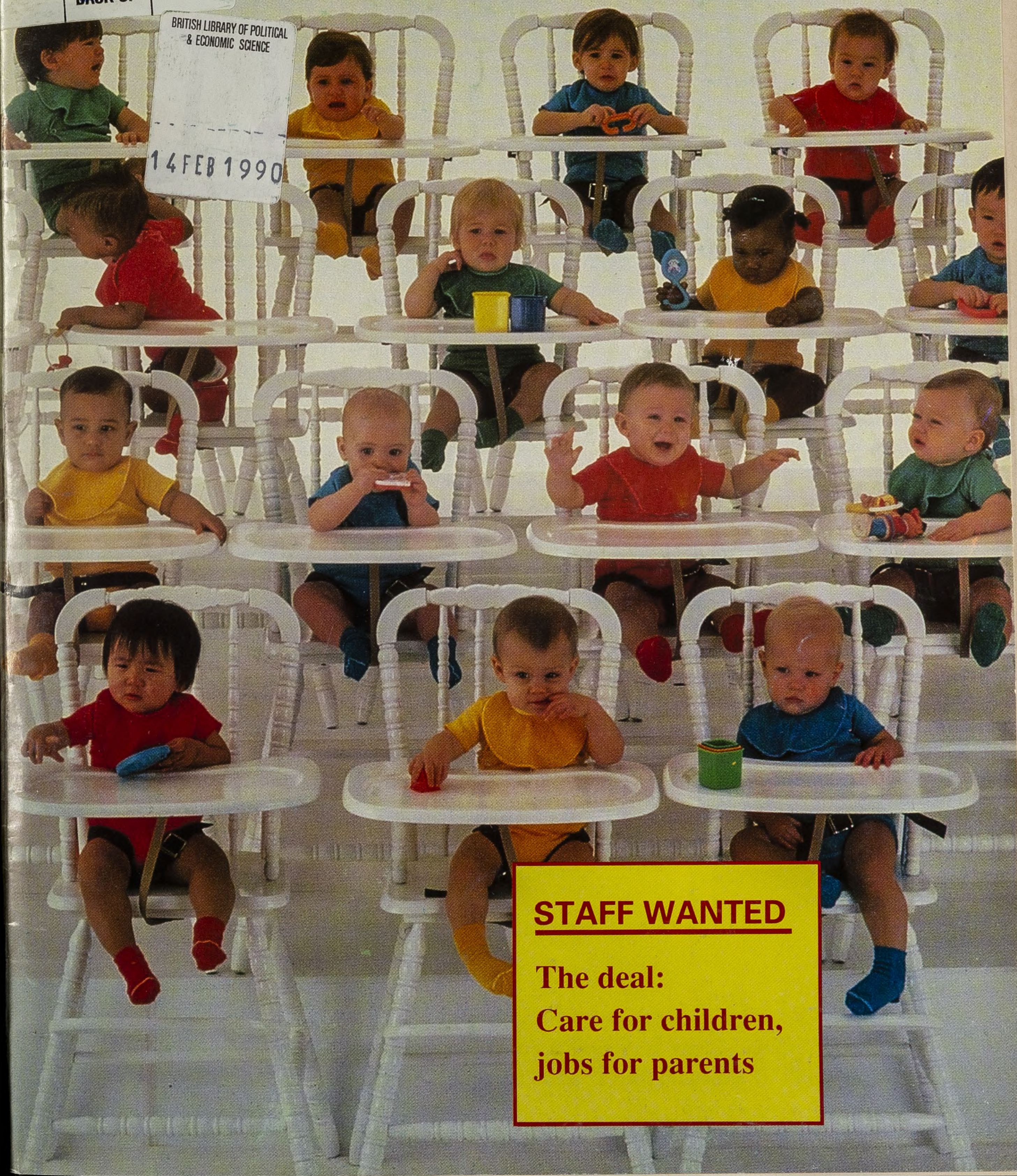
Employment Gazette

February
1990



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jobs for parents**

EMPLOYMENT DEPARTMENT GROUP

Employment Gazette

February 1990

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Department of Employment

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Childcare and other family-friendly services are of growing importance for firms threatened with staff shortages in the 1990s. See p 85. And what else can companies do to win workers in the forthcoming demographic challenge? See p 63. Photo: Michel Tcherevkoff/Image Bank.

Patterns of expenditure among different sorts of household are presented in a feature on p 71.

Small firms have been making a disproportionate contribution to job creation—details on p 92.

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Free Department of Employment leaflets

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

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

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

General information

Your guide to our employment, training and enterprise progammes
Details of the extensive range of DE employment and training programmes and business help — PL856

Employment legislation

- *Redundancy consultation and notification* — PL833 (3rd rev)
- *Employee's rights on insolvency of employer* — PL718 (4th rev)
- *Employment rights for the expectant mother* — PL710 (2nd rev)
- *Suspension on medical grounds under health and safety regulations* — PL705 (2nd rev)
- *Facing redundancy? Time off for job hunting or to arrange training* — PL703
- *Union membership and non-membership rights* — PL871
- *Itemized pay statement* — PL704 (1st rev)
- *Guarantee payments* — PL724 (3rd rev)
- *Employment rights on the transfer of an undertaking* — PL699 (2nd rev)
- *Rules governing continuous employment and a week's pay* — PL711
- *Time off for public duties* — PL702
- *Unfairly dismissed?* — PL712 (5th rev)
- *Rights of notice and reasons for dismissal* — PL707 (2nd rev)
- *Union secret ballots* — PL701 (2nd rev)
- *Redundancy payments* — PL808
- *Limits on payments* — PL827
- *Unjustifiable discipline by a trade union* — PL865
- *Trade union executive elections* — PL866
- *Trade union funds and accounting records* — PL867
- *Trade union political funds* — PL868
- *The Employment Act 1988* A guide to its industrial relations and trade union law provisions — PL854
- *A guide to the Employment Act 1989* — PL888
- *A guide to the Trade Union Act 1984* — PL752
- *Industrial action and the law* A guide for employees and trade union members — PL869
- *Industrial action and the law* A guide for employers, their customers and suppliers — PL870
- *The law on unfair dismissal—guidance for small firms* — PL715
- *Fair and unfair dismissal—a guide for employers* — PL714
- *Individual rights of employees—a guide for employers* — PL716
- *Offsetting pensions against redundancy payments—a guide for employers* — RPLI (1983)
- *Code of practice—picketing*
- *Code of practice—closed shop agreements and arrangements*
- *Taking someone on?* A simple leaflet for employers, summarising employment law
- *Fact sheets on employment law* A series giving basic details for employers and employees

Health and safety

- *A.I.D.S. and employment* An attempt to answer the major questions asked about employment aspects of A.I.D.S. but also part of a wider public information campaign — PL811
- *Alcohol in the workplace* A guide for employers — PL859
- *Drug misuse and the workplace* A guide for employers — PL880

Wages legislation

- *The law on payment of wages and deductions* A guide to part 1 of the Wages Act 1986 — PL810
- A summary of part 1 of the Wages Act 1986 in six languages — PL815

Industrial tribunals

- *Industrial tribunals procedure—for those concerned in industrial tribunal proceedings* — ITL1 (1988)
- *Industrial tribunals—appeals concerning improvement or prohibition notices under the Health and Safety at Work, etc, Act 1974* — ITL19(1983)
- *Recoupment of benefit from industrial tribunal awards—a guide for employers* — PL720

Sex equality

- *Sex discrimination in employment*
- *Collective agreements and sex discrimination*
- *Equal pay* A guide to the Equal Pay Act 1970 — PL743
- *Equal pay for women—what you should know about it* Information for working women

Overseas workers

- *Employment of overseas workers in the UK* Employers' guide to the work permit scheme — OW5(1987)
- *Employment of overseas workers in the UK* Training and work experience scheme — OW21(1987)

Miscellaneous

- *The Race Relations Employment Advisory Service. A specialist service for employers* — PL748
- *The Employment Agencies Act 1973* General guidance on the Act, and regulations for use of employment agency and employment business services — PL594 (4th rev)
- *The United Kingdom in Europe—People And Progress* Fact pack on British government concerns about the 'Social Charter'
- *Career development loans* A scheme offering loans for training or vocational courses. Open to people over 18.

Howard takes over

Michael Howard QC has succeeded Norman Fowler as Secretary of State for Employment.

Until his move to the Employment Department, Michael Howard was Minister for Housing and Planning at the Department of the Environment, where he was responsible for the privatisation of the water industry.

He entered Parliament in 1983 as MP for Folkestone and Hythe and obtained his first ministerial post in 1985 at the Department of Trade and Industry. On joining the Employment Department, Mr Howard said he planned to make improved training his main priority.

Educated at Llanelli Grammar School and Peterhouse College, Cambridge, Mr Howard is married with three children.

He was called to the Bar (Inner Temple) in 1964 and was Junior Counsel to the Crown (Common Law) from 1980 to 1982 when he took Silk.

Mr Howard specialised in employment law and town and country planning and represented the Department of Employment in a number of cases.

Photo: Jim Stagg

New Employment Secretary Michael Howard launches the campaign for women returners.

Norman Fowler resigned on January 3 to devote more time to his family. He had been a member of the Cabinet for ten years and Employment Secretary since June 1987. He has been awarded a knighthood for his services.

During his time at the Employment Department, the Employment Training programme was launched, the Dock Labour Scheme abolished and the national network of Training and Enterprise Councils introduced.

Comprehensive industry-wide training network by end of 1992

Employment Minister Patrick Nicholls has set December 31, 1992 as the target date for Britain to have a comprehensive and effective framework of industry training organisations.

Defining his aims, Mr Nicholls said: "By comprehensive, I mean that all employers in the country should know and have access to their own sectoral training organisation; and that the majority of employers voluntarily become associated with it.

"By effective, I mean that more employers become members because of the benefit they see in supporting their own industry training organisation."

He then stressed that sector-based industry training organisations key responsibilities should be:

- to define, monitor and review future skill requirements and training needs for their sectors. That includes spotting the skill and training implications of changing technologies;
- to provide the lead in establishing the standards of competence for key occupations and arranging for learning achievements to be accredited; and finally
- to advise government and the education system of industrial developments and their training implications.

Co-ordinating role

One of the most advanced in this process is the Lead Body for Training and Development (TDLB) which has recently brought together an 80-strong working party of HRD experts from industry as well as training and education professionals.

The TDLB is developing a framework of standards for all those who have a training and development responsibility—from trainers to line and human resource managers. In developing the framework, the lead body has embarked on a major project of consultation with industry to analyse common competences across all these roles, at all levels of industry.

The standards framework will be published by the TDLB in summer 1990.

Employment objectives

Speaking at an employment conference in London, organised by the Financial Times, Michael Howard, the new Employment Secretary, set out key objectives for his Department.

First, he said: "The 1990s will be the skills decade. We must do everything we can to make the skills of our people world class," adding that this would be one of the key challenges for the Training and Enterprise Councils currently setting up around the country.

Second, "any person who is able and willing to fill a job vacancy should have access to that vacancy.

"The third objective," continued Mr Howard, "is that every employee should have the opportunity to secure a financial stake in the success of the enterprise for which he or she works," while the final objective would be to secure that the level of wages and salaries should be responsive to the long-term competitive needs of individual companies.

Employer help for women returners

A training initiative sponsored by five leading companies has been launched to boost recruitment of people who have been out of work for long periods.

The confidence-boosting course is designed particularly for women who wish to return to work after having a family, though men can also participate.

British Rail's 'Network South East', B and Q, Pizza Hut, Tesco and Thorn-EMI are all sponsoring places in a programme co-ordinated by training company Dow-Stoker.

The free courses cover presentation skills, new technology and assertion. Participants then move on to a six-week placement with one of the employers involved in the programme. The aim, according to Linda Stoker, managing director of Dow-Stoker, is to build skills and confidence for women and men returning to work.

Currently, Network South East jobs are male dominated, with women accounting for approximately 8 per cent of the total workforce. However, by 1989 around 20 per cent of entrants were female. This proportion is expected to rise to a third in the next three years. As a result, the company is planning a much greater emphasis on employing part-time staff.

The Dow-Stoker initiative comes at a time of growing interest by employers in attracting women back to the workplace. The Department of Employment, in partnership with the BBC, has launched a big publicity drive on the issue, with conferences nationwide.

Employment Minister Patrick Nicholls said: "The Government is encouraging employers to adapt traditional working practices to accommodate the needs of women. This means more flexibility in hours of work and in holidays, job-sharing, career breaks, part-time working and where possible, help with child care costs."

He added: "All government schemes to help the unemployed, to help inner cities and to help people set up their own businesses are open equally to women and men. Women returning to the labour market and certain single parents can enter Employment Training, full or part-time, without fulfilling the usual six-month unemployment eligibility condition. All lone parents on Employment Training can qualify for a childcare allowance."

The Employment Department has also produced a special leaflet to tell women interested in returning to work about available opportunities and schemes. It is available from Woman's Hour, BBC Radio, Broadcasting House, London W1A 1AA.

More information on the Dow-Stoker 'Returners' scheme can be obtained in an information pack, by 'phoning 0279 730056.

Adding fuel to the issue, the Institute of Manpower Studies (IMS) has just produced a "Good Practice" guide which looks at recruitment, redevelopment, retention and development through the experience of major UK employers.

Good Practices in the Employmnent of Women Returners: IMS Report No 183, by Amin Rajan and Penny van Eupen, is available from the IMS in Brighton. Price £15 (IMS subscribers, £10) plus £1.50 p and p. ISBN 1 85184 087 7.

Small firms aid

A new guide to government help for small firms has been launched by the Small Firms Service.

The guide which lists all sources of government help and advice for small businesses, covers finance, training, premises, exports and the single European market.

The Guide can be obtained through the Small Firms Service by dialling 100 and asking for Freefone Enterprise.

Success breeds success

They say success breeds success. In which case Anne-Marie Carter, the new Young Woman Engineer of the Year, should be an example to all aspiring women engineers.

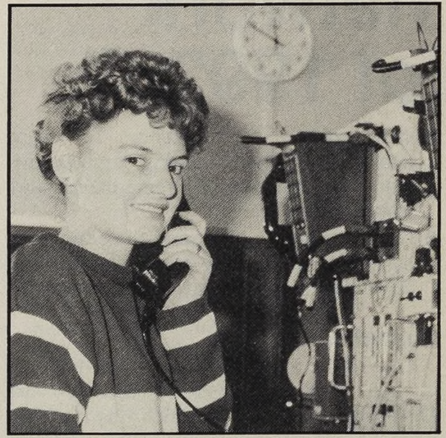
In a male-dominated profession Anne-Marie Carter's star continues to rise. In 1986 she won the Mary George Memorial prize as the most promising newcomer in Incorporated Engineering.

Her latest award is designed to encourage women to consider electrical and electronic engineering as an interesting and worthwhile career.

Anne-Marie is principal communications trials engineer with Siemens Plessey in Christchurch, Dorset. Her current responsibilities include design and development of special test facilities for use on defence communications equipment.

Her experience backs up her own conviction that schools are the key to encouraging girls to enter engineering as a career. "My teacher encouraged me. He talked to me about what engineering involved and explained that the traditional negative image was wrong," she explained.

"It was through him that I went to visit a few companies and did work experience with an engineering company."



Young Woman Engineer of the Year Anne-Marie Carter.

In a challenge to employers and educationalists, Employment Minister Tim Eggar said the encouragement of young people, adults and women into engineering is essential if the future supply of engineers is to improve.

Speaking at an engineering and higher education conference, he suggested that practical ways to achieve this would be to broaden the base of young people in engineering, to expand the traditional vocational qualification route to higher education, to develop imaginative new routes into engineering and to adapt higher education entry criteria.

"Second," he said, "we must recognise the importance of adult entry into engineering and the need to continually train and retrain our employees. 80 per cent of the workforce for the year 2000 is already working. Rapid changes in technology mean there is a great need for the updating and upgrading of existing skills. We must improve the image and accessibility of engineering courses so that we attract more girls and women into engineering.

Attractions

"Higher education courses can be made more attractive by linking them with imaginative schemes, such as a year's programme of practical experience in an engineering environment prior to studying. Students like it because it gives meaning to engineering; they gain structured work experience before their degree studies and an early taste of responsibility. Employers like it because it gives them an early opportunity to identify potential employees; and higher education teachers like it because their students are more alert and committed."

Fair employment gets new teeth

A watchdog authority called the Fair Employment Commission was officially launched in Northern Ireland on January 1, 1990 in a renewed effort to tackle employment inequality.

Established under the Fair Employment Act 1989, the Commission replaces the Fair Employment Agency, retaining all the powers of its predecessor but possessing sharper legal teeth to combat the underlying problem of relatively high unemployment among the Catholic population.

"It is four or five years since overt acts of employment discrimination against members of one or other community in Northern Ireland were taking place," said Dennis Godfrey a spokesman of the Commission.

"However, we are still confronted with a situation where Roman Catholic males are two and a half times more likely to be unemployed than their counterparts in the Protestant community and they more often hold lower paid and lower status jobs. It is this imbalance that the Commission seeks to address."

Companies will be obliged to monitor all their employment practices, including recruitment, promotion and training policies. These will have to be reviewed regularly and corrective action taken where serious imbalances are recorded. "The pattern of practice will be our strategic weapon," explained Dennis Godfrey.

The Commission is empowered to set goals and deadlines for affirmative action and, if necessary, to bring cases before the Fair Employment Tribunal, where offenders could face fines of up to £30,000.

Annual monitoring of returns from employers will be the principal means by which the Commission will keep a watchful eye on employment practices. Companies with over 25 employees were under a statutory obligation to register with the new body before February 6. In two years the registration requirement will be extended to organisations with over ten employees.

"In seeking to bring about these changes, employers will have the full support, co-operation and assistance of the Commission," commented Bob Cooper, the new body's chairman.

"Those who are interested in change will find the Commission easy to deal with. Those not interested in change will find that the Commission will utilise the full rigours of the law."

At the launch of the Fair Employment Commission, Peter Bottomley, Northern Ireland Office Minister (left), and Bob Cooper, FEC chairman, hold aloft the hourglass that symbolises time is running out for companies to register with the new body. They are joined by FEC chief executive Harry Goodman (right).

Euro-training initiatives

The European Commission is to evaluate all its current technical and vocational training programmes with a view to matching them more closely to needs of young people.

Proposals for adapting or reinforcing existing programmes, geared to different target groups—for example, educationalists and management—will be prepared by the Commission as soon as possible.

The Council of Ministers has also been asked to consider ways of enabling people from East European countries to participate in the type of training programmes already adopted by the Community. The hope is to set up a European foundation for vocational training.

In parallel, Social Affairs Commissioner Vasso Papandreou has proposed a broad programme for the development of vocational training in the Community.

Called FORCE, the programme has the objective of giving every EC worker the right to vocational training throughout their working life. Competent authorities would also be obliged to set up permanent training systems, with individuals allowed to take time off for retraining purposes.

Accountants' new horizons

Over the next few years accountants will be in a strong position to press for flexible employment practices which, before, employers would have rejected out of hand.

In a comprehensive review of the accountancy employment scene in the 1990s a report, *Recruitment in the 1990s—A Seller's Market*, finds changes will be particularly noticeable for women chartered accountants and their employers, since the number of women in the profession has increased dramatically over the last ten years, with 80 per cent of women members now under 36. The research indicates that employers who wish to retain their services must be innovative and flexible to help them balance their professional and domestic commitments.

It also notes that accountancy and an increasing number of other successful sectors are crucially dependent on well educated young people, but, compared to Britain's international competitors, far too few youngsters remain in full-time education. "It is essential that, as a nation, we change this," commented Susan Gompels, chair of the study group which compiled the report.

Further information is available from the Institute of Chartered Accountants in London (tel 01-628 7060).

Photo: Network/Mike Abrahams

Rush hour on the Victoria line—where safety checks have become a frequent inconvenience.

Safety dilemma underground

London's Underground commuters have a major headache on their hands.

Missed connections, late appointments and stationary trains filled to bursting point have become a fact of life for business people and tourists alike. Many of these delays are due to safety reasons.

Just how bad the problem has become is revealed in figures compiled by London Fire Brigade which show that, in the months of November and December alone, the brigade was called out a total of 610 times to attend reported fires on the Underground network.

In November, 97 of these emergency call-outs were found to be genuine small incidents, easily dealt with, such as litter catching alight through an electric spark on the track.

In the same month, nine of the call-outs were found to be false alarms due to faulty fire detection equipment and two were categorised as special circumstances—such as someone falling in front of a train. However, a massive 205 call-outs ended in the emergency not being substantiated. Of these, nine were judged to be purely malicious phone calls. The figures for other months show a similar pattern.

A spokesman added that on average the brigade is called out 12 times every day to investigate reported fires on the Underground.

Each call-out averages 20 to 30 minutes. This adds up to an average of six hours loss of service every day in various parts of the Underground network.

Delays have been particularly noticeable on the Victoria and Northern lines—effectively paralysing much north-south transportation through the centre when both lines were out. What makes matters worse is that call-outs occur most often in the peak morning and evening periods—compounding problems of overcrowding as well as safety.

Problems really began to multiply after publication of the Fennell report, which investigated the reasons behind the tragic King's Cross underground fire in November 1987.

Changed practice

Fennell called for major changes to safety standards and operational practice in the running of London Underground—among which was a commitment to call out the fire brigade to any reported safety incident. Previously Underground staff themselves first investigated reported problems and used their discretion as to whether calling out the fire brigade was prudent or necessary.

Since Fennell, agreed health and safety procedures have dramatically compounded problems for London's commuters, though they feel more secure.

London Underground itself has embarked on a massive investment programme of safety improvements. To date, 94 actions are being implemented in a programme that is expected to cost more than a £1,000 million by the year 2000; but in the meantime the extremely high number of call-outs and shut-downs every month to investigate fire reports which then prove to be unsubstantiated remain a curse for commuters.

UK gets major slice of social budget

The European Commission has announced that the UK is to receive the largest allocation of any member state for measures to help young people and the adult long-term unemployed over the next three years.

The money—almost a quarter of the Social Fund budget—will be spent on training and employment projects. Detailed allocations have yet to be decided, but will include new technology training for young people in areas of industrial decline and training of women for occupations in which they are under-represented. Britain will also receive some £1,100 million for its depressed regions through the EC structural budget.

Scottish enterprise on the move

The Enterprise and New Towns (Scotland) Bill had its second reading in the Commons in January, with Scottish Secretary Malcolm Rifkind describing the Bill as the single most important legislative measure affecting Scotland.

The Bill proposes to integrate the functions of the Scottish Development Agency, the Highlands and Islands Development Board and the Training Agency in Scotland into a network of employer-led local agencies.

The new bodies will be called 'Scottish Enterprise" and Highlands and Islands Enterprise". They are to have a full range of strategic, economic, environmental and training powers; and they will monitor local enterprise companies as well as handling major investments and marketing.

Training v. pay

The latest West Midlands business survey, a joint initiative between local business schools and accountants Price-Waterhouse, shows continuing trend in the difficulties companies are encountering in recruiting appropriate personnel, with 40 per cent having problems finding skilled labour.

Companies have responded to this problem in a variety of ways. Small firms have raised pay, while larger companies have combined this with improved training and development programmes, as well as greater employee involvement.

Talent sensitive managers

In a survey of 145 member companies, the Industrial Society found that training is being given a far higher priority than in the past, with young managers in particular getting the benefit; but updating the skills of older managers is still given relatively low importance.

However, the emphasis is beginning to change. 79 per cent of respondents said they intend to invest more in training *all* their managers for new skills over the next three years.

The survey also found over two-thirds agreed that line managers take prime responsibility for developing their staff, though only 30 per cent said most of their managers actually had personal development plans.

The most popular role for the line manager in developing talent was that of 'coach', while 'mentoring' was a lesser used alternative to help selected 'proteges' into new stages of career development. Of those companies that used coaching, 48 per cent said their main reason for doing so was to improve job performance.

Barriers

Commenting on the findings, David Clutterbuck of the Industrial Society said that the main barriers preventing managers playing the roles of coach, mentor or counsellor are lack of time, lack of training and lack of confidence. Most mentors received less than one week's formal training though some organisations provided on-going support through workshops. In Britain, he added, mentoring was primarily targeted at new graduates, while in the USA the focus was more on mentoring as an aid for minority groups and women.

Clutterbuck also pointed out that only 44 per cent of the organisations surveyed attempted to measure the effectiveness of training in a systematic way. Few evaluated it in terms of their business plan. "If training departments were strategic," he said, "they would test the effectiveness of their training."

The survey found coaching generally being used to pass on skills and experience as well as to build strong line management relationships, while mentoring was felt to be a non-threatening means of communication where graduate proteges and their line manager have a chance to resolve any problems. Qualities of a good mentor are felt to be: commitment, nurturing ability, experience, influence and not being a line manager of the protege.

The Line Manager's Role in Developing Talent is available through the Industrial Society (tel 01-831 8388).

Compacts to get more help

An extra £12 million funding for inner city Compacts has been announced by Employment Secretary Michael Howard.

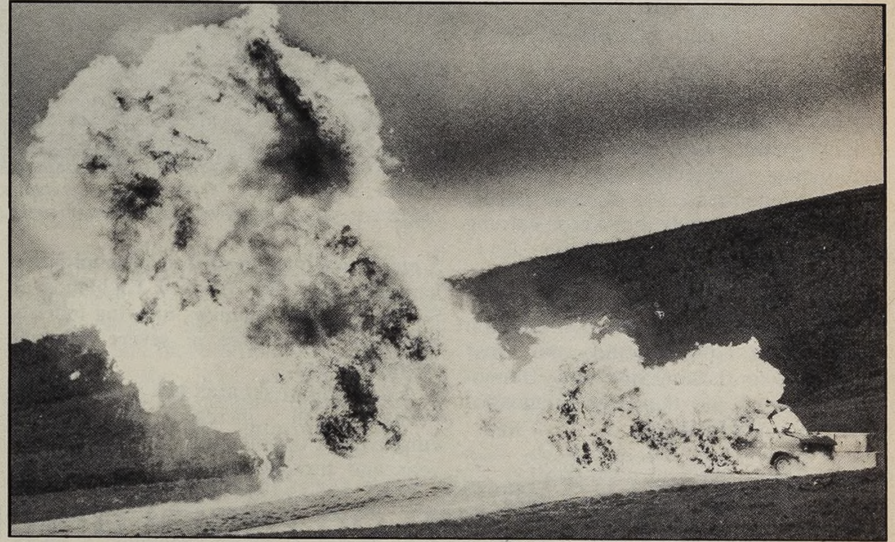
Replying to a Parliamentary Question, Mr Howard said he was giving additional funding of £12 million to support the introduction of further Compacts. This brings total government support for the initiative to £28 million, and means that by next year all Urban Programme Authority areas currently without a Compact will be able to set one up.

Seven inner city areas are to be offered immediate funding to set up Compacts. They are: Barnsley, Burnley, Lambeth, Nottingham, Rotherham, Wandsworth and Wigan. 29 Compacts are now operational, and a further 11 are currently in their development phase.

Mr Howard indicated that the remaining inner city areas eligible to receive Compact funding are being encouraged to develop proposals; and funding will be made available to them from April 1990.

Commenting on the progress of the scheme Mr Howard said: "The first 40 Compacts have made an excellent start and the response of employers, young people, parents and the schools has been very enthusiastic.

Over 235 schools started in Compacts this September, involving nearly 34,000 young people. Some 3,700 employers and training organisations are actively supporting Compacts and this figure is growing all the time. Over £3 million is being contributed by employers, education authorities and others in the first year."



The power of LPG. Photo: HSE

Low pressure gas safety

A campaign to bring home to vehicle operators the precautions they must take when transporting and handling gas cylinders has been launched by the Health and Safety Executive (HSE).

Introducing a demonstration of the accident-potential from LPG cylinders, Dr Allan Sefton, head of the HSE's Hazardous Transport National Interest Group said that overheating and exploding through contact with a fire and gas leaks were the main sources of danger.

"In a case a few years ago in a Welsh town centre, a fire and explosion in a closed van carrying 100 LPG cylinders resulted in a massive fireball, and one cylinder was propelled 200 metres. Dangerous fragments can also be flung great distances."

The campaign is being targeted at small companies, Dr Sefton said, "since experience shows that it is in this area that there is most likely to be ignorance of, or disregard for, the necessary precautions. The law on these applies to any journey undertaken in connection with work where cylinders of 5 litres capacity or more are being transported. It applies, for example, when small builders or plumbers carry cylinders in connection with business."

The campaign has two main strands. A leaflet has been produced to provide advice on compliance with the law and factory inspectors will be continuing with a special programme of visits to operators' premises.

The leaflet, available free from HSE area offices, is to be widely distributed, with assistance from industry. It describes briefly the hazards and danger signs and gives a check list of duties under the legislation.

More help for disabled people

New proposals to improve the structure of social security benefits, providing extra help for around 850,000 disabled people, have been announced by Social Security Secretary, Tony Newton.

The proposals are the Government's response to a wide-ranging survey of disability commissioned from the Office of Population Censuses and Surveys, and to comments from organisations for disabled people. They include:

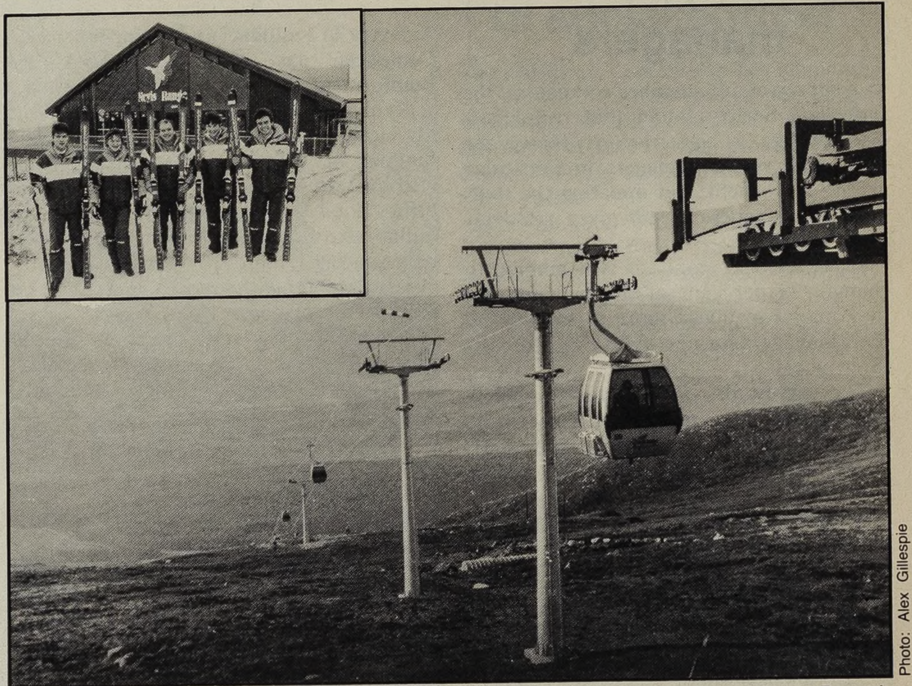
- a new Disability Allowance for people of working age and below to improve help with the extra costs of being disabled;
- a new Disability Employment Credit to make it easier for disabled people to take up jobs; and
- a new age-related addition to Severe Disablement Allowance.

The two new allowances should be operative by April 1992, said Mr Newton, explaining that the aim of Disability Employment Credit is to encourage greater independence for disabled people who would like to work, but whose earning capacity is low.

Full details have yet to be worked out, but it is intended the allowance would go direct to the disabled person. In addition those taking jobs would not lose entitlement to reclaim Invalidity Benefit immediately should they find themselves unable to cope with work.

Details of the proposals are contained in *The Way Ahead, Benefits for Disabled People*. Cm 917. HMSO. Price £7.50.

White hope for Scottish tourism



Scotland's first gondola lift system swings into action outside Fort William. (Insert) Nevis Range's instructors outside the newly built mountain restaurant.

A major and long awaited tourism initiative has opened in the Western Highlands of Scotland, which promises to bring tourists and jobs to an area of severe seasonal unemployment.

A new winter ski area just north of Fort William will increase the area's employment opportunities throughout the year and provide an added recreational outlet to Scotland's overcrowded ski scene.

The resort, called Nevis Range, lies next to Britain's highest mountain and is already attracting new tourist-related investment including a multi-purpose sports and shopping centre.

Several training initiatives are now under way, aimed at improving tourism and catering services.

Clamp-down on racial discrimination

A woman from Northern Ireland was awarded £1,500 for injury to feelings and £300 for loss of opportunity by the London North Industrial Tribunal in December, following a refusal on nationality grounds by Boots the Chemist Ltd to grant her a job interview.

Having moved to London from Belfast in May 1988 and registered with her local jobcentre, Mrs Maria Killian was informed of vacancies at the Brent Cross branch of Boots and advised to contact the personnel officer, Mrs King. However, on learning that Mrs Killian was Irish, Mrs King refused to interview her or to agree to consider her CV, despite the applicant's 14 years' experience in the retailing business in Northern Ireland. Mrs Killian was offered jobs by other employers later the same day.

"This case shows that employers cannot make decisions about applicants based on previous bad experiences of people of a particular national or ethnic origin," commented Don Calvert, principal complaints officer of the Commission for Racial Equality.

A spokesman for Boots said that the company sincerely regretted the finding. "Boots have had an equal opportunities policy for many years. The case arose from a local management misunderstanding and in no way reflects company policy."

In a second recent case of discrimination on ethnic grounds, an industrial tribunal in Ashford, Kent, found in favour of Mr Gifford Grant, a welder of West Indian origin, whose application for a position with APV Rosista Ltd elicited an initial acknowledgement which the company did not follow up. During the hearing, the company claimed Mr Grant's application had been lost.

The Tribunal found that the company ". . . fell far short of exercising adequate control over its industrial relations."

Robert Sanders, APV Rosista's personnel manager, said he had always assumed there was no racial discrimination in the company. "I am now in consultation with the Department of Employment's Race Relations Employment Advisory Service and will be instituting a policy to ensure there are no more problems."

The Race Relations Employment Advisory Service (RREAS) has published a booklet leaflet to promote the use by employers of the positive action provisions in the Race Relations Act, plus the Employment Act 1989, which came into force this January.

What is Positive Action? explains what employers can do to encourage and train people from ethnic minorities to compete on equal terms for jobs and promotion in areas where they are under-represented

The booklet is available from RREAS, 11 Belgrave Road, London SW1V 1RB or other RREAS offices.

Employment imbalance

Ethnic minority graduates take longer to find work and are less likely to end up in preferred jobs than their white graduate counterparts, according to the results of a study published by the Commission for Racial Equality.

Ethnic Minorities and the Graduate Labour Market confirmed the results of an earlier CRE study which found that ethnic minority graduates are more likely than white graduates to be unemployed in their first year after qualifying, explained John Brennan of the Council for National Academic Awards, which undertook the research.

However, three years after graduation, levels of employment and salary were found to be more or less equivalent in the two groups.

This does not imply that the problems are buried at this point as ethnic minority graduates are less likely to be working in their chosen job or to be promoted, according to the study.

It was found that there was a higher than average incidence of self-employment among Asian graduates and higher than average public sector employment among Afro-Caribbean graduates.

"Recommendations to employers as to how the overall situation can be improved are included in the study," said Tariq Modood of the CRE. "These include a widening of the recruitment net to give adequate consideration to students from polytechnics and newer universities; the establishment of clear and relevant criteria for any job; serious training for recruiters; and a broader recognition of pertinent social activities and hobbies."

Frank Albery of the Employment Service (left) and Ken Holmes of the Training Agency (centre) in conversation with Colin Moynihan at the Inner Cities conference.

Employers urged to snap up jobless

South London employers bracing themselves for a worsening skills and staff shortage in the 1990s met independent training agencies for an exchange of views at an Action for Inner Cities conference last month.

Colin Moynihan, the Minister for Inner Cities, pointed out that high levels of unemployment in some parts of London "sit side by side with hard-to-fill vacancies in other areas" and maintained that it will be more and more difficult for employers to ignore the pool of wasted talent embodied in the long-term unemployed.

Highlighting the principal areas of difficulty for the long-term unemployed—namely skills, confidence and access to information—the Minister told employers: "People from our inner cities do not, in general, lack potential; they lack opportunities.

"It is important that you, as employers, work with local training providers to ensure that the training they provide fits your needs, that you work with the Employment Service to ensure that the right job applicants are put your way, and work with schools to ensure that both school leavers and staff know what you want."

Legislation for small business?

Over a quarter of 2,022 small firms surveyed by the Forum of Private Business in the last quarter of 1989 said that high interest rates were making it harder to collect money owed.

"We know from our research that more than £57 billion is owed nationally and that our members wait an average 75 days from date of invoice for payment," said Stan Mendham, chief executive of the group. "But these calculations were made before interest rates began to climb, and the situation is clearly getting worse."

The Forum is now spearheading support for MP Michael Mates' Private Member's Bill *Interest on Debts* which proposes a statutory right to interest on overdue commercial debt.

It is proposed to limit the Bill's application to central government, local government, nationalised industries and big business, but with the possibility of other classes being added by order.

If approved, the legislation could be used by, but not against small and medium-sized enterprises.

The Bill was due to have its Second Reading on February 2. Mr Mendham commented: "If we achieve this much needed legislation ,it will provide a huge stimulus to regional economies and thus to the national economy too. Let's not forget that, apart from Eire, the UK is the only country in the EEC with no legislation on slow payers."

Low quality work experience say pupils

Pupils from London schools have been telling local bosses how to make a success of work experience, through a conference organised by the Industrial Society.

Industrial Society inner cities co-ordinator Rose Albrow said that not enough companies are prepared to give work experience to youngsters. Yet it is a vital preparation for the world of work.

Albrow pointed out that there's a lot in it for bosses too. "Better links with schools and pupils put your company at the front of the recruitment queue." However, quality is a problem. "Too many teachers tell us that youngsters they sent to companies got dead-end jobs to do and were treated just as cheap labour," she said, adding: "Bosses should be aiming to get the best out of work experience—and that means getting the best out of the youngsters they take on by giving them worthwhile jobs to do."

Special Feature

Employees on McDonalds' "Senior Programme". Photo: McDonalds Restaurants Ltd

Winning workers

Rising to the demographic challenge

Dr David Parsons,

Manpower Adviser, National Economic Development Office

Employers are increasingly aware of the demographic time bomb and the imminent shortage in supply of young people. What is less well known is that the overall size of the labour force is set to increase. Dr David Parsons examines the critical changes in recruitment and personnel policies that will be needed to maximise the potential of current employees and stimulate new sources of labour.

A report entitled *Young People and the Labour Market*[1] published by NEDO and the Training Agency in July 1988 warned recruiters they were entering a 'sellers' market for young people, which would last well into the 1990s. Its message was clear. Success in the labour markets of the future would go to those businesses with the flexibility to unlock talent in their existing workforce and in untapped labour pools outside.

Few employers were then aware of the changing situation. Only one in seven expected a substantial decline in the numbers of school and college leavers who would be coming on to the labour market. The report attracted considerable media interest and has done much to turn managers' attention to the issue. The recently published

[1] National Economic Development Office (1988). *Young People and the Labour Market*. NEDO and Training Agency.

follow-up report, *Defusing the Demographic Time Bomb*[1] confirmed that managers are now better aware of the changes in the youth labour market but too many are being over optimistic about their ability to cope. Why?

The answer lies in managers' incomplete understanding of the wider shifts taking place in the shape and structure of the labour force. This article explores some of these issues, including employers' understanding and adaptation, and suggests that the more innovative approaches by forward looking employers shows the way ahead.

Defusing the 'Time Bomb'

Important changes are taking place in the shape and structure of the workforce available to employers. The attention of most managers has focused on the dwindling supply of school leavers. Some already see light at the end of the tunnel as the number of leavers starts again to rise in the mid-1990s but for most employers this will be a very long tunnel indeed. The output of leavers will continue to fall for another three years, and at a much faster rate than in recent years. Nationally, the 16–19 year old population will start to increase from 1993–94 but at a slow rate, and by the turn of the century will be 14 per cent below the 1988–89 level (*figure 1*).

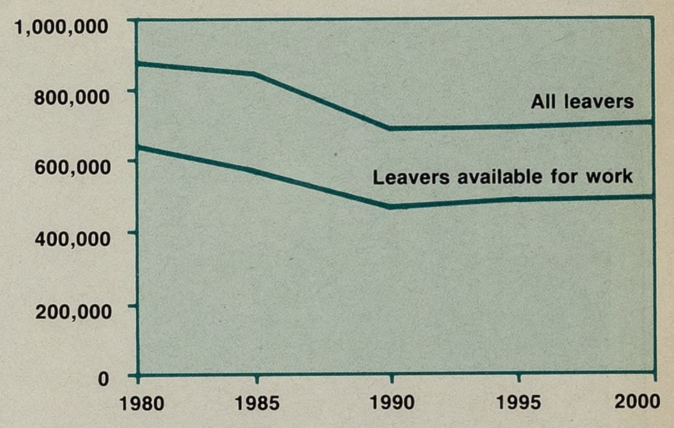
Managers' apparent preoccupation with changes taking place in the supply of young people is short-sighted. It certainly does not serve most businesses well. The falling number of young people is part of much wider changes taking place in the workforce, which more employers will need to take account of in their recruitment and working systems. In particular:

- the adult labour force in most parts of the country is projected to continue to expand. By the turn of the century projections show there will be about 2·3 million more people aged between 25 and 54 in the GB labour force than there were in 1988[2]. This will more than counterbalance the 1·3 million fall in the under-25s over the same period;
- there will be many more women in the workforce. By the year 2000 approaching a half of the labour force is projected to be women (44 per cent) and they will make up over 90 per cent of the increase in the labour force in the 1990s. Many of these will be returning to work after some years of absence;
- the workforce is 'greying'. By the turn of the century a third of the labour force will be 45 years of age and over. Many expect to continue work or develop their careers well into their 50s and beyond, but employers' training and career systems, and retirement practices make it increasingly difficult for them to do so.

The projected expansion of the adult labour force—and of women returners and more mature workers in particular—provide real opportunities for businesses to avoid the effects of the tightening youth labour market. These opportunities can only be seized if managers take a broader view of the changes taking place in the shape and structure of the workforce. Most have only a partial understanding.

A survey which attracted responses from nearly 2,000 employers carried out by the HOST Consultancy for *Defusing the Demographic Time Bomb* showed that nearly two-thirds of managers were well informed about the falling youth labour force but only one in five knew that the overall size of the workforce in Britain was expected to increase in the early 1990s. In short, managers are much better aware of the threats but less often understand the opportunities which the demographic changes also present.

Figure 1 Trends and projections of the number of school leavers, Great Britain, 1980-81 to 2000-01



Source: Employment Gazette, July 1989

These trends are not unique to Britain. The opening of the single market in Europe in 1992 will be taking place against a background of broadly similar changes occurring in the labour markets of other member countries. Similar trends are to be found in many other developed economies and notably in the USA[3]. Only those managers who consider all these issues alongside the better known shifts in the youth labour force can have a complete understanding of what changes are taking place in the labour force. Those who do not will not appreciate that the 'demographic time bomb' can be defused and can even be turned to advantage.

Responding to change

Many employers looking at their recruitment needs and prospects are concluding that they face a more hostile labour market in the 1990s. The Institute of Employment Research[4] has forecast that demand for qualified manpower will continue to rise, with a projected increase of over two million jobs between 1988 and 2000, and a high proportion of these in managerial, professional, para-professional and technician level jobs. Recruitment to these jobs has in the past been heavily dependent on new skill supply from further or higher education.

This pattern will need to change. Despite increased staying-on rates for young people in full time education, these joint pressures of rising demand and demographic change mean that this traditional source of skills will not keep pace with employers demand. Only those firms that look to the changing composition of the workforce will be in a position to secure their labour and skills needs in the 1990s.

[1] National Economic Development Office (1989). *Defusing the Demographic Time Bomb*. NEDO and Training Agency.

[2] Based on the stylised assumption that the level of unemployment will remain at 1·9 million.

[3] Hudson Institute (1987) Workforce 2000: *Work and workers for the twenty-first century*, The Hudson Institute, Indianapolis, USA.

[4] Institute of Employment Research (1988) *Review of the economy and employment 1988–1989*, vol 1 Occupational Assessment IER, University of Warwick.

A 1989 CBI report[1] suggested that some employers in industry and commerce had been quick to translate better awareness of changes in the youth labour force into practice. This was confirmed by the HOST survey conducted for *Defusing the Demographic Time Bomb* which showed that 69 per cent of all those responding were changing their human resources policies and practices to take account of these changes (*figure 2*). But the real issue for the labour market is not just how many had responded but what they were doing. Here the results are much less encouraging. They show that most employers were focusing their energies on competing more effectively for the young recruits who would be available.

In fact, some 96 per cent of all employers taking initiatives to respond to the changes were looking at ways of better competing for the dwindling pool of young recruits.

Despite recent speculation[2] relatively few employers (35 per cent) were focusing their attention on raising wage levels and benefits for young people (*figure 3*). This approach might bring short-term gains, but in the longer term would be costly and ineffective, with one firm's gain being another's loss. Nationally it would risk higher levels of wage inflation, from which both employers and the economy as a whole would emerge as losers.

Offering enhanced youth training and career packages was more important as a competitive response, as was building more effective links with education (49 per cent). Large numbers of employers were also looking at broadening their catchment for young recruits. Some found scope to reduce their entry standards (17 per cent), but more were looking towards changing their selection systems to place less emphasis on academic qualifications (32 per cent).

The survey results suggest that many recruiters have taken urgent action to widen their access for young recruits, and to improve their non-wage competitiveness in the youth labour market. Such initiatives are important but on their own do not match the scale of the challenge presented by the demographic time bomb. For individual businesses such strategies may be important and even beneficial in the short term but in a labour market where many others are following a similar path, they need to be supported by initiatives to reduce dependence on young recruits.

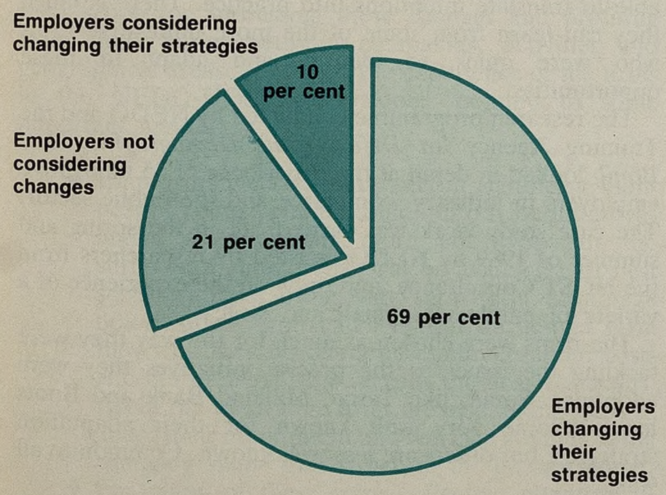
[1] Confederation of British Industry (1989). *Workforce 2000: An agenda for action*, CBI and Manpower plc.

[2] Atkinson J (1989), "Four stages of adjustment to the demographic downturn", *Personnel Management*, July 1989.

[3] Metcalf, H (1988) *Employer response to the decline in school leavers in the 1990s*, Institute of Manpower Studies, Report No 152.

Figure 2 Employers' response to labour force changes

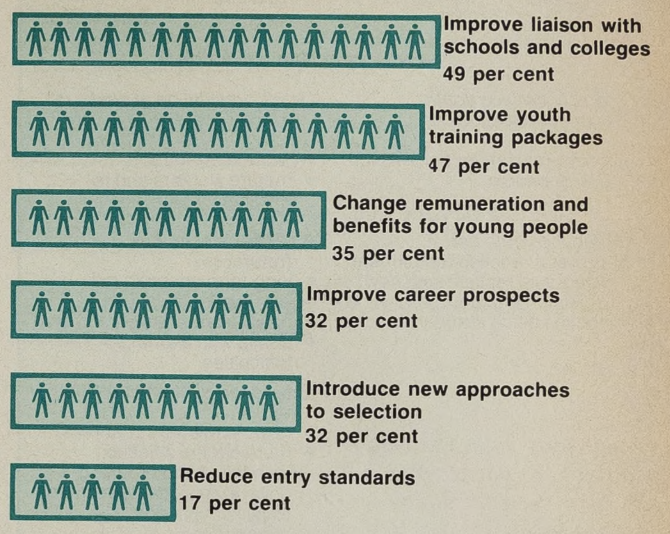
Percentage of employers changing human resource strategies to take account of labour force changes



Source: HOST Survey 1989

Figure 3 Competing for young people

Percentage of employers taking initiatives to:



Source: HOST Survey 1989

Alternative approaches

Employers recruit young people for many reasons. Recent research[3] has suggested that convenience and lower labour costs play a large part. Tradition is also important and in most organisations they are recruited also as the seedcorn for their skill stock and career systems. In most organisations there is considerable scope to break the mould. In particular, the continued expansion in the adult labour force provides other opportunities for employers to adapt to the falling numbers of young people by:

- adapting recruitment and working practices to those alternative sources of recruits which are projected to expand in the 1990s—women returners and mature workers in particular;
- identifying and tapping under-utilised skills potential—people with disabilities, those from ethnic minorities, and the longer term unemployed;
- reducing replacement demand by improving retention rates for young recruits and experienced personnel;
- placing less emphasis on meeting new skill or knowledge needs from the external labour market by making much more of the existing workforce.

There is much that all businesses can do to take initiatives such as these to adapt to the changing

Figure 4 Some adjustment options

Improving access to young recruits	Reducing need for young recruits
Recruitment and selection	
Intensify existing youth recruitment effort	*Direct substitution of adults for young people*
Improve pay and/or benefits for young people	• women re-entrants • mature workers and re-entrants
Widen the youth net: • Lower or abolish recruitment filters and replace with new selection procedures. • reduce hiring standards	• former employees (returners) • long-term unemployed • ethnic minority adults • disabled re-entrants • adults with learning difficulties
	Extend recruitment efforts for adults: • new recruitment channels • more careful selection • identifying and breaking down inappropriate barriers (qualification, age, experience)
Retention	
Establish new or improved career paths for young people	*Opening new work channels:* • part-time working options • job sharing or job splitting • remote working
	New contractual arrangements: • annual hours • school term contracts • sub-contracting arrangements
Improve induction for young people	*Improve induction of adults*
	Better selection of recruits
	New career paths (horizontal as well as vertical movement)
	Career breaks and 'caring' sabbaticals
	Childcare schemes
	Improve awareness of employees' benefits
	Changes to work organisation and job design targeted at improved job satisfaction
	Better monitoring of reasons for leaving
Training and development	
Improve or establish own label YTS programme	*Remove age barriers and develop adult employees:* • improve access to training and development
Improving other youth training programmes	• Re-skilling, upgrading
Link improved training with guaranteed career paths	
Other	
Build a reputation as a good employer • establish or improve schools/colleges liaison • work experience programmes for pupils and students • develop career packs, open days, etc.	*Relocate premises* *Introduce productivity initiatives* *Encourage redeployment of staff*

composition of the labour force (*figure 4*). Yet the survey shows fewer employers have made much progress in this area.

Initiatives aimed at improving retention, re-skilling and the use of more part-time employees have been of some importance (*figure 5*). Much less attention has yet to be paid to the more innovative approaches aimed at tapping alternative sources of labour. In particular, targeted initiatives to attract women returners or older workers were being pursued by only about one in four employers (*figure 6*).

More enterprising approaches were even less common. The recent CBI survey showed women returners being attracted back to the labour market, older workers and those prematurely retired are all looking for different aspects of the job package than young entrants. Flexibility of hours may be more important than starting salary; novel contractual arrangements such as annual hours or term-time contracts may be important; the provision of career breaks will be valued.

Separate research for the Institute of Personnel Management has also recently shown that assistance with dependent care responsibility may be essential in enabling return to work[1].

These and related initiatives will be an essential feature of employers' adaptation strategies, but too few are yet embracing these issues as part of their response to the changing composition of the workforce (*figure 7*). Many more will need to do so to secure the skill base they will need in the 1990s.

Learning from innovation

It is not all discouraging news. Some employers in industry and commerce are being more positive in planning their way forward. Some are actively considering more enterprising approaches. While only 9 per cent of the employers surveyed had introduced or improved career break programmes, a further 12 per cent were actively considering such initiatives. Employer childcare provision, which has recently attracted considerable media attention, had been established in less than 3 per cent of firms, but five times as many were actively considering such initiatives.

For some employers the process of adaptation to the changing composition of the workforce is already under way, but this will take time. Employers' success may depend largely on how quickly and effectively they are able to translate intentions into practice. There is much they can learn from some of the more innovative firms who were quick to identify and adapt to these opportunities.

The research programme conducted by NEDO and the Training Agency for *Defusing the Demographic Time Bomb* looked in detail at the experience of 35 innovative employers in industry, commerce and the public sector. The case study work was carried out in the spring and summer of 1989 by NEDO assisted by researchers from the HOST Consultancy, and drew on the experience of a variety of employers—small and large.

The firms were chosen as much for the way they were tackling the issues as the precise initiatives they were adopting[2]. Some, like Tesco, Midland Bank and Boots have become very well known for their adaptation strategies, but others are less well known. Common to all was:

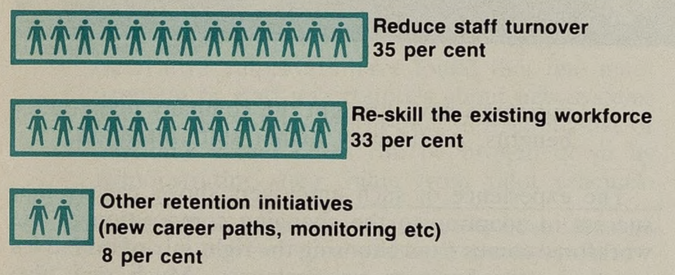
- their ability to identify current or prospective labour supply problems before they become major difficulties;
- that they were prepared to challenge, often long established, human resource policies and practices to bring about the necessary changes;
- that they were enterprising, not just in developing ideas, but in getting them off the ground.

These innovative firms were not faultless examplars. They were ordinary businesses which had by luck or design started to tackle the current or anticipated effects of the demographic time bomb on their businesses with imagination, and some early successes. Some had made mistakes, but they had learnt from their experience. Many had come late to the realisation that demographic trends would affect their supply of labour. Not all were specifically concerned about the falling numbers of young people but recognised their wider skills base and sources of labour would be affected by demographic changes.

Many had found themselves faced by a bewildering choice of options and initiatives. Their choice of initiatives has been reported in *Defusing the Demographic Time Bomb*, but much can also be learned from looking at their responses, how they determined their options and went about implementing them.

Figure 5 Re-skilling and retaining employees

Percentage of employers taking initiatives to:



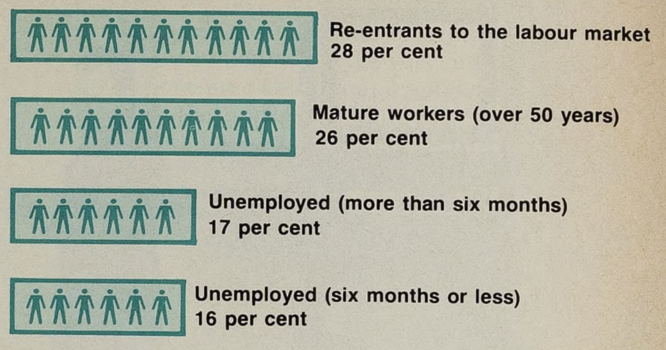
Source: HOST Survey 1989

The different paths and strategies taken by the more innovative firms shows there is no blueprint for success. The changes taking place in the composition of the labour force in the 1990s affect firms in very different ways, and their scope for addressing these changes and profiting from them varies between companies, activities and geographical areas. However, the experience of the firms in the NEDO-HOST case studies pointed to some important lessons:

- Employers who currently recruit significant numbers of young people should not rely on initiatives aimed at competing more effectively for the shrinking numbers that will be available. At best such strategies bring only short-term advantage before other firms catch up. In the longer term they will drive up direct and indirect labour costs and fail to deliver the recruits the business needs. All of the innovative firms are also taking steps to adapt their recruitment and working systems to the changing shape and structure of the workforce.
- For many of these firms, effective retention of existing staff has been put at the top of their agenda. High levels of staff turnover are costly to any business and discourages investment in staff.

Figure 6 Widening recruitment sources

Percentage of employers taking initiatives to attract:



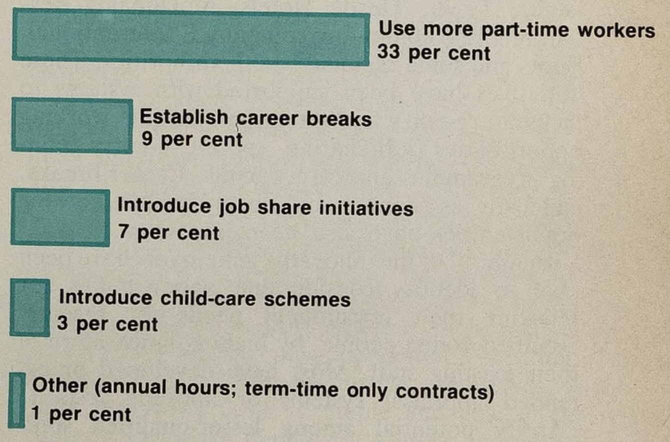
Source: HOST Survey 1989

In many businesses it is also the main contributor to recruitment needs with many leavers replaced—directly or indirectly—by young entry level staff. These firms have shown that better understanding, monitoring, and control of staff turnover can make a major contribution to adjusting to the effects of demographic changes. Gardner Merchant, for example, has seen its recruitment needs for young entry level catering management trainees fall sharply as a programme to reduce staff turnover takes effect. In Greater London—one of its most difficult recruitment markets—turnover of catering managers has fallen by three-quarters over two years as new career management, more effective selection, and turnover monitoring has taken effect.

- The more successful strategies have given a high priority to modifying recruitment systems to enable businesses to draw on non-traditional sources of recruits. The more innovative employers have in some areas been able to identify and tap underutilised local sources in the ethnic minorities. Sainsbury has given added impetus to its priority hiring programmes in inner city areas to tackle this issue. Special access courses have been developed by the Midland Bank, Hilton Hotels, several police authorities and others. Demographic

Figure 7 Introducing new working systems

Percentage of employers taking initiatives to:



Source: HOST Survey 1989

[1] Berry-Lound, D (1990). *Work and the Family*. Institute of Personnel Management. (See also pp 85–91).
[2] *Employment Gazette*, January 1990, pp 41–44.

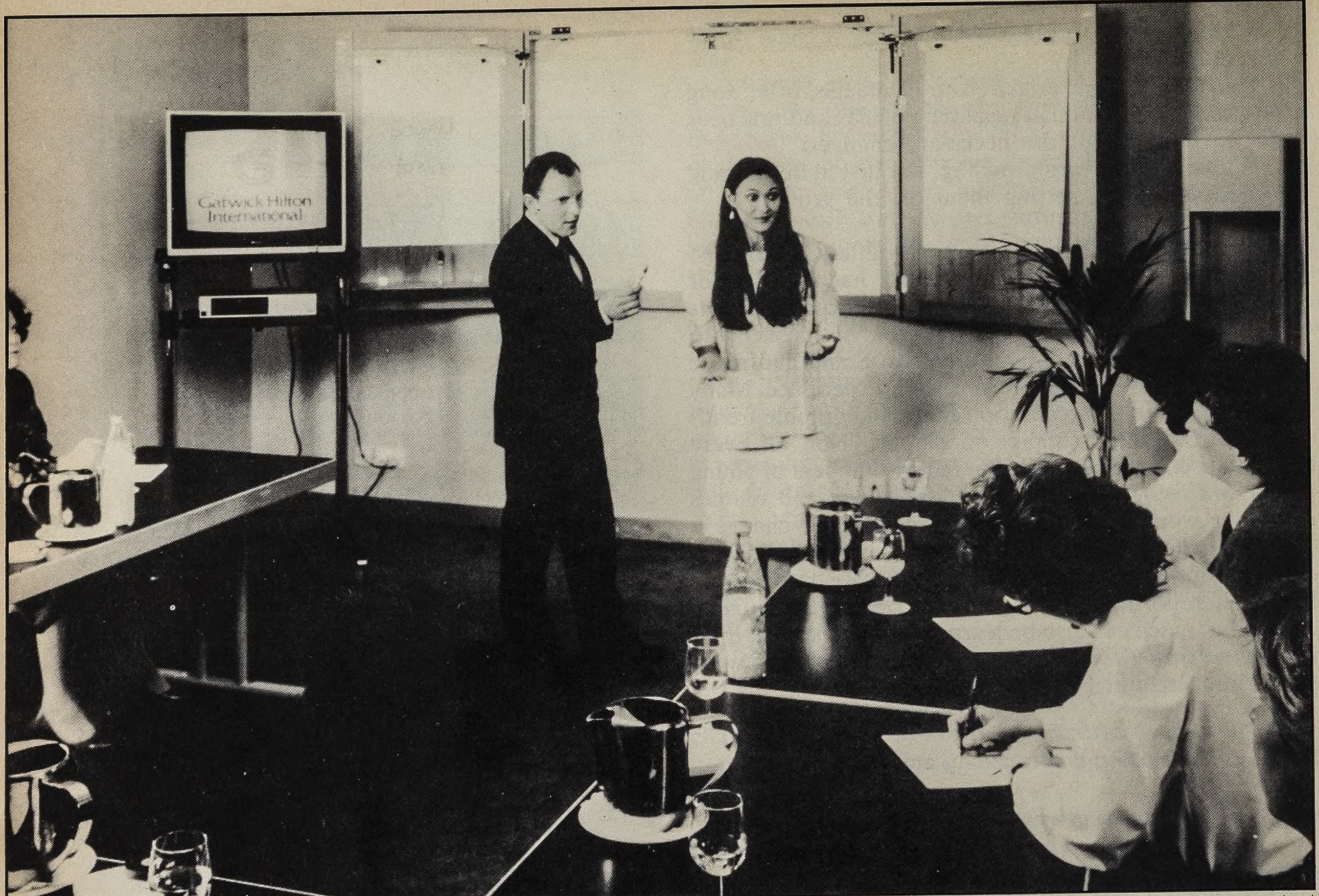


Photo: Hilton International

Special access courses have been developed at Hilton Hotels.

changes have given an added stimulus to the development of these programmes. The longer-term unemployed and people with disabilities are other important sources.

- The most attractive alternative labour sources to many of these firms have been women returners and older workers. Some have found it easier to adapt to this skill source than others. Successful programmes in these companies have looked beyond direct substitution of young people with women returners or older workers and have recognised and built on their very different strengths and abilities. Targeted recuitment initiatives for returners and older workers have been introduced by employers such as the clearing banks, Tesco, Thistle Hotels, McDonalds Restaurants, the computing company F International, Boots and some regional health authorities. These initiatives have been supported with systems to facilitate re-entry and retention—flexible working opportunities, job sharing, special re-entry training programmes and career paths. Career breaks, childcare assistance, and even remote-working opportunities have also been important.
- Virtually all of the innovative employers have been able to identify considerable opportunities for reducing their recruitment needs for recently qualified young people, by making much more of their existing staff. Most have developed or extended appraisal systems or aptitude tests to identify potential among lesser-qualified staff. Others have developed substantial training programmes to enable staff to change career or broaden their horizons within the company. Such initiatives have brought the company many other benefits, particularly higher staff retention.

The experience of such employers shows clearly that success in adapting to the changing composition of the workforce comes from choosing the right mix of initiatives for their own business circumstances. Much may also depend on how these initiatives are developed and successfully implemented. Here too there are lessons to be learnt from the more innovative employers.

Profiting from experience

For all these firms the starting point was recognition that there was a problem—current or anticipated. This may seem self-evident but the NEDO/Training Agency research programme shows that it is one thing for management to be aware of the changes taking place in the structure of the labour force, and quite another to show this to be 'problem centred' for the individual organisation.

Management in some of the innovative firms had often gone to considerable lengths to assess the implications for their businesses. Some, like Tesco and McDonalds Restaurants, set up special management working parties to look at the issue. Trust House Forte re-established a senior management team looking at recruitment and retention to consider especially implications of the demographic changes for their business. In smaller businesses, and in operating divisions or branches of others, the initiatives have often started with enterprising human resource or line managers who have been able to demonstrate to senior management that the demographic changes would have important human resource implications for their businesses.

Beyond this several messages may be useful to employers generally:

- Be informed—about the national and local changes, and demonstrate the implications for your business—and the options open for addressing these.
- Develop a strategy to cope—this is likely to be progressive and cumulative, with one initiative building on another. The experience of innovative firms confirms that major changes to recruitment and working systems will take time to develop and implement. These can often be preceded by simpler adjustments—to selection or appraisal systems, or by building on existing experience of recruiting from the alternative labour source.
- Do not put all your eggs in one basket. All of the more innovative firms have developed or are developing a package of initiatives—in most cases combining both 'compete' and 'adapt' options. Tesco, for example, has no fewer than 31 separate initiatives to adapt its human resource policies and practice to the changing labour force (see *Employment Gazette*, January 1990, p 41 for further details).
- Invest time in choosing the right mix of initiatives for your business circumstances. Many of the case study firms have profited from looking at other people's experience but have chosen their own path. For many firms this may require challenging long established recruitment and working systems.
- Identify and build on previous experience in your organisation, and those similar to it. Be prepared to experiment with new approaches by establishing small-scale or pilot programmes. Many of the innovative employers have found that line management or staff uncertainties about new systems such as job sharing, term-time only contracts, or part-time career paths can be broken down by demonstrating their value from pilot schemes. Some of the best known national initiatives—Tesco's older worker programme, and Boots' term-time only contracts—have come from local experiments.
- Allow for diversity in your organisation. Larger employers and multi-site enterprises in particular will need to allow for the very different functional circumstances and labour market conditions across which they operate. Solutions applied from the centre will not be universally relevant. Among the innovative firms the most successful approaches taken by larger firms have been to use head office or corporate human resource functions to stimulate and support change with local branches or divisions choosing the initiatives most relevant to them.
- Sell and support change. Line managers in particular will be critical to the success of initiatives. Most will have other preoccupations and concerns. Few will recognise the need to change traditional policies and practices to cope with the changing composition of the workforce. Innovative firms have often put considerable time and resources into communicating the need for change, and directly involving line and operational managers in the choice of initiatives. Others have found that stimulating and supporting local initiatives can pay dividends by building in local ownership and commitment, and relating initiatives to local circumstances. The selling process needs to be an important part of the adaptation strategy developed by each organisation[1].

This shows the way forward for other employers who may have been slower off the mark. There are no ready-made solutions. Managers responsible for the future skills base of their business must invest time and energy in looking at how these wider changes in the labour market will affect them, and what is the right mix of initiatives for their business needs. The experience of the innovative firms summarised here can provide a framework for action from which they can profit.[2]

Opportunities in disguise

The workforce of the year 2000 is expected to look very different from that of today. The indications are that in many parts of the country the sharp fall in young people coming into the labour market in the early 1990s, will be counterbalanced by an increase in the adult workforce[3]. Businesses will be able to profit from this only if employment policies adapt to and facilitate these changes.

As yet few employers have risen effectively to this challenge. Too many seem to be complacent about their ability to compete more successfully in the youth labour market. Fewer are building the changes into their recruitment and training systems, working practices, and benefit systems, which will bring them longer-term advantage.

There is still time for employers to recognise and adapt to the problems which these wider demographic changes present to their businesses. The changes present opportunities as well as threats, and the more innovative employers have in their different ways recognised the potential for tapping these opportunities. Many of their initiatives are already paying for themselves. Much of what they have done is simple and cost effective and brings a variety of benefits in a more committed, stable and adaptable workforce. Others would do well to learn from their experience. ■

[1] Parsons, D (1989) "Older workers, ageism and labour force change". Proceedings of the conference on prospects for employment and organisation in the 1990s. Cardiff.
[2] As part of the follow-up campaign to the latest report NEDO and the Training Agency are developing an Action Pack for industry bodies and local consortia to stimulate more effective action by employers and others.
[3] See *Employment Gazette*, January 1990, pp 9–19.

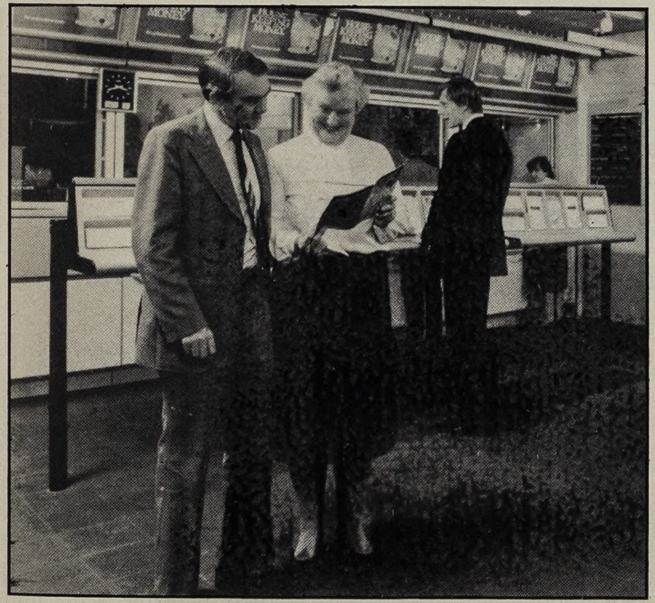


Photo: Barclays Bank

The banking hall at Barclays Bank, Petts Wood. Targeted recruitment initiatives for older workers have been introduced by several of the clearing banks.

How do households spend their money?

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Special Feature

Generally, households with children spent less per person than corresponding households without children.

Pattern of household spending in 1988

The *Report of the 1988 Family Expenditure Survey (FES)* provides detailed information on the way households in the UK spend their money. It also provides data on the sources of their income and the characteristics of the households, such as their size and composition. This article discusses a selection of results from the report.

Summary results on the pattern of average household spending in 1988, together with corresponding results for 1987, are published in the Labour Market Data section (*see tables 7·1, 7·2* and *7·3*) of this issue of *Employment Gazette*. The full 1988 FES report was scheduled for publication by HMSO on February 8, 1990. (ISBN 0 11 620402 8).

On July 31, 1989 responsibility for the FES was transferred from the Employment Department to the new enlarged Central Statistical Office. For the immediate future, however, FES results will continue to be published in *Employment Gazette* as at present.

The FES is a sample survey and results are subject to sampling error. In 1988 7,265 households co-operated in the survey, 71 per cent of those approached. This article describes some summary results from the survey on various aspects of household finances that are of general interest.

Table 1 shows how total expenditure and income vary according to the size and family composition of households. Patterns of expenditure and their variation with household size are analysed in *table 2*. The effect of the current employment status of the head of household on expenditure is shown in *table 3*. *Table 4* shows the effect of whether married women are working or not on expenditure and income. The Family Expenditure Survey also collects data on the availability of certain durable goods in households and variations in this between different household types and between regions are shown in *table 5*. Variations in the regional pattern of expenditure, based on results for the two years 1987 and 1988, are analysed in *table 6*.

within household types there will have been a considerable amount of variation between the experiences of individual households.

The highest expenditure, as would be expected, was reported in households with the largest number of workers. Households with four or more adults and with children had an average 3·25 workers and an average weekly

Table 1 Average weekly income and expenditure, by household composition and income level — United Kingdom 1988

	Number of households in sample	Average number of people	Average weekly gross income		Average weekly expenditure		Average number of workers
			per person	per household	per person	per household	
All UK households*	**7,265**	**2·52**	**£112·81**	**£283·86**	**£81·24**	**£204·41**	**1·17**
			RELATIVE TO ALL HOUSEHOLDS = 100				
Household composition							
One adult:							
Pensioner†	613	1	48	19	68	27	—
Other retired	399	1	121	48	126	50	—
Non-retired	826	1	163	65	162	64	0·77
One adult, one child**	142	2	52	41	67	53	0·52
One adult, two or more children**	166	3·29	35	46	49	64	0·52
One man, one woman:							
Pensioner†	305	2	42	33	60	48	0·03
Other retired	422	2	97	77	107	85	0·19
Non-retired	1,423	2	161	128	150	120	1·51
Two men or two women	168	2	123	98	116	92	1·10
One man, one woman with:							
One child	578	3	102	122	98	116	1·60
Two children	897	4	80	128	81	128	1·65
Three children	258	5	68	135	68	136	1·54
Two adults, four or more children	84	6·27	39	96	43	106	1·14
Three adults	442	3	128	153	116	138	1·97
Three adults, one or more children	276	4·65	88	163	91	168	2·57
Four or more adults	158	4·21	112	187	109	182	3·12
Four or more adults, one or more children	80	5·79	83	190	92	212	3·25
Income level							
Households with gross household income in the:							
Lowest 20 per cent	1,453	1·50	35	21	58	35	0·12
Middle 60 per cent	4,359	2·61	81	84	89	92	1·19
Highest 20 per cent	1,453	3·24	177	227	146	188	2·14

* Includes 28 households in compositions not shown separately.
† Households in which at least three-quarters of the total income of the household is derived from national insurance retirement and similar pensions, including benefits paid in supplement to or instead of such pensions. (For 1986 imputed rent for owner-occupier and rent-free tenures is excluded from the concept of total income in this definition while housing benefit is now added in: the overall effect is to increase the number of pensioner households.)
** Primarily one-parent families but including cases where one parent was away from home.

Household composition and the level of spending (*table 1*)

The average size of households was 2·52 people and the number of people in each household described as workers was 1·17, both estimates much the same as in 1987. Average weekly expenditure per household was £204·41, a rise of 8 per cent from that recorded in 1987; an increase in real terms of 3 per cent. Average expenditure per person was £81·24, an increase from 1987 of 9 per cent.

Nearly all household types show higher average expenditure than 1987, exceptions being 'one man one woman, three children' and 'two adults, four or more children' households. For example, 'one pensioner' and 'one adult, two or more children' households recorded rises of 11 and 17 per cent respectively over 1987. However,

expenditure of £432·78. This was over twice the average expenditure for all households. Among those households identified in the survey results, the lowest expenditure was recorded by 'pensioner' households; one-person 'pensioner' households spent £55·52 per week on average in 1988 (just over one quarter of the average for all households) and those 'pensioner' households with one man and one woman £97·77 per week (a little under half the average for all households). Generally speaking, households with children spent relatively less per person than corresponding households without children.

Patterns of expenditure (*table 2*)

The pattern of expenditure for broad commodity groups is shown for different household types and broad income groups in *table 2*. The commodity groups used are based on those categories now used for the Retail Prices Index. Further details on expenditure are shown in *table 7·3* of the "Labour Market Data".

For one-person "pensioner" households, over 61 per cent of expenditure was on housing,[2] fuel and food compared with 42 per cent of total expenditure for one-person non-retired households. The proportion is

[1]A 'pensioner' household is one in which at least 75 per cent of the total household income is derived from national insurance retirement and similar pensions, including benefits paid in supplement to or instead of such pensions. This definition is in line with that used by the Retail Prices Index, pensioner households being excluded from the General Index.
[2]Housing costs cover rent, rates and water charges (net of all housing benefit, rebates and allowances) plus structural insurance and repairs. They also include an element for imputed rent which represents the notional rental equivalent for owner-occupied and rent-free properties.

lower for one man and one woman non-retired households (38 per cent) and households with four or more adults (35 per cent). As the income of households increased, the proportion of expenditure allocated to the three commodity groups of housing, fuel and food decreased.

For households in the lowest fifth of the income group, these three groups accounted for 55 per cent of total

Table 2 Patterns of household expenditure, by household composition and income level — United Kingdom 1988

	Percentage of expenditure allocated to:									
	Housing (net)*	Fuel, light and power	Food	Alcohol and tobacco	Clothing and footwear	Household goods and services	Motoring and fares	Leisure goods and services	Miscel-laneous and personal goods/services	Total of all groups
All UK households†	**17·5**	**5·1**	**18·7**	**6·7**	**7·1**	**12·1**	**14·8**	**13·6**	**4·4**	**100·0**
Household composition										
One adult:										
Pensioner**	23·8	12·8	24·9	4·3	4·3	13·7	3·4	8·7	4·0	100·0
Other retired	31·7	8·0	16·8	3·6	5·1	13·6	6·0	11·3	4·0	100·0
Non-retired	21·3	5·5	15·3	8·1	5·5	11·5	14·9	13·4	4·4	100·0
One adult, one child‡	15·0	9·8	21·0	6·4	7·8	14·1	9·6	11·9	4·6	100·0
One adult, two or more children‡	13·1	8·5	23·4	5·1	8·2	12·2	13·7	10·7	5·2	100·0
One man one woman:										
Pensioner	23·5	9·5	26·6	5·0	4·9	11·5	7·4	8·1	3·6	100·0
Other retired**	23·9	5·9	18·8	5·0	5·2	11·9	14·6	11·0	3·9	100·0
Non-retired	17·4	4·2	16·0	6·5	6·8	13·6	16·9	14·2	4·2	100·0
Two men or two women	16·3	5·5	18·9	8·8	7·0	11·1	13·6	15·3	3·5	100·0
One man, one woman with:										
One child	16·3	4·9	19·1	6·4	7·9	12·0	13·8	14·6	5·0	100·0
Two children	17·1	4·6	19·8	5·7	7·7	11·8	14·6	14·5	4·2	100·0
Three children	17·9	5·2	21·0	5·1	8·0	11·3	14·1	12·5	4·8	100·0
Two adults, four or more children	14·7	6·0	26·1	6·5	7·0	12·1	8·9	14·9	3·9	100·0
Three adults	15·1	4·5	18·6	8·9	6·9	12·3	16·3	13·5	4·0	100·0
Three adults, one or more children	13·0	4·0	20·0	7·5	8·8	10·8	16·5	14·8	4·6	100·0
Four or more adults	11·5	3·7	19·4	9·9	8·3	10·4	17·2	14·5	5·2	100·0
Four or more adults, one or more children	10·9	3·4	19·6	8·9	10·5	8·7	19·2	13·7	5·2	100·0
Income level										
Households with gross household incomes in the:										
Lowest 20 per cent	18·2	11·5	25·3	7·0	5·5	12·5	6·6	9·3	4·0	100·0
Middle 60 per cent	18·4	5·5	19·8	7·2	6·9	11·4	15·3	11·6	3·9	100·0
Highest 20 per cent	16·1	3·5	16·0	5·8	7·7	13·2	15·4	17·2	5·1	100·0

* Housing costs cover rent, rates and water charges (net of all housing benefit, rebates and allowances) plus structural insurance and repairs. They also include an element for imputed rent which represents the notional rental equivalent for owner-occupied and rent-free properties.
† Total expenditure in cash terms and sample sizes are shown in *table 1*.
** See footnote† to *table 1*.
‡ See footnote** to *table 1*.

spending. For households with the highest fifth of income, the corresponding proportion was 36 per cent. The proportion spent on leisure services and goods, motoring and fares increased as income increased.

Employment (*table 3*)

The pattern of household expenditure and income varies with the employment status of the head of household. In the survey, respondents were classified as 'employee out of a job' if they were without a job at the time of the survey interview but had worked within the last year and were seeking or intending to seek work. Those classified as 'unoccupied but seeking work' included all those whose last job was more than a year earlier and school leavers and others who had never worked.

The highest average household expenditure of £281·98 a week was recorded by households where the head was self-employed (over 9 per cent of the sample); these households also contained the highest proportion of adults. The lowest average expenditure of £115·79 a week (apart from retired households) was found in households where the head was 'unoccupied but seeking work'. This sum was 56 per cent of the average for all households. Households

headed by a retired person had average expenditure of £112.62 a week, 55 per cent of the overall household average.

The results for heads of households who were 'employees currently employed' are not matched in terms of occupation, skill or age with those who were 'employees out of a job' and thus comparisons between the two groups

An increase in the availability of the telephone was recorded in nearly every region.

Table 3 Average expenditure and income, by employment status of head of household — United Kingdom 1988

	Employee currently employed	Self-employed	Employee out of job*	Unoccupied: Seeking work†	Unoccupied: Other	Retired	All households
Number of households in sample	**3,575**	**694**	**150**	**247**	**675**	**1,924**	**7,265**
Average number of people per household:							
All people	2·90	3·10	2·73	2·89	2·47	1·55	2·52
Adults	2·03	2·16	1·89	1·83	1·78	1·54	1·88
Children	0·87	0·94	0·85	1·06	0·69	0·01	0·64
Under 2	0·10	0·09	0·13	0·13	0·09	—	0·07
2 and under 5	0·15	0·17	0·14	0·23	0·13	—	0·11
5 and under 18	0·63	0·68	0·57	0·71	0·47	0·01	0·45
People working	1·79	1·89	1·57	0·28	0·32	0·12	1·17
People not working	1·10	1·21	1·16	2·61	2·15	1·42	1·35
Average age of head of household	41	44	40	41	47	73	51
							Per cent
Commodity or service:							
Housing	16·4	17·9	15·0	11·2	16·0	23·8	17·5
Fuel, light and power	4·3	4·4	6·0	8·3	7·1	7·9	5·1
Food	17·7	18·5	19·5	24·9	21·7	20·8	18·7
Alcoholic drink	4·7	5·0	5·9	4·4	4·5	3·2	4·5
Tobacco	2·0	2·0	4·0	5·6	3·7	1·8	2·2
Clothing and footwear	7·6	7·1	6·7	7·3	6·6	5·2	7·1
Household goods and services	12·4	11·5	9·9	10·5	10·8	12·6	12·1
Motoring and fares	16·0	15·6	13·7	15·1	12·6	9·7	14·8
Leisure goods and services	14·5	13·4	15·2	8·7	12·8	10·9	13·6
Miscellaneous and personal goods and services	4·4	4·5	4·2	3·9	4·3	4·2	4·4
All expenditure groups	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Average weekly household expenditure (£)	**256·95**	**281·98**	**168·11**	**115·79**	**148·49**	**112·62**	**204·41**
							Per cent
Gross income of household members:							
Head	73·2	73·1	63·1	57·9	61·6	73·6	72·3
Wife	17·2	17·1	19·8	19·5	17·7	12·9	16·7
Others	9·7	9·7	17·1	22·6	20·7	13·5	10·9
All	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Source of income:							
Wages and salaries	85·4	17·2	54·5	25·7	20·2	10·9	62·3
Social security benefits	3·3	3·7	21·5	57·1	39·4	43·7	11·1
Other	11·3	79·1	24·0	17·2	40·4	45·4	26·6
All sources of income	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Average weekly income (£)	**381·31**	**410·90**	**192·79**	**106·77**	**146·11**	**135·13**	**283·86**

* Covers employees who have worked within the last year and who are seeking or are intending to seek work. For those not currently employed who (when interviewed) had been away from work without pay for no more than 13 weeks, incomes are taken to include normal earnings in preference to unemployment or sickness benefit.
† Includes those whose last job was more than a year ago, and school leavers and others who have never worked.

do not provide a measure of the changes of circumstances which would result from moving from one category to another.

Average household expenditure for 'employees currently employed' was £256·95 a week, that for 'employees out of a job' was £168·11 a week, about 35 per cent lower. Expenditure for households with a head 'unoccupied but seeking work' was 45 per cent of that for households with heads in employment.

The pattern of household expenditure among commodity groups varied with the employment status of the head of the household. For example, households with unemployed heads (that is 'employees out of a job' or 'unoccupied seeking work') spent a larger proportion on tobacco and alcohol than where the head was an employee or self-employed, while net housing costs for households with unemployed heads were less than 42 per cent of those households headed by employees. Food expenditure for households with unemployed heads was about two-thirds of expenditure for households with an employee head.

An analysis of average weekly income is also shown in *table 3*. This gives the amount of income attributed to different household members and various income sources.

It should be noted that the table gives figures for gross income and for expenditure on goods and services. Thus average weekly expenditure accounts for some 97 per cent of income for households where the head is unemployed but for only 67 per cent where the head is employed. Gross income is before deduction of income tax and national insurance and these elements, together with mortgage repayments (which are not included in FES expenditure), tend to be larger in the case of households where the head is employed.

For households where the head was unoccupied and seeking work, social security benefits provided over half of the household income.

Married women (*table 4*)

Table 4 contains information for non-retired households with married women, analysed by whether these women were working or not and whether or not they had

Table 4 Average expenditure and income of non-retired households with married women working and not working — United Kingdom 1988

	With dependent children: Working I	With dependent children: Not working II	Without dependent children: Working III	Without dependent children: Not working IV	All working I and III	All not working II and IV	All non-retired households with married women
Number of households in sample	**1,218**	**783**	**1,172**	**588**	**2,390**	**1,371**	**3,761**
Average number of people per household:							
All people	4·00	4·24	2·45	2·47	3·24	3·48	3·33
Adults	2·18	2·17	2·37	2·39	2·27	2·27	2·27
Children	1·83	2·07	0·09	0·08	0·97	1·21	1·06
Under 2	0·14	0·36	—	0·01	0·07	0·21	0·12
2 and under 5	0·26	0·49	—	0·01	0·13	0·28	0·19
5 and under 18	1·43	1·22	0·08	0·06	0·77	0·72	0·75
People working	2·20	1·00	2·29	0·94	2·24	0·97	1·78
People not working	1·81	3·24	0·17	1·53	1·00	2·51	1·55
Average age of head of household	39	37	46	57	42	46	43
							Per cent
Commodity or service:							
Housing	16·6	15·9	15·1	18·6	15·9	17·1	16·2
Fuel, light and power	4·3	5·5	3·8	5·1	4·1	5·3	4·5
Food	19·1	22·1	16·4	18·4	17·8	20·5	18·6
Alcoholic drink	4·0	3·8	5·4	4·2	4·7	4·0	4·4
Tobacco	1·8	2·6	2·1	2·9	1·9	2·7	2·2
Clothing and footwear	8·0	7·8	7·5	5·8	7·8	7·0	7·5
Household goods and services	11·5	11·8	13·4	11·0	12·4	11·5	12·1
Motoring and fares	15·3	12·7	17·3	17·0	16·3	14·5	15·7
Leisure goods and services	14·9	13·2	14·7	12·8	14·8	13·0	14·2
Miscellaneous and personal goods and services	4·5	4·6	4·3	4·1	4·4	4·4	4·4
All expenditure groups	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Average weekly household expenditure (£)	**295·21**	**230·08**	**287·77**	**229·36**	**291·56**	**229·77**	**269·04**
							Per cent
Gross income of household members:							
Head	70·8	86·4	60·4	76·9	65·6	82·4	70·5
Wife	24·5	7·6	29·0	8·8	26·7	8·1	21·3
Others	4·7	6·0	10·6	14·3	7·7	9·5	8·2
All	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Source of income:							
Wages and salaries	73·4	66·0	74·9	51·1	74·2	59·6	69·9
Social security benefits	4·1	10·6	1·9	12·1	3·0	11·3	5·4
Other	22·5	23·4	23·2	36·8	22·8	29·1	24·7
All sources of income	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Average weekly income (£)	**420·99**	**312·62**	**444·34**	**309·74**	**432·44**	**311·39**	**388·31**

dependent children. Average household expenditure where the married woman was working was higher than where the woman was not working, for both households with and without dependent children. For households where the married woman worked, average expenditure was £291·56, about 27 per cent more than households where the married woman did not work. In 1987 the increase was some 21 per cent.

