

# Employment Gazette

January  
1990

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- Labour force – regional projections
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# Employment Gazette

January 1990

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Department of Employment

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### COVER PICTURE

*Railway workers on the Teignmouth to  
Dawlish line. The South West is the region  
projected to have the largest increase in  
labour force by the year 2000. Detailed  
labour force projections for all UK regions  
are given in the article on p 9.  
Photo: Mike Millman.*



*From a career in the armed forces to a job in  
'Civvy Street'. A special feature  
on p 20 examines how it is accomplished.*



*Worried about a school-leaver recruitment  
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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 employment offices, jobcentres, unemployment benefit offices and regional offices of the Department of Employment.

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

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

## General information

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

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

## Employment legislation

Written statement of main terms and conditions of employment PL700 (1st rev)

Redundancy consultation and notification PL833 (3rd rev)

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

Employment rights for the expectant mother PL710 (1st rev)

Suspension on medical grounds under health and safety regulations PL705 (1st rev)

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

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 (1st 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

Union membership and non-membership rights PL871

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

**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 of ten, 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** 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 (1986)

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

**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 PL739

## Overseas workers

**Employment of overseas workers in the UK**  
Employers' guide to the work permit scheme OW5

**Employment of overseas workers in the UK**  
Training and work experience scheme OW21 (1982)

## 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)

**Prompt payment please**  
A guide for suppliers and buyers PL832 (1st rev)

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

# News Brief

## New Employment Bill to ban pre-entry closed shop

Following the Employment Act 1989, which came into force in November, the Government has now published its Employment Bill 1989.

The Bill is intended to strengthen the rights of people at work and help to protect jobs and the community as a whole against irresponsible industrial action.

It tackles three long-standing issues: the closed shop, secondary action and unofficial strikes.

The Bill will make it unlawful to refuse anyone a job simply because they are not a member of a trade union. It therefore makes the pre-entry closed shop unenforceable.

There are still 1.3 million jobs subject to the pre-entry closed shop in Britain.

It will also make it unlawful to refuse a job to anyone because they are a member of a trade union. This means that for the first time in Britain it will be just as unlawful to discriminate against someone on grounds of union membership or non-membership as it is on grounds of race or sex. It means too that the Bill is fully in line with Article 11 of the European Community Social Charter,

which seeks to protect the right of any individual to join or decline to join a trade union.

The Bill also tackles secondary action. It provides that when industrial action is organised by any union official—including shop stewards—it must be put to the test of a secret ballot or specifically repudiated by the union concerned. If a union decides to repudiate a strike, it must write individually to each of its members who are taking part in the strike to tell them that the union will give them no support and that they risk dismissal without compensation if the strike continues.

Other clauses in the Bill will also end the anomaly whereby employers have to dismiss either all the strikers or none at all if they are not to risk being taken to a tribunal for unfair dismissal. The Government believes that employers in this country should have the same freedom to respond to unofficial action as employers in West Germany.

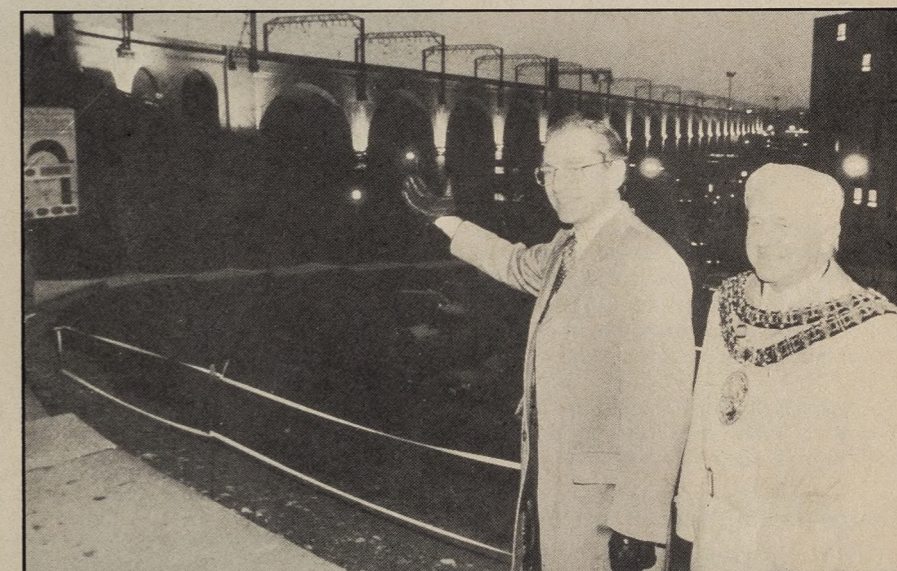
There are other important measures in the Bill. For instance it will enable the Commissioner for the Rights of Trade Union Members to help members take legal action to prevent breaches of their union's rules.

## Report fuels worry on British employer attitudes

A report commissioned by Central Independent Television on the issues facing British industry over the next decade found that 80 per cent of companies surveyed predicted their greatest recruitment difficulties would lie in the middle and junior management grades. Equally, retention was difficult, with over half the companies reporting voluntary wastage rates of 10 per cent or more.

At the launch of the *Towards 2000* report, Peter Wilson, head of the West Midlands Regional Management Centre, which conducted the research, said that many companies have only a superficial view of the cause of their problems and therefore their response tends to be short term.

"There is a very real problem in the making. Increasing salaries, re-designing job specifications and improving fringe benefit packages will temporarily ease the problem, but if they are used over a long period, they could have a serious and harmful 'leap-frog' effect."



Employment Secretary Norman Fowler and the Mayor of Stockport switch on the floodlights as Europe's largest brick restoration project nears completion. The two-year project, funded largely by the Training Agency, has involved 450 trainees learning construction skills through Government schemes such as Employment Training.

He warned that just to pay more is to increase costs. "The real need is for competent managers who generate profits and justify higher pay. This means that companies must invest in training to develop 'quality managers.'"

Mr Wilson continued: "If British employers are to participate fully in Europe post-1992, there are numerous opportunities which could be developed, such as recruiting from other countries. It will be equally important to anticipate the potentially strong European demand for our skilled employees."

*Towards 2000*—is available through the Video Support Unit at Central Television in Birmingham. Price £75+VAT.

## Hard hats law

Regulations making the wearing of safety helmets compulsory on construction sites have been laid before Parliament. They come into force on March 30, 1990.

The main provisions of the regulations are that:

- employers must provide their employees, and the self-employed must provide themselves, with suitable head protection, and maintain and replace it whenever necessary;
- employers must ensure that their employees wear a safety helmet whenever there is a risk of head injury.

## Flexible training conference launches open learning campaign

Large and small firms across a range of industry sectors are to be featured in a Government initiative to highlight both the practical and financial benefits of open learning.

Employment Secretary Norman Fowler cited the Training Agency's Open Tech programme as a prime mover in giving the United Kingdom a world lead in the development of open learning methods and materials.

Speaking at the Flexible Training '89 Conference in London, he said that there must be a revolution in opportunities for education or training, and with that revolution must come a dramatic reduction in unit costs.

"Open learning can bring the best tutors and trainers into the home or workplace of every trainee. It will show how high standards can be set and achieved. Above all, it will show how open learning can produce major cost reductions compared to traditional learning methods."

The campaign is the result of a report by Coopers and Lybrand into the effectiveness of open learning among British firms. The report contains a number of case studies which highlight the practical and major cost reduction benefits of open learning to companies of all sizes. It has been particularly effective in small firms.

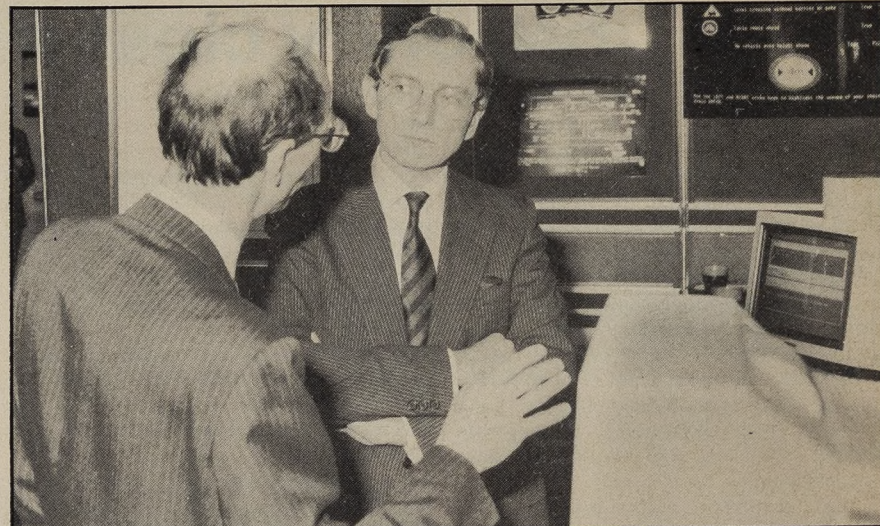
A 12-page leaflet outlining the report's findings is available free from jobcentres and Training Agency area offices.

### Annual training audits

Alistair Graham, director of the Industrial Society, in his contribution, said it has always seemed strange that we have an annual survey of the earnings of individuals at work, yet there is no equivalent annual survey of the amount and quality of training individuals at work receive.

"I would make it a statutory requirement for companies to have to publish in their annual reports how much money they spend on training each year, with the Training Agency laying down how such figures should be calculated. It will be interesting to see if, at the stroke of 15 per cent interest rates and a slowdown in the growth in the economy, whether British employers revert to their earlier depressing practice of cutting expenditure on training as an easy option for cutting expenditure. It is to be hoped that the continuing demand for skilled labour at all levels is going to prevent this from happening."

He referred to a recent study by the



Listening and learning—Norman Fowler at the Flexible Training Exhibition.

National Institute for Economic and Social Research which found that West German apprentices learn in six months what British trainees are expected to achieve in two years. The higher skills of the German workforce allow them to do shorter runs of high quality, high value work.

Mr Graham voiced concern as to whether senior management will sustain their interest in the new Training and Enterprise Councils (TECs) and whether the National Training Taskforce can provide a continuing strategic framework for these local bodies.

He then turned to the development of competency based qualifications through the establishment of lead bodies for

various industries, saying that the lead body for training and development had found widespread ignorance of the Training Agency's standards programme among employers. He believed there was an urgent need for the National Council for Vocational Qualifications to demonstrate the central link between competitiveness and widespread competency based qualifications.

### Training mismatch

Chris Hayes, chairman of the Prospect Centre, observed that organisations use training for three different, but related,

*Continued opposite*

## Flexible training futures

**'Timing' and 'ownership' of training will be the two key issues in the development of training needs, according to Nick Rushby, of Sundridge Park Management Centre.**

Training is most potent and effective just before it is needed, he said. It is less cost effective to identify a training need and then have to wait months before personnel can participate in a fixed-place course. "Just in time training" has considerable benefits in terms of flexibility and improved retention, he explained.

In the same way, pressures to provide more training and to deliver it in places and at times convenient to the learner will force greater use of technology.

"There will be more training at home and in the workplace. Learners will also want greater ownership of their personal development; if they cannot find provision from within their organisation, they will start to look outside." Car cassette learning tapes, home video cassettes, desk-top computers and interactive videos will all become increasingly important components in flexible training. They will act as liberators, even for open-learning courses; current open-learning courses, Nick Rushby felt, still impose limits on access to training, in some ways resembling the medieval chained libraries that restricted access to learning 500 years ago.

## Business alert for structural funds

Up to £100,000 million of extra business will be available in Europe between now and 1993, according to Industry Minister Douglas Hogg.

Mr Hogg explained that this extra business will come from the doubling of structural funds—funds aimed at helping parts of Europe keep pace with economic growth brought by completion of the Single European Market.

"Doing business in the new European market demands creative thinking. Companies which are serious about winning business from the Structural Funds will have to research the markets thoroughly and establish a local presence as a priority," Mr Hogg added, pointing out that companies must be willing to form strong partnerships with local firms to gain knowledge of local business practices and access to the decision makers, who are likely to be based regionally.

He warned: "Our competitors are not hanging back... British companies will find it much more difficult to gain a share when competitors have a head start."

"It is a sad fact that with the exception of our consultancy profession, our record in winning Structural Funds related business has been poor. The UK's mere 5 per cent share of European Regional Development Fund business compares with 33 per cent for France and 20 per cent for Germany."

Information on EC Structural Funds is available from: World Aid Section, Department of Trade and Industry, 1 Victoria Street, London SW1H 0ET.

purposes: first, to maintain their capability to do what they are currently doing—and perhaps to do it better; second, to develop a capability to achieve specific business goals—for example, offering a planned new product or service—or to perform an existing service in a new way; and third, to develop the organisation's capability strategically—that is, to enhance its potential to respond effectively to its environment now and in the future.

"We have designed and operated training programmes," he said, "which serve the first and to some extent the second purpose. Training in the 1960s did not prepare people for the roles they had to play in the 1970s; training in the '70s was off the mark for the '80s; and the changes and uncertainties of the 1990s (in global competition, politics, ecology, technology and other factors) are reflected in only a few of today's training programmes."

"At best, training has served to prepare for immediate, specific needs—or more

## Focus on young claimants

All 16 and 17 year olds claiming income support are to be interviewed as part of a new package of measures to strengthen safeguards for young people in need.

Furthermore, all such claims will be considered automatically by the Secretary of State for Social Security under the severe hardship provisions if there is no entitlement under the normal provisions. The Department of Social Security has also announced that there will be increased

emphasis on ensuring that local office staff are able to deal quickly and expertly with claims from young people and that there is a recognised point of contact in all offices to provide good liaison with outside bodies on cases of difficulty.

In addition, there is to be a full review of the instructions concerning 16 and 17 year olds to make sure there is no scope for misunderstanding. The DSS intends to involve voluntary groups in this review.

## Britain's 'red carpet' tourism



To mark European Tourism Year 1990, hundreds of hoteliers and tourist officers throughout Britain have come up with schemes to see that travellers get an extra friendly reception.

Plans for the year, vary from banner greetings at all major airports run by the British Airports Authority to hotel 'twinning' schemes, and an invitation to tea

with vicars' wives in Shropshire.

Major national and pan-European events are planned which will highlight the economic and social importance of tourism, its value in promoting a people's Europe, the opportunities for co-operative ventures between countries and the problems faced by European tourism in the global market.

## Job interview success

**An inner cities job initiative for the longer-term unemployed is resulting in 60 per cent of participants being offered work.**

The Job Interview Guarantee scheme is based on co-operation between employers and jobcentres, and is currently available in 20 inner city areas.

Under the scheme, employers guarantee a job interview to long-term unemployed people who have completed specific options such as a job-preparation course, 'work-trials' or perhaps customised training under the Employment Training programme. The employers need not be located in inner cities.

One man in Liverpool, had been unemployed for eight years and had made more than 600 job applications, but has now been offered work as a result of the initiative.

## Fit for Work—ten years on

The Fit for Work Awards celebrated their tenth birthday last month, a decade in which 1,000 companies have been honoured for good practice in employing people with disabilities.

At the award ceremony at Lancaster House, special guest Sir Brian Rix said that disabled people deserved the chance to work "not out of charity—but out of justice, common sense and mounting evidence that they can and will deliver the goods."

There was plenty of evidence from the 100 award-winning companies that disabled employees can fit successfully into any kind of workplace. Winners included: a building contractor, a television company, a dentistry service and a manufacturer of gents' overcoats.

There was the Rotherham company, whose system of employing people with disabilities is so successful that it has

exported the idea—a French consortium is copying it. Then there was the Doncaster trophy manufacturer, which has six disabled employees out of 12. The first disabled person joined the company eight years ago, when as a schoolboy he came for a trophy and asked for a Saturday job while he was there. He now runs his own department.

It is not just employers who deserve the credit. At an engineering works in Hertfordshire, fellow employees take turns in exercising a blind engineer's guide dog each lunchtime.

The ten years that Fit for Work has been running has seen an enormous advance in the technology available for disabled workers. One feature of the award ceremony each year is an exhibition of aids to employment. This year's display included: a 'personal reading' machine,

which can translate any document almost instantaneously into speech (albeit with an American accent!), a computer workstation which can be operated by head movements alone, and a portable communication terminal for the deaf, which can link into any telephone—including a pay booth.

Employment Secretary, Normal Fowler, speaking at the ceremony, commented that these technological advances mean "the 1990s will see increased opportunities for people with disabilities in the workforce."

Another factor for change in the next decade is the 'demographic time bomb'. "As the number of young people fall, employers will need to look to other sources of recruitment, including people with disabilities," said Mr Fowler. "There will be no place in the 1990s for personnel policies based on ignorance, and leading to wasted human resources."

## Business in the cities

The first ever Business in the Cities National Conference took place in December with 200 leaders from business, the voluntary sector, and government discussing the role they can play in the new Training and Enterprise Councils (TECs).

The conference, attended by HRH The Prince of Wales, was a combined effort between Business in the Community, the newly formed Business in the Cities and the Phoenix Initiative.

### BLTs

Under this umbrella, Business Leadership Teams are being set up with private sector involvement to promote local economic regeneration. Their contribution would be 'distinctive' and 'additive'. Nevertheless, some delegates expressed concern that, with their very basic level of funding, BLTs might soon be swallowed up by the emerging and well-resourced TEC network.

Catherine Stratton, special adviser to Employment Secretary Norman Fowler, emphasised that TECs must play a strategic role to achieve success and should avoid getting bogged down with administrative programme delivery. They need to be open to new ideas, she said, and must resist the "business short-termism that characterises much business in the UK today."

It soon emerged that of the 44 TECs already granted development funding, significant differences in approach were needed to reflect varying local business climates. "TECs need to define their market area," said Alistair Morton, co-chairman of the Channel Tunnel group and chair of Kent TEC.

### Optimism

Richard David, chair of the newly formed Sheffield TEC, stressed the advantage of using a business plan on projects, so each participating group could clearly see their role. David felt optimistic that business leaders would respond positively to TEC's as he strongly believed that companies stood to gain not just access to a better trained workforce, but considerable local profile.

Summing up, Brian Wolfson, chairman of the National Training Task Force commented that "TECs must get local people to focus on their own local balance sheet," while HRH The Prince of Wales, in his concluding address to the conference, stressed that it was vital for local communities to feel they have a stake in the opportunities presented by TECs and BLTs.

## Surprise findings from West Midlands unemployed

A new survey of the labour market in the West Midlands challenges theories that most longer-term unemployed people have dependent families and are cushioned from the work imperative by high benefit entitlements.

The new survey—The West Midlands Labour Study—interviewed over 2,000 longer-term unemployed people in the West Midlands conurbation and 919 employers.

It showed that 70 per cent of the unemployed who were interviewed had no dependent children and half were not married.

It also found that 40 per cent of the longer-term unemployed have extensive experience of skilled and semi-skilled manual work—a group of occupations where employers have been reporting shortages; while 4 per cent said they had never looked for work since becoming unemployed.

Many employers also seemed unaware of the existence of a pool of longer-term unemployed people in their area from which they could recruit to solve their skill and labour shortages.

"Equally, less than half the unemployed people interviewed for this survey stated that they would be willing to travel for

more than half an hour each way.

However, the survey evidence suggests that the longer-term unemployed are less successful than other groups when they apply for jobs, whatever the skill level of the job. A minority of employers considered longer-term unemployed people not to be suitable for jobs in their company, while some disregarded applications from this group.

### Mismatch

Significantly, both employers and the unemployed expected journeys to work to be very short. A likely consequence of this is that the longer-term unemployed will tend to look for jobs within a fairly small geographical area, and employers themselves will also be seeking recruits from a fairly limited area. However, geographical distribution of vacancies (particularly those with the low skill requirements) and of the unemployed within the West Midlands conurbation differ; and these restricted labour market areas, the report concludes, may be acting as a significant barrier to the effective functioning of the labour market.

The report, by Hilary Cooper, is entitled *The West Midlands Labour Market*, published by HMSO. Price £12.50.

## England's tourism highspots



Longleat Safari Park, Wilts. Wildlife parks are now Britain's fastest growing visitor attractions.

Nearly 30 of England's leading tourist attractions each drew over one million visitors last year, according to the English Tourist Board's, *Sightseeing in 1988*.

For the third year running, wildlife attractions had the fastest growth rate, with a 7 per cent increase in visits, though historic buildings still retain their appeal as England's most popular attractions—

totalling 66 million visitors.

Altogether, 70 new tourist attractions opened during 1988, but the most visited free attraction in England was again Blackpool Pleasure Beach, followed by the British Museum.

Copies of *Sightseeing 1988* are available from Dept D, English Tourist Board, 4 Bromell's Road, London SW4 0BJ. Price £15.

## Women going back to the future

The Employment Department is to mount a series of conferences aimed at women returning to work, in conjunction with BBC Radio 4's "Woman's Hour".

Billed as "Back to the Future—Woman's Hour Initiative", the conferences will begin in London on January 22, 1990.

After each conference Woman's Hour will broadcast a conference report highlighting particular issues facing women returners. The broadcast dates and conference venues are as follows:

- February 16: Newcastle
- March 16: Bristol
- April 13: Glasgow
- May 4: Cardiff
- May 25: Belfast
- June 29: Birmingham
- July 20: Manchester

During the day of the conference a telephone helpline (on 0800 100 900) offering specialist advice will be open while, allied to the conferences will be open access exhibitions organised by the Employment Department.

A specially commissioned magazine full of information and advice for women returners will also be available to all helpline callers.

The objective of all this activity is to stimulate potential women returners seriously to consider returning to work.

## Small firms growth barrier

New evidence from the Employment Department shows that small firms employing between 20 and 50 people are least likely to overcome barriers to growth, and their contribution to overall employment growth is limited.

The report, *Small Firms in Britain*, provides new evidence that over recent years the net contribution to employment growth from firms with between 20 and 50 employees is much lower than that of firms with up to 20 employees.

According to Employment Minister Tim Eggar, it is a 'people gap' rather than a finance gap that small firms often need to bridge when wanting to expand—even in firms with potential for significant growth and innovation.

He detailed four routes to growth which need to be better exploited. First, the large companies that purchase from small firms—as well as the accountancy and legal firms that provide advice—should do more to share expertise and knowledge, and to act as a point of referral to training and local advisory services.

Second, there is much more scope for existing small firms to set up or join their local chamber of commerce or business club, as these organisations can bring in outside expertise and advice, and arrange training (on a whole variety of topics) on a more cost-effective basis than any firm could do on its own, he said.

Third, business schools, consultants, and enterprise agencies could find more ways of marketing their services to small firms, particularly those on the threshold of expansion or major transitions.

And finally, the Employment Department's own training and counselling services must cater specifically for this people gap, in addition to promoting and maintaining their services to start-up businesses.

However, Mr Eggar warned that it was up to small firms themselves to make sure their voice is heard—through Training and Enterprise Councils and local business networks.

*Small Firms in Britain* is available free from the Small Firms Policy Division on 01-273 4789.

## Pickup Europe unit announced

The winning tender for the PICKUP Europe Unit has come from a consortium of Bradford University, South Bank Polytechnic, Leeds Polytechnic and Spicers Centre for Europe.

The Unit is designed to help further and higher education meet the training needs of business in readiness for the Single European Market and is based on the

concept of 'one-stop shopping'. This gives employers one location where they can obtain a range of services and advice. It will achieve this initially by creating a network of 11 advice centres around the country which will each disseminate advice and services in their region.

All the centres will be franchised to generate income.

## Jobcentres and benefit offices to merge under new agency



The new look Employment Service.

Employment Secretary Norman Fowler has announced that the Employment Service is to become a 'Next Steps' agency from April 1990.

His announcement includes plans to bring jobcentres and unemployment benefit offices together under one roof, to provide a new and improved one-stop Employment Service for jobseekers and benefit claimants.

The 'Next Steps' initiative was announced in February 1988 by the Prime Minister; and the Employment Service will be the largest and most important area of government work created as an agency so far. It employs 35,000 staff, helps over six and a half million people a year and has an annual budget approaching £1,000,000.

Next Steps agencies are planned to deliver government services more effectively; to provide a better service to

clients and to achieve greater value for money for the taxpayer. Agency chief executives are set targets and have greater freedom to manage their operations, but they are still responsible to Ministers who continue to answer to Parliament for their agencies' policies and performance.

### Substantial savings

The Employment Service will be making a major investment to create this new network (£36 million over three years). Where appropriate, it will remodel existing offices but in other cases it will be opening new premises. The process will take a number of years but the aim is to have the bulk of the network of 1,100 or 1,200 integrated offices in place by 1992.

Mr Fowler indicated that the changes should eventually save the taxpayer £1 million a month.

## Employment perspective

Following the announcement of November's unemployment figures, Employment Secretary Norman Fowler observed that in 1989 all UK regions had seen a reduction in unemployment.

The rate in the United Kingdom, he said, had fallen faster over the past year than in nearly all other major industrialised countries, and Britain's unemployment rate is now lower than in France, Italy, Canada, Belgium, the Netherlands, Spain, Denmark, Greece and

Ireland. It is also significantly below the European Community average.

However, Mr Fowler warned that the prospects for 1990 crucially depend on pay, pointing out that the increase in growth in our unit wage costs is now out of line with that of our major overseas competitors. "Moderation in pay remains a key requirement if we are to remain competitive in world markets and not put next year's employment prospects at risk," he said.

## Demography at the sharp end

Local authority areas will experience significantly different labour market problems following the demographic downturn in school leavers. Some areas will recover quickly to the 1985 level, but others—perhaps adjoining local authorities—are projected never to recover from the 1994 low point.

Richard Waite, deputy director of the Institute of Manpower Studies, warned that the issue of school leavers was compounded by differences in academic attainment, with the proportion who had gained five or more O-levels varying between 10 per cent and 40 per cent in different local authority areas. "It is clear," he said, "that different employers face totally different labour supply futures, depending on where they are located."

The findings come from a research report by the IMS, *School Leaver Decline and Effective Local Solutions*, which presents detailed projections of school-leaver supply for local education authorities in England. This adds further detail to the Great Britain figures published in the July 1989 issue of *Employment Gazette* and complements the latest labour force projections published in the current issue (see p 9).

Aspects of particular interest from the report are the projections on qualifications, relationships with social class, and proposals for combating the school-leaver decline at local level. Suggestions include:

- lowering the level of school attainment required for access into training and jobs, and/or using alternative selection tests and criteria;
- seeking alternative sources of supply, both within the local labour market (using previously under-utilised sections of the community), and outside, either by encouraging migration or by relocating the organisation.
- improving retention by making the working environment, pay and conditions more attractive;
- retraining, re-deployment and other internal labour substitution through the reorganisation of working practices, enabling substitution of cheaper or less scarce labour.

For further information on the IMS report, contact the IMS (tel 0273 686751).



The pressure of demand for labour will remain stable.

Photo: NatWest Bank

## Regional labour force outlook to the year 2000

This article presents projections of the civilian labour force in Scotland, Wales and the regions of England up to the end of the century, consistent with those published for Great Britain in April 1989. It also includes separate figures for Greater London and the Rest of the South East region, and for the first time projections for Northern Ireland and the United Kingdom as a whole.

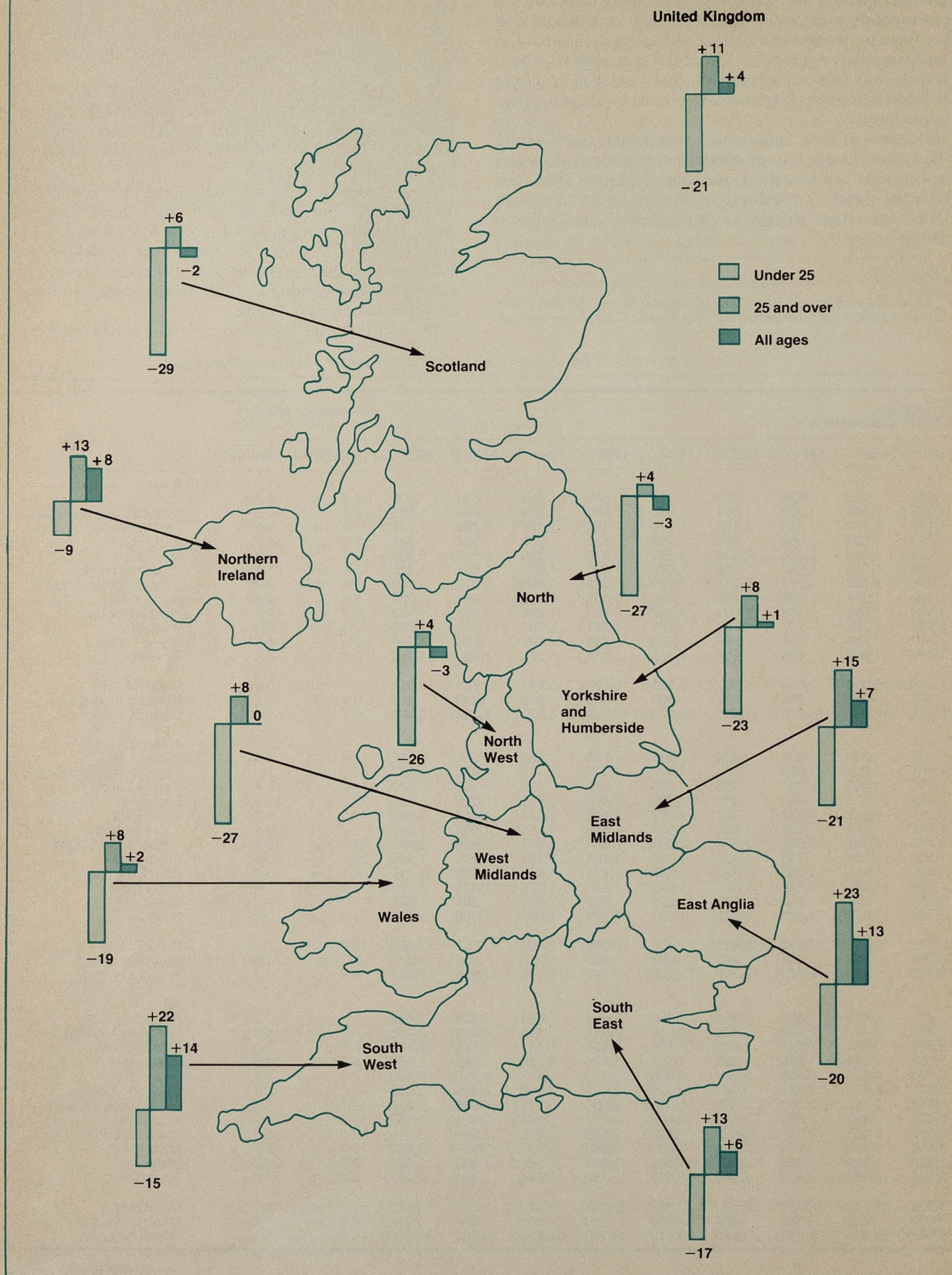
- In the year 2000 the civilian labour force in the United Kingdom is projected, on the basis of various assumptions set out in the article, to be a little over 29.3 million, compared with an estimated mid-1988 level of just under 28.3 million.
- The female labour force is projected to increase in all regions of the UK, but there are projected falls in the male labour force in around half the regions.
- Demographic decline, as indicated by the projected fall in the number of people aged under 25 in the labour force, will be shared by all regions; but in all but three (the Northern region, North West and Scotland) this is

expected to be outweighed by rises in the number aged 25 and over, so that the overall labour force rises.

- In all regions other than Greater London and Northern Ireland, labour force growth in the 1990s is projected to be slower than in the 1980s, reflecting lower expected increases in the population of working age.
- Female activity rates are projected to continue to rise in all regions, and by the year 2000 it is projected that in three regions—the South West, Wales and East Anglia—the activity rate for the female population of working age will be within 10 percentage points of the male rate.



Figure 1 Projected growth in the civilian labour force by age, 1988-2000 (per cent)



United Kingdom as a whole is projected to continue growing, though at a slower rate than in the recent past. This slowdown in the annual average growth rate is expected to be shared by all regions, apart from Greater London and Northern Ireland. There is again considerable variation: from a projected 1988-2000 fall of 3 per cent in the Northern region to a rise of 14 per cent in the South West.

### Trends for men and women

In all regions, the female labour force grew between 1981 and 1988, and is projected to continue growing to the end of the century. The 1981-88 rises range between 1 per cent and 28 per cent, and the 1988-2000 projected rises between 1 per cent and 21 per cent.

For men, in contrast, there is a mixture of rises and falls both in the past and in the future: around half the regions show rises and half show falls in each case. There is less inter-regional variation than for women: from a fall of 5 per cent to a rise of 8 per cent between 1981 and 1988, and from a fall of 6 per cent to a rise of 11 per cent up to the year 2000.

### Trends by age

There has been much discussion lately of the 'demographic time bomb' of the falling number of young people in the labour market, reflecting the fall in birth rates after the baby boom of the 1960s. Figure 1 summarises the different movements projected between 1988 and the end of the century for under 25 year olds and for people aged 25 years and over.

It can be seen that in all regions the number of under 25 year olds in the labour force is expected to fall markedly. The extent of the fall varies from 9 per cent in Northern Ireland to 29 per cent in Scotland, though for all other regions the fall is the range 15 to 27 per cent.

The projected rise in the labour force aged 25 years and over is also shared by all regions, and ranges from 4 per cent in the Northern region to 23 per cent in East Anglia. Though these percentage rises are generally smaller than the percentage falls for young people, they of course have a greater impact on the total size of the labour force because the over 25s make up a much greater proportion of the total. (In interpreting these figures for individual age groups, it should be borne in mind that even greater uncertainty applies to them than to the regional projections as a whole.)

### Population effects and activity rate effects

Any movement over time in the size of the labour force can be split into two components: the *population effect*, the movement which is due to changes in the size of the population in different age groups, and which would have occurred if activity rates had not changed; and the *activity rate effect*, the residual, which is due to changes in the proportion of the population in each age group in the labour force.

Table 2 compares the relative sizes of the population effects and activity rate effects for 1981-88 and 1988-2000. It illustrates strikingly the extent to which the projected slowdown in the rate of growth of the labour force is due to population effects being smaller than in the past (and in some cases turning negative).

In all regions, and for both men and women, the population effects were positive in 1981-88. In all regions

Table 2 Components of change in the regional civilian labour force (aged 16 and over)

	1981-88 change <sup>†</sup> as percentage of 1981 labour force			1988-2000 change as percentage of 1988 labour force		
	Population effect	Activity rate effect	Total change	Population effect	Activity rate effect	Total change
<b>Men</b>						
North	1.2	-5.9	-4.7	-4.3	-1.9	-6.2
Yorkshire and Humberside	3.3	-5.9	-2.6	-0.8	-2.1	-2.9
East Midlands	6.5	-5.1	1.5	5.2	-1.2	3.9
East Anglia	9.3	-1.8	7.6	10.8	-0.2	10.7
South East	4.5	-1.2	3.3	3.7	0.2	3.9
Greater London	0.7	-4.1	-3.4	0.2	-2.0	-1.7
Rest of South East	7.0	0.9	7.9	5.9	1.4	7.3
South West	8.7	-2.4	6.4	9.7	-0.6	9.1
West Midlands	3.6	-2.9	0.7	-1.0	-2.1	-3.1
North West	2.5	-4.7	-2.3	-3.0	-2.9	-5.9
Wales	3.9	-5.9	-2.0	2.7	-6.9	-4.3
Scotland	2.9	-5.7	-2.7	-1.9	-2.2	-4.1
Great Britain	4.3	-3.5	0.8	2.0	-1.4	0.5
Northern Ireland	6.9	-7.0	-0.1	6.5	-2.3	4.2
United Kingdom	4.4	-3.6	0.8	2.1	-1.5	0.6
<b>Women</b>						
North	0.7	5.9	6.6	-4.6	5.7	1.0
Yorkshire and Humberside	3.2	2.3	5.5	-0.9	7.8	7.0
East Midlands	6.6	7.4	14.0	4.3	6.8	11.1
East Anglia	11.5	16.4	27.9	10.5	5.4	15.9
South East	4.2	6.8	11.0	2.4	6.3	8.7
Greater London	0.2	0.7	0.9	0.1	6.5	6.6
Rest of South East	7.0	11.3	18.4	3.8	6.1	9.9
South West	9.7	13.1	22.7	7.6	13.0	20.6
West Midlands	2.9	3.6	6.5	-0.1	5.2	5.2
North West	1.3	3.0	4.3	-2.7	4.4	1.7
Wales	4.7	5.0	9.7	3.1	7.5	10.5
Scotland	1.1	3.4	4.5	-3.7	4.6	0.9
Great Britain	4.0	6.0	10.0	1.3	6.5	7.8
Northern Ireland	5.7	1.0	6.7	4.9	7.6	12.6
United Kingdom	4.0	5.9	9.9	1.4	6.6	7.9
<b>All</b>						
North	1.0	-1.3	-0.3	-4.4	1.3	-3.2
Yorkshire and Humberside	3.3	-2.6	0.7	-0.8	2.1	1.3
East Midlands	6.5	-0.1	6.4	4.8	2.2	7.0
East Anglia	10.2	5.5	15.7	10.7	2.3	13.0
South East	4.3	2.1	6.5	3.1	2.8	5.9
Greater London	0.5	-2.1	-1.6	0.2	1.7	1.8
Rest of South East	7.0	5.1	12.1	5.0	3.4	8.5
South West	9.1	3.8	13.0	8.8	5.4	14.2
West Midlands	3.3	-0.3	3.0	-0.6	0.9	0.3
North West	2.0	-1.6	0.4	-2.9	0.2	-2.6
Wales	4.2	-1.7	2.5	2.8	-1.0	1.9
Scotland	2.2	-1.9	0.2	-2.7	0.7	-1.9
Great Britain	4.2	0.4	4.5	1.7	2.0	3.7
Northern Ireland	6.5	-3.9	2.5	5.9	1.7	7.6
United Kingdom	4.2	0.3	4.5	1.8	2.0	3.7

† Allowing for change of definitions.



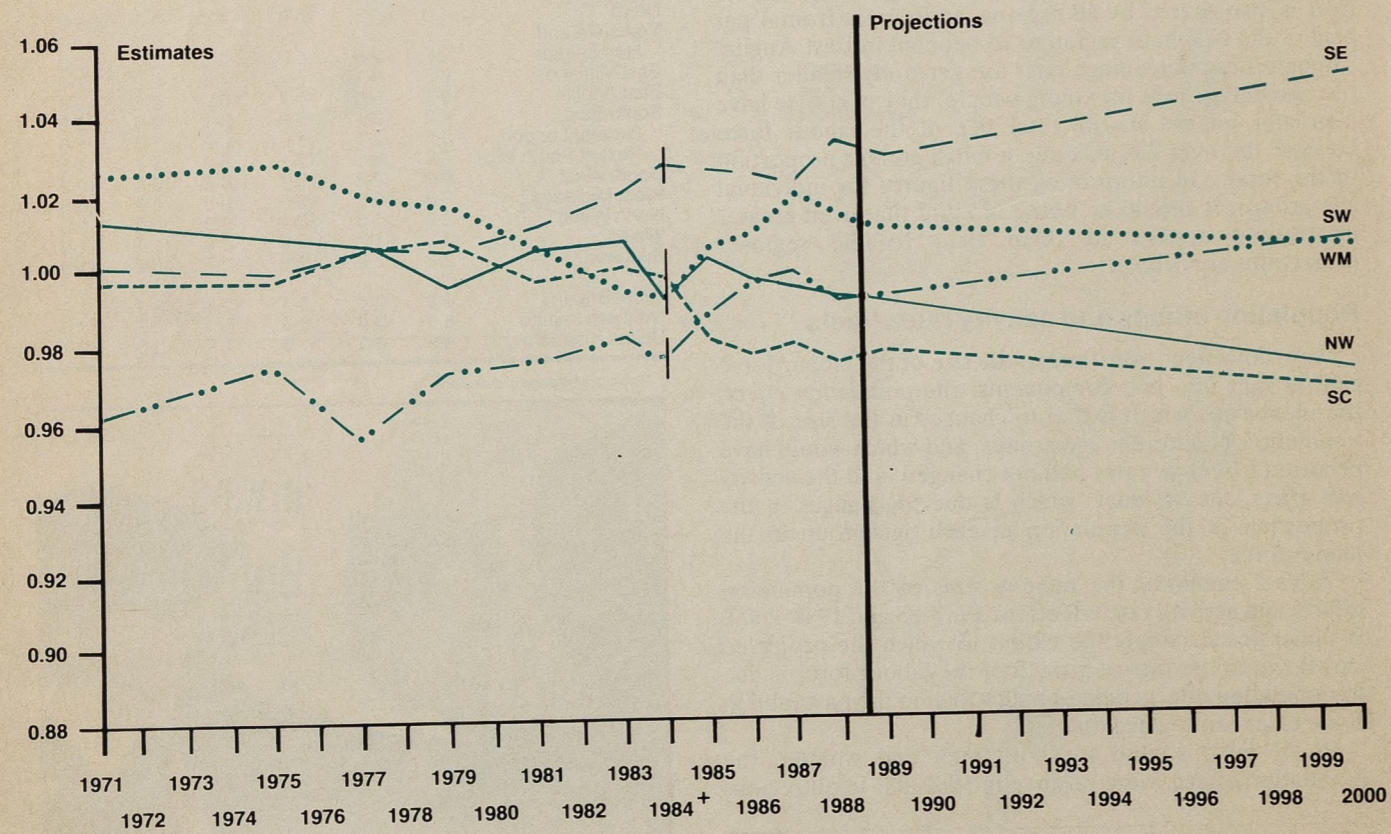
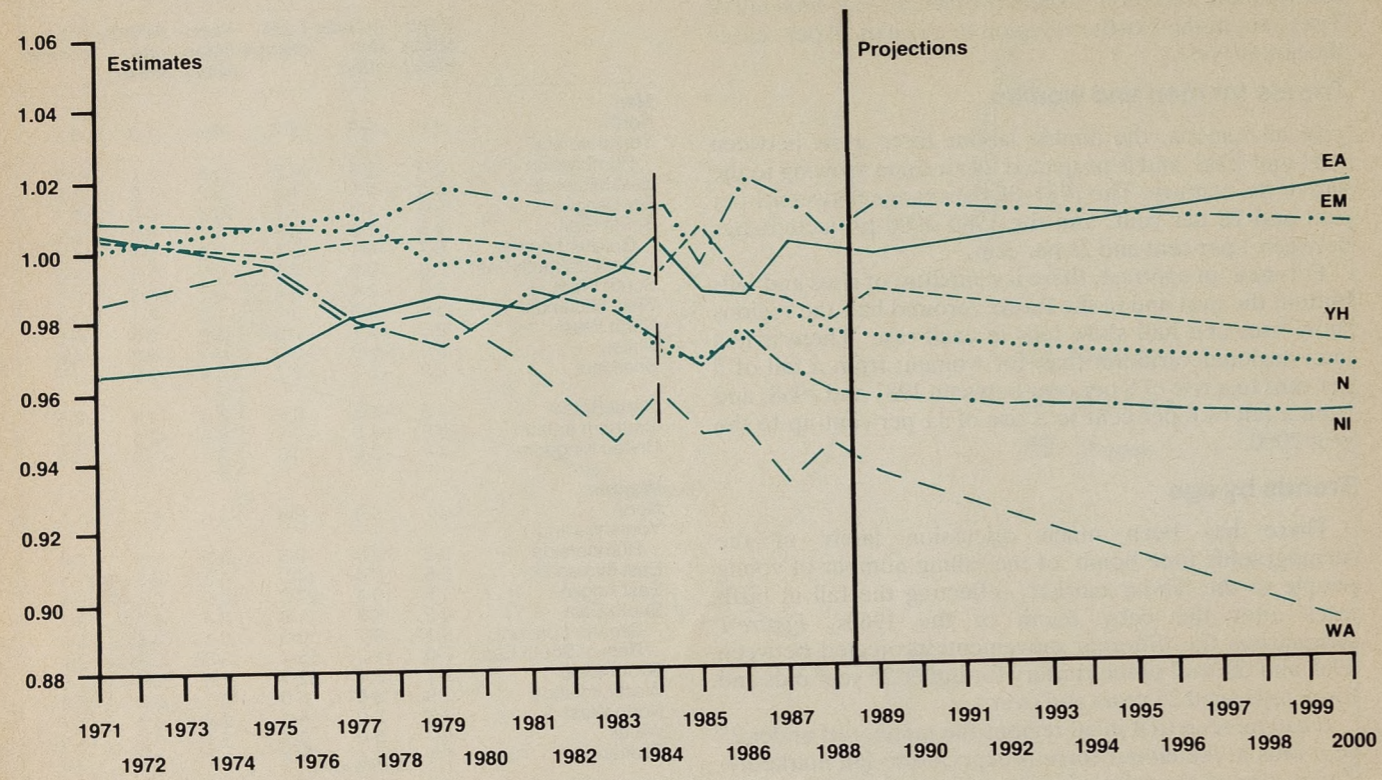
Activity rates are positive for women.

Photo: Andrew Meredith

<sup>1</sup> Op cit, pp 163-164.  
<sup>2</sup> Population projections, area, 1985-2001, England, OPCS Series PP3 No 7, 1988.  
<sup>3</sup> Population projections 1987-2027, OPCS Series PP2 No 16, 1989.

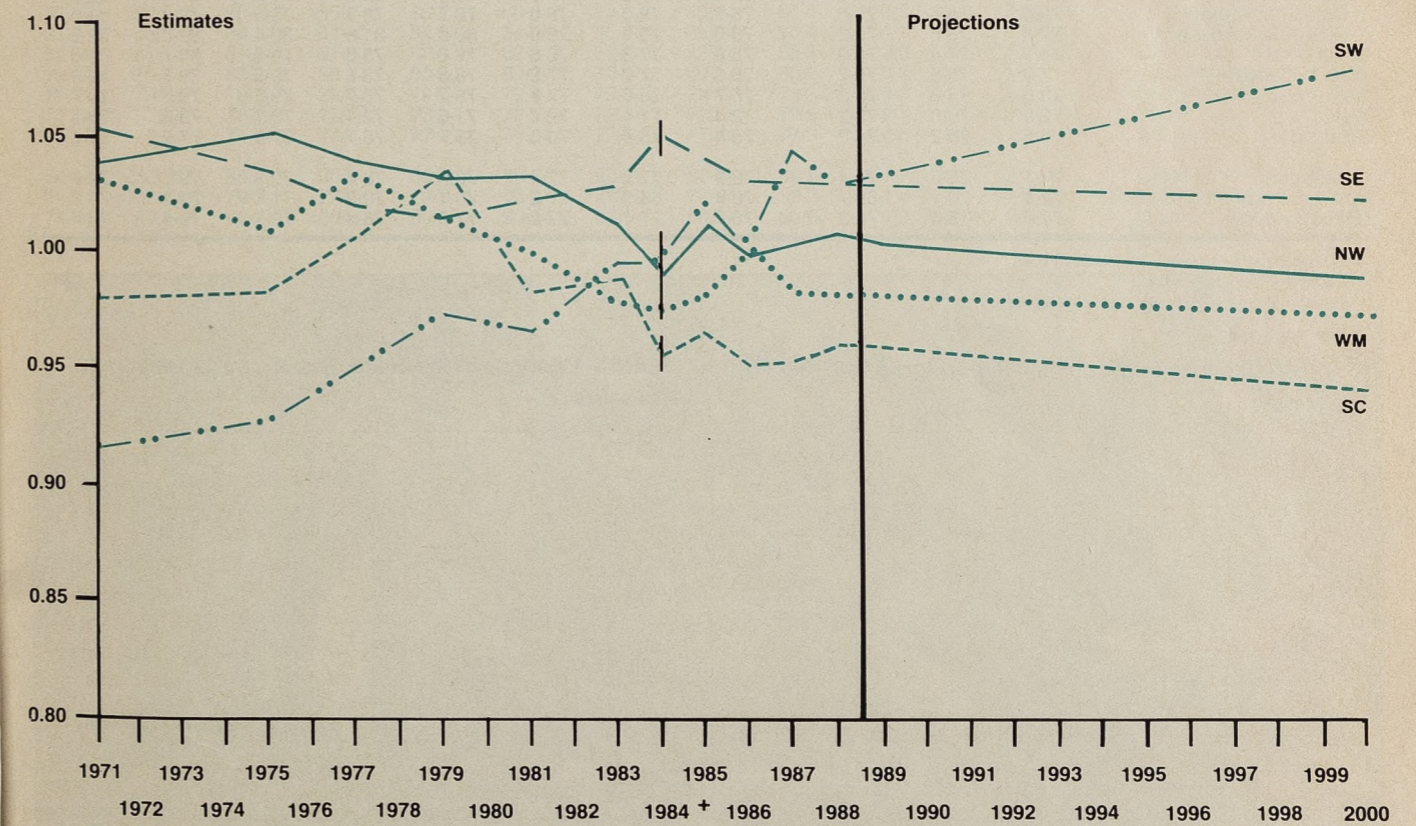
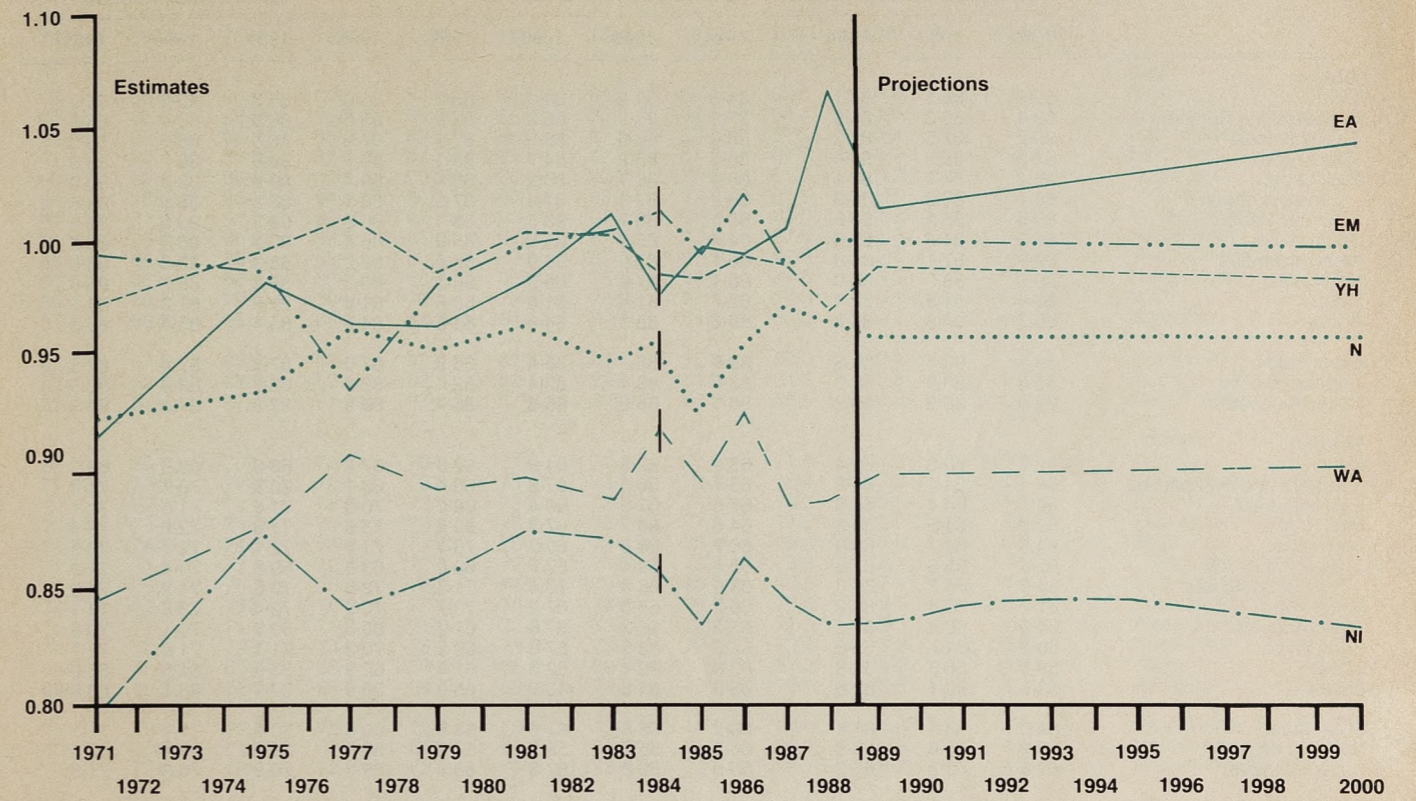


Figure 2 Male 16+ activity rate \*  
relative to Great Britain (= 1.00)



\* Standardised for differences in the age distribution of the population.  
+ GB Labour force definitions up to 1984, ILO/OECD definition from 1984.

Figure 3 Female 16+ activity rate \*  
relative to Great Britain (= 1.00)



\* Standardised for differences in the age distribution of the population.  
+ GB Labour force definitions up to 1984, ILO/OECD definition from 1984.

Table 3 Estimates and projections of regional civilian activity rates (working age<sup>\*\*</sup>)

	Estimates						Projections				
	GB Labour Force definitions*			ILO/OECD definitions*			ILO/OECD definitions*				
	1981	1983	1984	1984	1985	1986	1987	1988	1989	1990	1991
<b>Men</b>											
North	89.6	85.1	84.1	84.3	84.2	84.3	85.1	85.0	85.3	85.3	85.2
Yorkshire and Humberside	89.4	86.3	85.6	85.9	87.3	85.6	85.5	85.6	86.5	86.4	86.3
East Midlands	90.2	87.5	87.2	88.0	86.6	88.3	87.6	87.5	88.5	88.5	88.5
East Anglia	87.2	85.5	86.4	86.5	85.2	84.7	86.1	86.7	86.6	86.7	86.9
South East	89.4	87.7	88.1	88.4	88.4	88.2	88.1	89.4	89.6	89.8	90.0
Greater London	89.4	86.9	86.9	88.2	87.9	87.6	87.5	88.1	88.4	88.5	88.5
Rest of South East	89.5	88.2	88.9	88.5	88.7	88.5	88.4	90.3	90.3	90.6	90.9
South West	86.6	84.4	83.8	84.4	85.5	85.5	85.8	86.2	86.3	86.5	86.5
West Midlands	89.9	87.1	85.9	86.1	87.0	86.9	88.2	88.2	88.3	88.3	88.3
North West	89.6	86.0	86.0	86.1	87.0	86.3	86.3	86.3	86.7	86.6	86.6
Wales	86.4	81.9	82.4	82.7	81.5	81.6	80.6	81.6	81.6	81.3	81.1
Scotland	88.7	86.3	86.2	86.6	85.5	84.6	84.8	84.7	85.4	85.4	85.3
Great Britain	89.1	86.4	86.3	86.6	86.7	86.4	86.5	87.0	87.4	87.4	87.5
Northern Ireland	87.5	83.9	82.9	83.6	83.1	83.4	82.4	82.9	82.7	82.6	82.5
United Kingdom	89.0	86.3	86.2	86.5	86.6	86.3	86.4	86.9	87.3	87.3	87.3
<b>Women</b>											
North	62.7	60.8	63.4	63.9	62.0	64.9	67.3	67.7	68.3	68.8	69.3
Yorkshire and Humberside	64.4	64.1	65.2	65.7	66.3	67.5	68.4	68.1	70.3	70.9	71.4
East Midlands	64.5	64.4	66.9	66.9	67.3	69.4	68.0	70.0	71.0	71.6	72.1
East Anglia	62.9	64.5	63.8	64.6	66.7	67.7	69.2	73.6	71.8	72.6	73.3
South East	64.8	64.7	68.0	68.7	68.8	69.3	70.4	71.1	72.1	72.7	73.3
Greater London	65.9	65.7	67.5	68.4	69.4	67.7	69.0	68.8	69.8	70.4	71.0
Rest of South East	64.0	64.2	68.3	68.9	68.4	70.4	71.3	72.5	73.6	74.2	74.8
South West	61.7	63.4	65.2	66.2	68.3	67.2	70.7	70.9	72.4	73.3	74.1
West Midlands	64.5	62.5	64.2	65.2	66.2	67.8	67.3	68.3	69.6	70.1	70.6
North West	66.3	64.5	65.6	66.3	68.3	67.8	69.2	70.3	71.1	71.6	72.1
Wales	58.0	56.8	60.8	60.9	60.2	62.8	61.7	62.3	63.9	64.5	65.0
Scotland	63.5	63.1	62.6	63.3	64.5	63.6	65.9	66.9	67.9	68.4	68.8
Great Britain	64.0	63.5	65.5	66.2	66.8	67.5	68.6	69.4	70.5	71.1	71.7
Northern Ireland	55.8	55.6	55.8	56.5	55.9	57.2	58.1	58.1	58.8	59.4	60.1
United Kingdom	63.8	63.3	65.3	65.9	66.6	67.3	68.3	69.1	70.2	70.8	71.3
<b>All</b>											
North	76.8	73.6	74.3	74.6	73.6	75.1	76.6	76.8	77.2	77.5	77.7
Yorkshire and Humberside	77.5	75.8	76.0	76.4	77.3	77.0	77.3	77.3	78.8	79.0	79.2
East Midlands	78.0	76.6	77.6	78.0	77.5	79.3	78.3	79.2	80.2	80.5	80.7
East Anglia	75.7	75.6	75.7	76.2	76.5	76.6	78.0	80.4	79.5	80.0	80.4
South East	77.6	76.7	78.5	79.0	79.0	79.2	79.6	80.6	81.2	81.6	82.0
Greater London	78.0	76.6	77.6	78.7	79.0	78.0	78.5	79.5	79.8	79.8	80.0
Rest of South East	77.4	76.8	79.2	79.2	79.1	79.9	80.3	81.8	82.4	82.8	83.2
South West	74.7	74.4	75.0	75.8	77.3	76.8	78.5	79.6	80.1	80.5	80.5
West Midlands	77.9	75.5	75.7	76.3	77.2	77.9	78.3	78.8	79.5	79.7	79.9
North West	78.5	75.8	76.3	76.7	78.1	77.5	78.2	78.7	79.3	79.5	79.7
Wales	72.9	70.0	72.2	72.4	71.4	72.7	71.6	72.4	73.1	73.3	73.4
Scotland	76.5	75.2	74.9	75.4	75.4	74.5	75.7	76.1	77.0	77.2	77.4
Great Britain	77.1	75.5	76.4	76.9	77.2	77.4	78.0	78.6	79.3	79.6	79.9
Northern Ireland	72.1	70.1	69.7	70.4	69.9	71.2	70.1	70.9	71.1	71.4	71.7
United Kingdom	77.0	75.4	76.3	76.7	77.1	77.2	77.8	78.4	79.1	79.4	79.7

\* For details of definitions please see technical note.  
 † Allowing for change of definitions.  
 \*\* Men aged 16 to 64 years, women aged 16 to 59 years.

