

January 1992

Employment Gazette

17 JAN 1992

BRITISH LIBRARY OF POLITICAL & ECONOMIC SCIENCE



STATISTICS READING ROOM

42 (HA301)

2nd copy



Butterflies
IN THE
BOARDROOM

Employment Department Free leaflets

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

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

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

General information

Employment and Training Services for you

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

Employment legislation

Written statement of main terms and conditions of employment
PL700

Redundancy consultation and notification
PL833 (3rd rev)

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

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

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

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

Union membership and non-membership rights
PL871 (Rev 1)

Itemized pay statement
PL704 (1st rev)

Guarantee payments
PL724 (3rd rev)

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

Rules governing continuous employment and a week's pay
PL711

Time off for public duties
PL702

Unfairly dismissed?
PL712 (5th rev)

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

Limits on payments
PL827

Unjustifiable discipline by a trade union
PL865

Trade union executive elections
PL866 (REV 1)

Trade union funds and accounting records
PL868 (REV 1)

Trade union political funds
PL868 (REV 1)

A guide to the Trade Union Act 1984
PL752

The Employment Act 1988

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

The Employment Act 1990—

A guide to its industrial relations and trade union law provisions
PL907

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

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

Fair and unfair dismissal—a guide for employers
PL714

Individual rights of employees—a guide for employers
PL716

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

Code of practice—picketing—picketing draft
ECP(2)
ECP(2)DFT

Code of practice—trade union ballots on industrial action
TUBALACT

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

Health and safety

AIDS and the workplace
A guide for employers
PL893

Alcohol in the workplace
A guide for employers
PL859

Drug misuse and the workplace
A guide for employers
PL880

Wages legislation

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

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

Wages Councils and statutory pay rates
WCL1

Industrial tribunals

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

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

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

Sex equality

Sex discrimination in employment
PL887

Collective agreements and sex discrimination
PL858

Equal pay
A guide to the Equal Pay Act 1970
PL743

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

Overseas workers

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

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

Miscellaneous

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

RREAS. Equal opportunities "What is Positive Action"
PL873

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

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



Employment Gazette

January 1992

Volume 100 No 1 pages 1-36

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

Editor MIKE BOLAND
Production Editor BARRY MORTIMER
News Editor ANDREW OPIE
Features Editor NICOLA BAKER
Studio CHRISTINE HOLDFORTH
Editorial office
ROSE SPITTLES (071-273 5001)

Department of Employment enquiries
(071-273 6969)

Subscription enquiries
HMSO (071-873 8499)

Advertising enquiries
TED FINN (071-273 4997)



COVER PICTURE

Ken Smith (left) and Bob Walters, joint winners of the NTA Patron's Individual Award. For full details of the 1991 National Training Awards, see page 13.

Photo: Jacky Chapman

Copy for publication should be addressed to the appropriate editor, *Employment Gazette*, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF

© Crown Copyright 1992

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

SUBSCRIPTIONS AND SALES

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

Annual subscription including postage
£48, single issues, £4.50 net

CONTENTS

NEWS BRIEF
New Jobseeker's Charter
3
Support for employment law reforms
4
Update on training credits
5
Getting qualified for success
7
TEC news
10

HSE news
12
SPECIAL REPORT
National Training Awards
13
SPECIAL FEATURES
Part-timers with potential
19
Clearing the qualifications jungle
27

PARLIAMENTARY QUESTIONS
33

REVIEW
35

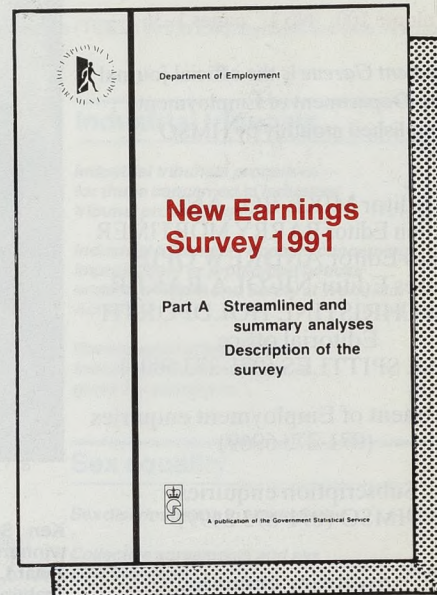
Commentary
S2
Labour Market Statistics
S7

New Earnings Survey 1991

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

The contents of the six parts are:

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



New Earnings Survey 1991

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

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

Copies may also be purchased from HMSO
bookshops

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

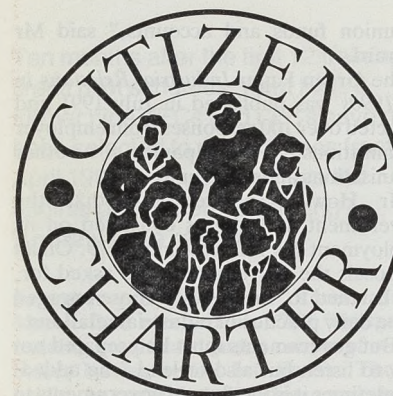
The copies should be sent to

Name _____

Address _____

News Brief

At your service



A new Jobseeker's Charter has been launched to ensure that standards of service provided by offices of the Employment Service (ES) match the best on offer in the private sector.

The charter will take effect across the whole network of some 1,400 Employment Service local offices in Great Britain by April at the latest.

"We are trying to treat people as clients, not claimants," said Employment Secretary Michael Howard at the London launch of the Charter, which is the latest element in the Prime Minister's Citizen's Charter initiative.

"It's about getting the atmosphere right," added the ES's chief executive Mike Fogden. "It's a quality service target for everyone to aim at."

Jobseekers and clients claiming benefits will receive two free leaflets—one explaining the services provided, procedures followed and the standards of service aimed at—and the other outlining a complaints and comments procedure.

In addition, ES offices will display a 'Client Service Board' detailing standards to be met on waiting times, benefit payments and performance against local targets in finding people jobs. And to end the era of the 'faceless Civil Servant', all staff will wear name badges, and give their names on the telephone.

"A courteous, efficient and friendly service actually makes a tremendous difference to people's daily lives. That's why the Citizen's Charter is so important," said Mr Howard. "We've gone quite a long way already in inculcating this, but we want to make it the universal mood in the Employment Service."

At Westminster Jobcentre, the new-style open-plan office which hosted the national launch of the Charter, manager Sue Clamp commented: "We've been trying to aim for a better service for some years now, especially since the integration of the jobcentre with the UBO one-and-a-half years ago.

"The Charter means that we'll be



JUST THE JOB: Employment Secretary Michael Howard meets jobseeker Amanda Morley at Westminster Jobcentre. Photo: Jacky Chapman

constantly looking to improve the service on a daily basis. At present our waiting time target is 10 minutes but we're hoping to improve on that." The jobcentre's complaints procedure would be better publicised and Sue would be seeking the views of clients.

"I'll be reading all the letters and hopefully I can take them forward," she said, adding: "I've come from an old-fashioned benefit office with a counter service. Here, the clients' attitude is a lot better: they respect the service we're trying to give them."

Nineteen-year-old jobseeker Amanda Morley from Pimlico has been using the jobcentre three times a week in her search for a graphic design job since she became unemployed five months ago. "They're very helpful. If there are no jobs they always get in touch if one comes up and they're well organised: you always know who you're seeing. I've no complaints!"

The Jobseeker's Charter is the second Citizen's Charter initiative to be launched by the Employment Department: the first was a new freefone helpline service for people faced with redundancy (see December 1991 *Employment Gazette* page 635).

The Jobseeker's Charter

National targets for the delivery of services to be published each year.

Local targets to be displayed in each local office on:

- waiting times (up to a national limit of 10 minutes);
- time to answer telephone calls;
- promptness and accuracy of benefit payments;
- numbers of people helped into jobs (and performance against target).

Name badges to be worn by staff, who will give their name in writing and on the telephone; names of local and area managers to be displayed in each local office.

Customer satisfaction surveys to be carried out at national and local level.

An easy-to-use complaints/suggestions procedure to be set up and publicised in each office.

Details of help available from the Employment Service to be displayed in each local office and supplemented with widely available leaflets.



Inner city language help

A £1.8 million project is under way to provide English language tuition, vocational training and careers guidance mainly for the Bangladeshi population of Spitalfields and Tower Hamlets in East London.

Launched as part of the Government's City Challenge initiative to regenerate inner city areas, the scheme aims to provide 2,000 people with certificated training and language skills over the next five years. London East TEC will provide more than £1 million towards the project, with further contributions from the Spitalfields Task Force, Spitalfields Market Community Trust, and other local trusts.

The project consists of two stages, with the first intended to build language, literacy and numeracy, and IT skills, and to boost confidence. Stage two will concentrate on meeting the specific learning needs of trainees on Employment Training and other programmes, preparing people for work or further study.

"With this project we will begin to see the breakdown of barriers that have prevented people from competing for employment on an equal basis," said Employment Minister Robert Jackson at the launch of the scheme.

Inner city guide

Working to boost jobs and enterprise in the inner city? If so, a new guide to Employment Department Group programmes in these areas should be of interest.

City Action: Business, Skills and Jobs is aimed at TECs, employers, voluntary organisations, local authorities and others. With the help of case studies it describes programmes ranging from Jobclub and Job Interview Guarantee to the Loan Guarantee Scheme, and highlights opportunities for partnership with other bodies.

Free copies are available from Sharon Wright, Room 543, Caxton House, Employment Department, Tothill Street, London SW1H 9NF, tel 071-273 4909.

'Support for reforms'

Clear support for the majority of the Government's proposed employment law reforms is the message given by respondents to the recent Green Paper, said Employment Secretary Michael Howard.

Most of those employers, employers' associations and other organisations who have responded to the Green Paper, he added, support the case for further legislation.

"There is particularly strong support for the proposals relating to strike ballots and strike votes, and the right for customers of public services to seek the protection of the law against unlawfully organised industrial action affecting those services.

"There is also solid support for legislation to tackle the acknowledged abuses of the 'check-off'; to give greater freedom to individuals to belong to the union of their choice; and to tighten up the law on union election ballots, membership registers, and

on union funds and accounts," said Mr Howard.

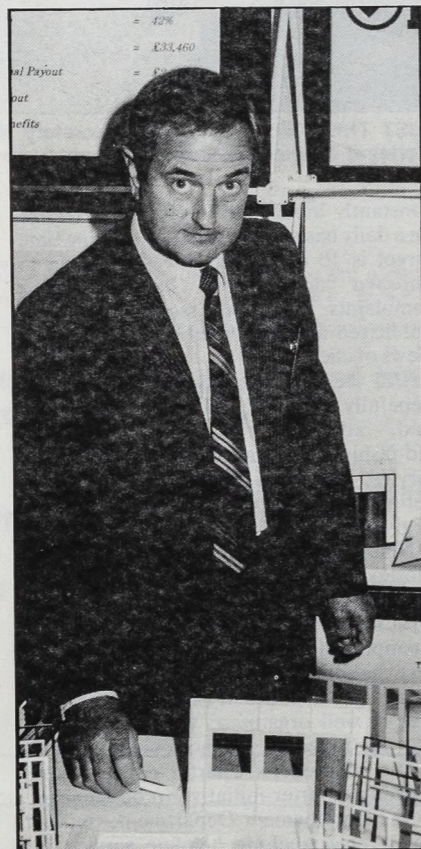
The Green Paper *Industrial Relations in the 1990s* was published in July 1991 and attracted over 100 responses from employer organisations, companies, other organisations and trade unions.

Mr Howard pointed out that the Government had always consulted on its employment law reforms since 1979. On all proposals the Government had asked for, and listened to, the views of those engaged in the daily practice of industrial relations.

"But governments must be prepared not only to listen but also to lead," he added. "Sometimes it is the duty of governments to take action which is in advance of opinion."

"A government which refused to act until there was an overwhelming consensus in favour of each and every change in the law would be a government which never did anything at all," concluded Mr Howard.

Bright idea scoops top award



INGENIOUS: Dave Allen with his award winning idea—a miniature sales kit made from recycled scrap. Photo: Steve Allen

An ingenious miniature sales kit—made from a firm's own recycled scrap—has been recognised as Britain's best staff suggestion.

Thanks to supervisor Dave Allen's bright idea, sales staff from storage specialists Dexion Ltd can now let customers experiment with a mini mock-up of the firm's partition systems before buying.

The company estimate that ideas like this saved it more than £100,000 in 1990.

The idea won top honours in the Ideas Unlimited competition run by the UK Association of Suggestion Schemes (UKASS) with help from the Industrial Society.

On average, suggestion schemes save five times as much money as they cost to set up and run, says UKASS chairman Andrew Wood. They also have other spin-offs, like encouraging a 'climate of change' inside a firm, according to a report by Income Data Services.

Schemes involve employees in the search for improvements, identify the creative and lateral thinkers within the company and can be a useful tool for management development when managers are responsible for implementing the ideas, says the report.

But it warns that schemes must enjoy the commitment of top management, while lengthy delays in evaluating ideas, small rewards and failure to implement ideas can lead to cynicism and disillusionment.

Suggestion Schemes: IDS Study 495, December 1991. Available from Income Data Services Ltd, 193 St John Street, London EC1V 4LS, tel 071-250 3434.

Moving into credit

Ten months after the first 12 training credit pilot schemes 'went live', a further nine TECs and LECs have now been selected to run schemes from April 1993. But just how have the original pilots been performing?

Andrew Opie reports.

Seventeen-year-old James Roman from Macclesfield received his £750 'Prospects' training credit card just a couple of weeks before leaving school last Easter. Though bright, he couldn't wait to leave and start a career in office work or sales. His careers centre sent him along for an interview at 'Belles and Beaus', a newly-started wedding information service for brides and grooms. Now James is playing a full part in the business, using his credit to 'buy' a day-release Royal Society of Arts course in business administration plus training in the office computer system.

"His input has been enormous. His ideas and concepts have been included at every stage," says Belles and Beaus director Lesley Roberts. For her, James's training credit has made all the difference. "Before, you were far less likely to go in for training because small businesses are notoriously expensive to set up and cash flow is extremely limited. Unfortunately the attitude often is that it's the training that has to go. But with the help we get, his training hasn't suffered and has directly benefited the business," she says.

Motivated

Husband David had also noted an improvement in the quality of youngsters looking for work. "Previously there would have been a stream of unemployable youngsters from the jobcentre. But those coming to us were more motivated. There's obviously more going on in the schools," he says. Soon they plan to take on another young recruit.

Operating in an area of low unemployment, the challenge for the South and East Cheshire TEC lies not in a lack of jobs but in transforming the many 'dead-end' jobs on offer which provide neither training nor prospects.

The TEC has promoted training credits through its 18-month-old business-enterprise partnership, working hard to sell the scheme to employers and also to beef up the careers guidance young people receive. Careers action planning has been introduced for all fifth formers, each secondary school has received £2,000 for careers libraries, and £220,000 has been spent on extra career staffing.



BRIGHT PROSPECT: Credit holder James Roman (left) with Lesley Roberts of 'Belles and Beaus', Macclesfield, at the launch of the second round of Training Credit Schemes. Photo: Jacky Chapman

In addition the TEC has tracked the progress of school leavers joining small firms, sending a business adviser along to the new employers to sell the benefits of the Prospect Card.

The results are encouraging: a 5 per cent rise in the number of school leavers going into jobs with training. "More than 500 of our employers have pledged to abolish jobs without training. Without credits, I'm sure we wouldn't have been able to dot that," says the TEC's chief executive David Watts.

"I think there's an attitude change," adds Watts. "If five years ago you'd asked youngsters questions like 'What's important when leaving school?' you'd have got answers like 'money'. Now you're getting 'training and progression' at the top of what they're looking for."

Such is the impact of the pilot that South and East Cheshire TEC is now set to follow Birmingham and Northumberland TECs in launching a credit scheme for adults early in 1992.

A similar story is emerging further north in Bradford, according to Education Minister Tim Eggar, who has ministerial responsibility for the city. "Even at this relatively early stage we're seeing greater employer commitment, greater trainee motivation and in the community as a whole, much more value attached to staying either in full-time study or in part-time education with an employer or by oneself," he says.

At national level, ministers say they are greatly encouraged by progress made by the pilots so far. Already 27,000 credits have been issued across the 11 pilot areas, with 12,000 of these actually being spent. And other countries including Germany, Canada and Japan are showing a marked interest in the credits concept.

But back in Macclesfield, the last word goes to Lesley Roberts of Belles and Beaus: "I like the idea that it's called the Prospects Card, because it really does mean that youngsters' prospects are improved—there's no argument about it," she says.

Register now!

Many of Britain's estimated 7,000 training providers could risk losing out under new tax relief arrangements for vocational training unless they register soon, say Inland Revenue officials.

Under the new scheme, due to start on April 6, individuals undertaking vocational training leading to NVQs or SVQs will be able to claim a 25 per cent reduction in the cost of their courses. Training providers must give the reduction and then reclaim the money from the Revenue, but if they are not registered they could face an initial delay in getting the money back.

The Revenue is holding a series of seminars in February and March to explain the scheme in Belfast, Birmingham, Bristol, Glasgow, Leeds, Liverpool, Manchester and possibly Newcastle.

More details of these and registration forms for the scheme are available from Anne Mitchell, Inland Revenue (Claims Branch), Savings and Investments (Vocational Training Unit), St John's House, Merton Road, Bootle L69 9BB, tel 051-922 6363, ext 5420.

HTNT in demand

Unemployed graduates have been flocking to join courses in leading-edge technologies funded by the Employment Department to meet national skills shortages.

More than 2,000 people applied for the 400 places on offer in October 1991 on the High Technology National Training (HTNT) Experimental programme. Courses offering a further 170 places begin this month.

The innovative postgraduate courses supported in universities and polytechnics cover a wide range of areas—from environmental control to artificial intelligence. Following revisions to the original programme made in 1990-91 there is now mandatory employer involvement in courses with industrial placements or projects, while a key role in setting up projects is also played by TECs.

Employment Minister Robert Jackson commented: "These courses are practically based and of a high standard. Experience shows that nearly all trainees will go into jobs or further training."

For further information on the programme, contact Ms D Webster, Employment Department, HE4, Room W403, Moorfoot, Sheffield S1 4PO. A directory listing courses supported by HTNT is available from freefone 0800 444245.

Mental health: 'We're not doing enough'

British business is "sleepwalking into the future" by failing to combat mental health problems like stress and depression at work, CBI director general Sir John Banham has warned.

In a survey of 3,000 companies conducted for the CBI and the Department of Health and due to be published this month, 94 per cent said mental illness should be a cause of concern but only half felt a company policy was appropriate and only 11 per cent had a company programme for managing mental health.

Yet according to the Health Department mental illness results in 80 million working days lost each year, compared with only 0.7 million lost through strikes. Health and Safety Executive estimates put the cost of sick leave for mental illness at £7 billion a year.

"I have to say that business is simply not doing enough. The response to a problem that is well documented and understood has been wholly inadequate," Sir John told a recent conference on the subject.



'The response has been wholly inadequate.'

Sir John Banham

The CBI chief praised the 'excellent' counselling scheme run by the Post Office and the expanding employee assistance programme run by Whitbread. In the United States such programmes were more common and showed a return per dollar invested of between \$3 and \$17.

Health Secretary William Waldegrave called on employers' occupational health services to take a more proactive approach, based on preventative measures and a change in attitudes.

"People who suffer mental illness can find themselves discriminated against. Ancient prejudices are still to be found in the 20th-century workplace," he warned.



ASIAN EXCELLENCE! Putting in a nine-hour, seven-day week has paid dividends for Thakorbhaj Patel. Almost trebling turnover at his Spar supermarket in Dudley in the past ten years, thanks to "good service, friendliness and the right products", has won him the 1991 Asian Trader of the Year award.

"Asian traders, in particular, have revolutionised retail trading in this country," said Employment Secretary Michael

Howard, pictured at the presentation with Mr Patel.

"Their capacity for hard work, their determination to succeed and their natural flair for business will help to ensure that the next decade will be another period of strong growth and enterprise."

The Government remained committed to minimising the bureaucratic burdens which "bear down heavily on smaller firms", Mr Howard added.

Getting qualified for success

National Vocational Qualifications (NVQs) and Scottish Vocational Qualifications (SVQs) are both vital and beneficial to employers, says a new guide.

The guide *Business Case Framework for NVQs/SVQs*, produced by management consultants Dent Lee Witte for the Employment Department, provides information and guidance to help individual employers assess the potential impact of NVQs/SVQs in business terms.

Employment Minister Robert Jackson commented: "For most organisations the question is how to adopt NVQs/SVQs. The guide provides a clear, concise, step-by-step approach to vocational qualifications, and how they can be built into a business plan."

"NVQs/SVQs are already available to over 40 per cent of the nation's workforce and in over 40 major industries. By the end of 1992 they should be available to over 80 per cent of the workforce."

NVQs/SVQs are already available to over 40 per cent of the nation's workforce and in over 40 major industries.

"NVQs/SVQs provide employers with the confidence of knowing that an individual holding a specific qualification can do a specific job. This will encourage more people to seek the qualification, which will lead to a better trained, better qualified, more efficient and more productive workforce."

Copies of *Business Case Framework for NVQs/SVQs* can be obtained from Department of Employment, Q33, Room E610, Moorfoot, Sheffield.

A new national directory of 35 equal opportunity consultants and trainers is now available.

Those listed offer a range of services to employers wanting to work effectively with a diverse workforce or to access ethnic minority markets. Expertise on offer covers areas such as race, gender and disability.

The directory will be published twice-yearly, and with help from the Employment Department the first edition is being sent to the top 2,000 private sector companies as well as to public sector organisations.

The *Directory of Equal Opportunity Consultants and Trainers* is available, price £11.75, from Linbert Spencer Consultancy, Morrel House, 98 Curtain Road, London EC2A 3AA, tel 071-613 0820.



ROSY FUTURE: Business is 'blooming' for 51-year-old landscaper gardener Ken Burton—thanks in part to a helping hand from Derbyshire's Disablement Advisory Service (DAS).

Ken retrained in gardening after accidents in his job as a fitter and welder had left him partially disabled, but he

still lacked some vital equipment to start a landscaping and garden maintenance business.

So in stepped the DAS to help him buy a petrol-driven lawnmower and a special crane sling. Now, with the approach of spring and summer, Ken's future looks distinctly rosier.

Get the benefit

A new state benefit starting in April will help more disabled people to work.

Disability Working Allowance (DWA) is an earnings top-up which will help those getting long-term sickness benefits to make the difficult transition back into work (so long as they are working 16 hours a week). At present they can be worse off taking a job than staying on benefit, because they may need to work part-time or to take a lower paid job.

A single person could be entitled to some DWA if they have a net income of nearly £100 a week. A couple with two children could still be entitled to DWA when they have a net income of nearly £190 a week.

When fully established, some 50,000 disabled people should benefit from DWA at any one time.

"DWA will give disabled people an important new opportunity to live and work independently in the community," says Minister for Disabled People, Nicholas Scott.

People who have been getting the disability premium with Income Support, Housing Benefit, or Community Charge Benefit will also be able to claim, as will people getting the new Disability Living Allowance.

□ DWA starts on April 7 and claims will be accepted from March 10. A claim pack will be available from post offices, Social Security offices or the freephone benefit enquiry line on 0800 882200.

Feel the FORCE

UK bodies have taken the lead in FORCE, an EC-wide programme to promote continuing vocational education within companies.

British organisations embracing TECs, LECs, and Industry Training Organisations will run 22 of the some 150 first round of projects, while UK bodies also feature strongly in projects run by other member countries.

Projects include a model to forecast skill needs in the chemical industry, and a multi-skill training programme to help craft workers achieve NVQ Level 3.

"FORCE's award of so many projects to UK companies and organisations illustrates how far we have come in putting continuing training at the top of the agenda for industry," commented Employment Minister Robert Jackson.

□ The closing date for applications to join the second round of projects is April 21, and application forms will be available from the end of January from Will Thompson, FORCE UK Coordination Unit, Employment Department, Room E315, Moorfoot, Sheffield S1 4PQ.



READ ALL ABOUT IT! Pupils make full use of the careers library at Heart of England School, Solihull. Photo: Jim Stagg

Extra funding for careers libraries

Schools and colleges have been invited by the Employment Department to apply for a share of more than £6 million extra funding to enhance careers libraries.

Commenting on the initiative, one of the new measures in the White Paper *Education and Training for the 21st Century*, published in May, Employment Secretary Michael Howard said:

"Well-informed decisions affecting career choice and the routes towards higher education are vital if our young people are to fulfil both their own potential and the potential of the UK economy against fierce world competition.

"High-quality and comprehensive careers information has an essential part to

play in achieving these goals. "That is why funds are being made available to enable secondary schools and colleges to develop careers libraries; including introducing technology-based sources of information."

This new initiative will be handled by TECs and the Careers Service will ensure that standards are met.

A new publication *Careers Information in Schools and Colleges: Guidelines* gives practical advice to schools and colleges that wish to maximise the effectiveness of available careers information.

□ Copies of *Guidelines* are available from the Careers and Occupational Information Centre (COIC), Room E418, Moorfoot, Sheffield, S1 4PQ.

RNIB survey

Four out of five blind people of working age are not in work. Once unemployed, visually impaired people are likely to remain so for a long time: more than half of those without jobs have not had one for five years or more.

These facts emerge in the first national survey on blind people. As well as employment the survey, produced by the Royal National Institute for the Blind (RNIB), covers a wide range of other issues of concern to blind people such as mobility and access to social services.

□ *Blind and partially sighted adults in Britain: the RNIB Survey* is available from HMSO Publications Centre, PO Box 276, London SW8 5DT and HMSO bookshops; and from RNIB, PO Box 173, Peterborough PE2 0WS. Price £19.95.

Reappointment

The Commissioner for the Rights of Trade Union Members, Gill Rowlands, has been reappointed to the post for a further year.

The Commissioner's office was set up in 1988 to help union members contemplating or taking certain proceedings against their union, its officials or trustees. So far Mrs Rowlands has received 830 enquiries and 118 applications for assistance.

Invest in people

A free booklet explaining the business benefits of achieving Investor in People Status is now available from TECs and LECs.

Called *Investing in People—The Payoff* it contains five case studies of companies like insurance and financial services firm Frizzell, which has already attained Investor status, and builders' merchants Keyline UK Ltd who are committed to working towards the new standard.

□ The booklet is the seventh in a series which together form a 'toolkit' for would-be investors. Copies are also available from Winston Mitchell, Employment Department, Sheffield, on 0742 593427.

Read all about it

Health and Safety Executive priced publications are no longer available direct from HSE. You can obtain them *only* from HMSO bookshops and agents, or from HMSO Publications Centre, PO Box 276, London SW8 5DT, tel 071-873 9090 and fax 071-873 8200 (mail order only). For general enquiries, telephone 071-873 0011 (queueing system in operation).

□ The *News Bulletin*, *Health and Safety Commission Newsletter* and *Toxic Substances Bulletin* will, however, continue to be administered directly by HSE from its Bootle sale point, Room 414, St Hugh's House, Bootle, Merseyside L20 3QY, tel 051-951 4225.

Comments wanted on employee participation

Business is being asked to comment on a draft European Commission recommendation which would encourage EC countries to develop a broad variety of employee financial participation schemes.

The proposal also recommends that member states encourage consideration of certain 'key issues' when businesses are preparing new schemes or reviewing existing ones, including the frequency of payment of scheme benefits and the way benefits are calculated.

Also envisaged is the setting up by the Commission of a working party to examine the possibilities for the creation at Community level of formulae for financial participation schemes.

If adopted, the recommendation, which is not legally binding, would not require any legislative changes.

In a consultation document sent out to some 400 organisations and individuals, the Employment Department asks for comments on various aspects of the proposal, including its usefulness in contributing to the promotion of financial participation and the wording of the key issues.

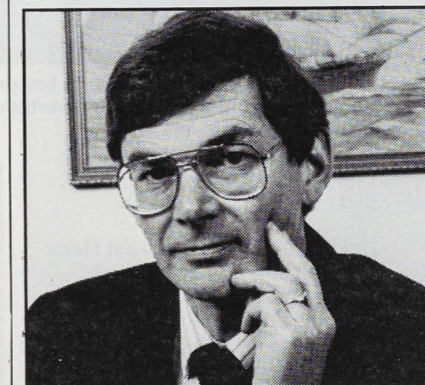
□ Negotiations on the proposal will begin early in 1992, and comments are requested by February 28. Copies of the document, *European Commission Proposal for an EC Recommendation Concerning the Promotion of Employee Participation in Profits and Enterprise Results (including Equity Participation)* can be obtained by ringing 071-273 5379.

Review of Labour Cost Survey Published

In order to ensure that the needs of users are met in ways which minimise the form-filling burden, all regular business surveys conducted by the Government Statistical Service have to be reviewed at regular intervals and Ministers have to approve the review's recommendations. These reviews assess the needs of users as well as the costs imposed on business.

The Employment Department's 4-yearly survey of Labour Costs was reviewed in 1991. This survey is carried out by the Department on behalf of the Statistical Office of the European Communities. The review's findings were that conducting the survey is the only way the UK has of providing data to satisfy the relevant Community Regulation. It therefore recommended that the Employment Department continues to conduct the survey 4-yearly (the next one being in 1992), with only minor changes to the sample and questionnaire.

Copies of the review report are available from: Mike Janes, Employment Department Room 115, Caxton House, Tothill Street, London SW1H 9NF. Telephone: 071-273 5534. Fax: 071-273 5112.



Top TEC job

Former Royal Navy commander Nigel Chilcott, 49, has been appointed secretary to the newly-formed TEC Secretariat.

The Secretariat will concentrate initially on providing a central point of contact for members of the 'Group of 10' (G10) TEC/LEC chairmen who have a coordinating role for the movement as a whole, and for other TEC and LEC chairmen and chief executives as well as for Government departments and other interested parties.

Mr Chilcott (pictured above) brings to his new job a good deal of experience in training and business. He is a chartered secretary and for most of the past six years has been engaged in financial and manpower planning at the Ministry of Defence.

He is based at the offices of Central England TEC in Redditch.

Birmingham

An unusual scheme at an inner-city primary school in Birmingham is helping women with young children back into jobs. Mothers with pupils at the school can attend a work-preparation course two days a week covering subjects like confidence-building and computer skills. The school also runs a creche for younger children.

For women who then start training or study or find jobs, the school runs an out-of-school 'latch-key' service from 7.30am to 9am and from 3.30pm to 6pm. A full day service is available during school holidays.

The scheme has helped working mother Dawn Wilkins pursue her career as a computer operator. "I think it's a brilliant idea and could help a lot of women," she says. "I had no luck with finding childcare places because I work in the evening and many childcare people were not prepared to take the children after 5pm. The hour between 5pm and 6pm was crucial for me."

The scheme is supported by Birmingham TEC, East Birmingham Task Force and the City Council. It must be self-financing by September 1992 and is looking to local employers for support. For more information contact Pauline Elwell, childcare coordinator, on 021-333 4453.

Birmingham TEC's free telephone hotline for businesses has logged an "overwhelming" 8,500 calls in its first 12 months.

At one point calls were exceeding 200 a week and extra lines were added to cope. From the initial enquiries the TEC has also carried out more than 1,200 one-to-one business advice sessions.

For 1992 the hotline will include a special service putting businesswomen in touch with female advisers, and this may eventually be extended to cover other interest groups like ethnic minorities and people with disabilities.

Birmingham TEC's freefone hotline number is 0800 626462.

Leicestershire

Leicestershire TEC has published a study of the perceptions and employment and training needs of its ethnic communities. It shows that Asian people found lack of work experience and qualifications and English language difficulties as their main barriers to employment. Black people by contrast thought that racial prejudice was their biggest single barrier.

Copies of a summary of the report available from Sue O'Hara, Leicestershire TEC, Rutland Centre, Halford Street, Leicester LE1 1TQ, tel 0533 538616.



CHILD'S PLAY: Christine Heard (right foreground), head of the Birmingham Task Force, joins in the fun at the new childcare/training service at St Clement's School. See *Birmingham TEC story*, left.

Hertfordshire

A free audio tape explaining what Herts TEC does and how it can help local businesses is now available on request.

Topics covered include starting up a business, helping it grow, and surviving the recession. Called *Introducing Your TEC*, the tape features TEC directors, managers, local business people, Employment Secretary Michael Howard and British astronaut Helen Sharman.

Copies are available from freephone 0800 919000.

Herts is also the latest TEC to launch a revamped Management Extension Programme, under which unemployed executives work on a short-term project to help a small firm grow, to the benefit of both parties.

Some 16 applicants will attend two-week residential courses starting in February, followed by 12-week placements.

Participants must have been unemployed for at least three months and draw an allowance equal to their unemployment benefit plus £10 and travel costs. Course organiser Norman Brown says that in the past seven in ten participants have found jobs and up to half have stayed on with the company at the end of their project. "It's a really exciting programme because the

benefits are two-way," he says.

For more details contact Norman Brown, Management in Action, on 0727 54543.

Peterborough

Greater Peterborough TEC is acting to cut the abnormally high unemployment rate among ethnic minorities and counter their under-representation on training programmes.

An ethnic minority advisory group has been set up and close links forged with the Commission for Racial Equality. An employers' forum is proposed to develop positive action programmes, while a survey is also planned to help match skills to market needs.

The TEC is asking employers to give information on the progress of ethnic workpeople to ensure they are not held back. Videos on careers guidance and training options have already been produced in English and Urdu, and there are plans for English language training.

"Community-based training schemes will be a plank of our strategy to ensure that members of the ethnic community are equipped with the skills to take advantage of employment opportunities," says TEC chief executive Lynda Purser.

Further information on 0733 890808.

TECs move to direct employment

From April this year all 82 TECs will be able to move to direct employment of the civil servants currently on secondment to them. Employment Secretary Michael Howard has announced.

Some 4,000 civil servants currently work for TECs on three-year secondments, making up some 8 per cent of all TEC staff.

TECs are being asked to move to direct employment by the end of their fifth full year of operation, so that all TEC staff will be directly employed by October 1996.

As private companies, TECs will be responsible for determining employment terms and conditions for their employees, but their operating contract with the Employment Department will allow them to offer terms and conditions, including pension provision, which are comparable with those of the Civil Service.

The Employment Department will also meet, subject to the laying of a statement in Parliament, the cost of redundancy for past Civil Service employment if the lay-off occurs within five years of a former secondees' employment with a TEC and arises as a direct result of Government action.

Mr Howard added: "No civil servant will be compulsorily transferred to TEC employment; each secondees will be able to choose whether to accept any offer of employment made by their TEC or to return to the Civil Service. Equally, each TEC will be free to choose whether or not to offer employment to staff currently on secondment."

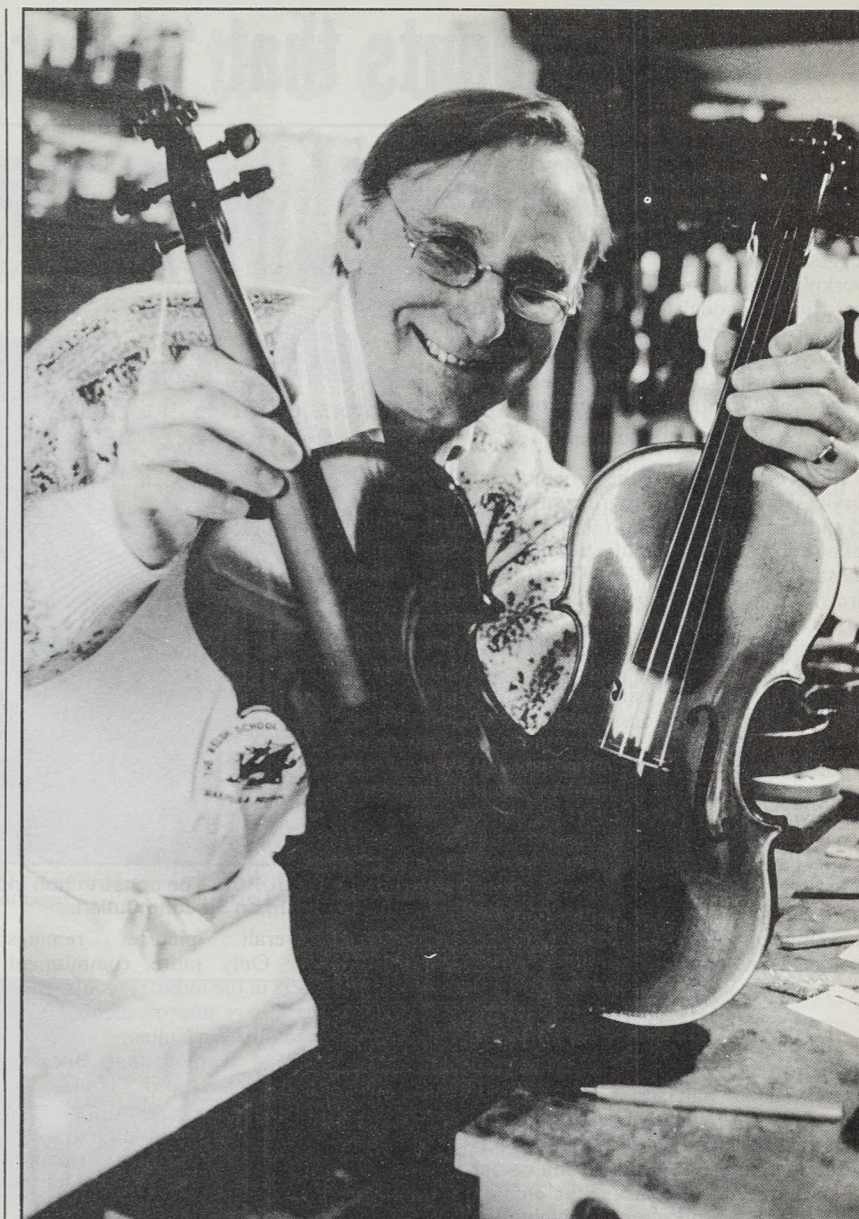
Powys

Powys TEC is canvassing the views of business people and individuals throughout the county as part of the process of preparing its plan for 1992-93.

A consultative document has been dispatched to 8,000 businesses and other bodies. Comments received will then be discussed at a series of events and 'Think Tank' meetings held over six weeks. Copies are available on freefone 0800 252903.

Wearside/Tyneside

Wearside and Tyneside TECs have supported an innovative customised



MUSIC MAN: Bowing and scraping has become a lucrative way of life for former finance director William House, with a helping hand from Avon TEC.

William, 59, from Weston-super-Mare, has combined his passion for music and woodworking by setting up as a violin maker and restorer. After Employment Training and college courses on musical instrument making, he got advice on setting up in business through the TEC's seven-day Business Enterprise Programme. Now, with the help of the Enterprise Allowance Scheme, William's workshop is humming with the sweet sound of success.

training course which helped 16 disabled people from Tyne and Wear find jobs with the Inland Revenue.

The four-week course, run by the Industrial Society, provided job-hunting skills, work experience and confidence-building for unemployed people with disabilities including cerebral palsy and severe epilepsy. Participants were prepared for the Civil Service job interview and test, and the 16 successful

candidates will take up jobs by March.

Comments course organiser Carole Boreland: "The Inland Revenue are showing other employers the way forward by participating in schemes such as this."

"The course helps people with disabilities by getting them together and showing them that many people are in the same boat."

For more information, contact Carole Boreland on 0429 232937.

Accidents that 'never happen'

Two in every three 'reportable' workplace accidents are going unreported by employers in breach of the law, Health and Safety chiefs have warned.

A survey last year of 40,000 households suggests that some 574,000 non-fatal workplace accidents had occurred which were serious enough to be reported. But the number of accidents actually reported by employers under the so-called RIDDOR (The Reporting of Injuries, Diseases and Dangerous Occurrences Regulations 1985) reporting system totalled only some 175,000.

Worst offenders were the agriculture and services sectors, which reported on between 15 and 25 per cent of 'reportable' accidents, followed by manufacturing and construction (around 40 per cent). Small firms are considered to be more at fault than larger ones.

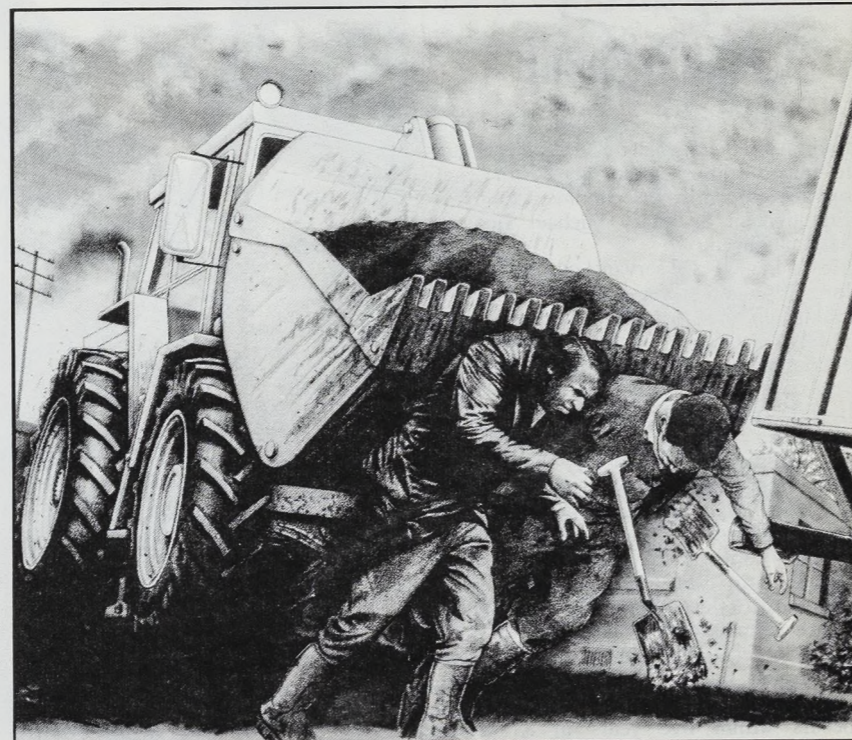
Admitting that the RIDDOR arrangements were unnecessarily complicated and confusing, HSE director general John Rimington said moves were under way to encourage more firms to report. These will include simplifying RIDDOR report forms and making them more widely available, getting employers to place reminders of the reporting arrangements next to first-aid boxes, mailshots to new businesses, prosecuting more employers who fail to report, and checking up on firms who have not reported accidents for a considerable time.

Blackspot

The Health and Safety Commission (HSC) annual report 1990-91 shows that overall, death and serious injury figures edged down slightly last year, but construction and agriculture remain accident blackspots. Construction accounts for no fewer than one in four employee deaths from workplace accidents; one worker is killed on average every three days, 59 are reported injured daily and one member of the public is killed by building activities every month. Falling from heights is the most common cause of injury, and roofing the most dangerous trade.

Workplace accident factfile

	1989-90	1990-91 (likely final totals)
Employee deaths	370	350-360
Major injuries	20,400	20,100-20,300
Reported over 3-day injuries to employees	165,244	162,000



COLLISION COURSE: The construction industry's safety record is still 'unacceptable', says HSC chairman Sir John Cullen.

"The overall picture remains unacceptable. Only more commitment from employers in the industry would bring about the necessary improvements," said HSC chairman Sir John Cullen.

Mr Rimington warned that Britain's improving safety record could be jeopardised by the growth of sub-contracting and the fragmentation of older large-scale workplaces into smaller, high-tech units which were more difficult to police.

□ *Annual Report 1990-91, Health and Safety Commission*, price £10, is available from HMSO and bookshops. A free summary is available from HSE enquiry points at Baynards House, 1 Chepstow Place, London W2 4TF, tel 071-221 0870 or Broad Lane, Sheffield S3 7HQ, tel 0742 752539.

Eurosafe '93

An international conference, 'Eurosafe '93' will take place in London from 26-28 January 1993. It is being organised by, among others, HSE and the CBI, as part of the European Year of Safety, Hygiene and Health Protection at Work, which begins in March.

The aim of the Year is to promote health and safety standards in workplaces throughout the European Community.

The conference will cover the four main themes of the Year: clean air at work; safe working practices; well-being at work; and noise vibration. It will also include an update on EC Directives, and will be held in conjunction with the 4th Safety and Health at Work Exhibition.

More details about the conference and exhibition can be obtained from: Caroline Fletcher, tel 081-207 5599.

The athlete, the coach and the achievement



'Today's society needs winners. Businesses should see the employee as an athlete and the employer as a coach. The way to achieve their goals and win is through training.' So said Judy Simpson, speaking at the presentation of the National Training Awards for 1991. And she should know: she is an Olympic medal-winning athlete.

Report on the National Training Awards 1991 by **Nicola Baker** and **Andrew Opie**.

THE BENEFITS of training were clear for all to see at the recent National Training Awards presentation ceremony, as employer after employer was able to demonstrate improved performance and rising customer satisfaction.

At Thorn Lighting in County Durham, for example, training related to a quality awareness programme has reduced

production of defective components from 3.9 to 0.7 per cent. Robinson Packaging in the East Midlands moved from a £3 million loss to a £1 million profit in just one year, after implementing a training programme.

The 1991 Awards, now in their fifth year, attracted a record number of entries, with nearly 1,800 companies,

training providers and individuals taking part.

The winning organisations, selected by the National Judging Panel, were drawn from all sectors of the economy, including engineering, construction, power generation, the financial sector, local authorities, and the NHS. They ranged from large household names like Whitbread and British Steel to small businesses and voluntary organisations such as the Scout Association and London Lighthouse.

This year, for the first time, awards were also made to individuals for determination shown in personal development and its contribution to their employer's business. For example, after four years' unemployment, Bernadette Lenihan from London used personal development to rise from typist to company director of a training firm only five years later.

Presenting the awards, the 1991 patron HRH The Prince of Wales commented: "There is clear evidence that training is the key to increased quality and profitability. But we have to do even more to release the talents of individuals, to help build opportunities for lifelong learning in every community."

He called on TECs to tackle the country's 'poverty of desire' by increasing training opportunities and building education-business partnerships.

Employment Secretary Michael Howard added: "The example of these employers gives the lie to the old myth that training is a burden—at best a necessary evil or used as a last resort when a company is faced with skilled shortages."

By 1996 all entrants for National Training Awards should have already achieved the Investors in People standard, he said.

The following companies and individuals won this year's special awards.



WELCOME: HRH The Prince of Wales meets Judy Simpson at the NTA Awards.

The Patron's Individual Award

Ken Smith and Bob Walters - ICI

A PAIRING of self-development and concern for ecology have brought Ken Smith and Bob Walters this year's Patron's award from Prince Charles.

Five years ago Ken Smith was an information scientist at ICI's Chemicals and Polymers plant on Teesside, collating information on effluent and waste disposal. While others saw effluent and waste disposal as purely technical issues, he realised that their effect on living systems was critical.

He persuaded ICI to sponsor him on a part-time M Phil degree course on the ecological impact of industry in Teesside, after which he became full-time ecology adviser to the company. He began a campaign to convince ICI that it was not enough just to control water and air pollution; without flourishing flora and fauna the environment would be sterile.

He also talked on all aspects of ecology to numerous groups, from pre-school to learned societies and evening classes. At one of which he met Bob Walters, a maintenance fitter with ICI. Bob, also a keen naturalist, was studying land management in his spare time. His enthusiasm soon turned a two-month personal development secondment with Ken's ecology unit into a permanent one, and they have been working together for a year.

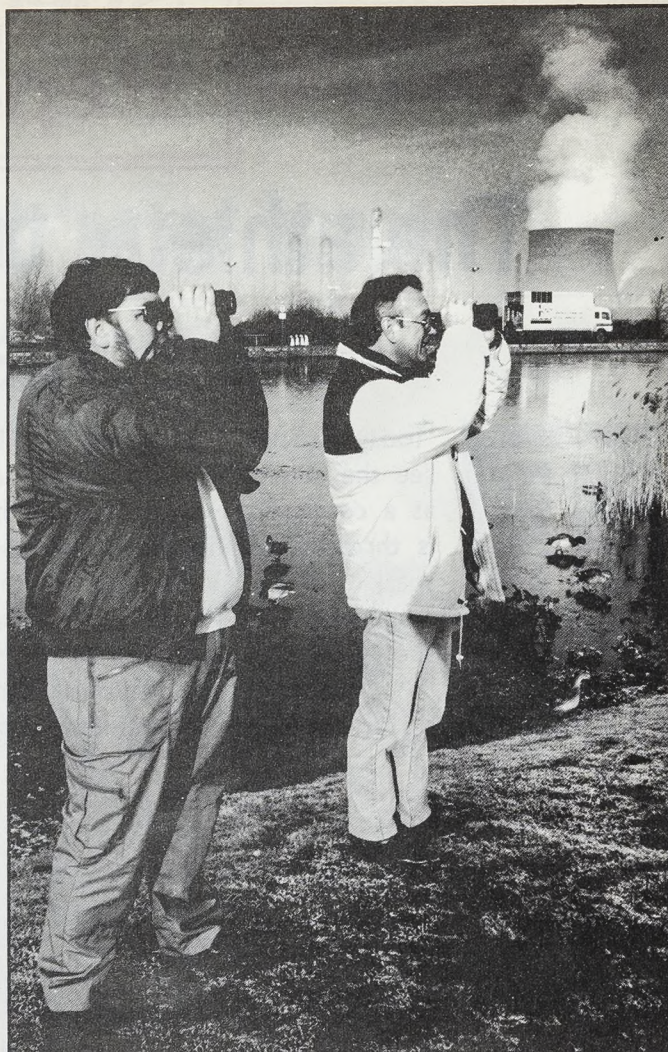
Today, as ICI's ecology advisers, they aim to make sure that ecology is given high priority by its plants worldwide, and that the company takes into consideration the environmental implications of its current and future operations. They have already created a natural meadow and a series of wetland habitats at ICI's Wilton site, improving the environment for the company, the local people, and for animals and plants.

Moreover, ICI staff see Ken and Bob as excellent role models, proving what can be achieved through personal development.



'Don't take 'no' for an answer just because you hit a few snags along the way. Keep on trying!'

Ken Smith
ICI
Speaking on personal development



WHAT A SITE: Bob Walters (left) and Ken Smith at the ICI site.

Photo: Jacky Chapman

Factfile: National Training Awards

- ❑ The National Training Awards were introduced in 1987 to recognise and reward examples of effective training. They now cover England, Scotland, Wales and Northern Ireland.
- ❑ They aim to identify excellence in training development and practice and to demonstrate the link between such training and improved business performance.
- ❑ Training can cover the whole range of employment from management development through retraining programmes at all skill levels to training designed for disadvantaged groups.
- ❑ Corporate entrants must demonstrate how training has been developed to meet specific business requirements; how effectively this training has been delivered; how the organisation has evaluated its investment in training; and the benefits to the business that the training has produced.
- ❑ Awards for Individual Achievement are made to people who have shown enterprise, initiative and personal commitment and attained exceptional achievements at work or in the community as a result of training and personal development.



MAKING PLANS: British Gas Southern's equal opportunities initiative is now being eagerly followed by its sister gas companies nationwide.

British Gas has seen a dramatic increase in the number of women both applying for and being appointed to, junior and middle management positions.

The Patron's Corporate Award

British Gas Southern

MEN—169, women—14! That is the number of employees who applied over a six-month period for promotion to first level managerial jobs at British Gas Southern in Southampton.

These figures were recorded as part of an internal review in 1989. They prompted the company to commit itself to a new, positive policy of promoting equal opportunities. This was crucial, not only to help the women's self-development but also as a strategic measure for the future.

Training officer Patricia Stewart explains: "While very few women work in the highly technical areas they do make up 33 per cent of the workforce, working mainly in finance, sales and customer support. Changing demographics mean

that if we want to fill managerial positions in the future, it is essential that women should make progress into management."

Therefore, as a way of addressing this imbalance, British Gas Southern devised a 'Women in Business' programme specifically to help female employees develop the confidence and personal skills necessary to plan and pursue their careers within the company.

The course lasts for five days, split into two modules with an interval of three months between for reflection. Subjects discussed range from the practicalities of producing a CV and planning for interviews to life and career planning.

Fifty-two women at supervisory to middle management level have taken part so far and the course is now also being offered to clerical and secretarial staff.

There has already been a

dramatic increase in the number of women both applying for, and being appointed to, junior and middle management positions. At junior management level, for example, the number of women applicants has risen from 8 to 33 per cent, with those appointed increasing from 19 to 49 per cent.

Says Charlotte Walker, one of the few female British Gas engineers, "As a woman, you need that something extra to be able to succeed. Having gone on the course, I came away with feeling of confidence, of how to market myself better and an action plan of what I should do to achieve the position I want in the industry."

British Gas Southern's equal opportunities initiative is now being eagerly followed by its sister gas companies nationwide.

'The MD put everything into it and backed everybody from bottom to top, and with that we've succeeded. Commitment is the key.'

Rich Braxton
Technical Services
Director
Coin-a-Drink

The Daily Mail Enterprise Mail Award

Coin-a-Drink Ltd

SHOCK, HORROR was the initial reaction of most of the managers at Coin-a-Drink when presented with a new training programme.

"It seemed very daunting, an awful lot to get through," says Janet Williams, a hygiene services manager. "I had to get 29 'girls' through and four supervisors, and myself. But now we're a better company. I certainly feel our standards are second to none."

Coin-a-Drink Ltd is a classic example of what can be achieved with a programme of retraining. Based in Walsall with a staff of 60, it has been supplying automatic food and drink vending machines to other companies in the West Midlands since the 1960s.

And doing this successfully—or so it thought. Three years ago one of its managers visited a similar company in the States. His resulting report showed how Coin-a-Drink was operating much less efficiently than its American counterpart, and not achieving its full potential. The

company was faced with two options: it could dismiss the findings or it could act on them.

Coin-a-Drink decided boldly not only to seek the BS5750 quality standard (which it gained this summer) but also to overhaul its entire training system on a top-to-bottom basis. Senior staff went on management courses; sales, administration and accounting staff were encouraged to obtain professional qualifications; and operative staff took skills tests devised by City and Guilds.

So far, Coin-a-Drink has spent £36,000 on training and it reckons this has been well worthwhile. Efficiency in some areas has increased by up to 30 per cent. This year turnover has increased by 15 per cent with profits rising in tandem. Rather than fire-fighting, the watchwords now are preventive maintenance, future planning and a more open style of management.

Continual upgrading of training to create an efficient and expert workforce has become an integral part of everyday working life of the company. Customers, the company and staff have all benefited.

The Times Award

Glory Mill Papers Ltd

"WHEN CHOOSING the winner of our award for international competitiveness, we were looking," said *The Times* editor Simon Jenkins, "for a company which realised that 1992 was about to take place, was organised to meet the challenge of open markets in Europe, and had committed its staff to the challenge in the training field."

Glory Mill Papers Ltd of High Wycombe matched all these criteria.

Four hundred years of business at Glory Mill had almost been brought to an sad end in 1986. Problems with the quality and reliability of its present day product, photographic paper, meant that the company was losing orders to a German competitor—and the future seemed bleak.

Glory Mill determined to remedy the situation without further delay. Total Quality Management had to become a way of life and, as part of this, in 1990 the company set out to achieve the internationally accepted quality standard ISO 9002 and create a dual-skilled workforce.

Nearly 400 crafts staff had to be trained in the ISO system. This was done via in-house training. First, fifteen employees were trained as internal assessors. They then prepared a two-day training package to teach the detail of the ISO standards and principles to the rest of the workforce.

In March this year Glory Mill gained the ISO 9002. It now operates much more efficiently with a more disciplined approach, a higher level of teamwork and enhanced problem-solving abilities among the craft workforce.

Dual skilling between the electrical and process control workers means they can do maintenance tasks in each others' areas, saving £400,000 a year in overheads, and the dual skilling principle is being extended to the administrative staff.

Moreover, the consistent high standards have raised customer confidence (and loyalty) in Glory Mill as a quality supplier.

This achievement is, according to Simon Jenkins, "a great testament to the value of training in the export business."



COINING IT: Coin-a-drink is a classic example of what can be achieved with a programme of retraining.



NO TROUBLE AT MILL: Since Glory Mill gained the ISO 9002 it now operates more efficiently.

'Put your faith in people. We spent a lot of capital but basically, without the people to run the machines, we'd have nothing but a high tech junkyard.'

Dr Andrew Nelson
MD Epitaxial
Speaking on training

The Channel 4 Business Daily Award

Epitaxial Products International Ltd

EPITAXIAL PRODUCTS International Ltd took "an enormous gamble and have come away triumphant". So said Michael Grade, chief executive of Channel 4, sponsors of the Business Daily Award.

"They've proved that you can recruit and train an unskilled workforce in very high tech industries."

EPI was founded as a 'green field start-up' company in Cardiff in 1988. Today, it is the world leader in the provision of highly advanced semiconductor wafers which are used in a wide variety of information technology applications such as fibre optics and satellite communication systems, radar equipment and compact discs.

This highly complex manufacturing process calls for highly skilled personnel. When setting up the business, Dr Andrew Nelson and his management team could have recruited qualified staff from other companies. Instead, they chose to employ unskilled and inexperienced people from the local area.

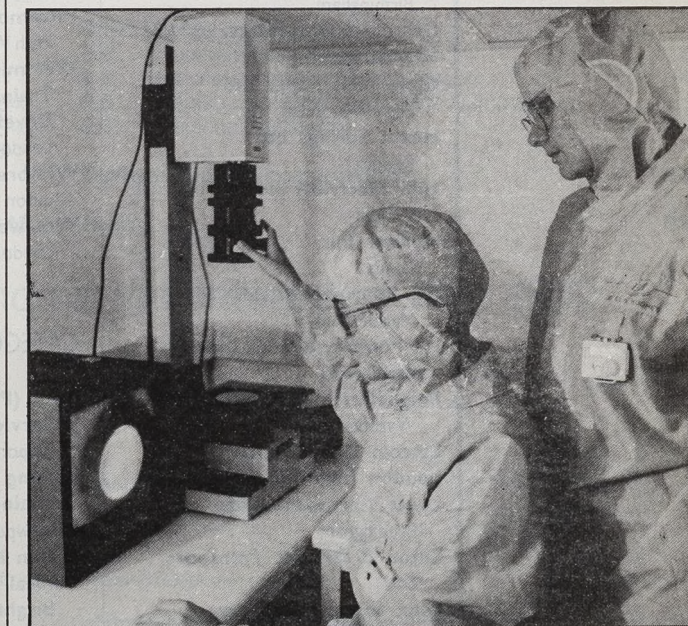
The challenge then was to provide them with the necessary specialised training. An intensive training programme was planned, breaking down each individual job into a number of discrete and

identifiable parts, and involving all levels of staff. Training was done principally by demonstration, hands-on experience, clear documentation and regular auditing of competence. Most new recruits now achieve basic competence within three months—a dramatic reduction from the original estimate of nine months.