The proportion of total household income attributed to the wife when working was 27 per cent; when the married woman was not working, it was 8 per cent on average.

Availability of durable goods (*table 5*)

Table 5 shows the availability of those durable goods and facilities most frequently found in households. Compared with the survey results for 1987 an increased availability for most categories in 1988 was recorded. Households with the use of a car increased from 63 per cent in 1987 to 66 per cent in 1988.

There were also increases in the availability of central heating (74 to 76 per cent), freezer or fridge-freezer (73 to 75 per cent) and telephone (83 to 85 per cent). In particular, the number of households with video recorders increased from 36 per cent in 1986 and 43 per cent in 1987 to 50 per cent in 1988.

'Pensioner' households were least likely to have use of a car—only 7 per cent reported car availability in the 1988 survey. Eighty-eight per cent of households comprising one man, one woman and two children had this facility.

With over 98 per cent of all households having a television, the lowest recording was among single person non-retired households though even here the figure was 93 per cent. Availability of home computers was the same in 1988 as 1987, with 17 per cent of all households having this facility..Home computers were more likely to be found in households with children.

The regional analyses shown in *table 5* are based on the average of two years' survey data, 1987 and 1988, (to give a larger sample base and thus reduce the sampling error). As in previous years there were variations in the availability of durable goods. For example, 53 per cent of households in Scotland had the use of a car or van, whereas in the South East (excluding Greater London) the figure was 76 per cent.

The incidence of central heating was highest in the South East (excluding Greater London) and lowest in Yorkshire and Humberside. In Northern Ireland the figure increased

For one person 'pensioner' households, over 61 per cent of expenditure was on housing, fuel and food.

from 57 per cent in 1984–85 and 71 per cent in 1985–86 to 75 per cent in 1987–88.

There was a marked increase in 1987–88 in the availability of a freezer or fridge-freezer, every region showing a rise over 1986–87. An increase in the availability of a telephone was also recorded in nearly every region. Most notably this occurred in the North (73 to 76 per cent), Yorkshire and Humberside (78 to 81 per cent), East Midlands (79 to 83 per cent) and West Midlands (77 to 80 per cent).

Regional expenditure (*table 6*)

The regional analyses of household characteristics, expenditure and income are also based on averages of the combined 1987 and 1988 survey results.

Average household size varied from 2·38 people in Greater London to 3·02 people in Northern Ireland. Northern Ireland had the highest average number of children per household (1·03), next highest was Wales with 0·74 children per household and the lowest were East Anglia and Greater London with averages of 0·57 and 0·59 children per household respectively.

Table 5 Households with certain durable goods, in 1988 by household composition and in the two years, 1987 and 1988, by region

United Kingdom

	Number of households in sample	Percentage of households with: Car/van: One	Two	Three or more	All	Central heating (full or partial)	Washing machine	Refrigerator or fridge freezer	Freezer or fridge freezer	Television	Telephone	Video recorder	Home computer
Household composition 1988													
One adult:													
Pensioner*	613	7	—	—	7	63	52	94	34	97	72	4	—
Other retired	399	35	—	—	35	72	68	98	60	98	93	9	1
Non-retired	826	47	3	1	50	68	64	95	53	93	70	33	8
One adult, one child**	142	24	2	—	26	73	85	100	62	97	62	39	16
One adult, two or more children**	166	36	1	—	37	71	91	98	78	100	61	52	19
One man, one woman:													
Pensioner*	305	47	—	—	47	69	81	99	64	100	83	12	—
Other retired	422	68	5	—	74	81	87	100	82	99	94	29	2
Non-retired	1,423	57	25	2	84	81	93	99	84	98	91	61	10
Two men or two women	168	36	17	2	55	68	76	98	68	99	82	42	5
One man, one woman with:													
One child	578	52	28	3	83	82	96	98	88	99	86	75	28
Two children	897	56	30	3	88	86	98	100	93	99	91	77	43
Three children	258	49	33	3	84	86	99	100	94	100	89	74	46
Two adults, four or more children	84	57	14	1	73	68	95	98	85	100	75	69	30
Three adults	442	34	35	12	81	75	93	99	88	99	92	64	15
Three adults, one or more children	276	39	34	12	85	78	98	100	92	99	91	78	42
Four or more adults	158	29	23	31	84	78	92	99	87	100	91	73	29
Four or more adults, one or more children	80	19	29	35	82	74	97	99	86	100	85	85	27
All UK households†	**7,265**	**45**	**18**	**4**	**66**	**76**	**85**	**98**	**75**	**98**	**85**	**50**	**17**
Regions 1987–88†													
North	885	42	10	2	54	83	89	97	67	98	76	44	15
Yorkshire and Humberside	1,353	42	15	2	59	67	87	98	70	98	81	44	15
North West	1,581	41	16	3	60	70	85	97	74	99	81	46	16
East Midlands	1,054	48	16	3	67	78	87	98	75	99	83	46	18
West Midlands	1,390	45	15	4	64	71	83	97	70	98	80	44	15
East Anglia	568	53	18	3	73	79	82	98	76	98	87	42	16
South East	4,314	46	20	5	70	81	82	99	80	97	90	52	19
Greater London	1,595	45	14	3	61	77	75	98	74	96	87	51	17
Rest of South East	2,719	46	24	6	76	83	86	99	83	98	91	52	21
South West	1,178	48	21	5	74	74	85	99	81	98	87	45	16
Wales	772	49	16	2	67	76	89	97	76	99	79	48	16
Scotland	1,321	41	10	2	53	69	87	99	62	98	78	44	15
Northern Ireland	245	45	13	4	62	75	81	97	53	98	75	38	9
All regions	**14,661**	**45**	**17**	**3**	**65**	**75**	**85**	**98**	**74**	**98**	**84**	**47**	**17**

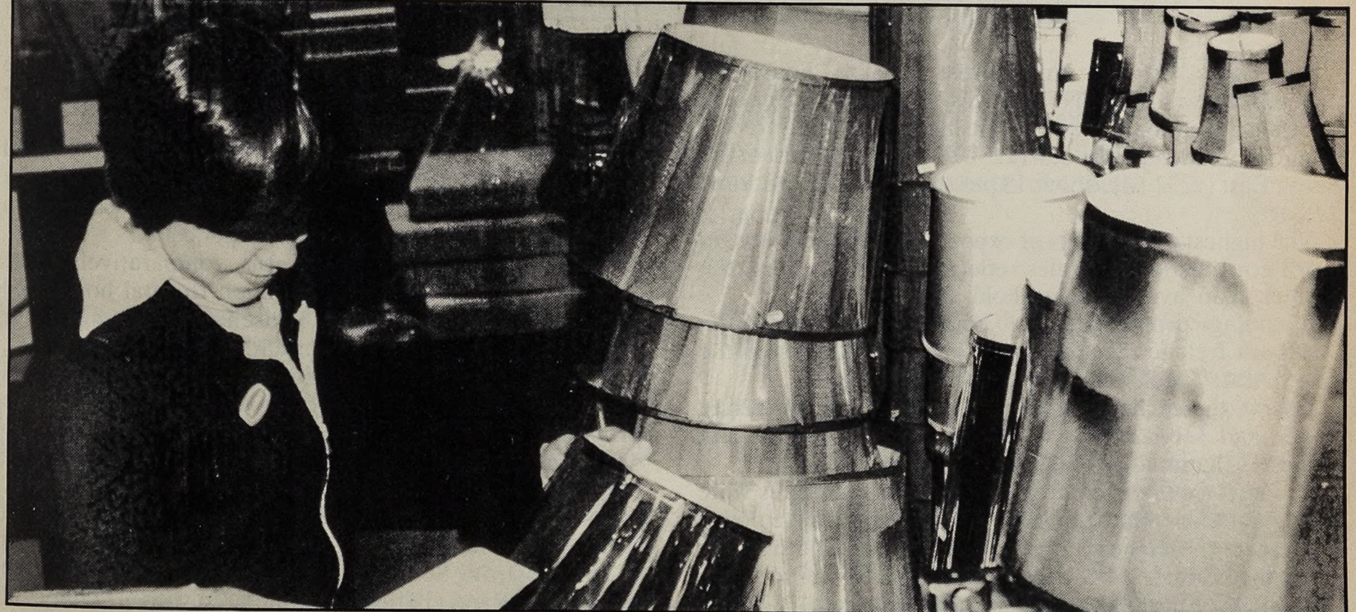
* See footnote† to *table 1*.
† Includes 28 households in compositions not shown separately.
** See footnote** to *table 1*.
‡ Figures by region are based on the averages of 1987 and 1988 survey results.

Table 6 Average household expenditure and income in the two years 1987 and 1988, by region

United Kingdom 1988

	North	Yorkshire and Humberside	North West	East Midlands	West Midlands	East Anglia	South East	Greater London
Number of households in sample	**885**	**1,353**	**1,581**	**1,054**	**1,390**	**568**	**4,314**	**1,595**
Average number of people per household:								
All people	2·51	2·50	2·51	2·50	2·61	2·44	2·49	2·38
Adults	1·86	1·85	1·87	1·87	1·93	1·87	1·87	1·79
Children	0·65	0·65	0·64	0·63	0·67	0·57	0·63	0·59
Under 2	0·07	0·08	0·08	0·07	0·08	0·07	0·07	0·07
2 and under 5	0·13	0·10	0·12	0·11	0·11	0·11	0·11	0·12
5 and under 18	0·45	0·47	0·44	0·45	0·49	0·39	0·44	0·40
People working	1·04	1·09	1·15	1·18	1·12	1·15	1·27	1·19
People not working	1·47	1·41	1·36	1·32	1·49	1·29	1·23	1·19
Average age of head of household	50	51	50	50	51	52	50	49
				Per cent				
Commodity or service:								
Housing	15·0	15·3	16·3	17·8	17·5	16·1	18·5	18·4
Fuel, light and power	6·3	5·9	5·7	5·7	5·9	5·2	4·5	4·3
Food	20·0	20·0	19·0	19·5	19·9	17·8	17·5	17·9
Alcoholic drink	5·4	5·1	5·4	4·3	4·7	3·7	4·1	4·5
Tobacco	2·8	2·7	2·7	2·5	2·8	1·9	1·7	1·8
Clothing and footwear	7·3	7·0	7·2	6·4	7·4	6·0	6·8	7·0
Household goods and services	11·8	11·9	11·0	11·8	11·5	11·4	12·2	12·4
Motoring and fares	15·2	15·7	14·2	15·2	15·0	14·5	14·7	14·2
Leisure goods and services	12·3	12·6	14·2	12·6	11·0	19·6	15·5	14·8
Miscellaneous and personal goods and services	3·9	3·9	4·2	4·3	4·3	4·0	4·4	4·7
All expenditure groups	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Average weekly household expenditure (£)	**164·38**	**172·34**	**186·26**	**179·46**	**177·55**	**200·22**	**232·74**	**232·93**
				Per cent				
Gross income of household members:								
Head	71·2	72·7	70·2	71·0	71·8	74·4	73·3	72·0
Wife	17·0	16·0	19·0	18·7	16·3	16·9	15·9	15·3
Others	11·8	11·3	10·8	10·2	12·0	8·8	10·8	12·7
All	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Source of income:								
Wages and salaries	62·8	61·7	63·8	64·1	63·9	61·5	64·5	67·0
Social security benefits	16·1	14·4	13·4	12·5	14·1	11·7	7·8	7·8
Other	21·1	23·9	22·9	23·5	22·0	26·8	27·6	25·2
All sources of income	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**
Average weekly income (£)	**220·13**	**232·84**	**245·77**	**241·33**	**241·65**	**256·78**	**338·62**	**340·28**

* Figures by region are based on averages of 1987 and 1988 survey results. National figures are also shown for 1988.



The pattern of household expenditure varied with the employment status of the head of household.

Table 6 (contd)

Rest of South East	South West	Wales	Scotland	Northern Ireland	United Kingdom* (1987–88)	United Kingdom* (1988)	
2,719	**1,178**	**772**	**1,321**	**245**	**14,661**	**7,265**	**Number of households in sample**
							Average number of people per household:
2·56	2·52	2·68	2·47	3·02	2·52	2·52	All people
1·91	1·89	1·95	1·86	1·99	1·88	1·88	Adults
0·65	0·63	0·74	0·61	1·03	0·65	0·64	Children
0·08	0·07	0·09	0·07	0·10	0·08	0·07	Under 2
0·11	0·11	0·13	0·12	0·19	0·11	0·11	2 and under 5
0·46	0·45	0·52	0·42	0·75	0·46	0·45	5 and under 18
1·31	1·19	1·08	1·09	1·10	1·16	1·17	People working
1·25	1·33	1·61	1·38	1·93	1·36	1·35	People not working
50	52	51	49	51	50	51	Average age of head of household
				Per cent			
							Commodity or service:
18·6	16·9	14·6	14·3	11·9	16·8	17·5	Housing
4·6	5·1	6·2	6·1	7·7	5·4	5·1	Fuel, light and power
17·3	18·5	20·9	20·1	20·9	18·9	18·7	Food
3·9	4·1	5·1	5·2	3·2	4·6	4·5	Alcoholic drink
1·6	1·9	2·8	3·5	2·8	2·3	2·2	Tobacco
6·7	6·4	8·2	8·3	9·2	7·1	7·1	Clothing and footwear
12·1	13·0	10·9	11·2	12·3	11·8	12·1	Household goods and services
14·9	15·9	15·1	14·5	15·8	14·9	14·8	Motoring and fares
16·0	14·2	11·4	12·6	11·7	14·0	13·6	Leisure goods and services
4·3	4·0	4·9	4·1	4·5	4·3	4·4	Miscellaneous and personal goods and services
100·0	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**All expenditure groups**
232·64	**203·11**	**177·17**	**172·78**	**199·68**	**196·44**	**204·41**	**Average weekly household expenditure (£)**
				Per cent			
							Gross income of household members:
74·0	73·5	69·2	69·8	66·0	72·1	72·3	Head
16·2	16·5	20·0	17·4	20·8	16·9	16·7	Wife
9·7	10·0	10·8	12·8	13·2	11·0	10·9	Others
100·0	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**All**
							Source of income:
63·1	55·2	57·5	65·3	58·6	62·9	62·3	Wages and salaries
7·9	11·0	17·5	14·1	19·4	11·6	11·1	Social security benefits
29·1	33·9	25·1	20·6	22·0	25·5	26·6	Other
100·0	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**100·0**	**All sources of income**
337·65	**273·74**	**227·48**	**234·23**	**224·81**	**269·96**	**283·86**	**Average weekly income (£)**

As with 1986–87, the lowest weekly household expenditure was in the North (£164·38), some 16 per cent less than the national average. The highest expenditure was recorded in Greater London (£232·93) and in the rest of the South East (£232·64), about 18 per cent above the national average.

The highest proportions of expenditure on food were in Northern Ireland and Wales reflecting to some extent the greater than average household size.

Spending proportions on housing were lowest in Northern Ireland, Scotland and Wales and highest in the South East (excluding Greater London).

By far the highest proportion of spending on leisure goods and services was in East Anglia (19·6 per cent against a national average of 14·0 per cent).

Proportions of expenditure on motoring and fares were consistent across the regions, less than 2 percentage points separating the highest (15·9 per cent in the South West) from the lowest (14·2 per cent in Greater London).

Average household income for the two years 1987–88 is also shown in *table 6*. This table shows too the contribution to household income made by different members of the household and the average amounts derived from different sources.

For the UK as a whole, the head of household contributed 72 per cent of household income, the remainder coming from the wife (17 per cent) and from other members of the household (11 per cent).

In percentage terms there was comparatively little regional variation in the contribution to total household income made by the head of household, wife of head or other household members. For all households in the UK, wages and salaries accounted for about 63 per cent of total household income (for the two years 1987–88) but the proportion ranged from 67 per cent in Greater London to 55 per cent in the South West. Income from other sources—for example, from self-employment, investment, etc—was highest in the South West (34 per cent compared with 26 per cent, the average for the UK). The proportion of income from Social Security benefits was greatest in Northern Ireland (19 per cent compared with a 12 per cent average for the UK). ■

Special Feature

Barbara Richards, typist and clerical administrator, adoption and fostering team Birmingham City Council.

Registered disabled people in the public sector

The tables printed below show 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 Disabled Persons (Employment) Act 1944 requires employers with 20 or more workers to employ a quota—currently set at 3 per cent—of people with disabilities. Although this requirement is not binding on the Crown, Government Departments and the National Health Service have nevertheless agreed to accept the same responsibilities as other employers.

Figures for Government Departments were prepared by the Treasury's Management and Personnel Office and relate to June 1, 1989. The figures for other public sector employers were obtained during the annual inquiry into the quota positions of all employers subject to quota, which was carried out by the Employment Service in May 1989.

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 a week count as half a unit of staff for the purpose of calculating an employer's quota percentage. The total number of staff employed is calculated using a similar rule. ■

County Councils

	Registered disabled staff	Per cent
Avon	151	0·6
Bedfordshire	90	0·6
Berkshire	85	0·5
Buckinghamshire	45·5	0·3
Cambridgeshire	103	0·6
Cheshire	155	0·6
Cleveland	126·5	0·7
Clwyd	149	1·2
Cornwall	151	1·4
Cumbria	88	0·6
Derbyshire	112	0·4
Devon	305	1·4
Dorset	223	1·6
Durham	68	0·4
Dyfed	137	1·2
East Sussex	60	0·3
Essex	101	0·3
Gloucestershire	232	2·0
Gwent	156	1·2
Gwynedd	54	0·8
Hampshire	110	0·4
Hereford and Worcester	135	0·9
Hertfordshire	33	0·1
Humberside	195	0·7
Isle of Wight	11·5	0·4
Kent	124	0·4
Lancashire	317	0·7
Leicestershire	85	0·3
Lincolnshire	51	0·4
Mid-Glamorgan	118	0·6
Norfolk	50·5	0·4
Northamptonshire	168	0·9
Northumberland	20	0·3
North Yorkshire	101	0·6
Nottinghamshire	286	0·8
Oxfordshire	71	0·5
Powys	73	1·7
Shropshire	26	0·2
Somerset	105	1·0
South Glamorgan	38	0·3
Staffordshire	193	0·7
Suffolk	61	0·4
Surrey	142	0·8
Warwickshire	112	0·9
West Glamorgan	167	1·2
West Sussex	33	0·3
West Yorkshire	1	4·0
Wiltshire	132·5	0·9
All	**5,551·5**	**0·7**

Scottish Regional Councils

	Registered disabled staff	Per cent
Borders	11·5	0·3
Central	91	0·8
Dumfries and Galloway	52	1·0
Fife	153	1·2
Grampian	106	0·6
Highland	83·5	1·0
Lothian	150	0·6
Strathclyde	671	0·6
Tayside	74	0·5
All	**1,392·0**	**0·7**

Scottish Island Councils

	Registered disabled staff	Per cent
Orkney	6	0·5
Shetland	19·5	1·1
Western Isles	8	0·5
All	**33·5**	**0·7**

District Councils

	Registered disabled staff	Per cent
Aberconway	10	2·0
Adur	2	0·4
Afan	16	2·8
Allerdale	18	3·0
Alnwick	6·5	3·5
Alyn and Deeside	5	1·0
Amber Valley	12	2·0
Arfon	15	2·9
Arun	5	0·8
Ashfield	19	2·8
Ashford	8	1·2
Aylesbury Vale	11	1·7
Babergh	5	1·5
Barnsley	56	0·6
Barrow-in-Furness	24	3·0
Basildon	36	2·8
Basingstoke and Dean	11	1·5
Bassetlaw	18	2·0
Bath City	9	1·2
Berwick on Tweed	5	3·2
Beverley	6	1·1
Birmingham City	333	0·8
Blaby	0	0·0
Blackburn	42·5	2·0
Blackpool	40	2·8
Blaenau Gwent	20	2·0
Blyth Valley	8	1·0
Bolsover	17	3·4
Bolton	113	1·0
Boothferry	6	1·5
Boston	8	1·5
Bournemouth	15	0·7
Bracknell	4	0·5
Bradford	126	0·7
Braintree	7	0·9
Breckland	3	0·6
Breacon Borough	2	0·8
Brentwood	15	3·0
Bridgnorth	1	0·4
Brighton	27	1·8
Bristol City	49	0·9
Broadland	3	1·0
Bromsgrove	1	0·3
Broxtowe	6·5	1·0
Burnley	20	1·9
Bury	44·5	0·7
Calderdale	43	0·4
Cambridge City	23	1·9
Cannock Chase	7	0·9
Canterbury City	15·5	1·8
Caradon	12	3·4
Cardiff City	26	1·0
Carlisle	13	1·2
Carmarthen	9	2·4
Carrick	14·5	2·6
Castle Morpeth	4	1·1
Castle Point	9	1·9
Ceredigion	9	1·8
Charnwood	5	0·7
Chelmsford	14	1·6
Cheltenham	11	1·6
Cherwell	6	0·9
Chester City	18	2·1
Chesterfield	25	1·8
Chester-le-Street	7	1·6
Chichester	9	1·4
Chiltern	1	0·3
Chorley	5	0·9
Christchurch	0	0·0
Cleethorpes	17	2·8
Colchester	78	5·8
Colwyn Borough	7	2·0
Congleton	5	0·9
Copeland	13	1·8
Corby	10	1·4
Cotswold	7	2·0
Coventry City	86	0·5
Craven	6	2·3
Crawley	11	1·1
Crewe and Nantwich	17	2·1
Cynon Valley	17	2·4
Dacorum	15	1·5
Darlington	16	1·5
Dartford	3	0·4
Daventry	1	0·3
Delyn	3	0·5
Derby	36	1·9
Derbyshire Dales	4	1·0
Derwentside	15	1·2
Dinefwr Borough Council	5	2·1
Doncaster	103	0·7
Dover	4	0·6
Dudley	70	0·6
Durham City	23	2·2
Dwyfor	9	3·8
Easington	41	3·1
Eastbourne	10	1·1
East Cambridgeshire	0	0·0
East Devon	5	0·9
East Hampshire	4	0·9
East Hertfordshire	7	1·1
Eastleigh	3	0·7
East Lindsey	16	2·0
East Northamptonshire	9	2·9
East Staffordshire	20	3·8
East Yorkshire	8	1·2
Eden	1	0·4
Ellesmere Port and Neston	22	3·0
Epping Forest	9	1·2
Epsom and Ewell	4	0·9
Erewash	10	1·7
Exeter City	23·5	2·6
Fareham	3	0·6
Fenland	7	1·6
Forest Heath	7	2·7
Forest of Dean	7	1·9
Fylde	3	0·7
Gateshead	85	0·7
Gedling	6	1·0
Gillingham	6	1·1
Glanford	9	2·2
Gloucester City	10	1·2
Glyndwr	4	1·4
Gosport	6	1·0
Gravesham	9	1·1
Great Yarmouth	22·5	3·1
Grimsby	30	2·9
Guildford	7·5	1·0
Halton	30	2·7
Hambleton	0	0·0
Harborough	4	1·3
Harlow	28	1·8
Harrogate	10·5	1·0
Hart	4	1·1
Hartlepool	18·5	1·8
Hastings	16	2·0
Havant	11	1·5
Hereford City	17	3·3
Hertsmere	2	0·3
High Peak	5	1·0
Hinkley and Bosworth	3	0·7
Holderness	0	0·0
Horsham	5	0·8
Hove	11	1·6
Huntingdon	5	0·8
Hyndburn	10	1·5
Ipswich	27	2·3
Islwyn	20	2·8
Kennet	1	0·2
Kerrier	7	1·2
Kettering	12	2·0
Kingston upon Hull	72	1·8
Kingswood	9	1·8
Kirklees	113	0·8
Knowsley	45	0·6
Lancaster City	22	2·6
Lanbourgh	17	1·3
Leeds City	479	1·3
Leicester City	83	1·8
Leominster	1	0·5
Lewes	4	0·9
Lichfield	8	2·0
Lincoln City	29	3·0
Liverpool City	316	1·3
Llanelli	22	3·2
Lliw Valley	7	1·5
Macclesfield	13	1·2
Maidstone	11	1·2
Malden	4	1·7
Malvern Hills	5	1·0
Manchester City	220	0·7
Mansfield	17	1·6
Medina	7	2·1
Mendhip	2	0·8
Merrionydd	5	2·3
Melton Borough	4	1·7
Merthyr Tydfil	14	1·6
Mid Bedfordshire	2	0·6
Mid Devon	3	0·8
Middlesbrough	36·5	1·8
Mid Suffolk	2	0·5
Mid Sussex	6	0·9
Milton Keynes	4	0·5
Mole Valley	2·5	0·6
Monmouth	7	1·4
Montgomery	3	1·2
Newark and Sherwood	3	0·5
Newbury	1	0·2
Newcastle under Lyme	13·5	1·3
Newcastle upon Tyne	157·5	1·0
New Forest	8	0·8
Newport	7	0·5
Northampton	6	0·4
North Avon	2	0·3
North Bedford Borough	17	1·9
North Cornwall	13·5	3·3
North Devon	7	1·7
North Dorset	1	0·5
North East Derbyshire	13	1·7
North Hertfordshire	4	0·5
North Kesteven	5	1·4
North Norfolk	6	1·5
North Shropshire	1	0·4
North Tyneside	67	0·8
North Warwickshire	3	0·7
North West Leicestershire	6	1·4
North Wiltshire	2	0·4
Norwich City	36	1·6
Nottingham City	61	1·5
Nuneaton	20	2·0
Oadby and Wigston	2	0·8
Ogwr	45	4·5
Oldham	61	0·7
Oswestry	0	0·0
Oxford City	23	1·9
Pendle	11	1·4
Penwith	6·5	2·1
Peterborough City	12	0·9
Plymouth City	14	0·7
Poole	9	1·0
Portsmouth City	14	0·5
Preselei	11	2·4
Preston	21	1·6
Purbeck	2	0·9
Radnor	4	2·4
Reading	20	1·6
Redditch	9	1·3
Reigate and Banstead	2	0·2
Restormel	16	2·4
Rhondda	11	1·1
Rhuddlan	6	1·2
Rhymney Valley	18	1·4
Ribble Valley	7	2·7
Richmondshire	2	0·8
Rochester upon Medway	11	1·5
Rochdale	57	0·6
Rochford	3	1·4
Rossendale	11	1·6
Rother	6	1·2
Rotherham	53	0·5
Rugby	4	0·7
Runnymede	6	1·4
Rushcliffe	2	0·4
Rushmoor	7	1·0
Rutland	0	0·0
Ryedale	2	0·5
St Albans City	5	0·7
St Edmondsbury	3	0·4
St Helens	63	0·9
Salford City	152	1·8
Salisbury	4	0·8
Sandwell	96	0·6
Scarborough	37	3·8
Scunthorpe	20	1·8
Sedgefield	10	1·0
Sedgemoor	8	1·2
Sefton	59	0·8
Selby	2	0·5
Sevenoaks	12	2·3
Sheffield	308	1·2
Shepway	5	0·9
Shrewsbury and Atcham	6	0·9
Slough Corporation	6	0·6
Solihull	22	0·4
Southampton	33	1·5
South Bedfordshire	3	0·5
South Buckinghamshire	2·5	0·7
South Cambridgeshire	5	1·2
South Derbyshire	3	0·8
Southend-on-Sea	40	3·0
South Hams	7	1·4
South Herefordshire	3	1·5
South Holland	8	1·7
South Kesteven	11	1·7
South Lakeland	10	1·3
South Norfolk	2	0·5
South Northamptonshire	1	0·4
South Oxfordshire	3	0·9
South Pembrokeshire	1	0·3
South Ribble	11	1·9
South Shropshire	2	1·1
South Somerset	7	0·9
South Staffordshire	5	1·1
South Tyneside	41	0·6
South Wight	6	1·9
Spelthorne	8	1·6
Stafford	9	1·2
Staffordshire Moorlands	1	0·2
Stevenage	3	0·3
Stockport	32	0·4
Stockton-on-Tees	16	1·0
Stoke-on-Trent City	84	2·6
Stratford on Avon	5	0·7
Stroud	7	1·0
Suffolk Coastal	3	0·6
Sunderland	123	0·9
Surrey Heath	3	0·7
Swale	10	1·5
Swansea City	23	0·9
Taff Ely	19	2·3
Tameside	40	0·5
Tandridge	4	1·2
Tamworth	5	0·9
Taunton Deane	9	1·4
Teignbridge	3	0·4
Tendring	3	0·5
Test Valley	3	0·4
Tewkesbury	1	0·3
Thamesdown	20	1·1
Thanet	40	3·3
Thurrock	32	2·6
Three Rivers	5	1·2
Tonbridge and Malling	7	1·2
Torbay	29	2·7
Torfaen	13	1·2
Torridge	1	0·4
Trafford	70	1·6
Tunbridge Wells	8	1·4
Tynedale	2	0·6
Uttlesford	2	0·6
Vale of Glamorgan	23	2·9
Vale of Whitehorse	2	0·4
Vale Royal	15	1·8
Wakefield City	113	0·8
Walsall	157	1·6
Wansbeck	14	2·2
Wansdyke	1	0·2
Warrington	21	1·2
Warwick	7	0·9
Watford	8	0·9
Waveney	4	0·5
Waverley	1	0·2
Wealdon	3	0·6
Wear Valley	7	0·9
Wellingborough	8	1·7
Welwyn Hatfield	7	0·7
West Devon	2	1·0
West Dorset	4	0·8
West Lancashire	15	1·8
West Lindsey	1	0·3
West Norfolk	8	1·4
West Oxfordshire	0	0·0
West Somerset	0	0·0
West Wiltshire	7	1·3
Weymouth and Portland	17	2·6
Wigan	133	1·5
Wimborne	5	1·4
Winchester City	4	0·6
Wirral	125	1·1
Windsor and Maidenhead	4	0·5
Woking	9	1·5
Wokingham	4	0·7
Wolverhampton MBC	193	1·9
Woodspring	11	1·0
Worcester City	11	1·4
Worthing	11·5	1·5
Wrekin, The	25	2·2
Wrexham Maelor	27	2·4
Wychavon	6	1·1
Wycombe	4	0·4
Wyre	14	2·2
Wyre Forest	18	1·8
Ynys Mon	8	1·2
York	32	2·6
All	**8,047·5**	**1·1**

Greater London Area Councils

	Registered disabled staff	Per cent
Barking	47	0·8
Barnet	33	0·5
Bexley	52	0·6
Brent	136	1·5
Bromley	30	0·4
Camden	124	1·9
Corporation of London	24	0·8
Croydon	147	1·6
Ealing	47	0·4
Enfield	75	0·7
Greenwich	66	0·8
Hackney	77	1·0
Hammersmith	18	0·4
Haringey	93	0·9
Harrow	39	0·5
Havering	65	1·0
Hillingdon	77	0·9
Hounslow	52	0·6
Islington	89	1·3
Kensington and Chelsea	16	0·5
Kingston upon Thames	21	0·5
Lambeth	261	3·0
Lewisham	38	0·5
Merton	17	0·5
Newham	106	0·8
Redbridge	44	0·7
Richmond upon Thames	21	0·4
Southwark	82	1·1
Sutton	17	0·4
Tower Hamlets	27	0·4
Waltham Forest	71	0·8
Wandsworth	31·5	0·7
Westminster	35	0·6
All	**2,078·5**	**0·9**

Scottish District Councils

	Registered disabled staff	Per cent
City of Aberdeen	53	2·1
Angus	18	2·5
Annandale and Eskdale	0	0·0
Argyle and Bute	8	1·1
Badenoch and Strathspey	0·5	1·5
Bannf and Buchan	4	0·4
Bearsden and Milngavie	6	1·7
Berwickshire	2	1·9
Caithness	2	1·0
Clackmannan	15	2·5
Clydebank	20	3·0
Clydesdale	4	0·7
Cumbernauld and Kilsyth	5	1·1
Cumnock and Doon Valley	6	1·0
Cunninghame	22	1·4

Dumbarton	32	2·8
City of Dundee	52	1·8
Dunfermline	32	2·5
East Kilbride	19	2·9
East Lothian	15	1·6
Eastwood	3	1·0
City of Edinburgh	52	1·1
Ettrick and Lauderdale	1	0·4
Falkirk	18	1·0
City of Glasgow	159	1·2
Gordon	7	1·9
Hamilton	12	1·0
Inverclyde	12	0·9
Inverness	3	0·6
Kilmarnock and Loudoun	17	1·7
Kincardine and Deeside	1	0·4
Kirkcaldy	18	1·2
Kyle and Carrick	14	0·9
Lochaber	5	3·2
Mid-Lothian	5	0·7
Monklands	23	1·5
Moray	12	1·8
Motherwell	18·5	1·1
Nairn	1	1·3
Nithsdale	5	1·1
North East Fife	2	0·3
Perth and Kinross	6	0·6
Renfrew	13	0·5
Ross and Cromarty	6	1·8
Roxburgh	8	2·8
Skye and Lochalsh	1·5	2·4
Stewartry	1	0·7
Stirling	27·5	2·3
Strathkelvin	0	0·0
Sutherland	1	1·0
Tweedale	1	0·8
West Lothian	13	0·9
Wigtown	3	1·4
All	**785**	**1·3**

Regional Health Authorities

	Registered disabled staff	Per cent
Council of the Isles of Scilly	2.5	3.2
Derbyshire	22	0·2
East Anglia	3	0·2
Mersey	9	0·4
North East Thames	0	0·0
Northern	11	0·4
North West Thames	3	0·9
North Western	10	0·2
Oxford	11	0·6
South East Thames	4	0·3
South Western	9	0·5
South West Thames	4	0·4
Trent	13·5	0·4
Wessex	4	0·3
West Midlands	46	0·9
Yorkshire	15	0·5
All	**167**	**0·4**

Scottish Health Boards

	Registered disabled staff	Per cent
Argyll and Clyde	26	0·3
Ayrshire and Arran	25	0·3
Borders	10	0·5
Dumfries and Galloway	14	0·4
Fife	9·5	0·1
Forth Valley	8	0·1
Grampian	24	0·2
Greater Glasgow	37	0·1
Highland	11	0·3
Lanarkshire	17	0·2
Lothian	36	0·2
Orkney	0	0·0
Shetland	2	0·5
Tayside	35	0·3
Western Isles	2	0·4
All	**256·5**	**0·2**

District Health Authorities

	Registered disabled staff	Per cent
Airdale	6	0·3
Aylesbury Vale	9	0·2
Barking, Havering and Brentwood	40	0·5
Barnet	23	0·5
Barnsley	8	0·2
Basildon and Thurrock	8	0·2
Basingstoke and North Hampshire	21	0·6
Bassetlaw	6	0·4
Bath	14	0·3
Bexley	4	0·1
Blackburn, Hyndburn and Ribble	12	0·4
Blackpool, Wyre and Fylde	8	0·2
Bloomsbury	23	0·5
Bolton	15	0·5
Bradford	17	0·3
Brighton	11	0·3
Bristol and Weston	16	0·2
Bromley	30	0·6
Bromsgrove and Redditch	6	0·2
Burnley, Pendle and Rosendale	44	0·9
Bury	6	0·3
Calderdale	15	0·5
Camberwell	3	0·2
Cambridge	10	0·2
Canterbury and Thanet	14	0·3
Central Birmingham	6	0·1
Central Manchester	19·5	0·3
Central Nottingham	18	0·5
Cheltenham	7	0·2
Chester	20	0·4
Chichester	22	0·6
Chorley and South Ribble	3·5	0·3
City and Hackney	13	0·3
Clwyd	17	0·3
Cornwall and Isles of Scilly	20	0·3
Coventry	15	0·3
Crewe	20	0·5
Croydon	13	0·3
Darlington	16	0·8
Dartford and Gravesham	6	0·2
Dewsbury	1	0·1
Doncaster	14	0·3
Dudley	13	0·3
Durham	3	0·1
Ealing	3	0·1
Eastbourne	20	0·8
East Berkshire	5	0·1
East Birmingham	4	0·1
East Cumbria	17	0·6
East Dorset	21	0·3
East Dyfed	18	0·4
East Hertfordshire	7	1·2
East Suffolk	12	0·2
East Surrey	13	0·3
East Yorkshire	15	0·6
Enfield	8	0·2
Exeter	41	0·5
Frenchley	17	0·4
Gateshead	8	0·3
Gloucester	11	0·2
Great Yarmouth and Waverney	3	0·1
Greenwich	4	0·1
Grimsby	4	0·2
Gwent	29	0·4
Gwynedd	21	0·4
Halton	2	0·1
Hampstead	6	0·1
Haringey	14	0·4
Harrogate	11	0·6
Harrow	19	0·7
Hartlepool	3	0·2
Hastings	4	0·2
Hereford (1988 included Worcester)	0	0·0
Hounslow and Spelthorne	23	0·8
Hillingdon	5	0·1
Huddersfield	9	0·2
Hull	14	0·2
Huntingdon	3·5	0·2
Islington	9	0·3
Isle of Wight	3	0·1
Kettering	9	0·2
Kidderminster	8	0·4
Kingston and Esher	8	0·2
Lancaster	32·5	0·9
Leeds Eastern	20·5	0·3
Leeds Western	9	0·1
Lewisham and North Suffolk	15	0·2
Leicestershire	37	0·2
Liverpool	13·5	0·1
Macclesfield	8	0·2
Maidstone	9	0·3
Medway	23	0·6
Merton and Sutton	8	0·2
Mid Downs	5	0·1
Mid Essex	22	0·4
Mid Glamorgan	8	0·1
Mid Staffs	14	0·3
Mid Surrey	16	0·5
Milton Keynes	3	0·2
Newcastle	24	0·3
Newham	12	0·6
Northallerton	0	0·0
Northampton	15	0·3
Northumberland	10	0·2
North Bedfordshire	3·5	0·1
North Birmingham	7	0·2
North Derbyshire	11·5	0·3
North Devon	5	0·3
North Hertfordshire	17·5	1·0
North West Durham	6	0·4
North East Essex	9	0·2
North Lincolnshire	17	0·3
North Manchester	11	0·3
North Staffordshire	23	0·3
North West Surrey	7	0·2
North Tees	1	0·0
North Tyneside	7	0·4
North Warwickshire	4	0·1
North West Hertfordshire	12	0·2
Nottingham	30	0·2
Norwich	35	0·5
Oldham	9.5	0·4
Oxfordshire	29	0·3
Parkside	16	0·2
Pembrokeshire	1	0·1
Peterborough	12	0·4
Plymouth	5	0·1
Pontefract	4	0·3
Portsmouth and SE Hampshire	11·5	0·2
Powys	10	0·5
Preston	26	0·5
Richmond, Twickenham and Roehampton	6	0·3
Redbridge	17	0·4
Riverside (including Hammersmith)	50	0·6
Rochdale	12	0·5
Rotherham	11	0·3
Rugby	4	0·5
St Helens and Knowsley	37	0·7
Salford	24	0·3
Salisbury	5	0·2
Sandwell	8	0·3
Scarborough	4	0·2
Scunthorpe	8	0·5
Sheffield	42·5	0·3
Shropshire	27	0·5
Solihull	6	0·2
Somerset	35	0·6
South Birmingham	16·5	0·3
South Cumbria	9·	0·5
South Glamorgan	15	0·1
South Lincolnshire	16	0·4
South Manchester	30	0·5
South Sefton	28	0·6
South Tees	14·5	0·3
South Tyneside	5	0·3
South Warwickshire	8	0·2
Southampton and SW Hampshire	3	0·0
Southend	11	0·3
South Mead	6	0·2
South East Kent	6	0·2
South East Staffordshire	16	0·5
Southport and Formby	4	0·2
South West Durham	13	0·5
South West Hertfordshire	9	0·4
South West Surrey	9·5	0·3
Sunderland	10	0·2
Stockport	15	0·4
Swindon	12	0·3
Tameside and Glossop	3	0·1
Torbay	10	0·2
Tower Hamlets	27	0·5
Trafford	11	0·4
Tunbridge Wells	11	0·3
Wakefield	20·5	0·5
Walsall	6·5	0·2
Waltham Forest	17	0·3
Wandsworth	10	0·2
Warrington	8	0·2
West Berkshire	8	0·1
West Birmingham	6	0·1
West Cumbria	6	0·3
West Dorset	5	0·1
West Essex	8	0·3
West Glamorgan	48	0·6
West Lambeth	22	0·4
West Lancashire	9	0·4
West Norfolk and Wisbech	13	0·4
West Suffolk	6	0·2
Wigan	4	0·1
Winchester	11	0·3
Wirrall	15	0·3
Wolverhampton	6	0·1
Worcester	6	0·2
Worthing	1·5	0·0
Wycombe	3	0·1
York	20	0·4
South Derbyshire	22	0·2
All	**2,579**	**0·3**

Other bodies within the NHS

	Registered disabled staff	Per cent
Dental Estimates Board	36·5	2·8
Prescription Pricing Authority	8	0·5
Welsh Health Technical Services Organisation	7	0·9
Scottish Health Common Services Agency	17·5	0·4
All	**69**	**0·8**

Regional Water Authorities

	Registered disabled staff	Per cent
Anglian	21	0·4
Mid Kent	4	1·1
Northumbrian	8	0·5
North West	47	0·6
Severn Trent	68	0·6
Sussex (Mid)	3	1·7
Southern	32	1·0
Southern (Mid)	3	1·0
South West	20	1·0
Thames	5	1·4
Thames Valley	38	0·4
Welsh National Water Authority	43	1·2
Wessex	30	1·5
Yorkshire	28	0·6
All	**350**	**0·7**

Electricity Boards

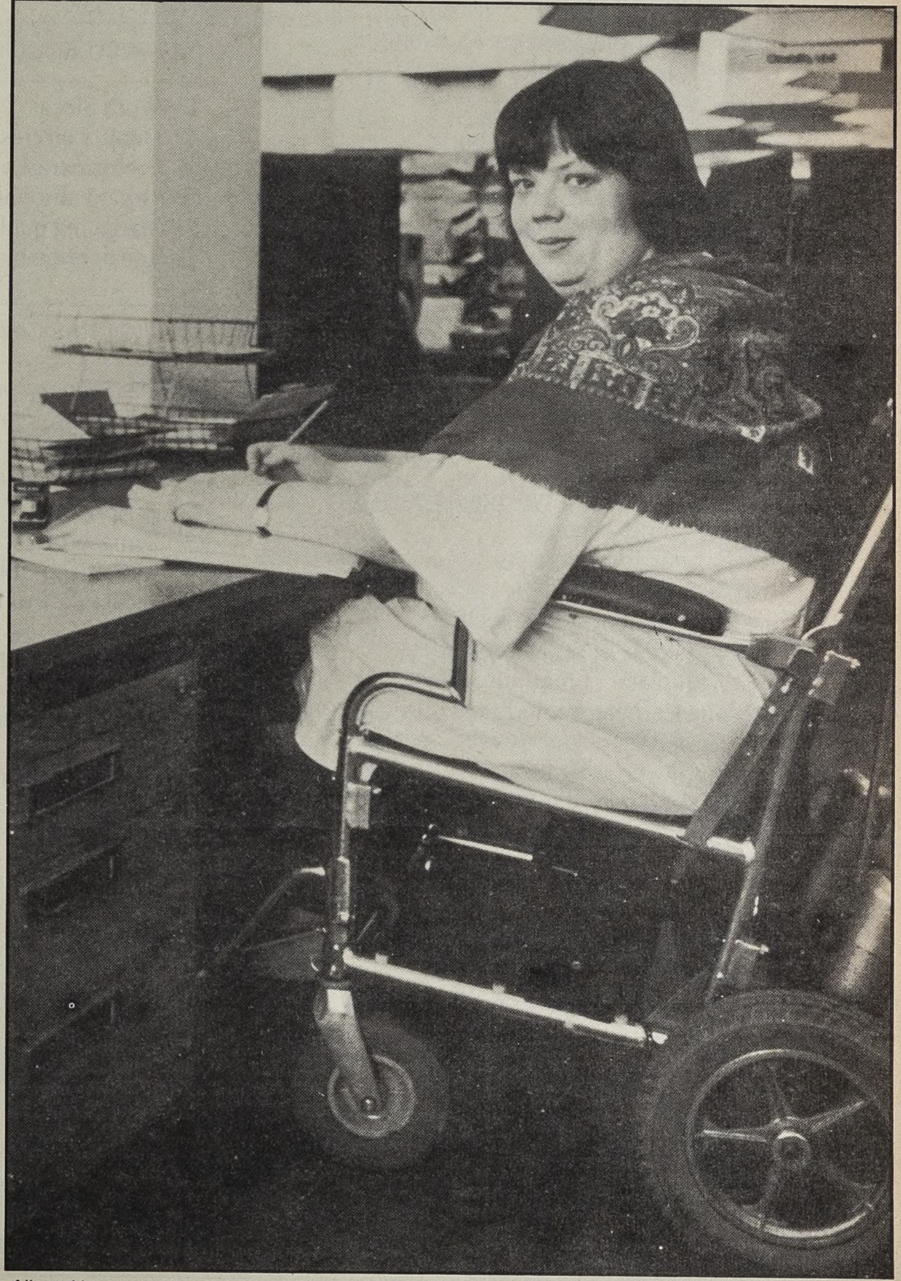
	Registered disabled staff	Per cent
Eastern	41	0·4
East Midlands	46	0·6
Merseyside and North Wales	41	0·7
West Midlands	46	0·6
North Eastern	53·5	1·0
North of Scotland Hydro	14	0·4
North West	31·5	0·4
South Eastern	44·5	0·7
Southern	56	0·7
South of Scotland	60	0·5
South Wales	30	0·8
South Western	30	0·6
Yorkshire	79	1·1
Central Electricity Generating Board	197	0·4
All	**769·5**	**0·6**

Government Departments

	Registered disabled staff	Per cent
Agriculture, Fisheries and Food	140·5	1·4
Cabinet Office (inc MPO)	14	0·9
Crown Prosecutions	25	0·5
Customs and Excise	339	1·6
Defence	1,202	0·9
Education and Science	66	2·6
Employment Group	1,464·5	2·7
Environment (inc PSA and Transport)	512	1·2
Export Credits Guarantee Dept	21	1·3
Health	36	0·4
Home Office	143	0·3
Industry and Trade	152·5	1·2
Inland Revenue	1,035·5	1·5
Land Registry	292	2·6
Lord Chancellor's Office	146·5	1·3
National Savings	208	2·8
Ordnance Survey	23·5	0·9
Overseas Development Admin	18·5	1·2
Population, Census and Surveys	48·5	2·3
Social Security	1,263	1·5
Scottish Office	85	1·4
Scotttish Prison Service	6	0·2
Stationery Dept	60	1·9
Treasury	35	1·1
Welsh Office	26	1·2
Other Government Departments	161·5	1·9
Energy	12	1·1
Foreign and Commonwealth Office	38	0·5
All	**7,574·5**	**1·4**

Nationalised Industries/ Public Authorities

	Registered disabled staff	Per cent
British Broadcasting Corporation	69	0·2
British Railways Board	801	0·7
British Waterways Board	29	1·2
Civil Aviation Authority	21	1·3
Electricity Council	9	1·0
Independent Broadcasting Authority	7	0·5
British Coal	489	0·4
Milton Keynes Development Corporation	1	0·2
Post Office Corporation	1,615	0·8
UK Atomic Energy Authority	89	0·7
All	**3,130**	**0·6**



Alison Hayward at work in disability unit of Sheffield City Council.

Labour Market Data

Contents

Publication dates of main economic indicators 1990

Labour Market Statistics: Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	Retail Prices Index	Tourism
February 15, Thursday	February 16, Friday	March 7, Wednesday
March 15, Thursday	March 23, Friday	May 2, Wednesday
April 12, Thursday	April 12, Thursday	June 6, Wednesday

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

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

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

Commentary

Trends in labour statistics

Summary

The workforce in employment in the United Kingdom is estimated to have increased by 128,000 in the third quarter of 1989 contributing to an overall increase of 429,000 in the year to September 1989. This continues the upwards trend of the past six years and is more than double the increase seen in the second quarter of 1989.

The number of employees employed in manufacturing industry in Great Britain is estimated to have fallen by 4,000 in November 1989 compared with a rise of 5,000 in the third quarter of 1989 and a fall of 9,000 in October. Considering trends over a longer period, in the year to November 1989 employment in manufacturing fell by 42,000 compared with a rise of 43,000 in the previous 12 months.

Unemployment in the UK (seasonally adjusted) fell by 17,100 between November and December to reach 1,634,900, the lowest level for over nine years. The unemployment rate fell to 5·8 per cent of the workforce. Unemployment has now fallen by 1·498 million over 41 consecutive months since the peak in July 1986.

The underlying rate of increase in average earnings in Great Britain for the whole economy in the year to November 1989 and 9¼ per cent (provisional estimate). This is the same as the corresponding rate of increase for the year to October.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending November 1989 was 2½ per cent higher than in the same three months of 1988. Unit wage costs in manufacturing in the three months to November 1989 were over 5½ per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12 months change in the Retail Prices Index, was 7·7 per cent for December, unchanged since November. The rate excluding mortgage interest payments was unchanged in December from the 6·1 per cent recorded for November.

It is provisionally estimated that 3·8 million working days were lost through stoppages of work due to industrial disputes in the 12 months to November 1989. This compares with 3·7 million days lost in the previous 12 months and an annual average over the ten year period ending November 1988 of 9·8 million days.

Overseas residents made an estimated 1,410,000 visits to the United Kingdom in October 1989, while United Kingdom residents made about 3,140,000 visits abroad.

Economic background

Latest estimates for *Gross Domestic Product* (GDP) show that it rose by ½ per cent between the second and third quarters of 1989 after being broadly unchanged between the first and second quarters of 1989. GDP was 2 per cent higher in the third quarter of 1989 than in the third quarter of 1988.

Output of the production industries in the three months to November 1989 is provisionally estimated to have increased by 1 per cent compared with the previous three months and was ½ per cent higher than in the corresponding period a year earlier.

Manufacturing output in the three months to November 1989 was little changed compared to the previous three months but 2½ per cent higher than in the corresponding period a year earlier. Within manufacturing, between the two latest three months periods, there were increases of 1 per cent in the output of the metals industry and of the engineering and allied industries. The output of 'other minerals', of the chemicals industry, of food, drink and tobacco and of 'other manufacturing' fell by 1 per cent and of textiles and clothing by 2 per cent.

Interruptions to oil extraction, starting with the loss of production from Piper Alpha, have been affecting energy sector output since July 1988. In the three months to November 1989, total output was 4½ per cent higher than in the previous three months but 4 per cent lower than in the corresponding period a year earlier.

Preliminary estimates suggested that in the fourth quarter of 1989 *consumers' expenditure* was £68·6 billion (at 1985 prices and seasonally adjusted), 1 per cent above the level of spending in the third quarter of 1989 and 3½ per cent above the same period in 1988.

The provisional December 1989 estimate of the volume of retail sales showed a rise over the level for November. Over the period October to December 1989, sales were ½ per cent more than in the previous 3 months (after seasonal adjustment) and 1¼ per cent higher than in the same period a year earlier. In 1989 as a whole the level of sales was 2¼ per cent higher than in 1988.

New *credit advanced to consumers* in November 1989, excluding loans by banks on personal accounts, by insurance companies, and credit advanced by retailers (for all of which information is available only quarterly) was estimated, on a seasonally adjusted basis, at £3·8 billion. This compares with estimates of £3·7 billion for October and £3·4 billion for September. *Total consumer credit* outstanding is estimated to have been £46·0 billion (seasonally adjusted) at the end of the third quarter of 1989. The rise in the third quarter in the amount outstanding was £1.2 billion.

Third quarter of 1989 estimates show that *fixed investment* (capital expenditure), at 1985 prices and seasonally adjusted, was unchanged on the second quarter of 1989 and 3½ per cent higher than a year earlier. Fixed investment *by the manufacturing industries* (including assets leased from the financial industries) indicated a level of manufacturing investment ½ per cent lower than in the second quarter but 7½ per cent higher than in the third quarter of 1988.

The third quarter of 1989 estimate of *stockbuilding* (1985 prices and seasonally adjusted), is £1,466 million, compared with the revised estimate of £608 million for the second quarter. Between the second and third quarters of 1989 manufacturers stocks rose by £246 million, while there was a negligible fall of £6 million in retailers' stocks, wholesalers' stocks rose by £95 million (the wholesaling and retailing estimates exclude the motor trades) and stocks of the energy and water industries rose by £114 million.

The current account of the *balance of payments* in the three months to November 1989 is estimated to have been in deficit by £5 billion, compared with a £6·3 billion deficit in the previous three months. It should be noted, however, that trade flows during the period April to August 1989 are likely to have been disturbed following the announcement on April 6 of the intended abolition of the National Dock Labour Scheme. This was followed by periods of strike action, mainly June 8–19 and July 11–August 3. The effect on trade has been complex. Trade flows may have been disrupted in anticipation of, and during, strike action, and in the recovery from it.

Visible trade in the three months to November 1989 was in deficit by £5·2 billion, £1·5 billion less than the deficit for the previous three months. In the three months to November the surplus on trade in oil was £0·5 billion while the deficit on non-oil trade was £5·7 billion.

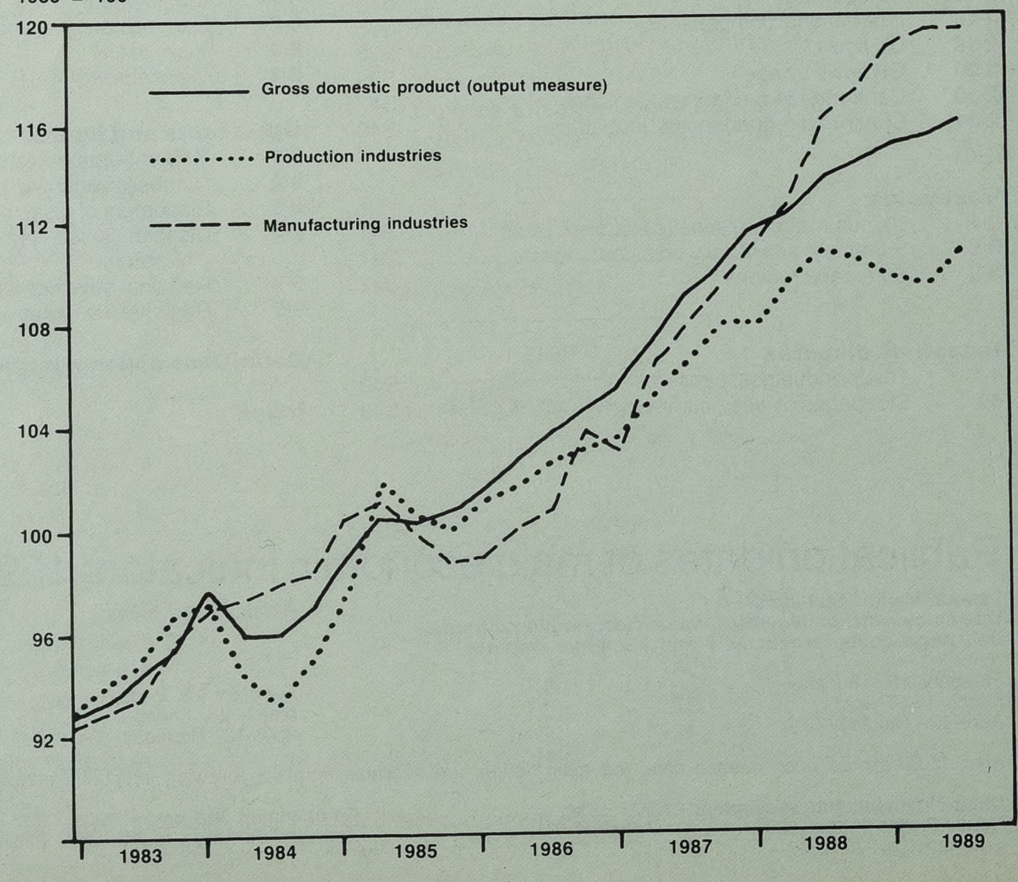
The volume of exports in the three months to November 1989 was 6 per cent higher than in the previous three months and 11 per cent higher than a year earlier. Total import volume in the three months to November was unchanged on the previous three months but 6½ per cent higher than in the corresponding three months a year earlier.

Sterling's effective *Exchange Rate Index* (ERI) for December 1989 fell by 1½ per cent to 86·5 (1985=100). The currency fell by 3½ per cent against the Deutschemark while rising by 1½ per cent against both the $US and the Japanese Yen. ERI was 11 per cent lower than in the corresponding month a year earlier; over the period sterling fell by 13 per cent against both the $US and the Deutschemark, but rose by 1½ per cent against the Yen. In 1989 as a whole the ERI was 3 per cent lower than in the 1988; sterling fell by 8 per cent against the $US, 1½ per cent against the Deutschmark, and by 1 per cent against the Yen.

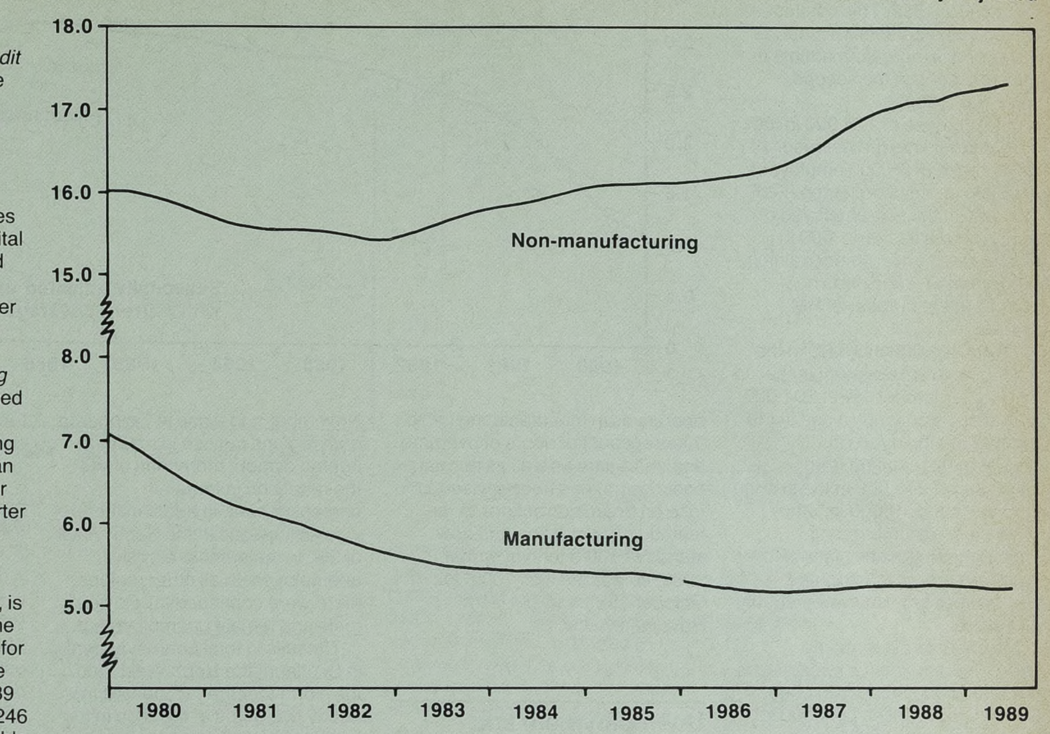
The UK *base lending rate* increased by 1 percentage point to 15 per cent on October 5, 1989. After falling to a trough of 7½ per cent in May 1988 it had previously risen from that level to reach 14 per cent by May 24, 1989.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in December 1989 is provisionally estimated to have been minus £0·4 billion (i.e. a net repayment), bringing the total for the first nine months of 1989–90 to minus £3·7 billion. In the first nine months of 1988–89 the PSBR was minus £8·7 billion. Net privatisation proceeds were £0·5 billion in December. The PSBR excluding privatisation proceeds is provisionally estimated to have been minus £0·1 billion in the first nine months of 1989–90, compared with minus £2·6 billion in the first nine months of 1988–89.

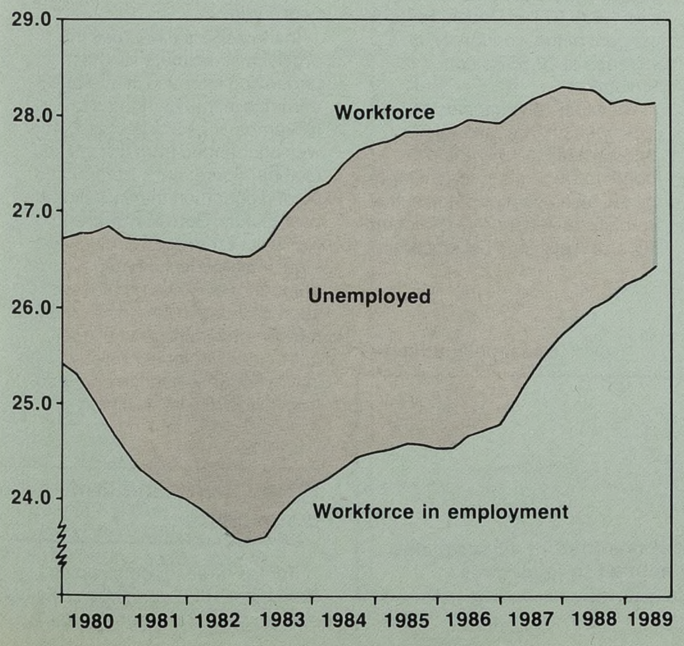
OUTPUT INDICES: United Kingdom



MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom



WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



Employment

New figures are available for the *workforce in employment* in September 1989 in the United Kingdom for all industries and services. There are a few small revisions to the estimates of *employees in employment* in manufacturing and services in June 1989. Estimates for participants in *work-related government training programmes* for June 1989 have also been revised.

The *workforce in employment* in the United Kingdom (which comprises employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) is estimated to have incradded by 128,000 in the third quarter of 1989 and by 429,000 in the year to September 1989. This continues the upwards trend of the past six years and is more than double the increase seen in the second quarter of 1989.

The increase of 128,000 in the third quarter was the net result of an increase of 86,000 employees in employment, a projected increase in the self-employed of 31,000 and a rise of 11,000 in work-related government training programmes. There was no change in the number of HM Forces.

Of the 429,000 increase in the workforce in employment in the year to September 1989, 204,000 was accounted for by a rise in the number of employees in employment resulting from increases of 240,000 in the service industries and 19,000 in 'other' industries (agriculture and construction) offset by falls of 30,000 in manufacturing and 26,000 in energy and water supply industries.

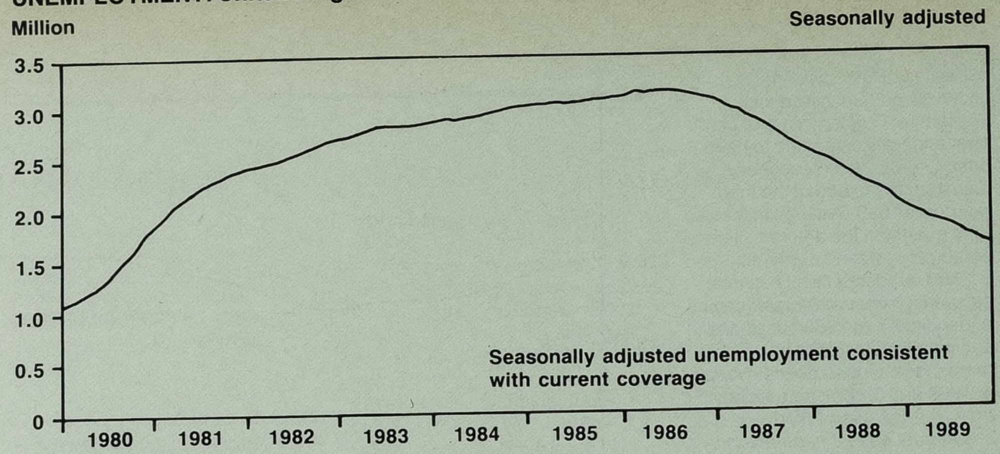
New figures estimate the number of *employees employed in manufacturing industry* in Great Britain to have fallen by 4,000 in November compared with an increase of 5,000 in the third quarter of 1989 and a fall of 9,000 in October. Month to month changes can be erratic and therefore trends in manufacturing employment can best be observed over longer time periods. Over the year to November 1989, employment in manufacturing industries fell by 42,000 compared with a rise of 43,000 in the previous 12 months.

Overtime working by operatives in manufacturing industries in Great Britain fell to 12·8 million hours per week in November, compared with 13·1 million hours in October and was at its lowest level seen since August 1987 when 12·8 million hours per week were worked.

In November 1989 the number of hours lost through *short-time working* in manufacturing industries in Great Britain rose slightly but remained low, at 0·31 million hours per week lost; this compares with 0·29 million hours per week lost in October 1989.

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) has been revised to take on board corrections to the method of calculation and now stands at 100·3 for November 1989, compared with 100·6 for October 1989 and 101·4 for November 1988.

UNEMPLOYMENT: United Kingdom



Unemployment and Vacancies

The *seasonally adjusted level of unemployment* in the United Kingdom fell by a further 17,100 between November and December to 1,634,000, 5·8 per cent of the total workforce. The continuous fall since July 1986 has now reached 1,498,300 over 41 consecutive months, the longest and largest sustained fall since the Second World War. Unemployment is now at its lowest level for over nine years.

There was a further slowdown in the downward trend in unemployment with the trend now estimated to be between 20 and 25 thousand a month, that is about 15 thousand a month less than six months ago. The slowdown in the downward trend continues to be particularly marked in the South East.

Between November and December male unemployment rose in the South East, excluding Greater London, for the third month running. In East Anglia it rose by 300 following no change in November and a rise in October.In both regions the rise in male unemployment more than offset the reduction in female unemployment. In addition there was an increase in the South West of 500 in the number of men unemployed. In all other regions there were continued falls in both male and female unemployment.

The falls in total unemployment in Scotland, the North West, and the North together accounted for nearly two-thirds of the drop in the United Kingdom total.

Over the 12-months to December the seasonally adjusted unemployment rate fell in all regions of the UK. The largest fall in the rate over this period was in the North and Wales (2·5 and 2·2 percentage points respectively) followed by Scotland (2·0 percentage points). The fall in the UK rate was 1·4 percentage points.

Recent changes to the Redundant Mineworkers Payments Scheme continue to affect the figures. It is estimated that about 700 mineworkers left the count betwen November and December, and that about 15,000 have left the count since August.

The *unadjusted total of unemployed claimants* in the UK was 1,638,977 in December (5·8 per cent of the workforce), an increase of 26,567 since November.

The stock of *vacancies at Jobcentres* (UK seasonally adjusted) fell to 195,400 in the month to December, the majority of the fall being concentrated in the South East and the West Midlands. Recorded placings by Jobcentres fell to 151,500, a decrease of 8,000 on November.

Average Earnings

The underlying rate of increase in *average earnings* in Great Britain in the year to November 1989 was 9¼ per cent (provisional estimate). This is the same as the corresponding rate for October 1989.

In the *production industries* the provisional underlying increase in average earnings in theyear to November was 9¼ per cent, unchanged from that for October. Within this sector the underlying increase for manufacturing was 8¾ per cent, down ¼ percentage point on the October figure. Recently a lower level of overtime working has had a restraining influence on the growth rate in average earnings in manufacturing. In addition, in November (a major month for the payment of bonuses) bonus payments in some sectors of manufacturing industry were lower than those of a year earlier. In the energy industries earnings are currently growing at over 10 per cent a year.

In the *service industries* the provisional estimate for the underlying increase in average earnings in the 12 months to November was 9¼ per cent. This was unchanged from the revised October figure, but 1 percentage point higher than the figure for the year to July. Between July and November there were relatively high settlements covering a large number of services employees such as those in the postal service, telecommunications and local authorities. Major bonus payments in November were little changed from those of a year earlier.

Productivity and unit wage costs

For the three months ending November 1989, *manufacturing output* was 2½ per cent higher than the level for the corresponding period of 1988. With employment levels falling slightly over the last year, *productivity* in output per head terms is growing almost ½ percentage point faster than output at just under 3 per cent. The reduction in overtime working in manufacturing compared with a year ago has led to output per hour growing at a faster rate than output per head at 3¾ per cent.

Wages and salaries per unit of output in manufacturing in the three months to November 1989 were over 5½ per cent higher than in the same period a year earlier; the actual level of average earnings in manufacturing (seasonally adjusted) grew by 8¾ per cent but this was offset by the increase in productivity of 3 per cent. The current trend rate of growth in unit wage costs in manufacturing is assessed to be between 5½ and 6 per cent per annum.

Latest *productivity figures for the whole economy* show that *output per head* in the third quarter of 1989 was ½ per cent higher than in the same quarter of 1988. Output rose just under 2 per cent in the year to the third quarter of 1989, but this was accompanied by a 1¼ per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been about ½ percentage point higher in the year to the third quarter of 1989 but for the loss of output due to the Piper Alpha disaster and other recent oil industry interruptions.

Unit wage costs figures for the *whole economy* for the third quarter of 1989 show an increase of about 9½ per cent over the third quarter of 1988, the highest rate of increase since the second quarter of 1981. Wages and salaries per head rose by about 9¾ per cent in the year to the third quarter of 1989, and this was only marginally offset by the increase in whole economy productivity. The rate of growth of unit wage costs would have been about ½ percentage point lower in the year to the third quarter of 1989 but for the recent oil industry interruptions.

Prices

The 12-month rate of increase in the *Retail Prices Index* (RPI) was 7·7 per cent for December, unchanged since November. Excluding mortgage interest payments the annual rate also remained unchanged at 6·1 per cent for December, the same as for the previous two months.

Between November and December, the overall level of prices increased by 0·3 per cent, the same as for the corresponding month a year ago. There were some further sharp rises in food prices; as in November these were concentrated among seasonal foods, notably fresh fruit and vegetables. There was also a continuing rise in housing costs for owner occupiers. However, there was some reduction in motoring costs.

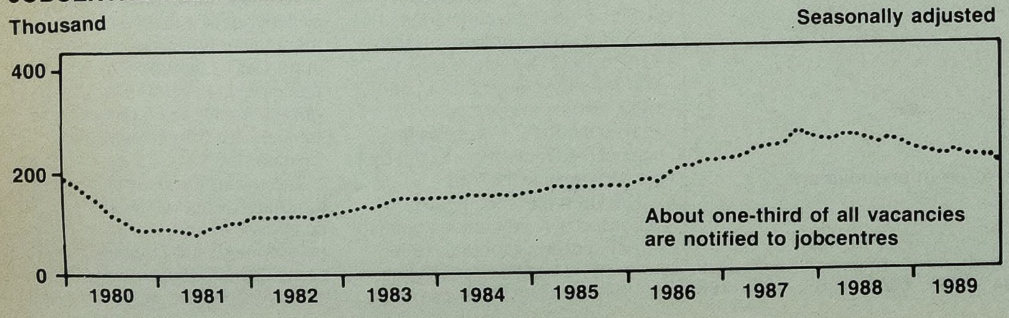
The annual rate of increase in the *Tax and Price Index* was 6·4 per cent in December, unchanged from November's figure.

The 12-month rate of increase in the price index for the output of manufactured products, provisionally estimated at 5·0 per cent for December, has been litle changed over recent nonths. The annual rate of increase in prices for material and fuels purchased by manufacturing industry fell to 4·7 per cent in December, having been around 6 per cent in the previous three months.

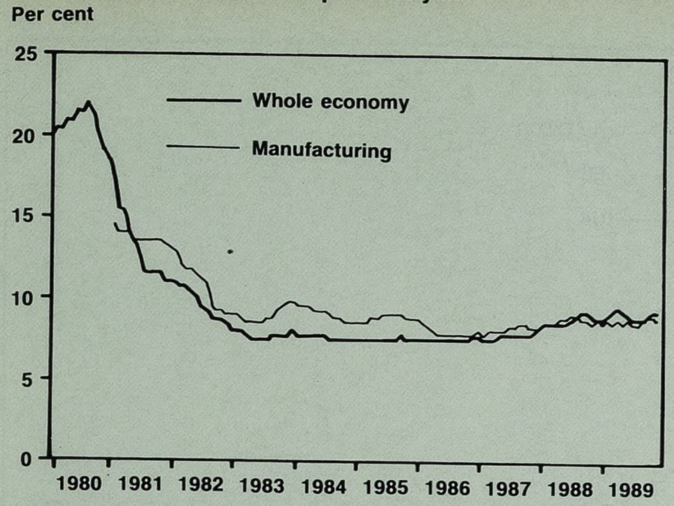
Industrial disputes

It is provisionally estimated that 279,000 *working days* were *lost through stoppages of work due to industrial disputes* in November 1989. The largest elements in this figure relate to 173,000 working days lost in the engineering and other transport industry groupings, 46,000 in medical and health services and 30,000 in the motor industry. This November 1989 figure of 279,000 working days lost

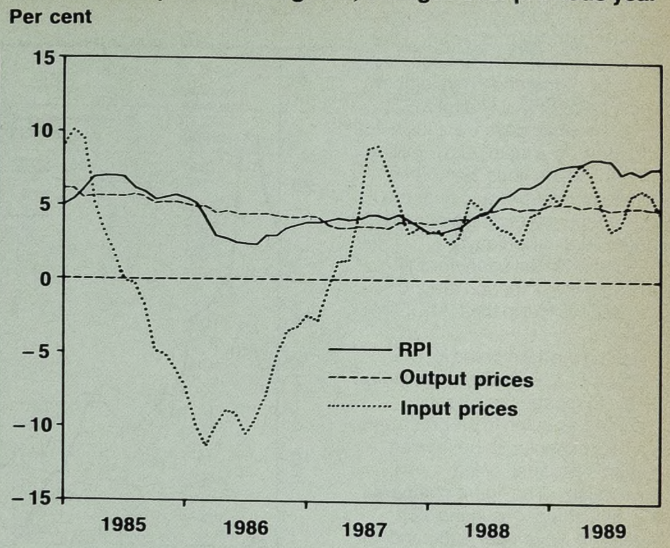
JOBCENTRE VACANCIES: United Kingdom



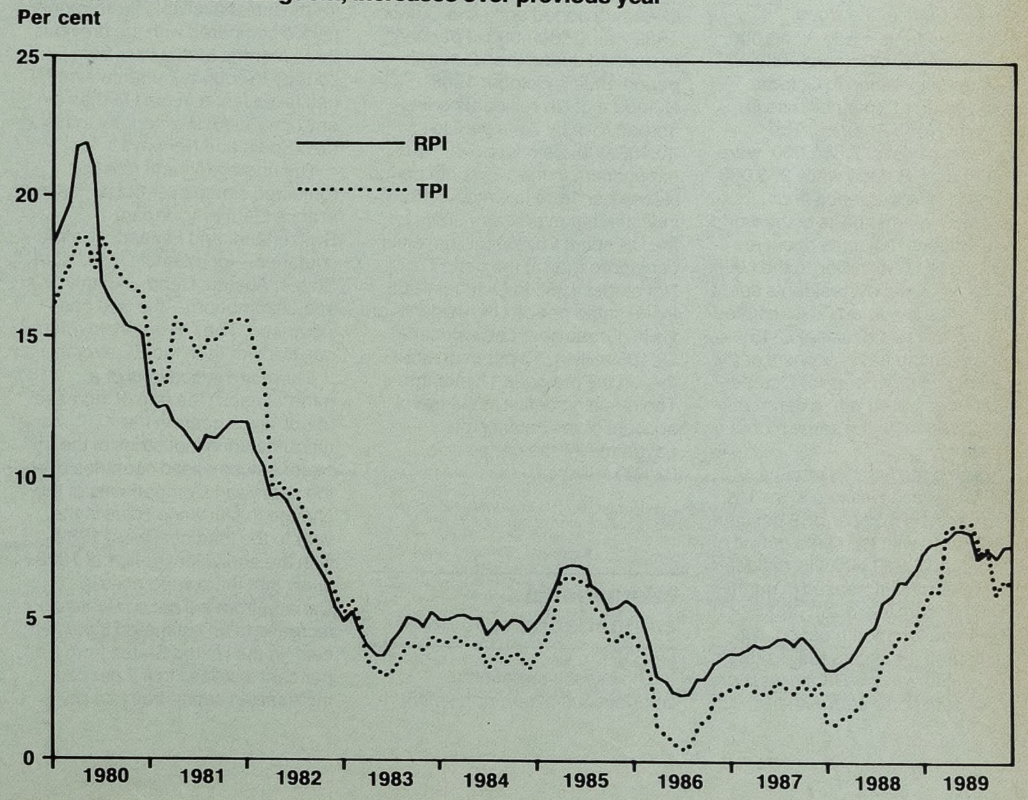
AVERAGE EARNINGS INDEX—UNDERLYING: Great Britain, increases over previous year



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



RPI AND TPI: United Kingdom, increases over previous year



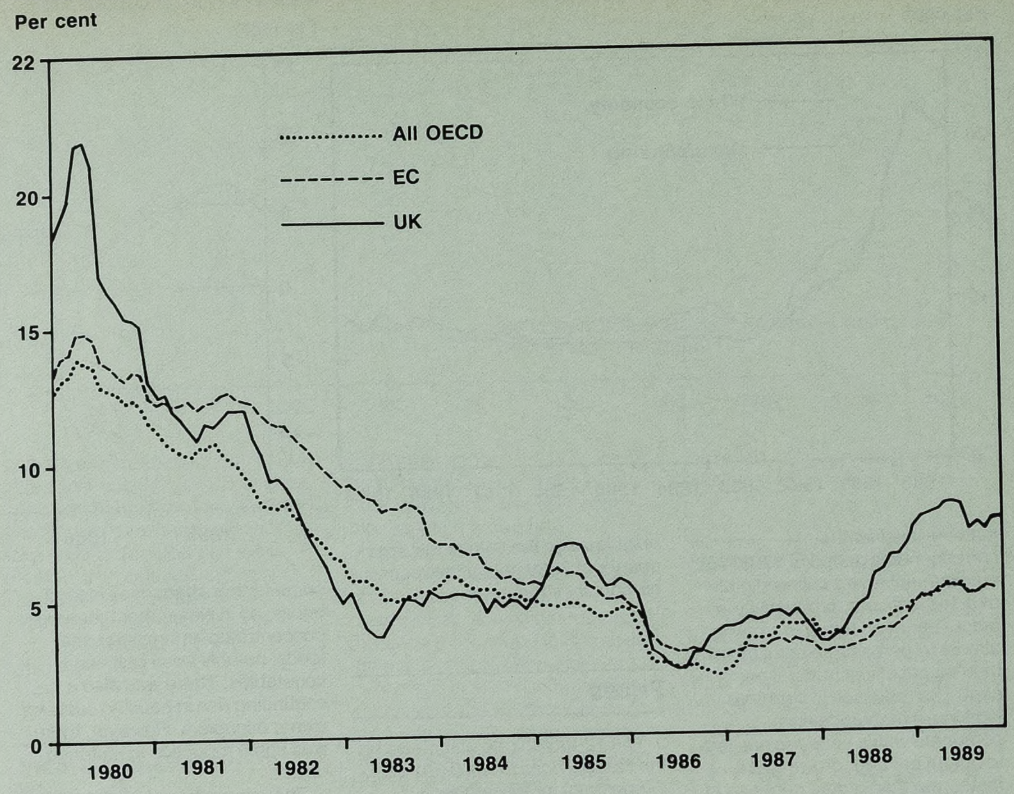
compares with 158,000 days lost in October 1989, 183,000 in November 1988 and an average of 559,000 for November during the ten year period 1979 to 1988.

In the 12-months to November 1989 a provisional total of 3·8 million working days were lost compared to a figure of 3·7 million days in the previous 12 months and an annual average over the ten year period ending November 1988 of 9·8 million days.

Included in the figure for the latest 12-month period are 2·0 million days lost in the NALGO dispute.

During the 12 months to November 1989 a provisional total of 686 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 809 stoppages in the 12 months to November 1988 and an annual average in the ten year period ending November 1988 of 1,292 stoppages in progress.

CONSUMER PRICES INDICES: Increases over previous year



Overseas travel and tourism

It is provisionally estimated that there were 1,410,000 *visits to the UK* by overseas residents in October 1989, 3 per cent more than in October 1988. There was a 5 per cent fall in visits from North America, but this was more than offset by rises of 6 per cent in visits from both Western Europe and other parts of the world. Of the total of visits to the UK, 810,000 were by residents of Western Europe, 310,000 by North America residents and 290,000 by residents of other parts of the world.

UK residents made 3,140,000 *visits abroad* in October 1989, 2 per cent more than in October 1988, with a 12 per cent rise in visits to North America. The majority of visits, 2,660,000, were to Western Europe while 250,000 were to North America and 230,000 to other parts of the world.

Overseas residents spent an estimated £630 million in the UK in October, while UK residents spent £975 million abroad. This resulted in an estimated deficit of £345 million on the *travel account of the balance of payments* for October 1989, compared with a deficit of £292 million for the same month last year.

During the first ten months of 1989 overseas visitors to the UK increased in number by 9 per cent, compared with the same period of 1988, to 14,910,000. UK residents going abroad increased in number by 6 per cent to 27,560,000. For the same ten month period, it is estimated that overseas residents' expenditure in the UK increased by 9 per cent compared with the previous year, to £5,820 million. UK residents spent £8,370 million abroad in the first ten months of 1989, an increase of 13 per cent compared with a year earlier. The resulting deficit on the travel account of the balance of payments for the period January to October of 1989 was £2,550 million.

The total number of overseas visitors to the UK during the 12-month period ending in October 1989 was 17,000,000, 9 per cent more than during the 12-month period ending October 1988. Numbers of UK residents going abroad rose by 7 per cent to 30,480,000. Estimates of expenditure in the 12-month period November 1988 to October 1989 indicate that overseas visitors to the UK spent £6,660 million, 8 per cent more than in the period November 1987 to October 1988. In the same period UK residents on visits abroad spent an estimated £9,106 million, 13 per cent more than in the previous 12 months. The resulting deficit in the travel account of the balance of payments for the period was £2,500 million.

International comparisons

The latest international comparisons of *unemployment* show that the unemployment rate in the UK remains lower than that of the majority of our European Community partners (France, Italy, Belgium, the Netherlands, Spain, Greece, and Ireland) and is also lower than in Canada. Over the last two years the unemployment rate in the UK has fallen faster than in any other major industrialised country (as listed in table 2·18). More recently, taking the average for the latest available three-month period compared with the previous three months (dates vary from country to country), unemployment has fallen faster in the UK than in any other industrial country, other than Spain and Norway.

The unemployment rate has remained stable over the period in France Germany, Japan, Switzerland, and Finland; in some countries—for example the United States, Austria, Denmark, Italy, and Luxembourg—the rate has increased. The UK unemployment rate is lower than the EC average.

There are indications of a general rise in the rate of increase of *unit wage costs* in the manufacturing industries of the major industrialised countries over the past year. Comparisons of the change in unit wage costs in the year to the third quarter of 1989 with the equivalent period of 1988 show that there were rises in Canada from a 3 per cent rate of increase to an estimated 6 per cent, in the United States from a 1 per cent increase to a 2 per cent increase, in Japan from a 4 per cent decrease to an estimated no change, and in Italy from a 3 per cent increase to a 7 per cent increase (to quarter 2). Over the same period manufacturing productivity growth in the United Kingdom slowed while earnings continued to rise, leading to a rise in unit wage costs growth from a 2 per cent rate of increase in the year to the third quarter of 1988 to a 5 per cent increase in the year to the third quarter of 1989. In contrast there was a fall in the rate of unit wage cost growth in France from a 2 per cent decrease to a 3 per cent decrease (to quarter 2), and no change in West Germany, which continued to show a 1 per cent decrease.

The rise of 7·7 per cent in the retail prices index over the 12 months to November was higher than the provisional November average for the European Community (5·4 per cent). Over the same 12 month period consumer prices increased in France by 3·6 per cent (provisional), and in Germany by 3·0 per cent, while outside the European Community consumer prices rose by 4·7 per cent in the United States, 5·2 per cent in Canada, and 2·5 per cent in Japan.

It should be noted that these comparisons can be affected by variations in the way national indices are compiled. For example, the treatment of owner occupiers' shelter costs differs between countries. (See footnotes to table 6·8.)

BACKGROUND ECONOMIC INDICATORS* 0·1

UNITED KINGDOM

Seasonally adjusted

		GDP average measure[2,15]		Output: GDP[3,4,15]		Index of output UK: Production industries[1,5,15]		Index of output UK: Manufacturing industries[1,6]		Index of production OECD countries		Income: Real personal disposable income		Income: Gross trading profits of companies[7]	
		1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%
1983		94·6	3·6	94·0	3·3	94·7	..	93·7	..	..	..	95·0r	..	24·3	..
1984		96·2	1·7	96·6	2·8	94·9	0·2	97·6	4·2	..	..	97·1	2·2	27·5	13·2
1985		100·0	4·0	100·0	3·5	100·0	5·4	100·0	2·5	100·0	..	100·0	3·0	36·7	33·5
1986		103·3r	3·3	103·1r	3·1	102·1	2·1	100·8	0·8	101·2	1·2	104·0	4·0	42·6	16·1
1987		108·0	4·5	108·0	4·8	105·7	3·5	106·6	5·8	104·4	3·2	107·4	3·3	50·1r	17·6
1988		112·7	4·4	112·9	4·5	109·6	3·7	114·1	7·0	110·5	5·8	113·2	5·4	61·2	22·2
1988	Q3	113·4r	4·0	113·6r	4·1	110·7	3·9	115·9	7·5	111·4	6·0	113·3r	4·9	15·9r	26·2
	Q4	113·9	3·5	114·1	3·5	110·2	2·3	117·1	7·0	112·7	5·2	116·3	5·7	16·8	22·6
1989	Q1	114·8	3·0	115·0	3·0	109·7	1·8	119·0r	7·2	113·7	4·9	117·0	4·7	17·3	19·3
	Q2	113·9	2·7	115·2	2·7	109·4	–0·1	119·4	6·0	114·6r	4·7	117·8	5·7	17·0	23·2
	Q3	115·6	..	115·8	1·9	110·9	0·2	119·9	3·5	115·3	3·5	119·7	5·6	16·6	4·4
1989	May	..	..	..	..	108·4	0·6	119·8	6·5	113·8r	4·8	..	..	..	..
	June	..	..	..	..	109·2	–0·1	119·6	6·0	115·2	4·7	..	..	..	..
	July	..	..	..	..	110·1	–1·0	119·9	5·1	115·0	4·2	..	..	..	..
	Aug	..	..	..	..	111·7	–0·2	120·5	4·4	115·7	4·0	..	..	..	..
	Sept	..	..	..	..	111·0	0·2	119·4	3·5	115·1	3·5	..	..	..	..
	Oct	..	..	..	..	112·0	1·0	120·5	3·3	115·0	3·1	..	..	..	..
	Nov	..	..	..	..	111·4	0·7	119·6	2·5	..	..	..	..	..	..