Figure 4 Changes in the civilian labour force 1987-88

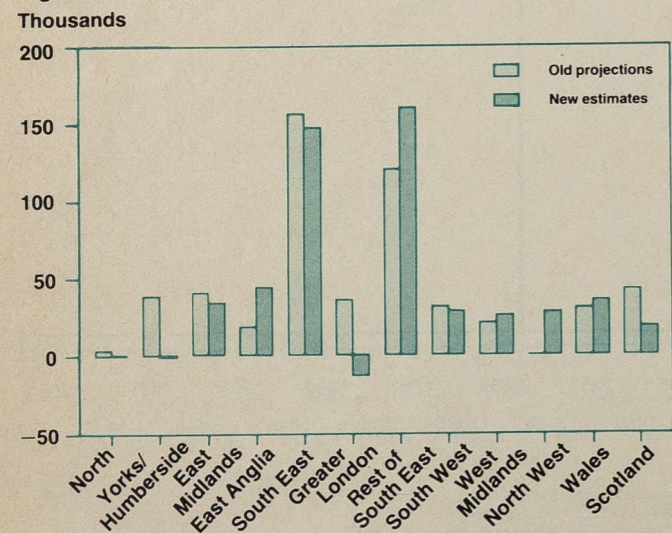
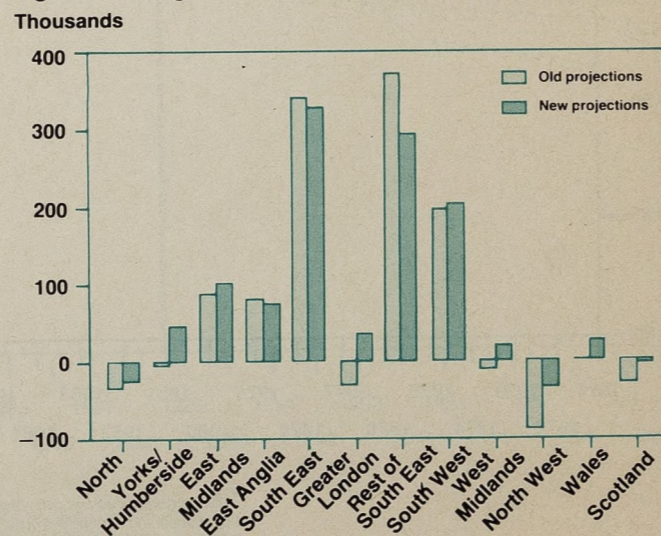


Figure 5 Changes in the civilian labour force 1988-95



	Projections									Change		
	ILO/OECD definitions*									(percentage points)		
	1992	1993	1994	1995	1996	1997	1998	1999	2000	1981-88†	1988-2000	
<b>Men</b>												
North	85.1	85.0	84.9	84.8	84.6	84.4	84.2	84.0	83.8	-4.8	-1.2	
Yorkshire and Humberside	86.2	86.0	85.9	85.7	85.5	85.3	85.0	84.7	84.4	-4.1	-1.1	
East Midlands	88.4	88.4	88.3	88.2	88.1	88.0	87.8	87.6	87.5	-3.4	-	
East Anglia	87.0	87.2	87.3	87.4	87.5	87.5	87.6	87.6	87.7	-0.7	1.0	
South East	90.2	90.4	90.6	90.7	90.8	90.9	91.0	91.0	91.0	-0.2	1.6	
Greater London	88.5	88.5	88.5	88.5	88.4	88.2	88.1	87.9	87.8	-2.5	-0.3	
Rest of South East	91.3	91.6	91.8	92.1	92.3	92.5	92.6	92.8	93.0	1.2	2.7	
South West	86.6	86.8	86.9	86.9	87.0	87.0	87.0	87.0	87.0	-1.6	1.5	
West Midlands	88.3	88.2	88.2	88.1	88.0	87.8	87.6	87.5	87.3	-2.0	-0.9	
North West	86.5	86.3	86.1	85.9	85.7	85.5	85.2	84.9	84.6	-3.5	-1.6	
Wales	80.7	80.3	79.9	79.5	79.1	78.7	78.2	77.7	77.3	-5.1	-4.3	
Scotland	85.3	85.2	85.1	85.0	84.8	84.6	84.4	84.2	84.0	-4.4	-0.7	
Great Britain	87.5	87.5	87.5	87.5	87.4	87.3	87.2	87.1	87.0	-2.4	-	
Northern Ireland	82.5	82.4	82.5	82.4	82.3	82.1	82.0	81.9	81.8	-5.3	-1.1	
United Kingdom	87.4	87.4	87.4	87.3	87.3	87.2	87.0	86.9	86.8	-2.5	-	
<b>Women</b>												
North	69.7	70.0	70.2	70.5	70.7	71.0	71.1	71.3	71.4	4.5	3.7	
Yorkshire and Humberside	71.8	72.1	72.3	72.6	72.8	73.0	73.2	73.3	73.4	3.2	5.3	
East Midlands	72.4	72.7	72.9	73.2	73.5	73.7	73.9	74.1	74.3	5.5	4.3	
East Anglia	73.9	74.4	74.9	75.4	75.8	76.3	76.7	77.1	77.5	9.9	3.9	
South East	73.7	74.0	74.3	74.6	74.8	75.1	75.2	75.4	75.5	5.5	4.5	
Greater London	71.4	71.8	72.1	72.4	72.6	72.9	73.0	73.2	73.3	2.1	4.5	
Rest of South East	75.1	75.4	75.7	76.0	76.2	76.4	76.6	76.8	76.9	7.8	4.4	
South West	74.7	75.3	75.9	76.5	77.1	77.7	78.2	78.7	79.3	8.1	8.4	
West Midlands	70.9	71.1	71.4	71.6	71.8	72.0	72.1	72.2	72.3	2.9	4.0	
North West	72.4	72.6	72.8	73.0	73.2	73.3	73.4	73.4	73.4	3.2	3.2	
Wales	65.3	65.6	65.9	66.1	66.4	66.7	66.9	67.1	67.2	4.2	4.9	
Scotland	69.1	69.3	69.5	69.7	69.8	69.9	70.0	70.1	70.1	2.8	3.2	
Great Britain	72.1	72.4	72.7	72.9	73.2	73.5	73.7	73.9	74.0	4.8	4.6	
Northern Ireland	60.6	60.9	61.2	61.4	61.6	61.7	61.8	61.9	62.1	1.6	4.0	
United Kingdom	71.7	72.1	72.4	72.6	72.9	73.2	73.4	73.5	73.7	4.7	4.6	
<b>All</b>												
North	77.8	77.8	77.9	78.0	78.0	78.0	78.0	77.9	77.9	0.4	1.1	
Yorkshire and Humberside	79.3	79.4	79.4	79.4	79.4	79.4	79.3	79.2	79.2	0.7	1.9	
East Midlands	80.8	80.9	81.0	81.1	81.1	81.2	81.2	81.2	81.2	0.8	2.0	
East Anglia	80.7	81.1	81.4	81.6	81.9	82.1	82.4	82.6	82.8	4.3	2.4	
South East	82.3	82.6	82.8	83.0	83.1	83.3	83.4	83.5	83.6	2.5	3.0	
Greater London	80.2	80.4	80.6	80.7	80.7	80.8	80.8	80.8	80.8	-0.3	2.0	
Rest of South East	83.6	83.9	84.2	84.4	84.6	84.8	85.0	85.2	85.4	4.4	3.6	
South West	80.9	81.3	81.6	81.9	82.2	82.5	82.8	83.0	83.3	3.0	4.8	
West Midlands	80.1	80.1	80.2	80.2	80.3	80.3	80.3	80.2	80.2	0.3	1.4	
North West	79.8	79.8	79.8	79.8	79.7	79.6	79.5	79.4	79.3	-0.2	0.6	
Wales	73.4	73.3	73.2	73.1	73.0	72.9	72.8	72.6	72.5	-0.7	0.1	
Scotland	77.5	77.6	77.6	77.6	77.6	77.6	77.5	77.4	77.3	-0.8	1.2	
Great Britain	80.1	80.3	80.4	80.5	80.6	80.7	80.7	80.8	80.8	1.0	2.2	
Northern Ireland	71.9	72.0	72.2	72.2	72.2	72.2	72.2	72.2	72.3	-1.9	1.4	
United Kingdom	79.9	80.1	80.2	80.3	80.4	80.5	80.5	80.6	80.6	1.0	2.1	



The female labour force is projected to increase.

Photo: Jak Kilby

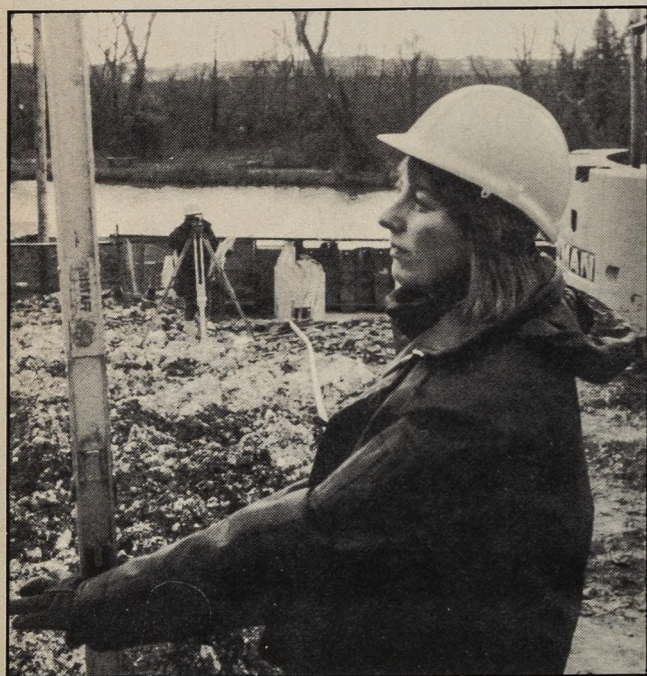
they are projected to be smaller (at an annual rate) in 1988-2000. In the Northern region, the North West and Scotland they are actually expected to become negative to such a degree as to outweigh positive activity rate effects and give projected falls in the labour force.

Activity rate effects were in nearly all regions positive for women and negative for men in the period 1981-88 (which included the rapid downturn in male activity rates in 1981-83). They are generally projected to continue being positive for women and, if anything, become less negative for men. The reasons for these patterns at a national level were discussed in more detail in the April 1989 article<sup>1</sup>.

### Population and activity rate projections

Corresponding to this logical division between population and activity rate effects, the way the projections are actually put together also falls into two parts. The *population projections* are based on the latest available from the Office of Population and Censuses and Surveys (OPCS)<sup>2</sup>, and the Government Actuary's Department (GAD) in consultation with the General Register Offices for Scotland and Northern Ireland<sup>3</sup>. They allow for different fertility and mortality patterns in the different regions, and for migration between them. More details are given in the technical note on page 19.

The second stage of the labour force projections involves projecting regional *activity rates*. This has been done by looking first at trends in the regional "relativities"—the ratios of each region's activity rates to the corresponding Great Britain rates. Once these relativities have been projected, they are applied to the projected GB activity rates (as published in the April 1989 article) to give regional activity rate projections.



Surveyor working in East Anglia, the region projected to have the greatest percentage rise in its labour force aged 25 and over.

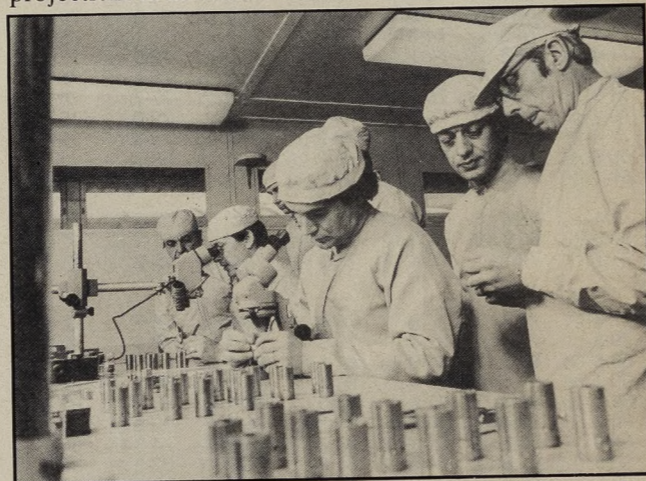
The relativities were projected separately for each age group, and the results are summarised for all men and all women in figures 2 and 3 respectively. (For Northern Ireland, projections of relativities and activity rates were produced separately by the Northern Ireland Department of Economic Development, using the same methodology.)

It can be seen that for most regions, the relativities are

projected to remain fairly flat—in other words, a region's activity rates are projected to remain at roughly the same level relative to Great Britain as they have in the past. Only in cases where a pronounced trend has been evident is this projected to continue—upward in East Anglia (though the female rate is first expected to fall from its very high 1988 value), the South West (especially for women) and the South East (for men), and downward in the North West, Wales (for men) and Scotland (for women).

It is clear from the *figures* that the relativities sometimes show erratic movements from year to year. This is one reason why the regional civilian labour force projections are less secure than the national ones.

The results of the activity rate projections are presented in *table 3*, which gives the rates for the population of working age in each region (i.e. excluding men aged 65 or over and women aged 60 or over). It is these activity rates, separately for each age group (together with those over retirement age), which were applied to the regional population projections to give the civilian labour force projections in *table 1*.



Manufacturing gyroscopes at Marconi Avionics, South East England—where the male labour force is projected to grow by 7.3 per cent between 1988 and 2000.

### Comparison with previous projections

Two sorts of comparisons with the figures released in July 1988 for the regions of Great Britain are of interest. First, the new estimates for 1988 can be compared with the projections for that year. As has been mentioned, the previous set of projections were on the former GB Labour Force definition, and so are not strictly comparable with the new (ILO/OECD) estimates. Nonetheless, it is still useful to make a broad comparison of the 1987-88 changes shown by the two sets of figures, and this is done in *figure 4*.

Nationally, the projection turned out very close to the estimate. The fit was less close regionally, though the differences are only proportionately large in three regions: Yorkshire and Humberside and Greater London (where the projected change was too high), and the North West (where it was too low). The reasons for these differences involve a mixture of population and activity rate factors.

The second comparison which can be made is of the longer-term paths shown by the two sets of projections. The same definitional problems apply, and moreover the previous projections only extended to 1995. *Figure 5* compares the overall changes shown by the two sets of projections between 1988 and 1995, and shows that in broad terms the regional trends exhibited by these new projections are similar to those previously published. ■

## Technical note

### Definitions

The *civilian labour force* includes people aged 16 or over who are either in employment (whether employed, self-employed or on work-related government employment and training programmes, but excluding those in the armed forces) or unemployed. Two different definitions of the unemployed are used for the figures in this article.

The estimates up to 1984 are on the former *Great Britain Labour Force* definition, which counted as unemployed people without a job and seeking work in a reference week (or prevented from seeking work by temporary sickness or holiday, or waiting for the results of a job application, or waiting to start a job they had already obtained), whether or not they were available to start (except students not able to start because they must complete their education).

The estimates from 1984 onward, and all the projections, are on a slightly different definition, which follows the guidelines of the International Labour Organisation (ILO) and is used by the Organisation for Economic Co-operation and Development (OECD): the *ILO/OECD* definition. This counts as unemployed people without a job who were available to start work within two weeks and had either looked for work in the past four weeks or were waiting to start a job they had already obtained. Estimates on the ILO/OECD definition are not available before 1984, as the Labour Force Survey did not then collect information on job search over a four-week period.

The *civilian activity rate* in a given age/sex category is the civilian labour force expressed as a percentage of the population in that category.

### Measurement

Regional estimates of the civilian labour force and activity rates are derived principally from household surveys and population censuses.

The estimates on ILO/OECD definitions are derived from the 1984-88 Labour Force Surveys, supplemented by data from the 1981 and 1971 Censuses of Population on the economic activity of those not in private households and from the Ministry of Defence on the numbers in HM Forces.

The estimates for earlier years on the former GB Labour Force definition are based on data from the 1971 Census of Population and the 1975, 1977, 1979, 1981, 1983 and 1984 Labour Force Surveys, supplemented in the same ways.

### Projection methodology

The *population projections* used in this article are based on the latest published projections for each region: 1985-based for the regions of England, and 1987-based for Wales, Scotland and Northern Ireland. The rates of change in the population in each age group shown by these have been made consistent with the latest estimates of the population in

mid-1988 (and with extrapolations for local areas of England and Wales in mid-1989 and mid-1990 produced by OPCS). In addition, to ensure that the labour force projections are consistent with the national projections published in the April 1989 issue of *Employment Gazette*, all the population projections have been scaled to make them add up to the 1987-based GB projections on which that article was based. (1988-based national population projections have recently been published, but they differ only slightly from the 1987-based projections, and they have not been used here; they will be incorporated into the next round of national labour force projections.)

The *activity rate projections* were produced by first projecting the relativities—the ratios of the regional activity rates to the Great Britain rates—based on past movements (using data for 1971, 1975, 1977, 1979, 1981 and 1983-88). Age/sex-specific activity rates were then produced by multiplying the projected regional relativity for each age/sex category by the projected GB activity rate. A final stage was necessary to ensure that the regional labour force projections added up precisely to the national projections published in the April 1989 article.

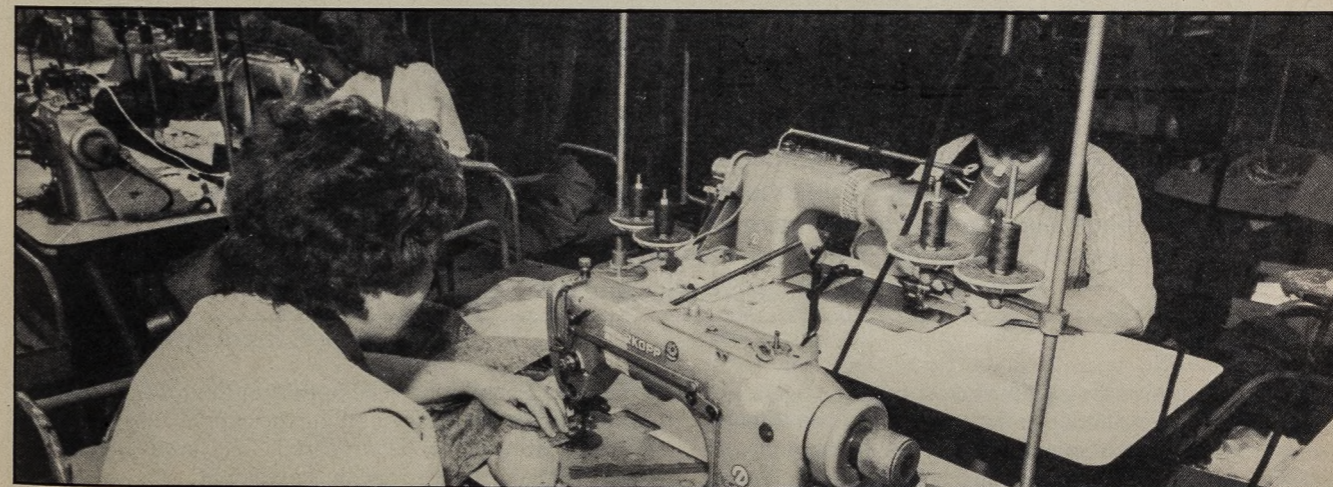
The all ages relativities shown in *figures 2* and *3* have been *standardised* by taking an average of the individual age groups' relativities, but weighted using the Great Britain population distribution rather than the region's; this means that the comparison is not distorted by regional differences in the age distribution of the population.

### Availability of more detailed data

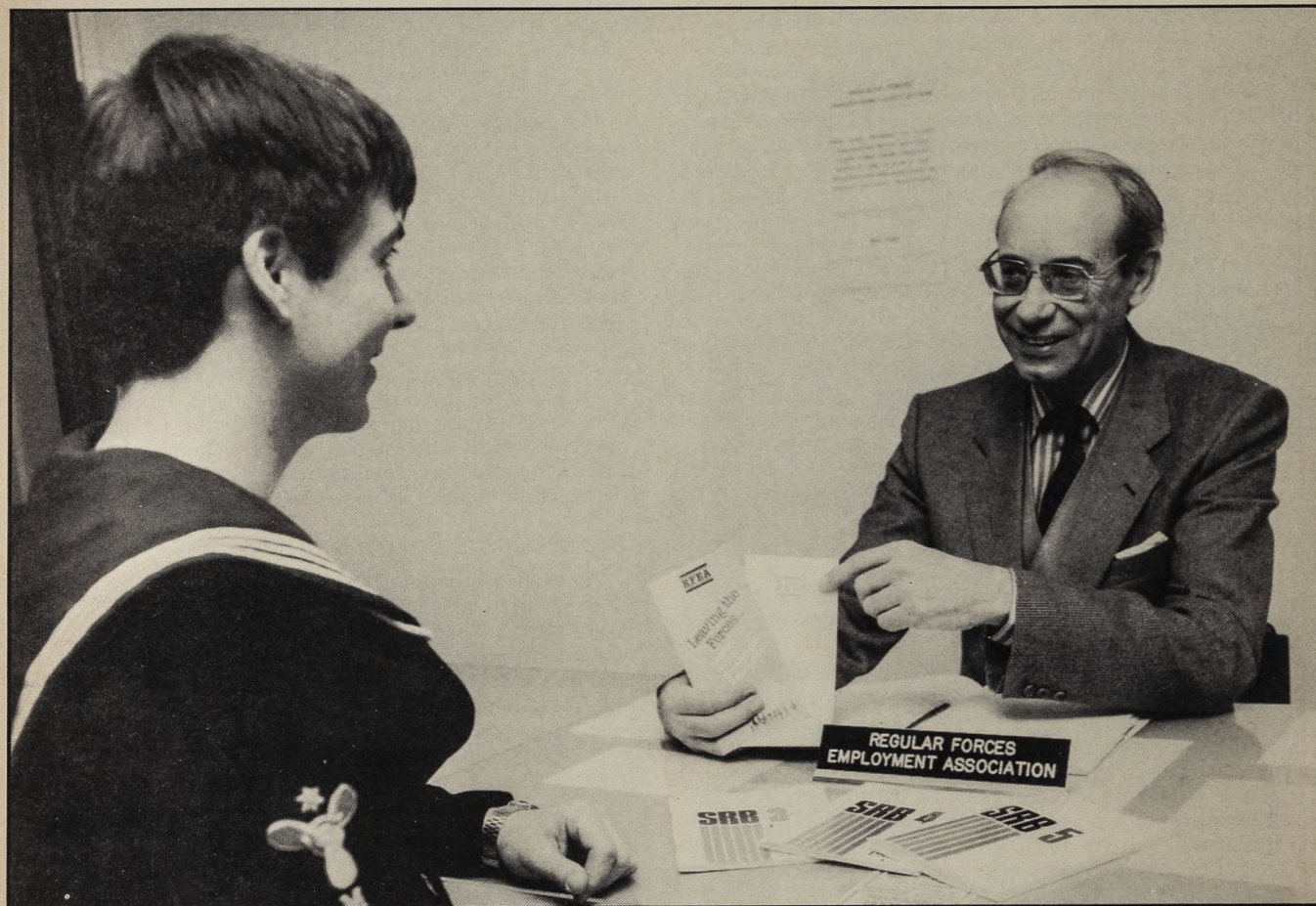
The estimates and projections presented in this article have generally been limited to figures for people of all ages 16 and over (*table 1*) or of working age (*table 3*). This is partly for reasons of space, and also because the figures for more *detailed age groups* are subject to wider margins of error.

A set of tables showing the male, female and total civilian labour force and activity rates separately for six age groups in each of the regions of Great Britain, for 1981 and each year 1983-2000, can be obtained for a fee of £25 by writing to Stats C1, Department of Employment, Level 4, Caxton House, Tothill Street, London SW1H 9NF. This is available either on paper or on IBM-compatible floppy disk; readers requiring the latter should enclose a blank disc with their request, and specify which format they would prefer.

Estimates of the civilian labour force and activity rates in the *counties* of England and Wales and the regions of Scotland, again for men and women separately and for six age groups, and consistent with the regional figures on ILO/OECD definitions for each year 1984 to 1988, are available from the same address and in the same way, at a fee of £15 for each year's estimates.



In all regions there have been rises in the labour force.



Free advice and help from the Regular Forces Employment Association is available to all non-commissioned officers and all regulars with a minimum of three years service.

## Filling the breach in 'Civvy Street'

by Donald Williamson

The 'demographic time bomb' set for the 1990s is likely to bring about far-reaching changes to methods and patterns of working, and potentially beneficial changes to the make-up of the nation's workforce. The men and women of the armed forces are one group in society which may be able to take advantage of these changes and fulfil employers' needs.

Demographic change was at the top of the agenda at last October's annual general meeting of the Regular Forces Employment Association (RFEA). In the ten years to 1996, the meeting was told, the number of 16-19 year olds available for work is expected to have dropped by 1

million to 2.5 million. "The opportunities for unskilled and unqualified ex-regulars in filling the gaps during this period will probably never be repeated," declared General Sir Jack Harman, the association's president.

He also warned that industry and commerce would still

be searching for skilled workers in preference to those who had no vocational training or qualifications, but "unless ex-servicemen make the effort to acquire these skills, they will not be snapped up by a discerning employer".

The opportunity exists now, he added, for ex-regulars to receive assistance in acquiring a skill and thereby fill a vacancy which will become a permanent job.

### Difficulties

Despite the windfall of the predicted labour shortage among young people, the RFEA does acknowledge that many of the difficulties for ex-servicemen and women in finding employment will remain. General Harman outlined these as:

- the reluctance of ex-servicemen and women to move away from their own home area to find employment;
- the attitudes of some employers to the unemployed, particularly those who have been out of work for lengthy periods; and
- the reluctance of some employers to recruit people who are in receipt of a pension.

The RFEA is a registered charity but 80 per cent of its funding comes in the form of an annual grant from the Ministry of Defence. The remainder comes from the benevolent funds of the three armed services.

All non-commissioned officers and all regulars with a minimum of three years' satisfactory service are eligible for free advice and help from the association's London headquarters and the network of employment officers in the regions. All 40 employment officers are themselves ex-regulars and are in close contact with a large number of employers and local offices of the government's Employment Service.

During the financial year 1988-89, the association helped 9,918 servicemen and women who had just left the forces; and the numbers placed in employment (5,117) rose by 2 per cent compared with the previous year, despite the fact that many of these ex-regulars were looking for work in areas of high unemployment.

The association has many years' experience of placing unqualified and unskilled people, traditionally the most difficult group to place in employment; however, last year it observed a noticeable and very welcome change in attitude on the part of employers. The future demographic changes were pinpointed as a contributory factor.

Skilled technicians and regulars, by contrast, were able to take advantage of the skills shortage in the workforce and fewer of them needed to turn to the RFEA for help.

As in recent years, the association was able to place ex-regulars in a wide variety of jobs, both in the private and public sectors. The proportion placed with service industries was 89 per cent and the numbers entering employment as supervisory staff, sales people and semi-skilled workers showed a marked increase, as did the number finding employment in the aircraft industry. At the same time, security agencies lost out but still attracted 16 per cent of all placings.

### Forces Resettlement Service

The RFEA does not work alone in providing employment advice, but is a part of the Forces Resettlement Service (FRS), which brings together the efforts of the Ministry of Defence, the Employment

<sup>1</sup>Or less in the case of medical discharge.

Service, the Training Agency and the RFEA itself. This month a new co-ordinating body, the Tri-Service Resettlement Organisation, under its civilian head Trevor Hills, is due to commence overseeing the work of the FRS and should help to reduce the duplication of effort which has existed as a result of the resettlement activities of the three services.

Trevor Hills says he hopes to build "a very strong functional relationship" between the services, and it is possible that the RFEA's role may change once the new organisation has become established, with possible scope for greater integration into the FRS.

The stated aims of the FRS are:

- to provide information and guidance for all ranks on their choice of civilian career;
- to provide servicemen and women with resettlement training, both pre- and post-discharge;
- to give them the information they need to find themselves work or a new career; and
- to point them in the right direction for employment advice from outside agencies.

### Job finding

In a sense, the armed forces provide a specialised service for their members, drawing on contacts and resources both within the forces and out in 'Civvy Street'. In fact, there are similarities between the FRS and employment consultancies and job-finding services in the private sector, and also the Employment Service's Jobclubs.

In addition to help from the Employment Service and the organisations already mentioned, members of the three services have access to a range of in-house job-finding provision.

The Royal Navy has an employment liaison officer, or ELO(N), a retired officer whose main task is advising officers about to retire, or already retired, how to set about obtaining employment; he may also be able to arrange interviews for them with prospective employers.

He fosters close links with employers and agencies, maintains a database of officers seeking employment, and aims to offer a personal matching service. He also keeps a register for Retired Officer posts in the Navy Department.

The RAF has a similar small branch, known as P5(RAF), to assist in finding employment for retiring officers. This branch has a wide range of contacts in industry and commerce—both within and outside the field of aviation—and also with the Civil Service, other Government Departments and agencies, local authorities, professional associations, educational bodies, trusts, charities and so on.

Like the ELO(N), P5(RAF) co-ordinates Air Force Department aspects of recruitment to Retired Officer grades and NATO civilian posts.

The Army Resettlement Employment Liaison Cell (ARELC) is slightly different in concept, in that it is designed to assist all ranks in the army, not just officers, to obtain suitable employment on leaving.

Its tasks are: liaison with civilian employers to advise on the qualities of retiring army personnel, acting as the focal point to which employers can send job vacancies, and providing a means of introduction between a company and individuals leaving the army with the particular skills, qualities and experience which the company is seeking.

The ARELC Job Matching Service uses a computer system to match job vacancies with individuals, and it also

provides a Job Information Service through the medium of the *Services Resettlement Bulletin Vacancies Supplement* (see below).

### The Officers' Association

The Officers' Association was founded in 1919 and is a registered charity under Royal Charter. It exists to give advice and help of all kinds to anyone who has ever held a commission in Her Majesty's Forces, and their dependents. One of its functions is assisting with employment-finding through its Resettlement and Employment Department, which is complementary to the other resettlement agencies.

Officers who choose to register with the association are interviewed and their details are entered into a computer profile, by which they are then matched to suitable vacancies. Like the other agencies, the Officers' Association is in contact with a wide range of civilian employers, and some of its vacancies are exclusive to the association.

### Resettlement

Two years prior to the serviceman's or woman's discharge, the resettlement process is put into operation. Each of them attends a resettlement interview or group briefing where they may possibly hear the word "resettlement" for the first time in their service career.

During the interview or briefing, they are encouraged to plan ahead and form their own individual resettlement strategy. They are given initial guidance on avenues they may wish to explore, whether straight into employment using their current skills or long-term training to equip

them better, thereby opening up a wider range of employment opportunities.

### Briefings

For the following two years a variety of services is on offer and there is no shortage of advice and guidance available. These include a range of briefings, open to all ranks, covering various aspects of resettlement: second career preparation (the armed forces being their first career); applying for a job; career briefings; regional briefings; specialist briefings; and attachments to civilian employers or colleges.

Briefings are free to all eligible regulars—the cost is borne by the Ministry of Defence.

The "Second Career" briefing is usually attended when there are between two years and 18 months left to serve. It is designed to encourage individuals to review their career in the services and so help them compile a curriculum vitae. Individuals will find out about job interview procedures and the methods used by employers to select new staff. Specific information on certain careers is available and aspects of civilian life with which regulars may not be familiar are also discussed—such as industrial relations, finance, and government agencies and others involved in employment advice and job-finding. Regulars also have the opportunity to seek advice on a one-to-one basis from civilian advisors with specialist knowledge of particular careers.

Briefings specific to certain careers are often oversubscribed so those regulars who are closest to the end of service are given priority. These "Second Career" briefings cover a broad range of careers, from flying and

engineering in the civil aviation industry to farming and horticulture, from the police and prison service to sales and self-employment.

The "Applying for a Job" briefing gives advice on how to set about making a job application in whatever area of employment is chosen by the serviceman or woman. They are all recommended to attend when they have around six months' service to complete.

The aim is to provide information on the current job market and to give guidance on analysing and answering job advertisements, taking into account the employer's requirements and the qualifications and experience of the applicant they wish to interview.

Regulars attending the briefing are provided with guidelines on how best to write a letter of application and cv, and how to complete a job application form. Most regulars will have little experience of job interviews, so practical experience of interview procedure is given through role-playing exercises.

"Regional" briefings—on working and living in specific areas of the country and some overseas locations—cover issues at a local level. Training and employment, as well as housing, are discussed. And local employers in both the

### Examples of jobs found for regulars by the RFEA

- Word-processor instructor post in Bedfordshire for a warrant officer, Women's Royal Army Corps, aged 40.
- Electronics technician post in Cumbria for a chief technician, Royal Air Force, aged 46.
- Officer administrator post in the London area for a chief petty officer, Royal Navy, aged 45.
- Computer programmer post in Avon for a sergeant, Royal Air Force, aged 33.
- Offshore radio technician in Scotland for a sergeant, Royal Corps of Signals, aged 32.
- Security officer post in London for a lance-corporal, Royal Marines, aged 32.

public and private sectors are on hand to discuss opportunities with the regulars who attend.

Specialist requirements, such as house purchase, employment opportunities for the over-50s and financial matters are dealt with in separate briefings.

Resettlement officers encourage attendance at briefings and, on average, each individual serviceman or woman attends six or seven briefings. Most attend the more general of these.

### Familiarisation

Having spent most, if not all, their working lives in the services, some regulars may find it beneficial to spend time with a civilian firm. For them, there is the option of a "Familiarisation attachment", nomination for which is at the discretion of their commanding officer. Regulars may be selected for more than one attachment but no single attachment lasts longer than five days.

Travel for one return journey between the serviceman's or woman's station and the attachment is paid by the Ministry of Defence, and the firm or organisation chosen for this period of familiarisation must be local to the station.

Regulars taking advantage of this opportunity are not paid by the firm concerned, nor do they receive any extra financial assistance from the Ministry of Defence.

### Queries

At the six-month point prior to discharge, "Final Resettlement Boards" may be arranged. Chaired by a service resettlement officer, assisted by a RFEA employment officer and a representative of the government's Employment Service based at a local jobcentre, these boards are intended to iron out any queries or problems arising from the individual's resettlement programme. Further advice and information is given, if needed, on any aspect of resettlement. The Employment Service representative is able to give up-to-date information on the state of the job market in the local area and advice on housing—such advice is necessary in some cases, as career servicemen and women may have lived in service accommodation throughout their career, although a good proportion are house owners from an early stage.

Employment Service representatives attend all "Final Resettlement Boards", which are held in the UK and at some overseas bases in West Germany, Gibraltar, Cyprus and Hong Kong. The *Services Resettlement Bulletin*, published by the Ministry of Defence, carries information supplied by the Employment Service on regional employment opportunities.

### Training

The last stage of the FRS's activities, pre-release training, is made available to all ranks, provided the individual serviceman or woman has completed the full fixed term of service. Those who are leaving the services before the end of their fixed term are not eligible for pre-release training or resettlement briefings, but advice from service resettlement officers, RFEA employment officers and Employment Service staff is open to all.

This training lasts four weeks and is full-time. The aim is to allow regulars access to courses of study, to help them adapt their military training for civilian applications, or to enable them to start a course of study which they can complete after resettlement, either with their civilian employer or at a local college or polytechnic.

Courses are devised and given by civilian specialists; they are taken either at the Services Resettlement Centres in Portsmouth, Catterick and Aldershot, or at civilian educational and training establishments. Unless there are additional entry requirements, all servicemen and women are eligible for full-time training on these courses. Certain courses at local colleges are sponsored by the Ministry of Defence, but only part of the fees may be refunded.

Subjects on offer range from trade and craft training—such as carpentry, cabinet-making and car maintenance—to business and managerial skills. In addition to these courses, which are on offer at the Services Resettlement Centres, MOD-sponsored courses—in business finance, for example—may lead to nationally recognised qualifications, such as the Higher National Certificate.

Where the individual's training requirements cannot be met through the courses on offer, they can opt for a "civilian training attachment". Attendance is not automatic: the serviceman or woman must satisfy the resettlement officer that the attachment would be in his or her best interests and that training requirements cannot be better met by the established resettlement courses.



Applicants must also be able to find a civilian firm or organisation willing to provide the training. If the applicant wishes to attend a fee-paying course, a letter of acceptance from the college or training centre must be provided.

### Special requirements

During the whole two-year resettlement process, resettlement officers keep a record of the serviceman's or woman's progress which is sent to the jobcentre in the town he or she chooses for resettlement. A copy is also sent to the Employment Service headquarters in Sheffield. Once they have been discharged, servicemen and women are interviewed by a new client advisor at the local jobcentre and are given the advice and information which has been emphasised throughout the two years.

The special requirements of ex-service personnel are recognised by the Employment Service and the Training Agency. They are eligible to join Jobclubs as soon as they enter civilian life and their terminal leave is taken into account should they wish to apply for an Enterprise Allowance. Normally, applications must have been continuously unemployed for a minimum of six weeks to qualify.

Job vacancies aimed specifically at former service personnel are published weekly by the Ministry of Defence in *The Services Resettlement Bulletin Vacancies Supplement*, which is held by all jobcentres. On resettlement, the guidance and information provided by the Forces Resettlement Service comes to an end, but anyone in need of further help can still turn to the Regular Forces Employment Association, The Officers' Association and local jobcentres.

### Toward the '90s

The Forces Resettlement Service has provided a comprehensive advice, information and training programme for servicemen and women which has ensured that forces personnel have a firm base from which to launch themselves into civilian life. People leaving the Royal Navy, army and RAF are often well trained professionals with skills which, once adapted to the civilian context, will be much sought after in the 1990s. If the efforts of the three services continue to be successful, employers should find a valuable source of workers and skills to help them survive the imminent 'demographic time bomb'. ■

## Pick a card, get a job

Tony Wood is installation sales manager with Installations, part of Interserv, a company which manufactures cash dispenser machines for banks and building societies. He set up the unit to serve the parent company.

In November 1986, aged 48 and after 33 years' service in the Royal Air Force, Mr Wood started his resettlement process from RAF Lyneham. As an ex-flight sergeant he felt he would stand a good chance of success on the job market.

He took his first step towards 'Civvy Street' when he was interviewed by his station resettlement officer. During the interview he was given a folder containing information leaflets and booklets which would eventually bring him nearer to his goal of civilian employment. His preferred career areas were quality assurance, the aircraft industry and training, and he stated his wish to work near his home in Windsor. "I could easily have found a lucrative position in Saudi Arabia," he commented, but this was out of the question as my family, who had supported me in a nomadic service life, now wished to finally have roots."

### Briefings

The information pack he was given by the resettlement officer contained details of various briefings, so he decided to apply for one on instructional techniques and another called "Applying for a Job". In the time between the two briefings he compiled a cv, answered job advertisements in the press and consulted Professional Executive Recruitment (PER). The advice he received through PER and his local jobcentre left him with the impression that the various sources of information were of use in their particular way but were

not co-ordinated.

Following the "Applying for a Job" briefing, Tony Wood found renewed confidence and hope for his prospects. The briefing explained competition in a new light to him—it was no longer team versus team (with him as a member of one of them) but individual versus individual: "I had to convince all who read my cv that they must see me."

Self-analysis followed and a rewritten cv. As a flight sergeant he had been used to interviewing and could apply his experience to his new-found role as interviewee. With greater confidence in his self-marketing skills, he set about completing job applications with a positive approach.

### Jobsearch

By this time he had spent two months on his jobsearch and had submitted more than 70 job applications. Mr Wood's confidence was fading again so he went back to his RAF station and met up with some of his old friends who were in a similar position. While at the station he came across a representative from the RFEA and found out there was a source of help appropriate to his needs. Had he delved deeper into his information pack at the start of his resettlement leave, he would already have found the RFEA's reply-paid post card.

When he returned home, he found the card—still in his folder—and sent it off. Within a few days he was attending an informal interview at the RFEA's offices in Reading. Pat Wimbush, the association's representative in Reading made one telephone call and Tony Wood was called for interview the same day at a small local company. Two days later he started his new job with Interserv.

**Employment advice  
and information**

Department of Employment  
Inquiry office:  
Telephone 01-273 6969

# Labour Market Data

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## Publication dates of main economic indicators 1990

<b>Labour Market Statistics:</b> Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes	<b>Retail Prices Index</b>	<b>Tourism</b>
January 18, Thursday February 15, Thursday March 15, Thursday	January 19, Friday February 16, Friday March 23, Friday	February 7, Wednesday March 7, Wednesday May 2, Wednesday
After 11.30 am on each release date, the main figures are available from the following telephone numbers:		
<b>Unemployment and vacancies:</b> 01-273 5532. <b>Retail Prices Index:</b> 0923 815281 (Ansafone Service). <b>Tourism:</b> 01-273 5507	<b>Employment and hours:</b> 0928 715151 ext. 2570 (Ansafone Service). <b>Average Earnings Index:</b> 0923 815208/815214	

## Trends in labour statistics

### Summary

The number of employees employed in manufacturing industry in Great Britain is estimated to have fallen by 9,000 in October 1989. This follows a drop of 9,000 in September and a rise of 18,000 in August and brings the average monthly change over the three months to zero. It may indicate a levelling off in employment in this sector, following the drop seen in the first two quarters. In the third quarter of 1989 there was a rise of 5,000 in manufacturing employment, while over the year to October 1989 there was a fall of 33,000.

The workforce in employment in the United Kingdom is now estimated to have increased by 78,000 in the second quarter of 1989, contributing to an overall increase of 477,000 in the year to June 1989. This continues the upward trend of the past six years but is the smallest quarterly increase seen for two years.

Unemployment in the UK (seasonally adjusted) fell by 25,200 between October and November to reach 1,649,700, the lowest level for over nine years. The unemployment rate fell to 5.8 per cent of the workforce. Unemployment has now fallen by 1.484 million over 40 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 October 1989 was 9.1/4 per cent (provisional estimate). This is 1/4 percentage point higher than the rate of increase for the year to September.

Latest productivity figures for manufacturing show that output per head in the sector in the three months ending October 1989 was just under 3 per cent higher than in the same three months of 1988. Unit wage costs in manufacturing in the three months to October 1989 were over 5 1/2 per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 7.7 per cent for November, compared with 7.3 per cent for October. The rate excluding mortgage interest payments was unchanged in November from the 6.1 per cent recorded for October.

It is provisionally estimated that 3.6 million working days were lost through stoppages of work due to industrial disputes in the 12

months to October 1989. This compares with 3.7 million days lost in the previous 12 months and an annual average over the ten-year period ending October 1988 of 10.0 million days.

Overseas residents made an estimated 1,640,000 visits to the United Kingdom in September 1989, while United Kingdom residents made about 3,770,000 visits abroad.

### Economic background

A preliminary third quarter of 1989 estimate of *Gross Domestic Product* (GDP), available for the output based measure only, suggested that the third quarter output of the whole economy was 1 per cent higher than in the second quarter and 2 per cent higher than a year earlier.

The second quarter estimate for GDP (average of expenditure, income, and output based estimates) showed that it was

effectively unchanged between the first and second quarters of 1989, following an increase of 1/2 per cent between the fourth quarter of 1988 and the first quarter of 1989. GDP was 2 per cent higher in the second quarter of 1989 than in the second quarter of 1988.

*Output of the production industries* in the three months to October 1989 is provisionally estimated to have increased by 2 per cent compared with the previous three months and was 1/2 per cent higher than in the corresponding period a year earlier.

*Manufacturing output* in the three months to October 1989 was unchanged compared to the previous three months but 3 per cent higher than in the corresponding period a year earlier. Within manufacturing, between the two latest three-month periods, there were increases of 3 per cent in the output of the metals industry, and of 1 per cent in the output of the chemicals and of the engineering and allied industries. The output of

food, drink and tobacco and of 'other manufacturing' fell by 1 per cent and the output of 'other minerals' 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 October 1989, total output was 8 per cent higher than in the previous three months but 5 per cent lower than in the corresponding period a year earlier.

Preliminary estimates suggested that in the third quarter of 1989 *consumers' expenditure* was £67.2 billion (at 1985 prices and seasonally adjusted), similar to the level of spending in the second quarter of 1989 and 4 per cent above the same period 1988.

The index of the volume of *retail sales* has changed little since late 1988. Over the period September to November (the November figure is provisional), sales were 1/4 per cent more than in the previous 3 months (after seasonal

adjustment) and 1 per cent higher than in the same period a year earlier.

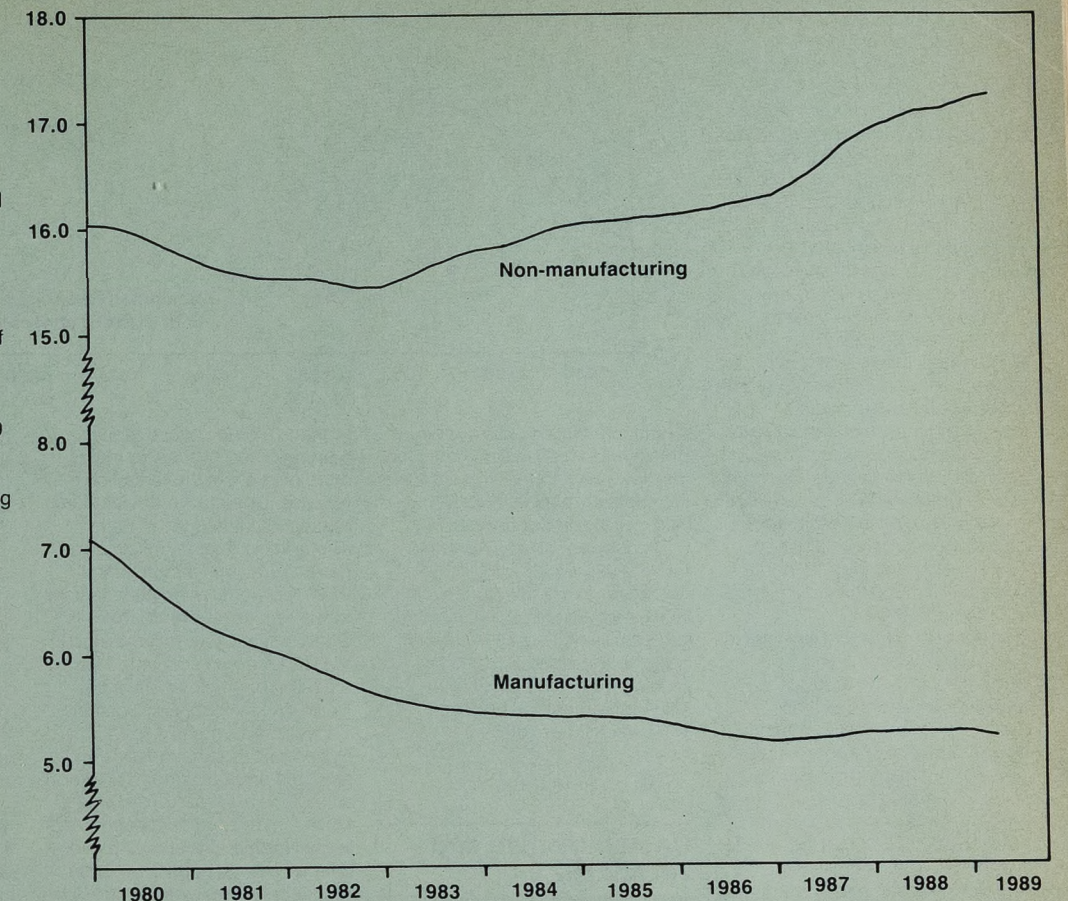
*New credit advanced to consumers* in October 1989, excluding loans by banks on personal accounts, by insurance companies, and credit advanced by retailers (for all of which information is available only quarterly) is estimated, on a seasonally adjusted basis, at £3.7 billion. This compares with revised estimates of £3.4 billion for September and £4.0 billion for August. *Total consumer credit* outstanding is still 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.

Provisional third quarter of 1989 estimates of *fixed investment* (capital expenditure) by the *manufacturing industries* (including assets leased from the financial industries), at 1985 prices and seasonally adjusted, indicated a level of investment 1 per cent higher than in the second quarter and 9 per cent higher than in the third quarter of last year. Second quarter figures for the rest of the economy indicated that fixed investment (excluding dwellings) was approximately 7 per cent higher in the second quarter of 1989 than a year previously.

A provisional third quarter of 1989 estimate of *stockbuilding* (1985 prices and seasonally adjusted), available for manufacturers, wholesalers, and retailers, indicated an increase of £267 million in their stocks. In the second quarter of 1989, total stockbuilding was £791 million, much less than the £2,519 million recorded for the previous quarter but also very much in contrast with the second quarter of 1988, when stocks fell by some £611 million.

The current account of the *balance of payments* in the three months to October 1989 is

MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: United Kingdom Million Seasonally adjusted



estimated to have been in deficit by £5.1 billion, compared with a £5.3 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 October 1989 was in deficit by £6.0 billion, £0.2 billion less than the deficit for the previous three months. In the three months to October a surplus on trade in oil of £0.4 billion was offset by a deficit on non-oil trade of £6.4 billion.

The volume of exports rose by 3 per cent in the three months to October 1989 and was 8 per cent higher than in the corresponding quarter a year earlier. Total import volume in the third quarter was 1 per cent higher than in the previous quarter and 7 1/2 per cent higher than in the corresponding quarter a year earlier.

Sterling's effective *Exchange Rate Index* (ERI) for November 1989 fell by 2 per cent to 87.9 (1985=100). The currency fell by 3 per cent against the deutschemark and by 1 per cent against the US dollar, but was little changed against the Japanese yen. The ERI was 9 per cent lower than in the corresponding month a year earlier; over the period sterling fell by 13 per cent against the US dollar and by 9 per cent against the deutschemark, but rose by 1 1/2 per

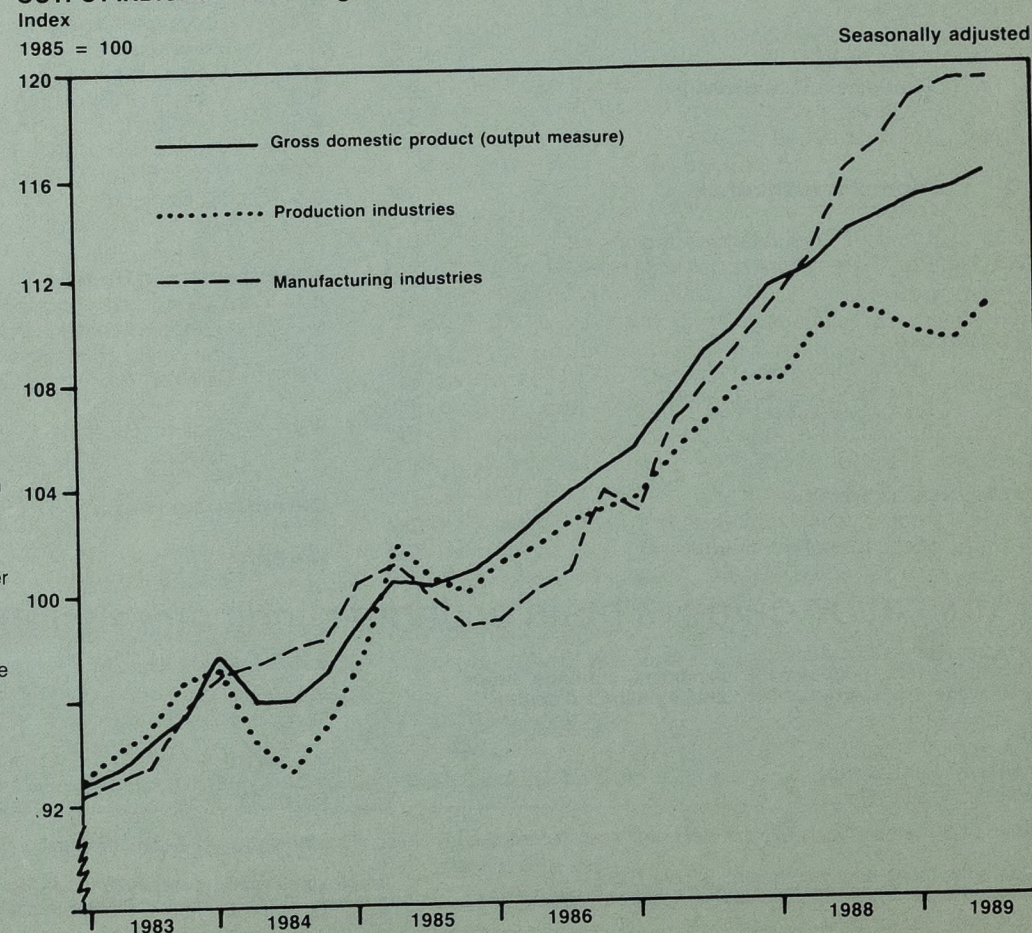
cent against the yen. The UK *base lending rate* increased by 1 percentage point to 15 per cent on October 5, 1989. After falling to a trough of 7 1/2 per cent in May 1988, it had previously risen from that level to reach 14 per cent by May 24, 1989.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in November 1989 is provisionally estimated to have been £0.1 billion, bringing the total for the first eight months of 1989-90 to minus £3.1 billion (ie: a net repayment). In the first eight months of 1988-89 the PSBR was minus £6.2 billion. Privatisation proceeds were close to zero in November. The PSBR excluding privatisation proceeds is provisionally estimated to have been minus £0.1 billion in the first eight months of 1989-90, compared with minus £1.2 billion in the first eight months of 1988-89.

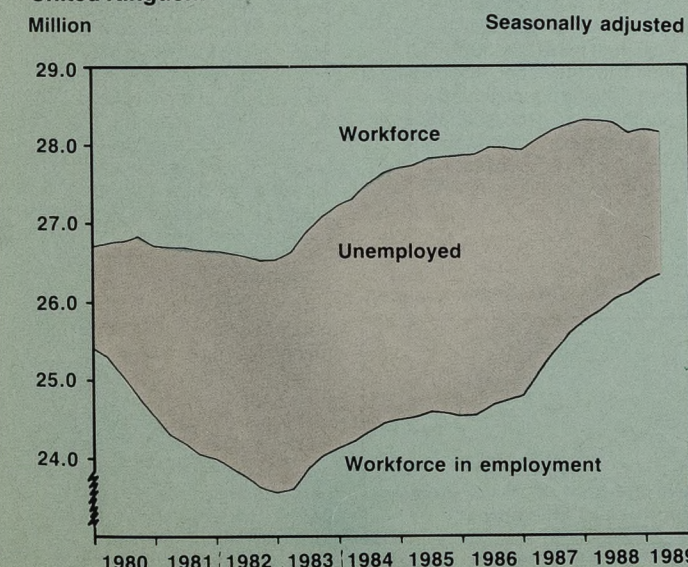
### Employment

New figures are available for the *employees in the manufacturing and energy and water supply industries* in October 1989 in Great Britain. There are also a few small revisions to the estimates of

OUTPUT INDICES: United Kingdom



WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom



employees in employment in manufacturing in earlier months and to the June 1989 and March 1989 estimates of employees in all industries; the revisions affect the estimates of the workforce in employment for these quarters (see tables 1.1 and 1.2).

The new figures show that the number of employees employed in manufacturing industry in Great Britain is estimated to have fallen by 9,000 in October. This, together with an increase of 18,000 in August and a fall of 9,000 in September, brings the average change over the latest three months to zero, and seems to indicate a levelling off in employment in this sector at present. However, 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 October 1989, employment in manufacturing industries fell by 33,000 compared with a rise of 48,000 in the previous 12 months and a fall of 7,000 in the 12 months to October 1987.

The workforce in employment in the United Kingdom (which comprises employees in employment, self-employed people, members of HM Forces and participants in work-related government training programmes) is now estimated to have increased by 78,000 in the second quarter of 1989 and by 477,000 in the year to June 1989. This continues the upward trend of the past years but is the smallest quarterly increase seen for two years.

The number of employees in the energy and water supply industries in October, at 453,000, was the same as in September. This follows falls of 4,000 in September and 8,000 in the third quarter of 1989. The October 1989 figure represents a fall of 23,000 compared with October 1988 and shows no change in the gradual downward trend seen in this industry over the past few years.

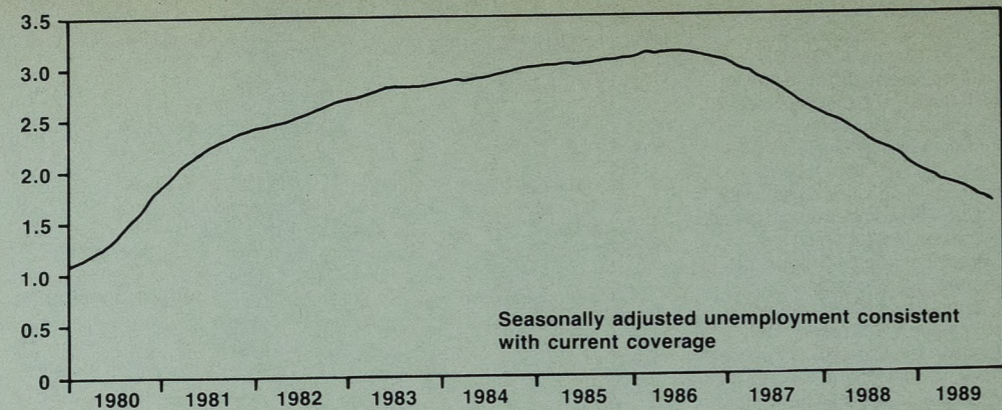
Overtime working by operatives in manufacturing industries in Great Britain fell to 13.1 million hours per week in October, compared with 13.7 million hours in September, and was at its lowest level seen since June 1988, when 13.0 million hours overtime per week were worked.

The number of hours lost through short-time working in

## UNEMPLOYMENT: United Kingdom

Million

Seasonally adjusted



manufacturing industries in Great Britain fell to 0.29 million hours lost per week in October. This followed the relatively high level (0.39 million) seen in September.

The index of average weekly hours (1985=100) worked by operatives in manufacturing (which takes account of hours of overtime and short-time as well as normal basic hours) stood at 101.3 in October 1989, compared with 101.1 in September 1989 and 101.5 in October 1988.

## Unemployment and vacancies

The seasonally adjusted level of unemployment in the United Kingdom fell by a further 25,200 between October and November, to 1,649,700, 5.8 per cent of the total workforce. The continuous fall since July 1986 has now reached 1,484,000 over 40 consecutive months, the longest and largest sustained fall since the Second World War. Unemployment is now at its lowest level for over nine years.

The month's fall in unemployment is still consistent with a downward trend in unemployment of up to 30,000 a month. However, the downward trend seems to be easing in the South.

Between October and November, total male unemployment rose slightly in the South East, excluding Greater

London, for the second month running. The increase for males more than offset the reduction for females. Unemployment for males remained unchanged in East Anglia in November, following a rise the previous month. In the West Midlands, unemployment fell in November, whereas it rose in October. Just over half the drop in the UK total was accounted for by the fall in unemployment in the North West, North, and Scotland.

Over the 12 months to November, 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 2.4 percentage points respectively), followed by the West Midlands (2.0 percentage points). The fall in the UK rate was 1.7 percentage points.

Recent changes to the Redundant Mineworkers Payments Scheme continue to affect the figures. It is estimated that about 2,500 mineworkers left the count between October and November, and that about 13,000 have left the count since August.

The unadjusted total of unemployed claimants in the UK was 1,612,410 in November (5.7 per cent of the workforce), a fall of 23,434 since October.

The stock of vacancies at jobcentres (UK seasonally adjusted) fell to 209,500 in the month to November, the majority of the fall being concentrated in the South East and the North West. Vacancy stocks rose slightly in Scotland. Recorded placings by jobcentres remained high for the

month of November at 159,500, a decrease of 1,400 on October.

## Average earnings

The underlying rate of increase in average earnings in Great Britain in the year to October 1989 was 9¼ per cent (provisional estimate). This is ¼ percentage point higher than the rate for the year to September; the underlying rate has risen ½ percentage point in two months.

In the production industries, and within this sector in manufacturing, the provisional underlying increases in average earnings in the year to October were both ¼ percentage point higher than the corresponding figures for September, at 9¼ per cent and 9 per cent respectively, although in both cases the September figure has been revised down by ¼ percentage point.

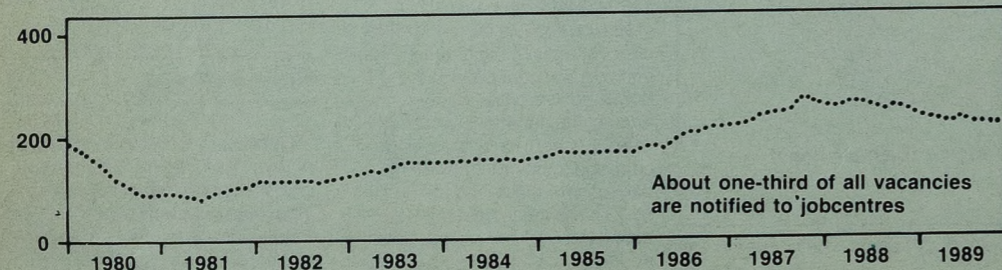
Within manufacturing, trend rates of annual growth of earnings show a considerable amount of variation between industries. Growth at a rate about 4 percentage points above the manufacturing average is recorded for transport equipment (excluding motor vehicles), where productivity growth is, however, also currently well into double figures. Other industries with earnings growth above the manufacturing average include engineering, chemicals, and food and drink manufacturing. The motor vehicles, 'other metal goods', and textiles and clothing industries all show earnings growth a little below the average, while the metal processing and publishing industries have earnings growth about 3 percentage points below the manufacturing average.

In the service industries the provisional estimate for the underlying increase in average earnings in the year to October was 9 per cent, an increase of ½ percentage point on the figure for the year to September. Pay rises for local authority manual employees and administrative

## JOBCENTRE VACANCIES: United Kingdom

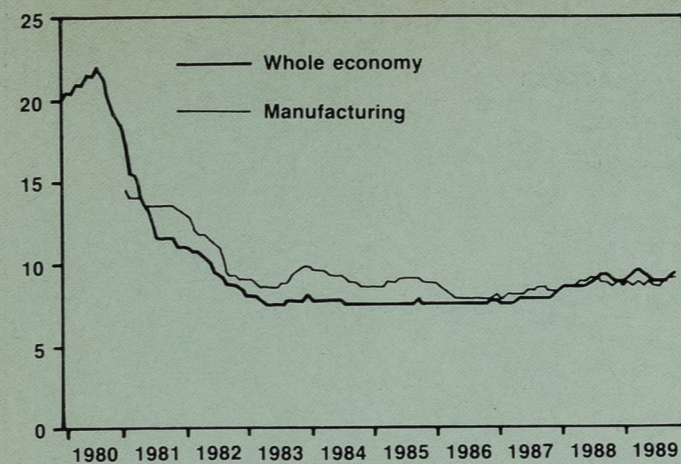
Thousand

Seasonally adjusted



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

Per cent



staff, and for employees in telecommunications account for most of this increase in the underlying rate.

The actual annual rate of increase in earnings for employees in the service industries remains over 1 percentage point higher than the underlying rate because backpay in these industries in October was again at a very high level, and because some groups of employees have received more than one pay increase in the latest 12-month period.

## Productivity and unit wage costs

For the three months ending October 1989, manufacturing output was just under 3 per cent higher than the level for the corresponding period of 1988. With employment levels falling slightly over the last year, productivity is growing marginally faster than output.

Wages and salaries per unit of output in manufacturing in the three months to October 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 just under 9 per cent but this was offset by the increase in productivity of 3 per cent. The current trend rate of unit wage costs in manufacturing is assessed to be between 5 and 6 per cent per annum.

Latest productivity figures for the whole economy have been revised from those given last month and show that output per head in the second quarter of 1989 was 1¼ per cent higher than in the same quarter of 1988. Output rose by 2¼ per cent in the year to the second quarter of 1989, but this was accompanied by a ½ per cent increase in the employed labour force. It is estimated that the growth in output and productivity would have been 1 percentage point higher but for the loss of output due to the Piper Alpha

disaster and other recent oil industry interruptions.

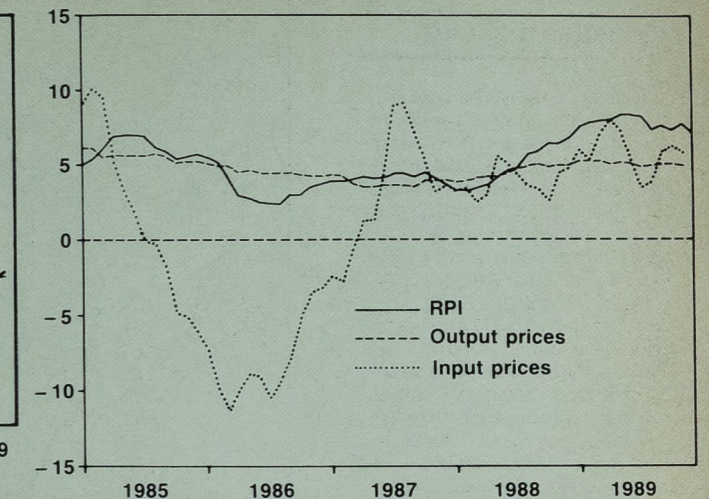
Unit wage cost figures for the whole economy for the second quarter of 1989 show an increase of 8½ per cent over the second quarter of 1988, the highest rate of increase since the second quarter of 1981. Wages and salaries per head rose by about 10 per cent in the year to the second quarter of 1988, and were only slightly offset by the 1¼ per cent increase in whole economy productivity.

## Prices

The 12-month rate of increase in the Retail Prices Index (RPI) moved up to 7.7 per cent for November, from 7.3 per cent in October. The increase in the rate

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

Per cent



was mainly a result of the recent rises in mortgage interest rates which mostly took effect in November. Excluding mortgage interest payments, the annual rate was unchanged in November from the 6.1 per cent recorded for October.

