

Employment GAZETTE

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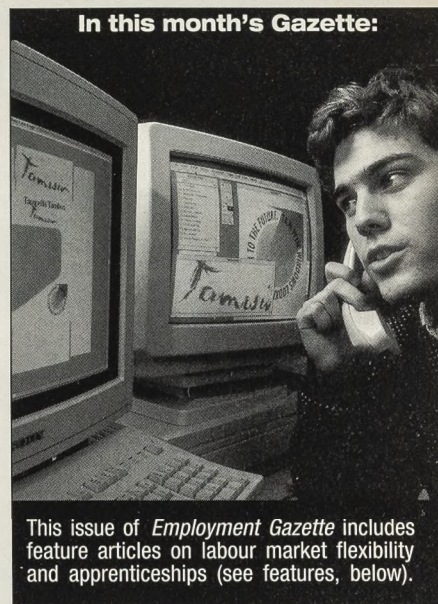
Part-time staff have been granted the same employment rights as full-timers following a House of Lords ruling.

EMPLOYMENT initiative plans approved 45

Government plans for the new EMPLOYMENT initiative have been approved, while 17 areas will share £2 billion in regeneration funding.

plus: TEC news and Bookshelf

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This issue of *Employment Gazette* includes feature articles on labour market flexibility and apprenticeships (see features, below).

Cover picture: Richard Kalvar, Magnum Photos

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and Great Britain compared; unemployment for men and women by age; and ILO unemployment by whether or not claiming benefits.

Labour Market Data S1-72

Labour Market Update, and the most recent figures for: employment, unemployment, vacancies, industrial disputes, earnings, and government training and enterprise programmes.

Membership drive for industrial tribunals

UP TO 800 new lay members are to be recruited to industrial tribunals to help cope with their increased workload.

Invitations have been issued to 22 organisations which represent employers and employees to nominate candidates who will be appointed by the Employment Secretary. The appointments will run from October 1995.

Candidates will be selected for experience, skills and attributes which include:

- recent and relevant employee relations experience;
- experience of tribunals or judicial work;
- knowledge of employment protection legislation;
- ability to absorb and recall information accurately;
- ability to consider competing arguments and come to sound conclusions;
- ability to take independent and impartial decisions; and
- good communication skills.

People who satisfy these criteria and are interested in becoming a lay member should contact one of the nominating organisations (right). Nominations and completed application forms are due by the end of March 1995. The final selection will be made from these names.

Lay members sit in a judicial capacity and do not act as repre-

sentative of the organisations which nominated them, nor as advocates of either party to a hearing. They are initially appointed for three years and are eligible for reappointment until the age of 69.

● Application forms must be returned to the nominating organisations.

Nominating organisations

Employer

Association of British Chambers of Commerce
Confederation of British Industry
Convention of Scottish Local Authorities
NHS Management Executive
Engineering Employers Federation
Federation of Small Businesses
Forum of Private Business
Association of Independent Businesses
Institute of Directors
Local Government Management Board
British Retail Consortium
Employers Forum on Disability
Union of Independent Companies
Institute of Personnel and Development

Employee

Council of Managerial and Professional Staffs
Association of Teachers and Lecturers
Federation of Managerial, Professional and General Associations
Royal College of Midwives
Royal College of Nursing
Trades Union Congress
National League of the Blind and Disabled
Union of Democratic Mineworkers

Team work explored

EVERYBODY THINKS they know what teamwork is, but why do some teams perform better than others? And can the introduction of teamworking sometimes threaten rather than improve industrial relations?

These issues are explored in an Occasional Paper from the Advisory Conciliation and Arbitration Service (ACAS). The paper also examines the link between teamwork and Total Quality; the different types of teamwork; different methods of introducing teamwork; and the transfer of control and power in the workplace.

● *Teamwork: Key Issues and Developments*, Occasional Paper No 54, is available from ACAS

Reader Ltd, PO Box 404, Leicester LE4 9ZZ, tel: 0533 463346 (price £1.00 to cover p & p) or may be collected free of charge by personal callers at ACAS offices.

Bank offers CDLs

The Royal Bank of Scotland has announced its participation in the Career Development Loan programme. The Royal Bank joins three others — Barclays, the Co-operative and Clydesdale — which, in partnership with the Government, offer loans to help people pay for the vocational education of their choice.

Sunday working rights for betting staff

BETTING WORKERS in England and Wales have been given new employment protection rights, including the choice whether to work on Sundays.

The new rights are contained in the Deregulation and Contracting Out Act 1994 which contains measures to lift restrictions on Sunday racing and betting.

These rights protect betting workers — that is, all employees at greyhound betting offices and those employees at horse race courses and licensed tracks whose work involves dealing with betting transactions — from dismissal or victimisation for refusing to work on Sundays.

Those who do not wish to work now have the right not to be dismissed, made redundant or suffer a detriment for refusing to do betting work on Sundays.

The new rights cover some 50,000 betting workers in England and Wales who may be asked to do betting work on a Sunday at the betting office where they work, or with their employer at the track.

The measures, which came into effect on 3 January 1995, are similar to those provided for shop workers by the Sunday Trading Act 1994, details of which were published in the August 1994 issue of *Employment Gazette* p270.

● A leaflet, *Sunday Betting - new employment rights for betting workers* which explains the new rights, is available from Jobcentres and Benefit Offices.

Management guide

THE MANAGEMENT Charter Initiative (MCI) has published *The Good Managers Guide 1995*, a reference book aimed at Britain's 2,600,000 managers.

The book contains a set of 77 checklists covering every aspect of management at both operational and strategic level, and is designed to help managers at every level improve their performance.

● Copies are available through bookshops and directly from the MCI tel: 0171-872 9000. Price £12.99.

Employers' liability insurance under review

THE EMPLOYMENT Department has launched a comprehensive review of the Employers' Liability (Compulsory Insurance) Act 1969 following the insurance industry's decision to stop offering employers unlimited cover.

Regulations have also been laid before Parliament to ensure that employers can comply with the law which requires employers to be covered for £2 million.

The aim of the review is to ensure that the legislation meets the following broad objectives:

- provides an acceptable level of protection for injured employees in the event of a foreseeable accident;
- is consistent with the cover the insurance market is able to deliver;
- avoids the need for employers to take out unnecessarily expensive cover;
- sets clear, understandable requirements; and
- avoids unnecessary bureaucracy.

Pending the outcome of the review, regulations have been laid before Parliament so that group employers can still comply with the law. A holding company will be able to take out a policy covering itself and all its subsidiaries provided that policy provides a minimum cover of £2 million. In practice, it is expected that most will insure for higher amounts.

● For further information, contact David Meredith, Health and Safety Branch, Employment Department, on 0171-273 5246.

Government loan scheme success

TAKE-UP OF the Government's Loan Guarantee Scheme is higher than at any time since its launch in 1981.

Some 3,016 loans to the value of £121.8 million were guaranteed in the period 1 April to 30 September 1994. This compares with 3,886 at a value of £155 million for the whole of 1993-94. The scheme was set up by the Department of Trade and Industry to provide an additional source of revenue to small firms unable to obtain conventional overdraft or loans. It guarantees against default up to 70 or 85 per cent of loans up to £250,000 in value.

All major banks and a number of other financial institutions are participants and since it began, over 40,000 loans have been arranged.

Statutory rights for part-time workers

UK EMPLOYEES working part-time have been granted the same statutory employment rights as those working full-time under new regulations laid before Parliament last month.

With effect from 6 February, hours-of-work thresholds have been removed from all employment protection legislation. Employees working fewer than 16 hours a week, like those working longer hours, now have to complete only two years' continuous service with their employer before they qualify for unfair dismissal and redundancy payments rights.

Other employment protection rights will now similarly apply irrespective of hours worked (see box), although, again, qualifying length-of-service thresholds continue to apply in appropriate cases.

The regulations were drawn up by the Employment Department in response to the House of Lords judgement in the judicial review case *R v Secretary of State for Employment ex parte Equal Opportunities Commission and another*, which was decided earlier in 1994. In its judgement, the Lords had ruled that the application of different qualifying conditions for part-timers in employment legislation discriminated against women contrary to European equal pay and equal treatment law.

Since 1975, those working between eight and 16 hours a week have had to complete five years' continuous service in order to qualify for the main employment rights, and those working fewer than eight hours a week have not qualified.

In response to a Parliamentary question in December, Employment Secretary Michael Portillo confirmed that the Government would act on the judgement but remained concerned that the change would have a damaging effect on part-time job opportunities. It would keep the legal position under review.

● For the full text of Mr Portillo's announcement, see Parliamentary Questions, p77.

Employment protection rights affected by the Regulations:

- right to complain of unfair dismissal;
- right to a written statement of reasons for dismissal;
- right to statutory redundancy payments;
- right to a written statement of employment particulars;
- right to itemised pay statements;
- right to return to work after full period of maternity absence;
- right to time off for trade union duties and activities;
- right to time off for public duties;
- right to time off to look for work or arrange training in a redundancy situation;
- right to guarantee payments during a period of lay-off;
- right to notice of dismissal; and
- right to payment on medical suspension.

All workers, regardless of hours worked, have always been covered by the protection afforded by other employment rights, including:

- right not to be discriminated against on grounds of sex;
- right not to be discriminated against on grounds of race;
- right not to suffer unlawful deductions from pay;
- right to 14 weeks' statutory maternity leave;
- right to reasonable time off for ante-natal care;
- right not to be dismissed or suffer action short of dismissal on trade union grounds;
- right not to be dismissed or suffer any other detriment for taking certain types of action on health and safety grounds;
- right not to be dismissed for seeking in good faith to assert another statutory employment right.

£575 million for local regeneration

MORE THAN 200 local projects worth £575 million have won support under the first round of the Government's Single Regeneration Budget (SRB).

The projects will aim to safeguard more than 300,000 jobs and to generate nearly 20,000 new businesses.

Most of the schemes, drawn up by TECs, local authorities and voluntary organisations, involve skills training, economic development or school-business links (see box).

Funding for the partnerships will be available from 1995-96 in England only. Over the lifetime of the projects it is estimated that every pound from the SRB will generate over three pounds in other public and private sector contributions.

SRB came into operation in April 1994 (see *Employment Gazette*, December 1993, p 535) and pools 20 existing regeneration programmes from five government departments. It aims to provide sustainable regeneration, industrial competitiveness and economic development initiatives in England. In 1994-95 the SRB is operating along the lines of existing programmes, whose ongoing commitments will be met.

The successful projects were selected through a bidding round administered by the new Government Offices for the Regions. It drew a total of 469 bids and closed in September last year. TECs were involved in three-quarters of all successful bids and took the lead in almost a quarter.

Employment Department schemes now funded from the SRB are the Programme Development Fund; Education-Business Partnerships; Teacher Placement Service; Compacts; Business Start Up scheme; Local Initiative Fund; and TEC Challenge. Also included in SRB are Regional Enterprise Grants from the Department of Trade and Industry and support from the Department of the Environment for urban regeneration including City Action Teams and City Challenge.

A second round of bidding for local projects to run from 1997-98 will take place in this year, with guidance due to be issued in the spring. Some £240 million will initially be available for Round Two projects, with £40 million available in 1996-97 for an early start on successful bids.

Spending on local projects under the two bidding rounds combined

(1995-96 to 1997-98) will total £815 million.

● Prospective bidders for Round Two projects should contact their Government Office for the Region to discuss their proposals.

Three TECs to benefit from the fund are Manchester, Bradford and District and Teesside.

● **Manchester TEC** teamed up with four local authorities to win a £5.4 million cash-injection over the next 12 months. As a result the TEC forecast that more than 1,500 new businesses and nearly 1,400 new jobs in existing companies will be created.

● **Bradford and District TEC** masterminded a successful bid to fund Britain's first multi-media wide area network among major training and education establishments.

Their £250,000 grant will contribute to a pilot project for the networking of local schools, colleges, training bodies and hi-tech businesses to provide a multi-media distance learning medium, and to allow participants to exchange information electronically. A key objective is the creation of a framework to assist trainees aiming at NVQs in electronics and related areas.

● **Teesside TEC** won two bids. One will be used to create and support new businesses. The TEC currently supports up to 500 businesses each year. The second will be used to encourage young people to achieve basic educational skills, such as reading and arithmetic and help provide the basic qualifications needed to secure employment on Teesside.

99 receive National Training Awards

A total of 99 organisations and individuals have won recognition for the excellence of their training in the eighth year of National Training Awards.

ORGANISATIONS AS diverse as British Steel, the WRVS and 'The Wombles', a team of five assembly workers from Northumberland, were among the winners of National Training Awards for 1994.

Launched by the Employment Department in 1987, the Awards reward investment in training across three categories: employers, training providers and individuals.

Of the 99 winners, 60 were employers, 22 training providers and 17 individuals. Three special Secretary of State awards were also made at the 1994 ceremony in London. These went to the Women's Royal Voluntary Service London for Training of Benefit to Women (see right); University of Huddersfield for Training of Benefit to Ethnic Minorities; and LinkGraphix Ltd of London for Training of Benefit to Special Needs.

In all 1,340 entries were received for the 1994 awards. As well as the national awards, a total of 247 regional awards were also made.

A new category of NTA will be introduced in 1995 to recognise best progress made in developing Modern Apprenticeships.

Also taking part in the 1994 award ceremony were representatives of young workers who will represent Britain at the International Skills Olympics in France in the autumn.

● An entry pack for the 1995 Awards can be obtained from telephone 0345 665588.

Training of benefit to people with special needs:

LinkGraphix Ltd

LinkGraphix of West London works to rehabilitate people with a history of mental illness either into employment or mainstream training. Based in an area where there is a need for people with word processing and desktop publishing skills, the company has designed a special training programme leading to a City & Guilds exam in DTP.

Clients

Clients have a wide range of problems including nervous breakdown, schizophrenia and physical disability. Many have become homeless because of their health problems and are living in bed and breakfast accommodation or hostels.

Programme

Training takes place in a highly visible modern office environment which helps clients to feel part of society. They are encouraged to make decisions for

Two winners profiled:



Training of benefit to women:

Women's Royal Voluntary Service

The Women's Royal Voluntary Service (WVRS) delivers a total of 18 million meals on wheels and luncheon club meals to the elderly each year. WVRS faced "an almost impossible task" when the European Community's General Food Directive was made law. All food handlers must now have training in the principles of food hygiene.

Within three years, 66,000 of the organisation's some 70,000 mostly volunteer workers had received in-house training at a cost of only £1 per head. Such was the quality of the training and the sensitivity of the approach that only seven volunteers resigned rather than undergo the compulsory programme.

Projects in Great Britain must fall within four categories of measures:

- i) development of training, guidance, counselling and employment systems;
- ii) delivery of training;
- iii) job creation and support for the start-up of small businesses and co-operatives;
- iv) information dissemination and awareness actions.

themselves, to develop self-discipline and to confront issues in a working environment.

A high level of personal development and building of self-esteem is also involved.

Results

Nineteen of the 40 trainees trained in 1993-94 found work.

They are working in a variety of jobs, ranging from freelance scriptwriting and graphic design to administration.

NATIONAL WINNERS 1994

EMPLOYERS

Apleyard Of Chesterfield
Bally Shoe Factories (UK) Limited
Booker Cash & Carry
Brent Council
British Steel and The Slag Reduction Company Limited
BRS Truck Rental
Butlin's Ltd
C-MAC Microcircuits Ltd
Chesterton International plc
Child Base Limited
David Frank
Deritend Precision Castings Limited
Dyfed County Catering Service (Dyfed County Council)
Fisher Quality Foods, Littleborough
Float Manufacturing, Pilkington
Glass Products Limited
Gateshead College
GKN Chep Ltd
GPT Limited
Harper Collins Publishers
Hornsea Pottery Ltd
Hoseasons Holidays Ltd
Initial Cleaning Services
Inland Revenue Accounts Office
Cumbernauld
Johnston Engineering Limited
JSR Farms Ltd
Laurentian Financial Advisers Ltd
Lawson Mardon Plastics
Leslie Stannage Design
Lewisham Direct Team
Maydown Precision Engineering Limited
Meridian Broadcasting Limited
Middlesex Training Consortium
Mill on the Brue Activity Centre
NEC Semiconductors (UK) Limited
North West Water Limited
Nuclear Electric plc

Portsmouth City Council
Rank Hovis Ltd
Remploy Manufacturing Services
Royal Insurance plc
Sadler Tankers Limited
Scottlab Ltd
Short Brothers plc
Smiths Industries Aerospace - Civil Systems
South Bedfordshire Community Health Care Trust
Sureway Parking Services Ltd
T. Bailey Forman Ltd
The Export Association Ltd
The National Trust
The Prudential Assurance Company Limited, General Insurance Services
The Weldrick Group
TRW Repa Limited
Tyne and Wear Metropolitan Fire Brigade
Wakefield Metropolitan District Council Public Services Department
Welsh Water PLC
West Glamorgan Catering Service
Westbourne Lodge
Westminster Press
White Rose Line
Women's Royal Voluntary Service
Woodlands Court Nursing Home Ltd
ZENECA Agrochemicals

TRAINING PROVIDERS

ASSIST health & fitness
BICC Cables Ltd, Youth Training Workshop
British Racing School
Coventry & Warwickshire Chamber Training - Jaguar Project
East Berks Motor Trade Consortium Limited

HMP Lindholme
International Boatbuilding Training College
ITT London & Edinburgh Insurance Group
Journalism Training Centre
LinkGraphix Limited
Manchester Council for Community Relations Chester Road Training Centre
Manchester Open Learning and Wolseley Centers Ltd
Manufacturing Management Ltd
TACK Training International
Task International Ltd
The NewLink Project
The Royal National College for the Blind
The South East Essex College of Arts and Technology
The University of Huddersfield, Training & Quality Services
Waltham Forest College/Lloyd's of London

INDIVIDUALS

Hazel Bell
John Berrisford
Colin Bingham
Janet Carter
Janette Gran
Imren Chambers
Therese Danchin
William Ginn
Michael Haigh
Ava Lefton
Eddie McStravick
Lyn Oliver
Gary Robinson
Graham Roebuck
Martin Whitley
The Wombles
Dorothy Wright

EMPLOYMENT programme approved

GOVERNMENT PLANS for the operation of the new **EMPLOYMENT Community Initiative in the UK for 1995 to 1999** have been approved by the European Commission.

EMPLOYMENT will comprise continuations of two existing EC programmes, NOW (aimed at disabled and disadvantaged people) and a new programme called YOUTHSTART, designed to promote the labour market integration of young people.

About £104 million will be available for EMPLOYMENT programmes in Great Britain from the European Social Fund. Within this total, £9.5 million is for 'Objective 1' areas (Merseyside and Highlands and Islands) and £94 million for the rest of the country. A separate programme has been approved for Northern Ireland with an allocation of some £9 million.

Projects in Great Britain must fall within four categories of measures:

- i) development of training, guidance, counselling and employment systems;
- ii) delivery of training;
- iii) job creation and support for the start-up of small businesses and co-operatives;
- iv) information dissemination and awareness actions.

Programmes supported under EMPLOYMENT must be transnational (involving partners in two or more Member States and preferably a partner in an Objective 1 country) and innovative. The European Commission expects to see them produce models of good practice which can be disseminated throughout the European Union and influence the development of national policy.

The Government's 'Operational Programme' proposals for the operation of EMPLOYMENT in Great Britain were approved by the European Commission in late December 1994. The OP describes the measures under which projects will be invited.

EMPLOYMENT is one of two new human resource Community Initiatives (CIs). The other is ADAPT aimed at training workers to adapt to industrial change. The OP for ADAPT had a later deadline for submission and, like those for all Member States, is still being negotiated. The first set of CIs began in 1990 and ended in Great Britain in March 1994 and the new CIs will in practice run from 1995-99.

- Applications are likely to be invited at the beginning of February. The contact for more information is: Community Initiatives team, Employment Department European Social Fund Unit, tel 0171 211 4714.

Main aims and budget for EMPLOYMENT

This initiative has three strands:

- **NOW:** 'To promote equal opportunities for women, in particular with regard to training measures, access to future-oriented occupations and to management positions'. (GB non-Objective 1 allocation = approximately £24 million; Objective 1 allocation [excluding Northern Ireland] = approximately £2.4 million) This is a continuation of a previous Community Initiative, and in Great Britain will be limited to projects helping returners or those wishing to train in occupations in which their gender has previously been under-represented.

- **HORIZON:** 'To improve the employment prospects of people with disabilities and other disadvantaged groups'. (GB non-Objective 1 allocation = approximately £47 million; Objective 1 allocation

(excluding Northern Ireland) = approximately £4.7 million) This is a continuation of a previous Community Initiative. In Great Britain the Government plans to devote 65 per cent of the resources to projects for people with disabilities.

- **YOUTHSTART:** 'To promote labour market integration of young people, in particular those without basic qualifications or training'. (GB non-Objective 1 allocation = approximately £19 million; Objective 1 allocation (excluding Northern Ireland) = approximately £1.9 million) This is a new initiative designed to be a catalyst for member states to work towards the EC idea of a Community-wide guarantee that no young person can be unemployed under the age of 18. In Great Britain the Government plans to focus on 16-17 year olds who have not taken up a job or a place on Youth Training, and on unemployed 18-19 year olds.

17 areas win regeneration funding

SEVENTEEN AREAS across England, Scotland, Wales and Gibraltar are to receive extra funding for training and business development from the European Structural Funds.

The funding forms part of a total economic regeneration package worth more than £2.02 billion proposed by the UK and agreed by the European Commission in December.

Under Objective 2 of the Funds, which aims to regenerate areas affected by industrial decline, 13 areas will receive a total of £1,685 million for 1994-96 (see box).

Under Objective 5b, which aims to promote the development of rural areas, four areas have been allocated a total of £382 million for the period 1994-99 (see box).

Funding for Objective 2 and 5b projects is provided from three European Union grant programmes: the European Social Fund (ESF) (covering 'people'-related issues including training); the European Regional Development Fund (including support to business); and the European Agricultural Guidance and Guarantee Fund.

Up to 15 per cent of Objective 5b funds and up to 25 per cent of Objective 2 funds have been allocated to ESF to support training activities.

Single Programming Documents (SPDs) drawn up by the Government for each area set out the needs of the area concerned and priorities for expenditure. Grants, financed by the three EC Structural Funds budget, will be given to projects which improve infrastructure, the environment, the skills of the workforce, and help small business schemes and tourism in these areas.

Each SPD will be implemented in the regions by the Member State

with the aid of a Monitoring Committee. The Committees will be composed of representatives from the key bodies concerned with economic regeneration in the area (including Training and Enterprise Councils), the European Commission and government officials, both central and local.

Applications for projects which ran in 1994 are currently being considered and bids for 1995 will be invited shortly. Organisations applying for assistance include Training and Enterprise Councils/Local Enterprise Companies, local authorities, voluntary organisations, higher and further education institutions, private companies, and central government.

Competition for funds is intense and projects will therefore be chosen against selection criteria developed and agreed by the individual committees, including the contribution the project will make towards meeting the priority needs identified for the region, and the extent to which the project represents good value for money.

ESF projects which ran in 1994 include:

- training schemes to help small and medium sized enterprises develop the skills most needed for business creation and growth;
- training in high technology for managers, supervisors and engineers in small and medium sized enterprises;
- language training
- training in tourism skills.

- For further information, contact: ESF Unit, Employment Department 0171 211 4741

OBJECTIVE 2 AREAS

Region	£m
North East England	242
East Midlands	62
West Midlands	292
North West England	259
Yorkshire and Humberside	246
Lee Valley (London)	58
Thanet (Kent)	11
Plymouth	23
West Cumbria	20

Industrial South Wales	} total 472
East Scotland	
West Scotland	
Gibraltar	

OBJECTIVE 5B AREAS

East Anglia	46
South West England	169
Rural Wales	142
The Borders	23

South Thames TEC in receivership

EMPLOYMENT DEPARTMENT ministers have appointed an administrative receiver to run the affairs of South Thames TEC at the request of the TEC's board of directors.

The TEC had incurred liabilities to the Department and others in excess of its assets, as a result of inadequacies in its management accounting system. The ED has taken steps to ensure as far as possible that training programmes in the area are maintained. These include a letter to all training providers in the area about continuing payments for training services.

TECs operate under contract to the Departments of Employment and Environment, and are assessed against a number of criteria including a requirement for sound financial management systems. Against these criteria all TECs, with the exception of South Thames TEC, are judged to be low-risk.

Employment Minister James Paice said the ED was responding to a request from the TEC "in the interests of both the taxpayer and trainees".

● For further details contact Andrew Tabor, Employment Department on 0742 593950.

MANCHESTER

Helping disabled people

AN INITIATIVE to help disabled people back to work has meant a new lease of life for 42-year-old Failsworth man, Bill O'Brien.

Bill, a senior manager with experience in training and customer care, was left unable to walk after an accident four years ago. Following a lengthy recovery he faced the prospect of using a wheelchair and never working again.

But thanks to Manchester TEC's Skillshadow initiative, set up to give disabled people work placements with local firms, he has now has a contract with Tameside Council as an executive reader.

The job entails reading and summarising the lengthy documents, many of them reports on new government legislation. With a computer and phone at home, Bill can do his work without having to leave the house.

Skillshadow is currently helping some 40 disabled people.

● For further details contact Rob Woodworth at Manchester TEC on: 0161 236 7222.

OLDHAM



GOING STRAIGHT: Ex-offender Nigel Irving (centre), who is now studying at Oldham College, with Directions project worker Sean Taylor (left) and probation officer Gary Bown.

Oldham Probation Service, local businesses and Oldham TEC are helping to rehabilitate ex-offenders by offering them new 'Directions'.

A 1992 survey showed that 85 per cent of people on probation in Oldham were unemployed. The Directions project tries to reduce this figure through a comprehensive programme of training, education and support.

Directions has set up a substantial information database detailing opportunities in training, education and employment. It also

continues to develop new links with employers, and prepares people on probation for work or work placements. Hesitating employers can sometimes be encouraged to take on ex-offenders after getting first-hand experience of their skills through short work placements.

The project preceded a recent Home Office directive for action in this area by some two years.

● Contact Mark Hillsdon at Oldham TEC on: 0161 620 0006.

SHEFFIELD

Development partnership

SHEFFIELD TEC is looking for new national and international partners from private and public sector organisations to access the £500,000 it has put aside for economic development.

Bids for projects will be expected to explore the potential for leveraging substantial extra revenue from other sources such as the European Union and the private sector.

The development prospectus, *Partnership in Shared Objectives*, used information from the TEC's annual economic and labour market assessment which provides an overview of the trends in the Sheffield economy.

Key issues to be tackled include:

- expanding the opportunities for learning;
- collaboration and networking; and
- support and creation of jobs.

Decisions on which projects will receive support will be made by July. Last year's development concentrated on co-operative partnerships and six projects received funding.

● Contact Sheffield TEC on: 0742 701911.

Highlights of '94

Some of the most significant initiatives from TECs last year, reproduced with kind permission from *TEC Agenda* magazine.

January: SURREY TEC joined forces with the DTI to offer local businesses a 12-month Export Guidance Programme and Hertfordshire TEC launched Quality Steps to help companies achieve the BS5750 standard.

February: LAWTEC and ELTEC received a year's funding from the European commission to improve training and employment opportunities for prisoners and ex-offenders.

March: SOMERSET TEC joined the Finatlantic organisation to help local businesses expand in Europe. HAWTEC received Investors in People and BS 5750.

April: HAMPSHIRE TEC created a new Corporate Guidance service to help businesses analyse problem areas.

May: DORSET TEC launched a freephone hotline for school leavers and their parents to inform them about training, while Avon TEC went live with a new NVQ network to bring together the county's registered assessment centres.

June: TYNESIDE was appointed to run one of 10 three-year pilots under the DTI's improved Loan Guarantee Scheme.

July: POWYS TEC achieved the highest percentage of teachers placed in business and industry in the UK at 27 per cent.

August: DURHAM launched the first Investor in People club and, in a spirit of co-operation, a number of TECs banded together to form the Manufacturing Development Partnership to share examples of best practice.

September: HAWTEC was commended for the TEC's achievement under the Teacher Placement Service.

October: TEESSIDE opened a Training Advice and Development Centre in Middlesbrough.

November: Halo, a subsidiary of BUSINESS LINK DORSET, introduced its private capital service for small firms.

December: COVENTRY AND WARWICKSHIRE TEC teamed up with Jaguar cars to create an award-winning training programme.

A bi-monthly selection of recent books and videos which may be of interest to *Employment Gazette* readers.

UNEMPLOYMENT

The resurgence of mass unemployment in the West has sparked an academic and policy debate both on its causes and solutions. Five recent books offer insights into this problem.

The View from OECD

35 MILLION PEOPLE are unemployed in OECD countries: the result of intensified global competition and societies' failure to adapt to structural change, argues the *OECD Jobs Study*.

In a series of three publications the Organisation for Economic Co-operation and Development says that outdated practices need to be reformed and governments should be actively engaged in reducing unemployment.

The first publication looks back to the 1950s to provide an overview of the facts of unemployment, and offers strategies for job creation and training measures.

Parts I and II (the second and third in the series) go into greater detail on: employment; macro-economic developments; investment; technology; wages; policies and changes in the labour market; unemployment benefits and taxation.

● *The OECD Jobs Study - Facts, Analysis, Strategies* OECD; 1994; £8.00; ISBN 92 64141456.

● *The OECD Jobs Study - Evidence and Explanations, Part 1: Labour Market Trends and Underlying Forces of Change*, OECD; 1994; ISBN 92 64 14241 X.

● *The OECD Jobs Study - Evidence and Explanations, Part 2: The Adjustment Potential of the Labour Market*, OECD; 1994; ISBN 92 64 14241 X.

An ILO perspective

PROFESSOR AZIZUR KHAN makes his contribution through the *International Labour Office in Overcoming Unemployment*.

He analyses the employment malaise in major regions and countries, assesses recent liberalisation reforms and sets out an agenda for global action to boost output, trade and ensure the equitable distribution of the gains.

● *Overcoming Unemployment*, by Azizur Rahman Khan. International Labour Office; 1994; 17.50 Swiss francs; ISBN 92 2 109187 2.

● *Europe Isn't Working* by Frank Field, Liam Halligan and Matthew Owen. Institute of Community Studies; 1994; £9.95; ISBN 0 9523355 0 6.

Conference report

A RANGE OF EXPERTS in economics, sociology, social history and social policy made their voices heard in a 1993 conference organised by the Employment Service and the Policy Studies Institute and now turned into a book.

Collectively they argue that the old explanations of unemployment have collapsed, and they identify new labour realities. Editor Michael White says that research and analysis needs a direct link with the formulation of public policy.

● *Unemployment and Public Policy in a Changing Labour Market* by Michael White; Policy Studies Institute Publishing; 1994; £19.95; ISBN 0 85374 639 7.

Shaking up benefits

THE INSTITUTE OF COMMUNITY STUDIES contributes two books to the unemployment debate.

In *Beyond Punishment*, Frank Field MP and Matthew Owen call for a shake-up in unemployment benefit provision so that better measures to reduce dependency can be implemented. Among their proposals are that tax spending should be shifted away from the social security budget towards making people employable, and that attendance at training schemes should be ended as a condition of receiving benefit.

In *Europe Isn't Working*, Field, Owen and Liam Halligan go back to Keynes to find solutions to unemployment. They want full employment to be the main aim of economic policy in Europe and of action by the European Commission. They call for Community-wide fiscal measures, the stimulation of demand, labour market flexibility rather than deregulation, and a ten-year rolling programme of public expenditure.

● *Beyond Punishment - Hard Choices on the Road to Full Employment* by Frank Field and Matthew Owen. Institute of Community Studies; 1994; £9.95; ISBN 0 9523355 1 4.

● *Europe Isn't Working* by Frank Field, Liam Halligan and Matthew Owen. Institute of Community Studies; 1994; £9.95; ISBN 0 9523355 0 6.

EQUAL OPPORTUNITIES

Promoting women managers

NOT ONLY ARE women managers here to stay: changing work patterns mean that more will be needed.

This book brings together current initiatives used by private and public-sector employers in Scotland to develop their women managers, and comments on their benefits.

Case studies involving BT and the Royal Bank of Scotland are used, and practices such as networking and organisational culture change are examined.

● *Developing Women Managers - Current Issues and Good Practice*, by Mary McDougall and Sheena Briley. HMSO; 1994; £19.95; ISBN 0 11 495228 0.

Getting on at work

"THE GOVERNMENT needs no convincing that age discrimination in the workplace does exist," said Health Minister Baroness Cumberlege at the 1993 European Union symposium, *Investing in Older People at Work*.

This book publishes its proceedings. As the number of school leavers falls, the text recommends how to avoid discrimination against workers over 40 and to promote healthy lifestyles. Case studies and other presentations are used and good practice highlighted.

● *Investing in Older People at Work* Health Education Authority. 1994; £15.00; ISBN 0 7521 0116 1.

Disability help

THIS POLICY Studies Institute survey reviews issues involved in current employment rehabilitation for disabled people.

Authors Jane Lakey and Rebecca Simpkins had three objectives: to assess the quality of local rehabilitation; identify ways agencies should be monitored; and look at ways of developing local provision to meet clients' needs.

Staff from five agencies and 14 rehabilitation clients were interviewed and 10 case studies are examined.

● *Employment Rehabilitation for Disabled People: Identifying the Issues*, by Jane Lakey and Rebecca Simpkins. Policy Studies Institute; 1994; £14.95; ISBN 0 85374 648 6.

ORGANISATIONAL CHANGE

Engineering success

BUSINESS RE-ENGINEERING is the concept of the future, according to consultant Nick Obolensky. But how do you do it? Obolensky offers a guide that readers can dip in and out of.

The author first explains how to re-engineer and how to keep the programme going when change fails to materialise. He then supplies case histories of re-engineered organisations, and finally, offers a range of tools and techniques.

● *Practical Business Re-engineering* by Nick Obolensky. Kogan Page; 1994; £19.95; ISBN 0 7494 1408 1.

Learning to learn

NEW TECHNOLOGY is throwing up many challenges for organisations and employees. In *The Business of Learning*, the International Labour Office focuses on the 'knowledge economy': or how organisations learn.

Using empirical evidence and direct observation in several countries, the author discusses how technologies affect productivity and employment; whether new technology demands new work patterns; and the implications of these changes for training and education.

● *The Business of Learning* by Joao Batista Araujo e Oliveira. ILO; 1994; 25 Swiss francs; ISBN 108522 9

HEALTH AND SAFETY

HEALTH AND Safety at work is an area in which most managers are not expert, yet European regulations are making the issue more important: contravention of the rules can have serious personal consequences.

This book deals in detail with health laws and regulations, and matters such as fire, accident reporting and hazardous substances. Each chapter contains a management action checklist.

● *Essential Health and Safety for Managers - a guide to good practice in the EU* by Ron Akass. Gower; 1994; £32; ISBN 0 566 07332 3.

CHANGES IN AVERAGE EARNINGS – 3rd QUARTER 1994

THIS NOTE sets out the adjustments made to the Average Earnings Index to calculate the underlying rate of earnings growth. The adjustments take into account temporary influences such as arrears of pay, variations in the timing of settlements and the influence of public holidays in relation to the survey period. The adjustments, applied between January 1990 and

December 1992, were published on page 50 of the February 1994 issue of *Employment Gazette*. The derivation of the underlying rate of increase was described in the November 1989 issue of *Employment Gazette* pp 606-612. A longer run of the underlying index on a consistent basis was given in the December 1989 issue of *Employment Gazette*, page 674.

Information on the Retail Prices Index is published each month in tables 6.1 - 6.8 of the Labour Market Data Section.

IN THE third quarter of 1994, the underlying annual growth in average earnings for the whole economy was 3 3/4 per cent, unchanged from the previous two quarters. This period of stability follows a pattern of falling growth rates, from a peak of 10 per cent

in 1990 to a low of 3 per cent in 1993.

During the 1980s, the underlying rate for the whole economy never fell below 7 1/2 per cent, though it is estimated that annual earnings growth was lower in 1967, at around 2 per cent. Underlying average earnings have been increasing faster than the Retail Prices Index, leading to a rise in average earnings of around 9 per cent in real terms since 1990.

In manufacturing industries, the underlying annual increase in earnings was 4 1/2 per cent in Quarter 3 1994, the same as the rate for Quarter 2. In the last quarter of 1993 the rate was at its lowest value since the series began in 1980 (4 1/4 per cent).

For service industries, the underlying annual rate remained at 3 1/2 per cent. Earnings growth in the services reached its lowest level in the second and third quarters of 1993, when it had the lowest rate since the services series began in 1985. The last peak in service earnings growth was in Quarter 3 1990, when it stood at 10 per cent.

Articles in this series appear quarterly.

Table 1 Whole economy average earnings index: 'underlying' series (1990=100)

Date	Seasonally adjusted	Further adjustments (index points)		Underlying index	Underlying increase over last 12 months(%)
		Arrears	Timing etc		
Jan 1993	117.0	-0.1	0.8	117.7	4 3/4
Feb	118.2	-0.1	0.6	118.7	4 1/2
Mar	118.7	-0.1	0.1	118.7	4
Apr	117.6	-0.1	1.5	119.0	4
May	118.3	-0.1	-0.3	117.9	3 3/4
Jun	117.8	-0.2	0.2	117.8	3 3/4
Jul	118.3	-0.1	0.4	118.6	3 1/2
Aug	118.9	-0.2	0.2	118.9	3 1/4
Sep	118.8	-0.2	0.7	119.3	3
Oct	119.4	-0.1	0.1	119.4	3
Nov	119.7	-0.2	0.7	120.2	3
Dec	119.6	-0.2	1.9	121.3	3 1/4
Jan 1994	121.2	-0.1	0.9	122.0	3 3/4
Feb	123.5	-0.1	-0.1	123.3	3 3/4
Mar	124.0	-0.1	-0.4	123.5	4
Apr	121.8	-0.1	1.9	123.6	3 3/4
May	123.8	-1.2	-0.1	122.5	4
Jun	122.3	-0.1	0.0	122.2	3 3/4
Jul	122.8	-0.3	0.6	123.1	3 3/4
Aug	123.5	-0.2	0.1	123.4	3 3/4
Sep(provisional)	123.3	-0.2	0.8	123.9	3 3/4

Figure 1 Whole economy earnings index

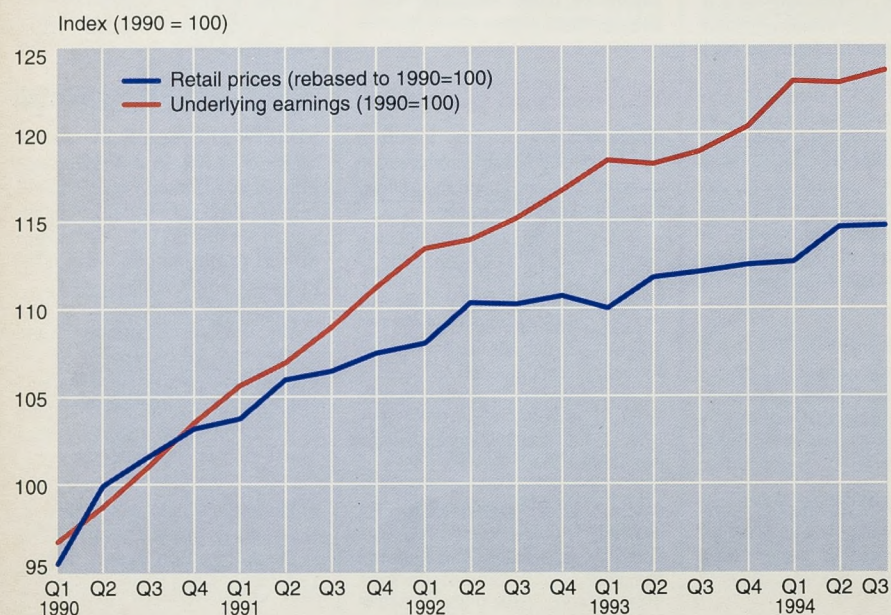


Figure 2 Underlying earnings growth



Quarterly projections of the New Earnings Survey - October 1994

This article presents the results of projecting the April 1994 New Earnings Survey to October 1994.

Estimated average earnings in October 1994

It is estimated that the average gross weekly earnings of full-time adult employees in October 1994 were £328.9. Tables 1, 2 and 3 show the detailed figures for nine occupation groups (and manual/non-manual), selected industry groups, and standard regions of Great Britain.

Continues overleaf >

Table 1 Average gross weekly earnings for full time employees, October 1994

Occupation	All employees on adult rates			
	Major group	Male	Female	All
Managers and administrators	1	514.2	353.2	472.5
Professional occupations	2	491.9	405.5	459.7
Associate professional and technical occupations	3	434.0	329.0	388.9
Clerical and secretarial occupations	4	270.0	227.0	239.9
Craft and related occupations	5	306.8	180.0	296.3
Personal and protective service occupations	6	301.1	197.7	256.9
Sales occupations	7	307.6	202.0	261.6
Plant and machine operatives	8	287.9	194.5	270.8
Other occupations	9	241.7	168.5	227.8
All non-manual occupations		431.8	281.9	363.2
All manual occupations		283.0	182.9	264.9
All occupations	1-9	365.2	264.7	328.9

Table 2 Average gross weekly earnings for full-time employees on adult rates, October 1994

Industry	SIC code	Males			Females			Males and females		
		Manual	Non manual	All	Manual	Non manual	All	Manual	Non manual	All
Agriculture, forestry and fishing	0	221.0	335.8	243.7	171.5	223.9	197.6	217.2	308.0	238.5
Energy and water supply industries	1	383.8	543.7	463.2	*	309.2	307.4	391.0	464.5	431.1
Extraction of minerals & ores other than fuels; manufacture of metals, mineral products and chemicals	2	315.0	456.1	371.6	208.3	274.0	251.2	301.1	402.6	347.2
Mechanical engineering	32	300.9	417.8	346.1	192.2	232.8	222.7	294.5	375.2	329.7
Electrical and electronic eng.	34	286.0	433.9	359.5	192.2	255.8	220.6	259.5	391.4	323.2
Metal goods, engineering & vehicles industries	3	302.2	434.4	356.7	196.7	259.8	232.9	288.1	395.2	335.4
Food, drink and tobacco	41-42	294.4	466.6	346.4	203.7	263.9	230.6	271.4	385.1	313.2
Paper products, printing and publ.	47	342.1	469.8	401.5	219.1	310.6	288.5	322.7	405.5	368.5
Other manufacturing industries	4	288.3	435.0	341.5	180.6	268.9	221.7	258.0	372.9	303.4
Construction	50	279.6	418.0	331.1	*	232.8	231.5	279.1	378.5	321.7
Distribution and repairs	61,62,64									
Hotels and catering	65,67	243.7	341.8	306.3	170.9	214.5	210.8	234.7	287.1	273.1
Distribution, hotels and catering; repairs	66	189.0	300.8	227.8	148.1	221.8	176.7	170.5	261.9	204.1
Transport	6	232.1	339.0	296.4	157.1	215.9	204.5	215.6	285.4	262.8
Postal services & telecommunications	71-77	297.1	429.8	343.4	284.7	260.3	266.3	296.2	368.5	327.9
Transport and communication	79	305.1	503.1	376.2	253.2	342.1	323.6	301.4	448.0	366.5
Banking and finance	7	299.9	456.2	355.0	274.6	288.6	285.6	298.0	377.6	341.4
Business services	81	365.2	536.3	530.4	*	291.1	290.7	346.9	403.6	402.4
Banking, finance, insurance, business services and leasing	83	259.0	510.4	463.0	193.4	290.8	288.1	252.8	408.8	389.9
Public administration	8	266.2	504.4	465.2	197.2	286.8	285.0	260.6	399.1	385.1
Education and health services	91	257.7	394.6	377.8	201.0	271.6	269.3	248.5	340.0	332.1
Other services	93,95	237.7	448.4	406.4	165.4	322.0	311.8	209.7	363.3	345.4
All industries and services	9	244.0	414.6	375.7	172.4	303.7	288.5	217.1	350.6	328.4
	0-9	283.0	431.8	365.2	183.8	281.9	264.7	264.9	363.2	328.9

* Not available

Table 3 Average gross weekly earnings for full-time employees, October 1994

Region	Males			Females			Males and females		
	Manual	Non manual	All	Manual	Non manual	All	Manual	Non manual	All
South East	301.6	487.3	422.9	206.5	319.5	304.8	284.0	412.1	378.2
East Anglia	275.7	400.9	337.6	174.3	260.1	244.6	259.7	335.4	305.7
South West	273.3	403.4	346.8	175.3	262.6	248.5	256.5	339.8	311.7
West Midlands	276.4	403.3	339.0	177.2	257.0	239.4	257.7	336.3	304.4
East Midlands	275.5	382.7	327.7	171.4	255.4	233.3	254.3	328.0	296.4
Yorkshire & Humberside	279.2	388.0	334.1	174.5	257.1	241.3	262.4	327.9	301.5
North West	281.7	405.5	346.8	177.5	261.6	246.6	263.4	337.8	310.5
North	280.7	388.4	330.6	174.7	255.1	239.9	264.6	325.3	299.9
England	284.9	436.7	370.1	185.0	284.9	267.9	267.0	367.8	333.3
Scotland	271.7	404.0	338.4	178.7	265.1	247.1	252.7	336.0	303.8
Wales	274.5	378.8	323.6	177.5	260.7	241.9	255.8	321.8	294.3
Great Britain	283.0	431.8	365.2	183.8	281.9	264.7	264.9	363.2	328.9

Table 4 Multipliers used for ratio projections

	Males	Females	All
Manuels	1.0081	1.0102	1.0084
Non-manuals	1.0084	1.0126	1.0102
All	1.0084	1.0123	1.0098

For categories not shown in tables 1-3, users can construct their own October 1994 projections by applying the appropriate multiplier from table 4 to the NES estimates for April 1994.

The multipliers are produced by scaling the equivalent 3 x 3 table of

annual increases in weekly earnings obtained from the 1993 and 1994 New Earnings Surveys so that the overall increase (which was 2.8 per cent) equals the 0.98 per cent increase in the Average Earnings Index (AEI) between April 1994 and October 1994.

The AEI used is an unpublished series which excludes arrears of pay.

• Articles in this series appear quarterly in the November, February, May and August *Employment Gazette*.

Take-home pay compared: production workers in the UK and OECD, 1993

How does take-home pay in the UK compare with that in other advanced industrialised countries? This article looks at the evidence, using estimates based on figures from the Organisation for Economic Cooperation and Development relating to production workers for the period 1990-93.

By the **Employment Market Research Unit**, Employment Department

Key findings

- Taking into account the cost of living, estimated average take-home pay for an unmarried UK production worker as defined by the OECD is lower than in Luxembourg but higher than in all other EU countries, including the new entrants in 1995.
- Estimated take-home pay for a married couple on an average production worker's earnings is also higher in the UK than in other EU countries except Luxembourg, Belgium and the former West Germany.
- Estimated take-home pay for a UK production worker is lower than in Australia, Canada, Japan and the United States for both a single person and for a married couple with children.



- The relatively high level of UK take-home pay reflects in part the low cost of living in the UK compared with other north European countries, and the relatively low level of taxes on employment.
- The OECD estimates of take-home pay cover production workers only and a limited range of household circumstances. However, the Organisation considers that for many countries, inclusion of the service sector and of a wider range of domestic circumstances in its estimates would not change them significantly.
- There are several factors, apart from accuracy, which complicate the OECD comparisons of living standards as measured by take-home pay. Sources of income other than from employment (e.g. self-employment) are not considered, and neither are the provision of public goods and services and differences in the average annual number of hours worked.

Introduction

ANY COMPARISON of levels of pay in the UK with those of other countries will generate considerable interest. But while pay is often compared in gross terms, take-home pay (gross pay net of income tax and social security contributions) is arguably a better indicator of living standards, as it represents the spending money available to the worker. Comparing take-home pay across countries, however, is difficult: definitions and coverage of statistics vary among countries; tax rates and taxation systems are different; and price levels can vary significantly.

This article uses figures from the Organisation for Economic Cooperation and Development (OECD) to compare the estimated take-home pay of production workers in different industrialised countries when adjusted to take account of differences in the cost of living. Although the figures do not provide a comprehensive comparison between countries, they do allow some assessment of the amount of goods and services an average worker's take-home pay can buy in the UK, relative to their

counterparts in other industrialised countries.

The article also looks briefly at service sector pay, using information from EUROSTAT, the Statistical Office of the European Communities.

Take-home pay: definition and calculations

This article is based on figures from the latest of a series of annual reports on take-home pay from the OECD, covering the period 1990-93.¹

'Take-home pay' is defined as gross earnings less personal income taxes (income tax in the UK) and compulsory employee's social security contributions (employee National Insurance Contributions in the UK).

In order to establish household income, the OECD also estimates family benefits received in the form of universal cash transfers. Child Benefit is the only relevant example in the UK. Although the term 'take-home pay' is used throughout this article, it includes estimates of cash transfers.

The Organisation summarises its methodology as follows: "first, workers doing

similar kinds of work and under similar conditions are identified in each country; secondly the average earnings of such workers are calculated; thirdly, assumptions are made about the personal circumstances of these wage earners to enable their tax/benefit position to be determined".

The OECD estimates the average annual earnings of production workers, defined as shop-floor, typically manual, full-time manufacturing workers. It then calculates the income tax and social security contribution liabilities and cash transfer receipts for an average production worker in two hypothetical family circumstances: a single person; and a married couple with two children between the ages of five and 12 and with one partner in work. The figures are calculated for each OECD country.² These households are assumed to have no income other than income from employment - equal to the annual earnings of a typical production worker - and state cash transfers. The calculation of income tax liabilities ignores any reliefs which are related to specific circumstances (e.g. relief for mortgage interest payments).

More detail on the OECD's assumptions and method of calculation are given in the *technical note* at the end of this article.

OECD estimates of the take-home pay for a single person and a married couple are given in national currencies. In *Table 1*, these figures are converted into the equivalent purchasing power in pounds sterling. The OECD's estimates of Purchasing Power Parities (PPP)³ rather than market exchange rates are used to convert the national currency figures. By taking a weighted average of the price of goods in different countries, PPP exchange rates are a more accurate measure of differences in price levels and the cost of living than market exchange rates. As they assess the price of goods to consumers, they take into account differences in indirect taxes such as VAT.

PPP exchange rates value the pound sterling more highly against most northern European countries' currencies than market exchange rates do, suggesting that the cost of living in the UK is lower. The table also reproduces OECD estimates of take-home pay as a proportion of gross earnings. The OECD figures for estimated take-home pay converted to pounds sterling are also plotted in *Figure 1*.

Take-home pay of production workers - findings

There is considerable variation in estimated take-home pay between different OECD countries and within the European Union (EU). Comparing the UK with other EU countries, estimated take-home pay for a single production worker is higher in the UK than in all the other countries except Luxembourg (this includes the new entrants to the EU in 1995: Austria, Finland and Sweden). Estimated take-home pay for a

Table 1 Average annual estimated take-home pay of production workers in manufacturing in 1993

	Single person		Two-child family with one earner	
	Converted to £ sterling ^a	As a per cent of gross earnings	Converted to £ sterling ^a	As a per cent of gross earnings
European Union				
Belgium	8,644	62.8	12,104	87.9
Denmark	7,899	53.0	10,054	67.5
France	8,036	73.1	9,551	86.9
Western Germany ^b	9,713	63.4	12,034	78.5
Greece	5,462	82.5	6,653	83.7
Ireland	8,571	67.7	9,991	78.9
Italy	9,400	73.5	10,566	82.6
Luxembourg	11,459	74.8	15,412	100.6
Netherlands	9,300	58.5	10,999	69.2
Portugal	4,956	82.6	5,515	91.9
Spain	8,019	81.6	8,680	88.3
United Kingdom ^c	10,538	74.4	11,909	84.1
New entrants to the EU				
Austria	8,946	73.6	11,235	92.4
Finland	7,408	64.3	9,043	78.5
Sweden	7,736	70.5	8,871	80.9
Other OECD countries^d				
Australia	11,261	77.2	12,469	85.5
Canada	11,905	73.7	13,647	84.5
Iceland	7,805	80.1	11,132	114.3
Japan	11,467	84.6	12,235	90.2
New Zealand	9,551	76.0	9,771	77.8
Norway	9,715	71.3	22,841	86.9
Switzerland	13,111	78.6	15,207	91.2
United States	11,873	74.0	13,002	81.1

Sources: *The Tax/Benefit Position of Production Workers, 1990-1993*, (OECD 1994) OECD Main Economic Indicators October 1994

- a Converted at Purchasing Power Parity (PPP) exchange rates which take account of the cost of living in different countries.
 b Federal Republic of Germany as constituted prior to 3 October 1990.
 c Financial year - 1993/1994.
 d Figures for Mexico and Turkey were not available on a comparable basis from 1993.

married couple on a production worker's earnings is also higher in the UK than in most other EU countries, although it is lower than in Luxembourg and marginally lower than in Belgium and western Germany.

Looking at the OECD as a whole, estimated take-home pay for production workers in most EU countries, including the UK, is lower than in Australia, Canada, Japan and the United States for both a single person and for a married couple with children.

These comparisons generally indicate that UK pay compares favourably with other European countries. There are a number of reasons for this. The high levels of UK take-home pay reflect the relatively low cost of living in the UK compared to other northern European countries, as measured by the difference between PPP exchange rates and market exchange rates. Even in a comparison based on market exchange rates, however, UK gross pay would still be higher than in France and Spain, though still some way behind western Germany and the Netherlands. Another factor is the relatively low level of taxes on employment in the UK compared to other northern European countries. Although the UK's relative position

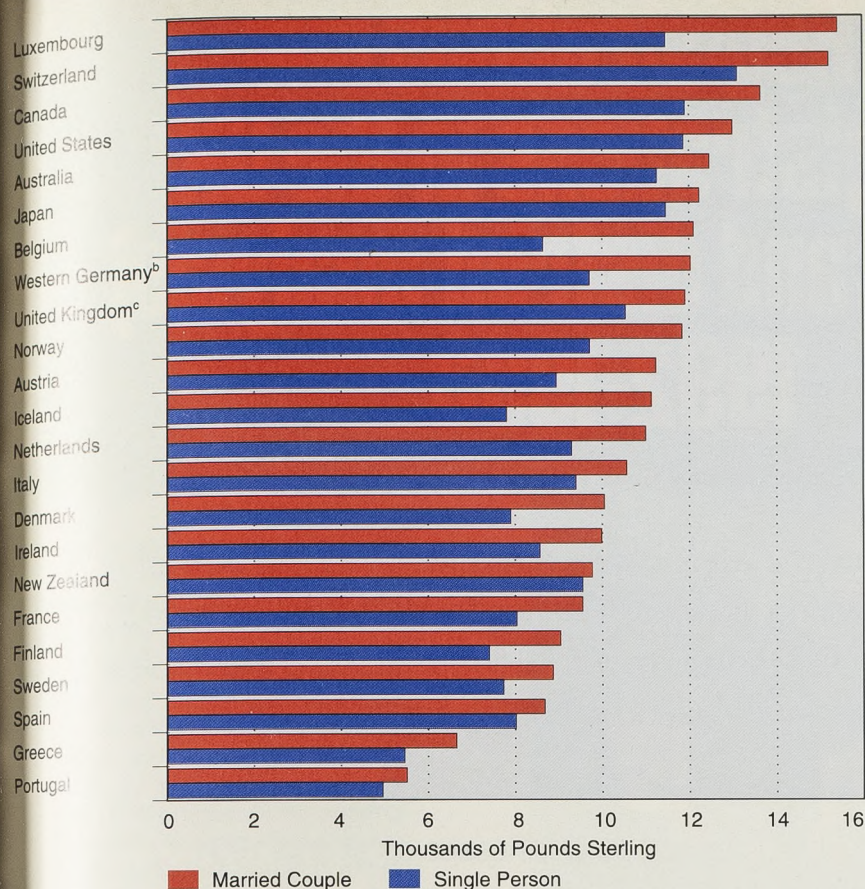
has remained constant in recent years, it has improved since 1978, especially for single people.

EUROSTAT data on the service sector

Less comprehensive information is available on pay in the service sector. The most recent information from EUROSTAT indicates that average gross monthly earnings for non-manual workers in the four service sectors covered (including retail distribution and banking and finance) were generally higher in the UK than in France, Belgium or western Germany, once the cost of living has been taken into account. Of the countries where data were available, only Luxembourg had higher service sector pay.

EUROSTAT does indicate, however, that these figures need to be treated with caution. Even so, it is worth noting that they follow a broadly similar pattern to the OECD's figures for production workers, although the OECD estimates the gross earnings of production workers to be lower in the UK than in Germany and the Netherlands, whereas EUROSTAT estimates gross earnings in the service sector to be higher.

Figure 1 Average annual estimated take-home pay of production workers in manufacturing in 1993^a



- a At purchasing power parity exchange rates
 b Federal Republic of Germany as constituted prior to 3 October 1990
 c 1993/94 financial year

Source: OECD Main Economic Indicators October 1994

How representative are these figures?

In its report¹ the OECD considers at some length how representative and reliable its figures are. Aside from the simplifications and assumptions described in the *technical note*, interpretation of the figures needs to recognise that they refer to production workers in manufacturing rather than to all employment, and consider only a limited range of household circumstances. For example, the share of employment accounted for by manufacturing (where production workers are located) has fallen in most OECD countries and varied between 15 and 35 per cent of total employment by the early 1990s. This has been matched by a general increase in the share of employment in the service sector, which is not covered by OECD figures.

That said, the OECD believes that for many countries, extending the coverage of its figures to include other types of worker would not make a large difference to estimates of take-home pay.

The OECD recognises that an important limitation on the range of household circumstances for which its take-home pay figures are calculated is that two-earner family

units - such as a married couple and two children with both adults in employment - are not considered.

Apart from issues to do with the accuracy of the figures themselves, there are other reasons why it is not simple to make inferences about relative levels of living standards from differences in estimated take-home pay. The figures only include income from employment, and thus do not consider other sources of income, such as self-employment or financial investment, or, indeed, the range and extent of provision of public goods and services, which may vary between countries. Differences between countries in the average annual number of hours worked is also likely to affect workers' standards of living, as leisure time is a valuable commodity.

Footnotes

- 1 *The Tax/Benefit Position of Production Workers, Annual Report 1990-1993*, OECD 1994. Available from HMSO Publications, HMSO Publications Centre, PO Box 276, London SW8 5DT, tel 071-873 9090.
 2 Figures for Mexico and Turkey are not available on a comparable basis for 1993.
 3 From *OECD Main Economic Indicators* October 1994. The PPP calculations are the author's, not

the OECD's. The OECD publication does not convert national currencies figures for earnings, take-home pay or cash transfers to a common currency.

- 4 *Earnings: Industry and Services 1993*, EUROSTAT 1994, p 239.

Technical note

It is not possible in this *technical note* to list all the simplifications and assumptions made by the OECD, but the following are considered to be the most significant. For more information, consult the OECD publication.¹

Definitions

The annual earnings figures include overtime and usually include holiday pay, although fringe benefits are usually excluded. The OECD estimates that fringe benefits usually account for less than 1 per cent of earnings, although the US is a notable exception and fringe benefits usually amount to at least 5 per cent of earnings there.

Main simplifications

The OECD distinguishes between 'standard' tax allowances (eligibility for which is automatic or depends on family circumstances) and 'non-standard' allowances, which may depend on a household's pattern of spending. In the UK an example of standard relief is the personal allowance, while an example of a non-standard relief is Mortgage Interest Tax Relief. Standard tax allowances are taken into account in calculating tax liability but non-standard allowances are generally not.

There is a similar distinction between 'universal' cash transfers which the OECD includes, and other cash transfers such as housing subsidies which are not universal and which may be received by a production worker on average earnings in some OECD countries. Estimates of the latter are not included by the OECD.

Purchasing Power Parity exchange rates

Market exchange rates tend to reflect differences in price levels over the longer term. There are, however, differences in the prices of goods and services traded in world markets, rather than all goods and services that are produced. Market exchange rates also reflect capital flows and are subject to speculative movements.

PPP exchange rates are a more accurate measure of differences in price levels than market exchange rates. PPP exchange rates are calculated by comparing the cost of buying a particular 'basket' of goods and services in one country with the cost of buying the same basket in a different country. PPP exchange rates are not affected by capital flows and speculative movements and give a direct measure of differences in the cost of living between countries. However, they do depend on the particular basket of goods and services selected, so that estimates of PPP exchange rates can differ. The PPP rates used in this article include all elements of Gross Domestic Product, investment as well as consumption.

VAT Registrations and Deregistrations in the UK (county and district analysis) 1992-1993

Available now are the latest official statistics on the number of businesses registering and deregistering for VAT. They provide a detailed picture of the state of the small firms sector, and can be a valuable tool in evaluation, planning and marketing.

The tables available are:

- stocks of VAT registered businesses as at end 1991, end 1992 and end 1993
- registrations and deregistrations during 1992 and 1993
- net changes in stock during 1992 as a percentage of end 1991 stocks
- net changes in stock during 1993 as a percentage of end 1992 stocks

The data are available down to 10 industry sectors within each Local Authority District. The data can be provided in SuperCalc, Lotus, or ASCII formats (3 1/2" or 5 1/4" disk) in addition to a hard copy being available. Each costs only £20, for any format. Alternatively, the data can be accessed direct via NOMIS.

For further information and order form please contact:

Small Firms Statistics Unit
Department of Trade and Industry
St. Mary's House
Sheffield, S1 4PQ

Tel: (0114) 259 7538
Fax: (0114) 259 7505

Progress towards a flexible labour market

Greater labour market flexibility has been UK Government policy since 1979 and is now recognised as a policy priority across Europe. But just how flexible has the British labour market now become? This article summarises the findings of a major study.¹

By Mark Beatson, Economics, Research and Evaluation Division, Employment Department²

Key findings

- A wide range of indicators suggest that the British labour market has become more flexible since the end of the 1970s.
- At the micro-economic level, both external and internal flexibility have increased: part-time employment has increased steadily over the past 20 years, and self-employment has grown rapidly since 1979; working patterns have become more diverse; and many barriers to flexibility within the workplace have been removed.
- Wage determination has become more decentralised: by 1990, it is likely that less than half of all employees were covered by collective bargaining; meanwhile the link between pay and performance has been strengthened and relative wages are more flexible.
- At the macro-economic level, employment levels now respond more quickly to changing economic conditions.
- There is less evidence of greater wage flexibility at the macro-economic level, although very recent developments indicate such a trend: average earnings growth during the past two years has been very low in relation to recent history.
- The main factors which are likely to have led to greater labour flexibility are: greater competition, both nationally and globally; changes in production methods; changes in the structure of demand and supply; and government policies.
- Greater flexibility may be one factor behind the UK's improved productivity record. It may also help to explain why unemployment fell at such an early stage in the current recovery.

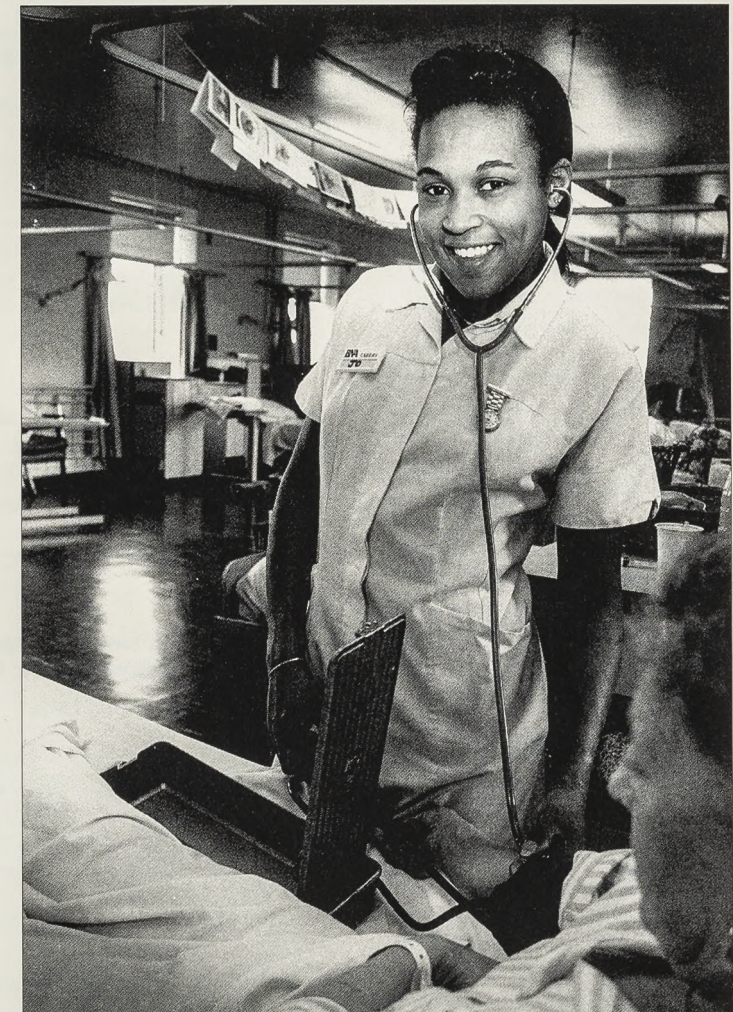


Photo: Jacky Chapman

Introduction

FLEXIBLE LABOUR markets play a central role in improving the performance of the economy through their capacity to adapt quickly to changing economic conditions.

Both the recent OECD *Jobs Study*³ and the European Commission's White Paper, *Growth, Competitiveness, Employment*⁴ recognised the significance of labour market flexibility; greater flexibility is also a UK policy objective. Indeed, the Employment Department's overall aim is

to contribute to economic growth by securing a competitive, efficient and flexible labour market.

This article looks at trends in relevant labour market indicators, and whether they are consistent with greater flexibility. It presents key findings from a more detailed study, published in the Employment Department's Research Series.¹

There is, however, no simple or unambiguous measure of flexibility: a wide range of relevant indicators at both micro-

and macro-economic levels need to be considered.

In addition, there are some practical limits to this exercise. Many labour market indicators vary systematically over the economic cycle, so the analysis should look at developments over at least one complete cycle. As the last cycle ran from 1979 to 1990, changes since the end of the 1970s should be considered. Data limitations, however, mean that this is not always possible.

Nevertheless, on balance it can reasonably be concluded that the British labour market has become more flexible. The key findings are summarised in table 1.

A number of indicators point quite strongly towards this conclusion. These include trends in: part-time and self-employment; working time patterns; functional flexibility; measures of wage determination; relative wage flexibility; and links between employment, hours worked and output.

Because of gaps in the data, the evidence is less clear for some of the other indicators such as engagements and dismissals and labour mobility. Significantly, however, none of these indicators suggests that the labour market has become less flexible.

The remainder of this article reviews these trends in greater depth. In structuring the evidence it is useful to distinguish how labour markets react to economic change. This occurs in two ways: by adjusting physical quantities, i.e. the number of people employed or hours worked; or by adjusting prices, i.e. wages. (In practice, both quantities and prices adjust to some extent.) The article concludes with some international comparisons, as well as thoughts on the possible causes and consequences of greater flexibility.

Micro-economic flexibility indicators: employment and hours worked

Firms operate in an uncertain and changing environment, and therefore need some flexibility in the amount of labour they use. 'External flexibility' is defined as the ability of employers to vary the amount of labour they use by changing the number of people employed. 'Internal flexibility' does not involve changes in employment levels, but is achieved through changes in the number of hours worked, or in the range of tasks which employees perform.⁵

Part-time, temporary and self-employment

Certain types of work may enhance external flexibility, namely part-time work, temporary work, and self-employment. These offer the possibility of matching labour supply more closely to labour demand:

- in the case of temporary work,

- flexibility comes from the time-limited nature of the employment relationship; in the case of self-employment or subcontracting, the potential for greater flexibility exists because the firm enters into a contract for services rather than a contract of employment;
- employers find it easier to match part-time jobs to specific production

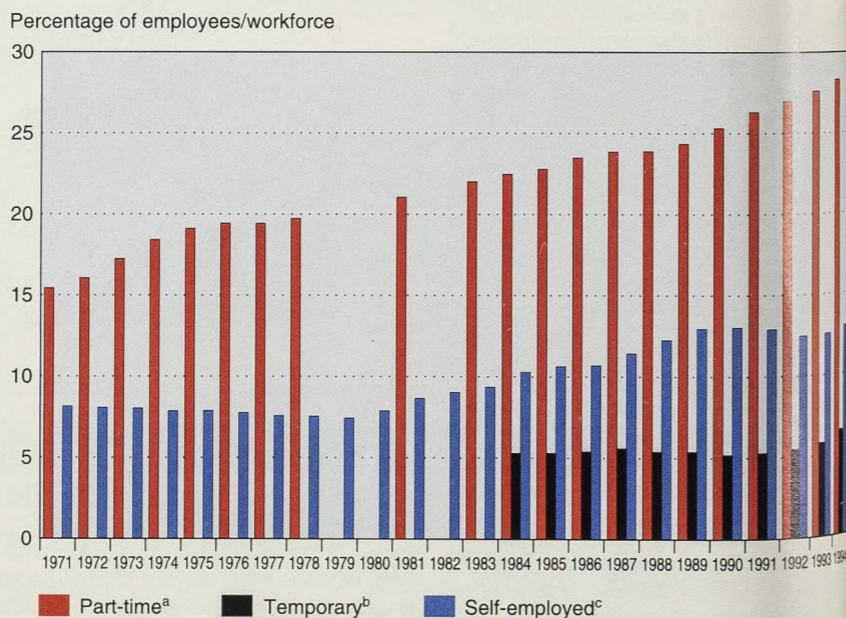
requirements (eg. opening hours). There have also been some differences in the regulatory treatment afforded to certain part-time employees.⁶

Figure 1 presents evidence on trends in these types of work. Part-time work has grown steadily over at least the past 20 years. Self-employment increased very rapidly between 1979 and 1990 – by 1.2

Table 1 Summary assessment of whether the labour market has become more flexible

Indicator	Evidence of greater flexibility since the end of the 1970s
1. Micro-economic flexibility indicators: employment and hours worked	
Part-time, temporary and self-employment	Yes
Engagements and dismissals	Probably yes
Working time	Probably yes
Functional flexibility	Yes
Labour mobility	Uncertain
2. Micro-economic flexibility indicators: wages	
Wage determination	Yes
Relative wage flexibility:	
Regions	Yes
Industries	Yes
Human capital	Yes
3. Macro-economic flexibility indicators: employment and hours worked	
Relationship between employment, hours worked and output	Yes
4. Macro-economic flexibility indicators: wages	
Real wage flexibility	Uncertain

Figure 1 Part-time, temporary and self-employed workers as a percentage of all employees/workforce; Great Britain 1971-1994



a Part-time employees as a percentage of all employees, June, seasonally adjusted.
 b Temporary employees (self-defined) as a percentage of all employees, spring.
 c Self-employed as a percentage of the workforce in employment, June, seasonally adjusted.

Source: Labour Force Survey and ED Statistics

Table 2 Reasons why people take part-time and temporary work; United Kingdom, spring

	1984	1987	1990	1994
All employees and self-employed working part-time^b (thousands)	4,913	5,316	5,716	6,121
<i>Reason for working part-time:</i>				
Student	7	8	10	11
Ill/disabled	1	1	2	1
Could not find a full-time job	10	9	6	13
Did not want a full-time job	68	65	66	74
Other reasons ^c	14	17	16	1
All employees in temporary jobs^d (thousands)	1,236	1,181	1,188	1,396
<i>Reason for taking temporary work:</i>				
Job included contract of training	6	4	4	7
Could not find a permanent job	35	30	24	43
Did not want a permanent job	32	31	38	27
Other reasons	28	34	35	24

Source: Labour Force Surveys.

a People giving no answer are excluded from the percentage calculations. There was a surprisingly high proportion of temporary employees in this group in 1984 (about 15 per cent of the total).
 b Part-time status is self-defined.
 c Includes cases where no reasons for working part-time were given. For 1984-1991, 'other reasons' was one of the valid responses to the question. In 1994, only people who did not give a reason for working part-time are recorded under this heading.
 d Temporary status is self-defined.

million – after remaining broadly flat throughout the 1970s. Consistent data on temporary work are only available from 1984 onwards, but the increase over the past decade has been relatively modest. A majority of temporary workers and a large majority of part-time employees are women, whereas around three-quarters of the self-employed are men.

These types of work have increased in significance for a number of reasons. Evidence from employers, collected by the Employers' Labour Use Strategies project⁷, suggests that the most important reason is the fit between these types of work and specific business needs (eg. part-time jobs which cover extended opening hours).

There is also significant demand from employees themselves for more flexible forms of work. Part-time, temporary and self-employment may all increase the flexibility of labour supply by drawing people into the labour market who would be unable or unwilling to undertake full-time, permanent work. Table 2 presents Labour Force Survey data on the reasons

why people take up part-time or temporary jobs. A relatively small proportion of part-time workers appear to be involuntary part-timers, (i.e. they worked part-time because they could not find a full-time job). The proportion of involuntary temporary employees has tended to be higher. This may be one reason why temporary work is less widespread, and has not increased to the same degree.

Employee demand for these forms of work also seems to differ between men and women. Women (especially married women) were less likely than men to be involuntary part-time or temporary workers.

Engagements and dismissals

The flexibility to change employment levels through engagements and dismissals is, however, a more general issue. If the costs associated with recruitment or dismissal are high, employers are likely to make less use of external flexibility. Unjustified or inefficient constraints on employers' freedom of action may have a

similar effect.

The trend in recruitment and training costs is uncertain and there is little in the way of hard evidence. However, one indicator of the constraints on firms' recruitment activities is the incidence of joint regulation (between management and employees). Joint regulation is self-defined, but is likely to include collective agreements, grievance procedures, and codes of practice. Table 3 shows that the proportion of workplaces with joint regulation of recruitment declined considerably between 1980 and 1990. There is a similar trend in the joint regulation of employment levels.

Turning to dismissals, British employers face relatively few legislative constraints compared with many of their competitors on their ability to make redundancies. The coverage of employment protection legislation was also narrowed during the first half of the 1980s; although a number of rights apply regardless of length of service, the qualifying period for general rights to claim unfair dismissal and

Table 3 Joint regulation of recruitment and employment; Great Britain

	Per cent of establishments ^a					
	Manual employees			Non-manual employees		
	1980	1984	1990	1980	1984	1990
Negotiated at some level						
Recruitment	38	23	14	32	21	15
Staffing levels	21	8	5	14	3	3
Negotiated at establishment level						
Recruitment	23	10	6	15	6	5
Staffing levels	25	15	10	15	9	7

Source: Workplace Industrial Relations Surveys.

a Establishments with 25 or more employees where recruitment/staffing levels were the subject of joint regulation between management and the largest manual/non-manual bargaining unit. The term 'joint regulation' is self-defined.

redundancy payments was progressively extended from six months to two years. The available evidence, some of which is now quite dated, suggests that the impact of these regulations on employment levels has been relatively small⁸ compared with other factors. The relatively light regulatory burden placed on UK employers in this area, however, makes it difficult to assess the effect of changes in the regulatory regime against a background of structural and cyclical change in the economy.