		Expenditure: Consumer expenditure 1985 prices		Retail sales volume[1]		Fixed investment[8]: All industries 1985 prices		Fixed investment[8]: Manufacturing industries 1985 prices[6,9]		General government consumption at 1985 prices		Stock changes 1985 prices[10]	Base lending rates † [11]	Effective exchange rate † [1,12]	
		£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%
1984		209·2	1·8	95·5	3·6	42·5	10·6	8·9	18·3	73·9	1·0	1·11	9·5–9·75	100·6	–4·5
1985		217·0	3·7	100·0	4·7	45·5	7·0	10·3	15·0	73·9	—	0·62	12	100·0	–0·6
1986		229·0r	5·5	105·3	5·3	45·7	0·4	9·7	–5·4	75·3	1·9	0·68	11	91·5	–8·5
1987		243·0	6·1	111·5	5·9	49·9	9·2	10·1	3·6	76·1	1·1	1·05	11	90·1	–1·5
1988		259·7	6·9	119·2	6·9	56·8	13·8	11·3	12·4	76·4	0·4	3·59	10·25–10·5	95·5	6·0
1989		270·9P	4·3	..	..	..	..	12·3P	8·8	..	..	..	14	92·6	–3·0
1988	Q4	66·3	5·7	121·0	5·9	14·8r	11·3	2·7	—	19·5	11·4	2·26	12·5–12·75	96·7	4·3
1989	Q1	66·8	4·5	121·5	3·8	15·2	14·3	2·8	3·7	20·0	13·0	2·52	13	97·1	3·9
	Q2	67·7	5·6	122·3	3·0	15·6	9·1	3·2	6·7	20·2	4·7	0·79	13·5–13·75	93·6	–3·1
	Q3	67·8	3·8	121·7	1·3	15·5	7·9	3·2	6·7	20·2	3·6	..	14	91·7	–3·7
	Q4	68·6P	3·5	122·5P	1·2	..	..	..	..	..	..	..	15	88·1	–8·9
1989	June	..	..	121·6	3·0	..	..	..	..	..	..	..	14	91·1	–3·1
	July	..	..	121·0	2·3	..	..	..	..	..	..	..	14	92·3	–3·4
	Aug	..	..	121·6	1·1	..	..	..	..	..	..	..	14	91·6	–3·9
	Sep	..	..	122·3	1·3	..	..	..	..	..	..	..	14	91·3	–3·7
	Oct	..	..	121·8	1·3	..	..	..	..	..	..	..	15	89·7	–4·9
	Nov	..	..	121·3R	1·2	..	..	..	..	..	..	..	15	87·9	–6·3
	Dec	..	..	123·9P	1·2	..	..	..	..	..	..	..	15	86·5	–8·9

		Visible trade: Export volume[1]		Visible trade: Import volume[1]		Balance of payments: Visible balance	Balance of payments: Current balance	Competitiveness: Normal unit labour costs[13]		Prices: Tax and price index†[14]		Producer prices index†[6,14]: Materials and fuels		Producer prices index†[6,14]: Home sales	
		1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	Jan 1987 =100	%	1985 = 100	%	1985 = 100	%
1983		87·6	2·3	87·0	8·6	–1·5	3·8	102·1	–5·7	87·9	3·9	..	..	..	..
1984		94·7	8·1	96·9	11·4	–5·2	1·9	99·2	–2·8	91·3	3·9	..	..	95·0	..
1985		100·0	5·6	100·0	3·2	–3·1	3·2	100·0	0·8	96·1	5·3	100·0	..	100·0	5·3
1986		104·0	4·0	107·1	7·1	–9·4	0·0	95·1	–4·9	97·9	1·9	92·4	–7·6	104·3	4·3
1987		109·1	4·9	114·6	7·0	–10·9	–3·8	97·2	2·2	100·4	2·6	95·3	3·1	103·3	–1·0
1988		110·7	1·5	129·5	13·0	–20·8	–14·7	108·7	11·8	103·3	2·9	98·4	3·2	113·2	9·6
1988	Q4	107·8	–1·2	134·7	12·5	–6·5	–5·5	111·8	9·6	105·9	4·5	100·1	3·8	115·2	4·9
1989	Q1	112·9	5·2	140·5	16·8	–6·0	–4·6	114·3	8·9	107·9	6·0	102·8	6·1	116·8	5·2
	Q2	114·7	–0·2	140·2	9·4	–5·9	–5·1	111·6	1·8	110·4	8·3	104·4	6·7	118·2	5·0
	Q3	118·8R	5·3	146·2	8·5	–6·7	–6·5	..	..	111·6	9·5	103·1	5·4	119·5	6·1
	Q4	..	..	..	..	..	..	..	..	112·5	8·7	105·7P	7·0	120·9P	6·1
1989	June	117·7	–0·2	142·1	9·4	–2·0	–1·7r	..	..	110·9	8·8	104·7	7·2	118·6	5·3
	July	116·1	2·1	148·6	7·1	–2·6	–2·5	..	..	111·1	8·6	102·8	3·3	119·0	5·3
	Aug	113·6	2·4	140·7	7·3	–2·2	–2·2	..	..	111·4	8·8	102·7	3·3	119·5	5·3
	Sep	126·6r	5·3	149·3	8·5	–1·9	–1·8	..	..	112·2	8·2	103·8	5·1	120·0	5·4
	Oct	120·7	8·4	142·9	7·7	–1·8	–1·7P	..	..	111·7	7·1	104·1	6·0	120·6	5·5
	Nov	121·6	11·2	139·2	6·8	–1·5	–1·4P	..	..	112·8	7·0	105·6P	7·8	120·9P	5·2
	Dec	..	..	..	..	..	..	..	..	113·1	6·7	107·4P	7·6	121·2P	5·2

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

1·1 EMPLOYMENT
Workforce‡

THOUSAND

Quarter	Employees in employment*			Self-employed (with or without employees)†	HM Forces**	Work related govt. training programmes††	Workforce in employment‡‡	Workforce‡
	Male	Female	All					
UNITED KINGDOM								
Unadjusted for seasonal variation								
1987 Sept	11,827	9,952	21,778	2,981	319	383	25,372	28,242
Dec	11,878	10,156	22,035	2,923	317	366	25,641	28,337
1988 Mar	11,896	10,123	22,019	2,954	317	343	25,633	28,225
June	11,970	10,257	22,226	2,986	316	343	25,870	28,211
Sept	12,044	10,312	22,356	3,017	315	369	26,056	28,367
Dec	11,979	10,430	22,410	3,048	313	408	26,178	28,225 §
1989 Mar	11,938	10,389	22,327	3,079	312	448	26,165	28,126 §
June	11,956 R	10,489	22,446 R	3,110	308	466 R	26,329 R	28,072 R §
Sept	12,026	10,532	22,558	3,141	308	477 R	26,483	28,186 §
UNITED KINGDOM								
Adjusted for seasonal variation								
1987 Sept	11,774	9,966	21,740	2,891	319	383	25,333	28,169
Dec	11,864	10,092	21,956	2,923	317	366	25,562	28,242
1988 Mar	11,942	10,183	22,125	2,954	317	343	25,739	28,305
June	11,973	10,247	22,220	2,986	316	343	25,864	28,289
Sept	11,994	10,327	22,322	3,017	315	369	26,022	28,279
Dec	11,966	10,366	22,332	3,048	313	408	26,100	28,142
1989 Mar	11,980	10,444	22,424	3,079	312	448	26,263	28,182
June	11,960 R	10,480 R	22,440 R	3,110	308	466 R	26,323 R	28,135 R
Sept	11,978	10,548	22,526	3,141	308	477	26,451	28,147

Definitions of terms used will be found at the end of the section.
‡ Workforce in employment plus claimant unemployed.
* Estimates of employees in employment for December 1987 and subsequent months include an allowance based on the Labour Force Survey to compensation for persistent undercounting in the regular sample inquiries (*Employment Gazette*, October 1989, p 560). For all dates individuals with two jobs as employees of different employers are counted twice.
† Estimates of the self-employed up to mid-1988 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1988. The provisional estimates from September 1988 are based on the assumption that the average rate of increase between 1981 and 1988 has continued subsequently. A detailed description of the current estimates is given in the article on p 182 of the April 1989 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.

1·2 EMPLOYMENT
Employees in employment: industry*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services: All employees	All industries and services: Seasonally adjusted	Manufacturing industries: All employees	Manufacturing industries: Seasonally adjusted	Production industries: All employees	Production industries: Seasonally adjusted	Production and construction industries: All employees	Production and construction industries: Seasonally adjusted	Service industries: All employees	Service industries: Seasonally adjusted	Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
Divisions or Classes	0-9		2-4		1-4		1-5		6-9		01-03	11-14	15-17	21-24	25-26	32	33-34 37
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,729	5,302	5,315	5,909	5,922	6,919	6,935	13,503	13,464	320	289	319	445	343	750	786
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848	13,769	13,731	321	273	309	430	339	756	780
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639	13,954	13,918	310	234	302	392	328	741	755
1987 June	21,080	21,070	5,049	5,064	5,548	5,563	6,531	6,547	14,247	14,213	302	203	297	365	320	737	740
Oct			5,111	5,082	5,609	5,579						201	297	366	321	744	750
Nov			5,120	5,092	5,617	5,589						200	298	364	320	748	749
Dec	21,525	21,448	5,119	5,096	5,616	5,593	6,620	6,598	14,597	14,542	307	198	298	364	321	747	749
1988 Jan			5,089	5,110	5,584	5,605						196	299	362	318	748	745
Feb			5,091	5,119	5,582	5,611						194	298	361	320	750	746
Mar	21,509	21,614	5,095	5,122	5,582	5,609	6,597	6,625	14,620	14,685	292	190	297	361	320	751	744
Apr			5,092	5,123	5,571	5,604						183	296	360	319	754	743
May			5,100	5,126	5,580	5,606						183	297	359	319	758	744
June	21,714	21,707	5,110	5,124	5,589	5,603	6,605	6,620	14,815	14,785	294	182	296	358	320	758	741
July			5,143	5,134	5,621	5,612						182	296	362	324	762	746
Aug			5,151	5,134	5,630	5,613						182	297	362	324	768	747
Sept	21,842	21,807	5,165	5,132	5,644	5,611	6,658	6,622	14,865	14,887	319	182	297	361	323	775	746
Oct			5,159	5,129	5,635	5,605						181	295	360	323	773	745
Nov			5,163	5,134	5,639	5,611						181	295	359	323	775	745
Dec	21,892	21,816	5,162	5,138	5,638	5,613	6,651	6,629	14,945	14,891	296	180	296	357	322	778	746
1989 Jan			5,121	5,142	5,596	5,617						179	295	354	321	776	740
Feb			5,110	5,139	5,583	5,612						178	295	352	320	781	738
Mar	21,813	21,909	5,107	5,134	5,575	5,601	6,596	6,623	14,933	14,990	284	175	293	350	319	783	737
Apr			5,085	5,118	5,551	5,584						173	293	347	319	781	731
May			5,080	5,106	5,543	5,570						171	292	346	319	782	728
June	21,931 R	21,925 R	5,087	5,101	5,547	5,561	6,577 R	6,592 R	15,074 R	15,046 R	280	167	293	344	320	784	729
July			5,106	5,097	5,563	5,554						[165]	[292]	343	322	789	735
Aug			5,132	5,115	5,588	5,572						[163]	[293]	341	324	794	735
Sept	22,044	22,012	5,139	5,106	[5,592]	[5,559]	[6,635]	[6,599]	15,100	15,124	308	[159]	[294]	340	322	800	734
[Oct]			5,126	5,096	5,579	5,549						159	294	337	321	800	731
[Nov]			5,122	5,093	5,575	5,546						159	294	337	321	800	728

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

THOUSAND

Quarter	Employees in employment*					Self-employed (with or without employees)	HM Forces**	Work related govt training programmes††	Workforce in employment‡‡	Workforce‡
	Male		Female		All					
	All	Part-time	All	Part-time						
GREAT BRITAIN										
Unadjusted for seasonal variation										
1987 Sept	11,558	879	9,713	4,121	21,271	2,832	319	373	24,795	27,536
Dec	11,610	920	9,915	4,244	21,525	2,863	317	356	25,062	27,637
1988 Mar	11,627	909	9,881	4,177	21,509	2,895	317	334	25,054	27,529
June	11,699	919	10,015	4,221	21,714	2,926	316	335	25,291	27,516
Sept	11,774	889	10,068	4,190	21,842	2,957	315	359	25,473	27,668
Dec	11,709	903	10,183	4,301	21,892	2,988	313	398	25,590	27,529 §
1989 Mar	11,670	901	10,143	4,283	21,813	3,019	312	438	25,581	27,433 §
June	11,688 R	916	10,243	4,323	21,931 R	3,050	308	456 R	25,745 R	27,384 R §
Sept	11,758	888	10,286	4,297	22,044	3,081	308	465	25,898	27,495 §
GREAT BRITAIN										
Adjusted for seasonal variation										
1987 Sept	11,506		9,726		21,232	2,832	319	373	24,757	27,467
Dec	11,597		9,851		21,448	2,863	317	356	24,985	27,543
1988 Mar	11,672		9,941		21,614	2,895	317	334	25,159	27,608
June	11,703		10,004		21,707	2,926	316	335	25,283	27,590
Sept	11,724		10,083		21,807	2,957	315	359	25,439	27,582
Dec	11,696		10,120		21,816	2,988	313	398	25,514	27,447
1989 Mar	11,710		10,199		21,909	3,019	312	438	25,678	27,487
June	11,691 R		10,234 R		21,925 R	3,050	308	456 R	25,739 R	27,445 R
Sept	11,710		10,302		22,012	3,081	308	465	25,866	27,458

†† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS (up to September 1988) and ET 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.

THOUSAND

	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	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†
	35	36	31	41/42	43-45	46 48-49	47	50	61-63 67	64/65	66	71-77	79	81-85	91-92	93	95	94 96-98
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	278	290	332	582	547	472	477	1,010	1,155	2,012,	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	271	276	327	575	550	473	477	994	1,148	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	263	263	318	555	555	485	467	964	1,134	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	257	244	321	551	543	497	474	983	1,138	2,057	1,028	852	413	2,250	1,910	1,641	1,337	1,620
Oct	263	244	327	561	549	512	475											
Nov	264	243	329	563	550	513	477											
Dec	264	242	330	559	550	515	477	1,004	1,148	2,187	1,018	862	421	2,346	1,940	1,686	[1,368]	1,622
1988 Jan	263	240	330	550	546	510	475											
Feb	264	239	331	543	548	513	475											
Mar	264	239	332	544	550	515	476	1,015	1,154	2,108	1,002	866	422	2,384	1,955	1,707	[1,379]	1,641
Apr	265	235	330	543	548	520	474											
May	266	234	333	544	548	521	475											
June	266	233	333	550	548	524	477	1,017	1,171	2,106	1,062	877	428	2,435	1,961	1,694	[1,389]	1,693
July	267	231	333	558	551	530	479											
Aug	265	228	334	562	548	533	481											
Sept	268	229	337	564	545	535	482	1,014	1,183	2,126	1,071	885	438	2,499	1,965	1,619	[1,398]	1,682
Oct	268	227	333	569	542	534	483											
Nov	269	226	335	567	543	537	484											
Dec	269	226	336	562	542	539	485	1,013	1,189	2,221	1,036	884	433	2,519	1,911	1,712	[1,407]	1,632
1989 Jan	267	224	334	552	535	537	482											
Feb	268	222	332	547	534	535	480											
Mar	268	222	335	545	529	535	482	1,021	1,191	2,155	1,028	884	433	2,554	1,900 R	1,730	[1,418]	1,640
Apr	269	221	334	543	524	533	483											
May	269	219	335	547	520	532	483											
June	268	218	335	550	521	534	484	1,030 R	1,191	2,145	1,091	891 R	438	2,588	1,909 R	1,710	[1,426]	1,684
July	268	218	338	552	517	538	487											
Aug	270	219	337	560	522	542	490											
Sept	270	220	336	561	522	544	490	[1,043]	1,194	2,153	1,099	888	440	2,640	1,920	1,629	[1,435]	1,703
[Oct]	268	220	335	559	520	543	492											
[Nov]	266	220	335	562	519	541	492											

‡ 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*.

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

THOUSAND

GREAT BRITAIN SIC 1980	Division class or group or AH	Nov 1988 R Males	Nov 1988 R Females	Nov 1988 R All	Sept 1989 Males	Sept 1989 Females	Sept 1989 All	[Oct 1989] Males	[Oct 1989] Females	[Oct 1989] All	[Nov 1989] Males	[Nov 1989] Females	[Nov 1989] All
Production industries	1-4	3,994·6	1,644·7	5,639·3	3,954·6	1,637·0	5,591·6 R	3,942·5	1,636·2	5,578·7	3,937·2	1,637·5	5,574·6
Manufacturing industry	2-4	3,598·4	1,564·7	5,163·1	3,583·3	1,555·5	5,138·8	3,571·6	1,554·3	5,125·9	3,566·4	1,555·2	5,121·6
Energy and water supply	1	396·3	80·0	476·2	371·2	81·6	452·8	370·9	81·9	452·9	370·8	82·2	453·0
Coal extraction and solid fuels	111	111·6	5·7	117·3	87·9	4·6	92·4	86·9	4·5	91·4	86·6	4·4	91·0
Electricity	161	114·8	29·0	143·8	[112·9	29·3	142·2]	112·9	29·3	142·2	112·9	29·3	142·2
Gas	162	59·2	22·2	81·4	58·3	22·6	80·9	58·1	22·6	80·7	58·1	22·6	80·7
Other mineral and ore extraction, etc	2	523·7	158·5	682·2	508·6	153·9	662·4	504·9	153·2	658·1	504·5	153·6	658·1
Metal manufacturing and extraction of metal ores and minerals	21-23	146·6	21·1	167·7	135·7	19·9	155·6	134·1	19·7	153·7	133·7	19·7	153·4
Non-metallic mineral products	24	147·9	43·2	191·0	143·1	41·5	184·6	142·1	41·4	183·5	142·0	41·4	183·4
Chemical industry/man-made fibres	25/26	229·2	94·2	323·4	229·7	92·5	322·2	228·7	92·1	320·9	228·9	92·5	321·4
Basic industrial chemicals	251	96·0	20·7	116·6	95·5	21·0	116·5	95·1	20·9	116·0	95·0	21·1	116·1
Other chemical products and preparations	255-259/ 260	133·2	73·5	206·8	134·2	71·5	205·7	133·6	71·3	204·9	133·8	71·4	205·3
Metal goods, engineering and vehicles	3	1,840·8	509·5	2,350·2	1,849·2	510·1	2,359·2	1,845·0	509·0	2,354·0	1,840·8	508·0	2,348·7
Metal goods, nes	31	260·2	74·7	334·9	262·0	73·7	335·7	261·7	73·5	335·2	261·1	73·4	334·5
Mechanical engineering	32	648·8	126·6	775·4	668·8	131·3	800·1	669·6	130·5	800·1	670·2	129·6	799·8
Industrial plant and steelwork	320	89·3	11·4	100·7	99·5	12·9	112·5	101·2	13·0	114·2	101·9	12·9	114·8
Mining and construction machinery, etc	325	64·7	9·4	74·1	65·6	9·7	75·4	65·8	9·7	75·5	66·9	9·7	76·6
Other machinery and mechanical equipment	321-324/ 326-329	494·8	105·8	600·6	503·7	108·7	612·3	502·6	107·8	610·4	501·4	107·0	608·4
Office machinery, data processing equipment	33	58·6	26·4	85·1	57·2	26·5	83·7	56·9	26·4	83·3	57·0	26·5	83·5
Electrical and electronic engineering	34	367·7	189·6	557·4	363·2	185·9	549·1	361·1	186·1	547·2	358·1	186·8	545·0
Wires, cables, batteries and other electrical equipment	341/342/ 343	141·7	59·2	200.9	142·1	59·0	201·2	141.7	59·1	200·8	140·3	60·2	200·5
Telecommunication equipment	344	110·0	51·2	161·3	108·6	50·2	158·8	108·1	50·8	158·9	107·6	50·7	158·4
Other electronic and electrical equipment	345-348	116·1	79·2	195·2	112·5	76·7	189·2	111·4	76·1	187·5	110·2	75·9	186·2
Motor vehicles and parts	35	237·6	31·2	268·8	238·5	31·1	269·6	237·0	31·3	268·3	235·3	30·6	266·0
Other transport equipment	36	199·8	26·5	226·3	193·9	25·9	219·8	193·9	25·8	219·6	194·5	25·7	220·2
Shipbuilding and repairing	361	44·8	4·0	48·8	38·9	3·8	42·7	38·7	3·8	42·4	38·2	3·6	41·9
Aerospace and other transport equipment	362-365	155·0	22·6	177·5	155·0	22·0	177·0	155·2	22·0	177·2	156·3	22·1	178·3
Instrument engineering	37	68·0	34·5	102·5	65·6	35·7	101·3	64·8	35·5	100·3	64·5	35·3	99·7
Other manufacturing industries	4	1,233·9	896·8	2,130·7	1,225·6	891·5	2,117·1	1,221·7	892·1	2,113·8	1,221·1	893·7	2,114·8
Food, drink and tobacco	41/42	327·2	240·2	567·4	322·0	239·2	561·2	320·1	238·8	558·9	321·3	241·0	562·3
Meat and meat products, organic oils and fats	411/412	57·6	41·5	99·2	56·1	39·9	96·0	54·8	38·9	93·6	54·8	38·8	93·6
All other food and drink manufacture	413-423	201·6	171·3	372·9	199·7	172·9	372·6	199·3	173·6	372·9	199·4	175·0	374·5
Alcoholic, soft drink and tobacco manufacture	424-429	68·0	27·4	95·4	66·2	26·4	92·6	66·0	26·4	92·4	67·1	27·1	94·2
Textiles	43	120·5	106·2	226·7	117·4	100·7	218·1	116·6	100·4	217·0	116·9	99·9	216·9
Footwear and clothing	45	82·0	212·8	294·8	79·2	204·3	283·5	78·4	204·0	282·4	78·5	203·8	282·3
Timber and wooden furniture	46	191·3	51·5	242·8	193·3	52·4	245·7	193·5	52·1	245·5	191·8	52·3	244·1
Paper, printing and publishing	47	311·4	172·1	483·6	311·8	178·1	490·0	312·6	179·4	492·1	312·3	179·6	491·9
Pulp, paper, board and derived products	471/472	97·6	43·2	140·7	97·9	43·0	140·9	97·9	43·3	141·2	97·5	43·1	140·6
Printing and publishing	475	213·8	129·0	342·8	213·9	135·2	349·1	214·8	136·1	350·9	214·7	136·5	351·3
Rubber and plastics	48	149·6	68·6	218·2	151·2	69·4	220·5	150·7	69·7	220·3	150·9	69·2	220·1
Other manufacturing	49	40·2	36·1	76·2	39·5	38·4	77·9	38·9	38·5	77·4	38·4	38·6	77·1

* See footnotes to *table 1·1*.

EMPLOYMENT 1·4
Employees in employment*: September 1989

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Sept 1988 Male All	Sept 1988 Male Part-time§	Sept 1988 Female All	Sept 1988 Female Part-time	Sept 1988 All	June 1989 R Male	June 1989 R Female	June 1989 R All	Sept 1989 Male All	Sept 1989 Male Part-time§	Sept 1989 Female All	Sept 1989 Female Part-time	Sept 1989 All
All industries and services ‡	0-9	11,773·9	888·6	10,068·0	4,189·8	21,841·9	11,687·9	10,243·2	21,931·1	11,758·3	888·2	10,285·5	4,297·3	22,043·8
Agriculture, forestry and fishing	0	232·8	32·7	85·9	31·2	318·7	202·1	77·6	279·7	224·4	30·1	84·0	28·2	308·4
Index of production and construction industries	1-5	4,897·4	73·4	1,760·6	373·8	6,658·0	4,841·3	1,736·0	6,577·2	[4,875·1	76·3	1,760·0	384·6	6,635·0]
Index of production industries	1-4	4,004·9	56·3	1,663·9	324·7	5,643·8	3,933·8	1,613·4	5,547·2	[3,254·6	57·2	1,637·0	335·2	5,591·6
of which, manufacturing industries	2-4	3,605·9	55·5	1,559·5	310·7	5,165·5	3,554·2	1,532·7	5,086·9	3,583·3	58·3	1,555·5	320·9	5,138·8
Service industries ‡	6-9	6,643·6	782·5	8,221·6	3,784·9	14,865·2	6,644·5	8,429·6	15,074·1	6,658·8	721·8	3,441·5	3,884·5	15,100·4
Agriculture, forestry and fishing	0	232·8	32·7	85·9	31·2	318·7	202·1	77·6	279·7	224·4	30·1	84·0	28·2	308·4
Agriculture and horticulture	01	219·3	32·0	82·1	30·0	301·4	188·8	73·7	262·5	211·2	29·3	80·0	27·0	291·3
Energy and water supply	1	398·9	0·7	79·4	14·0	478·3	379·6	80·7	460·3	[371·2	0·8	81·6	14·3	452·8]
Coal extraction and solid fuels	111	113·0	0·1	5·9	1·9	119·0	96·9	4·9	101·8	87·9	0·1	4·6	2·0	92·4
Electricity	161	114·9	0·2	28·8	5·6	143·7	112·9	29·3	142·2	[112·9	0·2	29·3	5·6	142·2]
Gas	162	59·8	0·1	22·3	3·9	82·0	58·1	22·2	80·3	58·3	0·1	22·6	4·2	80·9
Other mineral and ore extraction, etc	2	525·4	5·0	158·7	22·0	684·1	509·4	154·5	663·9	508·6	5·3	153·9	20·0	662·4
Metal manufacturing and extraction of metal ores and minerals	21-23	146·8	..	21·4	3·2	168·2	137·7	20·0	157·8	135·7	1·1	19·9	2·7	155·6
Non-metallic mineral products	24	149·1	1·6	43·5	6·0	192·6	144·0	42·4	186·3	143·1	1·8	41·5	5·3	184·6
Chemical industry/man-made fibres	25/26	229·5	1·1	93·8	12·8	323·4	227·7	92·1	319·8	229·7	1·3	92·5	12·0	322·2
Basic industrial chemicals	251	95·8	..	20·5	3·1	116·3	95·0	20·9	115·9	95·5	..	21·0	3·1	116·5
Other chemical products and preparations	255-259/60	133·7	1·1	73·4	9·7	207·1	132·7	71·2	203·9	134·2	1·3	71·5	8·9	205·7
Metal goods, engineering and vehicles	3	1,846·2	17·3	508·5	86·7	2,354·7	1,828·4	506·2	2,334·6	1,849·2	19·2	510·1	88·2	2,359·2
Metal goods n.e.s.	31	262·0	3·6	74·6	15·4	336·7	260·5	74·2	334·6	262·0	3·9	73·7	15·9	335·7
Hand tools, finished metal goods including doors and windows	314/316	148·7	..	48·5	10·6	197·3	145·8	48·1	193·9	147·2	..	47·7	11·1	194·9
Other metal goods	311-313	113·3	..	26·1	4·8	139·4	114·6	26·1	140·7	114·8	..	26·0	4·7	140·7
Mechanical engineering	32	649·0	7·2	125·9	26·8	774·9	655·9	127·9	783·8	668·8	7·4	131·3	27·8	800·1
Industrial plant and steelwork	320	88·5	..	11·2	2.7	99·7	93·3	12·1	105·4	99·5	..	12·9	3·0	112·5
Machinery for agriculture, metal working, textile, food and printing, etc. industries	321-324 327	142·8	..	28·8	6·6	171·6	142·7	28·8	171·5	144·9	..	29·6	8·0	174·5
Mining and construction machinery, etc	325	64·7	..	9·5	1·4	74·3	65·3	9·6	74·9	65·6	..	9·7	1·5	75·4
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/9	335·1	..	71·0	15·2	406·1	337·6	72·0	409·7	342·7	..	73·8	14·3	416·5
Office machinery, data processing equipment	33	59·0	..	26·3	2·3	85·3	57·3	26·2	83·5	57·2	..	26·5	2·2	83·7
Electrical and electronic engineering	34	369·0	..	188·3	28·0	557·3	358·8	185·7	544·5	363·2	..	185·9	28·9	549·1
Wires, cables, batteries and other electrical equipment	341 342 343	141·5	..	59·5	10·5	201·1	140·6	60·4	200·9	142·1	..	59·0	11·7	201·2
Telecommunication equipment	344	110·0	..	51·2	5·5	161·2	107·5	50·7	158·3	108·6	..	50·2	5·5	158·8
Other electronic and electrical equipment	345-348	117·4	..	77·6	11·9	195·1	110·6	74·7	185·3	112·5	..	76·7	11·6	189·2
Motor vehicles and parts	35	236·8	..	31·4	5·3	268·2	237·4	30·9	268·3	238·5	..	31·1	4·6	269·6
Motor vehicles and their engines and bodies, trailers, caravans	351/352	150·4	..	12·2	1·4	162·6	152·2	12·4	164·6	152·4	..	12·5	1·6	164·9
Motor vehicle parts	353	86·4	..	19·2	3·8	105·7	85·2	18·5	103·7	86·1	..	18·6	3·0	104·7
Other transport equipment	36	202·4	..	26·9	2·1	229·3	192·6	25·7	218·3	193·9	..	25·9	1·7	219·8
Shipbuilding and repairing	361	46·3	..	4·1	0·7	50·4	39·8	3·8	43·6	38·9	..	3·8	0·5	42·7
Aerospace and other transport equipment	362-365	156·1	..	22·8	1·3	178·9	152·8	21·9	174·7	155·0	..	22·0	1·2	177·0
Instrument engineering	37	67·9	1·1	35·1	7·0	103·0	65·9	35·5	101·4	65·6	1·1	35·7	7·0	101·3
Other manufacturing industries	4	1,234·4	33·3	892·3	202·0	2,126·7	1,216·4	872·0	2,088·5	1,225·6	33·9	891·5	212·7	2,117·1
Food, drink and tobacco	41/42	326·4	12·9	237·3	91·2	563·7	319·6	230·4	549·9	322·0	13·2	239·2	97·3	561·2
Meat and meat products, organic oils and fats	411/412	57·9	..	41·4	12·0	99·3	57·2	39·8	97·0	56·1	..	39·9	12·8	96·0
Bread, biscuits and flour confectionery	419	70·7	..	73·5	43·8	144·2	70·8	72·0	142·8	72·7	..	77·6	49·7	150·3
Alcoholic, soft drink and tobacco manufacture	424-429	69·3	..	27·5	4·0	96·8	66·3	26·4	92·8	66·2	..	26·4	3·6	92·6
All other food, and drink manufacture	413-418/ 420-423	128·5	..	94·9	31·4	223·4	125·2	92·1	217·3	127·1	..	95·3	31·3	222·4
Textiles	43	121·9	2·3	107·5	18·3	229·4	117·3	100·5	217·8	117·4	1·9	100·7	17·5	218·1
Footwear and clothing	45	82·0	..	213·1	23·2	295·0	80·5	203·1	283·6	79·2	..	204·3	22·8	283·5
Clothing, hats, gloves and fur goods	453/456	41·5	..	161·2	17·2	202·7	40·1	152·7	192·8	39·7	..	154·1	16·6	193·8
Timber and wooden furniture	46	191·5	2·6	50·6	12·4	242·1	190·5	51·3	241·8	193·3	2·8	52·4	14·4	245·7
Paper, printing and publishing	47	311·1	8·1	171·3	32·4	482·3	309·5	174·3	483·8	311·8	8·1	178·1	32·3	490·0
Pulp, paper, board and derived products	471 472	97·7	..	43·1	7·3	140·8	96·9	42·0	138·8	97·9	..	43·0	6·9	140·9
Printing and publishing	475	213·4	..	128·2	25·1	341·5	212·6	132·3	344·9	213·9	..	135·2	25·3	349·1
Rubber and plastics	48	149·4	1·9	67·4	15·7	216·8	149·6	67·9	217·6	151·2	2·2	69·4	17·4	220·5
Other manufacturing	49	40·3	1·5	36·0	7·0	76·3	38·8	36·0	74·8	39·5	1·8	38·4	9·3	77·9
Construction	5	892·5	17·1	121·6	49·1	1,014·2	907·4	122·6	1,030·0	[920·5	17·1	122·9	49·4	1,043·4]
Distribution, hotels, catering, repairs	6	2,013·3	319·5	2,366·4	1,316·9	4,379·8	2,032·2	2,395·4	4,427·5	2,038·7	325·3	2,407·2	1,339·1	4,445·9
Wholesale distribution	61	618·0	14·1	298·4	87·2	916·4	623·4	301·5	924·9	623·8	14·9	304·6	90·2	928·4
Agriculture and textile raw materials, fuels, ores, metals, etc	611 612	87·4	..	34·8	8·3	122·3	86·7	35·4	122·1	86·9	..	36·7	9·3	123·6
Timber and building materials	613	108·6	..	31·2	9·2	139·8	112·1	31·1	143·3	109·8	..	31·4	9·8	141·3
Machinery, industrial equipment, vehicles and parts	614	128·2	..	51·0	12·4	179·2	129·6	51·3	180·9	129·7	..	51·5	13·0	181·2
Food, drink and tobacco	617	154·2	7·3	79·8	28·6	234·0	153·3	79·2	232·5	154·3	8·2	80·8	28·8	235·1
Other wholesale distribution	615 616 618 619	139·6	6·8	101·5	28·7	241·1	141·7	104·4	246·2	143·0	6·7	104·2	29·3	247·2

1·4 EMPLOYMENT
Employees in employment*: September 1989

THOUSAND

GREAT BRITAIN SIC 1980	Division Class or Group	Sept 1988 Male All	Sept 1988 Male Part-time§	Sept 1988 Female All	Sept 1988 Female Part-time	Sept 1988 All	June 1989 R Male	June 1989 R Female	June 1989 R All	Sept 1989 Male All	Sept 1989 Male Part-time§	Sept 1989 Female All	Sept 1989 Female Part-time	Sept 1989 All
Retail distribution	64/65	810·1	138·0	1,315·8	740·4	2,125·9	813·5	1,332·0	2,145·5	816·2	135·7	1,337·0	745·7	2,153·2
Food	641	214·8	55·9	380·4	251·0	595·3	214·7	391·6	606·4	212·2	55·6	391·3	259·1	603·5
Confectioners, tobacconists, etc	642	24·6	10·5	78·0	55·0	102·6	23·0	76·9	99·9	21·0	9·9	75·5	52·0	96·5
Dispensing and other chemists	643	23·2	5·5	99·3	55·7	122·5	20·6	103·1	123·7	20·3	5·1	101·7	57·5	122·0
Clothing, footwear and leather goods	645/646	51·8	..	192·3	109·1	244·1	51·9	187·2	239·1	50·7	..	190·5	106·4	241·2
Household goods, hardware, ironmongery	648	119·3	..	109·5	51·2	228·8	124·1	116·4	240·5	119·9	..	115·0	53·1	234·9
Motor vehicles and parts, filling stations	651/652	179·1	..	72·1	25·5	251·3	183·7	74·9	258·6	191·5	..	77·4	26·6	268·9
Other retail distribution	653-656	179·5	..	371·7	187·8	551·2	178·3	368·3	546·6	181·8	..	373·1	185·9	554·9
Hotels and catering	66	380·5	146·2	690·6	466·6	1,071·1	391·7	698·9	1,090·6	393·4	153·4	705·7	481·4	1,099·2
Restaurants, snack bars, cafes, etc	661	99·4	35·2	157·2	102·8	256·6	103·6	167·2	270·8	103·2	36·6	168·0	112·5	271·2
Public houses and bars	662	84·3	47·2	186·9	155·8	271·2	90·3	183·5	273·8	92·0	50·3	184·2	154·6	276·2
Night clubs and licensed clubs	663	55·3	34·4	84·3	72·0	139·7	54·5	84·8	139·3	55·2	35·3	86·4	73·4	141·6
Canteens and messes	664	34·5	..	91·9	52·2	126·4	34·9	93·4	128·3	34·8	..	93·2	52·6	128·0
Hotel trade	665	92·0	22·4	147·9	73·8	239·9	92·4	147·3	239·7	93·3	23·6	149·9	76·4	243·1
Repair of consumer goods and vehicles	67	169·4	8·3	42·7	17·5	212·1	168·8	43·6	212·4	171·5	8·0	41·6	16·4	213·1
Motor vehicles	671	151·2	..	35·9	15·1	187·1	151·5	36·5	188·1	155·0	..	35·1	14·0	190·1
Transport and communication	7	1,023·6	30·0	299·2	65·4	1,322·8	1,020·2	309·4	1,329·6	1,015·9	28·0	312·2	69·8	1,328·1
Railways	71	127·4	0·2	9·2	0·8	136·6	125·7	8·8	134·5	126·4	0·2	8·8	0·8	135·2
Other inland transport	72	331·5	14·1	52·5	17·5	384·0	330·7	54·5	385·3	324·3	13·6	54·0	18·3	378·3
Scheduled road passenger transport	721	133·4	..	19·3	4·1	152·6	125·8	18·6	144·4	123·2	..	18·1	4·2	141·3
Other, including road haulage	722-726	198·2	..	33·2	13·4	231·4	204·9	35·9	240·9	201·1	..	35·9	14·0	236·9
Sea transport	74	28·6	0·2	5·7	0·4	34·2	29·3	5·8	35·1	[29·9	0·2	6·0	0·4	35·9]
Air transport	75	38·6	0·3	26·0	4·7	64·6	39·6	29·9	69·5	[39·8	0·4	30·2	5·9	70·0]
Supporting services to transport	76	75·7	0·2	16·0	2·6	91·7	[75·9	17·0	93·0]	74·4	0·2	17·2	2·9	91·6]
Miscellaneous transport and storage	77	92·4	..	81·3	16·4	173·7	90·9	83·1	173·9	92·3	..	85·2	18·4	177·5
Postal services and telecommunications	79	329·4	10·3	108·6	23·1	438·0	328·1	110·1	438·2	328·8	8·2	110·8	23·2	439·6
Postal services	7901	163·6	9·8	39·2	15·4	202·8	160·9	39·3	200·3	161·2	7·5	39·8	14·4	201·0
Telecommunications	7902	165·8	0·6	69·3	7·7	235·2	167·2	70·8	238·0	167·6	0·7	71·0	8·8	238·6
Banking, finance, insurance, etc	8	1,209·1	59·1	1,269·6	289·7	2,498·7	1,263·0	1,324·6	2,587·6	1,289·8	61·1	1,349·7	319·6	2,639·5
Banking and finance	81	244·0	6·4	370·7	63·2	614·7	245·0	383·4	628·4	246·0	5·5	387·4	65·8	633·4
Banking and bill discounting	814	189·9	1·6	272·1	42·1	462·0	189·5	278·4	467·9	189·8	6·6	280·4	43·3	470·3
Other financial institutions	815	54·1	..	98·5	21·1	152·7	55·5	105·0	160·5	56·2	..	106·9	22·5	163·1
Insurance, except social security	82	134·1	..	124·8	17·4	258·9	135·1	128·5	263·6	137·2	..	131·8	19·5	269·0
Business services	83	707·0	41·4	681·7	178·5	1,388·6	734·2	711·9	1,446·0	756·9	43·4	724·4	188·1	1,481·3
Professional business services	831-837	402·1	5·8	421·9	108·2	824·0	418·5	435·9	854·4	429·8	5·8	439·4	111·7	869·2
Other business services	838/839	304·9	..	259·8	70·2	564·6	315·7	275·9	591·6	327·1	..	285·0	76·3	612·1
Renting of movables	84	79·2	0·6	33·5	10·1	112·7	81·3	34·9	116·2	82·6	0·6	34·3	9·4	115·4
Owning and dealing in real estate	85	64·8	..	59·0	20·6	123·8	67·4	66·0	133·4	68·4	..	71·9	36·9	140·3
Other services	9	2,377·5	373·9	4,286·3	2,112·9	6,663·9	2,329·2	4,400·2	6,729·4	2,314·4	367·4	4,372·4	2,156·0	6,686·8
Public administration and defence†	91	834·7	72·0	777·8	246·1	1,612·5	781·8	780·2	1,562·0	782·4	90·5	788·2	257·8	1,570·6
National government n.e.s./ Social security	9111/919	228·9	11·3	321·7	62·8	550·6	223·5	328·3	551·8	223·0	28·0	331·4	69·5	554·4
Local government services n.e.s.	9112	282·1	41·9	335·4	159·6	617·5	231·4	326·2	557·6	234·6	44·7	331·5	164·0	566·1
Justice, police, fire services	912-914	237·8	17·2	81·9	19·8	319·7	240·3	86·6	326·9	241·0	16·9	87·4	20·2	328·4
National defence	915	85·9	1·6	38·8	3·9	124·7	86·6	39·2	125·8	83·9	1·0	37·9	4·0	121·8
Sanitary services	92	142·3	39·1	209·9	181·1	352·1	140·3	207·0	347·3	139·6	42·9	209·7	153·1	349·3
Education	93	518·3	104·2	1,101·0	612·7	1,619·3	536·3	1,173·4	1,709·7	515·5	100·4	1,113·5	617·0	1,629·0
Research and development	94	77·6	1·2	35·0	5·6	112·6	74·3	36·3	110·6	74·3	1·4	36·9	6·3	111·2
Medical and other health services	95	[277·0	42·5	1,121·2	521·5	1,398·2]	[280·8	1,145·3	1,426·1]	[282·1	42·5	1,153·2	542·8	1,435·3]
Other services	96	231·2	57·6	641·0	365·8	872·2	212·2	642·7	860·0	220·8	26·4	649·2	353·7	869·9
Social welfare, etc	9611	121·7	..	546·1	321·3	677·8	114·6	548·4	663·0	115·1	..	549·4	312·2	664·5
Recreational and cultural services	97	250·8	50·7	255·2	132·6	506·0	254·7	264·9	519·6	255·4	56·3	271·5	147·7	526·9
Personal services‡	98	45·6	6·5	145·3	47·4	190·9	43·8	150·3	194·1	44·4	7·0	150·2	47·7	194·6

Note: Figures for certain industries are not shown separately but they are included in class and division totals. In addition, estimation considerations prevent the publication of part-time male figures for some of the industries shown, but they are included in class and division totals.

* See footnotes to *table 1·1*.

† Members of HM Forces are excluded. Comprehensive figures for all employees of local authorities analysed by type of service, are published in *table 1·7* on a quarterly basis.

‡ Domestic servants are excluded.

§ The new estimates of males in part time employment may be subject to greater revisions than other estimates as more data are acquired.

EMPLOYMENT
Employees in employment by region* 1·5

THOUSAND

Standard region SIC 1980	Male	Female All	Female Part-time	Total	Index Sept 1987 = 100	Production and construction industries 1-5	Index Sept 1987 = 100	Production industries 1-4	Index Sept 1987 = 100	Manufacturing industries 2-4	Index Sept 1987 = 100	Service industries 6-9	Index Sept 1987 = 100
South East													
1988 June	4,057	3,521	1,352	7,578	102·4	1,748	98·4	1,429	97·6	1,327	97·5	5,767	103·9
Sept	4,077	3,531	1,329	7,607	102·8	1,749	98·5	1,431	97·7	1,328	97·6	5,789	104·3
Dec	4,074	3,595	1,384	7,669	103·6	1,739	97·9	1,421	97·0	1,319	96·9	5,869	105·7
1989 Mar R	4,073	3,582	1,378	7,655	103·4	1,732	97·5	1,411	96·3	1,309	96·2	5,865	105·6
June R	4,088	3,606	1,381	7,694	104·0	1,731	97·4	1,406	96·0	1.304	95·8	5,904	106·3
Sept	4,088	3,628	1,382	7,715	104·3	1,731	97·4	1,401	95·7	1,300	95·5	5,919	106·6
Greater London (Included in South East)													
1988 June	1,959	1,617	492	3,576	102·0	634	95·4	495	93·9	451	93·6	2,941	103·5
Sept	1,955	1,620	487	3,575	102·0	628	94·5	489	92·8	445	92·4	2,946	103·7
Dec	1,948	1,641	501	3,589	102·4	618	93·0	480	90·9	436	90·5	2,970	104·6
1989 Mar R	1,947	1,632	503	3,579	102·1	614	92·5	475	90·1	431	89·6	2,963	104·4
June R	1,952	1,647	498	3,599	102·7	618	93·1	478	90·6	434	90·2	2,980	104·9
Sept	1,947	1,657	501	3,603	102·8	609	91·7	467	88·5	424	88·1	2,993	105·4
East Anglia													
1988 June	413	343	155	756	102·3	225	101·3	191	101·5	179	101·3	500	104·1
Sept	418	347	152	765	103·6	227	102·4	193	102·9	181	102·7	504	104·9
Dec	416	354	158	771	104·3	229	103·1	195	103·8	183	103·5	510	106·3
1989 Mar	413	351	158	764	103·4	226	101·7	192	102·2	180	101·7	508	105·8
June	409	355	162	764	103·4	222	100·0	188	100·0	175	99·2	512	106·6
Sept	414	352	157	766	103·7	225	101·4	191	101·5	178	100·7	508	105·7
South West													
1988 June	890	776	356	1,665	102·3	469	100·8	396	100·6	370	100·6	1,155	103·5
Sept	903	784	356	1,687	103·6	473	101·8	401	101·7	374	101·8	1,169	104·7
Dec	885	785	358	1,671	102·6	473	101·6	400	101·5	373	101·5	1,155	103·5
1989 Mar R	882	793	364	1,675	102·9	468	100·7	395	100·2	369	100·2	1,166	104·4
June R	891	820	374	1,711	105·1	467	100·4	393	99·7	366	99·7	1,204	107·9
Sept	900	814	367	1,715	105·3	473	101·8	398	101·0	371	101·0	1,197	107·2
West Midlands													
1988 June	1,128	899	386	2,026	101·9	798	100·5	706	100·3	666	100·4	1,202	103·2
Sept	1,136	903	382	2,039	102·5	805	101·3	713	101·2	673	101·3	1,205	103·5
Dec	1,130	917	395	2,048	103·0	807	101·6	715	101·5	675	101·7	1,214	104·3
1989 Mar R	1,118	911	392	2,030	102·1	798	100·4	705	100·1	667	100·5	1,206	103·6
June R	1,115	913	391	2,028	102·0	795	100·0	700	99·5	665	100·1	1,207	103·7
Sept	1,127	924	392	2,051	103·2	801	100·8	705	100·1	670	100·9	1,222	105·0
East Midlands													
1988 June	833	701	313	1,534	101·7	612	99·6	549	99·3	491	100·5	893	103·7
Sept	840	706	312	1,546	102·5	618	100·5	555	100·3	497	101·7	897	104·2
Dec	832	711	321	1,544	102·4	614	100·0	552	99·7	493	101·0	900	104·6
1989 Mar R	832	712	317	1,544	102·4	609	99·1	546	98·6	488	99·9	908	105·4
June R	836	716	325	1,552	102·9	611	99·4	547	98·8	489	100·2	915	106·3
Sept	839	728	327	1,567	103·9	619	100·8	555	100·2	499	102·2	918	106·6
Yorkshire and Humberside													
1988 June	976	841	400	1,818	101·9	638	99·5	547	99·2	485	100·6	1,154	103·7
Sept	976	839	394	1,815	101·8	645	100·6	554	100·6	493	102·2	1,142	102·6
Dec	966	850	407	1,816	101·8	641	100·0	551	99·9	490	101·7	1,148	103·2
1989 Mar R	958	833	402	1,791	100·5	636	99·2	544	98·8	485	100·7	1,130	101·5
June R	954	846	408	1,799	100·9	633	98·6	540	98·0	484	100·4	1,143	102·7
Sept	957	849	406	1,806	101·3	638	99·5	544	98·8	490	101·7	1,141	102·5
North West													
1988 June	1,273	1,111	480	2,385	101·7	829	101·0	719	101·1	672	101·4	1,540	102·2
Sept	1,283	1,118	481	2,401	102·4	836	102·0	728	102·3	681	102·7	1,547	102·7
Dec	1,283	1,123	482	2,407	102·6	837	102·1	729	102·5	683	103·0	1,553	103·0
1989 Mar R	1,276	1,122	486	2,398	102·3	828	101·0	720	101·1	674	101·7	1,555	103·1
June R	1,276	1,130	490	2,407	102·6	823	100·3	713	100·2	669	101·0	1,569	104·1
Sept	1,287	1,133	486	2,420	103·2	831	101·3	721	101·3	677	102·1	1,572	104·3
North													
1988 June	595	499	230	1,094	101·8	385	101·4	319	101·0	278	101·9	697	102·4
Sept	596	503	229	1,099	102·3	388	102·0	322	101·7	281	102·8	698	102·6
Dec	589	503	232	1,091	101·6	391	102·9	325	102·7	285	104·1	689	101·2
1989 Mar R	586	504	231	1,089	101·4	387	101·7	319	101·0	280	102·4	691	101·6
June R	586	500	228	1,086	101·1	388	102·0	319	101·0	281	102·9	686	100·8
Sept	592	507	232	1,099	102·4	394	103·6	324	102·6	287	105·1	692	101·7
Wales													
1988 June	513	435	189	947	102·5	309	101·8	265	102·0	233	103·8	618	103·4
Sept	519	440	192	959	103·8	317	104·5	274	105·3	241	107·6	619	103·6
Dec	516	443	195	959	103·7	318	104·7	274	105·6	243	108·1	618	103·5
1989 Mar R	515	439	194	954	103·2	313	103·1	270	103·7	238	106·3	619	103·6
June R	516	450	197	966	104·5	313	102·9	269	103·4	239	106·6	634	106·1
Sept	521	453	198	974	105·4	318	104·8	274	105·4	246	109·5	634	106·1
Scotland													
1988 June	1,021	890	361	1,911	101·6	592	100·3	466	100·4	408	100·3	1,290	102·2
Sept	1,027	896	362	1,922	102·2	598	101·4	473	102·1	415	102·1	1,295	102·6
Dec	1,015	900	370	1,915	101·8	600	101·7	475	102·5	418	102·7	1,287	102·0
1989 Mar R	1,015	895	361	1,910	101·6	597	101·3	473	102·0	415	102·1	1,284	101·8
June R	1,017	906	367	1,923	102·2	595	100·9	470	101·3	412	101·3	1,299	102·9
Sept	1,031	898	351	1,929	102·6	603	102·2	477	102·8	419	103·0	1,297	102·8
Great Britain													
1988 June	11,699	10,015	4,221	21,714	102·1	6,605	100·0	5,588	99·7	5,110	100·0	14,815	103·4
Sept	11,773	10,068	4,190	21,841	102·7	6,657	100·7	5,643	100·7	5,165	101·1	14,865	103·7
Dec	11,708	10,183	4,301	21,890	102·9	6,650	100·6	5,637	100·5	5,161	101·1	14,944	104·3
1989 Mar R	11,668	10,143	4,283	21,811	102·5	6,595	99·8	5,574	99·4	5,106	100·0	14,932	104·2
June R	11,686	10,242	4,323	21,929	103·1	6,576	99·5	5,546	98·9	5,086	99·6	15,073	105·2
Sept	11,757	10,286	4,298	22,043	103·6	6,633	100·4	5,590	99·7	5,137	100·6	15,101	105·3

* See footnotes to *table 1·1*.

1·5 EMPLOYMENT
Employees in employment by region*

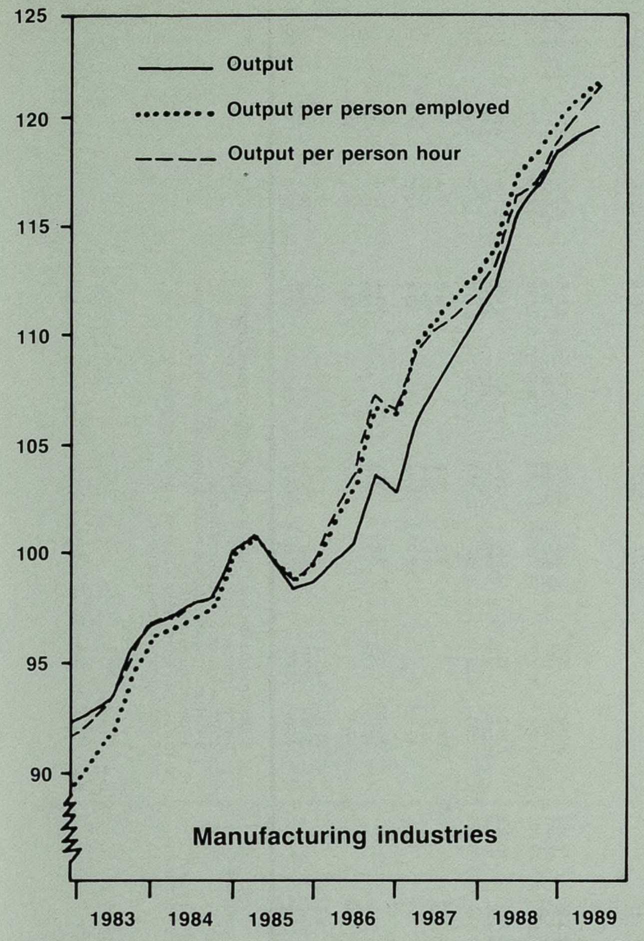
THOUSAND

Standard region / SIC 1980	Agriculture, forestry and fishing (0)	Energy and water supply (1)	Metal manufacturing and chemicals (2)	Metal goods, engineering and vehicles (3)	Other manufacturing (4)	Construction (5)	Wholesale distribution, hotels and catering (61-63, 66-67)	Retail distribution (64/65)	Transport and communication (7)	Banking insurance and finance (8)	Public administration and defence (91-92)	Education, health and other services (93-99)
South East												
1988 June	63	102	145	666	516	319	796	773	558	1,271	696	1,672
Sept	69	102	146	665	518	319	802	779	565	1,299	696	1,648
Dec	61	102	145	657	517	319	804	823	564	1,316	686	1,675
1989 Mar	57	102	143	654	512	322	794	798	567	1,338	681 R	1,687
June	59 R	102	143	645	516	325 R	805	788	574 R	1,352	687 R	1,699
Sept	65	101	140	646	513	330	808	792	571	1,376	690	1,683
Greater London (Included in South East)												
1988 June	1	45	44	180	226	139	367	340	318	805	378	732
Sept	2	44	44	178	223	138	370	343	319	818	377	718
Dec	1	44	43	173	220	138	371	360	318	823	370	727
1989 Mar	1	44	41	172	218	139	367	350	319	836	365 R	727
June	1	43	43	167	225	140 R	365	349	319 R	847	369 R	731
Sept	1	43	40	166	218	142	363	349	317	862	372	730
East Anglia												
1988June	31	12	17	73	89	34	81	74	49	71	51	172
Sept	34	12	17	74	90	34	83	76	51	74	51	168
Dec	31	12	17	75	91	34	81	80	51	74	50	175
1989 Mar	30	12	16	75	89	34	79	77	50	74	50	178
June	30	13	15	72	88	34 R	83	78	45 R	75	49 R	182
Sept	33	13	16	73	90	34	84	76	47	77	49	176
South West												
1988 June	41	26	33	192	145	73	204	174	86	177	139	375
Sept	45	26	34	195	146	73	209	179	88	185	139	370
Dec	43	27	33	195	146	73	187	186	87	185	135	375
1989 Mar	41	26	31	194	143	73	193	180	87	191	135 R	379
June	40 R	27	30	193	144	74 R	215	180	88	199	134 R	387
Sept	44	27	29	197	146	75	209	183	88	199	134	383
West Midlands												
1988 June	27	40	98	393	175	92	199	179	95	169	156	404
Sept	29	40	99	397	178	92	201	182	94	175	155	397
Dec	27	39	98	398	179	92	203	189	96	177	152	398
1989 Mar	25	38	96	394	176	93	204	183	95	179	151 R	394
June	25	36	96	394	176	94 R	204	182	98 R	176	150 R	396
Sept	28	35	94	398	178	96	206	182	98	186	151	399
East Midlands												
1988 June	28	59	56	176	259	63	151	136	69	104	145	289
Sept	31	59	57	180	260	63	153	136	71	105	147	285
Dec	29	59	56	178	258	63	155	139	70	106	144	288
1989 Mar	28	57	57	179	253	63	154	138	69	108	144 R	294
June	26 R	57	57	181	251	64 R	160	136	71	106	144 R	298
Sept	29	55	57	186	256	65	160	137	71	107	147	297
Yorkshire and Humberside												
1988 June	26	62	77	176	232	91	192	178	97	129	139	419
Sept	28	61	77	179	237	91	191	180	98	133	140	400
Dec	26	61	76	178	236	91	192	188	96	133	135	404
1989 Mar	25	59	75	179	231	92	190	181	96	130	134 R	399
June	24 R	57	74	180	230	92 R	194	178	98 R	137	133 R	404
Sept	27	54	74	183	233	93	203	178	97	138	136	389
North West												
1988 June	16	47	98	280	293	109	228	224	137	211	233	507
Sept	17	47	100	283	298	108	234	223	138	219	234	499
Dec	16	47	99	286	297	108	232	232	138	218	227	504
1989 Mar	16	46	98	284	292	109	229	225	138	221	230 R	512
June	15 R	44	98	283	288	109 R	232	227	139 R	226	231 R	514
Sept	16	44	98	286	293	110	236	227	140	235	231	503
North												
1988 June	12	41	59	114	106	66	98	106	53	74	102	263
Sept	13	41	60	113	108	66	101	107	53	76	103	258
Dec	12	40	59	116	110	66	100	111	53	78	96	251
1989 Mar	11	39	59	113	108	67	102	109	53	78	95 R	255
June	12 R	38	59	114	109	68 R	102	107	54 R	79	94 R	250
Sept	14	37	60	115	112	69	101	107	53	81	95	255
Wales												
1988 June	21	32	48	100	84	44	91	82	46	63	111	225
Sept	22	32	48	106	88	44	90	83	47	64	111	224
Dec	22	32	47	108	87	44	85	87	47	64	106	229
1989 Mar	22	31	47	107	85	44	89	83	47	64	100 R	236
June	19 R	30	47	108	84	44	93	84	48	67	105 R	237
Sept	22	28	46	111	89	44	91	86	49	68	106	234
Scotland												
1988 June	29	58	47	161	200	126	193	180	115	165	188	449
Sept	30	58	47	164	204	125	190	182	116	168	187	451
Dec	28	58	48	165	205	124	186	186	114	167	178	455
1989 Mar	28	57	48	166	202	124	186	182	115	170	177 R	454
June	29 R	58	47	164	201	125 R	194	184	115	172	179	455
Sept	30	58	48	165	206	126	194	184	116	172	180	451
Great Britain												
1988 June	294	479	678	2,332	2,099	1,017	2,233	2,106	1,305	2,435	1,960	4,776
Sept	319	478	684	2,355	2,126	1,014	2,254	2,126	1,323	2,499	1,963 R	4,700
Dec	296	476	679	2,355	2,128	1,013	2,225	2,221	1,317	2,519	1,909 R	4,753
1989 Mar	284	468	670	2,346	2,091	1,021	2,219	2,155	1,318	2,554	1,898 R	4,789
June	280 R	460	664	2,334	2,087 R	1,030 R	2,282	2,145	1,330 R	2,587	1,907 R	4,822
Sept	308	453	662	2,359	2,116	1,043	2,292	2,153	1,328	2,639	1,919	4,769

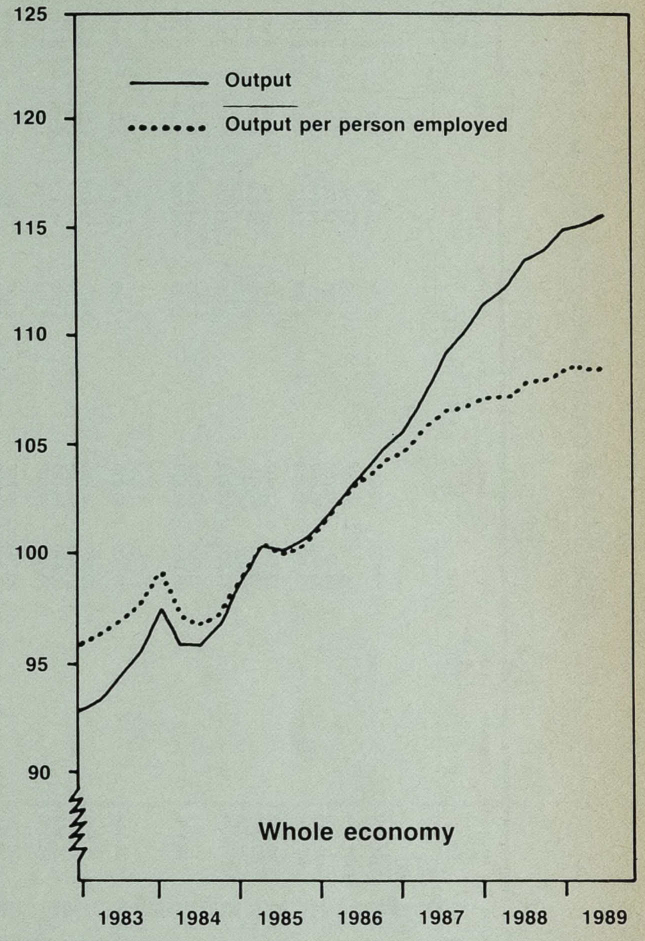
* See footnotes to *table 1·1*.

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: Output‡	Whole economy: Employed labour force*	Whole economy: Output per person employed**	Production industries Divisions 1 to 4: Output	Production industries: Employed labour force*	Production industries: Output per person employed**	Manufacturing industries Divisions 2 to 4: Output	Manufacturing industries: Employed labour force*	Manufacturing industries: Output per person employed**
1983	94·0	97·2	96·7	94·7	102·8	92·1	93·7	102·1	91·8
1984	96·6	98·9	97·6	94·9	100·8	94·1	97·6	100·5	97·1
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·1	100·1	103·0	102·1	97·3	105·0	100·9	97·9	103·1
1987	108·0	101·9	106·0	105·7	96·0	110·1	106·6	97·0	109·8
1988	112·9	104·9	107·6	109·6 R	97·0	113·0	114·1	98·5	115·9
1983 Q1	92·9	96·9	95·9	93·0	104·2	89·2	92·5	103·4	89·5
Q2	93·4	96·9	96·4	94·0	103·1	91·2	93·0	102·3	90·8
Q3	94·4	97·3	97·0	94·9	102·2	92·9	93·6	101·5	92·2
Q4	95·5	97·8	97·7	96·7	101·6	95·2	95·7	100·9	94·8
1984 Q1	97·6	98·3	99·2	97·2	101·1	96·1	97·0	100·6	96·4
Q2	95·9	98·7	97·2	94·3	100·9	93·5	97·3	100·5	96·8
Q3	95·9	99·1	96·8	93·2	100·7	92·6	97·9	100·7	97·2
Q4	96·9	99·5	97·4	94·9	100·6	94·4	98·3	100·4	97·9
1985 Q1	98·8	99·8	99·0	97·7	100·4	97·3	100·4	100·3	100·3
Q2	100·5	100·0	100·5	101·7	100·2	101·5	101·2	100·1	100·9
Q3	100·2	100·1	100·1	100·6	99·9	100·6	99·8	99·9	99·9
Q4	100·6	100·1	100·5	100·0	99·4	100·5	98·7	99·7	99·0
1986 Q1	101·5	100·0	101·5	101·1	98·6	102·5	98·9	99·1	99·8
Q2	102·6	100·0	102·6	101·7	97·6	104·2	100·1 R	98·2	101·9
Q3	103·7	100·1	103·6	102·6	96·8	106·0	100·7	97·3	103·5
Q4	104·7	100·4	104·3	103·1	96·2	107·1	103·7 R	97·0	107·0
1987 Q1	105·6	100·7	104·8	103·6	95·7	108·2	102·9	96·5	106·6
Q2	107·2	101·4	105·8	105·2	95·8	109·7	106·2	96·8	109·8R
Q3	109·1	102·3	106·6	106·5 R	96·1	110·8 R	107·8	97·2	110·9
Q4	110·2	103·2	106·8	107·7 R	96·4	111·7	109·4	97·6	112·0 R
1988 Q1	111·6	104·1	107·2	107·8	96·8	111·4	111·0	98·2	113·1 R
Q2	112·2	104·7	107·2	109·5	96·9	113·1 R	112·6 R	98·4	114·4 R
Q3	113·6	105·2	108·0	110·7 R	97·0	114·1 R	115·9	98·6	117·6 R
Q4	114·1	105·5	108·1	110·2	97·1	113·4 R	117·1	98·7	118·6
1989 Q1	115·0	105·9	108·6	109·7 R	97·1	112·9 R	119·0 R	98·9	120·3 R
Q2	115·2	106·2	108·5	109·4 R	96·6	113·2 R	119·4 R	98·4	121·4 R
Q3	115·3	106·6	108·6	110·9 R	96·4	115·0 R	119·9 R	98·4	121·9 R

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

EMPLOYMENT 1·9
Selected countries: national definitions

	United Kingdom (1) (2) (3)	Australia (4)	Austria (2) (5)	Belgium (3) (6)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6) (7)	Irish Republic (6) (9)	Italy (10)	Japan (5)	Netherlands (6) (11)	Norway (5)	Spain	Sweden (5)	Switzerland (2) (5) (6)	United States
QUARTERLY FIGURES: seasonally adjusted unless stated																		Thousand
Civilian labour force																		
1986 Q4	27,624	7,598	3,394	..	12,790	..	..	27,560	..	..	23,433	60,310	..	2,112	13,899	4,387	3,438	118,548
1987 Q1	27,599	7,644	3,418	..	12,902	..	..	27,618	..	..	23,414	60,507	..	2,126	14,034	4,412	3,457	119,085
Q2	27,739	7,688	3,420	..	12,989	..	..	27,692	..	..	23,331	60,760	..	2,133	14,323	4,417	3,463	119,714
Q3	27,850	7,753	3,436	..	13,034	..	..	27,733	..	..	23,456	60,888	..	2,139	14,455	4,419	3,466	120,046
Q4	27,925	7,734	3,432	..	13,118	..	..	27,774	..	..	23,462	61,163	..	2,145	14,532	4,439	3,471	120,552
1988 Q1	27,988	7,807	3,438	..	13,204	..	..	28,918		..	23,594	61,402	..	2,145	14,590	4,459	3,498	121,045
Q2	27,973	7,886	3,418	..	13,236	..	..	29,021	..	..	23,891	61,609	..	2,142	14,624	4,467	3,501	121,352
Q3	27,964	7,948	3,423	..	13,304	..	..	29,058		..	23,836	61,727	..	2,171	14,696	4,470	3,503	121,881
Q4	27,830	7,985	3,440	..	13,353	..	..	29,078		..	23,550	61,919	..	2,136	14,623	4,490	3,507	122,388
1989 Q1	27,870	8,111	3,427	..	13,447	..	..	29,014		..	23,588	62,222	..	2,124	14,705	4,503	3,536	123,291
Q2	27,827 R	8,215	..	..	13,468	..	..	29,118	..	..	23,560	62,610	..	2,125	14,768	4,524	3,578	123,790
Q3	27,839	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
Civilian employment																		
1986 Q4	24,410	6,965	3,281	..	11,589	..	20,929	25,388	..	..	20,700	58,630	..	2,068	10,937	4,272	3,414	110,428
1987 Q1	24,472	7,012	3,283	..	11,676	..	..	25,442	..	..	20,657	58,761	..	2,077	11,075	4,323	3,434	111,233
Q2	24,747	7,063	3,289	..	11,815	..	..	25,467	..	..	20,542	58,946	..	2,091	11,357	4,331	3,437	112,200
Q3	25,014	7,123	3,303	..	11,905	..	..	25,488	..	..	20,570	59,189	..	2,099	11,493	4,334	3,441	112,843
Q4	25,245	7,117	3,311	..	12,049	..	21,020	25,505	..	..	20,567	59,505	..	2,097	11,594	4,362	3,449	113,475
1988 Q1	25,422	7,233	3,320	..	12,171	..	..	26,717	..	..	20,694	59,792	..	2,094	11,684	4,384	3,476	114,152
Q2	25,548	7,304	3,297	..	12,224	..	..	26,753	..	..	20,968	60,092	..	2,073	11,719	4,395	3,477	114,688
Q3	26,707	7,382	3,300	..	12,261	..	..	26,794	..	..	20,967	60,165	..	2,105	11,811	4,398	3,481	115,202
Q4	25,787	7,444	3,318	..	12,320	..	21,264	26,842	..	..	20,700	60,408	..	2,046	11,895	4,423	3,489	115,843
1989 Q1	25,951	7,585	3,335	..	12,431	..	..	27,011	..	..	20,695	60,822	..	2,017	12,053	4,442	3,521	116,900
Q3	26,015 R	7,698	..	..	12,445	..	..	27,075	..	..	20,674	61,131	..	2,018	12,208	4,463	3,559	117,290
Q3	26,143	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
LATEST ANNUAL FIGURES: 1988 unless stated																		Thousand
Civilian labour force: Male	16,115	4,698	2,040	2,413	7,422	1,485	13,337	17,564	2,490	898	14,885	36,930	3,742	1,175	9,577	2,324	2,066	66,927
Female	11,858	3,209	1,390	1,713	5,853	1,280	10,250	11,441	1,394	407	8,832	24,730	2,088	973	5,057	2,147	1,230	54,742
All	27,973	7,910	3,430	4,126	13,275	2,765	23,587	29,005	3,884	1,306	23,717	61,660	5,830	2,148	14,633	4,471	3,297	121,669
Civilian employment: Male	14,434	4,383	1,973	2,223	6,876	1,413	12,254	16,365	2,362	722	13,645	36,020	3,422	1,139	8,109	2,287	2,054	63,273
Female	11,114	2,959	1,335	1,437	5,368	1,196	8,890	10,398	1,236	352	7,187	24,080	1,829	940	3,672	2,112	1,218	51,696
All	25,548	7,341	3,308	3,660	12,245	2,609	21,144	26,763	3,598	1,074	20,832	60,110	5,251	2,079	11,780	4,399	3,273	114,968
Civilian employment: proportions by sector																		Per cent
Male: Agriculture	3·3	7·0	7·3	3·5	6·3	..	..	..	22·6	..	9·9	6·9	..	8·3	15·4	5·5	7·7	4·1
Industry	40·5	34·9	48·9	38·0	34·2	..	..	..	33·6	..	37·8	38·6	..	38·3	39·6	43·3	46·9	36·1
Services	36·2	58·1	43·8	58·6	59·5	..	..	..	43·8	..	52·4	54·5	..	53·4	45·0	51·1	45·4	59·7
Female: Agriculture	1·0	4·3	9·4	1·5	2·8	..	..	..	35·4	..	9·9	9·4	..	4·1	12·3	2·0	4·8	1·4
Industry	16·9	13·7	21·1	13·6	13·4	..	..	..	17·2	..	22·7	27·5	..	12·0	16·8	14·5	21·5	15·7
Services	82·0	82·0	69·5	84·9	83·8	..	..	..	47·4	..	67·3	63·2	..	83·8	70·9	83·4	73·8	82·9
All: Agriculture	2·3	5·9	8·2	2·7	4·5	5·7	6·8	..	27·0	15·3	9·9	7·9	4·7	6·4	14·4	3·8	6·6	2·9
Industry	30·2	26·4	37·7	28·4	25·6	28·2	30·4	..	28·0	27·8	32·6	34·1	27·1	26·4	32·5	29.5	37·4	26·9
Services	67·4	67·7	54·2	68·9	69·8	66·1	62·9	..	45·0	57·0	57·5	58·0	68·2	67·1	53·1	66·6	56·0	70·2

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

Notes:
1 For the UK, the Civilian labour force figures refer to workforce excluding HM Forces, civilian employment refers to workforce in employment excluding HM Forces. The proportion by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to *table 1·1*.
2 Quarterly figures relate to March, June, September and December.
3 Annual figures relate to June.
4 Quarterly figures relate to February, May, August and November.
5 Civilian labour force and employment figures include armed forces.
6 Annual figures relate to 1987.
7 Annual figures relate to second quarter.
8 Civilian employment figures include apprentices in professional training.
9 Annual figures relate to April.
10 Quarterly figures relate to January, April, July and October.
11 Annual figures relate to January.

EMPLOYMENT 1·11

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week				
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Hours lost: Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost: Actual (Thou)	Hours lost: Seasonally adjusted	Hours lost: Average per operative on short-time
1985	1,329	34·0	9·0	11·98		4	165	24	241	10·2	28	0·7	416		15·1
1986	1,304	34·2	9·0	11·72		5	192	29	293	10·1	34	0·9	485		14·4
1987	1,350	36·0	9·4	12·63		4	149	20	199	10·0	24	0·6	348		14·6
1988	1,413	37·9	9·5	13·42		3	101	15	143	9·8	17	0·5	244		14·4
Week ended															
1987 Oct 10	1,427	37·9	9·7	13·80	13·13	2	97	13	122	9·5	15	0·4	219	254	14·3
Nov 14	1,474	39·2	9·6	14·14	13·19	2	97	14	189	13·3	17	0·4	287	292	17·2
Dec 12	1,452	38·6	9·7	14·08	13·17	2	87	12	108	8·7	15	0·4	195	253	13·4
1988 Jan 16	1,338	35·9	9·2	12·34	13·37	3	116	17	161	9·7	20	0·5	277	235	14·2
Feb 13	1,387	37·2	9·3	12·86	13·09	2	85	21	227	11·0	12	0·6	312	257	13·7
Mar 12	1,398	37·5	9·3	13·02	13·11	2	75	17	179	10·4	19	0·5	254	219	13·3
Apr 16	1,386	37·3	9·1	12·63	12·96	2	80	18	161	9·1	20	0·5	241	214	12·2
May 14	1,443	38·7	9·3	13·39	13·26	2	81	16	159	9·8	18	0·5	240	232	13·2
June 11	1,378	36·9	9·4	12·95	13·04	2	60	16	143	9·2	17	0·5	203	256	11·9
July 16	1,392	37·3	9·7	13·54	13·57	4	148	12	133	11·1	16	0·4	281	284	17·8
Aug 13	1,309	35·0	9·6	12·53	13·46	3	111	12	118	10·1	14	0·4	229	264	15·9
Sept 10	1,385	36·9	9·6	13·28	13·36	2	97	10	86	8·8	12	0·3	183	231	15·1
Oct 15	1,509	40·3	9·7	14·68	13·92	3	138	13	110	8·8	16	0·4	248	259	15·5
Nov 12	1,525	40·7	9·8	14·87	13·87	3	126	13	125	9·8	16	0·4	251	230	15·7
Dec 10	1,515	40·5	9·9	14·98	14·04	2	95	13	119	9·4	15	0·4	214	252	14·2
1989 Jan 14	1,375	37·0	9·4	12·91	13·87	2	88	19	205	10·7	21	0·6	293	234	13·7
Feb 11	1,439	38·9	9·4	13·51	13·75	3	133	23	228	10·0	26	0·7	360	288	13·8
Mar 11	1,391	37·6	9·5	13·26	13·43	3	104	25	258	10·3	28	0·7	362	311	13·1
Apr 15	1,400	38·1	9·5	13·30	13·64	3	135	24	250	10·3	28	0·7	384	335	14·0
May 13	1,405	38·3	9·6	13·47	13·35	3	135	23	230	10·2	26	0·7	365	353	14·1
June 10	1,367	37·1	9·6	13·17	13·31	2	94	15	134	9·2	17	0·5	228	295	13·5
July 15	1,347	36·5	9·8	13·17	13·18	4	145	14	117	8·7	17	0·5	262	269	15·3
Aug 19	1,319	35·6	9·8	12·92	13·85	2	79	12	102	8·7	14	0·4	181	216	13·3
Sept 16	1,395	37·5	9·7	13·54	13·65	3	136	16	158	9·9	19	0·5	294	390	15·2
Oct 14	1,435	38·7	9·7	13·90	13·09	2	92	20	177	9·0	22	0·6	269	291	12·2
[Nov 11]	1,422	38·4	9·7	13·79	12·77	3	136	21	185	8·8	24	0·7	321	305	13·2

EMPLOYMENT 1·12

Hours of work—operatives in: manufacturing industries

Seasonally adjusted
1985 AVERAGE = 100

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

R = The series have been revised to correct errors found in the method of calculation. A brief explanation of the changes will be published in the March issue of *Employment Gazette*.

2·1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE								
		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
1985	)	3,271·2	11·8	3,035·7	11·0					
1986*	) Annual	3,289·1	11·8	3,107·2	11·2					
1987	) averages	2,953·4	10·6	2,822·3	10·1					
1988	)	2,370·4	8·4	2,294·5	8·1					
1987	Dec 10	2,695·8	9·6	2,568·6	9·2	−35·8	−49·8	264	2,382	50
1988	Jan 14	2,722·2	9·6	2,519·4	8·9	−49·2	−48·2	270	2,402	51
	Feb 11	2,665·5	9·4	2,485·0	8·8	−34·4	−39·8	262	2,356	48
	Mar 10	2,592·1	9·2	2,453·9	8·7	−31·1	−38·2	235	2,311	46
	Apr 14	2,536·0	9·0	2,402·9	8·5	−51·0	−38·8	256	2,235	46
	May 12	2,426·9	8·6	2,363·8	8·4	−39·1	−40·4	207	2,176	44
	June 9	2,340·8	8·3	2,324·1	8·2	−39·7	−43·3	206	2,093	42
	July 14	2,326·7	8·2	2,267·3	8·0	−56·8	−45·2	283	2,003	41
	Aug 11	2,291·2	8·1	2,225·6	7·9	−41·7	−46·1	237	2,013	40
	Sept 8** ‡‡	2,311·0	8·2	2,191·7	7·8	−33·9	−44·1	266	2,005	40
	Oct 13	2,118·9	7·5	2,157·9	7·6	−33·8	−36·5	241	1,839	39
	Nov 10	2,066·9	7·3	2,105·2	7·5	−52·7	−40·1	224	1,805	37
	Dec 8	2,046·5	7·3	2,037·4	7·2	−67·8	−51·4	212	1,797	37
1989	Jan 12	2,074·3	7·4	1,987·8	7·0	−49·6	−56·7	215	1,822	37
	Feb 9	2,018·2	7·2	1,948·7	6·9	−39·1	−52·2	221	1,763	35
	Mar 9	1,960·2	6·9	1,916·6	6·8	−32·1	−40·3	200	1,726	34
	Apr 13	1,883·6	6·7	1,858·0	6·6	−58·6	−43·3	189	1,663	32
	May 11	1,802·5	6·4	1,835·8	6·5	−22·2	−37·6	174	1,598	30
	June 8	1,743·1	6·2	1,810·3	6·4	−25·5	−35·4	170	1,544	29
	July 13	1,771·4	6·3	1,787·2	6·3	−23·1	−23·6	248	1,495	28
	Aug 10	1,741·1	6·2	1,745·3	6·2	−41·9	−30·2	214	1,501	27
	Sept 14 ‡	1,702·9	6·0	1,694·3	6·0	−51·0	−38·7	222	1,455	26
	Oct 12 ‡	1,635·8	5·8	1,674·9	5·9	−19·4	−37·4	214	1,397	25
	Nov 9 ‡	1,612·4	5·7	1,652·0	5·9	−22·9	−31·1	209	1,379	24
	Dec 14 ‡ P	1,639·0	5·8	1,634·9	5·8	−17·1	−19·8	207	1,407	25

2·2 UNEMPLOYMENT GB Summary

1985	)	3,149·4	11·7	2,923·0	10·8					
1986*	) Annual	3,161·3	11·7	2,984·6	11·0					
1987	) averages	2,826·9	10·4	2,700·2	9·9					
1988	)	2,254·7	8·2	2,181·4	7·9					
1987	Dec 10	2,575·2	9·4	2,451·0	9·0	−34·9	−48·6	256	2,270	49
1988	Jan 14	2,600·4	9·5	2,402·9	8·7	−48·1	−46·9	261	2,290	49
	Feb 11	2,545·9	9·3	2,369·7	8·6	−33·2	−38·7	254	2,245	46
	Mar 10	2,474·6	9·0	2,339·2	8·5	−30·5	−37·3	228	2,202	45
	Apr 14	2,417·7	8·8	2,288·4	8·3	−50·8	−38·2	247	2,126	44
	May 12	2,310·7	8·4	2,249·2	8·2	−39·2	−40·2	200	2,068	42
	June 9	2,225·1	8·1	2,210·1	8·0	−39·1	−43·0	197	1,987	41
	July 14	2,208·5	8·0	2,153·6	7·8	−56·5	−44·9	272	1,896	40
	Aug 11	2,173·7	7·9	2,112·8	7·7	−40·8	−45·5	230	1,905	39
	Sept 8** ‡‡	2,195·2	8·0	2,080·1	7·6	−32·7	−43·3	257	1,899	39
	Oct 13	2,008·4	7·3	2,047·3	7·4	−32·8	−35·4	232	1,738	38
	Nov 10	1,958·0	7·1	1,994·6	7·3	−52·7	−39·4	217	1,705	36
	Dec 8	1,938·5	7·0	1,928·3	7·0	−66·3	−50·6	206	1,697	36
1989	Jan 12	1,963·2	7·1	1,878·1	6·8	−50·2	−56·4	207	1,721	36
	Feb 9	1,908·1	6·9	1,839·1	6·7	−39·0	−51·8	213	1,662	34
	Mar 9	1,851·9	6·7	1,807·4	6·6	−31·7	−40·3	193	1,626	32
	Apr 13	1,776·0	6·4	1,750·0	6·4	−57·4	−42·7	182	1,563	31
	May 11	1,697·1	6·2	1,728·8	6·3	−21·2	−36·8	168	1,501	29
	June 8	1,638·9	6·0	1,704·5	6·2	−24·3	−34·3	163	1,448	27
	July 13	1,663·6	6·0	1,681·4	6·1	−23·1	−22·9	237	1,399	27
	Aug 10	1,634·1	5·9	1,640·6	6·0	−40·8	−29·4	206	1,402	26
	Sept 14 ‡	1,596·8	5·8	1,591·3	5·8	−49·3	−37·7	212	1,360	25
	Oct 12 ‡	1,534·0	5·6	1,572·6	5·7	−18·7	−36·3	206	1,304	24
	Nov 9 ‡	1,513·2	5·5	1,550·8	5·6	−21·8	−29·9	202	1,288	23
	Dec 14 ‡ P	1,539·9	5·6	1,534·4	5·6	−16·4	−19·0	200	1,316	23

* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.
† National and regional unemployment rates are calculated by expressing the number of unemployed as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1988 for 1988 and 1989 figures and at the corresponding mid-year for earlier years. These national and regional unemployment rates have been up-dated to incorporate revisions to the workforce estimates arising from the results of the 1987 Census of Employment.
** Unadjusted figures are affected by the benefit regulations for those aged under 18 introduced in September 1988, most of whom are no longer eligible for income support. This reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988. See also note ‡ opposite.
‡‡ The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

UNEMPLOYMENT UK Summary 2·1

THOUSAND

MALE				FEMALE						
UNEMPLOYED		SEASONALLY ADJUSTED ††		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED		
Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number	Per cent cent work-force †	Number		
2,251·7	13·7	2,114·3	12·8	1,019·5	9·1	921·4	8·2		1985	)
2,252·5	13·7	2,148·3	13·1	1,036·6	9·1	958·9	8·4		1986*	) Annual
2,045·8	12·5	1,971·0	12·1	907·6	7·8	851·3	7·3		1987	) averages
1,650·5	10·1	1,607·2	9·8	719·9	6·1	687·3	5·8		1988	)
1,878·7	11·5	1,800·4	11·0	817·1	7·0	768·2	6·6	334·0	1987	Dec 10
1,892·7	11·6	1,759·5	10·8	829·5	7·0	759·9	6·4	337·0	1988	Jan 14
1,852·1	11·3	1,731·3	10·6	813·3	6·9	753·7	6·4	330·5		Feb 11
1,803·1	11·0	1,709·9	10·4	789·0	6·7	744·0	6·3	322·5		Mar 10
1,765·7	10·8	1,674·1	10·2	770·3	6·5	728·8	6·2	316·0		Apr 14
1,692·1	10·3	1,648·8	10·1	734·8	6·2	715·0	6·0	301·6		May 12
1,632·0	10·0	1,624·0	9·9	708·7	6·0	700·1	5·9	291·8		June 9
1,606·3	9·8	1,586·7	9·7	720·4	6·1	680·6	5·7	287·7		July 14
1,576·5	9·6	1,562·7	9·5	714·6	6·0	662·9	5·6	286·9		Aug 11
1,594·4	9·7	1,543·1	9·4	716·6	6·0	648·6	5·5	287·9		Sept 8** ‡‡
1,484·2	9·1	1,522·4	9·3	634·6	5·4	635·5	5·4	265·2		Oct 13
1,454·8	8·9	1,484·6	9·1	612·2	5·2	620·6	5·2	254·9		Nov 10
1,451·5	8·9	1,439·4	8·8	595·1	5·0	598·0	5·0	249·9		Dec 8
1,473·2	9·0	1,405·4	8·6	601·1	5·1	582·4	4·9	248·7	1989	Jan 12
1,434·9	8·8	1,377·9	8·4	583·3	4·9	570·8	4·8	239·5		Feb 9
1,399·4	8·6	1,359·5	8·3	560·9	4·7	557·1	4·7	229·3		Mar 9
1,350·8	8·3	1,321·5	8·1	532·8	4·5	536·5	4·5	216·9		Apr 13
1,297·1	7·9	1,309·7	8·0	505·5	4·3	526·1	4·4	204·7		May 11
1,256·6	7·7	1,296·1	7·9	486·6	4·1	514·2	4·3	195·7		June 8
1,261·6	7·7	1,284·8	7·9	509·8	4·3	502·4	4·2	196·1		July 13
1,238·4	7·6	1,262·5	7·7	502·7	4·2	482·8	4·1	193·3		Aug 10
1,218·8	7·4	1,230·3	7·5	484·1	4·1	464·0	3·9	183·0		Sept 14 ‡
1,181·3	7·2	1,216·6	7·4	454·5	3·8	458·3	3·9	172·9		Oct 12 ‡
1,172·7	7·2	1,201·8	7·3	439·7	3·7	450·2	3·8	165·0		Nov 9 ‡
1,204·8	7·4	1,194·3	7·3	434·2	3·7	440·6	3·7	162·5		Dec 14 ‡ P

UNEMPLOYMENT GB Summary 2·2

2,163·7	13·5	2,031·9	12·7	985·7	9·0	891·1	8·1		1985	)
2,159·6	13·5	2,058·7	12·9	1,001·7	9·0	925·9	8·3		1986*	) Annual
1,953·8	12·3	1,881·8	11·8	873·1	7·7	818·4	7·2		1987	) averages
1,566·1	9·8	1,524·6	9·6	688·6	6·0	656·8	5·7		1988	)
1,789·9	11·2	1,714·0	10·8	785·3	6·9	737·0	6·5	320·6	1987	Dec 10
1,803·3	11·3	1,674·1	10·5	797·1	6·9	728·8	6·3	323·5	1988	Jan 14
1,764·0	11·1	1,646·9	10·3	781·9	6·8	722·8	6·3	317·3		Feb 11
1,716·6	10·8	1,626·2	10·2	757·9	6·6	713·0	6·2	309·3		Mar 10
1,678·9	10·5	1,590·5	10·0	738·8	6·4	697·9	6·0	302·5		Apr 14
1,606·8	10·1	1,565·2	9·8	703·9	6·1	684·0	5·9	288·3		May 12
1,547·7	9·7	1,540·8	9·7	677·5	5·9	669·3	5·8	278·6		June 9
1,521·5	9·5	1,503·8	9·4	687·0	5·9	649·8	5·6	273·7		July 14
1,492·5	9·4	1,480·5	9·3	681·2	5·9	632·3	5·5	272·8		Aug 11
1,511·0	9·5	1,461·5	9·2	684·3	5·9	618·6	5·3	274·4		Sept 8** ‡‡
1,404·1	8·8	1,441·5	9·0	604·3	5·2	605·8	5·2	252·1		Oct 13
1,375·3	8·6	1,404·0	8·8	582·6	5·0	590·6	5·1	242·1		Nov 10
1,371·9	8·6	1,359·6	8·5	566·6	4·9	568·7	4·9	237·7		Dec 8
1,391·4	8·7	1,325·3	8·3	571·8	4·9	552·8	4·8	236·1	1989	Jan 12
1,353·9	8·5	1,298·2	8·1	554·2	4·8	540·9	4·7	226·9		Feb 9
1,319·5	8·3	1,279·9	8·0	532·4	4·6	527·5	4·6	217·0		Mar 9
1,271·4	8·0	1,242·5	7·8	504·5	4·4	507·5	4·4	204·7		Apr 13
1,219·2	7·6	1,231·3	7·7	477·9	4·1	497·5	4·3	192·7		May 11
1,179·7	7·4	1,218·3	7·6	459·2	4·0	486·2	4·2	184·1		June 8
1,183·6	7·4	1,207·0	7·6	480·0	4·2	474·4	4·1	183·5		July 13
1,161·0	7·3	1,185·3	7·4	473·0	4·1	455·3	3·9	180·7		Aug 10
1,141·7	7·2	1,154·1	7·2	455·1	3·9	437·2	3·8	171·3		Sept 14 ‡
1,106·5	6·9	1,140·9	7·2	427·4	3·7	431·7	3·7	161·7		Oct 12 ‡
1,099·0	6·9	1,126·7	7·1	414·2	3·6	424·1	3·7	154·4		Nov 9 ‡
1,130·4	7·1	1,119·6	7·0	409·5	3·5	414·8	3·6	152·3		Dec 14 ‡ P

P The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.
‡ The changes in the Redundant Mineworkers Payment Scheme from July 23 mean that these mineworkers have the option to no longer sign on at Unemployment Benefit Offices as unemployed and available for work as a condition of this scheme. It is estimated that around 700 people left the count between November and December as a result of this change, with the total effect of the change now estimated to be about 15,000. It will take some time before the full effect is known (probably not before spring 1990); the necessary discontinuity adjustments will be made and a revised consistent back series produced.
†† The seasonally adjusted figures relate only to claimants aged 18 or over, in order to maintain the consistent series, available back to 1971 (1974 for the regions), allowing for the effect of the change in benefit regulations for under 18 year olds from September 1988. See *Employment Gazette*, December 1988, p 660. The seasonally adjusted series takes account of past discontinuities to be consistent
with current coverage (see p 422 of the October 1986 *Employment Gazette* for the list of previous discontinuities taken into account). See also note ‡.

