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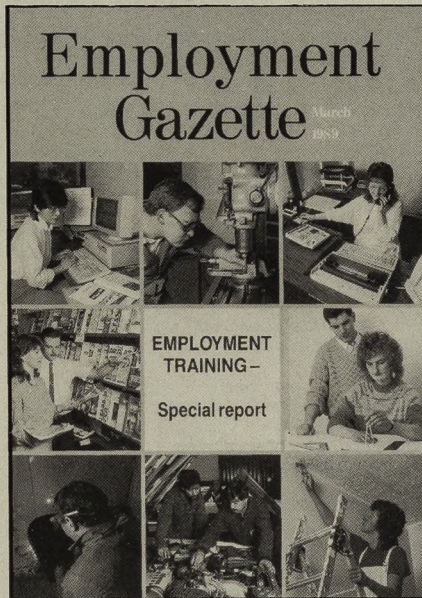
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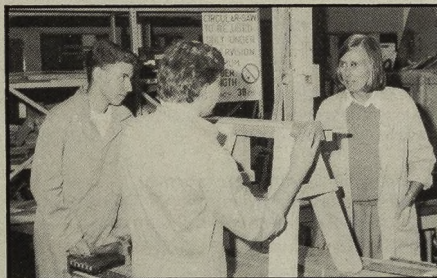
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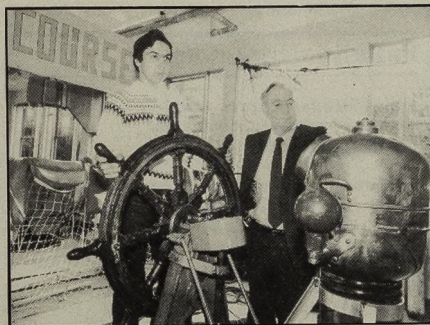


#### COVER PICTURES

*Employment Training situations. See special report on p 111. Photos: Crown copyright.*



*The problem of adult literacy and numeracy and the training initiatives to tackle it are described on p 133.*



*Identifying the needs of trainers is the subject of an article on p 122.*

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# Free Department of Employment leaflets

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

In cases of difficulty or for bulk supplies (10 or more) orders should be sent to **Publications, Information 4, Department of Employment, Caxton House, Tothill Street, London SW1H 9NF.**

*Note:* This list does not include the publications of the Small Firms Service, the Training Commission or its associated divisions nor does it include any priced publications of the Department of Employment.

## General information

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

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

### Action for jobs

The above booklet translated into:

Bengali	PL843 (Bengali)
Cantonese	PL843 (Cantonese)
Gujerati	PL843 (Gujerati)
Hindi	PL843 (Hindi)
Punjabi	PL843 (Punjabi)
Urdu	PL843 (Urdu)
Vietnamese	PL843 (Vietnamese)

### Firm facts notice board kit

A do-it-yourself aid to help employers communicate essential information to employees

## Employment legislation

A series of leaflets giving guidance on current employment legislation.

- 1 **Written statement of main terms and conditions of employment** PL700 (1st rev)
- 2 **Redundancy consultation and notification** PL833 (3rd rev)
- 3 **Employee's rights on insolvency of employer** PL718 (4th rev)
- 4 **Employment rights for the expectant mother** PL710 (2nd rev)
- 5 **Suspension on medical grounds under health and safety regulations** PL705 (1st rev)
- 6 **Facing redundancy? Time off for job hunting or to arrange training** PL703
- 7 **Union membership rights and the closed shop including the union labour only provisions of the Employment Act 1982** PL754 (1st rev)
- 8 **Itemized pay statement** PL704 (1st rev)
- 9 **Guarantee payments** PL724 (3rd rev)
- 10 **Employment rights on the transfer of an undertaking** PL699 (2nd rev)
- 11 **Rules governing continuous employment and a week's pay** PL711
- 12 **Time off for public duties** PL702
- 13 **Unfairly dismissed?** PL712 (5th rev)
- 14 **Rights of notice and reasons for dismissal** PL707 (2nd rev)
- 15 **Union secret ballots** PL701 (1st rev)
- 16 **Redundancy payments** PL808
- 17 **Limits on payments** PL827

### The Employment Act 1988

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

### A guide to the Trade Union Act 1984

PL752

### Industrial action and the law.

A brief guide taking account of the Employment Acts 1980 and 1982 and the Trade Union Act 1984 PL753

### The law on unfair dismissal—guidance for small firms

PL715

### Fair and unfair dismissal—a guide for employers

PL714

### Individual rights of employees—a guide for employers

PL716

### Offsetting pensions against redundancy payments—a guide for employers

RPLI (1983)

### Code of practice—picketing

### Code of practice—closed shop agreements and arrangements

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

### Fact sheets on employment law

A series of ten, giving basic details for employers and employees

### Facing an unfair dismissal claim?

A leaflet describing an audio visual programme available on video cassette PL734

### Employment form (in packs of five)

A form to assist employers to provide a written statement of an employee's main terms and conditions

## Race relations

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

PL748

## Industrial tribunals

### Industrial tribunals procedure—for those concerned in industrial tribunal proceedings

ITL1 (1986)

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

ITL19

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

PL720

## Overseas workers

### Employment of overseas workers in the UK

Information on the work permit scheme—not applicable to nationals of EC member states or Gibraltarians OW5

### Employment of overseas workers in the UK

Training and work experience schemes OW21(1982)

### A guide for workers from abroad

Employment in the UK OW17

## Sex equality

### Sex discrimination in employment

### Collective agreements and sex discrimination

**Equal pay**  
A guide to the Equal Pay Act 1970 PL743

### Equal pay for women—what you should know about it

Information for working women PL739

## 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

## Miscellaneous

### Jobshare

A share opportunity for the unemployed PL825

### The Employment Agencies Act 1973

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

### Prompt payment please

A guide for suppliers and buyers PL832 (1st rev)

### A.I.D.S. and employment

This booklet attempts to answer the major questions which have been asked about employment aspects of A.I.D.S. but it is also a contribution to a wider public information campaign PL811

### Career development loans

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

### Alcohol in the workplace

A guide for employers PL859

# Special Report

## ET off to an impressive start

Already over 150,000 people are in training on the Employment Training (ET) programme.

This is Britain's biggest ever adult training programme to help unemployed people back into work, which got underway on September 5, 1988.

The aim of ET is to equip unemployed people, particularly those unemployed for six months or more, with the skills they need to find and keep work. It will offer training at all levels from basic skills to high level skills, to all kinds of people. So far, 71 per cent of those joining are male, 61 per cent are single, 11 per cent are from ethnic minorities and 12 per cent are people with disabilities; 35 per cent are under 25 years of age.

The programme has been developed against the background of growing concern about skill shortages in industry, especially as we approach the Single European Market in 1992. Added to this the supply of young people leaving school is diminishing so employers will no longer be able to rely on this group to meet future recruitment needs.

People who want to join the programme are referred first to a Training Agent who provides assessment, counselling and guidance, and agrees an individual action plan with each trainee.

Training Managers are then responsible for arranging a mix of practical training with employers or on projects and directed training to meet the requirements of the individual's action plan. They are able to offer training over a whole spread of occupational areas.

There are currently over 1,000 Training Managers and over 170 Training Agents operating the programme around the country and the types of organisations contracted to run ET are numerous—employers from both private and public sector, (the former including Laings Construction, Comet, ICI, Pilkingtons and Mothercare) local authorities, public and private sector education and training organisations and the Skills Training Agency—to name a few.

### Unemployed for two years

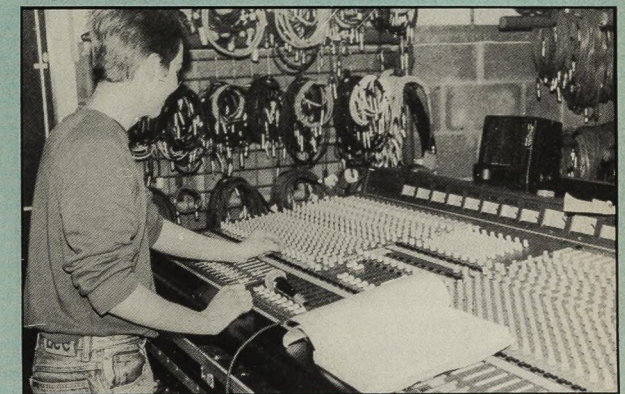
Lancashire Chamber of Commerce Trade and Industry are one such Training Manager. Already they have been able to help many unemployed people through ET including Danielle Parkinson who had been unemployed since 1987. In fact over 40 per cent of people who have joined ET had been unemployed for two years or more.

Danielle joined ET on October 31, 1988 with the Chamber of Commerce who suggested a high level course of training in medical reception work.

Danielle was placed with a local GP's practice where she is gaining relevant practical and directed experience as a medical receptionist.

"Employment Training is giving me the chance to extend my work skills and experience in a practical way", says Danielle. She attends Lancaster and Morecombe College on day release where she is following the AMSPAR Course (Association of Medical Secretaries Practice Administrators and Receptionists) over 12 months which leads to a medical secretary/receptionist certificate.

Danielle's employer is also enthusiastic about their involvement in the programme. "ET gives us the opportunity to assess a potential employee over a period and Danielle is clearly committed to a clerical career with a general practice."



Mark Littlewood on Employment Training

Photo: Crown copyright

### Training opportunity

Also in the North West, another Training Manager, Chorley Training College, have come up with the goods as far as Mark Littlewood is concerned. Joining ET in September 1988 Mark is now on placement with Wigwam Acoustics, one of the country's leading sound engineering companies.

Mark always wanted to work in that particular field, but he had to make do with temporary voluntary work at his local theatre and then with Preston Guildhall.

Now he is training in warehouse duties and preparing equipment for hire with a view to eventually setting up the equipment. "I'm very happy and really enjoying the work", comments Mark. "I realise I am very fortunate to have been given a chance to join a company like Wigwam".

### A permanent job

ET is also working for adults who have been unemployed for long periods. David Pickles from Cleveland had been unemployed for eight years after being made redundant from his job as a draughtsman. Determined to re-train he had begun an HND course at Teeside Polytechnic in maths, statistics and computing but could not continue the course because of the cost.

David was referred to TM Specialised Technical Services in Redcar who were soon able to fix him up with a placement with System Care, a software development company in Billingham who have since offered him a permanent job.

"I had the qualifications", explained David, "but I had no experience. The training scheme gave me experience, so even if System Care hadn't offered me a job, I would have stood a better chance once I had the practical experience".

"Cleveland, like many areas in Britain, has a workforce with skills suited for the old types of industries. What ET can do is to give this workforce the skills necessary to fill the type of vacancies available, to satisfy the demands of today's industry and to keep pace with changing technology", explained Roy Brown, Adult Training Manager for Cleveland.

This worked in David Pickles' case. When he found that his traditional skills as a draughtsman were no longer in such high demand and that computers were taking over in the field of drawing and design, he beat the situation by training in computing.

## Supporting small firms: a new way forward

The Employment Department's recent White Paper *Employment for the 1990s* contains plans for its enterprise programmes as well as for vocational training. These are intended to give new impetus to the support offered by Government to the nation's small firms sector.

The White Paper looks ahead to the setting up of Training and Enterprise Councils (TECs) in England and Wales (local agencies in Scotland). They will be locally-based, employer-led organisations, charged with the task of delivering training and enterprise tailored to the local community. The inclusion of 'enterprise' in their responsibilities recognises that the small firms sector has played a major part in the regeneration of British industry and commerce. The continued revitalisation of the British economy depends not only on improving the skills of workers, but also on stimulating and sustaining enterprise.

Training programmes in management and business skills for owner-managers of existing businesses and for those just starting out on their own are part of the Training Agency's current responsibilities. These programmes are to be extended and developed as part of the new Business Growth Training initiative. The White Paper announced that the Training Agency would also become responsible for the Enterprise Allowance Scheme (EAS) and the Small Firms Service (SFS), both currently run by other parts of the Department. This will bring these closely-linked ser-



Small firms counsellor Trefor Griffiths greets a new client at the Manchester SFS Centre.

vices together, create a greater coherence in small business support, and increase the effectiveness of each of the programmes.

Looking further ahead, TECs will take on responsibility for EAS and for the small firms counselling currently provided by SFS. In just the same way as they will assess the training needs of the local labour market, TECs will assess the training, counselling and other support needs of local small business. They will draw up plans for small firms support based on this assessment and will then sub-contract with counsellors directly or through local enterprise agencies or other bodies able to deliver a high quality service. Quality will be a key priority and the experience and expertise of the SFS in this area will help the Training Agency and the TECs to ensure that it is achieved and maintained.

The SFS will maintain its counselling service in each area covered now until a TEC is set up, and the SFS will continue to develop all its services in the transition period, including its drive to reach established small businesses as well as very young companies. The SFS information service will remain as a national service as the system develops and will be an information gateway to it. It will continue to improve its database (the National Reference Book<sup>1</sup>) in the light of user comments—over 170 organisations have bought the database so far.

The package of Business Growth Training, EAS and SFS counselling will provide TECs with a strong enterprise role. It will enable TECs to act as a natural focus in the small business support network and allow them to encourage that network to develop in a more coherent way. ■

<sup>1</sup> For a full account, see article entitled, *Everything a small business needs to know*, on pp 485-8 of the September 1988 issue of *Employment Gazette*.

### Small Firms Service and EAS

The SFS provides:

- information, advice and counselling for small businesses;
- 11 centres and six inner city sub-offices in England;
- the first three counselling sessions free; subsequent sessions £30;
- over 350 counsellors;

In 1987-88 there were over 266,000 inquiries and over 39,000 counselling sessions were held.

To contact the SFS free of charge, dial 100 and ask for 'Freefone Enterprise'.

### Enterprise Allowance Scheme

Under EAS, people can get a £40 a week allowance for up to 52 weeks if they are:

- unemployed or under formal notice of redundancy for at least eight weeks;
- in receipt of unemployment benefit or income support;
- and if they have at least £1,000 available to invest in their proposed business.

Experience has shown that two-thirds of businesses are still operating three years after start-up.

## Unemployment drops below two million

Unemployment is now below the two million mark.

The latest figures show that seasonally adjusted unemployment in January fell by 49,300 to a total of 1,988,000.

Commenting on the figures, Employment Secretary Norman Fowler described them as a 'very important milestone.'

The unemployment rate is now down to 7 per cent. On the agreed OECD international basis, the rate of unemployment in the UK is now lower than the average for the EC.

The UK has a lower unemployment rate than France, Italy, Belgium, the Netherlands, Spain, Ireland and Canada, with unemployment falling faster in Britain over the last 12 months than any other major industrialised country.

Growth in jobs is also continuing. The total number of people in employment is estimated to have increased by 122,000 in the third quarter of 1988. The latest estimates are that the total workforce in employment in September 1988 stood at

25,898,000, an increase of some 2,298,000 since March 1983.

### Encouraging

More good news came with the announcement that in the three months up to January this year, the number of people out of work for 12 months or more fell by 64,000. This has reduced the number of long-term unemployed people by half a million over the past two years — the biggest two-year fall on record.

Mr Fowler commented: "It is particularly encouraging that long-term unemployment among young people aged 18-24 has more than halved over the last two years."

He noted that there had also been a considerable improvement in long-term unemployment among older people, with the number of long-term unemployed over the age of 25 falling by a third over the last two years. For the over 50s, the fall has been about a quarter.

## Task Force under way

Employers must change their attitudes towards training if Britain is to have continued economic growth, and succeed in the 1990s.

Speaking at the first meeting of the National Training Task Force, its chairman, Brian Wolfson said: "Too many people in the past have seen training as something that other people do. There is a big job to do in changing attitudes. The more individuals know, the more they grow. It is all about gaining knowledge and skill."

The main focus of the Task Force will be the establishment of a national network of about 100 TECs (Training and Enterprise Councils) which will be responsible for developing training and support for enterprise and small firms in their area, to meet local needs.

"In order for TECs to work," said Mr Wolfson, "we need employers who look ahead. People are a business asset that will not depreciate. Better than that, the more you put into their development, the more they will increase in value."

## Open for business

Britain's first Government Business Shops are now open to the public, offering help and advice to all would-be entrepreneurs.

Whether the business is already up-and-running or just starting out, an array of services offered by various Government departments such as Customs and Excise, the Inland Revenue and the Department of Social Security is available on request.

There are now six such shops operating nationally on a six-month pilot scheme: Glasgow, Merthyr Tydfil, Manchester, Newcastle, Doncaster and Reading.

The pilot schemes will be evaluated in the light of customer response.

Employment Minister John Cope said: "Having taken the first critical step in coming to the Business Shop, business people will have far fewer fears in dealing with Government officials in the future."



Meeting of minds. Back row (left to right) Sir Peter Bowness, chairman, London Boroughs Association, leader, Croydon Borough Council, member, Audit Commission; Michael Rowarth, principal of Newcastle College; Roger Dawe, director general, Training Agency; Allen Sheppard, chairman and chief executive, Grand Metropolitan; Brian Wolfson, chairman, Task Force; Sir Eric Pountain, chairman and chief executive, Tarmac; Sir Peter Thompson, chairman, NFC; (front row, left to right) Sir Melvyn Rosser, chairman of the HTV group; Employment Minister John Cope; Prudence Leith, managing director, Prudence Leith Ltd; Employment Secretary Norman Fowler; Sophie Mirman, chairman and joint managing director, Sock Shop International; Bill Jordan, president, Amalgamated Engineering Union.

## East meets west



Photo: Jackie Chapman

(Left to right): Zhang Beihong, interpreter; John Cope, Employment Minister; Li Boyong, Vice-Minister of Labour; Norman Fowler, Employment Secretary; Ji Chaozhu, the Chinese Ambassador; Liu Guanxue, Deputy Director, Labour Policies and Legislation Department; Zhang Zuoji, Director of Management of Manpower and Employment Department; Su Yiyong, Director of Health and Safety Inspectorate.

Officials from the Chinese Ministry of Labour were entertained to lunch at Lancaster House, London, by Employment Secretary Norman Fowler during their eight-day visit to Britain.

The study mission also visited the Training Agency and Employment Service

offices in Sheffield, as well as meeting officials of the Health and Safety Executive in Bootle.

Sponsored by the International Labour Organisation, the Chinese officials also included Russia, Algeria, Hungary, and France in their itinerary.

## Absence makes the cost go higher

Absenteeism could be costing Britain £5,000 million a year according to the Confederation of British Industry.

These costs are a serious handicap to the competitive success of the British economy and represent about one-third of the total yearly investment in skill training, reported CBI director general John Banham.

He added: "For every working day lost through strikes, more than 30 days are lost through absence. The result is lower output, poorer service, lost orders and, consequently, fewer jobs."

The means of improving attendance says the CBI, lies in the hands of employers who are prepared to learn from the experience of others.

A CBI conference in London last month examined the effectiveness of monitoring and control systems and of programmes designed to improve attendance. It also discussed ways of tackling the underlying causes and the role of employee counselling and health promotion as methods of reducing costs caused by absence.

## Small business network

A national network of 500 small business centres is to be set up by Lloyds Bank.

Each centre, located within branch offices, will have a team of specialists who, in addition to selling bank services, will offer advice and help on all aspects of setting up and running a small business. These include business and financial planning, grants and loan schemes, and specialist areas such as franchising and sources of venture capital.

The centres will liaise closely with local enterprise agencies, other business support groups and professional advisers — like solicitors and accountants.

Small firms Minister, John Cope welcoming the initiative hoped it would be as successful as the small business sector in the UK was proving.

Roger Bardell, divisional manager, small business services commented: "In the first three years we will be spending £35 million on this development alone—a clear statement of our increasing commitment to the small business sector."

## More help for ethnic minorities

Members of ethnic minority groups are to benefit from improved practical help designed to increase equal opportunities for them.

Unemployed people needing training in English as a second language are to have more provided through Employment Training, with extra finance for supplementary grants, and extra money for personal assessment.

ET staff will receive relevant training, and, from next month, consultancy advice. The improvements are to cost £1.3 million a year.

### Funding

People from ethnic minority groups will also have more opportunities through the Training Agency's Business Growth Training\* programme which will increase the use of open and flexible learning methods in English as a second language.

Funding of £200,000 a year will go to identifying good open learning materials, to commissioning new material where necessary and to promoting its use.

### Eligible

Employment Minister John Cope said that inner city target area firms would be eligible for up to two-thirds of the total cost of their projects rather than the normal one-half maximum.

"A further £5,000 — on top of the £15,000 maximum — would be available for such projects, whether or not in the inner cities, to fund training which helped to increase equal opportunities for ethnic minority employees of the firm concerned," he added.

Mr Cope announced that this extension to the Business Growth Training programme would cost £1 million a year and would supersede the funding of Industrial Language Training Units which totals £2.2 million for 1988-89.

As new business opportunities will be created for the units under the new arrangements, their direct funding is to be extended from March 31 to August 11 this year.

\* For further details of Business Growth Training see February issue of *Employment Gazette*, p71.

## HSE's warning on Legionnaires' Disease

A warning has gone out to operators of air conditioning plant following the outbreak of Legionnaires' Disease in London.

Issuing the warning, John Rimington, director general of the Health and Safety Executive (HSE) said: "There is absolutely no excuse for the recent outbreaks. The causes of the disease are well understood and precautions that must be taken are simple."

He added: "Operators of such plant

have a clear duty under the Health and Safety at Work Act to protect their employees and the public."

The HSE has issued warnings before, notably when it prosecuted the BBC for the outbreak at Broadcasting House last year but, Mr Rimington commented: "These appear not to have been heeded."

He reminded those responsible for operating air conditioning plant that where inspectors found adequate evidence that

HSE's advice had not been followed, it would prosecute.

He did, however, reassure the public by pointing out that Legionnaires' Disease was relatively rare, adding that the disease could be "managed out."

HSE has published guidance in a technical guidance note and in a more simply written guide. *EH48 Legionnaires' Disease, January 1987* is available from HMSO and bookshops, price £2.25.

## Section 4 scheme suspended

The 'Section 4' scheme of financial assistance for tourism projects has been suspended in England pending completion of a major review of tourism policy.

A scheme of financial assistance has operated for the past 20 years under Section 4 of the Development of Tourism Act 1969.

Employment Secretary Norman Fowler said that "Commitments have already been made to provide over £10 million in assistance through the scheme in 1989-90, and some £3 million in 1990-91 and 1991-92. The scheme offers grants, and other assistance, and was introduced and maintained against a background of difficulty in attracting investment for tourism projects."

Pointing out that tourism was now one of Britain's largest and fastest growing industries, Mr Fowler continued: "The confidence of the industry has been reflected in continuing high levels of investment. In England, almost £2,000 million was invested in major tourism and leisure projects completed or under way during the first six months of 1988. In these circumstances, I have decided to suspend the scheme to fresh applications until decisions can be taken on the full range of matters covered by the review."

### Latest figures

Since the announcement on January 30, the latest figures indicate that investment in major tourism and leisure projects in England was running at nearly £2,500 million in the second half of 1988.

Employment Secretary Norman Fowler said: "That level of investment represents a 25 per cent increase on the previous six months and reinforces the position of tourism as one of this country's largest and fastest growing industries. And there is every indication that 1988 will prove to have been another record year for British tourism in terms of visits by overseas visitors."

## YTS 'a major step forward'



Photo: Joanne O'Brien/Format

Best foot forward. Bridging the gap between school and work.

Training provided under YTS during 1986-87 amounted to 3½ million months. During that time 342,000 young people, representing 60 per cent of 16-17 year olds entering the labour market, joined YTS.

This was the first year in which a two-year programme was available for 16-year-old school leavers and a one-year programme for 17-year-old leavers, described by the Training Agency as "a major step forward in the development of high quality training for young people entering the labour market."

The findings come from the *YTS Progress Report 1986-87* which also shows that 75 per cent of 1986-87 YTS leavers were in a job, further education or training three months after leaving their scheme.

One-third of YTS completers in 1986-87 gained a vocational qualification during their time on YTS. The indications are that

this figure will significantly increase for trainees who complete their second year.

Other main findings show that:

- YTS has continued to attract more middle and higher qualified young people;
- more private sector organisations became involved in YTS, accounting for 90 per cent of work experience providers and 50 per cent of schemes;
- more and more work experience providers (some 50 per cent in 1986-87) make financial contributions to YTS schemes in respect of trainees;
- the unit cost to the Exchequer fell to £2,720 a year for each filled place, a saving in real terms of 8.2 per cent compared with 1985-86;
- total Government expenditure was £803 million.

## Staff restaurants still a good buy

Employees spend, in real money terms, only three pence more on refreshments at work than they did 25 years ago.

This has emerged from a catering survey by the Industrial Society which found that the average British worker spends 65 pence a day — or £3 a week — on refreshments and meals at work.

More employees are using their staff restaurant, and 68 per cent of the workforce, compared with 58 per cent in 1985, have something to eat and drink at lunchtime or at other times.

### Worker's choice

The traditional meat-and-two-veg is given the go-by as Britons opt instead for lighter refreshment such as salad rolls, although it is calculated that a two-course meal with tea or coffee costs under £1.20.

Margaret McArdle, who has reported trends in the survey since the mid-1960s, said that an employee made only a nominal contribution to costs when an inner-city employer provided food, catering staff, support services, accommodation, energy



Popular venue. More employees are using staff restaurants.

and maintenance.

"Without a subsidy the charge could equal that of a 4-star hotel," she added. Half a million employees were

represented in the survey compiled from 115 respondents representing 520 catering operations throughout the country with more than 650 dining rooms.

## Right royal start-up

Prince Charles has launched the Lloyd's of London Community Initiative Programme with initial funding of £70,000 from the Council of Lloyd's.

As president of Business in the Community, he launched the new programme after a two-hour visit of community projects in Tower Hamlets, among them clothing manufacturing workshops refurbished since his last visit in July 1987.

The first project to benefit from Lloyd's ten-point community programme is Action Resource Centre (ARC), the national charity which is concerned with bringing business skills to community organisations in inner city and urban areas. Lloyd's contribution of £40,000 will cover the ARC's first year costs of a four-year programme in Tower Hamlets. This will enable ARC staff to provide an accountancy training and management consultancy service to community organisations in the area.

The Community Initiative Programme is designed to encourage the participation and involvement of underwriters, agents, brokers and individual members of Lloyd's in securing economic and social regeneration within the Spitalfields area of Tower Hamlets.

It includes a proposal for the establishment of an Enterprise Building in partnership with the Government's Spitalfields Task Force which will provide small business workshop facilities.

The Lloyd's of London Enterprise Loan Fund was established by the Corporation of Lloyd's in May 1987 with initial funds of £50,000, and it is administered by the Tower Hamlets Centre for Small Business. So far, 25 new businesses have received loans from the Lloyd's Fund, among them a car repairer, restaurant, function chef, leather manufacturer and a computer agency company. Loans of up to £3,000 are available at a rate of 5 per cent. In October 1988 the Government announced a further £50,000 to match the Lloyd's Fund.

### DELTA bid success

Britain has achieved a high level of success in bidding for the European Community DELTA (Development of European Learning Through Technological Advance) programme.

DELTA has been launched to support research and development in the use of new technologies for training and education. It is a £12 million-plus programme with a 24-month schedule, and projects will be undertaken by partnerships between organisations from different member states and from EFTA (European Free Trade Association) countries.

Employment Minister John Cope said: "Britain is ahead of the game in the use of new technology for training and the award of these contracts recognises that."

### Know your rights

A publicity campaign to let union members know their legal rights will run during March through a special series of press advertisements.

It follows the proposal in the 1987 Green paper *Trade unions and their members*, the passing of the 1988 Act, the production of new guidance booklets, and the appointment of the Commissioner for the rights of trade union members.

The advertisements will invite readers to call a Freefone number or return a coupon for free copies of the new guidance booklets.

These are:

- Industrial action and the law: a guide for employers, their customers and suppliers (PL870).
- Industrial action and the law: a guide for employees and trade union members (PL869).
- Union membership and non-membership rights (PL871).
- Unjustifiable discipline by a trade union (PL865).
- Trade union executive elections (PL866).
- Trade union political funds (PL868).

The books are available free from any Employment Service office, or from any ACAS regional office.

## High fliers

A YTS course, described as "unique", has been set up to meet the shortage of aircraft maintenance engineers.

The North Sussex Training Association in Crawley introduced the aircraft maintenance training course last year when the industry was short of 760 engineers.

The 15 young people on the course are sponsored by private companies and the Training Agency, and are taught at Crawley College of Technology and Chelsea School of Engineering, Shoreham.

The trainees will take the City and Guilds Aeronautical Engineering examinations and, at 20, will be able to take the Civil Aviation Authority Licence to be qualified to certify airworthiness.

Four of the trainees, Greg Hayfield and Mark Devine from Ramsgate, Daniel Walford from Deal, and Jonathan Duke from Herne Bay, are sponsored by Modern Jet Support Centre, Manston, which has a long waiting list of would-be trainees.

The four are aiming for jobs where they can earn £17,000 or more, and at the same time help to reduce Britain's shortage of qualified aircraft maintenance engineers.

Richard Price, marketing officer for the association said of the trainees: "They are all totally committed and enthusiastic, and this is reflected in their attitude to the course and to their work. They are a very rewarding group to work with — and their expertise will be much needed."

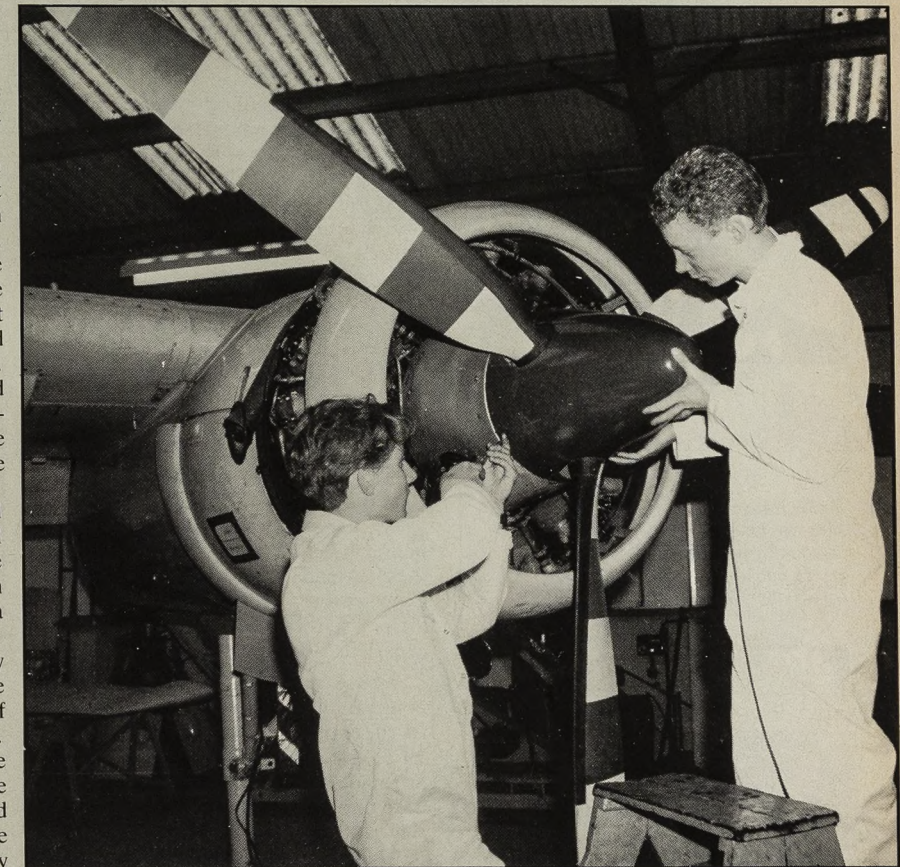


Photo: Gavin W. Beesley

Getting ready. Jamie Harris (left) and Daniel Whiffen (right) on course for a good career.

### Co-op agency may be closed

The Co-operative Development Agency may close following a proposal by the Government. It feels that advice to those wanting to set up new businesses is best given at local level.

Employment Minister John Cope said: "We agree with the CDA's own conclusion that there is now a strong national network of local co-operative development agencies."

He added that there is also a wider network, including the Small Firms Service and local enterprise agencies, able to offer business advice to small firms of all kinds. "We are therefore consulting about the need for the CDA to continue with its present role, and are seeking views on our proposal to bring it to an end," he said.

The CDA was set up under the 1978 Co-operative Development Agency Act. Its life was extended under the 1984 Co-operative Development Agency and Industrial Development Act and the financial ceiling raised to £3 million. That ceiling is likely to be reached in the financial year 1990-91.

CDA's board has recommended Government support so it may have a

future role in the promotion of Employee Share Ownership Plans (ESOPs), but Mr Cope pointed out that there is no shortage of independent bodies interested and active in this field.

Comments to the Department of Employment, Room 702, Steel House, Tothill Street, London SW1H 9NF by March 22.

### Britain's best

Young trainees judged on their YTS achievements have a chance to win a trip to Spain and £10,000 worth of prizes in a competition to find Britain's best trainees.

The competition, *Youth Trainee Awards 1989*, jointly organised by the Training Agency and the Industrial Society with sponsorship from the Ford Motor Company, is now in its fifth year.

It invites trainees to enter individually or in teams of four to seven members. They will be judged on their YTS achievements backed up by testimonials from supervisors.

Closing date is March 31 and application forms can be obtained from the Industrial Society (tel 01-723 4071).

### Equal opportunities policy for YTS

An equal opportunities policy covering all aspects of the management of the YTS has been produced by the Construction Industry Training Board.

Chief executive Dennis Maiden said that, as the largest managing agent with some 40,000 trainees, "we see it as our duty to lead the way in the provision of a fully monitored equal opportunities policy."

The draft policy's aim is to ensure that no applicant for the YTS, or YTS trainee, receives less favourable treatment than any other on the grounds of race, colour, nationality, ethnic or national origin, gender, religion, marital status, sexuality, political belief or disability.

Once established, the CITB plans to monitor and evaluate the working of the policy. Data will be analysed to identify barriers, if any, to equality and to discover why these exist.

The proposals have been sent to many interested parties, including the Commission for Racial Equality and the Equal Opportunities Commission.

## Women's 'vital role at work'

An even more vital role is predicted for the Advisory Committee on Women's Employment, recently re-formed to bring in six new members.

At the first meeting since re-forming, its chairman, Employment Minister Patrick Nicholls said he would be looking to the committee to advise on how women could be helped to take full and lasting advantage of the openings available.

"The 1990s will mark an important turning point in the history of women's employment," he commented, adding: "We now have a unique chance to improve equal opportunities and this is something we cannot afford to miss."

The committee traditionally includes political, CBI and TUC representatives, the chairman of the Equal Opportunities Commission, and people chosen for their particular knowledge and experience of women's employment.

While the committee has no formal constitution, it operates under Section 5 of the Employment and Training Act 1973, and the three year appointments are made by the Employment Secretary. Men have been eligible for membership since 1969.

Among the subjects the committee will be discussing are barriers for women wishing to return to paid employment.

It is estimated that by 1995 80 per cent of the increase in the workforce will come from women returning to work as the numbers of school leavers decline, "but in terms of equal opportunities there should be longer-term objectives," said Mr Nicholls.

"We must look beyond the next decade and into the next century. Only then, when demographic trends have once again changed direction will we be sure there has been a permanent shift in the structure and status of women's employment," he said.

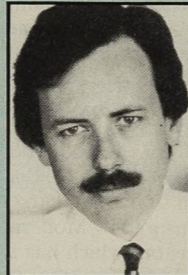
**"For many years women have been an essential part of the nation's labour force. Many industries and services could not continue without them. Now demographic changes will make their role even more vital, across a much wider range of occupations."**

*Patrick Nicholls, Employment Minister and chairman of the Advisory Committee on Women's Employment.*

**Joanna Foster\***  
Chair,  
Equal Opportunities  
Commission.



**Rod Thomas**  
Deputy director social  
affairs, legal and  
employment advisory  
service, CBI.  
Membership  
suggested by CBI.



**Ruth Michaels**  
Senior tutor for  
continuing education,  
Hatfield Polytechnic.



**Anne Spencer\***  
Deputy general  
secretary, National  
Union of Tailors and  
Garment Workers.  
Membership  
suggested by TUC.



**Jenifer Rosenberg\***  
OBE  
Joint managing  
director, J and J  
Fashions Ltd.



*Jenifer Rosenberg is a new member who employs over 2,000 women. She recognises the need to attract more into the labour market. "It is important to identify the needs of women, to go forward and to provide what is needed."*



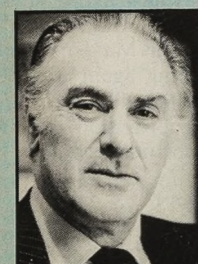
**Patrick Nicholls**  
Employment Minister;  
Chairman, ACWE.

**Jo Richardson MP**  
Member for Barking.  
Labour Party front  
bench spokesperson  
on women's issues.



**Baroness Seear**  
Deputy leader,  
Social and Liberal  
Democrats,  
House of Lords.

**Ada Maddocks**  
National health  
officer, NALGO. Chair  
TUC Women's  
Advisory Committee.  
Membership  
suggested by TUC.



**Leonard Allen**  
Director,  
Federation of Recruit-  
ment and  
Employment  
Services.

*Leonard Allen in his third term, advises male colleagues: "There is nothing to fear from working with women. Your minds will be stretched. We now have to deal with equal opportunities in practice."*

## 'I think I could resist their charms'

When, in the second year of the war, Britain found itself falling short of its target to bring two million more women into essential industries, the Minister of Labour and National Service, Ernest Bevin, declared: "We shall have to call into service many women who in normal circumstances would not take employment."

A general call-up of the female population, however, was avoided because of anticipated public reaction. Instead, the Government chose to invite women to register at employment exchanges. This, it was realised, would give the Minister of Labour the power "to direct any person in the United Kingdom to perform such services" as the Ministry might direct under wartime regulations.

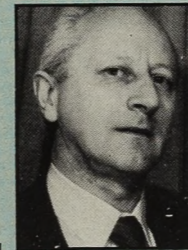


The labour shortfall also led to the creation of the Women's Consultative Committee in 1941. Its brief was to advise on wartime recruiting "from the women's point of view."

Serving on it were Dr Edith Summerskill (representing the Labour Party) and Dame Irene Ward (for the Conservatives). They were joined by representatives of national women's organisations and the unions. The committee's chairman was the Minister of Labour's Parliamentary Secretary, who promised Ernest Bevin, "presiding over the ladies on your behalf, I think I could resist their charms."



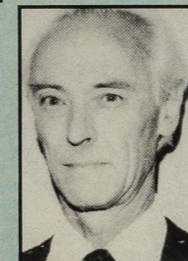
**Marion Roe MP**  
Conservative  
member, Broxbourne.



**Ivor Woods\***  
General secretary  
British Orthoptic  
Society, chairman,  
MPG industrial  
relations committee.



**Diana Whittingham\***  
Independent  
management  
consultant and  
part-time Civil Service  
Commissioner.



**Norman Pettersen  
MBE**  
Member, Human  
Resources Team,  
Courtaulds.  
Membership  
suggested by CBI.



**Dorothy Venables**  
Principal consultant,  
Hoggett Bowers plc.  
Membership  
suggested by the  
Fawcett Society.



**Patricia Turner OBE**  
National officer equal  
rights department,  
GMB. Membership  
suggested by TUC.



**Sue Rorstad\***  
Chairman and  
managing director,  
Poppies (UK) Ltd—a  
franchise cleaning  
company based in the  
North of England.



**Anne Mackie OBE**  
Employee relations  
adviser, Unilever.  
Membership  
suggested by CBI.



**Pramila Le Hunte**  
Former head,  
English Department,  
North London  
Collegiate School.



**Charlotte Bedell**  
Industrial relations  
consultant.



**Mavis Wood**  
Local government  
education officer  
(careers service) in  
Bolton, Lancs.

\* New member

Committee meetings are also attended and addressed by: Moira Jones, secretary, Women's National Commission; Roger Dawe, director, Training Agency, Department of Employment; and Mike Emmott, Employment Service, Department of Employment.

## Special Report

The Committee's role was a consultative one, yet it was largely responsible for shaping the "voluntary" policy which asked all single women aged 20 to 21 without household responsibilities and full-time employment to register at employment exchanges as "mobile" labour. They would then be directed to fill vacancies in "essential" war industries.

The committee also took the lead with such issues as: "Should we pay any special regard to the marital status of women? Should a young married woman without any family responsibilities be treated differently from a single woman?"

### New role

After the war, the Women's Consultative Committee found a new role advising on the resettlement of women in civilian life.

Prominent women—and only women (apart from the chairman)—served on the WCC until 1969 when it was reconstituted and renamed the Advisory Committee on Women's Employment. This change allowed men to be appointed to the committee for the first time.

The 1969 reconstitution was its second, the first being in 1952, coming under the Employment and Training Act 1948 and having the same terms of reference.

### Annual reports

Delving into the pages of the Ministry of Labour's annual reports reveals little detail about the activities of the WCC. All that is recorded for most years between 1948 and 1960 is the number of meetings held each year.

It is only in 1949, 1951 and 1958 that the reports allow the researcher a little more insight.

In 1949, for example, the committee requested the Ministry to look at opportunities and training for women as executives in industry and commerce. It asked that the survey should particularly refer to the incidence of "marriage wastage."

The survey was next referred to in 1951 when it was reported that "inquiry was made into what opportunities there were for women to train for, and hold, executive posts in catering, clothing manufacture, electrical manufacture, laundry and dry-cleaning and retail distribution."

The report also found that although employers generally were not willing to engage adult young women, including

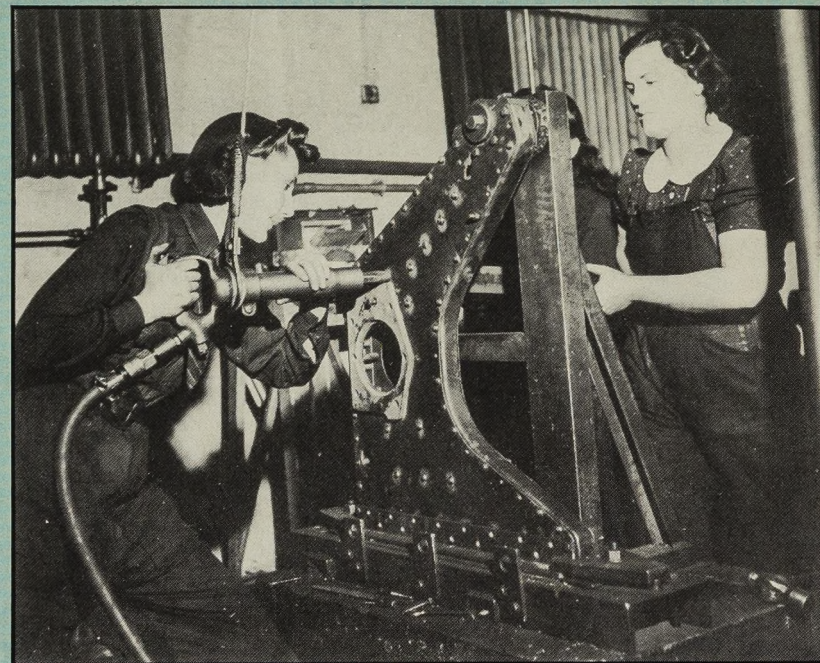


Photo: Imperial War Museum  
Riveting work. October 1943 and women work on the mountings of a Bofors anti-aircraft gun. During the war women could be directed to work in 'essential' industries.



Photo: Imperial War Museum

Life skills. Women were employed to take on jobs previously undertaken by skilled men. Here 'aero factory girls' carry out the responsible work of wiring instrument panels in the cockpit, and soldering sockets.

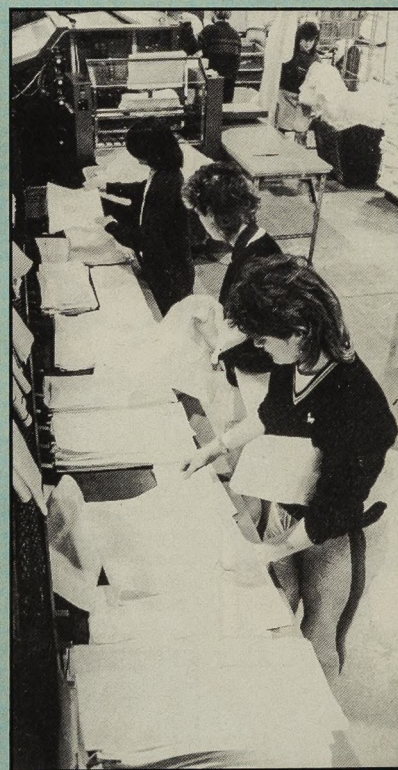


Photo: Mercury Press Agency

"... opportunities for women to reach management positions ... in the laundry industry." So said a committee report in 1951 about a survey to look into the training of women for executive posts.

## Special Report



Photo: British Telecom  
Women's professions cover a great variety of skills, as these British Telecom employees demonstrate as they work on a building site.

arts graduates, and train them for executive posts, there were opportunities for women to reach management positions if they made full use both of practical experience and facilities for vocational training, especially in the catering industry (including institutional management), in certain firms in retail distribution and in the laundry industry.

In 1958, the Minister made fresh appointments to the committee and increased its membership "to cover a wider range of women's interests throughout the country."

Ten years later came the suggestion that the Committee should be amalgamated with the Women's Consultative Council (now the Women's National Commission) which had been set up in 1962 "to keep the Government in touch with the informed opinions of women on both national and international affairs."

It had been seen as the answer to the United Nations' proposal that "national status of women's commissions" be set up, but both groups concerned argued that their roles were quite different (the Council having no special competence in the employment field).

This was accepted, but a fundamental change was introduced to the WCC in

1969. For the first time, appointments to it were to include men and, subsequently the WCC became the Advisory Committee on Women's Employment.

A second review came in 1970 and the decision to call meetings only when there were important matters to discuss was made. Consequently, there were no meetings for nearly two years, which aroused criticism.



"Mobile labour" gets a whole new meaning today. Moira Connolly epitomises the independent modern woman with her "go anywhere" hairdressing business.

### 1972 and after

The Committee was revived (and now operates under the Employment and Training Act 1973) when equal treatment in employment became a prominent political issue, and thus it played a part in the preparation of the Sex Discrimination Bill.

That subject, along with equal pay is now a standing item on the Committee's agenda.

### Interests

ACWE also became interested in industrial tribunals and its views enabled the Department of Employment to persuade the Civil Service Department to propose a higher age limit for direct entry Executive Officer recruitment.

It followed a case where a 35-year-old woman had been denied an EO position because the upper age limit was 28. The Employment Appeal Tribunal found that this imposition indirectly discriminated against women.

The Committee was consulted by the then Department of Health and Social Security on equal status for men and women in occupational pensions schemes.

It also dealt with women's training and was asked about courses which might qualify for assistance from the European Social Fund.

### Reviewed

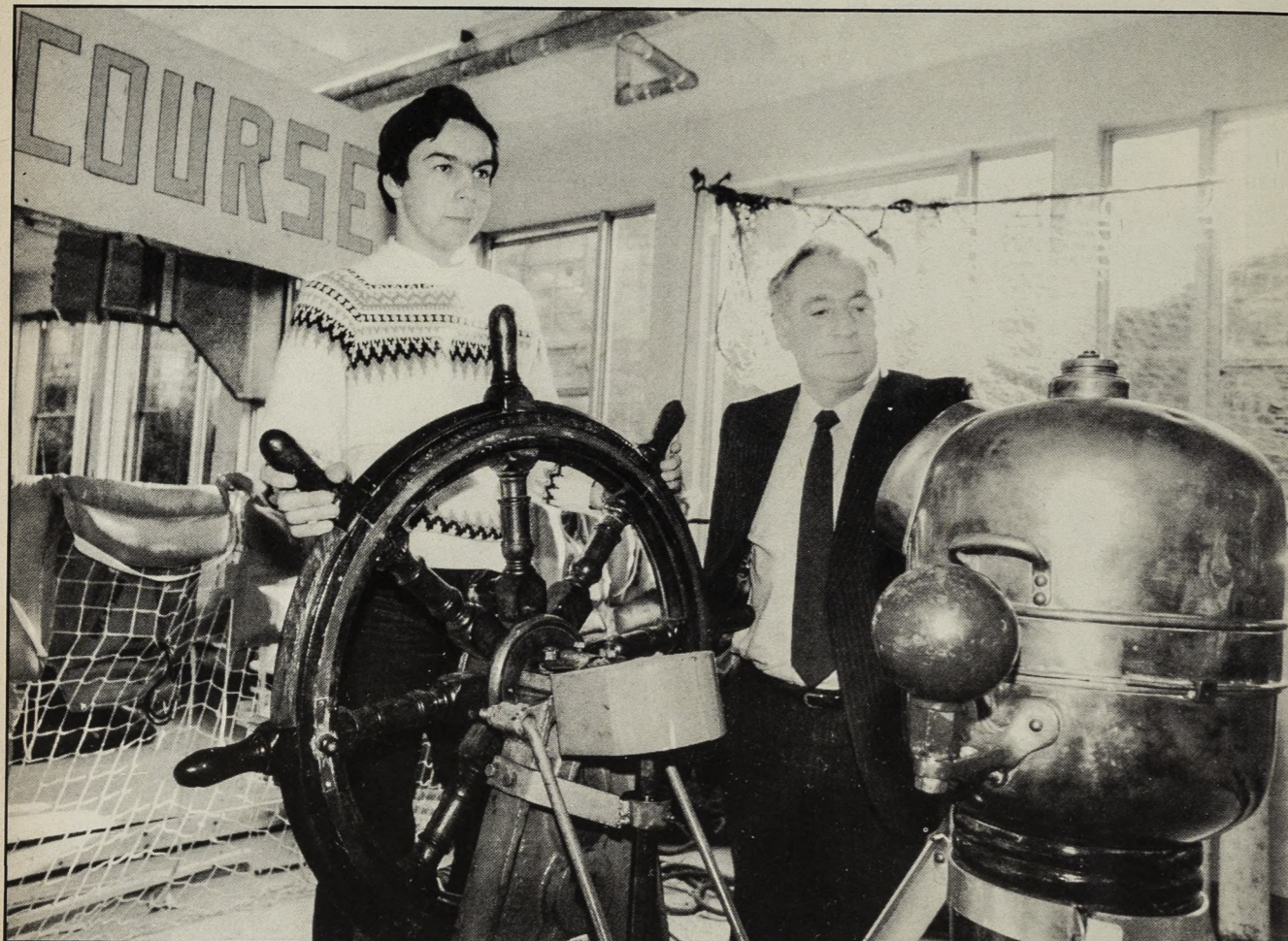
In 1979, the Pliatzky review of non-departmental public bodies looked again at the need for the Committee. It was concluded that the Committee provided useful and practical advice to Ministers at low cost which could not be easily obtained in any other way.

The same year, the Committee's agenda included the controversial report of the Equal Opportunities Commission on health and safety legislation which discriminated between the sexes.

The Committee's views were also sought on maternity provisions of the employment protection legislation.

Since 1979 it has advised on the Equal Pay Act which introduced equal pay for work of equal value; the 1986 Sex Discrimination Act which was extended to include even the smallest employer; equalised retirement ages and removed restrictions on adult women's hours of work. It was involved in the consultative document which led to the current Employment Bill.

Special report by Evelyn Smith



Captain Charles Finlayson keeps a watchful eye on progress of trainee Charles Mair at the wheel of ship steering simulator in Aberdeen.

## Training needs of trainers

by Carol Varlaam

*Institute of Manpower Studies*

This article presents a snapshot view of current practices and developments in training, with the focus on trainers' roles, and their place in organisations, derived from a study carried out by the Institute of Manpower Studies. It summarises some of the findings from that study.

Good quality, well planned training is increasingly recognised as an essential component in the continued improvement of British industry. Evidence is building up from, for example, the 'Funding Study'<sup>1</sup> commissioned by the then Manpower Services

Commission that we are in the midst of a national resurgence of training effort. Many of the more successful firms are involved in significant and innovative human

<sup>1</sup> This report is expected to be published in due course by the Training Agency.

resource development activity, quite apart from major national training developments such as YTS and Employment Training. The objective of most of these programmes, both at company level and nationally, has been to identify and meet the training needs of various occupations or groups needing training: young people, the unemployed, technicians, managers.

The availability and competence of trainers—the staff who plan and deliver the training activities—is crucial to the overall training activity. Attention, therefore, needs to be given to the trainers themselves: who they are, where they come from, what roles do they play, what training needs do they have themselves.

The Training Commission (now the Training Agency), therefore, asked the Institute of Manpower Studies (IMS) to carry out a broad-based feasibility study<sup>1</sup> into the training needs of trainers. The study was conducted in the spring of 1988, comprising a review of the literature on the training of trainers and a wide-ranging programme of discussions with companies as well as with national and sectoral training bodies.

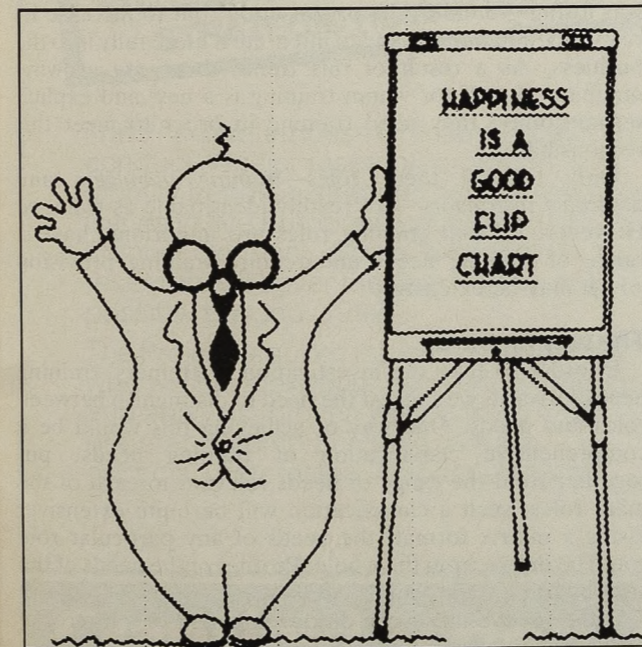
### Current trends in training

The IMS study<sup>2</sup> notes a growing recognition of the need to integrate training strategies with overall business plans in many companies, across many sectors. This is leading to the relocation of the training function within the organisation, at a higher level than has often been the case in the past and the effect is to move training from what was often a marginalised, peripheral position to the centre.

The most important factor in this process, responsible for both initiating and embedding it within the company, has been interest and commitment from the top of the organisation, at least at senior management level and often from the board. As a consequence, training is beginning to achieve higher status within organisations.

This new focus on training has developed in a context of massive readjustments in business conditions over the last decade, with more to come in the next. Several factors may be identified as important:

- *More buoyant economic conditions.* During the recession of the late 1970s and early 1980s, training virtually disappeared from the agenda of many



Cartoon: Management Learning Resources Ltd



Trainer in bricklaying workshop at Twickenham skillcentre.

companies—survival was paramount. Training is now re-emerging.

- *Market changes in many sectors.* Diversification of products and services is altering skill needs and thus the range of training needs.
- *Anticipation of the 1992 single market.* Companies are making strategic plans for 1992 and identifying areas within their businesses where different or enhanced skills will be needed.
- *Increased management focus on the training function.* In many companies training is being incorporated into a broader focus on good human resource development (HRD) practices, with managers seeking to develop the staff they have rather than looking for external recruitment. In some cases this is clearly recognition of the bottom line importance of relevant training.
- *Demographic trends.* As employers anticipate the full impact of falling numbers of young people leaving schools, colleges and universities to enter the labour market, the need to re-train existing employees is becoming more widely recognised. Combined with changes in markets, the prospects of 1992 and more attention to HRD, the trend towards more adult training is growing in force.

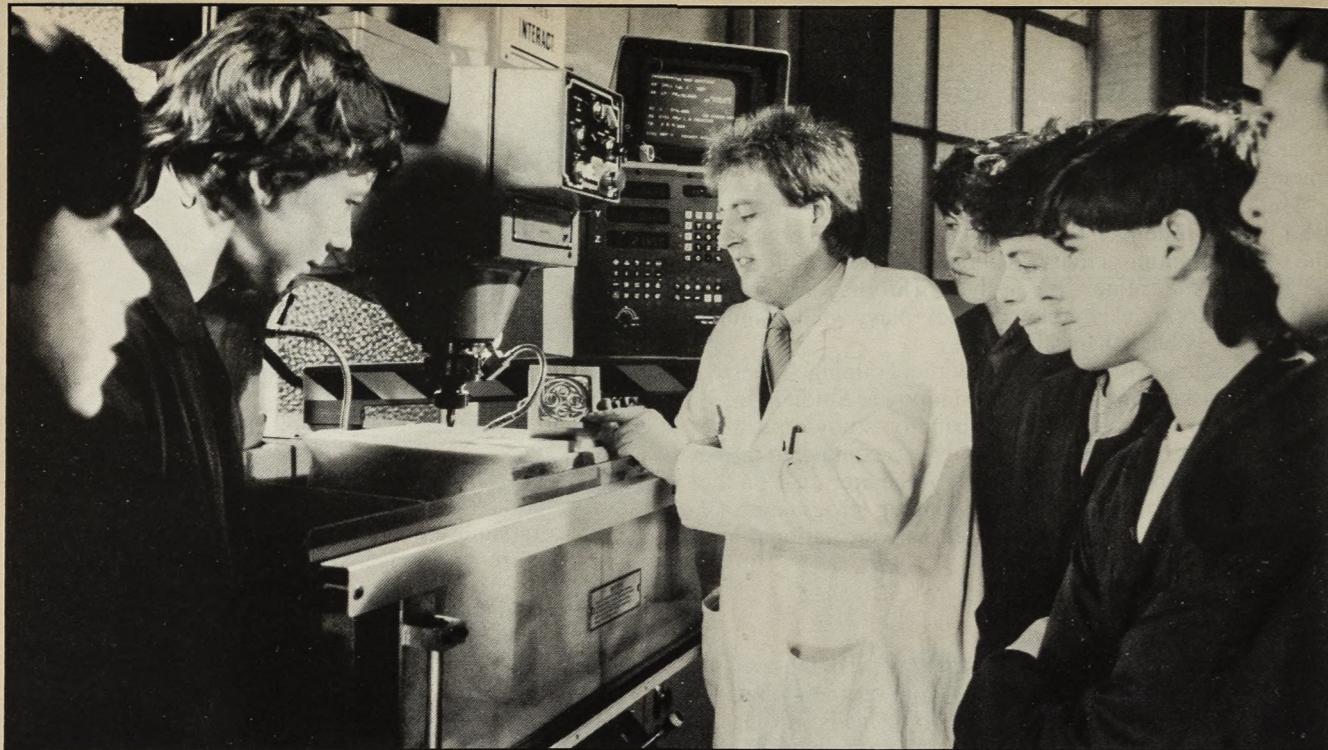
Industrial and commercial sectors have very different baselines of current training practices, ranging from situations where training is extensive and thoroughly integrated within the organisation to sectoral situations where training, to date, has had very little part within employing organisations.

Company size and structure also influence training patterns. Generally, larger companies are more likely to have better planned and organised training activities than are small companies. Changes will be effected, therefore, at different rates across companies. However, the force of the various motivating factors will increase in intensity over the foreseeable future, suggesting that more companies, across sectors, will pay increasing attention to their training strategies and activities.

<sup>1</sup> The report of the feasibility study has been published by the Training Agency: 'The Training Needs of Trainers in Industry and Commerce: A Feasibility Study'. It was produced for the Trainer Development Section of the Training Agency by Dr Carol Varlaam and Christopher Pole, Institute of Manpower Studies. It is available from the Sales Manager ISCO, PP2, Freeport, PO Box 161, Bradford BD9 4BR. £4 including postage and packing.

<sup>2</sup> The views expressed in this article are those of the author and not necessarily those of the Employment Department group.





Ceramics fitting class.

Photo: Crown copyright

### What is a trainer?

Four main training roles were identified in both company literature and in discussion with companies:

- *the training manager*, responsible for planning, organising and/or administering an organisation's training activity;
- *the dedicated instructor*, involved in the delivery of training and the support of learning for most of his or her working time;
- *the occasional trainer*, whose main occupational role is outside training but is involved in an active training role on an occasional, perhaps periodic basis, using specific expertise in a setting organised by someone else;
- *the integrated training role*, which forms an integral part of the total occupational role. It includes staff at various levels from operatives to senior management.

These roles have existed for some time but are currently undergoing major changes. As training becomes more central to business activities, there are often changes in its organisation, lines of responsibility, personnel and content. For example, the *training manager* role is increasing in importance in many companies, with altered—often increased—responsibilities and expectations. These may include higher level strategic planning skills, greater emphasis on the manager as a resource and facilitator for line staff, rather than direction of training professionals, and the ability to play a more influential role at the top of the organisation.

In many sectors, dedicated instructors—the 'traditional' trainers—are decreasing in numbers. The existing 'trainer corps' is ageing, positions having been created and filled in the 1960s and 1970s and not replenished over the last decade. As current post holders approach retirement age their posts are not being filled at the same rate as they are becoming vacant. This phenomenon may be both an important catalyst and an effect of the move to re-orientate the training function.

However, the *dedicated instructor* role will almost certainly continue to be important in sectors with significant operative and craft training needs and in those with high technical training needs as a result of new equipment.

Perhaps the most marked change is the increasing emphasis, in many companies, on an *integrated training role* for a wide range of staff, who are given explicit training responsibilities for other employees. While this is not a new training role—some companies, particularly in the service sectors, have adopted it long ago—many more are newly introducing integrated training responsibilities as part of their re-organisation of the training activity. Several companies in the study had totally disbanded discrete training departments, opting for the redistribution of training responsibilities to line staff, not because training was losing ground in the organisation, but to increase its relevance and impact, and to integrate it more fully into the business. As a result of this trend, there are growing numbers of staff for whom training is a new and explicit responsibility; they need training in order to meet this responsibility.

Only two of these roles—*training managers* and *dedicated instructors*—are readily identifiable as trainers. However, all four training roles are important, have a range of training needs and require training provision which may be extensive.

### The way forward

In order to take the investigation of trainers' training needs forward, we suggest the need to distinguish between roles and needs. One way of achieving this would be a comprehensive classification of training needs, put together from the range of needs relevant to each of the main roles; such a classification will be quite extensive. Using a matrix format, the needs of any particular role could be drawn from the whole. Profiles of the needs of the various roles could then be derived.

Some preliminary work on development of a matrix of needs and roles was undertaken by IMS in the feasibility study, associated with the technique of 'functional

analysis'. A trial matrix, subject to further development work, is shown in the diagram.