To summarise: British employers face relatively few constraints on their ability to exploit external flexibility, and these constraints appear to have eased during the 1980s. There are gaps in the data, however (especially on hiring costs) so these conclusions must remain provisional.

Working time

Working time arrangements are one means of securing *internal* flexibility, if they can be structured to match the needs of employers (labour demand) with the preferences of employees (labour supply). A distinction can be made between flexibility in the average number of hours worked (achieved through practices such as overtime or short-time working) and flexibility in working patterns within the limits of a specific number of hours worked each week/month/year.

Figure 2 plots New Earnings Survey (NES see *technical note*) data on the average (paid) hours of full-time employees.⁹ Average hours worked fell until the early 1980s, continuing a long-term trend towards shorter working hours. Since then, however, average hours have levelled off.

Average hours tend to fluctuate over the economic cycle. Figure 3 shows that this is mainly due to changes in overtime hours, especially for manual employees. When demand is strong, more overtime is worked. Indeed, overtime has traditionally been a key source of short-term labour flexibility, especially in manufacturing industry. In contrast, employers appear reluctant to use short-time working when demand is weak.¹⁰

Recent survey evidence suggests that there is considerable diversity in working time arrangements.¹¹ There are traditional sources of flexibility, (such as part-time work, overtime and shiftworking) and more modern arrangements which try to match working hours with peaks and troughs in demand (e.g. annual hours contracts and reservism¹²). Many employers and employees also have other means of flexibility available, such as flexitime. The information on trends is limited, but working time arrangements have probably become more diverse since the end of the 1970s.

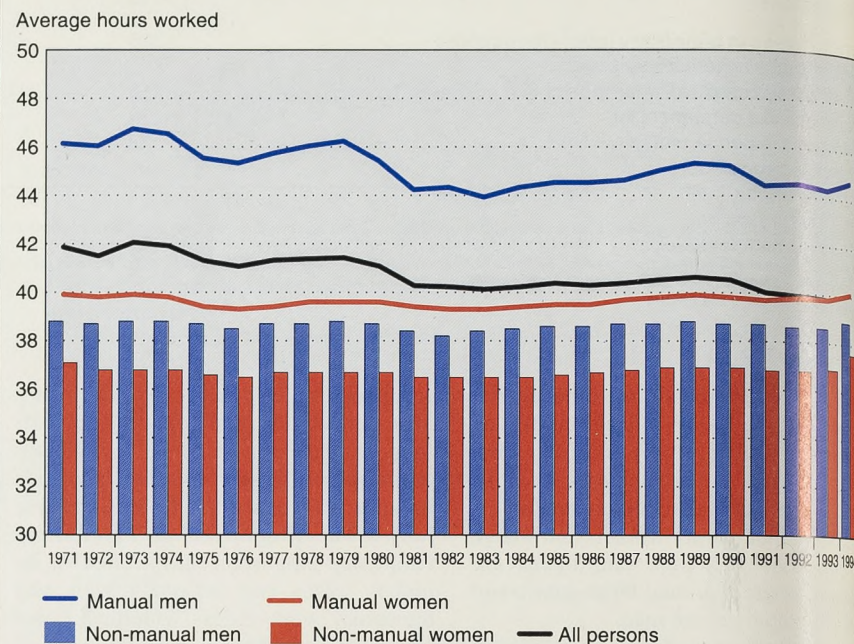
There are also differences in working patterns between the sexes: while men are more likely to work paid overtime or shifts, women are more likely to work part-time

or use other flexibilities (eg. flexitime). Certain types of flexible working (e.g. jobsharing and term-time working) are predominantly associated with women.

Flexible working arrangements appear

to meet the needs of employees as well as of employers. Survey evidence suggests that over 70 per cent of employees would not want to change their hours of work if this were to affect their pay.¹³

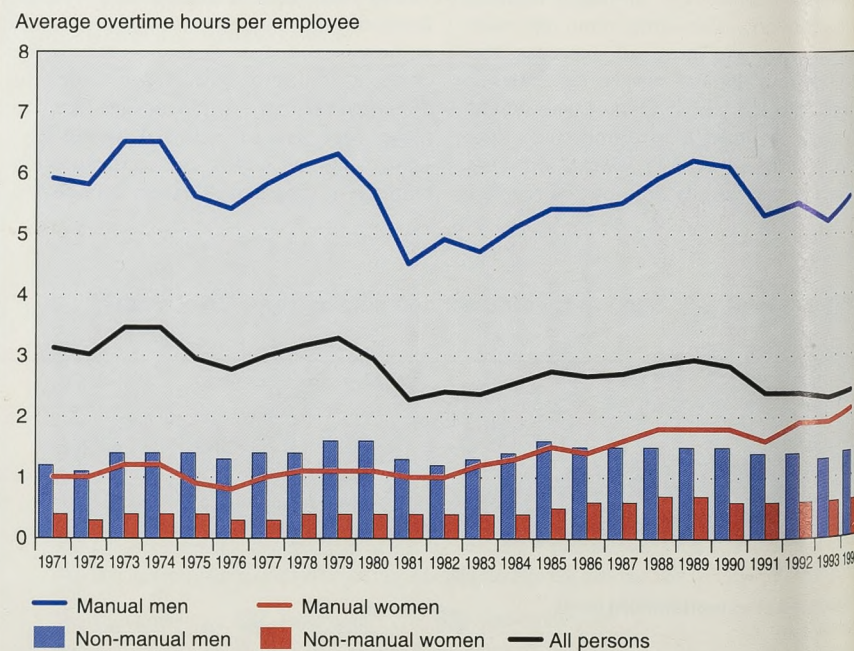
Figure 2 Average hours worked by full-time employees;^a Great Britain, April, 1971-1994



^a Full-time employees on adult rates (prior to 1984, men aged 21 and over, women aged 18 and over) whose pay for the survey period was unaffected by absence.

Source: New Earnings Survey

Figure 3 Average paid overtime hours worked by full-time employees;^a Great Britain, April, 1971-1994



^a Full-time employees on adult rates (prior to 1984, men aged 21 and over, women aged 18 and over) whose pay for the survey period was unaffected by absence.

Source: New Earnings Survey

Functional flexibility

Functional flexibility - another form of internal flexibility - comes from being able to assign employees to a range of tasks, making it easier to cope with predictable or unpredictable bottlenecks in demand, cover for absences etc.

'Full-blown' functional flexibility - in the sense of autonomous workgroups and multi-skilled team working - still appears to be something of a rarity in Britain. This may be because, from the employer's perspective, functional flexibility involves costs (in terms of training and development) as well as benefits (in terms of higher productivity).

There is evidence, however, that manufacturing firms took steps during the 1980s to increase functional flexibility, mainly by removing barriers to flexibility such as rigid job demarcation.¹⁴

More generally, the 1990 Workplace Industrial Relations Survey (WIRS see *technical note*) found that managers in more than two-thirds of workplaces felt that there were no constraints on their ability to organise work as they saw fit.

Institutional barriers to functional flexibility do not therefore appear to be widespread.

Labour mobility

Given changes over the cycle and ongoing structural change (e.g. technological developments), labour mobility is essential. People need to be able to move between locations, or change industries and occupations, if labour is to be put to its most productive use.

The main source of data on mobility is the Employment Department's Labour Force Survey (LFS) (see *technical note*); each spring, respondents are asked what they were doing 12 months before. This information can be compared with their current status, but is not a complete measure of mobility: it is a comparison of two snapshots twelve months apart, rather than a continuous record of people's movements. Consistent data is only accessible from the mid 1980s onwards.

The broadest measure of mobility is provided by movements in and out of work. The proportion of people of working age¹⁵

who change their economic status varies from year to year, but since 1985 has stood at between 12 and 15 per cent.

Table 4 focuses on a smaller group of people - those who were in employment at the time of the LFS and one year previously. Significant numbers of job moves (changes of employer) take place each year. The number of job moves appears to depend upon the state of the economy, with more people moving between jobs when the labour market is buoyant. Nearly half of all job moves involved a change of industry.¹⁶

Over the same nine-year period, since the mid-1980s, the number of people reporting a change of occupation was of a similar order of magnitude to the number changing employers. A majority of people reporting a change of occupation also reported a change of employer, suggesting that external labour markets are a more important source of occupational mobility than internal ones, especially for women.

Evidence on migration between regions is available from the National Health Service Central Register, based upon

Table 4 Job mobility and occupational mobility; United Kingdom, spring

Men aged 16-64, women aged 16-59	Thousands								
	1986	1987	1988	1989	1990	1991	1992	1993	1994
Base: People who were in employment both at the time of the survey and twelve months previously^a									
Men	13,340	13,513	13,742	14,130	14,357	14,409	14,188	13,834	13,641
Women	9,128	9,337	9,742	10,137	10,370	10,502	10,727	10,744	10,644
All persons	22,527	22,850	23,484	24,266	24,726	24,911	24,915	24,577	24,285
Changes of employer									
Men	1,220	1,360	1,567	1,777	1,789	1,555	1,277	1,124	1,157
Women	973	1,082	1,230	1,493	1,510	1,289	1,111	967	977
All persons	2,192	2,442	2,796	3,270	3,299	2,844	2,386	2,091	2,135
Changes of occupation^b									
Men	1,264	1,367	1,715	1,962	1,988	1,639	1,312	1,191	1,182
Women	1,021	1,133	1,414	1,671	1,709	1,439	1,207	1,079	1,089
All persons	2,285	2,500	3,129	3,633	3,697	3,078	2,519	2,269	2,271
Changes of employer and occupation^c									
Men	815	943	1,091	1,280	1,287	1,039	809	708	712
Women	746	836	940	1,159	1,160	966	789	680	703
All persons	1,561	1,780	2,031	2,440	2,447	2,004	1,598	1,387	1,414
As percentages of base:									
Changes of employer									
Men	9.1	10.1	11.4	12.6	12.5	10.8	9.0	8.1	8.7
Women	10.7	11.6	12.6	14.7	14.6	12.3	10.4	9.0	9.2
All persons	10.3	10.7	11.9	13.5	13.3	11.4	9.6	8.5	8.8
Changes of occupation^b									
Men	9.4	10.1	12.5	13.9	13.8	11.3	9.2	8.6	8.7
Women	11.2	12.1	14.5	16.5	16.4	13.6	11.3	10.0	10.2
All persons	10.1	10.9	13.3	15.0	14.9	12.3	10.1	9.2	9.4
Changes of employer and occupation^c									
Men	6.1	7.0	7.9	8.9	9.0	7.2	5.7	5.1	5.2
Women	8.2	9.0	9.6	11.4	11.2	9.2	7.4	6.3	6.6
All persons	6.9	7.8	8.6	10.1	9.9	8.0	6.4	5.6	5.8

Source: Labour Force Surveys

^a Economic status at the time of the LFS is according to international (ILO) definitions, whereas economic status one year ago is self-defined. Excludes cases where data are not available or the question is not applicable, or where the respondent's workplace is outside the UK.

^b Changes of occupation are self-defined. Analyses comparing standard statistical classifications produce estimates of occupational mobility that are significantly smaller (see pp 443-444 of 'Labour mobility: evidence from the Labour Force Survey', *Employment Gazette*, August 1991, pp 437-452).

^c Changes of occupation and employer need not have taken place at the same time.

registrations with general practitioners. It shows that between 1.4 and 1.8 per cent of the entire population moves between regions during the course of a year. Not all of these moves will be due to labour market factors, although the overall number appears to change in line with conditions in the labour and housing markets.

Figure 4 shows that net flows between regions (immigrants minus emigrants) tend to be more modest. Certain regions – the South West, East Anglia, and the East Midlands – have tended to be net ‘importers’ of population. Other regions – the West Midlands, the North West, the North, Yorkshire and Humberside, and Scotland – have tended to be net ‘exporters’. These patterns, however, appear to have changed a little in recent years.

Micro-economic flexibility indicators: wages

Efficient markets tend to exhibit a degree of price flexibility. In the labour market, this means that wage levels should reflect demand and supply conditions.

Wage determination

The means by which pay is determined is an important influence on wage flexibility. Figure 5 graphs data on the proportions of establishments covered by collective bargaining, and shows that wage determination in Britain has become increasingly decentralised. By 1990, it is likely that less than half of all employees were covered by collective bargaining arrangements.

Where collective bargaining remained, there was substantial decentralisation, most clearly seen in the decline of industry-wide national agreements. These trends are not new, but received a substantial boost during the 1980s.

The available evidence also suggests that co-ordination between unions and/or employers is very limited. For example, WIRS reveals that the proportion of workplaces affiliated to employers' associations halved between 1980 and 1990, down from a quarter to an eighth.

Wage flexibility and productivity can also be enhanced by linking pay to individual, group or organisational performance. The pay-performance link appears to have strengthened during the 1980s: three-quarters or more of medium/large organisations may now use some form of performance-related pay. A third or more of employees could be covered by these arrangements.

Finally, table 5 presents information on what managers felt to be the most important factors driving wage settlements. Cost of living increases were the single biggest factor. Labour market factors (risk of redundancy, skill shortages, recruitment and retention) were also significant, as was economic performance (profitability and productivity).

Figure 4 Average net migration rates by standard region;^a Great Britain

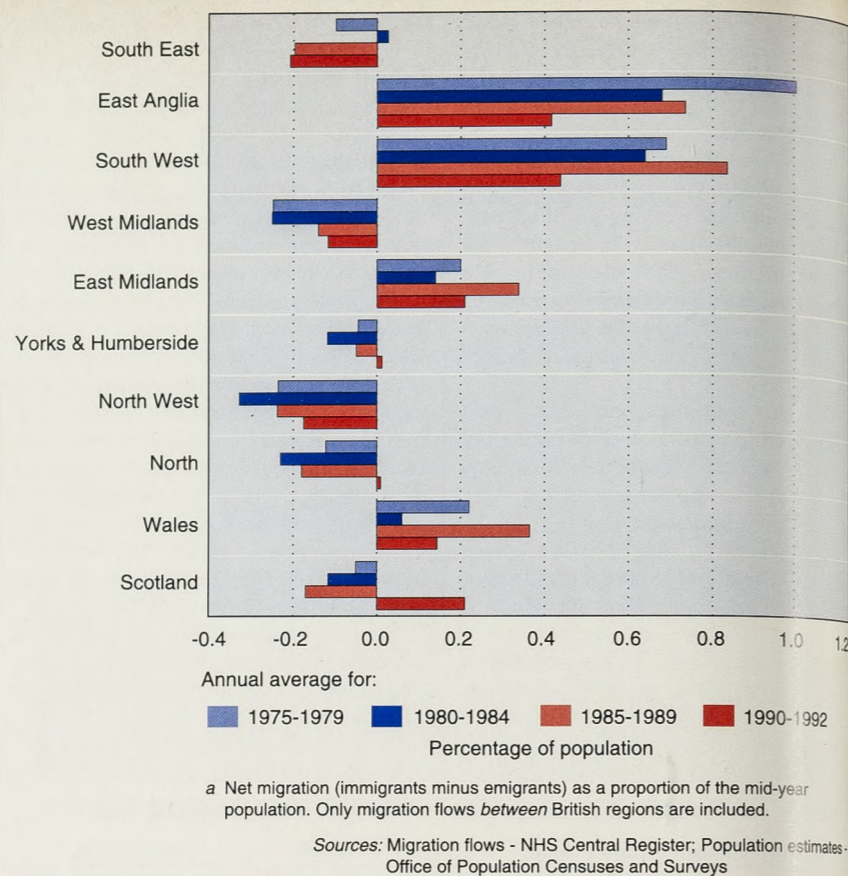
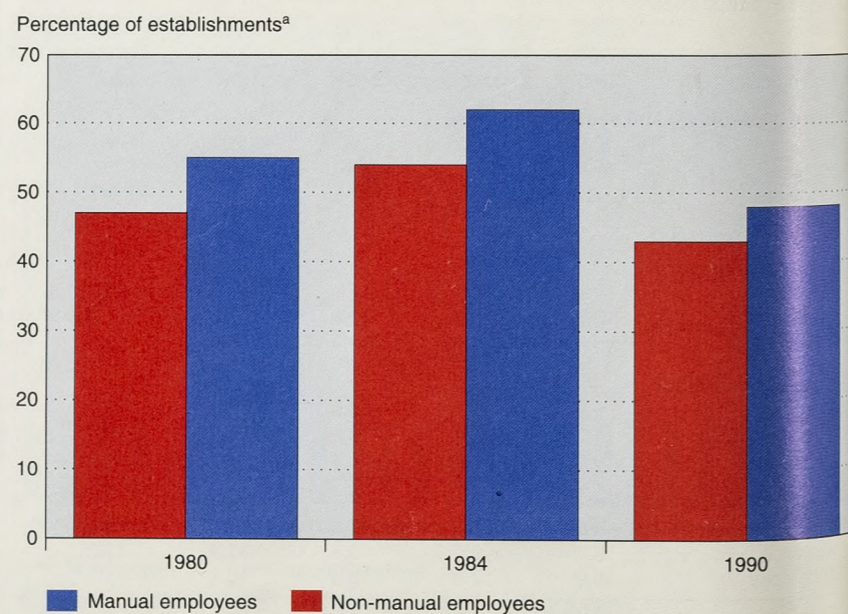


Figure 5 Incidence of collective bargaining in larger workplaces; Great Britain



^a Establishments with 25 or more employees where a union was recognised for collective bargaining over pay for the largest groups of manual/non-manual employees at the workplace.

Source: Workplace Industrial Relations Survey

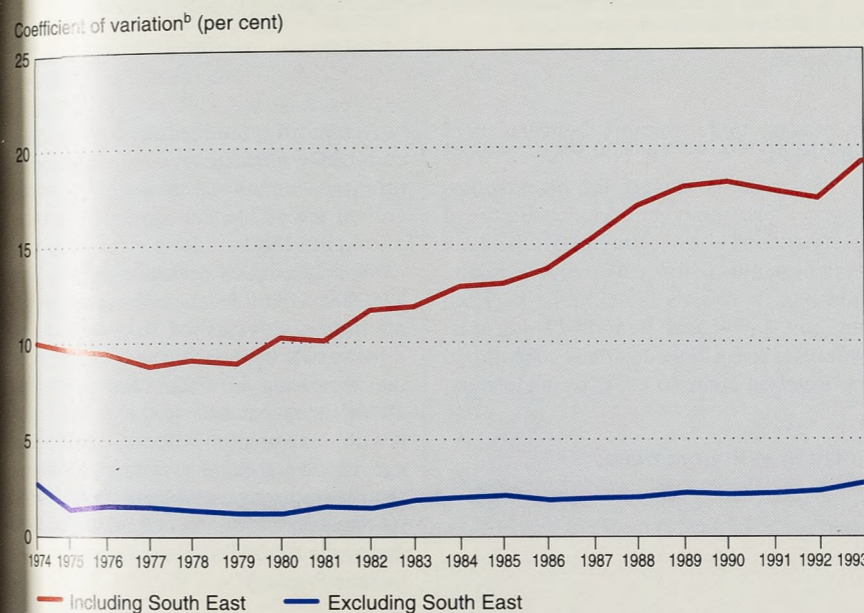
Table 5 Factors influencing the size of the most recent pay settlement; Great Britain

Factor ^b	Per cent of establishments ^a			
	Manual employees ^c		Non-manual employees ^c	
	1984	1990	1984	1990
Cost of living	31	50	31	48
Labour market	16	30	13	30
Economic performance	38	30	40	29
Linked to other settlement	15	14	17	12
Other influences	32	25	42	36
Not stated	14	7	9	7

Source: Workplace Industrial Relations Surveys

^a Establishments with 25 or more employees where managers identified the factors above as having influenced the size of the most recent pay settlement for manual/non-manual employees.
^b Managers could identify more than one factor.
^c Excludes the few non-union public sector establishments in the sample, plus non-union establishments where pay was determined by a Wages Council, employers' association or national joint negotiating body.

Figure 6 Regional dispersion of average hourly earnings of full-time employees; Great Britain 1974-1993



^a Average hourly earnings (excluding overtime) of full-time employees on adult rates whose pay for the survey period was unaffected by absence, April.
^b Weighted by numbers of employees in each region present in the NES sample.

Source: New Earnings Survey

Table 6 Skill differentials for male employees; Great Britain

Skill group ^b	Unskilled earnings = 100 ^a			
	1973	1976	1979	1990
Technicians	134	131	135	152
Foremen	136	131	135	146
Skilled	127	123	128	131
Semi-skilled	108	105	109	112
Unskilled	100	100	100	100

Source: New Earnings Surveys.

^a Earnings differentials based on gross weekly earnings of full-time male employees on adult rates (prior to 1984, men aged 21 and over) whose earnings for the survey period were unaffected by absence, April.
^b Controlling for compositional effects by using the 1979 sample sizes as constant weights for constituent occupational groups.

It is difficult to tell, however, if managers now take more account of labour market factors than previously, since their views about the importance of various issues depend on economic conditions. For example, inflation was low and stable in 1984 but rose throughout 1990, so it is easy to see why the cost of living was seen as a more significant influence on wage settlements in 1990.

Relative wage flexibility

Relative wage flexibility, or how readily some workers' wages grow faster or slower than those of others, is an important indicator of labour market flexibility.

When there is a mismatch between demand for, and supply of, labour in particular locations, industries or occupations, relative wage flexibility provides signals for employers and individuals to move between those areas, industries, or occupations. In this section, relative wage flexibility is considered along three dimensions: region, industry, and human capital.

A large number of factors can influence wage levels. When considering relative wage flexibility, it is important to identify the separate effects, and estimate controlled wage differentials.¹⁷

Regions

The issue here is the responsiveness of regional earnings to local demand and supply conditions. Outside the South East average earnings vary little between regions, especially for manual employees (figure 6). The main reason why regional dispersion (differences in wages across regions) has increased since 1979 is because wages have grown faster in the South East than elsewhere.

Nevertheless, there have been some changes since 1979 in the regional distribution of earnings. Some regions (the West Midlands and Wales in particular) have seen relative earnings decline. Other regions (such as East Anglia and the South West) have seen their position improve. Most of the regions where earnings growth has been slowest are those where unemployment has been high, whereas the regions with the highest earnings growth are those where unemployment has been relatively low. These changes in wage relativities will have affected labour demand and supply, and may be a factor behind the narrowing of regional unemployment disparities since 1990.

Controlled wage differentials between regions appear to be significant and may be due to differences in the cost of living, or to other unexplained factors.¹⁸

Studies using multivariate statistical methods suggest that earnings do respond to supply and demand conditions (measured by regional unemployment). However, it is too soon to say if earnings have become more responsive in recent years.¹⁹

Industries

Wage differentials narrowed during the second half of the 1970s, before widening again during the 1980s and 1990s.

Most of the dispersion of wage rates across industries is due to factors such as the skills and experience of the workforce. Nevertheless, controlled wage differentials may remain,²⁰ and these differentials appear to have widened during the 1980s.

Wage rates in individual industries seem to be little affected by national labour market conditions (e.g. the unemployment rate) or industry-specific measures (e.g. industry vacancy rates).²¹ There is some evidence that short-term wage flexibility has increased since the early 1980s.²²

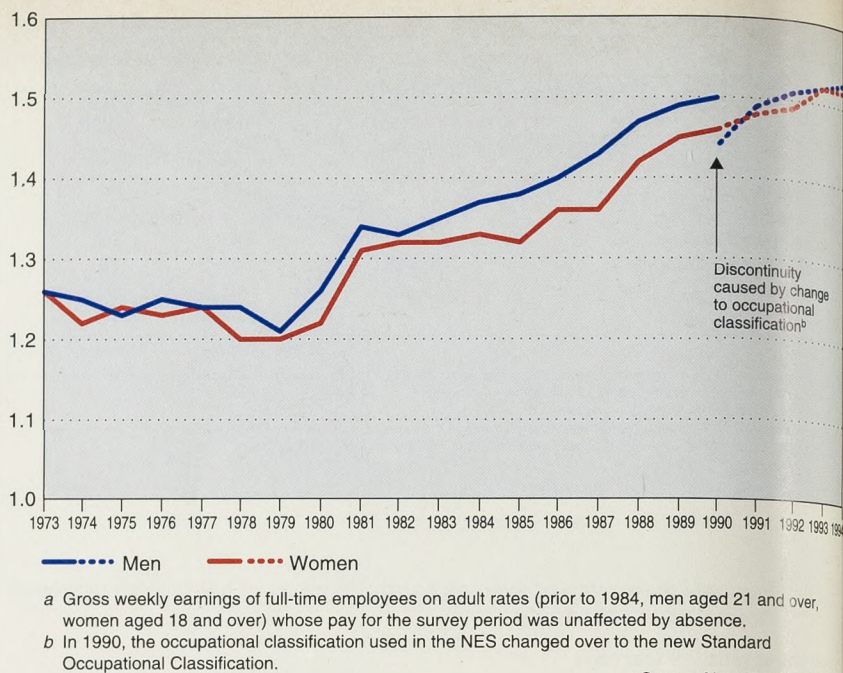
Human capital

'Human capital' is the term given to the skills and experience that an individual brings to his or her job. Relative wage flexibility is important if wages are to provide the incentives for individuals and firms to invest in efficient levels of education and training. Human capital cannot be measured directly, so indirect measures are used: education, skill levels, and occupations.

The available evidence suggests that, controlling for other factors, educational wage differentials narrowed during the second half of the 1970s before widening again during the 1980s.²³

Table 6 presents estimates of wage differentials (relative to the unskilled wage) for a number of broad skill groups. These present a similar picture: differentials narrowed between 1973 and 1979, before

Figure 7 The non-manual/manual earnings^a ratio; Great Britain, April, 1973-1994



increasing quite strongly between 1979 and 1990.

The trend is similar for occupations. Figure 7 presents a very simple measure of occupational wage differentials: the ratio of non-manual to manual earnings. Again, however, it reveals the contrast between the pre-1979 and post-1979 periods. Analyses using more detailed occupational information come to similar conclusions.

Across all three measures, the evidence is broadly consistent: a reduction in the returns to human capital during the second half of the 1970s was more than reversed during the 1980s.

Throughout this period, there appears to have been a shift in labour demand in favour of more highly skilled workers.²⁴ Wage differentials should widen in response, so the narrowing of differentials during the 1970s appears at odds with this trend. One possible explanation is that incomes policies and union bargaining strategies distorted returns to human capital during the 1970s. As these distortions were removed or eased during the 1980s, differentials have reflected market forces.²⁵

Macro-economic flexibility indicators: employment and hours worked

At the macro-economic level, the relationships between employment, hours worked and output may have changed. Figure 8 graphs employment growth against output growth, with data plotted as deviations from the trend growth rate.²⁶

Since the early 1980s there appears to have been a closer correspondence between changes in employment and changes in output. Comparing the recessions of 1980-81 and 1990-91, employment levels adjusted far more quickly to falling output in the early 1990s. One possible explanation is a decline in 'labour hoarding' (i.e. where firms keep on surplus labour during downturns), which is consistent with an easing of the constraints on engagements and dismissals.

Employment appears to have become more sensitive to changes in output during the 1980s and early 1990s. Average hours

worked, on the other hand, became less responsive: the evidence suggests that most of the change in labour input (total hours worked) occurs through changes in employment, rather than average hours worked, i.e. external flexibility is more significant than internal flexibility.

Macroeconomic flexibility indicators: wages

The sensitivity of wages to labour market conditions (usually measured by the unemployment rate) is an important indicator of flexibility.

The basic data are presented in figure 9, which graphs nominal earnings growth, consumer inflation (measured by the Retail Price Index) and the implied rate of real earnings growth. The nominal earnings series was constructed from a number of sources, and is only an approximate indicator of trends. While nominal earnings growth and inflation have varied considerably over the past 25 years, real earnings growth has been more stable. Apart from 1976 and 1977, real earnings have increased every year - usually by between 1 and 4 per cent.

Unemployment does not seem to have been much of a restraining influence on real earnings. There is some correlation between the growth rates of real earnings and labour productivity, but the precise linkage is fairly weak.

Studies comparing the UK with other OECD economies tend to agree that real wages in the UK are relatively rigid, i.e. not very responsive to unemployment.²⁷ The statistical evidence on whether wage-setting behaviour has become more flexible post-1979 is mixed.²⁸

Since 1992, however, the rate of earnings growth has fallen quite sharply, reaching a low point of 3 per cent in November 1993 and remaining at or below 4 per cent since then. These are very low figures compared to recent history.

Conclusions

The key question is whether the British labour market has become more flexible. The summary in table 1 suggests that it has. In general, the evidence is stronger at the micro- than at the macro-economic level. It may take time for changes at the micro level to become clearly visible at the macro level.

There is also a gender dimension to labour market flexibility. Women are more likely to work in part-time or temporary jobs than men (and more often through choice). They also appear more likely to move between jobs.

In drawing conclusions, however, it is necessary to compare the UK with other countries and to look at both the factors behind flexibility and at the consequences for labour market performance.

Figure 9 Average earnings growth and consumer price inflation; United Kingdom 1967-1993

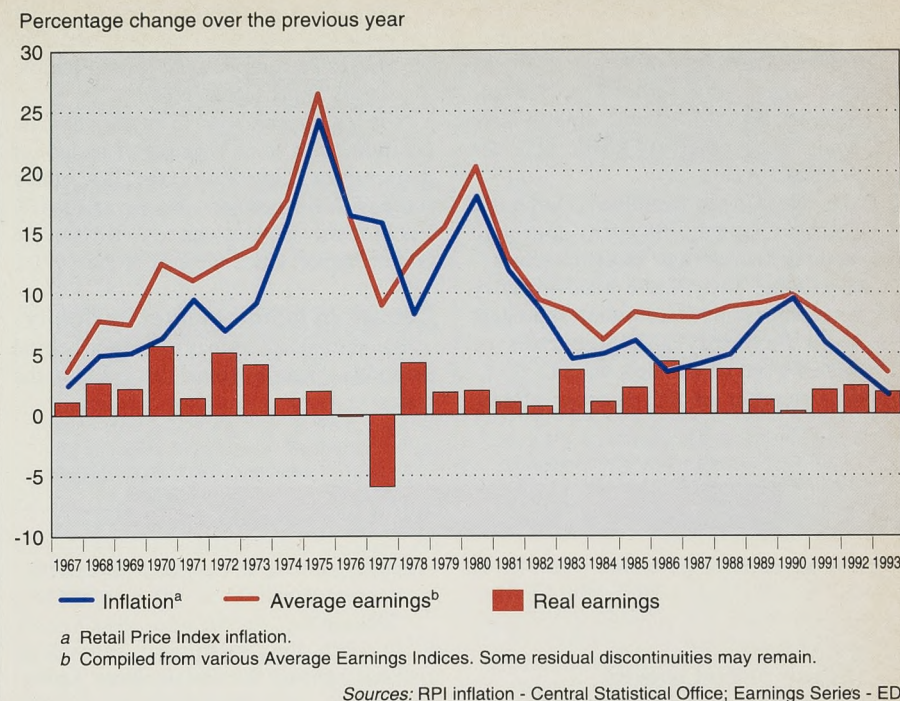
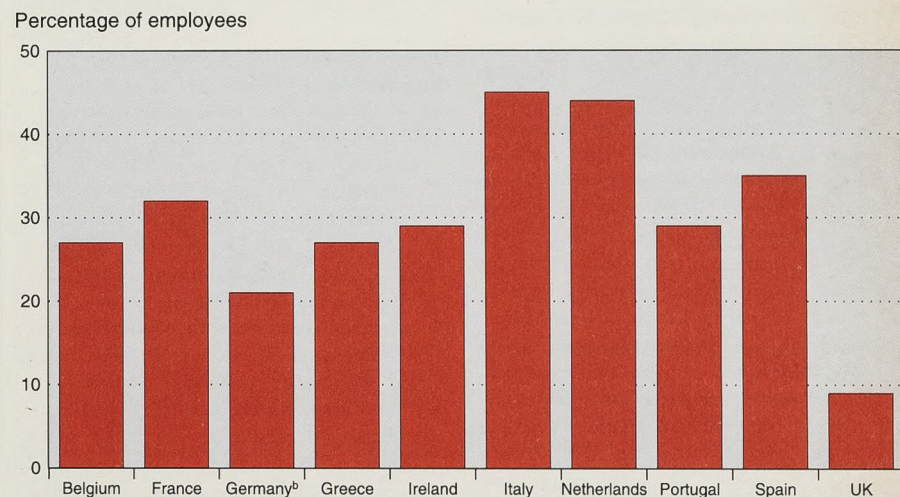


Figure 10 EU employers' perceptions of labour market inflexibility^a in 1989



a Percentage of employers who thought that 'insufficient flexibility in hiring and shedding labour (i.e. necessary redundancies/dismissals and new recruitment may be costly)' was a very important reason for them not being able to employ more people.
b West Germany only.

International comparisons

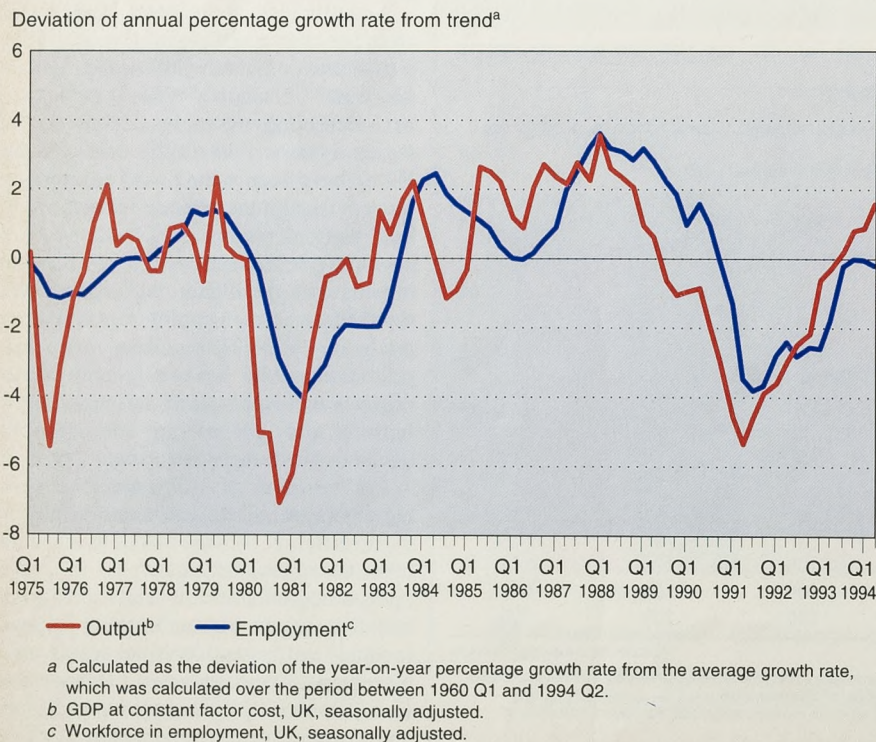
Differences between countries can often be very significant. For example, the burden of labour market regulation appears to be much lighter in the UK than in most other European Community member states. Figure 10 presents results from an EU-wide survey of manufacturing employers. It shows that inflexibility in taking on and dismissing staff is seen as less of a problem in the UK than elsewhere. Similarly, the UK has relatively low proportions of involuntary part-time and temporary workers.²⁹ Less regulation may also explain why the

UK has a more diverse pattern of working hours than any other EC member state.³⁰

To a large extent, different means of securing flexibility have evolved in different countries:

- In the USA, the absence of labour market regulation has produced a great deal of external flexibility. Labour is also highly mobile. Hence there is less need for internal flexibility. Wages tend to be more flexible than elsewhere at the micro level, although this may not be the case at the macro level.
- Japan and Germany are similar in a

Figure 8 Deviations of output and employment growth from trend; United Kingdom 1975-1994



number of respects. There is considerable aggregate wage flexibility in both countries. At the micro level, the emphasis is on internal rather than external flexibility (although in Japan, this may only apply in larger enterprises). As a result, employment tends to be relatively stable over the business cycle.

- The **Nordic economies** (Denmark, Finland, Norway, Sweden) appear to have little relative wage flexibility. However, they have traditionally compensated for this through aggregate wage flexibility and high rates of mobility out of unemployment.
- In a number of EU member states,

flexibility tends to be limited at the micro level. Labour market regulation may be an important factor. The evidence suggests that this may not always be compensated for by flexible wages at the macro level.

The UK appears to be in an intermediate position, with some features of its labour market resembling those of the USA, others those of its EU partners. However, the UK has probably moved closer to a US-style labour market since the end of the 1970s.

Causes of labour market flexibility

Four broad factors may have been behind the move towards greater flexibility in the UK:

- **Changes in product markets** More competitive product markets, both nationally and globally, have sharpened the incentives for firms to seek greater flexibility.
- **Changes in the production process** Changes in technology – defined in its widest sense – have created pressures for new working arrangements.
- **Changes in labour demand and supply** Changes in the types of employment available (structure of labour demand) have reinforced the importance of relative wage flexibility and mobility. Similarly, long-term changes in the composition of labour supply – especially increased participation by women – have significant implications for the range of working patterns offered by employers.
- **Government policies** A whole range of policies may have encouraged greater flexibility. These are summarised in the box, left.

Consequences of labour market flexibility

In general, it is difficult to establish precise linkages between measures of flexibility and labour market outcomes.

Key indicators of labour market performance reveal a mixed picture, but one with encouraging signs. In terms of participation and employment opportunities, the UK does especially well by EC standards, and reasonably well by worldwide standards.

Unemployment is still high, but began to fall much sooner during the current recovery than in the early 1980s. After the early 1980s recession, output growth resumed in 1981, but unemployment did not peak until 1986. During the current recovery, the lag between the resumption of output growth and falling unemployment was less than a year.³¹ This may in part be the result of greater flexibility among the unemployed (in terms of job search, wage expectations etc.) induced by active labour market policies.

There is also evidence that the UK's productivity performance has improved. Productivity growth has increased since the end of the 1970s. Given the worldwide productivity slowdown, the UK's relative performance has almost certainly improved.³²

Greater flexibility will be only one factor behind these trends, but it may be one of the most important.

In the long term, whether these indications of improved labour efficiency lead to sustained increases in output and employment depend on a number of factors. The growth of aggregate earnings is a key variable. The next few years will be an important test of whether greater flexibility at the micro level feeds through into greater wage flexibility at the macro level. ■

Government policies

A wide range of government policies is likely to have enhanced labour market flexibility. Below is a summary of the main policy changes.

Labour market policies

Since 1979, the Government has regarded pay as a matter for employers and employees to determine in the light of their particular circumstances.

- **Labour market deregulation.** Examples include: the repeal of Section 11 of the 1975 Employment Protection Act; reform and subsequent abolition of the Wages Councils; the progressive extension, between 1980 and 1985, of the length of time employees have to serve before they can make an application to an Industrial Tribunal for unfair dismissal; and the removal of outdated restrictions on the working hours of young people and women.
- **Reform of industrial relations legislation.** A wide-ranging programme designed: to reform the conduct of industrial relations, create a fairer balance under the law between the interests of employers and employees, and give greater weight to the views of individual union members.
- **Active labour market policies** which enable unemployed people to compete more effectively in the labour market. The main elements are the role of the Employment Service in providing information and support to the unemployed, and a regime which ensures that receipt of unemployment benefits is tied to active jobsearch and availability for work. Training and enterprise programmes have also been developed to meet the needs of the unemployed and other groups (e.g. women returners).

Macro-economic policies

- Macro-economic policies are important in shaping the overall economic climate. The key feature of macro-economic

policy since 1979 has been the greater weight attached to the control of inflation.

- In 1992, the Government adopted a target range for Retail Price Index inflation (excluding mortgage interest payments) of 1-4 per cent. *Figure 9* shows that inflation rates during the 1980s and early 1990s have, on average, been much lower than during the 1970s.

Promotion of enterprise and other supply-side policies

- Policies to promote enterprise have included measures to help people become self-employed (such as the Business Start Up Scheme and its predecessor, the Enterprise Allowance Scheme). The Deregulation Initiative has also removed many unnecessary burdens on business.
- Government policies aimed at promoting competition in product markets, such as support for the Single Market.
- **Tax and social security policies.** Measures aimed to improve work incentives, promote enterprise, and reduce barriers to labour mobility. Examples include: reductions in marginal Income Tax rates; major changes to the structure of benefits, which have removed most of the worst unemployment traps in the benefits system; and legislation to make it easier for people to transfer occupational pensions between jobs.
- **Reform of the public sector.** The Government has introduced greater decentralisation and flexibility into public sector pay and employment, such as the delegation of Civil Service pay and grading to departments. This is part of a wider programme of change which has encompassed privatisation of most state utilities, the contracting out of many central and local government services, and measures to improve the efficiency of public services.

Footnotes

1. Beatson, M: *Labour Market Flexibility*, Employment Department Research Series, forthcoming, 1995.

2. The author currently works at the Treasury, although the research on which the article is based was carried out during his previous employment in the Economics, Research and Evaluation Division of the Employment Department.

3. *The OECD Jobs Study: Unemployment in the OECD Area 1950-1995*, OECD, Paris 1994.

4. *Growth, Competitiveness, Employment: The Challenges and Ways Forward into the 21st Century*, Commission of the European Communities, Brussels, 1993.

5. These definitions resemble closely the concepts of flexibility on the extensive and intensive margin developed by Hart (see Hart R: *Working Time and Employment*, Allen and Unwin, 1987).

6. Employers do not have to pay National Insurance contributions for employees earning less than the lower earnings limit, currently £56 per week. In addition, employees who worked for 16 hours a week or less had to serve a longer qualifying period in order to qualify for a statutory redundancy payment, or to file an application for unfair dismissal. The Government recently announced its intention to amend the latter regulations.

7. Further details on the quantitative part of the project, a major survey of establishments, can be found in A McGregor and A Sproull: *Employers' Labour Use Strategies: Analysis of A National Survey*, Employment Department Research Paper No.83, 1991. A series of qualitative case studies following up the main survey were reported in L Hunter and J McInnes: *Employers' Labour Use Strategies - Case Studies*, Employment Department Research Paper No. 87, 1991.

8. A recent survey of employers looked at the impact of the statutory redundancy payments scheme (Spilsbury D, McIntosh A and Banerji J: 'Redundancies and the statutory redundancy payments scheme: results from a survey of employers', *Employment Gazette*, July 1993, pp 313-325). Survey evidence on the impact of unfair dismissal legislation is restricted to a survey of employers in manufacturing industry dating from the mid 1970s, which found very little effect (see Daniel W and Stilgoe E: *The Impact of Employment Protection Law*, Policy Studies Institute, Broadsheet Vol. XLIV, No. 577, June 1978). A number of econometric studies have also found small (negative) effects on employment levels (see Burgess S: 'Employment adjustment in UK manufacturing', *Economic Journal*, Vol. 98, No. 389, March 1988, pp 81-103; Burgess S and Nickell S: 'Labour turnover in UK manufacturing', *Economica*, Vol. 57, No. 227, August 1990, pp 295-318); Burgess S: 'Labour demand, quantity constraints or matching: the determination of employment in the absence of market clearing', *European Economic Review*, Vol. 37, No. 7, October 1993, pp 1295-1314).

9. Part-time employees were excluded from this analysis because the New Earnings Survey does not cover all part-time employees.

10. The one exception to this pattern was 1980-81, when government programmes subsidised short-time work as an alternative to redundancies.

11. Relevant sources are a one-off survey of employees carried out on behalf of the Employment Department in 1990 (see Wareing

A: 'Working arrangements and patterns of working hours in Britain', *Employment Gazette*, March 1992, pp 88-100), and analyses of the Spring 1993 LFS (Watson G: 'The flexible workforce and patterns of working hours in the UK', *Employment Gazette*, July 1994, pp 239-248).

12. Reservoirism, or a zero hours contract, is when the employee supplies labour on request. The employer only pays for the hours worked, with no prior commitment to pay for a set number of hours.

13. The surveys in question were a regular survey of the adult population, the 1989 British Social Attitudes Survey, and a one-off survey commissioned by the Equal Opportunities Commission (see Marsh C: *Hours of Work of Men and Women in Britain*, Equal Opportunities Commission Research Series, HMSO, 1991), also conducted in 1989.

14. The most reliable source of evidence is Daniel's analysis of the 1984 WIRS (see Daniel W: *Workplace Industrial Relations and Technical Change*, Frances Pinter, London, 1987).

15. Men aged 16-64, women aged 16-59.

16. Where industry was measured at the one-digit Divisional level of the 1980 Standard Industrial Classification.

17. An individual's earnings will, in general, depend upon a large number of factors. Researchers attempt to separate out these effects and quantify the impact of each factor, usually by regression analysis. The results can be used to compute the wage differential due to any particular attribute (eg. region, occupation) when all other factors are held constant. These wage differentials are known as controlled (or *ceteris paribus*) wage differentials.

18. See Moghadam R, *Wage Determination: An Assessment of Returns to Education, Occupation, Region and Industry in Great Britain*, CEP Discussion Paper No. 8, August 1990; and Blanchflower D and Freeman R: 'Did the Thatcher Reforms Change British Labour Market Performance?' in Barren R (ed): *The UK Labour Market: Comparative Aspects and Institutional Developments*, Cambridge University Press, London, 1994, pp 51-92.

19. See, for example, Hyclak T and Johnes G: 'Regional wage inflation and unemployment dynamics in Great Britain', *Scottish Journal of Political Economy*, Vol. 39, No. 2, May 1992, pp 188-200; Pissarides C and McMaster I, *op cit*; Jackman R and Savouri S: *Regional Wage Determination in Great Britain*, CEP Discussion Paper No. 47, July 1991; Blackaby D and Manning N: 'Regional earnings and unemployment - a simultaneous approach', *Oxford Bulletin of Economics and Statistics*, Vol. 54, No. 4, November 1992, pp 481-501.

20. See Moghadam R, *op cit*; Haskel J and Martin C: *Non-Competitive Wage Determination, Firms and the Inter-Industry Wage Structure*, Queen Mary and Westfield College Economics Department Paper No. 325, June 1991; Hildreth A: *Investigating Alternative Explanations for Inter-Industry Wage Differentials*, CEP Seminar paper, April 1993.

21. See Lawson T: 'On the stability of the inter-industry structure of earnings in the UK: 1954-1978', *Cambridge Journal of Economics*, Vol. 6, No. 3, September 1982, pp 249-266; Pissarides C and Moghadam R: *Relative wage flexibility in four countries*, CLE Discussion Paper No. 331, January 1989;

and Lee K and Pesaran M: 'The role of sectoral interaction in wage determination in the UK economy', *Economic Journal*, Vol. 103, January 1993, pp 21-55.

22. Henley A: *Industrial Earnings Flexibility: An International Comparison*, University of Kent Studies in Economics, No. 89/17, November 1989.

23. See Moghadam R, *op cit*; Schmitt J: *The Changing Structure of Male Earnings in Britain, 1974-88*, CEP Working Paper No. 223, 1992; Blanchflower D and Freeman R, *op cit*.

24. See, for example, Machin S, *Changes in the Relative Demand for Skills in the UK Labour Market*, CEPR Discussion Paper No. 952, April 1994.

25. The other explanation would be that the demand and supply of different types of labour changed dramatically between the 1970s and 1980s. However, the evidence on trends in demand and supply (Machin S, *op cit*; Schmitt J, *op cit*) does not appear to support this view.

26. Although the detrending procedure used was somewhat crude, the series capture the essential features of the data.

27. See Grubb D, Jackman R and Layard R: 'Wage rigidity and unemployment in OECD countries', *European Economic Review*, March/April 1983; D Coe: 'Nominal wages, the NAIRU and wage flexibility', *OECD Economic Studies*, Vol. 6, 1985, pp 87-126; Newell A and Symons J: *Wages and Employment in the OECD Countries*, CLE Discussion Paper No. 219, May 1986; Alogoskoufis G and Manning A: 'On the persistence of unemployment', *Economic Policy*, No. 7 1988; Layard R, Nickell S, and Jackman R: *Unemployment: Macroeconomic Performance and the Labour Market*, Oxford University Press, 1991; Anderton R, Barrrell R, Veld J, and Pittis N: 'Forward-Looking wages and nominal inertia in the ERM', *National Institute Economic Review*, August 1992; Elmeskov J and Pichelmann K: 'Interpreting unemployment - the role of labour force participation', *OECD Economic Studies*, Vol.21, winter 1993, pp 137-158.

28. An OECD study found evidence that wage growth in the UK had become more responsive to both inflation and unemployment during the first half of the 1980s (Chan-Lee J, Coe D and Prywes M: 'Microeconomic changes and macroeconomic wage disinflation in the 1980s', *OECD Economic Studies*, Vol. 8, 1987, pp 121-157). However, a more recent study did not identify any such effect (Anderton R, Barrrell R, in't Veld J and Pittis N, *op cit*).

29. See Grubb D and Wells W: 'Employment regulation and patterns of work in EC countries', *OECD Economic Studies*, Vol. 21, winter 1993, pp 7-56.

30. Comparative information can be found in the European Commission's latest (1994) *Employment in Europe* report.

31. The improvement can also be seen in the relationship between unemployment and vacancies (the Beveridge curve) and measures of the 'underlying' rate of unemployment (see Elmeskov J: *High and Persistent Unemployment: Assessment of the Problem and its Causes*, OECD Economics Department Working Paper No. 132, Paris, 1993).

32. Statistical data for OECD countries can be found in the June 1994 *Economic Outlook*, OECD, Paris.

Labour Force Survey

The LFS is a nationally representative sample survey of households in the UK. For the period between 1979 and 1983, the survey was conducted biennially, in the spring. From 1983 to 1991 inclusive, the survey was conducted on an annual basis. Since spring 1992, it has taken place each quarter. Unless otherwise stated, LFS results quoted in this article use data from the spring surveys.

Information on economic activity and labour market behaviour is collected for each person aged 16 and over in the household. In total, each survey contains data on about 160,000 individuals. The data is collected through face-to-face and telephone interviews, and response rates tend to be high. For about a third of individuals, however, data is collected through proxy responses, where someone else in the household provides information on behalf of the individual concerned.

The comparability of survey results over time is complicated by changes to questionnaire design as well as changes in definition. A major change in the definition of economic activity was introduced in the 1984 survey, when the measure of unemployment was changed to that used by the ILO. Data from 1984 onwards are generally comparable. Although a small discontinuity was introduced into the series in spring 1992, when the survey identified unpaid family workers for the first time, this does not significantly affect the main trends.

Each EC member state is required to conduct regular Labour Force Surveys, and these are designed to be comparable.

Retrospective data

In addition to the usual questions on respondents' current activity, the spring LFS also asks respondents about their status one year previously.

Comparisons of respondents' status

at the time of the survey with their position a year previously indicate whether or not a respondents' circumstances have changed. However, they are still comparisons of two 'snapshots'. They are not estimates of flows.

Respondents may not recall with complete accuracy their situation a year previously, especially proxy responses. For this reason, cell sizes of less than 30,000 are not reported.

Between 1985 and 1991 respondents who had changed address were asked of their move was 'job-related'. This question has proved difficult to interpret. For example, while an employee who moved from one part of the country to another at the behest of their employer would regard their own move as job-related, it is not clear how any spouse or adult dependent who moved with them would respond to this question. The ambiguities surrounding this question led to it being discontinued after the 1991 LFS.

Workplace Industrial Relations Survey (WIRS)

This survey series is sponsored jointly by the Employment Department, the Policy Studies Institute, the Economic and Social Research Council, and the Advisory, Conciliation and Arbitration Service. Surveys were carried out in 1980, 1984 and 1990.

WIRS is a nationally representative survey of all establishments (workplaces) with 25 or more employees. The sampling frame is the Census of Employment. The survey covers England, Scotland and Wales and all industries except agriculture, forestry, fishing and deep coal mining. Around 2,000 establishments are interviewed in each survey, and the response rate has been consistently high (83 per cent in 1990).

The survey consists of a main questionnaire administered to the most senior manager at the establishment

responsible for personnel or industrial relations issues. In addition, interviews are held with employee representatives and, sometimes, other managers at the workplace.

New Earnings Survey

The NES is conducted by the Employment Department, and is the most comprehensive source of information on earnings in Britain. The survey takes place in April of each year, and has been conducted annually since 1970.

The NES is a survey of employers, but collects data on the earnings of individual employees. Employers are asked to fill in the survey form for specified individuals, who have been chosen on the basis of their National Insurance number. The sample of employees is random and nationally representative. Combined with the large sample size and a high response rate, this means that the earnings of individuals can be analysed in some detail. There is, however, one gap in the NES's coverage. Employees earning less than the threshold for paying income tax are not automatically included in the survey. In practice this means that NES results for part-time employees and young people may not be fully representative.

There are two minor discontinuities in the data. One is that the NES results up to and including 1983 refer to male full-time employees aged 21 and over, and female full-time employees aged 18 and over, whereas, from 1984 onwards, the results refer to all full-time employees on adult rates. The second discontinuity arises from a change in occupational classification in 1990. This only affects estimates for manual and non-manual employees; estimates reported for all full-time employees are unaffected.

Further details on the general design of the NES, along with the questionnaire, can be found in part A of the annual survey report.

Apprentices and other long-term trainees - data from the LFS and other surveys

Key findings

- During most of the long history of apprenticeship, there was some form of binding contract between apprentice and employer. In recent years the concept of apprenticeship has been less formally defined.
- According to the Labour Force Survey, the number of people identifying themselves as apprentices in Great Britain fell sharply from 325,000 in 1992 to 216,000 in 1994.
- It is too soon to say whether this is a delayed cyclical effect (due to reduced investment in training during the recession which ended in 1992), or a more deep-seated change.
- More than half of all apprenticeships are in the Craft and Related occupations traditionally associated with apprenticeships.
- There are more apprentices in the Production and Construction sectors combined than in Services. As a proportion of employees in each sector, apprentices are more likely to be found in Production and, especially, Construction.
- The proportion of apprenticeships filled by women has risen slightly during the years since 1984, from 16 per cent to 21 per cent in 1994.
- Apprenticeship is more common in Scotland than in England and Wales.
- Some 68 per cent of apprenticeships lead to a recognised qualification.
- A third of all apprentices report that they are also on a Government programme.
- The best features of apprenticeship are to be made widely available through the new 'Modern Apprenticeships', which will offer training to National Vocational Qualification (NVQ) Level 3 or above in a wide variety of occupations in both non-traditional and traditional apprenticeship sectors.



The number of apprentices in Great Britain fell by a third between 1992 and 1994 to stand at 216,000. Is this part of a long-term trend, and how comparable are different surveys on this topic?

Using data from the 1994 Labour Force Survey, this article examines apprenticeships in relation to industrial sectors, occupation, age, gender and region, and draws distinctions between LFS and other survey results.

By Steve Leman, Economics, Research and Evaluation Division, and Tricia Williams, Statistical Services Division, Employment Department

Introduction

THIS ARTICLE begins by examining how definitions of apprenticeship have changed over time, and how differing definitions today may affect the statistical picture of apprenticeship. Some counts and surveys refer to 'apprentices' as 'apprentices and other long-term trainees'. There follows an account of apprentice numbers since the 1960s, and a discussion of how apprentices (as recorded in the available surveys) are distributed by industrial sector, occupation, age, gender and by region. Entry qualifications, content, and target qualifications are described and quantified, and finally, the article gives a brief account of the new Modern Apprenticeships initiative.

All statistics in this article refer to Great Britain unless otherwise stated, and the article draws mainly on data from the

Labour Force Survey (LFS), which uses a self-reported identification of apprentices.

Commentators on the British training scene, such as H F Gospel (*Gospel*, 1994), have argued that the traditional apprenticeship has been in long-term decline since the 1960s or 1970s. In contrast, the LFS (the main source of apprenticeship statistics available today) showed no marked decline from 1979 to 1992, perhaps because respondents interpreted the term 'apprenticeship' very broadly. Since 1993, however, the LFS has shown a marked downward trend in apprentice numbers (*table 1* and *figure 1*).

Apprenticeship defined

Traditionally, an apprenticeship was characterised by a relationship under which the apprentice promised to serve an employer, who in return promised

instruction to the apprentice. This relationship was common to all the historic phases of apprenticeship: from the medieval guild model, through the statutory apprenticeship system introduced in Elizabethan times, to the voluntary arrangements after 1814 and the sectorally-agreed schemes administered by joint employer/union bodies after 1945. There was variation over time and between industries as to whether or not these mutual promises were embodied in written contracts or indentures (and whether or not the promises were honoured!).

Today, only a minority of apprenticeships still have formal, written agreements such as indentures. The new arrangements for Modern Apprenticeships will reinstate a formal training agreement between employer and trainee. This will define their obligations to one another and set out the nature of the training. Employers, Training and Enterprise Councils and Industry Training Organisations, supported by Government, are developing apprenticeships covering most occupations. The first prototypes began in September 1994.

The learning gained during an apprenticeship was traditionally recognised through a 'skilled ticket' at the end of a prescribed period of time. Today, although a typical apprentice might need at least three years' training, time-serving as such is not recognised as an indication of skills attained. Most apprentices work towards recognised qualifications, certifying their attainment of specified knowledge and competence.

Modern Apprenticeships will build on the best aspects of the traditional apprenticeship system, but will in general demand higher standards. They will not

include a time-serving element as such; the emphasis is on quality training and the completion of a National Vocational Qualification (NVQ). However, on average a Modern Apprenticeship will take three years, with 18 months on average for accelerated Modern Apprenticeships (available for those leaving school or college aged 18 or 19 with higher qualifications). Some existing apprenticeships have aimed at standards equivalent to NVQ Level 2; all Modern Apprenticeships aim at NVQ Level 3 or 4, plus core skills including IT, numeracy and communication.

Survey methods for counting apprentices

In the absence of formal definitions of apprenticeship in most industry sectors, apprenticeship status is self-reported by respondents to government statistical surveys, and hence self-defined. The main surveys currently used to count apprentices are the LFS and the Youth Cohort Study (YCS). Individuals who take part are asked if they are on a recognised trade apprenticeship, but when answering they seem to define apprenticeship in a very broad sense. This broad coverage is demonstrated in the following:

- apprenticeships are reported in some sectors and occupations which, by a traditional definition, would be seen as having no apprenticeship arrangement. Nevertheless, the self-definition of, for example, trainee accountancy technicians as apprentices is not really surprising since (like a 'craft apprenticeship'), a 'professional apprenticeship' has the characteristics of learning while working, aiming for a qualification, and taking a lower wage than a qualified person;
- in the manufacturing sector, employers reported fewer apprenticeships than are reported by individuals in the LFS. The perceptions of employers and employees have diverged, although it is not possible to say which perception is correct. Until 1990 there was a statistical series, derived from a regular employer survey (the 'L' returns), which counted apprentices and other long-term trainees in manufacturing. In 1979 this survey recorded a similar number of manufacturing apprentices to that reported by the LFS, but by 1990 was recording only half the LFS total. This divergence is partly explained by the difference in

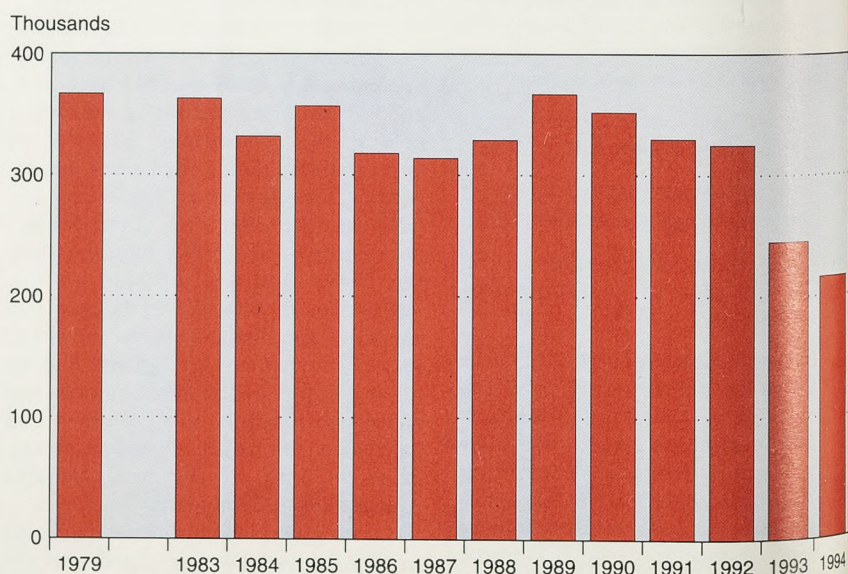
Table 2 Apprentices by age

Spring 1994, Great Britain		
Age	000s	Per cent
16 to 19	135	62
20 to 24	60	28
25 to 39	20	9
40 to 59 women/64 men	*	*
All	216	100

* Fewer than 10,000 in cell: estimate not shown.

Source: Labour Force Survey

Figure 1 Number of apprentices; Great Britain, spring 1979-1994



Source: Labour Force Survey

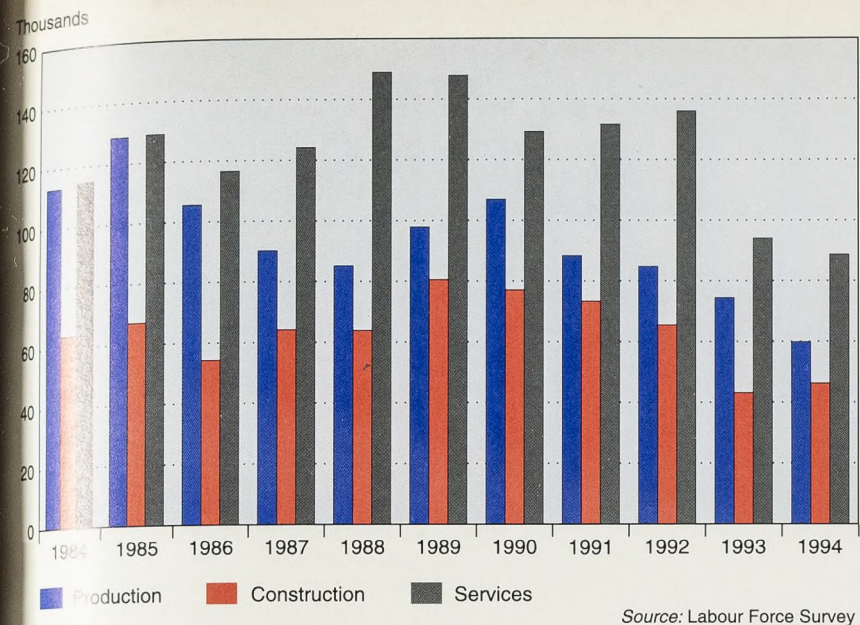
Table 1 Number of apprentices^a 1979-1994

Spring of each year	Great Britain
Year	000s
1979	367
1983	363
1984	332
1985	357
1986	318
1987	314
1988	329
1989	367
1990	352
1991	330
1992	325
1993	245
1994	216

Source: Labour Force Survey

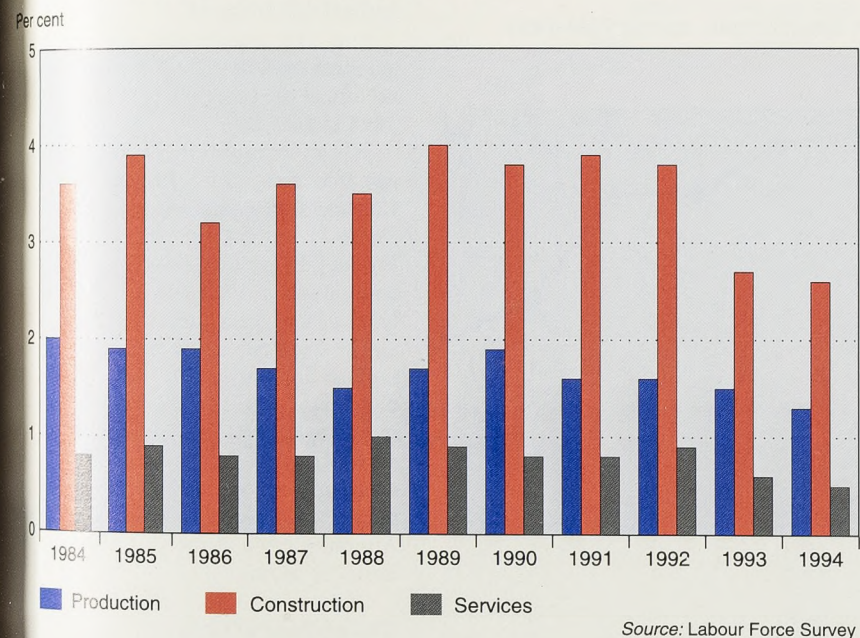
^a 'Apprentices' cover people of working age, men aged 16 to 64 and women aged 16 to 59, who classify themselves as apprentices.

Figure 2a Number of apprentices by industrial sector; Great Britain, spring 1984-1994



Source: Labour Force Survey

Figure 2b Apprentices as a percentage of those in employment by industrial sector; Great Britain, spring 1984-1994



Source: Labour Force Survey

Table 3 Entrants to apprenticeships 1962-1974

Year	Great Britain	
	School leavers entering apprenticeships (000s)	Per cent of all school leavers entering first employment
1962	143	23.0
1966	131	24.6
1970	121	25.6
1974	134	26.1

Source: Careers Offices Information System

coverage: the 'L' returns excluded trainees on government schemes;

- some 7 per cent of people reporting themselves as apprentices are not 'in employment' according to the LFS definition; the majority of these are classified as students;¹
- people of a wide range of ages describe themselves as apprentices, as well as the younger workers who have been traditionally associated with the term (table 2).

Until 1974, Careers Offices collected data on annual flows into apprenticeship by logging the first destinations of all young labour market entrants on leaving school. Full coverage of those entering apprenticeships as their first job was possible because at that time young people were required to visit a Careers Office to obtain a National Insurance card.

The New Entrants to Employment Survey (NEES) was introduced in 1978 to collect sample data from Careers Offices which included entrance into apprenticeships and 'other learnerships'. These sources could not, of course, include people who entered an apprenticeship as a second or subsequent job; by 1983 they also excluded those who began their apprenticeship by joining a Youth Training Scheme.

In contrast, the LFS and YCS record stocks rather than flows and are sample surveys rather than administrative systems.

Trends in apprenticeship numbers over time

Until 1983, the data from Careers Offices enabled apprentices to be counted as a proportion of all those entering employment. This data showed that from the mid-1970s there was a steady decline in apprentices as a proportion of all those entering employment (table 3 and 4).

Since 1983 no statistics have been collected which enable an estimation of the year in which each apprenticeship began. The LFS, for example, gives a stock number for the number of people undertaking an apprenticeship at the time of the survey, rather than a flow number.

The LFS figures show that, having fluctuated around 340,000 from 1979 to 1992, the number of apprentices had fallen

Table 4 Entrants to apprenticeships 1979-1983: 16 year-old school leavers

Year	England and Wales	
	Per cent of 16 year-olds entering first employment	
1978	24.6	
1980	23.3	
1983 ^a	16.9	

Source: New Entrants to Employment Survey

^a Excludes those on Youth Training Schemes.

to 216,000 by spring 1994 (figure 1).

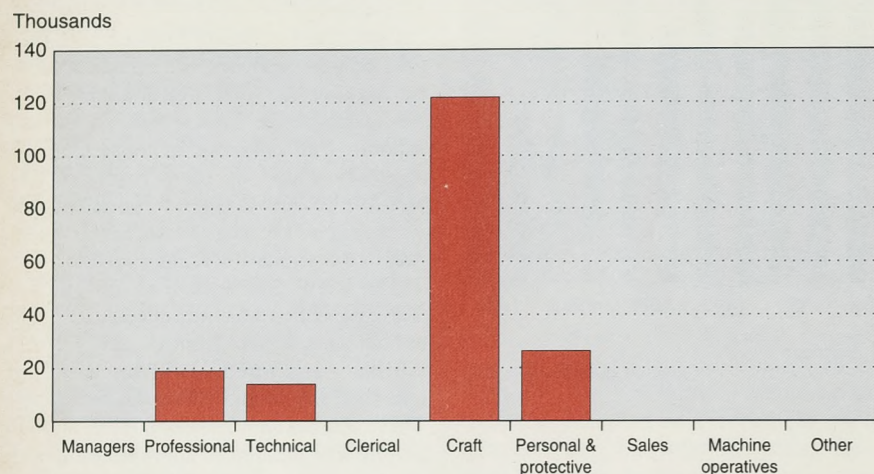
The decline in apprentice numbers may have been affected by any or all of the following long-run factors:

- an increasing reliance by employers on 'growing their own' trained workforce with specific skills through

internal labour market arrangements, rather than using the broad 'occupational' skilled labour pool associated with apprenticeship;

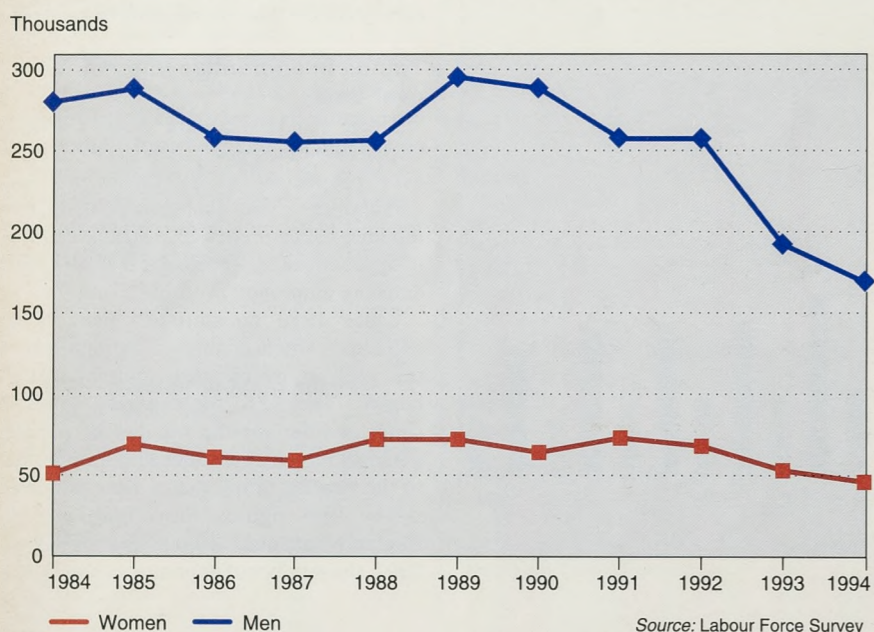
- a tendency for employers to shift some of their training costs onto the state by recruiting young people at 18 rather

Figure 3 Distribution of apprentices by occupation; Great Britain, spring 1994



Note: Where there are fewer than 10,000 in a cell the estimate is not shown Source: Labour Force Survey

Figure 4 Number of apprentices by gender; Great Britain, spring 1984-1994



Source: Labour Force Survey

Table 5 Apprentices: industrial sector changes 1984-1994

Year	Great Britain					
	Production		Construction		Services	
	000s	Per cent ^a	000s	Per cent ^a	000s	Per cent ^a
1984	113	2.0	64	3.6	115	0.8
1994	60	1.3	46	2.6	89	0.5

^a Base is all those in employment, of working age, in sector.

Source: Labour Force Survey

than 16, when they have benefited from two more years of full-time education and may be coming into the company with more experience and relevant qualifications;

- a shift towards flexible training arrangements not classed as apprenticeships;
 - the decline in the membership and influence of trade unions, which formerly provided a strong institutional support to the apprenticeship system.
- In addition, other factors have become manifest since the late 1980s which may have had a particularly strong effect on the decline in apprentice numbers since 1992:

- the fall in the number of 16 to 17 year olds in the population since the 1980s;
 - the increasing proportion of young people staying in full-time education beyond the age of 16;
 - a delayed impact of the recession which ended in 1992, reducing employers' willingness to take on recruits for apprenticeship training.
- Analysis shows that fluctuations in the number of apprentices recorded in the LFS from 1984 to 1991 closely follow the peaks and troughs in cyclical economic indicators.

Industrial sectors

The LFS shows that the number of apprentices fell in all broad industrial sectors of the economy between 1984 and 1994 (figure 2a).²

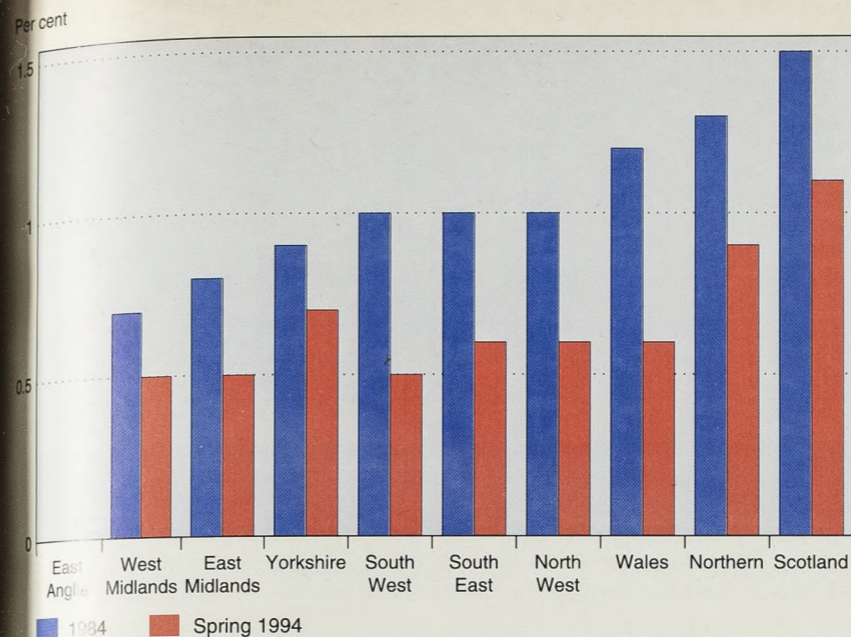
While, overall, there are still more apprentices in Production and Construction combined than in Services (table 5), the decline was steepest in the Production sector: here, the number of apprentices in 1994 was just over half the level of ten years earlier.

The Construction sector still shows the highest apprenticeship 'density', i.e. the number of apprentices in relation to the total number of those in employment in a sector (table 5, figure 2b). The statutory training levy on construction employers may partly account for this. Apprenticeship density is lowest in the Services sector.