Between October and November, the overall level of prices increased by 0.9 per cent. This compares with an increase of 0.5 per cent over the corresponding month a year ago. About half of the increase in November resulted from the recent rises in mortgage interest rates. There was also a further sharp rise in food prices, concentrated among seasonal foods. Other notable contributions to

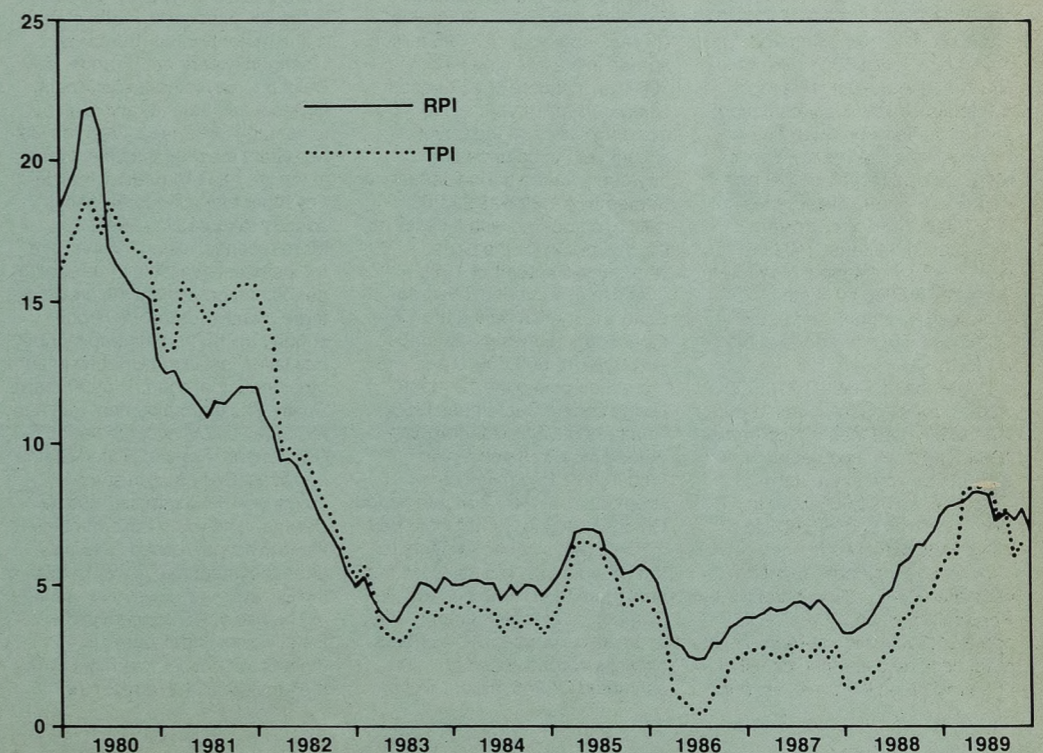
November's rise in the RPI came from leisure goods and clothing, but there was some reduction in motoring costs.

The annual rate of increase for the Tax and Price Index rose to 6.4 per cent for the year to November, from the 6.0 per cent recorded for October, reflecting the increase in the annual rate for the RPI.

The 12-month rate of increase in the price index for the output of manufactured products has been little changed over recent months at around 5 per cent. The provisional figure for November was 4.9 per cent. The annual rate of increase in prices for material and fuels purchased by manufacturing industry was (provisionally) 5.8 per cent in

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

Per cent





November. This compares with 3.4 per cent in July and a peak of 7.9 per cent for April.

### Industrial disputes

It is provisionally estimated that 155,000 working days were lost through stoppages of work due to industrial disputes in October 1989. The largest elements in this total relate to 50,000 working days lost in public administration, 22,000 in education, and 14,000 in engineering. This October 1989 figure of 155,000 days lost compares with 67,000 days lost in September 1989, 53,000 in October 1988 and an average of 843,000 for the month of October over the ten-year period 1979-88.

In the 12 months to October 1989, a provisional total of 3.6 million working days were lost, compared with a figure of 3.7 million days in the previous 12 months and an annual average over the ten-year period ending October 1988 of 10 million days lost.

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 October 1989, a provisional total of 713 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 831 stoppages in the 12 months to October 1988 and an annual average in the ten-year period ending October 1988 of 1,322 stoppages in progress.

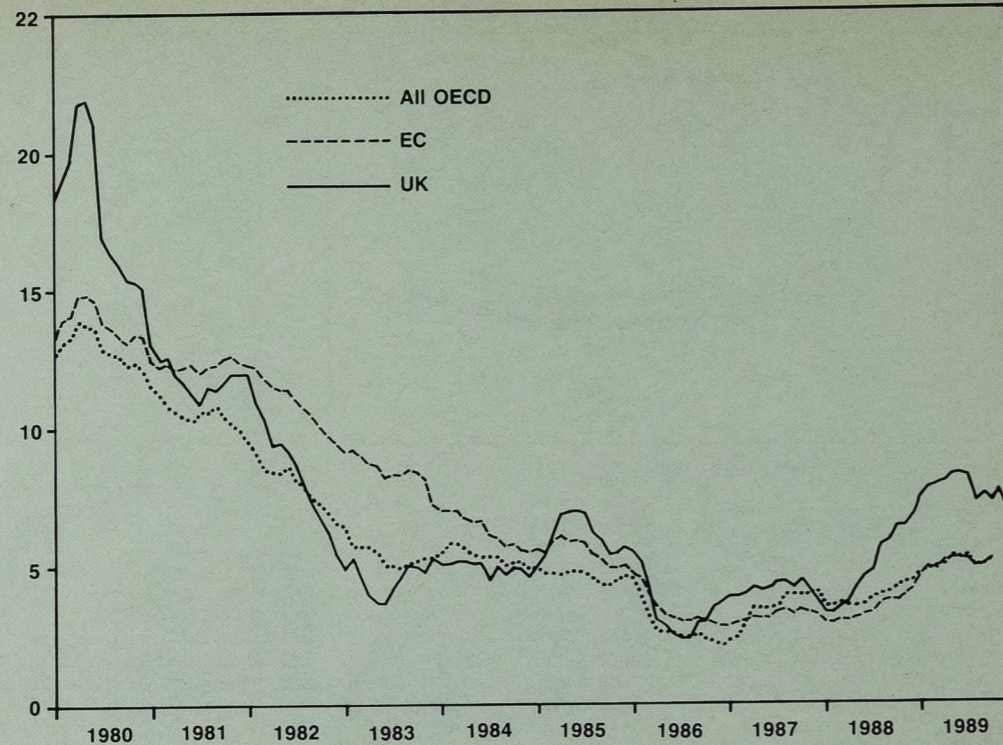
### Overseas travel and tourism

It is provisionally estimated that there were 1,640,000 visits to the UK by overseas residents in September 1989, 7 per cent more than in September 1988. The increase was due mainly to a rise of 15 per cent in the number of visits by residents of countries not in Western Europe or North America. Of the total, 910,000 visits were by residents of Western Europe, 340,000 by North American residents, and 390,000 by residents of other parts of the world.

UK residents made 3,770,000 visits abroad in September 1989, 1 per cent more than in September 1988. The majority of visits, 3,180,000, were to Western Europe while 300,000 were to North America and 290,000 to other parts of the world.

Overseas residents spent an estimated £745 million in the UK in September, while UK residents spent £1,300 million abroad. This resulted in an estimated deficit of £555 million on the travel account

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



of the balance of payments for September 1989, compared with a deficit of £460 million for the same month last year.

During the first nine months of 1989, overseas visitors to the UK increased in number by 9 per cent, compared with the same period of 1988, to 13,500,000. UK residents going abroad increased in number by 7 per cent to 24,420,000. For the same nine-month period, it is estimated that overseas residents' expenditure in the UK increased by 9 per cent compared with the previous year, to £5,190 million. UK residents spent £7,395 million abroad in the first nine 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 September 1989 was £2,205 million, compared with a deficit of £1,792 million for the period January to September 1988.

The total number of overseas visitors to the UK during the 12-month period ending September 1989 was 15,600,000, 9 per cent more than during the 12-month period ending September 1988. Numbers of UK residents going abroad rose by 8 per cent to 28,080,000. Estimates of expenditure in the 12-month period October 1988 to September 1989 indicate that overseas visitors to the UK spent £6,125 million, 8 per cent more than in the period October 1987 to September 1988. In the same period, UK residents on visits abroad spent an estimated £7,945 million, 14 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 £1,820 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 fast in the UK than in any other industrial country, other than Spain. The unemployment rate has remained stable over the period in Switzerland, France, United States and West Germany; in some countries—for example Austria, Denmark, Italy and Luxembourg—the rate has increased. The UK unemployment rate is well below the EC average.

The rise of 7.3 per cent in the Retail Prices Index over the 12 months to October was higher than the provisional average for the

European Community (5.3 per cent). Over the same 12-month period, consumer prices increased in France by 3.5 per cent (provisional) and in West Germany by 3.1 per cent. Outside the EC, in the year to October, consumer prices rose in the United States (4.5 per cent), Canada (5.1 per cent), and Japan (2.7 per cent, provisional).

It may 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 cost differs between countries (see footnote to table 6-8).

Since 1980, which marked the end of the period of slower growth experienced by most countries in the 1970s, growth in the UK's manufacturing productivity, at about 5¼ per cent a year, has been ahead of the other major industrialised countries. Latest figures from the International Monetary Fund show that the United Kingdom's recent increases in manufacturing productivity have continued to match those of the six other major industrialised countries. In the year to the second quarter of 1989, manufacturing productivity in the United Kingdom rose by about 6 per cent (although it has risen by only 3 per cent in the year to the third quarter), compared with growth of 7 per cent in France, 6 per cent in Japan, 4 per cent in West Germany, 3 per cent in the United States, 2 per cent in Italy, and 1 per cent in Canada.

## BACKGROUND ECONOMIC INDICATORS\* 0.1

Seasonally adjusted

UNITED KINGDOM

	GDP average measure <sup>2,15</sup>		Output GDP <sup>3,4,15</sup>				Index of output UK		Index of production OECD countries		Income		Gross trading profits of companies <sup>7</sup>			
	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	..	..	..	95.1	..	24.3	..		
1984	96.2	1.7	96.6	2.8	94.9	0.2	97.6	4.2	..	..	97.2	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	2.9	36.7	33.5		
1986	103.2	3.2	103.0	3.0	102.1r	2.1	100.9r	0.9	101.2	1.2	103.7	3.7	42.6	16.1		
1987	107.8	4.5	108.1	5.0	105.7	3.5	106.6	5.6	104.4	3.2	107.4	3.6	50.2	17.8		
1988	112.5	4.4	113.1	4.6	109.5	3.6	114.1	7.0	110.5	5.8	112.6	4.8	61.0	21.5		
1988 Q3	113.1	4.0	113.8	4.3	110.6r	3.8	115.9r	7.5	..	..	112.5	4.4	15.9	24.2		
1988 Q4	113.9	3.5	114.5	3.7	110.2	2.2	117.1	7.0	112.7	..	115.8	5.9	16.8	22.6		
1989 Q1	114.5	2.9	115.1	2.9	109.5	1.6	118.8	7.0	113.7	..	116.4	4.9	17.3	19.3		
1989 Q2	114.2	2.2	114.9	2.2	109.2	-0.3	119.3	6.0	114.4	..	115.7	4.0	16.7	21.0		
1989 Q3	..	..	116.0P	1.9	110.7	0.1	119.4	3.0	..	..	..	..	..	..		
1989 Apr	..	..	..	..	110.3r	1.7	118.7r	7.0	114.6	..	..	..	..	..		
1989 May	..	..	..	..	108.3	0.6	119.7	6.4	113.6	..	..	..	..	..		
1989 June	..	..	..	..	108.9	-0.3	119.4	6.0	115.0	..	..	..	..	..		
1989 July	..	..	..	..	110.0	-1.0	119.5	4.9	114.9	..	..	..	..	..		
1989 Aug	..	..	..	..	111.6	-0.2	120.3	4.3	115.5	..	..	..	..	..		
1989 Sept	..	..	..	..	110.5	0.1	118.3	3.0	..	..	..	..	..	..		
1989 Oct	..	..	..	..	111.4	0.6	119.9	2.7	..	..	..	..	..	..		
<b>Expenditure</b>		<b>Consumer expenditure 1985 prices</b>		<b>Retail sales volume<sup>1</sup></b>		<b>Fixed investment<sup>8</sup></b>		<b>General government consumption at 1985 prices</b>		<b>Stock changes 1985 prices<sup>10</sup></b>		<b>Base lending rates † 11</b>		<b>Effective exchange rate † 1,12</b>		
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	£ billion	%	1985 = 100	%		
1983	205.5	4.3	92.2	4.8	38.5	2.9	7.5	-0.8	73.2	2.1	1.36	9	105.3	-7.4		
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	11.5	100.0	-0.6		
1986	229.1	5.6	105.3	5.3	45.5	..	9.7	-5.4	75.5	2.2	0.68	11	91.5	-8.5		
1987	241.4	5.4	111.5	5.9	49.8	9.3	10.1	3.6	76.3	1.1	1.05	11	90.1	-1.5		
1988	257.9	6.8	119.2	6.9	56.4	13.3	11.3	12.4	76.7	0.5	3.59	10.25-10.5	95.5	6.0		
1988 Q3	64.7	6.2	120.1	6.4	14.4	14.3	3.0	15.7	19.0	-1.0	1.58	11.5	95.2	5.2		
1988 Q4	66.0	6.1	121.0	5.9	14.6	10.8	2.7	4.9	19.4	0.5	2.26	12.5-12.75	96.7	4.3		
1989 Q1	66.1	3.9	121.5	3.8	15.1	13.8	2.8	3.7	19.1	-0.5	2.52	13	97.1	3.9		
1989 Q2	67.1	5.3	122.3	3.0	15.1	7.0	3.2	10.3	19.2	..	0.79	13.5-13.75	93.6	-3.1		
1989 Q3	67.2	3.9	121.7	1.3	..	..	3.2P	6.7	..	..	..	14	91.7	-3.7		
1989 May	..	..	124.5	4.0	..	..	..	..	..	..	..	14.0	94.3	-1.6		
1989 June	..	..	121.6	3.0	..	..	..	..	..	..	..	14.0	91.1	-3.2		
1989 July	..	..	121.0	2.3	..	..	..	..	..	..	..	14.0	92.3	-3.4		
1989 Aug	..	..	121.6	1.1	..	..	..	..	..	..	..	14.0	81.6	-3.9		
1989 Sep	..	..	122.3	1.3	..	..	..	..	..	..	..	14.0	91.3	-3.6		
1989 Oct	..	..	121.8	1.3	..	..	..	..	..	..	..	15.0	89.7	-4.9		
1989 Nov	..	..	120.8P	1.0	..	..	..	..	..	..	..	15.0	87.9	-6.3		
<b>Visible trade</b>		<b>Export volume<sup>1</sup></b>		<b>Import volume<sup>1</sup></b>		<b>Balance of payments</b>		<b>Competitiveness</b>		<b>Prices</b>		<b>Producer prices index†5,14</b>				
	1985 = 100	%	1985 = 100	%	£ billion	£ billion	Normal unit labour costs <sup>13</sup>	Tax and price index†14	Jan 1987 = 100	%	Materials and fuels	Home sales	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	0.0R	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 Q3	112.8r	2.2	134.8	13.5	-5.7	-3.3	108.3	11.2	103.5	3.5	98.8	3.7	113.9	4.9	..	..
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	..	..
1989 Q2	114.7	-0.2	140.2	9.4	-5.9	-5.1	111.6	..	110.4	8.4	104.4	7.7	118.2	6.5	..	..
1989 Q3	118.6	5.1	146.2R	8.5	-6.7	-6.5	..	..	111.6	9.5	103.1	5.4	119.5	6.1	..	..
1989 May	115.6r	1.9	138.4	11.7	-1.7	-1.4	..	..	110.5	8.4	104.7	7.2	118.3	5.1	..	..
1989 June	117.7	-0.2	142.1	9.4	-2.0	-1.6	..	..	110.9	8.4	104.7	5.2	118.6	5.0	..	..
1989 July	116.1	2.1	148.6r	7.1	-2.6	-2.3P	..	..	111.1	8.5	102.8	3.4	119.0	4.8	..	..
1989 Aug	113.6	2.4	140.7	7.3	-2.2	-1.9P	..	..	111.4	7.4	102.7	3.9	119.5	4.9	..	..
1989 Sept	126.0	5.1	149.3	8.5	-1.9	-1.6P	..	..	112.2	7.6	103.8	5.7	120.0	5.0	..	..
1989 Oct	120.2	8.0	142.9	7.7	-1.8	-1.5P	..	..	111.7	6.0	104.1P	6.2	120.6P	5.0	..	..
1989 Nov	..	..	..	..	..	..	..	..	112.8	6.4	105.6P	5.8	120.9P	4.9	..	..

P=Provisional

R=Revised

r=Series revised from indicated entry onwards.

Data values from which percentage changes are calculated may have been rounded.

\* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.

† Not seasonally adjusted.

(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.

(2) For description of this measure see *Economic Trends*, October 1988, p 79.

(3) For details of this series see *Economic Trends*, July 1984, p 72.

(4) GDP at factor cost.

(5) Production industries: SIC divisions 1 to 4.

(6) Manufacturing industries: SIC divisions 2 to 4.

(7) Industrial and commercial companies (excluding North Sea oil companies) net of

stock appreciation.

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

(9) Including leased assets.

(10) Value of physical increase in stocks and work in progress.

(11) Base lending rate of the London clearing banks on the last Friday of the period shown.

(12) Average of daily rates.

(13) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends*, February 1979, p 80.

# 1.1 EMPLOYMENT Workforce‡

Quarter	Employees in employment*			Self-employed (with or without employees)†	HM Forces**	Work related gov. training programmes††	Workforce in employment‡‡	Workforce‡
	Male	Female	All					
<b>UNITED KINGDOM</b>								
Unadjusted for seasonal variation								
1987 June	11,698	9,886	21,584	2,860	319	311	25,074	27,979
1987 Sept	11,827	9,952	21,778	2,981	319	383	25,372	28,242
1987 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
1988 June	11,970	10,257	22,226	2,986	316	343	25,870	28,211
1988 Sept	12,044	10,312	22,356	3,017	315	369	26,056	28,367
1988 Dec	11,979	10,430	22,410	3,048	313	408	26,178	28,225 §
1989 Mar	11,938 R	10,389 R	22,327 R	3,079	312	448	26,165 R	28,126 R §
1989 June	11,962 R	10,489 R	22,450 R	3,110	308	479	26,347 R	28,090 R §
<b>UNITED KINGDOM</b>								
Adjusted for seasonal variation								
1987 June	11,701	9,874	21,575	2,860	319	311	25,065	28,057
1987 Sept	11,774	9,966	21,740	2,891	319	383	25,333	28,169
1987 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
1988 June	11,973	10,247	22,220	2,986	316	343	25,864	28,289
1988 Sept	11,994	10,327	22,321	3,017	315	369	26,022	28,279
1988 Dec	11,966	10,366	22,332	3,048	313	408	26,100	28,142
1989 Mar	11,980 R	10,444 R	22,424 R	3,079	312	448	26,263 R	28,182 R
1989 June	11,965 R	10,479 R	22,444 R	3,110	308	479	26,341 R	28,153 R

Definitions of terms used will be found at the end of the section.  
 ‡ Workforce in employment plus claimant unemployed.  
 † Estimates of employees in employment for December 1987 and subsequent months include an allowance based on the Labour Force Survey to 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\*

GREAT BRITAIN SIC 1980	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries		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
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted							
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	10-13	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
Sept	21,271	21,232	5,107	5,074	5,607	5,573	6,608	6,571	14,334	14,353	329	202	298	368	322	742	750
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 R	21,909 R	5,107	5,134	5,575	5,601	6,596	6,623	14,933 R	14,990 R	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	21,936 R	21,930 R	5,087	5,101	5,547	5,561	6,589	6,603	15,067 R	15,039 R	280	167	293	344	320	784	729
July			5,106	5,097	[5,563]	[5,554]						[165]	[292 R]	343	322	789	735
Aug			5,132	5,115	[5,588]	[5,572 R]						[163]	[293]	341	324	794	735
Sept			5,139	5,106	[5,592 R]	[5,559 R]						[159]	[294]	340	322	800	734
[Oct]			5,126	5,096	5,579	5,549						159	294	337	321	800	731

\* See footnote to table 1.1  
 † Excludes private domestic service.

# EMPLOYMENT Workforce‡ 1.1 THOUSAND

Quarter	Employees in employment*				Self-employed (with or without employees)	HM Forces**	Work related gov. training programmes††	Workforce in employment‡‡	Workforce‡
	Male		Female						
	All	Part-time	All	Part-time					
<b>GREAT BRITAIN</b>									
Unadjusted for seasonal variation									
1987 June	11,431	891	9,650	4,169	21,080	2,801	319	24,502	27,282
1987 Sept	11,558	879	9,713	4,121	21,271	2,832	319	24,795	27,536
1987 Dec	11,610	920	9,915	4,244	21,525	2,863	317	25,062	27,637
1988 Mar	11,627	909	9,881	4,177	21,509	2,895	317	25,054	27,529
1988 June	11,699	919	10,015	4,221	21,714	2,926	316	25,291	27,516
1988 Sept	11,774	889	10,068	4,190	21,842	2,957	315	25,473	27,668
1988 Dec	11,709	903	10,183	4,301	21,892	2,988	313	25,590	27,529 §
1989 Mar	11,670 R	901	10,143 R	4,283	21,813 R	3,019	312	25,581 R	27,433 R §
1989 June	11,693 R	916 R	10,243 R	4,323 R	21,936 R	3,050	308	25,763 R	27,402 R §
<b>GREAT BRITAIN</b>									
Adjusted for seasonal variation									
1987 June	11,433		9,637		21,070	2,801	319	24,492	27,357
1987 Sept	11,506		9,726		21,232	2,832	319	24,757	27,467
1987 Dec	11,597		9,851		21,448	2,863	317	24,985	27,543
1988 Mar	11,672		9,941		21,614	2,895	317	25,159	27,608
1988 June	11,703		10,004		21,707	2,926	316	25,283	27,590
1988 Sept	11,724		10,083		21,807	2,957	315	25,439	27,582
1988 Dec	11,696		10,120		21,816	2,988	313	25,514	27,447
1989 Mar	11,710 R		10,199 R		21,909 R	3,019	312	25,678 R	27,487 R
1989 June	11,697 R		10,233 R		21,930 R	3,050	308	25,757 R	27,463 R

‡ 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.

# EMPLOYMENT Employees in employment: industry\* 1.2 THOUSAND

GREAT BRITAIN SIC 1980	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†	
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted		
Divisions or Classes	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	1,98																												

# 1.3 EMPLOYMENT

## Employees in employment: industry\*: production industries

THOUSAND

GREAT BRITAIN	Division class or group or AH	Oct 1988 R			Aug 1989 R			Sept 1989			[Oct 1989]		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
SIC 1980													
<b>Production industries</b>	<b>1-4</b>	<b>3,991.2</b>	<b>1,643.7</b>	<b>5,635.0</b>	<b>3,955.1</b>	<b>1,633.2</b>	<b>5,588.4</b>	<b>3,954.6</b>	<b>1,637.0</b>	<b>5,591.7</b>	<b>3,942.5</b>	<b>1,636.2</b>	<b>5,578.8</b>
<b>Manufacturing industries</b>	<b>2-4</b>	<b>3,594.8</b>	<b>1,564.0</b>	<b>5,158.8</b>	<b>3,580.1</b>	<b>1,551.8</b>	<b>5,132.0</b>	<b>3,583.3</b>	<b>1,555.5</b>	<b>5,138.8</b>	<b>3,571.6</b>	<b>1,554.3</b>	<b>5,125.9</b>
<b>Energy and water supply</b>	<b>1</b>	<b>396.4</b>	<b>79.8</b>	<b>476.2</b>	<b>[375.0]</b>	<b>81.4</b>	<b>456.4</b>	<b>[371.3]</b>	<b>81.6</b>	<b>452.8</b>	<b>[370.9]</b>	<b>81.9</b>	<b>452.9</b>
Coal extraction and solid fuels	111	112.2	5.9	118.0	91.8	4.7	96.5	87.9	4.6	92.4	86.9	4.5	91.4
Electricity	161	114.8	28.9	143.7	[112.9]	29.3	142.2	[112.9]	29.3	142.2	[112.9]	29.3	142.2
Gas	162	59.3	22.2	81.6	[58.1]	22.5	80.6	[58.3]	22.6	80.9	[58.1]	22.6	80.7
<b>Other mineral and ore extraction, etc</b>	<b>2</b>	<b>524.7</b>	<b>158.2</b>	<b>682.9</b>	<b>510.2</b>	<b>154.2</b>	<b>664.4</b>	<b>508.6</b>	<b>153.9</b>	<b>662.4</b>	<b>504.9</b>	<b>153.2</b>	<b>658.1</b>
<b>Metal manufacturing and extraction of metal ores and minerals</b>	<b>21-23</b>	<b>147.2</b>	<b>21.2</b>	<b>168.4</b>	<b>135.3</b>	<b>19.7</b>	<b>155.0</b>	<b>135.7</b>	<b>19.9</b>	<b>155.6</b>	<b>134.1</b>	<b>19.7</b>	<b>153.7</b>
<b>Non-metallic mineral products</b>	<b>24</b>	<b>148.2</b>	<b>43.2</b>	<b>191.4</b>	<b>144.3</b>	<b>41.3</b>	<b>185.6</b>	<b>143.1</b>	<b>41.5</b>	<b>184.6</b>	<b>142.1</b>	<b>41.4</b>	<b>183.5</b>
<b>Chemical industry/man made fibres</b>	<b>25/26</b>	<b>229.3</b>	<b>93.8</b>	<b>323.1</b>	<b>230.7</b>	<b>93.2</b>	<b>323.8</b>	<b>229.7</b>	<b>92.5</b>	<b>322.2</b>	<b>228.7</b>	<b>92.1</b>	<b>320.8</b>
Basic industrial chemicals	251	95.8	20.5	116.3	95.7	21.2	116.9	95.5	21.0	116.5	95.1	20.9	116.0
Other chemical products and preparations	255-259/260	133.6	73.3	206.8	135.0	71.9	206.9	134.2	71.5	205.7	133.6	71.3	204.9
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>1,838.3</b>	<b>508.7</b>	<b>2,347.0</b>	<b>1,842.6</b>	<b>511.0</b>	<b>2,353.6</b>	<b>1,849.2</b>	<b>510.1</b>	<b>2,359.2</b>	<b>1,845.0</b>	<b>509.0</b>	<b>2,354.0</b>
<b>Metal goods nes</b>	<b>31</b>	<b>258.9</b>	<b>74.4</b>	<b>333.3</b>	<b>261.8</b>	<b>74.8</b>	<b>336.6</b>	<b>262.0</b>	<b>73.7</b>	<b>335.7</b>	<b>261.7</b>	<b>73.5</b>	<b>335.2</b>
<b>Mechanical engineering</b>	<b>32</b>	<b>647.0</b>	<b>126.3</b>	<b>773.4</b>	<b>663.7</b>	<b>129.9</b>	<b>793.6</b>	<b>668.8</b>	<b>131.3</b>	<b>800.1</b>	<b>669.6</b>	<b>130.5</b>	<b>800.1</b>
Industrial plant and steelwork	320	88.3	11.6	99.9	96.6	12.6	109.2	99.5	12.9	112.5	101.2	13.0	114.2
Mining and construction machinery etc	325	64.7	9.4	74.1	65.8	9.9	75.7	65.6	9.7	75.4	65.8	9.7	75.5
Other machinery and mechanical equipment	321-324/326-329	494.1	105.3	599.3	501.3	107.5	608.8	503.7	108.7	612.3	502.6	107.8	610.4
<b>Office machinery, data processing equipment</b>	<b>33</b>	<b>58.3</b>	<b>26.1</b>	<b>84.4</b>	<b>57.6</b>	<b>26.8</b>	<b>84.4</b>	<b>57.2</b>	<b>26.5</b>	<b>83.7</b>	<b>56.9</b>	<b>26.4</b>	<b>83.3</b>
<b>Electrical and electronic engineering</b>	<b>34</b>	<b>368.4</b>	<b>189.0</b>	<b>557.5</b>	<b>362.0</b>	<b>186.0</b>	<b>548.0</b>	<b>363.2</b>	<b>185.9</b>	<b>549.1</b>	<b>361.1</b>	<b>186.1</b>	<b>547.2</b>
Wire, cables, batteries and other electrical equipment	341/342/343	142.1	59.1	201.2	141.7	59.6	201.3	142.1	59.0	201.2	141.7	59.1	200.8
Telecommunication equipment	344	110.2	51.3	161.6	108.2	50.4	158.6	108.6	50.2	158.8	108.1	50.8	158.9
Other electronic & electrical equipment	345-348	116.1	78.6	194.7	112.1	75.9	188.0	112.5	76.7	189.2	111.4	76.1	187.5
<b>Motor vehicles and parts</b>	<b>35</b>	<b>236.3</b>	<b>31.4</b>	<b>267.7</b>	<b>238.7</b>	<b>31.1</b>	<b>269.8</b>	<b>238.5</b>	<b>31.1</b>	<b>269.6</b>	<b>237.0</b>	<b>31.3</b>	<b>268.3</b>
<b>Other transport equipment</b>	<b>36</b>	<b>200.8</b>	<b>26.5</b>	<b>227.3</b>	<b>193.1</b>	<b>25.8</b>	<b>218.9</b>	<b>193.9</b>	<b>25.9</b>	<b>219.8</b>	<b>193.9</b>	<b>25.8</b>	<b>219.6</b>
Shipbuilding and repairing	361	45.4	4.0	49.4	38.8	3.9	42.7	38.9	3.8	42.7	38.7	3.8	42.4
Aerospace and other transport equipment	362-365	155.5	22.5	178.0	154.3	21.9	176.2	155.0	22.0	177.0	155.2	22.0	177.2
<b>Instrument engineering</b>	<b>37</b>	<b>68.4</b>	<b>35.0</b>	<b>103.4</b>	<b>65.7</b>	<b>36.6</b>	<b>102.3</b>	<b>65.6</b>	<b>35.7</b>	<b>101.3</b>	<b>64.8</b>	<b>35.5</b>	<b>100.3</b>
<b>Other manufacturing industries</b>	<b>4</b>	<b>1,231.8</b>	<b>897.1</b>	<b>2,128.9</b>	<b>1,227.3</b>	<b>886.7</b>	<b>2,114.0</b>	<b>1,225.6</b>	<b>891.5</b>	<b>2,117.1</b>	<b>1,221.7</b>	<b>892.1</b>	<b>2,113.8</b>
<b>Food, drink and tobacco</b>	<b>41/42</b>	<b>328.2</b>	<b>241.1</b>	<b>569.3</b>	<b>323.3</b>	<b>236.2</b>	<b>559.5</b>	<b>322.0</b>	<b>239.2</b>	<b>561.2</b>	<b>320.1</b>	<b>238.8</b>	<b>558.9</b>
Meat and meat products, organic oils and fats	411/412	57.4	41.5	98.8	58.2	40.3	98.6	56.1	39.9	96.0	54.8	38.9	93.6
All other food and drink manufacture	413-423	201.8	172.5	374.3	200.4	169.1	369.5	199.7	172.9	372.6	199.3	173.6	372.9
Alcoholic, soft drink and tobacco manufacture	424-429	69.0	27.2	96.2	66.7	26.8	93.4	66.2	26.4	92.6	66.0	26.4	92.4
<b>Textiles</b>	<b>43</b>	<b>120.5</b>	<b>107.1</b>	<b>227.6</b>	<b>116.5</b>	<b>99.2</b>	<b>215.7</b>	<b>117.4</b>	<b>100.7</b>	<b>218.1</b>	<b>116.6</b>	<b>100.4</b>	<b>217.0</b>
<b>Footwear and clothing</b>	<b>45</b>	<b>80.7</b>	<b>212.8</b>	<b>293.5</b>	<b>79.2</b>	<b>207.2</b>	<b>286.5</b>	<b>79.2</b>	<b>204.3</b>	<b>283.5</b>	<b>78.4</b>	<b>204.0</b>	<b>282.4</b>
<b>Timber and wooden furniture</b>	<b>46</b>	<b>190.7</b>	<b>50.7</b>	<b>241.4</b>	<b>192.4</b>	<b>52.0</b>	<b>244.4</b>	<b>193.3</b>	<b>52.4</b>	<b>245.7</b>	<b>193.5</b>	<b>52.1</b>	<b>245.5</b>
<b>Paper, printing and publishing</b>	<b>47</b>	<b>311.2</b>	<b>171.9</b>	<b>483.2</b>	<b>313.3</b>	<b>177.1</b>	<b>490.4</b>	<b>311.8</b>	<b>178.1</b>	<b>490.0</b>	<b>312.6</b>	<b>179.4</b>	<b>492.1</b>
Pulp, paper, board and derived products	471-472	97.7	43.0	140.7	97.8	42.3	140.1	97.9	43.0	140.9	97.9	43.3	141.2
Printing and publishing	475	213.6	128.9	342.5	215.5	134.8	350.3	213.9	135.2	349.1	214.8	136.1	350.9
<b>Rubber and plastics</b>	<b>48</b>	<b>149.0</b>	<b>67.7</b>	<b>216.7</b>	<b>151.5</b>	<b>68.6</b>	<b>220.0</b>	<b>151.2</b>	<b>69.4</b>	<b>220.5</b>	<b>150.7</b>	<b>69.7</b>	<b>220.3</b>
<b>Other manufacturing</b>	<b>49</b>	<b>39.8</b>	<b>36.4</b>	<b>76.3</b>	<b>40.3</b>	<b>37.6</b>	<b>77.9</b>	<b>39.5</b>	<b>38.4</b>	<b>77.9</b>	<b>38.9</b>	<b>38.5</b>	<b>77.4</b>

\* See footnotes to table 1-1.

# EMPLOYMENT 1.4

## Employees in employment\*: September 1989

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1988			June 1989 R			Sept 1989					
		All	Part-time	All	Male	Female	All	Male	Female	All			
SIC 1980													
<b>All industries and services</b>	<b>0-9</b>	<b>11,773.9</b>	<b>888.6</b>	<b>10,068.0</b>	<b>4,189.8</b>	<b>21,842.0</b>	<b>11,693.4</b>	<b>10,242.7</b>	<b>21,936.0</b>				
<b>Agriculture, forestry and fishing</b>	<b>0</b>	<b>232.8</b>	<b>32.7</b>	<b>85.9</b>	<b>31.2</b>	<b>318.7</b>	<b>202.1</b>	<b>77.6</b>	<b>279.7</b>				
<b>Index of production and construction industries</b>	<b>1-5</b>	<b>4,897.4</b>	<b>73.4</b>	<b>1,760.6</b>	<b>373.8</b>	<b>6,658.0</b>	<b>4,852.9</b>	<b>1,736.0</b>	<b>6,588.8</b>				
<b>Index of production industries of which, manufacturing industries</b>	<b>1-4</b>	<b>4,004.9</b>	<b>56.3</b>	<b>1,638.9</b>	<b>324.7</b>	<b>5,643.8</b>	<b>3,933.8</b>	<b>1,613.4</b>	<b>5,547.2</b>	<b>3,954.6</b>	<b>59.2</b>	<b>1,637.0</b>	<b>335.3</b>
	<b>2-4</b>	<b>3,605.9</b>	<b>55.5</b>	<b>1,559.5</b>	<b>310.7</b>	<b>5,165.5</b>	<b>3,554.2</b>	<b>1,532.7</b>	<b>5,086.9</b>	<b>3,583.3</b>	<b>58.3</b>	<b>1,555.5</b>	<b>320.9</b>
<b>Service industries</b>	<b>6-9</b>	<b>6,643.6</b>	<b>782.5</b>	<b>8,221.6</b>	<b>3,784.9</b>	<b>14,865.2</b>	<b>6,638.4</b>	<b>8,429.1</b>	<b>15,067.5</b>				
<b>Agriculture, forestry and fishing</b>	<b>0</b>	<b>232.8</b>	<b>32.7</b>	<b>85.9</b>	<b>31.2</b>	<b>318.7</b>	<b>202.1</b>	<b>77.6</b>	<b>279.7</b>				
Agriculture and horticulture	01	219.3	32.0	82.1	30.0	301.4	188.8	73.7	262.5				
<b>Energy and water supply</b>	<b>1</b>	<b>398.9</b>	<b>0.7</b>	<b>79.4</b>	<b>14.0</b>	<b>478.3</b>	<b>379.6</b>	<b>80.7</b>	<b>460.3</b>	<b>371.3</b>	<b>0.8</b>	<b>81.6</b>	<b>14.4</b>
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
Electricity	161	114.9	0.2	28.6	5.6	143.7	112.9	29.3	142.2	[112.9]	0.2	29.3	5.6
Gas	162	59.8	0.1	22.3	3.9	82.0	58.1	22.2	80.3	[58.3]	0.1	22.6	4.3
<b>Other mineral and ore extraction, etc</b>	<b>2</b>	<b>525.4</b>	<b>5.0</b>	<b>158.7</b>	<b>22.0</b>	<b>684.1</b>	<b>509.4</b>	<b>154.5</b>	<b>663.9</b>	<b>508.6</b>	<b>5.3</b>	<b>153.9</b>	<b>20.0</b>
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	..	19.9	2.7
<b>Non-metallic mineral products</b>	<b>24</b>	<b>149.1</b>	<b>1.6</b>	<b>43.5</b>	<b>6.0</b>	<b>192.6</b>	<b>144.0</b>	<b>42.4</b>	<b>186.3</b>	<b>143.1</b>	<b>1.8</b>	<b>41.5</b>	<b>5.3</b>
<b>Chemical industry/man-made fibres</b>	<b>25/26</b>	<b>229.5</b>	<b>1.1</b>	<b>93.8</b>	<b>12.8</b>	<b>323.4</b>	<b>227.7</b>	<b>92.1</b>	<b>319.8</b>	<b>229.7</b>	<b>1.3</b>	<b>92.5</b>	<b>12.0</b>
Basic industrial chemicals	251	95.8	..	20.5	3.1	116.3	95.0	20.9	115.9	95.5	..	21.0	3.1
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
<b>Metal goods, engineering and vehicles</b>	<b>3</b>	<b>1,846.2</b>	<b>17.3</b>	<b>508.5</b>	<b>86.7</b>	<b>2,354.7</b>	<b>1,828.4</b>	<b>506.2</b>	<b>2,334.6</b>	<b>1,849.2</b>	<b>19.2</b>	<b>510.1</b>	<b>88.2</b>
<b>Metal goods n.e.s.</b>	<b>31</b>	<b>262.0</b>	<b>3.6</b>	<b>74.6</b>	<b>15.4</b>	<b>336.7</b>	<b>260.5</b>	<b>74.2</b>	<b>334.6</b>	<b>262.0</b>	<b>3.9</b>	<b>73.7</b>	<b>15.9</b>
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
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
<b>Mechanical engineering</b>	<b>32</b>	<b>649.0</b>	<b>7.2</b>	<b>125.9</b>	<b>26.8</b>	<b>774.9</b>	<b>655.9</b>	<b>127.9</b>	<b>783.8</b>	<b>668.8</b>	<b>7.4</b>	<b>131.3</b>	<b>27.8</b>
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

# 1.4 EMPLOYMENT

## Employees in employment\*: September 1989

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1988			June 1989 R			Sept 1989						
		Male		Female	All	Male		Female	All	Male		Female		All
		All	Part-time§	All	Part-time	All	Part-time	All	Part-time	All	Part-time	All	Part-time	All
SIC 1980														
<b>Retail distribution</b>	<b>64/65</b>	<b>810.1</b>	<b>138.0</b>	<b>1,315.8</b>	<b>740.4</b>	<b>2,125.9</b>	<b>813.5</b>	<b>1,332.0</b>	<b>2,145.5</b>	<b>816.2</b>	<b>135.7</b>	<b>1,337.0</b>	<b>745.7</b>	<b>2,153.2</b>
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	8.9	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
<b>Hotels and catering</b>	<b>66</b>	<b>380.5</b>	<b>146.2</b>	<b>690.6</b>	<b>466.6</b>	<b>1,071.1</b>	<b>391.7</b>	<b>698.9</b>	<b>1,090.6</b>	<b>393.4</b>	<b>153.4</b>	<b>705.7</b>	<b>481.4</b>	<b>1,099.2</b>
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	30.3	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
<b>Repair of consumer goods and vehicles</b>	<b>67</b>	<b>169.4</b>	<b>8.3</b>	<b>42.7</b>	<b>17.5</b>	<b>212.1</b>	<b>168.8</b>	<b>43.6</b>	<b>212.4</b>	<b>171.5</b>	<b>8.0</b>	<b>41.6</b>	<b>16.4</b>	<b>213.1</b>
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
<b>Transport and communication</b>	<b>7</b>	<b>1,023.6</b>	<b>30.0</b>	<b>299.2</b>	<b>65.4</b>	<b>1,322.8</b>	<b>1,013.6</b>	<b>308.9</b>	<b>1,322.5</b>					
<b>Railways</b>	<b>71</b>	<b>127.4</b>	<b>0.2</b>	<b>9.2</b>	<b>0.8</b>	<b>136.6</b>	<b>119.1</b>	<b>8.3</b>	<b>127.4</b>					
<b>Other inland transport</b>	<b>72</b>	<b>331.5</b>	<b>14.1</b>	<b>52.5</b>	<b>17.5</b>	<b>384.0</b>	<b>330.7</b>	<b>54.5</b>	<b>385.3</b>	<b>324.3</b>	<b>13.6</b>	<b>54.0</b>	<b>18.3</b>	<b>378.3</b>
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
<b>Sea transport</b>	<b>74</b>	<b>28.6</b>	<b>0.2</b>	<b>5.7</b>	<b>0.4</b>	<b>34.2</b>	<b>29.3</b>	<b>5.8</b>	<b>35.1</b>					
<b>Air transport</b>	<b>75</b>	<b>38.6</b>	<b>0.3</b>	<b>26.0</b>	<b>4.7</b>	<b>64.6</b>	<b>39.6</b>	<b>29.9</b>	<b>69.5</b>					
<b>Supporting services to transport</b>	<b>76</b>	<b>75.7</b>	<b>0.2</b>	<b>16.0</b>	<b>2.6</b>	<b>91.7</b>	<b>[75.9]</b>	<b>17.0</b>	<b>93.0</b>					
<b>Miscellaneous transport and storage</b>	<b>77</b>	<b>92.4</b>	<b>...</b>	<b>81.3</b>	<b>16.4</b>	<b>173.7</b>	<b>90.9</b>	<b>83.1</b>	<b>173.9</b>	<b>92.3</b>	<b>...</b>	<b>85.2</b>	<b>18.4</b>	<b>177.5</b>
<b>Postal services and telecommunications</b>	<b>79</b>	<b>329.4</b>	<b>10.3</b>	<b>108.6</b>	<b>23.1</b>	<b>438.0</b>	<b>328.1</b>	<b>110.1</b>	<b>438.2</b>					
Postal services	7901	163.6	9.8	39.2	15.4	202.8	160.9	39.3	200.3					
Telecommunications	7902	165.8	0.6	69.3	7.7	235.2	167.2	70.8	238.0					
<b>Banking, finance, insurance, etc</b>	<b>8</b>	<b>1,229.1</b>	<b>59.1</b>	<b>1,269.6</b>	<b>289.7</b>	<b>2,498.7</b>	<b>1,263.4</b>	<b>1,324.6</b>	<b>2,588.0</b>					
<b>Banking and finance</b>	<b>81</b>	<b>244.0</b>	<b>6.4</b>	<b>370.7</b>	<b>63.2</b>	<b>614.7</b>	<b>245.0</b>	<b>383.4</b>	<b>628.4</b>					
Banking and bill discounting	814	189.9	1.6	272.1	42.1	462.0	189.5	278.4	467.9	56.2	...	106.9	22.5	163.1
Other financial institutions	815	54.1	...	98.5	21.1	152.7	55.5	105.0	160.5					
<b>Insurance, except social security</b>	<b>82</b>	<b>134.1</b>	<b>...</b>	<b>124.8</b>	<b>17.4</b>	<b>258.9</b>	<b>135.1</b>	<b>128.5</b>	<b>263.6</b>	<b>137.2</b>	<b>...</b>	<b>131.8</b>	<b>19.5</b>	<b>269.0</b>
<b>Business services</b>	<b>83</b>	<b>707.0</b>	<b>41.4</b>	<b>681.7</b>	<b>178.5</b>	<b>1,388.6</b>	<b>734.2</b>	<b>711.9</b>	<b>1,446.0</b>	<b>756.9</b>	<b>43.4</b>	<b>724.4</b>	<b>188.1</b>	<b>1,481.3</b>
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
<b>Renting of movables</b>	<b>84</b>	<b>79.2</b>	<b>0.6</b>	<b>33.5</b>	<b>10.1</b>	<b>112.7</b>	<b>81.8</b>	<b>34.9</b>	<b>116.7</b>	<b>82.6</b>	<b>0.5</b>	<b>34.3</b>	<b>9.4</b>	<b>116.9</b>
<b>Owning and dealing in real estate</b>	<b>85</b>	<b>64.8</b>	<b>...</b>	<b>59.0</b>	<b>20.6</b>	<b>123.8</b>	<b>67.4</b>	<b>66.0</b>	<b>133.4</b>	<b>68.4</b>	<b>...</b>	<b>71.9</b>	<b>36.9</b>	<b>140.3</b>
<b>Other services</b>	<b>9</b>	<b>2,377.5</b>	<b>373.9</b>	<b>4,286.3</b>	<b>2,112.9</b>	<b>6,663.9</b>	<b>2,329.2</b>	<b>4,400.2</b>	<b>6,729.4</b>					
<b>Public administration and defence†</b>	<b>91</b>	<b>834.7</b>	<b>72.0</b>	<b>777.8</b>	<b>246.1</b>	<b>1,612.5</b>	<b>781.8</b>	<b>780.2</b>	<b>1,562.0</b>					
National government n.e.s.‡	9111/919	228.9	11.3	321.7	62.8	550.6	223.5	328.3	551.8					
Social security	9112	282.1	41.9	335.4	159.6	617.5	231.4	326.2	557.6					
Local government services n.e.s.‡	912-914	237.8	17.2	81.9	19.8	319.7	240.3	86.6	326.9					
Justice, police, fire services	915	85.9	1.6	38.8	3.9	124.7	86.6	39.2	125.8					
National defence	915	85.9	1.6	38.8	3.9	124.7	86.6	39.2	125.8					
<b>Sanitary services</b>	<b>92</b>	<b>142.3</b>	<b>39.3</b>	<b>209.9</b>	<b>181.1</b>	<b>352.1</b>	<b>140.3</b>	<b>207.0</b>	<b>347.3</b>					
<b>Education</b>	<b>93</b>	<b>518.3</b>	<b>104.2</b>	<b>1,101.0</b>	<b>612.7</b>	<b>1,619.3</b>	<b>536.3</b>	<b>1,173.4</b>	<b>1,709.7</b>					
<b>Research and development</b>	<b>94</b>	<b>77.6</b>	<b>1.2</b>	<b>35.0</b>	<b>5.6</b>	<b>112.6</b>	<b>74.3</b>	<b>36.3</b>	<b>110.6</b>	<b>74.3</b>	<b>1.4</b>	<b>36.9</b>	<b>6.3</b>	<b>111.2</b>
<b>Medical and other health services</b>	<b>95</b>	<b>[277.0]</b>	<b>42.5</b>	<b>1,121.2</b>	<b>521.5</b>	<b>1,398.2</b>	<b>[280.8]</b>	<b>1,145.3</b>	<b>1,426.1</b>					
<b>Other services</b>	<b>96</b>	<b>231.2</b>	<b>57.6</b>	<b>641.0</b>	<b>365.8</b>	<b>872.2</b>	<b>212.2</b>	<b>642.7</b>	<b>860.0</b>	<b>220.8</b>	<b>26.4</b>	<b>649.2</b>	<b>353.7</b>	<b>869.9</b>
Social welfare, etc	9611	121.7	...	546.1	321.3	677.8	114.6	548.4	665.0	115.1	...	549.4	312.2	664.5
<b>Recreational and cultural services</b>	<b>97</b>	<b>250.8</b>	<b>50.7</b>	<b>255.2</b>	<b>132.6</b>	<b>506.0</b>	<b>254.7</b>	<b>264.9</b>	<b>519.6</b>	<b>255.4</b>	<b>56.3</b>	<b>271.5</b>	<b>147.7</b>	<b>526.9</b>
<b>Personal services</b>	<b>98</b>	<b>45.6</b>	<b>6.5</b>	<b>145.3</b>	<b>47.4</b>	<b>190.9</b>	<b>43.8</b>	<b>150.3</b>	<b>194.1</b>	<b>44.4</b>	<b>7.0</b>	<b>150.2</b>	<b>47.7</b>	<b>194.6</b>

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 1.7

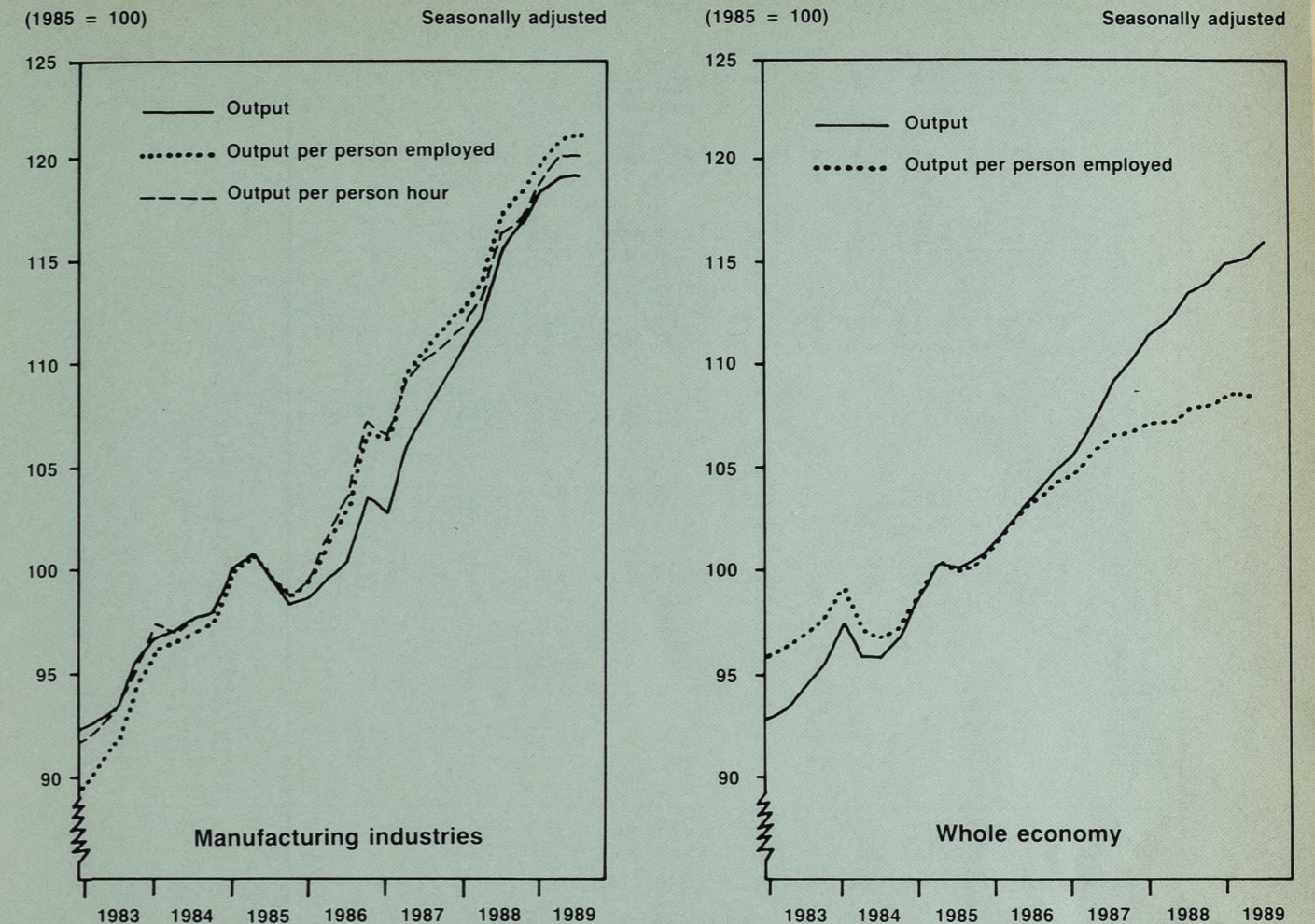
## Manpower in the local authorities

Service	[Mar 12, 1988]			[June 11, 1988]			[Sept 10, 1988]		
	Full-time	Part-time	FT equivalent	Full-time	Part-time	FT equivalent	Full-time	Part-time	FT equivalent
<b>TABLE A England (c)</b>									
Education—Lecturers and teachers	470,966	192,200	510,160	469,397	180,855	507,343	461,595	123,412	493,223
—Others	176,129	480,098	385,736	174,405	475,750	382,345	173,506	456,049	372,623
Construction	104,414	720	104,744	102,412	725	102,746	101,301	762	101,652
Transport	2,843	76	2,876	2,855	79	2,889	2,619	79	2,653
Social Services	149,051	187,191	228,934	149,082	186,622	228,827	149,870	185,934	229,340
Public libraries and museums	23,622	19,123	33,151	23,538	19,440	33,218	23,678	19,494	33,380
Recreation, parks and baths	63,814	25,288	74,940	66,800	26,982	78,659	66,922	27,213	78,878
Environmental health	18,715	1,532	19,932	18,788	1,558	19,477	18,538	1,601	19,548
Refuse collection and disposal	35,122	239	35,227	34,709	238	34,814	34,724	234	34,828
Housing	54,552	14,097	60,818	54,402	14,167	60,720	54,513	14,171	60,838
Town and country planning	20,622	927	21,106	20,550	963	21,053	20,792	1,009	21,319
Fire Service—Regular	34,364	2	34,366	34,366	1	34,367	34,180	1	34,181
—Others (a)	4,735	2,177	5,679	4,653	2,205	5,610	4,704	2,246	5,680
Miscellaneous services	213,826	43,531	233,238	212,520	43,918	231,852	213,092	44,104	232,828
<b>All above</b>	<b>1,372,775</b>	<b>967,151</b>	<b>1,750,366</b>	<b>1,368,185</b>	<b>953,503</b>	<b>1,743,920</b>	<b>1,360,334</b>	<b>876,309</b>	<b>1,720,971</b>
Police Service—Police (all ranks)	117,758	—	117,758	118,084	—				

# 1.7 EMPLOYMENT Manpower in the local authorities

Service	[Dec 10, 1988]			[Mar 11, 1989]			[June 10, 1989]		
	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent	Full-time	Part-time	FT (c) equivalent
<b>TABLE A England (continued) (c)</b>									
Education—Lecturers and teachers	464,178	187,182	502,369	463,905	188,002	504,134	446,834	168,860	484,958
—Others	174,918	474,241	382,507	172,001	477,972	381,245	157,474	462,092	359,970
Construction	100,125	733	100,462	98,419	732	98,758	96,499	711	96,777
Transport	2,558	78	2,592	2,538	74	2,570	2,534	86	2,571
Social Services	149,646	187,120	229,733	150,986	186,683	231,024	151,589	187,257	231,922
Public libraries and museums	23,453	19,564	33,220	23,610	19,640	33,435	23,635	19,851	33,567
Recreation, parks and baths	62,772	26,779	74,545	62,147	27,042	74,041	65,446	28,630	78,062
Environmental health	18,459	1,523	19,139	18,270	1,447	18,919	18,378	1,581	19,085
Refuse collection and disposal	34,004	240	34,110	33,432	288	33,558	32,650	283	32,776
Housing	54,649	14,129	60,972	54,848	14,216	61,220	54,924	14,091	61,255
Town and country planning	21,075	1,052	21,624	21,115	1,107	21,695	21,099	1,204	21,729
Fire Service—Regular	34,208	1	34,209	34,314	1	34,315	34,330	0	34,330
—Others (a)	4,702	2,260	5,885	4,726	2,255	5,708	4,733	2,276	5,727
Miscellaneous services	212,686	44,750	232,725	211,927	45,141	232,157	212,114	45,992	232,806
<b>All above</b>	<b>1,357,433</b>	<b>959,652</b>	<b>1,733,892</b>	<b>1,352,238</b>	<b>964,600</b>	<b>1,732,779</b>	<b>1,322,189</b>	<b>932,914</b>	<b>1,695,535</b>
Police service—Police (all ranks)	118,249	—	118,249	119,139	—	118,868	118,868	—	118,868
—Others (b)	42,312	5,937	44,874	42,657	5,911	45,208	42,870	5,855	45,397
Probation, magistrates' courts and agency staff	20,205	6,939	23,612	20,264	7,122	23,761	20,156	7,111	23,647
<b>All (excluding special employment and training measures)</b>	<b>1,538,199</b>	<b>972,528</b>	<b>1,920,627</b>	<b>1,534,298</b>	<b>997,633</b>	<b>1,920,887</b>	<b>1,504,083</b>	<b>945,880</b>	<b>1,883,447</b>
<b>TABLE B Wales (continued) (c)</b>									
Education—Lecturers and teachers	30,582	7,672	32,015	30,641	8,052	32,237	30,660	7,648	32,212
—Others	10,292	30,078	23,089	10,582	29,664	23,223	10,519	29,178	22,938
Construction	7,412	28	7,424	7,374	29	7,386	7,392	26	7,403
Transport	39	1	40	42	—	42	54	5	57
Social Services	9,260	12,757	14,623	9,466	12,722	14,810	9,602	12,748	14,954
Public libraries and museums	1,139	850	1,556	1,145	834	1,557	1,100	823	1,509
Recreation, parks and baths	4,283	2,221	5,235	4,228	2,218	5,181	4,713	2,507	5,789
Environmental health	1,230	231	1,326	1,237	228	1,332	1,220	220	1,339
Refuse collection and disposal	1,745	8	1,748	1,745	9	1,749	1,717	8	1,720
Housing	2,460	567	2,719	2,454	592	2,724	2,497	594	2,768
Town and country planning	1,465	46	1,488	1,460	52	1,486	1,514	53	1,540
Fire Service—Regular	1,790	—	1,790	1,785	—	1,785	1,787	—	1,787
—Others (a)	271	155	337	276	151	340	282	157	349
Miscellaneous services	16,643	3,318	18,063	16,769	3,330	18,193	17,049	3,431	18,522
<b>All above</b>	<b>88,611</b>	<b>57,932</b>	<b>111,453</b>	<b>89,204</b>	<b>53,881</b>	<b>112,045</b>	<b>90,133</b>	<b>57,398</b>	<b>112,887</b>
Police service—Police (all ranks)	6,457	—	6,457	6,481	—	6,481	6,443	—	6,443
—Others (b)	1,867	357	2,021	1,927	355	2,080	1,981	361	2,137
Probation, magistrates' courts and agency staff	1,099	291	1,237	1,100	298	1,240	1,111	289	1,248
<b>All (excluding special employment and training measures)</b>	<b>98,034</b>	<b>58,580</b>	<b>121,168</b>	<b>98,712</b>	<b>58,534</b>	<b>121,846</b>	<b>99,668</b>	<b>58,048</b>	<b>122,715</b>
<b>TABLE C Scotland (e) (f) (continued)</b>									
Education—Lecturers and teachers (d)	56,978	6,679	59,650	56,970	6,885	59,724	56,917	6,740	59,613
—Others (c)	22,421	41,144	42,053	22,404	41,212	42,092	22,320	41,091	41,967
Construction	15,557	60	15,586	14,361	65	14,393	15,138	56	15,165
Transport	590	33	605	652	41	674	675	46	699
Social Services	21,373	27,350	34,301	21,707	27,328	34,636	21,784	27,704	34,888
Public Libraries and Museums	3,260	1,761	4,194	3,305	1,735	4,228	3,329	1,781	4,279
Recreation, leisure and tourism	11,190	2,604	12,441	11,049	2,714	12,358	10,945	2,693	13,693
Environmental health	2,203	446	2,412	2,198	472	2,419	2,190	529	2,427
Cleansing	8,795	186	8,883	8,657	182	8,742	8,811	236	8,921
Housing	6,518	520	6,781	6,639	538	6,913	6,642	473	6,882
Physical planning	1,749	71	1,790	1,820	83	1,867	1,815	48	1,842
Fire Service—Regular	4,599	—	4,599	4,583	—	4,583	4,605	—	4,605
—Others (a)	474	188	562	478	188	565	485	177	568
Miscellaneous services	36,785	3,485	38,482	38,180	3,476	39,872	37,570	4,091	39,557
<b>All above</b>	<b>192,492</b>	<b>84,527</b>	<b>232,339</b>	<b>193,003</b>	<b>84,919</b>	<b>233,066</b>	<b>194,506</b>	<b>86,017</b>	<b>235,106</b>
Police Service—Police (all ranks)	13,542	—	13,542	13,561	—	13,561	13,561	—	13,561
—Others (b)	3,441	2,623	4,656	3,485	2,619	4,701	3,551	2,644	4,779
Administration of District Courts	131	13	138	129	15	137	134	15	142
<b>All (excluding special employment and training measures)</b>	<b>209,606</b>	<b>87,163</b>	<b>250,675</b>	<b>210,178</b>	<b>87,553</b>	<b>251,465</b>	<b>211,752</b>	<b>88,676</b>	<b>253,588</b>

# EMPLOYMENT 1.8 Indices of output, employment and productivity



UNITED KINGDOM	Seasonally adjusted (1985 = 100)								
	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output†	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**	Output	Employed labour force*	Output per person employed**
1983	94.0	97.2	96.7	94.7	102.8	92.1	93.7	102.1	91.8
1984	96.6	98.9	97.6	94.9	100.8	94.1	97.6	100.5	97.1
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.1 R	100.1	103.0 R	102.1 R	97.3	105.0	100.9 R	97.9	103.1
1987	108.0 R	101.9	106.0 R	105.7 R	96.0	110.1	106.6	97.0	109.8 R
1988	112.9 R	104.9	107.6 R	109.5 R	97.0	113.0 R	114.1 R	98.5	115.9 R
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 R	99.8	99.0 R	97.7 R	100.4	97.3 R	100.4 R	100.3	100.3
Q2	100.5 R	100.0	100.5 R	101.7 R	100.2	101.5 R	101.2 R	100.1	100.9
Q3	100.2	100.1	100.1	100.6 R	99.9	100.6	99.6	99.9	99.9
Q4	100.6	100.1	100.5	100.0	99.4	100.5 R	98.7 R	99.7	99.0
1986 Q1	101.5 R	100.0	101.5 R	101.1 R	98.6	102.5 R	98.9 R	99.1	99.8 R
Q2	102.6 R	100.0	102.6 R	101.7	97.6	104.2	100.0 R	98.2	101.9 R
Q3	103.7 R	100.1	103.6 R	102.6 R	96.8	106.0 R	100.7 R	97.3	103.5 R
Q4	104.7 R	100.4	104.3 R	103.1 R	96.2	107.1 R	103.8 R	97.0	107.0 R
1987 Q1	105.6 R	100.7	104.8 R	103.6 R	95.7	108.2 R	102.9 R	96.5	106.6 R
Q2	107.2	101.4	105.8 R	105.2 R	95.8	108.7 R	106.2	96.8	109.7
Q3	109.1	102.3	106.6	106.4	96.1	110.7	107.8 R	97.2	110.9 R
Q4	110.2 R	103.2	106.8 R	107.8 R	96.4	111.7 R	109.4 R	97.6	112.1 R
1988 Q1	111.6 R	104.1	107.2 R	107.8 R	96.8	111.4 R	111.0 R	98.2	113.0
Q2	112.2 R	104.7	107.2 R	107.5 R	96.9	113.0 R	112.5 R	98.4	114.3 R
Q3	113.6 R	105.2	108.0 R	110.6 R	97.0	114.0 R	115.9 R	98.6	117.5
Q4	114.1 R	105.5	108.1 R	110.2	97.1	113.5	117.1 R	98.7	118.6 R
1989 Q1	115.0 R	105.9	108.6 R	109.5	97.1	112.8	118.8 R	98.9	120.1 R
Q2	115.2 R	106.2 R	108.5 R	109.2 R	96.6	113.0 R	119.3 R	98.4	121.2 R
Q3	—	—	—	110.7 R	96.4	114.8 R	119.4 R	98.4	121.4 R

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

# EMPLOYMENT

## Selected countries: national definitions

1.9

	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
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>																		
Thousand																		
<b>Civilian labour force</b>																		
1986 Q3	27,632	7,557	3,399	..	12,740	..	..	27,524	..	..	23,086	60,410	..	2,099	13,793	4,379	3,419	118,205
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 R	8,111	3,427	..	13,447	..	..	29,014	..	..	23,588	62,222	..	2,124	14,705	4,503	3,536	123,291
Q2	27,845 R	8,215	..	..	13,468	..	..	29,118	..	..	23,560	62,610	..	2,125	14,768	4,524	3,578	123,790
<b>Civilian employment</b>																		
1986 Q3	24,350	6,935	3,302	..	11,524	..	..	25,322	..	..	20,538	58,651	..	2,058	10,840	4,262	3,398	109,967
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 R	7,585	3,335	..	12,431	..	..	27,011	..	..	20,695	60,822	..	2,017	12,053	4,442	3,521	116,900
Q2	26,033 R	7,698	..	..	12,445	..	..	27,075	..	..	20,674	61,131	..	2,018	12,208	4,463	3,559	117,290
<b>LATEST ANNUAL FIGURES: 1988 unless stated</b>																		
Thousand																		
<b>Civilian labour force: Male</b>																		
	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
<b>Civilian employment: Male</b>																		
	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	10,398	13,965	1,236	352	7,187	24,080	1,829	940	3,672	2,112	1,218	51,696
All	25,548	7,341	3,308	3,660	12,245	2,609	21,144	26,763	3,598	1,074	20,832	60,110	5,251	2,079	11,780	4,399	3,273	114,968
<b>Civilian employment: proportions by sector</b>																		
Per cent																		
<b>Male:</b>																		
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
<b>Female:</b>																		
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
<b>All:</b>																		
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 1-7.  
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)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost		
													Actual (Thou)	Seasonally adjusted	Average per operative on short-time
1983	1,209	31.5	8.5	10.19		6	244	71	741	10.2	77	2.0	1,000		12.9
1984	1,297	34.3	8.9	11.39		6	238	40	402	10.4	43	1.5	645		14.4
1985	1,329	34.0	9.0	11.98		4	165	24	241	10.2	28	0.7	416		15.1
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	0.9	485		14.4
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348		14.6
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		14.4
<b>Week ended</b>															
1987 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 13	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

# 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 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37, Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
SIC 1980 classes	21-49					21-49				
1983	99.8	99.5	103.3	98.6	104.9	98.3	97.3	97.6	100.0	99.7
1984	100.6	101.7	98.4	100.5	101.2	99.5	98.8	99.0	100.2	99.7
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	96.7	96.7	96.7	99.0	99.5	99.7	99.2	99.2	100.8	98.2
1987	96.0	97.6	93.6	98.6	98.9	100.4	100.4	101.1	99.8	99.5
1988	96.2	100.1	94.0	97.1	98.0	101.1	101.4	102.9	98.7	99.6
<b>Week ended</b>										
1987 Oct 10	97.3					101.1				
Nov 14	97.1					100.9				
Dec 12	97.2	98.0	95.0	99.2	98.7	100.9	101.4	102.0	99.9	99.3
1988 Jan 16	98.0					101.4				
Feb 13	97.8					100.9				
Mar 12	98.0	98.6	94.0	98.5	100.4	101.0	101.4	102.1	98.7	99.5
Apr 16	97.9					100.9				
May 14	98.2					101.0				
June 11	98.0	98.9	93.6	97.3	100.1	100.8	100.9	102.6	98.4	99.8
July 16	98.6					101.0				
Aug 13	98.2					100.8				
Sept 10	97.8	100.7	93.0	96.9	95.7	101.0	101.0	102.4	98.9	99.2
Oct 15	98.3					101.5				
Nov 12	98.8					101.4				
Dec 10	99.0	102.4	95.1	95.6	95.6	101.4	102.5	104.7	98.8	100.1
1989 Jan 14	98.8					101.6				
Feb 11	98.3					101.1				
Mar 11	97.6	101.4	94.1	94.4	92.1	100.4	101.9	103.8	98.7	99.3
Apr 15	97.7					100.8				
May 13	97.3					100.8				
June 15	97.2	98.7	87.3	92.4	92.8	100.9	101.7	98.5	99.6	98.4
July 15	97.2					100.9				
Aug 13	97.9					101.4				
Sept 15	97.8	95.3	89.5	93.1	95.7	101.1	100.1	97.8	101.3	97.9
Oct 14	97.1					101.3				

R = Revised to take account of 1989 census of Employment results, and recent changes in the seasonal pattern.