Trainer functions	Trainer roles			
	Training manager	Instructor or tutor	Integral role	Occasional trainer
<b>Formulate strategy for:</b> Needs identification Training and development Evaluation				
<b>Manage:</b> Needs identification Training and development Evaluation				
<b>Implement:</b> Needs identification Training design Training evaluation				

### Do trainers form a distinct professional group?

The degree to which trainers should or could be seen as a distinct professional group was explored in the feasibility study. The trend towards the integration of the training activity into central corporate planning functions raises a key question:

*Is there a separate and distinct body of knowledge, relating to training, possession of which is needed to define a trainer, in whatever role, or should the trainer be more fully integrated into the company culture?*

The IMS found in discussions with senior trainers that they were more concerned with competence and performance than with training qualifications.

Qualifications were not generally deemed necessary to achieve competence. Those who are aware of the problems relating to trainers' training needs are more concerned with meeting the needs of the employing organisation than with the needs of the 'trainer as professional'. While those involved in training activities would clearly benefit from a much higher profile, whether or not this would or could be achieved by more professionalism is open to question. This issue, it felt, needs further exploration.

### Next steps

The underlying objective of the Training Agency in sponsoring research into the training needs of trainers is to ensure a supportive context for the improvement of all forms of vocational and management training. The feasibility study briefly reported here will provide the base for a more extensive programme of work, currently being planned, in order to:

- provide information on numbers, types and roles of trainers currently employed;
- project demand over the next five years and identify anticipated changes in roles;
- identify any shortfalls in supply and the reasons for them;
- identify trainers' training needs more precisely in order to ensure that they are met.

The findings of the research to date bear out the importance of including all those involved in training, whether or not they can be readily identified or are actually called 'trainers'. The lessons from the full research programme will help employers and specialist training firms to get the best out of their investment in staff who have a training role. ■

# Cranfield

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The Price Waterhouse Cranfield Project will conduct a major research programme to identify trends in strategic human resource issues in five European countries. (UK, France, Germany, Spain, Sweden). The research will cover the years up to, and possibly beyond, 1992.


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**Cranfield School of Management** 

# Case Study

## Task forces and technology

by Paul Hutt<sup>1</sup>

Glaxo Pharmaceuticals is the UK's largest producer of prescription medicines and is part of the British based Glaxo group of companies. The pharmaceuticals division employs 3,500 people, the majority at three production sites in Ware, Hertfordshire, Barnard Castle in Durham and Speke on Merseyside. The company's headquarters and marketing personnel are based at Greenford in Middlesex.

This case study describes the contribution to management made by task forces at Glaxo's production site in Ware. The teams were set up with the help of the Industrial Society.

The pharmaceutical industry is experiencing change on many fronts. Some of these are common to industry as a whole—for example, the increasingly international nature of competition (with Glaxo Pharmaceuticals exporting around two-thirds of its production).

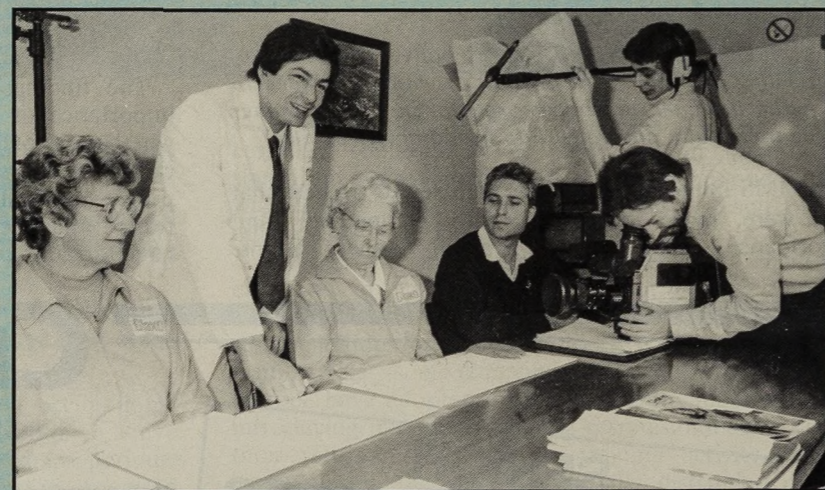
The continuing development of new technologies and the prospective fall in the output of science and technology graduates have also made their mark. Other pressures are specific to the pharmaceutical industry, including ever higher quality control standards and the need to contain costs within the National Health Service—medicines now account for around 10 per cent of NHS costs.

In order to meet the challenge of competition in the 1990s, Glaxo is investing heavily in new technology—and in the people who will operate it. £80 million is being invested over five years to provide new manufacturing facilities at its three UK production sites.

### Why task forces?

Task forces were introduced into the company because of a belief on the part of local and senior management that staff at all levels could contribute positively and creatively to the management of change. The initiative at Ware was part of wider moves to encourage more effective employee communication, consultation and involvement. The task forces were set up to help manage a

<sup>1</sup> The author was seconded from the Department of Employment to the Glaxo Pharmaceuticals site at Ware between October 1987 and July 1988.



The author, Paul Hutt (standing), at a task force meeting being filmed for a video on secondment to industry. The other task force members are (left to right) Xanthe Himpson, Betty Perkins and Bob Boxall.

number of new building and office refurbishment projects.

A task force is a team of eight to ten employees, drawn from different functions and levels in the organisation. Each of its members needs to be prepared to contribute in a number of ways—by generating ideas, but also by participating in decisions and in explaining those decisions to fellow employees. The commitment is considerable. It was therefore important to explain that commitment before seeking volunteers.

### Volunteers

The first task forces were set up in the autumn of 1987—to contribute to the building of a new tablet manufacturing centre and to the refurbishment of a listed mill build-

**Table 1 Structure of a typical task force**

<b>Volunteers</b>
3 operators/supervisors
1 fitter
1 quality assurance representative
<b>Management</b>
chairman (from 'sponsor' department)
secretary (from personnel project team representative junior manager (from 'sponsor' department))

ing into new offices. First, presentations were made to the staff who would be moving offices. The building projects were described and the purpose of the task forces explained. Trade union representatives were also involved. Staff were then invited to volunteer as task force members, knowing that the commitment would be considerable, and that the first step would be two and a half days of residential training.

The initial response was somewhat cautious—not unexpectedly, since the consultation and involvement of staff at all levels was not, at that stage, well established practice. But sufficient volunteers came forward for each task force to have a good cross-section of employees (see table 1). As well as the volunteers—mainly from operator, su-

pervisory and engineering grades—four managers were nominated for each task force (including a chairman and secretary for each one).

### Team building

The residential sessions—run by the communication department of the Industrial Society—had three purposes. First, to brief task force members about the details of the building project; second, to provide some common communication and decision-making skills; and third—and most importantly—to start to build a team from a group of people with quite different backgrounds, skills and experience. Breaking down barriers—on all sides—was the key to constructive dialogue and teamwork.

### Activities

Over the past 15 months, seven task forces have been set up on site—and the first, working on the millside office building, has now completed its work. But how did task force members and the task force as a team function in practice? The core of each task force's business consisted of a weekly meeting of around one and a half hours. But to be successful, much of the real business had to be done outside the task force meeting. The various task force activities and the role played by task force members are described in tables 2 and 3.

### Communication

The communication of task force activities was important at a number of different levels. The most significant was the consultation and feedback to groups of staff that the task force members represented.

Each task force adopted a name—for example "Millee" and the "M Force"—to give it an identity and help the communication process. Action notes and building plans were posted on noticeboards in site areas directly affected and models of the building and architect's impressions also helped to give some feel for the new facilities.

The task forces gave occasional presentations to groups of staff—and from time to time gave them a

# Case Study

guided tour of the building site, as the new facilities were taking shape.

Given the level of commitment involved, task force members needed to demonstrate to line management (as well as to their immediate colleagues) that task force time was time well spent. Equally, it was important for site management to show support for the task force's contribution—but without getting too closely involved in the day-to-day operation of the teams.

### Issues

Each task force's terms of reference were limited. For example, pay and conditions were 'out of bounds', to avoid the task forces becoming negotiating bodies. Such a move would not only have cut across existing arrangements for negotiating with the trade unions—it could have endangered the sense of team-work that the task force approach was aiming to create.

The issues tackled ranged from the layout and detailed design of production machinery to the choice

of protective clothing and tea-room furniture. As well as consulting their own immediate colleagues, task force members needed to take account of expert views (for example, the project architect or the site heating and ventilation specialist) and of practice elsewhere.

**Table 2 Task force activities**

Weekly meetings
Building site visits
Visits to other sites/companies
Small discussion groups (on particular issues)
Consultation with staff
Feedback to staff (such as presentations)
Training
Social contact

Task force members made a number of visits to other Glaxo sites and to other companies. Though they set their own agenda, the order in which issues were tackled was led, to an extent, by the need for some early decisions to keep the project on target. Apart from this,



The 'GRIT' task force (General Representatives Inhalations Team), which was set up to make decisions about the non-production areas in the new inhalations products building.

## Case Study

there was a tendency for task forces to focus initially on the more personal issues, such as tea-rooms and clothing. But as each task force progressed, the teams were able to contribute directly to the design of production and packing areas, and to the furniture and layouts in the new offices.

### Achievements

So what have the task forces achieved? The aim was to contribute to the management of change in two ways. First, by contributing to ideas and decisions; and second, by doing so, to help employees at all levels view change as an *opportunity* rather than a *threat*.

In terms of the first objective, the task force experience has certainly been a success. For instance, the tablet manufacturing and packing machinery installed in the new tablet manufacturing centre incorporates numerous design improvements identified by the task forces. These will lead to a working

**Table 3 Roles of the task force member**

Attend training, meetings and other TF activities (see table 2)  
Contribute and gather ideas  
Discuss issues with colleagues  
Evaluate proposals  
Make decisions  
Explain decisions to colleagues

environment which is not only more efficient, but is more pleasant to work in.

Task forces have also increased the acceptability of change. For example, the tours of the new buildings have helped employees to identify with the new facilities. And the decision to adopt an open plan, no smoking office environment arose from employees' own views rather than being imposed by management.

On the other hand, many important lessons were learned during the 15 months. For example:

- setting up a task force at a

sufficiently early stage in a project to enable it to make a real contribution;

- recognising that a task force is not likely to produce instant results, but needs to be developed gradually and encouraged at every stage;
- helping each task force to monitor its own progress and recognise where it has been successful (and perhaps less so);
- considering training needs constantly, and not just relying on the initial team-building sessions.

Task forces, in just over a year, have made a significant contribution to the management of change at Ware. In the future, the aim is to expand the approach. Task forces will contribute not only to new building projects, but to tackling a whole range of issues to help the company meet its changing business needs. ■

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## Labour Market Data

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### Publication dates of main economic indicators 1989

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

Mar 16, Thursday  
April 13, Thursday  
May 18, Thursday

Retail Prices Index

Mar 23, Thursday  
April 14, Friday  
May 19, Friday

Tourism

Mar 8, Wednesday  
May 3, Wednesday  
June 7, Wednesday

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

**Unemployment and vacancies:** 01-273 5599 (Ansafone Service). **Employment and hours:** 0928 715151 ext. 2570 (Ansafone Service).  
**Retail Prices Index:** 0923 815281 (Ansafone Service). **Average Earnings Index:** 0923 815208/815214  
**Tourism:** 01-273 5507

## Trends in labour statistics

### Summary

The provisional December estimate of the number of employees in manufacturing industries indicates a fall of 1,000 over the fourth quarter of 1988. During 1988 as a whole the number of employees in manufacturing is estimated to have fallen by 40,000.

The most recent employment figures for the whole economy relate to September and show that the workforce in employment grew by an estimated 120,000 during the third quarter of 1988, giving a rise of 400,000 for the year to September 1988. The rise is mainly accounted for by growth in the service sector.

Unemployment in the United Kingdom, seasonally adjusted and on a consistent basis, fell below 2 million in January 1989 for the first time in eight years. The fall of 49,300 in the month of January is consistent with a continuing average fall of over 40,000 per month experienced since the beginning of 1988. The series has now fallen continuously for the past 2½ years and the total fall since the peak in July 1986 has now reached 1,145,000. The number of long-term unemployed fell again sharply by more than 60,000 between October 1988 and January 1989.

The underlying increase in average earnings in the year to December 1988 was 8¾ per cent (provisional estimate). This is unchanged from the figure for the year to November 1988.

Manufacturing productivity is provisionally estimated to have increased by 7½ per cent between the three months to December 1988 and the corresponding period a year earlier. Latest whole economy productivity figures show that output per head in the third quarter of 1988 was just over 2½ per cent higher than in the corresponding quarter of 1987.

The annual rate of price inflation was 7.5 per cent in January 1989, compared with 6.8 per cent recorded for December 1988. Over the month there was a wide range of price increases, with rises in housing and travel costs in particular. The annual rate of increase in the index excluding mortgage interest payments rose to 5.5 per cent for January compared with 5.1 per cent for

December.

It is provisionally estimated that 3.8 million working days were lost through stoppages of work due to industrial disputes in 1988. This compares with 3.5 million days lost in 1987, and an annual average of 10.3 million days for the ten year period 1978 to 1987.

Overseas residents made an estimated 4 million visits to the United Kingdom in the three months ending November 1988, 5 per cent more than in the same three months of 1987, while United Kingdom residents made around 8.6 million visits abroad, 14 per cent more than a year earlier.

### Economic background

*Output of the production industries* in the fourth quarter of 1988 is provisionally estimated to have been little changed from the previous quarter and 2½ per cent higher than in the same period a year earlier. *Manufacturing output*

in the fourth quarter of 1988 was ½ per cent higher than in the previous quarter and 7 per cent higher than in the same period a year earlier.

Within manufacturing, between the latest two quarters, there were increases of 3 per cent in the output of the 'other minerals' industries, 2 per cent in the output of the 'other manufacturing' industries, and 1 per cent in the output of the chemicals industry. There was little change in the output of the engineering and allied industries, the food, drink and tobacco, and the textiles and clothing industries. Output of the energy sector in the fourth quarter, which was affected by the loss of production from Piper Alpha and its associated fields, fell by 2 per cent compared with the previous quarter and was 7½ per cent lower than in the corresponding period a year earlier.

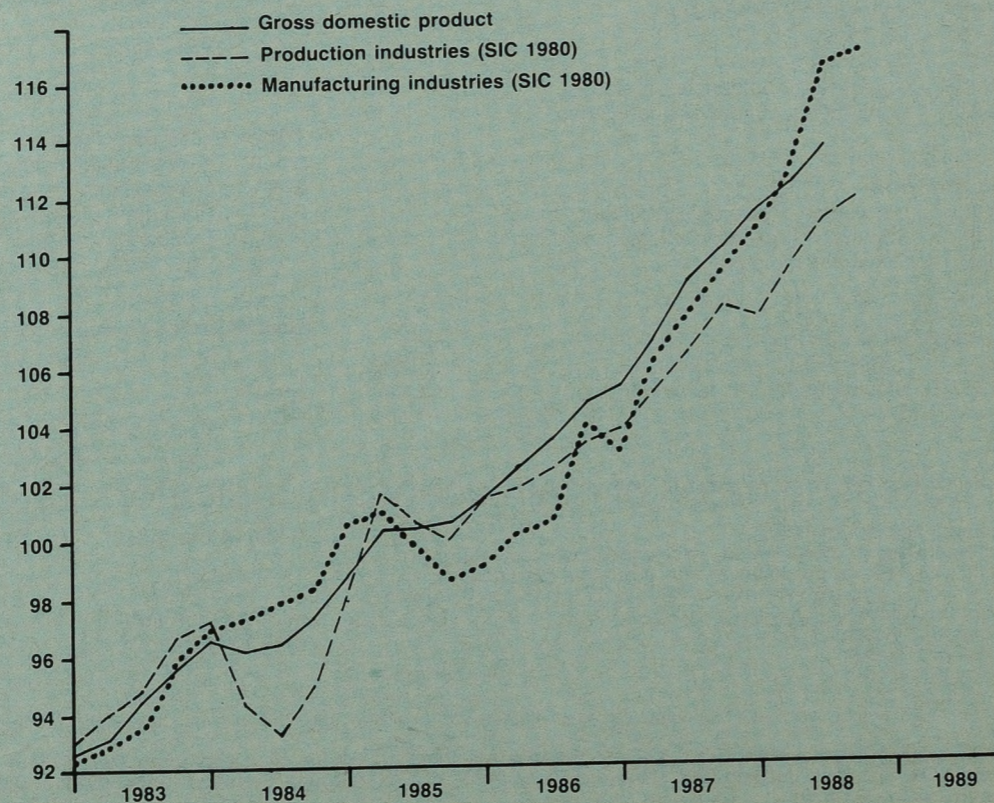
The provisional third quarter estimates of the three independent measures of *Gross Domestic Product*—Income, Expenditure, and Output—show wide discrepancies. In particular, it is

believed that one or more components of the Expenditure measure have been subject to serious under-recording, and this should be borne in mind in interpreting the commentary below. The growth in the average measure, GDP(A), between the second and third quarters has therefore been calculated at constant prices, using the proportional growth in the Output based measure, which is usually the most reliable indicator of short-term changes. Calculated in this way, the average measure of GDP at constant factor costs is provisionally estimated to have been 3½ per cent higher in the third quarter of 1988 than a year earlier.

A preliminary fourth quarter GDP figure is available for the output (GDP(O)) based measure only: this is estimated to be 3½ per cent higher than a year earlier.

The provisional estimate of the seasonally adjusted index of the volume of *retail sales* in January 1989 was 138.7 (1980=100), well below recent levels. In the three

### OUTPUT INDICES



months November to January the level of sales was less than ½ per cent above that of the previous three months (after seasonal adjustment), but, reflecting growth earlier in the year, was 4½ per cent higher than in the corresponding period a year earlier.

Preliminary estimates suggest that *consumers' expenditure* in the fourth quarter of 1988 was £65.3 billion, at 1985 prices, about 1½ per cent higher than in the previous quarter and 5½ per cent higher than a year earlier.

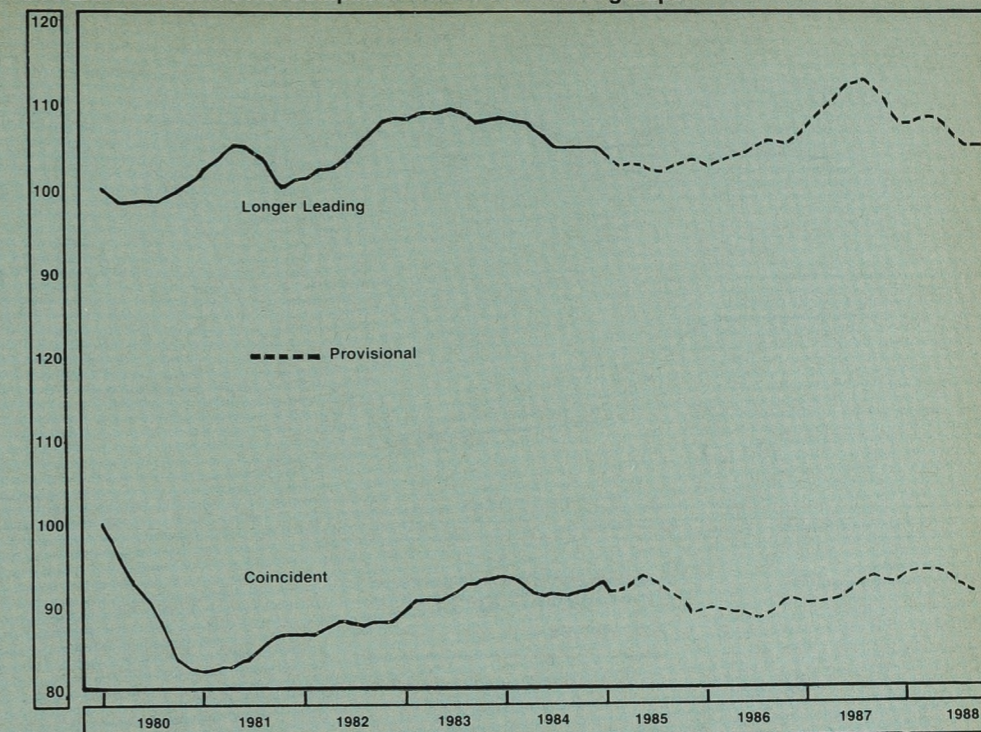
*Capital expenditure* by the manufacturing, construction, distribution, and financial industries (at 1985 prices and seasonally adjusted) is provisionally estimated to have been almost 6 per cent lower in the fourth quarter of 1988 than in the preceding quarter, and 3 per cent lower than in the fourth quarter of 1987. Within the total, expenditure by manufacturing industry fell by 4 per cent between the latest two quarters, but was still 5 per cent higher than in the fourth quarter of 1987. Investment by the construction, distribution and financial industries was almost 7 per cent lower than in the third quarter of 1988, and over 7 per cent lower than in the fourth quarter of 1987.

Provisional estimates show that the level of *stocks* held by UK industry (at 1985 prices and seasonally adjusted) rose by about £945 million in the fourth quarter of 1988, following a fall of around £110 million in the previous quarter. In 1988 as a whole the level of stocks held by manufacturers, wholesalers, and retailers rose by £1,540 million. Retailers increased their stocks by £695 million, while the level of manufacturers' stocks rose by £505 million. Wholesalers' stocks increased by £340 million.

The current account of the *balance of payments* in the fourth quarter of 1988 is estimated to have been in deficit by £5.1 billion compared with a £3.7 billion deficit in the previous quarter. Visible trade in the same period was in deficit by £6.3 billion, following a £5.8 billion deficit in the previous quarter. Over the period a small surplus on trade in oil was offset by a very large deficit on non-oil trade. The volume of exports fell by ½ per cent in the fourth quarter of 1988, and was 2 per cent lower than the corresponding period of a year earlier. The volume of imports rose by 1 per cent in the fourth quarter of 1988, and was 14 per cent higher than a year earlier.

The *Public Sector Borrowing Requirement* (PSBR, not seasonally adjusted) in January 1989 is provisionally estimated to have been minus £6.9 billion (that is a net repayment), bringing the total PSBR for the first ten months of the financial year, 1988-89 to minus £15.5 billion. This compares with a PSBR of minus £6.8 billion

### CYCLICAL INDICATORS: Composite indices of indicator groups



in the first ten months of the previous financial year, 1987-88. Proceeds from privatisation in January were close to zero. The PSBR excluding privatisation proceeds is provisionally estimated to have been minus £9.4 billion in the first ten months of 1988-89, compared with minus £1.7 billion in the corresponding period of 1987-88.

Sterling's effective *exchange rate index* (ERI) for January 1989 rose slightly to 97.9 (1985=100). The currency fell by 3 per cent against the \$US but was virtually unchanged against the yen. ERI was 5½ per cent higher than in the corresponding month a year ago; over the 12 months sterling rose by 9½ per cent against the deutschemark and fell by 1½ and 2 per cent against the \$US and the yen respectively.

The UK *base lending rate* increased by 1 percentage point to 13 per cent on November 25, 1988. It was 9 per cent on February 1, 1988, fell to a trough of 7½ per cent by May 17, and then increased to reach 12 per cent on August 25 before moving to its present level on November 25.

### Employment

The new figures available this month relate to employees in the *production industries* for the fourth quarter of 1988.

The number of *employees employed in manufacturing industry* in Great Britain is estimated to have risen by 8,000 in December, largely offsetting the fall of 9,000 observed in October. There was no change in

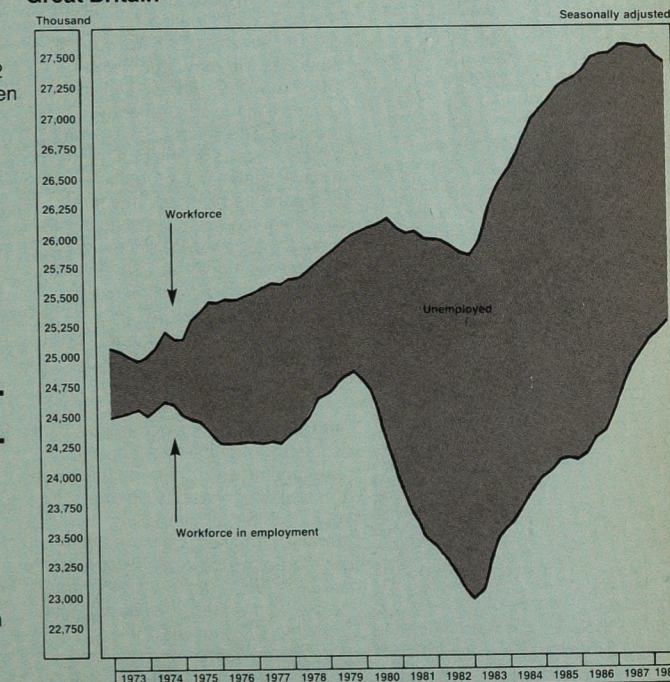
November, so over the quarter there was a fall of only 1,000. Taking the year as a whole estimates of numbers in employment in manufacturing industries fell by 40,000 in 1988, compared with a fall of 56,000 in 1987 and a much larger fall of 138,000 in 1986.

Figures for *employees in the rest of the economy* and the *workforce in employment* (which comprises employees in employment, self-employed persons, members of HM Forces and participants in work-related government training

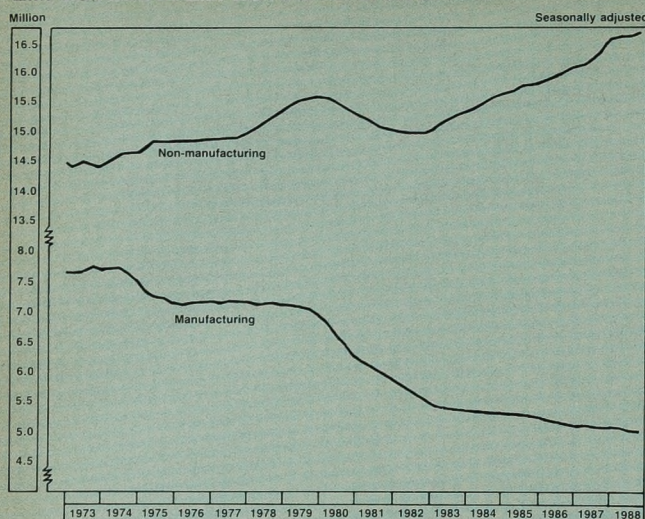
programmes) in Great Britain remain essentially as reported last month except for a very small revision—reflecting some late data now available—for employment in energy and water and the service sector in September 1988. There has been an estimated increase in the workforce in employment of 120,000 in the third quarter of 1988, 400,000 in the year to September 1988 and 2,295,000 between March 1983, when the upward trend began, and September 1988.

Overtime working in

### WORKFORCE AND WORKFORCE IN EMPLOYMENT: Great Britain



## MANUFACTURING AND NON-MANUFACTURING EMPLOYEES IN EMPLOYMENT: Great Britain



manufacturing industries continue to be high at an estimated 14.81 million hours per week in December, giving an average for the fourth quarter of 1988 of 14.66 million hours per week, compared with 13.94 million hours per week in the third quarter of 1988 and 13.39 million hours per week in the fourth quarter of 1987. The estimates of overtime working in October and November have been revised downwards in the light of the results from the December survey, which has a larger sample, and also the series has been revised to take account of recent changes in the seasonal pattern. While these revisions have softened the step changes seen between September and October, there is still a significant increase in overtime working which is sustained throughout the fourth quarter.

Hours lost through *short-time working* in manufacturing remained low at 0.22 million hours per week in December 1988.

The *index of average weekly hours* worked by operatives in manufacturing industries (which takes account of overtime and short-time working as well as normal basic hours) was estimated at 101.8 for December, giving an average over the fourth quarter of 1988 of 101.8. This compares with an average of 101.3 in the third quarter of 1988 and 101.0 in the fourth quarter of 1987.

**General inquiries about Department of Employment Statistics**

Telephone 01-273 6969

For major details of the main monthly economic indicators, see telephone numbers on page S1

## Unemployment and vacancies

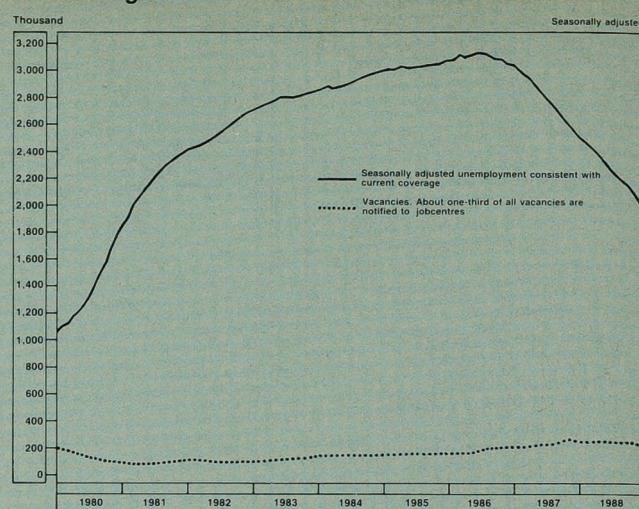
The *seasonally adjusted level of unemployment* in the United Kingdom has fallen below 2 million for the first time in eight years. The fall of 49,300 between December and January brought the level down to 1,988,100, 7.0 per cent of the total workforce. On a consistent basis the continuous fall since July 1986 has now reached 1,145,000 over 30 consecutive months, the longest and largest sustained fall since similar records began.

Over the past six months to January 1989, there has been an average monthly fall of nearly 47,000, and over the past three months 57,000 per month compared with 36,000 over the previous three months to October 1988. The sharper than average falls over the past three months are likely to reflect, at least in part, the relatively mild weather for the time of year, with less than the normal slow-down in recruitment and fewer than average lay-offs, for example in the construction industry. The seasonal adjustment, which is based on the pattern for an average year, cannot have compensated for this. Thus the latest figures seem consistent with a continuing average fall of over 40,000 per month, as experienced since the beginning of 1988.

Seasonally adjusted unemployment fell in January in all regions except Northern Ireland where there was a rise of 600. This rise contrasts with previous falls and should not be taken in isolation. Over the 12 months to January the seasonally adjusted unemployment rate fell in all regions of the UK, including Northern Ireland. The largest falls in the rate over this period were in the West Midlands (2.5 percentage points) and Wales (2.2 points). The fall in the UK rate was 1.9 percentage points.

The *unadjusted total of*

## UNEMPLOYMENT AND VACANCIES: United Kingdom



*unemployed claimants* in the UK was 2,074,000 in January, a rise of 28,000 since December. This is much lower than the increase of 77,000 in January that could have been expected due to seasonal influences alone, hence the seasonally adjusted fall of 49,300.

The number of *long-term unemployed* (claimants unemployed for a year or more) showed a further sharp fall of over 60,000 between October 1988 and January 1989, bringing the level to 821,000. The total has fallen by half a million over the two years since January 1987, the largest fall on record for any two-year period.

Long-term unemployment has continued to fall among both young and older claimants, although more sharply among the under 25's. The number unemployed aged 18 to 24 was some 137,000 in January, less than half the level two years ago. Among those aged 25 and over, long-term unemployment has fallen by a third over the past two years, to just under 685,000 in January. This includes a fall of about a quarter

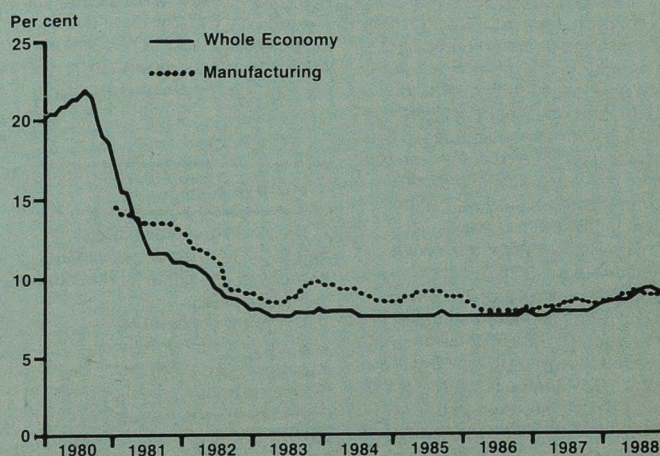
among those ages 50 and over.

Unemployment has continued to fall increasingly sharply among those unemployed for five years or more. The number in this group, which stood at 237,000 in January, has now been falling since October 1987, by 40,000 or 14 per cent altogether.

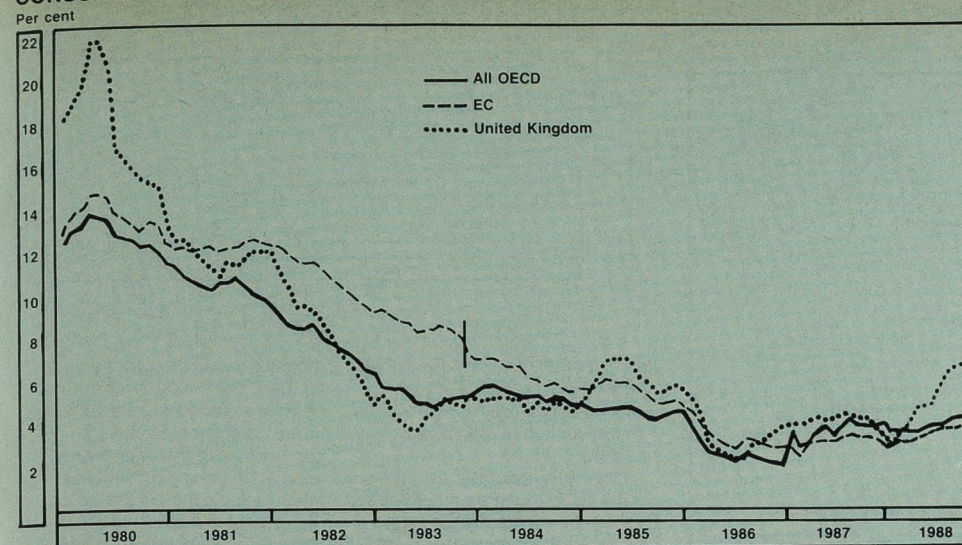
The total of all claimants aged 18 to 24 numbered 596,000 in January, a fall of 375,000 or 39 per cent compared with two years earlier. Unemployment among those aged 25 and over, at 1,475,000 million in January, was down 690,000 or 32 per cent over the past two years since January 1987.

The stock of *vacancies at jobcentres* (UK, seasonally adjusted) fell back further by 9,100 to 229,200 in the month to January. Since the peak of 265,100 reached in November 1987 the trend in the series has been downwards. The fall in the stocks of vacancies in January was accompanied by some reduction in the inflow of newly reported vacancies. The recorded level of

## AVERAGE EARNINGS INDEX: Increases over the previous year



## CONSUMER PRICES INDICES: Increases over the previous year



unfilled vacancies is now about the same as in mid-1987, when unemployment was falling by around 40,000 per month.

## Average earnings

The underlying rate of increase in *average earnings* in the year to December 1988 was 8¾ per cent (provisional estimate). This is unchanged from the increase for the year to November.

In the *service and production industries*, and within production in *manufacturing*, the provisional underlying increase in average earnings in the year to December was 8¾ per cent, in each case unchanged from the figure for the year to November. (Following receipt of later information the November 1988 figure for the production industries has been revised down ¼ of a percentage point, and that for services up ¼ of a percentage point.)

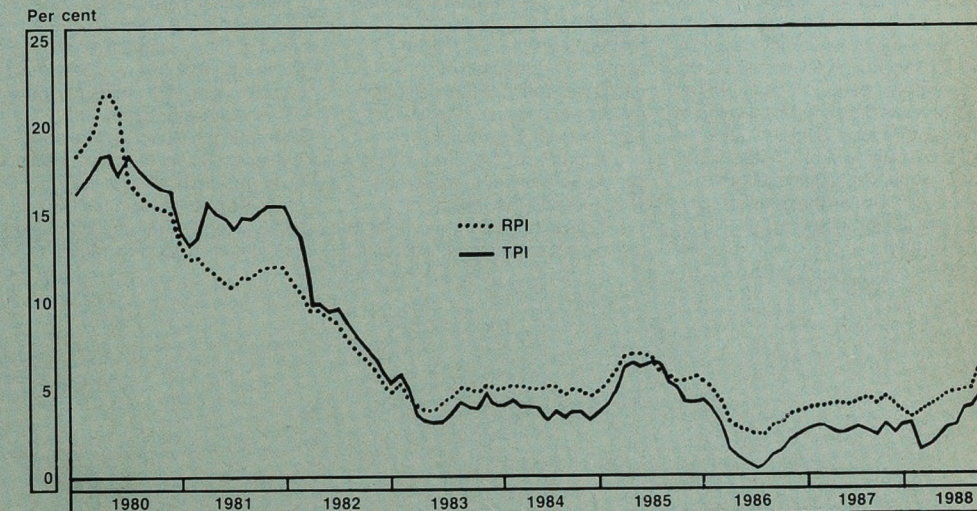
The actual annual rates of increase in earnings recorded for December 1988 were exceptional at 10.9 per cent for the whole economy and 12.4 per cent for services (both seasonally adjusted). These high figures were almost entirely the result of back payments made to nurses and midwives from their average 17.9 per cent pay increase for the period since April 1988. Arrears of pay were more than five times the level in December 1987, when back pay was close to the recent average level. Payment of arrears in wages and salaries accounts for almost all the difference between the December actual increases in earnings and the underlying rates for both the whole economy and service industries.

The average level of actual earnings in manufacturing (seasonally adjusted) in the three months to December was over 8½ per cent higher than the average

for the same three months a year earlier. Over this period there was an increase in productivity of 7½ per cent. As a result *wages and salaries per unit of output in manufacturing* in the three months to December 1988 were about 1 per cent higher than a year earlier, higher than any of the corresponding figures for the last six months. The trend in unit wage costs in manufacturing continues to suggest a growth rate of 1 per cent to 1½ per cent per year.

The latest *unit wage cost* figures for the *whole economy* for the third quarter of 1988, show an increase of 5¾ per cent over the third quarter of 1987. This is above the corresponding figure for the previous quarter of 5 per cent. It is estimated that the effects of the Piper Alpha disaster on third quarter output account for about ½ percentage point of the increase. Wages and salaries per head rose by about 8 per cent in the year to the third quarter of 1988; this was offset by an increase in productivity for the whole economy of just over 2½ per cent.

## RPI AND TPI: Increases over the previous year



productivity, some consolidation at this level does not necessarily indicate any slow down in the annual rate of growth. Productivity growth in provisionally estimated to have increased by 7½ per cent between the three months to December 1988 and the corresponding period of 1987.

## Prices

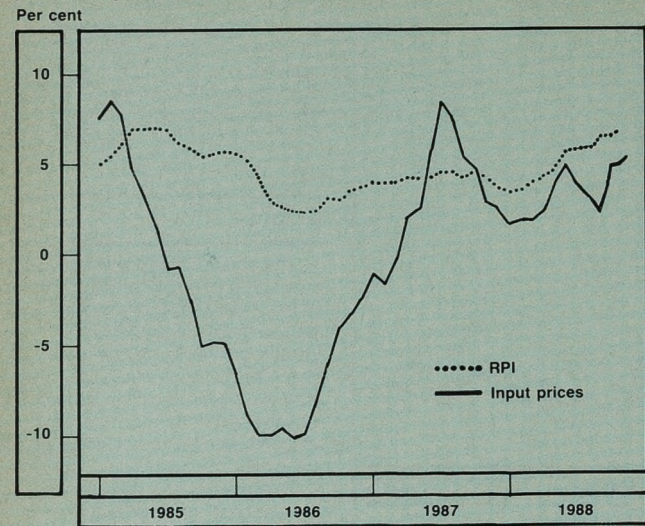
The *annual rate of inflation*, as measured by the 12 month change in the Retail Prices Index, was 7.5 per cent for January 1989 compared with the 6.8 per cent recorded for December 1988. The rate excluding mortgage interest payments rose from 5.1 per cent in December to 5.5 per cent in January.

The overall level of prices was 0.6 per cent higher in January than in December. Prices did not change on average over the corresponding months last year. Housing costs increased in January, in particular as a result of many building societies raising their mortgage interest rates by about ¾ of a percentage point to around 13½ per cent. Christmas discounts ended for alcoholic drink, motor insurance premia were higher, and rail fares increased early in the month.

The annual increase in the price index from *home sales of manufactured products* rose to 5.3 per cent for January 1989 from the 4.9 per cent recorded for December 1988 (provisional figures). The annual rate of change has been fairly stable—in the range 4¾ to 5 per cent for the past six months. The latest increase reflects new year price increases larger than might have been expected given recent trends and considerably larger than for January last year.

The price index for *materials and fuels purchased by manufacturing industry* rose by 1.2 per cent between December 1988 and

**RETAIL PRICES INDEX AND MOVEMENTS IN MANUFACTURERS' SELLING PRICES: Increases over the previous year**



January 1989 (provisional figures), mainly reflecting higher prices for metals and other imported materials. These prices increased by only 0.2 per cent over the corresponding months a year earlier. This accounts for the rise in the annual change to 5.7 per cent for January from 4.7 per cent in December.

The Tax and Price Index increased by 5.6 per cent in the year to January 1989 compared with the increase of 4.8 per cent recorded for the year to December 1988.

**Industrial disputes**

It is provisionally estimated that 35,000 working days were lost through stoppages of work due to industrial disputes in December 1988. This figure compares with 177,000 working days lost in November 1988, 60,000 lost in December 1987, and an average of 369,000 for the month of December during the ten-year period 1978 to 1987.

In the 12 months to December 1988 a provisional total of 3.8 million working days were lost, compared with 3.5 million days in 1987, and an annual average over the ten-year period 1978 to 1987 of 10.3 million days. Included in the 1988 figure are 1.3 million days lost by postal workers, 0.7 million days in the shipbuilding industry, and 0.5 million as the result of several strikes in the motor industry.

During 1988 a provisional total of 725 stoppages has been recorded as being in progress; this figure is expected to be revised upwards because of late notifications. The figure compares with 1,016 stoppages in 1987 and an annual average for then ten-year period 1978 to 1987 of 1,443 stoppages in progress.

**Overseas travel and tourism**

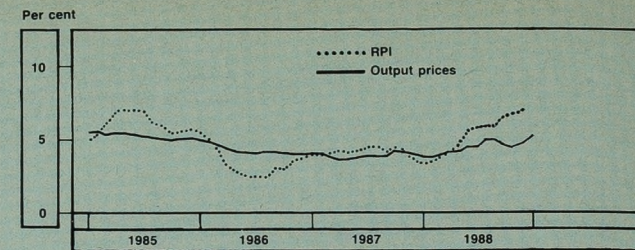
It is provisionally estimated that overseas residents made 1,040,000 visits to the UK in November 1988, of which 670,000 were by Western European residents, 200,000 by North American residents, and 170,000 by residents of other areas.

In the same month an estimated 1,700,000 visits abroad were made by UK residents. This total was made up of 1,380,000 visits to Western Europe, 130,000 visits to North America, and 190,000 visits to other parts of the world.

Overseas residents spent an estimated £395 million in the UK in November 1988, while UK residents spent £450 million abroad. This resulted in an estimated deficit of £55 million on the travel account of the balance of payments for the month.

Estimates for the three-month period September to November 1988 indicate that overseas residents made 4.0 million visits to the UK, 5 per cent more than in the

**RETAIL PRICES MOVEMENTS IN MANUFACTURERS' INPUT PRICES: Increases over the previous year**



same period of 1987. Also in that period UK residents made an estimated 8.6 million visits abroad, 14 per cent more than a year earlier.

Overseas residents' expenditure in the UK in the three-month period September to November 1988 fell by 2 per cent compared with the previous year, to £1,645 million. UK residents spent £2,470 million abroad, an increase of 16 per cent. The resulting deficit on the travel account of the balance of payments for the three-month period September to November 1988 was £825 million, compared with a deficit of £453 million for the same period of 1987.

**International comparisons**

The latest OECD Economic Outlook forecasts that employment will rise 1 per cent in the United Kingdom this year. This is higher than the average change forecast for European Community member countries, and matches the forecast for Japan, but is lower than the forecast increases for the United States and Canada. For 1990 the OECD report forecasts no growth in employment for the United Kingdom but an average 1/2 per cent rise in employment for European Community countries and an average 3/4 per cent rise for OECD countries.

The latest international comparisons of unemployment show that the unemployment rate in the UK remains lower than that of many of our European partners (France, Italy, Belgium, the Netherlands, Spain and Ireland) and is also lower than in Canada. Over the last two years the unemployment rate in the UK has fallen faster than in any other major industrialised country. More

recently, taking the average rate for the latest available three-month period compared with the previous three months (dates vary from country to country, as shown in table 2.18) unemployment has fallen faster in the UK than in any of the other industrial countries, except Belgium and Spain which have experienced similar falls. In several countries, including Japan, France and Canada the unemployment rate has been stable while in others, such as Italy, the rate has been rising.

The increase of 6.8 per cent in United Kingdom consumer prices in the 12 months to December was higher than the averages for both the European Community as a whole (4.1 per cent) and the OECD countries (4.4 per cent). Within the European Community, consumer prices in France rose by 3.1 per cent in the 12 months to December, while in West Germany the rise was 1.6 per cent. Over the same period consumer price inflation in the United States and Canada (4.4 and 4.0 per cent respectively) was also less than in the United Kingdom while in Japan prices rose by only 0.9 per cent.

In 1988 the United Kingdom's manufacturing productivity relative to the other six major industrialised countries continued the improvement shown in recent years. Since 1980, which marked the end of the period of slower growth experienced by most countries in the 1970s, the growth in UK manufacturing productivity has averaged about 5 1/4 per cent a year. This has been faster than in any other major industrialised country. In the year to the third quarter of 1988, manufacturing productivity in the United Kingdom rose by about 8 1/2 per cent (7 1/2 per cent in the year to the fourth quarter), compared with growth of 8 per cent in Japan, 6 per cent in France and Canada, 5 per cent in West Germany, and 4 per cent in the United States and Italy.

**BACKGROUND ECONOMIC INDICATORS\***

0.1

Seasonally adjusted														UNITED KINGDOM	
	GDP average measure <sup>2</sup>		Output GDP <sup>3,4</sup>				Income				Real personal disposable income		Gross trading profits of companies <sup>7</sup>		
	1985 = 100	%	1985 = 100	%	Index of output UK <sup>5</sup>		Index of production OECD countries <sup>1</sup>		1985 = 100	%					£ billion
					Production industries <sup>1,5</sup>	Manufacturing industries <sup>1,6</sup>	1985 = 100	%	1985 = 100	%					
1983	94.7	3.6	94.0	3.4	94.7	93.7					95.8	2.8	24.7	16.0	
1984	96.3	1.7	96.6	2.8	94.9	97.6			107.2		97.7	2.0	28.0	13.4	
1985	100.0	3.8	100.0	3.5	100.0	100.0	2.5		109.6	2.2	100.0	2.4	38.0	35.7	
1986	103.2	3.2	103.0	3.0	102.2r	100.9	0.9		111.0	1.3	103.0	3.0	46.1	21.3	
1987	107.6	4.3	107.8	4.7	105.8	106.6	5.6		114.3	3.0	106.3	3.2	55.2	19.7	
1988			112.7P	4.5	109.8	114.2	7.1								
1987 Q4	108.9	4.0	110.0	5.1	108.0r	109.4r	5.3		117.6		107.9	3.7	14.1	18.5	
1988 Q1	110.8	4.5	111.3	5.7	107.7	110.8	7.6		118.9		110.1	4.4	16.0	24.0	
Q2	111.1	4.0	112.3	5.1	109.4	112.6	6.0		119.9		108.1	2.1	15.5	14.8	
Q3	112.4P	3.4	113.6	4.3	111.0	116.5	8.0		121.7		109.5	3.5	17.2	17.0	
Q4			113.7P	3.4	110.8	117.0	6.9								
1988 June					110.0	113.1r	6.0		120.8						
July					110.8	116.0	6.9		121.2						
Aug					110.9	116.4	7.2		121.7						
Sept					111.5	117.1	8.0		122.3						
Oct					111.0	117.1	7.6								
Nov					111.7	117.4	7.8								
Dec					109.7	116.6	6.9								
Expenditure															
	Consumer expenditure 1985 prices		Retail sales volume <sup>1</sup>		Fixed investment <sup>8</sup>				General government consumption at 1985 prices		Stock changes 1985 prices <sup>12</sup>		Base lending rates <sup>†13</sup>		
	£ billion	%	1980 = 100	%	Whole economy 1985 prices		Manufacturing industries 1985 prices <sup>6,9</sup>		Construction, distribution and financial industries <sup>9,11</sup> 1985 prices		£ billion	%	£ billion	%	
1983	204.3	...	107.4	5.2	38.48	3.1	...	...	...	...	73.3	2.1	1.31	9	
1984	207.9	...	111.3	3.6	42.52	10.5	...	...	...	...	74.0	1.0	1.07	9.5-9.75	
1985	215.3	3.6	116.4	4.6	45.37	6.7	10.3	15.0	14.8	...	74.0	...	0.57	11.5	
1986	227.7	5.8	122.6	5.3	44.85	-1.1	9.6	-6.6	15.1	2.2	75.4	1.9	0.62	11	
1987	240.5	5.6	129.8	5.9	47.39	5.7	10.1	4.9	17.6	16.1	76.1	0.9	0.94	11	
1988	255.4	6.2	138.1	6.4	...	...	11.0P	9.5	19.2	9.4	...	...	...	10.25-10.5	
1987 Q4	61.9	7.1	133.3	5.6	12.52	11.5	2.6	13.2	4.9	23.7	19.1	0.5	-0.23	...	
1988 Q1	62.9	7.7	135.3	7.8	12.37	9.5	2.6	13.3	4.7	15.6	19.0	1.1	0.07	...	
Q2	63.0	5.9	137.0	6.4	12.79	9.0	2.9	12.5	5.1	19.6	19.2	1.1	0.80	...	
Q3	64.4	6.1	139.2	5.9	...	...	2.8	8.1	4.9	12.9	19.1	-0.5	-0.25R	...	
Q4	65.3P	5.5	140.8R	5.6	...	...	2.7	5.1	4.6	-6.1	...	...	...	...	
1988 July	...	...	140.0	7.1	...	...	...	...	...	...	...	...	...	10.5	
Aug	...	...	139.5	6.3	...	...	...	...	...	...	...	...	...	12	
Sept	...	...	138.4	6.0	...	...	...	...	...	...	...	...	...	12	
Oct	...	...	141.2	5.7	...	...	...	...	...	...	...	...	...	12	
Nov	...	...	140.4	5.4	...	...	...	...	...	...	...	...	...	13	
Dec	...	...	140.8R	5.6	...	...	...	...	...	...	...	...	...	13	
1989 Jan	...	...	138.7P	4.5	...	...	...	...	...	...	...	...	...	13	
Visible trade															
	Export volume <sup>1</sup>		Import volume <sup>1</sup>		Balance of payments			Competitiveness		Prices		Producer prices index <sup>6,17</sup>			
	1985 = 100	%	1985 = 100	%	Visible balance	Current balance	Effective exchange rate <sup>†14</sup>	Normal unit labour costs <sup>1,15</sup>	1980 = 100	%	Jan 1987 = 100	%	Materials and fuels	Home sales	
1983	87.6	2.7	87.0	5.6	-1.1	...	105.3	-7.4	95.3	-6.0	174.1	4.0	...	...	
1984	94.7	2.4	96.9	8.6	-4.6	2.0	100.6	-4.5	93.0	-2.4	180.8	3.8	...	95.0	
1985	100.0	8.3	100.0	11.1	-2.3	3.3	100.0	-0.6	93.7	0.8	190.3	5.3	100.0	100.0	
1986	103.6	5.5	107.0	3.3	-8.7	-0.2	91.5	-8.5	89.4	-4.6	193.8	1.8	92.4	104.3	
1987	109.0	5.2	114.4	6.9	-10.2	-2.7	90.1	-1.5	92.3	3.2	100.4	2.6	95.3	103.3	
1988	109.3	0.3	129.3	13.0	-20.3	-14.3	95.5	6.0	...	...	...	...	98.4	113.2P	
1987 Q4	111.9	2.9	120.8	7.0	-3.3	-2.0	92.7	8.9	96.9	13.6	101.3	2.4	96.4	109.8	
1988 Q1	106.2	-2.4	117.1	10.6	-3.9r	-2.8r	93.4	7.7	99.5	13.7	101.8	1.4	96.9	111.0	
Q2	110.8	4.3	126.6	13.7	-4.4	-2.7	96.7	7.0	103.8	13.2	101.9	2.1	97.8	112.6	
Q3	110.2	0.9	136.2	14.0	-5.8	-3.7	95.2	5.2	...	...	103.5	3.5	98.8	113.9	
Q4	109.9	-1.8	137.3	13.7	-6.3	-5.1	96.7	4.3	...	...	105.9	3.5	100.1	115.2	
1988 July	107.6	3.2	144.9	17.1	-2.7	-2.0	94.7	5.8	...	...	102.4	2.7	99.4	113.5	
Aug	104.5	1.5	130.2	15.0	-1.9r	-1.2	96.1	5.6	...	...	103.7	3.7	98.8	113.9	
Sept	118.6	1.0	133.6	14.0	-1.2	-0.6r	94.8	5.2	...	...	104.3	3.9	98.2	114.3	
Oct	107.0	0.3	142.4	13.2	-2.7	-2.3	95.7	5.3	...	...	105.4	4.5	98.0	114.9	
Nov	109.9	-0.2	133.6	14.3	-1.9	-1.5	96.6	4.2	...	...	106.0	4.4	99.8	115.2	
Dec	112.8	-1.8	136.0	13.7	-1.7	-1.3	97.7	4.2	...	...	106.3	4.8	102.5P	115.4P	
1989 Jan	...	...	...	...	...	...	97.9	4.5	...	...	107.1	5.6	103.7P	116.5P	

P=Provisional  
R=Revised  
r=Series revised from indicated entry.  
\* For some indicators two series are given, representing the series itself in the units stated and the percentage change in the series on the same period a year earlier.  
† Not seasonally adjusted.  
(1) The percentage change series for the monthly data is the percentage change between the three months ending in the month shown and the same period a year earlier.  
(2) For description of this measure see *Economic Trends* October 1988 p 79.  
(3) For details of this series see *Economic Trends*, July 1984 p 72.  
(4) GDP at factor cost.  
(5) Production Industries: SIC divisions 1 to 4.  
(6) Manufacturing Industries: SIC divisions 2 to 4.  
(7) Industrial and commercial companies (excluding North Sea oil companies) net of stock appreciation.  
(8) Gross domestic fixed capital formation  
(9) Including leased assets.  
(10) Construction distribution and financial industries: SIC divisions 5, 6 and 8.  
(11) Excluding assets leased to manufacturers.  
(12) Value of physical increase in stocks and work in progress.  
(13) Base lending rate of the London clearing banks on the last Friday of the period shown.  
(14) Average of daily rates.  
(15) IMF index of relative unit labour costs (normalised). Downward movements indicate an increase in competitiveness. For further information see *Economic Trends* 304, February 1979, p 80.  
(16) Annual and quarterly figures are averages of monthly indices. The levels shown up to the end of 1986 are based on 1978=100. On this basis the index for January 1987 was 198.0. The method used for calculating the changes is as described in the General notes in Section 6.  
(17) Annual and quarterly figures are averages of monthly indices.

# 1.1 EMPLOYMENT Workforce<sup>‡</sup>

THOUSAND

Quarter	Employees in employment*			Self-employed (with or without employees) <sup>†</sup>	HM Forces**	Work related govt. training programmes <sup>††</sup>	Workforce in employment <sup>‡‡</sup>	Workforce <sup>§</sup>
	Male	Female	All					
<b>UNITED KINGDOM Unadjusted for seasonal variation</b>								
1986 Sept	11,934	9,715	21,649	2,685	323	285	24,942	28,275
Dec	11,866	9,852	21,718	2,744	320	278	25,060	28,289
1987 Mar	11,800	9,775	21,575	2,802	320	255	24,952	28,095
June	11,883	9,932	21,816	2,861	319	311	25,306	28,211
Sept	11,964	9,959	21,922	2,892	319	383	25,516	28,386
Dec	11,943	10,115	22,058	2,923	317	366	25,665	28,360
1988 Mar	11,903	10,053	21,957	2,954	317	343	25,570	28,162
June	11,945	10,158	22,104 R	2,985	316	343	25,747 R	28,088 R
Sept	12,001 R	10,204 R	32,205 R	3,016	315	386	25,922 R	28,232 R <sup>§</sup>
<b>UNITED KINGDOM Adjusted for seasonal variation</b>								
1986 Sept	11,874	9,717	21,590	2,685	323	285	24,883	28,165
Dec	11,850	9,791	21,641	2,744	320	278	24,982	28,196
1987 Mar	11,860	9,842	21,702	2,802	320	255	25,079	28,206
June	11,889	9,917	21,806	2,861	319	311	25,296	28,288
Sept	11,902	9,959	21,862	2,892	319	383	25,455	28,291
Dec	11,927	10,052	21,979	2,923	317	366	25,585	28,265
1988 Mar	11,963	10,121	22,084	2,954	317	343	25,697	28,264
June	11,950	10,143	22,094 R	2,985	316	343	25,737 R	28,162 R
Sept	11,939 R	10,204	22,143 R	3,016	315	386	25,860 R	28,116 R <sup>§</sup>

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

\* Workforce in employment plus claimant unemployed.

† Estimates of employees in employment for December 1984 and subsequent months include an allowance based on the Labour Force Survey to compensate for persistent undercounting in the regular sample inquiries (*Employment Gazette*, January 1987, p 31). For all dates individuals with two jobs as employees of different employers are counted twice.

‡ Estimates of the self-employed up to mid-1987 are based on the 1981 census of population and the results of the 1981, 1983, 1984, 1985, 1986, and 1987 Labour Force Surveys. The provisional estimates from September 1987 are based on the assumption that the average rate of increase between 1981 and 1987 has continued subsequently. A detailed description of the current estimates is given in the article on p 159 of the March 1988 edition 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.

# EMPLOYMENT Workforce<sup>‡</sup> 1.1

THOUSAND

Quarter	Employees in employment*				Self-employed (with or without employees)	HM Forces**	Work related govt. training programmes <sup>††</sup>	Workforce in employment <sup>‡‡</sup>	Workforce <sup>§</sup>
	Male		Female						
	All	Part-time	All	Part-time					
<b>GREAT BRITAIN Unadjusted for seasonal variation</b>									
1986 Sept	11,671	843	9,485	4,118	21,157	2,625	323	276	24,380
Dec	11,604	866	9,620	4,237	21,224	2,684	320	268	24,496
1987 Mar	11,541	869	9,544	4,207	21,084	2,742	320	245	24,392
June	11,623	888	9,701	4,277	21,325	2,801	319	303	24,746
Sept	11,703	882	9,726	4,246	21,429	2,832	319	373	24,953
Dec	11,682	921	9,880	4,368	21,562	2,863	317	356	25,098
1988 Mar	11,643	914	9,818	4,339	21,461	2,894	317	334	25,005
June	11,684	935	9,923	4,393	21,607	2,925	316	335	25,182 R
Sept	11,739 R	910 R	9,968 R	4,356	21,707 R	2,956	315	377	25,354 R
<b>GREAT BRITAIN Adjusted for seasonal variation</b>									
1986 Sept	11,611		9,487		21,098	2,625	323	276	24,321
Dec	11,588		9,559		21,147	2,684	320	268	24,418
1987 Mar	11,601		9,611		21,212	2,742	320	245	24,519
June	11,628		9,686		21,315	2,801	319	303	24,736
Sept	11,642		9,727		21,368 R	2,832	319	373	24,892
Dec	11,667		9,817		21,483	2,863	317	356	25,019
1988 Mar	11,703		9,886		21,589	2,894	317	334	25,133
June	11,689 R		9,908		21,597	2,925	316	335	25,172 R
Sept	11,677 R		9,968 R		21,645 R	2,956	315	377	25,292 R

\*\* Participants in the YTS who receive work experience except those who have contracts of employment (those who do have contracts of employment are included in employees in employment) plus participants in new JTS. 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.

‡‡ Workforce in employment comprises employees in employment, the self-employed, HM Forces and participants in work related government training programmes. For an explanation of the changes to the presentation of employment statistics 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.

# 1.2 EMPLOYMENT Employees in employment: industry\*

THOUSAND

GREAT BRITAIN SIC 1980	All industries and services		Manufacturing industries		Production industries		Production and construction industries		Service industries		Agriculture, forestry and fishing	Coal, oil and natural gas extraction and processing	Electricity, gas, other energy and water supply	Metal manufacturing, ore and other mineral extraction	Chemicals and man-made fibres	Mechanical engineering	Office machinery, electrical engineering and instruments
	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted	All employees	Seasonally adjusted							
Divisions or Classes	0-9	2-4	1-4	1-5	6-9	01-03	11-14	15-17	21-24	25-26	32	33-34	37				
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470	13,117	13,078	338	328	343	507	367	844	815
1983 June	20,572	20,556	5,418	5,430	6,057	6,069	7,072	7,086	13,169	13,130	330	311	328	462	345	768	788
1984 June	20,741	20,722	5,302	5,308	5,909	5,916	6,919	6,929	13,503	13,464	320	289	319	445	343	750	786
1985 June	21,006	20,995	5,258	5,272	5,838	5,852	6,833	6,850	13,851	13,814	321	271	309	444	345	748	782
1986 June	21,088	21,079	5,133	5,146	5,663	5,676	6,630	6,645	14,149	14,114	310	230	300	425	343	723	758
Dec	21,224	21,147	5,105	5,084	5,614	5,593	6,585	6,562	14,326	14,272	313	211	298	421	343	710	751
1987 Jan	21,084	21,212	5,042	5,065	5,543	5,566	6,498	6,527	14,287	14,373	299	205	296	414	340	704	746
Feb			5,033	5,062	5,532	5,561						203	296	417	341	701	745
Mar			5,029	5,053	5,523	5,548						200	294	417	342	703	746
April			5,021	5,046	5,508	5,533						194	293	417	341	699	739
May			5,027	5,052	5,513	5,538						194	292	414	342	703	736
June			5,056	5,081	5,544	5,569						196	292	415	342	705	742
July			5,054	5,048	5,538	5,532						193	291	416	342	703	742
Aug			5,043	5,048	5,542	5,526						192	291	419	344	705	746
Sept	21,429	21,368 R	5,069	5,034	5,554	5,518	6,550	6,510	14,550	14,550	329	194	291	420	344	702	747
Oct			5,065	5,032	5,544	5,511						190	289	420	344	700	745
Nov			5,062	5,033	5,540	5,510						188	289	420	343	702	744
Dec	21,562	21,483	5,051	5,028	5,528	5,505	6,520	6,496	[14,735]	[14,681]	307	188 R	289	420	342	701	743
1988 Jan			5,010	5,034	5,482	5,505						183	289	418	340	702	735
Feb			5,005	5,035	5,472	5,501						180	287	419	341	701	735
Mar	21,461	21,589	5,004	5,029	5,466	5,491	6,463	6,492	[14,706]	[14,792]	292	178	284	419	341	699	737
April			4,990	5,016	5,441	5,467						168	283	419	340	697	733
May			4,989	5,015	5,439	5,465						167	283	418	340	701	729
June	21,607	21,597	4,995	5,007	5,445	5,458	[6,440]	[6,454]	[14,873]	[14,841]	294	168	282	419	342	701	726
July			5,014	5,008	[5,460]	[5,455]						[165]	281	421	345	705	729
Aug			5,023	5,008	[5,470 R]	[5,455 R]						[165]	281	422	347	708	734
Sept	21,707 R	21,645 R	5,025	4,989	[5,471]	[5,436]	[6,466 R]	[6,426]	[14,919 R]	[14,917 R]	[322]	[166]	281 R	423	347	711	731
Oct			5,013 R	4,980 R	[5,454 R]	[5,421 R]						[163]	[279 R]	422	346	708 R	730 R
Nov			5,010 R	4,980 R	[5,451 R]	[5,421 R]						[162]	[279 R]	423	346	709 R	728 R
Dec			5,011	4,988	5,453	5,430						[163]	[280]	422	346	711	726

\* See footnote to table 1.1.

