

February 1992

Employment Gazette

14 FEB 1992

BRITISH LIBRARY OF POLITICAL & ECONOMIC SCIENCE

STATISTICS READING ROOM

42
4A
30D

STATISTICS BACK UP

42
4A
30D

ent Department
considerable
research, both
and through
missions with
researchers and
institutes, on
and industrial
es. The results
is research are
the Depart-
earch Papers
recent titles are

tract; and to seek a
ing of the policies and
s labour use adopted

Human Resource in Small to Medium Firms

ones, M Arthur and A
ntre for Corporate
Change, Warwick
chool, University of

t about a study on skill
g and developments in
edium-sized enterprises
ks to identify those things
MEs to give attention to
velopment. The study is
ed (through twenty case
ytic and aims to inform
Enterprise Councils and
e companies as to how
elp smaller firms.

papers can be
free from:
ent Department,
Management,
W441, Moorfoot,
S1 4PQ,
e 0742 593932.
ill be sent as soon
re available.

ISBN 0-11-729400-4



780117 294004

CHILD'S PLAY: THE FAMILY-FRIENDLY FIRM

Employment Department Free leaflets

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

In cases of difficulty or for bulk supplies, orders should be sent to **Dept IB, ISCO5, The Paddock, Frizinghall, Bradford BD9 4HD.**

Note: This list does not include the publications of the Training, Enterprise and Education Directorate (TEED) or the Employment Service, nor does it include any priced publications of the Employment Department.

General information

Employment and Training Services for you

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

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 (Rev 1)

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)

Limits on payments
PL827

Unjustifiable discipline by a trade union
PL865

Trade union executive elections
PL866 (REV 1)

Trade union funds and accounting records
PL868 (REV 1)

Trade union political funds
PL868 (REV 1)

A guide to the Trade Union Act 1984
PL752

The Employment Act 1988
A guide to its industrial relations and trade union law provisions
PL854

The Employment Act 1990—
A guide to its industrial relations and trade union law provisions
PL907

Industrial action and the law—Employees' version
PL869 (REV 1)

Industrial action and the law—Employers' version
PL870 (REV 1)

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—picketing draft
ECP(2)
ECP(2)DFT

Code of practice—trade union ballots on industrial action
TUBALACT

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

Wages Councils and statutory pay rates
WCL1

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
PL887

Collective agreements and sex discrimination
PL858

Equal pay
A guide to the Equal Pay Act 1970
PL743

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

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

RREAS. Equal opportunities "What is Positive Action"
PL873

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

Career development loans
A scheme offering loans for training or vocational courses. Open to people over 18. (Available from freephone 0800 585505).



Employment Gazette

Volume 100 No 2 Pages 37-68

Employment Gazette is the official journal of the Employment Department, published monthly by HMSO.

EDITORIAL 071-273 4816
Editor Mike Boland
News Editor Andrew Opie
Features Editor Nicola Baker

PRODUCTION 071-273 4996
Design Barry Mortimer
Studio Chris Holdforth
Tables Wayne Roberts

HOW TO CONTACT US

Employment Gazette, Employment Department, INF2, Caxton House, Tothill Street, London SW1H 9NF.

ENQUIRIES

Employment Department Enquiries 071-273 6969
Statistics See page 51

Advertising
Ted Finn 071-273 4997
Employment Gazette office
Rose Spittles 071-273 5001

SUBSCRIPTIONS & SALES

Employment Gazette is available at HMSO shops in Belfast, Birmingham, Bristol, Edinburgh, London and Manchester. There are also HMSO agents in many other cities - for details, see 'Booksellers' section of Yellow Pages directories.

Annual Subscription inc postage £48, single issues £4.50 net.

Subscription Enquiries HMSO
071-873 8499

COPYRIGHT

© Crown Copyright 1992
Brief extracts from articles may be used (in a non-advertising context) provided the source is acknowledged: requests for extensive reproduction should be made to the Copyright section (PU12D), HMSO, St Crispins, Duke Street, Norwich NR3 1PD.

The Government accepts no responsibility for any of the statements in non-governmental advertising and the inclusion of any such advertisement is no guarantee that the goods or services concerned have official approval.

COVER PICTURE

The American Express workplace nursery in Hove, Sussex. See the Case Study *Three of a Kind*, page 53

Photo: Jacky Chapman

FEBRUARY 1992

Contents

NEWS

- 39 All to do in '92.** HSC chairman Sir John Cullen's message on health and safety in the year ahead.
- 40 NVQs/SVQs recognised in Europe.** New Brussels agreement will take effect in 1995.
- 41 Ethnic progress in Civil Service.** First year report on equal opportunities Action Programme.
- 42 Wally and Debbie's capital adventure!** Two American tourists visiting London get the red carpet treatment.
- 43 Stricter PPE controls.** Draft Regulations on the use of personal protective equipment.
- Plus** Eric Forth consults on collective redundancies, round-up of TEC news, and Diary Dates.

LABOUR MARKET STATISTICS

- SI-72** *Commentary and the most recent figures for: Employment, Unemployment, Vacancies, Industrial Disputes, Earnings, Retail Prices, and Tourism.*

FEATURES

- 47 How many small firms?** Findings from a recent study into the number of small firms in the UK and their distribution in terms of employment and turnover size.
- 53 Three of a kind.** How American Express, British Nuclear Fuels plc and the Employment Service are adapting their individual company cultures to meet new business challenges.
- 61 Registered disabled people in the public sector.** The latest quota figures for a wide cross-section of public sector employers.

PARLIAMENTARY QUESTIONS

- 65 Three pages of questions** put to Employment Department Ministers. Subjects include: the Enterprise Allowance Scheme, Disabled Persons Act and Performance Indicators.

REVIEWS

- 68 TQM on screen.** Five new training video packages. *Plus:* a handbook for trainers and FE teachers and a yearbook of labour statistics.

1999?

Any more questions?

You never know, it might be one

If you have we'll provide all the information we can to help you: from basic literature to the names of experts and organisations you should contact.

of the most important business moves you ever make.

All you have to do is phone the DTI business hotline or send off the coupon.

PLEASE COMPLETE IN BLOCK LETTERS.
Post: DTI 1992, PO Box 1992, Cirencester GL7 1RN.

NAME _____
POSITION _____
NAME OF FIRM _____
ADDRESS _____
POSTCODE _____
TEL _____ NO. OF EMPLOYEES _____ EGI

Is your business primarily involved in:
Construction Manufacturing Service Other
Please do not add these details to DTI mailing lists

dti
the department for Enterprise

BUSINESS HOTLINE: 081-200 1992.



News Brief

All to do in '92



MESSAGE: 'I urge industry to give us their views on these Directives', said Sir John Cullen.

Photo: Jacky Chapman

No fewer than 25 EC health and safety directives will have to be implemented in the UK during the next year, Health and Safety Commission chairman Sir John Cullen has warned.

Directives will become law here on topics as diverse as display screen equipment; the manual handling of loads; the classification, packaging and labelling of dangerous substances; biotechnology; the use of personal protective equipment; the protection of workers from carcinogens; and minimum requirements for the workplace.

"It's all to do in '92 for British industry on health and safety," HSC chairman Sir John told employers in a New Year message. "The European Year of Health and Safety at Work starts on March 1. And in July the UK takes over the presidency of the EC, which will give added impetus to our activities.

"We will consult widely on all the directives and I urge industry to take advantage of these opportunities to give us

Health & Safety

their views," said Sir John. A Health and Safety Week was also being planned for November, he added.

The vast majority of workplaces, including factories, offices, shops, schools and farms, will be affected by new draft regulations and a code of practice on basic health and safety requirements just published by the HSC.

The regulations would update the existing Factories Act, and cover aspects such as workplace lighting, ventilation, and sanitary and washing facilities.

"For employers who comply with their existing duties, these proposals will involve few changes in practice. What they will do is spell out the law's requirements more clearly," said Sir John. But employers will, for the first time, have to act to protect non-smokers from discomfort caused by tobacco smoke in rest areas, and provide a

rest facility for workers who are either pregnant or working mothers.

In addition, employers will be required to ensure that windows in workplaces occupied after the new regulations take effect from January next year are able to be cleaned safely, for example from the inside of the building or from a balcony.

Occupiers with workplaces already in use in January 1 1993 will have three years to comply with the new regulations. The regulations will not apply to premises occupied and used only by self-employed people without employees or visiting contractors.

HSC has published a consultation paper outlining the draft regulations and code of practice, and comments are required by May 15 this year.

Workplace Health, Safety and Welfare: Draft proposal for regulations and an approved code of practice, CD43, is available free from the Sir Robert Jones Memorial Workshops, Units 3 and 5-9, Grain Industrial Estate, Harlow Street, Liverpool L8 4UH, tel 051-709 1354/5/6.

Graduate jobs market tightens again

Competition for jobs among graduates is set to intensify even further this year as employers are swamped with applications, say recruitment and careers advisory bodies.

A record 143,300 students leaving college this summer—up by some 6.3 per cent—will be chasing projected vacancies only some 4 per cent higher than those on offer in 1991.

The further mismatch of supply and demand follows a drop of no less than 55 per cent over two years in the number of vacancies in industry, and an overall decline of one-third in vacancies over the past year.

But though in general employers are finding vacancies “very easy to fill”, the bodies note that there is still “a great deal of competition for really good candidates with highly developed personal skills”.

Careers officers say they are concerned that the growing number of graduates with non-traditional qualifications could lose out if recruiters react to rising numbers of applications by reverting to rigid selection criteria which emphasise A level scores.

Surprised

Sponsorship of students is becoming more popular, the report says, but with more interest shown in sponsoring the last year of courses only.

Final year students themselves are showing “a very high level of activity” in their search for jobs with intensive use of careers services. Some employers are reported to be “surprised as well as overwhelmed” by the volume and quality of applications they receive.

Students’ attendance at autumn term fairs and presentations was generally up, though employers’ visits fell by 34 per cent and 14 per cent for presentations at polytechnics and universities respectively.

The bodies advise students to be “creative, adaptable and flexible” in their approach to jobhunting.

□ A report, *Graduate salaries and vacancies 1992*, has been produced by the IMS for the Association of Graduate Recruiters (AGR), the Association of Graduate Careers Advisory Services (AGCAS) and the Central Services Unit. It is available, price £100, from Brigadier Roly Cockman, Secretary, AGR, Sheraton House, Castle Park, Cambridge CB3 0AX, tel and fax 0223 356720.

NVQs/SVQs recognised in Europe

Holders of NVQs or SVQs up to level 4 should find it easier to find work in other EC countries by 1995, following an agreement in Brussels.

Broad agreement by Ministers on a draft ‘Second Diplomas Directive’ is set to give UK nationals with these qualifications formal recognition for their knowledge and skills throughout the EC. In principle, people with NVQs/SVQs and equivalents will then be able to practise their profession or occupation overseas where previously this was restricted to people holding qualifications attainable only in those countries.

Some 200 occupations and professions, for example in the maritime and paramedical fields, are thought to be restricted in this way across the Community.

The directive acknowledges the differing traditions, practices and approaches of the

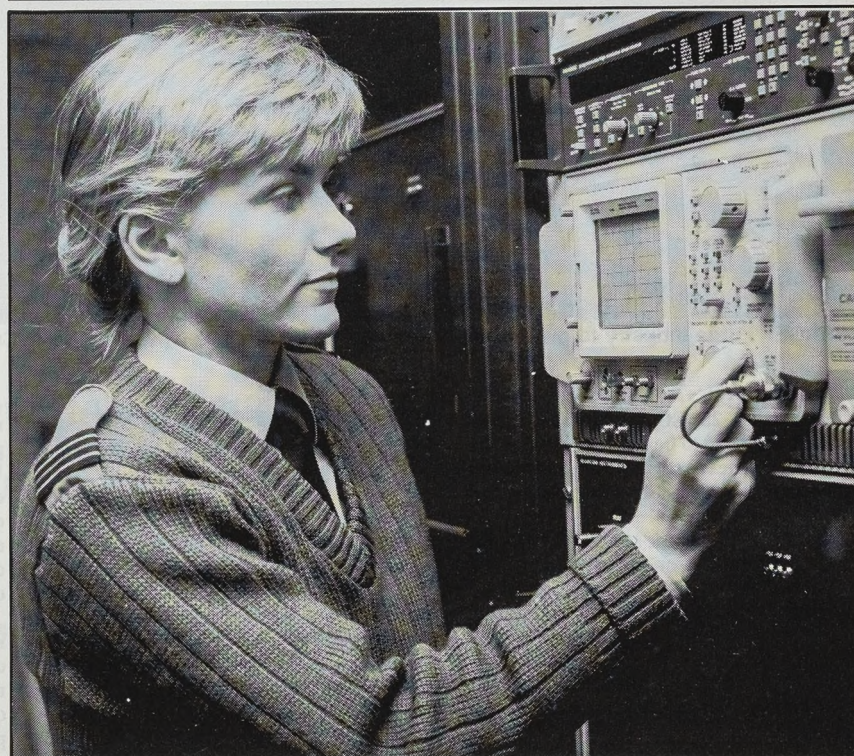
EC member states, taking account of the UK policy that qualifications should reflect standards of competence achieved and what people can do.

Where the would-be migrant’s education and training differs substantially in content from that required in another country, however, they will have to take an ‘aptitude test’ in the areas they have not covered or undertake an assessed period of supervised practice or ‘adaptation period’.

The Second Diplomas Directive is likely to finally be adopted by the EC by the end of this year, after which member states will have two years to implement it.

□ For further information on the Directive, write to Alison Rose, ETP1, Employment Department, Room 339, Caxton House, Tothill Street, London SW1H 9NF, tel 071-273 5400.

Award winning Sally is flying high



Keeping up to date with ever-advancing technology is a definite ‘must’ for Flight-Lieutenant Sally Ockwell-Page, 1991’s Young Woman Engineer of the Year.

As a computer systems manager and development engineer in the Royal Air Force, Sally (pictured above) manages the computer systems supporting a whole fleet of tactical electronics aircraft.

“I get a great ‘buzz’ from solving technical problems and from the opportunity to work on a wide variety of equipment,” says Sally.

The award, now in its fourteenth year, aims to encourage women to consider a career in electronic and electrical engineering. In 1990 only 12 per cent of professionals in science, engineering and technology were women.

Ethnic progress in Civil Service

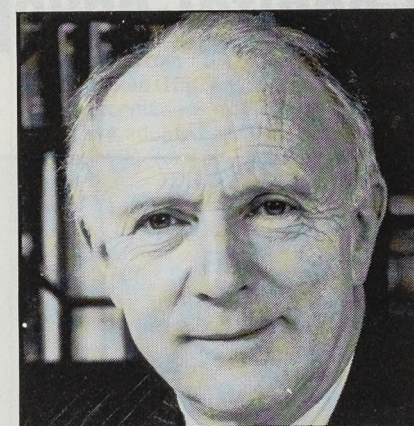
Considerable progress has been made in the first year of an action programme to achieve equal opportunities for ethnic minorities in the Civil Service, says a report.

Minority representation across the Service climbed from 4.5 per cent (18,736 staff) in 1990 to 4.7 per cent (19,656 staff) in 1991, whereas they account for only 4.1 per cent of the economically active population as a whole. In 1990-91 minorities made up about 7.7 per cent of all new entrants, reflecting increasing ethnic minority representation among young people entering the labour market.

At Executive Officer (junior management) level, the grade targeted in the action programme for priority attention, representation went up from 3.1 per cent in 1990 to 3.4 per cent a year later. There are now more than 3,500 ethnic minority staff at EO level and another 1,800 in more senior posts.

Most of the Service’s 27 major departments and agencies took steps to draw the attention of staff to their equal opportunities policies and to initiatives such as race action programmes. Many of the programmes included measurable objectives and target dates, and identified those responsible for their implementation.

A number of departments had made special efforts to consult and involve ethnic



minority staff in drawing up and implementing their race action plans, while many introduced new guidance or revised procedures for handling grievances.

Areas where progress was made included the adoption of fairer selection procedures; improvements in ethnic monitoring; implementation of equal opportunity training strategies; and positive action training for staff and potential job applicants to under-representation in particular types of work.

To boost recruitment at EO level a number of departments have successfully

used ‘pre-recruitment’ training, while most are now reaching out to ethnic minority communities through local radio, the ethnic minority press, participation in job fairs and school-industry Compacts, and through contacts with Race Equality Councils and minority community organisations.

Several departments and agencies introduced new guidance and/or revised existing complaints procedures in the year to April 1991.

The report cautions, however, that further progress is needed in making the best possible use of all staff and developing and promoting the best available people.

Reacting to the report, Civil Service Minister Tim Renton (left) commented: “I am encouraged by the progress departments and agencies have made to ensure that their policies and practices provide equal opportunities for employment and advancement.

“In the coming year I expect to see more ethnic minority staff developing their careers to the full in the Civil Service. Selecting, developing and retaining the best available people from all sections of the community is not only fair and just, it makes for an effective workforce.”

□ *Equal Opportunities in the Civil Service for People of Ethnic Minority Origin: Progress Report 1990-91*, HMSO, price £3.25.

School technology boost

A network of up to 100 state ‘Technology Schools’ is to be set up across England from April this year under a £25 million initiative by the Department of Education and Science (DES).

The main aim is to enable schools to deliver the new generation of technology courses ranging from IT to design and catering to 14-16 year olds under the National Curriculum from September 1993.

Secondary schools which are successful in bidding for funds will each get around £250,000 to spend on new equipment and upgrading their technology facilities. Examples of equipment which schools might buy include computer-aided design and computer-aided manufacturing (CAD-CAM) technology. Technology courses will have a strong vocational bias, with strong links with business and industry.

A maximum of two Technology Schools will be supported in any one local education authority area.

Projects supported will build on the experience of the 13 City Technology Colleges set up since 1988 mainly in inner

city areas, and those schools which wish to will be able to take on the ‘key characteristics’ of CTCs.

□ Four inner city areas are to get extra funding from April to develop school-industry links under a separate DES scheme. In Hackney, east London, 14 to 18 year olds in six secondary schools will take part in a Young People in Business Programme. Students will get a grounding in the skills of running a small business, including practical experience, while their teachers will be equipped with enterprise training skills.

In Cleveland, a primary school compact (agreement) will be developed involving parents, the local community and local business. In Southwark, south London, a successful ‘World of Work’ suite of offices at a Walworth school which gives pupils experience of working situations is to be copied in other schools in the borough. A similar scheme will be set up at St George’s School, Bristol, with the help of the Bristol Task Force.

Banking on it

Employment Minister Eric Forth has welcomed the publication by the five main clearing banks of their own codes of practice for small business customers.

The bank’s action follows an enquiry last June by the Treasury and the Bank of England into the relationship between the banks and their small business customers, and a meeting between the Chancellor and the clearing banks’ chairmen.

The Chancellor had requested that codes of practice should cover as a minimum: the customer’s right to a written statement of standard tariffs; advance notification of any changes; explanation of the basis on which interest is to be charged; and guidance on how to complain about decisions taken at branch level.

Wally and Debbie have a capital adventure!

Wally and Debbie Gamber from Connecticut got the full red carpet treatment during their recent visit to London.

As the first American tourists to arrive in Britain in 1992, the lucky couple earned a free week's stay at the five-star Carlton Tower Hotel paid for by London's tourism industry and a VIP tour hosted by Tourism Minister Viscount Ullswater.

The aim was to show them just what a 'capital' city London is for visitors, and so tempt back many of the American tourists who have stayed away because of the Gulf War and the recession in the US.

More tourists come to Britain from the United States than from any other country and in 1990 they spent £1.6 million here, but numbers were down by a quarter last year.

In a recent survey of 17 major cities worldwide by the British Tourist Authority, London was only tenth most expensive, ranking lower than capitals like Tokyo, Rome and New York. It was also the cheapest for shopping.

Mr and Mrs Gamber enjoyed an 'historic' lunch - they were served roast beef and yorkshire pudding in the room at the Tower of London where in 1605 Guy Fawkes was interrogated, and where Rudolf Hess was imprisoned during the Second World War.

Viscount Ullswater commented: "The UK and the USA have always enjoyed strong historic and cultural links. We have been able to demonstrate to Mr and Mrs Gamber and their fellow Americans that London is still one of the most interesting and hospitable capitals in the world."



Stricter PPE controls

Stricter controls on the supply and use of personal protective equipment (PPE) at work are set out in new draft regulations and guidance from the Health and Safety Commission (HSC).

The regulations would implement an EC directive adopted in 1989 and would take effect by December 31 this year. They will apply across all industries and services and cover equipment ranging from gloves and goggles to safety harnesses and breathing apparatus.

Generally, the regulations require that employers provide PPE to employees whenever health and safety risks are not adequately controlled by other means; select suitable PPE after an assessment of the hazards it must cope with; maintain the PPE and provide suitable accommodation; ensure its proper use; and train, inform and instruct employees.

On supplying PPE, for example, the proposals require that employers must do more than simply have the equipment on the premises: it must be readily available or at the very least employees must be given clear instructions on where to obtain it.

Employees must also make full and proper use of that PPE and take all reasonable steps to ensure that it is returned to the accommodation provided for it after use.



BE SAFE: The new regulations cover equipment ranging from gloves and goggles to breathing apparatus.

A consultative document outlining the HSC's proposals has been published and comments are invited by no later than April 5 1992.

□ Copies of *Personal Protective Equipment at Work—Proposals for Regulations and Guidance* (ref CD38) are available free from the Sir Robert Jones Memorial Workshops, Units 3 and 5-9, Grain Industrial Estate, Harlow Street, Liverpool L8 4UH, tel 051-709 1354/5/6.

□ A revised guide to the Factories Act 1961 has been published by the Health and Safety Executive.

The Act applies to all industrial premises, from factories to workshops and slaughterhouses, and in some aspects to power stations, docks, and building and civil engineering sites. Subjects regulated include health (cleanliness, overcrowding, temperature, lighting, etc); safety (including guarding of dangerous machinery, cleaning of machinery and training of young people); and welfare (such as providing drinking water and adequate washing facilities).

Many provisions of the Act will be replaced by new regulations in 1993.

□ *Guide to the Factories Act 1961* is available from HMSO, and booksellers, price £1.00.

New pesticide code from HSC

A new code of practice governing the safe use of pesticides has been issued by the Health and Safety Commission (HSC).

The code covers pesticide use outside agriculture, in areas such as wood preservation, pest control in kitchens, amenity gardening, commercial forestry and the use of anti-fouling paints.

During the past three years 47 incidents have been investigated involving the use of wood preservatives and pesticide use in parks and gardens, food storage, pest control and building work.

Incidents include one where a 19-year-old apprentice carpenter became ill after spraying a ceiling with fungicide instead of painting it on with a brush. Elsewhere two men and a woman suffered breathing problems, watering eyes and nausea after adjacent properties were treated with wood preservative.

HSC chairman Sir John Cullen commented: "It is clear to me that the widespread use of pesticides together with the number of investigations undertaken by HSE more than justify the need for this code."

□ *The Safe Use of Pesticides for Non-Agricultural Purposes—Approved Code of Practice*, is available, price £4, from HMSO and booksellers.

New filter fights lung cancer

A new filter material invented by HSE scientists for use in respirators and building ventilation systems could help to prevent occupational lung disease.

The electrically-charged material protects against airborne dust while avoiding the potential health problems created by fine-fibre filters which themselves can release fibres which are breathed in by the wearer.

Inhaled dust particles can result in diseases such as pneumoconiosis, which contributed to 5,336 deaths between 1978 and 1987.

□ Commercial licensing of the material is being handled by British Technology Group. For respirator applications it is now being manufactured under licence by Hepworth Minerals and Chemicals Ltd of Kendal, Cumbria, tel 0539 821501, and for building ventilation systems it is the basis of the product 'Synsafe' made by Whenay plc tel 021-456 3634.

Clothing

"Many employers already provide a variety of PPE, so the main impact would be to require better procedures for selecting, maintaining and using such equipment," commented HSC chairman Sir John Cullen. "Nevertheless, employers will need to consider where they should provide additional PPE, and some types—for example, safety footwear, gloves and high visibility and wet weather clothing—may need to be more widely used." Some industries, such as agriculture, may be affected more than others.

The new regulations would repeal and replace some old laws on PPE but would require only minor amendments to existing regulations dealing with certain types of PPE, such as the Control of Substances Hazardous to Health Regulations 1988 covering the use of respirators and chemical protective clothing.

The cost to industry of conforming to the regulations by providing new PPE and replacing old stock is estimated at about £13 million a year, while the anticipated reduction in injuries will save an estimated £6 to £6.6 million a year. However, employers and enforcement authorities will also save by not having to deal with a range of outdated and piecemeal law on PPE.

Tough targets needed

TECs should set demanding targets for the numbers of people from the ethnic minorities that they place in training or help to set up in business, Commission for Racial Equality chairman Michael Day (pictured right) has told TEC chiefs.

At a conference attended by more than 60 TEC chief executives or their representatives, Mr Day urged:

"The test of any policy or programme is whether it achieves its aims. TECs need to show concrete results in combating racial discrimination and promoting equal opportunities for ethnic minority groups.

"TECs are the main providers of training in this country. They must make equal opportunities a reality for the thousands of ethnic minority clients who will be taking up training in 1992," he said.

In October last year, the CRE issued two pamphlets guiding TECs on achieving equal opportunities. Subjects covered include the need to ensure that training providers meet their contractual responsibilities, and amending training and



Day... "The test of any policy or programme is whether it achieves its aims."

enterprise provision to meet particular needs. *An Agenda for Equal Opportunities* and *Working Against Discrimination* are available, price £2.50 each, from Labis Marketing, 73 Lime Walk, Headington, Oxford OX3 7AD.

Wiltshire

More than 100 Wiltshire employers heard how to maximise the potential of their mature workforce at a recent conference part-funded by Wiltshire TEC.

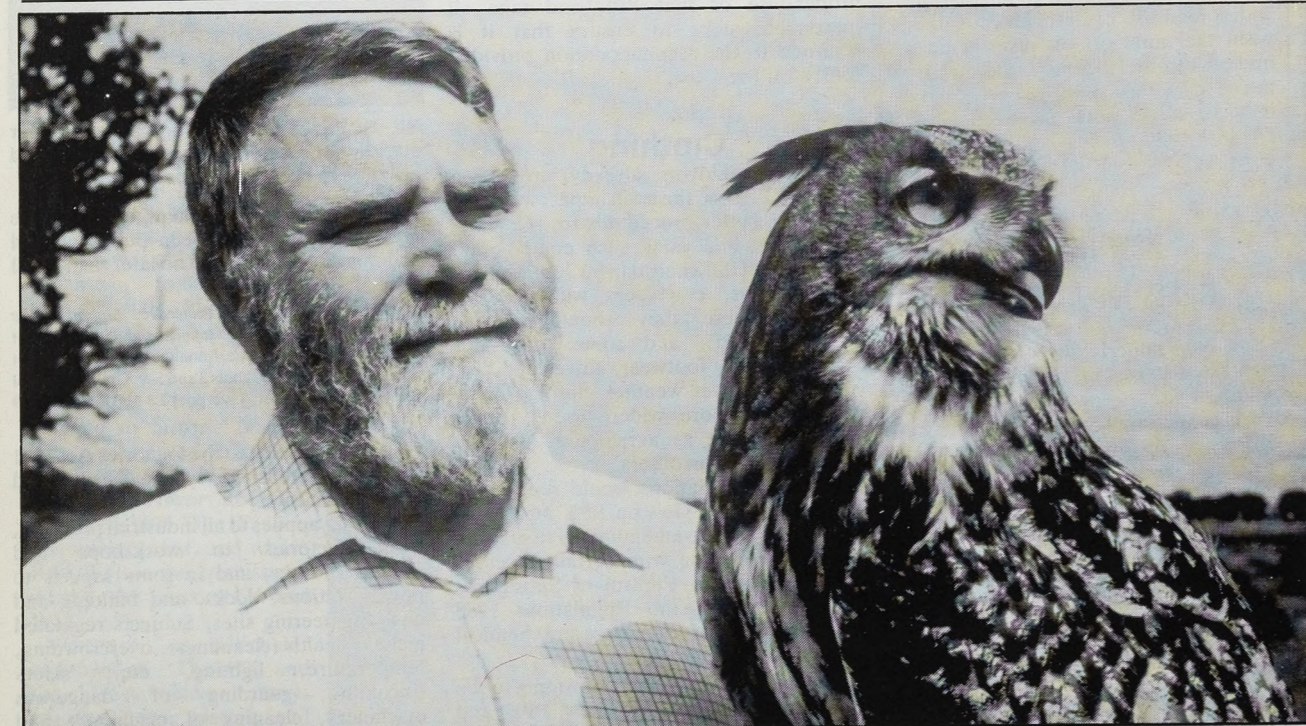
The event was run by Swindon-based Third Age First, an organisation specialising in employment and training guidance for older people.

Using EC funding third Age First has also developed a successful 'New Directions' life-planning programme aimed at long-term unemployed people aged over 50. For details of its work, contact Bruce Clarke on 0793 542532.

West Wales

Smaller companies are failing to appreciate the economic advantages of 'going green', delegates to a West Wales TEC seminar have been told.

The seminar was organised in response to a survey of environmental awareness funded by the TEC, and brought together top figures from environmentally-aware companies like 3M, Hoover, and Alcoa, together with environmental experts and local employers. For details, contact Linda Jones on 0792 460355 ext 367.



BIRDMAN: Working with birds of prey had always been a dream for motor mechanic Tony Young, from south east Surrey. So when back trouble forced him to give up mending cars, he saw his future written in the skies.

Now, thanks in part to business counselling and £45 a week in 'Start-Up Funding' from Surrey TEC, Tony keeps owls and birds for return to the wild, runs a wildlife rescue service and gives

talks and mounts displays at shows all over the country.

"I didn't have too many bookings at first and it was reassuring to know that whatever happened the grant was coming in," says Tony, adding: "Animals are our life; we never say no to a creature who needs help."

Details of Surrey TEC's services are available on the Business Helpline, tel 0483 750020.

Dorset

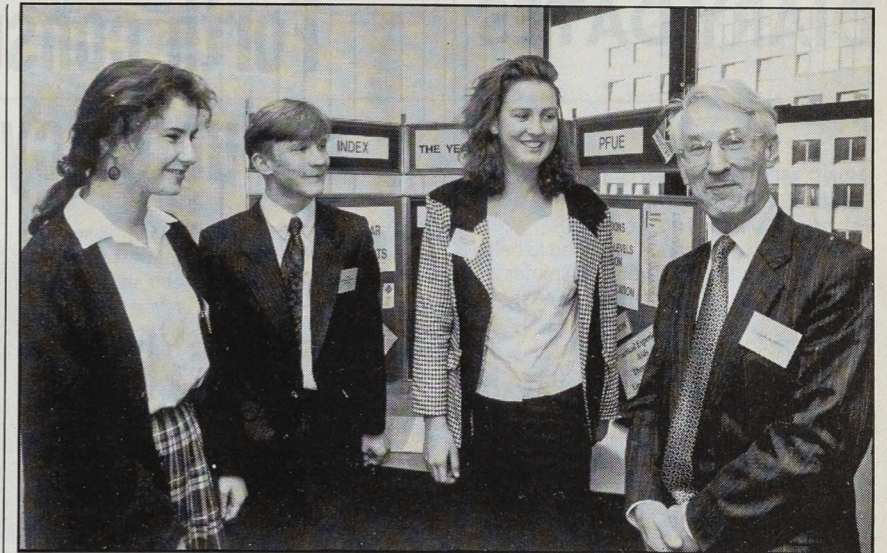
Three bright Dorset school-leavers (pictured right) are getting a year-long taste of local industry before going on to higher education, under a scheme pump-primed by Dorset TEC.

The TEC will spend £17,500 this year to support the placements, arranged by the national charity 'The Year in Industry'. TEC education liaison manager Rachel McKellar says business interest in the scheme is strong enough to make achievable the annual target of supporting 25 students by 1993, after which the scheme will have to become self-financing.

The Year in Industry's John Bladon comments: "Our experience has shown time and again that the young people can more than repay their cost by doing real work for the companies.

"Moreover, they enjoy what they do and over the years about 90 per cent have wanted to return to industry after they graduate."

The Dorset approach is unique because of the three-year strategy drawn up with the TEC, backed by monthly targets, adds Bladon.



SIGHTS SET ON INDUSTRY: (left to right) School leavers Caroline Gledhill, Philip Michaelson-Yeates and Natasha Hird are working full-time for Dorset firms under the 'Year in Industry' scheme part-funded by Dorset TEC. Watching their progress is Year in Industry's regional director, John Bladon.

up too much time and money in the workplace and there is not enough available at the moment to waste on a trainee who is not guaranteed to pay dividends."

In response, the TEC has revamped Employment Training and Youth Training by creating a CambsTEC Traineeship scheme where training is tailored to the individual needs of each employer and trainee, and all trainees work toward NVQs.

Cambridge

CambsTEC claims to be the first in the country to launch a 'Guidance Shop' which will bring together under one roof the Careers Service for 16 to 19 year olds, the Adult Guidance Service and the Claimant Advisory Service of the Employment Service.

The Shop, in Ely, has been set up in response to market research which indicated a need for an integrated guidance service.

CambsTEC managing director Alan Maltpress comments:

"This is just about the most exciting initiative that we have been involved with in our first year of operation. We'll be working hard to make a success of it, since a great deal of our Local Initiative Fund is invested in it.

"We're hoping to further develop the concept in the other major towns in the area, but it will be resource- and money-intensive. We will need to look at alternative means of funding."

Cambridgeshire businesses are failing to look to the future, a survey by the TEC has revealed. The survey found that no fewer than 35 per cent provided no formal training whatsoever, while 82 per cent provided no management training.

Director of training Noel Murphy said the recession had caused a change in attitude: "Many believe that training takes

Sandwell

A booklet advising hard-pressed local firms on how to avoid being "washed away in the flood water" of recession has been produced by Sandwell TEC in cooperation with Sandwell Enterprise Limited.

The 32-page booklet covers financial control, cashflow, credit control, working capital, stock and sales and marketing. The main message is that firms must adjust their planning, sales and spending in a recession to make sure they don't run out of cash.

Some 3,000 out of Sandwell's 8,000 small businesses will get a free copy, and it will be available from banks and building societies.

TEC chief executive John Bedingfield comments: "Small business is vital to Sandwell's economy with over 90 per cent of firms employing fewer than 25 people.

"Our campaign comes at a time when nationally over 900 businesses a week are

folding. Small businesses are like seed corn—it's essential that we act now to develop their future potential for growth."

Copies of *Managing in a Declining Market* are available from Sandwell TEC on 021-525 4242 or Sandwell Enterprise Limited on 021-500 5412.

Greater Nottingham

By the end of March some 120 of Nottinghamshire's estimated 1,500 GPs will have attended special TEC-funded two-day 'Introduction to Business Management' courses.

Subjects covered include business planning, marketing, employment law, staff motivation, time management and finance.

"The response has been phenomenal," says Debbie Collins, enterprise manager for course organisers, Prospects Training. "One of the main problems for GPs is the concepts, especially marketing and time management. We start them thinking about their attitudes. The course has been well received because it was developed out of a study for Nottingham Polytechnic on training for General Practice."

Prospects Training is now planning an open-learning package for GPs and related staff. Meanwhile Southern Derbyshire TEC has approached the company to run courses for doctors in its own region.

For more information, contact Debbie Collins on 0602 483781.

DIARY DATES

USING MCI STANDARDS TO IMPROVE BUSINESS PERFORMANCE

February 19–April 29, London

Series of six workshops designed to help employers use the Management Charter Initiative Standards to improve business performance. Run by MCI.
Tel: 071-872 9000.

THE FIRST EURO-BUSINESSWOMAN CONFERENCE

March 9–10, London

International conference exploring steps European industry can take to recruit, develop and retain female managers more effectively. Co-sponsored by the European Commission.
Tel: 081-668 1824.

INTRODUCTION TO EQUAL OPPORTUNITIES

March 9–10, London

Industrial Society course designed for line managers who are thinking of initiating an equal opportunities policy and programmes in the workplace.
Tel: 071-262 2401.

NOISE AT WORK

March 10, Birmingham

A workshop on current law and good practice organised by the University of Leeds.
Tel: 091-261 5509.

HIV AWARENESS FOR PERSONNEL MANAGERS

March 24–25 or 26–27, Edinburgh

Two courses run by the National AIDS Trust, the FPA and six local businesses.
Tel: 071-636 7866.

IMPLEMENTING A BUSINESS-LED HUMAN RESOURCE STRATEGY

March 24–25, London

Conference on increasing motivation and efficiency and managing change effectively through a business-led HR strategy.
Tel: 071-412 0141.

VALUING SECONDMENTS

March 31, Birmingham

CRAC-organised conference which explores secondments as part of the staff development process.
Tel: 0223 460277.

HUMAN RESOURCE DEVELOPMENT WEEK

March 31–April 2, Wembley

Annual conference and exhibition covering every aspect of HRD.
Tel: 081-742 2828.

Forth consults on EC redundancy proposals

Employment Minister Eric Forth is seeking the view of UK employers and others on new EC proposals for notification of collective redundancies.

A consultation document on draft revisions to the 1975 Collective Redundancies Directive has been widely distributed, with request for comments by February 21.

The proposals would extend the existing requirements that employers inform and consult trade unions before making redundancies, to cover redundancies in one member state taken by a head office or parent company located elsewhere in the EC.

Under the 1975 directive, employers planning more than 10 redundancies must inform and consult workers' representatives (in the UK, representatives of recognised independent trade unions) and notify the relevant public authority. The redundancies cannot take effect until at least 30 days after the notification.

The Government believes that existing UK legislation already covers redundancy decisions taken by a controlling body elsewhere, though some amendment may be needed to clarify the point beyond doubt.

But Mr Forth opposes one proposal to require the nullification of dismissals made in breach of the Directive. Under UK law, the penalty for breach of the information and consultation requirements is a 'protective award' of compensation for each affected employee of up to 30 days' pay, or up to 90 days' pay where more than 100 redundancies are proposed.

He commented: "Remedies for breaches



FORTH: 'I hope agreement can be reached.'

of the law are a matter for individual member states and do not justify Community involvement.

"Moreover, in this instance the proposed penalty of having to retain on the payroll or reinstate previously dismissed staff would be out of all proportion to the offence and potentially damaging to employers.

However, I am hopeful that the force of these arguments will prevail and agreement can be reached."

□ Copies of the consultation document *Proposal for a directive to amend the collective redundancies directive (75/129/EEC)*—a consultation document are obtainable free from Industrial Relations Division (IRC2), Room 211, Employment Department, Steel House, Tothill Street, London SW1H 9NF, tel 071-273 4754 or 4751.

Teachers' taste of industry

Up to a further 30,000 school teachers will get the chance to spend at least a week in industry in 1992–93 under the Employment Department's Teacher Placement Service.

The scheme will include three new programmes this year: 500 five-day placements for women teachers only to examine the use and role of IT, arranged in cooperation with the charity Women into Information Technology (WIT); 100 places for teachers on local newspapers, arranged through the Newspaper Society; and 100 placements in the performing arts industry.

Since the Service was launched in 1989 more than 50,000 teachers have gone on placements, and the ultimate target is for 10

per cent of teachers—some 55,000—to use the scheme each year. Responsibility for the scheme is passing from the ED to TECs with 80 per cent of TECs expected to have taken over the Service at local level by the end of March this year.

The budget for the Service in 1992–93 will be £4 million.

□ For more details of the scheme, contact Jan Hussey, Teacher Placement Service, UBI, Sun Alliance House, New Inn Hall Street, Oxford OX1 2QE, tel 0865 722585.
□ Meanwhile, an estimated 350 teachers will be able to take up five- or ten-day placements in the private or public sectors in other EC countries from April this year under the European Teacher Placement Service. For further details, contact Jan Hussey at the above address.

Special Feature



PLANTING LITTLE ACORNS: Two of the 19 workers at A H Worth & Co Ltd, an intensive farming operation in South Lincolnshire. Over 95 per cent of all UK businesses employ fewer than 20 people.

How many small firms?

by Michael Daly and Andrew McCann

Statistical Services Division,
Employment Department

Graham Bannock
and Partners Ltd

This article presents the findings of a recent study into the number of firms in the United Kingdom, and their distribution in terms of employment and turnover size.

Key findings

- At the end of 1989, there were an estimated 3 million firms in the United Kingdom.
- Over 95 per cent of all UK businesses employ fewer than 20 people.
- They account for 35 per cent of total employment outside central and local government.
- The overall number of businesses in the United Kingdom rose by two-thirds between 1979 and 1989—an average of nearly 500 additional firms every working day.

□ One of the most frequently asked questions about small firms is: how many are there? Although it is evident that the vast majority of firms are small (given any reasonable interpretation of that term) the lack of any

single comprehensive data source has made it difficult to provide a precise answer to this and related questions on their share of total employment.

A recently completed study for the Employment Department by the economic consultants Graham Bannock and Partners Ltd provides answers to these questions. They were obtained by combining several sources of data at an aggregate level, to obtain overall estimates of the numbers of firms¹ of different sizes, and their contribution to employment. Although these are subject to a fair degree of uncertainty, they offer the most comprehensive estimates yet available of the importance of small firms.

These figures update those described in an earlier *Employment Gazette* feature², and provide confirmation of the very rapid growth in the number of small firms, and in their share of total employment.

Although these figures represent the best available estimates of the total number of firms in the United Kingdom, and their distribution by size, they cannot answer all questions. For example, they do not give figures for each year; they are available only some time in arrears; there are no separate estimates of births and deaths of businesses. For many purposes, therefore, it is necessary to look to other, less comprehensive sources. One such is the series of estimates of VAT registrations and deregistrations prepared by the Employment Department³, another is data from the Labour Force Survey on self-employed people⁴.

In particular, the latest figures described in this article relate to the end of 1989. One has to turn to other sources for an indication of the trends in numbers of businesses since then. During 1990 the number of businesses registered for VAT rose by an estimated 50,000, an average of nearly 1,000 a week. VAT registration data for 1991 are not yet available, but there are indications from other sources that the number of business starts during the whole of 1991 was greater than the number of closures.

The overall picture

The study shows that at the end of 1989 there were an estimated 2,988,000 businesses in the United Kingdom. Of these, almost 97 per cent employed fewer than 20 people, and they accounted for almost 35 per cent of total employment outside central and local government (see *table 1* and *figures 1* and *2*)⁵. Less than one-tenth of one per cent of all firms employed more than 500 people, and this handful of large firms accounted for virtually the same proportion of employment as those employing fewer than 20.

The number of firms is clearly dominated by the very smallest ones, employing only one or two people. Even if one chooses to exclude all one-person firms, the general picture remains practically unchanged. While the overall

number of firms drops to less than one million, the proportion of these which employ fewer than 20 people is still around 95 per cent.

No attempt has been made in this article to define the term 'small firm'. The principal reason for this is that there is no one definition which is appropriate in all contexts. However, it is evident from the figures in *table 1* that, on any reasonable definition of 'small', small firms account for the overwhelming majority of businesses, and a substantial share of employment and turnover.

The comparable results for the end of 1986 and the end of 1979 are shown in *tables 2* and *3*. These show that the numbers of firms rose in total by just over 1/2 million, or around 20 per cent, over the three-year period 1986-89. Since 1979, the total number of firms has risen by around two-thirds, from 1,791,000. This represents an average net increase of almost 500 for each working day in the ten-year period.

The size distributions in the three years are compared in *table 4*. The clear message is that there has been a very substantial increase in the share of smaller firms, both in the total number of firms and in total employment. It is estimated that firms employing fewer than 20 people accounted for just over one quarter of all employment outside central and local government in 1979; by 1989 this proportion was over one-third.

Further results are given in *tables 5* and *6*, showing the distributions by size in terms of turnover. These are included for the sake of completeness, but are subject to rather greater uncertainty than those in terms of employment size. Partly this is because of imperfections in the data, but to a large extent it reflects the shortcomings of turnover as a measure of size. The turnover of a business will include the costs of all materials and intermediate goods purchased so that, for example, a firm which assembles components to make finished consumer goods will have a much larger turnover than a similar firm which

Table 1 Number of businesses, employment and turnover share by size band United Kingdom, end 1989

Employment size band	Number of businesses (thousand)	Share of total (per cent)			Cumulative (per cent)		
		Businesses	Employment	Turnover	Businesses	Employment	Turnover
1-2	2,025	67.8	12.3	4.2	67.8	12.3	4.2
3-5	596	19.9	10.0	4.7	87.7	22.4	8.9
6-10	181	6.1	6.3	4.1	93.8	28.7	13.0
11-19	92	3.1	6.0	4.3	96.9	34.6	17.3
20-49	57	1.9	7.7	6.0	98.8	42.3	23.3
50-99	18	0.6	5.8	3.7	99.4	48.1	27.0
100-199	9	0.3	7.2	13.6	99.7	55.2	40.6
200-499	6	0.2	10.6	17.9	99.9	65.8	58.4
500-999	2	0.1	6.7	11.2	100.0	72.5	69.6
1,000+	1	0.0	27.5	30.4	100.0	100.0	100.0
All	2,988						

Table 2 Number of businesses, employment and turnover share by size band United Kingdom, end 1986

Employment size band	Number of businesses (thousand)	Share of total (per cent)			Cumulative (per cent)		
		Businesses	Employment	Turnover	Businesses	Employment	Turnover
1-2	1,595	64.3	10.9	3.8	64.3	10.9	3.8
3-5	535	21.5	10.0	5.0	85.8	20.9	8.8
6-10	178	7.2	6.9	4.4	93.0	27.8	13.2
11-19	84	3.4	6.0	4.2	96.4	33.8	17.3
20-49	56	2.2	8.2	6.3	98.7	42.1	23.7
50-99	16	0.6	5.8	4.4	99.3	47.9	28.0
100-199	9	0.4	7.4	13.8	99.7	55.2	41.8
200-499	5	0.2	9.5	15.1	99.9	64.7	57.0
500-999	2	0.1	6.5	11.3	100.0	71.2	68.2
1,000+	1	0.0	28.6	31.8	100.0	100.0	100.0
All	2,481						

Figure 1 Number of firms, by employment size 1989

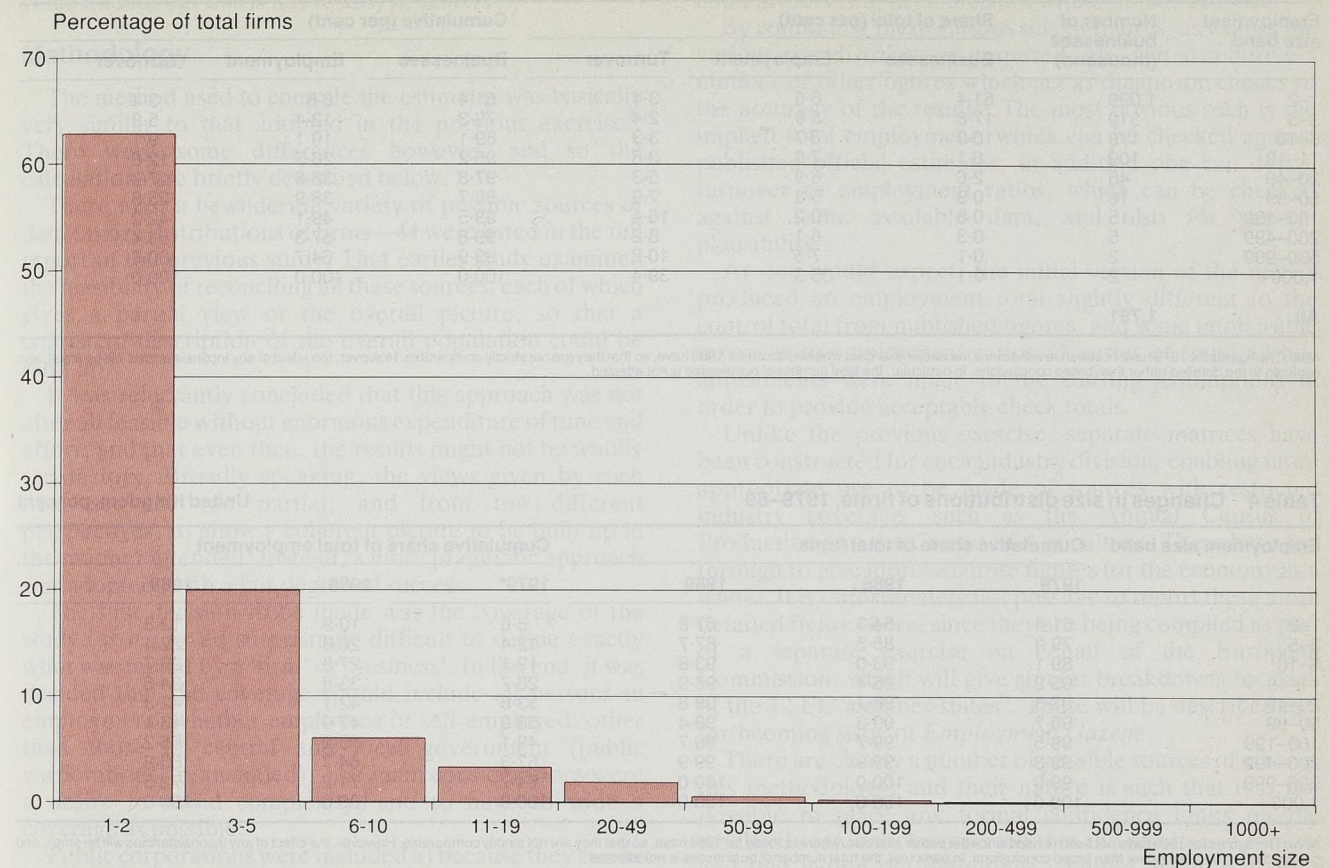


Figure 2 Numbers employed, by employment size 1989

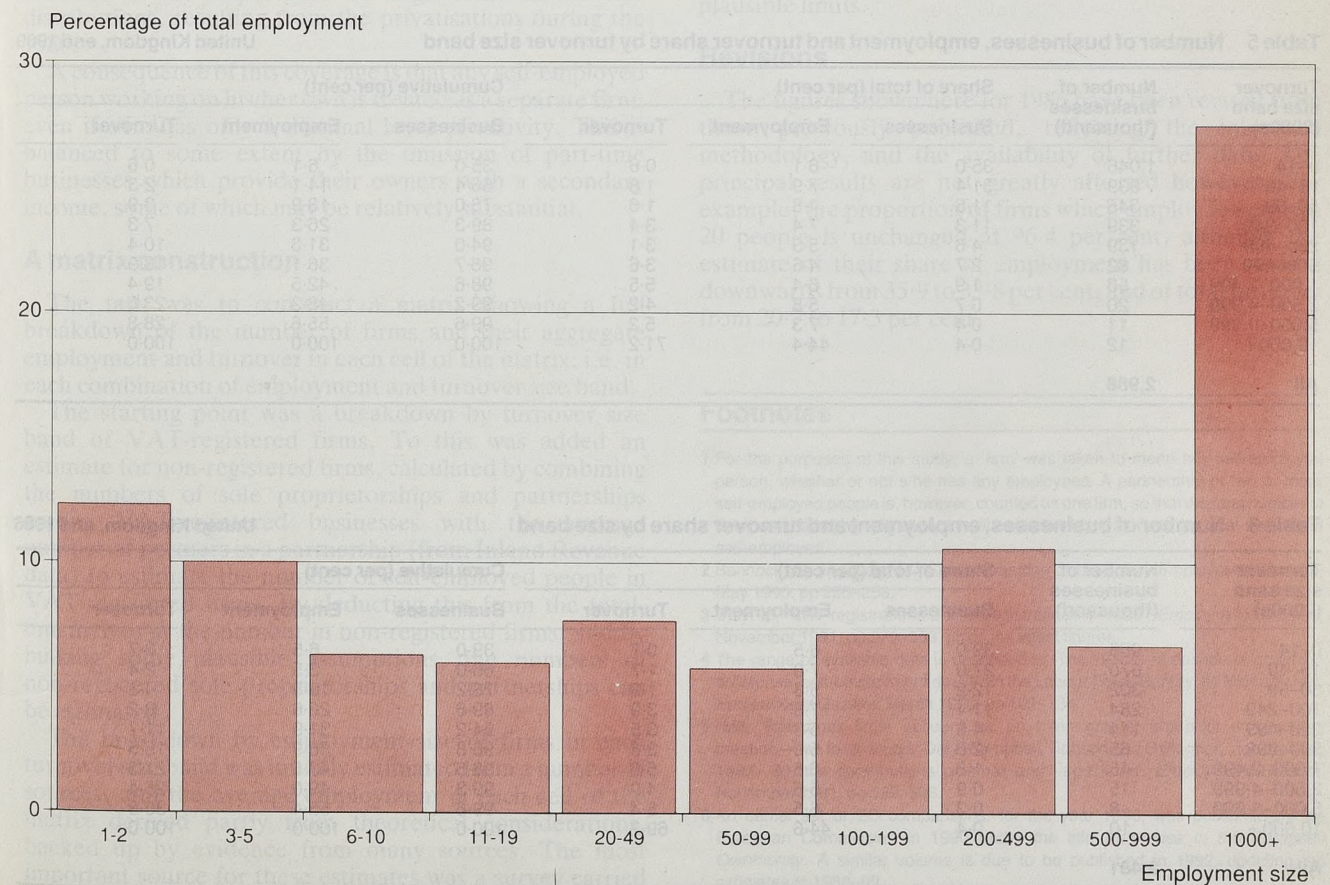


Table 3 Number of businesses, employment and turnover share by size band

United Kingdom, end 1979

Employment size band	Number of businesses (thousand)	Share of total (per cent)			Cumulative (per cent)		
		Businesses	Employment	Turnover	Businesses	Employment	Turnover
1-2	1,099	61.4	6.6	3.4	61.4	6.6	3.4
3-5	319	17.8	5.9	2.4	79.2	12.4	5.8
6-10	179	10.0	6.7	3.3	89.1	19.1	9.1
11-19	109	6.1	7.6	3.6	95.2	26.7	12.6
20-49	46	2.6	6.9	5.3	97.8	33.6	17.9
50-99	16	0.9	5.3	7.9	98.7	38.9	25.8
100-199	15	0.8	10.2	16.4	99.5	49.1	42.2
200-499	5	0.3	8.1	8.2	99.8	57.3	50.4
500-999	2	0.1	7.5	10.2	99.9	64.7	60.6
1,000+	2	0.1	35.3	39.4	100.0	100.0	100.0
All	1,791						

Note: The figures for 1979 have not been revised since the earlier exercise, whereas those for 1986 have, so that they are not strictly comparable. However, the effect of any inconsistencies will be small, and confined to the detailed rather than broad conclusions. In particular, the total number of businesses is not affected.

Table 4 Changes in size distributions of firms, 1979-89

United Kingdom, per cent

Employment size band	Cumulative share of total firms			Cumulative share of total employment		
	1979	1986	1989	1979*	1986	1989
1-2	61.4	64.3	67.8	6.6	10.9	12.3
3-5	79.2	85.8	87.7	12.4	20.9	22.4
6-10	89.1	93.0	93.8	19.1	27.8	28.7
11-19	95.2	96.4	96.9	26.7	33.8	34.6
20-49	97.8	98.7	98.8	33.6	42.1	42.3
50-99	98.7	99.3	99.4	38.9	47.9	48.1
100-199	99.5	99.7	99.7	49.1	55.2	55.2
200-499	99.8	99.9	99.9	57.3	64.7	65.8
500-999	99.9	100.0	100.0	64.7	71.2	72.5
1,000+	100.0	100.0	100.0	100.0	100.0	100.0

Note: The figures for 1979 have not been revised since the earlier exercise, whereas those for 1986 have, so that they are not strictly comparable. However, the effect of any inconsistencies will be small, and confined to the detailed rather than broad conclusions. In particular, the total number of businesses is not affected.