Occupational groups

In addition to looking at industry sectors (which classify people according to the product or service provided by their company) the LFS provides data on the occupation of apprentices. Over half of apprentices in spring 1994 (58 per cent) were working in Craft and Related occupations, the traditional trade areas for apprenticeships (table 6 and figure 3). The second largest occupational group was Associate Professional and Technical, followed by Personal and Protective, which includes catering and hairdressing. Other major occupation groups have been combined because there are too few

Figure 5a Apprentices as a percentage of the workforce by region; Great Britain 1984 and 1994



Note: Where there are fewer than 10,000 in a cell the estimate is not shown Source: Labour Force Survey

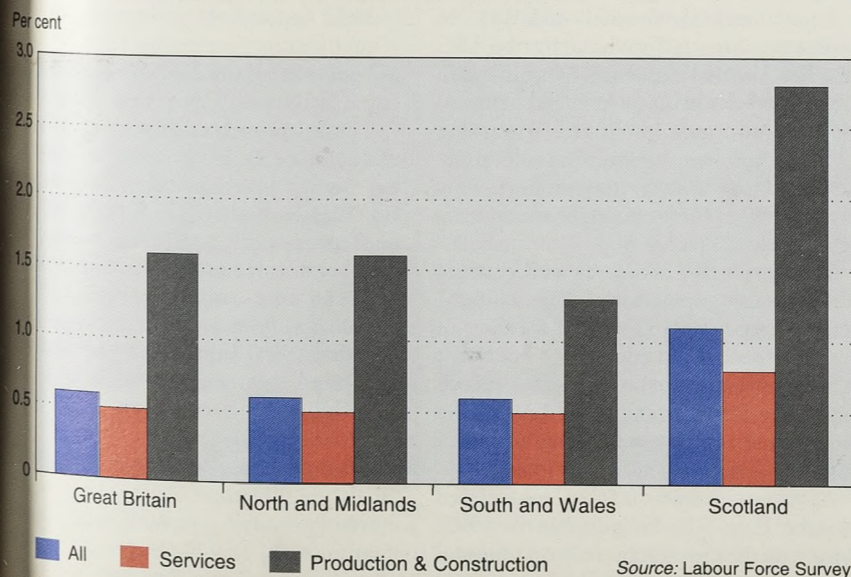
Table 6 Distribution of apprentices by occupation

Occupation groups	Great Britain, per cent		
	All	Men	Women
Managers administrators/professional/technical/clerical	19	17	29
Craft and related	58	70	*
Personal and protective	12	*	49
Sales/machine operatives/other	6	6	*
Not classified	5	*	*

* Less than 10,000 in cell: estimate not shown.

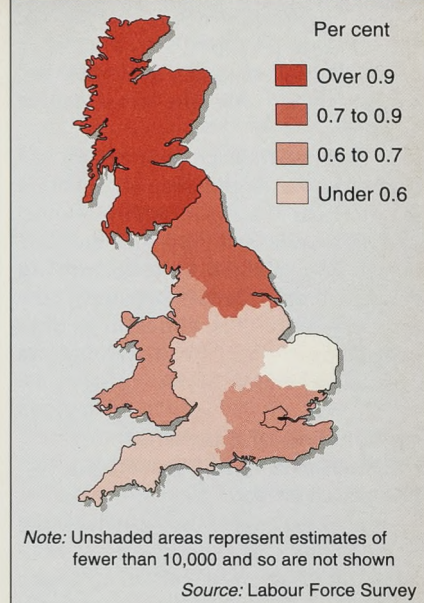
Source: Labour Force Survey

Figure 6 Apprentices as a percentage of those in employment by region and industrial sector; Great Britain, spring 1994



Source: Labour Force Survey

Figure 5b Apprentices as a percentage of the workforce by region; spring 1994



Note: Unshaded areas represent estimates of fewer than 10,000 and so are not shown

Source: Labour Force Survey

apprentices to show all these occupation groups individually. (table 6)

Looking at the 'unit' groups within the Standard Occupational Classification (SOC), the five commonest occupations for apprentices are: electricians, hairdressers, metal work/maintenance fitters, motor mechanics and carpenters.

Women and apprenticeships

Estimates from the LFS show that women increased their share of apprenticeships from 16 per cent in 1984 to 22 per cent in 1991, and have more or less maintained the 1991 level since then (table 7).

The reduction in apprentice numbers between the recent peak in 1989 and 1994 has been greater for men (75 per cent) than for women (57 per cent) (figure 4). This is probably because male apprentices are more likely to work in Production or Construction, where the fall in the number of apprentices has been greater than in Services. Nevertheless, women have not greatly increased their overall share of apprenticeships during this period.

The distribution of apprentices by occupation is different for women and men, and it appears that the traditional split in occupations is still evident. Nearly half of all women apprentices are in Personal and Protective occupations, (table 6). The largest individual group of women apprentices is in hairdressing (42 per cent).

Continues overleaf >

Regional/national differences in apprentice numbers

Apprentice numbers have fallen in all parts of Great Britain, although some regions have experienced a larger fall (measured as a proportion of those in employment) than others: the largest fall was in Wales and the smallest in Yorkshire.

In Scotland the proportion of apprentices was higher than in any other area of Great Britain in both 1984 and 1994 (figures 5a and 5b). This does not seem to be explained by differences in regional employment structure: the 'Scottish effect' is apparent within occupations in Production, in Construction and in Services (figure 6).

Typical level of academic qualifications held by entrants to apprenticeships

A recent analysis of the National Child Development Study (Booth and Satchell 1992), focusing on a cohort of young men in England and Wales who entered the labour market in the late 1970s, indicated that apprenticeships were offered to young men of higher ability than the majority of school leavers at age 16.

The YCS (Ashford and Gray, 1993) shows that this is still the case: apprentices typically have better qualifications than their contemporaries who enter the labour market at the same time. The YCS, however, also shows that currently the qualifications held by those embarking on apprenticeships tend to be lower than the average for their age cohort as a whole. Many of those with better qualifications remain in full-time education.

Length of apprenticeships

The traditional seven-year apprenticeship was typically reduced to five years after the Second World War. Further shortening was successfully resisted by trade unions until the 1960s. By the mid-1970s, the duration of apprenticeships was again coming down; Wheatley (1976) gives four years as the duration of over half of all apprenticeships, three years for one-fifth (including building crafts), and five years for less than one-fifth. He also reports a small number of two-year schemes. National Child Development Study data give a mean length of apprenticeship at 45.5 months in the late 1970s (Booth and Satchell).

LFS data for spring 1994 show that, of those apprentices who answered a question about the length of their training, the great majority were on programmes lasting two years or longer and around half (49 per cent) were on apprenticeships of more than three years' duration. There

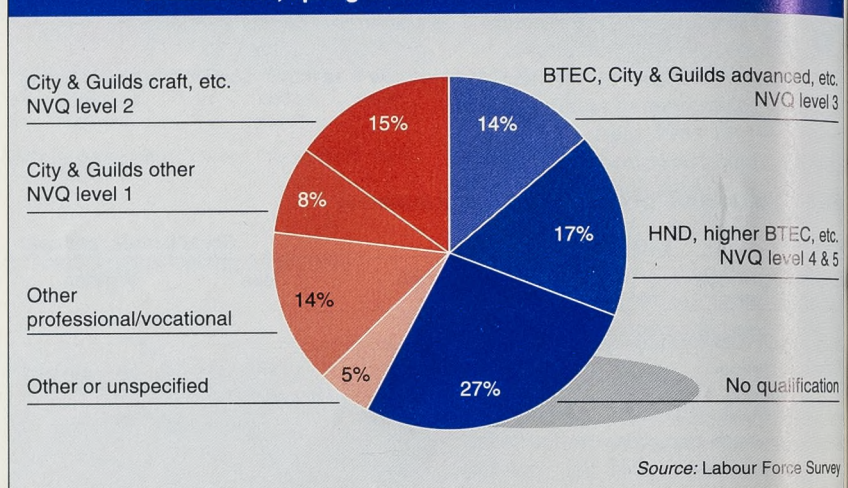
Table 7 Apprentices by gender 1984-1994

Spring of each year	Men	Women	Great Britain
Year	(000s)	(000s)	Women as a percentage of total ^a
1984	280	51	16
1985	288	69	19
1986	258	61	19
1987	256	59	19
1988	256	72	22
1989	295	72	20
1990	288	64	18
1991	257	73	22
1992	257	68	21
1993	192	53	22
1994	169	46	21

a Base: all apprentices.

Source: Labour Force Survey

Figure 7 Qualifications which apprentices are studying towards; Great Britain, spring 1994



Source: Labour Force Survey

is no further detailed breakdown of longer durations.

Quality of training

One indicator of quality in apprenticeships is provided by the LFS question on the incidence of training in the four weeks prior to interview. Of all those reporting an apprenticeship in spring 1994, 73 per cent reported training in the previous four weeks (the proportion is slightly higher for the younger apprentices aged 16 to 19) (table 8).

This proportion compares well with the working age population, where only 13 per cent received job-related training in the same period. In addition, 43 per cent of the apprentices who had not received any job-related training in the four weeks prior to interview were working towards a qualification.

A wider analysis of the job-related training data will be possible in 1995, following the introduction of an additional question in the LFS which asks if people

had received any training in the previous three months.

Apprenticeship qualifications

Most apprentices are working towards a qualification: in spring 1994, 156,000 (73 per cent) of the 216,000 apprentices in Great Britain said they were doing so.

The range of qualifications was quite wide (figure 7): 17 per cent were working for higher level qualifications such as HNC/HND, higher BTEC or SCOTVEC or degree-level qualifications such as membership of a professional institute; 14 per cent were working towards a BTEC national, City and Guilds advanced craft or other NVQ equivalent qualification; and 15 per cent were studying for a City and Guilds craft certificate or an NVQ level 2.

What are the other apprentices doing? Of the 59,000 apprentices who were not currently studying towards a recognised qualification, 26,000 (44 per cent of this group) reported that they had done some

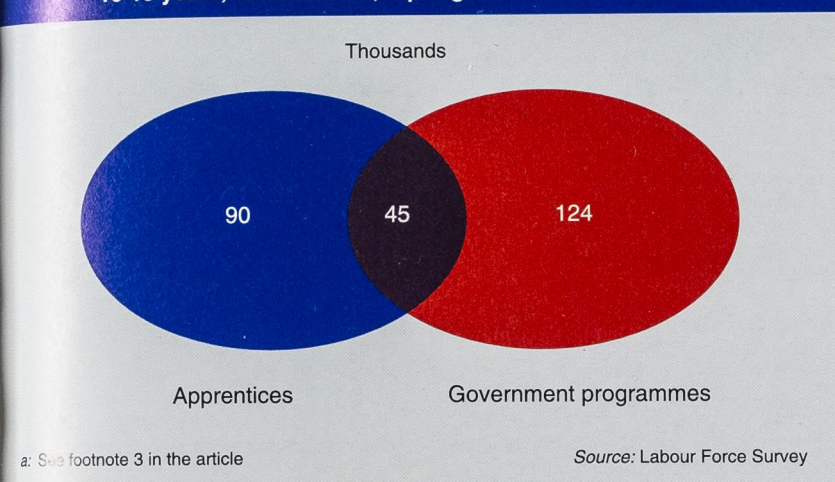
Table 8 Apprentices receiving job-related training in the previous four weeks

Age	Spring 1994, Great Britain	
	000s	Per cent ^a
16 to 19	100	74
16	14	76
17	29	72
18	32	75
19	25	76
20 to 24	41	68
25 to 39	15	72
40 to 59 women/64 men	*	*
All	157	73

a Base is all apprentices in age group. * Fewer than 10,000 in cell; estimate not shown.

Source: Labour Force Survey

Figure 8 Overlap between Government programmes and apprentices, 16-19 years; Great Britain, spring 1994



a: See footnote 3 in the article

Source: Labour Force Survey

job-related training within the previous four weeks. The question on training in the previous four weeks excludes any apprentices who were on holiday or sick over the qualifying period.

The number of apprentices not currently studying for qualifications provides another indication that some of those classifying themselves as apprentices are taking a broad view of apprenticeships.

Funding for apprenticeships

Many apprenticeships are funded entirely by employers, but often Youth Training or Youth Credits are used to help fund the first stage of (typically) a three-and-a-half-year apprenticeship.

Data from the spring 1994 LFS show that, overall, 33 per cent of 16 to 19 year old apprentices identify themselves as being on a government programme (figure 8).³

The LFS also provides information about funding for apprentices who had done off-the-job training within the previous four weeks. In spring 1994, of apprentices doing off-the-job training, 60 per cent were on training funded mainly

by their employer and 29 per cent on training funded mainly by the Government. Of those 7 per cent who were not 'in employment', and who had received training in the previous four weeks, 82 per cent were funded by the Government or by potential employers.

The YCS also makes it possible to look at the relationship between apprentices and Youth Training/Youth Credits in England and Wales.³ Data from Cohort 6, Sweep 1 of the YCS show that, for those aged 16 to 17, 40 per cent of all those on YT were also on apprenticeship, as were 28 per cent of employees outside YT. Data from Cohort 6, Sweep 2, for those aged 17 to 18, show that 41 per cent of those on YT were also on apprenticeships, as were 21 per cent of employees outside YT.

By looking at successive sweeps of the YCS (those taking part answer a questionnaire at ages 16-17, 17-18 and 18-19) it is possible to assess how far YT/Credits places are the first stage in a longer-term apprenticeship. Using data from YCS Cohort 4 (covering those aged 16 plus as at 31 July 1988) 31 per cent of

ex-YT individuals, surveyed at age 18 plus, reported that they were still on an apprenticeship (see technical note).

Modern Apprenticeships

Modern Apprenticeships are a new employer-led initiative, which aims to secure a step-change in the supply of craft, technician and supervisory skills. The training will lead to a National Vocational Qualification (NVQ) qualification at level 3 or above. Each sector of industry or service, represented by its Industry Training Organisation, working in conjunction with local Training and Enterprise Councils, will set a framework making clear the skills, knowledge and understanding the apprentice is to develop. The training plan will be formalised and underpinned by means of a written training agreement between the employer and the young person, and underwritten by the TEC. The normal starting age for candidates will be 16 or 17, but accelerated Modern Apprenticeships, usually of shorter duration, will be available to older (18- or 19-year-old) entrants who have stayed longer in full-time education and may have gained an A-level or a General National Vocational Qualification (GNVQ).

The evidence shows that numbers of apprentices have declined in recent years. However, the idea of apprenticeship has survived in the public mind and many individuals describe themselves as apprentices, although some are using a broad definition. Apprenticeship as a concept remains popular. The Modern Apprenticeship initiative will build on this fund of goodwill by building on the best aspects of traditional apprenticeship. Modern Apprenticeships hold the promise of a step change in the quality of the training of young people in Britain.

Further Information

Further information about the Labour Force Survey may be obtained from the Employment Department: for information on training and qualifications contact Statistical Services Division E1, Room N606, Moorfoot, Sheffield S6 4PQ, tel 0114 259 3489. General information about the Labour Force Survey is available from Statistical Services Division C3, Level 1, Caxton House, Tothill Street, London SW1H 9NF, or from the LFS Helpline, tel 0171-273 5585 (24 hours). Some data may be available from SSD C3 but customers requiring special tabulations may be referred to the Quantime Bureau Service, LFS service tel 0171 625 7111.

Further information about the Youth Cohort Study may be obtained from Statistical Services Division E2, W608, Moorfoot, Sheffield S6 4PQ, telephone 0114 259 4215. ■

Footnotes

1. The LFS asks people about their economic activity in the week prior to interview. This may not be the same as their longer-term economic status. In addition, it may be possible for those on long-term training to mis-classify themselves as students rather than apprentices if they are on a government training programme (see *technical note*, 'government training programmes').
2. Note that the total number of apprentices in the LFS differs from the sum of numbers in each industrial sector. The total for spring 1994 was 216,000, while the number derived from summing the numbers of apprentices in the 17 main industrial sectors was 197,000. One reason for this is that individuals on training programmes

such as Youth Training will only be asked the sector question if they have employed status and are not on a college-based training programme when surveyed.

3. Both the LFS and the YCS underestimate the numbers on government training programmes: the actual proportion of those identifying themselves as apprentices who are on such programmes may be larger than stated.

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Technical note

THE LABOUR FORCE SURVEY

The Labour Force Survey is a quarterly sample survey of around 60,000 households. Between 1984 and 1991, the survey was carried out annually, with results published relating to the March to May quarter. Prior to this the survey was conducted every two years.

The sample design and interviewing for the survey are carried out on behalf of the Employment Department by the Social Survey Division of the Office of Population Censuses and Surveys (OPCS).

The questionnaire covers a wide range of demographic and employment-related information. Questions about economic activity - paid work etc - are asked of all people aged 16 or over, and relate to a specified reference period (normally a period of one week or four weeks, depending on the topic) immediately prior to the interview.

Concepts and definitions

Economic activity classification

People in **employment** are those aged 16 and over who did some paid work in the reference week (whether as an employee or self-employed), those who had a job that they were temporarily away from (on holiday for example), those on government employment or training programmes, and unpaid family workers.

Unemployed people (based on the internationally recognised ILO measure of unemployment, laid down by the International Labour Organisation and also used by OECD) are those aged 16 and over without a paid job who said they were available to start work in the next two weeks and who either had looked for work at some time during the four weeks prior to the interview or were waiting to start a job they had already obtained.

The **economically active** population, or **labour force**, comprises people in employment together with unemployed people. The **economically inactive** population comprises people who are neither in employment nor unemployed. This group includes students and those who are long term or temporarily sick.

Industrial sector

The industrial sector classifications used in this article are the Standard Industrial Classifications (SIC80 for 1984 data, and SIC92, based on the NACE(rev) classification system, for 1994 data); these classify the main activity of the

respondent's employer rather than the individual's occupation. At the level of aggregation used in the article there is no difference between the classifications.

Occupation

The occupational classification used in this article is the Standard Occupation Classification (SOC), which provides a common structure and method of occupational classification for use in government. It is based on information about the type of work done, as indicated by the job title and job description. It does not require ancillary information on status in employment.

Job-related training

The survey identifies people who undertook any education or training in the previous four weeks which was connected with their current job or with a job they might be able to do in the future. 'On-the-job' training refers to training which is experienced at the workbench or desk. 'Off-the-job' training refers to training away from the workplace, or at the workplace if it takes place in a separate classroom or training centre.

Duration of training course

This includes breaks if on block or day release. 'Ongoing' includes, for example, training which exists as long as the individual holds their current post, and is distinct from the 'Don't know' category.

Source of training fees

Up to seven answers can be given. The results in this article are based on the main source of training fees.

Apprenticeship

Respondents are left to decide for themselves how they should be classified. However, if clarification is needed, interviewers are instructed that apprentices normally commence at the age of 16 or 17, are completed by the age of 21 and last for a minimum of three years. They should include indentured apprentices, those registered with a national body, those with an employer's certificate of completion, those recognised by an Industrial Training Board or by a trade union for membership purposes, articled clerks and hairdressers who are undergoing a planned training programme; and exclude people who have been upgraded through formal or informal training/experience and architectural draughtsmen.

Government training programmes

The LFS underestimates the number of people on Youth Training and Training for Work. This is thought to be due to the fact that the LFS relies on self-assessment by respondents (including answers given on behalf of another member of the family who is unavailable for interview). People (or those responding for them) may not always be aware that they are on a government training programme.

The LFS asks people on government programmes about their activity in the previous week, those on college courses in the relevant week are classed as trainees on 'college-based programmes' and therefore excluded from questions relating to employment.

Qualifications

The current study qualifications question in the LFS asks for the highest qualification the respondent is working towards.

Results based on small samples

Estimates relating to 10,000 people or fewer (after grossing up) are not shown in this article, since they are based on small samples and therefore likely to be unreliable. This is in line with current practice for all LFS based analyses.

Percentage distributions

The percentage distributions quoted in this article are generally based on the population for whom data are available, excluding any survey respondents who were not asked the relevant questions.

YOUTH COHORT STUDY

The Youth Cohort Study sample is drawn from a schools sampling frame. Those taking part are usually interviewed in three sweeps, at ages 16 to 17, 17 to 18, and 18 to 19 years.

For detailed information about the methods and coverage of the Youth Cohort Study see *Robson* (1993).

Apprenticeships

The YCS asks apprentices if they are doing a recognised trade apprenticeship.

Government training programmes

YCS estimates of the number of people on Youth Training are lower than those obtained from management information. The YCS relies on self-assessment by respondents, many of whom may not be aware that they are on a government training programme.



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 Parliamentary Under Secretary of State



Phillip Oppenheim
 Parliamentary Under Secretary of State

Cost of unemployment

Sir Ralph Howell (North Norfolk) asked the Secretary of State what was the total cost of unemployment to the Government in (a) 1990-91, (b) 1991-92 and (c) 1992-93, together with the cost per person unemployed.

Phillip Oppenheim: Total expenditure on benefits to the unemployed in Great Britain and the average benefit per person is shown in the following table:

Expenditure on benefits to the unemployed in Great Britain

Financial year	Total expenditure (£ Millions)	Average expenditure per claimant per financial year £ *
1989-90	4,501	2,800
1990-91	5,290	3,180
1991-92	7,558	3,210
1992-93	8,973	3,260
1993-94	9,720	3,510

* rounded to nearest £10

The figures for total expenditure on benefits to the unemployed are taken from *Social Security Statistics 1994* published by the Department of Social Security (DSS). They differ slightly from those given in the reply by my right hon. friend, the Chief Secretary, which were based on the DSS *Departmental Report*. The DSS have subsequently revised their estimates. The average expenditure figure is derived by dividing the total expenditure by the average number of the seasonally unadjusted claimant count during the financial year.

(January 10)

EC Social Affairs Council

Iain Duncan Smith (Chingford) asked the Secretary of State if he will make a statement on the outcome of the EC Social Affairs Council held on 21 December 1994.

Ann Widdecombe: I attended the Social Affairs Council on 21 December in Brussels for a further discussion of the draft Directive on Posted Workers.

Discussion was again inconclusive. As at the previous Council on 6 December 1994, I made clear our considerable difficulties of both principle and detail. A number of other member states also had significant difficulties with the proposal and agreement was not reached.

Commissioner Flynn reported back to the Council on the Essen European Council.

(January 10)

Industrial relations

Jim Cunningham (Coventry South East) asked the Secretary of State what steps he is taking to encourage cooperation between management and workforce in United Kingdom industry; and if he will review his policy.

Phillip Oppenheim: The Government believes that cooperation between management and workers is best promoted on a voluntary basis. Only in this way can companies develop flexible arrangements which suit the needs of their business and their employees. Legislation, such as the European Works Councils directive, is too rigid and not the way to encourage good practice. Compulsion would restrict flexibility, add to costs and stifle innovation.

The Government continues to encourage voluntary employee involvement practices. Our joint campaign with the Confederation of British Industry, *Managing for Success*, offers guidelines on involving employees in aspects of business performance.

The Government published a booklet, *The Competitive Edge*, describing good practice and successful examples of employee involvement, in May this year. A copy is available in the library.

(December 13)

Modern Apprenticeships

Mr Robert Ainsworth (Coventry North East) asked the Secretary of State what representations he has received concerning the need to give long-term commitments to employers involved in the Modern Apprentice scheme.

James Paice: I am not aware of having received any particular representations concerning the need to give long-term commitments to employers involved in Modern Apprenticeships. Sufficient funds will be made available to Training and Enterprise Councils to ensure that young people can complete their training under Modern Apprenticeship with employers - normally some three years.

Mr Jim Cunningham (Coventry South East) asked the Secretary of State what steps he is taking to encourage employers to lower pay differentials.

Phillip Oppenheim: None. Pay is a matter to be determined by the employers and employees concerned. Employers are best able to judge what pay is needed to recruit, retain and motivate their employees at all levels.

(January 10)

Older workers

Sir Andrew Bowden (Brighton, Kemptown) asked the Secretary of State what contribution his Department has made in 1994 to follow up the European Year of Older People and Solidarity between Generations in 1993.

Ann Widdecombe: In 1994 the Employment Department has supported the initiatives stemming from the European Year of Older People and Solidarity between Generations through the continuation of the campaign to promote the interests of older workers.

In March a booklet was released, aimed at employers, to reinforce the message that age has no bearing on the ability to do a good job. It was distributed to 16,500 employers whose workforce exceeded 75 employees. The press coverage was widespread and continues to generate interest from employers, researchers and individuals. Over 5,000 requests have been received to date.

The Department has been involved with workshops and seminars run by bodies involved with and who campaign for older workers. I attended seminars at the Policy Studies Institute, the Department's Regional Office in Bristol and a Carnegie Third Age symposium, the theme of all three being to persuade employers to take a positive attitude towards older workers.

Recently I visited People of Previous Experience, a European conference held in Bradford, and the Mature Workers Register in Bournemouth, two initiatives engaged in finding jobs for older workers in their local areas.

This year research commissioned by the Department was published which consisted of a comprehensive review of employment policies and practices toward older workers in 22 countries. These comprise all EU member states, plus 11 other countries worldwide. Further research has been commissioned, comprising a more detailed overview of policies and practices in France, Germany, Spain and Sweden.

It is planned to release a booklet for individuals which will contain advice and information about job seeking specifically aimed at older workers.

Plans are also underway to hold a series of regional seminars which will disseminate good practice in the employment of older workers among locally-invited employers.

(December 14)

David Chidgey (Eastleigh) asked the Secretary of State if he will list the percentage of (a) men and (b) women who are currently unemployed for each

Continued overleaf >

year between the ages of 50 and 60 years.

Phillip Oppenheim: The information is provided in the following tables:

ILO unemployment: by age and sex

Great Britain, summer 1994, per cent

Age	All persons	Male	Females
50	6.1	8.4	*
51	6.8	8.5	*
52	8.1	10.5	5.2
53	7.4	9.3	5.3
54	7.7	9.7	5.3
55	7.7	9.9	4.9
56	10.0	12.4	6.7
57	7.7	10.6	*
58	9.2	10.7	7.1
59	10.7	14.1	*
60	6.9	9.7	*

* Estimates based on figures below 10,000 (after grossing up) are not used, as they are subject to unacceptably large sampling errors.

Claimant unemployment rates (UK): by age and sex

October 1994, per cent

Age	All persons	Male	Female
50-59	8.4	11.3	4.7

Source: Labour Force Survey, (December 20)

Part-time workers

Bernard Jenkin (Colchester North) asked the Secretary of State if he will make a statement about the Government's policy on the employment rights of part-time workers and indicate his response to the House of Lords judgment in the judicial review case *R v Secretary of State for Employment ex parte Equal Opportunities Commission* and another.

Michael Portillo: The Government welcomes the growth of part-time work, which is one of the range of flexible working practices which can be of benefit both to employers and to employees in reconciling work and other commitments.

A comprehensive framework of employment protection rights exists to safeguard employees against unreasonable treatment by their employers, and many of those rights - including those relating to sex and race discrimination, to unlawful deductions from wages and to time off for antenatal care - have long applied to part-timers on exactly the same basis as full-timers. The statutory entitlements of part-timers and full-timers alike were further extended and enhanced by the Government in the Trade Union Reform and Employment Rights Acts 1993.

The Government is, however, committed to the principle that the legislation should strike an appropriate balance between the rights of employees and the burdens on business which discourage job creation. It has sought to achieve that through the deregulation of

the labour market, where appropriate, and believes that this has helped to stimulate the growth of new job opportunities. It therefore opposes the imposition of new restrictions which would inhibit employers and employees from exercising the freedom to reach agreements on the basis of their own priorities, needs and circumstances.

The Government rejected on 6 December 1994, the draft EC Directive on Part-Time Work, as this would have imposed unacceptable constraints on Government action to promote part-time work, and would in any case have extended EC regulation into an area in which the principle of subsidiarity should apply. Such matters are best determined by individual member states, according to their own law and practice.

In the judicial review case *R v Secretary of State for Employment ex parte Equal Opportunities Commission* (EOC) and another, the Equal Opportunities Commission alleged that the application of different qualifying conditions for part-timers compared with full-timers in the unfair dismissal and redundancy payments legislation discriminated against women contrary to European equal pay and equal treatment law. The Government conceded that, because there are more women than men working part-time, the hours thresholds had a disproportionate adverse impact on women, but argued that the thresholds were justified on objective grounds to reduce burdens on business and promote part-time work opportunities. The High Court and the Court of Appeal rejected the EOC's case, but the House of Lords found in its favour.

The Government has studied the House of Lords judgment and given very careful consideration to all the legal implications and policy options arising from it. It clearly gives the relevant European legislation a much wider interpretation than was envisaged when it was originally adopted, and reinforces the Government's view that the priority for Europe should now be tackling unemployment rather than adopting further costly social legislation which increases burdens on business and destroys jobs.

The Government always honours its legal obligations, however, and accepts that the judgement must be acted upon. The House of Lords is the supreme court of the UK, and there is no possibility of further appeal or of reopening the case. Only the courts themselves can refer questions to be determined by the European Court of Justice, and the House of Lords considered it unnecessary to do so in this case.

Having taken very careful account of the policy options and their legal implications, the Government has been advised that the judgement requires the removal from employment protection legislation of all existing distinctions based on the number of hours worked per week. We will shortly be laying

before the House appropriate regulations under section 2(2) of the European Communities Act 1972.

Although the Government was unable to satisfy the House of Lords that the hours thresholds were objectively justified, it continues to believe that their removal will make employers more reluctant to create new part-time jobs, and may indeed threaten some existing jobs. The effects of the change will therefore be carefully monitored, to assess their impact on business and on employment opportunities. The Government will reconsider the position in due course if objective evidence of adverse effects emerges.

(December 20)

Reasons for leaving workforce

Sir Andrew Bowden (Brighton, Kemptown) asked the Secretary of State what is his current estimate of the number of people who leave the work force each year; and if he will differentiate between those who leave due to retirement, ill health, unemployment and other reasons.

Phillip Oppenheim: Of those people classified as economically inactive (ie. not employed or ILO unemployed) in the spring 1994 Labour Force Survey for Great Britain, 1,020,000 people said they had been in employment a year earlier. Reasons given for leaving their last job were: retirement (22 per cent); ill-health (16 per cent); redundancy, dismissal or a temporary job ending (15 per cent); other reasons (47 per cent). Further, of those people classified as ILO unemployed in spring 1994, 760,000 people said they had been in employment a year earlier. The reasons given for leaving employment were: redundancy or dismissal (32 per cent); temporary job ending (18 per cent); other reasons (50 per cent).

(December 13)

Training programmes

Ron Davies (Caerphilly) asked the Secretary of State if he will list the programmes for which his Department is responsible directly or via agents for training employed people or provide on-the-job training; and what funding is available for each scheme.

James Paice: The primary responsibility for training employed people rests with their employers. However, the Government is encouraging them to invest in the training and development of their workforces through:

- Employer Investment in People Provision - in 1994-95 up to £63 million is available through Training and Enterprise Councils;
- Small Firms Training Loans - in 1994-95 up to £2.03 million is expected to be made available through the participating banks;

• Career Development Loans - in 1994-95 up to £61 million is expected to be made available through the participating banks.

In addition, from 1 April 1995 the Government will be making available some £63 million over three years for Skills for Small Businesses.

(December 20)

Working hours

Austin Mitchell (Great Grimsby) asked the Secretary of State what is his estimate of the total number of hours worked per week by the working population in October this year and in October 1989, October 1979 and October 1973.

Phillip Oppenheim: Latest estimates from the Labour Force Survey show that in Great Britain in summer 1994 employees and the self-employed worked an average of 813 million hours per week (seasonally adjusted). The available figures for earlier years refer to the spring of each year: 885 million hours per week in 1989 and 867 million hours per week in 1979 (not seasonally adjusted). No comparable information is available for 1973.

(December 20)

Workstart

Sir Ralph Howell (North Norfolk) asked the Secretary of State what is the total amount the Government has (a) saved from the Workstart Scheme, and (b) spent on North Norfolk Action, since their implementation; and what has been the expenditure or saving per person per week on each scheme.

Ann Widdecombe: Savings in public expenditure from any employment programme arise from long-term improvements in the functioning of the labour market, and cannot be calculated in the terms requested.

Evaluation of Workstart suggested that it had a positive effect on employers' willingness to recruit long-term unemployed people, and this approach will be explored further using the 5,000 pilot places announced in the Budget. North Norfolk Action provided work experience or a series of interviews with an Employment Service adviser for people who had been out of the labour market for some time. The national work experience programme, Community Action, was extended in the Budget, and will provide 40,000 places a year.

Under the first Workstart pilot, employers who recruited long-term unemployed people were paid £60 a week for the first six months, and £30 a week for the next six. Expenditure on the pilot until the end of November 1994 totalled £,494,516.

Providers on North Norfolk Action were paid £52 per week per place, and the total cost of the pilot was £686,624.

(January 10)

RESEARCH news

Research News provides a quarterly update on the progress of projects in the research programmes of the Employment Department (ED) and the Employment Service (ES). This report complements the annual reports on research of both the ED and the ES, which list all projects funded in the previous year.

Detailed results from particular projects are produced in ED's Research Series and ES's Research and Evaluation Series, in research report form and in academic journals including Employment Gazette.

Further information on projects contained in Research News and copies of reports can be obtained from:

ED: Research Strategy Branch, Employment Department, Room W441, Moorfoot, Sheffield S1 4PQ. Tel: 0742 593932

ES: Research and Evaluation Branch, Employment Service, Rockingham House, 123 West Street, Sheffield S1 4ER. Tel: 0742 596278

ED research programme

- 1 OUT-OF-SCHOOL CHILDCARE
- 2 LIFETIME LEARNING - EMPLOYERS' ATTITUDES AND INDIVIDUALS' DECISIONS
- 3 EVALUATION OF THE OPEN LEARNING CREDITS PILOT
- 4 THE BRITISH SOCIAL ATTITUDES SURVEY - FINDINGS ON PAY

1 Out-of-School Childcare Initiative: key findings from stage one evaluation

The Employment Department launched its three-year Out-of-School Childcare Initiative in April 1993 to create childcare facilities for the over-fives.

In its first year (1993-94), 40 TECs were selected to develop facilities through schools, local authorities and others, funded by a grant of £2.2 million. An evaluation of this first stage of the initiative was conducted by the Policy Research Unit at Leeds Metropolitan University with the assistance of the Thomas Coram Research Unit, University of London between November 1993 and May 1994.

Key findings

- At the time of evaluation, 467 schemes had started or were under development, with 4,400 places created in some 200 schemes. The average cost to the Initiative of creating a place was estimated to be £500 (varying between £300 and £1,000).
- Of schemes started, over half were based on school premises. Twenty-eight per cent were run by a voluntary committee of parents; 15 per cent by other voluntary organisations; 15 per cent as for-profit businesses; 14 per cent by schools; and the remainder by others (e.g. co-operative or community business).
- Of the 40 TECs involved during 1993-94, all were working with local authorities, 95 per cent with existing childcare organisations, 80 per cent with schools, 68 per cent with community groups and 60 per cent with employers.
- TECs placed significant emphasis on long-term viability, and on a business-like approach. In the first year there may have been a tendency for schemes to develop in areas where parents and voluntary groups have been better organised, with parents better placed to afford the fees.

- Although only a few schemes were visited, the specialist researcher looking at quality found that children were generally safe, occupied, and not bored or distressed. The relationship between staff and children was characterised by warmth and informality. However, certain areas were identified for training and development, including the needs of older children, differentiating space for different types of activity in large halls, effective ways of working in buildings shared with other groups and organisations, and equal opportunities.
- It was too early to assess the wider labour market impact of the initiative, but this will form a major part of the second phase of the evaluation.
- There was some anecdotal evidence to suggest benefits for parents including taking up employment, increased working hours, and entering education or training. The main benefit for parents was improved peace of mind about the care of their children which many felt had improved their performance at work.

The report has been published in the Research Series (No. 44), and is available from the Employment Department, Research Strategy Branch, (see address left).

Ref 239/93

2 Employers' attitudes to Lifetime Learning

This study was based on a survey of 582 employing organisations and case studies of a further 59 organisations. Its aim was to analyse the employers' role in Lifetime Learning, their attitudes towards it, and the factors which shape employers' policies affecting such learning.

Fieldwork was conducted by Policy Studies Institute between November 1993 and February 1994. The survey's findings are nationally representative.

Key findings

- Some 95 per cent of employers provided training for some or all of their employees. As other research has shown, provision was greater for higher occupational groups and among larger organisations. Not only did the availability of training overall decrease with declining occupational status, but it became more job-specific.
- Joint assessment (between managers and employees) offers a good way to identify training needs, while at the same time motivating employees to participate in learning. Eighty-four per cent of employers who provided training used this method, and it was the main method for 55 per cent.

Continues overleaf >

- The scope for improving the provision of advice on internal careers is mainly restricted to organisations with a career structure. Indeed, those with few or no promotion opportunities saw the provision of careers advice as potentially detrimental, demotivating employees. Thus, a precondition for employers to increase careers advice is for the economy to improve.
- There may be less scope for expanding the use of training plans (already used by 79 per cent of organisations), the use of financial rewards, the follow up of training, or the provision of advice and guidance on external careers. Not surprisingly, external careers advice and financial rewards for training seemed most resistant to stimulation, with discussion of this issue even provoking hostility.

- 84 per cent of employers believed that employers should encourage their staff to participate in Lifetime Learning. Nearly all (94 per cent) saw such learning as being advantageous to the organisation, conferring a wide range of benefits, including improved motivation, dynamism, enhanced productivity and easier working relationships. Only one-third saw disadvantages, the main ones being the danger of raising unrealistic expectations and of increasing staff turnover.

Individual Commitment to Learning: Employers' Attitudes (RES 40) is available from the Employment Department Research Strategy Branch. (see address p79). **Ref: 207/93**

3 Individuals' decision-making about Lifetime Learning: case studies

The main aim of these case-studies was to gain a better understanding of the decision-making processes which lead people to learn or not to learn. Of particular interest were: the factors which influence and determine individuals' learning experiences and decisions in different circumstances; and how certain factors interact within the learning system in a particular area.

The work was carried out by Quadrangle Consulting Ltd in two stages: stage I comprised a series of case studies of individuals, and stage II, case studies based on the themes of provider-flexibility, access to learning, client loss and withdrawal, and paying for learning.

Key findings

- Awareness of Vocational and Educational Training (VET) and where it is located is widespread, but it is in the background for adult individuals most of the time. It becomes salient only when:
- circumstances in individuals' lives pre-dispose them;
- VET is perceived as an option to meet the need;

The types of need which gave rise to a disposition towards VET were summarised as:

- to improve prospects at work (within a job/occupation);
- to make possible a change of occupation;
- to return to work after an interruption (e.g. having a family);
- to escape unemployment.

Among others, the report points to the following constraints on provider flexibility:

- The diversity of individuals' circumstances and demands makes it difficult for providers to identify and satisfy their differing requirements without fragmenting services;
- Although funding methodologies have changed with a view to freeing colleges, there are also new constraints to be found - for instance, in TEC contracts;
- The implementation of NVQs has not brought about a universally flexible approach from awarding bodies, which can still require colleges to abide by delivery conditions, e.g. on timescales.

Individual Commitment to Learning: Individuals' Decision-Making About 'Lifetime Learning' (RES 42) is available from the Employment Department, Research Strategy Branch (see address p79).

Ref 210/93

4 Evaluation of the Open Learning Credits Pilot

During the financial year 1993-94, Open Learning Credits were piloted in 14 TECs/LECs. The aim was to test credits/vouchers for Open Learning (OL) as a means for TECs/LECs to widen the range of support they can offer to help unemployed people back to work by improving their vocational skills and knowledge.

Policy Studies Institute were contracted to evaluate this initiative. PSI undertook an analysis of the organisational systems set up by each TEC/LEC; surveyed just under 1,500 of the client learners; and conducted qualitative interviews with 62 of them.

Key findings

- Client satisfaction levels were very high: 87 per cent said they were 'very satisfied' or 'quite satisfied'.
- The training provided was equally satisfactory for people from widely differing backgrounds: respondents' gender, age, occupation, prior qualifications and length of unemployment made no difference to their satisfaction levels. This confirms the flexibility of OL as a means of meeting the learning and qualification needs of many different kinds of people.
- Clients were predominantly from the long-term unemployed: the average (median) length of time since last employment was 20 months (men) and 25 months (women).
- Most participants came from the prime (25-45 age group).
- About 11 per cent of all respondents (and nearly 25 per cent of women) were returners to the labour market.
- 27 per cent of learners who had started courses by October 1993 were in jobs by April 1994, and 57 per cent of those who had finished their courses had obtained qualifications. Comparative analysis suggests that OL credits were as effective as Employment Training/Employment Action in terms of job and qualification outcomes.
- Of those who had obtained jobs, 43 per cent from a manual or personal services background had moved into white collar jobs.
- With regard to credit and empowerment, 65 per cent of respondents agreed with the statement: "I have had real choice in the education and training I received", and 46 per cent agreed with the statement: "As a customer, I could demand good services on my course".
- The pilot TECs/LECs report that the average cost per client of providing OL training is in the range £750 to £850.

The report has been published in the ED Research Series (No. 45) and is available from the Employment Department's Research Strategy Branch (see address, p79). **Ref 257/93**

5 The British Social Attitudes Survey - key findings on pay from the 1993 Survey

The British Social Attitudes (BSA) Surveys have been conducted every year (except election years) since 1983. This time-series provides information on social attitudes towards a wide range of topics including pay.

The survey was carried out by Social and Community Planning Research through face-to-face interviews with around 3,000 randomly selected respondents.

Key findings

- 56 per cent of employees in 1993 said that there was a system for reviewing or reporting on their performance at their place of work. For 39 per cent of employees, the system was a written one. Review frequencies varied, mostly from monthly to annual, with a very few less frequent and some at irregular intervals.
- Two-in-five of those with reviews (i.e. 23 per cent of all employees) reported that the review was used in determining pay, but this had not necessarily given them an increase. Of those for whom reviews were used for determining pay, two-thirds

(15 per cent of employees as a whole) said that this had led to a pay increase.

- Reviews which affected pay were more likely to be written (77 per cent, compared with 39 per cent of all reviews). They were also more likely to be regular. Some 49 per cent were annual, compared with 38 per cent of all reviews.
- Those working where the review system did affect pay were in general inclined to think that the system worked well (24 per cent said 'very well'), but a sizeable minority disagreed. Not surprisingly, the proportion saying it worked 'very well' was higher (30 per cent) among those whose pay had been increased than among those whose pay had not increased (11 per cent).
- Performance review systems were found to be much more common where non-manual, and in particular professional or managerial workers, were involved. Of professional/managerial workers, 71 per cent work in workplaces where there are such systems, compared with only 39 per cent of partly skilled or unskilled manual workers. Still more marked is the difference between these two groups in the extent to which the review system affects their pay (35 per cent and 8 per cent respectively).
- Full-timers are much more likely to receive a pay increase as a result of a performance assessment than part-time workers (17 per cent compared with 7 per cent).
- Review systems are more common in the public sector, but less likely to be linked to pay in that sector. As a result, it is private sector employees who are more likely to have had their pay increased following a review.

British Social Attitudes: the 11th Report (1994). Published by Dartmouth, price £37.50 hardback, £15.00 paperback. **Ref 130/90**

NEWLY COMMISSIONED PROJECTS

Work on the following projects has recently begun. Likely reporting and publication details are given where possible.

Individual take-up of NVQ/SVQs: assessment of stimuli and obstacles. Policy Studies Institute. Publication winter 1995. Ref: 123/94

The international baseline on labour markets. University of Warwick. Completion in summer 1995. Ref: 129/94

Evaluation of the Careers Library Initiative and current provision of careers information in mainstream schools in England. The HOST Consultancy. Publication summer 1995. Ref: 135/94

Study on intermediate outcomes of guidance. University of Hertfordshire. Publication summer 1996. Ref: 145/94

Commentary programme 1994-1997. Institute of Employment Studies. Ref: 148/94

Evaluation of the Equal Opportunities Good Employment Practice Guide for Small Employers. NOP Consumer Market Research. Publication to be decided. Ref: 150/94

An Evaluation of the Employment Department's equal opportunities Ten Point Plan for Employers. Mary Coussey. Publication spring 1995. Ref: 153/94

The Experiences of European Social Fund beneficiaries. BMRB International. Publication summer 1995. Ref: 154/94

Youth Cohort Study: special survey of 19/20 year olds. Social and Community Planning Research. Publication summer 1995. Ref: 156/94

Strategies used by Industry Training Organisations to influence employers. The HOST Consultancy. Publication summer 1995. Ref: 160/94

Learners' decision-making process. Arena Research and Planning. Autumn 1995. Ref: 161/94

Incentive effects of pension arrangements. Policy Studies Institute. Publication spring 1995. Ref: 164/94

British Household Panel Study - Contract 2. University of Essex. Publication summer 1995. Ref: 165/94

TECs and local economic development partnerships. GHK Economics and Management. Publication spring 1995. Ref: 169/94

Unions and training: an analysis of training practices in unionised and non-unionised workplaces. University of Leicester. Publication summer 1995. Ref: 170/94

What determines methods of pay? Royal Holloway University of London. Publication summer 1995.

Employers and flexible employment. Policy Studies Institute. Publication winter 1995/6. Ref: 175/94

Evaluation of the Out-of-School Childcare Grant - stage 2. Office of Population Censuses and Surveys. Publication autumn 1995. Ref: 176/94

Pathfinder evaluation study - Phase 2. SWA Consulting. Publication winter 1995/6. Ref: 177/94

Individuals' skills progression. University of Warwick. Publication summer 1995. Ref: 179/94

Skills Monitoring Survey VI. Public Attitude Surveys Ltd. Publication autumn 1995. Ref: 180/94

Employed status in Training for Work. GHK Economics and Management. Publication spring 1995. Ref: 181/94

A labour market definition of disadvantage: towards an enhanced local classification. University of Warwick. Publication spring 1996. Ref: 182/94

Labour market imperfections group 2. Centre for Economic Policy Research. A series of outputs will be published up to winter 1996/7. Ref: 188/94

Recruitment and retention of people with disabilities. Institute of Employment Studies. Publication spring 1995. Ref: 190/94

Evaluation of TECs' local responsiveness and flexibility. PIEDA plc. Publication autumn 1995. Ref: 191/94

Use of Data Envelope Analysis for comparing the relative efficiency of TECs. National Economic Research Associates. Publication summer 1995. Ref: 218/94

US job creation - a review of existing information. National Institute of Economic and Social Research. Publication summer 1995. Ref: 222/94

Employers' policies and older workers. Policy Studies Institute. Publication spring 1995. Ref: 226/94

Secondary analysis of three surveys of attitudes to Lifetime Learning. Social and Community Planning Research. Publication spring 1995. Ref: 232/94

Statistical and content analysis of responses to the Disability Consultation Paper. SIA Ltd. Publication spring 1995. Ref: 234/94

The impact of active labour market programmes on wage determination. National Institute of Economic and Social Research. Publication summer 1995. Ref: 236/94

Follow-up of Workstart leavers. Research Surveys of Great Britain Ltd. Publication summer 1996. Ref: 238/94

Utilisation of graduates. National Institute of Economic and Social Research. Publication summer 1995. Ref: 239/94

RECENTLY COMPLETED PROJECTS

The following projects have recently completed. Results should be publicly available from winter 1994/5

British Household Panel Study 1991-1994. University of Essex. Ref: 156/90

Evaluation of Compact extension. National Foundation for Educational Research. Ref: 222/92

The impact of Youth Credits on the training market. Coopers & Lybrand. Ref: 155/93

Providers' attitudes to Lifetime Learning. Social and Community Planning Research. Ref: 184/93

Why has the regional dispersion of unemployment narrowed? National Institute of Economic and Social Research. Ref: 222/93

Client experiences of the ES-TEC interface. IFF Research Ltd. Ref: 237/93

Research on profit-related pay schemes. IFF Research Ltd. Ref: 272/93

Skills Review Programme - tourism and leisure. Policy Studies Institute. Ref: 300/93

Employers' policies and attitudes towards Check-Off. Institute of Manpower Studies. Ref: 305/93

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Study Group on the benefits of competence-based management development. Prime (R&D) Ltd (Ref 113/94); Stuart M Sanderson (Ref 114/94); Eldwick Research Associates (Ref 115/94); and Belenos Research (Ref 116/94).

Comparison of regulations governing part-time and temporary employment in Europe. Incomes Data Services Ltd. Ref: 118/94

Career Development Loans and the unemployed. Diagnostics Social and Market Research Ltd. Ref: 143/94

Evaluation of individual commitment performance related funding. Institute of Employment Studies. Ref: 146/94

An Evaluation of the use made of Action Plans. National Foundation for Educational Research. Ref: 197/94

Evaluation of Career Development Loans - survey of training providers. NQP Social and Political. Ref: 210/94

ES research programme

1 JOBPLAN WORKSHOP EVALUATION: SUMMARY OF FINDINGS

2 WHICH CLIENTS FIND WORK: A STATISTICAL ANALYSIS

3 EVALUATION OF SUPPORTIVE CASELOADING (1-2-1) IN NORTH NORFOLK: TRACKING STUDY.

1 Jobplan Workshop evaluation: summary of findings

Jobplan is an Employment Service programme for long-term unemployed people. The week-long workshop is mandatory for those clients who decline or fail to take up other offers of help at their 12 month Restart interview.

An evaluation of Jobplan was undertaken by ES Research and Evaluation Branch in 1993/94. Most of the work was carried out internally, but the postal survey was analysed and reported on by D V L Smith Ltd. The work was divided into three parts:

- a tracking study followed up a sample of clients who, at their Restart interview, met the criteria for referral to a Jobplan Workshop. The study aimed to discover the effect of Jobplan on the unemployment register and to determine the additional numbers of clients finding jobs as a result of the Jobplan process;
- an analysis of register off-flows which examined the rate at which clients leave the unemployment register in relation to duration of unemployment. The aim was to compare the rate before and after the introduction of Jobplan and to obtain a second estimate of the total register effect;
- a postal survey of two groups of clients: a sample of all clients crossing the 12-month unemployment threshold; and a separate sample of all clients completing Jobplan Workshops. The aim was to find out in more detail what clients were doing three months after the 12 month intervention, and to discover clients' views about Jobplan and other help they had received from the Employment Service.

Key findings

- The tracking study found that out of the 1,052 clients in the Jobplan group, 24 per cent were found to be off the unemployment register 16 weeks after the Restart interview. For the 733 in the control group, 19 per cent were off the register 16 weeks after the interview. This gives a statistically significant difference of 5 percentage points.
- This increase was confirmed by the off-flow study which showed that, following the introduction of Jobplan, there was a clear and significant increase in the rate of off-flow from the unemployment register of those who had been unemployed between 58 and 78 weeks. The magnitude of this increase is estimated to be in the region of 40,000 extra off-flows per year.
- The postal survey showed that 9 per cent of those who completed Jobplan were in work three months later. Others were engaged in positive activities such as Training for Work (8 per cent) or Jobclub (4 per cent). Seventy-four per cent were still unemployed and claiming benefit. Just over half reported that they had found Jobplan very helpful or quite useful overall.

Separate reports are available for each of the three component studies as well as a summary report: *Jobplan Evaluation: summary of findings*, 1994. Available from ES Research and Evaluation Branch. (see address, p79).

2 Which clients find work: a statistical analysis

The aim of this analysis was to discover whether basic characteristics such as age, gender and marital status are associated with an unemployed person's chance of finding work.

The question was addressed by carrying out a statistical analysis of two existing datasets: the Restart Cohort Study and the New Client Follow-up Survey. Both of these had the essential elements of (i) an initial survey interview, which recorded the basic characteristics, followed by (ii) a further contact or contacts with respondents over the following year, in which it was ascertained whether each respondent had found work or not in the intervening period. The method used was logistic linear modelling.

Key findings

Certain common findings emerged from both analyses:

- Qualifications significantly increased a person's chances of finding work.
- Older respondents (early 50s onwards) had a significantly lower chance of finding work.
- Home owners were at a significant advantage in finding work.
- Health problems significantly reduced the chances of finding work.
- Having a combination of favourable or unfavourable characteristics can have a cumulative effect on a person's chances of finding work. The predicted chances of an individual finding work over the following year can vary from 10 per cent to 90 per cent simply according to what combinations of these simple characteristics the person has.
- The model identifies those with particularly good or poor chances of finding work relatively accurately. However, the majority of people in the two studies have a mixture of favourable and unfavourable characteristics, and here prediction is much less certain.
- Only a small part of the total variation between individuals' chances of finding work is explained by the model. The remainder can be attributed to factors not available to the analysis and to chance.

For further information: see address, p79.

3 Evaluation of Supportive Caseloading (1-2-1) in North Norfolk: tracking study

In April 1993 the Employment Service in North Norfolk offered an additional service to unemployed people: Supportive Caseloading (1-2-1).

Supportive Caseloading comprises a series of up to six interviews with a trained adviser for clients who, after a Restart interview, fail to take up any other opportunity.

The programme is compulsory except for otherwise eligible clients who were randomly assigned to a control group for evaluation purposes. Each interview is planned to last 20 minutes and concentrates on factors in the local labour market which clients believe to be significant barriers to employment, and helping clients develop plans to overcome these factors. Various standard assistance packages are available, but a central feature is the personalised nature of the assistance.

Eligible clients were randomly assigned either to the supportive caseload group or to a control group. The control group received

all normal ES services except supportive caseloading. Both groups were subsequently tracked for three and six months to detect any differences in their subsequent signing history, and particularly in the numbers of clients in each group who found work.

Key findings

- Caseloading helped considerably more clients to find and retain work than would otherwise have been the case.
- It is estimated that 13 weeks after the initial Restart interview, 18 per cent of those caseloaded had found work compared with 6 per cent in the control group.
- There is evidence that other sign-offs from the unemployment register were also increased in the caseload group (22 per cent compared with 17 per cent in the control group).
- At 26 weeks, the gap between caseload group and control group was wider than at 13 weeks: 22 per cent of the caseload group had found work compared with 8 per cent of the control group, and a further 41 per cent of the caseload group had signed off the register for some other reason compared with 34 per cent of the control group.

While the direction and significance of the results are clear, it should be remembered that the findings are based on the work of only four client advisers operating from two locations. Were the pilot to be extended to other locations the findings would be expected to vary and, as with any programme, be subject to diminishing returns.

Further information: see address, p79.

RECENTLY COMPLETED PROJECTS

The following projects have recently been completed.

ES projects

National Customer Satisfaction Survey 1993/94. Public Attitude Surveys. Ref 200514.

External relationships. Touche Ross Management. Ref 200543.

Local Customer Satisfaction Survey 1994. Research Resources Ltd. Ref 200538.

Nursing vacancies study. Ref ESPO1.

Lone parents' return to work strategy. Business Planning and Research International. Ref 200512.

Lone parents' courses. Social and Community Planning Research. Ref 200513.

Community Action: implementation and case studies. The Tavistock Institute. Ref 200537.

Jobplan - 12-month evaluation. DVL Smith Ltd. Ref 200536.

1-2-1 North Norfolk pilots. CRC, People at Work. Ref 200544.

Social security benefits and the labour market - literature review. Policy Studies Institute. Ref 200528.

Evaluation of ES/BA Phase 1 Part B. SIA Ltd, Ref 200529.

Review of UB84 and UB85 procedures. Peak Training Consultants. Ref 200546.

Development of a simple measure of employment handicap. Peak Training Consultants. Ref 200523.

Employment rehabilitation for disabled people: identifying the issues. Policy Studies Institute. Ref 200506.

Mainstream service use for people with disabilities. IFF Research Ltd. Ref 200507.

Regional research centres - Bristol. School for Advanced Urban Studies. Ref 200510.

Regional research centres - Liverpool. European Institute for Urban Affairs. Ref 200517.

Equal opportunities and the ES recruitment process. Saville and Holdsworth Ltd. Ref 200524.

Employers' attitudes towards Check Off. Institute of Manpower Studies. Ref ES227.

Payment security card. Public Attitude Surveys. Ref 200548.

Which clients find work? Employment Service. Ref REB96.

Employers Survey - Office for Wales. Ref FEILD1.

NEWLY-COMMISSIONED PROJECTS

ES projects

The following projects have recently begun. Likely reporting and publication details are given where known.

Local Customer Satisfaction Survey 1994/95 (gone to tender). Ref 200562.

Supply-side effects - feasibility. ISIS Consultants. Ref 200542.

Evaluation of Workstart employers. Institute of Manpower Studies. Ref ES234.

Community Action Participants survey and follow-up. Public Attitudes Survey. Ref 200551.

Quality in Jobclubs. Nigel Blagg Associates. Ref 200552.

Jobfinders' Grant evaluation. The Research Partnership. Ref 200550.

Restart quality evaluation (gone to tender). Ref 200560.

Workwise quality evaluation. Elsa Wright Associates. Ref 200553.

1-2-1 quality evaluation. Elsa Wright Associates. Ref 200564.

Customer satisfaction with adjudication. Research International. Ref 200557.

Access to Work: effects of introduction. Social and Community Planning Research. Ref 200559.

Survey of symbol using employers and non-symbol using employers. Institute for Employment Studies. Ref 200556.

Evaluation of Business Process Prototype. Martin Hamblin Research. Ref 200555.

Development and evaluation of interventions to reduce stress. Ref DHR5.

Commentary Programme. Institute for Employment Studies. Ref ES235.

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LABOUR FORCE SURVEY

HELP-LINE

071 273 5585

Prepared by
the Government
Statistical Service

CONTENTS FOR FEBRUARY 1995

- 1 Duration of active job search by length of time since last job
- 2 Comparison of the effect of maternity leave in Sweden, Denmark and Great Britain
- 3 ILO and claimant count unemployment for men and women by age
- 4 ILO unemployment by whether or not claiming benefits

This monthly feature describes some of the recent requests for information from the Employment Department's Labour Force Survey.

Most of the requests have been received by telephone via the ED's LFS Help-Line (071 273 5585).

The LFS covers a sample of about 60,000 households in Great Britain each quarter and is conducted on behalf of the ED by the Office of Population Censuses and Surveys. Questions are asked about employment, self-employment, hours of work, unemployment,

education and training and many other topics including demographic information such as age and ethnic origin.

This feature mainly draws on results from the summer (June 1994 to August 1994) LFS, the full results of which were released on 14 December 1994. Key results from the autumn (September to November) 1994 LFS were released in the LFS Rapid Release on 18 January 1995.

1 DURATION OF ACTIVE JOB SEARCH BY LENGTH OF TIME SINCE LAST JOB

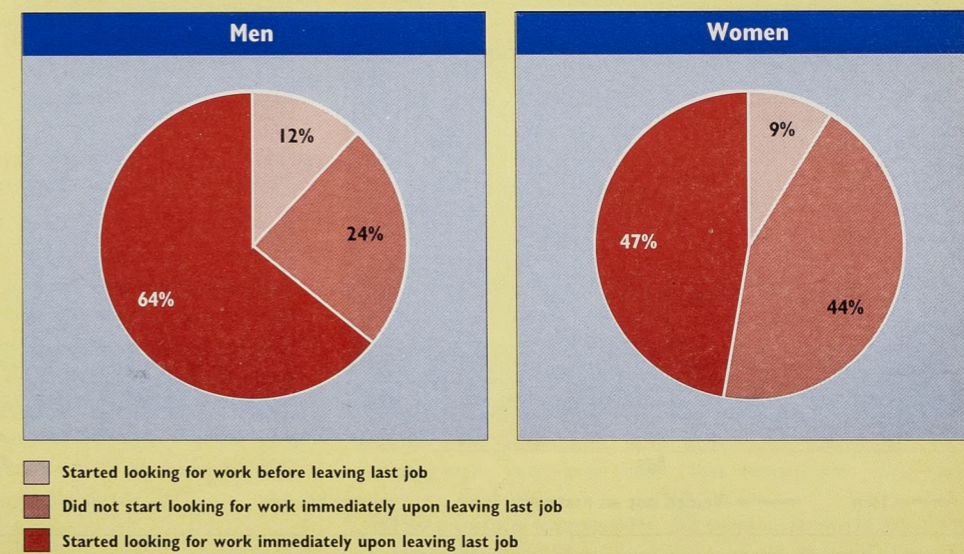
Definitions of active job search and length of time since last job in the LFS

All persons who did no work in the reference week and were not temporarily away from any job or business but who have worked in the past eight years are asked in which year and month they left their last paid job.

All persons looking for paid work, or a place on a Government Scheme in the last four weeks, or waiting to take up a new job/business already obtained are asked how long they have been looking for paid work/place on a government scheme.

The analyses in this topic have excluded those who left their last job more than five years ago (318,000), and those who have never had a job (422,000). Those who started looking for work immediately upon leaving last job consists of those who said they started looking for work in the same period as they left their last job.

Figure 1 Duration of active job search by when left last job (Great Britain, summer 1994, not seasonally adjusted)



Although women's participation in the labour market has increased markedly over the last few decades, they are still often thought to be less attached to the labour market than men. Part of the reason for this is the different employment patterns of women, such as a tendency to take part-time jobs and a likelihood of being unemployed for shorter periods than men. For example, in summer 1994, only 31 per cent of ILO unemployed women had been unemployed for over 1 year compared with 48 per cent of ILO unemployed men.

One explanation for this difference in duration of unemployment is that women are more likely to go through a spell of inactivity upon leaving their last job and before looking for a new one. Figure 1 shows that 44 per cent of women did not look for work straight after leaving their last job, in comparison with only 24 per cent of men. The figure also shows that roughly the same proportion of men and women (12 per cent of men, 9 per cent of women) began looking for a new job before leaving their previous employment.

2 ECONOMIC ACTIVITY RATES OF MEN, WOMEN AND WOMEN NOT ON MATERNITY LEAVE IN SWEDEN, DENMARK AND GREAT BRITAIN

It is an often quoted statistic that, of all EC countries, only Denmark has a higher female activity rate than Great Britain. However, with the probable expansion of the EC to include other Scandinavian countries, such as Sweden, Great Britain looks likely to lose its second place on this list.

Figure 2 shows the effect that maternity leave has on the economic activity rates of women in Sweden, Denmark and Great Britain, by age. In particular the charts show that the economic

activity rate for young women in Sweden and Denmark is noticeably lower if women on maternity leave are excluded, than it is for all women. Within Great Britain on the other hand, there is virtually no difference between the two series.

The reason for the difference in activity rates shown in the charts is that women typically take longer maternity leave in Denmark and Sweden than in Great Britain. As a result, because women on maternity leave are by definition being paid by an employer and are

thus classified as economically active, the increased prominence of maternity leave in Denmark and Sweden has the effect of pushing up the female economic activity rate.

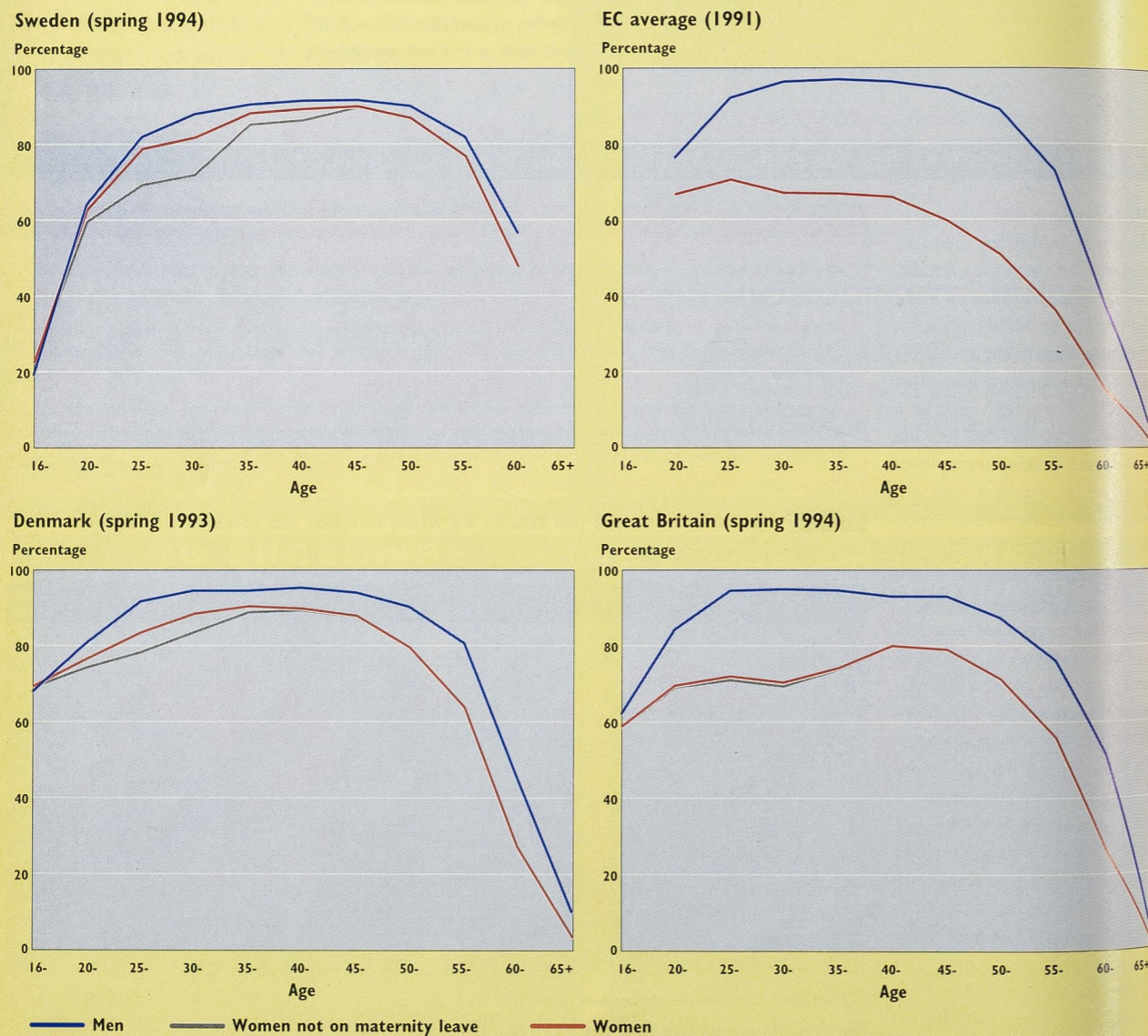
Maternity rights in Denmark, Sweden and Great Britain

In Denmark, women can go on maternity leave four weeks before the expected birth and do not return until 14 weeks after the birth of the child. In addition the mother of the newborn child can take an additional ten weeks leave.

In Sweden maternity leave is 360 days with 90 per cent pay.

In Great Britain women with two years service qualify for up to around 40 weeks maternity leave. From October 1994 all women qualify for 14 weeks maternity leave. Statutory maternity pay can last for 18 weeks.

Figure 2 Economic activity rates of men, women and women not on maternity leave, for Sweden, Denmark and Great Britain, by age



The Economic activity rate is the percentage of persons who are either in employment or unemployed.

3 ILO AND CLAIMANT COUNT UNEMPLOYMENT FOR MEN AND WOMEN BY AGE

Although regular information is published in the LFS Quarterly Bulletin about differences between the LFS and claimant count measures of unemployment, enquirers sometimes ask for more details, for example of how the measures relate to each other for different age-groups.

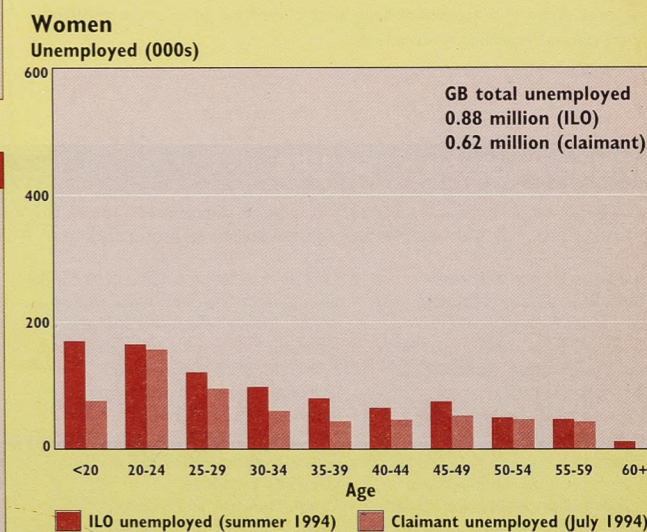
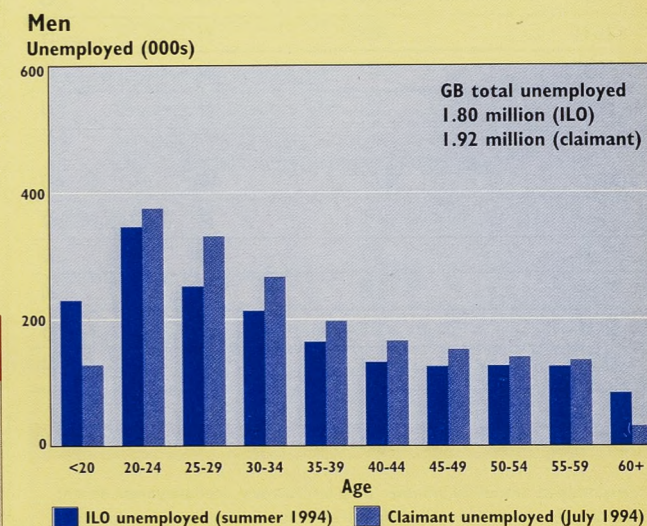
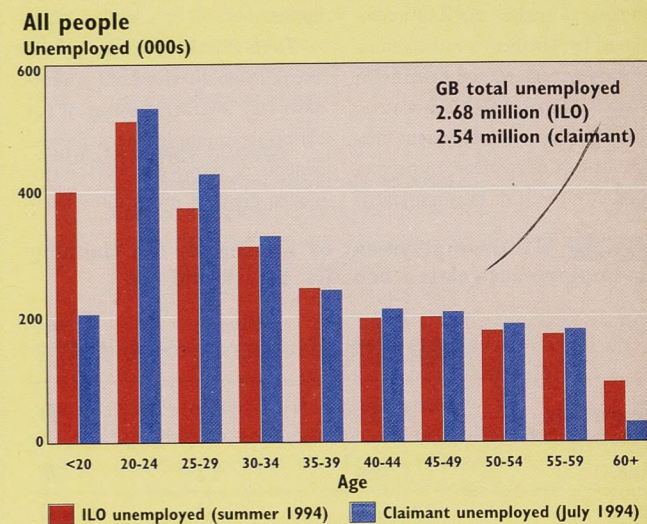
Figure 3 provides, for men and women separately, a comparison of the figures from the summer (June to August) 1994 LFS for ILO unemployment by age with the claimant unemployment figures by age for July (age analyses of claimant unemployment are only available for every third month).

Although the two measures are fairly close to each other in total, the figure shows that this is because larger ILO than claimant unemployment figures for the under 20 years and 60 and over years age-groups are counter-balanced by higher claimant than ILO unemployment for all age groups 20 to 59. The particularly

large difference for the under 20 age group arises because young people aged under 18, who are not in full-time education or in job, are guaranteed a Youth Training Scheme place and are hence not generally covered by unemployment-related benefits.

A very different relationship between the two unemployment measures is seen for men and for women (except in the two age group extremes). The number of men unemployed according to the ILO measure is lower than the number of male claimants. For women the position is reversed. This is probably mainly because some women have not paid sufficient National Insurance contributions to be entitled to Unemployment Benefit or they are not entitled to Income Support (unemployment-related) because they are married or cohabiting and their partner is either working or claiming benefits.

Figure 3 ILO unemployment compared with the claimant count by age and sex (Great Britain, summer 1994 and July 1994, not seasonally adjusted)



International Labour Organisation (ILO) measure of unemployment - used in the LFS

People without a job who were available to start work in the two weeks following their LFS interview and had either looked for work in the four weeks prior to interview or were waiting to start a job they had already obtained. This definition of unemployment is in accordance with that adopted by the 13th International Conference of Labour Statisticians, further clarified at the 14th ICLS, and promulgated by the ILO in its publications.

Claimant count measure of unemployment

The monthly unemployment count relates to claimants of benefits at Employment Service local offices on the day of the count, normally the second Thursday of each month; it is derived almost wholly from computerised administrative records. Claimants consist of those people who claim Unemployment Benefit, Income Support or National Insurance credits. The rules for claiming these benefits vary slightly, depending upon which benefit is being claimed, but broadly, the claimant count consists of people who have declared for each day they are claiming that they were unemployed; capable of work; available for work; and had been actively seeking employment in the week in which the day falls.

4 ILO UNEMPLOYMENT BY WHETHER OR NOT CLAIMING UNEMPLOYMENT-RELATED BENEFIT

In addition to direct comparisons between the LFS and claimant count measures of unemployment, the LFS Help-Line often receives requests to analyse the ILO unemployed by whether or not claiming unemployment related benefits. It is possible to do this because, although ILO unemployment does not depend in any way on people's eligibility to claim unemployment

related benefits, the LFS does ask questions which try to assess whether an individual is included in the claimant unemployment figures.

Table 2 analyses the age and sex breakdown of the ILO unemployed by whether claiming or not claiming unemployment related benefits. It shows that ILO unemployed men are much more likely

to claim unemployment related benefits than women (72 per cent compared with 40 per cent) and that, of the age groups shown, ILO unemployed 16-19 year olds are least likely to be claiming. The reasons why ILO unemployed women and young people are less likely to be claiming unemployment related benefits are explained on the previous page in the age comparison of

the two unemployment measures.

It is clear from figure 4 that those ILO unemployed who are claiming benefits are likely to endure longer spells of unemployment than those who are ILO unemployed and not claiming. This is true for both men and women although in general women are likely to be unemployed for shorter periods than men.

Table 2 ILO unemployment by whether or not claiming unemployment-related benefits, by sex and age

	All ILO unemployed (thousands)	Claiming (%)	Not claiming (%)
All persons	2,655	61	39
Men	1,784	72	28
Age: 16-19	230	37	63
20-24	346	75	25
25-34	465	81	19
35-49	421	81	19
50+	323	67	33
Women	871	40	60
Age: 16-19	170	28	72
20-24	165	48	52
25-34	220	40	60
35-49	220	37	63
50+	97	56	44

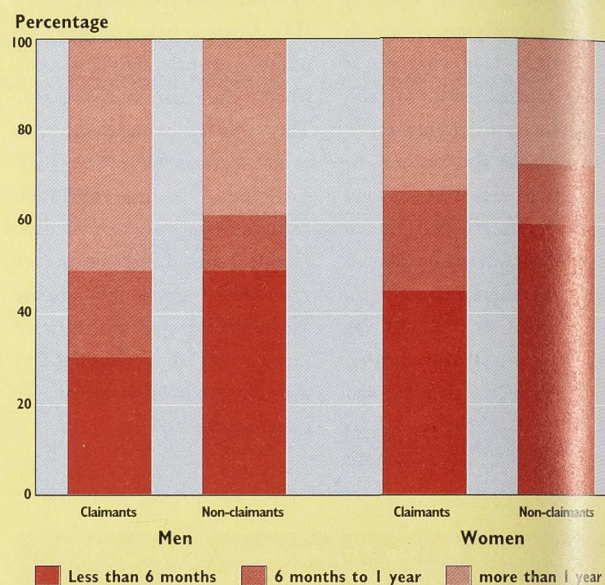
Claiming unemployment-related benefit in the LFS

Respondents are asked whether they are claiming unemployment benefit and if not, whether they are signed on at an Employment Service local office (formerly Unemployment benefit office) in order to: (a) claim income support on account of being unemployed, or (b) to obtain credits for National Insurance contributions.