† Excludes private domestic service.

# EMPLOYMENT 1.2 Employees in employment: industry\*

THOUSAND

THOUSAND	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber, plastics, etc.	Paper products, printing and publishing	Construction	Wholesale distribution and repairs	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking, finance, insurance	Public administration etc. <sup>†</sup>	Education	Medical and other health services: veterinary services	Other services <sup>†</sup>
1982 June	315	337	385	638	577	473	495	1,038	1,115	1,984	959	932	428	1,771	1,825	1,541	1,258	1,305
1983 June	296	318	344	599	548	469	481	1,015	1,124	1,964	949	902	424	1,848	1,861	1,535	1,247	1,315
1984 June	278	290	332	582	547	472	477	1,010	1,155	2,012	995	897	424	1,941	1,879	1,544	1,252	1,403
1985 June	266	278	320	573	548	474	480	996	1,169	2,044	1,046							

# 1.3 EMPLOYMENT

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

THOUSAND

GREAT BRITAIN	Division class or group or AH	Dec 1987			Oct 1988 R			Nov 1988 R			Dec 1988		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
<b>Production industries</b>	1-4	3,937.1 R	1,590.5 R	5,527.7 R	3,861.7	1,592.7	5,454.4	3,859.1	1,592.0	5,451.1	3,862.3	1,590.5	5,452.8
<b>Manufacturing industries</b>	2-4	3,532.7	1,517.9	5,050.6	3,490.0	1,522.5	5,012.5	3,488.1	1,522.0	5,010.1	3,490.2	1,520.4	5,010.6
<b>Energy and water supply</b>	1	404.4 R	72.7 R	477.1 R	371.7	70.2	441.8	371.0	70.0	441.0	372.2	70.1	442.3
Coal extraction and solid fuels	111	140.8 R	5.8	146.6 R	120.8	3.9	124.6	120.3	3.7	124.0	120.1	3.3	123.4
Electricity	161	114.9 R	28.2 R	143.1 R	113.4	28.5	141.9	113.3	28.5	141.8	113.2	28.5	141.7
Gas	162	59.8	21.4	81.1	57.0	21.0	78.0	57.0	21.0	78.0	56.9	21.0	77.9
<b>Other mineral and ore extraction, etc</b>	2	586.2	176.6	762.7	587.1	181.4	768.5	586.5	182.4	768.9	586.6	181.8	768.4
<b>Metal manufacturing</b>	22	143.0	20.0	163.0	138.6	19.7	158.3	138.1	20.1	158.2	138.8	20.3	159.1
<b>Non-metallic mineral products</b>	24	176.8	51.9	228.7	182.5	54.6	237.1	183.1	54.8	237.9	183.0	54.4	237.5
<b>Chemical industry</b>	25/26	241.1	101.4	342.4	242.5	103.7	346.2	242.1	104.2	346.3	242.3	103.7	346.0
Basic industrial chemicals	251	103.2	20.8	124.0	104.6	21.3	125.9	104.8	21.5	126.3	105.0	21.6	126.7
Other chemical products and preparations	255-259/260	137.8	80.6	218.4	137.9	82.4	220.4	137.3	82.7	220.1	137.2	82.1	219.3
<b>Metal goods, engineering and vehicles</b>	3	1,752.2	473.3	2,225.4	1,721.9	468.7	2,190.5	1,719.4	469.2	2,188.6	1,718.2	468.7	2,186.9
<b>Metal goods nes</b>	31	229.6	66.3	295.9	226.1	63.7	289.7	226.5	63.9	290.4	227.0	63.1	290.2
<b>Mechanical Engineering</b>	32	587.9	113.4	701.3	593.3	115.1	708.3	593.5	115.6	709.1	594.6	116.8	711.4
Industrial plant & steelwork	320	67.3	7.7	74.9	68.1	7.9	76.0	67.4	7.9	75.3	68.4	7.8	76.3
Mining and construction machinery etc	325	62.9	9.1	72.1	63.0	8.9	71.9	63.1	8.7	71.8	64.2	9.2	73.4
Other machinery & mechanical equipment	321-324/327/328	423.8	87.7	511.6	428.4	89.4	517.8	429.3	90.2	519.5	428.4	90.8	519.2
<b>Office machinery, data processing equipment</b>	33	67.4	28.6	96.1	70.2	30.5	100.7	70.4	30.8	101.2	70.8	31.1	101.9
<b>Electrical and Electronic Engineering</b>	34	372.6	173.8	546.4	359.9	169.0	528.8	358.1	169.4	527.5	357.5	167.7	525.2
Wire, cables, batteries and other electrical equipment	341/342/343	138.2	52.9	191.1	133.8	51.6	185.5	132.7	52.1	184.8	132.9	53.0	185.8
Telecommunication equipment	344	110.5	51.9	162.4	107.6	49.9	157.5	107.6	49.8	157.4	107.9	49.1	157.0
Other electronic & electrical equipment	345/348	123.9	69.0	192.9	118.4	67.5	185.9	117.9	67.5	185.4	116.7	65.7	182.4
<b>Motor Vehicles and Parts</b>	35	209.5	30.0	239.4	204.2	30.1	234.3	204.3	29.9	234.3	203.4	30.1	233.5
Motor vehicles and engines	351	80.9	8.9	89.8	78.3	8.8	87.1	77.9	8.9	86.8	78.0	8.9	86.8
Bodies, trailers, caravans & parts	352/353	128.6	21.1	149.7	125.8	21.3	147.2	126.4	21.0	147.4	125.5	21.2	146.7
<b>Other Transport Equipment</b>	36	215.7	29.8	245.5	199.7	28.2	227.9	198.5	28.0	226.5	197.5	27.9	225.4
Aerospace equipment	364	132.3	20.6	152.9	123.7	18.9	142.6	122.8	18.8	141.6	122.1	18.8	140.9
Ship and other transport equipment	361-363/365	83.4	9.2	92.6	76.0	9.2	85.2	75.7	9.2	84.9	75.4	9.1	84.5
<b>Instrument Engineering</b>	37	69.5	31.3	100.8	68.6	32.2	100.8	68.1	31.5	99.6	67.3	32.0	99.3
<b>Other Manufacturing Industries</b>	4	1,194.4	868.0	2,062.4	1,181.1	872.4	2,053.5	1,182.3	870.4	2,052.7	1,185.3	869.9	2,055.3
<b>Food, drink and tobacco</b>	41/42	316.2	226.1	542.3	309.5	229.4	538.9	307.9	227.7	535.6	306.5	226.5	533.1
Meat and meat products, organic oils and fats	411/412	54.4	38.5	92.9	53.3	37.8	91.1	52.7	37.4	90.1	53.0	37.8	90.8
Alcoholic and soft drink manufacture	424-428	67.8	24.2	92.0	64.5	24.2	88.7	64.3	24.4	88.7	64.6	24.6	89.3
All other food, drink and tobacco manufacture	413-423/429	194.0	163.5	357.4	191.7	167.4	359.1	190.9	165.9	356.7	188.9	164.1	353.0
<b>Textiles</b>	43	112.8	106.2	219.0	107.6	104.0	211.5	107.3	102.3	209.6	107.5	101.3	208.8
<b>Footwear and clothing</b>	45	77.0	212.9	289.9	74.5	205.9	280.5	75.1	204.9	280.0	75.0	206.0	281.0
<b>Timber and wooden furniture</b>	46	171.3	41.1	212.4	171.1	41.0	212.1	172.5	41.5	214.1	173.4	41.7	215.1
<b>Paper, printing and publishing</b>	47	312.0	169.5	481.6	304.9	175.2	480.1	304.8	175.8	480.5	307.6	176.9	484.4
Pulp, paper, board and derived products	471-472	95.8	43.5	139.3	94.6	44.3	138.9	94.2	44.6	138.8	94.8	44.7	139.6
Printing and publishing	475	216.2	126.0	342.2	210.4	130.9	341.2	210.6	131.2	341.7	212.7	132.2	344.9
<b>Rubber and plastics</b>	48	148.0	64.6	212.6	153.2	68.3	221.5	154.1	69.4	223.5	155.8	69.9	225.7
<b>Other manufacturing</b>	49	48.6	38.2	86.8	53.3	39.6	92.9	53.8	39.9	93.6	52.7	38.9	91.5

\* See footnotes to table 1.1.

# EMPLOYMENT 1.6

## Labour turnover: manufacturing industries: September 1988 and December 1988

PER CENT

GREAT BRITAIN	Division or class of SIC	September 1988						December 1988					
		Engagement rate			Leaving rate			Engagement rate			Leaving rate		
SIC 1980		Male	Female	All	Male	Female	All	Male	Female	All	Male	Female	All
<b>Minerals and ores extraction other than fuels</b>	2	1.3	2.3	1.6	1.3	2.3	1.5	0.9	1.6	1.0	1.0	2.1	1.2
Metal manufacturing	22	1.5	2.3	1.6	1.3	2.1	1.4	1.0	1.9	1.1	0.9	1.9	1.0
Non-metallic mineral products	24	1.5	1.9	1.6	1.3	2.3	1.5	1.0	1.8	1.2	1.4	2.4	1.7
Chemical industry	25	1.2	2.4	1.6	1.2	2.3	1.6	0.8	1.4	1.0	0.8	2.0	1.2
<b>Metal goods, engineering and vehicles</b>	3	1.8	2.6	2.0	1.7	2.3	1.8	1.3	2.1	1.5	1.3	2.1	1.5
Metal goods nes	31	2.4	2.9	2.5	1.7	2.0	1.7	1.8	2.2	1.9	1.5	2.3	1.7
Mechanical engineering	32	1.7	2.3	1.8	1.8	2.0	1.8	1.4	2.6	1.6	1.4	2.0	1.5
Office machinery, data processing equipment	33	1.8	2.1	1.9	1.8	2.0	1.9	1.1	1.6	1.3	1.1	1.4	1.2
Electrical and electronic engineering	34	1.7	2.7	2.0	1.9	2.7	2.1	1.4	1.9	1.6	1.4	2.3	1.7
Motor vehicles and parts	35	1.3	3.5	1.6	1.0	2.0	1.1	1.0	1.7	1.1	1.1	1.0	1.1
Other transport equipment	36	1.9	1.9	1.9	1.6	2.2	1.7	0.8	1.3	0.8	1.1	1.3	1.1
Instrument engineering	37	2.0	2.5	2.1	1.9	2.8	2.2	1.2	2.2	1.5	1.5	2.6	1.9
<b>Other manufacturing industries</b>	4	2.1	3.0	2.5	2.0	2.7	2.3	1.6	2.2	1.9	1.8	2.8	2.2
Food, drink and tobacco	41/42	2.0	3.4	2.6	2.4	3.2	2.7	1.8	2.5	2.1	2.0	3.8	2.8
Textiles	43	1.9	2.7	2.3	1.4	2.4	1.9	1.6	1.8	1.7	1.8	2.5	2.2
Leather and leather goods	44	2.9	3.6	3.2	2.6	2.1	2.4	1.2	3.0	2.0	0.7	3.0	1.8
Footwear and clothing	45	2.4	3.3	3.1	2.6	2.9	2.8	2.0	2.0	2.0	2.1	2.5	2.4
Timber and wooden furniture	46	2.6	3.7	2.8	2.0	2.6	2.1	1.8	2.5	2.0	2.1	2.2	2.1
Paper, printing and publishing	47	1.4	2.4	1.8	1.6	2.0	1.8	1.0	2.0	1.4	1.1	2.4	1.6
Rubber and plastics	48	2.5	2.6	2.5	1.9	2.8	2.2	1.6	2.4	1.8	1.7	2.0	1.8
Other manufacturing	49	2.8	2.8	2.8	2.1	3.0	2.5	2.7	3.0	2.8	3.3	3.3	3.3
<b>Total all manufacturing industries</b>		1.8	2.8	2.1	1.7	2.5	2.0	1.3	2.1	1.6	1.4	2.5	1.7

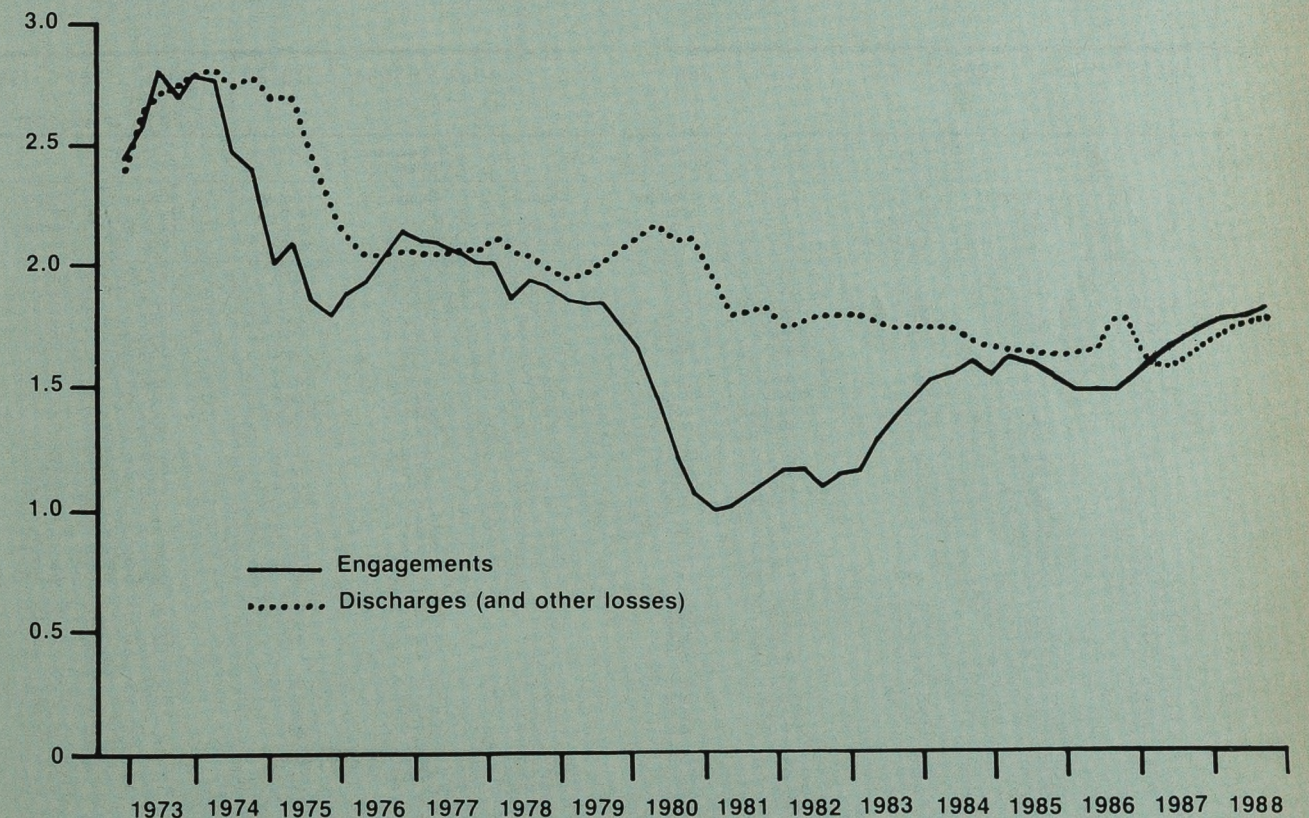
Note: The engagement rate and the leaving rate show the number of engagements and discharges (and other losses) respectively, in the four-week periods ended September 10, 1988 and December 10, 1988 as percentages of the numbers employed at the beginning of the periods. The figures do not include persons engaged during the periods who also left before the end of the periods: the engagement and leaving rates accordingly underestimate to some extent the total intake and wastage during the periods. The trend in labour turnover is illustrated by the chart below which is constructed from four-quarter moving averages of engagement and leaving rates.

Four quarter moving average of total engagement rates and leaving rates: manufacturing industries in Great Britain

Year	Reference month*	Engagement rate	Leaving rate
1987	Aug	1.70	1.63
	Nov	1.75	1.68
	Feb	1.80	1.75
1988	May	1.80	1.78
	Aug	1.83	1.80

\* On which the moving average is centred.

Engagements and discharges (and other losses): manufacturing industries in Great Britain



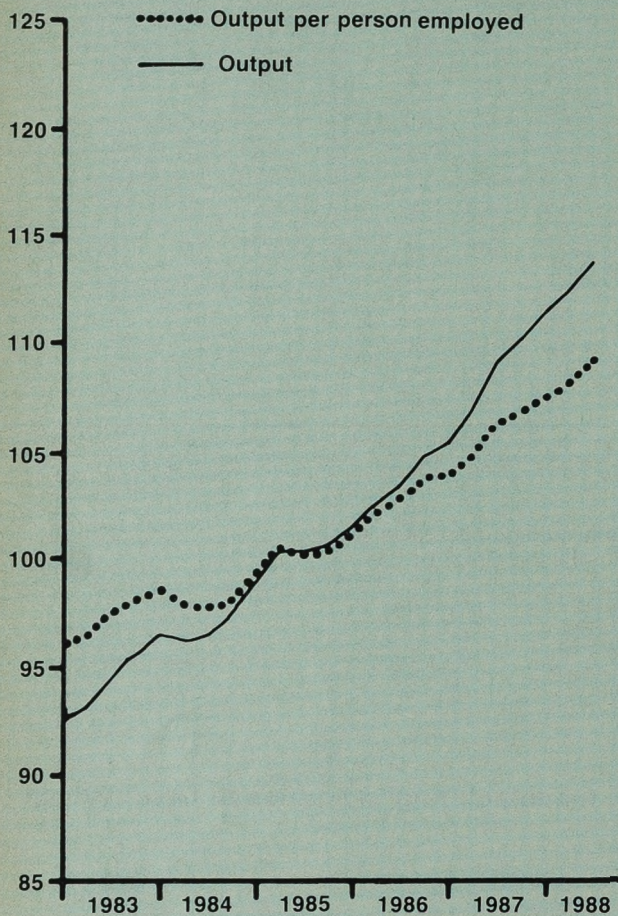
The four quarter moving average has been compiled from the number of engagements and discharges (and other losses) in a period of four weeks expressed as a percentage of the estimated numbers of employees in employment.



# 1.8 EMPLOYMENT Indices of output, employment and productivity

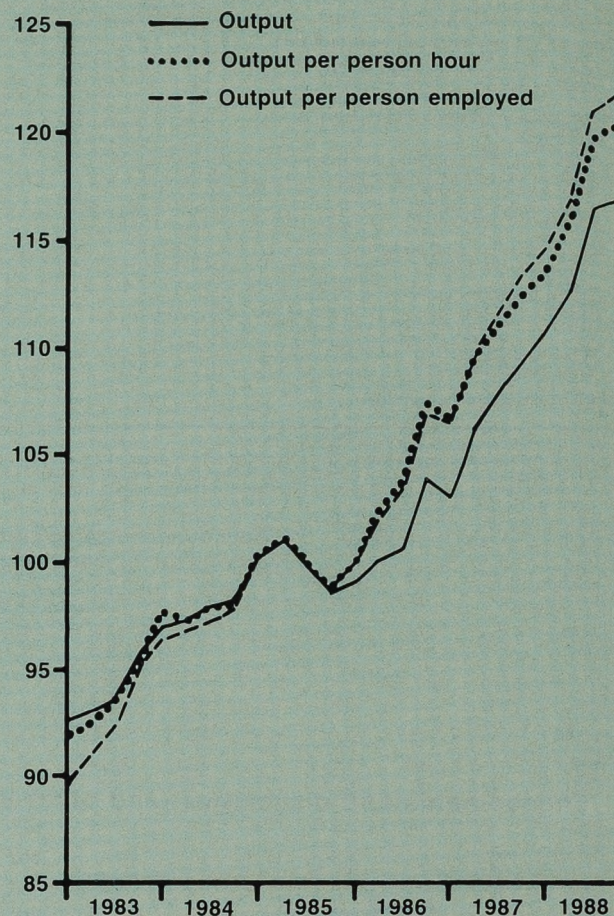
Whole economy

Seasonally adjusted (1985 = 100)



Manufacturing industries (SIC 1980)

Seasonally adjusted (1985 = 100)



Seasonally adjusted (1985 - 100)

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* employed**	Output per person hour	Output per person
1983	94.0	96.9	97.0	94.7	102.8	92.1 R	93.8	102.0	91.9 R	93.4
1984	96.6	98.6	98.0	94.9	100.8	94.1 R	97.6 R	100.5	97.2 R	97.8
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.0 R	100.6	102.4	102.2 R	97.3	105.0 R	100.9 R	98.0	103.0 R	103.3
1987	107.8 R	102.3	105.4	105.8 R	95.5	110.8 R	106.6 R	96.6	110.3 R	110.0
1988	..	..	..	109.8	94.6	116.0	114.2	96.3	118.6	117.5
1983 Q1	92.6	96.5	96.0	93.0	104.2	89.2	92.5 R	103.3	89.5 R	91.9 R
Q2	93.2	96.6	96.5	94.0	103.1	91.2	93.0	102.3	90.9 R	92.5 R
Q3	94.5	97.0	97.5	94.9 R	102.2	92.9 R	93.6 R	101.5	92.3 R	93.5 R
Q4	95.6	97.5	98.1	96.7 R	101.6	95.2 R	95.7 R	100.9	94.9 R	95.4
1984 Q1	96.5	98.0	98.5	97.2	101.1	96.1 R	97.0 R	100.5	96.5 R	97.7 R
Q2	96.2	98.3	97.8	94.3	100.9	93.5	97.3	100.4	96.9 R	97.3 R
Q3	96.4	98.7	97.7	93.2 R	100.6	92.6 R	97.9 R	100.6	97.3 R	97.9 R
Q4	97.3	99.2	98.0	94.9 R	100.6	94.3	98.3 R	100.4	97.9 R	98.1 R
1985 Q1	98.8	99.6	99.2	97.9 R	100.4	97.5 R	100.5	100.2	100.3 R	100.4 R
Q2	100.3	99.9	100.4	101.6 R	100.2	101.4 R	101.1 R	100.1	101.0 R	101.1 R
Q3	100.3	100.2	100.1	100.5 R	99.9	100.6 R	99.8 R	100.0	99.8 R	99.8 R
Q4	100.6	100.3	100.3	100.0 R	99.4	100.6 R	98.6 R	99.7	98.9 R	98.8 R
1986 Q1	101.4	100.3	100.1	101.4 R	98.7	102.7	99.1 R	99.2	100.0 R	100.0 R
Q2	102.5	100.4	102.1	101.7	97.6	104.2	100.1 R	98.3	101.9 R	102.2 R
Q3	103.4	100.6	102.8	102.4 R	96.8	105.8 R	100.6 R	97.4	103.3 R	103.6 R
Q4	104.7	101.0	103.7	103.3 R	96.3	107.3 R	103.9 R	97.1	107.0 R	107.4 R
1987 Q1	105.3	101.5	103.8	103.7 R	95.8	108.3 R	103.0	96.7	106.5 R	106.7
Q2	106.9	102.1	104.7	105.0 R	95.6	109.8 R	106.2 R	96.7	109.8 R	109.6 R
Q3	108.9	102.5	106.2	106.4 R	95.4	111.5 R	107.9 R	96.6	111.6 R	111.2 R
Q4	110.0	103.1	106.7	108.0 R	95.2	113.4 R	109.4 R	96.5	113.4 R	112.6
1988 Q1	111.3	103.6	107.4	107.7 R	95.1	113.3 R	110.8 R	96.6	114.6 R	113.6 R
Q2	112.3	103.9	108.0	109.4 R	94.7	115.6 R	112.6 R	96.4	116.9 R	116.0 R
Q3	113.6	104.2	109.0	111.0 R	94.4	117.7 R	116.5 R	96.3	121.0 R	119.9 R
Q4	..	..	..	110.8	94.3	117.6	117.0	96.0	121.9	120.4

\* 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

### Selected countries: national definitions

	United Kingdom (1)(2)(3)	Australia (4)	Austria (2)(5)	Belgium (3)(6)	Canada	Denmark (6)	France (8)	Germany (FR)	Greece (6)(7)	Irish Republic (6)(9)	Italy (10)	Japan (5)	Netherlands (6)(11)	Norway (5)	Spain (12)	Sweden (5)	Switzerland (2)(5)	United States
<b>QUARTERLY FIGURES: seasonally adjusted unless stated</b>																		
	<b>Thousand</b>																	
<b>Civilian labour force</b>																		
1985 Q4	27,642	7,397	3,364	..	12,773	..	..	27,392	..	..	22,998	59,665	..	2,064 R	13,621	4,375	3,202	116,187
1986 Q1	27,687	7,432	3,365	..	12,851	..	..	27,434	..	..	23,175	60,095	..	2,073 R	13,684	4,389	3,221	116,962
Q2	27,742	7,514	3,374	..	12,862	..	..	27,462	..	..	23,226	60,050	..	2,091 R	13,770	4,392	3,231	117,642
Q3	27,843	7,557	3,402	..	12,859	..	..	27,512	..	..	23,109	60,370	..	2,102 R	13,807	4,378	3,242	118,203
Q4	27,876	7,598	3,394	..	12,908	..	..	27,546	..	..	23,410	60,291	..	2,110 R	13,899	4,386	3,254	118,557
1987 Q1	27,886	7,637	3,418	..	13,024	..	..	27,597	..	..	23,391	60,527	..	2,124 R	13,988	4,415	3,267	119,151
Q2	27,970	7,696	3,416	..	13,094	..	..	27,669	..	..	23,378	60,760	..	2,131 R	14,337	4,418	3,273	119,626
Q3	27,972	7,745	3,436	..	13,138	..	..	27,717	..	..	23,479	60,888	..	2,141 R	14,469	4,416	3,285	120,053
Q4	27,948	7,741	3,432	..	13,224	..	..	27,726	..	..	23,415	61,204	..	2,143 R	14,517	4,441	..	120,568
1988 Q1	27,947	7,800	3,438	..	13,322	..	..	27,761	..	..	23,570	61,423	..	2,143 R	14,575	4,463	..	121,142
Q2	27,846	7,894	3,418	..	13,358	..	..	27,884	..	..	23,939	61,609	..	2,140 R	14,653	4,470	..	121,258
Q3	27,801 R	7,940	..	..	13,427	..	..	27,887	..	..	23,860	61,706	..	2,175	14,711	4,465	..	121,880
<b>Civilian employment</b>																		
1985 Q4	24,394	6,801	3,247	..	11,474	..	20,921	25,093	..	..	20,520	58,029	..	2,016 R	10,602	4,259	3,175	107,984
1986 Q1	24,375	6,849	3,253	..	11,605	..	..	25,165	..	..	20,625	58,471	..	2,033 R	10,693	4,267	3,185	108,760
Q2	24,424	6,917	3,272	..	11,629	..	..	25,223	..	..	20,615	58,422	..	2,052 R	10,789	4,272	3,204	109,223
Q3	24,561	6,935	3,305	..	11,620	..	..	25,310	..	..	20,558	58,651	..	2,061 R	10,840	4,265	3,217	109,973
Q4	24,662	6,958	3,285	..	11,683	..	20,930	25,374	..	..	20,659	58,630	..	2,068 R	10,937	4,272	3,230	110,434
1987 Q1	24,759	7,026	3,280	..	11,778	..	..	25,421	..	..	20,657	58,761	..	2,077 R	11,023	4,326	3,244	111,271
Q2	24,977	7,056	3,286	..	11,909	..	..	25,444	..	..	20,584	58,966	..	2,091 R	11,364	4,328	3,246	112,147
Q3	25,136	7,123	3,303	..	11,993	..	..	25,472	..	..	20,590	59,189	..	2,099 R	11,493	4,336	3,260	112,854
Q4	25,268	7,117	3,311	..	12,138	..	20,940	25,484	..	..	20,526	59,526	..	2,095 R	11,594	4,362	3,260	113,486
1988 Q1	25,380	7,233	3,320	..	12,271	..	..	25,549	..	..	20,694	59,792	..	2,094 R	11,684	4,389	..	114,214
Q2	25,421	7,304	3,293	..	12,332	..	..	25,578	..	..	21,010	60,112	..	2,073 R	11,730	4,391	..	114,642
Q3	25,544 R	7,382	..	..	12,369	..	..	25,628	..	..	20,967	60,145	..	2,105	11,811	4,398	..	115,189
<b>LATEST ANNUAL FIGURES: 1987 unless stated</b>																		
<b>Civilian labour force:</b>																		
Male	16,235	4,616	2,052	2,428	7,427	1,500	13,320 R	16,607	2,505	902	14,747	36,550	3,709	1,173 R	9,553	2,300	2,039	66,207
Female	11,657	3,089	1,375	1,694	5,694	1,284	10,199 R	11,077	1,383	393	8,669	24,290	2,031	962	4,772	2,122	1,206	53,658
All	27,893	7,705	3,427	4,122	13,121	2,784	23,519 R	27,684	3,888	1,295	23,416	60,840	5,740	2,135 R	14,324	4,421	3,244	119,865
<b>Civilian employment:</b>																		
Male	14,212	4,256	1,978	2,231	6,793	1,438	12,175	15,400	2,378	729	13,519	35,510	3,365	1,152 R	7,901	2,256	2,025	62,107
Female	10,775	2,822	1,319	1,414	5,161	1,192	8,813	10,056	1,223	339	7,065	23,600	1,770	938	3,470	2,081	1,193	50,334
All	24,987	7,079	3,297	3,644	11,954	2,630	20,988	25,456	3,601	1,068	20,584	59,110	5,135	2,090 R	11,370	4,337	3,219	112,440
<b>Civilian employment: proportions by sector</b>																		
Male: Agriculture	3.4	7.0	7.7	3.6	..	..	..	4.5	24.0	..	10.5	7.2	..	8.6	16.2	5.5	7.6	4.3
Industry	40.2	35.0	48.7	38.5	..	..	..	50.1	33.6	..	37.8	38.1	..	39.2	39.0	43.9	47.1	36.3
Services	56.4	58.0	43.6	57.9	..	..	..	45.4	42.4	..	51.7	54.7	..	52.2	44.8	50.5	45.3	59.3
Female: Agriculture	1.1	4.1	10.1	1.6	..	..	..	6.2	37.3	..	10.7	9.9	..	4.1	12.6	2.3	4.7	1.4
Industry	17.0	13.9	21.2	14.1	..	..	..	25.8	17.3	..	22.7	27.2	..	12.0	17.2	14.4	21.8	15.7
Services	81.9	82.0	68.8	84.3	..	..	..	68.0	45.3	..	66.6	62.9	..	83.9	70.2	83.3	73.6	82.9
All: Agriculture	2.4	5.8	8.6	2.8	4.9	5.9	7.1	5.2	28.5	15.7	10.5	8.3	4.8	6.7	15.1	3.9	6.5	3.0
Industry	30.2	26.6	37.7	29.1	25.3	28.2	30.8	40.5	28.1	28.7	32.6	33.8	26.8	27.0	32.4	29.8	37.7	27.1
Services	67.4	67.6	53.7	68.2	69.8	65.9	62.1	54.3	43.4	55.6	56.8	57.9	68.4	66.3	52.5	66.2	55.8	69.9

Sources: OECD "Labour Force Statistics 1966-1988" and "Quarterly Labour Force Statistics". For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation and international comparisons must be approached with caution.

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

4 Quarterly figures relate to February, May, August and November.  
5 Civilian labour force and employment figures include armed forces.  
6 Annual figures relate to 1986.  
7 Annual figures relate to second quarter.  
8 Civilian employment figures include apprentices in professional training.  
9 Annual figures relate to April.  
10 Quarterly figures relate to January, April, July and October.  
11 Annual figures relate to January.

# 1.11 EMPLOYMENT

## Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Opera-tives (Thou)	Percent-age of all opera-tives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working over-time	Actual (million)	Season-ally adjusted R	Opera-tives (Thou)	Hours lost (Thou)	Opera-tives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Opera-tives (Thou)	Percent-age of all opera-tives	Hours lost (Thou)	Average per operative on short-time
1981	1,137	26.6	8.2	9.37	16	621	320	3,720	11.4	335	7.8	4,352	12.6	
1982	1,198	29.8	8.3	9.93	8	320	134	1,438	10.7	142	3.5	1,776	12.4	
1983	1,209	31.5	8.5	10.19	6	244	71	741	10.2	77	2.0	1,000	12.9	
1984	1,297	34.3	8.9	11.39	6	238	40	402	10.4	43	1.5	645	14.4	
1985	1,329	34.0	9.0	11.98	4	165	24	241	10.2	28	0.7	416	15.1	
1986	1,304	34.2	9.0	11.72	5	192	29	293	10.1	34	0.9	485	14.4	
1987	1,359	36.1	9.3	12.68	4	148	21	207	10.0	25	0.7	364	14.8	
<b>Week ended</b>														
1986 Dec 13	1,354	35.8	9.2	12.49	11.66	4	164	26	256	9.9	30	0.8	420	14.0
1987 Jan 10	1,136	30.6	8.6	9.75	11.19	11	423	28	281	9.9	39	1.0	704	18.1
Feb 14	1,305	35.1	9.3	11.97	12.11	4	172	34	341	10.0	38	1.0	514	13.4
Mar 14	1,354	36.3	9.2	12.44	12.31	3	109	35	339	9.8	37	1.0	448	12.0
Apr 11	1,329	35.8	9.2	12.25	12.53	4	103	29	273	9.5	33	0.9	435	13.3
May 16	1,353	36.4	9.3	12.65	12.46	3	129	23	229	10.1	26	0.7	358	13.9
June 13	1,396	37.2	9.3	12.97	12.88	3	129	14	132	9.4	17	0.5	262	15.2
July 11	1,334	35.3	9.4	12.54	12.56	4	172	16	153	9.9	20	0.5	325	16.4
Aug 15	1,268	33.5	9.4	11.88	12.81	3	116	15	124	8.4	18	0.5	240	13.6
Sept 12	1,377	36.0	9.5	13.09	13.13	2	89	12	104	8.7	14	0.4	193	13.6
Oct 10	1,468	38.4	9.7	14.10	13.37	3	117	15	140	9.5	18	0.5	264	14.5
Nov 14	1,516	39.6	9.5	14.24	13.33	3	105	15	245	15.9	18	0.5	395	19.5
Dec 12	1,476	38.6	9.7	14.32	13.48	3	106	14	118	8.5	17	0.4	224	13.5
1988 Jan 16	1,370	36.1	9.3	12.72	14.13	3	127	19	179	9.6	22	0.6	306	14.0
Feb 13	1,433	37.7	9.3	13.33	13.48	3	102	23	237	10.5	25	0.7	339	13.5
Mar 12	1,452	38.2	9.4	13.59	13.47	2	80	20	206	10.4	22	0.6	286	13.2
Apr 16	1,445	38.1	9.1	13.14	13.43	2	72	19	170	8.9	21	0.5	241	11.6
May 14	1,500	39.5	9.2	13.85	13.67	1	49	17	171	9.9	19	0.5	221	11.9
June 11	1,424	37.4	9.5	13.47	13.44	1	47	17	157	9.1	18	0.5	203	11.0
July 16	1,425 R	37.4 R	9.8	13.99 R	13.97	4	155 R	14	149 R	10.8	18	0.5	303 R	17.2 R
Aug 13	1,351	35.2	9.6	13.00 R	13.94	2	142	13	142	10.6	16	0.4	240 R	15.1 R
Sept 10 R	1,428	37.2	9.7	13.79	13.92	2	90	11	94	8.7	13	0.3	184	14.1
Oct 15 R	1,561	40.9	9.8	15.34	14.51	3	134	13	109	8.5	16	0.4	243	15.0
Nov 12	1,592	41.4	9.9	15.74	14.66	3	101	12	126	10.8	14	0.4	227	15.9
Dec 10	1,581	41.4	9.9	15.65	14.81	2	82	13	108	8.5	15	0.4	190	12.8

SIC 1980	OVERTIME					SHORT-TIME							
Week ended	Opera-tives (Thou)	Percent-age of all opera-tives	Hours of overtime worked		Hours lost (Thou)	Stood off for whole week		Working part of week			Stood off for whole or part of week		
			Average per operative working over-time	Actual		Opera-tives (Thou)	Hours lost (Thou)	Average per operative working part of the week	Opera-tives (Thou)	Percent-age of all opera-tives	Hours lost (Thou)	Average per operative on short-time	
December 10, 1988	65.7	47.0	10.4	0.68	—	0.7	0.1	1.2	9.3	0.1	0.1	1.9	13.0
<b>Metal manufacturing</b>	78.6	46.7	10.8	0.85	0.2	6.3	0.1	1.1	8.7	0.3	0.2	7.4	25.7
<b>Non-metallic mineral products</b>	61.9	33.4	10.8	0.67	0.1	2.8	0.1	1.6	21.0	0.1	0.1	4.5	30.1
<b>Chemical industry</b>	26.4	34.0	11.2	0.30	0.1	2.8	0.1	1.6	21.0	0.1	0.2	4.4	29.9
<b>Metal goods nes</b>	141.9	51.2	9.9	1.41	—	1.9	0.9	14.6	15.5	1.0	0.4	16.6	16.7
<b>Mechanical engineering</b>	276.6	54.4	9.7	2.67	—	1.8	0.1	0.3	4.4	0.1	—	2.1	18.2
<b>Electrical and electronic engineering</b>	132.1	35.2	9.2	1.22	0.1	2.2	1.3	12.2	9.3	1.4	0.4	14.3	10.6
<b>Motor vehicles</b>	32.6	34.2	8.2	0.27	—	0.8	—	—	—	—	—	0.8	40.0
<b>Other transport equipment</b>	69.8	48.3	9.3	0.65	—	0.3	—	—	—	—	—	0.3	40.0
<b>Instrument engineering</b>	26.0	38.1	8.9	0.23	—	1.8	0.2	1.5	7.8	0.2	0.3	3.3	14.2
<b>Textile industry</b>	186.7	42.4	10.7	1.99	0.1	5.9	1.4	6.0	4.3	1.6	0.4	11.9	7.4
<b>Footwear and clothing</b>	69.6	32.3	9.4	0.66	0.3	10.4	5.0	43.2	8.6	5.3	2.5	53.6	10.1
<b>Timber and wooden furniture</b>	39.4	15.8	6.2	0.24	0.6	22.8	3.2	23.3	7.4	3.7	1.5	46.2	12.4
<b>Paper, printing and publishing</b>	86.3	47.6	9.9	0.86	0.4	14.8	—	0.3	12.0	0.4	0.2	15.1	38.4
<b>Rubber and plastics</b>	122.0	37.6	10.0	1.22	0.1	3.2	0.1	1.0	12.5	0.2	0.1	4.3	26.0
<b>All manufacturing</b>	41.6	39.5	10.7	0.44	—	1.1	0.1	0.9	9.0	0.1	0.1	2.0	20.0
<b>Printing and publishing (475)</b>	80.4	36.7	9.6	0.77	0.1	2.1	—	0.2	—	0.1	—	2.3	23.0
<b>Other manufacturing</b>	70.3	42.9	10.8	0.76	0.1	2.6	—	0.1	6.1	0.1	0.1	2.7	32.2
<b>All manufacturing</b>	21.9	32.4	9.5	0.21	—	0.1	0.1	1.0	7.4	0.1	0.2	1.1	8.1
<b>All manufacturing</b>	1,580.7	41.4	9.9	15.65	2.0	81.8	12.8	107.8	8.5	14.8	0.4	189.6	12.8

Notes: Figures in brackets after the industrial headings show the Standard Industrial Classification group numbers of the industries included.

# 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 manu-facturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361 R	Textiles, leather, footwear, clothing	Food, drink, tobacco	All manu-facturing industries	Metal goods, engineering and shipbuilding 31-34, 37 Group 361	Motor vehicles and other transport equipment 35, 36 except Group 361 R	Textiles, leather, footwear, clothing	Food, drink, tobacco
SIC 1980 classes	21-49			43-45	41, 42	21-49			43-45	41, 42
1982	102.1	102.5	107.3	98.2	107.5	97.4	96.3	95.6	98.4	99.0
1983	99.7	99.5	103.3	98.6	104.9	98.3	97.3	97.6	100.0	99.7
1984	100.5	101.7	98.4	100.5	101.2	99.5	98.8	99.0	100.2	99.7
1985	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	96.7	94.8	92.1	98.5	99.2	99.7	99.1	98.9	99.0	99.5
1987	96.5	93.9	89.4	96.8	97.6	100.5	101.1	101.1	99.9	99.6
1988	96.9	96.0	86.2	93.1	96.3	101.4	102.1	104.1	99.7	99.9
<b>Week ended</b>										
1986 Dec 13	95.7	93.9	88.7	97.5	98.0	99.6	99.5	99.1	99.0	99.5
1987 Jan 10	94.8					99.6				
Feb 14	95.5					100.0				
Mar 14	95.7	93.0	89.2	96.8	98.3	100.2	100.2	100.4	99.6	99.4
Apr 11	95.9					100.3				
May 16	96.0					100.3				
June 13	96.5	93.4	89.2	97.6	97.3	100.6	100.7	100.9	99.8	99.5
July 11	96.3					100.4				
Aug 15	96.5					100.6				
Sept 12	96.9	93.7	89.7	96.9	97.7	100.8	101.1	101.2	100.1	99.9
Oct 10	98.6					101.0				
Nov 14	98.5					100.9				
Dec 12	97.2	95.3	89.3	96.0	97.1	101.0	102.3	101.9	100.0	99.4
1988 Jan 16	97.5					101.7				
Feb 13	97.0					101.1				
Mar 12	96.9	95.3	87.3	95.4	98.0	101.1	102.2	103.4	99.9	99.3
Apr 16	96.8					101.1				
May 14	96.9					101.2				
June 11	96.5	94.9	86.1	93.2	97.4	101.0	101.6	106.6	99.1	99.7
July 16	97.0					101.3				
Aug 13	97.1					101.3				
Sept 10	97.0	96.2	84.9	92.5	95.0	101.3	101.6	102.1	99.9	100.0
Oct 15	96.1					101.8				
Nov 12	96.1					101.8				
Dec 10	97.6	97.6	86.4	91.2	94.7	101.8	103.1	104.3	99.9	100.6

R=Revised to take account of recent changes in the seasonal pattern.

# EMPLOYMENT 1.13

## Overtime and short-time Operatives in manufacturing industries in December 1988: regions

Week ended	OVERTIME					SHORT-TIME					
	Opera-tives (Thou)	Percent-age of all opera-tives	Hours of overtime worked		Hours lost (Thou)	Opera-tives (Thou)	Hours lost (Thou)	Working part of week		Stood off for whole or part of week	
			Average per operative working over-time	Actual				Hours lost		Hours lost	
								Average per operative working part of the week	Opera-tives (Thou)	Percent-age of all opera-tives	Hours lost (Thou)
December 10, 1988	117.1	39.4	9.8	1,148.1	0.6	22.2	2.9	24.8			

# 2.1 UNEMPLOYMENT UK Summary

UNITED KINGDOM		MALE AND FEMALE						UNEMPLOYED BY DURATION			THOUSAND
		UNEMPLOYED		SEASONALLY ADJUSTED ‡							
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1985	)	3,271.2	11.8	3,035.7	10.9						
1986*	)	3,289.1	11.8	3,107.2	11.1						
1987	)	2,953.4	10.6	2,822.3	10.0						
1988	)	2,370.4	8.4	2,294.5	8.1						
	Annual averages										
1987	Jan 8	3,297.2	11.9	3,051.3	10.8	-7.7	-15.0	297	2,930	71	
	Feb 12	3,225.8	11.6	3,007.0	10.7	-44.3	-26.5	291	2,867	68	
	Mar 12	3,134.4	11.3	2,973.1	10.5	-33.9	-28.6	261	2,815	67	
	Apr 9	3,107.1	11.1	2,953.9	10.5	-19.2	-32.5	284	2,758	65	
	May 14	2,986.5	10.7	2,890.5	10.2	-63.4	-38.8	246	2,677	63	
	June 11	2,905.3	10.3	2,857.2	10.1	-33.3	-38.6	243	2,601	62	
	July 9	2,906.5	10.4	2,812.6	10.0	-44.6	-47.1	337	2,510	60	
	Aug 13	2,865.8	10.3	2,766.6	9.8	-46.0	-41.3	287	2,522	57	
	Sept 10	2,870.2	10.3	2,718.1	9.6	-48.5	-46.4	358	2,457	55	
	Oct 8	2,751.4	9.9	2,663.9	9.4	-54.2	-49.6	311	2,386	54	
	Nov 12	2,685.6	9.6	2,604.4	9.2	-59.5	-54.1	282	2,353	51	
	Dec 10	2,695.8	9.7	2,568.6	9.1	-35.8	-49.8	264	2,382	50	
1988	Jan 14	2,722.2	9.7	2,519.4	8.9	-49.2	-48.2	270	2,402	51	
	Feb 11	2,665.5	9.6	2,485.0	8.8	-34.4	-39.8	262	2,356	48	
	Mar 10	2,592.1	9.3	2,453.9	8.7	-31.1	-38.2	235	2,311	46	
	Apr 14	2,536.0	9.1	2,402.9	8.5	-51.0	-38.8	256	2,235	46	
	May 12	2,426.9	8.8	2,363.8	8.4	-39.1	-40.4	207	2,176	44	
	June 9	2,340.8	8.3	2,324.1	8.2	-39.7	-43.3	206	2,093	42	
	July 14	2,326.7	8.2	2,267.3	8.0	-56.8	-45.2	283	2,003	41	
	Aug 11	2,291.2	8.1	2,225.6	7.9	-41.7	-46.1	237	2,013	40	
	Sept 8**	2,311.0	8.2	2,191.7	7.8	-33.9	-44.1	266	2,005	40	
	Oct 13	2,118.9	7.5	2,157.9	7.7	-33.8	-36.5	241	1,839	39	
	Nov 10	2,066.9	7.3	2,105.2	7.5	-52.7	-40.1	224	1,805	37	
	Dec 8	2,046.5	7.3	2,037.4	7.2	-67.8	-51.4	212	1,797	37	
1989	Jan 12 P	2,074.3	7.4	1,988.1	7.0	-49.3	-56.6	215	1,822	37	

# 2.2 UNEMPLOYMENT GB Summary

UNITED KINGDOM		MALE AND FEMALE						UNEMPLOYED BY DURATION			THOUSAND
		UNEMPLOYED		SEASONALLY ADJUSTED ‡							
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1985	)	3,149.4	11.7	2,923.0	10.8						
1986*	)	3,161.3	11.7	2,984.6	10.9						
1987	)	2,826.9	10.4	2,700.2	9.8						
1988	)	2,254.7	8.2	2,181.4	7.9						
	Annual averages										
1987	Jan 8	3,166.0	11.6	2,926.2	10.6	-7.8	-14.9	288	2,809	69	
	Feb 12	3,096.6	11.4	2,882.8	10.5	-43.4	-26.2	283	2,748	66	
	Mar 12	3,016.5	11.1	2,849.8	10.4	-33.0	-28.1	253	2,698	65	
	Apr 9	2,979.9	11.0	2,830.3	10.3	-19.5	-32.0	275	2,641	64	
	May 14	2,860.3	10.5	2,786.8	10.1	-63.5	-38.7	237	2,561	62	
	June 11	2,779.8	10.2	2,734.2	9.9	-32.6	-38.5	234	2,486	60	
	July 9	2,778.5	10.2	2,690.2	9.8	-44.0	-46.7	325	2,395	58	
	Aug 13	2,738.5	10.1	2,644.7	9.6	-45.5	-40.7	278	2,405	55	
	Sept 10	2,740.2	10.1	2,596.9	9.4	-47.8	-45.8	344	2,343	54	
	Oct 8	2,626.7	9.7	2,543.6	9.2	-53.3	-48.9	301	2,274	52	
	Nov 12	2,564.6	9.4	2,485.9	9.0	-57.7	-52.9	274	2,242	49	
	Dec 10	2,575.2	9.5	2,451.0	8.9	-34.9	-48.6	256	2,270	49	
1988	Jan 14	2,600.4	9.6	2,402.9	8.7	-48.1	-46.9	261	2,290	49	
	Feb 11	2,545.9	9.4	2,369.7	8.6	-33.2	-38.7	254	2,245	46	
	Mar 10	2,474.6	9.1	2,339.2	8.5	-30.5	-37.3	228	2,202	45	
	Apr 14	2,417.7	8.9	2,288.4	8.3	-50.8	-38.2	247	2,126	44	
	May 12	2,310.7	8.4	2,249.2	8.2	-39.2	-40.2	200	2,068	42	
	June 9	2,225.1	8.1	2,210.1	8.0	-39.1	-43.0	197	1,987	41	
	July 14	2,208.5	8.0	2,153.6	7.8	-56.5	-44.9	272	1,896	40	
	Aug 11	2,173.7	7.9	2,112.8	7.7	-40.8	-45.5	230	1,905	39	
	Sept 8**	2,195.2	8.0	2,080.1	7.6	-32.7	-43.3	257	1,899	39	
	Oct 13	2,008.4	7.3	2,047.3	7.4	-32.8	-35.4	232	1,738	38	
	Nov 10	1,958.0	7.1	1,994.6	7.3	-52.7	-39.4	217	1,705	36	
	Dec 8	1,938.5	7.0	1,928.3	7.0	-66.3	-50.6	206	1,697	36	
1989	Jan 12 P	1,963.2	7.1	1,878.4	6.8	-49.9	-56.3	207	1,721	36	

\* Due to a change in the compilation of the unemployment statistics to remove over-recording (see *Employment Gazette*, March/April 1986, pp107-108), unadjusted figures from February 1986 (estimated for February 1986) are not directly comparable with earlier figures. It is estimated that the change reduced the total UK count by 50,000 on average.  
 \*\* Unadjusted figures from September 1988 are affected by the new benefit regulations for those aged under 18, most of whom are no longer eligible for income support. This reduces the UK unadjusted total by about 90,000 on average with most of this effect having taken place over the two months to October 1988. See also note ‡ opposite.  
 \*\*\* The unadjusted figures for September 8, 1988 include some temporary over-recording, estimated at about 55,000, because of the postal strike in Great Britain (Northern Ireland was unaffected). (Outflows between August and September were understated with a compensating effect between September and October). An allowance for this distortion has been made in the seasonally adjusted figures for September.

# UNEMPLOYMENT UK Summary 2.1

UNITED KINGDOM		MALE AND FEMALE						UNEMPLOYED BY DURATION			THOUSAND
		UNEMPLOYED		SEASONALLY ADJUSTED ‡							
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1985	)	3,271.2	11.8	3,035.7	10.9						
1986*	)	3,289.1	11.8	3,107.2	11.1						
1987	)	2,953.4	10.6	2,822.3	10.0						
1988	)	2,370.4	8.4	2,294.5	8.1						
	Annual averages										
1987	Jan 8	3,297.2	11.9	3,051.3	10.8	-7.7	-15.0	297	2,930	71	
	Feb 12	3,225.8	11.6	3,007.0	10.7	-44.3	-26.5	291	2,867	68	
	Mar 12	3,134.4	11.3	2,973.1	10.5	-33.9	-28.6	261	2,815	67	
	Apr 9	3,107.1	11.1	2,953.9	10.5	-19.2	-32.5	284	2,758	65	
	May 14	2,986.5	10.7	2,890.5	10.2	-63.4	-38.8	246	2,677	63	
	June 11	2,905.3	10.3	2,857.2	10.1	-33.3	-38.6	243	2,601	62	
	July 9	2,906.5	10.4	2,812.6	10.0	-44.6	-47.1	337	2,510	60	
	Aug 13	2,865.8	10.3	2,766.6	9.8	-46.0	-41.3	287	2,522	57	
	Sept 10	2,870.2	10.3	2,718.1	9.6	-48.5	-46.4	358	2,457	55	
	Oct 8	2,751.4	9.9	2,663.9	9.4	-54.2	-49.6	311	2,386	54	
	Nov 12	2,685.6	9.6	2,604.4	9.2	-59.5	-54.1	282	2,353	51	
	Dec 10	2,695.8	9.7	2,568.6	9.1	-35.8	-49.8	264	2,382	50	
1988	Jan 14	2,722.2	9.7	2,519.4	8.9	-49.2	-48.2	270	2,402	51	
	Feb 11	2,665.5	9.6	2,485.0	8.8	-34.4	-39.8	262	2,356	48	
	Mar 10	2,592.1	9.3	2,453.9	8.7	-31.1	-38.2	235	2,311	46	
	Apr 14	2,536.0	9.1	2,402.9	8.5	-51.0	-38.8	256	2,235	46	
	May 12	2,426.9	8.8	2,363.8	8.4	-39.1	-40.4	207	2,176	44	
	June 9	2,340.8	8.3	2,324.1	8.2	-39.7	-43.3	206	2,093	42	
	July 14	2,326.7	8.2	2,267.3	8.0	-56.8	-45.2	283	2,003	41	
	Aug 11	2,291.2	8.1	2,225.6	7.9	-41.7	-46.1	237	2,013	40	
	Sept 8**	2,311.0	8.2	2,191.7	7.8	-33.9	-44.1	266	2,005	40	
	Oct 13	2,118.9	7.5	2,157.9	7.7	-33.8	-36.5	241	1,839	39	
	Nov 10	2,066.9	7.3	2,105.2	7.5	-52.7	-40.1	224	1,805	37	
	Dec 8	2,046.5	7.3	2,037.4	7.2	-67.8	-51.4	212	1,797	37	
1989	Jan 12 P	2,074.3	7.4	1,988.1	7.0	-49.3	-56.6	215	1,822	37	

# UNEMPLOYMENT GB Summary 2.2

UNITED KINGDOM		MALE AND FEMALE						UNEMPLOYED BY DURATION			THOUSAND
		UNEMPLOYED		SEASONALLY ADJUSTED ‡							
		Number	Per cent workforce †	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over	
1985	)	3,149.4	11.7	2,923.0	10.8						
1986*	)	3,161.3	11.7	2,984.6	10.9						
1987	)	2,826.9	10.4	2,700.2	9.8						

# 2.3 UNEMPLOYMENT Regions

THOUSAND

	NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
<b>SOUTH EAST</b>												
1985 )	782.4	527.1	255.2	8.6	9.9	6.8	728.5	8.0			495.4	233.1
1986* ) Annual averages	784.7	524.7	260.0	8.6	9.8	6.8	750.2	8.2			505.2	245.0
1987 )	680.5	460.8	219.7	7.3	8.6	5.6	657.9	7.1			448.3	209.7
1988 )	508.6	346.8	161.8	5.5	6.4	4.1	496.1	5.3			339.8	156.2
1988 Jan 14	597.6	407.7	189.9	6.4	7.6	4.9	563.5	6.1	-18.5	-16.3	384.3	179.2
Feb 11	586.9	399.9	187.0	6.3	7.4	4.8	555.1	6.0	-8.4	-13.0	378.0	177.1
Mar 10	570.4	389.4	181.0	6.1	7.2	4.6	547.0	5.9	-8.1	-11.7	372.5	174.5
Apr 14	549.7	374.8	174.9	5.9	7.0	4.5	528.6	5.7	-18.4	-11.6	359.4	169.2
May 12	523.1	357.2	165.8	5.6	6.6	4.2	518.1	5.6	-10.5	-12.3	353.1	165.0
June 9	501.6	342.6	159.0	5.4	6.4	4.1	505.8	5.4	-12.3	-13.7	345.4	160.4
July 14	494.8	335.2	159.5	5.3	6.2	4.1	486.1	5.2	-19.7	-14.2	333.2	152.9
Aug 11	486.7	328.1	158.6	5.2	6.1	4.1	470.9	5.1	-15.2	-15.7	324.7	146.2
Sept 8***	494.2	333.3	160.9	5.3	6.2	4.1	461.9	5.0	-9.0	-14.6	318.9	143.0
Oct 13	448.1	306.4	141.8	4.8	5.7	3.6	455.3	4.9	-6.6	-10.3	314.5	140.8
Nov 10	428.5	294.4	134.1	4.6	5.5	3.4	439.6	4.7	-15.7	-10.4	303.3	136.3
Dec 8	422.2	292.5	129.8	4.5	5.4	3.3	420.8	4.5	-18.8	-13.7	290.5	130.3
1989 Jan 12 P	419.5	291.7	127.9	4.5	5.4	3.3	406.1	4.4	-14.7	-16.4	280.3	125.8
<b>GREATER LONDON (included in South East)</b>												
1985 )	402.5	278.4	124.1	9.4	10.8	7.3	376.3	8.8			262.7	113.6
1986* ) Annual averages	407.1	280.9	126.1	8.3	11.1	6.0	391.3	8.0			272.0	119.4
1987 )	363.8	254.4	109.4	8.5	10.0	6.2	353.0	8.2			248.3	104.7
1988 )	291.9	205.1	86.7	6.8	8.1	5.0	285.5	6.6			201.6	83.9
1988 Jan 14	325.3	229.1	96.2	7.6	9.0	5.5	313.7	7.3	-8.7	-6.7	221.8	91.9
Feb 11	324.3	228.1	96.2	7.5	9.0	5.5	313.3	7.3	-0.4	-4.5	220.9	92.4
Mar 10	319.9	225.4	94.5	7.4	8.9	5.4	311.3	7.2	-2.0	-3.7	219.4	91.9
Apr 14	311.2	219.1	92.1	7.2	8.6	5.3	302.2	7.0	-9.1	-3.8	212.7	89.5
May 12	299.9	211.5	88.4	7.0	8.3	5.1	296.5	6.9	-5.7	-5.6	208.9	87.6
June 9	290.8	205.0	85.8	6.8	8.1	4.9	289.2	6.7	-7.3	-7.4	203.7	85.5
July 14	288.1	201.5	86.5	6.7	7.9	4.9	280.2	6.5	-9.0	-7.3	197.9	82.3
Aug 11	284.5	198.0	86.4	6.6	7.8	4.9	273.1	6.4	-7.1	-7.8	193.4	79.7
Sept 8***	290.5	201.8	88.8	6.8	7.9	5.1	269.4	6.3	-3.7	-6.6	190.7	78.7
Oct 13	265.4	186.7	78.8	6.2	7.3	4.5	267.2	6.2	-2.2	-4.3	189.1	78.1
Nov 10	253.3	178.7	74.6	5.9	7.0	4.3	259.7	6.0	-7.5	-4.5	183.6	76.1
Dec 8	249.3	176.8	72.5	5.8	6.9	4.1	249.8	5.8	-9.9	-6.5	176.9	72.9
1989 Jan 12 P	243.8	173.2	70.5	5.7	6.8	4.0	242.7	5.6	-7.1	-8.2	171.4	71.3
<b>EAST ANGLIA</b>												
1985 )	81.3	53.2	28.1	8.6	9.2	7.6	75.3	8.0			49.8	25.4
1986* ) Annual averages	83.4	53.9	29.5	8.6	9.1	7.8	78.8	8.1			51.4	27.4
1987 )	72.5	47.4	25.1	7.1	6.2	6.2	69.4	6.8			45.8	23.7
1988 )	52.0	33.6	18.5	5.1	5.5	4.5	50.4	5.0			32.7	17.7
1988 Jan 14	64.6	41.8	22.8	6.4	6.9	5.6	58.4	5.7	-1.6	-1.9	37.8	20.6
Feb 11	63.5	41.4	22.1	6.2	6.8	5.4	57.2	5.6	-1.2	-1.3	37.0	20.2
Mar 10	60.7	39.5	21.2	6.0	6.5	5.2	55.7	5.5	-1.5	-1.4	36.0	19.7
Apr 14	58.3	37.8	20.5	5.7	6.2	5.0	53.9	5.3	-1.8	-1.5	34.7	19.2
May 12	55.1	35.5	19.6	5.4	5.8	4.8	52.9	5.2	-1.0	-1.4	34.1	18.8
June 9	50.9	32.8	18.1	5.0	5.4	4.5	51.4	5.1	-1.5	-1.4	33.3	18.1
July 14	49.3	31.4	18.0	4.9	5.1	4.4	49.6	4.9	-1.8	-1.4	32.1	17.5
Aug 11	48.0	30.5	17.5	4.7	5.0	4.3	48.4	4.8	-1.2	-1.5	31.5	16.9
Sept 8***	47.9	30.4	17.5	4.7	5.0	4.3	47.1	4.6	-1.3	-1.4	30.7	16.4
Oct 13	43.0	27.5	15.5	4.2	4.5	3.8	45.7	4.5	-1.4	-1.3	29.8	15.9
Nov 10	41.6	26.9	14.7	4.1	4.4	3.6	43.3	4.3	-2.4	-1.7	28.3	15.0
Dec 8	41.5	27.2	14.3	4.1	4.5	3.5	41.1	4.0	-2.2	-2.0	26.8	14.3
1989 Jan 12 P	42.1	27.9	14.3	4.1	4.6	3.5	38.5	3.8	-2.6	-2.4	25.3	13.2
<b>SOUTH WEST</b>												
1985 )	204.9	132.8	72.2	10.0	11.0	8.7	190.5	9.3			124.5	66.0
1986* ) Annual averages	205.7	131.6	74.2	10.0	10.8	8.6	195.8	9.5			126.1	69.7
1987 )	178.9	115.0	63.9	8.6	9.4	7.3	172.3	8.3			111.4	60.9
1988 )	137.6	88.5	49.1	6.6	7.3	5.6	133.7	6.4			86.5	47.3
1988 Jan 14	167.6	107.7	59.9	8.0	8.8	6.9	151.2	7.2	-2.7	-2.8	97.5	53.7
Feb 11	163.3	104.8	58.5	7.8	8.6	6.7	148.4	7.1	-2.8	-2.5	95.4	53.0
Mar 10	156.0	100.1	55.8	7.5	8.2	6.4	145.3	7.0	-3.1	-2.9	93.4	51.9
Apr 14	148.9	95.8	53.1	7.1	7.9	6.1	141.7	6.8	-3.6	-3.2	90.7	51.0
May 12	139.7	89.9	49.8	6.7	7.4	5.7	139.3	6.7	-2.4	-3.0	89.3	50.0
June 9	130.9	84.4	46.5	6.3	6.9	5.3	137.1	6.6	-2.2	-2.7	88.2	48.9
July 14	129.0	82.5	46.5	6.2	6.8	5.3	132.5	6.3	-4.6	-3.1	85.5	47.0
Aug 11	127.6	81.2	46.4	6.1	6.7	5.3	128.8	6.2	-3.7	-3.5	83.7	45.1
Sept 8***	130.3	83.2	47.1	6.2	6.8	5.4	126.1	6.0	-2.7	-3.7	82.2	43.9
Oct 13	120.6	78.0	42.7	5.8	6.4	4.9	122.9	5.9	-3.2	-3.2	80.4	42.5
Nov 10	119.1	77.0	42.0	5.7	6.3	4.8	118.3	5.7	-4.6	-3.5	77.3	41.0
Dec 8	117.9	77.0	40.9	5.6	6.3	4.7	113.1	5.4	-5.2	-4.3	73.8	39.3
1989 Jan 12 P	119.6	78.5	41.1	5.7	6.4	4.7	109.1	5.2	-4.0	-4.6	71.4	37.7