The results of this training investment have been phenomenal. Sales have risen from nil in May 1989 to £250,000 a month in May 1991. Over 100 blue-chip customers worldwide have been won with

over 90 per cent of the product being exported to large Japanese, US and European companies. There is now continuous production 24 hours a day, seven days a week. Furthermore, in order to cope with the growth in demand the staff has quadrupled in size within the past two years.

EPI is now focusing on maintaining the training momentum. As Dr Nelson says, "We recognise that our staff are our most important asset. Investment in them has enabled the company to grow."



EPI's training gamble came off.

The National Training Awards 1991 - The Winners

CATEGORY 1 - Employers
A H Worth & Co Ltd
 Spalding
ACE/Chem-Resist Plastics Ltd
 Dewsbury
Albion Pressed Metal Ltd
 Cannock
Allen & Hanburys Ltd
 Uxbridge
Amersham International, Cardiff Laboratories
BBC Enterprises Ltd
 London
Birds Eye Wall's Ltd
 Walton-on-Thames
Bis Beecom (International) Ltd
 Antrim
BP Chemicals Ltd
 Grangemouth
British Aerospace (Dynamics) Ltd
 Stevenage
British Gas Southern
 Southampton
British Steel, General Steels
 Scunthorpe
British Steel, General Steels, Teesside
British Steel Strip Products
 Newport, Gwent
BRS Taskforce
 Bedford
Camborne Fabrics
 Mirfield, West Yorks
Cameron Markby Hewitt
 London
Clwyd Ambulance Service
Coin-a-Drink Ltd - Walsall
Domnick Hunter Filters Ltd
 Birtley, Co Durham
Epitaxial Products
 Cardiff
Frank Baines Saddlery
 Walsall
Fulcrum Communications Ltd
 Birmingham
Gestetner Manufacturing Ltd
 Wellingborough
Glory Mills Paper Ltd
 High Wycombe
Heath Springs Ltd
 Redditch
Hills Electrical plc
 Walsall
Holiday Inn
 Leeds
ICI Pharmaceuticals
 Macclesfield
J V Murcott & Sons Ltd
 Birmingham
Jungheinrich (GB) Ltd
 Wythenshawe
Lincoln City Council
London Lighthouse
Lucas Aerospace Ltd
 Birmingham
Luton & District Transport Ltd
Lynx Express Delivery Network
 Halesowen

Martin Dawes Ltd
 Warrington
Mathiesons Family Bakers
 Falkirk
Michelin Tyre plc
 Ballymena
NEC Semi-Conductors (UK) Ltd
 Livingston
Nomix-Chapman Ltd
 Bristol
Philips Circuit Assemblies
 Dunfermline
Prospect Foods Ltd
 Harrogate
Prudential Assurance Co
 Reading
Rank Xerox
 Mitcheldean, Gloucs
Readibus
 Reading
Shearings
 Wigan
Short Brothers plc
 Belfast
South Yorkshire Metropolitan Ambulance and Paramedics Services
 Rotherham
Stocksbridge Engineering Steels
 Sheffield
Surrey County Council
The Cooperative Bank plc
 Manchester
The Scout Association
 London
Thorn Lighting
 Spennymoor, Co Durham
Thurnall plc
 Manchester
Tudor Webasto Ltd
 Sutton Coldfield
TV-am plc
 London
Vauxhall Motors Ltd
 Ellesmere Port
Vitramon Ltd
 High Wycombe
Westminster City Council - Training and Staff Development Team
 London
Whitbread Inns
 Luton
Woolworth's plc
 London

CATEGORY 2 - Training Providers
Amit (Personnel and Training Services)
 Ripponden, West Yorks
Boating Enterprises Skills Training
 Newport, Salop
Bolton Health Studio
Clinical Pharmacy Unit, Brighton Health Authority
Coleg Powys
 Newtown, Powys

Courage Ltd
 Staines
Link-Up Services
 Leeds
Loughborough University Business School, Management Development Centre
University of Dundee, Microcomputer Centre
Mid-Warwickshire College, Leamington Spa
National Graphical Association (now GPMU)
 Bedford
Origin Framing Supplies, Croydon
South Tyneside College
 South Shields
St Loye's College
 Exeter
The Headwork Computer Training Programme
 Gloucester
The Rathbone Society - Theatre Station
 Blyth
Thurso College
Training and Employment Agency - Belfast
University of Manchester Department of Pharmacy
Workbase Training Ltd
 London

CATEGORY 3 - Individuals
Abbotsford Auxiliary Team
Patricia Collins
 Goodmans Loudspeakers Ltd
Mohammed Farshbaf
 Cannon Industries Ltd
Janet Frances
 D E White
Leslie Godley
 Dover Harbour Board
Michael Jones
 Lucas Aerospace
Raza Kahn
 Community Industry, West Yorkshire
Susan Laws
 Tyne & Wear Chamber of Commerce
Bernadette Lenihan
 City Training Link
Peter Mackay
 Bedfordshire Police
Gregg Manning
 St Loye's College
Colin McGookin
 Tyrone Crystal Ltd
Ken Smith and Bob Walters
 ICI Chemicals and Polymers
Martin Walton
 Gardner Merchant
Julia Wells
 The Brooksbank School
Ronnie West
 TV-am
Glyn Wheeler
 British Steel

Labour Market Data

Contents

Commentary	S2	Industrial disputes	
		4.1 Totals; industries; causes	S46
		4.2 Stoppages of work: summary	S46
Employment		Earnings	
0.1 Background economic indicators	S7	5.1 Average earnings index: industrial sectors	S47
1.1 Workforce	S8	5.3 Average earnings index: industries	S48
1.2 Employees in employment: industry time series	S9	5.4 Average earnings and hours: manual workers	S50
1.3 Employees in employment: production industries	S11	5.6 Average earnings and hours: all employees	S52
1.4 Employees in employment: industries	S12	5.8 Unit wage costs	S53
1.7 Manpower in the local authorities	S14	5.9 International comparisons	S54
1.8 Output, employment and productivity	S16	C2 Earnings chart	S55
1.11 Overtime and short-time: manufacturing	S17	Retail prices	
1.12 Hours of work: manufacturing	S17	6.1 Recent index movements	S56
		6.2 Detailed indices	S56
Unemployment		6.3 Average for selected items	S57
2.1 UK summary	S18	6.4 General index: time series	S58
2.2 GB summary	S18	6.5 Changes on a year earlier: time series	S60
2.3 Regions	S20	6.6 Pensioner household indices	S60
2.4 Assisted and local areas	S23	6.7 Group indices for pensioner households	S61
2.5 Detailed categories GB/UK	S25	6.8 International comparisons	S62
2.6 Detailed categories GB/UK	S26	C3 Retail prices chart	S64
2.7 Age	S28	Tourism	
2.8 Duration	S28	8.1 Employment	S65
2.9 Counties and local authority districts	S29	8.2 Earnings and expenditure	S65
2.10 Parliamentary constituencies	S32	8.3 Visits to UK	S66
2.13 Students	S36	8.4 Visits abroad	S66
2.14 Temporarily stopped	S36	8.5 Visits to UK by country of residence	S67
2.15 Rates by age	S37	8.6 Visits abroad by country visited	S67
2.18 International comparisons	S38	8.7 Visits to UK by travel mode and purpose	S68
2.19 UK flows	S40	8.8 Visits abroad by travel mode and purpose	S68
2.20 GB flows by age	S41	8.9 Visitor nights	S68
2.30 Confirmed redundancies: regions	S42	Other facts and figures	
2.31 Confirmed redundancies: industries	S42	9.2 Numbers benefiting from EAS	S69
		9.3 Placement of disabled jobseekers	S69
Vacancies		9.5 Regional selective assistance: summary	S69
3.1 UK summary: seasonally adjusted: flows	S43	9.6 Regional assistance	S70
3.2 Summary: seasonally adjusted: regions	S43	Definitions and conventions	S71
3.3 Summary: regions	S44	Index	S72

Publication dates of main economic indicators Jan-Mar 1992

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

January 16, Thursday
 February 13, Thursday
 March 19, Thursday

Retail Prices Index

January 17, Friday
 February 14, Friday
 March 20, Friday

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

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

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

Labour market commentary

Summary

The workforce in employment in the United Kingdom was 26,177,000 in June 1991. This represents a fall of 220,000 in the second quarter of 1991 and a fall of 712,000 over the year to June 1991.

The number of employees employed in manufacturing industry in Great Britain, at 4,673,000, is estimated to have fallen by 20,000 in October 1991. Employment in manufacturing fell by 354,000 over the year to October 1991, compared with a fall of 73,000 in the previous 12 months.

Unemployment in the UK (seasonally adjusted) rose by 38,900 between October and November 1991 to 2,513,000. This was the twentieth consecutive month that unemployment has risen. The level is now 906,400 higher than in March 1990 when the current upward trend began. Unemployment is at its highest

level since December 1987 (2,557,000) but remains 611,000 (20 per cent) lower than at its peak in July 1986. The unemployment rate in November 1991 was 8.8 per cent of the workforce, an increase of 0.1 percentage points from the rate for October.

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

Output for the manufacturing sector in the three months ending October 1991 was almost 5 per cent lower than in the three months ending October 1990. Unit wage costs in manufacturing in the three months to October 1991 were 6¼ per cent higher than in the same period a year earlier.

The rate of inflation, as measured by the 12-month change in the Retail Prices Index, was 4.3 per cent in November 1991, compared with 3.7 per cent for the year to October 1991.

It is provisionally estimated that 0.8 million working days were lost through stoppages of work due to industrial disputes in the 12 months to October 1991. This compares with 2.4 million days lost in the previous 12 months and an annual average over the ten-year period ending October 1990 of 6.2 million days.

Overseas residents made an estimated 1,680,000 visits to the United Kingdom in September 1991, while United Kingdom residents made about 3,780,000 visits abroad.

Economic background

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

in the same quarter of 1990.

Output of the production industries in the three months to October 1991 decreased by ½ per cent compared with the previous three months, and was 2 per cent lower than in the same period a year earlier.

Manufacturing output in the three months to October 1991 fell by 1 per cent compared to the previous three months and was 5 per cent lower than in the same period a year earlier.

Within manufacturing, between the two latest three-month periods, there was an increase of 3 per cent in the output of the chemicals industry, 'other minerals', food, drink and tobacco, textiles and clothing and 'other manufacturing' remained unchanged while engineering and allied industries fell by 3 per cent.

In the three months to October 1991 output in the energy sector was 2 per cent higher than in the previous three months and was 6½ per cent higher than in the same period a year earlier.

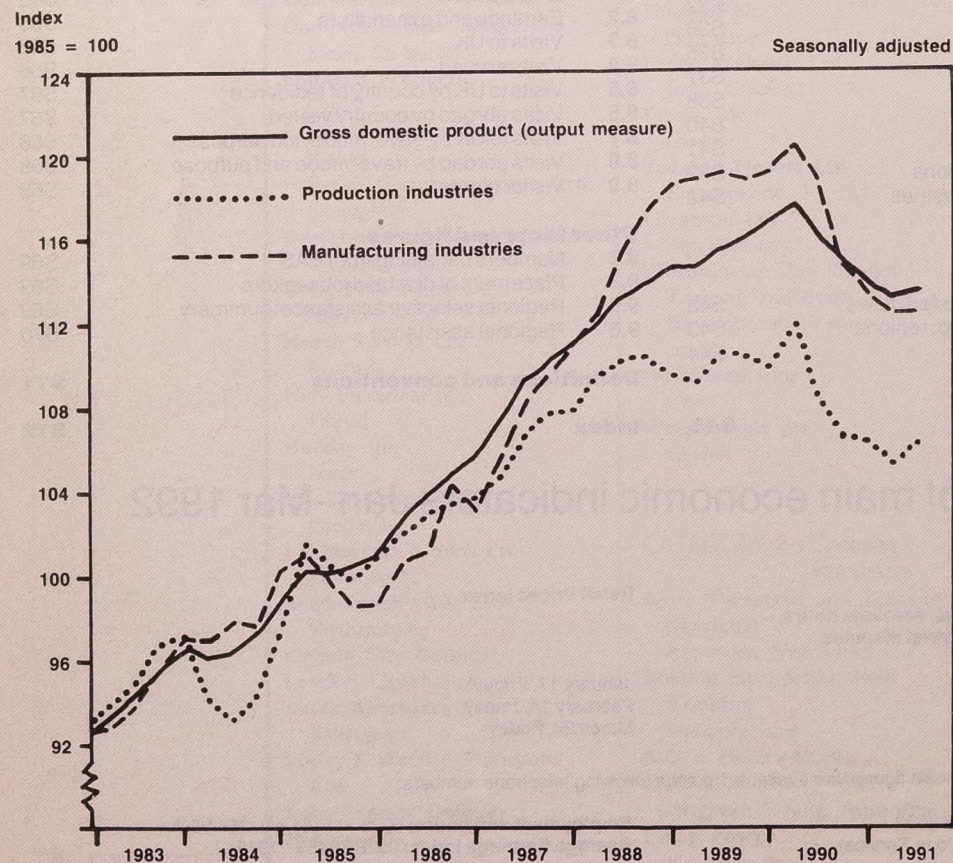
Latest estimates suggest that in the third quarter of 1991 *consumers' expenditure* was £66.7 billion (at 1985 prices and seasonally adjusted), broadly unchanged on the level of the second quarter but almost 2½ per cent lower than the same period a year earlier.

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

New credit advanced to consumers in October 1991 (excluding loans by banks on personal accounts, insurance companies and retailers) was estimated to have been £4.0 billion (seasonally adjusted), compared to £3.9 billion in September 1991. *Total consumer credit* outstanding at the end of October 1991 is estimated to have been £30.4 billion (seasonally adjusted) nearly 3½ per cent higher than a year earlier.

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

OUTPUT INDICES: United Kingdom



Fixed investment by the *manufacturing industries* (including leased assets and seasonally adjusted) for the third quarter of 1991 was 2½ per cent higher than in the previous quarter but almost 12 per cent lower than in the corresponding quarter of 1990.

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

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

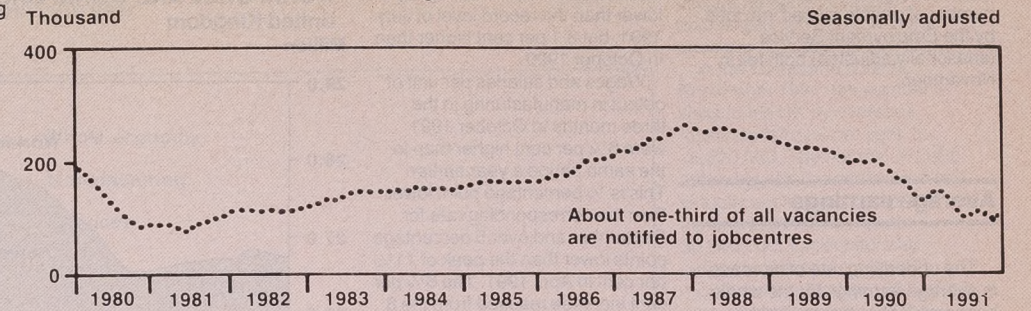
Visible trade in the three months to September 1991 was in deficit by £2.1 billion, little changed from the previous three months. The surplus on trade in oil was £0.4 billion in the three months to September while the deficit on non-oil trade fell by £0.2 billion to £2.5 billion.

The *volume of exports* in the three months to September 1991 was 1 per cent higher than in the previous three months and 5 per cent higher than a year earlier. *Import volume* in the three months to September 1991 was 1½ per cent higher than in the previous three months but 1 per cent lower than a year earlier.

The *current account of the balance of payments* in the three months to October 1991 was estimated to have been in deficit by £1.9 billion, compared with a deficit of £0.8 billion in the previous three months.

Sterling's effective Exchange Rate Index (ERI) (1985=100) ½ per cent higher than October 1991. The currency rose by 3½ per cent against the US Dollar, by 2½ per cent against the Japanese Yen,

JOBCENTRE VACANCIES: United Kingdom



but fell by 1 per cent against the Deutschemark. ERI was 3½ per cent lower than November 1990; over the period sterling fell by 9½ per cent against the US Dollar, by 9 per cent against the Japanese Yen and by 1 per cent against the Deutschemark.

On September 4 1991, the UK *base lending rate* was reduced from 11 per cent to 10.5 per cent which followed the ½ per cent reduction announced on July 12. The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in November 1991 is provisionally estimated to have been £0.4 billion.

Privatisation proceeds were negligible in November 1991. The PSBR excluding privatisation proceeds was £14.3 billion in the eight months of 1991-92, compared with £6.0 billion in the same period last year.

Employment

New figures are available this month for employees in the production industries in Great Britain in October 1991. New figures this month estimate that the number of employees employed in manufacturing industry in Great Britain fell by 20,000 in October 1991 to 4,673,000. This follows falls of 18,000 in September, 33,000 in July and 36,000 in

August 1991. Over the year to October 1991, employment in manufacturing industries fell by 354,000 compared with a fall of 73,000 in the previous year.

The United Kingdom workforce in employment (employees in employment, self-employed persons, members of HM Forces and participants in work-related government training programmes) was 26,177,000 in June 1991. This represents a fall of 712,000 over the year and a fall of 220,000 in the second quarter of 1991. It is now 712,000 below the June 1990 peak (assuming no change in self-employment).

The number of employees in the energy and water supply industries in Great Britain rose by 1,000 in October 1991 to 433,000. This follows falls of 9,000 in September and 1,000 in August 1991.

Overtime working by operatives in the manufacturing industries in Great Britain stood at 9.41 million hours per week in October 1991, a fall of 0.41 million hours per week since September.

Short-time working by operatives stood at 0.74 million hours per week in October 1991, a fall of 0.12 million hours per week since 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 98.8 in October 1991 compared with 99.0 in September 1991.

Unemployment and vacancies

The *seasonally adjusted level of claimant unemployment* in the United Kingdom increased by 38,900 between October and November 1991 to 2,513,000. This was the twentieth consecutive month that unemployment has risen. The level is now 906,400 higher than in March 1990 when the current upward trend began. Unemployment is now at its highest level since December 1987 (2,557,000), but remains 611,000 (20 per cent) lower than at its peak in July 1986. The unemployment rate in November 1991 was 8.8 per cent of the workforce, an increase of 0.1 percentage points from the rate for October.

Between October and November 1991 total unemployment increased in all regions of the UK. There were small falls in the number of women unemployed in Yorkshire and Humberside, the North, Scotland and Northern Ireland, but these were offset by increases in the number of men unemployed in these regions. The largest rises in the unemployment rate were in the South East (including Greater London), East Anglia and the South West, all up 0.2 percentage points.

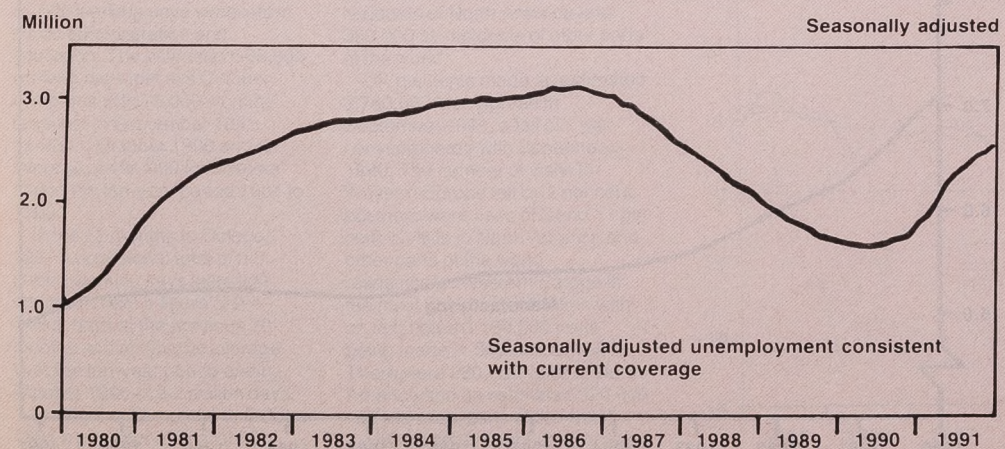
The unemployment rate is higher than a year ago in all regions of the UK. There has been an increase in the United Kingdom rate in the 12 months to November 1991 of 2.6 percentage points.

The UK unadjusted total of claimants increased by 45,805 between October and November 1991 to 2,471,795 or 8.7 per cent of the workforce, an increase of 0.2 percentage points from the rate for October 1991.

The number of vacancies remaining unfilled at jobcentres (UK seasonally adjusted) rose by 6,200 between October and November 1991, to 109,700. The South East (including Greater London) saw the largest rise on the month, though this followed a sharp fall in October.

This month's rise in unfilled vacancies seems to be associated with a reduction in recruitment activity compared with last month. The number of new vacancies

UNEMPLOYMENT: United Kingdom



notified to jobcentres and the number of people placed into jobs by the Employment Service (seasonally adjusted) both fell in November.

Average earnings

The underlying rate of increase in average earnings for the whole economy in the year to October 1991 was provisionally estimated to be 7½ per cent, ¼ percentage point down on the rate for September. This is now 2¾ percentage points below the peak rate of 10¼ per cent recorded in July 1990, and the lowest rate for 4½ years. A lower figure has not been recorded since the series began in 1980, and it is estimated that earnings growth would last have been lower in 1967.

In the production industries the provisional underlying increase in average earnings in the year to October 1991 was 8½ per cent, unchanged from the corresponding rate in September, although the September rate has been revised up on receipt of later information. The rate of increase in the energy and water industries remained in double figures. Within the production sector, the 8 per cent underlying increase for manufacturing was unchanged from the rates for August and September, and 1½ percentage points below summer 1990's plateau of 9½ per cent. Overtime working continued to be substantially lower than a year earlier, but the sharp decline seen at the beginning of 1991 has now levelled off and its downward effect on the rate of growth of earnings is now less than in the spring.

The provisional estimate for the underlying increase in average earnings in service industries in the year to October is 7¼ per cent, ¼ percentage point down on the rate in each of the previous 4 months. The rate is 2¾ percentage points below the 10 per cent peak of summer 1990 and the lowest since August 1987.

Productivity and unit wage costs

For the three months ending October 1991, manufacturing output was almost 5 per cent below the level for the corresponding period of 1990. With employment levels falling by 6½ per cent over the last year, productivity in output per head terms showed a rise of 1¾ per cent, the highest rate since June 1990. The output per hour measure of productivity, which takes account of the fact that fewer hours are being worked than at the

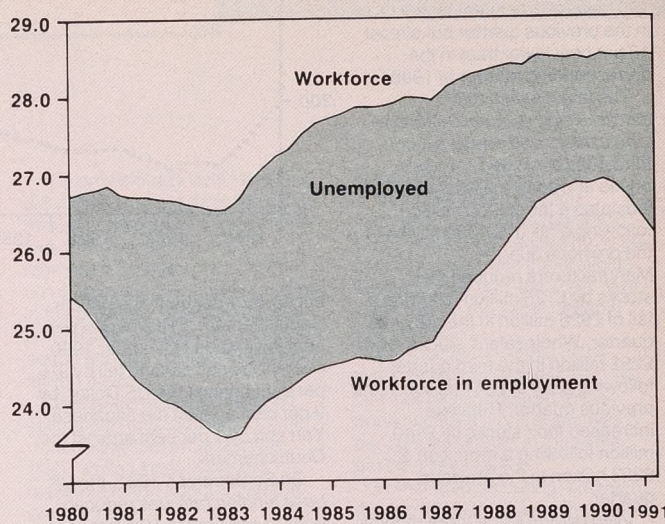
same time in 1990, was slightly lower than the record level of July 1991, but 3.1 per cent higher than in October 1990.

Wages and salaries per unit of output in manufacturing in the three months to October 1991 were 6¼ per cent higher than in the same period a year earlier. This is ½ percentage point lower than the corresponding rate for September and over 5 percentage points lower than the peak of 11½ per cent in April 1991. The 6¼ per cent increase resulted from the 8 per cent rise in average earnings (in seasonally adjusted terms) and the 1¾ per cent rise in productivity.

Productivity figures for the whole economy in the second quarter of 1991 show that output per head was 1½ per cent lower than in the same quarter of 1990. Output fell by 3¾ per cent in the year to the second quarter of 1991, but this was accompanied by a 2¼ per cent fall in the employed labour force.

Unit wage cost figures for the whole economy for the second quarter of 1991 showed an increase of 9¼ per cent on the second quarter of 1990. This was 1½ percentage points lower than the rate in the previous quarter, and nearly 2 percentage points below the 11 per cent peak rate of the third quarter of 1990.

WORKFORCE AND WORKFORCE IN EMPLOYMENT: United Kingdom
Million Seasonally adjusted

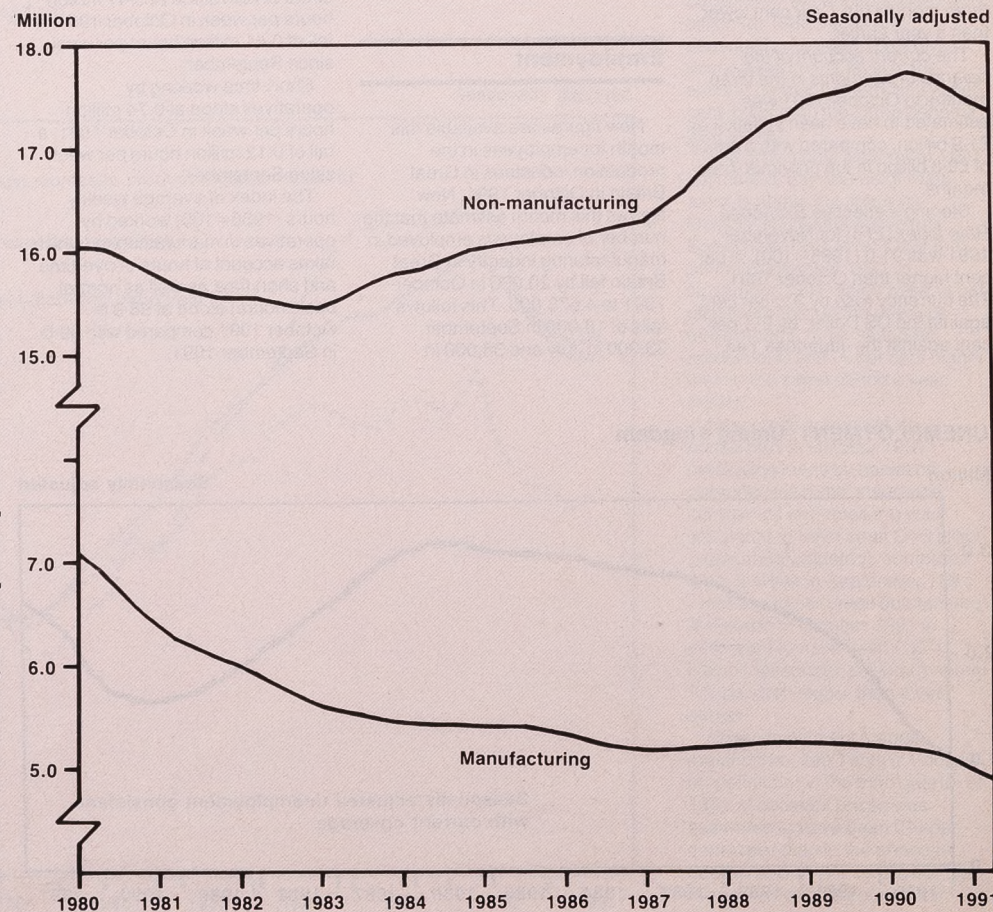


Prices

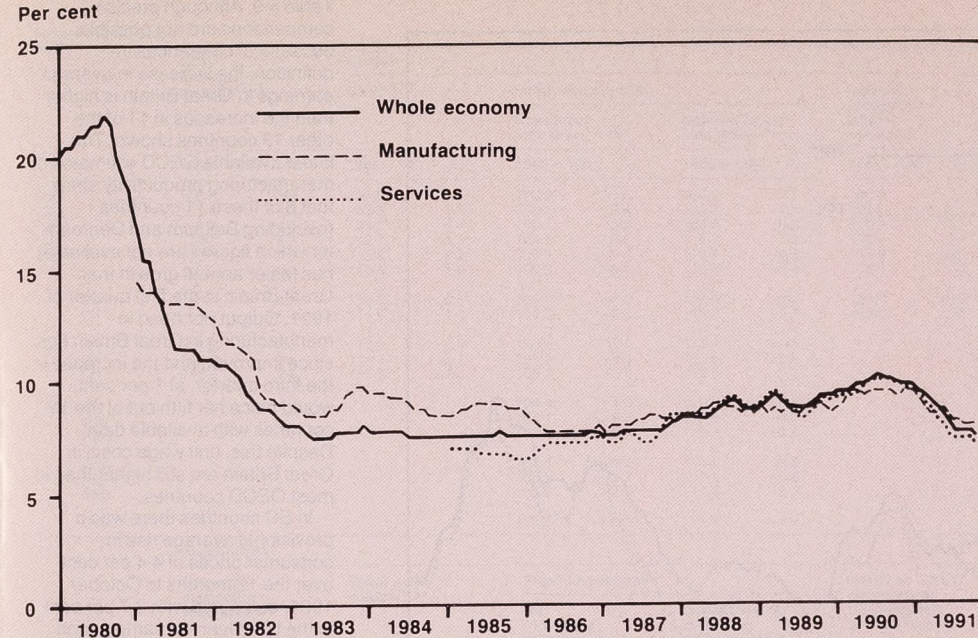
The 12-month rate of increase in the 'all-items' retail prices index for November was 4.3 per cent, up from 3.7 per cent in October. This is the first rise in the rate since September last year. It reflects falls

in mortgage interest rates and petrol and oil prices last November which drop out of the 12-month comparison. Excluding mortgage interest payments the annual rate of price increases rose to 5.7 per cent from 5.5 per cent. Between October and November the level of the 'all-items' RPI rose by 0.4 per cent, compared with a fall of 0.2

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



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



per cent a year ago. There were price increases for food, especially for fresh vegetables, tobacco and some household goods.

The annual rate of increase in the tax and price index was 3.8 per cent for November, up from 3.0 per cent for October.

The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 5.1 per cent for November 1991, down from the 5.2 per cent recorded for October. The index of prices of materials and fuels purchased by manufacturing industry fell by 0.4 per cent over the year to November 1991, compared with a fall of 1.8 per cent for October.

Industrial disputes

It is provisionally estimated that 68,000 working days were lost through stoppages of work due to industrial disputes in October 1991. Of this provisional total 34,000 working days were lost in public administration and education. The estimate of 68,000 working days lost this October compares with 75,000 working days lost in September 1991, 54,000 in October 1990 and an average of 494,000 for October during the ten-year period 1981 to 1990.

In the 12 months to October 1991 a provisional total of 0.8 million working days were lost compared with a figure of 2.4 million days in the previous 12 months and an annual average over the ten-year period ending October 1990 of 6.2 million days.

During the 12 months to October 1991 a provisional total of 391

stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 628 stoppages in the 12 months to October 1990 and an annual average in the ten-year period ending October 1990 of 1,077 stoppages in progress.

Overseas travel and tourism

It is provisionally estimated that there were 1,680,000 visits to the UK by overseas residents in September 1991, which was 6 per cent lower than the figure for September 1990. There was a fall of 2 per cent in visits by residents of Western Europe and falls of 22 and 2 per cent in visits from residents of North America and from other parts of the world respectively. Of the total number of visits, 1,010,000 were by residents of Western Europe, 290,000 by residents of North America and 380,000 by residents of other parts of the world.

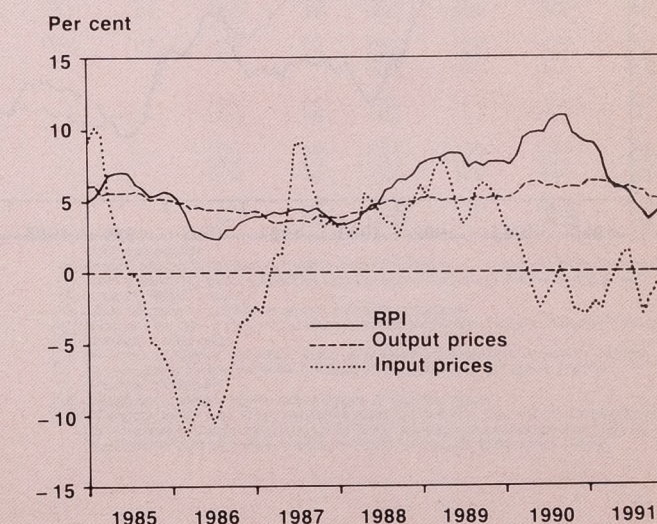
UK residents made an estimated 3,780,000 trips abroad in September 1991, a fall of 1 per cent compared with September 1990. The number of visits to Western Europe fell by 2 per cent, but there were rises of 2 and 11 per cent in visits to North America and other parts of the world respectively. Western Europe is the most popular destination with an estimated 3,180,000 visits being made in September 1991.

There were 280,000 visits to North America and an estimated 320,000 visits to other parts of the world. UK residents spent an estimated

£1,355 million abroad in September 1991, an increase of 7 per cent compared to September 1990, while overseas residents spent an estimated £800 million in the UK, a decrease of 7 per cent compared to September 1990. This resulted in a balance of payments' deficit on the travel account of £555 million for September 1991.

During the first nine months of 1991 the number of visits to the UK by overseas residents decreased by 8 per cent, compared with the same period of 1990, to 13,000,000. The number of visits by UK residents going abroad during the first nine months of 1991, at 24,600,000, was 2 per cent lower than the same period a year earlier. Overseas residents' expenditure in the UK decreased by 8 per cent to £5,545 million,

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



while UK resident's expenditure abroad remained virtually unchanged compared with the previous year, at £8,015 million.

In the 12 months ending September 1991, the number of visits to the UK by overseas residents fell by 6 per cent, to 16,870,000. The number of visits abroad by UK residents remained virtually unchanged compared with the previous 12 months at 30,800,000. Expenditure by overseas residents in the 12 months to September 1991 fell by 6 per cent compared with the previous 12 months to £7,280 million. Over the same period, expenditure by UK residents going abroad rose by 1 per cent to £9,950 million. As a result, the deficit on the travel account of the balance of payments, for the 12-month period ending in September 1991 months, was £2,670 million.

International comparisons

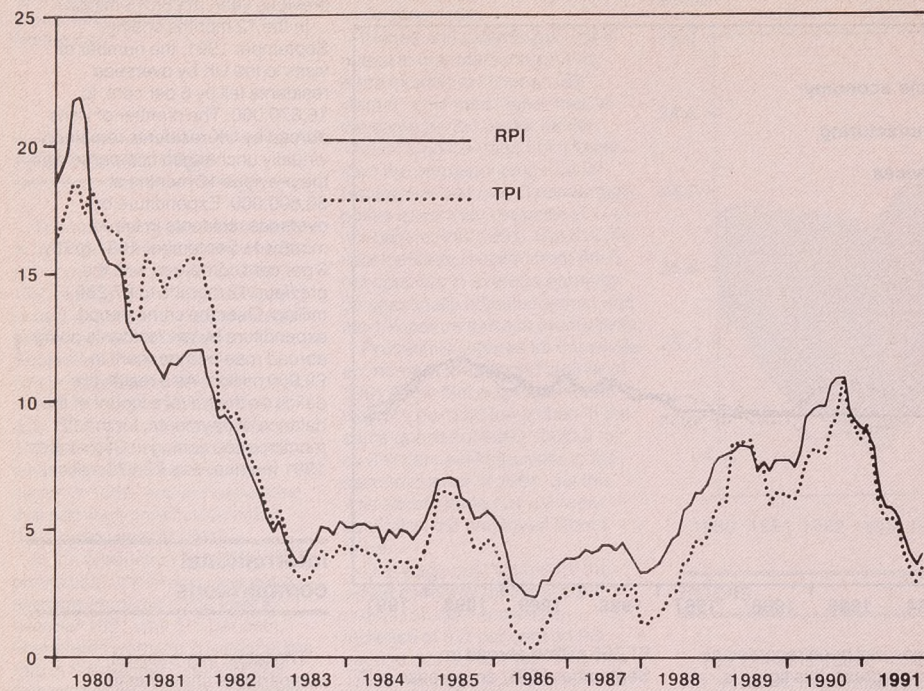
The latest international comparisons show that the unemployment rate in the United Kingdom remains lower than in Spain and Ireland among our European partners but is above the EC average (10.1 per cent in UK compared with the EC average of 9.3 per cent in October 1991). The UK rate is also lower than in Canada.

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

The underlying increase in average weekly earnings for manufacturing industry in Great Britain in the 12 months to September, at 8 per cent, compares unfavourably with the

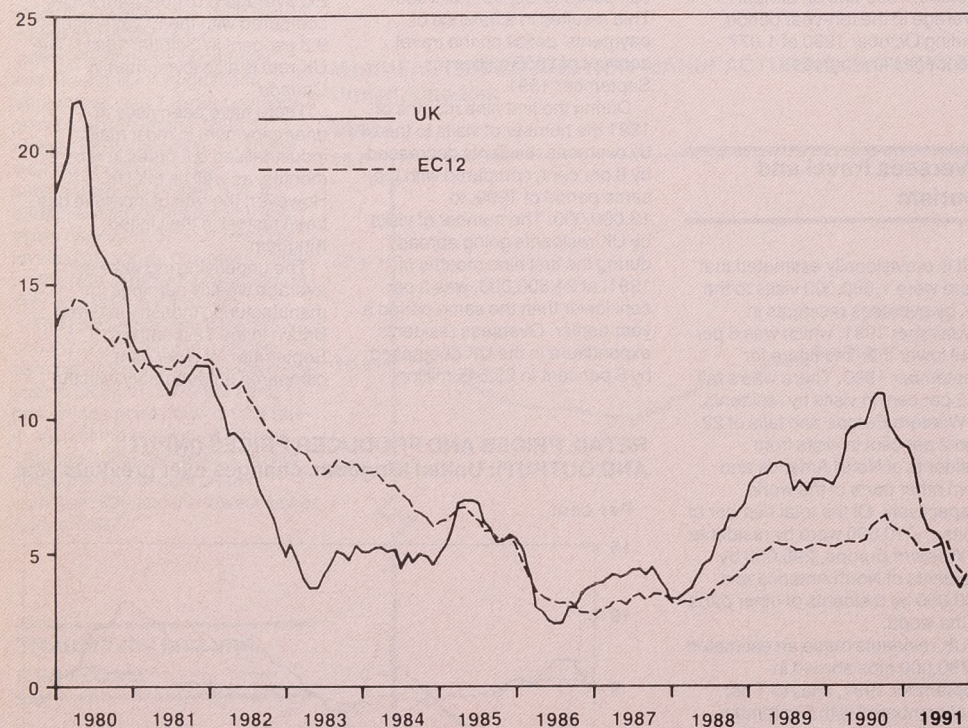
RPI AND TPI: United Kingdom, increases over previous year

Per cent



CONSUMER PRICES INDICES: Increases over previous year

Per cent



latest figures for the OECD countries, which are shown in Table 5.9. Although precise comparisons are not possible because of differences in definition, the increase in average earnings in Great Britain is higher than the increases in 11 of the other 13 countries shown. The latest available OECD estimates of manufacturing productivity show that 6 of these 11 countries (excluding Belgium and Denmark for which figures are not available) has faster annual growth than Great Britain in the first quarter of 1991. Output per head in manufacturing in Great Britain has since improved and the increase in the third quarter, at 1 per cent, would place her fifth out of the 12 countries with available data. Despite this, unit wage costs in Great Britain are still higher than in most OECD countries.

In EC countries there was a provisional average rise in consumer prices of 4.4 per cent over the 12 months to October 1991, compared with 3.7 per cent in the UK. Over the same period consumer prices rose in France by 2.5 per cent (provisional) and in West Germany by 3.5 per cent, while outside the EC, consumer prices rose by 2.9 per cent in the United States, 4.4 per cent in Canada and 2.7 per cent in Japan (provisional).

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

BACKGROUND ECONOMIC INDICATORS* 0.1

UNITED KINGDOM

Seasonally adjusted

	GDP average measure ^{2,15}		Output GDP ^{3,4,15}				Income		Real personal disposable income		Gross trading profits of companies ⁷				
			Index of output UK		Index of production OECD countries ¹										
	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	1985 = 100	%	£ billion	%			
1985	100.0	3.8	100.0	3.4	100.0	5.5	100.0	2.7	100.0	2.8	38.8	31.1			
1986	103.6	3.6	103.3	3.3	102.4	2.4	101.3	1.3	101.1	1.1	45.3	16.8			
1987	108.3	4.5	108.1	4.6	105.7	3.2	106.6	5.2	104.8	3.7	43.0	-5.1			
1988	112.8	4.2	112.7	4.3	109.5	3.6	114.1	7.0	110.8	5.7	62.8	46.0			
1989	115.3	2.2	115.3	2.3	109.9	0.4	118.9	4.2	114.8	3.6	66.2	5.4			
1990	116.3r	0.9	116.4	1.0	109.3	-0.5	118.4	-0.4	116.9	1.8	124.7	3.3			
Q3	116.1r	0.5	116.2	0.5	108.7r	-1.6	118.8r	-0.3	118.0	2.5	125.6	3.5			
Q4	115.1r	-0.7	114.9	-1.0	106.8	-3.3	115.0	-3.3	117.0	1.3	126.2	3.4			
1991	Q1	114.1	-2.2	113.9	-2.5	106.5	-3.0	113.4	-4.9	125.8	1.9	15.1	-6.8		
Q2	113.3	-3.6	113.2	-3.7	105.3	-5.8	112.6	-6.5	124.7	0.9	16.3	-5.2			
Q3	113.5	-2.2	113.5	-2.3	106.2	-2.3	112.5	-5.3	..	..	..	..
1991	Apr	..	..	..	104.4r	-4.0	112.8r	-6.0	..	..	..	..
May	..	..	..	..	104.1	-5.3	112.5	-6.5	..	..	..	..
June	..	..	..	..	107.4	-5.8	112.7	-6.4	..	..	..	..
July	..	..	..	..	107.4	-4.3	113.5	-6.0	..	..	..	..
Aug	..	..	..	..	105.5	-3.2	112.1	-5.6	..	..	..	..
Sept	..	..	..	..	105.8	-2.3	111.8	-5.3	..	..	..	..
Oct	..	..	..	..	106.8	-2.0	111.3	-4.9	..	..	..	..
Expenditure															
	Consumer expenditure 1985 prices		Retail sales volume ¹		Fixed investment ⁸		General government consumption at 1985 prices		Stock changes 1985 prices ¹⁰		Base lending rates † ¹¹		Effective exchange rate † ^{1,12}		
	£ billion	%	1985 = 100	%	£ billion	%	£ billion	%	£ billion	%	%	%	1985 = 100	%	
1985	217.6	3.5	100.0	4.7	45.5	7.1	10.1	14.8	73.8	0.82	12	100.0	-0.6		
1986	231.2	6.3	105.3	5.3	45.8	0.7	9.4	-6.9	75.1	1.8	0.74	11	91.5		
1987	243.3	5.2	110.7	5.1	51.0	11.4	10.0	6.4	76.0	1.2	1.16	11	90.1		
1988	261.3	7.4	117.7	6.3	57.9	13.5	11.2	12.0	76.5	0.7	4.03	10.25-10.5	95.5		
1989	270.6	3.6	119.9	1.9	64.7	11.7	12.4	10.7	77.2	0.9	2.67	13.75-14	92.6		
1990	273.2	1.0	120.4	0.4	65.0	0.5	12.1	-2.4	79.5	3.0	-0.37	15	91.3		
1990	Q3	68.3r	0.9	120.3	0.5	16.0r	-1.2	2.9	-9.4	20.0	2.0	0.16r	15	94.2	
Q4	67.8	-0.6	119.1	-1.2	15.8	-2.5	3.0	-6.3	20.0	3.1	-0.84	14	94.1		
1991	Q1	67.7	-0.9	120.1	-0.6	14.7	-11.4	2.7	-15.6	20.2	2.6	-1.11	13	93.8	
Q2	66.6	-3.2	119.1	-1.8	14.6	-12.0	2.5	-19.4	20.2	2.0	-1.02	13	91.4		
Q3	66.7	-2.3	119.9	-0.3	14.1	-11.9	2.6	-10.3	20.3	1.5	-0.02	13	90.7		
1991	May	..	..	118.2	-1.2	..	..	..	..	..	..	11.5	91.7	
Jun	..	..	120.0	-1.9	..	..	..	..	..	..	..	11.5	90.2	
Jul	..	..	120.8	-1.3	..	..	..	..	..	..	..	11	90.4	
Aug	..	..	119.3	-0.3	..	..	..	..	..	..	..	11	90.7	
Sept	..	..	119.6	-0.3	..	..	..	..	..	..	..	10.5	91.0	
Oct	..	..	118.9	-0.2	..	..	..	..	..	..	..	10.5	90.5	
Nov	..	..	120.3P	0.3	..	..	..	..	..	..	..	10.5	91.0P	
Visible trade															
	Export volume ¹		Import volume ¹		Balance of payments		Competitiveness		Prices		Producer prices index† ^{1,6,14}				
	1985 = 100	%	1985 = 100	%	Visible balance	Current balance	Normal unit labour costs ¹³		Tax and price index† ^{1,14}		Materials and fuels		Home sales		
	1985 = 100	%	1985 = 100	%	£ billion	£ billion	1985 = 100	%	Jan 1987 = 100	%	1985 = 100	%	1985 = 100	%	
1985	100.0	5.6	100.0	3.2	-3.3	2.8	100.0	-1.1	96.1	5.3	100.0	..	100.0	5.3	
1986	104.2	4.2	107.4	7.4	-9.5	0.0	94.2	-5.8	97.9	1.9	92.4	-7.6	104.3	4.3	
1987	109.7	5.3	115.3	7.4	-11.2	-4.3	93.8	-0.4	100.4	2.6	95.3	3.1	103.3	-1.0	
1988	111.8	1.9	131.0	13.6	-21.6	-15.5	99.6	6.2	103.3	2.9	98.4	3.2	113.2	9.6	
1989	116.9	4.6	140.6	7.3	-24.6	-20.4	98.2	-1.4	110.6	7.1	104.0	5.7	119.0	5.1	
1990	124.7	6.7	142.3	1.2	-18.7	-14.4	99.4	1.2	123.1	11.3	103.8	-0.2	126.0	5.9	
Q3	122.8	4.4	141.2	-0.9	-4.0	-2.6r	103.2	6.1	121.4	8.8	102.4	-0.7	126.8	5.9	
Q4	124.9	0.9	138.0	-1.2	-3.2	-2.2	103.7	9.9	123.5	9.8	103.7	-2.0	128.3	5.9	
1991	Q1	123.8r	-0.8	136.4r	-6.9	-3.0	-2.7	104.1	9.2	124.3	8.3	103.0	-2.6	130.8	6.3
Q2	127.7	0.6	137.6	-5.2	-2.1	-0.1	..	..	125.9	5.6	103.4	-0.1	133.2	6.0
Q3	128.4	4.6	140.2	-0.7	-2.3r	-1.3	..	..	..	..	101.5	-0.9	134.1	5.8
May	124.6r	-1.2	136.4r	-8.2	-0.9	-0.5	..	..	125.8	6.5	103.5	-1.2	133.4	6.2
June	133.4	0.5	138.1	-6.4	-0.4r	0.1	..	..	126.5	5.6	103.2	-0.1	133.4	6.0
Jul	128.0	3.5	139.0	-5.0	-0.6	-0.4	..	..	126.2	5.3	102.5	0.8	133.8	5.9
Aug	131.9	6.8	145.3	-1.9	-0.8	-0.6	..	..	126.5	5.0	101.1	0.6	134.1	5.8
Sept	125.4	3.8	136.4	-1.3	-0.9	-0.7	..	..	127.0	4.3	101.0	-0.9	134.3	5.8
Oct	126.4	1.3	138.4	-0.8	-0.8	-0.6	..	..	127.5	3.6	101.5P	-1.8	134.5P	5.5
Nov	..	..	..	..	..	..	..	..	128.1	3.4	102.6P	-1.7	135.0P	5.3

P=Provisional
R=Revised
r=Series revised from indicated entry onwards.
Data values from which percentage changes are calculated may have been rounded.
* For most indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.
† Not seasonally adjusted.
(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) New adjusted series. For details of the adjustments see *Economic Trends*, December 1990.
(4) GDP at factor cost.
(5) Production industries: SIC divisions 1 to 4.
(6) Manufacturing industries: SIC divisions 2 to 4.
(7) Industrial and commercial companies (excluding North Sea oil companies) net of

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

1.1 EMPLOYMENT Workforce*

Quarter	Employees in employment †				Self-employed persons (with or without employees) **	HM Forces ‡	Work-related government training programmes ††	Workforce in employment ‡‡	Workforce * THOUSAND
	Male		Female						
	All	Part-time	All	Part-time					
UNITED KINGDOM									
Unadjusted for seasonal variation									
1989 June	11,992		10,668		3,253	308	462	26,684	28,427 §
1989 Sept	12,074		10,689		3,264	308	468	26,802	28,505 §
1989 Dec	12,080		10,807		3,274	306	450	26,917	28,556 §
1990 Mar	12,015		10,702		3,284	306	436	26,742	28,387 §
1990 June	12,049		10,806		3,298	303	424	26,881	28,436 §
1990 Sept	12,072		10,757		3,298	303	413	26,843	28,517 §
1990 Dec	11,909		10,790		3,298	300	427	26,725	28,575 §
1991 Mar	11,678		10,614		3,298	298	426	26,314	28,456 §
1991 Jun	11,582		10,611		3,298	297	381	26,169	28,410 §
UNITED KINGDOM									
Adjusted for seasonal variation									
1989 June	11,999		10,671		3,253	308	462	26,693	28,486
1989 Sept	12,022		10,706		3,264	308	468	26,767	28,454
1989 Dec	12,066		10,748		3,274	306	450	26,844	28,482
1990 Mar	12,061		10,741		3,284	306	436	26,828	28,436
1990 June	12,056		10,807		3,298	303	424	26,889	28,509
1990 Sept	12,022		10,777		3,298	303	413	26,813	28,486
1990 Dec	11,895		10,730		3,298	300	427	26,651	28,496
1991 Mar	11,723		10,652		3,298	298	426	26,398	28,491
1991 Jun	11,590		10,612		3,298	297	381	26,177	28,482
GREAT BRITAIN									
Unadjusted for seasonal variation									
1989 Jun	11,718	923	10,416	4,494	3,182	308	452	26,076	27,714 §
1989 Sep	11,798	921	10,436	4,474	3,192	308	456	26,190	27,787 §
1989 Dec	11,804	972	10,550	4,604	3,202	306	438	26,301	27,840 §
1990 Mar	11,741	938	10,447	4,560	3,212	306	423	26,129	27,677 §
1990 Jun	11,775	983	10,550	4,645	3,222	303	412	26,262	27,723 §
1990 Sep	11,797	953	10,501	4,568	3,222	303	398	26,220	27,796 §
1990 Dec	11,634	967	10,529	4,659	3,222	300	411	26,097	27,852 §
1991 Mar	11,407	967	10,357	4,571	3,222	298	410	25,693	27,737 §
1991 Jun	11,313	960	10,355	4,606	3,222	297	361	25,547	27,690 §
GREAT BRITAIN									
Adjusted for seasonal variation									
1989 Jun	11,725	911	10,417	4,481	3,182	308	452	26,084	27,771
1989 Sept	11,747	937	10,452	4,521	3,192	308	456	26,155	27,739
1989 Dec	11,791	959	10,493	4,558	3,202	306	438	26,230	27,768
1990 Mar	11,786	948	10,486	4,570	3,212	306	423	26,213	27,723
1990 Jun	11,782	970	10,551	4,632	3,222	303	412	26,270	27,793
1990 Sept	11,747	970	10,520	4,616	3,222	303	398	26,190	27,767
1990 Dec	11,620	953	10,472	4,613	3,222	300	411	26,026	27,774
1991 Mar	11,451	979	10,395	4,581	3,222	298	410	25,776	27,771
1991 Jun	11,320	946	10,355	4,593	3,222	297	361	25,555	27,759

Definitions of terms used will be found at the end of the section.
 * Workforce in employment plus claimant unemployed.
 † Estimates of employees in employment for periods after September 1989 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (See the article on page 175 of the April 1991 issue of the *Employment Gazette*). For all dates, individuals with two jobs as employees of different employers are counted twice.
 ** Estimates of the self-employed up to mid-1990 are based on the 1981 census of population and the results of the Labour Force Surveys carried out between 1981 and 1990. The figures for June 1990 are carried forward for later dates pending the results of the 1991 Labour Force Survey. A detailed description of the derivation of the estimates is given in the article on page 197 of the April 1991 issue of *Employment Gazette*.
 ‡ HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Regular Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 †† Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) and Employment Training participants who receive work experience (from December 1988). Additionally for the UK this includes some trainees on Northern Ireland schemes—those on: Youth Training Programme (excluding second-year trainees in further education colleges); Job Training Programme; and Attachment Training Scheme participants and other management training scheme participants training with an employer. The numbers are not subject to seasonal adjustment.
 ‡‡ Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See page S6 of the August 1988 issue of *Employment Gazette*.
 § The figures unadjusted for seasonal variation remain as recorded and do not allow for changes in the coverage of the unemployment statistics. The seasonally adjusted series shows the best estimate of trends in the workforce and does allow for most of these changes. No adjustment has been made for the change to the unemployment series resulting from the new benefit regulations, introduced in September 1988, for under-18 year olds, most of whom are no longer eligible for Income Support. However, the associated extension of the YTS guarantee will result in an increase in the numbers included in the workforce in employment. For the unemployment series see tables 2-1 and 2-2 and their footnotes.