Table 5 Number of businesses, employment and turnover share by turnover size band

United Kingdom, end 1989

Turnover size band (£000s)	Number of businesses (thousand)	Share of total (per cent)			Cumulative (per cent)		
		Businesses	Employment	Turnover	Businesses	Employment	Turnover
0-14	1,046	35.0	6.1	0.6	35.0	6.1	0.6
15-49	939	31.4	7.9	1.8	66.4	14.1	2.3
50-99	345	11.6	4.8	1.6	78.0	18.9	3.9
100-249	339	11.3	7.4	3.4	89.3	26.3	7.3
250-499	139	4.6	5.3	3.1	94.0	31.6	10.4
500-999	82	2.7	4.6	3.6	96.7	36.1	13.9
1,000-2,499	56	1.9	6.4	5.5	98.6	42.5	19.4
2,500-4,999	20	0.7	5.8	4.2	99.2	48.3	23.6
5,000-9,999	11	0.4	7.3	5.2	99.6	55.6	28.8
10,000+	12	0.4	44.4	71.2	100.0	100.0	100.0
All	2,988						

Table 6 Number of businesses, employment and turnover share by size band

United Kingdom, end 1986

Turnover size band (£000s)	Number of businesses (thousand)	Share of total (per cent)			Cumulative (per cent)		
		Businesses	Employment	Turnover	Businesses	Employment	Turnover
0-14	968	39.0	6.5	0.7	39.0	6.5	0.7
15-49	670	27.0	7.0	1.7	66.0	13.5	2.4
50-99	302	12.2	5.3	1.9	78.2	18.8	4.3
100-249	284	11.4	7.8	3.9	89.6	26.6	8.2
250-499	114	4.6	5.3	3.5	94.2	31.9	11.7
500-999	65	2.6	5.0	3.8	96.8	36.9	15.5
1,000-2,499	45	1.8	6.6	5.8	98.6	43.5	21.3
2,500-4,999	15	0.9	5.5	4.0	99.3	49.0	25.4
5,000-9,999	8	0.3	6.5	5.4	99.6	55.4	30.8
10,000+	10	0.4	44.6	69.2	100.0	100.0	100.0
All	2,481						

manufactures the components. A more useful measure is value added; but this is not readily obtainable.

Methodology

The method used to compile the estimates was basically very similar to that adopted in the previous exercise². There were some differences however, and so the calculations are briefly described below.

There exist a bewildering variety of possible sources of data on size distributions of firms—44 were listed in the full report of the previous study. That earlier study examined the feasibility of reconciling all these sources, each of which gives a partial view of the overall picture, so that a consistent description of the overall population could be built up.

It was reluctantly concluded that this approach was not after all feasible without enormous expenditure of time and effort; and that even then, the results might not be wholly satisfactory. Broadly speaking, the views given by each data set are too partial, and from too different perspectives, to allow a coherent picture to be built up in the manner intended. Instead, a more pragmatic approach was adopted, with a fair degree of success.

The first decision to be made was the coverage of the study, as it proved surprisingly difficult to define exactly what was meant by a 'firm' or 'business'. In the end, it was decided that the coverage should include all persons in employment, whether employees or self-employed, other than those in central and local government (public corporations are included). The main considerations were a desire to avoid complexity, and to have as wide a coverage as possible.

Public corporations were included a) because they can be regarded as being similar to large private sector companies, and b) if they were excluded, there would be an artificial increase in the importance of large firms in the size distributions, resulting from the privatisations during the 1980s.

A consequence of this coverage is that any self-employed person working on his/her own is treated as a separate firm, even if s/he has only a minimal level of activity. This is balanced to some extent by the omission of part-time businesses which provide their owners with a secondary income, some of which may be relatively substantial.

A matrix construction

The task was to construct a matrix showing a full breakdown of the number of firms and their aggregate employment and turnover in each cell of the matrix; i.e. in each combination of employment and turnover size band.

The starting point was a breakdown by turnover size band of VAT-registered firms. To this was added an estimate for non-registered firms, calculated by combining the numbers of sole proprietorships and partnerships among VAT-registered businesses with the average number of partners in a partnership (from Inland Revenue data) to estimate the number of self-employed people in VAT-registered firms. By deducting this from the total, one arrives at the number in non-registered firms, and by making some plausible assumptions, the numbers of non-registered sole proprietorships and partnerships can be estimated.

The breakdown by employment size of firms in each turnover size band was initially estimated from a number of sources, and the average employment in each cell of the matrix derived partly from theoretical considerations, backed up by evidence from many sources. The most important source for these estimates was a survey carried

out for the European Commission by Graham Bannock and Partners Ltd, in connection with a similar exercise.

By combining these various sets of figures, as well as the various size distributions required, one can also derive a number of other figures which act as diagnostic checks of the accuracy of the results. The most obvious such is the implied total employment, which can be checked against published official estimates; in addition one can derive turnover to employment ratios, which can be checked against some available data, and also for general plausibility.

As one would expect, the initial version of the matrix produced an employment total slightly different to the control total from published figures, and some implausible turnover to employment ratios. A series of small ad hoc adjustments were made to the starting assumptions in order to provide acceptable check totals.

Unlike the previous exercise, separate matrices have been constructed for each industry division, enabling more appropriate use to be made of sources with restricted industry coverage, such as the Annual Census of Production and the Census of Agriculture. These have fed through to give more accurate figures for the economy as a whole. It is unfortunately not possible to report these more detailed figures here, since they are being compiled as part of a separate exercise on behalf of the European Commission, which will give similar breakdowns for each of the 12 EC member states⁶. These will be described in a forthcoming issue of *Employment Gazette*.

There are clearly a number of possible sources of error in this methodology; and their nature is such that it is not possible to place any formal confidence limits on the results. It can only be asserted that the results are robust, and that within the definitions adopted, it did not seem possible to arrive at substantially different results without some of the implicit check totals and ratios going outside plausible limits.

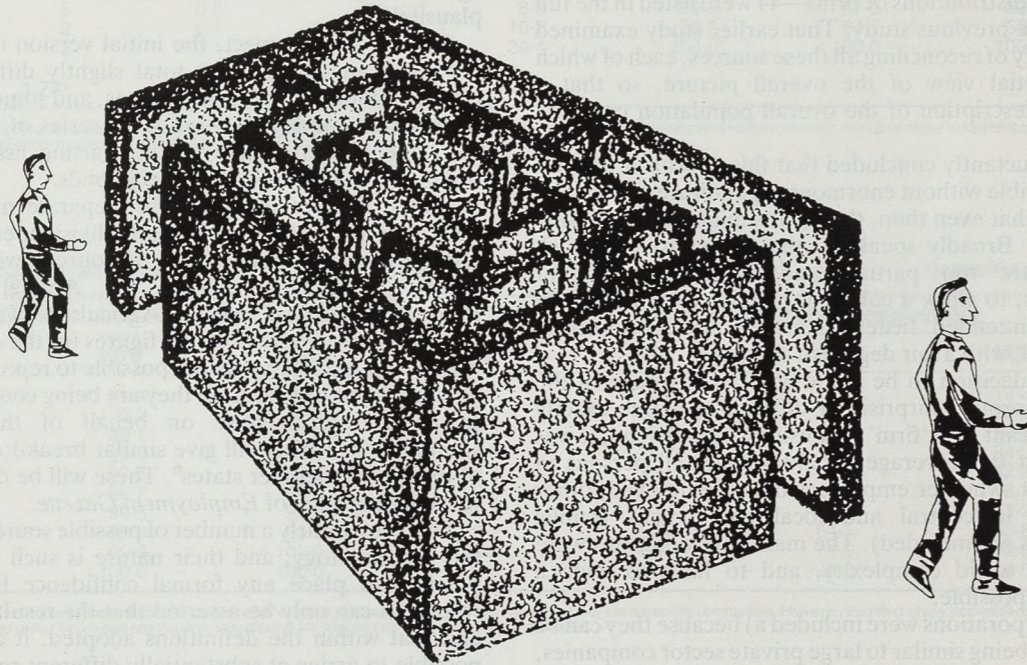
Revisions

The figures shown here for 1986 have been revised from those previously published, reflecting the improved methodology, and the availability of further data. The principal results are not greatly affected however. For example, the proportion of firms which employ fewer than 20 people is unchanged at 96.4 per cent, although the estimate of their share of employment has been revised downwards from 35.9 to 33.8 per cent, and of total turnover from 20.7 to 17.3 per cent.

Footnotes

- 1 For the purposes of this study, a 'firm' was taken to mean any self-employed person, whether or not s/he has any employees. A partnership of two or more self-employed people is, however, counted as one firm, so that the total number of firms estimated by this study is still considerably less than the total number of self-employed.
- 2 Bannock, G, and Daly, M, 'Size distribution of UK firms,' *Employment Gazette*, May 1990, pp 255-258.
- 3 Daly, M, 'VAT registrations and deregistrations in 1990', *Employment Gazette*, November 1991, pp 579-558, gives the latest figures.
- 4 The range of available data is described in 'The 1980s—a decade of growth in enterprise: self-employment data from the Labour Force Survey' by Michael Daly, *Employment Gazette*, March 1990, pp 109-134.
- 5 Note that small firms account for an even greater share of employment creation—see for example: Daly, Campbell, Robson and Gallagher, 'Job creation 1987-89: the contributions of small and large firms', *Employment Gazette*, November 1991, pp 589-596.
- 6 An earlier set of EC comparisons, for the year 1986, was published by the European Commission in 1990 under the title *Enterprise in the European Community*. A similar volume is due to be published in 1992, updating the estimates to 1988-89.

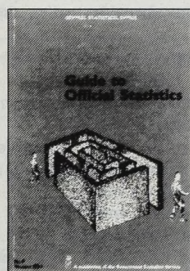
*Why waste time searching
for what we already have?*



When you need facts and figures fast get the

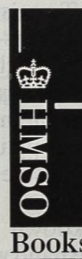
Guide to Official Statistics

16 detailed chapters, over 100 sections and 600 subsections, all containing vital information about sources of government and important non-government statistics for the United Kingdom. In addition the **Guide to Official Statistics** notes regular and occasional reports and articles as useful, additional sources of information. It is an essential fact-finder for everyone needing to trace primary sources of statistics. Libraries, business, industry, education and the media all need to know where to find the facts – fast.



Guide to Official Statistics No 5, Revised 1990 £24
ISBN 0 11 620394 3

Published by HMSO for the Central Statistical Office.
HMSO Books are available from HMSO Bookshops,
Agents (see Yellow Pages) and through booksellers.



Labour Market Data

Contents

Commentary	S2	Industrial disputes	
Employment		4.1 Totals; industries; causes	S47
0.1 Background economic indicators	S7	4.2 Stoppages of work: summary	S47
1.1 Workforce	S8	C2 Earnings chart	S48
1.2 Employees in employment: industry time series	S9	Earnings	
1.3 Employees in employment: production industries	S11	5.1 Average earnings index: industrial sectors	S49
1.4 Employees in employment: industries	S12	5.3 Average earnings index: industries	S50
1.5 Employees in employment by region	S14	5.4 Average earnings and hours: manual workers	S52
1.8 Output, employment and productivity	S16	5.5 Index of average earnings: non-manual workers	S52
1.9 International comparisons	S18	5.6 Average earnings and hours: all employees	S54
1.11 Overtime and short-time: manufacturing	S20	5.8 Unit wage costs	S55
1.12 Hours of work: manufacturing	S20	5.9 International comparisons	S56
C1 Unemployment	S21	C3 Retail prices chart	S57
Unemployment		Retail prices	
2.1 UK summary	S22	6.1 Recent index movements	S58
2.2 GB summary	S22	6.2 Detailed indices	S58
2.3 Regions	S24	6.3 Average for selected items	S59
2.4 Assisted and local areas	S27	6.4 General index: time series	S60
2.5 Detailed categories GB/UK	S29	6.5 Changes on a year earlier: time series	S62
2.7 Age	S30	6.6 Pensioner household indices	S62
2.8 Duration	S30	6.7 Group indices for pensioner households	S63
2.9 Counties and local authority districts	S31	6.8 International comparisons	S64
2.10 Parliamentary constituencies	S34	Tourism	
2.13 Students	S38	8.1 Employment	S66
2.14 Temporarily stopped	S38	8.2 Earnings and expenditure	S66
2.15 Rates by age	S39	8.3 Visits to UK	S67
2.18 International comparisons	S40	8.4 Visits abroad	S68
2.19 UK flows	S42	Other facts and figures	
2.20 GB flows by age	S43	9.2 Numbers benefiting from EAS	S69
2.30 Confirmed redundancies: regions	S44	9.3 Placement of disabled jobseekers	S69
2.31 Confirmed redundancies: industries	S44	9.7 Regional development grants	S69
Vacancies		9.8 Regional development grants over £100,000	S70
3.1 UK summary: seasonally adjusted: flows	S45	Definitions and conventions	S71
3.2 Summary: seasonally adjusted: regions	S45	Index	S72
3.3 Summary: regions	S46		

Publication dates of main economic indicators Feb–Apr 1992

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

February 13, Thursday
March 19, Thursday
April 16, Thursday

Retail Prices Index

February 14, Friday
March 20, Friday
April 10, Friday

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

Unemployment and vacancies: 071-273 5532.
Retail Prices Index: 0923 815281 (Ansafo Service)

Employment and hours: 0928 715151 ext. 2564/5/6.
Average Earnings Index: 0928 794591/794547.

Labour market commentary

Summary

The workforce in employment in the United Kingdom was 25,940,000 in September 1991. This represents a fall of 232,000 in the third quarter of 1991 and a fall of 873,000 over the year to September 1991.

The number of employees employed in manufacturing industry in Great Britain, at 4,653,000, is estimated to have fallen by 21,000 in November 1991. Employment in manufacturing fell by 354,000 over the year to November 1991, compared with a fall of 94,000 in the previous twelve months.

Unemployment in the UK (seasonally adjusted) rose by 31,100 between November and December 1991 to 2,546,000. This was the twenty-first consecutive month that unemployment has risen. The level is now 939,400 higher than in March 1990 when the current upward trend began. Unemployment is at its highest level since December 1987

(2,557,000) but remains 578,000 (19 per cent) lower than at its peak in July 1986. The unemployment rate in December 1991 was 9.0 per cent of the workforce, an increase of 0.2 percentage points from the rate for November.

The underlying rate of increase in average earnings in Great Britain in the year to November 1991 was 7½ per cent (provisional estimate), unchanged from the rate for October. Average earnings are now increasing at a rate 2¾ percentage points below the July 1990 peak.

Output for the manufacturing sector in the three months ending November 1991 was 4 per cent lower than in the three months ending November 1990. Unit wage costs in manufacturing in the three months to November 1991 were 5 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 4.5 per cent in December 1991, compared with 4.3 per cent for the year to November 1991. It is provisionally estimated that

0.8 million working days were lost through stoppages of work due to industrial disputes in the 12 months to November 1991. This compares with 2.2 million days lost in the previous 12 months and an annual average over the ten-year period ending November 1990 of 6.2 million days.

Overseas residents made an estimated 1,520,000 visits to the United Kingdom in October 1991, while United Kingdom residents made about 3,020,000 visits abroad.

Economic background

The latest output based estimate for the United Kingdom economy shows that *Gross Domestic Product* (GDP) in the third quarter of 1991 was ¼ per cent higher than in the previous quarter, but was almost 2½ per cent lower than in the same quarter of 1990.

Output of the production industries in the three months to

November 1991 decreased by ½ per cent compared with the previous three months, and was 1½ per cent lower than in the same period a year earlier.

Manufacturing output in the three months to November 1991 fell by 1 per cent compared to the previous three months and was 4 per cent lower than in the same period a year earlier. Within manufacturing, between the two latest three-month periods, there was an increase of 2 per cent in the output of the chemicals industry. There were falls of 3 per cent in the output of engineering and allied industries, 2 per cent in the output of the metals industry and 1 per cent in the output of 'other minerals', textiles and clothing, and 'other manufacturing'. The output of food, drink and tobacco was almost unchanged.

In the three months to November 1991 output in the energy sector was 1 per cent higher than in the previous three months and was 6½ per cent higher than in the same period a year earlier. Latest estimates suggest that in the third quarter of 1991 *consumers' expenditure* was £66.7 billion (at 1985 prices and seasonally adjusted), broadly unchanged on the level of the second quarter but almost 2½ per cent lower than the same period a year earlier.

The provisional December 1991 estimate of the volume of *retail sales* is below the figure for November and little changed from the October 1991 level. Over the period October 1991 to December 1991, sales were ¼ per cent lower than in the previous three months (after seasonal adjustment) and ¼ per cent higher than in the same period a year earlier.

New credit advanced to consumers in November 1991 (excluding loans by banks on personal accounts, insurance companies and retailers) was estimated to have been £3.7 billion (seasonally adjusted), compared to £4.0 billion in October 1991. *Total consumer credit* outstanding at the end of November 1991 is estimated to have been £30.4 billion (seasonally adjusted) nearly 3½ per cent higher than a year earlier.

Fixed investment (capital expenditure, see Table 0.1 note 8 for definition) in the third quarter of 1991 at constant prices was estimated to have been 2½ per cent lower than in the previous quarter and 11 per cent lower than the same period a year earlier. *Fixed investment by the manufacturing industries* (including

leased assets and seasonally adjusted) for the third quarter of 1991 was 2½ per cent higher than in the previous quarter but almost 12 per cent lower than in the corresponding quarter of 1990.

The latest estimate of *stockbuilding by manufacturers, wholesalers and retailers* in the third quarter of 1991 (at 1985 prices and seasonally adjusted) indicates a fall of £277 million following a fall of £1,390 million in the previous quarter.

Manufacturers reduced their stocks by £125 million following a fall of £926 million in the third quarter. Wholesale stocks fell by £292 million in the third quarter following a fall of £241 million in the previous quarter. Retailers increased their stocks by £140 million following a reduction of £223 million in the previous quarter.

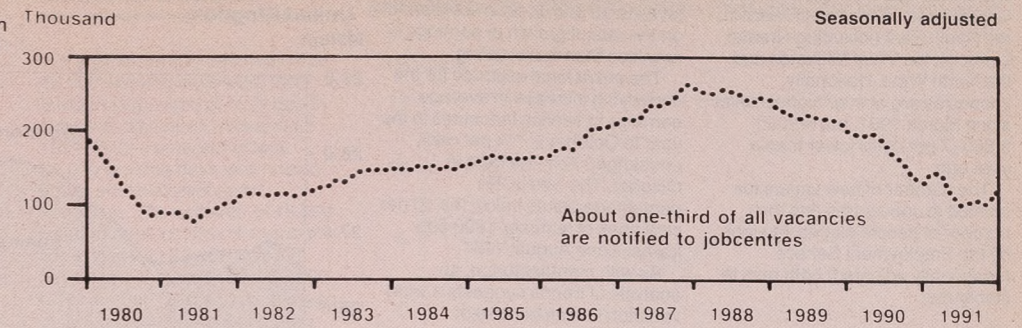
Visible trade in the three months to November 1991 was in deficit by £2.6 billion, compared with £1.8 billion in the previous three months. The surplus on trade in oil was £0.5 billion in the three months to November while the deficit on non-oil trade rose by £1.1 billion to £3.1 billion.

The *volume of exports*, excluding oil and erratic items, in the three months to November 1991 was 1½ per cent lower than in the previous three months but 1 per cent higher than a year earlier. *Import volume*, excluding oil and erratic items, in the three months to November 1991 was ½ per cent higher than in the previous three months and 1 per cent lower than a year earlier.

The *current account of the balance of payments* in the three months to November 1991 was estimated to have been in deficit by £1.7 billion, compared with a deficit of £0.5 billion in the previous three months.

Sterling's effective Exchange Rate Index (ERI) for December 1991 was 91.2 (1985=100) slightly higher than November 1991. The currency rose by 2½ per cent against the US Dollar, by 1½ per cent against the Japanese Yen, but fell by 1 per cent against the

JOBCENTRE VACANCIES: United Kingdom



Deutschemark. ERI was 2 per cent lower than November 1990; over the period sterling fell by 5 per cent against the US Dollar, by 9½ per cent against the Japanese Yen and by 1 per cent against the Deutschemark.

On September 4 1991, the UK *base lending rate* was reduced from 11 per cent to 10.5 per cent which followed the ½ per cent reduction announced on July 12.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in December 1991 is provisionally estimated to have been £1.2 billion.

Privatisation proceeds amounted to £1.8 billion in December from the first instalment of the November sale of BT holdings. The PSBR excluding privatisation proceeds was £17.5 billion in the nine months of 1991-92, compared with £5.8 billion in the same period last year.

Employment

New figures are available this month for the United Kingdom workforce in employment for September 1991 and for employees in the production industries in Great Britain in November 1991.

The United Kingdom workforce in employment (employees in employment, self-employed

persons, members of HM Forces and participants in work-related government training programmes) was 25,940,000 in September 1991. This represents a fall of 873,000 over the year and a fall of 232,000 in the third quarter of 1991. It is now 949,000 below the June 1990 peak (assuming no change in self-employment).

New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 21,000 in November 1991 to 4,653,000. This follows falls of 20,000 in October, 18,000 in September and 36,000 in August 1991. Over the year to November 1991, employment in manufacturing industries fell by 354,000 compared with a fall of 94,000 in the previous year.

The number of employees in the energy and water supply industries in Great Britain stood at 433,000 in November 1991, no change since October 1991. This follows falls of 1,000 in August and 9,000 in September 1991.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 9.76 million hours per week in November 1991, a rise of 0.35 million hours per week since October.

Short-time working by operatives stood at 0.76 million hours per week in November 1991, a rise of 0.02 million hours per week since October.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which

takes account of hours of overtime and short time as well as normal basic hours) stood at 99.1 in November 1991 compared with 98.8 in October 1991.

Unemployment and vacancies

The *seasonally adjusted level of claimant unemployment* in the United Kingdom increased by 31,100 between November and December 1991 to 2,546,000. This was the twenty-first consecutive month that unemployment has risen but, with the exception of October's, was the smallest monthly increase since September 1990. The level is now 939,400 higher than in March 1990 when the current upward trend began.

Unemployment is now at its highest level since December 1987 (2,557,000), but remains 578,000 (19 per cent) lower, than at its peak in July 1986. The unemployment rate in December 1991 was 9.0 per cent of the workforce, an increase of 0.2 percentage points from the rate for November.

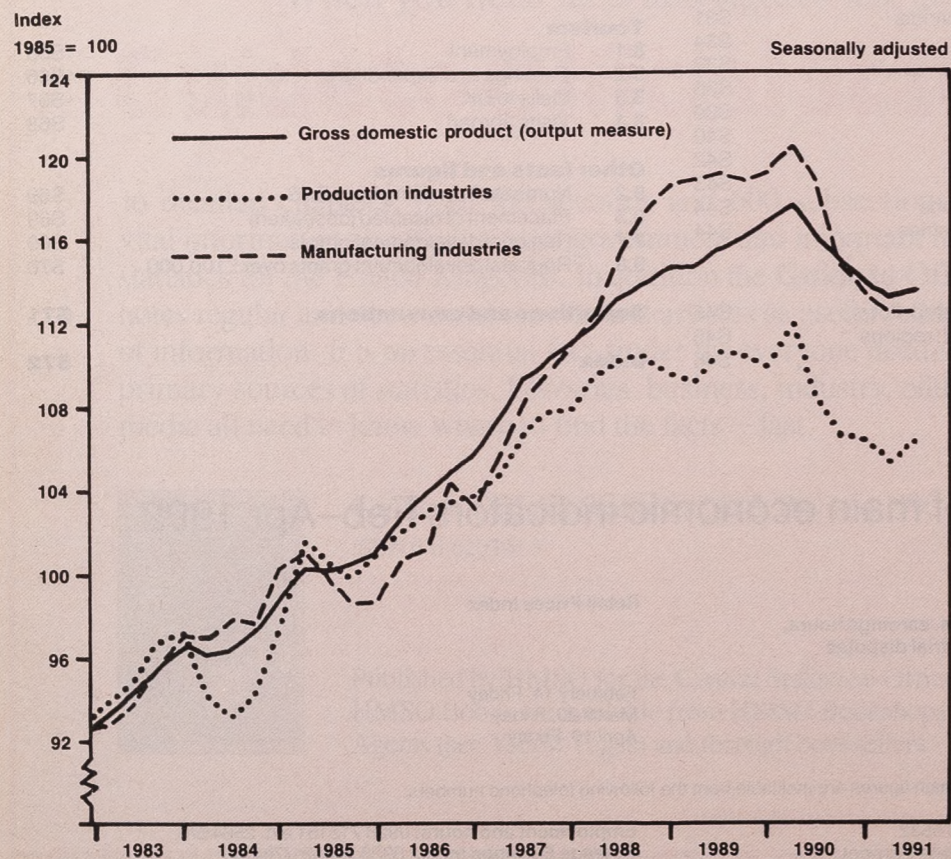
Between November and December 1991 total unemployment increased in all regions of the UK, with the exception of Northern Ireland where unemployment remained unchanged. There were small falls in the number of women unemployed in the Northern region and Scotland, but these were more than offset by increases in male unemployment. The largest rises in the unemployment rate were in the South East (including Greater London), the South West and the East Midlands, all up 0.2 percentage points.

The unemployment rate is higher than a year ago in all regions of the UK. There has been an increase in the United Kingdom rate in the 12 months to December 1991 of 2.5 percentage points.

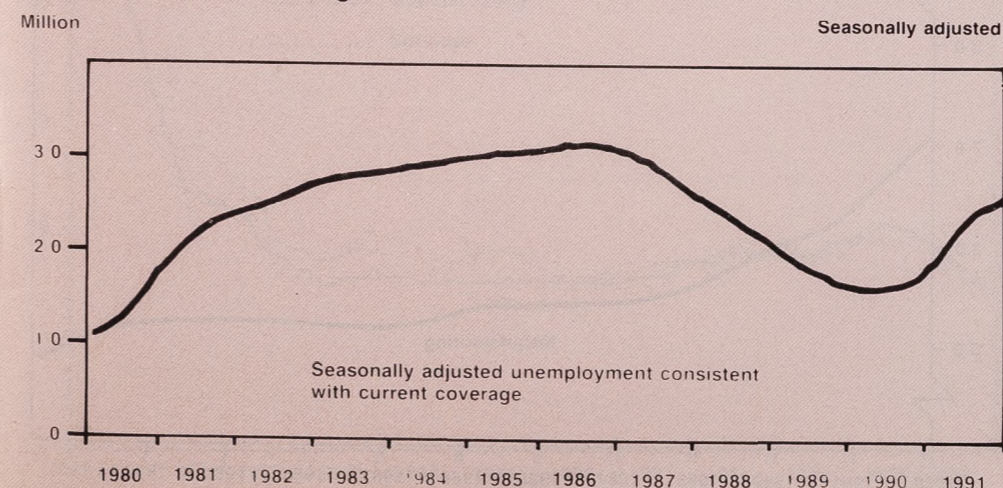
The UK unadjusted total of claimants increased by 79,932 between November and December 1991 to 2,551,727 or 9.0 per cent of the workforce, an increase of 0.3 percentage points from the rate for November 1991.

The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) rose by 14,000 between November and

OUTPUT INDICES: United Kingdom



UNEMPLOYMENT: United Kingdom



December 1991, to 123,700. The largest rises on the month were in the South East (including Greater London), the West Midlands and the North West. Nationally, vacancies are at their highest level since March 1991, but remain 9,800 (7 per cent) lower than a year ago.

The number of new vacancies notified to Jobcentres and the number of people placed into jobs by the Employment Service (seasonally adjusted) both rose in December.

Average earnings

The underlying rate of increase in average earnings for the whole economy in the year to November 1991 was provisionally estimated to be 7½ per cent, unchanged from the rate for October. This is 2¾ percentage points below the peak rate of 10¼ per cent recorded in July 1990, and the lowest rate for 4½ years. A lower figure has not been recorded since the series began in 1980, and it is estimated that earnings growth would last have been lower in 1967.

In the production industries the provisional underlying increase in average earnings in the year to November was 8½ per cent, unchanged from the corresponding rate in October. The rate of increase in the energy and water industries remained in double figures. Within the production sector, the 8 per cent underlying increase for manufacturing was unchanged from the rates for each of the previous 3 months, and 1½ percentage points below summer 1990's plateau of 9½ per cent.

Underlying rates of increase in earnings are not calculated for the individual industry groups that comprise manufacturing, but it is clear from an analysis of trends that there is a wide range of rates of increase at the industry group level (ie that for which index numbers are given in Table 5-3). Earnings growth in mineral extraction and manufacturing, and in metal goods manufacture n.e.s. was running at between 5 and 6 per cent per annum in November 1991. At the other end of the scale earnings were growing at between 9 and 10 per cent per annum in food drink and tobacco, mechanical engineering, and chemicals and man-made fibres, three groups which comprise over 40 per cent of the manufacturing sector in wage bill terms. Textiles and electrical electronic and instrument engineering had earnings growing at between 7 and 9 per cent, and in the remaining 6 industry groups, earnings growth rates were between 6 and 7 per cent a year.

Overtime working in manufacturing continued to be substantially lower than a year earlier, but the sharp decline seen

at the beginning of 1991 has now levelled off and its downward effect on the rate of growth of earnings is now less than in the spring.

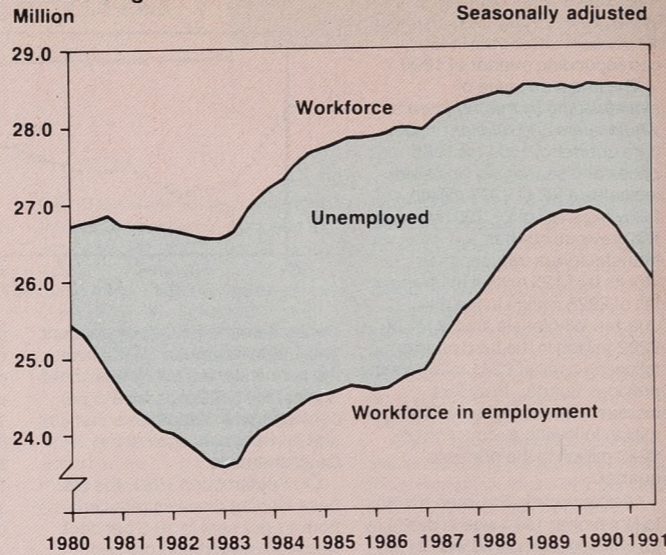
The provisional estimate for the underlying increase in average earnings in service industries in the year to October is 7¼ per cent, unchanged from the rate in October. The rate is 2¾ percentage points below the 10 per cent peak of summer 1990 and lowest since August 1987.

As with manufacturing, an analysis of trends suggests a wide variation in annual rates of earnings growth among the industry groups that comprise the services sector. Distribution and repairs, banking, finance, insurance and business services, and other services (40 per cent of the sector) were growing at under 7 per cent per annum in November 1991. Hotels and catering, and public administration (20 per cent of the sector), were growing at between 7 and 8 per cent, while earnings in education and health services and transport and communications (the remaining 40 per cent of the sector) were growing at over 8 per cent a year.

Productivity and unit wage costs

For the three months ending November 1991, manufacturing output was 4 per cent below the

WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



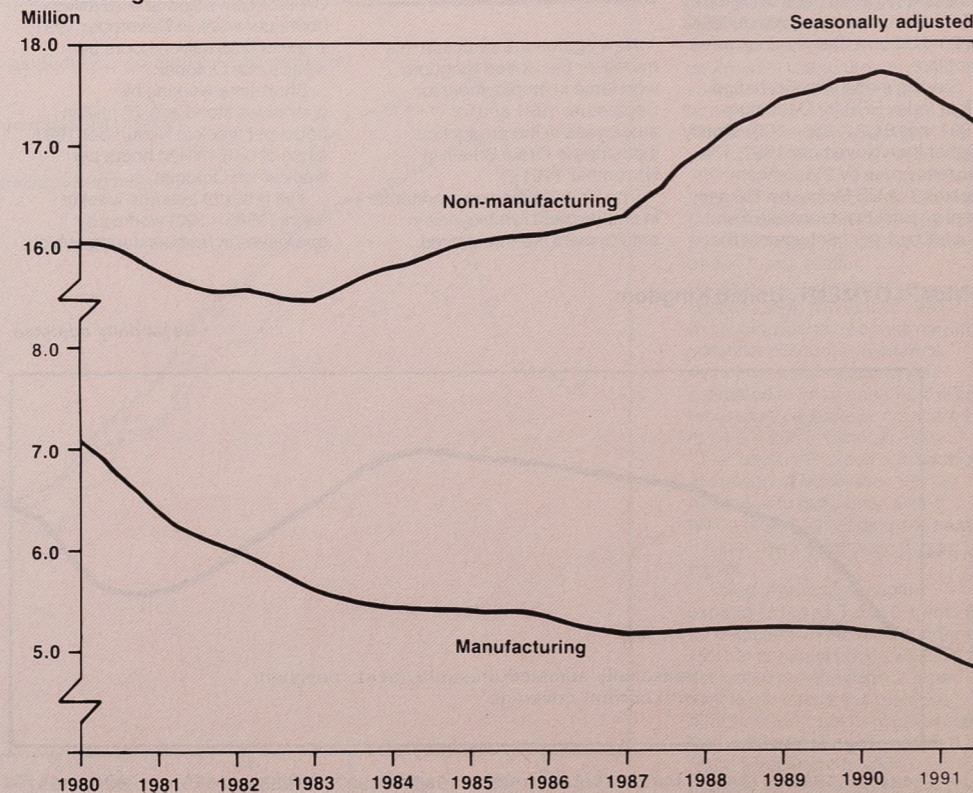
level for the corresponding period of 1990. With employment levels falling by 6½ per cent over the last year, productivity in output per head terms showed a rise of 2¾ per cent, the highest rate since July 1989. The output per hour measure of productivity, which takes account of the fact that fewer hours are being worked than at the same time in 1990, was equal to the record level of July 1991, and 4.1 per cent higher than in November 1990.

Wages and salaries per unit of output in manufacturing in the

three months to November 1991 were 5 per cent higher than in the same period a year earlier. This is 1¼ percentage points lower than the corresponding rate for October and 6½ percentage points lower than the peak of 11½ per cent in April 1991. The 5 per cent increase resulted from the just below 8 per cent rise in average earnings (in seasonally adjusted terms) and the 2¾ per cent rise in productivity.

Productivity figures for the whole economy in the third quarter of 1991 show that output per head was ½ per cent higher than in the

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



same quarter of 1990. Output fell by 2½ per cent in the year to the third quarter of 1991 but this was accompanied by a 3 per cent fall in the employed labour force. Nonetheless, the half per cent rise in productivity is the best performance for 15 months.

Unit wage cost figures for the whole economy for the third quarter of 1991 showed an increase of 7 per cent on the third quarter of 1990. This was 3½ percentage points lower than the 10½ per cent peak rate of the third quarter of 1990.

Prices

The 12-month rate of increase in the 'all-items' retail prices index for December was 4.5 per cent, up from 4.3 per cent in November. Excluding mortgage interest payments the annual rate of price increases rose to 5.8 per cent from 5.7 per cent. The rise in the 'all-items' annual rate reflects sharp falls in December 1990 in petrol prices and also a small fall in mortgage interest rates last year which drop out of the 12-month comparison.

Between November and December 1991 the level of the 'all-items' RPI rose by 0.1 per cent, compared with a fall of 0.1 per cent a year ago. There were price increases for food, tobacco and some household goods. There was also a rise in housing costs but petrol prices fell (albeit less sharply than a year ago) and there were a number of other price reductions.

The annual rate of increase in the tax and prices index was 4.0 per cent for December, up slightly from 3.8 per cent for November.

Industrial disputes

It is provisionally estimated that 45,000 working days were lost through stoppages of work due to industrial disputes in November 1991. Of this provisional total 34,000 working days were lost in public administration and education. The estimate of 45,000 working days lost this November compares with 83,000 working days lost in October 1991, 65,000 in November 1990 and an average of 521,000 for November during the ten-year period 1981 to 1990.

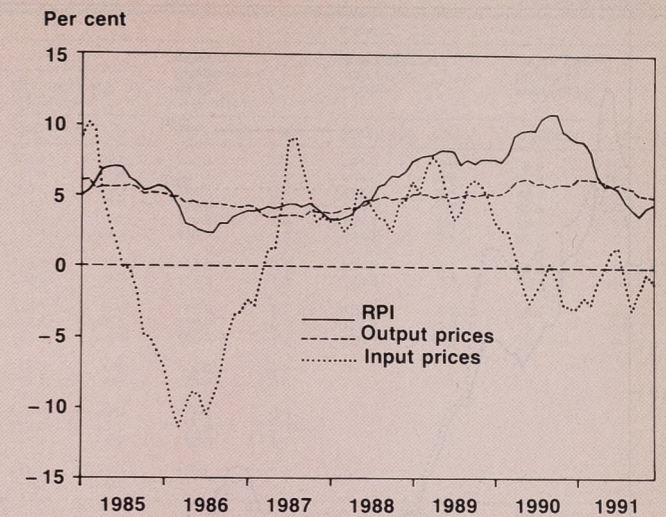
In the 12 months to November 1991 a provisional total of 0.8 million working days were lost compared with a figure of 2.2 million days in the previous 12 months and an annual average over the ten-year period ending November 1990 of 6.2 million days.

During the 12 months to November 1991 a provisional total of 371 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 629 stoppages in the 12 months to November 1990 and an annual average in the ten-year period ending November 1990 of 1,069 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that there were 1,520,000 visits to the UK by overseas residents in October 1991, which was 1 per cent lower than the figure for

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



October 1990. There was a rise of 5 per cent in visits by residents of Western Europe and falls of 10 per cent in visits by residents of North America, and 8 per cent in visits from other parts of the world. Of the total number of visits, 920,000 were by residents of Western Europe, 310,000 by residents of North America and 290,000 by residents of other parts of the world.

UK residents made an estimated 3,020,000 trips abroad in October 1991, a fall of 2 per cent compared with October 1990. The number of visits to Western Europe fell by 5 per cent, but there were rises of 9 and 10 per cent in visits to North America and other parts of the world respectively. Western Europe is the most popular destination with an estimated

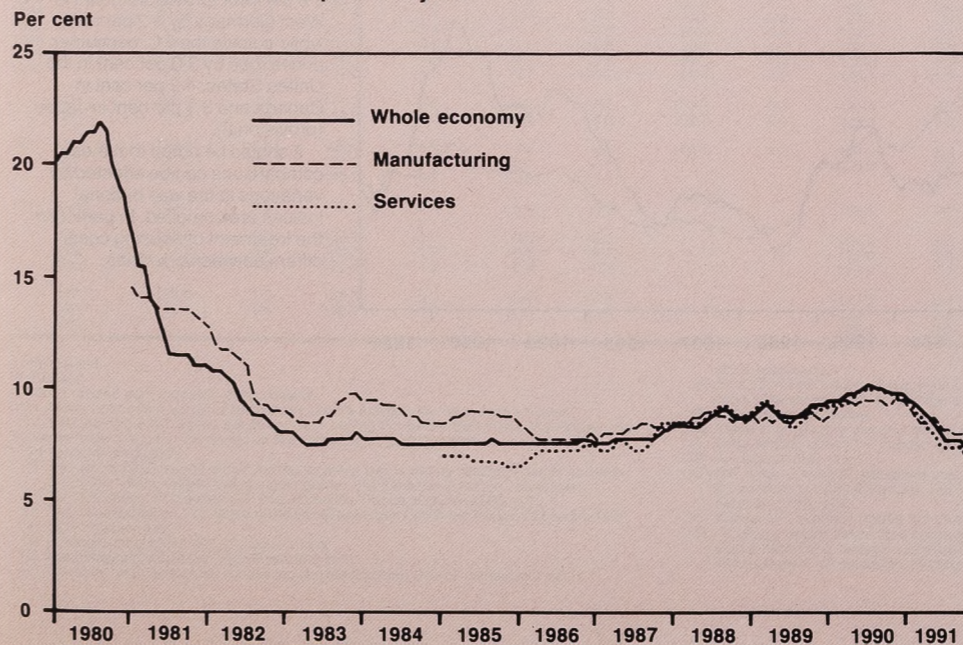
2,420,000 visits being made in October 1991. There were an estimated 330,000 visits to North America, and an estimated 270,000 visits to other parts of the world.

UK residents spent an estimated £1,050 million abroad in October 1991, an increase of 6 per cent compared to October 1990, while overseas residents spent an estimated £650 million in the UK, a decrease of 4 per cent compared to October 1990. This resulted in a balance of payments' deficit of £400 million on the travel account for October 1991.

During the first ten months of 1991 the number of visits to the UK by overseas residents decreased by 7 per cent compared with the same period of 1990, to 14,520,000. The number of visits by UK residents going abroad during the first ten months of 1991, at 27,620,000, was 2 per cent lower than the same period a year earlier. Overseas residents' expenditure in the UK decreased by 8 per cent to £6,195 million, whilst UK residents' expenditure abroad rose by 1 per cent compared with the previous year, to £9,065 million.

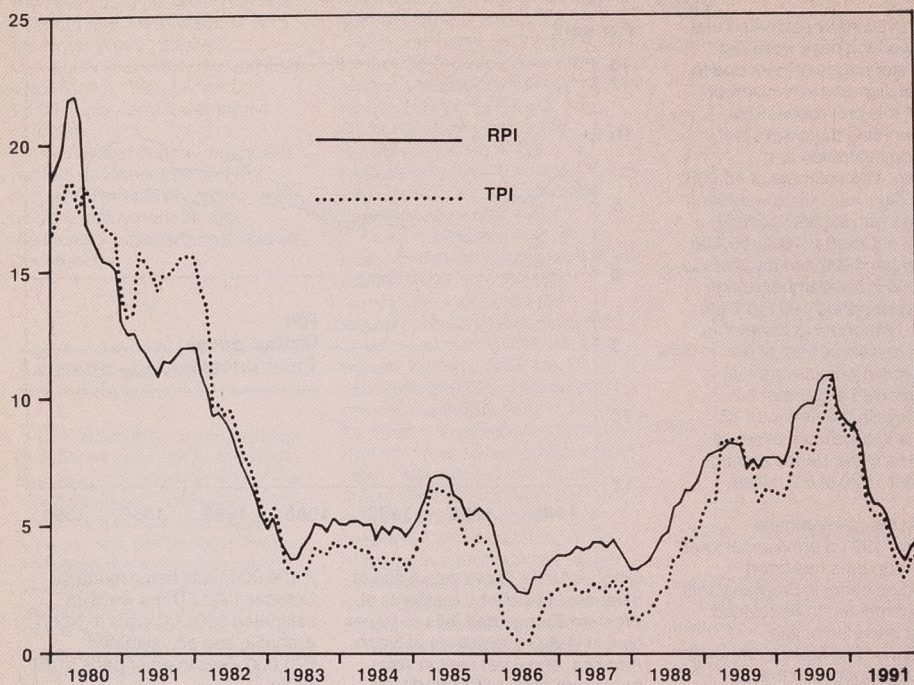
In the twelve months ending October 1991, the number of visits to the UK by overseas residents fell by 6 per cent, to 16,850,000. The number of visits abroad by UK residents fell by 1 per cent compared with the previous twelve months to 30,730,000. Expenditure by overseas residents in the twelve months to October 1991 fell by 7 per cent compared with the previous twelve months to £7,250 million. Over the same period, expenditure by UK residents going abroad rose by 1 per cent to £10,010 million. As a result, the deficit on the travel account of the balance of payments, for the twelve month period ending in October 1991, was £2,760 million, compared with £2,149 million in the corresponding period a year ago.

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



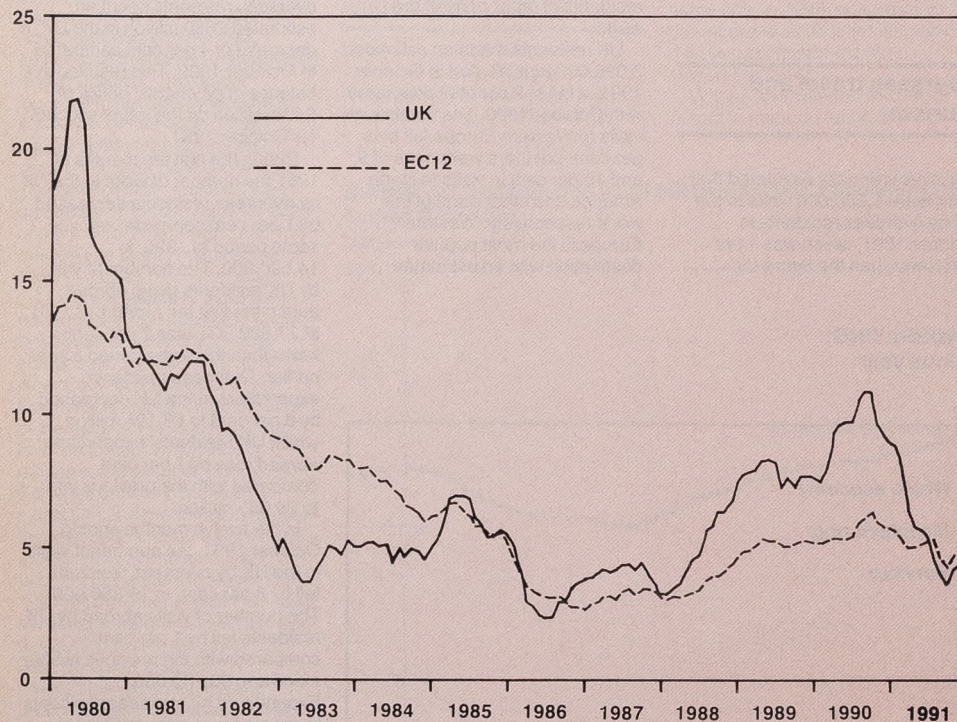
RPI AND TPI: United Kingdom, increases over previous year

Per cent



CONSUMER PRICES INDICES: Increases over previous year

Per cent



International comparisons

The latest international comparisons show that the unemployment rate in the United Kingdom remains lower than in Spain and Ireland amongst our European partners but is above the EC average (10.2 per cent in UK compared with the EC average of 9.3 per cent in November 1991). The UK rate is also lower than in Australia.

There have been rises in unemployment in most major industrialised countries in recent months, as well as the UK. However, the rate of increase has been fastest in the United Kingdom.

The underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to November, at 8 per cent, compares unfavourably with the latest figures for the OECD countries, which are shown in Table 5.9. Although precise comparisons are not possible because of differences in definition, the increase in average earnings in Great Britain is higher than the increases in 10 of the 13 countries shown. The latest available OECD estimates of manufacturing productivity show that 6 of the 11 countries (excluding Belgium and Denmark) for which figures are not available had faster annual growth than Great Britain, which grew by 1.0 per cent in the year to quarter 3 of 1991. Unit wage costs in Great Britain are still higher than in most OECD countries.

In EC countries there was a provisional average rise in consumer prices of 4.8 per cent over the 12 months to November 1991, compared with 4.3 per cent in the UK. Over the same period consumer prices rose in France by 3.0 per cent (provisional) and in West Germany by 4.2 per cent, while outside the EC, consumer prices rose by 3.0 per cent in the United States, 4.2 per cent in Canada and 3.1 per cent in Japan (provisional).

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

BACKGROUND ECONOMIC INDICATORS* 0.1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure ^{2,15}		Output						Income			
	GDP ^{3,4,15}		Index of output UK				Index of production OECD countries ¹		Real personal disposable income		Gross trading profits of companies ⁷	
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%
1985	100.0	3.8	100.0	3.4	100.0	5.5	100.0	2.7	100.0	2.8	38.8	31.1
1986	103.6	3.6	103.3	3.3	107.4	2.4	101.3	1.3	101.1	4.6	45.3	16.8
1987	108.3	4.5	108.1	4.6	105.7	3.2	106.6	5.2	104.8	3.7	43.0	-5.1
1988	112.8	4.2	112.7	4.3	109.5	3.6	114.1	7.0	110.8	5.7	62.8	46.0
1989	115.3	2.2	115.3	2.3	109.9	0.4	118.9	4.2	114.8	3.6	66.2	5.4
1990	116.3	0.9	116.4	1.0	109.3	-0.5	118.4	-0.4	116.9	1.8	65.3	-1.4
Q3	116.1	0.5	116.2	0.5	108.7r	-1.6	118.8r	-0.3	118.0	2.5	124.9	3.0
Q4	115.1	-0.7	114.9	-1.0	106.8	-3.3	115.0	-3.3	117.0	1.3	125.6	3.0
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.3	-5.0	116.0r	0.2	123.5r	0.2
Q1	113.3	-3.6	113.2	-3.7	105.3	-5.9	112.6	-6.6	115.9	-0.7	124.3	1.0
Q2	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.4	-5.4	116.7	-1.1	124.1	-0.6
1991	114.1	-2.2</										

1.1 EMPLOYMENT Workforce*

THOUSAND

Quarter	Employees in employment †				Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ††	Workforce *
	Male		Female						
	All	Part-time	All	Part-time					
UNITED KINGDOM									
Unadjusted for seasonal variation									
1989 Sept	12,074		10,689		3,264	308	468	26,802	28,505 \$
Dec	12,080		10,807		3,274	306	450	26,917	28,556 \$
1990 Mar	12,015		10,702		3,284	306	436	26,742	28,387 \$
June	12,049		10,806		3,298	303	424	26,881	28,436 \$
Sept	12,072		10,757		3,298	303	413	26,843	28,517 \$
Dec	11,909		10,790		3,298	300	427	26,725	28,575 \$
1991 Mar	11,678		10,614		3,298	298	426	26,314	28,456 \$
Jun	11,577 R		10,610 R		3,298	297	381	26,164 R	28,405 \$R
Sep	11,499		10,510		3,298	297	363	25,968	28,418 \$
UNITED KINGDOM									
Adjusted for seasonal variation									
1989 Sept	12,022		10,706		3,264	308	468	26,767	28,454
Dec	12,066		10,748		3,274	306	450	26,844	28,482
1990 Mar	12,061		10,741		3,284	306	436	26,828	28,436
June	12,056		10,807		3,298	303	424	26,889	28,509
Sept	12,022		10,777		3,298	303	413	26,813	28,486
Dec	11,895		10,730		3,298	300	427	26,651	28,496
1991 Mar	11,723		10,652		3,298	298	426	26,398	28,491
Jun	11,584 R		10,611 R		3,298	297	381	26,172 R	28,476 R
Sep	11,450		10,531		3,298	297	363	25,940	28,403
GREAT BRITAIN									
Unadjusted for seasonal variation									
1989 Sep	11,798	921	10,436	4,474	3,192	308	456	26,190	27,787 \$
Dec	11,804	972	10,550	4,604	3,202	306	438	26,301	27,840 \$
1990 Mar	11,741	938	10,447	4,560	3,212	306	423	26,129	27,677 \$
June	11,775	983	10,550	4,645	3,222	303	412	26,262	27,723 \$
Sept	11,797	953	10,501	4,568	3,222	303	398	26,220	27,796 \$
Dec	11,634	967	10,529	4,659	3,222	300	411	26,097	27,852 \$
1991 Mar	11,407	967	10,357	4,571	3,222	298	410	25,693	27,737 \$
Jun	11,308 R	960	10,355	4,606	3,222	297	361	25,543 R	27,685 \$R
Sep	11,231	951	10,255	4,542	3,222	297	343	25,349	27,695 \$
GREAT BRITAIN									
Adjusted for seasonal variation									
1989 Sept	11,747	937	10,452	4,521	3,192	308	456	26,155	27,739
Dec	11,791	959	10,493	4,558	3,202	306	438	26,230	27,768
1990 Mar	11,786	948	10,486	4,570	3,212	306	423	26,213	27,723
June	11,782	970	10,551	4,632	3,222	303	412	26,270	27,793
Sept	11,747	970	10,520	4,616	3,222	303	398	26,190	27,767
Dec	11,620	953	10,472	4,613	3,222	300	411	26,026	27,774
1991 Mar	11,451	979	10,395	4,581	3,222	298	410	25,776	27,771
Jun	11,315 R	946	10,355	4,593	3,222	297	361	25,550 R	27,754 R
Sep	11,182	969	10,275	4,591	3,222	297	343	25,321	27,682

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

* Workforce in employment plus claimant unemployed.

† Estimates of employees in employment for periods after September 1989 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (See the article on page 175 of the April 1991 issue of the *Employment Gazette*). For all dates, individuals with two jobs as employees of different employers are counted twice.

** Estimates of the self-employed up to mid-1990 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1990. The figures for June 1990 are carried forward for later dates pending the results of the 1991 Labour Force Survey. A detailed description of the derivation of the estimates is given in the article on page 197 of the April 1991 issue of *Employment Gazette*.

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

†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.

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

§ The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see tables 2.1 and 2.2 and their footnotes.