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												
1985)	782·4	527·1	255·2	8·6	9·9	6·9	728·5	8·1			495·4	233·1
1986*) Annual	784·7	524·7	260·0	8·7	10·0	6·8	750·2	8·3			505·2	245·0
1987) averages	680·5	460·8	219·7	7·4	8·7	5·7	657·9	7·2			448·3	209·7
1988)	508·6	346·8	161·8	5·5	6·5	4·1	496·1	5·3			339·8	156·2
1988 Dec 8	422·2	292·5	129·8	4·5	5·5	3·3	420·8	4·5	–18·8	–13·7	290·5	130·3
1989 Jan 12	419·5	291·7	127·9	4·5	5·5	3·2	405·7	4·4	–15·1	–16·5	280·2	125·5
Feb 9	408·4	284·7	123·7	4·4	5·3	3·1	394·3	4·2	–11·4	–15·1	272·9	121·4
Mar 9	397·0	278·6	118·5	4·3	5·2	3·0	387·6	4·2	–6·7	–11·1	269·5	118·1
Apr 13	380·3	268·2	112·1	4·1	5·0	2·8	375·1	4·0	–12·5	–10·2	262·2	112·9
May 11	365·5	258·6	106·9	3·9	4·8	2·7	373·6	4·0	–1·5	–6·9	262·0	111·6
June 8	355·2	251·9	103·3	3·8	4·7	2·6	370·2	4·0	–3·4	–5·8	260·5	109·7
July 13	363·3	255·3	108·0	3·9	4·8	2·7	364·6	3·9	–5·6	–3·5	258·3	106·3
Aug 10	356·8	250·1	106·7	3·8	4·7	2·7	352·8	3·8	–11·8	–6·9	252·0	100·8
Sept 14	349·7	246·9	102·8	3·8	4·6	2·6	345·5	3·7	–7·3	–8·2	247·6	97·9
Oct 12	337·2	240·4	96·9	3·6	4·5	2·4	343·2	3·7	–2·3	–7·1	246·8	96·4
Nov 9	332·7	239·0	93·7	3·6	4·5	2·4	342·8	3·7	–0·4	–3·3	246·8	96·0
Dec 14 P	342·9	249·3	93·6	3·7	4·7	2·4	342·3	3·7	–0·5	–1·1	247·7	94·6
GREATER LONDON (included in South East)												
1985)	402·5	278·4	124·1	9·4	10·9	7·3	376·3	8·8			262·7	113·6
1986*) Annual	407·1	280·9	126·1	9·5	11·1	7·3	391·3	9·2			272·0	119·4
1987) averages	363·8	254·4	109·4	8·5	10·1	6·2	353·0	8·2			248·3	104·7
1988)	291·9	205·1	86·7	6·7	8·1	4·8	285·5	6·6			201·6	83·9
1988 Dec 8	249·3	176·8	72·5	5·8	7·0	4·0	249·8	5·8	–9·9	–6·5	176·9	72·9
1989 Jan 12	243·8	173·2	70·5	5·6	6·8	3·9	242·2	5·6	–7·6	–8·3	171·2	71·0
Feb 9	237·8	169·3	68·5	5·5	6·7	3·8	235·5	5·4	–6·7	–8·1	167·2	68·3
Mar 9	232·6	166·4	66·2	5·4	6·6	3·7	230·3	5·3	–5·2	–6·5	163·7	66·6
Apr 13	225·1	161·7	63·4	5·2	6·4	3·5	223·5	5·2	–6·8	–6·2	159·7	63·8
May 11	218·3	157·1	61·2	5·0	6·2	3·4	221·2	5·1	–2·3	–4·8	158·1	63·1
June 8	214·2	154·5	59·7	4·9	6·1	3·3	218·9	5·1	–2·3	–3·8	156·8	62·1
July 13	219·5	156·7	62·8	5·1	6·2	3·5	217·1	5·0	–1·8	–2·1	155·9	61·2
Aug 10	215·0	152·9	62·1	5·0	6·0	3·5	210·5	4·9	–6·6	–3·6	151·7	58·8
Sept 14	211·2	150·8	60·4	4·9	6·0	3·4	206·3	4·8	–4·2	–4·2	149·1	57·2
Oct 12	202·5	145·7	56·9	4·7	5·8	3·2	204·5	4·7	–1·8	–4·2	148·0	56·5
Nov 9	198·1	143·2	54·9	4·6	5·7	3·1	203·3	4·7	–1·2	–2·4	147·2	56·1
Dec 14 P	200·8	146·1	54·7	4·6	5·8	3·0	201·3	4·7	–2·0	–1·7	146·1	55·2
EAST ANGLIA												
1985)	81·3	53·2	28·1	8·8	9·5	7·7	75·3	8·1			49·8	25·4
1986*) Annual	83·4	53·9	29·5	9·0	9·8	8·0	78·8	8·5			51·4	27·4
1987) averages	72·5	47·4	25·1	7·7	8·6	6·3	69·4	7·3			45·8	23·7
1988)	52·0	33·6	18·5	5·4	6·0	4·6	50·4	5·2			32·7	17·7
1988 Dec 8	41·5	27·2	14·3	4·3	4·8	3·6	41·1	4·3	–2·2	–2·0	26·8	14·3
1989 Jan 12	42·1	27·9	14·3	4·4	5·0	3·6	38·5	4·0	–2·6	–2·4	25·3	13·2
Feb 9	41·0	27·4	13·5	4·3	4·9	3·4	37·2	3·9	–1·3	–2·0	24·4	12·8
Mar 9	39·6	26·5	13·1	4·1	4·7	3·3	36·7	3·8	–0·5	–1·5	24·2	12·5
Apr 13	37·4	25·1	12·2	3·9	4·5	3·0	35·5	3·7	–1·2	–1·0	23·5	12·0
May 11	35·1	23·7	11·4	3·6	4·2	2·8	35·1	3·6	–0·4	–0·7	23·5	11·6
June 8	32·9	22·4	10·5	3·4	4·0	2·6	35·0	3·6	–0·1	–0·6	23·7	11·3
July 13	33·1	22·4	10·7	3·4	4·0	2·7	34·7	3·6	–0·3	–0·3	23·8	10·9
Aug 10	32·7	22·2	10·4	3·4	4·0	2·6	34·0	3·5	–0·7	–0·4	23·6	10·4
Sept 14	31·8	21·9	9·9	3·3	3·9	2·5	33·2	3·4	–0·8	–0·6	23·3	9·9
Oct 12	31·2	21·7	9·5	3·2	3·9	2·4	33·5	3·5	0·3	–0·4	23·7	9·8
Nov 9	31·7	22·4	9·3	3·3	4·0	2·3	33·4	3·5	–0·1	–0·2	23·7	9·7
Dec 14 P	33·7	24·4	9·3	3·5	4·3	2·3	33·5	3·5	0·1	0·1	24·0	9·5
SOUTH WEST												
1985)	204·9	132·8	72·2	10·0	11·0	8·6	190·5	9·3			124·5	66·0
1986*) Annual	205·7	131·6	74·2	9·9	10·8	8·6	195·8	9·5			126·1	69·7
1987) averages	178·9	115·0	63·9	8·5	9·4	7·2	172·3	8·1			111·4	60·9
1988)	137·6	88·5	49·1	6·4	7·2	5·4	133·7	6·2			86·5	47·3
1988 Dec 8	117·9	77·0	40·9	5·5	6·3	4·5	113·1	5·3	–5·2	–4·3	73·8	39·3
1989 Jan 12	119·6	78·5	41·1	5·6	6·4	4·5	109·1	5·1	–4·0	–4·6	71·4	37·7
Feb 9	115·3	75·8	39·5	5·4	6·2	4·3	106·3	5·0	–2·8	–4·0	69·6	36·7
Mar 9	110·2	73·1	37·1	5·1	5·9	4·1	104·7	4·9	–1·6	–2·8	69·1	35·6
Apr 13	103·5	69·5	34·1	4·8	5·6	3·7	101·8	4·8	–2·9	–2·4	67·4	34·4
May 11	96·5	65·1	31·4	4·4	5·3	3·4	100·9	4·7	–0·9	–1·8	67·2	33·7
June 8	90·5	61·3	29·2	4·2	5·0	3·2	100·1	4·7	–0·8	–1·5	66·9	33·2
July 13	91·7	61·7	30·0	4·3	5·0	3·3	98·1	4·6	–2·0	–1·2	66·1	32·0
Aug 10	91·1	61·5	29·7	4·3	5·0	3·3	95·3	4·4	–2·8	–1·9	65·0	30·3
Sept 14	89·6	60·8	28·8	4·2	4·9	3·2	91·7	4·3	–3·6	–2·8	62·9	28·8
Oct 12	87·7	60·1	27·6	4·1	4·9	3·0	90·1	4·2	–1·6	–2·7	62·3	27·8
Nov 9	88·8	61·2	27·5	4·1	5·0	3·0	88·4	4·1	–1·7	–2·3	61·6	26·8
Dec 14 P	92·5	65·1	27·4	4·3	5·3	3·0	88·1	4·1	–0·3	–1·2	62·1	26·0

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

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												
1985)	349·7	243·1	106·6	13·7	15·7	10·7	326·9	12·8			230·2	96·7
1986*) Annual	346·7	236·8	108·0	13·6	15·6	10·6	327·7	12·9			228·1	99·6
1987) averages	305·9	211·1	94·8	12·0	13·8	9·2	292·1	11·4			203·5	88·6
1988)	238·0	163·0	75·0	9·2	10·7	7·1	230·1	8·9			158·7	71·4
1988 Dec 8	197·1	137·4	59·8	7·6	9·0	5·7	198·2	7·7	–7·5	–6·7	137·6	60·6
1989 Jan 12	198·2	138·4	59·7	7·7	9·1	5·7	192·1	7·5	–6·1	–6·5	133·3	58·8
Feb 9	191·3	133·6	57·7	7·4	8·8	5·5	186·8	7·2	–5·3	–6·3	129·5	57·3
Mar 9	184·1	129·0	55·1	7·1	8·5	5·2	181·3	7·0	–5·5	–5·6	126·2	55·1
Apr 13	175·2	123·2	52·1	6·8	8·1	4·9	174·5	6·8	–6·8	–5·9	121·8	52·7
May 11	167·9	118·3	49·6	6·5	7·8	4·7	171·9	6·7	–2·6	–5·0	120·4	51·5
June 8	163·4	115·5	47·8	6·3	7·6	4·5	168·9	6·6	–3·0	–4·1	118·8	50·1
July 13	166·0	116·4	49·6	6·4	7·7	4·7	166·0	6·4	–2·9	–2·8	117·3	48·7
Aug 10	162·1	113·6	48·5	6·3	7·5	4·6	160·1	6·2	–5·9	–3·9	113·8	46·3
Sept 14 ‡	159·9	112·5	47·4	6·2	7·4	4·5	154·4	6·0	–5·7	–4·8	110·6	43·8
Oct 12 ‡	152·9	108·5	44·3	5·9	7·1	4·2	155·0	6·0	0·6	–3·7	110·7	44·3
Nov 9 ‡	149·8	107·1	42·7	5·8	7·0	4·0	154·4	6·0	–0·6	–1·9	110·4	44·0
Dec 14 ‡ P	151·6	109·8	41·8	5·9	7·2	4·0	153·0	5·9	–1·4	–0·5	110·1	42·9
EAST MIDLANDS												
1985)	202·3	136·9	65·3	10·7	12·0	8·7	188·2	9·9			128·7	59·5
1986*) Annual	202·8	136·0	66·8	10·7	12·1	8·6	191·3	10·1			129·4	61·9
1987) averages	183·9	125·2	54·4	9·6	11·2	7·4	175·8	9·2			120·6	55·2
1988)	147·8	101·9	45·9	7·7	9·1	5·7	143·2	7·4			99·3	43·9
1988 Dec 8	125·9	88·8	37·1	6·5	7·9	4·6	126·4	6·6	–4·2	–3·6	88·6	37·8
1989 Jan 12	128·4	90·5	38·0	6·7	8·1	4·7	122·2	6·3	–4·2	–4·1	85·6	36·6
Feb 9	125·1	88·3	36·8	6·5	7·9	4·6	120·0	6·2	–2·2	–3·5	83·8	36·2
Mar 9	121·8	86·2	35·6	6·3	7·7	4·4	118·0	6·1	–2·0	–2·8	82·7	35·3
Apr 13	116·4	82·7	33·7	6·0	7·4	4·2	113·1	5·9	–4·9	–3·0	79·3	33·8
May 11	110·1	78·2	31·8	5·7	7·0	4·0	111·5	5·8	–1·6	–2·8	78·6	32·9
June 8	106·3	75·7	30·6	5·5	6·7	3·8	110·3	5·7	–1·2	–2·6	78·3	32·0
July 13	107·9	76·1	31·8	5·6	6·8	4·0	108·6	5·6	–1·7	–1·5	77·5	31·1
Aug 10	105·5	74·3	31·2	5·5	6·6	3·9	106·0	5·5	–2·6	–1·8	76·2	29·8
Sept 14 ‡	101·3	71·4	29·8	5·3	6·4	3·7	101·6	5·3	–4·4	–2·9	73·0	28·6
Oct 12 ‡	95·3	67·5	27·8	4·9	6·0	3·5	99·3	5·2	–2·3	–3·1	71·0	28·3
Nov 9 ‡	93·2	66·7	26·5	4·8	5·9	3·3	97·6	5·1	–1·7	–2·8	69·8	27·8
Dec 14 ‡ P	95·5	69·2	26·3	5·0	6·2	3·3	96·3	5·0	–1·3	–1·8	69·1	27·2
YORKSHIRE AND HUMBERSIDE												
1985)	305·8	212·9	92·9	13·1	15·3	9·9	281·5	12·1			199·0	82·5
1986*) Annual	315·9	220·1	95·8	13·5	15·8	10·1	294·3	12·6			207·8	86·5
1987) averages	286·0	201·2	84·8	12·2	14·6	8·7	270·5	11·5			192·4	78·1
1988)	234·9	165·8	69·1	10·0	12·2	7·0	226·0	9·6			160·8	65·2
1988 Dec 8	203·1	146·2	56·9	8·6	10·7	5·8	202·8	8·6	–6·7	–5·1	145·3	57·5
1989 Jan 12	206·4	148·6	57·8	8·8	10·9	5·9	197·6	8·4	–5·2	–5·6	141·4	56·2
Feb 9	200·4	144·3	56·1	8·5	10·6	5·7	193·4	8·2	–4·2	–5·4	138·3	55·1
Mar 9	194·1	139·9	54·3	8·3	10·3	5·5	189·2	8·1	–4·2	–4·5	135·4	53·8
Apr 13	187·1	135·5	51·6	8·0	9·9	5·2	184·1	7·8	–5·1	–4·5	132·2	51·9
May 11	179·0	130·0	49·0	7·6	9·5	5·0	181·3	7·7	–2·8	–4·0	130·7	50·6
June 8	172·9	125·7	47·2	7·4	9·2	4·8	178·6	7·6	–2·7	–3·5	129·3	49·3
July 13	176·2	126·5	49·6	7·5	9·3	5·0	177·8	7·6	–0·8	–2·1	129·0	48·8
Aug 10	173·7	124·7	49·0	7·4	9·1	5·0	174·8	7·4	–3·0	–2·2	127·8	47·0
Sept 14 ‡	171·0	124·0	46·9	7·3	9·1	4·8	169·9	7·2	–4·9	–2·9	125·0	44·9
Oct 12 ‡	162·5	118·9	43·6	6·9	8·7	4·4	167·3	7·1	–2·6	–3·5	122·9	44·4
Nov 9 ‡	159·9	117·7	42·2	6·8	8·6	4·3	164·2	7·0	–3·1	–3·5	120·6	43·6
Dec 14 ‡ P	162·3	120·6	41·7	6·9	8·8	4·2	162·5	6·9	–1·7	–2·5	119·8	42·7
NORTH WEST												
1985)	452·0	317·1	134·9	14·7	17·6	10·6	420·8	13·7			298·9	121·9
1986*) Annual	448·3	313·2	135·1	14·6	17·5	10·6	423·1	13·8			298·5	124·5
1987) averages	403·3	284·3	118·6	13·1	15·9	9·2	385·2	12·5			273·8	111·4
1988)	333·0	235·9	97·1	10·8	13·2	7·4	322·1	10·4			229·6	92·5
1988 Dec 8	292·8	211·5	81·3	9·5	11·9	6·2	292·9	9·5	–7·6	–6·0	210·7	82·2
1989 Jan 12	299·2	215·9	83·3	9·7	12·1	6·4	288·8	9·4	–4·1	–6·1	208·1	80·7
Feb 9	291·5	210·8	80·8	9·4	11·8	6·2	284·3	9·2	–4·5	–5·4	205·0	79·3
Mar 9	285·0	207·1	77·9	9·2	11·6	6·0	280·4	9·1	–3·9	–4·2	203·0	77·4
Apr 13	275·5	200·9	74·5	8·9	11·3	5·7	272·1	8·8	–8·3	–5·6	197·5	74·6
May 11	265·1	194·3	70·8	8·6	10·9	5·4	268·7	8·7	–3·4	–5·2	195·5	73·2
June 8	256·8	188·4	68·3	8·3	10·6	5·2	264·4	8·6	–4·3	–5·3	192·8	71·6
July 13	261·0	189·2	71·8	8·5	10·6	5·5	261·6	8·5	–2·8	–3·5	190·9	70·7
Aug 10	255·6	184·9	70·6	8·3	10·4	5·4	255·1	8·3	–6·5	–4·5	186·9	68·2
Sept 14 ‡	250·6	182·0	68·6	8·1	10·2	5·3	247·3	8·0	–7·8	–5·7	182·3	65·0
Oct 12 ‡	239·2	175·4	63·9	7·8	9·8	4·9	245·4	8·0	–1·9	–5·4	180·4	65·0
Nov 9 ‡	234·8	173·3	61·4	7·6	9·7	4·7	241·3	7·8	–4·1	–4·6	177·8	63·5
Dec 14 ‡ P	236·6	176·4	60·2	7·7	9·9	4·6	237·7	7·7	–3·6	–3·2	176·0	61·7

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

2·3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1985)	237·6	169·3	68·4	16·7	19·7	12·1	221·1	15·5			159·7	61·4
1986*) Annual	234·9	167·3	67·6	16·4	19·6	11·7	221·5	15·4			159·6	61·9
1987) averages	213·1	155·1	58·0	14·9	18·4	9·9	203·9	14·3			149·7	54·2
1988)	179·4	130·7	48·7	12·5	15·5	8·3	174·0	12·1			127·6	46·4
1988 Dec 8	160·5	119·0	41·5	11·2	14·1	7·0	160·0	11·2	−3·5	−2·5	118·1	41·9
1989 Jan 12	164·5	122·3	42·2	11·5	14·5	7·2	157·7	11·0	−2·3	−2·6	116·8	40·9
Feb 9	161·0	119·6	41·4	11·2	14·2	7·0	156·3	10·9	−1·4	−2·4	115·8	40·5
Mar 9	157·0	116·7	40·3	11·0	13·8	6·8	154·1	10·8	−2·2	−2·0	114·0	40·1
Apr 13	151·8	113·2	38·6	10·6	13·4	6·5	149·2	10·4	−4·9	−2·8	110·4	38·8
May 11	145·0	108·2	36·8	10·1	12·8	6·2	146·3	10·2	−2·9	−3·3	108·3	38·0
June 8	140·0	104·6	35·5	9·8	12·4	6·0	143·6	10·0	−2·7	−3·5	106·6	37·0
July 13	138·9	102·8	36·0	9·7	12·2	6·1	141·0	9·8	−2·6	−2·7	105·0	36·0
Aug 10	135·5	100·3	35·2	9·5	11·9	6·0	138·1	9·6	−2·9	−2·7	103·6	34·5
Sept 14 ‡	132·4	97·6	34·8	9·2	11·6	5·9	132·7	9·3	−5·4	−3·6	99·5	33·2
Oct 12 ‡	127·3	94·9	32·4	8·9	11·3	5·5	130·6	9·1	−2·1	−3·5	98·0	32·6
Nov 9 ‡	124·9	93·9	31·0	8·7	11·1	5·3	127·3	8·9	−3·3	−3·6	95·6	31·7
Dec 14 ‡ P	124·7	94·4	30·3	8·7	11·2	5·1	124·7	8·7	−2·6	−2·7	93·7	31·0
WALES												
1985)	180·6	127·7	52·9	14·7	16·9	11·1	168·4	13·7			120·5	47·9
1986*) Annual	179·0	126·1	52·9	14·4	16·6	10·9	169·3	13·6			120·5	48·8
1987) averages	157·0	111·8	45·2	12·7	15·2	9·0	149·9	12·1			107·7	42·2
1988)	130·0	92·9	37·1	10·3	12·6	7·2	125·7	10·0			90·4	35·4
1988 Dec 8	114·5	82·9	31·6	9·1	11·2	6·1	112·9	9·0	−4·0	−2·6	81·5	31·4
1989 Jan 12	116·2	84·1	32·2	9·3	11·4	6·2	109·7	8·7	−3·2	−3·3	79·1	30·6
Feb 9	112·0	81·0	31·1	8·9	11·0	6·0	107·1	8·5	−2·6	−3·3	77·1	30·0
Mar 9	107·7	78·1	29·6	8·6	10·6	5·7	104·9	8·4	−2·2	−2·7	75·6	29·3
Apr 13	103·2	75·2	28·0	8·2	10·2	5·4	101·4	8·1	−3·5	−2·8	73·2	28·2
May 11	97·8	71·5	26·4	7·8	9·7	5·1	99·9	8·0	−1·5	−2·4	72·3	27·6
June 8	92·8	68·0	24·8	7·4	9·2	4·8	98·5	7·8	−1·4	−2·1	71·5	27·0
July 13	93·3	67·5	25·7	7·4	9·1	5·0	96·2	7·7	−2·3	−1·7	70·1	26·1
Aug 10	91·1	65·8	25·3	7·3	8·9	4·9	93·5	7·4	−2·7	−2·1	68·6	24·9
Sept 14 ‡	90·6	66·0	24·6	7·2	8·9	4·8	90·2	7·2	−3·3	−2·8	66·8	23·4
Oct 12 ‡	86·5	63·9	22·6	6·9	8·7	4·4	88·7	7·1	−1·5	−2·5	65·9	22·8
Nov 9 ‡	85·7	63·8	21·9	6·8	8·6	4·2	86·6	6·9	−2·1	−2·3	64·4	22·2
Dec 14 ‡ P	87·2	65·6	21·6	6·9	8·9	4·2	85·6	6·8	−1·0	−1·5	64·1	21·5
SCOTLAND												
1985)	353·0	243·6	109·3	14·1	16·6	10·7	322·0	12·9			225·2	96·8
1986*) Annual	359·8	248·1	111·8	14·5	16·9	11·0	332·8	13·4			232·1	100·6
1987) averages	345·8	241·9	103·8	14·0	16·7	10·1	323·4	13·1			228·9	94·5
1988)	293·6	207·2	86·4	11·8	14·3	8·3	280·1	11·3			199·3	80·8
1988 Dec 8	262·9	189·3	73·5	10·6	13·1	7·1	260·2	10·5	−6·3	−4·0	186·7	73·5
1989 Jan 12	269·0	193·7	75·4	10·8	13·4	7·3	256·6	10·3	−3·6	−4·5	184·0	72·6
Feb 9	262·1	188·4	73·6	10·6	13·0	7·1	253·4	10·2	−3·2	−4·4	181·7	71·7
Mar 9	255·3	184·3	71·1	10·3	12·8	6·8	250·5	10·1	−2·9	−3·2	180·2	70·3
Apr 13	245·6	178·0	67·6	9·9	12·3	6·5	243·3	9·8	−7·2	−4·4	175·1	68·2
May 11	235·2	171·2	63·9	9·5	11·9	6·2	239·5	9·6	−3·8	−4·6	172·8	66·7
June 8	228·2	166·1	62·1	9·2	11·5	6·0	235·0	9·5	−4·5	−5·2	170·0	65·0
July 13	232·4	165·6	66·7	9·4	11·5	6·4	232·8	9·4	−2·2	−3·5	168·9	63·9
Aug 10	229·9	163·5	66·4	9·3	11·3	6·4	231·0	9·3	−1·8	−2·8	167·7	63·3
Sept 14 ‡	219·9	158·7	61·3	8·9	11·0	5·9	224·8	9·1	−6·2	−3·4	163·0	61·8
Oct 12 ‡	214·1	155·3	58·8	8·6	10·8	5·7	219·6	8·8	−5·2	−4·4	159·2	60·4
Nov 9 ‡	211·7	153·8	57·9	8·5	10·6	5·6	214·8	8·6	−4·8	−5·4	155·8	59·0
Dec 14 ‡ P	212·9	155·5	57·3	8·6	10·8	5·5	210·6	8·5	−4·2	−4·7	153·0	57·6
NORTHERN IRELAND												
1985)	121·8	88·0	33·8	17·3	20·6	12·2	112·7	16·0			82·4	30·3
1986*) Annual	127·8	92·9	34·9	18·1	21·7	12·5	122·6	17·4			89·6	33·0
1987) averages	126·5	92·0	34·5	17·8	21·5	12·3	122·1	17·2			89·2	32·9
1988)	115·7	84·3	31·3	16·4	20·0	11·0	113·2	16·0			82·7	30·5
1988 Dec 8	108·1	79·6	28·4	15·3	18·9	10·0	109·1	15·4	−1·5	−0·8	79·8	29·3
1989 Jan 12	111·2	81·8	29·4	15·7	19·4	10·3	109·7	15·5	0·6	−0·3	80·1	29·6
Feb 9	110·1	80·9	29·1	15·6	19·2	10·3	109·6	15·5	−0·1	−0·3	79·7	29·9
Mar 9	108·4	79·9	28·5	15·3	18·9	10·0	109·2	15·5	−0·4	—	79·6	29·6
Apr 13	107·6	79·3	28·3	15·2	18·8	10·0	108·0	15·3	−1·2	−0·6	79·0	29·0
May 11	105·4	77·9	27·5	14·9	18·4	9·7	107·0	15·1	−1·0	−0·9	78·4	28·6
June 8	104·2	76·9	27·3	14·8	18·2	9·6	105·8	15·0	−1·2	−1·1	77·8	28·0
July 13	107·8	78·0	29·7	15·3	18·5	10·5	105·8	15·0	—	−0·7	77·8	28·0
Aug 10	107·0	77·4	29·7	15·2	18·3	10·4	104·7	14·8	−1·1	−0·8	77·2	27·5
Sept 14	106·1	77·1	29·0	15·0	18·3	10·2	103·0	14·6	−1·7	−0·9	76·2	26·8
Oct 12	101·9	74·8	27·1	14·4	17·7	9·5	102·3	14·5	−0·7	−1·2	75·7	26·6
Nov 9	99·2	73·7	25·5	14·0	17·4	9·0	101·2	14·3	−1·1	−1·2	75·1	26·1
Dec 14 P	99·1	74·4	24·7	14·0	17·6	8·7	100·5	14·2	−0·7	−0·8	74·7	25·8

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 14, 1989

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
ASSISTED REGIONS ‡					
South West					
Development Areas	5,590	2,391	7,981	12·9	. .
Intermediate Areas	10,012	4,174	14,186	8·0	. .
Unassisted	49,524	20,830	70,354	4·5	. .
All	**65,126**	**27,395**	**92,521**	**5·1**	**4·3**
West Midlands					
Intermediate Areas	90,873	33,869	124,742	7·8	. .
Unassisted	18,943	7,909	26,852	4·1	. .
All	**109,816**	**41,778**	**151,594**	**6·7**	**5·9**
East Midlands					
Development Areas	1,031	420	1,451	5·2	. .
Intermediate Areas	2,063	948	3,011	5·7	. .
Unassisted	66,089	24,937	91,026	5·7	. .
All	**69,183**	**26,305**	**95,488**	**5·7**	**5·0**
Yorksire and Humberside					
Development Areas	13,225	4,568	17,793	10·7	. .
Intermediate Areas	62,393	20,260	82,653	9·2	. .
Unassisted	44,977	16,906	61,883	6·2	. .
All	**120,595**	**41,734**	**162,329**	**7·9**	**6·9**
North West					
Development Areas	80,603	26,828	107,431	12·1	. .
Intermediate Areas	53,219	17,745	70,964	7·6	. .
Unassisted	42,608	15,615	58,223	6·5	. .
All	**176,430**	**60,188**	**236,618**	**8·7**	**7·7**
North					
Development Areas	76,596	23,326	99,922	11·2	. .
Intermediate Areas	10,223	3,377	13,600	8·3	. .
Unassisted	7,591	3,587	11,178	5·2	. .
All	**94,410**	**30,290**	**124,700**	**9·8**	**8·7**
Wales					
Development Areas	25,718	8,266	33,984	8·9	. .
Intermediate Areas	34,608	11,131	45,739	8·0	. .
Unassisted	5,251	2,187	7,438	6·1	. .
All	**65,577**	**21,584**	**87,161**	**8·1**	**6·9**
Scotland					
Development Areas	95,690	31,983	127,673	11·9	. .
Intermediate Areas	24,166	10,577	34,743	11·0	. .
Unassisted	35,690	14,755	50,445	6·2	. .
All	**155,546**	**57,315**	**212,861**	**9·7**	**8·6**
UNASSISTED REGIONS					
South East	**249,349**	**93,572**	**342,921**	**4·2**	**3·7**
East Anglia	**24,367**	**9,320**	**33,687**	**4·2**	**3·5**
GREAT BRITAIN					
Development Areas	298,453	97,782	396,235	11·4	. .
Intermediate Areas	287,557	102,081	389,638	8·3	. .
Unassisted	544,389	209,618	754,007	4·8	. .
All	**1,130,399**	**409,481**	**1,539,880**	**6·4**	**5·6**
Northern Ireland	**74,369**	**24,728**	**99,097**	**15·8**	**14·0**
United Kingdom	**1,204,768**	**434,209**	**1,638,977**	**6·7**	**5·8**
TRAVEL-TO-WORK AREAS *					
England					
Accrington and Rossendale	1,865	746	2,611	5·2	(4·4)
Alfreton and Ashfield	2,838	841	3,679	5·7	(5·1)
Alnwick and Amble	891	339	1,230	11·0	(8·7)
Andover	397	174	571	1·9	(1·6)
Ashford	937	339	1,276	4·0	(3·3)
Aylesbury and Wycombe	2,317	921	3,238	2·0	(1·6)
Banbury	662	263	925	3·5	(2·9)
Barnsley (I)	5,953	1,837	7,790	10·0	(8·8)
Barnstaple and Ilfracombe	1,245	569	1,814	7·2	(5·6)
Barrow-in-Furness	1,527	757	2,284	5·3	(4·7)
Basingstoke and Alton	1,085	369	1,454	1·9	(1·7)
Bath	1,710	778	2,488	3·8	(3·3)
Beccles and Halesworth	473	216	689	4·4	(3·4)
Bedford	1,671	564	2,235	2·9	(2·6)
Berwick-on-Tweed	443	190	633	6·5	(5·3)
Bicester	259	148	407	2·3	(1·9)
Bideford	618	242	860	9·2	(7·1)
Birmingham (I)	43,345	15,366	58,711	8·1	(7·3)
Bishop Auckland (D)	3,308	1,091	4,399	10·7	(9·3)
Blackburn	3,793	1,216	5,009	7·5	(6·5)
Blackpool	6,825	2,321	9,146	8·3	(6·7)
Blandford	144	57	201	2·2	(1·7)
Bodmin and Liskeard (I)	1,211	644	1,855	8·0	(6·0)
Bolton and Bury	10,333	3,661	13,994	8·0	(6·9)
Boston	1,186	420	1,606	6·9	(5·6)
Bournemouth	3,566	1,236	4,802	4·8	(4·0)
Bradford (I)	12,193	3,723	15,916	7·5	(6·7)
Bridgwater	1,341	624	1,965	6·4	(5·3)
Bridlington and Driffield	1,281	483	1,764	8·7	(6·9)
Bridport	253	126	379	4·8	(3·5)
Brighton	6,294	2,239	8,533	5·3	(4·4)
Bristol	11,715	4,777	16,492	5·1	(4·5)
Bude (I)	351	188	539	9·1	(6·2)
Burnley	1,871	643	2,514	6·0	(5·2)
Burton-on-Trent	2,248	929	3,177	5·2	(4·5)

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Bury St Edmunds	459	224	683	2·0	(1·7)
Buxton	639	307	946	4·4	(3·5)
Calderdale	3,578	1,420	4,998	6·2	(5·4)
Cambridge	2,135	819	2,954	2·1	(1·8)
Canterbury	1,874	561	2,435	5·1	(4·3)
Carlisle	1,905	824	2,729	5·1	(4·3)
Castleford and Pontefract	3,273	1,136	4,409	8·2	(7·3)
Chard	230	119	349	3·4	(2·8)
Chelmsford and Braintree	2,053	918	2,971	2·8	(2·4)
Cheltenham	1,710	628	2,338	3·1	(2·7)
Chesterfield	4,301	1,649	5,950	8·1	(7·1)
Chichester	1,120	338	1,458	2·5	(2·0)
Chippenham	523	314	837	2·9	(2·4)
Cinderford and Ross-on-Wye (I)	982	467	1,449	6·0	(4·8)
Cirencester	153	103	256	2·0	(1·7)
Clacton	1,354	414	1,768	9·7	(7·4)
Clitheroe	143	98	241	2·4	(2·0)
Colchester	2,012	892	2,904	3·8	(3·2)
Corby (D)	973	392	1,365	5·1	(4·5)
Coventry and Hinckley (I)	11,761	5,219	16,980	7·1	(6·3)
Crawley	1,950	686	2,636	1·3	(1·2)
Crewe	1,769	824	2,593	5·2	(4·6)
Cromer and North Walsham	754	257	1,011	5·6	(4·2)
Darlington (I)	2,839	988	3,827	7·8	(6·8)
Dartmouth and Kingsbridge	392	151	543	7·6	(5·0)
Derby	6,105	2,202	8,307	5·3	(4·8)
Devizes	224	131	355	2·7	(2·3)
Diss	321	184	505	3·7	(2·8)
Doncaster (I)	8,057	2,900	10,957	10·9	(9·5)
Dorchester and Weymouth	1,312	534	1,846	4·8	(4·1)
Dover and Deal	1,705	575	2,280	5·4	(4·7)
Dudley and Sandwell (I)	14,369	5,343	19,712	7·5	(6·7)
Durham (I)	3,579	1,191	4,770	7·4	(6·6)
Eastbourne	1,378	514	1,892	3·5	(2·8)
Evesham	464	249	713	2·6	(2·0)
Exeter	2,584	910	3,494	3·9	(3·3)
Fakenham	376	156	532	4·9	(3·6)
Falmouth (D)	764	270	1,034	8·6	(6·9)
Folkestone	1,680	581	2,261	7·1	(5·9)
Gainsborough (I)	781	279	1,060	8·3	(7·1)
Gloucester	1,934	760	2,694	3·8	(3·4)
Goole and Selby	1,440	630	2,070	7·1	(6·1)
Gosport and Fareham	1,596	742	2,338	4·6	(3·9)
Grantham	696	278	974	4·2	(3·5)
Great Yarmouth	2,584	1,029	3,613	9·1	(7·4)
Grimsby (I)	5,823	1,549	7,372	9·5	(8·4)
Guildford and Aldershot	2,559	1,002	3,561	1·9	(1·6)
Harrogate	813	326	1,139	2·8	(2·3)
Hartlepool (D)	3,967	1,183	5,150	14·6	(12·9)
Harwich	367	145	512	6·5	(5·6)
Hastings	1,923	649	2,572	5·2	(4·1)
Haverhill	238	154	392	3·2	(2·6)
Heathrow	14,156	5,710	19,866	2·9	(2·5)
Helston (D)	506	300	806	13·8	(9·4)
Hereford and Leominster	1,432	621	2,053	4·7	(3·7)
Hertford and Harlow	4,315	1,897	6,212	2·8	(2·4)
Hexham	458	251	709	4·8	(3·6)
Hitchin and Letchworth	1,232	563	1,795	3·1	(2·7)
Honiton and Axminster	495	202	697	4·2	(3·1)
Horncastle and Market Rasen	558	245	803	7·4	(5·4)
Huddersfield	4,073	1,744	5,817	6·2	(5·3)
Hull (I)	12,658	4,188	16,846	9·2	(8·2)
Huntingdon and St Neots	961	524	1,485	3·4	(2·9)
Ipswich	2,535	803	3,338	3·3	(2·9)
Isle of Wight	2,833	1,364	4,197	9·1	(7·3)
Keighley	1,323	582	1,905	6·2	(5·3)
Kendal	356	163	519	2·4	(1·9)
Keswick	125	69	194	7·5	(4·6)
Kettering and Market Harborough	748	312	1,060	2·8	(2·4)
Kidderminster (I)	1,167	506	1,673	4·2	(3·5)
King's Lynn and Hunstanton	1,598	622	2,220	5·6	(4·6)
Lancaster and Morecambe	3,023	1,078	4,101	9·0	(7·5)
Launceston	293	158	451	6·9	(4·6)
Leeds	15,945	5,420	21,365	6·5	(5·9)
Leek	297	119	416	3·1	(2·6)
Leicester	8,865	3,480	12,345	4·7	(4·2)
Lincoln	3,309	1,302	4,611	7·1	(6·1)
Liverpool (D)	47,689	15,211	62,900	13·9	(12·5)
London	136,911	50,841	187,752	5·4	(4·8)
Loughborough and Coalville	1,596	755	2,351	3·9	(3·4)
Louth and Mablethorpe	1,024	397	1,421	11·3	(8·7)
Lowestoft	1,520	700	2,220	7·1	(6·1)
Ludlow	340	190	530	4·3	(3·1)
Macclesfield	1,291	566	1,857	3·3	(2·8)
Malton	161	78	239	3·1	(2·6)
Malvern and Ledbury	675	204	879	4·3	(3·3)
Manchester (I)	44,193	14,398	58,591	7·8	(6·9)
Mansfield	4,158	1,355	5,513	9·0	(7·9)
Matlock	476	239	715	3·6	(3·0)
Medway and Maidstone	6,485	2,689	9,174	4·4	(3·8)

Unemployment in regions by assisted area status* and in travel-to-work areas† at December 14, 1989

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Melton Mowbray	508	222	730	3·6	(3·0)
Middlesbrough (D)	12,325	3,428	15,753	12·4	(11·2)
Milton Keynes	1,720	689	2,409	2·8	(2·5)
Minehead	489	245	734	8·0	(6·1)
Morpeth and Ashington (I)	3,810	1,201	5,011	9·9	(8·7)
Newark	1,019	378	1,397	6·2	(5·1)
Newbury	563	180	743	1·8	(1·6)
Newcastle upon Tyne (D)	27,003	8,230	35,233	9·5	(8·6)
Newmarket	585	278	863	3·4	(2·8)
Newquay (D)	874	538	1,412	16·8	(12·6)
Newton Abbot	857	283	1,140	5·1	(4·0)
Northallerton	351	153	504	3·1	(2·6)
Northampton	2,422	1,029	3,451	3·0	(2·7)
Northwich	1,758	788	2,546	5·2	(4·5)
Norwich	4,484	1,434	5,918	4·3	(3·7)
Nottingham	17,106	5,869	22,975	7·1	(6·3)
Okehampton	166	85	251	5·0	(3·6)
Oldham	4,682	1,779	6,461	7·6	(6·6)
Oswestry	412	265	677	5·2	(4·1)
Oxford	3,073	1,079	4,152	2·3	(2·0)
Pendle	1,216	429	1,645	5·1	(4·3)
Penrith	254	166	420	3·0	(2·2)
Penzance and St Ives (D)	1,667	691	2,358	15·0	(10·9)
Peterborough	3,409	1,137	4,546	4·9	(4·3)
Pickering and Helmsley	147	97	244	3·7	(2·6)
Plymouth (I)	7,665	2,961	10,626	8·1	(7·1)
Poole	1,693	561	2,254	3·6	(3·1)
Portsmouth	6,145	2,081	8,226	5·5	(4·7)
Preston	6,285	2,383	8,668	5·7	(5·0)
Reading	2,315	780	3,095	2·0	(1·8)
Redruth and Camborne (D)	1,779	592	2,371	11·9	(9·6)
Retford	1,044	491	1,535	7·6	(6·4)
Richmondshire	353	261	614	5·2	(3·9)
Ripon	213	126	339	3·4	(2·6)
Rochdale	3,949	1,420	5,369	8·4	(7·2)
Rotherham and Mexborough (D)	9,331	3,201	12,532	12·5	(11·2)
Rugby and Daventry	1,151	653	1,804	3·6	(3·1)
Salisbury	926	407	1,333	3·3	(2·8)
Scarborough and Filey	1,830	716	2,546	8·1	(6·7)
Scunthorpe (D)	3,175	1,084	4,259	7·7	(6·5)
Settle	97	72	169	3·1	(2·1)
Shaftesbury	337	181	518	3·7	(2·7)
Sheffield (I)	18,564	6,500	25,064	9·6	(8·6)
Shrewsbury	1,213	498	1,711	4·0	(3·3)
Sittingbourne and Sheerness	1,757	704	2,461	6·4	(5·4)
Skegness	1,388	528	1,916	17·7	(13·7)
Skipton	212	91	303	3·0	(2·3)
Sleaford	325	157	482	4·3	(3·5)
Slough	2,946	1,176	4,122	2·4	(2·1)
South Molton	116	71	187	4·8	(3·0)
South Tyneside (D)	6,798	1,890	8,688	16·1	(14·5)
Southampton	6,503	2,208	8,711	4·8	(4·2)
Southend	9,243	3,613	12,856	5·3	(4·5)
Spalding and Holbeach	644	301	945	3·9	(3·1)
St Austell	1,142	520	1,662	7·7	(6·0)
Stafford	1,629	665	2,294	3·3	(2·9)
Stamford	389	181	570	3·5	(2·8)
Stockton-on-Tees (D)	5,832	2,011	7,843	10·9	(9·9)
Stoke	6,490	2,445	8,935	4·5	(4·0)
Stroud	947	478	1,425	3·7	(3·0)
Sudbury	444	224	668	4·5	(3·4)
Sunderland (D)	15,922	4,745	20,667	12·3	(11·0)
Swindon	2,328	975	3,303	3·2	(2·9)
Taunton	1,168	429	1,597	3·8	(3·2)
Telford and Bridgnorth (I)	2,887	994	3,881	5·8	(5·0)
Thanet	2,837	938	3,775	10·3	(8·2)
Thetford	668	320	988	4·7	(3·9)
Thirsk	144	94	238	4·9	(3·8)
Tiverton	306	160	466	4·6	(3·6)
Torbay	2,702	1,078	3,780	8·6	(6·7)
Torrington	172	100	272	5·4	(3·7)
Totnes	311	162	473	6·7	(4·9)
Trowbridge and Frome	1,032	523	1,555	3·4	(2·9)
Truro	909	410	1,319	5·5	(4·5)
Tunbridge Wells	1,222	421	1,643	1·8	(1·4)
Uttoxeter and Ashbourne	272	149	421	3·7	(3·0)
Wakefield and Dewsbury	6,628	2,187	8,815	7·3	(6·6)
Walsall (I)	7,993	2,933	10,926	7·2	(6·3)
Wareham and Swanage	247	96	343	3·6	(2·8)
Warminster	167	99	266	4·0	(3·3)
Warrington	3,142	1,105	4,247	5·4	(4·9)
Warwick	1,621	799	2,420	3·0	(2·5)
Watford and Luton	7,040	2,550	9,590	2·9	(2·6)
Wellingborough and Rushden	1,045	518	1,563	3·2	(2·8)
Wells	585	328	913	4·0	(3·2)
Weston-super-Mare	1,599	731	2,330	6·0	(4·9)
Whitby (D)	551	229	780	10·4	(7·5)
Whitchurch and Market Drayton	482	232	714	4·8	(3·6)
Whitehaven	1,492	754	2,246	6·5	(5·8)
Widnes and Runcorn (D)	4,141	1,406	5,547	9·8	(8·9)
Wigan and St Helens (D)	12,915	5,002	17,917	10·3	(9·0)
Winchester and Eastleigh	925	389	1,314	1·6	(1·4)
Windermere	133	72	205	2·8	(2·0)
Wirral and Chester (D)	15,858	5,209	21,067	10·2	(9·1)
Wisbech	814	241	1,055	6·7	(5·2)
Wolverhampton (I)	9,576	3,651	13,227	9·8	(8·7)
Woodbridge and Leiston	335	146	481	2·5	(2·0)
Worcester	1,815	677	2,492	3·9	(3·4)
Workington (D)	1,667	830	2,497	8·4	(7·1)
Worksop	1,583	498	2,081	8·0	(7·2)
Worthing	1,646	570	2,216	3·0	(2·4)
Yeovil	1,045	524	1,569	3·8	(3·1)
York	3,131	1,307	4,438	4·9	(4·3)
Wales					
Aberdare (D)	1,814	516	2,330	12·9	(11·1)
Aberystwyth	457	176	633	5·4	(4·3)
Bangor and Caernarfon (I)	2,242	773	3,015	11·5	(9·7)
Blaenau, Gwent and Abergavenny (D)	2,707	789	3,496	10·4	(8·9)
Brecon	193	123	316	4·1	(3·0)
Bridgend (I)	3,284	1,187	4,471	8·3	(7·2)
Cardiff (I)	11,167	3,232	14,399	7·1	(6·4)
Cardigan (D)	529	224	753	11·7	(7·3)
Carmarthen	633	216	849	4·4	(3·5)
Conwy and Colwyn	2,044	800	2,844	8·4	(6·8)
Denbigh	395	197	592	5·8	(4·3)
Dolgellau and Barmouth	300	115	415	9·3	(7·0)
Fishguard (I)	252	92	344	9·6	(6·4)
Haverfordwest (I)	1,354	529	1,883	10·0	(8·1)
Holyhead (D)	1,597	703	2,300	13·1	(10·7)
Lampeter and Aberaeron (D)	286	144	430	7·8	(5·2)
Llandeilo	151	75	226	6·0	(3·8)
Llandrindod Wells	278	155	433	5·7	(3·8)
Llanelli (I)	2,352	783	3,135	10·0	(8·5)
Machynlleth	170	89	259	8·9	(5·7)
Merthyr and Rhymney (D)	4,491	1,106	5,597	10·5	(9·3)
Monmouth	206	68	274	7·1	(5·0)
Neath and Port Talbot (D)	2,326	667	2,993	7·6	(6·8)
Newport (I)	4,326	1,452	5,778	7·1	(6·4)
Newtown	265	86	351	3·6	(2·8)
Pontypool and Cwmbran (I)	2,056	736	2,792	6·7	(6·0)
Pontypridd and Rhondda (D)	4,548	1,315	5,863	9·1	(8·0)
Porthmadoc and Ffestiniog (I)	375	219	594	9·7	(7·6)
Pwllheli (I)	557	202	759	15·1	(10·6)
Shotton, Flint and Rhyl (D)	3,763	1,335	5,098	6·7	(5·7)
South Pembrokeshire (D)	1,154	473	1,627	12·4	(9·4)
Swansea (I)	6,643	1,926	8,569	8·4	(7·5)
Welshpool	159	87	246	3·2	(2·3)
Wrexham (D)	2,503	994	3,497	6·8	(5·8)
Scotland					
Aberdeen	4,329	1,798	6,127	3·6	(3·2)
Alloa (I)	1,631	643	2,274	13·3	(11·6)
Annan	359	205	564	6·1	(5·0)
Arbroath (D)	680	309	989	10·1	(8·4)
Ayr (I)	2,856	1,105	3,961	9·1	(7·9)
Badenoch (I)	221	150	371	10·0	(7·6)
Banff	421	197	618	6·3	(4·8)
Bathgate (D)	3,549	1,247	4,796	9·9	(9·0)
Berwickshire	249	125	374	6·6	(4·9)
Blairgowrie and Pitlochry	496	312	808	7·4	(5·8)
Brechin and Montrose	628	342	970	7·2	(5·8)
Buckie	216	127	343	7·4	(6·2)
Campbeltown (I)	284	141	425	11·9	(8·6)
Crieff	168	81	249	6·7	(5·1)
Cumnock and Sanquhar (D)	1,930	675	2,605	18·5	(15·6)
Dumbarton (D)	2,553	1,133	3,686	13·2	(11·7)
Dumfries	1,032	470	1,502	6·2	(5·4)
Dundee (D)	6,927	2,844	9,771	10·3	(9·3)
Dunfermline (I)	3,526	1,390	4,916	9·9	(8·9)
Dunoon and Bute (I)	724	370	1,094	13·7	(9·9)
Edinburgh	15,263	5,225	20,488	6·8	(6·2)
Elgin	719	431	1,150	7·2	(6·2)
Falkirk (I)	4,043	1,765	5,808	9·7	(8·7)
Forfar	456	256	712	7·7	(6·3)
Forres (I)	295	161	456	14·8	(11·7)
Fraserburgh	328	126	454	5·8	(4·7)
Galashiels	481	216	697	4·2	(3·6)
Girvan (I)	364	158	522	16·4	(12·5)
Glasgow (D)	54,224	17,505	71,729	11·9	(10·9)
Greenock (D)	4,516	1,316	5,832	15·1	(13·5)
Haddington	555	235	790	5·9	(5·0)
Hawick	407	159	566	6·7	(5·8)
Huntly	153	90	243	7·2	(5·5)
Invergordon and Dingwall (I)	1,038	490	1,528	12·3	(10·6)
Inverness	2,145	898	3,043	8·1	(7·0)

Unemployment in regions by assisted area status* and in travel-to-work areas† at December 14, 1989

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent employees
Irvine (D)	4,791	1,673	6,464	12·7	(11·2)
Islay/Mid Argyll	252	144	396	9·2	(7·5)
Keith	234	141	375	7·9	(6·3)
Kelso and Jedburgh	216	89	305	5·6	(4·5)
Kilmarnock (D)	2,568	943	3,511	11·3	(9·8)
Kirkcaldy (I)	4,813	1,949	6,762	11·1	(9·9)
Lanarkshire (D)	13,952	4,338	18,290	12·2	(10·7)
Lochaber (I)	597	411	1,008	12·0	(10·0)
Lockerbie	191	112	303	7·6	(5·7)
Newton Stewart (I)	308	218	526	17·8	(12·1)
North East Fife	730	435	1,165	6·8	(5·7)
Oban	380	283	663	8·7	(6·7)
Orkney Islands	337	164	501	7·2	(5·1)
Peebles	224	109	333	7·4	(6·0)
Perth	1,339	504	1,843	6·2	(5·4)
Peterhead	688	346	1,034	8·7	(7·1)
Shetland Islands	260	142	402	3·9	(3·2)
Skye and Wester Ross (I)	476	341	817	13·6	(10·4)
Stewartry (I)	388	273	661	9·0	(6·6)
Stirling	1,991	807	2,798	8·4	(7·4)

	Male	Female	All	Rate ** per cent employees and unemployed	Rate ** per cent workforce
Stranraer (I)	531	251	782	10·4	(8·4)
Sutherland (I)	363	267	630	16·0	(12·6)
Thurso	443	186	629	9·0	(7·6)
Western Isles (I)	1,249	367	1,616	14·5	(11·6)
Wick (I)	459	127	586	12·1	(9·7)
Northern Ireland					
Ballymena	1,824	776	2,600	11·0	(9·5)
Belfast	35,748	12,714	48,462	13·7	(12·5)
Coleraine	4,516	1,362	5,878	18·2	(15·5)
Cookstown	1,580	589	2,169	24·8	(20·5)
Craigavon	6,107	2,331	8,438	13·9	(12·2)
Dungannon	2,384	805	3,189	19·7	(16·4)
Enniskillen	2,734	786	3,520	19·6	(15·5)
Londonderry	8,459	1,943	10,402	21·9	(19·9)
Magherafelt	1,618	590	2,208	17·9	(14·8)
Newry	4,649	1,468	6,117	22·4	(18·9)
Omagh	2,165	778	2,943	17·7	(14·8)
Strabane	2,585	586	3,171	28·2	(23·3)

(I) Intermediate Area
(D) Development Area
* Assisted area status as designated on November 29, 1984. There are no development areas in the West Midlands region, and all of the South East and the East Anglia regions are unassisted. See also footnote ‡ to *table 2·1*.
† Travel-to-work areas are defined in the supplement to the September 1984 issue of *Employment Gazette*, with slight amendments as given in the November 1984 (p 467), March 1985 (p 126), February 1986 (p 86) and December 1987 (p S25) issues.
** Unemployment rates calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) have been introduced in addition to those calculated as a percentage of estimates of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the 1987 Census of Employment results.

UNEMPLOYMENT 2·5
Age and duration

THOUSAND

UNITED KINGDOM		18-24 Up to 26 weeks weeks	18-24 Over 26 and up to 52	18-24 Over 52 weeks	18-24 All	25-49 Up to 26 weeks weeks	25-49 Over 26 and up to 52	25-49 Over 52 weeks	25-49 All	50 and over Up to 26 weeks	50 and over Over 26 and up to 52 weeks	50 and over Over 52 weeks	50 and over All	All ages * Up to 26 weeks	All ages * Over 26 and up to 52 weeks	All ages * Over 52 weeks	All ages * All
MALE AND FEMALE																	
1987	Oct	428·9	126·0	229·0	783·8	472·2	213·9	595·9	1,282·0	131·6	86·3	332·8	550·7	1,136·0	443·1	1,172·2	2,751·4
1988	Jan	429·4	141·4	203·0	773·9	515·4	210·6	564·7	1,290·7	138·7	78·3	321·1	538·1	1,175·0	446·5	1,100·6	2,722·2
	Apr	352·6	165·2	179·9	697·7	473·5	217·2	528·0	1,218·7	127·3	73·2	313·1	513·6	1,023·1	483·6	1,029·2	2,536·0
	July	359·5	140·6	163·3	663·4	419·5	202·1	483·6	1,105·1	113·9	67·7	295·2	476·8	944·9	433·5	948·2	2,326·7
	Oct	346·7	108·6	151·0	606·3	405·0	186·0	446·4	1,037·4	115·3	64·0	287·6	466·9	873·0	360·4	885·5	2,118·9
1989	Jan	352·8	106·3	136·7	595·7	440·7	173·0	416·8	1,030·5	118·0	58·6	267·6	444·2	914·1	338·8	821·4	2,074·3
	Apr	294·9	116·3	119·2	530·4	396·4	171·4	378·4	946·2	101·3	57·2	246·4	404·9	794·1	345·4	744·1	1,883·6
	July	309·7	103·6	106·7	520·1	374·2	163·9	346·0	884·1	91·6	52·2	221·7	365·5	776·9	319·9	674·6	1,771·4
	Oct	288·3	81·8	96·2	466·3	363·7	147·9	318·1	829·7	93·4	45·9	199·1	338·3	746·9	275·7	613·3	1,635·8
MALE																	
1987	Oct	259·6	77·2	154·5	491·3	298·0	133·3	483·6	914·9	102·2	69·3	249·1	420·7	718·7	289·6	895·4	1,903·6
1988	Jan	264·3	88·0	137·8	490·0	335·4	129·2	460·7	925·2	107·4	61·7	241·3	410·4	758·1	288·3	846·3	1,892·7
	Apr	219·0	102·8	122·2	444·0	306·5	136·0	429·9	872·4	97·9	56·2	235·5	389·5	662·9	310·6	792·2	1,765·7
	July	218·3	87·0	110·4	415·7	264·4	126·8	393·9	785·0	86·6	51·4	221·4	359·5	599·0	278·0	729·3	1,606·3
	Oct	214·8	67·8	102·8	385·5	262·1	116·0	363·8	741·8	88·2	48·6	215·4	352·3	568·5	233·4	682·3	1,484·2
1989	Jan	226·0	67·9	94·7	388·6	297·5	108·7	339·0	745·2	90·9	44·6	201·7	337·1	615·9	221·7	635·6	1,473·2
	Apr	192·7	75·6	83·6	351·8	271·8	111·6	307·3	690·7	77·6	43·4	186·1	307·1	542·9	230·8	577·1	1,350·8
	July	194·6	69·0	75·6	339·2	253·7	110·2	281·1	645·1	69·3	39·8	167·4	276·4	518·4	219·1	524·1	1,261·6
	Oct	184·5	56·0	69·5	309·9	254·1	102·3	259·6	616·0	71·6	34·9	148·1	254·6	511·0	193·2	477·2	1,181·3
FEMALE																	
1987	Oct	169·3	48·8	74·5	292·5	174·1	80·6	112·4	367·1	29·3	17·0	83·7	130·0	417·3	153·6	276·9	847·8
1988	Jan	165·1	53·5	65·3	283·9	180·1	81·4	104·0	365·5	31·3	16·6	79·8	127·7	416·9	158·2	254·3	829·5
	Apr	133·6	62·4	57·8	253·7	167·0	81·2	98·1	346·3	29·4	17·1	77·7	124·1	360·3	173·0	237·0	770·3
	July	141·2	53·6	52·9	247·7	155·1	75·3	89·7	320·1	27·2	16·3	73·7	117·2	346·0	155·5	218·9	720·4
	Oct	131·9	40·8	48·2	220·8	142·9	70·0	82·7	295·6	27·1	15·4	72·2	114·7	304·5	127·0	203·2	634·6
1989	Jan	126·8	38·3	42·0	207·1	143·2	64·3	77·8	285·3	27·1	14·0	65·9	107·1	298·3	117·0	185·9	601·1
	Apr	102·3	40·7	35·6	178·6	124·6	59·9	71·1	255·5	23·6	13·8	60·4	97·8	251·1	114·6	167·1	532·8
	July	115·1	34·6	31·2	180·9	120·4	53·7	64·9	239·1	22·3	12·5	54·3	89·1	258·5	100·8	150·4	509·8
	Oct	103·8	25·8	26·7	156·4	109·6	45·6	58·5	213·7	21·8	11·0	50·9	83·7	235·9	82·4	136·2	454·5

See footnotes to *table 2·1* and *2·2*.
* Including some aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. see also note ** to *tables 2·1* and *2·2*.

2·7 UNEMPLOYMENT
Age

THOUSAND

UNITED KINGDOM	All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages *
MALE AND FEMALE									
1988 Oct	2,110·7	177·9	428·4	320·4	399·9	317·1	421·0	45·9	2,118·9
1989 Jan	2,070·5	168·9	426·9	322·1	396·6	311·8	401·3	42·9	2,074·3
Apr	1,881·5	146·7	383·7	295·5	363·7	287·0	367·6	37·3	1,883·6
July	1,769·7	137·5	382·5	279·4	339·2	265·5	332·6	32·9	1,771·4
Oct	1,634·3	133·0	333·3	260·9	318·0	250·8	308·1	30·2	1,635·8
MALE									
1988 Oct	1,479·6	104·9	280·6	216·8	298·3	226·7	307·4	44·9	1,484·2
1989 Jan	1,470·9	102·4	286·2	222·2	298·9	224·1	295·0	42·1	1,473·2
Apr	1,349·6	90·3	261·5	207·4	276·6	206·7	270·6	36·5	1,350·8
July	1,260·6	84·0	255·2	197·0	257·9	190·2	244·3	32·1	1,261·6
Oct	1,180·5	81·0	229·0	187·2	245·9	182·8	225·0	29·7	1,181·3
FEMALE									
1988 Oct	631·1	73·0	147·8	103·6	101·6	90·4	113·6	1·0	634·6
1989 Jan	599·5	66·5	140·7	99·9	97·7	87·7	106·3	0·8	601·1
Apr	531·9	56·4	122·2	88·2	87·1	80·3	97·0	0·8	532·8
July	509·0	53·5	127·4	82·4	81·3	75·4	88·3	0·8	509·8
Oct	453·8	52·1	104·3	73·7	72·1	68·0	83·1	0·5	454·5

* Including some aged under 18. These figures, from October 1988, are affected by benefit regulations for under 18 year olds introduced in September 1988. See also note ** to *tables 2·1* and *2·2*.

2·8 UNEMPLOYMENT
Duration

UNITED KINGDOM	Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
								Thousand
MALE AND FEMALE								
1988 Oct**	241·0	632·0	360·4	290·6	151·9	443·0	2,118·9	885·5
1989 Jan	215·1	699·0	338·8	276·9	133·8	410·7	2,074·3	821·4
Apr	189·4	604·7	345·4	252·5	121·4	370·3	1,883·6	744·1
July	248·4	528·5	319·9	230·0	109·7	334·8	1,771·4	674·6
Oct	214·2	532·7	275·7	215·4	96·8	301·1	1,635·8	613·3
Proportion of number unemployed								Per cent
1988 Oct**	11·4	29·8	17·0	13·7	7·2	20·9	100·0	41·8
1989 Jan	10·4	33·7	16·3	13·3	6·5	19·8	100·0	39·6
Apr	10·1	32·1	18·3	13·4	6·4	19·7	100·0	39·5
July	14·0	29·8	18·1	13·0	6·2	18·9	100·0	38·1
Oct	13·1	32·6	16·9	13·2	5·9	18·4	100·0	37·5
								Thousand
MALE								
1988 Oct**	158·3	410·3	233·4	212·0	115·2	355·2	1,484·2	682·3
1989 Jan	140·0	475·9	221·7	202·7	102·1	330·8	1,473·2	635·6
Apr	127·7	415·3	230·8	184·9	93·5	298·7	1,350·8	577·1
July	156·6	361·8	219·1	168·9	84·7	270·5	1,261·6	524·1
Oct	146·5	364·4	193·2	160·5	74·5	242·2	1,181·3	477·2
Proportion of number unemployed								Per cent
1988 Oct**	10·7	27·6	15·7	14·3	7·8	23·9	100·0	46·0
1989 Jan	9·5	32·3	15·1	13·8	6·9	22·5	100·0	43·1
Apr	9·5	30·7	17·1	13·7	6·9	22·1	100·0	42·7
July	12·4	28·7	17·4	13·4	6·7	21·4	100·0	41·5
Oct	12·4	30·8	16·4	13·6	6·3	20·5	100·0	40·4
								Thousand
FEMALE								
1988 Oct**	82·8	221·7	127·0	78·6	36·7	87·8	634·6	203·2
1989 Jan	75·1	223·1	117·0	74·3	31·8	79·8	601·1	185·9
Apr	61·7	189·4	114·6	67·6	27·9	71·6	532·8	167·1
July	91·8	166·7	100·8	61·1	25·1	64·3	509·8	150·4
Oct	67·7	168·2	82·4	54·9	22·3	58·9	454·5	136·2
Proportion of number unemployed								Per cent
1988 Oct**	13·0	34·9	20·0	12·4	5·8	13·8	100·0	32·0
1989 Jan	12·5	37·1	19·5	12·4	5·3	13·3	100·0	30·9
Apr	11·6	35·5	21·5	12·7	5·2	13·4	100·0	31·4
July	18·0	32·7	19·8	12·0	4·9	12·6	100·0	29·5
Oct	14·9	37·0	18·1	12·1	4·9	13·0	100·0	30·0

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

2·9 UNEMPLOYMENT
Area statistics

Unemployment in counties and local authority districts at December 14, 1989

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
SOUTH EAST					
Bedfordshire	**5,800**	**2,157**	**7,957**	3·4	(3·0)
Luton	2,873	1,030	3,903		
Mid Bedfordshire	579	297	876		
North Bedfordshire	1,553	502	2,055		
South Bedfordshire	795	328	1,123		
Berkshire	**5,535**	**1,996**	**7,531**	2·2	(1·9)
Bracknell	708	308	1,016		
Newbury	710	235	945		
Reading	1,502	419	1,921		
Slough	1,263	493	1,756		
Windsor and Maidenhead	784	285	1,069		
Wokingham	568	256	824		
Buckinghamshire	**4,132**	**1,652**	**5,784**	2·3	(1·9)
Aylesbury Vale	789	331	1,120		
Chiltern	360	168	528		
Milton Keynes	1,558	611	2,169		
South Buckinghamshire	286	131	417		
Wycombe	1,139	411	1,550		
East Sussex	**9,440**	**3,395**	**12,835**	5·2	(4·2)
Brighton	3,655	1,189	4,844		
Eastbourne	931	329	1,260		
Hastings	1,317	384	1,701		
Hove	1,522	651	2,173		
Lewes	803	318	1,121		
Rother	629	280	909		
Wealden	583	244	827		
Essex	**17,247**	**7,013**	**24,260**	4·6	(3·8)
Basildon	2,342	990	3,332		
Braintree	913	437	1,350		
Brentwood	524	210	734		
Castle Point	906	393	1,299		
Chelmsford	1,179	500	1,679		
Colchester	1,549	681	2,230		
Epping Forest	982	472	1,454		
Harlow	1,040	436	1,476		
Maldon	447	222	669		
Rochford	643	270	913		
Southend-on-Sea	2,629	878	3,507		
Tendring	1,952	647	2,599		
Thurrock	1,869	714	2,583		
Uttlesford	272	163	435		
Greater London	**146,092**	**54,670**	**200,762**	5·2	(4·6)
Barking and Dagenham	2,414	845	3,259		
Barnet	3,368	1,519	4,887		
Bexley	2,474	1,151	3,625		
Brent	5,668	2,278	7,946		
Bromley	3,047	1,295	4,342		
Camden	5,153	2,051	7,204		
City of London	44	21	65		
City of Westminster	4,116	1,657	5,773		
Croydon	4,253	1,760	6,013		
Ealing	4,719	1,950	6,669		
Enfield	3,957	1,570	5,527		
Greenwich	5,831	2,169	8,000		
Hackney	9,296	3,113	12,409		
Hammersmith and Fulham	4,639	1,664	6,303		
Haringey	7,791	2,918	10,709		
Harrow	1,640	698	2,338		
Havering	2,161	819	2,980		
Hillingdon	1,949	785	2,734		
Hounslow	2,643	1,051	3,694		
Islington	6,829	2,665	9,494		
Kensington and Chelsea	2,773	1,148	3,921		
Kingston-upon-Thames	1,060	443	1,503		
Lambeth	10,204	3,671	13,875		
Lewisham	7,580	2,733	10,313		
Merton	2,024	814	2,838		
Newham	7,810	2,525	10,335		
Redbridge	2,653	1,191	3,844		
Richmond-upon-Thames	1,452	656	2,108		
Southwark	8,971	2,846	11,817		
Sutton	1,553	645	2,198		
Tower Hamlets	7,442	2,020	9,462		
Waltham Forest	4,985	1,836	6,821		
Wandsworth	5,593	2,163	7,756		
Hampshire	**18,050**	**6,552**	**24,602**	3·9	(3·3)
Basingstoke and Deane	984	322	1,306		
East Hampshire	612	300	912		
Eastleigh	799	379	1,178		
Fareham	741	346	1,087		
Gosport	938	438	1,376		
Hart	388	163	551		
Havant	1,953	603	2,556		
New Forest	1,531	661	2,192		
Portsmouth	3,755	1,275	5,030		
Rushmoor	593	266	859		
Southampton	4,570	1,384	5,954		
Test Valley	643	230	873		
Winchester	543	185	728		
Hertfordshire	**7,409**	**2,957**	**10,366**	2·5	(2·1)
Broxbourne	805	385	1,190		
Dacorum	847	306	1,153		
East Hertfordshire	627	285	912		
Hertsmere	784	264	1,048		
North Hertfordshire	960	420	1,380		
St Albans	660	253	913		
Stevenage	843	307	1,150		
Three Rivers	442	155	597		
Watford	739	256	995		
Welwyn Hatfield	702	326	1,028		
Isle of Wight	**2,833**	**1,364**	**4,197**	9·1	(7·3)
Medina	1,523	673	2,196		
South Wight	1,310	691	2,001		
Kent	**19,605**	**7,172**	**26,777**	4·8	(4·0)
Ashford	958	349	1,307		
Canterbury	1,874	561	2,435		
Dartford	938	314	1,252		
Dover	1,705	575	2,280		
Gillingham	1,239	535	1,774		
Gravesham	1,407	582	1,989		
Maidstone	1,008	388	1,396		
Rochester-upon-Medway	2,129	929	3,058		
Sevenoaks	808	294	1,102		
Shepway	1,680	581	2,261		
Swale	1,757	704	2,461		
Thanet	2,837	938	3,775		
Tonbridge and Malling	701	255	956		
Tunbridge Wells	564	167	731		
Oxfordshire	**4,072**	**1,517**	**5,589**	2·3	(2·0)
Cherwell	857	345	1,202		
Oxford	1,508	448	1,956		
South Oxfordshire	667	293	960		
Vale of White Horse	592	229	821		
West Oxfordshire	448	202	650		
Surrey	**4,907**	**1,724**	**6,631**	*	*
Elmbridge	479	175	654		
Epsom and Ewell	394	138	532		
Guildford	613	161	774		
Mole Valley	333	116	449		
Reigate and Banstead	631	202	833		
Runnymede	354	163	517		
Spelthorne	474	183	657		
Surrey Heath	342	144	486		
Tandridge	392	144	536		
Waverley	417	160	577		
Woking	478	138	616		
West Sussex	**4,227**	**1,403**	**5,630**	2·0	(1·6)
Adur	308	95	403		
Arun	1,016	314	1,330		
Chichester	632	216	848		
Crawley	491	153	644		
Horsham	437	169	606		
Mid Sussex	476	173	649		
Worthing	867	283	1,150		
EAST ANGLIA					
Cambridgeshire	**6,897**	**2,557**	**9,454**	3·5	(3·0)
Cambridge	1,161	386	1,547		
East Cambridgeshire	355	136	491		
Fenland	1,075	374	1,449		
Huntingdon	1,051	559	1,610		
Peterborough	2,731	851	3,582		
South Cambridgeshire	524	251	775		
Norfolk	**11,099**	**4,118**	**15,217**	5·4	(4·4)
Breckland	1,059	450	1,509		
Broadland	707	303	1,010		
Great Yarmouth	2,445	948	3,393		
North Norfolk	1,029	377	1,406		
Norwich	3,144	905	4,049		
South Norfolk	861	425	1,286		
West Norfolk	1,854	710	2,564		
Suffolk	**6,371**	**2,645**	**9,016**	3·6	(3·0)
Babergh	610	288	898		
Forest Heath	383	185	568		
Ipswich	1,773	501	2,274		
Mid Suffolk	450	224	674		
St Edmundsbury	641	343	984		
Suffolk Coastal	693	269	962		
Waveney	1,821	835	2,656		
SOUTH WEST					
Avon	**14,957**	**6,260**	**21,217**	5·0	(4·4)
Bath	1,289	538	1,827		
Bristol	9,147	3,381	12,528		
Kingswood	895	424	1,319		
Northavon	1,050	622	1,672		
Wansdyke	589	355	944		
Woodspring	1,987	940	2,927		
Cornwall	**9,950**	**4,492**	**14,442**	9·8	(7·5)
Caradon	1,150	543	1,693		
Carrick	1,585	658	2,243		
Isles of Scilly	29	27	56		
Kerrier	2,155	836	2,991		
North Cornwall	1,186	636	1,822		
Penwith	1,900	776	2,676		
Restormel	1,945	1,016	2,961		
Devon	**17,212**	**6,825**	**24,037**	6·4	(5·3)
East Devon	1,084	433	1,517		
Exeter	1,566	494	2,060		
Mid Devon	540	291	831		
North Devon	1,393	664	2,057		
Plymouth	6,572	2,430	9,002		
South Hams	881	411	1,292		
Teignbridge	1,171	387	1,558		
Torbay	2,641	1,057	3,698		
Torridge	843	386	1,229		
West Devon	521	272	793		

Unemployment in counties and local authority districts at December 14, 1989

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Dorset	**7,352**	**2,650**	**10,002**	**4·3**	**(3·5)**
Bournemouth	2,722	905	3,627		
Christchurch	354	121	475		
East Dorset	495	187	682		
North Dorset	279	123	402		
Poole	1,470	476	1,946		
Purbeck	331	133	464		
West Dorset	646	299	945		
Weymouth and Portland	1,055	406	1,461		
Gloucestershire	**5,631**	**2,407**	**8,038**	**3·6**	**(3·1)**
Cheltenham	1,249	439	1,688		
Cotswold	326	198	524		
Forest of Dean	883	426	1,309		
Gloucester	1,548	545	2,093		
Stroud	953	501	1,454		
Tewkesbury	672	298	970		
Somerset	**5,184**	**2,462**	**7,646**	**4·5**	**(3·7)**
Mendip	884	489	1,373		
Sedgemoor	1,409	653	2,062		
Taunton Deane	1,117	410	1,527		
West Somerset	530	246	776		
Yeovil	1,244	664	1,908		
Wiltshire	**4,840**	**2,299**	**7,139**	**3·2**	**(2·7)**
Kennet	387	232	619		
North Wiltshire	684	439	1,123		
Salisbury	916	407	1,323		
Thamesdown	1,982	776	2,758		
West Wiltshire	871	445	1,316		
WEST MIDLANDS					
Hereford and Worcester	**7,693**	**3,252**	**10,945**	**4·4**	**(3·6)**
Bromsgrove	1,056	499	1,555		
Hereford	766	335	1,101		
Leominster	373	180	553		
Malvern Hills	873	294	1,167		
Redditch	954	454	1,408		
South Herefordshire	492	216	708		
Worcester	1,348	460	1,808		
Wychavon	747	341	1,088		
Wyre Forest	1,084	473	1,557		
Shropshire	**5,280**	**2,127**	**7,407**	**5·0**	**(4·1)**
Bridgnorth	462	221	683		
North Shropshire	527	252	779		
Oswestry	363	232	595		
Shrewsbury and Atcham	1,112	460	1,572		
South Shropshire	331	162	493		
The Wrekin	2,485	800	3,285		
Staffordshire	**14,503**	**6,226**	**20,729**	**5·1**	**(4·4)**
Cannock Chase	1,423	647	2,070		
East Staffordshire	1,518	681	2,199		
Lichfield	982	516	1,498		
Newcastle-under-Lyme	1,507	571	2,078		
South Staffordshire	1,428	752	2,180		
Stafford	1,210	505	1,715		
Staffordshire Moorlands	950	451	1,401		
Stoke-on-Trent	4,125	1,421	5,546		
Tamworth	1,360	682	2,042		
Warwickshire	**5,295**	**2,839**	**8,134**	**4·1**	**(3·5)**
North Warwickshire	741	427	1,168		
Nuneaton and Bedworth	1,805	923	2,728		
Rugby	894	529	1,423		
Stratford-on-Avon	619	360	979		
Warwick	1,236	600	1,836		
West Midlands	**77,045**	**27,334**	**104,379**	**8·3**	**(7·5)**
Birmingham	35,467	11,587	47,054		
Coventry	8,935	3,742	12,677		
Dudley	5,789	2,313	8,102		
Sandwell	8,644	3,056	11,700		
Solihull	3,243	1,389	4,632		
Walsall	6,371	2,083	8,454		
Wolverhampton	8,596	3,164	11,760		
EAST MIDLANDS					
Derbyshire	**17,007**	**6,530**	**23,537**	**6·1**	**(5·3)**
Amber Valley	1,428	632	2,060		
Bolsover	1,754	587	2,341		
Chesterfield	2,565	949	3,514		
Derby	5,231	1,736	6,967		
Erewash	1,607	608	2,215		
High Peak	1,135	546	1,681		
North East Derbyshire	1,882	797	2,679		
South Derbyshire	743	331	1,074		
West Derbyshire	662	344	1,006		
Leicestershire	**12,032**	**4,951**	**16,983**	**4·3**	**(3·8)**
Blaby	535	281	816		
Charnwood	1,263	663	1,926		
Harborough	338	159	497		
Hinckley and Bosworth	748	430	1,178		
Leicester	7,147	2,503	9,650		
Melton	382	167	549		
North West Leicestershire	1,033	413	1,446		
Oadby and Wigston	377	220	597		
Rutland	209	115	324		
Lincolnshire	**10,508**	**4,169**	**14,677**	**6·9**	**(5·7)**
Boston	1,106	392	1,498		
East Lindsey	3,013	1,199	4,212		
Lincoln	2,541	880	3,421		
North Kesteven	823	444	1,267		
South Holland	663	312	975		
South Kesteven	1,106	418	1,524		
West Lindsey	1,256	524	1,780		
Northamptonshire	**5,533**	**2,491**	**8,024**	**3·3**	**(2·9)**
Corby	928	363	1,291		
Daventry	362	230	592		
East Northamptonshire	365	197	562		
Kettering	674	287	961		
Northampton	2,162	889	3,051		
South Northamptonshire	311	175	486		
Wellingborough	731	350	1,081		
Nottinghamshire	**24,103**	**8,164**	**32,267**	**7·2**	**(6·4)**
Ashfield	2,409	736	3,145		
Bassetlaw	2,455	925	3,380		
Broxtowe	1,431	629	2,060		
Gedling	1,565	690	2,255		
Mansfield	2,665	908	3,573		
Newark	1,952	673	2,625		
Nottingham	10,416	3,085	13,501		
Rushcliffe	1,210	518	1,728		
YORKSHIRE AND HUMBERSIDE					
Humberside	**23,782**	**7,628**	**31,410**	**8·9**	**(7·8)**
Beverley	1,239	615	1,854		
Boothferry	1,236	477	1,713		
Cleethorpes	1,843	555	2,398		
East Yorkshire	1,415	568	1,983		
Glanford	1,088	442	1,530		
Great Grimsby	3,708	864	4,572		
Holderness	750	392	1,142		
Kingston-upon-Hull	10,620	3,155	13,775		
Scunthorpe	1,883	560	2,443		
North Yorkshire	**8,902**	**3,965**	**12,867**	**4·8**	**(3·9)**
Craven	353	183	536		
Hambleton	814	380	1,194		
Harrogate	1,079	493	1,572		
Richmondshire	358	264	622		
Ryedale	735	412	1,147		
Scarborough	2,359	933	3,292		
Selby	955	535	1,490		
York	2,249	765	3,014		
South Yorkshire	**41,175**	**14,067**	**55,242**	**10·5**	**(9·3)**
Barnsley	6,745	2,063	8,808		
Doncaster	9,267	3,215	12,482		
Rotherham	7,754	2,851	10,605		
Sheffield	17,409	5,938	23,347		
West Yorkshire	**46,736**	**16,074**	**62,810**	**6·9**	**(6·1)**
Bradford	11,982	3,661	15,643		
Calderdale	3,578	1,420	4,998		
Kirklees	7,269	2,781	10,050		
Leeds	16,304	5,585	21,889		
Wakefield	7,603	2,627	10,230		
NORTH WEST					
Cheshire	**16,750**	**6,431**	**23,181**	**5·8**	**(5·1)**
Chester	2,244	795	3,039		
Congleton	781	445	1,226		
Crewe and Nantwich	1,604	727	2,331		
Ellesmere Port and Neston	1,916	699	2,615		
Halton	3,943	1,289	5,232		
Macclesfield	1,463	600	2,063		
Vale Royal	1,657	771	2,428		
Warrington	3,142	1,105	4,247		
Greater Manchester	**69,407**	**23,778**	**93,185**	**8·0**	**(7·1)**
Bolton	6,523	2,209	8,732		
Bury	2,832	1,153	3,985		
Manchester	21,071	6,180	27,251		
Oldham	5,152	1,994	7,146		
Rochdale	5,101	1,844	6,945		
Salford	7,685	2,173	9,858		
Stockport	4,396	1,678	6,074		
Tameside	4,617	1,916	6,533		
Trafford	4,529	1,521	6,050		
Wigan	7,501	3,110	10,611		
Lancashire	**27,655**	**9,993**	**37,648**	**6·8**	**(5·8)**
Blackburn	3,666	1,143	4,809		
Blackpool	4,686	1,568	6,254		
Burnley	1,856	628	2,484		
Chorley	1,318	691	2,009		
Fylde	678	229	907		
Hyndburn	1,100	448	1,548		
Lancaster	3,019	1,088	4,107		
Pendle	1,216	429	1,645		
Preston	3,533	1,032	4,565		
Ribble Valley	275	193	468		
Rossendale	931	380	1,311		
South Ribble	1,310	591	1,901		
West Lancashire	2,483	987	3,470		
Wyre	1,584	586	2,170		
Merseyside	**62,618**	**19,986**	**82,604**	**13·8**	**(12·4)**
Knowsley	8,906	2,706	11,612		
Liverpool	27,467	8,487	35,954		
Sefton	8,857	3,084	11,941		
St Helens	5,662	1,967	7,629		
Wirral	11,726	3,742	15,468		
NORTH					
Cleveland	**21,657**	**6,464**	**28,121**	**12·3**	**(11·2)**
Hartlepool	3,726	1,107	4,833		
Langbaurgh	5,181	1,541	6,722		

Unemployment in counties and local authority districts at December 14, 1989

	Male	Female	All	Rate † per cent employees and unemployed	Rate † per cent workforce
Middlesbrough	6,918	1,805	8,723		
Stockton-on-Tees	5,832	2,011	7,843		
Cumbria	**7,507**	**3,668**	**11,175**	**5·4**	**(4·5)**
Allerdale	1,892	958	2,850		
Barrow-In-Furness	1,319	643	1,962		
Carlisle	1,724	725	2,449		
Copeland	1,565	789	2,354		
Eden	307	204	511		
South Lakeland	700	349	1,049		
Durham	**15,574**	**5,102**	**20,676**	**9·2**	**(8·1)**
Chester-le-Street	1,268	499	1,767		
Darlington	2,616	875	3,491		
Derwentside	2,570	775	3,345		
Durham	1,894	677	2,571		
Easington	2,642	752	3,394		
Sedgefield	2,150	745	2,895		
Teesdale	373	176	549		
Wear Valley	2,061	603	2,664		
Northumberland	**6,666**	**2,488**	**9,154**	**8·8**	**(7·3)**
Alnwick	692	274	966		
Berwick-upon-Tweed	548	218	766		
Blyth Valley	2,098	737	2,835		
Castle Morpeth	799	332	1,131		
Tynedale	621	323	944		
Wansbeck	1,908	604	2,512		
Tyne and Wear	**43,006**	**12,568**	**55,574**	**10·9**	**(10·0)**
Gateshead	7,101	1,995	9,096		
Newcastle upon Tyne	11,405	3,353	14,758		
North Tyneside	5,413	1,782	7,195		
South Tyneside	6,798	1,890	8,688		
Sunderland	12,289	3,548	15,837		
WALES					
Clwyd	**7,477**	**2,841**	**10,318**	**6·8**	**(5·7)**
Alyn and Deeside	1,093	454	1,547		
Colwyn	1,066	406	1,472		
Delyn	1,061	369	1,430		
Glyndwr	505	271	776		
Rhuddlan	1,465	486	1,951		
Wrexham Maelor	2,287	855	3,142		
Dyfed	**7,262**	**2,754**	**10,016**	**8·8**	**(6·8)**
Carmarthen	883	337	1,220		
Ceredigion	1,012	425	1,437		
Dinefwr	745	293	1,038		
Llanelli	1,762	571	2,333		
Preseli	1,706	655	2,361		
South Pembrokeshire	1,154	473	1,627		
Gwent	**10,179**	**3,296**	**13,475**	**7·8**	**(6·9)**
Blaenau Gwent	2,345	654	2,999		
Islwyn	1,373	419	1,792		
Monmouth	1,002	383	1,385		
Newport	3,467	1,137	4,604		
Torfaen	1,992	703	2,695		
Gwynedd	**6,423**	**2,563**	**8,986**	**11·0**	**(8·8)**
Aberconwy	1,228	485	1,713		
Arfon	1,860	613	2,473		
Dwyfor	720	295	1,015		
Meirionnydd	654	318	972		
Ynys Mon - Isle of Anglesey	1,961	852	2,813		
Mid Glamorgan	**14,245**	**4,065**	**18,310**	**9·7**	**(8·6)**
Cynon Valley	2,017	561	2,578		
Merthyr Tydfil	1,935	456	2,391		
Ogwr	2,925	1,006	3,931		
Rhondda	2,366	626	2,992		
Rhymney Valley	2,910	731	3,641		
Taff-Ely	2,092	685	2,777		
Powys	**1,192**	**576**	**1,768**	**4·5**	**(3·3)**
Brecknock	498	255	753		
Montgomery	470	196	666		
Radnor	224	125	349		
South Glamorgan	**10,120**	**3,012**	**13,132**	**6·9**	**(6·2)**
Cardiff	7,718	2,223	9,941		
Vale of Glamorgan	2,402	789	3,191		
West Glamorgan	**8,679**	**2,477**	**11,156**	**8·2**	**(7·3)**
Afan	1,013	259	1,272		
Lliw Valley	1,245	344	1,589		
Neath	1,313	408	1,721		
Swansea	5,108	1,466	6,574		
SCOTLAND					
Borders Region	**1,577**	**698**	**2,275**	**5·6**	**(4·6)**
Berwick	249	125	374		
Ettrick and Lauderdale	481	216	697		
Roxburgh	623	248	871		
Tweedale	224	109	333		
Central Region	**7,499**	**3,094**	**10,593**	**10·0**	**(8·8)**
Clackmannan	1,550	587	2,137		
Falkirk	3,918	1,680	5,598		
Stirling	2,031	827	2,858		
Dumfries and Galloway Region	**3,003**	**1,625**	**4,628**	**8·1**	**(6·6)**
Annandale and Eskdale	550	317	867		
Nithsdale	1,226	566	1,792		
Stewartry	388	273	661		
Wigtown	839	469	1,308		
Fife Region	**9,167**	**3,853**	**13,020**	**10·1**	**(9·0)**
Dunfermline	3,464	1,358	4,822		
Kirkcaldy	4,740	1,918	6,658		
North East Fife	963	577	1,540		
Grampian Region	**7,499**	**3,480**	**10,979**	**4·6**	**(4·1)**
Banff and Buchan	1,437	669	2,106		
City of Aberdeen	3,656	1,345	5,001		
Gordon	560	365	925		
Kincardine and Deeside	382	241	623		
Moray	1,464	860	2,324		
Highlands Region	**5,742**	**2,870**	**8,612**	**10·3**	**(8·6)**
Badenoch and Strathspey	221	150	371		
Caithness	866	301	1,167		
Inverness	1,658	669	2,327		
Lochaber	597	411	1,008		
Nairn	302	142	444		
Ross and Cromarty	1,328	695	2,023		
Skye and Lochalsh	371	223	594		
Sutherland	399	279	678		
Lothian Region	**19,492**	**6,792**	**26,284**	**7·2**	**(6·5)**
City of Edinburgh	12,110	4,123	16,233		
East Lothian	1,784	679	2,463		
Midlothian	1,924	658	2,582		
West Lothian	3,674	1,332	5,006		
Strathclyde Region	**89,160**	**29,668**	**118,828**	**12·1**	**(10·8)**
Argyll and Bute	1,520	848	2,368		
Bearsden and Milngavie	474	208	682		
City of Glasgow	39,861	11,780	51,641		
Clydebank	2,025	640	2,665		
Clydesdale	1,401	583	1,984		
Cumbernauld and Kilsyth	1,617	730	2,347		
Cumnock and Doon Valley	1,962	642	2,604		
Cunninghame	4,822	1,733	6,555		
Dumbarton	2,553	1,133	3,686		
East Kilbride	1,581	821	2,402		
Eastwood	665	393	1,058		
Hamilton	3,394	1,074	4,468		
Inverclyde	4,391	1,230	5,621		
Kilmarnock and Loudoun	2,568	943	3,511		
Kyle and Carrick	2,994	1,200	4,194		
Monklands	4,023	1,158	5,181		
Motherwell	5,134	1,523	6,657		
Renfrew	6,312	2,302	8,614		
Strathkelvin	1,863	727	2,590		
Tayside Region	**10,561**	**4,562**	**15,123**	**8·9**	**(7·8)**
Angus	1,831	953	2,784		
City of Dundee	6,639	2,650	9,289		
Perth and Kinross	2,091	959	3,050		
Orkney Islands	**337**	**164**	**501**	**7·2**	**(5·2)**
Shetland Islands	**260**	**142**	**402**	**3·9**	**(3·2)**
Western Isles	**1,249**	**367**	**1,616**	**14·5**	**(11·6)**
NORTHERN IRELAND					
Antrim	1,646	610	2,256		
Ards	1,781	771	2,552		
Armagh	2,122	782	2,904		
Ballymena	1,824	776	2,600		
Ballymoney	1,117	308	1,425		
Banbridge	932	454	1,386		
Belfast	19,151	5,527	24,678		
Carrickfergus	1,084	467	1,551		
Castlereagh	1,685	778	2,463		
Coleraine	2,489	838	3,327		
Cookstown	1,580	589	2,169		
Craigavon	3,053	1,095	4,148		
Derry	6,788	1,503	8,291		
Down	1,796	809	2,605		
Dungannon	2,384	805	3,189		
Fermanagh	2,734	786	3,520		
Larne	1,168	377	1,545		
Limavady	1,671	440	2,111		
Lisburn	3,245	1,280	4,525		
Magherafelt	1,618	590	2,208		
Moyle	910	216	1,126		
Newry and Mourne	4,649	1,468	6,117		
Newtownabbey	2,555	1,134	3,689		
North Down	1,637	961	2,598		
Omagh	2,165	778	2,943		
Strabane	2,585	586	3,171		

* Unemployment percentage rates are calculated for areas which form broadly self-contained labour markets. An unemployment rate is not given for Surrey or local authority districts since these do not meet the self-containment criteria for a local labour market as used for the definition of travel-to-work areas.
† Unemployment rates calculated as a percentage of the workforce (the sum of employees in employment, unemployed claimants, self-employed, HM Forces and participants on work-related government training programmes) have been introduced in addition to those calculated as a percentage of estimates of employees in employment and the unemployed only. All unemployment rates have been compiled using revised employees in employment estimates, incorporating the 1987 Census of Employment results.
See also footnote ‡ to table 2·1.