EMPLOYMENT 1.2 Employees in employment in Great Britain*

GREAT BRITAIN	THOUSAND									
	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)			
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted		
									SIC 1980 Divisions or classes	
1973 June	22,182		7,673		8,396		9,665			
1974 June	22,297		7,722		8,429		9,652			
1975 June	22,213		7,351		8,069		9,276			
1976 June	22,048		7,118		7,830		9,033			
1977 June	22,126		7,172		7,880		9,048			
1978 June	22,273		7,138		7,845		9,006			
1979 June	22,638		7,107		7,819		9,020			
1980 June	22,458		6,801		7,517		8,723			
1981 June	21,386		6,099		6,798		7,900			
1982 June	20,916		5,751		6,422		7,460			
1983 June	20,572		5,418		6,057		7,087			
1984 June	20,741		5,302		5,909		6,936			
1985 June	20,920		5,254		5,836		6,830			
1986 June	20,886		5,122		5,658		6,622			
1987 June	21,080		5,049		5,548		6,531			
1988 June	21,740		5,089		5,566		6,587			
1989 June	22,134		5,080		5,537		6,594			
Dec	22,354		5,123		5,572		6,639			
1990 Jan	22,284		5,083		5,546		6,596			
Feb	5,063		5,086		5,513					
Mar	22,188		5,055		5,081		5,528			
Apr			5,032		5,072		5,520			
May			5,033		5,067		5,514			
June	22,325		5,046		5,068		5,511			
July			5,073		5,065		5,519			
Aug			5,077		5,053		5,524			
Sep	22,297		5,075		5,041		5,518			
Oct			5,058		5,028		5,473			
Nov			5,037		5,007		5,452			
Dec	22,163		4,994		4,969		5,412			
1991 Jan			4,936		4,949		5,381			
Feb			4,895		4,917		5,339			
Mar	21,763		4,846		4,872		5,286			
Apr			4,819		4,859		5,257			
May			4,782		4,816		5,222			
June	21,667		4,758		4,780		5,195			
July			4,755		4,747		5,197			
Aug			4,736		4,711		5,177			
Sep			4,728		4,693		5,160			
Oct P			4,704		4,673		5,137			
GREAT BRITAIN										
Service industries (6-9)										
All employees		Seasonally adjusted		Agriculture forestry and fishing (01-03)	Coal, oil and natural gas extraction and processing (11-14)	Electricity, gas, other energy and water supply (15-17)	Metal manufacturing, ore and other mineral extraction (21-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Office machinery, electrical engineering and instruments (33-34 37)
1973 June	12,096		12,096	421	368	355	790	429	1,048	1,008
1974 June	12,240		12,240	404	352	352	782	440	1,061	1,043
1975 June	12,545		12,545	388	356	361	753	432	1,050	972
1976 June	12,624		12,624	382	350	361	716	424	1,020	925
1977 June	12,698		12,698	378	352	356	729	431	1,019	939
1978 June	12,895		12,859	373	357	349	707	434	1,032	941
1979 June	13,260		13,222	359	354	357	694	436	1,033	954
1980 June	13,384		13,345	352	355	361	642	420	1,005	938
1981 June	13,142		13,102	343	344	356	544	383	901	862
1982 June	13,117		13,078	338	328	343	507	367	844	815
1983 June	13,169		13,130	330	311	328	462	345	768	788
1984 June	13,503		13,465	320	289	319	445	343	750	766
1985 June	13,769		13,731	321	273	309	430	339	756	780
1986 June	13,954		13,918	310	234	302	392	328	741	755
1987 June	14,247		14,220	302	203	297	365	320	737	740
1988 June	14,860		14,841	293	182	296	356	324	757	737
1989 June	15,261		15,242	280	167	290	372	329	763	733
Dec	15,436		15,387	280	161	288	398	332	761	740
1990 Jan					163	288	396	328	755	735
Feb					163	287	392	326	753	735
Mar	15,346		15,392	273	160	286	396	326	749	734
Apr					161	286	393	324	747	729
May					161	286	392	323	745	725
June	15,497		15,477	279	157	286	392	326	744	728
July					159	287	391	328	747	734
Aug					159	288	391	329	746	733
Sep	15,428		15,453	298	155	287	392	329	750	734
Oct					158	288	390	327	745	728
Nov					157	289	387	325	741	724
Dec	15,431		15,380	268	153	290	384	325	736	720
1991 Jan					156	289	374	321	733	715
Feb					155	289	372	318	723	709
Mar	15,228		15,273	265	150	290	372	318	717	700
Apr					153	286	367	315	716	695
May										

1.2 EMPLOYMENT

Employees in employment in Great Britain*

THOUSAND

GREAT BRITAIN	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc	Paper products, printing and publishing	Construction	Wholesale distribution and repairs
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)	(61-63 67)
1973 June	512	397	556	758	975	646	554	1,269	1,030
1974 June	498	401	560	769	946	647	576	1,223	1,032
1975 June	458	400	526	731	875	602	553	1,207	1,032
1976 June	449	394	500	720	841	601	530	1,203	1,023
1977 June	465	381	511	719	849	601	527	1,167	1,042
1978 June	472	379	515	712	819	597	531	1,161	1,070
1979 June	464	376	505	713	800	591	542	1,201	1,111
1980 June	434	365	483	705	716	554	538	1,206	1,146
1981 June	361	349	410	664	614	500	510	1,102	1,112
1982 June	315	337	385	638	577	473	495	1,038	1,115
1983 June	296	318	344	599	548	469	481	1,015	1,124
1984 June	278	290	332	582	547	472	477	1,010	1,155
1985 June	271	276	327	575	550	473	477	994	1,148
1986 June	263	263	318	555	555	485	467	964	1,134
1987 June	257	244	321	551	543	497	474	983	1,138
1988 June	268	232	333	541	546	517	478	1,021	1,168
1989 June	262	228	333	530	514	531	487	1,056	1,206
Dec	248	243	329	533	502	547	490	1,067	1,229
1990 Jan	248	243	328	522	499	544	485		
Feb	248	244	323	520	497	542	483	1,067	1,221
Mar	246	247	320	515	494	542	485		
Apr	242	248	319	515	494	541	482		
May	243	248	321	517	492	544	483	1,061	1,229
June	245	248	319	520	491	549	484		
July	246	249	319	532	491	550	486		
Aug	246	249	318	536	490	550	488		
Sep	249	247	320	533	487	547	487	1,053	1,228
Oct	249	247	320	535	488	544	485		
Nov	245	247	319	535	487	543	483		
Dec	242	248	314	527	482	535	481	1,027	1,218
1991 Jan	239	247	310	520	475	527	476		
Feb	235	245	305	515	474	524	473		
Mar	233	244	300	511	468	517	467	985	1,202
Apr	230	243	297	511	464	518	464		
May	227	239	293	513	460	514	461		
June	224	236	292	510	457	511	461	960	1,189
July	225	232	289	515	458	514	459		
Aug	222	228	289	519	453	512	459		
Sep	223	227	288	520	454	507	459		1,185
Oct P	221	222	289	522	449	506	460		
GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc †	Education	Medical and other health services, veterinary services	Other services **
SIC 1980 Divisions or classes	(64/65)	(66)	(71-77)	(79)	(81-85)	(91-92)	(93)	(95)	(94 96-98)
1973 June	2,066	791	1,052	437	1,423	1,837	1,401	1,007	1,053
1974 June	2,051	804	1,035	435	1,472	1,861	1,464	1,032	1,056
1975 June	2,050	824	1,041	439	1,468	1,937	1,534	1,112	1,108
1976 June	2,025	849	1,015	422	1,472	1,935	1,581	1,141	1,161
1977 June	2,052	862	1,020	411	1,495	1,934	1,562	1,150	1,189
1978 June	2,063	882	1,038	407	1,546	1,943	1,568	1,172	1,206
1979 June	2,135	931	1,044	414	1,622	1,947	1,605	1,190	1,262
1980 June	2,135	959	1,036	428	1,669	1,925	1,586	1,214	1,286
1981 June	2,051	930	975	429	1,712	1,844	1,559	1,247	1,282
1982 June	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	2,038	1,027	889	419	2,039	1,862	1,557	1,301	1,489
1986 June	2,054	1,026	867	412	2,136	1,868	1,592	1,312	1,553
1987 June	2,057	1,028	852	413	2,250	1,868	1,641	1,337	1,620
1988 June	2,132	1,105	870	430	2,428	1,924	1,691	1,388	1,723
1989 June	2,234	1,198	902	438	2,594	1,870	1,721	1,418	1,680
Dec	2,329	1,204	928	429	2,662	1,886	1,752	1,415	1,601
1990 Jan									
Feb	2,249	1,184	930	423	2,684	1,870	1,763	1,417	1,604
Mar									
Apr									
May	2,248	1,252	927	426	2,699	1,887	1,745	1,418	1,666
June									
July									
Aug	2,252	1,264	938	424	2,698	1,894	1,652	1,419	1,660
Sep									
Oct									
Nov	2,310	1,219	931	416	2,647	1,890	1,738	1,423	1,639
Dec									
1991 Jan									
Feb	2,217	1,166	913	410	2,625	1,903	1,741	1,421	1,631
Mar									
Apr									
May	2,200	1,207	906	407	2,595	1,891	1,732	1,424	1,690
June									
July									
Aug	2,169	1,207							1,577
Sep									
Oct P									

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

** Excludes private domestic service.

EMPLOYMENT 1.3

Employees in employment: industry*: production industries

THOUSAND

GREAT BRITAIN	Division, class or group or AH	Oct 1990 R			Aug 1991			Sep 1991			Oct 1991 P		
SIC 1980		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
Production industries	1-4	3,914.7	1,588.9	5,503.6	3,696.9	1,479.9	5,176.8	3,676.1R	1,483.7	5,159.8R	3,663.1	1,474.0	5,137.1
Manufacturing industries	2-4	3,549.5	1,508.6	5,058.0	3,336.8	1,399.1	4,735.9	3,326.0	1,401.7	4,727.8	3,310.2	1,393.4	4,703.6
Energy and water supply	1	365.2	80.4	445.6	360.1	80.8	440.9	350.1	82.0	432.1	352.9	80.5	433.5
Coal extraction and solid fuels	111	84.3	4.3	88.5	77.5	4.1	81.6	76.0	3.6	79.7	74.6	3.7	78.3
Electricity	161	109.6	30.0	139.6	105.8	27.2	133.0	102.9	30.0	132.9	101.7	29.6	131.3
Gas	162	54.2	22.4	76.5	54.4	22.7	77.1	54.4	22.8	77.2	54.3	22.6	76.9
Other mineral and ore extraction, etc	2	545.7	171.1	716.7	513.6	162.5	676.1	512.9	163.9	676.8	510.9	161.2	672.1
Metal manufacturing and extraction of metal ores and minerals	21-23	167.5	22.3	189.8	156.0	20.6	176.6	155.7	20.2	176.0	155.6	20.3	175.9
Non-metallic mineral products	24	154.8	45.1	199.9	142.1	41.9	184.0	142.0	42.3	184.2R	140.6	40.8	181.4
Chemical industry/man-made fibres	25/26	223.4	103.6	327.0	215.6	100.1	315.6	215.3	101.4	316.6	214.7	100.1	314.8
Basic industrial chemicals	251	92.7	21.3	114.0	88.8	21.0	109.9	88.6	21.0	109.6	88.8	21.1	109.9
Other chemical products and preparations	255-259/260	130.7	82.3	213.0	126.7	79.0	205.8	126.6	80.4	207.0	126.0	78.9	204.9
Metal goods, engineering and vehicles	3	1,803.9	486.1	2,290.0	1,677.0	439.9	2,116.9	1,671.8	439.7	2,111.4	1,658.7	435.5	2,094.2
Metal goods nes	31	249.1	70.8	319.9	227.6	61.5	289.1	226.2	61.7	287.9R	228.3	61.1	289.4
Mechanical engineering	32	625.5	120.0	745.5	586.2	109.5	695.7	582.4	109.7	692.1	577.0	109.0	686.1
Industrial plant and steelwork	320	93.9	11.7	105.6	90.7	10.6	101.3	90.7	11.2	101.9	91.3	11.1	102.4
Mining and construction machinery etc	325	66.9	9.6	76.5	60.5	9.0	69.5	60.0	8.8	68.8	59.4	8.7	68.1
Other machinery and mechanical equipment	321-324/326-329	464.7	98.6	563.3	435.0	89.9	524.9	431.7	89.7	521.3	426.3	89.2	515.6
Office machinery and data processing equipment	33	57.4	23.9	81.4	55.7	22.0	77.7	55.0	22.0	77.0	55.7	22.3	78.0
Electrical and electronic engineering	34	374.6	182.9	557.5	352.3	165.5	517.8	353.9	165.2	519.1	349.4	162.8	512.2
Wires, cables, batteries and other electrical equipment	341/342/343	141.6	56.5	198.1	133.1	50.4	183.5	133.9	50.4	184.3	131.8	49.8	181.6
Telecommunication equipment	344	106.6	50.2	156.8	101.9	47.8	149.7	102.2	46.6	148.9	100.2	45.9	146.1
Other electronic and electrical equipment	345-348	126.4	76.2	202.6	117.3	67.3	184.6	117.7	68.2	185.9	117.3	67.1	184.5
Motor vehicles and parts	35	218.5	31.0	249.4	195.0	27.4	222.4	195.6	27.6	223.2	193.5	27.2	220.7
Other transport equipment	36	218.6	28.5	247.1	202.6	25.7	228.3	201.0	25.5	226.5	197.5	24.9	222.3
Shipbuilding and repairing	361	46.0	4.3	50.3	43.2	3.7	46.9	42.2	3.7	46.0	42.0	3.8	45.8
Aerospace and other transport equipment	362-365	172.6	24.2	196.8	159.5	22.0	181.5	158.8	21.8	180.5	155.5	21.1	176.6
Instrument engineering	37	60.2	29.0	89.2	57.6	28.3	85.9	57.7	28.0	85.7	57.3	28.2	85.5
Other manufacturing industries	4	1,199.9	851.4	2,051.3	1,146.1	796.8	1,942.9	1,141.3	798.2	1,939.5	1,140.7	796.7	1,937.4
Food, drink and tobacco	41/42	306.2	228.3	534.5	301.6	216.9	518.5	300.7	219.0	519.7	302.3	219.9	522.2
Meat and meat products, organic oils and fats	411/412	56.6	39.2	95.8	55.9	37.5	93.4	55.7	36.9	92.6	56.2	36.6	92.8
All other food and drink manufacture	413-423	190.5	163.3	353.8	187.0	154.7	341.7	187.9	157.5	345.4	189.1	158.7	347.8
Alcoholic, soft drink and tobacco manufacture	424-429	59.1	25.7	84.8	58.7	24.7	83.4	57.2	24.6	81.7	57.1	24.5	81.6
Textiles	43	101.6	92.2	193.8	95.6	84.8	180.4	94.9					

1.4 EMPLOYMENT

Employees in employment*: September 1991

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1990			June 1991			Sept 1991		
		Male		Female	Male		Female	Male		Female
		All	Part-time ††	All	All	Part-time ††	All	All	Part-time ††	All
SIC 1980										
All industries and services ‡	0-9	11,796.6R	970.4	10,500.5R	4,567.7	22,297.2R	11,312.7	10,354.5	21,667.2	
Agriculture, forestry and fishing	0	217.6R	30.6	80.2R	28.5	297.8R	196.1	75.8	271.9	
Production and construction industries	1-5	4,837.1R	71.9	1,733.9	380.9	6,571.0R	4,528.2	1,626.7	6,154.9	
Production industries of which, manufacturing industries	1-4 2-4	3,924.4R 3,560.9R	58.9 58.0	1,593.9 1,514.5	324.1 308.9	5,518.3R 5,075.4	3,708.2 3,351.0	1,486.7 1,407.3	5,194.9 4,758.3	3,676.1 3,326.0
Service industries ‡	6-9	6,741.9R	850.5	8,686.5R	4,158.3	15,428.4R	6,588.5	8,651.9	15,240.4	
Agriculture, forestry and fishing	0	217.6R	30.6	80.2R	28.5	297.8R	196.1	75.8	271.9	
Agriculture and horticulture	01	202.2R	30.2	77.1R	27.4	279.3R	180.8	72.7	253.5	
Energy and water supply	1	363.5R	1.0	79.4	15.1	442.9R	357.1	79.4	436.5	350.1
Coal extraction and solid fuels	111	84.4	0.2	4.1	1.2	88.5	78.2	3.8	82.1	76.0
Electricity	161	109.3	0.4	30.1	6.6	139.4	106.6	29.3	135.9	102.9
Gas	162	54.3	0.1	22.2	5.0	76.6	54.1	22.5	76.6	54.4
Other mineral and ore extraction, etc	2	547.6R	4.2	173.2	27.4	720.9	517.5	164.2	681.6	512.9
Metal manufacturing and extraction of metal ores and minerals	21-23	168.4	0.	22.7	3.9	191.1	157.6	20.9	178.6	155.7
Non-metallic mineral products	24	155.2	1.7	45.6	8.0	200.8	144.0	42.5	186.5	142.0
Chemical industry/man-made fibres	25/26	224.0	0.1	104.9	15.5	329.0	215.8	100.8	316.5	215.3
Basic industrial chemicals	251	93.5	0.	21.4	3.0	114.9	89.6	21.2	110.8	88.6
Other chemical products and preparations	255-259/60	130.6	0.1	83.5	12.4	214.1	126.2	79.6	205.8	126.6
Metal goods, engineering, vehicles	3	1,812.8	20.3	488.3R	83.8	2,301.0	1,692.3	445.3	2,137.6	1,671.8
Metal goods nes	31	250.1	4.0	70.4	15.8	320.5	229.9	61.9	291.8	226.2
Hand tools and finished metal goods including doors and windows	314/316	140.9	0.	45.2	10.4	186.2	129.6	39.5	169.1	127.3
Other metal goods	311-313	109.2	0.	25.2	5.4	134.3	100.3	22.4	122.7	99.0
Mechanical engineering	32	629.4	7.7	120.3	26.1	749.7	589.2	109.6	698.9	582.4
Industrial plant and steelwork	320	93.7	0.	11.8	3.4	105.5	91.7	11.1	102.8	90.7
Machinery for agriculture, metal working, textile, food and printing, etc industries	321-324/327	135.1	0.	26.5	5.6	161.6	126.4	23.8	150.2	126.3
Mining and construction machinery, etc	325	67.7	0.	9.7	1.8	77.3	60.7	9.1	69.8	60.0
Other machinery and mechanical equipment including ordnance, small arms and ammunition	328/329	314.7	0.	68.5	15.1	383.2	293.7	62.2	355.9	288.8
Office machinery and data processing equipment	33	57.5	0.	24.0	1.8	81.5	55.6	22.4	78.0	55.0
Electrical and electronic engineering	34	377.3	0.	184.7	28.7	562.0	353.3	168.1	521.4	353.9
Wires, cables, batteries and other electrical equipment	341/342/343	142.3	0.	55.9	9.6	198.3	134.4	51.8	186.2	133.9
Telecommunication equipment	344	106.8	0.	51.3	5.1	158.1	101.7	47.5	149.2	102.2
Other electronic and electrical equipment	345-348	128.2	0.	77.4	14.0	205.6	117.2	68.9	186.1	117.7
Motor vehicles and parts	35	218.5	0.	30.9	2.7	249.4	196.4	27.7	224.1	195.6
Motor vehicles and their engines and bodies, trailers, caravans	351/352	144.4	0.	13.8	1.3	158.2	127.3	11.8	139.1	127.3
Motor vehicle parts	353	74.1	0.	17.1	1.5	91.2	69.1	15.9	85.0	68.3
Other transport equipment	36	218.7	0.	28.8	2.7	247.5	209.3	27.1	236.4	201.0
Shipbuilding and repairing	361	45.8	0.	4.3	1.1	50.1	44.4	4.1	48.5	42.2
Aerospace and other transport equipment	362-365	172.9	0.	24.4	1.6	197.3	164.9	23.1	188.0	158.8
Instrument engineering	37	61.3	1.5	29.1	5.9	90.4	58.6	28.3	86.9	57.7
Other manufacturing industries	4	1,200.5	33.4	853.0	197.8	2,053.5R	1,141.3	797.8	1,939.1	1,141.3
Food, drink and tobacco	41/42	304.0	10.9	228.6	79.6	532.5	296.2	213.6	509.8	300.7
Meat and meat products, organic oils and fats	411/412	56.8	0.	39.8	9.4	96.6	55.9	36.7	92.7	55.7
Bread, biscuits and flour confectionery	419	58.1	0.	65.0	34.1	123.1	57.2	61.4	118.6	59.8
Alcoholic, soft drink and tobacco manufacture	424-429	59.1	0.	25.7	3.4	84.9R	58.1	24.7	82.8	57.2
All other food and drink manufacture	413-418/ 420-423	129.9	0.	98.1	32.7	228.0	125.0	90.7	215.7	128.1
Textiles	43	101.3	1.6	89.1	15.2	190.4	95.8	85.3	181.1	94.9
Footwear and clothing	45	78.8	0.	199.1	27.8	277.9	73.4	185.7	259.2	73.8
Clothing, hats, gloves and fur goods	453/456	38.6	0.	149.8	21.3	188.4	35.5	138.1	173.6	35.9
Timber and wooden furniture	46	197.1	3.4	49.1	13.6	246.2	182.9	46.3	229.2	181.9
Paper, printing and publishing	47	307.3	9.9	179.7	38.8	487.0	291.9	168.6	460.5	290.3
Pulp, paper, board and derived products	471/472	95.7	0.	41.7	6.8	137.5	91.4	39.2	130.6	91.5
Printing and publishing	475	211.5	0.	137.9	31.9	349.5	200.5	129.5	330.0	198.8
Rubber and plastics	48	158.9	2.4	59.7	12.5	218.7	152.2	56.1	208.3	150.3
Other manufacturing	49	42.9	1.7	38.9	8.3	81.8	39.5	34.3	73.8	39.6
Construction	5	912.7R	13.0	140.0	56.9	1,052.7R	820.0P	140.0P	960.0P	
Distribution, hotels, catering, repairs	6	2,155.1R	393.5	2,588.7	1,504.7	4,743.8R	2,080.3	2,515.8	4,596.1	2,083.1
Wholesale distribution	61	639.2R	14.9	314.1	91.1	953.3	619.2	302.1	921.2	620.4
Agriculture and textile raw materials	611/612	87.3	0.	33.5	8.6	120.8	84.8	32.1	116.9	86.3
Fuels, ores, metals, etc	613	103.0	0.	30.0	9.0	133.0	94.3	28.4	122.7	92.6
Machinery, industrial equipment, vehicles and parts	614	144.5R	0.	56.8	12.6	201.3	139.5	54.9	194.5	138.4
Food, drink and tobacco	617	157.5	7.5	80.9	28.4	238.4	160.7	80.9	241.6	160.6
Other wholesale distribution	615/616/ 618/619	146.9	7.4	112.9	32.7	259.8	139.9	105.7	245.7	142.5

EMPLOYMENT 1.4

Employees in employment*: September 1991

THOUSAND

GREAT BRITAIN	Division Class or Group	Sept 1990			June 1991			Sept 1991		
		Male		Female	Male		Female	Male		Female
		All	Part-time ††	All	All	Part-time ††	All	All	Part-time ††	All
SIC 1980										
Retail distribution	64/65	853.3R	172.4	1,398.8	832.4	2,252.1R	821.7	1,378.1	2,199.7	821.8
Food	641	235.7	73.8	430.7	303.5	666.4R	228.7	432.5	681.3	230.0
Confectionery, tobacco, etc	642	26.4	12.6	80.9	61.3	107.3	26.0	80.9	106.9	26.8
Dispensing and other chemists	643	18.2	5.1	107.6	64.0	125.8	18.2	106.9	125.1	17.8
Clothing, footwear and leather goods	645/646	42.8	0.	190.0	111.4	232.8	40.9	186.8	227.8	38.3
Household goods, hardware, ironmongery	648	128.0	0.	113.2	59.7	241.2	122.8	111.8	234.6	119.9
Motor vehicles and parts, filling stations	651/652	190.9	0.	80.2	29.9	271.1	188.3	77.8	266.1	190.0
Other retail distribution	653-656	200.8	0.	382.4	197.1	583.2	189.8	365.7	555.4	192.5
Hotels and catering	66	452.0R	181.9	811.6	557.0	1,263.7	434.4	772.4	1,206.9	441.0
Restaurants, snack bars, cafes, etc	661	126.6	48.4	183.4	126.6	310.1	123.6	170.2	293.8	123.7
Public houses and bars	662	102.6	58.6	235.7	194.2	338.3	99.6	225.6	325.2	100.5
Night clubs and licensed clubs	663	56.4	37.3	88.5	74.8	144.9	55.1	89.8	144.9	57.1
Canteens and messes	664	42.2	0.	107.4	58.9	149.6	40.0	104.9	145.0	41.4
Hotel trade	665	105.0	25.4	171.8	90.4	276.8	98.4	159.7	258.1	100.7
Repair of consumer goods and vehicles	67	171.4	9.4	45.6	19.2	217.0	167.4	45.4	212.7	163.1
Motor vehicles	671	153.2	0.	39.2	16.8	192.5	149.6	38.2	187.8	145.2
Transport and communication	7	1,040.5R	40.7	320.9R	77.3	1,361.4R	1,005.5	307.5	1,313.0	
Railways	71	120.2R	0.5	10.4R	1.0	130.6R	120.7	10.4	131.1	
Other inland transport	72	366.6R	20.6	58.0	21.6	424.6R	353.9	56.5	410.4	342.5
Scheduled road passenger transport	721	149.2R	0.	19.5R	5.6	168.7R	143.7	18.6	162.3	138.1
Other including road haulage	722-726	217.4R	0.	38.4	16.0	255.8R	210.2	37.9	248.1	204.4
Air transport	75	40.4R	4.7	26.1R	2.4	66.5R	36.8	23.9	60.7	
Supporting services to transport	76	73.6R	0.4	17.7R	2.4	91.3	70.4	17.7	88.0	
Miscellaneous transport and storage	77	105.6R	0.	87.8R	19.1	193.4R	100.8	83.9	184.6	95.5
Postal services and telecommunications	79	308.2R	12.1	115.3R	30.4	423.5R	297.2	109.6	406.8	
Postal services	7901	161.2R	11.6	46.6R	20.1	207.9R	156.8	45.4	202.2	
Telecommunications	7902	147.0R	0.5	68.7	10.3	215.7	140.4	64.1	204.6	
Banking, finance and insurance, etc	8	1,331.1R	66.2	1,366.5R	327.6	2,697.6R	1,274.6	1,320.5	2,595.1	
Banking and finance	81	244.7R	9.9	382.3R	84.5	627.0R	238.1	371.1	609.1	
Banking and bill discounting	814	187.0R	1.8	271.1R	55.1	458.1R	181.5	261.6	443.1	
Other financial institutions	815	57.7	0.	111.2	29.3	168.9	56.5	109.5	166.0	
Insurance, except social security	82	136.2	0.	130.4	18.5	266.7	135.0	132.8	267.8	
Business services	83	784.3	42.2	752.7R						

1.7 EMPLOYMENT Manpower in the local authorities

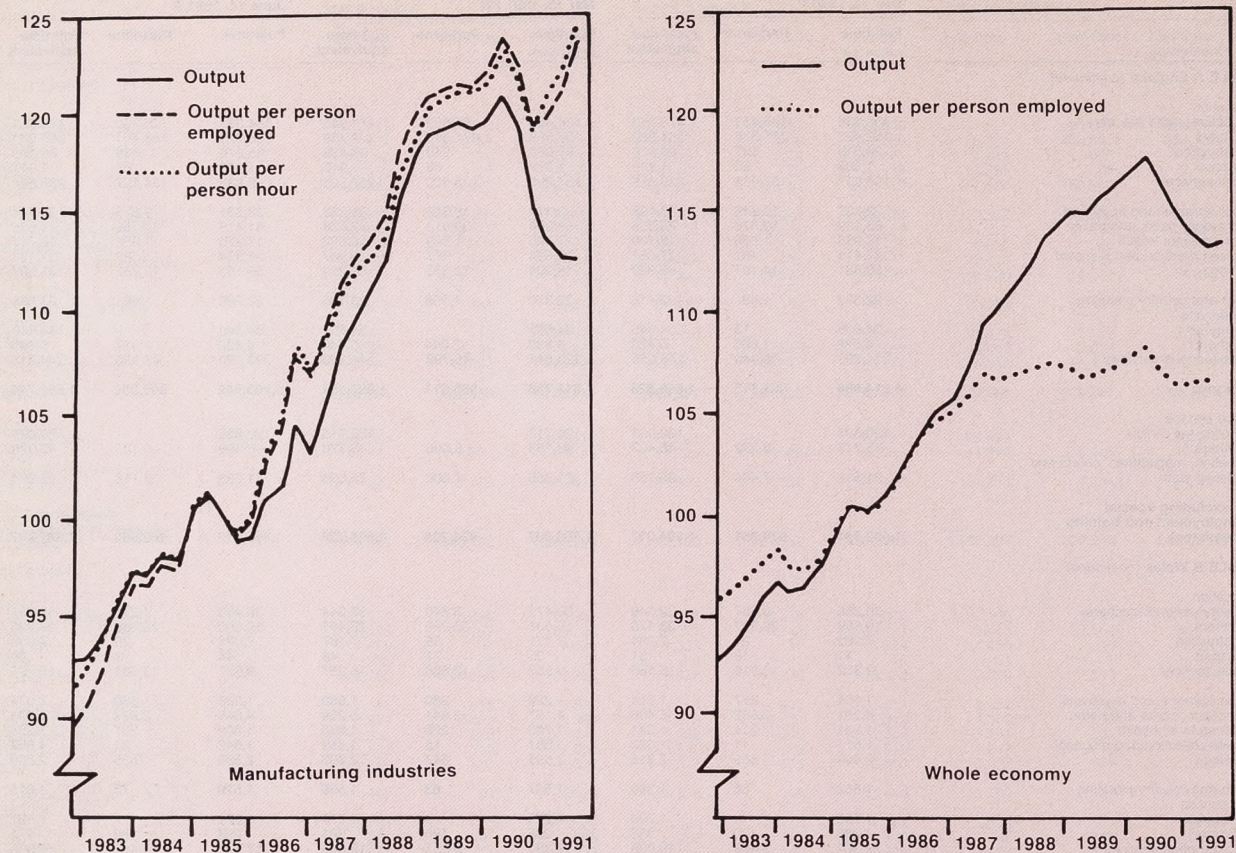
	Mar 9, 1990 P			June 8, 1990 P R			Sept 14, 1990 P		
	Full-time	Part-time	Full-time equivalent*	Full-time	Part-time	Full-time equivalent*	Full-time	Part-time	Full-time equivalent*
TABLE A England									
Education	441,754	189,149	484,325	440,905	181,645	482,650	434,157	126,233	469,665
-Lecturers and teachers	158,824	472,090	366,200	156,523	467,966	362,399	156,281	448,648	353,780
-Others	94,950	730	95,296	93,050	739	93,401	93,231	829	93,625
Construction	2,415	78	2,451	2,365	73	2,398	2,281	66	2,312
Transport	154,870	187,927	235,901	156,318	187,350	237,189	157,526	186,940	238,287
Social services	23,703	19,580	33,584	23,709	19,643	33,634	23,806	19,546	33,712
Public libraries and museums	18,060	28,341	73,587	18,032	30,873	77,399	18,450	31,156	78,066
Recreation, parks and baths	18,105	1,578	18,828	18,032	1,614	18,776	18,450	1,686	19,230
Environmental health	29,883	390	30,035	29,483	443	29,677	28,610	424	28,796
Refuse collection and disposal	57,711	13,930	64,035	58,331	14,036	64,731	58,420	14,179	64,889
Housing	21,912	1,341	22,616	21,970	1,450	22,729	22,435	1,450	23,198
Town and country planning	34,511	12	34,517	34,450	13	34,457	34,370	13	34,377
Fire service	4,925	2,135	5,869	5,138	2,076	6,058	4,843	2,014	5,739
-Regular	220,241	45,672	240,983	222,491	46,777	243,777	224,038	46,477	245,319
-Others†									
Miscellaneous services									
All above	1,324,844	962,953	1,708,227	1,326,591	954,698	1,709,275	1,322,685	879,661	1,690,995
Police service	120,316	-	120,316	120,221	-	120,221	120,494	-	120,494
-Police (all ranks)	43,817	5,851	46,342	44,296	6,109	46,933	44,884	6,125	47,527
-Others**									
Probation, magistrates' courts and agency staff	21,206	7,378	24,844	20,992	7,152	24,536	21,234	7,154	24,787
All (excluding special employment and training measures)	1,510,183	976,182	1,899,729	1,512,100	967,959	1,900,965	1,509,297	892,940	1,883,803
TABLE B Wales									
Education	30,511	8,295	32,252	30,338	8,274	32,076	30,106	5,884	31,518
-Lecturers and teachers	10,475	30,152	23,353	10,521	29,742	23,193	10,443	29,561	23,019
-Others	7,419	38	7,436	7,335	41	7,354	7,450	46	7,472
Construction	2	39	39	1	40	36	1	37	37
Transport	9,756	13,165	15,298	9,673	13,275	15,262	9,790	13,140	15,318
Social services	1,142	918	1,591	1,154	945	1,617	1,158	952	1,625
Public libraries and museums	4,284	2,423	5,330	4,678	2,651	5,819	4,569	2,698	5,729
Recreation, parks and baths	1,252	222	1,345	1,289	240	1,389	1,281	202	1,366
Environmental health	1,592	12	1,597	1,610	13	1,616	1,642	15	1,649
Refuse collection and disposal	2,557	587	2,825	2,579	613	2,859	2,577	665	2,883
Housing	1,496	64	1,528	1,515	66	1,549	1,560	69	1,595
Town and country planning	1,784	-	1,784	1,802	-	1,802	1,806	-	1,806
Fire service	285	141	345	287	124	340	286	167	357
-Regular	17,096	3,304	18,524	17,411	3,420	18,888	17,567	3,422	19,045
-Others†									
Miscellaneous services									
All above	89,687	59,323	113,247	90,231	59,405	113,804	90,271	56,822	113,419
Police service	6,546	-	6,546	6,543	-	6,543	6,522	-	6,522
-Police (all ranks)	1,707	302	1,837	2,056	384	2,222	2,027	398	2,199
-Others**									
Probation, magistrates' courts and agency staff	1,171	290	1,307	1,171	307	1,316	1,188	295	1,327
All (excluding special employment and training measures)	99,111	59,915	122,937	100,001	60,096	123,885	100,008	57,515	123,467
TABLE C Scotland †									
Education	57,834	7,713	60,919	56,725	7,462	59,710	55,659	6,571	58,287
-Lecturers and teachers††	19,270	21,970	30,176	18,327	22,584	29,547	18,104	20,294	28,273
-Others	13,855	33	13,872	13,977	59	14,008	13,479	69	13,511
Construction	697	42	719	710	37	729	729	39	750
Transport	22,795	27,385	35,784	22,999	27,702	36,164	22,786	27,902	36,042
Social services	3,445	1,696	4,360	3,481	1,728	4,412	3,597	1,667	4,502
Public libraries and museums	10,804	2,714	12,100	12,359	3,117	13,844	12,220	3,340	13,810
Recreation, leisure and tourism	2,165	506	2,403	2,066	536	2,318	2,238	534	2,490
Environmental health	8,279	192	8,369	8,337	225	8,441	8,180	216	8,281
Cleansing	6,964	520	7,231	7,033	563	7,322	7,018	511	7,283
Housing	1,880	118	1,948	1,910	141	1,989	1,979	100	2,036
Physical planning	4,669	3	4,671	4,611	5	4,614	4,625	4	4,627
Fire service	443	132	505	453	151	524	450	147	519
-Regular	42,322	22,116	52,605	43,337	22,186	53,664	44,775	22,508	55,252
-Others†									
Miscellaneous services									
All above	195,422	85,140	235,662	196,325	86,496	237,286	195,839	83,902	235,663
Police service	13,720	2	13,721	13,718	2	13,719	13,766	-	13,766
-Police (all ranks)	3,562	2,666	4,800	3,497	2,536	4,677	3,500	2,495	4,661
-Others**	131	20	142	140	22	152	142	23	154
Administration of District Courts									
All (excluding special employment and training measures)	212,835	87,828	254,325	213,680	89,056	255,834	213,247	86,420	254,244

EMPLOYMENT 1.7 Manpower in the local authorities

	Dec 14, 1990 P			Mar 13, 1991 PR			June 14, 1991 P		
	Full-time	Part-time	Full-time equivalent*	Full-time	Part-time	Full-time equivalent*	Full-time	Part-time	Full-time equivalent*
TABLE A England (continued)									
Education	435,335	185,433	476,953	436,465	186,809	479,245	434,358	176,290	475,981
-Lecturers and teachers	156,422	471,836	364,580	156,368	471,516	364,459	156,023	468,461	363,034
-Others	90,515	827	90,916	87,980	948	88,439	85,766	889	85,703
Construction	1,908	60	1,935	1,889	66	1,919	1,903	82	1,941
Transport	156,647	187,433	237,655	157,263	185,600	237,593	155,848	184,127	235,604
Social services	23,383	19,349	33,198	23,470	19,350	33,298	23,361	19,675	33,344
Public libraries and museums	60,139	30,376	73,656	59,304	30,911	73,028	61,419	32,150	75,666
Recreation, parks and baths	17,935	1,669	18,709	17,820	1,649	18,592	17,970	1,688	18,767
Environmental health	27,474	401	27,651	26,694	487	26,907	26,874	582	27,126
Refuse collection and disposal	58,861	14,101	65,329	58,904	13,875	65,294	59,183	13,767	65,537
Housing	22,337	1,481	23,116	22,370	1,558	23,186	22,265	1,581	23,095
Town and country planning	34,638	13	34,645	34,585	-	34,585	34,540	-	34,540
Fire service	4,579	1,896	5,425	4,830	2,044	5,740	4,802	1,987	5,690
-Regular	224,793	46,440	246,055	223,844	45,798	244,866	223,120	47,030	244,716
-Others†									
Miscellaneous services									
All above	1,314,966	961,315	1,699,823	1,311,786	960,611	1,697,151	1,306,942	948,309	1,690,744
Police service	120,593	-	120,593	120,713	-	120,713	120,895	-	120,895
-Police (all ranks)	45,713	6,232	48,403	46,138	6,098	48,770	46,380	6,135	49,028
-Others**									
Probation, magistrates' courts and agency staff	21,519	7,404	25,198	21,365	7,500	25,094	21,296	8,118	25,280
All (excluding special employment and training measures)	1,502,791	974,951	1,894,017	1,500,002	974,209	1,891,728	1,495,513	962,562	1,885,947
TABLE B Wales (continued)									
Education	30,285	8,687	32,048	30,473	8,848	32,344	30,480	8,216	32,281
-Lecturers and teachers	10,659	29,997	23,470	10,531	30,299	23,461	10,583	29,886	23,333
-Others	41	26	7,294	7,171	36	7,187	7,026	29	7,039
Construction	2	39	39	1	40	36	1	37	37
Transport	9,352	13,819	15,166	9,567	13,686	15,337	9,577	13,561	15,292
Social services	1,164	917	1,614	1,229	880	1,660	1,238	889	1,674
Public libraries and museums	4,261	2,662	5,406	4,131	2,641	5,268	4,646	2,977	5,924
Recreation, parks and baths	1,251	214	1,341	1,262	220	1,355	1,302	207	1,389
Environmental health	1,617	11	1,622	1,651	18	1,659	1,642	24	1,652
Refuse collection and disposal	2,609	665	2,915	2,595	647	2,893	2,596	635	2,889
Housing	1,562	66	1,596	1,567	63	1,599	1,579	70	1,615
Town and country planning	1,796	-	1,796	1,779	-	1,779	1,821	-	1,821
Fire service	286	170	358	285	180	361	295	180	371
-Regular	17,364	3,409	18,838	17,394	3,355	18,846	17,371	3,441	18,863
-Others†									
Miscellaneous services									
All above	89,529	60,661							

1.8 EMPLOYMENT Indices of output, employment and productivity

(1985 = 100) Seasonally adjusted (1985 = 100) Seasonally adjusted



Source: Central Statistical Office

UNITED KINGDOM	Whole economy			Production industries Divisions 1 to 4			Manufacturing industries Divisions 2 to 4		
	Output ‡	Employed labour force*	Output per person employed	Output	Employed labour force	Output per person employed	Output	Employed labour force	Output per person employed
1984	96.7	98.9	97.6	94.8	100.8	94.0	97.4	100.5	97.0
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.3	100.1	103.2	102.4	97.3	105.3	101.3	97.9	103.5
1987	108.1	101.9	106.1	105.7	96.1	110.1	106.6	97.0	109.8
1988	112.7	105.2	107.1	109.5	96.7	113.2	114.1	98.2	116.2
1989	115.3	107.8	107.0	109.9	96.7	113.7	118.9	98.5	120.8
1990	116.4	108.4	107.4	109.3	95.5	114.4	118.4	97.4	121.5
1984 Q1	96.7	98.3	98.2	97.2	101.1	96.2	97.1	100.6	96.6
1984 Q2	96.2	98.7	97.3	94.1	100.9	93.3	97.0	100.5	96.5
1984 Q3	96.4	99.0	97.2	93.3	100.6	92.6	97.9	100.3	97.6
1984 Q4	97.4	99.5	97.8	94.4	100.5	93.9	97.7	100.4	97.3
1985 Q1	98.9	99.8	99.1	97.8	100.4	97.4	100.4	100.3	100.2
1985 Q2	100.4	100.0	100.4	101.7	100.2	101.5	101.1	100.1	101.0
1985 Q3	100.2	100.1	100.1	100.6	99.9	100.7	99.9	100.0	99.9
1985 Q4	100.6	100.1	100.5	99.9	99.4	100.5	98.6	99.7	99.0
1986 Q1	101.3	100.0	101.3	101.1	98.7	102.5	98.8	99.1	99.7
1986 Q2	102.8	100.0	102.8	102.2	97.6	104.7	100.8	98.2	102.6
1986 Q3	104.1	100.1	104.0	103.0	96.8	106.4	101.3	97.3	104.1
1986 Q4	105.0	100.4	104.6	103.5	96.2	107.5	104.4	97.0	107.7
1987 Q1	105.7	100.7	105.0	103.7	95.8	108.3	103.0	96.5	106.7
1987 Q2	107.3	101.5	105.7	104.8	95.9	109.2	105.6	96.8	109.1
1987 Q3	109.4	102.3	106.9	106.7	96.2	111.0	108.1	97.2	111.2
1987 Q4	110.1	103.2	106.6	107.8	96.4	111.9	109.6	97.5	112.4
1988 Q1	111.2	104.1	106.8	107.9	96.6	111.7	110.9	97.9	113.3
1988 Q2	112.1	104.8	107.0	109.5	96.7	113.3	112.4	98.1	114.6
1988 Q3	113.4	105.7	107.3	110.3	96.7	114.0	115.5	98.3	117.5
1988 Q4	114.1	106.3	107.4	110.4	96.9	113.9	117.4	98.4	119.3
1989 Q1	114.8	107.1	107.1	109.6	96.9	113.1	118.7	98.6	120.5
1989 Q2	114.8	107.6	106.7	109.1	96.7	112.8	118.9	98.5	120.8
1989 Q3	115.6	108.0	107.0	110.5	96.6	114.4	119.2	98.5	121.1
1989 Q4	116.1	108.3	107.2	110.4	96.4	114.5	118.9	98.3	120.9
1990 Q1	116.8	108.4	107.8	109.8	96.1	114.2	119.3	98.1	121.6
1990 Q2	117.6	108.6	108.3	111.8	95.9	116.7	120.4	97.7	123.3
1990 Q3	116.2	108.6	107.0	108.7	95.5	113.8	118.8	97.4	121.9
1990 Q4	114.9	108.0	106.4	106.8	94.6	112.9	115.0	96.5	119.2
1991 Q1	113.9	107.1	106.4	106.5	93.1	114.4	113.4	94.9	119.4
1991 Q2	113.2	106.2	106.6	105.3	91.5	115.1	112.6	93.2	120.9
1991 Q3				106.2	90.0	118.0	112.5	91.4	123.1

* 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 edition of *Employment Gazette*.
‡ Gross domestic product for whole economy.

EMPLOYMENT 1.11 Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME									
	Operatives (Thou)	Percentage of all operatives	Average per operative working overtime	Actual (million)	Seasonally adjusted	Stood off for whole week		Working part of week			Stood off for whole or part of week				
						Operatives (Thou)	Hours lost (Thou)	Operatives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Operatives (Thou)	Percentage of all operatives	Hours lost (Thou)	Seasonally adjusted	Average per operative on short-time
1986	1,304	34.2	9.0	11.72		5	192	29	293	10.1	34	0.9	485		14.4
1987	1,350	36.0	9.4	12.63		4	149	20	199	10.0	24	0.6	348		14.6
1988	1,413	37.9	9.5	13.42		3	101	15	143	9.8	17	0.5	244		14.4
1989	1,394	37.6	9.6	13.44		3	119	19	183	9.5	22	0.6	303		13.7
1990	1,346	37.5	9.5	12.75		6	227	20	180	8.9	26	0.7	407		15.7
week ended															
1989 Nov 11	1,456	38.8	9.6	14.04	13.10	4	150	19	164	8.8	22	0.6	314	314	14.0
1989 Dec 16	1,391	37.1	9.8	13.66	12.77	3	137	21	185	8.6	25	0.7	322	367	12.9
1990 Jan 12	1,291	34.8	9.2	11.89	12.85	3	130	25	208	8.5	28	0.7	338	293	12.1
1990 Feb 9	1,363	36.9	9.3	12.72	12.94	4	145	28	257	9.1	32	0.9	402	318	12.6
1990 Mar 9	1,336	36.2	9.4	12.57	12.80	6	246	28	254	9.1	34	0.9	500	396	14.7
1990 Apr 6	1,349	36.8	9.5	12.80	13.12	3	134	26	233	9.1	29	0.8	366	319	12.7
1990 May 4	1,343	36.6	9.3	12.53	12.63	4	172	17	150	9.1	21	0.6	323	306	15.5
1990 June 8	1,358	36.8	9.4	12.76	13.00	4	142	13	125	9.3	17	0.5	268	344	15.7
1990 July 13	1,340	38.3	9.5	12.77	12.92	5	194	13	118	8.7	18	0.5	311	330	17.0
1990 Aug 17	1,285	36.7	9.6	12.37	13.09	7	297	11	102	8.9	19	0.5	399	493	21.1
1990 Sept 14	1,363	38.9	9.7	13.26	13.07	14	558	11	91	8.2	25	0.7	649	779	25.9
1990 Oct 12	1,399	40.0	9.6	13.46	12.52	7	266	16	149	9.3	23	0.6	415	471	18.3
1990 Nov 9	1,393	40.0	9.3	12.99	12.05	6	233	26	231	8.7	32	0.9	463	469	14.3
1990 Dec 14	1,338	38.8	9.6	12.86	11.97	5	205	29	248	8.7	34	1.0	454	515	13.5
1991 Jan 11	1,140	33.5	9.1	10.35	11.28	9	373	37	371	9.9	47	1.4	744	651	15.9
1991 Feb 8	1,108	32.8	8.8	9.80	10.03	8	331	85	611	9.3	74	2.2	942	741	12.8
1991 Mar 15	1,110	33.2	9.1	10.11	10.36	9	354	105	931	8.9	113	3.4	1,285	1,015	11.3
1991 Apr 12	1,105	33.3	8.9	9.86	10.17	8	315	99	943	9.5	107	3.2	1,257	1,098	11.7
1991 May 17	1,108	33.7	9.1	10.04	10.16	9	358	73	649	8.9	82	2.5	1,007	953	12.3
1991 June 14	1,106	33.7	9.4	10.35	10.60	5	201	61	564	9.2	66	2.0	765	984	11.6
1991 July 12	1,079	33.0	9.2	9.98	10.13	5	198	53	456	8.7	57	1.8	654	692	11.4
1991 Aug 16	1,010	31.0	9.4	9.46	10.17	8	304	53	463	8.7	61	1.9	767	949	12.6
1991 Sep 13	1,063	32.6	9.4	10.02	9.82	5	215	56	501	9.0	61	1.9	716	855	11.8
1991 Oct 11 P	1,109	34.2	9.3	10.37	9.38	5	192	54	455	8.4	59	1.8	646	735	11.0

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
1986	96.6	95.4	96.5	99.0	97.6	99.7	99.6	100.0	99.1	99.6
1987	96.1	96.0	96.1	98.4	97.2	100.5	101.1	101.1	99.9	99.6
1988	97.2	98.6	93.7	97.0	97.0	101.1	101.2	102.0	99.3	101.0
1989	96.2	96.9	92.6	90.2	94.8	100.5	100.6	102.6	98.6	100.5
1990	92.4	90.6	94.8	83.2	90.1	100.7	100.6	102.8	98.1	100.2
Week ended										
1989 Oct 14	95.8					100.4				
1989 Nov 11	95.3					100.3				
1989 Dec 16	94.8	95.6	91.5	87.2	93.3	100.0	100.7	101.5	98.3	100.4
1990 Jan 13	94.8					100.5				
1990 Feb 10	94.5					100.7				
1990 Mar 10	93.8	93.1	93.0	85.1	91.1	100.6	100.7	102.1	97.9	99.9
1990 Apr 14	93.6					100.9				
1990 May 12	92.8					100.6				
1990 June 9	92.6	90.9	93.7	84.2	90.7	100.8	100.3	102.1	98.2	100.5
1990 July 14	92.2					100.8				
1990 Aug 11	91.9					100.9				
1990 Sept 8	91.7	90.2	97.4	82.4	89.0	101.0	100.6	103.6	98.4	100.0
1990 Oct 13	90.9					100.7				
1990 Nov 10	90.1					100.4				
1990 Dec 8	89.3	88.2	95.0	81.1	89.5	100.3	100.6	103.3	97.9	100.4
1991 Jan 12	88.0					99.7				
1991 Feb 9	86.5					98.7				
1991 Mar 9	85.5	83.1	88.0	77.4	89.6	98.7	98.4	99.6	95.8	100.8
1991 Apr 13	85.0					98.6				
1991 May 11	84.3					98.9				
1991 June 8	83.9	80.8	85.1	76.8	87.8	99.4	98.7	99.5	97.0	100.4
1991 July 13	83.1					99.2				
1991 Aug 10	82.4					99.2				
1991 Sep 14	82.3	79.0	82.4	75.9	87.4	99.0	98.1	98.8	97.3	100.3
1991 Oct 12	81.4					98.8				

2.1 UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION		
		UNEMPLOYED		Number		Per cent workforce †		Average change over 3 months ended		
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1987	Annual averages	2,953.4	10.6	2,806.5	10.0					
1988**		2,370.4	8.4	2,274.9	8.1					
1989		1,798.7	6.3	1,784.4	6.3					
1990		1,664.5	5.9	1,661.7	5.8					
1989	Nov 9 †	1,612.4	5.7	1,651.1	5.8	-19.3	-24.6	209	1,379	24
	Dec 14 †	1,639.0	5.8	1,636.1	5.8	-15.0	-16.2	207	1,407	25
1990	Jan 11 †	1,687.0	5.9	1,615.8	5.7	-20.3	-18.2	214	1,448	25
	Feb 8 †	1,675.7	5.9	1,614.0	5.7	-1.8	-12.4	227	1,425	24
	Mar 8 †	1,646.6	5.8	1,606.6	5.6	-7.4	-9.8	206	1,416	24
	Apr 12	1,626.3	5.7	1,607.0	5.7	0.4	-2.9	216	1,387	24
	May 10	1,578.5	5.6	1,610.9	5.7	3.9	-1.0	181	1,374	24
	June 14	1,555.6	5.5	1,618.4	5.7	7.5	3.9	190	1,342	23
	July 12	1,623.6	5.7	1,632.1	5.7	13.7	8.4	261	1,340	23
	Aug 9	1,657.8	5.8	1,655.3	5.8	23.2	14.8	236	1,398	23
	Sept 13	1,673.9	5.9	1,670.5	5.9	15.2	17.4	247	1,403	24
	Oct 11	1,670.6	5.9	1,704.8	6.0	34.3	24.2	257	1,390	24
	Nov 8	1,728.1	6.1	1,763.1	6.2	58.3	35.9	268	1,435	25
	Dec 13	1,850.4	6.5	1,842.3	6.5	79.2	57.3	273	1,550	27
1991	Jan 10	1,959.7	6.9	1,891.6	6.7	49.3	62.3	267	1,664	29
	Feb 7	2,045.4	7.2	1,979.8	7.0	88.2	72.2	313	1,703	30
	Mar 14	2,142.1	7.5	2,091.0	7.4	111.2	82.9	300	1,810	32
	Apr 11	2,198.5	7.7	2,173.6	7.6	82.6	94.0	292	1,873	34
	May 9	2,213.8	7.8	2,241.3	7.9	67.7	87.2	270	1,908	35
	June 13	2,241.0	7.9	2,300.3	8.1	59.0	69.8	262	1,942	37
	July 11	2,367.5	8.3	2,369.0	8.3	68.7	65.1	363	1,967	38
	Aug 8	2,435.1	8.6	2,424.9	8.5	55.9	61.2	310	2,086	40
	Sept 12	2,450.7	8.6	2,457.2	8.6	32.3	52.3	303	2,106	41
	Oct 10	2,426.0	8.5	2,474.1	8.7	16.9	35.0	310	2,075	42
	Nov 14 P	2,471.8	8.7	2,513.0	8.8	38.9	29.4	303	2,126	43

2.2 UNEMPLOYMENT GB Summary

		MALE AND FEMALE		SEASONALLY ADJUSTED ††				UNEMPLOYED BY DURATION		
		UNEMPLOYED		Number		Per cent workforce †		Average change over 3 months ended		
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1987	Annual averages	2,826.9	10.4	2,684.4	9.8					
1988**		2,254.7	8.2	2,161.7	7.9					
1989		1,693.0	6.1	1,678.8	6.1					
1990		1,567.3	5.6	1,564.6	5.6					
1989	Nov 9 †	1,513.2	5.4	1,549.9	5.6	-18.2	-23.5	202	1,288	23
	Dec 14 †	1,539.9	5.6	1,535.7	5.5	-14.2	-15.3	200	1,316	23
1990	Jan 11 †	1,586.6	5.7	1,516.6	5.5	-19.1	-17.2	206	1,357	24
	Feb 8 †	1,576.8	5.7	1,515.3	5.5	-1.3	-11.5	219	1,335	23
	Mar 8 †	1,549.0	5.6	1,508.1	5.4	-7.2	-9.2	199	1,326	23
	Apr 12	1,528.7	5.5	1,509.0	5.4	0.9	-2.5	208	1,298	23
	May 10	1,482.5	5.3	1,513.2	5.5	4.2	-0.7	176	1,284	23
	June 14	1,460.6	5.3	1,521.5	5.5	8.3	4.5	184	1,255	22
	July 12	1,524.1	5.5	1,535.2	5.5	13.7	8.7	251	1,251	22
	Aug 9	1,559.6	5.6	1,559.5	5.6	24.3	15.4	229	1,308	22
	Sept 13	1,575.5	5.7	1,575.0	5.7	15.5	17.8	237	1,316	22
	Oct 11	1,575.9	5.7	1,609.4	5.8	34.4	24.7	248	1,305	23
	Nov 8	1,633.8	5.9	1,666.8	6.0	57.4	35.8	260	1,350	24
	Dec 13	1,754.8	6.3	1,745.4	6.3	78.6	56.8	266	1,463	26
1991	Jan 10	1,861.5	6.7	1,794.2	6.5	48.8	61.6	259	1,574	28
	Feb 7	1,947.6	7.0	1,882.2	6.8	88.0	71.8	306	1,612	29
	Mar 14	2,043.9	7.4	1,992.2	7.2	110.0	82.3	293	1,720	31
	Apr 11	2,099.4	7.6	2,074.4	7.5	82.2	93.4	285	1,782	33
	May 9	2,115.8	7.6	2,141.9	7.7	67.5	86.6	264	1,818	34
	June 13	2,142.8	7.7	2,200.3	7.9	58.4	69.4	255	1,852	36
	July 11	2,263.9	8.2	2,268.2	8.2	67.9	64.6	351	1,876	37
	Aug 8	2,330.7	8.4	2,322.9	8.4	54.7	60.3	302	1,990	39
	Sept 12	2,346.3	8.5	2,355.1	8.5	32.2	51.6	294	2,013	40
	Oct 10	2,324.5	8.4	2,371.6	8.6	16.5	34.5	301	1,983	41
	Nov 14 P	2,371.0	8.6	2,410.1	8.7	38.5	29.1	296	2,033	42

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

UNEMPLOYMENT UK Summary 2.1

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1987	Annual averages	2,045.8	12.5	1,955.3	12.0	907.6	7.8	851.2	7.3
1988**		1,650.5	10.1	1,588.1	9.7	719.9	6.1	686.8	5.8
1989		1,290.8	7.9	1,277.4	7.8	507.9	4.2	507.0	4.2
1990		1,232.3	7.6	1,230.3	7.6	432.2	3.6	431.4	3.5
1989	Nov 9 †	1,172.7	7.2	1,200.0	7.4	439.7	3.6	451.1	3.7
	Dec 14 †	1,204.8	7.4	1,194.7	7.3	434.2	3.6	441.4	3.6
1990	Jan 11 †	1,239.3	7.6	1,181.7	7.3	447.7	3.7	434.1	3.6
	Feb 8 †	1,232.2	7.6	1,182.4	7.3	443.5	3.6	431.6	3.5
	Mar 8 †	1,213.5	7.5	1,177.9	7.2	433.1	3.6	428.7	3.5
	Apr 12	1,198.2	7.4	1,177.2	7.2	428.1	3.5	429.8	3.5
	May 10	1,170.0	7.2	1,184.0	7.3	408.5	3.4	426.9	3.5
	June 14	1,155.4	7.1	1,193.5	7.3	400.2	3.3	424.9	3.5
	July 12	1,192.1	7.3	1,210.4	7.4	431.5	3.5	421.7	3.5
	Aug 9	1,211.8	7.5	1,230.2	7.6	446.0	3.7	425.1	3.5
	Sept 13	1,234.2	7.6	1,246.6	7.7	439.7	3.6	423.9	3.5
	Oct 11	1,244.4	7.7	1,273.8	7.8	426.2	3.5	431.0	3.5
	Nov 8	1,295.8	8.0	1,320.1	8.1	432.3	3.6	443.0	3.6
	Dec 13	1,400.6	8.6	1,385.8	8.5	449.8	3.7	456.5	3.7
1991	Jan 10	1,480.8	9.1	1,425.6	8.8	479.0	3.9	466.0	3.8
	Feb 7	1,547.8	9.5	1,495.6	9.2	497.6	4.1	484.2	4.0
	Mar 14	1,623.8	10.0	1,581.2	9.7	518.2	4.3	509.8	4.2
	Apr 11	1,668.2	10.3	1,644.8	10.1	530.2	4.4	528.8	4.3
	May 9	1,684.7	10.4	1,697.4	10.4	529.0	4.3	543.9	4.5
	June 13	1,707.7	10.5	1,744.6	10.7	533.4	4.4	555.7	4.6
	July 11	1,782.4	11.0	1,795.9	11.0	585.2	4.8	573.1	4.7
	Aug 8	1,823.0	11.2	1,837.0	11.3	612.2	5.0	587.9	4.8
	Sept 12	1,843.4	11.3	1,862.6	11.5	607.2	5.0	594.6	4.9
	Oct 10	1,839.7	11.3	1,880.7	11.6	586.2	4.8	593.4	4.9
	Nov 14 P	1,885.7	11.6	1,915.6	11.8	586.1	4.8	597.4	4.9

UNEMPLOYMENT GB Summary 2.2

		MALE		FEMALE		SEASONALLY ADJUSTED ††		UNEMPLOYED BY DURATION	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED ††		MARRIED	
		Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †	Number	Per cent workforce †
1987	Annual averages	1,566.1	9.8	1,505.4	9.4	688.6	6.0	656.3	5.7
1988**		1,213.1	7.6	1,199.8	7.5	479.9	4.1	479.1	4.1
1989		1,159.1	7.3	1,157.1	7.3	408.2	3.4	407.5	3.4
1990		1,099.0	6.9	1,124.9	7.1	414.2	3.5	425.0	3.6
1989	Nov 9 †	1,130.4	7.1	1,120.0	7.0	409.5	3.5	415.7	3.5
	Dec 14 †	1,163.7	7.3	1,107.7	7.0	422.9	3.6	408.9	3.4
1990	Jan 11 †	1,157.5	7.3	1,108.6	7.0	419.3	3.5	406.7	3.4
	Feb 8 †	1,139.6	7.2	1,104.2	7.0	409.4	3.4	403.9	3.4
	Mar 8 †	1,124.5	7.1	1,103.8	7.0	404.2	3.4	405.2	3.4
	Apr 12	1,097.1	6.9	1,110.6	7.0	385.3	3.2	402.6	3.4
	May 10	1,083.5	6.8	1,120.5	7.1	377.1	3.2	401.0	3.4
	June 14	1,118.3							