EMPLOYMENT 1.2 Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)		
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	
									SIC 1980 Divisions or classes	SIC 1980 Divisions or classes
1973 June	22,182	22,182	7,673	7,673	8,396	8,396	6,665	6,665	
1974 June	22,297	22,297	7,722	7,722	8,429	8,429	6,652	6,652	
1975 June	22,213	22,209	7,351	7,351	8,069	8,069	6,276	6,276	
1976 June	22,048	22,039	7,118	7,118	7,830	7,830	6,033	6,033	
1977 June	22,126	22,124	7,172	7,172	7,880	7,880	6,048	6,048	
1978 June	22,273	22,246	7,138	7,143	7,845	7,850	6,006	6,007	
1979 June	22,638	22,611	7,107	7,113	7,819	7,825	6,020	6,022	
1980 June	22,458	22,432	6,099	6,107	6,798	6,807	5,335	5,335	
1981 June	21,386	21,352	5,751	5,761	6,422	6,432	5,070	5,070	
1982 June	20,916	20,896	5,431	5,431	6,057	6,070	4,740	4,740	
1983 June	20,572	20,557	5,302	5,316	5,909	5,923	4,687	4,687	
1984 June	20,741	20,731	5,254	5,269	5,836	5,851	4,630	4,630	
1985 June	20,920	20,910	5,122	5,138	5,658	5,673	4,622	4,622	
1986 June	20,886	20,876	5,049	5,068	5,548	5,567	4,631	4,631	
1987 June	21,080	21,081	5,089	5,109	5,566	5,587	4,606	4,606	
1988 June	21,740	21,748	5,080	5,101	5,537	5,558	4,594	4,594	
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	4,594	4,594	
1990 Jan			5,083	5,096	5,533	5,546	4,596	4,596	
Feb			5,063	5,086	5,513	5,535	4,571	4,571	
Mar	22,188	22,272	5,055	5,081	5,502	5,528	4,569	4,569	
Apr			5,032	5,072	5,480	5,520	4,550	4,550	
May			5,033	5,067	5,479	5,514	4,541	4,541	
June	22,325	22,333	5,046	5,068	5,489	5,511	4,541	4,541	
July			5,073	5,065	5,519	5,511	4,536	4,536	
Aug			5,077	5,053	5,524	5,499	4,536	4,536	
Sep	22,297	22,267	5,075	5,041	5,518	5,484	4,536	4,536	
Oct			5,058	5,028	5,504	5,473	4,536	4,536	
Nov			5,037	5,007	5,482	5,452	4,536	4,536	
Dec	22,163	22,092	4,994	4,969	5,437	5,412	4,536	4,536	
1991 Jan			4,936	4,949	5,381	5,394	4,536	4,536	
Feb			4,895	4,917	5,339	5,361	4,536	4,536	
Mar	21,763	21,846	4,846	4,872	5,286	5,312	4,536	4,536	
Apr			4,819	4,859	5,257	5,297	4,536	4,536	
May			4,782	4,816	5,222	5,256	4,536	4,536	
June R	21,662	21,670	4,758	4,780	5,195	5,217	4,536	4,536	
July			4,755	4,747	5,197	5,189	4,536	4,536	
Aug			4,736	4,711	5,177	5,152	4,536	4,536	
Sep	21,486	21,458	4,728	4,693	5,160	5,125	4,536	4,536	
Oct P			4,704	4,673	5,137	5,107	4,536	4,536	
Nov P			4,683	4,653	5,116	5,086	4,536	4,536	
GREAT BRITAIN									
Service industries (6-9)									
Agriculture forestry and fishing (01-03)									
Coal, oil and natural gas extraction and processing (11-14)									
Electricity, gas, other energy and water supply (15-17)									
Metal manufacturing, ore and other mineral extraction (21-24)									
Chemicals and man-made fibres (25-26)									
Mechanical engineering (32)									
Office machinery, electrical engineering and instruments (33-34 37)									
1973 June	12,096	12,096	421	368	355	790	429	1,048	1,008
1974 June	12,240	12,240	404	352	355	782	440	1,061	1,043
1975 June	12,545	12,545	388	356	361	753	432	1,050	972
1976 June	12,624	12,624	382	350	361	716	424	1,020	925
1977 June	12,698	12,698	378	352	356	729	431	1,019	939
1978 June	12,895	12,859	373	357	349	707	434	1,032	941
1979 June	13,260	13,222	359	354	357	694	436	1,033	954
1980 June	13,384	13,345	352	355	361	642	420	1,005	938
1981 June	13,142	13,102	343	344	356	544	420	901	862
1982 June	13,117	13,078	338	328	343	507	367	844	815
1983 June	13,169	13,130	330	311	328	462	345	788	788
1984 June	13,503	13,465	320	289	319	445	343	750	786
1985 June	13,769	13,731	321	273	309	430	339	756	780
1986 June	13,954	13,918	310	234	302	392	328	741	755
1987 June	14,247	14,220	302	203	297	365	320	740	740
1988 June	14,860	14,841	293	182	296	356	324	757	737
1989 June	15,261	15,242	280	167	290	372	329	763	733
1990 Jan				163	288	396	328	755	735
Feb				163	287	392	326	753	735
Mar	15,346	15,392	273	160	286	396	326	749	734
Apr				161	286	393	324	747	729
May				161	286	392	323	745	725
June	15,497	15,477	279	157	286	392	326	744	728
July				159	287	391	328	747	734
Aug				159	288	391	329	746	733

1.2 EMPLOYMENT

Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc	Paper products, printing and publishing	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)	(61-63 67)
1973 June	512	397	556	758	975	646	554	1,269	1,030
1974 June	498	401	560	769	946	647	576	1,223	1,032
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	391	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	472	376	505	713	800	591	542	1,201	1,111
1980 June	464	376	505	713	800	591	542	1,201	1,111
1981 June	434	365	483	705	716	554	538	1,206	1,146
1982 June	361	349	410	664	614	510	510	1,102	1,112
1983 June	315	337	385	638	577	473	495	1,038	1,124
1984 June	296	318	344	599	548	469	481	1,010	1,155
1985 June	278	290	332	582	547	472	477	1,010	1,148
1986 June	271	276	327	575	550	473	477	994	1,134
1987 June	263	263	318	555	555	485	467	964	1,138
1988 June	257	244	321	551	543	497	474	983	1,168
1989 June	258	232	333	541	546	517	478	1,021	1,206
1990 Jan	248	243	328	522	499	544	485	1,067	1,221
1990 Feb	248	244	323	520	497	542	483		
1990 Mar	246	247	320	515	494	542	485		
1990 Apr	242	248	319	515	494	541	482		
1990 May	243	248	321	517	492	544	483	1,061	1,229
1990 June	245	248	319	520	491	549	484		
1990 July	246	249	319	532	491	550	486		
1990 Aug	246	249	318	536	490	550	488	1,053	1,228
1990 Sep	249	247	320	533	487	547	487		
1990 Oct	249	247	320	535	488	544	485		
1990 Nov	245	247	319	535	487	543	483	1,027	1,218
1990 Dec	242	248	314	527	482	535	481		
1991 Jan	239	247	310	520	475	527	476		
1991 Feb	235	245	305	515	474	524	473	985	1,202
1991 Mar	233	244	300	511	468	517	467		
1991 Apr	230	243	297	511	464	518	464		
1991 May	227	239	293	513	460	514	461	956 R	1,189
1991 June	224	236	292	510	457	511	461		
1991 July	225	232	289	515	458	514	459		
1991 Aug	222	228	289	519	453	512	459	929 P	1,183 R
1991 Sep	223	227	288	520	454	507	459		
1991 Oct P	221	222	289	522	449	506	460		
1991 Nov P	219	220	289	520	449	506	460		

GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc †	Education	Medical and other health services, veterinary services	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)	(71-77)	(79)	(81-85)	(91-92)	(93)	(95)	(94 96-98)
1973 June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974 June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975 June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976 June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977 June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,169
1978 June	2,063	882	1,038	407	1,546	1,943	1,568	1,172	1,206
1979 June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	1,964	949	902	424	1,848	1,861	1,541	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
1988 June	2,132	1,105	870	430	2,428	1,924	1,691	1,388	1,723
1989 June	2,234	1,198	902	438	2,594	1,870	1,721	1,418	1,680
1990 Jan									
1990 Feb									
1990 Mar	2,249	1,184	930	423	2,684	1,870	1,763	1,417	1,604
1990 Apr									
1990 May									
1990 June	2,248	1,252	927	426	2,699	1,887	1,745	1,418	1,666
1990 July									
1990 Aug									
1990 Sep	2,252	1,264	938	424	2,698	1,894	1,652	1,419	1,660
1990 Oct									
1990 Nov									
1990 Dec	2,310	1,219	931	416	2,647	1,890	1,738	1,423	1,639
1991 Jan									
1991 Feb									
1991 Mar	2,217	1,166	913	410	2,625	1,903	1,741	1,421	1,631
1991 Apr									
1991 May									
1991 June	2,200	1,207	906	407	2,595	1,891	1,732	1,424	1,690
1991 July									
1991 Aug									
1991 Sep	2,167 R	1,205 R	909	404	2,559	1,898	1,654	1,424 P	1,695 R
1991 Oct P									
1991 Nov P									

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

EMPLOYMENT 1.3

Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN	Division, class or group or AH	Nov 1990			Sep 1991			Oct 1991 P			Nov 1991 P		
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,896.3R	1,585.9R	5,482.2R	3,675.9R	1,483.7	5,159.6R	3,663.1	1,474.0	5,137.1	3,643.2	1,472.4	5,115.6
Manufacturing industries	2-4	3,531.7R	1,504.9	5,036.6	3,326.0	1,401.7	4,727.7R	3,310.2	1,393.4	4,703.6	3,291.9	1,390.7	4,682.6
Energy and water supply	1	364.6R	81.1	445.7R	349.9R	82.0	431.9R	352.9	80.5	433.5	351.3	81.7	433.0
Coal extraction and solid fuels	111	83.4	4.3	87.7	76.0	3.6	79.7	74.6	3.7	78.3	72.1	3.6	75.7
Electricity	161	109.6	30.0	139.6	102.9	30.0	132.9	101.7	29.6	131.3	103.4	30.1	133.5
Gas	162	54.1	22.5	76.6R	54.3R	22.8	77.1R	54.3	22.6	76.9	54.1	22.6	76.7
Other mineral and ore extraction, etc	2	542.8R	169.4	712.3	512.9	163.9	676.8	510.9	161.2	672.1	510.4	160.7	671.1
Metal manufacturing and extraction of metal ores and minerals	21-23	167.0	22.2	189.2R	155.7	20.2	175.9R	155.6	20.3	175.9	154.8	19.9	174.7
Non-metallic mineral products	24	153.5	44.6	198.1	141.9R	42.3	184.2	140.6	40.8	181.4	139.8	41.0	180.8
Chemical industry/man-made fibres	25/26	222.3	102.6	324.9	215.3	101.4	316.6	214.7	100.1	314.8	215.7	99.8	315.6
Basic industrial chemicals	251	92.1	21.2	113.3	88.6	21.0	109.6	88.8	21.1	109.9	88.9	21.2	110.1
Other chemical products and preparations	255-259/260	130.2	81.4	211.6	126.6	80.4	207.0	126.0	78.9	204.9	126.8	78.6	205.5
Metal goods, engineering and vehicles	3	1,792.0	484.2	2,276.1R	1,671.8	439.7	2,111.4	1,658.7	435.5	2,094.2	1,644.7	432.5	2,077.3
Metal goods nes	31	248.5	70.9	319.4	226.2	61.7	288.0R	228.3	61.1	289.4	227.9	61.4	289.3
Mechanical engineering	32	621.1	119.6	740.8	582.4	109.7	692.1	577.0	109.0	686.1	571.3	107.4	678.7
Industrial plant and steelwork	320	92.8	11.6	104.4	90.7	11.2	101.9	91.3	11.1	102.4	90.3	10.7	101.0
Mining and construction machinery etc	325	65.9	9.5	75.4	60.0	8.8	68.8	59.4	8.7	68.1	58.6	8.5	67.2
Other machinery and mechanical equipment	321-324/326-329	462.4	98.5	560.9	431.7	89.7	521.3	426.3	89.2	515.6	422.4	88.1	510.5
Office machinery and data processing equipment	33	57.5	23.4	80.8	55.0	22.0	77.0	55.7	22.3	78.0	55.8	22.5	78.3
Electrical and electronic engineering	34	372.3	181.6	553.9	353.9	165.2	519.1	349.4	162.8	512.2	345.9	162.0	508.0
Wires, cables, batteries and other electrical equipment	341/342/343	140.6	56.8	197.3	133.9	50.4	184.3	131.8	49.8	181.6	130.7	49.9	180.5
Telecommunication equipment	344	106.1	49.6	155.7	102.2	46.6	148.9	100.2	45.9	146.1	98.9	45.3	144.2
Other electronic and electrical equipment	345-348	125.6R	75.2	200.9	117.7	68.2	185.9	117.3	67.1	184.5	116.4	66.8	183.2
Motor vehicles and parts	35	214.0	30.9	244.9	195.6	27.6	223.2	193.5	27.2	220.7	192.2	27.0	219.2
Other transport equipment	36	218.9	28.5	247.4	201.0	25.5	226.5	197.5	24.9	222.3	194.8	24.8	219.6
Shipbuilding and repairing	361	46.1	4.4	50.5	42.2	3.7	46.0	42.0	3.8	45.8	40.6	3.7	44.3
Aerospace and other transport equipment	362-365	172.8	24.2	196.9	158.8	21.8	180.5	155.5	21.1	176.6	154.2	21.1	175.3</

1.4 EMPLOYMENT

Employees in employment*: September 1991

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1990			June 1991			Sept 1991						
		Male		Female	Male		Female	Male		Female				
		All	Part-time ††	All	All	Part-time ††	All	All	Part-time ††	All				
SIC 1980														
All industries and services ‡	0-9	11,796.6	970.4	10,500.5	4,567.7	22,297.2	11,307.8R	10,354.5	21,662.3R	11,230.7	968.7	10,255.2	4,541.9	21,485.9
Agriculture, forestry and fishing	0	217.6	30.6	80.2	28.5	297.8	196.1	75.8	271.9	217.6P	31.7P	81.6P	29.8P	299.3P
Production and construction industries	1-5	4,837.1	71.9	1,733.9	380.9	6,571.0	4,523.8R	1,626.7	6,150.5R	4,465.2	66.5	1,623.7	358.4	6,089.0
Production industries of which, manufacturing industries	1-4 2-4	3,924.4 3,560.9	58.9 58.0	1,593.9 1,514.5	324.1 308.9	5,518.3 5,075.4	3,708.2 3,351.0	1,486.7 1,407.3	5,194.9 4,758.3	3,675.9R 3,326.0	53.6 52.6	1,483.7 1,401.7	301.6 285.8	5,159.6R 4,727.7R
Service industries ‡	6-9	6,741.9	850.5	8,686.5	4,158.3	15,428.4	6,588.0R	8,651.9	15,239.9R	6,547.9	852.8	8,549.8	4,153.7	15,097.7
Agriculture, forestry and fishing	0	217.6	30.6	80.2	28.5	297.8	196.1	75.8	271.9	217.6P	31.7P	81.6P	29.8P	299.3P
Agriculture and horticulture	01	202.2	30.2	77.1	27.4	279.3	180.8	72.7	253.5	202.2P	31.3P	78.6P	28.8P	280.8P
Energy and water supply	1	363.5	1.0	79.4	15.1	442.9	357.1	79.4	436.5	349.9R	1.0	82.0	15.8	431.9R
Coal extraction and solid fuels	111	84.4	0.2	4.1	1.2	88.5	75.2	3.8	82.1	76.0	0.2	3.6	1.1	79.7
Electricity	161	109.3	0.4	30.1	6.6	139.4	106.6	29.3	135.9	102.9	0.3	30.0	6.6	132.9
Gas	162	54.3	0.1	22.2	5.0	76.6	54.1	22.5	76.6	54.3R	0.1	22.8	5.2R	77.1R
Other mineral and ore extraction, etc	2	547.6	4.2	173.2	27.4	720.9	517.5	164.2	681.6	512.9	3.6	163.9	25.6	676.8
Metal manufacturing and extraction of metal ores and minerals	21-23	168.4	..	22.7	3.9	191.1	157.6	20.9	178.6	155.7	..	20.2	3.5	175.9R
Non-metallic mineral products	24	155.2	1.7	45.6	8.0	200.8	144.0	42.5	186.5	141.9R	1.4	42.3	7.1	184.2
Chemical industry/man-made fibres	25/26	224.0	0.1	104.9	15.5	329.0	215.8	100.8	316.5	215.3	0.1	101.4	14.9	316.6
Basic industrial chemicals	251	93.5	..	21.4	3.0	114.9	89.6	21.2	110.8	88.6	..	21.0	3.0	109.6
Other chemical products and preparations	255-259/60	130.6	0.1	83.5	12.4	214.1	126.2	79.6	205.8	126.6	0.1	80.4	12.0	207.0
Metal goods, engineering, vehicles	3	1,812.8	20.3	488.3	83.8	2,301.0	1,692.3	445.3	2,137.6	1,671.8	16.8	439.7	74.2	2,111.4
Metal goods nes	31	250.1	4.0	70.4	15.8	320.5	229.9	61.9	291.8	226.2	3.3	61.7	14.5	288.0R
Hand tools and finished metal goods including doors and windows	314/316	140.9	..	45.2	10.4	186.2	129.6	39.5	169.1	127.3	..	39.5	9.6	166.7
Other metal goods	311-313	109.2	..	25.2	5.4	134.3	100.3	22.4	122.7	99.0	..	22.2	4.9	121.2
Mechanical engineering	32	629.4	7.7	120.3	26.1	749.7	589.2	109.6	698.9	582.4	6.3	109.7	24.4	692.1
Industrial plant and steelwork	320	93.7	..	11.8	3.4	105.5	91.7	11.1	102.8	90.7	..	11.2	3.2	101.9
Machinery for agriculture, metal working, textile, food and printing, etc industries	321-324/327	135.1	..	26.5	5.6	161.6	126.4	23.8	150.2	126.4R	..	24.4	5.4	150.8
Mining and construction machinery, etc	325	67.7	..	9.7	1.8	77.3	60.7	9.1	69.8	60.0	..	8.8	1.6	68.8
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/329	314.7	..	68.5	15.1	383.2	293.7	62.2	355.9	288.8	..	61.9	13.7	350.7
Office machinery and data processing equipment	33	57.5	..	24.0	1.8	81.5	55.6	22.4	78.0	55.0	..	22.0	1.7	77.0
Electrical and electronic engineering	34	377.3	..	184.7	28.7	562.0	353.3	168.1	521.4	353.9	..	165.2	23.3	519.1
Wires, cables, batteries and other electrical equipment	341/342/343	142.3	..	55.9	9.6	198.3	134.4	51.8	186.1R	133.9	..	50.4	8.5	184.3
Telecommunication equipment	344	106.8	..	51.3	5.1	158.1	101.7	47.5	149.2	102.2	..	46.6	4.6	148.9
Other electronic and electrical equipment	345-348	128.2	..	77.4	14.0	205.6	117.2	68.9	186.1	117.7	..	68.2	10.1	185.9
Motor vehicles and parts	35	218.5	..	30.9	2.7	249.4	196.4	27.7	224.1	195.6	..	27.6	2.3	223.2
Motor vehicles and their engines and bodies, trailers, caravans	351/352	144.4	..	13.8	1.3	158.2	127.3	11.8	139.1	127.3	..	11.9	1.2	139.2
Motor vehicle parts	353	74.1	..	17.1	1.5	91.2	69.1	15.9	85.0	68.3	..	15.7	1.1	84.0
Other transport equipment	36	218.7	..	28.8	2.7	247.5	209.3	27.1	236.4	201.0	..	25.5	2.5	226.5
Shipbuilding and repairing	361	45.8	..	4.3	1.1	50.1	44.4	4.1	48.5	42.2	..	3.7	1.1	46.0
Aerospace and other transport equipment	362-365	172.9	..	24.4	1.6	197.3	164.9	23.1	188.0	158.8	..	21.8	1.4	180.5
Instrument engineering	37	61.3	1.5	29.1	5.9	90.4	58.6	28.3	86.9	57.7	1.4	28.0	5.6	85.7
Other manufacturing industries	4	1,200.5	33.4	853.0	197.8	2,053.5	1,141.3	797.8	1,939.1	1,141.3	32.2	798.2	186.0	1,939.5
Food, drink and tobacco	41/42	304.0	10.9	228.6	79.6	532.5	296.2	213.6	509.8	300.8R	11.4	219.0	75.0	519.8R
Meat and meat products, organic oils and fats	411/412	56.8	..	39.8	9.4	96.6	55.9	36.7	92.7	55.7	..	36.9	8.0	92.6
Bread, biscuits and flour confectionery	419	58.1	..	65.0	34.1	123.1	57.2	61.4	118.6	59.8	..	64.2	33.1	124.0
Alcoholic, soft drink and tobacco manufacture	424-429	59.1	..	25.7	3.4	84.9	58.1	24.7	82.8	57.2	..	24.6	3.2	81.7
All other food and drink manufacture	413-418/420-423	129.9	..	98.1	32.7	228.0	125.0	90.7	215.7	128.1	..	93.3	30.8	221.4
Textiles	43	101.3	1.6	89.1	15.2	190.4	95.8	85.3	181.1	94.9	1.7	83.4	14.5	178.3
Footwear and clothing	45	78.8	..	199.1	27.8	277.9	73.4	185.7	259.2	73.8	..	184.1	26.2	257.8R
Clothing, hats, gloves and fur goods	453/456	38.6	..	149.8	21.3	188.4	35.5	138.1	173.6	35.9	..	136.3	19.3	172.2
Timber and wooden furniture	46	197.1	3.4	49.1	13.6	246.2	182.9	46.3	229.2	181.9	2.8	45.5	13.1	227.4
Paper, printing and publishing	47	307.3	9.9	179.7	38.8	487.0	291.9	168.6	460.5	290.3	9.7	168.9	37.0	459.2
Pulp, paper, board and derived products	471/472	95.7	..	41.7	6.8	137.5	91.4	39.2	130.6	91.5	..	38.7	6.5	130.2R
Printing and publishing	475	211.5	..	137.9	31.9	349.5	200.5	129.5	330.0	198.8	..	130.1	30.5	328.9
Rubber and plastics	48	158.9	2.4	59.7	12.5	218.7	152.2	56.1	208.3	150.3	2.1	55.0	10.5	205.3
Other manufacturing	49	42.9	1.7	38.9	8.3	81.8	39.5	34.3	73.8	39.6	1.7	34.4	7.6	74.1
Construction	5	912.7	13.0	140.0	56.9	1,052.7	815.6R	140.0R	955.6R	789.3P	13.0P	140.0P	56.8P	929.3P
Distribution, hotels, catering, repairs	6	2,155.1	393.5	2,588.7	1,504.7	4,743.8	2,080.3	2,515.8	4,596.0R	2,078.5R	381.3	2,476.9R	1,458.3R	4,555.4R
Wholesale distribution	61	639.2	14.9	314.1	91.1	953.3	619.2	302.1	921.2	619.5R	14.6	303.2	86.6	922.7R
Agriculture and textile raw materials	611/612	87.3	..	33.5	8.6	120.8	84.8	32.1	116.9	86.1R	..	32.2	8.2	118.4R
Fuels, ores, metals, etc	613	103.0	..	30.0	9.0	133.0	94.3	28.4	122.7	92.6	..	27.5	8.3	120.1R
Machinery, industrial equipment, vehicles and parts	614	144.5	..	56.8	12.6	201.3	139.5	54.9	194.5	137.9R	..	55.0	13.8	192.9R
Food, drink and tobacco	617	157.5	7.5	80.9	28.4	238.4	160.7	80.9	241.6	160.6	7.5	81.1	27.3	241.7
Other wholesale distribution	615/616/618/619	146.9	7.4	112.9	32.7	259.8	139.9	105.7	245.7	142.3R	7.0	107.3R	28.9	249.6R

EMPLOYMENT 1.4

Employees in employment*: September 1991

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1990			June 1991			Sept 1991						
		Male		Female	Male		Female	Male		Female				
		All	Part-time ††	All	All	Part-time ††	All	All	Part-time ††	All				
SIC 1980														
Retail distribution	64/65	853.3	172.4	1,398.8	832.4	2,252.1	821.7	1,378.1	2,199.7	820.0R	164.0	1,347.3R	816.1R	2,167.2R
Food	641	235.7	73.6	430.7	303.5	666.4	228.7	432.5	661.3	229.2R	69.8	418.9R	298.5R	648.1R
Confectionery, tobacco, etc	642	26.4	12.6	80.9	61.3	107.3	26.0	80.9	106.9	26.7R	12.8	80.3	62.7	107.1
Dispensing and other chemists	643	18.2	5.1	107.6	64.0	125.8	18.2	106.9	125.1	17.8	5.2	103.9R	62.8	121.8
Clothing, footwear and leather goods	645/646	42.8	..	190.0	111.4	232.8	40.9	186.8	227.8	38.5R	..	180.3	110.6	218.8R
Household goods, hardware, ironmongery	648	128.0	..	113.2	59.7	241.2	122.8	111.8	234.6	119.6R	..	110.8	57.1	230.3R
Motor vehicles and parts, filling stations	651/652	190.9	..	80.2	29.9	271.1								

1.5 EMPLOYMENT

Employees in employment by region*

THOUSAND

Standard region	Male	Female	Total	Index Sept 1989 = 100	Production and construction industries	Index Sept 1989 = 100	Production industries	Index Sept 1989 = 100	Manufacturing industries	Index Sept 1989 = 100	Service industries	Index Sept 1989 = 100
SIC 1980					1-5		1-4		2-4		6-9	
South East												
1990 June	3,993	3,643	1,475	7,636	100.5	1,690	97.7	1,375	97.6	1,275	97.4	5,886
1990 Sept	3,980	3,615	1,432	7,592	99.9	1,687	97.6	1,374	97.5	1,274	97.3	5,841
1990 Dec	3,931	3,625	1,475	7,556	99.4	1,662	96.1	1,356	96.3	1,255	95.9	5,841
1991 Mar	3,852	3,566	1,443	7,418	97.6	1,613	93.3	1,320	93.7	1,219	93.2	5,753
1991 Jun	3,802 R	3,543	1,449	7,344 R	96.7	1,582 R	91.5	1,297	92.1	1,197	91.5	5,705
1991 Sep	3,768	3,503	1,413	7,270	95.7	1,568	90.7	1,291	91.6	1,191	91.0	5,639
Greater London (Included in South East)												
1990 June	1,869	1,626	535	3,495	100.4	602	97.4	475	97.6	432	97.5	2,891
1990 Sept	1,845	1,610	515	3,454	99.2	600	97.0	474	97.3	431	97.1	2,853
1990 Dec	1,826	1,615	529	3,441	98.8	594	96.0	471	96.7	428	96.4	2,846
1991 Mar	1,785	1,588	516	3,373	96.9	576	93.0	457	93.9	414	93.4	2,796
1991 Jun	1,757	1,566	519	3,322 R	95.4	570 R	92.1	455	93.5	412	93.0	2,751
1991 Sep	1,738	1,549	504	3,288	94.4	565	91.4	454	93.2	411	92.6	2,721
East Anglia												
1990 June	434	379	173	814	101.7	230	99.0	193	98.8	182	98.8	553
1990 Sept	438	377	168	815	101.8	234	100.6	197	101.0	186	100.9	548
1990 Dec	432	375	169	807	100.8	232	99.8	196	100.4	185	100.3	545
1991 Mar	426	365	167	791	98.8	223	96.0	189	96.6	177	96.3	538
1991 Jun	428	371	171	799	99.7	218	93.9	185	94.6	173	94.3	552
1991 Sep	421	366	168	787	98.3	215	92.4	183	93.4	171	92.9	541
South West												
1990 June	921	851	416	1,772	101.0	479	99.6	402	99.6	374	99.5	1,254
1990 Sept	929	845	405	1,771	101.0	480	99.9	404	100.0	375	99.8	1,248
1990 Dec	905	833	409	1,738	99.1	471	98.0	396	98.2	368	97.8	1,228
1991 Mar	893	825	401	1,718	98.0	463	96.3	391	97.0	363	96.5	1,217
1991 Jun	889	834	411	1,722 R	98.2	454	94.5	385	95.3	356	94.8	1,229
1991 Sep	886	823	404	1,709	97.5	450	93.6	382	94.7	354	94.2	1,216
West Midlands												
1990 June	1,151	947	413	2,098	99.9	804	97.9	709	97.7	675	97.6	1,269
1990 Sept	1,154	949	405	2,103	100.1	805	98.0	711	97.9	676	97.9	1,272
1990 Dec	1,140	948	409	2,088	99.4	791	96.4	699	96.4	665	96.2	1,274
1991 Mar	1,108	926	402	2,034 R	96.8	757	92.2	669	92.2	635	91.9	1,254
1991 Jun	1,100	925	405	2,024 R	96.3	739	90.1	654	90.1	620	89.8	1,261
1991 Sep	1,089	919	397	2,008	95.6	729	88.9	646	89.1	613	88.8	1,251
East Midlands												
1990 June	834	734	333	1,568	99.6	601	98.0	532	97.7	485	98.1	941
1990 Sept	842	728	330	1,570	99.8	605	98.5	536	98.4	489	99.0	938
1990 Dec	827	742	342	1,569	99.7	598	97.5	531	97.5	484	98.0	945
1991 Mar	806	730	339	1,536	97.6	579	94.3	515	94.5	470	95.0	932
1991 Jun	802	727	338	1,529	97.2	569	92.7	506	92.9	461	93.4	935
1991 Sep	799	721	339	1,521	96.6	564	92.0	504	92.4	460	93.0	928
Yorkshire and Humberside												
1990 June	1,019	911	448	1,931	101.4	656	99.4	554	99.1	500	99.2	1,251
1990 Sept	1,017	905	438	1,923	101.0	660	100.0	560	100.5	506	100.5	1,237
1990 Dec	1,002	912	445	1,915	100.6	645	97.7	547	97.7	493	98.0	1,247
1991 Mar	983	893	436	1,876 R	98.5	624	94.6	530	94.8	477	94.8	1,228
1991 Jun	980	899	441	1,878 R	98.6	616	93.3	525	93.8	473	93.8	1,239
1991 Sep	971	882	433	1,853	97.3	609	92.3	521	93.0	470	93.3	1,219
North West												
1990 June	1,275	1,151	520	2,426	99.8	805	98.2	691	98.0	647	97.9	1,606
1990 Sept	1,280	1,153	518	2,433	100.1	806	98.3	693	98.2	648	98.1	1,611
1990 Dec	1,264	1,148	520	2,411	99.2	791	96.4	680	96.4	636	96.2	1,606
1991 Mar	1,239	1,133	508	2,373	97.6	772	94.2	666	94.5	622	94.2	1,586
1991 Jun	1,224 R	1,130	513	2,354	96.8	756 R	92.2	654	92.7	610	92.3	1,582
1991 Sep	1,218	1,120	513	2,339	96.2	747	91.0	647	91.7	603	91.3	1,575
North												
1990 June	591	524	250	1,115	99.9	382	98.1	310	97.5	273	97.4	722
1990 Sept	596	524	248	1,120	100.3	385	98.8	313	98.5	276	98.5	723
1990 Dec	588	530	255	1,118	100.2	376	96.6	307	96.4	270	96.3	731
1991 Mar	578	522	252	1,101	98.6	368	94.5	302	94.8	265	94.5	722
1991 Jun	568	522	250	1,090 R	97.7	361	92.7	297	93.2	261	93.0	719
1991 Sep	566	513	245	1,079	96.7	357	91.8	295	92.7	259	92.4	710
Wales												
1990 June	526	467	213	993	100.7	312	98.4	264	98.1	238	98.3	662
1990 Sept	520	467	213	987	100.1	314	98.9	266	98.8	240	99.1	653
1990 Dec	511	470	218	981	99.5	309	97.4	263	97.5	236	97.6	653
1991 Mar	501	459	213	961	97.4	299	94.4	255	94.7	229	94.5	642
1991 Jun	502	461	215	963	97.6	293	92.8	250	92.8	224	92.4	651
1991 Sep	501	459	213	961	97.4	290	91.5	249	92.2	223	92.3	649
Scotland												
1990 June	1,031	942	406	1,974	100.3	591	99.5	458	99.5	398	98.9	1,353
1990 Sept	1,040	943	406	1,983	100.8	597	100.6	465	101.0	405	100.6	1,356
1990 Dec	1,034	946	417	1,980	100.6	591	99.5	462	100.4	401	99.7	1,362
1991 Mar	1,021	936	412	1,956	99.4	573	96.4	449	97.7	388	96.5	1,356
1991 Jun	1,015	944	414	1,959	99.5	562 R	94.7	443	96.3	383	95.1	1,368
1991 Sep	1,011	947	418	1,958	99.5	560	94.2	443	96.4	383	95.2	1,370
Great Britain												
1990 June	11,775	10,550	4,645	22,325	100.4	6,550	98.4	5,489	98.2	5,046	98.1	15,497
1990 Sept	11,797	10,501	4,568	22,297	100.3	6,571	98.7	5,518	98.7	5,075	98.7	15,428
1990 Dec	11,634	10,529	4,659	22,163	99.7	6,464	97.1	5,437	97.3	4,994	97.1	15,431
1991 Mar	11,407	10,357	4,571	21,763	97.9	6,271	94.2	5,286	94.6	4,846	94.2	15,228
1991 Jun	11,308 R	10,355	4,606	21,662 R	97.4	6,150 R	92.4	5,195	92.9	4,758	92.5	15,240
1991 Sep	11,231	10,255	4,542	21,486	96.6	6,089	91.5	5,160	92.3	4,728	91.9	15,098

* See footnotes to table 1-1.

EMPLOYMENT 1.5

Employees in employment by region*

THOUSAND

Standard region	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing and chemicals	Metal goods, engineering and vehicles	Other manufacturing	Construction	Wholesale distribution, hotels and catering	Retail distribution	Transport and communication	Banking insurance and finance	Public administration and defence	Education health and other services
SIC 1980	0	1	2	3	4	5	61-63, 66-67	64/65	7	8	91-92	93-99
South East												
1990 June	60	99	149	624	502	315	825	797	559	1,348	683	1,675
1990 Sept	64	100	149	626	499	313	826	800	562	1,338	675	1,641
1990 Dec	54	101	146	615	494	306	817	818	557	1,308	674	1,668
1991 Mar	52	100	142	592	485							

1.8 EMPLOYMENT

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

1985=100

Class	Whole economy	Total production industries	Manufacturing industries								Construction
			Total manufacturing	Metals	Other minerals and mineral products	Chemicals and man-made fibres	Engineering and allied industries	Food, drink and tobacco	Textiles, clothing and leather	Other manufacturing	
	Div 1-4	Div 2-4	21-22	23-24	25-26	31-37	41-42	43-45	46-49	Div 5	
Output †											
1984	96.5	94.8	97.4	92.9	100.4	96.7	96.5	100.5	96.1	98.4	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.3	102.4	101.3	100.3	101.3	101.8	100.2	100.8	100.7	104.5	
1987	108.1	105.7	106.6	106.6	106.8	109.0	103.7	103.2	103.7	112.7	
1988	112.7	109.5	114.1	122.3	117.3	114.2	112.3	104.7	102.0	126.6	
1989	115.3	109.9	118.9	124.7	120.1	119.4	119.9	105.6	98.3	132.3	
1990	116.4	109.3	118.4	121.3	113.4	118.3	119.7	106.4	95.9	133.2	
1986 Q2	102.8	102.2	100.8	99.8	101.1	101.3	99.8	100.1	101.6	103.1	
1986 Q3	104.1	103.0	101.3	98.9	102.6	102.1	99.8	101.1	99.8	105.1	
1986 Q4	105.0	103.5	104.4	105.7	104.6	102.9	103.5	103.0	101.5	108.6	
1987 Q1	105.7	103.7	103.0	103.1	101.0	105.9	99.8	102.4	101.9	110.0	
1987 Q2	107.3	104.8	105.6	107.8	106.8	106.8	102.6	103.0	103.8	114.1	
1987 Q3	109.4	106.7	108.1	110.3	109.6	111.0	105.3	103.3	105.3	116.6	
1987 Q4	110.1	107.8	109.6	113.1	110.4	112.2	106.9	104.3	103.8	119.2	
1988 Q1	111.2	107.9	110.9	118.5	116.9	111.1	108.0	103.6	103.5	122.3	
1988 Q2	112.1	109.5	112.4	120.7	115.0	112.5	110.8	104.7	100.8	121.5	
1988 Q3	113.4	110.3	115.5	124.2	116.6	116.2	113.6	105.7	102.0	129.4	
1988 Q4	114.1	110.4	117.4	125.8	120.7	117.0	117.0	104.9	101.5	131.0	
1989 Q1	114.8	109.6	118.7	130.7	121.9	118.7	118.9	104.6	99.8	132.4	
1989 Q2	114.8	109.1	118.9	122.1	122.2	118.3	119.7	105.8	99.2	132.6	
1989 Q3	115.6	110.5	119.2	122.6	119.8	120.4	121.1	105.6	97.3	131.4	
1989 Q4	116.1	110.4	118.9	123.3	116.4	120.1	120.0	106.1	96.8	132.7	
1990 Q1	116.9	109.8	119.3	120.2	115.8	120.6	120.1	106.2	98.6	134.8	
1990 Q2	117.7	111.9	120.5	125.8	114.8	119.6	122.6	106.2	97.4	135.2	
1990 Q3	116.3	108.7	118.8	123.3	113.3	118.6	120.2	106.9	95.0	133.4	
1990 Q4	115.3	106.8	115.0	116.0	109.8	114.2	115.9	106.2	92.6	129.3	
1991 Q1	114.1	106.5	113.3	110.1	104.1	117.5	113.8	106.4	89.5	124.9	
1991 Q2	113.3	105.3	112.6	110.1	103.2	120.2	112.0	106.4	87.9	120.7	
1991 Q3	113.5	106.2	112.4	111.0	104.0	124.2	110.3	106.2	88.0	118.6	
Employed labour force **											
1984	98.9	100.8	100.5	105.9	101.7	101.3	100.7	101.2	98.6	98.4	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	100.1	97.3	97.9	89.1	94.0	97.1	97.5	97.4	100.1	99.6	
1987	101.9	96.1	97.0	82.3	90.2	94.8	96.2	96.5	99.3	103.3	
1988	105.2	96.7	98.2	77.7	90.5	96.2	97.6	95.9	100.0	106.3	
1989	107.8	96.7	98.5	83.0	93.8	97.7	97.6	94.1	95.6	109.4	
1990	108.4	95.5	97.4	89.5	94.9	96.9	96.0	92.6	91.2	109.9	
1986 Q2	100.0	97.6	98.2	89.9	94.7	97.3	97.7	97.5	100.8	99.9	
1986 Q3	100.1	96.8	97.3	87.9	92.6	96.6	96.9	96.8	99.4	99.5	
1986 Q4	100.4	96.2	97.0	86.1	92.1	95.9	96.4	96.8	99.2	101.6	
1987 Q1	100.7	95.8	96.5	83.7	91.2	95.1	95.8	96.2	98.6	102.0	
1987 Q2	101.5	95.9	96.8	82.2	90.1	94.7	95.9	96.5	99.1	102.7	
1987 Q3	102.3	96.2	97.2	82.0	89.7	94.6	96.4	96.6	99.6	103.7	
1987 Q4	103.2	96.4	97.5	81.3	90.0	95.0	96.9	96.8	100.0	104.6	
1988 Q1	104.1	96.6	97.9	79.6	90.1	95.4	97.2	96.3	100.3	105.0	
1988 Q2	104.8	96.7	98.1	77.7	90.6	95.7	97.4	95.6	100.4	105.6	
1988 Q3	105.7	96.7	98.3	77.2	90.5	96.5	97.7	95.6	100.7	111.3	
1988 Q4	106.3	96.9	98.4	76.6	90.8	97.3	98.1	96.0	99.3	108.0	
1989 Q1	107.1	96.9	98.6	74.6	90.5	97.5	98.3	95.2	98.3	108.4	
1989 Q2	107.6	96.7	98.5	79.2	92.6	97.7	94.1	94.1	96.4	108.8	
1989 Q3	108.0	96.6	98.5	87.5	95.3	97.8	97.2	93.7	94.5	110.0	
1989 Q4	108.3	96.4	98.3	90.6	96.7	98.2	97.1	93.6	93.6	110.6	
1990 Q1	108.4	96.1	98.1	90.5	96.2	97.4	96.7	92.9	92.4	110.2	
1990 Q2	108.6	95.9	97.7	90.1	95.2	96.8	96.1	92.3	91.9	110.2	
1990 Q3	108.6	95.5	97.4	89.5	94.3	96.8	96.0	92.5	90.8	110.0	
1990 Q4	108.0	94.6	96.5	88.1	93.9	96.5	95.2	92.8	89.9	109.0	
1991 Q1	107.1	93.1	94.9	85.6	91.9	95.1	93.2	92.2	88.3	106.8	
1991 Q2	106.2	91.5	93.2	84.1	89.5	94.1	90.8	90.9	86.6	105.1	
1991 Q3	105.4	90.0	91.4	82.9	89.5	93.5	89.0	90.5	85.1	103.9	
Output per person employed †											
1984	97.6	94.0	97.0	87.6	98.6	95.5	95.9	99.3	97.4	99.9	
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1986	103.2	105.3	103.5	112.6	107.8	104.9	102.8	103.5	100.5	103.8	
1987	106.1	110.1	109.8	131.8	118.3	114.9	107.7	107.0	104.4	111.3	
1988	107.1	113.2	116.2	157.2	129.5	118.7	115.1	109.2	102.0	119.1	
1989	107.0	113.7	120.8	151.2	128.1	122.1	122.9	112.1	102.8	120.9	
1990	107.5	114.4	121.5	135.3	119.5	122.1	124.7	114.9	105.1	121.2	
1986 Q2	102.8	104.7	102.6	110.9	106.7	104.1	102.1	102.6	100.7	103.2	
1986 Q3	104.0	106.4	104.1	112.3	110.6	105.8	103.0	104.3	104.4	104.4	
1986 Q4	104.6	107.5	107.7	122.7	113.3	108.4	107.3	106.4	102.3	106.9	
1987 Q1	105.0	108.3	106.7	123.1	110.7	111.4	104.2	106.5	103.4	107.8	
1987 Q2	105.7	109.2	109.1	117.8	112.8	106.7	107.0	106.7	104.7	105.6	
1987 Q3	106.9	111.0	111.2	134.4	122.2	117.4	109.2	107.0	105.7	112.4	
1987 Q4	106.6	111.9	112.4	138.9	122.7	118.1	110.3	107.7	103.9	109.9	
1988 Q1	106.8	111.7	113.3	148.8	129.7	116.5	111.1	107.5	103.1	116.5	
1988 Q2	107.0	113.3	114.6	155.2	126.8	117.5	113.8	109.5	100.4	117.2	
1988 Q3	107.3	114.0	117.5	160.6	128.8	120.5	116.2	110.5	102.3	121.3	
1988 Q4	107.4	113.9	119.3	164.1	132.9	120.3	119.2	109.4	102.2	121.4	
1989 Q1	107.1	113.1	120.5	174.9	134.6	121.8	120.9	109.9	101.5	122.1	
1989 Q2	106.7	112.8	120.8	153.9	131.9	121.3	122.6	112.5	103.0	121.8	
1989 Q3	107.0	114.4	121.1	139.9	125.6	123.1	124.6	112.8	103.1	119.5	
1989 Q4	107.2	114.5	120.9	136.0	120.3	122.3	123.6	113.4	103.8	120.0	
1990 Q1	107.8	114.2	121.6	132.7	123.9	124.2	124.2	114.3	106.7	122.3	
1990 Q2	108.3	116.7	123.3	139.4	120.6	123.7	127.6	115.1	106.1	122.7	
1990 Q3	107.1	113.9	121.9	137.6	120.0	122.5	125.2	115.6	104.6	121.2	
1990 Q4	106.7	113.0	119.2	131.6	116.8	118.3	121.7	114.5	103.0	118.6	
1991 Q1	106.6	114.4	119.4	128.5	113.2	123.6	122.2	115.5	101.3	118.6	
1991 Q2	106.7	115.1	120.9	130.8	115.2	127.8	123.3	117.1	101.5	120.5	
1991 Q3	107.7	118.1	123.0	133.8	119.0	132.9	123.9	117.3	103.4	122.0	

** Industries are grouped according to the Standard Industrial Classification 1980.

EMPLOYMENT 1.8

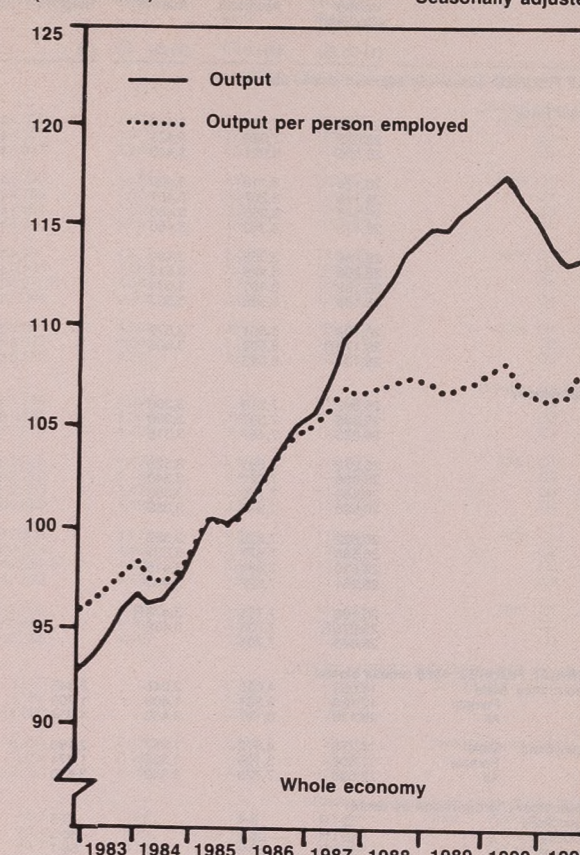
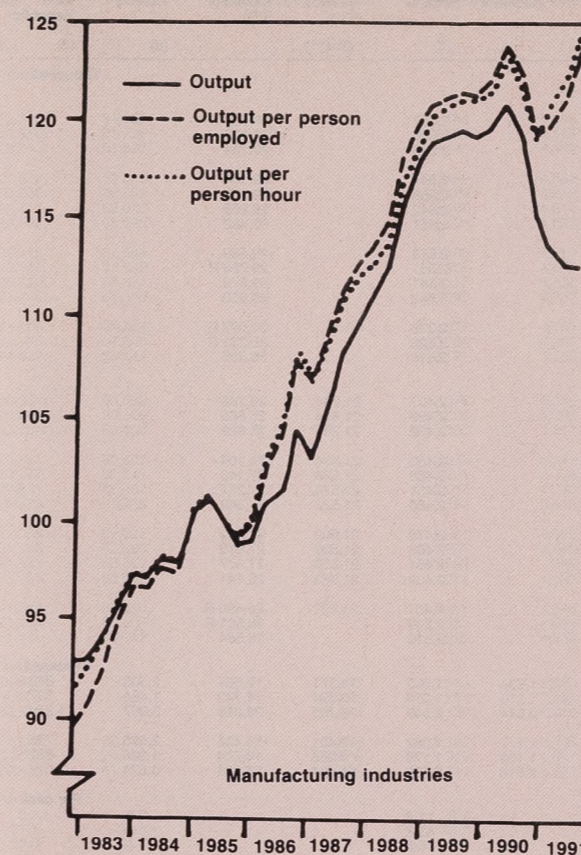
Indices of output, employment and productivity

(1985 = 100)

Seasonally adjusted

(1985 = 100)

Seasonally adjusted



Source: Central Statistical Office

Seasonally adjusted (1985 = 100)

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4		
----------------	---------------	--	--	--	--	--

1.9 EMPLOYMENT

Selected countries: national definitions

	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	Finland	France	Germany (FR)	Greece	Irish Republic	
	(1) (2) (3)	(4)	(2) (5)	(3)				(7) (11)		(6)	(8)	
QUARTERLY FIGURES: seasonally adjusted unless stated												
Thousand												
Civilian labour force												
1988 Q2	28,032	7,908	3,418	..	13,239	..	2,527	..	29,059	..	..
Q3	28,072	7,956	3,423	..	13,308	..	2,539	..	29,108	..	..
Q4	28,056	8,021	3,443	..	13,361	..	2,538	..	29,134	..	..
1989 Q1	28,178	8,119	3,420	..	13,442	..	2,547	..	29,164	..	..
Q2	28,178	8,207	3,457	..	13,466	..	2,558	..	29,183	..	..
Q3	28,146	8,263	3,460	..	13,525	..	2,542	..	29,255	..	..
Q4	28,176	8,343	3,460	..	13,580	..	2,551	..	29,382	..	..
1990 Q1	28,130	8,353	3,492	..	13,627	..	2,550	..	29,689	..	..
Q2	28,206	8,425	3,513	..	13,638	..	2,551	..	29,793 R	..	..
Q3	28,183	8,481	3,534	..	13,721	..	2,541	..	29,876	..	..
Q4	28,196	8,505	3,567	..	13,744	..	2,542	..	29,958	..	..
1991 Q1	28,193	8,501	3,579	..	13,697	..	2,536	..	30,097 R	..	..
Q2	28,179 R	8,500	3,606	..	13,770	..	2,526	..	30,231 R	..	..
Q3	28,107	8,543	..	..	13,794	..	2,516	..	30,326	..	..
Civilian employment												
1988 Q2	25,607	7,318	3,300	..	12,230	..	2,407	21,264	26,796	..	..
Q3	25,836	7,397	3,300	..	12,260	..	2,429	21,314	26,866	..	..
Q4	26,030	7,487	3,315	..	12,326	..	2,432	21,255	26,929	..	..
1989 Q1	26,272	7,585	3,328	..	12,427	..	2,453	21,334	27,104	..	..
Q2	26,386	7,691	3,340	..	12,446	..	2,468	21,538	27,143	..	..
Q3	26,459	7,775	3,359	..	12,521	..	2,451	21,576	27,237	..	..
Q4	26,538	7,847	3,339	..	12,547	..	2,468	21,523	27,349	..	..
1990 Q1	26,522	7,825	3,398	..	12,597	..	2,478	21,600	27,783	..	..
Q2	26,596	7,977	3,391	..	12,623	..	2,463	21,836	27,878	..	..
Q3	26,510	7,864	3,415	..	12,601	..	2,451	21,869	27,977	..	..
Q4	26,351	7,827	3,445	..	12,493	..	2,439	21,783	28,141	..	..
1991 Q1	26,100	7,755	3,473 R	..	12,310	..	2,401	21,801	28,490 R	..	..
Q2	25,875 R	7,700	3,462	..	12,348	..	2,348	..	28,561 R	..	..
Q3	25,643	7,708	..	..	12,354	..	2,310	..	28,584	..	..
LATEST ANNUAL FIGURES: 1989 unless stated												
Civilian labour force: Male	16,059	4,833	2,045	2,345	7,525	1,534	1,330	13,371	17,504	2,503	882	
Female	12,120	3,364	1,405	1,709	5,978	1,310	1,219	10,394	11,742	1,464	397	
All	28,178	8,197	3,450	4,054	13,503	2,844	2,549	23,765	29,246	3,967	1,279	
Civilian employment: Male	14,778	4,572	1,987	2,196	6,977	1,417	1,282	12,401	16,434	2,385	725	
Female	11,608	3,156	1,355	1,474	5,508	1,193	1,178	9,083	10,774	1,286	352	
All	26,386	7,728	3,342	3,670	12,486	2,610	2,460	21,484	27,208	3,671	1,077	
Civilian employment: proportions by sector												
Male:												
Agriculture	3.1 R	6.4	..	3.5	5.6	..	11.2	..	..	..	..
Industry	42.1 R	35.4	..	38.5	35.1	..	43.2	..	..	..	..
Services	54.8 R	58.2	..	58.1	59.3	..	45.6	..	..	..	..
Female:												
Agriculture	0.9 R	3.6	..	1.7	2.7	..	6.4	..	..	..	..
Industry	17.5 R	13.8	..	13.7	13.4	..	17.6	..	..	..	..
Services	81.6 R	82.5	..	84.6	83.9	..	76.1	..	..	..	..
All:												
Agriculture	2.2	5.3	8.0	2.8	4.3	5.7	8.9	6.4	3.7	25.3	15.1	
Industry	31.2 R	26.6	37.0	28.5	25.5	27.4	30.9	30.1	39.8	27.5	28.4	
Services	66.6 R	68.1	55.0	68.8	70.2	67.0	60.2	63.5	56.5	47.1	56.5	

Sources: OECD "Labour Force Statistics 1969-1989" 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, so comparisons must be approached with caution.

- Notes: 1 Civilian labour force figures refer to workforce excluding HM Forces. Civilian employment refers to workforce in employment excluding HM Forces. The proportions 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 second quarter.
 7 Civilian employment figures include apprentices in professional training.
 8 Annual figures relate to April.
 9 Quarterly figures relate to January, April, July and October.
 10 Annual figures relate to January.
 11 Unadjusted figures.