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT Regions 2.3

THOUSAND

	UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED					
	All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
<b>WEST MIDLANDS</b>												
1985 )	349.7	243.1	106.6	13.6	15.5	10.6	326.9	12.7			230.2	96.7
1986* ) Annual averages	346.7	236.8	108.0	13.3	15.2	10.4	327.7	12.6			228.1	99.6
1987 )	305.9	211.1	94.8	11.6	13.3	9.0	292.1	11.1			203.5	88.6
1988 )	238.0	163.0	75.0	9.0	10.3	7.1	230.1	8.7			158.7	71.4
1988 Jan 14	276.0	189.8	86.2	10.5	12.0	8.2	257.9	9.8	-6.0	-2.0	178.3	79.6
Feb 11	269.4	185.1	84.3	10.2	11.7	8.0	253.1	9.6	-4.8	-1.6	174.5	78.6
Mar 10	262.0	179.6	82.5	9.9	11.4	7.8	249.3	9.5	-3.8	-1.3	171.3	78.0
Apr 14	255.9	174.8	81.2	9.7	11.0	7.7	243.8	9.3	-5.5	-1.8	167.0	76.8
May 12	244.8	167.4	77.4	9.3	10.6	7.3	238.1	9.0	-5.7	-1.9	163.4	74.7
June 9	237.4	162.6	74.9	9.0	10.3	7.1	233.7	8.9	-4.4	-1.5	160.7	73.0
July 14	235.9	160.2	75.7	9.0	10.1	7.2	228.2	8.7	-5.5	-1.8	157.0	71.2
Aug 11	233.0	158.0	75.0	8.8	10.0	7.1	223.7	8.5	-4.5	-4.8	154.4	69.3
Sept 8***	233.5	158.3	75.2	8.9	10.0	7.1	218.3	8.3	-5.4	-5.1	151.1	67.2
Oct 13	209.4	144.1	65.4	7.9	9.1	6.2	211.7	8.0	-6.6	-5.5	146.8	64.9
Nov 10	201.0	138.9	62.1	7.6	8.8	5.9	205.7	7.8	-6.0	-6.0	142.4	63.3
Dec 8	197.1	137.4	59.8	7.5	8.7	5.7	198.2	7.5	-7.5	-6.7	137.6	60.6
1989 Jan 12 P	198.2	138.4	59.7	7.5	8.8	5.7	192.0	7.3	-6.2	-6.6	133.3	58.7
<b>EAST MIDLANDS</b>												
1985 )	202.3	136.9	65.3	10.5	11.9	8.4	188.2	9.9			128.7	59.5
1986* ) Annual averages	202.8	136.0	66.8	10.6	11.8	8.8						

# 2.3 UNEMPLOYMENT Regions

		NUMBER UNEMPLOYED			PER CENT WORKFORCE †			SEASONALLY ADJUSTED ‡					
		All	Male	Female	All	Male	Female	Number	Per cent workforce †	Change since previous month	Average change over 3 months ended	Male	Female
<b>NORTH</b>													
1985	)	237.6	169.3	68.4	16.5	19.5	11.9	221.1	15.4			159.7	61.4
1986*	) Annual averages	234.9	167.3	67.6	16.1	19.3	11.5	221.5	15.2			159.6	61.9
1987		213.1	155.1	58.0	14.7	18.0	9.9	203.9	14.0			149.7	54.2
1988		179.4	130.7	48.7	12.4	15.1	8.3	174.0	12.0			127.6	46.4
1988	Jan 14	200.9	146.4	54.5	13.8	17.0	9.3	186.3	12.8	-2.8	-2.8	136.5	49.8
	Feb 11	196.6	142.9	53.8	13.5	16.6	9.1	184.8	12.7	-1.5	-2.1	134.9	49.9
	Mar 10	192.9	140.4	52.5	13.3	16.3	8.9	183.5	12.6	-1.3	-1.9	133.9	49.6
	Apr 14	190.8	139.0	51.7	13.1	16.1	8.8	180.0	12.4	-3.5	-2.1	131.4	48.6
	May 12	183.3	133.6	49.7	12.6	15.5	8.4	177.2	12.2	-2.8	-2.5	129.4	47.8
	June 9	178.9	130.6	48.3	12.3	15.1	8.2	176.0	12.1	-1.2	-2.5	129.0	47.0
	July 14	176.7	128.1	48.6	12.2	14.8	8.2	172.9	11.9	-3.1	-2.4	126.9	46.0
	Aug 11	172.5	124.5	47.9	11.9	14.4	8.1	170.0	11.7	-2.9	-2.4	125.0	45.0
	Sept 8** ***	174.7	125.9	48.8	12.0	14.6	8.3	167.6	11.5	-2.4	-2.8	123.4	44.2
	Oct 13	163.0	119.2	43.8	11.2	13.8	7.4	165.6	11.4	-2.0	-2.4	121.9	43.7
	Nov 10	161.7	118.9	42.8	11.1	13.8	7.3	163.5	11.3	-2.1	-2.2	120.3	43.2
	Dec 8	160.5	119.0	41.5	11.1	13.8	7.0	160.0	11.0	-3.5	-2.5	118.1	41.9
1989	Jan 12 P	164.5	122.3	42.2	11.3	14.2	7.2	157.7	10.9	-2.3	-2.6	116.8	40.9
<b>WALES</b>													
1985	)	180.6	127.7	52.9	14.8	17.0	11.2	168.4	13.8			120.5	47.9
1986*	) Annual averages	179.0	126.1	52.9	14.7	16.9	11.4	169.3	13.9			120.5	48.8
1987		157.0	111.8	45.2	13.1	15.6	9.5	149.9	12.5			107.7	42.2
1988		130.0	92.9	37.1	10.9	13.0	7.8	125.7	10.5			90.4	35.4
1988	Jan 14	148.5	106.1	42.3	12.4	14.8	8.8	135.7	11.4	-2.2	-2.3	97.7	38.0
	Feb 11	145.5	103.6	41.8	12.2	14.8	8.7	134.3	11.2	-1.4	-1.9	96.1	38.2
	Mar 10	141.4	101.1	40.4	11.8	14.1	8.4	133.3	11.2	-1.0	-1.5	95.4	37.9
	Apr 14	140.1	100.2	39.9	11.7	14.0	8.3	131.7	11.0	-1.6	-1.3	94.3	37.4
	May 12	133.0	95.2	37.8	11.1	13.3	7.9	129.2	10.8	-2.5	-1.7	92.5	36.7
	June 9	127.1	91.1	36.0	10.6	12.7	7.5	127.7	10.7	-1.5	-1.9	91.4	36.3
	July 14	126.1	89.5	36.6	10.6	12.5	7.6	124.6	10.4	-3.1	-2.4	89.4	35.2
	Aug 11	124.1	87.6	36.5	10.4	12.2	7.6	122.4	10.2	-2.2	-2.3	88.1	34.3
	Sept 8** ***	125.8	89.0	36.9	10.5	12.4	7.7	120.6	10.1	-1.8	-2.4	87.1	33.5
	Oct 13	117.7	84.6	33.1	9.8	11.8	6.9	119.6	10.0	-1.0	-1.7	86.6	33.0
	Nov 10	115.8	83.4	32.4	9.7	11.6	6.8	116.9	9.8	-2.7	-1.8	84.3	32.6
	Dec 8	114.5	82.9	31.6	9.6	11.6	6.6	112.9	9.4	-4.0	-2.6	81.5	31.4
1989	Jan 12 P	116.2	84.1	32.2	9.7	11.7	6.7	109.9	9.2	-3.0	-3.2	79.2	30.7
<b>SCOTLAND</b>													
1985	)	353.0	243.6	109.3	14.1	16.6	10.6	322.0	12.9			225.2	96.8
1986*	) Annual averages	359.8	248.1	111.8	14.4	16.9	10.9	332.8	13.3			232.1	100.6
1987		345.8	241.9	103.8	13.9	16.8	10.0	323.4	13.0			228.9	94.5
1988		293.6	207.2	86.4	11.8	14.4	8.3	280.1	11.3			199.3	80.8
1988	Jan 14	333.7	234.3	99.4	13.4	16.2	9.6	299.7	12.1	-2.6	-3.2	212.4	87.3
	Feb 11	326.0	228.5	97.5	13.1	15.8	9.4	296.6	11.9	-3.1	-2.8	209.7	86.9
	Mar 10	316.3	222.0	94.4	12.7	15.4	9.1	293.3	11.8	-3.3	-3.0	207.7	85.6
	Apr 14	309.1	218.2	90.9	12.5	15.1	8.7	288.4	11.6	-4.9	-3.8	204.6	83.8
	May 12	296.8	210.4	86.4	12.0	14.6	8.3	284.8	11.5	-3.6	-3.9	202.5	82.3
	June 9	288.8	204.4	84.4	11.6	14.2	8.1	279.7	11.3	-5.1	-4.5	199.0	80.7
	July 14	290.5	201.8	88.7	11.7	14.0	8.5	275.9	11.1	-3.8	-4.2	196.0	79.9
	Aug 11	285.1	197.8	87.3	11.5	13.7	8.4	273.4	11.0	-2.5	-3.8	194.3	79.1
	Sept 8** ***	285.2	200.7	84.5	11.5	13.9	8.1	272.3	11.0	-1.1	-2.5	194.2	78.1
	Oct 13	265.2	189.8	75.5	10.7	13.1	7.3	270.1	10.9	-2.2	-1.9	193.4	76.7
	Nov 10	263.6	188.9	74.7	10.6	13.1	7.2	266.5	10.7	-3.6	-2.3	191.0	75.5
	Dec 8	262.9	189.3	73.5	10.6	13.1	7.1	260.2	10.5	-6.3	-4.0	186.7	73.5
1989	Jan 12 P	269.0	193.7	75.4	10.8	13.4	7.3	256.6	10.3	-3.6	-4.5	184.1	72.5
<b>NORTHERN IRELAND</b>													
1985	)	121.8	88.0	33.8	17.4	20.7	12.7	112.7	16.1			82.4	30.3
1986*	) Annual averages	127.8	92.9	34.9	18.3	22.0	12.9	122.6	17.6			89.6	33.0
1987		126.5	92.0	34.5	18.2	21.9	12.7	122.1	17.5			89.2	32.9
1988		115.7	84.3	31.3	16.6	20.1	11.4	113.2	16.3			82.7	30.5
1988	Jan 14	121.8	89.4	32.3	17.5	21.3	11.7	116.5	16.7	-1.1	-1.3	85.4	31.1
	Feb 11	119.6	88.1	31.5	17.2	21.0	11.4	115.3	16.6	-1.2	-1.1	84.4	30.9
	Mar 10	117.5	86.5	31.0	16.9	20.6	11.3	114.7	16.5	-0.6	-1.0	83.7	31.0
	Apr 14	118.3	86.8	31.5	17.0	20.7	11.4	114.5	16.5	-0.2	-0.7	83.6	30.9
	May 12	116.2	85.2	30.9	16.7	20.3	11.2	114.6	16.5	0.1	-0.2	83.6	31.0
	June 9	115.6	84.3	31.3	16.6	20.1	11.4	114.0	16.4	-0.6	-0.2	83.2	30.8
	July 14	118.2	84.8	33.4	17.0	20.2	12.1	113.7	16.3	-0.3	-0.3	82.9	30.8
	Aug 11	117.5	84.1	33.4	16.9	20.0	12.1	112.8	16.2	-0.9	-0.6	82.2	30.6
	Sept 8**	115.7	83.4	32.3	16.6	19.9	11.7	111.6	16.0	-1.2	-0.8	81.6	30.0
	Oct 13	110.4	80.1	30.3	15.9	19.1	11.0	110.6	15.9	-1.0	-1.0	80.9	29.7
	Nov 10	109.0	79.5	29.5	15.7	18.9	10.7	110.6	15.9	—	-0.7	80.6	30.0
	Dec 8	108.1	79.6	28.4	15.5	19.0	10.3	109.1	15.7	-1.5	-0.8	79.8	29.3
1989	Jan 12 P	111.2	81.8	29.4	16.0	19.5	10.7	109.7	15.8	0.6	-0.3	80.1	29.6

See footnotes to tables 2.1 and 2.2.

# UNEMPLOYMENT Area statistics 2.4

Unemployment in regions by assisted area status † and in travel-to-work areas\* at January 12, 1989

		Male	Female	All	Rate			Male	Female	All	Rate	
						† per cent employees and unemployed						
<b>ASSISTED REGIONS ††</b>												
<b>South West</b>		6,142	3,312	9,454	15.2	Bury St Edmunds	549	429	978	2.9		
Development Areas		12,196	6,208	18,404	10.4	Buxton	812	508	1,320	6.0		
Intermediate Areas		60,128	31,575	91,703	6.0	Caldersdale	3,994	1,988	5,982	7.5		
Unassisted		78,466	41,095	119,561	6.8	Cambridge	2,323	1,170	3,493	2.4		
<b>All</b>						Canterbury	1,881	892	2,773	5.8		
<b>West Midlands</b>		113,340	46,263	159,603	9.6	Carlisle	2,536	1,302	3,838	6.8		
Development Areas		25,106	13,461	38,567	5.6	Castleford and Pontefract	4,795	1,687	6,482	12.0		
Intermediate Areas		138,446	59,724	198,170	8.4	Chard	258	169	427	4.9		
Unassisted						Chelmsford and Braintree	2,185	1,368	3,553	3.5		
<b>All</b>						Cheltenham	2,045	978	3,023	4.2		
<b>East Midlands</b>		1,373	857	2,230	8.8	Chesterfield	5,994	2,201	8,195	10.6		
Development Areas		2,738	1,375	4,113	7.9	Chichester	1,251	646	1,897	3.2		
Intermediate Areas		86,348	35,733	122,081	7.5	Chippenham	830	584	1,414	4.9		
Unassisted		90,459	37,965	128,424	7.5	Cinderford and Ross-on-Wye	1,201	800	2,001	8.3		
<b>All</b>						Cirencester	240	159	399	3.2		
<b>Yorks and Humberside</b>		17,466	6,224	23,690	14.1	Clacton	1,534	599	2,133	10.8		
Development Areas		75,666	27,500	103,166	11.1	Cliitheroe	190	144	334	3.5		
Intermediate Areas		55,470	24,037	79,507	8.0	Colchester	2,226	1,361	3,587	4.8		
Unassisted		148,602	57,761	206,363	9.9	Corby	1,294	806	2,100	8.6		



Duration of unemployment in weeks	MALE								FEMALE								MALE								FEMALE																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	SOUTH EAST				YORKSHIRE AND HUMBERSIDE				GREATER LONDON (Included in South East)				NORTH WEST				EAST ANGLIA				NORTH				SOUTH WEST				WALES																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																				
	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*	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*																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																	
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less	7,358	11,006	3,306	21,765	4,886	5,483	1,014	11,445	3,613	4,037	1,180	8,861	2,404	2,120	323	4,866	3,600	5,420	1,359	10,417	2,273	2,582	475	5,359	5,115	5,526	1,546	12,224	3,254	3,028	470	6,779	4,155	6,958	1,944	13,070	2,347	3,192	684	6,238	8,321	13,810	4,366	26,527	5,038	7,086	1,549	13,707	13,311	15,039	4,724	33,164	6,772	6,967	1,518	15,313	8,265	16,683	5,584	30,571	4,514	8,050	1,888	14,503	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	6,405	15,910	5,266	27,604	3,048	4,940	1,721	9,718	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,125	35,701	12,549	70,548	61,994	110,548	42,969	215,853	30,408	37,904	14,789	83,308	4,927	8,262	1,944	6,238	10,964	15,856	5,599	32,515	5,427	8,341	1,929	15,748	8,627	15,849	4,558	29,953	3,620	4,920	2,173	10,721	2,238	7,744	3,115	13,097	1,020	1,859	1,198	4,077	2,867	7,784	3,746	14,397	1,247	1,732	1,568	4,547	1,222	5,528	2,527	9,277	493	1,313	985	2,791	1,693	5,936	3,176	10,805	702	1,216	1,383	3,301	602	3,988	2,413	7,003	246	817	957	2,020	990	4,584	2,562	8,136	395	782	1,147	2,324	633	10,794	7,371	18,798	27,121	1,816	2,314	4,401	1,445	19,830	11,010	32,285	571	2,324	3,022	5,917	40,715	96,003	36,328	173,223	22,1



# 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*
<b>MALE AND FEMALE</b>										
1988	Jan	2,602.7	229.6	544.3	397.8	503.0	389.9	480.7	57.4	2,722.2
	Apr	2,430.0	202.0	495.7	372.5	474.6	371.5	461.4	52.2	2,536.0
	July	2,245.3	183.3	480.0	339.3	428.4	337.5	429.7	47.1	2,326.7
	Oct	2,110.7	177.9	428.4	320.4	399.9	317.1	421.0	45.9	2,118.9
1989	Jan	2,070.5	168.9	426.9	322.1	396.6	311.8	401.3	42.9	2,074.3
<b>MALE</b>										
1988	Jan	1,825.7	135.4	354.7	268.2	375.8	281.2	353.9	56.5	1,892.7
	Apr	1,705.9	119.6	324.4	251.0	353.9	267.4	338.4	51.1	1,765.7
	July	1,560.3	108.1	307.6	227.6	317.3	240.2	313.5	46.1	1,606.3
	Oct	1,479.6	104.9	280.6	216.8	298.3	226.7	307.4	44.9	1,484.2
1989	Jan	1,470.9	102.4	286.2	222.2	298.9	224.1	295.0	42.1	1,473.2
<b>FEMALE</b>										
1988	Jan	777.1	94.3	189.6	129.6	127.2	108.7	126.8	0.9	829.5
	Apr	724.1	82.4	171.3	121.5	120.7	104.1	123.0	1.1	770.3
	July	685.0	75.3	172.4	111.7	111.0	97.3	116.2	1.0	720.4
	Oct	631.1	73.0	147.8	103.6	101.6	90.4	113.6	1.0	634.6
1989	Jan	599.5	66.5	140.7	99.9	97.7	87.7	106.3	0.8	601.1

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

# 2.8 UNEMPLOYMENT Duration

UNITED KINGDOM		Up to 4 weeks	Over 4 and up to 26 weeks	Over 26 and up to 52 weeks	Over 52 and up to 104 weeks	Over 104 and up to 156 weeks	Over 156 weeks	All unemployed	Total over 52 weeks
<b>MALE AND FEMALE</b>									
1988	Jan	270.2	904.9	446.5	373.4	211.3	516.0	2,722.2	1,100.6
	Apr	256.5	766.6	483.6	342.0	193.1	494.1	2,536.0	1,029.2
	July	283.7	661.3	433.5	311.3	170.6	466.3	2,326.7	948.2
	Oct**	241.0	632.0	360.4	290.6	151.9	443.0	2,118.9	885.5
1989	Jan	215.1	699.0	338.8	276.9	133.8	410.7	2,074.3	821.4
<b>Proportion of number unemployed</b>									
1988	Jan	9.9	33.2	16.4	13.7	7.8	19.0	100.0	40.4
	Apr	10.1	30.2	19.1	13.5	7.6	19.5	100.0	40.6
	July	12.2	28.4	18.6	13.4	7.3	20.0	100.0	40.8
	Oct**	11.4	29.8	17.0	13.7	7.2	20.9	100.0	41.8
1989	Jan	10.4	33.7	16.3	13.3	6.5	19.8	100.0	39.6
<b>MALE</b>									
1988	Jan	167.2	590.9	288.3	270.2	159.9	416.2	1,892.7	846.3
	Apr	167.3	495.6	310.6	247.8	146.4	398.0	1,765.7	792.2
	July	173.3	425.7	278.0	224.8	129.3	375.2	1,606.3	729.3
	Oct**	158.3	410.3	233.4	212.0	115.2	355.2	1,484.2	682.3
1989	Jan	140.0	475.9	221.7	202.7	102.1	330.8	1,473.2	635.6
<b>Proportion of number unemployed</b>									
1988	Jan	8.8	31.2	15.2	14.3	8.4	22.0	100.0	44.7
	Apr	9.5	28.1	17.6	14.0	8.3	22.5	100.0	44.9
	July	10.8	26.5	17.3	14.0	8.0	23.4	100.0	45.4
	Oct**	10.7	27.6	15.7	14.3	7.8	23.9	100.0	46.0
1989	Jan	9.5	32.3	15.1	13.8	6.9	22.5	100.0	43.1
<b>FEMALE</b>									
1988	Jan	103.0	314.0	158.2	103.2	51.4	99.7	829.5	254.3
	Apr	89.2	271.0	173.0	94.2	46.7	96.2	770.3	237.0
	July	110.4	235.6	155.5	86.4	41.4	91.1	720.4	218.9
	Oct**	82.8	221.7	127.0	78.6	36.7	87.8	634.6	203.2
1989	Jan	75.1	223.1	117.0	74.3	31.8	79.8	601.1	185.9
<b>Proportion of number unemployed</b>									
1988	Jan	12.4	37.9	19.1	12.4	6.2	12.0	100.0	30.7
	Apr	11.6	35.2	22.5	12.2	6.1	12.5	100.0	30.8
	July	15.3	32.7	21.6	12.0	5.7	12.6	100.0	30.4
	Oct**	13.0	34.9	20.0	12.4	5.8	13.8	100.0	32.0
1989	Jan	12.5	37.1	19.5	12.4	5.3	13.3	100.0	30.9

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

# UNEMPLOYMENT Area statistics 2.9

## Unemployment in counties and local authority districts at January 12, 1989

	Male	Female	All	Rate		Male	Female	All	Rate
<b>SOUTH EAST</b>									
<b>Bedfordshire</b>	<b>6,919</b>	<b>3,115</b>	<b>10,034</b>	<b>4.2</b>	<b>Kent</b>	<b>22,304</b>	<b>10,613</b>	<b>32,917</b>	<b>5.8</b>
Luton	3,662	1,438	5,100		Ashford	1,106	517	1,623	
Mid Bedfordshire	621	452	1,073		Canterbury	1,881	892	2,773	
North Bedfordshire	1,648	702	2,350		Dartford	1,055	478	1,533	
South Bedfordshire	988	523	1,511		Dover	2,135	856	2,991	
					Gillingham	1,362	776	2,138	
<b>Berkshire</b>	<b>6,256</b>	<b>2,829</b>	<b>9,085</b>	<b>2.7</b>	Gravesham	1,650	879	2,529	
Bracknell	688	401	1,089		Maidstone	1,171	581	1,752	
Newbury	772	397	1,169		Rochester-upon-Medway	2,518	1,364	3,882	
Reading	1,832	593	2,425		Sevenoaks	889	426	1,315	
Slough	1,467	640	2,107		Shepway	1,971	793	2,764	
Windsor and Maidenhead	891	412	1,303		Swale	1,935	1,029	2,964	
Wokingham	606	386	992		Thanet	3,333	1,418	4,751	
					Tonbridge and Malling	722	358	1,080	
<b>Buckinghamshire</b>	<b>4,794</b>	<b>2,556</b>	<b>7,350</b>	<b>2.8</b>	Tunbridge Wells	576	246	822	
Aylesbury Vale	885	534	1,419						
Chiltern	433	244	677		<b>Oxfordshire</b>	<b>4,492</b>	<b>2,164</b>	<b>6,656</b>	<b>2.8</b>
Milton Keynes	2,049	1,037	3,086		Cherwell	891	503	1,394	
South Buckinghamshire	390	199	589		Oxford	1,704	628	2,332	
Wycombe	1,037	542	1,579		South Oxfordshire	792	367	1,159	
					Vale of White Horse	615	351	966	
<b>East Sussex</b>	<b>10,564</b>	<b>4,803</b>	<b>15,367</b>	<b>5.6</b>	West Oxfordshire	490	315	805	
Brighton	3,996	1,684	5,680						
Eastbourne	1,127	478	1,605		<b>Surrey</b>	<b>5,875</b>	<b>2,747</b>	<b>8,622</b>	
Hastings	1,496	609	2,105		Elmbridge	620	336	956	
Hove	1,706	808	2,514		Epsom and Ewell	480	187	667	
Lewes	812	482	1,294		Guildford	681	281	962	
Rother	777	364	1,141		Mole Valley	396	179	575	
Wealden	650	378	1,028		Reigate and Banstead	745	309	1,054	
					Runnymede	445	243	688	
<b>Essex</b>	<b>19,526</b>	<b>10,079</b>	<b>29,605</b>	<b>5.4</b>	Spelthorne	573	291	864	
Basildon	2,722	1,423	4,145		Surrey Heath	339	224	563	
Braintree	988	643	1,631		Tandridge	462	217	679	
Brentwood	554	243	797		Waverley	491	223	714	
Castle Point	973	565	1,538		Woking	643	257	900	
Chesterford	1,204	746	1,950						
Colchester	1,720	1,048	2,768		<b>West Sussex</b>	<b>5,002</b>	<b>2,414</b>	<b>7,416</b>	<b>2.6</b>
Epping Forest	1,268	655	1,923		Adur	330	150	480	
Harlow	1,274	612	1,886		Arun	1,118	511	1,629	
Maldon	452	257	709		Chichester	692	378	1,070	
Rochford	674	367	1,041		Crawley	712	307	1,019	
Southend-on-Sea	2,757	1,182	3,939		Horsham	536	264	800	
Tendring	2,192	967	3,159		Mid Sussex	603	334	937	
Thurrock	2,383	1,168	3,551		Worthing	1,011	470	1,481	
Uttlesford	365	203	568						
<b>Greater London</b>	<b>173,223</b>	<b>70,548</b>	<b>243,771</b>	<b>6.4</b>	<b>EAST ANGLIA</b>				
Barking and Dagenham	2,810	1,165	3,975		<b>Cambridgeshire</b>	<b>7,665</b>	<b>3,900</b>	<b>11,565</b>	<b>3.9</b>
Barnet	4,120	1,993	6,113		Cambridge	1,343	535	1,878	
Bexley	2,889	1,559	4,448		East Cambridgeshire	341	229	570	
Brent	7,731	3,339	11,070		Fenland	1,239	623	1,862	
Bromley	3,524	1,683	5,207		Huntingdon	1,070	818	1,888	
Camden	6,797	2,642	9,439		Peterborough	3,166	1,336	4,502	
City of London	51	22	73		South Cambridgeshire	506	359	865	
City of Westminster	5,053	2,006	7,059						
Croydon	5,132	2,322	7,454		<b>Norfolk</b>	<b>12,682</b>	<b>6,251</b>	<b>18,933</b>	<b>6.3</b>
Ealing	5,778	2,685	8,463		Breckland	1,063	630	1,693	
Enfield	4,438	1,962	6,400		Broadland	833	548	1,381	
Greenwich	6,628	2,741	9,369		Great Yarmouth	2,965	1,409	4,374	
Hackney	10,365	3,724	14,089		North Norfolk	1,242	599	1,841	
Hammersmith and Fulham	5,599	2,126	7,725		Norwich	3,593	1,421	5,014	
Haringey	8,332	3,470	11,802		South Norfolk	903	579	1,482	
Harrow	2,332	1,256	3,588		West Norfolk	2,083	1,065	3,148	
Havering	2,869	1,472	4,341						
Hillingdon	2,364	1,179	3,543		<b>Suffolk</b>	<b>7,507</b>	<b>4,139</b>	<b>11,646</b>	<b>4.3</b>
Hounslow	3,166								

# 2.9 UNEMPLOYMENT Area statistics

Unemployment in counties and local authority districts at January 12, 1989

	Male	Female	All	Rate		Male	Female	All	Rate	
					† per cent employees and unemployed					† per cent employees and unemployed
Purbeck	385	241	626		Northampton	2,563	1,255	3,818		
West Dorset	781	442	1,223		South Northamptonshire	346	239	585		
Weymouth and Portland	1,107	550	1,657		Wellingborough	945	513	1,458		
<b>Gloucestershire</b>	<b>6,810</b>	<b>3,676</b>	<b>10,486</b>	<b>4.9</b>	<b>Nottinghamshire</b>	<b>32,123</b>	<b>11,261</b>	<b>43,384</b>	<b>9.4</b>	
Cheltenham	1,494	613	2,107		Ashfield	3,696	1,065	4,761		
Cotswold	459	326	785		Bassetlaw	3,367	1,323	4,690		
Forest of Dean	1,060	713	1,773		Broxtowe	1,954	938	2,892		
Gloucester	1,874	758	2,632		Gedling	2,160	978	3,138		
Stroud	1,084	745	1,829		Mansfield	4,015	1,185	5,200		
Tewkesbury	839	521	1,360		Newark	2,511	1,027	3,538		
					Nottingham	12,976	3,969	16,945		
					Rushcliffe	1,444	776	2,220		
<b>Somerset</b>	<b>5,952</b>	<b>3,686</b>	<b>9,638</b>	<b>5.8</b>	<b>YORKSHIRE AND HUMBERSIDE</b>					
Mendip	1,047	756	1,803		<b>Humberside</b>	<b>27,659</b>	<b>10,561</b>	<b>38,220</b>	<b>10.8</b>	
Sedgemoor	1,619	990	2,609		Beverley	1,530	909	2,439		
Taunton Deane	1,313	642	1,955		Boothferry	1,517	667	2,184		
West Somerset	577	340	917		Cleethorpe	2,150	869	3,019		
Yeovil	1,396	958	2,354		East Yorkshire	1,686	892	2,578		
					Glanford	1,346	671	2,017		
<b>Wiltshire</b>	<b>6,331</b>	<b>3,828</b>	<b>10,159</b>	<b>4.6</b>	Great Grimsby	4,008	1,196	5,204		
Kennet	521	305	826		Holderness	922	573	1,495		
North Wiltshire	1,062	784	1,846		Kingston-upon-Hull	12,101	4,054	16,155		
Salisbury	1,043	589	1,632		Scunthorpe	2,419	730	3,149		
Thamesdown	2,552	1,293	3,845							
West Wiltshire	1,153	777	1,930		<b>North Yorkshire</b>	<b>11,417</b>	<b>6,072</b>	<b>17,489</b>	<b>6.7</b>	
					Craven	509	352	861		
<b>WEST MIDLANDS</b>					Hambleton	1,024	609	1,633		
<b>Hereford and Worcester</b>	<b>10,015</b>	<b>5,479</b>	<b>15,494</b>	<b>6.1</b>	Harrogate	1,424	783	2,207		
Bromsgrove	1,428	802	2,230		Richmondshire	493	430	923		
Hereford	962	578	1,540		Ryedale	938	584	1,522		
Leominster	486	283	769		Scarborough	2,861	1,275	4,136		
Malvern Hills	1,040	505	1,545		Selby	1,343	862	2,205		
Redditch	1,350	725	2,075		York	2,825	1,177	4,002		
South Herefordshire	665	363	1,028							
Worcester	1,579	733	2,312		<b>South Yorkshire</b>	<b>53,438</b>	<b>19,301</b>	<b>72,739</b>	<b>13.1</b>	
Wychavon	1,034	682	1,716		Barnsley	9,489	2,910	12,399		
Wyre Forest	1,471	808	2,279		Doncaster	12,548	4,608	17,156		
					Rotherham	10,275	3,813	14,088		
<b>Shropshire</b>	<b>7,327</b>	<b>3,692</b>	<b>11,019</b>	<b>7.3</b>	Sheffield	21,126	7,970	29,096		
Bridgnorth	619	397	1,016							
North Shropshire	734	454	1,188		<b>West Yorkshire</b>	<b>56,088</b>	<b>21,827</b>	<b>77,915</b>	<b>8.5</b>	
Oswestry	549	295	844		Bradford	13,512	4,650	18,162		
Shrewsbury and Atcham	1,474	789	2,263		Calderdale	3,994	1,988	5,982		
South Shropshire	447	247	694		Kirklees	8,481	3,674	12,155		
The Wrekin	3,504	1,510	5,014		Leeds	19,634	7,657	27,291		
					Wakefield	10,467	3,858	14,325		
<b>Staffordshire</b>	<b>19,718</b>	<b>10,062</b>	<b>29,780</b>	<b>7.0</b>						
Cannock Chase	2,108	1,166	3,274		<b>Cheshire</b>	<b>21,452</b>	<b>9,802</b>	<b>31,254</b>	<b>8.3</b>	
East Staffordshire	1,820	967	2,787		Chester	2,991	1,244	4,235		
Lichfield	1,314	820	2,134		Congleton	913	644	1,557		
Newcastle-under-Lyme	2,213	1,128	3,341		Crewe and Nantwich	1,982	1,018	3,000		
South Staffordshire	2,037	1,097	3,134		Ellesmere Port and Neston	2,459	1,019	3,478		
Stafford	1,613	909	2,522		Halton	5,165	1,944	7,109		
Staffordshire Moorlands	1,105	785	1,890		Macclesfield	1,897	939	2,836		
Stoke-on-Trent	5,807	2,312	8,119		Vale Royal	2,157	1,146	3,303		
Tamworth	1,701	878	2,579		Warrington	3,888	1,848	5,736		
<b>Warwickshire</b>	<b>7,319</b>	<b>4,637</b>	<b>11,956</b>	<b>5.9</b>	<b>Greater Manchester</b>	<b>85,089</b>	<b>32,867</b>	<b>117,956</b>	<b>10.5</b>	
North Warwickshire	1,049	708	1,757		Bolton	8,199	3,205	11,404		
Nuneaton and Bedworth	2,659	1,435	4,094		Bury	3,527	1,733	5,260		
Rugby	1,187	799	1,986		Manchester	24,727	7,614	32,341		
Stratford-on-Avon	860	618	1,478		Oldham	6,007	2,822	8,829		
Warwick	1,564	1,077	2,641		Rochdale	6,475	2,736	9,211		
					Salford	9,595	3,043	12,638		
<b>West Midlands</b>	<b>94,067</b>	<b>35,854</b>	<b>129,921</b>	<b>9.9</b>	Stockport	5,440	2,592	8,032		
Birmingham	43,252	14,957	58,209		Tameside	5,976	2,612	8,588		
Coventry	10,232	4,377	14,609		Trafford	5,341	2,102	7,443		
Dudley	7,340	3,455	10,795		Wigan	9,802	4,408	14,210		
Sandwell	10,993	4,287	15,280							
Solihull	4,271	2,144	6,415		<b>Lancashire</b>	<b>35,051</b>	<b>14,929</b>	<b>49,980</b>	<b>9.3</b>	
Walsall	8,087	2,956	11,043		Blackburn	4,158	1,390	5,548		
Wolverhampton	9,892	3,678	13,570		Blackpool	5,978	2,375	8,353		
					Burnley	2,440	992	3,432		
<b>EAST MIDLANDS</b>					Chorley	1,641	916	2,557		
<b>Derbyshire</b>	<b>24,051</b>	<b>9,687</b>	<b>33,738</b>	<b>8.7</b>	Fylde	1,011	462	1,473		
Amber Valley	2,298	945	3,243		Huddersfield	1,597	777	2,374		
Bolsover	2,362	869	3,231		Lancaster	3,773	1,532	5,305		
Chesterfield	3,592	1,204	4,796		Pendle	1,656	807	2,463		
Derby	7,212	2,556	9,768		Preston	4,454	1,468	5,922		
Erewash	2,193	918	3,111		Ribble Valley	382	288	670		
High Peak	1,433	852	2,285		Rossendale	1,118	561	1,679		
North East Derbyshire	2,816	1,213	4,029		South Ribble	1,701	988	2,689		
South Derbyshire	1,241	617	1,858		West Lancashire	3,221	1,490	4,711		
West Derbyshire	904	513	1,417		Wyre	1,921	883	2,804		
<b>Leicestershire</b>	<b>14,893</b>	<b>6,927</b>	<b>21,820</b>	<b>5.4</b>	<b>Merseyside</b>	<b>74,261</b>	<b>25,710</b>	<b>99,971</b>	<b>16.1</b>	
Blaby	683	416	1,099		Knowsley	10,334	3,310	13,644		
Charnwood	1,664	985	2,649		Liverpool	32,143	10,702	42,845		
Harborough	409	270	679		Sefton	10,881	4,196	15,077		
Hinckley and Bosworth	891	575	1,466		St Helens	7,162	2,584	9,746		
Leicester	8,433	3,234	11,667		Wirral	13,741	4,918	18,659		
Melfton	434	320	754							
North West Leicestershire	1,656	633	2,289		<b>NORTH</b>					
Oadby and Wigston	446	276	722		<b>Cleveland</b>	<b>27,457</b>	<b>8,769</b>	<b>36,226</b>	<b>15.2</b>	
Rutland	277	218	495		Hartlepool	4,770	1,522	6,292		
<b>Lincolnshire</b>	<b>12,554</b>	<b>6,037</b>	<b>18,591</b>	<b>8.6</b>	Langbaugh	6,670	2,134	8,804		
Boston	1,186	531	1,717		Middlesbrough	8,600	2,405	11,005		
East Lindsey	3,434	1,547	4,981		Stockton-on-Tees	7,417	2,708	10,125		
Lincoln	3,022	1,116	4,138		<b>Cumbria</b>	<b>10,195</b>	<b>5,402</b>	<b>15,597</b>	<b>7.7</b>	
North Kesteven	1,065	708	1,773		Allerdale	2,576	1,316	3,892		
South Holland	798	554	1,352		Barrow-in-Furness	1,703	916	2,619		
South Kesteven	1,553	859	2,412		Carlisle	2,294	1,154	3,448		
West Lindsey	1,496	722	2,218		Copeland	2,130	980	3,110		
					Eden	488	376	864		
<b>Northamptonshire</b>	<b>6,838</b>	<b>4,053</b>	<b>10,891</b>	<b>4.6</b>	South Lakeland	1,004	660	1,664		
Corby	1,215	759	1,974							
Daventry	443	488	931							
East Northamptonshire	503	352	855							
Kettering	823	467	1,290							

# UNEMPLOYMENT 2.9 Area statistics

Unemployment in counties and local authority districts at January 12, 1989

	Male	Female	All	Rate		Male	Female	All	Rate	
					† per cent employees and unemployed					† per cent employees and unemployed
<b>Durham</b>	<b>20,550</b>	<b>7,235</b>	<b>27,785</b>	<b>12.4</b>	<b>Dumfries and Galloway Region</b>	<b>4,036</b>	<b>2,288</b>	<b>6,324</b>	<b>11.1</b>	
Chester-le-Street	1,663	655	2,318		Annandale and Eskdale	797	551	1,348		
Darlington	3,442	1,317	4,759		Nithsdale	1,554	798	2,352		
Derwentside	3,713	1,153	4,866		Stewartry	539	357	896		
Durham	2,373	892	3,265		Wigtown	1,146	582	1,728		
Easington	3,795	1,103	4,898							
Sedgefield	2,670	1,054	3,724		<b>Fife Region</b>	<b>11,613</b>	<b>5,119</b>	<b>16,732</b>	<b>12.5</b>	
Teesdale	508	273	781		Dunfermline	4,337	1,758	6,095		
Wear Valley	2,386	788	3,174		Kirkcaldy	6,069	2,600	8,669		
					North East Fife	1,207	761	1,968		
<b>Northumberland</b>	<b>9,563</b>	<b>3,678</b>	<b>13,241</b>							

# 2.10 UNEMPLOYMENT Area statistics

## Unemployment in Parliamentary constituencies at January 12, 1989

	Male	Female	All		Male	Female	All
<b>SOUTH EAST</b>				Newham North West	2,565	882	3,447
<b>Bedfordshire</b>				Newham South	2,748	992	3,740
Luton South	2,504	899	3,403	Norwood	3,878	1,407	5,285
Mid Bedfordshire	715	464	1,179	Old Bexley and Sidcup	611	399	1,010
North Bedfordshire	1,428	581	2,009	Orpington	868	403	1,271
North Luton	1,355	671	2,026	Peckham	4,596	1,569	6,165
South West Bedfordshire	917	500	1,417	Putney	1,369	652	2,021
<b>Berkshire</b>				Ravensbourne	662	374	1,036
East Berkshire	853	472	1,325	Richmond-upon-Thames and Barnes	987	535	1,522
Newbury	664	331	995	Romford	946	484	1,430
Reading East	1,165	409	1,574	Ruislip-Northwood	563	290	853
Reading West	890	319	1,209	Southwark and Bermondsey	4,109	1,201	5,310
Slough	1,467	640	2,107	Streatham	3,073	1,168	4,241
Windsor and Maidenhead	726	341	1,067	Surbiton	425	231	656
Wokingham	491	317	808	Sutton and Cheam	637	355	992
<b>Buckinghamshire</b>				Tooting	2,416	1,092	3,508
Aylesbury	671	412	1,083	Tottenham	4,984	1,909	6,893
Beaconsfield	515	258	773	Twickenham	808	402	1,210
Buckingham	648	339	987	Upminster	1,013	480	1,493
Chesham and Amersham	442	231	673	Uxbridge	869	391	1,260
Milton Keynes	1,738	929	2,667	Vauxhall	5,238	1,821	7,059
Wycombe	780	387	1,167	Walthamstow	2,105	824	2,929
<b>East Sussex</b>				Wanstead and Woodford	797	434	1,231
Bexhill and Battle	701	314	1,015	Westminster North	3,234	1,302	4,536
Brighton Kempdown	2,094	787	2,881	Wimbledon	893	397	1,290
Brighton Pavilion	1,902	897	2,799	Woolwich	2,913	1,234	4,147
Eastbourne	1,204	516	1,720	<b>Hampshire</b>			
Hastings and Rye	1,653	701	2,354	Aldershot	878	538	1,416
Hove	1,706	808	2,514	Basingstoke	860	339	1,199
Lewes	843	497	1,340	East Hampshire	751	473	1,224
Wealden	461	283	744	Eastleigh	1,283	648	1,931
<b>Essex</b>				Fareham	957	625	1,582
Basildon	2,135	1,027	3,162	Gosport	1,215	869	2,084
Billerica	979	632	1,611	Havant	1,837	821	2,658
Braintree	866	580	1,446	New Forest	815	412	1,227
Brentwood and Ongar	701	300	1,001	North West Hampshire	471	293	764
Castle Point	973	565	1,538	Portsmouth North	1,581	784	2,365
Chelmsford	951	572	1,523	Portsmouth South	3,036	1,159	4,195
Epping Forest	980	513	1,493	Romsey and Waterside	1,242	627	1,869
Harlow	1,415	697	2,112	Southampton Itchen	2,688	986	3,674
Harwich	1,950	815	2,765	Southampton Test	2,323	845	3,168
North Colchester	1,229	696	1,925	Winchester	633	283	916
Rochford	817	462	1,279	<b>Hertfordshire</b>			
Saffron Walden	597	345	942	Broxbourne	1,005	597	1,602
South Colchester and Maldon	1,185	761	1,946	Hertford and Stortford	574	331	905
Southend East	1,652	687	2,339	Hertsmere	945	406	1,351
Southend West	1,105	515	1,620	North Hertfordshire	967	567	1,534
Thurrock	1,991	932	2,923	South West Hertfordshire	671	348	1,019
<b>Greater London</b>				St Albans	710	311	1,021
Barking	1,538	552	2,090	Stevensage	1,070	541	1,611
Battersea	2,937	1,126	4,063	Watford	1,063	459	1,522
Beckenham	1,114	507	1,621	Welwyn Hatfield	834	447	1,281
Bethnal Green and Stepney	4,411	1,046	5,457	West Hertfordshire	965	481	1,446
Bexleyheath	817	459	1,276	<b>Isle of Wight</b>			
Bow and Poplar	4,255	1,251	5,506	Isle of Wight	3,341	1,804	5,145
Brent East	3,166	1,338	4,504	<b>Kent</b>			
Brent North	1,371	689	2,060	Ashford	1,106	517	1,623
Brent South	3,194	1,312	4,506	Canterbury	1,449	692	2,141
Brentford and Isleworth	1,569	711	2,280	Dartford	1,237	587	1,824
Carshalton and Wallington	981	394	1,375	Dover	1,999	775	2,774
Chelsea	1,470	593	2,063	Faversham	1,840	979	2,819
Chingford	1,263	624	1,887	Folkestone and Hythe	1,971	793	2,764
Chipping Barnet	783	409	1,192	Gillingham	1,389	789	2,178
Chislehurst	880	399	1,279	Gravesham	1,650	879	2,529
City of London				Maldstone	893	431	1,324
and Westminster South	1,870	726	2,596	Medway	1,463	787	2,250
Croydon Central	1,363	500	1,863	Mid Kent	1,333	727	2,060
Croydon North East	1,522	718	2,240	North Thanet	2,141	915	3,056
Croydon North West	1,647	746	2,393	Sevenoaks	707	317	1,024
Croydon South	600	358	958	South Thanet	1,828	821	2,649
Dagenham	1,272	613	1,885	Tonbridge and Malling	722	358	1,080
Dulwich	2,281	953	3,234	Tunbridge Wells	576	246	822
Ealing North	1,558	706	2,264	<b>Oxfordshire</b>			
Ealing Acton	2,079	842	2,921	Banbury	832	465	1,297
Ealing Southall	2,141	1,137	3,278	Henley	421	213	634
Edmonton	1,790	793	2,583	Oxford East	1,363	498	1,861
Eltham	1,532	646	2,178	Oxford West and Abingdon	850	404	1,254
Enfield North	1,450	653	2,103	Wantage	477	231	708
Enfield Southgate	1,198	516	1,714	Witney	549	353	902
Erith and Crayford	1,461	701	2,162	<b>Surrey</b>			
Feltham and Heston	1,597	829	2,426	Chartsey and Walton	561	312	873
Finchley	1,026	548	1,574	East Surrey	462	217	679
Fulham	2,291	997	3,288	Epsom and Ewell	637	251	888
Greenwich	2,183	861	3,044	Esher	399	200	599
Hackney North and Stoke Newington	4,929	1,825	6,754	Guildford	502	199	701
Hackney South and Shoreditch	5,436	1,899	7,335	Mole Valley	431	187	618
Hammersmith	3,308	1,129	4,437	North West Surrey	501	323	824
Hampstead and Highgate	2,615	1,138	3,753	Reigate	588	245	833
Harrow East	1,384	788	2,172	South West Surrey	442	202	644
Harrow West	948	468	1,416	Spelthorne	573	291	864
Hayes and Harlington	932	498	1,430	Woking	779	320	1,099
Hendon North	1,143	547	1,690	<b>West Sussex</b>			
Hendon South	1,168	489	1,657	Arundel	939	436	1,375
Holborn and St Pancras	4,182	1,504	5,686	Chichester	692	378	1,070
Hornchurch	910	508	1,418	Crawley	812	359	1,171
Hornsey and Wood Green	3,348	1,561	4,909	Horsham	536	264	800
Ilford North	968	554	1,522	Mid Sussex	503	282	785
Ilford South	1,636	679	2,315	Shoreham	509	225	734
Islington North	4,123	1,674	5,797	Worthing	1,011	470	1,481
Islington South and Finsbury	3,552	1,495	5,047	<b>EAST ANGLIA</b>			
Kensington	2,144	940	3,084	<b>Cambridgeshire</b>			
Kingston-upon-Thames	807	343	1,150	Cambridge	1,242	482	1,724
Lewisham East	2,177	838	3,015	Huntingdon	989	718	1,707
Lewisham West	2,480	1,007	3,487	North East Cambridgeshire	1,420	760	2,180
Lewisham Deptford	4,177	1,524	5,701	Peterborough	2,858	1,105	3,963
Leyton	2,818	1,042	3,860				
Mitcham and Morden	1,413	599	2,012				
Newham North East	2,708	1,018	3,726				

# UNEMPLOYMENT Area statistics 2.10

## Unemployment in Parliamentary constituencies at January 12, 1989

	Male	Female	All		Male	Female	All
South East Cambridgeshire	483	336	819	<b>Warwickshire</b>			
South West Cambridgeshire	673	499	1,172	North Warwickshire	1,852	1,207	3,059
<b>Norfolk</b>				Nuneaton	1,946	1,003	2,949
Great Yarmouth	2,965	1,409	4,374	Rugby and Kenilworth	1,298	899	2,197
Mid Norfolk	812	479	1,291	Stratford-on-Avon	860	618	1,478
North Norfolk	1,242	599	1,841	Warwick and Leamington	1,363	910	2,273
North West Norfolk	1,715	811	2,526	<b>West Midlands</b>			
Norwich North	1,447	696	2,143	Aldridge-Brownhills	1,537	762	2,299
Norwich South	2,462	946	3,408	Birmingham Edgbaston	2,524	1,024	3,548
South Norfolk	903	579	1,482	Birmingham Erdington	3,837	1,359	5,196
South West Norfolk	1,136	732	1,868	Birmingham Hall Green	2,654	1,046	3,700
<b>Suffolk</b>				Birmingham Hodge Hill	3,890	1,262	5,152
Bury St Edmunds	915	672	1,587	Birmingham Ladywood	5,017	1,589	6,606
Central Suffolk	989	530	1,519	Birmingham Northfield	4,187	1,443	5,630
Ipswich	1,513	665	2,178	Birmingham Perry Barr	3,876	1,425	5,301
South Suffolk	954	645	1,599	Birmingham Small Heath	5,720	1,624	7,344
Suffolk Coastal	932	454	1,386	Birmingham Sparkbrook	4,860	1,328	6,188
Waveney	2,204	1,173	3,377	Birmingham Yardley	2,292	893	3,185
<b>SOUTH WEST</b>				Birmingham Selly Oak	3,027	1,176	4,203
<b>Avon</b>				Coventry North East	3,657	1,471	5,128
Bath	1,455	690	2,145	Coventry North West	1,927	956	2,883
Bristol East	2,086	984	3,070	Coventry South East	2,884	1,065	3,949
Bristol North West	2,142	861	3,003	Coventry South West	1,764	885	2,649
Bristol South	3,329	1,292	4,621	Dudley East	3,273	1,341	4,614
Bristol West	3,109	1,192	4,301	Dudley West	2,250	1,187	3,437
Kingswood	1,491	788	2,279	Halesowen and Stourbridge	1,817	927	2,744
Northavon	1,144	810	1,954	Meriden	3,032	1,343	4,375
Wansdyke	1,009	695	1,704	Solihull	1,239	801	2,040
Weston-super-Mare	1,758	965	2,723	Sutton Coldfield	1,368	788	2,156
Woodspring	699	699	1,398	Walsall North	3,373	1,093	4,466
<b>Cornwall</b>				Walsall South	3,177	1,101	4,278
Falmouth and Camborne	2,660	1,172	3,832	Warley East	2,817	1,123	3,940
North Cornwall	2,300	1,479	3,779	Warley West	2,367	1,010	3,377
South East Cornwall	1,735	1,016	2,751	West Bromwich East	2,708	1,072	3,780
St Ives	2,728	1,551	4,279	West			

# 2.10 UNEMPLOYMENT Area statistics

## Unemployment in Parliamentary constituencies at January 12, 1989

	Male	Female	All		Male	Female	All
<b>South Yorkshire</b>				Liverpool Mossley Hill	4,234	1,689	5,923
Barnsley Central	3,426	986	4,412	Liverpool Riverside	6,847	2,113	8,960
Barnsley East	3,060	873	3,933	Liverpool Walton	6,295	2,005	8,300
Barnsley West and Penistone	3,003	1,051	4,054	Liverpool West Derby	5,483	1,678	7,161
Don Valley	3,832	1,435	5,267	Southport	2,135	1,101	3,236
Doncaster Central	4,273	1,575	5,848	St Helens North	3,234	1,205	4,439
Doncaster North	4,443	1,598	6,041	St Helens South	3,928	1,379	5,307
Rother Valley	3,060	1,294	4,354	Wallasey	4,163	1,465	5,628
Rotherham	3,718	1,267	4,985	Wirral South	1,850	859	2,709
Sheffield Central	5,567	1,715	7,282	Wirral West	2,181	984	3,165
Sheffield Attercliffe	2,946	1,171	4,117				
Sheffield Brightside	4,297	1,313	5,610	<b>NORTH</b>			
Sheffield Hallam	2,037	1,096	3,133	<b>Cleveland</b>			
Sheffield Heeley	3,635	1,377	5,012	Hartlepool	4,770	1,522	6,292
Sheffield Hillsborough	2,644	1,298	3,942	Langbaugh	4,069	1,381	5,450
Wentworth	3,497	1,252	4,749	Middlesbrough	5,871	1,573	7,444
				Redcar	4,529	1,333	5,862
<b>West Yorkshire</b>				Stockton North	4,495	1,507	6,002
Batley and Spen	2,192	892	3,084	Stockton South	3,723	1,453	5,176
Bradford North	3,717	1,085	4,802				
Bradford South	2,672	960	3,632	<b>Cumbria</b>			
Bradford West	4,174	1,240	5,414	Barrow and Furness	1,900	1,048	2,948
Calder Valley	1,523	911	2,434	Carlisle	1,922	890	2,812
Colne Valley	1,622	808	2,430	Copeland	2,130	980	3,110
Dewsbury	2,187	939	3,126	Penrith and the Border	1,206	862	2,068
Elmet	1,486	739	2,225	Westmorland	857	560	1,417
Halifax	2,471	1,077	3,548	Workington	2,180	1,062	3,242
Hemsworth	3,066	962	4,028				
Huddersfield	2,480	1,035	3,515	<b>Durham</b>			
Keighley	1,635	800	2,435	Bishop Auckland	2,894	1,132	4,026
Leeds Central	4,203	1,291	5,494	City of Durham	2,373	892	3,265
Leeds East	3,713	1,183	4,896	Darlington	3,248	1,232	4,480
Leeds North East	2,106	930	3,036	Easington	3,299	980	4,279
Leeds North West	1,754	736	2,490	North Durham	3,546	1,192	4,738
Leeds West	2,690	1,105	3,795	North West Durham	2,905	986	3,891
Morley and Leeds South	2,156	848	3,004	Sedgefield	2,285	821	3,106
Normanton	1,810	929	2,739				
Pontefract and Castleford	3,304	1,123	4,427	<b>Northumberland</b>			
Pudsey	1,116	632	1,748	Berwick-upon-Tweed	2,251	927	3,178
Shipley	1,314	565	1,879	Blyth Valley	2,922	1,104	4,026
Wakefield	2,697	1,037	3,734	Hexham	1,032	632	1,664
				Wansbeck	3,358	1,015	4,373
<b>NORTH WEST</b>							
<b>Cheshire</b>				<b>Tyne and Wear</b>			
City of Chester	2,593	978	3,571	Blaydon	2,654	968	3,622
Congleton	966	704	1,670	Gateshead East	3,719	1,253	4,972
Crewe and Nantwich	1,929	958	2,887	Houghton and Washington	4,417	1,420	5,837
Eddisbury	1,789	992	2,781	Jarrow	4,245	1,260	5,505
Ellesmere Port and Neston	2,647	1,140	3,787	Newcastle upon Tyne Central	3,126	1,156	4,282
Halton	3,661	1,547	5,208	Newcastle upon Tyne East	4,161	1,306	5,467
Macclesfield	1,172	611	1,783	Newcastle upon Tyne North	3,395	1,183	4,578
Tatton	1,303	627	1,930	South Shields	4,223	1,366	5,589
Warrington North	2,657	1,176	3,833	Sunderland North	8,021	1,618	9,639
Warrington South	2,735	1,069	3,804	Sunderland South	4,823	1,549	6,372
				Tyne Bridge	5,861	1,460	7,321
<b>Greater Manchester</b>				Tynemouth	3,410	1,147	4,557
Altrincham and Sale	1,314	637	1,951	Wallsend	4,081	1,458	5,539
Ashton-under-Lyne	2,345	925	3,270				
Bolton North East	2,767	952	3,719	<b>WALES</b>			
Bolton South East	3,251	1,259	4,510	<b>Clwyd</b>			
Bolton West	2,181	994	3,175	Alyn and Deeside	1,652	855	2,507
Bury North	1,670	804	2,474	Clwyd North West	2,826	1,140	3,966
Bury South	1,857	929	2,786	Clwyd South West	1,674	865	2,539
Cheadle	876	583	1,459	Delyn	1,942	796	2,738
Davyhulme	2,022	801	2,823	Wrexham	2,070	867	2,937
Denton and Reddish	2,594	1,132	3,726				
Eccles	2,848	1,016	3,864	<b>Dyfed</b>			
Hazel Grove	1,219	653	1,872	Cardmarthen	1,974	892	2,866
Heywood and Middleton	2,670	1,214	3,884	Ceredigion and Pembroke North	2,061	904	2,965
Leigh	2,937	1,161	4,098	Llanelli	2,225	903	3,128
Littleborough and Saddleworth	1,406	884	2,290	Pembroke	3,412	1,487	4,899
Makerfield	2,641	1,367	4,008				
Manchester Central	6,777	1,770	8,547	<b>Gwent</b>			
Manchester Blackley	3,805	1,259	5,064	Blaenau Gwent	2,919	908	3,827
Manchester Gorton	4,047	1,285	5,332	Islwyn	1,918	709	2,627
Manchester Withington	3,678	1,385	5,063	Monmouth	1,282	677	1,959
Manchester Wythenshawe	3,735	935	4,670	Newport East	2,232	867	3,099
Oldham Central and Royton	3,020	1,215	4,235	Newport West	2,524	942	3,466
Oldham West	2,076	1,023	3,099	Torfaen	2,546	1,090	3,636
Rochdale	3,310	1,222	4,532				
Salford East	4,605	1,202	5,807	<b>Gwynedd</b>			
Stalybridge and Hyde	2,536	1,085	3,621	Caernarfon	2,087	839	2,926
Stockport	1,846	826	2,672	Conwy	2,007	906	2,913
Stretford	4,690	1,644	6,334	Meirionnydd Nant Conwy	1,039	588	1,627
Wigan	3,494	1,539	5,033	Ynys Mon	2,456	1,208	3,664
Worsley	2,872	1,166	4,038				
				<b>Mid Glamorgan</b>			
<b>Lancashire</b>				Bridgend	1,755	762	2,517
Blackburn	3,614	1,093	4,707	Caerphilly	2,848	817	3,665
Blackpool North	2,949	1,139	4,088	Cynon Valley	2,660	844	3,504
Blackpool South	3,029	1,236	4,265	Merthyr Tydfil and Rhymney	2,980	890	3,870
Burnley	2,440	992	3,432	Ogmore	2,246	661	2,907
Chorley	1,725	978	2,703	Pontypridd	2,337	771	3,108
Fylde	1,197	552	1,749	Rhondda	2,678	828	3,506
Hyndburn	1,597	777	2,374				
Lancaster	1,628	686	2,314	<b>Powys</b>			
Morecambe and Lunesdale	2,261	935	3,196	Brecon and Radnor	1,027	562	1,589
Pendle	1,656	807	2,463	Montgomery	729	457	1,186
Preston	3,947	1,148	5,095				
Ribble Valley	703	518	1,221	<b>South Glamorgan</b>			
Rossendale and Darwen	1,662	858	2,520	Cardiff Central	2,996	1,129	4,125
South Ribble	1,701	988	2,689	Cardiff North	1,171	493	1,664
West Lancashire	3,137	1,428	4,565	Cardiff South and Penarth	2,756	777	3,533
Wyre	1,805	794	2,599	Cardiff West	3,092	871	3,963
				Vale of Glamorgan	2,444	997	3,441
<b>Merseyside</b>							
Birkenhead	5,547	1,610	7,157	<b>West Glamorgan</b>			
Bootle	6,213	1,803	8,016	Aberavon	1,810	566	2,376
Crosby	2,533	1,292	3,825	Gower	1,615	686	2,301
Knowsley North	5,265	1,564	6,829	Neath	1,992	782	2,774
Knowsley South	5,069	1,746	6,815	Swansea East	2,983	876	3,859
Liverpool Broadgreen	4,922	1,767	6,689	Swansea West	3,099	969	4,068
Liverpool Garston	4,362	1,450	5,812				

# UNEMPLOYMENT 2.10 Area statistics

## Unemployment in Parliamentary constituencies at January 12, 1989

	Male	Female	All		Male	Female	All
<b>SCOTLAND</b>				Dumbarton	3,053	1,461	4,514
<b>Borders Region</b>				East Kilbride	2,241	1,245	3,486
Roxburgh and Berwickshire	1,002	495	1,497	Eastwood	1,657	761	2,418
Tweeddale, Ettrick and Lauderdale	911	390	1,301	Glasgow Cathcart	2,479	847	3,326
				Glasgow Central	4,640	1,454	6,094
<b>Central Region</b>				Glasgow Garscadden	3,963	993	4,956
Clackmannan	2,481	986	3,467	Glasgow Govan	3,862	1,148	5,010
Falkirk East	2,570	1,080	3,650	Glasgow Hillhead	3,252	1,412	4,664
Falkirk West	2,071	991	3,062	Glasgow Maryhill	5,025	1,574	6,599
Stirling	2,026	987	3,013	Glasgow Pollock	4,737	1,162	5,899
				Glasgow Provan	5,343	1,352	6,695
<b>Dumfries and Galloway Region</b>				Glasgow Rutherglen	3,968	1,189	5,157
Dumfries	1,890	1,099	2,989	Glasgow Shettleston	4,331	1,146	5,477
Galloway and Upper Nithsdale	2,146	1,189	3,335	Glasgow Springburn	5,405	1,602	7,007
				Greenock and Port Glasgow	5,144	1,475	6,619
<b>Fife Region</b>				Hamilton	3,318	1,117	4,435
Central Fife	2,908	1,373	4,281	Kilmarnock and Loudoun	3,059	1,192	4,251
Dunfermline East	2,674	1,015	3,689	Monklands East	3,328	1,093	4,421
Dunfermline West	1,995	862	2,857	Monklands West	2,641	942	3,583
Kirkcaldy	2,829	1,108	3,937	Motherwell North	3,392	1,141	4,533
North East Fife	1,207	761	1,968	Motherwell South	2,956	958	3,914
				Paisley North	3,091	1,153	4,244
<b>Grampian Region</b>				Paisley South	2,928	1,043	3,971
Aberdeen North	2,471	858	3,329	Renfrew West and Inverclyde	1,684	932	2,616
Aberdeen South	1,948	801	2,749	Strathkelvin and Bearsden	1,714	833	2,547
Banff and Buchan	1,871	874	2,745				
Gordon	1,122	680	1,802	<b>Tayside Region</b>			
Kincairdine and Deeside	1,213	668	1,881	Angus East	1,904	1,110	3,014
Moray	2,013	1,287	3,300	Dundee East	4,267	1,550	5,817
				Dundee West	3,422	1,364	4,786
<b>Highlands Region</b>				North Tayside	1,		

## 2.13 UNEMPLOYMENT Students: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1988 Jan 14	578	463	23	91	118	79	94	173	68	374	185	1,783	—	1,783
Feb 11	546	440	26	85	116	74	76	163	68	55	174	1,383	—	1,383
Mar 10	508	410	32	89	126	76	80	176	75	54	175	1,391	—	1,391
Apr 14	637	473	47	128	189	118	145	260	113	94	492	2,223	—	2,223
May 12	582	444	32	91	182	99	128	229	107	82	454	1,986	—	1,986
June 9	900	676	65	136	364	199	343	523	260	171	2,826	5,787	2,099	7,886
July 14	16,519	8,233	1,989	5,625	9,886	5,927	11,116	14,284	6,564	7,672	16,433	96,015	6,580	102,595
Aug 11	17,885	9,633	1,775	5,487	9,700	5,980	10,737	14,853	6,224	7,321	16,323	96,285	6,959	103,244
Sept 8	20,634	10,629	2,112	6,421	11,253	7,106	12,600	17,351	7,333	8,501	16,698	110,009	7,647	117,656
Oct 13	2,436	1,677	119	462	874	446	745	1,314	396	586	1,398	8,776	—	8,776
Nov 10	724	592	36	92	185	147	119	248	51	95	283	1,980	—	1,980
Dec 8	450	375	11	57	134	71	66	135	26	55	156	1,161	—	1,161
1989 Jan 12	358	284	14	42	118	53	49	122	33	60	113	962	—	962

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

## 2.14 UNEMPLOYMENT Temporarily stopped: regions

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
<b>MALE AND FEMALE</b>														
1988 Jan 14	88	40	172	37	346	436	568	437	403	245	2,626	5,358	1,154	6,512
Feb 11	138	100	143	118	792	652	586	512	722	310	2,874	6,847	1,572	8,419
Mar 10	147	96	52	45	667	709	1,294	537	289	432	2,278	6,450	1,405	7,855
Apr 14	145	92	42	47	618	402	895	388	305	367	2,050	5,259	1,247	6,506
May 12	92	70	32	29	355	461	754	224	256	548	1,843	4,594	1,184	5,778
June 9	72	58	17	17	375	341	666	724	133	270	1,471	4,086	1,403	5,489
July 14	84	76	30	12	259	277	503	455	192	144	1,560	3,516	1,012	4,528
Aug 11	74	57	34	41	158	153	430	218	202	127	977	2,414	792	3,206
Sept 8	63	47	34	16	124	265	589	225	165	64	1,123	2,668	1,061	3,729
Oct 13	62	46	42	28	164	149	657	383	74	172	1,695	3,426	1,019	4,445
Nov 10	72	46	59	20	199	193	669	162	109	169	1,559	3,211	860	4,071
Dec 8	57	36	44	30	112	232	747	226	127	176	1,484	3,235	0	3,235
1989 Jan 12	88	69	53	17	237	292	731	706	259	182	2,524	5,089	986	6,075

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

## UNEMPLOYMENT Rates by age 2.15

UNITED KINGDOM	18-19	20-24	25-34	35-44	45-54	55-59	60 and over	All ages †
<b>MALE AND FEMALE</b>								
1986 Jan	23.5	18.1	12.7	7.9	9.0	14.2	5.5	12.2
Apr*	21.6	17.2	12.5	7.9	8.9	14.3	5.4	11.9
July	20.9	17.8	12.2	7.7	8.8	14.0	5.4	11.7
Oct	20.8	16.6	12.1	7.6	8.8	14.1	5.5	11.6
1987 Jan	22.0	16.8	12.3	7.8	9.1	14.7	5.6	11.7
Apr	20.0	15.7	11.7	7.5	8.8	14.4	5.3	11.0
July	18.3	15.3	10.8	7.0	8.3	13.6	4.8	10.3
Oct	17.7	13.6	10.1	6.6	8.0	13.3	4.4	9.8
1988 Jan	17.0	13.6	10.2	6.6	7.9	13.1	4.1	9.7
Apr	14.9	12.4	9.6	6.3	7.5	12.6	3.7	9.0
July	13.5	12.0	8.7	5.7	6.9	11.7	3.3	8.2
Oct	13.1	10.7	8.2	5.3	6.6	11.5	3.3	7.5
1989 Jan	12.5	10.7	8.2	5.2	6.5	10.8	3.0	7.4
<b>MALE</b>								
1986 Jan	25.6	20.3	14.0	10.3	11.4	17.5	7.7	14.2
Apr*	23.6	19.4	13.7	10.2	11.2	17.6	7.6	13.8
July	22.5	19.6	13.3	9.8	11.0	17.2	7.5	13.5
Oct	22.1	18.4	13.1	9.7	11.0	17.2	7.6	13.3
1987 Jan	24.6	18.8	13.6	10.2	11.6	18.4	7.9	13.7
Apr	22.6	17.7	13.1	9.8	11.3	18.0	7.4	13.1
July	20.6	17.0	12.1	9.0	10.5	16.9	6.6	12.1
Oct	19.7	15.3	11.4	8.5	10.1	16.6	6.1	11.5
1988 Jan	19.1	15.4	11.6	8.6	10.0	16.3	5.7	11.4
Apr	16.9	14.1	10.9	8.1	9.5	15.6	5.2	10.7
July	15.3	13.4	9.8	7.3	8.7	14.4	4.6	9.7
Oct	14.8	12.2	9.3	6.9	8.3	14.3	4.5	9.0
1989 Jan	14.5	12.4	9.5	6.8	8.1	13.5	4.2	8.9
<b>FEMALE</b>								
1986 Jan	21.2	15.2	10.5	4.6	5.7	9.0	0.3	9.3
Apr*	19.3	14.4	10.4	4.6	5.8	9.1	0.2	9.0
July	19.1	15.4	10.4	4.7	5.8	9.1	0.3	9.1
Oct	19.3	14.2	10.4	4.7	5.8	9.3	0.3	9.1
1987 Jan	19.1	14.1	10.1	4.6	5.9	9.3	0.3	8.8
Apr	17.1	13.0	9.4	4.4	5.7	9.1	0.3	8.1
July	15.7	13.0	8.6	4.2	5.4	8.6	0.3	7.7
Oct	15.5	11.3	8.0	3.9	5.2	8.5	0.3	7.3
1988 Jan	14.6	11.2	8.0	3.9	5.1	8.3	0.2	7.1
Apr	12.8	10.1	7.5	3.7	5.0	8.1	0.3	6.6
July	11.6	10.1	6.9	3.5	4.7	7.6	0.3	6.2
Oct	11.3	8.7	6.4	3.2	4.4	7.4	0.2	5.4
1989 Jan	10.3	8.3	6.1	3.1	4.3	6.9	0.2	5.2

\* See footnotes to tables 2.1 and 2.2.  
† Includes those aged under 18. These figures have been affected by the new benefit regulations for under 18 year olds introduced in September 1988. See also note \*\* to tables 2.1 and 2.2.  
Notes: 1 Unemployment rates by age are expressed as a percentage of approximate mid-year estimates of the workforce in the corresponding age groups, and are consistent with the rates (not seasonally adjusted) shown in tables 2.1, 2.2 and 2.3.  
2 While the figures are presented to one decimal place, they should not be regarded as implying precision to that degree. The figures for those aged 18-19 are subject to the widest errors.

