,085
Q2	27,739	7,708 R	3,420	..	12,989	..	..	27,692	..	..	23,331	60,760	..	2,133	14,323	4,417	3,460 R	119,714
Q3	27,850	7,764 R	3,436	..	13,034	..	..	27,733	..	..	23,456	60,888	..	2,139	14,455	4,419	3,464 R	120,046
Q4	27,925	7,765 R	3,432	..	13,118	..	..	27,774	..	..	23,462	61,163	..	2,145	14,532	4,439	3,469 R	120,552
1988 Q1	27,988	7,837 R	3,438	..	13,204	..	..	28,918	..	..	23,594	61,402	..	2,145	14,590	4,459	3,496 R	121,045
Q2	28,018 R	7,916 R	3,418	..	13,236	..	..	29,021	..	..	23,891	61,609	..	2,142	14,624	4,467	3,499 R	121,352
Q3	28,110 R	7,964 R	3,423	..	13,304	..	..	29,058	..	..	23,836	61,727	..	2,171	14,696	4,470	3,501 R	121,881
Q4	28,077 R	8,013 R	3,440	..	13,353	..	..	29,078	..	..	23,550	61,919	..	2,136	14,623	4,490	3,505 R	122,388
1989 Q1	28,218 R	8,111	3,427	..	13,447	..	..	29,014	..	..	23,576 R	62,222	..	2,124	14,705	4,503	3,533 R	123,291
Q2	28,258 R	8,215	3,454	..	13,468	..	..	29,118	..	..	23,550 R	62,610	..	2,126 R	14,768	4,524	3,502 R	123,790
Q3	28,342 R	8,271	..	..	13,528	..	..	29,153	..	..	..	62,843	..	2,134	14,884	4,529	3,534	124,005
<b>Civilian employment</b>																		
1986 Q4	24,410	6,999 R	3,281	..	11,589	..	20,929	25,388	..	..	20,700	58,630	..	2,068	10,937	4,272	3,414 R	110,428
1987 Q1	24,472	7,036 R	3,283	..	11,676	..	20,954	25,442	..	..	20,657	58,761	..	2,077	11,075	4,323	3,434 R	111,233
Q2	24,747	7,076 R	3,289	..	11,815	..	21,100	25,487	..	..	20,542	58,946	..	2,091	11,357	4,331	3,434 R	112,200
Q3	25,014	7,142 R	3,303	..	11,905	..	21,059	25,488	..	..	20,570	59,189	..	2,099	11,493	4,334 R	3,439 R	112,843
Q4	25,245	7,146 R	3,311	..	12,049	..	21,020	25,505	..	..	20,567	59,505	..	2,097	11,594	4,362	3,447 R	113,475
1988 Q1	25,422	7,262 R	3,320	..	12,171	..	21,089	26,717	..	..	20,694	59,792	..	2,094	11,684	4,384	3,474 R	114,152
Q2	25,593 R	7,326 R	3,297	..	12,224	..	21,243	26,753	..	..	20,968	60,092	..	2,073	11,719	4,395	3,475 R	114,688
Q3	25,853 R	7,405 R	3,300	..	12,261	..	21,253	26,794	..	..	20,967	60,165	..	2,105	11,811	4,398	3,479 R	115,202
Q4	26,035 R	7,472 R	3,318	..	12,320	..	21,264	26,843 R	..	..	20,700	60,408	..	2,046	11,895	4,423	3,487 R	115,843
1989 Q1	26,299 R	7,585	3,335	..	12,431	..	21,333	27,012 R	..	..	20,683 R	60,822	..	2,017	12,053	4,442	3,518 R	116,900
Q2	26,446 R	7,698	3,337	..	12,445	..	21,469	27,074 R	..	..	20,662 R	61,181 R	..	2,017 R	12,208	4,463	3,483 R	117,290
Q3	26,646 R	7,782	..	..	12,530	..	..	27,111	..	..	..	61,411	..	2,033	12,379	4,471	3,516	117,504
<b>LATEST ANNUAL FIGURES: 1988 unless stated</b>																		
Thousand																		
Civilian labour force: Male	16,115	4,698	2,040	2,413	7,422	1,485	13,337	17,564	2,490	898	14,885	36,930	3,742	1,175	9,577	2,324	2,066	66,927
Female	11,858	3,209	1,390	1,713	5,853	1,280	10,250	11,441	1,394	407	8,832	24,730	2,088	973	5,057	2,147	1,230	54,742
All	27,973	7,910	3,430	4,126	13,275	2,765	23,587	29,005	3,884	1,306	23,717	61,660	5,830	2,148	14,633	4,471	3,297	121,669
Civilian employment: Male	14,434	4,383	1,973	2,223	6,876	1,413	12,254	16,365	2,362	722	13,645	36,020	3,422	1,139	8,109	2,287	2,054	63,273
Female	11,114	2,959	1,335	1,437	5,368	1,196	8,890	10,398	1,236	352	7,187	24,080	1,829	940	3,672	2,112	1,218	51,696
All	25,548	7,341	3,308	3,660	12,245	2,609	21,144	26,763	3,598	1,074	20,832	60,110	5,251	2,079	11,780	4,399	3,273	114,968
<b>Civilian employment: proportions by sector</b>																		
Per cent																		
Male: Agriculture	3.3	7.0	7.3	3.5	6.3	..	..	..	22.6	..	9.9	6.9	..	8.3	15.4	5.5	7.7	4.1
Industry	40.5	34.9	48.9	38.0	34.2	..	..	..	33.6	..	37.8	38.6	..	38.3	39.6	43.3	46.9	36.1
Services	36.2	58.1	43.8	58.6	59.5	..	..	..	43.8	..	52.4	54.5	..	53.4	45.0	51.1	45.4	59.7
Female: Agriculture	1.0	4.3	9.4	1.5	2.8	..	..	..	35.4	..	9.9	9.4	..	4.1	12.3	2.0	4.8	1.4
Industry	16.9	13.7	21.1	13.6	13.4	..	..	..	17.2	..	22.7	27.5	..	12.0	16.8	14.5	21.5	15.7
Services	82.0	82.0	69.5	84.9	83.8	..	..	..	47.4	..	67.3	63.2	..	83.8	70.9	83.4	73.8	82.9
All: Agriculture	2.3	5.9	8.2	2.7	4.5	5.7	6.8	..	27.0	15.3	9.9	7.9	..	6.4	14.4	3.8	6.6	2.9
Industry	30.2	26.4	37.7	28.4	25.6	28.2	30.4	..	28.0	27.8	32.6	34.1	..	27.1	32.5	29.5	37.4	26.9
Services	67.4	67.7	54.2	68.9	69.8	66.1	62.9	..	45.0	57.0	57.5	58.0	..	68.2	67.1	66.6	56.0	70.2

Sources: OECD "Labour Force Statistics 1967-1987" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation and international comparisons must be approached with caution.

- Notes: 1 For the UK, the civilian labour force figures refer to workforce excluding HM Forces, civilian employment refers to workforce in employment excluding HM Forces. The proportion by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to table 1.1.  
 2 Quarterly figures relate to March, June, September and December.  
 3 Annual figures relate to June.  
 4 Quarterly figures relate to February, May, August and November.  
 5 Civilian labour force and employment figures include armed forces.

- 6 Annual figures relate to 1987.  
 7 Annual figures relate to second quarter.  
 8 Civilian employment figures include apprentices in professional training.  
 9 Annual figures relate to April.  
 10 Quarterly figures relate to January, April, July and October.  
 11 Annual figures relate to January.  
 12 Unadjusted figures.

# EMPLOYMENT 1.11

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME						SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week					
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost			
													Actual (Thou)	Seasonally adjusted	Average per operative on short-time	
1985	1,329	34.0	9.0	11.98		4	165	24	241	10.2	28	0.7	416		15.1	
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	0.9	485		14.4	
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348		14.6	
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		14.4	
<b>Week ended</b>																
1987 Dec 12	1,452	38.6	9.7	14.08	13.17	2	87	12	108	8.7	15	0.4	195	253	13.4	
1988 Jan 16	1,338	35.9	9.2	12.34	13.37	3	116	17	161	9.7	20	0.5	277	235	14.2	
Feb 13	1,387	37.2	9.3	12.86	13.09	2	85	21	227	11.0	12	0.6	312	257	13.7	
Mar 12	1,398	37.5	9.3	13.02	13.11	2	75	17	179	10.4	19	0.5	254	219	13.3	
Apr 16	1,386	37.3	9.1	12.63	12.96	2	80	18	161	9.1	20	0.5	241	214	12.2	
May 14	1,443	38.7	9.3	13.39	13.26	2	81	16	159	9.8	18	0.5	240	232	13.2	
June 11	1,378	36.9	9.4	12.95	13.04	2	60	16	143	9.2	17	0.5	203	256	11.9	
July 16	1,392	37.3	9.7	13.54	13.57	4	148	12	133	11.1	16	0.4	281	284	17.8	
Aug 13	1,309	35.0	9.6	12.53	13.46	3	111	12	118	10.1	14	0.4	229	264	15.9	
Sept 10	1,385	36.9	9.6	13.28	13.36	2	97	10	86	8.8	12	0.3	183	231	15.1	
Oct 15	1,509	40.3	9.7	14.68	13.92	3	138	13	110	8.8	16	0.4	248	259	15.5	
Nov 12	1,525	40.7	9.8	14.87	13.87	3	126	13	125	9.8	16	0.4	251	230	15.7	
Dec 10	1,515	40.5	9.9	14.98	14.04	2	95	13	119	9.4	15	0.4	214	252	14.2	
1989 Jan 14	1,375	37.0	9.4	12.91	13.87	2	88	19	205	10.7	21	0.6	293	234	13.7	
Feb 11	1,439	38.9	9.4	13.51	13.75	3	133	23	228	10.0	26	0.7	360	288	13.8	
Mar 11	1,391	37.6	9.5	13.26	13.43	3	104	25	258	10.3	28	0.7	362	311	13.1	
Apr 15	1,400	38.1	9.5	13.30	13.64	3	135	24	250	10.3	28	0.7	384	335	14.0	
May 13	1,405	38.3	9.6	13.47	13.35	3	135	23	230	10.2	26	0.7	365	353	14.1	
June 10	1,367	37.1	9.6	13.17	13.31	2	94	15	134	9.2	17	0.5	228	295	13.5	
July 15	1,347	36.5	9.8	13.17	13.18	4	145	14	117	8.7	17	0.5	262	269	15.3	
Aug 19	1,319	35.6	9.8	12.92	13.85	2	79	12	102	8.7	14	0.4	181	216	13.3	
Sept 16	1,395	37.5	9.7	13.54	13.65	3	136	16	158	9.9	19	0.5	294	390	15.2	
Oct 14	1,445	38.9	9.7	13.97	13.16	3	100	18	165	9.0	21	0.6	266	287	12.7	
Nov 11	1,442	38.9	9.7	13.93	12.91	4	148	18	162	8.9	22	0.6	310	295	14.2	
Dec 16	1,375	37.2	9.8	13.43	12.47	3	135	21	187	8.9	24	0.7	321	391	13.2	
1990 [Jan 12]	1,288	35.1	9.2	11.78	12.69	4	153	23	192	8.2	27	0.7	345	273	12.7	

## 2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION		
		UNEMPLOYED		Number		Per cent workforce †		Number		
		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				
1986*	) Annual averages	3,289.1	11.8	3,107.3	11.2					
1987		2,953.4	10.6	2,822.3	10.1					
1988		2,370.4	8.4	2,293.9	8.1					
1989		1,798.7	6.3	1,796.6	6.3					
1988		2,665.5	9.4	2,488.3	8.8	-34.4	-39.8	262	2,356	48
	Mar 10	2,592.1	9.2	2,451.5	8.7	-31.1	-38.2	235	2,311	46
	Apr 14	2,536.0	9.0	2,408.4	8.5	-51.0	-38.8	256	2,235	46
	May 12	2,426.9	8.6	2,366.7	8.4	-39.1	-40.4	207	2,176	44
	June 9	2,340.8	8.3	2,322.0	8.2	-39.7	-43.3	206	2,093	42
	July 14	2,326.7	8.2	2,262.8	8.0	-56.8	-45.2	283	2,003	41
	Aug 11	2,291.2	8.1	2,220.9	7.9	-41.7	-46.1	237	2,013	40
	Sept 8** ††	2,311.0	8.2	2,189.3	7.7	-33.9	-44.1	266	2,005	40
	Oct 13	2,118.9	7.5	2,151.7	7.6	-33.8	-36.5	241	1,839	39
	Nov 10	2,066.9	7.3	2,101.8	7.4	-52.7	-40.1	224	1,805	37
	Dec 8	2,046.5	7.2	2,038.3	7.2	-67.8	-51.4	212	1,797	37
1989		2,074.3	7.3	1,995.0	7.0	-49.6	-56.7	215	1,822	37
	Jan 12	2,018.2	7.1	1,951.9	6.8	-39.1	-52.2	221	1,763	35
	Feb 9	1,960.2	6.9	1,920.5	6.7	-32.1	-40.3	200	1,726	34
	Apr 13	1,883.6	6.6	1,860.1	6.5	-58.6	-43.3	189	1,663	32
	May 11	1,802.5	6.3	1,839.1	6.5	-22.2	-37.6	174	1,598	30
	June 8	1,743.1	6.1	1,811.3	6.4	-25.5	-35.4	170	1,544	29
	July 13	1,771.4	6.2	1,785.1	6.3	-23.1	-23.6	248	1,495	28
	Aug 10	1,741.1	6.1	1,742.7	6.1	-41.9	-30.2	214	1,501	27
	Sept 14 †	1,702.9	6.0	1,692.7	5.9	-51.0	-38.7	222	1,455	26
	Oct 12 †	1,635.8	5.7	1,674.5	5.9	-19.4	-37.4	214	1,397	25
	Nov 9 †	1,612.4	5.7	1,652.0	5.8	-22.9	-31.1	209	1,379	24
	Dec 14 †	1,639.0	5.8	1,634.6	5.7	-17.4	-19.9	207	1,407	25
1990		1,687.0	5.9	1,612.1	5.7	-22.5	-20.8	214	1,448	25
	Jan 11 †	1,675.7	5.9	1,610.1	5.6	-2.0	-14.0	227	1,425	24

## UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE		FEMALE						
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED
		Number		Per cent workforce †		Number		Per cent workforce †		Number
		2,252.5	13.7	2,148.3	13.1	1,036.6	9.1	959.0	8.4	
		2,045.8	12.5	1,971.0	12.1	907.6	7.8	851.3	7.3	
		1,650.5	10.1	1,607.1	9.8	719.9	6.1	686.8	5.8	
		1,290.8	7.9	1,289.6	7.9	507.9	4.2	507.0	4.2	
		1,852.1	11.3	1,735.6	10.6	813.3	6.8	752.7	6.3	
		1,803.1	11.0	1,710.4	10.5	789.0	6.6	741.1	6.2	
		1,765.7	10.8	1,679.7	10.3	770.3	6.5	728.7	6.1	
		1,692.1	10.3	1,652.9	10.1	734.8	6.2	713.8	6.0	
		1,632.0	10.0	1,624.1	9.9	708.7	6.0	697.9	5.9	
		1,606.3	9.8	1,584.7	9.7	720.4	6.1	678.1	5.7	
		1,576.5	9.6	1,558.5	9.5	714.6	6.0	662.4	5.6	
		1,594.4	9.7	1,539.0	9.4	716.6	6.0	650.3	5.5	
		1,484.2	9.1	1,516.3	9.3	634.6	5.3	635.4	5.3	
		1,454.8	8.9	1,481.3	9.1	612.2	5.1	620.5	5.2	
		1,451.5	8.9	1,439.0	8.8	595.1	5.0	599.3	5.0	
		1,473.2	9.0	1,410.9	8.7	601.1	4.9	584.1	4.8	
		1,434.9	8.8	1,381.2	8.5	583.3	4.8	570.7	4.7	
		1,399.4	8.6	1,363.4	8.4	560.9	4.6	557.1	4.6	
		1,350.8	8.3	1,323.6	8.1	532.8	4.4	536.5	4.4	
		1,297.1	8.0	1,312.8	8.1	505.5	4.1	526.3	4.3	
		1,256.6	7.7	1,297.6	8.0	486.6	4.0	513.7	4.2	
		1,261.6	7.7	1,283.9	7.9	509.8	4.2	501.2	4.1	
		1,238.4	7.6	1,260.7	7.7	502.7	4.1	482.0	3.9	
		1,218.8	7.5	1,229.0	7.5	484.1	4.0	463.7	3.8	
		1,181.3	7.2	1,216.4	7.5	454.5	3.7	458.1	3.8	
		1,172.7	7.2	1,201.8	7.4	439.7	3.6	450.2	3.7	
		1,204.8	7.4	1,194.4	7.3	434.2	3.6	440.2	3.6	
		1,239.3	7.6	1,180.3	7.2	447.7	3.7	431.8	3.5	
		1,232.2	7.6	1,180.3	7.2	443.5	3.6	429.8	3.5	

## 2.2 UNEMPLOYMENT GB Summary

		MALE AND FEMALE		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION		
		UNEMPLOYED		Number		Per cent workforce †		Number		
		Number		Per cent workforce †		Change since previous month		Average change over 3 months ended		
1986*	) Annual averages	3,161.3	11.7	2,984.6	11.0					
1987		2,826.9	10.4	2,700.2	9.9					
1988		2,254.7	8.2	2,180.7	7.9					
1989		1,693.0	6.1	1,691.1	6.1					
1988		2,545.9	9.2	2,372.7	8.6	-33.2	-38.7	254	2,245	46
	Mar 10	2,474.6	9.0	2,336.7	8.5	-30.5	-37.3	228	2,202	45
	Apr 14	2,417.7	8.8	2,293.7	8.3	-50.8	-38.2	247	2,126	44
	May 12	2,310.7	8.4	2,252.2	8.2	-39.2	-40.2	200	2,068	42
	June 9	2,225.1	8.1	2,208.0	8.0	-39.1	-43.0	197	1,987	41
	July 14	2,208.5	8.0	2,149.6	7.8	-56.5	-44.9	272	1,896	40
	Aug 11	2,173.7	7.9	2,108.5	7.7	-40.8	-45.5	230	1,905	39
	Sept 8** ††	2,195.2	8.0	2,077.7	7.5	-32.7	-43.3	257	1,899	39
	Oct 13	2,008.4	7.3	2,041.1	7.4	-32.8	-35.4	232	1,738	38
	Nov 10	1,958.0	7.1	1,991.1	7.2	-52.7	-39.4	217	1,705	36
	Dec 8	1,938.5	7.0	1,929.1	7.0	-66.3	-50.6	206	1,697	36
1989		1,963.2	7.1	1,885.1	6.8	-50.2	-56.4	207	1,721	36
	Jan 12	1,908.1	6.9	1,842.3	6.6	-39.0	-51.8	213	1,662	34
	Mar 9	1,851.9	6.7	1,811.5	6.5	-31.7	-40.3	193	1,626	32
	Apr 13	1,776.0	6.4	1,752.1	6.3	-57.4	-42.7	182	1,563	31
	May 11	1,697.1	6.1	1,732.0	6.2	-21.2	-36.8	168	1,501	29
	June 8	1,638.9	5.9	1,705.4	6.1	-24.3	-34.3	163	1,448	27
	July 13	1,663.6	6.0	1,679.3	6.0	-23.1	-22.9	237	1,399	27
	Aug 10	1,634.1	5.9	1,638.1	5.9	-40.8	-29.4	206	1,402	26
	Sept 14 †	1,596.8	5.7	1,589.7	5.7	-49.3	-37.7	212	1,360	25
	Oct 12 †	1,534.0	5.5	1,572.2	5.7	-18.7	-36.3	206	1,304	24
	Nov 9 †	1,513.2	5.4	1,550.8	5.6	-21.8	-29.9	202	1,288	23
	Dec 14 †	1,539.9	5.6	1,534.2	5.5	-16.6	-18.5	200	1,316	23
1990		1,586.6	5.7	1,512.9	5.4	-21.3	-19.8	206	1,357	24
	Jan 11 †	1,576.8	5.7	1,511.4	5.4	-1.5	-13.1	219	1,335	23

\* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.

† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1988 for 1988 and 1989 figures and at the corresponding mid-year for earlier years. These national and regional unemployment rates have been up-dated to incorporate revisions to the workforce estimates arising from the results of the 1987 Census of Employment.

\*\* Unadjusted figures are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduces 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. See also note † opposite.

†† The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

## UNEMPLOYMENT 2.2 GB Summary

		MALE		FEMALE						
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED
		Number		Per cent workforce †		Number		Per cent workforce †		Number
		2,159.6	13.5	2,058.7	12.9	1,001.7	9.0	926.0	8.3	
		1,953.8	12.3	1,881.8	11.8	873.1	7.7	818.4	7.2	
		1,566.1	9.8	1,524.4	9.6	688.6	5.9	656.3	5.7	
		1,213.1	7.6	1,212.0	7.6	479.9	4.0	479.0	4.0	
		1,764.0	11.1	1,650.9	10.4	781.9	6.7	721.8	6.2	
		1,716.6	10.8	1,626.5	10.2	757.9	6.5	710.2	6.1	
		1,678.9	10.5	1,595.9	10.0	738.8	6.4	697.8	6.0	
		1,606.8	10.1	1,569.3	9.8	703.9	6.1	682.9	5.9	
		1,547.7	9.7	1,540.9	9.7	677.5	5.8	667.1	5.7	
		1,521.								

# 2.3 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			
<b>SOUTH EAST</b>															
1986* } Annual averages	784.7	524.7	260.0	8.7	10.0	6.8	750.3	8.3			505.2	245.0			
1987 } Annual averages	580.5	460.8	219.7	7.4	8.7	5.7	657.9	7.2			448.3	209.7			
1988 } Annual averages	508.6	346.8	161.8	5.5	6.5	4.1	495.9	5.3			339.9	156.1			
1989 } Annual averages	367.4	259.6	107.8	3.9	4.8	2.6	367.0	3.9			259.3	107.6			
1989 Feb 9	408.4	284.7	123.7	4.3	5.3	3.0	395.8	4.2	-11.4	-15.1	274.2	121.6			
Mar 9	397.0	278.6	118.5	4.2	5.2	2.9	389.4	4.1	-6.7	-11.1	271.0	118.4			
Apr 13	380.3	268.2	112.1	4.0	5.0	2.7	376.3	4.0	-12.5	-10.2	263.2	113.1			
May 11	365.5	258.6	106.9	3.9	4.8	2.6	374.5	4.0	-1.5	-6.9	262.8	111.7			
June 8	355.2	251.9	103.3	3.7	4.7	2.5	370.0	3.9	-3.4	-5.8	260.7	109.3			
July 13	363.3	255.3	108.0	3.8	4.8	2.6	363.8	3.8	-5.6	-3.5	257.9	105.9			
Aug 10	356.8	250.1	106.7	3.8	4.7	2.6	352.3	3.7	-11.8	-6.9	251.7	100.6			
Sept 14	349.7	246.9	102.8	3.7	4.6	2.5	345.2	3.6	-7.3	-8.2	247.3	97.9			
Oct 12	337.2	240.4	96.9	3.6	4.5	2.3	343.0	3.6	-2.3	-7.1	246.6	96.4			
Nov 9	332.7	239.0	93.7	3.5	4.5	2.3	342.7	3.6	-0.4	-3.3	246.8	95.9			
Dec 14	342.9	249.3	93.6	3.6	4.7	2.3	342.1	3.6	-0.6	-1.0	247.6	94.5			
1990 Jan 11	348.7	254.5	94.2	3.7	4.8	2.3	338.4	3.6	-3.7	-1.5	245.7	92.7			
Feb 8 P	349.9	255.5	94.4	3.7	4.8	2.3	338.2	3.6	-0.2	-1.5	246.0	92.2			
<b>GREATER LONDON (included in South East)</b>															
1986* } Annual averages	407.1	280.9	126.1	9.5	11.1	7.3	391.3	9.2			272.0	119.4			
1987 } Annual averages	363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7			
1988 } Annual averages	291.9	205.1	86.7	6.7	8.1	4.8	285.3	6.6			201.5	83.8			
1989 } Annual averages	218.2	156.5	61.8	5.0	6.3	3.3	218.0	5.0			156.4	61.7			
1989 Feb 9	237.8	169.3	68.5	5.4	6.8	3.6	236.0	5.4	-6.7	-8.1	167.6	68.4			
Mar 9	232.6	166.4	66.2	5.3	6.6	3.5	230.9	5.3	-5.2	-6.5	164.2	66.7			
Apr 13	225.1	161.7	63.4	5.1	6.5	3.4	224.1	5.1	-6.8	-6.2	116.4	63.9			
May 11	218.3	157.1	61.2	5.0	6.3	3.2	221.8	5.1	-2.3	-4.8	158.5	63.3			
June 8	214.2	154.5	59.7	4.9	6.2	3.2	218.8	5.0	-2.3	-3.8	156.8	62.0			
July 13	219.5	156.7	62.8	5.0	6.3	3.3	216.8	4.9	-1.8	-2.1	155.7	61.1			
Aug 10	215.0	152.9	62.1	4.9	6.1	3.3	210.2	4.8	-6.6	-3.6	151.5	58.7			
Sept 14	211.2	150.8	60.4	4.8	6.0	3.2	206.1	4.7	-4.2	-4.2	148.9	57.2			
Oct 12	202.5	145.7	56.9	4.6	5.8	3.0	204.3	4.7	-1.8	-4.2	147.9	56.4			
Nov 9	198.1	143.2	54.9	4.5	5.7	2.9	203.3	4.6	-1.2	-2.4	147.2	56.1			
Dec 14	200.8	146.1	54.7	4.6	5.8	2.9	201.3	4.6	-2.0	-1.6	146.1	55.2			
1990 Jan 11	199.5	145.8	53.7	4.5	5.8	2.8	198.8	4.5	-2.5	-1.8	144.5	54.3			
Feb 8 P	199.5	145.8	53.7	4.5	5.8	2.8	197.6	4.5	-1.2	-1.9	144.1	53.5			
<b>EAST ANGLIA</b>															
1986* } Annual averages	83.4	53.9	29.5	9.0	9.8	8.0	78.8	8.5			51.4	27.4			
1987 } Annual averages	72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.6			
1988 } Annual averages	52.0	33.6	18.5	5.4	6.0	4.6	50.3	5.2			32.6	17.7			
1989 } Annual averages	35.2	24.0	11.2	3.6	4.3	2.7	35.1	3.6			24.0	11.2			
1989 Feb 9	41.0	27.4	13.5	4.2	4.9	3.3	37.6	3.8	-1.3	-2.0	24.7	12.9			
Mar 9	39.6	26.5	13.1	4.1	4.7	3.2	36.9	3.8	-0.5	-1.5	24.4	12.5			
Apr 13	37.4	25.1	12.2	3.8	4.5	3.0	35.7	3.7	-1.2	-1.0	23.7	12.0			
May 11	35.1	23.7	11.4	3.6	4.2	2.8	35.2	3.6	-0.4	-0.7	23.6	11.6			
June 8	32.9	22.4	10.5	3.4	4.0	2.5	35.1	3.6	-0.1	-0.6	23.8	11.3			
July 13	33.1	22.4	10.7	3.4	4.0	2.6	34.7	3.6	-0.3	-0.3	23.8	10.9			
Aug 10	32.7	22.2	10.4	3.3	3.9	2.5	33.9	3.5	-0.7	-0.4	23.5	10.4			
Sept 14	31.8	21.9	9.9	3.3	3.9	2.4	33.2	3.4	-0.8	-0.6	23.3	9.9			
Oct 12	31.2	21.7	9.5	3.2	3.8	2.3	33.5	3.4	0.3	-0.4	23.7	9.8			
Nov 9	31.7	22.4	9.3	3.2	4.0	2.3	33.4	3.4	-0.1	-0.2	23.7	9.7			
Dec 14	33.7	24.4	9.3	3.4	4.3	2.3	33.4	3.4	—	0.1	24.0	9.4			
1990 Jan 11	36.0	25.9	10.0	3.7	4.6	2.4	33.0	3.4	-0.4	-0.2	23.8	9.2			
Feb 8 P	36.9	26.7	10.2	3.8	4.7	2.5	33.6	3.4	0.6	0.1	24.1	9.5			
<b>SOUTH WEST</b>															
1986* } Annual averages	205.7	131.6	74.2	9.9	10.8	8.6	195.8	9.5			126.1	69.7			
1987 } Annual averages	178.9	115.0	63.9	8.5	9.4	7.2	172.3	8.1			111.4	60.9			
1988 } Annual averages	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3			
1989 } Annual averages	98.1	66.1	31.9	4.5	5.4	3.4	98.0	4.5			66.1	31.9			
1989 Feb 9	115.3	75.8	39.5	5.3	6.2	4.1	106.8	4.9	-2.8	-4.0	70.0	36.8			
Mar 9	110.2	73.1	37.1	5.1	6.0	3.9	105.3	4.8	-1.6	-2.8	69.6	35.7			
Apr 13	103.5	69.5	34.1	4.8	5.7	3.6	101.9	4.7	-2.9	-2.4	67.5	34.4			
May 11	96.5	65.1	31.4	4.4	5.3	3.3	101.0	4.6	-0.9	-1.8	67.3	33.7			
June 8	90.5	61.3	29.2	4.2	5.0	3.1	100.0	4.6	-0.8	-1.5	66.9	33.1			
July 13	91.7	61.7	30.0	4.2	5.0	3.2	97.7	4.5	-2.0	-1.2	65.9	31.8			
Aug 10	91.1	61.5	29.7	4.2	5.0	3.1	94.8	4.4	-2.8	-1.9	64.8	30.0			
Sept 14	89.6	60.8	28.8	4.1	5.0	3.0	91.4	4.2	-3.6	-2.8	62.8	28.6			
Oct 12	87.7	60.1	27.6	4.0	4.9	2.9	90.1	4.1	-1.6	-2.7	62.3	27.8			
Nov 9	88.8	61.2	27.5	4.1	5.0	2.9	88.4	4.1	-1.7	-2.3	61.6	26.8			
Dec 14	92.5	65.1	27.4	4.2	5.3	2.9	88.1	4.0	-0.3	-1.1	62.1	26.0			
1990 Jan 11	96.8	68.3	28.5	4.4	5.6	3.0	87.4	4.0	-0.7	-0.9	61.9	25.5			
Feb 8 P	96.7	68.1	28.6	4.4	5.6	3.0	88.3	4.1	0.9	—	62.5	25.8			

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT Regions 2.3

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED								
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female			
<b>WEST MIDLANDS</b>															
1986* } Annual averages	346.7	236.8	108.0	13.6	15.4	10.6	327.7	12.9			228.1	99.6			
1987 } Annual averages	305.9	211.1	94.8	12.0	13.8	9.2	292.1	11.4			203.5	88.6			
1988 } Annual averages	238.0	163.0	75.0	9.2	10.7	7.1	230.1	8.9			158.7	71.4			
1989 } Annual averages	168.5	118.8	49.7	6.6	8.0	4.6	168.4	6.6			118.7	49.6			
1989 Feb 9	191.3	133.6	57.7	7.5	9.0	5.4	187.2	7.3	-5.3	-6.3	129.9	57.3			
Mar 9	184.1	129.0	55.1	7.2	8.7	5.1	182.1	7.1	-5.5	-6.6	126.9	55.2			
Apr 13	175.2	123.2	52.1	6.9	8.3	4.9	174.4	6.8	-6.8	-5.9	121.7	52.7			
May 11	167.9	118.3	49.6	6.6	8.0	4.6	172.4	6.7	-2.6	-5.0	120.8	51.6			
June 8	163.4	115.5	47.8	6.4	7.8	4.5	169.2	6.6	-3.0	-4.1	119.0	50.2			
July 13	166.0	116.4	49.6	6.5	7.8	4.6	165.7	6.5	-2.9	-2.8	117.2	48.5			
Aug 10	162.1	113.6	48.5	6.3	7.6	4.5	159.9	6.3	-5.9	-3.9	113.6	46.3			
Sept 14 †	159.9	112.5	47.4	6.3	7.6	4.4	154.5	6.0	-5.7	-4.8	110.7	43.8			
Oct 12 †	152.9	108.5	44.3	6.0	7.3	4.1	155.1	6.1	0.6	-3.7	110.8	44.3			
Nov 9 †	149.8	107.1	42.7	5.9	7.2										

# 2.3 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
<b>NORTH</b>												
1986*	234.9	167.3	67.6	16.4	19.6	11.7	221.5	15.4			159.6	61.9
1987	213.1	155.1	58.0	14.9	18.4	9.9	203.9	14.3			149.6	54.2
1988	179.4	130.7	48.7	12.5	15.5	8.2	173.9	12.1			127.5	46.4
1989	141.9	105.7	36.2	10.0	12.9	6.1	141.8	10.0			105.6	36.2
1989												
Feb 9	161.0	119.6	41.4	11.4	14.6	7.0	156.2	11.1	-1.4	-2.4	115.7	40.5
Mar 9	157.0	116.7	40.3	11.1	14.2	6.8	153.8	10.9	-2.2	-2.0	113.8	40.0
Apr 13	151.8	113.2	38.6	10.7	13.8	6.5	148.9	10.5	-4.9	-2.8	110.3	38.6
May 11	145.0	108.2	36.8	10.3	13.2	6.2	146.4	10.4	-2.9	-3.3	108.4	38.0
June 8	140.0	104.6	35.5	9.9	12.7	6.0	143.7	10.2	-2.7	-3.5	106.7	37.0
July 13	138.9	102.8	36.0	9.8	12.5	6.1	140.8	10.0	-2.6	-2.7	104.9	35.9
Aug 10	135.5	100.3	35.2	9.6	12.2	6.0	138.0	9.8	-2.9	-2.7	103.5	34.5
Sept 14 †	132.4	97.6	34.8	9.4	11.9	5.9	132.6	9.4	-5.4	-3.6	99.4	33.2
Oct 12 †	127.3	94.9	32.4	9.0	11.5	5.5	130.6	9.2	-2.1	-3.5	98.0	32.6
Nov 9 †	124.9	93.9	31.0	8.8	11.4	5.3	127.3	9.0	-3.3	-3.6	95.6	31.7
Dec 14 †	124.7	94.4	30.3	8.8	11.5	5.1	124.8	8.8	-2.5	-2.6	93.8	31.0
1990												
Jan 11 †	129.1	97.2	31.9	9.1	11.8	5.4	123.0	8.7	-1.8	-2.5	92.2	30.8
Feb 8 † P	126.8	95.4	31.3	9.0	11.6	5.3	121.8	8.6	-1.2	-1.8	91.5	30.3
<b>WALES</b>												
1986*	179.0	126.1	52.9	14.4	16.6	10.9	169.3	13.6			120.5	48.8
1987	157.0	111.8	45.2	12.7	15.2	9.0	149.9	12.1			107.6	42.3
1988	130.0	92.9	37.1	10.3	12.6	7.1	125.7	10.0			90.3	35.3
1989	97.0	70.9	26.2	7.4	9.2	4.9	96.9	7.4			70.8	26.1
1989												
Feb 9	112.0	81.0	31.1	8.6	10.5	5.8	107.3	8.2	-2.6	-3.3	77.4	29.9
Mar 9	107.7	78.1	29.6	8.2	10.1	5.5	105.1	8.0	-2.2	-2.7	75.8	29.3
Apr 13	103.2	75.2	28.0	7.9	9.8	5.2	101.5	7.8	-3.5	-2.8	73.3	28.2
May 11	97.8	71.5	26.4	7.5	9.3	4.9	100.0	7.6	-1.5	-2.4	72.5	27.5
June 8	92.8	68.0	24.8	7.1	8.8	4.6	98.5	7.5	-1.4	-2.1	71.5	27.0
July 13	93.3	67.5	25.7	7.1	8.8	4.8	96.1	7.4	-2.3	-1.7	70.1	26.0
Aug 10	91.1	65.8	25.3	7.0	8.5	4.7	93.4	7.1	-2.7	-2.1	68.6	24.8
Sept 14 †	90.6	66.0	24.6	6.9	8.6	4.6	90.1	6.9	-3.3	-2.8	66.7	23.4
Oct 12 †	86.5	63.9	22.6	6.6	8.3	4.2	88.7	6.8	-1.5	-2.5	65.9	22.8
Nov 9 †	85.7	63.8	21.9	6.6	8.3	4.1	86.6	6.6	-2.1	-2.3	64.4	22.2
Dec 14 †	87.2	65.6	21.6	6.7	8.5	4.0	85.7	6.6	-0.9	-1.5	64.1	21.6
1990												
Jan 11 †	90.3	67.7	22.6	6.9	8.8	4.2	84.6	6.5	-1.1	-1.4	63.3	21.3
Feb 8 † P	88.9	66.7	22.1	6.8	8.7	4.1	84.2	6.4	-0.4	-0.8	63.2	21.0
<b>SCOTLAND</b>												
1986*	359.8	248.1	111.8	14.5	16.9	11.0	332.7	13.4			232.1	100.6
1987	345.8	241.9	103.8	14.0	16.7	10.1	323.4	13.1			228.9	94.5
1988	293.6	207.2	86.4	11.8	14.3	8.3	280.1	11.3			199.3	80.8
1989	234.7	169.5	65.2	9.4	11.8	6.1	234.3	9.3			169.3	65.0
1989												
Feb 9	262.1	188.4	73.6	10.4	13.1	6.9	253.2	10.1	-3.2	-4.4	181.7	71.5
Mar 9	255.3	184.3	71.1	10.2	12.8	6.6	250.3	10.0	-2.9	-3.2	180.2	70.1
Apr 13	245.6	178.0	67.6	9.8	12.4	6.3	243.3	9.7	-7.2	-4.4	175.1	68.2
May 11	235.2	171.2	63.9	9.4	11.9	6.0	240.0	9.6	-3.8	-4.6	173.1	66.9
June 8	228.2	166.1	62.1	9.1	11.6	5.8	235.4	9.4	-4.5	-5.2	170.3	65.1
July 13	232.4	165.6	66.7	9.3	11.5	6.2	233.0	9.3	-2.2	-3.5	169.0	64.0
Aug 10	229.9	163.5	66.4	9.2	11.4	6.2	230.8	9.2	-1.8	-2.8	167.6	63.2
Sept 14 †	219.9	158.7	61.3	8.8	11.1	5.7	224.7	9.0	-6.2	-3.4	162.9	61.8
Oct 12 †	214.1	155.3	58.8	8.5	10.8	5.5	219.5	8.7	-5.2	-4.4	159.2	60.3
Nov 9 †	211.7	153.8	57.9	8.4	10.7	5.4	214.8	8.6	-4.8	-5.4	155.8	59.0
Dec 14 †	212.9	155.5	57.3	8.5	10.8	5.3	210.5	8.4	-4.3	-4.7	153.0	57.5
1990												
Jan 11 †	219.2	159.9	59.3	8.7	11.1	5.5	207.1	8.3	-3.4	-4.1	150.6	56.5
Feb 8 † P	215.7	157.3	58.4	8.6	11.0	5.4	206.2	8.2	-0.9	-2.9	150.2	56.0
<b>NORTHERN IRELAND</b>												
1986*	127.8	92.9	34.9	18.1	21.7	12.5	122.6	17.4			89.6	33.0
1987	126.5	92.0	34.5	17.8	21.5	12.3	122.1	17.2			89.2	32.9
1988	115.7	84.3	31.3	16.4	20.0	11.0	113.2	16.0			82.7	30.5
1989	105.7	77.7	28.0	15.1	18.8	9.8	105.6	15.1			77.6	27.9
1989												
Feb 9	110.1	80.9	29.1	15.8	19.6	10.2	109.6	15.7	-0.1	-0.3	79.8	29.8
Mar 9	108.4	79.9	28.5	15.5	19.3	10.0	109.0	15.6	-0.4	-	79.5	29.5
Apr 13	107.6	79.3	28.3	15.4	19.2	9.9	108.0	15.5	-1.2	-0.6	79.0	29.0
May 11	105.4	77.9	27.5	15.1	18.8	9.7	107.1	15.3	-1.0	-0.9	78.5	28.6
June 8	104.2	76.9	27.3	14.9	18.6	9.6	105.9	15.2	-1.2	-1.1	77.9	28.0
July 13	107.8	78.0	29.7	15.4	18.9	10.5	105.8	15.2	-	-0.7	77.8	28.0
Aug 10	107.0	77.4	29.7	15.3	18.7	10.4	104.6	15.0	-1.1	-0.8	77.1	27.5
Sept 14	106.1	77.1	29.0	15.2	18.7	10.2	103.0	14.8	-1.7	-0.9	76.2	26.8
Oct 12	101.9	74.8	27.1	14.6	18.1	9.5	102.3	14.7	-0.7	-1.2	75.7	26.6
Nov 9	99.2	73.7	25.5	14.2	17.8	9.0	101.2	14.5	-1.1	-1.2	75.1	26.1
Dec 14	99.1	74.4	24.7	14.2	18.0	8.7	100.4	14.4	-0.8	-0.9	74.7	25.7
1990												
Jan 11	100.4	75.6	24.8	14.4	18.3	8.7	99.2	14.2	-1.2	-1.0	74.0	25.2
Feb 8 P	98.9	74.7	24.2	14.2	18.1	8.5	98.7	14.1	-0.5	-0.8	73.8	24.9

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.4 Area statistics

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

	Male	Female	All	Rate **		Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce unemployed				per cent employees and unemployed	per cent workforce unemployed
<b>ASSISTED REGIONS †</b>										
<b>South West</b>										
Development Areas	5,577	2,491	8,068	13.0	..	Bury St Edmunds	617	255	872	2.6 (2.2)
Intermediate Areas	10,098	4,303	14,401	8.1	..	Buxton	660	319	979	4.6 (3.6)
Unassisted	52,427	21,835	74,262	4.8	..	Calderdale	3,646	1,472	5,118	6.3 (5.6)
<b>All</b>	<b>68,102</b>	<b>28,629</b>	<b>96,731</b>	<b>5.4</b>	<b>4.4</b>	Cambridge	2,290	893	3,183	2.3 (1.9)
						Canterbury	1,956	622	2,578	5.4 (4.5)
<b>West Midlands</b>										
Development Areas	92,478	34,333	126,811	7.9	..	Carlisle	1,989	915	2,904	5.4 (4.6)
Intermediate Areas	20,108	8,273	28,381	4.3	..	Castleford and Pontefract	3,462	1,183	4,645	8.6 (7.7)
Unassisted	112,586	42,606	155,192	6.9	6.1	Chard	250	118	368	3.6 (3.0)
<b>All</b>	<b>112,586</b>	<b>42,606</b>	<b>155,192</b>	<b>6.9</b>	<b>6.1</b>	Chelmsford and Braintree	2,204	968	3,172	3.0 (2.5)
						Cheltenham	1,823	682	2,505	3.3 (2.9)
<b>East Midlands</b>										
Development Areas	1,130	481	1,611	5.8	..	Chesterfield	4,368	1,627	5,995	8.2 (7.2)
Intermediate Areas	2,099	973	3,072	5.9	..	Chichester	1,203	361	1,564	2.6 (2.1)
Unassisted	69,369	26,491	95,860	6.0	..	Chippenham	594	322	916	3.2 (2.6)
<b>All</b>	<b>72,598</b>	<b>27,945</b>	<b>100,543</b>	<b>6.0</b>	<b>5.2</b>	Cinderford and Ross-on-Wye (I)	1,068	505	1,573	6.5 (5.2)
						Cirencester	174	90	264	2.1 (1.7)
<b>Yorkshire and Humberside</b>										
Development Areas										

# 2.4 UNEMPLOYMENT UK Summary

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

	Male	Female	All	Rate **			Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce					per cent employees and unemployed	per cent workforce
Melton Mowbray	529	240	769	3.8	(3.1)	Wigan and St Helens (D)	13,178	5,064	18,242	10.5	(9.2)
Middlesbrough (D)	12,416	3,458	15,874	12.5	(11.3)	Winchester and Eastleigh	987	392	1,379	1.7	(1.5)
Milton Keynes	1,883	726	2,609	3.0	(2.7)	Windsor	137	81	218	2.9	(2.1)
Minhead	456	225	681	7.4	(5.6)	Wirral and Chester (D)	16,157	5,452	21,609	10.5	(9.3)
Morpeth and Ashington (I)	3,879	1,224	5,103	10.1	(8.9)	Wisbech	937	274	1,211	7.7	(6.0)
Newark	1,155	404	1,559	6.9	(5.7)	Wolverhampton (I)	9,656	3,647	13,303	9.9	(8.8)
Newbury	618	176	794	1.9	(1.7)	Woodbridge and Leiston	358	156	514	2.7	(2.1)
Newcastle upon Tyne (D)	27,267	8,520	35,787	9.6	(8.7)	Worcester	1,898	749	2,647	4.2	(3.6)
Newmarket	640	298	938	3.7	(3.0)	Workington (D)	1,702	821	2,523	8.5	(7.2)
Newquay (D)	908	581	1,489	17.7	(13.3)	Worksop	1,600	521	2,121	8.2	(7.4)
Newton Abbot	855	304	1,159	5.2	(4.1)	Worthing	1,798	570	2,368	3.2	(2.6)
Northallerton	376	172	548	3.3	(2.8)	Yeovil	1,068	575	1,643	4.0	(3.3)
Northampton	2,806	1,087	3,893	3.2	(2.8)	York	3,318	1,398	4,716	5.2	(4.5)
Northwich	1,823	768	2,591	5.3	(4.6)						
Norwich	4,885	1,614	6,499	4.8	(4.1)						
Nottingham	17,694	6,020	23,714	7.3	(6.5)						
Okehampton	168	80	248	5.0	(3.5)						
Oldham	4,755	1,945	6,700	7.8	(6.8)						
Oswestry	420	279	699	5.4	(4.2)						
Oxford	3,374	1,149	4,523	2.5	(2.2)						
Pendle	1,278	453	1,731	5.4	(4.6)						
Penrith	240	157	397	2.8	(2.1)						
Penzance and St Ives (D)	1,682	688	2,370	15.0	(10.9)						
Peterborough	3,603	1,229	4,832	5.2	(4.5)						
Pickering and Helmsley	136	87	223	3.4	(2.4)						
Plymouth (I)	7,664	3,031	10,695	8.2	(7.2)						
Poole	1,806	618	2,424	3.9	(3.3)						
Portsmouth	6,359	2,188	8,547	5.7	(4.9)						
Preston	6,687	2,418	9,105	6.0	(5.2)						
Reading	2,364	780	3,144	2.1	(1.8)						
Redruth and Camborne (D)	1,762	650	2,412	12.1	(9.8)						
Retford	1,055	471	1,526	7.6	(6.3)						
Richmondshire	359	257	616	5.2	(3.9)						
Ripon	223	128	351	3.5	(2.7)						
Rochdale	4,074	1,401	5,475	8.5	(7.4)						
Rotherham											
and Mexborough (D)	9,416	3,250	12,666	12.6	(11.3)						
Rugby and Daventry	1,262	663	1,925	3.8	(3.3)						
Salisbury	1,008	428	1,436	3.6	(3.0)						
Scarborough and Filey	1,832	741	2,573	8.2	(6.7)						
Scunthorpe (D)	3,320	1,081	4,401	7.9	(6.8)						
Settle	103	75	178	3.3	(2.2)						
Shaftesbury	341	177	518	3.7	(2.7)						
Sheffield (I)	18,476	6,548	25,024	9.6	(8.6)						
Shrewsbury	1,303	524	1,827	4.3	(3.5)						
Sittingbourne and Sheerness	1,836	707	2,543	6.6	(5.6)						
Skegness	1,456	563	2,019	18.6	(14.4)						
Skipton	208	105	313	3.1	(2.4)						
Sleaford	398	269	667	6.0	(4.8)						
Slough	3,123	1,304	4,427	2.6	(2.3)						
South Molton	132	74	206	5.3	(3.3)						
South Tyneside (D)	6,588	1,870	8,458	15.7	(14.1)						
Southampton	6,953	2,176	9,129	5.0	(4.4)						
Southend	9,530	3,703	13,233	5.5	(4.6)						
Spalding and Holbeach	706	343	1,049	4.4	(3.5)						
St Austell	1,211	559	1,770	8.2	(6.4)						
Stafford	1,709	671	2,380	3.4	(3.0)						
Stamford	415	226	641	4.0	(3.2)						
Stockton-on-Tees (D)	6,049	2,029	8,078	11.2	(10.2)						
Stoke	6,912	2,639	9,551	4.8	(4.2)						
Stroud	960	472	1,432	3.7	(3.0)						
Sudbury	498	217	715	4.8	(3.6)						
Sunderland (D)	15,838	4,972	20,810	12.3	(11.1)						
Swindon	2,651	1,062	3,713	3.6	(3.2)						
Taunton	1,272	502	1,774	4.2	(3.5)						
Telford and Bridgnorth (I)	2,923	1,077	4,000	6.0	(5.2)						
Thanet	2,928	972	3,900	10.6	(8.5)						
Thetford	767	311	1,078	5.1	(4.2)						
Thirsk	151	86	237	4.9	(3.8)						
Tiverton	312	169	481	4.7	(3.7)						
Torbay	2,921	1,150	4,071	9.3	(7.2)						
Torrington	180	109	289	5.7	(4.0)						
Totnes	320	138	458	6.5	(4.7)						
Trowbridge and Frome	1,194	610	1,804	3.9	(3.3)						
Truro	886	438	1,324	5.5	(4.6)						
Tunbridge Wells	1,297	448	1,745	1.9	(1.5)						
Uttoxeter and Ashbourne	278	156	434	3.8	(3.1)						
Wakefield and Dewsbury	6,935	2,317	9,252	7.7	(6.9)						
Walsall (I)	8,115	2,910	11,025	7.3	(6.4)						
Wareham and Swanage	216	102	318	3.3	(2.6)						
Warminster	183	141	324	4.9	(4.0)						
Warrington	3,358	1,187	4,545	5.8	(5.2)						
Warwick	1,795	917	2,712	3.2	(2.7)						
Wattford and Luton	7,377	2,534	9,911	3.0	(2.6)						
Wellingborough and Rushden	1,166	544	1,710	3.5	(3.0)						
Wells	584	312	896	3.9	(3.1)						
Weston-super-Mare	1,690	764	2,454	6.3	(5.2)						
Whitby (D)	610	233	843	11.2	(8.1)						
Whitchurch and Market Drayton	502	239	741	4.9	(3.7)						
Whitehaven	1,502	748	2,250	6.5	(5.8)						
Widnes and Runcorn (D)	4,134	1,385	5,519	9.8	(8.9)						

# UNEMPLOYMENT 2.4 Area statistics

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

	Male	Female	All	Rate **			Male	Female	All	Rate **	
				per cent employees and unemployed	per cent workforce					per cent employees and unemployed	per cent workforce
Irvine (D)	4,953	1,708	6,661	13.1	(11.6)	Stranraer (I)	606	285	891	11.8	(9.6)
Islay/Mid Argyll	259	169	428	10.0	(8.1)	Sutherland (I)	370	261	631	16.0	(12.6)
Keith	245	160	405	8.5	(6.8)	Thurso	432	175	607	8.7	(7.4)
Kelso and Jedburgh	210	91	301	5.5	(4.5)	Western Isles (I)	1,121	365	1,486	13.3	(10.7)
Kilmarnock (D)	2,654	963	3,617	11.6	(10.1)	Wick (I)	460	140	600	12.4	(9.9)
Kirkcaldy (I)	4,950	2,003	6,953	11.4	(10.2)						
Lanarkshire (D)	14,166	4,517	18,683	12.4	(11.0)						
Lochaber (I)	606	399	1,005	12.0	(10.0)						
Lockerbie	198	117	315	7.9	(6.0)						
Newton Stewart (I)	332	218	550	18.7	(12.6)						
North East Fife	752	405	1,157	6.8	(5.7)						
Oban	401	280	681	9.0	(6.9)						
Orkney Islands	355	176	531	7.6	(5.5)						
Peebles	257	119	376	8.4	(6.8)						
Perth	1,409	573	1,982	6.7	(5.8)						
Peterhead	698	342	1,040	8.7	(7.2)						
Shetland Islands	269	146	415	4.0	(3.3)						
Skye and Wester Ross (I)	502	333	835	13.9	(10.6)						
Stewartry (I)	391	285	676	9.2	(6.8)						
Stirling	1,996	826	2,822	8.5	(7.4)						

(I) Intermediate Area  
(D) Development Area

\* Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted. See also footnote † to table 2.1.

† Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the November 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.

\*\* Unemployment rates calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) have been introduced in addition to those calculated as a percentage of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the 1987 Census of Employment results.

# UNEMPLOYMENT 2.5 Age and duration

THOUSAND

UNITED KINGDOM	18-24				25-49				50 and over				All ages *			
	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks	All	Up to 26 weeks	Over 26 and up to 52 weeks	Over 52 weeks									

## 2.7 UNEMPLOYMENT Age

THOUSAND

UNITED KINGDOM	All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages*
<b>MALE AND FEMALE</b>									
1989 Jan	2,070.5	168.9	426.9	322.1	396.6	311.8	401.3	42.9	2,074.3
Apr	1,881.5	146.7	383.7	295.5	363.7	287.0	367.6	37.3	1,883.6
July	1,769.7	137.5	382.5	279.4	339.2	265.5	332.6	32.9	1,771.4
Oct	1,634.3	133.0	333.3	260.9	318.0	250.8	308.1	30.2	1,635.8
1990 Jan	1,685.4	138.2	349.9	276.4	332.3	257.7	300.7	30.1	1,687.0
<b>MALE</b>									
1989 Jan	1,470.9	102.4	286.2	222.2	298.9	224.1	295.0	42.1	1,473.2
Apr	1,349.6	90.3	261.5	207.4	276.6	206.7	270.6	36.5	1,350.8
July	1,260.6	84.0	255.2	197.0	257.9	190.2	244.3	32.1	1,261.6
Oct	1,180.5	81.0	229.0	187.2	245.9	182.8	225.0	29.7	1,181.3
1990 Jan	1,238.4	85.8	246.0	203.5	262.1	190.5	220.7	29.6	1,239.3
<b>FEMALE</b>									
1989 Jan	599.5	66.5	140.7	99.9	97.7	87.7	106.3	0.8	601.1
Apr	531.9	56.4	122.2	88.2	87.1	80.3	97.0	0.8	532.8
July	509.0	53.5	127.4	82.4	81.3	75.4	88.3	0.8	509.8
Oct	453.8	52.1	104.3	73.7	72.1	68.0	83.1	0.5	454.5
1990 Jan	447.0	52.4	103.8	72.9	70.2	67.2	80.0	0.5	447.7

\* Including some aged under 18. These figures, from October 1988, are affected by benefit regulations for under 18 year olds introduced in September 1988. See also note \*\* to tables 2.1 and 2.2.

## 2.8 UNEMPLOYMENT Duration

UNITED KINGDOM	Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
<b>Thousand</b>								
<b>MALE AND FEMALE</b>								
1989 Jan	215.1	699.0	338.8	276.9	133.8	410.7	2,074.3	821.4
Apr	189.4	604.7	345.4	252.5	121.4	370.3	1,883.6	744.1
July	248.4	528.5	319.9	230.0	109.7	334.8	1,771.4	674.6
Oct	214.2	532.7	275.7	215.4	96.8	301.1	1,635.8	613.3
1990 Jan	213.8	624.5	271.1	210.7	90.9	276.0	1,687.0	577.6
<b>Per cent</b>								
<b>Proportion of number unemployed</b>								
1989 Jan	10.4	33.7	16.3	13.3	6.5	19.8	100.0	39.6
Apr	10.1	32.1	18.3	13.4	6.4	19.7	100.0	39.5
July	14.0	29.8	18.1	13.0	6.2	18.9	100.0	38.1
Oct	13.1	32.6	16.9	13.2	5.9	18.4	100.0	37.5
1990 Jan	12.7	37.0	16.1	12.5	5.4	16.4	100.0	34.2
<b>Thousand</b>								
<b>MALE</b>								
1989 Jan	140.0	475.9	221.7	202.7	102.1	330.8	1,473.2	635.6
Apr	127.7	415.3	230.8	184.9	93.5	298.7	1,350.8	577.1
July	156.6	361.8	219.1	168.9	84.7	270.5	1,261.6	524.1
Oct	146.5	364.4	193.2	160.5	74.5	242.2	1,181.3	477.2
1990 Jan	143.9	449.2	192.9	160.4	70.4	222.6	1,239.3	453.3
<b>Per cent</b>								
<b>Proportion of number unemployed</b>								
1989 Jan	9.5	32.3	15.1	13.8	6.9	22.5	100.0	43.1
Apr	9.5	30.7	17.1	13.7	6.9	22.1	100.0	42.7
July	12.4	28.7	17.4	13.4	6.7	21.4	100.0	41.5
Oct	12.4	30.8	16.4	13.6	6.3	20.5	100.0	40.4
1990 Jan	11.6	36.2	15.6	12.9	5.7	18.0	100.0	36.6
<b>Thousand</b>								
<b>FEMALE</b>								
1989 Jan	75.1	223.1	117.0	74.3	31.8	79.8	601.1	185.9
Apr	61.7	189.4	114.6	67.6	27.9	71.6	532.8	167.1
July	91.8	166.7	100.8	61.1	25.1	64.3	509.8	150.4
Oct	67.7	168.2	82.4	54.9	22.3	58.9	454.5	136.2
1990 Jan	70.0	175.3	78.2	50.3	20.5	53.4	447.7	124.3
<b>Per cent</b>								
<b>Proportion of number unemployed</b>								
1989 Jan	12.5	37.1	19.5	12.4	5.3	13.3	100.0	30.9
Apr	11.6	35.5	19.5	12.7	5.2	13.4	100.0	31.4
July	18.0	32.7	19.8	12.0	4.9	12.6	100.0	29.5
Oct	14.9	37.0	18.1	12.1	4.9	13.0	100.0	30.0
1990 Jan	15.6	39.2	17.5	11.2	4.6	11.9	100.0	27.8

\*\* See notes to tables 2.1 and 2.2.

## UNEMPLOYMENT 2.9 Area statistics

### Unemployment in counties and local authority districts at February 8, 1990

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent					per cent	per cent	
				employees	and				employees	workforce	
				unemployed	unemployed				unemployed	unemployed	
<b>SOUTH EAST</b>											
<b>Bedfordshire</b>	6,253	2,189	8,422	3.7	(3.2)	<b>Isle of Wight</b>	2,900	1,354	4,254	9.2	(7.4)
Luton	2,986	985	3,971			Medina	1,536	668	2,204		
Mid Bedfordshire	637	297	934			South Wight	1,364	686	2,050		
North Bedfordshire	1,727	553	2,280			<b>Kent</b>	20,515	7,525	28,040	5.0	(4.2)
South Bedfordshire	905	334	1,239			Ashford	1,053	348	1,401		
<b>Berkshire</b>	5,773	2,118	7,891	2.3	(2.0)	Canterbury	1,956	622	2,578		
Bracknell	745	346	1,091			Dartford	943	340	1,283		
Newbury	769	229	998			Dover	1,798	596	2,394		
Reading	1,513	412	1,925			Gillingham	1,265	535	1,800		
Slough	1,315	537	1,852			Gravesham	1,457	630	2,087		
Windsor and Maidenhead	841	339	1,180			Maldstone	1,077	412	1,489		
Wokingham	590	255	845			Rochester-upon-Medway	2,286	974	3,260		
<b>Buckinghamshire</b>	4,446	1,691	6,137	2.4	(2.0)	Sevenoaks	824	321	1,145		
Aylesbury Vale	889	374	1,263			Shepway	1,778	600	2,378		
Chiltern	367	156	523			Swale	1,836	707	2,543		
Milton Keynes	1,698	648	2,346			Thanet	2,928	972	3,900		
South Buckinghamshire	314	131	445			Tonbridge and Malling	715	275	990		
Wycombe	1,178	382	1,560			Tunbridge Wells	599	193	792		
<b>East Sussex</b>	10,271	3,643	13,914	5.6	(4.5)	<b>Oxfordshire</b>	4,550	1,687	6,237	2.6	(2.2)
Brighton	3,823	1,216	5,039			Cherwell	1,023	436	1,459		
Eastbourne	1,107	408	1,515			Oxford	1,592	460	2,052		
Hastings	1,453	401	1,854			South Oxfordshire	768	315	1,083		
Hove	1,680	661	2,341			Vale of White Horse	652	258	910		
Lewes	874	355	1,229			West Oxfordshire	515	218	733		
Rother	708	305	1,013			<b>Surrey</b>	5,221	1,818	7,039		
Wealden	626	297	923			Elmbridge	520	204	724		
<b>Essex</b>	18,141	7,319	25,460	4.8	(4.0)	Epsom and Ewell	397	125	522		
Basildon	2,358	1,026	3,384			Guildford	698	186	884		
Braintree	1,030	477	1,507			Mole Valley	325	116	441		
Brentwood	562	193	755			Reigate and Banstead	681	237	918		
Castle Point	918	397	1,315			Runnymede	362	158	520		
Chelmsford	1,223	511	1,734			Spelthorne	372	191	563		
Colchester	1,666	744	2,410			Surrey Heath	372	146	518		
Epping Forest	1,044	493	1,537			Tandridge	365	148	513		
Harlow	1,159	478	1,637			Waverley	439	163	602		
Maldon	457	224	681			Woking	525	144	669		
Rochford	659	291	950			<b>West Sussex</b>	4,612	1,523	6,135	2.1	(1.8)
Southend-on-Sea	2,794	906	3,700			Adur	338	99	437		
Tendring	2,097	687	2,784			Arun	1,126	312	1,438		
Thurrock	1,918	742	2,660			Chichester	655	222	877		
Uttlesford	256	150	406			Crawley	546	218	764		
<b>Greater London</b>	145,784	53,735	199,519	5.2	(4.6)	Horsham	504	182	686		
Barking and Dagenham	2,485	902	3,387			Mid Sussex	511	193	704		
Barnet	3,387	1,479	4,866			Worthing	932	297	1,229		
Bexley	2,627	1,233	3,860			<b>EAST ANGLIA</b>					
Brent	5,539	2,163	7,702			<b>Cambridgeshire</b>	7,448	2,674	10,122	3.7	(3.2)
Bromley	3,127	1,388	4,515			Cambridge	1,248	418	1,666		
Camden	5,176	1,966	7,142			East Cambridgeshire	387	144	531		
City of London	44	29	73			Fenland	1,165	427	1,592		
City of Westminster	4,008	1,590	5,598			Huntingdon	1,159	542	1,701		
Croydon	4,284	1,773	6,057			Peterborough	2,916	904	3,820		
Ealing	4,793	1,939	6,732			South Cambridgeshire	573	239	812		
Enfield	4,135	1,565	5,700			<b>Norfolk</b>	12,225	4,540	16,765	5.9	(4.9)
Greenwich	5,940	2,164	8,104			Breckland	1,248	503	1,751		
Hackney	9,196	2,954	12,150			Broadland	799	365	1,164		
Hammersmith and Fulham	4,628	1,688	6,316			Great Yarmouth	2,621	1,001	3,622		
Haringey	7,648	2,871	10,519			North Norfolk	1,152	462	1,614		
Harrow	1,693	690	2,383			Norwich	3,377	1,005	4,382		
Havering	2,244	839	3,083			South Norfolk	945	441	1,386		
Hillingdon	1,960	760	2,720			West Norfolk	2,083	763	2,846		
Hounslow	2,669	1,042	3,711			<b>Suffolk</b>	7,035	2,968	10,003	4.0	(3.3)
Islington	6,658	2,573	9,231			Babergh	660	292	952		



# 2.9 UNEMPLOYMENT UK Summary

## Unemployment in counties and local authority districts at February 8, 1990

	Male	Female	All	Rate †			Male	Female	All	Rate †	
				per cent employees and unemployed	per cent workforce					per cent employees and unemployed	per cent workforce
<b>Dorset</b>	<b>7,822</b>	<b>2,857</b>	<b>10,679</b>	<b>4.6</b>	<b>(3.8)</b>	South Kesteven	1,213	577	1,790		
Bournemouth	2,926	958	3,884			West Lindsey	1,282	565	1,847		
Christchurch	405	114	519			<b>Northamptonshire</b>	<b>6,127</b>	<b>2,693</b>	<b>8,820</b>	<b>3.6</b>	<b>(3.2)</b>
East Dorset	511	217	728			Corby	1,017	421	1,438		
North Dorset	289	129	418			Daventry	425	257	682		
Poole	1,569	527	2,096			East Northamptonshire	423	231	654		
Purbeck	312	134	446			Kettering	771	308	1,079		
West Dorset	689	327	1,016			Northampton	2,334	943	3,277		
Weymouth and Portland	1,121	451	1,572			South Northamptonshire	349	178	527		
<b>Gloucestershire</b>	<b>5,975</b>	<b>2,469</b>	<b>8,444</b>	<b>3.8</b>	<b>(3.3)</b>	Wellingborough	808	355	1,163		
Cheltenham	1,340	457	1,797			<b>Nottinghamshire</b>	<b>24,967</b>	<b>8,343</b>	<b>33,310</b>	<b>7.5</b>	<b>(6.6)</b>
Cotswold	551	199	750			Ashfield	2,453	735	3,188		
Forest of Dean	934	446	1,380			Bassetlaw	2,500	931	3,431		
Gloucester	1,654	558	2,212			Broxtowe	1,470	645	2,115		
Stroud	973	489	1,462			Gedling	1,678	725	2,403		
Tewkesbury	723	320	1,043			Mansfield	2,795	960	3,755		
<b>Somerset</b>	<b>5,403</b>	<b>2,638</b>	<b>8,041</b>	<b>4.8</b>	<b>(3.9)</b>	Newark	2,136	708	2,844		
Mendip	916	496	1,412			Nottingham	10,672	3,139	13,811		
Sedgemoor	1,470	721	2,191			Rushcliffe	1,263	500	1,763		
Taunton Deane	1,224	481	1,705			<b>YORKSHIRE AND HUMBERSIDE</b>					
West Somerset	508	240	748			<b>Humberside</b>	<b>24,224</b>	<b>7,811</b>	<b>32,035</b>	<b>9.1</b>	<b>(7.9)</b>
Yeovil	1,285	700	1,985			Beverley	1,279	617	1,896		
<b>Wiltshire</b>	<b>5,499</b>	<b>2,484</b>	<b>7,983</b>	<b>3.5</b>	<b>(3.1)</b>	Boothferry	1,290	486	1,776		
Kennet	442	209	651			Cleethorpes	1,910	612	2,522		
North Wiltshire	779	453	1,232			East Yorkshire	1,496	555	2,051		
Salisbury	982	422	1,404			Glanford	1,203	455	1,658		
Thamesdown	2,281	851	3,132			Great Grimsby	3,717	877	4,594		
West Wiltshire	1,015	549	1,564			Holderness	778	401	1,179		
<b>WEST MIDLANDS</b>						Kingston-upon-Hull	10,638	3,283	13,921		
<b>Hereford and Worcester</b>	<b>8,037</b>	<b>3,393</b>	<b>11,430</b>	<b>4.5</b>	<b>(3.8)</b>	Scunthorpe	1,913	525	2,438		
Bromsgrove	1,067	505	1,572			<b>North Yorkshire</b>	<b>9,257</b>	<b>4,137</b>	<b>13,394</b>	<b>5.0</b>	<b>(4.1)</b>
Hereford	815	352	1,167			Craven	344	199	543		
Leominster	389	157	546			Hambleton	842	397	1,239		
Malvern Hills	850	303	1,153			Harrogate	1,108	512	1,620		
Redditch	1,000	453	1,453			Richmondshire	361	261	622		
South Herefordshire	547	237	784			Ryedale	722	417	1,139		
Worcester	1,412	509	1,921			Scarborough	2,422	961	3,383		
Wychavon	781	352	1,133			Selby	1,025	543	1,568		
Wyre Forest	1,176	525	1,701			York	2,433	847	3,280		
<b>Shropshire</b>	<b>5,430</b>	<b>2,255</b>	<b>7,685</b>	<b>5.2</b>	<b>(4.3)</b>	<b>South Yorkshire</b>	<b>41,529</b>	<b>14,316</b>	<b>55,845</b>	<b>10.6</b>	<b>(9.5)</b>
Bridgnorth	462	234	696			Barnsley	7,041	2,193	9,234		
North Shropshire	546	262	808			Doncaster	9,358	3,259	12,617		
Oswestry	375	244	619			Rotherham	7,813	2,873	10,686		
Shrewsbury and Atcham	1,201	481	1,682			Sheffield	17,317	5,991	23,308		
South Shropshire	339	167	506			<b>West Yorkshire</b>	<b>47,854</b>	<b>16,391</b>	<b>64,245</b>	<b>7.1</b>	<b>(6.3)</b>
The Wrekin	2,507	867	3,374			Bradford	12,172	3,737	15,909		
<b>Staffordshire</b>	<b>15,306</b>	<b>6,482</b>	<b>21,788</b>	<b>5.3</b>	<b>(4.6)</b>	Calderdale	3,646	1,472	5,118		
Cannock Chase	1,508	632	2,140			Kirklees	7,411	2,745	10,156		
East Staffordshire	1,682	737	2,419			Leeds	16,544	5,659	22,203		
Lichfield	1,024	512	1,536			Wakefield	8,081	2,778	10,859		
Newcastle-under-Lyme	1,561	614	2,175			<b>NORTH WEST</b>					
South Staffordshire	1,432	782	2,214			<b>Cheshire</b>	<b>17,237</b>	<b>6,524</b>	<b>23,761</b>	<b>6.0</b>	<b>(5.3)</b>
Stafford	1,268	503	1,771			Chester	2,340	825	3,165		
Staffordshire Moorlands	1,002	497	1,499			Congleton	830	433	1,263		
Stoke-on-Trent	4,445	1,530	5,975			Crewe and Nantwich	1,664	755	2,419		
Tamworth	1,384	675	2,059			Ellesmere Port and Neston	1,924	710	2,634		
<b>Warwickshire</b>	<b>5,708</b>	<b>2,866</b>	<b>8,574</b>	<b>4.3</b>	<b>(3.7)</b>	Halton	3,943	1,269	5,212		
North Warwickshire	777	428	1,205			Macclesfield	1,446	605	2,051		
Nuneaton and Bedworth	1,933	935	2,868			Vale Royal	1,732	740	2,472		
Rugby	942	515	1,457			Warrington	3,358	1,187	4,545		
Stratford-on-Avon	694	382	1,076			<b>Greater Manchester</b>	<b>70,390</b>	<b>23,978</b>	<b>94,368</b>	<b>8.1</b>	<b>(7.2)</b>
Warwick	1,362	606	1,968			Bolton	6,753	2,334	9,087		
<b>West Midlands</b>	<b>78,105</b>	<b>27,610</b>	<b>105,715</b>	<b>8.4</b>	<b>(7.6)</b>	Bury	2,869	1,225	4,094		
Birmingham	35,649	11,566	47,215			Manchester	21,077	6,093	27,170		
Coventry	9,435	3,968	13,403			Oldham	5,232	2,165	7,397		
Dudley	5,880	2,304	8,184			Rochdale	5,327	1,816	7,143		
Sandwell	8,759	3,133	11,892			Salford	7,599	2,173	9,772		
Solihull	3,229	1,402	4,632			Stockport	4,479	1,635	6,114		
Walsall	6,471	2,111	8,582			Tameside	4,769	1,915	6,684		
Wolverhampton	8,682	3,125	11,807			Trafford	4,515	1,503	6,018		
<b>EAST MIDLANDS</b>						Wigan	7,670	3,119	10,789		
<b>Derbyshire</b>	<b>17,519</b>	<b>6,704</b>	<b>24,223</b>	<b>6.3</b>	<b>(5.5)</b>	<b>Lancashire</b>	<b>28,577</b>	<b>10,272</b>	<b>38,849</b>	<b>7.0</b>	<b>(6.0)</b>
Amber Valley	1,519	684	2,203			Blackburn	3,815	1,131	4,946		
Bolsover	1,730	590	2,320			Blackpool	4,835	1,634	6,469		
Chesterfield	2,564	944	3,508			Burnley	1,937	690	2,627		
Derby	5,395	1,804	7,199			Chorley	1,424	681	2,105		
Erewash	1,718	674	2,392			Fylde	701	222	923		
High Peak	1,191	558	1,749			Hyndburn	1,201	519	1,720		
North East Derbyshire	1,923	780	2,703			Lancaster	2,908	1,083	3,991		
South Derbyshire	812	318	1,130			Pendle	1,278	453	1,731		
West Derbyshire	667	352	1,019			Preston	3,681	1,052	4,733		
<b>Leicestershire</b>	<b>12,791</b>	<b>5,543</b>	<b>18,334</b>	<b>4.7</b>	<b>(4.1)</b>	Ribble Valley	292	204	496		
Blaby	609	347	956			Rossendale	939	372	1,311		
Charnwood	1,302	693	1,995			South Ribble	1,439	625	2,064		
Harborough	1,374	156	1,530			West Lancashire	2,546	1,017	3,563		
Hinckley and Bosworth	887	467	1,354			Wyre	1,581	589	2,170		
Leicester	7,528	2,884	10,412			<b>Merseyside</b>	<b>63,443</b>	<b>20,250</b>	<b>83,693</b>	<b>14.0</b>	<b>(12.5)</b>
Melton	401	194	595			Knowsley	9,026	2,675	11,701		
North West Leicestershire	1,071	461	1,532			Liverpool	27,663	8,498	36,161		
Oadby and Wigston	409	230	639			Sefton	9,072	3,087	12,159		
Rutland	210	111	321			St Helens	5,761	2,043	7,804		
<b>Lincolnshire</b>	<b>11,194</b>	<b>4,662</b>	<b>15,856</b>	<b>7.5</b>	<b>(6.1)</b>	Wirral	11,921	3,947	15,868		
Boston	1,281	443	1,724			<b>NORTH</b>					
East Lindsey	3,137	1,246	4,383			<b>Cleveland</b>	<b>22,123</b>	<b>6,581</b>	<b>28,704</b>	<b>12.6</b>	<b>(11.4)</b>
Lincoln	2,614	907	3,521			Hartlepool	3,880	1,173	5,053		
North Kesteven	937	564	1,501			Langbaugh	5,187	1,540	6,727		
South Holland	730	360	1,090								

# UNEMPLOYMENT 2.9 Area statistics

## Unemployment in counties and local authority districts at February 8, 1990

	Male	Female	All	Rate †			Male	Female	All	Rate †	
				per cent employees and unemployed	per cent workforce					per cent employees and unemployed	per cent workforce
Middlesbrough	7,007	1,839	8,846			<b>Central Region</b>	<b>7,563</b>	<b>3,143</b>	<b>10,706</b>	<b>10.1</b>	<b>(8.9)</b>
Stockton-on-Tees	6,049	2,029	8,078			Clackmannan	1,565	581	2,146		
<b>Cumbria</b>	<b>7,632</b>	<b>3,761</b>	<b>11,393</b>	<b>5.5</b>	<b>(4.6)</b>	Falkirk	3,960	1,714	5,674		
Allerdale	1,899	965	2,864			Stirling	2,038	848	2,886		
Barrow-in-Furness	1,349	656	2,005			<b>Dumfries and Galloway Region</b>	<b>3,183</b>	<b>1,734</b>	<b>4,917</b>	<b>8.6</b>	<b>(7.0)</b>
Carlisle	1,825										

# 2.10 UNEMPLOYMENT Area statistics

## Unemployment in Parliamentary constituencies at February 8, 1990

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>				Newham North West	2,572	779	3,351
<b>Bedfordshire</b>				Newham South	2,510	770	3,280
Billerica South				Norwood	3,161	1,115	4,276
Mid Bedfordshire	2,013	621	2,634	Old Bexley and Sidcup	470	242	712
North Bedfordshire	751	327	1,078	Orpington	1,677	297	1,974
North Luton	1,476	442	1,918	Peckham	3,554	1,154	4,708
South West Bedfordshire	1,144	460	1,604	Putney	1,210	484	1,694
	869	319	1,188	Ravensbourne	553	269	822
<b>Berkshire</b>				Richmond-upon-Thames and Barnes	787	370	1,157
East Berkshire	889	405	1,294	Romford	782	281	1,063
Newbury	669	192	861	Ruislip-Northwood	419	167	586
Reading East	1,022	268	1,290	Southwark and Bermondsey	3,336	889	4,225
Reading West	707	225	932	Streatham	2,546	985	3,531
Slough	1,315	537	1,852	Surbiton	397	191	588
Windsor and Maidenhead	697	280	977	Sutton and Cheam	656	285	941
Wokingham	474	211	685	Tooting	1,970	853	2,823
<b>Buckinghamshire</b>				Tottenham	4,704	1,556	6,260
Aylesbury	698	282	980	Twickenham	645	283	928
Beaconsfield	428	187	615	Upminster	778	283	1,061
Buckingham	575	215	790	Uxbridge	831	296	1,127
Chesham and Amersham	367	159	526	Vauxhall	4,221	1,399	5,620
Milton Keynes	1,448	577	2,025	Walthamstow	1,732	611	2,343
Wycombe	930	271	1,201	Wanstead and Woodford	670	309	979
<b>East Sussex</b>				Westminster North	2,636	1,011	3,647
Bexhill and Battle	626	253	879	Wimbledon	765	333	1,098
Brighton Kemptown	2,013	567	2,580	Woolwich	2,638	990	3,628
Brighton Pavilion	1,810	649	2,459	<b>Hampshire</b>			
Eastbourne	1,176	431	1,607	Aldershot	853	359	1,212
Hastings and Rye	1,617	475	2,092	Basinstoke	928	279	1,207
Hove	1,680	661	2,341	East Hampshire	701	327	1,028
Lewes	901	368	1,269	Eastleigh	1,213	457	1,670
Wealden	448	239	687	Fareham	922	381	1,303
<b>Essex</b>				Gosport	1,097	493	1,590
Basildon	1,810	749	2,559	Havant	1,757	561	2,318
Billerica	916	436	1,352	New Forest	831	313	1,144
Braintree	911	420	1,331	North West Hampshire	525	198	723
Brentwood and Ongar	664	232	896	Portsmouth North	1,495	508	2,003
Castle Point	918	397	1,315	Portsmouth South	2,641	910	3,551
Chelmsford	950	394	1,344	Romsey and Waterside	1,162	479	1,641
Epping Forest	843	398	1,241	Southampton Itchen	2,406	702	3,108
Harlow	1,258	534	1,792	Southampton Test	2,085	552	2,637
Harwich	1,867	592	2,459	Winchester	546	210	756
North Colchester	1,172	512	1,684	<b>Hertfordshire</b>			
Royston	904	347	1,251	Broxbourne	944	434	1,378
Saffron Walden	503	268	771	Hertford and Stortford	571	256	827
South Colchester and Maldon	1,181	551	1,732	Hertsmere	800	285	1,085
Southend East	1,637	527	2,164	North Hertfordshire	1,033	427	1,460
Southend West	1,157	379	1,536	South West Hertfordshire	538	210	748
Thurrock	1,550	583	2,133	St Albans	593	202	795
<b>Greater London</b>				Stevenage	1,001	413	1,414
Barking	1,351	409	1,760	Wattford	874	302	1,176
Battersea	2,348	786	3,134	Welwyn Hatfield	769	324	1,093
Beckenham	1,072	474	1,546	West Hertfordshire	753	253	1,006
Bethnal Green and Stepney	3,775	886	4,661	<b>Isle of Wight</b>			
Bexleyheath	778	389	1,167	Isle of Wight	2,900	1,354	4,254
Bow and Poplar	3,619	1,046	4,665	<b>Kent</b>			
Brent East	2,304	871	3,175	Ashford	1,053	348	1,401
Brent North	1,019	446	1,465	Canterbury	1,501	490	1,991
Brent South	2,216	846	3,062	Dartford	1,077	411	1,488
Brentford and Isleworth	1,257	491	1,748	Dover	1,703	554	2,257
Carshalton and Wallington	975	343	1,318	Faversham	1,765	681	2,446
Chelsea	924	436	1,360	Folkestone and Hythe	1,778	600	2,378
Chingford	904	367	1,271	Gillingham	1,277	544	1,821
Chipping Barnet	650	300	950	Gravesham	1,457	630	2,087
Chislehurst	735	348	1,083	Maidstone	829	306	1,135
City of London				Medway	1,299	529	1,828
and Westminster South	1,416	608	2,024	Mid Kent	1,235	551	1,786
Croydon Central	1,149	402	1,551	North Thanet	1,994	657	2,651
Croydon North East	1,243	573	1,816	Sevenoaks	690	250	940
Croydon North West	1,350	576	1,926	South Thanet	1,543	506	2,049
Croydon South	542	222	764	Tonbridge and Malling	715	275	990
Dagenham	1,134	493	1,627	Tunbridge Wells	599	193	792
Dulwich	1,828	722	2,550	<b>Oxfordshire</b>			
Ealing North	1,300	535	1,835	Banbury	940	414	1,354
Ealing Acton	1,708	683	2,391	Henley	404	170	574
Ealing Southall	1,785	721	2,506	North Oxford East	1,310	364	1,674
Edmonton	1,811	655	2,466	Oxford West and Abingdon	804	281	1,085
Eltham	1,436	500	1,936	Wantage	494	218	712
Enfield North	1,325	524	1,849	Witney	598	240	838
Enfield Southgate	999	386	1,385	<b>Surrey</b>			
Erith and Crayford	1,379	602	1,981	Chertsey and Walton	453	186	639
Foltham and Heston	1,412	551	1,963	East Surrey	365	148	513
Finchley	841	413	1,254	Epsom and Ewell	513	172	685
Fulham	1,887	804	2,691	Esher	333	123	456
Greenwich	1,866	674	2,540	Guildford	539	135	674
Hackney North and Stoke Newington	4,279	1,416	5,695	Mole Valley	351	120	471
Hackney South and Shoreditch	4,917	1,538	6,455	North West Surrey	523	219	742
Hammersmith	2,741	884	3,625	Reigate	565	190	755
Hampstead and Highgate	1,998	820	2,818	South West Surrey	372	148	520
Harrow East	1,048	439	1,487	Spelthorne	537	191	728
Harrow West	845	251	1,096	Woking	670	186	856
Hayes and Harlington	710	297	1,007	<b>West Sussex</b>			
Hendon North	992	405	1,397	Arundel	966	261	1,227
Hendon South	904	361	1,265	Chichester	655	222	877
Holborn and St Pancras	3,178	1,146	4,324	Crawley	629	259	888
Hornchurch	684	275	959	Horsham	504	182	686
Hornsey and Wood Green	2,944	1,315	4,259	Mid Sussex	428	152	580
Ilford North	803	391	1,194	Shoreham	498	150	648
Ilford South	1,318	479	1,797	Worthing	932	297	1,229
Islington North	3,531	1,318	4,849	<b>EAST ANGLIA</b>			
Islington South and Finsbury	3,127	1,255	4,382	<b>Cambridgeshire</b>			
Kensington	1,731	691	2,422	Cambridge	1,163	385	1,548
Kingston-upon-Thames	693	288	981	Huntingdon	973	448	1,421
Lewisham East	1,796	689	2,485	North East Cambridgeshire	1,380	517	1,897
Lewisham West	2,155	834	2,989	Peterborough	2,677	795	3,472
Lewisham Deptford	3,538	1,205	4,743				
Leyton	2,356	816	3,172				
Mitcham and Morden	1,338	446	1,784				
Newham North East	2,710	892	3,602				

# UNEMPLOYMENT 2.10 Area statistics

## Unemployment in Parliamentary constituencies at February 8, 1990

	Male	Female	All		Male	Female	All
South East Cambridgeshire	489	210	699	<b>Warwickshire</b>			
South West Cambridgeshire	766	319	1,085	North Warwickshire	1,407	741	2,148
<b>Norfolk</b>				Nuneaton	1,372	690	2,062
Great Yarmouth	2,621	1,001	3,622	Rugby and Kenilworth	1,021	538	1,559
Mid Norfolk	880	356	1,236	Stratford-on-Avon	694	382	1,076
North Norfolk	1,152	462	1,614	Warwick and Leamington	1,214	515	1,729
North West Norfolk	1,692	588	2,280	<b>West Midlands</b>			
Norwich North	1,411	434	1,845	Aldridge-Brownhills	1,271	522	1,793
Norwich South	2,282	712	2,994	Birmingham Edgbaston	2,157	776	2,933
South Norfolk	945	441	1,386	Birmingham Erdington	3,257	1,067	4,324
South West Norfolk	1,242	546	1,788	Birmingham Hall Green	2,117	782	2,899
<b>Suffolk</b>				Birmingham Hodge Hill	3,048	880	3,928
Bury St Edmunds	972	426	1,398	Birmingham Ladywood	4,373	1,321	5,694
Central Suffolk	946	353	1,299	Birmingham Northfield	3,339	1,133	4,472
Ipswich	1,536	452	1,988	Birmingham Perry Barr	3,333	1,101	4,434
South Suffolk	920	473	1,393	Birmingham Small Heath	4,850	1,335	6,185
Suffolk Coastal	762	304	1,066	Birmingham Sparkbrook	4,011	1,079	5,090
Waveney	1,899	960	2,859	Birmingham Yardley	1,723	680	2,403
<b>SOUTH WEST</b>				Birmingham Selly Oak	2,553	914	3,467
<b>Avon</b>				Coventry North East	3,412	1,321	4,733
Bath	1,417	534	1,951	Coventry North West	1,802	909	2,711
Bristol East	1,875	745	2,620	Coventry South East	2,620	970	3,590
Bristol North West	1,733	613	2,346	Coventry South West	1,601	768	2,369
Bristol South	2,820	943	3,763	Dudley East	2,703	940	3,643
Bristol West	2,588	961	3,549	Dudley West	1,838	775	2,613
King's Lynn	1,245	527	1,772	Halesowen and Stourbridge	1,339	589	1,928
Northavon	959	549	1,508	Meriden	2,382	921	3,303
Wansdyke	842	428	1,270	Solihull	847	482	1,329
Weston-super-Mare	1,458	626	2,084	Sutton Coldfield	888	498	1,386
Woodspring	782	414	1,196	Walsall North	2,710	769	3,479
<b>Cornwall</b>				Walsall South	2,490	820	3,310
Falmouth and Camborne	2,270	818	3,088	Warley East	2,222	783	3,005
North Cornwall	2,056	1,156	3,212	Warley West	1,761	671	2,432
South East Cornwall	1,394	718	2,112	West Bromwich East	2,170	832	3,002
St Ives	2,497	1,139	3,636	West Bromwich West	2,606	847	3,453
Truro	1,772	858	2,630				

# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at February 8, 1990

	Male	Female	All		Male	Female	All
<b>South Yorkshire</b>				Liverpool Mossley Hill	3,769	1,329	5,098
Barnsley Central	2,580	728	3,308	Liverpool Riverside	5,703	1,640	7,343
Barnsley East	2,382	668	3,050	Liverpool Walton	5,412	1,693	7,105
Barnsley West and Penistone	2,079	797	2,876	Liverpool West Derby	4,656	1,354	6,010
Don Valley	2,822	1,001	3,823	Southport	1,693	734	2,427
Doncaster Central	3,198	1,158	4,356	St Helens North	2,580	930	3,510
Doncaster North	3,338	1,100	4,438	St Helens South	3,181	1,113	4,294
Rother Valley	2,162	940	3,102	Wallasey	3,520	1,214	4,734
Rotherham	2,911	953	3,864	Wirral South	1,544	624	2,168
Sheffield Central	4,755	1,399	6,154	Wirral West	1,783	723	2,506
Sheffield Attercliffe	2,334	810	3,144				
Sheffield Brightside	3,491	1,077	4,568	<b>NORTH</b>			
Sheffield Hallam	1,654	743	2,397	<b>Cleveland</b>			
Sheffield Heeley	3,067	1,036	4,103	Hartlepool	3,880	1,173	5,053
Sheffield Hillsborough	2,016	926	2,942	Langbaugh	3,085	1,027	4,112
Wentworth	2,740	980	3,720	Middlesbrough	4,795	1,200	5,995
				Redcar	3,676	969	4,645
<b>West Yorkshire</b>				Stockton North	3,676	1,155	4,831
Batley and Spen	1,961	658	2,619	Stockton South	3,011	1,057	4,068
Bradford North	3,419	909	4,328				
Bradford South	2,419	809	3,228	<b>Cumbria</b>			
Bradford West	3,833	1,036	4,869	Barrow and Furness	1,515	737	2,252
Calder Valley	1,325	617	1,942	Carlisle	1,531	634	2,165
Colne Valley	1,383	616	1,999	Copeland	1,581	779	2,360
Dewsbury	1,820	657	2,477	Penrith and the Border	838	573	1,411
Elmet	1,146	525	1,671	Westmorland	548	277	825
Halifax	2,321	855	3,176	Workington	1,619	761	2,380
Hemsworth	2,215	709	2,924				
Huddersfield	2,247	814	3,061	<b>Durham</b>			
Keighley	1,371	590	1,961	Bishop Auckland	2,497	871	3,368
Leeds Central	3,573	1,014	4,587	City of Durham	1,945	680	2,625
Leeds East	3,175	881	4,056	Darlington	2,610	853	3,463
Leeds North East	1,859	688	2,547	Easington	2,383	722	3,105
Leeds North West	1,403	506	1,909	North Durham	2,592	841	3,433
Leeds West	2,354	808	3,162	North West Durham	2,206	752	2,958
Morley and Leeds South	1,773	625	2,398	Sedgefield	1,721	659	2,380
Normanton	1,433	650	2,083				
Pontefract and Castleford	2,455	793	3,248	<b>Northumberland</b>			
Pudsey	937	461	1,398	Berwick-upon-Tweed	1,647	697	2,344
Shipley	1,130	393	1,523	Blyth Valley	2,089	743	2,832
Wakefield	2,302	777	3,079	Hexham	790	417	1,207
				Wansbeck	2,309	733	3,042
<b>NORTH WEST</b>							
<b>Cheshire</b>				<b>Tyne and Wear</b>			
City of Chester	2,013	640	2,653	Blaydon	2,086	715	2,801
Congleton	881	471	1,352	Gateshead East	2,976	880	3,856
Crewe and Nantwich	1,613	717	2,330	Houghton and Washington	3,244	1,125	4,369
Eddisbury	1,446	630	2,076	Jarrow	3,243	906	4,149
Ellesmere Port and Neston	2,059	804	2,863	Newcastle upon Tyne Central	2,682	946	3,628
Halton	2,961	1,028	3,989	Newcastle upon Tyne East	3,262	1,001	4,263
Macclesfield	927	426	1,353	Newcastle upon Tyne North	2,659	858	3,517
Tatton	997	380	1,377	South Shields	3,345	964	4,309
Warrington North	2,332	770	3,102	Sunderland North	5,089	1,358	6,447
Warrington South	2,008	658	2,666	Sunderland South	3,825	1,225	5,050
				Tyne Bridge	4,910	1,144	6,054
<b>Greater Manchester</b>				Tynemouth	2,478	868	3,346
Altrincham and Sale	1,065	492	1,557	Wallsend	3,099	1,021	4,120
Ashton-under-Lyne	1,818	678	2,496				
Bolton North East	2,278	674	2,952	<b>WALES</b>			
Bolton South East	2,656	903	3,559	<b>Clwyd</b>			
Bolton West	1,819	757	2,576	Alyn and Deeside	1,252	520	1,772
Bury North	1,382	547	1,929	Clwyd North West	2,182	753	2,935
Bury South	1,487	678	2,165	Clwyd South West	1,180	469	1,649
Cheadle	761	374	1,135	Delyn	1,362	504	1,866
Davyhulme	1,759	533	2,292	Wrexham	1,673	625	2,298
Denton and Reddish	2,136	810	2,946				
Eccles	2,261	675	2,936	<b>Dyfed</b>			
Hazel Grove	936	385	1,321	Carmarthen	1,447	586	2,033
Heywood and Middleton	2,288	805	3,093	Ceredigion and Pembroke North	1,310	545	1,855
Leigh	2,234	803	3,037	Llanelli	1,870	641	2,511
Littleborough and Saddleworth	1,192	600	1,792	Pembroke	2,600	1,051	3,651
Makerfield	1,957	989	2,946				
Manchester Central	5,329	1,464	6,793	<b>Gwent</b>			
Manchester Blackley	3,319	1,026	4,345	Blaenau Gwent	2,354	621	2,975
Manchester Gorton	3,358	958	4,316	Islwyn	1,388	461	1,849
Manchester Withington	3,001	1,103	4,104	Monmouth	1,067	401	1,468
Manchester Wythenshawe	3,183	750	3,933	Newport East	1,808	579	2,387
Oldham Central and Royton	2,594	969	3,563	Newport West	1,941	650	2,591
Oldham West	1,824	758	2,582	Torfaen	1,970	688	2,658
Rochdale	2,661	849	3,510				
Salford East	3,732	889	4,621	<b>Gwynedd</b>			
Stalybridge and Hyde	2,070	814	2,884	Caernarfon	1,779	667	2,446
Stockport	1,527	489	2,016	Conwy	1,812	666	2,478
Stretford	3,978	1,270	5,248	Meirionnydd Nant Conwy	824	433	1,257
Wigan	2,903	1,112	4,015	Ynys Mon	1,964	831	2,795
Worsley	2,282	824	3,106				
				<b>Mid Glamorgan</b>			
<b>Lancashire</b>				Bridgend	1,484	572	2,056
Blackburn	3,268	868	4,136	Caerphilly	2,378	623	3,001
Blackpool North	2,447	774	3,221	Cynon Valley	2,079	569	2,648
Blackpool South	2,388	860	3,248	Merthyr Tydfil and Rhymney	2,647	626	3,273
Burnley	1,937	690	2,627	Ogmore	1,858	541	2,399
Chorley	1,498	729	2,227	Pontypridd	1,770	607	2,377
Fylde	847	282	1,129	Rhondda	2,375	654	3,029
Hyndburn	1,201	519	1,720				
Lancaster	1,274	457	1,731	<b>Powys</b>			
Morecambe and Lunesdale	1,745	679	2,424	Brecon and Radnor	774	359	1,133
Pendle	1,278	453	1,731	Montgomery	566	229	795
Preston	3,273	858	4,131				
Ribble Valley	554	338	892	<b>South Glamorgan</b>			
Rossendale and Darwen	1,486	635	2,121	Cardiff Central	2,494	793	3,287
South Ribble	1,439	625	2,064	Cardiff North	956	363	1,319
West Lancashire	2,472	969	3,441	Cardiff South and Penarth	2,279	551	2,830
Wyre	1,470	536	2,006	Cardiff West	2,539	653	3,192
				Vale of Glamorgan	2,007	705	2,712
<b>Merseyside</b>							
Birkenhead	5,074	1,386	6,460	<b>West Glamorgan</b>			
Bootle	5,280	1,418	6,698	Aberavon	1,286	355	1,641
Crosby	2,099	935	3,034	Gower	1,241	473	1,714
Knowsley North	4,603	1,340	5,943	Neath	1,474	410	1,884
Knowsley South	4,423	1,335	5,758	Swansea East	2,396	601	2,997
Liverpool Broadgreen	4,384	1,404	5,788	Swansea West	2,356	734	3,090
Liverpool Garston	3,739	1,078	4,817				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at February 8, 1990

	Male	Female	All		Male	Female	All
<b>SCOTLAND</b>				Dumbarton	2,639	1,101	3,740
<b>Borders Region</b>				East Kilbride	1,767	852	2,619
Roxburgh and Berwickshire	926	418	1,344	Eastwood	1,401	639	2,040
Tweeddale, Ettrick and Lauderdale	746	339	1,085	Glasgow Cathcart	2,133	720	2,853
				Glasgow Central	4,298	1,332	5,630
<b>Central Region</b>				Glasgow Garscadden	3,169	875	4,044
Clackmannan	2,106	813	2,919	Glasgow Govan	3,440	1,042	4,482
Falkirk East	2,008	827	2,835	Glasgow Hillhead	2,569	1,068	3,637
Falkirk West	1,760	770	2,530	Glasgow Maryhill	4,167	1,269	5,436
Stirling	1,689	733	2,422	Glasgow Pollock	4,162	1,158	5,320
				Glasgow Provan	4,456	1,171	5,627
<b>Dumfries and Galloway Region</b>				Glasgow Rutherglen	3,425	1,042	4,467
Dumfries	1,522	760	2,282	Glasgow Shettleston	3,748	1,007	4,755
Galloway and Upper Nithsdale	1,661	974	2,635	Glasgow Springburn	4,639	1,404	6,043
				Greenock and Port Glasgow	4,076	1,030	5,106
<b>Fife Region</b>				Hamilton	2,728	910	3,638
Central Fife	2,415	1,057	3,472	Kilmarnock and Loudoun	2,654	963	3,617
Dunfermline East	2,141	785	2,926	Monklands East	2,644	781	3,427
Dunfermline West	1,652	616	2,268	Monklands West	2,002	662	2,664
Kirkcaldy	2,190	831	3,021	Motherwell North	2,748	880	3,628
North East Fife	962	543	1,505	Motherwell South	2,489	719	3,208
				Paisley North	2,412	870	3,282
<b>Grampian Region</b>				Paisley South	2,254	713	2,967
Aberdeen North	1,817	577	2,394	Renfrew West and Inverclyde	1,330	650	1,980
Aberdeen South	1,262	528	1,790	Strathkelvin and Bearsden	1,429	611	2,040
Banff and Buchan	1,439	697	2,136				
Gordon	760	486	1,246	<b>Tayside Region</b>			
Kincardine and Deeside	725	385	1,110	Angus East	1,603	866	2,469
Moray	1,462	903	2,365	Dundee East	3,387	1,222	4,609
				Dundee West	2,836	1,137	3,973
<b>Highlands Region</b>				North Tayside	1,036	648	1,684
Caitness and Sutherland	1,262	576	1,838	Perth and Kinross	1,597	705	2,302
Inverness, Nairn and Lochaber	2,512	1,217	3,729				

## 2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1989 Feb 9	342	274	10	41	112	56	46	117	32	55	94	905	—	905
Mar 9	321	264	14	39	106	61	51	128	35	56	90	901	—	901
Apr 13	349	268	13	41	107	68	76	158	50	75	216	1,153	—	1,153
May 11	316	249	11	36	120	70	77	153	47	67	205	1,102	—	1,102
June 8	509	378	35	89	286	170	241	412	198	133	2,010	4,083	1,559	5,642
July 13	11,488	6,040	1,310	3,944	8,081	5,115	9,006	12,962	5,840	6,624	13,853	78,223	6,550	84,773
Aug 10	12,618	6,993	1,230	3,904	7,677	4,936	8,579	13,037	5,338	6,094	13,949	77,362	6,961	84,323
Sept 14	13,115	6,856	1,414	4,121	8,392	5,715	9,635	14,362	6,645	7,079	13,204	83,682	7,665	91,347
Oct 12	1,814	1,230	108	315	850	469	970	1,163	402	501	1,248	7,840	—	7,840
Nov 9	604	472	24	70	189	111	117	280	68	72	226	1,761	—	1,761
Dec 14	499	407	23	47	138	80	88	188	62	46	163	1,334	—	1,334
1990 Jan 11	366	300	16	30	96	54	85	139	37	47	119	989	—	989
Feb 8	319	250	22	26	74	37	68	126	34	38	88	832	—	832