EMPLOYMENT 1.9

Selected countries: national definitions

Italy	Japan	Luxembourg	Netherlands	Norway	Portugal	Spain	Sweden	Switzerland	United States	
(9)	(5)		(10)	(5)			(5)	(2) (5)		
QUARTERLY FIGURES: seasonally adjusted unless stated										
Thousand										
Civilian labour force										
1988 Q2	23,746	61,569	..	..	2,144	4,498	14,638	4,467	3,499	121,275
Q3	23,680	61,727	..	..	2,160	4,545	14,667	4,473	3,505	121,914
Q4	23,655	61,897	..	..	2,141	4,562	14,623	4,488	3,512	122,464
1989 Q1	23,639	62,243	..	..	2,130	4,582	14,705	4,501	3,523	123,251
Q2	23,660	62,569	..	..	2,128	4,613	14,783	4,524	3,516	123,700
Q3	23,717	62,823	..	..	2,120	4,614	14,854	4,530	3,547	124,019
Q4	23,752	63,126	..	..	2,101	4,628	14,948	4,554	3,559	124,432
1990 Q1	23,748	63,544	..	..	2,100	4,620	14,991	4,579	3,578	124,647
Q2	23,754	63,649	..	..	2,106	4,677	15,023	4,562	3,562	124,839
Q3	23,730	63,871	..	..	2,117	4,627	14,977 R	4,582	3,590	124,795
Q4	23,744	64,340	..	..	2,093	4,852	15,064	4,588	3,608	124,924
1991 Q1	24,008	64,804	..	..	2,077	4,739	15,001	4,592	3,607	125,013
Q2	24,166	64,863	..	..	2,068	4,867	15,042	4,568	3,587	125,511
Q3	24,022	65,141	..	..	2,117	4,750	15,112	4,541	3,601	125,242
Civilian employment										
1988 Q2	20,851	60,052	..	..	2,076	4,215	11,730	4,391	3,478	114,607
Q3	20,843	60,165	..	..	2,088	4,296	11,787	4,398	3,483	115,212
Q4	20,784	60,408	..	..	2,050	4,317	11,919	4,423	3,490	115,972
1989 Q1	20,751	60,801	..	..	2,025	4,349	12,053	4,439	3,504	116,837
Q2	20,772	61,141	..	..	2,021	4,370	12,220	4,460	3,497	117,185
Q3	20,831	61,432	..	..	2,017	4,370	12,355	4,474	3,529	117,465
Q4	20,973	61,735	..	..	1,993	4,416	12,409	4,493	3,541	117,832
1990 Q1	21,065	62,227	..	..	1,981	4,392	12,529	4,516	3,561	118,085
Q2	21,175	62,303	..	..	1,991	4,469	12,579	4,502	3,543	118,201
Q3	21,121	62,511	..	..	2,009	4,398	12,552 R	4,508	3,567	117,818
Q4	21,131	62,955	..	..	1,988	4,633	12,622	4,504	3,578	117,564
1991 Q1	21,342	63,490	..	..	1,962	4,549	12,630	4,490	3,578	116,865
Q2	21,456	63,507	..	..	1,952	4,682	12,647	4,464	3,552	116,958
Q3	21,441	63,713	..	..	1,999	4,539	12,598	4,407	3,556	116,764
LATEST ANNUAL FIGURES: 1988 unless stated										
Civilian labour force: Male	14,825	..	118.9	4,048	1,163	2,626	9,657	..	2,199	67,840
Female	8,873	..	64.5	2,575	957	1,984	5,165	..	1,336	56,030
All	23,698	..	183.4	6,623	2,120	4,610	14,822	..	3,535	123,869
Civilian employment: Male	13,605	36,540	117.6 R	3,786	1,102	2,536	8,394	2,326	2,190	64,315
Female	7,227	24,740	63.5	2,278	912	1,841	3,866	2,140	1,328	53,027
All	20,832	61,280	181.1	6,065	2,014	4,377	12,260	4,466	3,518	117,342
Civilian employment: proportions by sector										
Male:										
Agriculture	9.3	6.7	..	..	8.7	..	14.0	5.2	6.3	4.1
Industry	37.5	38.6	..	..	36.7	..	40.4	43.1	44.0	36.0
Services	53.2	54.7	..	..	54.6	..	45.7	51.8	49.6	59.9
Female:										
Agriculture	9.5	8.9	..	..	4.1	..	11.0	1.9	4.4	1.4
Industry	22.8	27.8	..	..	11.5	..	16.7	14.5	20.3	15.4
Services	67.7	63.4	..	..	84.4	..	72.2	83.6	75.3	83.3
All:										
Agriculture	9.3	7.6	3.4	4.7	6.6	19.0	13.0	3.6	5.6	2.9
Industry	32.4	34.3	31.2	26.5	25.3	35.3	32.9	29.4	35.1	26.7
Services	58.2									

1.11 EMPLOYMENT

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 (Thou)	Seasonally adjusted	Average per operative on short-time
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		14.4
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		13.7
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	303		13.7
1990	1,346	37.5	9.5	12.75		6	227	20	180	8.9	26	0.7	407		15.7
week ended															
1989 Dec 16	1,391	37.1	9.8	13.66	12.77	3	137	21	185	8.6	25	0.7	322	367	12.9
1990 Jan 12	1,291	34.8	9.2	11.89	12.85	3	130	25	208	8.5	28	0.7	338	293	12.1
Feb 9	1,363	36.9	9.3	12.72	12.94	4	145	28	257	9.1	32	0.9	402	318	12.6
Mar 9	1,336	36.2	9.4	12.57	12.80	6	246	28	254	9.1	34	0.9	500	396	14.7
Apr 6	1,349	36.8	9.5	12.80	13.12	3	134	26	233	9.1	29	0.8	366	319	12.7
May 4	1,343	36.6	9.3	12.53	12.63	4	172	17	150	9.1	21	0.6	323	306	15.5
June 8	1,358	36.8	9.4	12.76	13.00	4	142	13	125	9.3	17	0.5	268	344	15.7
July 13	1,340	38.3	9.5	12.77	12.92	5	194	13	118	8.7	18	0.5	311	330	17.0
Aug 17	1,285	36.7	9.6	12.37	13.09	7	297	11	102	8.9	19	0.5	399	493	21.1
Sept 14	1,363	38.9	9.7	13.26	13.07	14	558	11	91	8.2	25	0.7	649	779	25.9
Oct 12	1,399	40.0	9.6	13.46	12.52	7	266	16	149	9.3	23	0.6	415	471	18.3
Nov 9	1,393	40.0	9.3	12.99	12.05	6	233	26	231	8.7	32	0.9	463	469	14.3
Dec 14	1,338	38.8	9.6	12.86	11.97	5	205	29	248	8.7	34	1.0	454	515	13.5
1991 Jan 11	1,140	33.5	9.1	10.35	11.28	9	373	37	371	9.9	47	1.4	744	651	15.9
Feb 8	1,108	32.8	8.8	9.80	10.03	8	331	65	611	9.3	74	2.2	942	741	12.8
Mar 15	1,110	33.2	9.1	10.11	10.36	9	354	105	931	8.9	113	3.4	1,285	1,015	11.3
Apr 12	1,105	33.3	8.9	9.86	10.17	8	315	99	943	9.5	107	3.2	1,257	1,098	11.7
May 17	1,108	33.7	9.1	10.04	10.16	9	358	73	649	8.9	82	2.5	1,007	953	12.3
June 14	1,106	33.7	9.4	10.35	10.60	5	201	61	564	9.2	66	2.0	765	984	11.6
July 12	1,079	33.0	9.2	9.98	10.13	5	198	53	456	8.7	57	1.8	654	692	11.4
Aug 16	1,010	31.0	9.4	9.46	10.17	8	304	53	463	8.7	61	1.9	767	949	12.6
Sep 13	1,063	32.6	9.4	10.02	9.82	5	215	56	501	9.0	61	1.9	716	855	11.8
Oct 11 P	1,109	34.2	9.3	10.37	9.41	5	192	54	455	8.4	59	1.8	646	735	11.0
Nov 15 P	1,141	35.3	9.4	10.69	9.76	5	204	61	541	8.9	66	2.0	744	758	11.3

1.12 EMPLOYMENT

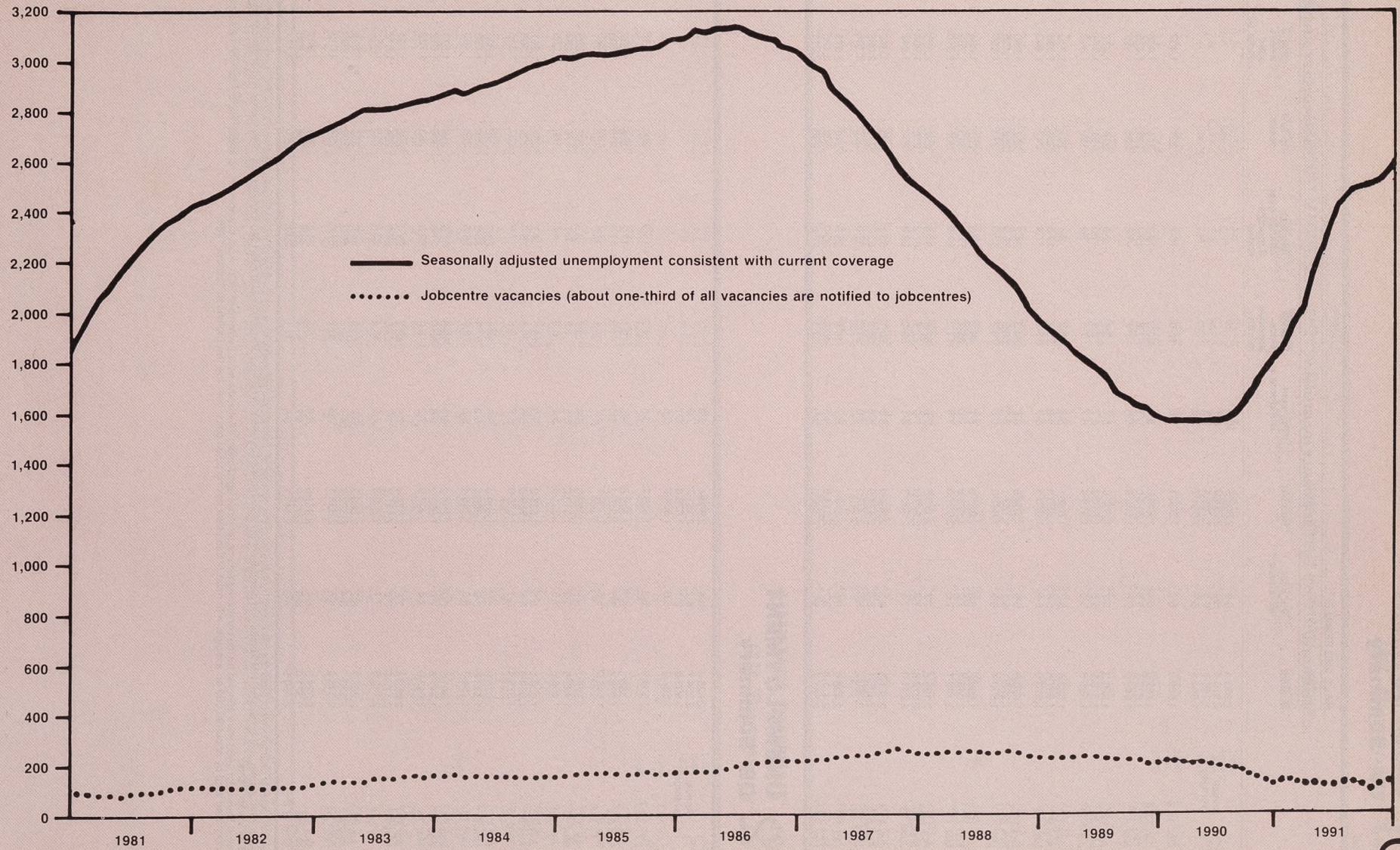
Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	41, 42
1986	96.6	95.4	96.5	99.0	97.6	99.7	99.6	100.0	99.1	99.6
1987	96.1	96.0	96.1	98.4	97.2	100.5	100.5	101.1	99.9	99.6
1988	97.2	98.6	93.7	97.0	97.0	101.1	101.2	102.0	99.3	101.0
1989	96.2	96.9	92.6	90.2	94.8	100.5	100.6	102.6	98.6	100.5
1990	92.4	90.6	94.8	83.2	90.1	100.7	100.6	102.8	98.1	100.2
Week ended										
1989 Nov 11	95.3					100.3				
Dec 16	94.8	95.6	91.5	87.2	93.3	100.0	100.7	101.5	98.3	100.4
1990 Jan 13	94.8					100.5				
Feb 10	94.5					100.7				
Mar 10	93.8	93.1	93.0	85.1	91.1	100.6	100.7	102.1	97.9	99.9
Apr 14	93.6					100.9				
May 12	92.8					100.6				
June 9	92.6	90.9	93.7	84.2	90.7	100.8	100.3	102.1	98.2	100.5
July 14	92.2					100.8				
Aug 11	91.9					100.9				
Sept 8	91.7	90.2	97.4	82.4	89.0	101.0	100.6	103.6	98.4	100.0
Oct 13	90.9					100.7				
Nov 10	90.1					100.4				
Dec 8	89.3	88.2	95.0	81.1	89.5	100.3	100.6	103.3	97.9	100.4
1991 Jan 12	88.0					99.7				
Feb 9	86.5					98.7				
Mar 9	85.5	83.1	88.0	77.4	89.6	98.7	98.4	99.6	95.8	100.8
Apr 13	85.0					98.6				
May 11	84.3					98.9				
June 8	83.9	80.8	85.1	76.8	87.8	99.4	98.7	99.5	97.0	100.4
July 13	83.1					99.2				
Aug 10	82.4					99.2				
Sep 14	82.3	79.0	82.4	75.9	87.2R	99.0	98.1	98.6R	97.3	100.0R
Oct 12	81.4					98.8				
Nov 9	81.1					99.1				

Thousand

Seasonally adjusted



UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1981-91

C1

2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION				
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION				
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1987	Annual averages	2,953.4	10.6	2,806.5	10.0					
1988**		2,370.4	8.4	2,274.9	8.1					
1989		1,798.7	6.3	1,784.4	6.3					
1990		1,664.5	5.9	1,661.7	5.8					
1989	Dec 14 ‡	1,639.0	5.8	1,636.1	5.8	-15.0	-16.2	207	1,407	25
1990	Jan 11 ‡	1,687.0	5.9	1,615.8	5.7	-20.3	-18.2	214	1,448	25
	Feb 8 ‡	1,675.7	5.9	1,614.0	5.7	-1.8	-12.4	227	1,425	24
	Mar 8	1,646.6	5.8	1,606.6	5.6	-7.4	-9.8	206	1,416	24
1990	Apr 12	1,626.3	5.7	1,607.0	5.7	0.4	-2.9	216	1,387	24
	May 10	1,578.5	5.6	1,610.9	5.7	3.9	-1.0	181	1,374	24
	June 14	1,555.6	5.5	1,618.4	5.7	7.5	3.9	190	1,342	23
1990	July 12	1,623.6	5.7	1,632.1	5.7	13.7	8.4	261	1,340	23
	Aug 9	1,657.8	5.8	1,655.3	5.8	23.2	14.8	236	1,398	23
	Sept 13	1,673.9	5.9	1,670.5	5.9	15.2	17.4	247	1,403	24
1990	Oct 11	1,670.6	5.9	1,704.8	6.0	34.3	24.2	257	1,390	24
	Nov 8	1,728.1	6.1	1,763.1	6.2	58.3	35.9	268	1,435	25
	Dec 13	1,850.4	6.5	1,842.3	6.5	79.2	57.3	273	1,550	27
1991	Jan 10	1,959.7	6.9	1,891.6	6.7	49.3	62.3	267	1,664	29
	Feb 7	2,045.4	7.2	1,979.8	7.0	88.2	72.2	313	1,703	30
	Mar 14	2,142.1	7.5	2,091.0	7.4	111.2	82.9	300	1,810	32
1991	Apr 11	2,198.5	7.7	2,173.6	7.6	82.6	94.0	292	1,873	34
	May 9	2,213.8	7.8	2,241.3	7.9	67.7	87.2	270	1,908	35
	June 13	2,241.0	7.9	2,300.3	8.1	59.0	69.8	262	1,942	37
1991	July 11	2,367.5	8.3	2,369.0	8.3	68.7	65.1	363	1,967	38
	Aug 8	2,435.1	8.6	2,424.9	8.5	55.9	61.2	310	2,086	40
	Sept 12	2,450.7	8.6	2,457.2	8.6	32.3	52.3	303	2,106	41
1991	Oct 10	2,426.0	8.5	2,474.1	8.7	16.9	35.0	310	2,075	42
	Nov 14	2,471.8	8.7	2,514.9	8.8	40.8	30.0	303	2,126	43
	Dec 12 P	2,551.7	9.0	2,546.0	9.0	31.1	29.6	296	2,211	44

2.2 UNEMPLOYMENT GB Summary

		MALE AND FEMALE		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION				
		UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION				
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1987	Annual averages	2,826.9	10.4	2,684.4	9.8					
1988**		2,254.7	8.2	2,161.7	7.9					
1989		1,693.0	6.1	1,678.8	6.1					
1990		1,567.3	5.6	1,564.6	5.6					
1989	Dec 14 ‡	1,539.9	5.6	1,535.7	5.5	-14.2	-15.3	200	1,316	23
1990	Jan 11 ‡	1,586.6	5.7	1,516.6	5.5	-19.1	-17.2	206	1,357	24
	Feb 8 ‡	1,576.8	5.7	1,515.3	5.5	-1.3	-11.5	219	1,335	23
	Mar 8	1,549.0	5.6	1,508.1	5.4	-7.2	-9.2	199	1,326	23
1990	Apr 12	1,528.7	5.5	1,509.0	5.4	0.9	-2.5	208	1,298	23
	May 10	1,482.5	5.3	1,513.2	5.5	4.2	-0.7	176	1,284	23
	June 14	1,460.6	5.3	1,521.5	5.5	8.3	4.5	184	1,255	22
1990	July 12	1,524.1	5.5	1,535.2	5.5	13.7	8.7	251	1,251	22
	Aug 9	1,559.6	5.6	1,559.5	5.6	24.3	15.4	229	1,308	22
	Sept 13	1,575.5	5.7	1,575.0	5.7	15.5	17.8	237	1,316	22
1990	Oct 11	1,575.9	5.7	1,609.4	5.8	34.4	24.7	248	1,305	23
	Nov 8	1,633.8	5.9	1,666.8	6.0	57.4	35.8	260	1,350	24
	Dec 13	1,754.8	6.3	1,745.4	6.3	78.6	56.8	266	1,463	26
1991	Jan 10	1,861.5	6.7	1,794.2	6.5	48.8	61.6	259	1,574	28
	Feb 7	1,947.6	7.0	1,882.2	6.8	88.0	71.8	306	1,612	29
	Mar 14	2,043.9	7.4	1,992.2	7.2	110.0	82.3	293	1,720	31
1991	Apr 11	2,099.4	7.6	2,074.4	7.5	82.2	93.4	285	1,782	33
	May 9	2,115.8	7.6	2,141.9	7.7	67.5	86.6	264	1,818	34
	June 13	2,142.8	7.7	2,200.3	7.9	58.4	69.4	255	1,852	36
1991	July 11	2,263.9	8.2	2,268.2	8.2	67.9	64.6	351	1,876	37
	Aug 8	2,330.7	8.4	2,322.9	8.4	54.7	60.3	302	1,990	39
	Sept 12	2,346.3	8.5	2,355.1	8.5	32.2	51.6	294	2,013	40
1991	Oct 10	2,324.5	8.4	2,371.6	8.6	16.5	34.5	301	1,983	41
	Nov 14	2,371.0	8.6	2,412.0	8.7	40.4	29.7	296	2,033	42
	Dec 12 P	2,450.5	8.8	2,443.1	8.8	31.1	29.3	290	2,117	43

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

UNEMPLOYMENT 2.1 UK Summary

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED ††		MARRIED			
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED			
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	
1987	Annual averages	2,045.8	12.5	1,955.3	12.0	907.6	7.8	851.2	7.3		1987
1988**		1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8		1988**
1989		1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2		1989
1990		1,232.3	7.6	1,230.3	7.6	432.2	3.6	431.4	3.5		1990
1989	Dec 14 ‡	1,204.8	7.4	1,194.7	7.3	434.2	3.6	441.4	3.6	162.5	1989
1990	Jan 11 ‡	1,239.3	7.6	1,181.7	7.3	447.7	3.7	434.1	3.6	164.2	1990
	Feb 8 ‡	1,232.2	7.6	1,182.4	7.3	443.5	3.6	431.6	3.5	160.2	Jan 11 ‡
	Mar 8	1,213.5	7.5	1,177.9	7.2	433.1	3.6	428.7	3.5	155.8	Feb 8 ‡
1990	Apr 12	1,198.2	7.4	1,177.2	7.2	428.1	3.5	429.8	3.5	154.8	Apr 12
	May 10	1,170.0	7.2	1,184.0	7.3	408.5	3.4	426.9	3.5	146.1	May 10
	June 14	1,155.4	7.1	1,193.5	7.3	400.2	3.3	424.9	3.5	141.9	June 14
1990	July 12	1,192.1	7.3	1,210.4	7.4	431.5	3.5	421.7	3.5	146.1	July 12
	Aug 9	1,211.8	7.5	1,230.2	7.6	446.0	3.7	425.1	3.5	150.5	Aug 9
	Sept 13	1,234.2	7.6	1,246.6	7.7	439.7	3.6	423.9	3.5	145.0	Sept 13
1990	Oct 11	1,244.4	7.7	1,273.8	7.8	426.2	3.5	431.0	3.5	143.1	Oct 11
	Nov 8	1,295.8	8.0	1,320.1	8.1	432.3	3.6	443.0	3.6	144.6	Nov 8
	Dec 13	1,400.6	8.6	1,385.8	8.5	449.8	3.7	456.5	3.7	151.7	Dec 13
1991	Jan 10	1,480.8	9.1	1,425.6	8.8	479.0	3.9	466.0	3.8	160.7	1991
	Feb 7	1,547.8	9.5	1,495.6	9.2	497.6	4.1	484.2	4.0	165.4	Jan 10
	Mar 14	1,623.8	10.0	1,581.2	9.7	518.2	4.3	509.8	4.2	172.6	Feb 7
1991	Apr 11	1,668.2	10.3	1,644.8	10.1	530.2	4.4	528.8	4.3	178.2	Apr 11
	May 9	1,684.7	10.4	1,697.4	10.4	529.0	4.3	543.9	4.5	178.3	May 9
	June 13	1,707.7	10.5	1,744.6	10.7	533.4	4.4	555.7	4.6	179.9	June 13
1991	July 11	1,782.4	11.0	1,795.9	11.0	585.2	4.8	573.1	4.7	189.8	July 11
	Aug 8	1,823.0	11.2	1,837.0	11.3	612.2	5.0	587.9	4.8	199.5	Aug 8
	Sept 12	1,843.4	11.3	1,862.6	11.5	607.2	5.0	594.6	4.9	194.9	Sept 12
1991	Oct 10	1,839.7	11.3	1,880.7	11.6	586.2	4.8	593.4	4.9	192.4	Oct 10
	Nov 14	1,885.7	11.6	1,917.4	11.8	586.1	4.8	597.5	4.9	192.6	Nov 14
	Dec 12 P	1,957.4	12.0	1,944.3	12.0	594.3	4.9	601.7	4.9	197.1	Dec 12 P

UNEMPLOYMENT 2.2 GB Summary

		MALE		FEMALE		SEASONALLY ADJUSTED ††		MARRIED			
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED			
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	
1987	Annual averages	1,566.1	9.8	1,505.4	9.4	688.6	6.0	656.3	5.7		1987
1988**		1,213.1	7.6	1,199.8	7.5	479.9	4.1	479.1	4.1		1988**
1989		1,159.1	7.3	1,157.1	7.3	408.2	3.4	407.5	3.4		1989
1990		1,130.4	7.1	1,120.0	7.0	409.5	3.5	415.7	3.5	152.3	1990
1989	Dec 14 ‡	1,163.7	7.3	1,107.7	7.0	422.9	3.6	408.9	3.4	154.2	1989
1990	Jan 11										

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
1987)	680.5	460.8	219.7	7.4	8.7	5.7	657.9	7.2			448.3	209.7
1988**) Annual	508.6	346.8	161.8	5.5	6.5	4.1	495.8	5.4			339.8	156.0
1989) averages	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990)	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			272.8	99.0
1990 Dec 13	458.7	343.3	115.4	4.9	6.5	2.9	456.7	4.9	34.1	24.3	340.6	116.1
1991 Jan 10	487.1	365.0	122.1	5.2	6.9	3.0	478.3	5.1	21.6	26.4	357.2	121.1
Feb 7	526.1	394.4	131.7	5.6	7.5	3.3	514.8	5.5	36.5	30.7	385.1	129.7
Mar 14	573.2	428.5	144.7	6.2	8.1	3.6	561.8	6.0	47.0	35.0	418.8	143.0
Apr 11	595.6	445.4	150.2	6.4	8.4	3.7	589.5	6.3	27.7	37.1	440.1	149.4
May 9	608.5	458.3	152.2	6.5	8.6	3.8	613.8	6.6	24.3	33.0	458.8	155.0
June 13	627.6	471.9	155.7	6.7	8.9	3.9	638.8	6.9	25.0	25.7	478.5	160.3
July 11	665.5	496.5	169.0	7.1	9.4	4.2	665.0	7.1	26.2	25.2	497.9	167.1
Aug 8	694.2	514.2	180.1	7.5	9.7	4.5	688.9	7.4	23.9	25.0	514.8	174.1
Sept 12	705.7	523.4	182.4	7.6	9.9	4.5	706.1	7.6	17.2	22.4	526.9	179.2
Oct 10	705.8	526.6	179.2	7.6	10.0	4.4	716.3	7.7	10.2	17.1	536.4	179.9
Nov 14	723.3	543.3	180.0	7.8	10.3	4.5	735.2	7.9	18.9	15.4	552.7	182.5
Dec 12 P	753.5	569.4	184.1	8.1	10.8	4.6	750.8	8.1	15.6	14.9	565.9	184.9
GREATER LONDON (included in South East)												
1987)	363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7
1988**) Annual	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8
1989) averages	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990)	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.0			154.5	57.0
1990 Dec 13	248.3	182.8	65.6	5.9	7.6	3.7	247.7	5.9	14.1	10.4	181.8	65.9
1991 Jan 10	257.1	189.4	67.6	6.1	7.8	3.8	257.4	6.1	9.7	11.3	189.1	68.3
Feb 7	274.1	201.8	72.3	6.5	8.3	4.0	272.5	6.5	15.1	13.0	200.2	72.3
Mar 14	296.4	217.9	78.5	7.0	9.0	4.4	292.8	7.0	20.3	15.0	214.5	78.3
Apr 11	309.3	227.2	82.0	7.4	9.4	4.6	307.5	7.3	14.7	16.7	225.5	82.0
May 9	317.7	234.2	83.5	7.6	9.7	4.7	320.1	7.6	12.6	15.9	235.1	85.0
June 13	329.5	243.5	86.0	7.8	10.1	4.8	332.9	7.9	12.8	13.4	245.0	87.9
July 11	347.2	254.9	92.3	8.3	10.5	5.2	344.5	8.2	11.6	12.3	253.7	90.8
Aug 8	361.4	263.5	97.8	8.6	10.9	5.5	356.0	8.5	11.5	12.0	261.7	94.3
Sept 12	367.6	268.6	99.0	8.7	11.1	5.5	363.8	8.6	7.8	10.3	267.5	96.3
Oct 10	366.9	269.4	97.6	8.7	11.1	5.5	369.8	8.8	6.0	8.4	272.4	97.4
Nov 14	372.7	275.2	97.5	8.9	11.4	5.5	378.1	9.0	8.3	7.4	279.4	98.7
Dec 12 P	385.3	286.0	99.4	9.2	11.8	5.6	385.2	9.2	7.1	7.1	285.4	99.8
EAST ANGLIA												
1987)	72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.6
1988**) Annual	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989) averages	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990)	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1990 Dec 13	45.4	33.9	11.5	4.5	5.8	2.7	45.0	4.4	2.4	2.1	33.4	11.6
1991 Jan 10	49.4	36.8	12.6	4.9	6.3	2.9	46.9	4.6	1.9	2.2	34.9	12.0
Feb 7	53.5	40.0	13.5	5.3	6.9	3.1	50.4	5.0	3.5	2.6	37.5	12.9
Mar 14	56.4	42.1	14.2	5.6	7.3	3.3	53.5	5.3	3.1	2.8	39.9	13.6
Apr 11	57.2	42.8	14.5	5.7	7.4	3.4	55.5	5.5	2.0	2.9	41.4	14.1
May 9	58.0	43.4	14.6	5.7	7.5	3.4	57.7	5.7	2.2	2.4	43.1	14.6
June 13	57.1	43.0	14.2	5.6	7.4	3.3	59.0	5.8	1.3	1.8	44.2	14.8
July 11	60.0	44.7	15.3	5.9	7.7	3.5	61.1	6.0	2.1	1.9	45.7	15.4
Aug 8	61.5	45.5	16.1	6.1	7.8	3.7	62.6	6.2	1.5	1.6	46.7	15.9
Sept 12	62.1	46.1	16.0	6.1	7.9	3.7	63.8	6.3	1.2	1.6	47.7	16.1
Oct 10	61.8	46.0	15.8	6.1	7.9	3.7	64.2	6.3	0.4	1.0	48.0	16.2
Nov 14	64.8	48.5	16.3	6.4	8.4	3.8	66.3	6.6	2.1	1.2	49.7	16.6
Dec 12 P	67.8	51.2	16.7	6.7	8.8	3.9	67.5	6.7	1.2	1.2	50.6	16.9
SOUTH WEST												
1987)	178.9	115.0	63.9	8.5	9.4	7.2	172.3	8.1			111.4	60.9
1988**) Annual	137.6	88.5	49.1	6.4	7.2	5.4	133.7	6.2			86.5	47.3
1989) averages	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990)	97.3	68.8	27.5	4.4	5.6	2.8	97.2	4.4			69.7	27.5
1990 Dec 13	122.6	90.7	31.9	5.5	7.2	3.3	118.4	5.3	9.1	6.2	87.5	30.9
1991 Jan 10	133.3	98.7	34.6	6.0	7.9	3.6	124.8	5.6	6.4	7.2	92.7	32.1
Feb 7	142.7	106.0	36.7	6.4	8.4	3.8	134.5	6.1	9.7	8.4	100.4	34.1
Mar 14	150.2	112.4	37.9	6.8	8.9	3.9	144.0	6.5	9.5	8.5	108.0	36.0
Apr 11	152.0	114.5	37.5	6.8	9.1	3.9	150.1	6.8	6.1	8.4	112.7	37.4
May 9	151.8	114.8	37.0	6.8	9.1	3.8	155.3	7.0	5.2	6.9	116.7	38.6
June 13	153.1	116.1	37.0	6.9	9.2	3.8	160.6	7.2	5.3	5.5	120.8	39.8
July 11	162.9	122.4	40.5	7.3	9.7	4.2	167.1	7.5	6.5	5.7	125.6	41.5
Aug 8	169.3	126.4	42.8	7.6	10.1	4.4	171.9	7.7	4.8	5.5	129.1	42.8
Sept 12	172.8	129.3	43.4	7.8	10.3	4.5	176.2	7.9	4.3	5.2	132.4	43.8
Oct 10	174.5	131.4	43.1	7.9	10.5	4.5	178.4	8.0	2.2	3.8	134.6	43.8
Nov 14	181.3	136.9	44.4	8.2	10.9	4.6	182.5	8.2	4.1	3.5	138.2	44.3
Dec 12 P	190.1	144.3	45.8	8.6	11.5	4.7	186.2	8.4	3.7	3.3	141.3	44.9

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 work-force †	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1987)	305.9	211.1	94.8	12.0	13.8	9.2	292.0	11.4			203.4	88.6
1988**) Annual	238.0	163.0	75.0	9.2	10.7	7.1	229.7	8.9			158.3	71.4
1989) averages	168.5	118.8	49.7	6.6	7.9	4.7	167.9	6.6			118.3	49.6
1990)	152.7	111.7	41.1	5.9	7.4	3.8	152.6	6.0			111.5	41.1
1990 Dec 13	166.0	124.3	41.7	6.4	8.2	3.9	166.5	6.4	6.9	5.1	123.8	42.7
1991 Jan 10	177.1	132.5	44.5	6.8	8.8	4.1	171.8	6.6	5.3	5.8	128.0	43.8
Feb 7	186.7	140.1	46.6	7.2	9.2	4.3	181.8	7.0	10.0	7.4	136.0	45.8
Mar 14	198.9	150.0	49.0	7.7	9.9	4.6	195.8	7.6	14.0	9.8	147.3	48.5
Apr 11	207.2	156.4	50.8	8.0	10.3	4.7	206.5	8.0	10.7	11.6	155.6	50.9
May 9	210.9	160.2	50.7	8.1	10.6	4.7	214.2	8.3	7.7	10.8	161.9	52.3
June 13	216.0	164.1	51.9	8.3	10.8	4.8	220.5	8.5	6.3	8.2	166.8	53.7
July 11	229.1	172.0	57.1	8.8	11.4	5.3	227.7	8.8	7.2	7.1	171.9	55.8
Aug 8	236.0	176.1	59.9	9.1	11.6	5.6	233.4	9.0	5.7	6.4	176.0	57.4
Sept 12	239.9	179.6	60.3	9.3	11.9	5.6	237.6	9.2	4.2	5.7	179.4	58.2
Oct 10	236.0	178.3	57.7	9.1	11.8	5.4	239.7	9.3	2.1	4.0	181.6	58.1
Nov 14	239.4	182.2	57.2	9.2	12.0	5.3	244.8	9.5	5.1	3.8	186.2	58.6
Dec 12 P	247.0	189.2	57.8	9.5	12.5	5.4	248.8	9.6	4.0	3.7	189.7	59.1
EAST MIDLANDS												
1987)	183.9	125.2	58.7	9.6	11.2	7.4	171.6	9.0			116.4	55.2
1988**) Annual	147.8	101.9	45.9									

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent work-force †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1987	213.1	155.1	58.0	14.9	18.4	9.9	201.3	14.1			147.1	54.2
1988**	179.4	130.7	48.7	12.5	15.5	8.2	171.0	11.9			124.6	46.4
1989	141.9	105.7	36.2	10.0	12.8	6.1	140.0	9.9			103.9	36.2
1990	122.9	93.4	29.5	8.7	11.6	4.9	122.7	8.7			93.3	29.4
1990 Dec 13	129.0	100.2	28.8	9.2	12.4	4.8	129.0	9.2	2.2	2.1	99.4	29.6
1991 Jan 10	135.6	104.7	30.9	9.6	13.0	5.2	129.9	9.2	0.9	2.1	100.0	29.9
Feb 7	136.8	105.8	31.1	9.7	13.1	5.2	131.8	9.4	1.9	1.7	101.7	30.1
Mar 14	139.2	107.7	31.4	9.9	13.3	5.3	135.0	9.6	3.2	2.0	104.3	30.7
Apr 11	142.8	110.6	32.2	10.2	13.7	5.4	140.2	10.0	5.2	3.4	108.3	31.9
May 9	141.9	110.0	31.9	10.1	13.6	5.3	142.9	10.2	2.7	3.7	110.3	32.6
June 13	140.9	109.1	31.8	10.0	13.5	5.3	144.4	10.3	1.5	3.1	111.3	33.1
July 11	146.1	112.1	34.0	10.4	13.9	5.7	147.3	10.5	2.9	2.4	113.7	33.6
Aug 8	147.6	112.7	35.0	10.5	13.9	5.8	149.0	10.6	1.7	2.0	115.0	34.0
Sept 12	149.1	114.2	34.9	10.6	14.1	5.8	149.7	10.6	0.7	1.8	116.0	33.7
Oct 10	146.2	113.1	33.1	10.4	14.0	5.5	149.6	10.6	-0.1	0.8	116.0	33.6
Nov 14	147.7	115.0	32.7	10.5	14.2	5.5	149.9	10.7	0.3	0.3	116.5	33.4
Dec 12 P	150.8	118.4	32.3	10.7	14.7	5.4	150.7	10.7	0.8	0.3	117.5	33.2
WALES												
1987	157.0	111.8	45.2	12.7	15.2	9.0	148.1	12.0			105.9	42.2
1988**	130.0	92.9	37.1	10.3	12.5	7.2	123.9	9.8			88.6	35.4
1989	97.0	70.9	26.2	7.4	9.2	4.8	96.1	7.3			69.9	26.1
1990	86.3	65.7	20.6	6.7	8.6	3.8	86.2	6.6			65.6	20.6
1990 Dec 13	95.7	74.7	21.0	7.4	9.8	3.9	94.0	7.2	3.4	2.7	72.9	21.1
1991 Jan 10	101.5	78.9	22.5	7.8	10.4	4.2	96.2	7.4	2.2	2.9	74.8	21.4
Feb 7	104.9	81.8	23.1	8.1	10.8	4.3	100.3	7.7	4.1	3.2	78.4	21.9
Mar 14	108.0	84.8	23.2	8.3	11.1	4.3	104.9	8.1	4.6	3.6	82.2	22.7
Apr 11	110.5	86.7	23.8	8.5	11.4	4.4	109.1	8.4	4.2	4.3	85.4	23.7
May 9	110.2	86.7	23.5	8.5	11.4	4.4	112.2	8.6	3.1	4.0	87.8	24.4
June 13	109.8	86.6	23.2	8.5	11.4	4.3	114.6	8.8	2.4	3.2	89.7	24.9
July 11	116.0	90.3	25.7	8.9	11.9	4.8	117.6	9.1	3.0	2.8	92.0	25.6
Aug 8	118.5	91.6	26.9	9.1	12.0	5.0	119.6	9.2	2.0	2.5	93.6	26.0
Sept 12	119.0	92.5	26.4	9.2	12.2	4.9	119.9	9.2	0.3	1.8	94.1	25.8
Oct 10	117.1	92.0	25.1	9.0	12.1	4.7	119.8	9.2	-0.1	0.7	94.2	25.6
Nov 14	119.7	94.3	25.4	9.2	12.4	4.7	120.9	9.3	1.1	0.4	95.1	25.8
Dec 12 P	122.9	97.1	25.8	9.5	12.8	4.8	121.6	9.4	0.7	0.6	95.6	26.0
SCOTLAND												
1987	345.8	241.9	103.8	14.0	16.7	10.1	321.8	13.0			227.3	94.5
1988**	293.6	207.2	86.4	11.9	14.4	8.5	278.2	11.3			197.5	80.8
1989	234.7	169.5	65.2	9.4	11.8	6.1	233.2	9.3			168.2	65.0
1990	202.5	148.7	53.8	8.2	10.5	5.0	202.1	8.1			148.5	53.6
1990 Dec 13	203.0	152.0	50.9	8.2	10.7	4.8	200.8	8.1	2.2	0.5	149.6	51.2
1991 Jan 10	212.7	158.8	53.8	8.6	11.2	5.0	201.5	8.1	0.7	1.2	150.3	51.2
Feb 7	213.7	159.7	54.0	8.6	11.3	5.1	204.7	8.2	3.2	2.0	153.0	51.7
Mar 14	215.1	161.6	53.5	8.7	11.4	5.0	209.3	8.4	4.6	2.8	157.0	52.3
Apr 11	217.0	163.1	53.9	8.7	11.5	5.1	214.6	8.6	5.3	4.4	160.6	54.0
May 9	215.3	162.5	52.9	8.7	11.5	5.0	219.8	8.9	5.2	5.0	164.4	55.4
June 13	215.5	162.7	52.8	8.7	11.5	4.9	222.7	9.0	2.9	4.5	167.0	55.7
July 11	228.4	168.4	59.9	9.2	11.9	5.6	226.7	9.1	4.0	4.0	170.1	56.6
Aug 8	230.2	169.5	60.6	9.3	12.0	5.7	227.6	9.2	0.9	2.6	171.3	56.3
Sept 12	222.0	167.0	55.0	8.9	11.8	5.1	225.8	9.1	-1.8	1.0	170.4	55.4
Oct 10	220.4	167.3	53.1	8.9	11.8	5.0	225.5	9.1	-0.3	-0.4	170.8	54.7
Nov 14	223.6	170.3	53.3	9.0	12.0	5.0	226.7	9.1	1.2	-0.3	172.3	54.4
Dec 12 P	228.8	175.2	53.6	9.2	12.4	5.0	227.3	9.2	0.6	0.5	173.2	54.1
NORTHERN IRELAND												
1987	126.5	92.0	34.5	17.8	21.5	12.3	122.1	17.0			89.2	32.9
1988**	115.7	84.3	31.3	16.0	19.6	10.7	113.2	15.6			82.7	30.5
1989	105.7	77.7	28.0	14.6	18.2	9.5	105.6	14.6			77.6	27.9
1990	97.2	73.2	24.0	13.4	17.1	8.1	97.2	13.4			73.2	24.0
1990 Dec 13	95.6	73.2	22.4	13.2	17.1	7.5	96.9	13.4	0.6	0.5	73.5	23.4
1991 Jan 10	98.3	75.3	23.0	13.6	17.6	7.7	97.4	13.5	0.5	0.7	73.9	23.5
Feb 7	97.8	75.2	22.6	13.5	17.6	7.6	97.6	13.5	0.2	0.4	74.3	23.3
Mar 14	98.2	75.5	22.6	13.6	17.7	7.6	98.8	13.6	1.2	0.6	75.2	23.6
Apr 11	99.0	76.1	22.9	13.7	17.8	7.7	99.2	13.7	0.4	0.6	75.7	23.5
May 9	98.0	75.5	22.5	13.5	17.7	7.6	99.4	13.7	0.2	0.6	75.9	23.5
June 13	98.2	75.3	22.9	13.6	17.6	7.7	100.0	13.8	0.6	0.4	76.3	23.7
July 11	103.6	77.6	26.0	14.3	18.2	8.8	100.8	13.9	0.8	0.5	76.8	24.0
Aug 8	104.4	78.1	26.3	14.4	18.3	8.9	102.0	14.1	1.2	0.9	77.8	24.2
Sept 12	104.4	78.5	25.9	14.4	18.4	8.7	102.1	14.1	0.1	0.7	78.0	24.1
Oct 10	101.4	77.1	24.3	14.0	18.1	8.2	102.5	14.2	0.4	0.6	78.4	24.1
Nov 14	100.8	77.5	23.3	13.9	18.1	7.8	102.9	14.2	0.4	0.3	79.0	23.9
Dec 12 P	101.3	78.4	22.9	14.0	18.3	7.7	102.9	14.2	—	0.3	79.0	23.9

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status* and in travel-to-work areas† at December 12, 1991

	Male	Female	All	Rate **		Male	Female	All	Rate **		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
ASSISTED REGIONS †											
South West											
Development Areas	9,562	3,255	12,817	19.1	...	Bury St Edmunds	1,359	474	1,833	5.7	4.8
Intermediate Areas	18,528	5,940	24,468	14.1	...	Buxton	1,119	503	1,622	7.5	5.8
Unassisted	116,246	36,597	152,843	9.5	...	Calderdale	6,218	1,995	8,213	10.1	8.7
All	144,336	45,792	190,128	10.2	8.6	Cambridge	5,822	1,960	7,782	5.4	4.6
						Canterbury	3,624	921	4,545	9.7	8.0
West Midlands											
Development Areas	149,690	44,699	194,389	12.3	...	Carlisle	2,818	872	3,690	6.6	5.7
Intermediate Areas	39,490	13,108	52,598	8.0	...	Castleford and Pontefract	4,401	1,231	5,632	11.4	10.0
Unassisted	189,180	57,807	246,987	11.0	9.5	Chard	644	210	854	9.3	7.5
All	189,180	57,807	246,987	11.0	9.5	Chelmsford and Braintree	6,625	2,263	8,888	8.2	6.9
						Cheltenham	3,994	1,115	5,109	6.5	5.7
East Midlands											
Development Areas	2,556	771	3,327	9.4	...	Chesterfield	6,171	1,891	8,062	10.9	9.4
Intermediate Areas	3,519	1,288	4,807	9.3	...	Chichester	3,653	919	4,572	7.9	6.3
Unassisted	115,713	35,875	151,588	9.6	...	Chippenham	1,761	658	2,419	8.4	6.8
All	121,788	37,934	159,722	9.6	8.3	Cinderford and Ross-on-Wye (I)	1,935	707	2,642	10.9	8.7
						Cirencester	675	215	890	6.4	5.4
Yorkshire and Humberside											
Development Areas	17,845	5,044	22,889	13.6	...	Clacton	2,728	685	3,413	18.2	13.6
Intermediate Areas	87,363	23,386	110,749	12.2	...	Clitheroe	341	146	487	5.8	4.6
Unassisted	68,038	21,299	89,337	8.9	...	Colchester	5,264	1,708	6,972	8.6	7.4
All	173,246	49,729	222,975	10.7	9.3	Corby (D)	2,398	718	3,116		

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at December 12, 1991

	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	968	355	1,323	6.9	5.5	Wigan and St Helens (D)	17,337	5,403	22,740	13.7	11.8
Middlesbrough (D)	14,246	3,608	17,854	14.5	12.7	Winchester and Eastleigh	2,888	755	3,643	4.3	3.8
Milton Keynes	6,522	1,997	8,519	8.8	7.8	Widmerere	307	145	452	5.6	4.1
Minehead	750	293	1,043	12.5	9.3	Wirral and Chester (D)	20,200	5,730	25,930	12.9	11.3
Morpeth and Ashington (I)	5,084	1,434	6,518	13.9	12.0	Wisbech	1,493	490	1,983	13.5	10.2
Newark	1,877	588	2,465	11.4	9.2	Wolverhampton (I)	13,805	4,015	17,820	13.3	11.7
Newbury	1,956	622	2,578	6.3	5.3	Woodbridge and Leiston	826	309	1,135	5.0	4.0
Newcastle upon Tyne (D)	33,642	8,848	42,490	12.0	10.7	Worcester	3,696	1,119	4,815	8.4	7.1
Newmarket	1,388	541	1,929	7.6	6.1	Workington (D)	2,520	916	3,436	12.2	10.2
Newquay (D)	1,582	753	2,335	23.6	18.0	Worksop	2,051	614	2,665	11.7	10.3
Newton Abbot	2,059	566	2,625	11.2	8.8	Worthing	5,292	1,409	6,701	8.9	7.2
Northallerton	639	209	848	4.8	4.0	Yeovil	2,667	988	3,655	8.5	7.0
Northampton	6,641	2,062	8,703	7.5	6.6	York	4,319	1,412	5,731	6.6	5.6
Northwich	3,013	1,012	4,025	7.9	6.7						
Norwich	8,094	2,289	10,383	7.3	6.3						
Nottingham	27,848	7,938	35,786	10.9	9.6						
Okehampton	319	141	460	12.4	7.9						
Oldham (I)	7,118	2,197	9,315	11.0	9.5						
Oswestry	855	320	1,175	8.8	6.8						
Oxford	9,243	2,605	11,848	6.3	5.5						
Pendle	2,075	609	2,684	8.2	6.9						
Penrith	511	180	691	4.9	3.6						
Penzance and St Ives (D)	2,480	856	3,336	19.0	14.2						
Peterborough	7,709	2,202	9,911	10.4	9.1						
Pickering and Helmsley	288	105	393	5.6	4.0						
Plymouth (I)	13,747	4,111	17,858	13.9	12.1						
Poole	5,420	1,420	6,840	10.4	8.7						
Portsmouth	13,551	3,626	17,177	11.4	9.8						
Preston	9,775	2,733	12,508	8.0	7.0						
Reading	7,974	2,078	10,052	6.4	5.5						
Redruth and Camborne (D)	3,144	881	4,025	20.2	16.2						
Reiford	439	538	1,977	9.7	8.1						
Richmondshire	586	330	916	7.5	5.6						
Ripon	414	190	604	6.1	4.5						
Rochdale (I)	5,957	1,595	7,552	12.3	10.5						
Rotherham											
and Mexborough (D)	12,306	3,302	15,608	15.9	13.9						
Rugby and Daventry	2,975	1,216	4,191	8.1	6.8						
Salisbury	2,507	782	3,289	7.5	6.4						
Scarborough and Filey	2,530	941	3,471	10.2	8.3						
Scunthorpe (D)	4,586	1,386	5,972	10.1	8.7						
Settle	185	88	273	4.5	3.1						
Shaftesbury	922	337	1,259	9.8	6.9						
Sheffield (I)	25,733	7,061	32,794	12.6	11.1						
Shrewsbury	2,282	767	3,049	7.6	6.0						
Sittingbourne and Sheerness	4,119	1,222	5,341	14.6	12.2						
Skegness	1,669	666	2,335	23.4	17.5						
Skipton	517	166	683	6.6	5.0						
Sleaford	587	233	820	6.5	5.3						
Slough	8,891	3,071	11,962	6.7	5.8						
South Molton	349	112	461	11.9	7.5						
South Tyneside (D)	7,896	2,136	10,032	20.4	17.7						
Souhampton	14,200	3,477	17,677	9.7	8.5						
Southern	22,682	6,830	29,512	12.1	10.0						
Spalding and Holbeach	1,169	461	1,630	7.7	5.7						
St Austell	2,358	795	3,153	14.0	10.9						
Stafford	3,560	1,152	4,712	6.7	5.7						
Stamford	895	363	1,258	7.6	6.0						
Stamton-on-Tees (D)	7,355	2,021	9,376	12.3	11.1						
Stoke	12,999	3,999	16,998	8.7	7.6						
Stroud	2,619	892	3,511	9.6	7.7						
Sudbury	1,165	441	1,606	10.6	8.0						
Sunderland (D)	18,466	4,519	22,985	14.7	12.9						
Swindon	6,691	2,034	8,725	8.0	7.2						
Taunton	2,488	803	3,291	7.6	6.3						
Telford and Bridgnorth (I)	5,335	1,726	7,061	9.7	8.3						
Thanet	5,008	1,398	6,406	16.9	13.2						
Theftord	1,565	504	2,069	10.0	8.2						
Thirsk	224	105	329	5.5	4.3						
Tiverton	715	222	937	8.9	6.9						
Torbay	5,161	1,543	6,704	15.0	11.5						
Torrington	394	176	570	12.4	8.4						
Totnes	646	249	895	13.5	9.5						
Trowbridge and Frome	2,958	979	3,937	8.5	7.2						
Truro	1,843	603	2,446	10.3	8.3						
Tunbridge Wells	4,303	1,362	5,665	6.0	4.8						
Uttoxeter and Ashbourne	556	205	761	5.8	4.8						
Wakefield and Dewsbury	9,327	2,689	12,016	10.8	9.5						
Walsall (I)	14,233	4,002	18,235	12.2	10.6						
Wareham and Swanage	756	288	1,044	9.3	7.3						
Warminster	466	226	692	9.3	7.7						
Warrington	5,227	1,431	6,658	8.0	7.2						
Warwick	4,022	1,439	5,461	6.7	5.6						
Watford and Luton	21,536	6,443	27,979	8.6	7.4						
Wellingborough and Rushden	3,060	1,072	4,132	8.7	7.4						
Wells	1,602	577	2,179	9.0	7.2						
Weston-super-Mare	3,556	1,157	4,713	12.0	9.8						
Whitby (D)	818	303	1,121	14.7	10.5						
Whitchurch and Market Drayton	837	318	1,155	8.4	5.9						
Whitehaven	2,132	640	2,772	8.5	7.5						
Widnes and Runcorn (D)	5,935	1,597	7,532	13.1	11.8						

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at December 12, 1991

	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)	5,746	1,699	7,445	14.1	12.4	Stranraer (I)	643	270	913	12.4	10.0
Islay/Mid Argyll	320	151	471	10.7	8.5	Sutherland (I)	391	244	635	15.3	11.5
Keith	271	162	433	10.8	8.3	Thurso	496	182	678	9.6	8.1
Kelso and Jedburgh	249	116	365	7.1	5.7	Western Isles (I)	1,350	395	1,745	18.0	13.6
Kilmarnock (D)	3,291	1,027	4,318	14.2	12.3	Wick (I)	497	151	648	15.5	11.9
Kirkcaldy (I)	5,733	1,986	7,719	13.1	11.4						
Lanarkshire (D)	15,989	4,106	20,095	13.6	11.8						
Lochaber (I)	646	372	1,018	12.8	10.5						
Lockerbie	216	131	347	9.8	7.1						
Newton Stewart (I)	391	182	573	18.7	12.7						
North East Fife	941	418	1,359	7.8	6.5						
Oban	495	296	791	10.4	7.8						
Orkney Islands	338	153	491	6.7	4.8						
Peebles	343	140	483	11.3	9.1						
Perth	1,637	531	2,168	7.2	6.3						
Peterhead	603	211	814	6.7	5.5						
Shetland Islands	261	100	361	3.7	3.0						
Skye and Wester Ross (I)	594	355	949	13.3	10.4						
Stewartry (I)	449	224	673	9.8	7.0						
Stirling	2,157	720	2,877	8.1	7.0						

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

UNEMPLOYMENT 2.5 Age and duration

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

2.7 UNEMPLOYMENT Age

UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE										
1990 Oct		1,668.5	144.1	352.8	279.5	335.2	255.1	272.9	29.0	1,670.6
1991 Jan		1,957.0	166.4	420.0	335.1	400.5	302.2	297.9	34.9	1,959.7
Apr		2,195.4	185.4	473.7	379.7	456.0	341.3	318.5	40.8	2,198.5
July		2,362.9	200.1	536.1	405.8	488.3	362.6	325.6	44.5	2,367.5
Oct		2,420.0	208.4	523.0	418.2	506.9	377.5	338.0	47.9	2,426.0
MALE										
1990 Oct		1,243.4	89.3	251.6	211.7	268.8	191.1	202.3	28.6	1,244.4
1991 Jan		1,479.4	106.0	304.4	257.2	324.4	229.2	223.8	34.5	1,480.8
Apr		1,666.6	119.6	345.4	292.8	369.4	258.5	240.7	40.2	1,668.2
July		1,779.9	128.2	382.8	312.2	393.5	273.4	245.8	44.0	1,782.4
Oct		1,836.5	131.9	379.7	323.5	410.9	287.2	255.8	47.5	1,839.7
FEMALE										
1990 Oct		425.2	54.8	101.2	67.8	66.4	64.0	70.6	0.4	426.2
1991 Jan		477.7	60.4	115.6	77.9	76.1	73.0	74.1	0.5	479.0
Apr		528.8	65.8	128.3	87.0	86.6	82.8	77.8	0.6	530.2
July		583.1	71.9	153.4	93.6	94.8	89.2	79.8	0.5	585.2
Oct		583.5	76.5	143.3	94.8	95.9	90.3	82.2	0.5	586.2

* Including some aged under 18.