Duration of ILO unemployment in the LFS

Duration of ILO unemployment is defined as the shorter of the following two periods: (a) duration of active search for work; and (b) length of time since last employment.

Figure 4 Duration of ILO unemployment by whether or not claiming benefits (Great Britain, summer 1994, not seasonally adjusted)



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Publication dates of main economic indicators February — April 1995

Labour market statistics
Unemployment, employment, vacancies, earnings, hours, unit wage costs, productivity and industrial disputes.

February	15 Wednesday
March	15 Wednesday
April	12 Wednesday

Retail prices index

February	15 Wednesday
March	22 Wednesday
April	12 Wednesday

GETTING ACCESS TO THE LFS

A variety of ways to access LFS data has been designed to meet the needs of the different types of user ranging from those who need very up-to-date key Labour Market figures to those who require more detailed statistics for their own analysis.

The **Labour Force Survey Quarterly Bulletin (LFSQB)**, which is issued in September, December, March and June, is the main LFS publication, featuring results from the new quarter's survey, along with technical notes about methodology and the definitions used.

In addition, a new publication, the **Labour Force Survey Rapid Release (LFSRR)** makes available key results two months before the

LFSQB is published. Thus the LFSRR published in October featured key results from the summer survey, while the full results will be available in the LFSQB in December.

A full-page advertisement elsewhere in this issue describes the LFSQB and LFSRR. For subscription details telephone 071 273 6110.

Analysis services

The full quarter's LFS dataset is released at the same time as the LFSQB.

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NOMIS now offers a range of LFS data at national and local area level. For more information contact: 091 374 2468/2490.

For research users, the **ESRC Data Archive** holds all LFS datasets.

For more information telephone 0206 872570.

LFS Helpline

For further information about the LFS, telephone the LFS HELPLINE on 071 273 5585.

LABOUR MARKET update

Economic background

Table 0.1

- **Gross Domestic Product (GDP)** in the third quarter of 1994 was 0.8 per cent higher than the previous quarter and 4.1 per cent higher than a year earlier.
- **Excluding oil and gas GDP** in the third quarter of 1994 was 0.8 per cent higher than the previous quarter and 3.6 per cent higher than a year earlier.
- **Retail Sales volumes** in the three months to November were 0.5 per cent higher than in the previous three months and 3.0 per cent higher than a year earlier.
- **Manufacturing output** in the three months to November was 0.8 per cent higher than in the previous three months and 5.0 per cent higher than a year earlier.
- **Construction output** in the third quarter of 1994 was 1.3 per cent lower than the previous quarter and 2.3 per cent higher than a year earlier.
- **Investment** in the third quarter of 1994 was 0.6 per cent lower than the previous quarter but 2.2 per cent higher than a year earlier.
- **Government consumption** in the third quarter of 1994 was 0.3 per cent higher than the previous quarter and 1.2 per cent higher than a year earlier.
- **The balance of visible trade** in the three months to October was in deficit by £1.68 billion. This compares to a deficit of £2.33 billion in the previous three months and £2.6 billion a year earlier.
- **Excluding oil and erratics export volumes** in the three months to October were 7 per cent higher than the previous three months and 13 per cent higher than a year earlier.
- **Excluding oil and erratics import volumes** in the three months to October were 2½ per cent higher than the previous three months and 6 per cent higher than a year earlier.

Employment

Figure 1. Tables 1.1 to 1.12, except 1.8

- Manufacturing employment in Great Britain rose by 18,000 in November following a fall of 2,000 in October and a fall of 4,000 in September. (Table 1.2)
- Overtime worked by operatives rose sharply in November to 10.7 million hours per week. (Table 1.11)
- Hours lost through short-time working fell slightly to 0.15 million hours per week in November and the level continues to remain very low. (Table 1.11)
- The average hours index for manufacturing operatives in Great Britain rose from 99.1 to 99.8 in November (1985=100). (Table 1.12)
- In the quarter to September 1994 the workforce in employment in the UK rose by 140,000 (revised from 146,000 published last month). This rise was split almost equally between men and women, and just over two-thirds of the rise was in part-time jobs. (Table 1.1)
- September's quarterly increase was made up of rises in employees (109,000) and self-employed (40,000), and offset by falls in HM Forces (4,000) and participants on work-related government training schemes (6,000). (Table 1.1)
- The large quarterly rise in the workforce in employment has helped narrow the gap between the Workforce in Employment series and the Labour Force Survey (LFS) total employment series.
- Service sector employees in Great Britain rose by 120,000 in the quarter to September. Over the year, employment in the service industries rose by 39,000. (Table 1.2)

Claimant unemployment

Figure 2. Tables 2.1-2.20, except 2.18

- UK seasonally adjusted level of claimant unemployment fell by 54,600 in December to 2,413,500. This is the eleventh consecutive monthly fall and the biggest monthly fall for 5¾ years. (Table 2.1)
- Unemployment level 821,100 (52 per cent) higher than in April 1990 when claimant unemployment reached its last trough, but 558,200 (19 per cent) lower than in December 1992 when unemployment last reached a peak. (Table 2.1)
- The seasonally adjusted rate of claimant unemployment, at 8.6 per cent of the workforce, was down 0.2 percentage points on the previous month. Lowest rate since August 1991. (Table 2.1)
- United Kingdom unemployment rate is 1.2 percentage points lower than 12 months ago and, over the year, has fallen in every region for both men and women. (Tables 2.1 & 2.3)
- Between November and December 1994 the total level of seasonally adjusted claimant unemployment fell in all regions. The largest percentage falls occurred in the South West, East Midlands, West Midlands and the South East. Unemployment also fell in all regions amongst both men and women. (Table 2.3)
- The UK unadjusted total of claimants fell by 5,967 from the previous month to 2,417,046 or 8.6 per cent of the workforce, the same as the rate for the previous month. (Table 2.1)
- By comparison, unadjusted ILO unemployment in Great Britain (Autumn 1994) stood at 2.47 million, which is 78,000 higher than the GB claimant count for the same period. (See Labour Force Survey section)

Jobcentre Vacancies

Tables 3.1-3.3

- The number of vacancies remaining unfilled at Jobcentres (UK seasonally adjusted) fell slightly, by 200, to stand at 179,800. This was the first fall in jobcentre vacancy stocks in 15 months but the level still remains historically high. (Table 3.1)
- The seasonally adjusted number of new vacancies notified to Jobcentres also fell slightly by 100 to 228,800. (Table 3.1)
- The seasonally adjusted number of people placed into jobs by the Employment Service fell by 500 to 174,200, the second highest level since the seasonally adjusted series began in January 1980. (Table 3.1)

Labour disputes

Figure 3. Tables 4.1, 4.2

- It is provisionally estimated that 10,000 working days were lost due to stoppages of work in October 1994. This compares with 18,000 in September 1994 and 4,000 in October 1993.
- The number of working days lost in the twelve months to October 1994 is provisionally estimated to be 0.4 million, equivalent to 19 days lost per 1,000 employees. This is the lowest November to October figure on record (since 1920). The latest estimate is approximately two thirds the total for both the corresponding period a year ago (0.6 million) and the annual total for 1993 (0.6 million).
- Of the 0.4 million days lost in the latest twelve month period, 46 per cent (183,000) were lost in the public administration and sanitary services group.
- A provisional total of 15 stoppages were recorded as being in progress in October 1994. The twelve months to October total (168) is the lowest November to October figure on record. Data on stoppages in progress were first recorded in 1920.

Average earnings

Figure 4. Tables 5.1, 5.3

- Underlying rate of increase in average earnings for the whole economy in the year to November 1994 was provisionally estimated to be 3¾ per cent. This is the same as the October figure which has been revised down ¼ per cent. (Table 5.1)
- The September to November 1993 rate of 3 per cent was the lowest since 1967.
- Actual increase in whole economy average earnings was 3.3 per cent. (Table 5.1)
- In the manufacturing industries the increase was 4¾ per cent. This is the same as the October figure. (Table 5.1)
- The November 1993 manufacturing rate of 4 per cent was the lowest since 1967.
- The production industries increase was 4½ per cent. This is the same as the October figure. (Table 5.1)
- In the service industries the increase was 3¼ per cent. This is the same as the October figure which has been revised down ¼ per cent. (Table 5.1)
- The September and October 1993 figure of 2¼ per cent for the service sector was the lowest rate since series began in 1985.

Productivity and unit wage costs

Figure 5. Tables 1.8, 5.8

- Manufacturing output rose by 5.0 per cent in the three months ending November 1994, compared with a year earlier. (Table 1.8)
- Manufacturing productivity in terms of output per head rose 6.2 per cent in the three months ending November 1994, compared with a year earlier. (Table 1.8)
- Manufacturing unit wage costs fell 1.3 per cent in the three months ending November 1994, compared with a year earlier. (Table 5.8)
- Whole economy output per head was 4.0 per cent higher in the third quarter of 1994, compared with a year earlier. (Table 1.8)
- Whole economy unit wage costs unchanged in the third quarter of 1994, compared with a year earlier. (Table 5.8)

Figure 3: Working days lost and stoppages due to labour disputes: UK

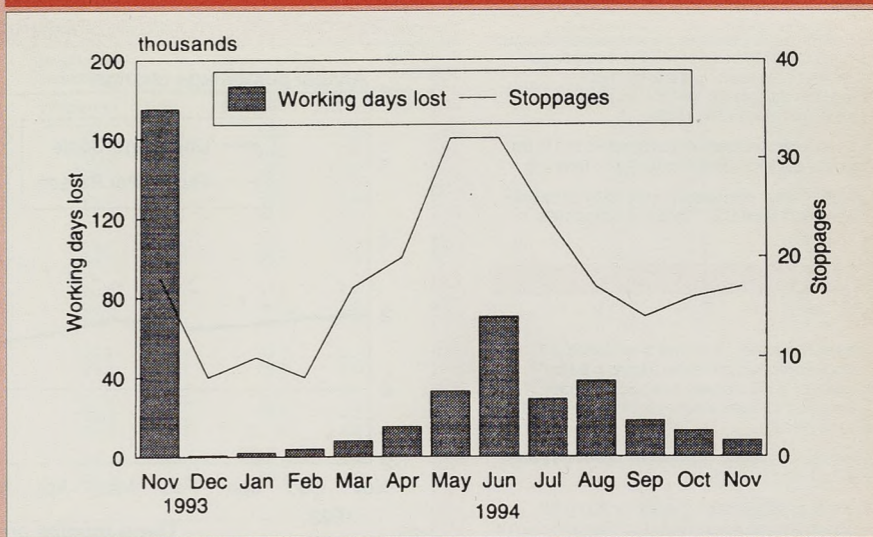


Figure 4: Underlying average earnings index: GB

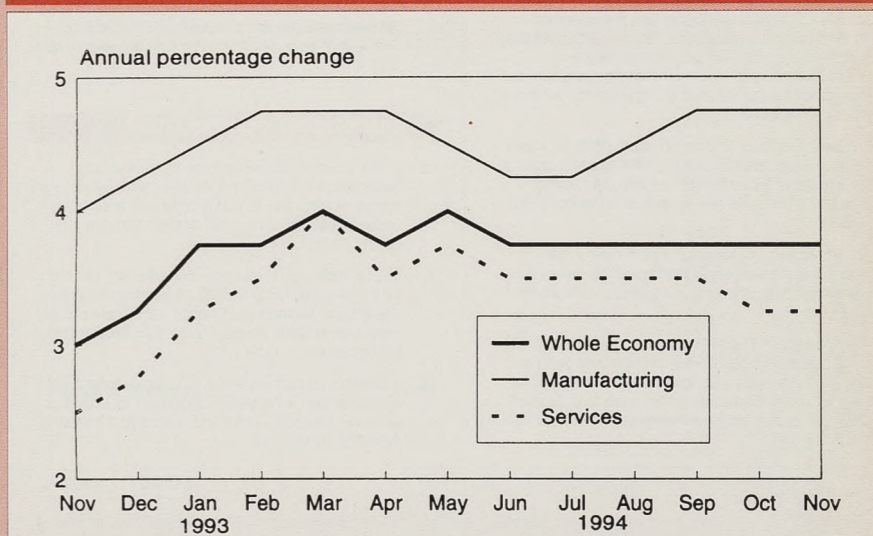


Figure 1 Manufacturing and non-manufacturing employees in employment: UK

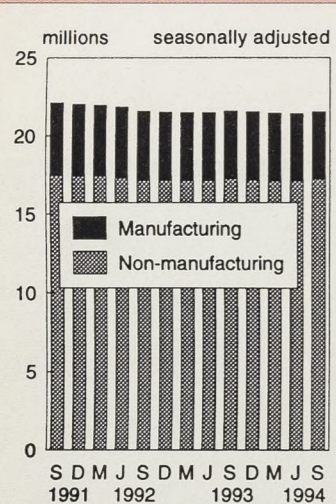
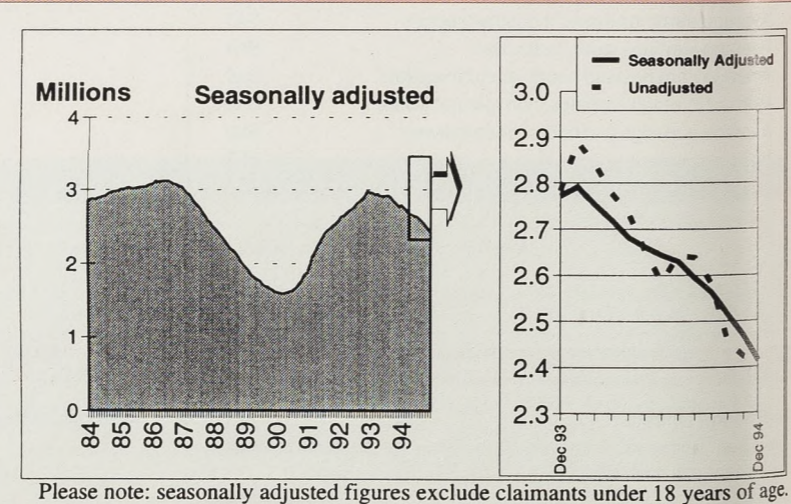


Figure 2: UK claimant unemployment 1984-1994



Please note: seasonally adjusted figures exclude claimants under 18 years of age.

Prices

Figure 6. Tables 6.1-6.5

- The increase over the 12 months to December in the "all-items" RPI was 2.9 per cent, up from 2.6 per cent for November. (Table 6.1)
- Between November and December the "all-items" index rose by 0.5 per cent, compared to a rise of 0.2 per cent in December 1993. (Table 6.1)
- Tobacco prices and motoring costs both rose as a result of the increases in excise duties announced in the November Budget. There were also increases in the prices of most goods, especially for food, household and personal goods. There were, however, further falls in alcohol off-sale prices in the run-up to Christmas. (Table 6.2)
- Excluding mortgage interest payments, the latest 12-month rate of price increases was 2.5 per cent for December, up from 2.3 per cent in November. (Table 6.2)
- The Tax and Price Index for December showed an increase over the latest 12 months of 3.4 per cent, up from 3.1 per cent in November.

- The 12-month rate of increase in the price index for the output of manufactured products is provisionally estimated at 2.6 per cent for December up from 2.5 per cent (provisional) for November.
- The index of prices of materials and fuels purchased by manufacturing industry provisionally increased by 8.3 per cent over the year to both November and December 1994.

Labour Force Survey (LFS)

Figure 7. Tables 7.1-7.20

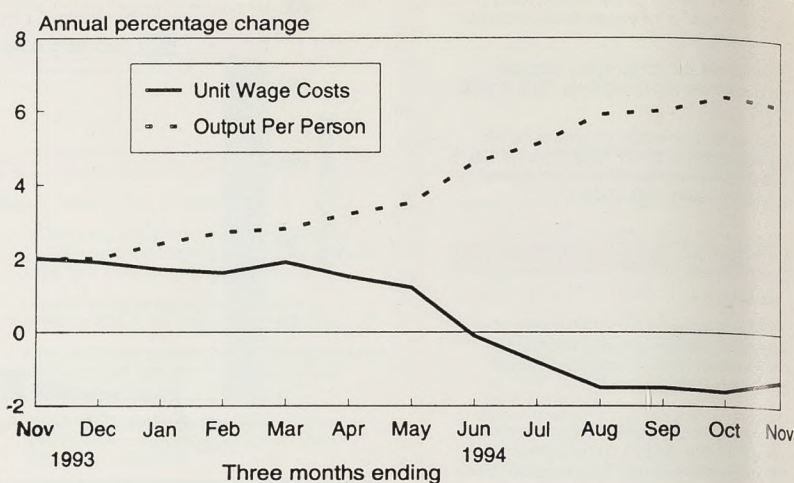
- Key LFS rapid release results, published on 18 January showed that the number of people in employment at autumn 1994 rose by 115,000 to 25.2 million (seasonally adjusted) compared with summer 1994. This measure differs from the figures given in the employment section, which are numbers of jobs. (Table 7.1)
- The number of employees rose by 64,000 to 21.4 million (seasonally adjusted) and self-employment rose by 47,000 to 3.3 million. In addition, there were 0.29 million people on Government employment and training schemes and 0.15 million unpaid family workers. (Table 7.1)

- The numbers in full-time employment increased by 127,000 to 18.7 million (seasonally adjusted) whilst the numbers in part-time employment fell by 11,000 to 6.0 million.
- 2.5 million people (seasonally adjusted) were unemployed on the ILO definition, a fall of 144,000 since summer 1994. This is the largest quarterly fall in ILO unemployment since the quarterly LFS was first introduced in spring 1992. (Table 7.1)
- ILO unemployment (seasonally adjusted) fell by 119,000 for males and fell by 26,000 for females. (Table 7.1)
- The total number economically active fell by 29,000 on the quarter to stand at 27.7 million at autumn 1994.

Training

- Tables 8.1-8.10
- Seasonally adjusted, 13 per cent of employees (2.7 million) had received job-related training in the four weeks prior to LFS interview during Summer 1994. This is lower than the levels observed in the previous quarter and one year ago.
 - Unadjusted, the number of employees receiving training was 2.3 million (11 per cent).
 - The number participating in Training for Work (TFW) increased between September and October 1994 which is consistent with a seasonal increase at the same time last year. The number of participants is 11 per cent fewer than the number participating in October 1993. (Table 8.1)
 - The proportion of leavers from TFW who were in a job 6 months after leaving was higher than the equivalent figure for leavers a year earlier. The current trend in this proportion is upward. The proportion gaining a qualification was slightly greater than the equivalent for a year earlier; the current trend in this proportion is more or less flat. (Table 8.3)
 - The number of Youth Training (YT) participants increased between September and October 1994 which is similar to the increase at the same time last year. The number of participants was 2 per cent lower than in October 1993. (Table 8.1)
 - The proportion of YT leavers in a job 6 months after leaving was substantially higher than at the same time a year earlier. This proportion is showing an upward trend. (Table 8.4)
 - The proportion of YT leavers gaining a qualification while on the programme has in recent months been generally higher than the equivalent figure from a year earlier. For the latest month the figures are the same as in October 1993. The current trend in this proportion is more or less flat. (Table 8.4)

Figure 5: Manufacturing unit wage costs and output per person: UK



- The number of people on the Business Start-Up Scheme fell between September and October 1994 compared with a small increase at the same time last year. (Table 8.1)
- The UK rate is below the EU average using the latest available SOEC data (8.8 per cent for the UK in November 1994 compared to 10.7 per cent for the EU average).
- The unemployment rate is also below the EU average using the latest available figures from the OECD (9.0 per cent for the UK in November 1994 compared with an October 1994 average for the EU - excluding Denmark, Greece and Luxembourg - of 11.4 per cent). (Table 2.18)
- Latest available international figures relating to September 1994 show over the year civilian employment rising in France, the UK, USA and Canada, while falling in Japan (previously rising), Italy, Western Germany and Spain. (Table 1.9)
- The internationally comparable ILO unemployment rate for the UK (using OECD figures) is lower than in Finland, Canada and Australia and amongst our EU partners, is lower than in Spain, Ireland, France, Italy, Belgium and the Netherlands. (Table 2.18)
- Among our EU partners the UK ILO unemployment rate is still higher than in Portugal (OECD figures for Unified Germany, Denmark, Greece and Luxembourg are not available). (Table 2.18)
- Manufacturing average earnings increase higher than in 10 OECD countries. (Table 5.9)
- Manufacturing productivity growing faster than in 6 OECD countries shown in table 5.9 (excluding Belgium and Denmark).
- In EU countries there was an average rise in consumer prices of 3.0 per cent (provisional) over the 12 months to November 1994, compared with 2.6 per cent in the UK. Over the same period consumer prices rose in France by 1.8 per cent (provisional) and in West Germany by 2.7 per cent, while outside the EU, consumer prices rose by 2.7 per cent in the United States and by 0.8 per cent (provisional) in Japan.

International comparisons

Figure 6: RPI, annual percentage change: UK

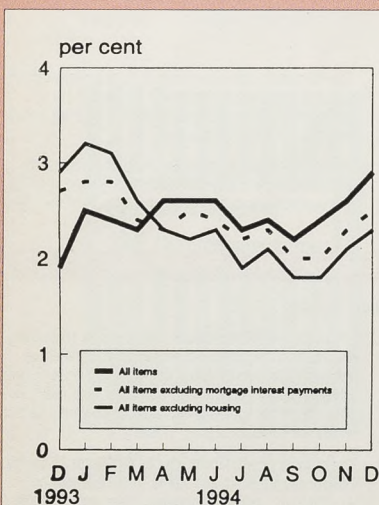
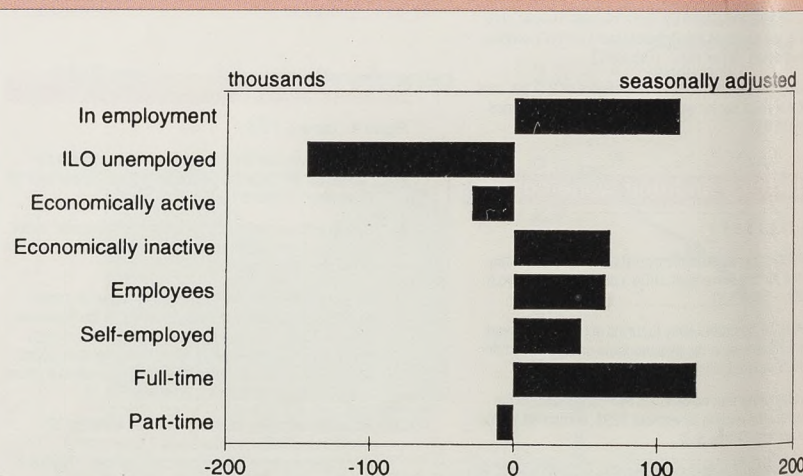


Figure 7: Changes in economic activity between summer 1994 and autumn 1994: GB



	Output				Income																								
	GDP		GDP 1990 prices		Index of output UK		Index of production OECD countries 1		Real personal disposable income		Gross trading profits of companies 4																		
	1990=100	£ billion	%	1990=100	%	1990=100	%	1990=100	%	£ billion	%																		
1988	97.3	465.7	4.9	98.2	4.8	95.9	7.0	95.5	5.6	93.6	6.0	62.2	19.1																
1989	99.4	476.2	2.3	100.3	2.1	100.2	4.5	98.5	3.1	98.2	4.9	67.1	7.9																
1990	100.0	478.9	0.6	100.0	-0.3	100.0	-0.2	100.0	1.5	100.0	1.8	67.3	0.3																
1991	97.9	468.9	-2.1	96.1	-3.9	94.6	-5.4	99.6 r	-0.4	100.1	0.1	67.3	—																
1992	97.4	466.6	-0.5	95.9	-0.2	94.0	-0.6	99.2	-0.4	102.8	2.7	67.2	-0.1																
1993	99.4	476.2 r	2.1	97.9	2.1	95.2	1.3	98.9	-0.3	104.3 r	1.5	75.9 r	12.9																
1993 Q3	99.8	119.5	2.3	98.4	2.4	95.3	1.3	99.4	-0.1	103.9	0.2	19.4 r	11.9																
1993 Q4	100.7	120.5	2.7	99.6	2.8	95.6	1.5	99.5	0.9	104.8	1.1	20.3	18.5																
1994 Q1	101.7 r	121.8 r	3.4	100.7	4.2	97.2	2.3	100.8 r	1.9	104.7	0.5	21.0	19.1																
1994 Q2	103.1	123.4	4.3	102.8 r	5.9	98.7 r	3.8	102.7	4.1	104.0	-0.2	20.9	12.4																
1994 Q3	103.9	124.4	4.1	104.1	5.8	99.9	4.8	104.4	5.0	105.5	1.5	22.0	13.6																
1994 May	..	..	..	102.9 r	5.3	98.9	2.9	102.5	3.2	..	..	..	..												
1994 Jun	..	..	..	103.1	5.9	98.9	3.8	103.4	4.1	..	..	..	..												
1994 Jul	..	..	..	103.6	5.6	99.7	4.2	103.9	4.4	..	..	..	..												
1994 Aug	..	..	..	103.8	5.7	99.8	4.8	105.1	5.0	..	..	..	..												
1994 Sep	..	..	..	104.8	5.8	100.2 r	4.9	104.4 r	5.1	..	..	..	..												
1994 Oct	..	..	..	105.1	5.9	100.6	5.1	104.5	5.4	..	..	..	..												
1994 Nov	..	..	..	104.1	5.4	99.9	4.9	..	..	..	..	..	..										
Expenditure																													
Consumer expenditure 1990 prices		Retail sales volumes 1		Fixed investments 5		General government consumption at 1990 prices		Stock changes 1990 prices 7		Base lending rates + 8		Effective exchange rate + 1.9																	
£ billion		%		£ billion		%		£ billion		%		1985=100																	
1990=100		%		1990=100		%		1990=100		%		1985=100																	
1988		334.6		7.5		97.3		..		73.4		13.7		108.6		0.7		5.09		13.00		95.5		6.0					
1989		345.4		3.2		99.3		2.1		82.0		11.7		15.0		8.2		110.1		1.4		2.70		15.00		92.6		-3.0	
1990		347.5		0.6		100.0		0.7		81.9		-0.1		14.2		-5.1		112.9		2.5		-1.80		14.00		91.3		-1.4	
1991		339.9		-2.2		98.9		-1.1		75.4		-7.9		12.8		-10.0		115.8		2.6		-4.63		10.50		91.7		0.4	
1992		339.9		..		99.5		0.6		74.4		-1.3		11.6		-9.5		115.8		..		-1.70		7.00		88.4		-3.6	
1993		348.8		2.6		103.0		3.5		73.6		-1.1		11.0		-5.2		116.9 r		0.9		0.19		5.50		80.2		-9.3	
1993 Q3		87.6		2.7		103.5		3.8		18.2		-0.8		2.7		-5.6		29.3		2.5		-0.07		6.00		81.0		-10.9	
1993 Q4		88.4		3.1		104.3 r		3.8		18.6		..		2.7		-5.1		29.4		1.9		-0.08 r		5.50		81.0		1.5	
1994 Q1		88.7		3.0		105.4		3.5		18.9 r		0.2		2.7		-4.5		29.5		1.8		0.34		5.25		81.3		3.6	
1994 Q2		89.1		2.8		106.3		3.8		18.7		4.3		2.8		1.5		29.6		1.2		1.01		5.25		80.0		-0.2	
1994 Q3		89.5 r		2.2		107.1		3.5		18.8		3.3		2.8 r		1.9		29.7		1.2		0.59		5.75		79.1		-2.3	
1994 Jun		..		..		106.4		3.9		..		..		..		..		..		..		..		5.25		80.1		-0.2	
1994 Jul		..		..		107.0		3.6		..		..		..		..		..		..		..		5.25		79.1		-0.9	
1994 Aug		..		..		106.8		3.3		..		..		..		..		..		..		..		5.25		79.0		-1.5	
1994 Sep		..		..		107.3		3.4		..		..		..		..		..		..		..		5.75		79.3		-2.3	
1994 Oct		..		..		107.4 r		3.3		..		..		..		..		..		..		..		5.75		80.3		-1.5	
1994 Nov		..		..		107.4		3.1		..		..		..		..		..		..		..		5.75		80.2		-1.0	
1994 Dec		..		..		107.9		3.2		..		..		..		..		..		..		..		6.25		80.2 P		-1.0	
Visible trade													Balance of payments				Prices												
Export volume 1		Import volume 1		Visible balance		Current balance		Tax and price index + 1.10		Producer price index + 1.3,10		Materials and fuels		Home sales															
1990=100		%		£ billion		£ billion		Jan 1987=100		%		1990=100		%		1990=100		%											
1988		89.0		..		92.4		..		103.3		2.9		..		..		..		..		..		..		..		..
1989		94.2		5.8		99.9		8.1		110.6		7.1		..		..		..		..		..		..		..		..
1990		100.0		6.2		100.0		0.1		119.7		8.2		100.0		..		..		..		..		..		..		..
1991		101.2		1.2		94.7		-5.3		126.2		5.4		97.8		-2.2		105.4		5.5		..		..		..		..
1992		103.7		2.5		100.9		6.5		129.8		2.8		97.4		-0.4		108.7		3.1		..		..		..		..
1993		107.0		3.2		104.6		3.7		131.4		1.3		101.8		4.5		113.0		3.9		..		..		..		..
1993 Q3		107.2		4.1		104.1		2.3		132.1		1.7		100.1		5.7		113.5		4.3		..		..		..		..
1993 Q4		109.6		3.5		107.1		3.5		132.6		1.6		100.1		-0.6		113.9		3.9		..		..		..		..
1994 Q1		112.5 r		4.9		109.5		4.7		132.8		2.5		101.0		-3.0		114.9		3.3		..		..		..		..
1994 Q2		116.5		10.6		107.8		5.4		135.6		3.1		103.3		0.6		115.6		2.2		..		..		..		..
1994 Q3		120.9		12.8		107.9 r		3.7		135.7		2.7		104.7 r		4.5		116.0		2.1		..		..		..		..
1994 May		113.3 r		10.9		108.5		7.2		135.8		2.8		103.6		-1.1		115.6		2.4		..		..		..		..
1994 Jun		118.5		11.7		106.0		5.7		135.8		3.0		104.4		0.6		115.7		2.2		..		..		..		..
1994 Jul		118.8		10.4		106.9		4.0		135.1		3.0		104.4		2.1		115.7		2.1		..		..		..		..
1994 Aug		121.8		11.0		108.5 r		4.2		135.8		3.0		104.4		3.2		116.0		2.1		..		..		..		..
1994 Sep		122.2		12.8		108.4		3.7		136.1		2.7		105.2		4.6		116.2		2.2		..		..		..		..
1994 Oct		122.6		12.3		110.9		4.2		136.4		2.7		105.8 r		5.8		116.3		2.3		..		..		..		..
1994 Nov		..																											

1.1 EMPLOYMENT Workforce*

	Employees in employment				Self-employed persons (with or without employees) **	HM Forces #	Work-related government training programmes ++	Workforce in employment ##	Workforce #	
	Male		Female							
	All	Part-time +	All	Part-time +						
										All	Part-time +
UNITED KINGDOM										
Unadjusted for seasonal variation										
1990 Dec	11,884		10,891		22,775	3,469	300	418	26,963	28,813
1991 Mar	11,642		10,727		22,369	3,431	298	406	26,504	28,646
Jun	11,530		10,731		22,262	3,393	297	353	26,305	28,546
Sep	11,447	1,015	10,664	4,739	22,112	3,347	297	338	26,094	28,544
Dec	11,343		10,709		22,053	3,301	295	355	26,002	28,554
1992 Mar	11,228		10,675		21,902	3,254	293	363	25,813	28,521
Jun	11,211		10,695		21,906	3,208	290	325	25,728	28,406
Sep	11,042		10,508		21,550	3,211	284	315	25,360	28,208
Dec	10,969	1,140	10,585	4,830	21,554	3,167	280	354	25,355	28,338
1993 Mar	10,904	1,107	10,529	4,790	21,433	3,122	275	352	25,182	28,179
Jun	10,928	1,121	10,626	4,852	21,554	3,178	271	311	25,314	28,179
Sep	10,950	1,136	10,630	4,839	21,580	3,183	267	306	25,336	28,248
Dec	10,877	1,154	10,693	4,944	21,570	3,232	258	329	25,389	28,172
1994 Mar	10,785	1,141	10,603	4,890	21,387	3,230	254	327	25,199	27,977
Jun	10,815	R	10,644	R	21,459	3,282	250	313	25,304	27,890
Sep R	10,893	1,166	10,660	4,920	21,552	3,290	246	308	25,396	27,960
UNITED KINGDOM										
Adjusted for seasonal variation										
1990 Dec	11,878		10,841		22,719	3,459	300	418	26,897	28,747
1991 Mar	11,682		10,767		22,449	3,421	298	406	26,574	28,666
Jun	11,514		10,706		22,220	3,383	297	353	26,254	28,554
Sep	11,419	1,049	10,693	4,799	22,112	3,336	297	338	26,084	28,536
Dec	11,341		10,670		22,011	3,290	295	355	25,950	28,498
1992 Mar	11,265		10,707		21,972	3,243	293	363	25,872	28,524
Jun	11,186		10,664		21,851	3,196	290	325	25,661	28,393
Sep	11,022		10,538		21,560	3,228	284	315	25,387	28,228
Dec	10,970	1,119	10,552	4,793	21,523	3,168	280	354	25,324	28,296
1993 Mar	10,940	1,109	10,556	4,797	21,496	3,116	275	352	25,240	28,173
Jun	10,899	1,103	10,594	4,829	21,493	3,166	271	311	25,241	28,156
Sep	10,933	1,171	10,660	4,895	21,593	3,200	267	306	25,366	28,268
Dec	10,878	1,132	10,654	4,905	21,532	3,232	258	329	25,351	28,122
1994 Mar	10,821	1,145	10,632	4,900	21,453	3,225	254	327	25,260	27,979
Jun	10,807	1,155	10,626	R	21,433	3,266	250	313	25,262	27,906
Sep R	10,863	1,189	10,679	4,966	21,542	3,307	246	308	25,402	27,968
GREAT BRITAIN										
Unadjusted for seasonal variation										
1990 Dec	11,603	1,036	10,624	4,728	22,226	3,394	300	402	26,322	28,077
1991 Mar	11,363	1,043	10,462	4,657	21,825	3,355	298	390	25,868	27,912
Jun	11,253	1,049	10,467	4,703	21,719	3,316	297	333	25,666	27,808
Sep	11,170	981	10,399	4,632	21,569	3,270	297	318	25,454	27,801
Dec	11,067	1,043	10,439	4,731	21,506	3,224	295	336	25,360	27,811
1992 Mar	10,953	1,033	10,407	4,699	21,360	3,178	293	345	25,176	27,779
Jun	10,936	1,070	10,427	4,725	21,363	3,132	290	307	25,091	27,665
Sep	10,767	1,035	10,239	4,603	21,006	3,135	284	297	24,722	27,459
Dec	10,695	1,105	10,314	4,717	21,010	3,091	280	337	24,717	27,595
1993 Mar	10,631	1,072	10,258	4,677	20,889	3,046	275	336	24,546	27,437
Jun	10,654	1,084	10,356	4,739	21,011	3,103	271	295	24,680	27,442
Sep	10,674	1,099	10,358	4,724	21,033	3,109	267	288	24,696	27,500
Dec	10,600	1,116	10,417	4,826	21,018	3,157	258	311	24,744	27,427
1994 Mar	10,509	1,103	10,329	4,773	20,838	3,155	254	309	24,557	27,236
Jun	10,539	R	10,369	R	20,907	3,208	250	297	24,662	27,152
Sep R	10,614	1,127	10,384	4,802	20,999	3,216	246	289	24,749	27,214
GREAT BRITAIN										
Adjusted for seasonal variation										
1990 Dec	11,598	1,021	10,576	4,681	22,174	3,383	300	402	26,259	28,014
1991 Mar	11,403	1,042	10,501	4,671	21,904	3,345	298	390	25,937	27,932
Jun	11,236	1,032	10,441	4,674	21,677	3,306	297	333	25,613	27,815
Sep	11,142	1,016	10,427	4,693	21,569	3,260	297	318	25,445	27,796
Dec	11,065	1,024	10,402	4,690	21,467	3,213	295	336	25,311	27,757
1992 Mar	10,990	1,034	10,438	4,708	21,428	3,166	293	345	25,233	27,782
Jun	10,911	1,052	10,395	4,698	21,307	3,120	290	307	25,023	27,650
Sep	10,747	1,071	10,269	4,662	21,016	3,152	284	297	24,749	27,483
Dec	10,697	1,083	10,284	4,679	20,981	3,092	280	337	24,689	27,555
1993 Mar	10,666	1,073	10,285	4,684	20,952	3,040	275	336	24,602	27,431
Jun	10,625	1,066	10,323	4,716	20,948	3,092	271	295	24,605	27,417
Sep	10,658	1,134	10,387	4,781	21,046	3,126	267	288	24,725	27,523
Dec	10,602	1,093	10,380	4,787	20,982	3,158	258	311	24,709	27,380
1994 Mar	10,544	1,107	10,358	4,783	20,902	3,151	254	309	24,617	27,237
Jun	10,530	R	10,350	R	20,880	3,192	250	297	24,619	27,164
Sep R	10,586	1,150	10,403	4,848	20,988	3,232	246	289	24,755	27,225

Note: Definitions of terms used will be found at the end of the section.
 * Workforce in employment plus claimant unemployed. For the claimant unemployment series see tables 2.1 and 2.2 and their footnotes.
 # HM Forces figures, provided by the Ministry of Defence, represent the total number of UK service personnel, male and female, in HM Forces, wherever serving and including those on release leave. The numbers are not subject to seasonal adjustment.
 ** Estimates of the self-employed are based on the results of the Labour Force Survey. The Northern Ireland estimates are not seasonally adjusted.
 ++ Includes all participants on government training and employment programmes who are receiving some work experience on their placement but who do not have a contract of employment (those with a contract are included in the employees in employment series). The numbers are not subject to seasonal adjustment.
 ## Employees in employment, the self-employed, HM Forces and participants in work-related government training programmes. See Employment Gazette, p S6, August 1988.
 + Estimates of part-time employees in the United Kingdom are only available on a quarterly basis since December 1992. The Northern Ireland component is not seasonally adjusted.

EMPLOYMENT 1.2 Employees in employment in Great Britain* THOUSAND

GREAT BRITAIN SIC 1980 Divisions of classes	All industries and services (0-9)		Manufacturing industries (2-4)		Production industries (1-4)		Production and construction industries (1-5)*	
	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted	All employees unadjusted	Seasonally adjusted
1981 June	21,386	21,362	6,099	6,107	6,798	6,807	7,900	7,907
1982 June	20,916	20,896	5,751	5,761	6,422	6,432	7,460	7,470
1983 June	20,572	20,557	5,418	5,431	6,057	6,070	7,072	7,087
1984 June	20,741	20,731	5,302	5,316	5,909	5,923	6,919	6,936
1985 June	20,920	20,910	5,254	5,269	5,836	5,851	6,830	6,848
1986 June	20,886	20,876	5,122	5,138	5,658	5,673	6,622	6,639
1987 June	21,080	21,081	5,049	5,068	5,548	5,567	6,531	6,550
1988 June	21,740	21,748	5,089	5,109	5,566	5,587	6,587	6,606
1989 June	22,134	22,143	5,080	5,101	5,537	5,558	6,594	6,613
1990 June	22,380	22,353	4,994	5,014	5,434	5,456	6,494	6,516
1991 June	21,719	21,677	4,599	4,614	5,029	5,046	5,994	6,011
1992 June	21,363	21,307	4,412	4,419	4,806	4,815	5,692	5,702
July			4,394	4,380	4,788	4,775		
Aug			4,373	4,345	4,766	4,737		
Sep	21,006	21,016	4,364	4,326	4,755	4,716	5,625	5,581
Oct			4,332	4,304	4,721	4,691		
Nov			4,308	4,282	4,692	4,666		
Dec	21,010	20,981	4,274	4,267	4,653	4,645	5,502	5,492
1993 Jan			4,245	4,269	4,622	4,644		
Feb			4,238	4,265	4,611	4,636		
Mar	20,889	20,952	4,243	4,270	4,611	4,637	5,442	5,474
Apr			4,235	4,265	4,596	4,627		
May			4,234	4,263	4,587	4,618		
June	21,011	20,948	4,269	4,270	4,615	4,617	5,427	5,431
July			4,294	4,277	4,639	4,623		
Aug			4,302	4,273	4,644	4,615		
Sep	21,033	21,046	4,293	4,257	4,630	4,592	5,425	5,383
Oct			4,300	4,273	4,636	4,607		
Nov			4,300	4,277	4,633	4,609		
Dec	21,018	20,982	4,256	4,253	4,583	4,579	5,363	5,359
1994 Jan			4,229	4,256	4,555	4,579		
Feb			4,231	4,253	4,554	4,574		
Mar	20,838	20,902	4,216	4,241	4,533	4,557	5,300	5,328
Apr			4,215	4,243	4,530	4,557		
May			4,217	4,237	4,527	4,549		
June	20,907 R	20,880	4,227	4,229	4,534	4,537	5,300	

1.2 EMPLOYMENT

Employees in employment in Great Britain

THOUSAND

SEASONALLY ADJUSTED										
Great Britain	Motor vehicles and parts	Other transport equipment	Metal goods n.e.s.	Food, drink and tobacco	Textiles, leather, footwear and clothing	Timber, wooden furniture, rubber plastics etc	Paper products printing and publishing	Construction	Wholesale distribution and repairs	
SIC 1980 Divisions or classes	(35)	(36)	(31)	(41/42)	(43-45)	(46,48-49)	(47)	(50)*	(61-63,67)	
1981 June	361	349	410	664	614	500	510	1,100	1,112	
1982 June	315	337	385	638	577	473	495	1,038	1,115	
1983 June	296	318	344	599	548	469	481	1,017	1,125	
1984 June	278	290	332	582	547	472	477	1,013	1,157	
1985 June	271	277	328	576	550	476	480	995	1,150	
1986 June	263	264	319	557	555	488	469	964	1,135	
1987 June	257	245	322	553	544	499	476	982	1,139	
1988 June	268	232	334	544	547	499	479	1,019	1,169	
1989 June	262	228	334	532	515	533	488	1,055	1,207	
1990 June	246	243	315	527	478	541	483	1,060	1,199	
1991 June	222	221	283	530	415	484	463	965	1,132	
1992 June	226	195	270	502	414	465	453	888	1,095	
July	228	192	269	502	404	458	455	852	1,095	
Aug	225	190	264	501	403	455	452	852	1,095	
Sep	223	188	259	501	411	456	450	865	1,066	
Oct	216	187	261	500	404	457	451	847	1,068	
Nov	212	185	259	499	404	457	446	847	1,068	
Dec	209	184	258	497	406	455	446	847	1,068	
1993 Jan	203	184	257	498	409	457	447	837	1,067	
Feb	205	183	257	494	409	458	450	837	1,067	
Mar	208	182	258	494	416	459	451	837	1,067	
Apr	206	181	259	490	416	461	450	814	1,082	
May	203	180	260	494	419	464	449	814	1,082	
June	202	180	260	488	425	465	447	814	1,082	
July	199	179	260	491	429	474	448	791	1,092	
Aug	193	178	260	488	430	475	449	791	1,092	
Sep	196	175	260	484	434	465	454	791	1,092	
Oct	198	180	261	491	435	460	452	779	1,080	
Nov	199	180	262	493	437	463	455	779	1,080	
Dec	200	175	262	490	436	466	449	779	1,080	
1994 Jan	200	174	263	487	434	468	453	771	1,080	
Feb	202	173	262	485	433	470	455	771	1,080	
Mar	202	172	263	473	435	474	450	771	1,080	
Apr	199	169	265	481	430	471	460	767	1,084	
May	198	169	266	479	428	470	459	767	1,084	
June	196	169	265	479	428	471	459	767	1,084	
July	195	167	267	482	430	471	461	765 P	1,092	
Aug	194	167	267	484	430	474	462	765 P	1,092	
Sep	195	164	266	481	432	478	462	765 P	1,092	
Oct P	194	165	269	476	432	479	452	765 P	1,092	
Nov P	196	164	270	481	429	489	455	765 P	1,092	

SEASONALLY ADJUSTED										
GREAT BRITAIN	Retail distribution	Hotels and catering	Transport	Postal services and telecommunications	Banking finance, insurance and business services	Public administration etc +	Education	Medical and other health services, veterinary services	Other services **	
SIC 1980 Divisions or classes	(64/65)	(66)*	(71-77)	(79)	(81-85)*	(91-92)*	(93)*	(95)	(94/96-98)	
1981 June	2,069	891	973	429	1,706	1,842	1,552	1,251	1,274	
1982 June	2,001	920	930	427	1,766	1,824	1,534	1,262	1,295	
1983 June	1,982	911	900	424	1,846	1,861	1,526	1,251	1,302	
1984 June	2,032	960	895	424	1,942	1,880	1,535	1,254	1,384	
1985 June	2,062	994	887	419	2,041	1,864	1,547	1,303	1,465	
1986 June	2,079	995	865	412	2,140	1,871	1,581	1,313	1,526	
1987 June	2,083	1,000	851	413	2,253	1,911	1,631	1,337	1,594	
1988 June	2,159	1,078	870	430	2,431	1,922	1,680	1,389	1,698	
1989 June	2,260	1,169	902	438	2,595	1,863	1,711	1,418	1,856	
1990 June	2,325	1,225	925	436	2,699	1,932	1,726	1,450	1,940	
1991 June	2,315	1,198	901	428	2,628	1,948	1,702	1,493	1,954	
1992 June	2,309	1,176	884	409	2,604	1,793	1,832	1,554	1,994	
July	2,255	1,170	869	383	2,589	1,810	1,808	1,550	1,975	
Aug	2,255	1,170	869	383	2,589	1,810	1,808	1,550	1,975	
Sep	2,255	1,170	869	383	2,589	1,810	1,808	1,550	1,975	
Oct	2,250	1,181	872	380	2,608	1,819	1,803	1,554	1,998	
Nov	2,250	1,181	872	380	2,608	1,819	1,803	1,554	1,998	
Dec	2,250	1,181	872	380	2,608	1,819	1,803	1,554	1,998	
1993 Jan	2,248	1,174	866	379	2,632	1,785	1,822	1,547	1,700	
Feb	2,248	1,174	866	379	2,632	1,785	1,822	1,547	1,700	
Mar	2,248	1,174	866	379	2,632	1,785	1,822	1,547	1,700	
Apr	2,255	1,161	867	372	2,656	1,792	1,830	1,544	1,711	
May	2,255	1,161	867	372	2,656	1,792	1,830	1,544	1,711	
June	2,255	1,161	867	372	2,656	1,792	1,830	1,544	1,711	
July	2,272	1,194	866	370	2,689	1,808	1,830	1,553	1,730	
Aug	2,272	1,194	866	370	2,689	1,808	1,830	1,553	1,730	
Sep	2,272	1,194	866	370	2,689	1,808	1,830	1,553	1,730	
Oct	2,285	1,184	857	366	2,700	1,784	1,818	1,561	1,739	
Nov	2,285	1,184	857	366	2,700	1,784	1,818	1,561	1,739	
Dec	2,285	1,184	857	366	2,700	1,784	1,818	1,561	1,739	
1994 Jan	2,282	1,168	849	362	2,672	1,767	1,822	1,577	1,752	
Feb	2,282	1,168	849	362	2,672	1,767	1,822	1,577	1,752	
Mar	2,282	1,168	849	362	2,672	1,767	1,822	1,577	1,752	
Apr	2,291	1,178	849	359	2,666	1,756 R	1,832	1,572	1,736	
May	2,291	1,178	849	359	2,666	1,756 R	1,832	1,572	1,736	
June	2,291	1,178	849	359	2,666	1,756 R	1,832	1,572	1,736	
July	2,301	1,200	848	356	2,718	1,764 R	1,829	1,576 R	1,763	
Aug	2,301	1,200	848	356	2,718	1,764 R	1,829	1,576 R	1,763	
Sep	2,301	1,200	848	356	2,718	1,764 R	1,829	1,576 R	1,763	
Oct	2,301	1,200	848	356	2,718	1,764 R	1,829	1,576 R	1,763	
Nov	2,301	1,200	848	356	2,718	1,764 R	1,829	1,576 R	1,763	

Note: Estimates for groups of industry classes are now seasonally adjusted from June 1981 for quarterly data and from September 1984 for monthly data. For unadjusted figures, please see Tables 1.3 and 1.4.
 * These figures do not cover all employees in national and local government. They exclude those engaged in, for example, building, education and health. Members of HM forces are excluded.
 A discontinuity has been introduced for this category due to improvements in the classification of some local authority employees in the 1991 Census of Employment. To assist with interpretation of the series, two figures are available for September 1991: the first figure is consistent with all figures prior to September 1991, the second is consistent with all figures after that date. Please see the article in *Employment Gazette*, pp 117-126, April 1993 for further details.
 ** Excludes private domestic service.

EMPLOYMENT 1.3

Employees in employment: industry: production industries

THOUSAND

GREAT BRITAIN	Division, class or group or AH	Nov 1993 R			Sep 1994			Oct 1994 P			Nov 1994 P		
		Males	Females	All	Males	Females	All	Males	Females	All	Males	Females	All
SIC 1980													
Production industries	1-4	3,261.5	1,371.0	4,632.5	3,218.9	1,343.2	4,562.1	3,213.4	1,338.5	4,551.9	3,224.1	1,343.1	4,567.2
Manufacturing industries	2-4	3,001.8	1,298.3	4,300.1	2,986.7	1,276.0	4,262.7	2,983.3	1,271.9	4,255.2	2,996.1	1,277.5	4,273.6
Energy and water supply	1	259.7	72.7	332.4	232.2	67.2	299.4	230.1	66.6	296.7	228.0	65.6	293.6
Coal extraction and solid fuels	111	29.4	2.1	31.5	14.9	1.5	16.3	14.0	1.4	15.3	13.6	1.3	14.9
Extraction of mineral oil and natural gas/mineral oil processing	13/14	51.3	10.2	61.5	48.8	9.4	58.2	48.2	9.3	57.5	48.0	9.3	57.3
Electricity	161	83.5	25.7	109.1	77.4	24.6	102.0	77.3	24.7	102.1	77.1	24.8	101.9
Gas	162	49.4	20.8	70.1	43.6	17.6	61.3	44.2	17.4	61.7	43.4	16.6	60.0
Water supply industry	17	33.9	11.2	45.1	36.0	11.5	47.5	34.9	11.2	46.1	34.6	11.1	45.6
Metal manufacturing and chemicals	2	435.1	151.8	586.9	420.8	141.6	562.5	419.6	140.5	560.1	419.2	141.5	560.7
Extraction of metal ores and minerals	21/23	21.2	3.4	24.6	21.3	4.8	26.0	21.0	4.4	25.4	20.9	4.5	25.3
Metal manufacture	22	101.1	15.5	116.6	99.5	14.4	114.0	98.3	14.9	113.2	97.5	15.2	112.6
Non-metallic mineral products	24	108.4	36.7	145.1	109.2	34.7	143.9	108.1	33.4	141.6	108.1	33.9	142.1
Chemical industry/man-made fibres	25/26	204.3	96.3	300.6	190.8	87.8	278.5	192.2	87.7	279.9	192.7	88.0	280.7
Metal goods engineering and vehicles	3	1,462.1	387.6	1,849.6	1,453.0	383.6	1,836.6	1,453.4	383.4	1,836.8	1,455.7	385.1	1,840.8
Metal goods	31	208.4	55.1	263.5	211.4	56.1	267.5	214.1	55.6	269.6	215.6	55.5	271.1
Mechanical engineering	32	504.3	96.7	601.0	503.1	95.6	598.8	502.7	95.7	598.5	501.3	95.5	596.9
Office machinery and data processing equipment	33	44.8	17.9	62.7	45.8	18.0	63.8	45.0	19.1	64.2	44.8	19.3	64.1
Electrical and electronic engineering	34	312.6	146.9	459.5	317.5	142.8	460.3	315.8	143.6	459.4	318.8	145.0	463.8
Wires, cables, and basic electrical equipment	341/342	83.8	33.5	117.4	89.4	32.5	121.8	90.2	33.1	123.4	92.2	33.8	126.0
Electric equip. for industrial use and batteries and accumulators	343	37.8	18.1	55.9	36.4	16.8	53.3	36.3	16.4	52.8	35.0	16.5	51.5
Telecommunications equipment	344	89.3	36.8	126.1	88.6	35.9	124.5	88.2	36.4	124.6	88.4	36.2	124.6
Other electronic equipment	345	60.4	38.6	99.0	59.2	37.6	96.8	57.9	37.2	95.1	56.6	37.6</	

1.4 EMPLOYMENT

Employees in employment: September 1994

GREAT BRITAIN	Division Class or Group	Sep 1993						June 1994			Sep 1994					
		Male		Female		All	Male		Female		All	Male		Female		All
		All	Part-time	All	Part-time		All	Part-time	All	Part-time		All	Part-time	All	Part-time	
SIC 1980																
All industries and services #	0-9	10,674.5	1,098.7	10,358.3	4,724.5	21,032.8	10,538.6R	10,368.8R	20,907.4R	10,614.3R	1,126.6	10,384.4R	4,801.7R	20,998.7R		
Agriculture, forestry and fishing	0	202.0	31.0	70.4	26.6	272.4	181.7	65.1	246.9	199.2P	32.0P	67.3P	26.0P	266.6P		
Production and construction industries	1-5	3,913.0	75.4	1,512.5	345.3	5,425.5	3,825.3	1,474.4	5,299.7	3,849.3	73.3	1,480.6	335.0	5,323.9		
Production industries of which, manufacturing industries	1-4	3,255.0	61.2	1,375.2	288.2	4,630.2	3,197.0	1,337.0	4,534.0	3,218.9	59.1	1,343.2	277.9	4,562.1		
Service industries #	6-9	6,559.5	992.3	8,775.3	4,352.6	15,334.8	6,531.5R	8,829.3R	15,360.8R	6,565.8R	1,021.4R	8,836.4R	4,440.7R	15,402.2R		
Agriculture and horticulture	01	190.3	30.6	67.8	25.6	258.1	170.0	62.5	232.5	187.5P	31.5P	64.7P	25.0P	252.3P		
Energy and water supply	1	263.1	1.5	74.1	14.5	337.2	236.2	70.4	306.7	232.2	1.3	67.2	13.0	299.4		
Coal extraction and solid fuels	111	31.2	0.2	2.3	0.4	33.5	15.8	1.7	17.6	14.9	0.2	1.5	0.3	16.3		
Extraction of mineral oil and natural gas/mineral oil processing	13/14	50.8	0.1	10.3	0.9	61.0	48.7	9.4	58.1	48.8	0.1	9.4	0.6	58.2		
Electricity	161	84.2	0.6	26.2	5.7	110.4	78.9	25.4	104.3	77.4	0.5	24.6	5.3	102.0		
Gas	162	49.0	0.4	20.7	5.3	69.7	46.1	19.6	65.7	43.6	0.4	17.6	4.3	61.3		
Water supply industry	17	35.7	0.2	11.7	1.8	47.4	35.1	11.5	46.6	36.0	0.1	11.5	1.7	47.5		
Other mineral and ore extraction, etc	2	446.8	3.7	154.6	22.8	601.4	425.4	144.1	569.5	420.8	3.0	141.6	19.1	562.3		
Extraction of metal ores and minerals	21/23	21.8	0.3	4.0	1.6	25.8	20.8	4.6	25.4	21.3	0.2	4.8	1.4	26.0		
Metal manufacture	22	107.7	0.8	16.7	2.7	124.4	98.9	14.3	113.1	99.5	0.7	14.4	2.0	114.0		
Non-metallic mineral products	24	110.8	1.0	37.3	6.0	148.0	113.8	35.4	149.2	109.2	1.2	34.7	5.6	143.3		
Chemical industry/man-made fibres	25/26	206.6	1.6	96.6	12.5	303.2	192.0	89.8	281.8	190.8	0.8	87.8	10.2	278.3		
Metal goods, engineering, vehicles	3	1,455.9	19.8	386.6	70.4	1,842.5	1,441.1	382.9	1,824.0	1,453.0	19.0	383.6	67.6	1,836.6		
Metal goods nes	31	207.4	3.4	54.7	13.8	262.1	209.9	55.5	265.4	211.4	3.5	56.1	13.5	267.3		
Mechanical engineering	32	507.7	6.6	98.3	22.9	605.9	493.1	95.0	588.1	503.1	5.9	95.6	20.2	588.3		
Office machinery and data processing equipment	33	43.9	0.5	17.9	2.0	61.8	44.9	17.3	62.2	45.8	0.7	18.0	2.2	63.3		
Electrical and electronic engineering	34	310.4	5.5	144.8	20.9	455.3	311.0	143.7	454.7	317.5	4.2	142.8	20.9	460.3		
Wires, cables, batteries and other electrical equipment	341/342	84.7	1.9	31.1	4.2	115.8	85.4	31.8	117.3	89.4	0.5	32.5	4.2	121.8		
Industrial electrical equipment	343	36.5	0.6	17.4	2.3	53.8	36.9	17.2	54.1	36.4	0.5	16.8	2.3	53.3		
Telecommunications equipment	344	89.0	1.0	37.7	4.5	126.6	85.8	35.4	121.2	88.6	0.8	35.9	4.0	124.5		
Other electronic equipment	345	59.6	1.6	39.1	6.6	98.8	60.0	39.4	99.4	59.2	1.7	37.6	6.2	96.8		
Lighting/Appliances/Installation	346-348	40.6	0.5	19.6	3.3	60.2	42.9	19.8	62.7	43.9	0.7	19.9	3.6	63.2		
Motor vehicles and parts	35	175.5	1.4	22.8	2.9	198.3	175.3	22.0	197.3	174.5	1.3	21.9	2.6	196.4		
Other transport equipment	36	154.4	0.6	21.2	2.1	175.6	149.7	19.4	169.1	144.7	1.9	19.4	2.0	164.1		
Instrument engineering	37	56.6	1.8	26.9	5.9	83.5	57.1	30.1	87.2	55.9	1.5	29.8	6.1	85.7		
Other manufacturing industries	4	1,089.3	36.2	759.9	180.6	1,849.1	1,094.2	739.6	1,833.8	1,112.9	35.9	750.8	178.1	1,863.7		
Food, drink and tobacco	41/42	291.7	11.4	199.1	68.2	490.8	287.7	186.9	474.6	291.9	11.4	193.8	66.9	468.7		
Food	411-423	234.6	10.6	176.8	65.4	411.4	236.9	165.6	402.6	240.8	10.7	171.8	63.4	412.5		
Alcoholic, soft drink and tobacco manufacture	424-429	57.1	0.8	22.4	2.7	79.4	50.8	21.3	72.1	51.2	0.7	22.0	3.5	73.2		
Textiles	43	91.6	2.2	75.3	14.9	166.9	92.9	75.8	168.7	94.3	3.0	74.6	13.3	168.3		
Leather and leather goods	44	9.5	0.3	6.5	1.7	16.1	9.6	7.0	16.6	9.6	0.3	6.8	1.6	16.3		
Footwear and clothing	45	71.9	3.4	178.6	21.3	250.6	70.8	172.6	243.4	72.5	3.6	174.4	22.4	246.8		
Footwear	451	16.8	0.4	17.5	1.2	34.3	16.7	16.5	33.2	16.6	0.4	16.8	1.2	33.4		
Clothing, hats, gloves and fur goods	453/456	39.2	2.4	142.1	17.1	181.3	38.0	136.7	174.7	40.1	2.7	138.3	18.0	178.4		
Household textiles	455	16.0	0.6	19.0	3.1	35.0	16.2	19.3	35.5	15.8	0.6	19.3	2.4	35.0		
Timber and wooden furniture	46	164.1	2.8	44.8	12.8	208.9	164.2	41.8	206.0	163.3	3.2	41.4	10.3	204.6		
Timber industries	461-466	68.0	1.0	15.8	4.2	83.8	69.5	15.2	84.7	67.3	1.4	14.7	3.9	81.9		
Wooden furniture	467	96.1	1.8	29.0	8.5	125.1	94.7	26.6	121.3	96.0	1.8	26.7	6.5	122.7		
Paper, printing and publishing	47	282.4	11.9	174.6	39.8	457.0	282.4	175.5	457.9	284.9	10.2	178.4	41.1	463.2		
Pulp, paper, board and derived products	471-472	82.9	1.4	35.7	6.2	118.6	84.9	35.4	120.3	86.0	1.1	36.6	6.1	122.8		
Printing and publishing	475	199.4	10.4	138.9	33.6	338.4	197.5	140.1	337.6	198.8	9.1	141.8	35.0	340.6		
Rubber and plastics	48	144.1	2.6	51.4	13.8	195.5	151.7	50.1	201.9	161.5	2.7	50.7	13.6	212.2		
Other manufacturing industries	49	34.0	1.7	29.4	8.1	63.4	34.8	29.9	64.7	34.9	1.4	30.7	9.2	65.6		
Construction	5	657.9	14.2	137.4	57.1	795.3	628.3	137.4	765.7	630.4P	14.2	137.4	57.1	767.8P		
Distribution, hotels, catering, repairs	6	2,069.7	440.2	2,491.0	1,531.4	4,560.7	2,071.9	2,490.5	4,562.4	2,092.1	464.7	2,511.8	1,573.8	4,603.8		
Wholesale distribution	61	580.7	31.8	270.5	79.0	851.2	576.4	271.3	847.7	578.1	32.9	273.5	83.9	851.6		
Agriculture and textile raw materials, fuels, ores, metals, etc	611/612	75.6	2.6	29.0	7.4	104.6	73.7	28.9	102.5	73.3	2.3	28.6	8.6	102.0		
Timber and building materials	613	89.5	2.7	24.5	7.1	114.0	87.9	23.4	111.4	86.4	2.3	23.7	7.2	110.0		
Motor vehicles, parts and accessories	6148	31.4	1.0	12.9	3.7	44.3	31.0	13.0	44.0	31.2	1.0	13.0	3.8	44.2		
Other machinery, industrial and transport equipment	6149	96.7	3.1	41.4	9.3	138.0	100.5	43.4	143.8	99.8	2.8	43.5	9.2	143.3		
Household goods/clothing	615/616	59.6	3.1	37.9	10.4	97.5	57.6	36.1	93.7	58.5	3.3	37.2	10.6	95.8		
Food, drink and tobacco	617	151.4	11.6	68.9	25.5	220.4	149.3	69.3	218.7	154.0	13.3	69.4	27.1	223.4		
Pharmaceutical and other goods	618/619	76.5	7.6	55.9	15.6	132.4	76.5	57.2	133.6	74.8	8.0	58.0	17.4	132.3		

EMPLOYMENT 1.4

Employees in employment: September 1994

GREAT BRITAIN	Division Class or Group	Sep 1993						Jun 1994			Sep 1994					
		Male		Female		All	Male		Female		All	Male		Female		All
		All	Part-time	All	Part-time		All	Part-time	All	Part-time		All	Part-time	All	Part-time	
SIC 1980																
Dealing in scrap and waste materials	62	14.3	0.9	2.6	1.0	17.0	13.9	2.4	16.3	14.6	0.8	2.5	1.1	17.1		
Commission agents	63	21.9	1.1	15.4	3.9	37.4	23.0	16.4	39.4	24.3	1.2	17.1	4.6	41.3		
Retail distribution	64/65	857.3	210.8	1,395.9	894.9	2,253.2	870.8	1,404.0	2,274.8	872.7	232.1	1,407.0	927.7	2,279.7		
Food	641	236.5	92.0	455.5	343.5	692.0	243.2	461.8	705.1	241.9	101.6	460.9	359.5	702.9		
Confectionery, tobacco, etc	642	30.1	15.7	86.5	65.7	116.6	32.0	85.1	117.0	33.0	18.5	86.5	66.6	119.5		
Dispensing and other chemists	643	20.4	7.7	105.2	65.0	125.6	19.7	106.6	126.4	19.3	6.3	106.5	65.8	125.8		
Clothing, footwear and leather goods	645/646	46.1	13.6	186.2	123.0	232.3	45.2	174.7	219.9	45.9	15.6	175.3	115.6	221.1		
Retail household textiles/goods	647/648	135.8	19.9	128.1	68.0	263.9	130.6	121.7	252.3	127.9	21.3	119.3	66.1	247.2		
Motor vehicles and parts, filling stations	651/652	193.6	20.8	77.8	30.4	271.4	196.9	78.4	275.3	200.4	19.7	79.3	30.3	279.7		
Other retail distribution	653-656	194.7	41.1	356.7	199.3	551.4	203.3	375.6	578.9	204.3	49.0	379.1	223.7	583.5		
Hotels and catering	66	447.3	188.0	769.2	537.1	1,216.5	444.5	760.1	1,204.6	456.1	190.0	774.5	540.9	1,230.6		
Restaurants, snack bars, cafes, etc	661	119.4	41.7	178.2	121.0	297.6	123.4	183.3	306.7	126.4	46.7	187.6	128.5	314.1		
Public houses and bars	662	106.0	65.6	234.0	196.9	340.1	102.0	220.6	322.6	103.9	61.0	225.8	187.1	329.7		
Night clubs and licensed clubs	663	55.3	37.5	82.2	70.5	137.5	51.8	81.5	133.3	52.3	34.4	80.4	68.8	132.7		
Canteens and messes	664	38.9	7.3	73.9	38.2	112.8	39.0	73.4	112.4	39.2	8.1	73.5	41.9	112.7		
Hotel/travel & other short stay accommodation	665/667	127.7	35.8	200.8	110.5	328.5	128.3	201.3	329.6	134.2	39.8	207.1	114.6	341.3		
Repair of consumer goods and vehicles	67	148.2	7.7	37.3	15.5	185.5	143.3	36.4	179.7	146.3	7.6	37.3	15			

1.5 EMPLOYMENT

Employees in employment by region*

Standard region	Male		Female		Total	Production and construction industries	Production industries	Manufacturing industries	Service industries	Agriculture, forestry and fishing	Energy and water supply	Metal manufacturing	Metal goods, engineering & vehicles industries
	All	Part-time	All	Part-time									
	1-5	1-4	2-4	6-9										0	1	2
South East 1994 Jun	3,487	390	3,385	1,431	6,873	1,305	1,084	1,000	5,517	51	84	114	457
1994 Sep	3,502	385	3,375	1,419	6,877	1,307	1,085	1,003	5,516	55	82	114	456
Greater London (Included in South East) 1994 Jun	1,620	163	1,470	500	3,090	457	363	328	2,631	1	35	26	110
1994 Sep	1,634	162	1,474	501	3,108	460	366	331	2,647	1	34	26	110
East Anglia 1994 Jun	398	43	389	197	787	201	175	162	562	24	13	14	65
1994 Sep	407	46	391	195	797	203	176	164	568	26	13	14	65
South West 1994 Jun	842	105	851	426	1,693	374	322	301	1,283	36	21	31	145
1994 Sep	852	106	854	425	1,705	379	327	307	1,287	39	21	31	148
West Midlands 1994 Jun	1,006	90	942	442	1,947	643	572	550	1,281	23	22	81	307
1994 Sep	1,022	90	950	441	1,971	653	582	561	1,293	25	21	81	310
East Midlands 1994 Jun	754	81	751	363	1,505	512	462	443	971	23	20	49	158
1994 Sep	760	83	759	366	1,519	517	468	449	976	25	19	47	161
Yorkshire and Humberside 1994 Jun	912	95	911	465	1,823	532	458	430	1,270	21	28	77	144
1994 Sep	914	95	913	468	1,827	532	458	430	1,272	23	28	73	145
North West 1994 Jun	1,130	112	1,141	547	2,271	629	548	517	1,626	15	30	76	212
1994 Sep	1,140	112	1,148	549	2,288	633	551	521	1,639	16	29	76	211
North 1994 Jun	552	60	532	260	1,084	324	272	249	750	10	23	47	97
1994 Sep	553	58	529	257	1,083	326	274	251	745	11	22	46	102
Wales 1994 Jun	484	52	477	237	961	275	238	222	669	18	17	46	87
1994 Sep	488	52	477	235	966	278	241	225	669	19	17	46	87
Scotland 1994 Jun	973	96	991	450	1,964	505	403	354	1,432	26	49	35	153
1994 Sep	976	99	989	447	1,965	502	400	352	1,437	26	48	34	150
Great Britain 1994 Jun	10,539	1,123	10,369	4,817	20,907	5,300	4,534	4,227	15,361	247	307	570	1,824
1994 Sep	10,614	1,127	10,384	4,802	20,999	5,330	4,562	4,263	15,402	267	299	562	1,837
Northern Ireland 1994 Jun	277	39	275	118	551	128	107	101	405	18	6	10	29
1994 Sep	278	39	275	118	554	130	108	102	405	19	6	11	30
United Kingdom 1994 Jun	10,815	1,162	10,644	4,935	21,459	5,428	4,641	4,328	15,765	265	313	580	1,853
1994 Sep	10,893	1,166	10,660	4,920	21,552	5,460	4,670	4,365	15,807	285	305	573	1,867
Standard region	Hotels & catering	Transport & communication	Railways	Air transport	Other transport, supporting services to transport	Postal services & telecommunications	Banking, finance, insurance & business services	Banking and finance	Business services	Professional & technical services, advertising & business services	Other services	Public admin, national defence & social security	
	66	7	71	75	72/74/76/77	79	8	81	83	837/838/839	9	91	
South East 1994 Jun	348	498	54	55	236	154	1,252	262	771	483	2,292	432	
1994 Sep	352	498	53	57	236	152	1,275	261	797	505	2,267	428	
Greater London (Included in South East) 1994 Jun	155	279	36	36	118	90	708	165	437	256	1,025	227	
1994 Sep	160	279	35	37	118	89	724	165	452	269	1,022	225	
East Anglia 1994 Jun	45	48	3	1	27	18	87	10	53	32	247	43	
1994 Sep	47	48	3	1	27	17	92	10	57	36	244	44	
South West 1994 Jun	129	77	6	1	39	32	217	49	121	64	568	121	
1994 Sep	132	79	6	1	41	31	219	47	123	67	561	119	
West Midlands 1994 Jun	102	90	7	2	54	28	194	34	119	74	586	101	
1994 Sep	103	90	7	2	54	27	212	35	135	90	578	100	
East Midlands 1994 Jun	78	68	5	..	45	17	125	27	77	47	454	77	
1994 Sep	80	67	5	..	45	17	129	27	80	51	456	76	
Yorkshire and Humberside 1994 Jun	115	94	10	..	60	23	179	43	97	53	588	99	
1994 Sep	117	94	10	..	61	23	180	43	98	54	583	99	
North West 1994 Jun	124	129	14	2	77	35	235	47	136	77	759	151	
1994 Sep	132	128	14	3	77	35	242	47	139	79	756	148	
North 1994 Jun	65	53	5	2	35	12	91	20	46	27	380	78	
1994 Sep	70	51	4	2	33	12	91	20	45	27	373	78	
Wales 1994 Jun	69	45	4	1	25	14	81	16	44	25	344	76	
1994 Sep	69	45	4	1	26	14	81	16	43	25	340	75	
Scotland 1994 Jun	129	107	11	4	63	29	204	42	106	58	705	139	
1994 Sep	129	108	11	4	64	28	205	42	106	59	706	138	
Great Britain 1994 Jun	1,205	1,210	119	68	662	361	2,666	549	1,567	941	6,923	1,316	
1994 Sep	1,231	1,208	118	70	664	357	2,726	549	1,624	994	6,865	1,308	
Northern Ireland 1994 Jun	23	21	1	1	12	7	41	9	21	..	237	55	
1994 Sep	23	21	1	1	12	7	41	9	21	..	236	55	
United Kingdom 1994 Jun	1,228	1,231	120	68	674	368	2,707	558	1,588	..	7,160	1,372	
1994 Sep	1,254	1,229	118	70	676	364	2,767	558	1,645	..	7,101	1,361	

* See footnotes to table 1.1.