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
SOUTH EAST												
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	495.8	5.4			339.8	156.0
1989	367.4	259.6	107.8	3.9	4.9	2.7	366.9	3.9			259.3	107.6
1990	372.4	273.3	99.2	4.0	5.2	2.5	371.8	4.0			272.8	99.0
1990 Nov 8	414.1	306.6	107.5	4.4	5.8	2.7	422.6	4.5	23.5	16.8	312.8	109.8
Dec 13	458.7	343.3	115.4	4.9	6.5	2.9	456.7	4.9	34.1	24.3	340.6	116.1
1991 Jan 10	487.1	365.0	122.1	5.2	6.9	3.0	478.3	5.1	21.6	26.4	357.2	121.1
Feb 7	526.1	394.4	131.7	5.6	7.5	3.3	514.8	5.5	36.5	30.7	385.1	129.7
Mar 14	573.2	428.5	144.7	6.2	8.1	3.6	561.8	6.0	47.0	35.0	418.8	143.0
Apr 11	595.6	445.4	150.2	6.4	8.4	3.7	589.5	6.3	27.7	37.1	440.1	149.4
May 9	608.5	456.3	152.2	6.5	8.6	3.8	613.8	6.6	24.3	33.0	458.8	155.0
June 13	627.6	471.9	155.7	6.7	8.9	3.9	638.8	6.9	25.0	25.7	478.5	160.3
July 11	665.5	496.5	169.0	7.1	9.4	4.2	665.0	7.1	26.2	25.2	497.9	167.1
Aug 8	694.2	514.2	180.1	7.5	9.7	4.5	688.9	7.4	23.9	25.0	514.8	174.1
Sept 12	705.7	523.4	182.4	7.6	9.9	4.5	706.1	7.6	17.2	22.4	526.9	179.2
Oct 10	705.8	526.6	179.2	7.6	10.0	4.4	716.3	7.7	10.2	17.1	536.4	179.9
Nov 14 P	723.3	543.3	180.0	7.8	10.3	4.5	734.7	7.9	18.4	15.3	552.1	182.6
GREATER LONDON (included in South East)												
1987	363.8	254.4	109.4	8.5	10.1	6.2	353.0	8.2			248.3	104.7
1988**	291.9	205.1	86.7	6.8	8.2	4.9	285.3	6.6			201.5	83.8
1989	218.2	156.5	61.8	5.1	6.4	3.4	218.0	5.1			156.4	61.7
1990	211.8	154.7	57.1	5.0	6.4	3.2	211.4	5.0			154.5	57.0
1990 Nov 8	229.2	167.8	61.4	5.4	6.9	3.4	233.6	5.6	10.1	7.4	171.1	62.5
Dec 13	248.3	182.8	65.6	5.9	7.6	3.7	247.7	5.9	14.1	10.4	181.8	65.9
1991 Jan 10	257.1	189.4	67.6	6.1	7.8	3.8	257.4	6.1	9.7	11.3	189.1	68.3
Feb 7	274.1	201.8	72.3	6.5	8.3	4.0	272.5	6.5	15.1	13.0	200.2	72.3
Mar 14	296.4	217.9	78.5	7.0	9.0	4.4	292.8	7.0	20.3	15.0	214.5	78.3
Apr 11	309.3	227.2	82.0	7.4	9.4	4.6	307.5	7.3	14.7	16.7	225.5	82.0
May 9	317.7	234.2	83.5	7.6	9.7	4.7	320.1	7.6	12.6	15.9	235.1	85.0
June 13	329.5	243.5	86.0	7.8	10.1	4.8	332.9	7.9	12.8	13.4	245.0	87.9
July 11	347.2	254.9	92.3	8.3	10.5	5.2	344.5	8.2	11.6	12.3	253.7	90.8
Aug 8	361.4	263.5	97.8	8.6	10.9	5.5	356.0	8.5	11.5	12.0	261.7	94.3
Sept 12	367.6	268.6	99.0	8.7	11.1	5.5	363.8	8.6	7.8	10.3	267.5	96.3
Oct 10	366.9	269.4	97.6	8.7	11.1	5.5	369.8	8.8	6.0	8.4	272.4	97.4
Nov 14 P	372.7	275.2	97.5	8.9	11.4	5.5	378.0	9.0	8.2	7.3	279.2	98.8
EAST ANGLIA												
1987	72.5	47.4	25.1	7.7	8.6	6.3	69.4	7.3			45.8	23.6
1988**	52.0	33.6	18.5	5.4	6.0	4.6	50.4	5.2			32.7	17.7
1989	35.2	24.0	11.2	3.6	4.2	2.7	35.2	3.6			24.0	11.2
1990	37.5	27.3	10.2	3.7	4.7	2.4	37.4	3.7			27.2	10.2
1990 Nov 8	41.1	30.2	10.9	4.1	5.2	2.5	42.6	4.2	2.2	1.6	31.3	11.3
Dec 13	45.4	33.9	11.5	4.5	5.8	2.7	45.0	4.4	2.4	2.1	33.4	11.6
1991 Jan 10	49.4	36.8	12.6	4.9	6.3	2.9	46.9	4.6	1.9	2.2	34.9	12.0
Feb 7	53.5	40.0	13.5	5.3	6.9	3.1	50.4	5.0	3.5	2.6	37.5	12.9
Mar 14	56.4	42.1	14.2	5.6	7.3	3.3	53.5	5.3	3.1	2.8	39.9	13.6
Apr 11	57.2	42.8	14.5	5.7	7.4	3.4	55.5	5.5	2.0	2.9	41.4	14.1
May 9	58.0	43.4	14.6	5.7	7.5	3.4	57.7	5.7	2.2	2.4	43.1	14.6
June 13	57.1	43.0	14.2	5.6	7.4	3.3	59.0	5.8	1.3	1.8	44.2	14.8
July 11	60.0	44.7	15.3	5.9	7.7	3.5	61.1	6.0	2.1	1.9	45.7	15.4
Aug 8	61.5	45.5	16.1	6.1	7.8	3.7	62.6	6.2	1.5	1.6	46.7	15.9
Sept 12	62.1	46.1	16.0	6.1	7.9	3.7	63.8	6.3	1.2	1.6	47.7	16.1
Oct 10	61.8	46.0	15.8	6.1	7.9	3.7	64.2	6.3	0.4	1.0	48.0	16.2
Nov 14 P	64.8	48.5	16.3	6.4	8.4	3.8	66.2	6.5	2.0	1.2	49.6	16.6
SOUTH WEST												
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
1989	98.1	66.1	31.9	4.5	5.3	3.3	98.0	4.5			66.1	31.9
1990	97.3	69.8	27.5	4.4	5.6	2.8	97.2	4.4			69.7	27.5
1990 Nov 8	109.4	79.9	29.5	4.9	6.4	3.0	109.3	4.9	6.1	3.8	80.2	29.1
Dec 13	122.6	90.7	31.9	5.5	7.2	3.3	118.4	5.3	9.1	6.2	87.5	30.9
1991 Jan 10	133.3	98.7	34.6	6.0	7.9	3.6	124.8	6.4	7.2	9.2	92.7	32.1
Feb 7	142.7	106.0	36.7	6.4	8.4	3.8	134.5	6.1	9.7	8.4	100.4	34.1
Mar 14	150.2	112.4	37.9	6.8	8.9	3.9	144.0	6.5	9.5	8.5	108.0	36.0
Apr 11	152.0	114.5	37.5	6.8	9.1	3.9	150.1	6.8	6.1	8.4	112.7	37.4
May 9	151.8	114.8	37.0	6.8	9.1	3.8	155.3	7.0	5.2	6.9	116.7	38.6
June 13	153.1	116.1	37.0	6.9	9.2	3.8	160.6	7.2	5.3	5.5	120.8	39.8
July 11	162.9	122.4	40.5	7.3	9.7	4.2	167.1	7.5	6.5	5.7	125.6	41.5
Aug 8	169.3	126.4	42.8	7.6	10.1	4.4	171.9	7.7	4.8	5.5	129.1	42.8
Sept 12	172.8	129.3	43.4	7.8	10.3	4.5	176.2	7.9	4.3	5.2	132.4	43.8
Oct 10	174.5	131.4	43.1	7.9	10.5	4.5	178.4	8.0	2.2	3.8	134.6	43.8
Nov 14 P	181.3	136.9	44.4	8.2	10.9	4.6	182.4	8.2	4.0	3.5	138.1	44.3

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT Regions 2.3

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
WEST MIDLANDS												
1987	305.9	211.1	94.8	12.0	13.8	9.2	292.0	11.4			203.4	88.6
1988**	238.0	163.0	75.0	9.2	10.7	7.1	229.7	8.9			158.3	71.4
1989	168.5	118.8	49.7	6.6	7.9	4.7	167.9	6.6			118.3	49.6
1990	152.7	111.7	41.1	5.9	7.4	3.8	152.6	6.0			111.5	41.1
1990 Nov 8	155.6	115.4	40.2	6.0	7.6	3.7	159.6	6.2	5.3	2.8	118.2	41.4
Dec 13	166.0	124.3	41.7	6.4	8.2	3.9	166.5	6.4	6.9	5.1	123.8	42.7
1991 Jan 10	177.1	132.5	44.5	6.8	8.8	4.1	171.8	6.6	5.3	5.8	128.0	43.8
Feb 7	186.7	140.1	46.6	7.2	9.2	4.3	181.8	7.0	10.0	7.4	136.0	45.8
Mar 14	198.9	150.0	49.0	7.7	9.9	4.6	195.8	7.6	14.0	9.8	147.3	48.5
Apr 11	207.2	156.4	50.8	8.0	10.3	4.7	206.5	8.0	10.7	11.6	155.6	50.9
May 9	210.9	160.2	50.7	8.1	10.6	4.7	214.2	8.3	7.7	10.8	161.9	52.3
June 13	216.0	164.1	51.9	8.3	10.8	4.8	220.5	8.5	6.3	8.2	166.8	53.7
July 11	229.1	172.0	57.1	8.8	11.4	5.3	227.7	8.8	7.2	7.1	171.9	55.8
Aug 8	236.0	176.1	59.9	9.1	11.6	5.6	233.4	9.0	5.7	6.4	176.0	57.4
Sept 12	239.9	179.6	60.3	9.3	11.9	5.6	237.6	9.2	4.2	5.7	179.4	58.2
Oct 10	236.0	178.3	57.7	9.1	11.8	5.4	239.7	9.3	2.1	4.0	181.6	58.1
Nov 14 P	239.4	182.2	57.2	9.2	12.0	5.3	244.3	9.4	4.6	3.6	185.8	58.5
EAST MIDLANDS												
1987	183.9	125.2	58.7	9.6	11.2	7.4	171.6	9.0			116.4	55.2

2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1987)	213.1	155.1	58.0	14.9	18.4	9.9	201.3	14.1			147.1	54.2
1988**)	179.4	130.7	48.7	12.5	15.5	8.2	171.0	11.9			124.6	46.4
1989)	141.9	105.7	36.2	10.0	12.8	6.1	140.0	9.9			103.9	36.2
1990)	122.9	93.4	29.5	8.7	11.6	4.9	122.7	8.7			93.3	29.4
1990 Nov 8	124.5	96.0	28.6	8.9	11.9	4.8	126.8	9.0	3.1	1.5	97.5	29.3
Dec 13	129.0	100.2	28.8	9.2	12.4	4.8	129.0	9.2	2.2	2.1	99.4	29.6
1991 Jan 10	135.6	104.7	30.9	9.6	13.0	5.2	129.9	9.2	0.9	2.1	100.0	29.9
Feb 7	136.8	105.8	31.1	9.7	13.1	5.2	131.8	9.4	1.9	1.7	101.7	30.1
Mar 14	139.2	107.7	31.4	9.9	13.3	5.3	135.0	9.6	3.2	2.0	104.3	30.7
Apr 11	142.8	110.6	32.2	10.2	13.7	5.4	140.2	10.0	5.2	3.4	108.3	31.9
May 9	141.9	110.0	31.9	10.1	13.6	5.3	142.9	10.2	2.7	3.7	110.3	32.6
June 13	140.9	109.1	31.8	10.0	13.5	5.3	144.4	10.3	1.5	3.1	111.3	33.1
July 11	146.1	112.1	34.0	10.4	13.9	5.7	147.3	10.5	2.9	2.4	113.7	33.6
Aug 8	147.6	112.7	35.0	10.5	13.9	5.8	149.0	10.6	1.7	2.0	115.0	34.0
Sept 12	149.1	114.2	34.9	10.6	14.1	5.8	149.7	10.6	0.7	1.8	116.0	33.7
Oct 10	146.2	113.1	33.1	10.4	14.0	5.5	149.6	10.6	-0.1	0.8	116.0	33.6
Nov 14 P	147.7	115.0	32.7	10.5	14.2	5.5	149.8	10.7	0.2	0.3	116.4	33.4
WALES												
1987)	157.0	111.8	45.2	12.7	15.2	9.0	148.1	12.0			105.9	42.2
1988**)	130.0	92.9	37.1	10.3	12.5	7.2	123.9	9.8			88.6	35.4
1989)	97.0	70.9	26.2	7.4	9.2	4.8	96.1	7.3			69.9	26.1
1990)	86.3	65.7	20.6	6.7	8.6	3.8	86.2	6.6			65.6	20.6
1990 Nov 8	89.9	69.6	20.3	6.9	9.1	3.8	90.6	7.0	3.1	1.3	69.9	20.7
Dec 13	95.7	74.7	21.0	7.4	9.8	3.9	94.0	7.2	3.4	2.7	72.9	21.1
1991 Jan 10	101.5	78.9	22.5	7.8	10.4	4.2	96.2	7.4	2.2	2.9	74.8	21.4
Feb 7	104.9	81.8	23.1	8.1	10.8	4.3	100.3	7.7	4.1	3.2	78.4	21.9
Mar 14	108.0	84.8	23.2	8.3	11.1	4.3	104.9	8.1	4.6	3.6	82.2	22.7
Apr 11	110.5	86.7	23.8	8.5	11.4	4.4	109.1	8.4	4.2	4.3	85.4	23.7
May 9	110.2	86.7	23.5	8.5	11.4	4.4	112.2	8.6	3.1	4.0	87.8	24.4
June 13	109.8	86.6	23.2	8.5	11.4	4.3	114.6	8.8	2.4	3.2	89.7	24.9
July 11	116.0	90.3	25.7	8.9	11.9	4.8	117.6	9.1	3.0	2.8	92.0	25.6
Aug 8	118.5	91.6	26.9	9.1	12.0	5.0	119.6	9.2	2.0	2.5	93.6	26.0
Sept 12	119.0	92.5	26.4	9.2	12.2	4.9	119.9	9.2	0.3	1.8	94.1	25.8
Oct 10	117.1	92.0	25.1	9.0	12.1	4.7	119.8	9.2	-0.1	0.7	94.2	25.6
Nov 14 P	119.7	94.3	25.4	9.2	12.4	4.7	120.7	9.3	0.9	0.4	95.0	25.7
SCOTLAND												
1987)	345.8	241.9	103.8	14.0	16.7	10.1	321.8	13.0			227.3	94.5
1988**)	293.6	207.2	86.4	11.9	14.4	8.5	278.2	11.3			197.5	80.8
1989)	234.7	169.5	65.2	9.4	11.8	6.1	233.2	9.3			168.2	66.0
1990)	202.5	148.7	53.8	8.2	10.5	5.0	202.1	8.1			148.5	53.6
1990 Nov 8	195.7	145.9	49.7	7.9	10.3	4.7	198.6	8.0	0.7	-0.6	147.8	50.8
Dec 13	203.0	152.0	50.9	8.2	10.7	4.8	200.8	8.1	2.2	0.5	149.6	51.2
1991 Jan 10	212.7	158.8	53.8	8.6	11.2	5.0	201.5	8.1	0.7	1.2	150.3	51.2
Feb 7	213.7	159.7	54.0	8.6	11.3	5.1	204.7	8.2	3.2	2.0	153.0	51.7
Mar 14	215.1	161.6	53.5	8.7	11.4	5.0	209.3	8.4	4.6	2.8	157.0	52.3
Apr 11	217.0	163.1	53.9	8.7	11.5	5.1	214.6	8.6	5.3	4.4	160.6	54.0
May 9	215.3	162.5	52.9	8.7	11.5	5.0	219.8	8.9	5.2	5.0	164.4	55.4
June 13	215.5	162.7	52.8	8.7	11.5	4.9	222.7	9.0	2.9	4.5	167.0	55.7
July 11	228.4	168.4	59.9	9.2	11.9	5.6	226.7	9.1	4.0	4.0	170.1	56.6
Aug 8	230.2	169.5	60.6	9.3	12.0	5.7	227.6	9.2	0.9	2.6	171.3	56.3
Sept 12	222.0	167.0	55.0	8.9	11.8	5.1	225.8	9.1	-1.8	1.0	170.4	55.4
Oct 10	220.4	167.3	53.1	8.9	11.8	5.0	225.5	9.1	-0.3	-0.4	170.8	54.7
Nov 14 P	223.6	170.3	53.3	9.0	12.0	5.0	226.4	9.1	0.9	-0.4	172.1	54.3
NORTHERN IRELAND												
1987)	126.5	92.0	34.5	17.8	21.5	12.3	122.1	17.0			89.2	32.9
1988**)	115.7	84.3	31.3	16.0	19.6	10.7	113.2	15.6			82.7	30.5
1989)	105.7	77.7	28.0	14.6	18.2	9.5	105.6	14.6			77.6	27.9
1990)	97.2	73.2	24.0	13.4	17.1	8.1	97.2	13.4			73.2	24.0
1990 Nov 8	94.3	71.6	22.7	13.0	16.8	7.7	96.3	13.3	0.9	0.2	73.0	23.3
Dec 13	95.6	73.2	22.4	13.2	17.1	7.5	96.9	13.4	0.6	0.5	73.5	23.4
1991 Jan 10	98.3	75.3	23.0	13.6	17.6	7.7	97.4	13.5	0.5	0.7	73.9	23.5
Feb 7	97.8	75.2	22.6	13.5	17.6	7.6	97.6	13.5	0.2	0.4	74.3	23.3
Mar 14	98.2	75.5	22.6	13.6	17.7	7.6	98.8	13.6	1.2	0.6	75.2	23.6
Apr 11	99.0	76.1	22.9	13.7	17.8	7.7	99.2	13.7	0.4	0.6	75.7	23.5
May 9	98.0	75.5	22.5	13.5	17.7	7.6	99.4	13.7	0.2	0.6	75.9	23.5
June 13	98.2	75.3	22.9	13.6	17.6	7.7	100.0	13.8	0.6	0.4	76.3	23.7
July 11	103.6	77.6	26.0	14.3	18.2	8.8	100.8	13.9	0.8	0.5	76.8	24.0
Aug 8	104.4	78.1	26.3	14.4	18.3	8.9	102.0	14.1	1.2	0.9	77.8	24.2
Sept 12	104.4	78.5	25.9	14.4	18.4	8.7	102.1	14.1	0.1	0.7	78.0	24.1
Oct 10	101.4	77.1	24.3	14.0	18.1	8.2	102.5	14.2	0.4	0.6	78.4	24.1
Nov 14 P	100.8	77.5	23.3	13.9	18.1	7.8	102.9	14.2	0.4	0.3	79.0	23.9

See footnotes to tables 2.1 and 2.2.

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at November 14, 1991

	Male			Female			All			Rate **		per cent employees and unemployed	
	Male	Female	All	Male	Female	All	Rate **	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent workforce		
ASSISTED REGIONS †													
South West													
Development Areas	9,041	3,047	12,088	18.0									
Intermediate Areas	17,895	5,779	23,674	13.6									
Unassisted	109,932	35,603	145,535	9.0									
All	136,868	44,429	181,297	9.8	8.2								
West Midlands													
Development Areas	144,610	44,187	188,797	11.9									
Intermediate Areas	37,614	12,979	50,593	7.7									
Unassisted	182,224	57,166	239,390	10.7	9.2								
East Midlands													
Development Areas	2,385	762	3,147	8.8									
Intermediate Areas	3,371	1,270	4,641	9.0									
Unassisted	110,318	35,285	145,603	9.3									
All	116,074	37,317	153,391	9.2	7.9								
Yorkshire and Humberside													
Development Areas	17,442	4,913	22,355	13.3									
Intermediate Areas	85,302	23,317	108,619	12.0									
Unassisted	65,608	20,870	86,478	8.6									
All	168,352	49,100	217,452	10.5	9.0								
North West													
Development Areas	98,031	27,918	125,949	14.8									
Intermediate Areas	73,050	20,258	93,308	10.4									
Unassisted	62,223	18,949	81,172	9.0									
All	233,304	67,125	300,429	11.3	9.9								
North													
Development Areas	90,831	24,821	115,652	13.6									
Intermediate Areas	13,112	4,052	17,164	10.9									
Unassisted	11,089	3,803											

2.4 UNEMPLOYMENT Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at November 14, 1991

	Male		Female		All		Rate **		per cent employees and unemployed		per cent workforce	
Melton Mowbray	926	367	1,293	6.8	5.4	Wigan and St Helens (D)	16,896	5,466	22,362	13.4	11.6	
Middlesbrough (D)	13,890	3,680	17,570	14.3	12.5	Winchester and Eastleigh	2,760	735	3,495	4.1	3.6	
Milton Keynes	6,159	1,870	8,029	8.3	7.4	Windermere	265	119	384	4.7	3.5	
Minehead	669	244	913	10.9	8.1	Wirral and Chester (D)	19,521	5,576	25,097	12.5	10.9	
Morpeth and Ashington (I)	4,857	1,418	6,275	13.4	11.5	Wisbech	1,381	464	1,845	12.6	9.5	
Newark	1,765	556	2,321	10.7	8.7	Wolverhampton (I)	13,454	3,993	17,447	13.1	11.5	
Newbury	1,898	610	2,508	6.1	5.1	Woodbridge and Leiston	754	276	1,030	4.5	3.7	
Newcastle upon Tyne (D)	32,996	9,017	42,013	11.9	10.6	Worcester	3,471	1,096	4,567	7.9	6.7	
Newmarket	1,269	522	1,791	7.0	5.7	Workington (D)	2,411	886	3,297	11.7	9.8	
Newquay (D)	1,446	679	2,125	21.7	16.4	Worksop	1,891	619	2,510	11.0	9.7	
Newton Abbot	1,912	531	2,443	10.4	8.2	Worthing	4,923	1,316	6,239	8.3	6.7	
Northallerton	531	209	740	4.2	3.5	Yacovil	2,511	970	3,481	8.1	6.7	
Northampton	6,326	2,040	8,366	7.2	6.3	York	4,176	1,400	5,576	6.4	5.5	
Northwich	2,947	1,021	3,968	7.8	6.6							
Norwich	7,838	2,279	10,117	7.1	6.1							
Nottingham	26,751	7,861	34,612	10.6	9.3							
Okehampton	287	119	406	11.0	7.0							
Oldham (I)	6,923	2,169	9,092	10.7	9.3							
Oswestry	802	316	1,118	8.4	6.4							
Oxford	8,726	2,570	11,296	6.0	5.2							
Pendle	2,024	586	2,610	8.0	6.7							
Penrith	494	175	669	4.8	3.5							
Penzance and St Ives (D)	2,334	790	3,124	17.8	13.3							
Peterborough	7,360	2,137	9,497	10.0	8.7							
Pickering and Helmsley	271	112	383	5.5	3.9							
Plymouth (I)	13,381	4,063	17,444	13.6	11.8							
Pole	5,078	1,361	6,439	9.8	8.2							
Portsmouth	12,843	3,443	16,286	10.8	9.3							
Preston	9,316	2,660	11,976	7.7	6.7							
Reading	7,463	1,996	9,459	6.0	5.2							
Redruth and Camborne (D)	3,029	833	3,862	19.3	15.5							
Retford	1,377	534	1,911	9.4	7.8							
Richmondshire	553	326	879	7.2	5.4							
Ripon	401	177	578	5.9	4.3							
Rochdale (I)	5,809	1,576	7,385	12.1	10.3							
Rotherham												
and Mexborough (D)	12,061	3,278	15,339	15.6	13.7							
Rugby and Daventry	2,848	1,223	4,071	7.8	6.6							
Salisbury	2,322	793	3,115	7.1	6.0							
Scarborough and Filey	2,462	894	3,356	9.8	8.1							
Scunthorpe (D)	4,664	1,310	5,974	9.7	8.4							
Settle	163	85	248	4.1	2.8							
Shaftesbury	854	344	1,198	9.3	6.6							
Sheffield (I)	25,204	7,064	32,268	12.4	10.9							
Shrewsbury	2,193	764	2,957	7.4	5.9							
Sittingbourne and Sheerness	3,935	1,200	5,135	14.1	11.7							
Skegness	1,412	554	1,966	19.7	14.7							
Skipton	504	167	671	6.5	5.0							
Sleaford	538	219	757	6.0	4.9							
Slough	8,432	2,984	11,416	6.4	5.6							
South Molton	316	121	437	11.2	7.1							
South Tyneside (D)	7,547	2,147	9,694	19.7	17.1							
Southampton	13,506	3,346	16,852	9.2	8.1							
Southend	21,416	6,405	27,821	11.5	9.4							
Spalding and Holbeach	1,073	417	1,490	7.0	5.2							
St Austell	2,257	777	3,034	13.5	10.4							
Stafford	3,358	1,162	4,520	6.4	5.5							
Stamford	883	368	1,251	7.6	6.0							
Stockton-on-Tees (D)	7,108	2,064	9,172	12.0	10.8							
Stoke	12,513	4,021	16,534	8.5	7.4							
Stroud	2,449	895	3,344	9.1	7.4							
Sudbury	1,077	411	1,488	9.9	7.4							
Sunderland (D)	18,339	4,651	22,990	14.7	12.9							
Swindon	6,209	1,994	8,203	7.6	6.7							
Taunton	2,342	782	3,124	7.2	6.0							
Telford and Bridgnorth (I)	5,028	1,684	6,712	9.2	7.9							
Thanet	4,808	1,349	6,157	16.2	12.7							
Theftord	1,498	518	2,016	9.8	8.0							
Thirsk	214	103	317	5.3	4.2							
Tiverton	680	224	904	8.6	6.7							
Torbay	4,800	1,496	6,296	14.1	10.8							
Torrington	359	164	523	11.4	7.7							
Totnes	637	250	887	13.4	9.4							
Trowbridge and Frome	2,811	917	3,728	8.1	6.9							
Truro	1,730	573	2,303	9.7	7.8							
Tunbridge Wells	4,013	1,294	5,307	5.7	4.5							
Uttoxeter and Ashbourne	539	209	748	5.7	4.7							
Wakefield and Dewsbury	8,972	2,572	11,544	10.3	9.1							
Walsall (I)	13,651	4,009	17,660	11.8	10.2							
Wareham and Swanage	691	270	961	8.5	7.0							
Warminster	452	207	659	8.9	7.3							
Warrington	5,125	1,485	6,610	8.0	7.2							
Warwick	3,808	1,398	5,206	6.3	5.3							
Watford and Luton	20,555	6,309	26,864	8.3	7.1							
Wellingborough and Rushden	2,903	1,077	3,980	8.4	7.2							
Wells	1,507	560	2,067	8.5	6.8							
Weston-super-Mare	3,388	1,120	4,508	11.5	9.4							
Whitby (D)	790	258	1,048	13.7	9.8							
Whitchurch and Market Drayton	803	305	1,108	8.0	6.7							
Whitehaven	2,030	648	2,678	8.2	7.3							
Widnes and Runcorn (D)	5,829	1,597	7,426	13.0	11.6							

UNEMPLOYMENT 2.4 Area statistics

Unemployment in regions by assisted area status* and in travel-to-work areas† at November 14, 1991

	Male		Female		All		Rate **		per cent employees and unemployed		per cent workforce	
Irvine (D)	5,560	1,650	7,210	13.7	12.0	Stranraer (I)	601	240	841	11.4	9.2	
Islay/Mid Argyll	302	124	426	9.7	7.7	Sutherland (I)	380	226	606	14.6	10.9	
Keith	254	137	391	9.8	7.5	Thurso	491	171	662	9.4	7.9	
Kelso and Jedburgh	227	114	341	6.6	5.3	Western Isles (I)	1,300	373	1,673	17.2	13.0	
Kilmarnock (D)	3,226	1,059	4,285	14.1	12.2	Wick (I)	490	145	635	15.2	11.7	
Kirkcaldy (I)	5,561	1,982	7,543	12.8	11.1							
Lanarkshire (D)	15,738	4,190	19,928	13.5	11.7							
Lochaber (I)	620	325	945	11.9	9.7							
Lockerbie	202	119	321	9.0	6.6							
Newton Stewart (I)	374	179	553	18.0	12.3							
North East Fife	903	412	1,315	7.6	6.3							
Oban	431	246	677	8.9	6.7							
Orkney Islands	316	160	476	6.5	4.7							
Peelies	340	133	473	11.0	8.9							
Perth	1,583	540	2,123	7.1	6.1							
Peterhead	528	215	743	6.1	5.0							
Shetland Islands	240	102	342	3.5	2.9							
Skye and Wester Ross (I)	545	313	858	12.0	9.4							
Stewartry (I)	421	222	643	9.4	6.7							
Stirling	2,112	706	2,818	7.9	6.9							

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

UNEMPLOYMENT 2.5 Age and duration

THOUSAND

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

2.6 UNEMPLOYMENT

Age and duration: October 11, 1991

Regions

Duration of unemployment in weeks	MALE				FEMALE				MALE				FEMALE			
	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages	18-24	25-49	50 and over	All ages
SOUTH EAST																
2 or less	11,447	20,226	5,352	37,137	6,662	8,145	1,512	16,481								
Over 2 and up to 4	9,589	15,285	3,673	28,670	5,512	5,888	1,041	12,561								
4 8	15,640	25,996	6,717	48,542	9,259	10,522	2,102	22,027								
8 13	16,364	28,807	7,466	52,754	8,902	10,440	2,180	21,658								
13 26	28,595	58,843	16,850	104,390	13,745	19,371	4,125	37,357								
26 52	31,610	79,598	22,455	133,710	12,056	13,710	5,364	39,032								
52 104	15,523	49,150	11,981	76,658	5,453	10,270	3,293	19,020								
104 156	2,584	12,073	3,500	18,157	890	2,336	1,064	4,290								
156 208	685	4,529	1,980	7,194	224	951	713	1,888								
208 260	295	2,521	1,495	4,311	122	512	583	1,217								
Over 260	347	7,551	7,132	15,030	131	1,311	2,267	3,709								
All	132,679	304,579	88,601	526,553	62,956	91,320	24,244	179,240								
GREAT LONDON (Included in South East)																
2 or less	4,989	9,037	2,034	16,101	3,126	4,088	748	8,028								
Over 2 and up to 4	4,336	7,310	1,547	13,238	2,742	3,049	534	6,366								
4 8	7,183	12,579	2,871	22,691	4,626	5,617	1,062	11,359								
8 13	7,806	14,484	3,222	25,555	4,578	5,606	1,094	11,329								
13 26	14,097	30,336	7,223	51,691	7,261	10,612	2,053	19,976								
26 52	15,923	41,151	10,027	67,123	6,756	12,010	2,724	21,509								
52 104	8,832	27,955	6,104	42,892	3,530	6,541	1,784	11,856								
104 156	1,735	7,829	2,092	11,656	649	1,556	597	2,802								
156 208	515	3,246	1,273	5,034	168	667	447	1,282								
208 260	230	1,899	945	3,074	96	347	325	768								
Over 260	262	5,587	4,474	10,323	98	865	1,320	2,558								
All	65,908	161,413	41,812	269,378	33,630	50,958	12,668	97,583								
EAST ANGLIA																
2 or less	1,266	1,953	614	3,848	756	751	179	1,704								
Over 2 and up to 4	1,401	389	2,858	555	499	97	1,172	1,984								
4 8	1,638	2,255	651	4,567	958	835	175	1,984								
8 13	1,500	2,292	719	4,526	817	822	159	1,823								
13 26	2,496	4,492	1,594	8,605	1,194	1,512	374	3,093								
26 52	2,837	6,179	2,110	11,128	1,133	1,811	457	3,406								
52 104	1,544	4,046	1,146	6,737	433	878	320	1,631								
104 156	257	1,006	341	1,604	58	173	88	319								
156 208	47	330	161	538	19	82	57	158								
208 260	18	152	127	297	4	37	55	96								
Over 260	32	558	728	1,318	15	128	231	374								
All	12,683	24,664	8,580	46,026	5,942	7,528	2,192	15,760								
SOUTH WEST																
2 or less	3,259	5,627	1,896	10,834	1,988	2,132	413	4,576								
Over 2 and up to 4	2,648	3,904	966	7,558	1,414	1,413	250	3,114								
4 8	4,298	6,750	1,992	13,102	2,495	2,523	507	5,584								
8 13	4,091	6,815	1,923	12,862	2,076	2,253	479	4,843								
13 26	7,242	13,741	4,288	25,317	3,294	4,350	950	8,626								
26 52	8,105	18,595	5,748	32,461	2,753	4,896	1,368	9,025								
52 104	3,985	11,563	3,147	18,699	1,126	2,353	876	4,356								
104 156	641	2,709	953	4,303	181	546	294	1,021								
156 208	167	960	554	1,681	46	257	202	505								
208 260	56	483	395	934	18	172	160	350								
Over 260	62	1,700	1,838	3,600	39	381	696	1,116								
All	34,554	72,847	23,700	131,351	15,430	21,276	6,195	43,116								
WEST MIDLANDS																
2 or less	3,889	5,459	1,782	10,976	2,056	1,984	377	4,453								
Over 2 and up to 4	3,120	4,115	1,085	8,363	1,709	1,526	248	3,513								
4 8	5,644	7,128	2,096	14,926	3,247	2,897	543	6,724								
8 13	5,451	7,880	2,454	15,819	2,719	2,789	649	6,184								
13 26	10,967	16,628	5,501	33,121	5,160	5,623	1,235	12,043								
26 52	12,752	23,905	7,232	43,894	4,337	6,463	1,610	12,414								
52 104	7,142	16,260	3,796	27,199	2,386	3,232	1,112	6,730								
104 156	1,616	4,892	1,318	7,826	462	821	411	1,694								
156 208	527	2,154	914	3,595	150	365	335	850								
208 260	222	1,175	766	2,163	63	241	290	594								
Over 260	227	4,960	5,246	10,433	149	790	1,520	2,459								
All	51,357	94,556	32,190	178,315	22,438	26,731	8,330	57,568								
EAST MIDLANDS																
2 or less	2,670	3,981	1,135	7,813	1,464	1,473	247	3,237								
Over 2 and up to 4	2,211	3,022	771	6,043	1,177	1,107	160	2,488								
4 8	3,846	4,881	1,357	10,145	2,256	1,880	339	4,523								
8 13	3,652	5,269	1,607	10,566	1,800	1,872	412	4,125								
13 26	6,621	10,363	3,328	20,347	3,104	3,640	769	7,548								
26 52	7,524	14,856	4,341	26,733	2,699	4,318	992	8,013								
52 104	4,613	10,461	2,558	17,633	1,260	2,121	719	4,102								
104 156	862	3,014	965	4,841	187	518	283	988								
156 208	225	1,197	679	2,101	53	227	264	544								
208 260	106	595	558	1,259	42	119	227	388								
Over 260	115	2,316	2,685	5,116	52	465	847	1,364								
All	32,445	59,935	19,984	112,597	14,094	17,740	5,259	37,320								
YORKSHIRE AND HUMBERSIDE																
2 or less	4,027	5,739	1,539	11,393	2,004	1,866	306	4,235								
Over 2 and up to 4	3,225	4,216	930	8,430	1,632	1,319	200	3,202								
4 8	5,624	7,033	1,714	14,452	3,093	2,388	425	5,986								
8 13	5,254	7,343	1,968	14,611	2,453	2,309	450	5,249								
13 26	10,457	14,668	3,994	29,159	4,435	4,489	892	9,854								
26 52	11,311	20,279	5,745	37,350	3,767	5,363	1,209	10,347								
52 104	7,465	15,396	3,478	26,344	2,008	2,666	936	5,611								
104 156	1,791	5,242	1,496	8,529	390	824	436	1,650								
156 208	478	2,157	1,121	3,756	95	348	418	861								
208 260	189	1,143	926	2,258	63	224	342	629								
Over 260	252	4,837	4,648	9,737	119	703	1,306	2,128								

2.7 UNEMPLOYMENT Age

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

* Including some aged under 18.

2.8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
MALE AND FEMALE									
1990 Oct		256.9	616.5	289.5	202.6	80.4	224.7	1,670.6	507.7
1991 Jan		266.9	834.6	333.4	221.6	83.9	219.3	1,959.7	524.8
Apr		291.8	939.7	411.9	253.7	87.9	213.5	2,198.5	555.1
July		362.6	1,209.9	491.9	293.5	93.1	205.6	2,367.5	592.2
Oct		309.8	914.2	548.0	348.7	101.3	204.1	2,426.0	654.0
Proportion of number unemployed									
1990 Oct		15.4	36.9	17.3	12.1	4.8	13.5	100.0	30.4
1991 Jan		13.6	42.6	17.0	11.3	4.3	11.2	100.0	26.8
Apr		13.3	42.7	18.7	11.5	4.0	9.7	100.0	25.2
July		15.3	38.9	20.8	12.4	3.9	8.7	100.0	25.0
Oct		12.8	37.7	22.6	14.4	4.2	6.4	100.0	27.0
MALE									
1990 Oct		181.9	442.5	215.8	158.9	63.5	181.9	1,244.4	404.3
1991 Jan		186.0	623.6	250.3	175.8	67.3	177.9	1,480.8	421.0
Apr		206.9	700.5	313.2	202.7	71.3	173.5	1,668.2	447.6
July		241.0	680.8	380.3	236.3	76.3	167.7	1,782.4	480.3
Oct		218.7	661.4	426.2	282.9	83.4	167.1	1,839.7	533.4
Proportion of number unemployed									
1990 Oct		14.6	35.6	17.3	12.8	5.1	14.6	100.0	32.5
1991 Jan		12.6	42.1	16.9	11.9	4.5	12.0	100.0	28.4
Apr		12.4	42.0	18.8	12.2	4.3	10.4	100.0	26.8
July		13.5	38.2	21.3	13.3	4.3	9.4	100.0	26.9
Oct		11.9	35.9	23.2	15.4	4.5	9.1	100.0	29.0
FEMALE									
1990 Oct		75.0	174.0	73.7	43.8	16.8	42.9	426.2	103.5
1991 Jan		80.9	211.0	83.1	45.8	16.6	41.4	479.0	103.8
Apr		84.9	239.2	83.1	45.8	16.6	40.0	530.2	107.5
July		121.6	240.1	111.6	57.2	16.9	37.9	585.2	111.9
Oct		91.1	252.8	121.8	65.8	17.9	37.0	586.2	120.6
Proportion of number unemployed									
1990 Oct		17.6	40.8	17.3	10.3	4.0	10.1	100.0	24.3
1991 Jan		16.9	44.1	17.4	9.6	3.5	8.6	100.0	21.7
Apr		16.0	45.1	18.6	9.6	3.1	7.5	100.0	20.3
July		20.8	41.0	19.1	9.8	2.9	6.5	100.0	19.1
Oct		15.5	43.1	20.8	11.2	3.0	6.3	100.0	20.6

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at November 14, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †	
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce
Bedfordshire	15,523	4,707	20,230	8.8	7.7	4,271	1,510	5,781	12.7	10.0
Luton	7,078	1,886	8,964			2,401	789	3,190		
Mid Bedfordshire	2,034	753	2,787			1,870	721	2,591		
North Bedfordshire	3,642	1,141	4,783							
South Bedfordshire	2,769	927	3,696							
Berkshire	16,768	5,224	21,992	6.2	5.4	43,296	13,017	56,313	9.9	8.2
Bracknell	2,071	683	2,754							
Newbury	2,541	783	3,324							
Reading	4,280	1,063	5,343							
Slough	3,597	1,226	4,823							
Windsor and Maidenhead	2,174	832	3,006							
Wokingham	2,105	637	2,742							
Buckinghamshire	14,611	4,643	19,254	7.2	6.1	12,233	3,720	15,953	6.3	5.4
Aylesbury Vale	3,330	1,110	4,440							
Chiltern	1,405	460	1,865							
Milton Keynes	5,438	1,646	7,084							
South Buckinghamshire	946	363	1,309							
Wycombe	3,492	1,064	4,556							
East Sussex	22,089	6,796	28,885	11.7	9.2	14,607	4,270	18,877	6.4	5.3
Brighton	7,178	2,229	9,408							
Eastbourne	2,445	714	3,159							
Hastings	3,496	907	4,403							
Hove	3,272	1,136	4,408							
Lewes	2,044	640	2,684							
Rother	1,646	511	2,157							
Wealden	2,007	659	2,666							
Essex	41,832	13,502	55,334	10.2	8.3	15,963	5,301	21,264	7.5	6.4
Basildon	5,221	1,678	6,899							
Braintree	2,983	1,064	4,047							
Brentwood	1,390	424	1,814							
Castle Point	2,314	769	3,083							
Chelmsford	3,213	1,197	4,410							
Colchester	3,602	1,279	4,881							
Epping Forest	2,649	1,033	3,682							
Harlow	2,544	941	3,485							
Maldon	1,267	400	1,667							
Rochford	1,688	537	2,225							
Southend-on-Sea	5,709	1,576	7,285							
Tendring	3,882	1,054	4,936							
Thurrock	4,248	1,143	5,391							
Uttlesford	1,122	407	1,529							
Greater London	275,231	97,478	372,709	10.1	8.9	15,963	5,301	21,264	7.5	6.4
Barking and Dagenham	5,520	1,525	7,045							
Barnet	7,631	3,057	10,688							
Bexley	6,112	2,147	8,259							
Brent	11,861	4,380	16,241							
Bromley	6,623	2,376	8,999							
Camden	8,437	3,509	11,946							
City of London	80	28	108							
City of Westminster	6,303	2,625	8,928							
Croydon	9,914	3,312	13,226							
Ealing	9,918	3,615	13,533							
Enfield	9,005	3,062	12,067							
Greenwich	10,307	3,187	13,494							
Hackney	13,815	4,701	18,516							
Hammersmith and Fulham	7,834	3,014	10,848							
Haringey	13,328	4,815	18,143							
Harrow	4,680	1,913	6,593							
Havering	5,804	1,849	7,653							
Hillingdon	5,674	1,850	7,524							
Hounslow	6,178	2,447	8,625							
Islington	10,797	4,224	15,021							
Kensington and Chelsea	4,480	2,148	6,628							
Kingston-upon-Thames	2,962	1,114	4,076							
Lambeth	16,377	5,912	22,289							
Lewisham	12,963	4,512	17,475							
Merton	5,043	1,827	6,870							
Newham	13,087	3,826	16,913							
Redbridge	6,602	2,416	9,018							
Richmond-upon-Thames	3,449	1,534	4,983							
Southwark	14,324	4,708	19,032							

2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at November 14, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †	
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce
Dorset	18,754	5,693	24,447	10.3	8.4	South Kesteven	2,099	715	2,814	
Bournemouth	6,461	1,827	8,288			West Lindsey	1,791	690	2,481	
Christchurch	963	284	1,247			Northamptonshire	14,821	5,035	19,856	7.9
East Dorset	1,436	468	1,904			Corby	2,124	648	2,772	6.9
North Dorset	854	332	1,186			Daventry	1,106	483	1,589	
Poole	4,333	1,118	5,451			East Northamptonshire	1,275	508	1,783	
Purbeck	991	347	1,338			Kettering	1,946	602	2,548	
West Dorset	1,634	572	2,206			Northampton	5,501	1,732	7,233	
Weymouth and Portland	2,082	745	2,827			South Northamptonshire	1,098	423	1,521	
Gloucestershire	12,922	4,072	16,994	7.4	6.4	Wellingborough	1,770	639	2,409	
Cheltenham	2,713	687	3,400			Nottinghamshire	35,912	10,398	46,310	10.6
Cotswold	1,246	439	1,685			Ashfield	3,719	980	4,699	9.3
Forest of Dean	1,668	595	2,263			Bassettlaw	3,114	1,117	4,231	
Gloucester	3,235	854	4,089			Broxtowe	2,541	852	3,393	
Stroud	2,485	914	3,399			Gedling	2,631	968	3,599	
Tewkesbury	1,575	583	2,158			Mansfield	3,685	1,007	4,692	
Somerset	11,259	3,966	15,225	8.6	7.0	Newark	2,911	851	3,762	
Mendip	2,407	821	3,228			Nottingham	15,154	3,886	19,040	
Sedgemoor	2,693	934	3,627			Rushcliffe	2,157	737	2,894	
South Somerset	3,140	1,196	4,336			YORKSHIRE AND HUMBERSIDE				
Taunton Deane	2,252	745	3,097			Humberside	31,872	8,975	40,847	11.0
West Somerset	767	270	1,037			Beverley	2,021	806	2,827	9.5
Wiltshire	12,940	4,494	17,434	7.5	6.4	Boothferry	1,687	554	2,241	
Kennet	1,263	468	1,731			Cleethorpes	2,320	631	2,951	
North Wiltshire	2,168	913	3,081			East Yorkshire	2,033	786	2,819	
Salisbury	2,187	770	2,957			Glanford	1,613	549	2,162	
Thamesdown	5,036	1,537	6,573			Great Grimsby	4,187	990	5,177	
West Wiltshire	2,286	806	3,092			Holderness	1,282	477	1,759	
WEST MIDLANDS						Kingston-upon-Hull	14,229	3,546	17,775	
Hereford and Worcester	16,049	5,599	21,648	8.7	7.0	Scunthorpe	2,500	636	3,136	
Bromsgrove	2,127	712	2,839			North Yorkshire	13,276	4,984	18,260	6.6
Hereford	1,501	592	2,093			Craven	770	299	1,069	5.3
Leominster	753	255	1,008			Hambleton	1,173	498	1,671	
Malvern Hills	1,626	539	2,165			Harrogate	2,045	728	2,773	
Redditch	2,261	796	3,057			Richmondshire	565	333	898	
South Herefordshire	839	362	1,201			Ryedale	1,045	433	1,478	
Worcester	2,446	704	3,150			Scarborough	3,220	1,138	4,358	
Wychevon	1,867	719	2,586			Selby	1,531	721	2,252	
Wyre Forest	2,629	920	3,549			York	2,927	834	3,761	
Shropshire	9,476	3,309	12,785	8.3	6.8	South Yorkshire	54,864	15,307	70,171	13.7
Bridgnorth	925	351	1,276			Barnsley	8,764	2,339	11,103	11.9
North Shropshire	914	348	1,262			Doncaster	12,415	3,591	16,006	
Oswestry	721	271	992			Rotherham	10,305	2,986	13,291	
Shrewsbury and Atcham	1,984	684	2,668			Sheffield	23,380	6,391	29,771	
South Shropshire	725	284	1,009			West Yorkshire	68,340	19,834	88,174	9.6
The Wrekin	4,207	1,371	5,578			Bradford	17,668	4,660	22,328	8.4
Staffordshire	27,962	9,340	37,302	9.0	7.8	Calderdale	6,046	1,888	7,934	
Cannock Chase	2,856	927	3,783			Kirklees	10,947	3,981	14,928	
East Staffordshire	2,827	920	3,747			Leeds	23,691	6,967	30,658	
Lichfield	2,159	761	2,920			Wakefield	9,988	2,938	12,926	
Newcastle-under-Lyme	2,998	1,055	4,053			NORTH WEST				
South Staffordshire	2,566	927	3,493			Cheshire	25,990	8,169	34,159	8.4
Stafford	2,398	863	3,261			Chester	3,185	923	4,108	7.4
Staffordshire Moorlands	1,672	656	2,328			Congleton	1,537	662	2,199	
Stoke-on-Trent	7,911	2,296	10,207			Crewe and Nantwich	2,794	1,041	3,835	
Tamworth	2,575	915	3,490			Ellesmere Port and Neston	2,561	726	3,287	
Warwickshire	11,830	4,374	16,204	8.0	6.8	Halton	5,519	1,496	7,015	
North Warwickshire	1,488	583	2,071			Macclesfield	2,509	886	3,395	
Nuneaton and Bedworth	3,733	1,191	4,924			Vale Royal	2,760	950	3,710	
Rugby	2,071	914	2,985			Warrington	5,125	1,485	6,610	
Stratford-on-Avon	1,778	681	2,459			Greater Manchester	95,079	27,543	122,622	10.9
Warwick	2,760	1,005	3,765			Bolton	8,916	2,526	11,442	9.6
West Midlands	116,907	34,544	151,451	12.4	11.0	Bun	4,315	1,370	5,685	
Birmingham	51,669	14,744	66,413			Manchester	25,849	6,675	32,524	
Coventry	13,659	4,134	17,793			Oldham	7,641	2,410	10,051	
Dudley	10,107	3,151	13,258			Rochdale	7,453	2,056	9,509	
Sandwell	13,369	4,059	17,428			Salford	9,824	2,432	12,256	
Solihull	5,844	2,097	7,941			Stockport	7,072	2,238	9,310	
Walsall	10,482	2,961	13,443			Tameside	7,423	2,348	9,771	
Wolverhampton	11,777	3,398	15,175			Trafford	6,466	2,052	8,518	
EAST MIDLANDS						Wigan	10,129	3,436	13,565	
Derbyshire	27,189	8,983	36,172	9.7	8.3	Lancashire	38,939	11,225	50,164	9.1
Amber Valley	2,580	927	3,507			Blackburn	5,162	1,254	6,416	7.7
Bolsover	2,358	699	3,057			Blackpool	5,523	1,415	6,938	
Chesterfield	3,578	1,090	4,668			Burnley	2,743	854	3,597	
Derby	8,767	2,588	11,355			Chorley	2,127	808	2,935	
Derbyshire Dales	1,033	457	1,490			Fylde	953	266	1,219	
Erewash	2,799	949	3,748			Huddersfield	1,959	575	2,534	
High Peak	1,869	742	2,611			Lancaster	3,794	1,203	4,997	
North East Derbyshire	2,761	995	3,756			Pendle	2,024	586	2,610	
South Derbyshire	1,444	536	1,980			Preston	4,876	1,135	6,011	
Leicestershire	23,489	7,707	31,196	8.1	7.0	Ribble Valley	598	265	863	
Blaby	1,522	534	2,056			Rossendale	1,608	456	2,064	
Charnwood	2,816	1,091	3,907			South Ribble	2,083	654	2,737	
Harborough	1,020	358	1,378			West Lancashire	3,469	1,219	4,688	
Hinckley and Bosworth	1,755	655	2,410			Wyre	2,020	535	2,555	
Leicester	12,484	3,651	16,135			Merseyside	73,296	20,188	93,484	16.5
Melton	689	271	960			Knowsley	10,033	2,453	12,486	14.5
North West Leicestershire	1,867	581	2,448			Liverpool	30,761	8,360	39,121	
Oadby and Wigston	937	367	1,304			Sefton	11,574	3,311	14,885	
Rutland	399	199	598			St Helens	7,099	2,105	9,204	
Lincolnshire	14,663	5,194	19,857	9.2	7.5	Wirral	13,629	3,959	17,588	
Boston	1,179	413	1,592			NORTH				
East Lindsey	3,641	1,346	4,987			Cleveland	25,114	6,669	31,783	14.0
Lincoln	3,431	1,018	4,449			Hartlepool	4,392	1,040	5,432	12.4
North Kesteven	1,397	579	1,976			Langbaugh	6,113	1,591	7,704	
South Holland	1,125	433	1,558							

UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at November 14, 1991

	Male	Female	All	Rate †		Male	Female	All	Rate †	
				per cent employees and unemployed	per cent workforce				per cent employees and unemployed	per cent workforce
Middlesex	7,501	1,974	9,475			Central Region	8,367	2,812	11,179	10.4
Stockton-on-Tees	7,108	2,064	9,172			Clackmannan	1,646	513	2,159	9.1
Cumbria	11,462	3,947	15,409	7.1	6.0	Falkirk	4,554	1,558	6,112	
Allerdale	2,608	991	3,599			Stirling	2,167	741	2,908	
Barrow-in-Furness	2,476	834	3,310			Dumfries and Galloway Region	3,597	1,579	5,176	9.2
Carlisle	2,390	766	3,156			Annandale and Eskdale	720	331	1,051	7.4
Copeland	2,150	682	2,832			Nithsdale	1,481	607	2,088	
Eden	583	214	797			Stewartry	421	222	643	
South Lakeland	1,255	460	1,715			Wigtown	975	419	1,394	
Durham	19,707	6,040	25,747	12.2	10.5	Fife Region	10,713	3,807	14,520	11.7
Chester-le-Street	1,590	506	2,096			Dunfermline	4,082	1,306	5,388	10.1
Darlington	3,392	1,014	4,406			Kirkcaldy	5,492	1,941	7,433	
Derwentside	3,358	924	4,282			North East Fife	1,139	560		

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at November 14, 1991

	Male	Female	All		Male	Female	All
SOUTH EAST				Newham North West	4,140	1,307	5,447
Bedfordshire				Newham South	4,224	1,092	5,316
Luton South	4,569	1,146	5,715	Norwood	5,267	1,976	7,243
Mid Bedfordshire	2,165	789	2,954	Old Bexley and Sidcup	1,235	492	1,727
North Bedfordshire	2,995	916	3,911	Orpington	1,487	521	2,008
North Luton	3,127	953	4,080	Peckham	5,392	1,747	7,139
South West Bedfordshire	2,667	903	3,570	Putney	2,586	989	3,575
Berkshire				Ravensbourne	1,323	490	1,813
East Berkshire	2,456	829	3,285	Richmond-upon-Thames and Barnes	1,783	818	2,601
Newbury	2,091	650	2,741	Romford	1,857	583	2,440
Reading East	2,849	734	3,583	Ruislip-Northwood	1,237	448	1,735
Reading West	2,213	565	2,778	Southwark and Bermondsey	5,504	1,629	7,133
Slough	3,597	1,226	4,823	Streatham	4,446	1,631	6,077
Windsor and Maidenhead	1,789	686	2,475	Surbiton	1,202	463	1,665
Wokingham	1,773	534	2,307	Sutton and Cheam	1,791	591	2,382
Buckinghamshire				Tooting	4,092	1,565	5,657
Aylesbury	2,583	849	3,432	Tottenham	7,916	2,490	10,406
Beaconsfield	1,333	496	1,829	Twickenham	1,666	716	2,382
Buckingham	1,982	656	2,638	Upminster	2,016	665	2,681
Chesham and Amersham	1,409	466	1,875	Uxbridge	2,050	640	2,690
Milton Keynes	4,699	1,431	6,130	Vauxhall	6,644	2,305	8,949
Wycombe	2,605	745	3,350	Walthamstow	3,504	1,097	4,601
East Sussex				Wanstead and Woodford	1,564	670	2,234
Bexhill and Battle	1,492	454	1,946	Westminster North	4,021	1,706	5,727
Brighton Kempdown	3,634	1,016	4,650	Wimbledon	2,954	808	3,762
Brighton Pavilion	3,545	1,213	4,758	Woolwich	4,406	1,302	5,708
Eastbourne	2,632	785	3,417	Hampshire			
Hastings and Rye	3,843	1,026	4,869	Aldershot	2,396	805	3,201
Hove	3,272	1,136	4,408	Basingstoke	2,789	771	3,560
Lewes	2,104	672	2,776	East Hampshire	1,980	665	2,645
Wealden	1,567	494	2,061	Eastleigh	3,042	764	3,806
Essex				Fareham	2,088	682	2,770
Basildon	3,794	1,190	4,984	Gosport	2,389	920	3,309
Billerica	2,305	747	3,052	Havant	3,562	831	4,393
Braintree	2,648	949	3,597	New Forest	1,861	503	2,364
Brentwood and Ongar	1,713	531	2,244	North West Hampshire	1,691	551	2,242
Castle Point	2,314	769	3,083	Portsmouth North	3,328	837	4,165
Chelmsford	2,440	887	3,327	Portsmouth South	4,756	1,371	6,127
Epping Forest	2,010	814	2,824	Romsey and Waterside	2,439	646	3,085
Harlow	2,860	1,053	3,913	Southampton Itchen	4,272	1,016	5,288
Harwich	3,329	882	4,211	Southampton Test	3,898	923	4,821
North Colchester	2,541	873	3,414	Winchester	1,674	483	2,157
Rochford	2,097	703	2,800	Hertfordshire			
Saffron Walden	1,821	666	2,487	Broxbourne	2,476	1,079	3,555
South Colchester and Maldon	2,881	978	3,859	Hertford and Stortford	1,988	710	2,698
Southend East	3,200	917	4,117	Hertsmer	2,173	731	2,904
Southend West	2,509	659	3,168	North Hertfordshire	2,791	952	3,743
Thurrock	3,370	884	4,254	South West Hertfordshire	1,800	557	2,357
Greater London				St Albans	1,949	655	2,604
Barking	2,820	756	3,576	Stevenage	3,080	948	4,028
Battersea	4,255	1,621	5,876	Watford	2,602	847	3,449
Beckenham	2,304	840	3,144	Welwyn Hatfield	2,451	769	3,220
Bethnal Green and Stepney	5,542	1,447	6,989	West Hertfordshire	2,470	800	3,270
Bexleyheath	1,908	706	2,614	Isle of Wight			
Bow and Poplar	5,583	1,625	7,208	Isle of Wight	4,271	1,510	5,781
Brent East	4,672	1,812	6,484	Kent			
Brent North	2,440	1,051	3,491	Ashford	2,247	711	2,958
Brent South	4,749	1,717	6,466	Canterbury	2,390	701	3,091
Brentford and Isleworth	2,790	1,152	3,942	Dartford	2,493	758	3,251
Carshalton and Wallington	2,256	688	2,944	Dover	2,622	805	3,427
Chelsea	1,703	878	2,581	Faversham	3,814	1,163	4,977
Chingford	2,136	797	2,933	Cheltenham	2,824	677	3,501
Chipping Barnet	1,712	649	2,361	Cirencester and Tewkesbury	3,107	1,012	4,119
Chislehurst	1,509	525	2,034	Gloucester	3,388	1,027	4,415
City of London				Gloucester	3,359	707	4,066
and Westminster South	2,362	947	3,309	Stroud	3,337	1,046	4,383
Croydon Central	2,554	726	3,280	West Gloucestershire	2,907	940	3,847
Croydon North East	2,837	1,010	3,847	North Thanet	3,325	880	4,205
Croydon North West	3,014	1,051	4,065	Sevenoaks	1,698	546	2,244
Croydon South	1,509	525	2,034	South Thanet	2,644	789	3,433
Dagenham	2,700	789	3,489	Tonbridge and Malling	2,220	707	2,927
Dulwich	3,428	1,332	4,760	Tunbridge Wells	1,721	548	2,269
Ealing North	3,021	1,026	4,047	Oxfordshire			
Ealing Acton	3,070	1,225	4,295	Banbury	2,543	843	3,386
Ealing Southall	3,827	1,364	5,191	Henley	1,460	450	1,910
Edmonton	3,521	1,080	4,601	Oxford East	3,033	778	3,811
Eltham	2,717	816	3,533	Oxford West and Abingdon	1,843	558	2,401
Enfield North	3,233	1,098	4,331	Wantage	1,581	479	2,060
Enfield Southgate	2,251	884	3,135	Witney	1,773	612	2,385
Erith and Crayford	2,969	949	3,918	Surrey			
Feltham and Heston	3,388	1,295	4,683	Chertsey and Walton	1,705	546	2,251
Finchley	2,035	903	2,938	East Surrey	1,153	364	1,517
Fulham	3,393	1,424	4,817	Epsom and Ewell	1,438	443	1,881
Greenwich	3,184	1,069	4,253	Esher	1,177	385	1,562
Hackney North and Stoke Newington	6,503	2,291	8,794	Guildford	1,727	513	2,240
Hackney South and Shoreditch	7,312	2,410	9,722	Mole Valley	1,134	362	1,496
Hammersmith	4,441	1,590	6,031	North West Surrey	1,860	582	2,442
Hampstead and Highgate	3,303	1,608	4,911	Reigate	1,637	487	2,124
Harrow East	2,767	1,100	3,867	South West Surrey	1,527	445	1,972
Harrow West	1,913	813	2,726	Spelthorne	1,705	598	2,303
Hayes and Harlington	2,337	762	3,099	Woking	1,846	590	2,436
Hendon North	2,080	777	2,857	West Sussex			
Hendon South	1,804	728	2,532	Arundel	2,597	624	3,221
Holborn and St Pancras	5,134	1,901	7,035	Chichester	1,869	509	2,378
Hornchurch	1,931	601	2,532	Crawley	2,349	811	3,160
Hornsey and Wood Green	5,412	2,325	7,737	Horsham	1,954	646	2,600
Ilford North	1,974	739	2,713	Mid Sussex	1,580	501	2,081
Ilford South	3,064	1,007	4,071	Shoreham	1,878	531	2,409
Islington North	6,071	2,409	8,480	Worthing	2,380	648	3,028
Islington South and Finsbury	4,726	1,815	6,541	East Anglia			
Kensington	2,777	1,270	4,047	Cambridgeshire			
Kingston-upon-Thames	1,760	651	2,411	Cambridge	2,347	742	3,089
Lewisham East	3,342	1,095	4,437	Huntingdon	2,357	952	3,309
Lewisham West	4,172	1,470	5,642	North East Cambridgeshire	2,689	913	3,602
Lewisham Deptford	5,449	1,947	7,396	Peterborough	5,083	1,353	6,436
Leyton	4,378	1,425	5,803				
Mitcham and Morden	3,089	1,019	4,108				
Newham North East	4,723	1,427	6,150				