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									
1990 Oct		256.9	616.5	289.5	202.6	80.4	224.7	1,670.6	507.7
1991 Jan		266.9	834.6	333.4	221.6	83.9	219.3	1,959.7	524.8
Apr		291.8	939.7	411.9	253.7	87.9	213.5	2,198.5	555.1
July		362.6	920.9	491.9	293.5	93.1	205.6	2,367.5	592.2
Oct		309.8	914.2	548.0	348.7	101.3	204.1	2,426.0	654.0
Proportion of number unemployed									
1990 Oct		15.4	36.9	17.3	12.1	4.8	13.5	100.0	30.4
1991 Jan		13.6	42.6	17.0	11.3	4.3	11.2	100.0	26.8
Apr		13.3	42.7	18.7	11.5	4.0	9.7	100.0	25.2
July		15.3	38.9	20.8	12.4	3.9	8.7	100.0	25.0
Oct		12.8	37.7	22.6	14.4	4.2	8.4	100.0	27.0
MALE									
1990 Oct		181.9	442.5	215.8	158.9	63.5	181.9	1,244.4	404.3
1991 Jan		186.0	623.6	250.3	175.8	67.3	177.9	1,480.8	421.0
Apr		206.9	700.5	313.2	202.7	71.3	173.5	1,668.2	447.6
July		241.0	680.8	380.3	236.3	76.3	167.7	1,782.4	480.3
Oct		218.7	661.4	426.2	282.9	83.4	167.1	1,839.7	533.4
Proportion of number unemployed									
1990 Oct		14.6	35.6	17.3	12.8	5.1	14.6	100.0	32.5
1991 Jan		12.6	42.1	16.9	11.9	4.5	12.0	100.0	28.4
Apr		12.4	42.0	18.8	12.2	4.3	10.4	100.0	26.8
July		13.5	38.2	21.3	13.3	4.3	9.4	100.0	26.9
Oct		11.9	35.9	23.2	15.4	4.5	9.1	100.0	29.0
FEMALE									
1990 Oct		75.0	174.0	73.7	43.8	16.8	42.9	426.2	103.5
1991 Jan		80.9	211.0	83.1	45.8	16.6	41.4	479.0	103.8
Apr		84.9	239.2	98.7	51.0	16.6	40.0	530.2	107.5
July		121.6	240.1	111.6	57.2	16.9	37.9	585.2	111.9
Oct		91.1	252.8	121.8	65.8	17.9	37.0	586.2	120.6
Proportion of number unemployed									
1990 Oct		17.6	40.8	17.3	10.3	4.0	10.1	100.0	24.3
1991 Jan		16.9	44.1	17.4	9.6	3.5	8.6	100.0	21.7
Apr		16.0	45.1	18.6	9.6	3.1	7.5	100.0	20.3
July		20.8	41.0	19.1	9.8	2.9	6.5	100.0	19.1
Oct		15.5	43.1	20.8	11.2	3.0	6.3	100.0	20.6

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at December 12, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
Bedfordshire	16,158	4,691	20,849	9.1	7.9	Isle of Wight	4,653	1,653	6,306	13.8	11.0
Luton	7,358	1,901	9,259			Medina	2,611	850	3,461		
Mid Bedfordshire	2,123	752	2,875			South Wight	2,042	803	2,845		
North Bedfordshire	3,767	1,115	4,872			Kent	45,689	13,302	58,991	10.3	8.6
South Bedfordshire	2,916	927	3,843			Ashford	2,396	710	3,106		
Berkshire	17,739	5,395	23,134	6.5	5.7	Canterbury	3,624	921	4,545		
Bracknell	2,218	727	2,945			Dartford	2,228	628	2,856		
Newbury	2,679	809	3,488			Dover	3,037	952	3,989		
Reading	4,554	1,069	5,623			Gillingham	3,247	992	4,239		
Slough	3,715	1,249	4,964			Gravesham	3,516	1,048	4,564		
Windsor and Maidenhead	2,328	851	3,179			Maldstone	3,214	1,004	4,218		
Wokingham	2,245	690	2,935			Rochester-upon-Medway	5,862	1,757	7,619		
Buckinghamshire	15,367	4,842	20,209	7.6	6.4	Sevenoaks	2,232	664	2,896		
Aylesbury Vale	3,542	1,187	4,729			Shepway	2,974	704	3,678		
Chiltern	1,456	478	1,934			Swale	4,119	1,222	5,341		
Milton Keynes	5,761	1,753	7,514			Thanet	5,008	1,398	6,406		
South Buckinghamshire	999	370	1,369			Tonbridge and Malling	2,380	728	3,108		
Wycombe	3,609	1,054	4,663			Tunbridge Wells	1,852	574	2,426		
East Sussex	23,266	6,906	30,172	12.2	9.6	Oxfordshire	12,956	3,795	16,751	6.6	5.6
Brighton	7,518	2,258	9,776			Cherwell	2,904	900	3,804		
Eastbourne	2,594	716	3,310			Oxford	3,623	951	4,574		
Hastings	3,640	926	4,566			South Oxfordshire	2,728	759	3,487		
Hove	3,382	1,128	4,510			Vale of White Horse	2,004	557	2,561		
Lewes	2,147	657	2,804			West Oxfordshire	1,697	628	2,325		
Rother	1,818	555	2,373			Surrey	18,050	5,424	23,474		
Wealden	2,167	666	2,833			Elmbridge	2,032	648	2,680		
Essex	44,376	13,837	58,213	10.7	8.8	Epsom and Ewell	1,155	333	1,488		
Basildon	5,619	1,751	7,370			Guildford	2,269	652	2,921		
Braintree	3,230	1,096	4,326			Mole Valley	1,169	340	1,509		
Brentwood	1,447	458	1,905			Reigate and Banstead	2,170	617	2,787		
Castle Point	2,431	793	3,224			Runnymede	1,417	435	1,852		
Chelmsford	3,359	1,185	4,544			Spelthorne	1,806	601	2,407		
Colchester	3,850	1,276	5,126			Surrey Heath	1,405	418	1,823		
Epping Forest	2,786	1,075	3,861			Tandridge	1,202	394	1,596		
Harlow	2,672	945	3,617			Waverley	1,863	525	2,388		
Maldon	1,395	423	1,818			Woking	1,562	460	2,022		
Rochford	1,851	547	2,398			West Sussex	15,775	4,561	20,336	6.9	5.7
Southend-on-Sea	6,012	1,655	7,667			Adur	1,513	426	1,939		
Tendring	4,093	1,075	5,168			Arun	3,295	822	4,117		
Thurrock	4,402	1,133	5,535			Chichester	2,070	543	2,613		
Uttlesford	1,229	425	1,654			Crawley	2,147	725	2,872		
Greater London	285,965	99,351	385,316	10.4	9.2	Mid Sussex	2,146	681	2,827		
Barking and Dagenham	5,801	1,564	7,365			Worthing	2,532	686	3,218		
Barnet	7,959	3,161	11,120			EAST ANGLIA					
Bexley	6,395	2,137	8,532			Cambridgeshire	16,750	5,441	22,191	7.8	6.6
Brent	12,491	4,570	17,061			Cambridge	2,624	819	3,443		
Bromley	6,989	2,348	9,337			East Cambridgeshire	1,104	394	1,498		
Camden	8,753	3,621	12,374			Fenland	2,339	749	3,088		
City of London	86	26	112			Huntingdon	3,131	1,215	4,346		
City of Westminster	6,677	2,795	9,472			Peterborough	5,862	1,647	7,509		
Croydon	10,385	3,364	13,749			South Cambridgeshire	1,690	617	2,307		
Ealing	10,302	3,722	14,024			Norfolk	20,126	6,394	26,520	9.1	7.4
Enfield	9,310	3,072	12,382			Breckland	2,480	875	3,355		
Greenwich	10,693	3,199	13,892			Broadland	1,661	549	2,210		
Hackney	14,254	4,769	19,023			Great Yarmouth	3,777	1,404	5,181		
Hammersmith and Fulham	8,089	3,090	11,179			North Norfolk	2,019	614	2,633		
Haringey	13,637	4,852	18,489			Norwich	5,072	1,317	6,389		
Harrow	4,898	1,989	6,887			South Norfolk	1,738	612	2,350		
Havering	6										

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at December 12, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †				
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce			
Dorset	19,967	5,948	25,915	10.9	8.9	South Kesteven	2,181	743	2,924				
Bournemouth	6,815	1,880	8,695			West Lindsey	1,877	695	2,572				
Christchurch	1,069	319	1,388			Northamptonshire	15,577	5,055	20,632	8.2	7.1		
East Dorset	1,568	499	2,067			Corby	2,276	654	2,930				
North Dorset	906	354	1,260			Daventry	1,175	485	1,660				
Poole	4,604	1,167	5,771			East Northamptonshire	1,349	511	1,860				
Purbeck	1,086	370	1,456			Kettering	2,003	631	2,634				
West Dorset	1,731	604	2,335			Northampton	5,775	1,760	7,535				
Weymouth and Portland	2,188	755	2,943			South Northamptonshire	1,134	414	1,548				
Gloucestershire	13,542	4,053	17,595	7.7	6.6	Wellingborough	1,865	630	2,495				
Cheltenham	2,774	679	3,453			Nottinghamshire	37,440	10,460	47,900	11.0	9.6		
Cotswold	1,309	433	1,742			Ashfield	3,979	996	4,975				
Forest of Dean	1,794	636	2,430			Bassetlaw	3,283	1,111	4,394				
Gloucester	3,375	836	4,211			Broxton	2,676	850	3,526				
Stroud	2,647	905	3,552			Gedling	2,756	982	3,738				
Tewkesbury	1,643	564	2,207			Mansfield	3,828	992	4,820				
Somerset	11,951	4,091	16,042	9.0	7.4	Newark	3,101	886	3,987				
Mendip	2,538	845	3,383			Nottingham	15,622	3,896	19,518				
Sedgemoor	2,882	950	3,832			Rushcliffe	2,195	747	2,942				
South Somerset	3,303	1,214	4,517			YORKSHIRE AND HUMBERSIDE							
Taunton Deane	2,382	759	3,141			Humberside	32,711	9,044	41,755	11.3	9.7		
West Somerset	846	323	1,169			Beverley	2,067	759	2,826				
Wiltshire	13,825	4,606	18,431	7.9	6.8	Boothferry	1,775	575	2,350				
Kenet	1,325	483	1,808			Cleethorpes	2,363	626	2,989				
North Wiltshire	2,330	921	3,251			East Yorkshire	2,152	793	2,945				
Salisbury	2,356	750	3,106			Glanford	1,664	567	2,231				
Thamesdown	5,423	1,574	6,997			Great Grimsby	4,357	975	5,332				
West Wiltshire	2,391	878	3,269			Holderness	1,339	489	1,828				
WEST MIDLANDS						Kingston-upon-Hull	14,474	3,577	18,051				
Hereford and Worcester	17,019	5,762	22,781	9.1	7.4	Scunthorpe	2,520	683	3,203				
Bromsgrove	2,229	748	2,977			North Yorkshire	13,826	5,113	18,939	6.8	5.5		
Hereford	1,586	587	2,173			Craven	795	304	1,099				
Leominster	802	264	1,066			Hambleton	1,320	492	1,812				
Malvern Hills	1,748	570	2,318			Harrogate	2,123	764	2,887				
Redditch	2,377	816	3,193			Richmondshire	598	334	932				
South Herefordshire	909	373	1,282			Ryedale	1,084	432	1,516				
Worcester	2,606	725	3,331			Scarborough	3,319	1,232	4,551				
Wychavon	2,040	737	2,777			Selby	1,596	730	2,326				
Wyre Forest	2,722	942	3,664			York	2,991	825	3,816				
Shropshire	9,989	3,377	13,366	8.7	7.1	South Yorkshire	56,056	15,335	71,391	13.9	12.1		
Bridgnorth	962	354	1,316			Barnsley	8,905	2,304	11,209				
North Shropshire	957	364	1,321			Doncaster	12,793	3,638	16,431				
Oswestry	763	277	1,040			Rotherham	10,514	3,011	13,525				
Shrewsbury and Atcham	2,058	676	2,734			Sheffield	23,844	6,382	30,226				
South Shropshire	924	342	1,266			West Yorkshire	70,653	20,237	90,890	9.9	8.7		
The Wrekin	4,487	1,412	5,899			Bradford	18,125	4,771	22,896				
Staffordshire	29,116	9,300	38,416	9.3	8.0	Calderdale	6,218	1,995	8,213				
Cannock Chase	3,005	899	3,904			Kirkstiles	11,455	3,447	14,902				
East Staffordshire	2,922	949	3,871			Leeds	24,503	7,006	31,509				
Lichfield	2,233	754	2,987			Wakefield	10,352	3,018	13,370				
Newcastle-under-Lyme	3,085	1,038	4,123			NORTH WEST							
South Staffordshire	2,675	924	3,599			Cheshire	26,507	8,044	34,551	8.5	7.5		
Stafford	2,583	877	3,460			Chester	3,249	902	4,151				
Staffordshire Moorlands	1,706	635	2,341			Congleton	1,592	645	2,237				
Stoke-on-Trent	8,240	2,311	10,551			Crewe and Nantwich	2,826	1,008	3,834				
Tamworth	2,687	913	3,600			Ellesmere Port and Neston	2,623	743	3,366				
Warwickshire	12,421	4,437	16,858	8.4	7.0	Halton	5,624	1,499	7,123				
North Warwickshire	1,569	585	2,154			Macclesfield	2,586	874	3,460				
Nuneaton and Bedworth	3,912	1,206	5,118			Vale Royal	2,780	942	3,722				
Rugby	2,153	891	3,044			Warrington	5,227	1,431	6,658				
Stratford-on-Avon	1,889	725	2,614			Greater Manchester	97,288	27,730	125,018	11.1	9.8		
Warwick	2,898	1,030	3,928			Bolton	9,141	2,470	11,611				
West Midlands	120,635	34,931	155,566	12.7	11.3	Bury	4,343	1,344	5,687				
Birmingham	53,042	14,978	68,020			Manchester	26,293	6,834	33,127				
Coventry	14,277	4,243	18,520			Oldham	7,837	2,439	10,276				
Dudley	10,441	3,156	13,597			Rochdale	7,642	2,062	9,704				
Sandwell	13,807	4,051	17,858			Salford	10,043	2,456	12,499				
Solihull	6,122	2,122	8,244			Stockport	7,323	2,268	9,591				
Walsall	10,891	2,956	13,847			Tameside	7,634	2,393	10,027				
Wolverhampton	12,055	3,425	15,480			Trafford	6,587	2,044	8,631				
EAST MIDLANDS						Wigan	10,445	3,420	13,865				
Derbyshire	28,496	9,164	37,660	10.1	8.7	Lancashire	40,932	11,644	52,576	9.5	8.0		
Amber Valley	2,757	1,007	3,764			Blackburn	5,303	1,253	6,556				
Bolsover	2,524	727	3,251			Blackpool	6,063	1,596	7,659				
Chesterfield	3,658	1,073	4,731			Burnley	2,764	819	3,583				
Derby	9,100	2,606	11,706			Charley	2,222	807	3,029				
Derbyshire Dales	1,131	468	1,599			Fylde	1,041	291	1,332				
Erewash	3,009	961	3,970			Hyndburn	2,152	698	2,850				
High Peak	1,884	750	2,634			Lancaster	3,984	1,205	5,189				
North East Derbyshire	2,880	1,010	3,890			Pendle	2,075	609	2,684				
South Derbyshire	1,553	562	2,115			Preston	5,057	1,171	6,228				
Leicestershire	24,397	7,811	32,208	8.3	7.2	Ribble Valley	637	254	891				
Blaby	1,590	529	2,119			Rosendale	1,699	469	2,168				
Charnwood	2,995	1,120	4,115			South Ribblesdale	2,246	677	2,923				
Harborough	1,106	357	1,463			West Lancashire	3,590	1,242	4,832				
Hinckley and Bosworth	1,817	674	2,491			Wyre	2,099	553	2,652				
Leicester	12,770	3,651	16,421			Merseyside	74,540	20,154	94,694	16.7	14.7		
Melton	739	274	1,013			Knowsley	10,121	2,435	12,556				
North West Leicestershire	1,945	667	2,612			Liverpool	30,918	8,239	39,157				
Oadby and Wigston	1,009	359	1,368			Sefton	11,882	3,299	15,181				
Rutland	426	180	606			St Helens	7,236	2,061	9,297				
Lincolnshire	15,878	5,444	21,322	9.9	8.1	Wirral	14,383	4,120	18,503				
Boston	1,439	451	1,890			NORTH							
East Lindsey	4,015	1,471	5,486			Cleveland	25,934	6,594	32,528	14.3	12.7		
Lincoln	3,651	1,016	4,667			Hartlepool	4,626	1,071	5,697				
North Kesteven	1,493	588	2										

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at December 12, 1991

	Male	Female	All		Male	Female	All
SOUTH EAST				Newham North West	4,220	1,343	5,563
Bedfordshire				Newham South	4,351	1,121	5,472
Luton South	4,758	1,145	5,903	Norwood	5,471	2,003	7,474
Mid Bedfordshire	2,272	776	3,048	Old Bexley and Sidcup	1,323	495	1,818
North Bedfordshire	3,086	891	3,977	Orpington	1,578	524	2,102
North Luton	3,250	988	4,238	Peckham	5,507	1,825	7,332
South West Bedfordshire	2,792	891	3,683	Putney	2,652	1,017	3,669
Berkshire				Ravensbourne	1,394	475	1,869
East Berkshire	2,634	875	3,509	Richmond-upon-Thames and Barnes	1,870	834	2,704
Newbury	2,176	668	2,844	Romford	1,990	583	2,573
Reading East	2,997	743	3,740	Ruislip-Northwood	1,352	471	1,823
Reading West	2,420	585	3,005	Southwark and Bermondsey	5,648	1,680	7,328
Slough	3,715	1,249	4,964	Streatham	4,645	1,634	6,279
Windsor and Maidenhead	1,912	703	2,615	Surbiton	1,265	462	1,727
Wokingham	1,885	572	2,457	Sutton and Cheam	1,930	616	2,546
Buckinghamshire				Tooting	4,231	1,587	5,818
Aylesbury	2,701	878	3,579	Tottenham	8,109	2,535	10,644
Beaconsfield	1,410	506	1,916	Twickenham	1,765	730	2,495
Buckingham	2,144	713	2,857	Upminster	2,166	668	2,834
Chesham and Amersham	1,452	472	1,924	Uxbridge	2,184	688	2,872
Milton Keynes	4,967	1,526	6,493	Vauxhall	6,806	2,357	9,163
Wycombe	2,693	747	3,440	Walthamstow	3,576	1,112	4,688
East Sussex				Wanstead and Woodford	1,648	672	2,320
Bexhill and Battle	1,632	498	2,130	Westminster North	4,232	1,789	6,021
Brighton Kemptown	3,820	1,032	4,852	Wimbledon	2,068	831	2,899
Brighton Pavilion	3,698	1,226	4,924	Woolwich	4,557	1,298	5,855
Eastbourne	2,793	788	3,581	Hampshire			
Hastings and Rye	4,033	1,051	5,084	Aldershot	2,574	840	3,414
Hove	3,382	1,128	4,510	Basingstoke	2,941	753	3,694
Lewes	2,213	685	2,898	East Hampshire	2,163	693	2,856
Wealden	1,695	498	2,193	Eastleigh	3,205	768	3,973
Essex				Fareham	2,233	690	2,923
Basilston	4,068	1,222	5,290	Gosport	2,501	915	3,416
Billericay	2,466	800	3,266	Havant	3,786	892	4,678
Braintree	2,840	965	3,805	New Forest	2,002	530	2,532
Brentwood and Ongar	1,780	569	2,349	North West Hampshire	1,849	584	2,433
Castle Point	2,431	793	3,224	Portsmouth North	3,482	900	4,382
Chelmsford	2,539	882	3,421	Portsmouth South	4,978	1,415	6,393
Epping Forest	2,120	843	2,963	Romsey and Waterside	2,599	691	3,289
Harlow	3,005	1,066	4,071	Southampton Itchen	4,447	1,070	5,517
Harwich	3,506	900	4,406	Southampton Test	4,011	931	4,942
North Colchester	2,745	868	3,613	Winchester	1,792	537	2,329
Rochford	2,292	710	3,002	Hertfordshire			
Saffron Walden	1,998	696	2,694	Broxbourne	2,607	1,040	3,647
South Colchester and Maldon	3,087	1,006	4,093	Hertford and Stortford	2,041	708	2,749
Southend East	3,353	981	4,334	Hertsmere	2,263	748	3,011
Southend West	2,659	674	3,333	North Hertfordshire	2,893	956	3,849
Thurrock	3,487	862	4,349	South West Hertfordshire	1,888	575	2,463
Greater London				St Albans	2,031	660	2,691
Barking	2,936	770	3,706	Stevenage	3,221	1,183	4,404
Battersea	4,387	1,625	6,012	Watford	2,797	907	3,704
Beckenham	2,411	823	3,234	Welwyn Hatfield	2,530	764	3,294
Bethnal Green and Stepney	5,536	1,456	7,052	West Hertfordshire	2,596	813	3,409
Bexleyheath	1,994	688	2,682	Isle of Wight			
Bow and Poplar	5,803	1,640	7,443	Isle of Wight	4,653	1,653	6,306
Brent East	4,990	1,715	6,705	Kent			
Brent North	2,504	1,073	3,577	Ashford	2,396	710	3,106
Brent South	4,997	1,782	6,779	Canterbury	2,718	700	3,418
Brentford and Isleworth	2,907	1,163	4,070	Dartford	2,643	752	3,395
Carshalton and Wallington	2,428	719	3,147	Dover	2,783	864	3,647
Chelsea	1,799	620	2,419	Faversham	3,979	1,178	5,157
Chingford	2,204	803	3,007	Folkestone and Hythe	2,974	704	3,678
Chipping Barnet	1,793	683	2,476	Gillingham	3,299	1,009	4,308
Chislehurst	1,606	526	2,132	Gravesham	3,516	1,048	4,564
City of London				Maidstone	2,502	729	3,231
and Westminster South	2,531	1,032	3,563	Medway	3,492	1,097	4,589
Croydon Central	2,674	743	3,417	Mid Kent	3,082	935	4,017
Croydon North East	3,009	1,021	4,030	North Thanet	3,501	913	4,414
Croydon North West	3,123	1,061	4,184	Sevenoaks	1,817	540	2,357
Croydon South	1,589	539	2,128	South Thanet	2,755	821	3,576
Dagenham	2,865	794	3,659	Tonbridge and Malling	2,380	728	3,108
Dulwich	3,519	1,309	4,828	Tunbridge Wells	1,852	574	2,426
Ealing North	3,156	1,034	4,190	Oxfordshire			
Ealing Acton	3,166	1,236	4,402	Banbury	2,656	859	3,515
Ealing Southall	3,980	1,452	5,432	Henley	1,545	482	2,027
Edmonton	3,662	1,092	4,754	Oxford East	3,200	761	3,961
Eltham	2,847	844	3,691	Oxford West and Abingdon	1,932	560	2,492
Enfield North	3,319	1,102	4,421	Wantage	1,678	464	2,142
Enfield Southgate	2,329	878	3,207	Witney	1,945	669	2,614
Erith and Crayford	3,078	954	4,032	Surrey			
Feltham and Heston	3,645	1,317	4,962	Chertsey and Walton	1,908	593	2,501
Finchley	2,095	910	3,005	East Surrey	1,202	394	1,596
Fulham	3,498	1,495	4,993	Epsom and Ewell	1,531	443	1,974
Greenwich	3,289	1,057	4,346	Esher	1,226	368	1,594
Hackney North and Stoke Newington	6,723	2,348	9,071	Guildford	1,823	500	2,323
Hackney South and Shoreditch	7,531	2,421	9,952	Mole Valley	1,241	362	1,603
Hammersmith	4,591	1,595	6,186	North West Surrey	1,965	599	2,564
Hampstead and Highgate	3,445	1,686	5,131	Reigate	1,794	507	2,301
Harrow East	2,896	1,128	4,024	South West Surrey	1,594	457	2,051
Harrow West	2,002	861	2,863	Spelthorne	1,806	601	2,407
Hayes and Harlington	2,443	783	3,226	Woking	1,960	600	2,560
Hendon North	2,180	817	2,997	West Sussex			
Hendon South	1,891	751	2,642	Arundel	2,805	694	3,499
Holborn and St Pancras	5,308	1,935	7,243	Chichester	2,070	543	2,613
Hornchurch	2,051	616	2,667	Crawley	2,519	867	3,386
Hornsey and Wood Green	5,526	2,317	7,843	Horsham	2,146	698	2,844
Ilford North	2,054	741	2,795	Mid Sussex	1,700	519	2,219
Ilford South	3,164	1,000	4,164	Shoreham	2,003	554	2,557
Islington North	6,179	2,419	8,598	Worthing	2,532	686	3,218
Islington South and Finsbury	4,931	1,864	6,795	EAST ANGLIA			
Kensington	2,894	1,315	4,209	Cambridgeshire			
Kingston-upon-Thames	1,865	645	2,510	Cambridge	2,400	744	3,144
Lewisham East	3,490	1,125	4,615	Huntingdon	2,526	971	3,497
Lewisham West	4,295	1,488	5,783	North East Cambridgeshire	2,886	966	3,852
Leyton	4,524	1,680	6,204	Peterborough	5,278	1,407	6,685
Mitcham and Morden	3,259	1,022	4,281				
Newham North East	4,870	1,454	6,324				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at December 12, 1991

	Male	Female	All		Male	Female	All
South East Cambridgeshire	1,504	572	2,076	Warwickshire			
South West Cambridgeshire	2,156	781	2,937	North Warwickshire	2,731	975	3,706
Norfolk				Nuneaton	2,895	897	3,792
Great Yarmouth	3,777	1,404	5,181	Rugby and Kenilworth	2,361	950	3,311
Mid Norfolk	1,834	603	2,437	Stratford-on-Avon	1,889	725	2,614
North Norfolk	2,019	614	2,633	Warwick and Leamington	2,545	890	3,435
Norwich North	2,599	750	3,349	West Midlands			
Norwich South	2,276	613	2,889	Aldridge-Brownhills	2,446	796	3,242
South Norfolk	1,738	612	2,350	Birmingham Edgbaston	3,198	1,075	4,273
South West Norfolk	2,362	890	3,252	Birmingham Erdington	4,951	1,337	6,288
Suffolk				Birmingham Hall Green	3,599	1,012	4,611
Bury St Edmunds	2,153	785	2,938	Birmingham Hodge Hill	4,686	1,193	5,879
Central Suffolk	2,039	733	2,772	Birmingham Ladywood	6,038	1,681	7,719
Ipswich	2,937	775	3,712	Birmingham Northfield	4,872	1,414	6,286
South Suffolk	2,419	841	3,260	Birmingham Perry Barr	4,849	1,380	6,229
Suffolk Coastal	1,769	621	2,390	Birmingham Small Heath	6,488	1,526	8,014
Waveney	2,967	1,099	4,066	Birmingham Sparkbrook	5,575	1,344	6,919
SOUTH WEST				Birmingham Yardley	3,019	926	3,945
Avon				Birmingham Selly Oak	3,762	1,269	5,031
Bath	2,843	948	3,791	Coventry North East	4,947	1,363	6,310
Bristol East	3,865	1,112	4,977	Coventry North West	2,932	958	3,890
Bristol North West	3,815	1,040	4,855	Coventry South East	3,719	1,054	4,773
Bristol South	5,059	1,339	6,398	Coventry South West	2,679	868	3,547
Bristol West	4,609	1,706	6,315	Dudley East	4,342	1,209	5,551
King's Wood	3,050	876	3,926	Dudley West	3,386	1,060	4,446
Northavon	2,689	904	3,593	Halesowen and Stourbridge	2,713	887	3,600
Wansdyke	2,140	639	2,779	Meriden	4,078	1,266	5,344
Weston-super-Mare	2,957	963	3,920	Solihull	2,044	856	2,900
Woodspring	1,975	694	2,669	Sutton Coldfield	2,005	821	2,826
Cornwall				Walsall North	4,353	1,070	5,423
Falmouth and Camborne	4,194	1,173	5,367	Walsall South	4,092	1,090	5,182
North Cornwall	3,900	1,644	5,544	Warley East			

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at December 12, 1991

	Male	Female	All		Male	Female	All
South Yorkshire				Liverpool Mossley Hill	4,271	1,254	5,525
Barnsley Central	3,223	778	4,001	Liverpool Riverside	6,155	1,654	7,809
Barnsley East	2,957	708	3,665	Liverpool Walton	6,091	1,529	7,620
Barnsley West and Penistone	2,725	818	3,543	Liverpool West Derby	5,132	1,289	6,421
Don Valley	3,704	1,080	4,784	Southport	2,543	823	3,366
Doncaster Central	4,471	1,228	5,699	St Helens North	3,321	984	4,305
Doncaster North	4,618	1,330	5,948	St Helens South	3,915	1,077	4,992
Rother Valley	3,120	989	4,109	Wallasey	4,277	1,277	5,554
Rotherham	3,954	1,050	5,004	Wirral South	2,055	723	2,778
Sheffield Central	5,972	1,462	7,434	Wirral West	2,262	778	3,040
Sheffield Attercliffe	3,450	880	4,330				
Sheffield Brightside	4,823	1,069	5,892	NORTH			
Sheffield Hallam	2,240	889	3,129	Cleveland			
Sheffield Heeley	4,306	1,122	5,428	Hartlepool	4,626	1,071	5,697
Sheffield Hillsborough	3,053	960	4,013	Langbaugh	3,806	1,097	4,903
Shentworth	3,440	972	4,412	Middlesbrough	5,212	1,274	6,486
				Redcar	4,239	947	5,186
West Yorkshire				Stockton North	4,445	1,153	5,598
Batley and Spennings	3,020	884	3,904	Stockton South	3,606	1,052	4,658
Bradford North	4,912	1,171	6,083				
Bradford South	3,558	925	4,483	Cumbria			
Bradford West	5,319	1,307	6,626	Barrow and Furness	2,983	965	3,948
Calder Valley	5,512	1,307	6,819	Carlisle	2,133	611	2,744
Colne Valley	2,187	737	2,924	Copeland	2,263	674	2,937
Dewsbury	2,920	852	3,772	Penrith and the Border	1,448	577	2,025
Elmet	1,880	631	2,511	Westmorland	1,099	409	1,508
Halifax	3,706	1,131	4,837	Workington	2,312	845	3,157
Hemsworth	2,759	816	3,575				
Huddersfield	3,328	974	4,302	Durham			
Keighley	2,322	902	3,224	Bishop Auckland	3,086	861	3,947
Leeds Central	5,252	1,275	6,527	City of Durham	2,412	826	3,238
Leeds East	4,428	1,030	5,458	Darlington	3,272	883	4,155
Leeds North East	2,575	858	3,433	Easington	2,747	728	3,475
Leeds North West	2,044	760	2,804	North Durham	3,177	917	4,094
Leeds West	3,408	991	4,399	North West Durham	3,045	940	3,985
Morley and Leeds South	2,666	763	3,429	Sedgefield	2,275	717	2,992
Normanton	2,001	715	2,716				
Pontefract and Castleford	3,054	798	3,852	Northumberland			
Pudsey	1,779	556	2,335	Berwick-upon-Tweed	1,837	641	2,478
Shipley	3,014	856	3,870	Blyth Valley	2,850	836	3,686
Wakefield	3,009	831	3,840	Hexham	1,233	471	1,704
				Wansbeck	2,978	829	3,807
NORTH WEST							
Cheshire				Tyne and Wear			
City of Chester	2,725	684	3,409	Blaydon	2,667	668	3,335
Congleton	1,589	693	2,282	Gateshead East	3,438	963	4,401
Crewe and Nantwich	2,729	960	3,689	Houghton and Washington	3,944	1,019	4,963
Edisbury	2,241	801	3,042	Jarrow	3,761	971	4,732
Ellesmere Port and Neston	2,868	834	3,702	Newcastle upon Tyne Central	3,269	985	4,254
Halton	4,454	1,211	5,665	Newcastle upon Tyne East	3,952	1,000	4,952
Macclesfield	1,624	577	2,201	Newcastle upon Tyne North	3,327	868	4,195
Tatton	1,780	565	2,345	South Shields	4,135	1,165	5,300
Warrington North	3,455	849	4,304	Sunderland North	5,640	1,119	6,759
Warrington South	2,942	870	3,812	Sunderland South	4,463	1,120	5,583
				Tyne Bridge	5,624	1,219	6,843
Greater Manchester				Tynemouth	3,148	865	4,013
Altrincham and Sale	1,846	648	2,494	Wallsend	3,972	1,049	5,021
Ashton-under-Lyne	2,862	863	3,725				
Bolton North East	2,829	739	3,568	WALES			
Bolton South East	3,754	917	4,671	Clwyd			
Bolton West	2,558	814	3,372	Alyn and Deeside	2,040	608	2,648
Bury North	2,109	571	2,680	Clwyd North West	2,780	797	3,577
Bury South	2,234	773	3,007	Clwyd South West	1,850	613	2,463
Cheadle	1,346	514	1,860	Delyn	2,011	595	2,606
Davyhulme	2,449	794	3,243	Wrexham	2,604	746	3,350
Denton and Reddish	3,468	1,033	4,501				
Eccles	3,055	779	3,834	Dyfed			
Hazel Grove	1,740	560	2,300	Carmarthen	2,182	675	2,857
Heywood and Middleton	3,166	900	4,066	Ceredigion and Pembroke North	1,964	716	2,680
Leigh	3,093	966	4,059	Llanelli	2,587	786	3,373
Littleborough and Saddleworth	2,083	724	2,807	Pembroke	3,916	1,190	5,106
Makerfield	2,765	1,015	3,780				
Manchester Central	7,084	1,628	8,712	Gwent			
Manchester Blackley	4,156	1,015	5,171	Blaenau Gwent	2,683	516	3,199
Manchester Gorton	4,176	1,164	5,340	Islwyn	1,841	397	2,238
Manchester Withington	4,033	1,266	5,299	Monmouth	1,641	538	2,179
Manchester Wythenshawe	4,108	960	5,068	Newport East	2,907	782	3,689
Oldham Central and Royton	3,821	1,060	4,881	Newport West	2,910	764	3,674
Oldham West	2,669	864	3,533	Torfaen	3,173	857	4,030
Rochdale	3,740	953	4,693				
Salford East	4,595	1,019	5,614	Gwynedd			
Stalybridge and Hyde	3,325	975	4,300	Caernarfon	2,405	783	3,188
Stockport	2,216	716	2,932	Conwy	2,305	742	3,047
Stretford	5,028	1,403	6,431	Meirionnydd Nant Conwy	1,269	523	1,792
Wigan	3,835	1,173	5,008	Ynys Mon	2,745	926	3,671
Worsley	3,145	924	4,069				
				Mid Glamorgan			
Lancashire				Bridgend	2,310	748	3,058
Blackburn	4,332	925	5,257	Caerphilly	3,437	743	4,180
Blackpool North	3,020	782	3,802	Cynon Valley	2,891	638	3,529
Blackpool South	3,043	814	3,857	Merthyr Tydfil and Rhymney	3,367	676	4,043
Burnley	2,784	819	3,603	Ogmore	2,692	709	3,401
Chorley	2,352	872	3,224	Pontypridd	2,668	670	3,338
Fylde	1,286	365	1,651	Rhondda	3,337	707	4,044
Hyndburn	2,152	698	2,850				
Lancaster	1,829	558	2,387	Powys			
Morecambe and Lunesdale	2,335	697	3,032	Brecon and Radnor	1,257	488	1,745
Pendle	2,075	609	2,684	Montgomery	1,017	355	1,372
Preston	4,401	959	5,360				
Ribble Valley	1,048	392	1,440	South Glamorgan			
Rossendale and Darwen	2,670	797	3,467	Cardiff Central	3,666	971	4,637
South Ribble	2,246	677	2,923	Cardiff North	1,744	416	2,160
West Lancashire	3,460	1,177	4,637	Cardiff South and Penarth	3,554	698	4,252
Wyre	1,919	503	2,422	Cardiff West	3,773	797	4,570
				Vale of Glamorgan	3,009	756	3,765
Merseyside							
Birkenhead	5,789	1,342	7,131	West Glamorgan			
Bootle	6,373	1,425	7,798	Aberavon	2,080	465	2,545
Crosby	2,966	1,051	4,017	Gower	1,968	528	2,396
Knowsley North	5,063	1,138	6,201	Neath	2,233	551	2,784
Knowsley South	5,058	1,297	6,355	Swansea East	3,061	611	3,672
Liverpool Broadgreen	4,892	1,380	6,272	Swansea West	3,288	764	4,052
Liverpool Garston	4,377	1,133	5,510				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at December 12, 1991

	Male	Female	All		Male	Female	All
SCOTLAND				Dumbarton	2,936	861	3,797
Borders Region				East Kilbride	2,456	859	3,315
Roxburgh and Berwickshire	1,069	396	1,465	Eastwood	1,661	548	2,209
Tweeddale, Ettrick and Lauderdale	972	386	1,358	Glasgow Cathcart	2,089	573	2,662
				Glasgow Central	3,226	703	3,929
Central Region				Glasgow Garscadden	4,164	1,026	5,190
Clackmannan	2,239	680	2,919	Glasgow Govan	3,232	808	4,040
Falkirk East	2,262	741	3,003	Glasgow Hillhead	2,962	1,192	4,154
Falkirk West	2,203	697	2,900	Glasgow Maryhill	4,372	1,214	5,586
Stirling	1,877	665	2,542	Glasgow Pollock	3,750	931	4,681
				Glasgow Provan	4,500	979	5,479
Dumfries and Galloway Region				Glasgow Rutherglen	3,557	906	4,463
Dumfries	1,900	768	2,668	Glasgow Shettleston	3,844	938	4,782
Galloway and Upper Nithsdale	1,886	858	2,744	Glasgow Springburn	4,624	1,159	5,783
				Greenock and Port Glasgow	3,881	899	4,780
Fife Region				Hamilton	3,191	849	4,040
Central Fife	2,703	1,009	3,712	Kilmarnock and Loudoun	3,291	1,027	4,318
Dunfermline East	2,447	713	3,160	Monklands East	2,868	707	3,575
Dunfermline West	2,086	620	2,706	Monklands West	2,184	584	2,768
Kirkcaldy	2,686	886	3,572	Motherwell North	3,084	747	3,831
North East Fife	1,191	566	1,757	Motherwell South	2,759	713	3,472
				Paisley North	2,667	734	3,401
Grampian Region				Paisley South	2,519	654	3,173
Aberdeen North	1,832	442	2,274	Renfrew West and Inverclyde	1,549	597	2,146
Aberdeen South	1,514	416	1,930	Strathkelvin and Bearsden	1,766	590	2,356
Banff and Buchan	1,319	517	1,836				
Gordon	874	421	1,295	Tayside Region			
Kincardine and Deeside	800	377	1,177	Angus East	1,837	752	2,589
Moray	1,638	844	2,482	Dundee East	3,525	1,082	4,607
				Dundee West	3,132	1,027	4,159
Highlands Region				North Tayside	1,188	632	1,820
Caitness and Sutherland	1,384	577	1,961	Perth and Kinross	1,900	616	2,516

2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1990 Dec 13	670	526	24	76	139	44	72	152	31	84	110	1,402	—	1,402
1991 Jan 10	619	472	19	63	141	46	62	158	33	78	111	1,330	—	1,330
Feb 7	598	449	23	62	139	49	58	147	35	76	110	1,297	—	1,297
Mar 14	611	434	22	67	144	51	63	152	38	71	110	1,329	—	1,329
Apr 11	367	256	9	30	87	17	19	50	6	33	36	654	—	654
May 9	376	270	7	33	61	17	32	56	13	25	37	657	—	657
June 13	274	205	12	31	84	23	29	65	19	36	118	691	—	691
July 11	834	520	47	218	294	146	232	342	203	195	242	2,753	—	2,753
Aug 8	892	568	54	196	286	153	218	297	166	191	200	2,653	—	2,653
Sept 12	827	505	55	192	293	167	194	433	195	167	131	2,654	—	2,654
Oct 10	499	362	23	64	110	47	75	78	46	43	57	1,042	—	1,042
Nov 14	425	303	19	51	108	38	68	73	35	34	47	898	—	898
Dec 12	436	308	29	53	102	40	55	76	37	36	48	912	—	912

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

UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
MALE AND FEMALE									
1988 Oct		12.6	11.0	8.9	6.3	5.2	9.6	3.3	7.5
1989 Jan		12.1	11.0	8.5	6.2	5.0	9.2	3.1	7.3
Apr		10.5	9.9	7.8	5.7	4.6	8.5	2.7	6.6
July		9.8	9.9	7.4	5.3	4.3	7.7	2.4	6.2
Oct		9.5	8.6	6.9	5.0	4.0	7.1	2.2	5.8
1990 Jan		10.4	9.3	7.1	5.1	4.1	6.9	2.2	5.9
Apr		9.8	8.9	6.9	5.0	4.0	6.6	2.1	5.7
July		9.8	9.5	6.9	5.0	3.9	6.2	2.0	5.7
Oct		10.8	9.4	7.2	5.2	4.0	6.3	2.1	5.9
1991 Jan		12.5	11.2	8.6	6.2	4.8	6.9	2.5	6.9
Apr		13.9	12.6	9.8	7.0	5.4	7.3	2.9	7.7
July		14.3	13.8	10.7	7.6	5.8	7.5	3.0	8.3
Oct		15.6	13.9	10.8	7.8	6.0	7.8	3.5	8.5
MALE									
1988 Oct		13.8	12.7	9.9	8.0	6.7	12.0	4.7	9.1
1989 Jan		13.8	13.2	9.9	8.0	6.5	11.7	4.3	9.0
Apr		12.2	12.0	9.2	7.4	6.0	10.8	3.7	8.3
July		11.3	11.7	8.8	6.9	5.5	9.7	3.3	7.7
Oct		10.9	10.5	8.3	6.6	5.3	8.9	3.0	7.2
1990 Jan		11.9	11.7	8.9	7.0	5.5	8.9	3.1	7.6
Apr		11.3	11.3	8.7	6.8	5.3	8.4	2.9	7.4
July		11.2	11.8	8.8	6.8	5.2	7.9	2.8	7.3
Oct		12.4	12.0	9.2	7.2	5.5	8.1	3.0	7.7
1991 Jan		14.7	14.5	11.2	8.7	6.6	9.0	3.6	9.1
Apr		16.6	16.4	12.8	9.9	7.4	9.7	4.2	10.3
July		17.3	17.6	13.9	10.6	8.0	9.8	4.5	10.9
Oct		18.3	18.1	14.1	11.0	8.2	10.3	4.9	11.3
FEMALE									
1988 Oct		11.2	8.8	7.3	3.9	3.3	6.3	0.2	5.3
1989 Jan		10.1	8.3	6.5	3.7	3.2	5.8	0.2	5.0
Apr		8.6	7.2	5.8	3.3	2.9	5.3	0.2	4.4
July		8.2	7.5	5.4	3.0	2.7	4.8	0.2	4.2
Oct		7.9	6.2	4.8	2.7	2.5	4.5	0.1	3.8
1990 Jan		8.6	6.3	4.6	2.6	2.4	4.3	0.1	3.7
Apr		8.1	5.9	4.4	2.5	2.3	4.1	0.1	3.5
July		8.2	6.6	4.3	2.5	2.3	3.9	0.1	3.5
Oct		9.0	6.1	4.3	2.4	2.2	3.8	0.1	3.5
1991 Jan		9.9	7.0	4.9	2.8	2.6	4.0	0.1	3.9
Apr		10.8	7.8	5.5	3.2	2.9	4.2	0.1	4.4
July		10.9	9.0	6.1	3.5	3.2	4.3	0.1	4.8
Oct		12.5	8.7	6.0	3.5	3.2	4.5	0.1	4.8

* 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 1990 for 1990 and 1991 figures and at the corresponding mid-year for earlier years. These rates have been revised to take account of the 1989 Census Of Employment and 1990 Labour Force Survey and hence are consistent with the unadjusted rates shown in table 2.1.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1990 Dec 13	76	32	20	39	379	205	1,140	214	171	140	1,007	3,391	478	3,869
1991 Jan 10	119	39	22	98	686	319	943	1,182	275	281	1,446	5,371	1,578	6,949
Feb 7	279	89	42	94	1,316	292	923	669	248	247	1,657	5,767	1,382	7,149
Mar 14	287	134	68	59	6,694	647	1,035	1,256	250	456	1,688	12,440	1,946	14,386
Apr 11	227	119	35	57	2,393	449	1,130	1,493	160	500	1,999	8,443	1,645	10,088
May 9	175	131	33	47	1,981	399	872	780	130	259	1,106	5,782	1,344	7,126
June 13	325	224	35	38	2,097	291	633	514	133	141	876	5,083	1,045	6,128
July 11	615	91	93	22	1,775	188	556	482	108	250	938	5,027	838	5,865
Aug 8	290	161	21	47	1,164	234	771	442	83	162	777	3,991	820	4,811
Sept 12	138	97	48	35	710	593	752	872	105	215	723	4,191	702	4,893
Oct 10	175	51	32	47	1,369	266	425	530	63	132	1,182	4,221	848	5,069
Nov 14	233	46	46	296	1,166	164	442	481	137	154	1,668	4,787	700	5,487
Dec 12	283	73	53	183	1,227	321	604	485	122	175	769	4,222	1,350	5,572

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**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1990 Dec	1,850	705	216	356	1,262	273	146	2,616	1,784	185
1991 Jan	1,960	768	236	369	1,455	309	160	2,647	1,879	187
Feb	2,045	812	236	372	1,515	305	177	2,643	1,869	193
Mar	2,142	825	202	366	1,592	308	182	2,621	1,731	194
Apr	2,198	856	186	361	1,443	299	196	2,571	1,652	179
May	2,214	812	164	354	1,412	281	196	2,551	1,604	158
June	2,241	764	148	352	1,384	275	222	2,553	1,593	155
July	2,368	802	148	373	1,439	272	252	2,666	1,694	155
Aug	2,435	806	151	379	1,419	293	243	2,753	1,672	152
Sep	2,451	867	152	369	1,282	289	265	2,832	1,610	146
Oct	2,426	802	177	373	1,299	..	282	2,872	1,599	168
Nov	2,472	818	..	..	1,375	..	303	2,882	1,618	187
Dec	2,552	..	..	..	..	..	..	1,731	..	..
Percentage rate: latest month latest month: change on a year ago	9.0 +2.5	9.6 +2.2	5.5 +0.3	12.8 +0.8	10.1 +1.2	10.4 +1.1	12.1 +7.1	10.0 +0.8	6.5 -0.3	4.8 +0.4
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1987	2,807	629	165	435	1,150	217	..	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	..	2,564	2,234	109
1989	1,784	509	150	364	1,018	259	..	2,533	2,029	118
1990	1,662	590	169	348	1,110	267	106	2,505	1,870	140
Monthly										
1990 Dec	1,842	690	176	354	1,281	272	134	2,532	1,719	160
1991 Jan	1,892	712	171	355	1,321	271	146	2,542	1,676	152
Feb	1,980	738	181	360	1,399	274	160	2,587	1,678	158
Mar	2,091	777	175	357	1,442	278	176	2,603	1,661	171
Apr	2,174	844	186	361	1,398	285	194	2,637	1,671	174
May	2,241	804	189	361	1,413	289	212	2,689	1,689	174
June	2,300	793	194	..	1,453	292	231	2,721	1,688	175
July	2,369	832	193	..	1,449	296	249	2,763	1,708	177
Aug	2,425	841	195	..	1,462	301	265	2,746	1,709	179
Sep	2,457	872	189	..	1,410	300	277	2,772	1,700	176
Oct	2,474	860	192	..	1,420	..	286	2,796	1,695	185
Nov	2,515	901	..	..	1,424	..	291	2,826	1,677	187
Dec	2,546	..	..	..	..	..	..	..	1,672	..
Percentage rate: latest month latest three months: change on previous three months	9.0 +0.3	10.5 +0.6	6.0 +2.0	12.5 +0.1	10.3 -0.3	10.8 +0.5	11.6 +1.8	9.8 +0.2	6.3 -0.1	4.8 +0.1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Nov	Nov	..	Nov	Nov	..	Oct	Oct	Oct	..
Per cent	10.3	10.5	..	8.0	10.3	..	9.4	9.6	4.5	..

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 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 §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1990 Dec	233	4,090	1,190	2.3	338	89	304	2,351	82	22.6	7,343
1991 Jan	241	4,110	1,330	2.5	345	103	308	2,359	104	25.9	8,595
Feb	243	4,150	1,360	2.2	346	100	307	2,362	106	27.7	8,919
Mar	247	4,170	1,540	2.1	330	97	301	2,341	102	28.9	8,804
Apr	248	4,193	1,450	2.1	320	93	298	2,309	97	30.2	8,049
May	244	4,188	1,360	2.2	305	89	289	2,255	98	31.3	8,233
June	253	4,175	1,320	2.1	303	101	284	2,228	103	31.4	8,774
July	261	4,160	1,330	2.2	302	115	284	2,195	134	33.4	8,576
Aug	265	4,205	1,390	2.2	306	113	282	2,193	142	35.1	8,237
Sep	259	4,255	1,410	2.4	302	98	285	2,253	142	37.0	8,070
Oct	257	4,305	1,320	2.5	310	95	290	2,317	140	40.7	8,013
Nov	260	4,350	1,310	2.6	..	..	296	2,327	141	..	8,286
Dec	269	..	..	..	..	..	..	..	..	..	8,569
Percentage rate: latest month latest month: change on a year ago	20.2 +2.4	18.9 +1.3	2.0 N/C	1.7 +0.2	4.4 -0.3	4.4 +0.6	6.6 -0.1	16.3 +0.2	3.2 +1.3	1.5 +0.9	6.8 +1.0
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1987	247	3,317	1,729	2.7	..	32.3	319	2,924	84	21.9	7,412
1988	241	3,833	1,552	2.5	..	49.9	306	2,858	72	19.5	6,896
1989	232	3,951	1,417	2.3	..	83.5	312	2,550	62	15.1	6,521
1990	225	4,148	1,344	2.1	..	93.2	307	2,349	70	16.0	6,884
Monthly											
1990 Dec	228	4,157	1,320	2.1	..	87	303	2,312	88	21.0	7,668
1991 Jan	232	4,082	1,300	2.2	..	86	296	2,288	92	21.8	7,763
Feb	237	4,056	1,290	2.0	..	87	291	2,291	105	24.6	8,130
Mar	243	4,076	1,400	2.0	..	89	289	2,287	103	27.4	8,416
Apr	249	4,126	1,360	2.2	..	94	293	2,282	105	29.5	8,256
May	250	4,157	1,320	2.3	..	98	291	2,275	102	32.4	8,529
June	255	4,239	1,380	2.3	..	102	293	2,280	116	34.1	8,615
July	261	4,278	1,420	2.3	..	118	295	2,273	134	36.3	8,475
Aug	263	4,240	1,400	2.4	..	106	295	2,267	133	38.8	8,520
Sep	264	4,289	1,410	2.5	..	106	296	2,305	133	41.5	8,501
Oct	265	4,372	1,330	2.4	..	105	296	2,329	137	44.5	8,641
Nov	265	4,387	1,380	2.5	..	..	294	2,319	141	..	8,602
Dec	265	..	..	..	..	..	..	..	..	..	8,891
Percentage rate: latest month latest three months: change on previous three months	19.9 +0.2	19.1 +0.4	2.1 N/C	1.6 +0.1	..	4.9 -0.1	6.5 +0.1	16.3 +0.3	3.2 +0.3	1.5 +0.2	7.1 -0.2
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Nov	Jul	Nov	..	Oct	Aug	Aug	Aug	Nov	..	Nov
Per cent	15.9	9.6	2.0	..	6.7	5.5	4.3	16.3	3.2	..	6.8

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

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM		INFLOW †						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1990	Dec 13	328.4	+73.1	240.7	+58.6	87.7	+14.5	30.6
1991	Jan 10	327.3	+57.3	226.4	+46.1	101.0	+11.2	35.9
	Feb 7	387.7	+93.7	274.8	+73.1	113.0	+20.7	39.2
	Mar 14	378.1	+106.7	269.9	+82.5	108.2	+24.3	39.2
	Apr 11	359.2	+89.4	252.3	+67.5	106.9	+21.9	40.3
	May 9	334.7	+98.6	237.6	+72.4	97.2	+26.2	36.2
	June 13	326.3	+79.4	231.2	+58.7	95.1	+20.8	34.4
	July 11	441.9	+113.0	293.5	+77.5	148.4	+35.5	42.3
	Aug 8	385.8	+81.5	259.1	+56.2	126.7	+25.2	41.7
	Sept 12	372.4	+61.1	252.2	+40.7	120.2	+20.4	38.2
	Oct 10	387.2	+56.7	270.7	+39.1	116.5	+17.5	36.9
	Nov 14	374.8	+35.1	266.2	+24.5	108.6	+10.6	38.0
	Dec 12	353.4	+25.0	258.5	+17.7	94.9	+7.3	33.7

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	
1990	Dec 13	222.4	-9.9	149.9	-4.5	72.5	-5.4	23.6
1991	Jan 10	208.8	-9.1	139.5	-3.3	69.3	-5.7	24.5
	Feb 7	295.0	-11.3	202.2	-7.2	92.8	-4.1	32.4
	Mar 14	294.3	-8.7	203.9	-3.7	90.4	-5.0	31.7
	Apr 11	298.1	+10.8	204.2	+6.1	93.9	+4.6	32.8
	May 9	318.1	+30.2	219.7	+24.0	98.5	+6.3	33.6
	June 13	302.7	+36.0	211.4	+26.1	91.4	+9.9	32.0
	July 11	304.8	+49.6	212.6	+36.3	92.2	+13.3	30.5
	Aug 8	312.6	+45.3	215.1	+33.6	97.5	+11.7	29.6
	Sept 12	358.9	+61.6	234.5	+42.3	124.4	+19.3	41.1
	Oct 10	414.0	+79.8	274.7	+54.2	139.3	+25.6	38.4
	Nov 14	335.1	+57.6	226.4	+40.2	108.8	+17.4	37.9
	Dec 12	266.8	+44.4	180.8	+31.0	86.0	+13.4	28.9

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

Flows by age (GB); standardised*; not seasonally adjusted 2.20

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
MALE											
1991	July 11	2.3	31.4	84.4	46.9	30.7	42.1	29.5	11.8	6.9	285.9
	Aug 8	2.5	27.7	66.1	42.6	28.6	40.0	28.3	11.4	6.2	253.2
	Sept 12	2.4	32.9	59.0	40.7	27.7	38.7	27.4	10.6	5.7	245.1
	Oct 10	2.4	29.4	62.6	45.5	30.3	42.9	31.2	12.4	7.0	263.6
	Nov 14	2.5	25.6	60.4	45.4	31.2	44.3	31.9	12.1	6.5	259.9
	Dec 12	2.6	23.7	56.6	44.2	31.1	44.7	32.1	11.8	6.1	252.9
FEMALE											
1991	July 11	1.8	22.5	52.1	20.4	11.1	17.8	12.8	3.5	—	142.0
	Aug 8	2.0	19.7	37.7	19.1	10.4	17.4	13.4	3.7	—	123.3
	Sept 12	1.8	24.8	31.4	17.3	9.6	15.8	11.4	3.3	—	115.5
	Oct 10	1.8	20.7	31.1	17.9	10.0	15.5	12.0	3.5	—	112.4
	Nov 14	1.8	16.6	28.8	17.4	9.7	15.6	12.3	3.6	—	105.7
	Dec 12	1.8	14.0	24.7	15.2	8.8	14.0	11.1	2.9	—	92.6
Changes on a year earlier											
MALE											
1991	July 11	1.0	7.0	20.4	12.3	8.7	11.6	9.0	3.6	2.6	76.2
	Aug 8	1.1	4.3	11.8	9.3	6.7	9.9	7.8	3.1	1.9	56.0
	Sept 12	1.1	3.6	7.1	6.8	5.3	7.2	5.8	2.3	1.5	40.6
	Oct 10	1.1	2.5	7.0	6.6	5.0	6.7	6.2	2.4	1.5	39.0
	Nov 14	1.2	—	3.6	4.7	3.6	4.9	4.4	1.5	0.7	24.7
	Dec 12	1.3	-1.4	0.6	2.5	3.0	4.7	4.8	1.7	1.0	18.2
FEMALE											
1991	July 11	0.8	4.8	12.3	5.1	2.9	4.3	3.4	0.8	—	34.5
	Aug 8	0.9	3.4	6.6	4.3	2.3	3.7	3.3	0.9	—	25.5
	Sept 12	0.7	3.4	5.4	3.1	1.7	3.3	2.3	0.8	—	20.7
	Oct 10	0.7	2.8	4.2	2.7	1.8	2.6	2.1	0.6	—	17.6
	Nov 14	0.8	0.4	2.4	2.0	1.2	2.2	1.8	0.4	—	11.3
	Dec 12	0.7	—	1.3	1.0	1.0	1.7	1.6	0.3	—	7.6
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
MALE											
1991	July 11	0.7	17.0	48.3	34.2	23.3	32.9	22.8	8.5	5.7	193.5
	Aug 8	0.8	17.6	51.3	33.9	22.9	32.1	25.5	8.6	5.5	195.2
	Sept 12	1.0	20.9	57.6	37.6	25.0	34.5	23.4	8.8	5.7	214.6
	Oct 10	1.1	31.6	70.8	42.7	27.9	37.7	25.6	9.5	6.4	253.4
	Nov 14	1.0	19.0	51.2	35.8	24.6	34.4	24.2	9.2	6.2	205.3
	Dec 12	0.8	14.8	40.2	28.6	19.8	28.2	20.7	7.9	5.5	166.6
FEMALE											
1991	July 11	0.7	11.8	24.9	14.6	8.1	12.1	9.0	2.6	0.1	84.0
	Aug 8	0.7	12.7	29.3	14.5	8.1	11.6	8.6	2.6	0.1	88.2
	Sept 12	0.9	16.0	36.4	18.1	10.2	17.0	12.1	3.3	0.1	113.8
	Oct 10	0.9	25.0	40.7	19.4	10.7	16.6	11.7	3.3	0.1	128.5
	Nov 14	0.9	15.3	29.4	16.4	9.1	14.1	10.9	3.2	0.1	99.5
	Dec 12	0.7	12.1	24.0	13.2	7.4	11.1	8.5	2.5	0.1	79.6
Changes on a year earlier											
MALE											
1991	July 11	0.3	0.9	7.7	6.5	4.7	6.0	4.6	1.6	1.4	33.7
	Aug 8	0.3	1.1	6.3	5.5	4.1	5.9	4.9	2.0	1.3	31.4
	Sept 12	0.5	2.0	8.4	7.0	5.0	6.7	5.3	2.0	1.5	38.4
	Oct 10	0.6	5.9	15.2	9.0	6.1	7.3	5.7	2.2	1.8	53.9
	Nov 14	0.6	1.0	8.1	6.2	5.3	6.1	5.1	2.2	1.7	36.3
	Dec 12	0.5	0.8	6.0	5.1	4.3	5.0	4.8	1.8	1.5	29.8
FEMALE											
1991	July 11	0.3	0.8	4.0	2.2	1.3	2.3	1.2	0.3	—	12.4
	Aug 8	0.3	0.7	3.5	1.9	1.3	1.5	1.1	0.4	—	10.8
	Sept 12	0.4	1.9	5.4	3.0	1.8	2.7	2.0	0.5	—	17.8
	Oct 10	0.5	4.8	8.6	3.6	2.0	3.4	2.3	0.6	—	25.9
	Nov 14	0.4	1.4	4.6	2.9	1.6	2.5	1.9	0.6	—	15.9
	Dec 12	0.4	1.0	4.1	1.9	1.6	2.0	1.6	0.4	—	13.1

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

2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1990 R	14,408	1,999	5,250	15,503	25,500	11,291	16,674	28,165	13,209	130,000	10,719	17,669	158,388
1990 Q3 R	3,338	660	1,384	5,260	5,713	2,194	4,870	6,673	2,423	31,855	1,940	3,198	36,993
1990 Q4 R	3,265	518	1,948	4,335	8,540	4,688	5,594	9,278	4,237	41,885	3,695	4,912	50,492
1991 Q1 R	6,034	2,417	1,534	6,640	13,612	5,132	8,521	10,420	4,887	56,780	4,147	6,424	67,351
1991 Q2 R	5,550	1,593	1,353	3,607	10,926	5,528	7,956	11,136	4,456	50,482	3,279	4,565	58,326
1991 Q3 R	6,917	2,297	1,246	4,533	9,456	5,442	7,088	8,752	2,402	45,836	2,853	4,190	52,879
1990 Dec R	1,045	148	684	1,640	4,017	1,587	1,414	3,467	1,332	15,186	1,040	1,691	17,917
1991 Jan R	1,186	136	328	1,183	3,190	1,563	1,913	2,158	1,310	12,831	609	1,321	14,761
1991 Feb R	1,367	261	697	1,731	4,430	1,947	2,417	3,942	1,223	17,754	900	1,837	20,491
1991 Mar R	3,481	2,020	509	3,724	5,992	6,622	4,191	4,320	2,354	26,195	2,638	3,226	32,099
1991 Apr R	1,779	313	775	1,225	4,177	2,501	2,052	3,204	1,151	16,864	1,289	1,351	19,504
1991 May R	1,556	252	262	875	3,886	1,391	2,943	4,080	2,001	16,994	884	1,260	19,138
1991 June R	2,215	1,028	316	1,507	2,863	2,931	2,931	3,852	1,304	16,624	1,106	1,954	19,684
1991 July R	2,120	697	456	1,698	4,248	2,937	3,240	3,296	1,173	19,168	568	984	20,720
1991 Aug R	2,554	821	516	1,132	2,720	867	2,667	3,001	806	14,263	1,093	1,797	17,153
1991 Sept R	2,243	779	274	1,703	2,488	1,638	1,181	2,455	423	12,405	1,192	1,409	15,006
1991 Oct R	2,449	422	1,094	1,194	2,286	1,164	1,242	2,224	743	12,396	438	1,517	14,351
1991 Nov PR	1,423	214	431	992	2,401	1,102	841	2,364	634	10,188	543	693	11,424
1991 Dec *	2,369	238	241	550	2,041	533	526	2,195	707	9,162	379	820	10,361

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

2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1989	1990 R	1990 Q3 R	Q4 R	1991 Q1 R	Q2 R	Q3 R	1991 Oct P	Nov PR	Dec *
SIC 1980												
Agriculture, forestry and fishing	0		129	379	242	61	14	0	36	18	21	3
Coal extraction and coke		11-12	15,372	3,707	1,133	1,158	3,481	1,014	1,226	205	157	213
Mineral oil and natural gas		13-14	265	481	94	150	255	9	343	210	4	16
Electricity, gas, other energy and water		15-17	532	539	143	57	803	306	347	98	46	110
Energy and water supply industries	1		16,169	4,727	1,370	1,365	4,539	1,329	1,916	513	207	339
Extraction of other minerals and ores		21,23	304	705	310	294	728	473	81	10	155	41
Metal manufacture		22	2,618	7,588	1,776	3,047	2,480	2,519	1,017	104	351	128
Manufacture of non-metallic products		24	1,823	4,365	442	1,643	2,665	1,127	662	464	196	172
Chemicals and man-made fibres		25-26	1,884	3,031	645	1,411	937	1,331	918	204	146	199
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		6,629	15,689	3,173	6,395	6,810	5,450	2,678	782	848	540
Manufacture of metal goods		31	2,565	4,612	681	1,601	1,907	2,653	1,642	370	444	369
Mechanical engineering		32	8,935	13,141	2,976	4,693	6,052	5,174	4,603	1,237	1,033	628
Manufacture of office machinery and data processing equipment		33	1,656	858	281	467	390	72	261	0	22	7
Electrical and electronic engineering		34	8,963	13,091	2,995	3,937	6,008	5,361	4,752	1,774	1,295	852
Manufacture of motor vehicles		35	2,362	5,020	945	1,947	3,296	2,900	2,124	946	693	1,239
Manufacture of other transport equipment		36	3,766	5,154	1,236	1,910	1,879	3,829	2,127	410	456	435
Instrument engineering		37	1,113	1,151	392	352	548	145	264	121	51	112
Metal goods, engineering and vehicles industries	3		29,360	43,027	9,506	14,907	19,880	20,134	15,773	4,858	3,994	3,642
Food, drink and tobacco		41-42	7,446	10,219	2,172	2,633	2,791	3,265	2,068	219	476	180
Textiles		43	7,267	8,780	1,967	1,882	1,779	1,815	1,281	1,100	759	295
Leather, footwear and clothing		44-45	5,179	9,052	1,680	2,668	3,952	3,196	1,729	302	133	240
Timber and furniture		46	2,061	4,933	1,034	1,140	1,818	972	842	178	303	38
Paper, printing and publishing		47	3,518	5,679	1,555	2,203	2,445	2,612	1,236	389	405	348
Other manufacturing		48-49	2,950	5,987	1,362	2,379	3,487	2,421	2,916	752	1,079	982
Other manufacturing industries	4		28,421	44,650	9,970	12,905	16,272	14,281	10,072	2,940	3,155	2,083
Construction	5		6,812	10,381	2,561	3,374	3,066	3,592	2,652	901	719	239
Wholesale distribution		61-63	3,100	3,740	890	962	1,066	1,112	1,696	547	537	242
Retail distribution		64-65	4,149	6,522	1,106	1,441	2,006	1,227	1,640	237	396	182
Hotel and catering		66	977	1,078	139	233	821	528	1,816	115	36	170
Repair of consumer goods and vehicles		67	594	363	217	142	292	128	216	33	21	11
Distribution, hotels and catering, repairs	6		8,820	11,703	2,352	2,778	4,185	2,995	5,368	932	990	605
Transport		71-77	4,313	5,575	1,150	1,714	2,437	2,315	1,118	347	439	313
Telecommunications		79	69	1,030	441	560	782	742	364	100	67	209
Transport and communication	7		4,382	6,605	1,591	2,274	3,219	3,057	1,482	447	506	522
Insurance, banking, finance and business services	8		2,109	4,112	1,272	1,514	2,463	3,164	2,651	1,182	514	762
Public administration and defence		91-94	8,859	13,330	4,168	3,388	5,731	2,914	8,584	802	150	1,269
Medical and other health services		95	2,295	1,922	443	447	481	807	927	54	99	200
Other services nes		96-99,00	2,781	1,863	340	1,084	691	603	740	922	221	157
Other services	9		13,935	17,115	4,596	4,919	6,903	4,324	10,251	1,778	470	1,626
All production industries	1-4		80,579	108,093	24,019	35,572	47,501	41,194	30,439	9,093	8,204	6,604
All manufacturing industries	2-4		64,410	103,366	22,649	34,207	42,962	39,865	28,523	8,580	7,997	6,265
All service industries	6-9		29,246	39,535	10,171	11,485	16,770	13,540	19,752	4,339	2,480	3,515
ALL INDUSTRIES AND SERVICES	0-9		116,766	158,388	36,993	50,492	67,351	58,326	52,879	14,351	11,424	10,361

PR Provisional Revised, P Provisional.