EMPLOYMENT 1.5

Employees in employment by region*

Standard region	Manufacture of metal goods & machinery	Electrical & electronic engineering	Other Manufacturing industries	Food drink & tobacco manufacture	Timber & wooden furniture, paper, printing publishing	Construction	Distribution, hotels, catering	Wholesale distribution (except scrap)	Retail distribution	Food retailing	Other retail distribution	Standard region										
													34	4	41/42	46/47	5	6	61	64/65	641	642-656
													1-33	34	41/42	46/47	5	6	61	64/65	641	642-656
South East 1994 Jun	189	153	429	81	234	221	1,474	276	761	226	535	South East										
1994 Sep	189	155	432	83	235	222	1,476	273	758	226	532	1994 Sep										
Greater London (Included in South East) 1994 Jun	45	42	192	34	109	94	620	105	318	91	228	Greater London (Included in South East) 1994 Jun										
1994 Sep	44	43	195	34	111	94	622	103	317	90	227	1994 Sep										
East Anglia 1994 Jun	36	16	83	35	32	26	180	37	89	27	62	East Anglia 1994 Jun										
1994 Sep	37	17	84	35	33	26	183	36	91	27	64	1994 Sep										
South West 1994 Jun	81	35	125	37	45	52	421	69	203	70	134	South West 1994 Jun										
1994 Sep	83	37	127	37	46	52	428	71	205	69	135	1994 Sep										
West Midlands 1994 Jun	176	51	162	36	49	71	411	94	197	60	137	West Midlands 1994 Jun										
1994 Sep	178	51	170	37	50	71	414	92	200	60	140	1994 Sep										
East Midlands 1994 Jun	89	35	236	49	52	49	324	72	157	47	111	East Midlands 1994 Jun										
1994 Sep	90	36	241	50	52	50	325	72	156	47	109	1994 Sep										
Yorkshire & Humberside 1994 Jun	101	16	209	63	65	74	409	81	195	61	135	Yorkshire & Humberside 1994 Jun										
1994 Sep	102	17	211	64	67	75	414	81	197	61	136	1994 Sep										
North West 1994 Jun	94	45	230	65	70	82	503	95	259	75	184	North West 1994 Jun										
1994 Sep	95	45	234	67	69	82	514	98	259	74	185	1994 Sep										
North 1994 Jun	56	26	105	26	41	52	226	28	122	37	85	North 1994 Jun										
1994 Sep	61	27	103	27	38	52	231	29	122	35	86	1994 Sep										
Wales 1994 Jun	36	31	88	26	29	36	200	25	95	34	62	Wales 1994 Jun										
1994 Sep	35	33	91	27	30	36	202	27	96	34	62	1994 Sep										
Scotland 1994 Jun	79	46	166	57	48	101	416	71	195	70	126	Scotland 1994 Jun										
1994 Sep	80	42	168	59	48	102	417	73	196	69	127	1994 Sep										
Great Britain 1994 Jun	916	455	1,834	475	664	766	4,562	848	2,275	705	1,570	Great Britain 1994 Jun										
1994 Sep	930	460	1,864	486	668	768	4,604	852	2,280	703	1,577	1994 Sep										
Northern Ireland 1994 Jun	10	7	61	19	12	21	106	20	59	..	..	Northern Ireland 1994 Jun								
1994 Sep	10	8	61	19	12	21	106	20	59	..	..	1994 Sep								
United Kingdom 1994 Jun	325	462	1,895	494	676	787	4,668	868	2,334	..	..	United Kingdom 1994 Jun								
1994 Sep	340	469	1,925	505	680	790	4,710	872	2,339	..	..	1994 Sep								
Standard region	Sanitary services	Education	Medical & other health services, veterinary services	Other services provided to general public	Recreational services & other cultural services	Personal services	Self employed	Work-related government training programmes	Civilian workforce in employment	Standard region												
	92	93	95	96	97	98																
South East 1994 Jun	179	572	479	325	190	70</																

1.8 EMPLOYMENT

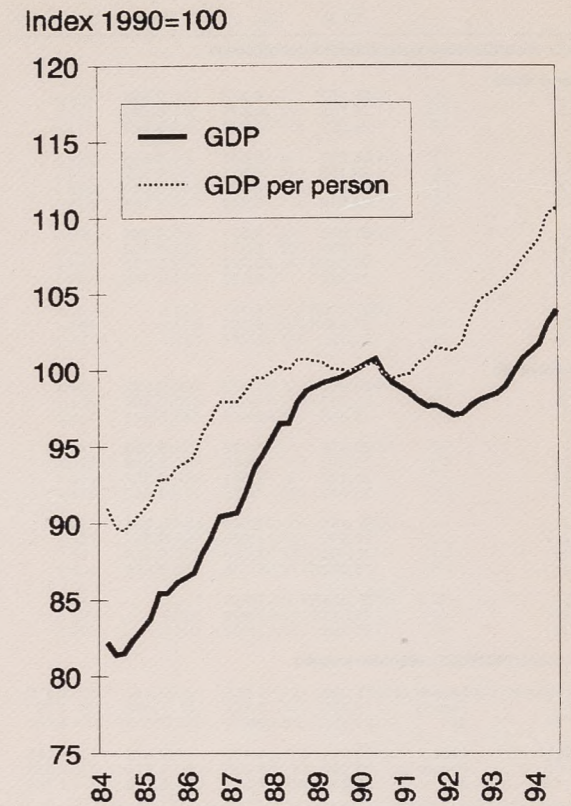
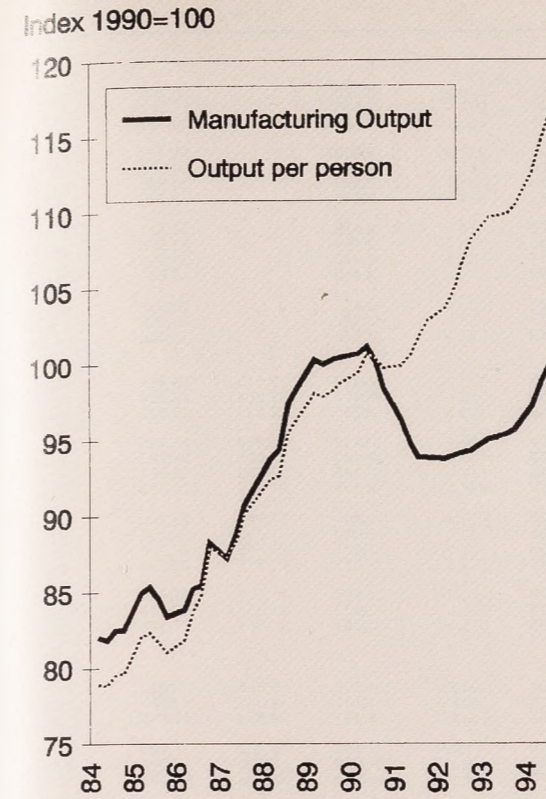
Indices of output #, employment and output per person employed

Section	Whole economy	Total production industries	Manufacturing Industries								Construction
			Total manufacturing	Food, drink and tobacco	Textiles, footwear, clothing and leather	Solid fuels and nuclear fuels; oil refining	Chemicals and man-made fibres	Basic metals and metal products	Engineering and related industries	Other manufacturing	
	C,D,E	D	DA	DB,DC	DF	DG	DJ	DK,DL,DM	DD,DE, DH,DI,DM	F	
Output *											
1986	88.6	90.1	85.6	93.6	104.4	105.2	84.1	86.4	82.2	80.3	
1987	92.7	93.7	89.6	96.5	107.7	96.5	90.9	91.7	84.5	87.3	
1988	97.3	98.2	95.9	98.3	106.1	99.3	95.6	100.8	92.0	95.9	
1989	99.4	100.3	100.2	98.7	102.5	103.0	100.3	102.8	99.8	99.6	
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1991	97.9	96.1	94.6	99.6	89.8	106.8	102.6	90.1	92.8	92.7	
1992	97.4	95.9	94.0	100.9	89.6	110.7	104.8	86.4	90.7	92.4	
1993	99.5	97.9	95.2	101.2	89.7	112.8	107.4	86.0	91.6	95.0	
1990 Q2	100.7	101.6	101.1	99.4	101.3	97.4	101.0	103.0	101.3	101.3	
1990 Q3	99.8	99.8	100.1	100.3	98.6	101.3	99.7	99.8	100.5	100.4	
1990 Q4	99.1	98.3	98.3	100.1	97.3	100.9	97.9	96.0	98.5	97.7	
1991 Q1	98.4	97.2	96.3	100.3	92.0	108.6	100.4	91.8	96.0	93.9	
1991 Q2	98.0	95.9	94.7	100.0	90.4	101.9	101.2	89.9	93.3	92.9	
1991 Q3	97.6	95.3	93.8	99.0	88.9	107.1	103.7	89.7	90.8	92.1	
1991 Q4	97.7	95.9	93.8	99.1	87.8	109.5	104.9	88.8	91.1	91.8	
1992 Q1	97.0	95.4	93.7	100.3	88.4	109.0	104.1	87.3	90.5	92.2	
1992 Q2	97.1	95.1	93.9	102.1	88.7	114.6	104.1	87.5	89.7	92.5	
1992 Q3	97.6	96.1	94.1	101.4	90.4	111.4	104.1	86.9	90.4	92.8	
1992 Q4	98.0	96.9	94.2	99.9	91.0	107.7	107.0	84.1	91.9	92.1	
1993 Q1	98.4	96.6	95.0	102.0	89.2	110.5	107.5	86.8	91.4	94.0	
1993 Q2	98.9	97.1	95.1	100.8	89.5	110.9	106.3	86.5	91.9	94.6	
1993 Q3	99.8	98.4	95.3	100.8	90.4	112.5	107.3	85.2	91.7	95.3	
1993 Q4	100.7	99.6	95.6	101.2	89.9	117.5	108.3	85.6	91.3	96.2	
1994 Q1	101.7	100.7	97.2	101.5	91.0	106.2	111.1	84.5	94.6	98.0	
1994 Q2	103.1	102.8	98.7	102.7	91.1	120.8	113.6	85.6	95.7	98.9	
1994 Q3	103.9	104.1	99.9	104.6	90.1	112.7	114.5	86.5	97.9	99.8	
Employed labour force +											
1986	92.0	102.5	101.3	103.4	113.6	111.8	99.5	101.6	102.4	93.9	
1987	93.8	101.2	100.5	103.0	112.9	113.6	97.6	99.1	100.8	95.3	
1988	96.9	102.0	101.8	102.6	113.7	114.3	99.2	99.8	101.9	97.7	
1989	99.3	102.0	102.1	101.0	108.5	108.5	101.0	101.6	101.9	99.9	
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1991	97.3	93.7	93.5	90.4	90.4	97.0	95.7	90.2	92.5	93.9	
1992	94.8	88.9	88.9	96.4	88.6	95.2	95.2	84.3	86.4	89.9	
1993	93.7	86.0	86.7	94.3	91.2	90.0	93.4	81.9	81.8	88.9	
1990 Q2	100.2	100.5	100.4	99.3	101.1	100.0	100.5	101.0	100.6	100.6	
1990 Q3	100.1	99.8	99.8	100.1	99.3	99.7	100.1	99.4	100.0	99.7	
1990 Q4	99.6	98.6	98.5	101.2	96.7	99.2	98.5	97.4	98.4	98.4	
1991 Q1	98.6	96.5	96.4	102.0	93.3	98.3	96.5	94.3	95.9	96.5	
1991 Q2	97.5	94.4	94.2	102.0	90.3	97.2	95.3	91.0	93.1	94.4	
1991 Q3	96.8	92.4	92.2	100.2	89.0	96.4	95.1	88.5	91.1	92.9	
1991 Q4	96.2	91.4	91.3	98.0	89.0	95.9	95.8	87.1	90.0	92.0	
1992 Q1	95.8	90.5	90.4	97.0	89.4	96.1	96.1	86.1	88.7	91.3	
1992 Q2	95.3	89.6	89.6	96.6	89.3	95.9	95.7	85.8	87.4	90.6	
1992 Q3	94.4	88.2	88.3	96.4	88.2	95.1	94.9	83.3	85.7	89.3	
1992 Q4	93.8	87.0	87.1	95.8	87.2	93.6	93.9	81.9	83.8	88.5	
1993 Q1	93.5	86.4	86.7	95.3	88.3	91.0	93.6	81.9	82.7	88.6	
1993 Q2	93.5	86.0	86.7	94.3	90.7	90.4	93.9	82.3	82.3	88.8	
1993 Q3	93.9	85.9	86.8	93.6	92.4	89.7	93.6	82.3	81.5	89.2	
1993 Q4	93.9	85.7	86.7	94.1	93.3	88.7	92.5	81.2	80.7	89.2	
1994 Q1	93.6	85.2	86.3	92.4	93.6	87.7	91.7	81.0	80.5	89.9	
1994 Q2	93.6	84.8	86.1	91.8	92.7	86.3	88.9	81.1	80.5	90.6	
1994 Q3	94.0	84.4	85.8	92.1	92.3	85.1	86.1	80.8	80.3	90.6	
Output per person employed #											
1986	96.3	88.0	84.6	90.5	91.9	94.1	84.6	85.0	80.3	85.5	
1987	98.9	92.6	89.2	93.6	95.3	84.9	93.2	92.6	83.8	91.6	
1988	100.4	96.2	94.2	95.8	93.3	86.8	96.4	101.0	90.3	98.1	
1989	100.1	98.3	98.1	97.8	94.5	95.2	99.3	101.2	98.0	98.8	
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	
1991	100.7	102.6	101.2	99.1	99.3	110.1	107.2	99.9	100.3	98.7	
1992	102.8	108.0	105.8	104.6	101.2	116.3	110.2	102.6	105.0	102.8	
1993	106.2	113.9	109.8	107.3	98.4	125.5	115.0	105.0	111.9	106.8	
1990 Q2	100.5	101.1	100.6	100.2	100.2	97.4	100.5	102.0	100.7	100.7	
1990 Q3	99.7	100.0	100.3	99.3	101.7	99.7	100.4	100.6	100.3	100.6	
1990 Q4	99.5	99.8	99.7	98.9	100.6	101.7	99.4	98.7	100.1	99.3	
1991 Q1	99.8	100.7	99.8	98.3	98.6	110.4	104.0	97.4	100.1	97.4	
1991 Q2	100.5	101.5	100.5	98.1	104.8	106.2	98.8	100.2	98.4	99.4	
1991 Q3	100.8	103.1	101.7	98.8	99.9	111.1	109.0	101.4	99.7	101.6	
1991 Q4	101.5	104.9	102.8	101.2	98.7	114.2	109.6	102.0	101.2	99.8	
1992 Q1	101.2	105.4	103.6	103.4	98.9	113.4	108.3	101.3	102.0	101.0	
1992 Q2	101.9	106.2	104.7	105.7	99.3	119.5	108.8	102.0	102.7	102.1	
1992 Q3	103.4	108.9	106.6	105.2	102.5	117.2	109.7	104.3	105.5	103.9	
1992 Q4	104.5	111.4	108.1	104.3	104.3	115.1	113.9	102.7	109.7	104.1	
1993 Q1	105.3	111.8	109.6	107.0	101.0	121.4	114.8	106.0	110.5	111.1	
1993 Q2	105.8	112.9	109.7	106.9	98.6	122.6	113.3	105.2	111.6	106.6	
1993 Q3	106.3	114.5	109.8	107.7	97.8	125.4	114.7	103.6	112.5	106.8	
1993 Q4	107.2	116.3	110.3	107.5	96.4	132.5	117.2	105.4	113.1	107.9	
1994 Q1	108.6	118.2	112.6	109.9	97.2	121.0	121.2	104.3	117.5	109.0	
1994 Q2	110.2	121.2	114.7	111.8	98.2	139.9	127.8	105.5	118.9	109.1	
1994 Q3	110.6	123.3	116.4	113.6	97.6	132.4	133.0	107.0	121.9	110.1	

Industries are grouped according to the Standard Industrial Classification 1992. The indexes have been rebased from 1985=100 to 1990=100, in common with other economic series. Figures on a 1985=100 basis were last published in *Employment Gazette*, August 1993.

EMPLOYMENT 1.8

Indices of output, employment and productivity



UNITED KINGDOM SIC 1992	Whole economy			Production industries Sections C,D,E			Manufacturing industries Section D		
	Output *	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed	Output	Employed labour force +	Output per person employed
1986	88.6	92.0	96.3	90.1	102.5	88.0	85.6	101.3	84.6
1987	92.7	93.8	98.9	93.7	101.2	92.6	89.6	100.5	89.2
1988	97.3	96.9	100.4	98.2	102.0	96.2	95.9	101.8	94.2
1989	99.4	99.3	100.1	100.3	102.0	98.3	100.2	102.1	98.1
1990	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
1991	97.9	97.3	100.7	96.1	93.7	102.6	94.6	93.5	101.2
1992	97.4	94.8	102.8	95.9	88.8	108.0	94.0	88.9	105.8
1993	99.5	93.7	106.2	97.9	86.0	113.9	95.3	86.7	109.8
1987 Q1	90.7	92.6	97.9	92.0	100.7	91.3	87.2	99.9	87.3
1987 Q2	92.0	93.3	98.6	92.9	101.1	92.0	88.8	100.4	88.4
1987 Q3	93.6	94.1	99.5	94.5	101.4	93.2	90.7	100.7	90.1
1987 Q4	94.5	95.0	99.5	95.4	101.6	93.9	91.8	101.1	90.9
1988 Q1	96.0	95.8	100.2	96.5	101.9	94.7	93.7	101.5	92.4
1988 Q2	96.5	96.5	100.0	97.2	102.0	95.3	94.3	101.8	92.6
1988 Q3	97.9	97.3	100.7	99.4	102.1	97.3	97.3	101.9	95.4

1.9 EMPLOYMENT Selected countries: national definitions

EMPLOYMENT 1.9 Selected countries: national definitions

		United Kingdom	Australia	Austria	Belgium	Canada	Denmark	Finland	France	Germany (FR)	Greece	Irish Republic	Italy	Japan	Luxembourg	Netherlands	Norway	Portugal	Spain	Sweden	Switzerland	United States			
		(1,2,3)	(4)	(2,5)	(3)	(12)			(7,11) R		(13)	(8)	(9)	(5)		(10)				(5)	(2)(5)				
QUARTERLY FIGURES: seasonally adjusted unless stated																									
Thousand																									
Civilian labour force																									
1991	Q1	28,257	8,475	3,586	..	13,767	..	2,528	..	30,155	..	..	24,093	64,927	..	..	2,076	4,848	15,042	4,569	3,597	125,424	1991	Q2
	Q2	28,239	8,479	3,595	..	13,781	..	2,516	..	30,237	..	..	24,022	65,205	..	..	2,099	4,779	15,112	4,543	3,608	125,219		Q3
	Q3	28,203	8,475	3,625	..	13,761	..	2,514	..	30,330	..	..	24,056	65,337	..	..	2,095	4,808	15,111	4,511	3,605	125,579		Q4
1992	Q1	28,230	8,541	3,645	..	13,741	..	2,503	..	30,437	..	..	24,084	65,767	..	..	2,090	4,529	15,112	4,492	3,599	126,301	1992	Q1
	Q2	28,103	8,511	3,675	..	13,758	..	2,489	..	30,483	..	..	24,282	65,575	..	..	2,093	4,494	15,170	4,497	3,587	127,074		Q2
	Q3	27,944	8,567	3,692	..	13,814	..	2,488	..	30,598	..	..	23,803	65,665	..	..	2,102	4,502	15,149	4,456	3,560	127,334		Q3
	Q4	28,016	8,518	3,688	..	13,872	..	2,486	..	30,519	..	..	24,036	66,112	..	..	2,095	4,463	15,168	4,415	3,569	127,230		Q4
1993	Q1	27,898	8,532	3,680	..	13,868	..	2,478	..	30,521	..	..	22,785	65,967	..	..	2,088	4,514	15,201	4,296	3,540	127,355	1993	Q1
	Q2	27,885	8,547	3,732	..	13,948	..	2,464	..	30,506	..	..	22,785	66,036	..	..	2,096	4,477	15,285	4,338	3,565	127,890		Q2
	Q3	28,002R	8,589	3,737	..	13,977	..	2,479	..	30,545	..	..	22,675	66,036	..	..	2,101	4,451	15,365	4,398	3,556	128,181		Q3
	Q4	27,864	8,698	3,746	..	13,989	..	2,480	..	30,531	..	..	22,486	66,176	..	..	2,103	4,440	15,381	4,248	3,566	128,713		Q4
1994	Q1	27,725R	8,707	..	..	14,023	..	2,477	..	30,539	..	..	22,472	66,455	..	..	2,097	4,539	15,426	4,187	3,520	130,674	1994	Q1
	Q2	27,656R	8,703	..	..	14,077	..	2,462	..	30,522	..	..	22,373	66,528	..	..	2,122	4,521	15,558	4,266	3,475	130,590		Q2
	Q3	27,722	8,736	..	..	14,133	..	2,472	..	30,526	..	..	22,446	66,534	..	..	2,125	4,545	15,468	4,371	3,493	130,996		Q3
Civilian employment																									
1991	Q1	25,957	7,673	3,462	..	12,348	..	2,352	22,215	28,484	..	..	21,435	63,570	..	..	1,966	4,659	12,622	4,458	3,559	116,978	1991	Q2
	Q2	25,787	7,652	3,465	..	12,350	..	2,307	22,204	28,524	..	..	21,435	63,797	..	..	1,979	4,575	12,598	4,408	3,559	116,795		Q3
	Q3	25,655	7,607	3,491	..	12,340	..	2,260	22,026	28,649	..	..	21,421	63,995	..	..	1,970	4,607	12,570	4,364	3,548	116,827		Q4
1992	Q1	25,578	7,632	3,528	..	12,274	..	2,219	22,008	28,752	..	..	21,349	64,393	..	..	1,967	4,358	12,523	4,316	3,523	117,101	1992	Q1
	Q2	25,372	7,603	3,540	..	12,207	..	2,180	22,091	28,720	..	..	21,604	64,200	..	..	1,966	4,301	12,452	4,287	3,500	117,567		Q2
	Q3	25,103	7,641	3,557	..	12,218	..	2,146	22,082	28,681	..	..	21,604	64,238	..	..	1,975	4,313	12,317	4,221	3,456	117,761		Q3
	Q4	25,044	7,575	3,547	..	12,272	..	2,108	21,817	28,595	..	..	21,215	64,238	..	..	1,968	4,266	12,146	4,179	3,440	117,951		Q4
1993	Q1	24,965	7,569	3,534	..	12,335	..	2,063	21,741	28,440	..	..	20,629	64,434	..	..	1,961	4,297	11,941	3,983	3,388	118,394	1993	Q1
	Q2	24,970	7,620	3,567	..	12,366	..	2,030	21,799	28,293	..	..	20,256	64,412	..	..	1,965	4,227	11,856	3,987	3,403	118,984		Q2
	Q3	25,100R	7,636	3,576	..	12,396	..	2,021	21,762	28,200	..	..	20,121	64,529	..	..	1,973	4,197	11,782	3,991	3,379	119,543		Q3
	Q4	25,093R	7,746	3,585	..	12,438	..	2,011	21,576	28,094	..	..	19,975	64,655	..	..	1,981	4,171	11,725	3,894	3,383	120,311		Q4
1994	Q1	25,005R	7,783	..	..	12,479	..	1,997	21,611	27,994	..	..	19,665	64,625	..	..	1,983	4,241	11,669	3,840	3,337	122,089	1994	Q1
	Q2	25,013R	7,848	..	..	12,574	..	2,003	21,836	27,937	..	..	19,663	64,639	..	..	1,998	4,205	11,761	3,939	3,305	122,547		Q2
	Q3	25,156	7,902	..	..	12,695	..	2,021	21,904	27,948	..	..	19,546	64,472	..	..	2,012	4,230	11,731	3,996	3,327	123,082		Q3
LATEST ANNUAL FIGURES: 1992 unless stated																									
Thousand																									
Civilian labour force																									
	Male	15,908	5,006	2,147	2,370	7,581	1,527	1,306	13,543	17,622	..	893	14,909	38,990	105.3	4,206	1,132	2,599	9,599	2,306	2,206	69,184		Male	
	Female	12,195	3,606	1,532	1,790	6,215	1,352	1,185	11,041	12,895	..	429	9,160	26,790	59.0	2,848	963	2,090	5,551	1,223	1,367	57,798		Female	
	All	28,103	8,612	3,679	4,160	13,797	2,879	2,491	24,584	30,516	..	1,321	24,069	65,780	164.3	7,054	2,096	4,690	15,150	4,429	3,573	126,982		All	
Civilian employment																									
	Male	13,814	4,433	2,072	2,189	6,672	1,396	1,103	12,397	16,639	..	736	13,683	38,170	104.1	3,979	1,056	2,510	8,213	2,161	2,151	63,805		Male	
	Female	11,557	3,246	1,474	1,535	5,568	1,217	1,060	9,635	12,069	..	377	7,587	26,190	57.8	2,598	913	1,988	4,146	2,035	1,329	53,793		Female	
	All	25,372	7,679	3,546	3,724	12,240	2,613	2,163	22,032	28,708	..	1,113	21,270	64,360	161.9	6,576	1,970	4,498	12,359	4,195	3,480	117,598		All	
Civilian employment: proportions by sector																									
Per cent																									
Male:																									
	Agriculture	3.3	6.3	..	3.1	5.7	..	11.2	..	3.1	8.1	5.8	7.7	..	11.0	4.7	6.4	4.2			
	Industry	37.6	32.5	..	38.3	31.8	..	39.7	..	49.2	38.1	39.6	34.9	..	40.8	40.0	43.0	33.5			
	Services	59.1	61.2	..	58.6	58.7	..	49.1	..	47.7	53.8	54.6	57.3	..	48.2	55.3	50.8	62.3			
Female:																									
	Agriculture	1.0	3.6	..	1.7	2.7	..	6.0	..	3.2	6.5	7.3	3.2	..	8.3	1.9	4.3	1.3			
	Industry	14.5	12.0	..	12.7	11.7	..	15.6	..	23.3	21.6	27.3	10.3	..	15.8	12.2	19.2	14.1			
	Services	84.5	84.3	..	85.6	85.6	..	78.5	..	73.4	69.9	65.4	86.5	..	75.9	86.0	76.5	84.6			
All:																									
	Agriculture	2.3	5.2	7.1	2.6	4.4	5.2	8.6	5.2	3.1	..	13.8	8.2	6.4	..	4.0	5.6	11.6	10.1	3.3	5.6	2.9			
	Industry	27.1	23.8	35.6	27.7	22.7	27.4	27.9	28.8	38.3	..	28.9	32.2	34.6	..	24.6	23.5	33.2	32.4	26.5	33.9	24.6			
	Services	70.7	71.0	57.4	69.7	73.1	67.6	63.5	65.8	58.5	..	57.3	59.6	59.0	..	71.4	70.9	55.3	57.5	70.1	60.6	72.5			

Sources: OECD Labour Force Statistics 1972-1992 and Quarterly Labour Force Statistics. For details of definitions and national sources the reader is referred to the above publications. Differences may exist between countries in general concepts, classification and methods of compilation, so comparisons must be approached with caution.

- Notes: 1 Civilian labour force figures refer to workforce excluding HM Forces. Civilian employment refers to workforce in employment excluding HM Forces. The proportions by sector refers to employees in employment and the self-employed. Industry refers to production and construction industries. See also footnotes to table 1.1.
 2 Quarterly figures relate to March, June, September and December.
 3 Annual figures relate to June.
 4 Quarterly figures relate to February, May, August and November.
 5 Civilian labour force and employment figures include armed forces.
 6 Annual figures relate to second quarter.
 7 Civilian employment figures include apprentices in professional training.
 8 Annual figures relate to April.
 9 Quarterly figures relate to January, April, July and October.
 10 Annual figures relate to January.
 11 Unadjusted figures.
 12 Sanitary services are included in industry and excluded from services.
 13 Repair services are included in industry and excluded from services.

1.11 EMPLOYMENT

Overtime and short-time operatives in manufacturing industries

GREAT BRITAIN	OVERTIME					SHORT-TIME								
	Operatives working overtime (000)	Percentage of all operatives	Hours of overtime worked			Stood off for whole week		Working part of week			Stood off for whole or part of week			
			Average per operative working overtime	Actual (million)	Seasonally adjusted	Operatives (000)	Hours lost (000)	Operatives (000)	Hours lost (000)	Average per operative working part of the week	Operatives (000)	Percentage of all operatives	Hours lost (000)	
														Seasonally adjusted	Average per operative on short-time
1989	1,394	37.6	9.6	13.44	3	119	19	183	9.5	22	0.6	302	13.7	
1990	1,322	37.7	9.4	12.44	7	263	15	132	9.0	22	0.6	395	19.6	
1991	1,055	34.6	9.1	9.63	8	323	52	478	9.3	60	2.0	800	13.6	
1992	998	34.6	9.5	9.46	6	215	41	382	9.4	46	1.5	597	12.8	
1993	938	32.7	9.7	9.09	4	138	27	242	8.6	31	1.1	381	12.2	
Week ended														
1992 Dec 18	916	32.3	9.8	8.99	8.45	11	440	51	521	10.2	63	2.2	961	15.3
1993 Jan 15	879	31.1	9.5	8.33	9.20	6	240	54	482	8.9	60	2.1	722	12.0
Feb 12	898	31.8	9.8	8.77	9.09	10	370	54	532	9.9	63	2.2	903	14.3
Mar 12	892	31.4	9.5	8.51	9.13	4	151	45	415	9.3	49	1.7	576	11.9
Apr 16	844	29.8	9.3	7.89	8.13	3	100	25	192	7.8	27	1.0	292	10.7
May 14	967	34.0	9.7	9.42	9.26	3	110	22	154	7.0	25	0.9	264	10.6
Jun 11	918	32.0	9.6	8.84	9.02	3	127	25	278	11.2	28	1.0	405	14.4
Jul 9	1,036	35.8	10.0	10.33	9.86	1	20	24	152	6.5	24	0.8	172	7.1
Aug 13	886	30.5	10.1	8.98	9.15	1	30	15	130	8.6	16	0.6	160	10.1
Sep 10	948	32.6	9.8	9.27	9.11	3	111	12	74	6.4	15	0.5	184	12.7
Oct 15	1,012	34.7	9.6	9.73	9.13	4	157	13	125	9.5	17	0.6	283	16.3
Nov 12	977	33.5	9.5	9.32	8.98	5	171	22	202	9.3	26	0.9	373	14.3
Dec 10	1,001	34.7	9.6	9.65	9.18	2	73	18	169	9.2	20	0.7	242	11.9
1994 Jan 14	920	32.1	9.2	8.46	9.30	4	151	19	152	8.2	23	0.8	303	13.5
Feb 11	939	32.7	9.2	8.65	9.22	5	175	24	251	10.7	28	1.0	426	15.1
Mar 11	993	34.7	9.5	9.40	9.72	3	94	22	199	9.2	24	0.9	292	12.1
Apr 15	942	33.0	9.5	8.93	9.25	3	115	15	152	10.0	18	0.6	267	14.7
May 13	932	32.6	9.6	8.91	8.65	2	77	13	115	9.1	15	0.5	192	13.1
Jun 10	971	33.9	9.6	9.29	9.39	3	113	11	97	8.9	14	0.5	210	15.1
Jul 15	943	33.2	9.8	9.22	8.88	2	70	5	52	9.9	7	0.3	121	17.2
Aug 12	887	31.0	9.7	8.58	8.84	2	76	9	120	12.9	11	0.4	196	17.4
Sep 9	1,026	35.9	9.8	10.04	9.84	2	57	6	46	8.1	7	0.3	103	14.4
Oct 14 P	1,043	36.6	9.8	10.19	9.50	2	77	13	134	10.7	15	0.5	211	14.5
Nov 11 P	1,084	37.9	9.9	10.69	10.65	2	69	13	91	6.9	15	0.5	159	10.8

1.12 EMPLOYMENT

Hours of work-operatives in: manufacturing industries

GREAT BRITAIN	INDEX OF TOTAL WEEKLY HOURS WORKED BY ALL OPERATIVES					INDEX OF AVERAGE WEEKLY HOURS WORKED PER OPERATIVE				
	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42	All manufacturing industries	Metal goods, engineering and shipbuilding 31-34, 37	Motor vehicles and other transport equipment 35, 36	Textiles, leather, footwear, clothing 43-45	Food, drink, tobacco 41, 42
1989	97.1	98.4	90.3	90.3	95.5	101.0	100.7	104.2	98.7	101.2
1990	90.3	88.6	90.0	79.4	91.3	100.6	100.4	105.0	98.3	100.8
1991	78.4	75.2	76.9	68.5	88.3	99.3	98.2	102.0	97.4	99.9
1992	73.9	69.8	69.5	67.3	84.0	99.5	98.3	100.2	98.0	99.9
1993	72.7	67.8	63.1	71.3	80.7	98.4	97.9	99.5	98.4	98.9
Week ended										
1992 Dec 18	71.4	67.4	63.4	66.2	82.4	98.2	97.6	98.9	97.5	99.2
1993 Jan 15	72.1					98.7				
Feb 12	72.1					98.8				
Mar 12	72.1	67.6	64.7	68.4	81.7	98.3	97.6	99.3	97.9	98.7
Apr 16	71.9					97.6				
May 14	72.6					98.5				
Jun 11	72.7	67.9	63.5	70.6	80.8	98.1	97.8	99.8	98.1	99.0
Jul 9	73.4					98.8				
Aug 13	73.1					98.2				
Sep 10	73.4	68.0	62.1	72.6	80.1	98.4	98.0	99.0	98.8	99.2
Oct 15	73.3					98.4				
Nov 12	73.1					98.3				
Dec 10	72.9	67.8	62.0	73.5	80.3	98.5	98.3	99.8	99.0	98.9
1994 Jan 14	72.8					98.6				
Feb 11	72.7					98.5				
Mar 11	72.9	68.8	61.6	74.0	77.5	99.3	99.0	100.3	99.4	98.8
Apr 15	72.7					98.6				
May 13	72.2					98.0				
Jun 10	72.6	68.9	59.9	72.7	77.5	98.9	98.8	99.5	98.9	98.0
Jul 15	71.9					98.2				
Aug 12	71.9					98.3				
Sep 09	72.7	70.4	60.1	73.3	75.8	99.5	100.1	100.6	98.6	97.5
Oct 14 P	72.2					99.1				
Nov 11 P	73.1					99.8				

EMPLOYMENT 1.14

Employment in tourism-related industries in Great Britain

THOUSAND

	Restaurants cafes, etc	Public houses and bars	Night clubs and licensed clubs	Hotels and other tourist accommodation	Libraries, museums, art galleries, sports and other recreational services 977, 979	All
	661	662	663	665, 667	977, 979	
Self-employed +	68.2	54.2	1.8	44.1	28.6	196.9
1991						
Employees in employment +	245.3	274.3	139.3	240.9	352.7	1252.5
1988 Mar	265.1	289.3	140.5	281.2	373.5	1349.6
Jun	265.9	304.5	139.5	287.3	374.3	1371.5
Sep	269.9	313.1	144.9	251.7	346.3	1325.9
Dec						
1989 Mar	268.4	316.4	139.9	259.1	343.2	1327.0
Jun	290.1	326.2	140.4	301.0	373.3	1431.0
Sep	295.3	329.1	143.3	310.6	378.0	1456.3
Dec	297.0	338.2	143.9	280.4	342.6	1402.1
1990 Mar	295.7	329.4	139.8	278.2	345.5	1388.6
Jun	308.5	343.1	140.8	318.1	393.1	1503.6
Sep	313.5	343.7	142.9	322.4	390.7	1513.2
Dec	306.3	338.4	147.7	293.8	363.4	1449.6
1991 Mar	291.2	322.6	142.7	286.0	358.9	1401.4
Jun	300.8	331.0	141.8	313.8	398.4	1485.8
Sep	287.7	338.6	141.0	313.1	402.4	1482.8
Dec	286.6	321.5	140.7	274.1	382.8	1405.7
1992 Mar	280.8	316.4	139.3	276.8	386.7	1400.0
Jun	301.9	336.3	140.4	318.7	414.1	1511.4
Sep	293.1	331.3	139.1	316.8	408.3	1488.6
Dec	288.5	332.0	138.9	286.1	390.3	1435.8
1993 Mar	290.0	318.7	139.1	284.8	393.1	1425.7
Jun	291.6	326.6	139.6	327.0	422.5	1507.3
Sep	297.6	340.1	137.5	328.5	426.4	1530.1
Dec	296.5	326.7	137.2	284.7	398.3	1443.4
1994 Mar	287.0	316.3	132.9	281.4	404.0	1421.6
Jun	306.7	322.6	133.3	329.6	422.9	1515.1
Sep	314.1	329.7	132.7	341.3	428.2	1546.0
CHANGES:						
Sep 1994-1993						
no. (thousands)	16.5	-10.4	-4.8	12.8	1.8	15.9
Percentage	5.5	-3.1	-3.5	3.9	0.4	1.0

Based on the Census of Population. These are comparable with the estimates for all industries and services shown in table 1.4.

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

1981	163	1986	211	1991	183	1996
1982	N/A	1987	200	1992	178	1997
1983	159	1988	204	1993	196	1998
1984	187	1989	191	1994	187 #	1999
1985	190	1990	190	1995	2000	2000

This figure has been estimated using SIC92 codes and should not be directly compared to previous years.

2.1 CLAIMANT UNEMPLOYMENT UK Summary

THOUSAND

		MALE AND FEMALE		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		Number	Per cent workforce *	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1990	Annual averages	1,664.4	5.8	1,660.8	5.8					
1991		2,291.9	8.0	2,286.1	8.0					
1992		2,778.6	9.8	2,765.0	9.7					
1993		2,919.2	10.4	2,900.6	10.3					
1992	Dec 17	2,983.3	10.5	2,971.7	10.5	63.3	43.7	309	2,627	47
1993	Jan 14	3,062.1	10.9	2,962.6	10.5	-9.1	30.3	314	2,700	48
	Feb 11	3,042.6	10.8	2,959.0	10.5	-3.6	16.9	296	2,700	47
	Mar 11	2,996.7	10.6	2,933.7	10.4	-25.3	-12.7	269	2,681	46
	Apr 8	3,000.5	10.6	2,941.9	10.4	8.2	-6.9	301	2,653	46
	May 13	2,916.6	10.4	2,919.7	10.4	-22.2	-13.1	257	2,613	46
	June 10	2,865.0	10.2	2,915.1	10.3	-4.6	-6.2	248	2,572	45
	July 8	2,929.3	10.4	2,917.2	10.4	2.1	-8.2	360	2,526	44
	Aug 12	2,960.0	10.5	2,921.5	10.4	4.3	0.6	309	2,609	42
	Sept 9	2,912.1	10.3	2,902.0	10.3	-19.5	-4.4	290	2,581	41
	Oct 14	2,793.6	9.9	2,850.9	10.1	-51.1	-22.1	305	2,450	39
	Nov 11	2,769.4	9.8	2,812.9	10.0	-38.0	-36.2	284	2,447	38
	Dec 9	2,782.7	9.9	2,770.8	9.8	-42.1	-43.7	272	2,473	38
1994	Jan 13	2,887.1	10.2	2,790.6	9.9	19.8	-20.1	283	2,565	39
	Feb 10	2,841.4	10.1	2,752.9	9.8	-37.7	-20.0	272	2,532	37
	Mar 10	2,777.5	9.9	2,719.3	9.7	-33.6	-17.2	246	2,496	35
	Apr 14	2,734.4	9.7	2,681.5	9.5	-37.8	-36.4	266	2,435	33
	May 12	2,652.6	9.4	2,661.1	9.4	-20.4	-30.6	233	2,387	33
	June 9	2,585.6	9.2	2,643.3	9.4	-17.8	-25.3	224	2,331	31
	July 14	2,643.1	9.4	2,630.1	9.3	-13.2	-17.1	349	2,265	29
	Aug 11	2,638.3	9.4	2,594.0	9.2	-36.1	-22.4	276	2,335	27
	Sept 8	2,580.4	9.2	2,562.4	9.1	-31.6	-27.0	261	2,294	25
	Oct 13	2,455.0	8.7	2,514.0	8.9	-48.4	-38.7	264	2,167	24
	Nov 10 R	2,423.0	8.6	2,468.1	8.8	-45.9	-42.0	258	2,142	23
	Dec 8 P	2,417.0	8.6	2,413.5	8.6	-54.6	-49.6	243	2,150	24

2.2 CLAIMANT UNEMPLOYMENT GB Summary

		MALE AND FEMALE		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		UNEMPLOYED		SEASONALLY ADJUSTED #		UNEMPLOYED BY DURATION				
		Number	Per cent workforce *	Number	Per cent workforce *	Change since previous month	Average change over 3 months ended	Up to 4 weeks	Over 4 weeks aged under 60	Over 4 weeks aged 60 and over
1990	Annual averages	1,567.3	5.6	1,565.5	5.6					
1991		2,191.5	7.9	2,187.0	7.9					
1992		2,672.4	9.7	2,660.3	9.6					
1993		2,814.1	10.3	2,796.9	10.2					
1992	Dec 17	2,877.9	10.4	2,865.8	10.4	62.9	43.8	303	2,529	46
1993	Jan 14	2,954.1	10.8	2,857.0	10.4	-8.8	30.5	307	2,601	47
	Feb 11	2,935.4	10.7	2,853.3	10.4	-3.7	16.8	289	2,600	46
	Mar 11	2,890.7	10.5	2,828.7	10.3	-24.6	-12.4	263	2,583	45
	Apr 8	2,895.2	10.6	2,837.6	10.3	8.9	-6.5	295	2,555	45
	May 13	2,813.7	10.3	2,816.3	10.3	-21.3	-12.3	251	2,517	45
	June 10	2,762.2	10.1	2,811.5	10.2	-4.8	-5.7	241	2,477	44
	July 8	2,821.1	10.3	2,813.2	10.3	1.7	-8.1	349	2,430	42
	Aug 12	2,850.6	10.4	2,816.7	10.3	3.5	.1	302	2,508	41
	Sept 9	2,804.1	10.2	2,798.1	10.2	-18.6	-4.5	282	2,482	40
	Oct 14	2,690.8	9.8	2,748.5	10.0	-49.6	-21.6	297	2,356	38
	Nov 11	2,668.7	9.7	2,711.5	9.9	-37.0	-35.1	277	2,354	37
	Dec 9	2,682.7	9.8	2,670.7	9.7	-40.8	-42.5	266	2,380	37
1994	Jan 13	2,786.9	10.2	2,691.0	9.8	20.3	-19.2	276	2,473	38
	Feb 10	2,741.8	10.0	2,653.5	9.7	-37.5	-19.3	266	2,440	36
	Mar 10	2,678.9	9.8	2,620.3	9.6	-33.2	-16.8	240	2,404	34
	Apr 14	2,636.1	9.6	2,582.5	9.4	-37.8	-36.2	260	2,344	32
	May 12	2,556.9	9.3	2,563.1	9.3	-19.4	-30.1	228	2,298	32
	June 9	2,489.4	9.1	2,545.1	9.3	-18.0	-25.1	266	2,244	30
	July 14	2,541.8	9.3	2,532.1	9.2	-13.0	-16.8	266	2,175	28
	Aug 11	2,537.2	9.2	2,497.1	9.1	-35.0	-22.0	270	2,241	26
	Sept 8	2,481.4	9.0	2,466.8	9.0	-30.3	-26.1	253	2,203	25
	Oct 13	2,361.6	8.6	2,419.6	8.8	-47.2	-37.5	257	2,081	24
	Nov 10 R	2,331.6	8.5	2,374.4	8.7	-45.2	-40.9	252	2,057	23
	Dec 8 P	2,327.0	8.5	2,321.3	8.5	-53.1	-48.5	238	2,066	23

P R The latest national and regional seasonally adjusted unemployment figures are provisional and subject to revision, mainly in the following month.

Revised. National and regional unemployment rates are calculated by expressing the number of unemployed claimants as a percentage of the estimated total workforce (the sum of unemployed claimants, employees in employment, self-employed, HM Forces and participants on work-related government training programmes) at mid-1993 for 1993 and 1994 figures and at the corresponding mid-year estimates for earlier years. Workforce-based denominators have been revised back to 1971 at national and regional level to incorporate revisions to the employees in employment and self-employed components of the workforce in employment series. Fuller details are given in the article "Revised estimates of the workforce in employment in Great Britain" in the May 1994 issue of the *Employment Gazette*.

CLAIMANT UNEMPLOYMENT UK Summary 2.1

THOUSAND

		MALE		FEMALE		SEASONALLY ADJUSTED #		MARRIED	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED #		MARRIED	
		Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *
1990	Annual averages	1,232.3	7.5	1,230.4	7.5	433.2	3.5	430.4	3.5
		1,737.1	10.7	1,734.0	10.6	554.9	4.5	552.1	4.5
		2,126.0	13.2	2,118.6	13.1	652.6	5.3	646.5	5.3
		2,236.1	14.0	2,225.7	14.0	683.1	5.6	674.9	5.5
1992	Dec 17	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
1993	Jan 14	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Feb 11	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Mar 11	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Apr 8	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	May 13	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	June 10	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	July 8	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Aug 12	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Sept 9	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Oct 14	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Nov 11	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Dec 9	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
1994	Jan 13	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Feb 10	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Mar 10	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Apr 14	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	May 12	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	June 9	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	July 14	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Aug 11	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Sept 8	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Oct 13	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Nov 10 R	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6
	Dec 8 P	2,299.7	14.2	2,283.4	14.1	683.7	5.6	688.3	5.6

CLAIMANT UNEMPLOYMENT GB Summary 2.2

		MALE		FEMALE		SEASONALLY ADJUSTED #		MARRIED	
		UNEMPLOYED		UNEMPLOYED		SEASONALLY ADJUSTED #		MARRIED	
		Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *	Number	Per cent workforce *
1990	Annual averages	1,155.1	7.2	1,158.1	7.2	408.2	3.4	407.4	3.4
		1,660.4	10.5	1,658.0	10.5	531.1	4.5	529.1	4.5
		2,044.6	13.0	2,037.9	13.0	627.8	5.3	622.5	5.3
		2,155.4	13.9	2,145.7	13.8	658.8	5.5	651.2	5.5
1992	Dec 17	2,218.1	14.1	2,201.7	14.0	659.9	5.6	664.1	5.6
1993	Jan 14	2,270.5	14.6	2,193.9	14.1	683.5	5.6	663.1	5.6
	Feb 11	2,253.3	14.5	2,190.0	14.1	682.2	5.6	663.3	5.6
	Mar 11	2,221.2	14.3	2,172.0	14.0	669.5	5.5	656.7	5.6
	Apr 8	2,223.0	14.3	2,177.4	14.0	672.2	5.5	660.2	5.6
	May 13	2,168.7	14.0	2,163.5	13.9	645.0	5.5	652.8	5.5
	June 10	2,129.8	13.7	2,159.9	13.9	632.3	5.5	651.6	5.5
	July 8	2,149.6	13.9	2,157.9	13.9	671.4	5.5	655.3	5.6
	Aug 12	2,152.5	13.9	2,154.8	13.9	698.			

2.3 CLAIMANT UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					THOUSAND		
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female		
SOUTH EAST														
1990)	372.4	273.3	99.2	3.9	5.1	2.4	372.0	3.9			273.0	99.0		
1991) Annual	638.8	477.9	160.9	6.9	9.0	4.0	637.7	6.9			477.3	160.4		
1992) averages	854.1	645.4	208.7	9.3	12.4	5.2	851.0	9.2			643.8	207.3		
1993)	929.9	700.3	229.6	10.2	13.6	5.9	925.6	10.2			698.0	227.6		
1993 Dec 9	885.7	670.7	215.0	9.8	13.0	5.5	882.2	9.7	-17.3	-15.5	666.8	215.4		
1994 Jan 13	905.0	685.4	219.6	10.0	13.3	5.6	887.1	9.8	4.9	-8.5	670.9	216.2		
Feb 10	893.9	676.1	217.8	9.9	13.1	5.6	872.7	9.6	-14.4	-8.9	659.2	213.5		
Mar 10	875.1	661.9	213.2	9.6	12.8	5.4	860.2	9.5	-12.5	-7.3	649.6	210.6		
Apr 14	862.3	651.2	211.1	9.5	12.6	5.4	845.8	9.3	-14.4	-13.8	638.1	207.7		
May 12	838.7	634.1	204.6	9.2	12.3	5.2	838.5	9.2	-7.3	-11.4	631.7	206.8		
June 9	818.0	618.1	199.9	9.0	12.0	5.1	831.5	9.2	-7.0	-9.6	625.5	206.0		
July 14	824.1	615.0	209.1	9.1	11.9	5.3	824.8	9.1	-6.7	-7.0	618.1	206.7		
Aug 11	823.7	609.8	213.8	9.1	11.8	5.5	811.9	8.9	-12.9	-8.9	608.7	203.2		
Sept 8	809.6	600.6	209.1	8.9	11.7	5.3	803.2	8.9	-8.7	-9.4	602.8	200.4		
Oct 13	774.3	577.9	196.4	8.5	11.2	5.0	788.2	8.7	-15.0	-12.2	591.7	196.5		
Nov 10 R	759.5	568.2	191.3	8.4	11.0	4.9	771.9	8.5	-16.3	-13.3	578.7	193.2		
Dec 8 P	755.1	568.1	187.0	8.3	11.0	4.8	753.6	8.3	-18.3	-16.5	565.6	188.0		
GREATER LONDON (included in South East)														
1990)	211.8	154.7	57.1	5.0	6.3	3.2	211.6	5.0			154.6	57.0		
1991) Annual	332.1	244.3	87.8	8.1	10.3	5.0	331.7	8.0			244.1	87.6		
1992) averages	430.3	320.1	110.2	10.5	13.6	6.4	429.2	10.5			319.6	109.6		
1993)	469.6	348.6	121.0	11.6	14.9	7.1	467.9	11.6			347.8	120.2		
1993 Dec 9	454.2	338.8	115.4	11.3	14.5	6.8	453.5	11.2	-6.9	-5.7	338.2	115.3		
1994 Jan 13	457.8	341.8	116.0	11.3	14.6	6.8	455.6	11.3	2.1	-3.1	339.7	115.9		
Feb 10	454.9	339.2	115.6	11.3	14.5	6.8	451.3	11.2	-4.3	-3.0	336.2	115.1		
Mar 10	450.0	335.9	114.1	11.1	14.4	6.7	447.0	11.1	-4.3	-2.2	333.2	113.8		
Apr 14	446.5	333.2	113.3	11.1	14.2	6.7	440.9	10.9	-6.1	-4.9	328.6	112.3		
May 12	438.2	327.3	111.0	10.9	14.0	6.5	437.6	10.8	-3.3	-4.6	325.7	111.9		
June 9	431.5	322.1	109.4	10.7	13.8	6.4	434.7	10.8	-2.9	-4.1	323.1	111.6		
July 14	435.1	321.6	113.5	10.8	13.7	6.7	432.1	10.7	-2.6	-2.9	320.3	111.8		
Aug 11	436.0	320.0	116.1	10.8	13.7	6.8	427.2	10.6	-4.9	-3.5	316.8	110.4		
Sept 8	431.8	317.4	114.4	10.7	13.6	6.7	424.8	10.5	-2.4	-3.3	315.3	109.5		
Oct 13	417.2	308.4	108.8	10.3	13.2	6.4	420.3	10.4	-4.5	-3.9	312.2	108.1		
Nov 10 R	409.0	303.0	106.0	10.1	13.0	6.2	414.2	10.3	-6.1	-4.3	307.5	106.7		
Dec 8 P	406.8	302.7	104.1	10.1	12.9	6.1	407.2	10.1	-7.0	-5.9	302.8	104.4		
EAST ANGLIA														
1990)	37.5	27.3	10.2	3.7	4.7	2.3	37.4	3.7			27.2	10.2		
1991) Annual	59.1	44.2	15.0	5.9	7.6	3.5	58.9	5.8			44.0	14.9		
1992) averages	77.7	58.3	19.4	7.6	9.9	4.5	77.3	7.6			58.1	19.2		
1993)	84.0	63.1	20.9	8.2	10.7	4.7	83.4	8.1			62.8	20.7		
1993 Dec 9	79.0	59.4	19.5	7.7	10.1	4.4	78.3	7.6	-1.9	-1.6	58.7	19.6		
1994 Jan 13	83.9	63.2	20.7	8.1	10.7	4.7	80.1	7.8	1.8	-0.5	60.3	19.8		
Feb 10	82.7	62.2	20.5	8.0	10.6	4.6	78.2	7.6	-1.9	-0.7	58.7	19.5		
Mar 10	80.8	60.8	20.0	7.8	10.3	4.5	76.8	7.5	-1.4	-0.5	57.6	19.2		
Apr 14	78.8	59.1	19.6	7.6	10.0	4.4	75.5	7.3	-1.3	-1.5	56.6	18.9		
May 12	75.4	56.6	18.8	7.3	9.6	4.3	74.7	7.3	-0.8	-1.2	55.9	18.8		
June 9	72.3	54.1	18.2	7.0	9.2	4.1	74.4	7.2	-0.3	-0.8	55.4	19.0		
July 14	72.7	53.8	18.9	7.1	9.1	4.3	73.9	7.2	-0.5	-0.5	55.0	18.9		
Aug 11	72.5	53.1	19.4	7.0	9.0	4.4	73.0	7.1	-0.9	-0.6	54.3	18.7		
Sept 8	70.7	52.1	18.6	6.9	8.9	4.2	72.2	7.0	-0.8	-0.7	53.8	18.4		
Oct 13	66.9	49.4	17.5	6.5	8.4	4.0	70.3	6.8	-1.9	-1.2	52.3	18.0		
Nov 10 R	66.8	49.5	17.3	6.5	8.4	3.9	68.8	6.7	-1.5	-1.4	51.1	17.7		
Dec 8 P	67.3	50.2	17.1	6.5	8.5	3.9	67.3	6.5	-1.5	-1.6	50.0	17.3		
SOUTH WEST														
1990)	97.3	69.8	27.5	4.3	5.4	2.8	97.2	4.3			69.7	27.4		
1991) Annual	161.2	121.1	40.1	6.9	9.1	4.1	160.7	6.9			120.9	39.9		
1992) averages	208.9	158.7	50.2	9.2	12.4	5.2	207.8	9.2			158.1	49.7		
1993)	217.8	164.6	53.2	9.5	12.7	5.5	216.4	9.5			163.8	52.6		
1993 Dec 9	207.2	156.7	50.5	9.1	12.1	5.2	202.7	8.9	-4.1	-4.1	153.2	49.5		
1994 Jan 13	217.1	163.7	53.4	9.5	12.7	5.4	205.2	9.0	2.5	-1.9	155.1	50.1		
Feb 10	212.8	160.2	52.6	9.3	12.4	5.3	201.5	8.8	-3.7	-1.8	152.2	49.3		
Mar 10	205.9	155.3	50.6	9.0	12.0	5.1	198.7	8.7	-2.8	-1.3	150.2	48.5		
Apr 14	199.6	151.1	48.5	8.7	11.7	4.9	194.8	8.5	-3.9	-3.5	147.1	47.7		
May 12	192.1	145.6	46.5	8.4	11.3	4.7	194.3	8.5	-0.5	-2.4	146.4	47.9		
June 9	184.9	140.3	44.6	8.1	10.9	4.5	193.1	8.5	-1.2	-1.9	145.3	47.8		
July 14	187.2	140.1	47.2	8.2	10.8	4.8	190.9	8.4	-2.2	-1.3	143.2	47.7		
Aug 11	187.3	138.7	48.6	8.2	10.7	4.9	188.0	8.2	-2.9	-2.1	140.7	47.3		
Sept 8	184.2	136.5	47.7	8.1	10.6	4.8	185.4	8.1	-2.6	-2.6	138.7	46.7		
Oct 13	176.1	131.3	44.8	7.7	10.2	4.5	181.6	8.0	-3.8	-3.1	136.0	45.6		
Nov 10 R	176.5	131.7	44.9	7.7	10.2	4.5	178.3	7.8	-3.3	-3.2	133.6	44.7		
Dec 8 P	176.9	132.5	44.4	7.7	10.3	4.5	173.1	7.6	-5.2	-4.1	129.6	43.5		

See footnotes to tables 2.1 and 2.2.

CLAIMANT UNEMPLOYMENT Regions 2.3

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #					THOUSAND		
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female		
WEST MIDLANDS														
1990)	152.7	111.7	41.1	5.7	7.2	3.7	152.6	5.7			111.6	41.0		
1991) Annual	218.7	165.1	53.6	8.4	10.9	4.9	218.3	8.4			164.9	53.5		
1992) averages	270.5	206.3	64.1	10.4	13.6	5.9	269.6	10.3			205.9	63.7		
1993)	281.9	215.6	66.3	10.9	14.6	6.1	280.6	10.9			214.9	65.8		
1993 Dec 9	263.6	202.3	61.2	10.2	13.7	5.6	264.8	10.3	-4.8	-5.1	202.5	62.3		
1994 Jan 13	271.5	208.2	63.3	10.5	14.1	5.8	264.0	10.3	-0.8	-3.4	201.9	62.1		
Feb 10	267.2	204.5	62.7	10.4	13.8	5.7	260.5	10.1	-3.5	-3.0	199.2	61.3		
Mar 10	260.7	199.5	61.2	10.1	13.5	5.6	256.0	9.9	-4.5	-2.9	195.5	60.5		
Apr 14	256.0	195.2	60.9	9.9	13.2	5.6	251.9	9.8	-4.1	-4.0	191.7	60.2		
May 12	247.8	188.9	58.8	9.6	12.8	5.4	248.5	9.6	-3.4	-4.0	188.6	59.9		
June 9	242.0	184.5	57.4	9.4	12.5	5.2	246.4	9.6	-2.1	-3.2	187.0	59.4		
July 14	247.7	186.0	61.7	9.6	12.6	5.6	245.5	9.5	-0.9	-2.1	185.8	59.7		
Aug 11	248.0	184.7	63.3	9.6	12.5	5.8	242.4	9.4	-3.1	-2.0	183.5	58.9		
Sept 8	242.5	181.2	61.3	9.4	12.2	5.6	238.8	9.3	-3.6	-2.5	180.9	57.9		
Oct 13	228.2	172.1	56.1	8.9	11.6	5.1	233.7	9.1	-5.1	-3.9	177.1	56.6		
Nov 10 R	222.4	168.4	54.0	8.6	11.4	4.9	228.0	8.9	-5.7	-4.8	172.6	55.4		
Dec 8 P	220.5	167.8	52.6	8.6	11.3	4.8	221.5	8.6	-6.5	-5.8	167.6	53.9		
EAST MIDLANDS														
1990)	99.4	72.2	27.2	5.1	6.5	3.3	99.2	5.1						

2.3 CLAIMANT UNEMPLOYMENT Regions

	NUMBER UNEMPLOYED			PER CENT WORKFORCE *			SEASONALLY ADJUSTED #				THOUSAND	
	All	Male	Female	All	Male	Female	Number	Per cent workforce	Change since previous month	Average change over 3 months ended	Male	Female
NORTH												
1990)	122.9	93.4	29.5	8.7	11.5	4.9	122.7	8.7			93.3	29.4
1991) Annual	143.7	111.1	32.6	10.3	13.9	5.4	143.3	10.2			110.9	32.5
1992) averages	157.8	123.9	34.0	11.1	15.3	5.6	157.0	11.1			123.4	33.6
1993)	169.3	134.9	34.6	12.0	16.7	5.7	168.3	11.9			134.3	34.0
1993 Dec 9	166.0	133.7	32.3	11.8	16.5	5.4	165.0	11.7	-1.5	-1.8	132.2	32.8
1994 Jan 13	173.6	139.3	34.4	12.3	17.2	5.7	166.7	11.8	1.7	-0.5	133.8	32.9
Feb 10	169.6	135.8	33.8	12.0	16.8	5.6	164.3	11.6	-2.4	-0.7	131.7	32.6
Mar 10	165.8	132.9	33.0	11.7	16.4	5.5	162.9	11.5	-1.4	-0.7	130.4	32.5
Apr 14	164.2	131.6	32.6	11.6	16.3	5.4	160.9	11.4	-2.0	-1.9	128.9	32.5
May 12	160.0	128.5	31.4	11.3	15.9	5.2	160.3	11.3	-0.6	-1.3	128.2	32.1
June 9	156.4	125.5	30.9	11.1	15.5	5.1	159.4	11.3	-0.9	-1.2	127.3	32.1
July 14	159.7	126.2	33.5	11.3	15.6	5.5	159.5	11.3	0.1	-0.5	127.0	32.5
Aug 11	158.9	124.7	34.2	11.2	15.4	5.7	158.3	11.2	-1.2	-0.7	126.2	32.1
Sept 8	157.7	124.5	33.2	11.2	15.4	5.5	157.0	11.1	-1.3	-0.8	125.5	31.5
Oct 13	152.2	121.3	30.9	10.8	15.0	5.1	155.6	11.0	-1.4	-1.3	124.4	31.2
Nov 10 R	153.4	122.7	30.7	10.9	15.2	5.1	154.7	11.0	-0.9	-1.2	123.6	31.1
Dec 8 P	153.3	123.4	29.9	10.9	15.3	4.9	152.7	10.8	-2.0	-1.4	122.2	30.5
WALES												
1990)	86.3	65.7	20.6	6.8	8.9	3.8	86.2	6.7			65.6	20.6
1991) Annual	113.2	88.6	24.6	9.0	12.2	4.6	112.9	9.0			88.5	24.4
1992) averages	127.2	100.2	27.0	10.0	13.7	5.0	126.6	9.9			99.9	26.7
1993)	131.1	103.2	28.0	10.4	14.4	5.1	130.4	10.3			102.7	27.6
1993 Dec 9	128.3	101.6	26.7	10.2	14.2	4.9	126.4	10.0	-1.3	-1.6	99.9	26.5
1994 Jan 13	134.6	106.0	28.6	10.6	14.8	5.2	127.4	10.1	1.0	-0.5	100.4	27.0
Feb 10	131.5	103.5	28.0	10.4	14.4	5.1	126.4	10.0	-1.0	-0.4	99.6	26.8
Mar 10	127.8	100.7	27.1	10.1	14.0	5.0	125.2	9.9	-1.2	-0.4	98.5	26.7
Apr 14	125.0	98.2	26.8	9.9	13.7	4.9	123.3	9.8	-1.9	-1.4	96.8	26.5
May 12	120.6	95.1	25.5	9.5	13.3	4.7	122.2	9.7	-1.1	-1.4	95.9	26.3
June 9	116.8	92.0	24.8	9.2	12.8	4.5	121.5	9.6	-0.7	-1.2	95.0	26.5
July 14	120.9	93.1	27.8	9.6	13.0	5.1	121.1	9.6	-0.4	-0.7	94.2	26.9
Aug 11	120.8	92.2	28.7	9.6	12.9	5.2	119.5	9.5	-1.6	-0.9	92.8	26.7
Sept 8	118.4	90.7	27.8	9.4	12.6	5.1	117.4	9.3	-2.1	-1.4	91.0	26.4
Oct 13	111.1	85.9	25.2	8.8	12.0	4.6	114.0	9.0	-3.4	-2.4	88.2	25.8
Nov 10 R	110.3	85.5	24.8	8.7	11.9	4.5	111.5	8.8	-2.5	-2.7	86.3	25.2
Dec 8 P	110.9	86.4	24.4	8.8	12.1	4.5	109.0	8.6	-2.5	-2.8	84.4	24.6
SCOTLAND												
1990)	202.5	148.7	53.8	8.2	10.6	5.0	202.0	8.2			148.5	53.6
1991) Annual	220.2	165.5	54.7	8.8	11.7	5.0	219.3	8.8			165.0	54.3
1992) averages	241.0	183.8	57.3	9.6	13.0	5.2	238.8	9.5			182.5	56.3
1993)	246.4	189.5	56.9	9.9	13.7	5.1	243.3	9.7			187.7	55.7
1993 Dec 9	236.5	184.1	52.4	9.5	13.3	4.7	234.7	9.4	-2.0	-2.7	181.6	53.1
1994 Jan 13	251.0	194.6	56.4	10.1	14.1	5.0	238.4	9.5	3.7	-0.1	184.6	53.8
Feb 10	246.5	190.5	56.0	9.9	13.8	5.0	236.8	9.5	-1.6	0.0	183.3	53.5
Mar 10	240.1	185.9	54.2	9.6	13.5	4.9	234.7	9.4	-2.1	0.0	182.0	52.7
Apr 14	237.6	184.2	53.4	9.5	13.3	4.8	233.4	9.3	-1.3	-1.7	181.3	52.9
May 12	231.1	180.0	51.1	9.3	13.0	4.6	232.3	9.3	-1.1	-1.5	180.4	51.9
June 9	226.3	176.4	49.9	9.1	12.8	4.5	230.8	9.2	-1.5	-1.3	179.4	51.4
July 14	241.2	181.9	59.3	9.7	13.2	5.3	232.2	9.3	1.4	-0.4	179.4	52.8
Aug 11	238.8	179.8	59.0	9.6	13.0	5.3	229.4	9.2	-2.8	-1.0	177.2	52.2
Sept 8	223.7	172.6	51.2	9.0	12.5	4.6	225.2	9.0	-4.2	-1.9	174.4	50.8
Oct 13	215.3	167.2	48.1	8.6	12.1	4.3	220.7	8.8	-4.5	-3.8	170.8	49.9
Nov 10 R	213.3	165.4	47.9	8.5	12.0	4.3	216.6	8.7	-4.1	-4.3	167.3	49.3
Dec 8 P	212.6	165.3	47.4	8.5	12.0	4.2	212.1	8.5	-4.5	-4.4	163.9	48.2
NORTHERN IRELAND												
1990)	97.2	73.2	24.0	13.3	17.0	8.0	95.3	13.0			72.2	23.1
1991) Annual	100.4	76.7	23.8	13.4	17.4	7.7	99.1	13.2			76.1	23.0
1992) averages	106.1	81.4	24.8	14.1	18.5	7.9	104.7	13.9			80.7	24.0
1993)	105.1	80.7	24.4	14.1	18.6	7.8	103.7	13.9			80.1	23.6
1993 Dec 9	99.9	77.9	22.1	13.4	17.9	7.1	100.1	13.4	-1.3	-1.3	77.8	22.3
1994 Jan 13	100.2	78.6	21.6	13.4	18.1	6.9	99.6	13.3	-0.5	-0.9	77.6	22.0
Feb 10	99.6	78.2	21.4	13.3	18.0	6.9	99.4	13.3	-0.2	-0.7	77.4	22.0
Mar 10	98.6	77.4	21.2	13.2	17.8	6.8	99.0	13.3	-0.4	-0.4	76.9	22.1
Apr 14	98.4	77.0	21.4	13.2	17.7	6.9	99.0	13.3	0.0	-0.2	76.8	22.2
May 12	95.7	75.1	20.7	12.8	17.3	6.6	98.0	13.1	-1.0	-0.5	76.0	22.0
June 9	96.2	74.6	21.6	12.9	17.2	6.9	98.2	13.2	0.2	-0.3	75.9	22.3
July 14	101.3	76.2	25.2	13.6	17.5	8.1	98.0	13.1	-0.2	-0.3	75.4	22.6
Aug 11	101.1	75.8	25.3	13.5	17.5	8.1	96.9	13.0	-1.1	-0.4	74.7	22.2
Sept 8	98.9	75.3	23.7	13.3	17.3	7.6	95.6	12.8	-1.3	-0.9	74.1	21.5
Oct 13	93.5	72.4	21.1	12.5	16.7	6.8	94.4	12.7	-1.2	-1.2	73.3	21.1
Nov 10 R	91.5	71.4	20.1	12.3	16.4	6.4	93.7	12.6	-0.7	-1.1	72.7	21.0
Dec 8 P	90.1	70.9	19.2	12.1	16.3	6.2	92.2	12.4	-1.5	-1.1	71.7	20.5

See footnotes to tables 2.1 and 2.2.