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at November 14, 1991

	Male	Female	All		Male	Female	All
South East Cambridgeshire	1,405	566	1,971	Warwickshire			
South West Cambridgeshire	2,082	775	2,857	North Warwickshire	2,594	964	3,558
Norfolk				Nuneaton	2,768	897	3,665
Great Yarmouth	3,582	1,358	4,940	Rugby and Kenilworth	2,274	970	3,244
Mid Norfolk	1,733	572	2,305	Stratford-on-Avon	1,778	681	2,459
North Norfolk	1,830	596	2,426	Warwick and Leamington	2,416	862	3,278
North West Norfolk	2,454	712	3,166	West Midlands			
Norwich North	2,192	620	2,812	Aldridge-Brownhills	2,369	813	3,182
Norwich South	3,351	910	4,261	Birmingham Edgbaston	3,159	1,051	4,210
South Norfolk	1,644	577	2,221	Birmingham Erdington	4,785	1,311	6,096
South West Norfolk	2,208	874	3,082	Birmingham Hall Green	3,451	1,014	4,465
Suffolk				Birmingham Hodge Hill	4,580	1,198	5,778
Bury St Edmunds	2,024	803	2,827	Birmingham Ladywood	5,939	1,664	7,603
Central Suffolk	1,942	731	2,673	Birmingham Northfield	4,732	911	5,643
Ipswich	2,808	769	3,577	Birmingham Perry Barr	4,750	1,383	6,133
South Suffolk	2,297	814	3,111	Birmingham Small Heath	6,425	1,498	7,923
Suffolk Coastal	1,637	574	2,211	Birmingham Sparkbrook	5,456	1,314	6,770
Waveney	2,799	1,077	3,876	Birmingham Yardley	2,862	898	3,760
SOUTH WEST				Birmingham Selly Oak	3,648	1,262	4,910
Avon				Covenry North East	4,742	1,343	6,085
Bath	2,731	917	3,648	Covenry North West	2,738	911	3,649
Bristol East	3,685	1,097	4,782	Covenry South East	3,599	1,032	4,631
Bristol North West	3,655	999	4,654	Covenry South West	2,580	848	3,428
Bristol South	4,852	1,340	6,192	Dudley East	4,231	1,197	5,428
Bristol West	4,517	1,664	6,181	Dudley West	3,260	1,064	4,324
Kingswood	2,914	853	3,767	Halesowen and Stourbridge	2,616	890	3,506
Northavon	2,520	872	3,392	Meriden	3,912	1,261	5,173
Wansdyke	2,046	650	2,696	Solihull	1,932	836	2,768
Weston-super-Mare	2,814	927	3,741	Sutton Coldfield	1,890	787	2,677
Woodspring	1,877	713	2,590	Walsall North	4,144	1,054	5,198
Cornwall				Walsall South	3,969	1,094	5,063

2.10 UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies at November 14, 1991

	Male	Female	All		Male	Female	All				
South Yorkshire											
Barnsley Central	3,213	788	4,001	Liverpool Mossley Hill	4,289	1,301	5,590				
Barnsley East	2,909	714	3,623	Liverpool Riverside	6,116	1,691	7,807				
Barnsley West and Penistone	2,642	837	3,479	Liverpool Walton	6,007	1,545	7,552				
Don Valley	3,602	1,053	4,655	Liverpool West Derby	5,104	1,293	6,397				
Doncaster Central	4,330	1,237	5,567	Southport	2,451	797	3,248				
Doncaster North	4,483	1,301	5,784	St Helens North	3,237	1,022	4,259				
Rother Valley	3,035	994	4,029	St Helens South	3,862	1,083	4,945				
Rotherham	3,894	1,047	4,941	Wallasey	4,089	1,177	5,266				
Sheffield Central	5,927	1,478	7,405	Wirral South	1,961	730	2,691				
Sheffield Attercliffe	3,347	897	4,244	Wirral West	2,189	755	2,944				
Sheffield Brightside	4,679	1,065	5,744	NORTH							
Sheffield Hallam	2,236	895	3,121	Cleveland							
Sheffield Heeley	4,200	1,124	5,324	Hartlepool	4,392	1,040	5,432				
Sheffield Hillsborough	2,991	942	3,933	Langbaugh	3,726	1,124	4,850				
Wentworth	3,376	945	4,321	Middlesbrough	5,114	1,283	6,397				
West Yorkshire											
Batley and Spen	2,833	839	3,672	Redcar	4,091	964	5,055				
Bradford North	4,781	1,162	5,943	Stockton North	4,295	1,171	5,466				
Bradford South	3,453	905	4,358	Stockton South	3,496	1,067	4,563				
Bradford West	5,228	1,271	6,499	Cumbria							
Calder Valley	2,448	852	3,300	Barrow and Furness	2,781	948	3,729				
Colne Valley	2,119	739	2,858	Carlisle	1,962	594	2,556				
Dewsbury	2,790	821	3,611	Copeland	2,150	682	2,832				
Elmet	1,791	613	2,404	Penrith and the Border	1,367	538	1,905				
Halifax	3,598	1,036	4,634	Westmorland	1,967	362	2,329				
Hemsworth	2,662	787	3,449	Workington	2,205	823	3,028				
Huddersfield	3,205	982	4,187	Durham							
Keighley	2,261	774	3,035	Bishop Auckland	2,990	889	3,879				
Leeds Central	5,097	1,236	6,333	City of Durham	2,410	814	3,224				
Leeds East	4,260	1,006	5,266	Darlington	3,163	942	4,105				
Leeds North East	2,537	848	3,385	Easington	2,742	724	3,466				
Leeds North West	2,012	760	2,772	North Durham	3,214	943	4,157				
Leeds West	3,314	990	4,304	North West Durham	2,979	983	3,962				
Morley and Leeds South	2,525	775	3,300	Sedgefield	2,209	745	2,954				
Normanton	1,906	697	2,603	Northumberland							
Pontefract and Castleford	2,956	779	3,735	Berwick-upon-Tweed	1,730	600	2,330				
Pudsey	1,705	592	2,297	Blyth Valley	2,752	820	3,572				
Shipley	1,945	548	2,493	Hexham	1,172	479	1,651				
Wakefield	2,914	822	3,736	Wansbeck	2,820	825	3,645				
NORTH WEST											
Cheshire											
City of Chester	2,679	709	3,388	Tyne and Wear							
Congleton	1,636	707	2,343	Blaydon	2,603	676	3,279				
Crewe and Nantwich	2,695	996	3,691	Gateshead East	3,384	971	4,355				
Edisbury	2,230	804	3,034	Houghton and Washington	3,899	1,044	4,943				
Ellesmere Port and Neston	2,788	814	3,602	Jarrow	3,648	724	4,372				
Halton	4,360	1,204	5,564	Newcastle upon Tyne Central	3,193	1,007	4,200				
Macclesfield	1,595	589	2,184	Newcastle upon Tyne East	3,872	1,028	4,900				
Tatton	1,723	569	2,292	Newcastle upon Tyne North	3,302	881	4,183				
Warrington North	3,329	902	4,231	South Shields	3,899	1,171	5,070				
Warrington South	2,955	875	3,830	Sunderland North	5,570	1,165	6,735				
Greater Manchester											
Altrincham and Sale	1,818	641	2,459	Sunderland South	4,431	1,173	5,604				
Ashton-under-Lyne	2,745	839	3,584	Tyne Bridge	5,527	1,227	6,754				
Bolton North East	2,795	743	3,538	Tynemouth	3,096	896	3,992				
Bolton South East	3,627	956	4,583	Wallsend	3,855	1,081	4,936				
Bolton West	2,494	827	3,321	WALES							
Bury North	2,118	580	2,698	Ciwyd							
Bury South	2,197	790	2,987	Alyn and Deeside	1,896	615	2,511				
Cheadle	1,313	519	1,832	Ciwyd North West	2,715	755	3,470				
Davyhulme	2,362	798	3,160	Ciwyd South West	1,761	592	2,353				
Denton and Reddish	3,366	1,012	4,378	Delyn	1,934	585	2,519				
Eccles	3,006	794	3,800	Wrexham	2,476	728	3,204				
Hazel Grove	1,661	562	2,223	Dyfed							
Heywood and Middleton	3,102	894	3,996	Carmarthen	2,116	679	2,795				
Leigh	3,032	991	4,023	Ceredigion and Pembroke North	1,891	708	2,599				
Littleborough and Saddleworth	2,022	698	2,720	Llanelli	2,520	786	3,306				
Makerfield	2,692	1,001	3,693	Pembroke	3,829	1,155	4,984				
Manchester Central	7,027	1,567	8,594	Gwent							
Manchester Blackley	4,064	997	5,061	Blaenau Gwent	2,613	474	3,087				
Manchester Gorton	4,104	1,141	5,245	Islwyn	1,796	414	2,210				
Manchester Withington	3,921	1,231	5,152	Monmouth	1,577	516	2,093				
Manchester Wythenshawe	4,029	944	4,973	Newport East	2,818	749	3,567				
Oldham Central and Royton	3,724	1,032	4,756	Newport West	2,785	742	3,527				
Oldham West	2,592	880	3,472	Torfaen	3,080	835	3,915				
Rochdale	3,654	962	4,616	Gwynedd							
Salford East	4,475	997	5,472	Caernarfon	2,350	783	3,133				
Stalybridge and Hyde	3,267	964	4,231	Conwy	2,213	710	2,923				
Stockport	2,143	690	2,833	Meirionnydd Nant Conwy	1,250	515	1,765				
Stretford	4,981	1,408	6,389	Ynys Mon	2,668	908	3,576				
Wigan	3,683	1,188	4,871	Mid Glamorgan							
Worsley	3,065	897	3,962	Bridgend	2,283	759	3,042				
Lancashire											
Blackburn	4,233	921	5,154	Caerphilly	3,397	714	4,111				
Blackpool North	2,761	685	3,446	Cynon Valley	2,792	581	3,373				
Blackpool South	2,762	730	3,492	Merthyr Tydfil and Rhymney	3,292	630	3,922				
Burnley	2,743	854	3,597	Ogmore	2,583	666	3,249				
Chorley	2,242	872	3,114	Pontypridd	2,622	694	3,316				
Fylde	1,185	341	1,526	Rhondda	3,276	678	3,954				
Hyndburn	1,959	575	2,534	Powys							
Lancaster	1,733	570	2,303	Brecon and Radnor	1,193	470	1,663				
Morecambe and Lunesdale	2,230	683	2,913	Montgomery	960	337	1,297				
Pendle	2,024	586	2,610	South Glamorgan							
Preston	4,247	917	5,164	Cardiff Central	3,559	983	4,542				
Ribble Valley	995	408	1,403	Cardiff North	1,654	436	2,090				
Rossendale and Darwen	2,537	789	3,326	Cardiff South and Penarth	3,444	682	4,126				
South Ribble	2,083	654	2,737	Cardiff West	3,654	804	4,458				
West Lancashire	3,354	1,155	4,509	Vale of Glamorgan	2,931	764	3,695				
Wyre	1,851	485	2,336	West Glamorgan							
Merseyside											
Birkenhead	5,590	1,297	6,887	Aberavon	2,060	474	2,534				
Bootle	6,230	1,417	7,647	Gower	1,815	526	2,341				
Crosby	2,893	1,097	3,990	Neath	2,191	538	2,729				
Knowsley North	5,031	1,150	6,181	Swansea East	3,019	640	3,659				
Knowsley South	5,002	1,303	6,305	Swansea West	3,258	800	4,058				
Liverpool Broadgreen	4,875	1,389	6,264								
Liverpool Garston	4,370	1,141	5,511								

UNEMPLOYMENT 2.10 Area statistics

Unemployment in Parliamentary constituencies at November 14, 1991

	Male	Female	All		Male	Female	All				
SCOTLAND											
Dumbarton	2,868	862	3,730	Borders Region							
East Kilbride	2,392	857	3,249	Roxburgh and Berwickshire	987	376	1,363				
Eastwood	1,625	570	2,195	Tweeddale, Ettrick and Lauderdale	951	377	1,328				
Glasgow Cathcart	2,035	564	2,599	Central Region							
Glasgow Central	4,082	1,061	5,143	Clackmannan	2,180	702	2,882				
Glasgow Garscadden	3,173	737	3,910	Falkirk East	2,210	755	2,965				
Glasgow Govan	3,123	812	3,935	Falkirk West	2,140	700	2,840				
Glasgow Hillhead	2,904	1,230	4,134	Stirling	1,837	655	2,492				
Glasgow Maryhill	4,291	1,204	5,495	Dumfries and Galloway Region							
Glasgow Pollock	3,712	914	4,626	Dumfries	1,818	765	2,583				
Glasgow Provan	4,404	954	5,358	Galloway and Upper Nithsdale	1,779	814	2,593				
Glasgow Rutherglen	3,486	925	4,411	Fife Region							
Glasgow Shettleston	3,775	947	4,722	Central Fife	2,652	1,000	3,652				
Glasgow Springburn	4,561	1,159	5,720	Dunfermline East	2,300	717	3,017				
Greenock and Port Glasgow	3,879	866	4,745	Dunfermline West	2,034	648	2,682				
Hamilton	3,158	862	4,020	Kirkcaldy	2,588	882	3,470				
Kilmarnock and Loudoun	3,226	1,059	4,285	North East Fife	1,139	560	1,699				
Monklands East	2,830	719	3,549	Grampian Region							
Monklands West	2,132	578	2,710	Aberdeen North	1,742	472	2,214				
Motherwell North	3,031	776	3,807	Aberdeen South	1,455	444	1,899				
Motherwell South	2,735	724	3,459	Banff and Buchan	1,225	516	1,741				
Paisley North	2,591	713	3,304	Gordon	826	427	1,253				
Paisley South	2,457	666	3,123	Kincardine and Deeside	755	365	1,120				
Ranfrew West and Inverclyde	1,502	604	2,106	Moray	1,556	811	2,367				
Strathkelvin and Bearsden	1,712	598	2,310	Highlands Region							
Tayside Region											
Angus East	1,794	746	2,540	Caitness and Sutherland	1,361	542	1,903				
Dundee East	3,439	1,111	4,550	Inverness, Nairn and Lochaber	2,654	1,090	3,744				
Dundee West	3,053	1,056	4,109	Ross, Cromarty and Skye	2,139	880	3,019				
North Tayside	1,116	573	1,689	Lothian Region							
Perth and Kinross	1,803	613	2,416	East Lothian	2,252	595	2,847				
Orkney and Shetland Isles											
	556	262	818	Edinburgh Central	2,676	905	3,581				
Western Isles											
	1,300	373	1,673	Edinburgh East	2,279	623	2,902				
NORTHERN IRELAND											
Belfast East	2,869	1,012	3,881	Edinburgh Leith	3,544	963	4,507				
Belfast North	5,316	1,435	6,751	Edinburgh Pentlands	1,889	583	2,472				
Belfast South	3,569	1,429	4,998	Edinburgh South	2,071	697	2,768				
Belfast West	7,801	1,465	9,266	Edinburgh West	1,403	383	1,786				
East Antrim	3,762	1,291	5,053	Linlithgow	2,413	661</					

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
MALE AND FEMALE														
1990 Nov 8	786	616	29	85	163	37	85	164	38	117	144	1,648	—	1,648
1990 Dec 13	670	526	24	76	139	44	72	152	31	84	110	1,402	—	1,402
1991 Jan 10	619	472	19	63	141	46	62	158	33	78	111	1,330	—	1,330
1991 Feb 7	598	449	23	62	139	49	58	147	35	76	110	1,297	—	1,297
1991 Mar 14	611	434	22	67	144	51	63	152	38	71	110	1,329	—	1,329
1991 Apr 11	367	256	9	30	87	17	19	50	6	33	36	654	—	654
1991 May 9	376	270	7	33	61	17	32	56	13	25	37	657	—	657
1991 June 13	274	205	12	31	84	23	29	65	19	36	118	691	—	691
1991 July 11	834	520	47	218	294	146	232	342	203	195	242	2,753	—	2,753
1991 Aug 8	892	568	54	196	286	153	218	297	166	191	200	2,653	—	2,653
1991 Sept 12	827	505	55	192	293	167	194	433	195	167	131	2,654	—	2,654
1991 Oct 10	499	362	23	64	110	47	75	78	46	43	57	1,042	—	1,042
1991 Nov 14	425	303	19	51	108	38	68	73	35	34	47	898	—	898

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

2.14 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
MALE AND FEMALE														
1990 Nov 8	69	39	17	13	246	75	349	212	165	118	792	2,056	502	2,558
1990 Dec 13	76	32	20	39	379	205	1,140	214	171	140	1,007	3,391	478	3,869
1991 Jan 10	119	39	22	98	686	319	943	1,182	275	281	1,446	5,371	1,578	6,949
1991 Feb 7	279	89	42	94	1,316	292	923	669	248	247	1,657	5,767	1,382	7,149
1991 Mar 14	287	134	68	59	6,694	647	1,035	1,256	250	456	1,688	12,440	1,946	14,386
1991 Apr 11	227	119	35	57	2,393	449	1,130	1,493	160	500	1,999	8,443	1,645	10,088
1991 May 9	175	131	33	47	1,981	399	872	780	130	259	1,106	5,782	1,344	7,126
1991 June 13	325	224	35	38	2,097	291	633	514	133	141	876	5,083	1,045	6,128
1991 July 11	615	91	93	22	1,775	188	556	482	108	250	938	5,027	838	5,865
1991 Aug 8	290	161	21	47	1,164	234	771	442	83	162	777	3,991	820	4,811
1991 Sept 12	138	97	48	35	710	593	752	872	105	215	723	4,191	702	4,893
1991 Oct 10	175	51	32	47	1,369	266	425	530	63	132	1,182	4,221	848	5,069
1991 Nov 14	233	46	46	296	1,166	164	442	481	137	154	1,668	4,787	700	5,487

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

UNEMPLOYMENT Rates by age 2.15 PER CENT

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

* Includes those aged under 18. These figures have been affected by the benefit regulations for under 18 year olds introduced in September 1988. See also note ** to tables 2.1 and 2.2.
Notes: 1 Unemployment rates by age are expressed as a percentage of the estimated workforce in the corresponding age groups at mid 1990 for 1990 and 1991 figures and at the corresponding mid-year for earlier years. These rates have been revised to take account of the 1989 Census Of Employment and 1990 Labour Force Survey and hence are consistent with the unadjusted rates shown in table 2.1.
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark §	Finland ††	France §	Germany † (FR)	Greece**
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED										
Monthly										
1990 Nov	1,728	630	188	346	1,217	268	124	2,583	1,685	169
Dec	1,850	705	216	356	1,262	273	146	2,616	1,784	185
1991 Jan	1,960	768	236	369	1,455	309	160	2,647	1,879	187
Feb	2,045	812	236	372	1,515	305	177	2,643	1,869	193
Mar	2,142	825	202	366	1,592	308	182	2,621	1,731	194
Apr	2,198	856	186	361	1,443	299	196	2,571	1,652	179
May	2,214	812	164	354	1,412	281	196	2,551	1,604	158
June	2,241	764	148	352	1,384	275	222	2,553	1,593	155
July	2,368	802	148	373	1,439	272	252	2,666	1,694	155
Aug	2,435	806	151	379	1,419	293	243	2,753	1,672	152
Sep	2,451	867	152	369	1,282	..	264	2,832	1,610	146
Oct	2,426	802	..	373	1,299	..	282	2,872	1,599	168
Nov	2,472	818	..	..	..	..	..	..	1,618	..
Percentage rate: latest month	8.7	9.6	4.8	12.8	9.4	10.5	11.2	10.0	6.0	4.3
latest month: change on a year ago	+2.6	+2.2	+0.2	+0.8	+1.2	+1.1	+6.9	+0.8	-0.4	+0.6
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED										
Annual averages										
1987	2,807	629	165	435	1,150	217	..	2,621	2,231	110
1988	2,275	575	159	398	1,031	238	..	2,564	2,234	109
1989	1,784	509	150	364	1,018	259	..	2,533	2,029	118
1990	1,662	590	169	348	1,110	267	106	2,505	1,870	140
Monthly										
1990 Nov	1,763	697	180	353	1,246	273	125	2,528	1,738	166
Dec	1,842	690	176	354	1,281	272	135	2,532	1,719	160
1991 Jan	1,892	712	171	355	1,321	271	147	2,542	1,676	152
Feb	1,980	738	181	360	1,399	274	160	2,587	1,678	158
Mar	2,091	777	175	357	1,442	278	177	2,603	1,661	171
Apr	2,174	844	186	361	1,398	285	194	2,637	1,671	174
May	2,241	804	189	361	1,413	289	212	2,689	1,689	174
June	2,300	793	194	..	1,453	292	230	2,721	1,688	175
July	2,369	832	193	..	1,449	296	248	2,763	1,708	177
Aug	2,425	841	195	..	1,462	301	262	2,746	1,709	179
Sep	2,457	872	189	..	1,410	..	271	2,772	1,701	176
Oct	2,425	860	..	..	1,420	..	276	2,796	1,695	185
Nov	2,513	901	..	..	..	..	..	..	1,679	..
Percentage rate: latest month	8.8	10.5	5.9	12.5	10.3	10.8	11.0	9.7	6.3	4.8
latest three months: change on previous three months	+0.4	+0.6	+2.1	+0.1	-0.1	+0.5	+2.0	+0.2	N/C	+0.1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)										
Latest month	Oct	Oct	..	Oct	Oct	..	Sep	Sep	Sep	..
Per cent	10.1	10.1	..	7.9	10.2	..	8.7	9.6	4.5	..

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

UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic **	Italy ††	Japan††	Luxembourg †	Netherlands §	Norway §	Portugal †	Spain**	Sweden §§	Switzerland §	United States §§
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED											
Monthly											
1990 Nov	223	4,070	1,260	2.3	330	80	304	2,348	88	19.6	7,211
Dec	233	4,090	1,190	2.3	338	89	304	2,351	82	22.6	7,343
1991 Jan	241	4,110	1,330	2.5	345	103	308	2,359	104	25.9	8,595
Feb	243	4,150	1,360	2.2	346	100	307	2,362	106	27.7	8,919
Mar	247	4,170	1,540	2.1	330	97	301	2,341	102	28.9	8,804
Apr	248	4,193	1,450	2.1	320	93	298	2,309	97	30.2	8,049
May	244	4,188	1,360	2.2	305	89	289	2,255	98	31.3	8,233
June	253	4,175	1,320	2.1	303	101	284	2,228	103	31.4	8,774
July	261	4,160	1,330	2.2	302	115	284	2,195	134	33.4	8,576
Aug	265	4,205	1,390	2.2	306	113	282	2,193	142	35.1	8,237
Sep	259	4,255	1,410	2.4	..	98	285	2,253	142	37.0	8,070
Oct	257	4,305	1,320	2.5	..	..	290	2,317	140	..	8,013
Nov	260	..	..	..	..	..	..	..	..	..	8,286
Percentage rate: latest month	19.5	18.7	2.0	1.6	4.4	4.6	6.4	16.3	3.1	1.3	6.6
latest month: change on a year ago	+2.4	+1.1	-0.2	+0.2	-0.5	+0.6	-0.2	+0.3	+1.3	+0.8	+0.8
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED											
Annual averages											
1987	247	3,317	1,729	2.7	..	32.3	319	2,924	84	21.9	7,412
1988	241	3,833	1,552	2.5	..	49.9	306	2,858	72	19.5	6,696
1989	232	3,951	1,417	2.3	..	83.5	312	2,550	62	15.1	6,521
1990	225	4,148	1,344	2.1	..	93.2	307	2,349	70	16.0	6,884
Monthly											
1990 Nov	228	4,087	1,340	2.2	..	84	307	2,321	89	19.7	7,337
Dec	228	4,157	1,320	2.1	..	87	303	2,312	88	21.0	7,600
1991 Jan	232	4,082	1,300	2.2	..	86	296	2,288	92	21.8	7,715
Feb	237	4,056	1,290	2.0	..	87	291	2,291	105	24.6	8,158
Mar	243	4,076	1,400	2.0	..	89	289	2,287	103	27.4	8,572
Apr	249	4,126	1,360	2.2	..	94	293	2,282	105	29.5	8,274
May	250	4,157	1,320	2.3	..	98	291	2,275	102	32.4	8,640
June	255	4,239	1,380	2.3	..	102	293	2,280	116	34.1	8,745
July	261	4,278	1,420	2.3	..	118	295	2,273	134	36.3	8,501
Aug	263	4,240	1,400	2.4	..	106	295	2,267	133	38.8	8,488
Sep	264	4,289	1,410	2.5	..	106	296	2,305	133	41.5	8,442
Oct	265	4,372	1,330	2.4	..	..	296	2,329	137	..	8,582
Nov	265	..	..	..	..	..	..	..	..	..	8,499
Percentage rate: latest month	20.4	19.0	2.0	1.6	..	5.0	6.6	16.4	3.0	1.4	6.8
latest three months: change on previous three months	+0.4	+0.3	N/C	+0.1	..	+0.6	+0.1	+0.2	+0.5	+0.2	-0.1
OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)											
Latest month	Oct	Apr	Sep	..	Aug	Aug	May	May	Oct	..	..
Per cent	15.9	10.0	2.2	..	6.6	5.5	3.6	15.6	2.9	..	6.7

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

2.19 UNEMPLOYMENT

Flows: standardised, not seasonally adjusted*

THOUSAND

UNITED KINGDOM Month ending	INFLOW †						
	Male and Female		Male		Female		Married
	All	Change since previous year	All	Change since previous year	All	Change since previous year	
1990 Nov 8	339.7	+66.0	241.7	+52.9	98.0	+13.1	33.7
Dec 13	328.4	+73.1	240.7	+58.6	87.7	+14.5	30.6
1991 Jan 10	327.3	+57.3	226.4	+46.1	101.0	+11.2	35.9
Feb 7	387.7	+93.7	274.8	+73.1	113.0	+20.7	39.2
Mar 14	378.1	+106.7	269.9	+82.5	108.2	+24.3	39.2
Apr 11	359.2	+89.4	252.3	+67.5	106.9	+21.9	40.3
May 9	334.7	+98.6	237.6	+72.4	97.2	+26.2	36.2
June 13	326.3	+79.4	231.2	+58.7	95.1	+20.8	34.4
July 11	441.9	+113.0	293.5	+77.5	148.4	+35.5	42.3
Aug 8	385.8	+81.5	259.1	+56.2	126.7	+25.2	41.7
Sept 12	372.4	+61.1	252.2	+40.7	120.2	+20.4	38.2
Oct 10	387.2	+56.7	270.7	+39.1	116.5	+17.5	36.9
Nov 14	374.8	+35.1	266.2	+24.5	108.6	+10.6	38.0
UNITED KINGDOM Month ending	OUTFLOW †						
	Male and Female		Male		Female		Married
	All	Change since previous year	All	Change since previous year	All	Change since previous year	
1990 Nov 8	277.5	-21.7	186.1	-12.1	91.4	-9.6	30.3
Dec 13	222.4	-9.9	149.9	-4.5	72.5	-5.4	23.6
1991 Jan 10	208.8	-9.1	139.5	-3.3	69.3	-5.7	24.5
Feb 7	295.0	-11.3	202.2	-7.2	92.8	-4.1	32.4
Mar 14	294.3	-8.7	203.9	-3.7	90.4	-5.0	31.7
Apr 11	298.1	+10.8	204.2	+6.1	93.9	+4.6	32.8
May 9	318.1	+30.2	219.7	+24.0	98.5	+6.3	33.6
June 13	302.7	+36.0	211.4	+26.1	91.4	+9.9	32.0
July 11	304.8	+49.6	212.6	+36.3	92.2	+13.3	30.5
Aug 8	312.6	+45.3	215.1	+33.6	97.5	+11.7	29.6
Sept 12	358.9	+61.6	234.5	+42.3	124.4	+19.3	41.1
Oct 10	414.0	+79.8	274.7	+54.2	139.3	+25.6	38.4
Nov 14	335.1	+57.6	226.4	+40.2	108.8	+17.4	37.9

* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/2 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.

UNEMPLOYMENT 2.20

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

THOUSAND

INFLOW	Month ending	Age group									All ages
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	
MALE	1991 June 13	2.0	22.8	51.5	39.4	27.0	38.8	26.9	10.7	6.0	225.2
	July 11	2.3	31.4	84.4	46.9	30.7	42.1	29.5	11.8	6.9	285.9
	Aug 8	2.5	27.7	66.1	42.6	28.6	40.0	28.3	11.4	6.2	253.2
	Sept 12	2.4	32.9	59.0	40.7	27.7	38.7	27.4	10.6	5.7	245.1
	Oct 10	2.4	29.4	62.6	45.5	30.3	42.9	31.2	12.4	7.0	263.6
	Nov 14	2.5	25.6	60.4	45.4	31.2	44.3	31.9	12.1	6.5	259.9
FEMALE	1991 June 13	1.4	14.0	24.4	15.3	8.9	14.2	10.6	3.0	—	91.8
	July 11	1.8	22.5	52.1	20.4	11.1	17.8	12.8	3.5	—	142.0
	Aug 8	2.0	19.7	37.7	19.1	10.4	17.4	13.4	3.7	—	123.3
	Sept 12	1.8	24.8	31.4	17.4	9.6	15.8	11.4	3.3	—	115.5
	Oct 10	1.8	20.7	31.1	17.9	10.0	15.5	12.0	3.5	—	112.4
	Nov 14	1.8	16.6	28.8	17.4	9.7	15.6	12.3	3.6	—	105.7
Changes on a year earlier											
MALE	1991 June 13	1.0	3.7	10.7	10.1	7.8	11.3	7.8	3.3	2.1	57.5
	July 11	1.0	7.0	20.4	12.3	8.7	11.6	9.0	3.6	2.6	76.2
	Aug 8	1.1	4.3	11.8	9.3	6.7	9.9	7.8	3.1	1.9	56.0
	Sept 12	1.1	3.6	7.1	6.8	5.3	7.2	5.8	2.3	1.5	40.6
	Oct 10	1.1	2.5	7.0	6.6	5.0	6.7	6.2	2.4	1.5	39.0
	Nov 14	1.2	0.1	3.6	4.7	3.6	4.9	4.4	1.5	0.7	24.7
FEMALE	1991 June 13	0.6	2.3	5.1	3.4	2.3	3.6	2.4	0.6	—	20.3
	July 11	0.8	4.8	12.3	5.1	2.9	4.3	3.4	0.8	—	34.5
	Aug 8	0.9	3.4	6.6	4.3	2.3	3.7	3.3	0.9	—	25.5
	Sept 12	0.7	3.4	5.4	3.1	1.7	3.3	2.3	0.8	—	20.7
	Oct 10	0.7	2.8	4.2	2.7	1.8	2.6	2.1	0.6	—	17.6
	Nov 14	0.8	0.4	2.4	2.0	1.2	2.2	1.8	0.4	—	11.3

OUTFLOW	Month ending	Age group									All ages
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	
MALE	1991 June 13	0.7	17.1	46.4	34.5	23.2	33.6	23.6	9.0	5.9	193.9
	July 11	0.7	17.0	48.3	34.2	23.3	32.9	22.8	8.5	5.7	193.5
	Aug 8	0.8	17.6	51.3	33.9	22.9	32.1	25.5	8.6	5.5	195.2
	Sept 12	1.0	20.9	57.6	37.6	25.0	34.5	23.4	8.8	5.7	214.6
	Oct 10	1.1	31.6	70.8	42.7	27.9	37.7	25.6	9.5	6.4	253.4
	Nov 14	1.0	19.0	51.2	35.8	24.6	34.4	24.2	9.2	6.2	205.8
FEMALE	1991 June 13	0.6	11.9	24.0	14.8	8.2	12.5	9.6	2.8	0.1	84.4
	July 11	0.7	11.8	24.9	14.6	8.1	12.1	9.0	2.6	0.1	84.0
	Aug 8	0.7	12.7	29.3	14.5	8.1	11.6	8.6	2.6	0.1	88.2
	Sept 12	0.9	16.0	36.4	18.1	10.2	17.0	12.1	3.3	0.1	113.8
	Oct 10	0.9	25.0	40.7	19.4	10.7	16.6	11.7	3.3	0.1	128.5
	Nov 14	0.9	15.3	29.4	16.4	9.1	14.1	10.9	3.2	0.1	99.5
Changes on a year earlier											
MALE	1991 June 13	0.3	0.1	4.4	4.6	3.3	4.7	4.1	1.6	1.3	24.3
	July 11	0.3	0.9	7.7	6.5	4.7	6.0	4.6	1.6	1.4	33.7
	Aug 8	0.3	1.1	6.3	5.5	4.1	5.9	4.9	2.0	1.3	31.4
	Sept 12	0.5	2.0	8.4	7.0	5.0	6.7	5.3	2.0	1.5	38.4
	Oct 10	0.6	5.9	15.2	9.0	6.1	7.3	5.7	2.2	1.8	53.9
	Nov 14	0.6	1.0	8.1	6.2	5.3	6.1	5.1	2.2	1.7	36.3
FEMALE	1991 June 13	0.2	0.9	3.2	1.6	1.0	1.7	1.0	0.1	—	9.8
	July 11	0.3	0.8	4.0	2.2	1.3	2.3	1.2	0.3	—	12.4
	Aug 8	0.3	0.7	3.5	1.9	1.3	1.5	1.1	0.4	—	10.8
	Sept 12	0.4	1.9	5.4	3.0	1.8	2.7	2.0	0.5	—	17.8
	Oct 10	0.5	4.8	8.6	3.6	2.0	3.4	2.3	0.6	—	25.9
	Nov 14	0.4	1.4	4.6	2.9	1.6	2.5	1.9	0.6	—	15.9

* 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.

2.30 CONFIRMED REDUNDANCIES † Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	England	Wales	Scotland	Great Britain
1988	13,007	7,191	1,637	9,471	5,365	10,521	14,751	19,565	12,132	86,449	7,170	14,311	107,930
1989	12,954	3,732	3,853	3,644	9,400	10,333	12,824	19,870	11,994	84,872	11,499	20,395	116,766
1990 R	14,408	1,999	5,250	15,503	25,500	11,291	16,674	28,165	13,209	130,000	10,719	17,669	158,388
1990 Q3 R	3,338	660	1,384	5,260	5,713	2,194	4,870	6,673	2,423	31,855	1,940	3,198	36,993
1990 Q4 R	3,265	518	1,948	4,335	8,540	4,688	5,594	9,278	4,237	41,885	3,695	4,912	50,492
1991 Q1 R	6,034	2,417	1,534	6,640	13,612	5,132	8,521	10,420	4,887	56,780	4,147	6,424	67,351
1991 Q2 R	5,440	1,609	1,329	3,406	9,432	4,541	7,926	10,364	4,116	46,554	3,054	4,190	53,798
1991 Q3 R	6,507	2,190	1,205	4,375	8,722	4,418	7,088	8,184	2,066	42,565	2,639	3,393	48,597
1990 Nov R	1,341	307	615	1,383	2,445	2,298	2,528	3,466	1,652	15,728	1,274	1,761	18,763
1990 Dec R	1,045	148	684	1,640	4,017	1,587	1,414	3,467	1,332	15,186	1,040	1,691	17,917
1991 Jan R	1,186	136	328	1,183	3,190	1,563	1,913	2,158	1,310	12,831	609	1,321	14,761
1991 Feb R	1,367	261	697	1,731	4,430	1,947	2,417	3,942	1,223	17,754	900	1,837	20,491
1991 Mar R	3,481	2,020	509	3,724	5,992	1,622	4,191	4,320	2,354	26,195	2,638	3,226	32,099
1991 Apr R	1,779	313	770	1,225	3,888	2,367	2,052	3,031	1,141	16,253	1,201	1,303	18,757
1991 May R	1,477	252	259	874	3,373	1,231	2,943	3,890	1,957	16,004	817	1,198	18,019
1991 June R	2,184	1,044	300	1,307	2,171	943	2,931	3,443	1,018	14,297	1,036	1,689	17,022
1991 July P	2,094	681	456	1,535	3,809	2,844	3,240	3,097	973	18,048	528	684	19,260
1991 Aug P	2,298	754	475	1,130	2,470	804	2,667	2,812	671	13,327	1,041	1,464	15,832
1991 Sept P	2,115	755	274	1,710	2,443	770	1,181	2,275	422	11,190	1,070	1,245	13,505
1991 Oct PR	2,383	399	1,074	1,152	1,919	1,114	802	1,927	600	10,971	374	902	12,247
1991 Nov *	1,195	113	439	694	2,005	768	594	1,998	327	8,020	418	293	8,731

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

2.31 CONFIRMED REDUNDANCIES † Industry

GREAT BRITAIN	Division	Class	1990	1991	1990 Q2	Q3	Q4	1991 Q1	Q2	1991 Aug P	Sept PR	Oct *
SIC 1980												
Agriculture, forestry and fishing	0		129	379	242	61	14	0	36	33	18	21
Coal extraction and coke		11-12	15,372	3,707	1,133	1,158	3,481	1,007	1,226	177	205	114
Mineral oil and natural gas		13-14	265	481	150	150	9	343	132	210	4	4
Electricity, gas, other energy and water		15-17	532	539	143	57	803	296	283	116	45	41
Energy and water supply industries	1		16,169	4,727	1,370	1,365	4,539	1,312	1,852	425	460	159
Extraction of other minerals and ores		21,23	304	705	310	294	728	414	68	5	10	155
Metal manufacture		22	2,618	7,588	1,776	3,047	2,480	2,385	1,017	223	104	215
Manufacture of non-metallic products		24	1,823	4,365	442	1,643	2,665	1,116	631	180	447	169
Chemicals and man-made fibres		25-26	1,884	3,031	645	1,411	937	1,187	744	328	163	115
Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals	2		6,629	15,689	3,173	6,395	6,810	5,102	2,460	736	724	654
Manufacture of metal goods		31	2,565	4,612	681	1,601	1,907	2,202	1,471	603	342	277
Mechanical engineering		32	8,935	13,141	2,976	4,693	6,052	4,906	4,123	1,231	808	809
Manufacture of office machinery and data processing equipment		33	1,656	858	281	467	190	72	181	29	0	22
Electrical and electronic engineering		34	8,963	13,091	2,995	3,937	6,008	4,910	4,452	1,325	1,285	1,165
Manufacture of motor vehicles		35	2,362	5,020	945	1,947	3,296	2,863	1,936	465	921	668
Manufacture of other transport equipment		36	3,766	5,154	1,236	1,910	1,879	2,634	1,323	193	392	415
Instrument engineering		37	1,113	1,151	392	352	548	145	264	40	117	18
Metal goods, engineering and vehicles industries	3		29,360	43,027	9,506	14,907	19,880	17,732	13,750	3,886	3,865	3,374
Food, drink and tobacco		41-42	7,446	10,219	2,172	2,633	2,791	2,830	455	189	367	367
Textiles		43	7,267	8,780	1,967	1,882	1,779	1,743	2,717	294	1,029	666
Leather, footwear and clothing		44-45	5,179	9,052	1,880	2,668	3,952	3,061	1,356	617	279	85
Timber and furniture		46	2,061	4,933	1,034	1,140	1,818	900	830	257	178	257
Paper, printing and publishing		47	3,518	5,679	1,555	2,203	2,445	2,516	1,151	445	325	272
Other manufacturing		48-49	2,950	5,987	1,362	2,379	3,487	2,220	2,545	438	558	49
Other manufacturing industries	4		28,421	44,650	9,970	12,905	16,272	13,270	8,907	2,506	2,558	2,396
Construction	5		6,812	10,381	2,561	3,374	3,066	3,423	2,522	760	807	447
Wholesale distribution		61-63	3,100	3,740	890	962	1,066	1,052	1,653	627	518	305
Retail distribution		64-65	4,149	6,522	1,106	1,441	2,006	1,176	1,549	248	147	313
Hotel and catering		66	977	1,078	139	233	821	528	1,788	220	100	9
Repair of consumer goods and vehicles		67	594	363	217	142	292	128	216	81	33	0
Distribution, hotels and catering, repairs	6		8,820	11,703	2,352	2,778	4,185	2,884	5,206	1,176	798	627
Transport		71-77	4,313	5,575	1,150	1,714	2,437	2,250	1,070	317	230	281
Telecommunications		79	69	1,030	441	560	782	685	357	197	100	51
Transport and communication	7		4,382	6,605	1,591	2,274	3,219	2,935	1,427	514	330	332
Insurance, banking, finance and business services	8		2,109	4,112	1,272	1,514	2,463	2,971	2,536	928	1,064	368
Public administration and defence		91-94	8,859	13,330	4,168	3,388	5,731	2,771	8,367	1,703	647	123
Medical and other health services		95	2,295	1,922	443	447	481	807	927	530	54	93
Other services nes		96-99.00	2,781	1,863	340	1,084	691	591	607	308	922	137
Other services	9		13,935	17,115	4,596	4,919	6,903	4,169	9,901	2,541	1,623	353
All production industries	1-4		80,579	108,093	24,019	35,572	47,501	37,416	26,969	7,553	6,607	6,583
All manufacturing industries	2-4		64,410	103,366	22,649	34,207	42,962	36,104	25,117	7,128	7,147	6,424
All service industries	6-9		29,246	39,535	10,171	11,485	16,770	12,959	19,070	5,159	3,815	1,680
ALL INDUSTRIES AND SERVICES	0-9		116,766	158,388	36,993	50,492	67,351	53,798	48,957	13,505	12,247	8,731

PR Provisional Revised, P Provisional.
* First estimates as at 1 November 1991; final figures are expected to be higher than this. The total for Great Britain is projected to be about 18,800 in October.
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. For details on this series and its limitations, and for information on alternative sources of statistics on redundancies readers are referred to the article on redundancy statistics that appeared in the August 1991 edition of *Employment Gazette* (p 450-454).

VACANCIES 3.1 UK vacancies at jobcentres*: seasonally adjusted

THOUSAND

UNITED KINGDOM	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
1986	188.8			212.2		208.3		157.4	
1987	235.4			226.4		222.3		159.5	
1988	248.7			231.2		232.8		159.1	
1989	219.5			226.1		229.2		158.4	
1990	173.7			201.2		207.4		147.0	
1989 Nov	212.7	-2.6	-1.6	222.3	-1.8	227.6	-1.2	157.2	-1.0
1989 Dec	201.7	-11.0	-5.7	217.2	-3.2	222.0	-2.1	154.6	-1.0
1990 Jan	200.2	-1.5	-5.0	211.0	-5.6	211.0	-6.8	147.4	-3.6
1990 Feb	197.1	-3.1	-5.2	219.8	-0.8	222.4	-1.7	155.2	-0.7
1990 Mar	196.4	-0.7	-1.8	218.2	0.3	220.3	-0.6	154.2	-0.1
1990 Apr	197.1	0.7	-1.0	215.3	1.4	218.8	2.6	152.0	1.5
1990 May	193.9	-3.2	-1.1	213.7	-2.0	217.6	-1.6	151.1	-1.4
1990 June	184.3	-9.6	-4.0	202.2	-5.3	210.7	-3.2	146.6	-2.5
1990 July	171.9	-12.4	-8.4	198.2	-5.7	211.6	-2.4	148.9	-1.0
1990 Aug	166.3	-5.6	-9.2	195.8	-6.0	202.4	-3.1	145.0	-2.0
1990 Sept	159.4	-6.9	-8.3	193.8	-2.8	201.8	-3.0	145.2	-0.5
1990 Oct	145.5	-13.9	-8.8	186.6	-3.9	202.4	-3.1	147.0	-0.6
1990 Nov	138.2	-7.3	-9.4	182.5	-4.4	192.6	-3.3	140.5	-1.5
1990 Dec	133.5	-4.7	-8.6	177.4	-5.5	177.5	-8.1	130.7	-4.8
1991 Jan	143.6	10.1	-0.6	198.2	3.9	185.1	-5.8	133.1	-4.6
1991 Feb	143.6	0.0	1.8						

3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at jobcentres: total †														
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) Annual	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) averages	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8
1989)	71.7	23.6	8.3	18.5	20.5	12.9	13.3	24.4	10.7	13.8	21.7	215.8	2.6	218.4
1990)	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1990 Nov	37.1	11.2	3.8	10.3	12.6	9.5	10.9	19.9	8.5	10.1	19.4	142.1	3.3	145.4
1990 Dec	27.1	8.4	2.9	8.0	9.4	7.6	8.1	15.5	6.6	8.5	15.2	108.9	3.0	111.9
1991 Jan	25.4	7.6	2.8	9.0	9.8	7.4	8.6	16.8	7.3	9.0	15.6	111.6	2.9	114.5
1991 Feb	25.3	7.7	2.7	10.2	8.7	6.9	7.8	17.1	7.1	9.1	19.8	114.5	3.1	117.6
1991 Mar	26.9	8.5	2.9	11.1	8.3	6.3	7.6	16.7	7.1	8.8	21.8	117.5	2.9	120.4
1991 Apr	27.4	8.7	3.4	11.3	7.6	6.8	7.7	16.5	7.1	8.7	19.4	116.0	3.0	119.0
1991 May	28.6	8.7	3.2	11.2	7.7	7.0	8.1	15.5	6.5	8.0	18.5	114.3	3.2	117.5
1991 June	29.6	8.2	3.6	10.9	8.3	6.7	8.1	15.3	6.7	8.6	18.8	116.6	3.5	120.1
1991 July	28.4	7.7	3.2	9.4	7.3	6.3	7.1	14.1	6.1	7.7	17.1	106.8	3.1	109.9
1991 Aug	28.3	7.2	3.1	8.9	7.0	6.5	7.3	14.4	5.9	7.2	16.3	104.7	2.9	107.7
1991 Sept	33.8	9.2	3.7	10.2	8.8	8.2	8.5	17.2	6.7	8.0	18.6	123.9	3.3	127.2
1991 Oct	34.3	9.3	3.8	10.3	9.3	8.7	9.1	17.1	6.9	8.0	19.6	127.0	2.9	129.9
1991 Nov	30.6	8.3	3.3	8.8	8.0	7.6	8.0	15.5	6.5	7.6	18.2	114.2	2.9	117.0
Vacancies at careers offices														
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) Annual	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) averages	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3
1989)	14.4	7.5	1.0	1.6	2.7	1.5	1.2	1.4	0.5	0.4	0.8	25.5	1.3	26.8
1990)	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.8	0.6	17.6
1990 Nov	5.8	3.2	0.3	0.7	1.4	0.6	0.7	1.2	0.4	0.2	0.9	12.2	0.4	12.6
1990 Dec	3.9	2.0	0.2	0.5	1.4	0.4	0.6	0.9	0.3	0.1	0.6	9.1	0.3	9.4
1991 Jan	3.9	2.1	0.3	0.4	1.4	0.4	0.5	0.9	0.3	0.1	0.7	8.9	0.3	9.2
1991 Feb	4.2	2.7	0.2	0.6	1.5	0.4	0.6	0.8	0.3	0.1	0.6	9.3	0.3	9.6
1991 Mar	3.4	1.9	0.3	0.6	1.6	0.4	0.7	0.8	0.2	0.1	0.6	8.9	0.3	8.9
1991 Apr	3.2	1.7	0.4	0.5	1.5	0.4	0.7	0.9	0.3	0.1	0.7	8.8	0.3	9.1
1991 May	3.7	2.0	0.5	0.6	1.5	0.5	0.8	1.1	0.3	0.2	0.8	9.9	0.3	10.2
1991 June	4.9	2.5	0.4	0.6	1.5	0.6	0.7	1.0	0.4	0.2	0.9	11.2	0.3	11.5
1991 July	4.5	2.4	0.4	0.6	1.5	0.5	0.7	0.8	0.3	0.2	0.8	10.2	0.3	10.5
1991 Aug	3.9	2.2	0.3	0.5	1.5	0.4	0.6	0.8	0.3	0.1	0.7	9.1	0.2	9.3
1991 Sept	3.8	2.1	0.3	0.5	1.4	0.4	0.6	0.8	0.4	0.1	0.6	8.8	0.3	9.1
1991 Oct	2.6	1.3	0.3	0.4	1.3	0.4	0.5	0.6	0.3	0.1	0.6	7.2	0.3	7.5
1991 Nov	2.2	1.3	0.3	0.4	1.2	0.2	0.4	0.5	0.2	0.1	0.6	6.1	0.3	6.4

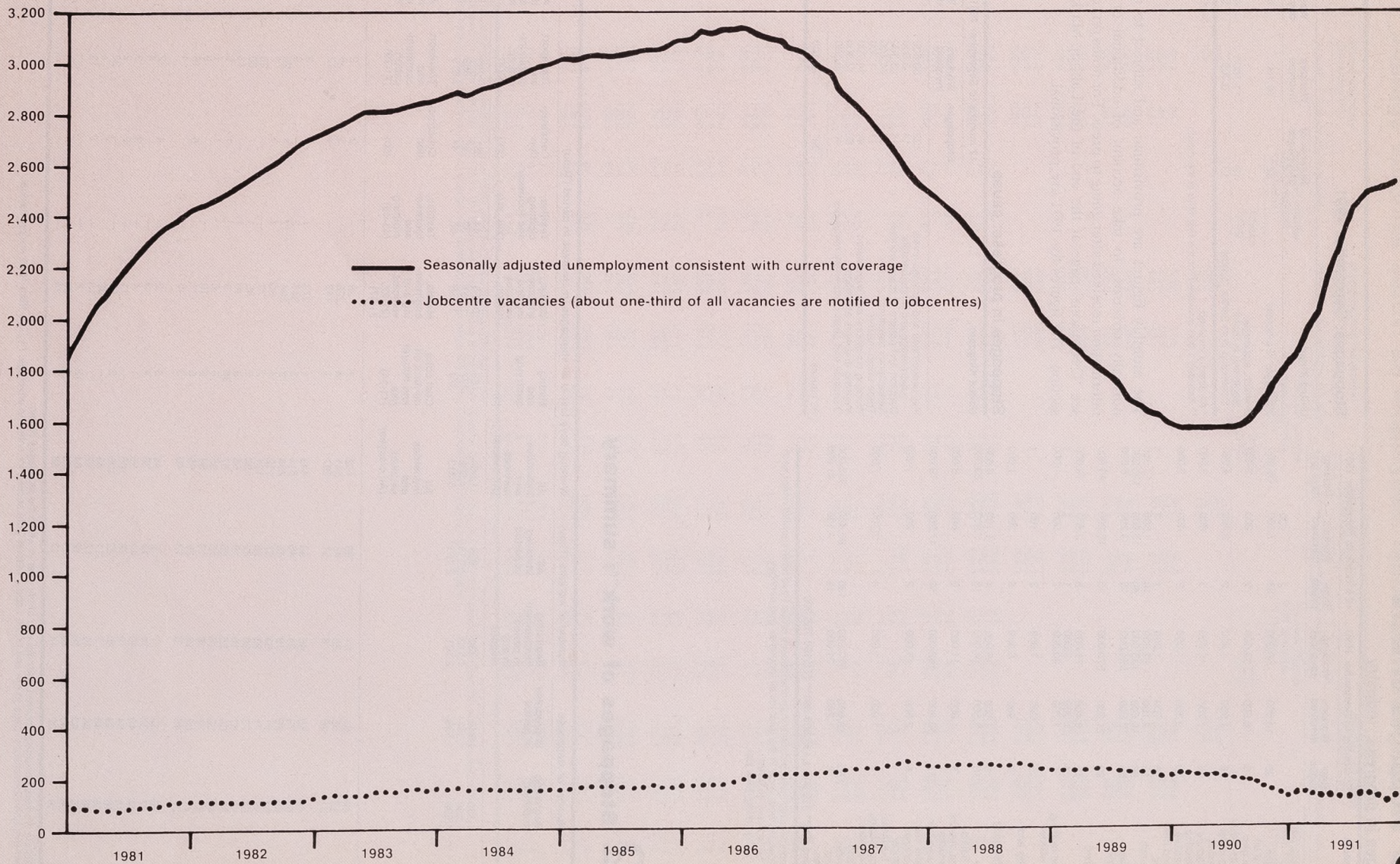
Note: About one-third of all vacancies nationally are notified to jobcentres. These could include some that are suitable for young people and similarly vacancies notified to careers offices could include some for adults. The figures represent only the number of vacancies notified by employers and remaining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

* Included in South East.

† Excluding vacancies on government programmes. See note to table 3-1.