## 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* )	3,289.1	11.8	3,107.2	11.2						
1987 )	2,953.4	10.6	2,822.3	10.1						
1988 )	2,370.4	8.4	2,294.5	8.1						
1987 Nov 12	2,685.6	9.6	2,604.4	9.3	-59.5	-54.1	282	2,353	51	
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 † P	1,612.4	5.7	1,649.7	5.8	-25.2	-31.9	209	1,379	24	

## 2.2 UNEMPLOYMENT GB Summary

1985 )	3,149.4	11.7	2,923.0	10.8						
1986* )	3,161.3	11.7	2,984.6	11.0						
1987 )	2,826.9	10.4	2,700.2	9.9						
1988 )	2,254.7	8.2	2,181.4	7.9						
1987 Nov 12	2,564.6	9.4	2,485.9	9.1	-57.7	-52.9	274	2,242	49	
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 † P	1,513.2	5.5	1,548.5	5.6	-24.1	-30.7	202	1,288	23	

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

## UNEMPLOYMENT 2.1 UK Summary

THOUSAND

	MALE					FEMALE				
	UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	UNEMPLOYED		SEASONALLY ADJUSTED ††		
	Number	Per cent workforce †	Number	Per cent workforce †		Number	Per cent workforce †	Number	Per cent workforce †	
1985 )	2,251.7	13.7	2,114.3	12.8	1,019.5	9.1	921.4	8.2		1985 )
1986* )	2,252.5	13.7	2,148.3	13.1	1,036.6	9.1	958.9	8.4		1986* )
1987 )	2,045.8	12.5	1,971.0	12.1	907.6	7.8	851.3	7.3		1987 )
1988 )	1,650.5	10.1	1,607.2	9.8	719.9	6.1	687.3	5.8		1988 )
1987 Nov 12	1,865.8	11.4	1,828.3	11.2	819.7	7.0	776.1	6.7	332.1	1987 Nov 12
Dec 10	1,878.7	11.5	1,800.4	11.0	817.1	7.0	768.2	6.6	334.0	Dec 10
1988 Jan 14	1,892.7	11.6	1,759.5	10.8	829.5	7.0	759.9	6.4	337.0	1988 Jan 14
Feb 11	1,852.1	11.3	1,731.3	10.6	813.3	6.9	753.7	6.4	330.5	Feb 11
Mar 10	1,803.1	11.0	1,709.9	10.4	789.0	6.7	744.0	6.3	322.5	Mar 10
Apr 14	1,765.7	10.8	1,674.1	10.2	770.3	6.5	728.8	6.2	316.0	Apr 14
May 12	1,692.1	10.3	1,648.8	10.1	734.8	6.2	715.0	6.0	301.6	May 12
June 9	1,632.0	10.0	1,624.0	9.9	708.7	6.0	700.1	5.9	291.8	June 9
July 14	1,606.3	9.8	1,586.7	9.7	720.4	6.1	680.6	5.7	287.7	July 14
Aug 11	1,576.5	9.6	1,562.7	9.5	714.6	6.0	662.9	5.6	286.9	Aug 11
Sept 8** ††	1,594.4	9.7	1,543.1	9.4	716.6	6.0	648.6	5.5	287.9	Sept 8** ††
Oct 13	1,484.2	9.1	1,522.4	9.3	634.6	5.4	635.5	5.4	265.2	Oct 13
Nov 10	1,454.8	8.9	1,484.6	9.1	612.2	5.2	620.6	5.2	254.9	Nov 10
Dec 8	1,451.5	8.9	1,439.4	8.8	595.1	5.0	598.0	5.0	249.9	Dec 8
1989 Jan 12	1,473.2	9.0	1,405.4	8.6	601.1	5.1	582.4	4.9	248.7	1989 Jan 12
Feb 9	1,434.9	8.8	1,377.9	8.4	583.3	4.9	570.8	4.8	239.5	Feb 9
Mar 9	1,399.4	8.6	1,359.5	8.3	560.9	4.7	557.1	4.7	229.3	Mar 9
Apr 13	1,350.8	8.3	1,321.5	8.1	532.8	4.5	536.5	4.5	216.9	Apr 13
May 11	1,297.1	7.9	1,309.7	8.0	505.5	4.3	526.1	4.4	204.7	May 11
June 8	1,256.6	7.7	1,296.1	7.9	486.6	4.1	514.2	4.3	195.7	June 8
July 13	1,261.6	7.7	1,284.8	7.9	509.8	4.3	502.4	4.2	196.1	July 13
Aug 10	1,238.4	7.6	1,262.5	7.7	502.7	4.2	482.8	4.1	193.3	Aug 10
Sept 14 †	1,218.8	7.4	1,230.3	7.5	484.1	4.1	464.0	3.9	183.0	Sept 14 †
Oct 12 †	1,181.3	7.2	1,216.6	7.4	454.5	3.8	458.3	3.9	172.9	Oct 12 †
Nov 9 † P	1,172.7	7.2	1,200.5	7.3	439.7	3.7	449.2	3.8	165.0	Nov 9 † P

## UNEMPLOYMENT 2.2 GB Summary

1985 )	2,163.7	13.5	2,031.9	12.7	985.7	9.0	891.1	8.1		1985 )
1986* )	2,159.6	13.5	2,058.7	12.9	1,001.7	9.0	925.9	8.3		1986* )
1987 )	1,953.8	12.3	1,881.8	11.8	873.1	7.7	818.4	7.2		1987 )
1988 )	1,566.1	9.8	1,524.6	9.6	688.6	6.0	656.8	5.7		1988 )
1987 Nov 12	1,777.3	11.2	1,741.2	10.9	787.3	6.9	744.7	6.6	318.5	1987 Nov 12
Dec 10	1,789.9	11.2	1,714.0	10.8	785.3	6.9	737.0	6.5	320.6	Dec 10
1988 Jan 14	1,803.3	11.3	1,674.1	10.5	797.1	6.9	728.8	6.3	323.5	1988 Jan 14
Feb 11	1,764.0	11.1	1,646.9	10.3	781.9	6.8	722.8	6.3	317.3	Feb 11
Mar 10	1,716.6	10.8	1,626.2							



# 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
<b>SOUTH EAST</b>												
1985 )	782.4	527.1	255.2	8.6	9.9	6.9	728.5	8.1			495.4	233.1
1986* ) Annual averages	784.7	524.7	260.0	8.7	10.0	6.8	750.2	8.3			505.2	245.0
1987 )	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 Nov 10 Dec 8	428.5 422.2	294.4 292.5	134.1 129.8	4.6 4.5	5.5 5.5	3.4 3.3	439.6 420.8	4.7 4.5	-15.7 -18.8	-10.4 -13.7	303.3 290.5	136.3 130.3
1989 Jan 12 Feb 9 Mar 9	419.5 408.4 397.0	291.7 284.7 278.6	127.9 123.7 118.5	4.5 4.4 4.3	5.5 5.3 5.2	3.2 3.1 3.0	405.7 394.3 387.6	4.4 4.2 4.2	-15.1 -11.4 -6.7	-16.5 -15.1 -11.1	280.2 272.9 269.5	125.5 121.4 118.1
Apr 13 May 11 June 8	380.3 365.5 355.2	268.2 258.6 251.9	112.1 106.9 103.3	4.1 3.9 3.8	5.0 4.8 4.7	2.8 2.7 2.6	375.1 373.6 370.2	4.0 4.0 4.0	-12.5 -1.5 -3.4	-10.2 -6.9 -5.8	262.2 262.0 260.5	112.9 111.6 109.7
July 13 Aug 10 Sept 14	363.3 356.8 349.7	255.3 250.1 246.9	108.0 106.7 102.8	3.9 3.8 3.8	4.8 4.7 4.6	2.7 2.7 2.6	364.6 352.8 345.5	3.9 3.8 3.7	-5.6 -11.8 -7.3	-3.5 -6.9 -8.2	258.3 252.0 247.6	106.3 100.8 97.9
Oct 12 Nov 9 P	337.2 332.7	240.4 239.0	96.9 93.7	3.6 3.6	4.5 4.5	2.4 2.4	343.2 342.0	3.7 3.7	-2.3 -1.2	-7.1 -3.6	246.8 246.4	96.4 95.6
<b>GREATER LONDON (included in South East)</b>												
1985 )	402.5	278.4	124.1	9.4	10.9	7.3	376.3	8.8			262.7	113.6
1986* ) Annual averages	407.1	280.9	126.1	9.5	11.1	7.3	391.3	9.2			272.0	119.4
1987 )	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 Nov 10 Dec 8	253.3 249.3	178.7 176.8	74.6 72.5	5.9 5.8	7.1 7.0	4.2 4.0	259.7 249.8	6.0 5.8	-7.5 -9.9	-4.5 -6.5	183.6 176.9	76.1 72.9
1989 Jan 12 Feb 9 Mar 9	243.8 237.8 232.6	173.2 169.3 166.4	70.5 68.5 66.2	5.6 5.5 5.4	6.8 6.7 6.6	3.9 3.8 3.7	242.2 235.5 230.3	5.6 5.4 5.3	-7.6 -6.7 -5.2	-8.3 -8.1 -8.5	171.2 167.2 163.7	71.0 68.3 66.6
Apr 13 May 11 June 8	225.1 218.3 214.2	161.7 157.1 154.5	63.4 61.2 59.7	5.2 5.0 4.9	6.4 6.2 6.1	3.5 3.4 3.3	223.5 221.2 218.9	5.2 5.1 5.1	-6.8 -2.3 -2.3	-6.2 -4.8 -3.8	159.7 158.1 156.8	63.8 63.1 62.1
July 13 Aug 10 Sept 14	219.5 215.0 211.2	156.7 152.9 150.8	62.8 62.1 60.4	5.1 5.0 4.9	6.2 6.0 6.0	3.5 3.5 3.4	217.1 210.5 206.3	5.0 4.9 4.8	-1.8 -6.6 -4.2	-2.1 -3.6 -4.2	155.9 151.7 149.1	61.2 58.8 57.2
Oct 12 Nov 9 P	202.5 198.1	145.7 143.2	56.9 54.9	4.7 4.6	5.8 5.7	3.2 3.1	204.5 203.2	4.7 4.7	-1.8 -1.3	-4.2 -2.4	148.0 147.1	56.5 56.1
<b>EAST ANGLIA</b>												
1985 )	81.3	53.2	28.1	8.8	9.5	7.7	75.3	8.1			49.8	25.4
1986* ) Annual averages	83.4	53.9	29.5	9.0	9.8	8.0	78.8	8.5			51.4	27.4
1987 )	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 Nov 10 Dec 8	41.6 41.5	26.9 27.2	14.7 14.3	4.3 4.3	4.8 4.8	3.7 3.6	43.3 41.1	4.5 4.3	-2.4 -2.2	-1.7 -2.0	28.3 26.8	15.0 14.3
1989 Jan 12 Feb 9 Mar 9	42.1 41.0 39.6	27.9 27.4 26.5	14.3 13.5 13.1	4.4 4.3 4.1	5.0 4.9 4.7	3.6 3.4 3.3	38.5 37.2 36.7	4.0 3.9 3.8	-2.6 -1.3 -0.5	-2.4 -2.0 -1.5	25.3 24.4 24.2	13.2 12.8 12.5
Apr 13 May 11 June 8	37.4 35.1 32.9	25.1 23.7 22.4	12.2 11.4 10.5	3.9 3.6 3.4	4.5 4.2 4.0	3.0 2.8 2.6	35.5 35.1 35.0	3.7 3.6 3.6	-1.2 -0.4 -0.1	-1.0 -0.7 -0.6	23.5 23.5 23.7	12.0 11.6 11.3
July 13 Aug 10 Sept 14	33.1 32.7 31.8	22.4 22.2 21.9	10.7 10.4 9.9	3.4 3.4 3.3	4.0 4.0 3.9	2.7 2.6 2.5	34.7 34.0 33.2	3.6 3.5 3.4	-0.3 -0.7 -0.8	-0.3 -0.4 -0.6	23.8 23.6 23.3	10.9 10.4 9.9
Oct 12 Nov 9 P	31.2 31.7	21.7 22.4	9.5 9.3	3.2 3.3	3.9 4.0	2.4 2.3	33.5 33.4	3.5 3.5	0.3 -0.1	-0.4 -0.2	23.7 23.7	9.8 9.7
<b>SOUTH WEST</b>												
1985 )	204.9	132.8	72.2	10.0	11.0	8.6	190.5	9.3			124.5	66.0
1986* ) Annual averages	205.7	131.6	74.2	9.9	10.8	8.6	195.8	9.5			126.1	69.7
1987 )	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 Nov 10 Dec 8	119.1 117.9	77.0 77.0	42.0 40.9	5.6 5.5	6.3 6.3	4.6 4.5	118.3 113.1	5.5 5.3	-4.6 -5.2	-3.5 -4.3	77.3 73.8	41.0 39.3
1989 Jan 12 Feb 9 Mar 9	119.6 115.3 110.2	78.5 75.8 73.1	41.1 39.5 37.1	5.6 5.4 5.1	6.4 6.2 5.9	4.5 4.3 4.1	109.1 106.3 104.7	5.1 5.0 4.9	-4.0 -2.8 -1.6	-4.6 -4.0 -2.8	71.4 69.6 69.1	37.7 36.7 35.6
Apr 13 May 11 June 8	103.5 96.5 90.5	69.5 65.1 61.3	34.1 31.4 29.2	4.8 4.4 4.2	5.6 5.3 5.0	3.7 3.4 3.2	101.8 100.9 100.1	4.8 4.7 4.7	-2.9 -0.9 -0.8	-2.4 -1.8 -1.5	67.4 67.2 66.9	34.4 33.7 33.2
July 13 Aug 10 Sept 14	91.7 91.1 89.6	61.7 61.5 60.8	30.0 29.7 28.8	4.3 4.3 4.2	5.0 5.0 4.9	3.3 3.3 3.2	98.1 95.3 91.7	4.6 4.4 4.3	-2.0 -2.8 -3.6	-1.2 -1.9 -2.8	66.1 65.0 62.9	32.0 30.3 28.8
Oct 12 Nov 9 P	87.7 88.8	60.1 61.2	27.6 27.5	4.1 4.1	4.9 5.0	3.0 3.0	90.1 88.1	4.2 4.1	-1.6 -2.0	-2.7 -2.4	62.3 61.4	27.8 26.7

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.3 Regions

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
<b>WEST MIDLANDS</b>												
1985 )	349.7	243.1	106.6	13.7	15.7	10.7	326.9	12.8			230.2	96.7
1986* ) Annual averages	346.7	236.8	108.0	13.6	15.6	10.6	327.7	12.9			228.1	99.6
1987 )	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 Nov 10 Dec 8	201.0 197.1	138.9 137.4	62.1 59.8	7.8 7.6	9.1 9.0	5.9 5.7	205.7 198.2	8.0 7.7	-6.0 -7.5	-6.0 -6.7	142.4 137.6	63.3 60.6
1989 Jan 12 Feb 9 Mar 9	198.2 191.3 184.1	138.4 133.6 129.0	59.7 57.7 55.1	7.7 7.4 7.1	9.1 8.8 8.5	5.7 5.5 5.2	192.1 186.8 181.3	7.5 7.2 7.0	-6.1 -5.3 -5.5	-6.5 -6.3 -5.6	133.3 129.5 126.2	58.8 57.3 55.1
Apr 13 May 11 June 8	175.2 167.9 163.4	123.2 118.3 115.5	52.1 49.6 47.8	6.8 6.5 6.3	8.1 7.8 7.6	4.9 4.7 4.5	174.5 171.9 168.9	6.8 6.7 6.6	-6.8 -2.6 -3.0	-5.9 -5.0 -4.1	121.8 120.4 118.8	52.7 51.5 50.1
July 13 Aug 10 Sept 14 †	166.0 162.1 159.9	116.4 113.6 112.5	49.6 48.5 47.4	6.4 6.3 6.2	7.7 7.5 7.4	4.7 4.6 4.5	166.0 160.1 154.4	6.4 6.2 6.0	-2.9 -5.9 -5.7	-2.8 -3.9 -4.8	117.3 113.8 110.6	48.7 46.3 43.8
Oct 12 † Nov 9 † P	152.9 149.8	108.5 107.1	44.3 42.7	5.9 5.8	7.1 7.0	4.2 4.0	155.0 154.2	6.0 6.0	0.6 -0.8	-3.7 -2.0	110.7 110.3	44.3 43.9
<b>EAST MIDLANDS</b>												
1985 )	202.3	136.9	65.3	10.7	12.0	8.7	188.2	9.9			128.7	59.5
1986* ) Annual averages	202.8	136.0	66.8	10.7	12.1	8.6	191.3	10.1			129.4	61.9
1987 )	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 Nov 10 Dec 8	126.6 125.9	88.3 88.8	38.2 37.1	6.6 6.5	7.9 7.9	4.7 4.6	130.6 126.4	6.8 6.6	-4.0 -4.2	-2.9 -3.6	91.3 88.6	39.3 37.8
1989 Jan 12 Feb 9 Mar 9	128.4 125.1 121.8	90.5 88.3 86.2	38.0 36.8 35.6	6.7 6.5 6.3	8.1 7.9 7.7	4.7 4.6 4.4	122.2 120.0 118.0	6.3 6.2 6.1	-4.2 -2.2 -2.0	-4.1 -3.5 -2.8	85.6 83.8 82.7	36.6 36.2 35.3
Apr 13 May 11 June 8	116.4 110.1 106.3	82.7 78.2 75.7	33.7 31.8 30.6	6.0 5.7 5.5	7.4 7.0 6.7	4.2 4.0 3.8	113.1 111.5 110.3	5.9 5.8 5.7	-4.9 -1.6 -1.2	-3.0 -2.8 -2.6	79.3 78.6 78.3	33.8 32.9 32.0
July 13 Aug 10 Sept 14 †	107.9 105.5 101.3	76.1 74.3 71.4	31.8 31.2 29.8	5.6 5.5 5.3	6.8 6.6 6.4	4.0 3.9 3.7	108.6 106.0 101.6	5.6 5.5 5.3	-1.7 -2.6 -4.4	-1.5 -1.8 -2.9	77.5 76.2 73.0	31.1 29.8 28.6
Oct 12 † Nov 9 † P	95.3 93.2	67.5 66.7	27.8 26.5	4.9 4.8	6.0 5.9	3.5 3.3	99.3 97.4	5.2 5.1	-2.3 -1.9	-3.1 -2.9	71.0 69.7	28.3 27.7
<b>YORKSHIRE AND HUMBERSIDE</b>												
1985 )	305.8	212.9	92.9	13.1	15.3	9.9	281.5	12.1			199.0	82.5
1986* ) Annual averages	315.9	220.1	95.8	13.5	15.8	10.1	294.3	12.6			207.8	86.5
1987 )	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 Nov 10 Dec 8	205.5 203.1	147.2 146.2	58.3 56.9	8.7 8.6	10.8 10.7	5.9 5.8	209.5 202.8	8.9 8.6	-5.0 -6.7	-4.0 -5.1	150.1 145.3	59.4 57.5
1989 Jan 12 Feb 9 Mar 9	206.4 200.4 194.1	148.6 144.3										

# 2.3 UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					THOUSAND
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	
<b>NORTH</b>												
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 Nov 10	161.7	118.9	42.8	11.3	14.1	7.3	163.5	11.4	-2.1	-2.2	120.3	43.2
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 † P	124.9	93.9	31.0	8.7	11.1	5.3	127.2	8.9	-3.4	-3.6	95.6	31.6
<b>WALES</b>												
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 Nov 10	115.8	83.4	32.4	9.2	11.3	6.3	116.9	9.3	-2.7	-1.8	84.3	32.6
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 † P	85.7	63.8	21.9	6.8	8.6	4.2	86.4	6.9	-2.3	-2.4	64.3	22.1
<b>SCOTLAND</b>												
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 Nov 10	263.6	188.9	74.7	10.6	13.1	7.2	266.5	10.7	-3.6	-2.3	191.0	75.5
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	6.3	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 † P	211.7	153.8	57.9	8.5	10.6	5.6	214.7	8.6	-4.9	-5.4	155.8	58.9
<b>NORTHERN IRELAND</b>												
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 Nov 10	109.0	79.5	29.5	15.4	18.8	10.4	110.6	15.7			80.6	30.0
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			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 P	99.2	73.7	25.5	14.0	17.4	9.0	101.2	14.3	-1.1	-1.2	75.0	26.2

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.4 Area statistics

## Unemployment in regions by assisted area status\* and in travel-to-work areas† at November 9, 1989

	NUMBER UNEMPLOYED			PER CENT WORKFORCE		SEASONALLY ADJUSTED		RATE**			
	Male	Female	All	Male	Female	Number	Per cent employees and unemployed	per cent employees and unemployed	per cent workforce and unemployed		
<b>ASSISTED REGIONS ‡</b>											
<b>South West</b>											
Development Areas	5,155	2,341	7,496	12.1	...	Bury St Edmunds	440	250	690	2.0	(1.7)
Intermediate Areas	9,718	4,282	14,000	7.9	...	Buxton	597	318	915	4.3	(3.4)
Unassisted	46,374	20,926	67,300	4.3	...	Calderdale	3,451	1,400	4,851	6.0	(5.3)
<b>All</b>	<b>61,247</b>	<b>27,549</b>	<b>88,796</b>	<b>4.9</b>	<b>4.1</b>	Cambridge	1,982	812	2,794	2.0	(1.7)
<b>West Midlands</b>						Canterbury	1,740	606	2,346	5.0	(4.1)
Development Areas	89,013	34,485	123,498	7.7	...	Carlisle	1,865	882	2,747	5.1	(4.4)
Intermediate Areas	18,088	8,220	26,308	4.0	...	Castleford and Pontefract	3,323	1,110	4,433	8.2	(7.4)
Unassisted	107,101	42,705	149,806	6.6	5.8	Chard	208	111	319	3.1	(2.6)
<b>East Midlands</b>						Chelmsford and Braintree	1,928	936	2,864	2.7	(2.3)
Development Areas	909	431	1,340	4.8	...	Cheltenham	1,621	643	2,264	3.0	(2.7)
Intermediate Areas	1,981	970	2,951	5.6	...	Chesterfield	4,217	1,681	5,898	8.0	(7.0)
Unassisted	63,854	25,091	88,945	5.6	...	Chichester	977	336	1,313	2.2	(1.8)
<b>All</b>	<b>66,744</b>	<b>26,492</b>	<b>93,236</b>	<b>5.6</b>	<b>4.8</b>	Chippenhams	523	351	874	3.0	(2.5)
<b>Yorks and Humberside</b>						Cinderford and Ross-on-Wye (I)	964	493	1,457	6.0	(4.8)
Development Areas	12,911	4,591	17,502	10.5	...	Cirencester	149	90	239	1.9	(1.6)
Intermediate Areas	61,060	20,594	81,654	9.1	...	Clacton	1,272	395	1,667	9.2	(6.9)
Unassisted	43,761	16,977	60,738	6.1	...	Clietheroe	150	102	252	2.5	(2.0)
<b>All</b>	<b>117,732</b>	<b>42,162</b>	<b>159,894</b>	<b>7.8</b>	<b>6.8</b>	Colchester	1,838				



## 2.7 UNEMPLOYMENT Age

		THOUSAND								
UNITED KINGDOM		All 18 and over	18 to 19	20 to 24	25 to 29	30 to 39	40 to 49	50 to 59	60 and over	All ages*
<b>MALE AND FEMALE</b>										
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
<b>Thousand</b>										
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
<b>Thousand</b>										
<b>FEMALE</b>										
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

		THOUSAND								
UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks	
<b>Thousand</b>										
<b>MALE AND FEMALE</b>										
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	
<b>Per cent</b>										
1988	Oct**	Proportion of number unemployed			17.0	13.7	7.2	20.9	100.0	41.8
		11.4	29.8							
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	
<b>Thousand</b>										
<b>MALE</b>										
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	
<b>Per cent</b>										
1988	Oct**	Proportion of number unemployed			14.3	7.8	23.9	100.0	46.0	
		10.7	27.6							
1989	Jan	9.5	32.3	15.1	13.8	6.9	22.5	100.0	43.1	
	Apr	30.7	17.1	13.7	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	
<b>Thousand</b>										
<b>FEMALE</b>										
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	
<b>Per cent</b>										
1988	Oct**	Proportion of number unemployed			12.4	5.8	13.8	100.0	32.0	
		13.0	34.9	20.0						
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.

## UNEMPLOYMENT 2.9 Area statistics

### Unemployment in counties and local authority districts at November 9, 1989

	Male	Female	All	Rate †		Male	Female	All	Rate †		
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce	
<b>SOUTH EAST</b>											
<b>Bedfordshire</b>	5,363	2,108	7,471	3.2	(2.8)	<b>Isle of Wight</b>	2,550	1,252	3,802	8.3	(6.7)
Luton	2,717	981	3,698			Medina	1,417	633	2,050		
Mid Bedfordshire	512	289	801			South Wight	1,133	619	1,752		
North Bedfordshire	1,440	517	1,957			<b>Kent</b>	18,365	7,129	25,494	4.5	(3.8)
South Bedfordshire	694	321	1,015			Ashford	862	338	1,200		
<b>Berkshire</b>	5,102	2,018	7,120	2.1	(1.8)	Canterbury	1,740	606	2,346		
Bracknell	651	297	948			Dartford	884	325	1,209		
Newbury	621	227	848			Dover	1,579	541	2,120		
Reading	1,376	416	1,792			Gillingham	1,175	513	1,688		
Slough	1,201	512	1,713			Gravesham	1,361	577	1,938		
Windsor and Maidenhead	710	302	1,012			Maidstone	939	389	1,328		
Wokingham	543	264	807			Rochester-upon-Medway	1,952	954	2,906		
<b>Buckinghamshire</b>	3,846	1,657	5,503	2.1	(1.8)	Sevenoaks	767	301	1,068		
Aylesbury Vale	708	351	1,059			Shepway	1,543	539	2,082		
Chiltern	345	171	516			Swale	1,706	720	2,426		
Milton Keynes	1,467	636	2,103			Thanet	2,678	905	3,583		
South Buckinghamshire	277	123	400			Tonbridge and Malling	647	243	890		
Wycombe	1,049	376	1,425			Tunbridge Wells	532	178	710		
<b>East Sussex</b>	8,644	3,379	12,023	4.8	(3.9)	<b>Oxfordshire</b>	3,787	1,571	5,358	2.2	(1.9)
Brighton	3,447	1,196	4,643			Cherwell	744	366	1,110		
Eastbourne	842	341	1,183			Oxford	1,444	457	1,901		
Hastings	1,145	374	1,519			South Oxfordshire	629	291	920		
Hove	1,390	643	2,033			Vale of White Horse	531	234	765		
Lewes	714	327	1,041			West Oxfordshire	439	223	662		
Rother	581	256	837			<b>Surrey</b>	4,708	1,786	6,494		
Wealden	525	242	767			Elmbridge	461	207	668		
<b>Essex</b>	16,030	7,044	23,074	4.3	(3.6)	Epsom and Ewell	416	141	557		
Basildon	2,131	952	3,083			Guildford	619	185	804		
Braintree	801	421	1,222			Mole Valley	323	122	445		
Brentwood	492	203	695			Reigate and Banstead	620	211	831		
Castle Point	843	405	1,248			Runnymede	336	147	483		
Chelmsford	1,147	529	1,676			Spelthorne	439	176	615		
Colchester	1,434	711	2,145			Surrey Heath	310	140	450		
Epping Forest	974	474	1,448			Tandridge	357	159	516		
Harlow	999	423	1,419			Waverley	401	160	561		
Maldon	381	223	604			Woking	426	138	564		
Rochford	592	273	865			<b>West Sussex</b>	3,735	1,330	5,065	1.8	(1.5)
Southend-on-Sea	2,444	882	3,326			Adur	286	96	382		
Tendring	1,791	644	2,435			Arun	882	282	1,164		
Thurrock	1,743	756	2,499			Chichester	536	209	745		
Uttersford	258	151	409			Crawley	459	159	618		
<b>Greater London</b>	143,215	54,932	198,147	5.1	(4.6)	Horsham	374	155	529		
Barking and Dagenham	2,232	798	3,030			Mid Sussex	435	168	603		
Barnet	3,385	1,577	4,962			Worthing	763	261	1,024		
Bexley	2,395	1,218	3,613			<b>EAST ANGLIA</b>					
Brent	5,587	2,221	7,808			<b>Cambridgeshire</b>	6,332	2,494	8,826	3.2	(2.8)
Bromley	2,947	1,277	4,224			Cambridge	1,140	403	1,543		
Camden	4,986	2,053	7,039			East Cambridgeshire	268	124	392		
City of London	39	23	62			Fenland	905	349	1,254		
City of Westminster	3,878	1,562	5,440			Huntingdon	992	530	1,512		
Croydon	4,160	1,809	5,969			Peterborough	2,543	843	3,386		
Ealing	4,530	1,940	6,470			South Cambridgeshire	494	245	739		
Enfield	3,772	1,592	5,364			<b>Norfolk</b>	10,244	4,136	14,380	5.1	(4.2)
Greenwich	5,736	2,215	7,951			Breckland	938				

# 2.9 UNEMPLOYMENT UK Summary

## Unemployment in counties and local authority districts at November 9, 1989

	Male	Female	All	Rate †		Male	Female	All	Rate †	
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce
<b>Dorset</b>	<b>6,589</b>	<b>2,580</b>	<b>9,169</b>	<b>3.9</b>	<b>(3.2)</b>					
Bournemouth	2,486	872	3,358							
Christchurch	315	117	432							
East Dorset	449	200	649							
North Dorset	247	135	382							
Poole	1,263	468	1,731							
Purbeck	294	139	433							
West Dorset	581	291	872							
Weymouth and Portland	954	358	1,312							
<b>Gloucestershire</b>	<b>5,409</b>	<b>2,440</b>	<b>7,849</b>	<b>3.5</b>	<b>(3.0)</b>					
Cheltenham	1,195	446	1,641							
Cotswold	314	187	501							
Forest of Dean	881	461	1,342							
Gloucester	1,467	532	1,999							
Stroud	920	497	1,417							
Tewkesbury	632	317	949							
<b>Somerset</b>	<b>4,781</b>	<b>2,461</b>	<b>7,242</b>	<b>4.3</b>	<b>(3.5)</b>					
Mendips	850	511	1,361							
Sedgemoor	1,320	655	1,975							
Taunton Deane	1,060	431	1,491							
West Somerset	411	205	616							
Yeovil	1,140	659	1,799							
<b>Wiltshire</b>	<b>4,525</b>	<b>2,382</b>	<b>6,907</b>	<b>3.1</b>	<b>(2.7)</b>					
Kennet	337	231	568							
North Wiltshire	661	483	1,144							
Salisbury	868	427	1,295							
Thamesdown	1,773	746	2,519							
West Wiltshire	886	495	1,381							
<b>WEST MIDLANDS</b>										
<b>Hereford and Worcester</b>	<b>7,345</b>	<b>3,435</b>	<b>10,780</b>	<b>4.3</b>	<b>(3.6)</b>					
Bromsgrove	995	534	1,529							
Hereford	738	360	1,098							
Leominster	358	189	547							
Malvern Hills	799	300	1,099							
Redditch	924	480	1,404							
South Herefordshire	437	212	649							
Worcester	1,337	476	1,813							
Wychavon	698	399	1,097							
Wyre Forest	1,059	485	1,544							
<b>Shropshire</b>	<b>5,187</b>	<b>2,262</b>	<b>7,449</b>	<b>5.1</b>	<b>(4.2)</b>					
Bridgnorth	450	242	692							
North Shropshire	494	279	773							
Oswestry	372	242	614							
Shrewsbury and Atcham	1,130	491	1,621							
South Shropshire	323	148	471							
The Wrekin	2,418	860	3,278							
<b>Staffordshire</b>	<b>13,799</b>	<b>6,412</b>	<b>20,211</b>	<b>4.9</b>	<b>(4.3)</b>					
Cannock Chase	1,363	678	2,041							
East Staffordshire	1,426	643	2,069							
Lichfield	926	542	1,468							
Newcastle-under-Lyme	1,423	583	2,006							
South Staffordshire	1,407	804	2,211							
Stafford	1,151	556	1,707							
Staffordshire Moorlands	898	461	1,359							
Stoke-on-Trent	3,923	1,434	5,357							
Tamworth	1,282	711	1,993							
<b>Warwickshire</b>	<b>5,124</b>	<b>2,946</b>	<b>8,070</b>	<b>4.0</b>	<b>(3.5)</b>					
North Warwickshire	758	452	1,210							
Nuneaton and Bedworth	1,753	946	2,699							
Rugby	858	546	1,404							
Stratford-on-Avon	597	370	967							
Warwick	1,158	632	1,790							
<b>West Midlands</b>	<b>75,646</b>	<b>27,650</b>	<b>103,296</b>	<b>8.2</b>	<b>(7.4)</b>					
Birmingham	34,839	11,676	46,515							
Coventry	8,588	3,637	12,225							
Dudley	5,719	2,463	8,182							
Sandwell	8,576	3,168	11,744							
Solihull	3,186	1,406	4,592							
Walsall	6,295	2,109	8,404							
Wolverhampton	8,443	3,191	11,634							
<b>EAST MIDLANDS</b>										
<b>Derbyshire</b>	<b>16,644</b>	<b>6,674</b>	<b>23,318</b>	<b>6.1</b>	<b>(5.3)</b>					
Amber Valley	1,355	584	1,939							
Bolsover	1,707	619	2,326							
Chesterfield	2,496	955	3,451							
Derby	5,193	1,792	6,985							
Erewash	1,545	606	2,151							
High Peak	1,111	574	1,685							
North East Derbyshire	1,859	640	2,699							
South Derbyshire	715	315	1,030							
West Derbyshire	663	389	1,052							
<b>Leicestershire</b>	<b>11,901</b>	<b>5,025</b>	<b>16,926</b>	<b>4.3</b>	<b>(3.8)</b>					
Blaby	533	285	818							
Charnwood	1,274	700	1,974							
Harborough	319	159	478							
Hinckley and Bosworth	705	426	1,131							
Leicester	7,121	2,508	9,629							
Melton	777	354	1,131							
North West Leicestershire	1,022	433	1,455							
Oadby and Wigston	355	234	589							
Rutland	218	118	336							
<b>Lincolnshire</b>	<b>9,594</b>	<b>4,165</b>	<b>13,759</b>	<b>6.5</b>	<b>(5.3)</b>					
Boston	883	360	1,243							
East Lindsey	2,726	1,200	3,926							
Lincoln	2,413	898	3,311							
North Kesteven	777	447	1,224							
South Holland	599	313	912							
<b>South Kesteven</b>	<b>1,024</b>	<b>422</b>	<b>1,446</b>							
West Lindsey	1,172	525	1,697							
<b>Northamptonshire</b>	<b>5,035</b>	<b>2,420</b>	<b>7,455</b>	<b>3.0</b>	<b>(2.7)</b>					
Corby	806	376	1,182							
Daventry	346	240	586							
East Northamptonshire	334	199	533							
Kettering	616	290	906							
Northampton	1,965	854	2,819							
South Northamptonshire	274	166	440							
Wellingborough	694	295	989							
<b>Nottinghamshire</b>	<b>23,570</b>	<b>8,208</b>	<b>31,778</b>	<b>7.1</b>	<b>(6.3)</b>					
Ashfield	2,309	735	3,044							
Bassetlaw	2,421	930	3,351							
Broxtowe	1,375	622	1,997							
Gedling	1,493	706	2,199							
Mansfield	2,698	867	3,565							
Newark	1,839	690	2,529							
Nottingham	10,247	3,135	13,382							
Rushcliffe	1,188	523	1,711							
<b>YORKSHIRE AND HUMBERSIDE</b>										
<b>Humberside</b>	<b>23,025</b>	<b>7,659</b>	<b>30,684</b>	<b>8.7</b>	<b>(7.6)</b>					
Beverley	1,211	672	1,883							
Boothferry	1,208	482	1,690							
Cleethorpes	1,748	568	2,316							
East Yorkshire	1,308	561	1,869							
Glanford	1,047	425	1,472							
Great Grimsby	3,574	857	4,431							
Holderness	706	419	1,125							
Kingston-upon-Hull	10,435	3,149	13,584							
Scunthorpe	1,788	526	2,314							
<b>North Yorkshire</b>	<b>8,584</b>	<b>4,055</b>	<b>12,639</b>	<b>4.7</b>	<b>(3.8)</b>					
Craven	351	179	530							
Hambleton	767	425	1,192							
Harrogate	1,037	501	1,538							
Richmondshire	334	254	588							
Ryedale	717	402	1,119							
Scarborough	2,225	881	3,106							
Selby	923	587	1,510							
York	2,230	826	3,056							
<b>South Yorkshire</b>	<b>40,646</b>	<b>14,452</b>	<b>55,098</b>	<b>10.5</b>	<b>(9.3)</b>					
Barnsley	6,869	2,117	8,986							
Doncaster	9,162	3,332	12,494							
Rotherham	7,637	2,913	10,550							
Sheffield	16,978	6,090	23,068							
<b>West Yorkshire</b>	<b>45,477</b>	<b>15,996</b>	<b>61,473</b>	<b>6.8</b>						

# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at November 9, 1989

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>							
<b>Bedfordshire</b>				Newham North West	2,489	776	3,265
Luton South	1,822	629	2,451	Newham South	2,568	884	3,452
Mid Bedfordshire	618	311	929	Norwood	3,215	1,156	4,371
North Bedfordshire	1,221	429	1,650	Old Bexley and Sidcup	440	244	684
North Luton	1,056	433	1,489	Orpington	717	275	992
South West Bedfordshire	646	306	952	Peckham	3,640	1,251	4,891
<b>Berkshire</b>				Putney	1,147	483	1,630
East Berkshire	793	347	1,140	Ravensbourne	540	252	792
Newbury	534	187	721	Richmond-upon-Thames and Barnes	767	397	1,164
Reading East	909	291	1,200	Pointford	771	272	1,043
Reading West	640	206	846	Ruislip-Northwood	404	201	605
Slough	1,201	512	1,713	Southwark and Bermondsey	3,406	927	4,333
Windsor and Maidenhead	568	252	820	Streatham	2,611	973	3,584
Wokingham	457	223	680	Surbiton	384	177	561
<b>Buckinghamshire</b>				Suton and Cheam	653	313	966
Aylesbury	584	259	843	Tooting	1,972	842	2,814
Beaconsfield	401	173	574	Tottenham	4,560	1,505	6,065
Buckingham	502	224	726	Twickenham	653	290	943
Chesham and Amersham	347	161	508	Uxbridge	721	266	987
Milton Keynes	1,232	567	1,799	Vauxhall	4,306	1,476	5,782
Wycombe	780	273	1,053	Walthamstow	1,777	644	2,421
<b>East Sussex</b>				Wanstead and Woodford	652	319	971
Bexhill and Battle	524	238	762	Westminster North	2,492	1,001	3,493
Brighton Kemptown	1,788	524	2,312	Wimbledon	735	350	1,085
Brighton Pavilion	1,659	672	2,331	Woolwich	2,525	996	3,521
Eastbourne	899	367	1,266	<b>Hampshire</b>			
Hastings and Rye	1,272	415	1,687	Aldershot	709	333	1,042
Hove	1,390	643	2,033	Basingstoke	782	268	1,050
Lewes	731	333	1,064	East Hampshire	618	304	922
Wealden	381	187	568	Eastleigh	1,014	449	1,463
<b>Essex</b>				Fareham	734	344	1,078
Basildon	1,640	688	2,328	Gosport	935	519	1,454
Billerica	797	415	1,212	Havant	1,534	554	2,088
Braintree	726	368	1,094	New Forest	700	277	977
Brentwood and Ongar	604	233	837	North West Hampshire	446	211	657
Castle Point	843	405	1,248	Portsmouth North	1,350	482	1,832
Chelmsford	905	404	1,309	Portsmouth South	2,421	845	3,266
Epping Forest	767	396	1,163	Romsey and Waterside	935	445	1,380
Harlow	1,094	468	1,562	Southampton Itchen	2,089	695	2,784
Harwich	1,592	559	2,151	Southampton Test	1,869	559	2,428
North Colchester	1,027	473	1,500	Winchester	475	202	677
Rochford	716	340	1,056	<b>Hertfordshire</b>			
Saffron Walden	451	262	713	Broxbourne	842	426	1,268
South Colchester and Maldon	987	546	1,533	Hertford and Stortford	501	235	736
Southend East	1,441	498	1,939	Hertsmere	770	279	1,049
Southend West	1,003	384	1,387	North Hertfordshire	863	387	1,250
Thurrock	1,437	605	2,042	South West Hertfordshire	486	207	693
<b>Greater London</b>				St Albans	515	220	735
Barking	1,218	384	1,602	Stevenage	892	340	1,232
Battersea	2,393	793	3,186	Watford	837	295	1,132
Beckenham	991	428	1,419	Welwyn Hatfield	700	336	1,036
Bethnal Green and Stepney	3,715	941	4,656	West Hertfordshire	632	272	904
Bexleyheath	715	393	1,108	<b>Isle of Wight</b>			
Bow and Poplar	3,630	1,036	4,666	Isle of Wight	2,550	1,252	3,802
Brent East	2,253	922	3,175	<b>Kent</b>			
Brent North	1,067	437	1,504	Ashford	862	338	1,200
Brent South	2,267	862	3,129	Canterbury	1,350	453	1,803
Brentford and Isleworth	1,219	508	1,727	Dartford	1,032	397	1,429
Carshalton and Wallington	849	358	1,207	Dover	1,500	505	2,005
Chelsea	948	445	1,393	Faversham	1,637	694	2,331
Chingford	906	432	1,338	Folkestone and Hythe	1,543	539	2,082
Chipping Barnet	647	301	948	Gillingham	1,185	525	1,710
Chislehurst	699	322	1,021	Gravesham	1,361	577	1,938
City of London				Maidstone	730	289	1,019
and Westminster South	1,425	584	2,009	Medway	1,086	527	1,613
Croydon Central	1,056	392	1,448	Mid Kent	1,075	527	1,602
Croydon North East	1,236	548	1,784	North Thanet	1,759	597	2,356
Croydon North West	1,329	595	1,924	Sevenoaks	619	229	848
Croydon South	539	274	813	South Thanet	1,447	511	1,958
Dagenham	1,014	414	1,428	Tonbridge and Malling	647	243	890
Dulwich	1,827	747	2,574	Tunbridge Wells	532	178	710
Ealing North	1,231	478	1,709	<b>Oxfordshire</b>			
Ealing Acton	1,667	705	2,372	Banbury	683	353	1,036
Ealing Southall	1,732	757	2,489	Henley	355	171	526
Edmonton	1,629	655	2,284	Oxford East	1,131	371	1,502
Eltham	1,359	527	1,886	Oxford West and Abingdon	719	242	961
Enfield North	1,169	519	1,688	Wantage	399	198	597
Enfield Southgate	974	418	1,392	Witney	500	236	736
Erith and Crayford	1,240	581	1,821	<b>Surrey</b>			
Feltham and Heston	1,344	570	1,914	Chertsey and Walton	395	191	586
Finchley	831	437	1,268	East Surrey	357	159	516
Fulham	1,882	789	2,671	Epsom and Ewell	544	183	727
Greenwich	1,852	692	2,544	Esmer	295	124	419
Hackney North and Stoke Newington	4,330	1,544	5,874	Guildford	490	132	622
Hackney South and Shoreditch	4,889	1,607	6,496	Mole Valley	344	129	473
Hammersmith	2,728	874	3,602	North West Surrey	450	202	652
Hampstead and Highgate	1,832	850	2,682	Reigate	492	169	661
Harrow East	979	437	1,416	South West Surrey	348	138	486
Harrow West	657	280	937	Worcester	439	176	615
Hayes and Harlington	685	322	1,007	Wyre Forest	1,059	485	1,544
Hendon North	965	458	1,423	<b>Shropshire</b>			
Hendon South	942	381	1,323	Ludlow	773	390	1,163
Holborn and St Pancras	3,154	1,203	4,357	North Shropshire	998	612	1,610
Hornchurch	643	270	913	Shrewsbury and Atcham	1,130	491	1,621
Hornsey and Wood Green	3,000	1,347	4,347	The Wrekin	2,286	769	3,055
Ilford North	773	376	1,149	<b>Staffordshire</b>			
Ilford South	1,219	528	1,747	Burton	1,426	643	2,069
Islington North	3,561	1,397	4,958	Cannock and Burntwood	1,256	723	1,979
Islington South and Finsbury	3,095	1,271	4,366	Mid Staffordshire	1,044	490	1,534
Kensington	1,764	731	2,494	Newcastle-under-Lyme	1,100	422	1,522
Kingston-upon-Thames	650	274	924	South East Staffordshire	1,492	841	2,333
Lewisham East	1,758	682	2,440	South Staffordshire	1,407	804	2,211
Lewisham West	2,140	837	2,977	Stafford	1,021	476	1,497
Leyton	2,322	820	3,142	Staffordshire Moorlands	898	461	1,359
Mitcham and Morden	1,215	468	1,683	Stoke-on-Trent Central	1,605	592	2,197
Newham North East	2,628	903	3,531	Stoke-on-Trent North	1,354	500	1,854
				Stoke-on-Trent South	1,196	460	1,656

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at November 9, 1989

	Male	Female	All		Male	Female	All
<b>South East Cambridgeshire</b>	401	195	596	<b>Warwickshire</b>			
<b>South West Cambridgeshire</b>	638	334	972	North Warwickshire	1,355	795	2,150
<b>Norfolk</b>				Nuneaton	1,232	668	1,900
Great Yarmouth	2,308	956	3,264	Rugby and Kenilworth	907	589	1,496
Mid Norfolk	699	323	1,022	Stratford-on-Avon	597	370	967
North Norfolk	858	347	1,205	Warwick and Leamington	1,033	524	1,557
North West Norfolk	1,387	513	1,900	<b>West Midlands</b>			
Norwich North	1,168	385	1,553	Aldridge-Brownhills	1,213	521	1,734
Norwich South	2,040	664	2,704	Birmingham Edgbaston	2,178	839	3,017
South Norfolk	835	421	1,256	Birmingham Erdington	3,051	1,036	4,087
South West Norfolk	969	527	1,496	Birmingham Hall Green	2,059	775	2,834
<b>Suffolk</b>				Birmingham Hodge Hill	2,936	914	3,850
Bury St Edmunds	728	407	1,135	Birmingham Ladywood	4,317	1,315	5,632
Central Suffolk	742	326	1,068	Birmingham Northfield	3,218	1,136	4,354
Ipswich	1,297	433	1,730	Birmingham Perry Barr	3,153	1,113	4,266
South Suffolk	765	417	1,182	Birmingham Small Heath	4,860	1,347	6,207
Suffolk Coastal	658	267	925	Birmingham Sparkbrook	3,972	1,061	5,033
Waveney	1,667	825	2,492	Birmingham Yardley	1,730	710	2,440
<b>SOUTH WEST</b>				Birmingham Selly Oak	2,476	907	3,383
<b>Avon</b>				Coventry North East	3,101	1,242	4,343
Bath	1,243	556	1,799	Coventry North West	1,666	809	2,475
Bristol East	1,712	772	2,484	Coventry South East	2,348	869	3,217
Bristol North West	1,610	607	2,217	Coventry South West	1,473	717	2,190
Bristol South	2,723	1,008	3,731	Dudley East	2,642	966	3,608
Bristol West	2,517	968	3,485	Dudley West	1,736	830	2,566
Kingswood	1,122	496	1,618	Halesowen and Stourbridge	1,341	667	2,008
Northavon	812	535	1,347	Meriden	2,327	899	3,226
Wansdyke	719	485	1,204	Solihull	859	507	1,366
Weston-super-Mare	1,288	582	1,870	Sutton Coldfield	889	523	1,412
Woodspring	746	455	1,201	Walsall North	2,659	770	3,429
<b>Cornwall</b>				Walsall South	2,423	818	3,241
Falmouth and Camborne	2,216	830	3,046	Warley East	2,187	825	3,012
North Cornwall	1,762	1,061	2,823	Warley West	1,776	697	2,473
South East Cornwall	1,305	691	1,996	West Bromwich East	2,123	809	2,932
St Ives	2,290	1,073	3,363	West Bromwich West	2,490	837	3,327
Truro	1,635	777	2,412	Wolverhampton North East	3,358	1,123	4,481
<b>Devon</b>							

# 2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at November 9, 1989

	Male	Female	All		Male	Female	All
<b>South Yorkshire</b>				Liverpool Mossley Hill	3,713	1,402	5,115
Barnsley Central	2,491	668	3,159	Liverpool Riverside	5,757	1,678	7,435
Barnsley East	2,365	668	3,033	Liverpool Walton	5,248	1,663	6,911
Barnsley West and Penistone	2,013	781	2,794	Liverpool West Derby	4,494	1,358	5,852
Don Valley	2,663	1,001	3,664	Southport	1,583	762	2,345
Doncaster Central	3,200	1,211	4,411	St Helens North	2,553	969	3,522
Doncaster North	3,299	1,120	4,419	St Helens South	3,216	1,134	4,350
Rother Valley	2,110	988	3,098	Wallasey	3,417	1,083	4,500
Rotherham	2,913	972	3,885	Wirral South	1,533	613	2,146
Sheffield Central	4,700	1,417	6,117	Wirral West	1,761	718	2,479
Sheffield Attercliffe	2,259	822	3,081				
Sheffield Brightside	3,377	1,030	4,407	<b>NORTH</b>			
Sheffield Hallam	1,676	815	2,491	<b>Cleveland</b>			
Sheffield Heeley	2,966	1,044	4,010	Hartlepool	3,697	1,067	4,764
Sheffield Hillsborough	2,000	962	2,962	Langbaugh	3,068	1,040	4,108
Wentworth	2,614	953	3,567	Middlesbrough	4,697	1,202	5,899
				Redcar	3,583	986	4,571
<b>West Yorkshire</b>				Stockton North	3,494	1,172	4,666
Batley and Spen	1,757	605	2,362	Stockton South	2,871	1,085	3,956
Bradford North	3,249	850	4,099				
Bradford South	2,242	763	3,005	<b>Cumbria</b>			
Bradford West	3,738	1,009	4,747	Barrow and Furness	1,504	787	2,291
Calder Valley	1,254	652	1,906	Carlisle	1,417	605	2,022
Colne Valley	1,371	656	2,027	Copeland	1,582	759	2,341
Dewsbury	1,668	618	2,286	Penrith and the Border	855	563	1,418
Elmet	1,095	487	1,582	Westmorland	510	247	757
Halifax	2,197	748	2,945	Workington	1,628	760	2,388
Hemsworth	2,132	656	2,788				
Huddersfield	2,141	822	2,963	<b>Durham</b>			
Keighley	1,310	589	1,899	Bishop Auckland	2,375	840	3,215
Leeds Central	3,495	1,008	4,503	City of Durham	1,914	728	2,642
Leeds East	3,064	868	3,932	Darlington	2,491	845	3,336
Leeds North East	1,793	747	2,540	Easington	2,289	669	2,958
Leeds North West	1,378	546	1,924	North Durham	2,541	896	3,437
Leeds West	2,201	810	3,011	North West Durham	2,176	772	2,948
Morley and Leeds South	1,659	610	2,309	Sedgefield	1,680	650	2,330
Normanton	1,335	1,981	3,316				
Pontefract and Castleford	2,343	739	3,082	<b>Northumberland</b>			
Pudsey	880	439	1,319	Berwick-upon-Tweed	1,437	622	2,059
Shipley	1,042	414	1,456	Blyth Valley	2,080	705	2,785
Wakefield	2,093	714	2,807	Hexham	746	409	1,155
				Wansbeck	2,206	734	2,940
<b>NORTH WEST</b>				<b>Tyne and Wear</b>			
<b>Cheshire</b>				Blaydon	2,020	711	2,731
City of Chester	1,905	657	2,562	Gateshead East	3,003	877	3,880
Congleton	802	484	1,286	Houghton and Washington	3,286	1,140	4,426
Crewe and Nantwich	1,586	714	2,300	Jarrow	3,347	900	4,247
Eddisbury	1,357	711	2,068	Newcastle upon Tyne Central	2,650	948	3,598
Ellesmere Port and Neston	2,075	825	2,900	Newcastle upon Tyne East	3,203	1,031	4,234
Halton	2,884	1,095	3,979	South Shields	2,638	818	3,456
Macclesfield	918	468	1,386	Sunderland North	3,348	982	4,330
Tatton	992	429	1,421	Sunderland South	5,202	1,315	6,517
Warrington North	2,117	740	2,857	Tyne Bridge	3,904	1,171	5,075
Warrington South	1,930	675	2,605	Tynemouth	4,899	1,151	6,050
				Wallsend	2,501	865	3,366
<b>Greater Manchester</b>					3,032	981	4,013
Altrincham and Sale	1,077	518	1,595	<b>WALES</b>			
Ashton-under-Lyne	1,684	607	2,291	<b>Clwyd</b>			
Bolton North East	2,181	682	2,863	Alyn and Deeside	1,177	518	1,695
Bolton North West	2,609	886	3,495	Clwyd North West	1,968	711	2,679
Bolton South	1,775	769	2,544	Clwyd South West	1,115	515	1,630
Bury North	1,319	555	1,874	Delyn	1,387	500	1,887
Bury South	1,441	690	2,131	Wrexham	1,687	644	2,331
Cheadle	726	402	1,128				
Davyhulme	1,689	552	2,241	<b>Dyfed</b>			
Denton and Reddish	1,979	794	2,773	Carmarthen	1,430	589	2,019
Eccles	2,140	728	2,868	Ceredigion and Pembroke North	1,354	548	1,902
Hazel Grove	852	428	1,280	Llanelli	1,857	700	2,557
Heywood and Middleton	2,058	804	2,862	Pembroke	2,378	988	3,366
Leigh	2,156	920	3,076				
Littleborough and Saddleworth	1,129	564	1,693	<b>Gwent</b>			
Makerfield	1,899	849	2,848	Blaenau Gwent	2,303	635	2,938
Manchester Central	5,782	1,422	7,204	Islwyn	1,299	424	1,723
Manchester Blackley	3,286	1,022	4,308	Monmouth	939	403	1,342
Manchester Gorton	3,357	1,057	4,414	Newport East	1,702	597	2,299
Manchester Withington	2,919	1,147	4,066	Newport West	1,863	646	2,509
Manchester Wythenshawe	3,002	774	3,776	Torfaen	1,882	707	2,589
Oldham Central and Royton	2,536	885	3,421				
Oldham West	1,731	715	2,446	<b>Gwynedd</b>			
Rochdale	2,651	926	3,577	Caernarfon	1,800	634	2,434
Salford East	3,694	901	4,595	Conwy	1,689	648	2,337
Stalybridge and Hyde	1,515	521	2,036	Meirionnydd Nant Conwy	790	408	1,198
Stockport	4,065	1,314	5,379	Ynys Mon	1,890	842	2,732
Stretford	2,849	1,114	3,963				
Wigan	2,169	895	3,064	<b>Mid Glamorgan</b>			
Worsley				Bridgend	1,406	535	1,941
<b>Lancashire</b>				Caerphilly	2,252	595	2,847
Blackburn	3,142	890	4,032	Cynon Valley	1,977	554	2,531
Blackpool North	2,085	681	2,766	Merthyr Tydfil and Rhymney	2,532	562	3,094
Blackpool South	1,978	723	2,701	Ogmore	1,799	518	2,317
Burnley	1,834	616	2,450	Pontypridd	1,781	613	2,394
Chorley	1,345	761	2,106	Rhondda	2,177	552	2,729
Fylde	792	293	1,085				
Hyndburn	1,056	439	1,495	<b>Powys</b>			
Lancaster	1,282	511	1,793	Brecon and Radnor	707	389	1,096
Morecambe and Lunesdale	1,778	662	2,440	Montgomery	412	195	607
Pendle	1,126	423	1,549				
Preston	3,070	807	3,877	<b>South Glamorgan</b>			
Ribble Valley	328	148	476	Cardiff Central	2,396	810	3,206
Rossendale and Darwen	1,406	635	2,041	Cardiff North	894	348	1,242
South Ribble	1,286	605	1,891	Cardiff South and Penarth	2,205	535	2,740
West Lancashire	2,359	992	3,351	Cardiff West	2,427	680	3,107
Wyre	1,409	499	1,908	Vale of Glamorgan	1,856	685	2,541
<b>Merseyside</b>				<b>West Glamorgan</b>			
Birkenhead	4,756	1,281	6,037	Aberavon	1,317	390	1,707
Bootle	5,123	1,452	6,575	Gower	1,158	474	1,632
Crosby	2,055	972	3,027	Neath	1,430	466	1,896
Knowsley North	4,430	1,406	5,836	Swansea East	2,241	600	2,841
Knowsley South	4,431	1,384	5,815	Swansea West	2,304	719	3,023
Liverpool Broadgreen	4,286	1,408	5,694				
Liverpool Garston	3,697	1,108	4,805				

# UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at November 9, 1989

	Male	Female	All		Male	Female	All
<b>SCOTLAND</b>				Dumbarton	2,442	1,058	3,500
<b>Borders Region</b>				East Kilbride	1,627	888	2,495
Roxburgh and Berwickshire	814	372	1,186	Eastwood	1,342	686	2,008
Tweeddale, Ettrick and Lauderdale	682	287	969	Glasgow Cathcart	2,047	644	2,691
				Glasgow Central	4,169	1,272	5,441
<b>Central Region</b>				Glasgow Garscadden	3,197	909	4,106
Clackmannan	2,076	823	2,899	Glasgow Govan	3,345	1,065	4,410
Falkirk East	1,942	832	2,774	Glasgow Hillhead	2,670	1,134	3,804
Falkirk West	1,732	764	2,496	Glasgow Maryhill	4,127	1,307	5,434
Stirling	1,643	718	2,361	Glasgow Pollock	4,068	1,101	5,169
				Glasgow Provan	4,369	1,192	5,561
<b>Dumfries and Galloway Region</b>				Glasgow Rutherglen	3,253	962	4,215
Dumfries	1,385	696	2,081	Glasgow Shettleston	3,701	979	4,680
Galloway and Upper Nithsdale	1,511	908	2,419	Greenock and Port Glasgow	4,584	1,390	5,974
				Hamilton	3,924	1,044	4,968
<b>Fife Region</b>				Kilmarnock and Loudoun	2,646	851	3,497
Central Fife	2,279	982	3,261	Monklands East	2,584	794	3,378
Dunfermline East	2,128	849	2,977	Monklands West	2,653	792	3,445
Dunfermline West	1,617	648	2,265	Motherwell North	1,985	682	2,667
Kirkcaldy	2,149	882	3,031	Motherwell South	2,630	868	3,498
North East Fife	950	602	1,552	Paisley North	2,448	708	3,156
				Paisley South	2,403	900	3,303
<b>Grampian Region</b>				Renfrew West and Inverclyde	2,254	719	2,973
Aberdeen North	1,766	626	2,392	Strathkelvin and Bearsden	1,365	693	2,058
Aberdeen South	1,318	491	1,809		1,436	625	2,061
Banff and Buchan	1,391	645	2,036				
Gordon	739	503	1,242	<b>Tayside Region</b>			
Kincardine and Deeside	744	400	1,144	Angus East	1,538	805	2,343
Moray	1,453	912	2,365	Dundee East	3,480	1,311	4,791
				Dundee West	2,841	1,165	4,006
<b>Highlands Region</b>				North Tayside	1,013	610	1,623
Caitness and Sutherland	1,262	523	1,785	Perth and Kinross	1,504	640	2,144
Inverness, Naim and Lochaber	2,500	1,165	3,665				
Ross, Cromarty and Skye	1,802	964	2,766	<b>Orkney and Shetland Islands</b>	598		

## 2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1988 Nov 10	724	592	36	92	185	147	119	248	51	95	283	1,980	—	1,980
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
1989 Feb 9	342	274	10	41	112	56	46	117	32	55	94	905	—	905
1989 Mar 9	321	264	14	39	106	61	51	128	35	56	90	901	—	901
1989 Apr 13	349	268	13	41	107	68	76	158	50	75	216	1,153	—	1,153
1989 May 11	316	249	11	36	120	70	77	153	47	67	205	1,102	—	1,102
1989 June 8	509	378	35	89	286	170	241	412	198	133	2,010	4,083	1,559	5,642
1989 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
1989 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
1989 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
1988 Oct 12	1,814	1,230	108	315	850	469	970	1,163	402	501	1,248	7,840	—	7,840
1988 Nov 9	604	472	24	70	189	111	117	280	68	72	226	1,761	—	1,761

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

## UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM		18-19	20-24	25-29	30-39	40-49	50-59	60 and over	All ages*
<b>MALE AND FEMALE</b>									
1986 Oct		20.8	16.6	13.4	9.1	7.6	11.8	5.5	11.6
1987 Jan		20.3	16.8	13.6	9.5	7.7	12.3	5.6	11.7
1987 Apr		18.4	15.7	13.0	9.1	7.4	12.0	5.3	11.0
1987 July		16.9	15.3	11.9	8.4	6.9	11.3	4.8	10.3
1987 Oct		16.3	13.6	11.2	7.8	6.6	11.0	4.4	9.7
1988 Jan		15.4	13.4	11.2	7.8	6.5	10.7	4.0	9.5
1988 Apr		13.6	12.2	10.5	7.3	6.2	10.3	3.7	8.9
1988 July		12.3	11.8	9.5	6.6	5.6	9.6	3.3	8.1
1988 Oct		12.0	10.6	9.0	6.2	5.3	9.4	3.2	7.4
1989 Jan		11.4	10.5	9.0	6.1	5.2	8.9	3.0	7.3
1989 Apr		9.9	9.5	8.3	5.6	4.8	8.2	2.6	6.6
1989 July		9.2	9.4	7.8	5.2	4.4	7.4	2.3	6.2
1989 Oct		8.9	8.2	7.3	4.9	4.2	6.9	2.1	5.7
<b>MALE</b>									
1986 Oct		22.1	18.4	14.0	11.0	9.7	14.6	7.6	13.3
1987 Jan		22.5	18.8	14.6	11.7	9.9	15.4	7.9	13.7
1987 Apr		20.6	17.7	14.0	11.2	9.6	15.1	7.4	13.0
1987 July		18.8	17.0	13.0	10.3	8.9	14.2	6.6	12.1
1987 Oct		18.0	15.3	12.2	9.7	8.5	13.8	6.1	11.5
1988 Jan		17.4	15.3	12.4	9.7	8.5	13.5	5.7	11.4
1988 Apr		15.4	14.0	11.6	9.2	8.0	12.9	5.1	10.6
1988 July		13.9	13.3	10.5	8.2	7.2	12.0	4.6	9.7
1988 Oct		13.5	12.1	10.0	7.7	6.8	11.7	4.5	8.9
1989 Jan		13.2	12.4	10.2	7.7	6.7	11.3	4.2	8.9
1989 Apr		11.6	11.3	9.6	7.2	6.2	10.3	3.7	8.1
1989 July		10.8	11.0	9.1	6.7	5.7	9.3	3.2	7.6
1989 Oct		10.4	9.9	8.6	6.4	5.5	8.6	3.0	7.1
<b>FEMALE</b>									
1986 Oct		19.2	14.2	12.5	6.2	4.9	7.8	0.3	9.0
1987 Jan		17.8	14.1	12.1	6.2	4.8	7.8	0.3	8.8
1987 Apr		15.9	13.0	11.2	5.9	4.6	7.6	0.3	8.1
1987 July		14.7	13.0	10.3	5.4	4.4	7.2	0.3	7.7
1987 Oct		14.4	11.3	9.6	5.0	4.2	7.0	0.3	7.2
1988 Jan		13.3	10.9	9.3	4.9	4.1	6.8	0.2	7.0
1988 Apr		11.6	9.9	8.7	4.6	3.9	6.6	0.3	6.5
1988 July		10.6	9.9	8.0	4.3	3.7	6.2	0.2	6.0
1988 Oct		10.3	8.5	7.4	3.9	3.4	6.1	0.2	5.3
1989 Jan		9.4	8.1	7.2	3.7	3.3	5.7	0.2	5.0
1989 Apr		8.0	7.0	6.3	3.3	3.0	5.2	0.2	4.5
1989 July		7.5	7.3	5.9	3.1	2.8	4.7	0.2	4.3
1989 Oct		7.3	6.0	5.3	2.8	2.6	4.4	0.1	3.8

\* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note \*\* to tables 2.1 and 2.2. Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at the relevant mid-year for 1986 and 1987 figures, and have not been updated to incorporate the latest revisions to the workforce estimates arising from the results of the 1987 census of Employment. These rates are thus no longer consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3, but will be updated shortly. 2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

## 2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1988 Nov 10	72	46	59	20	199	193	669	162	109	169	1,559	3,211	860	4,071
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
1989 Feb 9	107	73	39	32	297	424	1,016	630	344	196	1,979	5,064	997	6,061
1989 Mar 9	321	288	49	44	280	592	843	1,766	298	291	2,284	6,768	1,512	8,280
1989 Apr 13	132	101	183	40	394	825	1,161	1,216	349	262	1,513	6,075	1,876	7,951
1989 May 11	172	150	233	26	4,339	674	956	197	213	271	1,237	8,318	1,534	9,852
1989 June 8	114	85	28	14	270	434	341	177	117	228	1,250	2,973	1,590	4,563
1989 July 13	214	139	10	22	112	301	279	281	59	127	1,142	2,547	1,053	3,600
1989 Aug 10	124	56	6	11	98	257	342	176	87	117	842	2,060	916	2,976
1989 Sept 14	80	49	20	33	164	360	369	350	85	198	1,155	2,814	736	3,550
1988 Oct 12	87	55	11	17	283	588	438	417	76	139	1,011	3,067	963	4,030
1988 Nov 9	79	46	11	12	195	453	303	282	196	159	956	2,646	724	3,370

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



# 2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>										
<b>Monthly</b>										
1988 Nov	2,067	488	163	374	1,001	251	96	2,617	2,190	112
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	..	..	1,881	89
Oct	1,636	..	..	..	906	..	..	..	1,874	103
Nov	1,612	..	..	..	..	..	..	..	1,950	..
Percentage rate: latest month	5.7	6.1	3.9	12.7	6.7	8.9	3.1	9.3	6.6	5.0
latest month: change on a year ago	-1.6	-0.9	N/C	-1.3	-0.5	+0.6	-0.7	-0.3	-0.8	+0.3
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>										
<b>Annual averages</b>										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	574	159	395	1,046	242	115	2,570	2,237	..
<b>Monthly</b>										
1988 Nov	2,105	537	156	381	1,056	257	94	2,552	2,192	..
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	..	1,001	..	91	2,532	2,011	..
Sept	1,695	505	156	..	987	..	..	..	2,005	..
Oct	1,675	..	..	..	1,002	..	..	..	2,004	..
Nov	1,650	..	..	..	..	..	..	..	2,026	..
Percentage rate: latest month	5.8	6.0	5.4	13.2	7.4	9.6	3.5	9.9	6.8	..
latest three months: change on previous three months	-0.4	-0.1	0.2	-0.3	-0.1	+0.4	-0.2	N/C	N/C	..
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>										
Latest month	Sept 6.0	Sept 6.0	..	Sept 8.9	Sept 7.3	..	Aug 3.4	Sept 9.5	Sept 5.5	..
Per cent	6.0	6.0	..	8.9	7.3	..	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 2.18 Selected countries

THOUSAND

	Irish Republic**	Italy ††	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>											
<b>Monthly</b>											
1988 Nov	234	3,866	1,410	2.4	679	62	305	2,762	65	17.5	6,325
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	19.9	7,309
Feb	242	3,837	1,510	2.4	..	86	337	2,740	69	18.0	6,863
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	3,882	1,380	2.3	..	80	298	2,418	..	13.2	6,584
Oct	220	..	..	..	..	..	..	..	..	..	6,222
Nov	222	..	..	..	..	..	..	..	..	..	..
Percentage rate: latest month	17.1	16.7	2.2	1.4	14.1	4.7	6.9	16.4	1.5	0.5	4.9
latest month: change on a year ago	-1.0	+0.2	-0.2	-0.1	-0.1	+1.0	0.2	-2.3	-0.1	-0.1	-0.1
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>											
<b>Annual averages</b>											
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	98	22.8	8,237
1987	247	3,294	1,731	..	686	32	319	2,924	84	..	7,410
1988	242	3,848	1,552	..	..	50	304	2,869	..	19.6	6,692
<b>Monthly</b>											
1988 Nov	239	3,919	1,500	..	681	66	305	2,737	67	18.0	6,563
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	..	..	..	..	..	..	..	..	..	6,561
Nov	227	..	..	..	..	..	..	..	..	..	..
Percentage rate: latest month	17.5	17.0	2.2	1.4	13.9	4.9	7.4	16.8	1.2	0.6	5.2
latest three months: change on previous three months	-0.3	+0.2	-0.1	-0.1	-0.1	-0.2	+0.1	-0.5	-0.1	N/C	-0.1
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>											
Latest month	..	..	Sept 2.2	..	Jan 9.4	May 5.0	May 4.9	May 17.0	Sept 1.3	..	Sept 5.2
Per cent	..	..	2.2	..	9.4	5.0	4.9	17.0	1.3	..	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		INFLOW†						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1988	Nov 10	297.8	-77.5	196.1	-45.0	101.6	-32.6	40.8
	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	-28.9	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

UNITED KINGDOM		OUTFLOW†						
Month ending		Male and Female		Male		Female		Married
		All	Change since previous year	All	Change since previous year	All	Change since previous year	
1988	Nov 10	354.0	-78.3	228.1	-45.8	126.0	-32.5	52.0
	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

\* 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 4 1/2 week month.  
 † The flows in this table are not on quite the same basis as those in table 2.20. While table 2.20 relates to computerised records only for GB, this table gives estimates of total flows for the UK. It is assumed that computerised inflows are the best estimates of total inflows, while outflows are calculated by subtracting the changes in stocks from the inflows. While these assumptions are reasonable in most months, the inflows have tended to be understated a little in September and after Easter when many young people have joined the register and with consequent backlogs in feeding details of new claims into the benefit computers. This also leads to some overstatement of the inflow in the following month. Therefore the imputed outflows in this table are also affected. See also footnote † to table 2.1.

## UNEMPLOYMENT 2.20

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

THOUSAND

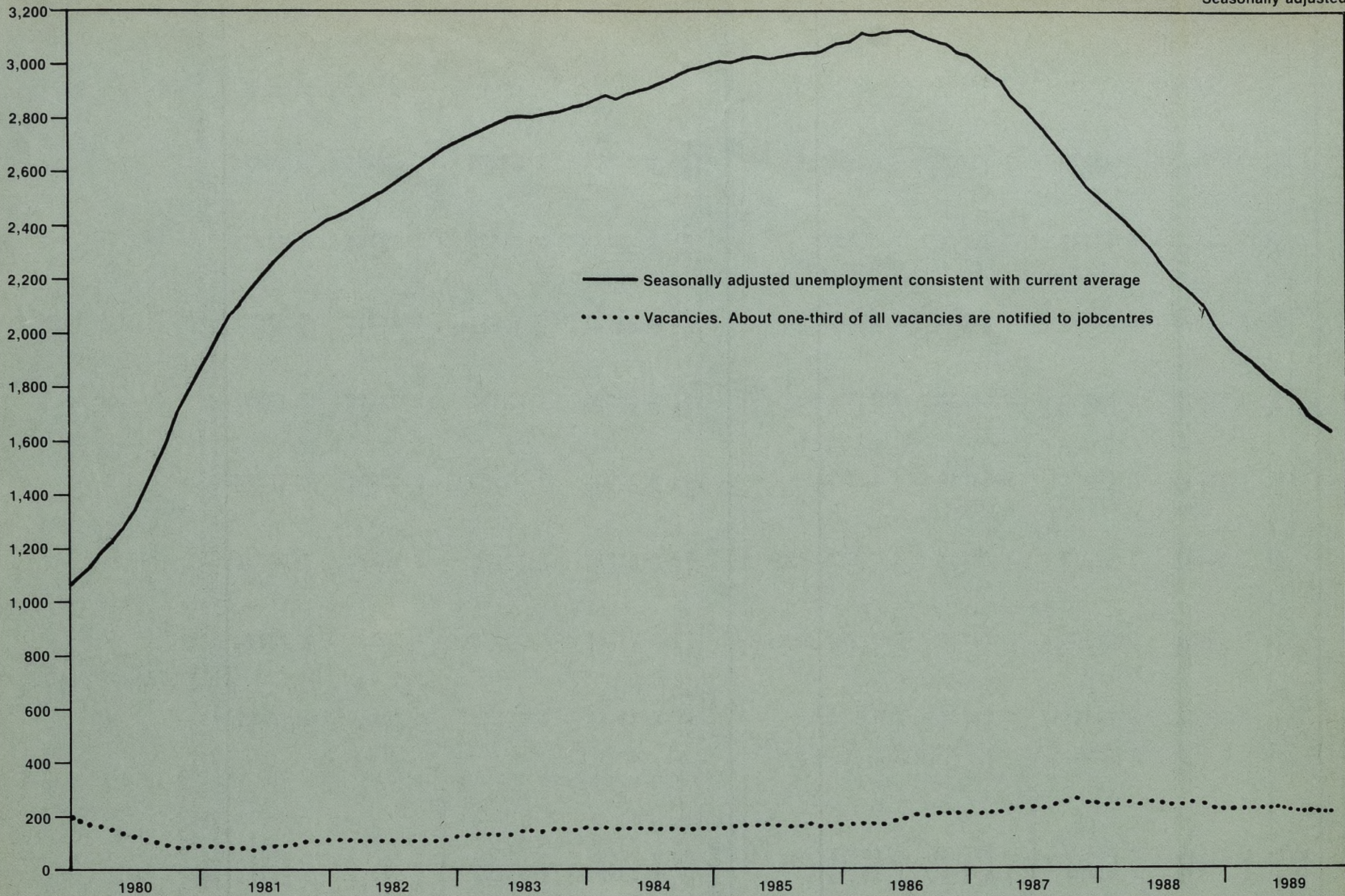
INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
<b>MALE</b>											
1989	June 8	0.6	17.4	36.4	24.9	16.6	23.8	16.9	7.1	3.9	147.5
	July 13	0.7	22.4	57.4	29.0	17.9	25.1	17.1	7.3	4.0	181.0
	Aug 10	0.7	22.3	48.6	28.5	17.9	25.9	18.6	7.8	4.3	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
<b>FEMALE</b>											
1989	June 8	0.5	10.9	18.9	11.8	6.4	10.3	7.5	2.2	—	68.5
	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
<b>Changes on a year earlier</b>											
<b>MALE</b>											
1989	June 8	-10.8	-1.2	-5.4	-0.9	-0.6	-1.5	-1.2	-1.2	-1.6	-24.4
	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	-0.9	-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
<b>FEMALE</b>											
1989	June 8	-7.5	-1.1	-4.9	-3.1	-1.8	-2.5	-1.1	-0.5	—	-22.6
	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

OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
<b>MALE</b>											
1989	June 8	0.5	17.0	44.5	30.0	20.0	30.4	20.2	8.0	5.3	175.7
	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
<b>FEMALE</b>											
1989	June 8	0.4	11.3	23.5	15.0	8.5	12.4	9.2	2.8	0.1	83.2
	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
<b>Changes on a year earlier</b>											
<b>MALE</b>											
1989	June 8	-11.3	-4.1	-7.9	-3.8	-2.9	-4.7	-2.8	-1.3	-2.2	-41.0
	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
<b>FEMALE</b>											
1989	June 8	-8.2	-3.4	-6.4	-3.9	-2.4	-2.7	-1.0	-0.5	—	-28.6
	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	-0.6	-0.6	—	-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 4 1/2 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.

Thousand

Seasonally adjusted



— Seasonally adjusted unemployment consistent with current average  
..... Vacancies. About one-third of all vacancies are notified to jobcentres

## CONFIRMED REDUNDANCIES † 2.30

### Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	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 Nov	809	430	89	541	167	899	661	1,044	631	4,841	415	1,135	6,391
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*	732	223	314	37	249	225	423	1,150	465	3,595	136	651	4,382
Nov*	325	90	53	23	95	1,629	466	670	163	3,424	109	358	3,891

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

## CONFIRMED REDUNDANCIES † 2.31

### Industry

GREAT BRITAIN SIC 1980	Division	Class	1987	1988	1988 Q3	Q4	1989 Q1	Q2	Q3	1989 Sept	Oct*	Nov*
<b>Agriculture, forestry and fishing</b>	0		489	169	22	34	76	0	0	0	51	0
Coal extraction and coke		11-12	13,498	10,933	213	694	4,940	3,395	4,866	196	110	0
Mineral oil and natural gas		13-14	1,431	203	0	20	55	114	1	1	0	0
Electricity, gas, other energy and water		15-17	590	527	133	94	199	74	193	63	3	14
<b>Energy and water supply industries</b>	1		<b>15,519</b>	<b>11,663</b>	<b>346</b>	<b>808</b>	<b>5,194</b>	<b>3,583</b>	<b>5,060</b>	<b>260</b>	<b>113</b>	<b>14</b>
Extraction of other minerals and ores		21,23	137	314	36	21	9	27	52	9	0	0
Metal manufacture		22	2,983	1,649	265	381	415	270	286	122	88	66
Manufacture of non-metallic products		24	1,934	1,501	131	194	330	242	354	142	139	112
Chemicals and man-made fibres		25-26	3,518	1,941	710	342	561	396	287	116	35	65
<b>Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals</b>	2		<b>8,572</b>	<b>5,405</b>	<b>1,142</b>	<b>938</b>	<b>1,315</b>	<b>935</b>	<b>979</b>	<b>389</b>	<b>262</b>	<b>243</b>
Manufacture of metal goods		31	4,918	2,043	314	441	520	476	631	210	32	6
Mechanical engineering		32	16,726	16,127	5,077	2,767	1,966	2,068	1,652	379	446	116
Manufacture of office machinery and data processing equipment		33	1,261	410	147	86	598	669	295	100	0	0
Electrical and electronic engineering		34	13,222	6,800	993	1,348	1,550	2,284	1,895	893	259	128
Manufacture of motor vehicles		35	3,842	1,517	68	358	492	512	380	243	248	184
Manufacture of other transport equipment**		36	8,917	5,200	1,172	705	2,508	682	429	310	64	15
Instrument engineering		37	717	505	64	124	235	323	259	88	105	0
<b>Metal goods, engineering and vehicles industries</b>	3		<b>49,603</b>	<b>32,602</b>	<b>7,835</b>	<b>5,829</b>	<b>7,869</b>	<b>7,014</b>	<b>5,541</b>	<b>2,223</b>	<b>1,154</b>	<b>449</b>
Food, drink and tobacco		41-42	10,922	10,639	1,961	2,409	1,204	2,296	2,207	574	361	268
Textiles		43	4,382	4,859	943	2,333	1,483	1,690	1,067	468	283	2,048
Leather, footwear and clothing		44-45	3,167	3,969	983	1,095	1,178	1,662	968	360	182	66
Timber and furniture		46	1,800	1,610	617	270	286	440	735	346	91	26
Paper, printing and publishing		47	4,354	3,983	952	836	634	1,440	628	200	186	26
Other manufacturing		48-49	4,177	2,533	731	695	552	622	485	62	64	57
<b>Other manufacturing industries</b>	4		<b>28,802</b>	<b>27,593</b>	<b>6,187</b>	<b>7,638</b>	<b>5,337</b>	<b>8,150</b>	<b>6,090</b>	<b>2,010</b>	<b>1,167</b>	<b>2,491</b>
<b>Construction</b>	5		<b>10,615</b>	<b>7,784</b>	<b>2,346</b>	<b>1,502</b>	<b>2,140</b>	<b>1,197</b>	<b>888</b>	<b>278</b>	<b>410</b>	<b>236</b>
Wholesale distribution		61-63	5,280	3,378	878	698	559	1,053	809	236	52	163
Retail distribution		64-65	8,657	6,324	1,581	784	599	1,389	915	362	169	0
Hotel and catering		66	2,342	1,234	530	177	215	186	145	57	128	87
Repair of consumer goods and vehicles		67	834	84	30	14	240	21	137	26	11	0
<b>Distribution, hotels and catering, repairs</b>	6		<b>17,113</b>	<b>11,020</b>	<b>3,019</b>	<b>1,673</b>	<b>1,613</b>	<b>2,649</b>	<b>2,006</b>	<b>681</b>	<b>360</b>	<b>250</b>
Transport		71-77	4,256	4,841	1,299	1,334	1,707	867	835	228	60	25
Telecommunications		79	648	197	27	56	28	20	21	21	0	0
<b>Transport and communication</b>	7		<b>4,904</b>	<b>5,038</b>	<b>1,326</b>	<b>1,390</b>	<b>1,735</b>	<b>887</b>	<b>856</b>	<b>249</b>	<b>60</b>	<b>25</b>
<b>Insurance, banking, finance and business services</b>	8		<b>1,789</b>	<b>1,151</b>	<b>305</b>	<b>92</b>	<b>207</b>	<b>642</b>	<b>477</b>	<b>153</b>	<b>104</b>	<b>58</b>
Public administration and defence		91-94	3,569	3,782	1,201	1,354	1,086	1,121	4,441	775	70	29
Medical and other health services		95	2,068	773	98	361	476	189	509	249	359	96
Other services nes		96-99,00	1,092	950	529	63	214	604	428	268	272	0
<b>Other services</b>	9		<b>6,729</b>	<b>5,505</b>	<b>1,828</b>	<b>1,778</b>	<b>1,776</b>	<b>1,914</b>	<b>5,378</b>	<b>1,292</b>	<b>701</b>	<b>125</b>
<b>All production industries</b>	1-4		<b>102,496</b>	<b>77,263</b>	<b>15,510</b>	<b>15,213</b>	<b>19,715</b>	<b>19,682</b>	<b>17,670</b>	<b>4,882</b>	<b>2,696</b>	<b>3,197</b>
<b>All manufacturing industries</b>	2-4		<b>86,977</b>	<b>65,600</b>	<b>15,164</b>	<b>14,405</b>	<b>14,521</b>	<b>16,099</b>	<b>12,610</b>	<b>4,622</b>	<b>2,583</b>	<b>3,183</b>
<b>All service industries</b>	6-9		<b>30,535</b>	<b>22,714</b>	<b>6,478</b>	<b>4,933</b>	<b>5,331</b>	<b>6,092</b>	<b>8,717</b>	<b>2,375</b>	<b>1,225</b>	<b>458</b>
<b>ALL INDUSTRIES AND SERVICES</b>	0-9		<b>144,135</b>	<b>107,930</b>	<b>24,356</b>	<b>21,682</b>	<b>27,262</b>	<b>26,971</b>	<b>27,275</b>	<b>7,535</b>	<b>4,382</b>	<b>3,891</b>

\* Provisional figures as at October 1, 1989; final figures are expected to be higher than this. The total for Great Britain is projected to be about 7,000 in October and 8,000 in November.

† 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*.

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

		UNFILLED VACANCIES			INFLOW		OUTFLOW		PLACINGS	
		Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
UNITED KINGDOM										
1984 )		150.2			193.9		193.7		149.8	
1985 ) Annual averages		162.1			201.6		200.5		154.6	
1986 )		188.8			212.2		208.3		157.4	
1987 )		235.4			226.4		222.3		159.5	
1988 )		248.6			231.2		232.7		159.0	
1987 Nov		262.0	7.6	7.5	233.3	2.5	226.6	2.0	158.0	0.4
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
1988 Feb		251.2	-1.4	-3.6	232.1	-0.4	236.6	3.3	162.7	1.6
1988 Mar		251.2	-	-1.1	233.7	-0.2	233.5	-2.0	160.5	-1.6
1988 Apr		256.8	5.6	1.4	232.1	0.8	229.2	-1.3	158.7	-1.7
1988 May		256.3	-0.5	1.7	232.8	0.2	229.7	-2.3	158.6	-1.4
1988 June		253.6	-2.7	0.8	229.9	-1.3	231.2	-0.8	157.1	-1.1
1988 July		250.3	-3.3	-2.2	231.7	-0.1	232.8	1.2	157.7	-0.3
1988 Aug		245.2	-5.1	-3.7	229.4	-1.1	234.3	1.5	158.3	-0.1
1988 Sept		242.4	-2.8	-3.7	228.7	-0.4	230.4	-0.3	157.0	-
1988 Oct		244.8	2.4	-1.8	231.4	-0.1	230.9	-0.6	155.4	-0.8
1988 Nov		241.5	-3.3	-1.2	232.1	0.9	239.4	1.7	161.4	1.0
1988 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
1989 Feb		229.9	-1.0	-3.9	231.7	-0.1	236.5	-1.0	164.4	1.0
1989 Mar		224.9	-5.0	-4.3	226.5	-1.2	231.7	0.1	161.1	1.3
1989 Apr		223.2	-1.7	-2.6	222.5	-0.2	224.3	-2.0	155.6	-0.9
1989 May		219.5	-3.7	-3.5	223.0	-2.9	224.6	-4.0	155.3	-3.0
1989 June		224.4	4.9	-0.2	230.4	1.3	223.8	-2.6	156.0	-1.7
1989 July		220.6	-3.8	-0.9	228.0	1.8	229.4	1.7	158.6	1.0
1989 Aug		219.5	-1.1	-	228.7	1.9	229.3	1.6	159.0	1.2
1989 Sept		220.7	1.2	-1.2	232.3	0.6	234.1	3.4	161.0	1.7
1989 Oct		214.6	-6.0	-2.0	230.2	0.7	236.6	2.4	160.9	0.8
1989 Nov		209.5	-5.2	-3.3	222.2	-2.2	231.7	0.8	159.5	0.2

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 4 1/3 week month.  
\* Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). 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.

## 3.2 UNEMPLOYMENT Regions: vacancies remaining unfilled at jobcentres\*: seasonally adjusted

		South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
1987 Nov		106.1	42.6	8.9	20.3	24.3	12.8	16.6	25.5	12.6	11.7	20.9	259.5	2.5	262.0
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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1988 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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

\* See footnote to table 3.1.  
† Included in South East.

## VACANCIES 3.3 Regions: vacancies remaining unfilled at jobcentres and careers offices

		South East	Greater London †	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
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 averages		62.3	26.6	5.8	15.1	12.2	9.0	8.7	16.0	7.8	8.0	14.6	160.5	1.2	161.7
1986 )		70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1
1987 )		90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9
1988 )		95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1988 Nov		91.6	31.2	10.3	19.7	26.7	15.0	16.2	26.2	11.7	12.4	20.5	250.3	2.0	252.3
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	18.1	21.5	12.5	13.1	20.6	9.9	11.0	17.0	201.5	1.9	203.3
1989 Feb		70.0	24.1	7.9	18.5	20.9	12.0	13.0	21.1	9.6	11.6	17.2	200.0	2.1	202.0
1989 Mar		68.8	23.2	8.1	18.0	20.5	12.0	12.8	21.7	9.9	12.2	18.5	202.6	2.2	204.8
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 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
1989 Nov		69.5	23.5	7.8	16.9	20.6	13.1	13.4	26.4	10.4	13.9	25.3	217.5	3.1	220.6
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 averages		6.0	3.2	0.4	0.7	1.2	0.6	0.7	0.7	0.3	0.2	0.3	10.8	0.7	11.5
1986 )		7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4
1987 )		11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5
1988 )		16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1988 Nov		16.0	7.8	0.9	1.7	1.9	1.3	1.1	1.1	0.4	0.3	0.5	25.3	1.2	26.5
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										

## 4.1 INDUSTRIAL DISPUTES Stoppages of work

### Stoppages: October 1989

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	58	63,100	155,000
of which, stoppages:			
Beginning in month	47	55,900*	123,000
Continuing from earlier months	11	7,200**	32,000

\* Includes 54,400 directly involved.  
\*\* Includes 900 involved for the first time in the month.

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

### Stoppages in progress: cause

United Kingdom	12 months to October 1989		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	258	568,200	2,955,000
—extra-wage and fringe benefits	27	13,100	39,000
Duration and pattern of hours worked	19	10,700	29,000
Redundancy questions	40	66,400	206,000
Trade union matters	32	102,100	199,000
Working conditions and supervision	90	31,300	73,000
Manning and work allocation	197	39,800	111,000
Dismissal and other disciplinary measures	50	9,700	32,000
<b>All causes</b>	<b>713</b>	<b>841,200</b>	<b>3,644,000</b>

### Stoppages in progress: industry

United Kingdom	12 months to October 1988			12 months to October 1989			
	SIC 1980	Stoppages	Workers involved	Working days lost	Stoppages	Workers involved	Working days lost
Agriculture, forestry and fishing	—	—	—	—	—	—	—
Coal extraction	161	94,600	233,000	156	30,500	56,000	
Coke, mineral oil and natural gas	1	100	—	2	200	2,000	
Electricity, gas, other energy and water	7	2,700	20,000	4	9,300	17,000	
Metal processing and manufacture	11	2,000	12,000	13	2,700	14,000	
Mineral processing and manufacture	10	1,800	9,000	10	1,200	5,000	
Chemicals and man-made fibres	11	2,300	24,000	3	800	1,000	
Metal goods nes	19	4,000	34,000	17	2,700	20,000	
Engineering	72	22,400	75,000	50	23,600	138,000	
Motor vehicles	65	96,200	586,000	61	49,400	85,000	
Other transport equipment	36	31,800	797,000	20	28,700	55,000	
Food, drink and tobacco	28	9,600	57,000	13	2,600	25,000	
Textiles	10	13,400	72,000	10	1,900	9,000	
Footwear and clothing	16	3,300	15,000	11	2,100	12,000	
Timber and wooden furniture	5	300	1,000	6	1,100	4,000	
Paper, printing and publishing	7	800	4,000	13	2,300	31,000	
Other manufacturing industries	13	1,900	5,000	13	2,500	7,000	
Construction	19	4,300	20,000	38	19,000	121,000	
Distribution, hotels and catering, repairs and communication	12	900	3,000	17	4,200	12,000	
Supporting and misc. transport services	169	315,000	1,459,000	50	94,700	454,000	
Banking, finance, insurance, business services and leasing	23	9,500	16,000	15	19,300	134,000	
Public administration, education and health services	2	200	—	7	2,400	2,000	
Other services	132	107,300	191,000	180	527,100	2,296,000	
All industries and services	16	7,200	35,000	10	13,000	144,000	
<b>All industries and services</b>	<b>813**</b>	<b>731,400</b>	<b>3,667,000</b>	<b>713**</b>	<b>841,200</b>	<b>3,644,000</b>	

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

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

United Kingdom	Number of stoppages		Number of workers (Thou)		Working days lost in all stoppages in progress in period (Thou)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All orders)	Mining and quarrying (II)	Metals, engineering and vehicles (VI-XII)	Textiles, clothing and footwear (XIII, XV)	Construction (XX)	Transport and communication (XXII)	All other industries and services
<b>SIC 1968</b>											
1979	2,080	2,125	4,586	4,608	29,474	128	20,390	109	834	1,419	6,594
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
<b>SIC 1980</b>											
1982	1,528	1,538	2,101*	2,103*	5,313	380	1,457	61	41	1,675	1,699
1983	1,352	1,364	573*	574*	3,754	591	1,420	68	295	1,348	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	1,095	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1987 Oct	79	96	22	24	76	7	41	1	2	3	23
Nov	108	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	6	30	5	1	1,036	37
Sept	53	63	161	163	1,115	3	26	—	1	6	19
Oct	70	85	26	33	53	1	27	4	—	21	126
Nov	73	85	134	152	183	5	27	4	—	15	6
Dec	33	49	12	18	38	9	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	105	6	29	—	22	20	28
May	83	100	32	55	182	2	76	5	15	38	46
Jun	61	89	74	104	254	6	21	2	20	148	57
Jul	52	82	383	472	2,375	10	20	2	29	293	2,021
Aug	49	58	6	22	98	4	20	1	—	16	57
Sep	56	65	23	24	67	4	14	—	13	4	32
Oct	47	58	27	63	155	4	37	—	9	1	105

\* 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.

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

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)					
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted				
	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months					
<b>1988=100</b>												
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	96.6	98.6				
Apr	97.8	97.9	98.8	99.1	98.9	99.0	97.3	97.6				
May	98.4	98.5	99.3	99.2	99.5	99.9	98.0	98.3				
June	99.8	99.2	100.6	99.3	100.4	99.2	99.6	99.8				
July	101.3	100.2	101.1	100.0	101.3	100.2	101.3	100.0				
Aug	100.3	100.1	99.5	100.4	99.9	100.6	100.5	99.7				
Sept	100.9	101.1	100.2	101.2	100.5	101.4	100.6	100.5				
Oct	101.7	102.2	101.8	102.2	101.9	102.6	101.2	101.7				
Nov	103.7	103.3	103.6	103.1	103.7	103.1	103.6	103.7				
Dec	106.9	105.8	105.5	104.6	105.3	104.6	107.9	106.3				
1989 Jan	104.2	105.4	9.2	9	104.2	104.7	8.8	8 3/4	104.2	105.5	9.2	9
Feb	104.6	106.1	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.9	105.6	10.1	8 1/4
Mar	107.3	107.3	9.3	9 1/2	105.7	105.6	7.9	8 1/4	106.0	105.8	8.4	8 1/4
Apr	107.3	107.4	9.7	9 1/4	107.8	108.2	9.2	8 1/2	107.9	108.0	9.1	8 3/4
May	107.5	107.6	9.2	9	108.0	107.9	8.8	8 3/4	108.1	108.5	8.6	8 3/4
June	109.1	108.4	9.3	8 3/4	109.4	108.0	8.8	8 1/2	109.6	108.2	9.1	8 3/4
July	110.3	109.1	8.9	8 3/4	110.3	109.2	9.2	8 1/2	110.8	109.5	9.3	9
Aug	109.1	108.9	8.8	8 3/4	108.3	109.3	8.9	8 3/4	109.2	110.0	9.3	9 1/4
Sept	110.7	110.9	9.7	9	109.5	110.5	9.2	8 3/4	109.8	110.8	9.3	9
[Oct]	111.7	112.2	9.8	9 1/4	110.7	111.1	8.7	9	111.1	111.9	9.1	9 1/4

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

GREAT BRITAIN SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)		Production industries (Divisions 1-4)		Service industries (Divisions 6-9)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months	
<b>1985=100</b>								
1985 Annual averages	100.0		100.0		100.0		100.0	
1986	107.9		107.7		107.7		107.7	</

GREAT BRITAIN 1988=100	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01, 02)	(11)	(13, 14)	(15-17)	(21, 22)	(23, 24)	(25, 26)	(32)	(33, 34, 37)	(35)	(36)	(31)	(41, 42)
1988 Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
1988 Apr	95.5	104.4	97.0	98.4	107.1	98.2	98.2	98.7	98.3	98.6	98.9	98.6	99.3
1988 May	95.2	98.5	100.5	101.2	93.8	99.8	98.7	99.3	99.0	100.4	99.0	99.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	100.3	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
1988 Sep	114.2	103.7	99.0	101.6	101.0	96.4	99.0	99.9	100.4	100.2	100.6	100.8	100.2
1988 Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
1988 Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.8	102.6	105.5	103.9	105.6	104.6
1988 Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.2	109.3	112.2	103.9	104.9
1989 Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
1989 Sep	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]		117.2	110.6	113.0	118.5	110.8	109.8	111.8	112.2	110.1	113.7	109.4	111.1

Previous series (1985=100)

GREAT BRITAIN 1985=100	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods and instruments	Food, drink and tobacco
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31, 37)	(41-42)
1985 Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1985 Jan	105.5	113.3	109.5	106.9	106.5	107.8	107.9	106.9	109.0	108.7	107.9	107.4	108.7
1985 Feb	112.2	121.6	120.0	115.0	116.5	116.9	116.9	114.7	117.6	118.0	115.7	116.0	116.9
1985 Mar	117.7	135.8	133.0	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
1988 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
1988 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
1988 Apr	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
1988 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
1988 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
1988 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
1988 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
1988 Sep	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
1988 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
1988 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
1988 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
1989 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
1989 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
1989 Apr	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
1989 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
1989 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
1989 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.

GREAT BRITAIN April of each year	Manufacturing industries								
April 1970=100	Weights	1982	1983†	1984†	1985†	1986†	1987†	1988†	1989†
FULL-TIME ADULTS*	689	506.2	547.3	604.5	657.5	724.7	776.8	853.3	939.4
Men	311	625.3	681.4	743.9	807.2	869.4	947.0	1,039.4	1,162.5
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.

Textiles	Leather footwear and clothing	Paper products, printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication‡	Banking, finance, insurance and business services	Public administration	Education and health services	Other services††	Whole economy
(43)	(44, 45)	(47)	(46, 48, 49)	(50)	(61, 62, 64, 65, 67)	(66)	(71, 72, 75-77, 79)	(81, 82, 83pt.-84pt.)	(91-92pt.)	(93, 95)	(92pt. 94, 96pt. 97, 98pt.)	SIC 1980 CLASS
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1988 Annual 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	1988 Jan
96.3	97.5	95.5	96.5	93.9	96.1	95.1	96.6	96.8	97.2	93.5	95.9	1988 Feb
98.7	100.0	98.0	98.5	98.7	100.1	97.0	97.8	100.0	98.3	97.1	96.3	1988 Mar
98.6	100.6	97.7	96.7	96.7	98.2	97.6	99.3	98.7	96.6	94.1	96.8	1988 Apr
98.9	100.1	99.7	99.7	96.9	99.1	99.1	99.2	98.8	97.9	94.5	99.0	1988 May
101.7	101.6	102.2	101.5	100.4	100.5	99.8	98.7	100.3	98.6	99.0	100.6	1988 June
102.6	101.0	101.3	102.5	101.7	99.7	100.2	100.4	100.9	101.6	103.6	102.2	1988 July
99.8	100.6	101.3	100.2	99.0	99.9	99.7	100.2	99.6	100.2	102.8	100.2	1988 Aug
100.6	99.3	102.1	101.1	102.1	101.0	100.5	102.2	98.6	100.5	101.1	101.4	1988 Sep
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	1988 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	1988 Nov
101.6	101.5	102.4	104.1	107.8	106.3	109.9	102.8	106.0	104.3	118.7	106.6	1988 Dec
102.4	104.0	101.6	102.9	104.7	104.7	103.7	102.7	105.0	104.7	102.8	107.8	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	1989 Feb
102.0	106.6	103.5	105.0	111.2	109.5	106.5	103.8	114.7	106.2	103.2	106.8	1989 Mar
104.7	105.3	104.9	104.9	108.3	109.4	104.6	106.7	108.3	106.0	104.4	107.7	1989 Apr
107.2	107.1	105.8	106.7	108.6	107.6	106.2	106.0	107.3	106.6	107.8	107.6	1989 May
110.6	108.4	107.7	109.5	112.8	109.2	106.8	105.8	108.5	106.9	110.3	112.2	1989 June
109.6	108.8	107.2	109.1	112.3	1							

# 5.6 EARNINGS AND HOURS

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

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES				
	Weekly earnings (£)		Hours	Hourly earnings (£)		Weekly earnings (£)		Hours	Hourly earnings (£)	
	Excluding those whose pay was affected by absence					Excluding those whose pay was affected by absence				
	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence		Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	Including those whose pay was affected by absence	Excluding those whose pay was affected by absence	Including overtime pay and overtime hours	Excluding overtime pay and overtime hours	
April of each year										
<b>ADULTS</b>										
Manual occupations										
1983	130.0	135.0	42.9	3.14	3.07	129.5	132.7	43.1	3.08	3.00
1984	141.0	146.8	43.5	3.37	3.28	139.0	143.0	43.5	3.29	3.20
1985	153.5	159.2	43.7	3.64	3.51	149.1	153.0	43.7	3.51	3.40
1986	163.9	168.6	43.7	3.89	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	185.7	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	237.7	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
<b>MEN</b>										
Manual occupations										
1983	141.0	145.5	43.6	3.33	3.26	138.4	141.6	43.8	3.23	3.15
1984	153.6	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	209.0	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	182.6	182.6	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
<b>WOMEN</b>										
Manual occupations										
1983	86.7	90.4	39.7	2.28	2.25	85.8	88.1	39.3	2.25	2.23
1984	91.9	96.0	39.9	2.41	2.38	90.8	93.5	39.4	2.38	2.35
1985	100.1	104.5	40.0	2.62	2.57	98.2	101.3	39.5	2.57	2.53
1986	107.0	111.6	40.0	2.79	2.75	104.5	107.5	39.5	2.73	2.69
1987	113.8	119.6	40.3	2.97	2.92	111.4	115.3	39.7	2.92	2.87
1988	121.2	127.9	40.5	3.16	3.10	118.8	123.6	39.8	3.11	3.06
1989	131.2	138.2	40.4	3.42	3.35	129.7	134.9	39.9	3.39	3.33
Non-manual occupations										
1983	106.2	107.0	37.2	2.85	2.84	115.1	116.1	36.5	3.13	3.12
1984	115.8	117.2	37.4	3.11	3.09	123.0	124.3	36.5	3.34	3.33
1985	125.5	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 1978 244.54 1981 394.34 1984 509.80 1985 554.20 1986 597.60 1987 643.90 1988 696.80	88.1 84.3 82.1 84.0 84.7 84.2 84.5 84.7	9.4 9.2 10.0 10.5 10.6 10.5 10.6 10.7	6.5 8.5 9.0 7.4 6.7 6.7 6.7 6.7	0.6 0.5 2.1 1.3 1.3 1.3 0.9 0.7	3.9 4.8 5.2 5.3 5.3 5.8 5.8 5.8	0.9 1.8 1.6 2.0 2.0 2.0 2.1 2.1	
Energy (excl. coal) and water supply**	1975 217.22 1978 324.00 1981 595.10 1984 811.41 1985 860.60 1986 964.60 1987 1,009.50 1988 1,062.00	82.9 78.2 75.8 77.7 78.6 75.4 77.6 79.0	11.1 11.2 11.5 11.5 11.5 11.4 11.7 12.3	7.2 6.8 7.8 8.0 8.0 8.0 8.1 8.1	6.0 6.9 7.0 5.5 5.1 4.9 5.0 5.1	0.6 0.4 1.9 1.9 1.3 5.3 2.5 0.2	8.5 12.2 13.1 12.1 12.2 11.7 12.2 12.2	
Construction	1975 156.95 1978 222.46 1981 357.43 1984 475.64 1985 511.20 1986 552.00 1987 594.50 1988 657.60	90.2 86.8 85.0 86.0 86.6 86.5 86.7 86.8	7.2 6.8 7.8 8.0 8.0 8.0 8.1 8.1	6.3 9.1 9.9 7.7 7.2 7.2 7.2 7.2	0.2 0.2 0.6 0.6 0.5 0.6 0.3 0.2	1.7 2.3 2.8 4.1 4.1 4.1 4.1 4.1	1.6 1.7 1.7 1.6 1.6 1.6 1.7 1.7	
SIC 1980		Manufacturing	Energy and water supply	Production industries	Construction	Production and construction industries††	Whole economy	
Labour costs per unit of output \$		Per cent change over a year earlier					Per cent change over a year earlier	
1985 = 100								
1980	84.4	22.2	106.3	89.0 R	83.5	87.6	78.0	
1981	92.3	9.4	112.6	95.5	96.4	95.2	86.6	
1982	95.5	3.5	111.6	97.3	93.8	96.4	90.2	
1983	94.4	-1.2	104.8	95.1	94.8	94.7	92.6	
1984	96.2	1.9	89.5	97.0	98.4	97.1	95.6	
1985	100.0	4.0	100.0	100.0	100.0	100.0	100.0	
1986	104.0	4.0	96.6	102.3	106.1	102.9	104.9	
1987	104.6	0.6	94.8	104.0	110.3	105.3	108.8	
1988	106.6	1.9	94.8	104.0	110.3	105.3	116.0	
1986 Q4	..	..	..	..	..	..	105.9	
1987 Q1	..	..	..	..	..	..	106.8	
Q2	..	..	..	..	..	..	108.1	
Q3	..	..	..	..	..	..	109.0	
Q4	..	..	..	..	..	..	111.3	
1988 Q1	..	..	..	..	..	..	113.1	
Q2	..	..	..	..	..	..	115.0	
Q3	..	..	..	..	..	..	116.3	
Q4	..	..	..	..	..	..	119.4	
Wages and salaries per unit of output \$	1980 80.1 1981 87.5 1982 91.2 1983 91.8 1984 94.4 1985 100.0 1986 104.5 1987 105.9 1988 108.8	22.3 9.3 4.2 0.7 2.8 5.9 4.4 1.4 2.9	103.6 108.5 108.3 102.2 88.0 100.0 98.1 97.7 98.8	86.7 92.6 94.7 93.2 96.1 100.0 98.1 105.7 106.6	82.1 94.2 92.2 93.4 97.4 100.0 106.6 111.4 111.4	85.5 92.4 93.9 92.9 96.2 100.0 103.7 106.9 106.9	76.1 83.4 87.4 90.4 94.8 100.0 105.3 109.5 117.0	22.7 9.6 4.8 3.4 4.9 5.5 5.3 6.8 6.8
1987 Q1	105.9	1.0	..	..	..	..	107.4	
Q2	104.7	-0.1	..	..	..	..	108.7	
Q3	105.8	1.2	..	..	..	..	109.9	
Q4	107.2	3.4	..	..	..	..	112.2	
1988 Q1	108.1	2.1	..	..	..	..	113.9	
Q2	109.5	4.6	..	..	..	..	115.9	
Q3	107.9	2.0	..	..				



## EARNINGS

### 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)
<b>Indices 1985 = 100</b>																
<b>Annual averages</b>																
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
<b>Quarterly averages</b>																
1988 Q3	127.0	111.7	105	111	124.1	111.0	114	146	117	119.2	108.0	105	135	127.3	123.7	107
Q4	130.6	113.5	109	113	125.6	111.9	114	157	118	120.6	109.5	105	136	133.4	126.4	108
1989 Q1	132.9	114.5	109	115	125.2	112.8	114	167	..	122.4	111.6	105	137	135.0	131.6	109
Q2	136.3	116.1	109	116	128.5	114.3	117	..	..	124.7	113.1	105	149	..	135.5	109
Q3	138.3	..	..	..	..	..	..	..	..	126.5	114.1	106	..	..	..	110
1989 Jan	132.1	113.3	..	115	125.1	112.8	114	..	..	122.1	112.6	105	..	..	127.4	109
Feb	133.5	113.0	..	115	124.8	..	..	..	..	122.1	110.3	105	..	..	132.9	109
Mar	133.2	117.2	109	115	125.8	..	..	..	..	122.8	111.8	105	..	..	134.5	109
Apr	136.5	110.4	..	116	128.1	114.3	117	..	..	123.0	112.2	105	..	..	134.7	109
May	136.1	116.3	..	115	129.1	..	..	..	..	125.5	112.6	105	..	..	136.7	109
June	137.8	121.5	109	116	128.3	..	..	..	..	125.8	114.8	105	..	..	135.1	109
July	137.9	..	..	116	..	..	..	..	..	126.3	112.6	106	..	..	137.3	110
Aug	139.4	..	..	117	..	..	..	..	..	126.5	116.3	106	..	..	135.1	109
Sept	139.4	..	..	..	..	..	..	..	..	126.8	113.3	106	..	..	..	111
Oct	140.2	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>																<b>Per cent</b>
<b>Annual averages</b>																
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	11
1982	11	6	6	11	10	17	5	34	14	17	..	7	10	..	8	6
1983	9	4	5	5	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
<b>Quarterly averages</b>																
1988 Q3	8	3	2	6	7	3	5	19	5	6	4	2	5	8	9	3
Q4	9	3	2	6	6	3	5	23	4	5	5	2	2	8	9	3
1989 Q1	8	4	6	6	5	3	4	20	..	6	5	1	3	11	10	3
Q2	9	4	5	5	4	4	4	..	..	6	6	1	7	..	9	3
Q3	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..
<b>Monthly</b>																
1989 Jan	9	6	..	6	7	3	4	..	..	6	6	1	..	..	8	3
Feb	8	1	..	6	7	..	..	..	..	6	4	1	..	..	10	4
Mar	7	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	..	..	10	3
June	9	5	4	5	5	..	..	..	..	6	6	1	..	..	10	3
July	9	..	..	5	..	..	..	..	..	6	6	1	..	..	11	3
Aug	9	..	..	6	..	..	..	..	..	6	6	1	..	..	..	4
Sept	8	..	..	..	..	..	..	..	..	6	4	1	..	..	..	..
Oct	8	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..

Source: OECD—Main Economic Indicators.

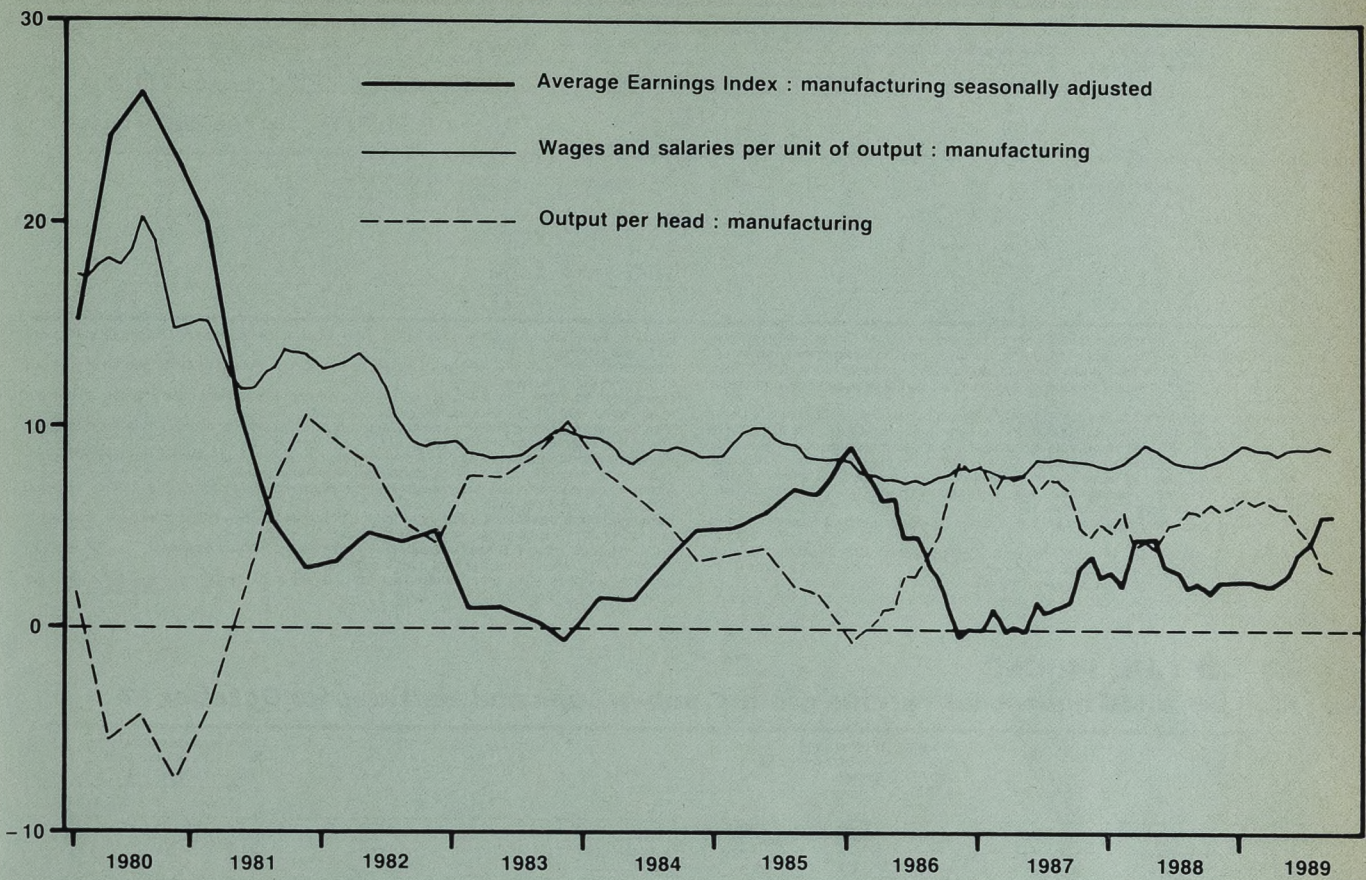
Notes: 1 Wages and salaries on a weekly basis (all employees).  
2 Seasonally adjusted.

3 Males only.  
4 Hourly wage rates.  
5 Monthly earnings.  
6 Including mining.

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

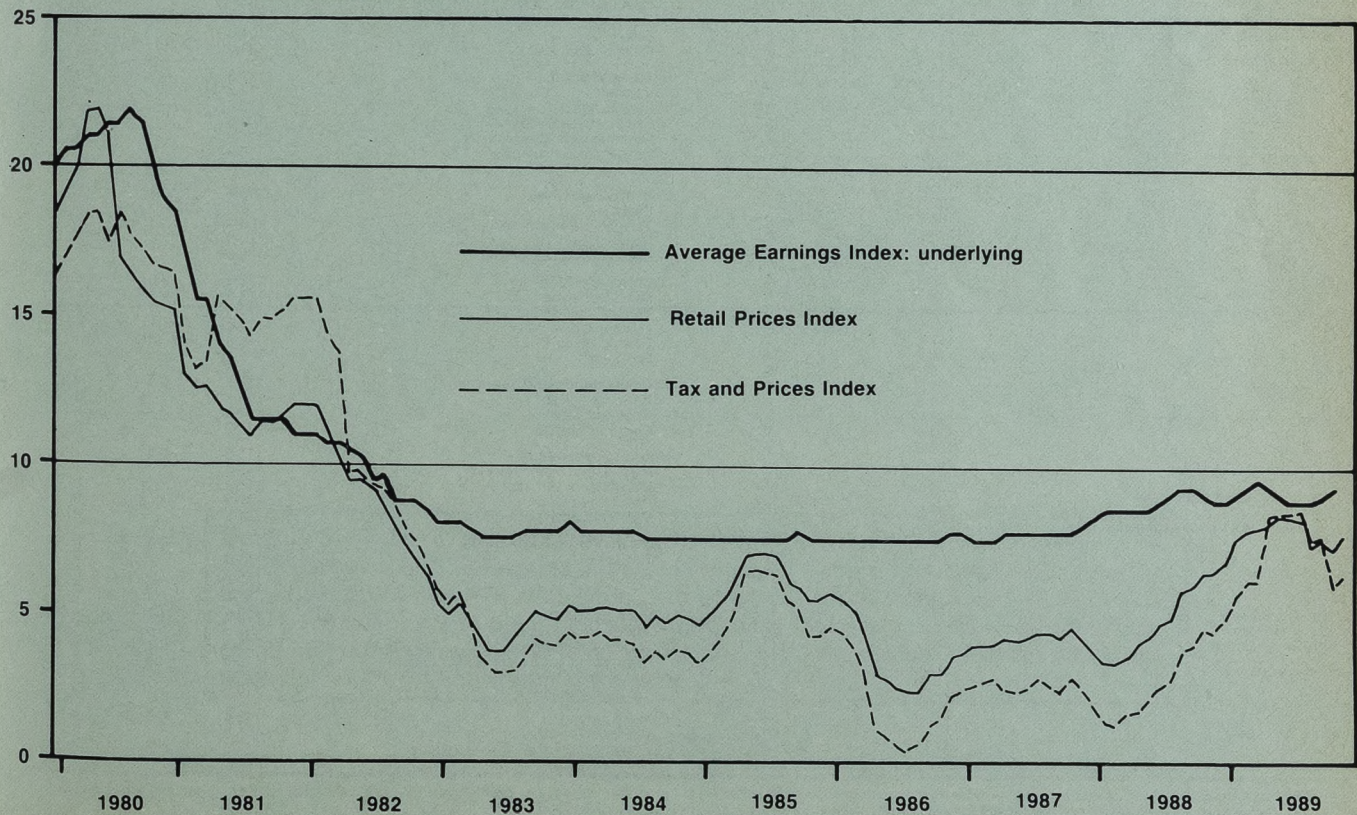
**Earnings and output per head: manufacturing industries—increases over previous year**

Per cent



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

Per cent



# 6.1 RETAIL PRICES

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

	Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over		
		All items				All items except seasonal foods		
		1 month	6 months	12 months		1 month	6 months	12 months
1988	Nov	110.0	0.5	3.6	6.4	110.3	0.5	4.0
	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	8.2	115.9	0.3	4.2
	July	115.5	0.1	4.1	7.3	116.2	0.3	3.8
	Aug	115.8	0.3	3.8	7.6	117.0	0.7	4.1
	Sept	116.6	0.7	3.8	7.3	117.9	0.8	3.1
	Oct	117.5	0.8	3.0	7.7	118.9	0.8	3.3
	Nov	118.5	0.9	3.0	7.7			

The overall level of prices was 0.9 per cent higher in November than in October. Much of the increase between October and November was due to the latest rises in mortgage interest rates. There was also a sharp rise in food prices concentrated among seasonal foods. Other price increases in November included those for leisure goods and clothing, but there was some reduction in motoring costs.

**Food:** Seasonal foods rose in price between October and November, by 4.6 per cent overall. There were sharp rises for home-killed lamb, eggs, potatoes and some fresh vegetables - notably lettuce, cauliflower and cucumber, although sprouts and tomatoes fell in price. Pears and grapes were also dearer. The index for non-seasonal foods rose by 0.3 per cent during the period, mainly because of a continuing rise in the price of some meats, particularly pork and bacon. There were also increases for biscuits and cakes. For food as a whole, the index rose by 1.0 per cent in the month, to stand 7.4 per cent higher than in November 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 fell by 0.1 per cent. The effect of pre-Christmas discounts on off-sales was partly off-set by slightly higher pub prices.

**Tobacco:** The group index rose by 0.4 per cent between October and November.

**Housing:** The recent increase in mortgage interest rates was the main reason why the group index rose by 3.1 per cent in November.

**Fuel and light:** There were some increases in the prices of coal and fuel oil. The group index went up by 0.3 per cent.

**Household goods:** There were price increases throughout this group, leading to an overall rise of 0.3 per cent in November.

**Household services:** The third and final phase of the increase in telephone charges contributed to an increase of 0.8 per cent for this group.

**Clothing and footwear:** There were increases throughout this group, particularly in men's clothing. The group index rose by 0.6 per cent.

**Personal goods and services:** There were price increases throughout this group, pushing the index up by 0.3 per cent between October and November.

**Motoring expenditure:** Small decreases in the price of petrol and motor vehicles caused the group index to fall by 0.3 per cent.

**Fares and other travel costs:** The index for this group increased by 0.3 per cent between October and November, reflecting dearer bus fares.

**Leisure goods:** Price increases throughout this group, particularly for newspapers and periodicals, contributed to a rise of 1.1 per cent over the month.

**Leisure services:** The group index rose by 0.9 per cent, reflecting some price rises for entertainment and recreation.