* First estimates as at 1 January 1992; final figures are expected to be higher than this. The total for Great Britain is projected to be about 21,000 in December.

† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the August 1991 edition of *Employment Gazette* (p 450-454).

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
1987	235.4			226.4		222.3		159.5	
1988	248.7			231.2		232.8		159.1	
1989	219.5			226.1		229.2		158.4	
1990	173.7			201.2		207.4		147.0	
1991	118.0			171.2		172.4		126.6	
1989 Dec	201.7	-11.0	-5.7	217.2	-3.2	222.0	-2.1	154.6	-1.0
1990 Jan	200.2	-1.5	-5.0	211.0	-5.6	211.0	-6.8	147.4	-3.6
1990 Feb	197.1	-3.1	-5.2	219.8	-0.8	222.4	-1.7	155.2	-0.7
1990 Mar	196.4	-0.7	-1.8	218.2	0.3	220.3	-0.6	154.2	-0.1
1990 Apr	197.1	0.7	-1.0	215.3	1.4	218.8	2.6	152.0	1.5
1990 May	193.9	-3.2	-1.1	213.7	-2.0	217.6	-1.6	151.1	-1.4
1990 June	184.3	-9.6	-4.0	202.2	-5.3	210.7	-3.2	146.6	-2.5
1990 July	171.9	-12.4	-8.4	198.2	-5.7	211.6	-2.4	148.9	-1.0
1990 Aug	166.3	-5.6	-9.2	195.8	-6.0	202.4	-5.1	145.0	-2.0
1990 Sept	159.4	-6.9	-8.3	193.8	-2.8	201.8	-3.0	145.2	-0.5
1990 Oct	145.5	-13.9	-8.8	186.6	-3.9	202.4	-3.1	147.0	-0.6
1990 Nov	138.2	-7.3	-9.4	182.5	-4.4	192.6	-3.3	140.5	-1.5
1990 Dec	133.5	-4.7	-8.6	177.4	-5.5	177.5	-8.1	130.7	-4.8
1991 Jan	143.6	10.1	-0.6	198.2	3.9	185.1	-5.8	133.1	-4.6
1991 Feb	143.6	0.0	1.8	161.1	-7.1	159.8	-10.9	115.9	-8.2

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 Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
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	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1991	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.9
1990 Dec	27.1	8.4	2.9	8.0	9.4	7.6	8.1	15.5	6.6	8.5	15.2	108.9	3.0	111.9
1991 Jan	25.4	7.6	2.8	9.0	9.8	7.4	8.6	16.8	7.3	9.0	15.6	111.6	2.9	114.5
Feb	25.3	7.7	2.7	10.2	8.7	6.9	7.8	17.1	7.1	9.1	19.8	114.5	3.1	117.6
Mar	26.9	8.5	2.9	11.1	8.3	6.3	7.6	16.7	7.1	8.8	21.8	117.5	2.9	120.4
Apr	27.4	8.7	3.4	11.3	7.6	6.8	7.7	16.5	7.1	9.7	19.4	116.0	3.0	119.0
May	28.6	8.7	3.2	11.2	7.7	7.0	8.1	15.5	6.5	8.0	18.5	114.3	3.2	117.5
June	29.6	8.2	3.6	10.9	8.3	6.7	8.1	15.3	6.7	8.6	18.8	116.6	3.5	120.1
July	28.4	7.7	3.2	9.4	7.3	6.3	7.1	14.1	6.1	7.7	17.1	106.8	3.1	109.9
Aug	28.3	7.2	3.1	8.9	7.0	6.5	7.3	14.4	5.9	7.2	16.3	104.7	2.9	107.7
Sept	33.8	9.2	3.7	10.2	8.8	8.2	8.5	17.2	6.7	8.0	18.6	123.9	3.3	127.2
Oct	34.3	9.3	3.8	10.3	9.3	8.7	9.1	17.1	6.9	8.0	19.6	127.0	2.9	129.9
Nov	30.6	8.3	3.3	8.8	8.0	7.6	8.0	15.5	6.5	7.6	18.2	114.2	2.9	117.0
Dec	26.7	7.3	2.9	7.2	7.1	6.6	6.8	13.5	5.4	7.0	15.9	99.0	2.8	101.7
Vacancies at careers offices														
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	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.8	0.6	17.6
1991	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1990 Dec	3.9	2.0	0.2	0.5	1.4	0.4	0.6	0.9	0.3	0.1	0.6	9.1	0.3	9.4
1991 Jan	3.9	2.1	0.3	0.4	1.4	0.4	0.5	0.9	0.3	0.1	0.7	8.9	0.3	9.2
Feb	4.2	2.7	0.2	0.6	1.5	0.4	0.6	0.8	0.3	0.1	0.6	9.3	0.3	9.6
Mar	3.4	1.9	0.3	0.6	1.6	0.4	0.7	0.8	0.2	0.1	0.6	8.9	0.3	8.9
Apr	3.2	1.7	0.4	0.5	1.5	0.4	0.7	0.9	0.3	0.1	0.7	8.8	0.3	9.1
May	3.7	2.0	0.5	0.6	1.5	0.5	0.8	1.1	0.3	0.2	0.8	9.9	0.3	10.2
June	4.9	2.5	0.4	0.6	1.5	0.6	0.7	1.0	0.4	0.2	0.9	11.2	0.3	11.5
July	4.5	2.4	0.4	0.6	1.5	0.5	0.7	0.8	0.3	0.2	0.8	10.2	0.3	10.5
Aug	3.9	2.2	0.3	0.5	1.5	0.4	0.6	0.8	0.3	0.1	0.7	9.1	0.2	9.3
Sept	3.8	2.1	0.3	0.5	1.4	0.4	0.6	0.8	0.4	0.1	0.6	8.8	0.3	9.1
Oct	2.6	1.3	0.3	0.4	1.3	0.4	0.5	0.6	0.3	0.1	0.6	7.2	0.3	7.5
Nov	2.2	1.3	0.3	0.4	1.2	0.2	0.4	0.5	0.2	0.1	0.6	6.1	0.3	7.4
Dec	2.1	1.3	0.2	0.3	1.1	0.2	0.3	0.5	0.2	0.1	0.4	5.4	0.3	5.7

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

* Included in South East.

† Excluding vacancies on government programmes. See note to table 3.1.

INDUSTRIAL DISPUTES 4.1

Stoppages of work

Stoppages in progress: industry

United Kingdom	12 months to November 1990			12 months to November 1991		
	SIC 1980	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
Agriculture, forestry and fishing	1	†	‡	1	100	‡
Coal extraction	93	16,000	56,000	38	8,000	32,000
Coke, mineral oil and natural gas	4	16,600	35,000	-	-	-
Electricity, gas, other energy and water	4	1,600	5,000	3	2,400	4,000
Metal processing and manufacture	6	700	15,000	3	800	3,000
Mineral processing and manufacture	10	2,300	11,000	3	400	5,000
Chemicals and man-made fibres	6	700	1,000	1	100	‡
Metal goods nes	15	2,000	17,000	9	1,000	18,000
Engineering	61	18,700	109,000	38	14,000	113,000
Motor vehicles	55	64,700	508,000	9	2,500	4,000
Other transport equipment	19	21,000	441,000	14	16,200	43,000
Food, drink and tobacco	15	6,400	69,000	8	2,800	16,000
Textiles	4	1,200	3,000	1	†	‡
Footwear and clothing	7	1,700	20,000	6	900	1,000
Timber and wooden furniture	3	200	1,000	2	100	‡
Paper, printing and publishing	6	800	6,000	6	300	1,000
Other manufacturing industries	10	1,800	16,000	2	800	5,000
Construction	12	4,400	14,000	18	6,300	14,000
Distribution, hotels and catering, repairs and transport services	7	1,700	10,000	6	800	8,000
Supporting and misc. transport services	115	66,500	170,000	47	13,600	64,000
Banking, finance, insurance, business services and leasing	2	1,000	1,000	4	3,700	7,000
Public administration, education and health services	167	92,800	619,000	129	99,400	377,000
Other services	8	1,200	15,000	21	4,400	46,000
All industries and services	629**	326,700	2,159,000	371**	178,600	765,000

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

Stoppages: November 1991

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	35	22,800	45,000
of which, stoppages:			
Beginning in month	17	3,500*	5,000
Continuing from earlier months	18	19,300**	40,000

* Includes 5,000 directly involved.

** Includes 1,400 involved for the first time.

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 1991 are provisional.

Stoppages in progress: cause

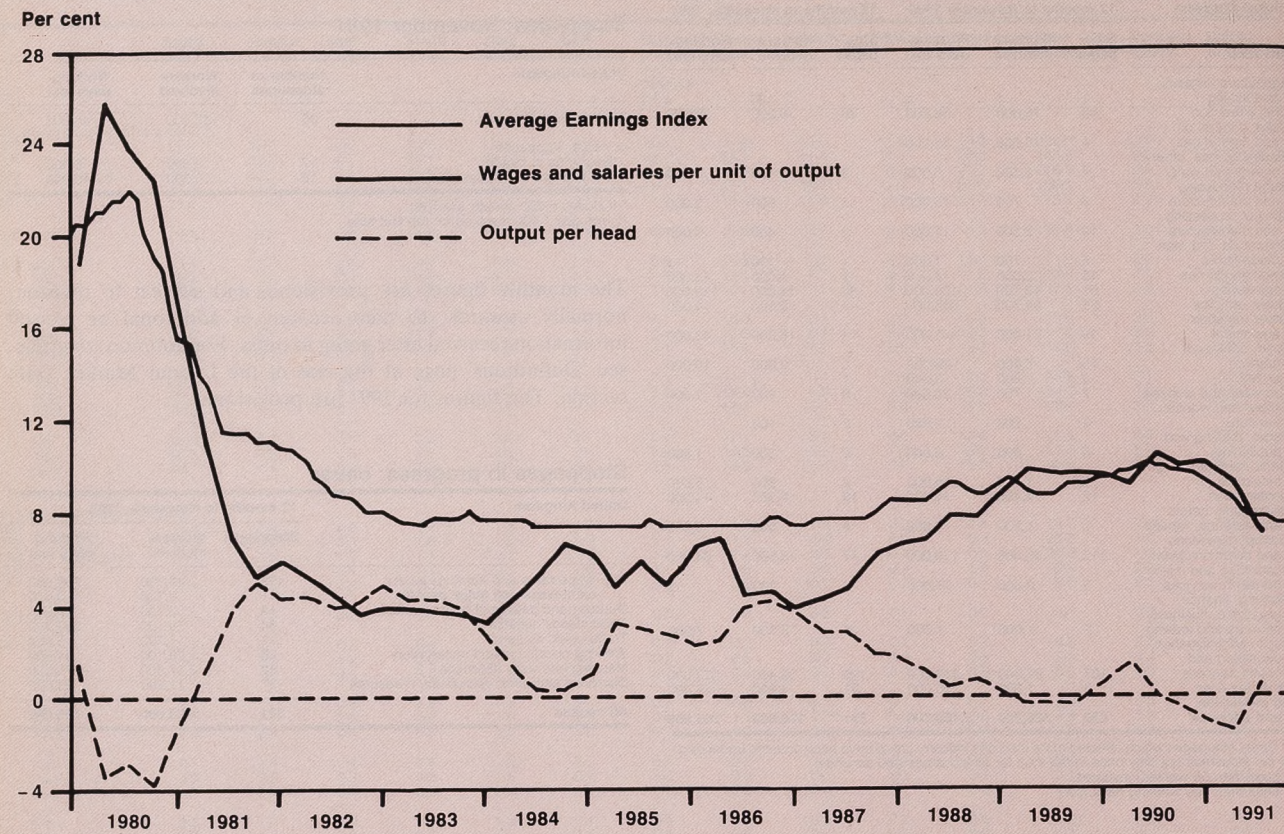
United Kingdom	12 months to November 1991		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	115	42,700	298,000
-extra-wage and fringe benefits	11	2,100	8,000
Duration and pattern of hours worked	13	3,100	19,000
Redundancy questions	64	70,100	250,000
Trade union matters	11	1,700	5,000
Working conditions and supervision	38	29,100	61,000
Manning and work allocation	82	17,900	70,000
Dismissal and other disciplinary measures	37	11,900	55,000
All causes	371	178,600	765,000

Stoppages of work**: summary 4.2

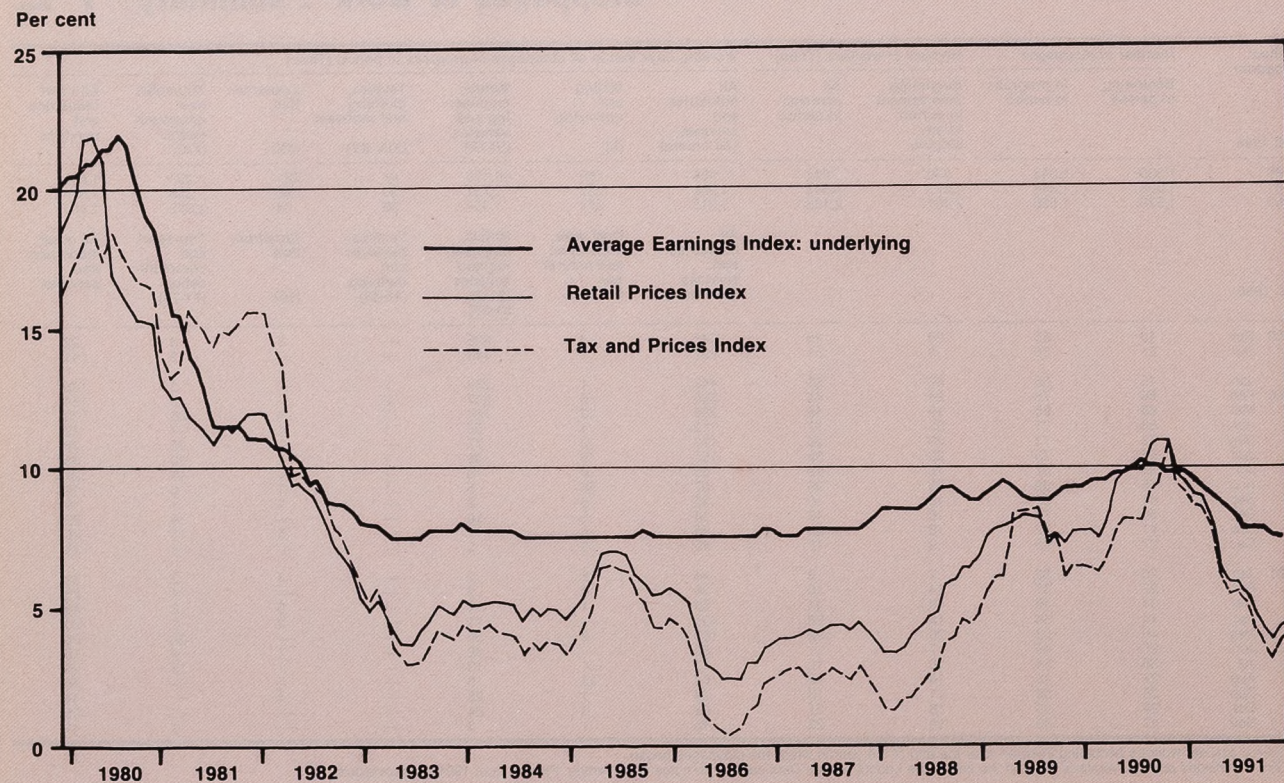
United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services
SIC 1968											
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
SIC 1980											
1989 Nov	43	55	26	45	341	8	228	-	5	8	92
Dec	21	36	8	51	297	1	143	-	-	12	141
1990 Jan	45	55	45	58	443	1	273	1	-	3	165
Feb	66	78	24	46	515	5	347	2	-	8	154
Mar	66	95	19	49	236	13	104	17	4	26	73
Apr	53	71	53	57	112	4	56	1	1	7	42
May	53	71	23	28	131	2	77	-	-	25	26
Jun	57	73	20	32	150	5	45	1	1	60	38
Jul	55	67	16	19	67	9	10	-	-	21	21
Aug	55	69	25	26	67	36	5	1	1	6	19
Sep	41	59	15	16	35	5	8	-	1	1	19
Oct	61	77	18	19	54	5	10	-	-	9	29
Nov	41	62	18	20	65	6	11	-	5	16	26
Dec	27	45	9	12	40	3	5	-	-	4	28
1991 Jan	20	32	7	8	44	5	2	-	4	2	32
Feb	27	37	14	16	36	4	3	-	-	4	25
Mar	34	46	40	41	55	1	4	-	3	2	46
Apr	44	54	12	38	105	-	11	-	2	2	90
May	46	63	20	22	105	2	50	-	-	32	20
Jun	26	46	7	11	53	-	32	-	1	4	16
Jul	36	54	10	12	57	1	13	-	1	13	28
Aug	27	45	10	12	64	12	6	-	-	-	46
Sep	25	36	11	13	78	1	28	-	4	-	44
Oct	24	38	18	21	83	3					

C2 EARNINGS

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



Earnings and prices: whole economy—increases over previous year



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					
		Underlying*		Underlying*		Underlying*		Underlying*				
1988=100												
1988 Annual	100.0			100.0		100.0		100.0				
1989 averages	109.1			108.7		109.1		108.9				
1990 averages	119.7			118.9		119.4		119.4				
1988 Jan	95.4	96.1		95.8	96.6	95.8	96.5	95.4	96.3			
Feb	95.5	96.7		95.6	96.3	95.3	96.0	96.0	97.1			
Mar	98.3	97.5		98.0	97.7	97.8	97.8	98.6	97.4			
Apr	97.8	97.9		98.8	98.0	98.9	98.2	97.3	97.6			
May	98.4	98.6		99.3	98.9	99.5	99.2	98.0	98.2			
June	99.8	99.3		100.6	99.5	100.4	99.5	99.6	99.2			
July	101.3	100.2		101.1	99.9	101.3	100.1	101.3	100.4			
Aug	100.3	100.9		99.5	100.9	99.9	100.9	100.5	100.8			
Sept	100.9	101.5		100.2	101.3	100.5	101.5	100.6	101.4			
Oct	101.7	102.6		101.8	102.6	101.9	102.7	101.2	102.3			
Nov	103.7	103.5		103.6	103.5	103.7	103.4	103.6	103.5			
Dec	106.9	105.2		105.5	104.4	105.3	104.3	107.9	105.6			
1989 Jan	104.2	105.0	9.3	9	104.2	105.1	8.8	8 3/4	104.2	105.2	9.2	9
Feb	104.6	105.9	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.9	105.8	10.2	8 3/4
Mar	107.3	106.5	9.2	9 1/2	105.7	105.4	7.9	8 3/4	106.0	106.0	8.4	8 3/4
Apr	107.3	107.4	9.7	9 1/4	107.8	106.9	9.1	8 1/2	107.9	107.2	9.2	8 3/4
May	107.5	107.7	9.2	9	108.0	107.6	8.8	8 3/4	108.1	107.8	8.7	8 3/4
June	109.1	108.4	9.2	8 3/4	109.4	108.2	8.7	8 1/2	109.6	108.6	9.1	8 3/4
July	110.3	109.1	8.9	8 3/4	110.3	109.1	9.2	8 1/2	110.8	109.5	9.4	9
Aug	109.1	109.6	8.6	8 3/4	108.3	109.8	8.8	8 3/4	109.2	110.3	9.3	9 1/4
Sept	110.7	111.3	9.7	9	109.5	110.7	9.3	8 3/4	109.8	110.9	9.3	9
Oct	111.7	112.6	9.7	9 1/4	110.6	111.5	8.7	9	111.0	111.8	8.9	9 1/4
Nov	113.2	112.9	9.1	9 1/4	112.2	112.1	8.3	8 3/4	112.9	112.5	8.8	9
Dec	114.7	112.9	7.3	9 1/4	113.8	112.7	8.0	8 1/2	114.3	113.3	8.6	9
1990 Jan	113.8	114.7	9.2	9 1/2	112.7	113.6	8.1	8 3/4	113.2	114.1	8.7	9 1/4
Feb	114.0	115.4	9.0	9 1/2	113.9	114.7	8.4	9 1/4	114.3	115.1	8.8	9 1/2
Mar	117.4	116.5	9.4	9 1/2	116.8	116.5	10.5	9 1/2	117.0	117.0	10.4	9 3/4
Apr	117.3	117.5	9.4	9 3/4	117.2	116.2	8.7	9 1/2	117.4	116.6	8.8	9 3/4
May	118.5	118.8	10.3	9 3/4	117.9	117.5	9.2	9 1/4	118.2	117.8	9.3	9 3/4
June	120.5	119.9	10.6	10	120.1	118.8	9.8	9 1/2	120.7	119.7	10.2	9 3/4
July	121.2	120.0	10.0	10 1/4	120.8	119.5	9.5	9 1/2	121.3	119.9	9.5	10
Aug	120.9	121.6	10.9	10	118.8	120.5	9.7	9 1/2	119.7	120.9	9.6	9 3/4
Sept	121.3	122.0	9.6	10	120.2	121.6	9.8	9 1/2	121.0	122.1	10.1	9 3/4
Oct	121.7	122.7	9.0	9 3/4	120.8	121.7	9.1	9 1/4	121.6	122.4	9.5	9 3/4
Nov	123.8	123.5	9.4	9 3/4	123.0	122.9	9.6	9 1/2	123.7	123.3	9.6	9 3/4
Dec	126.3	124.2	10.0	9 3/4	125.1	123.8	9.8	9 1/2	125.2	124.1	9.5	9 3/4
1991 Jan	124.3	125.2	9.2	9 1/2	123.4	124.4	9.5	9 1/4	124.3	125.2	9.7	9 1/2
Feb	124.7	126.2	9.4	9 1/4	124.3	125.1	9.1	8 3/4	125.2	126.1	9.6	9
Mar	127.5	126.5	8.6	9	126.1	125.8	8.0	8 1/2	126.8	126.9	8.5	9
Apr	127.4	127.5	8.5	8 3/4	128.0	126.9	9.2	8 1/2	128.6	127.7	9.5	9
May	128.1	128.4	8.1	8 1/2	127.7	127.3	8.3	8 3/4	129.2	128.9	9.4	9
Jun	129.2	128.5	7.2	8	129.7	128.3	8.0	8 1/4	130.3	129.2	7.9	8 3/4
Jul	130.5	129.1	7.6	7 3/4	130.0	128.5	7.5	8 1/4	130.8	129.3	7.8	8 1/2
Aug	130.8	131.5	8.1	7 3/4	128.7	130.6	8.4	8	130.2	131.4	8.7	8 1/4
Sep	130.8	131.7	8.0	7 3/4	129.2	130.6	7.4	8	130.9	132.1	8.2	8 1/2
Oct	130.9	132.0	7.6	7 1/2	130.8	131.8	8.3	8	131.7	132.6	8.3	8 1/2
Nov	133.4	133.0	7.7	7 1/2	132.9	132.7	8.0	8	134.1	133.7	8.4	8 1/2

Note: (1) The seasonal adjustment factors have been revised this month and are now based on data up to April 1991.
 (2) Figures for years 1984-89 on a 1985=100 basis were published in *Employment Gazette* October 1989; the 1985=100 series was discontinued after July 1989.
 * For a note on the underlying rate of change see Stats Update on page 685 of the December 1991 *Employment Gazette*.

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	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1989) averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	109.9	112.7	107.9	109.3
1990)	120.0	125.0	126.7	121.6	115.5	119.1	122.6	119.3	119.3	119.5	125.6	117.5	121.7
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
1988 Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
1988 May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
1988 Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
1988 Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
1988 Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
1988 Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
1989 Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	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
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
1990 Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
1990 Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
1990 Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
1990 May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
1990 June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
1990 July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
1990 Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
1990 Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
1990 Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
1990 Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
1990 Dec	120.1	123.7	135.8	125.4	117.7	124.8	136.9	124.7	124.7	125.0	132.8	120.6	130.9
1991 Jan	118.7	137.8	139.6	125.7	123.2	122.3	126.3	124.2	123.6	124.5	135.0	119.9	127.0
1991 Feb	122.0	141.0	131.5	127.8	114.9	121.9	129.7	126.6	125.3	124.8	132.4	121.8	128.4
1991 Mar	120.9	142.7	136.0	126.4	116.9	122.2	135.4	127.8	127.3	124.9	135.7	122.0	131.3
1991 Apr	129.9	139.3	140.0	127.8	127.2	123.7	129.9	129.1	127.1	139.4	139.2	122.6	135.5
1991 May	126.4	140.6	140.8	140.9	119.5	125.8	130.7	129.2	129.4	126.7	133.2	123.9	135.9
1991 Jun	127.1	142.2	141.7	129.0	119.8	128.0	131.6	131.6	132.1	131.2	135.5	124.4	135.5
1991 Jul	134.4	139.7	145.1	133.4	128.6	127.5	132.4	131.0	131.0	131.3	136.0	127.4	134.5
1991 Aug	160.4	141.5	140.8	140.8	125.9	126.5	134.6	130.5	129.3	124.9	136.2	124.3	134.3
1991 Sep	147.6	140.7	140.4	146.1	120.8	127.2	135.5	130.6	129.6	127.0	135.3	126.7	134.7
1991 Oct	137.6	141.8	141.1	136.2	130.1	127.3	136.8	132.6	131.7	129.1	139.8	125.9	135.0
1991 Nov P	131.9	152.7	141.1	139.5	121.6	130.9	141.1	135.5	133.0	132.5	139.1	127.8	140.8

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

EARNINGS 5.3

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

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other 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	SIC 1980 CLASS
(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.)		
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1988) Annual
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	109.9	108.8	108.6	111.3	109.1	1989) averages
117.6	115.8	113.5	117.5	124.6	117.3	118.4	118.8	121.2	120.7	118.0	122.9	119.7	1990)
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	95.4	1988 Jan
96.3	97.5	95.5	95.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	95.5	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	98.3	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	97.8	1988 Apr
98.9	100.1	99.7	99.7	96.9	99.2	99.1	98.9	98.8	97.9	94.5	99.0	98.4	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	99.8	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	101.3	1988 July
99.8	100.6	101.3	102.2	99.0	99.9	99.7	100.2	99.6	100.2	102.8	100.2	100.3	1988 Aug
100.6	99.3	102.1	101.1	102.1	101.0	100.5	102.2	98.6	100.5	101.1	101.4	100.9	1988 Sept
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	101.7	1988 Oct
103.5	101.0	102.6	102.5	106.1	102.1	103.1	103.2	105.9	105.9	101.8	101.9	103.7	1988 Nov
101.6	101.5	102.4	104.1	107.8	106.3	109.9	102.8	106.0	104.3	118.7	106.6	106.9	1988 Dec
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	104.2	1989 Jan
103.1	104.7	101.6	107.2	106.0	105.0	103.6	103.0	105.1	105.9	102.7	104.7	104.6	1989 Feb
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	107.3	1989 Mar
104.7	105.3	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	107.3	1989 Apr
107.2	107.1	105.8	106.7	108.6	107.6	106.2	106.0	107.3	106.6	107.8	107.6	107.5	1989 May
110.6	108.4	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	109.1	1989 June
109.6	108.8	107.2	109.1	112.3	108.1	106.6	109.1	111.5	1				

5.4 EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry †

UNITED KINGDOM	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
October SIC 1980 Class										
MALE (full-time on adult rates)										
Weekly earnings										£
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	178.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36	170.37
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59	181.36
1990	265.23	248.83	279.94	245.92	228.76	263.70	262.23	228.41	251.04	196.51
Hours worked										
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
1988	42.8	45.4	43.4	44.2	42.7	43.3	42.3	43.6	45.1	43.4
1989	42.7	45.0	43.6	43.8	43.3	42.3	42.8	43.3	45.0	42.8
1990	41.6	44.1	43.0	42.8	41.4	41.2	42.6	43.0	44.7	42.5
Hourly earnings										pence
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	292.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3	392.6
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9	424.1
1990	638.2	563.7	651.7	574.6	552.1	639.8	616.3	531.6	561.7	462.7
FEMALE (full-time on adult rates)										£
Weekly earnings										
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.88	131.67	127.08	155.14	138.76	123.99	130.64	102.13
1988	137.36	131.60	147.87	147.78	139.18	174.17	151.51	133.24	144.28	110.05
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.28	156.58	117.87
1990	152.48	152.88	177.25	171.79	162.56	207.23	177.75	155.76	167.98	128.36
Hours worked										
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	38.8	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	38.8	39.1	39.4	39.0	39.0	39.3	38.7	39.3	37.8
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.4	39.7	39.7	37.8
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	40.1	39.0	37.4
1990	39.2	38.1	39.2	38.8	39.5	39.1	38.2	39.2	39.0	37.0
Hourly earnings										pence
1984	265.4	259.0	286.1	275.6	267.9	304.6	289.9	262.4	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	331.2	277.3	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	315.8	337.7	270.1
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	338.5	363.5	291.0
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	372.5	390.0	315.3
1990	389.4	401.7	452.7	443.3	411.9	529.7	465.6	397.6	430.3	346.5
ALL (full-time on adult rates)										£
Weekly earnings										
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	108.56
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17	118.15
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	157.31	168.55	124.66
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27	143.59
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.53	197.81	209.25	153.67
1990	261.78	236.72	260.62	241.39	205.28	259.82	258.80	212.59	227.61	167.59
Hours worked										
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3	41.5
1986	41.8	44.2	42.2	42.0	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
1988	42.7	44.6	42.7	44.0	41.5	42.2	43.1	42.7	43.6	40.9
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7	40.4
1990	41.5	43.4	42.2	42.6	40.7	41.1	42.4	42.1	43.1	40.2
Hourly earnings										pence
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2	351.0
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2	380.2
1990	631.0	545.7	617.0	567.3	503.9	632.6	610.8	504.5	528.1	417.2

† More detailed results were published in an article in the April 1991 issue of the Employment Gazette. Previous articles can be found in the May 1990, April 1989, April 1988, March 1987 issues and in February issues for earlier years.

5.5 EARNINGS

Index of average earnings: non-manual workers

GREAT BRITAIN	Manufacturing industries								
April of each year	Weights	1984	1985	1986	1987	1988	1989	1990	1991
FULL-TIME ADULTS*									
Men	689	604.5	657.5	724.7	776.8	854.3	939.4	1032.0	1113.6
Women	311	743.9	807.2	869.4	947.0	1039.4	1162.5	1287.5	1421.1
Men and women	1,000	627.3	682.0	748.4	804.6	883.7	975.9	1073.8	1163.9

* Men aged 21 and over and women aged 18 and over whose pay was not affected by absence. Adjusted for change in classification of non-manual employees due to adoption of Standard Occupational Classification from 1991.
† Adjusted for change in Standard Industrial Classification from 1983.

EARNING AND HOURS 5.4

Average earnings and hours: manual employees: by industry †

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication (71-72, 75-77,79)	All industries covered (SIC 1980 Class)
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	£ 159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	..	..
134.81	163.40	235.17	177.70	182.25	208.70	171.25	..	..
142.55	174.76	253.77	190.88	197.92	222.22	180.62	..	..
153.01	186.54	269.67	207.04	213.59	237.16	200.01	..	..
166.76	193.08	284.81	219.21	229.87	262.63	220.12	..	..
180.71	208.11	301.03	235.83	247.15	295.57	239.46	..	..
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	..	..
41.7	43.6	42.1	43.4	42.7	41.3	44.0	..	..
42.0	44.4	43.0	43.7	43.5	41.4	44.1	..	..
41.5	43.8	42.9	43.7	43.6	41.7	44.6	..	..
41.4	42.4	42.9	43.3	43.4	41.9	45.2	..	..
41.5	42.5	41.7	42.4	42.6	42.0	44.9	..	..
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	pence 366.7
309.0	348.9	506.1	374.5	397.1	470.0	364.8	..	..
323.6	374.7	558.6	409.6	425.8	504.9	389.3	..	..
339.7	393.9	590.7	436.3	455.1	536.3	409.4	..	..
368.4	425.4	628.1	473.6	489.6	568.1	448.3	..	..
403.1	452.7	663.6	506.8	529.6	627.1	487.4	..	

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 (£)		
	including those whose pay was affected by absence	excluding those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence	including overtime pay and overtime hours	excluding overtime pay and overtime hours	including overtime pay and overtime hours	excluding overtime pay and overtime hours
April of each year											
ADULTS											
Manual occupations											
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20	
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40	
1986	163.9	168.6	43.7	3.88	3.75	159.5	163.2	43.6	3.75	3.63	
1987	175.2	181.1	43.8	4.13	3.99	169.4	173.5	43.8	3.98	3.85	
1988	188.7	195.5	44.3	4.41	4.24	182.2	187.2	44.2	4.25	4.11	
1989	204.1	212.1	44.5	4.76	4.58	203.2	203.2	44.4	4.59	4.44	
1990	223.3	231.1	44.3	5.20	5.00	216.3	221.2	44.3	5.01	4.84	
1991	223.9	231.9	44.3	5.22	5.03	218.2	223.3	44.4	5.04	4.87	
	232.7	241.9	42.9	5.62	5.44	230.2	236.2	43.6	5.43	5.27	
Non-manual occupations											
1984	184.1	186.1	38.7	4.73	4.71	170.5	172.2	37.6	4.49	4.47	
1985	200.0	201.5	38.8	5.11	5.08	182.9	184.6	37.7	4.79	4.76	
1986	220.3	221.6	38.7	5.61	5.58	199.1	200.9	37.7	5.22	5.19	
1987	235.7	237.6	38.8	5.99	5.97	215.0	217.4	37.8	5.63	5.60	
1988	258.4	260.3	38.9	6.52	6.49	237.9	240.7	37.9	6.22	6.19	
1989	284.3	286.5	39.0	7.19	7.17	261.9	264.9	37.9	6.89	6.83	
1990	313.3	315.1	38.9	7.89	7.86	288.4	291.2	37.9	7.51	7.49	
1991	305.1	307.6	39.4	7.61	7.59	284.3	287.3	38.0	7.38	7.36	
	330.0	333.5	38.9	8.39	8.38	309.1	312.5	37.8	8.10	8.09	
All occupations											
1984	155.2	160.8	41.9	3.81	3.75	155.8	159.3	40.3	3.90	3.87	
1985	169.2	174.7	41.9	4.12	4.05	167.4	171.0	40.4	4.17	4.13	
1986	183.1	188.6	41.9	4.44	4.38	181.2	184.7	40.4	4.51	4.47	
1987	196.0	202.0	42.0	4.74	4.68	194.9	198.9	40.4	4.85	4.81	
1988	212.7	219.4	42.3	5.09	5.02	213.6	218.4	40.6	5.29	5.26	
1989	231.7	239.5	42.5	5.55	5.48	234.7	239.7	40.7	5.48	5.45	
1990	255.1	262.8	42.4	6.09	6.01	258.0	263.1	40.5	6.37	6.34	
1991	271.3	280.7	41.3	6.69	6.62	278.9	284.7	40.0	7.00	6.98	
MEN											
Manual occupations											
1984	153.6	158.9	44.4	3.58	3.49	148.8	152.7	44.3	3.45	3.36	
1985	167.5	172.6	44.6	3.87	3.74	159.8	163.6	44.5	3.68	3.57	
1986	178.4	183.4	44.5	4.12	3.99	170.9	174.4	44.5	3.81	3.71	
1987	191.2	195.9	44.7	4.38	4.24	182.5	185.5	44.6	4.04	3.94	
1988	206.8	212.3	45.2	4.69	4.52	196.3	200.6	45.0	4.46	4.32	
1989	223.8	230.6	45.5	5.06	4.89	212.9	217.8	45.3	4.81	4.66	
1990	243.7	250.0	45.2	5.51	5.32	233.1	237.2	45.2	5.25	5.09	
1991	245.1	251.4	45.3	5.55	5.36	235.4	239.5	45.4	5.28	5.12	
	254.5	261.8	43.7	5.98	5.80	248.4	253.1	44.4	5.70	5.54	
Non-manual occupations											
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	8.23	8.23	321.3	323.6	38.8	8.23	8.24	
1990	362.3	364.1	39.6	9.03	9.04	352.9	354.9	38.7	9.02	9.02	
1991	348.2	351.0	40.1	8.57	8.59	344.0	346.4	38.9	8.72	8.74	
	375.5	379.2	39.5	9.43	9.45	372.8	375.7	38.7	9.55	9.56	
All occupations											
1984	171.2	176.8	42.8	4.10	4.06	174.3	178.8	41.7	4.23	4.21	
1985	187.2	192.6	42.9	4.44	4.39	187.9	192.4	41.9	4.53	4.50	
1986	202.3	207.8	42.9	4.79	4.74	203.4	207.5	41.8	4.89	4.87	
1987	217.0	222.3	43.0	5.11	5.07	219.4	224.0	41.9	5.27	5.26	
1988	236.3	242.3	43.3	5.50	5.44	240.6	245.8	42.1	5.74	5.73	
1989	257.3	264.6	43.6	5.98	5.94	263.5	269.5	42.3	6.28	6.29	
1990	282.2	289.2	43.4	6.55	6.50	290.2	295.6	42.2	6.88	6.89	
1991	299.5	308.1	42.1	7.20	7.15	312.9	318.9	41.5	7.55	7.57	
WOMEN											
Manual occupations											
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35	
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53	
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69	
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87	
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06	
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33	
1990	145.2	152.8	40.5	3.77	3.69	142.2	148.0	39.8	3.72	3.66	
1991	145.2	152.8	40.5	3.77	3.69	142.4	148.4	40.0	3.71	3.65	
	152.8	162.1	40.0	4.06	3.98	152.5	159.2	39.7	4.01	3.95	
Non-manual occupations											
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33	
1985	125.5	126.8	37.4	3.37	3.35	132.4	133.8	36.6	3.59	3.58	
1986	135.8	136.7	37.4	3.63	3.61	144.3	145.7	36.7	3.91	3.89	
1987	147.7	149.1	37.5	3.92	3.89	155.4	157.2	36.8	4.18	4.16	
1988	161.6	163.3	37.6	4.30	4.28	172.9	175.5	36.9	4.68	4.65	
1989	181.3	182.8	37.6	4.82	4.80	192.5	195.0	36.9	5.22	5.20	
1990	201.6	202.8	37.6	5.31	5.29	213.0	215.5	36.9	5.76	5.73	
1991	199.7	201.2	37.7	5.25	5.23	211.7	214.3	36.9	5.72	5.70	
	219.3	221.8	37.6	5.86	5.83	233.8	236.8	36.8	6.38	6.36	
All occupations											
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	3.15	3.13	134.7	137.2	37.3	3.63	3.61	
1987	128.2	133.4	39.0	3.39	3.36	144.9	148.1	37.5	3.88	3.86	
1988	138.4	144.3	39.2	3.66	3.62	160.1	164.2	37.6	4.31	4.29	
1989	152.7	159.1	39.1	4.04	4.00	178.1	182.3	37.6	4.80	4.78	
1990	170.3	177.1	39.1	4.48	4.44	197.0	201.5	37.5	5.30	5.28	
1991	184.2	192.9	38.8	4.94	4.91	217.2	222.4	37.4	5.91	5.89	

Note: (1) Results for manufacturing industries relate to divisions 2, 3 and 4 of the 1980 Standard Industrial Classifications.
(2) Manual and non-manual results for 1983-1989 inclusive and the first row of figures for 1990 are based on the List of Key Occupations for Statistical Purposes (KOS). Results for 1991 and the second row of figures for 1990 are based on the Standard Occupational Classification (SOC).
(3) See the "Technical Note" on page 610 of the November 1991 issue of *Employment Gazette*.

UNIT WAGE COSTS* 5.8

All employees: index for main industrial sectors

UNITED KINGDOM	Manufacturing	Energy and water supply	Production industries	Construction	Production and construction industries	Whole economy
SIC 1980	Per cent change from a year earlier					Per cent change from a year earlier
1985 = 100						
1980	80.1	22.3	102.4	86.1	85.0	76.1
1981	87.5	9.3	107.3	91.9	91.8	83.4
1982	91.2	4.2	107.1	94.0	93.4	87.4
1983	91.7	0.5	101.1	92.5	92.3	90.6
1984	94.5	3.1	87.1	95.7	95.7	94.8
1985	100.0	5.8	100.0	100.0	100.0	100.0
1986	104.0	4.0	99.5	103.6	103.7	105.5
1987	105.9	1.8	101.0	106.9	107.1	110.4
1988	108.6	2.5	108.9	110.9	116.4	118.5
1989	113.6	4.6	129.6	120.9	113.3	129.8
1990	123.6	8.8	141.8	133.7	115.1	142.5
1986 Q1	104.9	8.3	..	..	..	104.1
Q2	104.0	5.8	..	..	..	105.2
Q3	104.0	3.0	..	..	..	105.7
Q4	103.1	-7	..	..	..	107.0
1987 Q1	105.8	9	..	..	..	108.0
Q2	105.4	1.3	..	..	..	109.6
Q3	105.5	1.4	..	..	..	110.7
Q4	106.9	3.7	..	..	..	113.5
1988 Q1	107.9	2.0	..	..	..	115.1
Q2	108.8	3.2	..	..	..	117.1
Q3	108.2	2.6	..	..	..	119.4
Q4	109.1	2.1	..	..	..	122.3
1989 Q1	110.4	2.3	..	..	..	125.3
Q2	112.4	3.3	..	..	..	128.6
Q3	114.5	5.8	..	..	..	130

5.9 EARNINGS

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

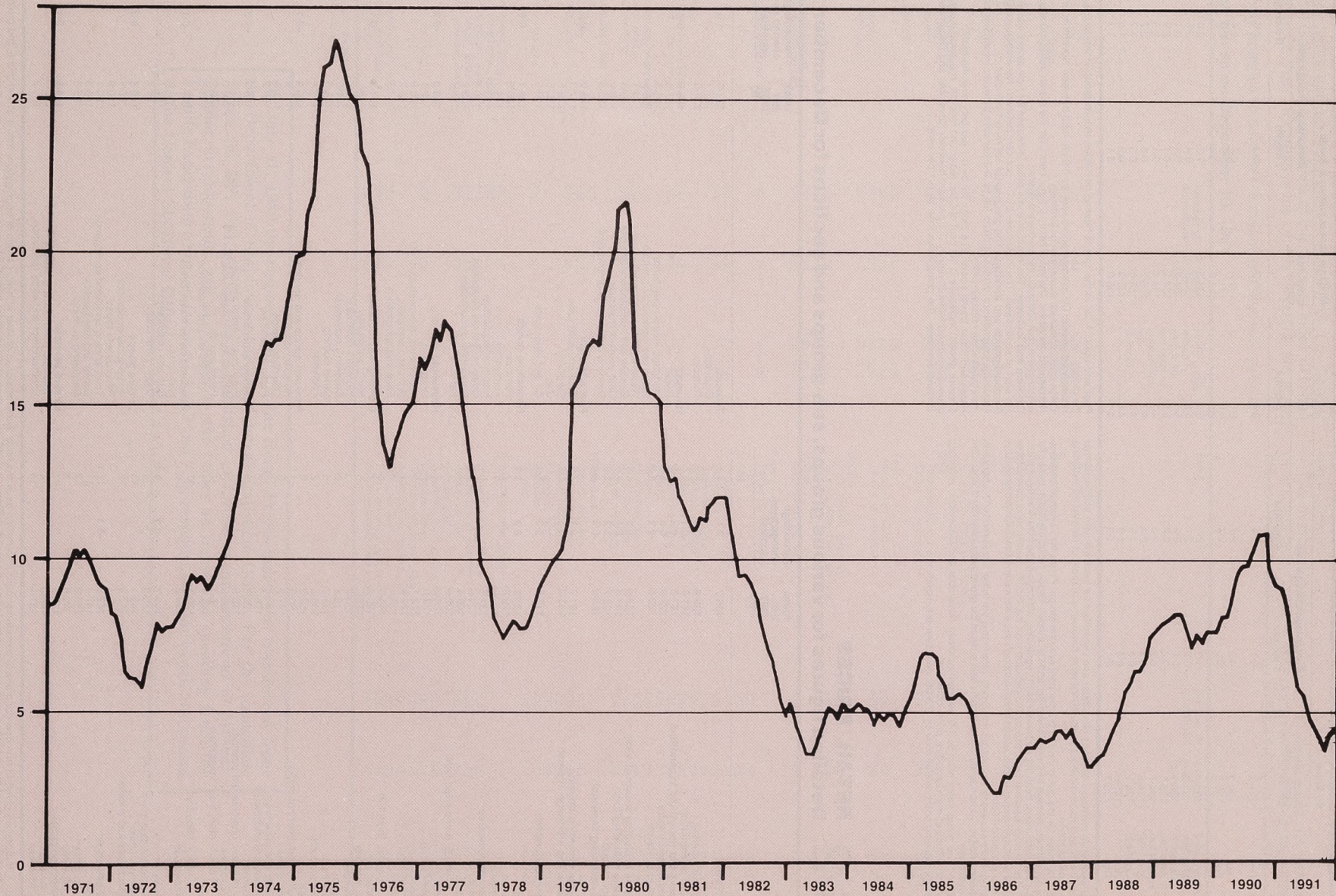
THOUSAND

	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States
	(1) (2)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(2) (8) (9)	(6) (8)	(8) (10)
Indices 1985 = 100														
Annual averages														
Annual averages														
1983	84.4	92	92	91.0	87.8	93	66	83	80.9	..	94	..	84.9	92
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	97.0	95	90.9	93.0	96
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104
1988	126.2	105	111	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	117	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	123	133.8	119.9	123	210	130	134.7	120.1	109	148.2	148.5	114
Quarterly averages														
1989														
Q1	133.1	109	115	124.8	112.8	114	167	120	122.4	111.6	105	132.9	131.6	109
Q2	135.7	110	116	128.0	114.3	117	173	121	124.8	113.0	106	133.4	135.5	109
Q3	138.7	110	117	128.2	115.2	118	176	123	126.6	114.4	106	136.2	136.5	110
Q4	141.5	116	120	129.9	116.4	119	189	124	128.6	115.4	106	141.9	139.2	111
1990														
Q1	145.0	113	121	131.0	117.7	119	201	125	131.4	116.7	107	145.8	144.4	112
Q2	148.3	116	123	134.1	119.4	124	207	128	133.6	120.7	109	145.7	149.6	113
Q3	152.1	115	123	134.3	120.6	125	211	129	135.8	118.1	110	147.9	149.1	114
Q4	155.0	120	126	135.9	121.7	126	224	130	137.9	121.8	109	152.7	150.9	115
1991														
Q1	157.9	119	129	136.1	123.1	126	..	133	141.7	121.1	111	156.2	152.5	116
Q2	160.9	120	130	140.9	124.4	132	..	..	..	125.7	112	158.2	155.1	117
Q3	163.9	..	130	140.7	125.8	133	..	..	..	122.5	114	..	..	118
Monthly														
1990														
Jan	143.4	..	121	131.3	117.7	120	..	..	131.3	119.4	107	..	140.5	111
Feb	144.8	..	121	130.3	..	..	..	..	131.4	114.6	107	..	145.7	112
Mar	147.0	113	122	131.5	..	..	..	125	131.5	116.0	107	..	146.9	113
Apr	146.6	..	122	133.4	119.4	121	..	..	131.5	117.0	109	..	149.7	113
May	148.3	..	123	134.1	..	..	..	..	134.5	118.0	109	..	149.3	113
Jun	149.9	116	123	134.7	..	..	..	128	134.8	127.0	109	..	149.9	114
Jul	150.8	..	123	136.4	120.6	125	..	..	135.8	118.5	110	..	149.9	114
Aug	152.1	..	123	132.4	..	..	..	..	135.8	116.6	110	..	147.5	113
Sep	153.5	115	124	134.2	..	..	..	..	135.9	119.2	109	..	149.9	115
Oct	153.6	..	125	135.1	121.7	126	..	..	135.9	119.7	109	..	149.3	115
Nov	155.1	..	126	135.1	..	..	..	..	138.7	121.5	109	..	149.9	115
Dec	156.2	120	127	137.6	..	..	..	130	139.0	124.0	109	..	153.5	116
1991														
Jan	157.0	..	128	136.1	123.1	126	..	..	141.6	121.0	111	..	151.5	116
Feb	157.9	..	129	135.5	..	..	..	..	141.7	121.4	111	..	152.1	116
Mar	158.8	119	130	136.7	..	..	..	133	142.0	120.9	111	..	153.7	116
Apr	160.1	..	130	139.9	124.4	132	..	..	142.5	121.5	112	..	153.9	116
May	160.7	..	130	141.8	..	..	..	..	..	122.7	112	..	156.3	117
Jun	161.9	120	130	140.9	..	..	..	..	..	132.8	112	..	154.9	117
Jul	162.2	..	129	143.6	125.8	133	..	..	..	120.9	114	..	156.1	118
Aug	164.8	..	129	138.6	..	..	..	..	..	124.2	114	..	154.7	117
Sep	164.8	..	131	139.8	..	..	..	..	..	122.6	113	..	..	118
Oct	166.3	..	..	..	..	..	..	..	..	123.3	113	..	..	118
Increases on a year earlier														
Annual averages														
1984	9	4	4	5	8	3	26	11	11	..	1	..	10	4
1985	9	4	4	5	6	4	20	9	11	3	5	10	8	4
1986	8	2	3	5	4	4	13	7	5	2	2	11	7	2
1987	8	2	3	9	3	4	10	6	6	1	1	8	6	2
1988	9	1	5	7	3	5	18	4	6	5	1	6	8	3
1989	9	6	5	5	4	4	21	5	6	6	2	7	10	3
1990	9	5	5	5	5	5	19	5	7	5	3	9	9	4
Quarterly averages														
1989														
Q3	9	5	5	4	4	4	21	5	6	6	1	6	10	3
Q4	8	6	6	4	4	4	20	5	7	5	1	8	10	3
1990														
Q1	9	4	5	5	4	4	20	4	7	5	2	10	10	3
Q2	9	5	6	5	4	6	20	6	7	7	3	9	10	4
Q3	10	5	5	5	5	6	20	5	7	3	4	9	9	4
Q4	10	3	5	5	5	6	19	5	7	6	3	8	8	4
1991														
Q1	9	5	7	4	5	6	..	6	8	4	4	7	6	4
Q2	8	3	6	5	4	6	..	..	..	4	3	9	4	4
Q3	8	..	6	5	4	6	..	..	..	4	4	..	..	4
Monthly														
1990														
Jan	8	..	5	5	4	4	..	..	8	6	2	..	10	2
Feb	8	..	5	4	..	..	..	..	8	4	2	..	10	3
Mar	11	4	6	5	..	..	..	4	7	4	2	..	9	4
Apr	9	..	5	4	4	6	..	..	7	4	3	..	11	4
May	9	..	6	4	..	..	..	..	7	5	3	..	9	4
Jun	10	5	6	5	..	..	..	6	7	11	3	..	11	5
Jul	10	..	6	4	5	6	..	..	8	5	4	..	9	4
Aug	10	..	5	5	..	..	..	..	7	1	4	..	9	3
Sep	10	5	5	4	..	..	..	5	7	5	3	..	9	4
Oct	9	..	5	4	5	6	..	..	7	6	3	..	8	5
Nov	10	..	5	4	..	..	..	..	7	5	3	..	8	4
Dec	10	3	6	4	..	..	..	5	7	6	3	..	9	4
1991														
Jan	9	..	6	4	5	5	..	..	8	1	4	..	8	5
Feb	9	..	7	4	..	..	..	..	8	6	4	..	4	4
Mar	8	5	7	4	..	..	..	6	8	4	4	..	5	3
Apr	9	..	7	5	4	9	..	..	8	4	3	..	5	3
May	8	..	6	6	..	..	..	..	..	4	3	..	5	4
Jun	8	3	6	5	..	..	..	..	..	5	3	..	3	3
Jul	8	..	5	5	4	6	..	..	..	2	4	..	4	4
Aug	8	..	5	5	..	..	..	..	..	7	4	..	5	4
Sep	7	..	6	4	..	..	..	..	..	3	4	..	..	3
Oct	8	..	..	..	..	..	..	..	..	3	4	..	..	3

Source: OECD—Main Economic Indicators.

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

Per cent



6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

		All items			All items except seasonal foods				
		Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
			1 month	6 months	12 months		1 month	6 months	12 months
1990	Dec	129.9	-0.1	2.5	9.3	130.2	-0.2	2.6	
1991	Jan	130.2	0.2	2.7	9.0	130.4	0.2	2.4	
	Feb	130.9	0.5	2.2	8.9	131.1	0.5	2.0	
	Mar	131.4	0.4	1.6	8.2	131.6	0.4	1.4	
	Apr	133.1	1.3	2.1	6.4	133.3	1.3	2.0	
	May	133.5	0.3	2.7	5.8	133.8	0.4	2.6	
	June	134.1	0.4	3.2	5.8	134.3	0.4	3.1	
	July	133.8	-0.2	2.8	5.5	134.2	-0.1	2.9	
	Aug	134.1	0.2	2.4	4.7	134.4	0.1	2.5	
	Sep	134.6	0.4	2.4	4.1	135.2	0.6	2.7	
	Oct	135.1	0.4	1.5	3.7	135.6	0.3	1.7	
	Nov	135.6	0.4	1.5	4.3	135.9	0.2	1.6	
	Dec	135.7	0.1	1.2	4.5	136.0	0.1	1.3	

There were price increases between November and December for food, tobacco and household goods as well as a rise in housing costs. There were however a number of reductions, including a fall in petrol prices.