# 2.18 UNEMPLOYMENT Selected countries

THOUSAND

	United Kingdom*	Australia §§	Austria †	Belgium ‡	Canada §§	Denmark †	Finland ††	France †	Germany † (FR)	Greece**
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>										
<b>Monthly</b>										
1988 Jan	2,722	645	227	432	1,161	264	151	2,689	2,519	147
Feb	2,665	643	215	428	1,126	259	128	2,635	2,517	143
Mar	2,592	642	188	419	1,181	261	131	2,548	2,401	133
Apr	2,536	643	163	407	1,085	250	118	2,478	2,262	111
May	2,427	592	137	395	1,035	230	121	2,432	2,149	92
June	2,341	569	119	386	973	219	117	2,401	2,131	90
July	2,327	519	118	402	1,052	213	111	2,470	2,199	86
Aug	2,291	539	119	395	1,040	229	100	2,552	2,167	84
Sept***	2,311	555	124	381	960	230	101	2,633	2,100	83
Oct	2,119	508	141	377	963	243	..	..	2,074	90
Nov	2,067	489	163	374	1,001	..	..	..	2,190	112
Dec	2,047	..	189	..	..	..	..	..	2,191	136
1989 Jan	2,074	..	..	..	..	..	..	..	2,335	..
Percentage rate: latest month latest month: change on a year ago	7.4	6.2	6.5	13.6	7.5	8.8	3.9	10.5	8.2	6.9
	-2.3	-1.1	-0.4	-1.5	-0.3	+1.2	-0.5	-0.3	-0.7	-0.4
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>										
<b>Annual averages</b>										
1985	3,036	597	140	478	1,329	245	163	2,425	2,305	89
1986	3,107	611	152	443	1,236	214	161	2,517	2,223	110
1987	2,822	629	165	435	1,172	217	130	2,623	2,233	..
1988	2,295	..	159	..	..	..	..	..	2,237	..
<b>Monthly</b>										
1988 Jan	2,519	615	168	415	1,072	218	139	2,578	2,224	..
Feb	2,485	584	157	413	1,046	219	119	2,582	2,230	..
Mar	2,454	588	162	409	1,036	217	126	2,535	2,247	..
Apr	2,403	629	159	404	1,025	234	115	2,539	2,265	..
May	2,364	593	159	400	1,042	240	131	2,559	2,268	..
June	2,324	585	159	368	1,011	240	114	2,578	2,268	..
July	2,267	541	152	404	1,057	240	112	2,614	2,264	..
Aug	2,226	560	159	400	1,069	244	111	2,610	2,249	..
Sept	2,192	559	159	388	1,048	245	..	2,556	2,241	..
Oct	2,158	548	156	381	1,061	251	..	..	2,227	..
Nov	2,105	533	156	382	1,056	..	..	..	2,204	..
Dec	2,037	..	162	..	..	..	..	..	2,157	..
1989 Jan	1,988	..	..	..	..	..	..	..	2,243	..
Percentage rate: latest month latest three months: change on previous three months	7.0	6.8	5.5	13.9	7.8	9.1	4.3	10.2	7.9	..
	-1.9	-0.2	N/C	-0.6	N/C	+0.3	-0.4	N/C	-0.1	..
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>										
Latest month	Nov	Oct	..	Nov	Nov	..	Nov	Nov	Oct	..
Per cent	7.6	6.8	..	9.6	7.8	..	4.2	10.2	6.2	..

Notes: 1 The figures on national definitions are not directly comparable due to differences in coverage and methods of compilation.  
2 Unemployment as a percentage of the total labour force. The OECD standardised unemployment rates are based on national statistics but have been adjusted when necessary, and as far as the available data allow, to bring them as close as possible to the internationally agreed ILO definitions. The standardised rates are therefore more suitable than the national figures for comparing the levels of unemployment between countries.  
3 OECD standardised rates for Italy are no longer being updated and are subject to revision in the light of new information from the EC Labour Force Survey.  
4 The following symbols apply only to the figures on national definitions.  
\* The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).  
\*\* Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.  
\*\*\* See notes \*\* and \*\*\* to tables 2.1 and 2.2.

# UNEMPLOYMENT 2.18 Selected countries

THOUSAND

	Irish Republic**	Italy ††	Japan§	Luxembourg †	Netherlands †	Norway †	Portugal †	Spain**	Sweden §§	Switzerland †	United States §§
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED</b>											
<b>Monthly</b>											
1988 Jan	252	3,531	1,680	3.0	700	43	323	3,069	95	24.2	7,603
Feb	251	3,640	1,730	3.0	701	43	326	3,042	71	23.2	7,482
Mar	247	3,635	1,800	2.7	687	43	321	2,996	78	22.0	7,090
Apr	242	3,624	1,660	2.5	664	43	313	2,940	70	21.1	6,359
May	236	3,638	1,560	2.3	647	38	306	2,878	66	19.8	6,553
June	238	3,762	1,440	2.2	674	42	297	2,824	58	18.6	6,819
July	242	3,850	1,480	2.3	686	45	294	2,776	77	18.3	6,823
Aug	243	3,870	1,570	2.2	692	53	291	2,745	80	17.5	6,659
Sept	236	3,868	1,510	2.4	688	53	291	2,744	78	16.8	6,368
Oct	233	3,870	1,460	..	678	57	295	2,756	74	16.8	6,182
Nov	234	..	1,410	..	679	..	..	..	..	17.5	6,325
Dec	234	..	..	..	..	..	..	..	..	..	6,142
1989 Jan	245	..	..	..	..	..	..	..	..	..	7,309
Percentage rate: latest month latest month: change on a year ago	18.9	16.7	2.3	1.5	13.9	3.9	6.9	18.7	1.7	0.7	5.9
	-0.6	+2.4	-0.3	-0.2	N/C	+2.0	+0.1	-1.6	N/C	-0.1	-0.4
<b>NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED</b>											
<b>Annual averages</b>											
1985	231	2,959	1,566	..	762	52	..	2,643	124	27.0	8,312
1986	236	3,173	1,667	..	712	36	..	2,759	98	22.8	8,237
1987	247	3,294	1,731	..	686	32	319	2,924	84	..	7,410
1988	242	..	..	..	..	..	..	..	..	..	6,692
<b>Monthly</b>											
1988 Jan	243	3,422	1,660	..	680	36	306	2,981	81	..	7,046
Feb	245	3,493	1,660	..	683	36	307	2,957	72	..	6,938
Mar	243	3,528	1,620	..	684	40	306	2,936	78	..	6,801
Apr	241	3,603	1,570	..	683	43	303	2,916	78	..	6,610
May	240	3,641	1,540	..	679	46	303	2,918	82	..	6,783
June	240	3,760	1,450	..	695	48	302	2,911	71	..	6,455
July	244	3,893	1,550	..	680	48	302	2,887	80	..	6,625
Aug	242	3,955	1,620	..	682	50	302	2,863	64	..	6,797
Sept	241	3,922	1,530	..	683	56	302	2,817	62	..	6,614
Oct	241	3,911	1,500	..	679	61	301	2,776	77	..	6,518
Nov	239	..	..	..	681	..	..	..	..	..	6,563
Dec	239	..	..	..	..	..	..	..	..	..	6,554
1989 Jan	237	..	..	..	..	..	..	..	..	..	6,716
Percentage rate: latest month latest three months: change on previous three months	18.3	16.9	2.4	..	14.0	4.2	7.0	18.9	1.8	..	5.4
	-0.3	+0.7	N/C	..	-0.1	+0.5	N/C	-0.6	-0.3	..	-0.1
<b>OECD STANDARDISED RATES: SEASONALLY ADJUSTED (2)</b>											
Latest month	..	..	Nov	..	Nov	Aug	Aug	Aug	Nov	Nov	Latest month
Per cent	..	..	2.4	..	9.5	2.9	5.2	19.2	1.4	..	5.3

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

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	
1988 Jan 14	344.4	-24.3	214.7	-16.9	129.7	-7.4	52.4
Feb 11	345.2	-53.6	220.5	-42.7	124.6	-11.1	51.0
Mar 10	313.0	-29.1	202.5	-18.5	110.5	-10.6	47.0
Apr 14	323.9	-33.2	210.3	-22.3	113.6	-10.7	47.9
May 12	276.7	-44.1	180.4	-24.4	96.3	-19.7	39.8
June 9	273.8	-41.7	178.2	-23.7	95.6	-18.1	39.2
July 14	347.5	-81.6	214.9	-48.4	132.6	-33.2	43.4
Aug 11	311.6	-72.8	194.4	-43.2	117.2	-29.6	44.4
Sept 8**	327.4	-129.2	209.8	-71.5	117.6	-57.6	43.4
Oct 13	319.6	-100.6	206.4	-58.5	113.2	-42.1	42.0
Nov 10	297.8	-77.5	196.1	-45.0	101.6	-32.6	40.8
Dec 8	269.9	-58.7	185.1	-32.5	84.8	-26.2	34.9
1989 Jan 12	269.4	-74.9	175.4	-39.3	94.0	-35.6	38.4
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	
1988 Jan 14	321.5	26.6	202.6	26.2	119.0	0.5	49.8
Feb 11	406.6	-54.2	264.5	-32.0	142.1	-22.1	57.9
Mar 10	392.5	-38.9	255.6	-22.7	136.9	-16.2	55.7
Apr 14	372.5	-23.9	242.7	-14.6	129.8	-9.3	53.5
May 12	394.9	-30.5	260.2	-12.1	134.7	-18.5	55.5
June 9	367.1	-36.3	243.2	-20.8	123.9	-15.5	49.8
July 14	359.7	-68.2	237.2	-41.8	122.5	-26.4	46.9
Aug 11	350.1	-69.5	226.6	-44.1	123.4	-25.5	45.3
Sept 8**	305.9	-145.9	190.4	-87.2	115.5	-58.7	42.3
Oct 13	486.1	-62.9	301.8	-39.0	184.3	-23.8	61.7
Nov 10	354.0	-78.3	228.1	-45.8	126.0	-32.5	52.0
Dec 8	292.0	-25.5	188.7	-15.0	103.4	-10.5	40.3
1989 Jan 12	245.4	-76.2	156.6	-45.9	88.7	-30.2	39.4

\* The unemployment flow statistics are described in *Employment Gazette*, August 1983, pp 351-358. A seasonally adjusted series cannot yet be estimated. Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.

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

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

THOUSAND

INFLOW	Month ending	Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE	1988 July 14	11.2	24.1	67.4	29.6	18.0	26.0	18.0	8.6	5.6	208.5
	Aug 11	10.2	22.1	52.3	28.1	17.7	25.9	18.3	8.8	5.5	188.9
	Sept 8**	8.4	26.7	53.3	29.9	19.1	28.2	20.9	11.0	6.2	203.6
	Oct 13	2.4	28.5	53.2	31.1	19.3	28.3	20.1	10.3	6.3	199.6
1988	Nov 10	1.4	22.6	49.4	31.2	19.6	29.5	20.9	9.9	6.0	190.4
	Dec 8	1.2	21.2	46.1	29.8	19.4	29.1	19.4	8.7	5.0	179.8
	1989 Jan 12	0.9	19.5	43.7	28.1	18.3	26.7	18.6	8.5	5.0	169.3
	FEMALE	1988 July 14	8.5	17.8	46.0	17.5	9.7	14.9	9.4	3.0	—
Aug 11		7.7	15.8	33.8	16.7	9.9	15.7	10.1	3.2	—	112.8
Sept 8**		6.1	20.0	31.6	16.8	9.6	14.6	10.2	3.7	—	112.6
Oct 13		1.9	21.7	31.3	17.4	9.2	13.7	9.6	3.3	—	108.1
1988	Nov 10	1.1	15.6	28.4	16.7	8.8	13.7	10.2	3.3	—	97.8
	Dec 8	0.9	12.9	23.1	14.3	7.9	11.8	8.3	2.7	—	81.9
	1989 Jan 12	0.6	14.2	25.8	15.2	8.6	13.5	9.2	2.7	—	89.9
	Changes on a year earlier										
MALE	1988 July 14	-4.1	-6.5	-15.9	-4.3	-3.4	-5.4	-3.7	-2.1	-1.9	-47.4
	Aug 11	-4.2	-5.7	-13.0	-5.1	-3.5	-5.0	-3.2	-1.5	-1.4	-42.7
	Sept 8**	-34.5	-13.9	-8.8	-3.2	-2.3	-3.2	-1.6	-0.4	-0.6	-68.5
	Oct 13	-23.8	-4.4	-10.4	-4.3	-2.9	-4.7	-3.4	-1.3	-1.5	-56.9
1988	Nov 10	-16.4	-3.4	-8.8	-3.2	-2.7	-4.6	-2.7	-1.1	-1.2	-44.2
	Dec 8	-13.8	-1.1	-5.2	-2.3	-1.9	-3.1	-2.3	-1.2	-1.3	-32.1
	1989 Jan 12	-15.2	-2.1	-6.2	-2.9	-2.2	-4.1	-2.6	-1.8	-1.9	-39.1
	FEMALE	1988 July 14	-3.3	-5.8	-12.9	-3.7	-2.3	-2.8	-1.0	-0.5	—
Aug 11		-3.0	-4.4	-10.6	-4.7	-2.3	-2.9	-1.0	-0.4	—	-29.3
Sept 8**		-25.1	-13.3	-7.5	-3.6	-2.3	-2.6	-0.5	-0.3	—	-55.2
Oct 13		-18.8	-3.6	-8.5	-3.8	-2.4	-2.8	-1.1	-0.4	—	-41.4
1988	Nov 10	-12.6	-2.8	-6.9	-3.7	-2.3	-2.5	-0.9	-0.5	—	-32.1
	Dec 8	-10.1	-1.4	-5.5	-3.1	-1.8	-2.3	-1.0	-0.4	—	-25.7
	1989 Jan 12	-12.2	-2.5	-7.5	-4.4	-2.7	-3.6	-1.6	-0.8	—	-35.3

## OUTFLOW

OUTFLOW	Month ending	Age group									
		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 †	55-59 †	60 and over †	All ages
MALE	1988 July 14	11.3	21.2	53.2	32.6	22.1	33.6	21.7	8.3	7.0	211.0
	Aug 11	9.9	20.2	54.5	30.5	20.3	30.9	20.3	7.9	6.7	201.4
	Sept 8**	9.6	17.5	47.6	26.0	17.3	26.4	17.3	6.7	5.5	173.7
	Oct 13	27.6	32.0	70.7	39.2	25.5	37.3	23.2	9.1	7.4	272.0
1988	Nov 10	1.9	21.6	52.6	33.0	22.3	33.7	21.8	8.7	6.9	202.6
	Dec 8	1.1	17.7	42.8	27.1	18.4	28.6	19.0	7.6	6.0	168.2
	1989 Jan 12	0.8	13.0	33.7	22.3	14.9	22.9	15.2	7.4	5.3	135.4
	FEMALE	1988 July 14	8.8	15.2	30.9	17.9	10.3	13.9	9.4	2.8	0.1
Aug 11		7.8	15.0	34.8	18.0	9.9	13.6	9.1	2.9	0.1	111.2
Sept 8**		7.5	13.2	32.2	15.4	9.4	14.9	9.2	2.6	0.1	104.6
Oct 13		21.1	25.6	47.4	24.1	13.8	19.9	12.4	3.7	0.1	168.1
1988	Nov 10	1.6	17.2	33.6	19.5	10.8	16.1	10.9	3.4	0.1	113.2
	Dec 8	0.9	14.2	27.9	15.9	9.0	13.0	9.0	2.8	0.1	92.8
	1989 Jan 12	0.7	10.2	21.6	14.5	8.3	11.7	8.0	2.7	0.1	77.8
	Changes on a year earlier										
MALE	1988 July 14	-2.5	-6.1	-8.9	-3.7	-2.6	-4.5	-2.7	-1.4	-2.3	-34.6
	Aug 11	-2.5	-5.8	-10.2	-4.6	-2.9	-4.5	-2.7	-1.3	-2.4	-36.6
	Sept 8**	-6.0	-10.7	-22.2	-10.3	-6.1	-8.7	-5.1	-2.4	-3.2	-74.9
	Oct 13	0.3	-12.0	-10.8	-1.5	-1.5	-2.0	-1.0	-0.8	-2.0	-31.2
1988	Nov 10	-17.7	-5.4	-7.0	-2.2	-0.8	-1.5	-0.9	-0.5	-2.2	-38.4
	Dec 8	-11.2	-1.9	-1.5	0.5	0.9	0.9	0.4	-0.1	-1.3	-13.3
	1989 Jan 12	-10.0	-4.1	-8.1	-4.2	-2.6	-3.2	-2.0	0.2	-2.0	-36.1
	FEMALE	1988 July 14	-1.6	-4.5	-6.6	-5.0	-2.5	-2.2	-0.5	-0.5	—
Aug 11		-1.8	-4.3	-7.3	-3.8	-2.1	-2.0	-0.5	-0.3	—	-21.9
Sept 8**		-3.9	-8.2	-17.7	-8.6	-5.1	-6.2	-3.0	-1.0	—	-53.8
Oct 13		1.1	-9.3	-7.2	-2.1	-1.3	-1.0	0.5	0.1	—	-19.2
1988	Nov 10	-13.0	-4.3	-5.6	-3.0	-2.0	-1.6	0.1	—	—	-29.5
	Dec 8	-8.4	-0.8	-1.0	-0.7	-0.3	0.5	0.8	0.3	—	-9.7
	1989 Jan 12	-7.5	-3.2	-6.0	-3.4	-2.2	-2.6	-0.8	-0.1	—	-25.9

\* Flow figures are collected for four or five-week periods between count dates; the figures in the table are converted to a standard 4 1/3 week month.

† The outflows, for older age groups in particular, are affected by the exclusion of non-computerised records from this table. Those who attend benefit offices only quarterly, who are mainly aged 50 and over, cease to be part of the computerised records.

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

CONFIRMED REDUNDANCIES †  
Regions

	South East	Greater London**	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humber-side	North West	North	England	Wales	Scotland	Great Britain
1985	34,926	23,601	3,585	13,615	29,803	17,660	33,319	35,784	24,834	193,526	15,027	26,424	234,977
1986	39,284	24,737	5,001	16,509	22,645	21,283	27,151	40,132	22,679	194,684	11,359	31,958	238,001
1987	19,850	12,246	2,168	13,553	12,648	14,974	15,866	23,244	13,910	116,213	5,089	22,833	144,135
1987 Q3	3,101	1,669	443	3,488	2,620	1,524	3,017	5,277	2,982	22,452	1,182	4,838	28,472
1987 Q4	3,773	2,343	609	3,347	2,370	2,254	2,595	4,994	2,851	22,793	1,373	5,254	29,420
1988 Q1	3,253	1,907	566	1,939	1,519	5,368	5,781	5,131	3,612	27,169	2,289	3,158	32,616
1988 Q2	3,873	2,755	382	3,468	1,741	1,569	5,212	5,103	2,868	24,216	1,089	2,836	28,141
1988 Q3	3,092	1,310	306	2,429	886	1,213	2,013	4,017	2,901	16,857	1,450	3,582	21,889
1988 Jan	929	535	135	548	675	1,208	1,140	1,233	1,200	7,148	577	841	8,566
1988 Feb	906	577	378	593	378	1,516	1,128	1,694	1,011	7,604	359	1,370	9,333
1988 Mar	1,418	795	53	798	466	2,644	3,513	2,204	1,321	12,417	1,353	947	14,717
1988 Apr	1,594	1,101	179	1,134	677	1,123	2,461	1,778	827	9,773	639	899	11,311
1988 May	1,067	771	143	1,556	436	243	1,705	1,364	1,131	7,645	184	864	8,693
1988 June	1,212	883	60	778	628	203	1,046	1,961	910	6,798	266	1,073	8,137
1988 July	1,003	450	111	1,128	155	240	750	1,951	819	6,157	398	1,467	8,022
1988 Aug	896	402	45	311	261	305	603	1,026	1,044	4,491	385	1,553	6,429
1988 Sept	1,193	458	150	990	470	668	660	1,040	1,038	6,209	667	562	7,438
1988 Oct	988	448	48	553	242	178	528	1,472	372	4,381	247	1,233	5,861
1988 Nov	809	430	89	541	147	899	661	905	552	4,603	297	975	5,875
1988 Dec*	985	429	51	459	431	902	487	1,448	575	5,329	445	429	6,203
1989 Jan*	575	242	74	369	483	133	253	912	265	3,064	266	696	4,026

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

CONFIRMED REDUNDANCIES †  
Industry

GREAT BRITAIN	Division of Group	Class of Group	1986		1987		1988		1989					
			1986	1987	1987 Q3	Q4	1988 Q1	Q2	Q3	1988 NovR	Dec*	1989 Jan*		
<b>SIC 1980</b>														
<b>Agriculture, forestry and fishing</b>	0		422	489	213	91	39	74	22	0	0	52		
Coal extraction and coke	11-12		16,430	13,498	462	1,765	8,116	1,518	213	135	330	375		
Mineral oil and natural gas extraction	13		2,621	880	469	345	0	0	0	0	0	0		
Mineral oil processing	14		1,432	551	103	9	73	110	0	0	0	0		
Nuclear fuel production	15		33	303	77	81	124	137	91	27	27	27		
Gas, electricity and water	16-17		591	287	85	0	30	9	52	3	3	3		
<b>Energy and water supply industries</b>	1		21,107	15,519	1,196	2,200	8,343	1,774	346	165	360	405		
Extraction of other minerals and ores	21,23		1,157	137	20	27	45	196	36	0	10	0		
Metal manufacture	22		7,321	2,983	687	505	304	653	210	104	63	45		
Manufacture of non-metallic products	24		4,159	1,934	416	145	314	837	102	59	44	2		
Chemical industry	25		5,182	3,518	786	760	394	476	688	75	36	142		
Production of man-made fibres	26		37	0	0	0	0	19	0	0	0	0		
<b>Extraction of minerals and ores other than fuels; manufacture of metals, mineral products and chemicals</b>	2		17,856	8,572	1,909	1,437	1,057	2,181	1,036	238	153	189		
Shipbuilding and repairs	30		3,540	1,864	245	136	139	38	0	38	0	0		
Manufacture of metal goods	31		6,884	4,918	988	1,256	684	604	302	122	198	22		
Mechanical engineering	32		28,260	16,726	3,110	5,302	4,255	3,983	4,456	713	790	378		
Manufacture of office machinery and data processing equipment	33		2,031	1,261	240	133	29	148	147	12	27	97		
Electrical and electronic engineering	34		16,079	13,222	2,572	2,743	1,933	2,526	820	351	477	350		
Manufacture of motor vehicles	35		10,932	3,842	487	668	523	415	56	10	192	0		
Manufacture of aerospace and other transport equipment	36		4,239	7,053	1,662	1,694	1,430	1,656	1,026	34	70	100		
Instrument engineering	37		931	717	136	102	105	212	64	3	0	0		
<b>Metal goods, engineering and vehicles industries</b>	3		72,896	49,603	9,440	12,034	9,098	9,582	6,871	1,283	1,754	947		
Food, drink and tobacco	41-42		13,378	10,922	2,618	2,164	2,893	3,309	1,895	1,090	647	511		
Textiles	43		6,278	4,382	1,276	825	895	856	369	369	939	151		
Leather, footwear and clothing	44-45		6,031	3,167	682	484	943	948	972	277	201	0		
Timber and furniture	46		2,583	1,800	253	425	354	332	488	87	77	89		
Paper, printing and publishing	47		9,340	4,354	1,564	638	754	1,441	731	164	118	70		
Other manufacturing	48-49		5,220	4,177	747	942	753	328	722	262	148	172		
<b>Other manufacturing industries</b>	4		42,830	28,802	7,140	5,478	6,592	7,046	5,664	2,239	2,130	993		
<b>Construction</b>	5		19,438	10,615	1,995	2,830	1,850	1,889	2,276	562	485	423		
Wholesale distribution	61-63		6,864	5,280	1,192	1,006	764	1,038	809	54	136	78		
Retail distribution	64-65		12,311	8,657	1,866	1,913	2,480	1,458	1,272	297	413	136		
Hotel and catering	66		3,640	2,342	137	207	199	328	390	64	26	45		
Repair of consumer goods and vehicles	67		1,013	834	79	42	25	15	30	0	0	0		
<b>Distribution, hotels and catering, repairs</b>	6		23,828	17,113	3,274	3,168	3,468	2,839	2,501	415	575	259		
Transport	71-77		17,198	4,256	995	826	685	1,473	1,299	427	607	384		
Telecommunications	79		717	648	37	10	114	0	27	22	23	19		
<b>Transport and communication</b>	7		17,915	4,904	1,032	836	799	1,473	1,326	449	630	403		
<b>Insurance, banking, finance and business services</b>	8		4,104	1,789	344	429	526	228	262	38	0	76		
Public administration and defence	91-94		9,060	3,569	1,207	554	460	767	1,099	472	81	232		
Medical and other health services	95		5,935	2,068	651	146	157	157	98	0	31	44		
Other services nes	96-99,00		2,610	1,092	71	217	227	131	388	14	4	3		
<b>Other services</b>	9		17,605	6,729	1,929	917	844	1,055	1,585	486	116	279		
<b>All production industries</b>	1-4		154,689	102,496	19,685	21,149	25,090	20,583	13,917	3,925	4,397	2,534		
<b>All manufacturing industries</b>	2-4		133,582	86,977	18,489	18,949	16,747	18,809	13,571	3,760	4,037	2,129		
<b>All service industries</b>	6-9		63,452	30,535	6,579	5,350	5,637	5,595	5,674	1,388	1,321	1,017		
<b>ALL INDUSTRIES AND SERVICES</b>	0-9		238,001	144,135	28,472	29,420	32,616	28,141	21,889	5,875	6,203	4,026		

\* Provisional figures as at February 1, 1989; final figures are expected to be higher than this. The total for Great Britain is projected to be about 7,000 in December and 6,000 in January.  
† Figures are based on reports (ES955s) which follow up notifications of redundancies under Section 100 of the Employment Protection Act 1975 shortly before they are expected to take place. The figures are not comprehensive as employers are required to notify only impending redundancies involving ten or more workers. A full description of these Employment Service figures is given in an article on p 245 of the June 1983 issue of *Employment Gazette*.

VACANCIES  
UK vacancies at jobcentres\*: seasonally adjusted

THOUSAND

UNITED KINGDOM		UNFILLED VACANCIES			INFLOW		OUTFLOW		of which PLACINGS	
		Level	Change since previous month	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended	Level	Average change over 3 months ended
1984	Annual averages	150.2			193.9		193.7		149.8	
1985		162.1			201.6		200.4		154.6	
1986		188.8			212.2		208.3		157.4	
1987		235.4			226.4		222.3		159.5	
1988		248.5			231.1		232.7		159.0	
1987	Jan 9	212.9	3.9	2.0	222.5	0.6	221.5	1.2	162.8	0.2
	Feb 6	212.3	-0.6	0.8	207.9	-5.1	211.5	-2.7	157.2	-2.2
	Mar 6	217.0	4.7	2.7	230.9	3.3	225.8	2.5	166.8	1.5
	Apr 3	219.6	2.5	2.2	222.4	-	214.7	-2.2	156.8	-2.0
	May 8	231.6	12.1	6.4	223.1	5.1	215.5	1.4	156.8	-0.1
	June 5	233.7	2.0	5.5	229.8	-0.4	227.0	0.4	163.3	-1.2
	July 3	235.3	1.7	5.2	221.1	-0.4	217.9	1.1	155.3	-0.5
	Aug 7	237.7	2.4	2.0	224.4	0.4	219.4	1.3	155.8	-0.3
	Sept 4	244.4	6.7	3.						



														THOUSAND	
	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom	
<b>Vacancies at jobcentres: total †</b>															
1984	59.4	26.0	5.4	13.6	10.7	8.1	8.2	14.5	6.6	7.3	14.8	148.6	1.2	149.8	
1985	62.3	26.6	5.8	16.1	12.2	9.0	8.7	16.0	7.6	8.0	14.6	160.5	1.2	161.7	
1986	70.8	30.0	6.2	18.1	15.4	10.3	11.3	19.0	9.8	9.5	16.3	186.8	1.4	188.1	
1987	90.7	37.7	8.0	19.7	21.1	12.2	15.6	24.2	12.0	11.0	18.8	233.2	1.6	234.9	
1988	95.1	32.2	9.7	20.4	24.1	13.8	15.5	23.9	11.4	12.1	20.0	245.9	2.0	247.8	
1988 Jan 8	92.8	36.4	7.8	16.5	22.8	11.3	14.6	20.2	10.2	10.1	16.8	223.1	1.7	224.8	
Feb 5	91.6	33.8	7.8	16.8	23.0	11.7	14.4	19.9	10.3	10.1	17.0	222.5	1.7	224.2	
Mar 4	91.7	31.9	8.4	18.5	22.4	12.4	14.7	22.1	10.8	10.6	18.5	230.2	1.9	232.0	
Apr 8	98.3	33.8	9.3	21.6	23.3	13.9	15.2	23.6	11.6	11.7	20.6	249.1	2.1	251.3	
May 6	102.4	34.3	10.1	23.2	23.4	14.2	15.5	25.2	11.7	13.1	21.3	260.1	2.1	262.2	
June 3	106.0	35.1	10.5	23.8	24.2	14.8	16.0	25.6	12.1	13.5	21.0	267.4	2.1	269.5	
July 8	98.3	30.0	11.1	22.9	24.2	13.9	15.5	24.2	11.5	13.1	21.2	256.1	2.1	258.2	
Aug 5	92.1	27.8	10.5	20.3	22.6	13.6	15.1	23.3	11.3	12.6	20.7	242.1	1.9	244.0	
Sept 2	96.2	30.4	11.0	21.8	24.8	15.1	16.6	25.7	12.0	13.2	21.8	258.2	1.9	260.1	
Oct 7	100.6	34.2	11.0	21.8	27.7	15.9	17.8	27.4	12.6	12.8	22.0	269.8	2.0	271.8	
Nov 4	91.6	31.2	10.3	19.7	26.7	15.0	16.2	26.2	11.7	12.4	20.5	250.3	2.0	252.3	
Dec 2	79.4	27.5	8.9	17.5	24.1	13.2	14.2	23.0	11.0	11.4	18.8	221.4	1.9	223.3	
1989 Jan 6	71.5	24.6	8.3	16.1	21.5	12.5	13.1	20.6	9.9	11.0	17.0	201.5	1.9	203.3	
<b>Vacancies at careers offices</b>															
1984	4.3	2.1	0.3	0.6	0.9	0.5	0.6	0.5	0.3	0.2	0.3	8.5	0.5	9.0	
1985	6.0	3.2	0.4	0.7	1.2	0.6	0.7	0.7	0.3	0.2	0.3	10.8	0.7	11.5	
1986	7.6	4.4	0.4	0.7	1.2	0.7	0.7	0.8	0.3	0.2	0.3	12.8	0.6	13.4	
1987	11.8	7.0	0.5	1.2	1.4	0.9	0.9	1.0	0.4	0.3	0.4	18.7	0.8	19.5	
1988	16.0	8.1	0.9	1.6	1.8	1.3	1.1	1.3	0.4	0.3	0.5	25.2	1.0	26.3	
1988 Jan 8	12.6	7.5	0.5	0.9	1.3	0.9	0.8	1.1	0.3	0.3	0.5	19.1	0.8	19.9	
Feb 5	12.2	7.0	0.5	0.9	1.0	0.9	0.7	1.0	0.3	0.2	0.5	18.0	0.8	18.8	
Mar 4	12.7	6.7	0.7	1.1	1.3	1.0	0.7	1.1	0.3	0.3	0.5	19.6	0.8	20.4	
Apr 8	13.3	6.7	0.8	1.2	1.5	1.0	1.0	1.3	0.3	0.3	0.4	21.1	1.0	22.1	
May 6	15.4	7.0	1.1	1.7	1.8	1.3	1.3	1.6	0.5	0.4	0.7	25.8	1.2	27.0	
June 3	17.6	8.2	1.1	2.2	2.3	1.8	1.3	1.8	0.6	0.3	0.7	29.6	1.1	30.7	
July 8	19.9	10.2	1.3	2.1	2.1	1.8	1.2	1.5	0.5	0.3	0.6	31.3	1.0	32.3	
Aug 5	19.8	9.9	1.1	2.1	1.9	1.5	1.3	1.4	0.6	0.4	0.6	30.6	1.0	31.6	
Sept 2	19.5	9.9	1.3	2.0	2.0	1.6	1.3	1.5	0.6	0.4	0.6	30.9	1.0	31.9	
Oct 7	18.5	9.5	1.0	1.9	2.5	1.5	1.3	1.4	0.5	0.4	0.4	29.3	1.2	30.6	
Nov 4	16.0	7.8	0.9	1.7	1.9	1.3	1.1	1.1	0.4	0.3	0.5	25.3	1.2	26.5	
Dec 2	14.3	7.4	0.8	1.5	1.7	1.1	0.9	0.9	0.3	0.3	0.4	22.2	1.1	23.4	
1989 Jan 6	13.4	7.1	0.7	1.3	1.4	1.1	1.0	0.9	0.3	0.3	0.5	20.8	1.1	21.9	

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

\* Included in South East.

† Excluding vacancies on government programmes. See note to table 3.1. Previously, up to August 1988, unadjusted vacancy figures have additionally been provided including Community Programme vacancies. With the introduction of Employment Training from September 1988, there are no longer any C.P. vacancies. E.T. places are training opportunities determined according to the individual needs of unemployed people and therefore cannot be considered as vacancies or counted as such.

## Stoppages—industry

United Kingdom	12 months to December 1988			12 months to December 1987		
	Stoppages in progress			Stoppages in progress		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	—	—	—	—	—	—
Coal extraction	167	98,800	223,000	296	97,700	217,000
Coke, mineral oil and natural gas	1	100	—	—	—	—
Electricity, gas, other energy and water	5	2,000	16,000	6	1,500	9,000
Metal processing and manufacture	10	1,800	11,000	7	2,300	11,000
Mineral processing and manufacture	8	1,200	8,000	10	2,000	14,000
Chemicals and man-made fibres	9	1,900	24,000	8	1,900	10,000
Metal goods nes	21	4,100	35,000	11	2,700	25,000
Engineering	59	20,900	73,000	80	38,300	197,000
Motor vehicles	53	57,200	528,000	100	97,000	158,000
Other transport equipment	37	39,000	803,000	29	38,700	67,000
Food, drink and tobacco	20	7,300	47,000	34	8,400	40,000
Textiles	10	13,400	73,000	5	1,900	18,000
Footwear and clothing	11	3,100	15,000	23	5,000	32,000
Timber and wooden furniture	4	300	1,000	2	200	1,000
Paper, printing and publishing	4	500	3,000	18	2,300	18,000
Other manufacturing industries	11	2,100	6,000	16	1,600	6,000
Construction	13	3,700	13,000	24	3,800	22,000
Distribution, hotels and catering, repairs	9	400	2,000	11	600	3,000
Transport services and communication	127	263,100	1,539,000	166	202,200	1,691,000
Supporting and miscellaneous transport services	23	10,000	16,000	25	4,600	14,000
Banking, finance, insurance, business services and leasing	2	600	1,000	7	1,000	1,000
Public administration, education and health services	119	191,000	290,000	123	365,000	946,000
Other services	12	2,200	25,000	23	8,700	49,000
All industries and services	725 **	724,600	3,752,000	1,016 **	887,400	3,546,000

\* Less than 500 working days lost.

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

## Stoppages: December 1988

United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	41	24,300	35,000
of which, stoppages:			
Beginning in month	29	12,700*	20,000
Continuing from earlier months	12	11,600**	15,000

\* Includes 12,700 directly involved.

\*\* Includes 6,500 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 1988 are provisional.

## Stoppages: cause

United Kingdom	12 months to December 1988		
	Stoppages	Workers involved	Working days lost
Pay—wage-rates and earnings levels	264	262,500	1,091,000
—extra-wage and fringe benefits	17	25,100	775,000
Duration and pattern of hours worked	15	5,300	17,000
Redundancy questions	37	84,600	258,000
Trade union matters	22	105,600	141,000
Working conditions and supervision	69	23,100	38,000
Manning and work allocation	226	177,700	1,343,000
Dismissal and other disciplinary measures	75	40,700	90,000
All causes	725	724,600	3,752,000

## Prominent stoppages in quarter ending December 31, 1988

Industry and location	Date when stoppage		Number of workers involved †		Number of working days lost in quarter	Cause or object
	Began	Ended	Directly	Indirectly		
<b>Mineral processing, manufacture</b>						
Various areas in England and Wales	12.9.88	5.10.88	700	—	500	For pay negotiations at national level. (Total days lost 5,000).
<b>Motor vehicles</b>						
West Midlands	5.10.88	6.10.88	3,500	—	5,000	Over transfer of worker within plant.
West Midlands	4.11.88	11.11.88	200	2,000	11,000	Dismissal of shop steward for misuse of equipment.
<b>Other transport equipment</b>						
West Midlands	23.9.88	7.11.88	300	—	7,000	Pay dispute, leading to suspensions. (Total days lost 8,000).
<b>Other transport, communication</b>						
United Kingdom	12.10.88	contd	10,000	—	15,000	Fear of redundancy due to proposed down-grading of offices.
Nottinghamshire	11.11.88	24.11.88	700	—	6,000	Over the introduction of new duties on a seniority basis.
<b>Public administration, education</b>						
Various areas in the United Kingdom	30.9.88	19.11.88	95,000	—	96,000	Dismissal of workers for refusing to give up union membership. (Total days lost 113,000).
Scotland	1.11.88	1.11.88	20,800	—	21,000	Feared redundancy.
<b>Medical and health services</b>						
Various areas in England and Scotland	3.11.88	contd	2,000	—	5,000	Over allocation of new gradings.

† The figures shown are the highest number of workers involved during the quarter.

# 4.2 INDUSTRIAL DISPUTES †

## 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 manufacturing industries
1979	2,080	2,125	4,586	4,608	29,474	22,552
1980	1,330	1,348	830*	834*	11,964	10,896
1981	1,338	1,512	1,513	1,513	4,266	2,292
1982	1,528	1,538	2,101*	2,103*	5,313	1,919
1983	1,352	1,364	573	574	3,754	1,776
1984	1,206	1,221	1,436*	1,464*	27,135	2,658
1985	887	903	791	791	6,402	912
1986	1,053	1,074	538	538	1,069	1,069
1987	1,004	1,016	884	887	3,546	595
1988	714	725	723	725	3,752	1,628
1986 Dec	73	91	43	50	97	25
1987 Jan	99	111	168	171	889	66
Feb	102	123	44	148	928	85
Mar	104	120	209	215	251	71
Apr	114	135	131	155	336	58
May	78	95	88	126	222	34
June	84	104	45	157	345	36
July	72	93	40	61	214	37
Aug	57	71	16	22	43	23
Sept	63	84	16	19	56	39
Oct	79	96	22	24	76	51
Nov	97	108	79	80	127	74
Dec	55	72	27	35	60	20
1988 Jan	78	89	44	45	106	27
Feb	95	119	120	148	653	381
Mar	66	93	34	48	257	146
Apr	40	50	14	17	64	10
May	63	74	37	42	137	48
June	71	86	33	43	306	264
July	48	68	17	36	348	286
Aug	43	54	114	130	411	280
Sept	48	58	137	139	1,210	35
Oct	67	75	24	31	50	26
Nov	66	80	129	145	177	31
Dec	29	41	19	24	35	4

### Working days lost in all stoppages in progress in period by industry

United Kingdom	Mining and quarrying	Metal manufacture and metal goods nes	Mechanical, instrument and electrical engineering	Shipbuilding and marine engineering	Vehicles	Textiles, clothing and footwear	All other manufacturing industries	Construction	Transport and communication	All other non-manufacturing industries	THOUSAND	
SIC 1968	(II)	(VI and XIII)	(VII, VIII and IX)	(X)	(XI)	(XIII-XV)	(III-V, XVI-XIX)	(XX)	(XXII)	(I, XXI, XXIII-XXVII)		
1979	128	1,910	13,341	303	4,836	110	2,053	834	1,419	4,541		
1980	166	8,884	586	195	490	44	698	281	253	367		
1981	237	113	433	230	956	39	522	86	359	1,293		
1982	374	199	486	116	656	66	395	44	1,675	1,301		
SIC 1980	(11-14)	(21,22,31)	(32-34,37)	(35)	(36)	(43-45)	(23-26,41,42, 44,46-49)	(50)	(71-79)	(01-03,15-17, 61-67,81-85, 91-99 and 00)		
1982	380	197	538	551	172	61	400	41	1,675	1,299		
1983	591	177	507	545	191	32	324	68	295	1,024		
1984	22,484	90	422	1,046	497	66	537	334	666	992		
1985	4,143	109	155	70	256	31	291	50	197	1,100		
1986	143	152	108	411	38	136	33	190	486	486		
1987	217	36	197	158	67	50	88	22	1,705	1,007		
1988	223	46	73	528	803	89	90	13	1,555	333		
1986 Dec	16	4	6	—	13	—	2	1	7	48		
1987 Jan	9	7	30	8	10	3	8	—	787	27		
Feb	24	15	29	2	13	17	8	5	778	37		
Mar	20	—	42	4	8	3	14	1	8	150		
Apr	28	—	35	11	3	4	5	1	10	239		
May	13	2	18	7	4	—	4	2	20	154		
June	14	—	7	8	8	4	10	1	9	285		
July	70	—	5	2	16	8	7	6	55	47		
Aug	2	4	10	4	1	—	3	1	11	6		
Sept	6	—	2	8	—	8	2	2	2	7		
Oct	7	3	5	33	1	1	9	2	3	13		
Nov	15	—	3	62	—	2	7	1	5	31		
Dec	10	3	—	11	1	—	4	1	17	11		
1988 Jan	40	5	5	6	6	6	2	3	9	25		
Feb	146	7	5	365	3	1	13	—	58	54		
Mar	6	8	6	125	1	—	19	—	57	28		
Apr	1	—	3	—	—	—	1	—	42	7		
May	1	—	7	—	—	—	6	—	65	17		
June	3	6	—	—	216	34	6	2	20	10		
July	2	—	1	—	281	4	20	1	24	15		
Aug	2	—	8	1	269	—	5	1	115	8		
Sept	6	3	18	4	5	5	10	1	1,132	27		
Oct	1	1	9	—	9	—	5	1	5	13		
Nov	4	3	1	16	4	—	3	—	12	126		
Dec	11	1	—	1	—	—	—	—	17	3		

\* Figures exclude workers becoming involved after the end of the year in which the stoppages began.  
† See 'Definitions' page at end of Labour Market Data section for notes on coverage. The figures for 1988 are provisional.

# EARNINGS 5.1

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

GREAT BRITAIN	SIC 1980	Whole economy (Divisions 0-9)		Manufacturing industries (Revised definition) (Divisions 2-4)		Production industries (Revised definition) (Divisions 1-4)		Service industries (Divisions 6-9)	
		Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
		% change over previous 12 months		% change over previous 12 months		% change over previous 12 months		% change over previous 12 months	
			Under-lying*		Under-lying*		Under-lying*		Under-lying*
1983	Annual averages	87.0	84.1	84.4	84.9	88.4	88.4	88.4	1985 = 100
1984		92.2	88.5	91.7	89.8	94.0	94.0	94.0	
1985		100.0	87.7	100.0	88.0	100.0	100.0	100.0	
1986		107.9	87.2	107.7	88.0	107.7	107.7	107.7	
1987		116.3	87.2	116.3	88.0	116.3	116.3	116.3	
1983	Jan	83.1	84.1	87.7	88.5	81.1	81.1	81.1	8.9
	Feb	84.8	85.6	9.5	8	80.9	81.5	9.1	83/4
	Mar	85.2	85.4	8.7	73/4	81.7	81.7	7.9	81/2
	Apr	85.1	85.8	8.6	71/2	82.6	83.0	8.8	81/2
	May	86.4	86.5	8.7	71/2	84.1	84.0	8.5	81/2
	June	87.2	86.7	8.2	71/2	84.6	83.5	8.2	81/2
	July	88.4	87.5	7.6	71/2	85.2	84.3	8.6	83/4
	Aug	87.6	87.5	8.4	73/4	84.5	85.2	9.0	83/4
	Sept	87.7	87.6	8.7	73/4	85.0	85.7	9.6	91/4
	Oct	88.4	88.5	8.7	73/4	86.4	86.7	9.6	91/2
	Nov	89.1	88.7	7.3	73/4	88.2	87.5	10.1	93/4
	Dec	90.4	89.4	8.2	8	88.5	88.1	9.6	93/4
1984	Jan	89.0	90.0	7.0	73/4	87.8	88.3	8.9	91/2
	Feb	89.6	90.6	5.8	73/4	88.7	89.3	9.6	91/2
	Mar	89.9	90.1	5.5	73/4	89.7	89.7	9.8	91/2
	Apr	90.1	90.7	5.7	73/4	89.0	89.4	7.7	91/4
	May	90.7	90.9	5.1	73/4	90.5	90.4	7.6	91/4
	June	91.8	91.2	5.2	73/4	92.2	91.0	9.0	91/4
	July	93.0	92.1	5.3	71/2	92.7	91.7	8.8	9
	Aug	92.8	92.6	5.8	71/2	91.7	92.5	8.6	83/4
	Sept	93.1	93.1	6.3	71/2	92.7	93.4	9.0	83/4
	Oct	95.6	95.7	8.1	71/2	94.2	94.8	9.3	81/2
	Nov	94.8	94.4	6.4	71/2	95.3	94.5	8.0	81/2
	Dec	96.2	95.1	6.4	71/2	95.7	95.2	8.1	81/2
1985	Jan	95.1	96.2	6.9	71/2	96.0	96.5	9.3	81/2
	Feb	95.8	96.9	7.0	71/2	96.1	96.8	8.4	81/2
	Mar	97.8	97.9	8.7	71/2	97.9	97.9	9.1	83/4
	Apr	98.6	99.0	9.2	71/2	99.1	99.5	11.3	83/4
	May	98.6	98.7	8.6	71/2	98.9	98.9	9.4	81/2
	June	100.0	99.4	9.0	71/2	100.8	99.5	9.3	81/2
	July	101.1	100.2	8.8	71/2	101.5	100.4	9.5	9
	Aug	100.9	100.7	8.7	71/2	99.7	100.5	8.6	9
	Sept	102.5	102.4	10.0	73/4	101.2	101.9	9.1	9
	Oct	101.2	101.4	6.0	71/2	101.1	102.0	7.6	83/4
	Nov	102.9	102.5	8.6	71/2	103.6	102.7	8.7	83/4
	Dec	104.8	103.5	8.8	71/2	104.3	103.6	8.8	83/4
1986	Jan	102.9	104.2	8.3	71/2	103.7	104.2	8.0	81/2
	Feb	103.5	104.9	8.3	71/2	103.9	104.6	8.1	81/4
	Mar	106.2	106.2	8.5	71/2	105.3	105.2	7.5	8
	Apr	107.1	107.4	8.5	71/2	106.6	107.0	7.5	73/4
	May	106.1	106.2	7.6	71/2	106.1	106.0	7.2	73/4
	June	108.1	107.4	8.0	71/2	108.6	107.2	7.7	73/4
	July	109.4	108.3	8.1	71/2	108.4	107.3	6.9	73/4
	Aug	109.0	108.8	8.0	71/2	107.4	108.3	7.8	73/4
	Sept	108.7	108.8	6.3	71/2	108.2	109.0	7.0	73/4
	Oct	109.6	109.9	8.4	71/2	109.2	110.0	7.8	73/4
	Nov	111.2	110.9	8.2	73/4	111.7	110.9	8.0	73/4
	Dec	112.5	111.2	7.4	73/4	113.0	112.1	8.2	8
1987	Jan	110.8	112.1	7.6	71/2	111.7	112.2	7.7	73/4
	Feb	111.2	112.8						

# 5.3

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

GREAT BRITAIN	Agriculture and forestry*	Coal and coke†	Mineral oil and natural gas	Electricity, gas, and other energy and water supply	Metal processing and manufacturing**	Mineral extraction and manufacturing	Chemicals and man-made fibres	Mechanical engineering	Electrical and electronic	Motor vehicles and parts engineering	Other transport equipment	Metal goods and instruments	Food, drink and tobacco	Textiles
SIC 1980 CLASS	(01-02)	(11-12)	(14)	(15-17)	(21-22)	(23-24)	(25-26)	(32)	(33-34)	(35)	(36)	(31, 37)	(41-42)	(43)
1985 Annual averages	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1986	105.5	113.3	109.5	106.9	106.5	107.8	107.9	106.9	108.0	107.9	107.4	107.4	108.7	107.2
1987	112.2	121.6	120.0	115.0	116.5	116.9	116.9	114.7	117.6	118.0	115.7	116.0	116.9	116.1
1985 Jan	88.9	50.3	95.5	95.7	97.7	94.5	95.4	95.3	95.3	101.2	94.7	95.5	95.8	96.2
1985 Feb	92.4	53.1	96.9	96.3	93.4	96.0	95.1	96.1	96.3	96.1	96.3	97.2	96.8	96.8
1985 Mar	92.4	83.2	97.2	96.3	96.8	97.7	96.6	98.1	99.5	99.3	98.6	98.7	96.0	98.2
1985 Apr	95.1	93.7	97.1	95.1	103.5	98.6	97.0	98.0	101.6	99.0	98.4	98.5	98.3	98.5
1985 May	94.1	94.8	99.8	96.3	96.3	98.8	97.5	99.0	99.4	99.9	97.7	100.2	99.2	99.6
1985 Jun	102.1	100.5	99.2	99.9	96.8	101.6	99.8	100.6	100.4	99.6	107.3	100.2	100.9	101.5
1985 Jul	105.0	101.6	99.9	105.7	109.5	100.3	101.4	101.4	100.7	102.3	100.7	100.4	100.9	101.4
1985 Aug	110.1	102.4	99.2	101.1	97.3	99.8	100.9	99.7	99.3	98.8	98.2	99.4	98.9	99.4
1985 Sep	111.9	103.9	102.9	106.5	108.2	102.4	100.4	101.2	100.2	98.0	99.9	100.9	100.5	101.0
1985 Oct	108.7	104.3	101.7	102.4	97.3	101.9	100.7	101.9	101.2	99.0	102.0	101.5	101.2	101.7
1985 Nov	99.2	108.2	103.9	103.1	97.5	102.4	109.0	104.5	102.2	104.0	101.4	104.6	104.4	102.9
1985 Dec	100.1	107.2	106.4	101.2	105.7	105.6	106.1	104.3	104.0	102.5	104.5	103.4	106.7	102.9
1986 Jan	97.3	116.8	103.6	101.5	103.7	102.3	102.4	103.1	103.9	102.1	105.1	103.4	105.8	104.5
1986 Feb	96.5	113.0	104.9	103.8	99.1	102.7	102.8	104.9	104.1	104.5	104.3	104.0	104.8	104.2
1986 Mar	97.3	115.6	105.4	103.6	101.6	103.7	104.0	105.9	105.7	110.1	106.0	105.9	104.6	105.8
1986 Apr	99.3	111.9	105.3	103.7	111.6	105.9	103.9	106.8	109.4	105.4	105.2	104.9	107.1	104.5
1986 May	100.9	108.4	111.8	104.6	102.4	106.3	105.8	106.2	106.2	107.9	104.5	107.1	107.9	106.1
1986 Jun	104.8	108.3	109.4	104.8	105.5	111.1	107.6	106.8	109.5	112.8	108.1	107.4	110.3	108.5
1986 Jul	107.0	109.2	109.1	112.0	113.2	108.2	107.4	108.6	108.0	109.2	106.6	107.8	108.6	108.2
1986 Aug	115.7	109.9	108.7	113.4	14.5	107.6	107.4	106.2	107.4	108.1	110.5	107.4	106.7	106.7
1986 Sep	118.2	114.7	110.5	108.4	104.5	110.5	107.8	106.7	107.8	108.5	107.6	108.1	109.3	107.8
1986 Oct	115.9	116.2	108.9	109.0	114.5	109.5	109.8	107.7	109.7	108.5	108.9	108.6	109.2	108.3
1986 Nov	107.4	117.3	122.8	109.3	105.1	110.8	118.1	109.7	110.9	112.3	114.0	112.6	114.3	111.4
1986 Dec	104.1	118.3	113.7	109.0	112.3	114.4	117.6	111.1	113.7	115.2	113.8	111.2	115.6	110.6
1987 Jan	102.4	118.6	114.1	113.7	113.1	110.3	110.8	109.8	111.9	112.4	113.0	110.4	115.2	111.1
1987 Feb	102.1	119.4	114.1	111.2	108.0	111.7	112.1	111.4	112.2	115.3	113.2	112.5	111.7	113.4
1987 Mar	102.8	121.3	114.9	110.7	108.4	113.4	111.1	112.2	114.4	116.4	118.0	113.0	112.0	114.9
1987 Apr	108.0	125.7	117.5	110.2	121.3	113.6	113.7	111.4	117.1	115.3	112.1	112.7	115.8	110.8
1987 May	106.7	117.3	123.3	111.1	113.3	114.0	114.9	112.4	115.7	117.4	112.1	114.0	117.7	114.2
1987 Jun	111.7	120.9	119.8	111.0	112.8	119.1	116.6	115.3	119.3	123.5	115.3	116.6	117.0	118.2
1987 Jul	114.0	120.2	124.9	116.0	129.1	118.9	118.9	116.5	118.9	119.5	114.9	117.1	117.3	119.0
1987 Aug	118.2	121.3	119.0	123.9	110.9	116.7	117.0	115.4	117.8	116.9	114.5	116.3	116.2	116.5
1987 Sep	124.2	120.9	117.2	118.3	114.6	119.6	114.6	115.7	118.8	118.3	115.8	118.0	118.4	117.3
1987 Oct	122.3	123.5	118.1	117.9	130.0	118.2	117.4	116.7	119.6	119.5	115.8	118.5	117.6	118.1
1987 Nov	120.7	124.7	133.5	119.8	114.5	119.9	127.9	119.0	121.2	120.1	118.4	122.4	120.5	120.9
1987 Dec	113.5	125.9	124.1	116.2	122.1	127.0	128.2	120.3	124.4	120.8	125.4	120.4	123.8	118.8
1988 Jan	106.1	128.1	127.0	116.0	126.2	120.6	121.3	120.2	124.6	120.0	118.8	120.7	121.2	119.6
1988 Feb	105.0	116.8	125.8	115.6	115.7	121.3	120.3	121.4	125.7	120.5	119.0	123.2	121.2	120.0
1988 Mar	108.0	131.9	126.9	116.0	117.6	123.5	120.5	124.6	126.1	132.9	119.9	122.7	121.2	122.6
1988 Apr	112.4	141.9	129.6	120.2	136.5	123.9	125.1	122.9	128.5	127.1	118.9	124.3	124.8	122.6
1988 May	112.1	134.2	138.8	123.5	129.1	126.3	125.1	124.3	126.5	129.9	119.0	125.7	126.6	123.7
1988 Jun	115.2	133.1	128.2	122.5	124.0	127.9	126.8	123.9	129.1	137.0	112.5	126.3	128.6	125.8
1988 Jul	118.7	139.7	134.2	125.5	141.7	127.9	126.0	128.7	135.8	114.3	128.0	125.7	124.8	124.8
1988 Aug	128.8	138.5	131.2	125.8	129.8	124.8	125.9	124.9	127.1	129.5	111.6	127.1	125.0	123.6
1988 Sep	134.4	140.9	131.4	124.0	123.4	127.4	126.1	125.4	128.0	128.5	121.8	127.3	126.0	123.9
1988 Oct	136.9	141.8	134.6	124.9	142.9	126.1	128.4	127.4	130.7	129.0	124.5	128.2	127.0	124.5
1988 Nov	116.1	142.1	147.2	125.3	124.2	127.9	139.2	129.5	131.7	136.3	126.1	131.3	133.2	128.0
1988 Dec	140.7	141.8	142.4	124.2	134.0	136.3	138.3	132.3	135.6	140.0	133.6	131.0	135.6	125.7

\* England and Wales only.  
† The index series for this group has been based on average 1985 excluding January and February figures which were seriously affected by a dispute in the coal mining industry.