Thousand

Seasonally adjusted



UNEMPLOYMENT AND VACANCIES: UNITED KINGDOM 1981-91

C1

4.1 INDUSTRIAL DISPUTES Stoppages of work

Stoppages in progress: industry

SIC 1980	12 months to September 1990			12 months to September 1991		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
Agriculture, forestry and fishing	-	-	-	2	100	±
Coal extraction	96	18,600	60,000	38	7,100	35,000
Coke, mineral oil and natural gas	3	16,500	33,000	2	200	2,000
Electricity, gas, other energy and water	5	1,800	5,000	3	2,400	4,000
Metal processing and manufacture	6	700	15,000	3	800	3,000
Mineral processing and manufacture	10	2,300	11,000	3	400	5,000
Chemicals and man-made fibres	6	700	1,000	±	±	±
Metal goods nes	16	2,100	22,000	10	1,000	17,000
Engineering	56	16,200	145,000	40	15,500	120,000
Motor vehicles	55	72,800	554,000	13	3,200	6,000
Other transport equipment	20	21,000	570,000	13	16,200	43,000
Food, drink and tobacco	15	6,400	71,000	8	2,800	16,000
Textiles	4	1,200	3,000	1	±	±
Footwear and clothing	7	1,700	20,000	7	900	1,000
Timber and wooden furniture	3	200	1,000	2	100	±
Paper, printing and publishing	7	900	6,000	6	300	1,000
Other manufacturing industries	8	1,500	15,000	4	1,100	6,000
Construction	13	3,500	14,000	18	7,800	20,000
Distribution, hotels and catering, repairs	8	1,800	11,000	6	800	8,000
Transport services and communication	117	66,200	162,000	52	17,200	79,000
Supporting and misc. transport services	5	2,600	15,000	2	200	1,000
Banking, finance, insurance, business services and leasing	2	1,000	1,000	4	3,700	7,000
Public administration, education and health services	165	69,800	677,000	135	86,400	352,000
Other services	8	1,200	21,000	19	4,100	41,000
All industries and services 628**	310,800	2,435,000	391**	172,100	768,000	

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

Stoppages: September 1991

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	32	16,700	68,000
of which, stoppages:			
Beginning in month	19	11,700*	17,000
Continuing from earlier months	13	5,000**	51,000

* All directly involved.
 ** Includes 1,800 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 1991 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to September 1991		
	Stoppages	Workers involved	Working days lost
Pay-wage-rates and earnings levels	122	50,600	317,000
-extra-wage and fringe benefits	14	3,600	10,000
Duration and pattern of hours worked	14	3,300	23,000
Redundancy questions	66	71,100	247,000
Trade union matters	11	1,700	6,000
Working conditions and supervision	41	14,700	42,000
Manning and work allocation	83	17,900	79,000
Dismissal and other disciplinary measures	40	9,100	43,000
All causes	391	172,100	768,000

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	Per cent change over previous 12 months	Actual	Seasonally adjusted	Per cent change over previous 12 months	Actual	Seasonally adjusted	Per cent change over previous 12 months	Actual	Seasonally adjusted	Per cent change over previous 12 months
1988=100			Underlying*			Underlying*			Underlying*			Underlying*
1988 Annual	100.0			100.0			100.0			100.0		
1989 averages	109.1			108.7			109.1			108.9		
1990	119.7			118.9			119.4			119.4		
1988 Jan	95.4	96.1		95.8	96.6		95.8	96.5		95.4	96.3	
Feb	95.5	96.7		95.6	96.3		95.3	96.0		96.0	97.1	
Mar	98.3	97.5		98.0	97.7		97.8	97.8		96.6	97.4	
Apr	97.8	97.9		98.8	98.0		98.9	98.2		97.3	97.6	
May	98.4	98.6		99.3	98.9		99.5	98.2		98.0	98.2	
June	99.8	99.3		100.6	99.5		100.4	99.5		99.6	99.2	
July	101.3	100.2		101.1	99.9		101.3	100.1		101.3	100.4	
Aug	100.3	100.9		99.5	100.9		99.9	100.9		100.5	100.8	
Sept	100.9	101.5		100.2	101.3		100.5	101.5		100.6	101.4	
Oct	101.7	102.6		101.8	102.6		101.9	102.7		101.2	102.3	
Nov	103.7	103.5		103.6	103.5		103.7	103.4		103.6	103.5	
Dec	106.9	105.2		105.5	104.4		105.3	104.3		107.9	105.6	
1989 Jan	104.2	105.0	9.3	9	104.2	105.1	8.8	8 3/4	104.2	105.0	8.8	8 3/4
Feb	104.6	105.9	9.5	9 1/4	105.0	105.8	9.9	8 1/2	104.6	105.8	10.2	8 3/4
Mar	107.3	106.5	9.2	9 1/2	105.7	105.4	7.9	8 3/4	106.0	106.0	8.4	8 3/4
Apr	107.3	107.4	9.7	9 1/4	107.8	106.9	9.1	8 1/2	107.9	107.2	9.2	8 3/4
May	107.5	107.7	9.2	9	108.0	107.6	8.8	8 3/4	108.1	107.8	8.7	8 3/4
June	109.1	108.4	9.2	8 3/4	109.4	108.2	8.7	8 1/2	109.6	108.6	9.1	8 3/4
July	110.3	109.1	8.9	8 3/4	110.3	109.1	9.2	8 1/2	110.8	109.5	9.4	9
Aug	109.1	109.6	8.6	8 3/4	108.3	109.8	8.8	8 3/4	109.2	110.3	9.3	9 1/4
Sept	110.7	111.3	9.7	9	109.5	110.7	9.3	8 3/4	109.8	110.9	9.3	9
Oct	111.7	112.6	9.7	9 1/4	110.6	111.5	8.7	9	111.0	111.8	8.9	9 1/4
Nov	113.2	112.9	9.1	9 1/4	112.2	112.1	8.3	8 3/4	112.9	112.5	8.8	9
Dec	114.7	112.9	7.3	9 1/4	113.8	112.7	8.0	8 1/2	114.3	113.3	8.6	9
1990 Jan	113.8	114.7	9.2	9 1/2	112.7	113.6	8.1	8 3/4	113.2	114.1	8.7	9 1/4
Feb	114.0	115.4	9.0	9 1/2	113.9	114.7	8.4	9 1/4	114.3	115.1	8.8	9 1/2
Mar	117.4	116.5	9.4	9 1/2	116.8	116.5	10.5	9 1/2	117.0	117.0	10.4	9 3/4
Apr	117.3	117.5	9.4	9 3/4	117.2	116.2	8.7	9 1/2	117.4	116.6	8.8	9 3/4
May	118.5	118.8	10.3	9 3/4	117.9	117.5	9.2	9 1/4	118.2	117.8	9.3	9 3/4
June	120.5	119.9	10.6	10	120.1	118.8	9.8	9 1/2	120.7	119.7	10.2	9 3/4
July	121.2	120.0	10.0	10 1/4	120.8	119.5	9.5	9 1/2	121.3	119.9	9.5	10
Aug	120.9	121.6	10.9	10	118.8	120.5	9.7	9 1/2	119.7	120.9	9.6	9 3/4
Sept	121.3	122.0	9.6	10	120.2	121.6	9.8	9 1/2	121.0	122.1	10.1	9 3/4
Oct	121.7	122.7	9.0	9 3/4	120.8	121.7	9.1	9 1/4	121.6	122.4	9.5	9 3/4
Nov	123.8	123.5	9.4	9 3/4	123.0	122.9	9.6	9 1/2	123.7	123.3	9.6	9 3/4
Dec	126.3	124.2	10.0	9 3/4	125.1	123.8	9.8	9 1/2	125.2	124.1	9.5	9 3/4
1991 Jan	124.3	125.2	9.2	9 1/2	123.4	124.4	9.5	9 1/4	124.3	125.2	9.7	9 1/2
Feb	124.7	126.2	9.4	9 1/4	124.3	125.1	9.1	8 3/4	125.2	126.1	9.6	9
Mar	127.5	126.5	8.6	9	126.1	125.8	8.0	8 1/2	126.8	126.9	8.5	9
Apr	127.4	127.5	8.5	8 3/4	128.0	126.9	9.2	8 1/2	128.6	127.7	9.5	9
May	128.1	128.4	8.1	8 1/2	127.7	127.3	8.3	8 3/4	129.2	128.9	9.4	9
June	129.2	128.5	7.2	8	129.7	128.3	8.0	8 1/4	130.3	129.2	7.9	8 3/4
July	130.5	129.1	7.6	7 3/4	130.0	128.5	7.5	8 1/4	130.8	129.3	7.8	8 1/2
Aug	130.8	131.5	8.1	7 3/4	128.7	130.6	8.4	8	130.2	131.4	8.7	8 1/4
Sept	130.8	131.7	8.0	7 3/4	129.2	130.6	7.4	8	130.9	132.1	8.2	8 1/2
Oct p	130.8	131.9	7.5	7 1/2	130.8	131.8	8.3	8	131.8	132.8	8.5	8 1/2

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

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
SIC 1968											
1980	1,330	1,348	830*	834*	11,964	166	10,155	44	281	253	1,065
1981	1,338	1,344	1,512	1,513	4,266	237	1,731	39	86	359	1,814
1982	1,528	1,538	2,101*	2,103*	5,313	374	1,458	66	44	1,675	1,697
SIC 1980											
1989 Oct	49	61	61	68	162	3	38	—	9	2	110
Nov	43	55	26	45	341	8	228	—	5	8	92
Dec	21	36	8	51	297	1	143	—	—	12	141
1990 Jan	45	55	45	58	443	1	273	—	—	3	165
Feb	66	78	24	46	515	5	347	2	—	8	154
Mar	66	95	19	49	236	13	104	17	4	26	73
Apr	53	71	53	57	112	4	56	1	1	7	42
May	53	71	23	28	131	2	77	—	—	25	26
Jun	57	73	20	32	150	5	45	1	1	60	38
Jul	55	67	16	19	55	9	10	1	—	13	21
Aug	55	69	25	26	67	36	5	1	1	1	

5.3 EARNINGS

Average earnings index: all employees: by industry

GREAT BRITAIN 1988=100	Agriculture and forestry	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply	Metal processing and manufacturing	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical, electronic and instrument engineering	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco
SIC 1980 CLASS	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988) Annual	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1989) averages	108.0	113.3	110.3	109.8	107.2	109.4	109.0	109.8	109.5	112.7	107.9	109.3	109.3
1990)	120.0	125.0	121.6	121.6	115.5	119.1	122.6	119.3	119.3	119.5	125.6	117.5	121.7
1988 Jan	90.1	94.3	97.3	95.3	97.3	95.6	94.5	95.8	96.5	93.6	98.6	96.2	96.4
1988 Feb	89.2	86.0	95.2	94.7	91.1	96.8	95.7	97.3	97.1	83.7	98.9	96.8	95.0
1988 Mar	91.8	97.1	96.0	94.9	91.6	97.9	95.3	98.3	99.5	101.7	100.3	96.9	95.6
1988 April	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	99.6	98.7	99.3	99.0	100.4	99.0	99.8	100.5
1988 June	97.9	97.8	96.2	100.3	97.7	100.6	100.9	99.3	100.2	105.2	94.9	100.2	101.3
1988 July	100.8	103.4	101.1	102.8	111.2	100.5	98.4	100.9	100.2	104.0	97.0	101.7	100.1
1988 Aug	109.4	101.8	100.0	103.7	101.3	99.0	99.2	99.3	99.5	100.7	95.4	99.3	98.8
1988 Sept	114.2	103.7	99.0	101.6	96.4	101.0	99.0	99.9	100.4	100.2	100.6	100.8	100.2
1988 Oct	116.3	104.8	101.4	102.4	111.5	101.4	99.8	101.8	101.6	100.5	102.0	101.4	101.6
1988 Nov	98.6	104.5	109.1	102.7	97.0	102.6	108.2	104.0	102.6	105.5	103.9	105.6	104.6
1988 Dec	101.3	103.8	107.6	101.6	104.5	106.6	111.9	105.6	105.1	106.2	110.8	102.6	106.8
1989 Jan	96.4	106.7	106.6	100.7	107.9	104.8	102.5	104.9	105.0	105.2	108.1	104.6	104.2
1989 Feb	95.2	107.2	104.0	101.8	99.8	106.6	104.8	106.8	105.5	107.1	108.2	105.9	102.7
1989 Mar	98.5	111.0	104.0	106.6	99.6	105.5	103.7	107.1	107.3	109.3	112.2	103.9	104.9
1989 Apr	102.1	112.3	105.9	105.4	116.3	107.3	107.0	108.4	108.3	106.8	111.7	106.5	111.6
1989 May	103.6	109.5	110.4	107.3	102.6	110.6	108.1	108.9	107.8	109.4	111.5	107.4	109.6
1989 June	103.2	110.6	107.3	109.8	102.2	111.2	108.8	110.6	109.7	110.8	116.1	107.7	108.7
1989 July	110.5	112.5	114.7	114.7	121.7	109.9	107.3	110.6	110.5	111.8	114.4	110.1	110.6
1989 Aug	119.5	115.6	111.0	118.3	101.2	108.7	109.6	109.1	109.6	107.8	111.3	107.5	108.9
1989 Sept	126.3	115.1	110.0	110.9	103.0	111.1	108.5	110.2	110.7	108.7	112.9	109.2	110.2
1989 Oct	120.4	117.2	110.1	113.0	118.6	110.8	109.6	111.6	112.0	110.1	114.3	109.5	110.9
1989 Nov	111.6	122.2	120.5	114.9	104.2	112.6	117.5	113.2	113.5	112.2	115.5	111.3	113.4
1989 Dec	108.3	119.6	118.9	114.4	109.6	114.2	120.8	115.6	113.6	119.4	115.7	110.8	115.9
1990 Jan	104.3	124.7	123.1	112.6	111.5	112.6	115.7	114.4	113.5	109.3	115.3	112.7	112.7
1990 Feb	103.8	124.5	118.2	113.3	104.9	114.4	117.2	116.2	115.4	109.4	118.1	113.3	114.1
1990 Mar	108.1	124.5	120.4	114.8	107.9	115.7	117.7	118.9	118.4	122.8	123.8	115.5	115.4
1990 Apr	110.8	124.2	121.6	116.3	121.2	117.9	120.2	116.9	116.2	122.0	121.7	116.1	120.5
1990 May	110.6	121.7	123.3	118.7	109.4	119.3	120.9	118.4	117.9	118.4	125.3	117.0	122.3
1990 June	122.6	123.1	125.3	126.5	119.8	121.4	123.4	119.9	119.2	122.3	127.7	118.8	123.9
1990 July	124.9	122.5	130.7	124.3	131.8	121.8	121.9	121.5	119.9	121.3	127.3	119.0	124.3
1990 Aug	133.3	125.9	129.2	127.2	112.6	118.3	122.7	118.2	119.0	119.4	127.3	118.0	122.2
1990 Sept	139.3	125.9	130.8	125.8	114.7	119.6	122.0	120.0	121.2	119.1	127.3	118.9	123.7
1990 Oct	136.0	128.3	130.4	126.9	122.0	120.5	122.3	120.7	122.1	121.5	127.9	118.9	122.9
1990 Nov	126.5	131.1	131.4	126.8	113.0	122.6	130.2	122.3	123.5	124.0	132.1	121.4	127.3
1990 Dec	120.1	123.7	135.8	125.4	117.7	124.8	136.9	124.7	124.7	125.0	132.8	120.6	130.9
1991 Jan	118.7	137.8	139.6	125.7	123.2	122.3	126.3	124.2	123.6	124.5	135.0	119.9	127.0
1991 Feb	122.0	141.0	131.5	127.8	114.9	121.9	129.7	126.6	125.3	124.8	132.4	121.8	128.4
1991 Mar	120.9	142.7	136.0	126.4	116.9	122.2	135.4	127.8	127.3	124.9	135.7	122.0	131.3
1991 Apr	129.9	139.3	140.0	127.8	127.2	123.7	129.9	129.1	127.1	139.4	139.2	122.6	135.5
1991 May	126.4	140.6	140.8	140.9	119.5	125.8	130.7	129.2	129.4	126.7	133.2	123.9	135.9
1991 Jun	127.1	142.2	141.7	129.0	119.8	128.0	131.6	131.6	132.1	131.2	135.5	124.4	135.9
1991 Jul	134.4	139.7	145.1	133.4	128.6	127.5	132.4	131.0	131.0	131.3	136.0	127.4	134.5
1991 Aug	160.4	141.5	140.8	140.8	125.9	126.5	134.6	130.5	129.3	124.9	136.2	124.3	134.3
1991 Sep	147.6	140.7	140.4	146.1	120.8	127.2	135.5	130.6	129.6	127.0	135.3	126.7	134.7
1991 Oct p	134.5	141.9	141.1	138.6	130.1	128.2	135.1	133.0	131.8	128.9	139.3	126.1	134.6

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

EARNINGS 5.3

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

Textiles	Leather, footwear and clothing	Paper products, printing and publishing	Rubber, plastics, timber and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication †	Banking, finance insurance and business services	Public administration	Education and health services	Other services ††	Whole economy
(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
107.4	107.1	106.1	107.7	111.8	108.6	107.6	107.6	109.9	108.8	108.6	111.3	1989) averages
117.6	115.8	113.5	117.5	124.6	117.3	118.4	118.8	121.2	120.7	118.0	122.9	1990)
96.2	97.0	94.9	95.0	93.4	95.6	96.0	97.3	95.7	95.2	93.0	97.8	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 April
98.9	101.6	99.7	99.7	96.9	99.2	99.1	98.9	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 Sept
101.3	100.2	102.4	101.9	103.4	101.2	102.4	102.3	98.6	103.4	100.8	100.9	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 April
107.2	107.1	105.8	106.7	108.6	107.6	106.2	107.3	107.3	106.6	107.8	107.6	1989 May
110.6	108.4	107.7	109.5	112.8	109.2	106.8	108.5	108.5	106.9	110.3	112.2	1989 June
109.6	108.8	107.2	109.1	112.3	108.1	106.6	109.1	111.5	106.8	111.7	114.2	1989 July
107.8	106.2	106.8	107.6	109.3	107.5	107.5	107.2	108.0	106.3	113.8	110.5	1989 Aug
108.7	107.8	108.8	109.4	114.0	110.1	108.0	107.6	107.5	110.7	114.6	114.1	1989 Sept
109.3	1											

5.4

EARNINGS AND HOURS

Average earnings and hours: manual employees: by industry †

UNITED KINGDOM	Metal processing and manufacturing (21-22)	Mineral extraction and manufacturing (23-24)	Chemicals and man-made fibres (25-26)	Mechanical engineering (32)	Electrical and electronic engineering, etc (33-34)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods and instrument engineering (31,37)	Food, drink and tobacco (41-42)	Textiles (43)
October SIC 1980 Class										
MALE (full-time on adult rates)										£
Weekly earnings										
1984	168.84	162.96	173.63	152.37	145.73	159.01	159.05	148.45	161.86	128.59
1985	180.15	172.96	187.19	167.86	160.26	170.94	174.76	156.56	173.18	140.50
1986	198.21	184.98	201.37	176.15	167.36	184.09	186.36	168.16	186.47	148.48
1987	219.89	198.94	215.84	192.92	179.27	210.58	197.89	184.19	197.82	162.93
1988	238.17	216.29	234.67	212.22	196.04	226.97	213.22	197.33	211.36	170.37
1989	253.44	229.61	255.71	229.02	217.18	247.11	231.45	212.40	229.59	181.36
1990	265.23	248.83	279.94	245.92	228.76	263.70	262.23	228.41	251.04	196.51
Hours worked										
1984	42.2	45.1	43.0	42.4	41.9	41.3	41.6	42.8	45.3	44.0
1985	41.9	45.3	42.7	43.0	42.3	40.4	42.1	42.9	45.1	44.2
1986	41.8	45.1	42.9	42.3	41.8	40.2	41.8	42.8	44.9	43.7
1987	42.8	45.3	43.3	43.6	42.6	41.8	42.3	43.6	45.0	44.5
1988	42.8	45.4	43.4	44.2	42.7	42.3	43.3	43.6	45.1	43.4
1989	42.7	45.0	43.6	43.8	43.3	42.3	42.8	43.3	45.0	42.8
1990	41.6	44.1	43.0	42.8	41.4	41.2	42.6	43.0	44.7	42.5
Hourly earnings										pence
1984	400.3	361.4	403.5	359.3	347.9	385.1	382.4	347.0	356.9	232.2
1985	429.6	382.2	438.5	390.6	379.2	422.8	414.8	364.9	383.7	317.9
1986	473.6	410.5	469.1	416.1	400.6	457.8	445.9	392.6	415.7	340.0
1987	513.7	439.3	498.3	442.1	420.8	503.5	467.9	422.8	439.2	366.3
1988	556.2	476.4	541.3	479.7	459.5	536.8	492.6	452.7	468.3	392.7
1989	594.0	509.8	586.1	523.4	501.3	584.0	541.3	490.5	509.9	424.1
1990	638.2	563.7	651.7	574.6	552.1	639.8	616.3	531.6	561.7	462.7
FEMALE (full-time on adult rates)										£
Weekly earnings										
1984	103.02	99.79	110.09	106.16	102.51	117.14	110.70	99.41	106.35	82.97
1985	111.45	106.43	118.44	118.10	109.74	126.39	126.63	105.55	114.20	89.52
1986	113.84	112.92	130.58	125.38	117.27	140.86	127.86	115.19	123.21	94.47
1987	124.44	121.14	137.58	131.67	127.08	155.14	138.76	123.99	130.64	102.13
1988	137.36	131.60	147.87	147.78	139.18	174.17	151.51	133.24	144.28	110.05
1989	144.26	139.90	164.11	159.79	148.50	197.97	166.95	145.29	156.58	117.87
1990	152.48	152.88	177.25	171.79	162.56	207.23	177.75	155.76	167.98	128.36
Hours worked										
1984	38.8	38.5	38.5	38.5	38.3	38.5	38.3	37.9	38.8	38.4
1985	38.5	38.4	38.5	39.0	38.6	38.1	38.2	38.1	38.7	37.9
1986	38.9	38.1	39.1	39.1	38.9	38.0	38.9	38.7	39.0	37.6
1987	39.0	39.1	39.4	39.4	39.0	39.0	39.4	39.3	38.7	37.8
1988	39.4	38.8	39.8	40.0	39.6	40.8	39.6	39.4	39.7	37.8
1989	39.6	38.8	40.0	39.7	39.5	40.5	39.0	39.0	40.1	37.4
1990	39.2	38.1	39.2	38.8	39.5	39.1	38.2	39.2	39.0	37.0
Hourly earnings										pence
1984	265.4	259.0	286.1	275.6	267.9	304.6	288.9	262.4	274.2	215.8
1985	289.2	277.0	308.0	302.9	284.3	331.6	311.2	277.3	295.0	235.9
1986	293.0	296.1	333.9	323.0	301.5	370.9	328.3	297.3	316.1	251.4
1987	319.2	312.4	352.5	334.4	326.0	397.9	352.3	337.7	370.1	270.1
1988	348.8	339.0	371.5	369.6	351.5	427.4	383.0	363.5	390.0	291.0
1989	364.2	360.6	410.6	402.6	375.6	489.0	427.7	375.2	390.0	315.3
1990	389.4	401.7	452.7	443.3	411.9	529.7	465.6	397.6	430.3	346.5
ALL (full-time on adult rates)										£
Weekly earnings										
1984	166.50	155.58	161.37	149.78	129.34	156.22	156.85	137.66	146.47	108.56
1985	177.90	165.23	174.30	165.16	142.68	167.87	172.71	145.58	156.17	118.15
1986	195.68	175.69	187.43	173.36	148.97	181.07	183.24	168.55	168.55	124.66
1987	216.75	189.58	201.11	189.24	159.36	206.97	195.23	172.10	178.69	135.89
1988	234.83	205.75	217.86	207.98	174.46	223.16	210.12	184.24	192.27	143.59
1989	250.12	218.09	237.12	224.52	190.97	243.88	228.53	197.81	209.25	153.67
1990	261.78	236.72	260.62	241.39	205.28	259.82	258.80	212.59	227.61	167.59
Hours worked										
1984	42.1	44.3	42.2	42.2	40.5	41.1	41.4	41.7	43.5	41.6
1985	41.8	44.5	41.9	42.8	41.0	40.3	42.0	41.9	43.3	41.5
1986	41.8	44.2	42.2	42.1	40.7	40.1	41.6	42.0	43.2	41.0
1987	42.7	44.5	42.5	43.4	41.2	41.6	42.2	42.7	43.2	41.5
1988	42.7	44.6	42.7	44.0	41.5	43.1	42.7	43.6	43.6	40.9
1989	42.6	44.2	42.9	43.5	41.9	42.2	42.6	42.4	43.7	40.4
1990	41.5	43.4	42.2	42.6	40.7	41.1	42.4	42.1	43.1	40.2
Hourly earnings										pence
1984	395.9	351.0	382.8	355.1	319.3	380.1	378.5	330.1	336.5	261.2
1985	425.4	371.6	416.0	386.2	348.1	416.9	411.6	347.8	360.8	285.0
1986	468.6	397.8	444.4	411.4	365.8	452.0	440.0	374.6	390.2	304.2
1987	507.8	426.0	473.0	436.2	386.5	497.1	463.1	403.1	413.3	327.4
1988	549.9	461.5	510.6	473.1	420.4	529.1	487.5	431.2	441.2	351.0
1989	587.5	493.0	552.9	516.2	456.0	578.0	536.6	466.9	479.2	380.2
1990	631.0	545.7	617.0	567.3	503.9	632.6	610.8	504.5	528.1	417.2

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

Average earnings and hours: manual employees: by industry †

5.4

Leather, footwear and clothing (44-45)	Timber and wooden furniture (46)	Paper products, printing and publishing (47)	Rubber, plastics and other manufacturing (48-49)	All manufacturing industries (21-49)	Electricity, gas, other energy and water supply (15-17)	Construction (50)	Transport and communication (71-72, 75-77, 79)	All industries covered (SIC 1980 Class)
119.69	139.92	198.43	151.41	157.50	179.77	147.80	173.32	£ 159.30
129.72	154.00	214.42	162.57	170.58	193.34	160.37	...	...
134.81	163.40	235.17	177.70	182.25	208.70	171.25	...	...
142.55	174.76	253.77	190.88	197.92	222.22	180.62	...	...
153.01	186.54	269.67	207.04	213.59	237.16	200.01	...	...
166.76	193.08	284.81	219.21	229.87	262.63	220.12	...	...
180.71	208.11	301.03	235.83	247.15	295.57	239.46	...	...
41.8	42.9	42.5	43.3	42.8	40.7	43.3	46.7	43.4
42.0	44.1	42.4	43.4	43.0	41.1	44.0	...	...
41.7	43.6	42.1	43.4	42.7	41.3	44.0	...	...
42.0	44.4	43.0	43.7	43.5	41.4	44.1	...	...
41.5	43.8	42.9	43.7	43.6	41.7	44.6	...	...
41.4	42.4	42.9	43.3	43.4	41.9	45.2	...	...
41.5	42.5	41.7	42.4	42.6	42.0	44.9	...	...
286.5	326.3	467.1	349.7	367.7	441.5	341.4	371.2	pence 366.7
309.0	348.9	506.1	374.5	374.5	470.0	364.8	...	...
323.6	374.7	558.6	409.6	426.8	504.9	389.3	...	...
339.7	393.9	590.7	436.3	455.1	536.3	409.4	...	...
368.4	425.4	628.1	473.6	489.6	568.1	448.3	...	...
403.1	455.7	663.6	506.8	529.6	627.1	487.4	...	...
435.5	489.5	721.4	556.0	580.0	704.3	533.1	...	...
78.58	102.63	119.71	92.48	96.30	126.00	87.81	126.69	£ 97.34
85.22	113.18	129.16	98.23	103.21	124.17	95.86	...	...
89.55	121.09	139.81	107.39	110.48	157.49	98.55	...	...
96.51	128.43	152.00	113.63	118.79	163.79	104.68	...	...
102.63	137.79	163.55	123.37	128.82	183.91	107.21	...	...
112.31	145.85	179.34	129.52	139.93	188.28	123.40	...	...
120.34	157.59	19						

5.9 EARNINGS

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

THOUSAND

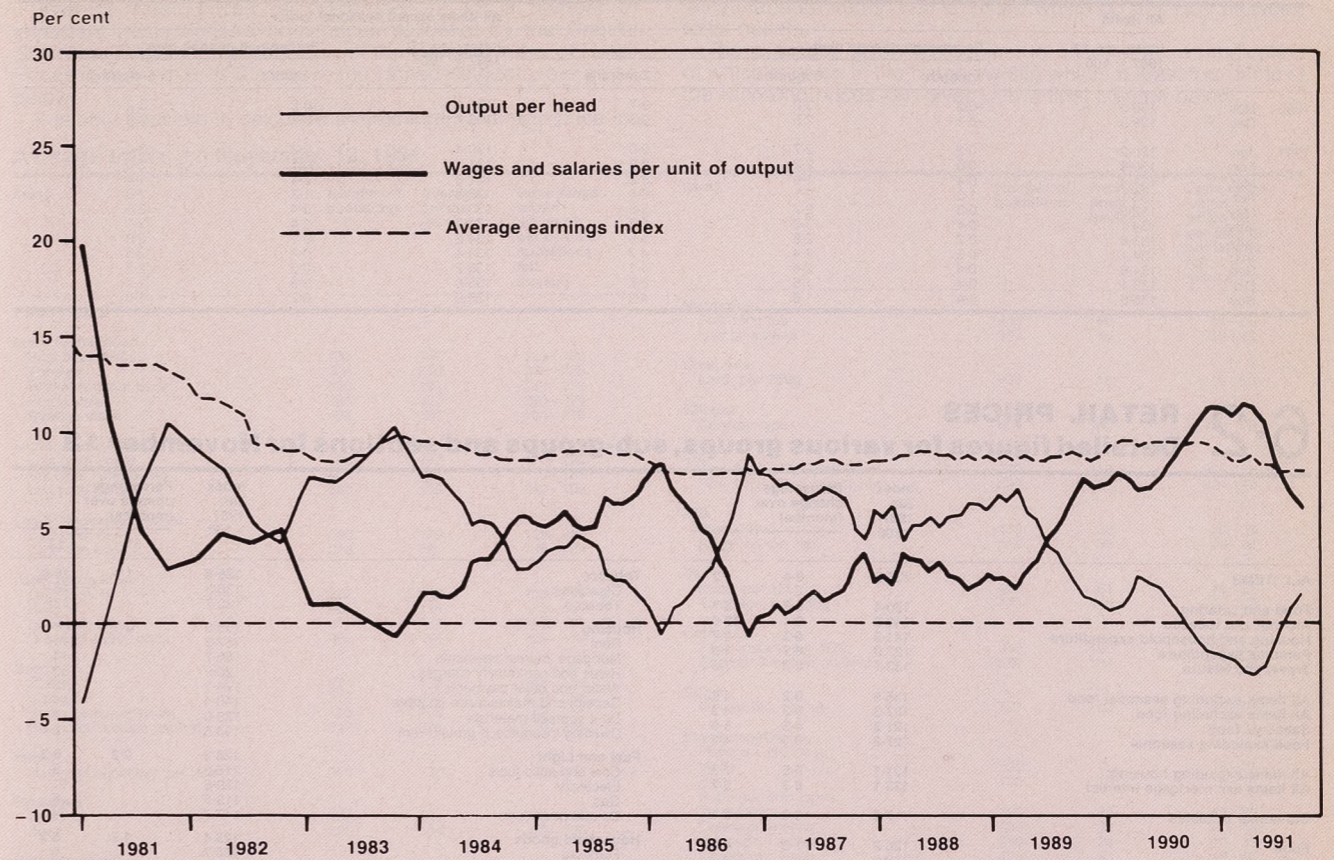
	Great Britain	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Spain	Sweden	United States
	(1) (2)	(7) (8)	(8)	(6) (8)	(4)	(8)	(8)	(8)	(4)	(2) (5)	(4)	(2) (8) (9)	(6) (8)	(8) (10)
Indices 1985 = 100														
Annual averages														
1983	84.4	92	92	91.0	87.8	93	66	83	80.9	97.0	94	90.9	84.9	92
1984	91.7	96	96	95.3	94.6	96	83	92	90.2	100.0	95	100.0	100.0	100
1985	100.0	100	100	100.0	100.0	100	100	100	100.0	100.0	100	100.0	100.0	100
1986	107.7	102	103	104.8	104.3	104	113	107	104.8	101.6	102	110.9	107.4	102
1987	116.3	104	106	114.5	107.2	108	124	113	111.6	103.1	103	119.3	114.3	104
1988	126.2	105	111	122.0	110.5	113	146	118	118.4	107.8	104	127.0	123.4	107
1989	137.2	111	117	127.7	114.7	117	176	124	125.6	114.0	106	136.3	135.7	110
1990	150.1	116	123	133.8	119.9	123	...	...	134.7	120.1	109	148.2	148.5	114
Quarterly averages														
1989 Q1	133.1	109	115	124.8	112.8	114	167	120	122.4	111.6	105	132.9	131.6	109
Q2	135.7	110	116	128.0	114.3	117	173	121	124.8	113.0	106	133.4	135.5	109
Q3	138.7	110	117	128.2	115.2	118	176	123	126.6	114.4	106	136.2	136.5	110
Q4	141.5	116	120	129.9	116.4	119	189	124	128.6	115.4	106	141.9	139.2	111
1990 Q1	145.0	113	121	131.0	117.7	119	201	125	131.4	116.7	107	145.8	144.4	112
Q2	148.3	116	123	134.1	119.4	124	207	128	133.6	120.7	109	145.7	149.6	113
Q3	152.1	115	123	134.3	120.6	125	...	...	135.8	118.1	110	147.9	149.1	114
Q4	155.0	120	126	135.9	121.7	126	...	...	137.9	121.8	109	152.7	150.9	115
1991 Q1	157.9	119	129	136.1	123.1	126	...	...	141.7	121.1	111	156.2	152.5	116
Q2	160.9	120	130	140.9	...	132	...	...	...	125.7	112	155.3	155.1	117
Monthly														
1989 Aug	138.6	...	117	126.6	...	...	...	...	126.5	115.6	106	...	135.1	110
Sept	139.7	110	118	128.7	...	...	...	123	126.8	113.5	106	...	137.3	111
Oct	140.7	...	119	129.5	116.4	119	...	...	126.8	113.4	106	...	138.3	110
Nov	141.5	...	120	129.7	...	...	...	...	129.1	115.3	106	...	138.5	111
Dec	142.2	116	120	131.8	...	...	...	124	129.8	117.5	106	...	140.9	112
1990 Jan	143.4	...	121	131.3	117.7	120	...	...	131.3	119.4	107	...	140.5	111
Feb	144.8	...	121	130.3	...	...	...	...	131.4	114.6	107	...	145.7	112
Mar	147.0	113	122	131.5	...	...	...	125	131.5	116.0	107	...	146.9	113
Apr	146.6	...	122	133.4	119.4	121	...	...	131.5	117.0	109	...	149.7	113
May	148.3	...	123	134.1	...	...	...	...	134.5	118.0	109	...	149.3	113
Jun	149.9	116	123	134.7	...	...	...	128	134.8	127.0	109	...	149.9	114
Jul	150.8	...	123	136.4	120.6	125	...	...	135.8	116.6	110	...	147.5	113
Aug	152.1	...	123	132.4	...	...	...	...	135.9	119.2	109	...	149.9	115
Sep	153.5	115	124	134.2	...	...	...	129	135.9	119.7	109	...	149.3	115
Oct	153.6	...	125	135.1	121.7	126	...	...	137.7	121.5	109	...	149.9	115
Nov	155.1	...	126	135.1	...	...	...	...	139.0	124.0	109	...	153.5	116
Dec	156.2	120	127	137.6	...	...	...	...	...	...	...	...	...	...
1991 Jan	157.0	...	128	136.1	123.1	126	...	...	141.6	121.0	111	...	151.5	116
Feb	157.9	...	129	135.5	...	...	...	...	141.7	121.4	111	...	152.1	116
Mar	158.8	119	130	136.7	...	...	...	...	142.0	120.9	111	...	153.7	116
Apr	160.1	...	130	139.9	...	132	...	...	142.5	121.5	112	...	153.9	116
May	160.7	...	130	141.8	...	...	...	...	...	122.7	112	...	156.3	117
Jun	161.9	120	130	140.9	...	...	...	...	...	132.8	112	...	154.9	117
Jul	162.2	...	130	...	...	...	...	...	...	120.8	113	...	...	118
Aug	164.8	...	...	...	...	...	...	...	...	119.8	113	...	...	117
Increases on a year earlier														
Annual averages														
1984	9	4	4	5	8	3	26	11	11	...	1	...	10	4
1985	9	4	4	5	6	4	20	9	11	...	5	10	8	4
1986	8	2	3	3	4	4	13	7	5	2	2	11	7	2
1987	8	2	3	3	3	4	10	6	6	1	1	8	6	2
1988	8	1	5	7	3	5	18	4	6	5	1	6	8	3
1989	9	6	5	5	4	4	21	5	6	6	2	7	10	3
1990	9	5	5	5	5	5	...	...	7	5	3	9	9	4
Quarterly averages														
1989 Q3	9	5	5	4	4	4	21	5	6	6	1	6	10	3
Q4	8	6	6	4	4	4	20	5	7	5	1	8	10	3
1990 Q1	9	4	5	5	4	4	20	4	7	5	2	10	10	3
Q2	9	5	6	5	4	6	20	6	7	3	4	9	10	4
Q3	10	5	5	5	5	6	...	5	7	7	3	8	8	4
Q4	10	3	5	5	5	6	...	...	7	6	3	7	8	4
1991 Q1	9	7	7	4	5	6	...	...	8	4	4	7	6	4
Q2	9	3	6	5	...	6	...	...	...	4	3	7	4	4
Monthly														
1989 Aug	9	...	6	4	...	...	...	...	6	5	1	...	11	4
Sept	9	5	5	4	...	...	...	5	6	5	1	...	11	4
Oct	9	...	5	4	4	4	...	...	6	4	1	...	10	3
Nov	8	...	6	4	...	...	...	...	7	5	1	...	10	3
Dec	8	6	7	4	...	...	...	5	7	7	1	...	10	3
1990 Jan	8	...	5	5	4	4	...	...	8	6	2	...	10	2
Feb	8	...	5	4	...	...	...	...	8	4	2	...	10	3
Mar	11	4	6	5	...	...	...	4	7	4	3	...	9	4
Apr	9	...	5	4	4	6	...	...	7	5	3	...	11	4
May	9	...	6	4	...	...	...	...	7	5	3	...	9	4
Jun	10	5	6	4	...	...	...	6	7	11	3	...	11	5
Jul	10	...	6	4	...	...	...	...	8	5	4	...	9	4
Aug	10	...	6	4	...	...	...	...	7	1	4	...	9	3
Sep	10	5	5	4	...	...	...	5	7	5	3	...	8	4
Oct	9	...	5	4	...	6	...	...	7	6	3	...	8	4
Nov	10	...	5	4	...	...	...	...	7	6	3	...	8	4
Dec	10	3	6	4	...	...	...	...	7	6	3	...	9	4
1991 Jan	10	...	6	4	5	6	...	...	8	1	4	...	8	5
Feb	9	...	7	4	...	...	...	...	8	6	4	...	4	4
Mar	8	5	7	4	...	...	...	...	8	4	4	...	5	3
Apr	9	...	7	5	...	6	...	...	8	4	3	...	3	3
May	8	...	6	5	...	...	...	...	...	5	3	...	3	3
Jun	8	3	6	5	...	...	...	...	...	2	3	...	...	4
Jul	8	...	6	...	...	...	...	...	...	3	3	...	...	4
Aug	8	...	...	...	...	...	...	...	...	3	3	...	...	4

Source: OECD—Main Economic Indicators.

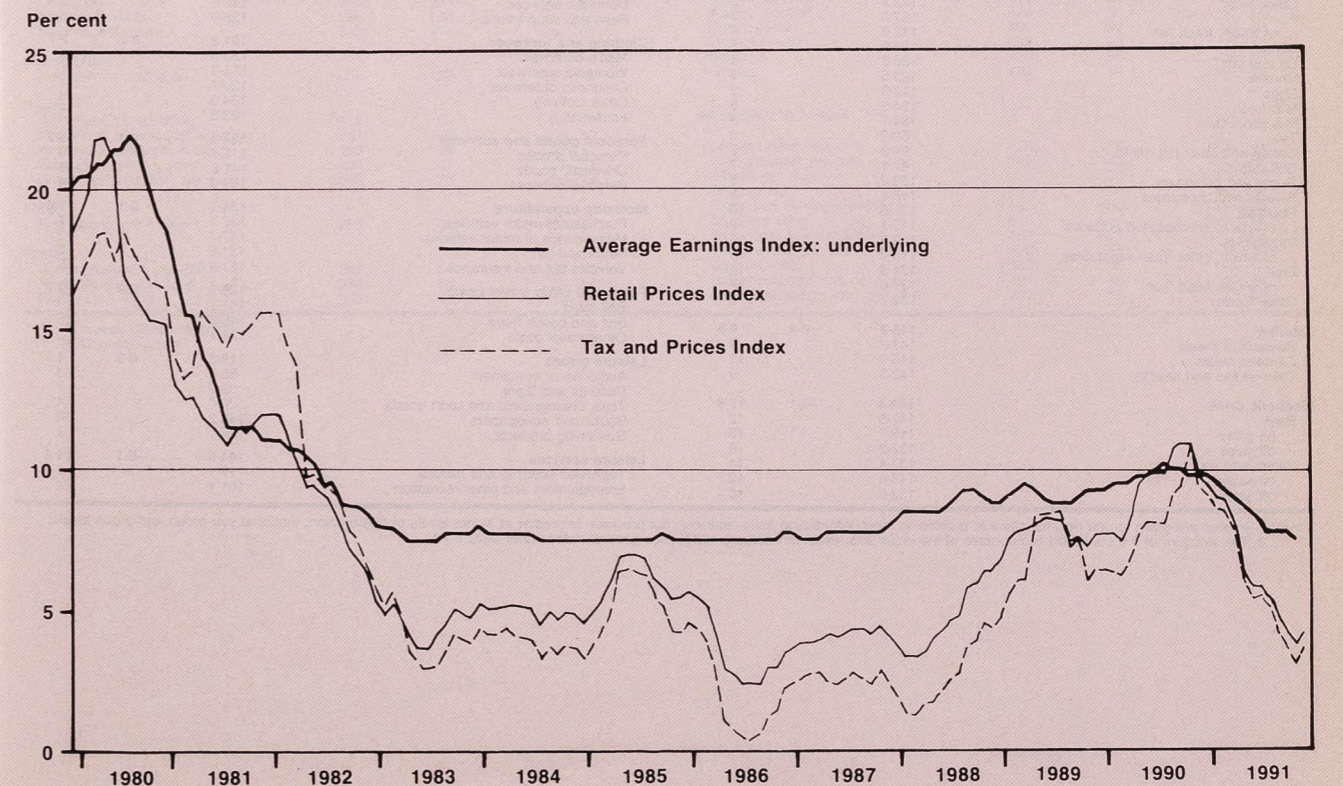
Notes: 1 Wages and salaries on a weekly basis (all employees).
 2 Seasonally adjusted.
 3 Males only.
 4 Hourly wage rates.
 5 Monthly earnings.
 6 Including mining.
 7 Including mining and transport.
 8 Hourly earnings.
 9 All industries.
 10 Production workers.

EARNINGS C2

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



Earnings and prices: whole economy—increases over previous year



6.1 RETAIL PRICES

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

(Source: Central Statistical Office)

		All items			All items except seasonal foods			
		Index Jan 13 1987 = 100	Percentage change over			Index Jan 13 1987 = 100	Percentage change over	
			1 month	6 months	12 months		1 month	6 months
1990	Nov	130.0	-0.2	3.0	9.7	130.4	-0.2	3.2
	Dec	129.9	-0.1	2.5	9.3	130.2	-0.2	2.6
1991	Jan	130.2	0.2	2.7	9.0	130.4	0.2	2.4
	Feb	130.9	0.5	2.2	8.9	131.1	0.5	2.0
	Mar	131.4	0.4	1.6	8.2	131.6	0.4	1.4
	Apr	133.1	1.3	2.1	6.4	133.3	1.3	2.0
	May	133.5	0.3	2.7	5.8	133.8	0.4	2.6
	June	134.1	0.4	3.2	5.5	134.3	0.4	3.1
	July	133.8	-0.2	2.8	4.7	134.2	-0.1	2.9
	Aug	134.1	0.2	2.4	4.1	134.4	0.1	2.5
	Sep	134.6	0.4	1.5	3.7	135.2	0.6	2.7
	Oct	135.1	0.4	1.5	3.7	135.6	0.3	1.7
	Nov	135.6	0.4	1.6	4.3	135.9	0.2	1.6

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for November 12

	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)	
		1	12		1	12
ALL ITEMS	135.6	0.4	4.3	135.6	1.7	16.0
Food and catering	130.4	0.8	5.7	136.3	1.6	13
Alcohol and tobacco	140.8	0.4	13.0	130.7		
Housing and household expenditure	141.3	0.2	-1.7			
Personal expenditure	127.0	0.2	4.9	Housing	155.0	0.1
Travel and leisure	133.1	0.2	7.6	Rent	157.3	-8.7
All items excluding seasonal food	135.9	0.2	4.2	Mortgage interest payments	120.9	-30
All items excluding food	137.3	0.3	4.3	Rates and community charges	174.1	17
Seasonal food	121.3	4.5	5.9	Water and other payments	140.4	11
Food excluding seasonal	127.8	0.3	4.4	Repairs and maintenance charges	130.8	9
All items excluding housing	131.7	0.5	7.3	Do-it yourself materials	138.0	10
All items exc mortgage interest	133.1	0.3	5.7	Dwelling insurance & ground rent	194.5	
Consumer durables	117.3	0.3	3.1	Fuel and Light	128.3	0.2
Food	126.8	1.0	4.5	Coal and solid fuels	116.8	5
Bread	129.5	4	4	Electricity	139.6	11
Cereals	135.2	7	4	Gas	119.5	6
Biscuits and cakes	131.6	6	4	Oil and other fuels	117.7	-24
Beef	125.2	1	3	Household goods	125.4	0.5
Lamb	98.8	-9	6	Furniture	126.7	6
of which, home-killed lamb	94.9	-11	4	Furnishings	123.8	4
Pork	120.3	-2	4	Electrical appliances	113.3	5
Bacon	131.8	2	4	Other household equipment	130.8	7
Poultry	112.6	-5	4	Household consumables	139.0	9
Other meat	122.7	1	3	Pet care	116.8	5
Fish	127.2	3	2	Household services	133.3	0.5
of which, fresh fish	142.8	4	3	Postage	138.1	10
Butter	124.9	3	4	Telephones, telemessages, etc	120.9	6
Oil and fats	126.3	5	4	Domestic services	145.6	9
Cheese	123.5	3	4	Fees and subscriptions	138.5	8
Eggs	112.3	2	2	Clothing and footwear	121.8	0.2
Milk fresh	134.1	5	3	Men's outerwear	123.5	4
Milk products	134.1	3	3	Women's outerwear	113.3	-1
Tea	152.2	9	3	Children's outerwear	120.7	1
Coffee and other hot drinks	91.3	2	3	Other clothing	134.0	9
Soft drinks	147.1	7	3	Footwear	123.8	3
Sugar and preserves	139.2	5	3	Personal goods and services	137.1	0.1
Sweets and chocolates	118.0	8	8	Personal articles	112.7	3
Potatoes	125.5	10	3	Chemists' goods	141.8	9
of which, unprocessed potatoes	115.7	12	14	Personal services	159.0	14
Vegetables	119.6	1	7	Motoring expenditure	134.7	0.1
of which, other fresh vegetables	115.0	0	7	Purchase of motor vehicles	127.4	7
Fruit	134.3	15	4	Maintenance of motor vehicles	147.7	12
of which, fresh fruit	137.6	17	2	Petrol and oil	131.6	2
Other foods	132.7	8	15	Vehicles tax and insurance	151.8	15
Catering	143.2	0.4	9.5	Fares and other travel costs	138.3	0.4
Restaurant meals	143.2	9	9	Rail fares	141.7	9
Canteen meals	145.0	11	16	Bus and coach fares	148.6	16
Take-aways and snacks	142.3	9	5	Other travel costs	128.7	5
Alcoholic drink	143.4	-0.1	11.8	Leisure goods	119.5	0.3
Beer	147.5	12	4	Audio-visual equipment	86.7	-3
on sales	149.7	13	7	Records and tapes	109.9	7
off sales	132.3	9	4	Toys, photographic and sport goods	120.0	6
Wines and spirits	137.4	11	7	Books and newspapers	146.2	7
on sales	143.4	12	7	Gardening products	134.1	7
off sales	133.0	10	14	Leisure services	144.5	-0.1
				Television licences and rentals	117.1	6
				Entertainment and other recreation	161.1	14

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

It is only possible to calculate a meaningful average price for

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

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

Average prices on November 12, 1991

Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item†	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef: home-killed				Soft 500g tub	405	46	35-85
Best beef mince	430	162	128-199	Low fat spread	389	46	39-49
Topside	424	270	238-299	Other fats			
Brisket (without bone)	350	191	160-219	Lard, per 250g	403	18	16-20
Rump steak*	431	357	289-399	Cheese			
Stewing steak	406	180	164-219	Cheddar type	404	160	129-199
Lamb: home-killed				Eggs			
Loin (with bone)	408	197	170-250	Size 2 (65-70g), per dozen	369	119	98-146
Shoulder (with bone)	406	103	79-151	Size 4 (55-60g), per dozen	302	101	82-119
Leg (with bone)	383	163	148-199	Milk			
Lamb: imported (frozen)				Pasteurised, per pint	439	33	28-33
Loin (with bone)	346	179	129-289	Skimmed, per pint	418	33	28-33
Leg (with bone)	319	161	138-189	Tea			
Pork: home-killed				Loose, per 125g	419	61	46-81
Leg (foot off)	362	149	109-196	Tea bags, per 250g	421	156	78-163
Belly*	403	114	88-138	Coffee			
Loin (with bone)	417	184	148-199	Pure, instant, per 100g	845	130	95-165
Shoulder (with bone)	353	144	125-174	Ground (filter fine), per 8oz	389	137	89-209
Bacon				Sugar			
Streaky*	374	132	116-159	Granulated, per kg	427	66	65-69
Gammon*	379	244	179-269	Fresh vegetables			
Back, vacuum packed	326	228	149-275	Potatoes, old loose			
Back, not vacuum packed	342	208	170-240	White	320	15	10-21
Ham				Red	150	16	10-18
Ham (not shoulder), per 4oz	410	76	64-90	Potatoes, new loose - - -			
Sausages				Tomatoes	420	80	69-89
Pork	431	103	89-135	Cabbage, greens	395	33	20-49
Beef	325	104	79-120	Cabbage, hearted	410	24	18-39
Canned meats				Cauliflower, each	425	53	40-60
Pork luncheon meat, 12oz can	243	56	45-67	Brussels sprouts	350	33	24-45
Corned beef, 12oz can	245	96	79-109	Carrots	432	20	14-25
Chicken: roasting, oven ready				Onions	428	26	18-29
Frozen, oven ready	369	73	63-82	Mushrooms, per 4oz	417	33	26-36
Fresh or chilled 3lb,	397	103	75-145	Cucumber, each	424	56	49-69
Fresh and smoked fish				Lettuce - iceberg	375	96	65-119
Cod fillets	335	293	250-340	Fresh fruit			
Mackerel, whole	295	104	75-145	Apples, cooking	411	43	30-55
Kippers, with bone	343	114	98-189	Apples, dessert	428	60	48-68
Canned fish				Pears, dessert	409	54	40-68
Red salmon, half size	235	123	109-139	Oranges, each	399	22	15-28
Bread				Bananas	429	54	39-59
White loaf, sliced, 800g	417	52	39-70	Grapes	404	94	55-149
White loaf, unwrapped, 800g	381	70	65-77	Items other than food			
White loaf, unsliced, 400g	403	46	42-51	Draught bitter, per pint	784	128	110-145
Brown loaf, sliced, small	400	47	39-51	Draught lager, per pint	795	143	125-160
Brown loaf, unsliced, 800g	362	73	66-79	Whisky per nip	796	98	85-110
Flour				Gin, per nip	797	98	86-110
Self raising, per 1.5kg	259	63	58-68	Cigarettes 20 king size filter	5,195	194	159-208
Butter				Coal, per 50kg	415	628	500-766
Home produced, per 250g	381	64	58-72	Smokeless fuel per 50kg	482	872	700-1058
New Zealand, per 250g	382	60	59-64	4-star petrol, per litre	606	49	48-51
Danish, per 250g	362	70	69-75	Derv per litre	538	46	44-47
				Unleaded petrol ord. per litre	604	46	44-48
				Super unleaded petrol, per litre	299	48	47-50

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

6.4 RETAIL PRICES

General index of retail prices

(Source: Central Statistical Office)

UNITED KINGDOM January 15, 1974 = 100		ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food	Meals bought and consumed outside the home	Alcoholic drink		
						All	Seasonal †	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	96	233	30.4-33.5	199.5-202.6	51	85
	1979	1,000	768	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77
	1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
	1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
	1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	39	77
	1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	38	78
	1984	1,000	799	966.1-968.7	102 Feb-Nov	201	31.3-33.9	167.1-169.8	36	75
					87 Dec-Jan					
	1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75
	1986	1,000	815	973.3-976.0	83 Feb-Nov	185	24.0-26.7	158.3-161.0	44	82
					60 Dec-Jan					
1974		108.5	109.3	108.4	108.4	106.1	103.0	106.9	108.2	109.7
1975		134.8	135.3	135.1	147.5	133.3	129.8	134.3	132.4	135.2
1976		157.1	157.4	156.5	185.4	159.9	177.7	156.8	157.3	159.3
1977		182.0	179.7	181.5	208.1	190.3	197.0	189.1	185.7	183.4
1978		197.1	195.2	197.8	227.3	203.8	180.1	208.4	207.8	196.0
1979	Annual averages	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	307.9	255.9	224.5	262.0	290.0	261.8
1981		295.0	299.8	296.9	368.0	277.5	244.7	283.9	318.0	306.1
1982		320.4	326.2	322.0	417.6	299.3	276.9	303.5	341.7	341.4
1983		335.1	343.4	337.1	440.9	308.8	282.8	313.8	364.0	366.5
1984		351.8	358.9	353.1	454.9	326.1	319.0	327.8	390.8	387.7
1985		373.2	383.2	375.4	478.9	336.3	314.1	340.9	413.3	412.1
1986		385.9	396.4	387.9	496.6	347.3	336.0	350.0	439.5	430.6
1975 Jan 14		119.9	120.4	120.5	119.9	118.3	106.6	121.1	118.7	118.2
1976 Jan 13		147.9	147.6	147.6	172.8	148.3	158.6	146.6	146.2	149.0
1977 Jan 18		172.4	169.3	170.9	198.7	183.1	172.4	177.1	172.3	173.0
1978 Jan 17		189.5	187.6	190.2	220.1	196.1	173.9	200.4	199.5	188.9
1979 Jan 16		207.2	204.3	207.3	234.5	217.5	207.6	219.5	218.7	198.9
1980 Jan 15		245.3	245.5	246.2	274.7	244.8	223.6	248.9	267.8	241.4
1981 Jan 13		277.3	280.3	279.3	348.9	266.7	225.8	274.7	307.5	277.7
1982 Jan 12		310.6	314.6	311.5	387.0	296.1	287.6	297.5	321.8	321.8
1983 Jan 11		325.9	348.9	328.5	441.4	301.8	256.8	310.3	353.7	353.7
1984 Jan 10		342.6	348.9	343.5	445.8	319.8	321.3	319.8	378.5	376.1
1985 Jan 15		359.8	367.8	361.8	465.9	330.6	306.9	335.6	401.8	397.9
1986 Jan 14		379.7	390.2	381.9	489.7	341.1	322.8	344.9	426.7	423.8
1987 Jan 13		394.5	405.6	396.4	502.1	354.0	347.3	355.9	454.8	440.7

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

RETAIL PRICES 6.4

General index of retail prices

(Source: Central Statistical Office)

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services	
43	124	52	64	91	63	135	54	1974 Weights
46	108	53	70	89	71	149	52	1975
46	112	56	75	84	74	140	57	1976
46	112	58	63	82	71	139	54	1977
48	113	60	64	80	70	140	56	1978
44	120	59	64	82	69	143	59	1979
40	124	59	69	84	74	151	62	1980
36	135	62	65	81	75	152	66	1981
41	144	62	64	77	72	154	65	1982
39	137	69	64	74	75	159	63	1983
36	149	65	69	70	76	158	65	1984
37	153	65	65	75	77	156	62	1985
40	153	62	63	75	81	157	58	1986
115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	(1974
147.7	125.5	147.4	131.2	125.7	138.6	143.9	135.5	(1975
152.6	142.5	147.4	144.2	139.4	161.3	166.0	159.5	(1976
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3	(1977
227.0	173.4	207.8	173.0	171.0	206.7	207.2	192.0	(1978
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9	(1979
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7	(1980
358.2	318.2	380.0	277.2	208.3	300.7	322.6	300.8	(1981
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6	(1982
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9	(1983
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3	(1984
532.5	452.3	499.3	263.9	222.9	392.5	392.5	381.3	(1985
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5	(1986
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8	Jan 14 1975
152.6	154.8	162.7	140.8	131.5	152.3	157.0	154.0	Jan 13 1976
193.2	154.1	198.8	157.0	148.5	176.2	178.9	166.8	Jan 18 1977
222.8	164.3	219.9	175.2	163.6	198.6	198.7	186.6	Jan 17 1978
231.5	190.3	233.1	176.1	176.1	216.4	218.5	202.0	Jan 16 1979
269.7	237.4	277.1	216.1	197.1	258.8	268.4	246.9	Jan 15 1980
296.6	285.0	355.7	231.0	207.5	293.4	299.5	289.2	Jan 13 1981
392.1	350.0	401.9	239.5	207.1	312.5	330.5	325.6	Jan 12 1982
426.2	348.1	467.0	245.6	210.9	337.4	353.9	337.6	Jan 11 1983
450.8	362.6	469.3	252.3	210.4	353.3	370.8	350.6	Jan 10 1984
508.1	416.4	487.5	257.7	217.4	378.4	379.6	369.7	Jan 15 1985
545.7	463.7	507.0	265.2	225.2	402.9	393.1	393.1	Jan 14 1986
602.9	502.4	506.1	265.6	230.8	413.0	399.7	408.8	Jan 13 1987

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

6.5 RETAIL PRICES

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

(Source: Central Statistical Office)

UNITED KINGDOM	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	25.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	22.8	13.0	3.7	-0.2	6.5	10.4	12.6
1983 Jan 11	4.9	1.9	7.3	9.0	8.7	-0.5	18.2	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
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 Nov 14	7.7	7.4	6.6	5.8	2.9	17.9	5.6	3.6	5.9	5.0	7.3	4.5	6.8	4.8	6.1
1989 Dec 12	7.7	7.5	6.9	6.1	2.9	18.2	5.7	4.0	5.9	4.9	7.5	3.8	6.8	4.8	6.0
1990 Jan 16	7.7	8.0	7.2	5.8	2.6	17.0	6.1	4.2	5.4	4.6	7.4	4.0	7.4	4.8	6.7
1990 Feb 13	7.5	8.6	7.3	6.0	2.6	15.5	5.5	4.2	5.3	4.9	7.7	4.0	7.2	4.7	6.9
1990 Mar 13	8.1	8.7	7.3	6.2	2.5	18.2	5.6	4.6	5.3	5.2	8.2	3.8	7.2	5.0	6.9
1990 Apr 10	9.4	8.4	7.7	9.0	6.2	23.4	6.0	4.6	4.8	4.7	7.1	4.0	7.4	5.2	8.2
1990 May 15	9.7	8.9	8.1	10.6	8.5	23.8	7.4	4.7	5.5	4.6	7.0	3.6	6.8	4.7	8.0
1990 June 12	9.8	8.4	8.3	10.8	8.6	23.7	7.8	4.9	5.9	4.2	7.0	3.8	7.1	4.6	8.4
1990 July 17	9.8	7.9	8.8	11.4	8.7	23.7	7.7	4.3	6.3	3.6	6.9	4.6	7.2	4.2	8.0
1990 Aug 14	10.6	8.5	8.8	11.1	8.8	23.8	9.1	4.7	6.5	4.7	7.5	7.8	7.5	4.6	8.0
1990 Sept 11	10.9	8.1	9.4	11.1	8.3	23.7	9.6	5.2	7.5	4.9	8.0	9.7	7.5	4.7	9.0
1990 Oct 13	10.9	7.1	9.3	11.0	8.2	23.2	11.4	5.1	7.9	4.7	8.0	10.5	8.1	5.1	9.4
1990 Nov 13	9.7	6.9	9.5	11.2	8.1	17.9	10.1	5.5	7.7	5.0	8.1	9.0	7.8	4.5	9.1
1990 Dec 11	9.3	6.6	9.4	11.3	8.7	17.1	9.5	5.6	7.6	4.8	7.6	7.9	7.8	4.6	9.5
1991 Jan 15	9.0	5.9	9.1	11.5	9.1	17.0	9.9	4.2	7.9	3.1	7.3	6.8	11.3	4.4	9.3
1991 Feb 12	8.9	6.3	9.0	11.8	9.1	16.8	10.6	4.8	7.6	2.5	7.5	6.4	8.9	4.7	9.1
1991 Mar 12	8.2	5.7	8.9	11.6	9.2	14.0	9.2	4.9	8.0	3.1	7.3	6.6	9.2	3.9	9.0
1991 Apr 16	6.4	6.0	11.3	14.7	17.5	-2.2	8.6	6.2	9.7	3.7	8.9	7.8	9.7	5.1	12.2
1991 May 14	5.8	4.6	11.3	13.2	16.0	-4.3	8.0	7.0	9.4	3.6	9.2	8.8	10.2	5.3	12.2
1991 Jun 11	5.8	5.8	11.1	13.4	15.9	-5.2	8.4	7.0	9.0	4.1	9.4	8.8	10.3	4.9	12.0
1991 Jul 16	5.5	5.5	10.7	12.9	15.9	-7.0	9.0	6.7	9.1	2.8	10.2	9.5	10.1	5.3	12.3
1991 Aug 13	4.7	5.3	10.6	12.5	15.7	-8.2	7.6	7.0	9.0	1.8	9.7	7.3	9.9	5.1	12.3
1991 Sep 10	4.1	4.2	10.0	12.4	15.6	-8.8	7.1	6.9	7.6	3.2	9.0	5.2	9.9	4.7	13.2
1991 Oct 15	3.7	4.3	9.7	12.0	14.4	-10.0	5.0	6.5	7.6	3.3	9.1	5.5	9.4	4.3	12.6
1991 Nov 12	4.3	4.5	9.5	11.8	16.0	-8.7	6.2	6.3	7.5	2.7	8.7	7.4	9.7	4.0	11.8

Notes: See notes under table 6.7.