Food: The index for the group rose by 0.3 per cent over the month. Prices for seasonal food rose by 1.2 per cent on average between November and December, largely reflecting higher prices for home-killed lamb, eggs, fresh fish and some fresh vegetables, although some fresh fruit fell in price. The index for non-seasonal food rose by 0.2 per cent over the month, mainly because of higher prices for pork, milk and some processed foods, although there were some special offers on poultry, beef and processed fish.

Catering: Price increases throughout this group, meant that the index increased by 0.3 per cent. **Alcoholic drinks:** Christmas discounts for off-sales pushed the group index down by 0.3 per cent over the month.

Tobacco: The group index rose by 1.0 per cent between November and December, reflecting continuing effects of manufacturers' price increases.

Housing: Housing costs overall rose by 0.3 per cent over the month.

Fuel and light: A fall in the cost of heating oil helped reduce group index by 0.2 per cent over the month.

Household goods: On average prices rose by 0.6 per cent between November and December. There were increases, especially for furniture.

Household services: The index fell by 0.2 per cent over the month, reflecting cheaper fees and subscriptions, but domestic services were dearer.

Clothing and footwear: The effect of some price increases for new stocks was partly offset by the start of some sales. The index rose by 0.1 per cent between November and December.

Personal goods and services: The group index fell by 0.1 per cent. **Motoring expenditure:** Motoring costs fell by 0.3 per cent between November and December, mainly reflecting cheaper petrol.

Fares and other travel costs: The index fell by 0.1 per cent over the month. **Leisure goods:** Increases in the cost of CDs, tapes and records, and some gardening products caused the group index to rise by 0.3 per cent between November and December.

Leisure services: The group index rose by 0.1 per cent.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for December 10

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)		
		1	12		1	12	
ALL ITEMS	135.7	0.1	4.5	137.0	1.0	16.5	
Food and catering	130.9	0.4	5.5	137.7	1.7	17	
Alcohol and tobacco	141.0	0.1	12.7	132.0	14		
Housing and household expenditure	141.6	0.2	-1.5				
Personal expenditure	127.0	0.0	4.9	Housing	155.5	0.3	-8.3
Travel and leisure	132.9	-0.2	8.6	Rent	157.5		
All items excluding seasonal food	136.0	0.1	4.5	Mortgage interest payments	186.8		-13
All items excluding food	137.4	0.1	4.6	Rates and community charges	120.9		-30
Seasonal food	122.7	1.2	2.9	Water and other payments	174.1		17
Food excluding seasonal	128.0	0.2	4.4	Repairs and maintenance charges	140.8		10
				Do-it yourself materials	139.0		10
				Dwelling insurance & ground rent	192.6		9
All items excluding housing	131.8	0.1	7.5	Fuel and light	128.0	-0.2	6.2
All items exc mortgage interest	133.2	0.1	5.8	Coal and solid fuels	117.3		5
				Electricity	139.6		10
Consumer durables	117.6	0.3	3.1	Gas	119.5		5
				Oil and other fuels	110.6		-21
Food	127.2	0.3	4.2	Household goods	126.1	0.6	6.4
Bread	129.5		4	Furniture	128.5		7
Cereals	135.6		7	Furnishings	124.1		4
Biscuits and cakes	131.6		7	Electrical appliances	113.4		5
Beef	124.0		0	Other household equipment	130.6		6
Lamb	105.4		-4	Household consumables	139.2		9
of which, home-killed lamb	102.9		-4	Pet care	118.6		7
Pork	124.0		2	Household services	133.0	-0.2	7.3
Bacon	133.0		4	Postage	138.1		10
Poultry	111.1		-5	Telephones, telemessages, etc	120.9		6
Other meat	122.8		1	Domestic services	146.2		9
Fish	126.5		3	Fees and subscriptions	137.7		7
of which, fresh fish	145.5		5	Clothing and footwear	121.9	0.1	2.8
Butter	125.3		4	Men's outerwear	123.1		4
Oil and fats	126.2		5	Women's outerwear	113.2		-1
Cheese	123.2		3	Children's outerwear	121.0		1
Eggs	118.4		3	Other clothing	134.5		9
Milk fresh	135.7		5	Footwear	124.8		3
Milk products	135.6		2	Personal goods and services	136.9	-0.1	8.5
Tea	152.2		8	Personal articles	111.9		3
Coffee and other hot drinks	90.9		1	Chemists' goods	141.8		9
Soft drinks	147.8		8	Personal services	159.2		14
Sugar and preserves	138.5		4	Motoring expenditure	134.3	-0.3	9.2
Sweets and chocolates	118.2		8	Purchase of motor vehicles	127.2		8
Potatoes	126.2		8	Maintenance of motor vehicles	148.0		12
of which, unprocessed potatoes	116.9		6	Petrol and oil	129.9		7
Vegetables	120.5		-2	Vehicles tax and insurance	151.8		15
of which, other fresh vegetables	116.1		-4	Fares and other travel costs	138.1	-0.1	9.4
Fruit	132.7		11	Rail fares	141.8		9
of which, fresh fruit	135.4		8	Bus and coach fares	148.7		16
Other foods	133.5		9	Other travel costs	128.2		5
Catering	143.7	0.3	9.4	Leisure goods	119.8	0.3	4.1
Restaurant meals	143.9		9	Audio-visual equipment	86.6		-3
Canteen meals	145.1		10	Records and tapes	110.9		8
Take-aways and snacks	142.9		9	Toys, photographic and sport goods	120.1		4
Alcoholic drink	142.9	-0.3	11.1	Books and newspapers	146.3		6
Beer	147.4		11	Gardening products	135.5		7
on sales	149.9		12	Leisure services	144.6	0.1	11.6
off sales	130.6		9	Television licences and rentals	117.1		6
Wines and spirits	136.5		11	Entertainment and other recreation	161.2		14
on sales	143.8		12				
off sales	131.1		10				

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 December 10 for a number of important items derived from prices collected by the Central Statistical Office for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.

It is only possible to calculate a meaningful average price for

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

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

Average prices on December 10, 1991

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef: home-killed				Soft 500g tub	408	46	35-85
Best beef mince	427	164	128-199	Low fat spread	406	46	39-49
Topside	428	260	198-299	Other fats			
Brisket (without bone)	361	192	168-219	Lard, per 250g	406	18	16-22
Rump steak *	422	359	268-399	Cheese			
Stewing steak	423	181	155-220	Cheddar type	400	161	139-199
Lamb: home-killed				Eggs			
Loin (with bone)	428	216	189-279	Size 2 (65-70g), per dozen	368	125	108-146
Shoulder (with bone)	408	111	89-151	Size 4 (55-60g), per dozen	297	107	98-126
Leg (with bone)	395	175	165-209	Milk			
Lamb: imported (frozen)				Pasteurised, per pint	447	33	28-33
Loin (with bone)	343	188	129-289	Skimmed, per pint	379	33	27-33
Leg (with bone)	329	164	138-189	Tea			
Pork: home-killed				loose, per 125g	426	62	46-81
Leg (foot off)	362	143	99-198	Tea bags, per 250g	429	155	78-162
Belly *	395	116	89-138	Coffee			
Loin (with bone)	421	197	149-209	Pure, instant, per 100g	863	129	98-165
Shoulder (with bone)	353	140	128-174	Ground (filter fine), per 8oz	398	136	89-209
Bacon				Sugar			
Streaky *	386	133	115-165	Granulated, per kg	424	66	64-69
Gammon *	364	246	179-275	Fresh vegetables			
Back, vacuum packed	323	232	149-279	Potatoes, old loose	316	16	10-21
Back, not vacuum packed	335	209	159-240	White	164	15	10-18
Ham				Red	-	-	-
Ham (not shoulder), per 4oz	407	74	55-96	Potatoes, new loose	403	75	59-85
Sausages				Cabbage, greens	379	37	20-55
Pork	430	108	89-136	Cabbage, hearted	400	24	18-40
Beef	316	105	79-125	Cauliflower, each	388	60	45-74
Canned meats				Brussels sprouts	350	36	25-48
Pork luncheon meat, 12oz can	244	56	45-67	Carrots	425	21	14-25
Corned beef, 12oz can	261	96	79-105	Onions	426	25	16-29
Chicken: roasting, oven ready				Mushrooms, per 4oz	409	34	25-36
Frozen, oven ready	373	71	58-82	Cucumber, each	414	63	55-70
Fresh or chilled 3lb,	393	102	80-125	Lettuce - iceberg	390	85	68-99
Fresh and smoked fish				Fresh fruit			
Cod fillets	339	301	240-349	Apples, cooking	408	43	30-49
Mackerel, whole	298	103	75-145	Apples, dessert	409	58	48-65
Kippers, with bone	346	114	98-189	Pears, dessert	406	53	39-65
Canned fish				Oranges, each	395	20	13-25
Red salmon, half size	250	119	109-139	Bananas	403	51	39-59
Bread				Grapes	378	114	50-199
White loaf, sliced, 800g	415	52	39-71	Items other than food			
White loaf, unwrapped, 800g	385	70	65-77	Draught bitter, per pint	794	129	110-145
White loaf, unsliced, 400g	413	46	42-50	Draught lager, per pint	805	143	125-160
Brown loaf, sliced, small	404	47	39-51	Whisky per nip	808	99	86-110
Brown loaf, unsliced, 800g	363	73	63-80	Gin, per nip	811	98	87-110
Flour				Cigarettes 20 king size filter	5,265	196	159-208
Self raising, per 1.5kg	255	64	58-68	Coal, per 50kg	437	631	510-770
Butter				Smokeless fuel per 50kg	507	875	710-1058
Home produced, per 250g	392	64	59-72	4-star petrol, per litre	608	49	47-50
New Zealand, per 250g	386	61	60-65	Derv per litre	535	45	44-47
Danish, per 250g	368	70	69-75	Unleaded petrol ord. per litre	600	45	43-47
				Super unleaded petrol, per litre	297	48	46-49

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

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

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food	Meals bought and consumed outside the home	Alcoholic drink		
						All	Seasonal food	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	77
	1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
	1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
	1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77
	1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78
	1984	1,000	799	966.1-968.7	102 Feb-Nov	201	31.3-33.9	167.1-169.8	36	75
					87 Dec-Jan					
	1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75
	1986	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82
					60 Dec-Jan					
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	133.3	133.3	129.8	134.3	132.4	135.2
1976		157.1	156.4	156.5	147.5	147.5	142.8	145.8	142.4	143.2
1977		182.0	179.7	181.5	185.4	159.9	177.7	156.8	157.3	159.3
1978		197.1	195.2	197.8	208.1	190.3	197.0	189.1	185.7	183.4
1979	Annual	223.5	222.2	224.1	227.3	203.8	180.1	208.4	207.8	196.0
1980	averages	263.7	265.9	265.3	246.7	228.3	211.1	231.7	239.9	217.1
1981		295.0	299.8	296.9	255.9	225.9	224.5	290.0	290.0	261.8
1982		320.4	326.2	322.0	368.0	277.5	244.7	283.9	318.0	306.1
1983		335.1	342.4	337.1	417.6	299.3	276.9	303.5	341.7	341.4
1984		351.8	358.9	353.1	440.9	308.8	282.8	313.6	364.0	366.5
1985		373.2	383.2	375.4	454.9	325.1	319.0	327.8	390.8	387.7
1986		385.9	396.4	387.9	496.6	336.3	314.1	340.9	413.3	412.1
						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	148.3	148.3	158.6	146.6	146.2	149.0
1977 Jan 18		169.3	169.3	170.9	183.1	183.1	214.8	177.1	172.3	173.7
1978 Jan 17		189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9
1979 Jan 16		207.2	204.3	207.3	234.5	217.5	207.6	218.5	218.7	198.9
1980 Jan 15		245.3	245.5	246.2	274.7	244.8	229.6	249.9	267.8	241.4
1981 Jan 13		277.3	280.3	279.3	348.9	267.7	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	352.8
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 Industries index is no longer published from December 1989, see also General Notes under table 6.7.

RETAIL PRICES 6.4

General index of retail prices

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscel- laneous goods	Transport and vehicles	Services
43	124	52	64	91	63	135	54
46	108	53	70	89	71	149	52
46	112	56	75	84	74	140	57
46	112	58	63	82	71	139	54
48	113	60	64	80	70	140	56
44	120	59	64	82	69	143	59
40	124	59	69	84	74	151	62
36	135	60	65	81	75	152	66
41	144	62	64	77	72	154	65
39	137	69	69	70	75	159	63
36	149	65	64	77	76	158	65
37	153	65	65	75	77	156	62
40	153	62	63	75	81	157	58
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3
226.2	173.4	227.5	182.1	171.0	206.7	207.2	192.0
247.6	208.9	208.4	201.9	187.2	236.4	243.1	213.9
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7
358.2	318.2	262.0	237.2	208.3	300.7	322.6	300.8
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9
489.0	400.7	478.8	266.7	214.6	364.7	374.7	357.3
532.5	452.3	499.3	263.9	222.9	392.2	392.5	381.3
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8
162.6	134.8	168.7	140.8	131.5	152.3	157.0	154.0
193.2	154.1	198.8	157.0	148.5	176.2	178.9	166.8
222.8	164.3	219.9	172.3	163.6	198.6	198.7	186.6
231.5	190.3	233.1	187.3	176.1	216.4	218.5	202.0
269.7	237.4	277.1	216.1	197.1	258.8	268.4	246.9
296.6	285.0	355.7	231.0	207.5	293.4	299.5	289.2
392.1	350.0	401.9	239.5	207.1	312.5	330.5	325.6
426.2	348.1	467.0	245.8	210.9	337.4	353.9	337.6
450.8	382.6	469.3	252.3	210.4	353.3	370.8	350.6
508.1	416.4	487.5	257.7	217.4	378.4	379.6	369.7
545.7	463.7	507.0	265.2	225.2	402.9	393.1	393.1
602.9	502.4	506.1	265.6	230.8	413.0	399.7	408.8

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

6.5 RETAIL PRICES

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

(Source: Central Statistical Office)

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	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	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	6.5	10.4	12.6
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	-1.8	8.0	7.1	5.7
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
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 Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	4.1	4.8	6.7
Feb 13	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.2	4.7	6.9
Mar 13	8.1	8.7	7.3	6.2	2.5	18.2	5.6	4.6	5.3	5.2	8.2	3.8	7.2	5.0	6.9
Apr 10	9.4	8.4	7.7	9.0	6.2	23.4	6.0	4.6	4.8	4.7	7.1	4.0	7.4	5.2	8.2
May 15	9.7	8.9	8.1	10.6	8.5	23.8	7.4	4.7	5.5	4.6	7.0	3.6	6.8	4.7	8.0
June 12	9.8	8.4	8.3	10.8	8.6	23.7	7.8	4.9	5.9	4.2	7.0	3.8	7.1	4.6	8.4
July 17	9.8	7.9	8.8	11.4	8.7	23.7	7.7	4.3	6.3	3.6	6.9	4.6	7.2	4.2	8.0
Aug 14	10.6	8.5	8.8	11.1	8.8	23.8	9.1	4.7	6.5	4.7	7.5	7.8	7.5	4.6	8.0
Sept 11	10.9	8.1	9.4	11.1	8.3	23.7	9.6	5.2	7.5	4.9	8.0	9.7	7.5	4.7	9.0
Oct 13	10.9	7.1	9.3	11.0	8.2	23.2	11.4	5.1	7.9	4.7	8.0	10.5	8.1	5.1	9.4
Nov 13	9.7	6.9	9.5	11.2	8.1	17.9	10.1	5.5	7.7	5.0	8.1	9.0	7.8	4.5	9.1
Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991 Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
Feb 12	8.9	6.3	9.0	11.8	9.1	16.8	10.6	4.8	7.6	2.5	7.5	6.4	8.9	4.7	9.1
Mar 12	8.2	5.7	8.9	11.6	9.2	14.0	9.2	4.9	8.0	3.1	7.3	6.6	9.2	3.9	9.0
Apr 16	6.4	6.0	11.3	14.7	17.5	-2.2	8.6	6.2	9.7	3.7	8.9	7.8	9.7	5.1	12.2
May 14	5.8	4.6	11.3	13.2	16.0	-4.3	8.0	7.0	9.4	3.6	9.2	8.8	10.2	5.3	12.2
Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0
Jul 16	5.5	5.5	10.7	12.9	15.9	-7.0	9.0	6.7	9.1	2.8	10.2	9.5	10.1	5.3	12.3
Aug 13	4.7	5.3	10.6	12.5	15.7	-8.2	7.6	7.0	9.0	1.8	9.7	7.3	9.9	5.1	12.3
Sept 10	4.1	4.2	10.0	12.4	15.6	-8.8	7.1	6.9	7.6	3.2	9.0	5.2	9.9	4.7	13.2
Oct 15	3.7	4.3	9.7	12.0	14.4	-10.0	5.0	6.5	7.6	3.3	9.1	5.5	9.4	5.0	12.6
Nov 12	4.3	4.5	9.5	11.8	16.0	-8.7	6.2	6.3	7.5	2.7	8.7	7.4	9.7	4.0	11.8
Dec 10	4.5	4.2	9.4	11.1	16.5	-8.3	6.2	6.4	7.3	2.8	8.5	9.2	9.4	4.1	11.6

Notes: See notes under table 6.7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	118.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6
1991	123.8	127.4	128.5	123.7	128.0	128.9			123.4	128.5	129.8	

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						
GENERAL INDEX OF RETAIL PRICES														
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
1990	118.9	120.0	126.4	122.3	113.8	116.2	116.5	116.4	115.3	129.4	124.1	121.7	124.8	111.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	108.8	107.4	108.7	109.4	103.7
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.1	124.6	112.1
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	10							

6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
1985=100											
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.5	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	105.1
1990	133.3	123.0	111.0	121.2	107.0	222.6	136.8	116.3	117.6	131.8	109.0
1991	141.2	..	..	..	..	..	..	..	..	..	..
Monthly											
1990 Dec	137.3	125.7	112.6	122.5	108.1	245.4	140.5	117.9	..	135.4	111.3
1991 Jan	137.6	126.4	113.4	122.5	108.8	244.9	142.2	118.4	..	136.3	111.2
Feb	138.4	126.9	113.8	122.8	109.1	245.3	142.0	118.6	119.6	137.5	111.4
Mar	138.9	127.2	113.3	123.0	109.0	249.7	142.5	118.7	..	138.3	111.6
Apr	140.7	128.0	113.4	123.3	109.5	258.3	142.8	119.1	..	138.8	111.2
May	141.1	128.4	113.8	124.1	109.9	259.3	143.2	119.4	120.6	139.3	111.7
Jun	141.8	128.9	114.3	124.4	110.5	264.3	143.6	119.7	..	140.0	111.9
Jul	141.5	129.5	114.9	124.0	111.5	264.1	145.4	120.2	..	140.4	112.5
Aug	141.8	129.8	115.3	124.2	111.5	263.5	146.0	120.4	122.2	140.9	112.8
Sep	142.3	130.3P	115.2	124.9	111.7	273.8	147.1	120.6	..	141.4P	113.1
Oct	142.8	131.0P	115.6	125.1P	112.0	279.8	148.1	121.1P	..	142.6P	113.4
Nov	143.4	..	..	..	..	..	..	..	..	..	..
Dec	143.5	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											
Annual averages											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.8	6.8	3.5	4.1	6.3	3.3
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
Monthly											
1990 Dec	9.3	5.7	3.5	1.9	2.8	22.8	6.5	3.4	..	6.6	4.4
1991 Jan	9.0	5.6	3.9	2.5	2.8	21.7	6.8	3.5	..	6.3	3.0
Feb	8.9	5.5	4.0	2.6	2.7	21.8	6.0	3.5	2.5	6.4	3.2
Mar	8.2	5.3	3.3	2.4	2.5	19.5	5.9	3.2	..	6.6	3.5
Apr	6.4	5.0	2.9	2.6	2.8	21.5	5.9	3.2	..	6.6	2.9
May	5.8	5.0	3.2	2.5	3.0	18.4	6.2	3.2	3.1	6.7	3.2
Jun	5.8	5.1	3.6	2.9	3.5	18.1	6.2	3.3	..	6.6	3.3
Jul	5.5	5.3	3.8	2.9	4.4	18.3	6.1	3.4	..	6.7	3.8
Aug	4.7	4.9	3.5	2.1	4.1	17.4	6.0	3.0	3.5	6.3	3.6
Sep	4.1	4.6P	2.5	1.8	3.9	17.9	5.8	2.6	..	6.2P	3.2
Oct	3.7	4.4P	2.2	1.8P	3.5	17.6	5.5	2.5P	..	6.2P	2.4
Nov	4.3	4.8P	2.8	2.3	4.2	..	5.7	3.0P	3.6	6.2P	2.6
Dec	4.5	..	..	..	..	..	..	..	..	..	..

Source: Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.

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

RETAIL PRICES 6.8 Selected countries

Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
1985=100									
Annual averages									
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	103.6	104.1
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	107.1	108.7
1988	100.6	133.9	110.0	101.4	104.2	105.1	124.3	114.9	113.1
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	118.7
1990	104.2	170.9	121.5	106.9	113.2	111.3	135.4	127.3	124.4
1991	..	..	..	..	..	..	..	..	..
Monthly									
1990 Dec	105.4	179.6	124.4	108.6R	116.0	112.3	137.2	129.0	126.8
1991 Jan	106.0	181.4	125.2	109.3R	117.0	112.9	137.8	130.9	130.2
Feb	106.1	184.6	125.4	109.0R	118.1	113.7	138.3	131.6	130.2
Mar	106.8	185.6	125.5	109.5R	118.1	114.0	139.3	131.7	130.7
Apr	107.2	187.1	125.7	110.2	118.4	114.1	139.7	132.2	130.7
May	107.4	189.5	126.1	110.7	119.4	114.2	139.9	132.8	131.3
Jun	107.5	191.1	126.5	110.3	119.9	114.9	140.0	132.7	131.9
Jul	109.0	191.7	126.7	110.2	120.0	116.2	147.6	132.7	132.0
Aug	109.4	192.9	127.1	110.4	120.6	117.0	147.5	132.8	132.1
Sep	110.1	193.0	127.6	110.6	120.8	116.1	149.1	133.0	131.9
Oct	110.5	194.3	127.8	111.6P	120.9	115.7	149.7	133.3	131.7
Nov	..	..	..	..	..	..	..	..	..
Dec	..	..	..	..	..	..	..	..	..
Increases on a year earlier									
Annual averages									
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	4.9	4.0
1989	1.1	12.6	4.8	2.3	3.1	2.6	4.6	6.4	5.0
1990	2.5	13.3	5.4	3.2	5.4	3.2	4.2	6.5	4.8
1991	..	..	..	..	..	..	..	..	..
Monthly									
1990 Dec	2.7	13.7	6.1	3.8	5.3	3.5	4.4	10.9	4.9
1991 Jan	3.4	12.9	5.7	4.0	5.5	3.4	4.0	10.0	4.9
Feb	3.1	12.3	5.3	3.6	6.2	3.3	4.0	12.6	5.0
Mar	3.4	12.2	4.9	3.6	5.8	3.5	3.5	9.9	4.8
Apr	3.3	11.8	4.9	3.4	5.8	3.3	3.8	10.7	4.6
May	3.4	12.0	5.0	3.4	6.3	3.3	3.8	10.1	4.6
Jun	3.6	12.6	4.7	3.4	6.5	3.8	3.5	10.1	4.2
Jul	4.7	12.1	4.4	3.5	6.6	3.6	3.5	9.0	4.1
Aug	4.7	11.4	3.8	3.3	6.0	3.7	3.6	8.2	3.7
Sep	4.6	10.2	3.4	2.7	5.7	3.2	3.3	8.1	3.3
Oct	4.5	9.8	2.9	2.5P	5.1	2.7	2.5	7.8	3.2
Nov	4.8	9.9	3.0	3.1P	5.5	3.2	2.6	7.9	3.3
Dec	..	..	..	..	..	..	..	..	..

8.1 TOURISM

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	All tourism-related industries
	661	662	663	665, 667	977, 979	
Self-employed*						
1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment						
1986 Mar	215.3	249.9	137.1	226.5	322.0	1150.8
June	229.2	259.8	138.2	270.5	370.9	1268.6
Sept	227.7	264.3	138.5	268.4	362.0	1260.9
Dec	225.2	263.4	139.2	232.3	331.2	1191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1168.6
June	240.4	263.1	136.9	265.4	375.1	1280.9
Sept	242.2	264.1	139.9	270.1	367.0	1283.3
Dec	245.9	274.5	143.3	245.5	348.3	1257.5
1988 Mar	245.3	274.3	139.3	240.9	352.7	1252.4
June	265.1	289.3	140.5	281.2	373.5	1349.7
Sept	265.9	304.5	139.5	287.3	371.6	1371.6
Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989 Mar	268.4	316.4	139.9	259.1	343.2	1327.0
June	290.1	326.2	140.4	301.0	373.3	1431.0
Sept	295.3	329.1	143.3	310.6	376.2	1454.6
Dec	296.6	336.3	144.5	282.1	335.8	1395.0
1990 Mar	294.1	326.3	140.9	278.8	337.7	1377.7
June	306.0	338.8	142.3	317.6	387.4	1492.1
Sept	310.1	338.3	144.9	320.8	380.9	1495.0
Dec	301.6	333.3	150.0	285.6	346.6	1417.1
1991 Mar	285.1	317.9	145.3	271.2	337.4	1356.9
June	293.8	325.2	144.9	297.9	379.4	1441.3
Sept	296.1	319.1	144.0	300.1	386.5	1445.7
CHANGES:						
Sept 1990-1991						
no.(thousands)	-14.0	-19.2	-9	-20.7	5.6	-49.3
Percentage	-4.5	-5.7	-6	-6.5	1.5	-3.3

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

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

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

8.2 TOURISM

Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987	6,260		7,280		-1,020	
1988	6,184		8,216		-2,032	
1989	6,945		9,357		-2,412	
1990	7,785		9,916		-2,131	
Percentage change 1990/1989	+12		+6			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1990 Q1	1,374	2,034	1,698	2,490	-324	-456
Q2	1,858	1,941	2,531	2,521	-673	-580
Q3	2,822	1,912	3,752	2,408	-930	-495
Q4	1,731	1,896	1,935	2,498	-204	-600
1991 P Q1	1,158	1,702	1,614	2,387	-456	-685
Q2	1,753	1,851	2,426	1,517	-673	-666
Q3 (e)	2,635	1,787	3,975	2,556	-1,340	-769
1990 Jan	489	641	584	862	-95	-221
Feb	400	732	486	814	-85	-81
Mar	485	661	629	814	-144	-153
Apr	537	629	697	829	-161	-200
May	618	682	731	839	-114	-157
June	704	630	1,102	854	-399	-223
July	942	645	1,092	834	-150	-189
Aug	1,020	623	1,396	819	-376	-196
Sept	860	644	1,264	755	-404	-111
Oct	678	613	991	828	-313	-214
Nov	532	689	527	843	5	-154
Dec	521	596	417	828	104	-231
1991 P Jan	421	570	522	800	-101	-230
Feb	295	550	457	788	-162	-238
Mar	442	582	634	799	-192	-217
Apr	491	601	755	956	-265	-355
May	611	659	711	823	-101	-164
June	652	591	960	738	-308	-147
July (e)	845	584	1,130	872	-285	-288
Aug (e)	990	600	1,490	837	-500	-237
Sept (e)	800	603	1,355	847	-555	-244
Oct (e)	650	610	1,050	889	-400	-279

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

TOURISM 8.3

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,873	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989	17,338		3,481	10,689	3,168
1990	18,021		3,749	10,645	3,627
1990 Q1	3,319	4,663	603	2,029	687
Q2	4,525	4,363	1,097	2,570	859
Q3	6,305	4,447	1,325	3,668	1,311
Q4	3,872	4,547	724	2,378	770
1991 P Q1	2,855	3,888	411	1,896	548
Q2	4,302	4,183	780	2,806	716
Q3 (e)	5,840	4,183	1,020	3,670	1,150
1990 Jan	1,183	1,513	222	689	272
Feb	966	1,593	149	632	185
Mar	1,170	1,557	232	709	229
Apr	1,404	1,390	234	955	215
May	1,480	1,508	386	782	312
June	1,642	1,466	477	833	352
July	2,205	1,518	466	1,312	427
Aug	2,309	1,409	488	1,323	498
Sept	1,791	1,520	371	1,034	386
Oct	1,535	1,509	346	873	316
Nov	1,210	1,540	210	764	237
Dec	1,127	1,499	168	742	217
1991 P Jan	1,025	1,312	181	601	243
Feb	792	1,310	90	570	132
Mar	1,038	1,286	140	725	172
Apr	1,306	1,388	188	932	186
May	1,486	1,491	267	964	255
June	1,511	1,353	326	910	275
July (e)	1,950	1,372	360	1,220	370
Aug (e)	2,210	1,364	370	1,440	400
Sept (e)	1,680	1,447	290	1,010	380
Oct (e)	1,520	1,499	310	920	290

Notes: See table B.2.

8.4 TOURISM Visits abroad by UK residents

	THOUSAND				
	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
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	31,030		2,218	26,128	2,684
1990	31,182		2,349	25,817	3,016
1990					833
Q1	5,274	7,919	371	4,070	702
Q2	8,225	7,741	626	6,897	853
Q3	11,485	7,553	782	9,850	628
Q4	6,198	7,968	569	5,000	684
1991 P					679
Q1	5,182	7,665	379	4,119	850
Q2	7,932	7,699	612	6,640	850
Q3 (e)	11,490	7,717	820	9,820	850
1990					324
Jan	1,811	2,755	124	1,363	206
Feb	1,534	2,593	101	1,227	303
Mar	1,929	2,572	146	1,480	267
Apr	2,537	2,634	170	2,100	237
May	2,470	2,610	191	2,042	198
June	3,218	2,498	265	2,755	278
July	3,395	2,539	220	2,897	288
Aug	4,288	2,537	286	3,713	288
Sept	3,803	2,477	275	3,240	245
Oct	3,094	2,632	303	2,546	213
Nov	1,886	2,835	133	1,540	170
Dec	1,217	2,502	133	914	280
1991 P					164
Jan	1,709	2,640	133	1,296	241
Feb	1,447	2,469	92	1,190	274
Mar	2,027	2,556	154	1,632	197
Apr	2,674	2,976	187	2,213	208
May	2,340	2,477	176	1,966	230
June	2,918	2,245	249	2,460	300
July (e)	3,360	2,604	210	2,920	320
Aug (e)	4,350	2,582	330	3,720	320
Sept (e)	3,780	2,531	280	3,180	270
Oct (e)	3,020	2,581	330	2,420	

Notes: See table 8.2.

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

Measure	Great Britain	Scotland	Wales
	November	November	November
Enterprise Allowance Scheme †	42,143	1,351	2,850

Note: Community industry figures which were formerly provided in Table 9.2 are no longer being published as they now form part of Youth Training. Includes participants in receipt of allowances at 8 December 1991 excluding new start up in Scotland from April 1991.

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

Placed into employment by jobcentre advisory service, November 9 1991 to December 6 1991 †
Registered as disabled on April 17 1991 ‡

2,752
368,276

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

OTHER FACTS AND FIGURES 9.7 Regional Development Grants: July–Sept 1991

	North East	North West	Yorkshire and Humberside	East Midlands	South West	Scotland	Wales	Great Britain
Original scheme	1,050,066	0	0	0	0	154,783	160,409	1,365,258
Revised scheme	3,251,544	1,595,715	524,619	76,507	16,394	1,482,000	4,668,541	11,615,320

Note: For inquiries about these figures, see footnote to table 9.8.

9.8 OTHER FACTS AND FIGURES

Regional Development Grants of over £25,000 (original scheme) and over £100,000 (revised scheme): July-Sept 1991*

Region and company	Area †	Value (£)	Region and company	Area †	Value (£)
ORIGINAL SCHEME					
Scotland					
Digital Equipment Scotland Ltd	Ayr	154,783	Thomas Tunnock Ltd	Lanarkshire	132,000
Total		154,783	Total		980,000
Wales					
TRW Cam Gears Ltd	Resolven	72,000	Xidex (UK) Ltd	Blaenau Gwent Abergavenny	265,000
TRW Cam Gears Ltd	Resolven	34,000	Hoover Ltd	Merthyr & Rhymney	294,000
Natural Gas Tubes Ltd	Tredegar	50,000	Klocknor Pentapack	Merthyr & Rhymney	138,000
Total		156,000	Purilite International Ltd	Pontypridd & Rhondda	250,000
North East					
Forlaw Ltd	Newcastle	76,743	British Aerospace Plc	Shotton Flint & Rhyl	2,060,000
NatWest Leasing Manufacturers Ltd	Sunderland	235,169	British Coal Corporation	Shotton Flint & Rhyl	510,000
NatWest Leasing Manufacturers Ltd	Sunderland	162,276	Kimberley-Clark Ltd	Shotton Flint & Rhyl	397,000
NatWest Leasing Manufacturers Ltd	Sunderland	87,269	Pilkington Special Glass Ltd	Shotton Flint & Rhyl	146,000
NatWest Leasing Manufacturers Ltd	Sunderland	60,882	Total		4,060,000
NatWest Leasing Manufacturers Ltd	Sunderland	44,010	North East		
Edward Thompson (Printers) Ltd	Sunderland	85,430	Tallent Eng Ltd	Bishop Auckland	296,117
Edward Thompson (Printers) Ltd	Sunderland	43,581	RHM Foods Ltd	Hartlepool	230,000
Edward Thompson (Printers) Ltd	Sunderland	66,770	THC Fabricators (UK) Ltd	Hartlepool	243,000
Total		862,130	Nissan Motor Manuf (UK) Ltd	Sunderland	1,596,507
REVISED SCHEME					
Scotland					
Abel Eastern Foods Ltd	Bathgate	111,000	Carborundum Co Ltd	Widnes & Runcorn	230,000
Digital Equipment Scotland Ltd	Bathgate	420,000	YKK (UK) Ltd	Wigan & St Helens	230,000
D B Marshall (Newbridge) Ltd	Glasgow	132,000	Quintins Snack Foods Ltd	Wigan & St Helens	608,183
Thor Ceramics Ltd	Glasgow	185,000	Total		1,068,183
Yorkshire and Humberside					
			Devalit UK	Scunthorpe	224,954
			Skippingdale Paper Products Ltd	Scunthorpe	137,558
			Total		362,512

Note: Inquiries regarding the published information should be addressed to:
 English cases—Department of Trade and Industry, Bay 417/9, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 071-215 2595).
 Scottish cases—Scottish Office Industry Department IE/1A Branch 3, Room 305, Magnet House, Glasgow G2 7BT (tel 041-248 5803/5698).
 Welsh cases—Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).
 * Companies listed here may have received one or more payments.
 † Employment Office Area for the original scheme, travel-to-work area for the revised scheme.

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: UK and GB				Average earnings: non-manual employees	M (A)	Feb 92:	5-5
Quarterly series	M (Q)	Nov 91:	1-1	Manufacturing		Feb 92:	
Labour force estimates, projections		May 91:	269	International comparisons	M	Feb 92:	5-9
Employees in employment				Agriculture	A	May 90:	253
Industry: GB				Coal-mining	A	May 90:	253
All industries: by division, class or group	Q	Feb 92:	1-4	Over-time and short-time: manufacturing			
: time series, by order group	M	Nov 91:	1-2	Latest figures: industry	M	Feb 92:	1-11
Manufacturing: by division, class or group	M	Nov 91:	1-3	Regions: summary	Q	Dec 91:	1-13
Occupation				Hours of work: manufacturing	M	Feb 92:	1-12
Administrative, technical and clerical in manufacturing	A	Dec 91:	1-10				
Local authorities manpower	Q	Jan 92:	1-7				
Region: GB				Output per head			
Sector: numbers and indices	Q	Feb 92:	1-5	Output per head: quarterly and annual indices	M (Q)	Feb 92:	1-8
Self-employed: by region		Apr 90:	224	Wages and salaries per unit of output			
: by industry		Apr 90:	222	Manufacturing index, time series	M	Feb 92:	5-8
Census of Employment				Quarterly and annual indices	Q	Feb 92:	5-8
UK and regions by industry (Sept 1989)		Apr 91:	209				
GB and regions by industry (Sept 1989)		May 91:	308	Labour costs			
International comparisons	Q	Feb 92:	1-9	Survey results 1988	Quadrennial	Sept 90:	431
Apprentices and trainees				Per unit of output	Q	Dec 91:	5-7
Manufacturing industries: by industry	D	Aug 89:	1-14				
: by region	D	Aug 89:	1-15	Retail prices			
Employment measures	M	Sept 91:	9-2	General index (RPI)			
Registered disabled in the public sector	A	Feb 91:	81	Latest figures: detailed indices	M	Feb 92:	6-2
Labour turnover in manufacturing	D	Mar 90:	1-6	: percentage changes	M	Feb 92:	6-2
Trade union membership	A	June 91:	337	Recent movements and the index excluding seasonal foods	M	Feb 92:	6-1
				Main components: time series and weights	M	Feb 92:	6-4
				Changes on a year earlier: time series	M	Feb 92:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
Unemployment and vacancies				Pensioner household indices			
Unemployment				All items excluding housing	M (Q)	Feb 92:	6-6
Summary: UK	M	Feb 92:	2-1	Group indices: annual averages	M (A)	Feb 92:	6-7
: GB	M	Feb 92:	2-2	Revision of weights	A	June 91:	351
Age and duration: UK	M (Q)	Feb 92:	2-5	Food prices	M	Feb 92:	6-3
Broad category: UK	M	Jan 92:	2-1	London weighting: cost indices	D	May 82:	267
Broad category: GB	M	Jan 92:	2-2	International comparisons	M	Feb 92:	6-8
Detailed category: UK and GB	Q	Dec 91:	2-6				
Region: summary	Q	Dec 91:	2-6	Household spending			
Age: time series UK	M (Q)	Feb 92:	2-7	All expenditure: per household	Q	Jan 91:	7-1
: estimated rates	M	Feb 92:	2-15	: per person	Q	Jan 91:	7-1
Duration: time series UK	M (Q)	Feb 92:	2-8	Composition of expenditure			
Region and area				Quarterly summary	Q	Jan 91:	7-2
Time series summary: by region	M	Feb 92:	2-3	In detail	Q (A)	Jan 91:	7-3
: assisted areas, travel-to-work areas	M	Feb 92:	2-4	Household characteristics	Q (A)	Jan 91:	7-3
: counties, local areas	M	Feb 92:	2-9				
: parliamentary constituencies	M	Feb 92:	2-10	Industrial disputes: stoppages of work			
Age and duration: summary	Q	June 91:	2-6	Summary: latest figures	M	Feb 92:	4-1
Flows				: time series	M	Feb 92:	4-2
UK, time series	M	Feb 92:	2-19	Latest year and annual series	A	July 89:	349
GB, time series	D	May 84:	2-19	Monthly: Broad sector: time series	M	Sept 91:	4-1
Age time series	M	Feb 92:	2-20	Annual: Detailed	A	July 90:	337
Regions and duration	D	Oct 88:	2-23/24/26	: Prominent stoppages	A	July 90:	344
Age and duration	D	Oct 88:	2-21/22/25	Main causes of stoppage			
Students: by region	M	Feb 92:	2-13	Cumulative	M	Sept 91:	4-1
Disabled jobseekers: GB	M	Sept 91:	9-3	Latest year for main industries	A	July 90:	341
International comparisons	M	Feb 92:	2-18	Size of stoppages	A	July 90:	342
Ethnic origin	M	Mar 90:	125	Days lost per 1,000 employees in recent years by industry	A	July 90:	339
				International comparisons	A	Dec 90:	609
Temporarily stopped				Tourism			
Latest figures: by UK region	M	Feb 92:	2-14	Employment in tourism: by industry			
				Time series GB	M	Feb 92:	8-1
Vacancies				Overseas travel: earnings and expenditure	M	Feb 92:	8-2
Unfilled, inflow, outflow and placings seasonally adjusted	M	Feb 92:	3-1	Overseas travel: visits to the UK by overseas residents	M	Feb 92:	8-3
Unfilled seasonally adjusted by region	M	Feb 92:	3-2	Visits abroad by UK residents	M	Feb 92:	8-4
Unfilled unadjusted by region	M	Feb 92:	3-3	Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Jan 92:	8-5
				Visits abroad by country visited	Q	Jan 92:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	Jan 92:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	Jan 92:	8-8
				Visitor nights	Q	Jan 92:	8-9
Earnings and hours				YTS			
Average earnings				Entrants: regions	D	Oct 90:	9-1
Whole economy (New series) index				Regional aid			
Main industrial sectors	M	Feb 92:	5-1	Selective Assistance by region	Q	Jan 92:	9-5
Industries	M	Feb 92:	5-3	Selective Assistance by region and company	Q	Jan 92:	9-6
Underlying trend	Q (M)	July 91:	364	Development Grants by region	Q	Feb 92:	9-7
New Earnings Survey (April estimates)	A	Nov 90:	571	Development Grants by region and company	Q	Feb 92:	9-8
Latest key results							
Time series	M (A)	Feb 92:	5-6				
Average weekly and hourly earnings and hours worked [Manual workers]							
Manufacturing and certain other industries							
Summary (Oct)	B (A)	Feb 92:	5-4				
Detailed results	A	Apr 91:	227				
Holiday entitlements	A	Apr 90:	222				

*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.

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)
- P 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
- r series revised from indicated entry onwards
- nes not elsewhere specified
- SIC UK Standard Industrial Classification, 1980 edition
- EC European Community

CASE STUDIES

Three of a kind

GOOD PRACTICE MAKES GOOD BUSINESS

On the face of it, American Express, British Nuclear Fuels plc and the Employment Service appear to have little in common. They operate in very different spheres of business. What they do share, however, is a commitment to adapting their individual company cultures to meet new business challenges.

American Express offers comprehensive childcare and flexible working arrangements; British Nuclear Fuels is committed to a programme of investment in the community; while the Employment Service has overhauled the way it trains its managers for the future. Moreover, they all report positive benefits as a result of these efforts.

These examples of good practice may prove useful food for thought for other companies and organisations.



THE LONG GOODBYE - TILL TEATIME: Working parents can leave their children at the American Express nursery in the sure knowledge that they will be well looked after by professional staff.

Photo: Jacky Chapman

'We have set ourselves the goal of making American Express the best place to work. We believe that this new benefit is another step towards achieving this aim and will help us to retain and attract quality staff.'

Tony Coleman
Vice President
Human Resources
American Express



Photo: American Express

The family-friendly firm

PRACTICAL EFFORTS to make itself 'the best place to work' and a helpful attitude to working parents recently won American Express the 1991 Employer of the Year Award from the Working Mothers Association. This award highlights how the company is promoting a culture where caring for its employees' family needs is as important as customer care. Moreover, it demonstrates how flexible working arrangements benefit both employer and employees.

The UK headquarters of American Express are in Brighton, where it employs 2,500 staff, nearly two-thirds of whom are female. Over the past two years the company has set about adapting its working environment in order to become a 'family-friendly firm'.

Spurred on by predicted demographic changes, a steady loss of female staff leaving work to have children, and a highly competitive local labour market, the management decided to look seriously into how best to retain its skilled employees for the future.

American Express

In July 1990 it conducted a 'work and homelife' survey. Staff were asked how they thought the company could help parents combine work and domestic responsibilities. Top of the list came a workplace nursery.

So, American Express joined forces with a local, well-established childcare company, Early Years Childcare plc, to open a nursery for its employees' children. The set-up costs were borne by Early Years, with minimal costs to American Express. The 'Amex/Early Years Nursery', in nearby Hove, was opened in November 1990.

It currently has 50 places and caters for children aged three months to five years.

Both women and men working for American Express can apply for a place for their children. Places are allocated according to a number of criteria, with preference being given to employees who are returning from maternity leave, who have specialist skills, who are single

parents or whose domestic circumstances make daytime childcare a problem.

The nursery is open to both part-time and full-time staff, with employees in the lower grade bands being strongly represented. Full-time places are available Monday to Friday from 8am - 6pm; half-day and emergency care is also available.

The charge for the service (priced at £90 per child per week for full-time care) varies according to ability to pay; parents pay between £50-70 per week with those on lower salaries receiving proportionally more company subsidy for their places.

Initially, employees had to pay tax on this subsidy but in February 1991 the Inland Revenue granted a tax exemption on the company subsidy as a 'benefit in kind'.

Both current staff (and new recruits) have been actively encouraged to make use of this facility. The nursery has been publicised in recruitment literature, the staff newsletter, and, most successfully, through

recommendation by word-of-mouth. It is clear that the nursery is meeting requirements - parents' comments have ranged from "Without the nursery I would probably not have been able to return to work" to "It's the reason I came back to work." The general consensus is that the nursery is good value for money, and over 70 per cent have said that the provision of the nursery has significantly affected their loyalty to the company.

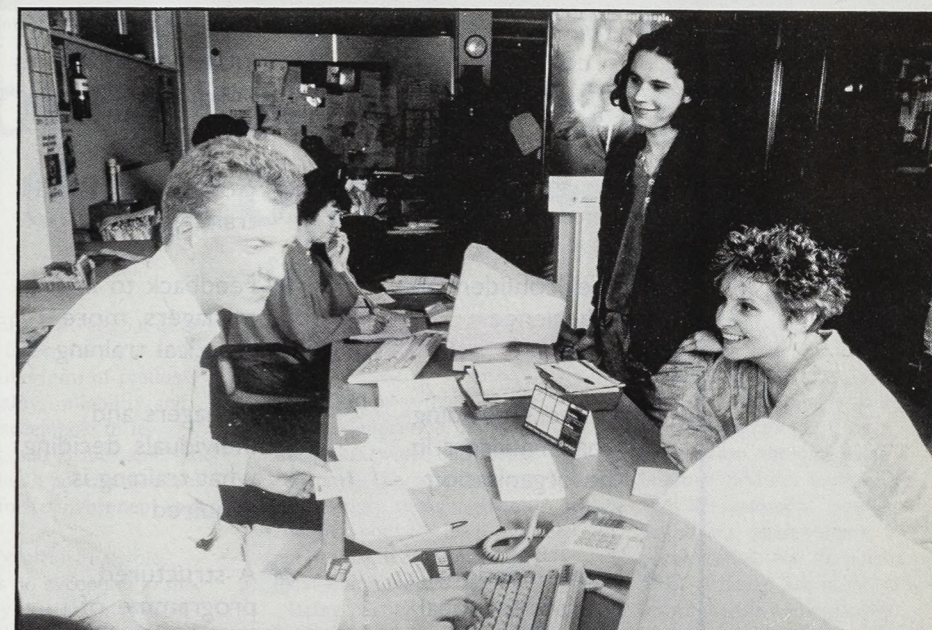
American Express clearly sees childcare as an important long-term issue. Not only is it monitoring the development of the nursery, taking on board the views of the staff, but it is also working towards ensuring adequate resources, such as after-school care, for older children. It also subsidises places on Easter and summer holiday schemes, operated by Early Years, which provide full-time care for children aged 5-12 from 8am to 6pm daily. The cost is approximately £45 per child per week, less a £10 company subsidy.

As well as these initiatives in childcare, American Express has introduced comprehensive flexible working policies for its employees. These include flexitime, home working and teleworking, job sharing, school-term contracts, part-time and shift working and extended leave. Approximately 20 per cent of the Brighton-based workforce participate in one or other of these schemes.

American Express not only supports working parents in-house: in the wider sphere, it funded the research and development of Childcare Links, the first childcare resource and referral agencies in the UK. This project was launched in Brighton in October 1990, based on a partnership between the public sector, voluntary agencies and the business community.

Today, the service, which offers information and advice to parents on the availability of local childcare resources and promotes new projects in childcare, receives several hundred calls a month from local parents. New Childcare Links schemes are currently being investigated in other cities around the UK.

Adding value through management training



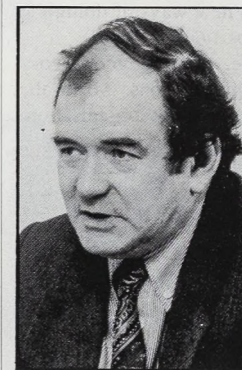
AT YOUR SERVICE: The objective of better training methods - a better service for the public.

Employment Service

IMPROVED PRODUCTIVITY and efficiency were the aims behind the Employment Service's recent revision of its management training structure. While these changes were necessarily 'ES-specific', they do show how a public sector organisation can set itself, and make sure it meets, business goals.

The Employment Service provides an integrated range of services to help unemployed people into work. It was formed in 1987 through a merger of the employment and enterprise arm of the then Manpower Services Commission and the Unemployment Benefit Service. It became an executive agency in April 1990.

Despite the undoubted complexities of handling thousands of unemployment claims and running a large network of jobcentres nationwide, the ES has set itself a strong but simple purpose. It serves people through people. And it equates the quality of its staff directly to the quality of the service it



by PETER BENZIES
Head of Training and
Development
Employment Service

provides.

Staff development and improved management standards are now seen as key components of the ES's business strategy. With its investment in staff amounting to some 4 per cent of the annual running costs budget, it has to ensure that this investment produces the desired bottom line improvements in performance.

The ES currently employs over 42,000 people (the numbers rise and fall in line with levels of unemployment). The majority of these people (80 per cent) work in local offices, dealing directly with customers. Seventy per cent are women, and 90 per cent are at Executive Officer (junior management) level and below. The managers of the future are largely drawn from among the people working in local offices.

The creation of the ES as a new body in 1987 provided an opportunity to develop a distinctive culture. It was decided that the Service needed to be performance-driven, professional and businesslike, and with less bureaucracy and more devolution to managers. It should also be creative and confident (by encouraging new

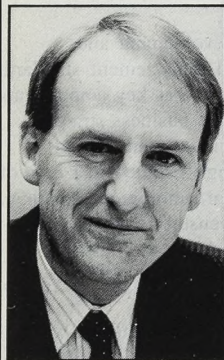
Changes brought about by the Management Training Initiative

Out went...

- ✗ The 'nice' two-week course
- ✗ Wants-based training
- ✗ The 'confidential' experience
- ✗ Trainers deciding what managers in the organisation need
- ✗ Some functional courses for local office managers

In came...

- ✓ The two-day intensive event with pre- and post learning
- ✓ Competence-based training
- ✓ Feedback to line managers, more practical training
- ✓ Managers and individuals deciding what training is required
- ✓ A structured programme of learning on-the-job with added involvement of line managers



'We need to ensure that the way we develop our managers meets the needs of the business; we are well on the way to achieving that.'

John Turner
Deputy Chief Executive
Employment Service

ideas and new ways of doing things), participative and supportive, and with good two-way communications. All in all, a tall order for any organisation.

An in-house working party, assisted by Price Waterhouse, conducted a review to see how ES management training was contributing to these new business objectives.

Its report made gloomy reading, highlighting several weaknesses in the management training scheme: it was unstrategic; it had evolved piecemeal over time and was separated from the main thrust of business development; its products were popular and well received but delivered according to demand and not necessarily to business needs. For example, there was major expenditure on assertiveness and stress - management training but no evaluation of the way in which they contributed to business performance.

It was clear that if the ES was to live up to its vision of being a model of public service by being a well managed, professional and high quality business that all

our people are proud to work for - it needed to change the way it developed its managers.

So in May 1990 the ES executive board agreed to the report's recommendations, giving the green light for revising the system. These recommendations formed the Management Training Initiative and set in motion an ongoing commitment to relate training directly to business needs and to turn the ES from a passive, course-going organisation to an active, learning one.

The new strategy included a combination of work-oriented training and career development, through:

- competence-based, business-led training;
- more on-the-job learning;
- short, intensive training programmes;
- the involvement of line managers; and
- cost-effective, targeted, action-centred training.

Using the Management Charter Initiative as a basis, a competence framework was built around a detailed analysis of what managers needed to do and

the challenges facing the ES. This was refined through workshops, questionnaires and trials involving over 300 managers.

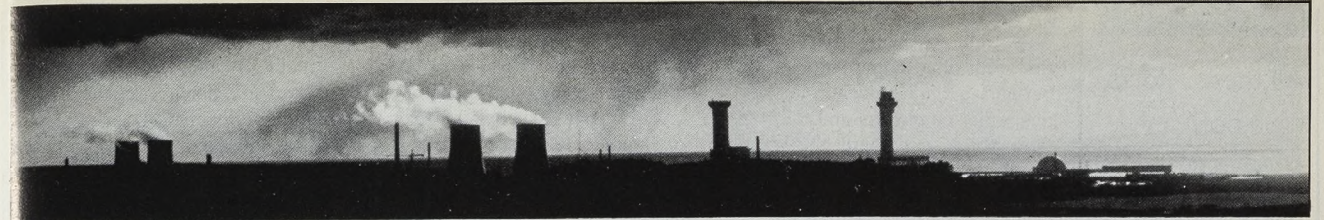
The Management Development Framework covers 24 areas of competence under five key management roles - operations, finance, people, information and self. It encourages managers at all levels to make use of a wide range of learning methods - coaching, open learning, projects and mentoring as well as courses. The emphasis is on line managers and the individual using the MDF together to identify learning priorities and to discuss and agree a Management Development Action Plan.

Training of first-line managers (EOs) includes five short optional modules on managing - quality, people, change, meetings, and marketing. These are delivered through the nine ES regions to national standards, thus helping to ensure that training is more responsive to line managers and operational needs at the sharp end of the business.

Competence-based training and development workshops are being spearheaded for middle and senior managers by three new National Training Centres around the country. In addition to running a number of selective modules, the NTCs provide a consultancy role which places the emphasis on workplace learning and other non-course solutions. Each NTC has its own board which, acting as a user group, ensures quality and relevance to the business needs of the ES.

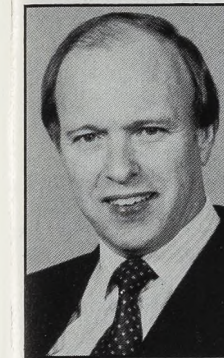
The Employment Service does not claim that its new management training structure is perfect. It requires continual monitoring and evaluation, and has to be flexible enough to adapt to the Service's new challenges as they arise. Lessons have been learnt and will continue to be learnt.

As John Turner, Deputy Chief Executive of the ES, puts it: "We need to ensure that the way we develop our managers meets the needs of the business; we are well on the way to achieving that."



IN THE SPOTLIGHT: BNFL's Sellafield plant which has been the subject of intense public scrutiny.

Photo: Jacky Chapman



by **TONY MILLS**
Personnel Director
British Nuclear Fuels plc

Corporate investment in the community

THE OVERRIDING goal of any industrial enterprise is to create wealth in the form of products whose quality, reliability and price are acceptable to its customers, and at the same time to generate an acceptable level of profit for re-investment in the business.

British Nuclear Fuels plc (BNFL) is no exception to this philosophy. Set up in 1971, it has now become an international total nuclear fuel cycle business with profits of over £150 million per year.

BNFL

In addition to this primary business objective, however, BNFL has wider but related concerns. The company has increasingly recognised the benefits, both for itself and the public, of investment in the local community.

Being part of the nuclear industry, BNFL is subject to intense and often critical scrutiny by the public, a substantial minority of which is

opposed to nuclear power. Over the past six years, it has tried to turn this interest to a positive advantage by means of a high profile programme of open information, the aim being to improve BNFL's relationship with its customers, suppliers, employees, shareholders, local communities, and the media.

This strategy has involved a comprehensive community investment programme, which includes infrastructure development and job creation and support for education and innovation, as well as cultural and sports sponsorship.

Boosting the local economy

A top priority in BNFL's investment strategy is to maintain jobs both inside the company (between 15,000-17,000 over the past ten years) and outside - an estimated 50,000 people in companies (including many of the UK's major construction firms) participate in its major capital investment programme.