CLAIMANT UNEMPLOYMENT Area statistics 2.4

Unemployment by Travel-to-Work Areas* as at December 8 1994

	Male			Female			All			Rate #		Male			Female			All			Rates #		
	Male	Female	All	Male	Female	All	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	Male	Female	All	per cent employees and unemployed	per cent workforce	per cent employees and unemployed	Male	Female	All	per cent employees and unemployed	per cent workforce
TRAVEL-TO-WORK AREAS*																							
England																							
Accrington and Rossendale	2,362	565	2,927	6.2	5.2	5.7	6.2	5.2	5.7	6.2	5.7	Hastings	5,788	1,645	7,433	14.7	11.6	14.7	11.6	14.7	11.6	14.7	11.6
Alfreton and Ashfield	4,640	1,081	5,721	9.5	8.5	9.0	9.5	8.5	9.0	9.5	8.5	Haverhill	763	291	1,054	8.6	7.1	8.6	7.1	8.6	7.1	8.6	7.1
Altrincham and Sale	1,222	360	1,582	13.1	10.3	11.7	13.1	10.3	11.7	13.1	10.3	Heathrow	38,152	13,093	51,245	7.8	6.6	7.8	6.6	7.8	6.6	7.8	6.6
Andover	1,074	451	1,525	4.8	4.2	4.5	4.8	4.2	4.5	4.8	4.2	Helston	748	371	1,119	17.2	12.0	17.2	12.0	17.2	12.0	17.2	12.0
Ashted	2,337	608	2,945	8.6	7.2	7.9	8.6	7.2	7.9	8.6	7.2	Hereford and Leominster	2,961	1,031	3,992	8.5	6.8	8.5	6.8	8.5	6.8	8.5	6.8
Aylesbury and Wycombe	7,700	2,419	10,119	5.9	5.0	5.4	5.9	5.0	5.4	5.9	5.0	Hertford and Harlow	12,471	4,497	16,968	7.7	6.7	7.7	6.7	7.7	6.7	7.7	6.7
Barnby	1,740	717	2,457	8.6	7.2	7.9	8.6	7.2	7.9	8.6	7.2	Hexham	816	334	1,150	7.7	5.7	7.7	5.7	7.7	5.7	7.7	5.7
Barnsley	7,436	1,775	9,211	13.3	11.6	12.5	13.3	11.6	12.5	13.3	11.6	Hitchin and Letchworth	3,347	1,186	4,533	7.7	6.2	7.7	6.2	7.7	6.2	7.7	6.2
Barnstaple and Ilfracombe	2,378	778	3,156	10.8	8.6	9.7	10.8	8.6	9.7	10.8	8.6	Honiton and Axminster	1,129	403	1,532	8.5	6.6	8.5	6.6	8.5	6.6	8.5	6.6
Barrow-in-Furness																							

2.9 CLAIMANT UNEMPLOYMENT

Area statistics

Unemployment in counties and local authority districts as at December 8 1994

	Male	Female	All	Rate +		Male	Female	All	Rate +		
				Per cent employees and unemp-loyed	Per cent workforce and unemp-loyed				Per cent employees and unemp-loyed	Per cent workforce and unemp-loyed	
South Hams	1,817	749	2,566			North West Leicestershire	1,891	563	2,454		
Teignbridge	2,712	895	3,607			Oadby and Wigston	785	301	1,086		
Torbay	5,121	1,545	6,666			Rutland	400	167	567		
Torridge	1,749	585	2,334			Lincolnshire	15,540	5,561	21,101	9.6	8.0
West Devon	1,079	373	1,452			Boston	1,430	454	1,884		
Dorset	18,008	5,491	23,499	9.6	7.8	East Lindsey	3,776	1,364	5,140		
Bournemouth	6,751	1,915	8,666			Lincoln	3,614	1,030	4,644		
Christchurch	996	291	1,287			North Kesteven	1,574	657	2,231		
East Dorset	1,234	418	1,652			South Holland	1,148	485	1,633		
North Dorset	619	227	846			South Kesteven	1,973	834	2,807		
Poole	3,633	1,046	4,679			West Lindsey	2,025	737	2,762		
Purbeck	927	325	1,252			Northamptonshire	13,229	4,639	17,868	7.2	6.2
West Dorset	1,626	571	2,197			Corby	1,743	572	2,315		
Weymouth and Portland	2,222	698	2,920			Daventry	923	384	1,307		
Gloucestershire	12,971	4,281	17,252	7.9	6.7	East Northamptonshire	1,201	431	1,632		
Cheltenham	2,877	839	3,716			Kettering	1,736	580	2,316		
Cotswold	1,093	450	1,543			Northampton	4,963	1,700	6,663		
Forest of Dean	1,845	627	2,472			South Northamptonshire	1,009	394	1,403		
Gloucester	3,315	917	4,232			Wellingborough	1,654	578	2,232		
Stroud	2,250	837	3,087			Nottinghamshire	38,186	10,381	48,567	11.2	10.0
Tewkesbury	1,591	611	2,202			Ashfield	4,029	906	4,935		
Somerset	11,229	3,903	15,132	8.6	6.9	Bassetlaw	3,942	1,100	5,042		
Mendip	2,219	886	3,105			Broxtove	2,552	901	3,453		
Sedgemoor	2,739	871	3,610			Gedling	2,898	939	3,837		
South Somerset	2,802	998	3,800			Mansfield	4,066	986	5,052		
Taunton Deane	2,447	737	3,184			Newark	3,480	905	4,385		
West Somerset	1,022	411	1,433			Nottingham	14,905	3,830	18,735		
Wiltshire	11,086	4,136	15,222	6.2	5.3	Rushcliffe	2,314	814	3,128		
Kennet	1,253	542	1,795			YORKSHIRE AND HUMBERSIDE					
North Wiltshire	896	307	1,203			Humberside	32,624	9,075	41,699	11.3	9.9
Salisbury	1,943	696	2,639			Beverley	2,147	789	2,936		
Thamesdown	3,682	1,223	4,905			Boothferry	1,894	614	2,508		
West Wiltshire	2,034	779	2,813			Cleethorpes	2,438	684	3,122		
WEST MIDLANDS						East Yorkshire	2,489	886	3,375		
Hereford and Worcester	15,960	5,629	21,589	8.2	6.8	Glanford	1,772	528	2,300		
Bromsgrove	2,104	731	2,835			Great Grimsby	4,301	999	5,300		
Hereford	1,585	551	2,136			Holderness	1,384	452	1,836		
Leominster	835	285	1,120			Kingston-upon-Hull	13,697	3,509	17,206		
Malmesbury	1,726	595	2,321			Scunthorpe	2,502	614	3,116		
Redditch	2,099	783	2,882			North Yorkshire	15,005	5,598	20,603	7.2	6.0
South Herefordshire	1,041	397	1,438			Craven	754	303	1,057		
Worcester	2,268	728	2,996			Hambleton	1,368	572	1,940		
Wyche	1,738	686	2,424			Harrogate	2,236	938	3,174		
Wyre Forest	2,564	873	3,437			Richmondshire	612	363	975		
Shropshire	9,413	3,199	12,612	7.8	6.4	Ryedale	1,325	550	1,875		
Bridgnorth	955	399	1,354			Scarborough	3,414	1,229	4,643		
North Shropshire	943	338	1,281			Selby	2,012	706	2,718		
Oswestry	812	319	1,131			York	3,284	937	4,221		
Shrewsbury and Atcham	2,007	663	2,670			South Yorkshire	52,927	13,751	66,678	13.1	11.5
South Shropshire	765	289	1,054			Barnsley	8,353	1,954	10,307		
The Wrekin	3,931	1,191	5,122			Doncaster	12,675	3,118	15,793		
Staffordshire	24,978	8,033	33,011	8.3	7.1	Rotherham	10,306	2,561	12,867		
Cannock Chase	2,603	784	3,387			Sheffield	21,593	6,118	27,711		
East Staffordshire	2,541	812	3,353			West Yorkshire	64,916	18,518	83,434	9.2	8.2
Lichfield	1,779	655	2,434			Bradford	16,201	4,441	20,642		
Newcastle-under-Lyme	2,510	789	3,299			Calderdale	5,322	1,682	7,004		
South Staffordshire	2,422	901	3,323			Kirkstall	10,495	3,268	13,763		
Stafford	2,483	838	3,321			Leeds	22,755	6,458	29,213		
Staffordshire Moorlands	1,436	587	2,023			Wakefield	10,143	2,669	12,812		
Stoke-on-Trent	7,026	1,831	8,857			NORTH WEST					
Tamworth	2,178	836	3,014			Cheshire	23,266	7,404	30,670	7.5	6.8
Warwickshire	10,444	3,838	14,282	7.1	6.0	Chester	2,994	856	3,850		
North Warwickshire	1,267	463	1,730			Congleton	1,317	602	1,919		
Nuneaton and Bedworth	3,229	1,102	4,331			Crewe and Nantwich	2,618	994	3,612		
Rugby	1,747	734	2,481			Ellesmere Port and Neston	2,379	692	3,071		
Stratford-on-Avon	1,790	686	2,476			Halton	4,927	1,331	6,258		
Warwick	2,411	853	3,264			Macclesfield	2,421	838	3,259		
West Midlands	107,049	31,921	138,970	11.3	10.2	Vale Royal	2,419	856	3,275		
Birmingham	48,603	14,322	62,925			Warrington	4,191	1,235	5,426		
Coventry	11,759	3,278	15,037			Greater Manchester	83,597	23,102	106,699	9.7	8.5
Dudley	9,180	2,954	12,134			Bolton	7,170	1,699	8,869		
Sandwell	12,728	3,732	16,460			Bury	3,686	1,244	4,930		
Solihull	5,226	1,813	7,039			Manchester	24,276	6,494	30,770		
Walsall	9,601	2,726	12,327			Oldham	6,852	1,871	8,723		
Wolverhampton	10,552	3,096	13,648			Rochdale	6,301	1,760	8,061		
EAST MIDLANDS						Salford	8,409	2,130	10,539		
Derbyshire	29,096	8,214	37,310	9.8	8.6	Stockport	6,303	1,883	8,186		
Amber Valley	2,532	854	3,386			Tameside	6,308	1,782	8,090		
Bolsover	2,983	630	3,613			Trafford	5,999	1,793	7,792		
Chesterfield	3,996	1,053	5,049			Wigan	8,293	2,446	10,739		
Derby	9,205	2,504	11,709			Lancashire	34,603	9,427	44,030	7.9	6.7
Derbyshire Dales	1,084	404	1,488			Blackburn	4,038	879	4,917		
Erewash	2,977	849	3,826			Blackpool	5,843	1,545	7,388		
High Peak	1,814	625	2,439			Burnley	1,972	414	2,386		
North East Derbyshire	2,938	843	3,781			Chorley	1,955	629	2,584		
South Derbyshire	1,467	452	1,919			Fylde	944	299	1,243		
Leicestershire	22,156	7,364	29,520	7.5	6.6	Hyndburn	1,509	371	1,880		
Blaby	1,340	532	1,872			Lancaster	3,920	1,195	5,115		
Charnwood	2,879	1,110	3,989			Pendle	1,782	513	2,295		
Harborough	885	324	1,209			Preston	4,314	1,109	5,423		
Hinckley and Bosworth	1,508	679	2,187			Ribble Valley	532	162	694		
Leicester	11,749	3,430	15,179			Rossendale	1,049	254	1,303		
Melton	719	258	977			South Ribble	1,811	572	2,383		
						West Lancashire	3,021	966	3,987		
						Wyre	1,913	519	2,432		

CLAIMANT UNEMPLOYMENT

Area statistics 2.9

Unemployment in counties and local authority districts as at December 8 1994

	Male	Female	All	Rate +		Male	Female	All	Rate +		
				Per cent employees and unemp-loyed	Per cent workforce and unemp-loyed				Per cent employees and unemp-loyed	Per cent workforce and unemp-loyed	
Merseyside	64,486	17,748	82,234	14.6	13.0	SCOTLAND					
Knowsley	8,069	2,055	10,124			Borders Region	1,766	635	2,401	6.0	5.0
Liverpool	26,620	7,121	33,741			Berwick	354	131	485		
Sefton	10,464	2,956	13,420			Ettrick and Lauderdale	559	194	753		
St Helens	6,020	1,803	7,823			Roxburgh	588	219	807		
Wirral	13,313	3,813	17,126			Tweeddale	265	91	356		
NORTH	28,806	6,432	35,238	14.9	13.5	Central Region	8,459	2,490	10,949	10.1	8.9
Cleveland	4,720	974	5,694			Clackmannan	1,675	487	2,162		
Hartlepool	7,094	1,652	8,746			Falkirk	4,607	1,252	5,859		
Langbaurgh	8,625	1,818	10,443			Stirling	2,177	751	2,928		
Middlesbrough	8,367	1,988	10,355			Dumfries and Galloway Region	4,105	1,539	5,644	9.9	8.1
Stockton-on-Tees						Annandale and Eskdale	683	300	983		
Cumbria	14,085	4,0									

2.10 CLAIMANT UNEMPLOYMENT

Area statistics

Unemployment in Parliamentary constituencies as at December 8 1994

	Male	Female	All		Male	Female	All
SOUTH EAST				Kensington	3,340	1,616	4,956
Bedfordshire				Kingston-upon-Thames	1,829	611	2,440
Luton South	4,167	1,075	5,242	Lewisham East	3,858	1,181	5,039
Mid Bedfordshire	2,155	790	2,945	Lewisham West	4,551	1,446	5,997
North Bedfordshire	3,071	975	4,046	Lewisham Deptford	5,825	1,982	7,807
North Luton	2,770	881	3,651	Leyton	5,066	1,635	6,701
South West Bedfordshire	2,387	805	3,192	Mitcham and Morden	3,540	1,150	4,690
Berkshire				Newham North East	5,152	1,373	6,525
East Berkshire	2,312	721	3,033	Newham North West	4,690	1,452	6,142
Newbury	1,749	547	2,296	Newham South	4,385	1,258	5,643
Reading East	2,700	762	3,462	Norwood	5,973	2,080	8,053
Reading West	2,450	669	3,119	Old Bexley and Sidcup	1,431	514	1,945
Slough	3,770	1,105	4,875	Orpington	1,568	457	2,025
Windsor and Maidenhead	1,818	617	2,435	Peckham	5,977	2,002	7,979
Wokingham	1,556	547	2,103	Putney	2,747	1,059	3,806
Buckinghamshire				Ravensbourne	1,616	520	2,136
Aylesbury	2,162	746	2,908	Richmond-upon-Thames and Barnes	1,709	706	2,415
Beaconsfield	1,421	425	1,846	Romford	1,837	520	2,357
Buckingham	1,131	413	1,544	Ruislip-Northwood	1,303	497	1,800
Chesham and Amersham	1,308	402	1,710	Southwark and Bermondsey	5,726	1,835	7,561
Milton Keynes N.E. CC	2,183	705	2,888	Streatham	5,232	1,946	7,178
Milton Keynes S.W. BC	2,754	871	3,625	Surbiton	1,398	476	1,874
Wycombe	2,466	681	3,147	Sutton and Cheam	1,842	559	2,401
East Sussex				Tooting	4,496	1,659	6,155
Bexhill and Battle	1,815	580	2,395	Tottenham	8,855	2,823	11,678
Brighton Kempdown	4,251	1,298	5,549	Twickenham	1,892	678	2,570
Brighton Pavilion	4,096	1,476	5,572	Upminster	2,000	568	2,568
Eastbourne	2,446	682	3,128	Uxbridge	1,970	631	2,601
Hastings and Rye	4,264	1,186	5,450	Vauxhall	6,746	2,235	8,981
Hove	3,738	1,385	5,123	Walthamstow	3,704	1,186	4,890
Lewes	2,377	683	3,060	Wanstead and Woodford	1,931	714	2,645
Wealden	1,570	487	2,057	Westminster North	4,732	1,964	6,696
Essex				Wimbledon	2,125	881	3,006
Basildon	3,865	1,190	5,055	Woolwich	4,426	1,448	5,874
Billerica	2,268	789	3,057	Hampshire			
Braintree	2,671	947	3,618	Aldershot	2,068	641	2,709
Brentwood and Ongar	1,562	523	2,085	Basingstoke	2,383	776	3,159
Castle Point	2,473	689	3,162	East Hampshire	1,925	649	2,574
Chelmsford	2,429	819	3,248	Eastleigh	2,615	693	3,308
Epping Forest	2,386	845	3,231	Fareham	1,933	680	2,613
Harlow	2,858	1,020	3,878	Gosport	2,157	697	2,854
Harwich	3,652	956	4,608	Havant	3,148	847	3,995
North Colchester	2,798	891	3,689	New Forest	1,716	531	2,247
Rochford	2,195	750	2,945	North West Hampshire	1,371	532	1,903
Saffron Walden	1,803	688	2,491	Portsmouth North	3,020	878	3,898
South Colchester and Maldon	3,077	1,046	4,123	Portsmouth South	4,657	1,317	5,974
Southend East	3,822	1,137	4,959	Romsey and Waterside	2,411	848	3,259
Southend West	2,855	910	3,765	Southampton Itchen	3,930	997	4,927
Thurrock	3,258	898	4,156	Southampton Test	3,646	931	4,577
Greater London				Winchester	1,731	543	2,274
Barking	2,885	810	3,695	Hertfordshire			
Battersea	4,516	1,624	6,140	Broxbourne	2,668	1,035	3,703
Beckenham	2,600	956	3,556	Hertford and Stortford	1,849	783	2,632
Bethnal Green and Stepney	6,130	1,539	7,669	Hertsmere	1,977	660	2,637
Bexleyheath	1,834	634	2,468	North Hertfordshire	2,479	822	3,301
Bow and Poplar	6,084	1,594	7,678	South West Hertfordshire	1,740	492	2,232
Brent East	5,895	2,016	7,911	St Albans	1,571	564	2,135
Brent North	3,183	1,272	4,455	Stevenage	2,708	879	3,587
Brent South	5,780	1,970	7,750	Watford	2,510	744	3,254
Brentford and Isleworth	3,184	1,183	4,367	Welwyn Hatfield	1,841	563	2,404
Carshalton and Wallington	2,459	763	3,222	West Hertfordshire	2,345	703	3,048
Chelsea	2,314	1,163	3,477	Isle of Wight			
Chingford	2,363	796	3,159	Isle of Wight	4,875	1,716	6,591
Chipping Barnet	1,830	707	2,537	Kent			
Chislehurst	1,746	573	2,319	Ashford	2,425	632	3,057
City of London				Canterbury	2,795	773	3,568
and Westminster South	2,897	1,213	4,110	Dartford	2,674	775	3,449
Croydon Central	2,804	757	3,561	Dover	3,457	910	4,367
Croydon North East	3,515	1,207	4,722	Faversham	4,097	1,221	5,318
Croydon North West	3,625	1,108	4,733	Folkestone and Hythe	3,709	899	4,608
Croydon South	1,696	575	2,271	Gillingham	3,171	1,061	4,232
Dagenham	2,900	768	3,668	Gravesham	3,456	1,092	4,548
Dulwich	3,756	1,352	5,108	Maidstone	2,379	718	3,097
Ealing North	3,341	1,049	4,390	Medway	997	407	1,404
Ealing Acton	3,416	1,315	4,731	Mid Kent	2,975	898	3,873
Ealing Southall	4,041	1,315	5,356	North Thanet	3,921	994	4,915
Edmonton	4,116	1,308	5,424	Sevenoaks	1,831	523	2,354
Eltham	2,795	820	3,615	South Thanet	2,892	765	3,657
Enfield North	3,324	1,080	4,404	Tonbridge and Malling	1,991	680	2,671
Enfield Southgate	2,696	961	3,657	Tunbridge Wells	1,986	582	2,568
Erith and Crayford	3,039	940	3,979	Oxfordshire			
Feltham and Heston	3,711	1,204	4,915	Banbury	2,182	868	3,050
Finchley	2,247	968	3,215	Henley	1,244	445	1,689
Fulham	3,453	1,513	4,966	Oxford East	2,814	854	3,668
Greenwich	3,107	1,152	4,259	Oxford West and Abingdon	1,478	514	1,992
Hackney North and Stoke Newington	7,499	2,678	10,177	Wantage	1,280	467	1,747
Hackney South and Shoreditch	7,660	2,430	10,090	Witney	1,338	532	1,870
Hammersmith	4,441	1,639	6,080	Surrey			
Hampstead and Highgate	3,778	1,859	5,637	Chertsey and Walton	1,814	606	2,420
Harrow East	2,887	1,072	3,959	East Surrey	1,261	405	1,666
Harrow West	2,160	764	2,924	Epsom and Ewell	1,423	466	1,889
Hayes and Harlington	2,420	789	3,209	Esher	1,104	418	1,522
Hendon North	2,371	886	3,257	Guildford	1,556	539	2,095
Hendon South	2,355	916	3,271	Mole Valley	1,204	388	1,592
Holborn and St Pancras	5,801	2,105	7,906	North West Surrey	1,609	577	2,186
Hornchurch	1,936	550	2,486	Reigate	1,692	554	2,246
Hornsey and Wood Green	5,963	2,417	8,380	South West Surrey	1,338	461	1,799
Ilford North	2,155	715	2,870	Spelthorne	1,759	591	2,350
Ilford South	3,346	1,060	4,406	Woking	1,589	474	2,063
Islington North	6,203	2,372	8,575				
Islington South and Finsbury	4,987	1,941	6,928				

CLAIMANT UNEMPLOYMENT 2.10

Area statistics

Unemployment in Parliamentary constituencies as at December 8 1994

	Male	Female	All		Male	Female	All
West Sussex				Leominster	1,793	650	2,443
Arundel	2,664	770	3,434	Mid Worcestershire	2,786	1,062	3,848
Chichester	1,892	565	2,457	South Worcestershire	1,861	653	2,514
Crawley	2,269	755	3,024	Worcester	2,477	800	3,277
Horsham	1,721	551	2,272	Wyre Forest	2,564	873	3,437
Mid Sussex	1,606	536	2,142	Shropshire			
Shoreham	1,786	523	2,309	Ludlow	1,720	688	2,408
Worthing	2,334	689	3,023	North Shropshire	2,055	768	2,823
EAST ANGLIA				Shrewsbury and Atcham	2,007	663	2,670
Cambridgeshire				The Wrekin	3,631	1,080	4,711
Cambridge	2,343	826	3,169	Staffordshire			
Huntingdon	1,959	798	2,757	Burton	2,541	812	3,353
North East Cambridgeshire	2,582	999	3,581	Cannock and Burntwood	2,475	808	3,283
Peterborough	4,503	1,289	5,792	Mid Staffordshire	1,982	651	2,633
South East Cambridgeshire	1,421	560	1,981	Newcastle-under-Lyme	1,953	588	2,541
South West Cambridgeshire	1,856	734	2,590	South East Staffordshire	2,599	1,020	3,619
Norfolk				South Staffordshire	2,422	901	3,323
Great Yarmouth	4,263	1,424	5,687	Stafford	2,116	696	2,812
Mid Norfolk	1,976	687	2,663	Staffordshire Moorlands	1,436	587	2,023
Sutton and Cheam	2,041	659	2,700	Stoke-on-Trent Central	2,794	724	3,518
North Norfolk	2,543	778	3,321	Stoke-on-Trent North	2,489	657	3,146
North West Norfolk	2,405	740	3,145	Stoke-on-Trent South	2,171	589	2,760
Norwich North	3,489	1,010	4,499	Warwickshire			
Norwich South	1,943	771	2,714	North Warwickshire	2,198	803	3,001
South Norfolk	2,195	793	2,988	Nuneaton	2,453	832	3,285
Suffolk				Rugby and Kenilworth	1,892	784	2,676
Bury St Edmunds	1,908	764	2,672	Stratford-on-Avon	1,790	686	2,476
Central Suffolk	1,815	643	2,458	Warwick and Leamington	2,111	733	2,844
Ipswich	2,741	731	3,472	West Midlands			
South Suffolk	2,250	622	3,072	Aldridge-Brownhills	2,040	735	2,775
Suffolk Coastal	2,109	760	2,869	Birmingham Edgbaston	3,315	1,079	4,394
Waveney	3,857	1,322	5,179	Birmingham Erdington	4,011	1,144	5,155
SOUTH WEST				Birmingham Hall Green	3,281	1,040	4,321
Avon				Birmingham Hodge Hill	4,053	1,070	5,123
Bath	2,951	1,099	4,050	Birmingham Ladywood	5,627	1,623	7,250
Bristol East	3,617	1,086	4,703	Birmingham Northfield	4,557	1,343	5,900
Bristol North West	3,238	987	4,225	Birmingham Perry Barr	4,470	1,310	5,780
Bristol South	4,691	1,278	5,969	Birmingham Small Heath	5,746		

2.10 CLAIMANT UNEMPLOYMENT Area statistics

Unemployment in Parliamentary constituencies as at December 8 1994

	Male	Female	All		Male	Female	All
Nottinghamshire				Littleborough and Saddleworth	1,828	609	2,437
Asfield	3,427	794	4,221	Makerfield	2,210	716	2,926
Bassetlaw	3,521	897	4,418	Manchester Central	5,870	1,365	7,235
Broxtowe	2,119	756	2,875	Manchester Blackley	3,642	879	4,521
Gedling	2,425	797	3,222	Manchester Gorton	4,171	1,092	5,263
Mansfield	3,492	869	4,361	Manchester Withington	4,142	1,392	5,534
Newark	2,752	849	3,601	Manchester Wythenshawe	3,731	918	4,649
Nottingham East	6,193	1,734	7,927	Oldham Central and Royton	3,307	813	4,120
Nottingham North	4,584	1,006	5,590	Oldham West	2,345	637	2,982
Nottingham South	4,128	1,090	5,218	Rochdale	3,049	797	3,846
Rushcliffe	2,314	814	3,128	Salford East	3,993	996	4,989
Sherwood	3,231	775	4,006	Stalybridge and Hyde	2,660	762	3,422
				Stockport	1,965	588	2,553
				Stretford	4,747	1,406	6,153
				Wigan	2,997	866	3,863
				Worsley	2,531	725	3,256
YORKSHIRE AND HUMBERSIDE							
Humberside				Lancashire			
Beverly	1,969	711	2,680	Blackburn	3,280	639	3,919
Booth Ferry	2,488	887	3,375	Blackpool North	2,924	764	3,688
Bridlington	3,457	1,143	4,600	Blackpool South	2,919	781	3,700
Brigg and Cleethorpes	3,549	990	4,539	Burnley	1,972	414	2,386
Glanford and Scunthorpe	3,163	836	3,999	Chorley	2,059	684	2,743
Great Grimsby	4,301	999	5,300	Fylde	1,140	354	1,494
Kingston-upon-Hull East	4,250	1,025	5,275	Hyndburn	1,509	371	1,880
Kingston-upon-Hull North	4,919	1,214	6,133	Lancaster	1,823	579	2,402
Kingston-upon-Hull West	4,528	1,270	5,798	Morecambe and Lunesdale	2,259	682	2,941
				Pendle	1,782	513	2,295
North Yorkshire				Preston	3,699	915	4,614
Harrogate	1,632	653	2,285	Ribble Valley	951	301	1,252
Richmond	1,837	854	2,691	Rosendale and Darwen	1,807	494	2,301
Ryedale	1,678	754	2,432	South Ribble	1,811	572	2,383
Scarborough	3,122	1,079	4,201	West Lancashire	2,917	911	3,828
Selby	2,094	733	2,827	Wyre	1,751	453	2,204
Skipton and Ripon	1,358	588	1,946				
York	3,284	937	4,221	Merseyside			
				Birkenhead	5,121	1,212	6,333
South Yorkshire				Bootle	5,266	1,291	6,557
Barnsley Central	2,874	655	3,529	Crosby	2,644	890	3,534
Barnsley East	2,825	621	3,446	Knowsley North	3,824	971	4,795
Barnsley West and Penistone	2,654	678	3,332	Knowsley South	4,245	1,084	5,329
Don Valley	3,642	933	4,575	Liverpool Broadgreen	4,557	1,212	5,769
Doncaster Central	4,443	1,130	5,573	Liverpool Garston	3,367	963	4,330
Doncaster North	4,590	1,055	5,645	Liverpool Mossley Hill	3,861	1,152	5,013
Rother Valley	3,256	912	4,168	Liverpool Riverside	5,110	1,407	6,517
Rotherham	3,641	854	4,495	Liverpool Walton	5,378	1,344	6,722
Sheffield Central	5,398	1,433	6,831	Liverpool West Derby	4,347	1,043	5,390
Sheffield Attercliffe	3,115	822	3,937	Southport	2,554	775	3,329
Sheffield Brightside	4,329	953	5,282	St Helens North	2,786	897	3,683
Sheffield Hallam	2,093	886	2,979	St Helens South	3,234	906	4,140
Sheffield Heeley	3,829	1,045	4,874	Wallasey	4,144	1,174	5,318
Sheffield Hillsborough	2,829	979	3,808	Wirral South	1,931	673	2,604
Sheffield Wentworth	3,409	795	4,204	Wirral West	2,137	754	2,891
				NORTH			
West Yorkshire				Cleveland			
Batley and Spen	2,693	829	3,522	Hartlepool	4,720	974	5,694
Bradford North	4,220	1,039	5,259	Langbaugh	4,414	1,069	5,483
Bradford South	3,212	876	4,088	Middlesbrough	5,747	1,176	6,923
Bradford West	4,848	1,236	6,084	Redcar	4,683	1,021	5,704
Calder Valley	2,112	734	2,846	Stockton North	4,803	1,073	5,876
Calne Valley	2,085	685	2,770	Stockton South	4,439	1,119	5,558
Dewsbury	2,702	803	3,505				
Elmet	1,901	553	2,454	Cumbria			
Hallifax	3,210	948	4,158	Barrow and Furness	3,448	769	4,217
Hemsworth	2,870	639	3,509	Carlisle	2,017	575	2,592
Huddersfield	3,015	951	3,966	Copeland	3,105	757	3,862
Keighley	2,069	703	2,772	Penrith and the Border	1,505	645	2,150
Leeds Central	4,687	1,145	5,832	Westmorland	1,293	485	1,778
Leeds East	4,049	975	5,024	Workington	2,717	788	3,505
Leeds North East	2,608	857	3,465				
Leeds North West	2,012	672	2,684	Durham			
Leeds West	3,200	905	4,105	Bishop Auckland	2,722	616	3,338
Morley and Leeds South	2,293	670	2,963	City of Durham	2,349	614	2,963
Normanton	1,992	636	2,628	Darlington	3,272	768	4,040
Pontefract and Castleford	2,866	694	3,560	Easington	2,810	557	3,367
Pudsey	1,605	567	2,172	North Durham	3,147	689	3,836
Shipley	1,852	587	2,439	North West Durham	2,669	643	3,312
Wakefield	2,815	814	3,629	Sedgefield	2,039	544	2,583
				Northumberland			
NORTH WEST				Berwick-upon-Tweed	2,300	694	2,994
Cheshire				Blyth Valley	3,020	784	3,804
City of Chester	2,512	670	3,182	Hexham	1,327	530	1,857
Congleton	1,387	659	2,046	Wansbeck	3,479	844	4,323
Crewe and Nantwich	2,548	937	3,485				
Eddisbury	1,862	664	2,526	Tyne and Wear			
Ellesmere Port and Neston	2,615	783	3,398	Blaydon	2,702	671	3,373
Halton	3,870	1,071	4,941	Gateshead East	3,352	784	4,136
Macclesfield	1,466	534	2,000	Houghton and Washington	3,847	958	4,805
Tatton	1,758	591	2,349	Jarrow	3,919	760	4,679
Warrington North	2,657	740	3,397	Newcastle upon Tyne Central	3,362	1,015	4,377
Warrington South	2,591	755	3,346	Newcastle upon Tyne East	4,142	1,035	5,177
				Newcastle upon Tyne North	3,292	791	4,083
Greater Manchester				South Shields	4,424	1,003	5,427
Altrincham and Sale	1,666	590	2,256	Sunderland North	4,947	1,020	5,967
Ashton-under-Lyne	2,459	646	3,105	Sunderland South	4,380	1,017	5,397
Bolton North East	2,353	546	2,899	Tyne Bridge	5,049	1,019	6,068
Bolton South East	2,784	639	3,423	Tynemouth	3,565	946	4,511
Bolton West	2,033	520	2,553	Wallsend	4,443	1,118	5,561
Bury North	1,805	550	2,355				
Bury South	1,881	694	2,575				
Cheadle	1,288	471	1,759				
Davyhulme	2,306	645	2,951				
Denton and Reddish	2,717	698	3,415				
Eccles	2,498	613	3,111				
Hazel Grove	1,522	500	2,022				
Heywood and Middleton	2,624	775	3,399				
Leigh	2,473	660	3,133				

CLAIMANT UNEMPLOYMENT Area statistics 2.10

Unemployment in Parliamentary constituencies as at December 8 1994

	Male	Female	All		Male	Female	All
WALES				Highlands Region			
Clwyd				Caithness and Sutherland	1,608	567	2,175
Alyn and Deeside	1,781	585	2,366	Inverness, Nairn and Lochaber	3,634	1,248	4,882
Clwyd North West	2,750	831	3,581	Ross, Cromarty and Skye	2,713	966	3,679
Clwyd South West	1,774	612	2,386				
Delyn	1,933	583	2,496	Lothian Region			
Wrexham	2,053	606	2,659	East Lothian	2,324	637	2,961
				Edinburgh Central	2,654	902	3,556
Dyfed				Edinburgh East	2,138	523	2,661
Cardarthen	1,944	619	2,563	Edinburgh Leith	3,489	902	4,391
Ceredigion and Pembroke North	1,883	719	2,602	Edinburgh Pentlands	1,935	510	2,445
Ceredigion and Pembroke South	2,011	660	2,671	Edinburgh South	2,164	640	2,804
Llanelli	6,153	1,911	8,064	Edinburgh West	1,448	356	1,804
Pembroke	3,548	1,191	4,739	Linlithgow	2,097	574	2,671
				Livingston	2,175	665	2,840
				Mid Lothian	2,079	532	2,611
Gwent				Strathclyde Region			
Blaina Gwent	2,373	561	2,934	Argyll and Bute	2,080	833	2,913
Islwyn	1,512	420	1,932	Ayr	2,418	843	3,261
Monmouth	1,632	620	2,252	Carrick Cumnock and Doon Valley	2,950	819	3,769
Newport East	2,611	799	3,410	Clydebank and Milngavie	2,486	590	3,076
Newport West	2,900	836	3,736	Clydesdale	2,376	616	2,992
Torfaen	2,547	655	3,202	Cumbernauld and Kilsyth	1,670	517	2,187
				Cunninghame North	2,552	807	3,359
Gwynedd				Cunninghame South	2,715	826	3,541
Caerwyn	2,240	775	3,015	Dumbarton	2,754	804	3,558
Conwy	2,406	744	3,150	East Kilbride	2,292	715	2,977
Meirionnydd Nant Conwy	1,303	525	1,828	Eastwood	1,647	557	2,204
Ynys Môn	2,578	789	3,367	Glasgow Cathcart	1,758	463	2,221
				Glasgow Central	3,449	816	4,265
Mid Glamorgan				Glasgow Garscadden	2,743	588	3,331
Bridgend	1,992	579	2,571	Glasgow Govan	2,548	645	3,193
Cardiff North	2,922	706	3,628	Glasgow Hillhead	2,842	1,038	3,880
Cardiff South	2,369	523	2,892	Glasgow Maryhill	2,571	984	3,555
Cynon Valley	2,705	599	3,304	Glasgow Pollock	3,057	685	3,742
Merthyr Tydfil and Rhymney	2,109	462	2,571	Glasgow Provan	3,167	631	3,798
Ogmore	2,308	613	2,921	Glasgow Rutherglen	2,751	630	3,381
Pontypridd	2,308	613	2,921	Glasgow Shettleston	2,956	611	3,567
Rhondda	2,567	543	3,110	Glasgow Springburn	3,618</		

2.18 UNEMPLOYMENT Selected countries

		EC average	Major 7 nations (G7)	United Kingdom *	Australia ##	Austria #	Belgium ++	Canada ##	Denmark ++	Finland ++	France ++	THOUSAND Germany # (FR)
OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)												
1990		8.4	5.6	6.8	6.9	..	7.2	8.1	..	3.4	8.9	4.8
1991		8.7	6.3	8.8	7.5	..	7.2	10.2	..	7.5	9.4	4.2
1992		9.5	6.9	9.9	10.7	..	8.0	11.2	..	13.0	10.4	4.6
1993		10.7	6.9	10.3	10.8	..	9.6	11.1	..	17.7	11.7	5.8
1993	Nov	11.1	6.9	10.1	10.9	..	10.1	10.9	..	18.1	12.4	6.3
	Dec	11.2	6.9	9.9	10.5	..	10.1	11.1	..	18.9	12.4	6.3
1994	Jan	11.4	7.1	10.0	10.4	..	10.2	11.3	..	19.6	12.5	6.4
	Feb	11.5	7.1	9.9	10.4	..	10.2	11.0	..	18.3	12.5	6.5
	Mar	11.6	7.1	9.8	10.2	..	10.2	10.5	..	19.3	12.6	6.9
	Apr	11.6	7.1	9.6	10.1	..	10.2	10.9	..	18.9	12.6	6.9
	May	11.6	6.9	9.7	10.3	..	10.3	10.7	..	18.4	12.7	6.9
	June	11.6	6.9	9.6	9.8	..	10.3	10.3	..	18.4	12.6	6.9
	July	11.5	6.9	9.6	9.4	..	10.2	10.1	..	19.0	12.6	6.9
	Aug	11.5	6.9	9.5	9.4	..	10.3	10.3	..	17.4	12.6	6.9
	Sep	11.5	6.8	9.4	9.4	..	10.4	10.0	..	17.7	12.7	6.9
	Oct	11.4	6.7	9.2	9.1	..	10.4	9.9	..	17.3	12.6	6.9
	Nov	..	..	9.0	9.2	..	10.3	9.6	..	..	..	6.8
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED												
1990		1,661	590	1,661	166	403	1,109	269	106	2,505	1,876	1,876
1991		2,286	823	2,286	185	429	1,417	294	234	2,709	1,687	1,687
1992		2,765	935	2,765	193	472	1,556	315	362	2,911	1,822	1,822
1993		2,901	949	2,901	224	550	1,561	344	483	3,171	2,314	2,314
1993	Dec	2,771	922	2,771	226	580	1,568	349	500	3,290	2,492	2,492
1994	Jan	2,791	918	2,791	210	583	1,592	351	497	3,307	2,523	2,523
	Feb	2,753	914	2,753	219	586	1,559	353	496	3,312	2,548	2,548
	Mar	2,719	903	2,719	213	587	1,482	354	496	3,321	2,570	2,570
	Apr	2,682	875	2,682	222	588	1,547	355	497	3,326	2,584	2,584
	May	2,661	852	2,661	218	589	1,511	347	499	3,347	2,591	2,591
	June	2,643	828	2,643	219	589	1,452	344	501	3,334	2,584	2,584
	July	2,630	834	2,630	217	588	1,431	350	495	3,336	2,568	2,568
	Aug	2,594	832	2,594	217	591	1,457	341	495	3,352	2,569	2,569
	Sep	2,562	836	2,562	218	596	1,428	328	491	3,352	2,545	2,545
	Oct	2,514	805	2,514	..	597	1,414	..	486	3,334	2,534	2,534
	Nov	2,468	821	2,468	..	593	1,364	..	484	3,337	2,534	2,534
	Dec	2,414	790	2,414	..	..	..	..	..	..	2,534	2,534
% rate:latest month		8.6	8.9	6.6	14.0	9.6	11.7	19.5	12.6	8.2	..	..
Latest 3 months:change on previous 3 months		-0.4	-0.4	-0.1	+0.2	-0.4	-0.3	-0.5	N/C	-0.1	..	..
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED												
1993	Dec	2,783	942	2,783	269	592	1,518	347	537	3,389	2,514	2,514
1994	Jan	2,889	980	2,889	286	594	1,671	386	531	3,426	2,736	2,736
	Feb	2,841	1,007	2,841	272	586	1,630	379	524	3,387	2,742	2,742
	Mar	2,778	949	2,778	229	572	1,607	379	507	3,327	2,640	2,640
	Apr	2,734	883	2,734	220	563	1,584	369	489	3,260	2,590	2,590
	May	2,653	850	2,653	194	555	1,515	340	477	3,204	2,506	2,506
	June	2,586	839	2,586	176	554	1,397	327	500	3,169	2,478	2,478
	July	2,643	804	2,643	174	601	1,463	332	511	3,241	2,570	2,570
	Aug	2,638	798	2,638	176	622	1,460	337	484	3,317	2,531	2,531
	Sep	2,580	831	2,580	181	617	1,287	..	473	3,392	2,453	2,453
	Oct	2,455	753	2,455	201	606	1,277	..	468	3,410	2,446	2,446
	Nov	2,423	764	2,423	..	595	1,296	..	471	3,393	2,450	2,450
	Dec	2,417	808	2,417	..	..	..	..	..	..	2,545	2,545
% rate:latest month		8.6	9.0	6.1	14.0	9.2	12.0	19.2	12.8	8.2	..	..
Latest month:change on a year ago		-1.3	-1.7	-0.3	+0.2	-1.5	-0.2	-1.2	+0.3	+0.1	..	..

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.
 * The following symbols apply only to the figures on national definitions.
 # The seasonally adjusted series for the United Kingdom takes account of past discontinuities to be consistent with the current coverage (see notes to table 2.1).
 + Numbers registered at employment offices. Rates are calculated as percentages of civilian labour force, except Greece, which excludes civil servants, professional people, and farmers.

UNEMPLOYMENT 2.18 Selected countries

		Greece +	Irish Republic +	Italy **	Japan **	Luxembourg #	Netherlands ++	Norway ++	Portugal #	Spain +	Sweden ##	Switzerland ++	United States ##
OECD STANDARDISED RATE: SEASONALLY ADJUSTED (2)													
1990		..	13.4	10.3	2.1	..	7.5	5.2	4.6	15.9	1.5	..	5.4
1991		..	14.7	9.9	2.1	..	7.0	5.5	4.1	16.0	2.7	..	6.6
1992		..	15.5	10.5	2.2	..	6.7	5.9	4.1	18.1	4.8	..	7.3
1993		..	15.8	10.2	2.5	..	8.3	6.0	5.5	22.4	8.2	..	6.7
1993	Nov	..	15.5	..	2.7	..	9.0	5.7	5.9	23.4	8.4	..	6.4
	Dec	..	15.6	..	2.8	..	9.6	..	..	..	8.0	..	6.3
1994	Jan	..	15.3	11.7	2.7	..	9.9	..	..	..	8.8	..	6.6
	Feb	..	15.2	..	2.9	..	10.3	5.4	6.6	23.9	8.3	..	6.4
	Mar	..	15.1	..	2.8	..	10.0	..	..	..	7.8	..	6.5
	Apr	..	14.9	12.5	2.8	..	9.6	..	..	..	7.4	..	6.4
	May	..	14.7	..	2.8	..	9.2	5.8	7.1	24.1	7.1	..	6.0
	June	..	14.7	11.8	3.0	..	9.4	..	..	..	8.5	..	5.9
	July	..	14.6	..	3.0	..	9.6	5.2	6.8	23.9	8.8	..	6.1
	Aug	..	14.7	..	3.0	..	9.6	..	..	..	8.1	..	5.8
	Sep	..	14.7	..	3.1	..	9.8	..	..	..	7.4	..	5.7
	Oct	..	14.6	..	..	..	..	..	..	..	7.2	..	5.5
	Nov	..	..	..	..	..	..	..	..	..	..	..	..
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) SEASONALLY ADJUSTED													
1990		140	225	2,751	1,340	2.1	346	93	307	2,349	..	16.0	6,874
1991		173	254	2,653	1,360	2.3	319	101	293	2,289	..	35.1	8,426
1992		185	283	2,799	1,420	2.7	303	114	317	2,260	..	82.4	9,384
1993		174	294	2,363	1,656	3.5	399	118	350	2,539	..	164.6	8,727
1993	Dec	177	296	..	1,870	4.2	478	114	363	2,645	..	176.0	8,237
1994	Jan	171	290	2,443	1,820	4.5	486	114	373	2,699	..	167.7	8,696
	Feb	175	289	..	1,910	4.7	506	111	379	2,691	..	169.8	8,518
	Mar	173	288	..	1,900	4.7	495	115	384	2,688	..	170.3	8,543
	Apr	174	285	2,677	1,890	4.7	495	110	391	2,696	..	170.4	8,408
	May	179	283	..	1,870	4.5	482	112	398	2,705	..	173.5	7,902
	June	180	280	..	1,890	4.5	484	116	400	2,703	..	177.1	7,817
	July	185	280	2,536	1,960	4.4	482	114	399	2,662	..	176.5	8,005
	Aug	185	278	..	2,000	4.6	..	110	398	2,649	..	178.5	8,023
	Sep	..	280	..	2,010	..	..	107	..	2,614	..	178.5	7,715
	Oct	..	278	..	..	..	..	107	..	2,582	..	..	7,600
	Nov	..	278	..	..	..	..	..	..	2,565	..	..	7,328
	Dec	..	279	..	..	..	..	..	..	..	..	..	..
% rate:latest month		N/A	N/A	11.3	3.1	N/A	N/A	5.0	N/A	16.6	..	4.7	5.6
Latest 3 months:change on previous 3 mon		N/A	N/A	-0.6	+0.0	N/A	N/A	-0.3	N/A	-0.5	..	-0.1	-0.3
NUMBERS UNEMPLOYED, NATIONAL DEFINITIONS (1) NOT SEASONALLY ADJUSTED													
1993	Dec	205	297	..	1,750	4.3	480	112	365	2,706	339	184.4	7,764
1994	Jan	205	297	2,524	1,840	4.8	495	126	387	2,770	371	188.2	9,492
	Feb	210	294	..	1,940	4.9	520	119	396	2,775	350	187.4	9,262
	Mar	198	291	..	2,080	4.7	500	116	399	2,761	340	182.1	8,874
	Apr	179	285	2,611	1,940	4.5	483						

2.19 CLAIMANT UNEMPLOYMENT

Flows: standardised, not seasonally adjusted *

UNITED KINGDOM		INFLOW +						THOUSAND
Month ending		Male and Female		Male		Female		
		All	Change since previous year	All	Change since previous year	All	Change since previous year	Married
1993	Dec 9	331.6	-33.8	243.6	-22.7	88.0	-11.1	27.7
1994	Jan 13	348.4	-42.3	243.7	-23.8	104.7	-18.5	34.3
	Feb 10	340.7	-29.5	238.4	-19.8	102.2	-9.6	31.5
	Mar 10	312.0	-26.0	221.3	-17.7	90.7	-8.3	29.8
	Apr 14	321.3	-43.6	225.0	-31.8	96.2	-11.8	33.6
	May 12	293.1	-20.0	209.0	-13.7	84.0	-6.4	26.7
	June 9	282.5	-30.5	198.9	-22.7	83.6	-7.8	26.1
	July 14	401.8	-36.2	262.4	-26.8	139.5	-9.4	32.8
	Aug 11	348.8	-46.8	229.5	-32.4	119.4	-14.4	35.6
	Sept 8	328.0	-33.4	222.0	-22.4	106.0	-11.0	28.8
	Oct 13	339.8	-45.0	235.7	-33.2	104.1	-11.7	27.7
	Nov 10	326.7	-31.5	228.8	-24.5	98.0	-7.0	29.9
	Dec 8	300.3	-31.2	219.9	-23.7	80.5	-7.5	23.3

UNITED KINGDOM		OUTFLOW +						THOUSAND
Month ending		Male and Female		Male		Female		
		All	Change since previous year	All	Change since previous year	All	Change since previous year	Married
1993	Dec 9	317.2	+55.2	219.8	+40.2	97.4	+15.0	30.6
1994	Jan 13	256.0	-49.4	176.0	-32.8	80.0	-16.5	28.1
	Feb 10	392.5	+1.3	281.6	+3.9	110.9	-2.7	36.4
	Mar 10	381.2	-6.6	273.2	-1.3	108.1	-5.2	36.1
	Apr 14	358.6	-2.1	255.5	-0.2	103.1	-2.0	34.7
	May 12	381.7	-4.1	273.2	+2.2	108.5	-6.3	36.4
	June 9	355.1	-13.7	256.7	-7.4	98.4	-6.3	32.9
	July 14	352.0	-16.4	254.4	-11.0	97.6	-5.4	29.8
	Aug 11	354.1	-15.0	249.9	-9.2	104.2	-5.8	29.4
	Sept 8	390.7	-22.5	256.4	-17.3	134.2	-5.2	42.9
	Oct 13	448.5	-39.1	304.3	-26.8	144.2	-12.3	37.6
	Nov 10	361.4	-23.0	249.6	-15.9	111.8	-7.0	33.8
	Dec 8	306.8	-10.4	213.9	-5.9	92.9	-4.5	26.6

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

CLAIMANT UNEMPLOYMENT 2.20

Flows by age (GB): standardised* not seasonally adjusted: computerised claims only THOUSAND

INFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54	55-59	60 and over	All ages
MALE	1994 July 14	4.1	25.7	77.2	40.8	28.8	37.3	28.4	10.0	3.7	256.1
	Aug 11	4.3	22.8	56.6	36.9	26.6	35.7	27.9	9.9	3.9	224.6
	Sept 8	4.1	24.9	50.4	35.0	25.6	35.1	27.6	9.8	3.7	216.2
	Oct 13	4.0	25.0	52.8	38.1	27.6	37.2	30.0	10.7	4.3	229.7
	Nov 10	3.7	19.6	48.7	37.3	28.5	38.4	31.2	11.5	4.5	223.6
	Dec 8	3.7	19.1	46.1	36.3	28.3	37.9	29.3	10.4	4.0	215.2
FEMALE	1994 July 14	3.1	18.6	50.1	18.3	10.4	15.7	14.0	3.6	0.0	133.8
	Aug 11	3.3	15.7	33.6	16.3	10.1	17.2	15.8	4.1	0.0	116.3
	Sept 8	3.0	17.9	27.5	14.9	9.0	13.7	12.5	3.5	0.0	102.2
	Oct 13	3.1	17.8	26.7	15.1	9.0	13.1	12.4	3.5	0.0	100.6
	Nov 10	2.7	12.7	24.1	14.8	9.1	14.0	14.1	3.9	0.0	95.4
	Dec 8	2.5	11.0	19.4	12.3	7.8	11.5	11.1	3.1	0.0	78.7
Changes on a year earlier											
MALE	1994 July 14	0.6	-3.0	-5.5	-3.7	-1.8	-3.7	-4.5	-2.3	-1.6	-25.6
	Aug 11	0.5	-3.9	-10.5	-5.1	-2.7	-3.7	-3.5	-1.7	-1.1	-31.6
	Sept 8	0.6	-3.0	-5.5	-3.6	-2.1	-2.7	-3.4	-1.3	-1.1	-21.9
	Oct 13	0.5	-3.3	-7.6	-5.4	-3.3	-5.3	-5.0	-1.9	-1.1	-32.4
	Nov 10	0.6	-2.0	-5.1	-4.6	-2.6	-4.1	-3.9	-1.2	-1.0	-24.0
	Dec 8	0.6	-1.8	-4.2	-4.5	-2.6	-4.1	-4.0	-1.7	-1.0	-23.3
FEMALE	1994 July 14	0.4	-2.4	-1.9	-1.4	-0.8	-1.6	-0.6	-0.5	0.0	-8.8
	Aug 11	0.4	-3.2	-7.0	-2.4	-0.9	-0.6	-0.1	0.0	0.0	-13.7
	Sept 8	0.4	-3.1	-3.0	-1.8	-0.9	-1.3	-0.7	-0.2	0.0	-10.6
	Oct 13	0.5	-3.1	-3.5	-1.9	-0.9	-1.3	-0.9	-0.3	0.0	-11.3
	Nov 10	0.3	-1.4	-2.5	-1.6	-0.4	-0.8	-0.3	-0.2	0.0	-6.8
	Dec 8	0.4	-1.2	-2.2	-1.5	-0.5	-1.0	-0.9	-0.3	0.0	-7.1
OUTFLOW		Age group									
Month ending		Under 18	18-19	20-24	25-29	30-34	35-44	45-54 +	55-59 +	60 and over +	All ages
MALE	1994 July 14	2.6	16.9	53.6	41.3	31.5	42.7	34.0	13.7	6.8	243.0
	Aug 11	2.7	17.2	56.6	40.0	30.3	41.0	32.2	13.1	6.4	239.7
	Sept 8	2.9	19.2	59.9	41.5	30.9	41.5	31.9	12.6	5.9	246.5
	Oct 13	3.2	29.5	75.7	48.3	35.4	46.9	35.4	13.3	6.2	293.8
	Nov 10	2.7	18.6	56.0	40.5	30.8	40.8	32.5	12.9	6.1	240.8
	Dec 8	2.0	15.2	46.6	34.6	26.3	36.0	29.4	11.5	5.4	206.9
FEMALE	1994 July 14	2.1	10.8	25.5	15.0	9.2	12.9	12.5	4.2	0.2	92.5
	Aug 11	2.2	11.8	30.9	15.3	9.3	13.2	12.5	4.1	0.2	99.4
	Sept 8	2.5	13.5	37.8	18.8	11.5	19.3	17.8	5.2	0.3	126.6
	Oct 13	2.6	21.5	42.4	19.9	12.1	17.8	16.0	4.8	0.2	137.5
	Nov 10	2.2	13.3	29.9	16.3	10.2	14.9	14.9	4.6	0.2	106.7
	Dec 8	1.7	11.2	25.2	13.9	8.4	12.2	12.0	3.8	0.2	88.6
Changes on a year earlier											
MALE	1994 July 14	0.4	0.1	-0.7	-0.6	0.5	0.1	1.2	0.8	-1.1	0.7
	Aug 11	0.4	0.6	1.0	-0.3	0.7	0.5	0.9	0.8	-1.1	3.7
	Sept 8	0.3	0.1	-2.0	-1.6	-0.2	-0.2	-0.4	0.5	-1.0	-4.4
	Oct 13	0.3	-1.4	-4.8	-2.5	-0.2	-0.8	0.6	0.3	-1.2	-9.7
	Nov 10	0.3	-0.3	-0.8	-1.5	0.6	-0.6	0.0	0.0	-1.3	-3.6
	Dec 8	0.2	0.2	0.3	0.2	1.1	0.8	1.3	0.5	-1.4	3.2
FEMALE	1994 July 14	0.2	-0.6	-0.6	-0.7	-0.2	-0.7	0.8	0.6	0.1	-1.1
	Aug 11	0.3	-0.6	0.0	-0.7	-0.4	-0.3	0.7	0.4	0.0	-0.5
	Sept 8	0.2	-0.6	-0.5	-0.9	-0.3	-0.4	1.5	0.5	0.1	-0.4
	Oct 13	0.2	-2.4	-2.3	-1.3	-0.4	-0.8	0.4	0.3	0.0	-6.1
	Nov 10	0.3	-1.0	-1.0	-1.0	-0.2	-0.8	0.6	0.3	0.0	-2.8
	Dec 8	0.2	-0.8	-0.6	-0.6	-0.3	-0.1	0.4	0.3	0.0	-1.5

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

2.32 REDUNDANCIES IN GREAT BRITAIN

	THOUSANDS												
	1990 Spring	1991 Spring	1992 Spring	1992 Summer	1992 Autumn	1992 Winter	1993 Spring	1993 Summer	1993 Autumn	1993 Winter	1994 Spring	1994 Summer	
Now in employment (found new job since redundancy)	All 63	98	79	66	87	62	58	55	44	61	49	48	
Not in employment	All 117	290	243	212	223	283	204	183	161	165	155	142	
All people	All 181	388	322	278	310	344	262	237	205	226	205	190	
	Men 118	268	217	185	207	238	169	162	139	148	141	131	
	Women 64	121	105	92	103	106	93	75	66	78	63	59	

Note: Figures are based on estimates from the the Labour Force Survey, and show the numbers of people who were made redundant in the three months prior to their interview. They differ from the estimates previously published in tables 2.30 and 2.31, which were based on statutory reports from employers.

2.33 REDUNDANCIES BY REGION

	Great Britain	Northern	Yorkshire and Humberside	East Midlands	East Anglia	South East	South East excluding Greater London	Greater London	South West	West Midlands	North West	Wales	Scotland
Redundancies (thousands)													
All	237	16	23	19	*	76	44	32	19	22	24	16	16
Summer 1993	205	15	17	13	*	69	41	28	13	20	17	12	21
Autumn 1993	226	14	22	18	12	61	36	25	20	21	26	12	21
Winter 1993	205	14	21	16	*	63	40	23	15	21	20	10	18
Spring 1994	190	12	20	16	*	57	39	18	14	16	22	*	18
Summer 1994													
Redundancy rates (redundancies per 1,000 employees)													
All	11.2	14.1	12.2	11.8	*	11.1	10.2	12.6	10.9	11.2	10.6	15.8	8.4
Summer 1993	9.6	13.7	9.1	8.2	*	10.1	9.5	11.2	7.0	10.3	7.3	12.0	10.7
Autumn 1993	10.6	12.7	11.4	10.9	14.2	8.9	8.2	10.2	11.5	10.4	11.0	11.3	10.8
Winter 1993	9.7	13.0	10.8	10.0	*	9.3	9.3	9.3	8.7	10.5	8.7	10.6	9.4
Spring 1994	8.9	11.1	10.4	10.2	*	8.4	8.9	7.6	7.6	7.7	9.4	*	9.2
Summer 1994													

* Less than 10,000 in cell: estimate not shown.

2.34 REDUNDANCIES BY AGE

Ages	16 to 24	25 to 34	35 to 44	45 to 54	55 and over	All ages
Redundancies (thousands)						
Summer 1993	49	65	44	45	34	237
Autumn 1993	47	46	40	43	29	205
Winter 1993	49	61	40	45	32	226
Spring 1994	38	51	45	44	26	205
Summer 1994	44	49	34	37	25	190
Redundancy rates (redundancies per 1,000 employees)						
Summer 1993	13.5	11.3	8.8	10.3	14.3	11.2
Autumn 1993	12.5	7.9	8.0	9.7	12.3	9.6
Winter 1993	13.4	10.4	8.0	10.1	13.2	10.6
Spring 1994	10.8	8.8	8.0	9.7	10.9	9.7
Summer 1994	12.7	8.4	6.9	8.2	10.5	8.9

2.35 REDUNDANCIES BY INDUSTRY

SIC 1992 #	Agriculture & fishing (A,B)	Energy and water (C,E)	Manufacturing (D)	Construction (F)	Distribution, hotels & restaurants (G,H)	Transport (I)	Banking, finance & insurance (J,K)	Public admin, education & health (L,M,N)	Other services (O,P,Q)
Redundancies (thousands)									
Summer 1993 All	*	16	70	26	50	12	31	15	*
Autumn 1993 All	*	*	66	26	40	10	26	21	*
Winter 1993 All	*	*	70	31	40	16	35	12	*
Spring 1994 All	*	*	65	20	40	17	29	15	*
Summer 1994 All	*	*	58	17	48	12	20	18	11
Redundancy rates (redundancies per 1,000 employees)									
Spring 1993 All	*	38.6	19.7	25.3	15.1	16.2	8.1	2.9	12.0
Summer 1993 All	*	*	14.6	28.1	12.3	8.8	11.6	2.8	*
Autumn 1993 All	*	*	13.6	26.7	9.6	6.7	9.7	3.7	*
Winter 1993 All	*	*	14.8	32.4	9.6	11.1	13.0	2.2	*
Spring 1994 All	*	*	14.6	20.6	9.5	12.6	10.2	2.7	*
Summer 1994 All	*	*	13.0	17.6	11.3	8.9	6.9	3.2	9.4

Note: Table 2.35 assumes that people do not change industry when starting employment after having been made redundant.

* Less than 10,000 in cell: estimate not shown.

From Winter 1993, LFS results by industry have moved to the 1992 Standard Industrial Classification (SIC).

2.36 REDUNDANCIES BY OCCUPATION

SOC	Managers and administrators	Professional	Associate professional and technical	Clerical and secretarial	Craft and related	Personal and protective services	Sales	Plant and machine operatives	Other
Redundancies (thousands)									
Summer 1993	30	11	16	37	49	16	17	32	28
Autumn 1993	27	11	*	29	46	14	14	24	27
Winter 1993	24	13	13	33	55	*	17	33	27
Spring 1994	30	10	11	28	41	13	19	34	18
Summer 1994	25	*	12	22	40	13	19	28	23
Redundancy rates (redundancies per 1,000 employees)									
Summer 1993	10.0	5.0	8.1	10.4	21.3	7.0	9.7	15.3	14.2
Autumn 1993	9.0	5.5	*	8.0	19.4	5.7	7.9	11.3	13.8
Winter 1993	7.9	6.0	6.9	9.1	23.9	*	9.1	15.6	13.5
Spring 1994	9.9	4.6	5.7	7.7	18.1	5.7	10.2	16.2	9.2
Summer 1994	8.0	*	6.2	6.2	17.6	5.4	10.4	13.4	12.1

Note: Table 2.36 assumes that people do not change occupation when starting employment after having been made redundant.

VACANCIES 3.1

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
1990	173.6			201.2		207.4		147.0	
1991	117.9			171.3		174.3		126.6	
1992	117.1			169.0		168.8		124.2	
1993	127.9			185.6		183.7		138.2	
1992 Dec	119.0	2.0	2.2	176.4	3.3	173.3	1.2	131.9	2.1
1993 Jan	119.6	0.6	1.7	179.1	2.3	179.5	3.6	134.0	2.2
Feb	120.0	0.4	1.0	176.3	2.8	174.3	3.7	131.6	2.9
Mar	123.1	3.1	1.4	180.2	1.3	175.7	0.8	129.9	-0.7
Apr	123.7	0.6	1.4	175.6	-1.2	179.1	-0.1	132.3	-0.6
May	124.1	0.4	1.4	175.1	-0.4	178.8	1.5	132.4	0.3
June	122.5	-1.6	-0.2	183.8	1.2	184.1	2.8	137.7	2.6
July	127.5	5.0	1.3	188.7	4.4	182.0	1.0	136.9	1.5
Aug	128.7	1.2	1.5	186.3	3.7	183.6	1.6	138.3	2.0
Sept	128.2	-0.5	1.9	190.3	2.2	188.1	1.3	143.4	1.9
Oct	135.6	7.4	2.7	190.9	0.7	184.2	0.7	140.0	1.0
Nov	140.4	4.8	3.9	199.3	4.3	195.2	3.9	150.4	4.0
Dec	140.8	0.4	4.2	201.1	3.6	199.6	3.8	150.9	2.5
1994 Jan	140.9	0.1	1.8	196.6	1.9	196.8	4.2	148.1	2.7
Feb	141.1	0.2	0.2	200.4	0.4	198.9	1.2	150.7	0.1
Mar	141.5	0.4	0.2	195.7	-1.8	195.8	-1.3	148.0	-1.0
Apr	146.4	4.9	1.8	199.6	1.0	200.0	1.1	153.8	1.9
May	147.8	1.4	2.2	201.2	0.3	201.2	0.8	155.6	1.6
June	153.0	5.2	3.8	209.7	4.7	203.8	2.7	161.4	4.5
July	157.3	4.3	3.6	207.9	2.8	201.4	0.5	157.7	1.3
Aug	163.5	6.2	5.2	225.4	8.1	218.1	5.6	171.4	5.3
Sept	166.5	3.0	4.5	216.7	2.3	212.3	2.8	165.0	1.2
Oct	177.2	10.7	6.6	221.1	4.4	211.6	3.4	163.8	2.0
Nov	180.0	2.8	5.5	228.9	1.2	227.1	3.0	174.7	1.1
Dec P	179.8	-0.2	4.4	228.8	4.0	229.3	5.7	174.2	3.1

Note: Vacancies notified to and placings made by jobcentres do not represent the total number of vacancies/engagements in the economy. Latest estimates suggest that about a third of all vacancies nationally are notified to jobcentres; and about a quarter of all engagements are made through jobcentres. Inflow, outflow and placings figures are collected for four or five week periods between count dates; the figures in this table are converted to a standard 4 1/2 week month. Excluding vacancies on government programmes (except vacancies on Enterprise Ulster and Action for Community Employment (ACE) which are included in the seasonally adjusted figures for Northern Ireland). Figures on the current basis are available back to 1980. For further details, see *Employment Gazette*, p 143, October 1985. The latest national and regional seasonally adjusted vacancy figures are provisional and subject to revision, mainly in the following month.

VACANCIES 3.2

Regions: vacancies remaining unfilled at jobcentres:* seasonally adjusted

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
1992 Dec	29.1	9.1	3.6	8.9	7.7	7.4	8.4	15.3	5.8	8.8	19.3	114.5	4.5	119.0
1993 Jan	29.8	9.3	3.7	8.6	7.7	7.6	8.6	14.8	5.9	8.8	19.3	114.7	4.9	119.6
Feb	29.9	9.4	3.7	8.7	7.9	7.9	8.9	14.8	5.6	8.7	19.4	115.4	4.6	120.0
Mar	30.1	9.6	4.0	8.6	8.6	8.3	9.3	15.2	5.7	9.1	19.4	118.5	4.6	123.1
Apr	31.0	9.7	4.0	8.7	8.7	8.8	9.7	15.4	5.7	9.1	18.1	119.2	4.5	123.7
May	30.6	9.4	3.9	8.7	8.8	8.6	9.9	15.7	5.8	9.3	17.9	119.3	4.8	124.1
June	29.6	9.6	3.9	8.9	8.7	8.6	10.0	15.4	5.6	9.2	17.5	117.5	5.0	122.5
July	30.6	10.0	4.2	9.6	9.2	9.0	10.2	15.8	5.9	9.6	18.1	122.1	5.4	127.5
Aug	30.7	10.2	4.3	10.2	9.1	8.8	10.2	15.5	6.1	9.9	18.5	123.3	5.4	128.7
Sept	30.5	10.0	4.3	10.3	8.8	8.6	10.1	15.4	6.5	10.1	18.3	122.8	5.4	128.2
Oct	33.2	10.7	4.8	10.9	9.2	9.2	10.6	16.3	6.9	10.7	18.0	129.7	5.9	135.6
Nov	34.6	11.1	5.0	11.2	9.7									

3.3 VACANCIES

Regions: vacancies remaining unfilled at jobcentres and careers offices

THOUSAND

	South East	Greater London*	East Anglia	South West	West Midlands	East Midlands	Yorkshire and Humberside	North West	North	Wales	Scotland	Great Britain	Northern Ireland	United Kingdom
Vacancies at Jobcentres: total +														
1990)	47.6	14.8	5.4	13.9	14.6	10.5	11.7	21.1	10.7	12.1	21.6	169.1	3.4	172.5
1991) Annual	28.8	8.2	3.2	9.9	8.2	7.1	7.9	15.8	6.6	8.2	18.3	113.8	2.8	116.6
1992) averages	29.2	8.3	3.5	9.0	7.6	7.3	7.9	14.9	6.0	8.5	18.9	112.8	3.2	116.0
1993)	31.4	10.0	4.2	9.6	8.9	8.8	9.9	15.7	6.1	9.6	18.5	122.7	4.0	126.6
1993 Dec	31.9	10.5	4.2	9.0	9.3	8.8	9.6	15.9	5.5	9.1	17.6	120.9	4.3	125.2
1994 Jan	29.7	9.9	3.7	8.4	8.9	8.1	9.1	15.3	5.4	8.8	15.8	113.1	4.0	117.1
Feb	30.9	10.2	4.2	9.6	9.4	8.3	9.4	16.3	5.7	9.2	16.3	119.4	4.2	123.6
Mar	32.3	10.8	4.6	10.8	10.2	9.1	10.1	17.1	6.0	10.0	17.5	126.8	4.2	131.0
Apr	36.4	11.5	5.4	12.6	11.2	10.3	11.2	18.2	6.7	11.2	19.1	142.3	4.7	146.9
May	38.0	11.9	5.7	13.3	12.1	10.6	11.5	18.8	6.8	11.5	20.5	148.8	4.9	153.7
June	41.5	12.9	6.0	14.3	12.5	11.2	13.0	19.7	7.1	12.0	21.5	158.6	5.0	163.7
July	42.8	13.2	5.9	13.5	12.2	10.8	11.8	18.8	6.9	11.6	20.2	154.5	5.0	159.6
Aug	44.2	13.4	5.7	13.4	12.6	10.7	12.3	19.0	6.8	11.5	20.9	157.1	5.0	162.1
Sept	47.8	14.4	6.0	14.3	13.9	11.4	13.2	21.0	7.7	12.3	22.7	170.3	5.5	175.8
Oct	55.1	17.4	6.7	14.6	16.0	14.4	14.6	23.2	8.3	13.0	22.9	188.8	6.2	195.0
Nov	52.7	16.9	6.0	13.4	15.1	13.8	13.7	21.9	7.6	12.5	21.7	178.5	6.1	184.6
Dec	46.0	15.4	5.2	11.5	13.3	12.3	12.1	19.9	6.9	11.3	20.2	158.8	5.8	164.6
Vacancies at careers offices														
1990)	9.4	5.0	0.6	1.1	2.3	1.0	1.1	1.5	0.5	0.3	1.1	18.9	0.6	19.4
1991) Annual	3.5	2.0	0.3	0.5	1.4	0.4	0.6	0.8	0.3	0.1	0.7	8.7	0.3	9.0
1992) averages	2.7	1.6	0.3	0.4	1.2	0.3	0.4	0.5	0.3	0.1	0.5	6.7	0.3	7.0
1993)	2.8	1.7	0.3	0.5	0.8	0.3	0.4	0.5	0.3	0.1	0.5	6.6	0.6	7.2
1993 Dec	2.4	1.4	0.2	0.3	0.9	0.3	0.3	0.4	0.2	0.1	0.4	5.5	0.6	6.1
1994 Jan	2.7	1.8	0.2	0.3	0.9	0.3	0.3	0.4	0.1	0.1	0.5	5.6	0.5	6.2
Feb	2.7	1.6	0.2	0.4	0.9	0.3	0.3	0.4	0.1	0.1	0.4	5.8	0.6	6.4
Mar	3.1	1.8	0.2	0.4	1.0	0.3	0.4	0.5	0.2	0.1	0.5	6.7	0.6	7.3
Apr	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
May	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
June	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.6	7.4
July	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.7	7.5
Aug	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.8	0.7	7.5
Sept	2.9	1.6	0.3	0.5	0.9	0.4	0.4	0.6	0.2	0.1	0.6	6.7	0.8	7.5
Oct	2.7	0.7	0.4	1.3	0.3	0.2	0.3	0.5	0.0	0.1	0.7	6.9	1.6	8.4
Nov	2.4	0.6	0.4	1.2	0.3	0.2	0.4	0.0	0.0	0.1	0.7	6.1	1.0	7.1
Dec	2.4	0.6	0.4	1.2	0.3	0.2	0.4	0.0	0.1	0.1	0.6	5.8	0.9	6.8

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

* Included in South East.

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

The method of compiling vacancies in Great Britain changed in March 1994. From April 1994, the GB element of Careers Office figures refer to the last week day of the previous month, however, until the new system is fully developed, figures between April 1994 and September 1994 will continue to refer to 31 March (April figures).

INDUSTRIAL DISPUTES

Stoppages of work 4.1

Stoppages in progress: industry

United Kingdom	12 months to November 1993			12 months to November 1994		
	Stop-pages	Workers involved	Working days lost	Stop-pages	Workers involved	Working days lost
SIC 1980						
Agriculture, forestry and fishing	-	-	-	-	-	-
Coal extraction	5	14,100	27,000	-	-	-
Coke, mineral oil and natural gas	-	-	-	-	-	-
Electricity, gas, other energy and water	1	+	#	-	-	-
Metal processing and manufacturing	6	400	2,000	5	700	3,000
Mineral processing and manufacturing	5	700	2,000	1	600	1,000
Chemicals and man-made fibres	4	600	3,000	4	600	2,000
Metal goods nes	16	6,000	37,000	16	5,400	12,000
Engineering	13	14,800	15,000	7	3,400	3,000
Motor vehicles	-	-	-	-	-	-
Other transport equipment	6	3,900	40,000	9	4,900	13,000
Food, drink and tobacco	5	1,500	2,000	3	1,600	7,000
Textiles	2	200	1,000	3	1,100	1,000
Footwear and clothing	5	800	1,000	1	200	#
Timber and wooden furniture	2	200	3,000	1	300	4,000
Paper, printing and publishing	6	500	4,000	2	200	1,000
Other manufacturing industries	1	100	4,000	1	+	#
Construction	3	700	1,000	5	900	5,000
Distribution, hotels and catering, repairs and communication	2	400	1,000	8	1,100	1,000
Transport services	34	72,000	161,000	45	19,400	79,000
Supporting and misc. transport services	2	100	#	2	400	1,000
Banking, finance, insurance, business services and leasing	2	6,600	7,000	3	4,000	7,000
Public administration and sanitary services	74	238,200	361,000	31	7,900	20,000
Education, research and development	18	22,800	23,000	12	27,700	51,000
Health services	4	500	2,000	1	100	#
Other services	3	300	4,000	9	13,100	27,000
All industries and services	219*	385,700	701,000	168*	93,500	238,000

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

Less than 50 workers involved.

+ Less than 500 working days lost.

Stoppages: November 1994			
United Kingdom	Number of stoppages	Workers involved	Working days lost
Stoppages in progress	17	6,000	8,000
of which, stoppages:			
Beginning in month	15	4,900*	6,000
Continuing from earlier months	2	1,100**	2,000

* includes 4,700 directly involved

** All 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 1994 are provisional.

Stoppages in progress: cause

United Kingdom	12 months to November 1994		
	Stoppages	Workers involved	Working days lost
Pay: wage-rates and earnings levels	57	43,800	146,000
extra wage and fringe benefits	13	1,200	1,000
Duration and pattern of hours worked	12	4,800	8,000
Redundancy questions	31	8,000	10,000
Trade union matters	4	500	1,000
Working conditions and supervision	4	2,000	2,000
Manning and work allocation	27	29,600	59,000
Dismissal and other disciplinary measures	20	3,500	12,000
All causes	168	93,500	238,000

INDUSTRIAL DISPUTES

Stoppages of work: * summary 4.2

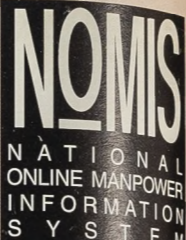
United Kingdom	Number of stoppages:		Number of workers (000)		Working days lost in all stoppages in progress in period (000)						
	Beginning in period	In progress in period	Beginning involvement in period in any dispute	All involved in period	All industries and services (All classes)	Coal, coke, mineral oil and natural gas (11-14)	Metals, engineering and vehicles (21-22,31-37)	Textiles, clothing and footwear (43-45)	Construction (50)	Transport and communication (71-79)	All other industries and services
SIC 1980											
1987	1,004	1,016	884	887	3,546	217	458	50	22	1,705	1,095
1988	770	781	759	790	3,702	222	1,456	90	17	1,490	428
1989	693	701	727	727	4,128	52	655	16	128	625	2,652
1990	620	630	285	298	1,903	94	953	24	14	177	641
1991	357	369	175	176	761	29	181	1	14	60	476
1992	240	253	142	148	528	8	60	1	10	12	437
1993	203	211	383	385	649	27	96	2	1	160	364
1992 Nov	17	24	25	28	65	-	3	-	-	1	62
Dec	11	22	2	4	53	-	1	-	-	2	50
1993 Jan	20	28	12	14	49	-	2	-	-	-	46
Feb	19	27	20	22	71	1	30	-	-	1	39
Mar	27	37	27	33	74	-	22	-	1	16	34
Apr	21	27	80	87	154	25	7	-	-	115	7
May	20	29	18	25	30	-	3	-	-	8	19
Jun	18	32	5	9	15	-	6	1	-	5	3
Jul	15	24	42	43	50	-	9	-	-	1	39
Aug	15	21	3	3	19	-	1	-	-	12	6
Sep	16	22	3	4	8	-	5	-	-	1	2
Oct	12	15	2	3	4	-	2	-	-	1	1
Nov	14	18	170	170	175	-	9	-	-	-	166
Dec	6	8	1	1	1	-	-	-	-	-	1
1994 Jan	8	10	2	2	2	-	1	-	-	-	1
Feb	6	8	3	3	4	-	1	-	-	-	3
Mar	14	17	5	8	8	-	1	-	-	2	5
Apr	17	20	4	5	15	-	3	-	-	9	3
May	25	32	18	19	33	-	4	1	-	2	26
Jun	25	32	28	42	70	-	6	-	4	17	43
Jul	19	24	7	13	29	-	5	-	-	16	8
Aug	11	17	10	14	38	-	7	-	-	18	13
Sep	7	14	4	8	18	-	2	-	-	13	3
Oct	13	16	6	9	13	-	1	-	-	2	9
Nov	15	17	5	6	8	-	3	-	-	1	3

See *Definitions* page at the end of the *Labour Market Data* section for notes on coverage. Figures for 1994 are provisional.