# 6.2 RETAIL PRICES

## Detailed figures for various groups, sub-groups and sections for October 17

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)	
		All items			All items except seasonal foods	
		1	12		1	12
<b>ALL ITEMS</b>	<b>118.5</b>	<b>0.9</b>	<b>7.7</b>	<b>108.1</b>	<b>0.4</b>	<b>2.9</b>
<b>Food and catering</b>	<b>114.8</b>	<b>0.9</b>	<b>7.2</b>	<b>108.3</b>		<b>3</b>
<b>Alcohol and tobacco</b>	<b>113.1</b>	<b>0.1</b>	<b>4.9</b>	<b>107.2</b>		<b>4</b>
<b>Housing and household expenditure</b>	<b>127.2</b>	<b>1.8</b>	<b>11.5</b>	<b>143.9</b>	<b>3.1</b>	<b>17.9</b>
<b>Personal expenditure</b>	<b>114.3</b>	<b>0.5</b>	<b>5.7</b>	<b>124.9</b>		<b>9</b>
<b>Travel and leisure</b>	<b>114.5</b>	<b>0.1</b>	<b>4.9</b>	<b>185.7</b>		<b>35</b>
<b>All items excluding seasonal food</b>	<b>118.9</b>	<b>0.8</b>	<b>7.8</b>	<b>128.0</b>		<b>10</b>
<b>All items excluding food</b>	<b>119.5</b>	<b>0.8</b>	<b>7.8</b>	<b>130.3</b>		<b>13</b>
<b>Seasonal food</b>	<b>106.2</b>	<b>4.6</b>	<b>7.5</b>	<b>116.7</b>		<b>7</b>
<b>Food excluding seasonal</b>	<b>114.8</b>	<b>0.3</b>	<b>7.3</b>	<b>115.4</b>		<b>6</b>
<b>All items excluding housing</b>	<b>113.8</b>	<b>0.4</b>	<b>5.6</b>	<b>109.7</b>	<b>0.3</b>	<b>5.6</b>
<b>All items excluding mortgage interest</b>	<b>115.3</b>	<b>0.3</b>	<b>6.1</b>	<b>104.2</b>		<b>2</b>
<b>Nationalised industries</b>	<b>117.4</b>	<b>0.2</b>	<b>7.4</b>	<b>115.7</b>		<b>7</b>
<b>Consumer durables</b>	<b>109.3</b>	<b>0.5</b>	<b>3.4</b>	<b>104.6</b>		<b>3</b>
<b>Food</b>	<b>113.5</b>	<b>1.0</b>	<b>7.4</b>	<b>108.0</b>		<b>26</b>
Bread	115.0	6	6	<b>111.8</b>	<b>0.3</b>	<b>3.6</b>
Cereals	117.1	6	6	<b>112.2</b>		<b>3</b>
Biscuits and cakes	114.0	7	7	<b>113.7</b>		<b>5</b>
Beef	122.0	7	7	<b>105.6</b>		<b>0</b>
Lamb	105.4	5	5	<b>114.2</b>		<b>5</b>
of which, home-killed lamb	102.3	19	19	<b>118.8</b>		<b>6</b>
Pork	124.2	18	18	<b>105.1</b>		<b>2</b>
Bacon	124.4	18	18	<b>115.1</b>	<b>0.8</b>	<b>5.9</b>
Poultry	108.3	5	5	<b>112.6</b>		<b>6</b>
Other meat	112.0	11	11	<b>105.4</b>		<b>4</b>
Fish	107.9	5	5	<b>120.0</b>		<b>8</b>
of which, fresh fish	112.2	8	8	<b>122.5</b>		<b>7</b>
Butter	123.9	13	13	<b>113.0</b>	<b>0.6</b>	<b>5.0</b>
Oil and fats	109.9	3	3	<b>113.0</b>		<b>5</b>
Cheese	117.9	7	7	<b>110.6</b>		<b>4</b>
Eggs	116.2	11	11	<b>114.9</b>		<b>6</b>
Milk fresh	119.7	10	10	<b>115.4</b>		<b>5</b>
Milk products	121.2	9	9	<b>116.7</b>	<b>0.3</b>	<b>7.3</b>
Tea	115.0	6	6	<b>105.7</b>		<b>3</b>
Coffee and other hot drinks	97.9	5	5	<b>117.9</b>		<b>7</b>
Soft drinks	123.8	4	4	<b>126.7</b>		<b>12</b>
Sugar and preserves	120.9	8	8	<b>115.0</b>	<b>-0.3</b>	<b>4.5</b>
Sweets and chocolates	105.6	4	4	<b>115.6</b>		<b>1</b>
Potatoes	113.3	16	16	<b>118.3</b>		<b>6</b>
of which, unprocessed potatoes	114.0	25	25	<b>107.9</b>		<b>6</b>
Vegetables	111.0	8	8	<b>124.5</b>		<b>6</b>
of which, other fresh vegetables	106.3	9	9	<b>117.0</b>	<b>0.3</b>	<b>6.8</b>
Fruit	101.5	0	0	<b>117.4</b>		<b>9</b>
of which, fresh fruit	100.9	-1	-1	<b>122.4</b>		<b>8</b>
Other foods	113.0	6	6	<b>112.0</b>		<b>5</b>
<b>Catering</b>	<b>119.5</b>	<b>0.5</b>	<b>6.6</b>	<b>109.9</b>	<b>1.1</b>	<b>4.8</b>
Restaurant meals	120.8	7	7	<b>90.8</b>		<b>-1</b>
Canteen meals	118.3	7	7	<b>98.7</b>		<b>1</b>
Take-aways and snacks	118.1	6	6	<b>110.6</b>		<b>4</b>
<b>Alcoholic drink</b>	<b>115.4</b>	<b>-0.1</b>	<b>5.8</b>	<b>125.9</b>		<b>10</b>
Beer	118.0	6	6	<b>118.5</b>		<b>8</b>
on sales	118.8	7	7	<b>118.4</b>	<b>0.9</b>	<b>6.1</b>
off sales	111.5	4	4	<b>105.4</b>		<b>2</b>
Wines and spirits	111.7	5	5	<b>127.3</b>		<b>8</b>
on sales	115.4	6	6			
off sales	109.0	5	5			
<b>Tobacco</b>	<b>108.1</b>	<b>0.4</b>	<b>2.9</b>	<b>108.3</b>		<b>3</b>
Cigarettes	108.3		<b>3</b>	<b>107.2</b>		<b>4</b>
Tobacco	107.2		<b>4</b>			
<b>Housing</b>	<b>143.9</b>	<b>3.1</b>	<b>17.9</b>	<b>124.9</b>		<b>9</b>
Rent	124.9		<b>9</b>	<b>185.7</b>		<b>35</b>
Mortgage interest payments	185.7		<b>35</b>	<b>128.0</b>		<b>10</b>
Rates	128.0		<b>10</b>	<b>130.3</b>		<b>13</b>
Water and other payments	130.3		<b>13</b>	<b>116.7</b>		<b>7</b>
Repairs and maintenance charges	116.7		<b>7</b>	<b>115.4</b>		<b>6</b>
Do-it-yourself materials	115.4		<b>6</b>			
<b>Fuel and Light</b>	<b>109.7</b>	<b>0.3</b>	<b>5.6</b>	<b>109.7</b>	<b>0.3</b>	<b>5.6</b>
Coal and solid fuels	104.2		<b>2</b>	<b>104.2</b>		<b>2</b>
Electricity	115.7		<b>7</b>	<b>115.7</b>		<b>7</b>
Gas	104.6		<b>3</b>	<b>104.6</b>		<b>3</b>
Oil and other fuels	108.0		<b>26</b>	<b>108.0</b>		<b>26</b>
<b>Household goods</b>	<b>111.8</b>	<b>0.3</b>	<b>3.6</b>	<b>111.8</b>	<b>0.3</b>	<b>3.6</b>
Furniture	112.2		<b>3</b>	<b>112.2</b>		<b>3</b>
Furnishings	113.7		<b>5</b>	<b>113.7</b>		<b>5</b>
Electrical appliances	105.6		<b>0</b>	<b>105.6</b>		<b>0</b>
Other household equipment	114.2		<b>5</b>	<b>114.2</b>		<b>5</b>
Household consumables	118.8		<b>6</b>	<b>118.8</b>		<b>6</b>
Pet care	105.1		<b>2</b>	<b>105.1</b>		<b>2</b>
<b>Household services</b>	<b>115.1</b>	<b>0.8</b>	<b>5.9</b>	<b>115.1</b>	<b>0.8</b>	<b>5.9</b>
Postage	112.6		<b>6</b>	<b>112.6</b>		<b>6</b>
Telephones, telemessages, etc	105.4		<b>4</b>	<b>105.4</b>		<b>4</b>
Domestic services	120.0		<b>8</b>	<b>120.0</b>		<b>8</b>
Fees and subscriptions	122.5		<b>7</b>	<b>122.5</b>		<b>7</b>
<b>Clothing and footwear</b>	<b>113.0</b>	<b>0.6</b>	<b>5.0</b>	<b>113.0</b>	<b>0.6</b>	<b>5.0</b>
Men's outerwear	113.0		<b>5</b>	<b>113.0</b>		<b>5</b>
Women's outerwear	110.6		<b>4</b>	<b>110.6</b>		<b>4</b>
Children's outerwear	114.9		<b>6</b>	<b>114.9</b>		<b>6</b>
Other clothing	115.4		<b>6</b>	<b>115.4</b>		<b>6</b>
Footwear	113.2		<b>5</b>	<b>113.2</b>		<b>5</b>
<b>Personal goods and services</b>	<b>116.7</b>	<b>0.3</b>	<b>7.3</b>	<b>116.7</b>	<b>0.3</b>	<b>7.3</b>
Personal articles	105.7		<b>3</b>	<b>105.7</b>		<b>3</b>
Chemists' goods	117.9		<b>7</b>	<b>117.9</b>		<b>7</b>
Personal services	126.7		<b>12</b>	<b>126.7</b>		<b>12</b>
<b>Motoring expenditure</b>	<b>115.0</b>	<b>-0.3</b>	<b>4.5</b>	<b>115.0</b>	<b>-0.3</b>	<b>4.5</b>
Purchase of motor vehicles	115.6		<b>1</b>	<b>115.6</b>		<b>1</b>
Maintenance of motor vehicles	118.3		<b>6</b>	<b>118.3</b>		<b>6</b>
Petrol and oil	107.9		<b>6</b>	<b>107.9</b>		<b>6</b>
Vehicles tax and insurance	124.5		<b>6</b>	<b>124.5</b>		<b>6</b>
<b>Fares and other travel costs</b>	<b>117.0</b>	<b>0.3</b>	<b>6.8</b>	<b>117.0</b>	<b>0.3</b>	<b>6.8</b>
Rail fares	117.4		<b>9</b>	<b>117.4</b>		<b>9</b>
Bus and coach fares	122.4		<b>8</b>	<b>122.4</b>		<b>8</b>
Other travel costs	112.0		<b>5</b>	<b>112.0</b>		<b>5</b>
<b>Leisure goods</b>	<b>109.9</b>	<b>1.1</b>	<b>4.8</b>	<b>109.9</b>	<b>1.1</b>	<b>4.8</b>
Audio-visual equipment	90.8		<b>-1</b>	<b>90.8</b>		<b>-1</b>
Records and tapes	98.7		<b>1</b>	<b>98.7</b>		<b>1</b>
Toys, photographic and sport goods	110.6		<b>4</b>	<b>110.6</b>		<b>4</b>
Books and newspapers	125.9		<b>10</b>	<b>125.9</b>		<b>10</b>
Gardening products	118.5		<b>8</b>	<b>118.5</b>		<b>8</b>
<b>Leisure services</b>	<b>118.4</b>	<b>0.9</b>	<b>6.1</b>	<b>118.4</b>	<b>0.9</b>	<b>6.1</b>
Television licences and rentals	105.4		<b>2</b>	<b>105.4</b>		<b>2</b>
Entertainment and other recreation	127.3		<b>8</b>	<b>127.3</b>		<b>8</b>

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 October 17 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 October 17, 1989

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
<b>FOOD ITEMS</b>							
<b>Beef: home-killed</b>				<b>Butter</b>			
Best beef mince	327	151	125-199	Home produced, per 250g	280	64	61-69
Topside	290	278	249-309	New Zealand, per 250g	257	62	59-65
Brisket (without bone)	236	190	158-214	Danish, per 250g	253	69	65-72
Rump steak *	315	356	294-415				
Stewing steak							

# 6.4 RETAIL PRICES

## General index of retail prices

UNITED KINGDOM		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink
January 15, 1974 = 100						All	Seasonal †	Non-seasonal		
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	93	232	30.4-33.5	199.5-202.6	51	85
	1979	1,000	768	964.0-966.6	93	214	33.4-36.0	196.0-198.6	51	77
	1980	1,000	786	966.6-969.6	104	207	28.1-30.8	176.2-178.9	42	79
	1981	1,000	793	969.2-971.9	99	206	32.4-34.3	171.7-173.6	38	77
	1982	1,000	794	965.7-967.6	109	203	25.9-28.5	174.5-177.1	39	78
	1983	1,000	797	971.5-974.1	102	201	31.3-33.9	167.1-169.8	36	75
	1984	1,000	799	966.1-968.7	83 Feb-Nov	190	26.8-29.7	160.3-163.2	45	75
	1985	1,000	810	970.3-973.2	86 Dec-Jan	185	24.0-26.7	158.3-161.0	44	82
	1986	1,000	815	973.3-976.0	83 Feb-Nov 60 Dec-Jan					
	1974	108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7
	1975	134.8	135.3	135.1	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	200.1	208.4	207.8	196.0
	1979	223.5	222.2	224.1	246.7	228.3	211.1	231.7	239.9	217.1
	1980	263.7	265.9	265.3	246.7	228.3	224.5	262.0	290.0	261.8
	1981	320.4	326.2	322.0	307.9	277.5	244.7	283.9	318.0	306.1
	1982	335.1	342.4	337.1	417.6	299.3	259.9	303.5	341.7	341.4
	1983	351.8	358.9	353.1	440.9	308.8	282.8	313.8	364.0	366.5
	1984	373.2	383.2	375.4	454.9	326.1	319.0	327.8	390.8	387.7
	1985	385.9	396.4	387.9	478.9	347.3	336.0	350.0	413.3	412.1
	1986	394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7

† For the February, March and April 1988 indices the weights for seasonal and non-seasonal food were 24 and 139 respectively. Thereafter the weight for home-killed lamb (a seasonal item) was increased by 1 and that for imported lamb (a non-seasonal item) correspondingly reduced by 1, in the light of new information about their relative shares of household expenditure.

# RETAIL PRICES 6.4

## General index of retail prices

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services		
							Services	Weights	
43	124	52	64	91	63	135			1974
46	108	53	70	89	71	149			1975
46	112	56	75	84	74	140			1976
46	112	58	63	82	71	139			1977
48	113	60	64	80	70	140			1978
44	120	59	64	82	69	143			1979
40	124	59	69	84	74	151			1980
36	135	62	65	81	75	152			1981
41	144	62	64	77	72	154			1982
39	137	69	64	74	75	159			1983
36	149	65	69	70	76	158			1984
37	153	65	65	75	77	156			1985
40	153	62	63	75	81	157			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	131.2	125.7	131.2		1975
171.3	143.2	182.4	144.2	139.4	138.6	143.9	135.5		1976
209.7	161.8	211.3	166.8	157.4	161.3	166.0	159.5		1977
226.2	173.4	227.5	182.1	171.0	189.3	190.3	173.3		1978
247.6	208.9	250.5	201.9	187.2	206.7	207.2	192.0		1979
290.1	269.5	313.2	226.3	205.4	236.4	236.4	213.9		1980
358.2	318.2	380.0	237.2	208.3	276.9	288.7	262.7		1981
413.3	359.3	433.3	243.8	210.5	300.7	322.6	300.8		1982
440.9	387.1	465.4	243.8	210.5	325.8	345.5	331.6		1983
489.0	400.7	478.8	250.4	214.8	345.6	366.3	342.9		1984
532.5	452.3	499.3	256.7	214.6	364.7	374.7	357.3		1985
584.9	478.1	506.0	263.9	222.9	392.2	392.5	381.3		1986
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8		1974
162.6	134.8	168.7	140.8	131.5	152.3	157.0	115.8		1975
193.2	154.1	198.8	157.0	148.5	176.2	178.9	154.0		1976
222.8	164.3	219.9	175.2	163.6	198.7	198.7	166.8		1977
231.5	190.3	233.1	187.3	176.1	216.4	218.5	186.6		1978
269.7	237.4	277.1	216.1	197.1	258.8	262.0	202.0		1979
296.6	285.0	355.7	231.0	207.5	293.4	299.5	246.9		1980
392.1	350.0	401.9	239.5	207.1	312.5	330.5	289.2		1981
426.2	348.1	467.0	245.8	210.9	337.4	353.9	325.6		1982
450.8	382.6	469.3	252.3	210.4	353.3	370.8	337.6		1983
508.1	416.4	487.5	257.7	217.4	378.4	379.6	350.6		1984
545.7	463.7	507.0	265.2	225.2	402.9	393.1	369.7		1985
602.9	502.4	506.1	265.6	230.8	413.0	399.7	393.1		1986

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

## 6.5

## RETAIL PRICES

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

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	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	9.0	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 expenditure	Fares and other travel costs	Leisure goods	Leisure services
1988 Jan 12	3.3	2.9	6.4	3.7	1.4	3.9	-1.7	3.3	5.0	1.1	4.3	5.1	5.1	2.8	3.6
1988 Feb 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
1988 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
1988 Apr 19	3.9	2.8	7.0	5.3	3.4	4.7	-0.8	3.4	4.8	2.1	4.6	4.8	5.6	3.0	6.7
1988 May 17	4.2	2.4	7.0	5.3	3.9	5.6	1.3	3.4	4.5	3.8	4.8	4.4	5.3	2.7	7.2
1988 June 14	4.6	3.1	7.0	5.3	3.8	6.2	3.0	3.6	4.5	4.5	4.6	4.8	5.3	2.2	7.0
1988 July 19	4.8	3.6	6.6	5.3	3.7	6.2	4.5	4.2	5.0	4.1	5.1	4.6	5.6	2.8	6.8
1988 Aug 16	5.7	3.7	6.6	5.5	4.1	11.2	4.4	4.5	4.9	3.5	5.0	4.5	6.2	2.9	7.0
1988 Sept 13	5.9	4.4	6.5	5.4	4.0	11.6	5.2	4.4	4.8	2.9	5.8	4.4	6.4	2.6	8.5
1988 Oct 18	6.4	3.8	6.7	5.4	3.7	15.1	5.8	4.2	4.8	4.5	5.4	4.6	6.4	2.3	7.0
1988 Nov 15	6.4	4.0	6.5	5.6	4.0	15.6	5.7	3.6	4.7	4.6	4.7	4.5	6.2	1.7	7.6
1988 Dec 13	6.8	4.0	6.2	5.6	4.0	17.9	6.0	3.5	4.6	4.4	4.8	4.6	6.2	1.7	7.8
1989 Jan 17	7.5	4.4	6.3	6.0	4.1	19.9	6.0	4.1	5.0	4.7	5.8	5.2	7.4	2.2	8.2
1989 Feb 14	7.8	4.0	6.0	6.0	4.0	21.8	6.3	4.2	5.2	5.2	5.9	5.7	7.1	2.1	8.2
1989 Mar 14	7.9	4.2	6.1	6.0	4.1	22.0	6.6	4.2	5.2	4.7	5.7	5.9	7.3	2.3	8.2
1989 Apr 18	8.0	5.0	6.0	5.1	2.5	21.9	6.4	4.3	5.7	6.5	6.7	6.7	7.2	2.0	4.8
1989 May 16	8.3	5.3	6.2	5.0	2.0	23.1	5.7	4.2	5.5	5.4	7.0	7.4	7.4	2.8	5.4
1989 June 13	8.3	5.6	6.1	5.1	2.2	23.4	5.1	4.3	5.3	5.0	6.9	6.7	8.1	3.1	5.6
1989 July 18	8.2	5.9	6.5	5.4	2.3	24.0	4.6	3.9	4.8	5.1	7.3	5.7	7.4	3.1	6.4
1989 Aug 15	7.3	5.9	6.3	5.8	2.1	18.7	5.1	3.8	4.5	5.2	7.3	4.7	6.9	2.8	6.5
1989 Sept 12	7.6	6.2	6.2	5.8	2.6	18.6	5.2	3.5	5.0	5.9	7.2	4.9	6.9	3.2	6.0
1989 Oct 17	7.3	7.1	6.4	5.9	3.4	15.7	5.5	3.6	5.5	5.1	7.6	4.7	6.8	3.5	6.2
1989 Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1

Notes: See notes under table 6.7.

## 6.6

## RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

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

## 6.7

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5			
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3			
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1			
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0			
1987 January	386.5	344.6	448.5	438.4	605.5	510.5		231.7						
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	383.9	393.1	320.6			
1984	350.4	315.6	384.3	399.9	488.5	479.2	264.3	223.9	405.8	407.0	331.1			
1985	367.6	325.1	406.7	425.5	531.6	503.1	275.8	232.4	438.1	429.9	353.8			
1986	379.2	334.6	432.9	445.3	584.4	511.3	281.2	239.5	456.0	428.5	368.4			
1987 January	384.2	338.8	448.8	456.0	602.3	512.2		240.5						
GENERAL INDEX OF RETAIL PRICES														
1983	329.8	308.8	364.0	366.5	440.9	465.4	250.4	214.8	345.6	366.3	342.9			
1984	343.9	326.1	390.8	387.7	489.0	478.8	256.7	214.6	364.7	374.7	357.3			
1985	360.7	336.3	413.3	412.1	532.5	499.3	263.9	222.9	392.2	392.5	381.3			
1986	371.5	347.3	439.5	430.6	584.9	506.0	266.7	229.2	409.2	390.1	400.5			
1987 January	377.8	354.0	454.8	440.7	602.9	506.1		230.8						
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	102.3	102.9	103.5	100.4		
1988	104.8	104.6	109.7	106.4	103.5	101.3	106.2	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	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	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	
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:

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

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 January 1987 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.

**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

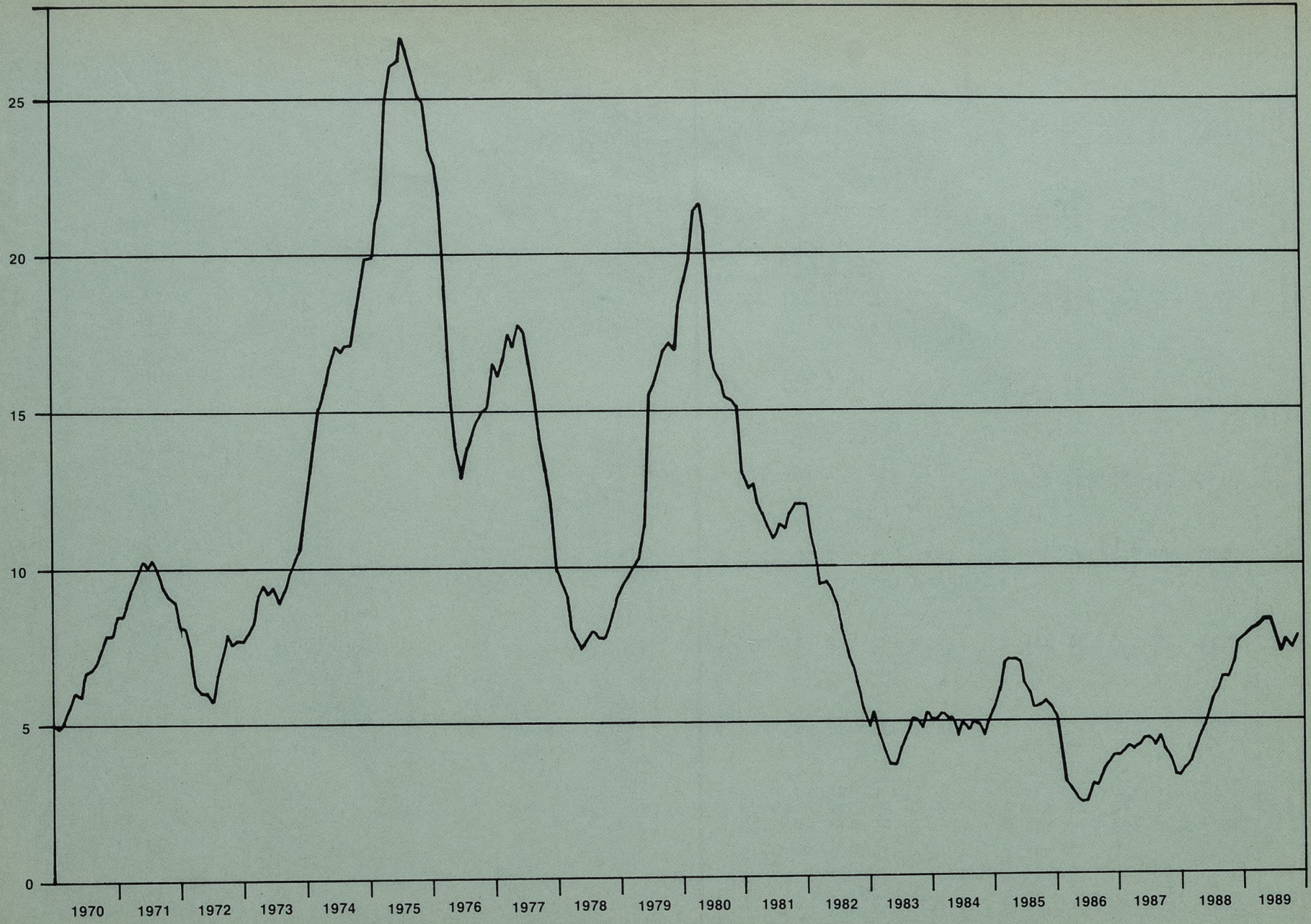
THOUSAND											
	United Kingdom	European Community (12)	Belgium	Denmark	Germany (FR)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
<b>Annual averages</b>											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.6	101.3	103.6	99.7	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	107.0	102.9	107.8	100.0	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.8	104.1	112.7	101.2	162.5	120.0	108.7	109.4	116.5	101.7
<b>Monthly</b>											
1988 Nov	116.3	112.5	104.6	114.7	101.8	172.2	122.5	109.9	110.5	119.2	102.6
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	..	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	193.6	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	117.6P	108.4	119.1	104.3	190.7	130.7	113.2R	..	124.8R	105.8
Oct	124.2	118.2P	108.5	119.7	104.6	194.6	131.2	113.7P	..	126.0P	106.4
Nov	125.3	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>											<b>Per cent</b>
<b>Annual averages</b>											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	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
<b>Monthly</b>											
1988 Nov	6.4	4.1	1.6	4.6	1.6	14.1	5.4	3.0	2.7	5.3	2.1
Dec	6.8	4.3	1.9	4.5	1.8R	14.0	5.9	3.1	..	5.4	1.9
1989 Jan	7.5	4.8	2.4	4.6	2.3R	13.8	6.3	3.3	..	5.5	2.5
Feb	7.8	4.9	2.6	4.4	2.5R	13.8	6.2	3.4	3.4	5.9	2.7
Mar	7.9	5.0	2.8	4.7	2.6R	13.5	6.0	3.4	..	6.1	2.8
Apr	8.0	5.3	3.0	4.9	2.9R	13.0	6.8	3.6	..	6.3	3.2
May	8.3	5.4	3.0	4.8	3.0R	13.1	7.0	3.7	3.8	6.5	3.5
June	8.3	5.4	3.0	4.5	2.9R	13.4	7.1	3.6	..	6.5	3.6
July	8.2	5.5	3.0	5.0	2.8R	13.5	7.5	3.5	..	6.5	3.4
Aug	7.3	5.1	3.2	4.9R	2.8R	13.6	6.7	3.4	4.5	6.3	3.4
Sept	7.6	5.3P	3.5	4.7	2.8	14.3	6.8	3.4	..	6.3R	3.6
Oct	7.3	5.3P	3.6	5.1	3.1	13.8	7.1	3.5P	..	6.5P	3.9
Nov	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 6.8 Selected countries

THOUSAND										
	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
<b>Monthly</b>										
1985 Nov	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Dec	100.2	100.0	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1986 Jan	100.6	125.8	105.7	100.7	102.2	103.1	116.5	108.6	107.4	108.7
Feb	..	138.0	110.0	101.4	104.2	105.1	124.3	114.9	112.7	113.1
Mar	..	..	..	..	..	..	..	..	..	..
Apr	..	..	..	..	..	..	..	..	..	..
May	..	..	..	..	..	..	..	..	..	..
June	..	..	..	..	..	..	..	..	..	..
July	..	..	..	..	..	..	..	..	..	..
Aug	..	..	..	..	..	..	..	..	..	..
Sept	..	..	..	..	..	..	..	..	..	..
Oct	..	..	..	..	..	..	..	..	..	..
Nov	..	..	..	..	..	..	..	..	..	..
<b>Increases on a year earlier</b>										
<b>Annual averages</b>										
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0
<b>Monthly</b>										
1988 Nov	1.1	11.9	4.2	1.2	1.9	2.0	6.2	5.7	5.6	4.1
Dec	1.2	11.7	4.4	1.0	2.0	1.9	5.6	6.0	6.6	4.0
1989 Jan	0.9	12.2	4.7	1.1	2.3	2.2	5.2	6.6	5.8	4.3
Feb	1.0	12.1	4.8	1.0	2.3	2.3	4.9	6.4	6.0	4.6
Mar	0.9	12.4	5.0	1.1	2.4	2.2	4.3	6.3	6.6	4.6
Apr	1.1	13.2	5.1	2.4	2.7	2.4	4.6	6.4	6.9	4.6
May	1.0	13.0	5.4	2.9	2.9	2.8	4.7	6.5	6.4	5.0
June	1.0	13.2	5.2	3.0	3.0	2.5	4.7	6.6	6.8	5.4
July	1.1	13.3	5.0	3.0	2.9	2.5	4.8	6.1	6.7	5.4
Aug	1.1	13.7	4.7	2.6R	3.0	2.6	4.6	6.4	6.7	5.2
Sept	1.3	12.7	4.3	2.6R	3.4	2.4R	4.2	6.4	6.7	5.2
Oct	1.3P	12.3P	4.5	3.1P	3.6	2.8	4.2	6.4	7.1	5.1
Nov	..	..	..	..	..	..	..	..	..	..

Per cent



**RETAIL PRICES INDEX**  
Increases over previous year

# 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
<b>Self-employed *</b>						
1981	48.1	51.7	1.6	36.4	20.3	158.1
<b>Employees in employment</b>						
1985	207.5	254.8	136.2	221.6	316.6	1,136.7
Mar	222.8	266.4	139.7	268.5	373.0	1,270.4
June	226.1	259.3	139.3	270.1	364.3	1,259.2
Sept	220.8	258.5	141.2	231.4	325.8	1,177.8
Dec						
1986	215.3	249.9	137.1	226.5	322.0	1,150.8
Mar	229.2	259.8	138.2	270.5	370.9	1,268.6
June	227.7	264.3	138.5	268.4	362.0	1,260.9
Sept	225.2	263.4	139.2	232.3	331.2	1,191.2
Dec						
1987	223.8	257.0	138.4	220.9	328.5	1,168.6
Mar	240.4	283.1	136.9	265.4	375.1	1,280.9
June	242.2	284.1	139.9	270.1	367.0	1,283.3
Sept	243.7	266.7	143.6	243.5	350.9	1,248.4
Dec						
1988	240.9	258.8	139.9	236.9	357.8	1,234.3
Mar	258.4	265.2	141.0	274.4	381.6	1,320.5
June	256.6	271.2	139.7	277.2	385.5	1,330.2
Sept	258.0	270.7	144.8	238.3	360.4	1,272.1
Dec						
1989	254.0	264.7	139.5	242.4	360.4	1,261.1
Mar	270.8	273.8	139.3	278.3	395.5	1,357.8
June						
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 Hotels and catering (SIC Class 66): (1982 not available).

1981	145	1986	185
1983	142	1987	180
1984	169	1988 (p)	183
1985	170		

† 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		3,186		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 R	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 R	436	537	598	733	-162	-196
	May R	484	539	638	711	-154	-172
	June R	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

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
1988 Q2	4,013	3,782	846	2,485	683
1988 Q3	5,547	3,824	1,201	3,303	1,043
1988 Q4	3,461	4,226	706	2,146	609
1989 P Q1	3,363	4,639	550	2,220	593
1989 P Q2 R	4,144	4,146	941	2,540	664
1989 P Q3 (e)	5,990	4,184	1,200	3,590	1,200
1988 Jan	1,021	1,323	158	649	214
1988 Feb	792	1,359	140	506	164
1988 Mar	964	1,284	220	580	164
1988 Apr	1,324	1,274	202	928	194
1988 May	1,191	1,222	279	698	214
1988 June	1,498	1,286	365	858	275
1988 July	1,930	1,272	420	1,172	338
1988 Aug	2,084	1,254	448	1,269	367
1988 Sept	1,535	1,298	334	863	338
1988 Oct	1,366	1,348	328	764	274
1988 Nov	1,073	1,472	199	701	173
1988 Dec	1,022	1,406	179	680	162
1989 P Jan	1,140	1,494	190	717	233
1989 P Feb	877	1,489	140	567	169
1989 P Mar	1,346	1,656	220	936	191
1989 P Apr R	1,270	1,374	200	902	168
1989 P May R	1,348	1,422	314	791	243
1989 P June R	1,527	1,350	428	847	253
1989 P July (e)	2,080	1,413	450	1,260	370
1989 P Aug (e)	2,270	1,372	410	1,420	440
1989 P Sept (e)	1,640	1,399	340	910	390

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
1988 Q2	7,343	6,890	440	6,334	588
1988 Q3	11,020	7,102	665	9,668	687
1988 Q4	5,996	7,599	468	4,959	569
1989 P Q1	5,420	8,516	330	4,327	763
1989 P Q2 R	7,701	7,456	531	6,571	599
1989 P Q3 (e)	11,300	7,334	750	9,800	750
1988 Jan	1,406	2,311	126	1,025	255
1988 Feb	1,384	2,609	54	1,123	207
1988 Mar	1,679	2,317	70	1,409	200
1988 Apr	2,080	2,265	144	1,674	262
1988 May	2,133	2,137	135	1,854	144
1988 June	3,130	2,488	162	2,806	162
1988 July	3,326	2,350	171	2,976	179
1988 Aug	3,967	2,357	273	3,425	269
1988 Sept	3,729	2,395	222	3,268	239
1988 Oct	3,077	2,635	224	2,625	228
1988 Nov	1,695	2,519	127	1,388	180
1988 Dec	1,224	2,445	117	946	161
1989 P Jan	1,728	2,914	128	1,324	276
1989 P Feb	1,631	2,921	85	1,314	232
1989 P Mar	2,060	2,682	117	1,689	254
1989 P Apr R	2,138	2,493	146	1,739	253
1989 P May R	2,401	2,483	167	2,075	159
1989 P June R	3,163	2,480	219	2,757	187
1989 P July (e)	3,260	2,372	190	2,880	190
1989 P Aug (e)	4,270	2,525	260	3,740	270
1989 P Sept	3,770	2,437	300	3,180	290

Notes: See table 8.2.

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

THOUSAND

	1985	1986	1987 R	1987 R				1988					
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
<b>Total all countries</b>	13,897	15,566	15,798	2,777	4,013	5,548	3,461	3,364	4,144				
<b>North America</b>													
USA	2,288	2,800	2,620	420	679	933	589	448	767				
Canada	555	594	651	99	167	269	117	101	174				
<b>Total</b>	2,843	3,394	3,272	519	846	1,201	706	550	941				
<b>European Community</b>													
Belgium/Luxembourg	496	491	587	124	131	170	161	133	141				
France	1,756	2,008	1,969	345	628	589	407	540	607				
Federal Republic of Germany	1,599	1,644	1,830	294	547	635	354	408	519				
Italy	494	683	661	109	108	318	127	127	97				
Netherlands	769	855	881	155	201	316	209	191	221				
Denmark	250	242	248	45	67	74	62	57	62				
Greece	94	130	122	30	23	37	32	30	24				
Spain	366	456	509	93	96	194	127	106	104				
Portugal	81	67	88	21	19	29	19	25	19				
Irish Republic	1,037	1,154	1,251	229	296	446	280	276	328				
<b>Total</b>	6,942	7,731	8,148	1,446	2,116	2,808	1,778	1,887	2,121				
<b>Other Western Europe</b>													
Austria	117	127	117	14	24	53	26	26	26				
Switzerland	348	403	420	73	127	130	90	89	115				
Norway	285	296	281	63	69	82	68	46	59				
Sweden	407	417	382	72	93	114	102	96	113				
Finland	67	116	114	18	19	44	32	26	52				
Others	189	227	207	48	37	72	50	50	54				
<b>Total</b>	1,413	1,586	1,521	288	369	495	368	333	419				
<b>Other countries</b>													
Middle East	535	526	475	87	98	201	89	79	83				
North Africa	100	100	78	17	15	28	18	19	16				
South Africa	141	157	153	20	42	58	33	28	29				
Eastern Europe	66	101	123	22	24	49	29	20	37				
Japan	205	297	388	109	75	112	93	138	86				
Australia	467	508	482	80	129	168	105	98	123				
New Zealand	92	122	129	19	33	55	22	20	21				
Latin America	181	160	154	22	39	65	28	34	31				
Rest of World	912	884	877	148	228	307	192	157	238				
<b>Total</b>	2,699	2,855	2,859	524	683	1,043	609	593	664				

Notes: See table 8.2.

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

THOUSAND

	1985	1986	1987 R	1987 R				1988					
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
<b>Total all countries</b>	24,949	27,447	28,828	4,470	7,343	11,020	5,996	5,420	7,701				
<b>North America</b>													
USA	946	1,245	1,486	214	345	504	423	300	453				
Canada	221	314	337	36	95	161	44	30	78				
<b>Total</b>	1,167	1,559	1,823	250	440	665	467	330	531				
<b>European Community</b>													
Belgium/Luxembourg	761	642	757	167	158	202	230	180	197				
France	5,188	5,321	5,032	839	1,074	2,019	1,100	1,238	1,602				
Federal Republic of Germany	1,687	1,397	1,329	238	357	422	312	322	365				
Italy	1,103	1,188	1,036	165	242	457	172	217	288				
Netherlands	868	940	1,060	223	335	275	227	221	351				
Denmark	154	152	131	22	39	39	30	21	52				
Greece	1,520	1,843	1,715	15	494	912	293	24	449				
Spain	5,887	6,559	6,828	777	2,034	2,657	1,360	779	1,689				
Portugal	956	903	1,108	133	292	471	212	127	278				
Irish Republic	1,425	1,545	1,823	300	426	670	428	362	466				
<b>Total</b>	19,120	20,489	20,820	2,878	5,453	8,124	4,365	3,490	5,738				
<b>Other Western Europe</b>													
Yugoslavia	661	644	652	15	159	409	69	27	112				
Austria	587	624	762	335	134	219	74	331	109				
Switzerland	520	540	564	161	139	190	75	204	126				
Norway/Sweden/Finland	339	307	363	63	95	136	69	47	88				
Gibraltar/Malta/Cyprus	534	863	859	91	222	312	233	211	290				
Others	116	211	499	14	133	278	74	16	108				
<b>Total</b>	2,757	3,189	3,699	679	882	1,544	594	836	833				
<b>Other countries</b>													
Middle East	221	201	203	53	45	59	46	58	53				
North Africa	280												

## 8.7 TOURISM

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

	Total visits	Mode of travel		Purpose of visit			
		Air	Sea	Holiday	Business	Visits to friends and relatives	Other purposes
		THOUSAND					
1978	12,646	7,580	5,067	5,876	2,295	2,193	2,283
1979	12,486	7,614	4,872	5,529	2,395	2,254	2,308
1980	12,421	7,323	5,098	5,478	2,565	2,319	2,058
1981	11,452	6,889	4,563	5,037	2,453	2,287	1,675
1982	11,636	6,911	4,724	5,265	2,393	2,410	1,568
1983	12,464	7,661	4,803	5,818	2,566	2,560	1,530
1984	13,644	8,515	5,129	6,385	2,863	2,626	1,770
1985	14,449	9,413	5,036	6,686	3,014	2,880	1,890
1986	13,997	8,851	5,046	5,919	3,286	2,946	1,746
1987	15,566	10,335	5,231	6,828	3,564	3,179	1,996
1988	15,798	110,967	4,832	6,680	4,102	3,163	1,854
Percentage change 1988/1987	+1	+6	-8	-2	+15	-1	-7
1988 Q1	2,777	2,102	675	960	902	636	279
Q2	4,018	2,647	1,366	1,846	1,020	735	413
Q3	5,548	3,649	1,899	2,649	1,086	1,076	737
Q4	3,461	2,568	892	1,255	1,095	716	425
1989 P Q1	3,363	2,305	1,059	1,280	966	742	375
Q2	4,144	2,651	1,493	1,778	1,119	768	479

Notes: See table 8.2.

## 8.8 TOURISM

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

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

Notes: See table 8.2.

## 8.9 TOURISM

### Visitor nights

	Overseas visitors to the UK		UK residents going abroad	
	Overseas visitors to the UK	UK residents going abroad	Overseas visitors to the UK	UK residents going abroad
1978	149.1	176.4	29.0	50.4
1979	154.6	205.0	38.4	86.1
1980	146.0	227.7	76.5	152.1
1981	135.4	251.1	34.3	58.7
1982	136.3	261.7		
1983	145.0	264.4		
1984	154.5	277.5		
1985	167.0	270.0		
1986	158.2	310.2		
1987	178.2	347.3		
1988	172.8	366.9		
Percentage change 1988/1987	+12.6	+12.0		
1987 Q1			29.0	50.4
Q2			38.4	86.1
Q3			76.5	152.1
Q4			34.3	58.7
1988 Q1			28.6	54.2
Q2			39.7	90.1
Q3			70.3	156.6
Q4			34.2	66.0
1989 Q1 P			31.7	64.7
Q2 P			37.3	91.6

Notes: See table 8.2.

## OTHER FACTS AND FIGURES 9.1

### YTS entrants: regions

Provisional figures	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humber-side	North West	Northern	Wales	Scotland	Great Britain
	THOUSAND										
Planned entrants April 1989-March 1990											
Entrants to training April - November 1989	29.7	18.8	20.8	33.2	33.5	31.0	40.0	20.6	17.4	40.5	285.5
Total in training November 30 1989	26.1	13.9	18.4	28.5	29.2	28.4	38.2	18.5	15.0	25.7	241.9
November 30 1989	41.8	22.4	31.0	43.8	48.3	46.8	62.4	30.2	23.8	47.7	398.2

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	
	November	October	November	October	November	October
Community Industry Enterprise Allowance Scheme	76,586	77,230	6,723	6,770	5,524	5,588
Job Release Scheme	4,353	4,613	236	252	182	196
Jobshare	187	179	19	20	16	20
Jobstart Allowance	3,793*	3,850†	695*	660†	359*	361†
Restart interviews (cumulative total)	1,203,169**	1,043,989††	163,527**	141,938††	75,146**	64,873††

\* Live cases as at October 27, 1989.  
† Live cases as at September 29, 1989.  
\*\* April 1 to October 27, 1989.  
†† April 1 to September 29, 1989.

## OTHER FACTS AND FIGURES 9.3

### Jobseekers with disabilities: registrations and placement into employment

Employment registrations* taken at jobcentres, October 9 to November 3, 1989	7,590
Placed into employment by jobcentre advisory service, October 9 to November 3, 1989 †	3,170

\* 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 placements 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

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.

## OTHER FACTS AND FIGURES 9.5

### Regional Selective Assistance: July-Sept 1989\*

	North East	North West	Yorkshire and Humber-side	West Midlands	East Midlands	South West	England	Scotland	Wales	Great Britain
Number of offers	51	86	37	72	5	14	265	46	38	349
Value of offers (£)	7,061,000	5,224,000	2,635,000	2,286,000	135,000	415,000	17,756,000	13,525,000	7,969,000	39,250,000

Note: For inquiries about these figures, see footnote to table 9.6.  
\* Date of first payment.

# 9.6 OTHER FACTS AND FIGURES

## Regional Selective Assistance: Offers of £75,000 or more: July–Sept 1989\*

Region and company	Travel-to-work area	Assistance offered (£)	Project category†	SIC 1980 description
<b>SCOTLAND</b>				
Alexander Pettigrew Ltd	Lanarkshire	97,000	A	Printing, bookbinding and paper machinery
Brake Bros (Frozen Foods) Ltd	Lanarkshire	700,000	A	Wholesale distribution of food, drink and tobacco
Carron Phoenix plc	Falkirk	360,000	A	Finished metal products nes
Charles Carpenter Ltd	Glasgow	80,000	A	Heat and surface treatment of metals
Composite Gutters Ltd	Glasgow	90,000	A	Other rubber products
EEOC Ltd	Inverkeithing	1,480,000	A	Electronic data processing equipment
Electronic Production Systems Ltd	Glasgow	105,000	A	Non-active components for electrical equipment
Forth Tool and Valve Co Ltd	Kirkcaldy	180,000	A	Engineers' small tools
Glenalmond Group Ltd	Glasgow	300,000	A	Non-active components for electrical equipment
Glencast Ltd	Kirkcaldy	75,000	B	Non-ferrous metal foundries
Hodgson of Scotland Ltd	Alloa	300,000	A	Hosiery and other welf knitted goods
J T Inglis and Sons Ltd	Dundee	150,000	B	Weatherproof outerwear
Magnaplan Ltd T A Andrew Master Hone	Inverkeithing	90,000	A	Process engineering contractors
National Chrome Tanning (1936) Ltd	Glasgow	1,050,000	B	Tanning, dressing and fellmongery
Oakwood Foods Ltd	Lanarkshire	90,000	A	Food, drink and tobacco processing, packaging machinery
Patons and Baldwins Ltd	Alloa	600,000	B	Production of man-made fibres
Rohm and Haas (UK) Ltd	Falkirk	2,400,000	B	Basic organic chemicals excluding pharmaceutical chemicals
Shield Diagnostic Ltd	Dundee	600,000	A	Dispensing and other chemists
Shires Ltd	Falkirk	300,000	B	Plastics building products
Shires Ltd	Falkirk	90,000	A	Finished metal products nes
Simclar International Ltd	Dumfries	285,000	A	Non-active components for electrical equipment
Spillers Foods Ltd	Glasgow	640,000	B	Pet foods and non-compound animal feeds
St Regis Packaging (Scotland) Ltd	Bathgate	600,000	B	Packaging products of board
Stewart-Buchanan Gauges Ltd	Glasgow	120,000	A	Measuring and checking instruments
Stoddard Sekers International plc	Glasgow	1,850,000	A	Pile carpets, carpeting and rugs
VUK Holdings Ltd	Kirkcaldy	180,000	A	Metal doors, windows, etc
<b>Total</b>		<b>12,812,000</b>		
<b>WALES</b>				
AB Electronic Products Group plc	Newport	215,000	A	Non-active components for electrical equipment
Applied Screen Print Ltd	Pontypridd and Rhondda	100,000	A	Textile finishing
Assembly and Automation (Electronics)	Pontypridd and Rhondda	150,000	A	Non-active components for electrical equipment
Biotall Ltd	Cardiff	250,000	A	Basic organic chemicals excluding pharmaceutical chemicals
Burberrys Ltd	Pontypridd and Rhondda	1,350,000	B	Womens' and girls' tailored outerwear
Circletech Ltd	Newport	450,000	A	Active components and sub-assemblies
Dendix Gem Brushes Ltd	Newport	200,000	B	Brushes and brooms
F C Brown (Steel Equipment) Ltd	Newport	1,200,000	A	Metal furniture and safes
Firth Cleveland Sintered Products	Pontypridd and Rhondda	300,000	A	Motor vehicle parts
Fiskars OY AB	Bridgend	350,000	B	Hand tools and implements
Ford Motor Co Ltd	Bridgend	800,000	B	Motor vehicles and their engines
Gardvenus Ltd	Cardiff	75,000	A	Textile finishing
ISE England Ltd	Neath and Port Talbot	240,000	A	Wooden and upholstered furniture
Perkin-Elmer Ltd	Pontypridd and Rhondda	500,000	B	Measuring and checking instruments
Roland (UK) Ltd	Swansea	180,000	A	Wholesale distributors of household goods
Sansoms (Newport) Ltd	Newport	80,000	B	Bread and flour confectionery
Scandinavian Design Ltd	Cardiff	150,000	A	Packaging products of paper and pulp
Seal Technology Systems Ltd	Cardiff	340,000	B	Other rubber products
Slimma (Wales) Ltd	Swansea	270,000	A	Womens' and girls' tailored outerwear
UK Optical Ltd	Llanelli	240,000	B	Spectacles and unmounted lenses
<b>Total</b>		<b>7,440,000</b>		
<b>NORTH EAST</b>				
Crystalate Electronics Ltd	Morpeth and Ashington	300,000	B	Non-active components for electrical equipment
Crystalate Electronics Ltd	Morpeth and Ashington	170,000	A	Non-active components for electrical equipment
Derwent Valley Foods Ltd	Newcastle upon Tyne	300,000	A	Miscellaneous foods
Integral Corporation (UK) Ltd	Newcastle upon Tyne	200,000	A	Insulated wires and cables
International Cuisine Ltd	Newcastle upon Tyne	75,000	A	Processing of fruit and vegetables
J W Cameron and Co Ltd	Hartlepool	500,000	B	Brewing and malting
Lonrho Textiles Ltd	Newcastle upon Tyne	2,800,000	B	Household textiles
NAA Ltd	Sunderland	450,000	A	Metal doors, windows, etc
Nevrus (449) Ltd	Newcastle upon Tyne	87,500	A	Precision chains, etc
Northumbria Computer Print Ltd	Newcastle upon Tyne	85,000	A	Other printing and publishing
Penlea Plastics Ltd	Newcastle upon Tyne	85,000	A	Plastic products nes
Rapra Technology Ltd	Stockton-on-Tees	210,000	A	Research and development
St Albans Rubber Ltd	Newcastle upon Tyne	600,000	A	Other rubber products
Taymel Ltd—Taywood Data Graphics Division	Middlesbrough	400,000	A	Computer services
<b>Total</b>		<b>6,262,500</b>		
<b>NORTH WEST</b>				
Allermuir Contract Furniture Ltd	Blackburn	85,000	A	Wooden and upholstered furniture
Cobden Chadwick Ltd	Oldham	180,000	A	Printing, bookbinding and paper machinery
Dawnvale Ltd	Manchester	75,000	A	Miscellaneous transport services and storage
Dieline Industries Ltd	Wirral and Chester	95,000	A	Metal-working machine tools
Imperial Tobacco Ltd—Ogdens	Liverpool	1,500,000	B	Tobacco industry
National Computing Centre Ltd	Manchester	400,000	A	Research and development
New England Business Stationery Inc	Wirral and Chester	80,000	A	Pulp, paper and board
Plastech Extrusions Ltd	Widnes and Runcorn	150,000	A	Synthetic resins and plastics materials
Sanko Gosei UK Ltd	Liverpool	300,000	A	Other industrial and commercial machinery
Strebor Diecasting Co Ltd	Bolton and Bury	250,000	B	Non-ferrous metal foundries
Superwood (UK) Ltd	Wigan and St Helens	280,000	A	Plastic products nes
<b>Total</b>		<b>3,395,000</b>		
<b>YORKSHIRE AND HUMBERSIDE</b>				
BKL Extrusions Ltd	Hull	100,000	A	Plastic building products
Bolton Woods Brick plc	Bradford	150,000	A	Structural clay products
Dysch Rosen Shoes Ltd	Hull	100,000	B	Footwear
Haigh-Chadwick Ltd	Bradford	100,000	B	Textile machinery
James Robinson Fibres Ltd	Bradford	75,000	A	Woolen and worsted industry
LUK (UK) Ltd	Rotherham and Mexborough	1,000,000	B	Motor vehicle parts
Maplin Electronic plc	Barnsley	200,000	A	Mixed retail businesses
Norwood Textiles Ltd	Bradford	75,000	A	Retail distributors of furnishing fabrics, etc
Taison Lighting	Bradford	75,000	A	Electric lighting equipment
<b>Total</b>		<b>1,875,000</b>		
<b>WEST MIDLANDS</b>				
Aston Packaging Ltd	Birmingham	95,000	A	Wooden containers
Callow and Maddox Bros Ltd	Coventry and Hinckley	250,000	A	Motor vehicle parts
Carter Refrigeration Display Ltd	Birmingham	75,000	A	Refrigerating and ventilating equipment
Maxman (Holdings) Ltd	Birmingham	150,000	A	Wooden and upholstered furniture
Wavis Engineering Development Co Ltd	Birmingham	85,000	B	Forging, pressing and stamping
<b>Total</b>		<b>655,000</b>		
<b>SOUTH WEST</b>				
Modular Mouldings	Helston	85,000	A	Shipbuilding and repairing
<b>Total</b>		<b>85,000</b>		

Note: Inquiries regarding the published information should be addressed to:

English cases—Department of Trade and Industry, Room 324, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 01-215 2601);

Scottish cases—Industry Department for Scotland, 1E/1A Branch 2, Room 110, Magnet House, Glasgow G2 7BT (tel 041-242 5624);

Welsh cases—Welsh Office Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).

\* Date of first payment. See footnote to table 9.5.

† A = Employment created, B = Employment safeguarded.

## DEFINITIONS

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

## EARNINGS

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

## EMPLOYEES IN EMPLOYMENT

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

## FULL-TIME WORKERS

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

## GENERAL INDEX OF RETAIL PRICES

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

## HM FORCES

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

## HOUSEHOLD SPENDING

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

## INDUSTRIAL DISPUTES

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

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

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

## MANUAL WORKERS (OPERATIVES)

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

## MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

## NORMAL WEEKLY HOURS

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

## Conventions

The following standard symbols are used:

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

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

## OVERTIME

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

## PART-TIME WORKERS

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

## PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

## SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

## SELF-EMPLOYED PEOPLE

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

## SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

## SHORT-TIME WORKING

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

## STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

## TAX AND PRICE INDEX.

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

## TEMPORARILY STOPPED

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

## UNEMPLOYED

People claiming benefit—that is, Unemployment Benefit, Income Support (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.

# Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce GB and UK	M (Q)	Jan 90:	1-1	Average weekly and hourly earnings and hours worked (manual workers)			
Labour force estimates, projections		Apr 89:	159	Manufacturing and certain other industries	B (A)	Jan 90:	5-4
Employees in employment				Summary (Oct)	A	Apr 89:	173
Industry: GB				Detailed results			
All industries: by Division class or group	Q	Jan 90:	1-4	Manufacturing	M	Jan 90:	5-9
Time series, by order group	M	Jan 90:	1-2	International comparisons	A	Apr 89:	211
Manufacturing: by Division class or group	M	Jan 90:	1-3	Agriculture	A	Apr 89:	210
Occupation				Coal-mining	M (A)	Jan 90:	5-5
Administrative, technical and clerical in manufacturing	A	Dec 89:	1-10	Average earnings: non-manual employees			
Local authorities manpower	Q	Jan 90:	1-7	Overtime and short-time: manufacturing			
Region: GB				Latest figures: industry	Q	Jan 90:	1-11
Sector: numbers and indices	Q	Nov 89:	1-5	Region: summary	M	Jan 90:	1-13
Self-employed: by region		Apr 89:	204	Hours of work: manufacturing	M	Dec 89:	1-12
by industry		Apr 89:	203	Output per head			
Census of Employment:				Output per head: quarterly and annual indices	M (Q)	Jan 90:	1-8
GB and regions by industry (Sept 1987)		Nov 89:	624	Wages and salaries per unit of output			
UK and regions by industry (Sept 1987)		Oct 89:	540	Manufacturing index, time series	M	Jan 90:	5-7
International comparisons	M	Jan 90:	1-9	Quarterly and annual indices	M	Jan 90:	5-7
Apprentices and trainees by industry:				Labour costs			
Manufacturing industries	A	Aug 89:	1-14	Survey results 1984	Quadrennial	June 86:	212
Apprentices and trainees by region:				Per unit of output	M	Jan 90:	5-7
Manufacturing industries	A	Aug 89:	1-15	Retail prices			
Employment measures	M	Jan 90:	9-2	General index (RPI)	M	Jan 90:	6-2
Registered disabled in the public sector	A	May 89:	243	Latest figures: detailed indices	M	Jan 90:	6-2
Labour turnover in manufacturing	Q	Dec 89:	1-6	percentage changes	M	Jan 90:	6-2
Trade union membership	A	May 89:	250	Recent movements and the index excluding seasonal foods	M	Jan 90:	6-1
				Main components: time series and weights	M	Jan 90:	6-4
				Changes on a year earlier: time series	M	Jan 90:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
				Pensioner household indices	M (Q)	Jan 90:	6-6
				All items excluding housing	M (A)	Jan 90:	6-7
				Group indices: annual averages	A	July 89:	387
				Revision of weights	M	Jan 90:	6-3
				Food prices	D	May 82:	267
				London weighting: cost indices	M	Jan 90:	6-8
				International comparisons			
				Household spending			
				All expenditure: per household	Q	Sept 89:	7-1
				Composition of expenditure	Q	Sept 89:	7-1
				quarterly summary	Q	Sept 89:	7-2
				in detail	Q (A)	May 89:	7-3
				Household characteristics	Q (A)	May 89:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Jan 90:	4-1
				time series	M	Jan 90:	4-2
				Latest year and annual series	A	July 89:	349
				Industry	M	Jan 90:	4-1
				Monthly: Broad sector: time series	A	July 89:	349
				Annual Detailed	A	July 89:	380
				Prominent stoppages			
				Main causes of stoppage	M	Jan 90:	4-1
				Cumulative	A	July 89:	357
				Latest year for main industries	A	July 89:	356
				Size of stoppages			
				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	Jan 90:	8-1
				Overseas travel: earnings and expenditure	M	Jan 90:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Jan 90:	8-3
				Visits abroad by UK residents	M	Jan 90:	8-4
				Overseas travel and tourism	Q	Jan 90:	8-5
				Visits to the UK by country of residence	Q	Jan 90:	8-6
				Visits abroad by country visited	Q	Jan 90:	8-7
				Visits to the UK by mode of travel and purpose of visit	Q	Jan 90:	8-8
				Visits abroad by mode of travel and purpose of visit	Q	Jan 90:	8-9
				Visitor nights			
				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.

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



(So does the Government.)

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

Anybody in business will tell you that.

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

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

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

TECs were only launched in March 1989. Today, over 40 are well under way, covering more than half the country.

And what everybody thought

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

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

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

## THE TECs SO FAR

South East Milton Keynes, Hertfordshire, Essex, Hampshire, Isle of Wight, Thames Valley, Heart of England (Oxfordshire). London Aztec (Kingston/Merton). South West Avon, Devon/Cornwall, Dorset, Somerset. West Midlands Birmingham, Walsall, Staffordshire, Dudley, Wolverhampton. Northern Teesside, Tyneside, Wearside, County Durham, Northumberland. East Midlands and Eastern Central & South Cambridgeshire, North Nottinghamshire, Norfolk/Waveney, Suffolk, Greater Peterborough. Yorkshire and Humberside Sheffield, Calderdale/Kirklees, North Yorkshire, Rotherham. North West Manchester, Cumbria, East Lancashire, Rochdale, Oldham, South and East Cheshire, Wigan, Stockport/High Peak. Pictured above: Members of the Calderdale/Kirklees TEC.





Degree ceremony at Manchester Business School: how many graduates will be high flyers and how many late starters?

## Late starters—do they catch up?

by Andrew Rees and Paul Lanser

*Economics Branch, Department of Employment*

This article uses data from a national survey of 9,000 graduates and diplomates to examine whether the attainment of a satisfactory destination shortly after graduation impacts on career success several years later. It also examines whether respondents' labour market positions six months after graduation relate to with their personal and educational characteristics.

- Labour market status in the early stages after graduation is in many cases associated with career success over more prolonged periods, sometimes spanning six and a half years or more.
- Graduates who have entered permanent employment<sup>1</sup> or a course of further study within a few months of

graduation were less likely to be unemployed and more likely to be in graduate-type jobs six and a half years after graduation.

- Also, they were typically earning considerably more than graduates who a few months after graduation were either unemployed, in temporary employment, unavailable for work, or doing manual or clerical work

<sup>1</sup> In non-manual and non-clerical work.

- Evidence of a link between destinations six months and six and half years after graduation was found in econometric analysis
- Labour market performance was affected by the nature of graduates' 1980 qualifications. A qualification in engineering, mathematical or computer science or the award of a high degree class were among the factors that boosted labour market performance.

A good deal of attention is focused on the early labour market positions of each new crop of graduates<sup>1</sup>. There is, however, by no means a consensus about how important this information is to understanding graduates' future prospects. The debate is between those who believe that labour market status in the months immediately following graduation will have longer-term career implications, and those who believe that in these early stages, many graduates are passing through a transitional stage in their search for a suitable career. When this is found they will soon catch up with those who had become more rapidly established.

Using graduate cohort surveys it is possible to throw considerable light on the vexed issue of the importance of first destinations<sup>2</sup>. Indeed this article's aim is to use the National Survey of 1980 Graduates and Diplomates<sup>3</sup>, which contains details of nearly 9,000 respondents, to look specifically at this issue of whether early labour market status does have longer-term consequences.

In doing so, the article begins by grouping graduates on the basis of their labour market position six months after graduation into the following groups:

- the unemployed, those in temporary employment, and those unavailable for work;
- those in manual or clerical work; and
- those in permanent employment (non-manual/non-clerical) or further study.

It then looks to see if there are any differences in the characteristics of people in these groups, in terms of factors such as their school background, sex and age, and also important aspects of their 1980 qualification, such as their subject of study, type and class of degree, and type of institution attended. The article then examines the labour market performance of these groups from the point of their graduation in 1980, over the period up to the time of the survey, in 1986/87, but focusing primarily on the characteristics of the jobs in which these graduates were placed at the time of the survey.

In this respect the National Survey of 1980 Graduates and Diplomates is extremely useful both because of the length of the time period it covers and also the range of information it contains. Differences in labour market status tend to equalise over time whereas differences in other factors such as type of work may be more persistent<sup>4</sup>.

<sup>1</sup> Unless otherwise indicated, the term 'graduates' will, for convenience, be used to encompass both graduates and diplomates.

<sup>2</sup> C Boys and J Kirkland have used a CNA survey of 1982 graduates to look at this issue and found that first destinations were related to destinations three years after graduation.

<sup>3</sup> For some background information to this survey, see J Clarke, A Rees and P Meadows, "1980 Graduates—where are they now?", *Employment Gazette*, September 1988 issue, pp 495-506.

<sup>4</sup> See J Tarsh, "The labour market for new graduates", *Employment Gazette*, May 1982 issue, pp 205-215.

<sup>5</sup> At the time of the survey respondents were asked "Please indicate—a) what you are doing now, and b) what you were doing in December 1980, that is, six months after obtaining your degree/diploma."

<sup>6</sup> *First Destinations of University Graduates*, Universities' Statistical Record. *First Destinations of Polytechnic Students*, AGCAS Polytechnic Statistics Working Group.

*Colleges and Institutes of Higher Education First Degree and Higher Diploma Students*, Association of Careers Advisors in Colleges of Higher Education.

The survey contains information that makes it possible to examine some of the more subtle effects of early destinations.