6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	One-person pensioner households				Two-person pensioner households				General index of retail prices (excl. housing)			
	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
JAN 15, 1974 = 100												
1974	101.1	105.2	108.6	114.2	101.1	105.8	108.7	114.1	101.5	107.5	110.7	116.1
1975	121.3	134.3	139.2	145.0	121.0	134.0	139.1	144.4	123.5	134.5	140.7	145.7
1976	152.3	158.3	161.4	171.3	151.5	157.3	160.5	170.2	151.4	156.6	160.4	168.0
1977	179.0	186.9	191.1	194.2	178.9	186.3	189.4	192.3	176.8	184.2	187.6	190.8
1978	197.5	202.5	205.1	207.1	195.8	200.9	203.6	205.9	194.6	199.3	202.4	205.3
1979	214.9	220.6	231.9	239.8	213.4	219.3	231.1	238.5	211.3	217.7	233.1	239.8
1980	250.7	262.1	268.9	275.0	248.9	260.5	266.4	271.8	249.6	261.6	267.1	271.8
1981	283.2	292.1	297.2	304.5	280.3	290.3	295.6	303.0	279.3	289.8	295.0	300.5
1982	314.2	322.4	323.0	327.4	311.8	319.4	319.8	324.1	305.9	314.7	316.3	320.2
1983	331.1	334.3	337.0	342.3	327.5	331.5	334.4	339.7	323.2	328.7	332.0	335.4
1984	346.7	353.6	353.8	357.5	343.8	351.4	351.3	355.1	337.5	344.3	345.3	348.5
1985	363.2	371.4	371.3	374.5	360.7	369.0	368.7	371.8	353.0	361.8	362.6	365.3
1986	378.4	382.8	382.6	384.3	375.4	379.6	379.9	382.0	367.4	371.0	372.2	375.3
1987 January	386.5				384.2				377.8			
JAN 13, 1987 = 100												
1987	100.3	101.2	100.9	102.0	100.3	101.3	101.1	102.3	100.3	101.5	101.7	102.9
1988	102.8	104.6	105.3	106.6	103.1	104.8	105.5	106.8	103.6	105.5	106.4	107.7
1989	108.0	110.0	111.0	113.2	108.2	110.4	111.3	113.4	109.0	111.2	112.0	113.7
1990	115.3	119.1	119.9	122.4	115.4	118.3	120.2	122.6	115.2	118.5	120.3	122.6
1991	123.8	127.4	128.5	129.7	123.7	128.0	128.9	129.8	123.4	128.5	129.8	129.8

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

RETAIL PRICES 6.7

Group indices: annual averages

UNITED KINGDOM	All items (excluding housing)	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services			
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
JAN 15, 1974 = 100														
1983	336.2	300.7	358.2	366.7	441.6	462.3	255.3	215.3	393.9	422.3	311.5			
1984	352.9	320.2	384.3	386.6	489.8	479.2	263.0	215.5	417.3	438.3	321.3			
1985	370.1	330.7	406.8	410.2	533.3	502.4	274.3	223.4	451.6	458.6	343.1			
1986	382.0	340.1	432.7	428.4	587.2	510.4	281.3	231.0	468.4	472.1	357.0			
1987 January	386.5	344.6	448.5	438.4	605.5	510.5	...	231.7	...	...	...
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1983	333.3	296.7	358.2	377.3	440.6	461.2	257.4	223.8	393.9	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	102.8	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	
1989	110.6	110.8	116.7	111.9	106.5	106.8	110.9	109.1	109.3	115.1	114.9	116.2	106.1	
1990	118.9	120.0	126.4	122.3	113.8	116.2	116.5	116.4	115.3	129.4	124.1	121.7	124.8	111.2
INDEX FOR TWO-PERSON PENSIONER HOUSEHOLDS														
1987	101.2	101.1	102.8	101.8	100.1	99.1	102.2	100.9	101.2	102.3	103.0	102.8	103.4	100.5
1988	105.0	104.7	109.6	106.7	103.4	101.4	106.1	103.8	104.5	109.1	108.7	109.3	103.7	
1989	110.9	111.0	116.5	112.4	106.4	106.8	110.5	107.9	109.4	118.3	114.2	115.2	116.3	106.7
1990	119.1	120.4	126.3	123.1	113.7	115.7	115.8	114.9	115.5	127.6	122.8	122.1	124.6	112.1
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1									

6.8 RETAIL PRICES Selected countries

(Source: Central Statistical Office)

	United Kingdom	European Community (12)	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.4	103.5	101.3	103.6	99.9	123.0	108.8	102.7	103.8	105.8	100.3
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.5	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.4	107.3	118.1	104.2	184.9	128.2	112.5	113.9	123.8	105.1
1990	133.3	123.0	111.0	121.2	107.0	222.6	136.8	116.3	117.6	131.8	109.0
Monthly											
1990 Nov	137.4	125.6	112.7	122.8	108.0	241.3	140.2	118.0	118.7	135.1	111.4
Dec	137.3	125.7	112.6	122.5	108.1	245.4	140.5	117.9	...	135.4	111.3
1991 Jan	137.6	126.4	113.4	122.5	108.8	244.9	142.2	118.4	...	136.3	111.2
Feb	138.4	126.9	113.8	122.8	109.1	245.3	142.0	118.6	...	137.5	111.4
Mar	138.9	127.2	113.3	123.0	109.0	249.7	142.5	118.7	...	138.3	111.6
Apr	140.7	128.0	113.4	123.3	109.5	258.3	142.8	119.1	...	138.8	111.2
May	141.1	128.4	113.8	124.1	109.9	259.3	143.2	119.4	120.6	139.3	111.7
Jun	141.8	128.9	114.3	124.4	110.5	264.3	143.6	119.7	...	140.0	111.9
Jul	141.5	129.5	114.9	124.0	111.5	264.1	145.4	120.2	...	140.4	112.5
Aug	141.8	129.8	115.3	124.2	111.5	263.5	146.0	120.4	122.2	140.9R	112.8
Sep	142.3	130.3P	115.2	124.9	111.7	273.8	147.1R	120.6	...	141.4P	113.1
Oct	142.8	131.0P	115.6	125.1P	112.0	279.8	148.1	121.1P	...	142.6P	113.4
Nov	143.4	...	...	...	...	...	...	...	...	...	...
Increases on a year earlier											
Annual averages											
1985	6.1	6.1	4.9	4.7	2.2	19.3	7.8	5.9	5.4	9.2	4.1
1986	3.4	3.6	1.3	3.6	-0.3	23.0	8.8	2.7	3.8	5.8	0.3
1987	4.2	3.3	1.6	4.1	0.3	16.4	5.2	3.1	3.2	4.8	-0.1
1988	4.9	3.6	1.2	4.5	1.2	13.5	4.8	2.6	2.1	5.0	1.5
1989	7.8	5.1	3.1	4.8	2.8	13.8	6.8	3.5	4.1	6.3	3.3
1990	9.4	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.5	3.7
Monthly											
1990 Nov	9.7	5.9	4.0	2.2	3.0	22.9	6.7	3.5	2.7	6.8	4.5
Dec	9.3	5.7	3.5	1.9	2.8	22.8	6.5	3.4	...	6.6	4.4
1991 Jan	9.0	5.6	3.9	2.5	2.8	21.7	6.8	3.5	...	6.3	3.0
Feb	8.9	5.5	4.0	2.6	2.7	21.8	6.0	3.5	2.5	6.4	3.2
Mar	8.2	5.3	3.3	2.4	2.5	19.5	5.9	3.2	...	6.6	3.5
Apr	6.4	5.0	2.9	2.6	2.8	21.5	5.9	3.2	...	6.6	2.9
May	5.8	5.0	3.2	2.5	3.0	18.4	6.2	3.2	3.1	6.7	3.2
Jun	5.8	5.1	3.6	2.9	3.5	18.1	6.2	3.3	...	6.6	3.3
Jul	5.5	5.3	3.8	2.9	4.4	18.3	6.1	3.4	...	6.7	3.8
Aug	4.7	4.9	3.5	2.1	4.1	17.4	6.0	3.0	3.5	6.3R	3.6
Sep	4.1	4.6P	2.5	1.8	3.9	17.9	5.8R	2.6	...	6.2P	3.2
Oct	3.7	4.4P	2.2	1.8P	3.5	17.6	5.5	2.5P	...	6.2P	2.4
Nov	4.3	...	...	...	...	...	...	...	...	...	...

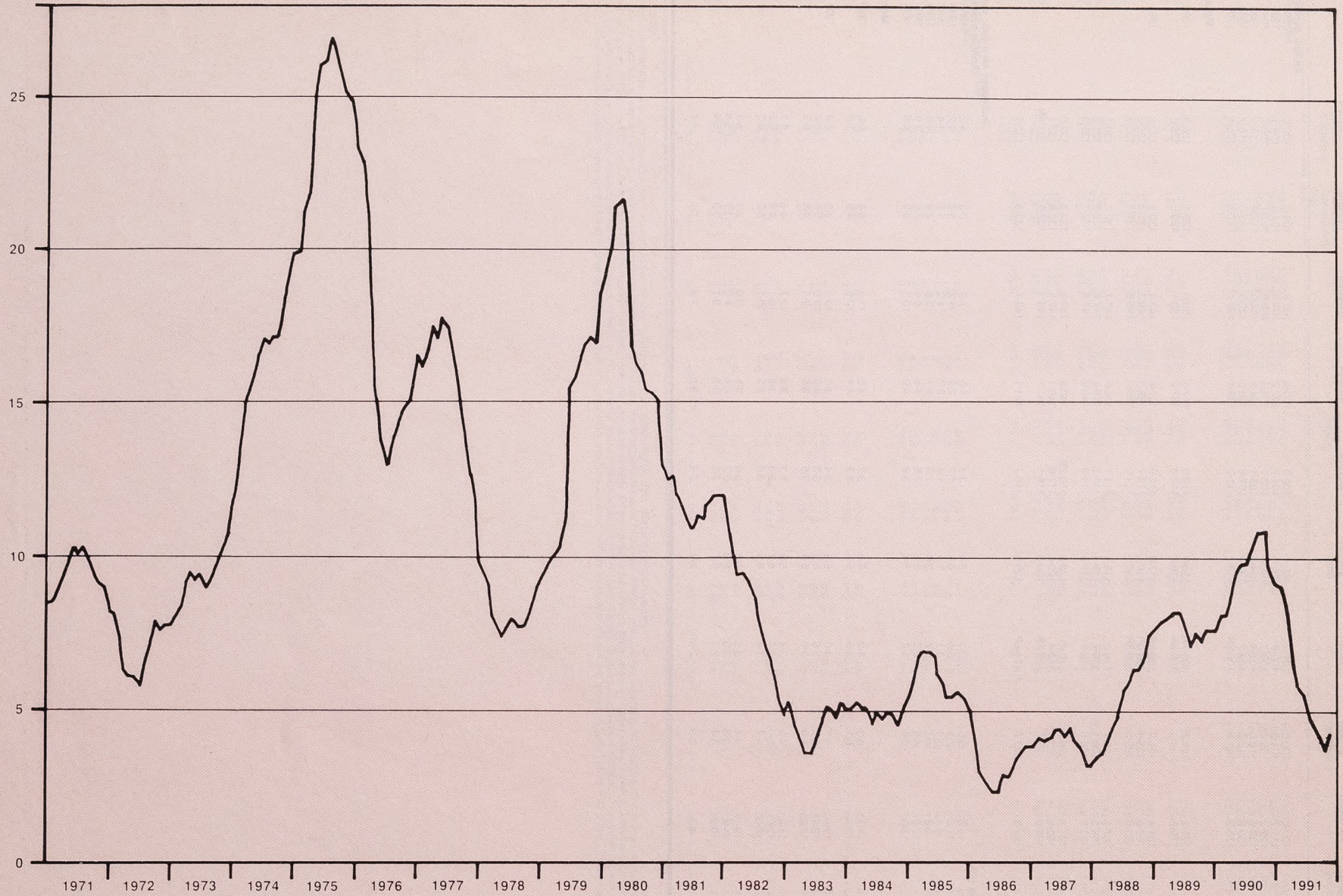
Source: Eurostat

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

RETAIL PRICES 6.8 Selected countries

	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
Annual averages										
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	100.2	111.7	101.9	100.6	100.8	101.7	107.2	104.2	103.6	104.1
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.6	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	150.8	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.2	170.9	121.5	106.9R	113.2	111.3	135.4	135.1	127.3	124.4
Monthly										
1990 Nov	105.6	178.2	124.4	108.7R	116.0	112.3	137.6	139.3	129.1	126.9
Dec	105.4	179.6	124.4	108.6R	116.0	112.3	137.2	139.1	129.0	126.8
1991 Jan	106.0	181.4	125.2	109.3R	117.0	112.9	137.8	142.4	130.9	130.2
Feb	106.1	184.6	125.4	109.0R	118.1	113.7	138.3	146.3	131.6	130.2
Mar	106.8	185.6	125.5	109.5R	118.1	114.0	139.3	146.9	131.7	130.7
Apr	107.2	187.1	125.7	110.2	118.4	114.1	139.7	147.7	132.2	130.7
May	107.4	189.5	126.1	110.7	119.4	114.2	139.9	147.8	132.8	131.3
Jun	107.5	191.1	126.5	110.3	119.9	114.9	140.0	147.6	132.7	131.9
Jul	109.0	191.7	126.7	110.2	120.0	116.2R	140.2	147.6	132.7	132.0
Aug	109.4	192.9	127.1	110.4	120.6	117.0	140.1	147.5	132.8	132.1
Sep	110.1	193.0	127.6	110.6R	120.8	116.1	141.1	149.1	133.0	131.9R
Oct	110.5	194.3	127.8	111.6P	120.9	115.7	141.1	149.7	133.3	131.7
Nov	...	...	...	...	...	...	...	...	...	...
Increases on a year earlier										
Annual averages										
1985	2.3	19.6	3.5	2.0	3.4	3.3	5.5	7.4	6.3	4.2
1986	0.2	11.8	1.9	0.6	0.8	1.7	7.2	4.2	3.6	4.2
1987	-0.4	9.3	3.7	0.1	1.4	1.4	8.7	4.2	3.7	4.4
1988	0.8	9.6	4.1	0.7	2.0	1.9	6.7	5.8	4.9	4.0
1989	1.1	12.6	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.5	13.3	5.4	3.2	5.4	3.2	4.2	10.5	6.1	4.8
Monthly										
1990 Nov	2.9	14.1	6.3	4.2	6.0	3.9	4.5	11.4	5.6	5.0
Dec	2.7	13.7	6.1	3.8	5.3	3.5	4.4	10.9	4.9	5.0
1991 Jan	3.4	12.9	5.7	4.0	5.5	3.4	4.0	10.0	4.9	6.8
Feb	3.1	12.3	5.3	3.6	6.2	3.3	4.0	12.6	5.0	6.2
Mar	3.4	12.2	4.9	3.6	5.8	3.5	3.5	9.9	4.8	6.3
Apr	3.3	11.8	4.9	3.4	5.8	3.3	3.8	10.7	4.6	6.3
May	3.4	12.0	5.0	3.4	6.3	3.3	3.8	10.1	4.6	6.2
Jun	3.6	12.6	4.7	3.4	6.5	3.8	3.5	10.1	4.2	6.3
Jul	4.7	12.1	4.4	3.5	6.6	3.6	3.5	9.0	4.1	5.8
Aug	4.7	11.4	3.8	3.3	6.0	3.7	3.6	8.2	3.7	5.8
Sep	4.6	10.2	3.4	2.7	5.7	3.2	3.3	8.1	3.3	5.4
Oct	4.5	9.8	2.9	2.5P	5.1	2.7	2.5	7.8	3.2	4.4
Nov	...	...	...	...	...	...	...	...	...	...

Per cent



C3
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
Self-employed * 1981	48.0	51.7	1.6	36.4	18.4	156.1
Employees in employment						
1986 Mar	215.3	249.9	137.1	226.5	322.0	1150.8
June	229.2	259.8	138.2	270.5	370.9	1268.6
Sept	227.7	264.3	138.5	268.4	362.0	1260.9
Dec	225.2	263.4	139.2	232.3	331.2	1191.2
1987 Mar	223.8	257.0	138.4	220.9	328.5	1168.6
June	240.4	263.1	136.9	265.4	375.1	1280.9
Sept	242.2	264.1	139.9	270.1	367.0	1283.3
Dec	245.9	274.5	143.3	245.5	348.3	1257.5
1988 Mar	245.3	274.3	139.3	240.9	352.7	1252.4
June	265.1	289.3	140.5	281.2	373.5	1349.7
Sept	265.9	304.5	139.5	287.3	374.3	1371.6
Dec	269.9	313.1	144.9	251.7	346.3	1325.8
1989 Mar	268.4	316.4	139.9	259.1	343.2	1327.0
June	290.1	326.2	140.4	301.0	373.3	1431.0
Sept	295.3	329.1	143.3	310.6	376.2	1454.6
Dec	296.6	336.3	144.5	282.1	335.8	1395.0
1990 Mar	294.1	326.3	140.9	278.8	337.7	1377.7
June	306.0	338.8	142.3	317.6	387.4	1492.1
Sept	310.1	338.3	144.9	320.8	380.9	1495.0
Dec	301.6	333.3	150.0	285.6	346.6	1417.1
1991 Mar	285.1	317.9	145.3	271.2	337.4	1356.9
June	293.8	325.2	144.9	297.9	379.4	1441.3
CHANGES:						
Jun 1990-1991 no.(thousands)	-12.2	-13.6	2.6	-19.7	-8.0	-50.7
Percentage	-4.0	-4.0	1.8	-6.2	-2.1	-3.4

* Based on Census of Population.

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

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

† 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)	
1982		3,188		3,640		-452	
1983		4,003		4,090		-87	
1984		4,614		4,663		-49	
1985		5,442		4,871		+571	
1986		5,553		6,083		-530	
1987		6,260		7,280		-1,020	
1988		6,184		8,216		-2,032	
1989		6,945		9,357		-2,412	
1990		7,785		9,916		-2,131	
Percentage change 1990/1989		0112		+6			
		Overseas visitors to the UK		UK residents abroad		Balance	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1990	Q1	1,374	2,034	1,698	2,490	-324	-456
	Q2	1,858	1,941	2,531	2,521	-673	-580
	Q3	2,822	1,912	3,752	2,408	-930	-495
	Q4	1,731	1,898	1,935	2,498	-204	-600
1991 P	Q1	1,158	1,702	1,614	2,387	-456	-685
	Q2 R	1,753	1,851	2,426	1,517	-673	-666
1990	Jan	489	641	584	862	-95	-221
	Feb	400	732	486	814	-85	-81
	Mar	485	661	629	814	-144	-153
	Apr	537	629	697	829	-161	-200
	May	618	682	731	839	-114	-157
	June	704	630	1,102	854	-399	-223
	July	942	645	1,092	834	-150	-189
	Aug	1,020	623	1,396	819	-376	-196
	Sept	860	644	1,264	755	-404	-111
	Oct	678	613	991	828	-313	-214
	Nov	532	689	527	843	5	-154
	Dec	521	596	417	828	104	-231
1991 P	Jan	421	570	522	800	-101	-230
	Feb	295	550	457	788	-162	-238
	Mar	442	582	634	799	-192	-217
	Apr R	491	601	755	956	-265	-355
	May R	611	659	711	823	-101	-164
	June R	652	591	960	738	-308	-147
	July (e)	845	584	1,130	872	-285	-288
	Aug (e)	990	600	1,490	837	-500	-237
	Sept (e)	800	603	1,355	847	-555	-244

(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			
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	14,849		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987	15,566		3,394	9,317	2,855
1988	15,799		3,272	9,669	2,859
1989	17,338		3,481	10,689	3,168
1990	18,021		3,749	10,645	3,627
1990 Q1	3,319	4,663	603	2,029	687
1990 Q2	4,525	4,363	1,097	2,570	859
1990 Q3	6,305	4,447	1,325	3,668	1,311
1990 Q4	3,872	4,547	724	2,378	770
1991 P Q1	2,855	3,888	411	1,896	548
1991 P Q2 R	4,302	4,232	780	2,806	716
1990 Jan	1,183	1,513	222	689	272
1990 Feb	966	1,593	149	632	185
1990 Mar	1,170	1,557	232	709	229
1990 Apr	1,404	1,390	234	955	215
1990 May	1,480	1,508	386	792	312
1990 June	1,642	1,466	477	833	332
1990 July	2,205	1,518	466	1,312	427
1990 Aug	2,309	1,409	488	1,323	498
1990 Sept	1,791	1,520	371	1,034	386
1990 Oct	1,535	1,509	346	873	316
1990 Nov	1,210	1,540	210	764	237
1990 Dec	1,127	1,499	168	742	217
1991 P Jan	1,025	1,312	181	601	243
1991 P Feb	792	1,310	90	570	132
1991 P Mar	1,038	1,266	140	725	172
1991 P Apr R	1,306	1,388	188	932	186
1991 P May R	1,486	1,491	267	964	255
1991 P June R	1,511	1,353	326	910	275
1991 P July (e)	1,950	1,372	360	910	370
1991 P Aug (e)	2,210	1,364	370	1,440	400
1991 P Sept (e)	1,680	1,447	290	1,010	380

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			
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	15,882	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987	27,447		1,559	23,678	2,210
1988	28,828		1,823	24,519	2,486
1989	31,030		2,218	28,128	2,684
1990	31,182		2,349	25,817	3,016
1990 Q1	5,274	7,919	371	4,070	833
1990 Q2	8,225	7,741	626	6,897	702
1990 Q3	11,485	7,553	782	9,850	853
1990 Q4	6,198	7,968	569	5,000	628
1991 P Q1	5,182	7,665	379	4,119	684
1991 P Q2 R	7,932	7,699	612	6,640	679
1990 Jan	1,811	2,755	124	1,363	324
1990 Feb	1,534	2,593	101	1,227	206
1990 Mar	1,929	2,572	146	1,480	303
1990 Apr	2,537	2,634	170	2,100	267
1990 May	2,470	2,610	191	2,042	237
1990 June	3,218	2,498	265	2,755	198
1990 July	3,395	2,539	220	2,897	278
1990 Aug	4,288	2,537	286	3,713	288
1990 Sept	3,803	2,477	275	3,240	288
1990 Oct	3,994	2,532	309	2,546	245
1990 Nov	1,886	2,835	133	1,540	213
1990 Dec	1,217	2,502	133	914	170
1991 P Jan	1,709	2,640	133	1,296	280
1991 P Feb	1,447	2,469	92	1,190	164
1991 P Mar	2,027	2,556	154	1,632	241
1991 P Apr R	2,674	2,976	187	2,213	274
1991 P May R	2,340	2,477	176	1,966	197
1991 P June R	2,918	2,246	249	2,460	208
1991 P July (e)	3,360	2,604	210	2,920	230
1991 P Aug (e)	4,350	2,582	330	3,720	300
1991 P Sept (e)	3,780	2,531	280	3,180	320

Notes: See table 8.2.

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

THOUSAND

	1988	1989	1990	1990				1991					
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Total all countries	15,799	17,338	18,021	3,319	4,525	6,305	3,872	2,855	4,302				
North America													
USA	2,620	2,842	3,048	506	877	1,085	580	331	634				
Canada	651	639	701	97	220	240	144	80	146				
Total	3,272	3,481	3,749	603	1,097	1,325	724	411	780				
European Community													
Belgium/Luxembourg	586	618	572	111	133	194	134	116	175				
France	1,969	2,261	2,309	501	601	766	441	495	638				
Federal Republic of Germany	1,830	2,027	1,878	314	527	632	405	313	575				
Italy	661	708	714	127	127	327	133	93	127				
Netherlands	881	940	993	196	229	301	267	162	288				
Denmark	248	259	231	52	54	62	62	53	56				
Greece	122	128	134	31	31	41	31	27	32				
Spain	509	622	605	121	114	220	150	117	127				
Portugal	88	95	105	20	18	45	22	23	23				
Irish Republic	1,252	1,302	1,317	217	296	507	297	248	344				
Total	8,148	8,960	8,858	1,690	2,131	3,096	1,941	1,648	2,385				
Other Western Europe													
Austria	117	148	154	25	40	59	30	20	41				
Switzerland	420	424	446	96	115	122	114	81	109				
Norway	281	287	272	46	69	93	65	30	64				
Sweden	382	481	474	84	115	150	126	52	113				
Finland	114	166	134	20	44	42	28	9	32				
Others	207	222	306	68	57	106	75	56	62				
Total	1,521	1,728	1,787	339	439	572	437	248	421				
Other countries													
Middle East	475	457	473	103	92	197	81	101	89				
North Africa	78	93	81	18	18	26	18	13	15				
South Africa	153	145	177	38	46	54	39	34	37				
Eastern Europe	123	165	310	48	43	127	92	37	52				
Japan	388	505	571	160	124	164	123	77	95				
Australia	482	535	629	100	175	233	120	93	112				
New Zealand	129	123	126	18	33	52	23	20	33				
Latin America	154	179	187	31	42	70	45	34	47				
Rest of World	877	966	1,073	169	285	388	211	140	229				
Total	2,859	3,168	3,627	687	859	1,311	770	548	716				

Notes: See table 8.2.

Overseas travel and tourism: visits abroad by country visited

THOUSAND

	1988	1989	1990	1990				1991					
				Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4		
Total all countries	28,828	31,030	31,182	5,274	8,225	11,485	6,198	5,182	7,932				
North America													
USA	1,486	1,879	1,986	333	558	584	511	337	530				
Canada	337	339	363	39	68	199	58	42	82				
Total	1,823	2,218	2,349	371	626	782	569	379	612				
European Community													
Belgium/Luxembourg	758	831	958	231	236	246	244	190	270				
France	5,032	6,480	6,865	1,059	1,838	2,660	1,308	1,325	1,911				
Federal Republic of Germany	1,329	1,672	1,796	342	426	551	476	335	448				
Italy	1,036	1,300	1,195	208	326	484	178	178	289				
Netherlands	1,060	1,125	1,216	215	366	348	288	238	485				
Denmark	131	163	167	30	52	50	35	38	54				
Greece	1,715	1,635	1,633	24	481	931	198	23	448				
Spain	6,828	6,202	5,096	778	1,352	1,925	1,041	733	1,221				
Portugal	1,108	1,006	982	102	323	416	141	142	255				
Irish Republic	1,823	2,010	2,123	327	482	814	501	372	541				
Total	20,820	22,424	22,032	3,315	5,880	8,427	4,410	3,574	5,922				
Other Western Europe													
Yugoslavia	652	554	655	20	183	385	66	31	81				
Austria	762	696	746	282	227	194	43	203	136				
Switzerland	564	609	611	167	128	108	108	155	114				
Norway/Sweden/Finland	363	339	384	67	79	151	87	66	92				
Gibraltar/Malta/Cyprus	859	1,101	1,087	194	301	325	267	77	249				
Others	499	406	304	25	99	160	20	13	45				
Total	3,699	3,704	3,786	755	1,017	1,423	590	545	718				
Other countries													

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

	THOUSAND						
	Total visits	Mode of travel		Purpose of visit			Other purposes
		Air	Sea	Holiday	Business	Visits to friends and relatives	
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	6,656	3,014	2,880	1,890
1986	13,897	8,851	5,046	5,919	3,286	2,946	1,746
1987	15,566	10,335	5,231	6,828	3,564	3,179	1,996
1988	15,799	10,967	4,832	6,655	4,096	3,178	1,870
1989	17,338	11,829	5,509	7,286	4,363	3,497	2,193
1990 R	18,021	12,814	5,207	7,700	4,494	3,616	2,211
Percentage change 1990/1989	4	8	-5	6	3	3	1
1989 Q1	3,336	2,299	1,037	1,272	960	734	371
Q2	4,264	2,783	1,481	1,823	1,157	789	495
Q3	5,962	3,884	2,077	2,834	1,072	1,170	886
Q4	3,776	2,862	913	1,357	1,175	804	441
1990 R Q1	3,319	2,574	745	1,174	1,069	737	339
Q2	4,525	3,068	1,458	2,124	1,108	858	436
Q3	6,305	4,211	2,094	2,993	1,140	1,195	977
Q4	3,872	2,962	911	1,410	1,176	826	460
1991 P Q1	2,855	2,097	758	907	889	714	345
Q2	4,302	2,816	1,486	1,848	1,120	891	443

Notes: See table B.2.

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

	THOUSAND						
	Total visits	Mode of travel		Purpose of visit			Other purposes
		Air	Sea	Holiday	Business	Visits to friends and relatives	
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	2,986	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
1989	31,030	21,925	9,105	21,847	4,505	3,485	1,193
1990 R	31,182	21,474	9,708	21,255	4,807	3,963	1,157
Percentage change 1990/1989	0	-2	7	-3	7	14	-3
1989 Q1	5,404	4,007	1,397	3,443	990	768	204
Q2	7,951	5,698	2,253	5,602	1,243	831	275
Q3	11,622	7,845	3,777	9,129	1,019	1,154	320
Q4	6,053	4,375	1,678	3,673	1,253	732	394
1990 P Q1	5,274	4,022	1,252	3,127	1,068	861	218
Q2	8,255	5,575	2,650	5,695	1,258	951	321
Q3	11,485	7,538	3,947	8,745	1,134	1,347	260
Q4	6,198	4,338	1,860	3,688	1,347	804	358
1991 P Q1	5,182	3,668	1,514	3,136	993	843	210
Q2	7,932	5,075	2,858	5,265	1,360	1,002	306

Notes: See table B.2.

8.9 TOURISM Visitor nights

	MILLION NIGHTS				
	Overseas visitors to the UK	UK residents going abroad	Overseas visitors to the UK	UK residents going abroad	
1978	149.1	176.4	1988 Q1	28.7	54.2
1979	154.6	205.0	Q2	39.7	90.1
1980	146.0	227.7	Q3	70.3	156.6
1981	135.4	251.1	Q4	34.2	66.0
1982	136.3	261.7	1989 Q1	31.5	64.6
1983	145.0	264.4	Q2	38.5	95.4
1984	154.5	277.5	Q3	79.1	163.4
1985	167.0	270.0	Q4	37.4	66.8
1986	158.2	310.2	1990 Q1 R	31.8	64.0
1987	178.2	347.3	Q2 R	43.4	93.6
1988	172.9	366.9	Q3 R	80.3	160.0
1989	186.5	390.2	Q4 R	40.9	66.6
1990 R	196.4	384.3	1991 Q1 P	31.7	65.2
Percentage change 1990/1989	5.3	-1.5	Q2 P	41.5	87.8

Notes: See table B.2.

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

Measure	Great Britain	Scotland	Wales
	October	October	October
Enterprise Allowance Scheme †	45,003	2,074	1,537

Note: Community industry figures which were formerly provided in Table 9.2 are no longer being published as they now form part of Youth Training.
† Excluding those starting up in Highlands and Islands of Scotland.
‡ Restart interview figures are now collected on a quarterly basis. The next set of figures will be available for the quarter to the end of the September.

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

Placed into employment by jobcentre advisory service, October 5 1991 to November 8 1991 †	3,129
Registered as disabled on April 17, 1991 ‡	368,276

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

OTHER FACTS AND FIGURES 9.5 Regional Selective Assistance: July–Sept 1991 *

	North East	North West	Yorkshire and Humberside	West Midlands	East Midlands	South West	England	Scotland	Wales	Great Britain
Number of offers	82	85	41	113	10	20	351	100	68	519
Value of offers (£)	41,622	5,926	11,407	8,050	391	1,345	68,741	125,386	53,247	247,374

Note: Inquiries should be directed to the Department of Trade and Industry, tel 071-215 2601.
* Date of first payment.

9.6 OTHER FACTS AND FIGURES

Regional Selective Assistance: Offers of £75,000 or more: July–Sept 1991 *

Region and company	Travel-to-work area	Assistance offered (£)	Project category †	SIC 1980 description
SCOTLAND				
Aggreko Generators Ltd	Dumbarton	950,000	A	Basic electrical equipment
Alps Electric (Scotland) Ltd	Arbroath	1,200,000	A	Active components & sub-assemblies
Amkor Anam Europe Ltd	Irvine	17,000,000	A	Electric instruments & control syst
Anderson Stewart (Castings) Ltd	Irvine	270,000	A	Non-ferrous metal foundries
Britannia Life Ltd	Glasgow	1,500,000	A	Insurance, exc comp social security
Business Air Ltd	Dundee	750,000	A	Air transport
Calder Corrugated Ltd	Glasgow	100,000	A	Pulp, paper & board
Caltech Industrial Services Ltd	Falkirk	85,000	A	Cleaning services
Cameron Linn Ltd	Glasgow	225,000	A	Packaging products of board
Codman Ltd	Irvine	185,000	A	Optical precision instruments
Commercial Components (Intl) Ltd	Irvine	300,000	A	Boilers & process plant fabrications
Exabyte (Scotland) Ltd	Glasgow	75,000	A	Electronic data processing equipment
Explosive Developments (Scotland) Ltd	Bathgate	80,000	A	Electronic data processing equipment
Fortune Eng Ltd	Lanarkshire	300,000	A	Explosives
Gavin Watson Ltd	Glasgow	390,000	A	Compressors & fluid power equipment
Glacier Metal Co Ltd	Kilmarnock	240,000	A	Stationery
Highgrove Projects Ltd	Dundee	850,000	B	Precision chains etc
Lingpac Containers International	Glasgow	145,000	A	Builders carpentry & joinery
Mizuno (UK) Ltd	Glasgow	650,000	A	Packaging products of paper & pulp
Newton Fabrications Ltd	Ayr	350,000	A	Sports goods
Origin Precision Mouldings Ltd	Glasgow	75,000	A	Fabricated constructional steelwork
Quisine Foods Ltd	Glasgow	210,000	A	Synthetic resins & plastics materials
Reel Services Ltd	Glasgow	80,000	A	Bread & flour confectionery
Schindler Lifts (UK) Ltd	Kirkcaldy	100,000	A	Electronic data processing equipment
Scotland Foods Ltd	Bathgate	140,000	A	Mechanical lifting & handling equipment
Tarak Manufacturing Co Ltd	Lanarkshire	220,000	A	Miscellaneous foods
Telecommunication Devices Inc	Glasgow	112,500	A	Measuring & checking instruments
Torbex Holdings Ltd	Glasgow	85,000	A	Weaving cotton, silk, man-made fibres
Universal Steels & Aluminium Ltd	Dundee	140,000	A	Batteries & accumulators
W & J Knox Fibres Ltd	Dundee	600,000	A	Metal doors, windows etc.
Walker Timber Ltd	Irvine	85,000	A	Aerospace equipment manufacturers & repair
Y E Data Inc	Irvine	138,000	A	Spinning & doubling
Total		29,120,500		Wholesale distribution of building materials
				Electronic data processing equipment
WALES				
AMK Plastics Ltd	Pontypridd & Rhondda	500,000	A	Plastics packaging products
Breger Gibson Ltd	Shotton, Flint and Rhyl	500,000	A	Household & personal hygiene products
British Airways PLC	Pontypridd & Rhondda	36,000,000	A	Aerospace equipment manufacture & repair
Collective Leisure Ltd	Blaenau Gwent Abergavenny	75,000	A	Other printing & publishing
Coopers Filters Ltd	Blaenau Gwent Abergavenny	750,000	B	Motor vehicle parts
Dynic (UK) Ltd	Cardiff	225,000	A	Miscellaneous stationers goods
Londinium Enterprises Ltd	Merthyr and Rhymney	80,000	A	Plastics packaging products
Madigan Foods	Neath & Port Talbot	100,000	B	Food, drink and tobacco processing, packaging mac
Matsushita Electronic Magnatron	Pontypool & Cwmbran	204,000	A	Electronic equipment NES
Premium Marking Films Ltd	Merthyr and Rhymney	300,000	A	Plastics semi-manufactures
Progressive Structures (Properties)	Pontypridd & Rhondda	100,000	A	Fabricated constructional steelwork
Western Logs Ltd	Neath & Port Talbot	75,000	A	Sawmilling, planing etc of wood
Total		38,909,000		
NORTH EAST				
Axiom UK Ltd	Sunderland	80,000	A	Computer services
Cookson Fukuda Ltd	Newcastle Upon Tyne	650,000	B	Copper, brass & copper alloys
Flexability Ltd	Hartlepool	75,000	A	Basic electrical equipment
Fujitsu Microelectronics Ltd	Bishop Auckland	30,000,000	A	Active components & sub-assemblies
Indexobtain Ltd	Morpeth & Ashington	90,000	A	Electrical equipment NES
Kail & Co Ltd	Sunderland	85,000	A	Mechanical & marine engineering NES
Lakehead Ltd	Bishop Auckland	192,000	A	Forging, pressing & stamping
S & S Precision Eng (Washington)	Sunderland	75,000	A	Engineers small tools
SWS Ltd	Hartlepool	75,000	A	Dealing in other scrap materials
Tees Components Ltd	Middlesbrough	225,000	A	Fabricated constructional steelwork
Tees Offshore Fabrications Ltd	Middlesbrough	80,000	A	Drwg & manuf of steel wire & products
TRW Thompson	Sunderland	4,500,000	A	Motor vehicle parts
Wear Dock Eng Co Ltd	Sunderland	90,000	A	Engineers small tools
Total		36,217,000		
NORTH WEST				
Harwills (Printers) Ltd	Liverpool	80,000	A	Other printing & publishing
Plastech Extrusions Ltd	Widnes & Runcorn	175,000	A	Plastics semi-manufacturers
Surefit Products Ltd	Wigan and St Helens	80,000	A	Working of stone & non-met mins NES
Tall Security Print Ltd	Widnes & Runcorn	95,000	A	Other printing & publishing
Woolton Hosiery Ltd	Liverpool	75,000	A	Hosiery & other welf knitted goods
Architects Group Practice Ltd	Manchester	85,000	A	Professional & tech services NES
European Door Concepts Ltd	Accrington & Rossendale	80,000	A	Wooden & upholstered furniture
Invent Water Treatment Ltd	Rochdale	250,000	A	Chem ind mch kins gs wtr & wst trmt
Total		920,000		
YORKSHIRE AND HUMBERSIDE				
Rion Ltd	Rotherham & Mexborough	200,000	A	Plastics building products
Skippingdale paper products Ltd	Scunthorpe	75,000	A	Household & personal hygiene prods
Wybone Ltd	Barnsley	75,000	A	Plastics products NES
Total		350,000		
WEST MIDLANDS				
Apollo Metals PLC	Birmingham	90,000	A	Aluminium & aluminium alloys
Country Harvest Natural Foods Ltd	Telford and Bridgnorth	75,000	A	Wholesale distribution of food, drink & TOB
Crosland Filters Ltd	Dudley and Sandwell	250,000	B	Motor vehicle parts
Delcam International PLC	Birmingham	210,000	A	Electronic data processing equipment
Dunlop Ltd	Coventry & Hinckley	400,000	A	Aerospace equipment manuf & repair
HUF UK Ltd	Walsall	90,000	A	Finished metal products NES
Massey-Ferguson Manufacturing Ltd	Coventry & Hinckley	750,000	B	Wheeled tractors
Mitutoyo (UK) Ltd	Telford and Bridgnorth	480,000	A	Measuring & checking instruments
Nutec Ltd	Birmingham	75,000	A	Compound animal feeds
Walsall Lithographic Co Ltd	Walsall	200,000	B	Other printing & publishing
Total		2,620,000		
SOUTH WEST				
David Maurice Luke	Plymouth	125,000	A	Dental practices
EMP Services Ltd	Cinderford & Ross-on-Wye	90,000	A	Motor vehicle & their engines
Multi-Bar systems Ltd	Redruth and Camborne	136,000	A	Metal-working machine tools
Newco Brewery Ltd	Redruth and Camborne	200,000	A	Brewing & malting
Roffs Stralfors Ltd	Falmouth	250,000	B	Other printing & publishing
Total		801,000		

Note: Inquiries regarding the published information should be addressed to:
 English cases—Department of Trade and Industry, Room 417, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 071-215 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 625167).
 † Date of first payment.
 † A = 04 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)
 P provisional
 — break in series

OVERTIME

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

PART-TIME WORKERS

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

PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

SELF-EMPLOYED PEOPLE

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

SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

SHORT-TIME WORKING

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

STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

TAX AND PRICE INDEX.

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

TEMPORARILY STOPPED

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

UNEMPLOYED

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

VACANCY

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

WEEKLY HOURS WORKED

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

WORKFORCE

Workforce in employment plus the unemployed as defined above.

WORKFORCE IN EMPLOYMENT

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

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

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

Regularly published statistics

Employment and workforce	Frequency	Latest issue	Table number or page	Earnings and hours (cont.)	Frequency	Latest issue	Table number or page
Workforce: UK and GB	M (Q)	Nov 91:	1-1	Average earnings: non-manual employees	M (A)	Dec 91:	5-5
Quarterly series		May 91:	269	Manufacturing			
Labour force estimates, projections				International comparisons	M	Jan 92:	5-9
Employees in employment				Agriculture	A	May 90:	253
Industry: GB				Coal-mining	A	May 90:	253
All industries: by division, class or group	Q	Jan 92:	1-4	Overtime and short-time: manufacturing			
time series, by order group	M	Nov 91:	1-2	Latest figures, industry	M	Jan 92:	1-11
Manufacturing: by division, class or group	M	Nov 91:	1-3	Regions: summary	Q	Dec 91:	1-13
Occupation				Hours of work: manufacturing	M	Jan 92:	1-12
Administrative, technical and clerical in manufacturing	A	Dec 91:	1-10				
Local authorities manpower	Q	Jan 92:	1-7				
Region: GB				Output per head			
Sector: numbers and indices	Q	Nov 91:	1-5	Output per head: quarterly and annual indices			
Self-employed: by region		Apr 90:	224	Wages and salaries per unit of output	M (Q)	Jan 92:	1-8
by industry		Apr 90:	222	Manufacturing index, time series	M	Jan 92:	5-8
Census of Employment				Quarterly and annual indices	Q	Jan 92:	5-8
UK and regions by industry (Sept 1989)		Apr 91:	209				
GB and regions by industry (Sept 1989)		May 91:	308	Labour costs			
International comparisons		Nov 91:	1-9	Survey results 1988	Quadrennial	Sept 90:	431
Apprentices and trainees	D	Aug 91:	1-14	Per unit of output	Q	Dec 91:	5-7
Manufacturing industries: by industry	D	Aug 91:	1-15				
Employment measures	M	Sept 91:	9-2	Retail prices			
Registered disabled in the public sector	A	Feb 91:	81	General index (RPI)			
Labour turnover in manufacturing	D	Apr 90:	1-6	Latest figures: detailed indices	M	Jan 92:	6-2
Trade union membership	A	June 91:	337	percentage changes	M	Jan 92:	6-2
				Recent movements and the index excluding seasonal foods	M	Jan 92:	6-1
				Main components: time series and weights	M	Jan 92:	6-4
				Changes on a year earlier: time series	M	Jan 92:	6-5
				Annual summary	A	May 89:	242
				Revision of weights	A	Apr 89:	197
				Pensioner household indices			
				All items excluding housing	M (Q)	Jan 92:	6-6
				Group indices: annual averages	M (A)	Jan 92:	6-7
				Revision of weights	A	June 91:	351
				Food prices	M	Jan 92:	6-3
				London weighting: cost indices	D	May 82:	267
				International comparisons	M	Jan 92:	6-8
				Household spending			
				All expenditure: per household	Q	Jan 91:	7-1
				per person	Q	Jan 91:	7-1
				Composition of expenditure			
				Quarterly summary	Q	Jan 91:	7-2
				In detail	Q (A)	Jan 91:	7-3
				Household characteristics	Q (A)	Jan 91:	7-3
				Industrial disputes: stoppages of work			
				Summary: latest figures	M	Jan 92:	4-1
				time series	M	Jan 92:	4-2
				Latest year and annual series	A	July 89:	349
				Industry			
				Monthly: Broad sector: time series	M	Sept 91:	4-1
				Annual: Detailed	A	July 90:	337
				Prominent stoppages	A	July 90:	344
				Main causes of stoppage			
				Cumulative	M	Sept 91:	4-1
				Latest year for main industries	A	July 90:	341
				Size of stoppages	A	July 90:	342
				Days lost per 1,000 employees in recent years by industry	A	July 90:	339
				International comparisons	A	Dec 90:	609
				Tourism			
				Employment in tourism: by industry			
				Time series GB	M	Jan 92:	8-1
				Overseas travel: earnings and expenditure	M	Jan 92:	8-2
				Overseas travel: visits to the UK by overseas residents	M	Jan 92:	8-3
				Visits abroad by UK residents	M	Jan 92:	8-4
				Overseas travel and tourism			
				Visits to the UK by country of residence	Q	Jan 92:	8-5
				Visits abroad by country visited	Q	Jan 92:	8-6
				Visits to the UK by mode of travel and purpose of visit	Q	Jan 92:	8-7
				Visits abroad by mode of travel and purpose of visit	Q	Jan 92:	8-8
				Visitor nights	Q	Jan 92:	8-9
				YTS			
				Entrants: regions	D	Oct 90:	9-1
				Regional aid			
				Selective Assistance by region	Q	Jan 92:	9-5
				Selective Assistance by region and company	Q	Jan 92:	9-6
				Development Grants by region	Q	Nov 91:	9-7
				Development Grants by region and company	Q	Nov 91:	9-8

*Frequency of publication, frequency of compilation shown in brackets (if different).
A Annual. S Six monthly. Q Quarterly. M Monthly. B Bi-monthly. D Discontinued.

Special Feature



Sue Grieve, part-time scientist at the Wellcome Foundation site in Kent.

Photo: Wellcome Foundation

Part-timers with potential

by Judith Sidaway and Andrew Wareing
Economics, Research and Evaluation Division, Employment Department

The Employment Department has carried out case studies to examine the issues involved in higher status part-time working. This article presents the viewpoints of both employers and employees, and provides a useful background against which employers can consider the feasibility of offering part-time working to their higher status employees.

Key findings

- Higher status part-time work is not widely available in the workforce, but opportunities are increasing.
- Some employers are starting to break down traditional distinctions between jobs suitable for part-time work and those which have usually been done by full-timers.

- Innovative management policies can help to create more higher status part-time job opportunities.
- A wide range of jobs are suitable for part-timers, including those at managerial level.
- Employers gain by retaining skilled and experienced employees. Special schemes and packages enable them to attract better quality staff.
- Employers find that higher status employees are as committed and productive as full-timers.
- Higher status employees confirm this. They also gain from flexible working arrangements and find that, by working part-time instead of leaving the labour market, they retain their skills and get job satisfaction.

What are higher status part-time jobs?

The term 'higher status' as used here refers not simply to just good conditions of employment, but more broadly to work which involves supervisory or managerial responsibilities, is professional, or which is highly skilled and well paid.

The term is a general one and in these case studies the higher status part-timers held the following jobs: supermarket section manager; leading hand/supervisor; industrial nurse; management accountant; home-based teleworker; loans officer (banking); director of planning; training officer; scientist; and scientific project manager.

The qualifications required for these jobs range from on-the-job experience to a degree and higher degree. They represent a diverse range of experience. There seems, in theory, no reason why many jobs cannot be done on a part-time basis, even those at managerial levels.

Part-time work in general

Britain has 5 million part-time employees, representing almost 23 per cent of all employees. Most part-time workers have traditionally been employed in four occupational categories: professional and related in education, welfare and health; clerical and related; selling; and catering, cleaning etc (see table 1).

These categories include occupations which have a large proportion of female workers. While around 43 per cent of all women employees work part-time, the proportion of men who do so is much smaller, although it has increased over the last decade. In 1979 1.8 per cent of male employees worked part-time. By 1990 this had increased to 5 per cent and there is evidence that more men would work part-time if this option were available to them.¹

Higher status part-time jobs are unusual; the proportion of part-time employees who work in the top five occupational categories is only 16.5 per cent. The category which employs the most substantial numbers is professional and related in education, welfare and health. This category involves jobs which are traditionally done by women.

Higher status part-time work opportunities do exist, however, and could be increased for both men and women. The most varied staffing practices (which include straightforward part-time working and part-time working in the form of jobsharing, term-time contracts and so on) are likely to be found in the public sector.

During the last decade, as more women have taken and returned from maternity leave² and as prospective

demographic change has been widely discussed, private sector employers have been urged to think carefully about their recruitment and retention policies. Some employers have come to realise that it pays to keep valued employees, both male and female, in their workforce. Offering these people, or agreeing to their requests for, part-time work is one way of doing this.

Domestic responsibilities such as childcare or the care of a sick or elderly relative are likely to be the most important reason for an employee to work part-time. Older workers may wish to work part-time during the run-up to retirement and workers of any age may prefer to devote part of their lives to other activities. Part-time working may particularly suit disabled people who do not wish or are not able to work full time. These reasons can apply to men as well as women.

Why employ higher status part-timers

To put the situation in context, it is best to begin with the reasons why employers might employ part-timers in the first place. The reasons offered by the companies we studied can be classified into three different, but not mutually exclusive, types:

1 Operational reasons which are traditionally given as the reason for the employment of numbers of part-time workers and shift workers. Employers explain the need for them in terms of keeping plant operational throughout the day and evening in order to increase production and so get maximum returns from their investment. Part-time workers are also used operationally for jobs which are simply not full-time jobs and therefore require only part-time attendance, i.e. for small jobs. They may be used operationally too, to cover peak hours, e.g. part-time cashiers.

2 Strategic reasons which involve a conscious and forward looking plan for the use of labour. Strategic reasons are associated with two inter-related factors. There is the importance of retaining experienced and trained staff in general and a recognition of the costs to the organisation of high turnover. This is especially likely to be the case in companies which have a strong commitment to training and staff development and which also emphasise the need for organisational knowledge. Secondly, this strategy is often reflected in commitment to an equal opportunities policy and the development of special schemes to retain employees with domestic responsibilities and enable them to maintain their career status. Some employers have both operational and strategic reasons for employing part-timers.

3 Reactive reasons which are expressed in terms of retaining a valued and experienced employee. This usually involves only one or two part-timers and is the ad hoc reaction to a change in circumstances rather than the result of planning and long-term strategy. Part-time working is not offered to the workforce as a whole, but to one or two particularly valued individuals, usually at their request. In this case an active equal opportunities policy is not likely to be pursued. The individual workers who wish to work part-time may end up being able to do so only after negotiation. Support for their flexible working patterns is likely to come from others—a line manager or a sympathetic personnel manager—on an individual basis only, since company policy as a whole is not behind such schemes.

In general, companies which employ part-timers for operational reasons or which need permanent extra coverage of peak hours may have a fairly large and stable group of relatively low status part-timers, usually women. These part-timers are not likely to move up the career structure and are often regarded by managers as unambitious and satisfied with their position. Traditional operational systems, in creating a number of lower status part-time jobs, can also offer some higher status opportunities to part-time staff who, because of the

demands of shift patterns, will be needed for supervision, management and staff welfare.

Firms which employ higher status part-timers

Based in Ashby de la Zouch in the Midlands, **KP Foods** is a manufacturer of biscuits, nuts and savoury snacks. Of the company's 6,000 production workers, 85 per cent are women who work part-time in a series of mini-shifts. Most work in teams between 25–27 hours per week. These are matched with part-time leaders and part-time support functions such as occupational nurses and personnel officers.

This operational system has thrown up a number of associated higher status jobs, enabling workers at KP Foods to combine work with childcare, study or simply expand the time they have free for other activities.

Strategic reasons for the employment of part-timers are likely to produce the best opportunities for higher status work since companies which have invested in either the employment of experienced, qualified staff or the training of their employees—or both—will want to retain these skills and minimise the loss of such workers.

British Gas, for example, operates a Skills Retention Scheme which was designed to complement its already

Table 1 Part-time employees as percentage of all employees, by occupational groups: Great Britain

	Percentage of all part-time employees	Part-time as percentage of all employees			
		All	Women	Men	
Professional and related supporting management and administration	1.8	6.1	15.8	2.0	
Professional and related education, welfare, health	11.6	27.0	36.4	5.5	
Literary, artistic and sports	0.8	17.2	30.0	7.1	
Professional and related science, engineering, technology	0.6	3.0	18.5	0.6	
Managerial	1.7	4.5	13.6	1.4	
Clerical and related	24.3	28.4	34.0	8.9	
Selling	15.8	51.5	68.7	21.8	
Security and protective services	0.6	7.3	36.0	3.5	
Catering, cleaning, hairdressing and other personal services	34.1	64.1	73.2	26.3	
Farming, fishing and related	0.9	16.4	49.6	7.6	
Materials processing, making and repairing (non-metal and electric)	2.7	10.7	28.1	2.2	
Processing, making, repairing and related (metal and electric)	0.8	2.0	16.7	1.1	
Painting, repetitive assembling, product inspecting etc.	2.0	13.1	25.6	2.7	
Construction, mining and related (not identified elsewhere)	0.3	3.0	27.0	2.8	
Transport operating, materials moving and storing etc	1.5	6.1	35.3	4.0	
Miscellaneous	0.3	8.8	30.7	7.1	
All persons (thousands) excluding those who did not answer	5,053	100.0	22.7	43.3	5.0

Source: 1990 LFS estimates



British Gas Northern's part-time insurance adviser Debbie Young deals with claims arising from explosions, accidents and excavations. Photo: Philipson Studios

existing maternity programme. This allows women returning from maternity leave to return to their previous job with the number and pattern of hours to suit themselves (provided the arrangements are operationally feasible for the company). These women can work part-time for as long as they wish.

The 'skill' that British Gas is keen to retain is, in fact, company specific experience. For example, it takes at least two years for its customer accounting clerks to become fully competent in all areas of their work because they deal with such a wide range of issues, so the loss of such trained staff involves a clear waste of resources and costs the company money.

This retention policy is not dependent upon local labour market conditions. Pam Johnson at British Gas Northern described how, even when there was a general so-called skills shortage in mid-1990, she was receiving 100 letters a week from well-qualified people enquiring about vacancies. Thus, there is no shortage of candidates with potential to do the jobs, but the company prefers to retain the workers it already has. This is reflected in the fact that no external recruitment can proceed until a case has been made that there are no suitable internal candidates. In Pam Johnson's view, this Skills Retention Scheme makes good business sense and is inextricably linked with the company's equal opportunities policy.

In some cases, both operational and strategic reasons combine to produce a need for higher status part-time workers. **Sainsbury's**, whose Retail Division employs around 70,000 employees, found this when it reviewed its staff deployment in response to changes which came about

through the introduction of new technology and the expansion of opening hours. The former reduced the need for backroom staff but increased the need for staff training. The second has provoked wide-ranging alterations in staff structure, especially at management level.

Since senior shopfloor staff had of necessity been slowly assuming management responsibilities as the working day lengthened, the company felt that it was best to recognise this change formally. This was done in several ways: senior shopfloor workers became integrated into management as section managers; there was a fragmentation of management hours; and a wider range of shift patterns was introduced. This led senior management to consider the possibility of part-time management. While this practice is not yet widespread, it is now becoming more common for section managers to work part-time. They are not expected to be geographically mobile and are therefore not part of the career management structure, but can opt to move into this structure, on either a full or part-time basis, provided they are prepared to become mobile.

The operational needs which led to the expansion of these working patterns and the fragmentation of management hours have resulted in a strategic thinking which considers that, by being able to offer flexible working, Sainsbury's can more effectively attract and retain good quality staff. Consequently, there is now the possibility that part-time working practices may move up the management structure via the introduction of a new Career Bridge Scheme.

This scheme has recently been introduced for women taking maternity leave and will allow full-time managers to

return to work on a part-time basis as a prelude to their return to full-time work. Under Sainsbury's operational requirements part-time staff are regarded neither as a 'buffer' to be dispensed with when demand for staff falls, nor as a second best alternative to full-timers. Rather, they are an essential component of the staff mix which is necessary to run the stores at maximum efficiency.

Moreover, in retail companies where shops are open for long hours each week, it is unlikely that many staff members will be full-time in the sense of being present over all opening hours. These hours are covered by a continuum of shifts, and so the conceptual distinction between full and part-time employees is difficult to maintain.

Firms which have strategic reasons for employing part-timers are likely, at any given time, to have a certain proportion of their workforce involved in higher status part-time work. Over time, individuals may move in and out of the full and part-time categories as their circumstances change. The option to work part-time is often taken up on a short-term basis—as an interval between periods of full-time working—though if an employee decides to work part-time to care for young children this option can last for a number of years.

At **Barclays Bank** there are about 1,500 higher status part-timers (representing between 10–11 per cent of all part-timers—a proportion that is likely to increase). One group of these comprises women who are taking a career break after maternity leave. The career break scheme is a discretionary one, open to both male and female staff. Staff may take a complete break, or choose to work part-time.

At the Bexleyheath branch in South East London, Ivor Hughes supervises nine part-timers, several of whom are higher status female part-timers on a career break. This involves them working part-time for two years. Mr Hughes feels that the scheme has enabled the bank to retain their experience and knowledge of bank systems, and that the women (some of whom are jobsharing) have demonstrated that they are able to organise their time very effectively and are adept at solving problems independently.

Barclays has an extensive jobsharing scheme and also a scheme which allows either a complete break or part-time working for those with caring responsibilities.

The **Wellcome Foundation**, which also employs part-timers for strategic reasons, is principally involved in the research, manufacturing and marketing of pharmaceutical products. The company employs about 6,750 workers in the UK, including about 130 non-manual part-timers working at its sites in the South East.

At its Beckenham site in Kent, Sue Grieve is unusual among part-timers in that she was recruited as both a highly qualified scientist and a part-timer. She had decided that she would prefer to work part-time while her children were young and that this would not therefore be a short-term measure. Sue works four days a week. She was recruited, not as a part-timer per se, but because she was the best person for the job. She was also promoted to be a team leader with management responsibilities on the same basis.

At the same Wellcome site John Faulkes jobshares as a training officer. Both he and his jobshare partner devote half of their working week to the company and half to their other interests—in John's case this is writing pop music. This arrangement gives him an opportunity to do something which is important to him and allows Wellcome to retain the experience of someone who has spent a long time with the company.

In rare cases, a company can be very highly dependent upon part-time workers. **ICL** has based its homeworking company, Cross-industry Products Services (CPS), on a large number of part-timers and geared its operations and management methods to this style of working.

CPS was set up 20 years ago when ICL realised that it was

losing a lot of key employees when women left to have children. CPS employees are scattered widely across Britain. Most of them (90 per cent) are women with young children and, if this style of working suits them, they stay on for a long time. The 10 per cent of men work part-time for a number of reasons: they may be widowers with young children; or wish to devote more of their time to other things such as church or charity work; or to avoid long motorway travel to and from work.

Most CPS recruits have some technical experience and training is given as necessary. There is a career and management structure which has been designed to fit in with the nature of CPS, though the higher the status of the job, the longer the hours of work which are required.

Such an organisational attitude is capable of developing new or different structures to cope with different patterns of work. This highlights an important factor in the development of higher status part-time job opportunities—a cultural environment which encourages flexibility in the workforce and in problem solving. The creation of such a cultural environment requires the involvement of managers at all levels of an organisation.

Employment conditions

Most of the firms we studied provided good conditions of employment for their staff in general and offered these on a pro rata basis to their higher status part-timers. They included pension rights, entitlement to perks, and, in several cases, the full-time use of a company car. Those with the best practices explained all conditions of employment and company schemes on maternity leave, career breaks and equal opportunities in specially written booklets given to all staff on joining.