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

## UNEMPLOYMENT Rates by age 2.15

	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages
<b>PER CENT</b>								
<b>UNITED KINGDOM</b>								
<b>MALE AND FEMALE</b>								
1987 Jan	20.4	16.9	13.7	9.6	7.7	12.4	5.7	11.8
Apr	18.5	15.8	13.1	9.2	7.5	12.1	5.3	11.1
July	17.0	15.4	12.0	8.4	7.0	11.4	4.8	10.4
Oct	16.4	13.7	11.3	7.9	6.6	11.1	4.4	9.8
1988 Jan	16.3	14.0	11.0	7.9	6.4	11.0	4.2	9.6
Apr	16.3	12.8	10.3	7.4	6.1	10.6	3.8	9.0
July	13.0	12.4	9.4	6.7	5.5	9.8	3.4	8.2
Oct	12.6	11.0	8.9	6.3	5.2	9.6	3.3	7.5
1989 Jan	12.0	11.0	8.9	6.2	5.1	9.2	3.1	7.4
Apr	10.4	9.9	8.2	5.7	4.7	8.4	2.7	6.7
July	9.7	9.9	7.7	5.3	4.4	7.6	2.4	6.3
Oct	9.4	8.6	7.2	5.0	4.1	7.1	2.2	5.8
1990 Jan	9.8	9.0	7.7	5.2	4.2	6.9	2.2	6.0
<b>MALE</b>								
1987 Jan	22.7	19.0	14.7	11.9	10.0	15.6	7.9	13.9
Apr	20.8	17.9	14.2	11.3	9.8	15.3	7.5	13.2
July	19.0	17.2	13.1	10.4	9.0	14.3	6.7	12.3
Oct	18.2	15.5	12.4	9.8	8.6	14.0	6.2	11.6
1988 Jan	17.8	16.1	12.3	10.0	8.3	13.9	5.9	11.6
Apr	15.7	14.7	11.5	9.4	7.9	13.2	5.3	10.8
July	14.2	14.0	10.4	8.5	7.1	12.3	4.8	9.8
Oct	13.8	12.7	9.9	8.0	6.7	12.0	4.7	9.1
1989 Jan	13.5	13.0	10.2	8.0	6.6	11.5	4.4	9.0
Apr	11.9	11.9	9.5	7.4	6.1	10.6	3.8	8.3
July	11.0	11.6	9.0	6.9	5.6	9.6	3.3	7.7
Oct	10.6	10.4	8.6	6.6	5.4	8.8	3.1	7.2
1990 Jan	11.3	11.2	9.3	7.0	5.6	8.6	3.1	7.6
<b>FEMALE</b>								
1987 Jan	17.9	14.2	12.1	6.2	4.8	7.8	0.3	8.5
Apr	16.0	13.0	11.3	5.9	4.6	7.6	0.3	8.2
July	14.7	13.0	10.3	5.4	4.4	7.2	0.3	7.7
Oct	14.5	11.4	9.6	5.0	4.2	7.1	0.3	7.3
1988 Jan	14.5	11.3	9.1	4.8	4.0	7.0	0.2	7.0
Apr	12.7	10.2	8.5	4.6	3.8	6.8	0.3	6.5
July	11.6	10.3	7.8	4.2	3.6	6.4	0.2	6.1
Oct	11.2	8.8	7.3	3.9	3.3	6.3	0.2	5.4
1989 Jan	10.2	8.4	7.0	3.7	3.2	5.9	0.2	5.1
Apr	8.7	7.3	6.2	3.3	3.0	5.4	0.2	4.5
July	8.2	7.6	5.8	3.1	2.8	4.9	0.2	4.3
Oct	8.0	6.2	5.2	2.7	2.5	4.6	0.1	3.8
1990 Jan	8.1	6.2	5.1	2.7	2.5	4.4	0.1	3.8

\* 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-1988 for 1988 and 1989 figures and at the corresponding mid-year for earlier years, and have this month been updated to incorporate the latest revisions to the workforce estimates arising from the results of the 1987 census of Employment. These rates are consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3.  
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

## 2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1989 Feb 9	107	73	39	32	297	424	1,016	630	344	196	1,979	5,064	997	6,061
Mar 9	321	288	49	44	280	592	843	1,766	298	291	2,284	6,768	1,512	8,280
Apr 13	132	101	183	40	394	825	1,161	1,216	349	262	1,513	6,075	1,876	7,951
May 11	172	150	233	26	4,339	674	956	197	213	271	1,237	8,318	1,534	9,852
June 8	114	85	28	14	270	434	341	177	117	228	1,250	2,973	1,590	4,563
July 13	214	139	10	22	112	301	279	281	59	127	1,142	2,547	1,053	3,800
Aug 10	124	56	6	11	98	257	342	176	87	117	842	2,060	916	2,976
Sept 14	80	49	20	33	164	360	369	350	85	198	1,155	2,814	736	3,550
Oct 12	87	55	11	17	283	588	438	417	76	139	1,011	3,067	963	4,030
Nov 9	79	46	11	12	195	453	303	282	196	159	956	2,646	724	3,370
Dec 14	110	44	36	22	417	1,540	516	352	106	117	1,235	4,451	694	5,145
1990 Jan 11	80	61	69	27	484	1,672	523	232	139	126	2,088	5,440	847	6,287
Feb 8	173	90	58	20	524	1,672	860	265	173	154	2,066	4,460	1,408	5,868

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

# 2.18 UNEMPLOYMENT

## Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>										
<b>Monthly</b>										
1989 Feb	2,018	598	199	384	1,100	290	100	2,597	2,305	150
Mar	1,960	546	159	380	1,147	287	100	2,547	2,178	134
Apr	1,884	516	148	366	1,105	275	93	2,486	2,035	125
May	1,803	519	129	358	1,027	257	86	2,413	1,948	106
June	1,743	477	112	349	944	247	83	2,375	1,915	97
July	1,771	483	113	368	1,008	238	88	..	1,973	103
Aug	1,741	469	115	370	971	256	82	..	1,940	92
Sept	1,703	501	119	353	901	254	80	..	1,881	89
Oct	1,636	457	138	350	906	259	68	..	1,874	103
Nov	1,612	447	161	347	985	260	84	..	1,950	..
Dec	1,639	501	189	353	1,005	..	..	..	2,052	..
1990 Jan	1,687	..	..	..	1,164	..	..	..	2,191	..
Feb	1,675	..	..	..	..	..	..	..	..	..
<b>Percentage rate: latest month</b>	5.9	6.1	6.2	12.9	8.7	9.3	3.7	9.3	6.9	5.0
<b>latest month: change on a year ago</b>	-1.2	-0.8	-0.1	-0.9	+0.2	+0.4	-0.1	-0.3	-1.0	+0.3
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>										
<b>Annual averages</b>										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
<b>Monthly</b>										
1989 Feb	1,949	551	141	371	1,022	255	95	2,527	2,053	..
Mar	1,917	502	132	371	1,010	256	96	2,522	2,018	..
Apr	1,858	497	143	364	1,046	257	92	2,534	2,038	..
May	1,836	516	152	362	1,037	266	92	2,517	2,052	..
June	1,810	489	152	362	987	268	82	2,526	2,035	..
July	1,787	507	157	365	1,007	264	89	2,547	2,023	..
Aug	1,745	492	158	372	1,001	..	91	2,532	2,011	..
Sept	1,694	505	156	361	987	..	85	..	2,004	..
Oct	1,675	494	155	355	1,002	..	..	..	2,003	..
Nov	1,652	462	155	354	1,032	..	..	..	2,022	..
Dec	1,635	496	161	351	1,048	..	..	..	1,998	..
1990 Jan	1,611	..	..	..	1,065	..	..	..	2,097	..
Feb	1,610	..	..	..	..	..	..	..	..	..
<b>Percentage rate: latest month</b>	5.6	5.9	5.3	12.8	7.8	9.6	3.6	9.9	7.0	..
<b>latest three months: change on previous three months</b>	-1.2	-0.2	+0.1	-0.5	+0.4	+0.4	+0.3	N/C	+0.1	..
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>										
Latest month	Nov	Dec	..	Dec	Dec	..	Dec	Dec	Nov	..
Per cent	5.9	5.8	..	8.6	7.7	..	3.4	9.4	5.5	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.  
 2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.  
 3 OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.  
 4 The following symbols apply only to the figures on national definitions.  
 \* The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).  
 \*\* Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.

# UNEMPLOYMENT 2.18

## Selected countries

THOUSAND

	Irish Republic**	Italy ††	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>											
<b>Monthly</b>											
1989 Feb	242	3,837	1,510	2.4	701	86	337	2,740	69	18.0	6,883
Mar	241	3,952	1,630	2.4	687	79	332	2,698	60	16.5	6,378
Apr	233	3,945	1,560	2.2	664	80	313	2,653	67	15.8	6,229
May	229	3,878	1,500	2.0	647	76	309	2,580	67	14.8	6,158
June	230	3,860	1,340	2.1	674	85	302	2,533	43	13.9	6,850
July	230	3,870	1,320	2.2	686	86	298	2,475	57	13.7	6,736
Aug	232	3,878	1,400	2.2	692	90	297	2,455	67	13.5	6,352
Sept	224	3,822	1,380	2.3	688	80	298	2,418	65	13.2	6,330
Oct	220	3,898	1,370	2.3	678	79	302	2,431	67	13.4	6,222
Nov	221	3,911	1,330	2.3	679	80	308	2,422	58	14.4	6,250
Dec	231	3,905	1,220	2.4	689	88	..	2,426	57	15.4	6,300
1990 Jan	..	..	..	..	..	..	..	..	..	..	7,256
Feb	..	..	..	..	..	..	..	..	..	..	7,134
<b>Percentage rate: latest month</b>	17.8	16.8	1.9	1.5	14.1	5.3	7.2	16.3	1.3	0.5	5.7
<b>latest month: change on a year ago</b>	-0.9	+0.3	-0.2	N/C	-0.1	+1.0	-0.1	-2.6	+0.2	-0.2	+0.1
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>											
<b>Annual averages</b>											
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	98	22.8	8,237
1987	247	3,294	1,731	..	686	32	..	2,924	84	..	7,410
1988	242	3,848	1,552	..	..	50	..	2,869	..	19.6	6,692
<b>Monthly</b>											
1989 Feb	236	3,867	1,440	2.0	..	75	..	2,651	..	16.0	6,328
Mar	236	3,852	1,460	2.2	..	74	..	2,626	..	15.5	6,128
Apr	233	3,918	1,450	2.2	..	80	..	2,618	..	15.6	6,546
May	233	3,908	1,470	2.2	..	90	..	2,604	..	15.3	6,395
June	233	3,930	1,380	2.3	..	97	..	2,598	..	15.3	6,561
July	231	3,960	1,390	2.3	680	92	..	2,562	62	15.1	6,497
Aug	231	3,972	1,410	2.4	682	86	..	2,548	50	15.2	6,421
Sept	230	3,950	1,400	2.3	683	84	..	2,476	50	14.9	6,584
Oct	228	3,911	1,430	2.3	679	84	..	2,440	70	14.7	6,561
Nov	226	..	1,410	2.3	681	85	..	2,391	59	14.5	6,590
Dec	225	..	1,330	2.2	677	..	..	2,373	60	14.3	6,658
1990 Jan	..	..	..	..	..	..	..	..	..	..	6,535
Feb	..	..	..	..	..	..	..	..	..	..	6,594
<b>Percentage rate: latest month</b>	17.4	16.9	2.1	1.3	13.9	5.1	7.2	15.9	1.4	0.5	5.2
<b>latest three months: change on previous three months</b>	-0.3	+0.1	N/C	N/C	-0.1	-8.5	-0.1	-0.9	+0.2	-0.1	N/C
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>											
Latest month	..	..	Dec	..	Jul	Nov	Aug	Aug	Dec	..	Dec
Per cent	..	..	2.1	..	11.5	5.3	5.1	16.4	1.3	..	5.3

† Numbers registered at employment offices. Rates are calculated as percentages of total employees.  
 ‡ Insured unemployed. Rates are calculated as percentages of total insured population.  
 †† Labour force sample survey. Rates are calculated as percentages of total labour force.  
 § Registered unemployed published by SOEC. The rates are calculated as percentages of the civilian labour force.  
 § Seasonally adjusted figures are available only for the first month each quarter and taken from OECD sources.  
 §§ Labour force sample survey. Rates are calculated as a percentage of the civilian labour force.  
 N/C no change.

# 2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted\*

THOUSAND

UNITED KINGDOM		INFLOW †						
Month ending	Male and Female		Male		Female		Married	
	All	Change since previous year	All	Change since previous year	All	Change since previous year		
1989 Feb 9	290.0	-55.2	192.3	-28.3	97.7	-26.9	39.8	
Mar 9	264.0	-49.0	178.8	-23.7	85.2	-25.4	33.7	
Apr 13	247.5	-76.4	165.7	-44.6	81.8	-31.8	34.8	
May 11	230.8	-45.9	157.2	-23.2	73.6	-22.7	30.3	
June 8	225.0	-48.8	153.0	-25.2	72.0	-23.6	29.1	
July 13	293.8	-53.7	187.6	-27.3	106.2	-26.4	33.9	
Aug 10	276.8	-34.7	180.3	-14.1	96.6	-20.6	35.0	
Sept 14	281.2	-46.2	184.6	-25.2	96.6	-21.0	33.3	
Oct 12	281.1	-38.5	190.5	-15.9	90.6	-22.6	31.6	
Nov 9	273.8	-24.0	188.8	-7.3	84.9	-16.7	30.6	
Dec 14	255.3	-14.6	182.1	-3.0	73.2	-11.6	26.6	
1990 Jan 11	270.0	+0.5	180.3	+4.8	89.7	-4.3	33.1	
Feb 8	294.0	+4.0	201.7	+9.4	92.3	-5.4	33.8	

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		
1989 Feb 9	350.8	-55.8	233.7	-30.7	117.1	-25.0	49.8	
Mar 9	326.8	-65.7	217.3	-38.3	109.5	-27.4	44.7	
Apr 13	313.9	-58.6	207.8	-35.0	106.1	-23.7	45.5	
May 11	318.6	-76.3	215.4	-44.8	103.2	-31.5	43.6	
June 8	289.3	-77.7	196.9	-46.3	92.5	-31.4	38.8	
July 13	269.3	-90.4	183.2	-53.9	86.1	-36.4	33.6	
Aug 10	309.6	-40.4	205.4	-21.2	104.2	-19.2	38.0	
Sept 14	314.3	+8.4	201.6	+11.2	112.7	-2.8	42.3	
Oct 12	353.8	-132.3	231.1	-70.8	122.7	-61.6	42.5	
Nov 9	299.2	-54.9	198.2	-29.8	100.9	-25.0	39.2	
Dec 14	232.3	-59.7	154.3	-34.3	78.0	-25.4	28.7	
1990 Jan 11	217.9	-27.5	142.8	-13.8	75.1	-13.7	31.3	
Feb 8	306.3	-44.5	209.4	-24.4	96.9	-20.1	38.1	

\* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4½ week month.  
 † The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows. While these assumptions are reasonable in most months, the inflows have tended to be understated a little in September and after Easter when many young people have joined the register and with consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected. See also footnote † to table 2.1.

# UNEMPLOYMENT 2.20

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

THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
		<b>MALE</b>									
1989	Sept 14	0.7	27.0	46.2	28.2	18.5	26.4	19.6	7.6	3.9	178.1
	Oct 12	0.7	23.3	47.2	30.6	19.7	28.3	20.6	8.8	5.0	184.0
	Nov 9	0.6	21.2	45.6	31.3	20.4	29.6	21.1	8.5	4.5	182.9
	Dec 14	0.6	20.1	43.5	30.8	20.3	29.8	20.0	7.7	3.8	176.7
1990	Jan 11	0.5	19.5	43.0	30.8	20.3	29.8	20.0	8.5	5.0	174.3
	Feb 8	0.6	23.3	48.8	34.0	22.3	32.2	21.6	8.3	4.3	195.5
<b>FEMALE</b>											
1989	Sept 14	0.6	20.1	26.1	13.6	7.7	11.9	8.8	2.7	—	91.6
	Oct 12	0.5	16.5	25.4	13.9	7.3	11.2	8.6	2.7	—	86.2
	Nov 9	0.5	13.7	23.3	13.6	7.2	11.3	9.0	2.8	—	81.4
	Dec 14	0.5	11.9	19.6	11.9	6.3	10.2	7.8	2.2	—	70.5
1990	Jan 11	0.4	14.2	24.3	14.1	7.7	12.6	9.7	2.9	—	85.9
	Feb 8	0.6	15.6	24.6	15.0	8.1	12.9	9.4	2.6	—	88.8
<b>Changes on a year earlier</b>											
<b>MALE</b>											
1989	Sept 14	-7.6	0.2	-7.0	-1.7	-0.6	-1.7	-1.3	-3.4	-2.3	-25.5
	Oct 12	-1.8	-5.2	-6.0	-0.6	0.4	—	0.5	-1.4	-1.3	-15.5
	Nov 9	-0.8	-1.4	-3.8	0.1	0.8	0.1	0.3	-1.4	-1.4	-7.5
	Dec 14	-0.5	-1.1	-2.5	1.0	0.9	0.7	0.6	-1.0	-1.1	-3.1
1990	Jan 11	-0.4	-0.3	-0.8	1.6	1.3	2.0	1.4	-1.0	-1.1	5.0
	Feb 8	-0.2	—	0.2	2.8	1.9	3.4	1.9	-0.2	-0.5	9.2
<b>FEMALE</b>											
1989	Sept 14	-5.5	-0.2	-5.5	-3.2	-1.9	-2.7	-1.4	-1.0	—	-21.0
	Oct 12	-1.3	-5.2	-5.9	-3.5	-1.9	-2.5	-1.0	-0.5	—	-21.9
	Nov 9	-0.6	-1.8	-5.1	-3.1	-1.7	-2.5	-1.2	-0.5	—	-16.4
	Dec 14	-0.4	-1.0	-3.5	-2.3	-1.6	-1.6	-0.5	-0.5	—	-11.4
1990	Jan 11	-0.4	-1.0	-3.5	-2.3	-1.6	-1.6	-0.5	-0.5	—	-11.4
	Feb 8	-0.2	-0.3	-2.0	-1.2	-1.0	-0.3	0.2	-0.2	—	-5.0

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
		<b>MALE</b>									
1989	Sept 14	0.5	19.2	50.6	30.2	19.7	28.3	18.6	7.0	4.8	178.9
	Oct 12	0.5	25.6	57.6	33.5	21.2	30.7	20.3	7.7	5.4	202.5
	Nov 9	0.4	18.2	44.9	30.2	19.9	29.7	20.2	7.9	5.3	176.7
	Dec 14	0.3	14.4	34.9	23.4	15.9	24.2	16.9	6.5	4.2	140.6
1990	Jan 11	0.5	12.2	31.0	21.5	14.4	21.5	14.8	5.9	4.1	126.3
	Feb 8	0.5	18.4	46.2	33.4	22.5	32.9	21.4	8.0	5.4	188.5
<b>FEMALE</b>											
1989	Sept 14	0.5	14.1	33.1	16.6	9.4	15.5	10.5	2.8	0.1	102.6
	Oct 12	0.4	19.7	35.4	17.3	9.8	14.4	10.3	3.0	0.1	110.4
	Nov 9	0.4	13.9	26.5	15.6	8.7	13.1	10.0	2.9	—	91.1
	Dec 14	0.3	10.6	20.9	12.4	6.6	9.9	7.6	2.3	—	70.7
1990	Jan 11	0.4	8.8	18.2	12.1	6.8	10.3	7.7	2.3	—	66.7
	Feb 8	0.5	12.7	24.9	15.7	8.7	12.9	9.5	2.7	0.1	87.6
<b>Changes on a year earlier</b>											
<b>MALE</b>											
1989	Sept 14	-9.1	1.7	3.0	4.1	2.5	1.9	1.3	0.3	-0.6	5.2
	Oct 12	-27.1	-6.3	-13.2	-5.7	-4.3	-6.6	-2.9	-1.4	-1.9	-69.5
	Nov 9	-1.5	-3.4	-7.7	-2.8	-2.5	-4.1	-1.6	-0.8	-1.6	-25.9
	Dec 14	-0.8	-3.3	-7.9	-3.7	-2.5	-4.4	-2.1	-1.1	-1.8	-27.6
1990	Jan 11	-0.4	-0.8	-2.6	-3.7	-2.5	-4.4	-2.1	-1.1	-1.8	-27.6
	Feb 8	-0.4	-1.8	-5.1	-1.2	-1.1	-2.7	-1.2	-1.5	-1.5	-16.4
<b>FEMALE</b>											
1989	Sept 14	-7.0	0.9	0.8	-1.2	-0.1	0.6	1.4	0.2	—	-1.9
	Oct 12	-20.7	-5.9	-11.9	-6.8	-4.0	-5.5	-2.1	0.8	-0.1	-57.7
	Nov 9	-1.2	-3.3	-7.1	-3.9	-2.1	-3.0	-0.9	-0.6	—	-22.1
	Dec 14	-0.6	-3.7	-7.0	-3.5	-2.3	-3.1	-1.4	-0.5	—	-22.1
1990	Jan 11	-0.6	-3.7	-7.0	-3.5	-2.3	-3.1	-1.4	-0.5	—	-22.1
	Feb 8	-0.3	-1.7	-5.0	-4.0	-2.4	-2.3	-0.9	-0.4	—	-17.0

\* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4½ week month.  
 † The 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. See also footnote † to table 2.1.

## 2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1987	19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,569	3,712	3,767	3,644	7,787	10,081	12,824	19,140	9,850	79,662	8,786	15,350	103,798
1988 Q4	2,726	1,219	300	1,635	906	2,273	1,745	4,731	2,262	16,578	1,345	3,759	21,682
1989 Q1	2,537	1,247	157	1,410	1,478	3,325	975	5,312	3,725	18,919	2,765	5,578	27,262
Q2	2,955	608	621	1,634	1,817	2,624	2,552	6,167	2,627	20,997	2,359	3,615	26,971
Q3	3,721	1,193	2,216	445	1,977	2,460	4,781	3,784	1,617	21,001	2,623	3,651	27,275
Q4	3,356	664	773	155	2,515	1,672	4,516	3,877	1,881	18,745	1,039	2,506	22,290
1989 Feb	989	535	65	382	338	597	318	2,403	1,074	6,166	440	1,508	8,114
Mar	911	470	18	594	436	2,230	266	1,581	1,242	7,278	1,839	2,798	11,915
Apr	762	66	205	900	852	849	478	1,642	852	6,540	931	1,225	8,696
May	872	232	217	147	372	515	915	1,698	790	5,526	668	1,302	7,496
June	1,321	310	199	587	593	1,260	1,159	2,827	985	8,931	760	1,088	10,779
July	1,235	330	1,449	188	584	469	1,005	1,217	744	6,891	453	1,693	9,037
Aug	1,251	398	62	231	778	1,496	2,565	1,149	478	8,010	1,647	1,046	10,703
Sept	1,235	465	705	26	615	495	1,211	1,418	395	6,100	523	912	7,535
Oct	745	223	328	37	352	271	626	1,161	491	4,011	152	674	4,837
Nov	591	90	79	23	561	563	1,888	909	526	5,140	184	723	6,047
Dec	2,020	351	366	95	1,602	838	2,002	1,807	864	9,594	703	1,109	11,406
1990 Jan*	947	115	309	41	760	231	639	1,083	509	4,519	252	321	5,092
Feb*	418	133	142	8	730	209	710	1,361	546	4,124	574	787	5,485

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

## 2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1988	1989	1988 Q4	1989 Q1	Q2	Q3	Q4	1989 Dec	1990 Jan*	Feb*
<b>SIC 1980</b>												
<b>Agriculture, forestry and fishing</b>	0		169	127	34	76	0	0	51	0	34	0
Coal extraction and coke	11-12	10,933	13,869	694	4,940	3,395	4,866	668	265	0	18	
Mineral oil and natural gas	13-14	203	178	20	55	114	1	8	8	0	0	
Electricity, gas, other energy and water	15-17	527	495	94	199	74	193	29	12	21	12	
<b>Energy and water supply industries</b>	1		11,663	14,542	808	5,194	3,583	5,060	705	285	21	30
Extraction of other minerals and ores	21,23	314	169	21	9	27	52	81	60	3	0	
Metal manufacture	22	1,649	1,712	381	415	270	286	741	505	175	70	
Manufacture of non-metallic products	24	1,501	1,559	194	330	242	354	633	275	59	137	
Chemicals and man-made fibres	25-26	1,941	1,516	342	561	396	287	272	134	198	30	
<b>Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals</b>	2		5,405	4,956	938	1,315	935	979	1,727	974	435	237
Manufacture of metal goods	31	2,043	2,338	441	520	476	631	711	481	21	358	
Mechanical engineering	32	16,127	8,163	2,767	1,966	2,068	1,652	2,477	992	689	370	
Manufacture of office machinery and data processing equipment	33	410	1,574	86	598	669	295	12	0	0	0	
Electrical and electronic engineering	34	6,800	7,563	1,348	1,550	2,284	1,895	1,834	1,340	459	455	
Manufacture of motor vehicles	35	1,517	2,190	358	492	512	380	806	128	62	98	
Manufacture of other transport equipment	36	5,200	3,737	705	2,508	682	429	118	39	108	0	
Instrument engineering	37	505	1,014	124	235	323	259	197	92	14	18	
<b>Metal goods, engineering and vehicles industries</b>	3		32,602	26,579	5,829	7,869	7,014	5,541	6,155	3,072	1,353	1,299
Food, drink and tobacco	41-42	10,639	6,782	2,409	1,204	2,296	2,207	1,075	351	164	597	
Textiles	43	4,859	6,896	2,333	1,483	1,690	1,067	2,656	1,290	402	796	
Leather, footwear and clothing	44-45	3,969	4,822	1,095	1,178	1,662	968	1,014	598	91	231	
Timber and furniture	46	1,610	1,954	270	286	440	735	493	307	409	106	
Paper, printing and publishing	47	3,983	3,353	836	634	1,440	628	651	381	255	252	
Other manufacturing	48-49	2,533	2,729	695	552	622	485	1,070	796	177	247	
<b>Other manufacturing industries</b>	4		27,593	26,536	7,638	5,337	8,150	6,090	6,959	3,723	1,498	2,229
<b>Construction</b>	5		7,784	6,426	1,502	2,140	1,197	888	2,201	1,069	234	155
Wholesale distribution	61-63	3,378	2,902	698	559	1,053	809	481	261	45	185	
Retail distribution	64-65	6,324	3,953	784	599	1,389	915	1,050	625	461	321	
Hotel and catering	66	1,234	797	177	215	186	145	251	21	67	8	
Repair of consumer goods and vehicles	67	84	454	14	240	21	137	56	34	0	0	
<b>Distribution, hotels and catering, repairs</b>	6		11,020	8,106	1,673	1,613	2,649	2,006	1,838	941	573	514
Transport	71-77	4,841	4,068	1,334	1,707	867	835	659	484	173	478	
Telecommunications	79	197	69	56	28	20	21	0	0	0	0	
<b>Transport and communication</b>	7		5,038	4,137	1,390	1,735	887	856	659	484	173	478
<b>Insurance, banking, finance and business services</b>	8		1,151	1,802	92	207	642	477	476	309	48	135
Public administration and defence	91-94	3,782	7,293	1,354	1,086	1,121	4,441	645	496	570	368	
Medical and other health services	95	773	1,701	361	476	189	509	527	29	149	5	
Other services nes	96-99,00	950	1,593	63	214	604	428	347	24	4	35	
<b>Other services</b>	9		5,505	10,587	1,778	1,776	1,914	5,378	1,519	549	723	408
<b>All production industries</b>	1-4		77,263	72,613	15,213	19,715	19,682	17,670	15,546	8,054	3,307	3,795
<b>All manufacturing industries</b>	2-4		65,600	58,071	14,405	14,521	16,099	12,610	14,841	7,769	3,286	3,765
<b>All service industries</b>	6-9		22,714	24,632	4,933	5,331	6,092	8,717	4,492	2,283	1,517	1,535
<b>ALL INDUSTRIES AND SERVICES</b>	0-9		107,930	103,798	21,682	27,262	26,971	27,275	22,290	11,406	5,092	5,485

\* Provisional figures as at February 1, 1990; final figures are expected to be higher than this. The total for Great Britain is projected to be about 10,000 in December and 6,000 in January.  
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.

## VACANCIES 3.1 UK vacancies at jobcentres\*: seasonally adjusted

UNITED KINGDOM	UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
	Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1984 )	150.2			193.9		193.7		149.8	
1985 )	162.1			201.6		200.5		154.6	
1986 )	188.8			212.2		208.3		157.4	
1987 )	235.4			226.4		222.3		159.5	
1988 )	248.6			231.2		232.7		159.0	
1988 Feb	251.2	-1.4	-3.6	232.1	-0.4	236.6	3.3	162.7	1.6
Mar	251.2	-	-1.1	233.7	-0.2	233.5	-2.0	160.5	-1.6
Apr	256.8	5.6	1.4	232.1	0.8	229.2	-1.3	158.7	-1.7
May	256.3	-0.5	1.7	232.8	0.2	229.7	-2.3	158.6	-1.4
June	253.6	-2.7	0.8	229.9	-1.3	231.2	-0.8	157.1	-1.1
July	250.3	-3.3	-2.2	231.7	-0.1	232.8	1.2	157.7	-0.3
Aug	245.2	-5.1	-3.7	229.4	-1.1	234.3	1.5	158.3	-0.1
Sept	242.4	-2.8	-3.7	228.7	-0.4	230.4	-0.3	157.0	-
Oct	244.8	2.4	-1.8	231.4	-0.1	230.9	-0.6	155.4	-0.8
Nov	241.5	-3.3	-1.2	232.1	0.9	239.4	1.7	161.4	1.0
Dec	237.8	-3.7	-1.5	230.2	0.5	231.5	0.4	157.2	0.1
1989 Jan	230.9	-6.9	-4.6	223.1	-2.8	230.4	-0.2	158.3	1.0
Feb	229.9	-1.0	-3.9	231.7	-0.1	236.5	-1.0	164.4	1.0
Mar	224.9	-5.0	-4.3	226.5	-1.2	231.7	0.1	161.1	1.3
Apr	223.2	-1.7	-2.6	222.5	-0.2	224.3	-2.0	155.6	-0.9
May	219.5	-3.7	-3.5	223.0	-2.9	224.6	-4.0	155.3	-3.0
June	224.4	4.9	-0.2	230.4	1.3	223.8	-2.6	156.0	-1.7
July	220.6	-3.8	-0.9	228.0	1.8	229.4	1.7	158.6	1.0
Aug	219.5	-1.1	-	228.7	1.9	229.3	1.6	159.0	1.2
Sept	220.7	1.2	-1.2	232.3	0.6	234.1	3.4	161.0	1.7
Oct	214.6	-6.0	-2.0	230.2	0.7	236.6	2.4	160.9	0.8
Nov									

## 3.3 VACANCIES

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

	THOUSAND													
	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>Vacancies at jobcentres: total †</b>														
1984 ) Annual	59.4	26.0	5.4	13.6	10.7	8.1	8.2	14.5	6.6	7.3	14.8	148.6	1.2	149.8
1985 ) averages	62.3	26.6	5.3	16.1	12.2	9.0	8.7	16.0	7.8	8.0	14.6	160.5	1.2	161.7
1986 )	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987 )	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988 )	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989 Feb	70.0	24.1	7.9	16.5	20.9	12.0	13.0	21.1	9.6	11.6	17.2	200.0	2.1	202.0
Mar	68.8	23.2	8.1	18.0	20.5	12.1	12.8	21.7	9.9	12.2	18.5	202.6	2.2	204.8
Apr	72.4	24.0	8.5	19.6	21.2	12.8	12.9	23.1	10.6	13.0	20.2	214.3	2.5	216.8
May	74.0	24.0	8.4	21.6	20.8	13.4	13.3	24.5	11.0	14.5	21.5	223.0	2.5	225.4
June	79.5	25.2	9.3	23.0	20.8	13.6	14.5	26.4	11.9	15.7	23.3	238.0	2.6	240.6
July	75.0	23.5	8.9	20.5	20.1	13.0	13.2	24.9	11.4	15.5	23.1	225.6	2.7	228.2
Aug	69.6	21.9	8.3	18.4	18.9	12.7	13.4	24.7	10.8	15.1	22.7	214.6	2.6	217.2
Sept	75.8	24.2	9.1	19.4	21.9	14.0	14.5	28.6	11.7	15.6	24.5	235.1	3.1	238.2
Oct	77.6	26.1	9.1	18.8	22.2	14.4	14.9	29.2	11.6	15.6	25.2	238.6	3.5	242.2
Nov	69.5	23.5	7.8	16.9	20.6	13.1	13.4	26.4	10.4	13.9	25.3	217.5	3.1	220.6
Dec	56.9	19.2	6.4	13.4	16.2	11.0	10.8	21.5	9.1	11.3	21.9	178.3	2.7	181.1
1990 Jan	52.8	17.4	6.0	12.5	16.0	10.5	10.6	20.5	9.0	11.1	19.8	168.8	2.6	171.4
Feb	52.2	17.7	5.8	12.3	15.4	10.5	10.6	20.5	10.5	10.9	19.2	167.9	2.8	170.7
<b>Vacancies at careers offices</b>														
1984 ) Annual	4.3	2.1	0.3	0.6	0.9	0.5	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0
1985 ) averages	6.0	3.2	0.4	0.7	1.2	0.6	0.7	0.7	0.3	0.2	0.3	10.8	0.7	11.5
1986 )	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987 )	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988 )	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989 Feb	12.9	7.1	0.7	1.3	1.6	1.2	1.0	0.9	0.4	0.2	0.5	20.7	1.2	21.8
Mar	13.3	7.0	0.8	1.3	1.7	1.4	1.1	1.1	0.4	0.3	0.5	21.8	1.3	23.1
Apr	13.7	6.9	1.1	1.5	2.1	1.5	1.3	1.3	0.4	0.3	0.6	23.7	1.4	25.1
May	14.7	7.0	1.2	1.6	2.5	1.7	1.4	1.6	0.5	0.4	0.7	26.1	1.3	27.4
June	19.6	10.8	1.5	2.0	3.5	2.2	1.3	1.8	0.6	0.5	1.0	33.9	1.3	35.2
July	19.3	10.3	1.4	1.9	3.4	2.0	1.3	1.7	0.6	0.5	0.9	33.1	1.2	34.3
Aug	17.2	9.0	1.3	1.9	3.3	1.7	1.4	1.7	0.5	0.5	0.9	30.4	1.3	31.6
Sept	14.9	7.4	1.2	1.7	3.7	1.5	1.5	2.1	0.6	0.5	1.0	28.6	1.5	30.1
Oct	13.2	6.6	0.9	1.6	3.5	1.5	1.3	1.7	0.5	0.4	0.8	25.4	1.5	26.9
Nov	11.5	5.8	0.9	1.3	3.2	1.3	1.1	1.4	0.5	0.3	0.9	22.3	1.5	23.8
Dec	10.4	5.7	0.5	1.1	2.2	1.1	0.9	1.2	0.4	0.2	1.1	19.1	1.3	20.4
1990 Jan	9.9	5.6	0.5	0.9	2.0	1.0	0.9	1.3	0.4	0.2	1.1	18.2	1.2	19.4
Feb	9.6	5.4	0.5	1.0	2.0	1.1	0.9	1.4	0.3	0.2	1.0	18.0	1.1	19.1

Note: About one-third of all vacancies 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. Previously, up to August 1988, unadjusted vacancy figures have additionally been provided including Community Programme vacancies. With the introduction of Employment Training from September 1988, there are no longer any C.P. vacancies. E.T. places are training opportunities determined according to the individual needs of unemployed people and therefore cannot be considered as vacancies or counted as such.

## INDUSTRIAL DISPUTES 4.1

### Stoppages of work

#### Stoppages in progress: industry

United Kingdom	12 months to January 1989			12 months to January 1990			
	SIC 1980	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—	—
Coal extraction	152	79,000	186,000	138	22,700	46,000	
Coke, mineral oil and natural gas	1	100	—	2	200	2,000	
Electricity, gas, other energy and water	6	3,000	12,000	5	8,900	14,000	
Metal processing and manufacture	11	1,900	11,000	9	2,200	12,000	
Mineral processing and manufacture	10	1,300	8,000	9	1,200	5,000	
Chemicals and man-made fibres	10	2,400	24,000	1	—	—	
Metal goods nes	20	3,800	34,000	17	2,700	23,000	
Engineering	68	23,000	77,000	49	22,100	198,000	
Motor vehicles	51	72,400	524,000	55	60,400	233,000	
Other transport equipment	35	38,100	798,000	15	22,600	410,000	
Food, drink and tobacco	24	8,200	47,000	14	3,700	35,000	
Textiles	16	14,500	75,000	5	1,000	6,000	
Footwear and clothing	10	2,600	10,000	9	1,700	11,000	
Timber and wooden furniture	9	800	2,000	5	1,000	4,000	
Paper, printing and publishing	5	500	3,000	14	2,400	34,000	
Other manufacturing industries	15	2,600	7,000	11	2,000	6,000	
Construction	17	3,900	15,000	38	18,800	127,000	
Distribution, hotels and catering, repairs and transport services	14	700	3,000	14	4,100	11,000	
Transport services and communication	137	307,900	1,481,000	53	89,300	458,000	
Supporting and misc. transport services	24	11,300	17,000	13	25,600	157,000	
Banking, finance, insurance, business services and leasing	2	600	1,000	5	1,700	2,000	
Public administration, education and health services	127	186,700	282,000	163	422,700	2,506,000	
Other services	15	2,500	22,000	10	13,400	156,000	
<b>All industries and services</b>	<b>765**</b>	<b>767,700</b>	<b>3,639,000</b>	<b>651**</b>	<b>730,500</b>	<b>4,456,000</b>	

\* Less than 500 working days lost.

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

#### Stoppages: January 1990

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	27	27,400	375,500
of which, stoppages:			
Beginning in month	20	13,100*	103,000
Continuing from earlier months	7	14,300**	272,000

\* Includes 3,900 directly involved.

\*\* Includes 1,900 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 1989 are provisional.

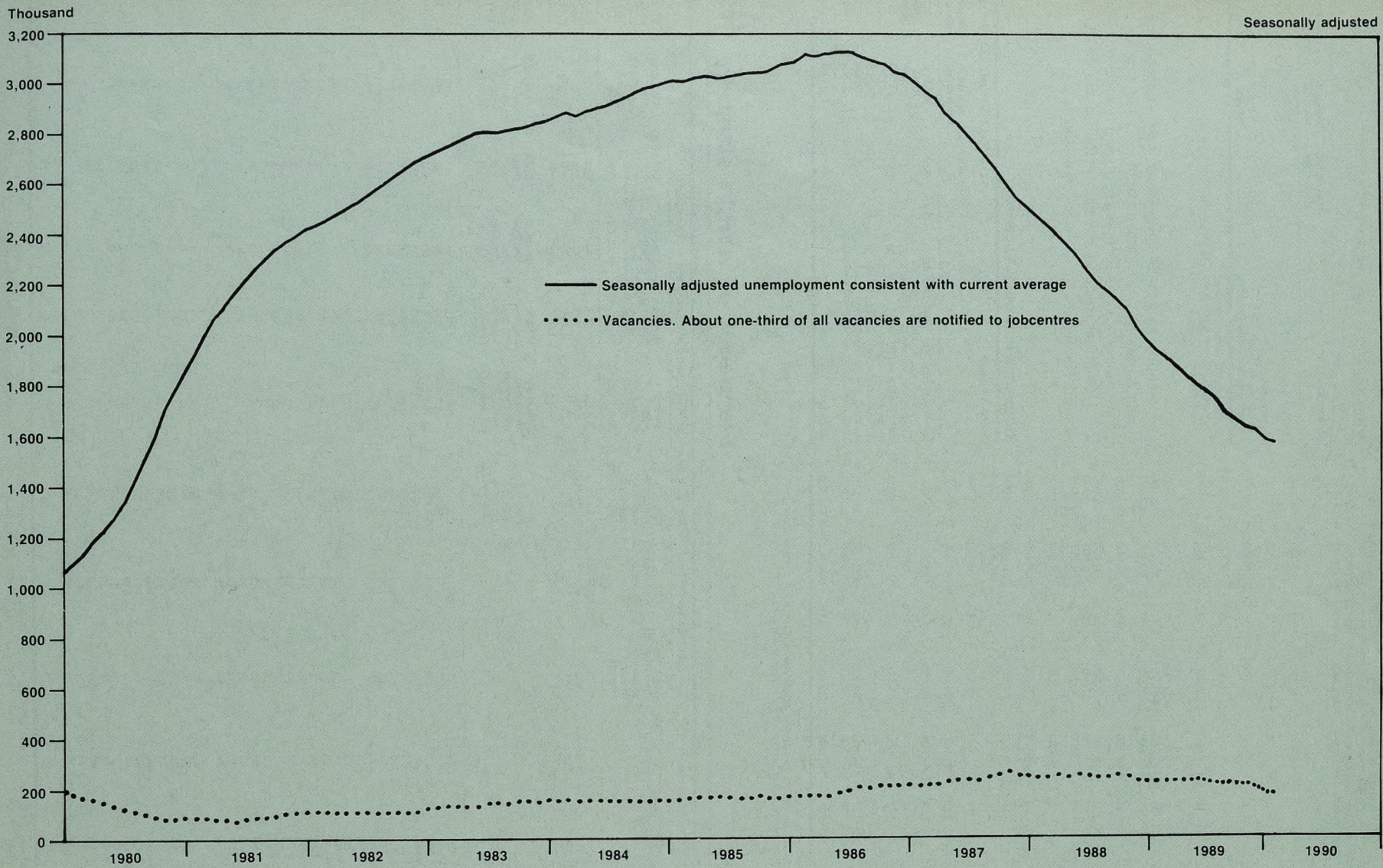
#### Stoppages in progress: cause

United Kingdom	12 months to January 1990		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	228	594,900	3,462,000
—extra-wage and fringe benefits	25	10,900	35,000
Duration and pattern of hours worked	21	20,600	478,000
Redundancy questions	29	25,500	163,000
Trade union matters	31	9,600	103,000
Working conditions and supervision	78	25,300	61,000
Manning and work allocation	188	35,000	122,000
Dismissal and other disciplinary measures	51	8,700	32,000
<b>All causes</b>	<b>651</b>	<b>730,500</b>	<b>4,456,000</b>

#### Stoppages of work\*\*: summary 4.2

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services
<b>SIC 1968</b>											
1979	2,080	2,125	4,586	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
<b>SIC 1980</b>											
1982	1,528	1,538	2,101*	2,103*	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573*	574*	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1986	1,053	1,074	538	720	1,920	143	895	38	33	190	622
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1989	667	675	727	727	4,124	52	650	16	128	632	2,645
1988 Jan	82	93	33	64	106	40	22	6	3	9	27
Feb	104	128	123	152	655	146	381	1	—	59	67
Mar	70	99	32	49	259	6	142	6	—	57	48
Apr	45	55	15	18	66	1	10	—	—	42	9
May	65	78	36	41	140	1	19	29	3	65	23
June	73	89	34	43	306	3	230	34	2	20	17
July	51	71	18	37	349	2	283	4	1	24	35
Aug	51	62	135	151	431	2	280	1	1	134	14
Sept	53	63	161	163	1,115	6	30	5	1	1,036	37
Oct	73	83	26	33	53	1	26	—	1	6	19
Nov	70	85	134	152	183	5	27	4	—	21	126
Dec	33	49	12	18	38	9	6	1	—	15	





# EARNINGS 5.1

## Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)				Manufacturing industries (Divisions 2-4)				Production industries (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted	
			Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months	
1988=100			Underlying*				Underlying*				Underlying*				Underlying*	
1988 Annual averages	100.0	109.1			100.0	108.7			100.0	109.1			100.0	108.9		
1988 Jan	95.4	96.5			95.8	96.2			95.8	96.1			95.4	96.6		
Feb	95.5	96.9			95.6	96.3			95.3	95.9			96.0	97.1		
Mar	98.3	98.2			98.0	97.9			97.8	97.6			98.6	98.6		
Apr	97.8	97.9			98.8	99.1			98.9	99.0			97.3	97.6		
May	98.4	98.5			99.3	99.2			99.5	99.9			98.0	98.3		
June	99.8	99.2			100.6	99.3			100.4	99.2			99.6	99.8		
July	101.3	100.2			101.1	100.0			101.3	100.2			101.3	100.0		
Aug	100.3	100.1			99.5	100.4			99.9	100.6			100.5	99.7		
Sept	100.9	101.1			100.2	101.2			100.5	101.4			100.6	100.5		
Oct	101.7	102.2			101.8	102.2			101.9	102.6			101.2	101.7		
Nov	103.7	103.3			103.6	103.1			103.7	103.1			103.6	103.7		
Dec	106.9	105.8			105.5	104.6			105.3	104.6			107.9	106.3		
1989 Jan	104.2	105.4	9.2	9	104.2	104.7	8.8	8 3/4	104.2	104.6	8.8	8 3/4	104.2	105.5	9.2	9
Feb	104.6	106.1	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.9	105.6	10.1	8 3/4	104.4	105.6	8.8	9 1/4
Mar	107.3	107.3	9.3	9 1/2	105.7	105.6	7.9	8 3/4	106.0	105.8	8.4	8 3/4	107.8	107.8	9.3	9 1/2
Apr	107.3	107.4	9.7	9 1/4	107.8	108.2	9.2	8 1/2	107.9	108.0	9.1	8 3/4	107.1	107.3	9.9	9 1/4
May	107.5	107.6	9.2	9	108.0	107.9	8.8	8 3/4	108.1	108.5	8.6	8 3/4	107.2	107.5	9.4	9
June	109.1	108.4	9.3	8 3/4	109.4	108.0	8.8	8 1/2	109.6	108.2	9.1	8 3/4	108.5	108.7	8.9	8 1/2
July	110.3	109.1	8.9	8 3/4	110.3	109.2	9.2	8 1/2	110.8	109.5	9.3	9	109.7	108.4	8.4	8 1/4
Aug	109.1	108.9	8.8	8 3/4	108.3	109.3	8.9	8 3/4	109.2	110.0	9.3	9 1/4	108.7	107.8	8.1	8 1/2
Sept	110.7	110.9	9.7	9	109.5	110.5	9.2	8 3/4	109.8	110.8	9.3	9	110.4	110.3	9.8	8 3/4
Oct	111.7	112.2	9.8	9 1/4	110.6	111.0	8.6	9	111.0	111.8	9.0	9 1/4	111.6	112.2	10.3	9
Nov	113.2	112.8	9.2	9 1/4	112.2	111.6	8.2	8 3/4	112.9	112.2	8.8	9	112.7	112.7	8.7	9 1/4
Dec	114.7	113.5	7.3	9 1/4	113.8	112.9	7.9	8 1/2	114.3	113.5	8.5	9	114.3	112.7	6.0	9
1990 [Jan]	113.7	115.0	9.1	9 1/4	112.4	112.9	7.8	8 1/2	113.1	113.4	8.4	9	113.8	115.1	9.1	9 1/4

### Average earnings index (previous series 1985=100): all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)				Manufacturing industries (Divisions 2-4)				Production industries (Divisions 1-4)				Service industries (Divisions 6-9)			
	Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted		Actual		Seasonally adjusted	
			Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months	
1985=100			Underlying*				Underlying*				Underlying*				Underlying*	
1985 Annual averages	100.0	107.9			100.0	107.7			100.0	108.0			100.0	107.7		
1986	116.3	116.3			116.3	116.3			116.3	116.3			116.0	116.0		
1988	126.4	126.4			126.2	126.2			126.5	126.5			126.2	126.2		
1988 Jan	120.4	121.8	8.7	8 1/2	121.1	121.7	8.5	8 1/2	121.3	121.7	8.0	8 1/2	120.0	121.4	9.2	8 1/2
Feb	120.3	122.0	8.2	8 1/2	120.3	121.1	7.1	8 1/2	119.9	120.7	6.3	8 1/2	120.7	122.1	9.4	8 1/2
Mar	124.0	124.0	9.5	8 1/2	123.3	123.2	8.8	8 1/2	123.4	123.1	8.6	8 1/4	124.4	124.4	10.2	8 1/2
Apr	124.3	124.4	8.9	8 1/2	124.7	125.2	9.4	8 3/4	125.4	125.6	9.6	8 1/2	123.5	123.8	8.6	8 1/2
May	124.1	124.2	7.6	8 1/2	124.9	124.9	8.9	8 3/4	125.5	126.0	9.4	8 1/2	123.2	123.5	6.2	8 1/2
June	125.9	125.1	8.1	8 3/4	126.6	125.0	8.0	9	126.8	125.3	8.3	9	125.2	125.5	8.2	8 3/4
July	128.3	126.9	8.5	9	127.9	126.6	8.3	9	128.4	127.0	8.6	9	128.1	126.6	8.4	9
Aug	126.8	126.6	8.1	9 1/4	125.6	126.7	8.3	8 3/4	126.4	127.2	8.1	9	126.9	126.0	7.9	9 1/4
Sept	127.3	127.6	8.7	9 1/4	126.4	127.6	8.0	8 3/4	127.1	128.3	8.2	8 3/4	126.7	126.6	8.7	9 1/4
Oct	128.9	129.5	9.0	9	128.7	129.2	8.2	8 1/2	129.2	130.1	8.5	8 3/4	127.8	128.4	8.6	9
Nov	131.2	130.7	8.7	8 3/4	130.8	130.2	8.7	8 3/4	131.2	130.4	8.6	8 3/4	130.9	131.0	8.8	8 3/4
Dec	135.7	134.3	11.0	8 3/4	133.5	132.4	9.1	8 3/4	133.4	132.5	9.1	9	137.5	135.6	12.4	8 3/4
1989 Jan	131.8	133.3	9.4	9	132.6	133.2	9.4	9	132.7	133.2	9.4	9	131.2	132.7	9.3	9
Feb	132.0	133.8	9.7	9 1/4	132.2	133.2	10.0	9	132.5	133.4	10.5	9 1/4	131.5	133.0	8.9	9
Mar	134.9	134.9	8.8	9 1/4	133.4	133.4	8.3	9	134.2	133.9	8.8	9 1/4	135.1	135.1	8.6	9
Apr	135.6	135.7	9.1	9 1/4	136.0	136.5	9.0	9	136.5	136.7	8.8	9 1/4	134.8	135.2	9.2	9
May	135.9	136.1	9.6	9 1/4	136.1	136.1	9.0	9	136.7	137.2	8.9	9 1/4	135.2	135.6	9.8	8 3/4
June	137.6	136.8	9.4	9	137.5	135.7	8.6	9	138.0	136.4	8.9	9	136.8	137.1	9.2	8 3/4
July	139.5	138.1	8.8	9	139.6	138.1	9.1	9	140.4	138.9	9.4	9 1/4	138.5	136.9	8.1	8 3/4

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.