BNFL provides financial support and personnel expertise in infrastructure development and job creation initiatives in the five areas where it has its main sites: West Cheshire, North Cheshire, West Lancashire, West Cumbria, and Dumfries and Galloway. The level and nature of the commitment varies, with the most significant programme being located in West Cumbria where around half of its employees are based at Sellafield.

Back in the mid '80s BNFL recognised that by the early 1990s there would be an inevitable rundown in construction jobs at Sellafield and as



ON TRACK: BNFL provided most of the building costs for an all-weather athletics track at Cleaton Moor near Sellafield. Photo: BNFL

All these efforts have both an altruistic element and a pragmatic business focus. It is judged to be in the company's long-term interests to have thriving communities in those areas in which it has operations.

other plants were completed. Therefore, following consultation with other community partners including local authorities, other employers and the Area Manpower Board, the West Cumbria Development Fund was set up with a commitment by BNFL to invest £1 million per year for ten years. Key objectives of the Fund are to safeguard jobs in local companies which may be threatened and to stimulate the development and growth of new companies.

Through the involvement of some of its top management on the various governing bodies, BNFL also participates actively in the strategic direction of the West Cumbria Development Fund, the West Cumbria Development Agency, and the West Cumbria Initiative. The company is also directly involved with the work of the Training and Enterprise Councils. It is represented on the boards of three TECs in the North West, and is currently working closely with Cumbria TEC to set up training facilities for people made redundant from local manufacturing industry.

BNFL's job creation efforts are not confined to Cumbria. For example, in Cheshire it is a partner in the Warrington Business Venture, which counsels several hundred local people each year who are thinking of setting up their own businesses. It is also a founder member of 'Inward', an organisation which aims to attract economic investment by overseas companies in the north west of England; the 'Business Leadership Team' which

promotes the North West as a prime choice for business investment, and NIMTECH which is the regional Technology Centre of Excellence, based in Skelmersdale.

Youth business development is also a priority. BNFL is heavily involved in the work of the Prince's Youth Business Trust and European Young Business Ltd. The latter brings together young business starters drawn from EC member states, and runs regular conferences for professionals concerned with helping young entrepreneurs.

All these efforts have both an altruistic element (particularly on the part of BNFL staff who commit a considerable amount of their own time) and a pragmatic business focus. It is judged to be in the company's long-term interests to have thriving communities in those areas in which it has operations. It is for this reason that BNFL is pursuing a policy of encouraging the local supply of high quality goods and services wherever possible.

Links with education

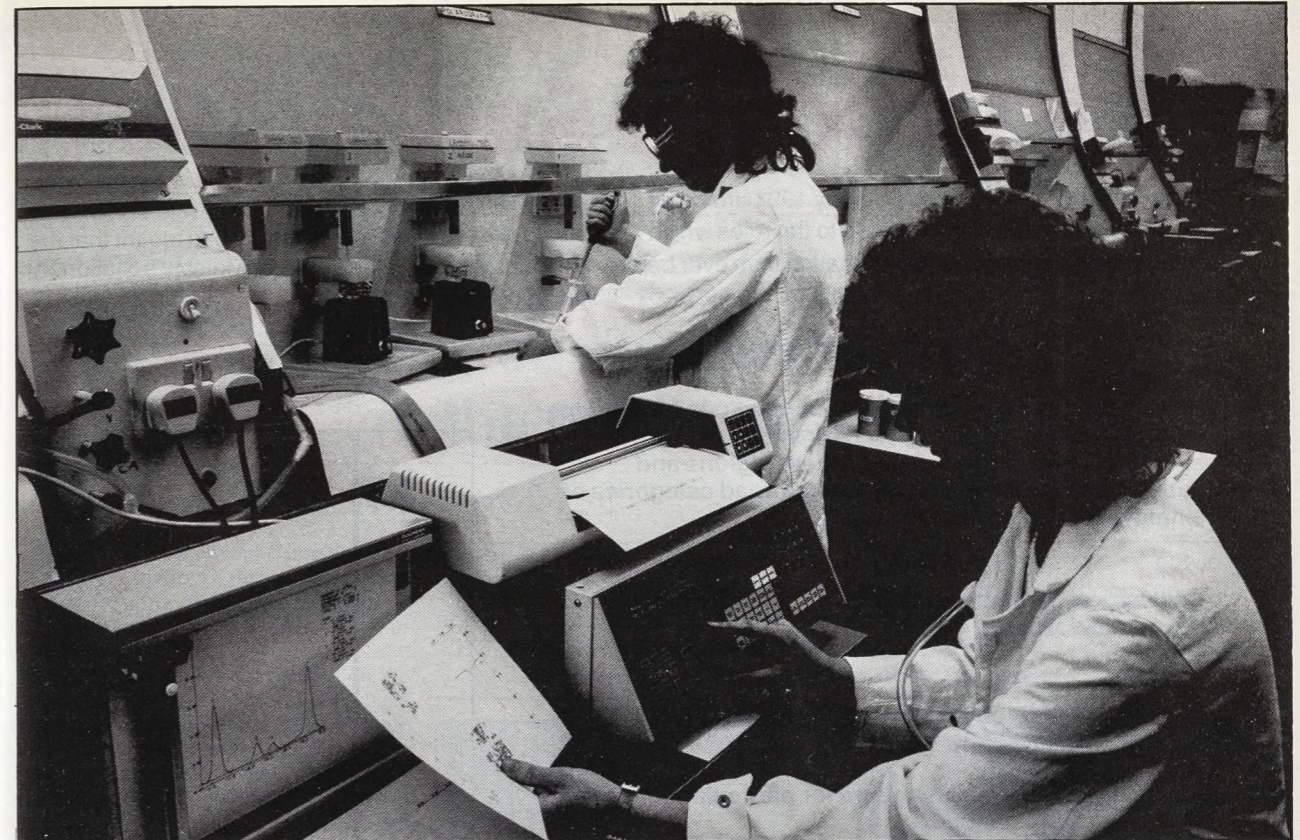
BNFL is a major employer of science and technology graduates. It is also committed to a major programme of craft apprentice, process operative and commercial induction training. In order to make sure that its future needs for suitably qualified and motivated recruits are met, BNFL has developed a programme of investment in education at all levels nationwide.

At primary and secondary

levels it has been working with teachers to develop materials suitable for the new National Curriculum science and technology requirements. A set of course materials called *Living with Technology*, in which BNFL has invested substantially, has proved very popular in schools. Taken together with similar courses sponsored by the chemical and oil industries, the aim is to enhance the understanding of, and interest in, science and technology, and so encourage more young people to aim for science-related careers. At the tertiary level, BNFL has established substantial and varied links with several universities and polytechnics. It funds a number of visiting chairs and also provides candidates for these positions.

It also arranges short - to medium-term secondments of less senior staff to participate in or lead university research teams, and encourages and supports employees with a strong interest in education to participate as school governors. There are currently 150 BNFL staff serving on governing bodies throughout the North West.

BNFL's education support programme, therefore, has strategic long-term aims related to: the continuity of supply of qualified recruits; mutual learning from targeted collaboration on research; and improving general understanding and awareness of the role of nuclear power in total UK energy provision. By linking scientific research more closely to the needs of industry, the pro-



HIGH TECH: The Westlakes science and technology park will offer premises suitable for high technology businesses.

Photo: BNFL

gramme is proving very useful both to the company and to the academic institutions involved.

Innovation and high technology

The Westlakes science and technology park near Whitehaven is another major development. Work is under way, led by the West Cumbria Development Fund, to convert existing premises there into units suitable for high technology businesses. In order to promote the initiative and encourage other companies to follow suit, BNFL is setting up new analytical and cytogenetics laboratories on the site.

BNFL also provides technical support for other companies, particularly small and medium-sized firms. It can offer advice on particular technical problems and make available discrete pieces of technology to companies which may be prepared to develop them for wider applications. Through the West Cumbrian Initiative and with the support of Department of Trade and Industry, a good start has been made on assessing the level of interest in effecting technology transfer in the area.

BNFL aims to make the fullest contribution it can to developing the economic health of local communities.

Other areas of support

In addition to these efforts to boost the local economy and forge links with the education system, BNFL has given its support to a wide range of activities in the locality.

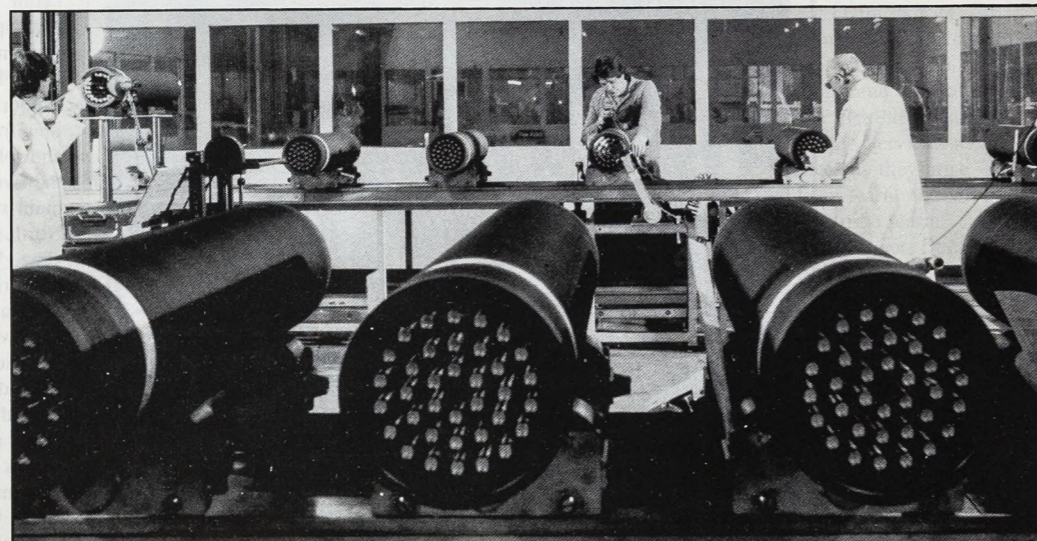
These include sponsorship of cultural and arts activities, including the Annual Warrington Festival and concerts by the Royal Liverpool Philharmonic Orchestra. Three years ago, BNFL provided most of the building costs for an all-weather athletics track at Cleaton Moor, near Sellafield. The availability of such high quality sports facilities has already had a beneficial impact on standards locally and has also attracted national level events to what is a relatively isolated part of the country.

And the company is also involved in the local tourist industry. The Sellafield Visitors Centre, funded by BNFL, attracts over 130,000 people each year. Its success has put Sellafield among the ranks of the most popular tourist attractions in the North of England, and confirmed BNFL's

position as the leading source of information about nuclear power in Britain. Through liaison with the Tourist Board and local tourist operators it has been possible to achieve beneficial spin-offs for other tourist attractions in the area.

Success through partnership

The activities described above go some way to illustrating BNFL's commitment to investment in the community. While this investment is primarily driven by long-term business objectives, BNFL also aims to make the fullest contribution it can to the development of the economic health of the communities where it operates. And it is the partnership being developed with other key players in the region and the local communities which BNFL believes to be the most important element in this strategy. ■



AT WORK: BNFL staff working on advanced gas-cooled reactor fuel element assembly.

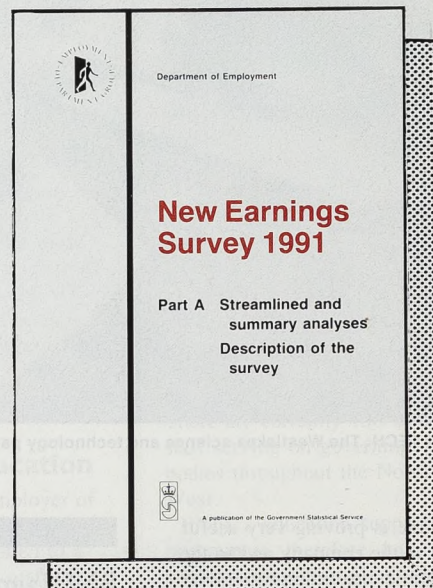
Photo: BNFL

New Earnings Survey 1991

The results of the New Earnings Survey 1991 are being published in six separate parts, forming a comprehensive report on the survey. A slight revision to the rules which are used to ensure statistical reliability has meant that the published results contain more information than ever before. The parts are available from Her Majesty's Stationery Office, price £11.00 each. Subscriptions for the set of six, including postage, £63.

The contents of the six parts are:

- **Part A**
Streamlined analyses giving selected results for full-time employees in particular wage negotiation groups, industries, occupations, age groups, regions and sub-regions; summary analyses for broad categories of employees; description of survey.
- **Part B**
Analyses of earnings and hours for particular wage negotiation groups.
- **Part C**
Analyses of earnings and hours for particular industries.
- **Part D**
Analyses of earnings and hours for particular occupations.
- **Part E**
Analyses of earnings and hours by region and county, and by age group.
- **Part F**
Distribution of hours; joint distributions of earnings and hours; analyses of earnings and hours for part-time women employees.



New Earnings Survey 1991

Essential reading for all concerned with earnings and hours of work in Great Britain.
Published in six separate parts, price £11.00 each.

To HM Stationery Office,
PO Box 276, London SW8 5DT

Copies may also be purchased from HMSO
bookshops

Enclosed please find £63 being a subscription (including postage) for all six parts of the 1991
NEW EARNINGS SURVEY.

The copies should be sent to

Name _____

Address _____

Special Feature

Registered disabled people in the public sector

The Disabled Persons (Employment) Act 1944 places a duty on employers with 20 or more workers to employ a quota—currently set at 3 per cent—of registered disabled people.

Although this duty is not binding on the Crown, Government Departments have nevertheless agreed to accept the same responsibilities as other employers. The National Health Service and Community Care Act 1990 has removed all Crown immunity within the National Health Service (NHS). As a result, all NHS employers are now legally bound by the Disabled Persons (Employment) Acts 1944 and 1958. A full set of figures for National Health Service employers is not available at present for publication in this issue of *Employment Gazette* but these will be included in a later issue.

The figures for Government Departments were prepared by the Treasury's Management and Personnel Office and relate to June 1, 1991. The figures for other public sector employers were obtained during the annual enquiry into the quota position of all employers subject to quota, which was carried out by the Employment Service in May 1991.

The following factors need to be borne in mind when considering the figures:

□ Quota figures reflect only the employment of those people with disabilities who are registered under the terms of the Disabled Persons (Employment) Acts 1944 and 1958. As many people with disabilities who would be eligible to register choose not to do so, the figures shown do not give a complete picture of the extent to which people with disabilities are employed in the organisations listed.

□ The number of registered disabled people has declined over the years to such an extent that it is no longer possible for all employers with 20 or more workers to achieve the 3 per cent quota. Less than one-third of these employers now do so.

□ The column headed 'Registered disabled staff' in the tables includes some figures which end in '.5'. This is because those registered disabled people who are employed between 10–30 hours per week count as half a unit of staff for the purpose

This article shows the latest figures for a wide cross-section of public sector employers whose individual quota positions have been disclosed with their agreement. It contains the latest in a series of tables produced annually since 1976. The figures quoted relate only to registered disabled people, and are not a complete guide to the employment of people with disabilities.



of calculating an employer's quota percentage. The total number of staff employed is calculated using a similar rule.

The future role of the quota scheme, and of other statutory and non-statutory measures to help improve employment opportunities for people with disabilities, were among the wide range of issues on which comments were invited through publication of the consultative document

Employment and Training for People with Disabilities.

Responses to this document showed that there are very mixed views about the role of legislation.

On September 17 1991, the Employment Secretary, Michael Howard, announced that there will be no amendments to the legislation at present, but that the position would be kept under review.

District Councils

	Registered disabled staff	Per cent		Registered disabled staff	Per cent		Registered disabled staff	Per cent
Aberconway	8.0	1.7	Delyn	6.0	1.0	Manchester City	236.0	0.9
Aberystwyth	2.0	0.5	Derby City	38.5	2.5	Mansfield	28.5	2.7
Afan	17.0	2.8	Derbyshire Dales	3.0	0.7	Medina	3.0	1.1
Allerdale	7.5	1.2	Derwentside	14.0	1.2	Mendip	1.0	0.3
Alnwick	7.0	3.7	Dinefwr	7.0	2.7	Merrionydd	5.0	2.4
Alyn and Deeside	3.0	0.6	Doncaster	79.0	0.5	Melton Borough	5.0	2.0
Amber Valley	5.0	0.9	Dover	18.0	2.8	Merthyr Tydfil	16.0	1.8
Arfon	15.0	2.9	Dudley	64.5	0.6	Mid Bedfordshire	3.0	0.8
Arum	5.0	0.8	Durham City	17.0	1.5	Mid Devon	1.0	0.2
Ashfield	15.0	2.0	Dwyfor	7.0	3.2	Middlesbrough	44.5	2.2
Ashford	9.0	1.5	Easington	22.0	1.8	Mid Suffolk	1.0	0.2
Aylesbury Vale	15.0	2.3	Eastbourne	4.0	0.7	Mid Sussex	6.0	0.9
Babergh	2.0	0.7	East Cambridgeshire	0.0	0.0	Milton Keynes	2.0	0.3
Barnsley	54.5	0.6	East Devon	1.0	0.2	Mole Valley	2.0	0.4
Barrow-in-Furness	21.0	2.5	East Hampshire	4.0	0.9	Monmouth	3.0	0.5
Basildon	28.0	2.0	East Hertfordshire	5.0	0.9	Montgomery	4.0	0.9
Basingstoke and Dean	12.0	1.6	Eastleigh	4.0	0.6	Neath	9.0	1.7
Bassetlaw	12.0	1.4	East Lindsey	5.0	0.8	Newark and Sherwood	2.0	0.3
Bath City	5.0	0.7	East Northamptonshire	5.0	2.0	Newbury	1.0	0.2
Berwick-upon-Tweed	5.0	2.8	East Staffordshire	21.0	3.7	Newcastle-under-Lyme	8.5	0.8
Beverley	6.0	0.9	East Yorkshire	11.0	1.5	Newcastle-upon-Tyne	135.0	1.0
Birmingham City	341.0	0.9	Eden	1.0	0.3	New Forest	7.0	0.7
Blaby	0.0	0.0	Ellesmere Port and Neston	24.5	3.2	Newport	8.0	0.5
Blackburn	33.5	1.7	Epping Forest	9.0	1.1	Northampton	16.0	0.8
Blackpool	42.0	3.1	Epsom and Ewell	4.0	0.9	North Avon	2.0	0.3
Blaenau Gwent	17.0	1.6	Erewash	10.0	1.7	North Bedfordshire	19.0	2.1
Blyth Valley	8.0	1.1	Exeter City	17.0	1.7	North Cornwall	7.0	1.8
Bolsover	12.5	2.7	Fareham	3.0	0.5	North Devon	8.0	1.5
Bolton	96.0	1.0	Forest Heath	5.0	1.7	North Dorset	2.0	0.8
Boothferry	7.0	1.5	Forest of Dean	3.0	0.8	North East Derbyshire	13.0	1.6
Boston	4.0	0.9	Fylde	5.0	1.2	North Hertfordshire	6.0	0.8
Bournemouth	16.0	0.6	Gateshead	110.0	1.0	North Kesteven	3.0	0.8
Bracknell	5.0	0.6	Gedling	5.0	1.0	North Norfolk	0.0	0.0
Bradford	141.0	0.7	Gillingham	5.0	0.8	North Shropshire	5.0	1.7
Braintree	6.0	0.7	Glanford	6.0	1.4	North Tyneside	52.0	0.7
Breckland	1.0	0.2	Gloucester City	18.0	2.3	North Warwickshire	2.0	0.5
Brecon	2.0	0.8	Glyndwr	3.0	0.9	North West Leicestershire	1.0	0.2
Brentwood	6.0	1.2	Gosport	6.0	1.0	North Wiltshire	4.0	0.7
Bridgnorth	0.0	0.0	Gravesham	9.0	1.2	Norwich City	36.0	1.6
Brighton	22.0	1.2	Great Yarmouth	22.5	3.3	Nottingham City	66.0	1.8
Bristol City	35.0	0.6	Grimsby	38.0	3.4	Nuneaton	14.0	1.8
Broadland	2.0	0.9	Guildford	13.0	0.4	Oadby and Wigston	1.0	0.4
Bromsgrove	1.0	0.3	Halton	29.0	2.6	Ogwr	62.0	5.8
Broxtowe	5.0	0.8	Hambleton	0.0	0.0	Oldham	53.0	0.6
Burnley	23.0	2.0	Harborough	4.0	1.0	Oswestry	0.0	0.0
Bury	45.5	0.8	Harlow	26.0	1.5	Oxford City	23.0	1.8
Calderdale	51.0	0.5	Harrogate	9.0	0.9	Pendle	13.0	1.5
Cambridge City	24.0	1.8	Hart	4.0	1.1	Penwith	7.0	2.3
Cannock Chase	11.0	1.3	Hartlepool	21.0	2.0	Peterborough City	14.0	1.0
Canterbury City	5.0	0.5	Hastings	9.0	1.1	Plymouth City	17.0	0.7
Caradon	9.0	2.4	Havant	8.0	1.0	Poole	9.0	1.0
Cardiff City	18.0	0.5	Hereford City	13.0	2.5	Portsmouth City	10.0	0.4
Carlisle	6.0	0.6	Hertsmere	2.0	0.3	Preseli	12.0	2.6
Carmarthen	8.0	2.0	High Peak	8.0	1.4	Preston	25.0	1.8
Carrick	16.5	3.2	Hinkley and Bosworth	3.0	0.8	Purbeck	2.0	0.8
Castle Morpeth	1.0	0.4	Holderness	4.0	0.9	Radnor	4.0	2.4
Castle Point	5.0	1.0	Horsesham	5.0	0.8	Reading	28.0	2.2
Ceredigion	10.0	2.0	Hove	11.0	1.6	Redditch	14.0	1.6
Charnwood	5.5	0.9	Hull	76.0	1.9	Reigate and Banstead	2.0	0.2
Chelmsford	6.0	0.6	Huntingdon	4.0	0.6	Restormel	13.5	2.1
Cheltenham	6.0	0.5	Hyndburn	8.0	1.2	Rhondda	11.0	1.1
Cherwell	7.0	1.1	Ipswich	26.0	2.2	Rhuddlan	4.0	0.9
Chester City	19.0	2.1	Isliwyn	13.0	1.8	Rhymney Valley	8.0	0.7
Chesterfield	21.0	1.6	Kennerley	1.0	0.2	Ribble Valley	6.0	2.3
Chester-le-Street	8.0	1.3	Kerrier	8.0	1.5	Richmondshire	3.0	1.2
Chichester	18.0	2.4	Kettering	8.0	1.7	Rochester Upon Medway	13.0	2.1
Chiltern	2.0	0.5	Kingswood	8.0	1.5	Rochdale	55.0	0.6
Chorley	2.0	0.3	Kirklees	155.0	1.2	Rochford	1.0	0.4
Christchurch	0.0	0.0	Knowsley	47.0	0.6	Rossendale	12.0	1.9
Cleethorpes	5.0	0.8	Lancaster City	20.0	2.0	Rother	6.0	1.1
Colchester	12.0	1.1	Langbaugh	26.0	1.8	Rotherham	42.0	0.4
Colwyn	2.0	0.5	Leeds City	406.0	1.5	Rugby	2.0	0.4
Congleton	3.0	0.5	Leicester City	83.0	1.9	Runnymede	6.0	1.5
Copeland	7.0	0.9	Leominster	2.5	1.1	Ruscliffe	1.0	0.2
Corby	9.0	1.3	Lewes	3.0	0.7	Rushmoor	4.0	0.6
Cotswold	1.0	0.2	Lichfield	9.0	1.7	Rutland	0.0	0.0
Coventry City	88.0	0.5	Lincoln City	27.0	2.7	Ryedale	2.0	0.5
Craven	7.0	2.4	Liverpool City	229.0	1.0	St Albans City	4.0	0.6
Crawley	8.0	0.8	Llanelli	33.0	4.5	St Edmundsbury	5.0	0.7
Crewe and Nantwich	16.0	1.9	Lliw Valley	7.0	1.5	St Helens	55.0	0.6
Cynon Valley	21.0	3.2	Luton	14.0	0.9	Salford City	130.0	1.6
Dacorum	13.0	1.4	Macclesfield	16.0	1.5	Salisbury	3.0	0.6
Darlington	15.0	1.2	Maidstone	4.0	0.4	Sandwell	150.0	0.8
Dartford	4.0	0.6	Malden	1.5	0.6	Scarborough	32.5	3.2
Daventry	1.0	0.3	Malvern Hills	4.0	0.8	Scunthorpe	17.0	1.7

Scottish District Councils

	Registered disabled staff	Per cent		Registered disabled staff	Per cent		Registered disabled staff	Per cent
Aberdeen	53.0	2.1	Aberdeen	53.0	2.1	West Lancashire	14.0	1.6
Angus	23.5	3.1	Angus	23.5	3.1	West Lindsey	1.0	0.3
Annandale and Eskdale	1.0	0.4	Annandale and Eskdale	1.0	0.4	West Norfolk	7.0	1.0
Argyle and Bute	8.0	1.2	Argyle and Bute	8.0	1.2	West Oxfordshire	2.0	0.7
Badenoch and Strathspey	1.0	1.8	Badenoch and Strathspey	1.0	1.8	West Somerset	1.0	0.5
Banff and Buchan	2.0	0.2	Banff and Buchan	2.0	0.2	West Wiltshire	7.0	1.0
Bearsden and Milngavie	5.0	1.3	Bearsden and Milngavie	5.0	1.3	Weymouth & Portland	6.0	1.1
Berwickshire	2.0	1.9	Berwickshire	2.0	1.9	Wigan	133.0	1.5
Caithness	2.0	1.0	Caithness	2.0	1.0	Wimborne	3.0	0.8
Clackmannan	9.0	1.1	Clackmannan	9.0	1.1	Winchester City	4.0	0.6
Clydebank	19.0	2.9	Clydebank	19.0	2.9	Wirral	164.0	1.3
Clydesdale	0.0	0.0	Clydesdale	0.0	0.0	Windsor and Maidenhead	1.0	0.1
Cumbernauld and Kilsyth	5.0	1.0	Cumbernauld and Kilsyth	5.0	1.0	Woking	10.0	1.6
Cumnock and Doon Valley	5.0	0.8	Cumnock and Doon Valley	5.0	0.8	Wokingham	4.0	0.7
Cunningham	27.0	1.6	Cunningham	27.0	1.6	Wolverhampton	224.0	1.6
Dumarton	30.0	2.6	Dumarton	30.0	2.6	Woodspring	11.0	0.8
Dundee	39.0	1.3	Dundee	39.0	1.3	Worcester City	6.0	0.8
Dunfermline	27.5	2.1	Dunfermline	27.5	2.1	Worthing	9.0	1.2
East Kilbride	14.0	2.1	East Kilbride	14.0	2.1	Wrekin, The	25.0	1.9
East Lothian	11.0	1.3	East Lothian	11.0	1.3	Wrexham Maelor	21.0	1.8
Eastwood	4.0	1.3	Eastwood	4.0	1.3	Wychavon	3.0	0.6
Edinburgh	65.0	1.3	Edinburgh	65.0	1.3	Wycombe	4.0	0.5
Ettrick and Landerdale	1.0	0.4	Ettrick and Landerdale	1.0	0.4	Wyre	9.0	1.4
Falkirk	14.0	0.8	Falkirk	14.0	0.8	Wyre Forest	21.0	2.0
Glasgow	159.0	1.2	Glasgow	159.0	1.2	Ynys Mon	11.0	2.1
Gordon	13.0	3.5	Gordon	13.0	3.5	York	34.0	2.6
Hamilton	11.0	1.0	Hamilton	11.0	1.0	All	7,759.0	1.1
Inverclyde	12.0	0.9	Inverclyde	12.0	0.9			
Inverness	2.0	0.4	Inverness	2.0	0.4			
Kilmarnock and Loudoun	15.0	1.6	Kilmarnock and Loudoun	15.0	1.6			
Kincardine and Deeside	6.0	2.1	Kincardine and Deeside	6.0	2.1			
Kirkcaldy	18.0	1.2	Kirkcaldy	18.0	1.2			
Kyle and Carrick	16.0	1.0	Kyle and Carrick	16.0	1.0			
Lochaber	3.0	1.7	Lochaber	3.0	1.7			
Mid Lothian	7.0	1.0	Mid Lothian	7.0	1.0			
Monkland	25.0	1.6	Monkland	25.0	1.6			
Moray	11.0	1.5	Moray	11.0	1.5			
Motherwell	11.0	0.7	Motherwell	11.0	0.7			
Nairn	2.0	2.5	Nairn	2.0	2.5			
Nithsdale	5.0	1.1	Nithsdale	5.0	1.1			
North East Fife	4.0	0.6	North East Fife	4.0	0.6			
Perth and Kinross	9.0	0.9	Perth and Kinross	9.0	0.9			
Renfrew	16.0	0.6	Renfrew	16.0	0.6			
Ross and Cromarty	4.0	1.1	Ross and Cromarty	4.0	1.1			
Roxburgh	4.5	1.7	Roxburgh	4.5	1.7			
Skye and Lochalsh	2.0	2.2	Skye and Lochalsh	2.0	2.2			
Stewarton	3.0	1.9	Stewarton	3.0	1.9			
Stirling	30.0	2.2	Stirling	30.0	2.2			
Strathkelvine	1.0	0.1	Strathkelvine	1.0	0.1			
Sutherland	1.0	0.9	Sutherland	1.0	0.9			
Tweeddale	1.0	1.0	Tweeddale	1.0	1.0			
West Lothian	13.0	0.8	West Lothian	13.0	0.8			
Wigtown	1.0	0.5	Wigtown	1.0	0.5			
All	773.5	1.3	All	773.5	1.3			

County Councils

	Registered disabled staff	Per cent		Registered disabled staff	Per cent
Avon	168.0	0.7	Avon	168.0	0.7
Bedfordshire	90.0	0.6	Bedfordshire	90.0	0.6
Berkshire	92.0	0.5	Berkshire	92.0	0.5
Buckinghamshire	31.0	0.2	Buckinghamshire	31.0	0.2
Cambridgeshire	119.0	0.7	Cambridgeshire	119.0	0.7
Cheshire	142.0	0.5	Cheshire	142.0	0.5
Cleveland	139.0	0.8	Cleveland	139.0	0.8
Clywd	144.0	1.2	Clywd	144.0	1.2
Cornwall	182.0	1.6	Cornwall	182.0	1.6
Cumbria	95.0	0.7	Cumbria	95.0	0.7
Derbyshire	146.0	0.5	Derbyshire	146.0	0.5
Devon	294.0	1.4	Devon	294.0	1.4
Dorset	208.0	1.4	Dorset	208.0	1.4
Durham	70.0	0.3	Durham	70.0	0.3
Dyfed	97.0	0.8	Dyfed	97.0	0.8
East Sussex	208.0	1.2	East Sussex	208.0	1.2
Essex	97.0	0.3	Essex	97.0	0.3
Gloucestershire	248.0	1.6	Gloucestershire	248.0	1.6
Gwent	168.0	1.6	Gwent	168.0	1.6
Gwynedd	47.0	0.7	Gwynedd	47.0	0.7
Hampshire	105.0	0.4	Hampshire	105.0	0.4
Hereford and Worcester	121.0	1.0	Hereford and Worcester	121.0	1.0
Hertfordshire	37.0	0.1	Hertfordshire	37.0	0.1
Humberside	187.0	0.7	Humberside	187.0	0.7

Government Departments

	Registered disabled staff	Per cent
Agriculture, Fisheries and Food	141.5	1.4
Cabinet Office (inc OMCS & OAL)	19.0	1.3
Crown Prosecution Service	39.5	0.7
Customs and Excise	366.5	1.3
Defence, Ministry of	1,163.5	0.9
Education and Science, Department of	70.0	2.6
Employment Department Group	1,688.5	3.2
Environment, Department of	81.5	0.9
Export Credit Guarantee Department	16.0	1.1
Foreign and Commonwealth Office	26.0	0.3
Health, Department of	34.5	0.7
HM Stationery Office	55.0	1.7
HM Treasury	30.0	1.0
Home Office	190.0	0.4
Inland Revenue	1,069.5	1.6
Land Registry	262.5	2.6
Lord Chancellor's Department	171.0	1.5
National Savings, Department for	187.0	2.8
Ordnance Survey	18.5	0.8
Overseas Development Admin	23.0	1.4
Population, Census and Surveys (OPCS)	34.0	1.6
Property Services Agency	140.5	0.9
Scottish Office	66.0	1.1
Scottish Prison Service	5.0	0.1
Social Security, Department of	1,465.0	1.9
Trade and Industry, Department of	124.0	1.1
Transport, Department of	185.0	1.2
Welsh Office	30.0	1.3
Other Government Departments	192.0	1.8
All	7,894.5	1.4

London Borough Councils

	Registered disabled staff	Per cent
Barking and Dagenham	57.0	0.9
Barnet	29.0	0.3
Bexley	15.0	0.2
Brent	120.0	1.2
Bromley	31.0	0.5
Camden	188.0	1.9
City of London	25.0	0.7
Croydon	140.0	1.4
Ealing	48.0	0.4
Enfield	47.0	0.5
Greenwich	66.0	0.8
Hackney	29.0	0.3
Hammersmith	25.0	0.4
Haringay	43.0	0.5
Harrow	34.0	0.5
Havering	53.0	0.8
Hillingdon	59.0	0.7
Hounslow	55.0	0.5
Islington	93.0	1.5
Kensington and Chelsea	17.0	0.5
Kingston-upon-Thames	142.0	0.8
Lambeth	227.0	2.5
Lewisham	190.0	1.9
Merton	33.0	0.8
Newham	48.0	0.4
Redbridge	49.0	0.8
Richmond-upon-Thames	14.0	0.2
Southwark	86.0	1.1
Sutton	9.0	0.1
Tower Hamlets	28.0	0.3
Waltham Forest	94.0	1.1
Wandsworth	33.0	0.4
Westminster	30.0	0.6
All	2,157.0	0.8

Nationalised Industries/
Public Authorities

	Registered disabled staff	Per cent
British Broadcasting Corporation	71.0	0.2
British Railways Board	585.0	0.5
Civil Aviation Authority	18.0	0.2
British Coal	456.0	0.4
Post Office Corporation	1,967.0	1.0
All	3,097.0	0.7

Employment Gazette

If you would like to have a copy of *Employment Gazette* delivered each month please return the coupon below with a cheque for £48 payable to HMSO for one year's subscription.

Return the coupon to: Rose Spittles, Employment Gazette, Employment Department, Inf 2, Caxton House, Tothill Street, London SW1H 9NF.

Please send *Employment Gazette* to:

Name

Address

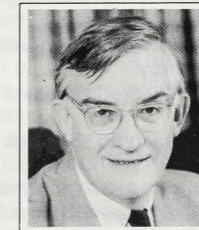
Postcode

A selection of Parliamentary Questions put to Employment Department Ministers.

They are arranged by subject matter. The date on which they were answered is given at the end of each PQ.



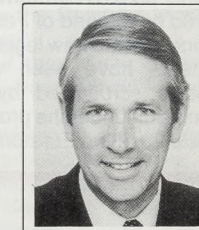
Michael Howard
Secretary of State



Robert Jackson
Parliamentary Under Secretary of State



Eric Forth
Parliamentary Under Secretary of State



Viscount Ullswater
Parliamentary Under Secretary of State

Employment Department Ministers

Performance indicators

John McAllion (Dundee East) asked the Secretary of State for Employment if he will list the quality of service performance indicators adopted by each of his Department's executive agencies since their establishment and separately identify those quality of service performance indicators already operative prior to agency status.

Robert Jackson: The Department has only one executive agency. The Employment Service has several quality of service performance indicators. They are: to pay benefits promptly; to pay benefits accurately; and to contact everyone unemployed over six months and offer them an advisory interview at six monthly intervals. The Employment Service also measures the level of overall customer satisfaction through an annual survey. In addition, each local office has targets for waiting times and how quickly the telephone is answered. The speed of payment indicator was in use before the agency was set up.

(January 22)

YT and ET trainees

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment, what arrangements are made for non-employed or employed YT or ET trainees who lose their work placement because the employer closes or declares redundancies and who are returned to their YT managing agent or ET training manager; and if he will make a statement.

Robert Jackson: All YT and ET trainees should receive individual training plans suitable to their training needs and relevant

to employment. Training and Enterprise Councils (TECs) are required to ensure that training providers use all reasonable endeavours to complete these plans. Where a provider is unable to fulfil a plan, a TEC must use all reasonable endeavours to ensure that the trainee concerned has the opportunity to continue with an identical, or closely similar, individual training plan.

(January 22)

Enterprise Allowance Scheme

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment if he will give for each region and for Great Britain as a whole for each year since April 1987 (a) the number of people who were receiving the Enterprise Allowance Scheme and (b) the amount of expenditure on the EAS; if he will give the latest information he has on the survival of those businesses; and if he will make a statement.

Eric Forth: Information, by region and for Great Britain as a whole, on the numbers of people receiving the Enterprise Allowance Scheme since April 1987 is shown in the following table. The figures relate to the number of people receiving EAS at year end 31 March for each year since 1987-88. The table also shows EAS expenditure on allowances for each financial year since 1987-88.

A 1988 survey of a sample of EAS businesses begun in March and April of 1987 showed that 76 per cent of businesses in Great Britain were still trading six months after completing a full year on the scheme.

Number of people receiving Enterprise Allowance: 1987-88 and 1988-89

Region	1987-88	1988-89
London West	7,657	5,852
London East	7,373	7,602
London South	8,202	6,803
South West	9,893	9,289
West Midlands	9,229	8,781
East Midlands	9,001	8,578
Yorks and Humberside	9,032	8,980
North West	14,205	13,909
North	5,152	5,311
Scotland	8,710	7,699
Wales	5,854	6,255
Total	94,308	89,059

*Totals are as at the end of the financial year.

Number of people receiving Enterprise Allowance: 1989-90 and 1990-91

Region	1989-90	1990-91
London	8,377	6,494
South East	7,554	6,142
South West	6,501	4,642
West Midlands	6,916	5,025
East Midlands	7,061	5,653
Yorks and Humberside	7,366	5,658
North West	11,436	8,816
North	4,252	3,257
Scotland	6,310	5,277
Wales	4,896	3,636
Total	70,669	54,600

*Totals are as at the end of the financial year.

The total amount of expenditure on Enterprise Allowance since 1987 is as follows:

1987-88 =	£189,927,902
1988-89 =	£191,580,697
1989-90 =	£167,241,000
1990-91 =	£127,737,506

(January 22)

Euratom

Edward O'Hara (Knowsley South) asked the Secretary of State for Employment what is the Government's timetable for promulgation of the information stipulated by EC Directive 89/618.

Eric Forth: The Health and Safety Commission is currently conducting public consultation on proposals to implement EC Directive 89/618/Euratom. Comments are required by the end of February 1992. We will bring forward new legislation as soon as comments have been considered and proposals scrutinized by the European Commission under the procedure set down in Article 33 of the Euratom Treaty.

(January 13)

Travel to Interview scheme

James Wallace (Orkney and Shetland) asked the Secretary of State for Employment whether he has any plans to review the Travel to Interview scheme. **James Wallace** (Orkney and Shetland) asked the Secretary of State for Employment, if he will make it his policy to relate the money offered to interviewees under the Travel to Interview scheme to the benefits the interviewee is receiving rather than the salary of the job offered; and if he will make a statement.

Robert Jackson: The effectiveness of all the Department's programmes are continually monitored. As a result it was recognised that the salary limit applied to the Travel to Interview Scheme was out of date. The limit will therefore be increased from £16,500 to £25,000 a year from January 2, 1992. We expect this will have significantly increased the number of people helped.

The new salary covers 90 per cent of all wage earners and will avoid the administrative complexities of a benefits-based scheme. A link with benefits could in fact lead to more restricted eligibility than currently exists.

(December 19)

Take-up of Training Credits

Derek Fatchett (Leeds Central) asked the Secretary of State for Employment if he will set out by relevant Training and Enterprise Council, the overall number of Training Credits available, and the take-up at the latest available date.

Robert Jackson: As at December 8 1991, 31,506 Training Credits have been issued within the 11 pilot schemes. 15,672 of these have already been used by young people to obtain high quality training of their choice. This number continues to rise.

The following table shows the figures set out by pilot areas:

Helping small firms

Sir David Mitchell (North West Hampshire) asked the Secretary of State for Employment how many schemes his Department runs to provide help or finance for small firms; and if he will list them.

Eric Forth: The Department runs or supports three schemes providing help or advice for small firms as well as local schemes through Training and Enterprise Councils. These are:

Information counselling and consultancy

Locally tailored schemes through TECs.

Training

Locally tailored schemes through TECs.

Finance

Enterprise Allowance through TECs. The Loan Guarantee Scheme Loan Funds of the Prince's Youth Business Trust/Prince's Scottish Youth Business Trust. Informal Investment projects.

(December 18)

Childcare costs on ET

Rhodri Morgan (Cardiff East) asked the Secretary of State for Employment what policy considerations govern the choice of 24 years as the upper age limit for the payment of childcare costs for women seeking to re-enter the labour market under the aegis of Employment Training.

Eric Forth: No such upper age limit exists. Training and Enterprise Councils (TECs) must meet or reimburse the support costs, including those of childcare, to a level which is reasonable and necessary for training to take place, for all those entering Employment Training aged 18 to 24 who have been unemployed between 6 and 12 months—that is, those from the adult Guarantee group. But others eligible to join Employment Training may also be helped with support costs at the discretion of the TEC.

(December 20)

Staffing TECs

Malcolm Moss (North East Cambridgeshire) asked the Secretary of State for Employment what plans he has for the staffing of Training and Enterprise Councils in the longer term.

Michael Howard: On July 26 1991 I wrote to the Chairmen of all TECs proposing that discussions should begin with TECs, with the relevant trade unions and with seconded staff about arrangements to secure the objective of freeing TECs to be the direct employers of their staff on terms and conditions decided by TECs.

I am writing today to TEC Chairmen setting out the broad arrangement for phasing out secondments to TECs from the Civil Service by October 1996. These will give TECs the freedom to offer secondees employment in their TEC.

Secondees in turn will be free to accept TEC employment or return to the Department when their secondment period ends. TECs will be provided with the funding to offer former secondees pension provisions broadly comparable with the Principal Civil Service Pension Scheme.

Subject to normal Parliamentary procedures for notifying the giving of non statutory guarantees and indemnities I also propose to meet the costs of redundancy entitlements for past Civil Service employment in the event of a redundancy arising as a direct result of Government action within the first five years of the start of former seconded's employment in a TEC.

(December 16)

Part-time workers

John Battle (Leeds West) asked the Secretary of State for Employment if he will state the number and percentage of the United Kingdom workforce currently in part-time work.

Michael Howard: In June 1991, the latest date for which information is available, part-time employment in Great Britain was 6,491,000, or 25 per cent of the workforce in employment. Figures for part-time working in Northern Ireland are not available.

(January 14)

Starts at December 1991

TEC/LEC	Credits Issued	Starts
Birmingham	3,387	2,565
Bradford	3,159	2,105
Devon and Cornwall	7,193	4,579
Grampian	5,168	941*
Hertfordshire	3,086	672
Kent	541	172
North East Wales	463	226
Northumberland	1,189	1,292
South and East Cheshire	4,134	981
SOLOTEC	795	650
Suffolk	2,391	1,489
Total	31,506	15,672

* These figures represent credits issued and starts at 30 November 1991. This is due to different accounting periods for Scottish Enterprise.

(January 20)

English Tourist Board

Kenneth Hind (West Lancashire) asked the Secretary of State for Employment if he will introduce powers for the English Tourist Board to promote England as a tourist destination overseas.

Michael Howard: My right hon Friend, the Secretary of State for Wales, is informing the House separately of the Government's views on whether powers should be granted to the Wales Tourist Board, corresponding to those enjoyed by the Scottish Tourist Board under the Tourism (Overseas Promotion) (Scotland) Act 1984. The Government is also considering whether, at an appropriate time, the English Tourist Board should be granted similar powers. I therefore intend shortly to arrange for representatives of the tourism industry to be consulted on this question.

(January 15)

Wages Councils

Paul Flynn (Newport West) asked the Secretary of State for Employment if he will make a statement on progress in his policy to abolish wage councils.

Eric Forth: The wages councils have no permanent place in the labour market and their operation remains under review.

(January 15)

Health problems

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what information he has about the number of people out of work who have a health problem which limits the kind of work they can do, for each year since 1987, in each region and for Great Britain as a whole.

Robert Jackson: The available estimates from the Labour Force Survey are given in the following table.

People not in employment (1) who have any health problems or disabilities which limit the kind of paid work they can do

	Thousands			
	1987	1988	1989	1990
Great Britain	2,359	2,376	2,521	2,472
Northern	165	187	190	202
Yorks & Humber	237	233	270	272
East Midlands	171	162	153	150
East Anglia	66	65	66	72
South East	569	549	564	526
GLC	256	257	256	249
Rest of S.E.	313	292	308	278
South West	167	170	168	154
West Midlands	242	223	239	243
North West	318	331	367	363
Wales	194	199	209	197
Scotland	232	255	295	292

(1) Economically inactive and unemployed (on ILO definition).

(January 23)

New businesses

Harry Greenway (Ealing North) asked the Secretary of State for Employment how many new businesses are estimated to have been started since May 1979; how many were started in the previous five years; and if he will make a statement.

Eric Forth: Between the end of 1979 and the end of 1990, there were an estimated 2,147,000 new registrations for VAT and 1,727,000 deregistrations—a net increase of 420,000. During the previous five years, between the end of 1974 and the end of 1979, there were an estimated 809,000 new registrations and 724,000 deregistrations—a net increase of 85,000.

The available indicators for 1991 show that there continues to be more businesses starting up than closing down. For example, there have been over 1,000 starts a week under enterprise allowance alone.

(January 15)

Disabled Persons Act

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what conditions a person with a disability has to satisfy if they wish to be registered under the Disabled Persons (Employment) Act 1944; what medical evidence they have to produce; what procedures exist for an appeal against a refusal to register, and if he will make a statement.

Robert Jackson: A person who wishes to register as disabled under the Disabled Persons (Employment) Act 1944 must meet a number of eligibility conditions, which are set out in the 1944 Act, as amended by the 1958 Act, and in Regulations made under the 1944 Act. The main conditions, briefly, are as follows:

- 1) the person must, as a result of some mental, physical or sensory disability, be substantially handicapped in obtaining or retaining employment or self employment which would otherwise be suited to the person's age, experience and qualifications;
- 2) the disability must be likely to last for at least twelve months; and
- 3) the person must want to work and have a reasonable prospect of obtaining and

retaining suitable employment or self employment.

Medical evidence is not always required to help determine eligibility to register, for example if an individual has an obvious disability. When medical evidence is needed it may be obtained, with the individual's agreement, from a number of sources, including the hospital Consultant if the individual is receiving treatment at a hospital. Alternatively, arrangements may be made, by agreement, for the individual to be examined by the Regional Medical Service. Employed applicants for registration may, if they wish, obtain a medical report from their Family Practitioner.

There is no provision in the Act for a formal appeals procedure where an application to register is refused. However, the Employment Service's Disablement Resettlement Officers, who make decisions on applications, may not reject an application without first referring it for advice to a panel of the local Committee for the Employment of People with Disabilities. Where applications are referred for advice to a panel, the applicant is invited to attend the meeting and put their comments to the panel. In practice, Disablement Resettlement Officers will also consider any representations made by an individual whose application for registration has been refused.

(January 23)

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment under what circumstances disabled persons can withdraw from registration under the Disabled Persons (Employment) Act 1944; in what other circumstances a disabled person's registration can lapse; if people can appeal against a decision to de-register them; and if he will make a statement.

Robert Jackson: The 1944 Act provides for the voluntary withdrawal from registration at any time on receipt, by the Employment Service's Disablement Resettlement Officer, of a written request to do so.

Registration is for a specified period, usually up to ten years. However, registrations may be renewed, on application, if the eligibility conditions are still being met.

The Act also provides for an individual's registration to be terminated if he or she ceases to meet the eligibility conditions. This provision is rarely used.

There is no provision under the Act for people to appeal against a decision to de-register them before the specified period has elapsed. However, before such a decision is taken, the matter must be referred for advice to a panel of the local Committee for the Employment of People with Disabilities, and the panel's recommendation must be referred, for a decision, to the Employment Service's Regional Office. Where such matters are referred for advice to a panel, the applicant is invited to attend the meeting and to put their comments to the panel.

(January 23)

REVIEW

Health means wealth

PICK ANY of the UK's most successful companies, and you are likely to find some form of corporate health programme. This will have a committed budget, possibly some dedicated staff, and defined goals and objectives.

A new book, *Looking after Corporate Health*, explains why these companies invest in such programmes, how they go about it, and what they achieve.

Written primarily for personnel officers, the book examines many facets of the subject including: law and corporate health; health screening; using professional services; and the management of corporate healthcare programmes. It also draws on practical examples from a large number of companies.

□ *Looking After Corporate Health* by John Humphrey and Paul Smith. Published by *Personnel Today* and Pitman Publishing, 128 Long Acre, London WC2E 9AN, tel 071-379 7383. Price £19.99 pbk.

Training for competence

THE UK currently faces a serious shortage of workers with the skills needed to support modern industries, and the role of training providers is becoming increasingly crucial to the health of the economy. A new handbook, *Training for Competence*, offers trainers and further education teachers a straightforward summary of why training is vital, what it can achieve, and how to plan and deliver it.

The book covers all the main aspects of planning, conducting and assessing training in job-related skills - including the methods and practices of the National Vocational Qualifications programme.

□ *Training for Competence: A Handbook for trainers and FE teachers* by Laurie Field and Dennis Drysdale. Published by Kogan Page, 120 Pentonville Road, London N1 9JN, tel 071-278 0433. Price £14.95 pbk.

TQM on screen

TOTAL QUALITY Management and how to achieve it is the theme of five new video training packages published under the umbrella title, *The Sunday Times Business Skills series*.

They are designed to cover the subject comprehensively, using case studies from major companies, mini-dramas to demonstrate how to put theory into practice, and presentations by well-known experts in the field.

The videos are entitled:

- *Quality: Achieving Excellence;*
- *Quality: Change through Teamwork;*
- *Quality: Total Customer Service;*
- *Time Management; and*
- *Effective Meetings.*

Each package comprises a Self-Study Module (two videos and a workbook) and a Course Leader's Module containing presentation aids and a 50-page guidance

booklet explaining how to use the videos as part of an in-house course.

The first package includes a storyline showing how TQM stabilises a fictional publishing company in the throes of a major upheaval.

The second features an introduction to the basic concepts of TQM, with case study reports on Texaco, CALA Homes and ICL.

Later this year, Century Business will be publishing a series of books to complement the videos and provide more information on Total Quality Management theory and practice.

□ *The Sunday Times Business Skills Series* Average running time 30 minutes. Available from The Sunday Times Video Library, PO Box 169, Horsham, West Sussex RH13 5YL, tel 0403 42727. Purchase price £145 plus VAT (Study Module); £295 plus VAT (Course Leader's Module).



JUMP TO IT: Management consultants are never short of helpful suggestions. The above cartoon appears in *The Ivanhoe Guide to Management Consultants 1992*. Published by Letts in association with the Institute of Management Consultants, £7.95 pbk.

Labour Statistics 1991

COMPILED BY the International Labour Office, this annual book presents statistical information for over 180 countries, areas and territories, usually covering the last ten years. It makes essential reading for anyone who wishes to follow the evolution of labour and living and working conditions throughout the world.

The book lists information on the total population and economically active population of each country or region, according to industry, occupation, sex, age and status. It also gives detailed information on employment, unemployment, hours of work, wages, and labour costs. Details about consumer prices enable the reader to follow trends in purchasing power, and figures are also given for occupational injuries, strikes and lock-outs, by industry.

□ *Year Book of Labour Statistics 1991* 50th edition. Available from ILO Publications, Vincent House, Vincent Square, London SW1P 2NB, tel 071-828 6401. Price £66.

Quality training

THE GOWER Handbook of Training and Development is a comprehensive volume covering a wide range of information about training. It presents some 700 pages of facts, figures and practical advice on how to implement good training practice.

Starting with a discussion on current trends in training and development, it goes on to describe how to identify training needs, plan and manage training, and monitor performance; how people learn, and ways and means of training; techniques for personal skills training; and how to organise successful management development.

□ *Gower Handbook of Training and Development* edited by John Prior. Published by The Gower Group, Gower House, Croft Road, Aldershot, Hants GU11 3HR, tel 0252 317711. Price £55 plus £3.50 p & p, hbk.

You're staring in the face of Britain's greatest investment opportunity.



Of all investment opportunities available today only one is truly golden; people. Think about it.

People respond best when helped to give of their best.

Investing in people through training

and development demonstrates the value you place on those who work for you.

Properly planned that investment can improve the quality and performance of your business.

Investors in People is a new initiative

that sets a national standard for effective investment in people.

Work towards that standard and your business will benefit from this country's greatest investment opportunity.

Achieve it and you'll be seen to have

joined a most prestigious group of Britain's leading companies.

Investors in People

If you want to find out more call now on

0800 444 246

RESEARCH PAPERS



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

No 83: Employers' Labour Use Strategies: Analysis of a National Survey

Alan McGregor, Training and Employment Research Unit, University of Glasgow and Alan Sproull, Scottish Foundation for Economic Research and Glasgow College

Recent popular debate has suggested that the labour market can be divided into a 'core' of full-time permanent employees and a 'periphery' of part-time, temporary and self-employed workers. This paper reports the detailed analysis of a survey exploring employers' use of these different categories of labour. It explores patterns of use and employers' rationale and the extent to which deliberate strategies are adopted.

No 84: The Development of Local Labour Market Typologies: Classifications of Travel-to-Work Areas

A Green, D Owen and C Hasluck, Institute for Employment Research, University of Warwick

The research has developed a suite of up-to-date typologies of local labour markets (defined here as travel-to-work areas), appropriate to the needs of policy makers, which can be used in the special analysis of national data sets and in comparative assessment of local labour market characteristics.

No 85: Learning Outcomes of Guidance: A Review of Recent Research

J Killeen and J Kidd, National Institute for Careers Education and Counselling, Hatfield Polytechnic

This literature review documents the positive outcomes for all major guidance strategies, based on evidence from a variety of studies both in the UK and the USA. Its purpose is to provide practical information for anyone involved in giving advice and guidance concerned with education and training.

No 86: Recruitment in Local Labour Markets: Employer and Employee Perspectives

P Elias and M White, Institute for Employment Research University of Warwick and Policy Studies Institute London

This study uses information from surveys of employers and the work histories of their employees to investigate variations in recruitment methods and the incidence of recruitment difficulties in six localities, selected to provide contrasting labour markets. In particular, the study examines the role of qualifications in the recruitment process and the relationship between the experience of recruitment difficulties and the provision of training. The study also assesses the effect of the changing demographic structure of employment on the recruitment behaviour of employers.

No 87: Employers' Labour Use Strategies—Case Studies

L C Hunter and J MacInnes, Department of Social and Economic Research, University of Glasgow

This paper presents the findings from a set case studies conducted to complement the quantitative analysis of employers' labour use strategies reported in RP 83. The principal aims of this study were to examine employers' perceptions of the advantages and disadvantages of different types of

employment contract; and to seek a better understanding of the policies and strategies towards labour use adopted at workplace level.

No 88: Human Resource Development in Small to Medium Sized Enterprises

C Hendry, A Jones, M Arthur and A Pettigrew, Centre for Corporate Strategy and Change, Warwick Business School, University of Warwick

This is a report about a study on skill needs, training and developments in small to medium-sized enterprises (SMEs). It seeks to identify those things which cause SMEs to give attention to training and development. The study is empirically based (through twenty case studies), analytic and aims to inform Training and Enterprise Councils and local enterprise companies as to how best they can help smaller firms.

Research papers can be obtained free from:
Employment Department,
Research Management,
Room W441, Moorfoot,
Sheffield S1 4PQ,
Telephone 0742 593932.
Papers will be sent as soon as they are available.

ISBN 0-11-729401-2



9 780117 294011