Part-time working

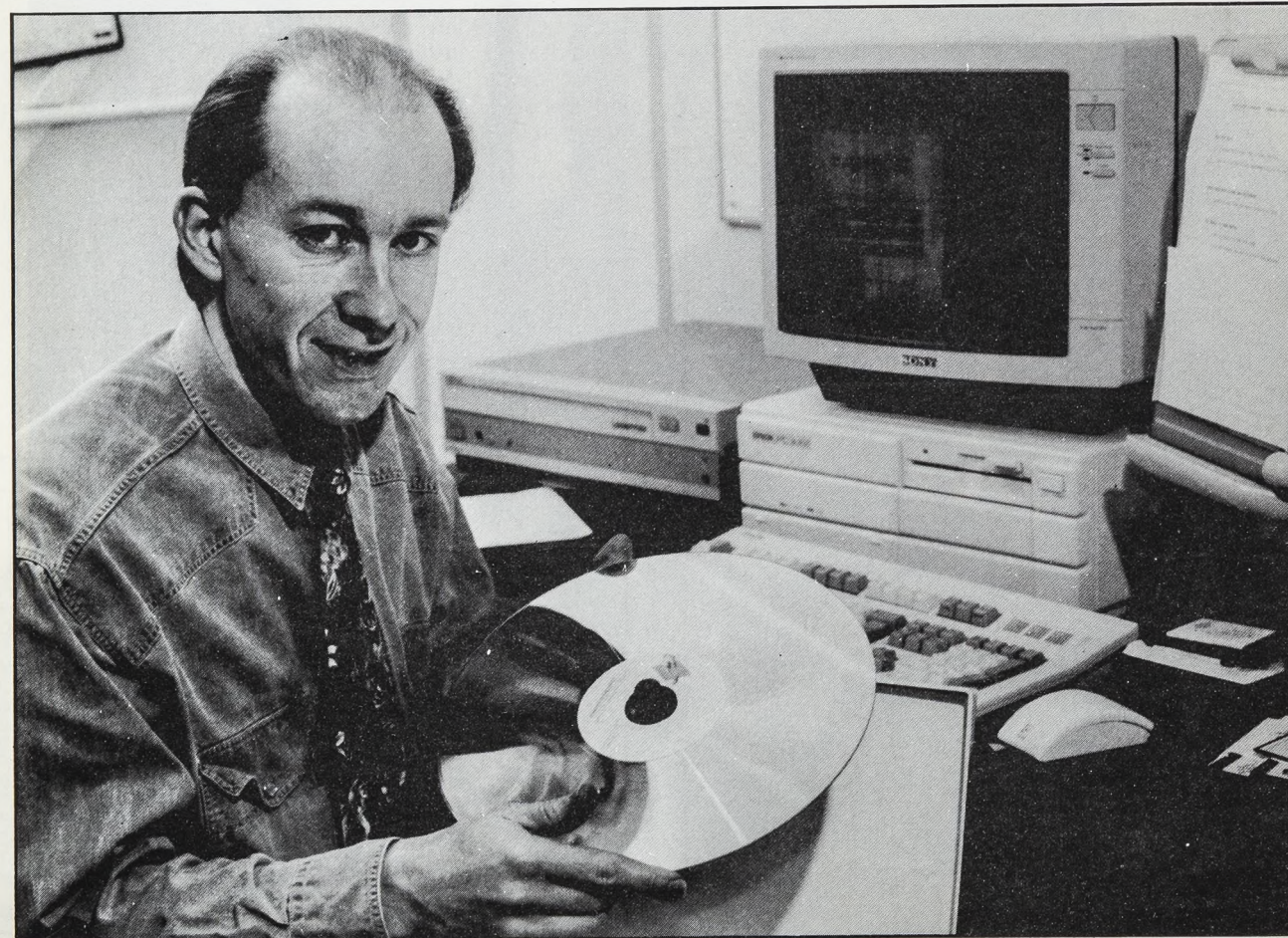
—issues which affect employers

As already discussed, employers do have good reasons to employ higher status part-timers. How successful are such arrangements from the employers' point of view and do they present any particular problems that need to be overcome?

The first obvious advantage they cited is that skills, experience and organisational knowledge are retained within the company. These part-timers are experienced and well-organised, and they can present a good public image, a quality which is particularly important in banking and service industries. What matters in the long run is the quality of the worker and their suitability for the task in hand, rather than whether they are full or part time.

A number of the part-timers we interviewed stressed that they represented good value for money for their companies. They had to organise their time well and increase their efficiency. This resulted in proportionally greater productivity. As Linda Cass, a loans assistant and one of Barclays Bank's part-timers at Bexleyheath, commented, "I think that being part-time, you tend to work harder and faster to try to get it all done. Whereas, if you are there all day, you can maybe sit back and relax a bit. I don't. I just keep going and going, trying to get it all done."

In addition to such productivity, there is also the less easily quantifiable gain that an employee, while only working for a certain percentage of the working week, can contribute a full 100 per cent of their ideas and creativity to the company. We found, too, a strong sense of company loyalty on the part of the part-timers who had received good part-time conditions from their employers. There are therefore clear gains for employers from these part-timers.



Jobsharing enables training officer John Faulkes to divide his time between work and outside interests.

Photo: Wellcome Foundation

As with everything else, however, there are concomitant disadvantages. Part-timers can be seen as increasing the administrative load since it requires more effort to calculate their holiday and sickness entitlements, to make sure that they are included in all office communications, and simply to keep track of all the different comings and goings. There may therefore be a limit to the number of part-timers an individual manager can cope with. Furthermore, a workplace is furnished and equipped on the assumption that it will be staffed by full-timers and anything but full-time occupation means that it will be under-used. This is one factor which makes jobsharing more economical.

In some cases it is difficult for those working part-time to be promoted without changing to full-time hours. This means that if they wish to continue working part-time they can be stuck at one level. In the case of specialised jobs, this may effectively block staff moves and prevent anyone else from being promoted into the part-timer's position. Another disadvantage in a service industry, for example, is that customers like to see the same people and the same faces, and the use of part-timers may result in gaps in continuity in dealing with customers.

Apart from these practical matters, there are attitudinal factors which affect the introduction of higher status part-time working practices. Where the concept of having these part-timers is unfamiliar, or where a potential higher status employee is an unknown quantity, then doubt about the practice is more likely to occur.

At ICL Sylvia Reid, personnel officer for CPS, explained: "Experience has taught me that the new ideas are very good, but you have to have the commitment and management behind it. Managers don't very readily accept change to that degree. If a member of staff asks to work part-time, the manager will consider it and think, 'He's doing a good job and could manage his workload. Yes, I can manage that; go ahead and do it'. Whereas if, when a vacancy arises, you present the same manager with a person who can only work part-time, he will say, 'No, I don't want that, I want a full-time person.' Partly because it is an unknown quantity, partly because it is a different situation to manage."

Some managers find it difficult to adjust to the idea of managing part-timers, because they fear that they may particularly need them at the times when they are not at work. The expectation that people can be called on continuously has become deeply ingrained. As Neville Machin, Group employee relations manager at Wellcome, commented: "You really do have to stop yourself from saying that that person has got to be there at that time and mustn't leave before that time, because I may need them. You've actually got to start and think at a much different level . . . and that is very difficult. It's a major, almost cultural, change."

As these examples indicate, flexibility must exist in managerial attitudes before it can exist in working practices.

—issues which affect the part-timers

Part-timers feel that they are good value for money and are loyal and committed. The fact that British Gas preferred to keep her on part-time rather than replace her with someone else made Tracy Robson feel that the company was committed to her as an employee. And this, she said, made her much more committed to the company and made her "want to give more back".

Part-timers may undertake this form of work from choice or necessity and many of those we interviewed realised that there were both gains and losses and that their feelings were sometimes ambivalent. On the plus side, working part-time meant the chance to have things both ways—the

chance to combine domestic commitments and outside interests with a career and an income.

When faced with the impracticality of working full-time, rather than give up work, several employees had been pro-active and suggested their preferred part-time working arrangements to the management and were satisfied when these were adopted. The support they received from colleagues and managers was important to them. They felt that they had maintained their position in the labour market, a fact that would count in their favour in the future in the eyes of their present or other possible employers.

One strong feeling expressed by the most highly qualified part-timers was that they wanted a career and that, above all, they liked working. Scientist Angela Gilbert, who works part-time at Wellcome, explained, "I would rather do this job properly than try and do something else. A lot of women work against their own standards rather than other people's, and I work for the buzz I get out of working."

Set against this is the fact that a part-time worker can see their career put on ice for as long as they work shorter hours. Most of the companies studied (with the exception of British Gas) were not willing to promote part-timers, especially where promotion took the form of increased line management responsibility. Where promotion was simply the reward for growing professional competence, this was not seen as such a problem, but, in general, promotion was the exception rather than the rule.

Sometimes, long negotiation was necessary to achieve the right to work part-time, especially where an employer's stance was essentially reactive. There is also the likelihood that a reactive employer will be reluctant to allow part-time working at higher levels because there are no formal agreed arrangements within the company to cope with different hours. Such employers also fear that if one employee gets what they define as special treatment, then all the other employees will make similar demands.

The conditions offered to, and the general treatment of, part-timers in these cases may well fall short of what employees expect. In one company, where one female manager was allowed, after negotiation, to work part-time, another well qualified person who wished to do the same was not granted similar conditions and in the end had to resign and be re-employed as a part-time consultant. There are tensions here for the reactive employer who, while wanting to retain a certain employee (and seeing this as doing them a favour), also wants to discourage a rash of similar requests.

There are also tensions for the employee who may retain their job on a part-time basis but, as one part-timer explained, does not get the salary and work opportunities to which she feels she is entitled.

Difficulties for the employee

Having successfully made their part-time working arrangements, what difficulties is an employee likely to come across? This varies from job to job, but some common themes were:

- **Less money** compared with a full-time job. Some of this may have to be spent on childcare and in one case this was reported as higher than expected because it was still necessary to pay a nanny for most of a full-time working week to ensure that she had a reasonable salary.
- **A workload** which in reality exceeds a part-timer's time constraints. Along with this goes the need to work extra hours at home, or to be in frequent phone contact with work. This is an increasingly likely occurrence given the kinds of pressure associated with higher status jobs. The custom of working extra hours either at work or at home



"I enjoy the job as I'm able to manage my work around my lifestyle". So says Nancy Stacey (above). She's been a home-based area manager for CPS for nearly ten years. The key skills you need in order to be a successful homemaker, she says, are self-motivation, good communication skills and the ability to organise yourself.

Photo: ICL

effectively extends the working week both for full and part-timers and therefore reduces the amount of time which can be spent on non-work activities.

- The strain of having to organise work commitments to fit in with a **tight schedule**. For a part-timer the standard commitments take up a greater proportion of the working week. They also need to plan carefully to hand over effectively to jobsharing partners and to arrange meetings. Other people may find it difficult to arrange meetings with them. Both part-timers and the full-timers who work with them may have to stretch themselves just a little further to cope with such day-to-day arrangements.

- The difficulty of undertaking **training courses**. Time spent on training can reduce the amount left for the usual working tasks. Training courses are often organised with full-timers in mind and part-timers may just not be able to meet such timetables, especially if the courses are long or residential. (Staff recruited into fast streams or accelerated training programmes such as those run by banks are not usually able to work part-time because of the intensive training they receive.)

- Even in a supportive environment, part-timers can feel **marginalised**. They may worry about being regarded by their colleagues as second best. One part-timer had the feeling that: ". . . regardless of what I did—if I went out there and walked on water—they would still say I am a part-time worker and that therefore I am not committed."

There are, of course, degrees of being part-time. Those most likely to be regarded as wholly part of the workforce or whose 'part-timeness' was almost irrelevant were those who worked a four-day week. Each part-time job, like each full-time one, has its pluses and minuses. In some respects higher status part-timers feel more vulnerable than their fellow full-timers, but they seem to weigh up their situation and to find ways of coping. This involves a kind of stretching technique—planning and organising time more efficiently and being more flexible.

Suitable jobs for part-timers—what employers thought

Under British Gas's scheme for women returners the aim

is to allow all women to return part-time to their old job provided that this is operationally feasible for the company. So far this is what has happened and women have returned either to their old job or to one that is very similar. British Gas intends that this scheme, whereby jobs have to be proved to be *unsuitable* for part-time working before a part-timer is refused them, should be applied to other jobs as they fall vacant.

According to Pam Johnson, one of British Gas's personnel managers, jobs which some managers might consider unsuitable are those which involve supervisory responsibilities. She felt that some supervisory positions are unsuitable for part-timers, but that this is certainly not true by definition, and "when you think about it, a lot of the jobs with supervisory responsibilities don't require *constant* cover. Managers often spend quite a lot of time out of the office, visiting clients or business associates, districts or regional offices etc. Their staff manage quite happily in their absence."

In most firms it is customary to consider that jobs should be proved *suitable*, rather than *unsuitable*, for part-time working before this practice is allowed. In these case studies we found some common themes relating to the kind of jobs which were thought to be either suitable or unsuitable. Jobs which were task-related, technical and discrete or self-contained were considered most suitable for part-timers and jobsharers. Jobsharing provides continuity of cover and avoids the disadvantages associated with a post being empty for part of the working week.

On the other hand, and with more eloquence, the general category of managerial and supervisory jobs was frequently mentioned as unsuitable. Most managers thought that their own jobs could not be done on a part-time basis. Behind this generalisation lies their explanation that such jobs, of necessity, depend upon personal contacts, frequent communication, continuity and ad hoc problem solving.

Jobs in marketing were also regarded as unsuitable for part-timers, presumably because they, too, depended upon frequently maintained contacts. In these jobs, the continuity of the work lies not within a work or cooperative group but within the actual desk job that each individual does. This makes it more difficult to pass work backwards

and forwards between people. It was given as one reason why jobsharing, too, cannot be fitted easily into this pattern. Where staff are employed, not as specialists with a particular focus, but because they can be deployed on a number of tasks, they work to provide a wide-ranging continuity and to draw together a number of different strands. These jobs were described as being the kind of jobs that are, in effect, what people make of them. They do not slot easily into a system or a series of easily containable duties and they are certainly not task-centred.

Jobsharing, as indicated above, was also thought to be unsuitable in such circumstances. Managers seemed not to like the thought of having to manage jobsharers since they would have to get used to what could be two different styles of carrying out the same tasks. They also thought that the jobsharers themselves would be in a difficult position if they had to manage staff, for the staff concerned would be confused by the split management.

And what the employees did in practice . . .

Bearing in mind these views, it is interesting to see what kind of work organisation was involved in the jobs which some of the part-timers in our study actually did. The jobs we looked at in the case studies showed more variety and complexity than would have been expected from the opinions expressed above. Some of the jobs were indeed simply task-centred. Some were basically supervisory, with the impetus of the job confined within shift patterns.

Another category was task-centred or specialised in some way and combined some supervisory responsibilities. These jobs also required some continuity and the maintenance of contacts. This was achieved by jobsharing, swapping tasks and information among staff and by paying special attention to those elements of the job which required an ongoing approach.

A further category of jobs at different levels did not involve line management responsibilities, but depended greatly on the maintenance of contacts and the drawing together of various threads, for example in project management or arranging staff training. In these cases, the part-timers were careful of their priorities and their time management and consciously stretched themselves to cover all foreseeable eventualities. Jobsharing also worked effectively in these circumstances.

A final category involved both line management responsibilities and being responsible for ongoing projects. This involved maintaining continuity and in one case, high level decision making. At this level, there is a lot of emphasis placed on being available to make decisions and these part-timers came closest to being full-time, in that they worked a four-day week. If one were emphasising constraints, the kind of jobs in these last two categories were those one would not expect part-timers to do, but they did manage them effectively by giving careful consideration to how their work would be organised. In such cases, too, working extra hours at home becomes an accepted part of the workplace culture for part-timers just as it does for full-timers.

Conclusion

In reality, then, higher status part-time work is a feasible option for various types of work organisation. Too many jobs are regarded as being unsuitable for these part-timers. Without arguing that all jobs can be done on a part-time basis, it does seem clear that many actually can.

Some firms may be put off by the organisational rethinking involved in classifying and arranging jobs in such a way as to be suitable for part-timers. However, firms in which part-time work is a normal practice for operational reasons are likely to accept the feasibility of this form of

work at higher levels. The necessary structures and staff codes are already in existence and there are no ingrained assumptions to be overcome. Many assumptions about working hours and the organisation of work itself need to be re-examined and challenged by innovative practice.

In some cases, it is workplace or organisational culture which makes managers reluctant to allow higher status part-time work. This may be because it just does not fit in with preconceptions about what constitutes a 'proper job'. As one part-timer pointed out, at higher levels or among professionals you may find part-timers but you don't usually find part-time jobs.

Jobs are organised on a full-time basis and work is conceived of as a continuous, indivisible entity. Associated with this is a tradition of working as many hours as it takes to get the work done. It is also likely that higher level posts occupied by qualified and experienced staff may be regarded as being difficult to divide up into smaller part-time units because any lack of coverage at this level is seen as problematic. The highest status part-timers are therefore likely to work the longest hours in the form of a four-day week.

Part-time working involves employers in the costs and organisational effort of managing extra staff, but set against this are the rewards to be gained in the form of commitment, productivity and flexibility. There is substantial evidence in our case studies that some employers, especially those with strategic reasons for employing part-timers, recognise the need to retain qualified and experienced staff rather than lose them and have to recruit others. Offering higher status part-time work opportunities is an effective way of doing this.

There is also the question of which employees are most likely to want to work part-time. Most part-time workers are women and for many employers this form of work is associated with a return from maternity leave or with other domestic and caring responsibilities. Some employers see part-time working by an individual as a temporary phenomenon pending a return to full-time work. Others accept it as a normal working practice on a continuous basis. A male part-timer pointed out that employers can quite easily accept women's reasons connected with having a family as good reasons for wanting to work part-time—for there is a kind of moral imperative associated with maternity.

But, he felt, our culture does not so readily accept that men might also want to work part-time and that this is another hurdle that must be overcome. So, finally, we must stress the need to make higher status part-time work a viable option for both men and women. ■

Footnotes

- 1 McRae, S, *Maternity Rights in Britain*, Policy Studies Institute, 1991.
- 2 Witherspoon, S, and Prior, G, 'Working mothers: free to choose?', *British Social Attitudes*, 8th report, 1991.

Technical note

During late 1990 and early 1991, the authors held discussions with eight private sector companies which employ higher status part-timers and interviewed personnel managers, part-time employees and their line managers. These companies were chosen to represent a range of different industries and employment circumstances. We acknowledge with thanks the cooperation of the firms and the individuals involved in this research.

Special Feature



Photo: Sainsbury's

Clearing the qualifications jungle

by Stuart Gordon

Qualifications and Standards Branch, Employment Department

This article gives a progress report on the development of standards and qualifications and highlights the benefits for employers, individuals, training providers, and the economy.

The vocational qualifications system in England, Wales and Northern Ireland is undergoing a fundamental reform, spearheaded by the Employment Department and the National Council for Vocational Qualifications (NCVQ). Parallel work in Scotland is being undertaken by the Scottish Vocational Education Council (SCOTVEC).

This work goes to the heart of the Government's general concern to raise the skill levels of the nation's workforce and thus improve the competitiveness of UK industry. The quality of British people and their performance at work is crucial if we are to build for future economic success as part of the Single European Market.

The reform programme will enable the UK, for the first time, to have a national system of vocational qualifications hallmarked with the quality seal of NCVQ. It will clear the

present qualifications 'jungle' by locating qualifications in a national framework according to occupation and level of difficulty. This will enable individuals to identify suitable career paths through the vocational qualifications system. It will also give employers a much greater say in the development of vocational qualifications.

As part of this initiative, the Standards Programme is being managed by the ED's Qualifications and Standards Branch.

Its aim is to encourage and help employers to establish clear occupational standards of competence across all industries and at all levels.

These standards are the building blocks for new National Vocational Qualifications (NVQs) and Scottish Vocational Qualifications (SVQs)¹ and describe what skills people need in order to be able to perform effectively at work.

Key partners in the process

Qualifications reform is being taken forward through an impressive network of partnerships involving employers, awarding bodies, NCVQ and Government. The aim is to specify the competence needs of all occupations at all levels by working with employer groups (known as lead bodies). Some 160 lead bodies, such as existing Industry Training Organisations (ITOs), are working singly and in consortia to develop standards of competence for their industries. ITOs represent individual sectors or occupational areas, and assist in engaging employer and employee commitment to the development and subsequent use of standards of competence and qualifications based on them.

Awarding bodies such as the Business Technician Education Council (BTEC) and City & Guilds of London Institute are collaborating with lead bodies to construct the new qualifications based on the standards produced. They are involved in assessing and quality assuring standards and in submitting qualifications to NCVQ and SCOTVEC for accreditation respectively as NVQs and SVQs.

Benefits of NVQs

A coherent, comprehensive framework of NVQs is central to the flexible and diversified training system now being created in the UK. As such, it offers considerable benefits to employers, individuals, TECs/LECs and the economy. These benefits include:

For the employer²:

- business efficiency maximised through more effective and efficient staff;
- facilitated identification of training needs;
- training which is targeted where it is needed, making it more cost-effective;
- standards set through lead bodies so that they are directly relevant to the needs of employment;
- raised staff motivation and reduced staff turnover;
- improved quality of recruitment.

For the individual:

- flexibility in terms of the time, place or mode of learning;
- clear targets to aim for, based on standards relevant to employment;
- ongoing learning and assessment that can take place in the workplace;
- the ability to achieve qualifications over a period of time through credit accumulation;
- the accreditation of prior achievement;
- individual choice through the unit structure of NVQs³.

For TECs and LECs:

- the NVQ can be used as a performance indicator against which to commission cost-effective training;
- the provision of a quality assurance mechanism in local training;
- training to national standards which helps shape and monitor local skill supply arrangements.

For the economy:

- raised skill levels of the UK workforce;
- increased efficiency in the workforce means better productivity;
- targeted training that meets the needs of the local labour market, but to national standards;
- company efficiency is encouraged so that the UK can compete more effectively.

Those groupings of standards which meet its published criteria are designated by the NCVQ as National Vocational Qualifications. These are assigned places in the NVQ framework according to the area of competence and level of achievement they cover.

The NVQ framework presently incorporates five levels of NVQs, from the most basic skills to those representing the professions. The framework covers all major occupational areas and is sub-divided into 11 main categories. As a result, qualifications are building up into a set of ladders of progression with a clear relationship with each other.

Progress towards targets

The immediate target, to be completed by the end of 1992, is the national framework of standards-based qualifications up to NVQ Level 4 covering 80 per cent of the employed population and all the most important occupational areas.

The Employment Department and the NCVQ have established a joint planning framework to ensure this target is met, and work is also in hand to establish 'exemplar' projects aimed at the development of standards and qualifications at the higher levels.

Progress so far has been good. By the end of November 1991 NCVQ had accredited some 320 vocational qualifications covering around 40 per cent of the workforce in over 40 major industries.

Marketing NVQs

Raising employer awareness and fostering widespread understanding of the benefits which accrue is an integral part of the NVQ development process. Through the involvement of the lead bodies in the development of standards and NVQs, many major organisations and employers are already acquainted with the operational value of NVQs. But there is still a lot of work to be done in 'selling' the value of NVQs to other employers.

It is essential that employers, especially those at senior levels within companies and board members, are aware of NVQs, what they are and why they are different from traditional qualifications. The benefits of a competent workforce, bringing quality into the workforce and creating more profits for the business, makes for a powerful message.

At the Government's request, NCVQ has developed a strategy to promote NVQs. It aims to ensure that the benefits of NVQs are widely promoted by all interested groups, and that information about the qualifications is accurate, consistent and readily available. The strategy has support at national, sectoral and local levels. Similarly, SCOTVEC is developing an SVQ communications strategy for Scotland.

NVQs are increasingly being used by employers as a guarantee of competence, nationally accredited and nationally accepted. Already, there are many examples of major companies demonstrating their commitment to NVQs, not least of which are those in the retail and chemicals industries.

Using NVQs

—in the retail sector

Ten years ago the retail industry offered few formal qualifications, and those that existed had little recognition, either inside or outside the industry. Retail NVQs, introduced less than three years ago, have transformed that situation. Around 41,000 sales staff are today registered for the Retail Certificate—NVQ Levels 1 and 2.

That means 41,000 people are receiving training and being assessed to national occupational standards which have been developed from within the retail industry. Since 1988 over 10,000 sales staff have gained full NVQs.

The Level 3 and 4 NVQs aimed at supervisors and managers were accredited by NCVQ last May. Current interest from retailers shows that these qualifications will be strongly supported. What then is the recipe for this success?

Without doubt, the employers in the retail industry have made a vital contribution. Major employers have given freely of their time in the development of the NVQs, as have associations representing small firms and individual sectors. It is this sense of ownership which has done most to encourage companies to invest in the qualifications for their own use.

According to those companies which have enthusiastically adopted NVQs, the benefits gained are:

- the standards which underpin the qualifications provide a sound foundation for structured company training;
- because they are competence-based, NVQs are relevant to work and are easy to deliver in the workplace;

- staff working towards NVQs have demonstrated more commitment to their jobs;
- staff turnover and absenteeism have been reduced.

Each company will have its own views of the benefits of NVQs. A common theme of those committed to NVQs, however, is that they value their people as a key resource in the competitive environment. For them NVQs are all about: getting the best out of people by enabling them to get the best out of themselves; and helping meet corporate objectives by improving productivity and profitability.

—in the chemical sector

The chemical industry is one of high capital investment but has low manning in relation to its output and contribution to the national economy. It depends on highly technical training in order to survive, and so has always invested significantly in developing its personnel at all levels.

In 1983 the industry adopted an approach based on training to standards of competence. Since 1985 over 85 per cent of all its craft trainees have been trained to the



NVQs help meet corporate objectives in the retail sector by improving productivity and profitability.

Photo: City & Guilds



Staff working towards NVQs have demonstrated more commitment to their jobs.

Photo: Sainsbury's

"I am delighted that so many of our associates have shown such a degree of interest in the NVQ Retail Certificate. Our use of NVQs shows how individual aspirations and corporate objectives can be harnessed for mutual benefit."

David Dworkin, Chairman and Chief Executive, BHS

"NVQs are right for Boots in helping us to recruit, develop and retain the best staff, improving productivity and the company profits. If retailing is to be an attractive career choice, NVQs must be a key element for the industry as a whole."

Gordon Hourston, Managing Director, Boots the Chemist

"We view the NVQ Level 2 as a major part of our training strategy which will ensure that all employees can be trained and assessed as competent to a national standard."

Peter Cox, Management Development Director, Safeway

standards expressed in NVQ Level 3 for maintenance engineering.

In 1987 competence standards were launched, leading to NVQs at Levels 1, 2 and 3 for process operators. The scheme requires the updating and continual revision of all

operating and related procedures, thus leading to an improvement in operational practice as well as in training performance.

Both schemes are fully and formally supported by all the trade unions with whom the Chemical Industries Association (the ED-recognised lead body for the chemicals industry) has national agreements, thus ensuring that training for competence and recognition of achievement are equally sponsored by the employers and employees.

A significant problem, recognised by the industry and its trade unions, was that workplace assessments denied access to NVQs to unemployed young people and adults. To overcome this restriction, the ITO and local companies worked with North Trafford College in Manchester to construct a 35ft high, semi-technical scale, batch production chemical plant in the college process laboratory. All operating, safety and emergency procedures were written by local company experts and the plant can now be used for training and for NVQ work-based assessments, for both employed and unemployed people. The plant was officially launched last October.

Other employees were also finding their training routes restricted. As the chemicals industry is run predominantly on a continuous production basis, access to college-based education has always been limited for shift workers. To solve this problem, the ITO and the industry have

encouraged the use of open learning. They have collaborated with City & Guilds and with open learning providers to translate many relevant courses of study into open learning formats.

Enrolment on the City & Guilds process plant operators course has quadrupled in the past four years; and the majority of its candidates are following the open learning route. This provides the knowledge which underpins the ability to perform to the required standard for the process operations NVQs.

The chemical and pharmaceutical industry ITOs are now working together to develop NVQs at Levels 1-4 for laboratory trainees. The project will combine practical competence with essential knowledge and underpinning theory within a unitary structure in early 1992.

Successful development of NVQs has reinforced the

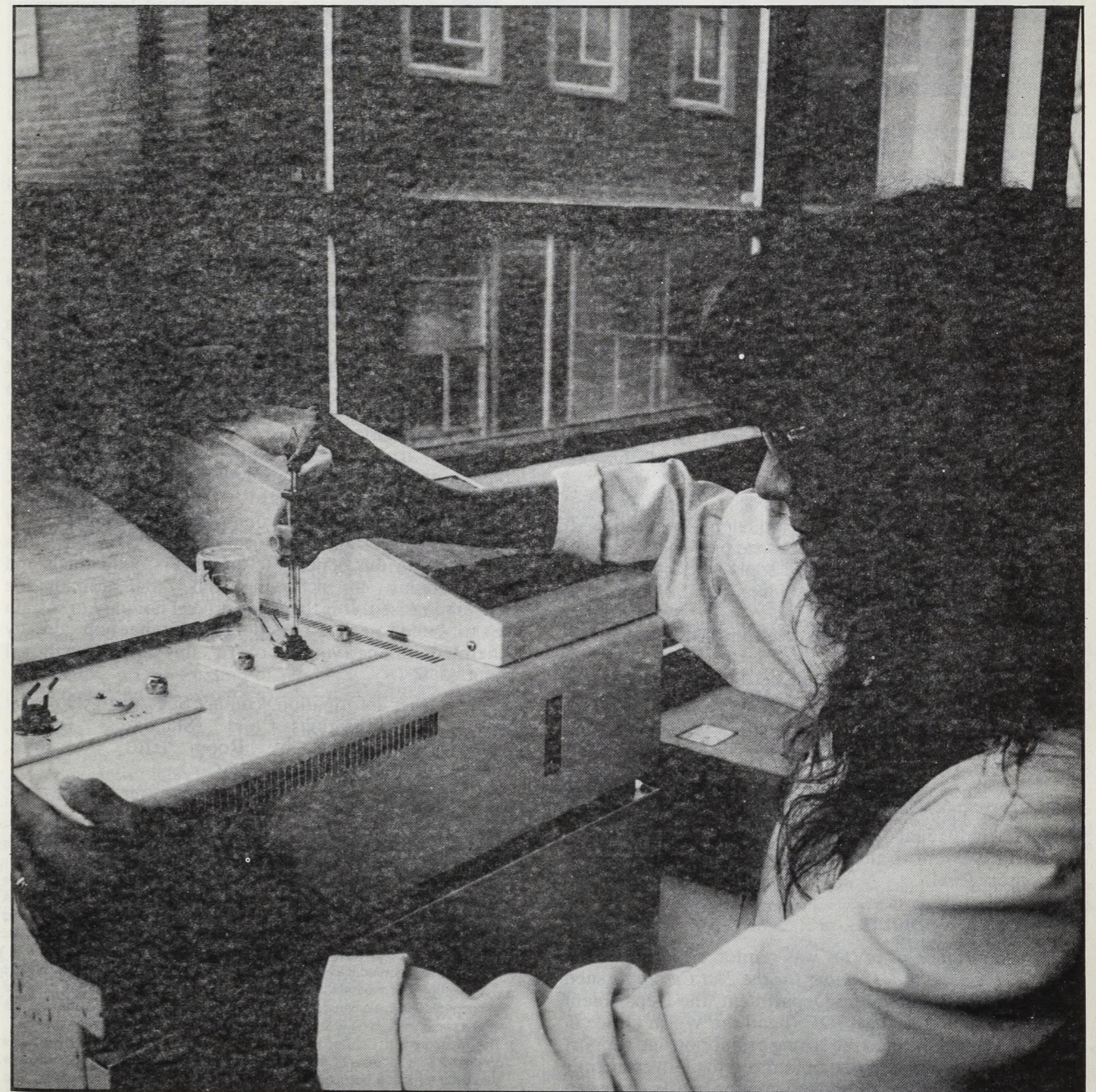
industry's commitment to training and has improved both the quality and quantity of the industry's investment in employee development.

Complete success will be achieved when all employees are trained to national standards of competence and possess the NVQs. The industry has invested over £3 million in expert staff time, in developing these.

Management standards

The need to establish standards of competence for managers and qualifications based on these is vitally important. Standards will benefit individuals by raising their level of skill and motivation, and benefit employers through improved efficiency and profitability.

Already standards have been produced by the Management Charter Initiative (MCI) for first-line



By developing NVQs the chemical industry has improved both the quality and quantity of its investment in employee development.

Photo: ICI/Fell Hurworth Photography

managers (Management 1) and middle managers (Management 2).⁴ A number of management qualifications at NVQ Level 4 based on the MCI standards have been accredited by NCVQ.

The response from individual managers who have begun to measure themselves against the standards has been very positive. The first successful candidates received their NVQ awards at the MCI annual conference last October. More and more companies are expressing considerable satisfaction with the standards as an invaluable tool, helping to enhance the quality of management by providing better links between training and business needs and improving recruitment decisions.

The exposure to the management standards is giving both companies and managers a much clearer insight into the potential benefits of occupational standards of competence as a whole.

"In terms of cost, NVQs are enabling us to deliver performance at a lower cost. And in terms of product quality, they are enabling us to deliver higher quality for a given cost."

Derek Pearce, Executive Director, Human Resources, Tioxide Group plc

"No longer can the skills you learn at school or college or when you start last year through your working life. Everyone's going to have to train and retrain to meet the changes that are happening to us at work.

"Britain's got to go out and beat the world in order to keep our position. That means we have got to train our people to a very high standard and train them to improve their own performance. They develop as people and we develop as a business. Standards-based training provides that know-how—that base—from which we can improve our performance."

Arthur Dicken, Engineering Manager, ICI Chemicals and Polymers

"We've heard a lot about skills shortages and demographic changes. If British industry is going to meet these shortages, it can't rely on training only young people. The alternative is to train mature people, and the way to do this is by training to standards which can be done over flexible timescales."

Mick Foulkes, National Officer, EEPTU

This, of course, is just the beginning. Work is under way to give management standards an increasingly wider application. For example, MCI is now conducting a feasibility study to define more clearly standards relevant to strategic management, applying the standards in the context of individual organisational needs, and piloting the standards relevant to the specific needs of managers at a supervisory level.

Latest developments

The importance of NVQs was reinforced in the White Paper *Education and Training for the 21st Century* issued jointly by the Employment Department, the Department of Education and Science (DES) and the Welsh Office in May 1991. In addition to the strong promotion and support for NVQs, the White Paper announced the Government's intention to seek to establish greater parity between academic and vocational education and training.

Currently, there are several key issues which will

influence the development of the vocational qualifications system. For instance:

- The CBI has developed national targets for Foundation and Lifetime Learning which have been widely endorsed and which, with government support, have been expressed in terms of NVQs and SVQs;
- The Government has announced the introduction of General NVQs which would be part of the NVQ framework but would cover broader occupational groups. They would be aimed at young people in particular who want to learn and train towards broad occupational areas, but who prefer to keep open a clear option of making further progress in further or higher education. A phased introduction of GNVQs is due to start in September 1992;
- The Government has proposed the introduction of Ordinary and Advanced Diplomas which aim to encourage young people to continue with education or training and provide a simple method for comparing vocational and academic qualifications;
- The DES is proposing to implement section 24 of the Education Reform Act whereby Further Education colleges must have their vocational provision centrally approved, and where the Department has already indicated that qualifications must be NVQs;
- The Inland Revenue has announced a new tax relief, to be available from April 1992, for individuals working towards gaining NVQs and SVQs.

The NVQ challenge

There is no doubt that the qualifications system has already benefited from the reforms described above. However, a considerable challenge lies ahead. This was clearly illustrated in *Education and Training for the 21st Century*, which affirmed the need to secure permanent arrangements to keep NVQs up to date, and to develop NVQs for the remaining 20 per cent of the workforce, including professional levels.

These arrangements will necessitate effective collaboration between the employers setting standards, ITOs and professional bodies.

The development of a comprehensive framework of NVQs based on standards of competence is an ambitious goal. The obvious benefits to employers, individuals and the economy in achieving this goal cannot be over-emphasised. It is therefore crucial not only to sustain but to build on the considerable momentum already generated in carrying forward this major national initiative. ■

□ For further information, contact Sue Andrews or Pat Nelson, Qualifications and Standards Branch, Employment Department, Room E701, Moorfoot, Sheffield S1 4PQ, tel 0742 593726/7.

Footnotes

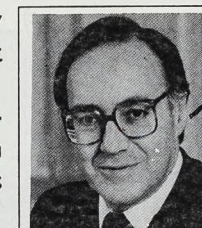
- 1 Throughout this feature (apart from the historical references to qualifications in the chemical industry case study), for NVQs read 'NVQs/SVQs'.
- 2 Unlike previous qualifications, NVQs can substantially be delivered in the workplace including the assessment process. While a good deal of learning has always taken place at work, these new requirements make the costs of training and assessment more visible. In deciding whether or not to make use of NVQs, employers need to take a hard look at the cost/benefit implications.
- 3 NVQs are sub-divided into units of competence. These represent the smallest unit worthy of separate accreditation. Each unit has three essential components—title, elements of competence which make up the unit and describe what a person should be able to do, and their associated performance criteria.
- 4 The Management Charter Initiative (MCI) is the lead body for managerial occupations. It represents the needs of employment in defining competence standards for these occupations. It also provides a range of services to help improve management practice in the UK. For further information, contact MCI, Russell Square House, 10-12 Russell Square, London WC1B 5BZ, tel 071-872 9000.

PARLIAMENTARY QUESTIONS

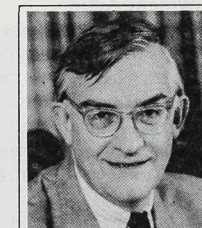


A selection of Parliamentary Questions put to Employment Department Ministers.

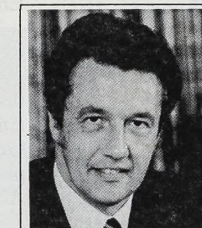
They are arranged by subject matter. The date on which they were answered is given at the end of each PQ.



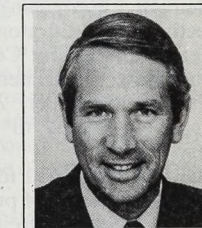
Michael Howard
Secretary of State



Robert Jackson
Parliamentary Under Secretary of State



Eric Forth
Parliamentary Under Secretary of State



Viscount Ullswater
Parliamentary Under Secretary of State

Employment Department Ministers

EC Directives

Tony Lloyd (Stretford) asked the Secretary of State for Employment if he will list those EC Directives not yet adopted which have a major impact on employment terms and conditions; what assessment he has made of each; and if he will give details of the progress of each towards adoption.

Eric Forth: Under the European Commission's Social Action Programme the following directives directly concerned with terms and conditions of employment have been published but not yet adopted by the Council:

□ **Protection of Pregnant Women at Work Directive:** the Social Affairs Council reached a political agreement on the text on November 6, 1991, with only Italy disagreeing with the substance of the proposal. The Council rejected the costly and damaging proposals for harmonising maternity pay and conditions put forward by the Commission. The Council's formal common position is due to be adopted at the Council on December 3.

□ **Directive on the Posting of Workers (Subcontracted Workers):** the Government will take a view on this Directive following the results of a consultation exercise. The test which the Government will apply to the proposals will be whether they help or hinder free movement of labour and competition in the Community. The Directive has not yet been discussed by the Council.

□ **Atypical Work Directives:** these two Directives were last discussed by the Council on December 18, 1990. The majority of Member States indicated that they had grave difficulties with the proposals and could not support them. These Directives would raise employment costs and thereby reduce employment opportunities to part-time workers. The estimated cost to the UK would be £1 billion. In addition, the Directives would affect the pay of 1.75 million workers by forcing them to make National Insurance contributions for the first time.

□ **Working Time Directive:** this Directive will be discussed by the Council for the first time on December 3. It continues to cause difficulties for many Member States. Responses to the Government's consultation exercise made it clear that this proposal would be extremely damaging to the United Kingdom. It would impose on employers crippling annual costs of £5 billion under present conditions.

(November 28)

Employment Service targets 1990-91

David Porter (Waveney) asked the Secretary of State for Employment what progress the Employment Service has made towards meeting the targets set out in its Annual Performance Agreement for 1991-92.

Robert Jackson: We were informed by the Chief Executive of the Employment Service (ES) that in the period April to September 1991, the ES placed a total of 710,000 unemployed people into jobs. 16.8 per cent of these placements were long-term unemployed people, 2.4 per cent were disabled and 34 per cent were unemployed people in inner cities, against annual targets of 16 per cent, 2.4 per cent and 34 per cent respectively.

To take account of the extra resources we have allocated to the ES to help unemployed people, which my rt. hon. and learned Friend, the Secretary of State, announced in June, we have decided to increase the ES target for 1991-92 for placing unemployed people from 1.3 million to 1.335 million.

Over the same period, details of new claims were input into the computer within 6 days of claim being made in 89.3 per cent of cases, and the total value of correct payments of Unemployment Benefit was 96.4 per cent of the total value of payments, against annual targets of 91 per cent and 95.5 per cent respectively.

In addition, the number of people who withdrew their claim to benefit after contact with ES fraud inspectors was 24,450. In the light of my rt. hon. and learned Friend's announcement in August to allocate additional resource to this area of work we have decided to increase the ES annual target of claims withdrawn following fraud investigation from 45,000 to 49,000.

(November 26)

Training Credits

Andrew Mitchell (Gedling) asked the Secretary of State for Employment if he will make a statement on progress towards the planned national extension of training credits for young people.

Michael Howard: I am delighted to be able to announce today the seven Training and Enterprise Councils (TECs) and two local enterprise companies which will develop training credits schemes to operate from April 1993.

These schemes, together with the existing 11 training credits pilots, will mean that some 20 per cent of the national total of 16 and 17 year old school leavers will be able to benefit from the increased opportunities offered by training credits. It remains the Government's intention to expand training credits progressively, so that by 1996, within the lifetime of the next Parliament, all young people aged 16 or 17 leaving full-time education will have the offer of a training credit.

The TECs and local enterprise companies who will develop training credits schemes to operate from April 1993 are:

Calderdale and Kirklees
Isle of Wight
Merseyside
Northamptonshire
Staffordshire
South Thames
Mid Glamorgan
Caithness and Sutherland
Dunbartonshire

(November 25)

Radiological emergencies

Wyn Griffiths (Bridgend) asked the Secretary of State for Employment when he will bring forward legislation to meet the requirements of European Community Directive 89/618/Euratom on informing the general public about health protection measures to be applied and steps to be taken in the event of a radiological emergency.

Eric Forth: Proposals for regulations to implement European Council (EC) Directive 89/618/Euratom are contained in a Health and Safety Commission (HSC) Consultative Document due to be published November 28, 1991. I will arrange for a copy to be placed in the library.

The Document will form the basis of a three-month period of public consultation. HSC are required to consider whether changes to the proposals are needed in the light of comments received, during the consultation period. Thereafter, under the terms of Article 33 of the Euratom Treaty, the European Commission must be given a three-month period within which to comment on the final proposals before legislation is brought forward.

(November 27)

Adult training and NVQs

Alice Mahon (Halifax) asked the Secretary of State for Employment how many unemployed people are refused adult training places because there are no relevant National Vocational Qualifications in place either in a particular vocational area or at an appropriate level.

Robert Jackson: There is no justification for denying an unemployed person a training place on the grounds that no National Vocational Qualification is available.

National Vocational Qualifications covering 40 per cent of the employed workforce at Levels 1-4 are currently available. In order to fill the current gaps in NVQ provision, this Department issues listings of existing vocational qualifications which are accepted for use in adult and Youth Training until the appropriate NVQ becomes available.

(November 29)

Adult training

Alice Mahon (Halifax) asked the Secretary of State for Employment how many unemployed people are unable to enter adult training because training in their preferred area is not available in their local Training and Enterprise Council area.

Robert Jackson: The information is not available in the format requested.

Training and Enterprise Councils (TECs) are allocated sufficient funds to meet the Government's Guarantee of providing a training place on Youth Training (YT) or Employment Training (ET) for

unemployed people who wish to enter these programmes. All young people over statutory school leaving age are eligible to enter and have a guarantee to receive YT training in Great Britain up to their 18th birthday.

The Government's Guarantee to adults is for everyone aged 18-24 who has been unemployed between six and 12 months to receive an offer of employment training, a Job Interview Guarantee, an Enterprise Allowance, a place in a Jobclub or on Employment Action.

The Government Aim is for everyone under 50 who has been unemployed for over two years and all people with disabilities, to receive an offer of Employment Training, Job Interview Guarantee, an Enterprise Allowance, a place in a Jobclub or on Employment Action.

TECs are encouraged to be as flexible as possible in order to meet individual training needs. This can include funding training in other TEC areas if a TEC feels this is appropriate. It is for the individual TECs to liaise with each other when this situation arises.

(November 29)

Mature women

Teresa Gorman (Billericay) asked the Secretary of State for Employment what measures his Department has introduced to help mature women get back into the workforce.

Robert Jackson: Some 2.5 million more women are now in work than in 1983.

That encouraging development has been assisted by a wide range of measures undertaken by this Government. They include the deregulation of labour markets, where there has been a 29 per cent increase in female part-time employment; and an almost threefold real terms increase in Government-funded training programmes, in which women participate extensively.

(November 26)

TEC directors

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment how many directors of Training and Enterprise Councils are (i) men, (ii) women, (iii) from ethnic minority backgrounds and (iv) from the private sector; what information he has about from which industrial sectors directors with a private sector background come; and, of those non-private sector directors, how many are from (a) local authorities, (b) local education authorities, (c) other educational organisations, (d) trade unions, (e) voluntary organisations, (f) ethnic minority organisations, (g) employer associations and (h) others.

Robert Jackson: The information available is shown in the following table. Information on the industrial sector background of directors from the private sector is not held centrally.

Category	No of directors
i) Men	1,014
ii) Women	122
iii) Ethnic minority background*	40
iv) Private sector	805
v) Non-private sector directors of which from:	331
a) Local Authority	97
b) Local Education Authority (not included in (a))	48
c) Other educational organisation	27
d) Trade union	58
e) Voluntary organisations	42
f) Ethnic minority organisations	4
g) Employer association	11
h) Others	44

* Based on information collected in June/July 1991: 12 Directors preferred not to state their ethnic origin.

(November 26)

Take-up of training

Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment how many training credits have been issued in the pilot areas to young people; how many young people have taken them up; what other information he has on the take-up of credits in those areas; and if he will make a statement.

Robert Jackson: As at October 13, 1991, some 27,000 training credits had been issued within the 11 pilot schemes. Over 12,000 of these have already been used by young people to obtain high quality training of their choice. This number continues to rise. We hope to publish evaluation results from the first nine months of operating training credits in the spring of 1992. Evaluation will, of course, continue well beyond that, to identify the achievements of young people currently beginning training and the impact of credits on young people who leave school in 1992 and subsequently.

(November 25)

TEC expenses

Alice Mahon (Halifax) asked the Secretary of State for Employment what is the total cost of training and enterprise council board members expenses; and how many (a) women and (b) ethnic minorities there are.

Robert Jackson: Reimbursement of expenses incurred by Training and Enterprise Council (TEC) Board members is a matter for each TEC and central records are not maintained. Currently 122 Board members are women. Information collected in Summer 1991 showed that 40 Board members were from an ethnic minority background.

(November 29)

Discover your desk

Research into the goings on in offices reveals that: fifteen million miles of paper cross the world's desks daily—and 80 per cent of it is unnecessary; Britain's paper consumption equals 25 million trees annually; each piece of paper is handled five times, wasting an average of 45 minutes of each employee's time daily as they search for the appropriate sheet; on average, each employee's desk is weighed down with a 40 hours' backlog of paperwork.

Obviously, it makes sound business sense to clear your desk. That's the message of *The Paper Chase*, the latest training video from Video Arts. It demonstrates clearly and humorously that inefficient paper management is an indication of inefficient management.

In the video, Delia is a paper addict. Her office is strewn with memos, letters, faxes, reports, brochures, circulars, print-outs . . . and she struggles to do her job while unable to find anything she needs. Joanna, the new department head, shows her how to kick the paper habit.

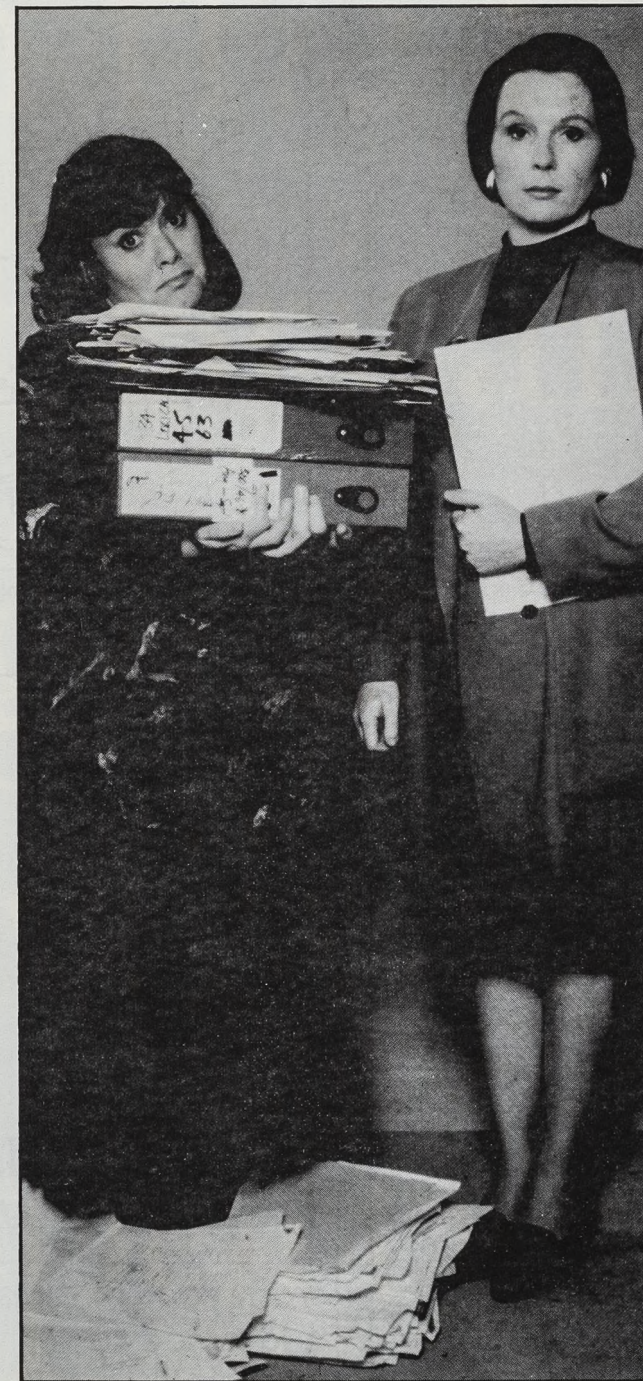
Paper, she explains, can be divided into four categories:

- **Junk**—paper that should be thrown away immediately;
- **Information**—papers containing information which have to be read;
- **Action**—paper which informs you of things that must be done; and
- **Filing**—papers which should be kept for future reference.

They go through all the papers and deal with them systematically, creating a tidy and efficient office. Freed from her paperbound prison, Delia is able to talk to colleagues and customers—and actually do her job.

□ The video is based on the best-selling book, *Clear your Desk!*, by Declan Treacy.

The Paper Chase: How to Clear your Desk Running time 30 mins. Available from Video Arts Ltd, 68 Oxford Street, London W1N 9LA, tel 071-637 7288. Purchase price £845; 2-day rental £135; 7-day rental £185.



PAPER ADDICTS: Dawn French and Jennifer Saunders demonstrate in a new video that inefficient paper management is an indication of inefficient management. Paper addicts should tidy themselves up—but don't forget to have your waste paper recycled! See review left.

Don't die of work

Each year in Britain 100,000 people are hurt in workplace accidents or pick up work-related illnesses, and occupational diseases contribute to 10,000 deaths and directly cause 2,000 fatalities.

These bald statistics not only indicate a vast amount of suffering caused to individuals and their families but also an urgent need for employers to make occupational health and safety a top priority. On top of the fact that employers are legally obliged to provide safe and healthy working conditions, it simply makes sound business sense to do so.

This is the theme of a new video produced by the HSE. Including interviews with experts in the field, it highlights the benefits of a proactive approach to health and safety awareness and regulation.

The main elements in good practice are summarised as:

- using preventative measures such as assessing and minimising the risks of workplace illness or accidents;
- encouraging a healthy way of living and ensuring that employees are fit to do the job;
- regularly monitoring staff health; and
- consulting with staff doing the work to ensure that work is well-designed and organised.

While good occupational health practice leads to reduced labour turnover, less worktime lost and increased staff motivation, failure to follow the regulations can lead to infringements of the Health and Safety Act (with the attendant legal costs), difficulties in covering for ill or injured staff, and a poor staff-management relationship.

The video demonstrates how HSE and its medical wing, the Employment Medical Advisory Service, operate, offering a free service to help companies assess their health needs.

□ *Occupational Health: Good Health is Good Business* Running time 25 minutes. Available from CFL Vision, PO Box 35, Wetherby, West Yorkshire LS23 7EX, tel 0937 541010. Purchase price £39.50; £13.50 to hire.

REVIEW

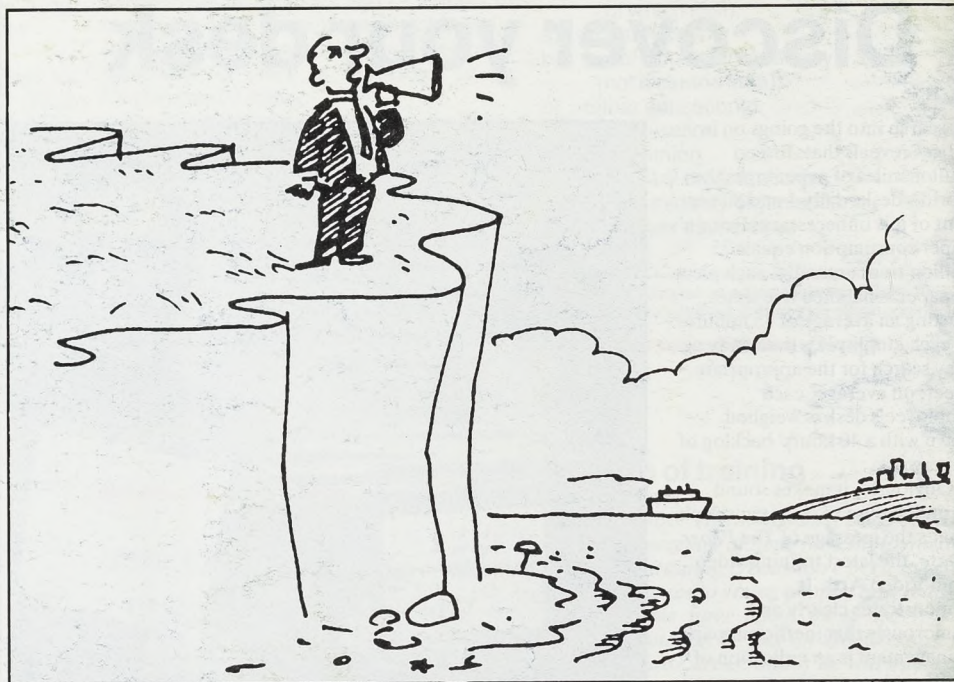
Get ahead in Europe

Whether you are in manufacturing, services, distribution or the professions—working for a company, partnership or are self-employed—the Single European Market will affect your business. It is vital that you are ready for the changes, and are prepared to maximise the opportunities of the new business environment.

Straightforward, practical advice is available in a new British Institute of Management handbook, *Doing Business in Europe*. It shows how removing physical, fiscal and technical barriers will enable freedom of movement of goods, people, services and money.

It also sets out the important areas to consider when dealing with the Single Market: your current position; your product; operating abroad; sources of help; new rules and regulations; and mobility of labour.

□ *Doing Business in Europe* by Richard Brown. Published in the Headway business series, by Hodder & Stoughton. Price £4.99 pbk.



ONE OF the less effective ways of doing business within the Single European Market. For more sensible advice, see review of *Doing Business in Europe* (left).

Action kit

Based on over 1,500 business counselling interviews with proposed and new ventures, the latest, revised edition of *The Small Business Action Kit* provides useful information for anyone starting up a new business.

Using a series of checklists, worksheets, flow charts and summaries, it covers practical considerations such as: financial management; raising capital; location of premises; finding customers; tax and legal matters; employing staff; and where to get help.

□ *The Small Business Action Kit*, 3rd edition, by Rosthorn, Haldane, Blackwell and Wholcy. Published by Kogan Page, 120 Pentonville Road, London N1 9JN, tel 071-278 0433. Price £8.99 pbk.

Nobody does it better?

Received wisdom has it that there is a 'Continental model' of industrial relations and a UK model which for historical reasons is very different.

A new book, compiled by the Incomes Data Services, aims to demonstrate, however, that the pattern of industrial relations in the ten EC countries is very diverse, and that each national system is the product of national histories and cultures.

Industrial Relations sets out how to deal with issues arising from the various ways employers and employees relate to each other collectively within national systems of industrial relations. The main issues, covered on a country by country basis, are:

- statutory and agreed systems of employee participation and representation;
- trade union and employers' organisations;
- the bargaining structure;
- industrial conflict;

- collective dismissals and the transfer of undertakings.

The book provides an overview of the structures of industrial relations, in particular it indicates any statutory or mandatory obligations on employers in the areas of employee participation, information disclosure and consultation, and where

coverage through binding collective agreements may impose terms and conditions even on non-signatory organisations.

□ *Industrial Relations* edited by Pete Burgess. Published in the European Management Guides series by Institute of Personnel Management, IPM House, Camp Road, London SW19 4UX, tel 081-947 2570. Price £17.50 pbk.

BOOKS AND VIDEOS FOR REVIEW

from your organisation should be addressed to:

The Review Editor, *Employment Gazette*,
Employment Department, Caxton House,
Tothill Street, London SW1H 9NF

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



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

People respond best when helped to give of their best.

Investing in people through training

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

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

Investors in People is a new initiative

that sets a national standard for effective investment in people.

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

Achieve it and you'll be seen to have

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

Investors in People

If you want to find out more call now on

0800 444 246

RESEARCH PAPERS



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

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

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

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

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

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

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

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

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

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

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

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

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

No 87: Employers' Labour Use Strategies—Case Studies

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

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

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

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

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

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

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

ISBN 0-11-729400-4



9 780117 294004