In what follows it is important to keep in mind that people who graduated in 1980 faced a more difficult set of labour market conditions than do graduates at present. Although the presence or absence of a relationship between first and later destinations is likely to be fairly stable over time, some changes may have altered the form of that relationship. First destination unemployment has fallen considerably since 1980, while numbers recording their destination as not available for work have expanded. It is possible that these factors may have weakened the longer-term significance of first destinations.

### Labour market position

In the National Survey of 1980 Graduates and Diplomates respondents were asked to record what their destination had been at December 1980<sup>5</sup>, which for most of them will have been a point roughly six months after their graduation. First destinations are thus measured at very early stages in graduates' careers, and are very similar to the measures adopted in the annual publications of first destinations surveys<sup>6</sup>, although strictly speaking the former is a point estimate whereas the latter is estimated over a time interval. On the basis of their first destinations, graduates in the survey were assigned to one of three groups. They were:

a) The unemployed, temporarily employed (employment that lasted less than three months), and those not available for paid permanent work, who had not entered paid permanent employment or further study before April 1981. This category contained 919 people, some 60 per cent of whom were unemployed, 30 per cent of whom were in temporary employment, and around 10 per cent of whom were not in further study and not available for paid permanent employment in the sense that they had recorded their destination as not available for employment, doing something else, or in voluntary work. Throughout the remainder of this article these graduates will, for convenience, be referred to as unemployed or in temporary employment.

b) Those in manual or clerical work, which represents graduates who entered typically non-graduate type employment. There were 533 graduates employed in these occupations at first destination. Although other occupation groups could have been included in this category it is likely that graduates in them were considerably diverse in terms of the types of work they were doing and a significant proportion would have been doing graduate type jobs. Secretarial work, for example, is primarily a non-graduate occupation, although company secretaries are included in this group even though their work is typically done by graduates. The narrow definition of non-graduate type employment, therefore, arises from the difficulty of making inferences from occupation codings about levels of work.

c) Those permanently employed in non-manual and non-clerical work (for brevity, unless otherwise indicated, this group will be referred to as those permanently employed), those in further study, and those who had entered either of these destinations before April 1981. There were 7,225 graduates who were assigned to this group, of whom roughly 70 per cent had been permanently employed, 25 per cent had been in further study, and 5 per cent had entered one of these categories before April 1981.

In addition there were 257 graduates in the sample who were excluded from the analysis that follows, either

because they had not answered the question about their destination or because there was some inconsistency between their replies to this question and their responses to other questions in the survey.

## Individual characteristics

There is a good deal of information in the survey with which to examine whether labour market position varies with individual characteristics.

This issue is examined by looking at a number of variables that concern: the attributes of respondents' educational backgrounds; their personal characteristics; and the influence of previous employment and company sponsorship.

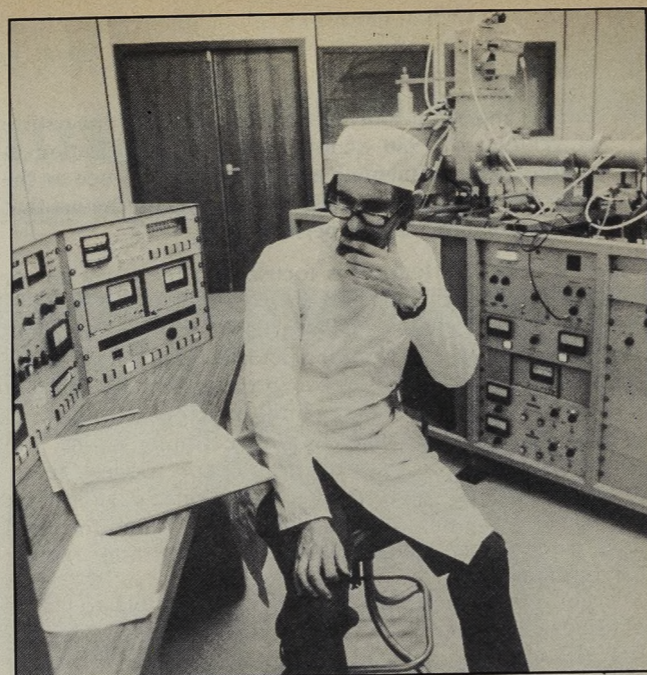
## Educational background

### Subject of qualification

A natural starting point is to document the variation of initial position by subject of 1980 qualification. The subject backgrounds of graduates differ according to whether they are male or female, what type of institution they had attended, and also a number of other factors. Later on, when looking at the influence of these factors, it will be helpful to understand how they interrelate with patterns of initial destinations by subject. The importance of subject background has been firmly established from the annual publications of first destination statistics. The variations that arise in the Survey of 1980 Graduates and Diplomates are shown in *table 1*, and described below. The importance of degree class in explaining these variations is commented on later.

There were considerable differences in destinations between subjects. Looking at the all subject averages, some 11 per cent<sup>1</sup> of graduates were unemployed/temporarily employed, 6 per cent were in manual/clerical work, leaving 83 per cent in permanent employment.

Engineering graduates had particularly high probabilities of achieving satisfactory first destinations and this can be seen from comparisons with the all subject



Senior development engineer for a micro-electronics firm. More than 90 per cent of engineering and technology graduates had permanent jobs or were undertaking further study in December 1980.

averages. Only 6 per cent of them were unemployed/temporarily employed. This was not because they had taken manual/clerical jobs—only 2 per cent of them had done so—but because as many as 92 per cent had entered permanent employment or a course of further study. A similar performance comes from maths/computer science graduates, around 7 per cent of whom were unemployed/temporarily employed, while 90 per cent recorded their destination as permanent employment/further study.

First destinations of physical science graduates were close to the all subject averages. Some diversity within the sciences is apparent from the destinations of biological science graduates, which were similar to the all subject averages but not as good as those of maths/computer science graduates.

Photo: Patrick Ward/Network

<sup>1</sup> All percentages are rounded to the nearest point.

Table 1 Subject group by first destination

Subject group	Destination at December 1980					
	Unemployed/not available/ temporary employment		Manual/clerical work		Permanent employment* further study	
	Number	Per cent	Number	Per cent	Number	Per cent
Education	44	6.2	32	4.5	638	89.4
Health	6	3.2	1	0.5	183	96.3
Engineering/technology	66	5.5	25	2.1	1,108	92.4
Agriculture, forestry, veterinary science	11	6.5	17	10.1	140	83.3
Biological sciences	66	10.8	24	3.9	521	85.3
Maths/computer science	22	6.5	13	3.9	302	89.6
Physical sciences	59	9.6	15	2.5	538	87.9
Science with arts	22	11.3	14	7.2	159	81.5
Business studies	48	10.8	47	10.6	348	78.6
Economics/geography/law	67	8.6	45	5.8	667	85.6
Other social studies	63	17.1	27	7.3	279	75.6
Combined social studies	43	13.7	25	7.9	247	78.4
Social studies with art	46	14.6	31	9.8	238	75.6
Professional/vocational studies	31	9.7	33	10.3	257	80.1
English	42	17.4	27	11.2	172	71.4
Other languages	52	11.6	35	7.8	362	80.6
Languages with arts	32	15.8	17	8.4	153	75.7
History	34	14.2	20	8.3	186	77.5
Other arts	129	21.6	53	8.9	415	69.5
<b>All subjects</b>	<b>919</b>	<b>10.6</b>	<b>533</b>	<b>6.1</b>	<b>7,225</b>	<b>83.3</b>

\* Excludes employment in manual and clerical occupations.

Source: Survey of 1980 Graduates and Diplomates.

Far greater diversity, however, characterised the first destinations of graduates in subjects related to administrative, business and social studies courses. Law graduates were outstanding in respect of Achieving a measure of success at first destination—as many as 93 per cent had entered permanent employment or a course of further study, a figure unsurpassed by any other group. This level of success arises because of the high proportion who go direct to law school after completing their undergraduate studies. The destinations of economics and geography graduates was similar to the all subject averages.

Graduates in other social subject studies did not meet with this level of success. Most conspicuous were graduates in 'other social studies' (psychology, sociology, secretarial studies, etc), some 17 per cent of whom were unemployed/temporarily employed, and 76 per cent of whom were in permanent employment/further study.

Language, literature and area studies graduates were comparatively less successful at first destination. As many as 22 per cent of 'other arts' graduates were initially either unemployed or in temporary employment, with only some 70 per cent having entered permanent employment/further study at that stage. A similar performance came from English graduates, 17 per cent of whom were unemployed or in temporary employment, and 71 per cent of whom recorded their destination as either permanent employment or further study. A rather better performance, partly because of opportunities for overseas employment, came from graduates in Western European or other languages, for whom the respective figures were 11–12 per cent and 80–81 per cent.

Looking at the remaining subjects, 'education' graduates were unlikely to be unemployed or in temporary employment (6 per cent), and had a high probability of being permanently employed or in further study (90 per cent). The respective figures for the small number of 'health' graduates were 3 per cent and 96 per cent; while the figures for graduates in 'professional and vocational studies' were 10 per cent and 80 per cent. A rather large number of this latter group, 10 per cent of them, had settled for manual/clerical work.

The next section examines broad differences by degree class. However, at this point, it is interesting to look at whether there is any variation by degree class that can account for the variations in destinations by subject. In order to examine this issue, the distribution of degree classes was derived for each subject. Average first destination unemployment rates for each degree class were then applied to the total number of graduates in each subject in each degree class. This yielded an estimate of total unemployment at first destination for each subject that would be generated by differences in the degree class distribution of grades in each subject.

The variation in unemployment rates between subjects at opposite extremities was found to be just 2 per cent and this indicates that variations by subject cannot be accounted for by distributions of class awards between subjects.

### Type and class of degree

The main point to emerge from the variation by type of qualification is that graduates were less likely than diplomates to accept manual/clerical work: 6 per cent of them did so compared with 9 per cent of diplomates; but correspondingly 11 per cent of the former had to settle initially for unemployment or temporary employment, compared with 9 per cent of diplomates (see *figure 1*).

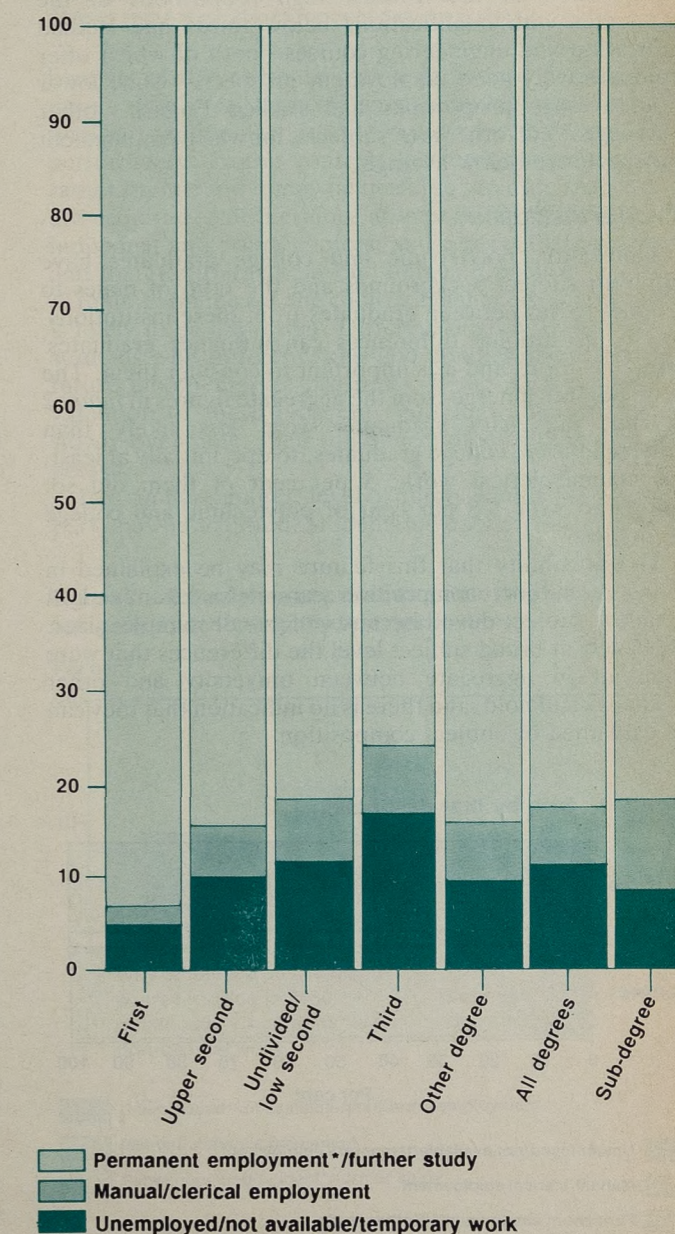
Similar proportions of graduates and diplomates had entered permanent employment or further study at first destination.

There were some clear variations with degree class: first class degree holders were much more likely to have entered permanent employment or a course of further study. Around 5 per cent of them had settled initially for unemployment or temporary employment, and only 2 per cent had gone into manual/clerical work, while as many as 93 per cent had found permanent employment/further study at first destination. The respective figures for all graduates were 11 per cent, 6 per cent and 83 per cent.

This pattern is also reinforced by the figures for holders of third class degrees, they were more likely than graduates with higher degree classes to have been unemployed/temporarily employed, more likely to have settled for manual/clerical work, and less likely to have entered permanent employment/further study.

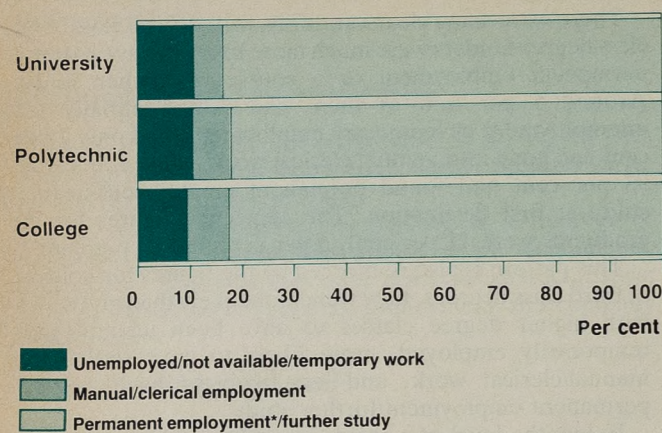
Below the level of a third class degree, the situation is somewhat different, as the figures for 'other degree'

Figure 1 Degree class, by first destination  
Per cent



\* Excludes manual/clerical work.

**Figure 2 Type of higher education institution attended, by first destination**



\*Excludes manual/clerical work.

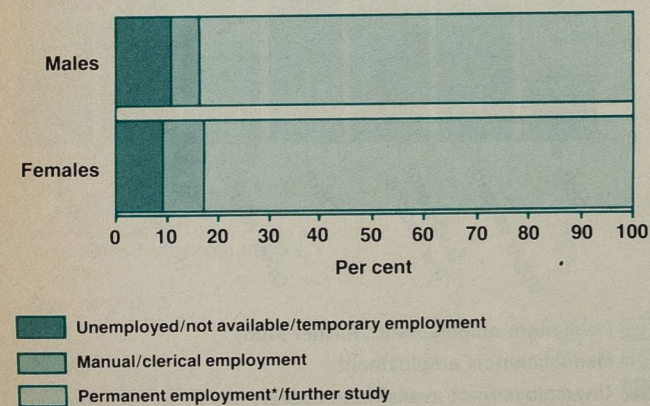
holders were fairly similar to those who had obtained 'upper seconds'. But this anomaly reflects the subject composition of the awards: high proportions of the graduates with qualifications 'below thirds' had studied education and engineering courses—both of which offer comparatively good employment prospects—while lower than average proportions had studied English, 'other languages' and 'other arts' subjects, for which employment prospects are below average.

**Type of institution**

University, polytechnic and college graduates have different subject backgrounds and the ratio of males to females varies between graduates from these institutions. These institutional differences can influence graduates' initial positions and it is important to consider them. The main point to emerge from the aggregate figures in figure 2 is that university graduates were less likely than polytechnic and college graduates, to opt, initially at least, for manual/clerical work: 5 per cent of them did so, compared with 7-8 per cent of polytechnic and college graduates.

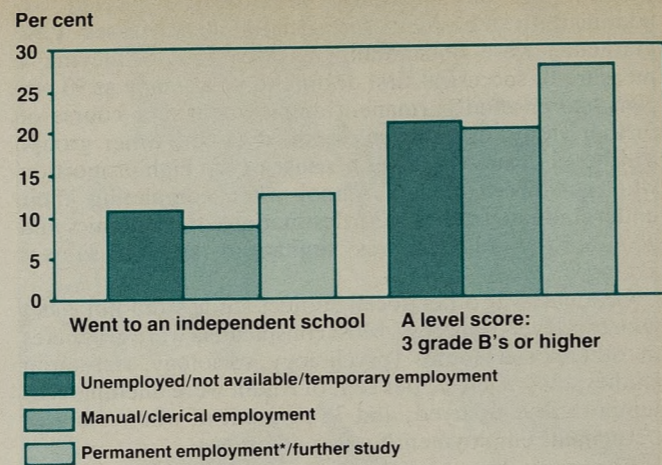
The possibility that this feature may be explained in terms of subject composition cannot be examined at detailed subject level because of small sample sizes. However, at broad subject level the differences that were apparent in aggregate between university and other graduates still hold, and there is no indication that they can be explained by subject composition.

**Figure 4 Sex, by first destination**



\* Excludes manual/clerical work.

**Figure 3 School background, by first destination**



\* Excludes manual/clerical work.

The same can be said for differences in the ratios of males to females: some 5 per cent of male university graduates went initially into manual/clerical work compared with 6 per cent of both polytechnic and college graduates; the respective figures for females were 7 per cent and 8-9 per cent.

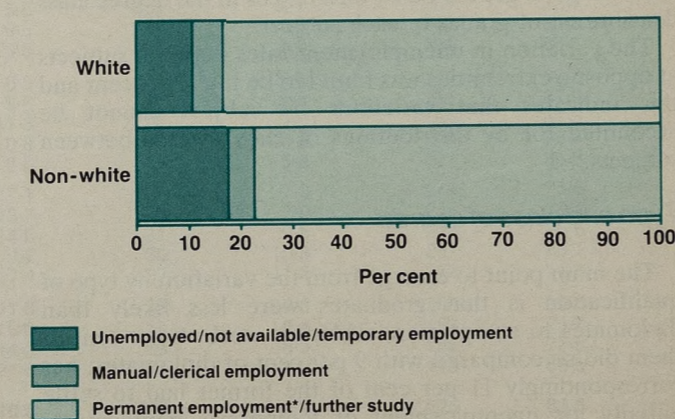
**School background**

Type of school did not seem to matter much—graduates whose initial destination was permanent employment/further study were slightly more likely than those who had gone into manual/clerical work to have attended an independent school. But A-level score was important—some 20-21 per cent of those whose initial destination was unemployment/temporary employment or manual/clerical work had achieved a score equivalent to at least three grade Bs, while the comparable figure for those in permanent employment/further study was 28 per cent (see figure 3).

**Personal characteristics**

Looking at gender composition, the main feature is that females were more willing than males to accept manual/clerical work; the respective figures were 8 per cent and 5 per cent (see figure 4). The view that this can be explained by the different subject backgrounds of males and females is not sustained by the figures broken down by broad subject group. Apart from agriculture and so on, where the sample sizes are extremely small, females are either

**Figure 5 Ethnic origin, by first destination**



\* Excludes manual/clerical work.

similarly or more likely than males to accept manual/clerical work initially, irrespective of subject.

Ethnic origin has some affect on destinations although, due to small numbers of ethnic minority groups, cannot be disaggregated. However, there is some indication that graduates of 'White' ethnic origin were less likely to experience an extended initial spell in unemployment/temporary employment: 10 per cent of them had done so, compared with 18 per cent of graduates in 'other ethnic' groups (see figure 5).

The social class of respondents' parents had a minor effect on their first destination although the differences were by no means pronounced. Graduates whose initial destination was manual/clerical work were less likely than those who had initially found permanent employment/further study to have had a parent classed in one of the higher socio-economic groups<sup>1</sup>. Age was not, however, found to be important—between 8 and 10 per cent of graduates in each destination group were aged 25 years or more on graduation (see figure 6).

**Employment and company sponsorship before graduation**

Whether or not respondents had been employed before beginning the course that led to their 1980 qualification did not affect their position at first destination. Around 24 per cent of those whose first destination had been unemployed/temporarily employed or permanent employment/further study had held previous employment<sup>2</sup>.

However, adjusting for type of work previously done did have some effect (see figure 7). Some 13 per cent of those who were initially in permanent employment/further study had been previously employed in non-manual/non-clerical employment, whereas the respective figures for those who had recorded other labour market positions were 8-9 per cent; but, all the same, not a particularly large difference.

On the other hand, the importance of company sponsorship can be seen, in that only 1-2 per cent of the unemployed/temporarily employed groups had received any form of sponsorship whereas the figure was as high as 7 per cent for those whose first destination was permanent employment/further study.

**Future labour market experiences by first destination**

The previous section examined whether early labour market positions are associated with individual characteristics. This section looks at whether graduates' early destinations were associated with their labour market positions over the early part of their careers, that is up to the time of the survey, some six and a half years after graduation. But before presenting any results it may be useful to consider in what ways such a link might arise.

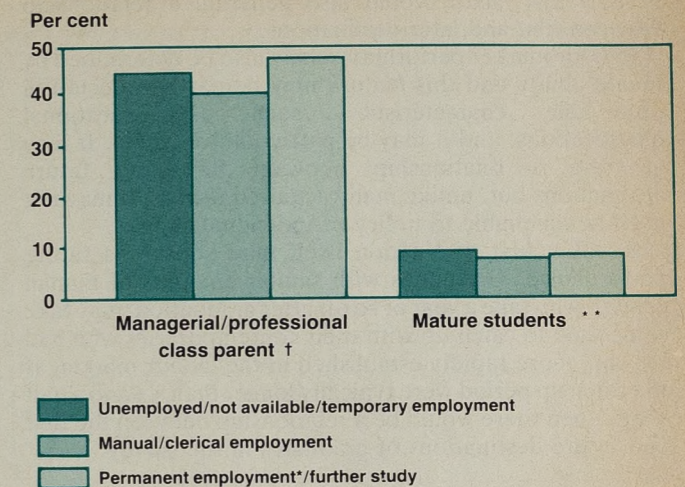
**Theory**

There are a number of mechanisms which might generate a relationship between first and future destinations. Most obviously, quantities of human capital (the stock of abilities and skills that determine productivity) may exert a strong influence on labour market position at different career stages. Graduates with particularly large amounts of human capital may reap the

<sup>1</sup>That is, have at least one parent (at the time they attended higher education) who was in a socio-economic group covering managers, professional workers or members of the armed forces.

<sup>2</sup>That is, full-time paid employment between finishing secondary education and entering the course leading to their 1980 qualification.

**Figure 6 Parents' social class and age, by first destination**



\*Excludes manual/clerical work.

† Proportion who had at least one parent employed in managerial or professional work of the armed forces when first attended higher education.

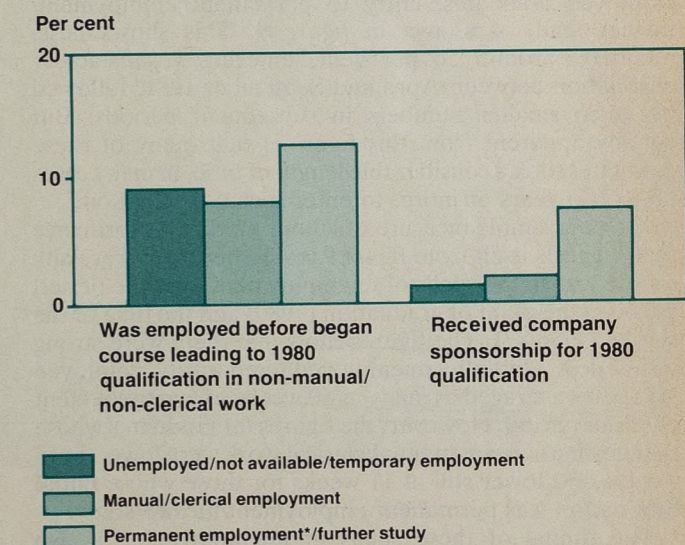
\*\*Mature defined as age 25 years or more on graduation in 1950.

benefits of this attribute over a prolonged period, while others with comparatively small amounts may find this feature continually acting as a constraint on their performance. In this context, the term human capital is rather broad, and it may be useful to separate aspects that are acquired, and therefore at least partly determined by individual and policy choices; and aspects that are innate and therefore largely beyond human influence.

In the former case, the choice of higher education course is likely to be important. Different degree courses endow students with different skills and abilities and affect their future labour market prospects. If the market's relative valuation of these different skills and abilities changes slowly over time, then the effects of subject choice may persist.

In a similar manner, level of ability is a quality which, in part, may be acquired. Students have some control over the

**Figure 7 Experience of previous employment and company sponsorship, by first destination**



\* Excludes manual/clerical work.

Source: Survey of 1980 Graduates and Diplomates

extent to which their level of ability is augmented by the process of education. If the atrophy rate of acquired ability is slow this factor would also generate a relationship between first and later destinations.

Labour market performance may also be determined by innate ability and this feature may be partly reflected in observable characteristics, such as educational qualifications, and it may be partly unobservable. It may generate a relationship between first and future destinations but, unlike many acquired factors, it may not itself be amenable to policy or individual choices.

Equally, first destination itself may impact on future performance. Graduates with similar amounts of human capital, who take a year or so off after graduation, may take some time to catch up with their contemporaries who had become more rapidly established in the labour market. If the catch up period were typically longer than six and a half years, then there would be a relationship between the first and future destinations of graduates in the survey.

### Labour market status at the time of the survey

Of all the indicators of future performance that may be devised from the survey, perhaps the simplest starting point is to look at whether there were any differences in labour market status at the time of the survey.

Figure 8 shows that the differences were marked. Those whose initial destination was either permanent employment or further study were most likely to have found a satisfactory destination by the time of the survey, a point that is reinforced when adjustments are made for type of work—90 per cent were in non-manual/non-clerical jobs and only 2 per cent were unemployed or in temporary employment. In terms of this simple indicator, they performed better than those who had been initially unemployed or temporarily employed in that only 72 per cent of this latter group had found employment in non-manual/non-clerical work and 6 per cent of them were unemployed.

Between these two extremes are graduates who had initially been in manual/clerical work. The main feature of this group is the extremely large proportion, 19 per cent, who were still in manual/clerical work.

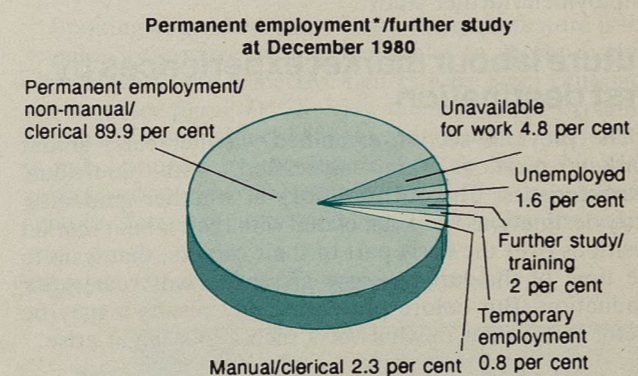
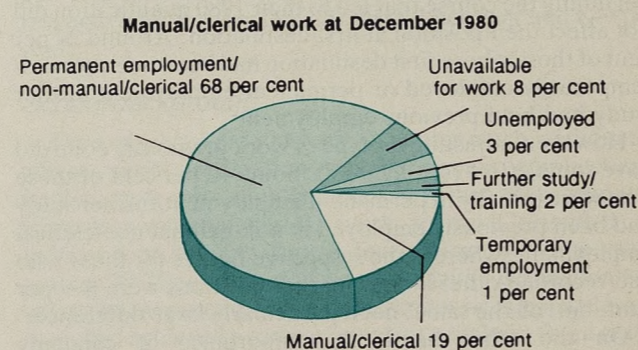
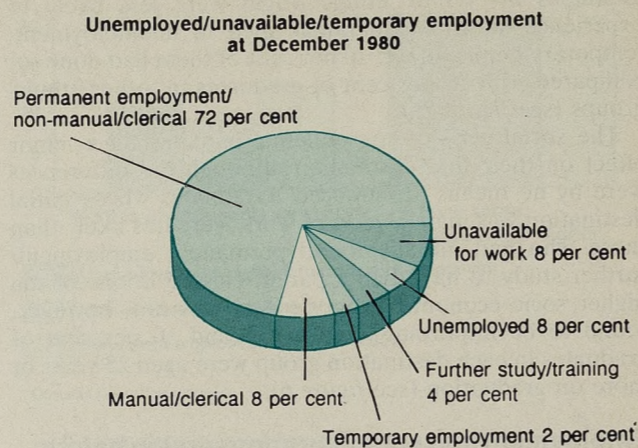
### Early career unemployment history

The timing of initially unemployed/temporarily employed graduates' entry to permanent employment/further study is shown in figure 9. This shows large numbers, around 50 per cent, entering a satisfactory destination between April and September 1981, followed by much smaller numbers in subsequent periods. But equally apparent from this figure is that many of these graduates took a considerable length of time, in many cases up to two years or more, to enter such a destination.

Another simple measure of labour market performance that suggests itself from figure 9 is whether there were any differences in the spells of unemployment over the period between the point of graduation (1980) and the time of the survey (1986/87). The figures show that there were strong differences. Initially unemployed/temporarily employed graduates averaged as many as 60 weeks of unemployment over this period. However, the figures for graduates whose first destination was manual/clerical work were lower, at 18 weeks, and lower still at 11 weeks for those whose initial destination was permanent employment/further study.

The timing of these spells of unemployment is also interesting. This is shown in figure 10, which depicts average spells of unemployment per graduate for each of the years between 1981 and 1986.

Figure 8 Labour market status of 1980 graduates and diplomates at the time of the survey (late 1986/early 1987)



\*Excludes employment in manual/clerical work.

Source: Survey of 1980 Graduates and Diplomates.

Initially unemployed/temporarily employed graduates fared worst over the period, followed by graduates who had initially entered manual/clerical work, the best performers being those whose initial destination was permanent employment/further study.

In 1981, the former group experienced an average of 21 weeks of unemployment, compared with averages of 2.4 weeks and 1.5 weeks for the other groups.

Figure 9 Unemployed graduates at December 1980: date of starting first job or course of further study

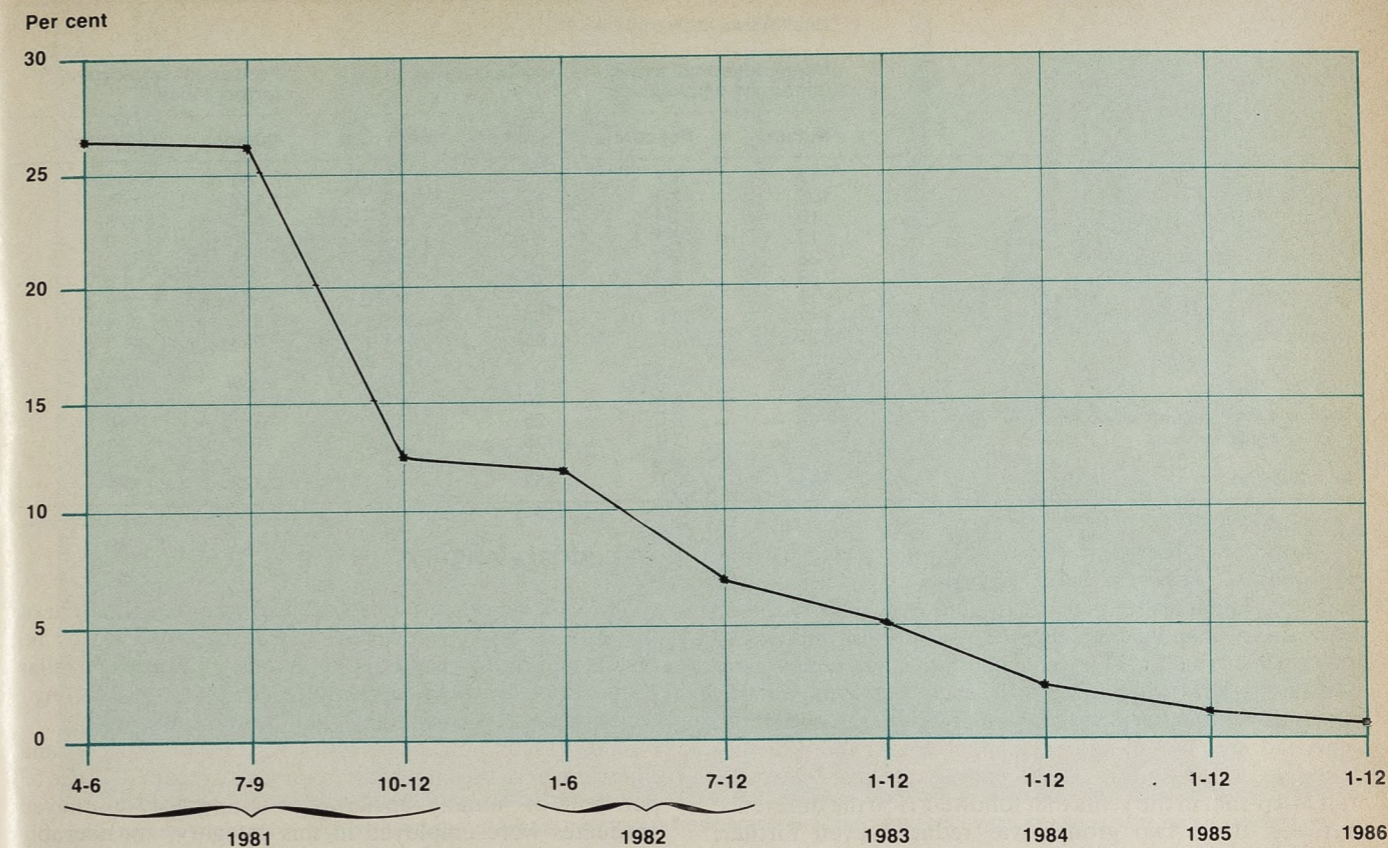
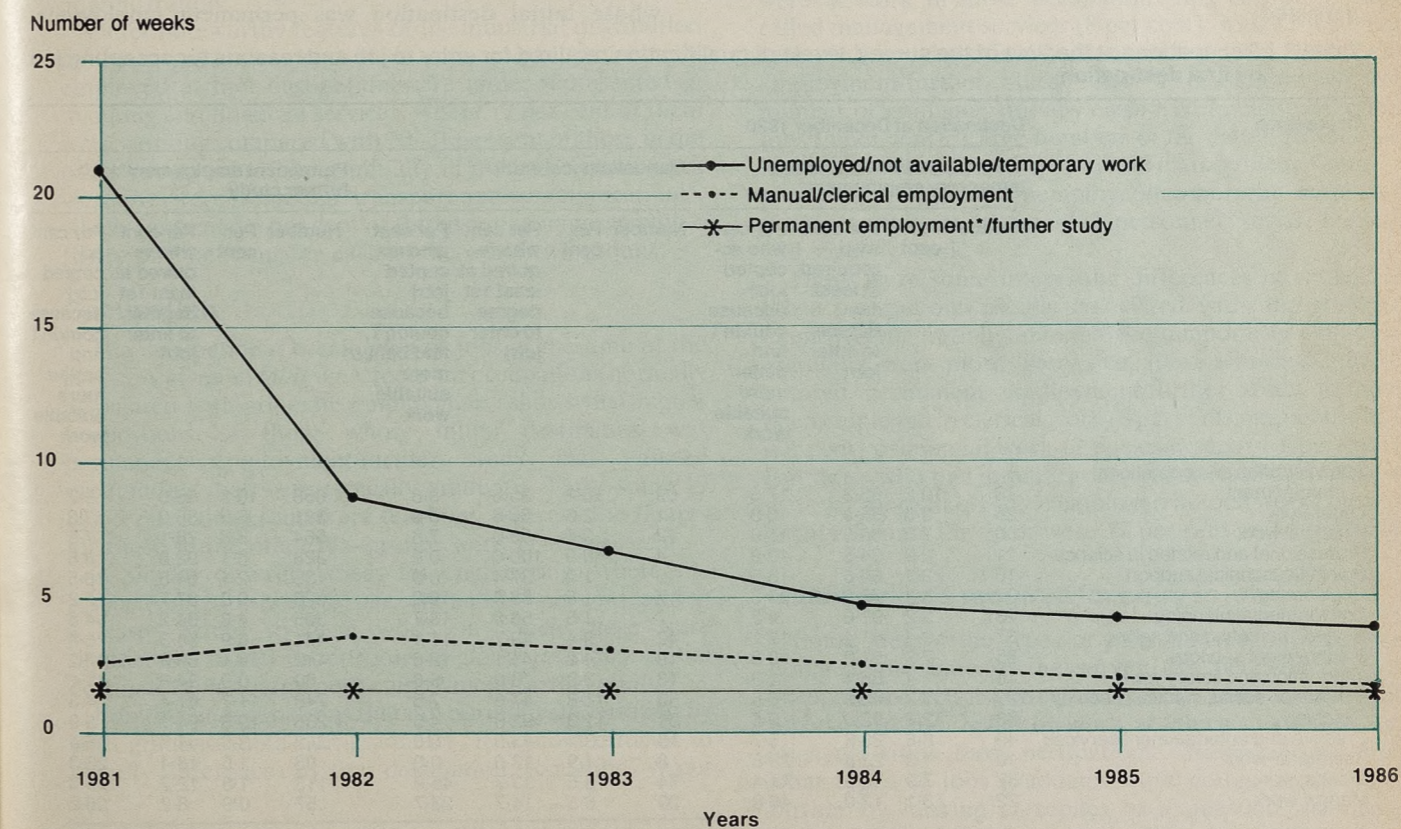


Figure 10 Annual average weeks of unemployment per graduate



Source: Survey of 1980 Graduates and Diplomates.

\* Excludes manual/clerical work.



Table 2 Industrial category at the time of the survey by first destination

Industry	Destination at December 1980					
	Unemployed/not available/ temporary employment		Manual/clerical work		Permanent employment/ further study	
	Number	Per cent	Number	Per cent	Number	Per cent
Agriculture, forestry and fishing	12	1.7	13	2.9	60	0.9
Manufacturing	108	15.3	60	13.3	1,127	17.8
Other production	10	1.4	17	3.8	273	4.3
Construction	16	2.3	11	2.4	188	3.0
Transport and communications	23	3.3	26	5.8	171	2.7
Distribution	39	5.5	21	4.6	291	4.6
Hotels and catering	9	1.3	22	2.4	56	0.9
Banking and financial services	117	16.6	90	19.9	1,355	21.4
Other services	371	52.6	203	44.9	2,802	44.3
of which:						
Education	108	15.3	64	14.2	1,438	22.7
Public administration	119	16.9	76	16.8	517	8.2
Recreational/cultural services	42	6.0	25	5.5	217	3.4
Other public services	52	7.4	15	3.3	199	3.1
<b>All industries</b>	<b>705</b>	<b>900</b>	<b>452</b>	<b>100</b>	<b>6,323</b>	<b>100</b>

\* Excludes employment in manual and clerical occupations.

Source: Survey of 1980 Graduates and Diplomates.

Over time there was a visible narrowing of the differences between the groups. By 1986, the unemployment experience of graduates who had settled early on for manual/clerical work was virtually identical to those who at that time had been in permanent employment/further study, while the difference between initially unemployed/temporarily employed graduates and those who had initially entered permanent employment/further study had fallen from 19.3 weeks per year to just 2.7 weeks. It is likely that in the years that followed 1986 the difference between these two groups was reduced even further; however, what is noticeable is that some time after the so-called 'transitional' year following graduation, there were large differences between the two groups, and even after a period as long as six and a half years from graduation, some differences albeit small ones, still persisted.

### Industrial category

The differences in industrial distribution at the time of the survey, broken down by first destination, are by no means marked, as can be seen in table 2. Roughly similar proportions were in 'agriculture, forestry and fishing', 'construction', 'distribution', and 'hotels and catering'.

The most important category was 'other services' and this was where the largest discrepancies are found. Some 53 per cent of initially unemployed/temporarily employed graduates were employed in this category, considerably more than graduates initially in manual/clerical work or permanent employment/further study, for whom the comparable figures were 44-45 per cent.

There was some variation within industries grouped as 'other services'. Comparatively large numbers of graduates whose initial destination was permanent employment/

Table 3 Occupations at the time of the survey, levels of qualification required for entry to job and reasons for accepting job, by first destination

Occupation	Destination at December 1980											
	Unemployed/not available/ temporary employment				Manual/clerical work				Permanent employment/ further study			
	Number	Per cent	Per cent who required at least 1st degree to enter job†	Per cent who accepted job† because couldn't find better/more suitable work	Number	Per cent	Per cent who required at least 1st degree to enter job†	Per cent who accepted job† because couldn't find better/more suitable work	Number	Per cent	Per cent who required at least 1st degree to enter job†	Per cent who accepted job† because couldn't find better/more suitable work
Administration and operational management	73	10.2	38.3	17.3	69	15.2	35.6	8.8	658	10.3	55.5	6.7
Legal work	26	3.6	55.9	16.9	11	2.3	56.6	0.0	381	5.9	85.0	3.2
Financial work	50	7.0	80.9	15.9	42	9.2	58.0	7.8	564	8.8	78.1	7.0
Professional and related in science	21	2.9	94.6	19.9	4	0.9	100.0	0.0	328	5.1	92.8	8.6
Scientific/technical support	16	2.2	66.6	13.5	6	1.4	37.4	0.0	136	2.1	64.6	16.5
Engineering	27	3.8	73.2	20.3	7	1.5	83.2	16.8	628	9.8	87.7	6.8
Environmental planning	23	3.2	91.6	4.2	7	1.5	58.0	13.7	305	4.8	84.2	4.8
Buying, marketing and selling	67	9.4	41.4	12.1	42	9.4	39.7	11.1	441	6.9	58.3	6.4
Management services	55	7.7	51.0	13.3	19	4.2	45.1	12.6	412	6.4	69.7	7.2
Information and library work	10	1.4	65.4	11.3	13	3.0	73.0	5.6	60	0.9	94.9	11.1
Personnel, social, medical, security	123	17.2	42.9	16.5	53	11.8	47.6	7.5	748	11.7	67.4	4.3
Teaching	88	12.3	92.0	10.6	51	11.3	92.3	4.5	1,235	19.3	94.1	5.9
Creative and entertainment services	49	6.8	25.3	5.7	15	3.4	45.5	0.0	242	3.8	44.7	6.4
Secretarial work	10	1.3	22.8	29.8	8	1.9	13.6	0.0	93	1.5	18.4	23.3
Clerical work	57	7.9	18.9	41.4	74	16.5	13.7	45.9	113	1.8	12.7	44.3
Manual work	22	3.1	13.0	46.8	29	6.5	14.7	23.7	57	0.9	8.2	26.2
<b>All</b>	<b>717</b>	<b>100</b>	<b>53.5</b>	<b>17.2</b>	<b>451</b>	<b>100</b>	<b>44.4</b>	<b>14.8</b>	<b>6,403</b>	<b>100</b>	<b>74.5</b>	<b>7.4</b>

\* Excludes manual and clerical occupations.

† Refers to job at the time of the survey.

Source: Survey of 1980 Graduates and Diplomates.



A child abuse conference—some 17 per cent of initially unemployed/temporarily employed graduates went into personnel, social, medical and security work.

further study were in education (23 per cent compared with 14-15 per cent of graduates in the other two groups), whereas a relatively small proportion were in public administration.

Other noteworthy features of the industrial distribution are that graduates who were unemployed/temporarily employed at first destination were under-represented in 'banking and financial services', where 17 per cent of them were working compared with 20-21 per cent of those in the other two groups. Those initially in manual/clerical work were over-represented in 'transport and communications', which contained 6 per cent of this group, compared with a figure of 3 per cent for each of the other two groups.

### Occupation

The occupational breakdown of jobs at the time of the survey is given in table 3. A focus on occupations normally associated with graduate employment<sup>1</sup> shows that higher proportions of those whose initial destination was permanent employment/further study had entered occupations that were typically graduate. Thus, some 19 per cent of this group were teaching, whereas the figures for those in the other two groups were 11-12 per cent.

A similar ordering arises for engineering, where the respective figures were 10 per cent and 2-4 per cent; and to a lesser extent to legal work, in which there were significantly higher proportions of graduates whose initial destination was permanent employment/further study.

Looking at occupations that are normally undertaken by both graduates and non-graduates, it is more difficult to identify differences by first destination. Roughly 7-9 per

cent of respondents in the three categories were at work in financial occupations. Comparatively high numbers of initially unemployed/temporarily employed graduates were at work in those occupations that can be broadly called management services (8 per cent), which took 6 per cent of those whose first destination had been permanent employment/further study, and a comparatively low number of graduates initially employed in manual/clerical jobs (4 per cent). Large numbers of this latter group went into administration and operational management. Some 17 per cent of initially unemployed/temporarily employed graduates were to be found in personnel, social, medical and security work.

There were some interesting differences in respect of those occupations usually associated with non-graduate employment. Initially unemployed/temporarily employed graduates were more likely than those who had initially entered permanent employment/further study to have been employed in clerical work (8 per cent compared with 2 per cent) or manual work (3 per cent against 1 per cent). But those who had initially gone into manual/clerical work were far more likely to be employed in such work, the respective figures for them were 17 per cent and 7 per cent.

### Qualifications required for entry to job

Some idea of the types of jobs that respondents were doing at the time of the survey can be deduced from occupational details, but there is likely to be considerable diversity in the 'level' of work at which graduates were engaged within these occupations. Understanding about what types of jobs graduates were doing can be taken further by looking at replies to a question that asked respondents what minimum qualifications they thought were required for entry to the jobs they were doing at the time of the survey<sup>2</sup>.

<sup>1</sup> This grouping is subjective and used for convenience. It follows a breakdown used in the *Employment Gazette* article listed in footnote 3 on p 27. (see pp 498-501).

<sup>2</sup> Respondents were asked "what was the minimum formal qualification required for entering this job".

In interpreting the replies to this question there are several points to keep in mind. First, the question did not ask whether a higher education qualification was necessary to do the job. Second, the replies refer to respondents' perceptions about what their employers wanted. And third, there may have been some difficulty in deciding how to interpret 'minimum', as in the case of occupations in which a few non-graduates enter but which to all intents and purposes are graduate level.

A breakdown of the replies, by occupation, is shown in table 3. They, revealed marked differences by first destination.

Although graduates who had been initially in manual/clerical work were less likely to enter typically graduate employment, it appears that those who did find such employment were doing at least as well as initially unemployed/temporarily employed graduates, and in some cases better.

Of the graduates in legal work, 85 per cent of those whose initial destination was permanent employment/further study said they had required a higher education qualification to enter their job, whereas the figure was much lower for the other two groups, at 56-57 per cent.

There is not much that can be said about differences for those entering engineering because of small sample sizes. But for teachers, roughly equal proportions from each group, 92-94 per cent, had required a first degree.

Among occupations normally undertaken by both graduates and non-graduates, those whose initial destination was permanent employment/further study were more likely to be doing graduate type work than those who had entered manual/clerical work, and the discrepancy was most marked for management services, where 70 per cent of the former but just 45 per cent of the latter were employed in jobs that required a degree for entry.

With the exception of those in financial work, those who had initially entered permanent employment/further study

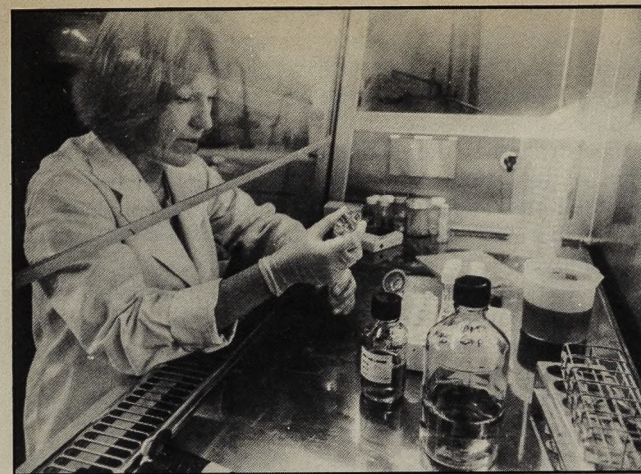
were generally also more likely to have required a degree than those who had been unemployed or in temporary employment.

Among what may be called typically non-graduate occupations, there were some anomalies. Manual workers would not be expected to have required a higher education qualification to enter their job. There were, however, 11 graduates who did register this requirement and they were distributed between the first destination categories. Some of these graduates may well have been working as supervisors on the Community Programme, but it is probable that the answers also reflect the difficulties some respondents had in answering a question of this nature, and there is not much that can be learnt from these replies.

### Reasons for accepting job at time of survey

Additional evidence about how labour market performance varies with first destination can be discerned from the reasons that respondents gave for accepting the jobs they were in at the time of the survey. Reasons were grouped into the following categories: kind of work/career wanted; useful experience; good/better pay; couldn't find better/more suitable work; some other reason. Table 3 shows how the incidence of a negative reason, that is the inability to find better or more suitable work, varies with first destination.

Those who initially had entered permanent employment/further study were less likely than the other groups to have accepted their job at the time of the survey because they couldn't find better or more suitable employment. The respective figures for these groups were 7 per cent and 15-17 per cent. Excluding occupational groups with small case numbers, this feature holds when disaggregating by occupation, and it lends support to the view that graduates whose initial destination was either permanent employment or further study were more likely to find satisfactory employment at later stages in their careers.



Full-time workers in scientific/technical support work had salaries 32 per cent higher if their initial destination was permanent employment/further study rather than unemployed/not available/temporary employment.

Photo: Geoff Franklin/Network

were in the top earnings bands: 9 per cent of them were earning £20,000 pa or more, whereas there were only 4 per cent of initially unemployed/temporarily employed graduates.

More details on earnings are given in table 4. Median salaries were also computed for different occupations and they confirm the overall picture that is depicted by the mean salary figures in this table. Overall, initially unemployed/temporarily employed graduates had an average annual salary of around £10,500, a little lower than the average of £10,700 for graduates initially in manual/clerical work, and considerably lower than the average of £12,900 for those who at first destination had entered permanent employment/further study.

Looking at the occupational breakdown, what is most notable is that with the exception of clerical and secretarial work, for every other occupational group typical salaries of initially unemployed/temporarily employed graduates fell below those whose initial destination had been permanent employment/further study. The salaries of graduates who initially were in manual/clerical work were also consistently well below those of the latter group, but here too there were exceptions for clerical and secretarial work.

Interestingly, the differences were most noticeable in those occupations where the work draws heavily on knowledge that is related to specific subjects that are studied at institutes of higher education. Thus in engineering occupations, where the work relies heavily on skills developed in higher education engineering courses, the average salary of initially unemployed/temporarily employed graduates was £11,200 a year, whereas the average for those who had initially been recorded as in permanent employment/further study was £3,700 higher at £14,900 a year. There were also considerable differences, amounting to over £3,000 pa among those in financial work, professional and related in science, and scientific/technical support.

As would be expected, the discrepancies were less marked among groups containing predominantly non-graduate type work and groups where there were less well defined career structures for graduates to progress up. Thus the differences were not large for those in manual and clerical/secretarial work. The differences were also small for those in teaching.

### Earnings<sup>1</sup>

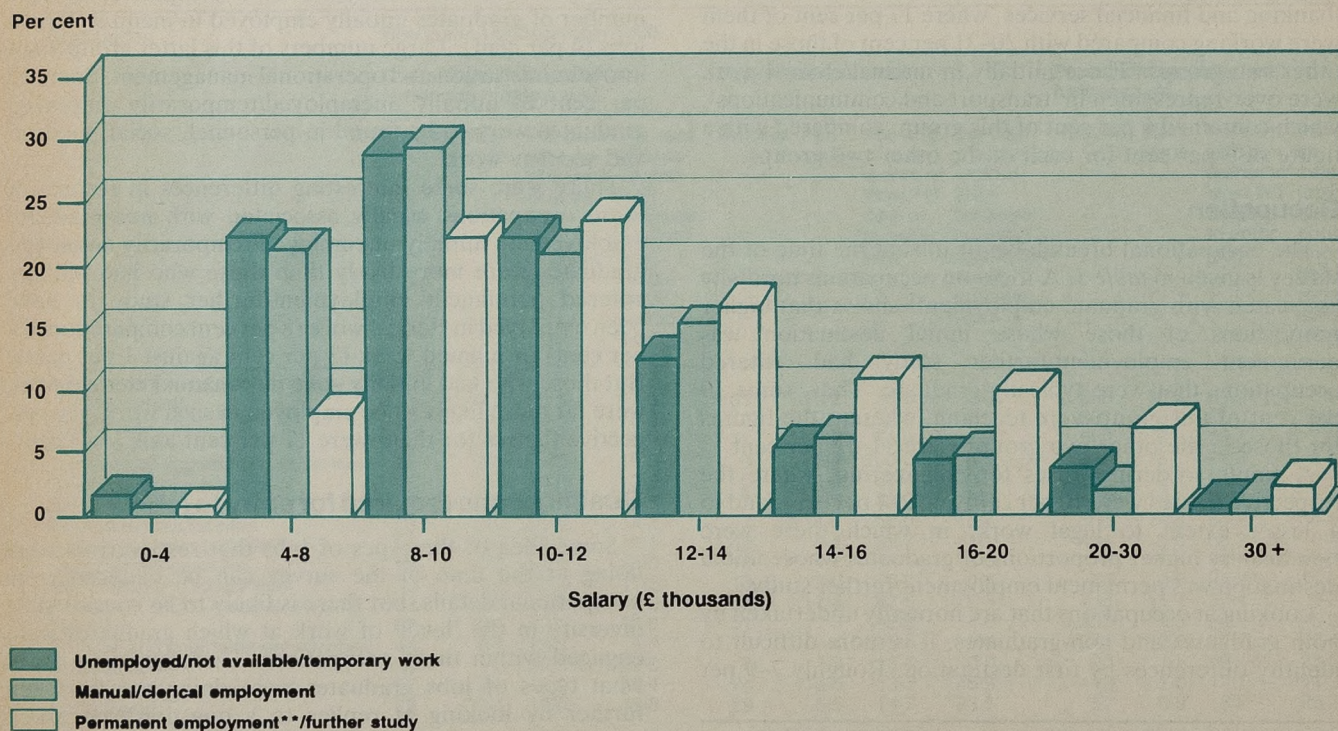
The distribution in earnings of those in full-time work at the time of the survey is shown in figure 11. What stands out from this table is that the earnings of initially unemployed/temporarily employed graduates were noticeably more concentrated at the lower end of the distribution. Some 51 per cent of them were earning £10,000 or less a year, whereas only 31 per cent of those who had initially entered permanent employment or further study were in this earnings band.

Above this level, there were roughly similar proportions earning between £10,000 and £12,000, but lower proportions of the initially unemployed/temporarily employed in the earnings bands £12,000 to £14,000, £14,000 to £16,000, £16,000 to £20,000 and £20,000 to £30,000.

As would be expected, more of those whose initial destination was permanent employment/further study

<sup>1</sup> Defined as gross annual salary, before tax and other deductions, and including any bonus, overtime or London weighting.

Figure 11 Gross salaries\* of full-time workers at the time of the survey



\* Defined as gross annual salary, before tax and other deductions, and including any bonus, overtime or London weighting.  
\*\* Excludes manual/clerical work.

Table 4 Average annual gross salaries at the time of the survey of full-time workers

Occupation	Destination at December 1980					
	Unemployed/not available/ temporary employment		Manual/clerical work		Permanent employment*/ further study	
	Number	Annual salary (£)	Number	Annual salary (£)	Number	Annual salary (£)
Administration and operational management	61	10,360	59	11,610	568	13,190
Legal work	22	11,650	9	11,740	339	14,610
Financial work	46	13,340	40	15,840	532	17,010
Professional and related	18	8,570	4	10,870	317	11,960
Scientific/technical support	11	7,690	4	9,010	125	10,060
Engineering	27	11,190	7	13,810	583	14,850
Environmental planning	21	11,050	6	9,820	275	12,190
Buying, marketing and selling	59	12,910	40	11,280	401	15,910
Management services	50	11,770	18	12,540	389	14,310
Information and library work	9	8,660	13	9,110	53	9,380
Personnel, social, medical	105	9,230	41	9,320	650	11,620
Teaching	64	9,290	37	9,180	1,008	9,850
Creative and entertainment	34	11,830	10	10,350	190	12,240
Secretarial work	6	8,060	8	9,760	79	8,190
Clerical work	48	8,570	70	8,780	98	8,010
Manual work	15	8,220	21	7,650	29	8,490
<b>All</b>	<b>597</b>	<b>10,490</b>	<b>387</b>	<b>10,690</b>	<b>5,637</b>	<b>12,880</b>

\* Excludes employment in manual and clerical occupations.  
† Gross annual salary, before tax and other deductions, and including any bonus, overtime or London weighting.

**Table 5 Males: probit econometric analysis of the relationship between first destination and future labour market success**

First destination (December 1980)	Success at the time of survey (late 1986/early 1987)				
	Earnings in top third of distribution	Un-employed	Unemployed/manual/clerical work	Permanent employment	Permanent employment in graduate job
Unemployed					
Coefficient	-0.65	0.68	0.74	-0.75	-0.68
T-statistic	-8.5	6.7	9.8	-11.1	-11
Correlation coefficient	0.13	0.11	0.16	0.18	0.17
Unemployed/manual/clerical work					
Coefficient	-0.68	0.55	0.96	-0.85	-0.76
T-statistic	-10.8	5.8	14.4	-14.3	-14.7
Correlation coefficient	0.16	0.09	0.24	0.23	0.23

### Econometric evidence

There are a variety of econometric techniques that can be used to test the statistical relationship between individuals' destinations at different points in time. Ideally, what is needed is to develop a full model of the determinants of labour market performance at the time of the survey, which includes performance at first destination as an explanatory variable. But as a first step, a simple procedure is to use statistical modelling associated with probit analysis, to estimate whether performance six months or so after graduation is significantly related to performance six and a half years later.

Since labour market characteristics and work histories often differ between the sexes, separate analyses were undertaken for males and females. There is no hard and fast rule that can be invoked to define performance, the analysis experimented with different measures that were defined in terms of labour market status, earnings, and minimum job entry requirements.

Early performance, measured at December 1980, was assessed on the basis of whether at that point in time graduates were:

- unemployed;
- unemployed or in manual/clerical work.

Performance at the time of the survey, that is late 1986/early 1987, was measured in five different ways. Under these different definitions graduates were grouped on the basis of whether they were:

- unemployed;
- unemployed or in manual or clerical work;
- earning a sum that fell in the bottom two-thirds of the distribution;
- not permanently employed in non-manual/non-clerical work;
- not permanently employed in a job for which the minimum entry requirement was a higher education qualification.

The econometric analysis of the relationship between performance at these points in time supports the findings so far and a summary of the main results is reported in tables 5 and 6. Whatever measure is taken, whether for males or

<sup>1</sup> All the relationships were significant at the 0.01 per cent level.

<sup>2</sup> As explained earlier all references to permanent employment in other sections excludes employment in manual and clerical work.

females, the relationship between performance at first destination and six years later is a significant one. Indeed, all the relationships are highly significant in statistical terms<sup>1</sup>, although generally they are stronger for males than females.

The strength of the relationships with destinations at the time of the survey were greater for the measure that included the unemployed and those in manual/clerical work than for the measure that was confined to the unemployed. The former measure was most strongly associated with the following groups of destinations at the time of the survey: the unemployed and those in manual/clerical work; those in permanent employment in non-manual and non-clerical work; and those permanently employed in jobs for which the minimum entry requirement was a higher education qualification.

In respect of these stronger associations the analysis indicates that, both for males and females, a comparatively poor performance at first destination increased the probability of a similar performance at the time of the survey by about one-fifth.

### Heterogeneity

Up to now, graduates have been assigned to what amount to fairly broad categories of initial destination and these categories contain diverse elements within them. This section identifies some of the heterogeneity, see (table 7). In this section references to permanent employment at the time of the survey include employment in manual and clerical work<sup>2</sup>.

A comparison of graduates whose initial destination was unemployment with those who were in temporary employment at that time, shows that the former were more likely than the latter to be unemployed at the time of the survey, 8 per cent compared with 4 per cent, but less likely to be in permanent employment, 82 per cent compared with 85 per cent. Typical salaries at the time of the survey were around £900 higher for the latter group, who were also more likely to have entered work for which a degree was either a requirement for entry or helpful.

Graduates who had not been available for work at December 1980 were distinctive insofar as a particularly high proportion, some 22 per cent, were unavailable at the time of the survey, a level that exceeded by some way the figures for other groups. Correspondingly, their chance of permanent employment was comparatively low, 67 per

**Table 6 Females: probit econometric analysis of the relationship between first destination and future labour market success**

First destination (December 1980)	Success at the time of survey (late 1986/early 1987)				
	Earnings in top third of distribution	Un-employed	Unemployed/manual/clerical work	Permanent employment	Permanent employment in graduate job
Unemployed					
Coefficient	-0.48	0.45	0.40	-0.43	-0.62
T-statistic	-4.8	4.0	4.5	-6.1	-8.5
Correlation coefficient	0.09	0.07	0.07	0.10	0.14
Unemployed/manual/clerical work					
Coefficient	-0.44	0.46	0.71	-0.57	-0.72
T-statistic	-5.8	5.0	10.4	-10.2	-12.5
Correlation coefficient	0.11	0.09	0.19	0.17	0.21

Note: All the relationships are significant at the 0.01 per cent significance level.

**Table 7 First destination by labour market characteristics at the time of the survey**

	Destination at December 1980											
	Unemployed		Temporary employment		Not available		Manual/clerical work		Further study		Permanent employment non manual/clerical	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
<b>Labour market status at time of survey</b>												
Permanent employment	440	82	240	85.2	66	66.7	463	86.7	1,712	89.1	4,852	91.6
Temporary employment	14	2.6	5	1.6	1	1.2	3	0.6	18	0.9	37	0.7
Further study	16	3	11	4	7	7.2	10	1.9	40	2.1	102	1.9
Unemployment	40	7.5	11	3.8	2	2.4	18	3.4	42	2.2	73	1.4
Not available	26	4.8	15	5.4	22	22.6	40	7.5	110	5.7	234	4.4
<b>Higher education qualification: required for entry to job at time of survey</b>												
Yes	201	44.3	118	48.2	29	43.3	191	41.0	1,284	74.2	3,228	66.0
No	253	55.7	127	51.8	38	56.7	275	59.0	446	25.8	1,661	34.0
<b>Higher education qualification: not required but helpful for entry to job at time of survey</b>												
Yes	98	18.2	54	22.0	22	32.8	123	26.4	189	10.9	692	14.2
No	356	81.8	191	78.0	45	67.2	343	73.6	1,541	89.1	4,197	85.8
	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary	Number	Salary
Average salary (£) at time of survey (full-time workers)	357	10,230	198	11,120	48	9,990	238	11,260	1,470	11,800	4,252	13,290

Source: Survey of 1980 Graduates and Diplomates.

cent, and even those who had entered employment at the time of the survey had average earnings some way below the other groups.