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Average earnings index: all employees: main industrial sectors **5.1**

GREAT BRITAIN SIC=1980	Whole economy (Divisions 0-9)		Manufacturing industries (Divisions 2-4)				Production industries (Divisions 1-4)				Service industries (Divisions 6-9)						
	Actual	Seasonally adjusted	Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months		Per cent change over previous 12 months						
			Under-lying *	Under-lying *	Under-lying *	Under-lying *	Under-lying *	Under-lying *									
1990=100																	
1988) Annual averages	83.5				84.1			83.8				83.8					
1989)	91.1				91.4			91.4				91.2					
1990)	100.0	100.0			100.0	100.0		100.0	100.0			100.0	100.0				
1991)	108.0				108.2			108.6				107.7					
1992)	114.6				115.3			115.8				114.1					
1993)	118.5				120.5			121.0				117.5					
1990 Jan	95.0	95.8	9.2	9½	94.7	95.5	8.0	8¾	94.8	95.5	8.6	9¼	95.4	96.3	9.3	9¼	
Feb	95.2	96.4	9.0	9½	95.8	96.4	8.3	9¼	95.7	96.4	8.8	9½	95.2	96.4	8.8	9¼	
Mar	98.0	97.3	9.4	9½	98.2	98.0	10.6	9½	98.0	98.0	10.4	9¾	98.1	97.0	8.7	9¼	
Apr	98.0	98.1	9.4	9¾	98.5	97.7	8.7	9½	98.3	97.6	8.8	9¾	97.9	98.2	9.1	9½	
May	99.0	99.2	10.3	9¾	99.1	98.8	9.2	9¾	98.9	98.7	9.3	9¾	99.3	99.5	10.7	9¾	
June	100.7	100.1	10.6	10	101.0	99.9	9.8	9½	101.1	100.2	10.2	9¾	100.4	100.0	10.4	10	
July	101.3	100.2	10.0	10¼	101.6	100.4	9.5	9½	101.5	100.4	9.5	10	101.0	100.1	9.9	10	
Aug	101.0	101.5	10.9	10	99.9	101.3	9.8	9½	100.2	101.2	9.5	9¾	101.4	101.8	11.5	10	
Sept	101.3	101.9	9.6	10	101.1	102.2	9.8	9½	101.3	102.3	10.1	9¾	101.0	101.8	9.2	10	
Oct	101.7	102.5	9.0	9¾	101.6	102.4	9.3	9¼	101.8	102.5	9.5	9¾	101.3	102.4	8.2	9¾	
Nov	103.4	103.1	9.3	9¾	103.4	103.3	9.7	9½	103.5	103.2	9.6	9¾	103.0	102.9	9.2	9¾	
Dec	105.5	103.8	10.1	9¾	105.1	104.0	9.7	9½	104.9	103.9	9.6	9¾	105.8	103.6	10.4	9½	
1991 Jan	103.8	104.6	9.2	9½	103.7	104.6	9.5	9¼	104.0	104.9	9.8	9½	103.7	104.7	8.7	9½	
Feb	104.1	105.4	9.3	9¼	104.5	105.2	9.1	8¾	104.8	105.6	9.5	9	103.7	105.0	8.9	9	
Mar	106.5	105.7	8.6	9	106.1	105.8	8.0	8½	106.2	106.2	8.4	9	106.9	105.6	8.9	8¾	
Apr	106.4	106.5	8.6	8¾	107.6	106.7	9.2	8½	107.6	107.0	9.6	9	105.6	105.9	7.8	8¼	
May	107.0	107.2	8.1	8½	107.4	107.0	8.3	8¾	108.2	107.9	9.3	9	106.5	106.7	7.2	8	
June	107.9	107.3	7.2	8	109.0	107.8	7.9	8¼	109.1	108.1	7.9	8¾	107.1	106.7	6.7	7½	
July	109.0	107.8	7.6	7¾	109.3	108.1	7.7	8¼	109.5	108.3	7.9	8½	108.5	107.6	7.5	7½	
Aug	109.2	109.8	8.2	7¾	108.2	109.8	8.4	8	109.0	110.0	8.7	8¼	109.2	109.6	7.7	7½	
Sept	109.3	110.0	7.9	7¾	108.6	109.8	7.4	8	109.6	110.6	8.1	8½	109.0	109.8	7.9	7½	
Oct	109.3	110.2	7.5	7½	110.0	110.8	8.2	8	110.3	111.0	8.3	8½	108.8	110.0	7.4	7¼	
Nov	111.4	111.0	7.7	7½	111.5	111.3	7.7	8	112.0	111.7	8.2	8¼	111.2	111.0	7.9	7¼	
Dec	112.3	110.5	6.5	7¼	112.7	111.6	7.3	7¾	112.9	111.9	7.7	8	111.9	109.5	5.7	7	
1992 Jan	111.1	111.9	7.0	7¼	111.6	112.5	7.6	7¾	112.1	113.0	7.7	7¾	110.8	111.8	6.8	7	
Feb	111.9	113.3	7.5	7½	112.6	113.4	7.8	8¼	113.1	113.9	7.9	8¼	111.7	113.0	7.6	7½	
Mar	115.8	114.9	8.7	7½	117.0	116.7	10.3	8	117.2	117.2	10.4	8	115.3	113.9	7.9	7¼	
Apr	113.0	113.1	6.2	7	113.0	112.1	5.1	7½	113.8	113.1	5.7	7½	112.8	113.1	6.8	7	
May	113.9	114.1	6.4	6¼	114.8	114.4	6.9	6¼	115.3	115.0	6.6	6½	113.4	113.6	6.5	6½	
June	114.5	113.8	6.1	6¼	115.4	114.2	5.9	6¼	115.8	114.8	6.2	6½	113.8	113.4	6.3	6¼	
July	115.1	113.9	5.7	6	116.1	114.8	6.2	6¼	116.6	115.2	6.4	6½	114.5	113.5	5.5	6	
Aug	114.6	115.3	5.0	5¾	115.3	116.9	6.5	6	115.6	116.7	6.1	6¼	114.3	114.7	4.7	5¾	
Sept	114.7	115.4	4.9	5½	114.9	116.1	5.7	6	115.3	116.4	5.2	6	114.3	115.2	4.9	5½	
Oct	116.0	117.0	6.2	5¼	116.9	117.8	6.3	5¾	117.3	118.1	6.4	5¾	115.4	116.7	6.1	5¼	
Nov	116.4	116.1	4.6	5	117.7	117.6	5.7	5¾	118.2	117.9	5.6	5¾	115.8	115.6	4.1	4¾	
Dec	117.9	116.0	5.0	4¾	118.8	117.5	5.3	5½	119.2	118.2	5.6	5½	117.4	114.9	4.9	4½	
1993 Jan	116.1	117.0	4.6	4¾	117.1	118.1	5.0	5¼	117.6	118.6	5.0	5¼	115.6	116.7	4.4	4½	
Feb	116.7	118.2	4.3	4½	118.3	119.2	5.1	5	118.7	119.6	5.0	5	116.1	117.5	4.0	4¼	
Mar	119.6	118.7	3.3	4	121.9	121.6	4.2	5	122.1	122.2	4.3	5	118.5	117.1	2.8	3¾	
Apr	117.5	117.6	4.0	4	119.0	118.0	5.3	5	119.7	118.9	5.1	5	116.5	116.8	3.3	3¼	
May	118.0	118.3	3.7	3¾	120.3	119.9	4.8	5	120.8	120.4	4.7	5	116.9	117.0	3.0	3	
June	118.5	117.8	3.5	3¾	121.0	119.6	4.7	5	121.3	120.2	4.7	5	117.0	116.5	2.7	2¾	
July	119.5	118.3	3.9	3½	121.9	120.5	5.0	4¾	122.4	121.0	5.0	4¾	118.3	117.3	3.3	2¾	
Aug	118.2	118.9	3.1	3¼	119.5	121.1	3.6	4½	119.9	121.0	3.7	4½	117.3	117.7	2.6	2¾	
Sept	118.0	118.8	2.9	3	120.1	121.4	4.6	4¼	120.6	121.7	4.6	4½	116.8	117.7	2.2	2¼	
Oct	118.4	119.4	2.1	3	121.3	122.3	3.8	4¼	121.7	122.6	3.8	4¼	116.9	118.2	1.3	2¼	
Nov	120.0	119.7	3.1	3	122.4	122.3	4.0	4	123.1	122.7	4.1	4¼	118.7	118.5	2.5	2½	
Dec	121.6	119.6	3.1	3¼	123.6	122.3	4.1	4¼	124.1	123.0	4.1	4¼	120.8	118.3	3.0	2¾	
1994 Jan	120.3	121.2	3.6	3¾	122.7	123.7	4.7	4½	123.3	124.2	4.7	4½	119.2	120.3	3.1	3¼	
Feb	122.0	123.5	4.5	3¾	123.5	124.4	4.4	4¾	123.9	124.8	4.3	4¾	121.7	123.2	4.9	3½	
Mar	124.9	124.0	4.5	4	128.4	128.1	5.3	4¾	128.4	128.4	5.1	4¾	123.6	122.1	4.3	4	
Apr	121.6	121.8	3.6	3¾	124.6	123.5	4.7	4¾	125.1	124.3	4.5	4¾	120.3	120.6	3.3	3½	
May	123.5	123.8	4.6	4	125.5	125.0	4.3	4½	129.3	128.9	7.1	4½	121.0	121.2	3.6	3¾	
June	123.0	122.3	3.8	3¾	126.2	124.8	4.3	4½	126.4	125.3	4.2	4½	121.3	120.9	3.8	3½	
July	124.0	122.8	3.8	3¾	127.0	125.6	4.2	4¼	127.3	125.8	4.0	4¼	122.5	121.5	3.6	3½	
Aug	122.8	123.5	3.9	3¾	124.9	126.7	4.6	4½	125.5	126.8	4.8	4¼	121.4	121.8	3.5	3½	
Sept	122.7	123.4	3.9	3¾	125.6	127.0	4.6	4½	126.1	127.3	4.6	4½	121.0	121.9	3.6		

5.3 EARNINGS

Average earnings index: all employees: by industry (unadjusted)

GREAT BRITAIN SIC 1980	Agriculture and forestry*	Coal and coke	Mineral oil and natural gas	Electricity, gas, other energy and water supply (15-17)	Metal processing and manufacturing (21,22)	Mineral extraction and manufacturing (23,24)	Chemicals and man-made fibres (25,26)	Mechanical engineering (32)	Electrical, electronic and instrument engineering (33,34,37)	Motor vehicles and parts (35)	Other transport equipment (36)	Metal goods (31)	Food, drink and tobacco (41,42)
1990=100	(01,02)	(11)	(13,14)	(15-17)	(21,22)	(23,24)	(25,26)	(32)	(33,34,37)	(35)	(36)	(31)	(41,42)
1988) Annual	83.4	80.0	79.0	82.2	86.6	84.0	81.6	83.8	83.8	83.7	79.6	85.1	82.2
1989) Annual	90.0	90.6	87.0	90.3	92.8	91.9	88.9	92.0	91.7	92.0	89.7	91.8	89.2
1990) 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
1991)	110.1	113.5	110.8	110.4	106.3	105.8	109.3	109.1	108.6	108.0	108.5	106.1	110.6
1992)	113.8	123.8	116.1	117.5	112.0	110.8	116.2	116.9	115.9	117.2	114.0	114.0	118.7
1993)	117.7	131.2	119.6	122.2	116.9	115.9	121.2	122.7	121.7	119.5	118.8	118.6	125.0
1989 Jan	80.3	85.4	84.1	82.8	93.4	88.0	83.6	85.4	88.0	88.0	86.1	89.0	85.8
Feb	79.3	85.8	82.1	83.7	86.4	89.5	85.5	89.5	88.4	89.6	86.1	90.1	84.4
Mar	82.1	88.8	82.1	87.7	86.2	88.6	84.6	89.8	89.9	91.5	89.3	88.4	86.2
Apr	85.1	89.8	83.6	86.7	100.7	90.1	87.3	90.9	90.8	89.4	88.9	90.6	91.7
May	86.3	87.6	87.1	88.2	88.8	92.9	88.2	91.3	90.4	91.5	88.8	91.4	90.1
June	86.0	88.5	84.7	90.3	88.5	93.4	88.7	92.7	92.0	92.4	92.4	91.7	89.3
July	92.1	90.0	90.5	94.3	105.4	92.3	87.5	92.7	92.6	93.6	91.1	93.7	90.3
Aug	99.6	92.5	87.6	97.3	87.6	91.3	89.4	91.5	91.9	90.2	88.6	91.5	89.5
Sept	105.3	92.1	86.8	91.2	89.2	93.3	88.5	92.4	92.8	91.0	89.9	92.9	90.6
Oct	100.3	93.8	86.9	92.9	102.7	93.0	89.4	93.5	93.9	92.1	91.0	93.2	91.1
Nov	93.0	97.8	95.1	94.5	90.2	94.5	95.8	94.9	95.1	93.9	92.0	94.7	91.1
Dec	90.3	95.7	93.8	94.1	94.9	95.9	98.5	96.9	95.2	99.9	92.1	94.3	93.2
1990 Jan	86.9	99.8	97.2	92.6	96.5	94.5	94.4	95.9	95.2	91.5	91.8	95.9	92.6
Feb	86.5	99.6	93.3	93.2	90.8	96.1	95.6	97.4	96.8	91.6	94.1	96.4	93.8
Mar	90.1	99.6	95.0	94.5	93.4	97.2	96.0	99.6	99.3	102.7	98.6	98.3	94.8
Apr	92.3	99.3	96.0	95.7	104.9	99.0	98.1	98.0	97.4	102.0	96.9	98.8	99.0
May	92.2	97.4	97.3	97.7	94.7	100.2	98.6	99.2	98.9	99.0	99.8	99.6	100.5
June	102.2	98.5	98.9	104.1	103.7	101.9	100.6	100.5	100.0	102.3	101.7	101.1	101.8
July	104.1	98.0	103.2	102.3	114.0	102.3	99.5	101.8	100.5	101.5	101.4	101.2	102.2
Aug	111.1	100.7	102.0	104.6	97.4	99.3	100.1	99.1	99.8	99.9	101.4	100.4	102.4
Sept	116.0	100.7	103.2	103.5	99.2	100.5	99.5	100.5	101.7	99.6	101.4	101.2	101.7
Oct	113.3	102.6	102.9	104.4	105.6	101.2	99.8	101.1	102.4	101.6	101.9	101.2	101.0
Nov	105.4	104.8	103.7	104.3	97.8	102.9	106.2	102.5	103.5	103.7	105.2	103.3	104.6
Dec	100.0	98.9	107.2	103.2	101.9	104.8	111.7	104.5	104.6	104.6	105.8	102.8	107.6
1991 Jan	98.9	110.2	110.2	103.4	106.6	102.8	103.0	104.1	103.6	104.2	107.5	102.0	104.4
Feb	101.7	112.8	103.8	105.1	99.4	102.4	105.8	106.1	105.1	104.4	105.5	103.6	105.5
Mar	100.7	114.2	107.4	104.0	101.2	102.6	110.4	107.1	106.7	104.5	108.1	103.8	107.3
Apr	108.2	111.5	110.5	105.1	110.1	103.9	105.9	108.1	106.6	116.6	110.9	104.3	111.4
May	105.3	112.5	111.2	115.9	103.4	105.7	106.6	108.3	108.5	106.0	106.1	105.5	111.7
June	105.9	113.8	111.8	106.1	103.7	107.5	107.4	110.2	110.8	109.7	107.9	105.9	111.4
July	112.0	111.8	114.5	109.8	111.3	107.1	108.0	109.8	109.8	109.8	108.3	108.4	110.6
Aug	133.6	113.2	111.1	115.8	108.9	106.2	109.8	109.3	108.4	104.5	108.5	108.5	110.4
Sept	123.0	112.5	110.8	120.2	104.6	106.8	110.5	109.4	108.7	106.2	107.7	107.8	110.7
Oct	114.7	113.4	111.4	112.1	112.6	106.9	111.5	111.1	110.5	108.0	111.4	107.1	111.0
Nov	108.7	122.2	111.3	114.4	105.4	108.0	114.7	112.7	111.5	110.0	110.7	108.9	116.1
Dec	108.1	114.2	115.7	113.2	108.4	109.3	117.8	113.2	112.9	112.3	109.6	110.1	116.3
1992 Jan	105.5	125.0	112.2	113.2	112.6	107.5	113.1	112.8	112.9	111.9	111.0	109.9	113.1
Feb	101.2	124.5	112.2	112.8	107.5	108.6	113.3	114.0	113.1	115.2	111.7	111.1	114.7
Mar	106.7	127.1	123.0	113.3	109.2	109.5	122.6	117.8	117.5	118.4	114.7	114.4	123.0
Apr	114.2	129.0	112.7	117.2	116.4	109.1	113.3	113.8	113.9	115.1	111.8	112.6	115.6
May	116.3	122.7	113.8	118.8	109.3	110.6	113.7	114.3	115.9	127.2	111.9	113.4	117.8
June	115.2	119.6	116.6	118.1	109.8	112.2	114.8	116.3	116.6	120.5	113.2	114.0	118.1
July	117.2	124.3	116.5	118.2	120.9	111.5	115.3	118.0	116.6	119.5	112.7	115.7	117.4
Aug	124.0	121.2	115.6	116.7	108.0	112.1	115.5	116.6	115.1	115.6	116.8	114.8	117.5
Sept	126.3	121.3	114.9	117.5	108.5	111.4	114.2	116.2	115.3	114.1	113.9	115.1	118.1
Oct	119.1	117.5	115.5	123.5	121.4	111.7	115.3	122.7	116.0	114.6	116.8	114.3	118.8
Nov	113.3	126.3	117.5	120.9	108.5	112.4	120.0	119.4	117.8	115.8	117.0	115.9	126.1
Dec	107.0	127.2	121.6	120.4	111.9	113.0	123.1	120.5	119.6	117.9	116.5	115.6	124.5
1993 Jan	109.7	127.6	116.6	119.5	121.9	112.4	119.4	120.3	117.8	115.1	114.6	113.9	124.4
Feb	108.9	127.2	116.1	120.1	110.0	114.4	119.2	121.5	119.1	117.7	116.6	114.5	123.2
Mar	113.0	127.6	125.3	121.0	111.6	114.6	130.4	124.5	122.7	119.3	121.4	117.3	128.2
Apr	114.4	132.0	119.3	121.8	118.7	114.6	118.6	121.0	120.1	116.8	118.5	118.8	123.3
May	114.7	130.4	117.8	122.9	113.9	115.3	118.9	121.5	117.3	119.2	117.3	119.4	125.9
June	118.6	132.2	118.3	120.5	113.2	117.5	120.9	123.5	122.2	122.5	118.4	119.3	123.7
July	124.1	132.7	122.4	124.1	130.5	120.2	124.0	122.2	124.0	122.8	121.9	120.3	123.9
Aug	134.7	126.8	118.9	121.9	110.1	116.1	118.5	121.1	120.9	119.0	118.5	118.5	123.5
Sept	126.0	130.9	118.4	121.6	113.9	116.0	118.6	122.6	120.5	118.0	119.2	119.5	123.2
Oct	121.2	133.0	119.0	122.9	127.4	115.6	119.2	123.6	122.5	119.8	119.9	120.0	123.6
Nov	117.8	135.7	119.4	126.4	113.3	124.4	124.9	124.9	123.7	120.7	120.1	120.7	129.0
Dec	108.7	138.6	123.7	124.0	118.3	120.9	126.5	124.4	124.1	123.2	118.9	121.0	130.3
1994 Jan	112.6	139.5	121.4	123.2	124.6	117.4	123.2	125.2	124.2	122.9	120.0	121.3	126.0
Feb	112.5	134.5	123.6	123.8	114.7	118.6	124.1	126.7	124.6	124.7	119.9	124.2	126.2
Mar	121.6	136.6	127.6	123.9	117.8	120.6	134.4	130.3	130.1	130.0	123.0	126.6	137.4
Apr	117.1	137.0	129.7	124.7	128.8	120.5	123.1	127.7	124.9	126.4	122.4	124.3	127.8
May	119.4	240.2	124.5	126.0	117.7	121.5	123.0	128.3	127.1	129.3	120.5	127.3	129.6
June	121.3	137.3	123.0	124.5	116.9	122.7	126.4	127.1	127.9	132.0	122.0	128.0	129.3
July	127.7	140.1	124.1	125.2	142.6	123.5	123.8	127.9	128.0	131.1	123.6	128.3	129.9
Aug	134.9	130.4	122.9	132.0	119.9	119.7	122.0	126.3	126.7	127.2	123.3	126.5	130.1
Sept	130.6	134.9	122.4	128.9	119.3	120.3	123.7	127.8	126.1	127.8	122.7	129.5	129.1
Oct	124.7	134.0	122.7	128.1	135.8	121.6	123.7	129.0	127.4	132.1	125.6	130.3	129.7
Nov	115.4	137.7	122.7	129.9	120.9	121.6	126.6	130.3	129.1	132.2	127.2	131.1	134.3

5.4 EARNINGS AND HOURS

Average earnings and hours of full-time manual employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/engineering	Metal goods, electronic and vehicles industries	Food, drink engineering	Paper and tobacco printing and publishing	Other manu- products, industries	Construction factoring	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	66
MEN												
Weekly earnings												
1987	135.1	228.4	205.3	191.6	188.7	194.4	194.8	231.9	193.1	180.5	156.7	128.8
1988	154.2	252.8	221.3	211.8	201.2	212.2	209.2	247.9	208.0	195.8	169.0	142.4
1989	162.0	270.7	242.7	232.9	221.2	232.3	225.1	263.7	222.1	214.2	184.9	154.3
1990	179.5	298.7	262.0	252.7	239.4	252.0	247.7	276.8	241.2	245.7	200.0	165.7
1991	178.1	302.8	262.4	254.8	243.1	254.0	248.5	280.5	242.2	245.9	204.4	165.0
1992	192.5	334.1	273.1	261.4	257.7	263.2	259.2	294.1	254.2	257.1	217.0	174.4
1993	203.1	360.0	292.7	279.3	270.2	282.2	280.7	311.2	270.2	274.7	227.3	184.4
1994	211.7	369.0	302.9	289.4	276.9	289.6	289.6	319.9	278.9	274.3	235.0	186.6
1994	219.2	380.7	312.5	298.5	283.7	299.8	292.0	339.4	286.0	277.4	241.7	187.5
Hours worked												
1987	44.6	42.5	45.2	44.8	44.2	44.4	45.8	43.6	44.8	44.6	44.0	43.7
1988	46.8	42.8	45.2	46.1	44.5	45.2	46.1	44.2	45.3	45.4	43.9	42.9
1989	46.7	43.3	45.4	46.6	45.2	45.7	46.2	43.9	45.2	46.0	44.0	42.4
1990	47.5	43.5	45.0	46.2	45.0	45.4	46.6	43.6	45.0	46.0	44.0	42.6
1991	47.6	43.5	45.0	46.3	44.9	45.5	46.5	43.7	45.1	46.0	44.3	42.5
1992	47.8	43.8	44.0	44.0	43.1	43.7	46.0	42.6	44.3	45.4	43.8	41.9
1993	47.0	43.6	44.1	44.9	43.1	43.7	46.0	42.6	44.3	45.1	43.6	41.8
1994	46.8	43.0	44.2	44.3	43.0	43.3	45.4	42.9	44.2	44.7	43.8	41.9
1994	47.0	43.2	44.4	44.6	43.3	43.8	45.6	43.1	44.4	45.1	44.1	42.2
Hourly earnings												
1987	3.00	5.34	4.54	4.28	4.27	4.38	4.26	5.24	4.28	4.04	3.56	3.03
1988	3.27	5.88	4.89	4.60	4.52	4.70	4.51	5.54	4.56	4.30	3.85	3.29
1989	3.45	6.17	5.34	4.99	4.90	5.08	4.86	5.97	4.90	4.64	4.20	3.64
1990	3.77	6.77	5.80	5.46	5.32	5.53	5.31	6.32	5.34	5.31	4.55	3.86
1991	3.73	6.83	5.81	5.50	5.41	5.58	5.33	6.41	5.36	5.31	4.62	3.83
1992	4.02	7.50	6.19	5.95	5.80	6.08	5.84	6.82	5.74	5.63	4.97	4.13
1993	4.36	8.22	6.61	6.24	6.27	6.45	6.09	7.28	6.08	6.05	5.24	4.37
1994	4.54	8.54	6.81	6.53	6.40	6.68	6.41	7.40	6.29	6.12	5.39	4.44
1994	4.71	8.82	7.01	6.67	6.55	6.85	6.40	7.89	6.42	6.13	5.47	4.58
WOMEN												
Weekly earnings												
1987	111.8	..	124.2	127.5	124.3	127.6	127.6	136.2	114.4	..	106.3	96.2
1988	109.0	..	133.3	131.6	132.6	136.0	134.2	148.5	122.8	..	113.1	105.0
1989	118.7	..	147.3	141.7	143.6	146.1	146.1	161.8	132.7	..	125.4	115.4
1990	134.3	..	164.9	159.9	155.2	159.0	164.6	175.7	147.4	..	132.7	126.2
1991	132.2	..	165.6	158.8	154.2	158.3	162.9	182.9	147.7	..	135.0	124.5
1992	142.1	..	176.3	166.8	162.4	167.2	176.8	185.1	157.2	..	148.8	135.0
1993	152.6	..	190.1	180.0	175.4	181.2	191.3	193.8	168.4	..	153.1	137.7
1994	157.6	..	198.0	185.5	180.5	187.4	201.8	210.7	177.3	..	164.3	139.3
1994	169.8	..	206.2	190.3	190.3	194.7	201.6	216.9	178.8	..	169.2	146.6
Hours worked												
1987	41.7	..	40.0	41.1	40.6	40.8	41.0	39.6	40.0	..	39.4	38.9
1988	40.8	..	40.3	41.4	40.9	41.1	41.1	39.9	40.2	..	39.5	38.7
1989	40.9	..	40.3	41.1	40.9	41.5	40.2	40.2	..	..	39.8	39.2
1990	41.1	..	40.7	41.5	40.7	41.0	41.6	40.3	..	..	39.5	39.0
1991	41.2	..	40.9	41.6	40.8	41.0	41.6	40.2	..	..	39.6	39.0
1992	42.3	..	40.3	39.8	40.0	39.9	41.5	39.8	..	..	40.0	39.1
1993	40.9	..	40.3	40.7	40.3	40.3	41.7	39.7	..	..	39.6	39.1
1994	42.2	..	40.4	40.3	40.4	40.4	41.6	40.5	..	..	40.1	38.7
1994	42.1	..	41.0	40.6	41.0	40.9	41.9	40.2	..	..	40.4	39.0
Hourly earnings												
1987	2.69	..	3.11	3.10	3.06	3.12	3.12	3.44	2.87	..	2.70	2.55
1988	2.69	..	3.31	3.18	3.24	3.30	3.26	3.72	3.05	..	2.88	2.75
1989	2.94	..	3.65	3.45	3.51	3.57	3.53	4.02	3.30	..	3.14	2.97
1990	3.33	..	4.06	3.85	3.81	3.89	3.96	4.36	3.66	..	3.37	3.26
1991	3.29	..	4.06	3.82	3.78	3.86	3.91	4.55	3.67	..	3.42	3.20
1992	3.39	..	4.38	4.19	4.06	4.18	4.27	4.65	3.93	..	3.72	3.50
1993	3.77	..	4.71	4.44	4.36	4.50	4.59	4.88	4.19	..	3.87	3.59
1994	3.75	..	4.90	4.60	4.48	4.64	4.84	5.20	4.40	..	4.08	3.87
1994	4.06	..	5.04	4.70	4.66	4.78	4.83	5.36	4.42	..	4.21	3.81
ALL												
Weekly earnings												
1987	133.4	..	195.4	187.5	169.9	185.4	179.1	215.1	170.3	180.2	150.3	113.1
1988	149.7	..	251.5	207.3	180.9	201.8	190.8	231.3	182.9	195.2	162.2	124.9
1989	158.0	..	268.9	231.8	227.1	239.2	206.1	246.4	195.4	213.7	177.9	135.0
1990	175.6	..	296.6	250.4	247.0	213.8	239.2	257.7	214.2	244.9	192.4	145.7
1991	174.4	..	300.6	250.3	248.8	216.3	240.7	261.9	214.2	245.2	195.4	144.2
1992	187.6	..	331.5	260.9	255.4	224.2	244.2	272.6	225.0	256.6	207.8	155.5
1993	198.7	..	357.6	280.1	273.6	242.4	268.3	289.4	240.4	274.0	218.1	162.3
1994	207.0	..	366.7	289.7	283.4	250.0	276.1	301.3	250.0	273.7	226.5	164.5
1994	215.4	..	378.7	298.6	292.0	257.3	285.7	320.0	255.8	276.8	232.7	169.1
Hours worked												
1987	44.3	42.4	44.5	44.6	43.2	43.9	44.6	42.9	43.4	44.6	43.4	41.4
1988	46.2	42.7	44.6	45.8	43.4	44.6	45.1	43.4	43.8	45.3	43.4	40.9
1989	46.2	43.2	44.8	46.3	43.8	45.1	45.9	43.2	43.7	46.0	43.5	40.8
1990	46.9	43.4	44.5	45.9	43.7	44.8	45.3	43.0	43.7	46.0	43.5	40.7
1991	47.0	43.4	44.5	46.0	43.7	44.9	45.2	43.0	43.6	46.0	43.7	40.7
1992	47.3	43.7	43.6	43.7	42.3	42.8	44.9	42.1	42.9	45.3	43.3	40.5
1993	46.5	43.5	43.7	44.6	42.2	43.3	44.8	42.1	43.0	45.0	43.1	40.5
1994	46.4	42.9	43.7	44.1	42.3	42.9	44.4	42.4	43.1	44.7	43.4	40.3
1994	46.6	43.1	43.9	44.4	42.6	43.4	44.6	42.7	43.3	45.0	43.6	40.7
Hourly earnings												
1987	2.98	5.31	4.38	4.21	3.93	4.22	4.01	4.93	3.90	4.04	3.46	2.81
1988	3.22	5.85	4.70	4.53	4.16	4.52	4.22	5.26	4.15	4.30	3.74	3.04
1989	3.41	6.14	5.16	4.91	4.50	4.89	4.56	5.66	4.45	4.64	4.08	3.31
1990	3.73	6.73	5.61	5.37	4.89	5.33	4.99	5.99	4.88	5.29	4.43	3.56
1991	3.70	6.79	5.61	5.41	4.95	5.36	4.99	6.07	4.89	5.30	4.48	3.51
1992	3.97	7.46	5.97	5.85	5.31	5.84	5.43	6.84	5.22	5.63	4.81	3.83
1993	4.32	8.18	6.39	6.14	5.73	6.20	5.72	6.41	5.22	6.03	5.09	4.01
1994	4.47	8.51	6.58	6.42	5.88	6.43	6.02	7.02	5.77	6.11	5.24	4.09
1994	4.66	8.79	6.76	6.57	6.04	6.59	6.01	7.51	5.89	6.12	5.32	4.24

Note: Results for each year up to and including 1989 together with the first row of figures for 1990 are based on the Key list of Occupations for Statistical Purposes (KOS). Results for 1991 onwards together with the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See technical note in Employment Gazette, page 610, November 1991. .. denotes information not available.

EARNINGS AND HOURS 5.4

Average earnings and hours of full-time manual employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

Distribution, hotels and catering; repairs	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
6	71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9
1987	152.4	202.0	206.9	203.6	233.2	167.4	175.3	156.8	153.2	154.8	195.9	172.0
1988	164.5	215.2	212.5	214.3	260.6	176.6	188.4	174.0	163.8	168.2	212.3	184.0
1989	180.4	229.1	233.3	230.7	278.0	207.8	208.2	192.8	177.3	181.5	230.6	200.5
1990	194.4	247.1	248.6	247.7	312.4	233.5	234.8	200.9	183.6	197.4	250.0	216.8
1991	197.6	249.9	248.1	249.2	312.0	231.7	235.0	202.0	190.2	197.6	251.4	219.7
1992	208.7	269.1	261.8	266.5	335.1	248.2	250.9	219.6	207.6	216.7	261.8	236.4
1993	218.9	280.3	284.6	281.8	344.6	254.8	259.2					

5.5

EARNINGS AND HOURS

Average earnings and hours of full-time non-manual employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manufacturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1980	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	68
MEN												
Weekly earnings												
1987	..	314.8	289.5	256.9	261.6	269.5	279.5	287.7	272.1	243.9	223.2	200.9
1988	243.7	338.7	312.2	292.3	282.2	296.6	300.4	328.6	300.9	274.0	247.7	223.9
1989	250.8	370.4	338.6	321.1	315.4	331.0	333.8	350.6	328.4	312.6	273.7	246.8
1990	290.8	410.8	364.8	351.8	343.2	361.6	371.0	394.7	368.2	346.8	300.2	272.2
1991	273.6	404.3	353.5	340.5	336.4	350.9	352.2	379.4	349.9	343.8	284.2	256.1
1992	302.9	451.4	387.6	366.5	368.4	379.4	380.9	404.2	374.5	368.2	302.7	274.6
1993	308.7	486.1	416.6	387.9	392.7	400.0	417.7	433.0	401.5	390.0	319.4	300.2
1994	314.0	499.9	440.9	405.2	412.2	420.0	459.5	453.8	427.5	401.0	330.2	307.2
1994	333.0	539.2	452.3	414.3	430.3	430.8	446.0	465.9	431.4	414.5	338.9	298.3
Hours worked												
1987	..	38.5	38.6	39.9	39.9	39.9	38.7	37.9	38.7	39.9	40.0	42.4
1988	41.5	38.5	38.8	39.9	40.0	40.0	38.5	38.0	38.7	39.8	40.1	42.2
1989	..	38.8	38.7	40.2	39.9	40.2	38.5	38.1	38.8	40.3	40.1	43.0
1990	..	39.2	38.8	40.2	39.7	40.2	38.6	38.0	38.8	40.2	40.0	42.3
1991	41.7	39.3	39.5	40.6	40.0	40.5	38.4	39.6	39.6	40.3	40.4	42.6
1992	42.5	39.1	39.0	39.8	39.6	39.7	39.7	38.2	39.3	40.0	40.5	42.4
1993	41.1	38.7	39.0	40.0	39.5	39.6	39.6	38.2	39.4	40.0	40.5	43.0
1994	42.8	38.8	39.2	40.2	39.6	39.8	40.1	38.5	40.0	40.3	40.7	42.6
Hourly earnings												
1987	..	8.13	7.38	6.35	6.49	6.68	7.09	7.30	6.83	6.07	5.41	4.74
1988	5.16	8.70	7.86	7.15	6.97	7.31	7.68	8.19	7.49	6.83	5.98	5.13
1989	..	9.50	8.66	7.76	7.74	8.08	8.52	8.83	8.24	7.73	6.63	5.82
1990	..	10.32	9.35	8.54	8.54	8.89	9.41	9.86	9.14	8.54	7.20	6.58
1991	6.16	10.16	8.87	8.17	8.27	8.54	8.54	9.33	8.44	8.46	6.72	5.98
1992	6.77	11.40	9.85	9.06	9.13	9.46	9.13	9.56	8.77	8.56	7.13	6.70
1993	7.57	12.78	11.03	9.90	10.28	10.46	11.32	10.45	9.92	10.35	14.01	12.88
1994	7.88	13.68	11.24	10.17	10.81	10.77	11.20	11.83	10.57	10.05	14.58	13.21
WOMEN												
Weekly earnings												
1987	..	171.3	154.4	132.9	145.1	144.9	150.7	169.0	151.2	134.2	122.9	127.8
1988	151.7	187.7	170.0	142.1	162.3	159.6	170.6	185.2	164.2	152.4	136.6	148.3
1989	..	205.9	190.6	164.9	172.7	181.5	176.7	203.2	180.8	167.8	150.7	156.7
1990	176.4	228.7	210.2	178.9	192.7	197.9	197.6	230.3	204.3	180.4	163.9	178.5
1991	173.3	228.6	209.4	179.0	191.8	197.4	197.6	227.2	201.4	179.9	163.5	174.2
1992	195.7	258.7	231.4	197.7	216.2	219.3	215.7	247.6	220.2	196.2	182.2	184.6
1993	220.8	278.2	251.3	211.9	226.6	233.5	232.0	263.9	236.3	209.6	193.7	194.7
1994	211.8	293.4	269.8	223.4	235.5	243.5	258.5	284.5	255.4	216.8	204.4	215.2
1994	221.1	305.3	270.6	229.9	252.6	256.6	260.6	306.7	265.5	229.9	212.3	219.0
Hours worked												
1987	..	37.6	37.6	37.8	38.3	38.0	37.0	36.5	37.0	37.2	38.2	39.3
1988	37.4	37.6	37.5	37.9	38.3	38.1	37.3	36.6	37.2	37.3	38.3	39.2
1989	..	37.6	37.4	38.2	38.2	38.2	37.4	36.6	37.2	37.4	38.4	39.9
1990	..	37.8	37.5	37.7	38.2	38.0	37.3	36.5	37.2	37.3	38.3	39.6
1991	..	37.9	37.4	37.8	38.2	38.1	37.3	36.6	37.4	37.3	38.3	39.5
1992	38.7	37.8	37.5	37.6	38.2	38.0	37.6	36.6	37.4	37.5	38.5	39.1
1993	38.4	37.7	37.5	37.7	38.0	38.0	37.7	36.7	37.4	37.5	38.3	39.6
1994	39.0	37.8	37.5	38.2	38.2	38.0	37.4	36.8	37.4	37.4	38.4	39.7
1994	..	37.8	37.4	38.2	38.2	38.1	37.7	36.8	37.6	37.7	38.6	40.2
Hourly earnings												
1987	..	4.56	4.11	3.47	3.78	3.79	4.05	4.49	3.96	3.46	3.19	3.17
1988	3.97	4.99	4.52	3.74	4.21	4.16	4.52	4.97	4.35	3.97	3.54	3.60
1989	..	5.47	5.11	4.26	4.53	4.71	4.72	5.45	4.79	4.45	3.90	3.84
1990	..	6.04	5.50	4.66	4.95	5.14	5.28	6.15	5.40	4.78	4.24	4.35
1991	..	6.03	5.48	4.66	4.92	5.13	5.23	6.06	5.29	4.78	4.23	4.29
1992	5.09	6.86	6.19	5.22	5.59	5.75	5.73	6.66	5.83	5.20	4.68	4.89
1993	..	7.34	6.67	5.58	5.95	6.13	6.12	7.05	6.22	5.46	5.01	5.21
1994	5.38	7.76	7.15	5.76	6.17	6.39	6.84	7.68	6.74	5.80	5.30	5.48
1994	5.60	8.16	7.26	5.94	6.57	6.72	6.88	8.26	7.00	6.05	5.47	5.51
ALL												
Weekly earnings												
1987	195.7	272.2	250.3	227.5	232.5	239.6	235.8	243.2	227.4	222.3	175.1	168.9
1988	218.0	293.1	270.1	255.4	252.9	263.3	258.5	272.8	250.8	246.7	195.6	191.2
1989	228.2	321.1	292.7	284.6	279.4	294.9	275.4	290.5	271.6	278.3	215.4	203.8
1990	261.4	356.7	314.9	305.5	321.6	307.6	326.0	309.1	309.1	298.8	235.6	226.1
1991	249.5	352.5	310.1	306.1	299.4	314.6	298.8	319.4	296.3	307.2	231.1	216.4
1992	277.8	392.0	340.8	329.0	341.5	324.6	341.4	318.7	329.6	323.4	249.9	229.3
1993	287.9	420.3	369.0	347.9	350.3	360.6	353.2	368.6	342.1	350.7	264.1	250.6
1994	290.0	431.3	390.2	363.8	368.6	379.5	390.5	385.6	363.6	359.9	276.0	260.2
1994	304.9	459.8	398.5	371.4	387.5	391.2	381.2	401.4	369.1	374.7	284.2	259.3
Hours worked												
1987	..	38.2	38.3	39.4	39.5	39.4	38.1	37.3	38.1	39.3	39.1	40.9
1988	40.1	38.2	38.4	39.4	39.6	39.5	38.1	37.4	38.1	39.2	39.2	40.6
1989	39.7	38.4	38.3	39.7	39.5	39.7	38.1	37.5	38.1	39.6	39.2	41.4
1990	39.8	38.8	38.3	39.6	39.3	39.6	38.1	37.3	38.1	39.5	39.1	40.8
1991	40.8	38.9	38.8	39.9	39.5	39.9	39.1	37.7	38.8	39.5	39.4	40.9
1992	41.0	38.6	38.5	39.3	39.2	39.3	38.9	37.5	38.6	39.4	39.6	40.5
1993	41.5	38.7	38.5	39.4	39.1	39.3	38.9	37.8	38.7	39.6	39.3	41.0
1994	40.3	38.3	38.5	39.5	39.1	39.2	38.8	37.7	38.6	39.4	39.5	40.8
1994	41.6	38.5	38.7	39.7	39.2	39.4	39.3	37.8	39.1	39.7	39.8	41.3
Hourly earnings												
1987	..	7.05	6.42	5.66	5.82	5.99	6.01	6.22	5.74	5.56	4.31	4.00
1988	4.77	7.56	6.86	6.30	6.30	6.55	6.61	6.87	6.28	6.17	4.79	4.34
1989	5.31	8.28	7.54	6.93	6.94	7.28	7.03	7.42	6.86	6.96	5.28	4.82
1990	6.11	9.04	8.09	7.67	7.64	7.99	7.79	8.24	7.62	7.73	5.73	5.35
1991	5.74	8.95	7.86	7.43	7.43	7.75	7.35	8.00	7.26	7.63	5.59	5.09
1992	6.44	10.00	8.74	8.22	8.20	8.59	8.10	8.64	7.91	8.22	6.02	5.70
1993	6.43	10.77	9.48	8.58	8.75	9.02	8.91	9.13	8.44	8.69	6.48	5.96
1994	6.99	11.12	9.88	8.98	9.27	9.53	9.75	9.75	9.05	8.99	6.76	6.27
1994	7.22	11.85	10.06	9.21	9.81	9.86	9.68	10.38	9.22	9.20	6.92	6.30

Note: Results for each year up to and including 1989 together with the first row of figures for 1990 are based on the Key list of Occupations for Statistical Purposes (KOS). Results for 1991 onwards together with the second row of figures for 1990 are based on the Standard Occupational Classification (SOC). See technical Note in Employment Gazette, page 610, November 1991. .. denotes information not available.

EARNINGS AND HOURS

Average earnings and hours of full-time non-manual employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

5.5

Distribution, hotels and catering; repairs	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
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5.6

EARNINGS AND HOURS Average earnings and hours of full-time employees by industry: employees on adult rates whose pay was not affected by absence for the survey period

GREAT BRITAIN	Agriculture forestry fishing	Energy and water supply industries	Extraction minerals/ores other than fuels; manufacture of metals, mineral products/chemicals	Mechanical engineering	Electrical/electronic engineering	Metal goods, engineering and vehicles industries	Food, drink and tobacco	Paper products, printing and publishing	Other manufacturing industries	Construction	Distribution and repairs	Hotels and catering
AT APRIL SIC 1990	0	1	2	32	34	3	41-42	47	4	50	61,62,64,65,67	68
MEN												
Weekly earnings												
1987	145.1	261.5	233.6	213.2	223.4	222.0	219.9	254.2	216.5	198.6	191.9	153.3
1988	167.0	286.0	251.6	238.1	240.3	243.1	237.7	279.8	236.3	218.1	210.6	169.9
1989	174.5	312.1	273.5	262.3	265.8	268.3	256.7	299.0	254.4	242.9	232.3	184.9
1990	195.7	345.8	295.4	287.0	289.2	292.9	284.0	324.5	280.3	277.3	253.6	200.2
1991	214.2	385.4	316.3	302.1	311.5	311.6	308.2	344.2	298.7	294.9	271.7	212.5
1992	225.0	416.6	340.1	320.7	332.0	331.2	327.6	367.6	318.3	315.6	285.7	227.1
1993	233.2	430.7	357.6	335.0	345.4	344.2	347.9	381.6	333.5	320.5	295.7	229.1
1994	241.7	459.3	368.5	343.2	356.5	353.7	343.5	398.1	338.6	328.3	303.7	225.9
Hours worked												
1987	44.3	41.0	43.0	43.3	42.2	42.8	43.8	41.4	43.2	43.4	42.0	43.3
1988	46.3	41.2	43.2	44.2	42.4	43.3	43.9	41.9	43.4	44.0	42.0	42.7
1989	46.2	41.4	43.3	44.6	42.7	43.8	44.2	41.7	43.4	44.5	42.1	42.6
1990	46.7	41.7	43.1	44.2	42.5	43.6	44.5	41.5	43.3	44.4	42.0	42.5
1991	47.0	41.8	42.2	42.4	41.4	41.8	44.1	40.8	42.5	43.7	41.8	42.1
1992	46.3	41.6	42.2	43.1	41.3	42.1	44.0	40.9	42.7	43.5	41.5	42.1
1993	45.9	40.9	42.1	42.7	41.3	41.8	43.5	40.8	42.5	43.1	41.7	42.0
1994	46.4	41.0	42.4	43.0	41.5	42.2	43.9	41.1	42.9	43.4	42.0	42.3
Hourly earnings												
1987	3.14	6.33	5.37	4.88	5.25	5.14	4.95	5.95	4.91	4.52	4.45	3.50
1988	3.45	6.88	5.75	5.31	5.61	5.55	5.33	6.42	5.29	4.89	4.86	3.74
1989	3.63	7.46	6.26	5.77	6.14	6.06	5.70	6.97	5.73	5.38	5.37	4.24
1990	4.04	8.17	6.79	6.37	6.73	6.65	6.24	7.62	6.27	6.12	5.82	4.53
1991	4.40	9.09	7.43	7.02	7.42	7.38	6.88	8.11	6.82	6.60	6.25	4.91
1992	4.73	9.97	7.98	7.30	7.90	7.76	7.34	8.57	7.22	7.09	6.54	5.12
1993	4.97	10.44	8.34	7.71	8.25	8.14	7.84	8.98	7.61	7.29	6.90	5.23
1994	5.15	11.10	8.54	7.88	8.54	8.33	7.77	9.54	7.73	7.37	7.02	5.40
WOMEN												
Weekly earnings												
1987	122.3	169.6	142.3	131.3	133.1	137.0	137.2	157.6	128.3	134.8	120.9	105.7
1988	124.9	186.2	155.0	139.2	145.0	148.7	148.8	173.3	138.7	151.0	133.7	118.2
1989	135.5	203.5	174.2	157.7	155.2	164.9	159.3	190.7	151.5	166.7	147.8	128.4
1990	150.5	226.0	193.3	173.2	170.7	180.3	178.4	213.5	170.5	178.5	160.5	142.4
1991	164.3	255.4	211.7	189.3	188.0	197.8	193.4	228.5	184.6	195.5	178.7	155.0
1992	184.1	275.3	229.5	203.9	198.8	211.6	209.6	242.8	198.3	205.7	189.8	163.9
1993	182.5	291.1	245.2	214.2	206.0	220.2	227.1	265.2	213.4	215.9	200.7	169.0
1994	195.2	303.7	248.2	220.0	217.9	230.1	227.8	285.0	219.0	228.7	208.2	174.6
Hours worked												
1987	40.1	37.6	38.6	38.8	39.6	39.3	39.4	37.6	38.9	37.6	38.3	39.0
1988	39.6	37.7	38.6	38.9	39.8	39.5	39.6	37.7	39.1	37.4	38.5	38.8
1989	39.8	37.7	38.5	39.1	39.8	39.5	39.8	37.8	39.1	37.6	38.5	39.4
1990	40.0	37.9	38.7	38.9	39.7	39.3	39.9	37.8	39.1	37.6	38.4	39.2
1991	40.9	37.8	38.5	38.2	39.1	38.8	39.9	37.6	38.9	37.6	38.6	39.1
1992	39.9	37.8	38.5	38.5	39.2	39.0	40.0	37.6	39.0	37.7	38.4	39.3
1993	40.6	37.7	38.5	38.4	39.4	39.0	39.8	37.8	39.0	37.5	38.6	39.0
1994	40.6	37.8	38.7	38.8	39.7	39.3	40.1	37.6	39.2	37.9	38.8	39.5
Hourly earnings												
1987	3.05	4.51	3.68	3.35	3.35	3.47	3.47	4.09	3.25	3.46	3.13	2.73
1988	3.13	4.93	4.00	3.57	3.63	3.75	3.72	4.53	3.51	3.93	3.45	3.00
1989	3.40	5.40	4.52	4.00	3.90	4.15	4.00	4.97	3.84	4.41	3.81	3.22
1990	3.75	5.96	4.92	4.39	4.25	4.46	4.46	5.54	4.30	4.70	4.14	3.56
1991	4.03	6.76	5.50	4.92	4.76	5.07	4.84	5.99	4.71	5.16	4.58	4.02
1992	4.43	7.26	5.92	5.27	5.06	5.41	5.22	6.32	5.02	5.41	4.90	4.21
1993	4.40	7.70	6.33	5.45	5.23	5.62	5.64	6.95	5.41	5.75	5.18	4.32
1994	4.77	8.12	6.43	5.60	5.47	5.84	5.65	7.50	5.54	6.00	5.34	4.47
ALL												
Weekly earnings												
1987	142.7	248.1	216.6	202.6	198.9	207.0	197.7	228.2	188.7	194.1	166.5	130.9
1988	161.6	271.1	233.1	225.4	214.4	226.2	213.6	250.8	205.2	212.6	183.9	146.3
1989	189.7	295.0	254.8	248.8	234.2	249.7	229.0	268.0	220.8	236.3	202.5	157.2
1990	190.5	326.8	275.2	272.8	256.1	272.6	253.6	291.6	245.1	268.5	220.9	171.2
1991	207.9	363.2	295.3	287.3	276.9	291.1	274.1	308.9	261.6	285.7	238.5	184.4
1992	220.0	391.4	318.6	305.5	295.4	309.5	293.6	331.5	322.1	305.5	251.7	196.4
1993	226.9	403.3	334.8	318.9	308.7	322.4	313.2	347.1	295.1	310.2	262.7	200.1
1994	236.2	426.9	343.8	326.5	320.1	332.1	310.2	364.9	300.4	318.6	270.4	202.1
Hours worked												
1987	43.9	40.5	42.2	42.7	41.5	42.2	42.6	40.4	41.8	43.0	40.6	41.2
1988	45.4	40.6	42.3	43.5	41.7	42.6	42.7	40.7	42.0	43.4	40.7	40.8
1989	45.4	40.8	42.4	43.9	41.9	43.0	42.9	40.5	41.9	43.9	40.8	40.9
1990	46.0	40.8	42.2	43.6	41.7	42.8	43.1	40.4	41.9	43.8	40.7	40.7
1991	46.2	41.1	41.4	41.9	40.7	41.3	42.8	39.8	41.3	43.2	40.6	40.5
1992	45.5	40.9	41.5	42.5	40.7	41.5	42.7	39.9	41.5	43.0	40.3	40.7
1993	45.2	40.3	41.4	42.1	40.8	41.3	42.4	39.9	41.4	42.6	40.6	40.5
1994	45.7	40.4	41.6	42.4	41.0	41.7	42.8	40.0	41.7	42.9	40.8	40.9
Hourly earnings												
1987	3.13	6.08	5.08	4.70	4.76	4.87	4.57	5.47	4.41	4.46	3.99	3.15
1988	3.41	6.61	5.43	5.11	5.09	5.25	4.90	5.92	4.75	4.82	4.38	3.39
1989	3.61	7.15	5.96	5.57	5.52	5.74	5.24	6.43	5.14	5.31	4.82	3.74
1990	4.01	7.84	6.45	6.15	6.06	6.29	5.74	6.96	5.66	6.02	5.24	4.03
1991	4.35	8.72	7.06	6.77	6.70	6.98	6.29	7.48	6.15	6.49	5.66	4.46
1992	4.69	9.51	7.60	7.06	7.12	7.35	6.74	7.94	6.54	6.96	6.07	4.67
1993	4.91	9.93	7.95	7.44	7.47	7.72	7.22	8.39	6.93	7.16	6.31	4.78
1994	5.11	10.52	8.13	7.60	7.75	7.91	7.17	8.97	7.06	7.26	6.45	4.96

5.6

Average earnings and hours of full-time employees by industry: employees on adult rates whose pay was not affected by absence for the survey period												
Distribution, hotels and catering, repairs	Transport	Postal services telecommunications	Transport and communication	Banking/finance	Business services	Banking, finance, insurance, business services/leasing	Public administration	Education/health services	Other services	Manufacturing industries	Service industries	All industries and services
6	71-77	79	7	81	83	8	91	93,95	9	2,3,4	6,7,8,9	0-9
Weekly earnings												
1987	222.9	234.1	226.9	311.9	288.8	284.5	228.5	235.5	224.1	222.3	227.6	224.0
1988	238.5	246.9	241.4	358.3	324.4	320.1	252.3	262.5	247.0	242.3	250.6	245.8
1989	259.8	265.6	262.0	382.6	358.1	350.9	274.0	284.8	269.2	264.6	275.2	269.5
1990	281.1	281.3	281.2	433.0	397.2	390.5	299.8	308.1	293.4	289.2	300.9	295.6
1991	302.6	303.0	302.7	454.5	418.5	412.8	328.3	344.3	327.3	308.1	325.7	318.9
1992	320.0	335.0	325.4	489.9	437.8	436.4	347.6	381.0	349.9	328.3	346.6	340.1
1993	337.9	344.4	340.2	509.7	451.8	449.9	373.7	394.4	366.8	342.7	361.3	353.5
1994	340.5	373.1	352.0	526.0	459.1	461.3	374.6	403.1	372.6	350.9	369.3	362.1
Hours worked												
1987	46.5	43.5	45.4	36.8	38.8	38.2	39.8	37.3	39.2	43.0	40.9	41.9
1988	47.2	42.9	46.6	36.9	38.9	39.4	39.7	37.0	39.1	43.3	40.9	42.1
1989	47.6	42.5	45.5	36.7	39.5	38.8	39.6	37.1	39.2	43.6	41.0	42.3
1990	47.2	42.6	44.4	36.7	39.5	38.8	39.5	36.9	39.1	43.4	40.9	42.2
1991	46.5	41.7	44.7	36.5	39.7	38.7	39.1	36.7	38.7	42.1	40.6	41.5
1992	46.3	42.6	44.9	36.5	39.5	38.6	39.2	36.7	38.7	42.3	40.6	41.4
1993	46.4	41.4</										

5.8 UNIT WAGE COSTS * All employees: index for main industrial sectors

UNITED KINGDOM	Manufacturing	Energy and water supply	Production industries	Construction	Whole economy	
SIC 1992 1990=100	Per cent change from a year earlier	R	R	R	Per cent change from a year earlier	
1980	64.5	22.9	70.7	62.2	53.5	21.9
1981	70.6	9.5	76.9	61.1	58.6	9.5
1982	73.9	4.7	80.1	67.7	61.6	5.1
1983	74.6	-9	76.3	67.1	63.7	3.4
1984	77.1	3.4	94.5	66.2	63.9	6.1
1985	81.5	5.7	80.9	72.5	67.3	5.3
1986	84.8	4.0	76.2	75.0	70.2	4.4
1987	86.9	2.5	84.9	79.4	77.7	4.6
1988	89.2	2.6	95.2	84.6	77.6	6.8
1989	93.2	4.5	96.2	93.7	90.7	9.6
1990	100.0	7.3	100.0	100.0	100.0	9.9
1991	107.0	7.0	111.3	101.3	107.3	7.3
1992	109.7	2.0	113.0	105.2	111.7	4.1
1993	109.7	.5	100.8	107.3	108.9	.4
1989 Q2	92.9	3.2	..	..	89.9	9.3
1989 Q3	94.0	6.1	..	..	92.1	10.3
1989 Q4	95.4	5.7	..	..	94.4	10.3
1990 Q1	97.2	7.4	..	..	96.5	10.1
1990 Q2	98.6	6.1	..	..	98.7	9.8
1990 Q3	100.9	7.4	..	..	101.6	10.4
1990 Q4	103.4	8.4	..	..	103.2	9.3
1991 Q1	105.3	8.4	..	..	105.3	9.2
1991 Q2	107.4	8.9	..	..	106.5	7.9
1991 Q3	107.2	6.3	..	..	108.1	6.4
1991 Q4	108.2	4.7	..	..	109.1	5.7
1992 Q1	110.2	4.6	..	..	111.4	5.8
1992 Q2	108.5	1.0	..	..	112.1	5.2
1992 Q3	108.8	1.5	..	..	111.4	3.1
1992 Q4	108.8	.5	..	..	112.0	2.7
1993 Q1	109.2	-9	..	..	112.2	.7
1993 Q2	108.7	-2	..	..	112.1	.0
1993 Q3	110.3	1.4	..	..	111.8	.4
1993 Q4	110.8	1.9	..	..	112.3	.2
1994 Q1	111.3	1.9	..	..	113.2	.9
1994 Q2	108.5	-1	..	..	111.4	-6
1994 Q3	108.7	-1.5	..	..	111.8	.0
1992 Nov	108.8	1.2	..	..	..	..
1992 Dec	108.7	.0	..	..	..	..
1993 Jan	108.3	-1.4	..	..	..	..
1993 Feb	108.3	-7	..	..	..	..
1993 Mar	110.9	-7	..	..	..	..
1993 Apr	107.6	.7	..	..	..	..
1993 May	108.3	-2.0	..	..	..	..
1993 Jun	110.1	1.8	..	..	..	..
1993 Jul	109.7	1.1	..	..	..	..
1993 Aug	110.8	1.1	..	..	..	..
1993 Sep	110.3	1.9	..	..	..	..
1993 Oct	111.1	2.1	..	..	..	..
1993 Nov	111.1	2.1	..	..	..	..
1993 Dec	110.2	1.4	..	..	..	..
1994 Jan	110.1	1.7	..	..	..	..
1994 Feb	110.2	1.7	..	..	..	..
1994 Mar	113.5	2.4	..	..	..	..
1994 Apr	108.2	.6	..	..	..	..
1994 May	109.0	.6	..	..	..	..
1994 Jun	108.4	-1.5	..	..	..	..
1994 Jul	108.1	-1.5	..	..	..	..
1994 Aug	109.2	-1.4	..	..	..	..
1994 Sep	108.7	-1.5	..	..	..	..
1994 Oct	109.2	-1.8	..	..	..	..
1994 Nov	110.3	-8	..	..	..	..
Three months ending: 1992 Nov	108.7	.7	..	..	..	..
1992 Dec	108.8	.5	..	..	..	..
1993 Jan	108.6	-1	..	..	..	..
1993 Feb	108.4	-7	..	..	..	..
1993 Mar	109.2	-9	..	..	..	..
1993 Apr	108.9	-3	..	..	..	..
1993 May	108.9	-7	..	..	..	..
1993 Jun	108.7	.2	..	..	..	..
1993 Jul	109.4	.3	..	..	..	..
1993 Aug	110.2	1.3	..	..	..	..
1993 Sep	110.3	1.4	..	..	..	..
1993 Oct	110.7	1.7	..	..	..	..
1993 Nov	110.9	2.0	..	..	..	..
1993 Dec	110.8	1.9	..	..	..	..
1994 Jan	110.5	1.7	..	..	..	..
1994 Feb	110.2	1.6	..	..	..	..
1994 Mar	111.3	1.9	..	..	..	..
1994 Apr	110.6	1.5	..	..	..	..
1994 May	110.2	1.2	..	..	..	..
1994 Jun	108.5	-1	..	..	..	..
1994 Jul	108.5	-8	..	..	..	..
1994 Aug	108.6	-1.5	..	..	..	..
1994 Sep	108.7	-1.5	..	..	..	..
1994 Oct	109.0	-1.6	..	..	..	..
1994 Nov	109.4	-1.3	..	..	..	..

Source: Central Statistical Office

Note: Manufacturing is based on seasonally adjusted monthly statistics of average earnings, employed labour force and output. Other sectors are based on national accounts data of wages and salaries, employment and output. Wages and salaries per unit of output. The indices have been rebased from 1988=100 to 1990=100, in common with other economic series. Figures on a 1985=100 basis were last published in *Employment Gazette*, September 1993.

EARNINGS 5.9 Selected countries: wages per head: manufacturing (manual workers)

	Great Britain (1,2)	Belgium (7,8)	Canada (8)	Denmark (6,8)	France (4)	Germany (FR) (8)	Greece (8)	Irish Republic (8)	Italy (4)	Japan (2,5)	Netherlands (4)	Spain (2,8,9)	Sweden (6,8)	United States (8,10)
Annual averages	66.6	86	82.0	74.7	83.4	81.3	48	76	74.2	83.3	92	67.5	67.3	88
1985	71.8	88	84.4	78.3	87.0	84.6	54	82	77.8	84.6	94	74.8	72.3	89
1986	77.5	90	86.9	85.6	89.4	87.8	59	86	82.9	85.8	95	80.5	77.0	91
1987	84.1	91	90.2	91.2	92.2	91.9	70	90	87.9	89.8	95	85.7	83.1	94
1988	91.4	96	95.1	95.4	95.7	95.1	84	95	93.2	94.9	97	92.0	91.4	96
1989	100.0	100	100.0	100.0	100.0	100.0	100	100	100.0	100.0	100	100.0	100.0	100
1990	108.2	105	104.8	104.5	104.6	106.6	117	105	109.8	103.5	104	108.2	104.7	103
1991	115.3	110	108.4	107.9	108.7	114.2	133	110	115.7	104.6	108	116.5	109.5	106
1992	120.5	112	110.6	110.6	111.6	120.4	147	..	119.7	104.7	112	124.4	113.0	108
Quarterly averages														
1992 Q3	116.0	110	108.0	108.5	108.9	115.6	134	108	115.9	102.9	109	117.2	110.1	106
1992 Q4	117.6	113	109.4	109.2	109.7	116.1	138	110	116.5	104.2	109	119.8	111.0	107
1993 Q1	119.6	110	111.2	108.4	110.3	116.7	140	112	118.3	103.1	110	121.1	111.5	107
1993 Q2	119.2	112	110.5	110.5	110.8	121.2	144	114	119.0	108.0	112	123.6	113.2	108
1993 Q3	121.0	113	110.1	111.1	111.8	121.7	148	115	120.6	103.8	112	125.1	112.9	109
1993 Q4	122.3	115	110.8	112.1	112.5	122.0	155	..	121.0	104.9	113	127.4	114.2	110
1994 Q1	125.4	112	112.9	..	112.9	122.6	159	..	123.3	106.7	114	127.7	115.4	111
1994 Q2	124.0	114	112.5	..	113.6	123.1	..	..	123.9	110.4	114	129.5	117.8	111
1994 Q3	126.4	115	111.3	..	114.3	124.9	..	..	..	103.8	114	..	117.7	111
Monthly														
1992 Sep	116.1	110	109.0	107.8	..	..	..	108	116.0	104.1	109	..	109.9	106
1992 Oct	117.8	..	109.0	108.5	109.7	116.1	..	..	116.4	104.4	109	..	110.3	106
1992 Nov	117.6	..	109.0	108.2	..	..	..	..	116.4	104.7	109	..	110.7	106
1992 Dec	117.5	113	110.7	110.9	..	..	..	110	116.7	103.6	109	..	112.2	107
1993 Jan	118.1	..	110.7	108.5	110.3	116.7	..	..	118.3	100.5	110	..	112.2	107
1993 Feb	119.2	..	111.5	108.5	..	..	..	..	118.3	104.6	110	..	111.2	107
1993 Mar	121.6	110	110.7	108.4	..	..	..	112	118.3	104.2	110	..	111.2	107
1993 Apr	118.0	..	111.5	109.6	110.8	121.2	..	..	118.3	105.2	112	..	113.1	108
1993 May	119.9	..	109.8	110.5	..	..	..	..	118.3	105.6	112	..	114.1	108
1993 Jun	119.6	112	109.8	111.6	..	..	..	114	120.3	113.1	112	..	112.5	108
1993 Jul	120.5	..	109.8	113.2	111.8	121.7	..	..	120.5	102.1	112	..	114.1	108
1993 Aug	121.1	..	109.8	109.6	..	..	..	..	120.5	103.7	112	..	111.8	108
1993 Sep	121.4	113	110.7	110.8	..	..	..	115	120.8	105.7	112	..	112.9	109
1993 Oct	122.3	..	110.7	111.0	112.5	122.0	..	..	121.0	105.2	113	..	113.8	109
1993 Nov	122.3	..	110.6	111.0	..	..	..	..	121.0	106.4	113	..	113.6	110
1993 Dec	122.3	115	111.2	114.3	..	..	..	..	121.0	103.0	113	..	115.1	111
1994 Jan	123.7	..	112.1	..	112.9	122.6	..	..	123.0	106.3	114	..	115.7	110
1994 Feb	124.4	..	113.0	..	..	..	..	..	123.4	106.9	114	..	115.1	111
1994 Mar	128.1	112	113.5	..	..	..	..	..	123.6	106.9	114	..	115.4	111
1994 Apr	123.5	..	112.7	..	113.6	123.1	..	..	123.8	107.8	114	..	118.1	111
1994 May	125.0	..	112.1	..	..	..	..	..	123.8	107.0	114	..	118.5	111
1994 Jun	124.8	114	112.7	..	..	..	..	..	124.0	116.5	114	..	116.8	111
1994 Jul	125.6	..	111.8	..	114.3	124.9	..	..	124.2	98.5	114	..	119.2	111
1994 Aug	126.7	..	110.6	..	..	..	..	..	124.3	103.5	114	..	116.4	111
1994 Sep	127.0	115	111.6	..	..	..	..	..	..	109.4	114	..	117.7	112
1994 Oct	128.2	..	..	..	..	..	..	..	..	..	114	..	..	..
1994 Nov	128.0	..	..	..	..	..	..	..	..	..	..	..	..	..
Increases on a year earlier														
Annual averages	8	2	3	5	4	4	13	7	5	2	2	11	7	1
1985	8	2	3	9	3	4	10	6	7	1	1	8	7	2
1986	9	1	4	7	3	5	18	4	6	5	0	6	8	3
1987	9	6	5	5	4	4	21	5	6	6	2	7	10	2
198														

6.1 RETAIL PRICES

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

	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		1 month	6 months
1993 Dec	141.9	0.2	0.6	142.8	0.2	0.8
1994 Jan	141.3	-0.4	0.4	142.1	-0.5	0.4
Feb	142.1	0.6	0.6	142.9	0.6	0.6
Mar	142.5	0.3	0.4	143.2	0.2	0.3
Apr	144.2	1.2	1.7	144.9	1.2	1.9
May	144.7	0.3	2.2	145.2	0.2	1.5
Jun	144.7	0.0	2.0	145.3	0.1	1.8
Jul	144.0	-0.5	1.9	144.6	-0.5	1.8
Aug	144.7	0.5	1.8	145.3	0.5	1.7
Sep	145.0	0.2	1.8	145.7	0.3	1.7
Oct	145.2	0.1	0.7	145.9	0.1	0.7
Nov	145.3	0.1	0.4	146.0	0.1	0.6
Dec	146.0	0.5	0.9	146.6	0.4	0.9

The increases from the November Budget in excise duties on petrol and vehicle licence fees and part of the increase in duties on tobacco fed into the index between November and December. Food prices rose sharply and there were also price increases for household goods and personal articles.

Food: The monthly rise in this index mostly reflected sharp price increases for seasonal foods, particularly fresh fruit, though some fresh vegetables and fresh fish were cheaper. Amongst non-seasonal foods there were price increases for processed foods and price recoveries for chicken. There were, however, falls on turkeys and soft drinks.

Tobacco: Between November and December, prices rose as a result of the higher excise duties announced in the November Budget starting to feed through.

Housing: A small increase in this index between November and December was mainly due to a continuing rise in the average outstanding mortgage debt and small increases in rents.

Household goods: Between November and December there were further price recoveries for furniture and furnishings following earlier sales, and increases as new stock entered the shops.

Personal goods and services: The monthly rise reflected price recoveries following earlier offers and new increases for a range of personal articles and services.

Motoring expenditure: The monthly rise in this index mainly reflected increases in excise duty on petrol and vehicles as announced in the November Budget. There were, however, further small reductions in second-hand car prices.

6.2 RETAIL PRICES

Detailed figures for various groups, sub-groups and sections for December 13

	Index Jan 1987=100		Percentage change over			Index Jan 1987=100		Percentage change over	
	Index Jan 1987=100	Percentage change over	1 month	12 months		Index Jan 1987=100	Percentage change over	1 month	12 months
ALL ITEMS	146.0	0.5	2.9		Tobacco	170.9	1.7	4.8	
Food and catering	139.7	0.5	2.9		Cigarettes	172.1		5	
Alcohol and tobacco	162.5	0.3	3.0		Tobacco	162.2		5	
Housing and household expenditure	147.3	0.3	3.7		Housing	160.4	0.2	5.6	
Personal expenditure	134.6	0.6	2.0		Rent	192.2		5	
Travel and leisure	146.5	0.5	2.0		Mortgage interest payments	161.3		11	
					Rates, community charge and council tax†	127.8		3	
All items excluding seasonal food	146.6	0.4	2.7		Water and other payments	222.6		7	
All items excluding food	148.5	0.4	2.9		Repairs and maintenance charges	153.2		3	
Seasonal food	122.0	3.7	11.2		Do-it-yourself materials	144.5		1	
Food excluding seasonal	134.5	0.1	1.1		Dwelling insurance & ground rent	202.0		2	
					Fuel and Light	133.8	0.0	6.5	
All items excluding housing	142.9	0.5	2.3		Coal and solid fuels	128.3		7	
All items exc mortgage interest	145.3	0.5	2.5		Electricity	147.8		6	
					Gas	122.4		8	
Consumer durables	117.4	0.4	-0.2		Oil and other fuels	111.8		1	
					Household goods	131.1	0.6	1.1	
Food	132.7	0.7	2.6		Furniture	133.8		3	
Bread	135.3		-1		Furnishings	129.0		3	
Cereals	137.9		-1		Electrical appliances	107.4		-5	
Biscuits and cakes	144.7		-2		Other household equipment	134.2		0	
Beef	129.6		3		Household consumables	148.3		0	
Lamb	128.5		2		Pet care	132.3		4	
of which, home-killed lamb	135.8		15		Household services	141.2	0.2	-0.2	
Pork	117.7		1		Postage	146.2		0	
Bacon	134.5		-1		Telephones, telexmessages, etc	110.6		-9	
Poultry	102.4		-6		Domestic services	165.5		4	
Other meat	124.2		0		Fees and subscriptions	158.0		2	
Fish	121.8		-1		Clothing and footwear	122.8	0.1	0.2	
of which, fresh fish	126.6		-4		Men's outerwear	123.0		0	
Butter	135.6		-1		Women's outerwear	110.5		-1	
Oil and fats	128.0		2		Children's outerwear	121.3		1	
Cheese	145.5		2		Other clothing	142.7		2	
Eggs	132.7		6		Footwear	127.5		0	
Milk fresh	150.6		8		Personal goods and services	156.6	1.4	4.5	
Milk products	146.4		5		Personal articles	123.7		3	
Tea	145.8		-1		Chemists goods	159.5		5	
Coffee and other hot drinks	116.7		29		Personal services	193.0		6	
Soft drinks	151.2		0		Motoring expenditure	150.5	0.9	2.6	
Sugar and preserves	136.4		-6		Purchase of motor vehicles	129.9		2	
Sweets and chocolates	133.6		4		Maintenance of motor vehicles	167.7		2	
Potatoes	154.6		26		Petrol and oil	153.2		4	
of which, unprocessed potatoes	177.6		59		Vehicles tax and insurance	200.9		2	
Vegetables	110.7		2		Fares and other travel costs	156.1	0.0	2.5	
of which, other fresh vegetables	102.7		4		Rail fares	189.7		5	
Fruit	124.2		9		Bus and coach fares	168.5		5	
of which, fresh fruit	122.3		10		Other travel costs	140.7		0	
Other foods	136.1		-1		Leisure goods	121.4	0.2	-1.4	
Catering	165.1	0.3	4.0		Audio-visual equipment	75.4		-7	
Restaurant meals	163.2		3		Tapes and discs	115.4		0	
Canteen meals	173.1		5		Toys, photographic and sport goods	121.4		0	
Take-aways and snacks	164.4		4		Books and newspapers	160.7		0	
Alcoholic drink	158.9	-0.3	2.1		Gardening products	141.2		0	
Beer	166.5		3		Leisure services	164.7	0.1	3.2	
on sales	171.5		3		Television licences and rentals	119.8		0	
off sales	135.3		-2		Entertainment and other recreation	198.4		6	
Wines and spirits	148.3		1		Foreign Holidays (Jan 1993 = 100)*	103.9		2	
on sales	163.5		4		UK Holidays (Jan 1994 = 100)#	101.7		2	
off sales	139.5		0						

Note: Indices are given to one decimal place to provide as much information as is available although accuracy is reduced at lower levels of aggregation. For this reason, annual percentage changes for individual sections are given rounded to the nearest whole number. * Foreign holidays were introduced into the RPI, within the leisure services component with effect from February 1993. # UK holidays were introduced into the RPI, within the leisure services component with effect from February 1994.

Source: Central Statistical Office

RETAIL PRICES 6.3

Average retail prices of selected items

Average retail prices on December 13 for a number of important items derived from prices collected by the Central Statistical Office for the purpose of the General Index of Retail Prices in more than 180 areas in the United Kingdom are given below.

It is only possible to calculate a meaningful average price for fairly standard items; that is, those which do not vary between retail outlets. The averages given are subject to uncertainty, an indication of which is given in the ranges within which at least four-fifths of the recorded prices fell, given in the final column below.

Average prices on December 13 1994

Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)	Item	Number of quotations	Average price (pence)	Price range within which 80 per cent of quotations fell (pence)
FOOD ITEMS				Margarine			
Beef: home-killed, per lb	682	154	109-209	Soft 500g tub	334	48	36-79
Best beef mince	647	269	199-325	Low fat spread, 250g	333	47	41-51
Topside	477	211	179-249	Cheese			
Brisket (without bone)	684	367	295-425	Cheddar type, per lb	328	194	159-229
Rump steak	674	211	169-298	Eggs			
Stewing steak				Size 2 (65-70g), per dozen	324	140	106-168
Lamb: home-killed, per lb				Size 4 (55-60g), per dozen	285	121	96-155
Loin (with bone)	668	325	249-399	Milk			
Shoulder (with bone)	651	154	125-199	Pasteurised, per pint	355	37	27-32
Leg (with bone)	631	248	208-289	Tea			
Lamb: imported (frozen), per lb				Loose, per 125g	325	64	46-76
Loin (with bone)	264	216	165-298	Tea bags, per 250g	338	123	94-156
Leg (with bone)	259	177	159-199	Coffee			
Pork: home-killed, per lb				Pure, instant, per 100g	335	180	169-199
Leg (foot cut)	560	132	89-189	Ground (filter fine), per 8oz	320	204	149-257
Loin (with bone)	667	170	139-209	Sugar			
Shoulder (with bone)	539	132	98-179	Granulated, per kg	340	60	53-73
Bacon, per lb				Fresh vegetables			
Streaky *	500	142	99-195	Potatoes, old loose, per lb	509	24	14-36
Gammon *	498	240	179-312	Potatoes, new loose, per lb	554	30	16-45
Back, Danish	454	223	176-299	Tomatoes, per lb	720	50	35-69
Back, home produced	453	210	169-285	Cabbage, greens, per lb	656	41	25-59
Ham				Cabbage, hearted, per lb	686	26	15-39
Ham (not shoulder), per 4oz	545	71	59-99	Cauliflower, each	703	65	45-79
Sausages, per lb				Brussels sprouts, per lb	708	36	25-55
Pork	549	116	98-145	Carrots, per lb	722	22	15-25
Canned meats				Onions, per lb	720	28	22-32
Corned beef 12oz can	332	90	75-109	Mushrooms, per 4oz	713	32	25-39
Chicken: roasting, oven ready, per lb				Cucumber, each	713	52	40-65
Frozen	305	69	58-87	Lettuce - iceberg, each	699	62	50-69
Fresh or chilled	666	93	85-107	Fresh fruit			
Fresh and smoked fish, per lb				Apples, cooking, per lb	707	37	32-40
Cod filets	554	255	198-320	Apples, dessert, per lb	722	41	35-49
Rainbow trout	539	227	148-409	Pears, dessert, per lb	711	46	38-59
Canned fish				Oranges, each	719	22	14-30
Red salmon, half size can	326	120	99-149	Bananas, per lb	721	45	39-55
Bread				Grapes, per lb	635	181	79-299
White loaf, sliced, 800g	355	50	35-78	Items other than food			
White loaf, unwrapped, 800g	354	74	59-85	Draught bitter, per pint	807	143	127-165
Brown loaf, sliced, 400g	343	52	37-61	Draught lager, per pint	812	161	145-180
Brown loaf, unsliced, 800g	339	78	59-87	Whisky per nip	813	112	100-130
Flour				Gin, per nip	815	112	100-129
Self-raising, per 1.5kg	325	57	41-72	Cigarettes 20 king size filter	3,346	245	206-264
Butter				Coal, per 50kg	456	690	545-846
Home produced, per 250g	320	69	63-78	Smokeless fuel per 50kg	546	976	800-1188
New Zealand, per 250g	311	65	63-66	4-star petrol, per litre	635	58	56-60
Danish, per 250g	308	76	73-82	Deriv per litre	619	53	50-55
				Unleaded petrol ord. per litre	630	52	50-55
				Super unleaded petrol, per litre	403	57	54-59

* Or Scottish equivalent.

General Notes - Retail Prices

The responsibility for the Retail Prices Index was transferred in July 1989 from the Employment Department to the Central Statistical Office. The RPI is now being published in full in the CSO's *Business Monitor MM23*.

Structure

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

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.

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

6.4 RETAIL PRICES

General index of retail prices

UNITED KINGDOM January 13, 1987 = 100		ALL ITEMS	All items except food	All items except seasonal food +	All items except housing	All items except mortgage interest	National- ised industries**	Consumer durables	Food	Seasonal + Non- seasonal + food	Catering	Alcoholic drink
1987	Weights	1,000	833	974	843	956	57	139	167	26	141	46
1988		1,000	837	975	840	958	54	141	163	25	138	50
1989		1,000	846	977	825	940	46	135	154	23	131	49
1990		1,000	842	976	815	925	—	132	158	24	134	47
1991		1,000	849	976	808	924	—	128	151	24	127	47
1992		1,000	848	978	828	936	—	127	152	22	130	47
1993		1,000	856	979	836	952	—	127	144	21	123	45
1994		1,000	858	980	842	956	—	127	142	20	122	45
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
1988		106.9	107.3	107.0	105.8	106.6	106.7	103.7	104.6	102.4	105.0	109.6
1989		115.2	116.1	115.5	111.5	112.9	—	107.2	110.5	105.0	111.6	116.5
1990		126.1	127.4	126.4	119.2	122.1	—	111.3	119.4	116.4	119.9	126.4
1991		133.5	135.1	133.8	128.3	130.3	—	114.8	125.6	121.6	126.3	139.1
1992		138.5	140.5	139.1	134.3	136.4	—	115.5	128.3	114.7	130.6	147.9
1993		140.7	142.6	141.4	138.4	140.5	—	115.9	130.6	111.4	134.0	155.6
1994		144.1	146.5	144.8	141.6	143.8	—	115.5	131.9	117.7	134.3	162.1
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
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
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
1990	Jan 16	119.5	120.2	119.6	114.6	116.1	—	108.0	116.0	116.3	116.0	121.2
1991	Jan 15	130.2	131.6	130.4	122.7	126.0	—	110.7	122.9	121.2	123.1	132.2
1992	Jan 14	135.6	137.1	135.9	131.6	133.1	—	113.2	128.4	125.2	129.0	143.3
1992	Dec 8	139.2	141.3	139.9	135.7	138.1	—	117.1	128.4	110.6	131.5	151.2
1993	Jan 12	137.9	139.7	138.6	135.0	137.4	—	112.8	128.8	112.2	131.7	151.7
1993	Feb 9	138.8	140.5	139.4	136.0	138.3	—	114.5	130.2	114.6	132.9	152.2
1993	Mar 16	139.3	140.8	139.8	137.0	139.2	—	115.9	131.3	116.3	133.9	153.0
1993	Apr 20	140.6	142.5	141.3	138.4	140.6	—	117.0	130.8	113.0	134.0	154.4
1993	May 18	141.1	142.8	141.6	139.0	141.0	—	117.3	132.2	118.0	134.6	155.1
1993	Jun 15	141.0	142.9	141.7	138.9	141.0	—	116.3	131.4	112.6	134.7	155.8
1993	Jul 20	140.7	142.6	141.5	138.5	140.6	—	113.3	131.3	109.4	135.3	156.4
1993	Aug 17	141.3	143.2	142.1	139.1	141.2	—	114.8	131.5	110.8	135.2	156.7
1993	Sep 14	141.9	144.1	142.8	139.8	141.8	—	117.0	130.9	108.3	135.0	157.3
1993	Oct 19	141.8	144.1	142.7	139.6	141.7	—	116.9	130.0	106.2	134.3	157.9
1993	Nov 16	141.6	144.0	142.5	139.3	141.4	—	117.4	129.1	105.7	133.4	158.3
1993	Dec 14	141.9	144.3	142.8	139.7	141.8	—	117.6	129.4	109.7	133.0	158.8
1994	Jan 18	141.3	143.5	142.1	139.3	141.3	—	113.0	130.0	110.3	133.5	159.1
1994	Feb 15	142.1	144.3	142.9	140.2	142.2	—	114.8	130.8	112.6	134.0	159.5
1994	Mar 15	142.5	144.7	143.2	140.6	142.6	—	116.2	131.6	115.1	134.4	160.0
1994	Apr 19	144.2	146.5	144.9	141.6	143.9	—	116.0	131.9	115.3	134.8	160.8
1994	May 17	144.7	146.9	145.2	142.1	144.5	—	116.2	133.2	123.2	134.8	161.3
1994	Jun 14	144.7	147.0	145.3	142.1	144.4	—	115.9	133.1	122.6	134.8	161.7
1994	Jul 19	144.0	146.2	144.6	141.2	143.7	—	112.3	132.3	119.5	134.4	162.2
1994	Aug 16	144.7	147.0	145.3	142.0	144.4	—	114.4	132.7	120.8	134.7	162.8
1994	Sep 13	145.0	147.6	145.7	142.3	144.7	—	116.3	131.6	116.4	134.2	163.4
1994	Oct 18	145.2	147.8	145.9	142.1	144.5	—	116.1	131.4	117.3	133.8	164.2
1994	Nov 15	145.3	147.9	146.0	142.2	144.6	—	116.9	131.8	117.6	134.3	164.6
1994	Dec 13	146.0	148.5	146.6	142.9	145.3	—	117.4	132.7	122.0	134.5	165.1

Source: Central Statistical Office

+ For the February, March and April 1988 indices the weights used 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 the relative shares of household expenditure.
 ** The Nationalised Industries index is no longer published from December 1989; see also General Notes under table 6.3.