# 5.5

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

GREAT BRITAIN	Manufacturing Industries								
April of each year	Weights	1981	1982	1983†	1984†	1985†	1986†	1987†	1988†
April 1970=100									
FULL-TIME ADULTS*									
Men	689	451.4	506.2	547.3	604.5	657.5	724.7	776.8	853.3
Women	311	559.5	625.3	681.4	743.9	807.2	869.4	947.0	1,039.4
Men and women	1,000	469.1	525.6	569.3	627.3	682.0	748.4	804.6	883.7

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

# EARNINGS 5.3

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

Leather, footwear and clothing	Timber and wooden furniture	Paper products, printing and publishing	Rubber, plastics and other manufacturing	Construction	Distribution and repairs	Hotels and catering	Transport and communication	Banking, finance and insurance	Public administration	Education and health services	Other services††	Whole economy	GREAT BRITAIN
(44-45)	(46)	(47)	(48-49)	(50)	(61-65, 67)	(66)	(71-72, 75-77, 79)	(81-82, 83pt-84pt.)	(91-92pt.)	(93, 95)	(97pt-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	100.0	1985 Annual averages
107.4	107.1	107.5	107.9	107.9	107.0	107.3	106.5	110.1	105.6	110.1	107.9	107.9	1986
114.5	116.5	116.2	116.9	116.5	114.9	115.7	114.9	121.8	112.8	117.9	115.3	116.3	1987
96.4	99.8	94.2	96.6	93.3	96.6	97.3	95.6	94.5	97.2	95.8	100.1	95.8	1985 Jan
97.3	97.0	94.7	96.8	95.6	96.7	95.1	95.7	94.3	100.1	97.4	97.6	95.8	1985 Feb
99.2	95.8	97.1	97.8	99.9	97.8	96.2	103.0	103.0	98.5	96.7	98.5	97.8	1985 Mar
99.1	98.6	99.0	98.4	98.9	101.3	97.2	99.0	96.3	97.9	97.0	98.0	98.6	1985 Apr
99.3	95.4	99.5	100.1	97.6	99.3	99.4	99.0	100.2	97.8	98.0	97.6	98.6	1985 May
101.7	98.4	101.9	100.9	101.3	99.9	99.4	98.9	100.1	101.1	97.3	94.7	100.0	1985 Jun
99.9	100.4	101.2	100.8	101.2	100.4	99.7	101.2	101.2	99.2	100.8	97.2	101.1	1985 Jul
99.1	106.6	100.6	100.3	98.6	99.3	101.7	102.3	97.9	99.1	106.6	99.6	100.9	1985 Aug
100.7	102.6	102.5	100.0	102.7	101.2	101.9	100.5	98.9	102				

# 5.6 EARNINGS AND HOURS

Average weekly and hourly earnings and hours:  
manual and non-manual employees

GREAT BRITAIN	MANUFACTURING INDUSTRIES*					ALL INDUSTRIES AND SERVICES						
	Weekly earnings (£)		Hours	Hourly earnings (pence)		Weekly earnings (£)		Hours	Hourly earnings (pence)			
	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours	including those whose pay was affected by absence	excluding those whose pay was affected by absence		including overtime pay and overtime hours	excluding overtime pay and overtime hours		
			excluding those whose pay was affected by absence									
April of each year												
<b>FULL-TIME MEN†</b>												
Manual occupations												
1982*	134.8	138.1	43.8	315.1	307.9	131.4	133.8	44.3	302.0	294.7		
1983†	142.8	147.4	43.7	336.7	329.2	140.3	143.6	43.9	326.5	319.0		
1984	153.6	158.9	44.4	358.1	348.5	148.8	152.7	44.3	345.0	336.1		
1985	167.5	172.6	44.6	386.8	373.8	159.8	163.6	44.5	368.0	356.8		
1986	178.4	183.4	44.5	411.6	398.5	170.9	174.4	44.5	392.6	380.8		
1987	191.2	195.9	44.7	437.6	423.8	182.0	185.5	44.6	416.5	404.3		
1988	206.8	212.3	45.2	468.5	451.7	196.3	200.6	45.0	445.7	431.5		
Non-manual occupations												
1982*	180.1	181.4	38.8	457.9	457.0	177.9	178.9	38.2	462.5	462.3		
1983†	193.2	194.6	39.1	491.6	491.0	193.7	194.9	38.4	503.4	502.9		
1984	191.4	192.9	39.1	487.3	486.6	190.6	191.8	38.4	494.8	494.2		
1985	211.7	213.5	39.3	537.8	537.1	207.3	209.0	38.5	537.4	536.4		
1986	230.7	232.0	39.3	582.0	580.7	223.5	225.0	38.6	574.7	573.2		
1987	254.4	255.7	39.3	641.0	640.0	243.4	244.9	38.6	627.3	625.8		
1988	271.9	273.7	39.4	684.1	684.0	263.9	265.9	38.7	679.9	679.3		
1988	299.1	300.5	39.4	744.9	744.1	292.1	294.1	38.7	748.8	748.3		
All occupations												
1982*	148.8	152.6	42.2	357.0	354.0	151.5	154.5	41.7	365.6	364.6		
1983†	147.9	151.8	42.3	354.2	351.4	163.8	167.5	41.5	399.1	398.0		
1984	158.6	163.3	42.2	383.0	380.0	161.1	164.2	41.4	392.6	391.2		
1985	156.4	161.2	42.2	378.1	375.0	174.3	178.8	41.7	423.0	421.4		
1986	171.2	176.8	42.8	409.9	406.2	187.9	192.4	41.9	452.5	449.9		
1987	187.2	192.6	42.9	444.3	438.6	203.4	207.5	41.8	488.9	486.6		
1988	202.3	207.8	42.9	479.1	474.0	219.4	224.0	41.9	527.3	526.2		
1988	217.0	222.3	43.0	511.0	506.5	240.6	245.8	42.1	573.6	573.1		
1988	236.3	242.3	43.3	549.8	544.1	240.6	245.8	42.1	573.6	573.1		
<b>FULL-TIME WOMEN†</b>												
Manual occupations												
1982*	79.9	82.9	39.6	209.5	207.1	78.3	80.1	39.3	205.0	202.7		
1983†	79.6	82.6	39.6	208.9	206.6	85.6	87.9	39.3	224.3	222.0		
1984	86.7	90.4	39.7	227.7	225.3	85.8	88.1	39.3	224.9	222.6		
1985	90.4	94.1	39.7	238.1	235.7	93.5	95.9	39.4	238.0	235.1		
1986	91.9	96.0	39.9	240.9	238.1	90.8	93.2	39.5	256.9	252.9		
1987	100.1	104.5	40.0	261.7	257.3	98.2	101.3	39.5	273.0	269.2		
1988	107.0	111.6	40.0	278.9	274.6	104.5	107.5	39.5	292.0	287.4		
1988	113.8	119.6	40.3	297.2	291.9	111.4	115.3	39.7	292.0	287.4		
1988	121.2	127.9	40.5	315.5	309.6	118.8	123.6	39.8	310.5	305.6		
Non-manual occupations												
1982*	97.2	97.6	37.2	260.3	259.0	104.3	104.9	36.5	283.0	282.2		
1983†	97.0	97.4	37.2	258.8	258.5	114.2	115.1	36.5	310.0	309.0		
1984	105.5	106.2	37.2	283.3	281.9	115.1	116.1	36.5	312.9	311.9		
1985	106.2	107.0	37.2	285.4	284.0	115.1	116.1	36.5	312.9	311.9		
1986	115.8	117.2	37.4	310.8	308.7	123.0	124.3	36.5	334.3	333.1		
1987	125.5	126.8	37.4	336.5	334.7	132.4	133.8	36.6	359.1	357.6		
1988	135.8	136.7	37.4	363.2	361.2	144.3	145.7	36.7	390.6	388.8		
1988	147.7	149.1	37.5	391.6	389.4	155.4	157.2	36.8	418.0	415.9		
1988	161.6	163.3	37.6	430.0	427.5	172.9	175.5	36.9	467.7	465.3		
All occupations												
1982*	87.1	89.7	38.5	232.1	230.4	97.5	99.0	37.1	263.1	262.1		
1983†	86.8	89.4	38.5	229.7	229.7	106.9	108.8	37.2	288.5	287.5		
1984	94.5	97.6	38.6	251.8	250.1	107.6	109.5	37.2	290.6	289.5		
1985	94.7	97.9	38.6	252.7	251.0	114.9	117.2	37.2	310.3	309.1		
1986	101.7	105.5	38.8	270.9	268.8	123.9	126.4	37.3	334.0	332.4		
1987	110.6	114.7	38.8	294.4	291.5	134.7	137.2	37.3	362.5	360.7		
1988	119.2	123.2	38.8	316.1	313.3	144.9	148.1	37.5	388.4	386.2		
1988	128.2	133.4	39.0	339.2	335.9	160.1	164.2	37.6	431.3	429.0		
1988	138.4	144.3	39.2	365.8	362.3	160.1	164.2	37.6	431.3	429.0		
<b>FULL-TIME ADULTS</b>												
<b>(a) MEN, 21 years and over AND WOMEN, 18 years and over</b>												
All occupations												
1982*	134.0	138.0	41.3	329.6	325.4	134.1	136.5	40.2	334.6	332.1		
1983	133.3	137.2	41.4	327.2	323.1	145.4	148.3	40.0	365.1	362.5		
1983	143.2	148.0	41.4	354.1	349.9	145.4	148.3	40.0	365.1	362.5		
<b>(b) MALES AND FEMALES, 18 years and over</b>												
All occupations												
1982*	132.0	135.9	41.3	324.6	320.3	132.1	134.5	40.2	329.3	326.7		
1983	131.2	135.2	41.4	322.3	318.2	143.2	146.1	40.1	359.5	356.8		
1983	141.2	146.0	41.4	349.1	344.8	143.2	146.1	40.1	359.5	356.8		
<b>(c) MALES AND FEMALES on adult rates</b>												
1983	142.2	147.0	41.4	351.5	347.3	144.5	147.4	40.1	362.6	360.0		
1984	155.2	160.8	41.9	380.6	375.4	155.8	159.3	40.3	389.9	386.7		
1985	169.2	174.7	41.9	411.8	404.8	167.4	171.0	40.4	416.8	412.7		
1986	183.1	188.6	41.9	444.4	437.7	181.2	184.7	40.4	450.8	446.8		
1987	196.0	202.0	42.0	474.1	467.6	194.9	198.9	40.4	484.7	481.1		
1988	212.7	219.4	42.3	509.4	501.7	213.6	218.4	40.6	529.2	525.9		

Note: New Earnings Survey estimates.  
\* Results for manufacturing industries in the first row of figures for 1982 relate to orders III to XIX inclusive of the 1968 Standard Industrial Classification (SIC). Results for manufacturing industries for 1983 to 1988 inclusive and the second row of figures for 1982 relate to divisions 2, 3 and 4 of the 1980 SIC.  
† Results for 1982 and the first row of figures for 1983 relate to men aged 21 and over or women aged 18 and over. Results for 1984 to 1988 inclusive and the second row of figures for 1983 relate to males or females on adult rates.

# LABOUR COSTS 5.7

All employees: main industrial sectors and selected industries

	Total labour costs (pence per hour)	Percentage shares of labour costs*							
		Total wages and salaries	of which holiday, sickness and maternity pay	National insurance	Redundancy payments	Voluntary social welfare payments	All other labour costs†		
Manufacturing	1975 161.68	88.1	9.4	6.5	0.6	3.9	0.9		
	1978 244.54	84.3	9.2	8.5	0.5	4.8	1.8		
	1981 394.34	82.1	10.0	9.0	2.1	5.2	1.6		
	1984 509.80	84.0	10.5	7.4	1.3	5.3	2.0		
	1985 554.20	84.7	10.6	6.7	1.3	5.3	2.0		
	1986 597.60	84.2	10.5	6.7	1.3	5.8	2.0		
	1987 625.00	84.5	10.6	6.7	0.9	5.8	2.1		
Energy (excl. coal) and water supply**	1975 217.22	82.9	11.1	6.0	0.6	8.5	2.1		
	1978 324.00	78.2	11.2	6.9	0.4	12.2	2.2		
	1981 595.10	75.8	11.5	7.0	1.9	13.1	2.2		
	1984 811.41	77.7	11.5	5.5	1.9	12.1	2.8		
	1985 860.60	78.6	11.5	5.1	1.3	12.2	2.8		
	1986 964.60	75.4	11.4	4.9	1.1	11.7	2.7		
	1987 1,009.50	77.6	11.7	5.0	2.5	12.2	2.8		
Construction	1975 156.95	90.2	7.2	6.3	0.2	1.7	1.6		
	1978 222.46	86.8	6.8	9.1	0.2	2.3	1.7		
	1981 357.43	85.0	7.8	9.9	0.6	2.8	1.7		
	1984 475.64	86.0	8.0	7.7	0.6	4.1	1.6		
	1985 511.20	86.6	8.0	7.2	0.5	4.1	1.6		
	1986 552.00	86.5	8.0	7.2	0.6	4.1	1.6		
	1987 594.50	86.7	8.1	7.2	0.3	4.1	1.7		
SIC 1980									
Labour costs per unit of output §		per cent change over a year earlier					per cent change over a year earlier		
1980 = 100									
	1980	84.3	22.2	106.4	88.9	83.5	87.6	78.0	22.9
	1981	92.3	9.4	112.7	95.5	96.4	95.2	86.6	11.0
	1982	95.4	3.4	111.7	97.3	93.8	96.4	90.2	4.2
	1983	94.3	-1.2	104.9	95.0	94.8	94.8	93.4	3.5
	1984	95.1	1.9	89.6	96.9	98.3	97.1	96.3	3.2
	1985	100.0	4.1	100.0	100.0	100.0	100.0	100.0	3.8
	1986	103.9	3.9	96.2	102.1	106.0	102.8	104.7	4.7
	1987	104.5	0.6	93.9	103.6	110.4	105.0	108.7	3.8
	1985 Q1	..	..	..	..	..	..	98.0	3.5
	Q2	..	..	..	..	..	..	98.7	3.2
	Q3	..	..	..	..	..	..	101.0	4.8
	Q4	..	..	..	..	..	..	101.9	3.8
	1986 Q1	..	..	..	..	..	..	103.5	5.6
	Q2	..	..						

## EARNINGS 5.9

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

	Great Britain	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States
	(1)(2)	(2)(5)(6)	(7)(8)	(8)	(6)(8)	(4)	(8)	(8)	(8)	(4)	(2)(5)	(4)	(3)(8)	(2)(8)(9)	(6)(8)	(5)	(8)(10)
Indices 1980 = 100																	
<b>Annual averages</b>																	
1977	64.2	82.9	79	78	73.2	68.1	84	53	62	59.1	..	87	82	..	78.5	90.0	78
1978	73.4	87.6	85	83	80.7	76.9	89	65	71	68.6	..	92	89	..	85.3	93.1	85
1979	84.9	92.1	92	91	89.9	86.9	94	79	83	81.9	..	96	91	..	91.9	95.1	92
1980	100.0	100.0	100	100	100.0	100.0	100	100	100	100.0	..	100	100	..	100.0	100.0	100
1981	113.3	106.2	110	112	109.5	112.3	105	127	116	123.1	..	103	110	..	110.5	105.1	110
1982	126.0	112.7	117	125	120.4	131.9	110	170	133	144.1	..	110	121	..	119.2	111.6	117
1983	137.4	117.8	122	130	128.3	146.7	114	203	149	172.3	..	113	132	..	128.6	119.2	121
1984	149.3	123.7	128	136	134.4	158.0	117	256	165	192.0	118.1	114	143	185.6	140.9	..	126
1985	162.9	131.2	133	142	141.0	167.1	122	307	179	212.9	121.7	120	153	204.2	151.5	..	131
1986	175.4	137.0	136	146	147.7	174.0	126	346	193	223.1	123.5	122	169	226.5	162.7	..	134
1987	189.5	141.3	139	150	161.5	179.6	132	379	204	237.5	125.6	124	196	243.6	173.2	..	136
<b>Quarterly averages</b>																	
1987 Q3	191.1	142.0	137	149	162.7	179.6	133	377	205	238.8	125.7	124	197	240.8	172.4	..	136
Q4	196.2	144.0	142	152	166.2	181.0	133	392	209	243.7	127.4	124	204	253.2	175.8	..	138
1988 Q1	199.0	144.9	136 R	155	166.1	182.1	134	426	212	246.5	129.7	124	205	247.4	181.4	..	138
Q2	203.6	146.1	138 R	156	172.3	183.6	138	443 R	..	251.1	130.5	125	210	256.0	187.8	..	139
Q3	206.9	..	140	157	173.7	..	139	..	..	253.8	131.3	..	..	..	187.4	..	140
1988 Apr	205.1	142.0	..	156	172.6	183.6	138	..	..	247.8	130.4	125	..	..	187.6	..	139
May	202.0	144.4	..	156	172.7	..	138	..	..	252.6	129.5	125	..	..	189.9	..	139
June	203.7	152.0	138	157	171.6	..	138	..	..	253.0	131.7	126	..	..	185.9	..	140
July	206.3	142.9	..	156	176.5	..	139	..	..	253.5	128.5	125	..	..	189.8	..	140
Aug	206.4	146.1	..	156	170.5	..	..	..	..	253.9	133.2	..	..	..	184.9	..	139
Sept	207.9	..	140	159	174.0	..	..	..	..	253.9	132.1	..	..	..	187.4	..	141
Oct	210.5	..	..	160	175.1	..	..	..	..	253.9	133.2	..	..	..	..	..	141
Nov	212.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	142
<b>Increases on a year earlier</b>																	
<b>Annual averages</b>																	Per cent
1977	10	9	9	11	10	13	7	21	15	28	..	7	10	..	7	2	9
1978	14	6	7	7	10	13	5	24	15	16	..	5	8	..	9	3	8
1979	16	6	8	9	11	13	6	20	15	19	..	4	3	..	8	2	9
1980	18	8	9	10	11	15	6	27	21	22	..	4	10	..	9	5	9
1981	13	6	10	12	9	12	5	27	16	24	..	3	10	..	11	5	9
1982	11	6	11	12	10	17	5	33	15	17	..	7	10	..	8	6	7
1983	9	5	4	4	7	11	3	19	12	20	..	3	9	..	8	7	4
1984	9	5	5	5	5	8	3	26	11	11	..	1	11	..	10	8	4
1985	9	6	4	4	5	7	4	20	8	11	3	5	7	10	8	..	4
1986	8	4	2	3	5	4	3	13	8	5	1	2	11	11	7	..	2
1987	8	3	2	3	9	3	5	10	6	6	2	2	16	8	6	..	1
<b>Quarterly averages</b>																	
1987 Q3	8	3	2	3	10	3	4	9	6	7	3	1	14	6	6	..	1
Q4	8	4	2	2	10	3	3	9	6	7	4	1	15	9	6	..	2
1988 Q1	8	5	0	4	7	3	4	15	..	7	4	1	15	5	4	..	3
Q2	9	..	0	5	6	3	5	18 R	..	6	5	1	8	5	6	..	2
Q3	8	..	..	..	..	..	4	..	..	6	..	..	..	..	..	..	3
<b>Monthly</b>																	
1988 Apr	9	1	..	4	7	3	5	..	..	6	5	1	..	..	8	..	2
May	9	5	..	4	7	..	..	..	..	6	4	1	..	..	9	..	2
June	8	6	-1 R	7	5	..	..	..	..	6	6	2	..	..	7	..	3
July	8	0	..	5	7	..	4	..	..	6	3	1	..	..	10	..	3
Aug	9	7	..	5	6	..	..	..	..	6	6	..	..	..	8	..	2
Sept	8	..	2	5	6	..	..	..	..	6	4	..	..	..	8	..	3
Oct	8	..	..	6	6	..	..	..	..	5	4	..	..	..	..	..	3
Nov	9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	3

Source: OECD—Main Economic Indicators.

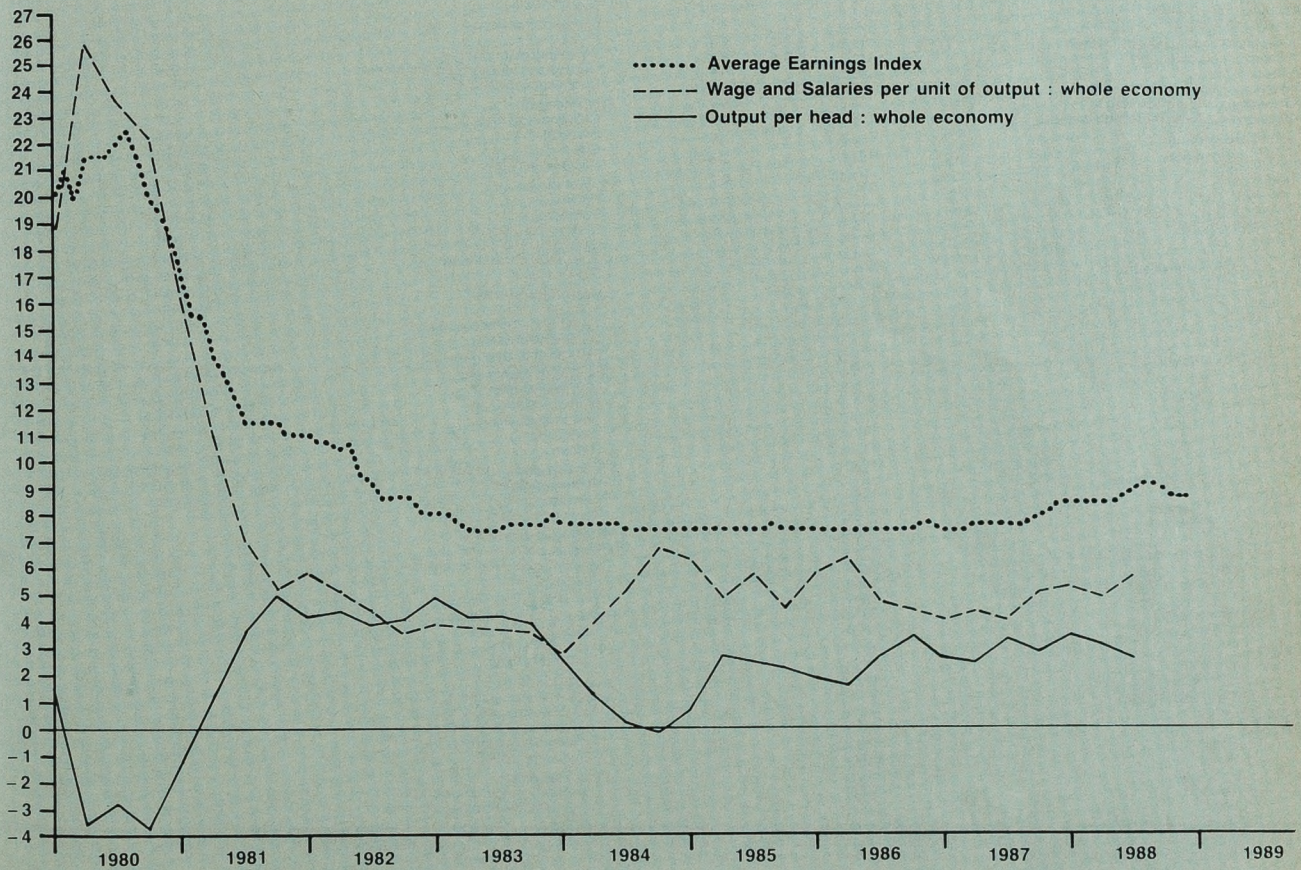
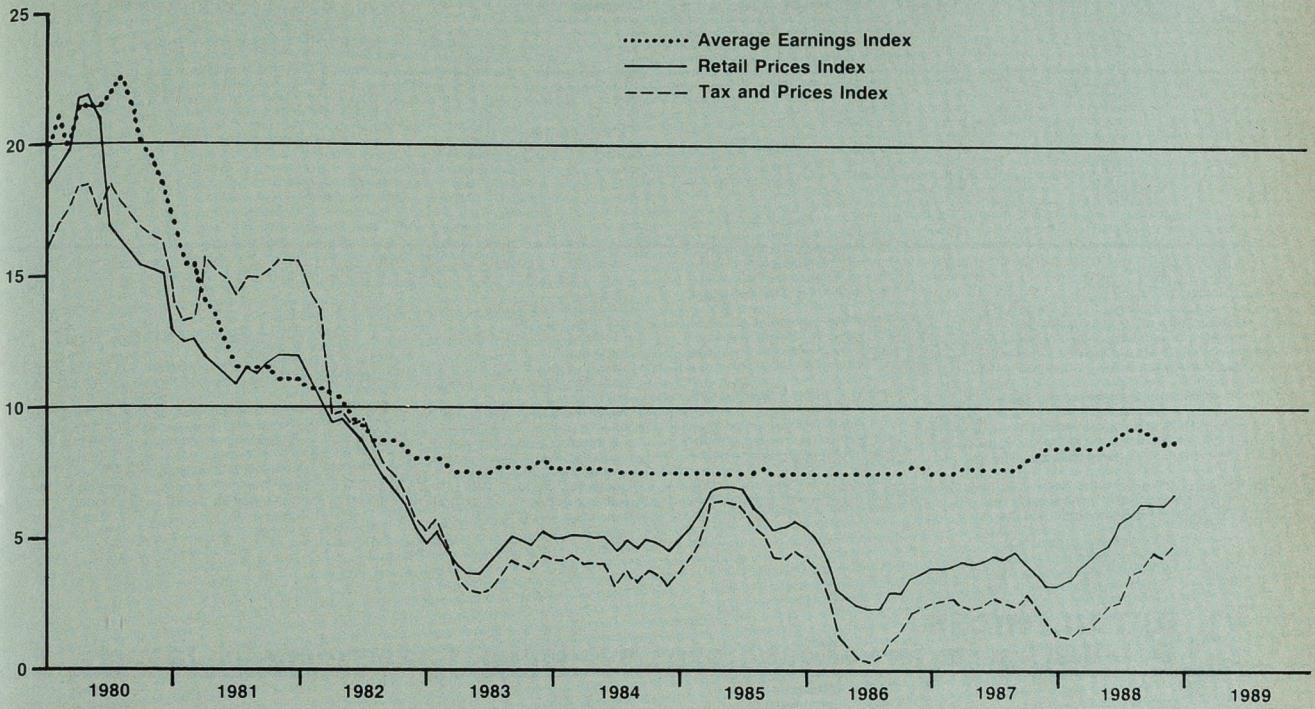
Notes: 1 Wages and salaries on a weekly basis (all employees).  
2 Seasonally adjusted.

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

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

# EARNINGS: earnings, prices, output per head: whole economy

C1



## 6.1 RETAIL PRICES

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

	All items				All items except seasonal foods			
	Index Jan 13, 1987 = 100	Percentage change over			Index Jan 13, 1987 = 100	Percentage change over		
		1 month	6 months	12 months		1 month	6 months	12 months
1988 Jan	103.3	0.0	1.5	3.3	103.3	0.0	1.4	1.4
Feb	103.7	0.4	1.6	3.3	103.6	0.3	1.4	1.4
Mar	104.1	0.4	1.7	3.5	104.0	0.4	1.4	1.4
Apr	105.8	1.6	2.8	3.9	105.7	1.6	2.5	2.5
May	106.2	0.4	2.7	4.2	106.1	0.4	2.4	2.4
June	106.6	0.4	3.2	4.6	106.6	0.5	3.2	3.2
July	106.7	0.1	3.3	4.8	106.9	0.3	3.5	3.5
Aug	107.9	1.1	4.1	5.7	108.1	1.1	4.3	4.3
Sept	108.4	0.5	4.1	5.9	108.7	0.6	4.5	4.5
Oct	109.5	1.0	3.5	6.4	109.8	1.0	3.9	3.9
Nov	110.0	0.5	3.6	6.4	110.3	0.5	4.0	4.0
Dec	110.3	0.3	3.5	6.8	110.5	0.2	3.7	3.7
1989 Jan	111.0	0.6	4.0	7.5	111.2	0.6	4.0	4.0

The overall level of prices was 0.6 per cent higher in January than in December. There were increases in housing costs, in particular in mortgage interest payments. There were higher food prices, and Christmas discounts for alcoholic drink ended. Motor insurance premiums were higher, and rail fares increased early in the month.  
**Food:** The price of milk went up by 1p per pint, and some canned fruit and vegetables also rose in price. The index for non-seasonal food rose by a little less than 3/4 per cent. The increase of a little less than 1 3/4 per cent in the index for seasonal food was fairly normal for the time of year, but lower than in three out of the last four Januaries. The index for all food rose by a little more than 3/4 per cent.  
**Catering:** There were price increases throughout this group, and the group index went up by a little more than a 1/2 per cent.  
**Alcoholic drink:** Off licence prices rose following the end of pre-Christmas discounts, and pub prices were also a little higher. The index for the group increased by a little less than 1 per cent.  
**Tobacco:** The index for this group rose by a little less than a 1/2 per cent. Some cigarette prices were higher.  
**Housing:** Some Building Societies increased their mortgage interest rates in time for the January index, and there were also increases in rent, and repairs and maintenance charges. The group index rose by a little less than 1 3/4 per cent.

**Household goods:** There were many special offers and sale price reductions for furniture furnishings and household appliances. The index for the group fell by a little less than 1/2 per cent.  
**Household services:** Domestic services and fees and subscriptions increased in price, and the group index rose by a little less than 1 1/2 per cent.  
**Clothing and footwear:** There were significant sale price reductions throughout the group. The index for the group fell by a little less than 2 per cent.  
**Personal goods and services:** There were some sale price reductions, but chemists goods and personal services increased in price. The group index increased by a little less than 1 1/4 per cent.  
**Motoring expenditure:** Car prices were again down in price, but the cost of motor vehicle maintenance and insurance rose. The index for the group rose by a little less than 3/4 per cent.  
**Fares and other travel costs:** Rail fares, and some bus and coach fares were increased. The index for the group rose by about 3 per cent.  
**Leisure goods:** There were some price reductions for audio-visual equipment, but some gardening products and newspapers rose in price. The group index showed little change.  
**Leisure services:** Entertainment costs rose, and the index for this group increased by a little less than 1/2 per cent.

## 6.2 RETAIL PRICES

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

All items	Index Jan 1987 = 100	Percentage change over (months)		Index Jan 1987 = 100	Percentage change over (months)		
		1	12		1	12	
		0.6	7.5		0.4	4.1	
<b>Food and Catering</b>	108.7	0.8	4.8	105.6	0.4	4.1	
<b>Alcohol and tobacco</b>	108.5	0.7	5.3	105.9		4	
<b>Housing and household expenditure</b>	115.4	1.0	12.1	103.9		4	
<b>Personal expenditure</b>	107.4	-0.8	5.1	<b>Housing</b>	124.6	1.7	19.9
<b>Travel and leisure</b>	109.8	0.7	5.1	Rent	114.4		8
<b>All items excluding seasonal food</b>	111.2	0.6	7.6	Mortgage interest payments	144.4		50
<b>All items excluding food</b>	111.7	0.6	8.0	Rates	116.8		8
<b>Seasonal food</b>	103.2	1.7	-0.5	Water and other charges	116.2		8
<b>Food excluding seasonal</b>	108.2	0.7	5.4	Repairs and maintenance charges	110.7		6
<b>All items excluding housing</b>	108.5	0.5	5.1	Do-it-yourself materials	109.3		4
<b>All items excluding mortgage interest</b>	109.4	0.5	5.5	<b>Fuel and light</b>	104.2	0.1	6.0
<b>Nationalised industries</b>	110.9	1.5	7.9	Coal and solid fuels	103.1		1
<b>Consumer durables</b>	104.5	-1.3	3.3	Electricity	108.6		9
<b>Food</b>	107.4	0.8	4.4	Gas	101.2		6
Bread	111.6		5	Oil and other fuel	89.3		-8
Cereals	112.2		5	<b>Household goods</b>	107.5	-0.4	4.1
Biscuits and cakes	108.3		5	Furniture	107.3		4
Beef	115.4	10		Furnishings	108.7		5
Lamb	99.0	0		Electrical appliances	104.6		5
of which, home-killed lamb	96.9	-2		Other household equipment	108.5		6
Pork	105.0	4		Household consumables	112.2		6
Bacon	105.8	4		Pet care	102.4		2
Poultry	102.2	1		<b>Household services</b>	110.3	1.4	5.0
Other meat	101.2	0		Postage	106.5		6
Fish	105.9	1		Telephones, telemessages, etc	101.2		0
of which, fresh fish	107.8	1		Domestic services	113.2		7
Butter	110.8	9		Fees and subscriptions	118.3		9
Oil and fats	107.2	8		<b>Clothing and footwear</b>	105.9	-1.9	4.7
Cheese	110.3	6		Men's outerwear	106.2		5
Eggs	103.7	-6		Women's outerwear	102.5		3
Milk, fresh	111.7	7		Children's outerwear	106.8		6
Milk products	112.5	6		Other clothing	109.0		6
Tea	108.9	8		Footwear	107.6		6
Coffee and other hot drinks	92.9	1		<b>Personal goods and services</b>	110.4	1.2	5.8
Soft drinks	120.7	12		Personal articles	102.9		2
Sugar and preserves	114.2	6		Chemists goods	111.1		6
Sweets and chocolates	101.8	1		Personal services	117.1		10
Potatoes	99.7	0		<b>Motoring expenditure</b>	110.6	0.7	5.2
of which, unprocessed potatoes	94.6	-3		Purchase of motor vehicles	113.5		6
Vegetables	108.3	3		Maintenance of motor vehicles	113.1		7
of which, other fresh vegetables	105.5	-2		Petrol and oil	99.7		1
Fruit	106.1	5		Vehicles tax and insurance	121.9		9
of which, fresh fruit	107.6	6		<b>Fares and other travel costs</b>	112.9	3.0	7.4
Other foods	107.3	4		Rail fares	117.4		10
<b>Catering</b>	113.1	0.6	6.3	Bus and coach fares	115.3		8
Restaurant meals	113.9	7		Other travel costs	107.3		5
Canteen meals	112.2	5		<b>Leisure goods</b>	105.1	0.1	2.2
Take-aways and snacks	112.3	6		Audio-visual equipment	90.9		-5
<b>Alcoholic drink</b>	109.9	0.9	6.0	Records and tapes	97.8		-2
Beer	111.8	7		Toys, photographic and sport goods	106.8		5
of which, off sales	112.4	8		Books and newspapers	115.4		6
Wines and spirits	107.2	4		Gardening products	112.2		8
of which, off sales	109.8	6		<b>Leisure services</b>	112.1	0.4	8.2
of which, off sales	105.3	3		Television licences and rentals	103.7		4
				Entertainment and other recreation	118.1		10

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

## 6.3 RETAIL PRICES

### Average retail prices of selected items

Average retail prices on January 17 for a number of important items derived from prices collected for the purposes of the General Index of Retail Prices in more than 180 areas in the United Kingdom, are given below.  
 It is only possible to calculate a meaningful average price for

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

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

#### Average prices on January 17, 1989

Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell	Item*	Number of quotations	Average price	Price range within which 80 per cent of quotations fell
		p	p			p	p
<b>FOOD ITEMS</b>				<b>Butter</b>			
<b>Beef: home-killed</b>				Home-produced, per 250g	281	57	54-63
Sirloin (without bone)	214	359	255-420	New Zealand, per 250g	256	55	54-58
Silverside (without bone) †	293	254	225-284	Danish, per 250g	261	62	60-68
Best beef mince	289	138	108-188	<b>Margarine</b>			
Fore ribs (with bone)	184	182	134-229	Soft 500g tub	259	37	28-63
Brisket (without bone)	259	181	148-204	Low fat spread 250g	282	40	39-44
Rump steak †	293	323	279-380	<b>Lard, per 250g</b>	293	16	15-24
Stewing steak	285	169	149-199	<b>Cheese</b>			
<b>Lamb: home-killed</b>				Cheddar type	278	142	116-176
Loin (with bone)	279	205	175-260	<b>Eggs</b>			
Shoulder (with bone)	268	99	76-140	Size 2 (65-70g), per dozen	242	106	86-132
Leg (with bone)	268	184	158-210	Size 4 (55-60g), per dozen	187	92	75-114
<b>Lamb: imported</b>				<b>Milk</b>			
Loin (with bone)	149	158	135-178	Pasteurised, per pint	283	28	25-28
Shoulder (with bone)	149	87	69-106	Skimmed, per pint	261	27	23-28
Leg (with bone)	153	158	138-174	<b>Tea</b>			
<b>Pork: home-killed</b>				Loose, per 125g	290	43	33-55
Leg (foot off)	262	115	92-158	Tea bags, per 250g	302	105	85-119
Belly †	228	86	72-99	<b>Coffee</b>			
Loin (with bone)	298	148	135-174	Pure, instant, per 100g	495	134	79-179
Fillet (without bone)	222	211	148-292	Ground (filter fine), per 1/2lb	251	132	107-149
<b>Bacon</b>				<b>Sugar</b>			
Collar †	145	117	99-135	Granulated, per kg	295	55	53-57
Gammon †	184	187	155-217	<b>Fresh vegetables</b>			
Back, vacuum packed	177	170	149-212	Potatoes, old loose			
Back, not vacuum packed	206	168	142-186	White	248	12	8-15
<b>Ham (not shoulder), per 1/4lb</b>	269	60	49-78	Red	122	11	9-14
<b>Sausages</b>				Potatoes, new loose			
Pork	297	90	72-109	Tomatoes	309	53	42-65
Beef	233	84	68-98	Cabbage, greens	243	26	16-45
<b>Pork luncheon meat, 12oz can</b>	169	46	42-56	Cabbage, hearted	208	22	15-32
<b>Corned beef, 12oz can</b>	184	72	54-84	Cauliflower, each	286	62	45-89
<b>Chicken: roasting</b>				Brussels sprouts	280	26	16-32
Frozen, oven ready	188	63	50-89	Carrots	313	20	12-34
Fresh or chilled 4lb, oven ready	230	86	69-95	Onions	318	20	14-29
<b>Fresh and smoked fish</b>				Mushrooms, per 1/4lb	305	31	24-35
Cod fillets	221	213	180-250	Cucumber, each	296	75	60-89
Haddock fillets	222	237	185-270	<b>Fresh fruit</b>			
Mackerel, whole	149	76	58-98	Apples, cooking	274	35	28-45
Kippers, with bone	231	106	85-125	Apples, dessert	273	35	28-48
<b>Canned (red) salmon, half-size can</b>	161	193	149-239	Pears, dessert	267	41	35-50
<b>Bread</b>				Oranges, each	232	16	10-20
White, per 800g wrapped and sliced loaf	293	48	42-59	Bananas	286	47	39-52
White, per 800g unwrapped loaf	219	60	57-65	Grapes	225	107	65-178
White, per 400g loaf, unsliced	255	39	36-43	<b>Items other than food</b>			
Brown, per 400g loaf, unsliced	133	41	38-44	Draught bitter, per pint	641	91	82-105
Brown, per 800g loaf, unsliced	158	62	55-69	Draught lager, per pint	648	103	95-115
<b>Flour</b>				Whisky, per nip	648	73	67-82
Self-raising, per 1 1/2kg	192	53	49-56	Gin, per nip	639	73	67-82

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

# 6.4 RETAIL PRICES

## General index of retail prices

UNITED KINGDOM January 15, 1974 = 100	ALL ITEMS	All items except food	All items except seasonal food	Nationalised industries	Food			Meals bought and consumed outside the home	Alcoholic drink
					All	Seasonal food	Non-seasonal food		
Weights 1974	1,000	747	951.2-925.5	80	253	47.5-48.8	204.2-205.5	51	70
1975	1,000	768	961.9-966.3	77	232	33.7-38.1	193.9-198.3	48	82
1976	1,000	772	958.0-960.8	90	228	39.2-42.0	186.0-188.8	47	81
1977	1,000	753	953.3-955.8	91	247	44.2-46.7	200.3-202.8	45	83
1978	1,000	767	966.5-969.6	96	233	30.4-33.5	199.5-202.6	51	85
1979	1,000	788	964.0-966.6	93	232	33.4-36.0	196.0-198.6	51	77
1980	1,000	786	966.8-969.6	93	214	30.4-33.2	180.9-183.6	41	82
1981	1,000	793	969.2-971.9	104	207	28.1-30.8	176.2-178.9	42	79
1982	1,000	794	965.7-967.6	99	206	32.4-34.3	171.7-173.6	38	77
1983	1,000	797	971.5-974.1	109	203	25.9-28.5	174.5-177.1	39	78
1984	1,000	799	966.1-968.7	102 Feb-Nov 87 Dec-Jan	201	31.3-33.9	167.1-169.8	36	75
1985	1,000	810	970.3-973.2	86	190	26.8-29.7	160.3-163.2	45	75
1986	1,000	815	973.3-976.0	83 Feb-Nov 60 Dec-Jan	185	24.0-26.7	158.3-161.0	44	82

	ALL ITEMS	All items except food	All items except seasonal food	All items except housing	All items except mortgage interest	Nationalised industries	Consumer durables	Food			Catering	Alcoholic drink
								All	Seasonal <sup>†</sup>	Non-seasonal <sup>†</sup>		
1974	108.5	109.3	108.8			108.4		106.1	103.0	106.9	108.2	109.7
1975	134.8	135.3	135.3			147.5		133.3	129.8	134.3	132.4	135.2
1976	157.1	156.4	156.5			185.4		159.9	177.7	156.8	157.3	159.3
1977	182.0	179.7	181.5			208.1		190.3	197.0	185.7	185.7	183.4
1978	197.1	195.2	197.8			227.3		203.8	180.1	208.4	207.8	196.0
1979	223.5	222.2	224.1			246.7		228.3	211.1	231.7	239.9	217.1
1980	263.7	265.9	265.3			307.9		255.9	224.5	262.0	290.0	261.8
1981	295.0	299.8	296.9			368.0		277.5	244.7	283.9	318.0	306.1
1982	320.4	326.2	322.0			417.6		299.3	276.9	303.5	341.7	341.4
1983	335.1	342.4	337.1			440.9		308.8	282.8	313.8	364.0	366.5
1984	351.8	358.9	353.1			454.9		326.1	319.0	327.8	390.8	387.7
1985	373.2	383.2	375.4			478.9		336.3	314.1	340.9	413.3	412.1
1986	385.9	396.4	387.9			496.6		347.3	336.0	350.0	439.5	430.6
1975 Jan 14	119.9	120.4	120.5			119.9		118.3	106.6	121.1	118.7	118.2
1976 Jan 13	147.9	147.9	147.6			172.8		148.3	158.6	146.6	146.2	149.0
1977 Jan 18	172.4	169.3	170.9			198.7		183.1	214.8	177.1	172.3	173.7
1978 Jan 17	189.5	187.6	190.2			220.1		196.1	173.9	200.4	199.5	188.9
1979 Jan 16	207.2	204.3	207.3			234.5		217.5	207.6	219.5	218.7	198.9
1980 Jan 15	245.3	245.5	246.2			274.7		244.8	223.6	248.9	267.8	241.4
1981 Jan 13	277.3	280.3	279.3			348.9		266.7	225.8	274.7	307.5	277.7
1982 Jan 12	310.6	314.6	311.5			387.0		296.1	287.6	297.5	329.7	321.8
1983 Jan 11	325.9	332.6	328.5			441.4		301.8	256.8	310.3	353.7	353.7
1984 Jan 10	342.6	348.9	343.5			445.8		319.8	321.3	319.8	378.5	376.1
1985 Jan 15	359.8	367.8	361.8			465.9		330.6	306.9	335.6	401.8	397.9
1986 Jan 14	379.7	390.2	381.9			489.7		341.1	322.8	344.9	426.7	423.8
1987 Jan 13	394.5	405.6	396.4			502.1		354.0	347.3	355.9	454.8	440.7

UNITED KINGDOM January 13, 1987 = 100	ALL ITEMS	All items except food	All items except seasonal food <sup>†</sup>	All items except housing	All items except mortgage interest	Nationalised industries	Consumer durables	Food			Catering	Alcoholic drink
								All	Seasonal <sup>†</sup>	Non-seasonal <sup>†</sup>		
Weights 1987	1,000	833	974	843	956	57	139	167	26	141	46	76
1988	1,000	837	975	840	958	54	141	163	25	138	50	78
1987 Annual averages	101.9	102.0	101.9	101.6	101.9	100.9	101.2	101.1	101.6	101.0	102.8	101.7
1988	106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6	106.9
1987 Jan 13	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Feb 10	100.4	100.4	100.3	100.4	100.4	100.0	100.3	100.7	103.2	100.2	100.4	100.3
Mar 10	100.6	100.6	100.6	100.6	100.6	100.0	100.8	100.7	103.0	100.3	100.8	100.6
Apr 14	101.8	101.8	101.6	101.2	101.6	100.8	101.0	101.6	107.4	100.5	101.4	100.8
May 12	101.9	101.8	101.7	101.6	102.0	100.7	101.2	102.2	110.6	100.7	101.8	101.2
June 9	101.9	101.9	101.8	101.6	102.1	100.7	101.1	101.6	105.2	100.9	102.3	101.4
July 14	101.8	102.1	101.9	101.4	101.9	100.9	99.9	100.4	97.0	101.0	102.9	101.7
Aug 11	102.1	102.4	102.2	101.7	102.2	101.3	100.3	100.7	98.6	101.0	103.6	102.1
Sept 8	102.4	102.8	102.6	102.1	102.5	101.4	101.7	100.4	95.7	101.2	104.3	102.8
Oct 13	102.9	103.3	103.1	102.6	103.0	101.5	102.2	101.1	96.8	101.8	104.7	103.5
Nov 10	103.4	103.8	103.6	103.0	103.4	101.9	102.9	101.6	98.8	102.1	105.3	103.3
Dec 8	103.3	103.5	103.3	103.2	103.6	101.9	103.2	102.4	102.4	102.4	105.8	103.1
1988 Jan 12	103.3	103.4	103.3	103.2	103.7	102.8	101.2	102.9	103.7	102.7	106.4	103.7
Feb 16	103.7	103.8	103.6	103.6	104.0	103.1	101.9	103.6	106.9	103.0	107.1	104.2
Mar 15	104.1	104.2	104.0	104.0	104.4	103.0	102.6	103.9	107.1	103.4	107.5	104.6
Apr 19	105.8	106.0	105.7	105.0	105.9	104.9	103.0	104.4	108.5	103.8	108.5	106.1
May 17	106.2	106.4	106.1	105.5	106.5	106.0	104.1	104.7	106.9	104.3	108.9	106.6
June 14	106.6	106.9	106.6	105.9	106.9	107.3	104.2	104.8	105.3	104.7	109.5	106.8
July 19	106.7	107.2	106.9	106.0	107.0	108.2	103.1	104.0	97.9	105.0	109.7	107.1
Aug 16	107.9	108.5	108.1	106.4	107.3	108.3	103.4	104.4	97.5	105.7	107.4	107.7
Sept 13	108.4	109.1	108.7	106.9	107.8	109.0	104.3	104.8	97.2	106.1	111.1	108.4
Oct 18	109.5	110.4	109.8	107.4	108.3	109.2	105.3	104.9	97.1	106.4	111.7	109.1
Nov 15	110.0	110.9	110.3	107.8	108.7	108.7	105.7	105.7	98.8	107.0	112.1	109.1
Dec 13	110.3	111.0	110.5	108.0	108.9	109.3	105.9	106.5	101.5	107.4	112.4	108.9
1989 Jan 17	111.0	111.7	111.2	108.5	109.4	110.9	104.5	107.4	103.2	108.2	113.1	109.9

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

# RETAIL PRICES 6.4

## General index of retail prices

Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
43	124	52	64	91	63	135	54
46	108	53	70	89	71	149	52
46	112	56	75	84	74	140	57
46	112	58	83	82	71	139	54
48	113	60	84	80	70	140	56
44	120	59	64	82	69	143	59
40	124	59	69	84	74	151	62
36	135	62	65	81	75	152	66
41	144	62	64	77	72	154	65
39	137	69	64	74	75	159	63
36	149	65	69	70	76	158	65
37	153	65	65	75	77	156	62
40	153	62	63	75	81	157	58

115.9	105.8	110.7	107.9	109.4	111.2	111.0	106.8	1974
147.7	125.5	125.5	131.2	125.7	138.6	143.9	135.5	1975
171.3	143.2	182.4	144.2	139.4	161.3	166.0	159.5	1976
209.7	161.8	211.3	166.8	157.4	188.3	190.3	173.3	1977
226.2	197.0	185.7	182.1	171.0	206.7	207.2	192.0	1978
247.6	208.9	250.5	201.9	187.2	236.4	243.1	213.9	1979
290.1	269.5	313.2	226.3	205.4	276.9	288.7	262.7	1980
358.2	318.2	380.0	237.2	208.3	300.7	322.6	300.8	1981
413.3	358.3	433.3	243.8	210.5	325.8	343.5	331.6	1982
440.9	367.1	465.4	250.4	214.8	345.6	366.3	342.9	1983
489.0	400.7	478.8	256.7	214.6	364.7	374.7	357.3	1984
532.5	452.3	499.3	263.9	222.9	392.2	392.5	381.3	1985
584.9	478.1	506.0	266.7	229.2	409.2	390.1	400.5	1986
124.0	110.3	124.9	118.3	118.6	125.2	130.3	115.8	Jan 14 1975
162.6	134.8	168.7	140.8	131.5	152.3	157.0	154.0	Jan 13 1976
193.2	154.1	198.8	157.0	148.5	176.2	178.9	166.8	Jan 18 1977
222.8	164.3	219.9	175.2	163.6	198.6	198.7	186.6	Jan 17 1978
231.5	190.3	233.1	187.3	176.1	216.4	218.5	202.0	Jan 16 1979
269.7	237.4	277.1	216.1	197.1	258.8	268.4	246.9	Jan 15 1980
296.6	285.0	355.7	231.0	207.5	293.4	299.5	289.2	Jan 13 1981
392.1	350.0	401.9	239.5	207.1	312.5	330.5	325.6	Jan 12 1982
426.2	348.1	467.0	245.8	210.9	337.4	353.9	337.6	Jan 11 1983
450.8	382.							



## 6.5 RETAIL PRICES

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

UNITED KINGDOM	PER CENT											
	All items	Food	Meals bought and consumed outside the home	Alcoholic drink	Tobacco	Housing	Fuel and light	Durable household goods	Clothing and footwear	Miscellaneous goods	Transport and vehicles	Services
1974 Jan 15	12.0	20.1	20.7	1.7	0.4	10.5	5.8	9.8	13.5	7.3	9.8	12.2
1975 Jan 14	19.9	18.3	18.7	18.2	24.0	10.3	24.9	18.3	18.6	25.2	30.3	15.8
1976 Jan 13	23.4	25.4	23.2	26.1	31.1	22.2	35.1	19.0	10.9	21.6	20.5	33.0
1977 Jan 18	16.6	23.5	17.9	16.6	18.8	14.3	17.8	11.5	12.9	15.7	13.9	8.3
1978 Jan 17	9.9	7.1	15.8	8.8	15.3	6.6	10.6	11.6	10.2	12.7	11.1	11.8
1979 Jan 16	9.3	10.9	9.6	5.3	3.9	15.8	6.0	6.9	7.6	9.0	10.0	8.3
1980 Jan 15	18.4	12.6	22.5	21.4	16.5	24.8	18.9	15.4	11.9	19.6	22.8	22.2
1981 Jan 13	13.0	8.9	14.8	15.0	10.0	20.1	28.4	6.9	5.3	13.4	11.6	17.1
1982 Jan 12	12.0	11.0	7.2	15.9	32.2	13.0	3.7	3.7	-0.2	6.5	10.4	12.6
1983 Jan 11	4.9	1.9	7.3	9.9	8.7	-0.5	16.2	2.6	1.8	8.0	7.1	3.7
1984 Jan 10	5.1	6.0	7.0	6.3	5.8	9.9	0.5	2.6	-0.3	4.7	4.8	3.9
1985 Jan 15	5.0	3.4	6.2	5.8	12.7	8.8	3.9	2.1	3.3	7.1	2.4	5.4
1986 Jan 14	5.5	3.2	6.2	6.5	7.4	11.4	4.0	2.9	3.6	6.5	3.6	6.3
1987 Jan 13	3.9	3.8	6.6	4.0	10.5	8.3	-0.2	0.2	2.5	2.5	1.7	4.0

UNITED KINGDOM	PER CENT														
	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
Feb 16	3.3	2.9	6.7	3.9	1.7	4.0	-2.0	3.5	5.2	1.6	4.4	4.0	5.9	3.1	3.6
Mar 15	3.5	3.2	6.6	4.0	1.7	4.0	-2.0	3.5	5.1	2.1	4.4	4.2	5.7	3.0	3.7
Apr 19	3.9	2.8	7.0	5.3	3.4	4.7	-0.8	3.4	4.8	2.1	4.6	4.8	5.6	3.0	6.7
May 17	4.2	2.4	7.0	5.3	3.9	5.6	1.3	3.4	4.5	3.8	4.8	4.4	5.3	2.7	7.2
June 14	4.6	3.1	7.0	5.3	3.8	6.2	3.0	3.6	4.5	4.5	4.6	4.8	5.3	2.2	7.0
July 19	4.8	3.6	6.6	5.3	3.7	6.2	4.5	4.2	5.0	4.1	5.1	4.6	5.6	2.8	6.8
Aug 16	5.7	3.7	6.6	5.5	4.1	11.2	4.4	4.5	4.9	3.5	5.0	4.5	6.2	2.9	7.0
Sept 13	5.9	4.4	6.5	5.4	4.0	11.6	5.2	4.4	4.8	2.9	5.8	4.4	6.4	2.6	8.5
Oct 18	6.4	3.8	6.7	5.4	3.7	15.1	5.8	4.2	4.8	4.5	5.4	4.6	6.4	2.3	7.0
Nov 15	6.4	4.0	6.5	5.6	4.0	15.6	5.7	3.6	4.7	4.6	4.7	4.5	6.2	1.7	7.6
Dec 13	6.8	4.0	6.2	5.6	4.0	17.9	6.0	3.5	4.6	4.4	4.8	4.6	6.2	1.7	7.8
1989 Jan 17	7.5	4.4	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

Notes: See notes under table 6.7.

## 6.6 RETAIL PRICES

Indices for pensioner households: all items (excluding housing)

UNITED KINGDOM	PER CENT											
	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	324.1	329.9	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

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

UNITED KINGDOM	PER CENT													
	All items (excluding housing)	Food	Catering	Alcoholic drink	Tobacco	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
INDEX FOR ONE-PERSON PENSIONER HOUSEHOLDS														
1987	101.1	101.1	102.8	101.8	100.2	99.1	102.1	101.1	101.1	102.3	102.9	102.8	103.5	100.4
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
GENERAL INDEX OF RETAIL PRICES														
1987	101.6	101.1	102.8	101.7	100.1	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6
1988	106.9	104.6	109.6	106.9	103.4	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1

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

## GENERAL NOTES—RETAIL PRICES

As reported by the Secretary of State for Employment on December 11, 1987, it has been discovered that from February 1986 to October 1987 a computer program error affected the monthly index. The official figures are always stated to one decimal place and the extent of the understatement of index levels will depend on rounding. The all items index figures for February 1986 to January 1987 will be understated by about 0.06 per cent; the index figure for January 1987 taking January 1974 as 100 was 394.5. The index figures for February to October 1987 were affected by an error of about 0.09 per cent. In most months this will have resulted, with rounding, to an understatement of 0.1 points in the published figures which take January 1987 as 100. However, because the January index link, 394.5, was understated the understatements relative to January 1986 may have rounded to 0.1 or 0.2 per cent.

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

### Calculations

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

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

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

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

### Structure

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

### Definitions

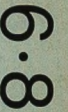
**Seasonal food:** Items of food the prices of which show significant seasonal variations. These are fresh fruit and vegetables, fresh fish, eggs and home-killed lamb.

**Nationalised industries:** Index for goods and services mainly produced by nationalised industries. These are coal and solid fuels, electricity, water, sewerage and environmental charges (from August 1976), rail and bus fares and postage. Telephone charges were included until December 1984 and gas until December 1986.