The performance at the time of the survey of those who at December 1980 had entered manual/clerical work was similar to those whose initial destination had been temporary employment: similar proportions had entered permanent employment (85-87 per cent), similar proportions were unemployed (3-4 per cent), and there was little variation in average earnings £11,120-£11,260.

The best labour market performance came from those whose initial destination was further study or permanent employment. The labour market status of these graduates were virtually identical. But it is interesting that 74 per cent of the former said that a higher education qualification was a requirement for entry to the job they were doing at the time of the survey, whereas the comparable figure for those in permanent employment was 66 per cent. Typical earnings at the time of the survey were somewhat higher for those who had found permanent employment by December 1980, £13,290 pa.

### Upward mobility

Some graduates who recorded an unsatisfactory first destination registered performances at the time of the survey that matched graduates who had recorded more satisfactory initial destinations. This section expands on this issue and looks at some of the factors that may have facilitated this transition.

In the analysis graduates whose first destination had been either unemployment/temporary employment or manual/clerical work were sorted on the basis of whether they satisfied two criteria: their earnings were at least as

<sup>1</sup>This point has been examined by J Brennan and P McGeever in *Graduates at Work*, 1988, Jessica Kingsley Publishers.

much at the time of the survey as the average for those who had entered permanent employment/further study, ie: £12,880 pa; and their higher education qualification had been either an entry requirement for their job at the time of the survey, or helpful.

Graduates who had not found permanent employment/further study at first destination but whose destination at the time of the survey satisfied these criteria were for the purposes of this section deemed to be upwardly mobile. Table 8 identifies some personal and educational characteristics that may (from the preceding analysis) be thought to facilitate upward mobility of this kind. Sex seems to be important: male graduates were more likely to have made the transition—14 per cent had done so compared with 5 per cent of females. Ethnic origin does not, however, seem to have had much of a bearing, even though it did appear to affect initial position.

The nature of graduates' 1980 qualifications may have had some bearing on upward mobility. The small number means that it is not possible to disaggregate by detailed subject; but the broad subject definitions highlight some interesting points. Engineering or technology graduates had a particularly high probability of upward mobility—17 per cent of them had made the upward transition. Business studies and accountancy graduates were also comparatively mobile. But 'other arts' graduates were unlikely to have made the transition six and half years after graduation—only 5 per cent had done so.

Degree class also appears to be an important factor. Between 11 and 12 per cent of graduates who had been awarded at least a lower second recorded upward mobility, whereas the figure for those with third class degrees or lower was 7 per cent or less.

One important requisite of upward mobility may be a spell of further study or training<sup>1</sup>. Table 9 shows the importance of these factors. Employer-arranged formal

**Table 8** Graduates whose first destination was unemployment/temporary employment or manual/clerical work: mobility over the survey period by personal and higher education characteristics

Personal characteristics	Mobility between first destination and the time of the survey			
	Not upwardly mobile*		Upwardly mobile*	
	Number	Per cent	Number	Per cent
<b>Sex</b>				
Male	714	86.3	113	13.7
Female	594	95.0	31	5.0
<b>Ethnic origin</b>				
White	1,251	90.2	136	9.8
Other ethnic origin	41	91.1	4	8.9
<b>Broad subject of 1980 qualification</b>				
Education/medicine/other vocational	139	94.6	8	5.4
Engineering/technology	76	82.6	16	17.4
Agriculture/biology/physical science	231	88.5	30	11.5
Business studies/accountancy	82	86.3	13	13.7
Other social studies	307	88.7	39	11.3
Languages	186	90.3	20	9.7
Other arts	224	94.9	12	5.1
<b>All</b>	<b>1,245</b>	<b>90.0</b>	<b>138</b>	<b>10.0</b>
<b>Degree class of 1980 qualification</b>				
First/upper second	340	88.3	45	11.7
Undivided/lower second	493	88.7	63	11.3
Third/other degree	322	92.8	25	7.2
Sub-degree	154	95.7	7	4.3
<b>All</b>	<b>1,309</b>	<b>90.3</b>	<b>140</b>	<b>9.7</b>

Source: Survey of 1980 Graduates and Diplomates.

Note: The all person averages differ in the disaggregations by subject and degree class because of variations in no answer responses.  
\* Upwardly mobile graduates were deemed to be those who were earning at least as much at the time of the survey as the average for successful graduates, £12,880 pa; and whose higher education qualification had been either a requirement or a help to entering their job at the time of the survey. Not upwardly mobile graduates were deemed to be those who did not satisfy these criteria.

training seems to be important: some 14 per cent of those who had received training of this kind between their point of graduation had recorded upward mobility, whereas the relevant figure for those who had not received formal training was 4 per cent.

Enrolment on a course of further study that led to qualifications did not seem to be as influential as employer-arranged training courses—9–10 per cent of but those who had and had not enrolled had made the upward transition. But a breakdown of subjects studied shows that the aggregate figures conceal important differences.

A postgraduate course in either business studies or accountancy appeared to facilitate mobility. As many as 23 per cent of people taking such courses had made an upward transition. However, postgraduate engineering courses did not markedly improve graduates' prospects in the labour market. The study of 'other arts' did not seem to boost labour market performance for most graduates. But apart from these points, there is little else that can be said because of small numbers undertaking other courses of study.

## Implications

This article has identified some characteristics that determine early labour market performance. According to subject background, graduates whose first destination was

<sup>1</sup> See footnote 6 on p 27.

either permanent employment or further study were more likely to have studied engineering, mathematical or computer science courses but less likely to have studied arts subjects. In terms of ethnic origin, they were more likely to be white.

There were also differences in respect of degree class, as graduates who were initially in permanent employment/further study tended to possess comparatively high awards. The incidence of company sponsorship was also found to have a sizeable effect.

Six and a half years after graduation most graduates were established in graduate-type careers. But the probability of recording an unsatisfactory labour market status, or a non-graduate type job, or a below average salary, was greater for graduates who had registered an unsatisfactory destination six months after graduation. Many graduates whose initial destination had been unemployment/temporary employment or manual/clerical work had therefore not achieved parity in the labour market with those who at that early stage had entered permanent employment or further study. Moreover, some preliminary econometric work confirms that there may be a strong link between first destination and career destinations several years later.

This central finding, that first destinations are important, has implications for the importance of the first destinations surveys of each year's supply of new graduates<sup>1</sup>. It provides some evidence that the details of destinations by type of institution, subject, age, and degree class, that are collected each year, may well be good indicators of the excess demands for and prospects of these different types of graduate in their early careers.

Later starters—do they catch up? Evidence from the Survey of 1980 Graduates and Diplomates suggests often not after six and a half years! ■

**Table 9** Graduates whose first destination was unemployment/temporary employment or manual/clerical work: effect of training and further study on mobility over the survey period

Formal training and further study	Mobility between first destination and the time of the survey			
	Not upwardly mobile*		Upwardly mobile*	
	Number	Per cent	Number	Per cent
<b>Received any formal training</b>				
Yes	706	86.0	115	14.0
No	545	95.6	25	4.4
<b>Undertook further study</b>				
Yes	726	90.2	79	9.8
No	533	90.8	54	9.2
<b>Broad subject of further study†</b>				
Education/medicine/other vocational	220	96.5	8	3.5
Engineering/technology	48	88.9	6	11.1
Agriculture/biology/physical science	95	93.1	7	6.9
Business studies/accountancy	168	77.4	49	22.6
Other social studies	162	94.2	10	5.8
Languages	53	93.0	4	7.0
Other arts	73	97.3	2	2.7
<b>All</b>	<b>819</b>	<b>90.5</b>	<b>86</b>	<b>9.5</b>

Source: Survey of 1980 Graduates and Diplomates.  
\* Upwardly mobile graduates were deemed to be those who were earning at least as much at the time of the survey as the average for successful graduates, £12,880 pa; and whose higher education qualification had been either a requirement or a help to entering their job at the time of the survey. Not upwardly mobile graduates were deemed to be those who did not satisfy these criteria.  
† Some graduates will have undertaken more than one course of further study.

# Case Study

## Facing the demographic challenge

by Pat Lennon  
Tesco

A company chairman often writes in the annual report that the company's achievements would not have been possible without the hard work and dedication of the staff. But I doubt whether most company chairmen have ever had to face the practical possibility that the staff would not be there. My chairman has.

In common with many other retailers, Tesco depends on a steady stream of young people to keep our stores and distribution operations going and enable us to open new stores. This stream is drying up.

### The problem

The problem can be stated quite simply. In 1983 there were a million young people in Britain between the ages of 16 and 19 who will not be here in 1993. That's a fall of 28 per cent.

Although the number of school leavers will gradually increase from the mid-1990s, even by the turn of the century there will be 14 per cent fewer school leavers than there are now.

However, experts believe that the total size of the workforce will not fall, but will be stable and then rise gently, to 28.6 million at the end of the 1990s.

This increase in the workforce by no means solves the problem on its own. The national workforce rose by 12 per cent between March 1983 and March 1984, but compare what happened at Tesco: our workforce rose from 50,544 in 1983 to 77,675 in 1989, an increase of more than 50 per cent.

Tesco's particular problem is that we have an exceedingly young age profile. Almost 50 per cent of our 70,000 strong retail workforce is under 25 years of age. So in a sense we don't so much have a demographic time bomb to handle—more of a thermo-nuclear device!



An exceedingly young age profile.

Another problem we face is the problem of success: for the foreseeable future, we expect to continue opening 20 new superstores every year. This means that my colleagues and I need to find an extra 10,000 people every year to run them.

Fortunately we did see the problem coming in time; early in 1988 our group personnel director set up a small working party of personnel specialists to consider what action Tesco should take. As a result we identified 31 specific initiatives.

I'm not going to describe all 31 but what I am going to do is explain how we are answering the two important questions:

- "How do we go on winning our share of the contracting young workforce?" and

- "What alternative ways can we find to ensure that we have the staff we need?"

### Young people

The first element in any solution is competition against other employers for the smaller pool of young people who will be available. We have come up with a three-tier strategy: in the short term, we have increased their pay; in the medium term, we have substantially revised a school-leaver entry programme which evolved from YTS; and in the long term, we are making great strides in improving links between Tesco and the educational sector.

### Increased pay

In 1986 Tesco was one of the few employers in this country still not paying adult rates until the age of 19.

## Case Study

In October 1986 we started paying the adult rate at 18, and in the last two years we have increased the percentage of the adult rate payable to 16 and 17 year olds. You might call this our 'higher interest rate' policy, because if the rates we pay rise, this ought to stimulate higher interest among the young.

In our 1989 wage negotiations, this policy resulted in a 22 per cent increase for 17 year olds working in London.

Junior rates of pay are bound to be an area of keen competition between retailers. To top our 22 per cent increase, one of our competitors decided to abolish the 17-year-old rate, giving them an increase of some 40 per cent in one go. And indeed, I believe that one of our competitors in another sector of retailing is considering abolishing junior rates altogether.

### Career start

Good rates of pay are a good starting point, but young people also want career opportunities and training. What can we offer them?

Like so many others, we took part in the YTS. We set ourselves a target each year of 200 YTS starters, but never quite achieved it. In 1986 we started with 150, in 1987 with 167, and in 1988 with 174.

When our school-leaver programme was just a YTS programme, the scheme really did not solve recruitment problems in London and the South. That's an understatement—we failed to get a single YTS starter in London the whole three years of the scheme. However, we knew that overall the scheme had produced a considerable number of people for our business. It filled key trade positions such as a semi-skilled baker and a meat cutter. And it provided a significant number of young supervisors and even candidates for our senior store management training scheme.

So we believed it was worth persevering and decided to run a YTS scheme entirely under the Tesco banner, which we call Career Start. Career Start participants have full employed status from day one, and each store has its own training facilities and staff trainer.

We launched the scheme in January 1989, offering over 750 places in 170 of our stores. We knew from the outset that this was an ambitious target, and we were delighted to fill over 500 of the places.

### Linking education and industry

The third component of our strategy was to reinforce the vital link between school and the world of work.

Tesco was one of the founder members of the very first Compact to be founded in the UK—the East London Compact—and I had the pleasure of serving on the employers' steering group.

What really interested us about Compacts was their very practical approach to preparing young people for work. They set the students goals such as punctuality, attendance and completing a course of work. We now have a policy of supporting Compacts wherever we have the facilities to do so.

Tesco is involved in a number of other education-business link schemes, including several teacher secondments in the last 12 months. It is a completely new and different experience for a geography teacher or the head teacher of a comprehensive school to see what is involved in running a superstore

which turns over £1 million a week.

We are also heavily involved in CPVE and in courses run by the Industrial Society for pupils in school, preparing them for the world of work.

We are developing an excellent relationship between Tesco and local schools and colleges; and, in a way, that is far more practical than any of the other industry-education projects in my experience.

### Mature entrant programme

Now I shall turn to some of the alternative sources of labour, starting with those at the other end of the age range: the 55-plus age group.

Our mature entrant programme required a change of outlook by management: in such a young organisation, the suggestion that some older staff might be able to help is sometimes greeted with ribald comments about bath chairs and so on, but we are in a new ball-game, and nowadays I agree with Maurice Chevalier. I prefer old age to the alternative.

Our strategy to recruit more people from the 55-plus age group began at Crawley in Sussex.

In the last three years we have opened three new superstores outside Crawley within a ten-mile radius of each other. It is a very good trading environment for us, but an



Tesco now has a strategy of recruiting staff aged 55 and over.

## Case Study

absolute nightmare to recruit and keep the staff there.

The first thing our regional personnel manager for the area, Barry Ball, did was to relax our rule restricting evening employment to those aged 16 and above. Now, we employ 15 year olds in these stores, with due regard to local authority regulations and with care not to interfere with school studies.

But Barry Ball also noticed that those aged 55 and over were the most stable group in the working population. So he tried the experiment of advertising in the local paper to appeal to people in that age group.

The ad produced more than 130 replies and within a week we had filled all our vacancies in the Crawley Hazelwick store, and had a list of people on hold. In a fortnight we had actually employed 50 people and a year later, in July 1989, 38 of these original 50 were still in post.

The success of this campaign led to its extension throughout the rest of Barry's region as well as in London and East Anglia. It was developed into a poster and leaflet campaign on the theme "Life begins at 55", with pictures of a mature man and woman jumping for joy at the prospect of working for Tesco.

An unexpected bonus of the campaign was a good response from people in their 30s and 40s. The campaign had got the message home to people that at Tesco it doesn't matter what age you are.

### Employment beyond normal retirement age

We were also surprised that substantial numbers of people came forward who were past retirement age. We were delighted and we made certain policy changes to accommodate them.

We increased the maximum age of employment from 60 for a woman and 65 for a man to 70 for both sexes. At the same time we made our normal retirement age 65 for both men and women, but with flexibility. Now an employee who reaches normal retirement age can be re-engaged straightaway and carry on. There is no break in their continuous service so they keep

their service-related benefits. This is subject only to an annual review to make sure we are not putting a strain on their health.

I should add that this change in no way affects the right of a member of staff to retire at the former retirement age.

Tesco's strategy provoked so much interest that we were invited to appear before the House of Commons Select Committee on Employment in November 1988. At that time the number of people over 55 in our business was just over 2,000. By the end of 1989 it was about 5,000, and I expect it to keep on rising steadily.

### Benefits of employing mature people

We have benefited tremendously from the campaign, in more ways than simply filling vacancies.

Tesco needs to provide a very high level of customer service and we have developed extensive training programmes to achieve this. We have found that most people in their 50s or 60s don't need training to the same extent; having been customers for so long, many of them can turn their experience round and provide

And stability is very high. Not only have 38 of the original 50 at Crawley Hazelwick stayed with us, but they have encouraged other employees at the store to stay on too. They have helped improve staff relations inside the store, so now younger people no longer feel the need to ask the supervisor every time they have a question. They can go to 'Uncle Fred' or 'Auntie Freda' instead and they are more comfortable about doing that.

### Women

At the moment about 200,000 women return to work each year. By the mid-1990s it is estimated that four of every five new jobs will be filled by women.

At Tesco we are convinced that we have to look after married women, and mothers in particular.

For women who already have children, we are experimenting with term-time working, which is actually an old Tesco idea that is having a second lease of life. And we are also exploring the potential of job sharing. But the main problem for women with children who want to work is how to look after the children.



service to the same high standard they themselves would expect to receive.

Another benefit is that absenteeism among these older employees is very low, because they are reluctant to take time off for minor health problems.

We also need to be brave about children to make progress. I think the chairman of Midland Bank was brave when he announced recently that 300 creches would be set up in a short time. But he is right. By the mid-1990s, so many new entrants to the market will be women returning

## Case Study

to work after having children that employers who don't have some form of childcare arrangement will fall by the wayside.

At Tesco our approach is to try something out on a small scale, and then extend it once we know it works and have ironed out any wrinkles. Many of the ideas have come from managers in the field, and have then been implemented with full support from head office.

We shall be trialling two pilot schemes:

- First, we are examining the possibility of providing childcare or creche facilities.
- Second, we are looking at the idea of paying mothers a childcare allowance, which they can use to employ child minders.

### Long-term unemployed

The last source of employees I want to look at very briefly is the long-term unemployed. Following the success of the mature entrant campaign, we came up with a campaign along similar lines for them. Roma Fleming, our regional personnel manager for London, devised a campaign poster with the slogan: "Just because you're out of work, doesn't mean you're out of the running."

Another technique which we believe will eventually prove more effective for the long-term unemployed is priority hiring. The idea is to provide about a week's pre-interview training to people who have been out of work for some time and who may have forgotten how to present themselves at a job interview. We have tried out this idea in South London and I expect we shall extend it to other parts of the country.

### Lessons

What have we gained from our experience?

Well, we are surviving. This was not a foregone conclusion; but we are successfully dealing with a challenge to our very ability to continue in business.

One of the things we found is that



By the mid-1990s four out of every five jobs will be filled by women.

it is necessary to challenge some prejudices with searching questions: Are we sure that we are getting the best value from the women who work for us? What about those who come from different countries or from different ethnic backgrounds? Have we really considered all the opportunities for people who are physically or mentally disabled, or who are long-term unemployed?

Among other actions we have taken, the demographic change has



Young people's contribution is vital.

forced us to re-examine our terms of employment so as to help us win and then keep staff. This has improved conditions for many employees.

Looking back at the position three or four years ago, we used to draw the largest single group of staff from a vast pool of young people needing jobs. That was an easy option—we didn't have to look any further. It worked well enough, so there was no need to change. Now the climate is different and we are pursuing initiatives in three key areas:

- improving the company's ability to recruit;
- reducing the need for recruitment by keeping more of our existing employees; and
- reducing the demand for young people by recruiting from other sources.

Of course, we still employ a large number of young people, whose contribution is vital, but the end result is that we now have a more mature, more responsible, more capable workforce. We believe that they can help us to achieve a competitive advantage and, equally important, they are helping us provide our customers with better service. ■

## 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: **Norman Fowler**  
Minister of State: **Tim Eggar**  
Parliamentary Under Secretaries of State:  
**Patrick Nicholls and Lord Strathclyde**

### Youth Training

*Robert Key (Salisbury) asked the Secretary of State for Employment if he will make a statement on the YTS.*

*Edwina Currie (South Derbyshire) asked the Secretary of State for Employment what plans he has to promote improved training for young people; and if he will make a statement.*

Norman Fowler: Since the introduction of the Youth Training Scheme in 1983 well over 2 million young people have benefited from the programme. Over 85 per cent of young people who complete their training programme now go into jobs, further education or training, and 64 per cent gain a vocational qualification.

YTS has been a great success, but we now need to build on that success to meet the higher level skills the economy will need in the 1990s and to enable Training and Enterprise Councils to make the maximum impact in developing arrangements for youth training which will lift the skills and qualifications of young people in their areas. I have therefore decided to introduce new arrangements to promote training for young people, to be known as Youth Training.

The central aims of the new arrangements will be to move to a situation where all young people are either in full time education or a job with training and have the opportunity to develop their potential, qualifications, and skill to the full.

All young people on YT will be offered training and vocational education leading to qualifications equivalent to, at a minimum, level 2 in the framework established by the National Council for Vocational Qualifications. Targets will be set annually for major and progressive increases in the skills to be reached, both generally and at craft and technician levels.

The Government's Guarantee will



Norman Fowler

continue. All young people up to the age of 18 who are in the labour market but without a job will be offered a training place on Youth Training.

There will continue to be a strong emphasis on health and safety and on equal opportunities for young people. There will be appropriate arrangements for identifying and providing for young people who are disabled or who have special training needs.

(December 5)

### Small firms achievements

*David Amess (Basildon) asked the Secretary of State for Employment if he will make a statement on the achievements of his Department and his policies in helping small businesses over the last 12 months compared with the previous 12 months; and if he will publish the performance indicators by which his Department monitors those achievements and the statistical results of such monitoring.*

Tim Eggar: The growth of the small business sector itself is the best indicator of the success of the Government's policy towards small business. In 1988-89 the net increase in the number of VAT registered businesses was 64,000, an average of just over 1,200 a week.

The performance figures for the measures operated by my Department in 1988-89 are set out below.

The Small Firms Service answered over 281,000 inquiries (an increase of 6 per cent on 1987-78), handled over 30,000 new counselling cases (an increase of 12 per cent on 1987-88), and conducted over 43,000 counselling sessions (an increase of 10 per cent in 1987-88).

The usage of the Loan Guarantee Scheme has increased from 1,234 small businesses in 1987-88 to 2,292 in 1988-89. The total loan value increased from £46.23 million to £64.76 million. Improved procedures under the scheme include simplified procedures for loans up to £15,000 and an increase in the maximum loan size from £75,000 to £100,000.

The number of entrants to the Training Agency's enterprise programmes, the Business Enterprise Programme and the enterprise element of Employment Training, has increased by 22 per cent from 43,489 in 1987-88 to 53,003 in 1988-89.

The number of entrants to the Graduate Enterprise Programme rose from 155 in 1987-88 to 1,150 in 1988-89.

(November 30)

### Benefit suspension

*John Battle (Leeds West) asked the Secretary of State for Employment how many people had their unemployment benefit suspended due to the job search requirement and for how long, during the first month of the operation of the new Social Security Act.*

Tim Eggar: In the period from October 9 to October 27 the unemployment benefit claims of 122 people were referred to the independent adjudication authorities because of doubts about their jobseeking activity. This was after they had received an initial warning and a further review of their jobsearch activity had been carried out.

(November 29)

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(November 29)

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what training schemes were referred to in the published decisions of the adjudication officers in the period between April and June 1989 that 300 claims for unemployment benefit were disallowed because of refusal or premature termination of training.

Mr Tim Eggar: A person can only be disqualified from receiving unemployment benefit in cases of refusal or premature termination of training, if it is a training scheme approved by the Secretary of State for the purposes of section 20(1)(e)-(g) of the 1975 Social Security Act.

The only training scheme approved by the Secretary of State is the Youth Training Scheme.

(December 8)

## Disabled people

Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment how many (a) prosecutions and (b) warnings of possible prosecutions there have been since 1979 of firms failing to comply with legislation on the employment of disabled people.

Tim Eggar: There have been no prosecutions under the Disabled Persons (Employment) Act 1944 since 1979. Information relating to warnings of possible prosecutions is not held centrally and could only be provided at disproportionate cost.

(December 1)

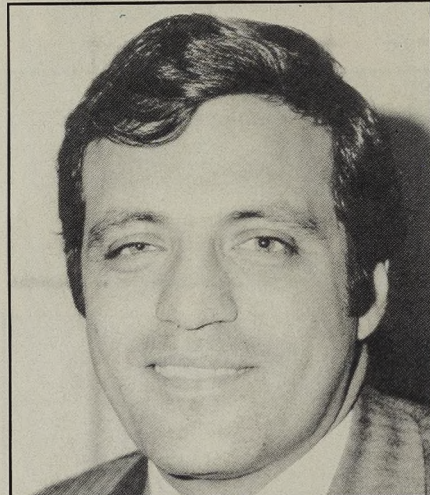
Jack Ashley (Stoke on Trent South) asked the Secretary of State for Employment what priority is given within the Employment Service to work with disabled people.

Tim Eggar: People with disabilities are one of the main priority groups for assistance from the Employment

Department. A comprehensive network of services is available to help people with disabilities find and retain jobs through advice, assessment, rehabilitation and training; and in the case of people with severe disabilities, support in the form of sheltered employment.

My Department is currently reviewing the full range of services for people with disabilities, and a consultative document covering the conclusions of the review will be published as soon as possible.

(December 4)



Tim Eggar

## Free telephone calls

Archy Kirkwood (Roxburgh and Berwickshire) asked the Secretary of State for Employment what steps he proposes to take to achieve a free telephone facility to the local jobcentre for everyone wishing to contact their local jobcentre.

Tim Eggar: There are no plans to introduce a national freefone facility into jobcentres, although this has been introduced in some parts of the country where access to the jobcentre may be difficult and costly.

(November 5)

## Work of the NCVQ

Harry Greenway (Ealing North) asked the Secretary of State for Employment if he will make a statement on the work being done by the National Council for Vocational Qualifications.

Tim Eggar: The Council's task of rationalising and reforming our vocational qualification system is well under way. Over 160 qualifications have now been accredited within the first four levels of the new National Vocational Qualification framework.

A new system for recording the achievement of parts or units of the new National Vocational Qualifications has been developed, which enable candidates to work more flexibly and progressively through their qualifications. In discussion

(November 22)

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 activities are contained within its second annual report, a copy of which has been placed in the library.

(October 25)

David Amess (Basildon) asked the Secretary of State for Employment what steps are taken to ensure that the National Council for Vocational Qualifications is doing sufficient to set standards for training and if he will make a statement.

Patrick Nicholls: The National Council for Vocational Qualifications does not itself have responsibility for setting standards for training, although it has an important role in approving qualifications based upon standards.

Encouraging the development of occupational standards and the nationally recognised vocational qualifications based upon them is a key objective of the Training Agency. It carries out this remit by providing specialist advice and financial assistance to almost 150 lead bodies, each responsible for developing, implementing and maintaining standards and qualifications for the occupational area it represents. The Training Agency is confident that this will lead to standards being available by 1991 up to NCVQ level IV for at least 90 per cent of the employed population.

(November 29)

## Construction industry training

Teresa Gorman (Billericay) asked the Secretary of State for Employment what factors he took into account in deciding to retain the Construction Industry Training Board and statutory provisions.

Patrick Nicholls: During the consultation exercise many employers and employer organisations contended that the nature of the construction industry, with its highly mobile workforce and use of labour only subcontracting, created particular training problems, including securing an adequate supply of competent workers. The Government acknowledged these factors in the White Paper, *Employment for the 1990s*, and took them into account when reaching our decision.

The Government has accepted that, for the time being, statutory training arrangements should continue for the building and civil engineering sectors of the industry. The retention of statutory arrangements will be thoroughly reviewed in three years time. Other sectors within the industry will be encouraged to develop independent voluntary training arrangements.

(November 22)

## Older workers

Barry Field (Isle of Wight) asked the Secretary of State for Employment what proportion of the population aged 55 and over is expected to remain economically active during the course of the next ten years, and what plans he has to combat discrimination on the grounds of age by employers.

Patrick Nicholls: My department's latest projections, which are largely based on past trends, show the proportion of people aged 55 and over who are economically active remaining in the range of 22 per cent to 24 per cent over the next ten years.

We are constantly emphasising to employers that age discrimination is not in their interests, particularly as numbers of young people decline.

(December 5)

## ET supplementary grants

Tony Blair (Sedgefield) asked the Secretary of State for Employment what is the total amount in supplementary grant paid to training managers in the first year of Employment Training for: (a) standard trainee needs, (b) special trainee needs, (c) high level/high cost training and (d) extended introduction/assessment; and how many trainees the supplementary grant covered.

Patrick Nicholls: Expenditure on supplementary grants paid to training managers on Employment Training in the period September 1988 to August 1989 totalled £201 million.

Information on supplementary grants payments for (a) standard trainee needs, (b) special trainee needs, (c) high level/high cost training and (d) extended introduction/assessment, and the number of trainees covered is not available.

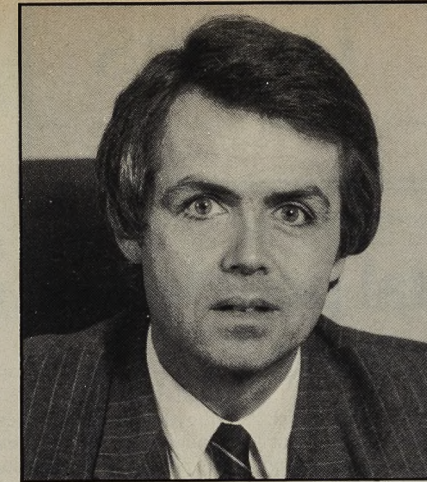
(November 22)

## Union rights

John Cartwright (Woolwich) asked the Secretary of State for Employment what representations he has received about the need for a statutory system to establish a trade union's right to represent its members in negotiations with an employer, and what has been his response.

Patrick Nicholls: I recently received a letter on this matter from the General Secretary of the Banking, Insurance and Finance Union. My reply made clear the Government's view that it is for the individual employer to decide whether, and in what circumstances, to recognise a trade union for collective bargaining purposes. Experience with the statutory recognition procedures contained in the 1975 Employment Protection Act and repealed by the 1980 Employment Act showed them to be highly unsatisfactory in practice.

(October 23)



Patrick Nicholls

## Fire certificates

Andrew F Bennett (Denton and Reddish) asked the Secretary of State for Employment what is the number of premises currently awaiting fire certification by the Health and Safety Executive.

Patrick Nicholls: At March 31, 1989, the number of premises awaiting fire certification by the Health and Safety Executive, under the Fire Certificates (Special Premises) Regulations 1976, was 205. A majority of the outstanding premises already have valid fire certificates issued under either the Factories Act 1961 or the Fire Precautions Act 1971. The HSE has given priority to those premises which had no existing certificates.

(November 23)

## Working mothers

Hilary Armstrong (North West Durham) asked the Secretary of State for Employment what is the proportion of mothers with children aged between two years and five years old who work in: (a) part-time and (b) full-time work for the latest year for which figures are available.

Patrick Nicholls: Among women in Great Britain whose youngest dependent child was aged at least two years but under five, it is estimated, using information from the Labour Force Survey, that in spring 1988 just over 31 per cent were in part-time employment and about 12 per cent were in full-time employment.

(December 1)

## European employment

Jeremy Hanley (Richmond and Barnes) asked the Secretary of State for Employment what proportion of the United Kingdom workforce, split between men and women, is in employment; and what is the average for the European Community.

Patrick Nicholls: In 1987, the latest date for which comparable information for all European Community countries is

available, 87 per cent of men and 97 per cent of women in the workforce were in employment. This compares with 90 per cent of men and 87 per cent of women in the European Community as a whole.

(December 1)

## VDU radiation

Ieuan Wyn Jones (Ynys Mon) asked the Secretary of State for Employment if he will launch a survey into the possible emission of low levels of radiation from visual display units and whether pregnant women are affected by working on visual display units.

Patrick Nicholls: Radiation from visual display units (VDUs) is very low and is not considered to be in any way hazardous. Surveys in other countries have not shown any risks to pregnancy attributable to VDUs. The Health and Safety Executive has commissioned an epidemiological study of possible reproductive effects from VDUs in order to obtain additional reliable data based on British VDU operators.

(December 4)

## Two-year YTS

Ron Leighton (Newham North East) asked the Secretary of State for Employment what percentage of trainees on YTS complete their two-year course.

Patrick Nicholls: The entitlement to a two-year course was made available in April 1986. The first trainees to complete a two-year course, therefore, left YTS in March 1988.

The latest information from the YTS leavers survey (leavers in the period June 1987 to May 1989) shows that, excluding re-entrants, 29 per cent of trainees complete their two-year entitlement to training under the programme.

However, 77 per cent of those who leave before completing their two-year course go into employment, further education or training.

(November 21)



Lord Strathclyde

## Do environmental policies kill or create jobs?

Counteracting the threat to the environment demands profound changes in production processes, and energy consumption. But the costs of 'clean' technologies and products can be expensive or even prohibitive.

On the other hand, anti-pollution measures spur demand for new goods and services that provide new employment opportunities.

Examining these employment effects an International Labour Office report finds that employment cutbacks attributable to environmental concerns have been very limited.

For the most part, it says, "plants that are closed allegedly for environmental reasons are small, old and probably would have been closed anyway. In many instances, the environmental regulations simply tend to accelerate the timing

of already inevitable shutdowns."

The report goes on to say that the overall impact of new, clean technologies to combat environmental problems is ambiguous. They may displace labour but, insofar as they raise output, employment may be maintained and even increased.

In addition, direct jobs are created in performing environmental control, maintenance and clean-up operations, while anti-pollution expenditure also spurs demand for new goods and services that provide numerous indirect job opportunities.

For instance, Swedish environmental policies implemented in the early 1970s generated 4,680 direct and 8,826 indirect jobs.

The report points out that ambitious political statements have not yet been followed by action. According to the available data, public budgets for the environment in many countries are at best still at

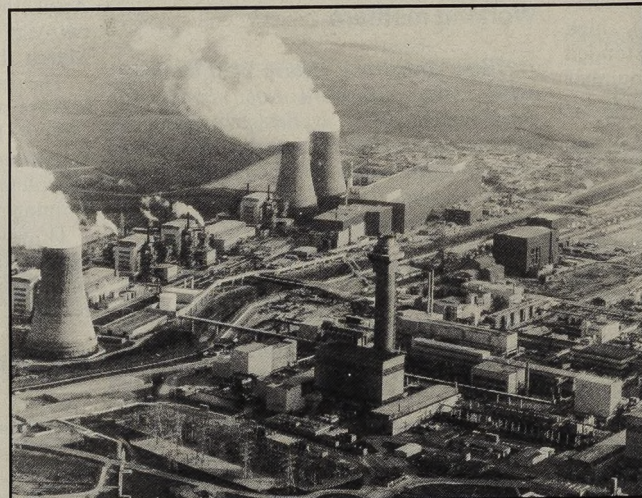
the same level as one decade ago.

Indeed, one of the reasons why environmental protection has not created more employment so far is that "it is not a growth industry."

But change is in the air. Since not enough is being done, the environmental threat can only become more acute and more ominous. This, says the report, may help trigger action instead of mere rhetoric. New transportation and energy policies may have to be adopted and the development of clean and conserving technologies and products may become a deliberate goal of many countries.

The report concludes that such a major shift in environmental action would no doubt have a major impact on employment and training requirements, which could reach unprecedented dimensions. □

The report on environmental policies and employment was prepared for the ILO's Tripartite Meeting of Experts on Employment and Training Implications of Environmental Policies in Europe, held in December.



*The cost of clean technologies can be prohibitive, but can also create new employment opportunities.*

## Looking for high pay and low hours?

A West German government report on relative hours and salaries in the European Community countries shows that Luxembourg comes out top for annual average net earnings of its citizens, while West Germans enjoy the shortest working week.

The Germans also do well on earnings, coming second in the table. Surprisingly, Italy now comes a close third behind West Germany on earnings but the Italians still have to work longer hours for their money.

Another surprise is Denmark with its affluent Scandinavian image, where high taxes bring down the value of net earnings to the less fortunate end of the scale. However, in compensation the Danes put in less hours than anyone except the Germans.

Britain and France fall roughly in the middle of the scale on both counts, with the British showing higher incomes and the French, shorter hours, but it is the poor citizens of Portugal who get the rawest deal. Not only do they earn the lowest salaries by far, they also work the longest hours.

## New magazine takes the initiative

As the debate over graduate shortages heats up, a national magazine about management careers aimed at final-year students has been launched.

*Student Initiative* is published by

Chester-based Stanley Armstrong Publications and claims to be the leading magazine for tomorrow's management, with editorial content directly linked to graduates developing managerial careers. □

## Part-time earnings

New regulations relating to the effect of part-time earnings on benefit during spells of unemployment came into effect on December 10, 1989.

First, they allow people on earnings of less than £12 a week to remain eligible for unemployment benefit.

Second, people with earnings over the lower earnings limit for National Insurance contributions (currently £43 a week) will be considered to be in work and will lose unemployment benefit for the whole week. □

## Social Charter thumbs down

More than three-quarters of small firms polled by the Forum of Private Business lobby group are against worker participation for their companies.

When questioned as part of the FPB's on-going research into the small business reaction to the EC Social Charter, 77 per cent of the 3,400 respondents opposed worker participation for small and medium sized companies.

FPB chief executive Stan Mendham commented: "It is ludicrous that the EC is trying to make a set of laws to govern the enormous variety of businesses that make up the small firms sector. For instance, worker participation is a nonsense for a two-man contractual electrician's business or a secretarial agency where the people involved are in constant touch with each other and their customers. The legislators forget that half of all businesses employ less than five people." □

## European insurance

European commission vice-president Sir Leon Brittan, in charge of competition policy, has announced radical plans for the creation of a single European market in insurance services.

The intention is to enable companies to operate throughout Member States on the basis of a single insurance licence. Both life and non-life businesses are to be covered by the new rules which will be set out in two new framework directives currently being prepared by the European Commission. □

## More employers turn to outplacement counselling

Outplacement counselling is increasingly being used by employers to ensure that redundancies are handled sensitively, constructively and efficiently, without causing too many difficulties for the employees who are the subject of redundancy.

A survey into the use of outplacement counselling, commissioned by international outplacement consultants Drake Beam Morin (DBM), reveals that 84 per cent of UK companies questioned now offer such a service.

Of the 84 per cent who use counselling, 97 per cent offer it to the more senior executives and 43 per cent to their clerical workers. The sectors which emerge overall as offering the most comprehensive outplacement service and for the longest period of time are the 'oil, gas and energy' sector and 'manufacturing, engineering and construction'. The sector that appears to offer the least provision for outplacement is 'publishing and printing', which only offers counselling to those of managerial level and above.

Peter Trigg, managing director of DBM, commented that shopfloor and clerical workers are more in need of outplacement counselling services and he would like to see an increase in the number of employers referring this level of the workforce to counselling. He said they were less likely than management colleagues

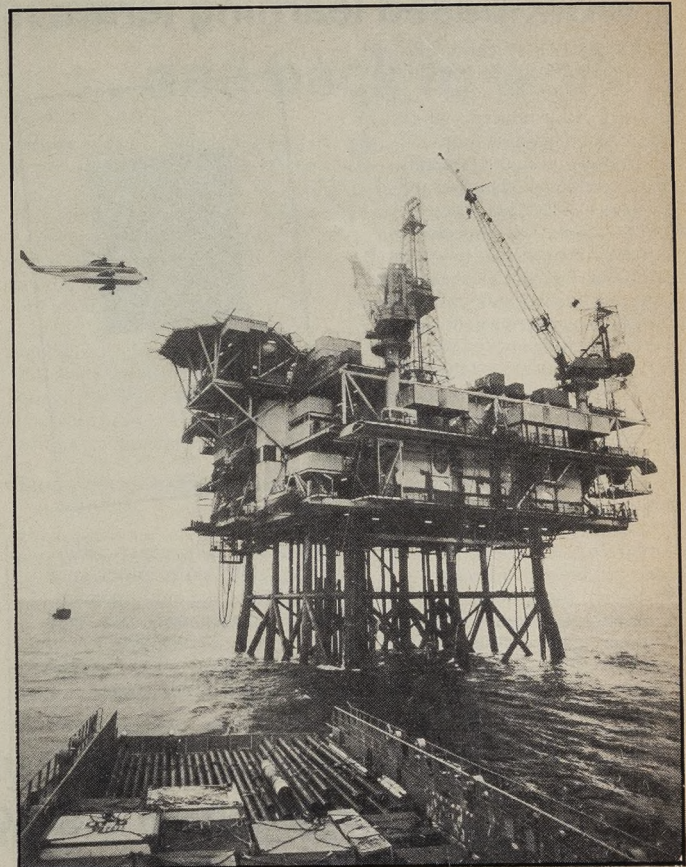
to have access to resources, fewer contacts and no well-established 'network'.

The survey, based on a cross-section of 148 major companies responsible for nearly 15 million employees, looked at the type of companies which use outplacement, for what reasons and how the use of outplacement counselling has developed in the UK. It also examined whether there is any link between the use of outplacement in the UK compared with companies' outplacement practices overseas, particularly in the United States.

Larger firms were the chief users of outplacement counselling; 89 per cent of companies with more than 10,000 employees. However, 79 per cent of firms with fewer than 250 employees also offer outplacement counselling.

The peak period when companies started to use outplacement was 1981-85. In recent years, it has grown fastest in the service industries.

Companies use outplacement for a variety of reasons, the survey shows, with 95 per cent of companies offering it in redundancy or cutback arrangements and 77 per cent in reorganisation or mergers. In a number of cases, companies use outplacement where there are personal chemistry problems (56 per cent) and when employees reach a career plateau (49 per cent).



*Production platform in BP's Forties Oilfield*

Photo: BP

Of those 16 per cent of companies not using outplacement, 29 per cent considered high redundancy pay to be sufficient. The 'professional services' sector, which includes solicitors and accountants, has the highest proportion of UK companies not

using outplacement. This figure did not surprise DBM, given that most individuals in the sector are either self-employed or work as part of a small group. □

Copies of the report are available from Ampercord Marketing, 19-21 Great Portland Street, London W1N 5DB (tel 01-637 2281).

## Over 50s wooed by the attractions of work

50 per cent of men and women over 50, in a nationwide survey commissioned by Reed Employment, said they would like to remain at work after retirement. Half of these would prefer part-time work, but 20 per cent would choose full-time work if given the chance.

Only 10 per cent cited pay as the main reason for remaining in employment, while one in four people surveyed claimed that being active, meeting people and enjoying work were the most important reasons. Private health care would also attract a quarter of those surveyed. Facing up to

retraining was not a deterrent either, with 55 per cent saying that they would be happy to learn new skills.

Reed Employment has launched a guide for employers entitled "Fifty Plus—the importance of a mature worker in the 1990s". The guide written by John Gapper, labour correspondent of the *Financial Times*, is designed to encourage employers to take a fresh look at the over fifties and help them to re-think employment strategies in line with their needs. Topics covered include recruitment methods, managerial skills, employee benefits and retraining. □



*Being active, meeting people and enjoying work are among the main reasons for remaining at work after the normal retirement age.*



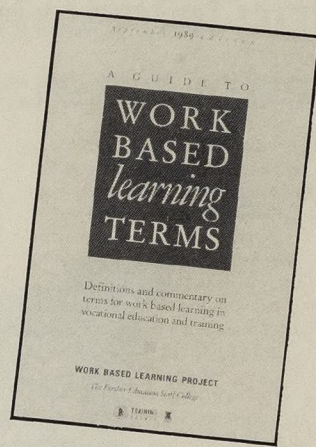
## Work-based learning terms

The Work-Based Learning Project of the Further Education Staff College, supported by the Training Agency, has produced a guide to work-based learning terms.

The guide contains 96 terms from vocational education and training (VET) where there has been an explosion of specialist language over the last few years. It will be useful to all those in VET who need a ready guide to terms which are appearing with increasing frequency in their daily work. It will also assist those who are devising strategies for making more effective use of workplace activities and/or work experience within learning programmes.

The guide contains sections on VET aims, methods, and assessment and certification. The last of these has a large sub-set of terms—such as validity and reliability, formative and summative assessment, criterion referenced assessment, units and elements of competence, assessment of prior learning, profiles, records of achievement and the like.

Other sections include terms



such as core skills, generic skills, process skills, skill transfer, core curriculum, core units, modular learning programmes, individual action plans, participative learning, work-based projects, enterprise and personal effectiveness. □

A guide to work-based learning terms from Publications Department, FESC, Bldgdon, Bristol BS18 6RG (CWO). Price £8.50.

## Health and Safety Research 1988-89 annual report

Details of investigations carried out by the Health and Safety Executive (HSE) during the last year into major incidents such as Channel Tunnel 'runaways' (detached rolling stock) are contained in the annual report of the HSE's Research and Laboratory Services Division.

The report describes research, testing and scientific support to the HSE's field forces in work environments and occupational health, one particular area of concern being the risk to various occupational groups of exposure to human body fluids containing the AIDS virus (HIV) and the hepatitis B virus. □

Copies of the report *Health and Safety Research and Technological Services 1988-89* are available from HMSO or booksellers. Price £11.50. ISBN 0 11 885509 3.

## CBI skills audit

Two new publications from the Confederation of British Industry examine the strategic needs of companies in relation to the growing skills crisis.

*Managing the Skills Gap* examines the results of a survey of current employer performance on managing the skills of the workforce, looking first at approaches which have proved unsuccessful and moving on to the more successful ideas in the latter half of the book.

The second publication, considers ways in which the value of company training can be quantified in terms of costs and benefits. □

*Managing the Skills Gap* and *Evaluating Your Training* are available from the CBI, Centrepoint, 103 New Oxford Street, London WC1A 1DU. Price £5 (members) £10 (non-members) ISBN 0 85201 445 7 and ISBN 0 85201 460 0, respectively.

## Diary dates

• A new twice-yearly conference on employee relations is to be launched on January 17, 1990 in London by the Institute of Personnel Management. Further details from the IPM's Course and Conference Department, IPM House, Camp Road, London SW19 4UX (tel 01-946 9100).

• The National Skills Shortage conference, February 8, at the OE II Centre, London. Further details from TVS, Television Centre, Southampton SO9 5HZ.

• Personnel Today Workshop, January 31-February 2, at Olympia, London. Details and tickets are available from J B Ward Philbeach Events, Earls Court Exhibition Centre, London SW5 9TA.

• National conference of the IPM's Compensation Forum at the Gloucester Hotel, London SW7 on January 25. With the theme 'Pay in the 1990s—a decade of development, dissonance or decay?' the conference has been designed to appeal to managers within organisations who have responsibility for developing and managing compensation strategies. Details as for IPM (above).

• Safety and Health at Work Exhibition and Conference, February 6-8 at the Sandown Exhibition Centre, Esher, Surrey. Further information and details available from Paramount Exhibitions and Conferences, Paramount House, 17-21 Shenley Road, Borehamwood, Herts WD6 1RT (tel 01-207 5599).

Copies of the brochure *Careers in the Retail Motor Industry* are available on request from a wide range of motor organisations including the Motor Agents Association, 201 Great Portland Street, London W1N 6AB, the Department of Trade and Industry and the Department of Education and Science.

## Co-operative Development Agency to bow out

An order to wind up the Co-operative Development Agency, a statutory body, has been laid in Parliament. It follows the announcement on July 13, of the Government's decision to close the Agency when current funding runs out in the 1990-91 financial year. This decision was taken after consultation with bodies within the co-operative movement.

It is the Government's view that there is no longer a need for a statutory body to represent co-operatives and that the Agency's work can now be carried on by the well established network of local agencies and other business support bodies. □

## Love perk at work

A new company perk is being offered to loveless Japanese workers, too busy with work to meet someone to marry.

Many Japanese companies are subsidising professional matchmaking services as a company benefit to their employees. There are also date coaching skills on how to talk to a girl or boy on a date. Whether the idea spreads to the UK remains to be seen. □



Sandra Smith, chairman National Association of ITECs.

## Back to school . . . and back to work

Term-time working can be an aid to staff recruitment and retention, according to the Dixons Stores Group, which incorporates the Dixons and Currys high-street chains.

Speaking at the Equal Opportunities Commission's conference, *Working arrangements—the flexible approach*, Avril Stead, the group's divisional personnel manager for London and the South East, said school term-time working arrangements were an aid to recruitment in areas such as the 'M4 corridor', where there is almost full employment.

Difficulties experienced during school holidays by full and part-time women employees are overcome when term-time working arrangements are in place, she said.

The scheme was introduced in

November 1988 to encourage more women returners and to change the age profile of store staff. Previously their average age was 20-25, which Avril Stead had identified as a potential deterrent for older workers thinking of applying for jobs at the group's stores.

It now has 48 term-time workers employed in stores in the South East alone. Some of these are former full-timers who might otherwise have left because of family commitments.

### Same conditions

Term-timers' conditions of employment are safeguarded. They are paid the full-time wage pro rata for a contract of 41 weeks and are entitled to sick pay. Holidays must be taken during the school holidays, although there is a provision for a maximum of two weeks' unpaid leave at other times.

This allows working parents to take care of children who may fall ill during the school term. Term-timers also attend the same training and induction courses as their full-time colleagues.

In Dixons' and Currys' experience, school holiday periods are not adversely affected by the absence of term-timers. At these busy retail periods there are always employees, many of them part-time, who are keen to work longer hours to earn extra money for holidays or Christmas.

"Managers believe term-timers to be more committed and more experienced," said Avril Stead. "Customers feel more at ease with them and they add credibility to the store which is lacking with younger, less experienced staff." Fewer resignations and less sick leave were further benefits of the group's term-time scheme. □

## EC study to find simpler legal framework for SMEs

Simplified litigation and arbitration procedures in disputes relating to transfrontier activities may be on the way. The European Commission's Directorate-General XIII, which is responsible for the interests of small and medium-sized enterprises (SMEs),

aims to set up a Community-wide, out-of-court arbitration and conciliation scheme.

The first step will be to establish what kind of disputes involving SMEs have led to litigation in the past. Civil law procedures in each of the EC Member States will then

be studied to determine which arbitration and conciliation services could be of practical benefit in SME cases.

Companies interested in taking part in the study should contact the EC Commission, DG XIII, Renée Stern, Rue de la loi 200, B-1049 Brussels. □

## ITEC network ready and able to meet skills training shortfall

The projected shortfall in information technology trained workers during the 1990s can and will be met by the network of Information Technology Centres (ITECs) around the UK, the new chairman of the National Association of ITECs told members meeting in Nottingham.

Sandra Smith told the ITEC annual conference that they should look at themselves as the largest, single training capability of the country has in the field of Information Technology and that ITEC managers must react now to the demands of industry on such issues as women returning to work

who need new skills.

"We are ready, willing and able now to tackle many of the IT problems facing this country's employment market," she continued. Commenting on the conference's keynote speech by Dr Colin Bell, chief executive and managing director of AT and T (UK) Ltd, she said: "The conference was told by Dr Bell that by the turn of the century there will be an estimated shortfall of one million IT skilled workers. The ITECs already train around 100,000 people a year so over the next decade we can meet that one million shortfall."

The ITEC delegates took the decision to form a company to be known as the National Association of ITECs Ltd, with the intention of employing full-time staff to help ITECs with their initiatives. □

## Closed shop

There were several errors in the numbering of footnotes in the article on "Trade Union Membership and the Closed Shop" which appeared in the November issue of *Employment Gazette*. The footnote numbers in the text should line up with the appropriate footnotes as follows:

Page	Footnote no in text	Footnote no in footnote
617	7	5
618	8	1
619	9	9
619	10	11 (First)
619	11	11 (Second)
619	12	1

## Job service for retail executives

To assist retail industry executives facing a career change, a separate retail division has been set up by InterExec PLC, a company specialising in career development and outplacement for managers and executives.

The new division is headed by three senior consultants with extensive experience in retailing at management level. They will offer a specialised employment programme for senior retail executives.

This programme takes executives from the planning stage through to the job search. In most cases the bulk of the search will be handled for the candidate and will be supported by access to more than 200 unadvertised appointment vacancies, notified weekly to InterMEX from some 1,600 search and selection consultants.

InterExec's chairman, Kit Scott-Brown, claims the company is the first in human resources consultancy to offer a specialised service of this nature to retailers. It already includes many leading retailers among its clients. □

## Regional financial assistance

The "Labour Market Data" section (tables 9-5 and 9-6) of this issue of *Employment Gazette* includes, for the first time, lists of offers of Regional Selective Assistance made by the three Government Departments responsible for regional industrial policy in Great Britain; these are the Department of Trade and Industry (DTI), the Industry Department for Scotland (IDS) and the Welsh Office Industry Department (WOID).

Lists of payments of Regional Development Grants will appear in the February issue of *Employment Gazette* (as tables 9-7 and 9-8).

Information on these grants was previously published in the DTT's magazine *British Business* which has now ceased publication.

Regional Selective Assistance

the main form of regional incentive. In order to qualify for assistance, projects must:

- create or safeguard employment in the Assisted Areas (ie: Development Areas and Intermediate Areas);
- be viable after taking account of RSA;
- require assistance in order to go ahead;
- contribute to the regional and national economy;
- be financed mainly by the private sector.

The Regional Development Grant schemes are closed to new applicants but payments continue to be made towards projects which qualify under the arrangements laid down for phasing out the schemes.

## Motor campaign for workers

The retail motor industry is in the forefront of technological change, with advances in vehicle electronic systems presenting new opportunities. But the industry has to face the prospect of a workforce shortage both quantity and expertise capable of servicing high-tech vehicles of the 1990s.

To meet the problem, representative bodies within the

industry have now joined together to produce a guide which outlines the benefits, training and career opportunities of working in the industry. □

## Complaints on the phone

A new video-based training package 'Handling Customer Complaints on the Telephone' is designed to train all staff in the techniques of handling customer complaints over the telephone.

The 23-minute video dramatically demonstrates techniques which help raise the quality of service provided by businesses and save many of us, the customers, the frustration of not being dealt with properly when we make a complaint on the telephone.

Available for hire or purchase from Guild Sound and Vision Ltd, 6 Royce Road, Peterborough PE1 5YB (tel 0733 315315).

## Living with unemployment

The results of a survey of the living standards of unemployed people and their families in Great Britain has been published in a report by the Office of Population Censuses and Surveys (OPCS).

Some of the main findings show that in the years included in the study (1983-84), most families experienced a rapid and substantial reduction in their material living standards as a result of the breadwinner's loss of work. The main areas affected were food, clothing, and leisure activities.

It was also found that the effect of stress was almost as great on the wives of unemployed men as for the men themselves. There was also evidence that unemployed families with the lowest living standards tended to have least incentive to return to work. □

*Living Standards during Unemployment* by Patrick Heady and Malcolm Smyth is published by HMSO. Price £10.60. ISBN 0 11 691271 5.

# REVIEWS

## The spirit of business problems yet to come

As part of the CBI's Initiative 1992, Blue Arrow have commissioned Video Arts to produce a 20-minute film—*Staffing for the 90s*.

The film, which is being shown nationwide, stars Nicky Henson, Geoffrey Palmer and Susan Franklyn and is written by Geoff Parkins, directed by John Spencer.

Many businesses are already experiencing the first gentle gusts of the winds of change which will sweep the country in 1992 when the European Single Market becomes a reality.

This film spells out the facts of this also the difficulties facing employers with the declining birth rate making competition for skilled

staff as hard as that for customers.

The story brings home the dangers of complacency. It revolves around a dynamic personnel director, Mr Answers, who like many British managers has acknowledged that although changes will have to be made has failed to understand how seriously they could affect his situation. Like the 'Scrooge' character in Dickens, takes his staff for granted, and is shown the implications of inaction when the Spirit of Business Yet to Come reveals a bleak future if he fails to be flexible and responsive in adopting the right human Resource Strategy. □

*Staffing for the 90s* from Video Arts Limited, Dumbarton House, 68 Oxford Street, London W1N 9LA. Price £250 (not available for rental).



A still from *Staffing for the 90s*.

## Revised PRP guidance for employers

The Inland Revenue has published a revised edition of the Notes for Guidance on tax relief for Profit-Related Pay (PRP).

The revised notes (PRP2) are designed to help employers and their advisers who are interested in the introduction and operation of PRP schemes which qualify for tax relief. They give detailed information about the statutory requirements which must be satisfied in a PRP scheme if it is to qualify for tax relief, and they indicate some points to be borne in

mind in running a scheme. Full details are given about the wide range of choices available to employers when designing their schemes, with examples of how the various options work.

Revised to take account of the changes introduced by the Finance Act 1989, the notes reflect in particular the abolition of the '5 per cent test'—the requirement that PRP should equal at least 5 per cent of employees' pay if profits remain the same—and the new £4,000 cash limit on the amount of

PRP which can qualify for tax relief.

The more relaxed approach which the Inland Revenue is taking—on legal advice—towards the 'material interest test' is also covered.

Copies of the revised notes and application for registration forms are available from the Profit-Related Pay Office, Inland Revenue, St Mungo's Road, Cumbernauld, Glasgow G67 1YZ (tel 0236 736121). □

Printed in the United Kingdom for Her Majesty's Stationery Office

## All-in-one human resource package

Occupational health, training and recruitment are covered in three expanded modules of the revised Human Resources Management System (HRMS) designed to be used on IBM mid-range computers available from Insight Database Systems of London.

The package is intended to eliminate the need for personnel departments to buy separate systems to cover such key elements as personnel records, job evaluation, recruitment, health and safety, appraisals, training and payroll interface.

The company is emphasising cost—at an average of £8,000 depending on the model of AS400 used—as a major plus of the new package. It is being targeted at companies of all sizes, including personnel departments currently using PC's and those still without computer systems.

For further information, contact Penny Jacey or Nadia Prescott, tel 01-836 8651. □

## Surviving the technology blast

How does the introduction of new technologies affect organisations, personnel departments and the individual employee?

To answer that question, the Institute of Personnel Management has published a book containing in-depth studies of more than 20 organisations which have recently been involved in this type of change.

The book, called *All Change at Work: The human dimension*, features a section covering the implications of changes in pay structure which often result from technological change and offers insights to help managers minimise the traumatic impact that any result from a major technological change. □

*All Change at Work: The human dimension*, edited by Theo Wilkinson, is published by the IPM, IPM House, Camp Road, Wimbledon, London SW19 4UX. Price £9.95 (non-members) £7.96 (members) plus £1.13 p and p.

# TRAINING



## AN INVESTMENT IN THE FUTURE

It is becoming increasingly difficult for people - whether they are employed or unemployed, young or old, running a small business or thinking of starting one - to succeed in today's competitive atmosphere. Large organisations are also suffering from acute skills shortages.

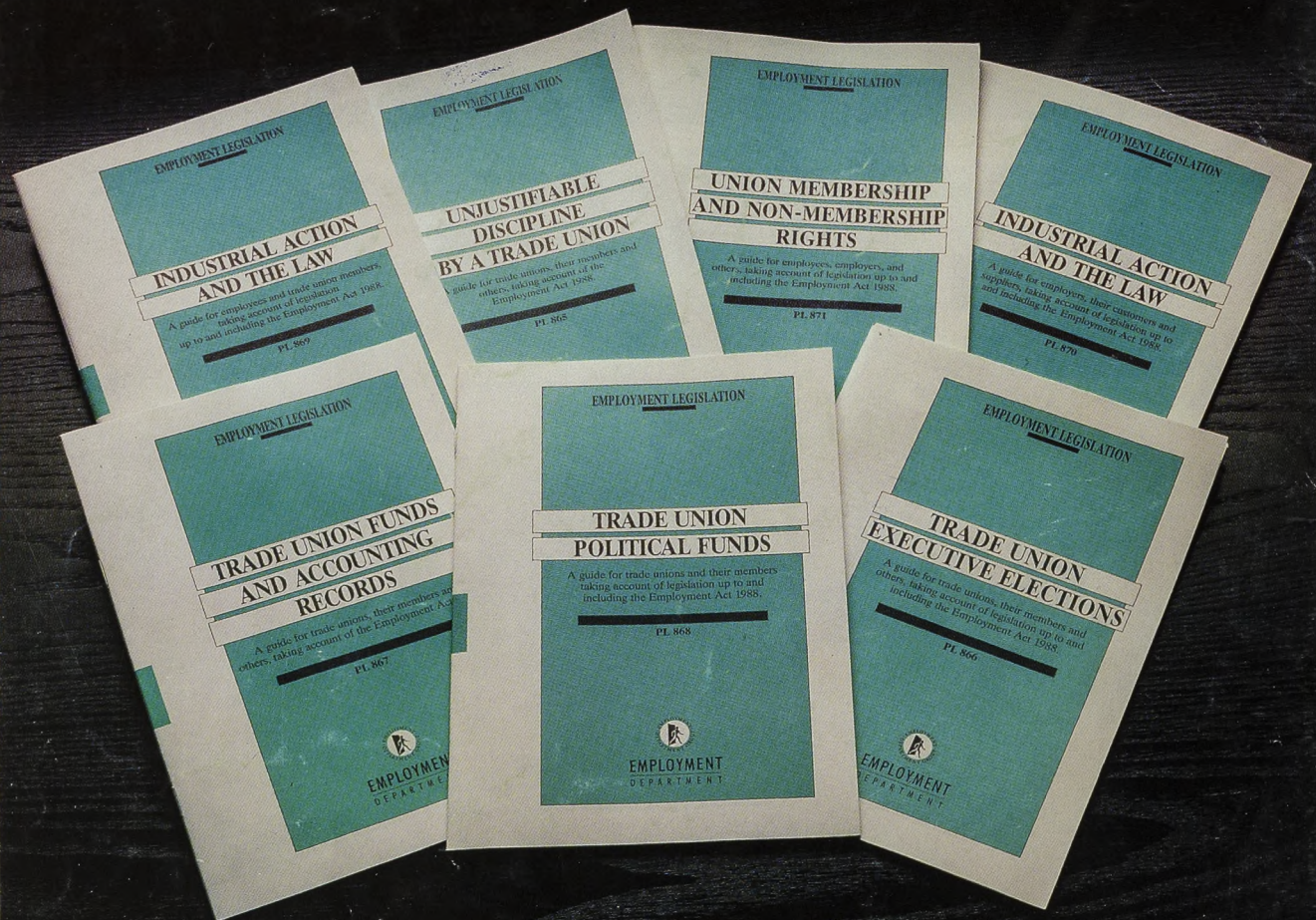
The Training Agency aims to create a more positive environment in which the

skills of Britain's workforce can be significantly up-graded in keeping with industry's requirements.

If you would like more information on the programmes available, contact your local Training Agency Office.



# TRAINING AGENCY



## New guidance booklets on Industrial Relations and Trade Union Law

These new guidance booklets take account of changes made to industrial relations and trade union law by the Employment Act 1988. In some cases they replace guidance booklets that were previously available.

- Industrial action and the law: a guide for employers, their customers and suppliers (PL 870)
- Industrial action and the law: a guide for employees and trade union members (PL 869)
- Unjustifiable discipline by a trade union (PL 865)
- Union membership and non-membership rights (PL 871)
- Trade union executive elections (PL 866)
- Trade union funds and accounting records (PL 867)
- Trade union political funds (PL 868)

Booklets are obtainable free of charge from any office of the Employment Service or from any regional office of the Advisory, Conciliation and Arbitration Service (ACAS).