RETAIL PRICES 6.4

General index of retail prices

Tobacco	Housing	Fuel and light	Household goods	Household services	Clothing and footwear	Personal goods and services	Motoring expenditure	Fares and other travel	Leisure goods	Leisure services	1987 Weights
38	157	61	73	44	74	38	127	22	47	30	1987
36	160	55	74	41	72	37	132	23	50	29	1988
36	175	54	71	41	73	37	128	23	47	29	1989
34	185	50	70	40	69	39	131	21	48	30	1990
32	192	46	70	45	63	38	141	20	48	30	1991
36	172	47	77	48	59	40	143	20	47	32	1992
35	164	46	79	47	58	39	136	21	46	62	1993
35	158	45	76	47	58	37	142	20	48	71	1994
100.1	103.3	99.1	102.1	101.9	101.1	101.9	103.4	101.5	101.6	101.6	1987
103.4	112.5	101.6	105.9	106.8	104.4	106.8	108.1	107.5	104.2	108.1	1988
106.4	135.3	107.3	110.1	112.5	109.9	114.1	114.0	115.2	107.4	115.1	1989
113.6	163.7	115.9	115.4	119.6	115.0	122.7	120.9	123.4	112.4	124.5	1990
129.9	160.8	125.1	122.5	129.5	118.5	133.4	129.9	135.5	117.7	138.8	1991
144.2	159.6	127.8	128.0	137.0	118.8	142.2	138.7	143.9	120.8	150.0	1992
156.4	151.0	126.2	128.0	141.9	119.8	147.9	144.7	151.4	122.5	156.7	1993
168.2	156.0	131.7	128.4	142.0	120.4	153.3	149.7	155.4	121.8	162.5	1994
100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	1987
101.4	103.9	98.3	103.3	105.0	101.1	104.3	105.1	105.1	102.8	103.6	1988
105.6	124.6	104.2	107.5	110.3	105.9	110.4	110.6	112.9	105.1	112.1	1989
108.3	145.8	110.6	112.0	121.2	110.8	116.6	115.0	117.5	110.1	119.6	1990
118.2	170.6	121.6	116.7	125.5	114.2	127.2	122.8	130.8	114.9	130.7	1991
137.4	156.0	127.7	123.9	135.3	115.7	138.4	134.0	140.9	119.3	145.5	1992
149.5	156.3	127.4	128.8	138.1	120.5	144.3	139.7	145.7	121.6	153.1	1992
150.0	151.6	127.1	125.8	139.8	114.9	144.7	137.9	148.6	121.3	153.6	1993
150.0	152.6	127.1	126.7	140.5	117.0	145.5	139.2	149.2	122.4	153.9	1993
150.0	149.5	127.3	127.9	141.2	119.2	146.3	140.6	149.5	122.5	154.2	1993
155.7	150.0	127.0	128.7	142.2	120.9	147.5	144.7	150.4	122.8	155.8	1993
156.6	150.1	126.2	128.9	141.8	121.3	147.8	145.3	152.3	123.2	156.1	1993
156.7	150.4	125.7	128.1	140.7	120.2	147.3	146.9	152.6	122.8	156.4	1993
156.8	150.6	125.4	126.5	142.2	116.0	147.8	147.2	152.0	121.7	156.7	1993
156.5	151.0	125.4	128.0	142.6	117.7	148.7	147.4	152.3	122.4	157.2	1993
159.5	151.3	125.7	128.8	142.8	122.2	149.0	147.8	152.6	122.4	158.8	1993
159.7	151.5	125.9	128.4	143.0	122.6	149.2	147.2	152.5	122.7	158.9	1993
159.8	151.7	125.8	129.0	143.4	122.8	150.6	145.2	152.4	123.1	159.4	1993
163.0	151.9	125.6	129.7	142.9	122.5	149.9	146.7	152.3	123.1	159.6	1993
166.5	150.2	125.4	126.1	142.4	116.2	149.5	147.5	154.0	122.3	160.1	1994
167.1	150.4	124.9	127.1	142.8	119.3	152.9	148.4	154.3	122.6	160.3	1994
167.1	150.6	124.5	128.5	141.9	121.0	150.9	149.2	154.7	122.8	160.5	1994
167.7	156.2	134.3	128.0	142.2	121.3	151.5	149.8	154.7	122.6	161.8	1994
168.4	156.4	133.8	128.5	142.3	121.4	154.6	150.4	155.2	122.7	162.2	1994
168.5	156.6	133.7	128.5	142.4	121.1	152.4	150.4	155.8	122.4	162.5	1994
168.5	156.8	133.9	126.3	142.3	116.0	152.4	150.0	155.6	120.7	162.6	1994
168.5	157.0	134.2	128.3	142.3	118.6	155.1	150.7	156.2	120.9	162.8	1994
168.5	157.3	134.2	129.0	142.5	122.2	155.2	150.4	156.0	121.2	163.9	1994
168.4	159.8	134.0	129.0	141.0	122.1	154.3	149.7	156.0	121.1	164.4	1994
168.0	160.1	133.8	130.3	140.9	122.7	154.4	149.1	156.1	121.2	164.5	1994
170.9	160.4	133.8	131.1	141.2	122.8	156.6	150.5	156.1	121.4	164.7	1994

Note: The structures of the published components of the index were recast in February 1987. (See General Notes under table 6.3).

Source: Central Statistical Office

RETAIL PRICES 6.5

General index of retail prices: percentage changes on a year earlier

	All
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6.8 RETAIL PRICES Selected countries

1985=100	United Kingdom	European Community	Belgium	Denmark	Germany (West)	Greece	Spain	France	Irish Republic	Italy	Luxembourg
Annual averages											
1987	107.7	106.9	102.9	107.8	100.1	143.2	114.5	105.9	107.1	110.9	100.2
1988	113.0	110.7	104.1	112.7	101.4	162.6	120.0	108.7	109.4	116.5	101.7
1989	121.8	116.3	107.3	118.1	104.2	184.9	128.2	112.7	113.9	123.8	105.1
1990	133.3	122.9	111.0	121.2	107.0	222.6	136.8	116.5	117.6	131.8	109.0
1991	141.1	129.0	114.6	124.1	110.7	265.9	145.0	120.0	121.3	140.2	112.4
1992	146.4	134.6	117.3	126.7	115.1	308.1	153.5	123.0	125.1	147.5	115.9
1993	148.7	139.1	120.6	128.3	119.8	352.6	160.6	125.6	126.9	153.8	120.1
Monthly											
1993 Oct	149.9	140.4	121.4	129.2	120.6	365.4	163.0	126.4	..	155.8	121.1
Nov	149.7	140.6	121.5	129.4	120.9	368.3	163.3	126.5	127.7	156.3	121.5
Dec	150.0	140.8	121.7	129.1	121.1	371.9	164.1	126.4	..	156.5	121.6
1994 Jan	149.4	141.3	122.2	129.1	122.2	369.3	165.6	126.6	..	157.4	121.6
Feb	150.2	141.8	122.6	129.6	122.6	370.1	165.7	126.9	128.5	157.9	122.0
Mar	150.6	142.3	122.6	129.8	122.8	381.0	166.2	127.2	..	158.4	121.9
Apr	152.4	142.9	122.8	130.3	123.1	386.8	167.0	127.5	..	158.7	122.0
May	153.0	143.3	123.2	130.9	123.4	389.9	167.3	127.8	129.5	159.4	122.3
June	153.0	143.5	123.4	131.1	123.6	393.7	167.4	127.8	..	159.7	122.3
July	152.2	143.5	124.2	130.8	123.7	387.3	168.0	127.8	..	160.1	122.8
Aug	153.0	143.9	124.4	131.3	123.8	388.5	169.3	127.8	130.5	160.4	123.0
Sep	153.3	144.3	124.2	131.4	123.9	401.1	169.7	128.1	..	160.9	123.4
Oct	153.5	144.6P	123.9	131.7	124.0	406.0	170.0	128.5	..	161.9P	123.6
Nov	153.5	144.9P	123.9	132.1	124.2	407.3	170.3	128.5P	130.7	162.5P	123.8
Increases on a year earlier											
Annual averages											
1987	4.2	3.3	1.6	4.1	0.2	16.4	5.2	3.1	3.2	4.8	Per cent
1988	4.9	3.6	1.2	4.5	1.3	13.5	4.8	2.6	2.1	5.0	-0.1
1989	7.8	5.1	3.1	4.8	2.8	13.7	6.9	3.7	4.1	6.3	0.9
1990	9.5	5.7	3.4	2.6	2.7	20.4	6.7	3.4	3.2	6.3	1.1
1991	5.9	5.0	3.2	2.4	3.5	19.5	6.0	3.0	3.1	6.4	2.6
1992	3.7	4.3	2.4	2.1	4.0	15.9	5.9	2.5	3.1	5.2	3.9
1993	1.6	3.3	2.8	1.3	4.1	14.4	4.6	2.1	1.4	4.3	3.8
Monthly											
1993 Oct	1.4	3.3	2.7	1.5	3.9	12.3	4.6	2.2	..	4.6	3.5
Nov	1.4	3.2	2.5	1.5	3.6	12.3	4.8	2.2	1.4	4.3	3.5
Dec	1.9	3.4	2.7	1.5	3.7	12.1	5.0	2.1	..	4.3	3.6
1994 Jan	2.5	3.4	2.4	1.7	3.5	11.1	4.9	1.9	..	4.4	2.6
Feb	2.4	3.3	2.5	1.8	3.4	11.0	5.0	1.8	1.7	4.3	2.6
Mar	2.3	3.2	2.3	1.7	3.2	10.2	4.9	1.5	..	4.3	2.3
Apr	2.6	3.2	2.4	2.0	3.1	10.4	5.0	1.7	..	4.1	2.1
May	2.6	3.2	2.6	1.9	3.0	11.0	4.9	1.7	2.7	4.0	2.1
June	2.6	3.2	2.8	2.1	3.0	10.9	4.7	1.8	..	3.8	2.1
July	2.4	3.1	2.7	2.0	2.9	11.2	4.7	1.7	..	3.8	2.2
Aug	2.4	3.1	2.4	2.2	3.0	11.1	4.8	1.7	2.5	3.8	2.0
Sep	2.2	3.0	2.5	2.0	3.0	11.9	4.5	1.6	..	3.9	2.2
Oct	2.4	3.0P	2.1	2.0	2.8	11.1	4.4	1.7	..	3.9P	2.1
Nov	2.6	3.0P	2.0	2.1	2.7	10.6	4.4	1.6P	2.4	4.0P	2.0

Source: Central Statistical Office/Eurostat

Notes: 1 Since percentage changes are calculated from rounded rebased series, they may differ slightly from official national sources.
2 The construction of consumer prices indices varies across countries. In particular, the treatment of owner occupier's shelter costs varies, reflecting both differences in housing markets and methodologies.

***** NOTE *****
The Central Statistical Office (CSO) also publishes international comparisons. Table numbers 11-13 in CSO's Retail Prices Monitor excludes housing expenses. Information on that basis is available for September 1994 onwards. We plan to include this in the *Employment Gazette* in future.

6.8 RETAIL PRICES Selected countries

1985=100	Netherlands	Portugal	United States	Japan	Switzerland	Austria	Norway	Sweden	Finland	Canada
Annual averages										
1987	99.8	122.2	105.7	100.7	102.2	103.1	116.5	108.6	107.1	108.7
1988	100.7	133.9	110.0	101.4	104.2	105.1	124.3	114.9	112.6	113.1
1989	101.7	151.0	115.3	103.7	107.4	107.8	130.0	122.3	120.0	118.7
1990	104.3	170.9	121.5	106.9	113.2	111.3	135.4	135.1	127.3	124.4
1991	108.4	189.5	126.6	110.4	119.8	115.0	140.0	147.8	132.6	131.4
1992	112.5	206.7	130.5	112.3	124.6	119.7	143.3	151.1	136.0	133.4
1993	114.9	220.0	134.3	113.8	128.7	124.0	146.5	158.2	139.7	135.8
Monthly										
1993 Oct	116.0	223.5	135.5	114.4	129.3	124.6	147.2	159.5	139.9	136.3
Nov	116.0	225.0	135.6	113.8	129.3	124.7	147.1	159.5	139.8	136.8
Dec	115.5	225.6	135.6	113.9	129.3	124.9	146.9	158.9	139.7	136.7
1994 Jan	115.9	227.4	136.0	114.0	129.5	125.8	146.6	159.4	139.3	136.7
Feb	116.6	228.8	136.4	114.0	130.1	126.6	147.2	159.9	139.8	135.7
Mar	117.3	229.3	136.9	114.6	130.1	127.0	148.0	160.5	140.1	135.5
Apr	117.5	230.6	137.1	114.8	130.1	126.9	148.1	161.2	140.3	135.6
May	117.6	231.1	137.2	114.9	129.3	127.1	148.2	161.5	140.5	135.3
June	117.3	231.5	137.6	114.4	129.5	127.3	148.5	161.5	141.7	135.6
July	117.7	231.9	138.0	113.8	129.5	128.8	148.8	161.6	141.9	136.1
Aug	118.2	232.2	138.6	114.4	130.0	129.6	148.8	161.6	142.1	136.2
Sep	119.2	232.7	138.9	114.8	130.1	128.5	149.5	163.1	142.4	136.3
Oct	119.3	233.6	139.0	115.3	130.0	128.2	149.7	163.3	142.5	136.1
Nov	118.9	234.0	139.2	114.8P	129.9	128.1	149.8	163.1	142.1	..
Increases on a year earlier										
Annual averages										
1987	-0.4	9.4	3.7	0.1	1.4	1.4	8.7	4.2	3.4	4.4
1988	0.9	9.6	4.1	0.7	2.0	1.9	6.7	5.8	5.1	4.0
1989	1.1	12.8	4.8	2.3	3.1	2.6	4.6	6.4	6.6	5.0
1990	2.6	13.2	5.4	3.1	5.4	3.2	4.2	10.5	6.1	4.8
1991	3.9	10.9	4.2	3.3	5.8	3.3	3.4	9.4	4.2	5.6
1992	3.8	9.1	3.1	1.7	4.0	4.1	2.4	2.2	2.6	1.5
1993	2.1	6.4	2.9	1.3	3.3	3.6	2.2	4.7	2.7	1.8
Monthly										
1993 Oct	2.8	6.3	2.8	1.3	3.3	3.5	2.0	4.3	1.6	1.9
Nov	2.8	6.5	2.7	1.0	2.3	3.5	1.9	4.8	1.4	1.9
Dec	2.5	6.4	2.6	1.0	2.4	3.5	1.8	4.0	1.6	1.7
1994 Jan	3.0	6.3	2.5	1.2	2.1	3.1	1.3	1.7	.3	1.3
Feb	3.0	6.1	2.5	1.1	1.9	3.2	1.4	1.8	.3	.2
Mar	3.0	6.0	2.5	1.3	1.3	3.1	1.0	1.7	.4	.2
Apr	2.8	6.0	2.4	.9	1.0	3.0	.9	1.7	.2	.2
May	2.9	5.7	2.3	.4	.5	3.0	.9	2.1	.2	-.2
June	3.0	5.7	2.5	.6	.5	2.9	1.1	2.5	1.3	.0
July	2.8	5.1	2.8	-.2	.7	2.8	1.4	2.7	1.6	.2
Aug	2.6	4.8	2.9	.0	.5	3.2	1.6	2.6	1.9	.2
Sep	2.7	4.7	3.0	.2	.7	3.1	1.7	2.5	1.9	.2
Oct	2.8	4.5	2.6	.7	.5	2.9	1.7	2.4	1.8	-.2
Nov	2.5	4.0	2.7	.8P	.5	2.8	1.8	2.2	1.5	..

Source: Central Statistical Office/Eurostat

7.1 LABOUR FORCE SURVEY

Economic activity ⁺, seasonally adjusted §§

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers **	All ++				
ALL									
Spring 1979	22,600	1,769	-	-	24,369	1,466 X	25,836 X	15,310 X	41,146
Spring 1981	21,574	2,191	-	-	23,765	2,521 X	26,286 X	15,654 X	41,940
Spring 1983	20,446	2,292	366	-	23,103	2,891 X	25,994 X	16,399 X	42,394
Spring 1984	20,613	2,608	325	-	23,547	2,954 X	26,501 X	16,174 X	42,675
Spring 1985	20,613	2,608	325	-	23,547	3,132	26,678	15,997	42,675
Spring 1986	20,772	2,704	408	-	23,884	3,005	26,889	16,063	42,952
Spring 1987	20,836	2,716	410	-	23,962	3,004	26,966	16,180	43,146
Spring 1988	20,879	2,986	503	-	24,368	2,913	27,281	16,148	43,429
Spring 1989	21,529	3,131	535	-	25,195	2,409	27,604	15,996	43,600
Spring 1990	22,157	3,414	493	-	26,064	2,010	28,074	15,671	43,745
Spring 1991	22,354	3,461	457	-	26,272	1,900	28,172	15,674	43,846
Spring 1992	21,973	3,306	413	-	25,692	2,334	28,026	15,878	43,846
Summer 1992	21,489	3,120	359	179	25,147	2,681	27,828	16,226	43,903
Autumn 1992	21,351	3,152	342	176	25,021	2,756	27,777	16,302	44,079
Winter 1992	21,288	3,092	340	179	24,900	2,818	27,719	16,381	44,099
Spring 1993	21,244	3,040	320	154	24,757	2,909	27,666	16,424	44,090
Summer 1993	21,275	3,092	335	148	24,849	2,838	27,687	16,458	44,145
Autumn 1993	21,228	3,126	318	153	24,825	2,854	27,679	16,489	44,145
Winter 1993	21,271	3,158	327	143	24,899	2,809	27,708	16,502	44,210
Spring 1994	21,295	3,151	321	139	24,906	2,729	27,635	16,581	44,216
Summer 1994	21,334	3,192	316	144	24,966	2,650	27,635	16,570	44,206
Autumn 1994 P	21,385	3,232	289	144	25,049	2,637	27,686	16,543	44,228
Changes Summer 94 - Autumn 94	64	47	*	*	115	-144	-29	67	38
Per cent	.3	1.5	*	*	.5	-5.5	-.1	.4	.1
MEN									
Spring 1979	13,381	1,449	-	-	14,830	787 X	15,617 X	4,067 X	19,684
Spring 1981	12,427	1,753	-	-	14,180	1,583 X	15,763 X	4,324 X	20,087
Spring 1983	11,672	1,759	221	-	13,651	1,838 X	15,490 X	4,842 X	20,332
Spring 1984	11,607	1,986	203	-	13,797	1,801 X	15,598 X	4,892 X	20,489
Spring 1985	11,634	1,986	203	-	13,797	1,862	15,658	4,831	20,489
Spring 1986	11,634	2,036	262	-	13,933	1,810	15,743	4,894	20,489
Spring 1987	11,546	2,053	280	-	13,880	1,807	15,687	5,061	20,637
Spring 1988	11,451	2,241	326	-	14,019	1,737	15,756	5,130	20,748
Spring 1989	11,771	2,364	340	-	14,475	1,416	15,890	5,089	20,980
Spring 1990	11,908	2,613	314	-	14,835	1,164	15,999	5,066	21,065
Spring 1991	11,987	2,634	297	-	14,918	1,106	16,024	5,109	21,133
Spring 1992	11,695	2,519	251	-	14,465	1,450	15,915	5,254	21,168
Summer 1992	11,299	2,360	236	53	13,948	1,802	15,750	5,505	21,255
Autumn 1992	11,237	2,356	224	53	13,870	1,847	15,717	5,551	21,268
Winter 1992	11,160	2,313	224	55	13,751	1,896	15,647	5,634	21,282
Spring 1993	11,082	2,292	205	46	13,632	1,961	15,593	5,689	21,282
Summer 1993	11,057	2,309	219	41	13,650	1,922	15,572	5,747	21,319
Autumn 1993	11,077	2,323	210	46	13,737	1,903	15,540	5,793	21,333
Winter 1993	11,092	2,343	224	42	13,685	1,861	15,546	5,810	21,357
Spring 1994	11,106	2,390	207	47	13,750	1,812	15,504	5,860	21,365
Summer 1994	11,138	2,412	188	49	13,787	1,773	15,560	5,820	21,380
Autumn 1994 P	11,197	2,452	198	44	13,890	1,654	15,544	5,859	21,403
Changes Summer 94 - Autumn 94	58	39	10	-5	102	-119	-16	40	23
Per cent	.5	1.6	5.1	-10.2	.7	-6.7	-.1	.7	.1
WOMEN									
Spring 1979	9,220	319	-	-	9,539	679 X	10,218 X	11,243 X	21,462
Spring 1981	9,147	438	-	-	9,585	937 X	10,522 X	11,330 X	21,852
Spring 1983	8,774	533	145	-	9,452	1,053 X	10,505 X	11,557 X	22,062
Spring 1984	9,006	622	122	-	9,750	1,153 X	10,903 X	11,283 X	22,186
Spring 1985	9,006	622	122	-	9,750	1,270	11,020	11,166	22,186
Spring 1986	9,138	667	146	-	9,951	1,195	11,146	11,169	22,315
Spring 1987	9,290	663	130	-	10,082	1,197	11,279	11,119	22,398
Spring 1988	9,428	744	177	-	10,349	1,176	11,525	11,018	22,543
Spring 1989	9,758	767	195	-	10,720	993	11,713	10,907	22,620
Spring 1990	10,249	801	179	-	11,229	846	12,075	10,605	22,620
Spring 1991	10,367	827	161	-	11,354	794	12,149	10,565	22,713
Spring 1992	10,278	788	161	-	11,227	884	12,111	10,624	22,735
Summer 1992	10,190	760	123	126	11,199	879	12,078	10,721	22,799
Autumn 1992	10,114	795	118	124	11,151	910	12,061	10,750	22,811
Winter 1992	10,129	779	117	124	11,149	922	12,071	10,746	22,817
Spring 1993	10,154	748	114	108	11,125	949	12,073	10,735	22,808
Summer 1993	10,192	782	116	108	11,199	916	12,115	10,711	22,826
Autumn 1993	10,171	802	108	107	11,188	951	12,139	10,696	22,835
Winter 1993	10,194	815	104	101	11,213	948	12,162	10,692	22,853
Spring 1994	10,203	808	101	102	11,214	917	12,130	10,721	22,851
Summer 1994	10,228	802	109	96	11,235	886	12,121	10,719	22,840
Autumn 1994 P	10,247	820	101	95	11,262	864	12,126	10,723	22,849
Changes Summer 94 - Autumn 94	21	18	1	1	13	-26	-13	28	15
Per cent	.2	.2	.1	.1	.1	-3.0	-.1	.3	.1

* Less than 10,000 in cell: estimate not shown.
⁺ Since 1984 the definitions used in the Labour Force Survey (LFS) have been fully in line with international recommendations. For details see "The quarterly Labour Force Survey: a new dimension to labour market statistics", *Employment Gazette*, October 1992, pp 483-490.
[#] People in full time education who also did some paid work in the reference week have been classified as in employment since spring 1983.
[§] Those on employment and training programmes have been classified as in employment since spring 1983. Some of those on government training and enterprise programmes may consider themselves to be employees or self-employed and so appear in other categories. Full information on those on government training and enterprise programmes is in table 9.1.
^X The Labour Force (LF) definition of unemployment and inactivity applies for these years. LF unemployment is based on a one week job search period, rather than four weeks with the ILO definition.
^{**} Unpaid family workers have been classified as in employment since spring 1992.
⁺⁺ Includes those who did not state whether they were employees or self-employed.
^{§§} Last revised March 1994 (*Employment Gazette*, April 1994).

LABOUR FORCE SURVEY 7.2

Economic activity ⁺, not seasonally adjusted THOUSAND

GREAT BRITAIN	In employment #					ILO unemployed	Total economically active	Economically inactive	All aged 16 and over
	Employees	Self-employed	On government employment and training programmes §	Unpaid family workers**	All ++				
ALL									
Spring 1979	22,432	1,778	-	-	24,210	1,428 X	25,638 X	15,507 X	41,146
Spring 1981	21,405	2,201	-	-	23,606	2,483 X	26,089 X	15,851 X	41,940
Spring 1983	20,288	2,301	355	-	22,944	2,853 X	25,797 X	16,596 X	42,394
Spring 1984	20,454	2,618	315	-	23,387	2,916 X	26,304 X	16,371 X	42,675
Spring 1985	20,454	2,618	315	-	23,387	3,094	26,481	16,194	42,675
Spring 1986	20,454	2,714	396	-	23,739	2,968	26,708	16,244	42,952
Spring 1987	20,762	2,727	396	-	23,829	2,969	26,798	16,347	43,146
Spring 1988	21,422	2,997	488	-	24,247	2,879	27,126	16,303	43,429
Spring 1989	22,055	3,143	520	-	25,085	2,376	27,461	16,138	43,600
Spring 1990	22,254	3,426	481	-	25,962	1,978	27,941	15,804	43,745
Spring 1991	21,876	3,472	448	-	26,175	1,869	28,044	15,802	43,846
Spring 1992	21,396	3,318	408	-	25,601	2,302	27,903	16,000	43,903
Summer 1992	21,485	3,131	357	179	25,064	2,649	27,713	16,342	44,054
Autumn 1992	21,391	3,135	330	176	25,127	2,797	27,923	16,156	44,079
Winter 1992	21,485	3,091	344	179	24,967	2,801	27,768	16,331	44,099
Spring 1993	21,553	3,046	326	154	24,655	2,920	27,575	16,515	44,090
Summer 1993	21,129	3,046	326	154	24,773	2,804	27,577	16,568	44,145
Autumn 1993	21,185	3,103	337	148	24,773	2,804	27,577	16,568	44,145
Winter 1993	21,378	3,109	310	153	24,950	2,894	27,844	16,324	44,168
Spring 1994	21,329	3,157	327	143	24,956	2,792	27,748	16,462	44,210
Summer 1994	21,174	3,155	325	139	24,793	2,737	27,530	16,686	44,216
Autumn 1994 P	21,555	3,216	276	144	25,191	2,679	27,869	16,359	44,228
Changes Summer 94 - Autumn 94	-54	67	14	*	30	-209	-179	217	38
Per cent	-.3	2.1	5.1	*	.1	-7.8	-.6	1.3	.1
MEN									
Spring 1979	13,302	1,442	-	-	14,743	763 X	15,507 X	4,177 X	19,684
Spring 1981	12,348	1,745	-	-	14,093				

7.3 LABOUR FORCE SURVEY Economic activity* by age

GREAT BRITAIN	SEASONALLY ADJUSTED			NOT SEASONALLY ADJUSTED							THOUSAND
	All aged 16 and over			Age groups							
	All	Men	Women	All	16-19	20-24	25-34	35-49	50-64 (Men) 50-59 (Women)	65 & over (Men) 60 & over (Women)	
In employment*											
Spring 1984	23,547	13,797	9,750	23,387	1,917	2,937	5,155	7,879	4,777	722	
Spring 1985	23,884	13,933	9,951	23,739	1,976	3,075	5,280	8,053	4,684	672	
Spring 1986	23,962	13,880	10,082	23,828	1,927	3,086	5,412	8,166	4,598	640	
Spring 1987	24,368	14,019	10,349	24,247	1,985	3,186	5,624	8,262	4,545	644	
Spring 1988	25,195	14,475	10,720	25,085	2,072	3,227	5,973	8,570	4,575	668	
Spring 1989	26,064	14,835	11,229	25,962	2,081	3,350	6,311	8,785	4,669	765	
Spring 1990	26,272	14,918	11,354	26,175	1,917	3,264	6,563	8,950	4,717	764	
Spring 1991	25,692	14,465	11,227	25,601	1,707	3,022	6,537	8,958	4,617	761	
Spring 1992	25,147	13,948	11,199	25,064	1,505	2,926	6,471	8,932	4,535	794	
Summer 1992	25,021	13,870	11,151	24,927	1,548	2,958	6,489	8,927	4,518	788	
Autumn 1992	24,900	13,751	11,149	24,767	1,441	2,812	6,501	8,975	4,477	760	
Winter 1992	24,757	13,632	11,125	24,655	1,370	2,720	6,454	8,909	4,464	737	
Spring 1993	24,849	13,650	11,199	24,773	1,307	2,702	6,557	8,983	4,468	757	
Summer 1993	24,825	13,637	11,188	24,950	1,387	2,753	6,597	8,992	4,469	751	
Autumn 1993	24,899	13,685	11,213	24,956	1,351	2,695	6,632	9,021	4,499	757	
Winter 1993	24,906	13,692	11,214	24,793	1,313	2,613	6,608	9,010	4,499	751	
Spring 1994	24,986	13,750	11,235	24,942	1,284	2,591	6,666	9,068	4,570	763	
Summer 1994	25,049	13,787	11,262	25,191	1,381	2,632	6,734	9,102	4,628	754	
Autumn 1994 P	25,165	13,890	11,275	25,221	1,313	2,587	6,770	9,166	4,669	767	
ILO unemployed*											
Spring 1984	3,132	1,862	1,270	3,094	541	632	726	691	447	58	
Spring 1985	3,005	1,810	1,195	2,968	484	592	730	702	411	58	
Spring 1986	3,004	1,807	1,197	2,990	495	607	754	682	406	46	
Spring 1987	2,913	1,737	1,176	2,879	434	523	762	680	437	46	
Spring 1988	2,409	1,416	993	2,376	326	437	621	551	401	40	
Spring 1989	2,010	1,164	846	1,978	239	352	530	455	349	52	
Spring 1990	1,900	1,106	794	1,869	250	325	501	444	314	35	
Spring 1991	2,334	1,450	884	2,302	298	439	620	553	352	40	
Spring 1992	2,681	1,802	879	2,649	296	494	729	684	414	31	
Summer 1992	2,756	1,847	910	2,797	420	537	733	668	411	28	
Autumn 1992	2,818	1,896	922	2,801	351	523	758	692	447	31	
Winter 1992	2,961	1,961	945	2,920	322	541	754	709	471	40	
Spring 1993	2,838	1,922	916	2,804	310	528	754	709	471	28	
Summer 1993	2,854	1,903	951	2,894	418	562	741	709	441	33	
Autumn 1993	2,809	1,861	948	2,792	342	519	741	704	456	23	
Winter 1993	2,729	1,812	917	2,727	305	482	741	703	478	27	
Spring 1994	2,650	1,764	886	2,615	297	454	717	668	452	26	
Summer 1994	2,637	1,773	864	2,679	400	511	684	641	419	24	
Autumn 1994 P	2,492	1,654	838	2,470	311	444	673	625	397	29	
Economically inactive											
Spring 1984	15,997	4,831	11,166	16,194	1,090	833	1,600	1,666	2,235	8,770	
Spring 1985	16,033	4,894	11,139	16,244	1,018	841	1,560	1,636	2,260	8,930	
Spring 1986	16,061	4,911	11,150	16,347	971	854	1,552	1,664	2,273	9,034	
Spring 1987	16,148	5,130	11,018	16,303	931	832	1,510	1,666	2,241	9,122	
Spring 1988	15,996	5,089	10,907	16,138	881	822	1,477	1,666	2,232	9,142	
Spring 1989	15,671	5,066	10,605	15,804	840	717	1,425	1,570	2,176	9,125	
Spring 1990	15,674	5,109	10,565	15,802	859	727	1,417	1,519	2,156	9,148	
Spring 1991	15,878	5,254	10,624	16,000	854	798	1,470	1,557	2,165	9,170	
Spring 1992	16,226	5,505	10,721	16,342	1,011	899	1,534	1,555	2,194	9,217	
Summer 1992	16,302	5,551	10,750	16,156	809	804	1,545	1,610	2,218	9,170	
Autumn 1992	16,381	5,634	10,746	16,331	954	827	1,524	1,564	2,245	9,217	
Winter 1992	16,424	5,689	10,735	16,515	1,021	872	1,553	1,592	2,239	9,236	
Spring 1993	16,458	5,747	10,711	16,568	1,073	872	1,520	1,606	2,251	9,246	
Summer 1993	16,489	5,793	10,696	16,324	858	758	1,514	1,626	2,299	9,270	
Autumn 1993	16,510	5,810	10,692	16,462	956	822	1,497	1,624	2,286	9,277	
Winter 1993	16,581	5,860	10,721	16,688	1,013	904	1,539	1,658	2,290	9,281	
Spring 1994	16,570	5,851	10,719	16,649	913	804	1,521	1,657	2,272	9,282	
Summer 1994	16,543	5,820	10,723	16,359	818	777	1,501	1,716	2,276	9,272	
Autumn 1994 P	16,610	5,859	10,750	16,576	958	850	1,491	1,713	2,289	9,274	
Economic activity rate + per cent											
Spring 1984	62.5	76.4	49.7	62.1	69.3	81.1	78.6	83.7	70.0	8.2	
Spring 1985	62.6	76.3	49.9	62.2	70.7	81.3	79.4	84.3	69.3	7.5	
Spring 1986	62.5	75.6	50.4	62.1	71.4	81.2	79.9	84.2	68.8	7.1	
Spring 1987	62.8	75.4	51.1	62.5	72.2	81.7	80.9	84.3	69.0	7.0	
Spring 1988	63.3	75.7	51.8	63.0	73.1	81.7	81.7	85.2	69.0	7.2	
Spring 1989	64.2	75.9	53.2	63.9	73.4	83.8	82.8	85.5	69.8	8.3	
Spring 1990	64.3	75.8	53.5	64.0	71.6	83.2	83.0	86.1	70.0	8.1	
Spring 1991	63.8	75.2	53.3	63.6	70.1	81.3	82.4	86.1	69.6	8.0	
Spring 1992	63.2	74.1	53.0	62.9	64.0	78.7	82.4	86.1	69.3	8.3	
Summer 1992	63.0	73.9	52.9	63.3	70.9	80.9	82.4	85.6	69.0	8.2	
Autumn 1992	62.9	73.5	52.9	63.0	65.2	80.1	82.6	86.1	68.7	7.9	
Winter 1992	62.7	73.3	52.9	62.5	62.3	78.9	82.4	85.8	68.8	7.7	
Spring 1993	62.7	73.0	53.1	62.5	60.1	78.7	82.8	85.8	68.7	7.9	
Summer 1993	62.7	72.8	53.2	63.0	67.8	81.4	82.9	85.6	68.1	7.7	
Autumn 1993	62.7	72.8	53.2	62.8	63.9	79.6	83.1	85.7	68.4	7.8	
Winter 1993	62.5	72.6	53.1	62.3	61.5	77.4	82.7	85.4	68.5	7.7	
Spring 1994	62.5	72.6	53.1	62.3	60.5	76.9	82.9	85.5	68.9	7.9	
Summer 1994	62.6	72.8	53.1	63.0	68.5	80.2	83.2	85.0	68.9	7.7	
Autumn 1994 P	62.5	72.6	53.0	62.6	62.9	78.1	83.3	85.0	68.9	7.9	
ILO unemployment rate # per cent											
Spring 1984	11.7	11.9	11.5	11.7	22.0	17.7	12.3	8.1	8.6	7.4	
Spring 1985	11.2	11.5	10.7	11.1	19.7	16.2	12.2	8.0	8.1	6.8	
Spring 1986	11.1	11.5	10.6	11.1	20.4	16.4	12.2	7.7	8.1	6.7	
Spring 1987	10.7	11.0	10.2	10.6	17.9	14.1	11.9	7.6	8.8	6.2	
Spring 1988	8.7	8.9	8.5	8.7	13.6	11.9	9.4	6.0	8.1	5.6	
Spring 1989	7.2	7.3	7.0	7.1	10.3	9.5	7.8	4.9	7.0	6.3	
Spring 1990	6.7	6.9	6.5	6.7	11.5	9.1	7.1	4.7	6.2	4.3	
Spring 1991	8.3	9.1	7.3	8.3	14.9	12.7	8.7	5.8	7.1	5.0	
Spring 1992	9.6	11.7	7.3	9.6	16.4	14.9	10.1	7.1	8.4	3.8	
Summer 1992	9.9	11.7	7.5	10.0	21.3	15.8	10.1	7.0	8.3	3.5	
Autumn 1992	10.2	12.1	7.6	10.1	19.6	15.7	10.4	7.2	9.1	3.9	
Winter 1992	10.5	12.6	7.9	10.6	16.3	16.6	10.9	7.8	9.5	4.1	
Spring 1993	10.3	12.3	7.6	10.2	19.2	16.3	10.3	7.3	9.0	3.0	
Summer 1993	10.3	12.2	7.8	10.4	23.1	17.0	10.1	7.3	9.0	3.0	
Autumn 1993	10.1	12.0	7.8	10.1	20.2	16.1	10.0	7.2	9.2	3.9	
Winter 1993	9.9	11.7	7.6	9.9	18.8	15.6	10.1	7.2	9.6	3.4	
Spring 1994	9.6	11.4	7.3	9.5	18.8	14.9	9.7	6.9	9.0	3.3	
Summer 1994	9.5	11.4	7.1	9.6	22.4	16.3	9.2	6.6	8.3	3.1	
Autumn 1994 P	9.0	10.6	6.9	8.9	19.2	14.6	9.0	6.4	7.8	3.7	

* See corresponding notes to table 7.1
 + The economic activity rate is the percentage of people aged 16 and over who are economically active.
 # The ILO unemployment rate is the percentage of economically active people who are unemployed on the ILO measure.

LABOUR FORCE SURVEY Full-time and part-time workers 7.4

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7.5 LABOUR FORCE SURVEY Alternative measures of unemployment

	ILO unemployment measure			Claimant unemployment measure +								THOUSAND
	Not seasonally adjusted		Seasonally adjusted	Not seasonally adjusted			Not ILO unemployed					
	Claimants	Not claimants	Total	Total	Difference	Total #	Total #	ILO unemployed	Economically inactive	In employment	Total	
ALL												
Spring 1984	2,220	873	3,094	3,132	358	2,774	2,991	2,220	596	175	771	
Spring 1985	2,132	836	2,968	3,005	94	2,911	3,139	2,132	893	113	1,006	
Spring 1986	2,160	809	2,969	3,004	11	2,993	3,181	2,160	828	193	1,022	
Spring 1987	2,042	837	2,879	2,913	113	2,799	2,952	2,042	728	183	911	
Spring 1988	1,602	774	2,376	2,409	139	2,270	2,401	1,602	614	185	799	
Spring 1989	1,132	847	1,978	2,010	268	1,741	1,775	1,132	432	212	643	
Spring 1990	1,013	856	1,869	1,900	400	1,501	1,520	1,013	314	193	507	
Spring 1991	1,417	885	2,302	2,334	270	2,063	2,086	1,417	409	280	689	
Spring 1992	1,760	889	2,649	2,681	99	2,582	2,613	1,760	535	319	853	
Summer 1992	1,791	1,005	2,797	2,756	92	2,664	2,657	1,791	588	278	866	
Autumn 1992	1,823	978	2,801	2,818	51	2,768	2,735	1,823	564	348	912	
Winter 1992/3	1,929	991	2,920	2,909	51	2,859	2,922	1,929	629	364	993	
Spring 1993	1,856	948	2,804	2,838	11	2,828	2,867	1,856	624	386	1,010	
Summer 1993	1,816	1,078	2,894	2,854	40	2,814	2,811	1,816	665	330	995	
Autumn 1993	1,755	1,037	2,792	2,809	57	2,753	2,721	1,755	610	356	966	
Winter 1993/4	1,745	991	2,737	2,729	57	2,672	2,737	1,745	633	359	992	
Spring 1994	1,651	964	2,615	2,650	61	2,589	2,624	1,651	607	367	973	
Summer 1994	1,616	1,063	2,679	2,637	112	2,525	2,523	1,616	575	332	907	
Autumn 1994			2,470	2,492	71	2,421	2,392					
Changes												
Sum94-Aut94			-209	-144		-104	-131					
Aut93-Aut94			-322	-317		-332	-330					
MEN												
Spring 1984	1,605	233	1,838	1,862	-95	1,956	2,094	1,605	376	114	489	
Spring 1985	1,556	232	1,788	1,810	-216	2,026	2,173	1,556	503	113	616	
Spring 1986	1,560	226	1,786	1,807	-260	2,067	2,188	1,560	511	118	628	
Spring 1987	1,466	251	1,717	1,737	-207	1,943	2,047	1,466	462	119	581	
Spring 1988	1,142	256	1,398	1,416	-160	1,575	1,667	1,142	402	124	526	
Spring 1989	826	321	1,148	1,164	-70	1,234	1,270	826	301	143	444	
Spring 1990	762	328	1,090	1,106	7	1,099	1,120	762	216	143	358	
Spring 1991	1,093	341	1,434	1,450	-110	1,560	1,583	1,093	289	201	490	
Spring 1992	1,398	388	1,785	1,802	-176	1,977	2,006	1,398	376	233	608	
Summer 1992	1,413	454	1,867	1,847	-194	2,040	2,024	1,413	409	202	612	
Autumn 1992	1,440	433	1,873	1,896	-227	2,123	2,089	1,440	387	263	649	
Winter 1992/3	1,526	455	1,981	1,961	-235	2,195	2,247	1,526	449	273	721	
Spring 1993	1,470	434	1,904	1,922	-249	2,171	2,204	1,470	439	295	734	
Summer 1993	1,422	501	1,923	1,903	-255	2,158	2,144	1,422	474	248	722	
Autumn 1993	1,364	474	1,838	1,861	-248	2,109	2,076	1,364	440	273	712	
Winter 1993/4	1,376	457	1,833	1,812	-241	2,053	2,106	1,376	456	275	731	
Spring 1994	1,311	436	1,747	1,764	-222	1,986	2,017	1,311	417	289	706	
Summer 1994	1,268	527	1,795	1,773	-154	1,927	1,913	1,268	390	255	645	
Autumn 1994 P			1,623	1,654	-193	1,847	1,815					
Changes												
Sum94-Aut94			-172	-119		-80	-98					
Aut93-Aut94			-215	-207		-262	-261					
WOMEN												
Spring 1984	616	640	1,256	1,270	453	817	897	616	220	61	281	
Spring 1985	576	604	1,180	1,195	309	885	966	576	390	0	390	
Spring 1986	600	582	1,182	1,197	271	926	993	600	318	76	393	
Spring 1987	575	586	1,161	1,176	320	856	905	575	266	64	330	
Spring 1988	460	518	978	993	299	695	734	460	213	61	273	
Spring 1989	305	525	831	846	338	508	505	305	131	69	200	
Spring 1990	251	527	779	794	393	402	400	251	98	50	148	
Spring 1991	324	544	868	884	380	504	503	324	120	59	179	
Spring 1992	362	501	863	879	275	604	607	362	159	86	245	
Summer 1992	378	551	930	910	286	624	633	378	179	75	254	
Autumn 1992	383	545	928	922	277	645	646	383	178	85	263	
Winter 1992/3	403	536	939	949	285	664	675	403	181	91	272	
Spring 1993	386	514	900	916	259	657	662	386	185	91	276	
Summer 1993	395	577	971	951	295	656	667	395	190	82	273	
Autumn 1993	391	563	954	948	305	644	645	391	170	83	254	
Winter 1993/4	370	534	904	917	298	619	631	370	177	84	261	
Spring 1994	340	527	867	886	283	603	607	340	190	77	267	
Summer 1994	347	536	883	864	266	598	610	347	186	76	262	
Autumn 1994 P			846	838	264	574	576					
Changes												
Sum94-Aut94			-37	-26		-24	-33					
Aut93-Aut94			-108	-110		-70	-69					

GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Number of people participating in the programmes

8.1
THOUSAND

	Employment Action	Employment Training	Youth Training (including Youth Credits)			Business Start-Up Scheme			
			Great Britain			Great Britain			
			Great Britain	Great Britain	Great Britain	Great Britain	Great Britain	Great Britain	
1992 Apr	17.6	139.8				280.3		40.8	
May	19.8	130.3				276.1		40.7	
Jun	21.4	127.2				276.9		42.5	
Jul	23.3	120.0				279.1		42.7	
Aug	24.6	113.4				277.9		42.0	
Sep	25.8	112.6				276.1		41.8	
Oct	28.1	122.2				285.0		41.2	
Nov	29.7	129.1				288.6		40.3	
Dec	30.6	129.4				291.3		39.3	
1993 Jan	31.5	128.5				293.7		38.3	
Feb	33.2	134.1				289.9		38.2	
Mar	33.4	134.7				282.1		37.3	
Training For Work									
	England and Wales			Scotland*			Great Britain		
1993 Jun	128.6	14.5	143.1	237.2	33.9	271.1	31.1	3.9	35.0
Jul	122.6	13.9	136.6	245.6	33.9	279.5	31.0	3.8	34.9
Aug	119.0	13.7	132.7	246.5	33.5	280.0	30.9	3.8	34.7
Sep	119.3	13.9	133.1	244.5	33.5	278.1	30.9	3.7	34.5
Oct	130.2	14.0	144.2	255.0	33.7	288.7	30.9	3.7	34.6
Nov	133.7	14.1	147.8	257.7	33.7	291.4	31.2	3.6	34.8
Dec	134.4	14.1	148.5	259.0	33.1	292.1	29.9	3.5	33.3
1994 Jan	134.9	14.4	149.2	260.2	34.1	294.3	29.5	3.5	33.0
Feb	138.9	15.0	153.9	258.5	34.1	292.6	30.9	3.3	34.2
Mar	133.1	14.7	147.8	250.2	33.4	283.6	31.0	3.5	34.4
Apr	124.2	14.2	138.4	242.6	32.5	275.1	31.2	3.2	34.4
May	120.5	14.1	134.6	237.8	31.6	269.3	31.2	3.2	34.4
Jun	117.1	14.0	131.1	233.2	32.2	265.4	30.5	3.2	33.7
Jul	109.4	13.6	123.0	243.5	31.8	275.3	29.9	3.2	33.1
Aug	105.0	13.7	118.7	243.6	31.9	275.6	29.8	3.3	33.0
Sep	103.9	14.0	117.8	244.5	32.4	276.9	29.0	3.3	32.3
Oct	113.7	14.0	127.7	252.0	32.3	284.3	26.9	3.3	30.3

Because of the different ways in which the programmes are administered in England, Wales and Scotland, the Scotland figures, provided by the Scottish Office are shown separately. See Employment Gazette, pp 7-8, December 1993 for more detail.

GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Number of starts on the programmes

8.2
THOUSAND

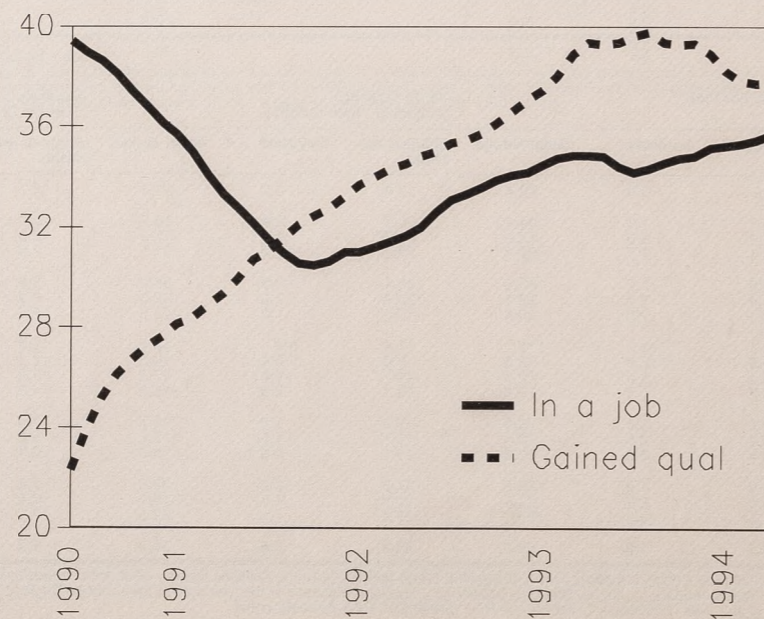
	Employment Action	Employment Training	Youth Training (including Youth Credits)			Business Start-Up Scheme		
			Great Britain			Great Britain		
			Great Britain	Great Britain	Great Britain	Great Britain	Great Britain	Great Britain
1992 26 Apr	4.3	18.2				11.9		4.0
24 May	4.7	21.4				12.0		3.7
21 Jun	4.4	18.6				26.7		3.3
19 Jul	4.6	20.8				37.0		3.3
16 Aug	4.5	19.2				27.2		3.1
13 Sep	4.6	21.6				33.6		2.8
11 Oct	5.6	33.3				37.4		3.0
8 Nov	6.1	26.5				22.0		3.1
6 Dec	6.0	24.4				19.3		3.1
1993 3 Jan	2.9	11.7				9.4		2.2
31 Jan	5.9	28.7				20.9		2.8
28 Feb	6.5	26.7				15.8		2.9

8.3 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Training for Work/Employment Training##

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving TFW/ET##	In a Job*	In a positive outcome#	Unemployed §	Completed their agreed course of training **	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	39	42	52	44	39	21
Jul 90-Sep 91	(Apr 90-Mar 91)	34	37	56	48	47	29
Oct 91-Sep 92	(Apr 91-Mar 92)	31	37	56	55	51	34
Oct 92-Sep 93	(Apr 92-Mar 93)	35	41	52	60	55	39
Oct 93-Sep 94	(Apr 93-Mar 94)	35	42	49	60	55	39
1992 Jul	(Jan 92)	32	35	57	55	51	34
Aug	(Feb 92)	33	37	55	54	48	34
Sep	(Mar 92)	33	38	54	56	50	34
Oct	(Apr 92)	35	41	52	59	49	33
Nov	(May 92)	36	42	51	57	53	37
Dec	(Jun 92)	38	46	47	61	57	42
1993 Jan	(Jul 92)	35	43	49	63	57	42
Feb	(Aug 92)	33	39	53	59	54	38
Mar	(Sep 92)	32	42	50	60	58	41
Apr	(Oct 92)	34	39	54	58	52	36
May	(Nov 92)	35	38	55	57	54	36
Jun	(Dec 92)	36	39	53	66	54	39
Jul	(Jan 93)	35	38	54	58	55	38
Aug	(Feb 93)	36	40	53	60	54	38
Sep	(Mar 93)	34	39	53	66	59	45
Oct	(Apr 93)	34	41	49	61	54	38
Nov	(May 93)	36	42	48	60	53	36
Dec	(Jun 93)	33	41	50	61	58	43
1994 Jan	(Jul 93)	33	42	48	68	61	46
Feb	(Aug 93)	35	42	49	61	57	40
Mar	(Sep 93)	35	45	48	56	56	37
Apr	(Oct 93)	36	42	52	55	50	35
May	(Nov 93)	36	39	57	55	56	37
Jun	(Dec 93)	40	44	48	62	51	34
Jul	(Jan 94)	36	41	50	49	49	30
Aug	(Feb 94)	37	41	49	56	34	34
Sep	(Mar 94)	36	42	48	64	59	43
Oct	(Apr 94)	37	42	47	64	56	39
Current and previous year to date							
Oct 93	(Apr 93)	34	41	49	61	54	38
Oct 94	(Apr 94)	37	42	47	64	56	39

* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.
 + According to respondents' own classification.
 # In a positive outcome = In a job, full-time education or other government training.
 § Those whose response to the question, "What are you mainly doing now?" was, "unemployed".
 ** Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"
 ## Training For Work (TFW) superseded Employment Training (ET) and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

ET leavers in jobs gaining qualifications - smoothed

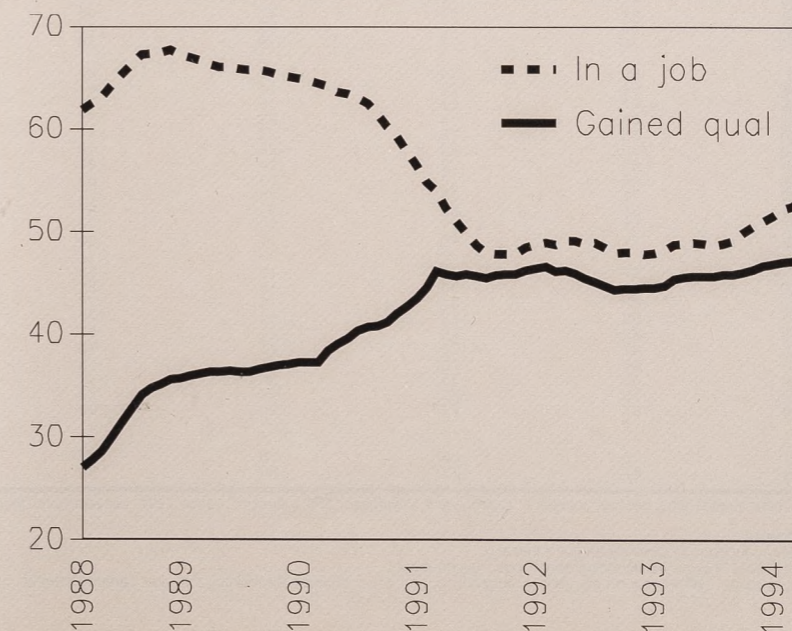


GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES Destinations and qualifications of Youth Training leavers 8.4

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:		
Month of survey*	Month of leaving YT	In a job*	In a positive outcome#	Unemployed §	Completed their agreed course of training**	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	61	77	20	22	41	29
Jul 88-Jun 89	(Apr 88-Mar 89)	69	84	13	34	52	42
Jul 89-Jun 90	(Apr 89-Mar 90)	68	82	14	37	56	45
Jul 90-Sep 91	(Apr 90-Mar 91)	58	74	20	36	55	51
Oct 91-Sep 92	(Apr 91-Mar 92)	52	67	25	42	59	51
Oct 92-Sep 93	(Apr 92-Mar 93)	50	67	28	41	62	48
Oct 93-Sep 94	(Apr 93-Mar 94)	53	69	25	44	64	49
1992 Jul	(Jan 92)	44	57	36	22	54	37
Aug	(Feb 92)	41	56	37	21	55	37
Sep	(Mar 92)	49	64	30	36	57	41
Oct	(Apr 92)	45	59	34	32	57	41
Nov	(May 92)	48	62	33	38	62	47
Dec	(Jun 92)	59	71	24	61	70	61
1993 Jan	(Jul 92)	56	72	23	56	69	58
Feb	(Aug 92)	51	71	23	47	64	52
Mar	(Sep 92)	47	73	22	44	61	48
Apr	(Oct 92)	44	63	31	30	55	37
May	(Nov 92)	44	60	34	28	56	36
Jun	(Dec 92)	46	59	35	36	57	40
Jul	(Jan 93)	45	59	35	32	57	38
Aug	(Feb 93)	45	60	34	30	57	38
Sep	(Mar 93)	55	68	27	44	63	49
Oct	(Apr 93)	47	62	32	33	60	43
Nov	(May 93)	48	63	32	36	64	48
Dec	(Jun 93)	59	71	24	57	72	61
1994 Jan	(Jul 93)	54	70	25	52	70	58
Feb	(Aug 93)	53	72	22	49	67	54
Mar	(Sep 93)	50	75	19	48	64	49
Apr	(Oct 93)	53	69	26	37	58	39
May	(Nov 93)	52	65	29	34	60	39
Jun	(Dec 93)	51	63	32	42	62	44
Jul	(Jan 94)	51	63	30	36	60	41
Aug	(Feb 94)	53	66	28	36	59	41
Sep	(Mar 94)	59	72	23	45	66	50
Oct	(Apr 94)	55	67	27	35	62	43
Current and previous year to date							
Oct 93	(Apr 93)	47	62	32	33	60	43
Oct 94	(Apr 94)	55	67	27	35	62	43

Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving. For further details, see pp S7-8 of the December 1993 *Employment Gazette*.
 + According to respondents' own classification.
 # In a positive outcome = In a job, full-time education or other government training.
 § Those whose response to the question, "What are you mainly doing now?" was, "unemployed".
 ** Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

YT leavers in jobs gaining qualifications - smoothed



8.5 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

Destinations and qualifications of Training for Work/Employment Training## leavers who completed** their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving TFW/ET##	In a job*	In a positive outcome*	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
Oct 89-Jun 90	(Jul 89-Mar 90)	43	45	48	46	34
Jul 90-Sep 91	(Apr 90-Mar 91)	38	41	52	54	44
Oct 91-Sep 92	(Apr 91-Mar 92)	35	41	51	56	48
Oct 92-Sep 93	(Apr 92-Mar 93)	38	44	49	60	53
Oct 93-Sep 94	(Apr 93-Mar 94)	38	46	46	61	54
1992 Sep	(Mar 92)	37	43	50	55	48
Oct	(Apr 92)	39	45	47	52	45
Nov	(May 92)	40	46	46	58	51
Dec	(Jun 92)	37	46	47	63	56
1993 Jan	(Jul 92)	35	44	48	63	56
Feb	(Aug 92)	37	43	49	59	52
Mar	(Sep 92)	36	46	46	64	57
Apr	(Oct 92)	39	44	49	57	51
May	(Nov 92)	40	43	50	59	53
Jun	(Dec 92)	39	42	51	60	51
Jul	(Jan 93)	38	41	51	58	53
Aug	(Feb 93)	39	43	49	60	54
Sep	(Mar 93)	37	41	51	64	58
Oct	(Apr 93)	36	43	48	60	51
Nov	(May 93)	39	46	46	57	49
Dec	(Jun 93)	35	45	47	66	57
1994 Jan	(Jul 93)	36	47	44	67	58
Feb	(Aug 93)	39	46	46	62	54
Mar	(Sep 93)	39	49	45	63	53
Apr	(Oct 93)	40	45	48	54	51
May	(Nov 93)	42	45	51	62	56
Jun	(Dec 93)	43	46	46	53	47
Jul	(Jan 94)	43	48	44	53	48
Aug	(Feb 94)	42	46	45	55	49
Sep	(Mar 94)	39	45	46	64	57
Oct	(Apr 94)	37	42	47	56	41
Current and previous year to date						
Oct 93	(Apr 93)	36	43	48	60	51
Oct 94	(Apr 94)	37	42	47	56	41

* Leavers to December 1990 surveyed three months after leaving. Leavers from January 1991 surveyed six months after leaving.
 + According to respondents' own classification.
 # In a positive outcome = In a job, full-time education or other government training.
 § Those whose response to the question, "What are you mainly doing now?" was, "unemployed".
 ** Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"
 ## Training For Work superseded Employment Training and Employment Action in April 1993. The figures in this table for leavers from April 1993 onwards include all those who joined Employment Action before 29th March 1993, and left after that date. This will have the effect of reducing the proportions going into a job or gaining qualifications for leavers from April 1993 onwards.

8.6 GOVERNMENT TRAINING AND ENTERPRISE PROGRAMMES

Destinations and qualifications of Youth Training leavers who completed** their agreed training

ENGLAND and WALES		Percentage of survey respondents who were:			Percentage of survey respondents who:	
Month of survey*	Month of leaving YT	In a job	In a positive outcome*	Unemployed §	Studied for a qualification	Gained a qualification or credit towards one
Jul 87-Jun 88	(Apr 87-Mar 88)	73	80	18	63	53
Jul 88-Jun 89	(Apr 88-Mar 89)	83	88	10	73	66
Jul 89-Jun 90	(Apr 89-Mar 90)	84	89	9	75	68
Jul 90-Sep 91	(Apr 90-Mar 91)	75	83	14	71	72
Oct 91-Sep 92	(Apr 91-Mar 92)	69	77	17	74	73
Oct 92-Sep 93	(Apr 92-Mar 93)	67	76	20	76	72
Oct 93-Sep 94	(Apr 93-Mar 94)	67	78	18	76	71
1992 Sep	(Mar 92)	66	75	19	66	61
Oct	(Apr 92)	58	67	27	65	59
Nov	(May 92)	64	71	25	72	66
Dec	(Jun 92)	70	77	19	80	76
1993 Jan	(Jul 92)	69	79	18	81	76
Feb	(Aug 92)	69	79	17	81	77
Mar	(Sep 92)	67	80	16	78	75
Apr	(Oct 92)	64	74	23	71	65
May	(Nov 92)	63	72	24	71	63
Jun	(Dec 92)	63	69	26	69	63
Jul	(Jan 93)	63	72	24	68	62
Aug	(Feb 93)	64	72	23	68	62
Sep	(Mar 93)	71	79	18	74	71
Oct	(Apr 93)	56	69	26	67	63
Nov	(May 93)	61	71	26	74	69
Dec	(Jun 93)	71	79	17	80	76
1994 Jan	(Jul 93)	67	78	19	82	78
Feb	(Aug 93)	69	80	16	81	77
Mar	(Sep 93)	67	81	16	78	72
Apr	(Oct 93)	69	78	19	72	65
May	(Nov 93)	69	76	21	67	60
Jun	(Dec 93)	67	75	21	70	64
Jul	(Jan 94)	66	73	21	70	65
Aug	(Feb 94)	68	75	20	69	63
Sep	(Mar 94)	73	81	14	74	70
Oct	(Apr 94)	67	75	20	69	64
Current and previous year to date						
Oct 93	(Apr 93)	56	69	26	67	63
Oct 94	(Apr 94)	67	75	20	69	64

* Leavers to September 1990 surveyed three months after leaving. Leavers in October and November 1990 surveyed in June 1991. Leavers from December 1990 surveyed six months after leaving.
 + According to respondents' own classification.
 # In a positive outcome = In a job, full-time education or other government training.
 § Those whose response to the question, "What are you mainly doing now?" was, "unemployed".
 ** Those who responded positively to the question, "When you left the training programme, had you completed the training that was agreed between you and the organiser of your training?"

OTHER FACTS AND FIGURES A.1

Jobseekers with disabilities: registrations and placement into employment

Placed into employment by jobcentre advisory service, 5 November 1994 - 2 December 1994 +
 Registered as disabled on 18 April 1994 #

6,382
374,182

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

OTHER FACTS AND FIGURES A.4

Regional Development Grants: July-September 1994

	East Midlands	North East	North West	South West	Yorkshire and Humberside	England	Scotland	Wales	Great Britain
Original Scheme	0	0	0	0	0	0	0	0	0
Revised Scheme	0	0	0	0	0	0	39,000	0	39,000

OTHER FACTS AND FIGURES A.5

Regional Development Grants of over £25,000 (original scheme) and over £100,000 (revised scheme): July-September 1994 *

Region and company	Area+	Value (£)	Region and company	Area+	Value (£)
ORIGINAL SCHEME					
No payments made in this period					
REVISSED SCHEME					
No payments made in this period					

Companies listed here may have received one or more payments.
 Employment Office Area for the original scheme, travel-to-work area for the revised scheme.

Note:
 Enquiries regarding the published information should be addressed to:
 English cases - Department of Trade and Industry, Bay 417/9, Kingsgate House, 66-74 Victoria Street, London SW1E 6SW (tel 071-215 2597).
 Scottish cases - Scottish Office Industry Department, IE/1A Branch 3, Room 313, Magnet House, Glasgow G2 7BT (041-242 5678).
 Welsh cases - Welsh Office, Industry Department, Cathays Park, Cardiff CF1 3NQ (tel 0222 825167).

DEFINITIONS

CLAIMANT UNEMPLOYED

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

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.

ECONOMICALLY ACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are in employment (as employees, self employed, on government employment and training programmes, or from 1992, as unpaid family workers) together with those who are ILO unemployed.

ECONOMICALLY INACTIVE

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people aged 16 and over who are neither in employment nor ILO unemployed; this group includes people who are, for example, retired or looking after their home/family.

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, i.e. 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.

ILO UNEMPLOYED

In tables 7.1, 7.2 and 7.3 (Labour Force Survey) people without a paid job in the reference week who were available to start work in the next fortnight and who either looked for work at some time in the last four weeks or were waiting to start a job already obtained.

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

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

less than one day are excluded except where the aggregate of working days lost exceeded 100. Workers involved and working days lost relate to persons both directly and indirectly involved (thrown out of work although not parties to the disputes) at the establishments where the disputes occurred. People laid off and working days lost elsewhere, owing for example to resulting shortages of supplies, are not included.

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

MANUAL WORKERS (OPERATIVES)

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

MANUFACTURING INDUSTRIES

SIC 1980 Divisions 2 to 4.

NORMAL WEEKLY HOURS

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

OVERTIME

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

CONVENTIONS

The following standard symbols are used:

- .. not available
- nil or negligible (less than half the final digit shown)
- P provisional
- break in series
- R revised
- r series revised from indicated entry onwards
- 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.

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.

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.

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 claimant unemployed as defined above.

WORKFORCE IN EMPLOYMENT

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

WORK-RELATED GOVERNMENT TRAINING PROGRAMMES

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

REGULARLY PUBLISHED statistics

	Frequency	Latest issue	Table number or page		Frequency	Latest issue	Table number or page
BACKGROUND ECONOMIC INDICATORS	M	Feb 95	0.1	LABOUR COSTS			
EMPLOYMENT AND WORKFORCE				Survey results 1988 Quadrennial	A	Dec 90	431
Workforce: UK and GB				Annual update		Aug 93	381
Quarterly series	M(Q)	Feb 95	1.1	RETAIL PRICES			
Labour force estimates, projections		Apr 93	139	General index (RPI)			
Employees in employment industry: GB				Latest figures: detailed indices	M	Feb 95	6.2
All industries : by division, class or group	Q	Feb 95	1.4	: percentage changes	M	Feb 95	6.2
: time series, by order group	M	Feb 95	1.2	Recent movements and the index			
Manufacturing: by division, class or group	M	Feb 95	1.3	excluding seasonal foods	M	Feb 95	6.1
Administrative, technical and clerical in				Main components: time series and weights	M	Feb 95	6.4
manufacturing	A	Dec 94	1.10	Changes on a year earlier: time series	M	Feb 95	6.5
Local authorities manpower	D	Jan 94	1.7	Food prices	M	Feb 95	6.3
Employees in employment by region and sector	B(Q)	Feb 95	1.5	International comparisons	M	Feb 95	6.8
Census of Employment				LABOUR FORCE SURVEY			
UK and regions by industry (Sept 1991)		Apr 93	117	Economic activity: seasonally adjusted	M	Feb 95	7.1
GB and regions by industry (Sept 1991)		Apr 93	117	Economic activity: not seasonally adjusted	M	Feb 95	7.2
International comparisons	Q	Feb 94	1.9	Economic activity by age: not seasonally adjusted	M	Feb 95	7.3
Registered disabled in the public sector	A	Feb 93	61	Full-time and part-time workers	M	Feb 95	7.4
Trade union membership	A	Jun 94	189	Alternative measures of unemployment	M	Feb 95	7.5
Tourism-related industries in Great Britain	Q	Nov 94	1.14	Occupations (employees and self-employed)	A	Jan 95	7.6
				Industry sectors (employees and self-employed)	A	Jan 95	7.7
				Self-employed (occupations and industry sectors)	A	Jan 95	7.8
				Part-time workers (occupations and industry sectors)	A	Jan 95	7.9
				Age groups, numbers and rates (employment)	A	Jan 95	7.10
				Job-related training (received by employees)	A	Jan 95	7.11
				Average actual weekly hours of work			
				(full-time, part-time and second jobs)	A	Jan 95	7.12
				Average actual weekly hours of work (by industry sector)	A	Jan 95	7.13
				Previous occupations (ILO unemployment rates)	A	Jan 95	7.14
				Previous industry sectors (ILO unemployment rates)	A	Jan 95	7.15
				Age groups, numbers and rates (ILO unemployment)	A	Jan 95	7.16
				Duration of ILO unemployment	A	Jan 95	7.17
				Economically active (numbers and rates by age group)	A	Jan 95	7.18
				Economically inactive (by age group)	A	Jan 95	7.19
				Economically inactive			
				(by reason including discouraged workers)	A	Jan 95	7.20
CLAIMANT UNEMPLOYMENT AND VACANCIES				INDUSTRIAL DISPUTES: STOPPAGES OF WORK			
Claimant unemployment				Summary: latest figures	M	Feb 95	4.1
Summary: UK	M	Feb 95	2.1	: time series	M	Feb 95	4.2
GB	M	Feb 95	2.2	Latest year and annual series	A	Jun 94	199
Age and duration: UK	M(Q)	Dec 94	2.5	Industry			
Broad category: UK	M	Feb 95	2.1	Monthly: broad sector time series	M	Feb 95	4.1
Detailed category: UK and GB	Q	Feb 95	2.2	Annual: detailed	A	Jun 94	199
Region: summary	Q	Dec 94	2.6	: prominent stoppages	A	Jun 94	199
Age: time series UK	M(Q)	Dec 94	2.7	Main causes of stoppage			
: estimated rates	M(Q)	Dec 94	2.15	Cumulative	M	Feb 95	4.1
Duration: time series UK	M(Q)	Dec 94	2.8	Latest year for main industries	A	Jun 94	199
Region and area				Size of stoppages	A	Jun 94	199
Time series summary: by region	M	Feb 95	2.3	Days lost per 1,000 employees in recent			
: assisted areas, travel-to work areas	M	Feb 95	2.4	years by industry	A	Jun 94	199
: counties: local areas	M	Feb 95	2.9	International comparisons	A	Dec 94	545
: parliamentary constituencies	M	Feb 95	2.10	TRAINING AND ENTERPRISE PROGRAMMES			
Age and duration: summary	Q	Dec 94	2.6	Participants in the programmes	M	Feb 95	8.1
Flows				New starts on the programmes	M	Feb 95	8.2
UK, time series	M	Feb 95	2.19	Destinations and qualifications			
Age: time series	M	Feb 95	2.20	TFW/ET leavers	M	Feb 95	8.3
Students: by region	D	Mar 93	2.13	YT leavers	M	Feb 95	8.4
Disabled jobseekers: GB	M	Feb 95	A1	TFW/ET leavers completing agreed training	M	Feb 95	8.5
International comparisons	M	Feb 95	2.18	YT leavers completing agreed training	M	Feb 95	8.6
Ethnic origin		May 94	147	Characteristics of TFW/ET starts for England			
Temporarily stopped				and Wales	Q	Jan 95	8.7
Latest figures: by UK region	D	Nov 93	2.14	Characteristics of young people leaving YT for England			
Vacancies				and Wales	Q	Jan 95	8.8
Unfilled, inflow, outflow and				Destinations and qualifications of TFW/ET by their			
placings seasonally adjusted	M	Feb 95	3.1	characteristics for England and Wales	Q	Jan 95	8.9
Unfilled seasonally adjusted by region	M	Feb 95	3.2	Destinations and qualifications of YT leavers by their			
Unfilled unadjusted by region	M	Feb 95	3.3	characteristics for England and Wales	Q	Jan 95	8.10
REDUNDANCIES				DISABLED JOBBEERS			
In Great Britain	M	Feb 95	2.32	Registrations and placements into employment	M	Feb 95	A1
by region	M	Feb 95	2.33	REGIONAL AID			
by age	M	Feb 95	2.34	Selective Assistance by region	Q	Jan 95	A2
by industry	M	Feb 95	2.35	Selective Assistance by region and company	Q	Jan 95	A3
by occupation	M	Feb 95	2.36	Development Grants by region	Q	Feb 95	A4
EARNINGS AND HOURS				Development Grants by region and company	Q	Feb 95	A5
Average earnings (index)							
Whole economy							
Main industrial sectors	M	Feb 95	5.1				
Industries	M	Feb 95	5.3				
Underlying trends	Q	Nov 94	358				
Levels of earnings and hours for main							
industrial sectors and industries							
Manual employees	Q(A)	Feb 95	5.4				
Non manual employees	Q(A)	Feb 95	5.5				
All employees	Q(A)	Feb 95	5.6				
Quarterly estimates of levels	Q(A)	Feb 95	298				
International comparisons (index)							
Manufacturing	M	Feb 95	5.9				
Overtime and short-time: manufacturing							
Latest figures: industry	M	Feb 95	1.11				
Regions: summary	Q	Dec 94	1.13				
Hours of work: manufacturing	M	Feb 95	1.12				
OUTPUT PER HEAD							
Output per head: quarterly and annual indices	M(Q)	Feb 95	1.8				
Wages and salaries per unit of output							
Manufacturing index, time series	M	Feb 95	5.8				
Quarterly and annual indices	M	Feb 95	5.8				

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

STATISTICAL ENQUIRY *points*

For the convenience of *Employment Gazette* readers who require additional statistical information or advice, a selection of Employment Department enquiry telephone numbers is given below.

GENERAL ENQUIRIES

The latest published Employment Department statistics are available from the public enquiry office

071 273 6969

Press enquiries 071 273 4961

FOR STATISTICAL INFORMATION ON:

Employment 0928 792563

Employment census 0928 792690

Employment Training and Youth Training 0742 594027

Industrial disputes 0928 792825

Labour Force Survey; labour force projections 071 273 5585

Monthly Average Earnings Index 0928 794847

New Earnings Survey (annual): levels of earnings and hours worked for groups of workers (males and females, industries, occupations, part-time and full-time); distribution of earnings; composition of earnings; hours worked

0928 794903/4

Redundancies 071 273 5530

Retail Prices Index (Central Statistical Office)

Ansafone service 071 217 4905
Enquiries 071 217 4310

Skills surveys and research into skills shortages 0742 594216

Small firms (DTI) 0742 597538

Trade union membership 0928 792825

Trade unions (density only) 071 273 4882

Travel-to-Work Areas (TTWAs), composition and review of 071 273 5530

Unemployment (claimant count) 071 273 5532

Unit wage costs, productivity, international comparisons of earnings and labour costs 071 273 5535

Vacancies notified to Jobcentres 071 273 5532

Vocational qualifications 0742 594216

Wage rates, basic hours 071 273 5571

Workforce training 0742 593489

Youth Cohort Study 0742 594215

Sources of labour market statistics 071 273 5525

FOR ADVICE ON:

Labour market analysis and research related to qualifications, skills and training

0742 594027

FOR ACCESS TO DETAILED INFORMATION, INCLUDING ON-LINE:

NOMIS (the National On-line Manpower Information System)

091 374 2468/2490

Quantime Ltd (on-line and other access to Labour Force Survey data)

071 625 7111

Skills and Enterprise Network 0742 594075

STATFAX SERVICE FOR LABOUR MARKET STATISTICS

CSO STATFAX gives anyone with a fax machine instant access to the latest Labour Market statistics. The first two pages of the latest monthly LMS National Press Notice are available within moments of the official release time of 9.30am.

The number to ring is 0336 416036. Calls for the service are charged at 36p per minute cheap rate and at 48p per minute at all other times. Contact CSO on 071 270 6363 if you have any problems.