Unemployment in Parliamentary constituencies at December 14, 1989

	Male	Female	All
SOUTH EAST			
Bedfordshire			
Luton South	1,926	666	2,592
Mid Bedfordshire	697	319	1,016
North Bedfordshire	1,311	410	1,721
North Luton	1,116	448	1,564
South West Bedfordshire	750	314	1,064
Berkshire			
East Berkshire	862	356	1,218
Newbury	609	196	805
Reading East	994	287	1,281
Reading West	708	213	921
Slough	1,263	493	1,756
Windsor and Maidenhead	630	237	867
Wokingham	469	214	683
Buckinghamshire			
Aylesbury	635	253	888
Beaconsfield	413	176	589
Buckingham	538	215	753
Chesham and Amersham	362	164	526
Milton Keynes	1,314	535	1,849
Wycombe	870	309	1,179
East Sussex			
Bexhill and Battle	558	239	797
Brighton Kemptown	1,920	532	2,452
Brighton Pavilion	1,735	657	2,392
Eastbourne	989	352	1,341
Hastings and Rye	1,457	445	1,902
Hove	1,522	651	2,173
Lewes	832	328	1,160
Wealden	427	191	618
Essex			
Basildon	1,803	706	2,509
Billericay	872	423	1,295
Braintree	799	375	1,174
Brentwood and Ongar	637	238	875
Castle Point	906	393	1,299
Chelmsford	932	372	1,304
Epping Forest	768	397	1,165
Harlow	1,141	483	1,624
Harwich	1,721	559	2,280
North Colchester	1,118	458	1,576
Rochford	778	339	1,117
Saffron Walden	498	284	782
South Colchester and Maldon	1,109	533	1,642
Southend East	1,554	500	2,054
Southend West	1,075	378	1,453
Thurrock	1,536	575	2,111
Greater London			
Barking	1,302	399	1,701
Battersea	2,430	801	3,231
Beckenham	1,012	423	1,435
Bethnal Green and Stepney	3,704	977	4,681
Bexleyheath	729	369	1,098
Bow and Poplar	3,738	1,043	4,781
Brent East	2,322	906	3,228
Brent North	1,051	475	1,526
Brent South	2,295	897	3,192
Brentford and Isleworth	1,236	505	1,741
Carshalton and Wallington	884	360	1,244
Chelsea	982	430	1,412
Chingford	919	415	1,334
Chipping Barnet	629	278	907
Chislehurst	747	325	1,072
City of London and Westminster South	1,502	606	2,108
Croydon Central	1,081	374	1,455
Croydon North East	1,234	544	1,778
Croydon North West	1,390	578	1,968
Croydon South	548	264	812
Dagenham	1,112	446	1,558
Dulwich	1,858	739	2,597
Ealing North	1,252	505	1,757
Ealing Acton	1,721	698	2,419
Ealing Southall	1,746	747	2,493
Edmonton	1,700	652	2,352
Eltham	1,393	514	1,907
Enfield North	1,250	503	1,753
Enfield Southgate	1,007	415	1,422
Erith and Crayford	1,307	559	1,866
Feltham and Heston	1,407	546	1,953
Finchley	825	416	1,241
Fulham	1,892	788	2,680
Greenwich	1,868	676	2,544
Hackney North and Stoke Newington	4,354	1,495	5,849
Hackney South and Shoreditch	4,942	1,618	6,560
Hammersmith	2,747	876	3,623
Hampstead and Highgate	1,948	883	2,831
Harrow East	993	435	1,428
Harrow West	647	263	910
Hayes and Harlington	693	308	1,001
Hendon North	963	434	1,397
Hendon South	951	391	1,342
Holborn and St Pancras	3,205	1,168	4,373
Hornchurch	662	280	942
Hornsey and Wood Green	3,097	1,374	4,471
Ilford North	772	362	1,134
Ilford South	1,232	505	1,737
Islington North	3,674	1,401	5,075
Islington South and Finsbury	3,155	1,264	4,419
Kensington	1,791	718	2,509
Kingston-upon-Thames	666	280	946
Lewisham East	1,796	693	2,489
Lewisham West	2,196	810	3,006
Lewisham Deptford	3,588	1,230	4,818
Leyton	2,314	807	3,121
Mitcham and Morden	1,276	479	1,755
Newham North East	2,672	888	3,560
Newham North West	2,507	779	3,286
Newham South	2,631	858	3,489
Norwood	3,213	1,184	4,397
Old Bexley and Sidcup	438	223	661
Orpington	742	287	1,029
Peckham	3,641	1,201	4,842
Putney	1,176	511	1,687
Ravensbourne	546	260	806
Richmond-upon-Thames and Barnes	768	379	1,147
Romford	734	269	1,003
Ruislip-Northwood	427	176	603
Southwark and Bermondsey	3,472	906	4,378
Streatham	2,650	1,009	3,659
Surbiton	394	163	557
Sutton and Cheam	669	285	954
Tooting	1,987	851	2,838
Tottenham	4,694	1,544	6,238
Twickenham	684	277	961
Upminster	765	270	1,035
Uxbridge	829	301	1,130
Vauxhall	4,341	1,478	5,819
Walthamstow	1,752	614	2,366
Wanstead and Woodford	649	324	973
Westminster North	2,658	1,072	3,730
Wimbledon	748	335	1,083
Woolwich	2,570	979	3,549
Hampshire			
Aldershot	802	344	1,146
Basingstoke	859	261	1,120
East Hampshire	679	336	1,015
Eastleigh	1,136	494	1,630
Fareham	809	348	1,157
Gosport	1,012	482	1,494
Havant	1,698	526	2,224
New Forest	785	294	1,079
North West Hampshire	469	173	642
Portsmouth North	1,484	479	1,963
Portsmouth South	2,526	873	3,399
Romsey and Waterside	1,045	485	1,530
Southampton Itchen	2,261	711	2,972
Southampton Test	1,972	558	2,530
Winchester	513	188	701
Hertfordshire			
Broxbourne	863	403	1,266
Hertford and Stortford	537	243	780
Hertsmere	826	280	1,106
North Hertfordshire	923	404	1,327
South West Hertfordshire	542	210	752
St Albans	532	206	738
Stevenage	936	350	1,286
Watford	849	295	1,144
Welwyn Hatfield	714	330	1,044
West Hertfordshire	687	236	923
Isle of Wight			
Isle of Wight	2,833	1,364	4,197
Kent			
Ashford	958	349	1,307
Canterbury	1,441	437	1,878
Dartford	1,084	381	1,465
Dover	1,627	538	2,165
Faversham	1,685	679	2,364
Folkestone and Hythe	1,680	581	2,261
Gillingham	1,252	546	1,798
Gravesham	1,407	582	1,989
Maidstone	774	299	1,073
Medway	1,198	511	1,709
Mid Kent	1,165	507	1,672
North Thanet	1,903	602	2,505
Sevenoaks	662	227	889
South Thanet	1,504	511	2,015
Tonbridge and Malling	701	255	956
Tunbridge Wells	564	167	731
Oxfordshire			
Banbury	794	328	1,122
Henley	356	161	517
Oxford East	1,195	359	1,554
Oxford West and Abingdon	758	246	1,004
Wantage	458	204	662
Witney	511	219	730
Surrey			
Chertsey and Walton	408	187	595
East Surrey	392	144	536
Epsom and Ewell	515	176	691
Esher	314	101	415
Guildford	463	115	578
Mole Valley	355	118	473
North West Surrey	496	210	706
Reigate	510	164	674
South West Surrey	359	141	500
Spelthorne	474	183	657
Woking	621	185	806
West Sussex			
Arundel	869	256	1,125
Chichester	632	216	848
Crawley	563	183	746
Horsham	437	169	606
Mid Sussex	404	143	547
Shoreham	455	153	608
Worthing	867	283	1,150
EAST ANGLIA			
Cambridgeshire			
Cambridge	1,090	354	1,444
Huntingdon	896	463	1,359
North East Cambridgeshire	1,280	449	1,729
Peterborough	2,493	737	3,230

Unemployment in Parliamentary constituencies at December 14, 1989

	Male	Female	All
South East Cambridgeshire	460	215	675
South West Cambridgeshire	678	339	1,017
Norfolk			
Great Yarmouth	2,445	948	3,393
Mid Norfolk	762	283	1,045
North Norfolk	1,029	377	1,406
North West Norfolk	1,523	531	2,054
Norwich North	1,274	382	1,656
Norwich South	2,140	635	2,775
South Norfolk	861	425	1,286
South West Norfolk	1,065	537	1,602
Suffolk			
Bury St Edmunds	799	375	1,174
Central Suffolk	813	309	1,122
Ipswich	1,410	416	1,826
South Suffolk	835	441	1,276
Suffolk Coastal	693	269	962
Waveney	1,821	835	2,656
SOUTH WEST			
Avon			
Bath	1,289	538	1,827
Bristol East	1,763	718	2,481
Bristol North West	1,682	576	2,258
Bristol South	2,674	959	3,633
Bristol West	2,612	970	3,582
Kingswood	1,179	495	1,674
Northavon	860	536	1,396
Wansdyke	766	436	1,202
Weston-super-Mare	1,382	602	1,984
Woodspring	750	430	1,180
Cornwall			
Falmouth and Camborne	2,340	780	3,120
North Cornwall	1,999	1,127	3,126
South East Cornwall	1,405	686	2,091
St Ives	2,476	1,118	3,594
Truro	1,730	781	2,511
Devon			
Exeter	1,566	494	2,060
Honiton	930	383	1,313
North Devon	1,423	681	2,104
Plymouth Devonport	2,399	828	3,227
Plymouth Drake	2,735	957	3,692
Plymouth Sutton	1,438	645	2,083
South Hams	1,441	658	2,099
Teignbridge	1,076	359	1,435
Tiverton	770	360	1,130
Torbay	2,070	802	2,872
Torridge and West Devon	1,364	658	2,022
Dorset			
Bournemouth East	1,704	585	2,289
Bournemouth West	1,345	417	1,762
Christchurch	631	233	864
North Dorset	574	233	807
Poole	1,143	379	1,522
South Dorset	1,319	517	1,836
West Dorset	636	286	922
Gloucestershire			
Cheltenham	1,333	486	1,819
Cirencester and Tewkesbury	638	304	942
Gloucester	1,565	570	2,135
Stroud	977	500	1,477
West Gloucestershire	1,118	547	1,665
Somerset			
Bridgwater	1,504	712	2,216
Somerton and Frome	741	409	1,150
Taunton	1,146	423	1,569
Wells	901	449	1,350
Yeovil	892	469	1,361
Wiltshire			
Devizes	708	370	1,078
North Wiltshire	684	439	1,123
Salisbury	879	386	1,265
Swindon	1,661	638	2,299
Westbury	908	466	1,374
WEST MIDLANDS			
Hereford and Worcester			
Bromsgrove	1,056	499	1,555
Hereford	1,137	502	1,639
Leominster	841	357	1,198
Mid Worcestershire	1,312	614	1,926
South Worcestershire	834	301	1,135
Worcester	1,429	506	1,935
Wyre Forest	1,084	473	1,557
Shropshire			
Ludlow	793	383	1,176
North Shropshire	1,018	564	1,582
Shrewsbury and Atcham	1,112	460	1,572
The Wrekin	2,357	720	3,077
Staffordshire			
Burton	1,518	681	2,199
Cannock and Burntwood	1,351	710	2,061
Mid Staffordshire	1,077	438	1,515
Newcastle-under-Lyme	1,180	426	1,606
South East Staffordshire	1,573	803	2,376
South Staffordshire	1,428	752	2,180
Stafford	1,071	440	1,511
Staffordshire Moorlands	950	451	1,401
Stoke-on-Trent Central	1,732	570	2,302
Stoke-on-Trent North	1,390	459	1,849
Stoke-on-Trent South	1,233	496	1,729
Warwickshire			
North Warwickshire	1,346	753	2,099
Nuneaton	1,265	659	1,924
Rugby and Kenilworth	960	556	1,516
Stratford-on-Avon	619	360	979
Warwick and Leamington	1,105	511	1,616
West Midlands			
Aldridge-Brownhills	1,231	516	1,747
Birmingham Edgbaston	2,198	821	3,019
Birmingham Erdington	3,155	1,039	4,194
Birmingham Hall Green	2,106	760	2,866
Birmingham Hodge Hill	2,977	899	3,876
Birmingham Ladywood	4,386	1,325	5,711
Birmingham Northfield	3,297	1,161	4,458
Birmingham Perry Barr	3,272	1,094	4,366
Birmingham Small Heath	4,930	1,356	6,286
Birmingham Sparkbrook	4,010	1,042	5,052
Birmingham Yardley	1,751	679	2,430
Birmingham Selly Oak	2,502	905	3,407
Coventry North East	3,223	1,270	4,493
Coventry North West	1,706	841	2,547
Coventry South East	2,493	904	3,397
Coventry South West	1,513	727	2,240
Dudley East	2,697	929	3,626
Dudley West	1,777	784	2,561
Halesowen and Stourbridge	1,315	600	1,915
Meriden	2,391	907	3,298
Solihull	852	482	1,334
Sutton Coldfield	883	506	1,389
Walsall North	2,681	759	3,440
Walsall South	2,459	808	3,267
Warley East	2,213	797	3,010
Warley West	1,749	662	2,411
West Bromwich East	2,118	779	2,897
West Bromwich West	2,564	818	3,382
Wolverhampton North East	3,442	1,118	4,560
Wolverhampton South East	2,730	934	3,664
Wolverhampton South West	2,424	1,112	3,536
EAST MIDLANDS			
Derbyshire			
Amber Valley	1,218	540	1,758
Bolsover	2,036	699	2,735
Chesterfield	2,291	837	3,128
Derby North	1,846	592	2,438
Derby South	2,969	952	3,921
Erewash	1,558	581	2,139
High Peak	1,201	578	1,779
North East Derbyshire	1,874	797	2,671
South Derbyshire	1,159	523	1,682
West Derbyshire	855	431	1,286
Leicestershire			
Blaby	681	357	1,038
Bosworth	819	449	1,268
Harborough	569	303	872
Leicester East	1,832	754	2,586
Leicester South	2,573	909	3,482
Leicester West	2,742	840	3,582
Loughborough	933	471	1,404
North West Leicestershire	1,122	467	1,589
Rutland and Melton	761	401	1,162
Lincolnshire			
East Lindsey	2,776	1,095	3,871
Gainsborough and Horncastle	1,493	628	2,121
Grantham	1,211	536	1,747
Holland with Boston	1,433	546	1,979
Lincoln	2,786	1,019	3,805
Stamford and Spalding	809	345	1,154
Northamptonshire			
Corby	1,127	462	1,589
Daventry	517	325	842
Kettering	725	319	1,044
Northampton North	1,221	497	1,718
Northampton South	1,046	440	1,486
Wellingborough	897	448	1,345
Nottinghamshire			
Ashfield	2,062	610	2,672
Bassetlaw	2,279	793	3,072
Broxtowe	1,178	527	1,705
Gedling	1,309	611	1,920
Mansfield	2,267	778	3,045
Newark	1,554	618	2,172
Nottingham East	4,319	1,298	5,617
Nottingham North	3,316	912	4,228
Nottingham South	2,781	875	3,656
Rushcliffe	1,210	518	1,728
Sherwood	1,828	624	2,452
YORKSHIRE AND HUMBERSIDE			
Humberside			
Beverley	1,167	559	1,726
Booth Ferry	1,506	645	2,151
Bridlington	1,967	848	2,815
Brigg and Cleethorpes	2,493	823	3,316
Glanford and Scunthorpe	2,321	734	3,055
Great Grimsby	3,708	864	4,572
Kingston-upon-Hull East	3,352	948	4,300
Kingston-upon-Hull North	3,842	1,104	4,946
Kingston-upon-Hull West	3,426	1,103	4,529
North Yorkshire			
Harrogate	788	317	1,105
Richmond	1,089	596	1,685
Ryedale	981	521	1,502
Scarborough	2,131	846	2,977
Selby	1,020	561	1,581
Skipton and Ripon	644	359	1,003
York	2,249	765	3,014

Unemployment in Parliamentary constituencies at December 14, 1989

	Male	Female	All
South Yorkshire			
Barnsley Central	2,443	664	3,107
Barnsley East	2,303	652	2,955
Barnsley West and Penistone	1,999	747	2,746
Don Valley	2,774	954	3,728
Doncaster Central	3,164	1,194	4,358
Doncaster North	3,329	1,067	4,396
Rother Valley	2,157	969	3,126
Rotherham	2,924	947	3,871
Sheffield Central	4,818	1,425	6,243
Sheffield Attercliffe	2,337	776	3,113
Sheffield Brightside	3,507	1,026	4,533
Sheffield Hallam	1,691	777	2,468
Sheffield Heeley	3,093	1,029	4,122
Sheffield Hillsborough	1,963	905	2,868
Wentworth	2,673	935	3,608
West Yorkshire			
Batley and Spen	1,896	643	2,539
Bradford North	3,394	882	4,276
Bradford South	2,325	739	3,064
Bradford West	3,805	1,054	4,859
Calder Valley	1,306	637	1,943
Colne Valley	1,386	635	2,021
Dewsbury	1,746	674	2,420
Elmet	1,113	484	1,597
Halifax	2,272	783	3,055
Hemsworth	2,115	652	2,767
Huddersfield	2,241	829	3,070
Keighley	1,362	595	1,957
Leeds Central	3,549	1,019	4,568
Leeds East	3,154	862	4,016
Leeds North East	1,878	715	2,593
Leeds North West	1,387	500	1,887
Leeds West	2,253	794	3,047
Morley and Leeds South	1,739	630	2,369
Normanton	1,351	617	1,968
Pontefract and Castleford	2,299	777	3,076
Pudsey	916	448	1,364
Shipley	1,096	391	1,487
Wakefield	2,153	714	2,867
NORTH WEST			
Cheshire			
City of Chester	1,917	623	2,540
Congleton	831	486	1,317
Crewe and Nantwich	1,554	686	2,240
Eddisbury	1,363	659	2,022
Ellesmere Port and Neston	2,064	776	2,840
Halton	2,938	1,044	3,982
Macclesfield	923	424	1,347
Tatton	1,013	383	1,396
Warrington North	2,185	707	2,892
Warrington South	1,962	643	2,605
Greater Manchester			
Altrincham and Sale	1,092	505	1,597
Ashton-under-Lyne	1,727	657	2,384
Bolton North East	2,196	629	2,825
Bolton South East	2,597	841	3,438
Bolton West	1,730	739	2,469
Bury North	1,347	509	1,856
Bury South	1,485	644	2,129
Cheadle	761	393	1,154
Davyhulme	1,705	525	2,230
Denton and Reddish	2,048	770	2,818
Eccles	2,232	713	2,945
Hazel Grove	884	401	1,285
Heywood and Middleton	2,091	794	2,885
Leigh	2,168	851	3,019
Littleborough and Saddleworth	1,196	568	1,764
Makerfield	1,904	917	2,821
Manchester Central	5,982	1,470	7,452
Manchester Blackley	3,305	1,028	4,333
Manchester Gorton	3,360	996	4,356
Manchester Withington	2,966	1,096	4,062
Manchester Wythenshawe	3,083	780	3,863
Oldham Central and Royton	2,569	889	3,458
Oldham West	1,767	700	2,467
Rochdale	2,630	887	3,517
Salford East	3,795	860	4,655
Stalybridge and Hyde	2,067	868	2,935
Stockport	1,526	505	2,031
Stretford	4,107	1,301	5,408
Wigan	2,862	1,101	3,963
Worsley	2,225	841	3,066
Lancashire			
Blackburn	3,146	895	4,041
Blackpool North	2,372	763	3,135
Blackpool South	2,314	805	3,119
Burnley	1,856	628	2,484
Chorley	1,384	750	2,134
Fylde	831	280	1,111
Hyndburn	1,100	448	1,548
Lancaster	1,285	479	1,764
Morecambe and Lunesdale	1,833	662	2,495
Pendle	1,216	429	1,645
Preston	3,144	844	3,988
Ribble Valley	511	330	841
Rossendale and Darwen	1,451	628	2,079
South Ribble	1,310	591	1,901
West Lancashire	2,417	928	3,345
Wyre	1,485	533	2,018
Merseyside			
Birkenhead	4,929	1,315	6,244
Bootle	5,169	1,400	6,569
Crosby	2,064	932	2,996
Knowsley North	4,477	1,350	5,827
Knowsley South	4,429	1,356	5,785
Liverpool Broadgreen	4,329	1,389	5,718
Liverpool Garston	3,717	1,073	4,790
Liverpool Mossley Hill	3,735	1,368	5,103
Liverpool Riverside	5,784	1,641	7,425
Liverpool Walton	5,334	1,667	7,001
Liverpool West Derby	4,568	1,349	5,917
Southport	1,624	752	2,376
St Helens North	2,507	900	3,407
St Helens South	3,155	1,067	4,222
Wallasey	3,490	1,129	4,619
Wirral South	1,525	572	2,097
Wirral West	1,782	726	2,508
NORTH			
Cleveland			
Hartlepool	3,726	1,107	4,833
Langbaurgh	3,082	1,010	4,092
Middlesbrough	4,759	1,187	5,946
Redcar	3,641	973	4,614
Stockton North	3,525	1,152	4,677
Stockton South	2,924	1,035	3,959
Cumbria			
Barrow and Furness	1,498	735	2,233
Carlisle	1,437	570	2,007
Copeland	1,565	789	2,354
Penrith and the Border	879	539	1,418
Westmorland	539	262	801
Workington	1,589	773	2,362
Durham			
Bishop Auckland	2,452	798	3,250
City of Durham	1,894	677	2,571
Darlington	2,469	804	3,273
Easington	2,315	658	2,973
North Durham	2,551	872	3,423
North West Durham	2,212	728	2,940
Sedgefield	1,681	565	2,246
Northumberland			
Berwick-upon-Tweed	1,566	622	2,188
Blyth Valley	2,098	737	2,835
Hexham	751	402	1,153
Wansbeck	2,251	727	2,978
Tyne and Wear			
Blaydon	2,050	650	2,700
Gateshead East	2,964	888	3,852
Houghton and Washington	3,237	1,113	4,350
Jarrow	3,332	915	4,247
Newcastle upon Tyne Central	2,662	919	3,581
Newcastle upon Tyne East	3,219	992	4,211
Newcastle upon Tyne North	2,677	776	3,453
South Shields	3,466	975	4,441
Sunderland North	5,191	1,311	6,502
Sunderland South	3,861	1,124	4,985
Tyne Bridge	4,934	1,123	6,057
Tynemouth	2,411	824	3,235
Wallsend	3,002	958	3,960
WALES			
Clwyd			
Alyn and Deeside	1,208	493	1,701
Clwyd North West	2,140	720	2,860
Clwyd South West	1,125	501	1,626
Delyn	1,364	490	1,854
Wrexham	1,640	637	2,277
Dyfed			
Carmarthen	1,485	574	2,059
Ceredigion and Pembroke North	1,330	541	1,871
Llanelli	1,905	627	2,532
Pembroke	2,542	1,012	3,554
Gwent			
Blaenau Gwent	2,275	629	2,904
Islwyn	1,373	419	1,792
Monmouth	966	374	1,340
Newport East	1,761	560	2,321
Newport West	1,917	657	2,574
Torfaen	1,887	657	2,544
Gwynedd			
Caernarfon	1,833	641	2,474
Conwy	1,794	652	2,446
Meirionnydd Nant Conwy	835	418	1,253
Ynys Mon	1,961	852	2,813
Mid Glamorgan			
Bridgend	1,426	550	1,976
Caerphilly	2,266	622	2,888
Cynon Valley	2,017	561	2,578
Merthyr Tydfil and Rhymney	2,579	565	3,144
Ogmore	1,794	544	2,338
Pontypridd	1,797	597	2,394
Rhondda	2,366	626	2,992
Powys			
Brecon and Radnor	722	380	1,102
Montgomery	470	196	666
South Glamorgan			
Cardiff Central	2,451	808	3,259
Cardiff North	916	352	1,268
Cardiff South and Penarth	2,219	540	2,759
Cardiff West	2,514	667	3,181
Vale of Glamorgan	2,020	645	2,665
West Glamorgan			
Aberavon	1,347	358	1,705
Gower	1,205	434	1,639
Neath	1,459	416	1,875
Swansea East	2,320	573	2,893
Swansea West	2,348	696	3,044

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	Male	Female	All
SCOTLAND			
Borders Region			
Roxburgh and Berwickshire	872	373	1,245
Tweeddale, Ettrick and Lauderdale	705	325	1,030
Central Region			
Clackmannan	2,115	822	2,937
Falkirk East	2,000	827	2,827
Falkirk West	1,725	739	2,464
Stirling	1,659	706	2,365
Dumfries and Galloway Region			
Dumfries	1,462	704	2,166
Galloway and Upper Nithsdale	1,541	921	2,462
Fife Region			
Central Fife	2,289	995	3,284
Dunfermline East	2,119	816	2,935
Dunfermline West	1,618	624	2,242
Kirkcaldy	2,178	841	3,019
North East Fife	963	577	1,540
Grampian Region			
Aberdeen North	1,801	610	2,411
Aberdeen South	1,260	475	1,735
Banff and Buchan	1,437	669	2,106
Gordon	764	477	1,241
Kincardine and Deeside	773	389	1,162
Moray	1,464	860	2,324
Highlands Region			
Caithness and Sutherland	1,265	580	1,845
Inverness, Nairn and Lochaber	2,642	1,279	3,921
Ross, Cromarty and Skye	1,835	1,011	2,846
Lothian Region			
East Lothian	1,784	679	2,463
Edinburgh Central	2,316	829	3,145
Edinburgh East	2,049	630	2,679
Edinburgh Leith	3,169	962	4,131
Edinburgh Pentlands	1,584	561	2,145
Edinburgh South	1,806	616	2,422
Edinburgh West	939	382	1,321
Linlithgow	2,106	714	2,820
Livingston	1,815	761	2,576
Mid Lothian	1,924	658	2,582
Strathclyde Region			
Argyll and Bute	1,520	848	2,368
Ayr	2,147	834	2,981
Carrick Cumnock and Doon Valley	2,809	1,008	3,817
Clydebank and Milngavie	2,261	733	2,994
Clydesdale	2,125	815	2,940
Cumbernauld and Kilsyth	1,617	730	2,347
Cunninghame North	2,224	937	3,161
Cunninghame South	2,598	796	3,394
Dumbarton	2,553	1,133	3,686
East Kilbride	1,581	821	2,402
Eastwood	1,360	640	2,000
Glasgow Cathcart	2,054	669	2,723
Glasgow Central	4,271	1,266	5,537
Glasgow Garscadden	3,221	889	4,110
Glasgow Govan	3,367	1,025	4,392
Glasgow Hillhead	2,654	1,109	3,763
Glasgow Maryhill	4,128	1,272	5,400
Glasgow Pollock	4,098	1,135	5,233
Glasgow Provan	4,467	1,181	5,648
Glasgow Rutherglen	3,248	912	4,160
Glasgow Shettleston	3,767	986	4,753
Glasgow Springburn	4,586	1,336	5,922
Greenock and Port Glasgow	3,994	1,020	5,014
Hamilton	2,670	842	3,512
Kilmarnock and Loudoun	2,568	943	3,511
Monklands East	2,674	770	3,444
Monklands West	1,996	643	2,639
Motherwell North	2,664	835	3,499
Motherwell South	2,470	688	3,158
Paisley North	2,392	908	3,300
Paisley South	2,258	699	2,957
Renfrew West and Inverclyde	1,364	658	2,022
Strathkelvin and Bearsden	1,454	587	2,041
Tayside Region			
Angus East	1,530	796	2,326
Dundee East	3,537	1,342	4,879
Dundee West	2,911	1,174	4,085
North Tayside	1,053	626	1,679
Perth and Kinross	1,530	624	2,154
Orkney and Shetland Islands	597	306	903
Western Isles	1,249	367	1,616
NORTHERN IRELAND			
Belfast East	3,006	1,158	4,164
Belfast North	5,218	1,507	6,725
Belfast South	3,347	1,342	4,689
Belfast West	7,880	1,632	9,512
East Antrim	3,450	1,268	4,718
East Londonderry	5,449	1,724	7,173
Fermanagh and South Tyrone	5,118	1,591	6,709
Foyle	8,103	1,797	9,900
Lagan Valley	3,324	1,319	4,643
Mid-Ulster	5,344	1,803	7,147
Newry and Armagh	5,380	1,683	7,063
North Antrim	3,851	1,300	5,151
North Down	2,420	1,265	3,685
South Antrim	3,003	1,320	4,323
South Down	3,573	1,548	5,121
Strangford	2,304	1,094	3,398
Upper Bann	3,599	1,377	4,976

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														
1988 Dec 8	450	375	11	57	134	71	66	135	26	55	156	1,161	—	1,161
1989 Jan 12	358	284	14	42	118	53	49	122	33	60	113	962	—	962
Feb 9	342	274	10	41	112	56	46	117	32	55	94	905	—	905
Mar 9	321	264	14	39	106	61	51	128	35	56	90	901	—	901
Apr 13	349	268	13	41	107	68	76	158	50	75	216	1,153	—	1,153
May 11	316	249	11	36	120	70	77	153	47	67	205	1,102	—	1,102
June 8	509	378	35	89	286	170	241	412	198	133	2,010	4,083	1,559	5,642
July 13	11,488	6,040	1,310	3,944	8,081	5,115	9,006	12,962	5,840	6,624	13,853	78,223	6,550	84,773
Aug 10	12,618	6,993	1,230	3,904	7,677	4,936	8,579	13,037	5,338	6,094	13,949	77,362	6,961	84,323
Sept 14	13,115	6,856	1,414	4,121	8,392	5,715	9,635	14,362	6,645	7,079	13,204	83,682	7,665	91,347
Oct 12	1,814	1,230	108	315	850	469	970	1,163	402	501	1,248	7,840	—	7,840
Nov 9	604	472	24	70	189	111	117	280	68	72	226	1,761	—	1,761
Dec 14	499	407	23	47	138	80	88	188	62	46	163	1,334	—	1,334

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

2·14 UNEMPLOYMENT
Temporarily stopped: regions

	South East	*Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
MALE AND FEMALE														
1988 Dec 8	57	36	44	30	112	232	747	226	127	176	1,484	3,235	—	3,235
1989 Jan 12	88	69	53	17	237	292	731	706	259	182	2,524	5,089	986	6,075
Feb 9	107	73	39	32	297	424	1,016	630	344	196	1,979	5,064	997	6,061
Mar 9	321	288	49	44	280	592	843	1,766	298	291	2,284	6,768	1,512	8,280
Apr 13	132	101	183	40	394	825	1,161	1,216	349	262	1,513	6,075	1,876	7,951
May 11	172	150	233	26	4,339	674	956	197	213	271	1,237	8,318	1,534	9,852
June 8	114	85	28	14	270	434	341	177	117	228	1,250	2,973	1,590	4,563
July 13	214	139	10	22	112	301	279	281	59	127	1,142	2,547	1,053	3,600
Aug 10	124	56	6	11	98	257	342	176	87	117	842	2,060	916	2,976
Sept 14	80	49	20	33	164	360	369	350	85	198	1,155	2,814	736	3,550
Oct 12	87	55	11	17	283	588	438	417	76	139	1,011	3,067	963	4,030
Nov 9	79	46	11	12	195	453	303	282	196	159	956	2,646	724	3,370
Dec 14	110	44	36	22	417	1,540	516	352	106	117	1,235	4,451	694	5,145

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

UNEMPLOYMENT 2·15
Rates by age

PER CENT

UNITED KINGDOM	18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages *
MALE AND FEMALE								
1986 Oct	20·9	16·7	13·6	9·2	7·7	11·9	5·5	11·6
1987 Jan	20·4	16·9	13·7	9·6	7·7	12·4	5·7	11·8
Apr	18·5	15·8	13·1	9·2	7·5	12·1	5·3	11·1
July	17·0	15·4	12·0	8·4	7·0	11·4	4·8	10·4
Oct	16·4	13·7	11·3	7·9	6·6	11·1	4·4	9·8
1988 Jan	16·3	14·0	11·0	7·9	6·4	11·0	4·2	9·6
Apr	16·3	12·8	10·3	7·4	6·1	10·6	3·8	9·0
July	13·0	12·4	9·4	6·7	5·5	9·8	3·4	8·2
Oct	12·6	11·0	8·9	6·3	5·2	9·6	3·3	7·5
1989 Jan	12·0	11·0	8·9	6·2	5·1	9·2	3·1	7·4
Apr	10·4	9·9	8·2	5·7	4·7	8·4	2·7	6·7
July	9·7	9·9	7·7	5·3	4·4	7·6	2·4	6·3
Oct	9·4	8·6	7·2	5·0	4·1	7·1	2·2	5·8
MALE								
1986 Oct	22·3	18·6	14·2	11·1	9·8	14·7	7·7	13·4
1987 Jan	22·7	19·0	14·7	11·9	10·0	15·6	7·9	13·9
Apr	20·8	17·9	14·2	11·3	9·8	15·3	7·5	13·2
July	19·0	17·2	13·1	10·4	9·0	14·3	6·7	12·3
Oct	18·2	15·5	12·4	9·8	8·6	14·0	6·2	11·6
1988 Jan	17·8	16·1	12·3	10·0	8·3	13·9	5·9	11·6
Apr	15·7	14·7	11·5	9·4	7·9	13·2	5·3	10·8
July	14·2	14·0	10·4	8·5	7·1	12·3	4·8	9·8
Oct	13·8	12·7	9·9	8·0	6·7	12·0	4·7	9·1
1989 Jan	13·5	13·0	10·2	8·0	6·6	11·5	4·4	9·0
Apr	11·9	11·9	9·5	7·4	6·1	10·6	3·8	8·3
July	11·0	11·6	9·0	6·9	5·6	9·6	3·3	7·7
Oct	10·6	10·4	8·6	6·6	5·4	8·8	3·1	7·2
FEMALE								
1986 Oct	19·3	14·3	12·5	6·2	4·9	7·8	0·3	9·1
1987 Jan	17·9	14·2	12·1	6·2	4·8	7·8	0·3	8·8
Apr	16·0	13·0	11·3	5·9	4·6	7·6	0·3	8·2
July	14·7	13·0	10·3	5·4	4·4	7·2	0·3	7·7
Oct	14·5	11·4	9·6	5·0	4·2	7·1	0·3	7·3
1988 Jan	14·5	11·3	9·1	4·8	4·0	7·0	0·2	7·0
Apr	12·7	10·2	8·5	4·6	3·8	6·8	0·3	6·5
July	11·6	10·3	7·8	4·2	3·6	6·4	0·2	6·1
Oct	11·2	8·8	7·3	3·9	3·3	6·3	0·2	5·4
1989 Jan	10·2	8·4	7·0	3·7	3·2	5·9	0·2	5·1
Apr	8·7	7·3	6·2	3·3	3·0	5·4	0·2	4·5
July	8·2	7·6	5·8	3·1	2·8	4·9	0·2	4·3
Oct	8·0	6·2	5·2	2·7	2·5	4·6	0·1	3·8

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to *tables 2·1* and *2·2*.

Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid-1988 for 1988 and 1989 figures and at the corresponding mid-year for earlier years, and have this month been updated to incorporate the latest revisions to the workforce estimates arising from the results of the 1987 census of Employment. These rates are consistent with the rates (not seasonally adjusted) shown in *tables 2·1*, *2·2* and *2·3*.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2·18 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										
1988 Dec	2,047	563	189	379	985	263	105	2,646	2,191	136
1989 Jan	2,074	592	208	390	1,112	297	121	2,661	2,335	145
Feb	2,018	598	199	384	1,100	290	100	2,597	2,305	150
Mar	1,960	546	159	380	1,147	287	100	2,547	2,178	134
Apr	1,884	516	148	366	1,105	275	93	2,486	2,035	125
May	1,803	519	129	358	1,027	257	86	2,413	1,948	106
June	1,743	477	112	349	944	247	83	2,375	1,915	97
July	1,771	483	113	..	1,008	238	88	..	1,973	103
Aug	1,741	469	115	..	971	256	82	..	1,940	92
Sept	1,703	501	119	..	901	254	80	..	1,881	89
Oct	1,636	457	..	..	906	..	..	..	1,874	103
Nov	1,612	..	..	..	..	..	..	..	1,950	..
Dec	1,639	..	..	..	..	..	..	..	2,052	..
Percentage rate: latest month	5·8	5·6	3·9	12·7	6·7	8·9	3·1	9·3	6·9	5·0
latest month: change on a year ago	–1·5	–0·7	N/C	–1·3	–0·5	+0·6	–0·8	–0·4	–0·5	+0·3
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
Monthly										
1988 Dec	2,037	556	161	377	1,032	259	104	2,563	2,136	..
1989 Jan	1,988	566	149	374	1,017	256	109	2,548	2,075	..
Feb	1,949	551	141	371	1,022	255	95	2,527	2,053	..
Mar	1,917	502	132	371	1,010	256	96	2,522	2,018	..
Apr	1,858	497	143	364	1,046	257	92	2,534	2,038	..
May	1,835	516	152	362	1,037	266	92	2,517	2,052	..
June	1,809	489	152	..	987	268	82	2,526	2,035	..
July	1,787	507	147	..	1,007	264	89	2,547	2,023	..
Aug	1,751	492	158	..	1001	..	91	2,532	2,011	..
Sept	1,695	505	156	..	987	..	85	..	2,005	..
Oct	1,675	494	..	..	1,002	..	..	..	2,004	..
Nov	1,650	..	..	..	..	..	..	..	2,026	..
Dec	1,635	..	..	..	..	..	..	..	2,005	..
Percentage rate: latest month	5·8	5·9	5·4	13·2	7·4	9·6	3·3	9·9	6·8	..
latest three months: change on previous three months	–0·4	–0·1	0·2	–0·3	–0·1	+0·4	N/C	N/C	N/C	..
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Oct	Oct	..	Oct	Oct	..	Oct	Oct	Oct	..
Per cent	5·9	5·9	..	8·8	7·4	..	3·4	9·5	5·5	..

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

UNEMPLOYMENT Selected countries 2·18

THOUSAND

	Irish Republic **	Italy ‡‡	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1988 Dec	243	3,847	1,340	2·4	690	70	313	2,769	51	18·4	6,142
1989 Jan	245	3,851	1,460	2·5	..	87	333	2,773	75	18·9	7,309
Feb	242	3,837	1,510	2·4	..	86	337	2,740	69	18·0	6,883
Mar	241	3,952	1,630	2·4	..	79	332	2,698	60	16·5	6,378
Apr	233	3,945	1,560	2·2	..	80	313	2,653	67	15·8	6,229
May	229	3,878	1,500	2·0	..	76	309	2,580	..	14·8	6,158
June	230	3,860	1,340	2·1	..	85	302	2,533	..	13·9	6,850
July	230	3,870	1,320	2·2	..	86	298	2,475	..	13·7	6,736
Aug	232	3,878	1,400	2·2	..	90	297	2,455	..	13·5	6,352
Sept	224	3,822	1,380	2·3	..	80	298	2,418	..	13·2	6,584
Oct	220	..	1,370	..	..	79	..	..	..	13·4	6,222
Nov	222	..	..	..	..	..	..	..	..	..	6,250
Dec	222	..	..	..	..	..	..	..	..	..	6,300
Percentage rate: latest month	17·1	16·5	2·2	1·4	14·1	4·7	6·9	16·4	1·5	0·5	5·0
latest month: change on a year ago	–1·0	N/C	–0·2	–0·1	–0·1	1·2	0·2	–2·3	–0·1	–0·1	N/C
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1985	231	2,959	1,566	..	762	52	..	2,643	124	27·0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	98	22·8	8,237
1987	247	3,294	1,731	..	686	32	319	2,924	84	..	7,410
1988	242	3,848	1,552	..	..	50	304	2,869	..	19·6	6,692
Monthly											
1988 Dec	238	3,894	1,460	2·2	677	67	308	2,727	51	17·1	6,554
1989 Jan	237	3,809	1,430	2·1	..	73	317	2,683	..	15·1	6,716
Feb	236	3,867	1,440	2·0	..	75	321	2,651	..	16·0	6,328
Mar	236	3,852	1,460	2·2	..	74	321	2,626	..	15·5	6,128
Apr	233	3,918	1,450	2·2	..	80	312	2,618	..	15·6	6,546
May	233	3,908	1,470	2·2	..	90	316	2,604	..	15·3	6,395
June	233	3,930	1,380	2·3	..	97	317	2,598	..	15·3	6,561
July	231	3,960	1,390	2·3	..	92	317	2,562	..	15·1	6,497
Aug	231	3,972	1,410	2·4	..	86	318	2,548	..	15·2	6,421
Sept	230	3,950	1,400	2·3	..	84	317	2,476	..	14·9	6,330
Oct	228	..	1,432	..	..	84	..	..	..	14·7	6,561
Nov	227	..	..	..	..	..	..	..	..	..	6,590
Dec	227	..	..	..	..	..	..	..	..	..	6,658
Percentage rate: latest month	17·5	17·0	2·3	1·4	13·9	4·9	7·4	16·8	1·2	0·5	5·3
latest three months: change on previous three months	–0·3	+0·2	N/C	–0·1	–0·1	–0·5	+0·1	–0·5	–0·1	N/C	0·1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	..	..	Oct	..	Jan	Aug	May	Aug	Oct	..	Oct
Per cent	..	..	2·4	..	9·4	4·4	4·9	16·4	1·5	..	5·2

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

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

THOUSAND

UNITED KINGDOM Month ending		INFLOW † Male and Female All	Change since previous year	Male All	Change since previous year	Female All	Change since previous year	Married
1988	Dec 8	269·9	−58·7	185·1	−32·5	84·8	−26·2	34·9
1989	Jan 12	269·4	−74·9	175·4	−39·3	94·0	−35·6	38·4
	Feb 9	290·0	−55·2	192·3	−28·3	97·7	−26·9	39·8
	Mar 9	264·0	−49·0	178·8	−23·7	85·2	−25·4	33·7
	Apr 13	247·5	−76·4	165·7	−44·6	81·8	−31·8	34·8
	May 11	230·8	−45·9	157·2	−23·2	73·6	−22·7	30·3
	June 8	225·0	−48·8	153·0	−25·2	72·0	−23·6	29·1
	July 13	293·8	−53·7	187·6	−27·3	106·2	−26·4	33·9
	Aug 10	276·8	−34·7	180·3	−14·1	96·6	−20·6	35·0
	Sept 14	281·2	−46·2	184·6	−25·2	96·6	−21·0	33·3
	Oct 12	281·1	−38·5	190·5	−15·9	90·6	−22·6	31·6
	Nov 9	273·8	−24·0	188·8	−7·3	84·9	−16·7	30·6
	Dec 14	255·3	−14·6	182·1	−3·0	73·2	−11·6	26·6

UNITED KINGDOM Month ending		OUTFLOW † Male and Female All	Change since previous year	Male All	Change since previous year	Female All	Change since previous year	Married
1988	Dec 8	292·0	−25·5	188·7	−15·0	103·4	−10·5	40·3
1989	Jan 12	245·4	−76·2	156·6	−45·9	88·7	−30·2	39·4
	Feb 9	350·8	−55·8	233·7	−30·7	117·1	−25·0	49·8
	Mar 9	326·8	−65·7	217·3	−38·3	109·5	−27·4	44·7
	Apr 13	313·9	−58·6	207·8	−35·0	106·1	−23·7	45·5
	May 11	318·6	−76·3	215·4	−44·8	103·2	−31·5	43·6
	June 8	289·3	−77·7	196·9	−46·3	92·5	−31·4	38·8
	July 13	269·3	−90·4	183·2	−53·9	86·1	−36·4	33·6
	Aug 10	309·6	−40·4	205·4	−21·2	104·2	−19·2	38·0
	Sept 14	314·3	+8·4	201·6	+11·2	112·7	−2·8	42·3
	Oct 12	353·8	−132·3	231·1	−70·8	122·7	−61·6	42·5
	Nov 9	299·2	−54·9	198·2	−29·8	100·9	−25·0	39·2
	Dec 14	232·3	−59·7	154·3	−34·3	78·0	−25·4	28·7

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.
† The flows in this table are not on quite the same basis as those in *table 2·20*. While *table 2·20* relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows. While these assumptions are reasonable in most months, the inflows have tended to be understated a little in September and after Easter when many young people have joined the register and with consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected.
See also footnote ‡ to *table 2·1*.

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

THOUSAND

INFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE											
1989	July 13	0·7	22·4	57·4	29·0	17·9	25·1	17·1	7·3	4·0	181·0
	Aug 10	0·7	22·3	48·6	28·5	17·9	25·9	18·6	7·8	4·3	174·7
	Sept 14	0·7	27·0	46·2	28·2	18·5	26·4	19·6	7·6	3·9	178·1
	Oct 12	0·7	23·3	47·2	30·6	19·7	28·3	20·6	8·8	5·0	184·0
	Nov 9	0·6	21·2	45·6	31·3	20·4	29·6	21·1	8·5	4·5	182·9
	Dec 14	0·6	20·1	43·5	30·8	20·3	29·8	20·0	7·7	3·8	176·7
FEMALE											
1989	July 13	0·6	16·2	37·6	14·6	7·8	12·5	8·6	2·5	—	100·5
	Aug 10	0·7	15·3	29·0	14·2	8·0	13·2	9·4	2·8	—	92·6
	Sept 14	0·6	20·1	26·1	13·6	7·7	11·9	8·8	2·7	—	91·6
	Oct 12	0·5	16·5	25·4	13·9	7·3	11·2	8·6	2·7	—	86·2
	Nov 9	0·5	13·7	23·3	13·6	7·2	11·3	9·0	2·8	—	81·4
	Dec 14	0·5	11·9	19·6	11·9	6·3	10·2	7·8	2·2	—	70·5
Changes on a year earlier											
MALE											
1989	July 13	−10·5	−1·7	−9·9	−0·6	−0·1	−0·9	−0·9	−1·3	−1·6	−27·5
	Aug 10	−9·5	0·1	−3·7	0·4	0·2	—	0·3	−1·0	−1·3	−14·3
	Sept 14	−7·6	0·2	−7·0	−1·7	−0·6	−1·7	−1·3	−3·4	−2·3	−25·5
	Oct 12	−1·8	−5·2	−6·0	−0·6	0·4	—	0·5	−1·4	−1·3	−15·5
	Nov 9	−0·8	−1·4	−3·8	0·1	0·8	0·1	0·3	−1·4	−1·4	−7·5
	Dec 14	−0·5	−1·1	−2·5	1·0	0·9	0·7	0·6	−1·0	−1·1	−3·1
FEMALE											
1989	July 13	−7·9	−1·5	−8·4	−2·8	−1·9	−2·4	−0·8	−0·5	—	−26·2
	Aug 10	−7·0	−0·5	−4·8	−2·5	−1·8	−2·4	−0·7	−0·4	—	−20·2
	Sept 14	−5·5	−0·2	−5·5	−3·2	−1·9	−2·7	−1·4	−1·0	—	−21·0
	Oct 12	−1·3	−5·2	−5·9	−3·5	−1·9	−2·5	−1·0	−0·5	—	−21·9
	Nov 9	−0·6	−1·8	−5·1	−3·1	−1·7	−2·5	−1·2	−0·5	—	−16·4
	Dec 14	−0·4	−1·0	−3·5	−2·3	−1·6	−1·6	−0·5	−0·5	—	−11·4

OUTFLOW Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE											
1989	July 13	0·4	16·2	42·2	27·8	18·7	27·8	18·5	7·0	4·8	163·6
	Aug 10	0·6	18·7	51·8	31·5	20·3	29·1	19·1	7·1	5·1	183·4
	Sept 14	0·5	19·2	50·6	30·2	19·7	28·3	18·6	7·0	4·8	178·9
	Oct 12	0·5	25·6	57·6	33·5	21·2	30·7	20·3	7·7	5·4	202·5
	Nov 9	0·4	18·2	44·9	30·2	19·9	29·7	20·2	7·9	5·3	176·7
	Dec 14	0·3	14·4	34·9	23·4	15·9	24·2	16·9	6·5	4·2	140·6
FEMALE											
1989	July 13	0·4	11·1	22·7	13·7	7·5	11·1	8·1	2·4	0·1	76·8
	Aug 10	0·5	13·8	30·9	15·9	8·6	12·1	8·8	2·6	0·1	93·2
	Sept 14	0·5	14·1	33·1	16·6	9·4	15·5	10·5	2·8	0·1	102·6
	Oct 12	0·4	19·7	35·4	17·3	9·8	14·4	10·3	3·0	0·1	110·4
	Nov 9	0·4	13·9	26·5	15·6	8·7	13·1	10·0	2·9	—	91·1
	Dec 14	0·3	10·6	20·9	12·4	6·6	9·9	7·6	2·3	—	70·7
Changes on a year earlier											
MALE											
1989	July 13	−10·8	−5·0	−11·0	−4·8	−3·3	−5·8	−3·2	−1·3	−2·2	−47·4
	Aug 10	−9·3	−1·5	−2·7	1·0	−0·1	−1·8	−1·2	−0·8	−1·6	−18·1
	Sept 14	−9·1	1·7	3·0	4·1	2·5	1·9	1·3	0·3	−0·6	5·2
	Oct 12	−27·1	−6·3	−13·2	−5·7	−4·3	−6·6	−2·9	−1·4	−1·9	−69·5
	Nov 9	−1·5	−3·4	−7·7	−2·8	−2·5	−4·1	−1·6	−0·8	−1·6	−25·9
	Dec 14	−0·8	−3·3	−7·9	−3·7	−2·5	−4·4	−2·1	−1·1	−1·8	−27·6
FEMALE											
1989	July 13	−8·5	−4·2	−8·3	−4·2	−2·8	−2·9	−1·3	−0·4	—	−32·6
	Aug 10	−7·3	−1·2	−3·9	−2·0	−1·3	−1·6	−0·4	−0·3	—	−18·1
	Sept 14	−7·0	0·9	0·8	−1·2	−0·1	0·6	1·4	0·2	—	−1·9
	Oct 12	−20·7	−5·9	−11·9	−6·8	−4·0	−5·5	−2·1	0·8	−0·1	−57·7
	Nov 9	−1·2	−3·3	−7·1	−3·9	−2·1	−3·0	−0·9	−0·6	—	−22·1
	Dec 14	−0·6	−3·7	−7·0	−3·5	−2·3	−3·1	−1·4	−0·5	—	−22·1

* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4⅓ week month.
† The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.
See also footnote ‡ to *table 2·1*.

2·30 CONFIRMED REDUNDANCIES †
Regions

		South East	*Greater London***	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1986		39,284	24,737	5,001	16,509	22,645	21,283	27,151	40,132	22,679	194,684	11,359	31,958	238,001
1987		19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1988		13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1988	Q3	3,155	1,310	368	2,429	1,199	1,311	2,013	4,524	3,390	18,389	1,555	4,412	24,356
	Q4	2,726	1,219	300	1,635	906	2,273	1,745	4,731	2,262	16,578	1,345	3,759	21,682
1989	Q1	2,537	1,247	157	1,410	1,478	3,325	975	5,312	3,725	18,919	2,765	5,578	27,262
	Q2	2,955	608	621	1,634	1,817	2,624	2,552	6,167	2,627	20,997	2,359	3,615	26,971
	Q3	3,721	1,193	2,216	445	1,977	2,460	4,781	3,784	1,617	21,001	2,623	3,651	27,275
1988	Dec	929	341	163	541	497	1,165	556	2,014	1,203	7,068	618	1,305	8,991
1989	Jan	637	242	74	434	704	498	391	1,328	1,409	5,475	486	1,272	7,233
	Feb	989	535	65	382	338	597	318	2,403	1,074	6,166	440	1,508	8,114
	Mar	911	470	18	594	436	2,230	266	1,581	1,242	7,278	1,839	2,798	11,915
	Apr	762	66	205	900	852	849	478	1,642	852	6,540	931	1,225	8,696
	May	872	232	217	147	372	515	915	1,698	790	5,526	668	1,302	7,496
	June	1,321	310	199	587	593	1,260	1,159	2,827	985	8,931	760	1,088	10,779
	July	1,235	330	1,449	188	584	469	1,005	1,217	744	6,891	453	1,693	9,037
	Aug	1,251	398	62	231	778	1,496	2,565	1,149	478	8,010	1,647	1,046	10,703
	Sept	1,235	465	705	26	615	495	1,211	1,418	395	6,100	523	912	7,535
	Oct	745	223	328	37	352	271	626	1,161	491	4,011	152	674	4,837
	Nov*	558	90	79	23	440	492	591	832	217	3,232	144	519	3,895
	Dec*	1,812	316	366	33	708	434	638	1,125	296	5,412	387	405	6,204

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

2·31 CONFIRMED REDUNDANCIES †
Industry

GREAT BRITAIN SIC 1980	Division	Class	1987	1988	1988 Q3	Q4	1989 Q1	Q2	Q3	1989 Oct	Nov *	Dec *
Agricuture, forestry and fishing	0		**489**	**169**	**22**	**34**	**76**	**0**	**0**	**51**	**0**	**0**
Coal extraction and coke		11–12	13,498	10,933	213	694	4,940	3,395	4,866	193	0	81
Mineral oil and natural gas		13–14	1,431	203	0	20	55	114	1	0	0	0
Electricity, gas, other energy and water		15–17	590	527	133	94	199	74	193	3	14	12
Energy and water supply industries	1		**15,519**	**11,663**	**346**	**808**	**5,194**	**3,583**	**5,060**	**196**	**14**	**93**
Extraction of other minerals and ores		21,23	137	314	36	21	9	27	52	0	0	66
Metal manufacture		22	2,983	1,649	265	381	415	270	286	88	66	292
Manufacture of non-metallic products		24	1,934	1,501	131	194	330	242	354	139	139	100
Chemicals and man-made fibres		25–26	3,518	1,941	710	342	561	396	287	35	69	103
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		**8,572**	**5,405**	**1,142**	**938**	**1,315**	**935**	**979**	**262**	**274**	**561**
Manufacture of metal goods		31	4,918	2,043	314	441	520	476	631	25	116	320
Mechanical engineering		32	16,726	16,127	5,077	2,767	1,966	2,068	1,652	573	215	217
Manufacture of office machinery and data processing equipment		33	1,261	410	147	86	598	669	295	0	12	47
Electrical and electronic engineering		34	13,222	6,800	993	1,348	1,550	2,284	1,895	259	173	1,095
Manufacture of motor vehicles		35	3,842	1,517	68	358	492	512	380	248	335	126
Manufacture of other transport equipment **		36	8,917	5,200	1,172	705	2,508	682	429	64	15	24
Instrument engineering		37	717	505	64	124	235	323	259	105	0	80
Metal goods, engineering and vehicles industries	3		**49,603**	**32,602**	**7,835**	**5,829**	**7,869**	**7,014**	**5,541**	**1,274**	**866**	**1,909**
Food, drink and tobacco		41–42	10,922	10,639	1,961	2,409	1,204	2,296	2,207	390	305	181
Textiles		43	4,382	4,859	943	2,333	1,483	1,690	1,067	373	893	904
Leather, footwear and clothing		44–45	3,167	3,969	983	1,095	1,178	1,662	968	182	162	346
Timber and furniture		46	1,800	1,610	617	270	286	440	735	143	26	104
Paper, printing and publishing		47	4,354	3,983	952	836	634	1,440	628	197	39	207
Other manufacturing		48–49	4,177	2,533	731	695	552	622	485	82	130	404
Other manufacturing industries	4		**28,802**	**27,593**	**6,187**	**7,638**	**5,337**	**8,150**	**6,090**	**1,367**	**1,555**	**2,146**
Construction	5		**10,615**	**7,784**	**2,346**	**1,502**	**2,140**	**1,197**	**888**	**444**	**575**	**496**
Wholesale distribution		61–63	5,280	3,378	878	698	559	1,053	809	52	151	191
Retail distribution		64–65	8,657	6,324	1,581	784	599	1,389	915	172	135	226
Hotel and catering		66	2,342	1,234	530	177	215	186	145	128	102	21
Repair of consumer goods and vehicles		67	834	84	30	14	240	21	137	11	0	0
Distribution, hotels and catering, repairs	6		**17,113**	**11,020**	**3,019**	**1,673**	**1,613**	**2,649**	**2,006**	**363**	**388**	**438**
Transport		71–77	4,256	4,841	1,299	1,334	1,707	867	835	73	38	246
Telecommunications		79	648	197	27	56	28	20	21	0	0	0
Transport and communication	7		**4,904**	**5,038**	**1,326**	**1,390**	**1,735**	**887**	**856**	**73**	**38**	**246**
Insurance, banking, finance and business services	8		**1,789**	**1,151**	**305**	**92**	**207**	**642**	**477**	**105**	**58**	**131**
Public administration and defence		91–94	3,569	3,782	1,201	1,354	1,086	1,121	4,441	71	30	165
Medical and other health services		95	2,068	773	98	361	476	189	509	359	97	19
Other services nes		96–99,00	1,092	950	529	63	214	604	428	272	0	0
Other services	9		**6,729**	**5,505**	**1,828**	**1,778**	**1,776**	**1,914**	**5,378**	**702**	**127**	**184**
All production industries	1–4		**102,496**	**77,263**	**15,510**	**15,213**	**19,715**	**19,682**	**17,670**	**3,099**	**2,709**	**4,709**
All manufacturing industries	2–4		**86,977**	**65,600**	**15,164**	**14,405**	**14,521**	**16,099**	**12,610**	**2,903**	**2,695**	**4,616**
All service industries	6–9		**30,535**	**22,714**	**6,478**	**4,933**	**5,331**	**6,092**	**8,717**	**1,243**	**611**	**999**
ALL INDUSTRIES AND SERVICES	0–9		**144,135**	**107,930**	**24,356**	**21,682**	**27,262**	**26,971**	**27,275**	**4,837**	**3,895**	**6,204**

* Provisional figures as at January 1, 1990; final figures are expected to be higher than this. The total for Great Britain is projected to be about 8,000 in November and 10,000 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. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.
** Now includes shipbuilding and repairs.

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

THOUSAND

UNITED KINGDOM		UNFILLED VACANCIES Level	Change since previous month	Average change over 3 months ended	INFLOW Level	Average change over 3 months ended	OUTFLOW Level	Average change over 3 months ended	of which PLACINGS Level	Average change over 3 months ended
1984	)	150·2			193·9		193·7		149·8	
1985	) Annual	162·1			201·6		200·5		154·6	
1986	) averages	188·8			212·2		208·3		157·4	
1987	)	235·4			226·4		222·3		159·5	
1988	)	248·6			231·2		232·7		159·0	
1987	Dec	254·6	–7·4	2·8	234·2	1·3	239·5	6·0	165·3	2·5
1988	Jan	252·6	–2·0	–0·6	229·7	–1·6	233·2	2·7	163·7	1·5
	Feb	251·2	–1·4	–3·6	232·1	–0·4	236·6	3·3	162·7	1·6
	Mar	251·2	—	–1·1	233·7	–0·2	233·5	–2·0	160·5	–1·6
	Apr	256·8	5·6	1·4	232·1	0·8	229·2	–1·3	158·7	–1·7
	May	256·3	–0·5	1·7	232·8	0·2	229·7	–2·3	158·6	–1·4
	June	253·6	–2·7	0·8	229·9	–1·3	231·2	–0·8	157·1	–1·1
	July	250·3	–3·3	–2·2	231·7	–0·1	232·8	1·2	157·7	–0·3
	Aug	245·2	–5·1	–3·7	229·4	–1·1	234·3	1·5	158·3	–0·1
	Sept	242·4	–2·8	–3·7	228·7	–0·4	230·4	–0·3	157·0	—
	Oct	244·8	2·4	–1·8	231·4	–0·1	230·9	–0·6	155·4	–0·8
	Nov	241·5	–3·3	–1·2	232·1	0·9	239·4	1·7	161·4	1·0
	Dec	237·8	–3·7	–1·5	230·2	0·5	231·5	0·4	157·2	0·1
1989	Jan	230·9	–6·9	–4·6	223·1	–2·8	230·4	–0·2	158·3	1·0
	Feb	229·9	–1·0	–3·9	231·7	–0·1	236·5	–1·0	164·4	1·0
	Mar	224·9	–5·0	–4·3	226·5	–1·2	231·7	0·1	161·1	1·3
	Apr	223·2	–1·7	–2·6	222·5	–0·2	224·3	–2·0	155·6	–0·9
	May	219·5	–3·7	–3·5	223·0	–2·9	224·6	–4·0	155·3	–3·0
	June	224·4	4·9	–0·2	230·4	1·3	223·8	–2·6	156·0	–1·7
	July	220·6	–3·8	–0·9	228·0	1·8	229·4	1·7	158·6	1·0
	Aug	219·5	–1·1	—	228·7	1·9	229·3	1·6	159·0	1·2
	Sept	220·7	1·2	–1·2	232·3	0·6	234·1	3·4	161·0	1·7
	Oct	214·6	–6·0	–2·0	230·2	0·7	236·6	2·4	160·9	0·8
	Nov	209·5	–5·2	–3·3	222·2	–2·2	231·7	0·8	159·5	0·2
	Dec	195·4	–14·0	–8·4	213·4	–6·3	217·1	–5·7	151·5	–3·2

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five-week periods between count dates; the figures in this table are converted to a standard 4⅓ week month.
* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Note that Community Programme vacancies handled by jobcentres were excluded from the seasonally adjusted series when the coverage was revised in September 1985. The coverage of the seasonally adjusted series is therefore not affected by the cessation of C.P. vacancies with the introduction of Employment Training in September 1988. Figures on the current basis are available back to 1980. For further details, see the October 1985 *Employment Gazette*, p 143.

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

THOUSAND

		South East	*Greater London* †	East Anglia	South West	West Midlands	East Midlands	York-shire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1987	Dec	102·5	39·9	8·8	20·1	23·8	12·7	16·4	23·7	12·0	11·2	20·5	251·7	2·9	254·6
1988	Jan	101·3	38·5	8·9	20·5	24·3	12·8	16·0	23·2	11·5	11·4	19·7	249·5	3·1	252·6
	Feb	100·8	36·4	9·0	20·0	24·5	13·1	15·8	22·7	11·7	11·3	19·6	248·4	2·8	251·2
	Mar	99·4	34·7	9·2	19·9	24·1	13·4	15·7	24·0	11·7	11·4	19·8	248·5	2·7	251·2
	Apr	101·3	35·0	9·6	20·7	24·3	13·8	15·9	24·1	11·8	12·1	20·7	254·1	2·7	256·8
	May	101·0	34·5	10·0	20·7	23·8	13·8	15·4	24·2	11·8	12·6	20·3	253·6	2·7	256·3
	June	100·1	33·8	9·9	20·6	24·0	14·0	15·2	23·8	11·7	12·2	19·6	250·9	2·7	253·6
	July	95·9	30·8	10·4	21·1	24·0	13·8	15·5	23·6	11·2	12·3	19·9	247·6	2·7	250·3
	Aug	93·2	29·9	10·2	20·3	23·5	13·7	15·1	23·3	11·0	12·1	20·1	242·5	2·7	245·2
	Sept	90·2	28·8	10·1	20·4	23·3	14·0	15·3	23·5	10·9	12·2	20·0	239·8	2·7	242·4
	Oct	88·9	28·4	10·0	20·3	24·6	14·3	16·0	24·6	11·2	12·0	20·2	242·1	2·7	244·8
	Nov	86·4	27·9	10·0	20·0	24·7	14·2	15·2	24·8	11·0	12·6	19·9	238·6	2·9	241·5
	Dec	82·7	27·8	9·5	20·2	24·3	14·2	14·9	24·6	11·5	12·5	20·3	234·8	3·0	237·8
1989	Jan	79·9	26·5	9·4	20·0	23·0	14·0	14·5	23·6	11·2	12·4	20·0	227·9	3·0	230·9
	Feb	79·3	26·8	9·2	19·8	22·4	13·5	14·4	24·0	11·0	12·8	19·9	226·3	3·6	229·9
	Mar	76·8	26·1	8·8	19·4	22·2	13·1	13·8	23·6	10·8	13·1	19·8	221·5	3·4	224·9
	Apr	75·5	25·3	8·7	18·7	22·2	12·8	13·6	23·6	10·8	13·5	20·3	219·6	3·5	223·2
	May	72·5	24·2	8·3	19·1	21·2	12·9	13·1	23·5	11·1	13·9	20·5	216·0	3·5	219·5
	June	73·5	24·0	8·6	19·5	20·6	12·8	13·7	24·5	11·5	14·4	21·8	220·8	3·6	224·4
	July	72·5	24·4	8·1	18·6	19·9	12·8	13·2	24·3	11·1	14·6	21·8	216·8	3·7	220·6
	Aug	70·9	24·0	8·0	18·4	19·9	12·8	13·4	24·8	10·6	14·6	22·1	215·7	3·8	219·5
	Sept	69·9	22·7	8·2	18·0	20·4	12·8	13·2	26·1	10·5	14·7	22·6	216·3	4·4	220·7
	Oct	65·7	20·2	8·0	17·3	19·0	12·7	13·0	26·3	10·1	14·7	23·4	210·2	4·4	214·6
	Nov	64·1	20·0	7·6	17·1	18·5	12·4	12·3	25·0	9·6	14·1	24·7	205·3	4·1	209·5
	Dec	60·1	19·3	7·1	16·2	16·4	12·0	11·5	23·1	9·6	12·4	23·4	191·6	3·8	195·4

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

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

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
1984)	59·4	26·0	5·4	13·6	10·7	8·1	8·2	14·5	6·6	7·3	14·8	148·6	1·2	149·8
1985) Annual	62·3	26·6	5·8	16·1	12·2	9·0	8·7	16·0	7·8	8·0	14·6	160·5	1·2	161·7
1986) averages	70·8	30·0	6·2	18·1	15·4	10·3	11·3	19·0	9·8	9·5	16·3	186·8	1·4	188·1
1987)	90·7	37·7	8·0	19·7	21·1	12·2	15·6	24·2	12·0	11·0	18·8	233·2	1·6	234·9
1988)	95·1	32·2	9·7	20·4	24·1	13·8	15·5	23·9	11·4	12·1	20·0	245·9	2·0	247·8
1988 Dec	79·4	27·5	8·9	17·5	24·1	13·2	14·2	23·0	11·0	11·4	18·8	221·4	1·9	223·3
1989 Jan	71·5	24·6	8·3	16·1	21·5	12·5	13·1	20·6	9·9	11·0	17·0	201·5	1·9	203·3
Feb	70·0	24·1	7·9	16·5	20·9	12·0	13·0	21·1	9·6	11·6	17·2	200·0	2·1	202·0
Mar	68·8	23·2	8·1	18·0	20·5	12·1	12·8	21·7	9·9	12·2	18·5	202·6	2·2	204·8
Apr	72·4	24·0	8·5	19·6	21·2	12·8	12·9	23·1	10·6	13·0	20·2	214·3	2·5	216·8
May	74·0	24·0	8·4	21·6	20·8	13·4	13·3	24·5	11·0	14·5	21·5	223·0	2·5	225·4
June	79·5	25·2	9·3	23·0	20·8	13·6	14·5	26·4	11·9	15·7	23·3	238·0	2·6	240·6
July	75·0	23·5	8·9	20·5	20·1	13·0	13·2	24·9	11·4	15·5	23·1	225·6	2·7	228·2
Aug	69·6	21·9	8·3	18·4	18·9	12·7	13·4	24·7	10·8	15·1	22·7	214·6	2·6	217·2
Sept	75·8	24·2	9·1	19·4	21·9	14·0	14·5	28·6	11·7	15·6	24·5	235·1	3·1	238·2
Oct	77·6	26·1	9·1	18·8	22·2	14·4	14·9	29·2	11·6	15·6	25·2	238·6	3·5	242·2
Nov	69·5	23·5	7·8	16·9	20·6	13·1	13·4	26·4	10·4	13·9	25·3	217·5	3·1	220·6
Dec	56·9	19·2	6·4	13·4	16·2	11·0	10·8	21·5	9·1	11·3	21·9	178·3	2·7	181·1
Vacancies at careers offices														
1984)	4·3	2·1	0·3	0·6	0·9	0·5	0·6	0·5	0·3	0·2	0·3	8·5	0·5	9·0
1985) Annual	6·0	3·2	0·4	0·7	1·2	0·6	0·7	0·7	0·3	0·2	0·3	10·8	0·7	11·5
1986) averages	7·6	4·4	0·4	0·7	1·2	0·7	0·7	0·8	0·3	0·2	0·3	12·8	0·6	13·4
1987)	11·8	7·0	0·5	1·2	1·4	0·9	0·9	1·0	0·4	0·3	0·4	18·7	0·8	19·5
1988)	16·0	8·1	0·9	1·6	1·8	1·3	1·1	1·3	0·4	0·3	0·5	25·2	1·0	26·3
1988 Dec	14·3	7·4	0·8	1·5	1·7	1·1	0·9	0·9	0·3	0·3	0·4	22·2	1·1	23·4
1989 Jan	13·4	7·1	0·7	1·3	1·4	1·1	1·0	0·9	0·3	0·3	0·5	20·8	1·1	21·9
Feb	12·9	7·1	0·7	1·3	1·6	1·2	1·0	0·9	0·4	0·2	0·5	20·7	1·2	21·8
Mar	13·3	7·0	0·8	1·3	1·7	1·4	1·1	1·1	0·4	0·3	0·5	21·8	1·3	23·1
Apr	13·7	6·9	1·1	1·5	2·1	1·5	1·3	1·3	0·4	0·3	0·6	23·7	1·4	25·1
May	14·7	7·0	1·2	1·6	2·5	1·7	1·4	1·6	0·5	0·4	0·7	26·1	1·3	27·4
June	19·6	10·8	1·5	2·0	3·5	2·2	1·3	1·8	0·6	0·5	1·0	33·9	1·3	35·2
July	19·3	10·3	1·4	1·9	3·4	2·0	1·3	1·7	0·6	0·5	0·9	33·1	1·2	34·3
Aug	17·2	9·0	1·3	1·9	3·3	1·7	1·4	1·7	0·5	0·5	0·9	30·4	1·3	31·6
Sept	14·9	7·4	1·2	1·7	3·7	1·5	1·5	2·1	0·6	0·5	1·0	28·6	1·5	30·1
Oct	13·2	6·6	0·9	1·6	3·5	1·5	1·3	1·7	0·5	0·4	0·8	25·4	1·5	26·9
Nov	11·5	5·8	0·9	1·3	3·2	1·3	1·1	1·4	0·5	0·3	0·9	22·3	1·5	23·8
Dec	10·4	5·7	0·5	1·1	2·2	1·1	0·9	1·2	0·4	0·2	1·1	19·1	1·3	20·4

Note: About one-third of all vacancies are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. The figures represent only the number of vacancies notified by employers and remaining unfilled on the day of the count. Because of possible duplication and also due to a difference between the timing of the two counts, the two series should not be added together.
* Included in South East.
† Excluding vacancies on government programmes. See note to *table 3·1*. Previously, up to August 1988, unadjusted vacancy figures have additionally been provided including Community Programme vacancies. With the introduction of Employment Training from September 1988, there are no longer any C.P. vacancies. E.T. places are training opportunities determined according to the individual needs of unemployed people and therefore cannot be considered as vacancies or counted as such.

INDUSTRIAL DISPUTES 4·1
Stoppages of work

Stoppages in progress: industry

United Kingdom SIC 1980	12 months to November 1988 Stoppages	 Workers involved	 Working days lost	12 months to November 1989 Stoppages	 Workers involved	 Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	152	91,300	222,000	151	29,300	57,000
Coke, mineral oil and natural gas	1	100	*	2	200	2,000
Electricity, gas, other energy and water	6	2,100	16,000	4	9,400	18,000
Metal processing and manufacture	11	2,100	14,000	13	2,700	12,000
Mineral processing and manufacture	8	1,200	8,000	10	1,200	5,000
Chemicals and man-made fibres	11	2,300	24,000	2	500	1,000
Metal goods nes	21	4,000	34,000	16	2,700	25,000
Engineering	68	21,700	73,000	48	22,400	181,000
Motor vehicles	62	67,400	540,000	58	51,300	99,000
Other transport equipment	39	39,200	804,000	15	23,100	178,000
Food, drink and tobacco	27	8,600	51,000	13	3,300	27,000
Textiles	13	14,100	75,000	7	1,200	6,000
Footwear and clothing	13	2,700	15,000	9	2,000	11,000
Timber and wooden furniture	6	400	2,000	4	1,000	3,000
Paper, printing and publishing	6	800	4,000	13	2,300	31,000
Other manufacturing industries	13	2,200	7,000	12	2,300	5,000
Construction	17	4,200	19,000	41	19,400	126,000
Distribution, hotels and catering, repairs	13	900	3,000	16	4,200	12,000
Transport services and communication	163	319,900	1,473,000	58	98,700	489,000
Supporting and misc. transport services	25	11,190	18,000	13	16,800	132,000
Banking, finance, insurance, business services and leasing	2	600	1,000	5	1,800	2,000
Public administration, education and health services	131	193,400	291,000	169	414,700	2,223,000
Other services	15	2,300	31,000	10	13,100	148,000
All industries and services	**809 ****	**793,200**	**3,724,000**	**686 ****	**723,300**	**3,793,000**

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

Stoppages: November 1989

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	41	36,600	279,000
of which, stoppages:			
Beginning in month	30	14,400*	29,000
Continuing from earlier months	11	22,200**	250,000

* Includes 30,800 directly involved.
** Includes 400 involved for the first time in the month.

The monthly figures are provisional and subject to revision, normally upwards, to take account of additional or revised information received after going to press. For notes on coverage, see 'Definitions' page at the end of the Labour Market Data section. The figures for 1989 are provisional.