(2) Figures for years 1980-87, inclusive were published in *Employment Gazette*, January 1989.

\* For the derivation of the underlying change, see Topics, *Employment Gazette*, March 1990.

The 1985=100 series was discontinued after July 1989 and is printed here for reference purposes. It has been superseded by the 1988=100 series which begins in January 1988 and is given in full above.

## 5.3 EARNINGS Average earnings index: all employees: by industry

GREAT BRITAIN 1988 = 100	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01, 02)	(11)	(13, 14)	(15-17)	(21, 22)	(23, 24)	(25, 26)	(32)	(33, 34, 37)	(35)	(36)	(31)	(41, 42)
1988 Annual 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
1988 Jan	98.6	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	101.8	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	109.4	111.5	107.4	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
1989 Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
1989 Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
1989 Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
1989 Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1989 [Jan]		124.7	123.2	112.6	111.6	112.7	115.6	114.2	113.4	109.8	115.4	111.2	112.7

### Previous series (1985=100)

GREAT BRITAIN 1985 = 100	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31, 37)	(41-42)
1985 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
1985 Jan	105.5	113.3	109.5	106.9	106.5	107.8	107.9	108.0	108.7	107.9	107.4	108.7	108.7
1985 Feb	112.2	121.6	120.0	115.0	116.5	116.9	116.9	114.7	117.6	118.0	115.7	116.0	116.9
1985 Mar	117.7	135.8	133.0	128.0	128.0	126.2	126.9	125.3	128.5	129.0	120.0	126.3	126.3
1985 Apr	106.1	128.1	127.0	116.0	126.2	121.3	120.2	124.6	124.6	120.0	118.8	120.7	121.2
1985 May	105.0	116.8	125.8	115.6	115.7	121.3	120.3	121.4	125.7	102.5	119.0	123.2	121.2
1985 June	108.0	131.9	126.9	116.0	117.6	123.5	120.5	124.6	126.1	132.9	119.9	122.7	121.2
1985 July	112.4	141.9	129.6	120.2	136.5	123.9	125.1	122.9	128.5	127.1	118.9	124.3	124.8
1985 Aug	112.1	134.2	138.8	120.1	123.5	126.3	125.1	124.3	126.5	129.9	119.0	125.7	126.6
1985 Sept	115.2	133.1	128.2	122.5	124.0	127.9	126.8	123.9	129.1	137.0	112.5	126.3	128.6
1985 Oct	118.7	139.7	134.2	125.5	141.7	127.9	126.0	126.7	128.7	135.8	114.3	128.0	125.7
1985 Nov	128.8	138.5	131.2	125.8	129.8	124.8	125.9	124.9	127.1	129.5	111.6	127.1	125.0
1985 Dec	134.4	140.9	131.4	124.0	123.4	127.4	126.1	125.4	128.0	128.5	121.8	127.3	126.0
1986 Jan	136.9	141.8	134.6	124.9	142.9	126.1	128.4	127.4	130.7	124.5	128.2	133.3	127.0
1986 Feb	116.1	142.1	147.2	125.3	124.2	127.9	139.2	129.5	131.7	136.3	126.1	131.3	133.2
1986 Mar	119.2	140.7	141.0	124.2	134.1	136.3	138.5	132.6	135.1	139.4	134.0	130.5	135.2
1986 Apr	113.5	144.8	143.7	123.0	138.4	129.6	131.3	132.7	135.3	137.0	131.8	132.8	130.6
1986 May	112.1	145.7	141.3	124.2	126.3	131.6	130.6	133.0	134.8	139.8	132.1	133.2	130.4
1986 June	115.9	151.1	137.9	129.6	127.8	130.4	130.5	134.8	138.2	141.4	136.7	132.9	134.2
1986 July	120.2	152.6	142.5	128.9	150.0	133.3	135.9	136.3	138.1	137.6	135.0	134.3	138.3
1986 Aug	121.9	149.6	152.1	131.3	132.1	135.1	136.7	135.1	139.6	141.4	135.6	136.5	138.5
1986 Sept	121.5	150.6	145.4	134.2	129.8	140.3	136.0	136.9	141.6	143.4	142.1	138.0	137.8
1986 Oct	130.1	152.6	156.8	139.6	156.5	137.9	137.0	139.2	141.9	145.1	138.1	140.0	139.7

\* England and Wales only.

Note: Figures for years 1980-7, inclusive, were published in *Employment Gazette*, February 1989. The 1985=100 series was discontinued after July 1989 and is printed here for reference purposes. It has been superceded by the 1988=100 series which begins in January 1988 and is given in full above.

## 5.5 EARNINGS Index of average earnings: non-manual workers

GREAT BRITAIN April of each year	Manufacturing industries								
April 1970=100	Weights	1982	1983†	1984†	1985†	1986†	1987†	1988†	1989†
FULL-TIME ADULTS*									
Men	689	506.2	547.3	604.5	657.5	724.7	776.8	853.3	939.4
Women	311	625.3	681.4	743.9	807.2	869.4	947.0	1,039.4	1,162.5
Men and women	1,000	525.6	569.3	627.3	682.0	748.4	804.6	883.7	975.9

\* Men aged 21 and over, and women aged 18 and over, whose pay was not affected by absence.

† Adjusted for change in Standard Industrial Classification.

## EARNINGS 5.3 Average earnings index: all employees: by industry (not seasonally adjusted)

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication†	Banking, finance, insurance and business services	Public administration	Education and health services	Other services††	Whole economy
(43)	(44, 45)	(47)	(46, 48, 49)	(50)	(61, 62, 64, 65, 67)	(66)	(71, 72, 75-77, 79)	(81, 82, 83pt., 84pt.)	(91-92pt.)	(93, 95)	(92pt., 94, 96pt., 97, 98pt.)	SIC 1980 CLASS
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1988 Annual averages
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	100.9	100.8	100.6	111.3	100.0
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	1988 Jan
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	1988 Feb
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	1988 Mar
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	1988 Apr
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.7	97.9	94.5	99.0	1988 May
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	1988 June
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	1988 July
99.8	100.6	101.3	100.2	99.0	99.9	99.7	100.2	99.6	102.2	102.8	100.2	1988 Aug
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	101.7
103.5	101.0	102.6	102.5	106.1	102.1	103.1	103.2	106.1	105.9	101.8	101.9	103.7
101.6	101.5	102.4	104.1	107.8	106.3	103.9	102.8	106.0	104.3	118.7	106.6	106.9
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	104.2
103.1	104.7	101.6	107.2	106.0	105.0	103.6	103.0	105.1	105.9	102.7	104.7	104.6
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.					

# 5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*				ALL INDUSTRIES AND SERVICES					
	Weekly earnings (£)		Hours	Hourly earnings (£)	Weekly earnings (£)		Hours	Hourly earnings (£)		
	Excluding those whose pay was affected by absence		Excluding those whose pay was affected by absence	Including overtime pay and overtime hours	Excluding those whose pay was affected by absence		Excluding those whose pay was affected by absence	Including overtime pay and overtime hours		
	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence			Including those whose pay was affected by absence	Excluding those whose pay was affected by absence				
April of each year										
<b>ADULTS</b>										
Manual occupations										
1983	130.0	135.0	42.9	3.14	3.07	129.5	132.7	43.1	3.08	3.00
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.3	43.6	3.75	3.63
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.99	3.85
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11
1989	204.1	212.1	44.5	4.76	4.58	197.6	203.2	44.4	4.59	4.44
Non-manual occupations										
1983	167.1	168.5	38.5	4.30	4.28	157.7	159.1	37.5	4.16	4.14
1984	184.1	186.1	38.7	4.73	4.71	170.5	172.2	37.6	4.49	4.47
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76
1986	220.3	221.6	38.7	5.61	5.58	193.1	200.9	37.7	5.22	5.19
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83
All occupations										
1983	142.2	147.0	41.4	3.52	3.47	144.5	147.4	40.1	3.63	3.60
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.47	4.43
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26
1989	231.7	239.5	42.5	5.55	5.48	234.3	239.7	40.7	5.81	5.79
<b>MEN</b>										
Manual occupations										
1983	141.0	145.5	43.6	3.33	3.26	138.4	141.6	43.8	3.23	3.15
1984	153.6	159.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36
1985	167.5	172.6	44.6	3.87	3.74	159.3	163.6	44.5	3.68	3.57
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.93	3.81
1987	191.2	195.9	44.7	4.38	4.24	182.0	185.5	44.6	4.17	4.04
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66
Non-manual occupations										
1983	191.4	192.9	39.1	4.87	4.87	190.6	191.8	38.4	4.95	4.94
1984	211.7	213.5	39.3	5.38	5.37	207.3	209.0	38.5	5.37	5.36
1985	230.7	232.0	39.3	5.82	5.81	223.5	225.0	38.6	5.75	5.73
1986	254.4	255.7	39.3	6.41	6.40	243.4	244.9	38.6	6.27	6.26
1987	271.9	273.7	39.4	6.84	6.84	263.9	265.9	38.7	6.80	6.79
1988	299.1	300.5	39.4	7.45	7.44	292.1	294.1	38.7	7.49	7.48
1989	329.6	331.5	39.6	8.22	8.23	321.3	323.6	38.8	8.23	8.24
All occupations										
1983	156.4	161.2	42.2	3.78	3.75	161.1	164.7	41.4	3.93	3.91
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21
1985	187.2	192.9	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29
<b>WOMEN</b>										
Manual occupations										
1983	86.7	90.4	39.7	2.28	2.25	85.8	88.1	39.3	2.25	2.23
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
Non-manual occupations										
1983	106.2	107.0	37.2	2.85	2.84	115.1	116.1	36.5	3.13	3.12
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33
1985	125.5	128.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58
1986	135.8	137.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20
All occupations										
1983	94.7	97.9	38.6	2.53	2.51	107.6	109.5	37.2	2.91	2.90
1984	101.7	105.5	38.8	2.71	2.69	114.9	117.2	37.2	3.10	3.09
1985	110.6	114.7	38.8	2.94	2.92	123.9	126.4	37.3	3.34	3.32
1986	119.2	123.2	38.8	3.16	3.13	134.7	137.2	37.3	3.63	3.61
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78

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

# LABOUR COSTS 5.7

## All employees: main industrial sectors and selected industries

Sector	Year	Total labour costs (pence per hour)	Percentage shares of labour costs*					
			Total wages and salaries	of which holiday, sickness and maternity pay	National insurance	Redundancy payments	Voluntary social welfare payments	All other labour costs†
Manufacturing	1975	161.68	88.1	9.4	6.5	0.6	3.9	0.9
	1976	244.54	84.3	9.2	8.5	0.5	4.8	1.8
	1977	394.34	82.1	10.0	9.0	2.1	5.2	1.6
	1978	509.80	84.0	10.5	7.4	1.3	5.3	2.0
	1979	554.20	84.7	10.6	6.7	1.3	5.3	2.0
	1980	597.60	84.2	10.5	6.7	1.3	5.8	2.0
	1981	643.90	84.5	10.6	6.7	0.9	5.8	2.1
	1982	696.80	84.7	10.7	6.7	0.7	5.8	2.1
	1983	751.41	84.7	10.7	6.7	0.7	5.8	2.1
	1984	811.41	84.7	10.7	6.7	0.7	5.8	2.1
	1985	860.60	84.7	10.7	6.7	0.7	5.8	2.1
	1986	964.60	84.7	10.7	6.7	0.7	5.8	2.1
1987	1,009.50	84.7	10.7	6.7	0.7	5.8	2.1	
1988	1,062.00	84.7	10.7	6.7	0.7	5.8	2.1	
Energy (excl. coal) and water supply**	1975	217.22	82.9	11.1	6.0	0.6	8.5	2.1
	1976	324.00	78.2	11.2	6.9	0.4	12.2	2.2
	1977	595.10	75.8	11.5	7.0	1.9	13.1	2.2
	1978	811.41	77.7	11.5	5.5	1.9	12.1	2.8
	1979	860.60	78.6	11.5	5.1	1.3	12.2	2.8
	1980	964.60	75.4	11.4	4.9	5.3	11.7	2.7
	1981	1,009.50	77.6	11.7	5.0	2.5	12.2	2.8
	1982	1,062.00	79.0	12.3	5.1	0.9	12.2	2.8
	1983	1,114.11	80.2	12.3	5.1	0.9	12.2	2.8
	1984	1,166.22	80.2	12.3	5.1	0.9	12.2	2.8
	1985	1,218.33	80.2	12.3	5.1	0.9	12.2	2.8
	1986	1,270.44	80.2	12.3	5.1	0.9	12.2	2.8
Construction	1975	156.95	90.2	7.2	6.3	0.2	1.7	1.6
	1976	222.46	86.8	6.8	9.1	0.2	2.3	1.7
	1977	357.43	85.0	7.8	9.9	0.6	2.8	1.7
	1978	475.64	86.0	8.0	7.7	0.6	4.1	1.6
	1979	511.20	86.6	8.0	7.2	0.5	4.1	1.6
	1980	552.00	86.5	8.0	7.2	0.6	4.1	1.6
	1981	594.50	86.7	8.1	7.2	0.3	4.1	1.7
	1982	637.00	86.8	8.1	7.2	0.2	4.1	1.7
	1983	679.50	86.8	8.1	7.2	0.2	4.1	1.7
	1984	722.00	86.8	8.1	7.2	0.2	4.1	1.7
	1985	764.50	86.8	8.1	7.2	0		

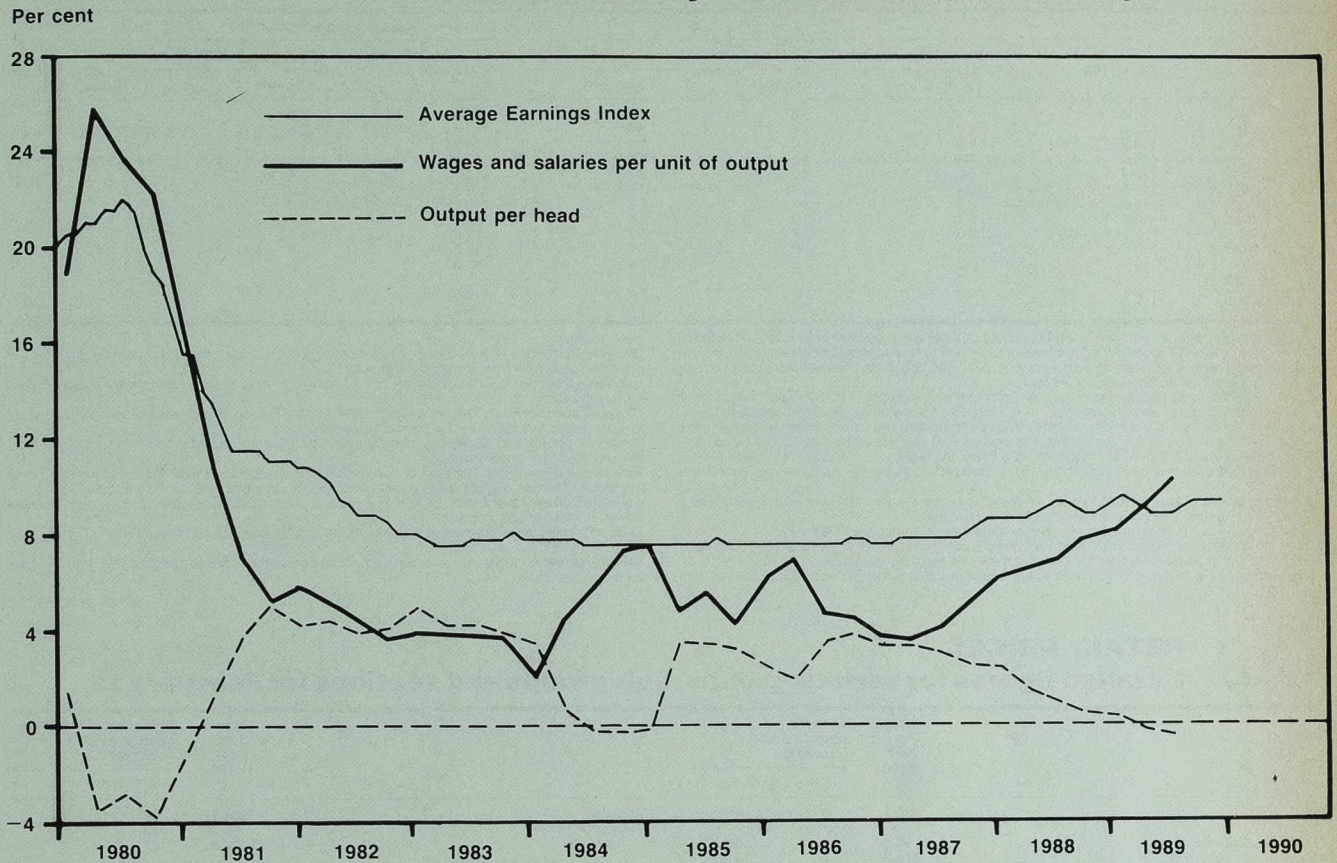
## Selected countries: wages per head: manufacturing (manual workers) EARNINGS 5.9

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(8) (10)
<b>Annual averages</b>																
1979	52.3	70.2	69	64	63.8	52.0	77	26	46	38.5	..	80	59	..	60.7	70
1980	61.5	76.2	75	70	70.9	59.8	82	33	56	47.0	..	83	65	..	66.0	76
1981	69.6	80.9	83	79	77.7	67.2	86	41	65	57.8	..	86	72	..	72.9	84
1982	77.4	85.9	88	88	85.4	78.9	90	55	74	67.7	..	92	79	..	78.7	89
1983	84.4	89.8	92	92	91.0	87.8	93	66	83	80.9	..	94	86	..	84.9	92
1984	91.7	94.3	96	96	95.3	94.6	96	83	92	90.2	97.0	95	93	90.9	93.0	96
1985	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100	100.0	100.0	100
1986	107.7	104.5	102	103	105.0	104.3	104	113	108	104.8	101.6	102	110	110.9	107.4	102
1987	116.3	107.7	104	106	114.6	107.6	108	124	113	111.5	103.2	103	128	119.3	114.3	104
1988	126.2	111.8	105	111	122.7	111.0	113	146	116	118.3	107.8	104	135	127.0	123.4	107
1989	137.2	..	..	..	..	..	..	..	..	..	..	106	..	..	..	110
<b>Quarterly averages</b>																
1988 Q3	127.0	111.7	105	111	124.1	111.0	114	146	117	119.2	108.0	105	135	127.3	123.7	107
Q4	130.6	113.5	109	113	125.6	111.9	114	157	118	120.6	109.5	105	136	133.4	126.4	108
1989 Q1	132.8	114.4	109	115	125.2	112.8	114	167	120	122.4	111.6	105	137	134.2	131.6	109
Q2	136.1	116.0	109	116	128.5	114.3	117	..	121	124.7	113.1	105	145	135.9	135.5	109
Q3	138.5	115.9	110	117	..	115.2	118	..	..	126.5	114.1	106	143	..	136.5	110
Q4	141.4	..	..	..	..	..	..	..	..	..	..	106	..	..	111	..
1989 Mar	132.9	117.2	109	115	125.8	..	..	..	..	122.8	111.8	105	..	..	134.5	109
Apr	136.6	110.4	..	116	128.1	114.3	117	..	..	123.0	112.2	105	..	..	134.7	109
May	135.8	116.3	..	115	129.1	..	..	..	..	125.5	112.6	105	..	..	136.7	109
June	136.0	121.2	109	116	128.3	..	..	..	..	125.8	114.8	105	..	..	135.1	109
July	138.2	114.3	..	116	..	115.2	118	..	..	126.3	112.6	106	..	..	137.3	110
Aug	137.9	115.8	..	117	..	..	..	..	..	126.5	116.3	106	..	..	135.1	109
Sept	139.4	117.4	110	118	..	..	..	..	..	126.8	113.5	106	..	..	137.3	111
Oct	140.4	..	..	119	..	..	..	..	..	126.8	113.7	106	..	..	138.3	110
Nov	141.0	..	..	120	..	..	..	..	..	129.1	115.5	106	..	..	138.5	111
Dec	142.9	..	..	..	..	..	..	..	..	..	..	106	..	..	..	112
1990 Jan	142.8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>																
<b>Annual averages</b>																
1979	15	5	8	10	12	13	5	24	15	20	..	4	2	..	8	8
1980	18	9	9	9	11	15	6	27	22	22	..	4	10	..	9	9
1981	13	6	11	13	10	12	5	24	16	23	..	4	11	..	10	4
1982	11	6	6	11	10	17	5	34	14	17	..	7	10	..	8	6
1983	9	4	5	4	7	11	3	20	12	19	..	2	9	..	8	3
1984	9	5	4	4	5	8	3	26	11	11	..	1	8	..	10	4
1985	9	6	4	4	5	6	4	20	9	11	3	5	8	10	8	4
1986	8	4	2	3	5	4	4	13	7	5	2	2	10	11	7	2
1987	8	3	2	3	9	3	4	10	6	6	2	1	16	8	6	2
1988	9	4	1	5	7	3	5	18	3	6	4	1	5	6	8	3
1989	9	..	..	..	..	..	..	..	..	..	..	2	..	..	..	3
<b>Quarterly averages</b>																
1988 Q3	8	3	2	6	7	3	5	19	5	6	4	2	5	8	9	3
Q4	9	3	2	6	6	3	5	23	4	5	5	2	2	8	9	3
1989 Q1	9	4	6	6	5	3	4	20	4	6	5	1	3	11	10	3
Q2	9	4	5	5	4	4	4	..	5	6	6	1	7	8	9	3
Q3	9	4	5	5	..	4	4	..	..	6	6	1	6	..	10	3
Q4	8	..	..	..	..	..	4	..	..	6	6	1	..	..	..	3
<b>Monthly</b>																
1989 Mar	8	4	6	5	5	..	..	..	..	6	5	1	..	..	11	3
Apr	9	2	..	5	5	4	4	..	..	6	5	1	..	..	9	3
May	9	6	..	5	5	..	..	..	..	6	5	1	..	..	9	3
June	9	5	4	5	5	..	..	..	..	6	6	1	..	..	10	3
July	9	5	..	5	..	4	4	..	..	6	6	1	..	..	10	3
Aug	9	4	..	6	..	..	..	..	..	6	6	1	..	..	11	3
Sept	9	2	5	5	..	..	..	..	..	6	5	1	..	..	11	4
Oct	8	..	..	5	..	..	..	..	..	6	4	1	..	..	10	3
Nov	8	..	..	6	..	..	..	..	..	7	6	1	..	..	10	3
Dec	8	..	..	..	..	..	..	..	..	..	..	1	..	..	..	3
1990 Jan	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

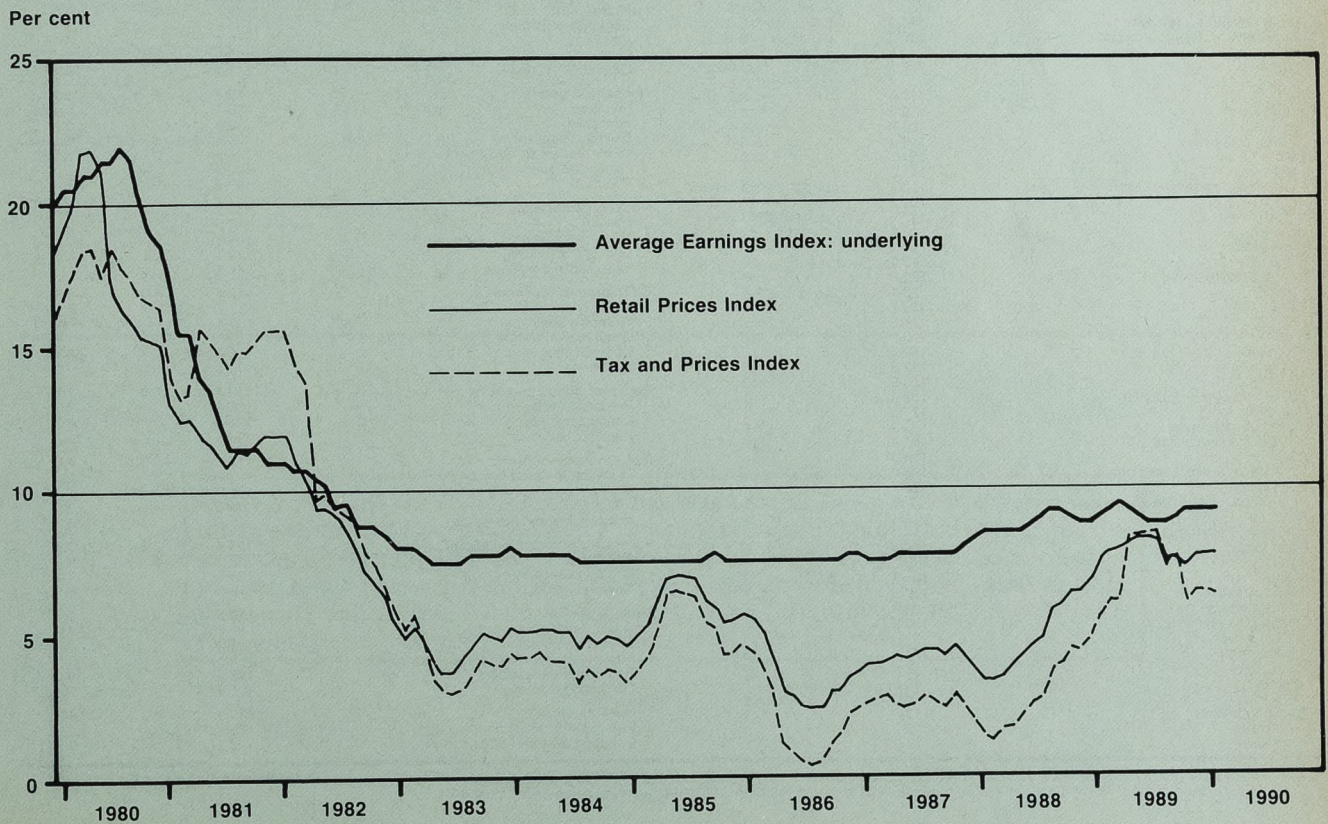
Source: OECD—Main Economic Indicators.

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:**  
**whole economy—increases over previous year**



**Earnings and prices: whole economy—increases over previous year**



# 6.1 RETAIL PRICES

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

	All items				All items except seasonal foods			
	Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1989 Feb	111.8	0.7	3.6	7.8	111.9	0.6	3.5	
Mar	112.3	0.4	3.6	7.9	112.4	0.4	3.4	
Apr	114.3	1.8	4.4	8.0	114.4	1.8	4.2	
May	115.0	0.6	4.5	8.3	115.1	0.6	4.4	
Jun	115.4	0.3	4.6	8.3	115.6	0.4	4.6	
July	115.5	0.1	4.1	8.2	115.9	0.3	4.2	
Aug	115.8	0.3	3.6	7.3	116.2	0.3	3.8	
Sept	116.6	0.7	3.8	7.6	117.0	0.7	4.1	
Oct	117.5	0.8	2.8	7.3	117.9	0.8	3.1	
Nov	118.5	0.9	3.0	7.7	118.9	0.8	3.3	
Dec	118.8	0.3	2.9	7.7	119.0	0.1	2.9	
1990 Jan	119.5	0.6	3.5	7.7	119.6	0.5	3.2	
Feb	120.2	0.6	3.8	7.5	120.3	0.6	3.5	

The increase of 0.6 per cent in the retail prices index between January and February included further sharp rises for food, dearer rail fares and a continuing rise in housing costs. There were also price increases for clothing and footwear, alcoholic drinks and household goods, in part reflecting the end of some seasonal discounts.

**Food:** Seasonal food prices, particularly for fresh fruit and vegetables and for fish, rose in price between January and February by 2.1 per cent. Increases for a wide range of non-seasonal foods, partially offset by falls in the prices of coffee and butter, caused the index for non-seasonal foods to rise by 0.6 per cent during the period. For food as a whole, the index rose by 0.9 per cent in the month, to stand 8.6 per cent higher than in February 1989.

**Catering:** There were price increases throughout this group. Its index rose by 0.5 per cent in the month.

**Alcoholic drinks:** There were increases for off-sales as many prices returned to normal following seasonal discounts. The group index rose by 0.7 per cent.

**Tobacco:** The group index rose by 0.1 per cent between January and February.

**Housing:** The rise of 0.6 per cent mainly reflected a continuing rise in costs for owner-occupiers. There were also some increases for DIY materials and dwelling insurance.

**Fuel and light:** Reductions in the prices of fuel oils meant that the group index fell by 0.6 per cent

over the month.

**Household goods:** There were rises across this group, reflecting the end of some sales. This led to an increase of 0.7 per cent for this group.

**Fares and other travel costs:** Increases in the cost of some domestic services led to a rise of 0.3 per cent for this group.

**Clothing and footwear:** The end of some sales and the introduction of new season's stocks meant that the group increased by 1.4 per cent over the month.

**Personal goods and services:** Increases across the group caused it to rise by 0.7 per cent between January and February.

**Motoring expenditure:** The cost of purchasing and maintaining motor vehicles increased over the month. Despite a slight fall in petrol prices the group index rose by 0.3 per cent.

**Fares and other travel costs:** Increases in rail and London bus fares led to a 3.3 per cent increase between January and February.

**Leisure goods:** Small increases throughout the group resulted in an overall rise of 0.4 per cent over the month.

**Leisure services:** Increases in entertainment and recreation charges pushed this group's index up by 0.3 per cent.

# 6.2 RETAIL PRICES

## Detailed figures for various groups, sub-groups and sections for February 13

	Index Jan 1987 = 100	Percentage change over (months)			Index Jan 1987 = 100	Percentage change over (months)	
		1	12			1	12
		<b>ALL ITEMS</b>	120.2			0.6	7.5
<b>Food and catering</b>	118.1	0.8	8.3	Cigarettes	108.5	2	2
<b>Alcohol and tobacco</b>	114.3	0.5	5.0	Tobacco	108.2	4	4
<b>Housing and household expenditure</b>	123.0	0.5	10.4	<b>Housing</b>	146.7	0.6	15.5
<b>Personal expenditure</b>	114.7	1.1	5.8	Rent	126.0	10	10
<b>Travel and leisure</b>	115.4	0.5	4.7	Mortgage interest payments	192.9	27	27
<b>All items excluding seasonal food</b>	120.3	0.6	7.5	Rates and community charges	128.0	10	10
<b>All items excluding food</b>	120.9	0.6	7.5	Water and other payments	131.5	13	13
<b>Seasonal food</b>	118.7	2.1	14.8	Repairs and maintenance charges	120.3	8	8
<b>Food excluding seasonal</b>	116.7	0.6	7.6	Do-it yourself materials	117.5	7	7
				Dwelling insurance & ground rent	172.3	8	8
<b>All items excluding housing</b>	115.3	0.6	5.8	<b>Fuel and light</b>	109.9	-0.6	5.5
<b>All items exc mortgage interest</b>	116.7	0.5	6.2	Coal and solid fuels	105.5	2	2
				Electricity	115.7	7	7
<b>Consumer durables</b>	109.1	1.0	3.6	Gas	104.6	3	3
				Oil and other fuels	111.7	26	26
<b>Food</b>	117.0	0.9	8.6	<b>Household goods</b>	112.8	0.7	4.2
Bread	119.3	6	6	Furniture	113.4	5	5
Cereals	120.6	6	6	Furnishings	113.9	4	4
Biscuits and cakes	115.9	6	6	Electrical appliances	104.6	0	0
Beef	124.1	8	8	Other household equipment	116.1	7	7
Lamb	111.2	16	16	Household consumables	120.8	7	7
of which, home-killed lamb	110.4	19	19	Pet care	107.9	4	4
Pork	121.5	17	17	<b>Household services</b>	116.7	0.3	5.3
Bacon	122.7	16	16	Postage	112.6	6	6
Poultry	112.2	11	11	Telephones, telemessages, etc	105.8	5	5
Other meat	114.3	13	13	Domestic services	123.1	8	8
Fish	113.3	6	6	Fees and subscriptions	124.7	4	4
of which, fresh fish	122.7	13	13	<b>Clothing and footwear</b>	112.4	1.4	4.9
Butter	123.1	9	9	Men's outerwear	112.7	5	5
Oil and fats	112.1	5	5	Women's outerwear	108.4	4	4
Cheese	118.6	7	7	Children's outerwear	113.0	4	4
Eggs	118.8	16	16	Other clothing	116.3	6	6
Milk fresh	120.1	7	7	Footwear	114.3	5	5
Milk products	122.8	8	8	<b>Personal goods and services</b>	119.4	0.7	7.7
Tea	123.5	13	13	Personal articles	106.4	3	3
Coffee and other hot drinks	91.8	-1	-1	Chemists goods	121.4	9	9
Soft drinks	127.4	5	5	Personal services	130.5	11	11
Sugar and preserves	121.9	6	6	<b>Motoring expenditure</b>	115.4	0.3	4.0
Sweets and chocolates	106.4	4	4	Purchase of motor vehicles	113.7	1	1
Potatoes	119.8	18	18	Maintenance of motor vehicles	123.0	9	9
of which, unprocessed potatoes	125.3	29	29	Petrol and oil	108.8	7	7
Vegetables	122.2	10	10	Vehicles tax and insurance	125.9	3	3
of which, other fresh vegetables	122.8	13	13	<b>Fares and other travel costs</b>	121.4	3.3	7.2
Fruit	113.6	8	8	Rail fares	128.3	9	9
of which, fresh fruit	114.9	9	9	Bus and coach fares	124.5	7	7
Other foods	115.6	8	8	Other travel costs	113.5	6	6
<b>Catering</b>	121.8	0.5	7.3	<b>Leisure goods</b>	110.5	0.4	4.7
Restaurant meals	122.8	7	7	Audio-visual equipment	89.7	-1	-1
Canteen meals	121.3	8	8	Records and tapes	99.2	5	5
Take-aways and snacks	120.6	7	7	Toys, photographic and sport goods	112.0	1	1
<b>Alcoholic drink</b>	117.1	0.7	6.0	Books and newspapers	126.9	9	9
Beer	119.6	7	7	Gardening products	121.4	8	8
on sales	120.3	7	7	<b>Leisure services</b>	119.9	0.3	6.9
off sales	114.0	4	4	Television licences and rentals	105.9	2	2
Wines and spirits	113.4	5	5	Entertainment and other recreation	129.2	9	9
on sales	116.7	6	6				
off sales	111.0	5	5				

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

# RETAIL PRICES 6.3

## Average retail prices of selected items

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

It is only possible to calculate a meaningful average price for

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

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

### Average prices on February 13, 1990

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)
<b>FOOD ITEMS</b>							
<b>Beef: home-killed</b>							
Best beef mince	312	152	96-199	<b>Butter</b>			
Topside	301	274	248-310	Home produced, per 250g	277	63	58-69
Brisket (without bone)	228	195	160-219	New Zealand, per 250g	244	61	59-67
Rump steak*	315	362	298-400	Danish, per 250g	263	70	67-75
Stewing steak	306	181	160-220	<b>Margarine</b>			
<b>Lamb: home-killed</b>				Soft 500g tub	260	37	28-66
Loin (with bone)	294	245	193-298	Low fat spread	478	47	38-59
Shoulder (with bone)	278	120	95-151	<b>Lard, per 250g</b>			
Leg (with bone)	277	199	176-239				
<b>Lamb: imported (frozen)</b>				<b>Cheese</b>			
Loin (with bone)	159	187	150-199	Cheddar type	291	149	126-189
Shoulder (with bone)	151	95	78-129	<b>Eggs</b>			
Leg (with bone)	165	177	139-199	Size 2 (65-70g), per dozen	256	123	104-138
				Size 4 (55-60g), per dozen	212	108	88-128
<b>Pork: home-killed</b>				<b>Milk</b>			
Leg (foot off)	266	138	99-180	Pasteurised, per pint	321	30	26-30
Belly*	281	104	84-119	Skimmed, per pint	281	29	25-30
Loin (with bone)	318	171	149-199	<b>Tea</b>			
Shoulder (with bone)	211	148	109-172	loose, per 125g	289	49	39-64
				Tea bags, per 250g	304	117	86-131
<b>Bacon</b>				<b>Coffee</b>			
Streaky*	258	128	108-150	Pure, instant, per 100g	564	133	94-179
Gammon*	263	206	164-257	Ground (filter fine), per 8oz	261	144	119-209
Back, vacuum packed	198	208	150-259	<b>Sugar</b>			
Back, not vacuum packed	237	198	159-238	Granulated, per kg	301	59	58-61
<b>Ham (not shoulder), per 4oz</b>	283	73	54-90	<b>Fresh vegetables</b>			
<b>Sausages</b>				Potatoes, old loose			
Pork	311	100	82-122	White	247	16	10-20
Beef	243	95	72-112	Red	122	16	12-21
<b>Pork luncheon meat, 12oz can</b>	165	51	47-59	Potatoes, new loose			
<b>Corned beef, 12oz can</b>	201	90	79-99	Tomatoes	205	78	65-95
				Cabbage, greens	283	36	19-62
				Cabbage, hearted	298	26	15-39
<b>Chicken: roasting, oven ready</b>				Cauliflower, each	298	72	47-89
Frozen, oven ready	184	76	62-98	Brussels sprouts	300	33	20-42
Fresh or chilled 3lb	246	93	74-139	Carrots	339	24	15-30
				Onions	313	26	17-39
				Mushrooms, per 4oz	320	32	25-36
				Cucumber, each	312	76	55-90
				Lettuce - iceberg	297	87	65-99
<b>Fresh and smoked fish</b>				<b>Fresh fruit</b>			
Cod fillets	229	248	198-285	Apples, cooking	302	35	26-40
Haddock fillets	217	269	210-300	Apples, dessert	299	42	35-49
Mackerel, whole	195	89	65-115	Pears, dessert	297	52	42-59
Kippers, with bone	243	103	89-136	Oranges, each	294	17	12-25
<b>Canned (red) salmon, half size can</b>	183	182	159-215	Bananas	308	51	45-55
				Grapes	275	125	79-210
<b>Bread</b>				<b>Items other than food</b>			
White loaf, sliced, 800g	315	49	42-63	Draught bitter, per pint	668	102	89-115
White loaf, unwrapped, 800g	251	65	59-69	Draught lager, per pint	690	115	100-127
White loaf, unsliced, 400g	283	42	38-46	Whisky per nip	694	79	70-90
Brown loaf, sliced, small	274	43	41-46	Gin, per nip	698	78	70-90
Brown loaf, unsliced, 800g	245	67	59-72	Cigarettes 20 king size filter	3,705	156	125-165
				Coal, per 50kg	381	573	470-706
				Smokeless fuel per 50kg	4		

# 6.4 RETAIL PRICES

## General index of retail prices

# RETAIL PRICES 6.4

## General index of retail prices

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	All items except housing	All items except mortgage interest	Nationalised industries	Consumer durables	Food	Meals bought and consumed outside the home	Alcoholic drink
									All	Seasonal †	Non- seasonal food
Weights	1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70	
	1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82	
	1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81	
	1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83	
	1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85	
	1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	82	
	1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	79	
	1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79	
	1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77	
	1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78	
	1984	1,000	799	966.1-968.7	102	201	31.3-33.9	167.1-169.8	36	75	
	1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75	
	1986	1,000	815	973.3-976.0	83	185	24.0-26.7	158.3-161.0	44	82	
	1974	108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7	
	1975	134.8	135.3	135.1	147.5	133.3	129.8	134.3	132.4	135.2	
	1976	157.1	156.4	156.5	185.4	159.9	177.7	156.8	157.3	159.3	
	1977	182.0	179.7	181.5	208.1	190.3	197.0	189.1	185.7	183.4	
	1978	197.1	195.2	197.8	227.3	203.8	180.1	208.4	207.8	196.0	
	1979	229.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1	
	1980	263.7	265.9	265.3	307.9	255.9	224.5	262.0	290.0	261.8	
	1981	295.0	299.8	299.9	368.0	307.9	277.5	244.7	318.0	306.1	
	1982	320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4	
	1983	335.1	342.4	337.1	440.9	308.8	282.8	313.8	364.0	366.5	
	1984	351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7	
	1985	373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1	
	1986	385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6	
	1975 Jan 14	119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2	
	1976 Jan 13	147.9	147.9	147.6	172.8	148.3	158.5	146.6	146.2	149.0	
	1977 Jan 18	172.4	169.3	170.9	195.7	183.1	214.8	177.1	172.3	173.7	
	1978 Jan 17	189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	189.9	
	1979 Jan 16	207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9	
	1980 Jan 15	245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4	
	1981 Jan 13	277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7	
	1982 Jan 12	310.6	314.6	311.5	387.0	296.1	287.6	297.5	329.7	321.8	
	1983 Jan 11	325.9	332.6	328.5	441.4	301.8	256.8	310.3	353.7	353.7	
	1984 Jan 10	342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1	
	1985 Jan 15	359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9	
	1986 Jan 14	379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8	
	1987 Jan 13	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7	

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

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel- laneous goods	Transport and vehicles	Services	Weights
43	124	52	64	91	63	135	54	1974
46	108	53	70	89	71	149	52	1975
46	112	56	75	84	74	140	57	1976
46	112	58	63	82	71	139	54	1977
48	113	60	64	80	70	140	56	1978
44	120	59	64	82	69	143	59	1979
40	124	59	69	84	74	151	62	1980
36	135	62	65	81	75	152	66	1981
41	144	62	64	77	72	154	65	1982
39	137	69	64	74	75	159	63	1983
36	149	65	69	70	76	158	65	1984
37	153	65	65	75	77	156	62	1985
40	153	62	63	75	81	157	58	1986
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	1974
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	1975
171.3	143.2	182.4	144.2	139.4	161.3	160.0	159.5	1976
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3	1977
226.2	173.4	227.5	182.1	171.0	206.7	207.2	192.0	1978
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9	1979
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7	1980
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8	1981
413.3	359.3	433.3	243.8	210.5	325.8	343.5	331.6	1982
440.9	387.1	465.4	250.4	214.8	345.6	366.3	342.9	1983
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3	1984
532.5	452.3	499.3	262.9	222.9	392.2	392.5	381.3	1985
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5	1986
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8	Jan 14 1975
162.6	134.8	168.7	140.8	131.5	152.3	157.0	154.0	Jan 13 1976
193.2	154.1	198.8	157.0	148.5	176.2	178.9	166.8	Jan 18 1977
222.6	164.3	219.9	175.2	163.6	198.6	198.7	186.6	Jan 17 1978
231.5	190.3	233.1	187.3	176.1	216.4	218.5	202.0	Jan 16 1979
269.7	237.4	277.1	216.1	197.1	258.8	268.4	246.9	Jan 15 1980
296.6	285.0	307.5	231.0	207.5	293.4	299.5	289.2	Jan 13 1981
392.1	350.0	401.9	239.5	207.1	312.5	330.5	325.6	Jan 12 1982
426.2	348.1	401.9	245.8	210.9	337.4	353.9	337.6	Jan 11 1983
450.8	382.6	469.3	252.3	210.4	353.3	370.8	350.6	Jan 10 1984
508.1	416.4	487.5	257.7	217.4	378.4	379.6	369.7	Jan 15 1985
545.7	463.7	507.0	265.2	225.2	402.9	393.1	393.1	Jan 14 1986
602.9	502.4	506.1	265.6	230.8	413.0	399.7	408.8	Jan 13 1987

\* These sub-groups have no direct counterparts in the index series produced for the period up to the end of 1986 but indices for categories which are approximately equivalent were published in the July 1987 issue of *Employment Gazette* (pp 332-3) for the period 1974-86 (using the January 1987 reference date). These historical indices may be helpful to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below table 6.7).



# 6.5 RETAIL PRICES

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

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	6.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	9.0	10.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	6.5	10.4	12.6
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	1.8	8.0	7.1	3.7
1984 Jan 10	5.1	6.0	7.0	6.3	5.8	9.9	0.5	2.6	-0.3	4.7	4.8	3.9
1985 Jan 15	5.0	3.4	6.2	5.8	12.7	8.8	3.9	2.1	3.3	7.1	2.4	5.4
1986 Jan 14	5.5	3.2	6.2	6.5	7.4	11.4	4.0	2.9	3.6	6.5	3.6	6.3
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0

	All items	Food	Catering	Alcoholic drink	Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring 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 Feb 15	3.3	2.9	6.7	3.9	1.7	4.0	-2.0	3.5	5.2	1.6	4.4	4.0	5.9	3.1	3.6
1988 Mar 16	3.5	3.2	6.6	4.0	1.7	4.0	-2.0	3.5	5.1	2.1	4.4	4.2	5.7	3.0	3.7
1988 Apr 19	3.9	2.8	7.0	5.3	3.4	4.7	-0.8	3.4	4.8	2.1	4.6	4.8	5.6	3.0	6.7
1988 May 17	4.2	2.4	7.0	5.3	3.9	5.6	1.3	3.4	4.5	3.8	4.8	4.4	5.3	2.7	7.2
1988 June 14	4.6	3.1	7.0	5.3	3.8	6.2	3.0	3.6	4.5	4.5	4.6	4.8	5.3	2.2	7.0
1988 July 19	4.8	3.6	6.6	5.3	3.7	6.2	4.5	4.2	5.0	4.1	5.1	4.6	5.6	2.8	6.8
1988 Aug 16	5.7	3.7	6.6	5.5	4.1	11.2	4.4	4.5	4.9	3.5	5.0	4.5	6.2	2.9	7.0
1988 Sept 13	5.9	4.4	6.5	5.4	4.0	11.6	5.2	4.4	4.8	2.9	5.8	4.4	6.4	2.6	8.5
1988 Oct 18	6.4	3.8	6.7	5.4	3.7	15.1	5.8	4.2	4.8	4.5	5.4	4.6	6.4	2.3	7.0
1988 Nov 15	6.4	4.0	6.5	5.6	4.0	15.6	5.7	3.6	4.7	4.6	4.7	4.5	6.2	1.7	7.6
1988 Dec 13	6.8	4.0	6.2	5.6	4.0	17.9	6.0	3.5	4.6	4.4	4.8	4.6	6.2	1.7	7.8
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1989 Feb 14	7.8	4.0	6.0	6.0	4.0	21.8	6.3	4.2	5.2	5.2	5.9	5.7	7.1	2.1	8.2
1989 Mar 14	7.9	4.2	6.1	6.0	4.1	22.0	6.6	4.2	5.2	4.7	5.7	5.9	7.3	2.3	8.2
1989 Apr 18	8.0	5.0	6.0	5.1	2.5	21.9	6.4	4.3	5.7	6.5	6.7	6.7	7.2	2.0	4.8
1989 May 16	8.3	5.3	6.2	5.0	2.0	23.1	5.7	4.2	5.5	5.4	7.0	7.4	7.4	2.8	5.4
1989 June 13	8.3	5.6	6.1	5.1	2.2	23.4	5.1	4.3	5.3	5.0	6.9	6.7	8.1	3.1	5.6
1989 July 18	8.2	5.9	6.5	5.4	2.3	24.0	4.6	3.9	4.8	5.1	7.3	5.7	7.4	3.1	6.4
1989 Aug 15	7.3	5.9	6.3	5.8	2.1	18.7	5.1	3.8	4.5	5.2	7.3	4.7	6.9	2.8	6.5
1989 Sept 12	7.6	6.2	6.2	5.8	2.6	18.6	5.2	3.5	5.0	5.9	7.2	4.9	6.9	3.2	6.0
1989 Oct 17	7.3	7.1	6.4	5.9	3.4	15.7	5.5	3.6	5.5	5.1	7.6	4.7	6.8	3.5	6.2
1989 Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1
1989 Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
1990 Feb 16	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.2	4.7	6.9

Notes: See notes under table 6.7.

# 6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

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

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

# RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5			
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3			
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1			
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0			
1987 January	386.5	344.6	448.5	438.4	605.5	510.5	...	231.7	...	...	...			
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6			
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1			
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8			
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4			
1987 January	384.2	338.8	448.8	456.0	602.3	512.2	...	240.5	...	...	...			
GENERAL INDEX OF RETAIL PRICES														
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9			
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3			
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3			
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5			
1987 January	377.8	354.0	454.8	440.7	602.9	506.1	...	230.8	...	...	...			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	101.1	102.3	102.9	102.8	103.5	100.4
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	104.5	104.5	109.1	107.9	108.7	109.3	103.3
1989	110.6	110.8	116.7	111.9	106.5	106.8	110.9	109.1	109.3	119.3	115.1	114.9	116.2	106.1
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	109.4	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6
1988	105.8	104.6	109.6	106.9	103.4	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1
1989	111.5	110.5	116.5	112.9	106.4	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1

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

## GENERAL NOTES—RETAIL PRICES

Following the recommendations of the Retail Prices Index Advisory Committee, the index has been re-referenced to make January 13, 1987=100. Details of all changes following the Advisory Committee report can be found in the article on p 185 of the April 1987 issue of *Employment Gazette*.