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

# RETAIL PRICES

## Selected countries: consumer prices indices



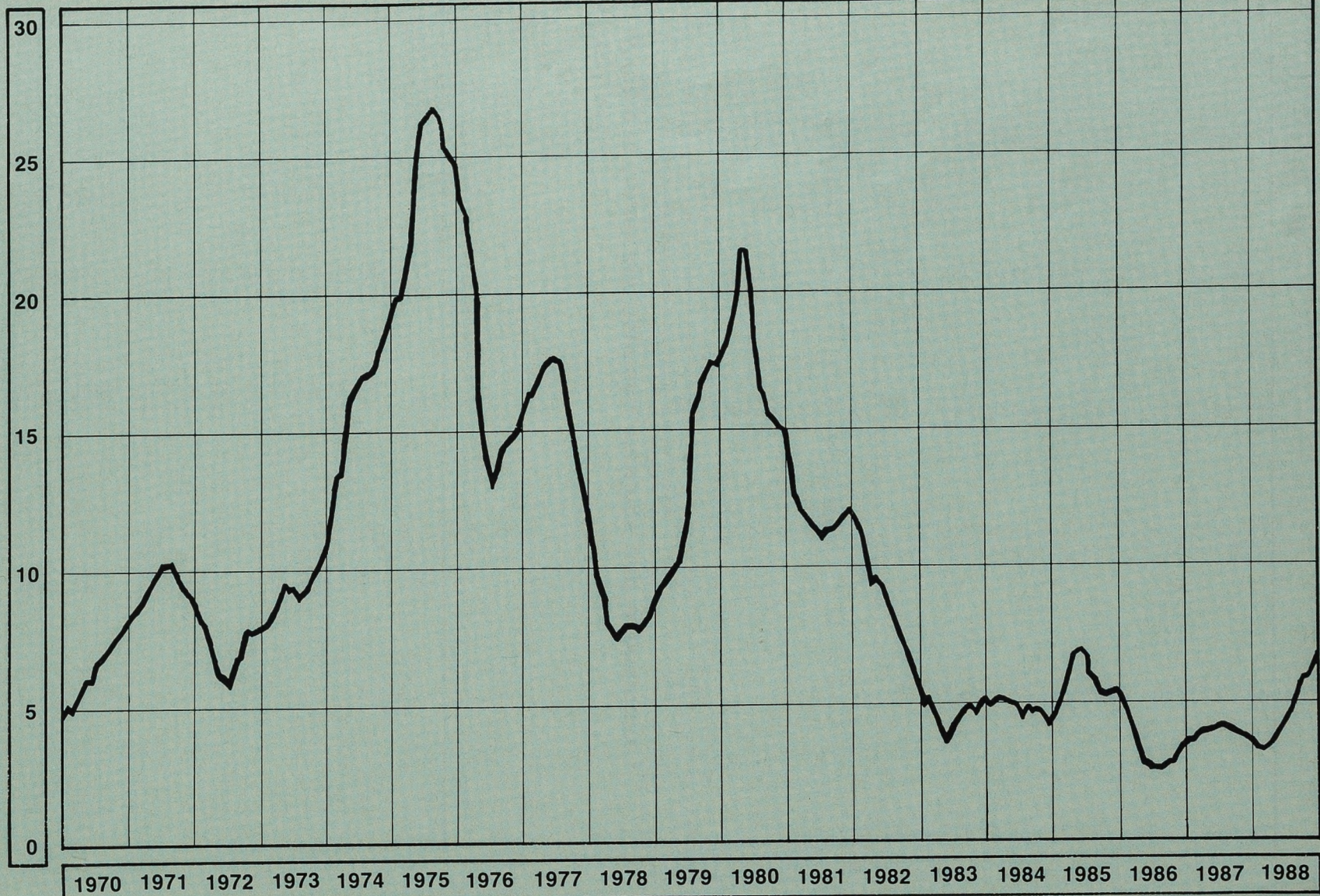
	United Kingdom	Australia	Austria	Belgium	Canada	Denmark	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Netherlands	Norway	Spain	Sweden	Switzerland	United States	All OECD*	
<b>Annual averages</b>																				Indices 1980 = 100
1975	51.1	60.5	77.3	73.5	65.8	61	60.8	81.8	47.1	51.8	46.9	72.9	74.7	67	42.6	61	89.1	65.3	63.2	
1976	59.6	68.7	83.0	80.2	70.7	66	66.7	85.5	53.3	61.1	54.8	79.7	81.3	73	50.2	67	90.7	69.1	68.7	
1977	69.0	77.1	87.6	85.9	76.4	74	72.9	88.6	59.8	69.4	64.1	86.1	86.6	80	62.5	75	91.8	73.5	74.8	
1978	74.7	83.2	90.7	89.8	83.2	81	79.5	91.0	67.3	74.7	71.9	89.4	90.1	86	74.8	82	92.8	79.2	80.7	
1979	84.8	90.8	94.0	93.8	90.8	89	88.1	94.8	80.1	84.6	82.5	92.6	93.9	90	86.6	88	96.1	88.1	88.6	
1980	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100	100.0	100	100.0	100.0	100.0	
1981	111.9	109.6	106.8	107.6	112.5	112	113.4	106.3	124.5	120.4	117.8	104.9	106.7	114	114.6	112	106.5	110.4	110.5	
1982	121.5	121.8	112.6	117.0	124.6	123	126.8	111.9	150.6	141.1	137.3	107.7	113.1	127	131.1	122	112.5	117.1	119.1	
1983	127.1	134.1	116.3	126.0	131.9	132	139.0	115.6	181.0	155.8	157.3	109.7	116.2	137	147.0	133	115.9	120.9	125.3	
1984	133.4	139.4	122.9	134.0	137.6	140	149.3	118.4	214.4	169.3	174.3	112.1	120.0	146	163.6	143	119.3	126.1	131.7	
1985	141.5	148.8	126.9	140.5	143.1	146.4	158.0	121.0	255.8	178.5	190.3	114.4	122.7	154	178.0	153.7	193.7	130.5	137.7	
1986	146.3	162.4	129.0	142.3	149.0	162.2	162.2	120.7	314.7	185.2	201.4	114.9	122.8	165	193.7	160.3	124.2	133.0	141.2	
1987	152.4	176.1	130.9	144.5	155.5	157.8	167.3	121.0	366.4	191.1	211.0	114.6	122.0	180	203.9	167.0	126.1	137.9	145.8	
1988	159.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Quarterly averages</b>																				
1987 Q4	154.4	180.5	131.4	144.9	157.7	160.4	168.7	121.2	386.8	191.9	215.3	115.0	122.5	183	207.3	170.5	126.8	140.0	147.7	
1988 Q1	155.1	183.8	132.2	144.9	159.0	162.4	169.5	121.7	393.0	193.3	217.9	114.4	121.8	188	209.9	172.7	127.8	140.8	148.7	
Q2	158.9	186.9	132.7	145.9	161.0	164.7	171.1	122.4	410.8	194.3	220.2	115.1	122.6	191	210.5	175.8	128.3	142.6	150.5	
Q3	161.1	190.4	134.7	146.8	162.9	172.7	185.4	122.6	418.5	195.9	222.3	115.3	123.2 R	193	215.8	177.8	128.4	144.5	152.2	
Q4	164.5	..	133.9	147.2	164.2	167.5	173.7	123.0	441.3	..	..	116.2	123.7	194	218.7	180.5	129.1	146.0	154.0	
<b>Monthly</b>																				
1988 Aug	161.4	190.4	135.1	146.9	163.0	165.5	172.7	122.6	414.7	195.9	222.3	115.1	123.2	192	215.8	177.5	128.5	144.4	152.1	
Sept	162.2	..	134.3	147.1 R	163.1	166.4	173.1	122.6	427.0	..	223.4	116.1	123.6	194	217.9	178.8	128.6	145.4	153.1	
Oct	163.8	..	133.9	147.1	163.9	166.7	173.5	122.7	437.6 R	..	224.9	116.7	123.6	194	218.2	180.2	128.7	145.9	153.8	
Nov	164.6	193.7	133.8	147.0	164.4	167.9	173.8	123.0	440.6 R	197.1	..	116.1 R	123.8 R	194	218.1	180.5 R	129.2	146.0 R	154.1	
Dec	165.0	..	133.9	147.6	164.3	167.8	174.0	123.2	445.6 R	..	..	115.7 R	123.7	194	219.8	180.9	129.5	146.2	154.2	
1989 Jan	166.1	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Increases on a year earlier</b>																				
<b>Annual averages</b>																				
1975	24.2	15.1	8.4	12.8	10.8	9.6	11.8	6.0	13.4	20.9	17.0	11.8	10.2	11.7	16.9	9.8	6.7	9.1	11.3	
1976	16.5	13.6	7.3	9.2	7.4	9.0	9.7	4.5	13.3	18.0	16.8	9.3	8.8	9.1	17.7	10.3	1.8	5.8	8.7	
1977	15.8	12.3	5.5	7.1	8.1	11.1	9.4	3.7	12.1	13.6	17.0	8.1	6.5	9.1	24.5	11.4	1.3	6.5	8.9	
1978	8.3	7.9	3.6	4.5	8.9	10.0	9.1	2.7	12.6	7.6	12.1	3.8	4.1	8.1	19.8	10.0	1.1	7.7	8.0	
1979	13.4	9.1	3.7	4.5	9.1	9.6	10.8	4.1	19.0	13.3	14.8	3.6	4.2	4.8	15.7	7.2	3.6	11.3	9.8	
1980	18.0	10.2	6.4	6.6	10.1	12.3	13.6	5.5	24.9	18.2	21.2	8.0	6.5	10.9	15.5	13.7	4.0	13.5	12.9	
1981	11.9	9.6	6.8	7.6	12.5	11.7	13.4	6.3	24.5	20.4	17.8	4.9	6.7	13.6	14.6	12.1	6.5	10.4	10.5	
1982	8.6	11.1	5.5	8.7	10.8	10.1	11.8	5.3	20.9	17.1	16.6	2.7	6.0	11.2	14.4	8.6	5.6	6.1	7.8	
1983	4.6	10.1	3.3	7.7	5.9	6.9	9.6	3.3	20.5	10.5	14.6	1.9	2.7	8.6	12.1	8.9	3.0	3.2	5.3	
1984	5.0	4.0	5.7	6.3	4.3	6.3	7.3	2.4	18.1	8.7	10.8	2.2	3.3	6.6	11.3	7.5	2.8	4.3	5.1	
1985	6.1	6.7	3.3	4.9	4.0	4.7	5.6	2.2	19.3	5.4	9.2	2.1	2.3	5.5	8.8	7.4	3.4	3.5	4.5	
1986	3.4	9.1	1.7	1.3	4.2	3.6	2.7	-0.2	23.0	3.8	5.8	0.4	0.1	7.1	8.8	4.3	0.7	1.9	2.6	
1987	4.2	8.4	1.5	1.5	4.4	4.0	3.1	0.2	16.4	3.2	4.8	0.3	-0.7	9.1	5.3	4.2	1.5	3.7	3.3	
1988	4.9	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	
<b>Quarterly averages</b>																				
1987 Q4	4.1	7.1	1.7	1.6	4.2	4.0	3.2	1.0	15.4	3.1	5.3	0.4	-0.3	7.0	4.6	4.9	1.9	4.5	4.0	
1988 Q1	3.3	6.9	2.2	1.0	4.1	4.8	2.4	0.8	13.6	1.9	5.2	0.6	0.3	6.8	4.4	5.0	2.2	4.0	3.4	
Q2	4.3	7.1	1.7	1.0	4.0	4.6	2.5	1.1	12.4	1.8	5.1	0.0	0.7	7.3	4.1	6.5	..	3.9	3.5	
Q3	5.5	7.3	1.9	1.0	4.0	4.4	2.9	1.2	14.0	2.1	5.0	0.5	1.0	6.6	5.3	5.8	1.9	4.1	4.0	
Q4	6.5	..	1.4	1.6	4.1	4.4	3.0	1.5	14.1	..	..	1.0	1.0	6.0	5.5	5.9	1.8	4.3	4.3	
<b>Monthly</b>																				
1988 Aug	5.7	7.3	1.8	0.9	4.0	4.5	2.8	1.2	14.0	2.1	5.1	0.6	0.9	6.6	5.7	5.8	1.7	4.0	3.9	
Sept	5.9	..	1.9	1.2	4.1	4.5	3.0	1.4	14.8	..	4.9	0.5	0.9	6.4	5.7	5.6	2.1	4.2	4.0	
Oct	6.4	..	1.8	1.3	4.2	4.2	3.0	1.3	14.8	..	4.8	1.0	0.7	6.4	5.2	5.9	1.7	4.2	4.2	
Nov	6.4	7.3	2.0	1.6	4.1	4.6	3.0	1.6	14.1	2.7	..	1.1	1.1	6.2	5.4	5.8	1.7	4.2	4.3	
Dec	6.8	..	1.9	1.9	4.0	4.5	3.1	1.6	14.0	..	..	0.9	1.2	5.6	5.9	6.0	2.0	4.4	4.4	
1989 Jan	7.5	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	..	

Sources: OECD—Main Economic Indicators.  
OECD—Consumer Prices Press Notice.

Note: Since percentage changes are calculated from rounded rebased series they may differ slightly from official national sources.  
\* The index for the OECD as a whole is compiled using weights derived from private final consumption expenditure and exchange rates for previous year.

# RETAIL PRICES INDEX C2

Per cent



# 8.1 TOURISM

## 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	Hotel trade 665	Other tourist, etc accommodation 667	Libraries, museums art galleries, etc 977	Sports and other recreational services 979
<b>Self-employed *</b>							
1981	48.1	51.7	1.6	32.6	3.8	0.6	19.7
<b>Employees in employment †</b>							
1982 March	180.6	225.0	137.3		219.5	309.4	
June	194.1	236.0	138.5		267.4	336.8	
September	194.9	234.0	134.7		268.2	327.0	
December	184.3	230.8	134.8		209.6	309.2	
1983 March	174.0	226.7	131.3		203.2	307.0	
June	197.7	237.1	133.0		262.2	312.8	
September	203.6	245.3	135.3		265.3	334.9	
December	200.3	243.8	138.3		211.0	314.1	
1984 March	200.5	239.5	136.6		202.1	311.2	
June	213.1	251.7	137.6		265.7	333.6	
September	216.2	259.8	137.0		262.0	330.1	
December	209.3	259.8	139.5		228.9	315.3	
1985 March	207.1	258.3	138.0		226.8	320.6	
June	222.2	271.5	142.4		276.3	379.0	
September	225.4	266.1	142.9		280.5	372.3	
December	219.9	267.0	145.7		244.4	335.8	
1986 March	214.2	260.1	142.5		242.1	334.0	
June	228.0	271.8	144.5		288.6	384.9	
September	226.3	278.0	145.7		289.1	378.0	
December	223.6	278.7	147.3		255.6	349.2	
1987 March	222.0	274.1	147.4		246.8	348.6	
June	238.1	281.8	146.6		293.0	396.0	
September	238.9	284.2	150.3		299.0	388.1	
December	230.0	286.1	155.0		270.1	354.4	
1988 March	233.1	280.2	151.8		268.8	359.0	
June	251.5	290.1	156.1		306.7	401.8	
September	247.6	298.0	154.5		311.7	402.2	
Change Sept 1988 on Sept 1987							
Absolute (thousands)	+8.7	+13.8	+4.2		+12.7	+14.1	
Percentage	+3.6	+4.9	+2.8		+4.2	+3.6	

\* Based on Census of Population.  
 † In addition the Labour Force Survey showed the following estimates (thousands) of self-employment in Hotels and Catering (SIC Class 66): (1982 not available.)

1981	145
1982	142
1983	169
1984	170
1985	185
1986	180
1987	180

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

# 8.2 TOURISM

## Overseas travel and tourism: earnings and expenditure

£ MILLION AT CURRENT PRICES

	Overseas visitors to the UK (a)		UK residents abroad (b)		Balance (a) less (b)	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1980	2,961		2,738		+223	
1981	2,970		3,272		-302	
1982	3,188		3,640		-452	
1983	4,003		4,090		-87	
1984	4,614		4,663		-49	
1985	5,442		4,871		+571	
1986	5,553		6,083		-530	
1987 P	6,237		7,255		-1,018	
Percentage change 1987/1986	+12		+19			
	Overseas visitors to the UK		UK residents abroad		Balance	
	Actual	Seasonally adjusted	Actual	Seasonally adjusted	Actual	Seasonally adjusted
1987 P Q1	1,014	1,489	1,081	1,687	-67	-198
Q2	1,491	1,576	1,798	1,868	-307	-292
Q3	2,358	1,597	2,977	1,895	-619	-298
Q4	1,373	1,575	1,398	1,805	-25	-230
1988 P Q1	1,061	1,538	1,342	2,042	-281	-504
Q2	1,488	1,569	1,966	2,008	-478	-439
Q3 (e)	2,265	1,518	3,270	2,067	-1,005	-549
1987 P January	412	523	356	554	+56	-31
February	265	485	316	570	-51	-85
March	337	481	408	563	-71	-82
April	413	499	480	615	-67	-116
May	474	501	605	632	-131	-131
June	604	576	714	621	-110	-45
July	741	531	840	638	-99	-107
August	920	539	1,128	625	-208	-86
September	697	527	1,009	632	-312	-105
October	583	528	751	630	-168	-102
November	396	478	369	577	+27	-99
December	394	569	278	598	+116	-29
1988 P January	407	510	416	651	-9	-141
February	288	497	416	704	-128	-207
March	366	531	510	687	-144	-156
April	459	538	547	677	-88	-139
May	453	499	582	612	-129	-113
June	576	532	837	719	-261	-187
July (e)	745	518	940	663	-195	-145
August (e)	860	514	1,200	711	-340	-197
September (e)	660	486	1,130	693	-470	-207
October (e)	590	522	890	721	-300	-199
November (e)	395	499	450	721	-55	-222

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

# TOURISM 8.3

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

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976	10,808		2,093	6,816	1,899
1977	12,281		2,377	7,770	2,134
1978	12,646		2,475	7,865	2,306
1979	12,486		2,196	7,877	2,417
1980	12,421		2,082	7,910	2,429
1981	11,452		2,105	7,055	2,291
1982	11,636		2,135	7,082	2,418
1983	12,464		2,836	7,164	2,464
1984	13,644		3,330	7,551	2,763
1985	14,449		3,797	7,870	2,782
1986	13,897		2,843	8,355	2,699
1987 P	15,445		3,394	9,196	2,855
1987 P Q1	2,620	3,819	502	1,632	486
Q2	4,018	3,776	938	2,445	635
Q3	5,576	3,799	1,283	3,158	1,135
Q4	3,231	4,051	672	1,960	
1988 P Q1	2,746	3,979	519	1,704	524
Q2	4,012	3,804	846	2,484	683
Q3 (e)	5,750	3,951	1,260	3,410	1,080
1987 P January	1,031	1,374	174	640	216
February	672	1,195	127	410	135
March	917	1,250	200	582	135
April	1,304	1,254	191	944	168
May	1,295	1,254	343	746	207
June	1,419	1,268	404	755	260
July	1,869	1,241	428	1,105	336
August	2,210	1,270	479	1,316	414
September	1,497	1,288	376	736	385
October	1,338	1,351	338	740	260
November	940	1,298	163	595	181
December	954	1,402	170	626	158
1988 P January	1,009	1,324	158	637	214
February	783	1,364	140	497	146
March	954	1,291	220	570	164
April	1,323	1,285	202	928	194
May	1,191	1,225	279	698	214
June	1,498	1,294	365	858	275
July (e)	2,000	1,316	440	1,210	350
August (e)	2,160	1,291	470	1,310	380
September (e)	1,590	1,344	350	890	350
October (e)	1,330	1,339	330	730	270
November (e)	1,040	1,440	200	670	170

Notes: See table 8.2.

# TOURISM 8.4

## Visits abroad by UK residents

THOUSAND

	All areas		North America	Western Europe	Other areas
	Actual	Seasonally adjusted			
1976	11,560		579	9,954	1,027
1977	11,525		619	9,866	1,040
1978	13,443		782	11,517	1,144
1979	15,466		1,087	12,959	1,420
1980	17,507		1,382	14,455	1,670
1981	19,046		1,514	15,862	1,671
1982	20,611		1,299	17,625	1,687
1983	20,994		1,023	18,229	1,743
1984	22,072		919	19,371	1,781
1985	21,610		914	18,944	1,752
1986	24,949		1,167	21,877	1,905
1987 P	27,430		1,559	23,661	2,210
1987 P Q1	4,237	6,915	254	3,400	584
Q2	7,311	6,900	347	6,432	532
Q3	10,646	6,869	583	9,506	558
Q4	5,236	6,746	375	4,324	537
1988 P Q1	4,426	7,193	250	3,514	662
Q2	7,308	6,870	440	6,300	568
Q3 (e)	11,380	7,351	780	9,910	690
1987 P January	1,305	2,199	120	975	209
February	1,291	2,452	53	1,086	152
March	1,642	2,264	81	1,339	222
April	2,072	2,273	104	1,722	247
May	2,390	2,332	130	2,118	142
June	2,848	2,295	114	2,592	142
July	3,147	2,340	118	2,921	108
August	4,039	2,270	258	3,540	242
September	3,460	2,259	207	3,045	208
October	2,537	2,204	227	2,124	186
November	1,602	2,326	77	1,323	201
December	1,097	2,216	71	876	150
1988 P January	1,393	2,302	126	1,012	255
February	1,371	2,577	54	1,109	207
March	1,662	2,314	70	1,392	200
April R	2,070	2,251	144	1,665	262
May R	2,123	2,134	135	1,844	144
June R	3,115	2,485	162	2,791	162
July (e)	3,430	2,447	200	3,050	180
August (e)	4,100	2,447	320	3,510	270
September (e)	3,850	2,433	260	3,350	240
October (e)	3,080	2,653	230	2,610	240
November (e					

## 9.1 OTHER FACTS AND FIGURES

### YTS entrants: regions

Provisional figures	THOUSAND										
	South East	London	South West	West Midlands	East Midlands and Eastern	Yorkshire and Humberside	North West	Northern	Wales	Scotland	Great Britain
Planned entrants											
April 1988-March 1989	36.4	20.2	23.9	39.7	38.6	38.1	52.0	23.3	19.5	42.7	334.4
Entrants to training											
April-January 1989	29.7	16.2	21.4	34.8	34.7	34.0	47.1	22.5	17.9	34.8	293.2
Total in training											
January 31, 1989	42.0	22.1	32.0	47.2	49.4	48.3	64.6	31.8	24.8	51.2	413.3

Note: 'Planned entrants' are entrants to YTS only. 'Entrants to training' and 'Total in training' include young people on YTS and Initial Training.

## 9.2 OTHER FACTS AND FIGURES

### Numbers of people benefiting from Government employment measures

Measure	Great Britain		Scotland		Wales	
	January	December	January	December	January	December
Community Industry	7,000	8,000	1,797	1,832	791	794
Enterprise Allowance Scheme	90,000	92,000	7,907	8,116	6,195	6,234
Job Release Scheme	8,000	8,000	439	518	319	343
Jobshare	273	301	24	23	25	27
Jobstart Allowance	4,000*	4,000†	537*	515†	350*	351†
Restart interviews (cumulative total)	1,658,431**	1,480,218††	206,989**	183,068††	100,165**	89,337††

\* Live cases as at December 30, 1988.

† Live cases as at November 25, 1988.

\*\* March 28 to December 30, 1988.

†† March 28 to November 25, 1988.

## 9.3 OTHER FACTS AND FIGURES

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

Employment registrations† taken at jobcentres, December 5, 1988 to January 6, 1989	6,460
Placed into employment by jobcentre advisory service, December 5, 1988 to January 6, 1989*	2,468
Placed into employment by jobcentre and local authority careers offices, October 10, 1988 to January 6, 1989	9,210
Of which into open employment	8,370
Of which into sheltered employment	840

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

\* Not including placings through displayed vacancies.

## 9.4 OTHER FACTS AND FIGURES

### Jobseekers and unemployed people with disabilities registered† for work at jobcentres and local authority careers offices

GREAT BRITAIN	Disabled people*							
	Suitable for ordinary employment				Unlikely to obtain employment except under sheltered conditions			
	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed	Registered disabled	Of whom unemployed	Unregistered disabled	Of whom unemployed
1988 Jan	21.5	18.4	45.6	32.9	4.1	3.6	2.5	1.8
Apr	20.3	16.8	46.6	34.0	4.2	3.6	3.0	2.3
July	20.3	17.1	45.6	33.5	4.0	3.5	2.7	1.9
Oct	18.5	15.7	43.4	31.6	4.0	3.4	2.3	1.6
1989 Jan	18.0	15.2	41.9	30.0	3.9	3.3	2.2	1.6

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

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

Note: Registration as a disabled person under the Disabled Persons (Employment) Acts 1944 and 1958 is voluntary. People eligible to register are those who, because of injury, disease or congenital deformity, are substantially handicapped in obtaining or keeping employment of a kind otherwise suited to their age, experience and qualifications. At April 18, 1988, the latest date for which figures are available, 374,238 people were registered under the Acts.

## DEFINITIONS

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

### EARNINGS

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

### EMPLOYEES IN EMPLOYMENT

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

### FULL-TIME WORKERS

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

### GENERAL INDEX OF RETAIL PRICES

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

### HM FORCES

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

### HOUSEHOLD SPENDING

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

### INDUSTRIAL DISPUTES

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

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

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

### MANUAL WORKERS (OPERATIVES)

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

### MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

### NORMAL WEEKLY HOURS

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

### Conventions

The following standard symbols are used:

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

### OVERTIME

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

### PART-TIME WORKERS

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

### PRODUCTION INDUSTRIES

SIC 1980, Divisions 1 to 4 inclusive.

### SEASONALLY ADJUSTED

Adjusted for regular seasonal variations.

### SELF-EMPLOYED PEOPLE

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

### SERVICE INDUSTRIES

SIC 1980 Divisions 6 to 9.

### SHORT-TIME WORKING

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

### STANDARD INDUSTRIAL CLASSIFICATION (SIC)

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

### TAX AND PRICE INDEX.

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

### TEMPORARILY STOPPED

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

### UNEMPLOYED

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

### VACANCY

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

### WEEKLY HOURS WORKED

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

### WORKFORCE

Workforce in employment plus the unemployed as defined above.

### WORKFORCE IN EMPLOYMENT

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

### WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

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

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

# Regularly published statistics

Earnings and hours (cont.)				Employment and workforce			
	Fre- quency	Latest issue	Table number or page		Fre- quency	Latest issue	Table number or page
<b>Workforce GB and UK</b>				<b>Average weekly and hourly earnings and hours worked (manual workers)</b>			
Quarterly series	M (Q)	Mar 89:	1-1	Manufacturing and certain other industries			
Labour force estimates, projections		Mar 88:	117	Summary (Oct)	B (A)	Feb 89:	5-4
<b>Employees in employment</b>				Detailed results	A	Apr 88:	229
<b>Industry: GB</b>				<b>Manufacturing</b>			
All industries: by Division class or group	Q	Feb 89:	1-4	International comparisons	M	Mar 89:	5-9
: time series, by order group	M	Mar 89:	1-2	Aerospace	D	Aug 86:	340
Manufacturing: by Division class or group	M	Mar 89:	1-3	Agriculture	A	Apr 88:	256
<b>Occupation</b>				Coal-mining	A	Apr 88:	255
Administrative, technical and clerical in manufacturing	A	Dec 88:	1-10	<b>Average earnings: non-manual employees</b>			
Local authorities manpower	Q	Jan 89:	1-7	Overtime and short-time: manufacturing	M (A)	Mar 89:	5-5
<b>Region: GB</b>				<b>Latest figures: industry</b>			
Sector: numbers and indices,	Q	Feb 88:	1-5	Region: summary	M	Mar 89:	1-11
Self-employed: by region		Mar 88:	162	Hours of work: manufacturing	Q	Mar 89:	1-13
: by industry		Mar 88:	161	<b>Output per head</b>			
Census of Employment: Sept 1984				Output per head: quarterly and annual indices	M (Q)	Mar 89:	1-8
GB and regions by industry		Jan 87:	31	Wages and salaries per unit of output	M	Mar 89:	5-7
UK by industry		Sept 87:	444	Manufacturing index, time series	M	Mar 89:	5-7
International comparisons	M	Mar 89:	1-9	Quarterly and annual indices			
Apprentices and trainees by industry:	A	July 88:	1-14	<b>Labour costs</b>			
Manufacturing industries				Survey results 1984	Triennial	June 86:	212
Apprentices and trainees by region:	A	July 88:	1-15	Per unit of output	M	Mar 89:	5-7
Manufacturing industries				<b>Retail prices</b>			
Employment measures	M	Mar 89:	9-2	<b>General index (RPI)</b>			
Registered disabled in the public sector	A	Feb 88:	65	Latest figures: detailed indices			
Labour turnover in manufacturing	Q	Mar 89:	1-6	percentage changes			
Trade union membership	A	May 88:	275	Recent movements and the index excluding seasonal foods			
<b>Unemployment and vacancies</b>				Main components: time series and weights			
<b>Unemployment</b>				Changes on a year earlier: time series			
Summary: UK	M	Mar 89:	2-1	Annual summary			
GB	M	Mar 89:	2-2	Revision of weights			
Age and duration: UK	M (Q)	Mar 89:	2-5	<b>Pensioner household indices</b>			
Broad category: UK	M	Mar 89:	2-1	All items excluding housing			
Broad category: GB	M	Mar 89:	2-2	Group indices: annual averages			
Detailed category: GB, UK	Q	Mar 89:	2-6	Revision of weights			
Region: summary	Q	Mar 89:	2-6	<b>Food prices</b>			
Age time series UK	M (Q)	Mar 89:	2-7	London weighting: cost indices			
: estimated rates	Q	Mar 89:	2-15	International comparisons			
Duration: time series UK	M (Q)	Mar 89:	2-8	<b>Household spending</b>			
<b>Region and area</b>				All expenditure: per household			
Time series summary: by region	M	Mar 89:	2-3	per person			
: assisted areas, travel-to-work areas	M	Mar 89:	2-4	Composition of expenditure			
: counties, local areas	M	Mar 89:	2-9	: quarterly summary			
(formerly table 2-4)				: in detail			
: Parliamentary constituencies	M	Mar 89:	2-10	Household characteristics			
Age and duration: summary	Q	Mar 89:	2-6	<b>Industrial disputes: stoppages of work</b>			
<b>Flows:</b>				Summary: latest figures			
GB, time series	D	May 84:	2-19	: time series			
UK, time series	M	Mar 89:	2-19	Latest year and annual series			
GB, Age time series	M	Mar 89:	2-20	Industry			
GB, Regions and duration	Q	Oct 88:	2-23/24/26	Monthly: Broad sector: time series			
GB, Age and duration	Q	Oct 88:	2-21/22/25	Annual Detailed			
Students: by region	M	Mar 89:	2-13	Prominent stoppages			
Disabled jobseekers: GB	M	Mar 89:	9-3/4	Main causes of stoppage			
International comparisons	M	Mar 89:	2-18	Cumulative			
Ethnic origin	M	Mar 88:	164	Latest year for main industries			
<b>Temporarily stopped: UK</b>				Size of stoppages			
Latest figures: by region	M	Mar 89:	2-14	Days lost per 1,000 employees in recent years by industry			
<b>Vacancies</b>				International comparisons			
UK unfilled, inflow outflow and placings seasonally adjusted	M	Mar 89:	3-1	<b>Tourism</b>			
Region unfilled excluding Community Programme seasonally adjusted	M	Mar 89:	3-2	Employment in tourism: industries GB			
Region unfilled unadjusted	M	Mar 89:	3-3	Overseas travel: earnings and expenditure			
<b>Redundancies</b>				Overseas travel: visits to the UK by overseas residents			
Confirmed: GB latest month	M	Mar 89:	2-30	Visits abroad by UK residents			
Regions	M	Mar 89:	2-30	Overseas travel and tourism			
Industries	M	Mar 89:	2-31	Visits to the UK by country of residence			
Advance notifications	S (M)	Nov 88:	622	Visits abroad by country visited			
Payments: GB latest quarter	D	July 86:	284	Visits to the UK by mode of travel and purpose of visit			
<b>Earnings and hours</b>				Visits abroad by mode of travel and purpose of visit			
<b>Average earnings</b>				Visitor nights			
<b>Whole economy (new series) index</b>				<b>YTS</b>			
Main industrial sectors	M	Mar 89:	5-1	YTS entrants: regions			
Industry	M	Mar 89:	5-3				
Underlying trend	Q (M)	Mar 88:	197				
<b>New Earnings Survey (April estimates)</b>							
Latest key results	A	Nov 88:	601				
Time series	M (A)	Mar 89:	5-6				
<b>Basic wage rates: manual workers</b>							
Normal weekly hours	A	Apr 88:	230				
Holiday entitlements	A	Apr 88:	257				

Notes: \* 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



Tony Markham working as a filter at Tong Engineering, Spilsby, Lincs. (See p132).

Photo: Jim Stagg.

## Ability counts Jobs for people with severe disabilities

by David Lillistone

Disabled People's Branch, the Employment Service

This article examines the expanding role of the Sheltered Placement Scheme, which enables people with severe disabilities to work in open employment alongside the rest of the workforce.

For 17 years after leaving school, Peter, who is mentally handicapped, never worked. Then, after gaining work experience with Owners Abroad travel company in Ilford, he was offered a job in the firm's post room. He has been with them for more than three years.

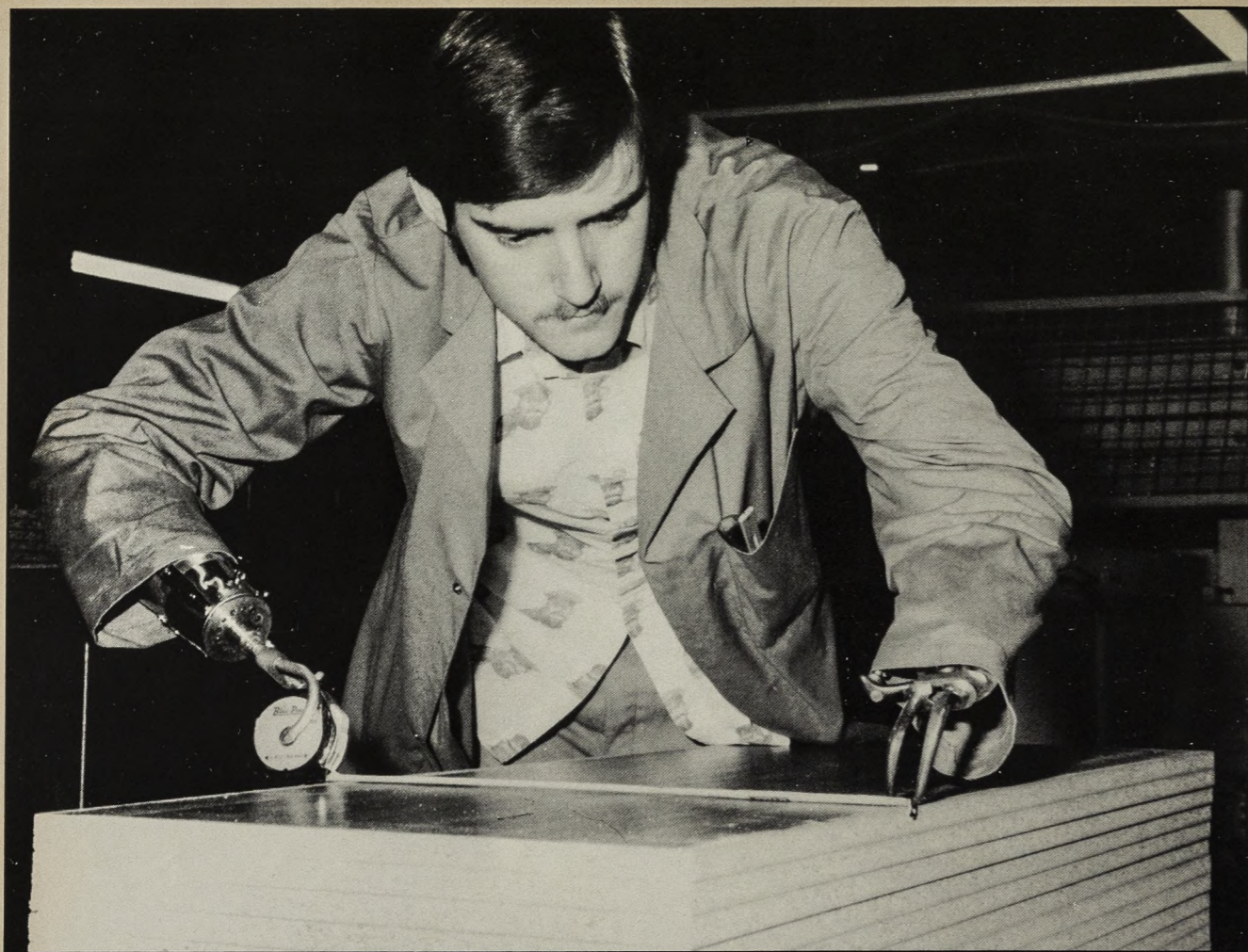
Peter is just one of nearly 5,000 people with severe disabilities who have gained jobs through the support of the Employment Department Group's Sheltered Placement Scheme (SPS).

Historically, the notion of "Sheltered Employment" has meant just that — creating physically sheltered conditions in which people with severe disabilities could work. Remploy factories and sheltered workshops run by local

authorities and voluntary bodies continue to offer valuable job opportunities for around 14,500 people with severe disabilities, primarily in the manufacturing sector, and with financial help from government.

In recent years, there has been a welcome development in placing greater emphasis on offering people with severe disabilities the choice of working alongside able-bodied colleagues in a greater variety of employment situations. This trend towards more integration in the employment field mirrors developments in other areas, such as education.

The Sheltered Placement Scheme plays a significant role in this general expansion of integrated provision.



Severely disabled, yet very capable.

Photo I. P. Studios.

Introduced in its present form from four years ago, the scheme provides job opportunities for people with severe disabilities to work alongside able-bodied colleagues in a wide range of occupations and locations. It has the same legal basis as the more traditional forms of sheltered employment provision, namely the Disabled Persons (Employment) Act, 1944.

#### How the scheme works

The scheme involves a 'sponsor' (Remploy, a local authority or a voluntary body), a 'host' organisation and the Employment Service. The sponsor is the legal employer of the disabled person, although the host organisation provides the work. There is a contract between the sponsor and host under which the disabled person's services are made available to the host in return for an agreed payment based on the worker's productive output. This is compared with the output likely to be achieved by an able-bodied person: for example, if the disabled worker's output is assessed as being around 55 per cent of that of an able-bodied employee doing the same job for the host organisation, the host pays the sponsor 55 per cent of the employment costs; the sponsor meeting the remaining 45 per cent. The sponsor can in turn claim reimbursement of its share of the employment costs, together with the costs of administering placements, from the Employment Service, subject to a *per capita* ceiling figure. For 1988-89, the ceiling figures are £2,450 for local authorities and £3,200 for voluntary bodies.

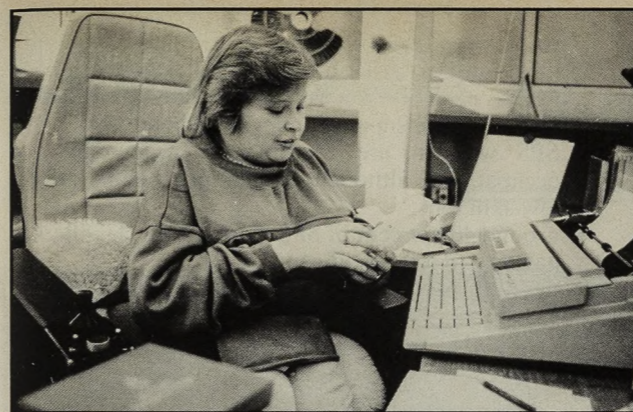
At first sight, this may seem like a complicated formula. In practice it turns out to be quite a straightforward proposition. What the Employment Service is saying to employers quite simply is this:

"We have a prospective employee who can do a job for you. This employee cannot give you the same productive output as someone who is fully fit; we recognise that and are prepared to compensate you financially. To put it simply, you as an employer pay for their ability; we will pay for their disability."

A simple concept which has worked. Sheltered placements have proved very popular with people with disabilities, with groups representing their interests, and with a variety of employers.

In reflecting on the reasons for this popularity, four main advantages come to mind:

- **Integration:** SPS enables people with severe disabilities to work in the same employment settings as their able-bodied counterparts, thus complementing developments which have been taking place in education, housing, and the like.
- **Variety:** It opens up the possibility of employment in a much wider range of industries and occupations than can be offered in traditional sheltered establishments. SPS jobs can be found in the manufacturing industry, the service sector, retailing, catering, the Health Service, tourism, central and local government, and many more areas besides. The occupations range from project



Pauline Sweetman, working at Rhône-Poulenc Ltd, Dagenham (see also bottom right).

Photo: Jim Staagg

engineer to plasterer's mate, from kitchen porter to systems analyst and from clerical assistant to laboratory technician.

- **Access:** The scheme can support jobs for people with severe disabilities where there is an employer willing to act as a host, thus offering the potential for a very wide geographical coverage. This is undoubtedly one of its strengths—the ability to provide work opportunities in the communities where people with disabilities live—thus often avoiding the inconvenience and expense of long journeys to the nearest sheltered establishment. SPS workers are to be found throughout Great Britain, from Cornwall to the Shetland Islands, including five placements on the Western Isles in the Outer Hebrides which has a relatively high unemployment rate. A similar scheme also runs in Northern Ireland. It is extremely encouraging that there has been no shortage of employers willing to host placements from the smallest of businesses right through to multi-national companies, major banks and high street stores.
- **Savings:** From the Government's and the taxpayer's point of view, the lower cost of placements means that more disabled people are able to benefit from the funds made available for sheltered employment.

Any suggestion that sheltered placements are in reality a form of cheap labour can be firmly answered by the fact that it is a strict requirement of the scheme that the wage paid to the disabled worker is *the same* as that paid to the host's direct employees doing the same or similar work. Placements are not approved if the employer is paying less than the 'going rate' in the local labour market for the type of work in question. In all other respects too, SPS aims, as far as possible, to establish conditions of employment for the disabled worker which mirror those applying to the host's own workforce.

The scheme caters for all age groups from school leavers to those reaching retirement age. Young people particularly, are attracted to working alongside able-bodied colleagues in a wider range of jobs than those available in traditional sheltered establishments.

#### Employment after YTS

Pauline Sweetman, 20, who has spina bifida and is paraplegic, is just one of the many young people with severe disabilities to have found a rewarding job thanks to the Sheltered Placement Scheme. After time spent on YTS, Pauline started work last year as a clerical assistant in

the marketing and publicity services unit of the May and Baker pharmaceutical production plant in Dagenham, now part of the worldwide Rhône-Poulenc Group. Her work involves a wide range of duties including typing and word processing, photocopying, filing and answering telephone inquiries. Pauline is actually sponsored, that is, employed by the Shaw Trust, a voluntary organisation and the largest sponsor of sheltered placements in Great Britain.

Making the arrangements for Pauline to start her new job and providing for her ongoing support are occasions where the expertise and specialist knowledge of the Shaw Trust's development officer and staff of the Employment Service's Disablement Advisory Service come fully into play.

Pauline is unable to use public transport for her journeys to and from work and is therefore able to receive a grant from the Employment Service towards the cost of being driven to the workplace under the Assistance with Fares to Work Scheme. Her self-propelled wheel chair which tended to leave her breathless after even short distances, has been replaced by a powered model on loan, free of charge, under the Special Aids to Employment Scheme, together with a special typewriter.

Other adaptations to the premises and office furniture have been carried out to help Pauline work more effectively and productively. Once again, the Employment Service can provide financial grants for these adaptations, although in the case of Rhône-Poulenc, the company's own maintenance team in conjunction with their medical staff have gladly carried out some of the adaptations at their own expense. The result is that Pauline, in spite of her considerable disabilities, is able to achieve some 60 per cent of the output of her clerical assistant colleagues, and, over 12 months later, is a popular and well-respected member of the marketing team.

Rhône-Poulenc's decision to employ Pauline has been well rewarded. She has impressed her colleagues with her gritty determination, good attendance record and her positive attitude to work. Having been given the opportunity to show her potential, she has proved once again that it is ability which ultimately counts.



Photo: Jim Staagg

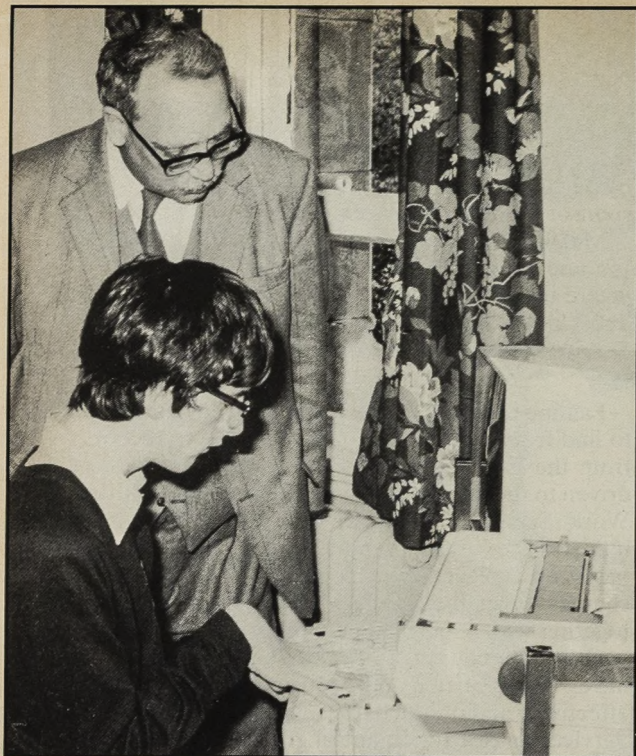


Photo: Noel O'Coombes

### Older age group

Not everyone entering a sheltered placement, however, is new to the labour market. For 14 years, Tony Markham, 50, had worked as a fitter on assembly work at Tong Engineering in Spilsby, Lincolnshire, manufacturers of a wide range of agricultural machinery for use at home and abroad. Already blind in one eye, Tony was faced with deteriorating sight in his second eye which meant that his output had reduced by 25 per cent. His employers had adjusted his job content over the years to accommodate the worsening sight problems, but eventually the time came when the firm could no longer carry the financial burden themselves and were bracing themselves to face the prospect of ending Tony's employment on medical grounds.

Today, Tony is still working in his familiar job just around the corner from his house thanks to the Sheltered Placement Scheme. He continues to receive the same wages as his colleagues on the shop floor, with his former employers (Tong Engineering) paying his new employer (and SPS sponsor), the Shaw Trust, only for the productive output which he is able to achieve. For Tony, and many others like him, a sheltered placement means the dignity of working to the limit of their abilities and earning their own living.

### Evaluation

In March 1988, the Employment Service published the report *Evaluation of the Sheltered Placement Scheme*.<sup>1</sup> The purpose of the Evaluation was to review the quality, range and cost-effectiveness of provision under the scheme, and where deficiencies were identified, to make recommendations for improvement.

Its findings revealed that:

- the scheme is catering for people within all of the broad disability categories;

- although it may be more difficult to place people with some disabilities than others (such as mental illness and visual handicap), there are no disabilities which need to be ruled out automatically as unsuitable for support under the scheme;
- SPS workers are found in a wide range of occupations, although a high proportion are in low-skill jobs;
- around 40 per cent of SPS workers are classified as having a mental handicap;
- people with disabilities working under the scheme are found to be well integrated with their able-bodied counterparts working for the employer direct;
- the scheme has achieved a good level of geographical coverage, even in areas of relatively high unemployment.

Overall, the report concludes that the scheme is widely regarded as a simple, but effective means of getting people with severe disabilities into open employment, and one which has potential for considerable further expansion.

The report also identifies a number of areas where improvements might be made and, in particular, in the way in which the scheme is financed. Work is in hand within the Employment Service to take these matters forward.

### Growth

Since replacing the Sheltered Industrial Groups Scheme (SIGS) which had existed since the 1960s, the Sheltered Placement Scheme has expanded from 1,050 jobs in 1985 to a current total of around 5,000. This has to be good news for people with severe disabilities.

Such ambitious growth has only been achieved because all the agencies involved have been working energetically together towards the same objective. Above all, success has been dependent on:

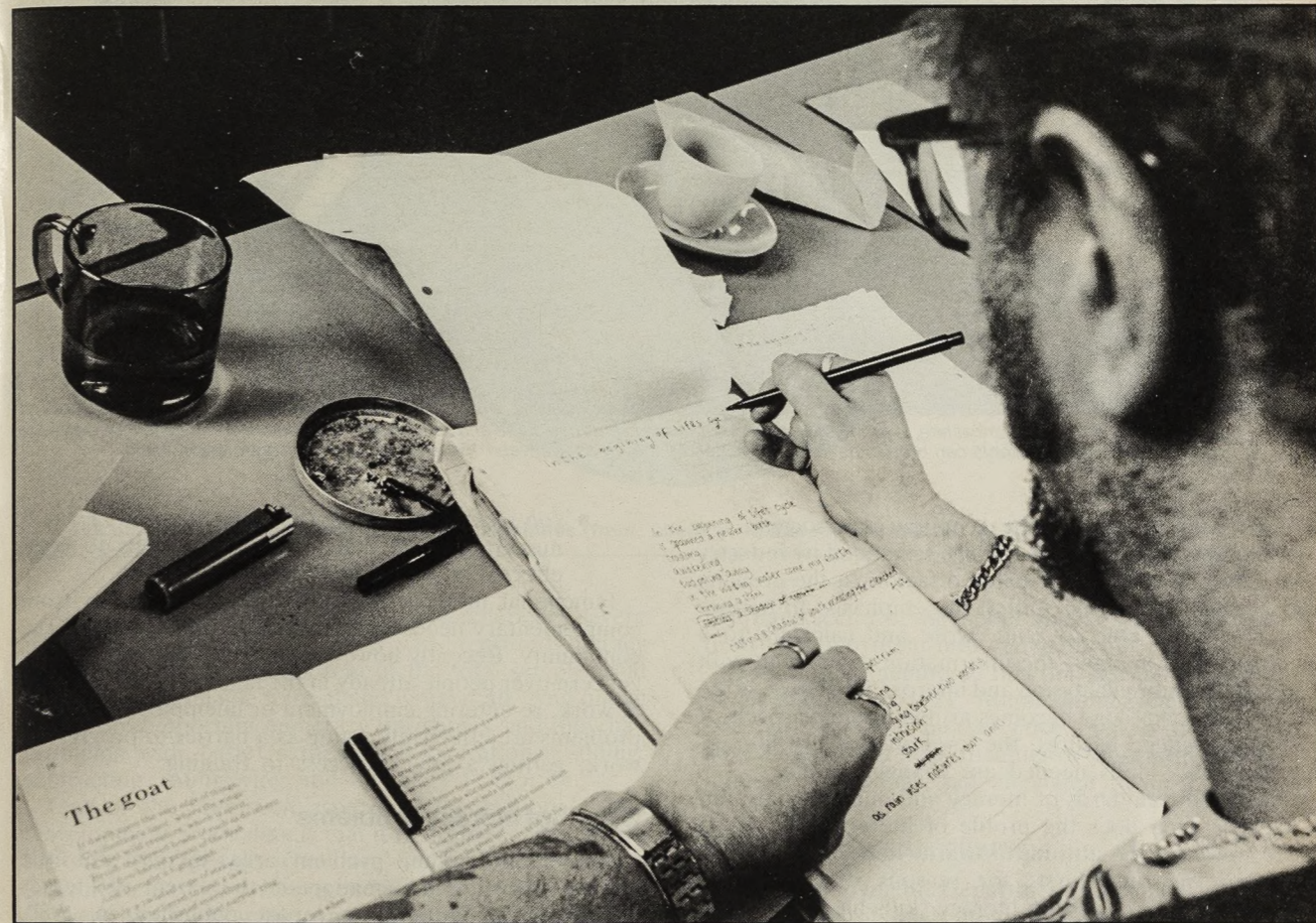
- the enthusiasm and considerable support given by voluntary body sponsors like the Shaw Trust, Spastics Society and Royal British Legion Industries, and by local authorities throughout England, Scotland and Wales;
- the willingness of host employers, large and small, to consider the possibility of taking on someone with a disability;
- the promotional work undertaken by staff of the Employment Service's Disabled Advisory Service and the close liaison between Disablement Resettlement Officers and sponsors in identifying suitable candidates for job opportunities.

It is impossible to describe adequately the difference which a meaningful job can make to someone against whom the odds seem so heavily stacked. The Sheltered Placement Scheme demonstrates what can be achieved when central government, local authorities, the private sector and voluntary organisations work together in the best interests of people with severe disabilities. In the end, it is the ability of the workers which really counts. ■

**For more information about sheltered placements contact your local jobcentre or**  
**David Lillistone,**  
**The Disabled People's Branch,**  
**The Employment Service, Steel City House,**  
**Moorfoot, Sheffield S1 4PQ**  
**Tel 0742 739190**

<sup>1</sup>An *Evaluation of the Sheltered Placement Scheme* by Trevor Jones, Aileen Minns and Chris Wright. Copies available from Barric Coleman, Employment Service, Disabled People's Branch, Steel City House, Moorfoot, Sheffield S1 4PQ.

## Special Feature



Adult literacy class, Halifax

Photo: Michael Ann Mullen/Format

## Literacy and numeracy

### What cause for concern?

by Brian Holmes

Adult Training and Special Needs Branch, Training Agency

This article discusses the extent and nature of the problem of adult literacy and numeracy. It goes on to describe the extent and delivery of literacy training as well as initiatives which are being undertaken by the Training Agency.

□ A realistic definition of literacy, which encompasses numeracy is, 'using printed and written information to function in society, to achieve one's goals, and to develop one's knowledge and potential'<sup>1</sup>. This definition rejects an arbitrary standard that separates the literate from the illiterate. It implies a set of complex information-

<sup>1</sup> *Literacy: Profiles of America's Young Adults*. Kirsch I. and Jungeblut A. Educational Testing Services, Princeton, New Jersey, 1986.

processing skills that go beyond simply reading and understanding written material and manipulating figures. For this reason it is best to think of literacy and numeracy skills as being on a continuum. At one end are people who have severely limited skills; at the other are those who have the competencies they feel they need to handle the demands of their work and the community they live in. Others are stretched out in between. The continuum itself





Photo: Crown copyright

The Drop-in Skills Centre in Nelson, Lancashire, is an assessment centre where clients can come and sample new skills before committing themselves to further education or training. The clients can drop in as little or as often as they wish. Between 150 and 250 use the centre each week.

changes with changes in the economy and society.

The literacy and numeracy skills demanded by industry changed as mechanisation entered factories; the growing use of electronics again shifted the emphasis. In neither case was being able to read, write and calculate to a specified level enough—the information to be dealt with would also require analysing and interpreting. Now, as the use of new technology becomes visible in most aspects of work (and indeed leisure), the level and type of literacy and numeracy skills needed are changing again.

Changes in standards of literacy and numeracy are not new. Why then does the profile of literacy need to be raised now and the attitudes towards it alter? There are two main reasons. First, for reasons of economics, because the lack of certain literacy skills has a profound impact on the ability of the workforce to change to meet the growing demands for information processing skills from industry and commerce. Second, it is a reasonable expectation of people to be able to take advantage of the opportunities open to them in society and not be handicapped by a lack of basic skills.

### Functional literacy and numeracy

Using literacy and numeracy as defined on p 133 implies consideration of issues that span education and training throughout life and work. The particular concern of the Training Agency is to help ensure an adequate provision of 'functional literacy' in two specific contexts<sup>1</sup>:

- **Job performance.** What are the literacy and numeracy tasks that commonly occur in specific jobs and related occupational areas? What literacy and numeracy tasks do people need to be competent in to do their jobs and progress within them?

<sup>1</sup> Identification and Assessment of Basic Skills Needs. PSS Report to the Literacy and Numeracy Working Group. Psychological Service Report No 257/S. MSC, Sheffield, 1987.

<sup>2</sup> Literacy, Numeracy and Adults. Evidence from the National Child Development Study. ALBSU, London, 1987.

- **Job seeking.** What are the component literacy and numeracy skills that a jobseeker needs to cope effectively with getting a job?

Functional literacy cannot be seen in isolation from complementary needs and preparation in school and the community. Recently however, there has been increasing concern over people already in the labour force—whether at work, re-entering employment or unemployed—whose problems are effectively acting as a barrier to progress at work, getting a job, or access to training.

### Extent of literacy problems

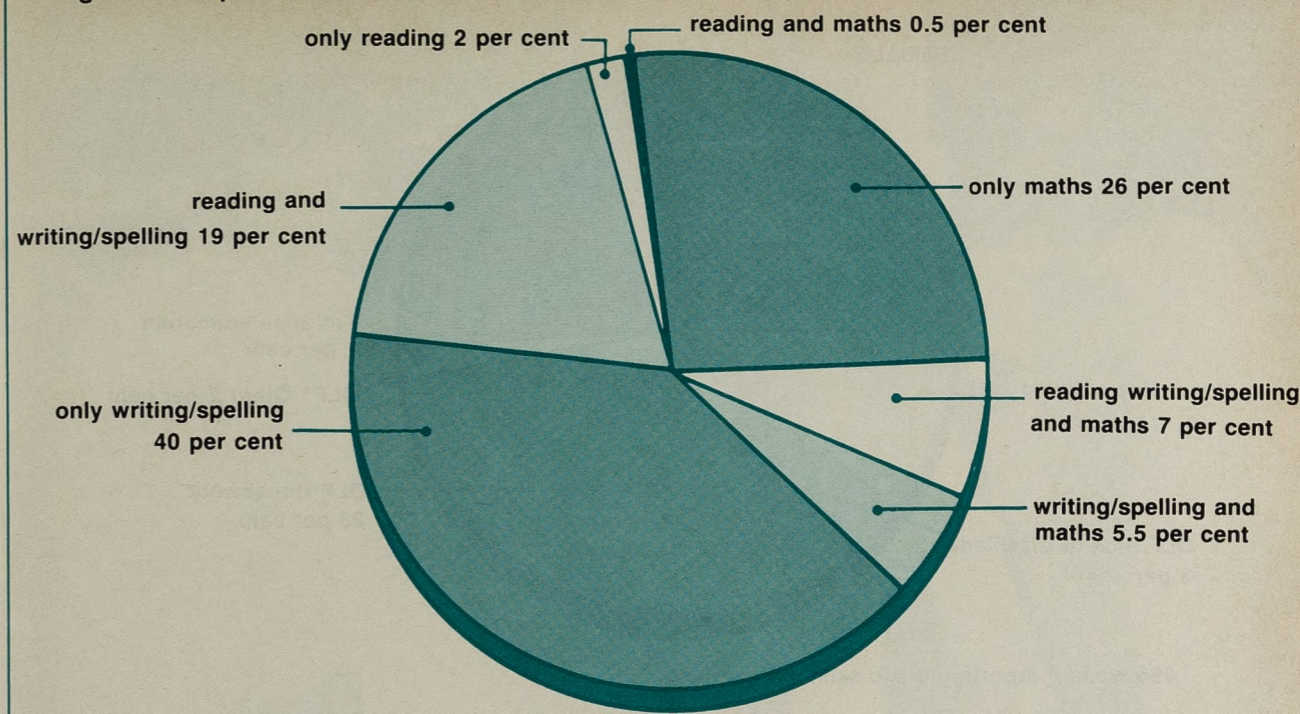
Compared to other 'problem' areas there is still little reliable statistical information on the extent of literacy difficulties in Britain. A report published in 1987, 'Literacy, Numeracy and Adults'<sup>2</sup>, added significantly to our knowledge of people's literacy problems. The report is based on evidence from the National Child Development Study, which in 1981 carried out a survey among 12,500 23-year-old adults.

The information contained in the National Child Development Study is based on individuals judging themselves as having a difficulty with literacy and/or numeracy, not on formal testing. Those involved in the survey were asked whether they had had problems with reading, writing, spelling, number work or basic maths. It emerged that 13 per cent of the sample (1,676 people) reported difficulties with reading, writing or numeracy. Of this group, over 70 per cent mentioned difficulties with writing and spelling, 39 per cent with maths and less than 30 per cent with reading. This goes against the popular conception that most people with literacy problems have trouble reading.

This is shown in more detail in figure 1, which shows the type of difficulties people reported and the degree of overlap between them.

The individuals concerned were asked about particular everyday tasks that were made difficult by their literacy or numeracy problems—the numbers mentioning difficulties occurring 'at work' or with 'getting jobs' were significant.

Figure 1 Reported basic skills difficulties



The distribution of 1676 individuals with difficulties (from 'Literacy, Numeracy and Adults', ALBSU, 1987).

As an indication of how many people experience severe problems, 7 per cent of those who reported literacy difficulties (that is 0.9 per cent of the total sample) said that they were unable to read and write at all. And one in five people reporting numeracy difficulties said they had problems with basic mathematical operations (adding, subtracting, multiplying and dividing).

One of the important aspects of the National Child Development Study data is that it reinforces and supports the view that people who have literacy and numeracy difficulties are not a homogeneous group. The research showed that, for example, one-third of all those reporting basic skills difficulties had CSEs, O levels or an equivalent vocational qualification. Having said that, 24 per cent of the 'basic skills group' had no qualifications, compared to 5 per cent of the 'no problem' group.

People who have literacy problems are not all unemployed, although the research showed that those with basic skills difficulties were far more likely to have experienced unemployment than those reporting no problems. However, although the majority of the basic skills group were in employment, they were over-represented in particular kinds of jobs (compared to the rest of the sample). The predominant groups were skilled, semi-skilled and unskilled manual workers and personal service workers. Figure 2 illustrates the employment status of people reporting have skills difficulties.

What emerges from the research is a clear relationship between low levels of qualifications, less skilled jobs, unemployment and basic skills difficulties. As the report, Literacy, Numeracy and Adults concludes: 'Those reporting basic skills problems, concentrated as they are in the most vulnerable types of jobs, are now particularly at risk . . . Access to jobs, for the majority of these people, then, means moving out of an increasingly

restricted sector of the labour market, rather than moving from unemployment into employment'<sup>1</sup>.

It must be remembered that this research was based on data collected in 1981. Major shifts which have taken place in the labour market since then are more likely to have exacerbated the difficulties of those with literacy and numeracy problems, not alleviated them.

### Survey of Restart clients

The Employment Department has undertaken some work through its own programmes to assess the literacy problems experienced by clients. In January 1987, Restart counsellors and Restart course providers carried out a survey of all long-term unemployed people who were seen during a particular week. Counsellors and providers recorded the number of clients whom they identified as having literacy problems. Some 10.3 per cent (3,328) of those interviewed through the counselling programme were identified as having some difficulty with literacy; 2.4 per cent of all those seen could not read essential material, for example, danger signs. On Restart courses, providers estimated that 25.2 per cent (552) of their clients had literacy problems.

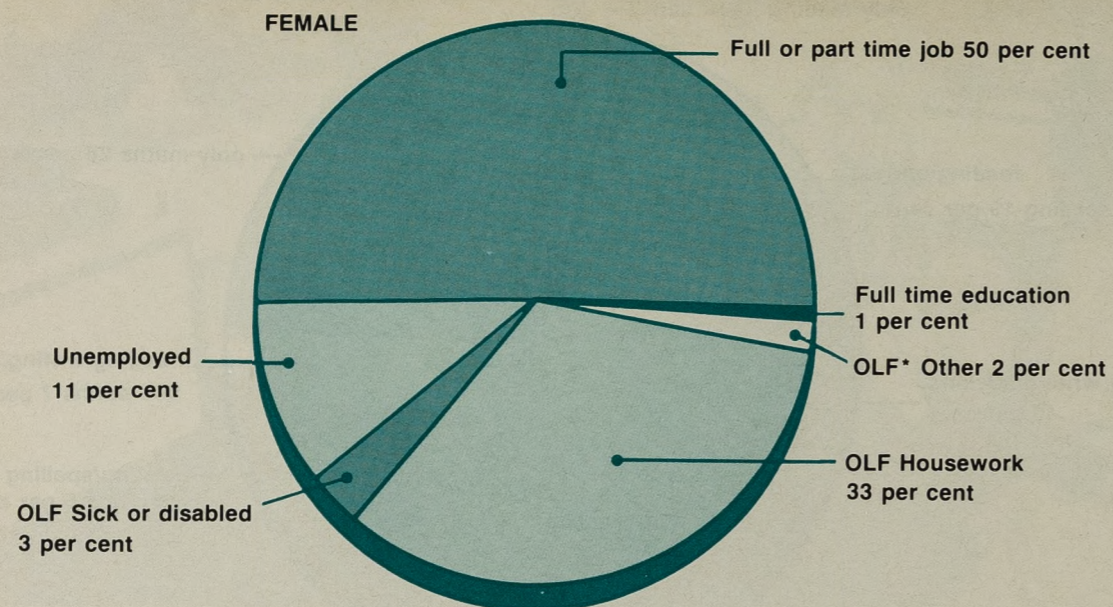
It is worth noting that Restart counsellors found difficulty in identifying problems during a relatively short interview, whereas Restart courses allow more opportunities for such problems to emerge. The survey did not directly address the problems of poor numeracy. Follow up work to the survey is planned for this year.

### YTS

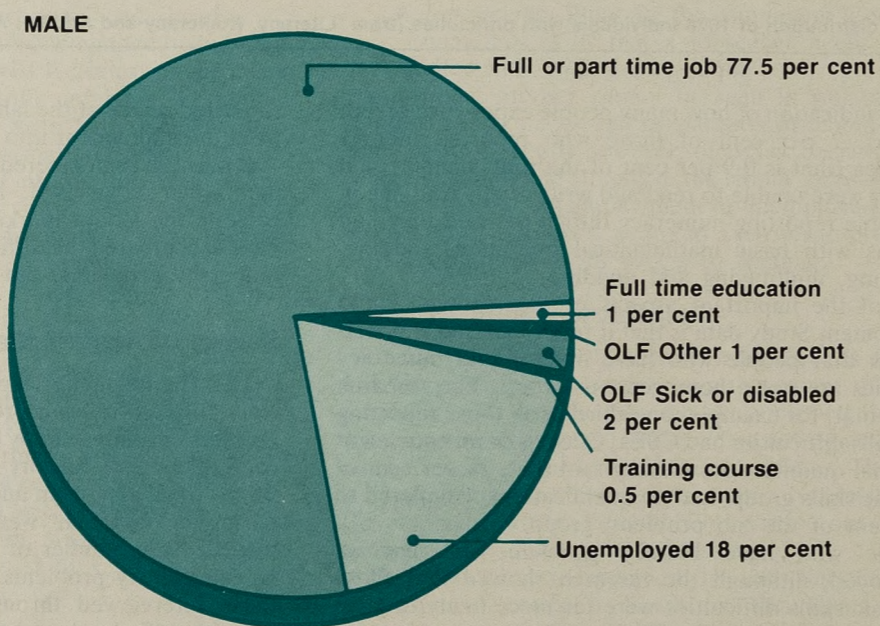
In 1987 a working group drawn from the Training Agency, Department of Education and Science, and the Adult Literacy and Basic Skills Unit (ALBSU) was set up to examine literacy and numeracy needs and provision

<sup>1</sup> See footnote 2, opposite.

Figure 2 Economic status of people reporting basic skills difficulties



696 women reporting basic skills difficulties



980 men reporting basic skills difficulties

\*OLF : Out of Labour Force  
(From 'Literacy, Numeracy and Adults', ALBSU, 1987).

within YTS. The group commissioned research including additional questions in the YTS Providers Survey<sup>1</sup>. This survey showed that 26 per cent of trainees needed help with numeracy and 17 per cent needed help with literacy.