Stoppages in progress: cause

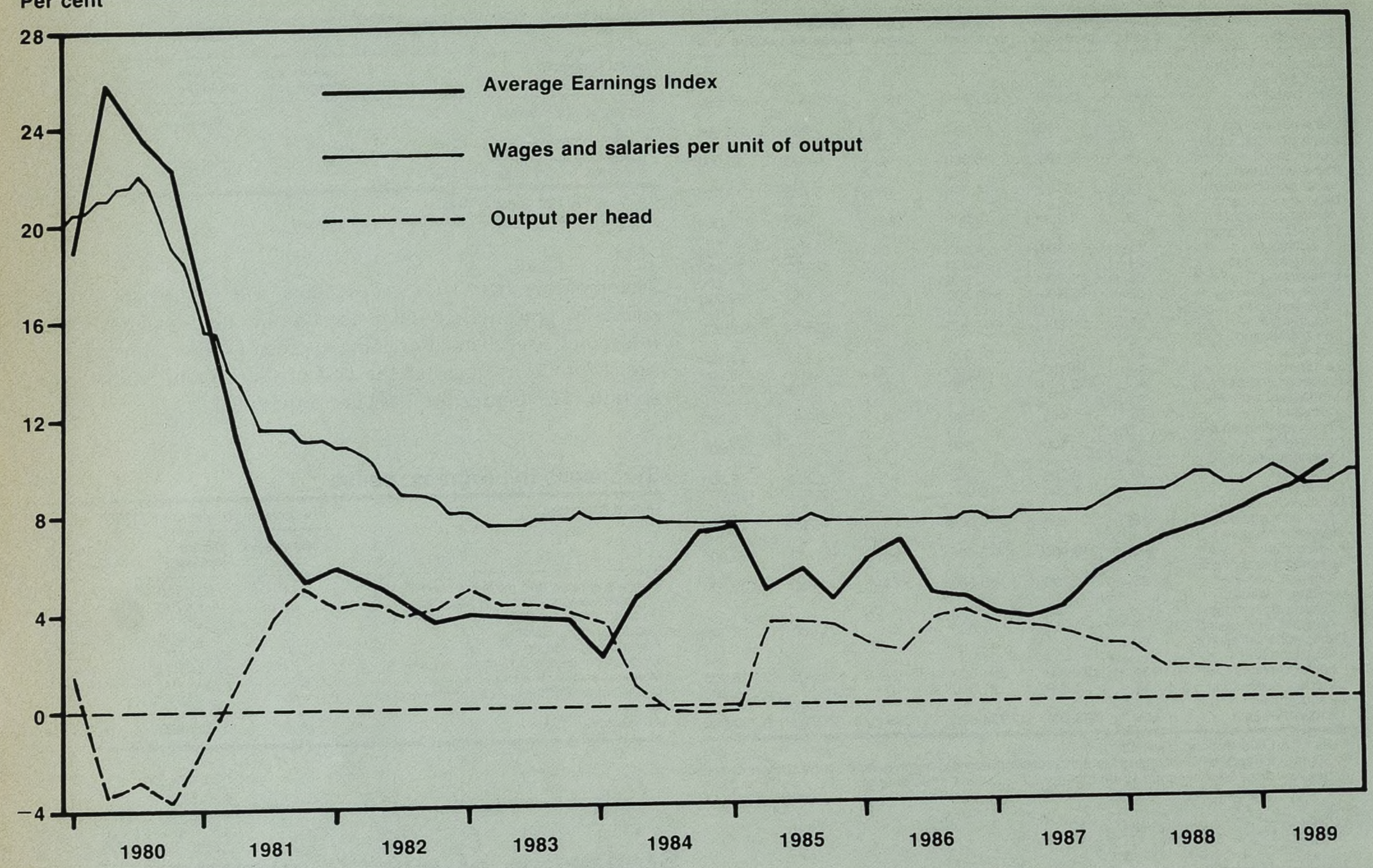
United Kingdom	12 months to November 1989 Stoppages	 Workers involved	 Working days lost
Pay–wage-rates and earnings levels	244	582,100	3,081,000
–extra-wage and fringe benefits	27	12,700	39,000
Duration and pattern of hours worked	19	12,100	202,000
Redundancy questions	33	35,000	171,000
Trade union matters	30	7,800	99,000
Working conditions and supervision	77	24,200	64,000
Manning and work allocation	208	41,400	108,000
Dismissal and other disciplinary measures	48	8,000	28,000
All causes	**686**	**723,300**	**3,793,000**

Stoppages of work**: summary 4·2

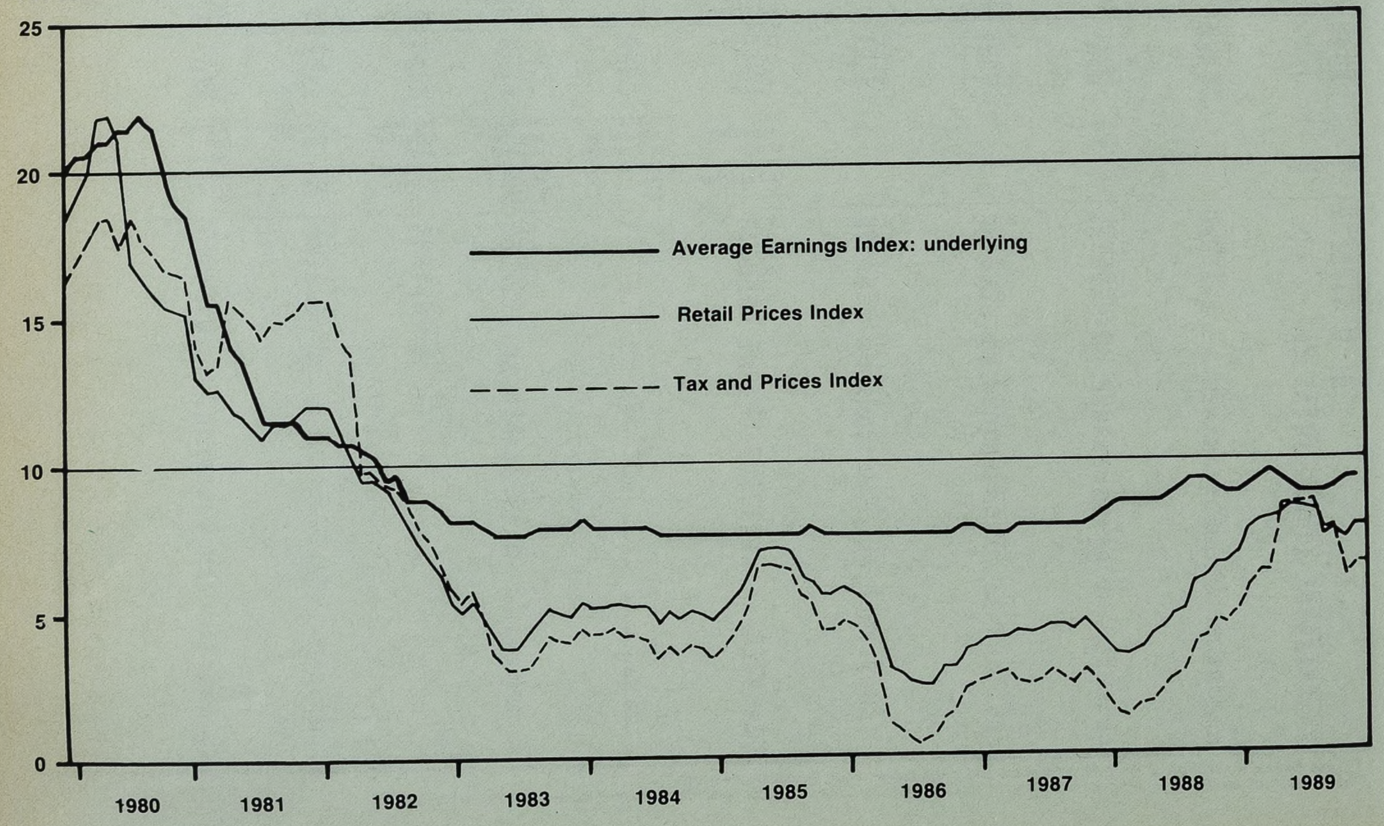
United Kingdom	Number of stoppages: Beginning in period	Number of stoppages: In progress in period	Number of workers (Thou): Beginning involvement in period in any dispute	Number of workers (Thou): All involved in period	Working days lost in all stoppages in progress in period (Thou): All industries and services	Mining and quarrying	Metals, engineering and vehicles	Textiles, clothing and footwear	Construction	Transport and communication	All other industries and services
SIC 1968					(All orders)	(II)	(VI-XII)	(XIII, XV)	(XX)	(XXII)	
1979	2,080	2,125	4,586	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
SIC 1980					All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22, 31-37)	Textiles, footwear and clothing (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
1982	1,528	1,538	2,101*	2,103*	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573*	574*	3,754	591	1,420	32	68	295	1,348
1984	1,206	1,221	1,436	1,464	27,135	22,484	2,055	66	334	666	1,530
1985	887	903	643	791	6,402	4,143	590	31	50	197	1,391
1986	1,053	1,074	538	720	1,920	143	895	38	33	190	622
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1987 Nov	97	108	79	80	127	15	65	2	1	5	38
Dec	55	72	27	35	60	10	16	—	1	17	15
1988 Jan	82	93	33	64	106	40	22	6	3	9	27
Feb	104	128	123	152	655	146	381	1	1	59	67
Mar	70	99	32	49	259	6	142	6	—	57	48
Apr	45	55	15	18	66	1	10	—	4	42	9
May	65	78	36	41	140	1	19	29	3	65	23
June	73	89	34	43	306	3	230	34	2	20	17
July	51	71	18	37	349	2	283	4	1	24	35
Aug	51	62	135	151	431	2	280	1	1	134	14
Sept	53	63	161	163	1,115	6	30	5	1	1,036	37
Oct	73	83	26	33	53	1	26	—	1	6	19
Nov	70	85	134	152	183	5	27	4	—	21	126
Dec	33	49	12	18	38	9	6	1	—	15	6
1989 Jan	53	61	13	13	42	4	9	1	1	17	11
Feb	75	92	26	29	64	2	16	5	6	16	19
Mar	63	75	26	27	80	4	36	—	6	—	34
Apr	56	74	37	46	106	6	29	—	22	20	29
May	83	100	32	55	184	2	76	5	15	38	48
Jun	61	89	75	104	257	6	21	2	20	153	56
Jul	52	82	389	478	2,420	10	20	2	29	339	2,020
Aug	51	59	6	22	97	4	20	1	—	15	57
Sep	62	71	25	25	68	4	14	—	13	5	32
Oct	51	63	58	64	158	4	38	—	9	1	106
Nov	30	41	19	37	279	6	209	—	5	2	57

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

C1 EARNINGS
Earnings and output per head: manufacturing industries—increases over previous year



Earnings and prices: whole economy—increases over previous year



Average earnings index: all employees: main industrial sectors

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0–9)				Manufacturing industries (Divisions 2–4)				Production industries (Divisions 1–4)				Service industries (Divisions 6–9)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
			Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months	
1988=100				Underlying*				Underlying*				Underlying*				Underlying*
1988 Annual averages	100·0				100·0				100·0				100·0			
1988 Jan	95·4	96·5			95·8	96·2			95·8	96·1			95·4	96·6		
Feb	95·5	96·9			95·6	96·3			95·3	95·9			96·0	97·1		
Mar	98·3	98·2			98·0	97·9			97·8	97·6			98·6	98·6		
Apr	97·8	97·9			98·8	99·1			98·9	99·0			97·3	97·6		
May	98·4	98·5			99·3	99·2			99·5	99·9			98·0	98·3		
June	99·8	99·2			100·6	99·3			100·4	99·2			99·6	99·8		
July	101·3	100·2			101·1	100·0			101·3	100·2			101·3	100·0		
Aug	100·3	100·1			99·5	100·4			99·9	100·6			100·5	99·7		
Sept	100·9	101·1			100·2	101·2			100·5	101·4			100·6	100·5		
Oct	101·7	102·2			101·8	102·2			101·9	102·6			101·2	101·7		
Nov	103·7	103·3			103·6	103·1			103·7	103·1			103·6	103·7		
Dec	106·9	105·8			105·5	104·6			105·3	104·6			107·9	106·3		
1989 Jan	104·2	105·4	9·2	9	104·2	104·7	8·8	8¾	104·2	104·6	8·8	8¾	104·2	105·5	9·2	9
Feb	104·6	106·1	9·5	9¼	105·0	105·8	9·9	8½	104·9	105·6	10·1	8¾	104·4	105·6	8·8	9¼
Mar	107·3	107·3	9·3	9½	105·7	105·6	7·9	8¾	106·0	105·8	8·4	8¾	107·8	107·8	9·3	9½
Apr	107·3	107·4	9·7	9¼	107·8	108·2	9·2	8½	107·9	108·0	9·1	8¾	107·1	107·3	9·9	9¼
May	107·5	107·6	9·2	9	108·0	107·9	8·8	8¾	108·1	108·5	8·6	8¾	107·2	107·5	9·4	9
June	109·1	108·4	9·3	8¾	109·4	108·0	8·8	8½	109·6	108·2	9·1	8¾	108·5	108·7	8·9	8½
July	110·3	109·1	8·9	8¾	110·3	109·2	9·2	8½	110·8	109·5	9·3	9	109·7	108·4	8·4	8¼
Aug	109·1	108·9	8·8	8¾	108·3	109·3	8·9	8¾	109·2	110·0	9·3	9¼	108·7	107·8	8·1	8½
Sept	110·7	110·9	9·7	9	109·5	110·5	9·2	8¾	109·8	110·8	9·3	9	110·4	110·3	9·8	8¾ R
Oct	111·7	112·2	9·8	9¼	110·6	111·0	8·6	9	111·0	111·8	9·0	9¼	111·6	112·2	10·3	9¼
[Nov]	113·0	112·6	9·0	9¼	112·1	111·6	8·2	8¾	112·8	112·1	8·7	9¼	112·6	112·7	8·7	9¼

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

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0–9)				Manufacturing industries (Divisions 2–4)				Production industries (Divisions 1–4)				Service industries (Divisions 6–9)			
	Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted			Actual	Seasonally adjusted		
			Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months				Per cent change over previous 12 months	
1985=100				Underlying*				Underlying*				Underlying*				Underlying*
1985 Annual averages	100·0				100·0				100·0				100·0			
1986	107·9				107·7				108·0				107·7			
1987	116·3				116·3				116·7				116·0			
1988	126·4				126·2				126·5				126·2			
1988 Jan	120·4	121·8	8·7	8½	121·1	121·7	8·5	8½	121·3	121·7	8·0	8½	120·0	121·4	9·2	8½
Feb	120·3	122·0	8·2	8½	120·3	121·1	7·1	8½	119·9	120·7	6·3	8½	120·7	122·1	9·4	8½
Mar	124·0	124·0	9·5	8½	123·3	123·2	8·8	8½	123·4	123·1	8·6	8¼	124·4	124·4	10·2	8½
Apr	124·3	124·4	8·9	8½	124·7	125·2	9·4	8¾	125·4	125·6	9·6	8½	123·5	123·8	8·6	8½
May	124·1	124·2	7·6	8½	124·9	124·9	8·9	8¾	125·5	126·0	9·4	8½	123·2	123·5	6·2	8½
June	125·9	125·1	8·1	8¾	126·6	125·0	8·0	9	126·8	125·3	8·3	9	125·2	125·5	8·2	8¾
July	128·3	126·9	8·5	9	127·9	126·6	8·3	9	128·4	127·0	8·6	9	128·1	126·6	8·4	9
Aug	126·8	126·6	8·1	9¼	125·6	126·7	8·3	8¾	126·4	127·2	8·1	9	126·9	126·0	7·9	9¼
Sept	127·3	127·6	8·7	9¼	126·4	127·6	8·0	8¾	127·1	128·3	8·2	8¾	126·7	126·6	8·7	9¼
Oct	128·9	129·5	9·0	9	128·7	129·2	8·2	8½	129·2	130·1	8·5	8¾	127·8	128·4	8·6	9
Nov	131·2	130·7	8·7	8¾	130·8	130·2	8·7	8¾	131·2	130·4	8·6	8¾	130·9	131·0	8·8	8¾
Dec	135·7	134·3	11·0	8¾	133·5	132·4	9·1	8¾	133·4	132·5	9·1	9	137·5	135·6	12·4	8¾
1989 Jan	131·8	133·3	9·4	9	132·6	133·2	9·4	9	132·7	133·2	9·4	9	131·2	132·7	9·3	9
Feb	132·0	133·8	9·7	9¼	132·2	133·2	10·0	9	132·5	133·4	10·5	9¼	131·5	133·0	8·9	9
Mar	134·9	134·9	8·8	9¼	133·4	133·4	8·3	9	134·2	133·9	8·8	9¼	135·1	135·1	8·6	9
Apr	135·6	135·7	9·1	9¼	136·0	136·5	9·0	9	136·5	136·7	8·8	9¼	134·8	135·2	9·2	9
May	135·9	136·1	9·6	9¼	136·1	136·1	9·0	9	136·7	137·2	8·9	9¼	135·2	135·6	9·8	8¾
June	137·6	136·8	9·4	9	137·5	135·7	8·6	9	138·0	136·4	8·9	9	136·8	137·1	9·2	8¾
July	139·5	138·1	8·8	9	139·6	138·1	9·1	9	140·4	138·9	9·4	9¼	138·5	136·9	8·1	8¾

Note: (1) The seasonal adjustment factors currently used are based on data up to January 1988.
(2) Figures for years 1980–87, inclusive were published in *Employment Gazette*, January 1989.
* For the derivation of the underlying change, see Topics, *Employment Gazette*, December 1989.

EARNINGS
Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100 / SIC 1980 CLASS	Agriculture and forestry * (01, 02)	Coal and coke (11)	Mineral oil and natural gas (13, 14)	Electricity, gas, other energy and water supply (15–17)	Metal processing and manufacturing (21, 22)	Mineral extraction and manufacturing (23, 24)	Chemicals and man-made fibres (25, 26)	Mechanical engineering (32)	Electrical, electronic and instrument engineering (33, 34, 37)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods n.e.s. (31)	Food, drink and tobacco (41, 42)
1988 Annual averages	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1988 Jan	90·1	94·3	97·3	95·3	97·3	95·6	94·5	95·8	96·5	93·6	98·6	96·2	96·4
Feb	89·2	86·0	95·2	94·7	91·1	96·8	95·7	97·3	97·1	83·7	98·9	96·8	95·0
Mar	91·8	97·1	96·0	94·9	91·6	97·9	95·3	98·3	99·5	101·7	100·3	96·9	95·6
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
May	95·2	98·5	100·5	101·2	93·8	99·8	98·7	99·3	99·0	100·4	99·0	99·8	100·5
June	97·9	97·8	96·2	100·3	97·7	100·6	100·9	99·3	100·2	105·2	94·9	100·2	101·3
July	100·8	103·4	101·1	102·8	111·2	100·5	98·4	100·9	100·2	104·0	97·0	101·7	100·1
Aug	109·4	101·8	100·0	103·7	101·3	99·0	99·2	99·3	99·5	100·7	95·4	99·3	98·8
Sept	114·2	103·7	99·0	101·6	96·4	101·0	99·0	99·9	100·4	100·2	100·6	100·8	100·2
Oct	116·3	104·8	101·4	102·4	111·5	101·4	99·8	101·8	101·6	100·5	102·0	101·4	101·6
Nov	98·6	104·5	109·1	102·7	97·0	102·6	108·2	104·0	102·6	105·5	103·9	105·6	104·6
Dec	101·3	103·8	107·6	101·6	104·5	106·6	111·9	105·6	105·1	106·2	110·8	102·6	106·8
1989 Jan	96·4	106·7	106·6	100·7	107·9	104·8	102·5	104·9	105·0	105·2	108·1	104·6	104·2
Feb	95·2	107·2	104·0	101·8	99·8	106·6	104·8	106·8	105·5	107·1	108·2	105·9	102·7
Mar	98·5	111·0	104·0	106·6	99·6	105·5	103·7	107·1	107·2	109·3	112·2	103·9	104·9
Apr	102·1	112·3	105·9	105·4	116·3	107·3	107·0	108·4	108·3	106·8	111·7	106·5	111·6
May	103·6	109·5	110·4	107·3	102·6	110·6	108·1	108·9	107·8	109·4	111·5	107·4	109·6
June	103·2	110·6	107·3	109·8	102·2	111·2	108·8	110·6	109·7	110·8	116·1	107·7	108·7
July	110·5	112·5	114·7	114·7	121·7	109·9	107·3	110·6	110·5	111·8	114·4	110·1	110·6
Aug	119·5	115·6	111·0	118·3	101·2	108·7	109·6	109·1	109·6	107·8	111·3	107·5	108·9
Sept	126·3	115·1	110·0	110·9	103·0	111·1	108·5	110·2	110·7	108·7	112·9	109·2	110·2
Oct	120·4	117·2	110·1	113·0	118·6	110·8	109·6	111·6	112·0	110·1	114·3	109·5	110·9
[Nov]	. .	122·2	121·1	114·6	104·1	112·3	118·1	112·9	113·3	112·9	115·4	111·0	112·5

Previous series (1985=100)

GREAT BRITAIN 1985=100 / SIC 1980 CLASS	Agriculture and forestry * (01–02)	Coal and coke (11–12)	Mineral oil and natural gas (14)	Electricity gas, other energy and water supply (15–17)	Metal processing and manufacturing (21–22)	Mineral extraction and manufacturing (23–24)	Chemicals and man-made fibres (25–26)	Mechanical engineering (32)	Electrical and electronic engineering (33–34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instruments (31, 37)	Food, drink and tobacco (41–42)
1985 Annual averages	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	105·5	113·3	109·5	106·9	106·5	107·8	107·9	106·9	108·0	108·7	107·9	107·4	108·7
1987	112·2	121·6	120·0	115·0	116·5	116·9	116·9	114·7	117·6	118·0	115·7	116·0	116·9
1988	117·7	135·8	133·0	122·0	128·0	126·2	126·9	125·3	128·5	129·0	120·0	126·3	126·3
1988 Jan	106·1	128·1	127·0	116·0	126·2	120·6	121·3	120·2	124·6	120·0	118·8	120·7	121·2
Feb	105·0	116·8	125·8	115·6	115·7	121·3	120·3	121·4	125·7	102·5	119·0	123·2	121·2
Mar	108·0	131·9	126·9	116·0	117·6	123·5	120·5	124·6	126·1	132·9	119·9	122·7	121·2
April	112·4	141·9	129·6	120·2	136·5	123·9	125·1	122·9	128·5	127·1	118·9	124·3	124·8
May	112·1	134·2	138·8	123·5	120·1	126·3	125·1	124·3	126·5	129·9	119·0	125·7	126·6
June	115·2	133·1	128·2	122·5	124·0	127·9	126·8	123·9	129·1	137·0	112·5	126·3	128·6
July	118·7	139·7	134·2	125·5	141·7	127·9	126·0	126·7	128·7	135·8	114·3	128·0	125·7
Aug	128·8	138·5	131·2	125·8	129·8	124·8	125·9	124·9	127·1	129·5	111·6	127·1	125·0
Sept	134·4	140·9	131·4	124·0	123·4	127·4	126·1	125·4	128·0	128·5	121·8	127·3	126·0
Oct	136·9	141·8	134·6	124·9	142·9	126·1	128·4	127·4	130·7	129·0	124·5	128·2	127·0
Nov	116·1	142·1	147·2	125·3	124·2	127·9	139·2	129·5	131·7	136·3	126·1	131·3	133·2
Dec	119·2	140·7	141·0	124·2	134·1	136·3	138·5	132·6	135·1	139·4	134·0	130·5	135·2
1989 Jan	113·5	144·8	143·7	123·0	138·4	129·6	131·3	132·7	135·3	137·0	131·8	132·8	130·6
Feb	112·1	145·7	141·3	124·2	126·3	131·6	130·6	133·0	134·8	139·8	132·1	133·2	130·4
Mar	115·9	151·1	137·9	129·6	127·8	130·4	130·5	134·8	138·2	141·4	136·7	132·9	134·2
April	120·2	152·6	142·5	128·9	150·0	133·3	135·9	136·3	138·1	137·6	135·0	134·3	138·3
May	121·9	149·6	152·1	131·3	132·1	135·1	136·7	135·1	139·6	141·4	135·6	136·5	138·5
June	121·5	150·6	145·4	134·2	129·8	140·3	136·0	136·9	141·6	143·4	142·1	138·0	137·8
July	130·1	152·6	156·8	139·6	156·5	137·9	137·0	139·2	141·9	145·1	138·1	140·0	139·7

* England and Wales only.
Note: Figures for years 1980-7, inclusive, were published in *Employment Gazette*, February 1989.

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

Textiles (43)	Leather footwear and clothing (44, 45)		Paper products, printing and publishing (47)	Rubber, plastics timber and other manufacturing (46, 48, 49)	Construction (50)	Distribution and repairs (61, 62, 64, 65 67)	Hotels and catering (66)	Transport and communication‡ (71, 72, 75–77,79)	Banking, finance, insurance and business services (81, 82, 83pt.-84pt.)	Public administration (91–92pt.)	Education and health services (93,95)	Other services†† (92pt. 94, 96pt 97, 98pt.)	Whole economy	SIC 1980 CLASS
100·0	100·0		100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1988 Annual average
96·2	97·0		94·9	95·0	93·4	95·6	96·0	97·3	95·7	95·2	93·0	97·8	95·4	1988 Jan
96·3	97·5		95·5	96·5	93·9	96·1	95·1	96·6	96·8	97·2	93·5	95·9	95·5	Feb
98·7	100·0		98·0	98·5	98·7	100·1	97·0	97·8	100·0	98·3	97·1	96·3	98·3	Mar
98·6	100·6		97·7	96·7	96·7	98·2	97·6	99·3	98·7	96·6	94·1	96·8	97·8	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	May
101·7	101·6		102·2	101·5	100·4	100·5	99·8	98·7	100·3	98·6	99·0	100·6	99·8	June
102·6	101·0		101·3	102·5	101·7	99·7	100·2	100·4	100·9	101·6	103·6	102·2	101·3	July
99·8	100·6		101·3	100·2	99·0	99·9	99·7	100·2	99·6	100·2	102·8	100·2	100·3	Aug
100·6	99·3		102·1	101·1	102·1	101·0	100·5	102·2	98·6	100·5	101·1	101·4	100·9	Sept
101·3	100·2		102·4	101·9	103·4	101·2	102·4	102·3	98·6	103·4	100·8	100·9	101·7	Oct
103·5	101·0		102·6	102·5	106·1	102·1	103·1	103·2	106·1	105·9	101·8	101·9	103·7	Nov
101·6	101·5		102·4	104·1	107·8	106·3	109·9	102·8	106·0	104·3	118·7	106·6	106·9	Dec
102·4	104·0		101·6	102·9	104·7	104·7	103·7	102·7	105·0	104·7	102·8	107·8	104·2	1989 Jan
103·1	104·7		101·6	107·2	106·0	105·0	103·6	103·0	105·1	105·9	102·7	104·7	104·6	Feb
102·0	106·6		103·5	105·0	111·2	109·5	106·5	103·8	114·7	106·2	103·2	106·8	107·3	Mar
104·7	105·3		104·9	104·9	108·3	109·4	104·6	106·7	108·3	106·0	104·4	107·7	107·3	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	May
110·6	108·4		107·7	109·5	112·8	109·2	106·8	105·8	108·5	106·9	110·3	112·2	109·1	June
109·6	108·8		107·2	109·1	112·3	108·1	106·6	109·1	111·5	106·8	111·7	114·2	110·3	July
107·8	106·2		106·8	107·6	109·3	107·5	107·5	107·2	108·0	106·3	113·8	110·5	109·1	Aug
108·7	107·8		108·8	109·4	114·0	110·1	108·0	107·6	107·5	110·7	114·6	114·8	110·7	Sept
109·3	108·5		107·7	108·2	113·9	108·4	108·9	117·1	109·5	114·6	110·8	114·4	111·7	Oct
112·6	108·9		108·5	110·6	118·6	109·1	111·0	111·7	115·0	115·9	110·6	116·7	113·0	[Nov]

Previous series (1985=100)

Textiles (43)	Leather, footwear and clothing (44–45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48–49)	Construction (50)	Distribution and repairs (61–65, 67)	Hotels and catering (66)	Transport and communication‡ (71–72, 75–77,79)	Banking, finance and insurance (81–82 83pt.–84pt.)	Public administration (91–92pt.)	Education and health services (93,95)	Other services†† (97pt.–98pt.)	Whole economy	SIC 1980 CLASS
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985 Annual averages
107·2	107·4	107·1	107·5	107·9	107·9	107·0	107·3	106·5	110·1	105·6	110·1	107·9	107·9	1986
116·1	114·5	116·5	116·2	116·9	116·5	114·9	115·7	114·9	121·8	112·8	117·9	115·3	116·3	1987
123·7	123·9	131·9	124·0	126·5	129·1	125·1	126·0	122·0	131·8	124·2	130·2	123·1	126·4	1988
119·6	120·4	123·3	117·8	121·7	121·2	118·9	121·1	117·7	127·4	118·1	120·4	121·2	120·4	1988 Jan
120·0	121·4	126·0	119·0	122·4	121·9	120·4	119·5	117·4	126·7	120·7	121·2	119·8	120·3	Feb
122.6	124·8	123·5	120·7	123·7	128·1	124·9	121·1	118·7	135·4	122·2	126·5	117·1	124·0	Mar
122·6	123·3	123·2	121·0	123·5	126·3	126·5	122·1	121·5	132·7	120·0	121·5	118·1	124·3	April
123·7	124·0	127·5	122·6	127·5	125·4	123·2	123·7	122·0	129·7	121·7	122·4	121·7	124·1	May
125·8	123·2	137·2	126·0	127·6	129·6	125·1	125·7	120·5	131·4	122·6	128·1	123·3	125·9	June
124·8	126·7	135·5	125·1	130·4	130·2	125·2	125·0	122·5	132·9	126·2	135·3	126·8	128·3	July
123·6	122·0	140·0	125·2	124·7	127·9	123·9	126·6	122·5	129·6	124·6	134·3	124·0	126·8	Aug
123·9	124·5	135·2	127·1	126·4	130·3	126·6	124·9	122·1	128·6	124·7	131·5	125·1	127·3	Sept
124·5	123·9	134·2	127·7	127·4	133·5	126·0	129·4	124·4	128·7	128·3	131·6	123·8	128·9	Oct
128·0	124·9	138·3	127·3	131·2	136·4	127·1	132·5	127·0	142·1	131·8	132·8	124·8	131·2	Nov
125·4	127·4	138·3	128·3	131·2	138·8	132·8	139·9	127·5	136·7	129·5	156·6	131·8	135·7	Dec
127·2	128·9	146·4	126·8	131·5	135·2	130·5	133·3	125·2	136·6	130·0	134·1	132·0	131·8	1989 Jan
128·6	129·3	142·9	127·4	132·2	136·8	131·8	133·7	125·1	135·8	131·6	134·2	126·5	132·0	Feb
127·1	130·4	130·1	128·7	133·3	142·7	136·0	137·8	126·2	154·6	131·9	134·9	127·8	134·9	Mar
131·4	130·1	133·0	130·6	133·2	139·9	136·9	135·2	129·9	142·3	131·7	136·3	128·5	135·6	Apr
134·1	132·3	134·8	131·8	136·6	140·3	134·2	136·2	129·3	140·4	132·3	141·2	128·2	135·9	May
135·6	133·0	132·7	133·3	137·5	145·7	137·6	136·0	129·8	141·7	132·7	142·8	131·7	137·6	June
134·6	135·9	129·6	134·0	137·8	143·9	138·0	135·0	133·8	145·5	132·6	144·5	139·4	139·5	July

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

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

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

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

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

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

* Except sea transport.

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

GREAT BRITAIN April of each year April 1970=100	Manufacturing industries								
	Weights	1982	1983†	1984†	1985†	1986†	1987†	1988†	1989†
FULL-TIME ADULTS*									
Men	689	506·2	547·3	604·5	657·5	724·7	776·8	853·3	939·4
Women	311	625·3	681·4	743·9	807·2	869·4	947·0	1,039·4	1,162·5
Men and women	1,000	525·6	569·3	627·3	682·0	748·4	804·6	883·7	975·9

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

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

	All industries and services								
	Weights	1982	1983	1984	1985	1986	1987	1988	1989
FULL-TIME ADULTS*									
Men	575	510·4	556·0	604·4	650·1	708·2	770·7	853·4	937·8
Women	425	594·1	651·6	697·5	750·9	818·8	883·9	988·1	1,097·4
Men and women	1,000	533·0	581·9	629·6	677·4	738·1	801·3	889·8	981·0

Note: These series were published in *Employment Gazette* as Table 124 until September 1980, and are described in detail in articles in the editions of May 1972 (pp 431-434) and January 1976 (p 19).
Source: New Earnings Survey.

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

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

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

LABOUR COSTS 5·7
All employees: main industrial sectors and selected industries

		Total labour costs (pence per hour)	Percentage shares of labour costs*: Total wages and salaries	*of which* holiday, sickness and maternity pay	National insurance	Redundancy payments	Voluntary social welfare payments	All other labour costs‡
Manufacturing	1975	161·68	88·1	9·4	6·5	0·6	3·9	0·9
	1978	244·54	84·3	9·2	8·5	0·5	4·8	1·8
	1981	394·34	82·1	10·0	9·0	2·1	5·2	1·6
	1984	509·80	84·0	10·5	7·4	1·3	5·3	2·0
	1985	554·20	84·7	10·6	6·7	1·3	5·3	2·0
	1986	597·60	84·2	10·5	6·7	1·3	5·8	2·0
	1987	643·90	84·5	10·6	6·7	0·9	5·8	2·1
	1988	696·80	84·7	10·7	6·7	0·7	5·8	2·1
Energy (excl. coal) and water supply**	1975	217·22	82·9	11·1	6·0	0·6	8·5	2·1
	1978	324·00	78·2	11·2	6·9	0·4	12·2	2·2
	1981	595·10	75·8	11·5	7·0	1·9	13·1	2·2
	1984	811·41	77·7	11·5	5·5	1·9	12·1	2·8
	1985	860·60	78·6	11·5	5·1	1·3	12·2	2·8
	1986	964·60	75·4	11·4	4·9	5·3	11·7	2·7
	1987	1,009·50	77·6	11·7	5·0	2·5	12·2	2·8
	1988	1,062·00	79·0	12·3	5·1	0·9	12·2	2·8
Construction	1975	156·95	90·2	7·2	6·3	0·2	1·7	1·6
	1978	222·46	86·8	6·8	9·1	0·2	2·3	1·7
	1981	357·43	85·0	7·8	9·9	0·6	2·8	1·7
	1984	475·64	86·0	8·0	7·7	0·6	4·1	1·6
	1985	511·20	86·6	8·0	7·2	0·5	4·1	1·6
	1986	552·00	86·5	8·0	7·2	0·6	4·1	1·6
	1987	594·50	86·7	8·1	7·2	0·3	4·1	1·7
	1988	657·60	86·8	8·1	7·2	0·2	4·1	1·7

SIC 1980 Labour costs per unit of output § 1985 = 100		Manufacturing	Manufacturing: Per cent change over a year earlier	Energy and water supply	Production industries	Construction	Production and construction industries††	Whole economy	Whole economy: Per cent change over a year earlier
	1980	84·4	22·2	106·3	89·0 R	83·5	87·6	78·0	22·9
	1981	92·3	9·4	112·6	95·5	96·4	95·2	86·6	11·0
	1982	95·5	3·5	111·6	97·3	93·8	96·4	90·2	4·2
	1983	94·4	–1·2	104·8	95·1	94·8	94·7	92·6	2·7
	1984	96·2	1·9	89·5	97·0	98·4	97·1	95·6	3·2
	1985	100·0	4·0	100·0	100·0	100·0	100·0	100·0	4·6
	1986	104·0	4·0	96·6	102·3	106·1	102·9	104·9	4·9
	1987	104·6	0·6	94·8	104·0	110·3	105·3	108·8	3·7
	1988							116·0	6·6
	1986 Q4	..	..	..	..	..	..	105·9	3·6
	1987 Q1	..	..	..	..	..	..	106·8	3·0
	Q2	..	..	..	..	..	..	108·1	3·3
	Q3	..	..	..	..	..	..	109·0	3·6
	Q4	..	..	..	..	..	..	111·3	5·1
	1988 Q1	..	..	..	..	..	..	113·1	5·9
	Q2	..	..	..	..	..	..	115·0	6·4
	Q3	..	..	..	..	..	..	116·3	6·7
	Q4	..	..	..	..	..	..	119·4	7·3
Wages and salaries per unit of output §	1980	80·1	22·3	103·6	86·7	82·1	85·5	76·1	22·7
	1981	87·5	9·3	108·5	92·6	94·2	92·4	83·4	9·6
	1982	91·2	4·2	108·3	94·7	92·2	93·9	87·4	4·8
	1983	91·8	0·7	102·2	93·2	93·4	92·9	90·4	3·4
	1984	94·4	2·8	88·0	96·1	97·4	96·2	94·8	4·9
	1985	100·0	5·9	100·0	100·0	100·0	100·0	100·0	5·5
	1986	104·5	4·4	98·1	103·1	106·6	103·7	105·3	5·3
	1987	105·9	1·4	97·7	105·7	111·4	106·9	109·5	4·0
	1988	108·8	2·9	..	..	..	..	117·0	6·8
	1987 Q1	105·9	1·0	..	..	..	..	107·4	3·6
	Q2	104·7	–0·1	..	..	..	..	108·7	3·4
	Q3	105·8	1·2	..	..	..	..	109·9	3·9
	Q4	107·3	3·4	..	..	..	..	112·0	5·2
	1988 Q1	108·0	2·0	..	..	..	..	113·9	6·1
	Q2	109·4	4·5	..	..	..	..	115·9	6·6
	Q3	107·9	2·0	..	..	..	..	117·5	6·9
	Q4	109·9	2·4	..	..	..	..	120·6	7·5
	1989 Q1	110·5	2·3	..	..	..	..	123·2	8·2
	Q2	112·3	2·7	..	..	..	..	126·0	8·7
	Q3	113·5	5·2	..	..	..	..	128·8	9·6
Three months ending:	1989 June	111·9	3·5	..	..	..	..	..	..
	July	112·9	4·7	..	..	..	..	..	..
	Aug	112·8	4·2	..	..	..	..	..	..
	Sept	114·9	6·7	..	..	..	..	..	..
	Oct	114·2	4·6	..	..	..	..	..	..
	Nov	115·6	5·5	..	..	..	..	..	..
	1989 June	112·3	2·7	..	..	..	..	..	..
	July	112·2	3·5	..	..	..	..	..	..
	Aug	112·5	4·1	..	..	..	..	..	..
	Sept	113·5	5·2	..	..	..	..	..	..
	Oct	114·0	5·1	..	..	..	..	..	..
	Nov	114·9	5·6	..	..	..	..	..	..

Note: All the estimates in the two lower sections of the table are subject to revision.
* *Source:* Department of Employment. See reports on labour cost surveys in *Employment Gazette* and note in Topics section, August 1989 issue, p .
‡ Employers' liability insurance, benefits in kind, subsidised services, training (excluding wages and salaries element) *less* government contributions.
§ *Source:* Central Statistical Office (using national accounts data). Quarterly indices are seasonally adjusted.
†† Broadly similar to Index of Production Industries for SIC (1968).
‖ *Source:* Based on seasonally adjusted monthly statistics of average earnings, employees in employment and output.
** Figures for 1981 and earlier dates relate to gas, electricity and water supply only.

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

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	United States
	(1) (2)	(2) (5) (6)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(3) (8)	(2) (8) (9)	(6) (8)	(8) (10)
																Indices 1985 = 100
Annual averages																
1977	39·5	63·2	59	55	51·9	40·8	69	17	35	27·8	..	73	54	..	51·8	60
1978	45·3	66·8	64	58	57·2	46·0	73	21	40	32·2	..	77	58	..	56·3	65
1979	52·3	70·2	69	64	63·8	52·0	77	26	46	38·5	..	80	59	..	60·7	70
1980	61·5	76·2	75	70	70·9	59·8	82	33	56	47·0	..	83	65	..	66·0	76
1981	69·6	80·9	83	79	77·7	67·2	86	41	65	57·8	..	86	72	..	72·9	84
1982	77·4	85·9	88	88	85·4	78·9	90	55	74	67·7	..	92	79	..	78·7	89
1983	84·4	89·8	92	92	91·0	87·8	93	66	83	80·9	..	94	86	..	84·9	92
1984	91·7	94·3	96	96	95·3	94·6	96	83	92	90·2	97·0	95	93	90·9	93·0	96
1985	100·0	100·0	100	100	100·0	100·0	100	100	100	100·0	100·0	100	100	100·0	100·0	100
1986	107·7	104·5	102	103	105·0	104·3	104	113	108	104·8	101·6	102	110	110·9	107·4	102
1987	116·3	107·7	104	106	114·6	107·6	108	124	113	111·5	103·2	103	128	119·3	114·3	104
1988	126·2	111·8	105	111	122·7	111·0	113	146	116	118·3	107·8	104	135	127·0	123·4	107
Quarterly averages																
1988 Q3	127·0	111·7	105	111	124·1	111·0	114	146	117	119·2	108·0	105	135	127·3	123·7	107
Q4	130·6	113·5	109	113	125·6	111·9	114	157	118	120·6	109·5	105	136	133·4	126·4	108
1989 Q1	132·8	114·4	109	115	125·2	112·8	114	167	120	122·4	111·6	105	137	134·2	131·6	109
Q2	136·1	116·0	109	116	128·5	114·3	117	..	..	124·7	113·1	105	145	135·9	135·5	109
Q3	138·5	..	110	117	..	115·2	118	..	..	126·5	114·1	106	..	..	136·5	110
1989 Jan	132·5	112·9	..	115	125·1	112·8	114	..	..	122·1	112·6	105	..	..	127·4	109
Feb	133·1	113·0	..	115	124·8	..	..	..	..	122·1	110·3	105	..	..	132·9	109
Mar	132·9	117·2	109	115	125·8	..	..	..	..	122·8	111·8	105	..	..	134·5	109
Apr	136·6	110·4	..	116	128·1	114·3	117	..	..	123·0	112·2	105	..	..	134·7	109
May	135·8	116·3	..	115	129·1	..	..	..	..	125·5	112·6	105	..	..	136·7	109
June	136·0	121·2	109	116	128·3	..	..	..	..	125·8	114·8	105	..	..	135·1	109
July	138·2	114·3	..	116	..	115·2	118	..	..	126·3	112·6	106	..	..	137·3	110
Aug	137·9	..	..	117	..	..	..	..	..	126·5	116·3	106	..	..	135·1	109
Sept	139·4	..	110	118	..	..	..	..	..	126·8	113·5	106	..	..	137·3	111
Oct	140·4	..	..	..	..	..	..	..	..	..	113·7	106	..	..	..	110
Nov	141·0	..	..	..	..	..	..	..	..							

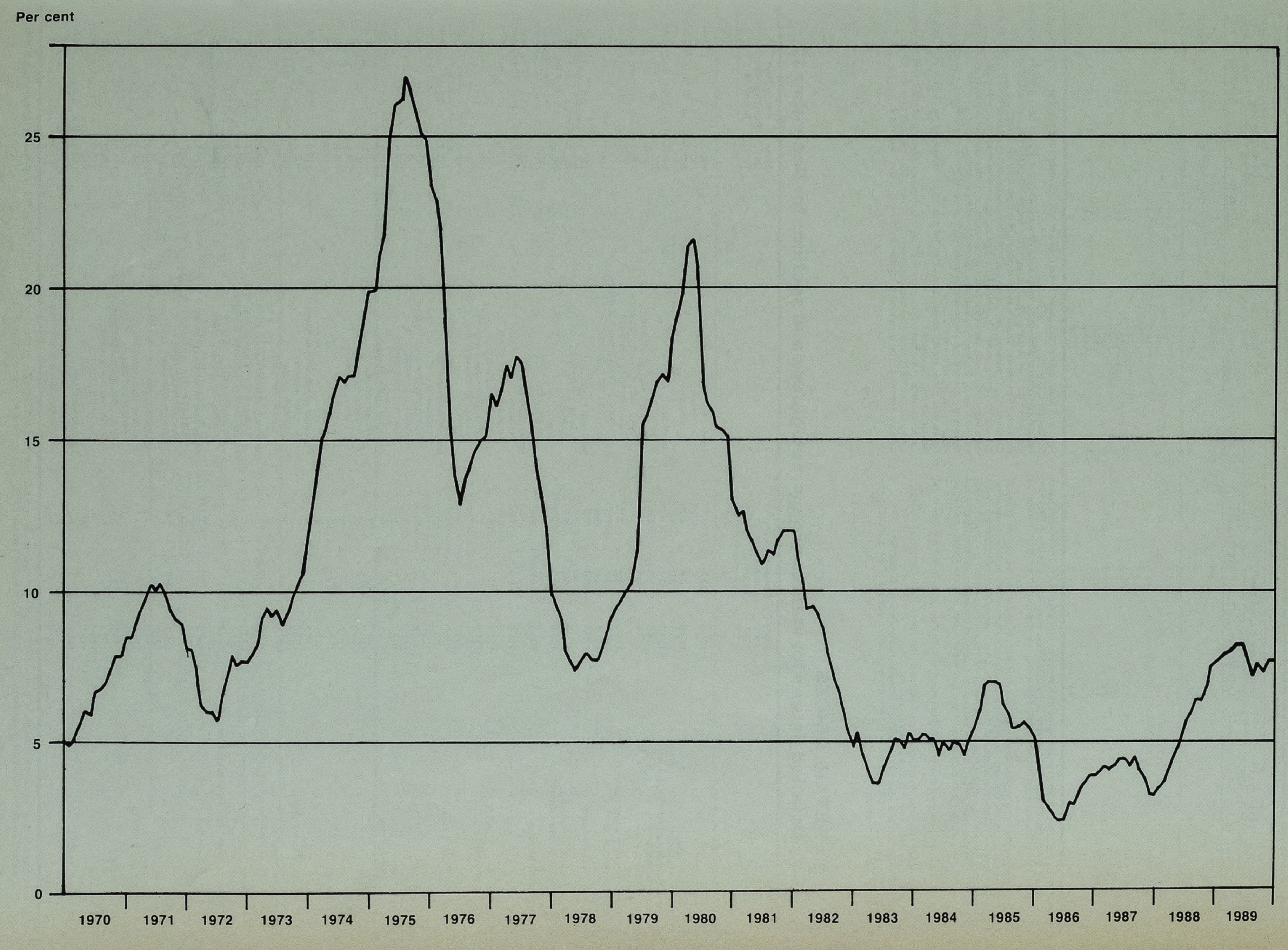
Increases on a year earlier

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	United States
																Per cent
Annual averages																
1977	10	9	9	11	10	13	7	21	15	28	..	7	10	..	7	9
1978	15	6	8	5	10	13	6	24	14	16	..	5	7	..	9	8
1979	15	5	8	10	12	13	5	24	15	20	..	4	2	..	8	8
1980	18	9	9	9	11	15	6	27	22	22	..	4	10	..	9	9
1981	13	6	11	13	10	12	5	24	16	23	..	4	11	..	10	4
1982	11	6	6	11	10	17	5	34	14	17	..	7	10	..	8	6
1983	9	4	5	4	7	11	3	20	12	19	..	2	9	..	8	3
1984	9	5	4	4	5	8	3	26	11	11	..	1	8	..	10	4
1985	9	6	4	4	5	6	4	20	9	11	3	5	8	10	8	4
1986	8	4	2	3	5	4	4	13	7	5	2	2	10	11	7	2
1987	8	3	2	3	9	3	4	10	6	6	2	1	16	8	6	2
1988	9	4	1	5	7	3	5	18	3	6	4	1	5	6	8	3
Quarterly averages																
1988 Q3	8	3	2	6	7	3	5	19	5	6	4	2	5	8	9	3
Q4	9	3	2	6	6	3	5	23	4	5	5	2	2	8	9	3
1989 Q1	9	4	6	6	5	3	4	20	4	6	5	1	3	11	10	3
Q2	9	4	5	5	4	4	4	..	..	6	6	1	7	8	9	3
Q3	9	..	5	5	..	4	4	..	..	6	6	1	..	..	10	3
Monthly																
1989 Jan	9	6	..	6	7	3	4	..	..	6	6	1	..	..	8	3
Feb	10	1	..	6	7	..	..	..	..	6	4	1	..	..	10	4
Mar	8	4	6	5	5	..	..	..	..	6	5	1	..	..	11	3
Apr	9	2	..	5	5	4	4	..	..	6	5	1	..	..	9	3
May	9	6	..	5	5	..	..	..	..	6	5	1	..	..	9	3
June	9	5	4	5	5	..	..	..	..	6	6	1	..	..	10	3
July	9	5	..	5	..	4	4	..	..	6	6	1	..	..	10	3
Aug	9	..	..	6	..	..	..	..	..	6	6	1	..	..	11	3
Sept	9	..	5	5	..	..	..	..	..	6	5	1	..	..	11	4
Oct	9	..	..	..	..	..	..	..	..	..	4	1	..	..	..	3
Nov	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Source: OECD—Main Economic Indicators.

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

RETAIL PRICES INDEX C2
Increases over previous year



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

		All items				All items except seasonal foods		
		Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over	
			1 month	6 months	12 months		1 month	6 months
1988	Dec	110·3	0·3	3·5	6·8	110·5	0·2	3·7
1989	Jan	111·0	0·6	4·0	7·5	111·2	0·6	4·0
	Feb	111·8	0·7	3·6	7·8	111·9	0·6	3·5
	Mar	112·3	0·4	3·6	7·9	112·4	0·4	3·4
	Apr	114·3	1·8	4·4	8·0	114·4	1·8	4·2
	May	115·0	0·6	4·5	8·3	115·1	0·6	4·4
	Jun	115·4	0·3	4·6	8·3	115·6	0·4	4·6
	July	115·5	0·1	4·1	8·2	115·9	0·3	4·2
	Aug	115·8	0·3	3·6	7·3	116·2	0·3	3·8
	Sept	116·6	0·7	3·8	7·6	117·0	0·7	4·1
	Oct	117·5	0·8	2·8	7·3	117·9	0·8	3·1
	Nov	118·5	0·9	3·0	7·7	118·9	0·8	3·3
	Dec	118·8	0·3	2·9	7·7	119·0	0·1	2·9

Prices rose by 0·3 per cent on average between November and December. There were some further sharp increases in food prices, notably for fresh fruit and vegetables. The rise in the index also reflected a continuing rise in housing costs. There was, however, some reduction in motoring costs.

Food: Seasonal foods rose in price between November and December, by 4·6 per cent overall. There were rises for home-killed lamb and prices rose sharply for some fresh fruit and vegetables; notably tomatoes, cauliflower, potatoes and grapes. The index for non-seasonal foods rose by 0·3 per cent during the period, mainly because of a rise in the prices of bread and tea. Some meats were dearer, but there were falls in the prices of pork and bacon in December, in contrast to recent rises. For food as a whole, the index rose by 0·9 per cent in the month, to stand 7·5 per cent higher than in December 1988.

Catering: There were price increases throughout this group. Its index rose by 0·5 per cent in the month.

Alcoholic drinks: The group index rose by 0·1 per cent. The effect of pre-Christmas discounts on off-sales was more than offset by higher pub prices.

Tobacco: The group index rose by 0·1 per cent between November and December.

Housing: The increase of 0·6 per cent in the group was mainly the result of the continuing rise in costs for owner-occupiers.

Fuel and light: Further increases in the prices of fuel oils meant that the group index went up by 0·3 per cent.

Household goods: While there were sales for some electrical goods, there were price increases throughout the rest of this group, leading to an overall rise of 0·4 per cent in December.

Household services: There was an increase of 0·1 per cent for this group.

Clothing and footwear: There were some small increases reflecting new stocks, partly offset by the effect of a few sales. The index for the group as a whole rose by 0·2 per cent.

Personal goods and services: Some price increases, particularly for chemists' goods, pushed the index up by 0·5 per cent between November and December.

Motoring expenditure: Decreases in in the price of petrol and motor vehicles caused the group index to fall by 0·9 per cent.

Fares and other travel costs: The index for this group increased by 0·1 per cent between November and December.

Leisure goods: Price reductions for some audio-visual goods helped offset other rises, for example for some gardening products, resulting in an overall rise of 0·1 per cent over the month.

Leisure services: The group index remained unchanged over the month.

6·2 RETAIL PRICES
Detailed figures for various groups, sub-groups and sections for December 12

	Index Jan 1987 =100	Percentage change over (months) 1	12
ALL ITEMS	**118·8**	**0·3**	**7·7**
Food and catering	**115·8**	**0·9**	**7·4**
Alcohol and tobacco	**113·1**	**0·0**	**5·0**
Housing and household expenditure	**127·7**	**0·4**	**11·7**
Personal expenditure	**114·6**	**0·3**	**5·8**
Travel and leisure	**114·0**	**–0·4**	**4·6**
All items excluding seasonal food	**119·0**	**0·1**	**7·7**
All items excluding food	**119·7**	**0·2**	**7·8**
Seasonal food	**111·1**	**4·6**	**9·5**
Food excluding seasonal	**115·1**	**0·3**	**7·2**
All items excluding housing	**114·0**	**0·2**	**5·6**
All items exc mortgage interest	**115·5**	**0·2**	**6·1**
Consumer durables	**109·5**	**0·2**	**3·4**
Food	**114·5**	**0·9**	**7·5**
Bread	117·6		6
Cereals	117·4		6
Biscuits and cakes	114·4		7
Beef	123·1		7
Lamb	109·0		9
of which, home-killed lamb	106·5		8
Pork	121·3		16
Bacon	123·3		17
Poultry	108·4		6
Other meat	113·0		12
Fish	107·1		3
of which, fresh fish	111·1		6
Butter	125·3		14
Oil and fats	110·7		3
Cheese	117·7		8
Eggs	115·0		8
Milk fresh	119·8		10
Milk products	121·7		8
Tea	118·8		9
Coffee and other hot drinks	97·8		6
Soft drinks	123·6		3
Sugar and preserves	121·3		8
Sweets and chocolates	105·4		4
Potatoes	115·0		16
of which, unprocessed potatoes	117·1		24
Vegetables	117·5		11
of which, other fresh vegetables	116·2		14
Fruit	105·1		2
of which, fresh fruit	105·5		2
Other foods	112·5		5
Catering	**120·1**	**0·5**	**6·9**
Restaurant meals	121·3		7
Canteen meals	118·8		7
Take-aways and snacks	118·9		7
Alcoholic drink	**115·5**	**0·1**	**6·1**
Beer	118·4		6
on sales	119·4		7
off sales	110·9		5
Wines and spirits	111·3		5
on sales	115·8		6
off sales	107·9		5

	Index Jan 1987 =100	Percentage change over (months) 1	12
Tobacco	**108·2**	**0·1**	**2·9**
Cigarettes	108·3		3
Tobacco	107·2		4
Housing	**144·8**	**0·6**	**18·2**
Rent	125·2		10
Mortgage interest payments	188·4		35
Rates and community charges	128·0		10
Water and other payments	130·3		13
Repairs and maintenance charges	117·4		7
Do-it yourself materials	115·7		6
Fuel and Light	**110·0**	**0·3**	**5·7**
Coal and solid fuels	104·8		2
Electricity	115·7		7
Gas	104·6		3
Oil and other fuels	113·4		27
Household goods	**112·2**	**0·4**	**4·0**
Furniture	112·9		4
Furnishings	114·1		5
Electrical appliances	105·3		0
Other household equipment	114·9		6
Household consumables	119·2		7
Pet care	105·6		3
Household services	**115·2**	**0·1**	**5·9**
Postage	112·6		6
Telephones, telemessages, etc	105·5		4
Domestic services	120·3		8
Fees and subcriptions	122·4		6
Clothing and footwear	**113·2**	**0·2**	**4·9**
Men's outerwear	113·2		5
Women's outerwear	110·7		4
Children's outerwear	114·6		5
Other clothing	115·8		6
Footwear	113·5		5
Personal goods and services	**117·3**	**0·5**	**7·5**
Personal articles	105·9		3
Chemists goods	119·0		8
Personal services	127·0		12
Motoring expenditure	**114·0**	**–0·9**	**3·8**
Purchase of motor vehicles	113·8		0
Maintenance of motor vehicles	118·4		7
Petrol and oil	107·0		7
Vehicles tax and insurance	124·5		6
Fares and other travel costs	**117·1**	**0·1**	**6·8**
Rail fares	117·4		9
Bus and coach fares	122·4		8
Other travel costs	112·3		4
Leisure goods	**110·0**	**0·1**	**4·8**
Audio-visual equipment	90·4		–1
Records and tapes	98·7		1
Toys, photographic and sport goods	111·0		4
Books and newspapers	126·3		10
Gardening products	119·4		8
Leisure services	**118·4**	**0·0**	**6·0**
Television licences and rentals	105·3		2
Entertainment and other recreation	127·3		8

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

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

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

Average prices on December 12, 1989

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
Beef: home-killed			
Best beef mince	305	153	125–199
Topside	270	271	228–320
Brisket (without bone)	221	193	158–220
Rump steak *	284	355	299–425
Stewing steak	290	181	159–219
Lamb: home-killed			
Loin (with bone)	290	235	185–288
Shoulder (with bone)	240	115	89–165
Leg (with bone)	269	198	174–234
Lamb: imported			
Loin (with bone)	141	178	149–200
Shoulder (with bone)	141	94	82–109
Leg (with bone)	142	169	149–198
Pork: home-killed			
Leg (foot off)	259	135	96–180
Belly *	272	103	85–119
Loin (with bone)	309	176	145–199
Fillet (without bone)	227	245	171–339
Bacon			
Streaky *	244	119	99–150
Gammon *	245	217	165–262
Back, vacuum packed	193	209	162–249
Back, not vacuum packed	232	200	159–248
Ham (not shoulder), per 4oz	272	70	54– 90
Sausages			
Pork	294	99	79–120
Beef	220	91	69–110
Pork luncheon meat, 12oz can	157	50	39– 59
Corned beef, 12oz can	179	92	82–105
Chicken: roasting, oven ready			
Frozen, oven ready	151	70	59– 99
Fresh or chilled 3lb,	201	92	74–104
Fresh and smoked fish			
Cod fillets	231	226	184–259
Haddock fillets	222	232	199–270
Mackerel, whole	193	85	62–100
Kippers, with bone	230	106	89–129
Canned (red) salmon, half size can	162	178	159–229
Bread			
White loaf, sliced, 800g	285	49	42– 64
White loaf, unwrapped, 800g	222	63	59– 69
White loaf, unsliced, 400g	254	41	38– 45
Brown loaf, sliced, small	243	43	39– 46
Brown loaf, unsliced, 800g	222	65	59– 71
Flour			
Self raising, per 1·5kg	192	55	49– 59

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
Butter			
Home produced, per 250g	263	65	61– 70
New Zealand, per 250g	242	63	61– 66
Danish, per 250g	243	69	66– 72
Margarine			
Soft 500g tub	263	38	25– 69
Low fat spread	280	42	38– 46
Lard, per 250g	228	17	15– 25
Cheese			
Cheddar type	269	154	126–189
Eggs			
Size 2 (65–70g), per dozen	197	115	98–138
Size 4 (55–60g), per dozen	194	110	86–126
Milk			
Pasteurised, per pint	306	29	24– 30
Skimmed, per pint	287	29	24– 30
Tea			
loose, per 125g	267	47	36– 59
Tea bags, per 250g	282	111	85–129
Coffee			
Pure, instant, per 100g	565	142	89–187
Ground (filter fine), per 8oz	207	136	119–149
Sugar			
Granulated, per kg	279	59	58– 61
Fresh vegetables			
Potatoes, old loose			
White	251	14	10– 20
Red	81	14	10– 16
Potatoes, new loose	0	0	0
Tomatoes	291	65	49– 79
Cabbage, greens	260	29	18– 49
Cabbage, hearted	267	26	16– 38
Cauliflower, each	236	79	48–115
Brussels sprouts	251	32	24– 42
Carrots	308	20	14– 29
Onions	296	23	15– 36
Mushrooms, per 4oz	302	31	25– 36
Cucumber, each	293	56	48– 69
Fresh fruit			
Apples, cooking	284	32	25– 39
Apples, dessert	293	37	30– 42
Pears, dessert	289	45	36– 59
Oranges, each	270	17	12– 25
Bananas	298	48	39– 54
Grapes	213	86	64–109
Items other than food			
Draught bitter, per pint	622	100	88–114
Draught lager, per pint	639	112	100–125
Whisky per nip	641	78	70– 88
Gin, per nip	645	78	70– 88
Cigarettes 20 king size filter	3,484	153	124–165
Coal, per 50kg	391	570	470–705
Smokeless fuel per 50kg	448	771	660–905
4–star petrol, per litre	592	40	39– 41

† 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 new enlarged 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 new Central Statistical Office.

6·4 RETAIL PRICES
General index of retail prices

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

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food †	All items except housing	All items except mortgage interest	National-ised industries **	Consumer durables	Food: All	Food: Seasonal †	Food: Non-seasonal food	Catering	Alcoholic drink
Weights 1987	1,000	833	974	843	956	57	139	167	26	141	46	76
1988	1,000	837	975	840	958	54	141	163	25	138	50	78
1989	1,000	846	977	825	940	46	135	154	23	131	49	83
1987 Annual averages	101·9	102·0	101·9	101·6	101·9	100·9	101·2	101·1	101·6	101·0	102·8	101·7
1988	106·9	107·3	107·0	105·8	106·6	106·7	103·7	104·6	102·4	105·0	109·6	106·9
1989	115·2	116·1	115·5	111·5	112·9	—	107·2	110·5	105·0	111·6	116·5	112·9
1987 Jan 13	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
Feb 10	100·4	100·4	100·3	100·4	100·4	100·0	100·3	100·7	103·2	100·2	100·4	100·3
Mar 10	100·6	100·6	100·6	100·6	100·6	100·0	100·8	100·7	103·0	100·3	100·8	100·6
Apr 14	101·8	101·8	101·6	101·2	101·6	100·8	101·0	101·6	107·4	100·5	101·4	100·8
May 12	101·9	101·8	101·7	101·6	102·0	100·7	101·2	102·2	110·6	100·7	101·8	101·2
June 9	101·9	101·9	101·8	101·6	102·1	100·7	101·1	101·6	105·2	100·9	102·3	101·4
July 14	101·8	102·1	101·9	101·4	101·9	100·9	99·9	100·4	97·0	101·0	102·9	101·7
Aug 11	102·1	102·4	102·2	101·7	102·2	101·3	100·3	100·7	98·6	101·0	103·6	102·1
Sept 8	102·4	102·8	102·6	102·1	102·5	101·4	101·7	100·4	95·7	101·2	104·3	102·8
Oct 13	102·9	103·3	103·1	102·6	103·0	101·5	102·2	101·1	96·8	101·8	104·7	103·5
Nov 10	103·4	103·8	103·6	103·0	103·4	101·9	102·9	101·6	98·8	102·1	105·3	103·3
Dec 8	103·3	103·5	103·3	103·2	103·6	101·9	103·2	102·4	102·4	102·4	105·8	103·1
1988 Jan 12	103·3	103·4	103·3	103·2	103·7	102·8	101·2	102·9	103·7	102·7	106·4	103·7
Feb 16	103·7	103·8	103·6	103·6	104·0	103·1	101·9	103·6	106·9	103·0	107·1	104·2
Mar 15	104·1	104·2	104·0	104·0	104·4	103·0	102·6	103·9	107·1	103·4	107·5	104·6
Apr 19	105·8	106·0	105·7	105·0	105·9	104·9	103·0	104·4	108·5	103·8	108·5	106·1
May 17	106·2	106·4	106·1	105·5	106·5	106·0	104·1	104·7	106·9	104·3	108·9	106·6
June 14	106·6	106·9	106·6	105·9	106·9	107·3	104·2	104·8	105·3	104·7	109·5	106·8
July 19	106·7	107·2	106·9	106·0	107·0	108·2	103·1	104·0	97·9	105·0	109·7	107·1
Aug 16	107·9	108·5	108·1	106·4	107·3	108·3	103·4	104·4	97·5	105·7	110·4	107·7
Sept 13	108·4	109·1	108·7	106·9	107·8	109·0	104·3	104·8	97·2	106·1	111·1	108·4
Oct 18	109·5	110·4	109·8	107·4	108·3	109·2	105·3	104·9	97·1	106·4	111·7	109·1
Nov 15	110·0	110·9	110·3	107·8	108·7	109·3	105·7	105·7	98·8	107·0	112·1	109·1
Dec 13	110·3	111·0	110·5	108·0	108·9	109·3	105·9	106·5	101·5	107·4	112·4	108·9
1989 Jan 17	111·0	111·7	111·2	108·5	109·4	110·9	104·5	107·4	103·2	108·2	113·1	109·9
Feb 14	111·8	112·5	111·9	109·0	109·9	110·9	105·3	107·7	103·4	108·5	113·5	110·5
Mar 14	112·3	113·0	112·4	109·4	110·4	110·9	105·8	108·3	104·8	108·9	114·1	110·9
Apr 18	114·3	115·2	114·4	110·6	112·2	114·2	107·0	109·6	108·0	109·9	115·0	111·5
May 16	115·0	115·9	115·1	111·3	112·9	114·7	107·5	110·3	109·9	110·4	115·6	111·9
June 13	115·4	116·3	115·6	111·6	113·2	115·9	107·6	110·7	109·3	111·0	116·2	112·2
July 18	115·5	116·6	115·9	111·6	113·2	116·5	106·5	110·1	100·6	111·9	116·8	112·9
Aug 15	115·8	116·9	116·2	111·8	113·4	116·8	106·7	110·6	100·8	112·3	117·4	114·0
Sept 12	116·6	117·6	117·0	112·5	114·1	116·9	107·9	111·3	100·7	113·2	118·0	114·7
Oct 17	117·5	118·5	117·9	113·3	114·9	117·2	108·8	112·4	101·5	114·4	118·9	115·5
Nov 14	118·5	119·5	118·9	113·8	115·3	117·4	109·3	113·5	106·2	114·8	119·5	115·4
Dec 12	118·8	119·7	119·0	114·0	115·5	—	109·5	114·5	111·1	115·1	120·1	115·5

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

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

Tobacco	Housing	Fuel and light	Household goods *	Household services *	Clothing and footwear	Personal goods and services *	Motoring expendi-ture *	Fares and other travel *	Leisure goods *	Leisure services *	
38	157	61	73	44	74	38	127	22	47	30	1987 Weights
36	160	55	74	41	72	37	132	23	50	29	1988
36	175	54	71	41	73	37	128	23	47	29	1989
100·1	103·3	99·1	102·1	101·9	101·1	101·9	103·4	101·5	101·6	101·6	Annual averages 1987
103·4	112·5	101·6	105·9	106·8	104·4	106·8	108·1	107·5	104·2	108·1	1988
106·4	135·3	107·3	110·1	112·5	109·9	114·1	114·0	115·2	107·4	115·1	1990
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	Jan 13 1987
99·9	100·3	100·0	100·4	100·1	100·3	100·3	101·0	99·8	100·2	100·1	Feb 10
99·9	100·7	99·8	101·0	100·3	100·8	100·7	101·3	99·9	100·3	100·1	Mar 10
99·8	105·0	99·9	101·5	100·9	101·0	101·3	102·1	100·2	100·9	101·5	Apr 14
99·8	103·6	99·4	102·0	101·4	101·0	101·4	102·8	101·3	101·6	101·1	May 12
99·8	103·4	99·4	101·9	101·6	100·8	101·9	103·2	101·5	102·0	101·3	June 9
99·7	103·8	99·1	101·6	102·0	99·2	101·9	104·4	102·2	101·6	101·4	July 14
99·5	104·1	99·0	101·9	102·4	99·8	102·4	104·8	102·3	101·7	101·4	Aug 11
99·7	104·4	98·5	102·7	102·9	101·8	101·9	105·1	102·3	101·9	101·9	Sept 8
100·5	104·9	98·0	103·3	103·2	102·3	102·6	105·4	102·6	102·6	103·3	Oct 13
101·1	105·6	98·3	104·2	103·8	102·9	103·9	105·4	103·1	103·1	103·7	Nov 10
101·2	103·9	98·2	104·3	104·0	103·4	104·1	105·0	103·2	103·2	103·6	Dec 8
101·4	103·9	98·3	103·3	105·0	101·1	104·3	105·1	105·1	102·8	103·6	Jan 12 1988
101·6	104·3	98·0	103·9	105·3	101·9	104·7	105·0	105·7	103·3	103·7	Feb 16
101·6	104·7	97·8	104·5	105·4	102·9	105·1	105·6	105·6	103·3	103·8	Mar 15
103·2	109·9	99·1	105·0	105·7	103·1	106·0	107·0	105·8	103·9	108·3	Apr 19
103·7	109·4	100·7	105·5	106·0	104·8	106·3	107·3	106·7	104·3	108·4	May 17
103·6	109·8	102·4	105·6	106·2	105·3	106·6	108·2	106·9	104·2	108·4	June 14
103·4	110·2	103·6	105·9	107·1	103·3	107·1	109·2	107·9	104·4	108·3	July 19
103·6	115·8	103·4	106·5	107·4	103·3	107·5	109·5	108·6	104·7	108·5	Aug 16
103·7	116·5	103·6	107·2	107·8	104·8	107·8	109·7	108·8	104·5	110·6	Sept 13
104·2	120·7	103·7	107·6	108·2	106·9	108·1	110·2	109·2	105·0	110·5	Oct 18
105·1	122·1	103·9	107·9	108·7	107·6	108·8	110·1	109·5	104·9	111·6	Nov 15
105·2	122·5	104·1	107·9	108·8	107·9	109·1	109·8	109·6	105·0	111·7	Dec 13
105·6	124·6	104·2	107·5	110·3	105·9	110·4	110·6	112·9	105·1	112·1	Jan 17 1989
105·7	127·0	104·2	108·3	110·8	107·2	110·9	111·0	113·2	105·5	122·2	Feb 14
105·8	127·7	104·3	108·9	110·9	107·7	111·1	111·8	113·3	105·7	112·3	Mar 14
105·8	134·0	105·4	109·5	111·7	109·8	113·1	114·2	113·4	106·0	113·5	Apr 18
105·8	134·7	106·4	109·9	111·8	110·5	113·7	115·2	114·6	107·2	114·3	May 16
105·9	135·5	107·6	110·1	111·8	110·6	114·0	115·5	115·6	107·4	114·5	June 13
105·8	136·6	108·4	110·0	112·2	108·6	114·9	115·4	115·9	107·6	115·2	July 18
105·8	137·4	108·7	110·5	112·2	108·7	115·3	114·6	116·1	107·6	115·6	Aug 15
106·4	138·2	109·0	110·9	113·2	111·0	115·6	115·1	116·3	107·8	117·2	Sept 12
107·7	139·6	109·4	115·5	114·2	112·3	116·3	115·4	116·6	108·7	117·4	Oct 17
108·1	143·9	109·7	111·8	115·1	113·0	116·7	115·0	117·0	109·9	118·4	Nov 14
108·2	144·8	110·0	112·2	115·2	113·2	117·3	114·0	117·1	110·0	118·4	Dec 12

* 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 helpjul to users wishing to make comparisons over long periods but should not be used for any calculation requiring precision of definition or of measurement. (See General Notes below *table 6·7*).

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

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

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

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 Q1	Q2	Q3	Q4	Two–person pensioner households Q1	Q2	Q3	Q4	General index of retail prices (excl. housing) 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		108·2	110·4	111·3		109·0	111·2	112·0	

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

RETAIL PRICES 6·7
Group indices: annual averages

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

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

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

GENERAL NOTES—RETAIL PRICES

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

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

Calculations

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

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

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

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

Structure

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

Definitions

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

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

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

6·8 RETAIL PRICES
Selected countries

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (FR)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0
1986	103·4	103·6	101·3	103·6	99·7	123·0	108·8	102·7	103·8	105·8	100·3
1987	107·7	107·0	102·9	107·8	100·0	143·2	114·5	105·9	107·1	110·9	100·2
1988	113·0	110·8	104·1	112·7	101·2	162·5	120·0	108·7	109·4	116·5	101·7
1989	121·8	..	..	..	..	..	..	..	..	..	..
Monthly											
1988 Dec	116·6	112·9	105·0	114·7	102·1	174·1	123·5	110·1	..	119·5	102·6
1989 Jan	117·3	113·6	105·4	115·2	103·0	173·6	124·7	110·6	..	120·3	103·4
Feb	118·2	114·2	105·9	115·9	103·4	172·8	125·0	110·9	112·0	121·3	103·7
Mar	118·7	114·7	106·1	116·7	103·5	177·5	125·7	111·2	..	122·0	104·0
Apr	120·8	115·6	106·8	117·4	104·1	180·4	126·1	111·9	..	122·6	104·3
May	121·6	116·0	106·9	118·2	104·3	181·0	126·3	112·3	113·1	123·2	104·7
June	122·0	116·4	107·1	117·9	104·4	183·9	127·0	112·5	..	123·7	105·0
July	122·1	116·7	107·5	117·9	104·3	183·6	129·0	112·8	..	123·9	105·3
Aug	122·4	116·9	107·8	118·6	104·2	184·1	129·3	113·0	114·8	124·1	105·5
Sept	123·3	117·6	108·4	119·1	104·3	190·7	130·7	113·2	..	124·8	105·8
Oct	124·2	118·2P	108·5	119·7	104·6	194·6	131·2	113·7	..	126·0P	106·4
Nov	125·3	118·6P	108·4	120·2P	104·9	196·3	131·5	113·9P	115·7	126·5P	106·6
Dec	125·6	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier											Per cent
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	..	..	..	..	..	..	..	..	..	..
Monthly											
1988 Dec	6·8	4·3	1·9	4·5	1·8	14·0	5·9	3·1	..	5·4	1·9
1989 Jan	7·5	4·8	2·4	4·6	2·3	13·8	6·3	3·3	..	5·5	2·5
Feb	7·8	4·9	2·6	4·4	2·5	13·8	6·2	3·4	3·4	5·9	2·7
Mar	7·9	5·0	2·8	4·7	2·6	13·5	6·0	3·4	..	6·1	2·8
Apr	8·0	5·3	3·0	4·9	2·9	13·0	6·8	3·6	..	6·3	3·2
May	8·3	5·4	3·0	4·8	3·0	13·1	7·0	3·7	3·8	6·5	3·5
June	8·3	5·4	3·0	4·5	2·9	13·4	7·1	3·6	..	6·5	3·6
July	8·2	5·5	3·0	5·0	2·8	13·5	7·5	3·5	..	6·5	3·4
Aug	7·3	5·1	3·2	4·9	2·8	13·6	6·7	3·4	4·5	6·3	3·4
Sept	7·6	5·3	3·5	4·7	2·8	14·3	6·8	3·4	..	6·3	3·6
Oct	7·3	5·3P	3·6	5·1	3·1	13·8	7·1	3·5	..	6·5P	3·9
Nov	7·7	5·4P	3·6	4·8P	3·0	14·0	7·4	3·6P	4·7	6·1P	3·8
Dec	7·7	..	..	..	..	..	..	..	..	..	..

Source: Eurostat
P Provisional.
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.

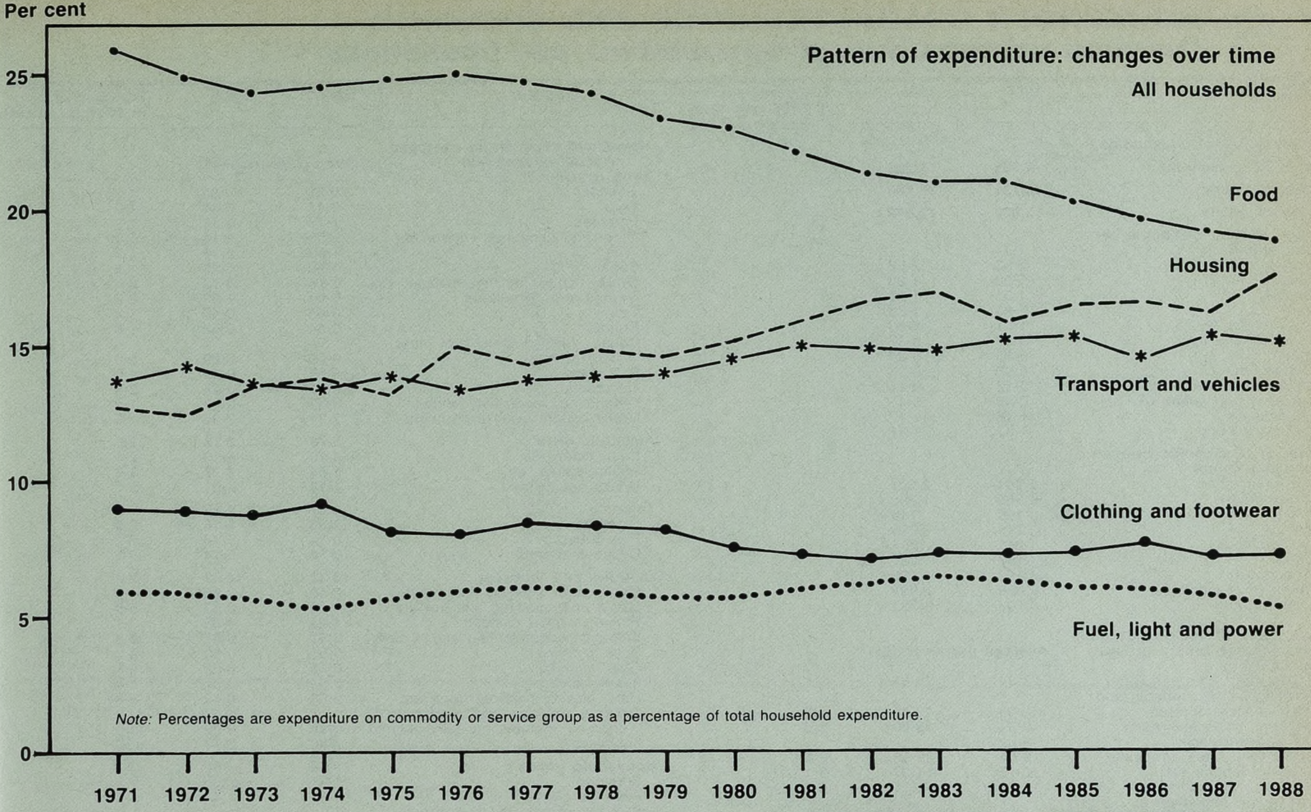
RETAIL PRICES
Selected countries 6·8

Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada	
										Annual averages
100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	100·0	1985
100·2	115·0	101·9	100·6	100·8	101·7	107·2	104·2	103·6	104·1	1986
99·8	125·8	105·7	100·7	102·2	103·1	116·5	108·6	107·4	108·7	1987
100·6	138·0	110·0	101·4	104·2	105·1	124·3	114·9	112·7	113·1	1988
..	..	..	..	..	..	..	..	..	..	1989
										Monthly
101·3	145·9	112·1	101·9	105·0	105·5	126·2	117·7	115·5	114·9	1988 Dec
100·4	147·8	112·6	101·7	105·6	106·2	127·1	119·0	116·0	115·4	1989 Jan
100·7	149·8	113·1	101·4	106·1	106·6	127·6	119·7	116·6	116·2	Feb
101·1	151·1	113·7	101·9	106·4	106·8	128·7	120·1	117·9	116·7	Mar
101·6	152·7	114·5	103·7	106·9	107·1	129·4	121·3	119·1	117·1	Apr
101·6	153·0	115·1	104·3	107·0	107·3	129·8	121·8	119·5	118·3	May
101·5	154·0	115·4	104·2	107·1	107·6	130·6	122·2	120·6	118·9	June
101·7	155·5	115·7	104·0	106·9	108·8	130·7	122·2	120·5	119·7	July
102·0	158·3	115·9	103·9	107·3	109·2	130·3	122·7	120·6	119·8	Aug
102·5	158·6	116·2	104·8	107·8	108·4	131·4	123·7	121·9	120·0	Sep
102·6	159·4	116·8	105·6R	108·2	108·4R	131·6	124·7	122·4	120·4R	Oct
102·6	161·0	..	104·8P	109·6	108·3	131·6	125·0	122·3	120·8	Nov
..	..	..	..	..	..	..	..	..	..	Dec
Per cent										**Increases on a year earlier**
										Annual averages
2·3	19·6	3·5	2·0	3·4	3·3	5·5	7·4	6·3	4·2	1985
0·2	11·8	1·9	0·6	0·8	1·7	7·2	4·2	3·6	4·2	1986
–0·4	9·3	3·7	0·1	1·4	1·4	8·7	4·2	3·7	4·4	1987
0·8	9·6	4·1	0·7	2·0	1·9	6·7	5·8	4·9	4·0	1988
..	..	..	..	..	..	..	..	..	..	1989
										Monthly
1·2	11·7	4·4	1·0	2·0	1·9	5·6	6·0	6·6	4·0	1988 Dec
0·9	12·2	4·7	1·1	2·3	2·2	5·2	6·6	5·8	4·3	1989 Jan
1·0	12·1	4·8	1·0	2·3	2·3	4·9	6·4	6·0	4·6	Feb
0·9	12·4	5·0	1·1	2·4	2·2	4·3	6·3	6·6	4·6	Mar
1·1	13·2	5·1	2·4	2·7	2·4	4·6	6·4	6·9	4·6	Apr
1·0	13·0	5·4	2·9	2·9	2·8	4·7	6·5	6·4	5·0	May
1·0	13·2	5·2	3·0	3·0	2·5	4·7	6·6	6·8	5·4	June
1·1	13·3	5·0	3·0	2·9	2·5	4·8	6·1	6·7	5·4	July
1·1	13·7	4·7	2·6	3·0	2·6	4·6	6·4	6·7	5·2	Aug
1·3	12·7	4·3	2·6	3·4	2·4	4·2	6·4	6·7	5·2	Sept
1·3	12·3	4·5	2·9R	3·6	2·8R	4·2	6·4	7·1	5·1R	Oct
1·2	11·7	..	2·5P	4·4	2·7	4·3	6·5	6·8	5·2	Nov
..	..	..	..	..	..	..	..	..	..	Dec

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

UNITED KINGDOM	Average weekly expenditure per household					Average weekly expenditure per person				
	At current prices			At constant prices		At current prices			At constant prices	
	Actual		Seasonally adjusted	Seasonally adjusted		Actual		Seasonally adjusted	Seasonally adjusted	
	£	Percentage increase on a year earlier	£	Index (1980=100)	Percentage increase on a year earlier	£	Percentage increase on a year earlier	£	Index (1980=100)	Percentage increase on a year earlier
Annual averages										
1985	162·50	6·5		103·2	1·7	62·60	8·0		107·9	2·7
1986	178·10	9·6		108·8	5·5	69·74	11·4		115·7	7·2
1987	188·62	5·9		111·1	2·0	74·47	6·8		119·0	2·9
1988	204·41	8·4		114·9	3·5	81·24	9·1		124·0	4·2
Quarterly averages										
1986 Q1	166·44	9·0	172·8	107·1	4·2	65·95	12·4	68·6	115·4	7·4
Q2	175·20	8·4	173·5	106·8	5·0	70·40	11·9	69·0	115·3	8·2
Q3	180·15	9·8	182·9	111·4	6·2	68·97	9·9	70·4	116·4	6·4
Q4	190·18	10·6	182·4	110·1	6·6	73·45	11·0	70·5	115·6	7·0
1987 Q1	178·70	7·4	185·4	110·6	3·3	69·52	5·4	72·3	117·0	1·4
Q2	191·34	9·2	190·1	112·7	5·5	74·25	5·5	73·0	117·4	1·8
Q3*	179·97	–0·1	182·5	107·1	–3·8	72·23	4·7	73·7	117·5	0·9
Q4	204·73	7·7	196·3	113·9	3·4	82·22	11·9	78·9	124·2	7·4
1988 Q1	188·32	5·4	195·0	112·0	1·3	73·03	5·1	75·9	118·3	1·0
Q2	200·89	5·0	200·0	113·2	0·5	81·30	9·5	80·1	123·1	4·8
Q3	209·78	16·6	212·5	118·5	10·7	83·00	14·9	84·7	128·2	9·1
Q4	218·81	6·9	209·7	115·8	1·7	88·01	7·1	84·3	126·4	1·8

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



Note: Percentages are expenditure on commodity or service group as a percentage of total household expenditure.

7·2 HOUSEHOLD SPENDING
Composition of expenditure

£ per week per household

UNITED KINGDOM	ALL ITEMS	Housing* Gross	Housing* Net	Fuel, light and power	Food	Alcoholic drink	Tobacco	Clothing and footwear	*Durable† household goods*	*Other† goods*
Annual averages										
1985	**162·50**	30·18	26·63	9·95	32·70	7·95	4·42	11·92	*11·61*	*12·59*
1986	**178·10**	33·70	29·92	10·43	34·97	8·21	4·55	13·46	*13·83*	*13·87*
1987	**188·62**	34·35	30·42	10·55	35·79	8·70	4·67	13·32	..	..
1988	**204·41**	39·10	35·81	10·48	38·28	9·19	4·45	14·52	..	..
Quarterly averages										
1985 Q3	**164·07**	31·22	27·99	9·23	32·58	7·77	4·55	11·31	*10·35*	*12·18*
Q4	**172·01**	30·43	26·64	9·15	34·25	9·28	4·49	15·16	*13·67*	*15·80*
1986 Q1	**166·44**	31·93	28·34	11·11	33·20	6·97	4·09	10·29	*14·25*	*12·28*
Q2	**175·20**	32·31	28·61	11·63	34·17	7·75	4·58	12·60	*12·64*	*12·77*
Q3	**180·15**	35·75	31·89	9·61	35·36	8·52	4·65	13·49	*13·47*	*12·87*
Q4	**190·18**	34·79	30·83	9·41	37·09	9·57	4·89	17·32	*14·92*	*17·44*
1987 Q1	**178·70**	33·21	29·23	11·38	34·88	8·19	4·81	10·73	..	..
Q2	**191·34**	35·48	31·59	12·04	36·40	8·83	4·72	12·84	..	..
Q3‡	**179·97**	33·91	29·87	9·54	35·22	8·29	4·60	12·51	..	..
Q4	**204·73**	34·81	31·01	9·15	36·70	9·52	4·55	17·33	..	..
1988 Q1	**188·32**	36·93	33·29	11·21	37·49	8·53	4·38	11·88	..	..
Q2	**200·89**	37·53	34·20	11·25	37·90	9·00	4·44	13·56	..	..
Q3	**209·78**	42·32	39·05	9·69	38·09	8·58	4·49	14·08	..	..
Q4	**218·81**	39·60	36·69	9·75	39·65	10·67	4·49	18·60	..	..
Standard error per cent**										
1988 Q4	**2·7**	3·4	3·8	1·9	1·6	4·6	3·9	3·7	..	..
Percentage increase in expenditure on a year earlier										
1985	**6·5**	7·4	7·6	5·7	4·0	9·6	1·3	7·4	*0·3*	*5·9*
1986	**9·6**	11·7	12·4	4·8	6·9	3·3	2·9	12·9	*19·1*	*10·2*
1987	**5·9**	1·9	1·7	1·2	2·3	6·0	2·6	–1·0	..	..
1988	**8·4**	13·8	17·7	–0·7	7·0	5·6	–4·7	9·0	..	..
1986 Q1	**9·0**	12·4	13·5	4·2	4·0	0·7	–6·4	6·7	*14·3*	*12·0*
Q2	**8·4**	5·2	6·0	8·0	6·5	–1·5	7·0	7·7	*18·0*	*11·0*
Q3	**9·8**	14·5	13·9	4·1	8·5	9·7	2·2	19·3	*30·1*	*5·7*
Q4	**10·6**	14·3	15·7	2·8	8·3	3·1	8·9	14·3	*9·1*	*10·4*
1987 Q1	**7·4**	4·0	3·1	2·4	5·1	17·5	17·6	4·3	..	..
Q2	**9·2**	9·8	10·5	3·4	6·5	14·1	3·1	1·9	..	..
Q3‡	**–0·1**	–5·2	–6·3	–0·7	–0·4	–2·7	–1·1	–7·3	..	..
Q4	**7·7**	0·1	0·6	–2·8	–1·1	–0·5	–7·0	–0·6	..	..
1988 Q1	**5·4**	11·2	13·9	–1·5	7·5	4·2	–8·9	10·7	..	..
Q2	**5·0**	5·8	8·3	6·6	4·1	1·9	–5·9	5·6	..	..
Q3	**16·6**	24·8	30·7	1·6	8·2	3·5	–2·4	12·6	..	..
Q4	**6·9**	13·8	18·3	6·6	8·0	12·1	–1·3	7·3	..	..
Percentage of total expenditure										
1985	**100**		16·4	6·1	20·1	4·9	2·7	7·3	*7·2*	*7·8*
1986	**100**		16·8	5·9	19·6	4·6	2·5	7·6	*7·8*	*7·8*
1987 ‡	**100**		16·1	5·6	19·0	4·6	2·5	7·1	..	..
1988	**100**		17·5	5·1	18·7	4·5	2·2	7·1	..	..