### Calculations

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

# 6.8 RETAIL PRICES Selected countries

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (FR)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
<b>Annual averages</b>											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.6	101.3	103.6	99.7	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	107.0	102.9	107.8	100.0	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.8	104.1	112.7	101.2	162.5	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	106.1
<b>Monthly</b>											
1989 Feb	118.2	114.2	105.9	115.9	103.4	172.8	125.0	110.9	112.0	121.3	103.7
Mar	118.7	114.7	106.1	116.7	103.5	177.5	125.7	111.2	..	122.0	104.0
Apr	120.8	115.6	106.8	117.4	104.1	180.4	126.1	111.9	..	122.6	104.3
May	121.6	116.0	106.9	118.2	104.3	181.0	126.3	112.3	113.1	123.2	104.7
June	122.0	116.3R	107.1	117.9	104.4	183.9	127.0	112.5	..	123.7	105.0
July	122.1	116.6R	107.5	117.9	104.3	183.6	129.0	112.8	..	123.9	105.3
Aug	122.4	116.8R	107.8	118.6	104.2	184.1	129.3	113.0	114.8	124.1	105.5
Sept	123.3	117.4R	108.4	119.1	104.3	190.7	130.7	113.2	..	124.8	105.8
Oct	124.2	118.1R	108.5	119.7	104.6	194.6	131.2	113.7	..	125.8R	106.4
Nov	125.3	118.5R	108.4	120.2	104.9	196.3	131.5	113.9	115.7	126.3R	106.6
Dec	125.6	118.9R	108.8	120.2	105.2	199.9	132.0	114.1	..	126.9R	106.7
1990 Jan	126.3	119.5P	109.2	119.4P	105.8	201.3	133.2	114.5P	..	127.5P	107.5
Feb	127.1	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>											<b>Per cent</b>
<b>Annual averages</b>											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	0.0
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	3.0	13.8	6.8	3.5	4.1	6.3	4.3
<b>Monthly</b>											
1989 Feb	7.8	4.9	2.6	4.4	2.5	13.8	6.2	3.4	3.4	5.9	2.7
Mar	7.9	5.0	2.8	4.7	2.6	13.5	6.0	3.4	..	6.1	2.8
Apr	8.0	5.3	3.0	4.9	2.9	13.0	6.8	3.6	..	6.3	3.2
May	8.3	5.4	3.0	4.8	3.0	13.1	7.0	3.7	0.0	6.5	3.5
June	8.3	5.3R	3.0	4.5	2.9	13.4	7.1	3.6	..	6.5	3.6
July	8.2	5.3R	3.0	5.0	2.8	13.5	7.5	3.5	..	6.5	3.4
Aug	7.3	5.1R	3.2	4.9	2.8	13.6	6.7	3.4	4.5	6.3	3.4
Sept	7.6	5.1R	3.5	4.7	2.8	14.3	6.8	3.4	..	6.3	3.6
Oct	7.3	5.2R	3.6	5.1	3.1	13.8	7.1	3.5	..	6.3R	3.9
Nov	7.7	5.3R	3.6	4.8	3.0	14.0	7.4	3.6	4.7	6.0R	3.8
Dec	7.7	5.2R	3.6	4.8	3.0	14.8	6.9	3.6	..	6.2R	3.9R
1990 Jan	7.7	5.2P	3.6	3.6P	2.7	15.9	6.8	3.5P	..	6.0P	4.0
Feb	7.5	..	..	..	..	..	..	..	..	..	..

Source: Eurostat  
P Provisional  
R Revised

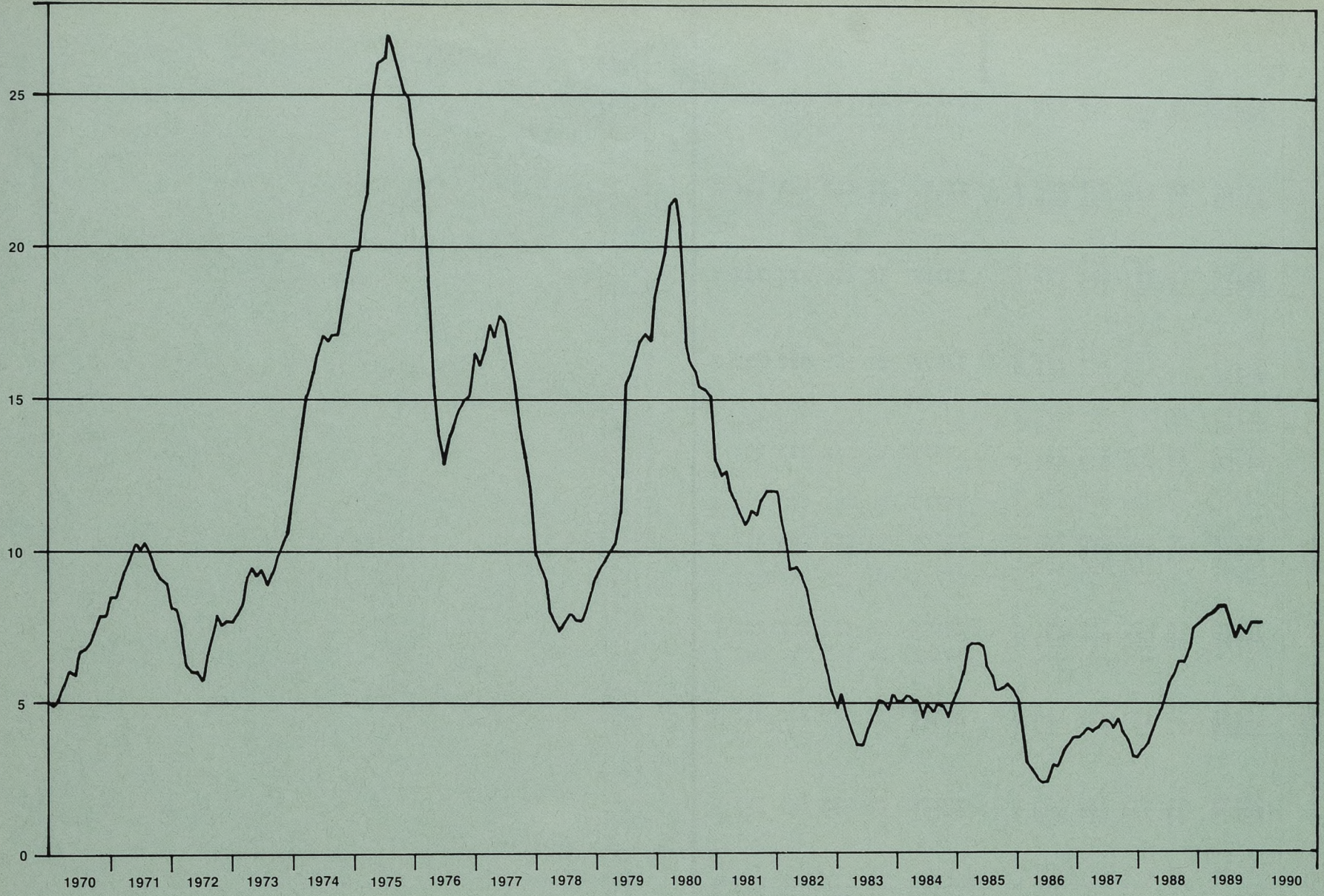
Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.  
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupiers' shelter costs varies, reflecting both differences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

# RETAIL PRICES 6.8 Selected countries

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
<b>Annual averages</b>										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	100.2	115.0	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	99.8	125.8	105.7	100.7	102.2	103.1	116.5	108.6	107.4	108.7
1988	100.6	138.0	110.0	101.4	104.2	105.1	124.3	114.9	112.7	113.1
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
<b>Monthly</b>										
1989 Feb	100.7	145.4	113.1	101.4	106.1	106.6	127.6	119.7	116.6	116.2
Mar	101.1	146.7	113.7	101.9	106.4	106.8	128.7	120.1	117.9	116.7
Apr	101.6	148.2	114.5	103.7	106.9	107.1	129.4	121.3	119.1	117.1
May	101.6	148.5	115.1	104.3	107.0	107.3	129.8	121.8	119.5	118.3
June	101.5	149.5	115.4	104.2	107.1	107.6	130.6	122.2	120.6	118.9
July	101.7	151.0	115.7	104.0	108.8	108.8	130.7	122.2	120.5	119.7
Aug	102.0	153.6	115.9	103.9	107.3	109.2	130.3	122.7	120.6	119.8
Sept	102.5	153.9	116.2	104.8	107.8	108.4	131.4	123.7	121.9	120.0
Oct	102.6	154.7	116.8	105.6	108.2	108.4	131.6	124.7	122.4	120.4
Nov	102.6	156.3	117.1	104.8	109.6	108.3	131.6	125.0	122.3	120.8
Dec	102.6	158.0	117.3	104.6	110.2	108.5	131.5	125.4	123.0	120.7
1990 Jan	102.4	160.7	118.0p	104.9p	110.9	109.2	132.5	..	124.8	121.7
Feb	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>										
<b>Annual averages</b>										
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0
1989	1.1	9.3	4.8	2.3	3.1	2.5	4.6	6.5	6.5	4.9
<b>Monthly</b>										
1989 Feb	1.0	12.1	4.8	1.0	2.3	2.3	4.9	6.4	6.0	4.6
Mar	0.9	12.4	5.0	1.1	2.4	2.2	4.3	6.3	6.6	4.6
Apr	1.1	13.2	5.1	2.4	2.7	2.4	4.6	6.4	6.9	4.6
May	1.0	13.0	5.4	2.9	2.9	2.8	4.7	6.5	6.4	5.0
June	1.0	13.2	5.2	3.0	3.0	2.5	4.7	6.6	6.8	5.4
July	1.1	13.3	5.0	3.0	2.9	2.5	4.8	6.1	6.7	5.4
Aug	1.1	13.7	4.7	2.6	3.0	2.6	4.6	6.4	6.7	5.2
Sept	1.3	12.7	4.3	2.6	3.4	2.4	4.2	6.4	6.7	5.2
Oct	1.3	12.3	4.5	2.9	3.6	2.8	4.2	6.4	7.1	5.1
Nov	1.2	11.7	4.7	2.5	4.4	2.7	4.3	6.5	6.8	5.2
Dec	1.3	11.6	4.6	2.6	5.0	2.9	4.2	6.6	6.6R	5.1
1990 Jan	2.0	12.1	4.8P	3.1P	5.0	2.9	4.2	..	7.6	5.5
Feb	..	..	..	..	..	..	..	..	..	..

**C3** RETAIL PRICES INDEX  
Increases over previous year

Per cent



# TOURISM 8.1

## Employment in tourism-related industries in Great Britain

THOUSAND

SIC group	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism- related industries
	661	662	663	665, 667		
<b>Self-employed *</b>						
1981	48.0	51.7	1.6	36.4	18.4	156.1
<b>Employees in employment</b>						
1985 Mar	207.5	254.8	136.2	221.6	316.6	1,136.7
June	222.8	266.4	139.7	268.5	373.0	1,270.4
Sept	226.1	259.3	139.3	270.1	364.3	1,259.2
Dec	220.8	258.5	141.2	231.4	325.8	1,177.8
1986 Mar	215.3	249.9	137.1	226.5	322.0	1,150.8
June	229.2	259.8	138.2	270.5	370.9	1,268.6
Sept	227.7	264.3	138.5	268.4	362.0	1,260.9
Dec	225.2	263.4	139.2	232.3	331.2	1,191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1,168.6
June	240.4	263.1	136.9	265.4	375.1	1,280.9
Sept	242.2	264.1	139.9	270.1	367.0	1,283.3
Dec	243.7	266.7	143.6	243.5	350.9	1,248.4
1988 Mar	240.9	258.8	139.9	236.9	357.8	1,234.3
June	258.6	266.1	141.4	275.2	381.3	1,322.6
Sept	257.2	273.6	140.6	279.3	384.7	1,335.4
Dec	258.9	274.4	146.3	241.7	359.2	1,280.5
1989 Mar	255.2	269.9	141.6	247.1	358.7	1,272.6
June	272.4	279.8	141.8	283.9	393.6	1,371.5
Sept	273.1	282.9	144.3	282.1	403.0	1,376.1
Change Sept 1989 on Sept 1988						
Absolute (thousands)	+15.9	+9.3	+3.7	+9.0	+18.3	+40.7
Percentage	+6.2	+3.4	+2.6	+3.2	+4.8	+3.0

\* Based on Census of Population.

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

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

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

## TOURISM 8.2

### Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

		Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
1981		2,970		3,272		-302	
1982		3,188		3,640		-452	
1983		4,003		4,090		-87	
1984		4,614		4,663		-49	
1985		5,442		4,871		+571	
1986		5,553		6,083		-530	
1987		6,260		7,280		-1,020	
1988		6,193		8,228		-2,035	
1989 (e)		6,850		9,380		-2,530	
Percentage change 1989/1988		+11		+14			
		Overseas visitors to the UK		UK residents abroad		Balance	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1988	Q1	1,048	1,524	1,350	2,023	-302	-499
	Q2	1,465	1,547	1,973	2,009	-508	-462
	Q3	2,233	1,501	3,216	2,033	-983	-532
	Q4	1,447	1,621	1,688	2,163	-241	-540
1989 P	Q1	1,190	1,725	1,591	2,377	-401	-652
	Q2	1,499	1,611	2,124	2,160	-625	-549
	Q3 R	2,517	1,681	3,717	2,271	-1,200	-590
	Q4 (e)	1,645	1,834	1,945	2,570	-300	-736
1988	Jan	402	506	418	652	-16	-146
	Feb	284	493	418	694	-134	-201
	Mar	362	525	513	677	-151	-152
	Apr	452	534	549	683	-97	-149
	May	446	494	584	615	-138	-121
	June	567	519	840	711	-273	-192
	July	736	509	925	661	-189	-152
	Aug	847	505	1,181	686	-334	-181
	Sept	650	487	1,110	686	-460	-199
	Oct	605	529	897	720	-292	-191
	Nov	405	527	453	711	-48	-184
	Dec	436	565	338	732	+96	-167
1989 P	Jan	412	527	486	757	-74	-230
	Feb	305	555	527	876	-222	-321
	Mar	473	643	579	744	-106	-101
	Apr	436	532	598	726	-162	-194
	May	484	537	638	692	-154	-155
	June	579	542	888	742	-309	-200
	July R	866	574	1,035	724	-169	-150
	Aug R	901	554	1,369	774	-468	-220
	Sept R	750	553	1,313	773	-563	-220
	Oct (e)	630	567	975	820	-345	-253
	Nov (e)	465	588	525	832	-60	-244
	Dec (e)	550	679	445	918	+105	-239

P Provisional (e) Rounded to the nearest £5 million.

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

Source: International Passenger Survey.

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,798		3,272	9,668	2,859
1989 (e)	17,150		3,440	10,580	3,130
1988 Q1		3,966	519	7,735	524
Q2		3,782	846	2,485	683
Q3		5,547	1,201	3,303	1,043
Q4		3,461	706	2,146	609
1989 P Q1		3,363	550	2,220	593
Q2		4,144	941	2,540	664
Q3 R		5,972	1,229	3,546	1,197
Q4 (e)		3,670	720	2,270	680
1988 Jan	1,021	1,323	158	649	214
Feb	792	1,359	140	506	146
Mar	964	1,284	220	580	164
Apr	1,324	1,274	202	928	194
May	1,191	1,222	279	698	214
June	1,498	1,286	365	858	275
July	1,930	1,272	448	1,172	338
Aug	2,084	1,254	448	1,269	367
Sept	1,535	1,298	334	863	338
Oct	1,366	1,348	328	764	274
Nov	1,073	1,472	199	701	173
Dec	1,022	1,406	179	680	162
1989 P Jan	1,140	1,462	190	717	233
Feb	877	1,446	140	567	169
Mar	1,346	1,610	220	936	191
Apr	1,270	1,371	202	902	168
May	1,348	1,409	314	791	243
June	1,527	1,338	428	847	253
July R	2,075	1,397	461	1,245	369
Aug R	2,261	1,357	420	1,403	439
Sept R	1,636	1,391	348	899	389
Oct (e)	1,410	1,405	310	810	290
Nov (e)	1,150	1,484	220	710	220
Dec (e)	1,110	1,480	190	750	170

Notes: See table 8.2.

## 8.4 TOURISM Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989 (e)	31,080		2,170	26,240	2,670
1988 Q1		7,237	250	3,557	662
Q2		6,890	440	6,334	568
Q3		11,020	7,102	9,668	687
Q4		5,996	468	4,959	569
1989 P Q1		8,257	330	4,327	763
Q2		7,410	531	6,571	599
Q3 R		11,637	819	10,107	710
Q4 (e)		6,320	490	5,230	600
1988 Jan	1,406	2,311	126	1,025	255
Feb	1,384	2,609	54	1,123	207
Mar	1,679	2,317	70	1,409	200
Apr	2,080	2,080	144	1,674	262
May	2,133	2,137	135	1,854	144
June	3,130	2,488	162	2,806	162
July	3,326	2,350	171	2,976	179
Aug	3,967	2,357	273	3,425	269
Sept	3,729	2,395	222	3,268	239
Oct	3,077	2,635	224	2,625	228
Nov	1,695	2,519	127	1,388	180
Dec	1,224	2,445	117	946	161
1989 P Jan	1,728	2,850	128	1,324	276
Feb	1,631	2,785	85	1,314	232
Mar	2,060	2,622	117	1,689	254
Apr	2,138	2,465	146	1,739	253
May	2,401	2,473	167	2,075	159
June	3,163	2,472	219	2,757	187
July R	3,358	2,411	207	2,970	180
Aug R	4,397	2,570	284	3,857	256
Sept R	3,882	2,495	250	3,280	275
Oct (e)	3,140	2,644	250	2,660	230
Nov (e)	1,720	2,545	130	1,400	190
Dec (e)	1,460	2,746	110	1,170	180

Notes: See table 8.2.

## Overseas travel and tourism: visits to the UK by country of residence

THOUSAND

	1986	1987	1988 R	1988 R				1989			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Total all countries</b>	<b>13,897</b>	<b>15,566</b>	<b>15,798</b>	<b>2,777</b>	<b>4,013</b>	<b>5,548</b>	<b>3,461</b>	<b>3,364</b>	<b>4,144</b>	<b>5,972</b>	
<b>North America</b>	<b>2,288</b>	<b>2,800</b>	<b>2,620</b>	<b>420</b>	<b>679</b>	<b>933</b>	<b>589</b>	<b>448</b>	<b>767</b>	<b>983</b>	
USA											
Canada	555	594	651	99	167	269	117	101	174	246	
<b>Total</b>	<b>2,843</b>	<b>3,394</b>	<b>3,272</b>	<b>519</b>	<b>846</b>	<b>1,201</b>	<b>706</b>	<b>550</b>	<b>941</b>	<b>1,229</b>	
<b>European Community</b>											
Belgium/Luxembourg	496	491	587	124	131	170	161	133	141	192	
France	1,756	2,008	1,969	345	628	589	407	540	607	678	
Federal Republic of Germany	1,599	1,644	1,830	294	547	635	354	408	519	354	
Italy	494	683	661	109	108	127	122	97	122	332	
Netherlands	769	855	881	155	201	316	209	191	221	307	
Denmark	250	242	248	45	67	74	62	57	62	70	
Greece	94	130	122	30	23	37	32	30	24	40	
Spain	366	456	509	93	96	194	127	106	104	221	
Portugal	81	67	88	21	19	29	19	25	19	25	
Irish Republic	1,037	1,154	1,251	229	296	446	280	276	328	476	
<b>Total</b>	<b>6,942</b>	<b>7,731</b>	<b>8,148</b>	<b>1,446</b>	<b>2,116</b>	<b>2,808</b>	<b>1,778</b>	<b>1,887</b>	<b>2,121</b>	<b>1,996</b>	
<b>Other Western Europe</b>											
Austria	117	127	117	14	24	53	26	26	26	70	
Switzerland	348	403	420	73	127	130	90	89	115	119	
Norway	285	296	281	63	69	82	68	46	59	98	
Sweden	407	417	382	72	93	114	102	96	113	141	
Finland	67	116	114	18	19	44	32	26	52	56	
Others	189	227	207	48	37	72	50	50	54	66	
<b>Total</b>	<b>1,413</b>	<b>1,586</b>	<b>1,521</b>	<b>288</b>	<b>369</b>	<b>495</b>	<b>368</b>	<b>333</b>	<b>419</b>	<b>550</b>	
<b>Other countries</b>											
Middle East	535	526	475	87	98	201	89	79	83	199	
North Africa	100	100	78	17	15	28	18	19	16	41	
South Africa	141	157	153	20	42	58	33	28	29	54	
Eastern Europe	66	101	123	22	24	49	29	20	37	70	
Japan	205	297	388	109	75	112	93	138	86	162	
Australia	467	508	482	80	129	168	105	98	123	207	
New Zealand	92	122	129	19	33	55	22	20	21	54	
Latin America	181	160	154	22	39	65	28	34	31	67	
Rest of World	912	884	877	148	228	307	192	157	238	343	
<b>Total</b>	<b>2,699</b>	<b>2,855</b>	<b>2,859</b>	<b>524</b>	<b>683</b>	<b>1,043</b>	<b>609</b>	<b>593</b>	<b>664</b>	<b>1,197</b>	

Notes: See table 8.2.

## Overseas travel and tourism: visits abroad by country visited

THOUSAND

	1986	1987	1988 R	1988 R				1989			
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
<b>Total all countries</b>	<b>24,949</b>	<b>27,447</b>	<b>28,828</b>	<b>4,470</b>	<b>7,343</b>	<b>11,020</b>	<b>5,996</b>	<b>5,420</b>	<b>7,701</b>	<b>11,637</b>	
<b>North America</b>											
USA	946	1,245	1,486	214	345	504	423	300	453	643	
Canada	221	314	337	36	95	161	44	30	78	176	
<b>Total</b>	<b>1,167</b>	<b>1,559</b>	<b>1,823</b>	<b>250</b>	<b>440</b>	<b>665</b>	<b>467</b>	<b>330</b>	<b>531</b>	<b>819</b>	
<b>European Community</b>											
Belgium/Luxembourg	761	642	757	167	158	202	230	180	197	230	
France	5,188	5,321	5,032	839	1,074	2,019	1,100	1,238	1,602	2,388	
Federal Republic of Germany	1,258	1,397	1,329	238	357	422	312	322	365	544	
Italy	1,103	1,188	1,036	165	242	457	172	217	288	561	
Netherlands	868	940	1,060	223	335	275	227	221	351	313	
Denmark	154	152	131	22	39	39	30	21	52	61	
Greece	1,520	1,843	1,715	15	494	912	293	24	449	883	
Spain	5,887	6,559	6,828	777	2,034	2,657	1,360	779	1,689	2,496	
Portugal	956	903	1,108	133	292	471	212	127	278	387	
Irish Republic	1,425	1,545	1,823	300	426	670	428	362	466	716	
<b>Total</b>	<b>19,120</b>	<b>20,489</b>	<b>20,820</b>	<b>2,878</b>	<b>5,453</b>	<b>8,124</b>	<b>4,365</b>	<b>3,490</b>	<b>5,738</b>	<b>8,580</b>	
<b>Other Western Europe</b>											
Yugoslavia	661	644	652	15	159	409	69	27	112	367	
Austria	587	624	762	335	134	219	74	331	109	188	
Switzerland	520	540	564	161	139	190	75	204	126	188	
Norway/Sweden/Finland	339	307	363	63	95	136	69	47	88	127	
Gibraltar/Malta/Cyprus	534	863	859	91	222	312	233	211	290	416	
Others	116	211	499	14	133	278	74	16	108	241	
<b>Total</b>	<b>2,757</b>										

## 8.7 TOURISM Overseas travel and tourism: visits to the UK by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,661	4,803	5,818	2,566	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,866	3,014	2,880	1,990
1986	13,897	8,851	5,046	5,919	3,286	2,946	1,746
1987	15,566	10,335	5,231	6,828	3,564	3,179	1,996
1988	15,798	110,967	4,832	6,680	4,102	3,163	1,854
Percentage change 1988/1987	+1	+6	-8	-2	+15	-1	-7
1988 Q1	2,777	2,102	675	960	902	636	279
Q2	4,013	2,647	1,366	1,846	1,020	735	413
Q3	5,548	3,649	1,899	2,649	1,086	1,076	737
Q4	3,461	2,568	892	1,255	1,095	716	425
1989 P Q1	3,363	2,305	1,059	1,280	966	742	375
Q2	4,144	2,651	1,493	1,778	1,119	768	479
Q3	5,972	3,872	2,099	2,839	1,070	1,176	886

Notes: See table 8.2.

## 8.8 TOURISM Overseas travel and tourism: visits abroad by mode of travel and purpose of visit

THOUSAND

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
1978	13,443	8,416	5,028	8,439	2,261	1,970	774
1979	15,466	9,760	5,706	9,827	2,542	2,166	931
1980	17,507	10,748	6,759	11,666	2,690	2,317	834
1981	19,046	11,374	7,672	13,131	2,740	2,378	797
1982	20,611	12,031	8,580	14,224	2,768	2,529	1,090
1983	20,994	12,361	8,634	14,568	2,886	2,559	982
1984	22,072	13,934	8,137	15,246	3,155	2,689	982
1985	21,610	13,732	7,878	14,898	3,188	2,628	896
1986	24,949	16,380	8,569	17,896	3,249	2,774	1,029
1987	27,447	19,369	8,077	19,703	3,639	3,051	1,054
1988	28,828	21,026	7,802	20,700	3,957	3,182	990
Percentage change 1988/1987	+5	+9	-3	+5	+9	+4	-6
1988 Q1	4,470	3,462	1,008	2,782	905	638	144
Q2	7,343	5,539	1,804	5,352	971	772	248
Q3	11,020	7,636	3,384	8,768	901	1,110	241
Q4	5,996	4,390	1,606	3,798	1,179	662	356
1989 P Q1	5,420	4,012	1,408	3,455	991	770	203
Q2	7,701	5,434	2,267	5,447	1,181	804	269
Q3	11,637	7,833	3,804	9,154	1,008	1,156	319

Notes: See table 8.2.

## 8.9 TOURISM Visitor nights

THOUSAND

	Overseas visitors to the UK		UK residents going abroad	
	1987	1988	1987	1988
1978	149.1	176.4	29.0	50.4
1979	154.6	205.0	38.4	86.1
1980	146.0	227.7	76.5	152.1
1981	135.4	251.1	34.3	58.7
1982	136.3	261.7		
1983	145.0	264.4	28.6	54.2
1984	154.5	277.5	39.7	90.1
1985	167.0	270.0	70.3	156.6
1986	158.2	310.2	34.2	66.0
1987	172.8	347.3		
1988	172.8	366.9	31.7	64.7
Percentage change 1988/1987	+12.6	+12.0	37.3	91.6
			79.1	163.5

Notes: See table 8.2.

## OTHER FACTS AND FIGURES 9.1 YTS entrants: regions

THOUSAND

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants April 1989-March 1990	29.7	18.8	20.8	33.2	33.5	31.0	40.0	20.6	17.4	40.5	285.5
Entrants to training April 1989 - February 1990	29.0	17.0	19.8	31.2	32.0	30.8	41.8	20.1	17.1	33.7	272.5
Total in training February 28 1990	39.6	21.2	29.1	41.0	43.8	42.6	55.8	28.6	23.3	47.1	372.1

Note: All figures include YTS and Initial Training.

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

Measure	Great Britain		Scotland		Wales	
	February	January	February	January	February	January
Community Industry Enterprise Allowance Scheme	7,134	7,080	1,858	1,868	799	727
Job Release Scheme	72,438	74,380	6,446	6,592	5,065	5,324
Jobshare	3,747	3,901	199	205	156	165
Jobstart Allowance	180	186	18	20	12	12
Restart interviews (cumulative total)	3,245*	3,632†	460*	516†	338*	361†
	1,697,297**	1,508,138††	228,233**	207,229††	106,581**	95,711††

\* Live cases as at January 26, 1990.

† Live cases as at December 29, 1989.

\*\* April 1, 1989 to January 26, 1990.

†† April 1, 1989 to December 29, 1989.

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

Employment registrations\* taken at jobcentres, January 8, 1990 to February 2, 1990  
Placed into employment by jobcentre advisory service, January 8, 1990 to February 2, 1990 †

8,418  
2,877

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

† Not including placings through displayed vacancies.

## OTHER FACTS AND FIGURES 9.4 Jobseekers and unemployed people with disabilities registered\* for work at jobcentres and local authority careers offices

THOUSAND

GREAT BRITAIN	Disabled people †							
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1989 Jan	18.0	15.2	41.9	30.0	3.9	3.3	2.2	1.6
Apr	17.9	15.2	41.0	29.6	3.8	3.3	2.1	1.6
July	17.3	14.9	41.3	29.3	3.6	3.1	2.2	1.6
Oct	16.5	14.1	39.5	27.6	3.6	3.0	2.2	1.5
1990 Jan	16.4	13.9	39.1	27.4	4.7	4.0	3.6	3.0

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

Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 17, 1989, the latest date for which figures are available, 366,768 people were registered under the Acts.

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

## OTHER FACTS AND FIGURES 9.5 Regional Selective Assistance: July-Sept 1989\*

	North East	North West	Yorkshire and Humberside	West Midlands	East Midlands	South West	England	Scotland	Wales	Great Britain
Number of offers	59	93	26	82	3	8	271	50	31	352
Value of offers (£)	7,551,000	6,769,000	1,170,000	3,470,000	54,000	738,000	19,752,000	13,763,000	9,947,000	43,462,000

Note: Inquiries should be directed to the Department of Trade and Industry, tel 01-215-2601.

\* Date of first payment.

# 9.6 OTHER FACTS AND FIGURES

## Regional Selective Assistance: Offers of £75,000 or more: Oct-Dec 1989 \*

Region and Company	Travel-to-work area	Assistance offered (£)	Project category †	SIC 1980 description
<b>SCOTLAND</b>				
Amphenol Ltd	Greenock	110,000	A	Insulated wires and cables
Atlas Hydraulic Loaders Ltd	Lanarkshire	155,000	B	Mechanical lifting and handling equipment
AVA Mouldings Ltd	Stranraer	85,000	A	Engineers' small tools
Ayrshire Metal Products plc	Irvine	180,000	B	Iron and steel industry
Cambus Litho	Glasgow	220,000	A	Other printing and publishing
Comlaw No 179 Ltd	Glasgow	95,000	A	Wooden and upholstered furniture
Con Ecosse Co Ltd	Dunfermline	140,000	A	Mechanical and marine engineering nes
Connector Moulds (Scotland) Ltd	Glasgow	100,000	A	Plastics products nes
Davidson Van Bruegel Creative Group	Glasgow	145,000	B	Advertising
Dundee Textiles Ltd	Dundee	1,300,000	A	Other dress industries
Encap Ltd	Bathgate	680,000	A	Pharmaceutical products
FMC Corporation (UK) Ltd	Dunfermline	95,000	A	Chemicals industry machinery kilns gas, water and waste treatment
Iteq (Europe) Ltd	Irvine	700,000	A	Electrical instruments and control systems
John Horn Ltd	Glasgow	248,000	A	Other printing and publishing
John M Henderson and Co Ltd	Arbroath	600,000	A	Metal-working machine tools
Low and Duff (Developments) Ltd	Dundee	230,000	A	Food, drink and tobacco processing, packaging machinery
M Mercado (Glasgow) Ltd	Glasgow	250,000	A	Wholesale distribution of textiles etc
Paterson-Bronte Ltd	Bathgate	400,000	A	Biscuits and Crispbreads
Patersons of Greenoakhill Ltd	Bathgate	375,000	A	Other building products
Rawplug Co Ltd	Glasgow	750,000	A	Metal-working machine tools
Rolls-Royce PLC	Glasgow	5,000,000	B	Aerospace equipment manufacture and repairs
Smith and McLaurin Ltd	Glasgow	855,000	A	Other paper and board products
Steelpress Ltd	Glasgow	170,000	A	Finished metal products nes
Tayside Optical Technology Ltd	Dundee	95,000	A	Optical precision instruments
Viscot Ltd	Irvine	115,000	A	Chemical products nes
Volvo Trucks (GB) Ltd	Irvine	114,000	A	Motor vehicles and their engines
W G Spowart Ltd	Glasgow	250,000	A	Stationery
W Paterson (Foundry Materials) Ltd	Glasgow	145,000	A	Internal combustion engines (excluding road and agriculture engines)
<b>Total</b>		<b>13,602,000</b>		
<b>WALES</b>				
Harlow Sheet Metal PLC	Pontypool and Cwmbran	100,000	A	Finished metal products nes
Neath and Port Talbot	Neath and Port Talbot	90,000	A	Pulp, paper and board
Kimbley-Clark Ltd	Shotton, Flint and Rhyl	910,000	A	Household and personal hygiene products
National Provident Institution	Cardiff	4,500,000	A	Insurance excluding company social security
Natural Gas Tubes Ltd	Blaenau Gwent Abergavenny	600,000	A	Steel tubes
Richard Burbridge Ltd	Wrexham	450,000	A	Sawmilling, planing, etc of wood
Rists Ltd	Swansea	975,000	A	Electrical equipment for vehicles etc
Sous Chef Ltd	Shotton, Flint and Rhyl	300,000	A	Bacon curing and meat processing
STC PLC	Newport	1,250,000	B	Telegraph and telephone apparatus
Therm Insulated Glass Ltd	Pontypridd and Rhonda	200,000	A	Flat glass
W H Mayberry Ltd	Swansea	75,000	A	Slaughterhouses
<b>Total</b>		<b>9,450,000</b>		
<b>NORTH WEST</b>				
Bush Boake Allen Ltd	Widnes and Runcorn	250,000	B	Essential oils and flavouring materials
Carborundum Resistant Materials Ltd	Wigan and St Helens	325,000	A	Refractory goods
Chemdal Ltd	Wirral and Chester	420,000	A	Basic organic chemicals excluding pharmacy chemicals
Coopind (UK) Ltd	Liverpool	200,000	A	Compressors and fluid power equipment
CRP Marine Ltd	Liverpool	200,000	A	Plastics products nes
Garrett Automotive Ltd	Wigan and St Helens	2,000,000	B	Motor vehicles and their engines
Halstead Heating Ltd	Wigan and St Helens	583,750	A	Refrigerating and ventilating equipment
Indespension Ltd	Bolton and Bury	80,000	B	Motor vehicle parts
John Kerr and Co (M C) Ltd	Liverpool	85,000	B	Miscellaneous chemical production for industrial use
Lowthers (Cakes) Ltd	Wigan and St Helens	78,000	A	Bread and flour confectionery
Norsail Ltd	Workington	80,000	A	Shipbuilding and repairing
Robert Fletcher (Stoneclough) Ltd	Bolton and Bury	325,000	B	Pulp, paper and board
Safeline Ltd	Accrington and Rossendale	200,000	A	Measuring and checking instruments
TML Plastics Ltd	Accrington and Rossendale	150,000	A	Plastics products nes
Volex Group PLC	Manchester	200,000	B	Basic electrical equipment
<b>Total</b>		<b>5,176,750</b>		
<b>YORKSHIRE AND HUMBERSIDE</b>				
Falcon Engineering (Dinnington) Ltd	Rotherham and Mexborough	85,000	A	Process engineering contractors
Freebooter Seafoods Ltd	Hull	90,000	A	Fish processing
Glastics Ltd	Rotherham and Mexborough	180,000	A	Other glass products
Hydra Group Ltd	Hull	75,000	A	Other building products
Nationwide Access Platforms Ltd	Scunthorpe	250,000	A	Hiring out construction machinery
<b>Total</b>		<b>680,000</b>		
<b>WEST MIDLANDS</b>				
Blue Bird Confectionery Ltd	Birmingham	85,000	B	Cocoa, chocolate and sugar confection
DRB Engineering Ltd	Birmingham	95,000	B	Copper, brass and copper alloys
E Gilligan and Sons Ltd	Birmingham	75,000	B	Heat and surface treatment of metals
H E Ridge and Co Ltd	Birmingham	80,000	A	Copper, brass and copper alloys
Hawk Cycles Ltd	Dudley and Sandwell	80,000	A	Pedal cycles and parts
HBS Trophies Ltd	Birmingham	75,000	A	Finished metal products nes
Lap Electrical Ltd	Birmingham	85,000	B	Electrical equipment for vehicles etc
Lincolcke and Tools Co Ltd	Birmingham	80,000	B	Drawing and manufacturing of steel wire and products
Maypole (UK) Ltd	Walsall	90,000	A	Hosiery and other weft knitted goods
MIP Ltd	Dudley and Sandwell	95,000	A	Plastics packaging products
Pure Industries Ltd	Birmingham	75,000	A	Working of stone and non metal minerals nes
Tatung (UK) Ltd	Telford and Bridgnorth	600,000	A	Electronic equipment nes
Unipart Group Ltd	Coventry and Hinckley	400,000	B	Motor vehicles and their engines
Weatherite Ltd	Dudley and Sandwell	90,000	A	Refrigerating and ventilating equipment
<b>Total</b>		<b>2,005,000</b>		
<b>SOUTH WEST</b>				
Barden Corporation (UK) Ltd	Plymouth	450,000	B	Ball, needle and roller bearings
Philco Dierings Ltd	Cinderford and Ross-on-Wye	80,000	A	Agriculture machinery
<b>Total</b>		<b>530,000</b>		
<b>NORTH EAST</b>				
Activewear Ltd	Newcastle Upon Tyne	250,000	A	Textile finishing
APV Baker FES Ltd	South Tyneside	180,000	B	Food, drink and tobacco processing, packaging machinery
Armour Plastics Ltd	Sunderland	80,000	A	Plastics building products
Butterfield MCR Ltd	Stockton-on-Tees	75,000	A	Other industrial and commercial machinery
Direct Worktops Ltd	Bishop Auckland	250,000	A	Manufacturing, processing and treatment of wood
Flexible Manufacturing Technology Ltd	Newcastle Upon Tyne	480,000	B	Metal-working machine tools
Lido Industries (UK) Ltd	Sunderland	475,000	A	Hosiery and other weft knitted goods
Life Science Research Ltd	Newcastle Upon Tyne	300,000	A	Research and development
Marcraft Ltd	South Tyneside	140,000	A	Wooden and upholstered furniture
Oxford Chemicals Ltd	Hartlepool	155,000	A	Essential oils and flavourings materials
Quality Services Group Ltd	Sunderland	220,000	A	Computer services
Saltpark Ltd	Bishop Auckland	85,000	A	Trailers and semi-trailers
Sterling-Winthrop Group Ltd	Newcastle Upon Tyne	3,382,000	B	Pharmaceutical products
Villa Soft Drinks Ltd	Sunderland	225,000	A	Soft drinks
Westbrick Ltd	Stockton-on-Tees	300,000	A	Working of stone and non-metal minerals nes
<b>Total</b>		<b>6,597,000</b>		

NOTE: Inquires regarding the published information should be addressed to:  
 English cases—Department of Trade and Industry, Room 324, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 01-215 2601);  
 Scottish cases—Industry Department for Scotland, 1E/1A Branch 2, Room 110, Magnet House, Glasgow G2 7BT (tel 041-242 5624);  
 Welsh cases—Welsh Office Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).  
 \* Date of first payment. See footnote to table 9.5.  
 † A = Employment created, B = Employment safeguarded.

## DEFINITIONS

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

## EARNINGS

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

## EMPLOYEES IN EMPLOYMENT

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

## FULL-TIME WORKERS

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

## GENERAL INDEX OF RETAIL PRICES

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

## HM FORCES

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

## HOUSEHOLD SPENDING

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

## INDUSTRIAL DISPUTES

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

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

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

## MANUAL WORKERS (OPERATIVES)

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

## MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

## NORMAL WEEKLY HOURS

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

## Conventions

The following standard symbols are used:

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

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.

## OVERTIME

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

## PART-TIME WORKERS

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

## PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

## SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

## SELF-EMPLOYED PEOPLE

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

## SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

## SHORT-TIME WORKING

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

## STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

## TAX AND PRICE INDEX.

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

## TEMPORARILY STOPPED

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

## UNEMPLOYED

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

## VACANCY

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

## WEEKLY HOURS WORKED

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

## WORKFORCE

Workforce in employment plus the unemployed as defined above.

## WORKFORCE IN EMPLOYMENT

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

## WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

R	revised
e	estimated
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

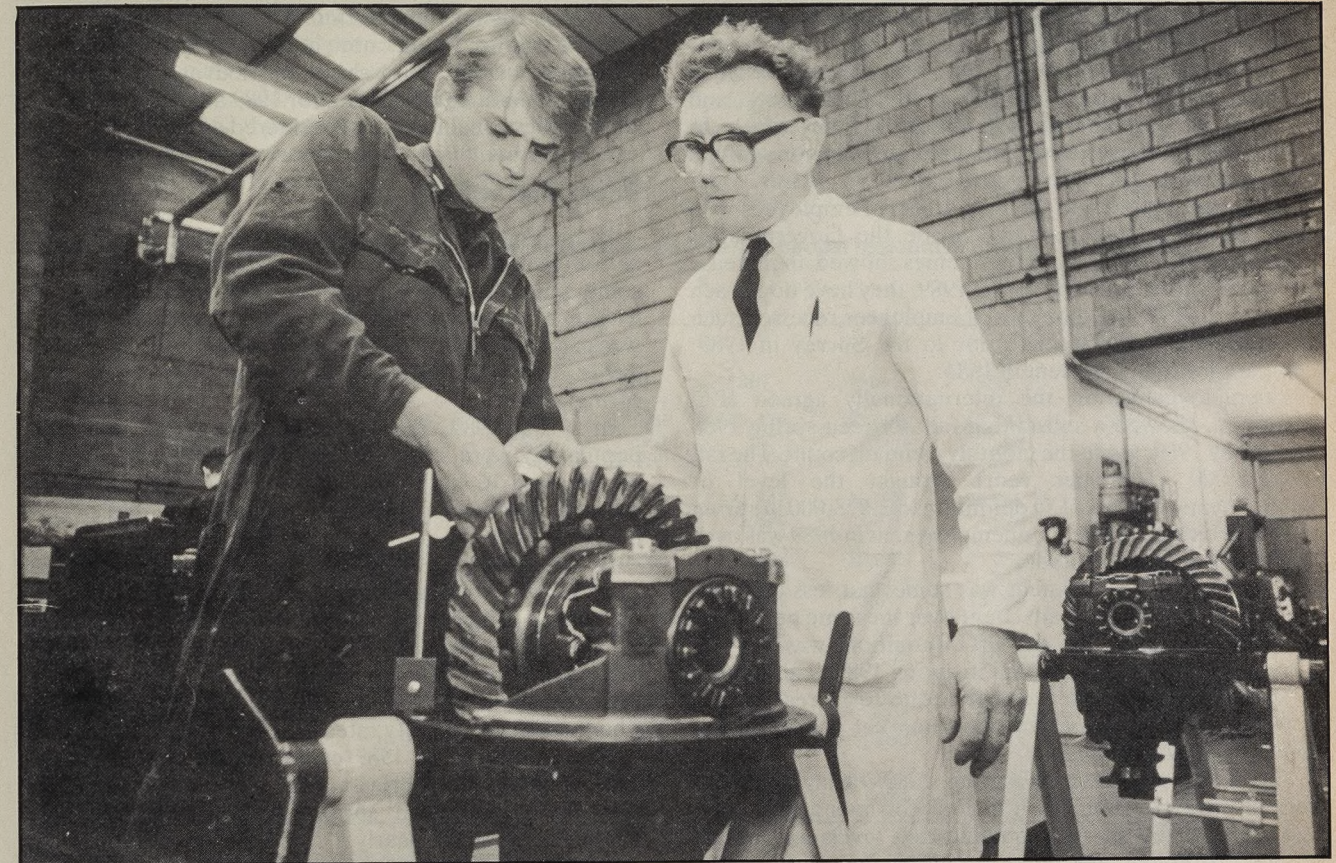
# Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce GB and UK	M (Q)	Apr 90:	1-1	Average weekly and hourly earnings and hours worked (manual workers)			
Quarterly series		Apr 90:	186	Manufacturing and certain other industries			
Labour force estimates, projections				Summary (Oct)	B (A)	Apr 90:	5-4
Employees in employment				Detailed results	A	Apr 89:	173
Industry: GB				Manufacturing			
All industries: by Division class or group	Q	Apr 90:	1-4	International comparisons	M	Apr 90:	5-9
Time series, by order group	M	Apr 90:	1-2	Agriculture	A	Apr 89:	211
Manufacturing: by Division class or group	M	Apr 90:	1-3	Coal-mining	A	Apr 89:	210
Occupation				Average earnings: non-manual employees	M (A)	Apr 90:	5-5
Administrative, technical and clerical in manufacturing	A	Dec 89:	1-10	Overtime and short-time: manufacturing			
Local authorities manpower	Q	Apr 90:	1-7	Latest figures: industry	M	Apr 90:	1-11
Region: GB				Region: summary	Q	Mar 90:	1-13
Sector: numbers and indices	Q	Feb 90:	1-5	Hours of work: manufacturing	M	Mar 90:	1-12
Self-employed: by region				Output per head			
: by industry				Output per head: quarterly and annual indices	M (Q)	Apr 90:	1-8
Census of Employment: GB and regions by industry (Sept 1987)				Wages and salaries per unit of output			
UK and regions by industry (Sept 1987)				Manufacturing index, time series	M	Apr 90:	5-7
International comparisons	M	Oct 89:	1-9	Quarterly and annual indices	M	Apr 90:	5-7
Apprentices and trainees by industry: Manufacturing industries	A	Aug 89:	1-14	Labour costs			
Apprentices and trainees by region: Manufacturing industries	A	Aug 89:	1-15	Survey results 1984	Quadrennial	June 86:	212
Employment measures	M	Apr 90:	9-2	Per unit of output	M	Apr 90:	5-7
Registered disabled in the public sector	A	Feb 90:	79	Retail prices			
Labour turnover in manufacturing	Q	Apr 90:	1-6	General index (RPI)			
Trade union membership	A	May 89:	250	Latest figures: detailed indices	M	Apr 90:	6-2
				percentage changes	M	Apr 90:	6-2
				Recent movements and the index excluding seasonal foods	M	Apr 90:	6-1
				Main components: time series and weights	M	Apr 90:	6-4
				Changes on a year earlier: time series	M	Apr 90:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
				Pensioner household indices			
				All items excluding housing	M (Q)	Apr 90:	6-6
				Group indices: annual averages	M (A)	Apr 90:	6-7
				Revision of weights	A	July 89:	387
				Food prices	M	Apr 90:	6-3
				London weighting: cost indices	D	May 82:	267
				International comparisons	M	Apr 90:	6-8
				Household spending			
				All expenditure: per household	Q	Mar 90:	7-1
				: per person	Q	Mar 90:	7-1
				Composition of expenditure			
				: quarterly summary	Q	Mar 90:	7-2
				: in detail	Q (A)	Mar 90:	7-3
				Household characteristics	Q (A)	Mar 90:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Apr 90:	4-1
				: time series	M	Apr 90:	4-2
				Latest year and annual series	A	July 89:	349
				Industry			
				Monthly: Broad sector: time series	M	Apr 90:	4-1
				Annual Detailed	A	July 89:	349
				Prominent stoppages	A	July 89:	380
				Main causes of stoppage			
				Cumulative	M	Apr 90:	4-1
				Latest year for main industries	A	July 89:	357
				Size of stoppages	A	July 89:	356
				Days lost per 1,000 employees in recent years by industry	A	July 89:	356
				International comparisons	A	June 89:	309
				Tourism			
				Employment in tourism: industries GB	M	Apr 90:	8-1
				Overseas travel: earnings and expenditure	M	Apr 90:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Apr 90:	8-3
				Visits abroad by UK residents	M	Apr 90:	8-4
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Apr 90:	8-5
				Visits abroad by country visited	Q	Apr 90:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	Apr 90:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	Apr 90:	8-8
				Visitor nights	Q	Apr 90:	8-9
				YTS			
				YTS entrants: regions	M	Apr 90:	9-1

\* Frequency of publication, frequency of compilation shown in brackets (if different).

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

## Special Feature



The number of people employed in processing, making, repairing and related work (metal and electrical) rose by 2 per cent between 1988 and 1989.

### 1989 Labour Force Survey preliminary results

The 1989 Labour Force Survey shows strong growth in employment since 1988 and a further steep fall in the number of unemployed. This article presents detailed results and comparisons with earlier years.

The preliminary results of the 1989 Labour Force Survey (LFS) show that 27,941,000 people were economically active in the Great Britain private household population aged 16 and over in spring 1989. The increase of 479,000 (1.7 per cent) since spring 1988 was greater than expected, especially for women, reflecting the buoyant state of the labour market.

The number of people in employment in spring 1989 is estimated by the LFS at 25,962,000, an increase of 877,000

(3.5 per cent) on the previous year. A large majority of this growth occurred among those in full-time employment.

Part-time work is an important feature of the GB labour market with its high rates of participation among women. The number of part-time employees and self-employed people grew by 144,000 (2.7 per cent between 1988 and 1989) to stand at 5,544,000.

Only about 7 per cent of people working part-time were doing so because they could not find full-time jobs; this



proportion has been declining slowly since 1984.

Temporary work (in jobs which are seasonal, temporary or casual or on a fixed-term contract) has grown since 1984, but only a little faster than all employees and self-employed (it amounted to just under 6 per cent of the total in both 1984 and 1989). A declining minority (24 per cent in 1989) took a temporary job because they could not find a permanent one.

The LFS shows a large increase in the number of self-employed between 1988 and spring 1989: 284,000 (9.0 per cent) to 3,425,000. This continues the trend of recent years, at a rather faster rate.

Employment growth was split fairly evenly between manual occupations (418,000 or 3.8 per cent) and non-manual occupations (498,000 or 3.7 per cent). In earlier years, the growth was predominantly in non-manual occupations.