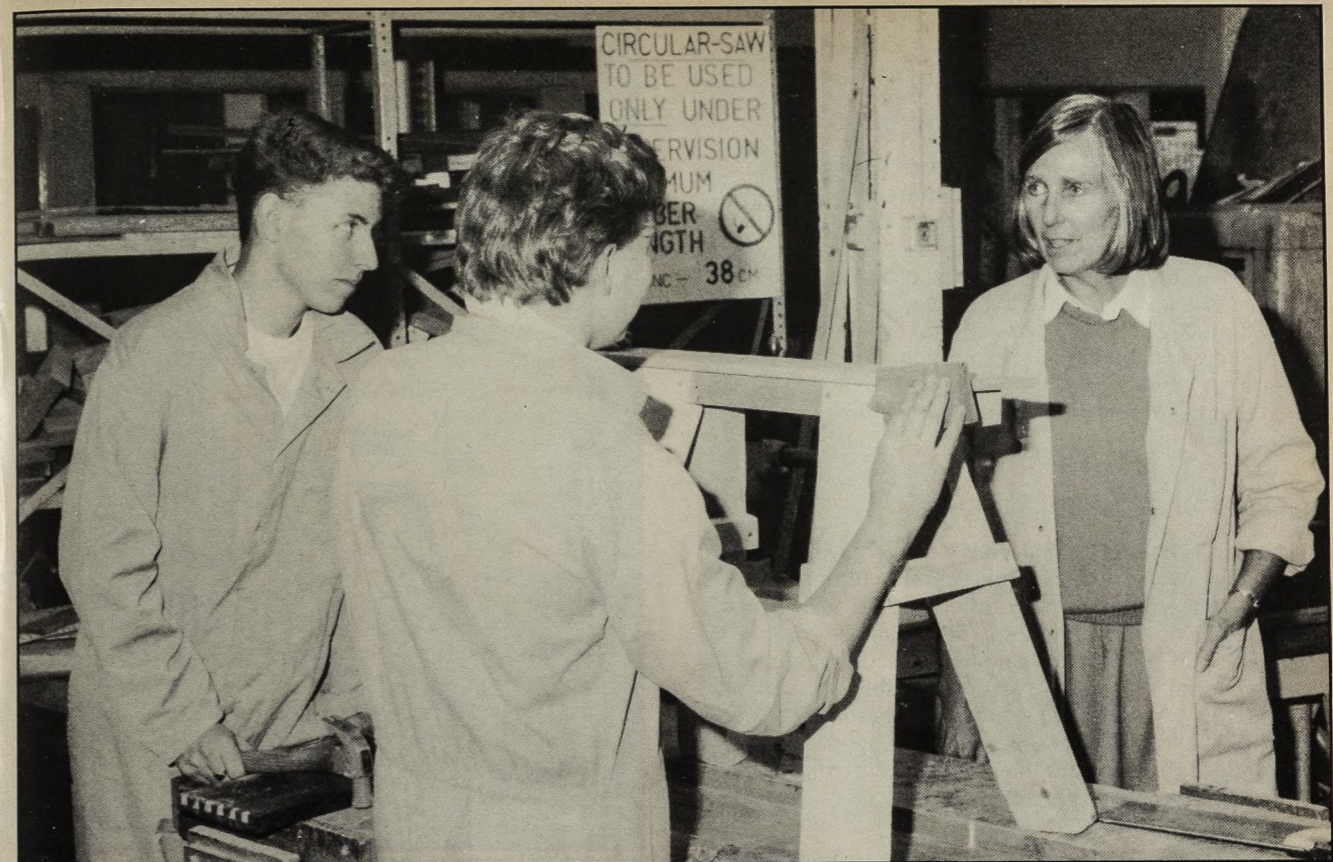
### Current literacy training

ALBSU estimate<sup>2</sup> that over 111,000 adults were receiving help with literacy and numeracy in England and

<sup>1</sup> Survey of YTS Providers 1987-88. Pineda, Edinburgh. 1988.

<sup>2</sup> ALBSU Annual Report 1987-88. Adult Literacy and Basic Skills Unit, London. 1988.

Wales in November 1987. This is a snap-shot of provision based on annual reports from Local Education Authorities (LEAs) and voluntary organisations. The figures show that 80 per cent of adults receiving tuition were involved in adult literacy and basic skills provision made by LEAs, 9 per cent as part of YTS, just over 4 per cent as part of Training Agency (then MSC) training programmes, and less than 5 per cent through prisons and other penal establishments. Most basic skills provision made available through LEAs and voluntary organisations consists of one to two hours a week during adult education terms.



Nikki, the literacy and numeracy training tutor assesses trainees over the work bench at Simon Engineering in Stockport. "When they do the engineering side, there's rather a lot of reading of drawings and understanding the technical dialogue on the sheets—and then the measuring. They come up and say they need to know," she says. Unemployed adults come three days a week to identify their skills and aptitudes. But there are no classes and no timetables. The trainees can come to see Nikki between practical assignments.

It is likely that a significant proportion of Training Agency provision in literacy and numeracy training is not reflected in the LEA reports because much of it will be delivered by staff working for Employment Training Managers and YTS Managing Agents. The Training Agency's own assessment of the extent of provision of literacy and numeracy training through its adult training programmes suggests that up to 57,000 adults were helped in 1987-88. Training Agency provision for unemployed adults tended to be more intensive, although most of it was part-time, and increasingly it was being integrated with vocational skills training. Some full-time courses remained for those who experienced severe problems and needed more prolonged help.

In Employment Training, greater recognition has been given to the need for adults to be competent in the literacy and numeracy skills needed in particular occupational areas. Training may range from intensive support on foundation training for those with the greatest needs; through to help with specific occupationally related literacy and numeracy skills delivered on an employer placement. In YTS more Managing Agents will soon be able to make a more effective response to literacy and numeracy needs. The new YTS funding structure which takes effect from April 1, 1989 includes an element of funding which can be used to provide literacy and numeracy help, where appropriate, over the full range of training programmes.

### Responding to the needs

The survey of Restart clients identified considerable literacy problems among long-term unemployed people whose needs were not being adequately met through the

Training Agency's programmes. An internal working group was set up which reported<sup>1</sup> to the Commission and the Secretary of State for Employment in December 1987. The report identified a number of areas where it considered work to be necessary if the needs of people the Training Agency sought to help were to be met satisfactorily. Many of the issues highlighted have been tackled in Employment Training and YTS, and considerable activity continues. The main areas where work has and is being undertaken are as follows.

### Identification of needs

Unemployed people come into contact with staff in jobcentres and unemployment benefit offices and through the Restart counselling programme. This is an opportunity to identify those who may have basic skills difficulties. Staff need to be more aware of how those difficulties might be presented, to be sensitive in their handling of them and supported by more consistent and helpful identification techniques. The Employment Service is looking at these issues in the context of its staff training programmes.

### Assessment

In assessing clients' needs for basic skills training, a model of informal client-centred assessment is preferred. This places particular demands on staff involved in the assessment process in Employment Training. Guidelines on assessment have been included in the Employment

<sup>1</sup> Literacy and Numeracy. MSC's Response. MSC, Sheffield. 1987.

Training handbooks and a review of suitable assessment procedures for use in Employment Training and YTS is being commissioned.

#### Accreditation of learning

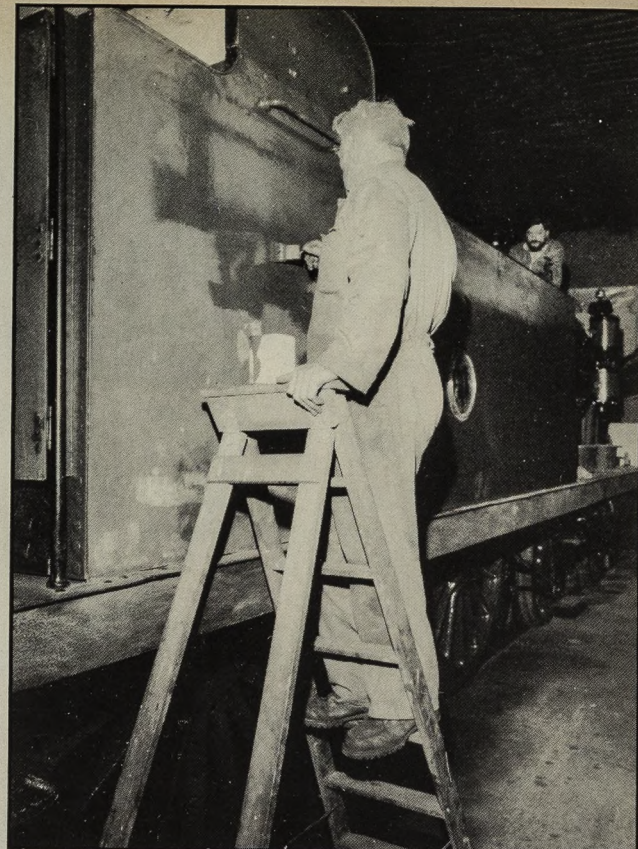
Standards of competence in literacy and numeracy should be linked directly to the requirements of specific categories of employment. Work is needed to establish a framework to identify and agree the literacy and numeracy skills to enter, train or progress in defined occupational areas. Discussions have been opened with the National Council for Vocational Qualifications and other interested bodies to decide how best to take this forward. A project jointly funded by ALBSU, BBC and the Training Agency is expected to make a major contribution in this area.

#### Materials for learners

There is a shortage of materials which are work-related, suitable for independent learning, multi-cultural and free of stereotypes. There is also little material which makes effective use of new technology. The Training Agency has commissioned a range of computer based and computer aided material which will become available over the next few months. A catalogue of existing learning materials that could be used with adults and young people who have basic skills difficulties has been published by the Training Agency and is currently being updated<sup>1</sup>.



Madeleine used to panic when asked to fill in a doctor's form. But after a Job Review course at the Friary Centre, Cardiff, and basic education classes, she obtained work experience at Scholl's and has now a permanent job in chiropody.



At the Diss Youth Centre, there is a strong life skills element in its basic skills tuition and there is practical work—for instance, at Bressingham Steam Museum in restoring an old locomotive.

#### Delivery of provision

Models of good practice which can be disseminated and replicated are needed to deliver basic skills training effectively through the Training Agency's programmes. Comprehensive guidelines appear in the Employment Training handbooks and have been supported by a series of case studies produced for the Training Agency by ALBSU<sup>2</sup>. In addition a guide to good practice in both Employment Training and YTS is to be issued in the spring.

#### Trainer training

Staff delivering literacy and numeracy training through the Training Agency's programmes need appropriate skills and competences. Accredited Training Centres are ideally placed to deliver such training. The Training Agency has recently launched an introductory package for staff working with trainees who have literacy and numeracy difficulties which will be delivered through Accredited Training Centres. A further training package is being developed by the Open University in association with the DTI Inner City Task Force in Nottingham which will become available in the autumn. The Careers and Occupational Information Centre (COIC) has also published a series of books aimed at those supporting trainees with literacy and numeracy problems<sup>3</sup>. These offer ideas and exercises to develop a practical approach to the teaching of basic skills by non-specialist staff working in Employment Training and YTS.

<sup>1</sup> Literacy and Numeracy Materials—A Guide. MSC, Sheffield, 1988.  
<sup>2</sup> Literacy and Numeracy for Work. Case Studies for Training Agents and Training Managers. Training Agency, Sheffield, 1988.  
<sup>3</sup> Working on Reading. Working on Writing. Working on Number. COIC, Sheffield, 1988.

Two themes emerged repeatedly during the Working Group's activities. First was the need for the Training Agency to work closely in partnership with others working in the literacy field. These include the Department of Education and Science, ALBSU, LEAs, the Home Office, employers and voluntary organisations. Co-ordination already established has been extended and strengthened to improve mutual awareness and integration of activities. Three projects have been set up with the Home Office to look at the training which can be made available through the Probation Service and foster stronger links with Employment Training.

Second was the need for progression in literacy training. This requires coherence and continuity between education in schools, post-school training, occupational requirements and vocational qualifications. In support of these themes, work is also progressing on literacy training for young people, particularly YTS, in conjunction with the Department of Education and Science and ALBSU.

#### Role of employers

The National Child Development Study confirms that most people who have difficulties with literacy are likely to be in employment. The need to develop standards of competence in literacy and numeracy linked to the requirement of jobs is also highlighted. This points to a clear role for employers in encouraging and supporting individuals who want training in literacy skills.

There are both economic and social reasons why employers should be motivated to consider literacy and numeracy as a legitimate job-related training need<sup>1</sup>. If people at work are performing below their best because they are not able to use words or numbers effectively, their contribution to the business will be less than it could otherwise be. The literacy and numeracy skills that were adequate when individuals joined organisations may now be well below par. Any changes in the level of technology and the greater sophistication and speed of, for example, word processors and computer-controlled machines, mean that literacy and numeracy skill levels need to be reviewed and probably updated. Literacy skills can also be an important part of an equal opportunities policy which ensures that all staff have access to opportunities within an organisation.

No reliable information is available on the amount of literacy training provided by employers at present. Workbase offers an innovative approach to basic skills training for employed people involving close co-operation between employers, trades unions and employers. Over the past ten years it has developed workplace literacy and numeracy training within an occupational context, including strategies to raise employer commitment and awareness. The Training Agency is setting up a project with workbase to look at ways of developing employers' involvement in workplace literacy and numeracy.

#### Next steps

There is a good deal of work still to be done. The Training Agency believes that more information is needed about the client group in order to plan provision more effectively. The Employment Service intends to carry out work among clients attending Restart interviews and surveys of trainees on Employment Training are planned.

The Training Agency is collaborating with the BBC and ALBSU over a series of television and radio programmes

<sup>1</sup> Workbase—Trades Union Education and Skills Project. Bonnerjea L. Workbase/ALBSU, 1987.



Ray knew that his maths was not up to scratch, so he joined the full-time Work Preparation course at Carmarthen College of Technology and Art, Llanelli, and afterwards was successful in getting on the Engineering Machinery course.

due to be launched in the autumn. Some of the material produced will have a vocational emphasis and the way in which learning can be accredited is being examined.

The quality of literacy and numeracy training in Employment Training and YTS will continue to be an issue. The Training Agency will be taking steps to develop initiatives to improve the quality of both the identification and assessment of trainees' needs and delivery of provision. The role of employers in supporting individuals with literacy and numeracy problems and in helping to redress them will also be a focus over the coming months.

#### Summary

This article has attempted to broaden the definitions of literacy and numeracy and show that the literacy skills required in modern society and employment are relative and rising. It has reviewed the available evidence on the numbers and types of people who have literacy problems, and looked briefly at what literacy training takes place now and who delivers it. It also summarises and comments on action taken to address the needs and issues identified. The article concludes that literacy and numeracy training through Employment Training and YTS should have a strong workplace orientation and that areas such as assessment and materials development require attention and action. The Training Agency has a clear role to play, but in collaboration with others—particularly employers, who can help by offering a significant benefit to their existing and potential workforce. ■

A selection of Parliamentary questions put to Department of Employment Ministers on matters of interest to readers of *Employment Gazette* is printed on these pages. The questions are arranged by subject matter, and the dates on which they were answered are given after each answer.



**Department of Employment Ministers**  
 Secretary of State: **Norman Fowler**  
 Minister of State: **John Cope**  
 Parliamentary Under Secretaries of State:  
**John Lee and Patrick Nicholls**

**Employment Training**

*Gillian Shephard (South West Norfolk) asked the Secretary of State for Employment if he will make a statement on the progress of the Employment Training scheme.*

Patrick Nicholls: Employment Training continues to make excellent progress and at January 27, 1989 there were 131,000 people on the programme. There is considerable interest in Employment Training among longer-term unemployed people who clearly recognise the value of worthwhile training to help them get a job.

(February 14)

*Doug Henderson (Newcastle upon Tyne North) asked the Secretary of State for Employment how many people who are direct entrants on Employment Training and not transferred in have left Employment Training since it began; and how many have left Employment Training after being transferred in from a constituent part.*

Patrick Nicholls: To the end of December 1988, the latest date for which information is available, 39,500 people had left Employment Training. It is estimated that of these about 20,000 had been direct recruits. The remainder had chosen to transfer from other programmes.

(February 16)

*Ann Clywd (Cynon Valley) asked the Secretary of State for Employment how many single parents are on each Government training scheme; how many single parents on those schemes take up the child care allowance available; what is the total annual cost of the child care allowance scheme; and what is the estimated cost of providing child care allowance on training schemes for all married women who could potentially enter those schemes.*

Patrick Nicholls: Information on lone parents on Government training schemes is

(February 16)

(February 16)



Norman Fowler

only available for Employment Training, which is the only such scheme under which child care allowances are available.

Over 2,000 lone parents have already joined Employment Training. Information on how many of them are claiming for child care payments will not be available until the end of April, but so far advances of just over £1 million have been made to training managers in respect of their commitments to child care allowances. The cost of making child care allowances to all married women who could potentially enter Government training schemes is difficult to estimate but would undoubtedly be substantial.

*Clare Short (Birmingham, Ladywood) asked the Secretary of State for Employment what personal information Employment Service staff and claimant advisers may obtain on an Employment Training trainee from the trainee's training manager or training agent; and if he will make a statement.*

Patrick Nicholls: No information about the personal circumstances of a trainee, should be passed to the Employment Service by a training agent or training manager.

**Community Insulation Projects**

*Nicholas Bennett (Pembroke) asked the Secretary of State for Employment if he will make a statement on Government support for Community Insulation Projects under Employment Training.*

Norman Fowler: Employment Training is helping a large and increasing number of unemployed people to develop the skills they need to get back to work. The valuable work done by Community Insulation Projects in draught proofing the homes of low income households offers one means of providing suitable training and experience.

I have agreed with my right honourable friend the Secretary of State for Energy to reinforce the contribution Employment Training can make to Community Insulation Projects this year by taking the following action:

- (a) Training managers will be offered an increase to £40 per week in the level of supplementary training grant under existing contracts in respect of additional filled places;
- (b) more advice will be provided to training agents and potential trainees on the range of skills offered by such project based training; and
- (c) support will be given to enhance the opportunities for trainees on insulation projects to obtain recognised qualifications.

To give these measures time to take effect and to maintain the present Community Insulation Project network through the remaining winter months, a three-month extension will be offered to participants presently on Community Programme terms.

(February 10)

**Benefit fraud**

*Tony Favell (Stockport) asked the Secretary of State for Employment if he will make a statement on his recent crackdown on fraudulent benefit claims.*

Norman Fowler: My Department's fraud investigations during 1988 led to savings of around £65 million and to 90,000 people withdrawing their claims to benefit. A serious problem of benefit fraud persists and we are maintaining the drive against this.

(February 14)

**YTS**

*Patrick McLoughlin (West Derbyshire) asked the Secretary of State for Employment whether he proposes to make any changes in the Youth Training Scheme in 1989-90.*

John Cope: The Government wants to ensure that more trainees are able to gain vocational qualifications on completion of YTS training to enable them to get jobs. We want YTS to set an example of training based on achievement of standards of performance.

YTS will therefore increasingly encourage the achievement of nationally recognised vocational qualifications and managing agents with particularly successful records.

Paperwork will be simpler. The Government's guarantee of an offer of a suitable place to all young people under 18 who do not have a job remains unchanged.

From April 1989, a new five-tier system of premium grants for special training will come into effect. These grants, payable over and above the basic YTS grant, will provide a more sensitive and selective approach to the funding of special training for groups of young people with particular needs. Each of the five levels of payment will have a value of £500 per filled place per year, giving a maximum of £2,500.

There are to be no other changes in YTS funding, or of the first and second year trainee allowances. These decisions reflect the Government's policy of ensuring suitable provision for young people with special training needs, while encouraging employers to contribute an increasingly larger share of the costs of YTS training.

(January 18)

**Compacts**

*Richard Tracy (Surbiton) asked the Secretary of State for Employment how many areas have applied for development funding for employer school Compacts to date; and if he will make a statement.*

John Cope: Forty-six areas applied for funding to establish a Compact. Partnerships of employers and education authorities in 30 of those areas were granted development funding and are currently preparing applications for four years operational funding.

I have been very pleased by the positive responses from both employers and the education service and I look forward to the establishment of the first Compacts later in the spring.

(February 14)

**Loan Guarantee Scheme**

*Keith Mans (Wyre) asked the Secretary of State for Employment if he will make a statement about the future of the Loan Guarantee Scheme.*

John Cope: I have recently announced the continuation of the Loan Guarantee Scheme which was due to end on March 31 this year. In addition the maximum loan

available will be increased from £75,000 to £100,000.

There continues to be a demand for the LGS from firms that could not otherwise raise finance. On average in 1988, 180 loans per month were authorised. The survival rates of LGS borrowers have improved throughout the period that it has operated. We shall continue to keep under review the level of use of the scheme and whether firms could have obtained finance without using the LGS.

(January 18)

**Training**

*Dudley Fishburn (Kensington) asked the Secretary of State for Employment if he will provide figures on training in 1979 and the estimate for 1988; and if he will make a statement.*

John Cope: Some 876,000 people entered training in 1987-88 under schemes funded by the Employment Department Training Agency (formerly the Manpower Services Commission) compared to 91,000 in 1979-80. This nearly tenfold increase underlines the importance attached by the Government to developing a skilled and flexible workforce capable of meeting the challenges of the 1990s and beyond. The principal responsibility for training must lie with employers themselves, but the Government plays an important role through the major training programmes it supports, in particular the Youth Training Scheme and Employment Training.

The White Paper *Employment for the 1990s*, which I issued last December, sets out radical proposals for building on the achievements of the last few years. These include the creation of local employer-led Training and Enterprise Councils over the next three to four years and the establishment of a new programme "Business Growth Training" to help employers, particularly small employers, improve the effectiveness of their training activity.

(February 14)

*Derek Conway (Shrewsbury and Atcham) asked the Secretary of State for Employment if he will provide figures for spending on training in 1979 and 1988; and if he will make a statement.*

John Cope: Records are kept on the basis of the standard financial year for accounting for Government expenditure. This year runs from April 1 to March 31.

The figures below represent expenditure by the Department of Employment Training Agency (ex MSC, ex Training Commission) on training programmes in the relevant financial years.

Year	£ millions
1978-79	374
1979-80	451
1987-88	1,613

These figures include all related administrative costs, net of receipts.

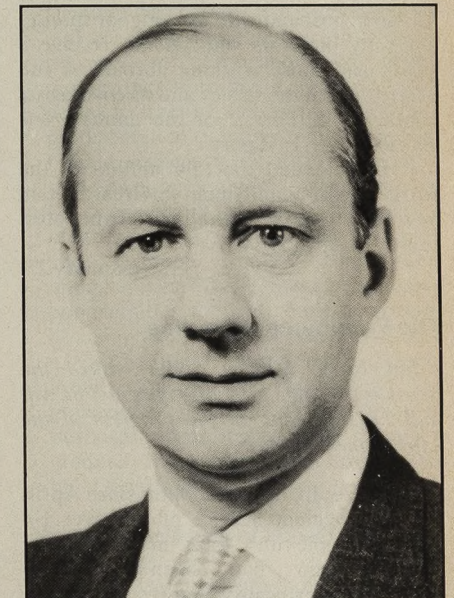
(February 14)

**Duplication of vocational courses**

*James Paice (South East Cambridgeshire) asked the Secretary of State for Employment what steps he is taking to reduce duplication between YTS, the Technical and Vocational Education Initiative, CPVE, and other vocational courses.*

John Cope: This area is being carefully looked at and a number of lessons are emerging, including developments in records of achievement and vocational qualifications. We will continue to work towards reducing duplication to ensure progression for young people to obtain higher levels of attainment while maximising the increased choices available to young people as they move from school to work.

(February 6)



John Cope

**Enterprise agencies**

*David Evans (Welwyn, Hatfield) asked the Secretary of State for Employment how many local enterprise agencies are currently operating; and if he will make a statement.*

John Cope: We know of 434 local enterprise agencies operating in the United Kingdom. Of these, 393 are approved under provisions of the 1988 Income and Corporation Taxes Act (previously under provisions of the 1982 Finance Act), which allow business sector sponsors tax relief on their contributions to such bodies.

The local Training and Enterprise Councils announced in the White Paper *Employment for the 1990s* will provide a means for ensuring that the provision of small firms counselling and training relevant to local needs is extended and co-ordinated. There will be an important opportunity here for local enterprise agencies, as the Councils will be able to sub-contract small firms' work to agencies which can demonstrate a high quality of service.

(February 14)

## New Earnings Survey

Audrey Wise (Preston) asked the Secretary of State for Employment what categories of people are likely to be excluded from the coverage of the New Earnings Survey; and what estimate can be given about the total number of people involved.

John Lee: The New Earnings Survey is a sample covering 1 per cent of employees in Great Britain who are members of pay-as-you-earn (PAYE) schemes.

The main categories of the workforce in employment excluded from its coverage are self-employed persons, HM Forces, those on work-related government training programmes without a contract of employment and those employees, mainly part-time women and young people, who earn below the income tax threshold and are not in a PAYE scheme. Exempted categories include private domestic servants, husband/wife working for spouse, company directors who do not receive a salary and those working abroad. A full description of the survey and its coverage is contained in Part B of the annual *New Earnings Survey* report.

It is estimated that 5.4 million of the workforce in employment in Great Britain were not covered at the time of the latest survey in April 1988.

(January 23)

## The Employment Service

Ian Bruce (Dorset South) asked the Secretary of State for Employment if he will make a statement on the progress of the Employment Service.

John Lee: In the nine months since April, the Employment Service placed over 1.4 million people into jobs, including over 178,000 who had been long-term unemployed. New procedures such as more effective interviews with those making a new claim for benefit will continue to reinforce this trend. Since the establishment of the Employment Service in October 1987, unemployment has fallen by 626,500 overall, with particularly steep falls in long-term unemployment.

(February 14)

## Union membership

Graham Riddick (Colne Valley) asked the Secretary of State for Employment what estimates his Department has made as to the number of employees who belong to trade unions under: (a) pre-entry closed shop arrangements and (b) post-entry closed shop arrangements.

Patrick Nicholls: On the basis of the 1984 Workplace Industrial Relations Survey, it was estimated that approximately 500,000 employees worked under pre-entry closed shop arrangements and around 3.1 million under post-entry closed shop arrangements. We expect to be able to update these estimates shortly in the light of our review of the closed shop.

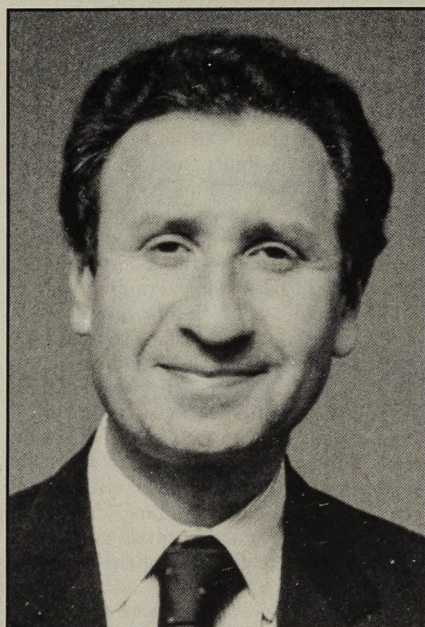
(February 16)

## Channel Tunnel

Timothy Kirkhope (Leeds North East) asked the Secretary of State for Employment how many people are currently working in jobs related to the Channel Tunnel; what effect this will have on the economy of northern England; and if he will make a statement.

John Lee: It is not possible to estimate the total number of people currently working in jobs relating to the Channel Tunnel, but I am aware that around 5,000 people are currently employed at the tunnel site in Kent. In addition, contracts worth £500 million have been awarded to date by the tunnel contractors. 90 per cent of this work has gone to firms in the UK, 20 per cent to firms in northern England. The Channel Tunnel should have a beneficial effect on the economy of the whole of the UK.

(February 14)



John Lee

## European Tourism Year

Patrick Thompson (Norwich North) asked the Secretary of State for Employment what proposals he has for participation in the European Year of the Tourist; and if he will make a statement.

John Lee: I recently chaired a meeting of the National Tourist Board chairmen and representatives from the territorial Departments to begin to plan the UK's participation in European Tourism Year in 1990. At that meeting it was agreed that the British Tourist Authority would take the lead in co-ordinating the UK's campaign. To promote the interest and active involvement of the UK tourism industry, I propose to chair a UK standing conference of senior figures in the industry. This conference will take place on May 25.

(February 14)

## Retail Prices Index

Jim Cousins (Newcastle upon Tyne Central) asked the Secretary of State for Employment which of the recommendations of the 1986 Retail Prices Index Advisory Committee he currently has under review.

John Lee: As the hon member was told in a Written Answer on January 17, the Advisory Committee is shortly to review progress on implementing the longer-term recommendations made in its 1986 report. The recommendations in question concern the treatment of holiday expenditure, charges for financial services, new car prices and quality changes, improvements to price collection procedures and the Family Expenditure Survey, and the release of a technical manual on the index methodology. The Government will be ready to consider the Committee's recommendations on these points in due course.

(February 14)

## European housing costs

Alan Beith (Berwick on Tweed) asked the Secretary of State for Employment what is the current weight in the retail price index for: (a) mortgage interest payments, (b) rents, (c) rates and (d) other housing costs; and what information he has as to the equivalent weights in the consumer price indices for other European Community countries.

John Lee: The weights (per thousand) for the components of housing used in the retail prices index are: mortgage interest payments 42, rent 33, rates 43 and other housing costs 42 (water and sewerage charges, repairs and maintenance charges, do-it-yourself materials, dwelling insurance and ground rent).

Housing costs are not similarly defined in other countries and detailed comparisons are not possible. The weights assigned to the shelter element of housing costs in the consumer price indices of EC countries involve different coverage and concepts, and comparisons should be treated with caution. The figures are as follows:

### Weights for shelter costs in consumer price indices

	Weights per 1,000
<b>Countries including owner occupiers' costs and rents</b>	
United Kingdom	75
Germany	148
Holland	164
Ireland	37
Denmark	166
Spain	127
<b>Countries including rents only</b>	
France	69
Italy	40
Belgium	64
Greece	54

(January 30)

## Race relations and equal opportunities

Harry Cohen (Leyton) asked the Secretary of State for Employment if he will describe his Department's principal achievements in respect of race relations and equal opportunity since May 1979.

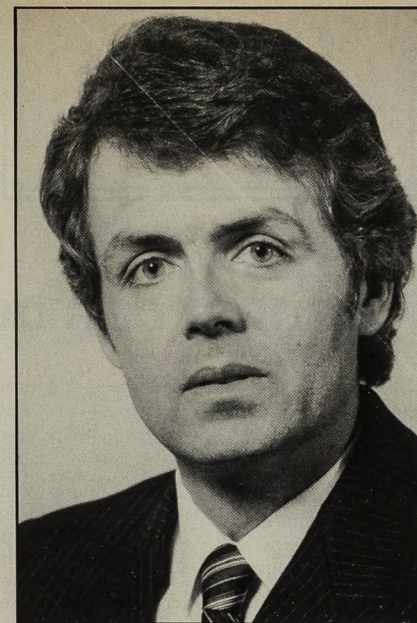
Patrick Nicholls: The principal achievements in my Department in respect of race relations and equal opportunities since May 1979 are as follows:

### i) In the race relations field

- The extension of race discrimination legislation (the Race Relations Act 1976) to offshore employment.
- The significant role played by my Department's Race Relations Employment Advisory Service in promoting the recommendations of the CRE 1984 Code of Practice's recommendations to employers on the implementation of equal opportunities policies. The Service is now giving greater publicity to the use of the positive action provisions of the Race Relations Act.
- The commissioning of a number of research projects by my Department which have informed the Government and others on the position of ethnic minorities in the labour market.
- The regular meetings of my Department's Race Relations Employment Advisory Group, whose members include the chairman of the Commission for Racial Equality and distinguished representatives of ethnic minorities, have provided successive Ministers with valuable advice on the employment of people from ethnic minorities.

### ii) In the sex discrimination field

- The extension of the Equal Pay Act to provide equal pay for work of equal value.
- The removal of restrictions on adult women's hours of work, thus freeing women to compete on equal terms with men for higher paid shift and night work.
- The extension of sex discrimination legislation (the Equal Pay and Sex Discrimination Acts) to offshore employment — an employer can no longer refuse a woman a job on an oil rig simply because she is a woman.
- Equalising retirement ages — the woman, who wants to, can now work to the same age as her male counterpart.
- Freeing single sex training from unnecessary legislation. A training provider no longer has to obtain Ministerial designation before running a women only course.
- The regular meetings of the Department's Advisory Committee on Women's Employment. This committee, which includes the chairman of the Equal Opportunities Commission and members of women's organisations, has provided successive Governments with valuable advice on the employment of women.



Patrick Nicholls

### iii) In Training Agency programmes

- All Training Agency programmes are available equally to all eligible people, regardless of their race, religion, sex, marital status or disability.
- Both YTS and Employment Training have Equal Opportunities Codes of Practice. A commitment to equal opportunities is one of the criteria for achievement of Approved Training Organisation status; this is underpinned by a contractual requirement. Publicity material for both schemes promotes equal opportunities and avoids stereotypes. Single sex and race training is provided where appropriate.
- The Skills Training Agency has an Equal Opportunities Statement and has issued guidance forbidding pin-up material in Skillcentre premises.
- Education authorities and schools participating in the Technical and Vocational Education Initiative have equal opportunity statements.

### iv) In the Department's Employment Service

- The Employment Service is an equal opportunities organisation and as such has a responsibility to ensure its services are available to all, regardless of race, sex or disability.
- The Ethnic Origin Traffic Surveys of 1986 and 1987 provided information on the needs of people from ethnic minorities. As a result 48 inner city officers have been appointed to help make services more accessible and relevant to inner city jobseekers, many of whom are from ethnic minorities. A number of leaflets have also been translated into minority languages.
- People can attend Jobclubs at times convenient for child care and domestic arrangements. A leaflet aimed at women who are thinking of returning to work has been produced. Eligibility for the Jobstart and Enterprise Allowance

schemes is based on receipt of benefit; people whose partner is in receipt of benefit are also eligible.

### v) In the Department's contribution to Action for Cities

- Many people from ethnic minorities live in inner cities and have benefited from these initiatives. For example, the Small Firms Service has recently opened six Inner City Sub Offices; their services will be available to all small businesses but their expertise in ethnic minority business matters will be particularly helpful to ethnic minority entrepreneurs.

### vi) As an employer

- In 1986 the Race Relations Employment Advisory Service audited the equal opportunities policy within my Department with regard to race. Most of their recommendations, which relate to training, instructions, etc, were accepted and are being implemented. In addition we are, or are about to begin, monitoring recruitment, staff in post, access to training and promotion. While representation of ethnic minority groups remains concentrated in lower grades, there have been gradual improvements.
- My Department has also introduced a number of initiatives to ensure both men and women have the same opportunities. These include increased opportunities to work flexible working hours and/or part-time, the provision of a preferential reinstatement (career break) scheme and advice on the granting of special leave for domestic purposes. Representation of women is gradually increasing at most levels within my Department.

(February 10)

### vii) The introduction of Equal Opportunity Proofing

- All the Department's policies are now examined to ensure that they do not unlawfully discriminate against women and ethnic minorities.

## Written reason for dismissal

Andrew Hunter (Basingstoke) asked the Secretary of State for Employment if he will seek to amend section 53 of the Employment Protection (Consolidation) Act 1978 so that in all circumstances a dismissed employee has the right to be provided with a written statement, giving the reasons for his/her dismissal.

Patrick Nicholls: No. to do so would add to the burdens on employers. A written statement of reasons for dismissal is intended to enable a worker to assess whether he/she has grounds for complaining of unfair dismissal to an industrial tribunal. Originally the qualifying period for both rights was the same. The current Employment Bill seeks to restore that position by increasing the qualifying period for a written statement to two years.

(February 14)

## Occupational cancer can be prevented

As much as 40 per cent of all cancers may be work-related, with perhaps the greatest potential source of occupational cancers being related to exposure to chemicals. However, once identified these carcinogens can be controlled.

A recently published book from the International Labour Organization, *Occupational Cancer and Control*, tells what some countries are doing to tackle this problem. They include the Federal Republic of Germany, Finland, France, Sweden, the United Kingdom and the United States.

There is no dividing line between environmental and workplace cancer risks, but it is now established there is a link between exposure to certain substances used in production processes and some types of cancer.

Coal tar, chromium, nickel and radon can become causes of lung cancer in gas workers, smelters, roofers, chromium producers and miners.

Asbestos can cause lung cancer for shipyard and construction workers, while arsenic can lead to lung or skin cancer for workers in the agricultural, pesticide and metal industries.

One road leading to cancer of the nasal cavity for furniture workers is through inhalation of wood dust, and cadmium is suspected of inducing kidney and lung cancer in battery makers.

Perhaps the greatest potential source of occupational cancers are some 6 million registered chemical substances.

The book argues that evidence has been found that around 900 of these cause cancer in experimental animals and about 20 have been established as carcinogens from direct human observations—with most of these involving occupational exposure.

From the public health point of view, the chief relevance of work-related cancers lies in the fact that carcinogens, once identified, can be removed or controlled more easily than environmental hazards and causal factors related to personal habits—such as drinking and smoking.

Much progress has been made in legislative chambers, and many industrialised countries now have laws dealing with toxic substances in general and with some proven carcinogens in particular.

The Federal Republic of Germany, Finland, France, Sweden, the United Kingdom and the United States have taken steps prohibiting or regulating the use of specific cancer-inducing substances at work.

While the legislative path may need to be pursued and refined, a second path is to eliminate the contacts between workers and carcinogens when present at the workplace. This includes the following main aspects:

- production and transportation of carcinogens in closed systems;
- substitution of materials known to be carcinogenic or likely to cause cancer;
- control of the working environment by monitoring levels of exposure and installation of filtering systems effective even in cases of emergency;
- personal protective equipment for those workers at higher risk of coming into contact with cancer hazards;
- health surveillance to determine fitness for the job, to keep track individually of the level of exposure and to provide early detection of any health and biological changes.

The ILO publication suggests

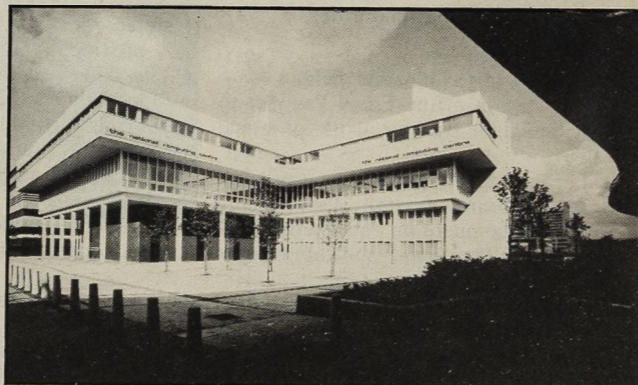
that a dossier should be established on each carcinogen encountered in a plant, indicating the practical steps to be taken in relation to the agent's characteristics and the type of exposure.

Above all, it says, there is an imperative need for education and training of workers subject to hazardous exposure. In planning for such schemes, attention should be paid to part-time employees and migrant workers with language difficulties.

The message that emerges clearly from the book is that work-related ammunition can be removed from the cancer gun.

Further information on the publication, *Occupational Cancer and Control*, can be obtained from the ILO's London office (tel 01-828 6401). □

## Concern for information technology use



The National Computing centre in Manchester.

A report of the House of Commons Trade and Industry Committee on information technology (The Warren Report) recognises a shift of concern from the supply side of information technology (IT) to the use of IT in industry, commerce and government.

This is welcome news to the user community according to the National Computing Centre (NCC), which believes that action plans (with funding where necessary) are needed if IT use in the UK is to be significantly improved. More exhortation is not enough, it says.

Specific areas mentioned in the report where action plans are required include:

- open systems;
- technology transfer to users;
- top management understanding of IT (awareness is not enough);
- skills shortages tackled through training, improved productivity, and software engineering.

Commenting on the report, NCC director, John Aris pointed out: "What benefits users also benefits suppliers but not vice-versa. Users not suppliers are shown by history to be the mainspring of innovation, and government and users together are the key to increasing the quality of IT in the UK." □

The report, *Information Technology HC Paper 25, Session 1988-89* is available from HMSO.

## Computer break

Co-operation between the National Computing Centre (NCC) and the Manchester office of the Training Agency has brought new hope for bright unemployed Mancunians.

The NCC Threshold Scheme, praised in the UK and several overseas countries for identifying neglected talent and opening up new careers, is now available under the Government's Employment Training (ET)—though, for the present, only in Manchester.

Since 1976 the NCC Threshold Scheme, which selects by psychometric testing has trained some 14,000 unemployed school leavers (age 17-20 years) and launched over 80 per cent into computing careers.

George Penney, careers manager at NCC, said: "The introduction of

the Youth Training Scheme caused a hiccup with its restriction to 16 and 17 year olds. Now, with the co-operation of the Manchester office of the Training Agency, the scheme is again serving the original spread of ages, and more. There are two bonuses from such a spread: the needs of different employers can be better served and the mix of ages in the classroom enhances the learning experience."

The Threshold Scheme is distinctive among Government supported courses in producing people, within one year, with a wide range of practical skills in an area of extreme skill shortage.

Approximately 10 per cent of all Threshold trainees have gone on to use their experience as a springboard to a higher diploma. □

## Research money up for grabs

Industry Minister Eric Forth urged UK organisations to act quickly if they want to take part in a new European Commission research programme in advanced materials and manufacturing technologies. The closing date for receipt of project proposals in Brussels is May 12, 1989.

Mr Forth commented: "The objective is to achieve a more competitive position in world markets for the Community's materials and manufacturing industries. UK organisations should lose no time in assessing how they could benefit."

"With a budget of more than £300 million over four years, the programme will offer considerable opportunities for collaboration between private sector companies, laboratories and universities across the European Community."

"Besides the advantages of shared costs and shared risk, collaboration on a European basis can help to generate common European standards and foster strong links between companies and organisations in different Community states which may, over time, develop into fruitful commercial relationships."

Following the model established in EC research programmes, the programme aims to stimulate the development of innovative products and processes through collaborative research and development projects involving organisations from at least two member states and a European Commission contribution of 50 per cent towards project costs. □

Further information can be obtained from Mr G Gadge, Department of Trade and Industry (tel 01-215 6336).

## Diary dates

Major conferences and events taking place over the coming months include:

- The *International Trade Marks Association Conference* at the London Hilton from March 8 to 10. Contact: Conference Associates Ltd (tel 01-486 0531).
- The economic, financial and practical challenges which face businesses and individuals on the move, will be highlighted at a special *Relocation South West* event, organised by Bristol-based Westpoint Corporate Relocation on April 10.
- The Institute of Personnel Management (IPM) is holding a one day seminar entitled *Managing Reward* to be held at the Chelsea Hotel, Sloane Street, London on April 20, recommended for senior managers and personnel specialists. Further details are available from the IPM on 01-946 9100.
- *CADCAM '89*. The largest exhibition in Europe on computer aided design and manufacture takes place at the National Exhibition Centre, Birmingham between March 14 and 16.



Tackling tourism in Britain's cities—Manchester craft village.

## Tourism—the new battlefield

The worldwide battle for tourism earnings is set to hot up dramatically in the 1990s, warns the British Tourist Authority in its new planning document *Strategy for Growth 1989-1993*.

Launching the report, BTA chairman Duncan Bluck said that tourism is one of the biggest economic forces in Britain today.

Britain's earnings from foreign tourists could double to £13,200 million from nearly 20 million visitors in 1993, says the report—if the opportunities and challenges of the future, particularly the Channel Tunnel, are met. Increasing competition from the rest of the world must be fended off.

The BTA's specific marketing objectives are to:

- achieve earnings of 30 per cent from North America, 40 per cent

- from Europe and 30 per cent from the rest of the world;
- increase visits by an average of 5 per cent a year;
- generate an annual increase in expenditure by visitors of 10 per cent;
- maintain the percentage of nights spent by visitors outside London at 60 per cent.

"Our marketing programmes will become more specialised," said Michael Medlicott, BTA's chief executive. "They will be very precisely targeted, at specific nationalities and special interests. Priority targets include the USA, Japan, Northern Europe, senior citizens, business travel and those interested in English language study." □

Copies of the report are available from the BTA, Blacks Road, London. W69EL

## Medical insurance fails

Thousands of employees are ignoring schemes arranged by their companies to enable them to buy medical insurance at a discount. This is one of the main findings of a new Wyatt Company survey of 492 medical benefit schemes, provided by 397 employers.

Of the schemes surveyed, 91 were voluntary group discount schemes. Of these, fewer than 10 per cent of schemes had managed to attract more than 20 per cent of eligible employees.

Among other highlights from the survey are:

- the transaction costs, even in the secondary markets;
- many entrepreneurs now understand that professional investors may have different and unacceptable goals for the business.
- a natural antipathy towards the workings of 'The City'—which is more noticeable outside the south of England.

A summary of the main findings and conclusions of the *Exit Routes* research is available, free of charge, from Price Waterhouse Publications Office, Southwark Towers, 32 London Bridge Street, London SE1 9SY, (tel 01-407 8989), or from Lloyds Bank, Small Business Services, 71 Lombard Street, London EC3P 3BS (tel 01-356 1071). □

## Exit routes for owner-managers

There should be a network of local, regulated financial markets for the sale of small companies. This is the main recommendation arising from a new research study into the 'exit routes' available to owner-managers who wish to sell their equity in the businesses they have built up.

The report concludes that the complex issues involved in the disposal of small businesses are at worst not understood, and at best treated at a superficial level, unless specialist advice is obtained. It found the major markets in the Stock Exchange are not attracting the vast majority of owners looking to sell their business.

In cases where the small size of a firm did not preclude a listing, the main reasons cited for ignoring 'The City', were:

- the transaction costs, even in the secondary markets;
- many entrepreneurs now understand that professional investors may have different and unacceptable goals for the business.
- a natural antipathy towards the workings of 'The City'—which is more noticeable outside the south of England.

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## Changes in average earnings—4th quarter 1988

This note describes the factors affecting average earnings in the fourth quarter of 1988.

The table sets out the adjustments made to the actual earnings indices for temporary influences such as arrears of pay, variations in the timing of settlements, industrial disputes, and the influence of public holidays in relation to the survey period.

The derived underlying index was described in the April 1981 edition of *Employment Gazette* p 193. These notes now appear quarterly.

For the fourth quarter of 1988, average weekly earnings, as measured by the average earnings index, showed an increase of 9.6 per cent over the same period a year earlier. This is above the underlying increase for the quarter of 8.74 per cent.

Arrears of pay in the quarter were about 3/4 times that in the

corresponding quarter last year. This large difference arises because of payment in the fourth quarter of 1988 of back pay due under the 1988 nurses' settlement.

In manufacturing industries the underlying increase was also about 8.74 per cent in the fourth quarter. This shows no change from the underlying rate of increase in the previous quarter.

In service industries the increase was about 8.74 per cent as well, which was 1/2 percentage point below the increase in the underlying rate in the third quarter of 1988. This decrease arises mainly because high 1987 settlements in the services sector are no longer part of the calculation.

It is estimated that changes in overtime earnings contributed about 1/2 per cent to the increase in average earnings in the whole economy, the contribution to the manufacturing earnings increase being about 3/4 per cent.

### Whole economy earnings index: 'underlying' series (1985 = 100)

	Seasonally Adjusted	Further Adjustments (index points)		Underlying index	Underlying increase (per cent) over latest 12 months
		Arrears	Timing* etc		
1986 Apr	107.4	-1.5	0.2	106.1	7 1/2
May	106.2	-0.4	1.3	107.1	7 1/2
June	107.4	-1.0	0.1	106.5	7 1/2
July	108.3	-0.4	-0.2	107.7	7 1/2
Aug	108.8	-0.8	0.4	108.4	7 1/2
Sept	108.8	-0.4	0.7	109.1	7 1/2
Oct	109.9	-0.5	0.4	109.8	7 1/2
Nov	110.9	-0.3	-0.2	110.4	7 3/4
Dec	111.2	-0.2	0.7	111.7	7 3/4
1987 Jan	112.1	-0.2	-0.1	111.8	7 1/2
Feb	112.8	-0.3	0.4	112.8	7 1/2
Mar	113.2	-0.4	0.4	113.2	7 1/2
Apr	114.2	-0.5	0.7	114.4	7 3/4
May	115.4	-1.3	1.4	115.5	7 3/4
June	115.7	-0.5	-0.3	114.8	7 3/4
July	117.0	-1.3	0.3	116.0	7 3/4
Aug	117.1	-0.8	0.3	116.6	7 3/4
Sept	117.4	-0.3	0.5	117.6	7 3/4
Oct	118.8	-0.4	0.2	118.6	8
Nov	120.2	-0.3	-0.3	119.6	8 1/4
Dec	121.0	-0.6	0.8	121.1	8 1/2
1988 Jan	121.8	-0.3	-0.3	121.2	8 1/2
Feb	122.0	-0.3	0.6	122.3	8 1/2
Mar	124.0	-1.0	-0.2	122.8	8 1/2
Apr	124.4	-0.4	0.2	124.2	8 1/2
May	124.2	-0.3	1.6	125.4	8 1/2
June	125.1	-0.6	0.4	124.9	8 3/4
July	126.9	-1.2	0.8	126.5	9
Aug	126.6	-0.6	1.4	127.4	9 1/4
Sept	127.6	-0.4	1.2	128.4	9 1/4
Oct	129.5	-0.8	0.5	129.2	9
Nov	130.7	-0.7	0.1	130.1	8 3/4
Dec	134.2	-3.2	0.7	131.7	8 3/4

( ) Provisional. \* Includes the effect of industrial action. Note: The adjustments are expressed here to the nearest tenth of an index point in order to avoid the abrupt changes in level which would be introduced by further rounding, but they are not necessarily accurate to this degree of precision.



Lilian Oxford—keeper of Britain's winning loo.

## Britain's luxury loos

Britain's public conveniences took a further step forward in the battle to refresh their image when Tourism Minister John Lee revealed the worthy champion at the Loo of the Year Award 1988.

Mr Lee lent his personal support to the cause, run in conjunction with the British Tourist Authority, Initial Towels and the Tidy Britain Group, at a ceremony for national and regional winners in London.

By the closing date for entries, almost 1,500 nominations had been received from members of the public, for loos in all shapes and categories, ranging from hotels and pubs to the municipal variety. A panel of judges then visited the

loos in question before deciding on the lucky winners.

Finally, it was agreed the top accolade should go to the Lido Ladies Loo in Worthing, Sussex.

"A lesson on how to run a municipal loo on limited funds," commented the judges. "Inside it's practically a florist's shop, and the attendant deserves special praise." Despite the excellence of other regional and national category winners the judges felt luxury loos in top hotels were only to be expected and the Lido at Worthing epitomised what the Loo of the Year Award was all about—raising standards in surprising places. □

## Review of payments under Employment Protection Act

Changes to a number of limits on payments made under employment protection legislation have been proposed in draft Orders laid before Parliament by Employment Secretary Norman Fowler. The effect of these Orders will be to raise some of those limits as from April 1 1989.

The limit on the amount of 'a week's pay' (as defined under the legislation) will be raised from £164 to £172. A week's pay is the basis for calculating:

- redundancy payments;
- arrears of pay and other payments under the insolvency provisions of the legislation;
- basic awards of compensation for unfair dismissal, and the additional award made when an employer has failed to comply with an order for reinstatement or re-engagement.

The limit on the compensatory award will go up from £8,500 to £8,925. It applies to cases of unfair dismissal, sex and race discrimination and is also relevant to dismissals relating to trade union membership or non-membership.

A number of other limits, including those affecting compensation for unfair dismissal for membership or non-membership of a trade union or for trade union activities, will also be increased at the same time. These are as follows:

- the basic and special awards of compensation for unfair dismissal relating to trade union membership or non-membership will now range from £2,520 to £25,040;
- the limit on the statutory guarantee payment to employees will be increased from £11.30 to £11.85 a day. □

## Language export centres

As the opportunities of 1992 become apparent to more companies, so the need for adequate language training will grow.

Consequently the British, with their traditional indifference to learning foreign languages, could well find themselves disadvantaged in comparison with our Continental partners.

Recognising this, the Department of Education and Science's PICKUP skills updating programme, in association with the Training Agency, is extending its network of Language Export Centres. There are now 13 main centres within the network, with three more in preparation.

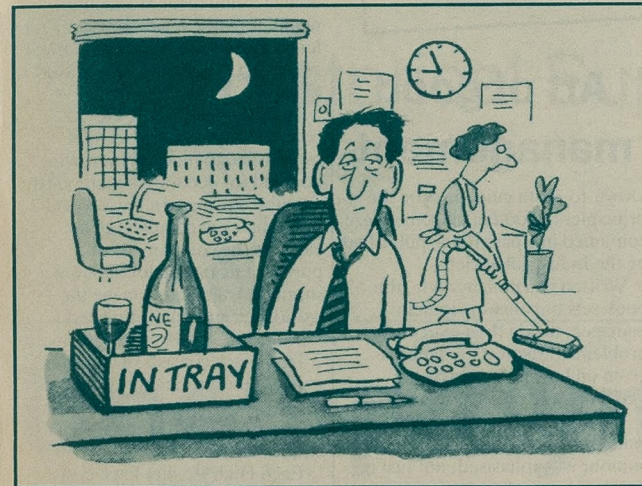
Language Export Centres can assist companies with an eye on export markets by providing

language training, export advice, consultancy services and cultural orientation briefings.

Each centre is a consortium of colleges, polytechnics and universities often working in partnership with chambers of commerce and private training companies.

A contact list of Language Centres is available from the Adult Training Promotions Unit, Room 2/2, Department of Education and Science, York Road, London SE1 7PH.

In parallel, the Association of Translation Companies has launched *Language Line*, designed to assist Britain's exporters in quickly finding the right professional translation company to handle their work. *Language Line* is on 01-821 6560. □



## Demon drink stalks the workplace

Alcohol misuse is costing society hundreds of millions of pounds a year, according to Employment Secretary Norman Fowler.

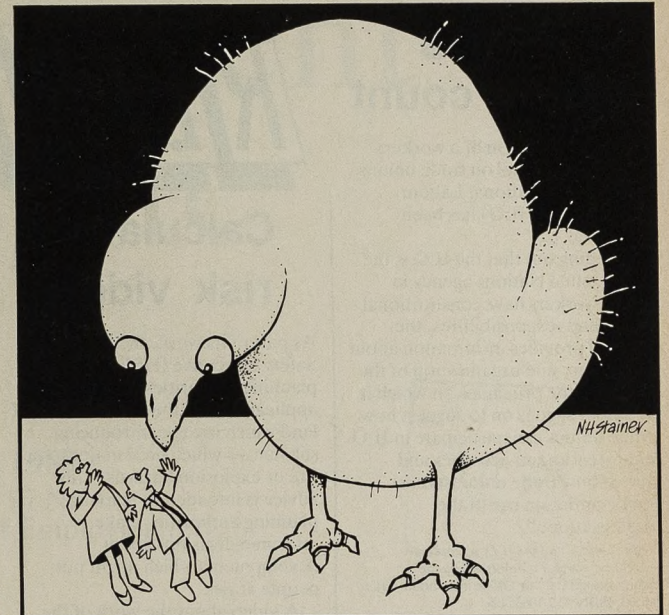
"In the workplace it is the cause of absenteeism, accidents, and inefficiency. All this must cost employers a great deal. Many probably don't realise how much it is costing them," he continued.

The Employment Secretary was launching a new booklet giving guidance to employers on tackling the problem of alcohol in the workplace. The booklet is being sent to 70,000 firms with between 20 and 500 employees throughout the UK. It will also go to representative organisations such as the CBI and the Association of Chambers of Commerce.

The nine-page booklet *Alcohol in the Workplace—A Guide for*

Employers urges employers to formulate a policy on the use of alcohol. It outlines five key elements which the policy should include—prevention, recognition, help for individuals, implementation, and monitoring.

Mr Fowler said that while he was not trying to promote a temperance movement, it was particularly important to get the message to smaller firms who would not have the specialist in-house occupational health advice available to many larger companies. He stressed it was no use having a wonderful policy on paper if nothing was done to put it into practice. "There has to be real commitment by management to put the policy into action throughout the organisation. This in turn will encourage commitment from the rest of the workforce." □



## HSE moves to prevent genetic animal horrors

Scientists have recommended new guidelines to the Health and Safety Executive (HSE) for work with "transgenic" animals.

The recommendations which have been approved by the HSE, concern work with laboratory animals and agricultural species and are intended to form the basis on which work with these transgenic animals can proceed.

As a result of rapid advances in DNA research it is possible to transfer genetic material from one species of animal to another and so produce transgenic animals with a genetic make-up which would not occur in conventional breeding.

This genetic engineering is said to be capable of producing superior animal and plant strains, with greater resistance to disease and added abilities to produce products of pharmaceutical value.

However, scientists have increasingly recognised the

potential dangers of carelessly releasing genetically manipulated genes into the environment, with unknown consequences.

A committee, chaired by ecology professor Mark Williamson, has drawn up guidelines which are believed to lead the field in the safe handling of genetic experiments.

They considered both the hazards faced by people working with transgenic animals and the possible consequences of releasing these animals into an uncontrolled environment. They also highlighted the need to consider the welfare of transgenic species. For instance, it is unlikely a licence would be granted by the Home Office to produce a wingless chicken.

At present there are no proposals for transgenic work on animals, though a new "super spud" has already been released under controlled conditions. □

## New BTA calendar

The British Tourist Authority has issued the latest (1989) edition of the BTA International Conference Calendar.

This lists conference events planned at venues throughout Britain over the forthcoming year.

Britain now has a 10 per cent share of the international associations' conference market, according to the Union of International Associations (UIA). Peter Glover, the BTA's head of

business travel is optimistic about future expansion and commented: "In five years BTA and its convention partners have built up international conference business from under 500 meetings in 1982 to over 700 in 1987."

Copies of the 1989 BTA International Conference Calendar are available, price £5 from: Business Travel Department, BTA, Thames Tower, Blacks Road, London W6 9EL. □

## Making unions count

The second edition of a workers' education manual on trade unions and the International Labour Organisation (ILO) has been published.

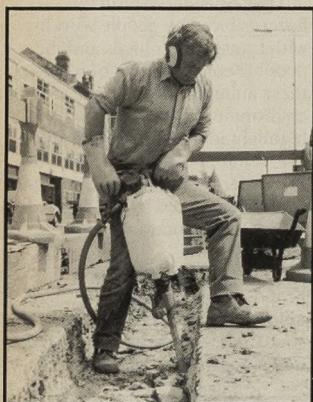
Pointing out that the ILO is the only United Nations agency in which workers have constitutional rights and responsibilities, the manual provides information about the history and organisation of the ILO and the principles on which it is based. It goes on to suggest how trade unions can participate in ILO conferences and activities and shows how trade unionists can make optimum use of the organisation. □

*Trade Unions and the ILO: a workers' education manual* is published by the International Labour Office in London. Price £6.60. ISBN 92 2 106321 6.

## Drilling safely

New guidance designed to prevent accidents involving drilling machines have been published by the Health and Safety Executive (HSE).

Drilling machines are used throughout the manufacturing industry as well as in workshops, educational establishments, hospitals and other service industries.



Drilling-take care!

The booklet points out that some of the injuries at radial and heavy duty drilling machines have been fatal and that even small bench drilling machines are capable of amputating one or more fingers if entanglement occurs. About 75 per cent of accidents happen at vertical drilling machines, 20 per cent at radial drilling machines and 5 per cent at portable drilling machines. □

Copies of the guidance booklet *Drilling Machines HS644* are available from HMSO or booksellers. Price. £2.50 ISBN 0 11 8854666.

# REVIEWS

## Calculated risk video

As part of its work, the Health and Safety Executive (HSE) advises planning authorities about applications for the development of land which involve introducing substances which pose major toxic, fire or explosion hazards. This advice is intended to help the planning authorities make informed decisions about developments which might put people at risk.

A video about the work of the HSE in this area has just been released. It gives, by the use of case studies, an insight into the consultation procedures, the assessment methods and the siting policies which lie behind the advice given to planning authorities by the HSE.

The importance of major hazards in land-use planning is illustrated by using film of disasters in the UK and abroad which have involved either fire and explosions or the release of a toxic substance. □

The video entitled *Calculated Risk* is available price £50, from CFL Vision, PO Box 35, Wetherby, Yorkshire LS23 7EX.

## 1992: Myths and realities

Many of the fears clouding visions of the Single European Market will not materialise, according to a book published by the Centre for Business Strategies, but equally, many of the promises are also unlikely to come true.

In a series of five essays, the authors look beyond the marketing "hype" and examine in some depth more likely scenarios based on the available evidence.

*1992: Myths and realities* manages to project both detail and clarity on issues ranging from business implications of fiscal harmonisation to the integration of European financial services. Problems and likely outcomes are scrutinised in a no-nonsense style which makes interesting reading. □

*1992: Myths and Realities*, edited by J A Kay, is available from the Centre for Business Strategy, London Business School, Sussex Place, Regent's Park, London NW1 4SA. Price £10. ISBN 0902583 17 4.

Printed in the United Kingdom for Her Majesty's Stationary Office Dd. 0290869 C84 2/89 58742

## Exercises in reality

Sundridge Park Management Centre has produced two 'high reality' business exercises for sale to the training market, entitled *Fumetube* and *Placement Cards*.

The exercises have been designed by senior tutor Bryan Smith, who has been using the games on Sundridge Park courses for two years.

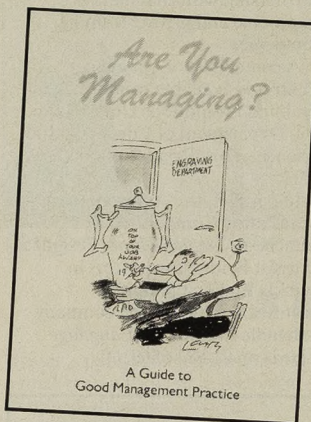
Both packages provide trainers with the necessary information to set up and run each exercise for themselves. The objectives are to develop skills in planning, direction, co-ordination and control.

According to Mr Smith, "When you have to manage an outside workforce, deal with a bank manager and meet production deadlines—the result is effective learning because it is immediately related to a manager's day-to-day tasks".

In *Placement Cards*, the company (syndicate group) is established to meet an increasing demand for decorative name cards for table settings. In the day and a half it takes to complete this exercise the company must purchase its raw materials from a supplier, train and manage the workforce and sell its finished *Placement Cards* to two customers.

Each pack consists of a trainer's guide, handouts and briefing notes for participants as well as a briefing and coaching video for participants and trainer alike.

Each High Reality Pack costs £275 (£450 for both) and is available from Parthenon Publishing, Casterton Hall, Casterton, Carnforth, Lancs LA6 2LA. (tel 05242 72084). □



## Art of good management

Down-to-earth guidelines on the principles of good management are contained in a paperback published by the Industrial Society.

Written in a punchy style, the book sets out answers to help managers tackle their everyday problems. Practical guidance is given on how to improve performance.

The need for managers to maintain a sense of perspective and humour is emphasised, not just in the text, but in the witty cartoons drawn by Larry. □

*Are You Managing?* by Peter Stemp, executive director Allied Dunbar Assurance plc, is available from leading bookshops at £5.95. ISBN 0 85290 3995.

## Ready for retirement?

The *Good Retirement Guide 1989* provides a mass of factual information for retired people or those preparing to retire. State and private pensions, tax, investments and financial advice are among the money matters covered.

There are useful sections on housing, energy bills, home security and insurance, leisure activities and health. In case you get bored after retirement, advice is also given on starting a business and on participation in voluntary work. □

This new edition of the *Good Retirement Guide* by Rosemary Brown is published by Bloomsbury and is available from bookshops. Price £10.95. ISBN 0 7475 0350 8.