UNITED KINGDOM	*Transport† and vehicles*	*Services†*	Household† goods	Household† services	Personal† goods and services	Motoring† expenditure	Fares† and other travel costs	Leisure† goods	Leisure† services	Mis-cellaneous
Annual averages										
1985	*24·56*	*19·48*								
1986	*25·43*	*22·67*	13·67	8·50	6·48	21·22	4·21	8·54	13·18	0·74
1987	..	..	13·48	8·23	7·02	23·80	4·60	9·03	18·11	0·88
1988	..	..	15·01	9·80	8·13	25·31	4·88	9·65	18·13	0·78
Quarterly averages										
1985 Q4	*25·40*	*17·39*								0·80
1986 Q1	*24·61*	*20·65*	14·08	7·30	5·49	21·11	3·50	7·90	12·41	0·66
Q2	*24·60*	*25·30*	12·57	10·54	6·23	20·00	4·60	7·70	13·67	0·56
Q3	*25·76*	*23·73*	13·08	8·08	6·27	21·01	4·75	7·93	14·71	0·81
Q4	*26·70*	*21·08*	14·90	8·10	7·88	22·71	3·99	10·56	12·00	0·93
1987 Q1	..	..	14·15	7·81	6·02	23·05	4·46	8·49	14·59	0·91
Q2	..	..	12·22	7·91	6·46	24·55	4·80	8·64	19·61	0·73
Q3‡	..	..	12·61	7·85	6·38	22·93	4·63	7·91	16·97	0·66
Q4	..	..	14·95	9·38	9·27	24·68	4·52	11·11	21·35	1·21
1988 Q1	..	..	13·99	8·59	6·88	23·24	4·72	8·78	14·50	0·84
Q2	..	..	15.12	9.38	6.87	25.73	4.51	8.87	19.40	0.67
Q3	..	..	14·89	10·70	7·66	27·88	5·53	8·97	19·52	0·67
Q4	..	..	16·06	10.54	11·14	24·38	4·75	11·99	19·16	0·95
Standard error per cent**										
1988 Q4	..	..	6·5	9·6	8·7	4·9	7·0	3·9	18·0	13·0
Percentage increase in expenditure on a year earlier										
1985	*7·9*	*11·9*								6·1
1986	*3·5*	*16·4*								8·8
1987	..	..	–1·4	–3·2	8·3	12·2	9·3	5·7	37·4	18·9
1988	..	..	11·4	19·1	15·8	6·3	6·1	6·9	0·1	–11·4
1986 Q1	*8·4*	*13·0*								26·9
Q2	*2·4*	*19·7*								14·3
Q3	*–1·4*	*12·1*								–12·0
Q4	*5·1*	*21·2*								16·3
1987 Q1	..	..	0·5	7·0	9·7	9·2	27·4	7·5	17·6	36·4
Q2	..	..	–2·8	–24·9	3·7	22·8	4·6	12·2	43·5	30·4
Q3‡	..	..	–3·6	–2·9	1·8	9·1	–2·5	–0·3	15·4	–18·5
Q4	..	..	0·3	15·8	17·6	8·7	13·3	5·2	77·9	30·1
1988 Q1	..	..	–1·1	10·0	14·3	0·8	5·8	3·4	–0·6	7·7
Q2	..	..	23·7	18·6	6·3	4·8	–6·1	2·7	–1·1	–8·8
Q3	..	..	17·9	36·3	20·1	21·6	19·4	13·4	15·0	1·5
Q4	..	..	7·4	12·4	20·2	–1·2	5·1	7·9	–10·3	–21·5
Percentage of total expenditure										
1985	*15·1*	*12·0*								0·4
1986	*14·3*	*12·7*	7·7	4·8	3·6	11·9	2·4	4·8	7·4	0·4
1987 ‡	..	..	7·1	4·4	3·7	12·6	2·4	4·8	9·6	0·5
1988	..	..	7·3	4·8	4·0	12·4	2·4	4·7	8·9	0·4

Source: Family Expenditure Survey.
* Housing figures are given in terms of gross expenditure (ie: before deducting all allowances, benefits and rebates) and net expenditure. The net figure is included in the "all items" figure of household expenditure.
** For notes on standard errors see *Employment Gazette*, March 1983, p 122 or annex A of the FES Report 1988.
‡ See * footnote to *table 7·1*.

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

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

UNITED KINGDOM	1987	1988	Standard error* in 1988 (per cent)
Characteristics of households			
Number of households	**7,396**	**7,265**	
Number of people	**18,735**	**18,280**	
Number of adults	**13,902**	**13,640**	
Average number of people per household			
All people	2·53	2·52	
Males	1·22	1·23	
Females	1·31	1·29	
Adults	1·88	1·88	
People under 65	1·51	1·50	
People 65 and over	0·37	0·37	
Children	0·65	0·64	
Children under 2	0·08	0·07	
Children 2 and under 5	0·12	0·11	
Children 5 and under 18	0·46	0·45	
People working	1·16	1·17	
People not working	1·37	1·35	
Number of households by type of housing tenure			
Rented unfurnished	2,404	2,201	
Local authority	1,963	1,806	
Housing association	155	145	
Other	286	250	
Rented furnished	241	207	
Rent-free	152	127	
Owner-occupied	4,599	4,730	
In process of purchase	2,896	2,999	
Owned outright	1,703	1,731	
Certain items of housing expenditure in each tenure group†	**Average per week (£)**		
Local authority			
Gross rent, rates and water	23·84	25·81	0·8
Housing benefit, rebates and allowances received	−10·93	−10·62	2·5
Net rent, rates and water	12·91	15·20	2·0
Housing association			
Gross rent, rates and water	29·64	29·58	3·5
Housing benefit, etc	−10·75	−11·37	9·1
Net rent, rates and water	18·89	18·21	6·0
Other rented furnished			
Gross rent, rates and water	25·28	29·81	5·3
Housing benefit, etc	−5·77	−6·43	10·5
Net rent, rates and water	19·51	23·38	6·8
Rented furnished			
Gross rent, rates and water	40·23	42·31	5·3
Housing benefit, etc	−8·12	−6·45	17·5
Net rent, rates and water	32·11	35·86	6·2
Rent-free			
Gross rates and water together with the weekly equivalent of the rateable value	23·63	26·06	
Rateable value (weekly equivalent) included in preceding payment (imputed rent)	20·50	22·62	5·9
Housing benefit, etc	−0·19	−0·03	70·4
Net rates, water charges and imputed rent	23·44	26·03	5·5
In process of purchase			
Gross rates, water, insurance of structure, imputed rent	33·14	37·90	
Imputed rent included in preceding payment	20·55	24·10	1·0
Housing benefit, etc	−0·25	−0·02	38·6
Net rates, water charges and imputed rent	32·89	37·87	0·9
Owned outright			
Gross rates, water, insurance of structure, imputed rent	30·70	35·01	
Imputed rent included in preceding payment	19·46	23·02	1·3
Housing benefit, etc	−0·92	−0·03	27·0
Net rates, water charges and imputed rent	29·78	34·98	1·3
Household expenditure averaged over all households			
Housing†	**30·42**	**35·81**	**1·5**
Gross rent, rates, etc (as defined in the preceding section)	29·77	33·68	0·6
Housing benefit, etc	−3·93	−3·29	2·9
Net rent, rates and water	25·84	30·39	0·8
Repairs, maintenance and decorations	4·58	5·42	8·6
Fuel, light and power	**10·55**	**10·48**	**0·8**
Gas	4·30	4·15	1·1
Electricity	4·87	4·93	0·9
Coal and coke	0·87	0·82	6·5
Fuel oil and other fuel and light	0·51	0·58	6·0
Food	**35·79**	**38·28**	**0·7**
Bread, rolls, etc	1·53	1·65	0·8
Flour	0·10	0·10	5·4
Biscuits, cakes, etc	1·70	1·85	1·2
Breakfast and other cereals	0·68	0·74	1·7
Beef and veal	1·74	1·86	2·0
Mutton and lamb	0·60	0·64	2·6
Pork	0·62	0·66	2·2
Bacon and ham (uncooked)	0·71	0·74	1·5
Ham, cooked (including canned)	0·33	0·36	1·9
Poultry, other and undefined meat	2·76	2·92	1·1
Fish	0·94	1·02	1·8
Fish and chips	0·36	0·42	2·8
Butter	0·33	0·35	2·0
Margarine	0·25	0·21	1·8
Lard, cooking fats and other fat	0·22	0·29	1·8
Milk, fresh	2·20	2·20	1·2
Milk products including cream	0·49	0·62	1·7
Household expenditure averaged over all households	**Average per week (£)**		
Food *(continued)*			
Cheese	0·80	0·91	1·3
Eggs	0·47	0·44	1·3
Potatoes	1·17	1·18	1·2
Other and undefined vegetables	2·03	2·14	1·0
Fruit	1·90	2·12	1·3
Sugar	0·29	0·29	1·6
Syrup, honey, jam, marmalade, etc	0·16	0·17	2·5
Sweets and chocolates	0·94	1·03	2·2
Tea	0·46	0·46	1·4
Coffee	0·54	0·52	1·8
Cocoa, drinking chocolate, other food drinks	0·09	0·09	5·6
Soft drinks	0·69	0·81	1·6
Ice cream	0·21	0·24	2·5
Other food, foods not defined	3·29	3·27	1·5
Meals bought away from home	7·21	7·98	1·7
Alcoholic drink	**8·70**	**9·19**	**2·0**
Beer, cider, etc	4·70	5·10	2·1
Wines, spirits, etc	2·84	3·07	3·6
Drinks not defined	1·16	1·01	5·7
Tobacco	**4·67**	**4·45**	**1·9**
Cigarettes	4·35	4·16	2·0
Pipe tobacco	0·14	0·14	7·2
Cigars and snuff	0·18	0·14	9·5
Clothing and footwear	**13·32**	**14·52**	**2·0**
Men's outer clothing (incl. shirts)	2·80	2·95	4·0
Men's underclothing and hosiery	0·26	0·33	5·0
Women's outer clothing	4·23	4·88	3·1
Women's underclothing and hosiery	0·81	0·91	3·6
Boys' clothing	0·55	0·60	6·1
Girls' clothing	0·55	0·65	5·8
Infants' clothing	0·56	0·57	5·0
Hats, gloves, haberdashery, etc	0·63	0·63	3·8
Clothing materials and making-up charges, clothing not fully defined	0·28	0·22	11·5
Footwear	2·66	2·77	2·7
Household goods	**13·48**	**15·01**	**3·1**
Furniture	2·37	2·85	9·9
Floor coverings	1·21	1·41	14·4
Soft furnishings and household textiles	1·15	1·15	6·0
Gas and electric appliances, including repairs	2·79	3·06	6·5
China, glass, cutlery, hardware, ironmongery, non-gas/electric appliances, etc	1·74	1·90	5·9
Stationery and paper goods	1·05	1·24	2·2
Toilet paper	0·37	0·42	1·4
Matches, soap, cleaning materials, etc	1·17	1·34	1·2
Animals and pets	1·62	1·64	4·1
Household services	**8·23**	**9·80**	**4·4**
Insurance of contents of dwelling	0·84	0·92	2·0
Postage, telephone, telemessages	3·37	3·65	1·3
Domestic help, etc	0·94	1·21	7·5
Footwear and other repairs not allocated elsewhere	0·43	0·35	10·2
Laundry, cleaning and dyeing	0·27	0·27	5·7
Subscriptions, fees, etc	2·38	3·40	11·8
Personal goods and services	**7·02**	**8·13**	**3·4**
Leather, travel goods, jewellery, watches and fancy goods	1·83	2·28	10·4
Medicines and surgical goods	0·96	1·17	2·6
Toilet requisites, cosmetics, etc, excluding toilet paper	1·80	2·08	1·9
Hairdressing, beauty treatment, etc	1·37	1·46	2·3
Medical, dental, nursing fees and spectacles	1·06	1·14	8·0
Motoring expenditure	**23·80**	**25·31**	**2·6**
Net purchases of motor vehicles, spares and accessories	11·68	12·20	4·7
Maintenance and running of motor vehicles	12·12	13·10	1·6
Fares and other travel costs	**4·60**	**4·88**	**5·0**
Purchase and maintenance of other vehicles and boats	0·47	0·40	13·7
Rail fares	0·89	1·04	6·4
Bus and coach fares	1·14	1·19	2·6
Air fares	0·64	0·67	29·4
Other travel and transport	1·47	1·57	4·2
Leisure goods	**9·03**	**9·65**	**2·4**
Television, video and audio equipment, including repairs but not rental	3·19	3·37	5·7
Sports goods	0·42	0·42	12·3
Books, newspapers, periodicals and magazines	2·93	3·06	1·4
Toys and hobbies	0·89	0·99	5·4
Optical and photographic goods, excluding spectacles	0·66	0·69	6·9
Seeds, plants, flowers, horticultural goods	0·95	1·12	3·5
Leisure services	**18·11**	**18·13**	**5·6**
Cinema admissions	0·11	0·12	5·8
Theatres, sporting events and other entertainments excluding betting	1·85	1·97	3·4
Television and video rental, television licences	1·99	1·98	1·2
Educational and training expenses	1·35	2·73	10·1
Hotel and holiday expenses	7·17	7·12	6·8
Miscellaneous services	5·64	4·22	19·4
Miscellaneous	**0·88**	**0·78**	**6·2**
Total average household† expenditure	**188·62**	**204·41**	**1·1**

* For notes on standard errors see *Employment Gazette*, March 1983, p 122 or Annex A of the 1988 FES report.
† See notes to *table 7·2* on the Housing Benefit Scheme.

Source: Family Expenditure Survey

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

THOUSAND

SIC group	Restaurants cafes, etc 661	Public houses and bars 662	Night clubs and licensed clubs 663	Hotels and other tourist accommodation 665, 667	Libraries, museums, art galleries, sports and other recreational services 977, 979	All tourism -related industries
Self-employed *						
1981	46·1	57·7	2·1	35·0	21·9	162·8
Employees in employment						
1985 Mar	207·5	254·8	136·2	221·6	316·6	1,136·7
June	222·8	266·4	139·7	268·5	373·0	1,270·4
Sept	226·1	259·3	139·3	270·1	364·3	1,259·2
Dec	220·8	258·5	141·2	231·4	325·8	1,177·8
1986 Mar	215·3	249·9	137·1	226·5	322·0	1,150·8
June	229·2	259·8	138·2	270·5	370·9	1,268·6
Sept	227·7	264·3	138·5	268·4	362·0	1,260·9
Dec	225·2	263·4	139·2	232·3	331·2	1,191·2
1987 Mar	223·8	257·0	138·4	220·9	328·5	1,168·6
June	240·4	263·1	136·9	265·4	375·1	1,280·9
Sept	242·2	264·1	139·9	270·1	367·0	1,283·3
Dec	243·7	266·7	143·6	243·5	350·9	1,248·4
1988 Mar	240·9	258·8	139·9	236·9	357·8	1,234·3
June	258·4	265·2	141·0	274·4	381·6	1,320·5
Sept	256·6	271·2	139·7	277·2	385·5	1,330·2
Dec	258·0	270·7	144·8	238·3	360·4	1,272·1
1989 Mar	254·0	264·7	139·5	242·4	360·4	1,261·1
June	270·8	273·8	139·3	278·3	395·5	1,357·8
Change June 1989 on June 1988						
Absolute (thousands)	+12·4	+8·6	−1·7	+3·9	+13·9	+37·3
Percentage	+4·8	+3·2	−1·2	+1·4	+3·6	+2·8

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

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

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

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

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)	UK residents abroad (b)	Balance (a) less (b)
1980	2,961	2,738	+223
1981	2,970	3,272	−302
1982	3,188	3,640	−452
1983	4,003	4,090	−87
1984	4,614	4,663	−49
1985	5,442	4,871	+571
1986	5,553	6,083	−530
1987	6,260	7,280	−1,020
1988	6,193	8,228	−2,035
Percentage change 1988/1987	−1	+13	

	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1988 Q1	1,048	1,524	1,350	2,023	−302	−499
Q2	1,465	1,547	1,973	2,009	−508	−462
Q3	2,233	1,501	3,216	2,033	−983	−532
Q4	1,447	1,621	1,688	2,163	−241	−540
1989 P Q1	1,190	1,755	1,591	2,436	−401	−681
Q2	1,499	1,612	2,124	2,195	−625	−583
Q3 (e)	2,500	1,677	3,680	2,269	−1,180	−592
1988 Jan	402	506	418	652	−16	−146
Feb	284	493	418	694	−134	−201
Mar	362	525	513	677	−151	−152
Apr	452	534	549	683	−97	−149
May	446	494	584	615	−138	−121
June	567	519	840	711	−273	−192
July	736	509	925	661	−189	−152
Aug	847	505	1,181	686	−334	−181
Sept	650	487	1,110	686	−460	−199
Oct	605	529	897	720	−292	−191
Nov	405	527	453	711	−48	−184
Dec	436	565	338	732	+96	−167
1989 P Jan	412	533	486	776	−74	−243
Feb	305	564	527	897	−222	−333
Mar	473	658	579	763	−106	−105
Apr	436	537	598	733	−162	−196
May	484	539	638	711	−154	−172
June	579	536	888	751	−309	−215
July (e)	860	574	1,025	724	−165	−150
Aug (e)	895	552	1,355	775	−460	−223
Sept (e)	745	551	1,300	770	−555	−219
Oct (e)	630	575	975	843	−345	−268

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

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

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1976		10,808		2,093	6,816	1,899
1977		12,281		2,377	7,770	2,134
1978		12,646		2,475	7,865	2,306
1979		12,486		2,196	7,873	2,417
1980		12,421		2,082	7,910	2,429
1981		11,452		2,105	7,055	2,291
1982		11,636		2,135	7,082	2,418
1983		12,464		2,836	7,164	2,464
1984		13,644		3,330	7,551	2,763
1985		14,449		3,797	7,870	2,782
1986		13,897		2,843	8,355	2,699
1987		15,566		3,394	9,317	2,855
1988		15,798		3,272	9,668	2,859
1988	Q1	2,777	3,966	519	1,735	524
	Q2	4,013	3,782	846	2,485	683
	Q3	5,547	3,824	1,201	3,303	1,043
	Q4	3,461	4,226	706	2,146	609
1989 P	Q1	3,363	4,639	550	2,220	593
	Q2	4,144	4,146	941	2,540	664
	Q3 (e)	5,990	4,184	1,200	3,590	1,200
1988	Jan	1,021	1,323	158	649	214
	Feb	792	1,359	140	506	146
	Mar	964	1,284	220	580	164
	Apr	1,324	1,274	202	928	194
	May	1,191	1,222	279	698	214
	June	1,498	1,286	365	858	275
	July	1,930	1,272	420	1,172	338
	Aug	2,084	1,254	448	1,269	367
	Sept	1,535	1,298	334	863	338
	Oct	1,366	1,348	328	764	274
	Nov	1,073	1,472	199	701	173
	Dec	1,022	1,406	179	680	162
1989 P	Jan	1,140	1,494	190	717	233
	Feb	877	1,489	140	567	169
	Mar	1,346	1,656	220	936	191
	Apr	1,270	1,374	200	902	168
	May	1,348	1,422	314	791	243
	June	1,527	1,350	428	847	253
	July (e)	2,080	1,413	450	1,260	370
	Aug (e)	2,270	1,372	410	1,420	440
	Sept (e)	1,640	1,399	340	910	390
	Oct (e)	1,410	1,426	310	810	290

Notes: See *table 8·2*.

8·4 TOURISM
Visits abroad by UK residents

THOUSAND

		All areas		North America	Western Europe	Other areas
		Actual	Seasonally adjusted			
1976		11,560		579	9,954	1,027
1977		11,525		619	9,866	1,040
1978		13,443		782	11,517	1,144
1979		15,466		1,087	12,959	1,420
1980		17,507		1,382	14,455	1,670
1981		19,046		1,514	15,862	1,671
1982		20,611		1,299	17,625	1,687
1983		20,994		1,023	18,229	1,743
1984		22,072		919	19,371	1,781
1985		21,610		914	18,944	1,752
1986		24,949		1,167	21,877	1,905
1987		27,447		1,559	23,678	2,210
1988		28,828		1,823	24,519	2,486
1988	Q1	4,470	7,237	250	3,557	662
	Q2	7,343	6,890	440	6,334	568
	Q3	11,020	7,102	665	9,668	687
	Q4	5,996	7,599	468	4,959	569
1989 P	Q1	5,420	8,516	330	4,327	763
	Q2	7,701	7,456	531	6,571	599
	Q3 (e)	11,300	7,334	750	9,800	750
1988	Jan	1,406	2,311	126	1,025	255
	Feb	1,384	2,609	54	1,123	207
	Mar	1,679	2,317	70	1,409	200
	Apr	2,080	2,265	144	1,674	262
	May	2,133	2,137	135	1,854	144
	June	3,130	2,488	162	2,806	162
	July	3,326	2,350	171	2,976	179
	Aug	3,967	2,357	273	3,425	269
	Sept	3,729	2,395	222	3,268	239
	Oct	3,077	2,635	224	2,625	228
	Nov	1,695	2,519	127	1,388	180
	Dec	1,224	2,445	117	946	161
1989 P	Jan	1,728	2,914	128	1,324	276
	Feb	1,631	2,921	85	1,314	232
	Mar	2,060	2,682	117	1,689	254
	Apr	2,138	2,493	146	1,739	253
	May	2,401	2,483	167	2,075	159
	June	3,163	2,480	219	2,757	187
	July (e)	3,260	2,372	190	2,880	190
	Aug (e)	4,270	2,525	260	3,740	270
	Sept (e)	3,770	2,437	300	3,180	290
	Oct (e)	3,140	2,714	250	2,660	230

Notes: See *table 8·2*.

OTHER FACTS AND FIGURES 9·1
YTS entrants: regions

THOUSAND

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants April 1989–March 1990	29·7	18·8	20·8	33·2	33·5	31·0	40·0	20·6	17·4	40·5	285·5
Entrants to training April - December 1989	27·1	15·2	18·9	29·3	30·3	29·2	39·5	19·0	15·6	26·6	250·7
Total in training December 31 1989	40·8	21·7	30·4	42·6	46·2	44·6	60·4	29·6	23·6	46·1	386·0

Note: All figures include YTS and Initial Training.

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

Measure	Great Britain		Scotland		Wales	
	December	November	December	November	December	November
Community Industry	6,827	7,017	1,869	1,880	722	698
Enterprise Allowance Scheme	75,131	76,586	6,662	6,723	5,418	5,524
Job Release Scheme	4,060	4,353	216	236	170	182
Jobshare	189	187	20	19	15	16
Jobstart Allowance	3,902*	3,793 †	586 *	695 †	379 *	359†
Restart interviews (cumulative total)	1,371,026**	1,203,169 ††	186,699 **	163,527 ††	86,651 **	75,146††

* Live cases as at November 24, 1989.
† Live cases as at October 27, 1989.
** April 1 to November 24, 1989.
†† April 1 to October 27, 1989.

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

Employment registrations* taken at jobcentres, November 6 to December 8, 1989	9,378
Placed into employment by jobcentre advisory service, November 6 to December 8, 1989 †	3,661

* For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
† Not including placings through displayed vacancies.

OTHER FACTS AND FIGURES 9·4
Jobseekers and unemployed people with disabilities registered* for work at jobcentres and local authority careers offices

THOUSAND

GREAT BRITAIN		Disabled people †							
		Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
		Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1988	Oct	18·5	15·7	43·4	31·6	4·0	3·4	2·3	1·6
1989	Jan	18·0	15·2	41·9	30·0	3·9	3·3	2·2	1·6
	Apr	17·9	15·2	41·0	29·6	3·8	3·3	2·1	1·6
	July	17·3	14·9	41·3	29·3	3·6	3·1	2·2	1·6
	Oct	16·5	14·1	39·5	27·6	3·6	3·0	2·2	1·5

* For people aged 18 and over there is no compulsory requirement to register for employment as a condition for the receipt of unemployment benefit. These figures relate to people with disabilities who have chosen to register for employment at jobcentres, including those seeking a change of job.
Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 17, 1989, the latest date for which figures are available, 366,768 people were registered under the Acts.
† Includes registered disabled people and those who, although eligible, choose not to register.

9·7 OTHER FACTS AND FIGURES
Regional Development Grants: July–Sept 1989

	North East	North West	Yorkshire and Humberside	East Midlands	South West	Scotland	Wales	Great Britain
Original scheme (£)	5,453,000	146,000	16,000	58,000	13,000	2,722,000	249,000	8,657,000
Revised scheme (£)	6,483,000	4,651,000	1,909,000	1,212,000	661,000	14,695,000	6,077,000	35,688,000

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 1989 *

Region and company	Area †	Value (£)
ORIGINAL SCHEME		
Scotland		
Day International (UK) Ltd	Dundee	52,000
Barclays Leasing (No 15) Ltd	East Kilbride	334,000
Motorola Ltd	East Kilbride	588,000
News International plc	Kinning Park	346,000
Lombard Business Leasing Ltd	Livingston New Town	767,000
William Collins Sons and Co Ltd	Springburn	48,000
Total		**2,135,000**
Wales		
Dow Corning Ltd	Barry	43,000
Total		**43,000**
East Midlands		
Curver Consumer Products Ltd	Corby	57,000
Total		**57,000**
North East		
Thomas De La Rue and Co Ltd	Gateshead	26,000
Spillers Milling Ltd	Newcastle	26,000
NSK Bearings Europe Ltd	Peterlee	529,000
Lombard Leasing Manufactures Ltd	Sunderland	4,460,000
Lombard Premier Leasings Ltd	Sunderland	160,000
Midland Montagu Leasing Ltd	Washington	125,000
Total		**5,326,000**
North West		
Carrs Flour Mills Ltd	Maryport	57,000
Spillers Foods Ltd	Maryport	32,000
Royscot Spa Leasing Ltd	Runcorn	51,000
Total		**140,000**
REVISED SCHEME		
Scotland		
Apollo Computer (UK) Ltd	Bathgate	225,000
Mimtec Ltd	Bathgate	131,000
Mitsubishi Electric (UK) Ltd	Bathgate	490,000
James Keiller and Son Ltd	Dundee	151,000
Shield Diagnostics Ltd	Dundee	150,000
W L Gore and Associates (UK) Ltd	Dundee	102,000
Avex Electronics Ltd	Glasgow	265,000
Bairdwear (Kilbride) Ltd	Glasgow	144,000
Debfor Ltd	Glasgow	256,000
Freshbake Foods Ltd	Glasgow	339,000
Hinari Consumer Electronics Ltd	Glasgow	387,000
Isola Werke UK Ltd	Glasgow	288,000
John McGavigan and Co Ltd	Glasgow	226,000
JVC Manufacturing Ltd	Glasgow	940,000
McAlpine and Co Ltd	Glasgow	178,000
Rawlplug Co Ltd	Glasgow	125,000
Rolls-Royce plc	Glasgow	238,000
Stoddard Carpets Ltd	Glasgow	123,000
Strathclyde Institute Ltd	Glasgow	367,000
Tenma (UK) Ltd	Glasgow	357,000
Tercet (Scotland) Ltd	Glasgow	105,000
Fullarton Fabrication (Irvine) Ltd	Irvine	336,000
Moorfield Manufacturing Ltd	Kilmarnock	108,000
Alexandra Workwear plc	Kilmarnock	555,000
Hydraload Ltd	Kilmarnock	315,000
Terex Equipment Ltd	Kilmarnock	297,000
Thomas Tunnock Ltd	Kilmarnock	105,000
Total		**7,303,000**
Wales		
Sheer Pride Ltd	Aberdare	114,000
South Wales Packaging Ltd	Blaenau Gwent, Abergavenny	256,000
Barton Manufacturing Co Ltd	Merthyr and Rhymney	111,000
Eastpage Ltd	Merthyr and Rhymney	117,000
Morris Cohen (Underwear) Ltd	Merthyr and Rhymney	229,000
Scandinavian Design Ltd	Merthyr and Rhymney	120,000
Alexon International Ltd	Pontypridd and Rhondda	108,000
Firth Cleveland Sintered Products	Pontypridd and Rhondda	165,000
Hotpoint Ltd	Shotton Flint and Rhyl	607,000
Kimberley-Clark Ltd	Shotton Flint and Rhyl	793,000
Pendy Plastic Products Ltd	Shotton Flint and Rhyl	110,000
Pilkington Insulation Ltd	Shotton Flint and Rhyl	188,000
Warwick International Ltd	Shotton Flint and Rhyl	252,000
Total		**3,170,000**
East Midlands		
Ashbury Confectionery Ltd	Corby	246,000
Hunter Print Group plc	Corby	270,000
Total		**516,000**
North East		
N Hyer Ltd	Middlesbrough	154,000
Derwent Valley Foods Ltd	Newcastle upon Tyne	140,000
Ever Ready Ltd	Newcastle upon Tyne	168,000
George Blair plc	Newcastle upon Tyne	114,000
R and A Young Mining Ltd	Newcastle upon Tyne	105,000
Rasmi Electronics Ltd	Newcastle upon Tyne	111,000
Rowntree Mackintosh Confectionery	Newcastle upon Tyne	117,000
Artix Ltd	Stockton-on-Tees	117,000
Hygena Ltd	Stockton-on-Tees	127,000
Sanyo Electric Manufacturing (UK) Ltd	Stockton-on-Tees	286,000
Tabuchi Electric (UK) Ltd	Stockton-on-Tees	123,000
Brian Reed (Northern) Ltd	Sunderland	105,000
Miller Timber Productds Ltd	Sunderland	164,000
NSK Bearings Europe Ltd	Sunderland	329,000
Rolls-Royce plc	Sunderland	173,000
Total		**2,333,000**
North West		
Miller and Santhouse plc	Liverpool	195,000
Quintins Snack Foods Ltd	Liverpool	140,000
Slimma (Menswear) Ltd	Liverpool	132,000
GB Hitchen Ltd	Wigan and St Helens	106,000
Rockware Plastics (Northern) Ltd	Wigan and St Helens	153,000
Tremco Ltd	Wigan and St Helens	173,000
Cheri-Foam Ltd	Workington	152,000
Total		**1,051,000**
South West		
Pall Europe Corporate Services Ltd	Newquay	212,000
Total		**212,000**
Yorkshire and Humberside		
Glastics Ltd	Rotherham and Mexborough	161,000
Salem Automation Ltd	Rotherham and Mexborough	105,000
Ericsson Ltd	Scunthorpe	372,000
Spring Ram Corporation plc	Scunthorpe	378,000
Total		**1,016,000**

Note: Inquiries regarding the published information should be addressed to:
English cases—Department of Trade and Industry, Room 323, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 01-215 2595).
Scottish cases—Industry Department for Scotland, IE/1A Branch 3, Room 305, Magnet House, Glasgow G2 7BT (tel 041-242 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.

DEFINITIONS

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

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

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

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

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

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

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

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

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

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

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

MANUFACTURING INDUSTRIES
SIC 1980 Divisions 2 to 4.

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

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

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

PRODUCTION INDUSTRIES
SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED
Adjusted for regular seasonal variations.

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

SERVICE INDUSTRIES
SIC 1980 Divisions 6 to 9.

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

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

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

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

UNEMPLOYED
People claiming benefit—that is, Unemployment Benefit, Income Support (formerly Supplementary Benefit up to April 1988) or National Insurance credits—at Unemployment Benefit Offices on the day of the monthly count, who on that day were unemployed and able and willing to do any suitable work. (Students claiming benefit during a vacation and who intend to return to full-time education are excluded.)

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

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

WORKFORCE
Workforce in employment plus the unemployed as defined above.

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

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

Conventions
The following standard symbols are used:

. .	not available
—	nil or negligible (less than half the final digit shown)
[]	provisional
——	break in series
R	revised
e	estimated
nes	not elsewhere specified
SIC	UK Standard Industrial Classification, 1980 edition
EC	European Community

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

Regularly published statistics

Employment and workforce	Frequency*	Latest issue	Table number or page
Workforce GB and UK			
Quarterly series	M (Q)	Feb 90:	1·1
Labour force estimates, projections		Apr 89:	159
Employees in employment			
Industry: GB			
All industries: by Division class or group	Q	Feb 90:	1·4
: time series, by order group	M	Feb 90:	1·2
Manufacturing: by Division class or group	M	Feb 90:	1·3
Occupation			
Administrative, technical and clerical in manufacturing	A	Dec 89:	1·10
Local authorities manpower	Q	Jan 90:	1·7
Region: GB			
Sector: numbers and indices,	Q	Feb 90:	1·5
Self-employed: by region		Apr 89:	204
: by industry		Apr 89:	203
Census of Employment:			
GB and regions by industry (Sept 1987)		Nov 89:	624
UK and regions by industry (Sept 1987)		Oct 89:	540
International comparisons	M	Feb 90:	1·9
Apprentices and trainees by industry:			
Manufacturing industries	A	Aug 89:	1·14
Apprentices and trainees by region:			
Manufacturing industries	A	Aug 89:	1·15
Employment measures	M	Feb 90:	9·2
Registered disabled in the public sector	A	Feb 90:	79
Labour turnover in manufacturing	Q	Dec 89:	1·6
Trade union membership	A	May 89:	250
Unemployment and vacancies			
Unemployment			
Summary: UK	M	Feb 90:	2·1
GB	M	Feb 90:	2·2
Age and duration: UK	M (Q)	Feb 90:	2·5
Broad category: UK	M	Feb 90:	2·1
Broad category: GB	M	Feb 90:	2·2
Detailed category: GB, UK	Q	Dec 89:	2·6
Region: summary	Q	Dec 89:	2·6
Age time series UK	M (Q)	Feb 90:	2·7
: estimated rates	M	Feb 90:	2·15
Duration: time series UK	M (Q)	Feb 90:	2·8
Region and area			
Time series summary: by region	M	Feb 90:	2·3
: assisted areas, travel-to-work areas	M	Feb 90:	2·4
: counties, local areas	M	Feb 90:	2·9
: Parliamentary constituencies	M	Feb 90:	2·10
Age and duration: summary	Q	Dec 89:	2·6
Flows:			
GB, time series	D	May 84:	2·19
UK, time series	M	Feb 90:	2·19
GB, Age time series	M	Feb 90:	2·20
GB, Regions and duration	D	Oct 88:	2·23/24/26
GB, Age and duration	D	Oct 88:	2·21/22/25
Students: by region	M	Feb 90:	2·13
Disabled jobseekers: GB	M	Feb 90:	9·3/4
International comparisons	M	Feb 90:	2·18
Ethnic origin		Dec 88:	636
Temporarily stopped: UK			
Latest figures: by region	M	Feb 90:	2·14
Vacancies			
UK unfilled, inflow outflow and placings seasonally adjusted	M	Feb 90:	3·1
Region unfilled seasonally adjusted	M	Feb 90:	3·2
Region unfilled unadjusted	M	Feb 90:	3·3
Redundancies			
Confirmed: GB latest month	M	Feb 90:	2·30
Regions	M	Feb 90:	2·30
Industries	M	Feb 90:	2·31
Advance notifications	S (M)	Nov 89:	633
Payments: GB latest quarter	D	July 86:	284
Earnings and hours			
Average earnings			
Whole economy (new series) index			
Main industrial sectors	M	Feb 90:	5·1
Industry	M	Feb 90:	5·3
Underlying trend	Q (M)	Dec 89:	674
New Earnings Survey (April estimates)			
Latest key results	A	Nov 89:	600
Time series	M (A)	Feb 90:	5·6
Basic wage rates: manual workers			
Normal weekly hours	A	Apr 89:	174
Holiday entitlements	A	Apr 89:	211

Earnings and hours *(cont.)*	Frequency*	Latest issue	Table number or page
Average weekly and hourly earnings and hours worked (manual workers)			
Manufacturing and certain other industries			
Summary (Oct)	B (A)	Feb 90:	5·4
Detailed results	A	Apr 89:	173
Manufacturing			
International comparisons	M	Feb 90:	5·9
Agriculture	A	Apr 89:	211
Coal-mining	A	Apr 89:	210
Average earnings: non-manual employees	M (A)	Feb 90:	5·5
Overtime and short-time: manufacturing			
Latest figures: industry	M	Feb 90:	1·11
Region: summary	Q	Jan 90:	1·13
Hours of work: manufacturing	M	Feb 90:	1·12
Output per head			
Output per head: quarterly and annual indices	M (Q)	Feb 90:	1·8
Wages and salaries per unit of output			
Manufacturing index, time series	M	Feb 90:	5·7
Quarterly and annual indices	M	Feb 90:	5·7
Labour costs			
Survey results 1984	Quadrennial	June 86:	212
Per unit of output	M	Feb 90:	5·7
Retail prices			
General index (RPI)			
Latest figures: detailed indices	M	Feb 90:	6·2
percentage changes	M	Feb 90:	6·2
Recent movements and the index excluding seasonal foods	M	Feb 90:	6·1
Main components: time series and weights	M	Feb 90:	6·4
Changes on a year earlier: time series	M	Feb 90:	6·5
Annual summary	A	May 89:	242
Revision of weights	A	Apr 89:	197
Pensioner household indices			
All items excluding housing	M (Q)	Feb 90:	6·6
Group indices: annual averages	M (A)	Feb 90:	6·7
Revision of weights	A	July 89:	387
Food prices	M	Feb 90:	6·3
London weighting: cost indices	D	May 82:	267
International comparisons	M	Feb 90:	6·8
Household spending			
All expenditure: per household	Q	Feb 90:	7·1
: per person	Q	Feb 90:	7·1
Composition of expenditure			
: quarterly summary	Q	Feb 90:	7·2
: in detail	Q (A)	Feb 90:	7·3
Household characteristics	Q (A)	Feb 90:	7·3
Industrial disputes: stoppages of work			
Summary: latest figures	M	Feb 90:	4·1
: time series	M	Feb 90:	4·2
Latest year and annual series	A	July 89:	349
Industry			
Monthly: Broad sector: time series	M	Feb 90:	4·1
Annual Detailed	A	July 89:	349
Prominent stoppages	A	July 89:	380
Main causes of stoppage			
Cumulative	M	Feb 90:	4·1
Latest year for main industries	A	July 89:	357
Size of stoppages	A	July 89:	356
Days lost per 1,000 employees in recent years by industry	A	July 89:	356
International comparisons	A	June 89:	309
Tourism			
Employment in tourism: industries GB	M	Feb 90:	8·1
Overseas travel: earnings and expenditure	M	Feb 90:	8·2
Overseas travel: visits to the UK by overseas residents	M	Feb 90:	8·3
Visits abroad by UK residents	M	Feb 90:	8·4
Overseas travel and tourism			
Visits to the UK by country of residence	Q	Jan 90:	8·5
Visits abroad by country visited	Q	Jan 90:	8·6
Visits to the UK by mode of travel and purpose of visit	Q	Jan 90:	8·7
Visits abroad by mode of travel and purpose of visit	Q	Jan 90:	8·8
Visitor nights	Q	Jan 90:	8·9
YTS			
YTS entrants: regions	M	Jan 90:	9·1

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

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

Special Feature

Learning the art of pumpkin excavation at a Treasury holiday scheme in October. Photo: National Out of School Alliance

Towards the family-friendly firm?

by Dorothy Berry-Lound
HOST Training and Consultancy Services

A report examining child and elder care schemes to help employees combine professional and domestic responsibilities has just been published. This article, by the report's author, describes its main findings.

Employers in the UK are having to adapt to fundamental changes in the composition of the labour force. The fall in the numbers of school leavers available for work (exacerbated by the increased staying-on rates in full-time education) has meant that employers are looking to adapt their recruitment and retention policies to the changing face of the available labour force.

The changes in the labour force are well documented[1]. In particular, they emphasise the increasing number of women and mature workers in the workforce. Yet recent survey research by HOST Training and Consultancy Services[2] for the Training Agency and National Economic Development Office has shown that although employers are now aware of the shifts in the numbers of young people, they are less well aware of the compensating effects in many parts of the country caused by the re-entry to the labour market of more women. Many more will need to be if they are to tune into the changing shape of the UK workforce.

This article attempts to analyse the scope of employers to

[1] NEDO, *Young People and the Labour Market—A Challenge for the 1990s*, 1988.
[2] NEDO/TA, *Defusing the Demographic Time Bomb*, NEDO, October 1989.

recognise and tackle one of the main barriers to women's return to work—the care of children and disabled and elderly relatives. It is based on recently published research for the Institute of Personnel Management[1] conducted by HOST which looks at employers' options for providing for the dependant care needs of existing and potential employees.

Background

Why should employers bother to consider the special needs of this 'new' workforce? Women are already an important part of the UK labour force but demographic changes will be increasing their importance in the labour force of the 1990s and beyond. Women are estimated to make up more than 90 per cent of the net increase in the labour force over the next ten years. Much of this increase will be fuelled by the desire of many women with children or elderly dependants to return to work. Official projections[2] suggest women will represent 44 per cent of the workforce by the turn of the century. There may be considerable scope for further improving on this figure if more employers are able to adopt more enlightened recruitment and retention policies which adapt to the caring responsibilities of many women.

About six million women in Britain are not in paid work. This is nearly a third of the 16–60 age group. Recent research for the Equal Opportunities Commission[3] has shown that of these, nearly half have children of school or pre-school age. The recent CBI survey[4] provides clear evidence that many women want to return to work but are prevented from doing so by having to find care for their children.

Of those responding, 64 per cent said they were interested in working and of these 79 per cent cited young children at home as being the main reason for not working—28 per cent said that if satisfactory care arrangements could be made for their children they would return to paid work immediately.

Research[5] has shown that the idea of women with children working merely to pay for 'extras' certainly does not tally with the views expressed by women themselves. When asked the main reason for working, 34 per cent of married women in full-time employment with children under 16 years said: "to earn money for basic essentials".

However, if they are to work, what do they do with their children? Women, who remain the traditional carers in our society, have had to go to great lengths to find childcare, often predominantly resourced by the extended family where external provision is limited (see *table 1*).

Caring responsibilities are not, however, limited to women nor to pre-school and school-age children. Other caring needs, usually falling on women, include:

- sick children;
- dependants or relatives with disabilities;
- relatives with long-term illnesses;
- elderly parents or other relatives.

Dependant care and employers

In the spring and summer of 1989 HOST conducted two major pieces of research involving postal survey research, employer case studies, international comparisons and desk research. This research[1,6] has shown that despite apparent rising interest among UK employers, assistance with childcare is neither as widespread nor as comprehensive as much of the recent press coverage suggests.

HOST conducted a survey[7] in spring 1989 resulting in 1,845 responses from employing organisations which, among other possible responses to the changing structure of the labour force, evaluated employers' support for childcare. Only 3 per cent of all responding employers were providing some form of childcare assistance for their employees, although five times as many were considering doing so. The survey results suggested that current provision was concentrated in financial and business services and mainly in Greater London and the South East (see *table 2*). In fact, over half of all employees with current provision were concentrated in Greater London. These results suggested that in spring 1989 childcare initiatives by employers were playing a negligible role in employers' adaptation to changes in the labour force, although interest was rising (see *table 3*).

Employers looking at initiatives to assist employees—men and women—with their childcare arrangements have a range of options open to them. These include:

[1] Berry-Lound D J, *Work and the Family*, Institute of Personnel Management, January 1990.
[2] *Employment Gazette*, April 1989.
[3] Metcalf H, Leighton P, *The Under-Utilisation of Women in the Labour Market*, IMS Report no 172, 1989.
[4] *Workforce 2000—An Agenda for Action*, CBI, October 1989.
[5] Martin and Roberts, *Women in Employment*, 1980.
[6] NEDO/TA, *Defusing the Demographic Time Bomb*, NEDO, October 1989
[7] The sample was drawn from the ESS database according to a sample specification provided by the Training Agency in consultation with NEDO and HOST. This was based on a disproportionate stratification by region and size group. This sample of data units (establishments) was drawn at random from the ESS database and excluded firms with fewer than 25 employees, public administration/activities, agriculture and other non-industrial activities.

Table 1 Arrangements made by full-time and part-time workers for care of pre-school and school-age children during term time

Per cent

Type of arrangements	Women who make arrangements for pre-school children*			Women who make arrangements for school children in term time*		
	Full-time	Part-time	All working women	Full-time	Part-time	All working women
Husband	13	50	47	44	63	57
Child's older brother/sister	4	3	4	13	9	10
Child's grandmother	44	24	34	28	24	25
Other relative	4	10	9	12	9	10
Childminder (in his/her home)	23	11	16	7	4	6
Person employed in informant's home	6	2	4	4	2	3
Friend or neighbour on an exchange basis	3	3	3	10	8	9
Day nursery or creche run by employer	3	1	1	—	—	—
Day nursery or creche run by local authority and social services	3	2	2	—	—	—
Private day nursery or creche	3	1	1	—	—	—
State nursery school or class	4	3	4	—	—	—
Private nursery school	1	1	1	—	—	—
Playground	3	3	3	—	—	—
Other arrangements	—	—	—	4	3	3

* Some women made arrangements for both pre-school and school-age children. Percentages do not add up to 100 because some women made more than one arrangement.
Source: Women in Employment, 1980.

- fixed provision (workplace nurseries, arranging minders);
- shared provision (shared nurseries, reserved places in others and other partnership arrangements;
- enabling provision (allowances, information and referral systems).

Table 2 Support of childcare by employers in different activities (spring 1989)

	Percentage of employers* supporting or considering childcare schemes†	
	Currently supporting	Considering
Energy and water industries	0	6
Chemicals and extraction	2	9
Engineering, etc	1	6
Other manufacturing	1	4
Construction	0	5
Hotel, catering and retailing	5	16
Transport and communications	0	30
Financial and business services	9	25
Other industries	3	15

* Survey responses weighted to represent all employers.
† Incorporating workplace nurseries, shared nurseries, allowances, etc.
Source: HOST survey for *Defusing the Demographic Time Bomb*, 1989.

A separate research study, *Work and the Family*[1], aimed to look at some of these options in practice. As part of this project, HOST conducted a dedicated survey of 500 employers in industry, commerce and public services to review childcare provision[2].

The survey was conducted in mid-summer 1989 and also looked at how aware employers were of the rising importance of the need for elder and related care provision.

Table 3 Support of childcare by employers in different regions (spring 1989)

	Percentage of employers* supporting or considering childcare schemes	
	Currently supporting	Considering
Greater London	8	18
South East	1	19
East Anglia	1	16
South West	2	13
West Midlands	2	12
East Midlands	1	13
Yorkshire and Humberside	2	10
North West	2	15
North	2	9
Wales	4	14
Scotland	1	15

* Survey responses weighted to represent all employers.
Source: HOST survey for *Defusing the Demographic Time Bomb*, 1989.

The findings of this more specialised survey reinforce those from the larger survey for *Defusing the Demographic Time Bomb*. Only 2 per cent of employers in industry and commerce provided some form of workplace childcare and 1 per cent provided childcare allowances. This is not the whole picture.

Childcare provision by employers was significant only in the public sector, where one employer in eight had some form of workplace provision and one in 20 other childcare assistance[3]. In industry and commerce provision was much more limited and those providing childcare assistance

[1] Berry-Lound D J, *Work and the Family*, Institute of Personnel Management, January 1990
[2] This was a non-probability survey aimed at mapping a range of experience in the UK. It excluded enterprises with fewer than 30 employees and was based on a statistical sample drawn at random with the sampling parameters from the Compas IDMS sample of industry and commerce (excluding agriculture, with a subsidiary sample of local authorities drawn from the *Metropolitan Year Book*.
[3] Note: the results measured whether organisations supported specific initiatives and not the extent, range or quality of provision.

Supervised fun and games, courtesy of the Treasury.

Photo: National Out of School Alliance

concentrated on the provision of childcare allowances. No direct eldercare provision for employees was provided by the responding organisations. The survey results suggested that employers were not yet looking at the effects of the ageing population on the caring responsibilities and activity of their workforce. Few were stressing the need for eldercare support for their employees (see *table 4*).

Overseas experiences

For UK employers these are not new issues. Yet there has been little evidence of employers' willingness to support the caring needs of existing or prospective employees—men and women—in tightening labour markets. The survey research suggests that for childcare support the situation may now be changing but only very slowly. There is much that UK employers can learn from the experience of employers overseas who in some cases are more advanced in their dependant care provision.

In particular, the UK survey results contrast sharply with a recent employer survey conducted by the American Society for Personnel Administration[1]. This confirms that employers in the USA are much more advanced in their initiatives to develop or implement facilities, even though for many this was still a fairly recent development. The survey was also able to provide a breakdown of each of the main areas of provision of direct care. This showed significant numbers of employers, particularly in the large companies, who had considered and rejected a workplace nursery. The survey found that smaller employers appear more likely to concentrate on providing flexible working patterns to assist employees caring for children. They quote one employer as saying:

"We are a very small organisation—22 employees. It would be very difficult for us to provide an actual daycare service and we are not in the financial condition to be able to provide financial assistance. Support through alternative work schedule possibilities and information services is about all we can do at this point." (See *table 5*.)

Eldercare

Eldercare is also attracting increasing interest and action by employers in the USA. US employers are having to adjust to a more severe greying of the labour force than in

Table 4 Dependant care assistance in industry and commerce: selected initiatives

	Percentage of employing organisations which:		
	Offer	Are considering offering	Not considering
Workplace childcare	2	7	91
Other childcare allowances	1	4	95
Improved maternity leave*	11	5	85
Paternity leave	9	4	87
Special leave for family reasons	55	2	43
Unpaid leave for school holidays	6	1	93
Care assistance for elderly/other dependants	0	0	100

* Above statutory requirements.
Source: HOST *Work and Family Care Survey*, 1989.

the UK. This involves a significant increase from 1986 to 2000 in the 35–44 (+42 per cent) and 45–54 (+72 per cent)[2] age groups compared to the UK's +19 per cent and +23 per cent[3] respectively. These shifts in the composition of the labour force reflect the ageing of the general population and represent a gradual increase in the demand for care of the elderly.

A recent development from the more innovative US employers has been a 'double-barrelled' approach offering child and eldercare schemes for employees. For example, in May 1989 the American Telephone and Telegraph Company of New York acclaimed a contract agreement that included such family-related benefits as six months leave to care for either newborn children or sick parents. Other organisations have followed suit, including the Travellers Corporation, which from January 1990 will implement a flexible benefits plan and family care programme that includes child and eldercare subsidies, a nationwide child and eldercare information referral service and extended family leave. As a leading commercial insurer, the Travellers Corporation is also at the forefront of a relatively new insurance market—group long-term care. A typical employer group plan being offered for care of the elderly and long-term disabled in the USA now covers all levels of nursing care in the home, some homecare benefits and adult daycare benefits.

Some employers in the US have responded directly to the ageing of the population by recognising the burden of eldercare, particularly for more mature workers, as well as childcare. UK employers have a long way to go in this area, most not yet having considered this aspect of dependant

[1] *Employers and Childcare—The Human Resource Professional's View*, American Society for Personnel Administration, 1988.
[2] *Projections 2,000*, US Bureau of Labor Statistics.
[3] Department of Employment figures.

Table 5 Company owned/sponsored child care service

Childcare services	Company size (percentage of survey respondents)					
	All companies	Fewer than 100 employees	100–500 employees	501–1,500 employees	1,501–5,000 employees	5,000+ employees
Workplace nursery						
Have implemented	3	0·6	2	5	7	7
Are considering	8	4	5	11	10	17
Considering and rejected	21	13	11	27	34	35
Not considered	68	83	82	87	49	41
Nursery in a consortium with other employers						
Have implemented	1	0	0·4	2	2	4
Are considering	12	6	9	15	14	21
Considered and rejected	10	7	4	13	19	17
Not considered	77	87	86	70	65	58
Contributing to after schools programme						
Have implemented	3	2	2	3	5	7
Are considering	5	5	4	5	5	11
Considered and rejected	6	5	3	7	9	12
Not considered	86	88	91	85	81	70

Source: Employers and Childcare, ASPA 1988.

care and there is much that can be learnt from the US example. Eldercare initiatives by employers may also have another advantage. One of the problems encountered by UK employers in introducing childcare is objections from those employees without children—offering eldercare may go some way to providing equity to employees and overcoming some of the resistance. In the USA many employers are moving towards a 'cafeteria' benefit system where employees can select those benefits most appropriate for them. This has the advantage of not isolating the dependant care issues.

In the UK, childcare provision is among other things constrained by an acute shortage of childminders. This problem is also apparent in Sweden, where a different path has been taken in supporting employees' dependant care needs.

Direct dependant care provision by employers in Sweden is rare and virtually all care provision is funded by central and local government. A resolution by the Swedish parliament in 1985 states that by 1991 all children over the age of 18 months should have access to daycare. The first 18 months after birth are already covered by statutory parental leave provision. However, participation in daycare facilities in Sweden is already high compared with other countries. In order to comply with the parliamentary resolution there will still need to be a considerable expansion of the network of facilities currently available. This has led to difficulties, with a shortage of carers being a major constraint.

The municipal authorities have drawn considerable attention to this shortage, caused primarily by low status and salaries for carers and poor image of the caring profession. With demand being driven up by their demographic cycle and the pressure of parliamentary directives, these problems are set to become a major constraint in the 1990s. Some surprising ideas have emerged to enable Sweden to cope with these pressures. The Swedish Arbetslivcentrum, an independent research organisation, has reported[1]:

"What might happen is the emergence of a system of privatised care alongside the public system—private hospitals and daycare centres providing a different quality of care for the wealthy and the ordinary people. In other words, Sweden could become more like the United States."

The circumstances are complex, but having followed the route of almost total public provision, Sweden may now be turning to employer initiatives in order to provide for some of the caring needs of its population. Its public programme has become a victim of its own success.

Family-friendly firms in the UK

Some firms in the UK are already well advanced in developing dependant care initiatives. A few have had these in place for some time, but for most these are relatively new programmes. Many are as yet in the experimental stage. The HOST research for IPM looked at a small cross-section of 16 of these employers in both the public and private sector. These case studies identified that the initiatives taken by the organisations focused largely on pre-school childcare and embraced workplace nurseries, shared nursery facilities and allowances. A quarter of the organisations directly supported school-age care, focusing mainly on holiday play schemes. Only one organisation provided any form of direct eldercare, Pilkingtons Charitable and Trust Fund, which provided a comprehensive care package for ex-employees. Through its Carewatch scheme it was also able to provide respite care for those employees looking after the disabled or infirm. Among these care studies two-thirds offered direct nursery provision to employees either in the form of a workplace or shared nursery provision. The number of places offered varied and this, together with different management strategies, operating systems and resourcing decisions meant they had very different cost implications.

National Power shapes up for 1990s with Childcare Charter

National Power, the largest generating company which is to emerge from the Central Electricity Generating Board under the Government's privatisation plan, is going all out to woo workers with children. In December it launched its Childcare Charter comprising a range of benefits to help staff combine work and family responsibilities.

In addition to flexible working hours and career breaks for up to five years, National Power's workers will be able to claim childcare vouchers worth up to £40 a week. The company is one of the first to throw its weight behind Childcare Vouchers, which were launched in October and are issued by Luncheon Vouchers Ltd.

"As with most of British industry, National Power recognises that, in order to sustain workforce levels, they must offer employees the means to combine a career with bringing up a family," said Sue Harvey, Childcare Vouchers' chief executive.

Improved maternity benefits contained in National Power's Childcare Charter will also facilitate staff starting or extending a family. Women workers will be allowed to take up to 52 weeks unpaid maternity leave and if they return to National Power, lost earnings will be made up over a number of years, depending on length of service.

"We are convinced our staff will benefit considerably from the new charter which in an imaginative way demonstrates our commitment to help with childcare arrangements," said National Power's personnel director, Rod Jackson.

The extreme variability of both start-up and operating costs across the case studies was a particularly important finding. Costs seem to be the main grounds on which other employers reject childcare assistance. For workplace and shared nurseries in particular, many employers see relatively high costs as outweighing the recruitment and retention benefits. There is much to be learned from these case study organisations which suggests that although benefits are very difficult to cost precisely, childcare provision can be cost-effective and in some cases may require little or no subsidy by employers.

Set-up costs for the case study organisations varied considerably: from £10,000 to £280,000. The lowest set-up costs were incurred by organisations with available premises suitable for simple conversion. Elsewhere conversion costs themselves could be very high—£100,000 for Brighton Borough Council's 40-place nursery and £280,000 for Leicester City Council's 50-place creche.

[1] Acker J, "Welfare Policies are Made by Men for Men", *Worklife Research*, Arbetslivcentrum, 1989.

Equipment costs also varied considerably and in one organisation were raised wholly by fund-raising by employees. Operating costs varied according to the management strategy chosen and the fee structure for the users. In some cases, some innovative management approaches had been utilised. For example, the Weald School creche in West Sussex is co-ordinated by an unofficial parents' co-operative that agrees allocation and fees. At the BBC's Pebble Mill Studios the nursery providing care for BBC employees is administered by a legally constituted nursery committee who are liable for the costs and co-ordination of the facility. Both of these creches were run with no direct subsidy by the employer organisation, although in most of the other case studies some operating subsidy was involved.

Constraints

Developing childcare facilities or parallel initiatives was not always easy. Both the survey respondents and the case study organisations highlighted some constraints to the effective implementation of childcare provision. These included:

- high demand for care in the 0–2 age group. This is also the more expensive care category for employers because of high staff : child ratios[1];
- start-up and subsidised operating costs—as already suggested, these can vary substantially depending on availability of premises, management structure, etc (especially in restricted areas such as the South East);
- lack of suitable accommodation. In some cases this has been compounded by difficulty in gaining planning permission;
- frustration for those on waiting lists;
- lack of suitable management information on options and costs. There is no one source of objective information;
- inconsistent or contradictory advice from local authorities. This is particularly a problem for multi-site organisations setting up several facilities;
- lack of available childminders;
- resistance to change, both from managers and from staff not using the provision.

Employers' award for child's play

The launch in January of an award for employers who initiate childcare schemes in support of working mothers is a sign of the times and of changes in the labour market in the 1990s.

Recruitment agency Reed Employment is sponsoring the Working Mothers' Employer Award in conjunction with the Working Mothers Association. It is designed to highlight companies and organisations which have contributed to the welfare of working mothers and, as a result, encourage more employers to take up the challenge.

Entry forms for nominations are available from Reed branches while further details can be obtained from Pauline Kent or Kate Purcell, tel 01-631 0595.

Photo: National Out of School Alliance

Children in the Broomwood after-school care scheme, Wandsworth, are escorted to play.

However, the success of the case study organisations in overcoming these difficulties shows not only that they are surmountable but that doing so brings many benefits including improved retention and company image.

The need for an integrated approach

The new face of the labour force does present new considerations for employers, not the least of which is recognising and responding to the caring responsibilities of current and prospective employees.

The overseas experience and that of case study organisations in the UK show that employers cannot tackle these issues in isolation. Only by recognising these needs and responding to them by introducing an integrated strategy will employers be able to develop effective solutions. The integrated approach requires consideration of dependant care options, flexible working systems, career breaks and career paths together. The options for an integrated strategy include:

- flexible working systems:
  - — part-time working
  - — jobshare
  - — annual hours contracts
  - — term-time only contracts
  - — home-working, etc
- part-time career paths;
- formal career break schemes;
- re-entry and refresher training;
- dependant care provision (child, elder and other dependant care):
  - — pre-school
  - — out-of-school
  - — care for the sick and infirm.

[1] Required staffing ratios are 1:5 for over two years of age and 1:3 for under two years.

Dependant care initiatives on their own may only have limited value to the organisation unless combined with supporting initiatives. In particular, the recruitment or retention advantages may be short-term, covering only the period until employees' children reach school age.

The US lesson is salutory where they have found that greater flexibility holds the key. There are many examples of successful organisations in the USA providing dependant care in association with new working patterns being able to attract and retain women returners as well as older workers.

To equal their success, UK employers will have to recognise that neither dependant care *nor* new working practices may be enough on their own; the successful organisation will need to look at a selective combination of both. ■

Work and the Family is available from the Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UX. Price £16.10.

Service to widen the childcare net

Approximately one in five children is left alone during school holidays and one in six leaves school for an empty home, according to the National Out of School Alliance.

NOOSA is the national organisation of out-of-school care schemes, of which there are about 400 catering for at most 14,000 school-age children in the UK—this compares with figures from the 1987 Labour Force Survey which showed that nearly 2·5 million school children under 16 have working mothers.

Concerned about the current level of care facilities for children in this situation—and aware of the growing need for women returners in the workplace—NOOSA has recently launched an Out of School Childcare Service to advise and direct employers as to how to introduce care schemes in their companies.

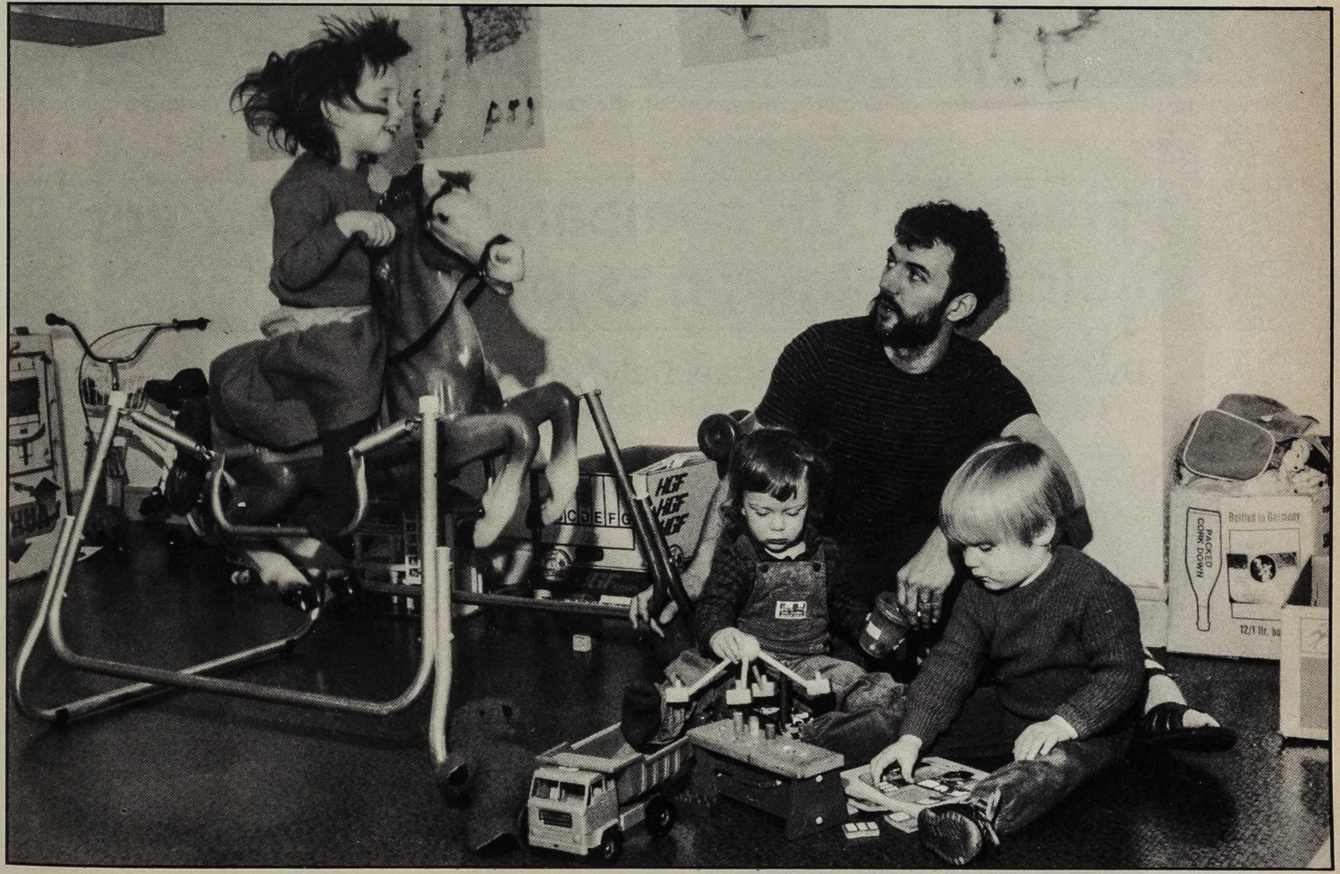
A booklet entitled *Childcare for School-age Children: An Employers' and Employees' Guide* has been published to coincide with the launch of the advisory service. It details a range of options open to parents and employers intent on tackling the work versus family issue.

"The CBI welcomes the established of the Out Of School Childcare Service," commented the industry organisation's head of benefits, Susan Anderson.

"Just over half of the women currently not at work with school-age children would be interested in returning to work within the next two years if satisfactory arrangements could be made for their children.

"After-school care will be an attractive proposition for parents and one which an increasing number of companies is likely to consider sponsoring."

Details on the service or guide are available from Andrew Hewett, tel 01-739 4787.



Digby Stalman, a professional child-minder in Bradford, entertains his charges.

Special Feature

Photo: Bonham Communications

Fourmasters Ltd of Wolverhampton expanded rapidly in its first two years. The pattern and jig makers now employ ten staff and have plans to generate at least four more jobs.

The growth of UK companies 1985-87 and their contribution to job generation

By Colin Gallagher, Michael Daly[1], and Jeremy Thomason
Department of Accounting and Management, Newcastle University

A recent study of UK businesses reveals that small firms continue to make a disproportionate contribution to job creation. Between 1985 and 1987 firms with fewer than 20 employees made a net contribution to job growth of 290,000, compared with just 20,000 in larger firms.

This article is a continuation of earlier work carried out on the UK job generation process, using the very large data files on UK businesses of the Dun and Bradstreet credit rating organisation. It examines the relative performance of firms of different sizes over the period 1985–87 in the job generation process. Previous work with the D and B database has covered the periods 1971–81[2] and 1982–84[3].

The aim of the analysis is to break down the overall change in employment into four components: jobs gained through births of new firms or lost through closure of existing ones; jobs gained by expansion of firms and those lost by contractions. Each of these components is then further broken down by the size of firm.

The principal results are illustrated in *figure 1*, which shows the importance of small firms in the creation of jobs, and how this contrasts with their much smaller share of total employment.

[1] Statistics Division, Department of Employment.
[2] Gallagher, C C and Stewart, H, "Jobs and the business life cycle in the UK", *Applied Economics*, vol 18–8, August 1986, pp 875–900.
[3] Gallagher, C C and Doyle, J, "The size distribution, growth potential and job generation of UK firms", *International Small Business Journal*, vol 6 no 1 autumn 1987.

Data used, and method of analysis

For this type of study, it is essential to have a data set which allows the progress of individual firms to be monitored over time. Otherwise, one is restricted to looking at changes in the employment share of small firms, which can be misleading. For example, a pattern of some firms growing out of the small firms sector, and a similar number of new small firms being born, could result in no overall change in the numbers of small firms and their share of employment, even though substantial numbers of new jobs are being created. Conversely, an increase of the number and employment share of small firms might reflect the contraction of a significant proportion of large firms, rather than any particularly good performance of small firms.

There is no ideal data set for this purpose. Major official data sets such as the VAT register, the Annual Census of Production, the Census of Employment suffer from a combination of problems: coverage of certain industry sectors only; being recorded by units other than firms; not allowing firms to be tracked from year to year; lack of employment data.

Following the example of Birch (see footnote[3] below), we have instead turned to the commercial sector, and in particular the files of the business information firm, Dun and Bradstreet. Although these data are by no means perfect, they have a number of advantages: coverage of all sectors of the economy; employment data at company level, with groups of companies aggregated together; tracking of firms from year to year; ready on-line access to more detailed information for data validation.

For this study, we used files produced by D and B at the end of 1985 and the end of 1987. These can be readily combined by matching the unique company identifier assigned by D and B.

Although large, the database must be treated as a sample of UK firms, and not a census. The character and content and accuracy of the data needed to be taken into account during the analysis. The database has changed considerably since the first (1971–81) study was carried out, and one aim was to carry out a second and more detailed survey of data accuracy. The following processes were carried out: 1) Sorting and matching the files; 2) cleaning the data; 3) validating the cleaned data; and finally 4) scaling up the results. (More details of this work are given in the Technical note on p 82.)

Briefly, the records for 1985 and 1987 were sorted and matched. Those with the same unique identifier in both 1987 and 1985, were placed in the 'matches' file. Those in 1985 and not in 1987 were placed in the 'deaths' file. Those in 1987 and not in 1985 were placed in the 'births' file if they had a start date after the end of 1985, otherwise in the 'enhancements' file. (The coverage of the data is being continually upgraded, so that the number of firms coming on to the file between 1985 and 1987 reflects both new births and file enlargement.) These files were then the subject of a number of validation and testing procedures, before the final summary data was prepared.

The validation of samples of records was carried out on-line to the full commercial D and B Dunstel computer database. The results were combined together to provide a summary table of the numbers of companies growing, contracting or remaining static, and changes in the numbers of jobs. Our sample finally needed to be corrected for an understatement of new births, caused by the delays between a firm being created and its inclusion in the D and B file.

The figures were then scaled up to reflect the total population of firms and jobs as closely as possible, in order to show the relative importance of each size band. Since the data do not form a systematic sample of the population of firms, and since we do not in any case have exact information on the size breakdown of that population, this can only provide approximate answers. The fact that the resulting figures for total employment and numbers of firms, and for the changes, 1985–87 are as close as could be expected to figures from other sources is a strong indication of the robustness of the results.

Although the Dun and Bradstreet files notionally cover firms of all sizes, the proportion of large firms for which data is recorded is clearly very much greater than the proportion of smaller firms. For the very smallest firms, the coverage is very low.

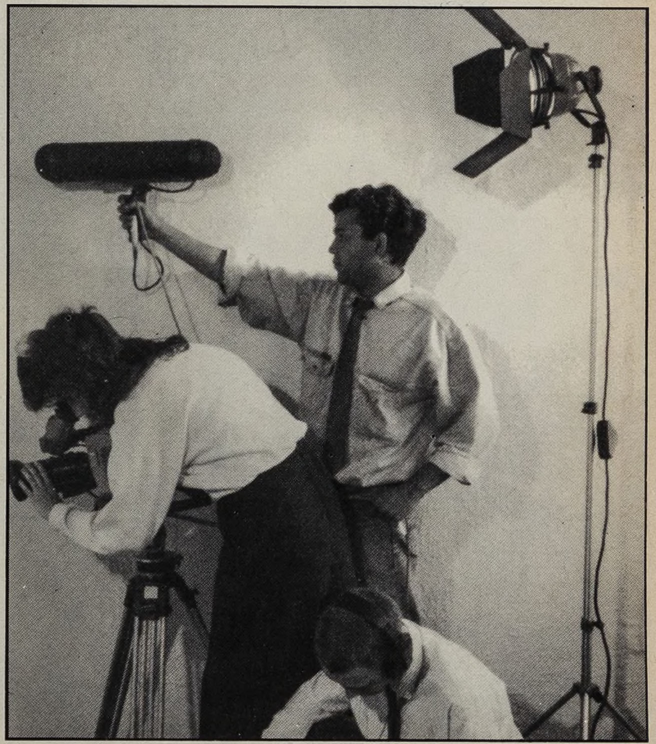
As an approximation, we have treated the data as though they cover only those firms employing five or more people.

Background

During this century until the early 1970s, there had been a steadily increasing concentration of business and hence also of employment, in very large companies[1]. Concern about the extent of this concentration led to the 'Committee of Inquiry on Small Firms', which reported in 1971[2] and which concluded that the extent of the concentration had had a harmful effect upon the small firms sector, and consequently on the economy as a whole.

The economic recession in the 1970s severely affected large companies, and consequent job-shedding contributed significantly to unemployment. Large firms were at that time clearly unable to create the new employment needed to offset these losses. In 1979 Birch[3] published his seminal study of job generation in the USA which emphasised the major role which was being played

[1] Prais, S J (1978) *The evolution of large industrial firms*. Cambridge University Press.
[2] Bolton, J E (1971) *Small firms: Report of the committee of inquiry on small firms*. HMSO, London.
[3] Birch, D (1987) *Job creation in America*. The Free Press, New York.



Grapevine TV have expanded into new offices. Photo: Grapevine by small firms in the creation of jobs.

Birch estimated that 66 per cent of all new jobs over the period 1969–76 were created within firms with 20 or fewer employees. Many subsequent studies, in the USA and elsewhere, have confirmed this general picture, although the precise scale of the phenomenon has been widely debated and remains a subject of some controversy.

The importance of this finding is that it exposes as a fallacy the idea that jobs can best be safeguarded by concentrating on the largest firms to the detriment of smaller ones. This has had a major impact on policy making in the UK.

The data used, and the methods of analysis are described in the panel on the previous page and in more detail in the Technical note.

The results

The results are summarised in *tables 1* and *2*. This shows that the analysis process yields estimates of nearly 600,000 firms in 1985, employing a total of 16·7 million people. This is as close as one would expect to get to the actual figures—estimated private sector employment in mid–1985 was 17·9 million, including 2·6 million self-employed. Given the lack of coverage of the smallest firms, the gap of just over 1 million is not unreasonable. The figure of 600,000 firms is consistent with the number of active incorporated businesses, although exact comparisons are difficult because the way in which data for associated firms is aggregated varies from one source to another.

The net employment growth of 307,000 over the period is however substantially less than the official estimate of an increase of 610,000 in private sector employment over the period. There are a number of factors contributing to this gap. In part it suggests that the very smallest firms, that do not get recorded by D and B, account for further substantial job generation. Another contributory factor is that part of the rise in private sector employment arises from privatisation of public corporations, which will not be reflected in our estimates. Also, it may reflect the conscious effort made during the analysis to err on the side of understatement when estimating small firms' contribution. But of course, as much as anything, the discrepancy reflects the imperfections in the original data and in the process of scaling up.

This research was financed by the Department of Employment. The help of Dun and Bradstreet has been invaluable, and is gratefully acknowledged. The results and conclusions are the responsibility of the authors.

There are a number of different ways of looking at the results presented in *tables 1* and *2*. The most striking result is that virtually all the net job creation identified is attributed to the smallest size band, even though this accounted for little more than one-fifth of total employment in 1985.

Looking more closely, the size of the net job generation in the smallest size band is the result of a number of factors. One is that the effects of births and deaths were more nearly balanced in this band than in the larger size bands. In terms of numbers of firms, it was indeed the only size band for which there were more births than deaths. The other important factor was the degree to which the net effect of expansions outweighed that of contractions. In a way, this is not too surprising, since there is no absolute limit to the number of jobs which can be gained in an expanding firm, whereas the number lost in a contracting firm with 19 or fewer employed cannot exceed 18.

Another key point is that the overall job growth of 307,000 is the net result of four much larger figures, underlying the degree of turbulence in jobs.

Started with help from the Enterprise Allowance Scheme, and now with a bulging commission book, Bath-based Monocle Designs have a vision for the future.

Table 1 Components of job generation by size of firm: number of firms

Size of firm	Births	Deaths	Contractions	Expansions	1985 base
Number of firms (thousands) with:					
5–19 staff	173	136	56	66	493
20–49 staff	4	10	12	11	56
50–99 staff	1	2	6	9	24
100–499 staff	0	1	4	6	15
500–999 staff	0	0	1	1	2
1,000+ staff	0	0	0	0	1
All	**178**	**148**	**78**	**94**	**591**
Numbers of firms, as a percentage of total in size band in 1985, with:					
5–19 staff	35·0	27·5	11·3	13·4	
20–49 staff	6·8	17·1	21·0	20·0	
50–99 staff	4·7	6·9	26·1	35·7	
100–499 staff	2·0	6·4	24·6	43·6	
500–999 staff	1·5	8·6	32·8	43·6	
1,000+ staff	0·2	2·8	33·5	57·6	
All	**30·1**	**25·0**	**13·3**	**15·8**	

Table 2 Components of job generation by size of firm: number of jobs

Size of firm	Births	Deaths	Contractions	Expansions	Net job generation	1985 base
Number of jobs (thousands) in firms with:						
5–19 staff	896	1,031	168	599	295	3,573
20–49 staff	114	282	91	184	−75	1,635
50–99 staff	69	96	92	192	73	1,546
100–499 staff	57	179	168	337	47	2,727
500–999 staff	16	91	66	214	73	1,104
1,000+ staff	2	36	467	395	−106	6,158
All	**1,154**	**1,717**	**1,052**	**1,921**	**307**	**16,744**
Number of jobs, as a percentage of total 1985 employment in size band, with:						
5–19 staff	25·1	28·9	4·7	16·8	8·3	
20–49 staff	6·9	17·3	5·6	11·3	−4·6	
50–99 staff	4·5	6·2	6·0	12·4	4·7	
100–499 staff	2·1	6·6	6·2	12·4	1·7	
500–999 staff	1·5	8·3	5·9	19·4	6·6	
1,000+ staff	0	0·6	7·6	6·4	−1·7	
All	**6·9**	**10·3**	**6·3**	**11·5**	**1·8**	

Although the absolute numbers of jobs created and lost give an indication of the relative importance of the sizebands, their performance is perhaps better compared by looking at these figures in relation to their overall employment share. Three related measures were computed: one measuring the creation of jobs in each size band (births plus expansions), one measuring loss of jobs (deaths plus contractions), and one measuring the net effect. The three sets of figures are given in *table 3*.

These indices have been compared to those calculated in previous studies, for the periods 1971–81 and 1982–84. In the discussion which follows, however, it should be remembered that to an unknown extent differences between the studies reflect changes in methodology. The most noteworthy example is that this is the first study which has used exact employment data—previously, only the size band was known, so that expansions and contractions were only recorded when the firms crossed from one size band to another.

The job creation index

One way the employment creation performance of size-groups of firms can be assessed is by their contribution to the creation side of the equation, in terms of their total share of employment. The 'creation index' was computed as the ratio of two percentages, one for job creation, and one for total employment, for each size cohort. The results are given in *table 3*, and illustrated in *figure 2*. The small firms in the 1985–87 sample performed well, providing 48 per cent of all new jobs over the period although consisting of only 21 per cent of all employment in 1985. No other size-group performed as well. They suggest that the smallest firms still have the potential to create jobs.

Firms in the 20–49, 50–99, 100–499, and 500–999 employee ranges all produced about the same proportion of jobs as their 1985 employment. The 1,000-plus group provided only 13 per cent of all new jobs over the period, although consisting of 37 per cent of all employment in 1985. There is some consistency in the performance of the size ranges through time. The 5–19 cohort has a mean index of 2·47 for the three studies, and this then generally falls through the size ranges.

Another possible trend is that the creation indices of the 20–49 and 50–99 (and, to a lesser extent, the 5–19) cohorts have in general tended to decrease through time, while the indices for the medium-sized and larger firms of 500–999, and 1,000-plus have shown a more stable overall behaviour.

The job loss index

This is the ratio of percentage deaths plus losses, to the percentage of population, and the results are shown in *figure 3*. The data show considerably less consistency than

Table 3 Indices of job creation and loss

Size of firm	Job creation index	Job loss index	Net fertility index
5–19 staff	2·3	2·0	4·5
20–49 staff	1·0	1·4	−2·5
50–99 staff	0·9	0·7	2·6
100–499 staff	0·8	0·8	0·9
500–999 staff	1·1	0·9	3·6
1,000+ staff	0·4	0·5	−0·9

Note: The indices (defined in more detail in the text) are the ratios of the share of each size band in job creation (/loss/net gain) to its share in total employment. So for example, the 20–49 size band accounted for just under 10 per cent of all jobs created by birth and expansions (see *table 2*), and the same proportion of total employment in 1985, giving a creation index of 1.

did the creation index. There is greater apparent fluctuation among smaller firms in terms of loss than there is for larger firms.

However, the most marked variation in *figure 3* is the much higher index for the 5–19 band in 1985–87. This must be due in part to the fact that, as mentioned above, previous studies had to rely on ranged employment data. One particular consequence of this is that it was not possible to record contractions in the smallest size band, thus inevitably understating job loss.

Job net fertility index

This was computed in the same way on the basis of: jobs in new births, plus jobs gained in expanding firms, minus jobs lost by deaths, minus jobs lost by contraction, as a ratio of the percentage total jobs in the size band in 1985. The results are shown in *figure 4*. They show a very much better performance by the larger firms since the 1982–84 study. The poor performance of the 20–49 cohort is to be noted.

There is clearly considerably more variation in net performance by size cohort. However, the overall trend of positive performance in the smaller cohorts and negative performance in the larger cohorts is still apparent. For example, over all three study periods, the 5–19 cohorts have always been positive, while over the same periods, the 1,000 plus cohorts have always been negative. There has been some fluctuation (sometimes considerable) in the intermediate size ranges.

The poor performance of the 20–49 cohort

It is noticeable from *tables 1* and *2* that the 20–49 cohort has performed unusually poorly, both in terms of net new firm creation and in net new job creation. This is a trend which is against the pattern of recent years for this size cohort.

The poor performance of the 20–49 cohort is the small net result of very large swings and changes in the total population. As regards the estimates for numbers of firms, this is a result of two factors: a very low rate of new firm formation, and in contrast, a relatively high level of firm deaths. The poor job creation performance is the result of a relatively low level of new jobs created by births, a high percentage of jobs lost due to firm deaths (17 per cent) and an unusually low level of jobs created by firm expansions (11 per cent). This is the lowest percentage of any cohort excepting the 1,000-plus.

The question which this poses is: what conditions in the business environment over the mid-1980s have been so disadvantageous to the performance of this particular size group? Typically they will have been firms which have been established for a number of years. We know that such small firms are particularly vulnerable to small fluctuations in the economic environment, and in contrast to large firms they have a greater propensity to die rather than contract.

A possible (partial) explanation is that this is a difficult transitional phase for firms, moving on from start-up and early growth to planned expansion and the need to change from an informal to a formal management structure. The

Figure 1 Comparison of shares of job creation and 1985 employment

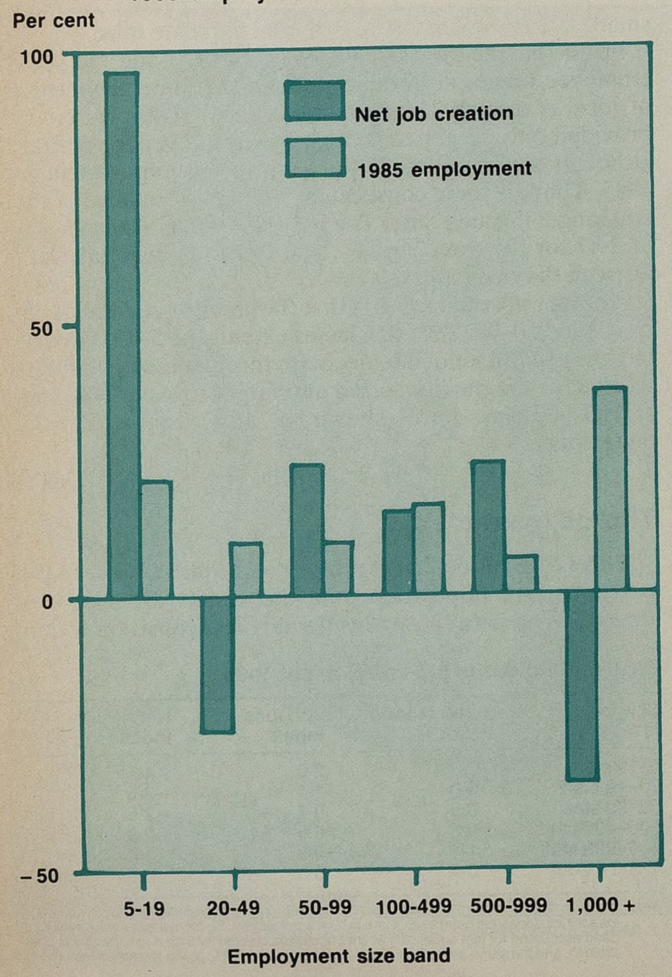
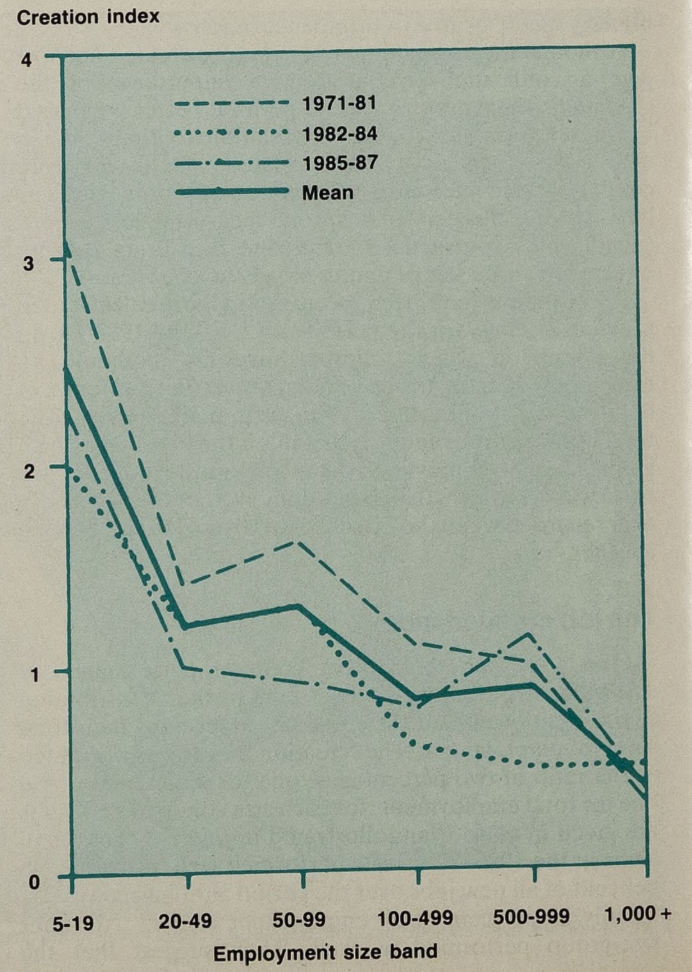


Figure 2 Job creation indices



Lisa Chalkley (left), who recently set up GMC Business Training, is already planning for expansion. Photo: Evening Chronicle, Bath

Minister for Small Firms, Tim Eggar, has recently suggested that greater attention needs to be paid to these problems by the substantial government supported structure of advisory agencies now in place, and by the business networks involved with small firms.

Some general observations

In the three studies over different time periods, there is an overall consistent pattern in which small firms are net generators of jobs, and large firms are net losers. As was suggested in an earlier study, the differences lie in the steepness of the trend from small firm job-generation to large firm job-loss, and in how far towards the small or large end of the continuum net job-generation becomes net job-loss. But the basic trend does not differ, that the larger the firm, the fewer net jobs it will create relative to its size, and the smaller the aggregate contribution of the size band as a whole.