Both the number and the proportion of employees who received job-related training outside the Government's employment and training programmes showed an increase between spring 1988 and spring 1989, they have done each year since 1984. 14.4 per cent of employees received such training in the four weeks prior to the Survey in 1989, compared with 9.1 per cent in 1984.

Unemployment, on the internationally agreed ILO definition, showed a substantial fall between spring 1988 and spring 1989, as did the monthly claimant count. The fall of 398,000 (16.8 per cent) brought the level of unemployment on the ILO definition to 1,978,000 in spring 1989. On either definition, unemployment in 1989 was over a million lower than in 1984.

The fall in unemployment was somewhat less than the fall in the monthly claimant count over the same period, so that unemployment, on the ILO definition, was 194,000 higher than the claimant count in spring 1989. This largely reflects a rise in active job search due to increasing job opportunities and the active labour market policies of the Employment Department.

Unemployment rates in spring 1989—using the ILO definition—were lower than in 1988 for men and women and for virtually all ages, qualification levels and ethnic groups. Although the rates for ethnic minority groups remained higher than average, the gap has narrowed since 1984.

The remainder of this article sets out the main preliminary LFS results for the spring of 1989 together with time series comparisons for earlier years. Estimates relate

to the spring of each year and refer to people resident in private households in Great Britain.

The technical note on page 211 summarises the survey methodology, the grossing procedures used and the definitions used in this article. One point which should be mentioned here concerns the time series tables in the article. Marital status on the 1989 LFS included a separate category for cohabiting people for the first time. In previous years some of these will have been included as married and others not, according to how the respondent wished to answer the question. Thus, any time series with marital status would not be on a consistent basis. Therefore, tables only show married and non-married women separately when data for 1989 alone are shown. In these tables cohabitantes are considered as married.

### Economic activity

People aged 16 and over are classified as economically active (that is, in the labour force) if they had a job or did some paid work in the week prior to interview, the 'reference week', or if they had looked for work in the four weeks prior to interview and were available to start work. Table 1 summarises the preliminary LFS estimates for spring 1989.

In spring 1989, 27,941,000 of the private household population were economically active (63.9 per cent of people aged 16 and over). Of this total, nearly 26 million were in employment (nearly 15 million men and over 11 million women).

Among people aged 16 and over, 75.6 per cent of men and 53.0 per cent of women were economically active. The proportion is higher for married women than non-married women, partly because of the different age distribution of married and non-married women in the population: there are relatively fewer non-married women in the age groups where economic activity rates tend to be highest.

These preliminary 1989 estimates are compared with final estimates from previous years (1984-88) in table 2. Over the whole period, spring 1984 to spring 1989, there was an increase of nearly 1.5 million in the number of people who were economically active.

Within the overall growth in the numbers economically active between 1984 and 1989, there was a strong growth in employment (2,575,000 or 11.0 per cent) and a large fall in unemployment (1,115,000 or 36.0 per cent).

Between spring 1988 and spring 1989, the overall

Table 1 Private household population by economic status: people resident in private households Great Britain, spring 1989

	All		Men		Women		Married women*		Non-married women†	
	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent
<b>Economically active</b>	<b>27,941</b>	<b>51.0</b>	<b>15,924</b>	<b>59.5</b>	<b>12,016</b>	<b>42.8</b>	<b>7,943</b>	<b>57.4</b>	<b>4,073</b>	<b>28.6</b>
of which:										
In employment**	25,962	47.4	14,777	55.3	11,186	39.8	7,476	54.0	3,710	26.1
Unemployed††	1,978	3.6	1,148	4.3	831	3.0	468	3.4	363	2.6
<b>Economically inactive</b>	<b>26,873</b>	<b>49.0</b>	<b>10,820</b>	<b>40.5</b>	<b>16,053</b>	<b>57.2</b>	<b>5,907</b>	<b>42.6</b>	<b>10,147</b>	<b>71.4</b>
of which:										
Aged 16 years and over	15,804	28.8	5,141	19.2	10,664	38.0	5,907	42.6	4,757	33.5
Aged under 16 years	11,069	20.2	5,679	21.2	5,390	19.2	0	0	5,390	37.9
<b>Total private household population</b>	<b>54,813</b>	<b>100.0</b>	<b>26,744</b>	<b>100.0</b>	<b>28,070</b>	<b>100.0</b>	<b>13,850</b>	<b>100.0</b>	<b>14,220</b>	<b>100.0</b>
Economic activity rate§		63.9		75.6		53.0		57.4		46.1

\* Includes those legally married and those who consider themselves to be married.

† Single, widowed, divorced or legally separated.

\*\* Working as employees, self-employed, or on one of the Government's employment and training programmes (except those providing training only).

†† ILO definition (see Technical note).

§ Economically active people as a percentage of all people aged 16 and over.

Source: Preliminary 1989 LFS estimates

economic activity rate increased from 63.0 per cent to 63.9 per cent. The number economically active increased by 479,000, which included a particularly large increase in the number of employed people (877,000 or 3.5 per cent) combined with a large fall in the number of unemployed people (398,000 or 16.7 per cent).

The trend in economic activity rates for men and women differed over the period. The economic activity of men aged 16 and over showed a slight fall over the period spring 1984 to spring 1987, from 75.9 to 75.0 per cent. However, since then there has been an increase in the male economic activity rate, reaching 75.6 per cent in spring 1989. In contrast, the female economic activity rate has shown a steady rise over the whole period spring 1984 to spring 1989, from 49.3 to 53.0 per cent.

Further details on the labour force and activity rates, and projections for future years, are given in the article

"Labour Force Outlook to 2001" on page 187 of this issue of *Employment Gazette*.

### Employment status

Table 3 presents the preliminary LFS estimates of people in employment (employees, the self-employed and those on government employment and training programmes) by employment status. Of the 25,962,000 people in employment in spring 1989, 3,425,000 people were self-employed: 18 per cent of men and 7 per cent of women. People on government employment and training programmes accounted for 2 per cent of all people in employment. The remaining 80 per cent of men and just over 90 per cent of women were employees.

Table 4 presents time series estimates of people in employment by employment status. Over the period

Table 2 Private household population by economic status—time series: people resident in private households Great Britain, spring each year Thousands

	1984	1985	1986	1987	1988	1989*	Estimated changes	
							1988-89	1984-89
<b>All aged 16 and over</b>	<b>42,675</b>	<b>42,952</b>	<b>43,146</b>	<b>43,429</b>	<b>43,600</b>	<b>43,745</b>	145	1,070
Economic activity rate† (per cent)	62.1	62.2	62.1	62.5	63.0	63.9		
Economically active	26,481	26,708	26,798	27,126	27,461	27,941	479	1,460
of which:								
In employment**	23,387	23,739	23,829	24,247	25,085	25,962	877	2,575
Unemployed††	3,094	2,968	2,969	2,879	2,376	1,978	-398	-1,115
<b>Men</b>	<b>20,489</b>	<b>20,637</b>	<b>20,748</b>	<b>20,886</b>	<b>20,980</b>	<b>21,065</b>	85	576
Economic activity rate† (per cent)	75.9	75.8	75.2	75.0	75.4	75.6		
Economically active	15,548	15,642	15,592	15,669	15,811	15,924	113	376
of which:								
In employment**	13,710	13,853	13,806	13,951	14,413	14,777	363	1,067
Unemployed††	1,838	1,788	1,786	1,717	1,398	1,148	-250	-690
<b>Women</b>	<b>22,186</b>	<b>22,315</b>	<b>22,398</b>	<b>22,543</b>	<b>22,620</b>	<b>22,680</b>	60	494
Economic activity rate† (per cent)	49.3	49.6	50.0	50.8	51.5	53.0		
Economically active	10,933	11,066	11,205	11,457	11,650	12,016	366	1,083
of which:								
In employment**	9,678	9,886	10,023	10,296	10,672	11,186	514	1,508
Unemployed††	1,256	1,180	1,182	1,161	978	831	-148	-425

\* Preliminary estimates (1989 only).

† Economically active people as a percentage of all people aged 16 and over.

\*\* Working as employees, self-employed, or on one of the Government's employment and training programmes (except those providing training only).

†† ILO definition (see Technical note).

Source: LFS time series estimates

Table 3 Employment status of people in employment: people aged 16 and over in employment Great Britain, spring 1989

Employment status	All		Men		Women		Married women*		Non-married women†	
	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent
<b>All in employment</b>	<b>25,962</b>	<b>100.0</b>	<b>14,777</b>	<b>100.0</b>	<b>11,186</b>	<b>100.0</b>	<b>7,476</b>	<b>100.0</b>	<b>3,710</b>	<b>100.0</b>
<b>Employees**</b>	<b>22,049</b>	<b>84.9</b>	<b>11,862</b>	<b>80.3</b>	<b>10,187</b>	<b>91.1</b>	<b>6,813</b>	<b>91.1</b>	<b>3,374</b>	<b>90.9</b>
of which:										
Full-time	17,051	65.7	11,315	76.6	5,736	51.3	3,247	43.4	2,489	67.1
Part-time	4,995	19.2	546	3.7	4,449	39.8	3,566	47.7	883	23.8
<b>Self-employed**</b>	<b>3,425</b>	<b>13.2</b>	<b>2,607</b>	<b>17.6</b>	<b>819</b>	<b>7.3</b>	<b>644</b>	<b>8.6</b>	<b>175</b>	<b>4.7</b>
of which:										
Full-time	2,876	11.1	2,431	16.4	445	4.0	324	4.3	121	3.3
Part-time	548	2.1	175	1.2	373	3.3	320	4.3	53	1.4
<b>Employees and self-employed§</b>	<b>25,482</b>	<b>98.1</b>	<b>14,474</b>	<b>98.0</b>	<b>11,008</b>	<b>98.4</b>	<b>7,459</b>	<b>99.8</b>	<b>3,549</b>	<b>95.7</b>
of which:										
Full-time	19,929	76.8	13,747	93.0	6,181	55.3	3,571	47.8	2,611	70.4
Part-time	5,544	21.4	721	4.9	4,822	43.1	3,886	52.0	936	25.2
<b>On government employment and training programmes††</b>	<b>481</b>	<b>1.9</b>	<b>303</b>	<b>2.0</b>	<b>178</b>	<b>1.6</b>	<b>16</b>	<b>0.2</b>	<b>161</b>	<b>4.3</b>

\* Includes those legally married and those who consider themselves to be married.

† Single, widowed, divorced or legally separated.

\*\* Includes those who did not state whether they worked full or part-time.

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

§ Includes those (other than on government employment and training programmes) who were working but did not state whether they were employees or self-employed.

†† Includes all on the YTS, Employment Training, Community Industry, and the Voluntary Projects Programme, together with those on other government training schemes who said they did some paid work.

Source: Preliminary 1989 LFS estimates.

1984-89 there was a substantial increase (2,575,000) in the number of people in employment, although the rates of increase varied for different groups (employees, the self-employed and those on government employment and training programmes). The share of the self-employed in total employment rose between 1984 and 1989, that of employees fell.

Between spring 1988 and spring 1989 the number of people in employment who were participating in government employment and training programmes fell by 39,000 (7 per cent). However, the composition of these measures changed, with Employment Training (ET) replacing Community Programme and the numbers on YTS also increasing slightly. Some schemes existing in 1988 had either been wound up or absorbed into ET by 1989.

### Full and part-time employment

Table 4 also contains separate estimates for those working full and part-time for 1984-89. In 1989, over 76 per cent of employees and self-employed people were working full-time. This proportion was much higher among men (93 per cent) than women (just over 55 per cent). Non-married women were more likely to work full-time than married

women, over two-thirds of non-married women worked full-time whereas less than half of married women did.

Between 1988 and 1989, growth among people with full-time jobs (employees and self-employed) was 4.0 per cent and among people with part-time jobs was 2.7 per cent. Growth in part-time employment was mainly among employees.

Between spring 1988 and spring 1989, there were increases of 378,000 in the number of men in full-time jobs and 8,000 in part-time jobs (wholly accounted for by part-time jobs as self-employed rather than employees which showed a slight fall over the period). For women there were increases of 394,000 among people with full-time jobs and 135,000 with part-time jobs.

The proportion of employees and self-employed people who were working part-time was slightly greater in 1989 (21.8 per cent) than in 1984 (20.9 per cent): the proportion of employees working part-time rose from 21.4 per cent to 22.7 per cent, but for self-employed people the proportion fell from 17.2 per cent to 16.0 per cent.

Tables 5 and 6 consider the reasons why people working part-time took such a job. In spring 1989 over 65 per cent of employees and self-employed working part-time did so because they did not want a full-time job. Only 7 per cent

Table 4 Employment status of people in employment—time series\*: people aged 16 and over in employment

Great Britain, spring each year  
Thousands

Employment status	1984-1989						Estimated changes	
	1984	1985	1986	1987	1988	1989†	1988-89	1984-89
All in employment	23,387	23,739	23,829	24,247	25,085	25,962	877	2,575
Full-time employees	16,076	16,153	16,112	16,050	16,537	17,058	521	982
of which:								
Men	11,111	11,136	11,041	10,908	11,159	11,320	160	209
Women	4,966	5,017	5,072	5,142	5,377	5,738	361	773
Part-time employees	4,378	4,477	4,594	4,711	4,885	4,998	112	619
of which:								
Men	426	437	451	495	569	546	-23	120
Women	3,952	4,040	4,143	4,216	4,317	4,451	134	499
Full-time self-employed	2,168	2,248	2,285	2,479	2,627	2,878	252	710
of which:								
Men	1,847	1,899	1,928	2,083	2,214	2,432	218	586
Women	321	349	357	395	413	446	33	125
Part-time self-employed	450	466	441	519	516	548	32	98
of which:								
Men	132	130	119	151	144	175	31	44
Women	318	336	323	367	372	373	1	55
On government employment and training programmes	315	396	396	488	520	481	-39	166

\* Time series estimates, adjusted for cases where employment status or full/part-time status was not known.  
† Preliminary estimates (1989 only).

Source: LFS time series estimates.

Table 5 Reasons for taking a part-time job: employees and self-employed working part-time

Great Britain, spring 1989

	All		Men		Women		Married women†		Non-married women**	
	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent
All in part-time jobs*	5,544	100.0	721	100.0	4,822	100.0	3,886	100.0	936	100.0
of which:										
Reason for taking a part-time job										
Student/still at school	536	9.7	229	31.7	307	6.4	13	0.3	294	31.4
Ill or disabled	70	1.3	25	3.5	44	0.9	29	0.7	15	1.6
Could not find a full-time job	404	7.3	109	15.1	295	6.1	179	4.6	115	12.3
Did not want a full-time job	3,654	65.9	227	31.4	3,427	71.1	3,072	79.1	355	38.0
Some other reason	881	15.9	131	18.2	749	15.5	593	15.3	156	16.7

\* All in employment (except those on government employment and training programmes) who were working part-time. The definition of full and part-time is based on the respondent's own assessment, not on the number of hours usually worked.  
† Includes those legally married and those who consider themselves to be married.  
\*\* Single, widowed, divorced or legally separated.

Source: Preliminary 1989 LFS estimates.

said they were working part-time because they could not find a full-time job.

The reasons given by men and women for taking a part-time job differ (as do those given by married and non-married women). In spring 1989, just over 71 per cent of women working part-time did not want a full-time job compared with just over 6 per cent who said that they were working part-time because they could not find a full-time job. Since 1984 the percentage of women working part-time because they could not find a full-time job has been slowly decreasing.

In 1989, approximately a third of men working part-time

said they were doing so because they were students or still at school. This percentage is higher than in 1984, reflecting the growing trend of students to take part-time jobs whilst studying. In 1989, 15 per cent of men indicated that they would have preferred a full-time job. As with women, the proportion of men working part-time because they could not find a full-time job was lower in 1989 than 1984, but the movement during the period has been erratic.

### Workforce in employment statistics

These Labour Force Survey estimates of employees and self-employed are on a different basis from the

Table 6 Reasons for taking a part-time job—time series: employees and self-employed working part-time

Great Britain, spring each year  
Per cent

	Men						Women					
	1984	1985	1986	1987	1988	1989†	1984	1985	1986	1987	1988	1989†
All in part-time jobs* (thousands = 100 per cent)	558	566	569	646	713	721	4,271	4,376	4,466	4,584	4,689	4,822
of which:												
Reasons for taking a part-time job												
Student/still at school	27.3	29.1	28.9	25.1	33.6	31.7	4.6	4.9	5.3	5.3	5.8	6.4
Ill or disabled	3.9	3.4	3.1	3.0	3.6	3.5	1.1	0.8	1.0	0.9	1.0	0.9
Could not find a full-time job	18.2	19.2	20.4	29.0	15.5	15.1	8.3	8.2	8.2	7.7	6.5	6.1
Did not want a full-time job	34.2	30.9	29.5	25.6	29.1	31.4	72.8	70.5	69.7	69.7	70.6	71.1
Some other reason	16.5	17.4	18.2	17.3	18.2	18.2	13.3	15.5	15.9	16.5	16.2	15.5

\* All in employment (except those on government employment and training programmes) who were working part-time. The definition of full and part-time is based on the respondent's own assessment, not on the number of hours usually worked.  
† Preliminary estimates (1989 only).

Source: LFS time series estimates.

Table 7 Occupational analysis of people in employment, by sex: people aged 16 and over in employment

Great Britain, spring 1989

	All		Men		Women	
	Thou-sands	Per cent	Thou-sands	Per cent	Thou-sands	Per cent
<b>Employees and self-employed</b>						
<b>CODOT major groups</b>						
I Professional and related supporting management and administration	1,514	5.9	1,078	7.4	436	4.0
II Professional and related in education, welfare and health	2,245	8.8	694	4.8	1,551	14.1
III Literary, artistic and sport	374	1.5	223	1.5	151	1.4
IV Professional and related in science, engineering, technology and similar fields	984	3.9	846	5.8	138	1.3
V Management	2,739	10.7	2,000	13.8	739	6.7
VI Clerical and related	4,205	16.5	896	6.2	3,309	30.1
VII Selling	1,712	6.7	654	4.5	1,059	9.6
VIII Security and protective service	422	1.7	376	2.6	45	0.4
IX Catering, cleaning, hairdressing and other personal services	2,907	11.4	584	4.0	2,323	21.1
X Farming, fishing and related	403	1.6	324	2.2	79	0.7
XI Processing, making, repairing and related (excluding metal and electrical)	1,624	6.4	1,163	8.0	462	4.2
XII Processing, making, repairing and related (metal and electrical)	2,308	9.1	2,194	15.2	114	1.0
XIII Painting, repetitive assembling, product inspecting, packaging and related	923	3.6	542	3.7	381	3.5
XIV Construction and mining NIE	895	3.5	888	6.1	*	*
XV Transport operating, materials moving and storing	1,496	5.9	1,400	9.7	96	0.9
XVI Miscellaneous	195	0.8	177	1.2	19	0.2
Inadequately described/not stated	536	2.1	435	3.0	101	0.9
<b>All occupations (employees and self-employed)</b>	<b>25,482</b>	<b>100.0</b>	<b>14,474</b>	<b>100.0</b>	<b>11,008</b>	<b>100.0</b>
<b>Broad grouping</b>						
Managerial and professional	7,856	30.8	4,841	33.4	3,015	27.4
Clerical and related	4,003	15.7	731	5.0	3,273	29.7
Other non-manual occupations	1,935	7.6	866	6.0	1,069	9.7
Craft and similar occupations including foremen in processing, production, repairing, etc	4,035	15.8	3,616	25.0	419	3.8
General labourers	164	0.6	148	1.0	17	0.2
Other manual occupations	6,952	27.3	3,837	26.5	3,115	28.3
Inadequately described	536	2.1	435	3.0	101	0.9
<b>All occupations (employees and self-employed)</b>	<b>25,482</b>	<b>100.0</b>	<b>14,474</b>	<b>100.0</b>	<b>11,008</b>	<b>100.0</b>
<b>On government employment and training programmes</b>	<b>481</b>		<b>303</b>		<b>178</b>	
<b>All in employment†</b>	<b>25,962</b>		<b>14,777</b>		<b>11,186</b>	

\* Sample size too small for a reliable estimate.  
† See Technical note for definition.

Source: Preliminary 1989 LFS estimates.

Employment Department's estimates of employees in employment and the self-employed which form part of the monthly and quarterly workforce in employment statistics published in the Labour Market Data section of *Employment Gazette*.

The LFS results are used to help derive the monthly and quarterly series and the preliminary 1989 results have been used to revise the figures from March 1988 onwards. The article "Revised employment estimates for 1988 and 1989" on page 220 of this issue of *Employment Gazette* explains these revisions and describes their effects on the published employment estimates.

### Occupation

Tables 7 and 8 are analyses of employees and self-employed by occupation, table 7 presenting the 1989 estimates by sex and table 8 the overall estimates in the form of a time series. In the year to spring 1989 there were large increases in the number working in both manual and non-manual occupations, contrasting with the longer time period of 1984-89 over which most of the increase has taken place in non-manual occupations.

There have been sharp rises in the number of people in management and in professional and related occupations

supporting management. However, the number of professionals in science, engineering, technology and similar fields has changed little over the whole period.

### Temporary employment

Survey respondents who were working either as employees or self-employed in their main activity were asked whether their job was permanent or temporary. The results for 1989 are shown in table 9; 4.3 per cent of men and 7.7 per cent of women in employment as employees or self-employed said they were in temporary jobs.

The time series estimates in table 10 show that the numbers of temporary workers in 1989, although remaining a little under 6 per cent of the total, have increased since 1988, and at a faster rate than those with permanent jobs. Of the 847,000 women in temporary jobs in 1989, just under one in five said they had taken a temporary job because they could not find a permanent one. This is the same proportion as last year, and less than in previous years. The proportion of men in 1989 taking a temporary job because they were unable to find a permanent job was lower in 1989 than in recent years.

Between 1984 and 1989, the number of temporary workers grew by 158,000 (12.1 per cent), a slightly faster

Table 8 Occupational analysis of people in employment—time series: people aged 16 and over in employment

Great Britain, spring each year										
Thousands										
	1984	1985	1986	1987	1988	1989†	Estimated changes			
							1988-89		1984-89	
							Thous- ands	Per cent	Thous- ands	Per cent
<b>Employees and self-employed CODOT major groups</b>										
I Professional and related supporting management and administration	1,203	1,617	1,632	1,426	1,478	1,552	74	5.0	349	29.0
II Professional and related in education, welfare and health	2,053	2,166	2,161	2,166	2,203	2,281	78	3.5	228	11.1
III Literary, artistic and sport	254	270	289	304	326	382	56	17.2	128	50.2
IV Professional and related in science, engineering, technology and similar fields	1,047	1,002	1,058	1,066	1,036	1,011	-25	-2.4	-35	-3.4
V Management	2,312	2,135	2,193	2,395	2,599	2,808	208	8.0	496	21.5
VI Clerical and related	3,729	3,810	3,787	4,014	4,193	4,263	70	1.7	534	14.3
VII Selling	1,560	1,640	1,655	1,640	1,765	1,742	-23	-1.3	183	11.7
VIII Security and protective service	402	397	438	417	405	434	28	7.0	32	8.0
IX Catering, cleaning, hairdressing and other personal services	2,775	2,781	2,824	2,773	2,831	2,947	116	4.1	172	6.2
X Farming, fishing and related	402	379	369	394	413	414	1	0.3	12	3.0
XI Processing, making, repairing and related (metal and electrical)	1,597	1,594	1,534	1,566	1,601	1,664	63	3.9	67	4.2
XII Processing, making, repairing and related (excluding metal and electrical)	2,383	2,248	2,237	2,299	2,329	2,377	48	2.0	-6	-0.3
XIII Painting, repetitive assembling, product inspecting, packaging and related	851	943	933	837	923	943	21	2.2	92	10.8
XIV Construction and mining NIE	829	774	736	801	840	922	82	9.8	93	11.2
XV Transport operating, materials moving and storing	1,332	1,270	1,302	1,458	1,425	1,540	115	8.1	208	15.6
XVI Miscellaneous	343	317	285	202	197	201	4	2.0	-142	-41.5
<b>All occupations (employees and self-employed)</b>	<b>23,072</b>	<b>23,343</b>	<b>23,433</b>	<b>23,759</b>	<b>24,565</b>	<b>25,482</b>	<b>917</b>	<b>3.7</b>	<b>2,409</b>	<b>10.4</b>
<b>Broad grouping</b>										
Managerial and professional	6,868	7,191	7,333	7,358	7,643	8,034	391	5.1	1,166	17.0
Clerical and related	3,546	3,643	3,613	3,809	3,955	4,056	102	2.6	510	14.4
Other non-manual occupations	1,779	1,814	1,857	1,864	1,967	1,972	5	0.3	193	10.9
Craft and similar occupations including foremen in processing, production, repairing, etc	3,993	3,897	3,798	3,880	3,933	4,151	217	5.5	157	3.9
General labourers	302	266	230	165	169	169	0	-0.2	-133	-44.0
Other manual occupations	6,584	6,533	6,601	6,684	6,898	7,100	201	2.9	516	7.8
<b>All occupations (employees and self-employed)</b>	<b>23,072</b>	<b>23,343</b>	<b>23,433</b>	<b>23,759</b>	<b>24,565</b>	<b>25,482</b>	<b>917</b>	<b>3.7</b>	<b>2,409</b>	<b>10.4</b>
<b>On government employment and training programmes</b>	<b>315</b>	<b>396</b>	<b>396</b>	<b>488</b>	<b>520</b>	<b>481</b>	<b>-39</b>		<b>166</b>	
<b>All in employment*</b>	<b>23,387</b>	<b>23,739</b>	<b>23,829</b>	<b>24,247</b>	<b>25,085</b>	<b>25,962</b>	<b>877</b>		<b>2,575</b>	

\* See Technical note for definition.  
† Preliminary estimates (1989 only).

Source: LFS time series estimates.

rate than for all employees and self-employed (10.4 per cent).

### Trade union membership

In 1989 the LFS included a question on trade union and staff association membership for the first time. Table 11 shows that there were 8,804,000 members of a trade union and/or staff association. There were more men (5,422,000 37.8 per cent of all employees and self-employed) than women (3,382,000 31.0 per cent). There are other sources of data on trade union membership. The next in the series of articles using data from the Certification Office for Trade Unions and Employers' Associations will be published shortly in *Employment Gazette*.

### Second jobs

The preceding estimates all relate to a person's only or main activity. In 1989, of those in employment, 1,054,000 people had an additional second job. As shown in table 12, nearly a third of second jobs were self-employed compared to one in eight of main jobs; and those who were self-employed in their main job were more likely to be self-employed in their second job.

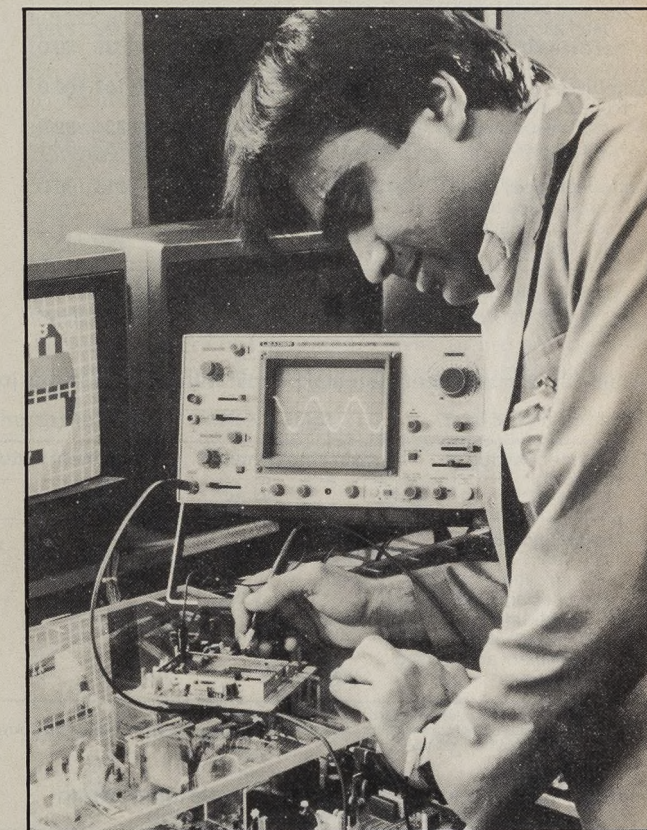
The number of people with more than one job has been increasing, with the sharp rise between spring 1988 and spring 1989 being similar in size to that in the previous year, as seen in table 13. Over the whole period, spring 1984 to spring 1989, the number of women taking a second job increased at a faster rate than men, so that in 1989, unlike in 1984—more than half of all second jobs were held by

women. Of the increase in the number of women with a second job, most has been among women taking a second job as an employee.

### Job-related training

In addition to participation in government employment and training programmes, the survey also identifies job-related training provided by employers.

In spring 1989, 3,097,000 employees of working age—14.4 per cent of all such employees—reported that they had received some job-related training in the four weeks prior to interview; and for just over 70 per cent of these, at least some of the training was away from the job. Details are given in table 14. These results—which do not include those who received training as part of the YTS or one of the other government employment and training programmes—show an increase in employer training since 1988, continuing the trend observed since 1984. Training.



Electronic engineer tests components at Sony U.K.

Photo: Sony

Table 9 Temporary jobs: employees and self-employed\* Great Britain, spring 1989

Thousands			
Whether job permanent or temporary	All	Men	Women
<b>Reason for taking job</b>			
<b>All employees and self-employed†</b>	<b>25,482</b>	<b>14,474</b>	<b>11,008</b>
of which:			
Permanent job	23,952	13,825	10,127
Temporary, seasonal, casual or fixed period/contract job**	1,465	621	844
of which:			
Reason for taking temporary, etc job			
Had a contract which included a period of training	46	23	23
Could not find a permanent job	347	184	162
Did not want a permanent job	547	162	385
Other reasons	505	241	264

Source: Preliminary 1989 LFS estimates

\* Includes those (other than on government employment and training programmes) who were working but did not state whether they were employees or self-employed.

† Includes 66,000 who did not state whether their job was permanent or temporary, etc.

\*\* Includes 19,000 who did not state their reason for taking a temporary, etc job.

Table 10 Temporary jobs—time series: employees and self-employed

Great Britain, spring 1989

Whether job permanent or temporary, and reason for taking temporary job	Men						Women					
	1984	1985	1986	1987	1988	1989†	1984	1985	1986	1987	1988	1989†
<b>All employees and self-employed**</b>	<b>13,515</b>	<b>13,602</b>	<b>13,538</b>	<b>13,638</b>	<b>14,087</b>	<b>14,474</b>	<b>9,557</b>	<b>9,742</b>	<b>9,895</b>	<b>10,120</b>	<b>10,479</b>	<b>11,008</b>
of which:												
Permanent job	12,949	13,045	13,008	13,056	13,476	13,852	8,814	8,971	9,093	9,314	9,696	10,161
Temporary, seasonal, casual or fixed period/contract job=100 per cent	567	557	530	582	610	622	744	771	802	805	783	847
of which:												
Reason for taking temporary, etc job												
Had a contract which included a period of training	6.4	5.5	4.8	5.7	4.1	3.7	3.3	2.7	3.0	2.8	2.4	2.8
Could not find a permanent job	38.7	37.9	36.6	37.5	32.0	30.2	26.1	22.6	23.1	20.7	19.2	19.4
Did not want a permanent job	19.9	18.3	19.1	18.0	21.8	26.6	39.4	37.7	41.6	43.1	46.1	
Other reasons	34.9	38.3	39.4	38.7	42.1	39.5	27.9	35.2	36.2	34.9	35.2	31.7

\* Time series estimates, adjusted for cases where permanent/temporary, etc status was now known.

† Preliminary estimates (1989 only).

\*\* Includes those (other than on government employment and training programmes) who were working but did not state whether they were employees or self-employed.

†† Percentages are based on those who gave a reply.

Source: LFS time series estimates.

both on the job and off the job, was less likely to be received by older employees.

Table 15 shows that the number of employees receiving training has risen in each age group between 1988 and 1989, continuing the upward trend since 1984, except the youngest age group which is at the same level as last year. In addition, a substantial number of people in the 16 to 19 year old age group, would have been participating in government employment and training programmes, particularly YTS. Over the whole period, spring 1984 to spring 1989, the number of employees of working age who

**Table 11 Trade union membership**  
Great Britain, spring 1989

Membership of trade union and/or staff association	All		Men		Women	
	Thou- sands	Per cent	Thou- sands	Per cent	Thou- sands	Per cent
<b>Employees and self-employed*</b>	<b>25,482</b>	<b>100.0</b>	<b>14,474</b>	<b>100.0</b>	<b>11,008</b>	<b>100.0</b>
Member trade union/ staff association	8,804	34.9	5,422	37.8	3,382	31.0
Not a member	16,454	65.1	8,919	62.2	7,535	69.0
<b>Employees†</b>	<b>22,049</b>	<b>100.0</b>	<b>11,862</b>	<b>100.0</b>	<b>10,187</b>	<b>100.0</b>
Member trade union/ staff association	8,491	38.8	5,167	44.0	3,324	32.9
Not a member	13,368	61.2	6,586	56.0	6,782	67.1
<b>Self-employed‡</b>	<b>3,425</b>	<b>100.0</b>	<b>2,607</b>	<b>100.0</b>	<b>819</b>	<b>100.0</b>
Member trade union/ staff association	313	9.2	254	9.8	58	7.2
Not a member	3,086	90.8	2,333	90.2	753	92.8

Source: Preliminary 1989 LFS estimates

\* Includes some who did not state whether they were employee or self-employed.  
† Includes those who did not state whether they were a member of a trade union and/or staff association.

**Table 12 Employment status of people with more than one job: people aged 16 and over in employment**

Great Britain, spring 1989  
Thousands

Employment status in main activity	All in employment*	Employment status in second job			People with no second job
		Employee	Self-employed	All with second job	
<b>All in employment</b>	<b>25,962</b>	<b>708</b>	<b>346</b>	<b>1,054</b>	<b>24,879</b>
Employees	22,049	623	242	866	21,163
Self-employed	3,425	69	102	171	3,250
Employees and self-employed††	25,482	692	344	1,037	24,416
On Government employment and training programmes	481	15	**	17	463

\* Includes those who did not state whether they had a second job.  
†† Includes those who did not state whether they were working as an employee or were self-employed.  
\*\* Sample size too small for a reliable estimate.

Source: Preliminary 1989 LFS estimates

**Table 13 Second jobs—time series: people aged 16 and over in employment with a second job**  
Great Britain, spring each year  
Thousands

	Estimated changes					
	1984	1985	1986	1987	1988	1989†
<b>All second jobs</b>	<b>703</b>	<b>779</b>	<b>814</b>	<b>836</b>	<b>963</b>	<b>1,055</b>
of which:						
Men	379	397	408	391	452	473
Women	324	382	406	445	510	583
<b>Second jobs as employees</b>	<b>452</b>	<b>519</b>	<b>528</b>	<b>567</b>	<b>656</b>	<b>709</b>
of which:						
Men	215	233	230	221	262	266
Women	237	286	298	346	394	442
<b>Second jobs as self-employed</b>	<b>251</b>	<b>260</b>	<b>286</b>	<b>270</b>	<b>306</b>	<b>347</b>
of which:						
Men	164	164	178	170	190	206
Women	87	96	108	99	117	140

Source: LFS time series estimates.

\* Time series estimates, adjusted for cases where some information was not known.  
† Preliminary estimates (1989 only).

had received some job-related training during the month before the survey interview rose by more than 70 per cent.

## Unemployment

The LFS provides estimates of unemployment on the definition which follows the guidelines of the International Labour Organisation (ILO). The time series estimates given in table 2 show that the number of unemployed on this definition in spring 1989 was 1,978,000. The fall of 398,000 since 1988 brings the total fall in unemployment since 1984 to over a million.

The ILO definition of unemployment counts people without paid jobs who said they were available to start work and had sought work at some time during the four weeks prior to interview. This is a different definition from the monthly claimant count published by the Employment Department, which relates to the number of people claiming unemployment-related benefits at Unemployment Benefit Offices.

It can be seen clearly from figure 1 that the two measures of unemployment show similar trends over recent years. Both show unemployment in spring 1989 more than one million lower than in spring 1984, with a particularly strong fall over the last two years.

Table 16 gives a time series of the Labour Force Survey estimates of unemployment on the ILO definition, and of the claimant count over the same period. It shows that, despite the similar trends, there are some differences year to year in both the level of the two series and the changes over time shown by them. The spring 1989 estimate of the

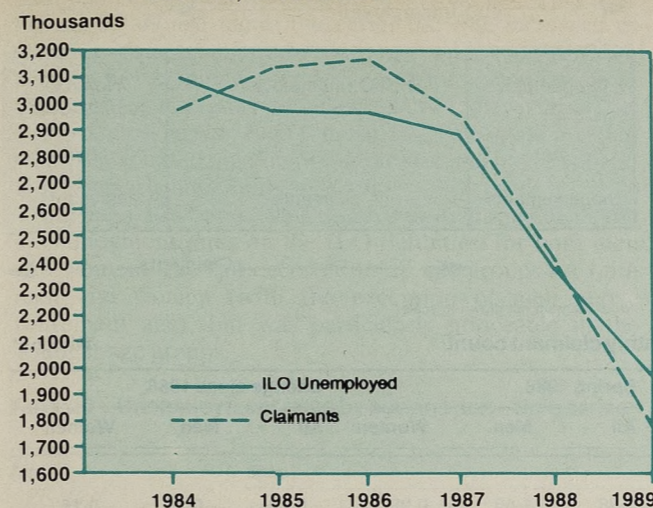
number of ILO unemployed is 1,978,000, a fall of 398,000 since 1988, while the claimant count for 1989 was 1,784,000, a fall of 627,000.

The next few paragraphs present a reconciliation of the estimates on the two definitions. This suggests that likely reasons for their somewhat different movements over the past year are the buoyancy of the economy and the active labour market policies of the Employment Department. The change in the eligibility conditions for benefits for people under 18 years of age, associated with the extended guarantee of a Youth Training place to all 16 and 17 year olds, also had an effect.

The processes are illustrated in general terms in figure 2 and quantified in table 17. Because of the change in the eligibility conditions for under-18 year olds, table 17 concentrates on people aged 18 and over.

Of those aged 18 and over, most people who are claimant unemployed are also classified as unemployed on the ILO definition, and vice-versa (the middle box in the diagram): 1.27 million in 1989. The difference at spring 1989 between the ILO unemployed and the numbers on the claimant

**Figure 1 Unemployment: survey and claimant measures, Great Britain**



count arises because there are more people who are ILO unemployed but not claiming benefits (the left hand box in the diagram) than there are who are claimants but not ILO unemployed (the right hand box): 0.59 million compared with 0.51 million, that is 0.08 million more.

Unemployment fell substantially between spring 1988 and spring 1989, but the fall in the number of claimants who were not ILO unemployed (the right hand box)—0.27 million—was greater than the fall in the number of ILO unemployed who were not claimants (the left hand box)—0.10 million. This is why the number of claimants

**Table 14 Employees of working age who received some training in the last four weeks, by age**

Great Britain, spring 1989

Type of training received	All employees of working age*	Age				
		16-19	20-24	25-34	35-49	50-64*
All who received training in last 4 weeks†	3,097	390	588	868	980	272
of which:						
On-the-job training only	899	83	172	234	304	106
Off-the-job training only	1,713	205	305	514	553	137
Both on-the-job and off-the-job training	481	100	111	119	123	28
<b>As a percentage of all employees in the age group:</b>						
All who received training†	14.4	22.9	19.4	16.0	13.3	7.0
of which:						
On-the-job training only	4.2	4.9	5.7	4.3	4.1	2.7
Off-the-job training only	8.0	12.1	10.0	9.5	7.5	3.5
Both on-the-job and off-the-job training	2.2	5.9	3.7	2.2	1.7	0.7

\* Men aged 16 and under 65 and women aged 16 and under 60.  
† Includes some who did not state whether the training was on or off the job.

Source: Preliminary 1989 LFS estimates

**Table 15 Employees of working age who received training in the last four weeks—time series**  
Great Britain, spring each year

Age	Thousands					
	1984	1985	1986	1987	1988	1989*
All who received training in last 4 weeks	1,806	2,088	2,176	2,380	2,773	3,097
of which:						
Aged 16-19	333	393	362	350	393	390
20-24	369	456	459	486	546	588
25-34	491	548	600	679	774	868
35-49	481	544	595	692	845	980
50-64	131	147	159	173	215	272
<b>As a percentage of all employees in the age group:</b>						
All who received training	9.1	10.4	10.8	11.7	13.3	14.4
of which:						
Aged 16-19	20.2	23.9	22.3	21.3	23.0	23.0
20-24	13.5	15.9	16.1	16.8	18.7	19.4
25-34	10.7	11.8	12.5	13.8	14.9	16.0
35-49	7.1	7.9	8.6	9.9	11.7	13.3
50-64	5.4	3.6	4.0	4.5	5.5	7.0

\* Preliminary estimates (1989 only).

Source: LFS time series estimates.

fell by more than the number unemployed under the ILO definition. (The fall in the number unemployed under both definitions was 0.26 million).

A major reason for the relatively small fall in non-claimant ILO unemployed between 1988 and 1989 was the buoyancy of demand in the labour market. Increasing employment opportunities mean that more people are attracted into the labour force—women returning after child rearing are an important example of this. Some of these (re-)entrants will go straight into jobs but some will spend time looking for jobs and so become ILO unemployed.

Because some of these people are not eligible to claim unemployment-related benefits in their own right, they will join the non-claimant ILO unemployed (the left hand box in figure 2). If it had not been for this addition, the fall among this group between spring 1988 and spring 1989 would have been larger.

The policies of the Employment Department are also aimed at increasing the number of people in the labour force. In particular, they aim to help claimants improve and expand their job search activities. The effect of this will be to reduce the number of claimants who are not ILO unemployed, either by helping them find jobs or by bringing them within both definitions of unemployment (the middle box) because they are actively looking for work.

Another strand of the Department's policies is to ensure that claimants meet the requirements for receipt of unemployment-related benefits. This means removing from the claimant count people who should not be there because they are not looking for work or are not available to start; in other words, people who are not unemployed on

**Table 16 Comparison of alternative measures of unemployment, 1984-89**

Great Britain, spring each year  
Millions\*

	1984	1985	1986	1987	1988	1989
ILO measure of unemployment†	3.09	2.97	2.97	2.88	2.38	1.98
Claimant count†† (unadjusted, total)	2.98	3.13	3.17	2.95	2.41	1.78
Claimant count‡ (seasonally adjusted, consistent with the current coverage; excluding under 18-year-olds)	2.78	2.92	3.00	2.82	2.30	1.77

\* All figures individually rounded to the nearest 10,000.  
† The unadjusted claimant count is not fully consistent over the periods shown. Consistent comparisons over time, allowing for discontinuities, can be made using the seasonally adjusted series (although this excludes under 18-year-olds). The article 'Unemployment Statistics: Revisions to the seasonally adjusted series' on page 660 of the December 1988 Employment Gazette gives further details. Page 422 of the October 1986 issue listed all the changes in the coverage of the claimant count which need to be taken into account over the period shown.  
‡ Weighted averages of monthly claimant count to cover survey period.  
§ LFS time series estimates.

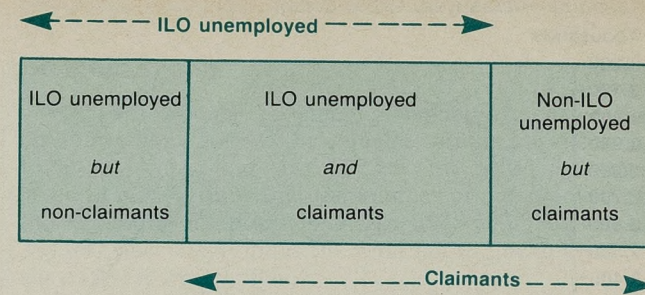
the ILO definition. Both of these aspects of ED policy may help to explain the relatively large fall between 1988 and 1989 in the number of claimants who are not ILO unemployed (the right hand box).

More detailed analyses of these comparisons between the claimant count and unemployment on the ILO definition will appear in a later article in *Employment Gazette*.

### Discouraged workers

Table 18 presents a time series from 1984 to 1989 of 'discouraged workers', that is respondents who said that they would like work but were not seeking work because

Figure 2



Note: Diagram not drawn to scale.

Table 17 ILO measure of unemployment compared with the monthly claimant count

	Spring 1989			Spring 1988			Change since 1988		
	All	Men	Women	All	Men	Women	All	Men	Women
<b>Total ILO unemployed (available for work and looked for work in the last four weeks)†</b>	<b>1.98</b>	<b>1.15</b>	<b>0.83</b>	<b>2.38</b>	<b>1.40</b>	<b>0.98</b>	<b>-0.40</b>	<b>-0.25</b>	<b>-0.15</b>
<b>ILO unemployed aged 18 and over</b>	<b>1.86</b>	<b>1.08</b>	<b>0.78</b>	<b>2.22</b>	<b>1.31</b>	<b>0.91</b>	<b>-0.36</b>	<b>-0.23</b>	<b>-0.13</b>
of which:									
Not in the claimant count	0.59	0.11	0.48	0.69	0.21	0.48	-0.10	-0.10	0.00
Claimants**	1.27	0.97	0.30	1.53	1.10	0.43	-0.26	-0.13	-0.13
<b>Claimants** not unemployed††</b>	<b>0.30</b>	<b>0.20</b>	<b>0.30</b>	<b>0.78</b>	<b>0.52</b>	<b>0.26</b>	<b>-0.27</b>	<b>-0.21</b>	<b>-0.06</b>
of which:									
Not seeking in last four weeks or not available (inactive)§	0.34	0.20	0.13	0.60	0.40	0.20	-0.27	-0.20	-0.07
Employed	0.17	0.10	0.07	0.17	0.12	0.06	0.00	-0.02	-0.01
<b>Claimant count aged 18 and over</b>	<b>1.78</b>	<b>1.27</b>	<b>0.51</b>	<b>2.31</b>	<b>1.62</b>	<b>0.69</b>	<b>-0.53</b>	<b>-0.34</b>	<b>-0.19</b>
<b>Total claimant count</b>	<b>1.78</b>	<b>1.28</b>	<b>0.51</b>	<b>2.41</b>	<b>1.67</b>	<b>0.74</b>	<b>-0.63</b>	<b>-0.40</b>	<b>-0.23</b>

\* Figures may not appear to add because of rounding.

† See Technical note for detailed definition.

\*\* These figures are derived with reference to both the claimant count and the preliminary 1989 LFS results. For a description of the method see the Technical note to the article "Measures of unemployment: Claimant Count and Labour Force Survey" in the August 1989 issue of *Employment Gazette*.

†† Not unemployed on the ILO definition.

§ People not in work, nor unemployed on the ILO definition.

Note: The methodology for this reconciliation has been affected this year by an improvement in the design of the questionnaire which has introduced a discontinuity between the figures for 1988 and 1989. The details are given in the Technical note.

Table 18 Discouraged workers†—time series

	Great Britain, spring each year						Estimated changes	
	1984	1985	1986	1987	1988	1989**	1988-89	1984-89
<b>Discouraged workers on ILO definition††</b>	<b>222</b>	<b>221</b>	<b>222</b>	<b>150</b>	<b>116</b>	<b>107</b>	<b>-9</b>	<b>-115</b>
of which:								
Available for work within two weeks	212	210	211	138	109	100	-9	-112
Not available for work§	10	12	10	12	*	*	*	*

\* Sample size too small for reliable estimate.

† Economically inactive people, on ILO definition, who would like to have a job and whose main reason for not seeking work was because they believed there were no jobs available.

\*\* Preliminary estimates (1989 only).

†† Not in employment nor employed on ILO definition.

§ Includes those who did not state whether they were available to start work within two weeks.

they believed there were no jobs available. The number of discouraged workers tends to rise when jobs become scarce and to fall when the labour market improves. Overall the number of discouraged workers was very stable, at about 220,000, from 1984 to 1986, but then fell sharply to 107,000 by spring 1989.

### Unemployment rates

The spring 1989 estimate of unemployment on the ILO definition of 1,978,000 for people aged 16 and over gives an unemployment rate of 7.1 per cent of the labour force. This has fallen from 8.7 per cent in 1988 and 11.8 per cent in 1984.

### Age specific unemployment rates

Unemployment rates vary considerably by age, as demonstrated in table 19. For both men and women unemployment rates are highest among the youngest age

Table 19 Unemployment rates\* by age, sex, and, for women, marital status Great Britain, spring 1989 Per cent

Age	Great Britain, spring 1989				
	All	Men	Women	Married women†	Non-married women‡
<b>Unemployment rates: ILO definition</b>					
16-19	10.3	11.5	9.0	16.6	8.5
20-24	9.5	10.1	8.7	9.9	8.1
25-34	7.8	7.0	8.7	8.4	9.6
35-49	4.9	4.8	5.0	4.2	9.4
50-59	6.6	7.2	5.8	4.2	11.6
60-64	7.9	8.8	5.1	4.8	5.8
65 and over	6.8	8.3			
<b>All aged 16 and over</b>	<b>7.1</b>	<b>7.2</b>	<b>6.9</b>	<b>5.9</b>	<b>8.9</b>

\* Unemployed people as a percentage of all economically active people in the relevant sex and age group.

† Includes those legally married and those who consider themselves to be married.

‡ Single, widowed, divorced or legally separated.

group. In spring 1989, the average rate for 16 to 19-year-old men was 11.5 per cent, falling progressively to 4.8 per cent for the 35-49 age band; thereafter the rate increased as state retirement age approached, to 8.8 per cent for those aged 60-64. A similar pattern was seen for married women, but rates for non-married women were more even across age groups. The very high rate for 16-19-year-old married women was based on a small sample size and hence subject to particularly high sampling error.

Between 1988 and 1989 there was a sharp fall in the unemployment rates on the ILO definition for both men and women. The fall occurred in all age groups for both men and women (with the exception of men above retirement age), but was particularly noticeable in the younger age groups.

Table 20 Unemployment rates by age and sex—time series

Age	Great Britain, spring each year											
	Men						Women					
	1984	1985	1986	1987	1988	1989*	1984	1985	1986	1987	1988	1989*
<b>Unemployed rates: ILO definition</b>												
16-19	22.9	20.7	20.6	19.5	14.8	11.5	21.0	18.5	19.2	16.2	12.3	9.0
20-24	19.0	17.8	17.9	14.6	12.7	10.1	16.0	14.1	14.5	13.5	11.0	8.7
25-34	11.5	11.2	11.5	11.2	8.3	7.0	13.7	13.6	13.3	13.0	11.0	8.7
35-49	8.1	8.3	8.0	8.0	6.2	4.8	8.0	7.6	7.3	7.1	5.8	5.0
50-59	9.1	8.6	9.0	9.5	8.7	7.2	6.9	6.2	6.0	6.7	6.1	5.8
60-64	10.4	10.3	9.8	11.2	10.3	8.8	7.1	5.5	5.1	4.8	5.4	5.1
65 and over	7.9	8.9	9.4	8.3	5.9	8.3						
<b>All aged 16 and over</b>	<b>11.8</b>	<b>11.4</b>	<b>11.5</b>	<b>11.0</b>	<b>8.8</b>	<b>7.2</b>	<b>11.5</b>	<b>10.7</b>	<b>10.6</b>	<b>10.1</b>	<b>8.4</b>	<b>6.9</b>

\* Preliminary estimates (1989 only).

See also notes to table 19, and Technical note for detailed definitions.

Source: LFS time series estimates.

Table 21 Unemployment rates\* by highest qualification and sex: people of working age†

Highest qualification held	Great Britain, spring 1989		
	All	Men	Women
<b>Unemployment rates: ILO definition</b>			
All qualifications	7.1	7.2	7.0
Degree or equivalent	2.6	2.3	3.2
Higher education, below degree level	2.9	2.4	3.2
GCE A-level or equivalent**	5.1	4.8	6.3
GCE O-level or equivalent††	6.1	5.7	6.5
CSE other than grade 1	9.8	9.1	10.6
Other professional/vocational qualifications§	7.9	8.5	7.3
No qualifications	11.3	13.3	9.0

\* Unemployed people (on the ILO definition) expressed as a percentage of all economically active men or women of working age with the relevant qualifications.

† Men aged 16 and under 65 and women aged 16 and under 60.

\*\* Includes BTEC/BEC/TEC (National of General) and their Scottish equivalents, ONC, OND, City and Guilds, and completed trade apprenticeships.

†† Includes CSE grade 1 and Scottish equivalents.

§ Includes YTS certificate (separately identified in 1989 only).

Source: Preliminary 1989 LFS estimates.

### Unemployment rates by qualification

Unemployment rates also vary according to the highest qualification held. The 1989 estimates presented in table 21 (restricted to people of working age) show overall unemployment rates ranging from 11.3 per cent for those with no qualifications to 2.9 per cent for those with higher education qualifications below degree level and 2.6 per cent for those with a degree. The unemployment rates for qualified women tend to be higher than for their male counterparts. As seen in table 22, this has consistently been the case in each year from 1984 through to 1989, particularly for those with higher qualifications. While the unemployment rate has fallen since spring 1988 for all qualification levels, for both men and women, the general pattern in 1989 was similar to that found in previous years.

### Ethnic minority groups

The estimates of unemployment rates by ethnic origin given in tables 23 and 24 are restricted to people of working age. This is because there are relatively fewer people from ethnic minority groups above retirement age. In spring 1989 the unemployment rate for all ethnic minority groups was about 1¾ times as high as for the White population, a relative improvement over the position in 1984.

Between 1984 and 1986 unemployment fell by roughly the same proportion among the White population and ethnic minority groups. Between 1986 and 1988, the fall in unemployment was significantly greater among the ethnic minority groups than among the White population. There was a further substantial fall for both groups in the year to spring 1989.

### Methods of job search

Table 25 presents preliminary 1989 estimates of main method of job search used by unemployed jobseekers. As

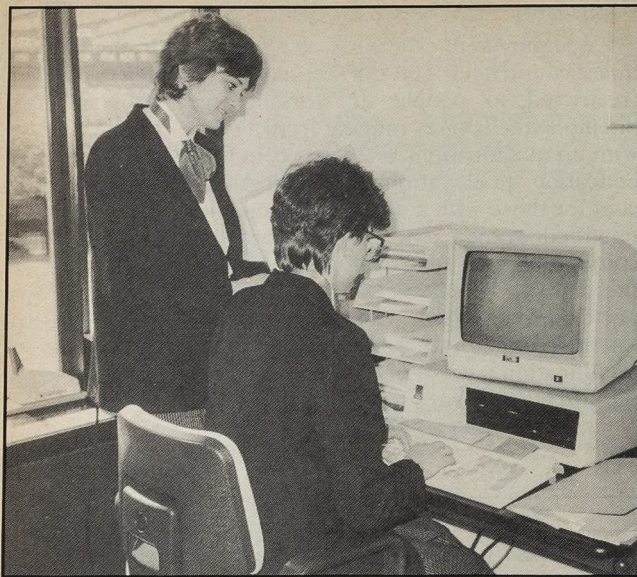
Table 22 Unemployment rates by highest qualification and sex—time series: people of working age†

Highest qualification held	Great Britain, spring each year											
	Men						Women					
	1984	1985	1986	1987	1988	1989*	1984	1985	1986	1987	1988	1989*
<b>Unemployment rates: ILO definition</b>												
All qualifications	11.9	11.5	11.5	11.0	8.9	7.2	11.7	10.9	10.8	10.3	8.5	7.0
Degree or equivalent	3.5	3.5	4.2	3.5	2.6	2.3	7.4	6.4	5.2	5.5	4.8	3.2
Higher education, below degree level	3.7	3.1	3.6	4.2	2.8	2.4	6.2	5.2	5.6	4.2	3.1	3.2
GCE A-level or equivalent	8.2	8.3	8.1	7.9	6.1	4.8	10.6	9.9	10.2	9.3	7.6	6.3
GCE O-level or equivalent	11.2	10.2	10.7	9.1	7.2	5.7	10.6	10.0	10.1	9.9	7.9	6.5
CSE other than grade 1	18.6	17.1	17.9	15.5	11.9	9.1	18.9	17.0	18.2	15.3	12.7	10.6
Other professional/vocational qualifications	10.4	12.9	12.0	10.9	8.7	8.5	10.9	9.8	9.0	8.4	6.8	7.3
No qualifications	18.2	17.5	17.8	18.0	15.4	13.3	13.4	12.6	12.5	12.8	11.0	9.0

\* Preliminary estimates (1989 only).

† See also notes to table 21, and Technical note for definitions.

Source: LFS time series estimates.



In 1989 some 773,000 more women were in employees in full-time employment than in 1984. Photo: Tower Thistle Hotel

in previous years, the most frequently quoted main method for both men and non-married women was visiting a jobcentre (reported as the main method by about 37 per cent of men and 32 per cent of non-married women), followed by studying the situations vacant columns in newspapers (the main method used by about 25 per cent of men and 32 per cent of non-married women looking for work). These were also the two most frequently reported main job search methods for married women, but in the reverse order: married women were more likely to look for work by studying the newspaper advertisements (about 45 per cent) than visiting a jobcentre (18 per cent).

Of those relying mainly on other methods to find work, men were more likely than women to inquire about jobs through personal contacts or to make a direct application to an employer.

The percentage distribution of job search methods found in each survey since 1984 is shown in table 26. In general the pattern remained quite stable until spring 1987, and since then the use of public employment services has decreased and studying situation vacant columns has increased. ■

**Table 25 Main method of seeking work of unemployed people aged 16 and over, by sex and, for women, by marital status: Great Britain, spring 1989**

Main method of seeking work	All		Men		Women		Married women†		Non-married women**	
	Thou-sands	Per cent†	Thou-sands	Per cent†	Thou-sands	Per cent†	Thou-sands	Per cent†	Thou-sands	Per cent†
<b>Unemployed: ILO definition††</b>										
All methods of looking for work††	1,978	100.0	1,148	100.0	831	100.0	468	100.0	363	100.0
of which:										
<i>Main method of seeking work</i>										
Visiting a jobcentre, etc§§	618	31.9	419	37.1	199	24.7	82	18.1	117	32.1
Name on private agency books	32	1.7	19	1.6	13	1.7	*	*	*	*
Answering advertisements	209	10.8	110	9.8	98	12.2	62	13.7	36	9.9
Studying "situations vacant" columns in newspapers	605	31.2	283	25.1	322	39.9	206	45.2	116	32.0
Direct application to employers	161	8.3	103	9.1	58	7.2	33	7.3	25	6.9
Ask friends, relatives, colleagues or trade unions about jobs	188	9.7	129	11.4	59	7.3	32	7.1	27	7.4
Other methods§	123	6.4	67	5.9	56	7.0	32	6.9	25	6.8

\* Sample size too small for a reliable estimate.  
† Percentages are based on those who gave a reply.  
‡ Includes those legally married and those who consider themselves to be married.  
§ Single, widowed, divorced or legally separated.  
¶ See Technical note for definitions.  
‡ Includes some unemployed people who were not looking for work in the reference week because of temporary sickness or holiday, or because they were waiting to start a new job.  
§ Including those who were waiting for the results of job applications and a small number who said their main way of looking for work was advertising in newspapers.  
§§ Jobcentre, Careers office, Professional and Executive Recruitment Office or Jobclub.

**Table 23 Unemployment rates† by ethnic origin and sex: people of working age\*\* Great Britain, spring 1989 Per cent**

Ethnic origin	All	Men	Women
<b>Unemployment rates: ILO definition</b>			
All of working age††	7.1	7.2	7.0
Whites	6.9	6.9	6.8
Ethnic minority groups	12.0	12.7	11.0
of which:			
West Indian/Guyanese	14.4	15.1	13.6
Indian	9.4	9.9	8.6
Pakistani/Bangladeshi	21.8	21.4	*
All other ethnic origins	7.9	7.9	8.0

Source: Preliminary 1989 LFS estimates.  
\* Sample size too small for a reliable estimate.  
† Unemployed people (on the ILO definition) expressed as a percentage of all economically active men or women of working age.  
\*\* Men aged 16 and under 65 and women aged 16 and under 60.  
†† Includes people who did not state their ethnic origin.

**Table 24 Unemployment rates by ethnic origin—time series: people of working age\* Great Britain, spring each year Per cent**

Sex and ethnic origin	1984	1985	1986	1987	1988	1989†
<b>Unemployment rates: ILO definition</b>						
<b>All</b>						
All origins	11.8	11.2	11.2	10.7	8.7	7.1
Whites	11.4	10.9	10.8	10.5	8.5	6.9
Ethnic minority groups	21.4	20.7	20.0	17.1	13.5	12.0
<b>Men</b>						
All origins	11.9	11.5	11.5	11.0	8.9	7.2
Whites	11.4	11.0	11.1	10.7	8.6	6.9
Ethnic minority groups	22.1	21.6	20.5	17.4	14.2	12.7
<b>Women</b>						
All origins	11.7	10.9	10.8	10.3	8.5	7.0
Whites	11.3	10.6	10.4	10.1	8.4	6.8
Ethnic minority groups	20.2	19.2	19.4	16.5	12.5	11.0

See also notes to table 23 for definitions.  
† Preliminary estimates (1989 only).  
Source: LFS time series estimates.

**Table 26 Main method of seeking work of unemployed people—time series\* Great Britain, spring each year Per cent**

Main method of seeking work	1984	1985	1986	1987	1988	1989†
<b>Unemployed: ILO definition</b>						
(Thousands = 100 per cent)	3,094	2,968	2,969	2,879	2,376	1,978
of which:						
<i>Main method of seeking work</i>						
Visiting a jobcentre, etc**	37.2	38.6	38.6	38.8	34.9	31.9
Name on private agency books	1.2	1.2	1.5	1.3	1.4	1.7
Answering advertisements†	14.6	10.8	10.0	9.9	10.6	10.8
Studying "situations vacant" columns in newspapers‡	22.7	26.2	27.3	27.6	28.6	31.2
Direct application to employers	9.4	8.4	7.6	7.4	7.5	8.3
Ask friends, relatives, colleagues or trade unions about jobs	10.1	10.4	10.4	9.7	11.2	9.7
Other methods	4.7	4.4	4.5	5.2	5.7	6.4

See also notes to table 25, and Technical note for definitions.  
† Preliminary estimates (1989 only).  
\*\* From 1984 to 1988, this also included visits to a government Employment Office or Careers Office, or Professional and Executive Recruitment Office. In 1989, in addition, visits to a Jobclub are included.  
‡ Comparison of the 1984 and 1985 estimates for answering and studying "situations vacant" columns in newspapers is affected by a questionnaire change. In 1984, those who said that they had answered advertisements were not asked whether they had studied situations vacant columns. In 1985 and thereafter, people who had answered advertisements were assumed also to have studied the columns and some of these subsequently reported the latter as their main method of looking for work.  
Source: LFS time series estimates.

## Technical note

### Survey design

The 1989 Labour Force Survey estimates in this article are based on interviews with members of about 60,000 private households throughout Great Britain during March, April and May 1989 (that is, about one in every 350 private households in Great Britain).

These responding households constituted about 81 per cent of the eligible households found at the addresses selected for the sample. The addresses were drawn by a random process from the Post Office's postcode address file in such a way that each standard region was represented in the correct proportion for the country as a whole, as were three strata of local authority districts defined by population size and density. Since 1984 approximately 30 per cent of each year's sample has been drawn at random from the list of addresses selected for inclusion in the previous year. No address is included in the sample for more than two years.

The survey was carried out by the Social Survey Division of the Office of Population Censuses and Surveys on behalf of the Employment Department.

The survey is also extended to Northern Ireland, by the Department of Economic Development in Northern Ireland, in order to provide estimates for the whole of the United Kingdom, as required by the European Community. However, the questionnaires for Northern Ireland are slightly different from those used in Great Britain and therefore the estimates in this article refer to Great Britain only.

The questionnaire covers household size and structure; accommodation details; basic demographic characteristics such as age, sex, marital status and ethnic origin; and, for people aged 16 and over, details of economic activity. The latter was established by asking people about their paid work, job search and so on, during a specified reference period, normally a period of one week or four weeks (depending on the topic) immediately prior to the interview (See the Concepts and definitions section below).

If a member of a household was unavailable for interview, information relating to that person could be provided by a related adult member of the same household. Information was provided by such 'proxy' informants in respect of 35 per cent of the responding adults in the 1989 survey.

The results have been scaled to give estimates relating

to the whole population resident in private households in Great Britain in spring 1989. The sample was designed to be representative of this population, but some individuals and households declined to take part (the survey is voluntary) or could not be contacted during the interview period.

In order to adjust for this, each person in the survey was given a weight or 'grossing factor', related to that person's age, sex, marital status and region of residence. In this way the 'grossed-up' survey results give the correct population total for Great Britain and reflect the distributions by sex, age, and region shown by the population figures.

The population figures used in producing these preliminary results are population projections. As usual, the results are therefore subject to revision when mid-1989 population estimates become available later this year.

As with all sample surveys, the results are subject to sampling error. A detailed description of the sample design (which has remained substantially unchanged since 1984) and information about sampling errors are given in the OPCS report of each year's survey; the latest available at the time of writing is the 1987 survey report; the 1988 report will be published later this year.

### Time series estimates

Where time series are presented in this article, the figures for earlier years are the final estimates based on the appropriate official mid-year population estimates. They therefore differ slightly from the preliminary estimates for each year published in *Employment Gazette*.

The estimates have also been adjusted to take account of cases where some respondents gave no reply to a question. Although the number of such cases is small, it tends to vary from year to year and this could affect the survey estimates of changes between years. The adjustment method takes account of other (known) characteristics of people for whom a particular item is missing. Essentially, it assumes that people for whom a certain item of information is missing are similar to other people, who did provide information on the item and have similar characteristics in other respects.

In 1989 information on marital status was collected in the LFS on a different basis from that of previous years,

and results for 1989 using the married/non-married classification are therefore not directly comparable with those for 1988 and earlier years. In 1989, 'cohabiting' was for the first time identified as a separate status: in the analyses presented in this article, people who said they were cohabiting (some 3 per cent of the total) are included in the 'married' category whereas in earlier years this marital status was based on self-assessment. For this reason, the time series estimates do not give a breakdown by marital status.

However, the extent of the discontinuity caused by this change in survey methodology may not be too significant. Comparison of the distribution by marital status of the population aged 16 and over suggests that after the change in 1989 the proportion of women taken as 'married' fell by about 1 percentage point, while the proportion of men taken as 'married' rose by 1-2 percentage points.

### Confidentiality

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

### Concepts and definitions

**Economically active:** People aged 16 and over who are either in employment or unemployed. This group is also referred to as the *labour force*.

**In employment:** People aged 16 and over who did some paid work in the reference week (whether as an employee or self-employed); those who had a job that they were temporarily away from (on holiday, for example); and those on government employment and training programmes.

**Work-related/government employment and training programmes** comprise all people aged 16 and over participating in one of the Government's employment and training programmes (the Youth Training Scheme, Community Industry, Employment Training and the Voluntary Projects Programme), together with those on training courses under the Job Training Scheme, Training for Enterprises and Wider Opportunities Training Programme (successors of Training Opportunities programme or TOPS) who said they did some paid work in the survey reference week.

This definition has been applied consistently throughout the article, for all years. The same definition has been used in the presentation of preliminary LFS results since the 1985 survey but differs slightly from that used in the presentation of preliminary results for 1984 and earlier years; the differences were described in *Employment Gazette*, May 1986, p144.

The definitions used in the presentation of LFS data differ from those used when compiling the short-term employment estimates (as published in *table 1.1* of the Labour Market Data section of *Employment Gazette*). This is partly because the short-term estimates of employees in employment are based on information collected from employers (numbers of jobs), while the LFS collects data from the individuals (numbers of people with jobs) concerned. There are two major ways in which these data differ:

a. People with two or more jobs are counted by each

employer, therefore they will be counted more than once.

b. People participating in government employment and training programmes who have a contract of employment (some YTS, plus all those in Community Industry) are included as employees in the published estimates of employees in employment, while they are included as "In employment—on a work-related government employment or training programme" in the LFS.

The estimates of self-employment also differ because the short-term estimates are based on the detailed results of the 1981 Census of Population, supplemented each year by information from the LFS.

The participants in work-related government training programmes published in *table 1.1* differ from the LFS estimates as they exclude those with contracts of employment (see (b) above) but also because they are based on administrative sources rather than information from the individual.

The ILO *measure of unemployment* used throughout this article refers to people without a job who were available to start work and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained.

This definition was first used widely in the presentation of the preliminary 1987 results. Prior to that, and presented alongside the ILO measure of unemployment in 1987, the unemployment definition used in the LFS was the former GB labour force measure. Details of this definition are contained in previous years' articles.

The reconciliation between the ILO measure of unemployment and the claimant count is affected by a questionnaire change in 1989. Prior to that year, some people in receipt of benefits direct from the Department of Social Security (instead of through an unemployment benefit office), for which they did not have to be available for work—for example the sick or disabled or lone parents—may have been uncertain about the source of benefit and reported themselves in the LFS as being on the claimant count. An improvement was made to the questionnaire for 1989 to overcome this problem; while improving the reliability of the answers given, this has introduced a discontinuity in the LFS estimates of the number of claimants.

The methodology used to recognise the ILO and the claimant count measures of unemployment from the 1988 Labour Force Survey was described in the technical note to the article "Measures of unemployment: claimant count and Labour Force Survey", in the August 1989 issue of *Employment Gazette*. For the reconciliation of the 1989 data presented in the present article, the scaling procedure has been adapted to allow for the discontinuity across all categories of claimants.

**Economically inactive:** People who are neither in employment nor unemployed on the ILO measure; this group includes all people aged under 16 together with those who were, for example, looking after a home or retired.

One sub-group of the economically inactive population of particular interest is *discouraged workers*, defined here as those neither in employment nor unemployed (on the ILO measure) who said they would like a job and whose main reason for not seeking work was because they believed there were no jobs available.

## Special Feature



## Industrial tribunal statistics

In May 1989 *Employment Gazette* published an article which described industrial tribunal procedures and contained statistics on cases heard by the tribunals and the Employment Appeal Tribunal. This article updates the statistics to March 1989 and looks forward to future developments in the tribunals.

Industrial tribunals are independent judicial bodies which provide a quick, informal, inexpensive and accessible way of dealing with certain disputes in the employment field. They hear complaints about equal pay, sex and race discrimination, unlawful deductions from wages and a variety of other matters; but the majority of cases are brought under the unfair dismissal and redundancy payments provisions of the Employment Protection (Consolidation) Act 1978.

### Statistics of cases

*Table 1* shows the range and outcomes of cases brought. It shows that over 60 per cent of all cases dealt with in 1988-89 involved complaints of unfair dismissal. The comparable figure was 73 per cent in 1987-88. This change appears to be largely due to an increase in the number of complaints about unlawful deductions from wages under the Wages Act 1986. Wages Act complaints increased from

**Table 1 Outcomes of cases**

	Total number of cases		ACAS conciliated settlements		Withdrawal (not via ACAS)	
	1987-88	1988-89	1987-88	1988-89	1987-88	1988-89
Other provisions of the Employment Protection (Consolidation) Act 1978	1,726	1,723	568	536	609	583
Redundancy provisions of Employment Protection Act 1975	191	152	51	43	60	66
Equal pay	1,043*	813	89	95	750	350
Insolvency pay	220	171	1	6	125	48
Redundancy pay	3,403	3,223	0	0	1,620	1,737
Race discrimination	709	839	135	162	263	316
Sex discrimination	691	935	200	366	268	269
Unfair dismissal	24,916	17,870	11,763	6,935	5,567	4,879
Wages Act	522	3,244	186	646	217	2,131
Others	812	347	25	2	628	257
<b>All</b>	<b>34,233</b>	<b>29,317</b>	<b>13,018</b>	<b>8,791</b>	<b>10,107</b>	<b>10,636</b>

	Successful at tribunal hearing		Dismissed at tribunal hearing (out of scope)		Dismissed at tribunal hearing (other reasons)		Disposed of otherwise	
	1987-88	1988-89	1987-88	1988-89	1987-88	1988-89	1987-88	1988-89
Other provisions of the Employment Protection (Consolidation) Act 1978	295	308	53	67	165	192	36	37
Redundancy provisions of Employment Protection Act 1975	68	29	1	4	10	8	1	2
Equal pay	7	14	3	2	14	47	180	305
Insolvency pay	36	26	6	8	33	45	19	38
Redundancy pay	1,177	919	165	83	384	418	57	66
Race discrimination	61	54	31	41	173	229	46	37
Sex discrimination	46	78	20	20	142	152	15	50
Unfair dismissal	2,392	2,166	1,097	927	3,838	2,693	259	270
Wages Act	59	214	13	90	36	113	11	50
Others	44	21	15	11	80	44	20	12
<b>All</b>	<b>4,185</b>	<b>3,829</b>	<b>1,404</b>	<b>1,253</b>	<b>4,875</b>	<b>3,941</b>	<b>644</b>	<b>867</b>

\* Multiple application of 719.

**Table 2 Unfair dismissal cases proceeding to a tribunal hearing\***

	Number		Percentage of cases proceeding to a hearing		Percentage of all applications	
	1987-88	1988-89	1987-88	1988-89	1987-88 (100 per cent = 24,916)	1988-89 (100 per cent = 17,870)
<b>Cases dismissed</b>						
Out of scope	1,097	927	15.0	16.0	4.4	5.2
Other reasons	3,838	2,693	52.4	46.5	15.4	15.1
<b>All cases dismissed</b>	<b>4,935</b>	<b>3,620</b>	<b>67.4</b>	<b>62.5</b>	<b>19.8</b>	<b>20.3</b>
<b>Cases upheld</b>						
Reinstatement or re-engagement	83	58	1.1	1.0	0.3	0.3
Remedy left to parties	931	797	12.7	13.8	3.8	4.5
Compensation	1,352	1,272	18.4	22.0	5.4	7.1
No award made	26	39	0.4	0.7	0.1	0.2
<b>All cases upheld</b>	<b>2,392</b>	<b>2,166</b>	<b>32.6</b>	<b>37.5</b>	<b>9.6</b>	<b>12.1</b>
<b>All cases proceeding to a hearing</b>	<b>7,327</b>	<b>5,786</b>	<b>100.0</b>	<b>100.0</b>	<b>29.4</b>	<b>32.4</b>

\* Includes all unfair dismissal cases.

1.5 per cent of all cases in 1987-88 to more than 11 per cent in 1988-89. Overall, however, the number of cases continued to fall during this period. The only types of case which actually rose, other than those under the Wages Act, concerned sex and race discrimination.

Of the 29,317 cases in which an outcome was reported only 9,023 (just over 30 per cent) were actually decided by the tribunals. The remainder were withdrawn in advance of a full tribunal hearing, either because of an Advisory, Conciliation and Arbitration Service (ACAS) conciliated settlement or for other reasons (including private settlements not involving ACAS). The table shows that 32 per cent of all unfair dismissal cases were decided at a tribunal hearing, compared with 44 per cent of redundancy payments cases and only 15 per cent of Wages Act cases.

Table 2 provides a more detailed analysis of the outcomes in unfair dismissal cases and shows the remedies

for the successful applicant. Although reinstatement (to the old job) and re-engagement (to a comparable or other suitable job) are the primary and secondary remedies for unfairly dismissed employees (that is, the tribunal must consider them before it considers compensation if the applicant wishes), only 3 per cent of employers who lose an unfair dismissal case are ordered by the tribunal to reinstate or re-engage their former employee. There are many reasons for this. Many employees will have found new jobs by the time their case is heard at tribunal. Even if they have not, the relationship between the two parties may have broken down so severely that it would be impracticable to expect them to resume a normal working relationship.

Reinstatement or re-engagement orders are not enforceable because this would be contrary to the general principle of law that no one should be forced to become or

remain a party to a contractual relationship against his or her will. In cases where the employer refuses to reinstate or re-engage a former employee, the employee may return to the tribunal for a hearing to determine the level of compensation payable by the employer. This will normally include an 'additional award' to compensate the employee for not being reinstated or re-engaged as ordered.

In 37 per cent of successful unfair dismissal cases the remedy was left to be agreed between the parties. The majority of these agreements are believed to involve payments of compensation, but details of payments are not known. If the parties are unable to reach agreement, the applicant may ask the tribunal to determine the remedy and the tribunal may order reinstatement or re-engagement, or award compensation, as it thinks fit.

The majority of successful applicants in unfair dismissal cases (58 per cent) are awarded compensation immediately. Tribunal awards are subject to certain statutory limits, which are reviewed annually. The present limits are £5,160 for the basic award, £8,925 for the compensatory award and £4,472 for the additional award (or £8,944 for additional awards involving dismissal because of race or sex discrimination). There is also a special award for those employees unfairly dismissed because of trade union membership or non-membership, or because of trade union activities, who wish to be reinstated or re-engaged. Where the tribunal makes no reinstatement or re-engagement order, the special award is 104 weeks' pay (subject to a minimum of £12,550 and a maximum of £25,040). However, where the tribunal does make an order of reinstatement or re-engagement, and the employer refuses to comply with it, the award is 156 weeks' pay (subject to a minimum of £18,795, but no maximum).

Details of the amounts of awards made by tribunals are shown in table 3. It should be emphasised that the table does not include details of amounts awarded by tribunals in compensation-only hearings—those hearings that were convened because the employer refused to reinstate or re-engage the employee, as ordered, or because the two parties were unable to agree the remedy between them. Nor does it include details of compensation paid to employees who were dismissed for the trade union reasons listed above or for reasons connected with pregnancy, or

who were dismissed during a strike or lockout.

There are also private settlements that may have been agreed between the two parties. Of unfair dismissal cases 66 per cent were withdrawn before the hearing. In many of

**Table 4 Compensation awarded by tribunals—race discrimination cases**

	1987-88		1988-89	
	Numbers	Per cent	Numbers	Per cent
Less than £100	1	2.8	0	0
£100-£149	1	2.8	2	8
£150-£199	0	0	0	0
£200-£299	3	8.6	4	16
£300-£399	5	14.3	5	20
£400-£499	4	11.4	1	4
£500-£749	8	22.9	2	8
£750-£999	5	14.3	1	4
£1,000-£1,499	3	8.6	4	16
£1,500-£1,999	2	5.7	0	0
£2,000-£2,999	0	0	1	4
£3,000 and over	3	8.6	5	20
<b>All</b>	<b>35</b>	<b>100.0</b>	<b>25</b>	<b>100</b>

**Table 5 Compensation awarded by tribunals—sex discrimination cases**

	1987-88		1988-89	
	Numbers	Per cent	Numbers	Per cent
Less than £100	0	0	2	4.8
£100-£149	4	9.8	5	11.9
£150-£199	0	0	1	2.4
£200-£299	6	14.6	7	16.6
£300-£399	2	4.9	4	9.5
£400-£499	4	9.8	2	4.8
£500-£749	4	9.8	4	9.5
£750-£999	3	7.3	3	7.1
£1,000-£1,499	9	21.9	4	9.5
£1,500-£1,999	5	12.2	1	2.4
£2,000-£2,999	2	4.9	5	11.9
£3,000-£3,999	1	2.4	2	4.8
£4,000-£4,999	0	0	0	0
£5,000-£5,999	0	0	0	0
£6,000-£6,999	0	0	0	0
£7,000-£7,999	0	0	0	0
£8,000 and over	1	2.4	2	4.8
<b>All</b>	<b>41</b>	<b>100.0</b>	<b>42</b>	<b>100.0</b>

**Table 3 Compensation awarded by tribunals—unfair dismissal cases\***

	1987-88		1988-89	
	Numbers	Per cent	Numbers	Per cent
Less than £100	7	0.55	8	0.63
£100-£149	13	1.01	10	0.78
£150-£199	10	0.78	20	1.58
£200-£299	31	2.42	34	2.69
£300-£399	34	2.65	38	3.01
£400-£499	44	3.43	44	3.49
£500-£749	93	7.26	95	7.53
£750-£999	74	5.77	86	6.81
£1,000-£1,499	162	12.64	149	11.81
£1,500-£1,999	99	7.72	112	8.87
£2,000-£2,499	92	7.18	81	6.42
£2,500-£2,999	70	5.46	55	4.36
£3,000-£3,999	115	8.97	98	7.77
£4,000-£4,999	54	4.21	54	4.28
£5,000-£5,999	46	3.59	39	3.09
£6,000-£6,999	42	3.28	29	2.30
£7,000-£7,999	18	1.40	19	1.51
£8,000-£8,999	29	2.26	32	2.54
£9,000 and over	48	3.74	69	5.47
Unspecified	201	15.68	190	15.06
<b>All</b>	<b>1,282</b>	<b>100.00</b>	<b>1,262</b>	<b>100.00</b>
<b>Median award</b>	<b>£1,865</b>		<b>£1,732</b>	

\* These figures do not cover unfair dismissal on grounds of trade union membership or activities, or non-membership of a trade union; pregnancy; or refusal of the right to return to work after pregnancy; or in a strike or lock out situation.



The Hon Mr Justice Wood MC, president of the Employment Appeal Tribunal. Photo: Terry Moore



those, including those conciliated by ACAS, the parties will have reached an agreement between them. Most of these agreements involve the payment of compensation by the employer to the employee. It is believed that in several cases the sums involved are considerable and exceed the statutory limits set out above.

For all these reasons the table does not necessarily give a full picture of the range of compensatory payments which an unfairly dismissed employee might expect to receive from an employer. Nevertheless, it does show the number of cases in which tribunals awarded compensation to be paid as the initial remedy for unfairly dismissed employees. It also shows the median award awarded by tribunals in those circumstances. *Table 4* and *5* show the amount of compensation awarded in race and sex discrimination cases.

Tribunal procedures have been framed with the objective of making it unnecessary for parties to cases to incur the cost of legal advice and representation. Many applicants and respondents do in fact represent themselves. However, parties to tribunal proceedings are, of course, free to choose whomever they wish to represent them. Some use solicitors or other professional advisors, voluntary agencies or trade union representatives. *Table 6* shows how parties were represented at tribunal hearings. It suggests that applicants may be marginally more likely to succeed if they are represented, but the type of representation (that is, legal, trade union or other) appears to have little effect on the outcome of the case.

#### Pre-hearing assessments

In 1980 the pre-hearing assessment (PHA) system was introduced to deal with the problem of ill-founded cases. However, the use of PHAs declined rapidly after the first year or two and the 1988-89 figures show that this downward trend has continued. *Table 7* shows that of the 517 PHAs held in 1988-89 244 resulted in the applicant being warned that he or she may be liable for costs. This seems to have dissuaded many applicants from persisting with their complaints, as only 42 of these 244 cases (17 per cent) actually went to a tribunal hearing. In 37 of those 42 cases the applicants lost and 13 of the applicants eventually had costs awarded against them. *Table 8* shows the total

number of cases in which costs were awarded (that is, not only those where there was a PHA) and the sums involved.

PHAs have not been effective in dealing with ill-founded cases. Provisions designed to tighten up the procedures for

**Table 6 Representation of parties at tribunal hearings (all jurisdictions)**

	Applicant				
	Self	Trade union	Legal	Other	All
<b>1987-88</b>					
<b>Cases successful at tribunal hearing:</b>					
<b>Respondent</b>					
Self	1,006	263	606	410	2,285
Legal	335	247	704	202	1,488
Other	121	87	141	69	418
<b>All</b>	<b>1,462</b>	<b>597</b>	<b>1,451</b>	<b>681</b>	<b>4,191</b>
<b>Cases dismissed at tribunal hearing:</b>					
<b>Respondent</b>					
Self	731	281	375	233	1,620
Legal	705	608	949	316	2,578
Other	237	143	168	113	661
<b>All</b>	<b>1,673</b>	<b>1,032</b>	<b>1,492</b>	<b>662</b>	<b>4,859</b>
<b>1988-89*</b>					
<b>Cases successful at tribunal hearing:</b>					
<b>Respondent</b>					
Self	927	282	442	369	2,020
Legal	284	217	706	209	1,416
Other	116	74	122	70	382
<b>All</b>	<b>1,327</b>	<b>573</b>	<b>1,270</b>	<b>648</b>	<b>3,818</b>
<b>Cases dismissed at tribunal hearing:</b>					
<b>Respondent</b>					
Self	985	236	320	266	1,807
Legal	848	411	1,165	394	2,818
Other	171	118	159	100	548
<b>All</b>	<b>2,004</b>	<b>765</b>	<b>1,644</b>	<b>760</b>	<b>5,173</b>

\* The 1988-89 figures exclude 11 successful and 21 unsuccessful cases for which no details are available.

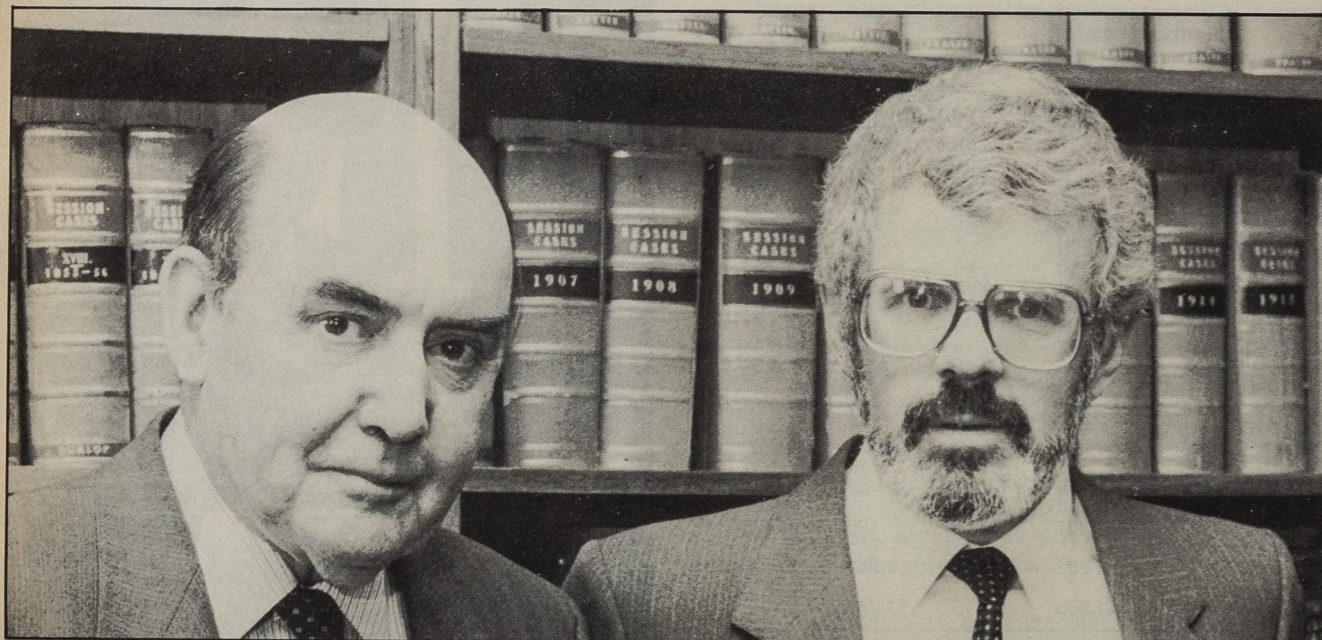


Photo: Alan Crumlish

Mr Ian Thomson, WS, president of the Central Office of Industrial Tribunals for Scotland (left) with Mr Douglas Easton, secretary of the Tribunals for Scotland.

**Table 7 Pre-hearing assessments**

	1987-88	1988-89
<b>Number of pre-hearing assessments ordered</b>		
Initiated by applicant	13	6
Initiated by respondent	483	318
Initiated by chairman	285	193
<b>All</b>	<b>781</b>	<b>517</b>
<b>Outcome of pre-hearing assessments</b>		
Costs warning against applicant	341	244
Costs warning against respondent	3	27
<b>All</b>	<b>344</b>	<b>271</b>
<b>Destination of cases with costs warning against applicant</b>		
Withdrawn/settled after PHA	258	193
Case went to full hearing	75	42
<b>All</b>	<b>333</b>	<b>235</b>
<b>Destination of cases where no warning was given against applicant</b>		
Withdrawn/settled after PHA	206	110
Case went to full hearing	229	162
<b>All</b>	<b>435</b>	<b>272</b>
<b>Outcome of full hearing in cases where applicant was warned</b>		
Applicant won	12	5
Applicant lost	63	37
<b>All</b>	<b>75</b>	<b>42</b>
Costs awarded against applicant	16	13
<b>Outcome of full hearing in cases where applicant was not warned</b>		
Applicant won	69	42
Applicant lost	160	120
<b>All</b>	<b>229</b>	<b>162</b>
Costs awarded against applicant	8	5

dealing with these were therefore introduced in the Employment Act 1989. The Act gives the Secretary of State for Employment power to make regulations which would allow tribunal chairmen, at a pre-hearing review

#### Note to tables

All tables in this special feature relate to the number of cases in which an outcome was reported in the financial years 1987-88 and 1988-89.



Photo: Terry Moore

His Honour Judge Sir David West-Russell president of the Central Office of Industrial Tribunals for England and Wales (left) with Mr Martin Wilson, secretary of the Tribunals for England and Wales.

**Table 8 Costs awarded—all jurisdictions**

	Number of cases	
	1987-88	1988-89
£0-£25	22	19
£26-£50	28	20
£51-£75	8	8
£76-£100	29	29
£101-£150	25	14
£151-£200	18	39
£201-£300	26	20
£301-£400	6	12
£401-£500	5	15
£501-£1,000	10	10
Over £1,000	6	9
Unspecified	22	12
<b>All</b>	<b>205</b>	<b>207</b>

**Table 9 Appeals to EAT registered by jurisdiction**

Jurisdiction	Number of cases registered		Per cent	
	1987-88	1988-89	1987-88	1988-89
Unfair dismissal	622	497	80.2	76.9
Redundancy pay	43	25	5.5	3.9
Sex discrimination	17	34	2.2	5.3
Equal pay	14	9	1.8	1.4
Race relations	65	49	8.4	7.6
Others	15	32	1.9	4.9
<b>All</b>	<b>776</b>	<b>646</b>	<b>100.0</b>	<b>100.0</b>

**Table 10 EAT appeals registered and disposed of**

	Appeals by employers		Appeals by employees	
	1987-88	1988-89	1987-88	1988-89
Appeals registered	308	282	468	364
Appeals disposed of of which:	278	238	325	254
Withdrawn	87	88	117	104
Dismissed at hearing	96	82	133	96
Allowed/remitted	95	68	75	54

**Table 11 Preliminary hearings disposed of by EAT (England and Wales only)\***

	Appeals by employers		Appeals by employees		Total appeals	
	1987-88	1988-89	1987-88	1988-89	1987-88	1988-89
Dismissed at preliminary hearing	27	15	142	83	169	98
Allowed to proceed to full hearing	35	15	63	34	98	49
<b>Total appeals at preliminary hearing</b>	<b>62</b>	<b>30</b>	<b>205</b>	<b>117</b>	<b>267</b>	<b>147</b>

\* No preliminary hearings were held in Scotland.

stage, to require either party to pay a deposit of up to £150 as a condition of proceeding further with the case.

### Appeals

A party dissatisfied with the decision of a tribunal may appeal, on a point of law only, to the Employment Appeal Tribunal (EAT). In England and Wales the EAT holds preliminary hearings of all those cases which do not appear to the Registrar to disclose an error of law. Two-thirds of all cases heard at preliminary hearings are dismissed at that stage. Tables 9, 10 and 11 show the number of cases registered and dealt with by the EAT at preliminary and full hearings. They show that the overall number of cases has continued to decline and that, as in the industrial

tribunals, the proportion of unfair dismissal cases has fallen.

### The future

A number of changes are in prospect. First of all, as mentioned earlier in this article, the Employment Act 1989 has given the Secretary of State for Employment power to make regulations for introducing pre-hearing reviews and charging deposits. This is intended to enable tribunals to deal more effectively with ill-founded cases. Secondly, the power in Schedule 9 of the 1978 Act (as amended) to allow interest to accrue on tribunal awards is being implemented as of April 1, 1990. Finally, following a consultation exercise which revealed widespread support for the move, work is in hand to implement Section 131 of the Employment Protection (Consolidation) Act 1978 so as to give tribunals jurisdiction to hear certain breach of contract cases, at present heard only in the county courts. This will mean, for example, that when tribunals are dealing with an unfair dismissal case they will also be able to deal with other employment contract disputes between the employer and employee which arise from the termination of the employment. This will enable all such matters to be resolved in a single forum.

Through all these changes the industrial tribunals continue to work quietly, usually without controversy, to help resolve disputes between employees and their employers. In spite of the very occasional case which hits the headlines, that is where the bulk of their work will continue to lie. ■

## Members of industrial tribunals

In May 1989 *Employment Gazette* reported that the term of appointment for members of the industrial tribunals would end on October 24, 1989. This article explains the mechanism for appointing new members and gives details of the numbers of new members that were appointed.

There are currently some 1,860 members of the tribunals, an increase of about 60 since 1989. The great majority of members sitting before October 1989 were reappointed, only some 250 members not being reappointed (because of retirement, resignation or other reasons). In addition 307 new appointments were made.

Members of industrial tribunals are drawn from a wide cross-section of industry, commerce and the public services. Formal qualifications are not required, but members are expected to have practical experience of industrial relations in the workplace. They may, for example, have worked as personnel managers or trade union representatives. Some will already have had experience of presenting cases at tribunals.

The Employment Protection (Consolidation) Act 1978 lays down that appointments of industrial tribunal members are made by the Secretary of State for Employment after consultation with organisations representative of employers and employees. The full list of sponsoring bodies can be found in the May 1989 article in *Employment Gazette*. In the interests of drawing on a wider cross-section of the community, the Secretary of State consulted several new organisations, including the Institute of Directors, the National Chamber of Trade and National Federation of the Self Employed and Small Businesses; and individual trade unions outside the Trades Union Congress including the Royal College of Nursing, the Electrical, Electronic, Telecommunications and Plumbing Union and the Union of Democratic Mineworkers.

After all the consultations were completed, a total of 1,012 applications for membership were received. The numbers of new members required by each regional office varied considerably across the country. In some areas, where there were more well qualified candidates than vacancies, it was impossible to appoint all

candidates. In other areas, on the other hand, where there was a shortage of suitable applications, the normal rule of not appointing candidates over the age of 60 was waived. From the 1,012 applications received, 307 appointments were eventually made, 260 in England and Wales and 47 in Scotland.

The Secretary of State for Employment was particularly concerned to try to increase the proportions of women and ethnic minority members. He therefore wrote to all the sponsoring bodies to encourage them to put forward suitable candidates from these groups. He also wrote to the Equal Opportunities Commission and the Women's National Commission, and to the Commission for Racial Equality, to ask them to encourage suitable candidates to put themselves forward to the appropriate sponsoring organisation.

236 (23.3 per cent) of the 1,012 applicants and 91 (29.6 per cent) of the 307 new appointments were women, although because of retirements, the overall percentage of women on the panel has remained constant at the pre-October level of 22 per cent. However, the proportion of ethnic minority members has increased: from 1.7 per cent before October 1989 to 2.7 per cent now. The relevant figures are set out in the following table.

**Table 1 Proportion of women and ethnic minority members**

	Women	Per cent	Ethnic minorities	Per cent	All
Pre-October 1989	396	22.3	31	1.7	1,778
All applications	236	23.3	62	6.1	1,012
New appointments	91	29.6	22	7.1	307
Current position	421	22.6	51	2.7	1,861

The current appointments are due to expire on October 24, 1992. It is not expected that any new appointments will need to be made before then.

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# Special Feature



## Revised employment estimates for 1988 and 1989

This article describes revisions which have been made to the employment estimates for Great Britain—both of employees and the self-employed—to take account of preliminary results of the 1989 Labour Force Survey<sup>1</sup>.

The Labour Force Surveys (LFS) have been used since 1984 to help derive the estimates of employees in employment. The LFS data are used between Census of Employment dates to compensate for the persistent tendency of figures derived from the regular sample surveys of employers to underestimate the number of employees.

The LFS also provides estimates of annual change in the number of self-employed. These are used to update the benchmark figure provided by the Census of Population.

The revised estimates for Great Britain show an increase of 784,000 in the workforce in employment between

September 1988 and September 1989, contributing to an increase of 3,370,000 between March 1983, when the current upward employment trend began, and September 1989: the previous estimated increases were 463,000 and 2,903,000 respectively.

Revised employment estimates appear in tables 1.1 to 1.4, and 1.7 to 1.9 in the Labour Market Data section of this issue, as well as in this article.

### Use of 1989 LFS results

The preliminary results of the 1989 LFS have been used to calculate revised employment statistics in the same way as in the past. For the self-employed, this means that the

preliminary projection of the growth between June 1988 and June 1989 has been replaced by an estimate based on the 1989 LFS. For employees in employment, the adjustments made to the quarterly estimates from June 1988 to March 1989 have been revised (previously these adjustments were based on information from the 1987 Census of Employment and Labour Force Surveys up to 1988). For quarters beyond March 1989 adjustments to the employees figures have been made using the methodology introduced last year. The April 1989 issue of *Employment Gazette* outlined this new methodology and also referred to several previous articles in which the use of LFS data has been fully explained.

The new employment estimates are incorporated in the national and regional unemployment rates and the productivity and unit wage cost series reported in tables 2.1, 2.2, 2.3, 1.8 and 5.7 of the Labour Market Data section of *Employment Gazette*.

The remainder of this article describes the effect of the new LFS data on the employment estimates and comments on the new series.

### Effect of the 1989 LFS

#### Employees in employment

The revised estimates show an increase of 458,000 in the number of employees in employment between September 1988 and September 1989, compared with a previous estimate of 240,000. The revisions affect the pattern of employment growth since spring 1988 as shown in table 1.

#### Self-employment

The growth in self-employment in Great Britain between June 1988 and June 1989 is now estimated at 256,000, which, at the whole economy level, is approximately twice

the previous preliminary projection of 124,000.

Following past practice, provisional estimates of self-employment for dates after June 1989 have been derived by projecting forward the average rate of growth observed between 1981 (the date of the benchmark from the Census of Population) and the date of the most recent LFS, thus evening out annual variations. The assumed rate of growth of 35,000 a quarter since June 1989 is some 4,000 higher than the 31,000 assumed for dates after June 1988 in the previous projections.

Within the total, male self-employment is now projected to grow by 25,000 a quarter compared with a previous projection of 20,000 a quarter; this contrasts with a small reduction in the projected rate of growth in female self-employment to 10,000 a quarter from the previous rate of 11,000 a quarter.

#### Commentary on the new estimates

Table 2 compares the revised series with the previously published estimates. Both show an increase in employment since March 1983, following the earlier decline.

For September 1989 the revised series show that the workforce in employment was 467,000 higher than previously published, comprising 331,000 more employees in employment and 136,000 more self-employed than the previous estimates. This reflects 1989 LFS data which showed a considerably faster rate of growth between 1988 and 1989 than had been indicated in previous estimates for both employees in employment and self-employment. The 1988 LFS data had also suggested a considerably higher rate of employee growth between 1987 and 1988 than was originally expected for that year; over the same period, however, self-employment rose in line with the original projection.

The new estimates show an overall increase in the workforce in employment of 3,370,000 between March 1983 (when the upward trend in employment began) and September 1989. This figure reflects the new estimates for employees in employment and the self-employed; estimates for the other components of the workforce—participants in work-related government training programmes and HM Forces—are obtained independently of LFS results and have not been revised.