Figure 3 Job loss indices

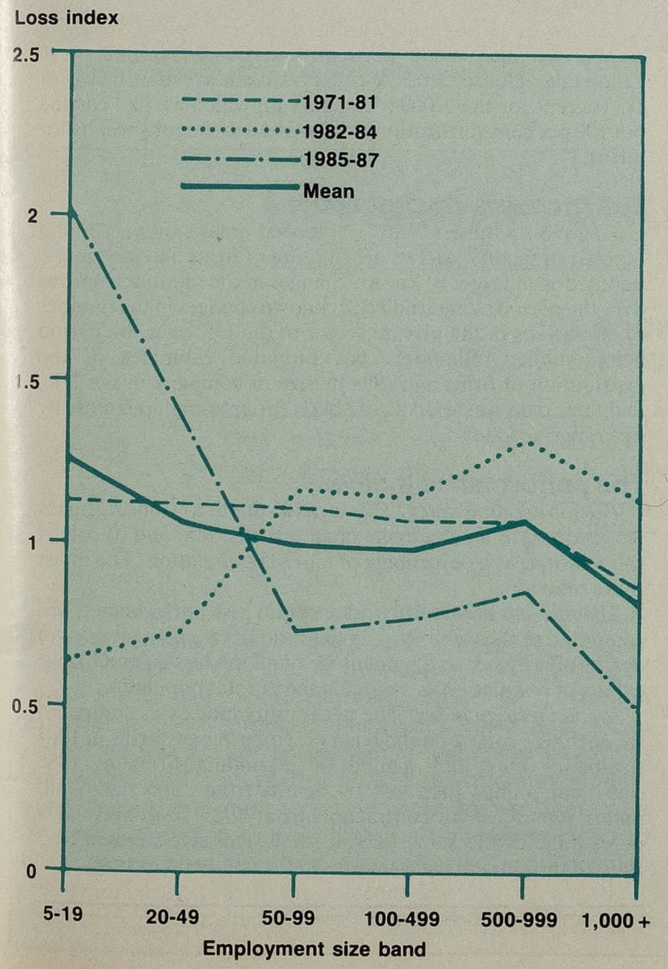
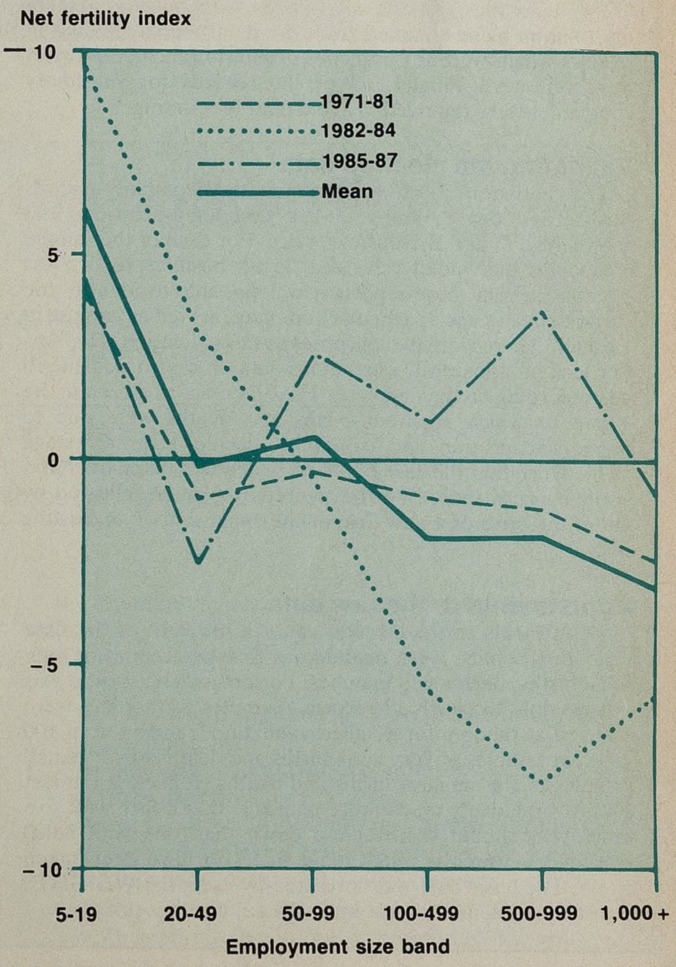


Figure 4 Net fertility indices



These overall patterns are in one sense not surprising, in that they are intuitively compatible with a stable size structure in the population of firms. Although several authors have propounded biological analogies of the growth of the population of firms, these do not stand up to close scrutiny. But what is clear is that, given that there must always be an inflow to large firms from small ones, sustained net job creation by large firms would lead to indefinite growth of the large firms sector.

It is apparent how the net negative behaviour of larger firms, and net positive behaviour of smaller firms is essential for the overall stability of the population, and at one level, cannot be seen in 'good' or 'bad' terms.

Although, over each time period, large firms have been net losers of jobs, it does not follow that there are fewer people working in large firms at the end of each period, as small firms may have grown to replace them.

The increase in jobs in small firms suggests that the process of concentration in British industry which has taken place this century[1] has now gone into reverse, and these changes need to be explored further.

For further details, and a copy of the full report (price £30 including postage), contact: Prof. Colin Gallagher, Department of Accounting and Management, University of Newcastle upon Tyne, Newcastle NE1 7RU (tel 091-222 6188). ■

[1] Prais, S J (1978) *The evolution of large industrial firms*. Cambridge University Press.

Technical note

Sorting and matching the files

The records on the database for 1985 and 1987 were sorted according to their DUNS number (a unique numerical identifier), and then matched. If there was a record with the same number in 1987 as in 1985, the data was placed in the 'matches' file. If there was a record with a particular DUNS number in 1985 and not in 1987, it was placed in the 'deaths' file. Conversely, if the DUNS number for a record existed only in 1987 and not in 1985, then the record was written to the 'births/enhancements' file. The births/enhancements file was then split according to the start-up date for the enterprise.

Cleaning the data

Three primary cleaning operations were performed on each of the data files. Firstly, all records with no employment information were removed from the database. Secondly, all records which were for branches of multi-branch enterprises were removed. Finally, all of the records for subsidiary companies were removed to avoid double counting.

Validating the cleaned data

The validation of a sample of individual company records was carried out by using on-line computer access to the commercial D and B Dunstel service. For each of the sample companies individually checked, a full business report was obtained. From these reports it was possible to identify the current state of each particular company, as well as its state in 1985–87. There were two purposes to this validation. One was to check on apparently anomalous data, in case it was due to mis-recording on the database. The other was to ascertain the extent to which apparent births and deaths were due to mergers/acquisitions and so on. It was decided at an early stage of the work that the case of a firm which was taken over as a going concern should not be treated as a death followed by either the birth of a new firm or the expansion of an existing one.

Adjustments to the raw data

Adjustments to the cleaned data, in the light of the data validation results, were made so as to take account of only 'real' births, deaths and matches. For obvious reasons, it was not possible to check all records. Samples of the data were selected at random for detailed validation, ranging from 100 per cent samples of very large births and deaths to very small samples of the smallest births and deaths (reflecting the fact that it is relatively much more plausible that a firm with five employees should simply close down than one with 5,000 employees, which is much more likely to have been taken over). The basic data was corrected by using the WEIGHTS transformation in SPSS to obtain the adjusted results.

File enhancement, and the lag between births and deaths

Our sample showed a 10 per cent fall in the number of firms in existence over the period, while we knew from other sources of data, such as the VAT statistics, that the number of firms had actually increased over this period. The explanation lies in our treatment of file enhancements. We excluded from the analysis any firm which was on the 1987 but not the 1985 file, but which had a date of birth prior to the end of 1985. Since there is inevitably some lag between a firm being created and being taken on to the database, this will tend to understate the number of births in the latter months of 1985. In contrast, there is no date of death recorded for firms which were on the 1985 but not the 1987 file, so that deaths in that same period would not be understated.

A theoretical analysis of this problem was carried out and a comparison also made between the D and B data, and Companies House data. A conservative correction factor of 1·2 (except for the 1,000+ category on which we had carried out 100 per cent verification) was applied to the jobs results for births.

The grossing-up procedure

To gross-up these results, we needed to take into account a number of factors: a) The distribution of firms and jobs in the population at large; b) known changes in the numbers of firms over the period being studied; c) known changes in the number of employees in the private sector in the UK over the period being studied. Bannock[1] has prepared estimates of the distribution of firms and jobs by size of company in the UK, and their data was used as the basis for grossing up factors by size range as follows.

The performance indices

The job creation index. This is made up of: a) Cohort (births + creations) as a percentage of all job creation, and b) cohort (population) as a percentage of all 1985 population. The index is the ratio a/b.

The job loss index. The index of job loss performance was computed in the same way, as the ratio of two percentages: a) deaths plus losses, as a percentage of all job losses, and b) size cohort of population as a percentage of total population.

Job net fertility index. The net fertility index was computed for each size cohort on the basis of: (jobs in new births in 1987 size-band, plus jobs gained in expanding firms in 1985 size-band, minus jobs lost by deaths from 1985 size-band, minus jobs loast by contraction from 1985 size-band) as a percentage of the same overall total. This is expressed as a ratio of the percentage total jobs in the size band in 1985.

[1] Bannock, G (1989) Department of Employment internal report, London.

Special Feature

Testing computer parts at ICL's Ashton-under-Lyne factory.

Personnel and the bottom line

by Andrew Mayo
Director of personnel, ICL Europe

This article shows how ICL put into practice the theory that the management of a business's human resources should be absolutely relevant to its results; that, is to do with performance and the bottom line.

It is routine for chairmen in their annual reports to acknowledge that nothing could have been achieved without "our loyal and hardworking managers and employees". Yet some people regard a personnel department as a largely unnecessary cost, and see a conflict between a lot of personnel ideas and initiatives and what we are really here for—making money. Somewhere there must be a role in the management of a business's human resources that *is* absolutely relevant to its results: a proactive, strategic role that is to do with performance and with the bottom line.

The views expressed in this article are those of the author and not necessarily those of the Department of Employment.

If managers were to ask themselves the simple question—"How do our people affect the bottom line?"—some quick answers might be:

- They are using their abilities in the interests of the business;
- they are trained and competent;
- they are well organised;
- they understand what the business requires;
- they understand what their job is;
- they stay with you when trained;
- they don't waste time and money;
- they care about the same things as you;

- they are creative and innovative and provide ideas better than competitors;
  and so on . . .

The professional personnel manager must surely have some impact to make on such issues; for it is in the professionalism and expertise of the personnel function that added value is given to the management of the organisation.

Here is a role statement that I think summarises it well, albeit a bit of a mouthful: "To acquire, motivate, gain the commitment of and retain capable people operating in an efficient and relevant organisation in such a way that the company achieves its business goals."

There have been many erudite articles concerned with business strategy, environment, culture and how HR strategies fit into them. But how many times do they get down to the hard practical issues of 'what does it all mean?' In this article I intend to be low on theory and high on practice, and to share some of the thoughts and experiences we have developed in the STC Group, particularly in the information technology subsidiary, ICL—to demonstrate some of the ways we have tried to make HR management processes fully supportive and relevant to the needs of the business, today and tomorrow.

Strategy

In the early 1980s ICL completely reset its business direction and strategies. Its mission was defined as "ICL is an international company dedicated to applying information technology to provide profitable high-value customer solutions, for improved operational and management effectiveness." Some of the implications in these words represented a significant shift in our thinking, and some clear business strategies were laid out to support the mission (for example, a focus on specific markets, and collaboration with others) which have since been followed consistently. Two key objectives were: to build geographical strength as a major European player in information technology, and to be known as a systems integrator with a reputation for quality.

Problems

This was all very well, but at the beginning of this decade ICL was just not the sort of company to deliver this strategy. Some very fundamental shifts were needed in the way the company thought and acted.

It was the managing director who perceived that the culture of the organisation was getting in the way and that it would beat him if something was not done. A more subtle approach than confrontation and autocracy was needed. The strategic thinking had to be integrated with an organisational capability that would match the changes.

The company (which means the *people* in the company, of course) needed to move from being technology-led to marketing-led; to cease being totally tactical and to think and plan more for the longer term. It needed to become much more concerned about the external environment rather than worry about its internal issues at the expense of customers. It needed to move away from trying to do everything, into specialised target markets.

It needed to discourage parochialism within its ranks, and instead to engender a sense of company commitment; to become less procedure-bound and to encourage innovation and open-mindedness; to move from a UK export mentality to become a true global competitor in its niche markets.

But, in the early 1980s, although the company had a new strategic vision and knew it had to change, it had a legacy of values, beliefs, ways of doing things—partly due to its multi-merger history—which prevented a quick response to that vision. It urgently needed a purposeful approach to changing direction in terms of the 'mindset' of all its people.

Sales manager Sue McLaren-Thomson briefs some of her area managers.

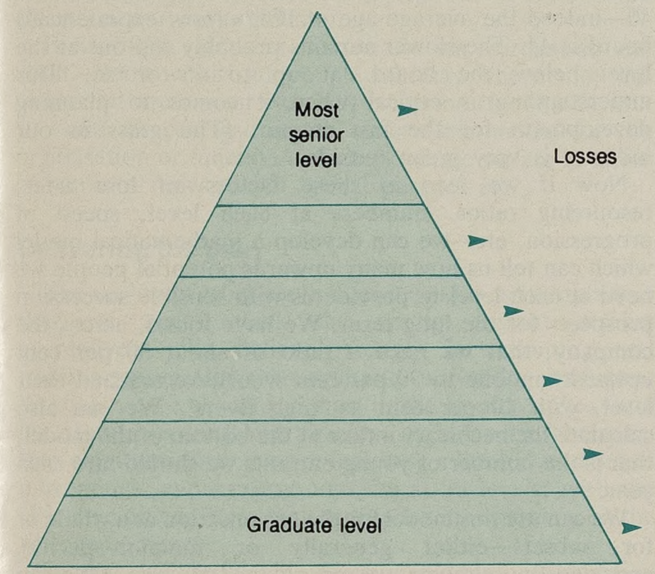
First step

As a start, we believed there was a need for an explicit and common statement of values, so in 1982 this was prepared and fully publicised to all staff as *The ICL Way*. On the front cover was the statement "The Way We Do Things Around Here".

Inside were a set of *commitments* for all staff and *obligations* for managers, designed to set out literally the way that ICL wanted to run its business. It was greeted with a predictable mixture of support and cynicism, but it was the beginning of a completely new cultural framework.

The symbolism of publishing such a document was probably more important than the detail of the words. The set of seven commitments provided a backdrop—a reference and guide for activities within the company. It was a signal of interest, a statement of the environment we wanted, but not enough in itself to create that environment.

Figure 1 Resourcing an organisation for the future



Achieving total cultural change
Managment vision and determination

So what is need to achieve the reality of change? I find the simple model of three interlocking circles very helpful (see *figure 1*). In the first is 'Top Management Vision and Determination'. A truism always worth repeating is that organisations take their cues from the top management. They are the symbols of 'what counts', the most critical role models. How many examples in the 'Excellence' books are of companies shaped that way by the vision of a leader? In ICL we were at the starter's line—this whole programme was *initiated* by (not sold to) the top.

Education and communication

The second circle is 'Education and Communication'. Everybody has to *understand* why we are doing what we are doing, to know why they have to shift their thinking. At a time when many companies were still saying: "Training is a postponable expenditure," we had commissioned major educational programmes. Entitled 'Core Management Development Programmes', their objective was to communicate the strategic vision *and* the rationale behind it to all managers in ICL; to reinforce the values of *The ICL Way*.

The four levels in the programme were: strategic management at the top level; business management at level three; work unit effectiveness at level two (for first line managers); and then, for new managers, management induction. On to this core could be grafted individual or sub-group training needs and solutions.

Level four was particularly significant, as it was aimed at that group of managers who never feel they need or have time for training. The managing director insisted that the Board attended—and they did—a one-week event studying global competitiveness, strategic resourcing and organisational options, with world class tuition and time to apply the learning from case studies to real ICL issues.

So these core programmes began to address our overall management capability. At the same time we introduced a Marketing programme. Using Insead's MARKSTRAT Model, and working with professors from Tulane University in the US, we instituted a six-part course in professional marketing to introduce the vital element of customer focus.

More recently we have commenced a third major cultural education programme for all employees, based on 'quality as a way of life', again in support of a major business objective: that the company should become known for quality and reliability.

No-one could be in any doubt that top management was serious. After all, never in the history of the company had the Board not only backed such a training programme, but actually attended themselves; nor had it ever been the case that any programme was mandatory for managers. There was (and is) no doubt about the credibility that the programmes attracted, especially and significantly at the senior levels.

Structure and processes

The third circle I would call 'Structure and Processes'. You can help people to think differently but if you maintain the old processes, the cement of the organisation, you will soon crush the brave new world. You cannot tell everybody about strategic management and then appraise them only on this quarter's revenues. Existing processes, structures, systems must all be re-examined, and new ones created to support the new directions.

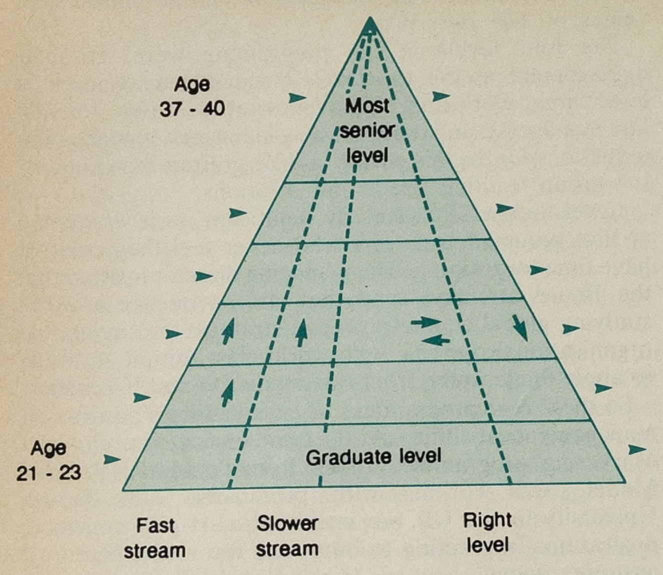
Impact

The work we have done on culture has had a particularly interesting effect. It has brought home to all our managers the stark realisation that organisation capability is a prime source of competitive advantage in our fight for market share. And this has helped to get the human resource objectives on the agenda for real. It is pointless a personnel function working in a quiet corner on human resource strategies if they are not intimately connected with the business objectives, and bought into by line managers in a very active way.

Looking at the human resource challenges for the company in the '80s and '90s, we developed four principle impact areas for the human resource function within the company. I claim no particular originality for them. They did, however, form a basic blue-print for all our activities within the personnel function during the '80s.

First, the ability to plan our manpower and its costs. Second, and very obviously, the delivery of that plan. Third, the creation of an environment that encourages

Figure 2 Resourcing an organisation for the future



optimum performance from the skills that we have acquired and developed. Finally, the creation of an organisation framework which will enable well motivated, properly skilled people to contribute most effectively to the company's business.

Planning

The medium-term future for labour supply/demand in the industry in which our company operates is not good. Companies that are going to win and prosper in the next decade are those that have made the right investments in planning their manpower to support future years—and decades—of business. And not only planning manpower but planning manpower costs.

We use a simple way of categorising manpower—in broad occupational categories—and have ensured that these can be coded and analysed through a computerised personnel information system. We have introduced a simple approach to short-term manpower planning and insist that manpower plans, which properly comprehend not only absolute manpower levels but manpower flows through the organisation, form an integral part of the business plan submission for each line unit. These, together with relevant productivity ratios, are reviewed and action taken as a result of the reviews.

The numbers game is not enough. We need to match the business plan to the skills required. We also need a constant picture of our capability to develop managerial talent to run the business of the future. So we are frequently assessing the skill-profiles of what we have against what will be needed in order to run the business of the future, and setting up training programmes to match.

How do we make sure that we have got sufficient long-term resourcing and succession to meet our future business needs? We lose and hire people at all levels. There are questions we need to be able to answer. For example, what is the state of our succession both short and long-term? What are our loss rates—particularly of good people? What is the balance between internal and external sourcing? How many young entrants should we be recruiting and training? How many high flyers do we need for a healthy organisation and how many can we accommodate? Who are they and how should we progress them?

For our particular organisation it is extremely unusual for people to get promoted significantly if they are not graduate entry level; and; therefore, if you think of an organisation as pyramidal (see *figure 2*), we can effectively take graduate levels as the bottom tier—this being the major entry into the organisation. From each subsequent level upwards there is a loss rate, and the first question we have to ask is what percentage of these losses we would like to resource from inside or outside?

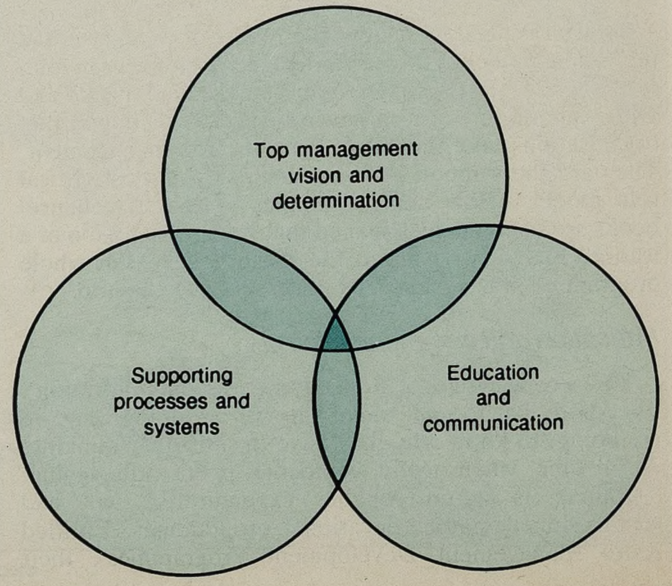
Now in some companies the answer is 100 per cent from inside for senior levels, because the policy is promotion from within. For our own organisation, however, we believe in a percentage of people coming from outside; but the problem about those coming from the inside is: where are they coming from? If you divide the pyramid vertically you will find a proportion of people who still have potential upwards mobility, both fast and slow, and those that have reached their maximum level (of which there are two categories—those that still have lateral development potential and those who are the round pegs in the round holes); and lastly there is the stream which conforms to the Peter principle: those who have been over-promoted.

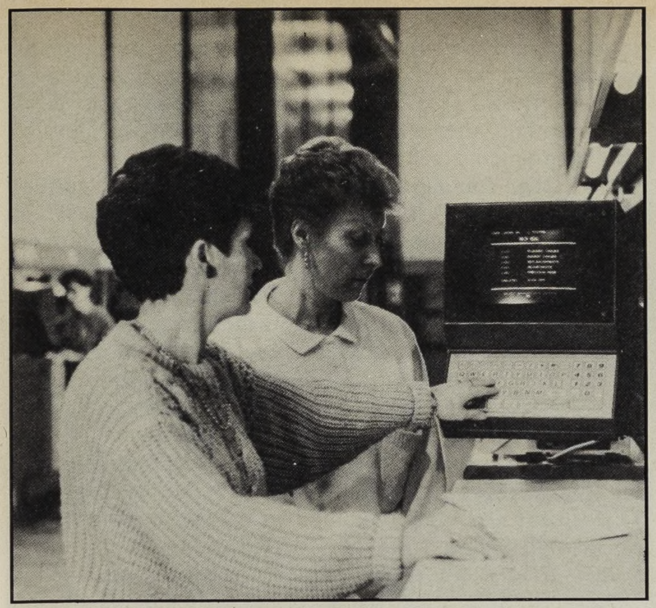
Age is important here too. With the high flyers, we need to think about direction *and* speed (*figure 3*). In our industry the real high flyers make the top level before 40—indeed the average age of ICL's (now experienced) board is 44. The slower streams probably top out at the level below the board, at up to 45 or so. This understanding is critical when it comes to planning development for the fast stream. (The grass in our industry is very green outside).

Now if we feed in these factors—of loss rates, resourcing ratios, numbers at each level, speed of progression, etc—we can develop a mathematical model which can tell us how many upwards potential people we need at each level to provide us with sensible succession prospects for the long term. We have found, across the company, that we need a ratio of about 30 per cent upwardly mobile to 70 per cent who have reached their level, with 10 per cent as 'high flyers'. We can also calculate the necessary intake at the bottom of the model, that is the number of young entrants we should hire each year.

We can use this model for the organisation as a whole or for subsets—either generally or function-specific, provided the numbers are more than 100 or so. (We can

Figure 3 Achieving a culture change





Training in warehouse mechanisation.

also feed growth or reduction numbers in to look at the effect on our requirements).

Given this, we can undertake an 'organisational audit'—look at all our people and say where they are today and what is our current perception (for that is all it is)—and we can also match against our model for the organisation or function and check where we are in terms of ratios of upwards to lateral people, etc.

Delivering the plan

The reality of working in a scarce-skills marketplace is that we must attack the young entrant market aggressively. We believe strongly in recruiting and training young entrants—primarily university graduates. We believe we get a head start in the loyalty stakes (and the economics are favourable also on balance). There are four elements: First, we are targeting a limited number of universities, encouraging contacts at all levels, with the objective of creating a high profile for the company on the various campuses.

Second, we are seeking to acquire a major proportion of our graduates through sponsorship. Experience has shown us that not only do we get a better conversion rate of offer to acceptance from sponsored students, but the speed with which these people become effective is markedly superior.

Third, we have recognised that the earlier you attract people the better, and our efforts have now extended to partnerships with schools. Through attendance at traditional careers fairs, provision of industrial governors, work-shadowing programmes and so on, we are encouraging contact with key schools in every UK location where we have a major facility. A deputy headmaster from a major comprehensive school on secondment into the company has helped us develop our thinking in this area.

The fourth strand of our approach is a Eurograduate programme. With the thrust that the company is making into Europe in the shadow of 1992, and the pressure from young people themselves, we must build a future resource that does not have national borders embedded in its attitudes.

We are, therefore, recruiting graduates of European universities for initial training in the UK and then deployment back to the ICL country of operation concerned. We are also recruiting nationals of European Community countries, who have studied either in the UK or at home, for permanent employment here in the UK. Both these programmes help provide a wider base for an increasingly flexible and international workforce.

An important aspect of delivering our manpower plan is to develop what we have. This includes:

- Objective performance assessment from our managers (setting and reviewing world-class standards of performance);
- development of our specialist resources through technical career structures (making sure that technical specialists have a parallel progression path to management); and
- a belief in career management, built around the concept of an aiming point for every employee. This aiming point is regularly reviewed and the company actively participates in identifying and providing career building blocks towards that aiming point.

New challenges

Our creed here is based on the belief that people learn and develop by being given new challenges, new job opportunities and new environments. We have introduced two very important processes which help us.

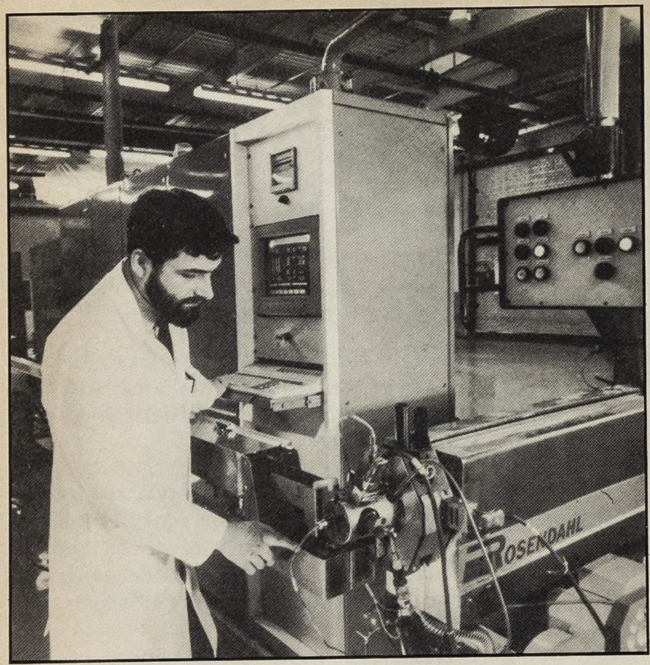
The first—the Organisation and Management Review—is a cascaded review process, integrated with our quarterly business reviews. It begins at the centre of the company, where the chief executive reviews each of his divisional directors in turn, looking at the strength of their organisation, their management resource, their organisation development plans, and so on. The 'OMR' is a discussion forum where views and opinions are shared and general directions determined.

The second forum we have introduced—the Executive Review Panel—is a sub-committee of the board which, meeting monthly, looks at specific actions in the development and deployment of the top 200 senior managers in the company. The concept here is that these people are a company resource and not a divisional resource, and their deployment must be in the broader interests of the company.

It's an interesting reflection on the value of these two processes that directors of other major line units within the STC have installed similar processes now in their own parts of the organisation.

Another major aspect of the strategy area 'delivering the plan' is to gain competitive advantage in the marketplace through new skill-acquisition methods. Without echoing too loudly the White Paper *Employment in the 1990s*, we have been looking at the opportunities for using that vast untapped pool of skilled resources—married women with families—more effectively. ICL has in excess of 300 homeworkers working in software, technical authorship and allied activities, and is looking to extend this pool. Our experience of using these sorts of skills in this way now extends over a number of years, and although some of the management techniques are a little different, we have found this group of people to be stable, highly productive and well motivated. It is also interesting to see a number of male employees opting for homeworking.

As quality of life and skill shortages become more pronounced factors, the company's flexibility in this area



Manufacturing optical cables.

could be a key differentiator in winning the battle for scarce skills. ICL is also actively participating in the 'Women into Information Technology' programme under the auspices of the Department of Trade and Industry.

Appraisals

The processes described so far may be seen as having been set up to help management manage better and they are strongly supported by Personnel. However, a cornerstone of so much involved in human resources is the responsibility of each manager for performance review and development of the individual.

It has always been a requirement to do appraisals in ICL but, like many companies, we have struggled to make sure everybody has one. Many schemes grew and blossomed.

For reasons I shall explain shortly, ICL decided to tighten its approach through a major programme called 'Investing in People'. This consists of a consolidated handbook for managers, detailing—to a defined standard—the requirements and processes that all managers should follow to undertake their responsibilities as people-managers. Starting with objective setting (on which there is strong emphasis), performance appraisal and pay, and moving on to developing individual capability and the induction and training of the new recruit, the programme is comprehensive and backed with appropriate skills training for managers. It is built on the cultural values of *The ICL Way*, and has gained high acceptability with line managers.

Finally, in this section, we have used our executive incentive plans to reinforce key messages about 'what counts' for line managers in human resource development. By having a threshold on appraisal completion (not done, no bonus), we achieved remarkable results! (This was the chairman's idea, not ours . . .)

Motivation and commitment

Motivation and commitment is all to do with creating the right environment. Planning the people you need—and doing something about acquiring them and developing them—is fine, but our efforts would be dissipated if the environment in which we ask our people to work is an inappropriate one. We have been working to address three areas of environment: the managerial environment, the reward environment and the physical environment.

On the managerial environment, our cultural statement—*The ICL Way*—places great emphasis on teamwork and issues of leadership. But much broader than this, our strategy has been based on giving the manager the authority and the accountability to be the company as far as his or her subordinates are concerned. We have moved strongly to decentralise authority, and increase freedom and flexibility where possible.

'Investing in People', provides a framework within which our managers can operate with confidence. One of the major obstacles to managers in creating the right environment was inadequate access to the reward tool. Historically ICL has bargained with trade unions up to a fairly high salary level—£24,000 per annum in today's values—and this took away from managers much of the freedom to determine the pay of those they managed, and to relate it to performance.

We decided to change this and since 1986 have been operating a 'pay for performance' policy. Coupled with our objective-setting and appraisal programmes, this has positioned the manager-subordinate relationship as the focus of attention and effectively removed the intervention of a third party in the relationship.

A second element of our reward strategy—at least so far as our managers are concerned—has been a progressive introduction of executive incentive plans; these focus not only on the financial achievement of the company but on the achievement of a selected sub-set of the annual personal objectives. This system balances achievement of hard financial numbers with some qualitative measures on how managers have performed. As mentioned above, it has the facility to incorporate 'thresholds' on achievement of a significant corporate objective.

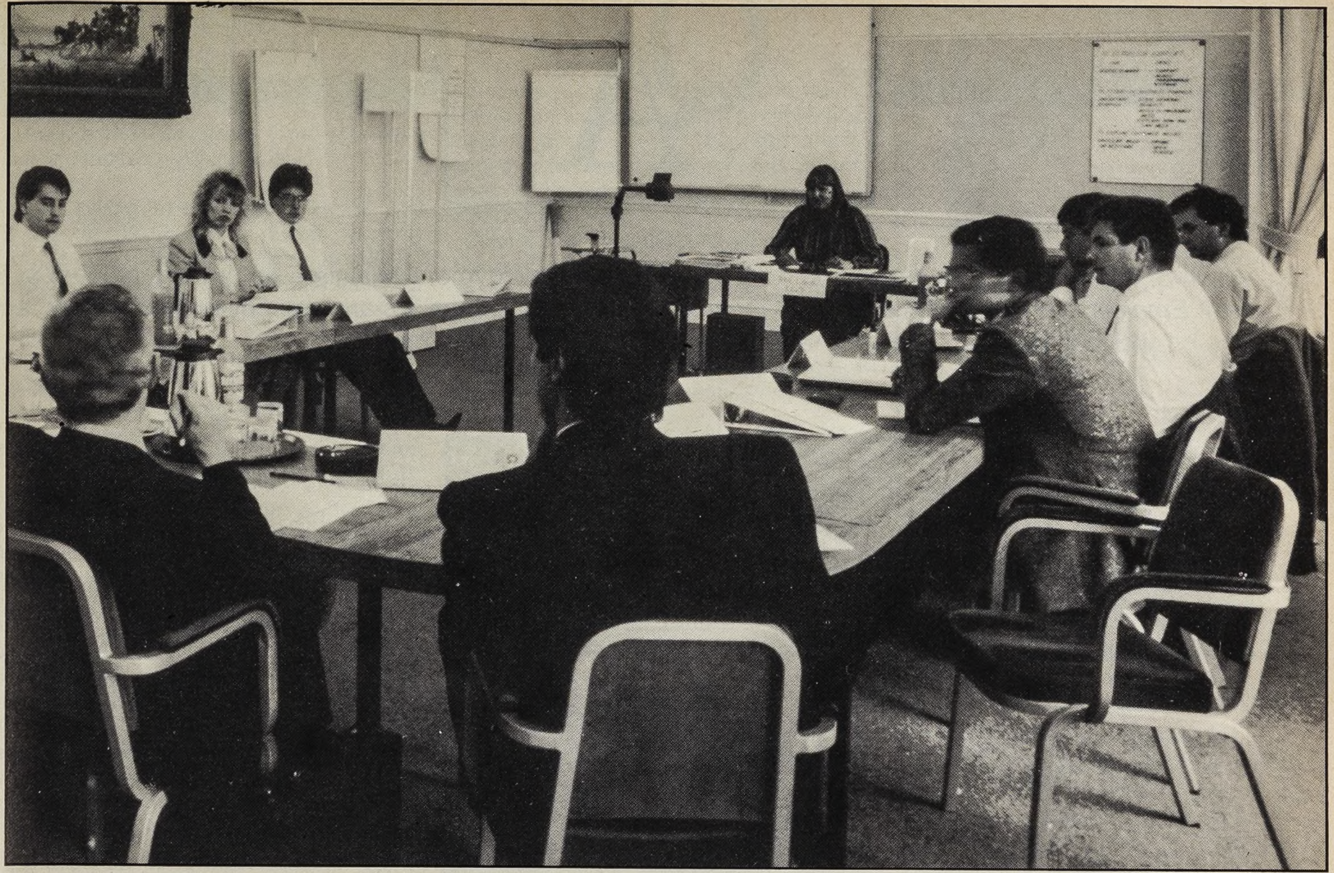
In the area of physical environment, we have been doing much to upgrade our accommodation to twentieth or even twenty-first century high technology standards, and to instill in our managers a sense of housekeeping so as to maintain the accommodation.

Lastly, we place tremendous weight on employee opinion surveys to measure the pressure points and the progress—or otherwise—from the previous year. Using 70–80 questions, we test issues of pay, motivation, development and views about the company; and it is a significant stimulus to direction, emphasis and executive incentive.

Organisation

Planning our organisation as an integral part of our business strategy has been achieved through the Organisation and Management Review already mentioned. The message is now clearly instilled in our line managers that no business plan is complete without an organisation plan covering structure, skills and issues of management process.

Organisational change now is progressive rather than a step function, and we have learned to accept change as not only a way of life but something to be welcomed and sought. The management of change has been high on our priority list and we have run countless workshops for managers, helping them work through issues of change in their own departments and take the threatening element



ICL's European programme manager, Val Long, conducts a training session for sales personnel. Training is focused strongly on the company's business plan.

out of change. 'Change will manage you if you don't manage it' is the philosophy.

Summary

Our success, such as it has been, is due to two main ingredients.

First, a number of factors in the general style of business management in the company: we have developed a clear cultural framework which, inter alia, emphasises the importance of the human resource; we have a board committed to that culture, and with the guts to make the 'big bets', even when the going is tough; we have clearly articulated strategies—where we are going—both for business and for the matching HR strategies; and our HR planning and review have been tightly integrated with the business planning and review process.

The second ingredient concerns those factors which help make the HR function itself effective: clear strategies for human resources are a 'must', but there also have to be a demand and expectation that the function is in close touch with the direction of the business—its contribution must be high value-added.

At the end of the day the human resource function is all about INVESTMENT. It is about choices and decisions on where to spend money for the future. This applies as much to pay as it does to resourcing, training and development actions.

Our bottom line results have been very encouraging. We have shown a steady growth in profit and in turnover in the recession, particularly through 1986–87 when a number of companies in our industry suffered quite badly. Return on capital employed is one of the most respectable in the industry.

There is no doubt about Personnel's contribution to the bottom line—and I have not even mentioned the obvious, established ones like effective recruitment and pay planning. Improving the organisation performance is a permanent challenge for HR and I recognise that we have been fortunate in having a top management that has driven many of the changes and has recognised their contribution.

Nevertheless I cannot stress strongly enough the importance of a human resource function that thinks strategically and is able to express its strategic vision clearly.

You cannot deliver a programme like this without well motivated and extremely professional HR personnel who are prepared to be agents of change, to take some risks, and to see themselves as businessmen and businesswomen making THEIR contribution in the effective management of human resources. ■

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Questions in QA Parliament

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

Department of Employment Ministers
Secretary of State: **Michael Howard**
Minister of State: **Tim Eggar**
Parliamentary Under Secretaries of State:
Patrick Nicholls and Lord Strathclyde

Health and Safety

Marjorie Mowlam (Redcar): asked the Secretary of State for Employment what plans he has for increasing the number of Health and Safety Executive construction inspectors.

Michael Howard: The Health and Safety Executive has extended its objective of having 100 inspectors regularly engaged on the inspection of construction activities nationally by 1990. This number will be maintained. The HSE has no plans to increase the number in 1990 but the position will be kept under review.

(January 16)

Michael Howard

Training and Enterprise Councils

Hilary Armstrong (North West Durham) asked the Secretary of State for Employment how his Department intends to avoid preferential funding by TEC members in organisations in which they may have an interest.

Michael Howard: Every TEC's memorandum and articles will contain a clause requiring a director to refrain from voting on any matter in which he has an interest.

TEC's plans will be scrutinised to ensure they reflect market needs and they will contract on a competitive basis for training and enterprise services.

Furthermore a TEC will publish an annual report of its performance against its plan.

(January 16)

Ieuan Wyn Jones (Ynys Mon) asked the Secretary of State for Employment if he will make a statement on the progress being made to establish Training and Enterprise Councils.

James Paice (South East Cambridgeshire): asked the Secretary of State for Employment, how many proposals have been made to the National Task Force for the establishment of Training and Enterprise Councils; and how many have been accepted for development funding.

Michael Howard: With permission Mr Speaker, I will answer these questions together.

I am able to announced today that a further seven Training and Enterprise Councils have been awarded development funding. This brings the total number of TECs to 51, just ten months after the initiative was first launched.

(January 16)

European Social Fund allocation

Quentin Davies (Stamford and Spalding) asked the Secretary of State for Employment if he will make a statement on allocations to the United Kingdom by the European Social Fund for measures for the long-term unemployed and young people in Great Britain for the period 1990 to 1992.

Tim Eggar: Having obtained the agreement of the British government, on December 20,1989 the Commission of the European Communities made its decision on European Social Fund allocations to the United Kingdom for training and employment of long-term unemployed people and of young people under objectives 3 and 4 of the Community's sructural funds. The decision is contained in the Community Support Framework, a copy of which will be placed in the Library.

The priorities of the Community Support Framework will guide the allocation of 1,025 million ecu (approxiately £782 million) made available by the Commission under these objectives of the Fund for the three years 1990–92. This is the highest allocation to any member state and represents 24·8 per cent of the budget which the Commission has distributed.

The Commission has yet to take decisions on allocations to particular programmes.

(December 21)

New ESF arrangements

John Battle (Leeds West) asked the Secretary of State for Employment if he will make a statement on the parameters now used to determine the allocation of European Social Fund money.

Tim Eggar: Under the new European Social Fund arrangements the Commission determines the amount to be allocated to the member states and decides on the application submitted earlier this year. The regulations on priorities for the scheme were agreed by all member states within the Community. In addition, the Commission have issued guidelines on those elements of the fund to support measures for the long-term unemployed and young people, which they have said they will apply in assessing applications for support. These regulations and guidelines have been widely circulated to all interested parties. This week the Commission published its Community Support Framework for four of the five objectives of the Funds. They set out the priorities that the Commission and member states will adopt in assessing applications for support in the UK.

(December 21)

Labour and Social Affairs Council

Michael Brown (Brigg and Cleethorpes) asked the Secretary for Employment if he will make a statement on the outcome of the Labour and Social Affairs Council meeting held in Brussels on December 30.

Tim Eggar: In the field of Health and Safety at Work the Council formally adopted three directives. These provide for minimum standards of health and safety for the work-place, for the use of work equipment and the use of personal protective equipment by workers at work. In addition a common position was reached on a directive dealing with protection of workers from risks relating to exposure to carcinogens at work.

A draft résolution on the setting up of a European employment survey was also adopted; as was a proposal allowing the Commission to negotiate on behalf of the Community at the International Labour Organisation on certain issues.

The Council continued its discussion of the proposal for a Technology Training Programme (Eurotecnet) following amendments by the European Parliament with a view to its adoption at an early future meeting of the Council. Also in the field of training, the Commission outlined a proposal for a programme on continuing training throughout working life; and there was a statement by the Presidency on the need for training measures to combat female unemployment and promote equality of opportunity in the labour market.

The Council heard an oral presentation by the Commission on the proposed Social Action Programme to implement the social charter. There was also an oral presentation by the Commission on the worker participation proposals in the draft European Company Statute.

(December 19)

Actions to encourage small and medium-sized businesses

Michael Grylls (North West Surrey) asked the Secretary of State for Employment if he will list the actions taken by the Government since December 31, 1988 to encourage small and medium-sized businesses.

Tim Eggar: In 1989 the Government continued its efforts to create and foster a climate in which small businesses can flourish and to provide incentives for enterprise by minimising the burdens of taxation, regulation and red tape.

Last year's budget raised the small companies' profit limit for Corporation Tax, the limit for marginal relief and the VAT registration threshold. The Companies Act 1989 enabled private companies to opt out of certain provisions of the Act which are of concern only to shareholders, by means of unanimous written resolutions and the agreement of shareholders.

In November 1989 improvements were announced in the conditions of the VAT cash accounting scheme, widening eligibility for small businesses.

Two booklets promoting good purchasing practice and equal opportunities in Government procurement for small firms were launched—"*Think Big, Buy Small*", aimed at Government purchasing officers, and "Tendering for Government Contracts".

There was a high level of demand for the Government's services to small firms, showing that they meet a real need. The services generally are described in the new Report "*Small Firms in Great Britain*" issued by my department last December. In 1989 the main developments were:

- the launch of Business Growth Training, a major new package of training available for small business managers and their staff;
- improvements to the Enterprise Initiative, including greater flexibility under the Consultancy Initiatives, the re-launch of the Export Initiative, the introduction of the 'Managing into the 90s' programme, and a second Small Firms Merit Award for Research and Technology (SMART). A special Action Guide to the Single Market for the smaller firm was also issued; and
- an increase in the limit for loans under the Loan Guarantee Scheme.

In addition the 1989 Employment Act has prepared the ground for the introduction of Training and Enterprise Councils. They will be responsible for the delivery and development of training and other support services for small businesses and will be able to ensure that these meet the needs of local business communities.

(January 16)

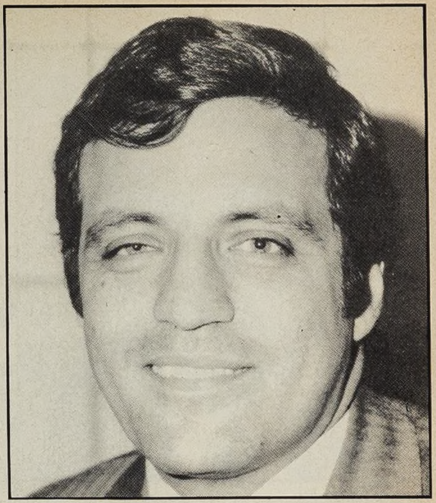
Job Interview Guarantee Scheme

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what progress has been made on the Job Interview Guarantee Scheme; how many claimants and employers have become involved; how many claimants and employers have participated in the work trials on offer; and if he will make a statement.

Tim Eggar: The Job Interview Guarantee was formally launched in 20 pilot areas in November 1989. The latest available information is that 1,088 individuals and 258 employers have participated in the initiative. So far two employers have signed agreements to participate in work trials, although many employers have indicated their interest in taking part, and two individuals are currently participating in them.

The progress of the pilots has been encouraging. 473 people have been placed in jobs so far. Almost 60 per cent of participants in Job Preparation Courses have found employment.

(January 15)



Tim Eggar

Factory Inspectors

John Evans (St Helens North) asked the Secretary of State for Employment how many factory inspectors are currently employed by the Health and Safety Inspectorate; and how many were employed in the same month of 1979.

Patrick Nicholls: On 1 January 1990, 624·5 factory inspectors were in post in the Health and Safety Executive. On 1 January 1979, the total was 709·5.

(January 15)

Youth training

David Hinchliffe (Wakefield) asked the Secretary of State for Employment what action he is taking to prevent YTS trainees being forced by employers to work overtime.

Patrick Nicholls: Under the terms of the YTS contract the attendance of non-employed YTS trainees for training is subject to a maximum of 40 hours per week, taking one week with another and excluding meal breaks. Attendance outside those hours is entirely a matter for negotiation between the training provider and the trainee, but cannot be required as a condition for the provision of training.

The maximum hours of attendance for employed trainees are determined by their contracts of employment.

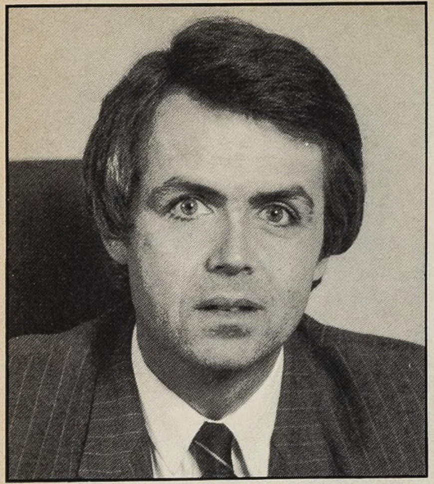
(December 11)

Disputes

Ronnie Fearn (Southport) asked the Secretary of State for Employment, if he will estimate how many working days have been lost in disputes for a shorter working week in the last 12 months.

Patrick Nicholls: In the 12-month period ending October 1989, 15,000 working days were lost through disputes about basic working hours.

(January 16)



Patrick Nicholls

Older workers

Emma Nicholson (Torridge and West Devon) asked the Secretary of State for Employment what further measures he will introduce to encourage employers to recruit people over 50 years of age; and if he will make a statement.

Patrick Nicholls: My department is taking a range of steps to encourage employers to recruit people over 50 years of age, including publicising the implications of the declining numbers of young people, questioning upper age limits on vacancies notified to jobcentres, and making all adult employment and training programmes available to people over 50. There are no current plans to introduce further measures but the position will be kept under review.

If employers in the 1990s are to deal with the consequences of demographic changes, it will be essential for them to utilise fully the talents of people over 50.

(January 16)

Employment Training

Malcolm Bruce (Gordon) asked the Secretary of State for Employment. If he will make a statement on his department's 100 per cent follow-up survey of Employment Training.

Patrick Nicholls: The latest results from the 100 per cent follow-up survey of Employment Training (ET) leavers show that 58 per cent of trainees completing their agreed training went into jobs/self employment or further full-time training/education. This is clear evidence that the programme is playing a major role in helping unemployed people to get back into work.

(January 16)

William O'Brien (Normanton) asked the Secretary of State for Employment what provision is made to help people taking government Employment Training in computer courses to undertake training at home; and if he will make a statement.

Patrick Nicholls: Where appropriate trainees may, with the agreement of the training manager, undertake training in computer skills at home. Where computer equipment is needed for people with disabilities, there is help available through the Special Aids to Employment scheme.

Within Employment Training there is also provision for higher level information technology skills courses specifically for women returners. In some cases where training is home-based office equipment and computers can be made available on loan.

(December 21)

Adult training

Alfred Morris (Manchester, Wythenshawe) asked the Secretary of State for Employment what special funding arrangements there are to cater for the needs of people with disabilities participating in the Employment Training Programme.

Patrick Nicholls: Additional funding is available to meet the special training needs of people with disabilities, where these arise, as follows:

(a) the necessary cost of providing special equipment, adaptations to premises or equipment, and, for the sensorial impaired, communication services.

(b) variable supplementary grants—up to £40 per week per trainee—for places involving higher-cost training (including, but not exclusively for, people with disabilities).

(c) the necessary cost of creating an individualised training programme for those for whom, because of the effects of their disability, existing contracted training places would be inappropriate. This facility is known as Special Training Provision (STP).

(d) the necessary cost of providing a residential training place where this is deemed appropriate.

(December 19)

Ian Twinn (Edmonton) asked the Secretary of State for Employment what percentage of the adult workforce currently receives some form of training: and if he will make a statement.

Patrick Nicholls: In 1986–87 it is estimated that 48 per cent of employees received some job-related training from their employer. More recent figures from the *Labour Force Survey* show that in the spring of 1988 12 per cent of all economically active adults were taking part in job-related training in the four weeks prior to the survey, an increase from 8 per cent in 1984. It is vital for our international competitiveness that this upward trend continues. The primary responsibility lies with employers, with the new Training and Enterprise Councils to take the lead in promoting training locally.

(January 16)

Work of the NCVQ

Keith Mans (Wyre) asked the Secretary of State for Employment if he will make a statement on the progress of implementing the National Vocational Qualifications framework.

Patrick Nicholls: The council's task of rationalising and reforming our vocational qualification system is well under way. Over 165 qualifications have now been accredited within the first four levels of the new National Vocational Qualifications framework.

In discussion with relevant professional bodies, the council has also begun to prepare the ground for extending its work to higher level qualifications.

Details of the council's work are contained in its annual report, a copy of which is in the library.

(January 16)

Trade union ballots

David Harris (St Ives) asked the Secretary of State for Employment what representations he has received about the Code of Practice for trade union ballots for industrial action; and if he will make a statement.

Patrick Nicholls: Over 50 responses were received on this draft Code of Practice during the public consultation period which followed its publication in November 1988. A modified draft was laid before Parliament last year, and the next stage is to seek approval by resolution of each house.

(January 16)

Lord Strathclyde

Social Charter

Lord O'Hagan asked Her Majesty's Government whether they consider the Social Charter agreed at the Strasbourg summit to be applicable in the United Kingdom.

Lord Strathclyde: The United Kingdom Government was unable to support the proposals for a charter of fundamental social rights of workers at the meeting of the European Council in December in Strasbourg. The charter is therefore not applicable in the United Kingdom.

(January 10)

Topics

Staff counselling takes off in government body

The Commission for the New Towns has revealed the initial success of its Employee Assistance Programme, a scheme to help employees cope with their problems through counselling. An import from the United States, EAPs hold an attraction for employers by tackling problems which negatively affect work performance. The CNT is the first government employer in Britain to travel the EAP road.

"As the Commission approaches a period of considerable organisational change, with the additional stresses this places on staff, we feel it is essential that all our employees know there is somewhere they can turn with any kind of personal problems," said David Woodhall, CNT's chief executive.

"It is early days yet to judge the benefits of the scheme for the Commission, but I am convinced that this is an investment in staff welfare which will reap increasing dividends."

Take-up rates by CNT staff have been higher than expected, with 4.3 per cent availing themselves of the service since it was instituted in June last year. This compares with

Whitbread's brewery at Marlow-Whethereds where an Employee Assistance Programme was established.

an average start-up figure of 2–3 per cent in the USA, where the usefulness of EAPs has long been accepted by employers.

The counselling service for CNT staff is provided by FOCUS, a specialist occupational counselling firm in Hertfordshire, which began to promote the programmes in Britain in 1988. Its first EAP client was Whitbread Brewery, which is in the process of extending the programmes to all employees after a pilot project which ran from October 1988 to June 1989 confirmed that the demand was significant. There, 5–6 per cent of staff to whom it was made available came forward for help.

Those wishing to use the scheme simply call a freefone number which gives them access to a counsellor. The service is completely confidential. Work-related issues, financial difficulties and marital breakdown were the most common cases among CNT callers. An example of someone who was helped at Whitbread is a worker with an alcohol-related problem, on the point of being dismissed, whose attendance, time-keeping and attitude are now back to normal.

According to Graham Pitts of FOCUS, EAPs are difficult to cost but run at around £20–£35 per employee per year for over 1,000 employees and at £11–£12 per head per year for over 6,000 employees, depending on the level of service requested.

Similarly, the rate of return is difficult to assess but in the USA the figures quoted are normally $2–$16 for every $1 spent. "It takes three to four years for meaningful statistics to be compiled," said Pitts.

Estimates indicate that up to 10 per cent of any workforce have problems severe enough to affect their performance at work and this can cost employers up to 25 per cent of employees' salaries through sick leave, absence, increased accidents, inefficiency and poor judgement. □

Personnel practices affected by 1992

Most companies taking part in a London School of Economics study on personnel practices in the run-up to 1992 showed they were far more concerned about increased product and labour market pressures than by the Social Charter or other European social legislation.

As might be expected, those firms adapting their policies in anticipation of the single European market already sell to other European countries and have strong links with the Continent.

Language tuition is to be incorporated into training and development activities in over half the companies participating in the study, while 21 per cent already have a policy of recruiting UK personnel with EC language skills. This policy is to be introduced by another 21 per cent in the next three years.

Only 8 per cent of respondents said they had actively recruited for their UK operations from other EC countries, although a further 13 per cent intended to start in the next three years.

There appeared to be no immediate concern about having to adjust pay and conditions to make them comparable with those in other European countries.

Further details of the study are available from the Industrial Relations Department, London School of Economics, Houghton Street, London WC2A 2AE (tel 01-263 8314). □

Computers: the personnel manager's best friend?

Computerphobia is on the decline in British industry, according to the results of a survey conducted among nearly 600 personnel managers by London software manufacturer Missing Link Software and Japanese computer giant Toshiba.

Most people who completed the poll were prepared to use a computer themselves while nearly 50 per cent said they could not run their office as well without their computer.

"We originally participated in the survey because we wanted to see if trends in attitudes towards computerisation, especially in the personnel industry, were changing," said Richard Goodall, marketing manager for Missing Link. "There is now firm evidence to show that computers are much less feared than has been expressed in many earlier surveys." The most popular use for computers was word processing, followed by personnel records. □

Interim executive companies form professional association

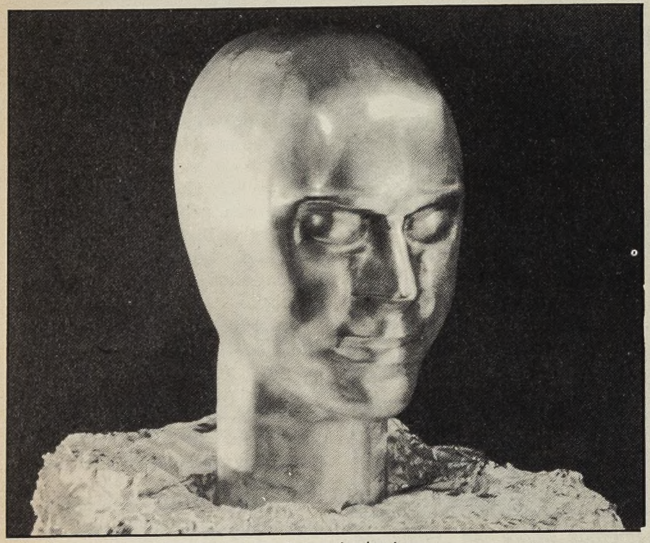
An Association of Temporary and Interim Executive Services has recently been formed to promote the concept of interim management, and the improvement of professional standards through a code of practice.

Membership is open to companies that provide services in interim management, executive leasing and temporary executives.

"There is a growing demand for the use of interim management and temporary executives," said the association's director, Leonard Allen. "The time is right for the creation of a body that can help to ensure the highest standards. I believe the fact that there is now an association will give confidence to the executives and to the client companies to whom they provide services." □

For further details, contact Leonard Allen, 26–38 Mortimer Street, London W1N 7RB (tel 01-323 4300).

A step ahead for safety equipment



PETE awaits arrival of his female equivalent.

Health and Safety Executive scientists have developed a national test dummy which will enable designers to produce protective equipment that should be head and shoulders above current models.

Called PETE, an acronym for Protective Equipment Test Effigy, the dummy is the first accurate 'national headform' and was evolved after an in-depth survey of head shapes and sizes carried out by the Institute for Consumer Ergonomics at Loughborough University.

Comprehensive data from the survey was fed into computers which produced an on-screen representation of an average headform. The computer programme was then adapted to instruct a milling machine to produce a full-scale headform from a solid block of aluminium.

Dr Clive Nussey of the HSE's Research and Laboratory Services Division remarked: "Since protective equipment is basically the last line of defence it is crucial that it works well. Its performance is not only dependent on the material used but on how well it fits and how comfortable it is to wear. Poor fitting equipment is likely to be incorrectly worn or rejected by workers."

The British Standards Institution already accepts PETE for the purpose of testing eye protectors. The HSE hopes that it will be used extensively by designers and those involved in developing standards, including European standards, as PETE is of similar dimensions to the average European male head.

Dr Nussey also announced the HSE's intention to produce PETE's female equivalent, PETEL. □

Students to compete for Euro tourists

The tourist boards of England, Scotland and Wales have collaborated on the launch of the 1990 Euro-Tourism Challenge, a tourism marketing competition for students between the ages of 14 and 18. To mark European Tourism Year 1990, entrants are required to produce a video, brochure or poster to promote their area to European visitors.

"We aim to help the next generation of tourism professionals take their first steps in the industry through this competition," explained John East, English Tourist Board chief executive. The closing date for entries is May 28, 1990.

For details contact The English Tourist Board, Thames Tower, Black's Road, London W6 9EL (tel: 01-846 9000). □

Applying spanners to the works

Competitive and competent teams of young mechanics are sought by The Road Transport Industry Training Board for participation in its 1990 National Junior Mechanics Competition.

Written papers and motor vehicle technology quizzes have been conceived to test the knowledge and steel of competitors in a series of regional heats leading to national finals in June 1990.

The contest is open to teams of five trainees who will not have reached their 18th birthdays by July 31, 1990. Entries should be submitted by March 12, 1990.

The Board is also on the look-out for the Young Mechanic of the Year, who will represent the UK in the International Youth Skills Olympics in 1991.

To be eligible, candidates must have completed three years of formal training and be under the age of 21. □

Inquiries concerning either competition should be addressed to David Belton of the RTITB, tel: 01-902 8880.

New rules for Atomic Energy Authority

Proposed regulations to bring the United Kingdom Atomic Energy Authority (UKAEA) within Britain's nuclear site licensing system have been published by the Health and Safety Commission (HSC) for comment by interested parties.

The proposals follow the Government's decision of September 1988 to make the AEA subject to the same licensing law as commercial operators on the grounds that the body has operated since 1986 as a trading fund and hence on a more commercial basis.

The HSC proposes that the regulations should come into force in October 1990 or April 1991, depending on progress towards licensing by the UKAEA.

Comments on the proposals should be submitted no later than February 28, 1990 to J Boorman, Health and Safety Executive, Room 260, Baynards House, 1 Chepstow Place, London W2 4TF. The text is available from Sir Robert Jones Memorial Workshops, Units 3 and 5–9, Grain Industrial Estate, Harlow Street, Liverpool L8 4UH (tel 051-709 1354). □

Course to build on improvement with age

A course for managers over 40 will be launched in March by Roffey Park Management College in order to help people assess themselves in mid-career and identify any under-used skills or potential.

"The Building on Experience programme attempts to help managers at a crossroads to develop a realistic career plan for the remainder of their working life," explained Max Bolton, assistant director of Roffey Park and co-ordinator of research work on over 300 managers between the ages of 25 and 60.

Results of this research, on which the course is based, were released last year under the title *Differential Changes in Abilities with Managers' Ages* and demonstrate an increasing ability with age in mechanical reasoning, spelling and language usage. Verbal reasoning and numerical ability were undiminished with age, according to the study, while the clerical speed and accuracy, abstract reasoning and space relations scores of older managers compared less favourably with those of younger managers.

"Older managers are no weaker overall than their younger counterparts and have comparative strengths to offer employers in addition to their wider experience," said Max Bolton. "Results achieved by companies show that older people respond well to training if it is suitably designed."

The Building on Experience course consists of two three-day residential blocks at Roffey Park near Horsham. For information contact Max Bolton or Tina Dales, tel 029 383 644. □

Labour Force Survey revised estimates

A range of preliminary results from the 1988 Labour Force Survey was published in the April 1989 issue of *Employment Gazette* (pp. 182–196).

These provisional estimates were based on projections of the mid-1988 population, since the latest firm population estimates available at the time referred to 1987. Population estimates for mid-1988 have now become available and the survey estimates have been revised to take account.

The revised estimates for Great Britain show 3,000 fewer people aged 16 and over and 27,000 fewer economically active than the preliminary results. The effect on estimated activity rates, unemployment rates and the distribution of characteristics of the employed and unemployed is negligible.

Further information about the survey results is available from Employment Department, Statistics C4, Level 4, Caxton House, Tothill Street, London SW1H 9NF. □

Graduates chased by car retailer

Photo: Lex Retail

Cambridge graduate Claire Walker is a Lex Sales trainee at Colindale.

Car retailing group Lex is taking steps to upgrade the quality of its workforce through a major graduate recruit programme which it describes as "the biggest experienced by the British car retailing industry". It recently announced that 15 graduates recruited in 1989 will be augmented by a further 15 this year. One-third of the new graduates are women, a measure conceived to tackle in part women customers' dissatisfaction with general male domination of this sector.

Designed to improve the company's managerial potential and professional performance, the programme highlights Lex's concern with what it calls the "Arfur Daley" image of car retailers. It will provide recruits with two years' management training in preparation for a career in Lex's network of 63 dealerships across Britain. □

Limits on payments reviewed

Following the annual review in December of a number of limits on payments made under employment protection legislation, the former Secretary of State for Employment Norman Fowler recommended raising some of the limits with effect from April 1, 1990. Specifically, the limit on the amount of "a week's pay" will be raised from £172 to £184 while the statutory guarantee payment limit will be increased from £11.85 to £12.65.

An order to this effect was laid before Parliament in December last year. □

Wanted—hybrid managers

By the year 2000, one in three managers will need to be 'hybrids'—managers who combine a business mind with a knowledge of information technology and how to apply it, according to Colin Palmer of the British Computer Society (BCS).

The development of hybrids would be a key issue for British competitiveness in the new decade. What Britain needed, said Palmer, was a Master of Business Administration (MBA) programme geared to teaching information technology professionals how to become managers on a scale that had so far not been appreciated. In the coming months, the society would be looking at ways this could be achieved.

A BCS task group proposes a provisional target of 2000 MBA/IT student-places a year—recruiting at first mainly from IT graduates. However, research to date show that very little is known about hybrid managers and few organisations are involved in formal hybrid management programmes.

The task group also acknowledges that traditional computer people—the bulk of the BCS's 15,000 professional members—do not necessarily make good hybrids, with research indicating two-thirds of computer staff tend to be introverts. □

Death for striker—sentence suspended

International pressure brought to bear on the Sudanese government following the passing in November of a death sentence on Dr Mamoun Ahmed Hussein for his involvement in strike action, has met with a measure of success. Dr Hussein has received a stay of execution after pleas were registered on his behalf by UN Secretary-General Javier Perez de Cuellar, the ILO, American and EC ambassadors to the Sudan, and the human rights group Amnesty International.

In spite of these efforts, Dr Hussein remains in detention along with fellow-doctor Said Abdallah, who received a 15-year prison sentence, also for strke action. The Sudanese doctors' union staged the strike to protest at the arrest and sacking of colleagues for political reasons.

Amnesty International is campaigning for their release on the grounds that they are prisoners of conscience. □

Photo: Amnesty International

Dr Hussein remains in detention.

Ozone-friendly training

A training course has been developed for refrigeration engineers to help them minimise the risk of escape of chlorofluorocarbons (CFCs)—chemicals which deplete the ozone layer and contribute to global warming—when working on the maintenance of refrigeration and air conditioning systems. This novel one-day course has been developed by the Construction Industry Training Board in association with the Skills Training Agency and the Heating and Ventilating Contractors Association.

For details contact the Construction Industry Training Board, Bircham Newton, King's Lynn, Norfolk PE31 6RH (tel 0553 776677). □

EC social policy under microscope

Should the European Community adopt positive policies and legislation on workers' rights and conditions, equal opportunities and health and safety?

The European Community: The Social Dimension, probes the thorny issue of EC labour market policy, providing comprehensive background material in addition to an analysis of the main areas. The free movement of workers, the European Social Fund, and the controversial questions of EC social legislation and European collective bargaining are all covered.

Although the book was written before the latest agreement on a Charter of Social Rights, it does examine initiatives which form a backdrop to the Charter and explores the effects that the single market will have on the various national industrial relations frameworks. □

The European Community: The Social Dimension, Labour Market Policies for 1992, by Paul Teague is published by Kogan Page. Price £10.95. ISBN 0 7494 0031 5.

Tourist boards restructure

A stronger working relationship is to be forged between the English Tourist Board and the 12 regional tourist boards of England as a result of the Government's review of tourism.

Through a package of measures—to be implemented by April 1990—the ETB will devolve many of its activities to the regions under specific contracts in the next financial year. These will include:

- nearly all the ETB's local development work (such as Tourism Development Action Programmes and Strategic Development Initiatives);
- operational responsibility for the accommodation grading scheme;
- development of the Tourist Information Centre network;
- local marketing and training liaison.

At the same time, other functions may be privatised or contracted out including trade events; national administration of accommodation standards; and publication of tourist guides.

Under the reorganisation, the British Tourist Authority (BTA) will also decentralise more funding to its overseas offices, which will enjoy a greater degree of financial autonomy.

In parallel the Wales Tourist Board has announced that it plans to provide some of its services through a number of private companies, while itself concentrating on key strategic functions.

The first of the companies to be set up will be one to carry out the annual verification and grading of the accommodation standards set by the Board.

The North Wales Tourism Marketing Bureau, which was set up in 1985 to undertake regional marketing schemes, has decided to incorporate with the hope that the new company can play an enhanced role in providing regional services currently provided by the Board.

The Scottish Tourist Board remains unchanged. □

Back in working order

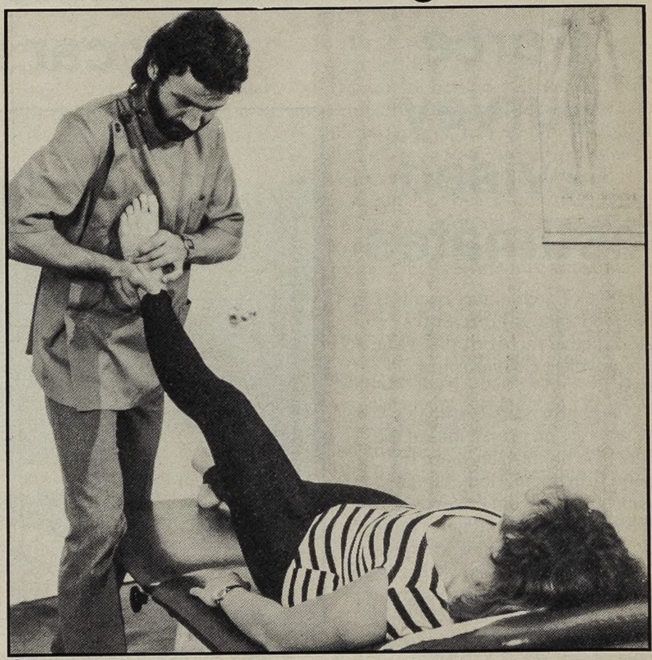


Photo: British Chiropractic Association

Chiropractic in action.

Taunton Cider is saving more than 50 per cent of costs for sickness and injury benefits arising from back problems through a substantial investment in chiropractic—the manipulation of the spinal column as a method of curing disease. Recent results show that Taunton's 1983 decision to tackle employee absenteeism caused by back pain—through recourse to local chiropractor Tim Jay—has more than paid for itself. Principally, it has enabled over 95 per cent of affected staff to continue working while receiving treatment.

"We are absolutely convinced of the value of the treatment," said John Tweedy, Taunton's safety officer. "Some years ago when a budget-cutting exercise was under way in the company, line managers refused to drop the service, so greatly did they believe in its contribution to performance."

Six years ago Taunton faced a rising tide of absenteeism for back-associated illness, with absences averaging three weeks and recurrence of the same back problem being a frequent phenomenon. The company then came to an arrangement with Tim Jay by which its employees would be offered free treatment for their back problems.

Further advantages of the service are that it is made available to suffering employees within hours, whereas previously pain killers had simply been prescribed or else there had sometimes been delays of up to one month for physiotherapy. □

Database standards to cut confusion

An Association for Database Services in Education and Training has been formed to tackle confusion arising from the incompatibility of database systems. ADSET aims to develop common standards for education and training databases.

Backed by public and private sector organisations such as the CBI, the Training Agency, the British Institute of Management and Pergamon Open Learning, the initiative has been warmly welcomed by the Department of Education and Science.

Organisations or individuals interested in ADSET should contact Gordon Jones, chief executive, The Times Network Systems Ltd, 214 Grays Inn Road, London WC1X 8EZ. □

Study launched for skills-conscious City

A major study to help the City develop its human resource strategies was initiated in January by The London Human Resource Group, which is made up of personnel professionals from 15 City institutions, in co-operation with the Training Agency. Results of the study are expected to be published at the end of September.

"The City's high concentration of knowledge workers means that a specialised approach to training and management is required in order to motivate people in this area," said Geoff Tucker, the project leader.

The study will aim to identify the human resource needs of the City's industries in the 1990s, to define competency standards for key knowledge-based occupations and to pinpoint the potential sources of supply for these occupations.

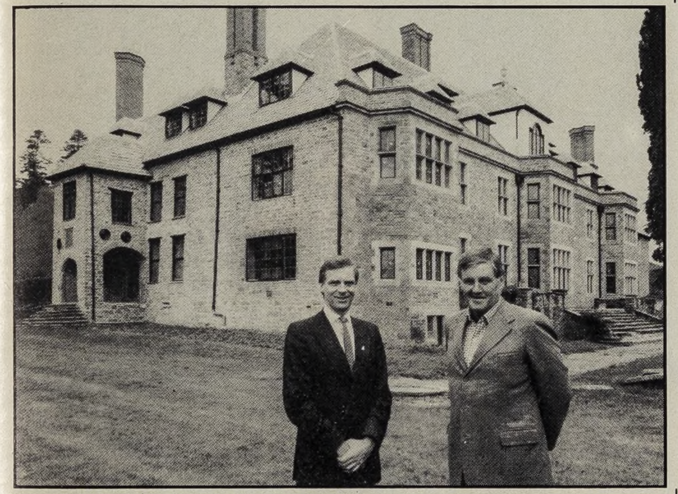
Ultimately, the goal is to ensure that the City's personnel strategies are correctly focused to deal with any competitive pressures that may arise from the single European market. □

Export award celebrates 21st year

The 1990 Export Award for Smaller Businesses is once again up for grabs. Manufacturing or service companies with fewer than 200 employees are invited to compete for the £35,000 prize money that has been made available by public and corporate sponsors. A sustained increase in export earnings over the applicant's previous two financial years, including earnings of at least £100,000 in the second year, is the criterion for eligibility.

Entries must be submitted by March 16, 1990 and the five equal winners of the 21-year-old award will be announced in June. For full details, contact Margaret Grigg, Midland Bank plc, 110 Cannon Street, London EC4N 6AA (tel 01-260 5552). □

Welsh financial services and tourism boom



The Welsh Tourist Board part-funded the refurbishment of Llangoed Hall near Brecon, a country house hotel owned by Sir Bernard Ashley (right), pictured here with Prys Edwards, WTB chairman.

Two sectors of Wales' service industries are enjoying healthy growth, according to the Welsh Development Agency and the Wales Tourist Board. The WDA is pointing to the 45 per cent increase in company entries in the annual *Corporate Financial Services in Wales Directory* to substantiate its claim that South East Wales' bid to become a major financial services centre for Europe in the 1990s is bearing fruit. A Financial Services Initiative was launched in the region in March 1988, with the aim of promoting South East Wales as an ideal location for finance companies.

The Welsh Development Agency believes that an important recent step in this bid has been the rapid expansion of support professions and services, in particular accountancy and legal services.

On the tourism front, the Wales Tourist Board has announced that more than 1,150 full-time jobs in tourism are likely to be created in Wales through 350 tourism projects, ranging from the upgrading of small guest houses to multi-million pound hotel developments. In the past 18 months the Board has put up £8 million in funding for the projects as part of an on-going five-year development strategy expected to result in a total of 4,000 new jobs.

A strong emphasis on quality is a significant element of the strategy. "From the implementation of our strict method of inspecting and grading properties to our support systems in marketing and publicity, we aim to drive up quality constantly for the benefit of all visitors to Wales," said Paul Loveluck, the Board's chief executive. □

The *Corporate Financial Services Directory*, published by Carr, is available from Gazelle Bookservices, Falcon House, Queen Square, Lancaster LA1 1RN.

Diary dates

- The fourth Human Resources Development Week conference and exhibition will take place in the Barbican Centre on March 27–29, with the theme 'Britain in Europe: Quality, Culture, Competition'. Over 50 per cent of sessions will be workshops. Further details are available from Gill Stoddart (conference) or Claire Jenkins (exhibition) of Blenheim Queensdale Ltd (tel 01-727 1929).
- Countdown through the Nineties, a one-day conference organised by the British Urban Regeneration Association, will be held on February 13 at the Barbican, London as part of the Property Business and Enterprise 3 Show. Bob Denton of Focus Events (tel 01-834 1717) will provide any additional information required.
- A seminar on Effective Management Skills for Women will be run by Popular Communication on March 13–14 at St Ermin's Hotel, London. Tel 0746 765 605 for details.
- Europe Towards 2000: the Human Resource Dimension, a one-day touring workshop organised by the Institute of Personnel Management, will visit Newcastle on February 13, Edinburgh on February 14, Wakefield on February 15 and London on February 20–21. Contact the IPM at IPM House, Camp Road, Wimbledon, London SW19 4UX (tel 01-946 9100) for further details.
- Employee Share Ownership Plans: A Way to Genuine Workplace Democracy?, February 13 in Edinburgh and February 15 in London, organised by The Planning Exchange, the Coventry Co-operative Development Agency, the Industrial Common Ownership Movement and the Edinburgh District Council. Inquiries will be handled by Alastair Thomson, The Planning Exchange, 186 Bath Street., Glasgow G2 4HG (tel 041-332 8541).
- The Staff Attitude Research Seminar, February 22–23 at the CFS Conference Centre, London W1. Details from Simon Kleine or Jayne Doyle, The Market Research Society, 175 Oxford Street, London W1R 1TA (tel 01-439 2585).
- Gaining from Experience: New Roles for Older Managers, at Drake Beam Morin Ltd, conference scheduled for March 6, at Le Meridien Hotel, London W1. Inquiries should be addressed to Woods Ruinard, 71 Cambridge Road, Wimbledon, London SW20 0PX (tel 01-879 7688).
- Tackling Skills and People Shortages: The Way Forward, March 7 at the Gloucester Hotel, London SW7. Information available from the Institute of Personnel Management, IPM House, Camp Road, Wimbledon, London SW19 4UX (tel 01-946 9100).
- Building Bridges, a conference on attracting, training and retraining personnel, with special emphasis on equal opportunities, will be held in Harrogate on March 15–16. Additional information is available from Rowena Falser, Women and Training, Gloucester (tel 0452 309330).
- The first national Education Resources Exhibition, featuring careers and opportunities for young people into the 1990s, will take place at the National Exhibition Centre, Birmingham, from April 5–7. For further details, contact Diana Home, Education Resources Exhibition, 7c High Street., Princes Risborough, Aylesbury, Buckinghamshire HP17 0AE (tel 08444 2894).
- Training Agency's National Labour market Information Conference to discuss better training decisions from better use of information, March 5-6 at Bournemouth Moat House Hotel. For details, telephone Valerie Self on 0742 594173. □

Employment Act 1989 in force

Many of the key provisions of the Employment Act 1989—which removes outdated restrictions on working hours of young people and barriers to women's employment—came into force in January.

A free guide to the Act is now available, aimed at advisers, personnel managers, employers' organisations and trade unions.

Requests for copies of *A Guide to the Employment Act 1989* should be sent to: ID6, Employment Department, Ground Level, Caxton House, Tothill Street, London SW1H 9NF. □

REVIEWS

Small businesses battle on

Britain's small businesses have positive expectations for sales and employment in the next quarter, reports the *20th Quarterly Survey of Small Business in Britain*. However, interest rates and lack of skilled labour remain the two most significant problems faced.

Despite an underlying downward trend in sales, general optimism and resilience are displayed by small business owners, which the report attributes to the fact that a significant proportion of them appear to have adopted an entrepreneurial culture which values persistence. Three-quarters of the survey's respondents have close relatives or friends who are or have been self-employed. □

The Quarterly Survey of Small Business in Britain (20th Survey) is published by the Small Business Research Trust. Price £15.

Interactive packages

Six new high-tech training packages have been launched which aim to increase skills and training expertise in industry and education. They are the first to be made by further education colleges in collaboration with industry.

The packages, produced by the National Interactive Video Centre with DTI support, combines the power of the computer with video, audio and written communications and represents a break away from 'passive' learning techniques.

The six interactive video training programmes cover electronics, engineering, linguistics, team management and the training needs of trainers. □

For further information write to Malcolm Walton, National Interactive Video Centre, 24-32 Stephenson Way, London, NW1 2HD.

Executive eloquence

Public speaking can be a nightmare for some executives—not to mention an embarrassment to the audience—but eloquent presentations can do you or your company a power of good.

William Parkhurst in his book, *The Eloquent Executive*, highlights the essential ingredients of sharp, focused and stimulating presentation.

Each chapter describes the elements that can make or break a performance. From the vital introduction to body language, use of humour and words with 'clout', the book is packed with useful pointers, succinctly summarised at the end of each chapter. The author also gives advice for effective presentations in one-to-one sessions.

For anyone who has a verbal message to convey and wishes to make the most of their opportunity, this book more than repays the modest cover price. □

The Eloquent Executive by William Parkhurst is published by Collins, Price £3.99 ISBN 0 00 637456 5.

Updated social security statistics

The number of unemployed people claiming benefits fell from 2·5 million in November 1987 to 1·9 million in November 1988, a reduction of some 24 per cent. This is just one of the many figures produced in the 1989 edition of the annual *Social Security Statistics*, which is now available.

Containing information on the various social security benefits, National Insurance contributions and finance, the publication comprises brief descriptive notes on the main features of each benefit, followed by tables showing trends over several years. Detailed analyses for the most recent year for which figures are available (generally 1988) are also provided. □

Social Security Statistics 1989 is published by the Department of Social Security and is available from HMSO bookshops. Price £22.50. ISBN 0 11 761681 8.

Practical staff appraisal

Appraisal of employees is an important element in monitoring the performance of an organisation and in staff career development. *The Secrets of Successful Staff Appraisal and Counselling* sets out in pragmatic and highly readable terms numerous approaches to assessing staff. It also contains guidance on the avoidance of pitfalls.

Aimed at senior management and personnel officers, the book runs through four basic types of appraisal, commenting on their effectiveness. With the aid of exercises at the end of each chapter, it seeks to spur the reader into formulating a scheme which is specific to his/her requirements. It also provides models of appraisal sheets with explanatory documention on their use. Long on common sense, the publication highlights techniques to be used during an appraisal interview and stresses the responsibility of, and challenge to, the appraiser.

The Secrets of Successful Staff Appraisal and Counselling by Clive Goodworth is published by Heinemann Professional Publishing. Price £14.95. ISBN 0 434 90701 4.

Getting recruitment right first time

"Would you let a bricklayer mend your computer?" asks John Courtis in his recently published *Recruiting for Profit*, which deals with the ways in which effective recruiting pays off in terms of enhanced financial benefit for a company.

Lighthearted (the text is littered with cartoons), if a little verbose, the book describes how recruitment can be rendered more cost-effective through careful attention to all aspects of the process and a determination to make procedures more reliable. It considers the use of advertising and recruitment agencies, the standard of documentation supplied to candidates, interview techniques and checklists, validated testing, selection, and job offers which convey the right message.

However, the author also challenges the notion that the inevitable answer to a vacancy is recruitment and invites the reader to consider alternatives such as internal promotion, downgrading of the position and better use of available staff. A policy of recycling rather than laying off employees in order to foster loyalty is recommended. Finally, he examines the ways in which best practices result in improved efficiency and thus greater profits. □

Recruiting for Profit by John Courtis is published by the Institute of Personnel Management. Price £8.50. ISBN 0 85292 427 5.

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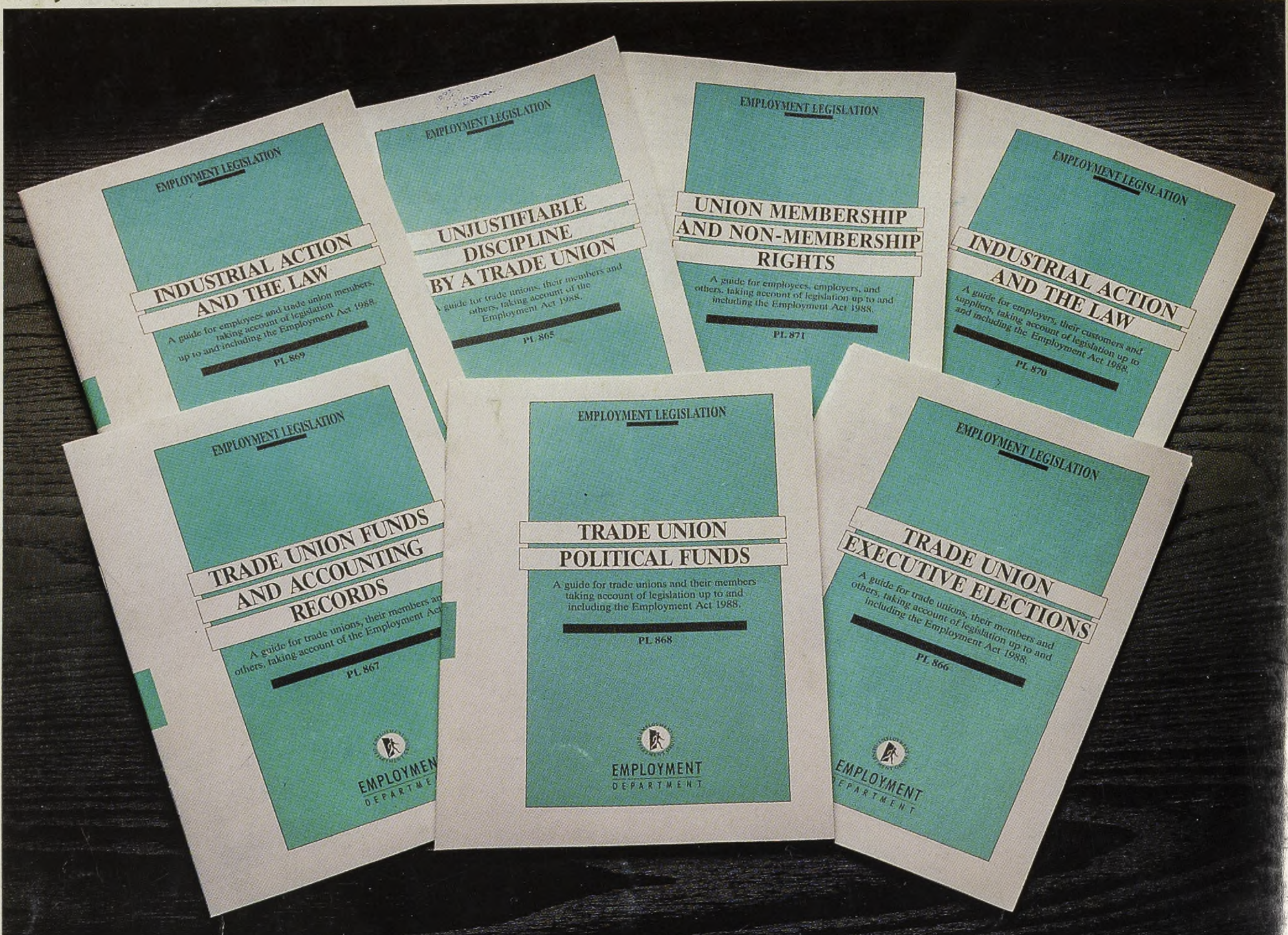

New guidance booklets on Industrial Relations and Trade Union Law

These new guidance booklets take account of changes made to industrial relations and trade union law by the Employment Act 1988. In some cases they replace guidance booklets that were previously available.

- **Industrial action and the law: a guide for employers, their customers and suppliers (PL 870)**
- **Industrial action and the law: a guide for employees and trade union members (PL 869)**
- **Unjustifiable discipline by a trade union (PL 865)**
- **Union membership and non-membership rights (PL 871)**
- **Trade union executive elections (PL 866)**
- **Trade union funds and accounting records (PL 867)**
- **Trade union political funds (PL 868)**

Booklets are obtainable free of charge from any office of the Employment Service or from any regional office of the Advisory, Conciliation and Arbitration Service (ACAS).

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