#### Industrial analysis of new estimates

Table 2 shows a breakdown of employees in employment into manufacturing, services and other industries (more detailed industrial breakdowns can be found in tables 1.2 and 1.4 in the Labour Market Data section). Table 3 shows self-employment estimates for selected industries in June 1986 to 1989.

Table 1 Employees in employment in Great Britain

		Thousands Seasonally adjusted	
		Change on previous quarter	
		Previously published	Revised
1987	Sept	162	162
	Dec	216	216
1988	Mar	166	166
	June	93	138
	Sept	101	169
	Dec	8	76
1989	Mar	93	161
	June	16	66
	Sept	123	155

Table 2 Workforce in employment in Great Britain: revised and previous estimates

		Thousands Seasonally adjusted											
		Employees in employment				Self-employed		Workforce in employment					
		Manufacturing		Services		Other		All					
		Revised	Previous	Revised	Previous	Revised	Previous	Revised	Previous	Revised	Previous		
1983	Mar	5,486	(5,486)	13,032	(13,032)	2,013	(2,013)	20,531	(20,531)	2,147	(2,147)	22,999	(22,999)
1988	Mar	5,122	(5,122)	14,685	(14,685)	1,807	(1,807)	21,614	(21,614)	2,895	(2,895)	25,159	(25,159)
	June	5,131	(5,124)	14,823	(14,785)	1,799	(1,797)	21,752	(21,707)	2,926	(2,926)	25,328	(25,283)
	Sept	5,148	(5,132)	14,981	(14,887)	1,791	(1,788)	21,921	(21,807)	2,990	(2,957)	25,585	(25,439)
	Dec	5,163	(5,138)	15,041	(14,891)	1,793	(1,787)	21,997	(21,816)	3,054	(2,988)	25,761	(25,514)
1989	Mar	5,169	(5,134)	15,197	(14,990)	1,793	(1,785)	22,158	(21,909)	3,118	(3,019)	26,026	(25,678)
	June	5,143	(5,101)	15,294	(15,046)	1,788	(1,778)	22,224	(21,925)	3,182	(3,050)	26,170	(25,739)
	Sept	5,154	(5,106)	15,433	(15,161)	1,792	(1,781)	22,379	(22,048)	3,217	(3,081)	26,369	(25,902)
Changes													
Sept 88-Sept 89		5	(-27)	452	(273)	1	(-6)	458	(240)	227	(124)	784	(463)
Mar 83-Sept 89		-333	(-381)	2,401	(2,129)	-221	(-231)	1,848	(1,517)	1,069	(934)	3,370	(2,903)

\* The workforce in employment comprises employees in employment, the self-employed, HM Forces, and participants in work-related government training programmes.

<sup>1</sup> See special feature on p 199.

Table 3 Self-employed people\*: industrial analysis

					Thousands				
Great Britain SIC 1980 division	June 1986	June 1987	June 1988	June 1989	Great Britain SIC 1980 division	June 1986	June 1987	June 1988	June 1989
0-9	<b>All industries and services</b>				6	<b>Distribution, hotels, catering, repairs</b>			
	Male	2,099	2,205	2,428		Male	516	527	549
	Female	630	701	721	754	Female	265	280	280
	All	2,567	2,801	2,926	3,182	All	782	807	828
2-4	<b>Manufacturing industries</b>					of which:			
	Male	161	195	200	225	Retail distribution			
	Female	48	51	58	56	Male	271	296	311
	All	209	246	257	280	Female	158	174	172
						All	429	470	483
6-9	<b>Services</b>					of which:			
	Male	1,081	1,163	1,212	1,280	Hotels and catering			
	Female	541	604	619	654	Male	101	96	97
	All	1,622	1,767	1,832	1,934	Female	90	90	90
0	<b>Agriculture, forestry and fishing</b>				7	<b>Transport and communications</b>			
	Male	220	217	215	216	Male	102	147	129
	Female	28	28	28	28	Female	9	8	8
	All	248	245	243	243	All	111	155	137
3	<b>Metal goods, engineering, vehicles</b>				8	<b>Banking, finance, insurance, etc</b>			
	Male	58	65	70	76	Male	217	233	244
	Female	4	7	7	7	Female	58	69	70
	All	62	72	77	83	All	275	302	314
1,2,4	<b>Other production industries</b>					of which:			
	Male	104	131	132	151	Business services			
	Female	44	44	50	48	Male	196	201	207
	All	147	175	182	199	Female	38	43	41
						All	234	244	248
5	<b>Construction</b>				9	<b>Other services</b>			
	Male	474	523	576	706	Male	245	256	291
	Female	13	19	17	17	Female	209	247	262
	All	487	542	593	722	All	454	504	553

\* Self-employed, with and without employees.

Over the period March 1983 to September 1989 the number of employees in the service sector rose by 2,401,000 (18 per cent) while the number of employees in manufacturing fell by 333,000 (6 per cent). There was a fall of 221,000 (11 per cent) in the number of employees working in other sectors of the economy. In the year to September 1989 the changes in the numbers of employees in employment showed strong growth of 452,000 (3 per

cent) in the service sector; manufacturing employees increased by 5,000 and the other sectors of the economy by 4,000. The rises in these latter sectors contrast with the slight falls previously estimated.

Between June 1988 and June 1989 self-employment in the manufacturing sector rose by 23,000 (9 per cent); the service sector rose by 103,000 (6 per cent) overall, despite the drop in distribution, hotels, catering and repairs. There



Female employment has shown strong growth.

Photo: Magnum

was a particularly marked increase of 129,000 (22 per cent) in the construction industry.

#### Male/female and full-time/part-time analysis

Table 4 includes the revised employees in employment and self-employment series with separate estimates for men and for women in full-time and part-time employment. Since March 1983 there has been substantial growth in both male and female employment.

Growth in male employment has been largely due to the increase in full-time self-employment; there has also been a significant increase in part-time male employees with a somewhat smaller decrease in full-time male employees. In contrast, female employment has shown strong growth for both employees and the self-employed, full-time and part-time.

Over the most recent 12-month period for which figures are available (September 1988-September 1989) the increase in male employment continues to be largely in

Table 4 Workforce in employment in Great Britain

											Thousands Seasonally adjusted			
		Employees in employment*				Self-employed†				HM Forces‡		Work-related government training* ††		
		Male		Female		Male		Female		Male	Female	Male	Female	
		Full-time	Part-time	Full-time	Part-time	Full-time	Part-time	Full-time	Part-time					
1983	Mar	10,962	745	5,110	3,714	1,528	123	233	264	306	15	0	0	
1988	Mar	10,764	909	5,745	4,196	1,978	200	348	368	301	16	199	135	
	June	10,787	919	5,829	4,218	2,005	199	353	369	300	16	199	135	
	Sept	10,843	889	5,926	4,263	2,070	190	367	362	299	16	214	146	
	Dec	10,804	903	5,994	4,296	2,135	182	382	356	297	16	245	152	
1989	Mar	10,825	901	6,071	4,362	2,199	173	396	349	295	16	278	160	
	June	10,794	916	6,134	4,381	2,264	164	411	343	291	16	287	169	
	Sept	10,847	891	6,203	4,439	2,286	166	418	346	292	17	291	174	
Changes														
Sept 88-Sept 89		4	2	276	176	216	-24	51	-16	-7	1	77	28	
Mar 83-Sept 89		-115	146	1,092	725	758	43	186	82	-14	2	291	174	

\* Not seasonally adjusted.

† The self-employed estimates, separately for males and females, for the June of each year are split between full- and part-time in the proportions indicated by the Labour Force Survey for the year concerned. Estimates for other dates are, as for total self-employment, calculated by interpolation and extrapolation.

\*\* The sum of employees in employment, the self-employed, HM Forces, and participants in work-related government training programmes.

†† All HM Forces are assumed to be full-time whereas all participants in work-related government training programmes are assumed to be part-time.

Table 4 contd

											Thousands Seasonally adjusted			
Working in employment**														
Male			Female			All								
Full-time	Part-time	All	Full-time	Part-time	All	Full-time	Part-time	All						
12,796	868	13,664	5,358	3,977	9,335	18,154	4,845	22,999	1983 Mar					
13,043	1,308	14,350	6,109	4,699	10,809	19,152	6,007	25,159	1988 Mar					
13,092	1,317	14,409	6,198	4,721	10,919	19,290	6,039	25,328	June					
13,212	1,293	14,504	6,310	4,771	11,080	19,521	6,064	25,585	Sept					
13,235	1,330	14,565	6,392	4,804	11,196	19,627	6,134	25,761	Dec					
13,320	1,351	14,671	6,484	4,871	11,355	19,803	6,222	26,026	1989 Mar					
13,349	1,367	14,716	6,561	4,893	11,454	19,910	6,260	26,170	June					
13,425	1,348	14,772	6,637	4,959	11,596	20,062	6,307	26,369	Sept					
Changes														
Sept 88-Sept 89		213	55	268	328	188	516	541	243	784				
Mar 83-Sept 89		629	480	1,109	1,280	982	2,261	1,908	1,462	3,370				

Table 5 Civilian workforce in employment in the regions of Great Britain

Thousands  
Not seasonally adjusted

	June 1983			June 1987			June 1988			June 1989		
	Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>SOUTH EAST</b>												
Employees in employment	3,995	3,087	7,082	3,954	3,368	7,322	4,058	3,538	7,596	4,094	3,718	7,812
Self-employed	567	163	730	778	254	1,032	806	249	1,055	871	272	1,143
Work-related government training*	0	1	1	26	21	47	30	21	50	39	26	65
Civilian workforce in employment†	4,562	3,251	7,813	4,758	3,643	8,400	4,894	3,807	8,701	5,004	4,016	9,019
of which:												
<b>GREATER LONDON</b>												
Employees in employment	1,979	1,475	3,454	1,911	1,546	3,457	1,959	1,626	3,586	1,955	1,710	3,665
Self-employed	220	59	280	303	95	399	309	84	393	331	102	432
Work-related government training*	0	0	0	8	7	15	10	7	17	17	12	29
Civilian workforce in employment†	2,199	1,534	3,733	2,222	1,649	3,871	2,278	1,718	3,996	2,303	1,824	4,127
<b>EAST ANGLIA</b>												
Employees in employment	401	287	688	399	329	727	413	344	757	409	363	773
Self-employed	72	22	94	88	39	127	99	35	135	116	33	149
Work-related government training*	0	0	0	6	4	10	6	4	10	7	4	12
Civilian workforce in employment†	473	309	782	492	372	864	519	384	902	532	401	933
<b>SOUTH WEST</b>												
Employees in employment	857	658	1,515	870	749	1,619	890	778	1,668	892	837	1,729
Self-employed	161	52	213	206	72	278	219	78	297	231	73	304
Work-related government training*	0	0	1	13	10	24	15	10	25	19	12	31
Civilian workforce in employment†	1,018	710	1,728	1,090	831	1,921	1,124	866	1,990	1,143	921	2,064
<b>WEST MIDLANDS</b>												
Employees in employment	1,127	815	1,942	1,104	868	1,972	1,128	902	2,030	1,116	937	2,054
Self-employed	137	40	177	164	45	209	179	64	243	196	64	260
Work-related government training*	0	1	1	23	18	41	24	18	41	32	21	53
Civilian workforce in employment†	1,265	855	2,120	1,291	931	2,223	1,330	985	2,315	1,345	1,022	2,367
<b>EAST MIDLANDS</b>												
Employees in employment	819	607	1,426	817	675	1,429	833	703	1,536	837	731	1,568
Self-employed	127	30	157	144	45	189	153	48	201	167	50	217
Work-related government training*	0	0	1	14	11	25	15	10	26	20	12	32
Civilian workforce in employment†	946	638	1,584	975	730	1,705	1,001	761	1,763	1,024	793	1,818
<b>YORKSHIRE AND HUMBERSIDE</b>												
Employees in employment	1,019	753	1,772	958	813	1,771	977	843	1,820	954	859	1,813
Self-employed	130	39	169	176	60	236	174	58	232	192	67	259
Work-related government training*	1	1	2	19	15	34	24	16	40	37	20	57
Civilian workforce in employment†	1,149	793	1,942	1,154	887	2,041	1,175	917	2,092	1,184	946	2,129
<b>NORTH WEST</b>												
Employees in employment	1,276	1,026	2,302	1,240	1,083	2,323	1,274	1,116	2,390	1,279	1,165	2,444
Self-employed	163	61	224	209	70	279	214	74	288	233	81	314
Work-related government training*	0	0	1	25	20	45	29	20	49	41	25	66
Civilian workforce in employment†	1,439	1,087	2,526	1,474	1,173	2,646	1,517	1,211	2,728	1,553	1,271	2,824
<b>NORTH</b>												
Employees in employment	605	451	1,057	582	486	1,068	595	501	1,096	587	510	1,097
Self-employed	64	27	91	78	30	108	84	29	113	83	28	110
Work-related government training*	0	1	1	14	11	26	18	12	30	33	17	50
Civilian workforce in employment†	670	479	1,149	675	527	1,202	697	542	1,239	703	555	1,257
<b>WALES</b>												
Employees in employment	510	377	888	498	409	907	513	437	949	517	462	980
Self-employed	94	32	126	105	43	148	108	38	147	151	39	189
Work-related government training*	0	0	0	11	7	18	13	8	21	21	11	31
Civilian workforce in employment†	604	410	1,014	614	460	1,073	634	483	1,117	689	511	1,200
<b>SCOTLAND</b>												
Employees in employment	1,060	839	1,899	1,008	870	1,879	1,021	895	1,916	1,018	941	1,959
Self-employed	137	42	179	152	42	194	168	46	215	188	48	236
Work-related government training*	0	0	1	19	15	34	25	17	41	38	22	60
Civilian workforce in employment†	1,198	881	2,079	1,197	927	2,107	1,214	958	2,173	1,244	1,011	2,255
<b>GREAT BRITAIN</b>												
Employees in employment	11,670	8,901	20,572	11,431	9,650	21,080	11,702	10,057	21,760	11,707	10,524	22,231
Self-employed	1,652	508	2,160	2,099	701	2,801	2,205	721	2,926	2,428	754	3,182
Work-related government training*	3	5	8	171	132	303	199	135	335	287	169	456
Civilian workforce in employment†	13,325	9,414	22,739	13,701	10,482	24,183	14,106	10,914	25,020	14,421	11,447	25,868

\* Participants in work-related government training programmes include most YTS trainees, who do not have contracts of employment (those who have contracts of employment are counted as employees in employment), participants in the New Job Training Scheme, and Employment Training participants who receive work experience.

† The sum of employees in employment, the self-employed and participants in work-related government training programmes.

full-time self-employment, whereas for females the increase is largely in employee numbers, both full-time and part-time.

#### Regional analysis of new estimates

Table 5 shows estimates of the civilian workforce in employment in each region for June 1983, 1987, 1988 and

1989. This table shows increases since 1983, not only in the total civilian workforce in employment in each region, but also in every component (employees, self-employed and work-related government training programmes).

The same is true for the period June 1988 to June 1989, with the single exception of self-employment in the Northern region. ■

## Questions in

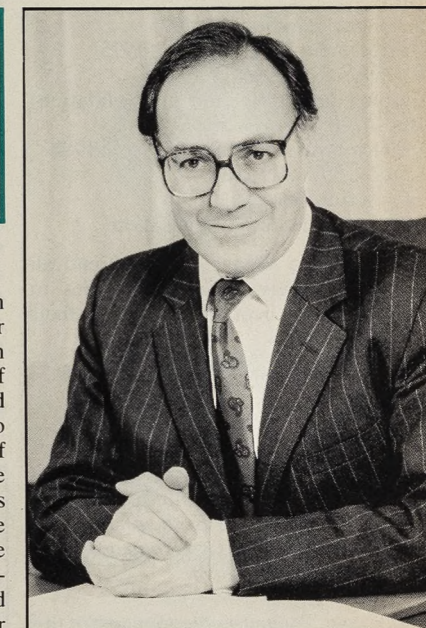


## Parliament

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



Department of Employment Ministers  
Secretary of State: Michael Howard  
Minister of State: Tim Eggar  
Parliamentary Under Secretaries of State:  
Patrick Nicholls and Lord Stratheclyde



Michael Howard

#### Tourism to South Africa

*Kenneth Warren (Hastings and Rye) asked the Secretary of State for Employment whether he will make a statement on the UK ban on the promotion of tourism to South Africa.*

Michael Howard: The Government has made clear its view that the steps President de Klerk has taken have transformed the political climate in South Africa. He has opened the way to a peaceful end to apartheid through negotiation. This deserves a constructive response from the international community.

In 1986 European Community Foreign Ministers and separately Heads of Government participating at the Commonwealth Review Meeting agreed to impose a number of measures against South Africa, including a ban on the promotion of tourism to South Africa. The then Parliamentary Under-Secretary of State for Employment announced the implementation in the UK of this ban in a written answer to a Parliamentary Question on 30 October 1986 (col 213, vol 103). In our case the measure was voluntary.

When imposing the measures European Community Foreign Ministers reaffirmed the urgent need for a genuine national dialogue, across lines of colour, politics and religion. To this end they called on the South African Government to release unconditionally Nelson Mandela and other political prisoners, and to lift the bans on the African National Congress, Pan Africanist Congress of Azania and other political parties. Separately they expressed their wish to see the State of Emergency brought to an end. The steps President de Klerk has taken open the way to such a dialogue. It would be logical, therefore, to respond by lifting the measures imposed at that time.

When the participants in the Commonwealth Review Meeting in

London in 1986 agreed to impose certain measures they referred in their communique to the deteriorating situation in South Africa and to a spiralling cycle of violence and counter violence. They called on the South African Government to initiate a process of dialogue and said that if this call received a positive response and the South African Government took the steps demanded of it, they would review the situation, and if appropriate, rescind the measures. The Parliamentary Under-Secretary of State for Employment referred to that undertaking when announcing our ban on the promotion of tourism in 1986.

Accordingly Her Majesty's Government is now lifting the ban on the promotion of tourism to South Africa. It will be for individual organisations in the tourist trade to decide whether or not to promote tourism to South Africa. The Government will no longer discourage them.

Our goal remains the peaceful end of apartheid through negotiations leading to a democratic and non-racial South Africa. We shall continue our efforts to contribute to the rapid achievement of that goal.

(February 23)

#### Training and Enterprise Councils

*Colin Shepherd (Hereford) asked the Secretary of State for Employment what account he is taking in his plans for Training and Enterprise Councils of arrangements for training at residential and other specialist colleges for people with disabilities which are currently centrally funded by the Training Agency; and if he will make a statement.*

Michael Howard: TECs will need to take full account of the need for residential and other specialist training provision for people with disabilities. It is important that TECs should have the responsibility for planning, delivering and accounting for all training for people under Training Agency

(March 5)

## Homeworkers

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will list the statutory provisions that apply to the employment of homeworkers and whether he has any plans to amend existing legislation.

Patrick Nicholls: The legislation listed below applies to homeworkers who are employees in the same way as it does to other employees. There are no plans to amend it.

Equal Pay Act 1970  
Trade Union and Labour Relations Act 1974  
Sex Discrimination Act 1975  
Employment Protection Act 1975  
Race Relations Act 1976  
Employment Protection (Consolidation) Act 1978  
Employment Acts 1980, 1982 and 1988  
Trade Union Act 1984  
Wages Act 1986\*  
All Health and Safety legislation\*

\* Part II of the Wages Act 1986 and all Health and Safety legislation applies to homeworkers, irrespective of their employment status.

(March 5)

## Small firms

Michael Grylls (North West Surrey) asked the Secretary of State for Employment what is the cost per job to the Exchequer of jobs created as a result of the Government's small firms loan guarantee scheme.

Tim Eggar: The net exchequer cost of the Loan Guarantee Scheme per person leaving the unemployment count is estimated to be of the order of £450. This figure is derived from the costs of a typical loan adjusted by the benefit, tax and National Insurance savings relating to those leaving the count in the first year of a loan as a direct result of the Scheme.

(February 19)

## Employment rehabilitation centres

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will list: (a) employment rehabilitation centres and (b) asset centres nationally; and if he will list the services they provide.

Tim Eggar: A list of the Employment Rehabilitation Service's employment rehabilitation centres and asset centres is given below.

The Employment Rehabilitation Service offers a wide range of services including assessment, rehabilitation and preparatory training, practical experience with employers or in workshops, help in finding jobs and access to open learning materials. Employment rehabilitation centres offer the full range of services. Asset centres are similar but do not operate workshops. (a) Employment rehabilitation centres  
Bellshill, Billingham, Birmingham, Bristol,

Cardiff, Coventry, Croydon, Dundee, Edinburgh, Egham, Garston Manor, Glasgow, Humberside, Leeds, Leicester, Liverpool, Long Eaton, Manchester, North Staffs, Plymouth, Port Talbot, Portsmouth, Preston, Sheffield, South Gosforth.

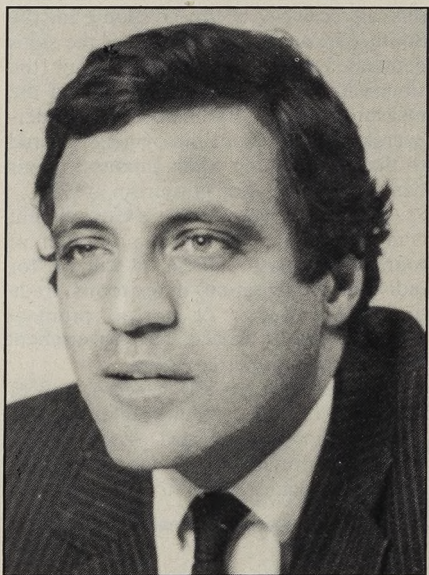
(b) Asset centres  
East Ham, Exeter, Medway, Birtley, West London, Wrexham.

(February 21)

John Hannam (Exeter) asked the Secretary of State for Employment if, following the recent announcement of the privatisation of the Skills Training Agency, he will make a statement on the future of those employment rehabilitation centres that are located on the same sites as skillcentres.

Tim Eggar: Arrangements will be made to ensure the continuation of employment rehabilitation services in localities currently served by employment rehabilitation centres. In most cases they will remain on existing sites for up to three years but in some areas it may be necessary to find alternative premises. The future role of the employment rehabilitation service is being considered in the context of the Review of the Department's Services for People with Disabilities.

(March 5)



Tim Eggar

## Job Release Scheme

William Hague (Richmond, Yorks) asked the Secretary of State for Employment if he will announce the results of the review of the rates of allowance payable under the Job Release Scheme.

Tim Eggar: Although the Job Release Scheme closed to new applications on January 31, 1988, the allowances will continue to be paid to participants for up to five years. Following our annual review, the allowances payable from April 9, 1990 under the Job Release Scheme will be as follows:

(March 9)

Those who are married with a dependent wife where net income from all sources does not exceed £15 a week: £84.00 taxable. Those who do not have a dependent wife or whose wife's income exceeds £15 a week: £69.15 taxable. The spouses' earnings limit which affects whether the higher or lower rate is paid has been raised to £15 from £14.

(February 27)

## Jobclubs

Dr Michael Clark (Rochford) asked the Secretary of State for Employment, if he will make a statement on the progress of Jobclubs.

Tim Eggar: In recent months Jobclubs have been particularly successful in attracting entrants—20 per cent more during the last quarter of 1989 than during the corresponding period in 1988.

The Employment Service is currently considering its plans for 1990-91. Provision will be made for a large and vigorous Jobclub programme to continue.

I believe Jobclub is an excellent programme offering practical help with Jobsearch to long term unemployed people and others at a disadvantage in the labour market.

(March 13)

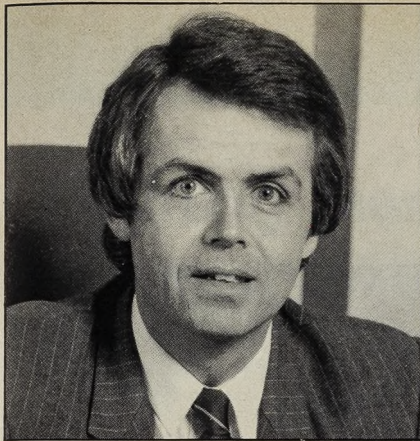
## Unemployment benefit

Graham Allen (Nottingham North) asked the Secretary of State for Employment what is the total of unemployment benefit underpaid for each of the last 10 years; and what he is doing to prevent a recurrence.

Tim Eggar: The Department does not record details of underpayments of Unemployment Benefit. However, the National Audit Office has estimated the level of underpayment of Unemployment Benefit for the 1987-88 and 1988-89 financial years from sample surveys.

Levels of £61 million (4.2 per cent of outturn) and £55 million (5 per cent outturn) were estimated for the 1987-88 and 1988-89 years respectively. In the majority of cases where unemployment benefit was wrongly withheld the claimants were properly paid Income Support instead and suffered little or no overall loss of benefit. Taking this into account the actual amount withheld for 1987-88 was 1.6 per cent of outturn and for 1988-89 0.9 per cent of outturn.

A number of initiatives have already been introduced to address the problems of incorrect payments. These include a more detailed examination of all new claims, a review of a proportion of claims within a few weeks of the initial claim, and for Restart and counselling interviews to be carried out at six months intervals. The full programme of improvement measures depend on changes to the main benefit Computer System and will be fully implemented by late 1990.



Patrick Nicholls

## Advertising and promotion

Frank Dobson (Holborn and St Pancras) asked the Secretary of State for Employment what were the figures for the spending of his Department on: (a) television advertising, (b) radio advertising, (c) newspaper advertising and (d) other promotional material in 1979-80 and in each following year; and what is his latest estimate for the current year and budget for 1990-91.

Tim Eggar: Expenditure on advertising and promotional material by the Department of Employment from 1979-80 to 1985-86 was as follows:

	£
1979-80	70,000
1980-81	320,000
1981-82	400,000
1982-83	360,000
1983-84	500,000
1984-85	320,000
1985-86	1,220,000

Figures for television, radio and newspaper advertising and other promotional material are not available separately.

The figures for 1986-7, 1987-8, 1988-9 and 1989-90 (latest estimate) are as follows:

	Tele- vision	Press/ Radio	Other promo- tional
1986-87	£9.3m	£3.0m	£4.1m
1987-88	£3.3m	£0.8m	£2.8m
1988-89	£2.1m	£2.3m	£1.3m
1989-90	£0.9m	£0.9m	£1.0m

The information on the Department's publicity budget for 1990-91 will be found in Table 6.31 on Page 29 of Charter VI of the Public Expenditure White Paper published in January 1990. Detailed decisions on expenditure by media group have not yet been taken.

(March 12)

## People with disabilities

David Nicholson (Taunton) asked the Secretary of State for Employment how many disabled people were helped into jobs by his department's programmes in 1988-89.

Tim Eggar: In 1988-89, an estimated 77,200 people with disabilities were placed into jobs by jobcentres. In addition, many

found jobs by other means following participation in other Employment Department programmes.

(March 13)

## Youth Training

Ron Leighton (Newham North East) asked the Secretary of State for Employment if he will list the differences between YTS and Youth Training which will replace it.

Patrick Nicholls: The Youth Training arrangements build upon the successes of YTS and incorporate major new flexibilities designed to meet a wide range of local needs both economic and individual.

The key differences are:

- An emphasis on outputs rather than training processes;
- flexible design of individual schemes to achieve outputs instead of a fixed national design structure;
- the two year and one year entitlements of YTS give way to programmes of varying duration suitable for particular types of courses and the types of trainee need involved;
- the promise of courses at a standard of at least level 2 as laid down by the National Council of Vocational Qualifications or at equivalent occupational training or education standards. In addition, more purchase of training at levels 3 and 4;
- allowances for unemployment trainees based upon age rather than cumulative time in training;
- improved assessment and endorsement procedures for special training needs;
- enhanced training opportunities to help unemployed trainees nearing the end of training to secure jobs;
- extension of the guarantee to include certain groups whose entry into training has been unavoidably delayed;
- more scope for discretionary entry for people not covered by the guarantee;
- greater financial discretion to use YT funds to build up local training arrangements, improve local marketing, and to give specific support for individual young people on assessment, action plans and similar matters.

(February 20)

David Blunkett (Sheffield, Brightside) asked the Secretary of State for Employment if he has any plans to introduce an increase in the Youth Training allowance; and if he will make a statement.

Patrick Nicholls: The minimum value of the lower and higher levels of the Youth Training allowance will remain at £29.50 and £35 respectively. However, from 29 May, Youth Training trainees will be eligible for the higher rate of the trainee allowance when they reach their 17th birthday, instead of after completing a fixed

period of training, which is the current rule. In consequence, most trainees will qualify for the higher level of the trainee allowance earlier than is the case now.

An increasing proportion of YTS trainees have been taken on as employees whilst training, and will be in receipt of a wage from their employer, not a training allowance. Those who remain as trainees (not employees) are increasing likely to be in receipt of supplementary payments from employers. Both these trends are most encouraging and show that employers are accepting more responsibility for bearing the costs of training young people.

(February 16)



Lord Strathclyde

## Permits for aliens

The Lord McIntosh of Haringey asked Her Majesty's Government how many temporary work permits for aliens wishing to work in this country were in force at the most recent available date; and what were the numbers in force for each country of origin.

Lord Strathclyde: Information in the form requested is not available. However, the number of work permits issued for normal employment for a period of 11 months or less in 1989 was 12,234. Also, 4,228 work permits were issued under the Training and Work Experience Scheme which allows overseas nationals to acquire occupational skills for use in their own country. I will write to the noble Lord giving details about countries of origin.

(February 14)

## Public holidays

The Lord Boyd-Carpenter asked Her Majesty's Government whether they have now reached a decision on the rearrangements of the dates of public holidays.

Lord Strathclyde: My Lords, No. A number of differing views have been expressed about the pattern of public holidays, including the position of the first Monday in May. We continue to keep this matter under review.

(February 22)

## Action for Cities celebration

The Prime Minister marked the second anniversary of the Government's Action for Cities campaign at a presentation at the National Museum of Photography, Film and Television in Bradford on February 28.

In an address which was videolinked to events in seven other inner city areas, the Prime Minister singled out public/private sector partnerships and the involvement of local people as key elements of inner-city revival.

As part of the campaign a new team of Ministers has been formed to help City Action Teams and Task Forces in particular cities and these ministers hosted the other events around the country. The East London Minister, Colin Moynihan, was joined by Employment Secretary Michael Howard, who noted that inner-city unemployment had fallen by a third since the launch of Action for Cities. Mr Howard outlined the

achievements of the Employment Department in providing well over half a million inner-city residents with employment, training and enterprise opportunities and in establishing schools-industry partnerships covering over 250 schools.

As the Leeds/Bradford Minister, Tim Eggar, Minister of State for Employment, was with the Prime Minister at the Bradford event. Mr Eggar drew attention to developments in Leeds and Bradford, including the official opening in Leeds of Chapeltown and Harehills Enterprise Ltd, a managed workspace project backed by a grant of £1m from Leeds Task Force, and the setting up of a Business Simulation Unit in Bradford to provide high tech training in commercial skills and foreign languages. These and many other developments were tangible examples of successful partnerships in these two cities. □



Mrs Thatcher with Tim Eggar, Minister responsible for the Leeds/Bradford Task Force, celebrate two years of Action for Cities.

Photo: Anil Patel

## LEB gets even fitter for work

The London Electricity Board has launched a new initiative to recruit people with disabilities. The package of measures, announced at a recent seminar for representatives of the disabled community, includes:

- training to promote understanding of disability among LEB staff and managers;
- building stronger relationships with organisations representing disabled people;
- setting targets for the number of people with disability employed;
- interviewing all candidates with disabilities who meet baseline requirements.

The LEB has not exactly been lagging behind in its employment of disabled people up to now. It has recently been presented with a 1988-89 Fit for Work Award (given

by the Department of Employment for companies which show good practice in employing people with disabilities). This is the third time the company has won the award since the scheme started in 1979.

Out of a total of 7,000 employees, London Electricity presently has about 120 staff with disabilities; including cerebral palsy, deafness, visual disabilities, learning difficulties and a variety of nervous disorders and back problems.

They have found disability has proved no barrier to a range of occupations, such as draughtsmen, engineers, computer operatives and analysts, and energy advisers. The company has given disabled people opportunities for promotion, and for working at home where appropriate. □

## New NI levels and benefit changes

The weekly lower and upper earnings limits for class 1 National Insurance contributions for 1990-91 will be raised from £43 and £325 to £46 and £350 respectively from April 6.

New regulations will also change the rules concerning National Insurance and contractual maternity pay from April 6. Until now, women who have received contractual maternity pay but have not returned to work after maternity leave, have been required to repay the employer, but neither employee nor employer received any refund of National

Insurance deductions. The new regulations will enable both parties to be repaid.

Other changes affecting benefits from early April include:

- doubling the level of regular charitable and voluntary payments which will be disregarded when assessing benefits, from £5 to £10 a week;
- enabling more people in casual or short-term work to qualify for Family Credit, by amending the rules so that a period of work of at least five weeks will satisfy the condition that such people are "normally engaged" in work. □

## Hours and holiday entitlements—manual employees

During 1989<sup>1</sup> there were very few reductions in normal basic hours of work in nationally negotiated agreements covering manual employees, and the average basic working week at the end of 1989 remained at just under 39 hours.

The trend towards longer paid holidays continued during 1989 and the average basic holiday entitlement excluding public holidays is now almost 23 days.

**Normal hours:** These are defined as those hours of work for which

basic rates of wages are payable, excluding main meal breaks and overtime hours.

In 1989 only about 120,000 manual employees had their normal working hours reduced, averaging just over 1¼ hours reduction per week for those workers affected. The majority of these worked in retail distribution and communications, with very few manufacturing

agreements involving a reduction in hours. By the end of 1989 74 per

cent of all manual employees covered by national agreements worked a basic 39 hours per week and about 14 per cent had basic hours of less than 39 hours.

**Basic holidays with pay:** The steady increase in holidays with pay, which began in 1978-79, continued in 1989, with about 190,000 manual employees being awarded additional holiday entitlement, averaging about one extra day for those involved. By the end of 1989 fewer than 9 per

cent of manual employees covered by national agreements had paid holidays of four weeks or less (excluding public holidays) while over 27 per cent had five weeks or more. The average holiday entitlement now stands at almost 23 days per year. Actual holiday entitlement tends to be higher than basic entitlement because of additional days for seniority, length of service and local arrangements. □

<sup>1</sup> This item updates the information that appeared on page 210 of the April 1989 issue of *Employment Gazette*.

## Defining managers

The Institute of Manpower Studies (IMS) has published a report summarising its earlier research on management skills and what makes a good manager.

*Defining Managerial Skills* offers guidance to those who are confused by the 'competence debate' and who may be considering trying to define the skills needed by managers in their own organisations. It concludes by looking at the feasibility of producing national descriptions of management skills.

The report finds that leading employers have long been dealing with the practical problems of deriving and using managerial skill languages, but never more so than in recent years. It goes on to identify elements of current good practice as:

- lists of skills are relatively short and simple;
- specialist or functional skills are articulated as well as general management skills or competences;

- skill language is accepted as needing to be a 'pragmatic amalgam' of tasks or activities, knowledge, personal attributes and skills or competences;
- wherever possible, skill descriptions are expressed in terms of specific, observable behaviour rather than in abstract terms;
- skill descriptions are becoming more rigorous, with 'a move towards validation';
- skill lists 'need to look to the future' and not just the present;
- skill languages are harmonised in terms of content and format as far as possible across groups of managers (functions, levels, etc) and personnel processes (recruitment, assessment, and management training programmes).

*Defining Managerial Skills* IMS Report 185, by Wendy Hirsh is available from the IMS, University of Sussex, Brighton BN1 9RF. Price £15 (£10 IMS members). ISBN 1-85184-089-3.

## An invasion worth billions



"This will do nicely, thank you".

Overseas visitors are flocking to Britain as never before. Figures released by the Department of Employment estimate a record number of overseas travellers coming to the UK in 1989—17.2 million of them, showing an increase of nine per cent on 1988.

The Japanese, cameras clicking and zooming, were here in force. Provisional figures show that the number of visits by Japanese in the first nine months of 1989 was over 30 per cent higher than in the same period in 1988, suggesting that 1989 would be a record year for the market. The British Tourist Authority will be capitalising on this interest with major promotions and initiatives aimed at Japan.

Overseas visitors earned a record £6-850 million for Britain last year and the boom looks set to

continue over the next few years.

One new market which has suddenly opened up is Eastern Europe. With travel restrictions lifted, East Germans in particular are showing a great deal of interest in Britain as a holiday destination.

The BTA's Frankfurt office has been dealing with an extra 1,000 inquiries a month since the Berlin Wall came down, and the ITB travel fair in Berlin last month generated even more interest.

The BTA is examining the situation to discover how many East Germans are realistically expected to arrive here and what their holiday requirements are likely to be.

But meanwhile, the invasion could already be under way—the first East German day-trippers crossed the Channel last month. □

## Diary dates

- 'Go Public' is the message of a conference organised by the National Economic Development Office on April 18-19 at the Queen Elizabeth II Centre in London. It explores future opportunities for businesses to sell to the European public sector. An exhibition will give information on goods and services needed, and tendering procedures. Further details from Don Webb (tel 01-217 4056).
- Directors are encouraged to develop the top executives of the 21st century in 'The Developing Director', a workshop at the Institute of Directors Business Centre in Pall Mall, London, on April 19-20. The workshop is organised by Roffey Park Management College, in conjunction with the IOC. Further details from Tina Dales or Sandra Entwistle at Roffey Park (tel 029383 644).
- The Institute of Personnel Management has two conferences this month. 'Culture Change and Management Development' at the Lancaster Hotel, London, on April 24-26, has an American flavour 'for those wearying of 1992' (!), with speakers from across the Atlantic. 'Issues for the 90s' are the focus for IPM's Northern Region conference and exhibition, April 27-29 at The Moat International, Chester. Contact IPM (tel 01-946 9100).
- 'Recruiting, Retraining and Retaining Women Returners' is the theme of a workshop (for women and men!) on May 22 at the Vanderbilt Hotel in London.

Organised by Women and Training, it aims to help organisations develop effective strategies to attract women returners. Details from Rowena Palser at Women and Training (tel 0452 309330).

• The RoSPA International Health and Safety Congress is to be held at the NEC, Birmingham on May 22-24. Alongside will be the RoSPA International Safety and Health Exhibition—the largest in Europe. Further details on 021-200 2461.

• Lloyds of London hosts a conference on May 23, facing the potential crisis ahead in 'Staffing for the Future in the Financial Sector', with positive advice on recruitment and retention. Paula Blay has the information on 01-250 1500.

• A seminar on 'Local Labour Markets: Research and Analysis' is being held at the School for Advanced Urban Studies in Bristol on June 25-27. The seminar will look at the dynamics of unemployment, skills shortages, training needs and employment strategy. Contact SAUS (tel 0272 741117).

• 'Your Systems: Develop or Die' is the dramatic challenge of the Computers in Personnel ninth annual conference and exhibition. Held at the Barbican Centre, London, on June 26, it is organised jointly by the Institute of Manpower Studies and the Institute of Personnel Management. Contact IMS (tel 0273 686751) or IPM (tel 01-946 9100). □

## Europeans train in Japan

The European Commission is offering a unique opportunity for young European businessmen and women to study in Japan. Their Executive Training Programme is running an 18-month course in Tokyo, giving candidates the chance to acquire a detailed understanding of Japanese industry and commerce, and fluency in the Japanese language.

The course is open to people between the ages of 25-35, from companies throughout Europe which are trading with Japan, or have immediate plans to do so. It begins with 12 months of language study, followed by a six-month secondment to a Japanese company. Small and medium-sized

companies, from any sector of industry that have the potential to succeed in Japan, are particularly encouraged.

Forty-six Europeans (including ten from the UK) have already been selected for the programme which starts next month, but applications are now being taken for May 1991. The Commission pays for training, accommodation and a subsistence allowance.

Companies are expected to pay the air fare, and any extra allowance at their discretion.

Brochures are available from Andree McNamara at Peat Marwick McLintock (tel 01-230 8000), and the closing date for applications is July 1. □

## Britain defined

All you ever wanted to know and hadn't got round to asking. The definitive *Britain 1990—an official handbook*, published by the Central Office of Information, describes many features in the life of the nation, including the workings of government and other major institutions. It does not attempt an analytical approach to current events, but gives vital reference information on such subjects as government, justice and the law, overseas relations, housing, education, agriculture and industry. □

*Britain 1990—an official handbook* is available from HMSO. Price £14.50.

## REVIEWS

### Nuts and bolts of training

While many large manufacturing companies have their training procedures firmly set in place, smaller and medium-sized enterprises can often let training fall by the wayside. A publication from the Engineering Employers Federation now aims to redress this balance.

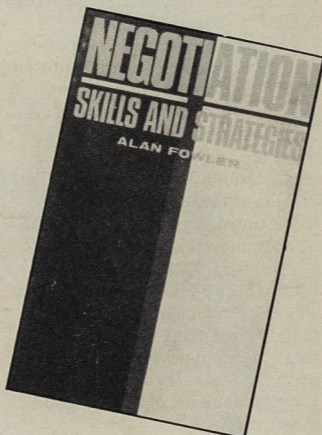
Entitled *Shaping the Future of Engineering Enterprises—a guide to directing and managing training*, it is firmly aimed at chief executives, to help them translate their business needs into training action.

It gives guidelines for establishing cost-effective in-house training, and practical checklists to help design or evaluate training procedures.

Other useful resources on training for small businesses are the booklets: *People, Performance and Profits* and *Your Business Success Kit*, both available from Training Agency area offices. □

*Shaping the Future of Engineering Enterprises* is available from the Engineering Employers Federation, Broadway House, Tothill Street, London SW1 9ND. Price £20 non-members, £10 members.

## Bargaining for beginners



Major industrial disputes tend to highlight the crucial role of negotiation. But negotiation is not only a crisis activity. All managers negotiate all the time—even if not on a formal basis.

*Negotiation—skills and strategies* by Alan Fowler aims to equip managers with vital skills needed in three bargaining areas: industrial relations, commercial and managerial. The book combines practical advice with interesting case studies: its underlying theme is negotiation as a constructive process, not as a battle. □

*Negotiation—skills and strategies* by Alan Fowler is published by the Institute of Personnel Management. Price £8.95 non-members, £7.16 members. ISBN 0 85292 41.

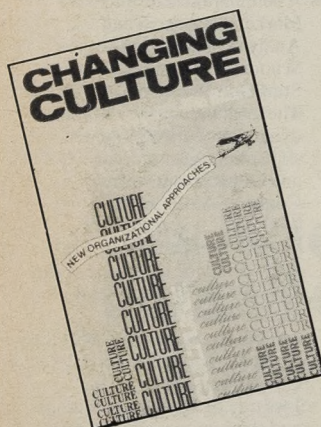
## Conquering culture shock

Whether by accident or design, each organisation has its own 'corporate culture'. Building a culture from scratch may not be easy (witness this extract from a recruitment video for Toshiba in Britain: "The quality we're looking for is one not often talked about in British companies. It's enthusiasm... We are looking for idealism, and that comes from commitment..."), but even more problems arise when you try to bring change to an existing culture.

*Changing Culture* by Allan Williams, Paul Dobson and Mike

Walters examines how culture change can be achieved, by drawing on case studies from organisations such as Abbey National, BP Chemicals, Rank Xerox and, of course, Toshiba. The book explores the nature of culture, obstacles to change and the role of consultants and managers in implementing culture change. □

*Changing Culture* by Allan Williams, Paul Dobson and Mike Walters is published by the Institute of Personnel Management. Price £10.95 non-members, £8.76 members. ISBN 0 85292 415 1.



## Books for business

How to: be a better manager, run a small business, use computer-based training, get ready for 1992, understand taxation, market your product, and much more. They are all among the subjects in the *Books for Business 1990* catalogue. The catalogue covers a wide variety of titles from different publishers, and lists authors as diverse as David Ogilvy, Michael Heseltine and Sir John Harvey-Jones.

*Books for Business 1990* is produced by the Booksellers Association and the Publishers Association and is available free from major book stores.

The Institute of Personnel Management also has a catalogue of Management Books for 1990. Available from the IPM, Camp Road, London SW19 4UX. □

## Training à la Smith and Jones



Griff Rhys Jones decides to face his mistakes in *Nobody's Perfect*, a Playback training video from the Quality Library.

Lenny Henry as an ill-prepared TV announcer, Mel Smith as a truculent taxi driver and Griff Rhys Jones as a jargon-ridden marketing man star in a new library of training videos. They are produced by Playback, which features Smith and Jones as directors, performers and script writers.

The eight short films tackle the 'people problems' associated with quality campaigns and the ensuing changes. The accompanying *Trainer's Guide* provides detailed course outlines, key learning points and suggested group exercises.

Playback Quality Library cost £3,250. Films may be bought or hired individually. *Trainer's Guide* with film excerpts costs £75. Contact Playback sales office on 01-497 0710 for further information. □

# TRAINING



## AN INVESTMENT IN THE FUTURE

It is becoming increasingly difficult for people - whether they are employed or unemployed, young or old, running a small business or thinking of starting one - to succeed in today's competitive atmosphere. Large organisations are also suffering from acute skills shortages.

The Training Agency aims to create a more positive environment in which the

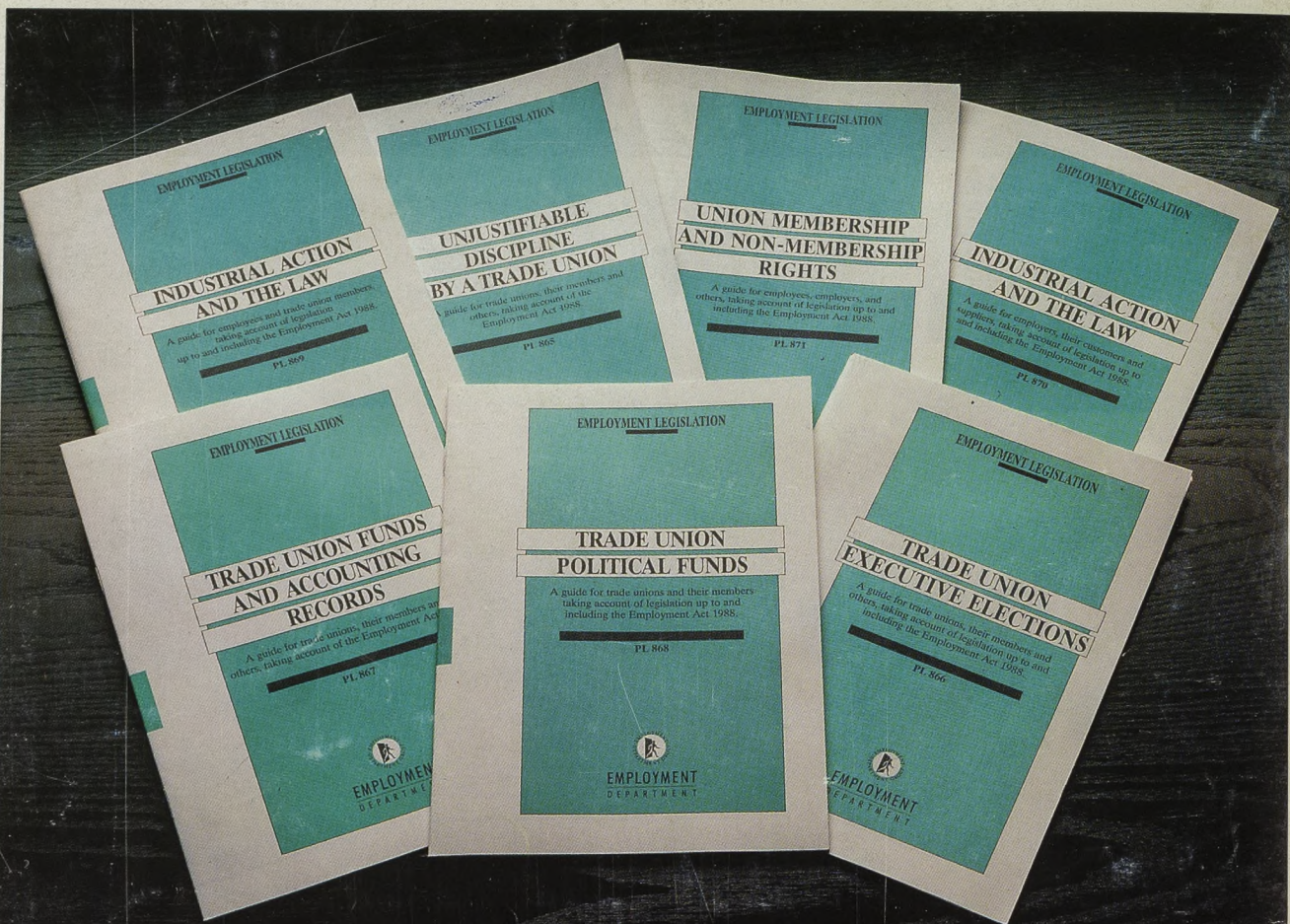
skills of Britain's workforce can be significantly up-graded in keeping with industry's requirements.

If you would like more information on the programmes available, contact your local Training Agency Office.



## TRAINING AGENCY





## New guidance booklets on Industrial Relations and Trade Union Law

These new guidance booklets take account of changes made to industrial relations and trade union law by the Employment Act 1988. In some cases they replace guidance booklets that were previously available.

- Industrial action and the law: a guide for employers, their customers and suppliers (PL 870)
- Industrial action and the law: a guide for employees and trade union members (PL 869)
- Unjustifiable discipline by a trade union (PL 865)
- Union membership and non-membership rights (PL 871)
- Trade union executive elections (PL 866)
- Trade union funds and accounting records (PL 867)
- Trade union political funds (PL 868)

Booklets are obtainable free of charge from any office of the Employment Service or from any regional office of the Advisory, Conciliation and Arbitration Service (ACAS).